UNIVERSITY OF ALASKA

AFFIRMATIVE ACTION SUMMARY REPORT
TO THE
BOARD OF REGENTS
2021

Prepared by the UA Statewide Office of Human Resources

Policy

Board of Regents' Policy 04.02.012 (B) states:

The University of Alaska seeks to hire, train, and promote individuals based on qualifications and demonstrated ability to perform the job. The University is committed to recruit and retain women and minorities in positions where they have been traditionally under-represented. The concept of affirmative action requires that practices that adversely impact protected classes should be eliminated unless the university can demonstrate a legally permissible basis. To accomplish the goals of its affirmative action program, the university encourages employment applications from and makes special efforts to recruit protected classes.

Annual goals are established for each job category in which minorities and females are underutilized. Utilization is a comparison of UA's current representation to availability in the workforce based on census data. The purpose of these goals is to achieve parity in the workforce without discriminating against any employee or job applicant.

The University of Alaska actively promotes equal employment opportunities for protected groups while monitoring recruitment efforts and selection decisions. Statewide Human Resources works with the campuses to produce metrics and develop projects to focus on a diverse workforce across the university system.

Overview

The 2020 Affirmative Action Plans for Statewide Administration (SW), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) have moved to utilizing forty (40) job categories that subdivide the seven different occupational categories (EEO-skill codes).

The seven occupational categories, with their associated job sub-categories are:

Officials & Management
- Executive
- Management

Faculty
- Professor
- Associate Professor
- Assistant Professor
- Instructor
- Post-Doctoral Fellow
- Academic Leadership

Exempt & Non-Exempt Professional
- Administrative
- Athletics
- Communication
- Crafts & Trades
- Finance
- Health Services
- Human Resources
- Information Systems
- Marine
- Real Property
- Research
- Risk Management
- Student Services
- Training

Exempt & Non-Exempt Clerical
- Administration
- Athletics
- Communications
- Finance
- Health Services
- Risk Management
- Safety Services
- Student Services
- Training

Exempt & Non-Exempt Technician
- Communication
- Crafts & Trades
- Information Systems
- Marine
- Research

Specific, Exempt & Non-Exempt General Crafts and Trades
- Crafts & Trades

Specific, Exempt & Non-Exempt General Service and Maintenance
- Crafts & Trades
- Marine
- Safety Services

Total Employees System-wide by University and EEO Category

This chart shows the total number of employees for the 2021 plan year by minority category and university. See pages 12 and 25 for breakdown by occupational category and job sub-category.

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	202	166	8	6	6	3	2	8
UAA	1423	1124	37	63	63	46	13	77
UAF	1784	1468	22	57	69	93	4	71
UAS	276	214	3	8	21	14	3	13
Total	3,887	2,972	70	134	159	156	22	169

Summary of Goal Areas by University for 2021 Plan Year

The chart below shows the annual goal areas for minorities and females by occupational category. Most universities have goals in some or all the categories. See pages 6 through 10 for breakdown by occupational category and job sub-category.

	Officials & Management	Faculty	Professional	Clerical	Technical	Crafts & Trades	General Services & Maintenance
SW	None	n/a	None	None	None	n/a	n/a
UAA	**Minority: Executive Female: Management**	**Female: Associate Professors**	None	**Minority: Admin**	None	None	None
UAF	None	**Female: Professors; Associate Professors Minority: Professors**	**Female: Information Services; Risk Management Minority: Research**	None	**Female: Information Services Minority: Communication**	**Minority: L6070**	**Minority: Marine; Safety Services**
UAS	None	**Minority: Professors; Assistant Professors**	None	None	None	None	None

Goal Summary by Occupational Category – 2020 Plan Year

The following provides a detailed explanation of annual goals by occupational category and university. Note that the "Executive" occupational category has been redefined by the Equal Employment Opportunity Commission as "Officials and Managers" and thus, as of plan year 2019, this category now includes more than officers and senior administrators of the university, but managers as well. The tables below compare data from the prior plan years (2018 & 2019) with the 2020 plan year. The information indicates whether the occupational category is being underutilized with females and/or minorities, and which sub-category those goals apply to. Underutilization is present when we have fewer females and/or minorities in a particular job group than would be expected by their availability in the workforce based on the census data. The annual goals are based on the individualized campus affirmative action plans. If there is no underutilization, then there is no annual goal(s) needed in the occupational category.

The further breakout of the occupational categories into sub-categories aligns with OFCCP guidelines and affords a more transparent understanding of specific areas of underutilization, allowing the University of Alaska to more effectively target recruitment goals, region, and specialty. To help illustrate trending over the changes in categorization and employee headcount, percentages have been added to the tables below to help illustrate trending.

Officials & Managers*

*Prior to the 2019 plan year, the EEO Category was "Executive" and did not include managerial staff.

Statewide Administration – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	4	13%	14	45%	31
2019	10	20%	25	49%	51
2020	8	16%	26	51%	51
2021	7	14%	27	56%	48

Minority, Female: No underutilization.

UAA – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	2	10%	6	29%	21
2019	15	13%	72	61%	118
2020	14	13%	68	61%	111
2021	15	12%	68	58%	117

Minority: Underutilization within Executive and Management.
Female: No underutilization.

UAF – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	4	10%	15	38%	40
2019	18	11%	103	66%	157
2020	24	15%	109	67%	162
2021	26	15%	122	70%	173

Minority, Female: No underutilization.

UAS – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	1	10%	6	60%	10
2019	6	22%	18	67%	27
2020	5	22%	17	74%	23
2021	5	18%	19	70%	27

Minority, Female: No underutilization.

Faculty

UAA – Faculty – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	107	17%	322	53%	612
2019	95	16%	306	52%	583
2020	97	18%	283	52%	549
2021	89	16%	276	52%	524

Minority: No underutilization.

Female: Underutilization in Associate Professor rank.

UAF – Faculty – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	103	18%	245	44%	562
2019	94	17%	234	43%	543
2020	96	18%	240	44%	545
2021	95	17%	234	44%	531

Minority: Underutilization in Professor rank.

Female: Underutilization in Professor rank, Associate Professor rank.

UAS – Faculty – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	8	7%	51	46%	112
2019	8	7%	50	45%	110
2020	7	7%	46	45%	102
2021	9	8%	47	46%	102

Minority: Underutilization in Professor and Assistant Professor ranks.

Female: No underutilization.

Professionals

Statewide Administration – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	20	16%	65	52%	126
2019	12	14%	44	52%	85
2020	19	19%	56	55%	101
2021	18	16%	64	59%	108

Minority, Female: No underutilization.

UAA – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	94	19%	323	65%	497
2019	82	19%	275	65%	424
2020	82	21%	247	64%	384
2021	83	21%	253	66%	381

Minority, Female: No underutilization.

UAF – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	91	15%	349	58%	598
2019	73	15%	283	56%	501
2020	83	17%	273	56%	488
2021	91	17%	289	55%	523

Minority: Underutilization within Research Professionals.
Female: Underutilization within Information Services and Risk Management Professionals.

UAS – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	24	27%	60	68%	88
2019	19	26%	50	68%	73
2020	13	20%	43	66%	65
2021	17	27%	36	59%	61

Minority, Female: No underutilization.

Clerical

Statewide Administration – Clerical– Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	5	23%	19	86%	22
2019	2	13%	15	94%	16
2020	5	20%	22	88%	25
2021	5	19%	23	88%	26

Minority, Female: No underutilization.

UAA – Clerical – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	92	31%	243	81%	299
2019	90	32%	231	81%	284
2020	69	30%	186	80%	233
2021	75	31%	184	76%	239

Minority: Underutilization in Administrative Clerical.
Female: No underutilization.

UAF – Clerical – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	70	25%	249	88%	283
2019	72	24%	258	88%	294
2020	68	26%	218	84%	259
2021	59	23%	214	86%	247

Minority, Female: No underutilization.

UAS – Clerical – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	17	30%	53	93%	57
2019	17	30%	50	89%	56
2020	19	37%	45	88%	51
2021	16	35%	40	88%	45

Minority, Female: No underutilization.

Technicians

Statewide Administration – Technicians – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	5	21%	4	79%	24
2019	4	20%	3	15%	20
2020	4	22%	4	22%	18
2021	5	27%	2	11%	18

Minority, Female: No underutilization.

UAA – Technicians – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	16	17%	42	44%	95
2019	14	16%	36	42%	86
2020	14	17%	37	46%	81
2021	15	18%	35	42%	82

Minority, Female: No underutilization

UAF – Technicians – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	17	11%	76	49%	155
2019	15	10%	74	50%	147
2020	17	12%	71	51%	139
2021	20	14%	71	51%	138

Minority: Underutilization within Communication Technicians.
Female: Underutilization within Information Services Technicians.

UAS – Technicians – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	3	18%	6	35%	17
2019	4	22%	8	44%	18
2020	2	14%	7	50%	14
2021	2	12%	9	56%	16

Minority, Female: No underutilization.

General Crafts & Trades

UAA – General Crafts & Trades – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	11	22%	3	6%	50
2019	9	18%	4	8%	49
2020	9	19%	4	8%	48
2021	9	20%	5	11%	45

Minority, Female: No underutilization.

UAF – General Crafts & Trades – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	20	18%	6	5%	112
2019	18	16%	8	7%	114
2020	17	14%	8	7%	119
2021	16	13%	12	10%	119

Minority: Underutilization within Crafts & Trades.

- Female: No underutilization.

UAS – General Crafts & Trades – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	4	33%	0	0%	12
2019	4	36%	0	0%	11
2020	4	36%	0	0%	11
2021	6	46%	0	0%	13

Minority, Female: No underutilization.

General Service & Maintenance

UAA – General Service & Maintenance – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	19	40%	11	23%	47
2019	16	35%	8	17%	46
2020	14	34%	5	12%	41
2021	13	38%	4	12%	34

Minority, Female: No underutilization.

UAF – General Service & Maintenance – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	7	16%	6	14%	44
2019	6	13%	8	17%	48
2020	9	18%	11	22%	49
2021	9	18%	9	18%	50

Minority: Underutilization with Marine and Safety Services.

- Female: No underutilization.

UAS – General Service & Maintenance – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	12	75%	1	6%	16
2019	10	67%	1	7%	15
2020	9	69%	1	8%	13
2021	7	63%	1	9%	11

Minority, Female: No underutilization.

Total Employees by Category and University

The charts below give a breakdown of each occupational category (in bold), with the further breakdown of sub-categories, showing the total number of employees, for the 2020 plan year by category and university.

OFFICIALS & MANAGEMENT TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	48	41	2	0	2	0	1	2
UAA	117	102	0	6	1	3	0	5
UAF	173	147	3	2	1	10	0	10
UAS	27	22	0	1	1	1	0	2

BREAKDOWN FOR OFFICIALS & MANAGEMENT SUBCATEGORIES:

Executive

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	31	28	1	0	0	0	1	1
UAA	18	18	0	0	0	0	0	0
UAF	42	35	1	0	1	4	0	1
UAS	10	9	0	0	0	0	0	1

Management

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	17	13	1	0	2	0	0	1
UAA	99	84	0	6	1	3	0	5
UAF	131	112	2	2	0	6	0	9
UAS	17	13	0	1	1	1	0	1

FACULTY TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	**n/a**							
UAA	**477**	**375**	**10**	**13**	**31**	**17**	**3**	**14**
UAF	**525**	**436**	**4**	**10**	**47**	**8**	**1**	**14**
UAS	**102**	**93**	**0**	**1**	**2**	**4**	**0**	**2**

BREAKDOWN FOR FACULTY SUBCATEGORIES:

Professor

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	n/a							
UAA	121	94	0	4	17	3	0	3
UAF	140	124	1	2	17	0	0	2
UAS	102	93	0	1	2	4	0	1

Associate Professor

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	n/a							
UAA	121	105	1	4	8	1	0	2
UAF	145	118	1	4	14	4	1	3
UAS	29	25	0	0	1	2	0	1

Assistant Professor

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	n/a							
UAA	193	157	4	5	5	10	3	9
UAF	143	113	1	2	10	0	0	6
UAS	50	45	0	1	1	2	0	1

Instructor

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	n/a							
UAA	31	9	2	0	0	1	0	0
UAF	33	25	1	2	2	2	0	1
UAS	1	1	0	0	0	0	0	0

Post-Doctoral Fellow

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	n/a							
UAA	11	10	0	0	0	1	0	0
UAF	43	37	0	0	3	1	0	2
UAS	0	0	0	0	0	0	0	0

Academic Leadership

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	n/a							
UAA	46	41	3	0	1	1	0	0
UAF	21	19	0	0	1	1	0	0
UAS	3	3	0	0	0	0	0	0

PROFESSIONAL TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	**108**	**90**	**4**	**3**	**4**	**1**	**1**	**5**
UAA	**381**	**298**	**14**	**21**	**13**	**14**	**3**	**18**
UAF	**523**	**432**	**7**	**16**	**9**	**31**	**3**	**24**
UAS	**59**	**42**	**0**	**3**	**6**	**5**	**1**	**2**

BREAKDOWN FOR PROFESSIONAL SUBCATEGORIES:

Administrative (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	11	10	0	0	1	0	0	0
UAA	81	64	2	4	0	5	0	6
UAF	85	64	0	4	2	9	1	5
UAS	2	1	0	0	0	1	0	0

Athletics (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	23	18	1	0	0	2	0	2
UAF	22	17	0	1	2	0	0	2
UAS	0	0	0	0	0	0	0	0

Communication (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	13	13	0	0	0	0	0	0
UAF	13	12	0	0	1	0	0	0
UAS	3	3	0	0	0	0	0	0

Crafts & Trades (Professionals)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	N/A	0	0	0	0	0	0	0
UAA	6	4	1	1	0	0	0	0
UAF	17	17	0	0	0	0	0	0
UAS	2	1	0	0	0	0	0	1

Finance (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	23	21	0	0	1	0	0	1
UAA	29	21	0	3	3	0	0	2
UAF	38	30	1	2	1	1	0	3
UAS	4	1	0	0	3	0	0	0

Health Services (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	N/A	0	0	0	0	0	0	0
UAA	11	10	0	0	1	0	0	0
UAF	6	4	0	0	0	1	0	1
UAS	3	3	0	0	0	0	0	0

HR (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	23	16	3	2	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	N/A	0	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Information Services (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	39	33	1	1	2	1	0	1
UAA	35	29	1	1	2	0	0	2
UAF	83	73	1	1	2	3	0	3
UAS	8	6	0	0	1	0	0	1

Marine (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	N/A	0	0	0	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	2	1	1	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Real Property (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	7	5	0	0	0	0	1	1
UAA	N/A	0	0	0	0	0	0	0
UAF	N/A	0	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Research (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	2	2	0	0	0	0	0	0
UAA	45	37	1	3	2	0	1	1
UAF	111	99	2	2	1	4	0	3
UAS	1	1	0	0	0	0	0	0

Risk (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	3	3	0	0	0	0	0	0
UAA	5	5	0	0	0	0	0	0
UAF	7	6	0	0	0	1	0	0
UAS	2	1	0	1	0	0	0	0

Student Services (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	N/A	0	0	0	0	0	0	0
UAA	87	62	7	6	4	3	0	5
UAF	75	54	1	4	1	9	2	4
UAS	27	20	0	2	1	3	1	0

Training (Professional)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	N/A	0	0	0	0	0	0	0
UAA	6	4	1	1	0	0	0	0
UAF	17	17	0	0	0	0	0	0
UAS	2	1	0	0	0	0	0	0

CLERICAL TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	**26**	**22**	**2**	**1**	**0**	**1**	**0**	**2**
UAA	**236**	**164**	**11**	**14**	**7**	**7**	**6**	**30**
UAF	**246**	**190**	**6**	**15**	**8**	**16**	**0**	**13**
UAS	**45**	**30**	**3**	**1**	**4**	**4**	**0**	**5**

BREAKDOWN FOR CLERICAL SUBCATEGORIES:

Administrative (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	10	9	0	0	0	0	0	1
UAA	115	88	4	4	4	3	2	10
UAF	128	99	5	9	3	9	0	3
UAS	22	15	0	1	0	3	0	3

Athletics (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	2	2	0	0	0	0	0	0
UAF	4	4	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Communications (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	14	10	0	2	0	0	1	1
UAF	2	2	0	0	0	0	0	0
UAS	1	1	0	0	0	0	0	0

Finance (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	6	4	0	1	0	1	0	0
UAA	37	23	3	2	2	1	0	6
UAF	49	38	1	2	2	3	0	3
UAS	6	3	0	0	1	0	0	2

Health Services (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	2	2	0	0	0	0	0	0
UAF	3	1	0	2	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Human Resources (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	9	7	1	0	0	0	0	1
UAA	1	1	0	0	0	0	0	0
UAF	10	7	0	0	0	0	0	3
UAS	1	1	0	0	0	0	0	0

Risk Management (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	1	1	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	0	0	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Safety Services (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	1	1	0	0	0	0	0
UAA	4	5	2	0	0	0	0	0
UAF	4	4	0	0	1	0	0	1
UAS	0	1	1	0	0	0	0	0

Student Services (Clerical)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	47	31	2	5	1	1	2	5
UAF	34	25	0	2	2	4	0	1
UAS	15	9	2	0	3	1	0	0

Training (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asia n	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	14	2	0	1	0	2	1	8
UAF	12	10	0	0	0	0	0	2
UAS	0	0	0	0	0	0	0	0

TECHNICIAN TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	18	13	1	2	0	1	0	1
UAA	82	67	0	4	5	0	0	6
UAF	138	118	0	4	5	8	0	3
UAS	16	14	1	0	1	0	0	0

BREAKDOWN FOR TECHNICIAN SUBCATEGORIES:

Communication (Technician)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	1	1	0	0	0	0	0	0
UAA	38	31	0	2	2	0	0	3
UAF	57	52	0	1	1	0	0	3
UAS	6	5	1	0	0	0	0	0

Crafts & Trades (Technician)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	5	4	0	0	0	1	0	0
UAS	0	0	0	0	0	0	0	0

Information Services (Technician)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	17	12	1	2	0	1	0	1
UAA	18	15	0	1	0	0	0	2
UAF	23	20	0	1	1	1	0	0
UAS	6	5	0	0	1	0	0	0

Marine (Technician)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	7	6	0	0	1	0	0	0
UAS	0	0	0	0	0	0	0	0

Research (Technician)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	26	21	0	1	3	0	0	1
UAF	46	36	0	2	2	6	0	0
UAS	4	4	0	0	0	0	0	0

GENERAL CRAFT & TRADE TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	**N/A**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
UAA	**48**	**39**	**0**	**4**	**2**	**1**	**0**	**2**
UAF	**119**	**102**	**1**	**5**	**0**	**6**	**0**	**5**
UAS	**11**	**7**	**0**	**1**	**1**	**0**	**0**	**2**

NO SUBCATEGORIES

GENERAL SERVICES & MAINTENANCE TOTALS

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
UAA	**44**	**27**	**4**	**2**	**6**	**3**	**2**	**0**
UAF	**66**	**57**	**1**	**3**	**0**	**3**	**0**	**1**
UAS	**10**	**4**	**0**	**1**	**4**	**0**	**1**	**0**

BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:

Crafts & Trades (General Service & Maintenance)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	30	18	2	2	4	3	1	4
UAF	41	34	1	2	0	3	0	9
UAS	10	4	0	1	4	0	1	1

Marine (General Service & Maintenance)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	0	0	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	7	7	0	0	0	0	0	2
UAS	0	0	0	0	0	0	0	0

Safety Services (General Services & Maintenance)

	Total Employees	White	Black	Hispanic/ Latino	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	N/A	0	0	0	0	0	0	0
UAA	14	9	2	0	2	0	1	2
UAF	18	16	0	1	0	0	0	1
UAS	0	0	0	0	0	0	0	0