

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**California State University Maritime Academy
200 Maritime Academy Drive
Vallejo, CA 94590-8181
(707) 654-1000**

Implementation Period -- April 1, 2020 – March 31, 2021

Transaction Period – April 1, 2019 – March 31, 2020

PART I: AAP FOR MINORITIES AND WOMEN

**PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES**

AA/EEO Contact: Michael J. Martin
Associate Vice President
HRSRM, Diversity and Inclusion
California State University Maritime Academy
200 Maritime Academy Drive
Administration, Room 27
Vallejo, CA 94590
707-654-1135

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California State University Maritime Academy wishes to make it clear that it does not consent to the release of any information whatsoever contained in this AAP under the Freedom of Information Act or otherwise. If the U.S. Government, or any agency or subdivision thereof, is considering breaching the conditions under which this AAP was loaned to such Government, or is considering a request for release of this AAP under the Freedom of Information Act, a request is hereby made that the Government immediately notify the President of The Cal Maritime of any and all Freedom of Information Act requests received by the Government or any other contemplated release of this AAP by the Government which relates to information obtained by the Government from the Academy. We further request that everyone who has any contact with this AAP or its supporting data treat such information as totally confidential and that such information not be released to any person whatsoever. Retention or disclosure of information relating to identifiable individuals may also violate the Privacy Act of 1974.

**Affirmation Action Plan for
CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY**

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INTRODUCTION TO PARTS I AND II

BACKGROUND AND HISTORY

California State University Maritime Academy (Cal Maritime) is a specialized campus of the California State University (CSU) system serving approximately 900 students. Cal Maritime offers an intense four-year program leading to undergraduate degrees in Mechanical Engineering, Marine Engineering Technology, Facilities Engineering Technology, Business Administration – International Business and Logistics, Global Studies and Maritime Affairs, and Marine Transportation. Cal Maritime launched its first graduate degree program – a Master of Science in Transportation and Engineering Management – in the Fall of 2011.

The California State Legislature founded Cal Maritime on June 3, 1929, known then as the California Nautical School. The school's first site was in Tiburon in Marin County. In 1939 the school moved to its present site in Vallejo. The first African-American and the Filipino students were graduated from the Academy in 1970, and in 1973 women were first admitted to Cal Maritime. In the mid-1970's, California State University Maritime Academy became a four-year college, and was first accredited by the Western Association of Schools and Colleges (WASC) in 1977. In 1990, the first female President was inaugurated, making her the first woman to become president of a U.S. academy. On July 1, 1995, California State University Maritime Academy became the 22nd campus of California State University (CSU) system. Currently, Cal Maritime employs approximately 325 faculty and staff.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

California State University Maritime Academy's AAP for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

California State University Maritime Academy has developed separately an affirmative action plan for protected veterans and individuals with disabilities (Part II) prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended and Title 41, Code of Federal Regulations, Part 60-741(Affirmative Action Program for Individuals with Disabilities), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41 Code of Federal Regulations, Part 60-300 (Affirmative Action Program for protected veterans).

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from \$25,000 to \$100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of “recently

separated veteran” to include “any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty”; changes “Special Disabled Veterans” to “Disabled Veterans,” expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.

Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

An individual with a disability: 1) a person who has a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP, are terms California State University Maritime Academy is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although California State University Maritime Academy will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the Academy agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas and sources of statistics does not indicate California State University Maritime Academy's agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this AAP. Such statistics and geographic areas will be used, however, in total good faith with respect to this AAP.

The grouping of job titles into a given job group does not suggest that California State University Maritime Academy believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This AAP is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although California State University Maritime Academy does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this AAP in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP is designed to cover the following reporting period,

- AAP implementation period: April 1, 2020 through March 31, 2021
- Transaction period: April 1, 2019 through March 31, 2020

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of California State University Maritime Academy's workforce in proportion to their representation in the qualified relevant labor market.

The AAP, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, California State University Maritime Academy is subject to and must address a variety of State and Federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflicting with these requirements and guidelines, must be taken into account when developing and implementing the AAP. Furthermore, in determining California State University Maritime Academy's current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to properly identify three key concepts:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.

CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

April 1, 2020 – March 31, 2021

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

California State University Maritime Academy conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated 04/01/2020.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, California State University Maritime Academy identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native employees, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Lines of Progression

Developed in conjunction with the workforce analysis is information on California State University Maritime Academy's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments which employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis/Lines of Progression* for the results per organizational unit.

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the AAP is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. Ideally, if a job group is identified as containing a problem area, it should be large enough that a goal of a least one whole person can be established. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

It may not be possible for a smaller contractor's job groups to meet the guideline of not crossing EEO categories. While there are usually two or more job groups within each EEO-1 or EEO-6 category, for smaller contractors some or all of their job groups may correspond to EEO categories.

California State University Maritime Academy did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS
41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of 04/01/2020.

See the *Job Group Analysis* for the listing of the job titles and the associated race and gender headcounts per job group.

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at California State University Maritime Academy for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if California State University Maritime Academy's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas or areas of deficiency, and establish goals to correct the problems.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2010 Census of Population.
 - A. Local labor area: A(n) "employee" Zip Code Analysis was used to identify the most precise local labor area for "California State University Maritime Academy". The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the employees resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants/employees within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.
 - B. Reasonable labor area: National

See the *Zip Code Analysis* report for the counties included in the local labor area.

Note: Zip code analysis results only apply to job groups where populated census data is available.

2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. See the *Internal Availability Analysis* for more detail.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights.

Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.¹

See the *Availability Analysis* for the availability breakdown for each job group.

¹ In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and minorities in the aggregate.

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, California State University Maritime Academy compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of 04/01/2017 and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.

CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

California State University Maritime Academy has established an annual percentage placement goal whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that California State University Maritime Academy hire a specified number of minorities or women.

A goal is a guidepost against which California State University Maritime Academy, a community group, or a compliance agency can measure progress in remedying identified deficiencies in California State University Maritime Academy's workforce. By setting realistic goals, California State University Maritime Academy should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

See the *Placement Goals* report for each job group and the *Goals Progress Report* for progress made since the previous AAP.

CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, California State University Maritime Academy has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, the Associate Vice President of HRSRM, Diversity and Inclusion, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The primary responsibility and accountability for implementing the AAP rests with the President. This person is responsible, through the Associate Vice President of HRSRM, Diversity and Inclusion, for adherence to California State University Maritime Academy's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring California State University Maritime Academy's AAP. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through California State University Maritime Academy's AAP.

Associate Vice President of HRSRM, Diversity and Inclusion

The Associate Vice President of HRSRM, Diversity and Inclusion is responsible for overall supervision of the AAP. The Associate Vice President of HRSRM, Diversity and Inclusion ensures, through the department managers and supervisors that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President of HRSRM, Diversity and Inclusion's effective work performance. The Associate Vice President of HRSRM, Diversity and Inclusion's responsibilities include, but are not limited to, the following:

1. Ensure that California State University Maritime Academy adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with California State University Maritime Academy's stated policy.

3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.
4. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
5. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
6. Ensure that all new employees receive a special orientation to California State University Maritime Academy's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
7. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
8. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
9. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

The Associate Vice President of HRSRM, Diversity and Inclusion is responsible for ensuring the directives of the President are implemented. These duties also include, but are not limited to, the following:

Managers and Supervisors

In their direct day-to-day contact with California State University Maritime Academy's employees, managers and supervisors have assumed certain responsibilities to help the Academy ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Aggressively adhere to California State University Maritime Academy's equal employment opportunity and affirmative action policy.

- A. Support and assist the Associate Vice President of HRSRM, Diversity and Inclusion in developing, maintaining, and successfully implementing the AAP.
 - B. Complete progress reports regarding the status of goal achievement.
 - C. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
 3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with California State University Maritime Academy's policy.
 4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
 5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(b)

Terminology

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms California State University Maritime Academy is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although California State University Maritime Academy will use the terms in good faith in connection with its AAP, such use does not necessarily signify the academy agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

In addition to comparing incumbency to availability within job groups, California State University Maritime Academy has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). California State University Maritime Academy will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this AAP.

Goals are established within each of the job groups at no less than the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the *Workforce analysis*.

An analysis of minority and female utilization within each job group was accomplished by a thorough investigation of the *Comparison of Incumbency to Availability* reports.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by a thorough examination of transaction data. See the *Summary of Personnel Transactions Report* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job title.

CHAPTER 9: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(c)

California State University Maritime Academy tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The Associate Vice President of HRSRM, Diversity and Inclusion, with the help of the managers and supervisors, will be responsible in ensuring that the following are implemented.

Recruitment:

1. California State University Maritime Academy will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of a newspaper ad.
2. Due to the extensive technical education and experience required for some positions, California State University Maritime Academy will also continue to place job opportunity announcements on the academy website, and in national newspapers and other websites when appropriate.
3. California State University Maritime Academy will continue to notice all employees on the Cal Maritime portal for campus recruiting.
4. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
5. Minority and female applicants will be considered for all positions for which they are qualified.
6. California State University Maritime Academy will participate in job fairs if there are sufficient numbers of openings to warrant participation.
7. California State University Maritime Academy will continue to recruit at several colleges and universities, such as CSU Systemwide, the University of California, Solano Community College, etc. California State University Maritime Academy targets universities based in part on the high-level of diversity of its student body.
8. California State University Maritime Academy will continue to publish recruiting brochures and post job advertisements online at websites where minority and female members of the workforce are included or with a particular focus on such members.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions, and are consistent for the same position from one location to another.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.
3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. California State University Maritime Academy will continue to use only worker specifications that include job-related criteria.
5. California State University Maritime Academy will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

Job Advancement:

1. Minority and female employees can be made available for participation in Career Days, Youth Motivation Programs, and related activities in the community, as desired.
2. California State University Maritime Academy will continue to post or announce job opportunities. California State University Maritime Academy's Job Posting Policy System normally requires postings of all positions up to the Senior Management level.
3. California State University Maritime Academy will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
4. Establish, whenever feasible, formal career counseling programs to include attitude Development, education, aid, job rotation, buddy system, and similar program.
5. Require supervisory personnel to submit justification when apparently qualified minority or female employees are passed over for upgrading.
6. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
7. All employees are actively encouraged to participate in facilities and academy-sponsored social and recreational activities.

8. California State University Maritime Academy will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.
9. Employees can choose training courses through the SkillPort On-line Training Catalog and/ or Lynda.com, and include them in their career development plan.
10. Tuition refund is offered to all salaried employees with at least ninety days of service who are interested in pursuing an undergraduate degree or an advance degree, with certain limitations.

CHAPTER 10: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(d)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the AAP itself. Periodic reports from supervisors, department managers, the Associate Vice President of HRSRM, Diversity and Inclusion, and other relevant persons are required.

The objective of all record keeping systems to be implemented is to assess the results of past actions, trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the Plan as a whole. In addition, a further objective is to identify the proper corrective actions to be made to all components.

In order to fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff, through reallocation of resources, through modifications to plans and the record keeping system itself, through appropriate recognition of personal achievements as well as punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The records that are maintained are the basis for updating the affirmative action plan, including revising the availability data and establishing annual numerical goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

California State University Maritime Academy auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Associate Vice President of HRSRM, Diversity and Inclusion:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Reviews report results with all levels of management; and
4. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND
INDIVIDUALS WITH DISABILITIES**

FOR

April 1, 2020 – March 31, 2021

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of California State University Maritime Academy and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, status as a protected veteran or individual with a disability at all levels of employment, including the executive level. California State University Maritime Academy does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified. In addition, California State University Maritime Academy is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. California State University Maritime Academy will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job

opportunities to all persons regardless of race, religion, color, national origin, sex, age, status as a protected veteran or an individual with disability. California State University Maritime Academy's EEO policy and affirmative action obligations include the full support from myself, President Thomas A. Cropper.

California State University Maritime Academy will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in academy-sponsored activities were extended to all employees and applicants.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact a member of the Human Resources team. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a member of the Human Resources team.

A handwritten signature in black ink, appearing to read 'T.A. Cropper', is written over a horizontal line. The signature is stylized and cursive.

President
California State University Maritime Academy

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the academy's examination and selection methods to identify barriers to employment, training, and promotion.

- 1) California State University Maritime Academy conducts periodic reviews of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) The academy ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.
- 3) The academy ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
- 4) The academy provides reasonable accommodations, unless such accommodations will cause undue hardship to the academy, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
- 5) The academy ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities, periodic reviews are made of the academy's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The academy's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

**CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL
LIMITATIONS**

41 C.F.R §§ 60-300.44(d); 60-741.44(d)

California State University Maritime Academy will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the academy's electronic and/or online application systems. The academy ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. California State University Maritime Academy will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may also contact the following at any time to formally request an accommodation:

Name: Michael J. Martin

Title: Associate Vice President of HRSRM, Diversity and Inclusion

Phone: 707-654-1135

Email: mmartin@csum.edu

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

California State University Maritime Academy has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities or protected veterans is available for distribution to new as well as to existing employees.

**CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND
POSITIVE RECRUITMENT**
41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the academy's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Associate Vice President of HRSRM, Diversity and Inclusion.

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.
- 3) Disseminate information concerning employment opportunities to radio and television stations, and to publications that primarily reach protected veterans and individuals with disabilities.
- 4) Provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.
- 5) Inform all recruiting sources, in writing and orally, of the academy's affirmative action policy for protected veterans and individuals with disabilities.
- 6) List with the State Employment Development Department all suitable job openings.

The exemptions for posting jobs are when positions may include,

- (1) executive and top management positions,
- (2) positions that will be filled from within the academy's organization,
- (3) and positions lasting three days or less.

This is an on-going activity. A listing of job opportunities reported to the local State Employment Service Delivery System is always kept current.

- 7) Send written notification of the academy's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.

- 8) Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the academy's selection process, and recruiting literature. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.
- 9) Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
- 10) California State University Maritime Academy will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

CHAPTER G: INTERNAL DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

In order to gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities, California State University Maritime Academy will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Associate Vice President of HRSRM, Diversity and Inclusion. The following policies and procedures are designed to foster support and understanding from California State University Maritime Academy's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid California State University Maritime Academy in meeting its obligations.

- 1) Include the policy in the academy's policy manual and other in-house publications.
- 2) Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's attitude.
- 3) Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
- 4) Discuss the policy thoroughly in both employee orientation and management training programs.
- 5) Inform union officials of the contractor's policy, and request their cooperation.
- 6) Include non-discrimination clauses in all union agreements, and review all contractual provisions to ensure they are non-discriminatory.
- 7) Include articles on accomplishments of protected veterans and workers with disabilities in academy publications.
- 8) Post the policy on Academy bulletin boards, along with the Academy's harassment policy which includes protection from harassment on the basis of disability.
- 9) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

California State University Maritime Academy has developed and currently implements an audit and reporting system that addresses the following:

- 1) Measures the effectiveness of California State University Maritime Academy's overall affirmative action program and whether the academy is in compliance with specific obligations.
- 2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the Associate Vice President of HRSRM, Diversity and Inclusion.
- 3) Measures the degree to which California State University Maritime Academy's objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding academy sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, California State University Maritime Academy has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Associate Vice President of HRSRM, Diversity and Inclusion, and those employed as supervisors and managers have undertaken the responsibilities described below.

President

The President is responsible for providing top management support for the Academy's AAP. This person issues a memo annually to reaffirm the Academy's Equal Employment Opportunity Policy and to make known to all employees and applicants the commitment of Senior Management to EEO and affirmative action. Additional responsibilities include, but are not limited to:

- 1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the Academy's AAP. Ensuring that these personnel are identified in writing by name and job title.
- 2) Ensuring that designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- 3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through California State University Maritime Academy's AAP.

Associate Vice President of HRSRM, Diversity and Inclusion

The Associate Vice President of HRSRM, Diversity and Inclusion is responsible for overall supervision of the AAP. The Associate Vice President of HRSRM, Diversity and Inclusion ensures, through the department managers and supervisors that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Associate Vice President of HRSRM, Diversity and Inclusion's effective work performance. The Associate Vice President of HRSRM, Diversity and Inclusion's responsibilities include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the Academy's compliance status.
- 2) Maintaining Academy-wide management support and cooperation for the Academy's AAP.

- 3) Collaborating with Senior Management on EEO and AAP issues.
- 4) Assisting line management in arriving at solutions to EEO/AA problems.
- 5) Reviewing results of audit and reporting systems to assess the effectiveness of the Academy's AA programs and to direct corrective actions where necessary.
- 6) Ensuring that the AAP is updated annually for all establishments.
- 7) Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.
- 8) Ensuring that relevant staffs, (i.e., Recruiting analysts, managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
- 9) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 10) Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the Academy's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Academy-sponsored educational, training, recreation and social activities.
- 11) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- 12) Ensuring the Academy's VETS4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Associate Vice President of HRSRM, Diversity and Inclusion is also responsible for the following:

- 1) Providing direction to the Academy's employees, as necessary, to carry out all actions required to meet the Academy's equal employment opportunity and affirmative action commitments.
- 2) Responsible for the design and effective implementation of the AAP at all establishments.

- 3) Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will
 - a) Indicate need for remedial action,
 - b) Determine degree to which goals and objectives have been obtained.
- 4) Advising management in the modification and development of the Academy's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
- 5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
- 6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.
- 7) California State University Maritime Academy conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. California State University Maritime Academy also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the Academy's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
- 8) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.
- 9) Developing policy statements, affirmative action programs, internal and external communication techniques.
- 10) Serving as the liaison between California State University Maritime Academy and enforcement agencies.
- 11) Serving as the liaison between California State University Maritime Academy and organizations and community action groups for protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals with disabilities.
- 12) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.

- 13) Working closely with department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.

Managers and Supervisors

In their direct day-to-day contact with the academy's employees, managers and supervisors have assumed certain responsibilities to help California State University Maritime Academy ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

- 1) Aggressively adhering to the academy's equal employment opportunity policy.
- 2) Supporting and assisting the Associate Vice President of HRSRM, Diversity and Inclusion in developing, maintaining, and successfully implementing the AAP.
- 3) Completing progress reports regarding the status of affirmative action programs.
- 4) Taking action to prevent harassment of employees placed through affirmative action efforts.
- 5) Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
- 6) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with academy policy.
- 7) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
- 8) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 9) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

California State University Maritime Academy trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the academy's stated affirmative action goals.

CHAPTER K: DATA COLLECTION ANALYSIS
41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

California State University Maritime Academy has adopted the current national percentage of veterans in the civilian labor force of 6.4% as its hiring benchmark for protected veterans. California State University Maritime Academy will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 6.4% hiring benchmark is applied to each job group within California State University Maritime Academy.

California State University Maritime Academy also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. California State University Maritime Academy will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied *to each job group* within California State University Maritime Academy.

Goals and/or benchmarks do not require that California State University Maritime Academy hire, promote, train, and/or retain a specified number of individuals with disabilities and/or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met, but are instead targets reasonably by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which California State University Maritime Academy, a community group, or a compliance agency can measure progress in remedying identified deficiencies in California State University Maritime Academy's workforce.

California State University Maritime Academy has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. California State University Maritime Academy will continue to monitor and update these studies periodically during each AAP year. In each case where the hiring benchmark for protected veterans and/or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this AAP.

See the *Hiring Benchmark and Utilization Goals Analyses*.

CHAPTER L: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of California State University Maritime Academy that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Academic Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Academic Support - Faculty Dev

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Administrative Computing

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
0420	Info Tech Consultant 12 Mo	5	2	Male	3	2	0	0	1	0	0	0	
				Female	2	1	0	0	1	0	0	0	
0410	Operating Sys Analyst 12 Mo	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0430	Network Analyst 12 Mo	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
0400	Analyst/Programmer 12 Mo	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		10	5	Male #	7	3	0	1	3	0	0	0	
Grand Total %			50.0	Male %	70.0	30.0	0.0	10.0	30.0	0.0	0.0	0.0	
				Female #	3	2	0	0	1	0	0	0	
				Female%	30.0	20.0	0.0	0.0	10.0	0.0	0.0	0.0	

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Admissions and Outreach

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
3082	SSP II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
3084	SSP III	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		5	3	Male #	2	2	0	0	0	0	0	0	
Grand Total %			60.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	0	0	2	1	0	0	0	
				Female%	60.0	0.0	0.0	40.0	20.0	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Athletics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8181	Athletic Trainer I Ay	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1579	Instructional Support Asst III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2384	Coaching Assistant AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2378	Coach AY	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		15	2	Male #	9	8	1	0	0	0	0	0
Grand Total %			13.3	Male %	60.0	53.3	6.7	0.0	0.0	0.0	0.0	0.0
				Female #	6	5	0	0	1	0	0	0
				Female%	40.0	33.3	0.0	0.0	6.7	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Audio Visual

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Ballast Contract Residual

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	0	Male #	3	3	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Bookstore

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Budget

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5284	Sr Budget Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			50.0	Male %	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Building Maintenance

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0335	Maintenance Mechanic CMA	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
0344	Stationary Engineer CMA	5	2	Male	5	3	1	0	0	0	0	1
				Female	0	0	0	0	0	0	0	
0342	Painter I CMA	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
0346	Carpenter I CMA	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
0339	Electrician I CMA	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		10	4	Male #	10	6	1	1	1	0	0	1
Grand Total %			40.0	Male %	100.0	60.0	10.0	10.0	10.0	0.0	0.0	10.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Campus Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Career Center-Placement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
3084	SSP III	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		5	2	Male #	2	1	0	1	0	0	0	0
Grand Total %			40.0	Male %	40.0	20.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	60.0	40.0	0.0	0.0	20.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: CMA Conferences & Events

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: CMA Food Service Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0308	Food Service Worker I	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
0309	Food Service Worker II	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	
0304	Cook I	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
0305	Cook II	7	6	Male	4	0	0	0	4	0	0	0
				Female	3	1	0	0	2	0	0	
Grand Total #		14	8	Male #	8	2	1	0	5	0	0	0
Grand Total %			57.1	Male %	57.1	14.3	7.1	0.0	35.7	0.0	0.0	0.0
				Female #	6	4	0	0	2	0	0	0
				Female%	42.9	28.6	0.0	0.0	14.3	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Cntr for Engmnt, Teach & Learn

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	26	11	Male	21	12	0	2	5	0	1	1
				Female	5	3	0	1	1	0	0	0
Grand Total #		26	11	Male #	21	12	0	2	5	0	1	1
Grand Total %			42.3	Male %	80.8	46.2	0.0	7.7	19.2	0.0	3.8	3.8
				Female #	5	3	0	1	1	0	0	0
				Female%	19.2	11.5	0.0	3.8	3.8	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Culture & Communication

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	6	2	Male	3	2	0	1	0	0	0	0
				Female	3	2	0	0	1	0	0	
2360	Instr Fac AY	6	1	Male	1	1	0	0	0	0	0	
				Female	5	4	0	0	1	0	0	
Grand Total #		12	3	Male #	4	3	0	1	0	0	0	
Grand Total %			25.0	Male %	33.3	25.0	0.0	8.3	0.0	0.0	0.0	
				Female #	8	6	0	0	2	0	0	
				Female%	66.7	50.0	0.0	0.0	16.7	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Custodial

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	8	4	Male	6	3	3	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3312	Administrator II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		9	5	Male #	7	3	4	0	0	0	0	0
Grand Total %			55.6	Male %	77.8	33.3	44.4	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	22.2	11.1	0.0	11.1	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Custodial Services - Ent Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian	7	6	Male	3	0	2	0	1	0	0	0
				Female	4	1	0	2	1	0	0	
2015	Lead Custodian	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		8	7	Male #	4	0	2	1	1	0	0	0
Grand Total %			87.5	Male %	50.0	0.0	25.0	12.5	12.5	0.0	0.0	0.0
				Female #	4	1	0	2	1	0	0	0
				Female%	50.0	12.5	0.0	25.0	12.5	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Dean of Students

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3086	SSP IV	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1170	Cnfdntl Office Support 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		4	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Disability Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1033	Admin Support Coord 10/12	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3089	SSP IV 10 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Discipline & Conduct

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Early Assessment Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3086	SSP IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	
				Female #	0	0	0	0	0	0	0	
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Educational Opportunity Prgm

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3084	SSP III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Engineering Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1150	Instr Stdnt Asst	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2358	Lecturer AY	9	3	Male	8	6	1	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
2360	Instr Fac AY	9	2	Male	9	7	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
0359	Voc Instr IV Maritime AY-NC	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0364	Voc Lec Maritime AY-CR	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0356	Instr Fac AY-CR CMA	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0362	Voc Instr Maritime AY-CR	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		27	5	Male #	26	22	1	1	2	0	0	0
Grand Total %			18.5	Male %	96.3	81.5	3.7	3.7	7.4	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	3.7	0.0	0.0	3.7	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Financial Aid Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	0	2	0	0	0
				Female%	100.0	33.3	0.0	0.0	66.7	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Financial Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1762	Accountant I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1740	Accounting Technician III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4555	Accountant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
1038	Admin Analyst/Spclst 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	3	Male #	2	1	0	0	1	0	0	0
Grand Total %			42.9	Male %	28.6	14.3	0.0	0.0	14.3	0.0	0.0	0.0
				Female #	5	3	1	0	1	0	0	0
				Female%	71.4	42.9	14.3	0.0	14.3	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Global Studies & Mar Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2360	Instr Fac AY	5	1	Male	2	1	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
Grand Total #		6	1	Male #	2	1	1	0	0	0	0	0
Grand Total %			16.7	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Grounds

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0334	Groundskeeper CMA	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
0333	Lead Groundskeeper CMA	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	1	Male #	4	3	0	0	1	0	0	0
Grand Total %			25.0	Male %	100.0	75.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Health Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8148	Medical Assistant	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	1	0	0	0	0
5210	Health Services Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8147	Health Educator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3073	SSP Academic Related II AY	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3072	SSP Academic Related II 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8166	Nurse Practitioner	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7930	Per Diem Non Exempt Healthcare	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	4	Male #	3	3	0	0	0	0	0	0
Grand Total %			33.3	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	9	5	1	1	1	0	0	1
				Female%	75.0	41.7	8.3	8.3	8.3	0.0	0.0	8.3

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Housing Residential Life

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	3	3	Male	3	0	1	1	0	0	0	1
				Female	0	0	0	0	0	0	0	
3084	SSP III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
Grand Total #		4	4	Male #	3	0	1	1	0	0	0	1
Grand Total %			100.0	Male %	75.0	0.0	25.0	25.0	0.0	0.0	0.0	25.0
				Female #	1	0	1	0	0	0	0	0
				Female%	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Housing: Operations & Revenue

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3318	Administrator I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	1	Male #	5	4	0	0	1	0	0	0
Grand Total %			20.0	Male %	100.0	80.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Human Resources

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1100	Payroll Technician I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Splst 12 Mo	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
1176	Cnfdntl Admin Support 12 Mo	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		8	5	Male #	1	1	0	0	0	0	0	0
Grand Total %			62.5	Male %	12.5	12.5	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	7	2	1	3	1	0	0	0
				Female%	87.5	25.0	12.5	37.5	12.5	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Instructional Support

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Intern'l Business & Logistics

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358	Lecturer AY	3	1	Male	3	2	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0		
2360	Instr Fac AY	6	1	Male	4	4	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	0	
Grand Total #		9	2	Male #	7	6	0	0	1	0	0	0	
Grand Total %			22.2	Male %	77.8	66.7	0.0	0.0	11.1	0.0	0.0	0.0	
				Female #	2	1	0	0	1	0	0	0	
				Female%	22.2	11.1	0.0	0.0	11.1	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Library

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2887	Library Services Spec II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2888	Library Services Spec III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
2920	Librarian 12 Mo	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0420	Info Tech Consultant 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2919	Librarian 10 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	6	0	0	0	0	0	0
				Female%	85.7	85.7	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Maintenance - Ent Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6223	Laborer	3	2	Male	3	1	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
0335	Maintenance Mechanic CMA	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	3	Male #	4	1	2	0	1	0	0	0
Grand Total %			75.0	Male %	100.0	25.0	50.0	0.0	25.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Marine Transportation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0365	Voc Lec Maritime AY-NC	7	1	Male	4	4	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	
2360	Instr Fac AY	4	0	Male	1	1	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	
2358	Lecturer AY	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
0359	Voc Instr IV Maritime AY-NC	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
0356	Instr Fac AY-CR CMA	4	1	Male	4	3	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
0362	Voc Instr Maritime AY-CR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
0358	Voc Instr IV Maritime AY-CR	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		19	2	Male #	12	11	1	0	0	0	0	
Grand Total %			10.5	Male %	63.2	57.9	5.3	0.0	0.0	0.0	0.0	
				Female #	7	6	0	0	1	0	0	
				Female%	36.8	31.6	0.0	0.0	5.3	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Master's Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3086	SSP IV	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Mechanical Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	Instr Fac AY	7	2	Male	7	5	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	2	Male #	8	6	0	1	1	0	0	0
Grand Total %			20.0	Male %	80.0	60.0	0.0	10.0	10.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Office of the Commandant

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
3086	SSP IV	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	1	Male #	2	2	0	0	0	0	0	0
Grand Total %			20.0	Male %	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	60.0	40.0	0.0	20.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Office of the President

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1148	Presidential Aide	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2977	President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	3	2	0	0	1	0	0	0
Grand Total %			40.0	Male %	60.0	40.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	2	1	1	0	0	0	0	0
				Female%	40.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Plant Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	1	0	0	0	0	0
				Female%	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Police Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820	Community Service Spec 12 Mo	9	6	Male	9	3	4	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8350	Police Officer	6	3	Male	5	3	0	0	1	0	0	1
				Female	1	0	0	0	1	0	0	0
8354	Sergeant	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		19	12	Male #	17	6	6	2	2	0	0	1
Grand Total %			63.2	Male %	89.5	31.6	31.6	10.5	10.5	0.0	0.0	5.3
				Female #	2	1	0	0	1	0	0	0
				Female%	10.5	5.3	0.0	0.0	5.3	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Provost/VP Academic Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
8387	Administrator IV-NE	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			66.7	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	1	0	0	0	1
				Female%	66.7	0.0	0.0	33.3	0.0	0.0	0.0	33.3

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Public Relations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0800	Pub Affairs/Comm Spec 12 Mo	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	3	3	0	0	0	0	0	0
Grand Total %			0.0	Male %	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Purchasing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4792	Buyer II	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
Grand Total #		2	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			50.0	Male %	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: RA - CME (Extended Lrng)

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	0	1	0	0	0
				Female%	100.0	66.7	0.0	0.0	33.3	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Reception

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Records

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
3084	SSP III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	1	1	0	0	0	0
				Female%	100.0	60.0	20.0	20.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Research & Sponsored Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: School of Engineering - Admin

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1619	Instructional Support Tech III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7024	Equip Tech III, Splized Equip	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		4	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			25.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: School of L&S - Admin

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1150	Instr Stdnt Asst	5	3	Male	5	2	0	1	2	0	0	0	
				Female	0	0	0	0	0	0	0		
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		7	3	Male #	6	3	0	1	2	0	0	0	
Grand Total %			42.9	Male %	85.7	42.9	0.0	14.3	28.6	0.0	0.0	0.0	
				Female #	1	1	0	0	0	0	0	0	
				Female%	14.3	14.3	0.0	0.0	0.0	0.0	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: School of MTLM-Administrative

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
3306	Administrator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	0	0	0	1
				Female%	50.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Science & Mathematics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	Lecturer AY	5	1	Male	2	1	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	
2360	Instr Fac AY	11	5	Male	7	4	0	2	1	0	0	
				Female	4	2	0	1	1	0	0	
Grand Total #		16	6	Male #	9	5	1	2	1	0	0	
Grand Total %			37.5	Male %	56.3	31.3	6.3	12.5	6.3	0.0	0.0	
				Female #	7	5	0	1	1	0	0	
				Female%	43.8	31.3	0.0	6.3	6.3	0.0	0.0	

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Simulators

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1617	Instructional Support Tech II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		2	1	Male #	2	1	0	1	0	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Student Equity & Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Training Ship Golden Bear

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
1579	Instructional Support Asst III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3318	Administrator I	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3306	Administrator III	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	0	Male #	7	7	0	0	0	0	0	0
Grand Total %			0.0	Male %	70.0	70.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	3	0	0	0	0	0	0
				Female%	30.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: University Advancement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3318	Administrator I	5	1	Male	2	1	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
3312	Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3300	Administrator IV	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	3	Male #	3	2	0	0	1	0	0	0
Grand Total %			30.0	Male %	30.0	20.0	0.0	0.0	10.0	0.0	0.0	0.0
				Female #	7	5	2	0	0	0	0	0
				Female%	70.0	50.0	20.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: VP Administration & Finance

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1170	Cnfdntl Office Support 12 Mo	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
3300	Administrator IV	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	1	0	0	0	1	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: VP Student Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	Administrator IV	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Warehouse

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0336	Materials & Stores Spclst CMA	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		1	1	Male #	1	0	0	0	1	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis

Organizational Unit: Waterfront

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7004	Equip Tech I, Splized Equip	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7024	Equip Tech III, Splized Equip	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	2	Male #	4	2	0	1	1	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Academic Services	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Academic Support - Faculty Dev	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Administrative Computing	10	7	3	5	3	0	1	3	0	0	0	2	0	0	1	0	0	0
Admissions and Outreach	5	2	3	3	2	0	0	0	0	0	0	0	0	2	1	0	0	0
Athletics	15	9	6	2	8	1	0	0	0	0	0	5	0	0	1	0	0	0
Audio Visual	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Ballast Contract Residual	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
Bookstore	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Budget	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Building Maintenance	10	10	0	4	6	1	1	1	0	0	1	0	0	0	0	0	0	0
Campus Planning	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Career Center-Placement	5	2	3	2	1	0	1	0	0	0	0	2	0	0	1	0	0	0
CMA Conferences & Events	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
CMA Food Service Operations	14	8	6	8	2	1	0	5	0	0	0	4	0	0	2	0	0	0
Cntr for Engmnt, Teach & Learn	26	21	5	11	12	0	2	5	0	1	1	3	0	1	1	0	0	0
Culture & Communication	12	4	8	3	3	0	1	0	0	0	0	6	0	0	2	0	0	0
Custodial	9	7	2	5	3	4	0	0	0	0	0	1	0	1	0	0	0	0
Custodial Services - Ent Svcs	8	4	4	7	0	2	1	1	0	0	0	1	0	2	1	0	0	0
Dean of Students	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Disability Services	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Discipline & Conduct	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Early Assessment Program	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Educational Opportunity Prgm	2	1	1	2	0	0	0	1	0	0	0	0	0	0	1	0	0	0
Engineering Technology	27	26	1	5	22	1	1	2	0	0	0	0	0	1	0	0	0	0
Financial Aid Administration	3	0	3	2	0	0	0	0	0	0	0	1	0	0	2	0	0	0
Financial Operations	7	2	5	3	1	0	0	1	0	0	0	3	1	0	1	0	0	0
Global Studies & Mar Affairs	6	2	4	1	1	1	0	0	0	0	0	4	0	0	0	0	0	0
Grounds	4	4	0	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0
Health Center	12	3	9	4	3	0	0	0	0	0	0	5	1	1	1	0	0	1
Housing Residential Life	4	3	1	4	0	1	1	0	0	0	1	0	1	0	0	0	0	0
Housing: Operations & Revenue	5	5	0	1	4	0	0	1	0	0	0	0	0	0	0	0	0	0
Human Resources	8	1	7	5	1	0	0	0	0	0	0	2	1	3	1	0	0	0
Instructional Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Intern'l Business & Logistics	9	7	2	2	6	0	0	1	0	0	0	1	0	0	1	0	0	0
Library	7	1	6	0	1	0	0	0	0	0	0	6	0	0	0	0	0	0
Maintenance - Ent Svcs	4	4	0	3	1	2	0	1	0	0	0	0	0	0	0	0	0	0
Marine Transportation	19	12	7	2	11	1	0	0	0	0	0	6	0	0	1	0	0	0
Master's Program	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Mechanical Engineering	10	8	2	2	6	0	1	1	0	0	0	2	0	0	0	0	0	0
Office of the Commandant	5	2	3	1	2	0	0	0	0	0	0	2	0	1	0	0	0	0
Office of the President	5	3	2	2	2	0	0	1	0	0	0	1	1	0	0	0	0	0
Plant Office	2	1	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Police Services	19	17	2	12	6	6	2	2	0	0	1	1	0	0	1	0	0	0
Provost/VP Academic Affairs	3	1	2	2	1	0	0	0	0	0	0	0	0	1	0	0	0	1
Public Relations	4	3	1	0	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Purchasing	2	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0
RA - CME (Extended Lrng)	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0
Reception	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Records	5	0	5	2	0	0	0	0	0	0	0	3	1	1	0	0	0	0
Research & Sponsored Programs	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
School of Engineering - Admin	4	1	3	1	1	0	0	0	0	0	0	2	0	1	0	0	0	0
School of L&S - Admin	7	6	1	3	3	0	1	2	0	0	0	1	0	0	0	0	0	0
School of MTLM-Administrative	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Science & Mathematics	16	9	7	6	5	1	2	1	0	0	0	5	0	1	1	0	0	0
Simulators	2	2	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Student Equity & Programs	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Training Ship Golden Bear	10	7	3	0	7	0	0	0	0	0	0	3	0	0	0	0	0	0
University Advancement	10	3	7	3	2	0	0	1	0	0	0	5	2	0	0	0	0	0
VP Administration & Finance	2	1	1	2	0	0	0	1	0	0	0	0	0	0	1	0	0	0
VP Student Affairs	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Warehouse	1	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Waterfront	4	4	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0
Total (#)	372	228	144	135	145	23	17	38	0	1	4	92	9	17	23	0	0	3
Total (%)		61.3	38.7	36.3	39.0	6.2	4.6	10.2	0.0	0.3	1.1	24.7	2.4	4.6	6.2	0.0	0.0	0.8

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 1A - President

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	2977	President	1	1	0	1	0
Total (#)			1	1	0	1	0
Total (%)				100.0	0.0	100.0	0.0

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 1B - Executive/Administrative and Managerial

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3300	Administrator IV	3	3	0	1	2
1	8387	Administrator IV-NE	1	1	0	1	0
Total (#)			4	4	0	2	2
Total (%)				100.0	0.0	50.0	50.0

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 1C - General and Operations Managers

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3318	Administrator I	18	10	8	14	4
1	3312	Administrator II	17	9	8	13	4
1	3306	Administrator III	24	19	5	19	5
Total (#)			59	38	21	46	13
Total (%)				64.4	35.6	78.0	22.0

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 2A - Faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2360	Instr Fac AY	48	31	17	36	12
5	0356	Instr Fac AY-CR CMA	5	5	0	4	1
5	2358	Lecturer AY	30	18	12	22	8
5	0358	Voc Instr IV Maritime AY-CR	1	1	0	1	0
5	0359	Voc Instr IV Maritime AY-NC	2	2	0	2	0
5	0362	Voc Instr Maritime AY-CR	3	3	0	3	0
5	0364	Voc Lec Maritime AY-CR	1	1	0	1	0
5	0365	Voc Lec Maritime AY-NC	7	4	3	6	1
Total (#)			97	65	32	75	22
Total (%)				67.0	33.0	77.3	22.7

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 3A - Business and Financial Operations

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1762	Accountant I	1	0	1	1	0
2	4555	Accountant II	1	0	1	0	1
2	1038	Admin Analyst/Splst 12 Mo	21	6	15	14	7
2	4792	Buyer II	1	1	0	0	1
2	1176	Cnfdntl Admin Support 12 Mo	3	0	3	1	2
2	5284	Sr Budget Analyst	1	0	1	1	0
Total (#)			28	7	21	17	11
Total (%)				25.0	75.0	60.7	39.3

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 3B - Community Service, Legal, Arts

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2378	Coach AY	1	1	0	1	0
4	2384	Coaching Assistant AY	1	1	0	1	0
4	8147	Health Educator	1	0	1	0	1
4	0800	Pub Affairs/Comm Spec 12 Mo	3	2	1	3	0
4	3082	SSP II	6	3	3	1	5
4	3084	SSP III	10	4	6	4	6
4	3086	SSP IV	6	2	4	6	0
4	3089	SSP IV 10 Mo	1	0	1	1	0
Total (#)			29	13	16	17	12
Total (%)				44.8	55.2	58.6	41.4

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 3C - Computer, Engineering, and Science

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	0400	Analyst/Programmer 12 Mo	1	1	0	0	1
3	0420	Info Tech Consultant 12 Mo	7	5	2	5	2
3	0430	Network Analyst 12 Mo	1	1	0	0	1
3	0410	Operating Sys Analyst 12 Mo	2	2	0	1	1
3	3072	SSP Academic Related II 12 Mo	1	0	1	1	0
3	3073	SSP Academic Related II AY	2	1	1	2	0
Total (#)			14	10	4	9	5
Total (%)				71.4	28.6	64.3	35.7

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 3D - Librarian, Curators, and Archivist

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2919	Librarian 10 Mo	1	0	1	1	0
7	2920	Librarian 12 Mo	2	0	2	2	0
7	2887	Library Services Spec II	1	0	1	1	0
7	2888	Library Services Spec III	1	0	1	1	0
Total (#)			5	0	5	5	0
Total (%)				0.0	100.0	100.0	0.0

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 3E - Healthcare Practitioner & Tech

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	8181	Athletic Trainer I Ay	1	0	1	1	0
9	8166	Nurse Practitioner	1	0	1	1	0
Total (#)			2	0	2	2	0
Total (%)				0.0	100.0	100.0	0.0

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 4A - Clerical and Secretarial

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	1740	Accounting Technician III	1	0	1	0	1
12	1032	Admin Support Assistant 12 Mo	2	0	2	1	1
12	1033	Admin Support Coord 10/12	1	0	1	1	0
12	1035	Admin Support Coord 12 Mo	9	0	9	3	6
12	1170	Cnfdntl Office Support 12 Mo	3	0	3	1	2
12	5210	Health Services Assistant	1	0	1	1	0
12	1100	Payroll Technician I	1	0	1	0	1
12	1148	Presidential Aide	1	0	1	0	1
Total (#)			19	0	19	7	12
Total (%)				0.0	100.0	36.8	63.2

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 5A - Other Education, Training, and Library Occupations

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	1150	Instr Stdnt Asst	36	31	5	22	14
8	1579	Instructional Support Asst III	2	1	1	2	0
8	1617	Instructional Support Tech II	1	1	0	0	1
8	1619	Instructional Support Tech III	1	0	1	1	0
8	7930	Per Diem Non Exempt Healthcare	2	1	1	2	0
Total (#)			42	34	8	27	15
Total (%)				81.0	19.0	64.3	35.7

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 6A - Skilled Crafts

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	0346	Carpenter I CMA	1	1	0	1	0
13	0339	Electrician I CMA	1	1	0	1	0
13	7004	Equip Tech I, Spclized Equip	1	1	0	1	0
13	7024	Equip Tech III, Spclized Equip	3	3	0	1	2
13	0335	Maintenance Mechanic CMA	2	2	0	0	2
13	0342	Painter I CMA	1	1	0	1	0
Total (#)			9	9	0	5	4
Total (%)				100.0	0.0	55.6	44.4

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 7A - Service/Maintenance

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8820	Community Service Spec 12 Mo	9	9	0	3	6
10	0304	Cook I	3	2	1	3	0
10	0305	Cook II	7	4	3	1	6
10	2010	Custodian	15	9	6	5	10
10	0308	Food Service Worker I	2	1	1	1	1
10	0309	Food Service Worker II	2	1	1	1	1
10	0334	Groundskeeper CMA	3	3	0	2	1
10	2015	Lead Custodian	1	1	0	0	1
10	0333	Lead Groundskeeper CMA	1	1	0	1	0
Total (#)			43	31	12	17	26
Total (%)				72.1	27.9	39.5	60.5

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 7B - Protective Services

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8350	Police Officer	6	5	1	3	3
10	8354	Sergeant	2	2	0	0	2
Total (#)			8	7	1	3	5
Total (%)				87.5	12.5	37.5	62.5

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 7C - Service Occupations - Health Support

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8148	Medical Assistant	3	0	3	0	3
Total (#)			3	0	3	0	3
Total (%)				0.0	100.0	0.0	100.0

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis

Job Group: 8A - Production, Transport, Mat Mov

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	6223	Laborer	3	3	0	1	2
14	0336	Materials & Stores Spclst CMA	1	1	0	0	1
14	0344	Stationary Engineer CMA	5	5	0	3	2
Total (#)			9	9	0	4	5
Total (%)				100.0	0.0	44.4	55.6

(+) indicates this job title contains employees who are included from another facility.

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1A - President	1	1	0	0	1	0	0	0	0	0	0
1B - Executive/Administrative and Managerial	4	4	0	2	2	1	0	1	0	0	0
1C - General and Operations Managers	59	38	21	13	46	3	1	9	0	0	0
2A - Faculty	97	65	32	22	75	5	7	10	0	0	0
3A - Business and Financial Operations	28	7	21	11	17	3	2	5	0	0	1
3B - Community Service, Legal, Arts	29	13	16	12	17	2	5	4	0	0	1
3C - Computer, Engineering, and Science	14	10	4	5	9	0	1	4	0	0	0
3D - Librarian, Curators, and Archivist	5	0	5	0	5	0	0	0	0	0	0
3E - Healthcare Practitioner & Tech	2	0	2	0	2	0	0	0	0	0	0
4A - Clerical and Secretarial	19	0	19	12	7	3	4	4	0	0	1
5A - Other Education, Training, and Library Occupations	42	34	8	15	27	0	5	8	0	1	1
6A - Skilled Crafts	9	9	0	4	5	1	2	1	0	0	0
7A - Service/Maintenance	43	31	12	26	17	10	5	11	0	0	0
7B - Protective Services	8	7	1	5	3	1	1	2	0	0	1
7C - Service Occupations - Health Support	3	0	3	3	0	1	1	0	0	0	1
8A - Production, Transport, Mat Mov	9	9	0	5	4	2	0	2	0	0	1
Total (#)	372	228	144	135	237	32	34	61	0	1	7
Total (%)		61.3	38.7	36.3	63.7	8.6	9.1	16.4	0.0	0.3	1.9

California State University, Maritime Academy

Snapshot Date: 04/01/2020

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Solano, California	173	46.51	53.89
Contra Costa, California	60	16.13	18.69
Alameda, California	26	6.99	8.10
Napa, California	26	6.99	8.10
Los Angeles, California	9	2.42	2.80
Marin, California	9	2.42	2.80
Sacramento, California	9	2.42	2.80
Sonoma, California	9	2.42	2.80
Total:	321	86.29	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Diego, California	7	1.88	0.00
San Francisco, California	5	1.34	0.00
Yolo, California	5	1.34	0.00
Orange, California	4	1.08	0.00
Riverside, California	3	0.81	0.00
San Mateo, California	3	0.81	0.00
Santa Clara, California	3	0.81	0.00
Ventura, California	3	0.81	0.00
Nevada, California	2	0.54	0.00
San Bernardino, California	2	0.54	0.00
San Joaquin, California	2	0.54	0.00
Santa Cruz, California	2	0.54	0.00
Los Alamos+Santa Fe, New Mexico	2	0.54	0.00

California State University, Maritime Academy

Snapshot Date: 04/01/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Matanuska-Susitna, Alaska	1	0.27	0.00
Colusa+Lake, California	1	0.27	0.00
El Dorado, California	1	0.27	0.00
Fresno, California	1	0.27	0.00
Merced, California	1	0.27	0.00
Placer, California	1	0.27	0.00
Larimer, Colorado	1	0.27	0.00
Kitsap, Washington	1	0.27	0.00
Total:	51	13.71	0.00
Included and Excluded Total:	372	100.00	100.00

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 1A - President

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	24.2	25.7	20.00	4.8	5.1	See Zip Code Analysis
Reasonable	22.2	13.6	70.00	15.5	9.5	National
<u>Internal Factors</u>						
Feeders	0.0	50.0	10.00	0.0	5.0	Feeders
Final Availability (%)			100.00	20.4	19.7	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 1B - Executive/Administrative and Managerial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.5	37.4	40.00	27.4	15.0	See Zip Code Analysis
Reasonable	63.8	25.1	40.00	25.5	10.0	National
<u>Internal Factors</u>						
Feeders	56.2	23.0	20.00	11.2	4.6	Feeders
Final Availability (%)			100.00	64.2	29.6	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 1C - General and Operations Managers

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.5	37.4	40.00	27.4	15.0	See Zip Code Analysis
Reasonable	63.8	25.1	40.00	25.5	10.0	National
<u>Internal Factors</u>						
Feeders	56.2	23.0	20.00	11.2	4.6	Feeders
Final Availability (%)			100.00	64.2	29.6	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 2A - Faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	50.6	26.5	35.00	17.7	9.3	See Zip Code Analysis
Reasonable	48.0	25.2	35.00	16.8	8.8	National
<u>Internal Factors</u>						
Feeders	45.4	29.5	30.00	13.6	8.8	Feeders
Final Availability (%)			100.00	48.1	27.0	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 3A - Business and Financial Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.8	58.9	60.00	40.7	35.4	See Zip Code Analysis
Reasonable	62.0	30.9	10.00	6.2	3.1	National
<u>Internal Factors</u>						
Feeders	75.0	39.3	30.00	22.5	11.8	Feeders
Final Availability (%)			100.00	69.4	50.2	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 3B - Community Service, Legal, Arts

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	63.0	50.6	60.00	37.8	30.3	See Zip Code Analysis
Reasonable	66.1	32.7	10.00	6.6	3.3	National
<u>Internal Factors</u>						
Feeders	75.0	39.3	30.00	22.5	11.8	Feeders
Final Availability (%)			100.00	66.9	45.4	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 3C - Computer, Engineering, and Science

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	38.3	52.8	60.00	23.0	31.7	See Zip Code Analysis
Reasonable	37.8	32.1	10.00	3.8	3.2	National
<u>Internal Factors</u>						
Feeders	61.8	47.0	30.00	18.5	14.1	Feeders
Final Availability (%)			100.00	45.3	49.0	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 3D - Librarian, Curators, and Archivist

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	81.3	18.4	60.00	48.8	11.0	See Zip Code Analysis
Reasonable	83.6	15.7	30.00	25.1	4.7	National
<u>Internal Factors</u>						
Feeders	100.0	0.0	10.00	10.0	0.0	Feeders
Final Availability (%)			100.00	83.8	15.7	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 3E - Healthcare Practitioner & Tech

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	71.2	18.1	70.00	49.9	12.7	See Zip Code Analysis
Reasonable	63.8	18.1	30.00	19.1	5.4	National
Final Availability (%)			100.00	69.0	18.1	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 4A - Clerical and Secretarial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	92.4	43.0	60.00	55.4	25.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	100.0	63.2	40.00	40.0	25.3	Feeders
Final Availability (%)			100.00	95.4	51.0	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 5A - Other Education, Training, and Library Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	89.7	55.9	60.00	53.8	33.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	19.0	35.7	40.00	7.6	14.3	Feeders
Final Availability (%)			100.00	61.5	47.8	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 6A - Skilled Crafts

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.2	38.4	70.00	1.6	26.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	0.0	44.4	30.00	0.0	13.3	Feeders
Final Availability (%)			100.00	1.6	40.2	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 7A - Service/Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	39.4	68.5	60.00	23.7	41.1	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	27.9	60.5	40.00	11.2	24.2	Feeders
Final Availability (%)			100.00	34.8	65.3	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 7B - Protective Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	15.4	44.3	60.00	9.2	26.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	33.8	51.9	40.00	13.5	20.8	Feeders
Final Availability (%)			100.00	22.8	47.3	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 7C - Service Occupations - Health Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.1	65.0	100.00	68.1	65.0	See Zip Code Analysis
Final Availability (%)			100.00	68.1	65.0	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Availability Analysis

Job Group: 8A - Production, Transport, Mat Mov

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	10.3	60.8	60.00	6.2	36.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	0.0	44.4	40.00	0.0	17.8	Feeders
Final Availability (%)			100.00	6.2	54.3	

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 1A - President

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	1B - Executive/Administra	100.00	0.0	50.0	50.0	25.0	0.0	25.0	0.0	0.0	0.0	0.0	50.0	50.0	25.0	0.0	25.0	0.0	0.0	0.0
Total:		100.00										0.0	50.0	50.0	25.0	0.0	25.0	0.0	0.0	0.0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA

Job Group: 1B - Executive/Administrative and Managerial

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	2A - Faculty	40.00	33.0	22.7	77.3	5.2	7.2	10.3	0.0	0.0	0.0	13.2	9.1	30.9	2.1	2.9	4.1	0.0	0.0	0.0
CSUMA	3A - Business and Finan	12.00	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6	9.0	4.7	7.3	1.3	0.9	2.1	0.0	0.0	0.4
CSUMA	3B - Community Service,	12.00	55.2	41.4	58.6	6.9	17.2	13.8	0.0	0.0	3.4	6.6	5.0	7.0	0.8	2.1	1.7	0.0	0.0	0.4
CSUMA	3C - Computer, Enginee	12.00	28.6	35.7	64.3	0.0	7.1	28.6	0.0	0.0	0.0	3.4	4.3	7.7	0.0	0.9	3.4	0.0	0.0	0.0
CSUMA	3D - Librarian, Curators,	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
CSUMA	3E - Healthcare Practition	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
Total:		100.00										56.2	23.0	77.0	4.2	6.7	11.4	0.0	0.0	0.8

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 1C - General and Operations Managers

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	2A - Faculty	40.00	33.0	22.7	77.3	5.2	7.2	10.3	0.0	0.0	0.0	13.2	9.1	30.9	2.1	2.9	4.1	0.0	0.0	0.0
CSUMA	3A - Business and Finan	12.00	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6	9.0	4.7	7.3	1.3	0.9	2.1	0.0	0.0	0.4
CSUMA	3B - Community Service,	12.00	55.2	41.4	58.6	6.9	17.2	13.8	0.0	0.0	3.4	6.6	5.0	7.0	0.8	2.1	1.7	0.0	0.0	0.4
CSUMA	3C - Computer, Enginee	12.00	28.6	35.7	64.3	0.0	7.1	28.6	0.0	0.0	0.0	3.4	4.3	7.7	0.0	0.9	3.4	0.0	0.0	0.0
CSUMA	3D - Librarian, Curators,	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
CSUMA	3E - Healthcare Practition	12.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0
Total:		100.00										56.2	23.0	77.0	4.2	6.7	11.4	0.0	0.0	0.8

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 2A - Faculty

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSUMA	3A - Business and Finan	10.00	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6	7.5	3.9	6.1	1.1	0.7	1.8	0.0	0.0	0.4		
CSUMA	3B - Community Service,	10.00	55.2	41.4	58.6	6.9	17.2	13.8	0.0	0.0	3.4	5.5	4.1	5.9	0.7	1.7	1.4	0.0	0.0	0.3		
CSUMA	3C - Computer, Enginee	10.00	28.6	35.7	64.3	0.0	7.1	28.6	0.0	0.0	0.0	2.9	3.6	6.4	0.0	0.7	2.9	0.0	0.0	0.0		
CSUMA	3D - Librarian, Curators,	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0		
CSUMA	3E - Healthcare Practition	10.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0		
CSUMA	5A - Other Education, Tra	50.00	19.0	35.7	64.3	0.0	11.9	19.0	0.0	2.4	2.4	9.5	17.9	32.1	0.0	6.0	9.5	0.0	1.2	1.2		
Total:		100.00										45.4	29.5	70.5	1.8	9.1	15.5	0.0	1.2	1.9		

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 3A - Business and Financial Operations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	100.00	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6
Total:		100.00										75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 3B - Community Service, Legal, Arts

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	100.00	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6
Total:		100.00										75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA

Job Group: 3C - Computer, Engineering, and Science

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	3A - Business and Finan	10.00	75.0	39.3	60.7	10.7	7.1	17.9	0.0	0.0	3.6	7.5	3.9	6.1	1.1	0.7	1.8	0.0	0.0	0.4
CSUMA	3C - Computer, Enginee	50.00	28.6	35.7	64.3	0.0	7.1	28.6	0.0	0.0	0.0	14.3	17.9	32.1	0.0	3.6	14.3	0.0	0.0	0.0
CSUMA	4A - Clerical and Secreta	40.00	100.0	63.2	36.8	15.8	21.1	21.1	0.0	0.0	5.3	40.0	25.3	14.7	6.3	8.4	8.4	0.0	0.0	2.1
Total:		100.00										61.8	47.0	53.0	7.4	12.7	24.5	0.0	0.0	2.5

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 3D - Librarian, Curators, and Archivist

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSUMA	3D - Librarian, Curators,	100.00	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0		
Total:		100.00										100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0		

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 4A - Clerical and Secretarial

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSUMA	4A - Clerical and Secreta	100.00	100.0	63.2	36.8	15.8	21.1	21.1	0.0	0.0	5.3	100.0	63.2	36.8	15.8	21.1	21.1	0.0	0.0	5.3		
Total:		100.00										100.0	63.2	36.8	15.8	21.1	21.1	0.0	0.0	5.3		

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA

Job Group: 5A - Other Education, Training, and Library Occupations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	5A - Other Education, Tra	100.00	19.0	35.7	64.3	0.0	11.9	19.0	0.0	2.4	2.4	19.0	35.7	64.3	0.0	11.9	19.0	0.0	2.4	2.4
Total:		100.00										19.0	35.7	64.3	0.0	11.9	19.0	0.0	2.4	2.4

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 6A - Skilled Crafts

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	6A - Skilled Crafts	100.00	0.0	44.4	55.6	11.1	22.2	11.1	0.0	0.0	0.0	0.0	44.4	55.6	11.1	22.2	11.1	0.0	0.0	0.0
Total:		100.00										0.0	44.4	55.6	11.1	22.2	11.1	0.0	0.0	0.0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 7A - Service/Maintenance

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	7A - Service/Maintenance	100.00	27.9	60.5	39.5	23.3	11.6	25.6	0.0	0.0	0.0	27.9	60.5	39.5	23.3	11.6	25.6	0.0	0.0	0.0
Total:		100.00										27.9	60.5	39.5	23.3	11.6	25.6	0.0	0.0	0.0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 7B - Protective Services

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
CSUMA	3B - Community Service,	50.00	55.2	41.4	58.6	6.9	17.2	13.8	0.0	0.0	3.4	27.6	20.7	29.3	3.4	8.6	6.9	0.0	0.0	1.7		
CSUMA	7B - Protective Services	50.00	12.5	62.5	37.5	12.5	12.5	25.0	0.0	0.0	12.5	6.3	31.3	18.8	6.3	6.3	12.5	0.0	0.0	6.3		
Total:		100.00										33.8	51.9	48.1	9.7	14.9	19.4	0.0	0.0	8.0		

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Internal Availability

AAP: CSUMA
Job Group: 8A - Production, Transport, Mat Mov

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
CSUMA	6A - Skilled Crafts	100.00	0.0	44.4	55.6	11.1	22.2	11.1	0.0	0.0	0.0	0.0	44.4	55.6	11.1	22.2	11.1	0.0	0.0	0.0
Total:		100.00										0.0	44.4	55.6	11.1	22.2	11.1	0.0	0.0	0.0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1A - President
Test: Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	20.4	19.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1B - Executive/Administrative and Managerial

Test: Whole Person

Total Employees: 4

Total		
	FEMALE	MINORITY
Employees (#)	0	2
Employees (%)	0.0	50.0
Availability (%) Goal	64.2	29.6
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 1C - General and Operations Managers

Test: Whole Person

Total Employees: 59

Total		
	FEMALE	MINORITY
Employees (#)	21	13
Employees (%)	35.6	22.0
Availability (%) Goal	64.2	29.6
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	16	4

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 2A - Faculty
Test: Whole Person
Total Employees: 97

Total		
	FEMALE	MINORITY
Employees (#)	32	22
Employees (%)	33.0	22.7
Availability (%) Goal	48.1	27.0
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	14	4

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3A - Business and Financial Operations

Test: Whole Person

Total Employees: 28

Total		
	FEMALE	MINORITY
Employees (#)	21	11
Employees (%)	75.0	39.3
Availability (%) Goal	69.4	50.2
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	3

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3B - Community Service, Legal, Arts
Test: Whole Person
Total Employees: 29

Total		
	FEMALE	MINORITY
Employees (#)	16	12
Employees (%)	55.2	41.4
Availability (%) Goal	66.9	45.4
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	1

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3C - Computer, Engineering, and Science

Test: Whole Person

Total Employees: 14

Total		
	FEMALE	MINORITY
Employees (#)	4	5
Employees (%)	28.6	35.7
Availability (%) Goal	45.3	49.0
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	2	1

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3D - Librarian, Curators, and Archivist

Test: Whole Person

Total Employees: 5

Total

	FEMALE	MINORITY
Employees (#)	5	0
Employees (%)	100.0	0.0
Availability (%) Goal	83.8	15.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 3E - Healthcare Practitioner & Tech
Test: Whole Person
Total Employees: 2

Total		
	FEMALE	MINORITY
Employees (#)	2	0
Employees (%)	100.0	0.0
Availability (%) Goal	69.0	18.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 4A - Clerical and Secretarial
Test: Whole Person
Total Employees: 19

Total		
	FEMALE	MINORITY
Employees (#)	19	12
Employees (%)	100.0	63.2
Availability (%) Goal	95.4	51.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 5A - Other Education, Training, and Library Occupations
Test: Whole Person
Total Employees: 42

Total		
	FEMALE	MINORITY
Employees (#)	8	15
Employees (%)	19.0	35.7
Availability (%) Goal	61.5	47.8
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	17	5

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 6A - Skilled Crafts
Test: Whole Person
Total Employees: 9

Total		
	FEMALE	MINORITY
Employees (#)	0	4
Employees (%)	0.0	44.4
Availability (%) Goal	1.6	40.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7A - Service/Maintenance
Test: Whole Person
Total Employees: 43

Total		
	FEMALE	MINORITY
Employees (#)	12	26
Employees (%)	27.9	60.5
Availability (%) Goal	34.8	65.3
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	2	2

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7B - Protective Services
Test: Whole Person
Total Employees: 8

Total		
	FEMALE	MINORITY
Employees (#)	1	5
Employees (%)	12.5	62.5
Availability (%) Goal	22.8	47.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 7C - Service Occupations - Health Support

Test: Whole Person

Total Employees: 3

Total		
	FEMALE	MINORITY
Employees (#)	3	3
Employees (%)	100.0	100.0
Availability (%) Goal	68.1	65.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: 8A - Production, Transport, Mat Mov
Test: Whole Person
Total Employees: 9

Total		
	FEMALE	MINORITY
Employees (#)	0	5
Employees (%)	0.0	55.6
Availability (%) Goal	6.2	54.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

California State University, Maritime Academy
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1C - General and Operations Managers	60	Females	20	33.3%	36.2%	6	3	50.0%	YES
		Minority	12	20.0%	26.6%		0	0.0%	NO
2A - Faculty	97	Females	33	34.0%	46.6%	23	9	39.1%	NO
		Minority	20	20.6%	29.1%		7	30.4%	YES
3A - Business and Financial Operations	26	Females	19	73.1%	50.2%	5	5	100.0%	NO
		Minority	10	38.5%			1	20.0%	
3B - Community Service, Legal, Arts	35	Females	14	40.0%	65.6%	7	3	42.9%	NO
		Minority	18	51.4%			1	14.3%	
3C - Computer, Engineering, and Science	12	Females	3	25.0%	42.9%	3	1	33.3%	NO
		Minority	5	41.7%			0	0.0%	
5A - Other Education, Training, and Library Occupations	37	Females	5	13.5%	59.4%	31	5	16.1%	NO
		Minority	14	37.8%			12	38.7%	
7A - Service/Maintenance	35	Females	12	34.3%	68.6%	6	0	0.0%	NO
		Minority	21	60.0%			4	66.7%	

* Placements consist of hires and promotions into the target job group from 04/01/2019 to 03/31/2020

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 1A - President

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 1B - Executive/Administrative and Managerial

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	0	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	1	0	1	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 1C - General and Operations Managers

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	13	9	2	24	2	3	5	4	2	6	3	2	5
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	3	0	0	3	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	14	14									
Total	16	11	16	43	2	3	5	4	2	6	3	3	6
Total Minority	3	2	0	5	0	0	0	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	0	1	2	1	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	1	0	1	2	1	3
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 2A - Faculty

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	53	16	0	69	9	7	16	24	15	39	3	0	3
Afr. Amer.	7	0	0	7	2	0	2	1	0	1	0	0	0
Hispanic	2	3	0	5	2	1	3	1	1	2	0	0	0
Asian	13	5	0	18	1	1	2	1	1	2	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	0	1	0	0	0
Unknown (Race)	1	0	81	82									
Total	77	24	81	182	14	9	23	28	17	45	3	0	3
Total Minority	23	8	0	31	5	2	7	4	2	6	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	2	1	3
Total Minority	0	0	0	0	0	0	1	0	1

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 3A - Business and Financial Operations

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	7	1	13	0	2	2	0	1	1	0	2	2
Afr. Amer.	0	4	0	4	0	1	1	0	0	0	0	0	0
Hispanic	0	2	0	2	0	0	0	0	0	0	0	0	0
Asian	4	11	1	16	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	1	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	2	20	22									
Total	9	27	23	59	0	3	3	0	1	1	0	2	2
Total Minority	4	18	2	24	0	1	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	2	2	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	0	1	0	2	2	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 3B - Community Service, Legal, Arts

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	11	14	0	25	3	3	6	2	0	2	0	0	0
Afr. Amer.	3	6	0	9	0	0	0	0	0	0	0	0	0
Hispanic	5	11	0	16	0	0	0	0	0	0	0	0	0
Asian	2	7	0	9	1	0	1	0	0	0	0	1	1
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	45	48									
Total	24	43	45	112	4	3	7	2	0	2	0	1	1
Total Minority	12	27	0	39	1	0	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	3	4
Total Minority	0	0	0	0	0	0	0	2	2

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 3C - Computer, Engineering, and Science

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	10	3	0	13	2	1	3	1	1	2	0	0	0
Afr. Amer.	5	0	0	5	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	5	0	0	5	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	1	0	1
Unknown (Race)	0	0	31	31									
Total	21	3	31	55	2	1	3	1	1	2	1	0	1
Total Minority	11	0	0	11	0	0	0	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 3D - Librarian, Curators, and Archivist

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	9	0	12	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	2	0	2	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	6	7									
Total	4	12	6	22	0	1	1	0	0	0	0	0	0
Total Minority	0	3	0	3	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 3E - Healthcare Practitioner & Tech

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	6	0	7	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	10	10									
Total	1	7	10	18	0	1	1	0	1	1	0	0	0
Total Minority	0	1	0	1	0	0	0	0	1	1	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 4A - Clerical and Secretarial

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	14	50	2	66	0	3	3	0	1	1	0	2	2
Afr. Amer.	3	23	0	26	0	0	0	0	0	0	0	0	0
Hispanic	1	13	0	14	0	1	1	0	0	0	0	0	0
Asian	1	18	1	20	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	1	1	0	0	0	0	0	0	0	0	0
NHOPI	0	7	0	7	0	0	0	0	0	0	0	0	0
Two or More	1	5	0	6	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	5	85	90									
Total	20	121	89	230	0	5	5	0	1	1	0	2	2
Total Minority	6	66	2	74	0	2	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 5A - Other Education, Training, and Library Occupations

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	1	0	7	16	3	19	21	1	22	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	1	0	1	0	0	0
Hispanic	2	0	0	2	4	1	5	6	0	6	0	0	0
Asian	1	0	0	1	4	1	5	3	1	4	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0	0
Two or More	1	0	0	1	1	0	1	2	1	3	0	0	0
Unknown (Race)	0	1	10	11									
Total	11	2	10	23	26	5	31	33	3	36	1	0	1
Total Minority	5	0	0	5	10	2	12	12	2	14	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 6A - Skilled Crafts

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	0	0	5	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	1	0	1	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	4	4									
Total	7	0	4	11	1	0	1	1	0	1	2	0	2
Total Minority	2	0	0	2	0	0	0	1	0	1	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 7A - Service/Maintenance

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	16	1	1	18	2	0	2	0	0	0	2	1	3
Afr. Amer.	10	4	0	14	2	0	2	2	0	2	1	0	1
Hispanic	4	2	0	6	2	0	2	0	0	0	0	0	0
Asian	5	0	0	5	0	0	0	2	0	2	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	1	0	1
Unknown (Race)	0	0	37	37									
Total	36	7	38	81	6	0	6	4	0	4	4	1	5
Total Minority	20	6	0	26	4	0	4	4	0	4	2	0	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 7B - Protective Services

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	0	0	5	0	0	0	0	0	0	0	0	0
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	2	0	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	7	7									
Total	9	0	7	16	0	0	0	0	0	0	0	0	0
Total Minority	4	0	0	4	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 7C - Service Occupations - Health Support

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	1	1	0	0	0	0	0	0
Total Minority	0	0	0	0	0	1	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy

Snapshot Date: 04/01/2020

Personnel Transactions Summary

Job Group: 8A - Production, Transport, Mat Mov

Transaction Dates: 04/01/2019 To 03/31/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	7	0	0	7	1	0	1	0	0	0	1	0	1
Afr. Amer.	1	0	0	1	1	0	1	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	6	7									
Total	10	0	6	16	2	0	2	0	0	0	1	0	1
Total Minority	2	0	0	2	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

California State University, Maritime Academy
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 04/01/2020

Category	4/1/18	4/1/19	4/1/20
Job Openings	174	161	110
Jobs Filled	174	161	104
Applicants for all jobs	926	944	910
Applicants who self-identified as Protected Veterans	25	39	26
Applicants Hired	161	157	95
Protected Veterans Hired	4	10	7
Hiring Benchmark**	6.4	5.9	5.7
Overall protected veterans hired (%)	2.5	6.4	7.4

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

California State University, Maritime Academy
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 04/01/2020

Category	4/1/18			4/1/19			4/1/20		
Job Openings	174			161			110		
Jobs Filled	174			161			104		
Applicants for all jobs	926			944			910		
Applicants who self-identified as individual(s) with Disability	26			32			37		
Applicants Hired	161			157			95		
Individual(s) with Disability Hired	2			3			3		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.7			1.7			2.7		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
1A - President	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
1B - Executive/Administrative and Managerial	4	N/A	N/A	4	N/A	N/A	4	N/A	N/A
1C - General and Operations Managers	52	1	1.9	60	1	1.7	59	1	1.7
2A - Faculty	98	2	2.0	97	1	1.0	97	2	2.1
3A - Business and Financial Operations	24	0	0.0	26	0	0.0	28	0	0.0
3B - Community Service, Legal, Arts	35	1	2.9	35	1	2.9	29	1	3.4
3C - Computer, Engineering, and Science	11	0	0.0	12	0	0.0	14	0	0.0
3D - Librarian, Curators, and Archivist	3	N/A	N/A	4	N/A	N/A	5	N/A	N/A
3E - Healthcare Practitioner & Tech	2	N/A	N/A	2	N/A	N/A	2	N/A	N/A
4A - Clerical and Secretarial	21	0	0.0	20	0	0.0	19	1	5.3
5A - Other Education, Training, and Library Occupations	42	0	0.0	37	0	0.0	42	0	0.0
6A - Skilled Crafts	12	0	0.0	12	1	8.3	9	N/A	N/A

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

California State University, Maritime Academy
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 04/01/2020

Category	4/1/18			4/1/19			4/1/20		
Job Openings	174			161			110		
Jobs Filled	174			161			104		
Applicants for all jobs	926			944			910		
Applicants who self-identified as individual(s) with Disability	26			32			37		
Applicants Hired	161			157			95		
Individual(s) with Disability Hired	2			3			3		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.7			1.7			2.7		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
7A - Service/Maintenance	32	1	3.1	35	1	2.9	43	2	4.7
7B - Protective Services	8	N/A	N/A	7	N/A	N/A	8	N/A	N/A
7C - Service Occupations - Health Support	3	N/A	N/A	3	N/A	N/A	3	N/A	N/A
8A - Production, Transport, Mat Mov	4	N/A	N/A	8	N/A	N/A	9	N/A	N/A

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.