

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**SAN JOSÉ STATE UNIVERSITY
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NOVEMBER 1, 2023 THROUGH OCTOBER 31, 2024

PART I: AAP FOR MINORITIES AND WOMEN

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

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This AAP contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979).

Copies of this AAP and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any persons whatsoever. This AAP and all its supporting documents contain much confidential information which may reveal, directly or indirectly, SAN JOSÉ STATE UNIVERSITY's plans for business or geographical expansion or contraction. SAN JOSÉ STATE UNIVERSITY considers this AAP to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-60.4(d) that portions of this AAP be kept confidential.

SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY 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 University. 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.

SAN JOSÉ STATE UNIVERSITY AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

SAN JOSÉ STATE UNIVERSITY is a public university which provides undergraduate and graduate degree programs. The University was founded in 1857 in the State of California.

SAN JOSÉ STATE UNIVERSITY is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, Section 4212. Because SAN JOSÉ STATE UNIVERSITY has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAPs) for minorities and women, for protected veterans, and for individuals with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of the University from future contracts and subcontracts.

Affirmative action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Affirmative action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory affirmative action plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis reveals a numeric disparity between incumbency (and/or hiring rates for veterans) and availability, an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are key to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will include a thorough review of the University's outreach efforts to determine the effectiveness of such efforts in closing the hiring and/or utilization gaps. It is toward this end that the following AAP of SAN JOSÉ STATE UNIVERSITY was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

SAN JOSÉ STATE UNIVERSITY'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).

SAN JOSÉ STATE UNIVERSITY 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: Black/African American, Hispanic/Latino, Asian/Pacific Islander, and American Indian/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 SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the University 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 SAN JOSÉ STATE UNIVERSITY'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 SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY 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 contains information that covers the following dates and reporting period:

- Employee/Snapshot data: as of OCTOBER 31, 2023
- Transaction data: NOVEMBER 1, 2022 THROUGH OCTOBER 31, 2023
- AAP implementation period: NOVEMBER 1, 2023 THROUGH OCTOBER 31, 2024

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 SAN JOSÉ STATE UNIVERSITY'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, SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY'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.

SAN JOSÉ STATE UNIVERSITY

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

NOVEMBER 1, 2023 THROUGH OCTOBER 31, 2024

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

SAN JOSÉ STATE UNIVERSITY conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated 10/31/2023.

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, SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY'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 at 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 IPEDS category, for smaller contractors some or all of their job groups may correspond to EEO categories.

SAN JOSÉ STATE UNIVERSITY 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 10/31/2023.

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 SAN JOSÉ STATE UNIVERSITY 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 gender group could reasonably be expected to be represented in a job group if SAN JOSÉ STATE UNIVERSITY'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 2018 Census of Population.
 - A. Local labor area: An Employee Zip Code Analysis was used to identify the most precise local labor area for SAN JOSÉ STATE UNIVERSITY. 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/applicants 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, SAN JOSÉ STATE UNIVERSITY compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of 10/31/2022 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

SAN JOSÉ STATE UNIVERSITY 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 within 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 SAN JOSÉ STATE UNIVERSITY hire a specified number of minorities or women.

A goal is a guidepost against which SAN JOSÉ STATE UNIVERSITY, a community group, or a compliance agency can measure progress in remedying identified deficiencies in SAN JOSÉ STATE UNIVERSITY's workforce. By setting realistic goals, SAN JOSÉ STATE UNIVERSITY 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, SAN JOSÉ STATE UNIVERSITY 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 Senior Associate Vice President for University Personnel, the Senior Director for Employee Relations, Retention and Equal Opportunity, 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 Senior Associate Vice President for University Personnel and the Senior Director, Employee Relations, Retention and Equal Opportunity, for adherence to SAN JOSÉ STATE UNIVERSITY'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 SAN JOSÉ STATE UNIVERSITY'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 SAN JOSÉ STATE UNIVERSITY's AAP.

Senior Associate Vice President for University Personnel

The Senior Associate Vice President for University Personnel is responsible for overall supervision of the AAP. The Senior Associate Vice President for University Personnel ensures, through the Senior Director, Employee Relations, Retention and Equal Opportunity and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Senior Associate Vice President for University Personnel's effective work performance. The Senior Associate Vice President for University Personnel's responsibilities include, but are not limited to, the following:

1. Ensure that SAN JOSÉ STATE UNIVERSITY adheres to the stated policy of equal employment opportunity and monitors the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with SAN JOSÉ STATE UNIVERSITY'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 nondiscrimination.
6. Ensure that all new employees receive a special orientation to SAN JOSÉ STATE UNIVERSITY'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.

Senior Director, Employee Relations, Retention and Equal Opportunity

The Senior Director, Employee Relations, Retention and Equal Opportunity is responsible for ensuring the directives of the President and Senior Associate Vice President for University Personnel are implemented. The Senior Director, Employee Relations, Retention and Equal Opportunity, duties include, but are not limited to, the following:

1. Provide direction to SAN JOSÉ STATE UNIVERSITY's employees, as necessary, to carry out all actions required to meet the University's equal employment opportunity and affirmative action commitments.
2. Review, report on, and update SAN JOSÉ STATE UNIVERSITY's AAP at least on an annual basis in accordance with stated policy.
3. Responsible for the design and effective implementation of the AAP campus wide.

4. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
5. Advise management in the modification and development of SAN JOSÉ STATE UNIVERSITY's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
6. Conduct periodic audits to ensure all required posters and those advertising SAN JOSÉ STATE UNIVERSITY's equal employment opportunity policies and AAP are displayed and that SAN JOSÉ STATE UNIVERSITY's equal employment opportunity and AAP policies are being thoroughly communicated.
7. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

Managers and Supervisors

In their direct day-to-day contact with SAN JOSÉ STATE UNIVERSITY's employees, managers and supervisors have assumed certain responsibilities to help the University 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 SAN JOSÉ STATE UNIVERSITY's equal employment opportunity and affirmative action policy.
 - A. Support and assist the Senior Associate Vice President for University Personnel and Senior Director, Employee Relations, Retention and Equal Opportunity 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 projects/tasks/duties 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 and applicable guidelines.
3. Consult with the Faculty Services and Recruiting and Retention units, of University Personnel to ensure that all interviews, offers of employment and/or wage commitments are consistent with SAN JOSÉ STATE UNIVERSITY'S policy.

4. Support employee progress and upward mobility through classification reviews and internal recruitments.
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 SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY will use the terms in good faith in connection with its AAP, such use does not necessarily signify the University 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, SAN JOSÉ STATE UNIVERSITY has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). SAN JOSÉ STATE UNIVERSITY 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 group.

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

SAN JOSÉ STATE UNIVERSITY 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 Senior Associate Vice President for University Personnel, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. University Personnel will place all faculty, staff, and management job opportunity announcements on the local and systemwide University websites as well as the following sites to develop diverse candidate pools:
 - a. Cal JOBS
 - b. Careers in Government
 - c. Diversity Jobs
 - d. Government Jobs
 - e. Inside Higher Ed
 - f. Monster
 - g. Recruit Military
 - h. Northern California Higher Education Recruitment Consortium
 - i. The Chronicle of Higher Education
 - j. Various social media outlets (Instagram, Facebook, LinkedIn etc.)
2. University Personnel uses CHRS Recruiting (powered by PageUp) for staff, management and faculty recruitments which make its advertised positions available from any Internet accessible computer.
3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. University Personnel will participate in job fairs if there are sufficient numbers of openings to warrant participation quarterly.
6. University Personnel's Faculty Services Recruiting Unit, endeavors to diversify both the faculty and curriculum in order to enhance educational quality. In an effort to increase the diversity of applicants and candidates, search committees will make proactive efforts to expand the applicant pools from which SAN JOSÉ STATE UNIVERSITY hires.

7. Academic departments must submit an outreach and advertising plan for each position that documents the passive and active recruitment strategies to be used to create a diverse applicant pool.
8. Academic department recruitment committees must reflect diversity, and if it is lacking, tenured or probationary faculty members from related fields may serve as members to achieve appropriate diversity.

Position Descriptions/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 position descriptions that contain education, 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 descriptions 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. University Personnel will continue to use only minimum qualifications that include job-related criteria.
5. University Personnel will continue to counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions. The committee members will participate in a bias training conducted by the Chief Diversity Officer or designee.
6. Faculty position descriptions should identify the essential qualifications for the position, making sure that the qualifications do not unintentionally discriminate against a group of deserving candidates. Additionally, desirable but not essential qualifications must be identified.
7. Announcements for faculty recruitment must be placed in applicable journals, print advertisements, discipline specific journals/newsletters, and websites ensuring that all of these sources will assist with finding a diverse group of candidates. The Faculty Recruitment Guide can be found here: <https://www.sjsu.edu/up/docs/faculty-recruitment-guide.pdf>. Section B.2 gives ways to ensure a diverse talent pool.

Job Advancement:

1. University Personnel will continue to place job opportunity announcements on the

University website.

2. All employees are actively encouraged to participate in usage of facilities and University-sponsored social and recreational activities.
3. SAN JOSÉ STATE UNIVERSITY will continue to use our formal employee evaluation program. The performance evaluation/review is used for annual reviews for all employees.
4. Employees can choose in-person or virtual training courses through CSULearn or LinkedIn Learning. In addition, employees can register for classes led by University Personnel, the Center for Faculty Development and eCampus. Employees can include any of these courses in their career development plan and performance evaluation.
5. The Fee Waiver Program allows eligible staff and faculty employees, including Teaching Associates, to attend California State University (CSU) courses at reduced rates. The program is designed to assist employees in improving current job skills or in preparing for a new career. Courses are taken for credit, and employees can take either two courses or six units (whichever is greater) per semester, depending on their job classification.
6. SAN JOSÉ STATE UNIVERSITY Associated Students operates a child development center for children aged six-months through six years. The Child Development Center is primarily for students of SAN JOSÉ STATE UNIVERSITY. Faculty and staff children will be admitted on a space available basis after student needs have been met. Children are admitted from the waiting list on a first come, first served basis for full fee parents. Low-income families are admitted with lowest income first priority.
7. SAN JOSÉ STATE UNIVERSITY Parking Services administers the pre-tax Commuter Benefits Program, which allows eligible SJSU employees to defer up to \$300 per month / \$3,600 per year tax-free for the purchase of transit passes. Associated Students' Transportation Solutions provides information and consulting for the Commuter Benefit Program. Once enrolled, deductions are taken from an employee's pay before Federal, State, Social Security, and Medicare taxes are calculated. Taxable income is reduced, thereby reducing the taxable income reflected on the annual W-2 statement.

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 Senior Associate Vice President for University Personnel, 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 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 systematic, results-oriented programs and affirmative action efforts.

The SAN JOSÉ STATE UNIVERSITY auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Senior Associate Vice President for University Personnel:

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 during recruitment process with hiring managers; and
4. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

SAN JOSÉ STATE UNIVERSITY

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

FOR

NOVEMBER 1, 2023 THROUGH OCTOBER 31, 2024

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 SAN JOSÉ STATE UNIVERSITY 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. SAN JOSÉ STATE UNIVERSITY 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, SAN JOSÉ STATE UNIVERSITY 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. SAN JOSÉ STATE UNIVERSITY 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. SAN JOSÉ STATE UNIVERSITY's EEO policy and affirmative action obligations include the full support from President Cynthia Teniente-Matson.

SAN JOSÉ STATE UNIVERSITY 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 University-sponsored activities were extended to all employees and applicants.

The SAN JOSÉ STATE UNIVERSITY is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated against. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the SAN JOSÉ STATE UNIVERSITY's legal duty to furnish the information.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local University Personnel representative. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a local University Personnel representative.



(Signature)

Cynthia Teniente-Matson, Ed.D.
President

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 that provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the University's examination and selection methods to identify barriers to employment, training, and promotion.

- 1) SAN JOSÉ STATE UNIVERSITY periodically conducts a review 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 University 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 University ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
- 4) The University provides reasonable accommodations, unless such accommodations will cause undue hardship to the University, to applicants and employees with disabilities to ensure that equal employment opportunities are extended in the operation of its personnel processes.
- 5) The University 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, reviews are periodically made of the University's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The University'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)**

SAN JOSÉ STATE UNIVERSITY 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 University's electronic and/or online application systems. The University 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. SAN JOSÉ STATE UNIVERSITY 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: Yazmin Perez

Title: Leave and Employment Accommodations Resource Center Manager

Phone: (408) 924-2155

Email: yazmin.perez@sjsu.edu

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

SAN JOSÉ STATE UNIVERSITY 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 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 University'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 Senior Director, Employee Relations, Retention and Equal Opportunity in collaboration with the Faculty Services Unit in University Personnel.

- 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 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 University'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:
 - (1) executive and top management positions,
 - (2) positions that will be filled from within the contractor's organization,
 - (3) 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 University'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 VETS-4212 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) Participate in veteran's job fairs.
- 9) SAN JOSÉ STATE UNIVERSITY will also grant leaves of absence to employees who participate in honor guards for the funerals 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 SAN JOSÉ STATE UNIVERSITY will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Senior Director, Employee Relations, Retention and Equal Opportunity. The following policies and procedures are designed to foster support and understanding from SAN JOSÉ STATE UNIVERSITY's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid SAN JOSÉ STATE UNIVERSITY in meeting its obligations.

- 1) Include the policy in the University's policy manual and other in-house publications.
- 2) Annual communication to executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the President's vision.
- 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) Include non-discrimination clauses in all union agreements and review all contractual provisions to ensure they are non-discriminatory.
- 5) Include articles on accomplishments of protected veterans and workers with disabilities in University publications.
- 6) Post the policy on University bulletin boards, along with the University's harassment policy which includes protection from harassment on the basis of disability.
- 7) 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)

SAN JOSÉ STATE UNIVERSITY has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of SAN JOSÉ STATE UNIVERSITY's overall Affirmative Action Program and whether the University is in compliance with specific obligations.
2. Indicates the need for remedial action.
3. Measures the degree to which SAN JOSÉ STATE UNIVERSITY's objectives are being met.
4. Our Employment Accommodations Resource Center (EARC) audits and reports on our progress concerning accommodations for any University sponsored education or training on campus for employees with disabilities. The EARC has in place the Accommodations Review Board (ARB) which assesses undue hurdles for individuals with disabilities and veterans. The ARB oversees all accommodation disputes. Information about the EARC is available at: www.sjsu.edu/earc/.
5. The Accessible Education Center (AEC) also states policy regarding accessibility to campus events, whether social or recreational. For a complete listing of Accessible Education Center policies regarding accommodations for students, please refer to: http://www.aec.sjsu.edu/about/policies_guidelines.htm.
6. SAN JOSÉ STATE UNIVERSITY has a committee that implements the Accessible Technology Initiative (ATI) which states that the campus will follow state and federal laws mandating access to technology as well as to ensure a culture of inclusive learning.

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, SAN JOSÉ STATE UNIVERSITY has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the President, Senior Associate Vice President for University Personnel, Senior Director, Employee Relations, Retention and Equal Opportunity, 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 University's AAP. The President issues a memo annually to reaffirm the University'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 University's AAP. Ensuring that these personnel are identified in writing by name and job title.
- 1) 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.
- 1) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through SAN JOSÉ STATE UNIVERSITY's AAP.

Senior Associate Vice President for University Personnel

The Senior Associate Vice President for University Personnel is responsible for overall supervision of the AAP. The Senior Associate Vice President for University Personnel ensures, through the Senior Director, Employee Relations Retention and Equal Opportunity, and department managers and supervisors that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Senior Associate Vice President for University Personnel's effective work performance. The Senior Associate Vice President for University Personnel'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 University's compliance status.
- 2) Maintaining University-wide management support and cooperation for the University'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 University'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) Providing guidance and direction to the Senior Director, Employee Relations, Retention and Equal Opportunity.
- 9) Ensuring that relevant staff, (i.e., Senior Director, Employee Relations, Retention and Equal Opportunity, 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.
- 10) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 11) 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 University's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on nondiscrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all University-sponsored educational, training, recreation and social activities.
- 12) 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.
- 13) Ensuring the University's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Senior Director, Employee Relations, Retention and Equal Opportunity

The Senior Director, Employee Relations, Retention and Equal Opportunity is responsible for ensuring that the directives of the President and Senior Associate Vice President for University Personnel are implemented. The Senior Director, Employee Relations, Retention and Equal Opportunity's duties include, but are not limited to, the following:

- 1) Providing direction to the University's staff, as necessary, to carry out all actions required to meet the University'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 University's policies to ensure the enhancement of equal employment opportunity for all staff and potential new staff 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) SAN JOSÉ STATE UNIVERSITY supports ensuring that all required posters and the equal employment opportunity policies and AAP are displayed properly. SAN JOSÉ STATE UNIVERSITY also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the University '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) Assisting line management in arriving at solutions to problems.
- 11) Serving as the liaison between SAN JOSÉ STATE UNIVERSITY and enforcement agencies.
- 12) Serving as the liaison between SAN JOSÉ STATE UNIVERSITY 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.

- 13) Keeping management informed of the latest developments in the equal employment opportunity area.
- 14) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
- 15) Working closely with the Senior Associate Vice President for University Personnel and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
- 16) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
- 17) Responsible for ensuring overall the University's compliance with the AAP.

Managers and Supervisors

In their direct day-to-day contact with the University's employees, managers and supervisors have assumed certain responsibilities to help SAN JOSÉ STATE UNIVERSITY 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 University's equal employment opportunity policy.
- 2) Supporting and assisting the Senior Associate Vice President for University Personnel and Senior Director, Employee Relations, Retention and Equal Opportunity, 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 projects/tasks/duties 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 and applicable guidelines.
- 6) Consulting with the Faculty Services Unit of University Personnel to ensure that all interviews, offers of employment and/or wage commitments are consistent with SAN JOSÉ STATE UNIVERSITY'S policy.
- 7) Supporting 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 possible 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)

SAN JOSÉ STATE UNIVERSITY 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 University's stated affirmative action goals.

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

SAN JOSÉ STATE UNIVERSITY has adopted the current national percentage of veterans in the civilian labor force of 5.5% as its hiring benchmark for protected veterans. SAN JOSÉ STATE UNIVERSITY will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.5% hiring benchmark is applied to each job group within SAN JOSÉ STATE UNIVERSITY.

SAN JOSÉ STATE UNIVERSITY also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY.

Goals and/or benchmarks do not require that SAN JOSÉ STATE UNIVERSITY 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 SAN JOSÉ STATE UNIVERSITY, a community group, or a compliance agency can measure progress in remedying identified deficiencies in SAN JOSÉ STATE UNIVERSITY's workforce.

SAN JOSÉ STATE UNIVERSITY is collecting the required data to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. SAN JOSÉ STATE UNIVERSITY will continue to monitor 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.

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

It is the policy of SAN JOSÉ STATE UNIVERSITY 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.

SAN JOSÉ STATE UNIVERSITY is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated against. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with SAN JOSÉ STATE UNIVERSITY's legal duty to furnish the information.

San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Acad Business & Strategic Ops

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	4	2	0	0	0
1619	Instructional Support Tech III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		10	10	Male #	2	0	0	0	2	0	0	0
Grand Total %			100.0	Male %	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	8	0	0	4	4	0	0	0
				Female%	80.0	0.0	0.0	40.0	40.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Acad Innovation & Inst Effect

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	4	Male #	2	2	0	0	0	0	0	0
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	4	0	0	4	0	0	0
				Female%	80.0	40.0	0.0	0.0	40.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Acad Scheduling & Space Mgmt

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	8	8	Male	2	0	0	0	2	0	0	0
				Female	6	0	0	2	4	0	0	
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0		
Grand Total #		10	8	Male #	2	0	0	0	2	0	0	
Grand Total %			80.0	Male %	20.0	0.0	0.0	0.0	20.0	0.0	0.0	
				Female #	8	2	0	2	4	0	0	
				Female%	80.0	20.0	0.0	20.0	40.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Academic Preparation Programs

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	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		6	4	Male #	2	2	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 #	4	0	0	4	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Academic Senate

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Accessible Education Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1036	Admin Analyst/Spclst 10/12 (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	SSP III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	6	4	Male	2	0	0	2	0	0	0	0
				Female	4	2	0	0	2	0	0	0
3086	SSP IV (-)	8	4	Male	2	0	0	2	0	0	0	0
				Female	6	4	0	0	2	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
7191	Realtime Captioner (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		26	16	Male #	8	2	0	6	0	0	0	0
Grand Total %			61.5	Male %	30.8	7.7	0.0	23.1	0.0	0.0	0.0	0.0
				Female #	18	8	0	6	4	0	0	0
				Female%	69.2	30.8	0.0	23.1	15.4	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Accounting & Finance

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	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	0	0	0	0	2
2358	LECTURER - ACADEMIC YEAR (-)	32	2	Male	22	20	0	0	2	0	0	0
				Female	10	10	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	38	20	Male	22	12	0	0	8	0	0	2
				Female	16	6	0	2	8	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		78	24	Male #	46	34	0	0	10	0	0	2
Grand Total %			30.8	Male %	59.0	43.6	0.0	0.0	12.8	0.0	0.0	2.6
				Female #	32	20	0	2	8	0	0	2
				Female%	41.0	25.6	0.0	2.6	10.3	0.0	0.0	2.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Accounting Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1762	Accountant I (-)	6	6	Male	2	0	0	0	2	0	0	0
				Female	4	0	0	2	2	0	0	
4555	Accountant II (-)	12	10	Male	2	0	2	0	0	0	0	0
				Female	10	2	0	0	8	0	0	0
4556	Accountant III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		26	20	Male #	4	0	2	0	2	0	0	0
Grand Total %			76.9	Male %	15.4	0.0	7.7	0.0	7.7	0.0	0.0	0.0
				Female #	22	6	0	2	14	0	0	0
				Female%	84.6	23.1	0.0	7.7	53.8	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Administration & Finance

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	4	Male #	4	2	0	0	2	0	0	0
Grand Total %			66.7	Male %	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	2	0	2	0	0	0	0	0
				Female%	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Administrative Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	0	6	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
4555	Accountant II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
1176	Cnfdntl Admin Support 12 Mo (-)	2	2	Male	2	0	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	0
Grand Total #		20	20	Male #	4	0	0	0	2	0	0	2
Grand Total %			100.0	Male %	20.0	0.0	0.0	0.0	10.0	0.0	0.0	10.0
				Female #	16	0	0	2	12	0	0	2
				Female%	80.0	0.0	0.0	10.0	60.0	0.0	0.0	10.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Advancement & Campaign Ops

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	10	4	Male	0	0	0	0	0	0	0	0
				Female	10	6	0	2	2	0	0	
400	Analyst/Programmer 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	
				Female	4	0	0	0	4	0	0	
3312	Administrator II (-)	6	2	Male	0	0	0	0	0	0	0	
				Female	6	4	0	2	0	0	0	
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
Grand Total #		22	10	Male #	0	0	0	0	0	0	0	
Grand Total %			45.5	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	22	12	0	4	6	0	0	
				Female%	100.0	54.5	0.0	18.2	27.3	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Aerospace Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	20	12	Male	14	6	0	2	4	0	0	2
				Female	6	2	0	0	2	0	0	2
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	8	2	Male	6	4	2	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		32	14	Male #	22	12	2	2	4	0	0	2
Grand Total %			43.8	Male %	68.8	37.5	6.3	6.3	12.5	0.0	0.0	6.3
				Female #	10	6	0	0	2	0	0	2
				Female%	31.3	18.8	0.0	0.0	6.3	0.0	0.0	6.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Aerospace Studies

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: African American Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	14	14	Male	6	0	2	2	0	0	0	2
				Female	8	0	6	0	2	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
2361	INSTRUCTIONAL FACULTY - 12 MONTH (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		18	18	Male #	8	0	4	2	0	0	0	2
Grand Total %			100.0	Male %	44.4	0.0	22.2	11.1	0.0	0.0	0.0	11.1
				Female #	10	0	6	0	2	0	0	2
				Female%	55.6	0.0	33.3	0.0	11.1	0.0	0.0	11.1

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Alumni & Community Engagement

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0	0
3318	Administrator I (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		12	4	Male #	6	6	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	2	0	4	0	0	0	0	0
				Female%	50.0	16.7	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Anthropology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	14	8	Male	2	0	0	2	0	0	0	0
				Female	12	6	0	4	2	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2359	LECTURER - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	4	Male	6	4	0	2	0	0	0	0
				Female	6	4	0	2	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		34	16	Male #	8	4	0	4	0	0	0	0
Grand Total %			47.1	Male %	23.5	11.8	0.0	11.8	0.0	0.0	0.0	0.0
				Female #	26	14	0	6	4	0	0	2
				Female%	76.5	41.2	0.0	17.6	11.8	0.0	0.0	5.9

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Applied Data Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	10	Male	10	2	0	0	8	0	0	0
				Female	2	0	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	14	Male #	16	4	0	0	12	0	0	0
Grand Total %			70.0	Male %	80.0	20.0	0.0	0.0	60.0	0.0	0.0	0.0
				Female #	4	2	0	0	2	0	0	0
				Female%	20.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Art and Art History

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1615	Instructional Support Tech I (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	66	20	Male	24	12	0	4	6	0	0	2
				Female	42	34	0	6	2	0	0	0
7011	Equip Tech II, Mechanical (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1617	Instructional Support Tech II (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2393	VISITING FACULTY - ACADEMIC YEAR (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7022	Equip Tech III, Electro-Mechnl (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	24	4	Male	14	10	0	0	4	0	0	0
				Female	10	10	0	0	0	0	0	0
Grand Total #		106	26	Male #	50	34	0	4	10	0	0	2
Grand Total %			24.5	Male %	47.2	32.1	0.0	3.8	9.4	0.0	0.0	1.9
				Female #	56	46	0	8	2	0	0	0
				Female%	52.8	43.4	0.0	7.5	1.9	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Art Galleries

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1617	Instructional Support Tech II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletic Business Office

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo (-)	4	0	Male	2	2	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		6	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	33.3	33.3	0.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletic Director's Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	2	2	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 #	2	0	0	2	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletic Equipment Room

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	0	Male #	4	4	0	0	0	0	0	0
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletic Marketing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
820	Graphic Designer 12 Mo (-)	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II (-)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		6	2	Male #	6	4	0	0	2	0	0	
Grand Total %			33.3	Male %	100.0	66.7	0.0	0.0	33.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletic Ticket Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletic Training Room

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8180	Athletic Trainer I 12 Mo (-)	6	4	Male	2	0	0	2	0	0	0	0
				Female	4	2	0	0	2	0	0	
8185	Athletic Trainer II 12 Mo (-)	14	8	Male	8	2	0	0	4	0	0	2
				Female	6	4	0	0	2	0	0	
3318	Administrator I (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		22	12	Male #	12	4	0	2	4	0	0	2
Grand Total %			54.5	Male %	54.5	18.2	0.0	9.1	18.2	0.0	0.0	9.1
				Female #	10	6	0	0	4	0	0	0
				Female%	45.5	27.3	0.0	0.0	18.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletics Cheerleading

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletics Facilities & Events

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	6	4	Male	6	2	2	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	4	Male #	6	2	2	2	0	0	0	0
Grand Total %			66.7	Male %	100.0	33.3	33.3	33.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletics Internal Operations

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0	0
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
Grand Total #		8	4	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	4	2	2	0	0	0	0	0
				Female%	100.0	50.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Athletics Video Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo (-)	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	4	2	0	0	2	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	0.0	0.0	50.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Auto Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6270	Auto/Equipment Mechanic (-)	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
6269	Supervising Auto/Equipmt Mech (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	2	Male #	6	4	0	0	2	0	0	0
Grand Total %			33.3	Male %	100.0	66.7	0.0	0.0	33.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Aviation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	18	6	Male	14	10	0	4	0	0	0	0
				Female	4	2	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	8	Male #	16	10	0	4	2	0	0	0
Grand Total %			40.0	Male %	80.0	50.0	0.0	20.0	10.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0
				Female%	20.0	10.0	0.0	10.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Baseball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2379	COACHING SPECIALIST - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	4	4	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Beethoven Center

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2920	Librarian 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	2	2	0	0	0	0	0	0	
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Biological Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	28	10	Male	12	8	0	0	4	0	0	0
				Female	16	10	0	2	4	0	0	0
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1617	Instructional Support Tech II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
1619	Instructional Support Tech III (-)	10	2	Male	6	6	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	46	20	Male	20	6	0	6	6	0	0	2
				Female	26	20	0	2	4	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		94	40	Male #	38	20	0	6	10	0	0	2
Grand Total %			42.6	Male %	40.4	21.3	0.0	6.4	10.6	0.0	0.0	2.1
				Female #	56	34	0	8	14	0	0	0
				Female%	59.6	36.2	0.0	8.5	14.9	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Biomedical Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	16	8	Male	10	6	2	0	2	0	0	0
				Female	6	2	0	0	4	0	0	
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	8	4	Male	6	2	4	0	0	0	0	
				Female	2	2	0	0	0	0	0	
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		28	14	Male #	18	10	6	0	2	0	0	
Grand Total %			50.0	Male %	64.3	35.7	21.4	0.0	7.1	0.0	0.0	
				Female #	10	4	0	0	6	0	0	
				Female%	35.7	14.3	0.0	0.0	21.4	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Budget & Financial Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5284	Sr Budget Analyst (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	0	2	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	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
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		10	6	Male #	4	2	0	0	2	0	0	0
Grand Total %			60.0	Male %	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	6	2	0	0	4	0	0	0
				Female%	60.0	20.0	0.0	0.0	40.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Bursar's Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1741	Accounting Technician II (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
1759	Collections Rep II (-)	8	6	Male	4	0	0	4	0	0	0	0
				Female	4	2	2	0	0	0	0	0
1740	Accounting Technician III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	8	8	Male	6	0	0	0	4	0	0	2
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
400	Analyst/Programmer 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		32	26	Male #	14	0	0	8	4	0	0	2
Grand Total %			81.3	Male %	43.8	0.0	0.0	25.0	12.5	0.0	0.0	6.3
				Female #	18	6	2	2	8	0	0	0
				Female%	56.3	18.8	6.3	6.3	25.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Bus. Dev't & External Relation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5182	Extended Ed Specialist II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	4	Male #	2	0	0	0	2	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 #	2	0	0	0	2	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Business Graduate Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
Grand Total #		4	4	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 #	4	0	0	0	4	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Business Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	2	0	0	2
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	6	Male #	2	0	0	0	2	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	4	0	0	0	2	0	0	2
				Female%	66.7	0.0	0.0	0.0	33.3	0.0	0.0	33.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Business Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	2	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 #	6	4	0	2	0	0	0	0
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Business Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3082	SSP II (-)	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	2	2	0	0	0	0
3084	SSP III (-)	10	6	Male	2	2	0	0	0	0	0	0
				Female	8	2	0	0	4	0	0	2
Grand Total #		18	12	Male #	2	2	0	0	0	0	0	0
Grand Total %			66.7	Male %	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	16	4	2	4	4	0	0	2
				Female%	88.9	22.2	11.1	22.2	22.2	0.0	0.0	11.1

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Campus Life

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	2	0	0	0	0	0
				Female%	100.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Cap Project Op Ex

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		6	4	Male #	4	2	0	2	0	0	0	0
Grand Total %			66.7	Male %	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Career Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	18	12	Male	2	0	0	0	0	0	0	2
				Female	16	6	0	8	2	0	0	0
3084	SSP III (-)	6	0	Male	0	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		32	20	Male #	2	0	0	0	0	0	0	2
Grand Total %			62.5	Male %	6.3	0.0	0.0	0.0	0.0	0.0	0.0	6.3
				Female #	30	12	0	12	6	0	0	0
				Female%	93.8	37.5	0.0	37.5	18.8	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Carpentry Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6940	Facilities Maintenance Mech (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6476	Carpenter (-)	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	0	Male #	6	6	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Case Management

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0	0
8145	Health Education Assistant (-)	4	4	Male	2	0	0	0	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
3086	SSP IV (-)	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
3318	Administrator I (-)	4	2	Male	0	0	0	0	0	0	0	0	0
				Female	4	2	0	0	0	0	0	0	2
Grand Total #		14	8	Male #	4	0	0	0	2	0	0	2	
Grand Total %			57.1	Male %	28.6	0.0	0.0	0.0	14.3	0.0	0.0	14.3	
				Female #	10	6	0	2	0	0	0	2	
				Female%	71.4	42.9	0.0	14.3	0.0	0.0	0.0	14.3	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Center for Faculty Development

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
820	Graphic Designer 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
810	Media Prod Spec 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		10	6	Male #	4	2	0	0	2	0	0	0
Grand Total %			60.0	Male %	40.0	20.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	6	2	0	2	2	0	0	0
				Female%	60.0	20.0	0.0	20.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Central Store

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1506	Storekeeper I (-)	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	2	Male #	6	4	0	2	0	0	0	0
Grand Total %			33.3	Male %	100.0	66.7	0.0	33.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CHA Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3082	SSP II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	2	0	2	0	0	0
3084	SSP III (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
8524	SSP III - NE (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		14	12	Male #	0	0	0	0	0	0	0	0
Grand Total %			85.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	14	2	2	6	4	0	0	0
				Female%	100.0	14.3	14.3	42.9	28.6	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Chemical & Materials Engr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	16	8	Male	14	6	0	2	6	0	0	0
				Female	2	2	0	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	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	12	Male	10	0	0	0	10	0	0	0
				Female	6	4	0	0	2	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		36	22	Male #	24	6	0	2	16	0	0	0
Grand Total %			61.1	Male %	66.7	16.7	0.0	5.6	44.4	0.0	0.0	0.0
				Female #	12	8	0	0	4	0	0	0
				Female%	33.3	22.2	0.0	0.0	11.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Chemistry

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1617	Instructional Support Tech II (-)	6	6	Male	2	0	2	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	36	18	Male	8	6	0	2	0	0	0	0
				Female	28	12	0	8	6	0	0	2
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
7023	Equip Tech III, Electronic (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	28	6	Male	16	12	0	2	2	0	0	0
				Female	12	10	0	0	2	0	0	0
1619	Instructional Support Tech III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		78	34	Male #	30	22	2	4	2	0	0	0
Grand Total %			43.6	Male %	38.5	28.2	2.6	5.1	2.6	0.0	0.0	0.0
				Female #	48	22	0	12	12	0	0	2
				Female%	61.5	28.2	0.0	15.4	15.4	0.0	0.0	2.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Chicana and Chicano Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	30	30	Male	16	0	0	16	0	0	0	0
				Female	14	0	0	14	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	10	10	Male	4	0	0	4	0	0	0	0
				Female	6	0	0	6	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		44	44	Male #	20	0	0	20	0	0	0	0
Grand Total %			100.0	Male %	45.5	0.0	0.0	45.5	0.0	0.0	0.0	0.0
				Female #	24	0	0	24	0	0	0	0
				Female%	54.5	0.0	0.0	54.5	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Child & Adolescent Development

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	24	4	Male	4	4	0	0	0	0	0	0
				Female	20	16	0	2	2	0	0	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	24	4	Male	2	2	0	0	0	0	0	0
				Female	22	18	0	0	4	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		54	14	Male #	6	6	0	0	0	0	0	0
Grand Total %			25.9	Male %	11.1	11.1	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	48	34	0	4	10	0	0	0
				Female%	88.9	63.0	0.0	7.4	18.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Civil & Environ Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	40	20	Male	34	18	0	2	14	0	0	0
				Female	6	2	0	0	2	0	0	2
1038	Admin Analyst/Splclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	10	6	Male	4	4	0	0	0	0	0	0
				Female	6	0	0	0	6	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		56	26	Male #	40	24	0	2	14	0	0	0
Grand Total %			46.4	Male %	71.4	42.9	0.0	3.6	25.0	0.0	0.0	0.0
				Female #	16	6	0	0	8	0	0	2
				Female%	28.6	10.7	0.0	0.0	14.3	0.0	0.0	3.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Clinical Laboratory Scientist

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Business

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	14	10	Male	0	0	0	0	0	0	0	0
				Female	14	4	0	6	4	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		20	16	Male #	0	0	0	0	0	0	0	0
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	20	4	0	8	8	0	0	0
				Female%	100.0	20.0	0.0	40.0	40.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2630	Credential Analyst II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	8	6	Male	2	0	0	2	0	0	0	0
				Female	6	2	0	4	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3084	SSP III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2359	LECTURER - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		22	16	Male #	6	2	0	4	0	0	0	0
Grand Total %			72.7	Male %	27.3	9.1	0.0	18.2	0.0	0.0	0.0	0.0
				Female #	16	4	0	10	2	0	0	0
				Female%	72.7	18.2	0.0	45.5	9.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	12	6	Male	2	2	0	0	0	0	0	
				Female	10	4	0	0	6	0	0	
7011	Equip Tech II, Mechanical (-)	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
800	Pub Affairs/Comm Spec 12 Mo (-)	2	2	Male	2	0	0	0	0	0	2	
				Female	0	0	0	0	0	0	0	
420	Info Tech Consultant 12 Mo (-)	12	8	Male	10	4	0	0	6	0	0	
				Female	2	0	0	0	2	0	0	
7021	Equip Tech III, Mechanical (-)	8	0	Male	8	8	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
3306	Administrator III (-)	4	2	Male	0	0	0	0	0	0	0	
				Female	4	2	0	0	2	0	0	
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
Grand Total #		50	24	Male #	24	14	0	0	8	0	2	0
Grand Total %			48.0	Male %	48.0	28.0	0.0	0.0	16.0	0.0	4.0	0.0
				Female #	26	12	0	4	10	0	0	0
				Female%	52.0	24.0	0.0	8.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Graduate Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	Admin Analyst/Splclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3086	SSP IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	4	2	Male	2	0	0	0	2	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	4	Male #	4	2	0	0	2	0	0	0
Grand Total %			33.3	Male %	33.3	16.7	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	8	6	0	0	2	0	0	0
				Female%	66.7	50.0	0.0	0.0	16.7	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Health & Human Sci

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	10	8	Male	2	0	0	0	2	0	0	0
				Female	8	2	0	2	4	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	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
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		22	10	Male #	8	4	0	2	2	0	0	0
Grand Total %			45.5	Male %	36.4	18.2	0.0	9.1	9.1	0.0	0.0	0.0
				Female #	14	8	0	2	4	0	0	0
				Female%	63.6	36.4	0.0	9.1	18.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Humanities & Arts

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
820	Graphic Designer 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	8	4	Male	4	2	0	2	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3312	Administrator II (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		20	6	Male #	8	4	0	2	2	0	0	0
Grand Total %			30.0	Male %	40.0	20.0	0.0	10.0	10.0	0.0	0.0	0.0
				Female #	12	10	0	2	0	0	0	0
				Female%	60.0	50.0	0.0	10.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1617	Instructional Support Tech II (-)	6	4	Male	2	0	0	2	0	0	0	0
				Female	4	2	0	0	2	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	14	4	Male	8	6	0	2	0	0	0	0
				Female	6	4	0	2	0	0	0	0
7022	Equip Tech III, Electro-Mechnl (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
420	Info Tech Consultant 12 Mo (-)	6	2	Male	4	2	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
410	Operating Sys Analyst 12 Mo (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		44	18	Male #	20	12	0	8	0	0	0	0
Grand Total %			40.9	Male %	45.5	27.3	0.0	18.2	0.0	0.0	0.0	0.0
				Female #	24	14	0	2	6	0	0	2
				Female%	54.5	31.8	0.0	4.5	13.6	0.0	0.0	4.5

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College of Social Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	8	8	Male	0	0	0	0	0	0	0	0
				Female	8	0	0	2	6	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		16	12	Male #	4	0	0	2	0	0	0	2
Grand Total %			75.0	Male %	25.0	0.0	0.0	12.5	0.0	0.0	0.0	12.5
				Female #	12	4	0	2	6	0	0	0
				Female%	75.0	25.0	0.0	12.5	37.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: College Support

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	14	12	Male	10	2	0	0	8	0	0	0
				Female	4	0	0	0	4	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 #		16	12	Male #	12	4	0	0	8	0	0	0
Grand Total %			75.0	Male %	75.0	25.0	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	4	0	0	0	4	0	0	0
				Female%	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Communication Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	70	28	Male	20	10	0	6	2	0	0	2
				Female	50	32	0	4	12	0	0	2
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
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	18	8	Male	4	0	0	4	0	0	0	0
				Female	14	10	0	0	4	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		94	36	Male #	26	12	0	10	2	0	0	2
Grand Total %			38.3	Male %	27.7	12.8	0.0	10.6	2.1	0.0	0.0	2.1
				Female #	68	46	0	4	16	0	0	2
				Female%	72.3	48.9	0.0	4.3	17.0	0.0	0.0	2.1

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Communicative Disorders & Sci

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	18	6	Male	2	2	0	0	0	0	0	0
				Female	16	10	0	4	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	10	8	Male	4	2	0	0	2	0	0	0
				Female	6	0	0	2	4	0	0	0
2359	LECTURER - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		34	18	Male #	6	4	0	0	2	0	0	0
Grand Total %			52.9	Male %	17.6	11.8	0.0	0.0	5.9	0.0	0.0	0.0
				Female #	28	12	0	8	8	0	0	0
				Female%	82.4	35.3	0.0	23.5	23.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Community&Government Relations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II (-)	6	4	Male	4	0	0	0	2	2	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	4	Male #	4	0	0	0	2	2	0	0
Grand Total %			66.7	Male %	66.7	0.0	0.0	0.0	33.3	33.3	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CommUniverCity

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	4	Male #	4	0	0	2	2	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	50.0	50.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Computer Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	54	36	Male	48	16	0	2	30	0	0	0
				Female	6	2	0	0	4	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	24	12	Male	16	8	0	0	6	0	2	0
				Female	8	4	0	0	4	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		86	52	Male #	72	28	0	2	40	0	2	0
Grand Total %			60.5	Male %	83.7	32.6	0.0	2.3	46.5	0.0	2.3	0.0
				Female #	14	6	0	0	8	0	0	0
				Female%	16.3	7.0	0.0	0.0	9.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Computer Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	38	20	Male	26	12	0	0	12	0	0	2
				Female	12	6	0	0	6	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	40	22	Male	26	12	2	0	12	0	0	0
				Female	14	6	0	0	8	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		82	46	Male #	54	24	4	0	24	0	0	2
Grand Total %			56.1	Male %	65.9	29.3	4.9	0.0	29.3	0.0	0.0	2.4
				Female #	28	12	0	0	16	0	0	0
				Female%	34.1	14.6	0.0	0.0	19.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Computing Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
410	Operating Sys Analyst 12 Mo (-)	8	8	Male	8	0	0	0	8	0	0	0
				Female	0	0	0	0	0	0	0	
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		14	12	Male #	14	2	0	0	12	0	0	0
Grand Total %			85.7	Male %	100.0	14.3	0.0	0.0	85.7	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Counseling&Psychological Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2437	PRE-DOCTORAL COUNSELOR INTERN (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2338	POST-DOCTORAL COUNSELOR INTERN/FELLOW (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12 MONTH (-)	10	6	Male	2	0	0	0	2	0	0	0
				Female	8	4	0	2	2	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY (-)	8	4	Male	4	2	2	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12 MONTH (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
3306	Administrator III (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		38	20	Male #	8	4	2	0	2	0	0	0
Grand Total %			52.6	Male %	21.1	10.5	5.3	0.0	5.3	0.0	0.0	0.0
				Female #	30	14	0	8	8	0	0	0
				Female%	78.9	36.8	0.0	21.1	21.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Counselor Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	26	16	Male	4	2	2	0	0	0	0	0
				Female	22	8	6	0	4	0	0	4
1035	Admin Support Coord 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	8	8	Male	0	0	0	0	0	0	0	0
				Female	8	0	0	2	6	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		38	24	Male #	8	6	2	0	0	0	0	0
Grand Total %			63.2	Male %	21.1	15.8	5.3	0.0	0.0	0.0	0.0	0.0
				Female #	30	8	6	2	10	0	0	4
				Female%	78.9	21.1	15.8	5.3	26.3	0.0	0.0	10.5

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CPGE Academic Programs

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CPGE Central Administration

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	0	2	0	0	
1176	Cnfdntl Admin Support 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
Grand Total #		10	8	Male #	2	0	0	2	0	0	0	0
Grand Total %			80.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	8	2	0	2	4	0	0	0
				Female%	80.0	20.0	0.0	20.0	40.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CPGE Digital & Data Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	
420	Info Tech Consultant 12 Mo (-)	8	6	Male	4	2	2	0	0	0	0	
				Female	4	0	0	0	4	0	0	
Grand Total #		12	8	Male #	4	2	2	0	0	0	0	
Grand Total %			66.7	Male %	33.3	16.7	16.7	0.0	0.0	0.0	0.0	
				Female #	8	2	0	0	6	0	0	
				Female%	66.7	16.7	0.0	0.0	50.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CPGE Financial Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1730	Accounting Technician I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1740	Accounting Technician III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	0	6	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 #		12	10	Male #	2	2	0	0	0	0	0	0
Grand Total %			83.3	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	10	0	0	0	10	0	0	0
				Female%	83.3	0.0	0.0	0.0	83.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CPGE Information Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	2	Male #	4	2	0	0	2	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	0.0	0.0	50.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: CPGE Marketing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	10	10	Male	0	0	0	0	0	0	0	0
				Female	10	0	0	0	10	0	0	0
Grand Total #		10	10	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 #	10	0	0	0	10	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Ctr for Comm Lrng & Ldrship

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Custodial Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian (-)	142	136	Male	74	2	4	40	24	0	2	2
				Female	68	4	0	42	22	0	0	0
2015	Lead Custodian (-)	8	8	Male	4	0	2	0	2	0	0	0
				Female	4	0	0	2	2	0	0	0
3318	Administrator I (-)	8	6	Male	6	2	2	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		158	150	Male #	84	4	8	42	26	0	2	2
Grand Total %			94.9	Male %	53.2	2.5	5.1	26.6	16.5	0.0	1.3	1.3
				Female #	74	4	0	46	24	0	0	0
				Female%	46.8	2.5	0.0	29.1	15.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Customer Service

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	2	0	0	0	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Degree Audit

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	18	12	Male	0	0	0	0	0	0	0	0
				Female	18	6	0	4	8	0	0	0
Grand Total #		18	12	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 #	18	6	0	4	8	0	0	0
				Female%	100.0	33.3	0.0	22.2	44.4	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Design

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	102	54	Male	72	34	0	8	26	0	0	4
				Female	30	14	0	0	12	0	0	4
1617	Instructional Support Tech II (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	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
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	24	12	Male	8	4	0	0	4	0	0	0
				Female	16	8	0	0	8	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		134	70	Male #	82	38	0	10	30	0	0	4
Grand Total %			52.2	Male %	61.2	28.4	0.0	7.5	22.4	0.0	0.0	3.0
				Female #	52	26	0	2	20	0	0	4
				Female%	38.8	19.4	0.0	1.5	14.9	0.0	0.0	3.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Desktop Support

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	14	12	Male	12	2	0	2	8	0	0	0
				Female	2	0	0	0	2	0	0	0
430	Network Analyst 12 Mo (-)	2	2	Male	2	0	0	0	2	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 #		18	14	Male #	16	4	0	2	10	0	0	0
Grand Total %			77.8	Male %	88.9	22.2	0.0	11.1	55.6	0.0	0.0	0.0
				Female #	2	0	0	0	2	0	0	0
				Female%	11.1	0.0	0.0	0.0	11.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Development Univ Advancement

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo (-)	6	4	Male	2	0	0	0	0	0	0	0	2
				Female	4	2	0	2	0	0	0	0	0
3312	Administrator II (-)	30	10	Male	10	6	2	0	2	0	0	0	0
				Female	20	14	2	0	4	0	0	0	0
3306	Administrator III (-)	4	0	Male	0	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		42	14	Male #	12	6	2	0	2	0	0	0	2
Grand Total %			33.3	Male %	28.6	14.3	4.8	0.0	4.8	0.0	0.0	0.0	4.8
				Female #	30	22	2	2	4	0	0	0	0
				Female%	71.4	52.4	4.8	4.8	9.5	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Dir of Compliance for Int Athl

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3318	Administrator I (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	2	0	0	0	0	
Grand Total #		6	2	Male #	2	2	0	0	0	0	0	
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	2	0	0	0	0	
				Female%	66.7	33.3	33.3	0.0	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Distribution and Asset Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1508	Warehouse Worker (-)	6	4	Male	2	2	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	8	Male #	6	2	0	4	0	0	0	0
Grand Total %			80.0	Male %	60.0	20.0	0.0	40.0	0.0	0.0	0.0	0.0
				Female #	4	0	0	4	0	0	0	0
				Female%	40.0	0.0	0.0	40.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Doctor of Audiology Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
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	
2358	LECTURER - ACADEMIC YEAR (-)	6	4	Male	2	0	0	0	2	0	0	0
				Female	4	2	0	0	2	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
2359	LECTURER - 12 MONTH (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
Grand Total #		18	10	Male #	4	2	0	0	2	0	0	0
Grand Total %			55.6	Male %	22.2	11.1	0.0	0.0	11.1	0.0	0.0	0.0
				Female #	14	6	0	0	8	0	0	0
				Female%	77.8	33.3	0.0	0.0	44.4	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Doctor of Nursing Practice

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	4	2	Male	0	0	0	0	0	0	0	
				Female	4	2	2	0	0	0	0	
Grand Total #		8	4	Male #	2	2	0	0	0	0	0	
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	2	2	2	0	0	0	
				Female%	75.0	25.0	25.0	25.0	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: E-Campus

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	12	6	Male	6	4	0	2	0	0	0	0
				Female	6	2	0	0	4	0	0	
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0		
Grand Total #		14	6	Male #	6	4	0	2	0	0	0	
Grand Total %			42.9	Male %	42.9	28.6	0.0	14.3	0.0	0.0	0.0	
				Female #	8	4	0	0	4	0	0	
				Female%	57.1	28.6	0.0	0.0	28.6	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Economics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	20	10	Male	12	8	0	2	2	0	0	0
				Female	8	2	0	0	6	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	10	2	Male	8	8	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		36	16	Male #	24	18	0	4	2	0	0	0
Grand Total %			44.4	Male %	66.7	50.0	0.0	11.1	5.6	0.0	0.0	0.0
				Female #	12	2	0	2	8	0	0	0
				Female%	33.3	5.6	0.0	5.6	22.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: EdD Leadership Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		2	2	Male #	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	
				Female #	2	0	0	2	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Educ Opportunity Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III (-)	12	10	Male	2	0	0	0	2	0	0	0
				Female	10	2	0	4	4	0	0	
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		18	16	Male #	4	0	2	0	2	0	0	0
Grand Total %			88.9	Male %	22.2	0.0	11.1	0.0	11.1	0.0	0.0	0.0
				Female #	14	2	2	6	4	0	0	0
				Female%	77.8	11.1	11.1	33.3	22.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: EDUC Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		4	4	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 #	4	0	0	4	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Educational Leadership

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	0	0	0	2
2358	LECTURER - ACADEMIC YEAR (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		10	10	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 #	10	0	0	8	0	0	0	2
				Female%	100.0	0.0	0.0	80.0	0.0	0.0	0.0	20.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Electrical Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	24	16	Male	24	8	0	0	16	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	20	12	Male	16	6	0	2	8	0	0	0
				Female	4	2	0	0	2	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		56	34	Male #	50	20	0	2	28	0	0	0
Grand Total %			60.7	Male %	89.3	35.7	0.0	3.6	50.0	0.0	0.0	0.0
				Female #	6	2	0	0	4	0	0	0
				Female%	10.7	3.6	0.0	0.0	7.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Electrical Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6533	Electrician (-)	8	2	Male	8	6	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
6534	Sprvsng Electrician (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	2	Male #	10	8	0	2	0	0	0	0
Grand Total %			20.0	Male %	100.0	80.0	0.0	20.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Energy & Utilities

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6940	Facilities Maintenance Mech (-)	4	4	Male	4	0	0	2	2	0	0	0
				Female	0	0	0	0	0	0	0	
6533	Electrician (-)	4	4	Male	4	0	0	2	2	0	0	0
				Female	0	0	0	0	0	0	0	
6549	Plumber (-)	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
6703	Operating Engineer (-)	14	12	Male	14	2	0	2	8	0	0	2
				Female	0	0	0	0	0	0	0	
6707	Lead Building Service Engineer (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		34	28	Male #	34	6	2	10	14	0	0	2
Grand Total %			82.4	Male %	100.0	17.6	5.9	29.4	41.2	0.0	0.0	5.9
				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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: English

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
2358	LECTURER - ACADEMIC YEAR (-)	86	20	Male	24	16	0	4	4	0	0	0
				Female	62	50	0	2	10	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	30	8	Male	14	8	2	4	0	0	0	0
				Female	16	14	2	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		126	32	Male #	40	26	2	8	4	0	0	0
Grand Total %			25.4	Male %	31.7	20.6	1.6	6.3	3.2	0.0	0.0	0.0
				Female #	86	68	2	4	10	0	0	2
				Female%	68.3	54.0	1.6	3.2	7.9	0.0	0.0	1.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Engr Off-Campus Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
2359	LECTURER - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		8	4	Male #	4	2	0	0	2	0	0	0
Grand Total %			50.0	Male %	50.0	25.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	4	2	0	0	2	0	0	0
				Female%	50.0	25.0	0.0	0.0	25.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: ENGR Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	10	10	Male	2	0	0	2	0	0	0	0
				Female	8	0	0	6	2	0	0	
3084	SSP III (-)	8	6	Male	0	0	0	0	0	0	0	0
				Female	8	2	0	2	4	0	0	
Grand Total #		18	16	Male #	2	0	0	2	0	0	0	0
Grand Total %			88.9	Male %	11.1	0.0	0.0	11.1	0.0	0.0	0.0	0.0
				Female #	16	2	0	8	6	0	0	0
				Female%	88.9	11.1	0.0	44.4	33.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Enrollment Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	
1176	Cnfdntl Admin Support 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	2	0	0	0	0	
Grand Total #		8	6	Male #	0	0	0	0	0	0	0	
Grand Total %			75.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	8	2	2	4	0	0	0	
				Female%	100.0	25.0	25.0	50.0	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Enterprise Solutions

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
410	Operating Sys Analyst 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
400	Analyst/Programmer 12 Mo (-)	6	6	Male	6	0	0	0	6	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		8	8	Male #	8	0	0	0	8	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Enterprise Systems

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
400	Analyst/Programmer 12 Mo (-)	8	8	Male	6	0	0	0	4	0	0	2
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	10	Male #	8	0	0	0	6	0	0	2
Grand Total %			100.0	Male %	80.0	0.0	0.0	0.0	60.0	0.0	0.0	20.0
				Female #	2	0	0	0	2	0	0	0
				Female%	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Environmental Health & Safety

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6223	Laborer (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		8	0	Male #	6	6	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 #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Environmental Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	26	14	Male	8	4	0	0	4	0	0	0
				Female	18	8	0	2	6	0	0	2
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	0	Male	6	6	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		40	16	Male #	14	10	0	0	4	0	0	0
Grand Total %			40.0	Male %	35.0	25.0	0.0	0.0	10.0	0.0	0.0	0.0
				Female #	26	14	0	2	8	0	0	2
				Female%	65.0	35.0	0.0	5.0	20.0	0.0	0.0	5.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: ES Tech Impl & Comm

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	0	0	0	2
3082	SSP II (-)	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	2	2	0	2	0
820	Graphic Designer 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3086	SSP IV (-)	2	2	Male	2	0	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0
420	Info Tech Consultant 12 Mo (-)	6	4	Male	2	2	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		24	20	Male #	4	2	0	0	0	0	0	2
Grand Total %			83.3	Male %	16.7	8.3	0.0	0.0	0.0	0.0	0.0	8.3
				Female #	20	2	2	6	6	0	2	2
				Female%	83.3	8.3	8.3	25.0	25.0	0.0	8.3	8.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: External Athletic Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	Administrator III (-)	4	2	Male	4	2	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	4	2	2	0	0	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	50.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Facilities Development & Ops

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
Grand Total #		6	4	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 #	6	2	0	4	0	0	0	0	
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Faculty Success

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1176	Cnfdntl Admin Support 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		6	4	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 #	6	2	0	4	0	0	0	0
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Film and Theatre

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	76	22	Male	30	20	4	2	4	0	0	0
				Female	46	34	0	6	2	0	0	4
1617	Instructional Support Tech II (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
840	Performing Arts Tech 12 Mo (-)	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
440	Equip Systems Specialist 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	18	6	Male	6	4	0	0	0	0	0	2
				Female	12	8	0	0	4	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		110	30	Male #	50	36	4	4	4	0	0	2
Grand Total %			27.3	Male %	45.5	32.7	3.6	3.6	3.6	0.0	0.0	1.8
				Female #	60	44	0	6	6	0	0	4
				Female%	54.5	40.0	0.0	5.5	5.5	0.0	0.0	3.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Finance and Business Services

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Finance Support & Innovation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	8	4	Male	0	0	0	0	0	0	0	0
				Female	8	4	0	0	4	0	0	
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
Grand Total #		10	4	Male #	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	
				Female #	10	6	0	0	4	0	0	
				Female%	100.0	60.0	0.0	0.0	40.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Financial Aid & Scholarships

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	10	10	Male	4	0	0	0	4	0	0	0
				Female	6	0	0	2	4	0	0	0
3084	SSP III (-)	6	2	Male	2	2	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
3082	SSP II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	2	2	0	0	0
3086	SSP IV (-)	6	2	Male	4	4	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
Grand Total #		38	28	Male #	10	6	0	0	4	0	0	0
Grand Total %			73.7	Male %	26.3	15.8	0.0	0.0	10.5	0.0	0.0	0.0
				Female #	28	4	2	6	16	0	0	0
				Female%	73.7	10.5	5.3	15.8	42.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Football

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	0	0	0	0	2
2382	COACHING ASSISTANT - 12 MONTH (-)	6	4	Male	6	2	0	2	0	0	2	0
				Female	0	0	0	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH (-)	6	0	Male	6	6	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	6	2	Male	6	4	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2373	HEAD COACH - 12 MONTH (-)	10	10	Male	10	0	8	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		34	20	Male #	32	14	10	2	2	0	2	2
Grand Total %			58.8	Male %	94.1	41.2	29.4	5.9	5.9	0.0	5.9	5.9
				Female #	2	0	0	0	0	0	0	2
				Female%	5.9	0.0	0.0	0.0	0.0	0.0	0.0	5.9

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Geology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358	LECTURER - ACADEMIC YEAR (-)	12	4	Male	10	8	0	0	0	0	0	0	2
				Female	2	0	0	0	2	0	0	0	
1038	Admin Analyst/Splclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	0	
1619	Instructional Support Tech III (-)	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	18	2	Male	8	8	0	0	0	0	0	0	
				Female	10	8	0	0	2	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		36	8	Male #	22	20	0	0	0	0	0	0	2
Grand Total %			22.2	Male %	61.1	55.6	0.0	0.0	0.0	0.0	0.0	0.0	5.6
				Female #	14	8	0	0	6	0	0	0	
				Female%	38.9	22.2	0.0	0.0	16.7	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Global Innovation & Leadership

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	24	12	Male	22	12	0	0	10	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	14	8	Male	2	2	0	0	0	0	0	0
				Female	12	4	0	0	8	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	4	4	Male	4	0	0	0	4	0	0	0
				Female	0	0	0	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		48	30	Male #	30	14	0	0	16	0	0	0
Grand Total %			62.5	Male %	62.5	29.2	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	18	4	0	0	14	0	0	0
				Female%	37.5	8.3	0.0	0.0	29.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Golf Complex

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6223	Laborer (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Grad Adm & Prog Eval

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	6	4	Male	2	2	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	
3082	SSP II (-)	6	6	Male	4	0	0	0	4	0	0	0
				Female	2	0	0	0	0	0	2	0
3084	SSP III (-)	8	8	Male	2	0	0	0	2	0	0	0
				Female	6	0	2	2	2	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		28	26	Male #	8	2	0	0	6	0	0	0
Grand Total %			92.9	Male %	28.6	7.1	0.0	0.0	21.4	0.0	0.0	0.0
				Female #	20	0	4	6	8	0	2	0
				Female%	71.4	0.0	14.3	21.4	28.6	0.0	7.1	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Graduate Enrollment Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
800	Pub Affairs/Comm Spec 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	4	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 #	6	2	0	4	0	0	0	0
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Ground Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
731	Groundworker (-)	16	16	Male	16	0	0	16	0	0	0	0
				Female	0	0	0	0	0	0	0	
743	Gardener (-)	12	12	Male	12	0	0	12	0	0	0	0
				Female	0	0	0	0	0	0	0	
726	Lead Groundworker (-)	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		32	30	Male #	32	2	0	30	0	0	0	0
Grand Total %			93.8	Male %	100.0	6.3	0.0	93.8	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Hammer Theatre

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1035	Admin Support Coord 12 Mo (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
840	Performing Arts Tech 12 Mo (-)	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	8	2	Male	2	2	0	0	0	0	0	0
				Female	6	4	0	0	0	0	0	2
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	6	Male #	10	10	0	0	0	0	0	0
Grand Total %			30.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	10	4	0	4	0	0	0	2
				Female%	50.0	20.0	0.0	20.0	0.0	0.0	0.0	10.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Health Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8148	Medical Assistant (-)	12	12	Male	0	0	0	0	0	0	0	0
				Female	12	0	0	2	8	0	0	2
8133	Licensed Vocational Nurse II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
7996	Radiologic Technologist II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
8154	Registered Nurse II (-)	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	0	4	0	0	0
7926	Clinical Lab Scientist II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
7981	Physical Therapist II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7992	Pharmacist I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
8166	Nurse Practitioner (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
7993	Pharmacist II (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
7737	Physician-Primary Care (-)	8	6	Male	0	0	0	0	0	0	0	0
				Female	8	2	0	2	4	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
7750	Physician-Specialty Services (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Health Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	48	40	Male #	4	2	0	0	2	0	0	0
	Grand Total %		83.3	Male %	8.3	4.2	0.0	0.0	4.2	0.0	0.0	0.0
				Female #	44	6	2	6	26	0	0	4
				Female%	91.7	12.5	4.2	12.5	54.2	0.0	0.0	8.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: HHS Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3084	SSP III (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		10	8	Male #	4	0	0	4	0	0	0	0
Grand Total %			80.0	Male %	40.0	0.0	0.0	40.0	0.0	0.0	0.0	0.0
				Female #	6	2	0	2	2	0	0	0
				Female%	60.0	20.0	0.0	20.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: History

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	32	8	Male	10	4	0	4	0	0	0	2
				Female	22	20	0	2	0	0	0	0
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	4	Male	4	2	0	2	0	0	0	0
				Female	8	6	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		48	14	Male #	16	8	0	6	0	0	0	2
Grand Total %			29.2	Male %	33.3	16.7	0.0	12.5	0.0	0.0	0.0	4.2
				Female #	32	26	0	4	2	0	0	0
				Female%	66.7	54.2	0.0	8.3	4.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Hospitality, Tourism & Event M

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	6	2	Male	6	4	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	4	4	Male	0	0	0	0	0	0	0	
				Female	4	0	0	0	4	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		12	8	Male #	8	4	0	2	2	0	0	
Grand Total %			66.7	Male %	66.7	33.3	0.0	16.7	16.7	0.0	0.0	
				Female #	4	0	0	0	4	0	0	
				Female%	33.3	0.0	0.0	0.0	33.3	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Housing Building Maintenance

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian (-)	20	20	Male	8	0	0	6	2	0	0	0
				Female	12	0	0	12	0	0	0	0
6223	Laborer (-)	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		28	28	Male #	12	0	0	10	2	0	0	0
Grand Total %			100.0	Male %	42.9	0.0	0.0	35.7	7.1	0.0	0.0	0.0
				Female #	16	0	0	14	2	0	0	0
				Female%	57.1	0.0	0.0	50.0	7.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Housing Business Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
1741	Accounting Technician II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1740	Accounting Technician III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	2	0	0	0	2
4555	Accountant II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3318	Administrator I (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
Grand Total #		20	12	Male #	0	0	0	0	0	0	0	0
Grand Total %			60.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	20	8	0	8	2	0	0	2
				Female%	100.0	40.0	0.0	40.0	10.0	0.0	0.0	10.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Housing Coordination

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	14	10	Male	6	2	2	2	0	0	0	0
				Female	8	2	2	4	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
3086	SSP IV (-)	4	2	Male	4	2	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0
3318	Administrator I (-)	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	2	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 #		32	14	Male #	12	6	2	2	0	0	0	2
Grand Total %			43.8	Male %	37.5	18.8	6.3	6.3	0.0	0.0	0.0	6.3
				Female #	20	12	4	4	0	0	0	0
				Female%	62.5	37.5	12.5	12.5	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Housing-Organization

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Splclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	
3306	Administrator III (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	6	Male #	4	0	2	0	2	0	0	0
Grand Total %			100.0	Male %	66.7	0.0	33.3	0.0	33.3	0.0	0.0	0.0
				Female #	2	0	2	0	0	0	0	0
				Female%	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Humanities

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	42	8	Male	16	12	0	4	0	0	0	0
				Female	26	22	0	2	2	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	4	Male	4	4	0	0	0	0	0	
				Female	12	8	0	0	2	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		60	12	Male #	22	18	0	4	0	0	0	
Grand Total %			20.0	Male %	36.7	30.0	0.0	6.7	0.0	0.0	0.0	
				Female #	38	30	0	2	4	0	0	
				Female%	63.3	50.0	0.0	3.3	6.7	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: HVAC Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6940	Facilities Maintenance Mech (-)	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
6702	Building Service Engineer (-)	10	8	Male	10	2	0	6	2	0	0	0
				Female	0	0	0	0	0	0	0	
6699	Air Cond/Refrig Mechanic (-)	4	4	Male	4	0	0	2	0	2	0	0
				Female	0	0	0	0	0	0	0	
6260	Facilities Cntrl Specialist (-)	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
6265	Facilities Project Supv (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		24	20	Male #	24	4	0	16	2	2	0	0
Grand Total %			83.3	Male %	100.0	16.7	0.0	66.7	8.3	8.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Industrial & Systems Engr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	22	12	Male	20	10	0	0	10	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	10	Male	6	2	0	0	4	0	0	0
				Female	10	4	0	0	6	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		42	24	Male #	28	14	0	0	14	0	0	0
Grand Total %			57.1	Male %	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	14	4	0	0	10	0	0	0
				Female%	33.3	9.5	0.0	0.0	23.8	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Info Systems and Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	30	22	Male	20	6	0	2	12	0	0	0
				Female	10	2	0	2	6	0	0	0
1038	Admin Analyst/Splclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	12	Male	10	4	0	0	4	2	0	0
				Female	6	0	0	0	6	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		52	36	Male #	32	12	0	2	16	2	0	0
Grand Total %			69.2	Male %	61.5	23.1	0.0	3.8	30.8	3.8	0.0	0.0
				Female #	20	4	0	4	12	0	0	0
				Female%	38.5	7.7	0.0	7.7	23.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Information Security

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
1173	Cnfdntl Tech Support 12 Mo (-)	4	2	Male	4	2	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		10	6	Male #	8	4	2	0	2	0	0	0
Grand Total %			60.0	Male %	80.0	40.0	20.0	0.0	20.0	0.0	0.0	0.0
				Female #	2	0	0	0	2	0	0	0
				Female%	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Information Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	Administrator IV (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	2	0	0	0	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Infrastructure Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Inst Research & Strat Analytcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5680	Research Technician III (-)	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
400	Analyst/Programmer 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
5784	Assoc, Acad & Instit Studies I (-)	2	2	Male	2	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	
5787	Assoc, Acad & Instit Studies 3 (-)	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	
3306	Administrator III (-)	2	2	Male	2	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		14	10	Male #	10	2	0	6	2	0	0	
Grand Total %			71.4	Male %	71.4	14.3	0.0	42.9	14.3	0.0	0.0	
				Female #	4	2	0	0	2	0	0	
				Female%	28.6	14.3	0.0	0.0	14.3	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Instructional & Meeting Spaces

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	8	6	Male	6	2	0	2	2	0	0	0
				Female	2	0	0	2	0	0	0	0
1615	Instructional Support Tech I (-)	6	4	Male	4	2	0	0	2	0	0	0
				Female	2	0	0	0	2	0	0	0
1617	Instructional Support Tech II (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	10	Male #	12	6	0	2	4	0	0	0
Grand Total %			62.5	Male %	75.0	37.5	0.0	12.5	25.0	0.0	0.0	0.0
				Female #	4	0	0	2	2	0	0	0
				Female%	25.0	0.0	0.0	12.5	12.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Int'l Recruitment&Partnership

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
5181	Extended Ed Specialist I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
5182	Extended Ed Specialist II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		6	6	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 #	6	0	0	0	6	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Int'l Student & Scholar Servcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III (-)	12	10	Male	0	0	0	0	0	0	0	0
				Female	12	2	0	0	6	0	0	4
1038	Admin Analyst/Splclst 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
3086	SSP IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
Grand Total #		20	14	Male #	2	0	0	2	0	0	0	0
Grand Total %			70.0	Male %	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0
				Female #	18	6	0	0	8	0	0	4
				Female%	90.0	30.0	0.0	0.0	40.0	0.0	0.0	20.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Interdisciplinary Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	30	12	Male	16	14	0	2	0	0	0	0
				Female	14	4	2	0	8	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
2359	LECTURER - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1619	Instructional Support Tech III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		42	16	Male #	24	22	0	2	0	0	0	0
Grand Total %			38.1	Male %	57.1	52.4	0.0	4.8	0.0	0.0	0.0	0.0
				Female #	18	4	4	0	10	0	0	0
				Female%	42.9	9.5	9.5	0.0	23.8	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: IT Program Mgmt & Comm

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	8	4	Male	6	4	0	0	2	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
400	Analyst/Programmer 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	6	Male #	8	4	0	0	4	0	0	0
Grand Total %			50.0	Male %	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	4	2	0	0	2	0	0	0
				Female%	33.3	16.7	0.0	0.0	16.7	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Journalism & Mass Comm

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
830	Desktop Pub/Graph Spec 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	16	8	Male	10	6	2	2	0	0	0	0
				Female	6	2	2	0	0	0	0	2
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	20	10	Male	12	4	4	4	0	0	0	0
				Female	8	6	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		44	24	Male #	26	10	6	10	0	0	0	0
Grand Total %			54.5	Male %	59.1	22.7	13.6	22.7	0.0	0.0	0.0	0.0
				Female #	18	10	2	2	2	0	0	2
				Female%	40.9	22.7	4.5	4.5	4.5	0.0	0.0	4.5

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Justice Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	56	28	Male	26	14	2	2	6	0	0	2
				Female	30	14	2	6	8	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	26	14	Male	12	6	0	4	2	0	0	0
				Female	14	6	2	2	2	2	0	0
Grand Total #		88	44	Male #	38	20	2	6	8	0	0	2
Grand Total %			50.0	Male %	43.2	22.7	2.3	6.8	9.1	0.0	0.0	2.3
				Female #	50	24	4	8	12	2	0	0
				Female%	56.8	27.3	4.5	9.1	13.6	2.3	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Kinesiology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1032	Admin Support Assistant 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	96	44	Male	46	18	2	14	12	0	0	0
				Female	50	34	0	8	6	2	0	0
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
1615	Instructional Support Tech I (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	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	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	36	22	Male	22	8	4	2	8	0	0	0
				Female	14	6	0	0	8	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		142	70	Male #	72	26	6	16	24	0	0	0
Grand Total %			49.3	Male %	50.7	18.3	4.2	11.3	16.9	0.0	0.0	0.0
				Female #	70	46	0	8	14	2	0	0
				Female%	49.3	32.4	0.0	5.6	9.9	1.4	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Linguistics & Language Dev

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	22	6	Male	8	6	0	0	2	0	0	0
				Female	14	10	0	0	4	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	6	Male	8	4	0	0	4	0	0	0
				Female	4	2	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		36	12	Male #	18	12	0	0	6	0	0	0
Grand Total %			33.3	Male %	50.0	33.3	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	18	12	0	0	6	0	0	0
				Female%	50.0	33.3	0.0	0.0	16.7	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Lock Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6642	Locksmith (-)	6	4	Male	6	2	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	4	Male #	6	2	0	4	0	0	0	0
Grand Total %			66.7	Male %	100.0	33.3	0.0	66.7	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Maint & Infrast ProjMgmt OpExp

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		4	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Maintenance & Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6251	Facilities Worker II (-)	14	12	Male	14	2	0	12	0	0	0	0
				Female	0	0	0	0	0	0	0	
6265	Facilities Project Supv (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	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	
Grand Total #		20	14	Male #	20	6	0	14	0	0	0	0
Grand Total %			70.0	Male %	100.0	30.0	0.0	70.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Marketing & Business Analytics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	20	8	Male	16	10	2	2	2	0	0	0
				Female	4	2	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	30	18	Male	12	6	2	0	4	0	0	0
				Female	18	6	0	0	12	0	0	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		58	30	Male #	34	20	4	2	8	0	0	0
Grand Total %			51.7	Male %	58.6	34.5	6.9	3.4	13.8	0.0	0.0	0.0
				Female #	24	8	0	0	16	0	0	0
				Female%	41.4	13.8	0.0	0.0	27.6	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Mathematics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	50	38	Male	22	4	4	0	14	0	0	0
				Female	28	8	0	0	20	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	48	18	Male	30	16	2	0	10	0	0	2
				Female	18	14	0	0	4	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		104	60	Male #	54	22	6	0	24	0	0	2
Grand Total %			57.7	Male %	51.9	21.2	5.8	0.0	23.1	0.0	0.0	1.9
				Female #	50	22	0	0	28	0	0	0
				Female%	48.1	21.2	0.0	0.0	26.9	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Mechanical Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	30	14	Male	30	16	0	0	14	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	6	Male	10	8	0	0	2	0	0	0
				Female	6	2	0	0	4	0	0	
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	6	2	Male	4	4	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		58	26	Male #	48	28	0	0	20	0	0	0
Grand Total %			44.8	Male %	82.8	48.3	0.0	0.0	34.5	0.0	0.0	0.0
				Female #	10	4	0	0	6	0	0	0
				Female%	17.2	6.9	0.0	0.0	10.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Men's Basketball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2382	COACHING ASSISTANT - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2373	HEAD COACH - 12 MONTH (-)	6	4	Male	6	2	4	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	4	Male #	12	8	4	0	0	0	0	0
Grand Total %			33.3	Male %	100.0	66.7	33.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Men's Cross Country

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
Grand Total #		2	2	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 #	2	0	2	0	0	0	0	0
				Female%	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Men's Golf

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2373	HEAD COACH - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	2	2	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 #	2	0	0	0	2	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Men's Soccer

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
2373	HEAD COACH - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	4	Male #	6	2	0	4	0	0	0	0
Grand Total %			66.7	Male %	100.0	33.3	0.0	66.7	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Men's Water Polo

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2379	COACHING SPECIALIST - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
2373	HEAD COACH - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		4	0	Male #	4	4	0						
Grand Total %			0.0	Male %	100.0	100.0	0.0						
				Female #	0	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	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Meteorology and Climate Sci

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	16	10	Male	8	4	0	0	4	0	0	0
				Female	8	2	0	2	4	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7023	Equip Tech III, Electronic (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	8	4	Male	4	2	0	2	0	0	0	0
				Female	4	2	0	0	2	0	0	0
Grand Total #		28	14	Male #	14	8	0	2	4	0	0	0
Grand Total %			50.0	Male %	50.0	28.6	0.0	7.1	14.3	0.0	0.0	0.0
				Female #	14	6	0	2	6	0	0	0
				Female%	50.0	21.4	0.0	7.1	21.4	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Minority Engineering Program

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	
3086	SSP IV (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	6	Male #	2	0	0	2	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	4	0	0	2	2	0	0	0
				Female%	66.7	0.0	0.0	33.3	33.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: MLK Library Facility

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2010	Custodian (-)	42	38	Male	28	2	4	6	14	0	0	2
				Female	14	2	0	2	10	0	0	0
2015	Lead Custodian (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		46	42	Male #	30	2	4	6	16	0	0	2
Grand Total %			91.3	Male %	65.2	4.3	8.7	13.0	34.8	0.0	0.0	4.3
				Female #	16	2	0	4	10	0	0	0
				Female%	34.8	4.3	0.0	8.7	21.7	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: MLK Library Security

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820	Community Service Spec 12 Mo (-)	30	28	Male	22	2	2	14	2	0	0	2
				Female	8	0	0	4	2	0	0	2
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		32	28	Male #	24	4	2	14	2	0	0	2
Grand Total %			87.5	Male %	75.0	12.5	6.3	43.8	6.3	0.0	0.0	6.3
				Female #	8	0	0	4	2	0	0	2
				Female%	25.0	0.0	0.0	12.5	6.3	0.0	0.0	6.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: MOSAIC Cross Cultural Ctr

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
3086	SSP IV (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	4	Male #	2	0	0	0	2	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 #	2	0	0	0	2	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Moss Landing Marine Lab

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	8	0	Male	4	4	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
6940	Facilities Maintenance Mech (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	2	Male	10	8	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7024	Equip Tech III, Spclized Equip (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6970	Diving Safety Officer (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
6700	Sprvsng Building Svc Engrn (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		32	4	Male #	20	16	0	4	0	0	0	0
Grand Total %			12.5	Male %	62.5	50.0	0.0	12.5	0.0	0.0	0.0	0.0
				Female #	12	12	0	0	0	0	0	0
				Female%	37.5	37.5	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Moving/Recycling Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6223	Laborer (-)	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	4	Male #	4	0	0	4	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Network Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
440	Equip Systems Specialist 12 Mo (-)	6	4	Male	6	2	0	2	2	0	0	0
				Female	0	0	0	0	0	0	0	
430	Network Analyst 12 Mo (-)	18	12	Male	10	4	0	2	4	0	0	0
				Female	8	2	0	0	4	0	0	2
420	Info Tech Consultant 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		28	18	Male #	20	8	0	4	8	0	0	0
Grand Total %			64.3	Male %	71.4	28.6	0.0	14.3	28.6	0.0	0.0	0.0
				Female #	8	2	0	0	4	0	0	2
				Female%	28.6	7.1	0.0	0.0	14.3	0.0	0.0	7.1

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: New Student & Family Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	0	0	0	2	0
				Female%	100.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: New Student Orientation

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Nuclear Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3801	Radiation Safety Officer (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Nursing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	84	46	Male	12	4	2	2	4	0	0	0
				Female	72	34	8	8	22	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	22	4	Male	0	0	0	0	0	0	0	0
				Female	22	18	0	0	4	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		114	56	Male #	12	4	2	2	4	0	0	0
Grand Total %			49.1	Male %	10.5	3.5	1.8	1.8	3.5	0.0	0.0	0.0
				Female #	102	54	8	12	28	0	0	0
				Female%	89.5	47.4	7.0	10.5	24.6	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Nutrition, FoodSci & Packaging

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	50	18	Male	8	4	0	0	4	0	0	0
				Female	42	28	0	2	12	0	0	0
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1617	Instructional Support Tech II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	18	16	Male	6	0	0	0	6	0	0	0
				Female	12	2	0	4	6	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		76	42	Male #	14	4	0	0	10	0	0	0
Grand Total %			55.3	Male %	18.4	5.3	0.0	0.0	13.2	0.0	0.0	0.0
				Female #	62	30	0	8	22	0	0	2
				Female%	81.6	39.5	0.0	10.5	28.9	0.0	0.0	2.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Occupational Therapy

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	28	8	Male	0	0	0	0	0	0	0	
				Female	28	20	0	0	8	0	0	
1619	Instructional Support Tech III (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	12	4	Male	2	2	0	0	0	0	0	
				Female	10	6	0	0	4	0	0	
2359	LECTURER - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	
				Female	0	0	0	0	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
Grand Total #		50	18	Male #	4	2	0	0	2	0	0	
Grand Total %			36.0	Male %	8.0	4.0	0.0	0.0	4.0	0.0	0.0	
				Female #	46	30	0	2	14	0	0	
				Female%	92.0	60.0	0.0	4.0	28.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of Diversity

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	Cnfdntl Admin Support 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
3312	Administrator II (-)	6	4	Male	4	2	2	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		10	8	Male #	4	2	2	0	0	0	0	0
Grand Total %			80.0	Male %	40.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	0	4	0	2	0	0	0
				Female%	60.0	0.0	40.0	0.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of Field Experience

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
2359	LECTURER - 12 MONTH (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	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	0	2	0	0	0
3086	SSP IV (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
Grand Total #		12	6	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	12	6	2	0	4	0	0	0
				Female%	100.0	50.0	16.7	0.0	33.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of Innovation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2359	LECTURER - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	4	Male #	4	0	0	0	4	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of Research

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of Sustainability

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

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of the President

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	Cnfdntl Admin Support 12 Mo (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	0	2	0	0	0
1148	Presidential Aide (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2977	President (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		10	8	Male #	2	0	0	0	2	0	0	0
Grand Total %			80.0	Male %	20.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0
				Female #	8	2	0	2	4	0	0	0
				Female%	80.0	20.0	0.0	20.0	40.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Office of the Registrar

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	12	12	Male	0	0	0	0	0	0	0	0
				Female	12	0	0	0	12	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	14	12	Male	2	0	0	2	0	0	0	0
				Female	12	2	2	0	8	0	0	0
3082	SSP II (-)	8	8	Male	2	0	0	0	2	0	0	0
				Female	6	0	0	2	4	0	0	0
3084	SSP III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		46	42	Male #	4	0	0	2	2	0	0	0
Grand Total %			91.3	Male %	8.7	0.0	0.0	4.3	4.3	0.0	0.0	0.0
				Female #	42	4	2	6	30	0	0	0
				Female%	91.3	8.7	4.3	13.0	65.2	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Paint Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6526	Painter (-)	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
6525	Lead Painter (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	6	Male #	6	0	2	4	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	33.3	66.7	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Parking Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6366	Heavy Equip Operator/Bus Drive (-)	10	8	Male	10	2	0	4	4	0	0	0
				Female	0	0	0	0	0	0	0	
1032	Admin Support Assistant 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1035	Admin Support Coord 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
8810	Parking Officer 12 Mo (-)	6	6	Male	6	0	0	2	4	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Equip Maintenance Assistant (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Splclst 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 (-)	4	4	Male	4	0	2	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		30	24	Male #	22	2	2	6	12	0	0	0
Grand Total %			80.0	Male %	73.3	6.7	6.7	20.0	40.0	0.0	0.0	0.0
				Female #	8	4	0	2	2	0	0	0
				Female%	26.7	13.3	0.0	6.7	6.7	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Payments

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1741	Accounting Technician II (-)	8	8	Male	2	0	0	2	0	0	0	0
				Female	6	0	2	0	4	0	0	
1740	Accounting Technician III (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	2	0	0	0	
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
Grand Total #		16	12	Male #	4	0	0	2	2	0	0	0
Grand Total %			75.0	Male %	25.0	0.0	0.0	12.5	12.5	0.0	0.0	0.0
				Female #	12	4	2	2	4	0	0	0
				Female%	75.0	25.0	12.5	12.5	25.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Peer Connections

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3086	SSP IV (-)	6	4	Male	2	0	0	0	2	0	0	0
				Female	4	2	2	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		12	6	Male #	2	0	0	0	2	0	0	0
Grand Total %			50.0	Male %	16.7	0.0	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	10	6	2	2	0	0	0	0
				Female%	83.3	50.0	16.7	16.7	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Philosophy

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	36	10	Male	26	18	0	8	0	0	0	0
				Female	10	8	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	22	10	Male	16	8	0	4	4	0	0	0
				Female	6	4	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		62	22	Male #	42	26	0	12	4	0	0	0
Grand Total %			35.5	Male %	67.7	41.9	0.0	19.4	6.5	0.0	0.0	0.0
				Female #	20	14	0	0	6	0	0	0
				Female%	32.3	22.6	0.0	0.0	9.7	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Physical Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3024	Drafting Technician II (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
1038	Admin Analyst/Splclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		6	2	Male #	4	2	0	0	2	0	0	0
Grand Total %			33.3	Male %	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Physics & Astronomy

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	36	10	Male	20	16	0	2	2	0	0	0
				Female	16	10	0	0	4	0	0	2
7011	Equip Tech II, Mechanical (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
7013	Equip Tech II, Electronic (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1619	Instructional Support Tech III (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	26	10	Male	22	14	2	4	2	0	0	0
				Female	4	2	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		72	26	Male #	50	34	2	10	4	0	0	0
Grand Total %			36.1	Male %	69.4	47.2	2.8	13.9	5.6	0.0	0.0	0.0
				Female #	22	12	0	2	6	0	0	2
				Female%	30.6	16.7	0.0	2.8	8.3	0.0	0.0	2.8

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Plumbing Shop

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6940	Facilities Maintenance Mech (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
6549	Plumber (-)	14	8	Male	14	6	0	6	0	0	2	0
				Female	0	0	0	0	0	0	0	
6548	Lead Plumber (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
6547	Sprvsng Plumber (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		20	14	Male #	20	6	0	12	0	0	2	0
Grand Total %			70.0	Male %	100.0	30.0	0.0	60.0	0.0	0.0	10.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Political Science

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2358	LECTURER - ACADEMIC YEAR (-)	20	4	Male	8	4	0	2	0	0	0	0	2
				Female	12	12	0	0	0	0	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	18	6	Male	8	6	0	2	0	0	0	0	0
				Female	10	6	0	0	4	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		42	10	Male #	18	12	0	4	0	0	0	0	2
Grand Total %			23.8	Male %	42.9	28.6	0.0	9.5	0.0	0.0	0.0	0.0	4.8
				Female #	24	20	0	0	4	0	0	0	0
				Female%	57.1	47.6	0.0	0.0	9.5	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: PRIDE and Gender Equity Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	0	0	0	
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	0	0	0	2	
				Female%	100.0	50.0	0.0	0.0	0.0	0.0	50.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Procurement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4792	Buyer II (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	0	2	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
4795	Buyer III Lead (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3318	Administrator I (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	6	Male #	4	0	0	0	4	0	0	0
Grand Total %			60.0	Male %	40.0	0.0	0.0	0.0	40.0	0.0	0.0	0.0
				Female #	6	4	0	0	2	0	0	0
				Female%	60.0	40.0	0.0	0.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Professional Educ

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	2	4	0	0	0
5182	Extended Ed Specialist II (-)	8	8	Male	4	0	0	0	4	0	0	0
				Female	4	0	0	0	4	0	0	0
Grand Total #		14	14	Male #	4	0	0	0	4	0	0	0
Grand Total %			100.0	Male %	28.6	0.0	0.0	0.0	28.6	0.0	0.0	0.0
				Female #	10	0	0	2	8	0	0	0
				Female%	71.4	0.0	0.0	14.3	57.1	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Provost/SVP Academic Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3300	Administrator IV (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		6	4	Male #	2	2	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 #	4	0	0	2	2	0	0	0
				Female%	66.7	0.0	0.0	33.3	33.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Psychology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	2	Male	2	0	0	0	2	0	0	0
				Female	2	2	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	46	16	Male	18	16	0	2	0	0	0	0
				Female	28	14	2	0	10	0	0	2
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	36	18	Male	10	6	0	0	4	0	0	0
				Female	26	12	0	2	10	0	0	2
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2387	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL FACULTY - AY (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		92	38	Male #	32	24	0	2	6	0	0	0
Grand Total %			41.3	Male %	34.8	26.1	0.0	2.2	6.5	0.0	0.0	0.0
				Female #	60	30	2	2	22	0	0	4
				Female%	65.2	32.6	2.2	2.2	23.9	0.0	0.0	4.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Public Health & Recreation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	0	0	2	2
2358	LECTURER - ACADEMIC YEAR (-)	62	30	Male	14	10	0	0	4	0	0	0
				Female	48	22	6	4	16	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	18	10	Male	4	0	0	0	2	0	0	2
				Female	14	8	2	2	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
Grand Total #		88	46	Male #	18	10	0	0	6	0	0	2
Grand Total %			52.3	Male %	20.5	11.4	0.0	0.0	6.8	0.0	0.0	2.3
				Female #	70	32	10	6	18	0	2	2
				Female%	79.5	36.4	11.4	6.8	20.5	0.0	2.3	2.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Research and Innovation

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	Cnfdntl Admin Support 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	2	2	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 #	2	0	0	0	2	0	0	0
				Female%	50.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Research Engagement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		4	4	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 #	4	0	0	0	4	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Research Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3312	Administrator II (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	2	0	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		8	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	6	2	0	0	0	0	0
				Female%	100.0	75.0	25.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: SA System & Student Succ Prog

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
400	Analyst/Programmer 12 Mo (-)	12	8	Male	6	2	0	0	4	0	0	0
				Female	6	2	0	0	4	0	0	0
420	Info Tech Consultant 12 Mo (-)	8	6	Male	4	2	2	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		22	14	Male #	12	6	2	0	4	0	0	0
Grand Total %			63.6	Male %	54.5	27.3	9.1	0.0	18.2	0.0	0.0	0.0
				Female #	10	2	0	0	8	0	0	0
				Female%	45.5	9.1	0.0	0.0	36.4	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: School of Information

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	64	8	Male	22	16	0	2	4	0	0	0
				Female	42	40	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	32	18	Male	16	8	0	2	6	0	0	0
				Female	16	6	0	4	4	0	2	0
2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR * (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2359	LECTURER - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2361	INSTRUCTIONAL FACULTY - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		104	28	Male #	40	24	0	4	12	0	0	0
Grand Total %			26.9	Male %	38.5	23.1	0.0	3.8	11.5	0.0	0.0	0.0
				Female #	64	52	0	6	4	0	2	0
				Female%	61.5	50.0	0.0	5.8	3.8	0.0	1.9	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: School of Information PaCE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	18	16	Male	2	0	0	2	0	0	0	0
				Female	16	2	0	4	6	0	0	4
420	Info Tech Consultant 12 Mo (-)	10	4	Male	6	2	0	0	4	0	0	0
				Female	4	4	0	0	0	0	0	0
Grand Total #		28	20	Male #	8	2	0	2	4	0	0	0
Grand Total %			71.4	Male %	28.6	7.1	0.0	7.1	14.3	0.0	0.0	0.0
				Female #	20	6	0	4	6	0	0	4
				Female%	71.4	21.4	0.0	14.3	21.4	0.0	0.0	14.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: School of Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	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	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	36	16	Male	20	14	0	2	4	0	0	0
				Female	16	6	0	2	6	2	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	30	12	Male	10	8	0	0	2	0	0	0
				Female	20	10	0	2	8	0	0	0
Grand Total #		70	32	Male #	32	22	0	4	6	0	0	0
Grand Total %			45.7	Male %	45.7	31.4	0.0	5.7	8.6	0.0	0.0	0.0
				Female #	38	16	0	6	14	2	0	0
				Female%	54.3	22.9	0.0	8.6	20.0	2.9	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: School of Music

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2866	Accompanist II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	78	22	Male	50	34	0	6	8	0	0	2
				Female	28	22	0	0	4	0	0	0
2888	Library Services Spec III (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
840	Performing Arts Tech 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6951	Piano Technician II (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	22	14	Male	14	4	0	8	2	0	0	0
				Female	8	4	0	2	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		114	44	Male #	72	42	0	18	10	0	0	2
Grand Total %			38.6	Male %	63.2	36.8	0.0	15.8	8.8	0.0	0.0	1.8
				Female #	42	28	0	2	10	0	0	2
				Female%	36.8	24.6	0.0	1.8	8.8	0.0	0.0	1.8

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: School of Social Work

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	52	30	Male	4	0	0	2	2	0	0	0
				Female	48	22	6	10	8	0	0	2
1038	Admin Analyst/Splst 12 Mo (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
2359	LECTURER - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	26	14	Male	4	2	0	2	0	0	0	0
				Female	22	10	2	2	8	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		90	54	Male #	10	2	0	4	4	0	0	0
Grand Total %			60.0	Male %	11.1	2.2	0.0	4.4	4.4	0.0	0.0	0.0
				Female #	80	34	8	16	20	0	0	2
				Female%	88.9	37.8	8.9	17.8	22.2	0.0	0.0	2.2

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Science Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	8	0	Male	2	2	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
Grand Total #		8	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	6	0	0	0	0	0	0
				Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Science Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3082	SSP II (-)	10	8	Male	0	0	0	0	0	0	0	
				Female	10	2	0	6	2	0	0	
3084	SSP III (-)	4	2	Male	4	2	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		16	10	Male #	4	2	0	2	0	0	0	
Grand Total %			62.5	Male %	25.0	12.5	0.0	12.5	0.0	0.0	0.0	
				Female #	12	4	0	6	2	0	0	
				Female%	75.0	25.0	0.0	37.5	12.5	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Service Desk

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	14	10	Male	8	4	0	0	4	0	0	0
				Female	6	0	2	0	2	0	0	2
Grand Total #		14	10	Male #	8	4	0	0	4	0	0	0
Grand Total %			71.4	Male %	57.1	28.6	0.0	0.0	28.6	0.0	0.0	0.0
				Female #	6	0	2	0	2	0	0	2
				Female%	42.9	0.0	14.3	0.0	14.3	0.0	0.0	14.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Shared Services - SWC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	6	6	Male	2	0	0	2	0	0	0	0
				Female	4	0	0	2	2	0	0	0
8145	Health Education Assistant (-)	10	10	Male	2	0	0	2	0	0	0	0
				Female	8	0	0	4	4	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	6	2	Male	2	2	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
8147	Health Educator (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		26	22	Male #	6	2	0	4	0	0	0	0
Grand Total %			84.6	Male %	23.1	7.7	0.0	15.4	0.0	0.0	0.0	0.0
				Female #	20	2	0	8	10	0	0	0
				Female%	76.9	7.7	0.0	30.8	38.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: SJSU Online Advising & Success

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	10	4	Male	4	2	0	0	2	0	0	0
				Female	6	4	0	2	0	0	0	
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		12	4	Male #	4	2	0	0	2	0	0	0
Grand Total %			33.3	Male %	33.3	16.7	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	8	6	0	2	0	0	0	0
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: SJSU Online Enrollment Mgmt

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	8	8	Male	2	0	0	0	2	0	0	0
				Female	6	0	0	4	2	0	0	0
3084	SSP III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	12	Male #	6	2	0	2	2	0	0	0
Grand Total %			85.7	Male %	42.9	14.3	0.0	14.3	14.3	0.0	0.0	0.0
				Female #	8	0	0	6	2	0	0	0
				Female%	57.1	0.0	0.0	42.9	14.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Sociology & Interdisc Soc Sci

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
2358	LECTURER - ACADEMIC YEAR (-)	34	24	Male	16	2	2	2	8	2	0	0
				Female	18	8	0	4	6	0	0	
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	32	24	Male	10	4	0	2	2	2	0	0
				Female	22	4	4	6	6	2	0	
Grand Total #		70	50	Male #	26	6	2	4	10	4	0	0
Grand Total %			71.4	Male %	37.1	8.6	2.9	5.7	14.3	5.7	0.0	0.0
				Female #	44	14	6	10	12	2	0	0
				Female%	62.9	20.0	8.6	14.3	17.1	2.9	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Softball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
2379	COACHING SPECIALIST - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	2	Male #	2	2	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	0	2	0	0	0
				Female%	66.7	33.3	0.0	0.0	33.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: SOS-MS Biotechnology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2361	INSTRUCTIONAL FACULTY - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Special Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	14	0	Male	4	4	0	0	0	0	0	0
				Female	10	10	0	0	0	0	0	
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	10	6	Male	0	0	0	0	0	0	0	
				Female	10	4	0	0	6	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
Grand Total #		28	8	Male #	4	4	0	0	0	0	0	
Grand Total %			28.6	Male %	14.3	14.3	0.0	0.0	0.0	0.0	0.0	
				Female #	24	16	0	0	8	0	0	
				Female%	85.7	57.1	0.0	0.0	28.6	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Special Events

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
3306	Administrator III (-)	2	2	Male	2	0	0	2	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		8	6	Male #	6	2	0	4	0	0	0	
Grand Total %			75.0	Male %	75.0	25.0	0.0	50.0	0.0	0.0	0.0	
				Female #	2	0	0	0	2	0	0	
				Female%	25.0	0.0	0.0	0.0	25.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Sports Information

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
800	Pub Affairs/Comm Spec 12 Mo (-)	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	0	Male #	4	4	0	0	0	0	0	0
Grand Total %			0.0	Male %	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: SSCI Student Success Ctr

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3082	SSP II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
3084	SSP III (-)	10	8	Male	2	0	0	2	0	0	0	0
				Female	8	2	0	6	0	0	0	0
3086	SSP IV (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	14	Male #	4	0	2	2	0	0	0	0
Grand Total %			87.5	Male %	25.0	0.0	12.5	12.5	0.0	0.0	0.0	0.0
				Female #	12	2	2	8	0	0	0	0
				Female%	75.0	12.5	12.5	50.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Steinbeck Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2888	Library Services Spec III (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	2	2	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 #	2	0	0	2	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Strategic Plan, Portfolio Mgt.

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
420	Info Tech Consultant 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 (-)	4	4	Male	4	0	0	2	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		10	8	Male #	4	0	0	2	2	0	0	0
Grand Total %			80.0	Male %	40.0	0.0	0.0	20.0	20.0	0.0	0.0	0.0
				Female #	6	2	2	0	2	0	0	0
				Female%	60.0	20.0	20.0	0.0	20.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Strength & Conditioning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	8	0	Male	6	6	0	0	0	0	0	0
				Female	2	2	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
2373	HEAD COACH - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		12	0	Male #	10	10	0	0	0	0	0	0
Grand Total %			0.0	Male %	83.3	83.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Athlete Resource Cente

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
3084	SSP III (-)	8	4	Male	4	2	0	2	0	0	0	
				Female	4	2	2	0	0	0	0	
3312	Administrator II (-)	2	2	Male	2	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		12	6	Male #	6	2	2	2	0	0	0	
Grand Total %			50.0	Male %	50.0	16.7	16.7	16.7	0.0	0.0	0.0	
				Female #	6	4	2	0	0	0	0	
				Female%	50.0	33.3	16.7	0.0	0.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Conduct & Ethical Devl

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3318	Administrator I (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
Grand Total #		8	4	Male #	2	0	2	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	4	0	2	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Involvement

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III (-)	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	2	2	0	0	
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	0	2	0	0	
3318	Administrator I (-)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
3306	Administrator III (-)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		12	6	Male #	4	4	0	0	0	0	0	
Grand Total %			50.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	
				Female #	8	2	0	2	4	0	0	
				Female%	66.7	16.7	0.0	16.7	33.3	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Outreach & Recruitment

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	6	6	Male	2	0	0	2	0	0	0	0
				Female	4	0	0	2	2	0	0	0
3084	SSP III (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		14	14	Male #	6	0	0	4	2	0	0	0
Grand Total %			100.0	Male %	42.9	0.0	0.0	28.6	14.3	0.0	0.0	0.0
				Female #	8	0	0	4	4	0	0	0
				Female%	57.1	0.0	0.0	28.6	28.6	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	2	0	0	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
Grand Total #		8	6	Male #	2	0	0	0	0	0	0	0	2
Grand Total %			75.0	Male %	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0
				Female #	6	2	0	2	2	0	0	0	0
				Female%	75.0	25.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Success, DSA

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3082	SSP II (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	2	0	2	0	0	
3084	SSP III (-)	4	4	Male	0	0	0	0	0	0	0	
				Female	4	0	0	4	0	0	0	
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
3086	SSP IV (-)	6	6	Male	0	0	0	0	0	0	0	
				Female	6	0	2	2	2	0	0	
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		20	18	Male #	2	2	0	0	0	0	0	
Grand Total %			90.0	Male %	10.0	10.0	0.0	0.0	0.0	0.0	0.0	
				Female #	18	0	4	10	4	0	0	
				Female%	90.0	0.0	20.0	50.0	20.0	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student Writing Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3084	SSP III (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
3086	SSP IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		8	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	4	0	0	4	0	0	0
				Female%	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Student-Athlete Academic Svcs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3306	Administrator III (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Study Abroad and Away

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5181	Extended Ed Specialist I (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	2	0	0	0	0	0
3084	SSP III (-)	4	2	Male	2	0	0	0	0	0	2	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		8	4	Male #	2	0	0	0	0	0	2	0
Grand Total %			50.0	Male %	25.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0
				Female #	6	4	2	0	0	0	0	0
				Female%	75.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Teacher Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2358	LECTURER - ACADEMIC YEAR (-)	70	32	Male	2	0	0	2	0	0	0	0
				Female	68	38	2	12	12	0	0	4
1038	Admin Analyst/Splst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	30	12	Male	10	6	0	4	0	0	0	0
				Female	20	12	4	4	0	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		106	48	Male #	14	6	0	6	2	0	0	0
Grand Total %			45.3	Male %	13.2	5.7	0.0	5.7	1.9	0.0	0.0	0.0
				Female #	92	52	6	18	12	0	0	4
				Female%	86.8	49.1	5.7	17.0	11.3	0.0	0.0	3.8

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	26	12	Male	20	14	0	0	4	0	0	2
				Female	6	0	0	2	4	0	0	
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	4	4	Male	4	0	2	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		34	16	Male #	28	18	2	0	6	0	0	2
Grand Total %			47.1	Male %	82.4	52.9	5.9	0.0	17.6	0.0	0.0	5.9
				Female #	6	0	0	2	4	0	0	0
				Female%	17.6	0.0	0.0	5.9	11.8	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Testing

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	4	Male	2	0	0	0	2	0	0	0
				Female	2	0	0	0	0	0	0	2
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	6	Male #	4	0	0	0	4	0	0	0
Grand Total %			100.0	Male %	66.7	0.0	0.0	0.0	66.7	0.0	0.0	0.0
				Female #	2	0	0	0	0	0	0	2
				Female%	33.3	0.0	0.0	0.0	0.0	0.0	0.0	33.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Title IX

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1176	Cnfdntl Admin Support 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 (-)	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
3318	Administrator I (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		8	2	Male #	2	0	0	0	2	0	0	0
Grand Total %			25.0	Male %	25.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0
				Female #	6	6	0	0	0	0	0	0
				Female%	75.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Tower Foundation UA

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4556	Accountant III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	0	2	0	0	0
				Female%	100.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Undergrad Admissions&Outreach

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	12	12	Male	0	0	0	0	0	0	0	0
				Female	12	0	0	6	4	2	0	0
3082	SSP II (-)	16	12	Male	0	0	0	0	0	0	0	0
				Female	16	4	0	12	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	6	4	Male	2	2	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
3084	SSP III (-)	8	8	Male	0	0	0	0	0	0	0	0
				Female	8	0	0	4	4	0	0	0
3086	SSP IV (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		48	42	Male #	2	2	0	0	0	0	0	0
Grand Total %			87.5	Male %	4.2	4.2	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	46	4	0	30	10	2	0	0
				Female%	95.8	8.3	0.0	62.5	20.8	4.2	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Undergrad Advising & Success

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	2	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	2	2	0	0	0
3312	Administrator II (-)	10	8	Male	4	0	0	4	0	0	0	0
				Female	6	2	0	4	0	0	0	0
3306	Administrator III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
Grand Total #		20	18	Male #	4	0	0	4	0	0	0	0
Grand Total %			90.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0
				Female #	16	2	4	8	2	0	0	0
				Female%	80.0	10.0	20.0	40.0	10.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Undergraduate Education

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		4	4	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 #	4	0	0	0	4	0	0	0
				Female%	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Undergraduate Studies

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
1038	Admin Analyst/Splclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	4	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 #	6	2	0	2	2	0	0	0
				Female%	100.0	33.3	0.0	33.3	33.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Advancement, VP

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 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 (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	0	0	0	0
Grand Total #		6	2	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 #	6	4	0	0	0	0	0	2
				Female%	100.0	66.7	0.0	0.0	0.0	0.0	0.0	33.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Housing Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1038	Admin Analyst/Spclst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
3306	Administrator III (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		4	2	Male #	4	2	2	0	0	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	50.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Library

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2888	Library Services Spec III (-)	18	12	Male	4	2	0	0	2	0	0	0
				Female	14	4	0	4	6	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	20	12	Male	4	4	0	0	0	0	0	0
				Female	16	4	0	4	6	0	0	2
420	Info Tech Consultant 12 Mo (-)	8	6	Male	6	2	0	0	2	0	0	2
				Female	2	0	2	0	0	0	0	0
2889	Library Services Spec IV (-)	18	10	Male	10	4	0	6	0	0	0	0
				Female	8	4	0	0	2	0	0	2
2920	Librarian 12 Mo (-)	46	22	Male	10	6	0	2	0	0	0	2
				Female	36	18	2	14	2	0	0	0
1176	Cnfdntl Admin Support 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
400	Analyst/Programmer 12 Mo (-)	4	4	Male	2	0	2	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3306	Administrator III (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
Grand Total #		124	70	Male #	36	18	2	8	4	0	0	4
Grand Total %			56.5	Male %	29.0	14.5	1.6	6.5	3.2	0.0	0.0	3.2
				Female #	88	36	4	24	20	0	0	4
				Female%	71.0	29.0	3.2	19.4	16.1	0.0	0.0	3.2

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Marketing & Comm

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
820	Graphic Designer 12 Mo (-)	4	4	Male	4	0	0	0	4	0	0	0
				Female	0	0	0	0	0	0	0	
810	Media Prod Spec 12 Mo (-)	8	2	Male	8	6	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
800	Pub Affairs/Comm Spec 12 Mo (-)	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	0	0	0	0	0	2
1038	Admin Analyst/Spclst 12 Mo (-)	16	6	Male	8	6	2	0	0	0	0	0
				Female	8	4	0	2	2	0	0	0
3318	Administrator I (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II (-)	8	0	Male	4	4	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
3306	Administrator III (-)	8	0	Male	2	2	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
3300	Administrator IV (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		54	16	Male #	28	20	2	2	4	0	0	0
Grand Total %			29.6	Male %	51.9	37.0	3.7	3.7	7.4	0.0	0.0	0.0
				Female #	26	18	0	4	2	0	0	2
				Female%	48.1	33.3	0.0	7.4	3.7	0.0	0.0	3.7

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Personnel

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	0	4	0	0	0
1176	Cnfdntl Admin Support 12 Mo (-)	46	40	Male	12	2	2	0	8	0	0	0
				Female	34	4	4	14	10	0	0	2
1038	Admin Analyst/Splclst 12 Mo (-)	30	20	Male	6	0	0	4	2	0	0	0
				Female	24	10	0	10	4	0	0	0
1101	Payroll Technician II (-)	8	8	Male	2	0	2	0	0	0	0	0
				Female	6	0	2	2	2	0	0	0
1102	Payroll Technician III (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
420	Info Tech Consultant 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
1173	Cnfdntl Tech Support 12 Mo (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	18	16	Male	4	0	0	4	0	0	0	0
				Female	14	2	0	6	6	0	0	0
3306	Administrator III (-)	8	4	Male	2	2	0	0	0	0	0	0
				Female	6	2	2	2	0	0	0	0
3300	Administrator IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		124	98	Male #	30	6	4	10	10	0	0	0
Grand Total %			79.0	Male %	24.2	4.8	3.2	8.1	8.1	0.0	0.0	0.0
				Female #	94	20	8	34	30	0	0	2
				Female%	75.8	16.1	6.5	27.4	24.2	0.0	0.0	1.6

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Police

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8800	Police Dispatcher 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	2	0	0	0	0	
1176	Cnfdntl Admin Support 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
3312	Administrator II (-)	4	4	Male	2	0	2	0	0	0	0	
				Female	2	0	0	0	2	0	0	
3300	Administrator IV (-)	2	2	Male	2	0	2	0	0	0	0	
				Female	0	0	0	0	0	0	0	
Grand Total #		12	8	Male #	4	0	4	0	0	0	0	
Grand Total %			66.7	Male %	33.3	0.0	33.3	0.0	0.0	0.0	0.0	
				Female #	8	4	2	0	2	0	0	
				Female%	66.7	33.3	16.7	0.0	16.7	0.0	0.0	

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: University Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	6	2	Male	2	2	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
Grand Total #		6	2	Male #	2	2	0	0	0	0	0	0
Grand Total %			33.3	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: UPD Administrative Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8820	Community Service Spec 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
8800	Police Dispatcher 12 Mo (-)	14	8	Male	4	2	0	0	2	0	0	0
				Female	10	4	0	4	2	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
3312	Administrator II (-)	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
8354	Sergeant (-)	10	8	Male	8	2	0	2	4	0	0	0
				Female	2	0	0	2	0	0	0	0
3306	Administrator III (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		34	24	Male #	16	6	0	2	8	0	0	0
Grand Total %			70.6	Male %	47.1	17.6	0.0	5.9	23.5	0.0	0.0	0.0
				Female #	18	4	0	12	2	0	0	0
				Female%	52.9	11.8	0.0	35.3	5.9	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: UPD Field Operations

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8346	Police Officer Cadet-NonRep (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
8350	Police Officer (-)	22	16	Male	16	6	0	6	2	0	0	2
				Female	6	0	0	6	0	0	0	0
8365	Corporal (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8354	Sergeant (-)	6	4	Male	6	2	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		34	26	Male #	28	8	0	16	2	0	0	2
Grand Total %			76.5	Male %	82.4	23.5	0.0	47.1	5.9	0.0	0.0	5.9
				Female #	6	0	0	6	0	0	0	0
				Female%	17.6	0.0	0.0	17.6	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Urban & Regional Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	20	4	Male	16	14	0	2	0	0	0	0
				Female	4	2	0	2	0	0	0	0
1038	Admin Analyst/Splclst 12 Mo (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	6	Male	8	4	0	0	4	0	0	0
				Female	8	6	0	0	2	0	0	0
Grand Total #		38	10	Male #	24	18	0	2	4	0	0	0
Grand Total %			26.3	Male %	63.2	47.4	0.0	5.3	10.5	0.0	0.0	0.0
				Female #	14	10	0	2	2	0	0	0
				Female%	36.8	26.3	0.0	5.3	5.3	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Veterans Resource Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
3084	SSP III (-)	4	4	Male	2	0	2	0	0	0	0	0
				Female	2	0	0	0	0	0	0	2
3086	SSP IV (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	4	Male #	2	0	2	0	0	0	0	0
Grand Total %			66.7	Male %	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	0	0	0	0	2
				Female%	66.7	33.3	0.0	0.0	0.0	0.0	0.0	33.3

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: VP Student Affairs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
1035	Admin Support Coord 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1176	Cnfdntl Admin Support 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 (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	4	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		10	8	Male #	2	0	2	0	0	0	0	0
Grand Total %			80.0	Male %	20.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	8	2	4	2	0	0	0	0
				Female%	80.0	20.0	40.0	20.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Web & Campus Applications

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
420	Info Tech Consultant 12 Mo (-)	4	2	Male	4	2	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	
400	Analyst/Programmer 12 Mo (-)	6	4	Male	4	0	0	0	4	0	0	0
				Female	2	2	0	0	0	0	0	
410	Operating Sys Analyst 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		12	6	Male #	10	4	0	0	6	0	0	0
Grand Total %			50.0	Male %	83.3	33.3	0.0	0.0	50.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Wellness & Health Promotion

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8145	Health Education Assistant (-)	4	4	Male	2	0	0	2	0	0	0	0
				Female	2	0	0	0	2	0	0	0
8147	Health Educator (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
3086	SSP IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
8130	Registered Dietitian (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
1038	Admin Analyst/Spclst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
Grand Total #		16	14	Male #	2	0	0	2	0	0	0	0
Grand Total %			87.5	Male %	12.5	0.0	0.0	12.5	0.0	0.0	0.0	0.0
				Female #	14	2	2	4	6	0	0	0
				Female%	87.5	12.5	12.5	25.0	37.5	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Basketball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
810	Media Prod Spec 12 Mo (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2382	COACHING ASSISTANT - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH (-)	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	4	0	0	0	0	0
2373	HEAD COACH - 12 MONTH (-)	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
3300	Administrator IV (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
Grand Total #		12	8	Male #	4	2	0	0	2	0	0	0
Grand Total %			66.7	Male %	33.3	16.7	0.0	0.0	16.7	0.0	0.0	0.0
				Female #	8	2	6	0	0	0	0	0
				Female%	66.7	16.7	50.0	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Cross Country

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	4	4	Male	2	0	2	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	0	0	0	0	2
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	6	Male #	4	0	2	0	0	0	0	2
Grand Total %			100.0	Male %	66.7	0.0	33.3	0.0	0.0	0.0	0.0	33.3
				Female #	2	0	2	0	0	0	0	0
				Female%	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Golf

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
2373	HEAD COACH - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Gymnastics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
3312	Administrator II (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		6	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Soccer

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	2	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
Grand Total #		8	4	Male #	2	2	0	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	6	2	2	2	0	0	0	0
				Female%	75.0	25.0	25.0	25.0	0.0	0.0	0.0	0.0

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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Swimming

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
2382	COACHING ASSISTANT - 12 MONTH (-)	4	0	Male	4	4	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
3312	Administrator II (-)	2	2	Male	2	0	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		6	2	Male #	6	4	0	2	0	0	0	0	
Grand Total %			33.3	Male %	100.0	66.7	0.0	33.3	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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San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Tennis

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2373	HEAD COACH - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	0	Male #	2	2	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	

(+) 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.

San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Volleyball

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH (-)	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	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 #		8	0	Male #	6	6	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 #	2	2	0	0	0	0	0	0
				Female%	25.0	25.0	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.

San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: Women's Water Polo

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2382	COACHING ASSISTANT - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
2379	COACHING SPECIALIST - 12 MONTH (-)	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		4	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	50.0	50.0	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.

San Jose State University

University-Wide Workforce Analysis

Snapshot Date: 10/31/2023

Organizational Unit: World Languages & Literatures

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
2358	LECTURER - ACADEMIC YEAR (-)	44	30	Male	12	4	0	4	2	0	0	2
				Female	32	10	0	6	16	0	0	0
1038	Admin Analyst/Splst 12 Mo (-)	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	0	2	0	0	0
2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR (-)	16	8	Male	6	4	0	2	0	0	0	0
				Female	10	4	0	0	4	0	0	2
2481	DEPARTMENT CHAIR - 12 MONTH (-)	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		64	40	Male #	20	10	0	6	2	0	0	2
Grand Total %			62.5	Male %	31.3	15.6	0.0	9.4	3.1	0.0	0.0	3.1
				Female #	44	14	0	6	22	0	0	2
				Female%	68.8	21.9	0.0	9.4	34.4	0.0	0.0	3.1

(+) 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.

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Acad Business & Strategic Ops	10	2	8	10	0	0	0	2	0	0	0	0	0	4	4	0	0	0
Acad Innovation & Inst Effect	10	2	8	4	2	0	0	0	0	0	0	4	0	0	4	0	0	0
Acad Scheduling & Space Mgmt	10	2	8	8	0	0	0	2	0	0	0	2	0	2	4	0	0	0
Academic Preparation Programs	6	2	4	4	2	0	0	0	0	0	0	0	0	4	0	0	0	0
Academic Senate	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Accessible Education Center	26	8	18	16	2	0	6	0	0	0	0	8	0	6	4	0	0	0
Accounting & Finance	78	46	32	24	34	0	0	10	0	0	2	20	0	2	8	0	0	2
Accounting Services	26	4	22	20	0	2	0	2	0	0	0	6	0	2	14	0	0	0
Administration & Finance	6	4	2	4	2	0	0	2	0	0	0	0	2	0	0	0	0	0
Administrative Services	20	4	16	20	0	0	0	2	0	0	2	0	0	2	12	0	0	2
Advancement & Campaign Ops	22	0	22	10	0	0	0	0	0	0	0	12	0	4	6	0	0	0
Aerospace Engineering	32	22	10	14	12	2	2	4	0	0	2	6	0	0	2	0	0	2
Aerospace Studies	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
African American Studies	18	8	10	18	0	4	2	0	0	0	2	0	6	0	2	0	0	2
Alumni & Community Engagement	12	6	6	4	6	0	0	0	0	0	0	2	0	4	0	0	0	0
Anthropology	34	8	26	16	4	0	4	0	0	0	0	14	0	6	4	0	0	2
Applied Data Science	20	16	4	14	4	0	0	12	0	0	0	2	0	0	2	0	0	0
Art and Art History	106	50	56	26	34	0	4	10	0	0	2	46	0	8	2	0	0	0
Art Galleries	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Athletic Business Office	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
Athletic Director's Office	4	2	2	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Athletic Equipment Room	6	4	2	0	4	0	0	0	0	0	0	2	0	0	0	0	0	0
Athletic Marketing	6	6	0	2	4	0	0	2	0	0	0	0	0	0	0	0	0	0
Athletic Ticket Office	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Athletic Training Room	22	12	10	12	4	0	2	4	0	0	2	6	0	0	4	0	0	0
Athletics Cheerleading	4	0	4	2	0	0	0	0	0	0	0	2	0	2	0	0	0	0
Athletics Facilities & Events	6	6	0	4	2	2	2	0	0	0	0	0	0	0	0	0	0	0
Athletics Internal Operations	8	0	8	4	0	0	0	0	0	0	0	4	2	2	0	0	0	0
Athletics Video Operations	4	4	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Auto Shop	6	6	0	2	4	0	0	2	0	0	0	0	0	0	0	0	0	0
Aviation	20	16	4	8	10	0	4	2	0	0	0	2	0	2	0	0	0	0
Baseball	4	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Beethoven Center	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Biological Sciences	94	38	56	40	20	0	6	10	0	0	2	34	0	8	14	0	0	0
Biomedical Engineering	28	18	10	14	10	6	0	2	0	0	0	4	0	0	6	0	0	0
Budget & Financial Management	10	4	6	6	2	0	0	2	0	0	0	2	0	0	4	0	0	0
Bursar's Office	32	14	18	26	0	0	8	4	0	0	2	6	2	2	8	0	0	0
Bus. Dev't & External Relation	4	2	2	4	0	0	0	2	0	0	0	0	0	0	2	0	0	0
Business Graduate Programs	4	0	4	4	0	0	0	0	0	0	0	0	0	0	4	0	0	0
Business Operations	6	2	4	6	0	0	0	2	0	0	0	0	0	0	2	0	0	2
Business Services	6	0	6	2	0	0	0	0	0	0	0	4	0	2	0	0	0	0
Business Student Success Ctr	18	2	16	12	2	0	0	0	0	0	0	4	2	4	4	0	0	2

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Campus Life	4	0	4	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0
Cap Project Op Ex	6	4	2	4	2	0	2	0	0	0	0	0	0	2	0	0	0	0
Career Center	32	2	30	20	0	0	0	0	0	0	2	12	0	12	6	0	0	0
Carpentry Shop	6	6	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0
Case Management	14	4	10	8	0	0	0	2	0	0	2	6	0	2	0	0	0	2
Center for Faculty Development	10	4	6	6	2	0	0	2	0	0	0	2	0	2	2	0	0	0
Central Store	6	6	0	2	4	0	2	0	0	0	0	0	0	0	0	0	0	0
CHA Student Success Ctr	14	0	14	12	0	0	0	0	0	0	0	2	2	6	4	0	0	0
Chemical & Materials Engr	36	24	12	22	6	0	2	16	0	0	0	8	0	0	4	0	0	0
Chemistry	78	30	48	34	22	2	4	2	0	0	0	22	0	12	12	0	0	2
Chicana and Chicano Studies	44	20	24	44	0	0	20	0	0	0	0	0	0	24	0	0	0	0
Child & Adolescent Development	54	6	48	14	6	0	0	0	0	0	0	34	0	4	10	0	0	0
Civil & Environ Engineering	56	40	16	26	24	0	2	14	0	0	0	6	0	0	8	0	0	2
Clinical Laboratory Scientist	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
College of Business	20	0	20	16	0	0	0	0	0	0	0	4	0	8	8	0	0	0
College of Education	22	6	16	16	2	0	4	0	0	0	0	4	0	10	2	0	0	0
College of Engineering	50	24	26	24	14	0	0	8	0	2	0	12	0	4	10	0	0	0
College of Graduate Studies	12	4	8	4	2	0	0	2	0	0	0	6	0	0	2	0	0	0
College of Health & Human Sci	22	8	14	10	4	0	2	2	0	0	0	8	0	2	4	0	0	0
College of Humanities & Arts	20	8	12	6	4	0	2	2	0	0	0	10	0	2	0	0	0	0
College of Science	44	20	24	18	12	0	8	0	0	0	0	14	0	2	6	0	0	2

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
College of Social Sciences	16	4	12	12	0	0	2	0	0	0	2	4	0	2	6	0	0	0
College Support	16	12	4	12	4	0	0	8	0	0	0	0	0	0	4	0	0	0
Communication Studies	94	26	68	36	12	0	10	2	0	0	2	46	0	4	16	0	0	2
Communicative Disorders & Sci	34	6	28	18	4	0	0	2	0	0	0	12	0	8	8	0	0	0
Community&Government Relations	6	4	2	4	0	0	0	2	2	0	0	2	0	0	0	0	0	0
CommUniverCity	4	4	0	4	0	0	2	2	0	0	0	0	0	0	0	0	0	0
Computer Engineering	86	72	14	52	28	0	2	40	0	2	0	6	0	0	8	0	0	0
Computer Science	82	54	28	46	24	4	0	24	0	0	2	12	0	0	16	0	0	0
Computing Services	14	14	0	12	2	0	0	12	0	0	0	0	0	0	0	0	0	0
Counseling&Psychological Svcs	38	8	30	20	4	2	0	2	0	0	0	14	0	8	8	0	0	0
Counselor Education	38	8	30	24	6	2	0	0	0	0	0	8	6	2	10	0	0	4
CPGE Academic Programs	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
CPGE Central Administration	10	2	8	8	0	0	2	0	0	0	0	2	0	2	4	0	0	0
CPGE Digital & Data Services	12	4	8	8	2	2	0	0	0	0	0	2	0	0	6	0	0	0
CPGE Financial Operations	12	2	10	10	2	0	0	0	0	0	0	0	0	0	10	0	0	0
CPGE Information Technology	4	4	0	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0
CPGE Marketing	10	0	10	10	0	0	0	0	0	0	0	0	0	0	10	0	0	0
Ctr for Comm Lrng & Ldrship	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Custodial Services	158	84	74	150	4	8	42	26	0	2	2	4	0	46	24	0	0	0
Customer Service	2	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Degree Audit	18	0	18	12	0	0	0	0	0	0	0	6	0	4	8	0	0	0

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Design	134	82	52	70	38	0	10	30	0	0	4	26	0	2	20	0	0	4
Desktop Support	18	16	2	14	4	0	2	10	0	0	0	0	0	0	2	0	0	0
Development Univ Advancement	42	12	30	14	6	2	0	2	0	0	2	22	2	2	4	0	0	0
Dir of Compliance for Int Athl	6	2	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Distribution and Asset Svcs	10	6	4	8	2	0	4	0	0	0	0	0	0	4	0	0	0	0
Doctor of Audiology Program	18	4	14	10	2	0	0	2	0	0	0	6	0	0	8	0	0	0
Doctor of Nursing Practice	8	2	6	4	2	0	0	0	0	0	0	2	2	2	0	0	0	0
E-Campus	14	6	8	6	4	0	2	0	0	0	0	4	0	0	4	0	0	0
Economics	36	24	12	16	18	0	4	2	0	0	0	2	0	2	8	0	0	0
EdD Leadership Program	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Educ Opportunity Program	18	4	14	16	0	2	0	2	0	0	0	2	2	6	4	0	0	0
EDUC Student Success Ctr	4	0	4	4	0	0	0	0	0	0	0	0	0	4	0	0	0	0
Educational Leadership	10	0	10	10	0	0	0	0	0	0	0	0	0	8	0	0	0	2
Electrical Engineering	56	50	6	34	20	0	2	28	0	0	0	2	0	0	4	0	0	0
Electrical Shop	10	10	0	2	8	0	2	0	0	0	0	0	0	0	0	0	0	0
Energy & Utilities	34	34	0	28	6	2	10	14	0	0	2	0	0	0	0	0	0	0
English	126	40	86	32	26	2	8	4	0	0	0	68	2	4	10	0	0	2
Engr Off-Campus Programs	8	4	4	4	2	0	0	2	0	0	0	2	0	0	2	0	0	0
ENGR Student Success Ctr	18	2	16	16	0	0	2	0	0	0	0	2	0	8	6	0	0	0
Enrollment Management	8	0	8	6	0	0	0	0	0	0	0	2	2	4	0	0	0	0
Enterprise Solutions	8	8	0	8	0	0	0	8	0	0	0	0	0	0	0	0	0	0

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Enterprise Systems	10	8	2	10	0	0	0	6	0	0	2	0	0	0	2	0	0	0
Environmental Health & Safety	8	6	2	0	6	0	0	0	0	0	0	2	0	0	0	0	0	0
Environmental Studies	40	14	26	16	10	0	0	4	0	0	0	14	0	2	8	0	0	2
ES Tech Impl & Comm	24	4	20	20	2	0	0	0	0	0	2	2	2	6	6	0	2	2
External Athletic Operations	4	4	0	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Facilities Development & Ops	6	0	6	4	0	0	0	0	0	0	0	2	0	4	0	0	0	0
Faculty Success	6	0	6	4	0	0	0	0	0	0	0	2	0	4	0	0	0	0
Film and Theatre	110	50	60	30	36	4	4	4	0	0	2	44	0	6	6	0	0	4
Finance and Business Services	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Finance Support & Innovation	10	0	10	4	0	0	0	0	0	0	0	6	0	0	4	0	0	0
Financial Aid & Scholarships	38	10	28	28	6	0	0	4	0	0	0	4	2	6	16	0	0	0
Football	34	32	2	20	14	10	2	2	0	2	2	0	0	0	0	0	0	2
Geology	36	22	14	8	20	0	0	0	0	0	2	8	0	0	6	0	0	0
Global Innovation & Leadership	48	30	18	30	14	0	0	16	0	0	0	4	0	0	14	0	0	0
Golf Complex	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Grad Adm & Prog Eval	28	8	20	26	2	0	0	6	0	0	0	0	4	6	8	0	2	0
Graduate Enrollment Management	6	0	6	4	0	0	0	0	0	0	0	2	0	4	0	0	0	0
Ground Services	32	32	0	30	2	0	30	0	0	0	0	0	0	0	0	0	0	0
Hammer Theatre	20	10	10	6	10	0	0	0	0	0	0	4	0	4	0	0	0	2
Health Services	48	4	44	40	2	0	0	2	0	0	0	6	2	6	26	0	0	4
HHS Student Success Ctr	10	4	6	8	0	0	4	0	0	0	0	2	0	2	2	0	0	0

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
History	48	16	32	14	8	0	6	0	0	0	2	26	0	4	2	0	0	0
Hospitality, Tourism & Event M	12	8	4	8	4	0	2	2	0	0	0	0	0	0	4	0	0	0
Housing Building Maintenance	28	12	16	28	0	0	10	2	0	0	0	0	0	14	2	0	0	0
Housing Business Svcs	20	0	20	12	0	0	0	0	0	0	0	8	0	8	2	0	0	2
Housing Coordination	32	12	20	14	6	2	2	0	0	0	2	12	4	4	0	0	0	0
Housing-Organization	6	4	2	6	0	2	0	2	0	0	0	0	2	0	0	0	0	0
Humanities	60	22	38	12	18	0	4	0	0	0	0	30	0	2	4	0	0	2
HVAC Shop	24	24	0	20	4	0	16	2	2	0	0	0	0	0	0	0	0	0
Industrial & Systems Engr	42	28	14	24	14	0	0	14	0	0	0	4	0	0	10	0	0	0
Info Systems and Technology	52	32	20	36	12	0	2	16	2	0	0	4	0	4	12	0	0	0
Information Security	10	8	2	6	4	2	0	2	0	0	0	0	0	0	2	0	0	0
Information Technology	2	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
Infrastructure Services	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Inst Research & Strat Analytcs	14	10	4	10	2	0	6	2	0	0	0	2	0	0	2	0	0	0
Instructional & Meeting Spaces	16	12	4	10	6	0	2	4	0	0	0	0	0	2	2	0	0	0
Int'l Recruitment&Partnership	6	0	6	6	0	0	0	0	0	0	0	0	0	0	6	0	0	0
Int'nl Student &Scholar Svcs	20	2	18	14	0	0	2	0	0	0	0	6	0	0	8	0	0	4
Interdisciplinary Engineering	42	24	18	16	22	0	2	0	0	0	0	4	4	0	10	0	0	0
IT Program Mgmt & Comm	12	8	4	6	4	0	0	4	0	0	0	2	0	0	2	0	0	0
Journalism & Mass Comm	44	26	18	24	10	6	10	0	0	0	0	10	2	2	2	0	0	2
Justice Studies	88	38	50	44	20	2	6	8	0	0	2	24	4	8	12	2	0	0

San Jose State University
University-Wide
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Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Kinesiology	142	72	70	70	26	6	16	24	0	0	0	46	0	8	14	2	0	0
Linguistics & Language Dev	36	18	18	12	12	0	0	6	0	0	0	12	0	0	6	0	0	0
Lock Shop	6	6	0	4	2	0	4	0	0	0	0	0	0	0	0	0	0	0
Maint & Infrast ProjMgmt OpExp	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
Maintenance & Operations	20	20	0	14	6	0	14	0	0	0	0	0	0	0	0	0	0	0
Marketing & Business Analytics	58	34	24	30	20	4	2	8	0	0	0	8	0	0	16	0	0	0
Mathematics	104	54	50	60	22	6	0	24	0	0	2	22	0	0	28	0	0	0
Mechanical Engineering	58	48	10	26	28	0	0	20	0	0	0	4	0	0	6	0	0	0
Men's Basketball	12	12	0	4	8	4	0	0	0	0	0	0	0	0	0	0	0	0
Men's Cross Country	2	0	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Men's Golf	4	2	2	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0
Men's Soccer	6	6	0	4	2	0	4	0	0	0	0	0	0	0	0	0	0	0
Men's Water Polo	4	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Meteorology and Climate Sci	28	14	14	14	8	0	2	4	0	0	0	6	0	2	6	0	0	0
Minority Engineering Program	6	2	4	6	0	0	2	0	0	0	0	0	0	2	2	0	0	0
MLK Library Facility	46	30	16	42	2	4	6	16	0	0	2	2	0	4	10	0	0	0
MLK Library Security	32	24	8	28	4	2	14	2	0	0	2	0	0	4	2	0	0	2
MOSAIC Cross Cultural Ctr	4	2	2	4	0	0	0	2	0	0	0	0	0	0	2	0	0	0
Moss Landing Marine Lab	32	20	12	4	16	0	4	0	0	0	0	12	0	0	0	0	0	0
Moving/Recycling Services	4	4	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0
Network Services	28	20	8	18	8	0	4	8	0	0	0	2	0	0	4	0	0	2

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
New Student & Family Programs	4	0	4	2	0	0	0	0	0	0	0	2	0	0	0	0	2	0		
New Student Orientation	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0		
Nuclear Science	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0		
Nursing	114	12	102	56	4	2	2	4	0	0	0	54	8	12	28	0	0	0		
Nutrition, FoodSci & Packaging	76	14	62	42	4	0	0	10	0	0	0	30	0	8	22	0	0	2		
Occupational Therapy	50	4	46	18	2	0	0	2	0	0	0	30	0	2	14	0	0	0		
Office of Diversity	10	4	6	8	2	2	0	0	0	0	0	0	4	0	2	0	0	0		
Office of Field Experience	12	0	12	6	0	0	0	0	0	0	0	6	2	0	4	0	0	0		
Office of Innovation	4	4	0	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0		
Office of Research	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0		
Office of Sustainability	2	0	2	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0		
Office of the President	10	2	8	8	0	0	0	2	0	0	0	2	0	2	4	0	0	0		
Office of the Registrar	46	4	42	42	0	0	2	2	0	0	0	4	2	6	30	0	0	0		
Paint Shop	6	6	0	6	0	2	4	0	0	0	0	0	0	0	0	0	0	0		
Parking Services	30	22	8	24	2	2	6	12	0	0	0	4	0	2	2	0	0	0		
Payments	16	4	12	12	0	0	2	2	0	0	0	4	2	2	4	0	0	0		
Peer Connections	12	2	10	6	0	0	0	2	0	0	0	6	2	2	0	0	0	0		
Philosophy	62	42	20	22	26	0	12	4	0	0	0	14	0	0	6	0	0	0		
Physical Planning	6	4	2	2	2	0	0	2	0	0	0	2	0	0	0	0	0	0		
Physics & Astronomy	72	50	22	26	34	2	10	4	0	0	0	12	0	2	6	0	0	2		
Plumbing Shop	20	20	0	14	6	0	12	0	0	2	0	0	0	0	0	0	0	0		

San Jose State University
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Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Political Science	42	18	24	10	12	0	4	0	0	0	2	20	0	0	4	0	0	0
PRIDE and Gender Equity Center	4	0	4	2	0	0	0	0	0	0	0	2	0	0	0	0	0	2
Procurement	10	4	6	6	0	0	0	4	0	0	0	4	0	0	2	0	0	0
Professional Educ	14	4	10	14	0	0	0	4	0	0	0	0	0	2	8	0	0	0
Provost/SVP Academic Affairs	6	2	4	4	2	0	0	0	0	0	0	0	0	2	2	0	0	0
Psychology	92	32	60	38	24	0	2	6	0	0	0	30	2	2	22	0	0	4
Public Health & Recreation	88	18	70	46	10	0	0	6	0	0	2	32	10	6	18	0	2	2
Research and Innovation	4	2	2	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0
Research Engagement	4	0	4	4	0	0	0	0	0	0	0	0	0	0	4	0	0	0
Research Services	8	0	8	2	0	0	0	0	0	0	0	6	2	0	0	0	0	0
SA System & Student Succ Prog	22	12	10	14	6	2	0	4	0	0	0	2	0	0	8	0	0	0
School of Information	104	40	64	28	24	0	4	12	0	0	0	52	0	6	4	0	2	0
School of Information PaCE	28	8	20	20	2	0	2	4	0	0	0	6	0	4	6	0	0	4
School of Management	70	32	38	32	22	0	4	6	0	0	0	16	0	6	14	2	0	0
School of Music	114	72	42	44	42	0	18	10	0	0	2	28	0	2	10	0	0	2
School of Social Work	90	10	80	54	2	0	4	4	0	0	0	34	8	16	20	0	0	2
Science Education	8	2	6	0	2	0	0	0	0	0	0	6	0	0	0	0	0	0
Science Student Success Ctr	16	4	12	10	2	0	2	0	0	0	0	4	0	6	2	0	0	0
Service Desk	14	8	6	10	4	0	0	4	0	0	0	0	2	0	2	0	0	2
Shared Services - SWC	26	6	20	22	2	0	4	0	0	0	0	2	0	8	10	0	0	0
SJSU Online Advising & Success	12	4	8	4	2	0	0	2	0	0	0	6	0	2	0	0	0	0

San Jose State University
University-Wide
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Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
SJSU Online Enrollment Mgmt	14	6	8	12	2	0	2	2	0	0	0	0	0	6	2	0	0	0
Sociology & Interdisc Soc Sci	70	26	44	50	6	2	4	10	4	0	0	14	6	10	12	2	0	0
Softball	6	2	4	2	2	0	0	0	0	0	0	2	0	0	2	0	0	0
SOS-MS Biotechnology	2	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Special Education	28	4	24	8	4	0	0	0	0	0	0	16	0	0	8	0	0	0
Special Events	8	6	2	6	2	0	4	0	0	0	0	0	0	0	2	0	0	0
Sports Information	6	4	2	0	4	0	0	0	0	0	0	2	0	0	0	0	0	0
SSCI Student Success Ctr	16	4	12	14	0	2	2	0	0	0	0	2	2	8	0	0	0	0
Steinbeck Center	4	2	2	2	2	0	0	0	0	0	0	0	0	2	0	0	0	0
Strategic Plan, Portfolio Mgt.	10	4	6	8	0	0	2	2	0	0	0	2	2	0	2	0	0	0
Strength & Conditioning	12	10	2	0	10	0	0	0	0	0	0	2	0	0	0	0	0	0
Student Athlete Resource Ctr	12	6	6	6	2	2	2	0	0	0	0	4	2	0	0	0	0	0
Student Conduct & Ethical Devl	8	2	6	4	0	2	0	0	0	0	0	4	0	2	0	0	0	0
Student Involvement	12	4	8	6	4	0	0	0	0	0	0	2	0	2	4	0	0	0
Student Outreach & Recruitment	14	6	8	14	0	0	4	2	0	0	0	0	0	4	4	0	0	0
Student Services	8	2	6	6	0	0	0	0	0	0	2	2	0	2	2	0	0	0
Student Success, DSA	20	2	18	18	2	0	0	0	0	0	0	0	4	10	4	0	0	0
Student Writing Center	8	0	8	4	0	0	0	0	0	0	0	4	0	0	4	0	0	0
Student-Athlete Academic Svcs	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
Study Abroad and Away	8	2	6	4	0	0	0	0	0	2	0	4	2	0	0	0	0	0
Teacher Education	106	14	92	48	6	0	6	2	0	0	0	52	6	18	12	0	0	4

San Jose State University
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Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Technology	34	28	6	16	18	2	0	6	0	0	2	0	0	2	4	0	0	0
Testing	6	4	2	6	0	0	0	4	0	0	0	0	0	0	0	0	0	2
Title IX	8	2	6	2	0	0	0	2	0	0	0	6	0	0	0	0	0	0
Tower Foundation UA	4	0	4	2	0	0	0	0	0	0	0	2	0	0	2	0	0	0
Undergrad Admissions&Outreach	48	2	46	42	2	0	0	0	0	0	0	4	0	30	10	2	0	0
Undergrad Advising & Success	20	4	16	18	0	0	4	0	0	0	0	2	4	8	2	0	0	0
Undergraduate Education	4	0	4	4	0	0	0	0	0	0	0	0	0	0	4	0	0	0
Undergraduate Studies	6	0	6	4	0	0	0	0	0	0	0	2	0	2	2	0	0	0
University Advancement, VP	6	0	6	2	0	0	0	0	0	0	0	4	0	0	0	0	0	2
University Housing Services	4	4	0	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0
University Library	124	36	88	70	18	2	8	4	0	0	4	36	4	24	20	0	0	4
University Marketing & Comm	54	28	26	16	20	2	2	4	0	0	0	18	0	4	2	0	0	2
University Personnel	124	30	94	98	6	4	10	10	0	0	0	20	8	34	30	0	0	2
University Police	12	4	8	8	0	4	0	0	0	0	0	4	2	0	2	0	0	0
University Studies	6	2	4	2	2	0	0	0	0	0	0	2	0	2	0	0	0	0
UPD Administrative Services	34	16	18	24	6	0	2	8	0	0	0	4	0	12	2	0	0	0
UPD Field Operations	34	28	6	26	8	0	16	2	0	0	2	0	0	6	0	0	0	0
Urban & Regional Planning	38	24	14	10	18	0	2	4	0	0	0	10	0	2	2	0	0	0
Veterans Resource Center	6	2	4	4	0	2	0	0	0	0	0	2	0	0	0	0	0	2
VP Student Affairs	10	2	8	8	0	2	0	0	0	0	0	2	4	2	0	0	0	0
Web & Campus Applications	12	10	2	6	4	0	0	6	0	0	0	2	0	0	0	0	0	0

San Jose State University
University-Wide
Workforce Analysis Summary

Snapshot Date: 10/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Wellness & Health Promotion	16	2	14	14	0	0	2	0	0	0	0	2	2	4	6	0	0	0
Women's Basketball	12	4	8	8	2	0	0	2	0	0	0	2	6	0	0	0	0	0
Women's Cross Country	6	4	2	6	0	2	0	0	0	0	2	0	2	0	0	0	0	0
Women's Golf	4	0	4	2	0	0	0	0	0	0	0	2	0	2	0	0	0	0
Women's Gymnastics	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
Women's Soccer	8	2	6	4	2	0	0	0	0	0	0	2	2	2	0	0	0	0
Women's Swimming	6	6	0	2	4	0	2	0	0	0	0	0	0	0	0	0	0	0
Women's Tennis	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Women's Volleyball	8	6	2	0	6	0	0	0	0	0	0	2	0	0	0	0	0	0
Women's Water Polo	4	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0
World Languages & Literatures	64	20	44	40	10	0	6	2	0	0	2	14	0	6	22	0	0	2
Total (#)	6,724	2,946	3,778	3,684	1,386	142	554	764	10	12	78	1,654	166	714	1,114	10	10	110
Total (%)		43.8	56.2	54.8	20.6	2.1	8.2	11.4	0.1	0.2	1.2	24.6	2.5	10.6	16.6	0.1	0.1	1.6

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: B2 - Trades and Crafts

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6476	Carpenter	2	2	0	2	0
13	6533	Electrician	6	6	0	3	3
13	6525	Lead Painter	1	1	0	0	1
13	6548	Lead Plumber	1	1	0	0	1
13	6642	Locksmith	3	3	0	1	2
13	6526	Painter	2	2	0	0	2
13	6549	Plumber	9	9	0	3	6
13	6534	Sprvsng Electrician	1	1	0	1	0
13	6547	Sprvsng Plumber	1	1	0	0	1
Total (#)			26	26	0	10	16
Total (%)				100.0	0.0	38.5	61.5

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: B4 - Grounds Maintenance and General Labor

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	743	Gardener	6	6	0	0	6
13	731	Groundswoker	8	8	0	0	8
13	6223	Laborer	6	6	0	2	4
13	726	Lead Groundswoker	2	2	0	1	1
Total (#)			22	22	0	3	19
Total (%)				100.0	0.0	13.6	86.4

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: B5 - Building Operations

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6699	Air Cond/Refrig Mechanic	2	2	0	0	2
13	6702	Building Service Engineer	5	5	0	1	4
13	6260	Facilities Cntrl Specialist	2	2	0	1	1
13	6940	Facilities Maintenance Mech	7	7	0	1	6
13	6265	Facilities Project Supv	2	2	0	0	2
13	6251	Facilities Worker II	7	7	0	1	6
13	6707	Lead Building Service Engineer	1	1	0	0	1
13	6703	Operating Engineer	7	7	0	1	6
13	6700	Sprvsng Building Svc Engr	1	1	0	1	0
Total (#)			34	34	0	6	28
Total (%)				100.0	0.0	17.6	82.4

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: B6 - Mechanical Equipment Operation and Maintenance

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	6270	Auto/Equipment Mechanic	2	2	0	1	1
13	6366	Heavy Equip Operator/Bus Drive	5	5	0	1	4
13	6269	Supervising Auto/Equipmt Mech	1	1	0	1	0
Total (#)			8	8	0	3	5
Total (%)				100.0	0.0	37.5	62.5

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: C1 - Secretarial

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1035	Admin Support Coord 12 Mo	100	21	79	19	81
Total (#)			100	21	79	19	81
Total (%)				21.0	79.0	19.0	81.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: C3 - General Clerical

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1032	Admin Support Assistant 12 Mo	4	0	4	2	2
Total (#)			4	0	4	2	2
Total (%)				0.0	100.0	50.0	50.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: C4 - Fiscal Clerical

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	1101	Payroll Technician II	4	1	3	0	4
6	1102	Payroll Technician III	1	0	1	0	1
Total (#)			5	1	4	0	5
Total (%)				20.0	80.0	0.0	100.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: D3 - Graphics and Reproduction Services

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	830	Desktop Pub/Graph Spec 12 Mo	1	1	0	0	1
Total (#)			1	1	0	0	1
Total (%)				100.0	0.0	0.0	100.0

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: E1 - Custodial Services

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	2010	Custodian	102	55	47	5	97
13	2015	Lead Custodian	6	3	3	0	6
Total (#)			108	58	50	5	103
Total (%)				53.7	46.3	4.6	95.4

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: E2 - Protective Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8820	Community Service Spec 12 Mo	16	11	5	1	15
10	8365	Corporal	1	1	0	0	1
10	8350	Police Officer	11	8	3	3	8
10	8346	Police Officer Cadet-NonRep	1	1	0	0	1
10	8354	Sergeant	8	7	1	2	6
Total (#)			37	28	9	6	31
Total (%)				75.7	24.3	16.2	83.8

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: E3 - Other

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	8810	Parking Officer 12 Mo	3	3	0	0	3
10	8800	Police Dispatcher 12 Mo	8	2	6	4	4
Total (#)			11	5	6	4	7
Total (%)				45.5	54.5	36.4	63.6

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: F2 - Systems Analysis

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	1173	Cnfdntl Tech Support 12 Mo	4	3	1	1	3
3	430	Network Analyst 12 Mo	10	6	4	3	7
3	410	Operating Sys Analyst 12 Mo	8	7	1	2	6
Total (#)			22	16	6	6	16
Total (%)				72.7	27.3	27.3	72.7

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: F3 - Programming

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	400	Analyst/Programmer 12 Mo	23	13	10	3	20
3	420	Info Tech Consultant 12 Mo	83	56	27	28	55
Total (#)			106	69	37	31	75
Total (%)				65.1	34.9	29.2	70.8

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: F4 - Computer and Related Equipment Operations

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	440	Equip Systems Specialist 12 Mo	4	4	0	2	2
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.

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: G1 - Executive

EEO

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

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H1 - Administrative and Program Management Support

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	1036	Admin Analyst/Spclst 10/12	1	0	1	0	1
12	1038	Admin Analyst/Spclst 12 Mo	293	62	231	111	182
12	1176	Cnfdntl Admin Support 12 Mo	35	8	27	7	28
12	5181	Extended Ed Specialist I	3	0	3	1	2
12	5182	Extended Ed Specialist II	6	2	4	0	6
12	1148	Presidential Aide	1	0	1	1	0
Total (#)			339	72	267	120	219
Total (%)				21.2	78.8	35.4	64.6

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H2 - Special Programs and Studies

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	5787	Assoc, Acad & Instit Studies 3	1	1	0	0	1
3	5784	Assoc, Acad & Instit Studies I	1	1	0	0	1
3	5680	Research Technician III	2	2	0	1	1
Total (#)			4	4	0	1	3
Total (%)				100.0	0.0	25.0	75.0

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H3 - Accounting

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	1762	Accountant I	3	1	2	0	3
2	4555	Accountant II	9	1	8	1	8
2	4556	Accountant III	2	0	2	0	2
2	1730	Accounting Technician I	1	0	1	0	1
2	1741	Accounting Technician II	7	1	6	1	6
2	1740	Accounting Technician III	5	1	4	1	4
2	1759	Collections Rep II	4	2	2	1	3
Total (#)			31	6	25	4	27
Total (%)				19.4	80.6	12.9	87.1

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H4 - Financial

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	5284	Sr Budget Analyst	2	1	1	0	2
Total (#)			2	1	1	0	2
Total (%)				50.0	50.0	0.0	100.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H6 - Public Information

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	800	Pub Affairs/Comm Spec 12 Mo	8	3	5	5	3
Total (#)			8	3	5	5	3
Total (%)				37.5	62.5	62.5	37.5

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H7 - Procurement

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
11	4792	Buyer II	2	1	1	0	2
11	4795	Buyer III Lead	1	0	1	1	0
Total (#)			3	1	2	1	2
Total (%)				33.3	66.7	33.3	66.7

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: H8 - Storekeeping

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
11	1506	Storekeeper I	2	2	0	1	1
11	1508	Warehouse Worker	3	1	2	1	2
Total (#)			5	3	2	2	3
Total (%)				60.0	40.0	40.0	60.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: I1 - Medical Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	7926	Clinical Lab Scientist II	1	0	1	0	1
9	8145	Health Education Assistant	9	3	6	0	9
9	8147	Health Educator	3	0	3	1	2
9	8166	Nurse Practitioner	2	0	2	0	2
9	7992	Pharmacist I	1	0	1	0	1
9	7993	Pharmacist II	1	1	0	0	1
9	7981	Physical Therapist II	1	0	1	1	0
9	7737	Physician-Primary Care	4	0	4	1	3
9	7750	Physician-Specialty Services	2	1	1	1	1
3	2338	POST-DOCTORAL COUNSELOR INTERN/FELLOW	1	0	1	1	0
3	2437	PRE-DOCTORAL COUNSELOR INTERN	2	1	1	2	0
9	7996	Radiologic Technologist II	1	0	1	0	1
9	8130	Registered Dietitian	1	0	1	0	1
9	8154	Registered Nurse II	3	0	3	1	2
Total (#)			32	6	26	8	24
Total (%)				18.8	81.3	25.0	75.0

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: I2 - Para-Medical Services

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	8133	Licensed Vocational Nurse II	1	0	1	0	1
9	8148	Medical Assistant	6	0	6	0	6
Total (#)			7	0	7	0	7
Total (%)				0.0	100.0	0.0	100.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: 13 - Specialized

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
9	3801	Radiation Safety Officer	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.

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: J1 - Instructional Administration

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2481	DEPARTMENT CHAIR - 12 MONTH	50	26	24	32	18
		Total (#)	50	26	24	32	18
		Total (%)		52.0	48.0	64.0	36.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: J11 - Instructional (Student Affairs, Instr. Faculty, Academic Year)

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2361	INSTRUCTIONAL FACULTY - 12 MONTH	7	3	4	3	4
5	2360	INSTRUCTIONAL FACULTY - ACADEMIC YEAR	584	271	313	307	277
5	2399	INSTRUCTIONAL FACULTY - ACADEMIC YEAR *	17	12	5	12	5
Total (#)			608	286	322	322	286
Total (%)				47.0	53.0	53.0	47.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: J2 - Instructional (College of Health and Human Sciences Spec. Fund 12 Month)

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2403	FT FACULTY UNIT - ADDITIONAL EMPLOYMENT	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.

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: J7 - Instructional (College of Education 12 Month)

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2359	LECTURER - 12 MONTH	13	4	9	7	6
5	2358	LECTURER - ACADEMIC YEAR	1,115	510	605	629	486
Total (#)			1,128	514	614	636	492
Total (%)				45.6	54.4	56.4	43.6

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: J8 - Instructional (College of Humanities & Arts 12 Month)

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	2393	VISITING FACULTY - ACADEMIC YEAR	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.

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: M1 - Professional Services

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2920	Librarian 12 Mo	25	5	20	14	11
Total (#)			25	5	20	14	11
Total (%)				20.0	80.0	56.0	44.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: M2 - Support

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	2888	Library Services Spec III	11	4	7	4	7
7	2889	Library Services Spec IV	9	5	4	4	5
Total (#)			20	9	11	8	12
Total (%)				45.0	55.0	40.0	60.0

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: N3 - Drafting

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	3024	Drafting Technician II	1	1	0	0	1
Total (#)			1	1	0	0	1
Total (%)				100.0	0.0	0.0	100.0

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: O1 - Student Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	2630	Credential Analyst II	1	0	1	0	1
5	2387	GRANT-RELATED/SPECIALLY FUNDED INSTRUCTIONAL FACULTY	1	0	1	1	0
6	7191	Realtime Captioner	1	1	0	1	0
6	3082	SSP II	67	11	56	11	56
6	3084	SSP III	74	13	61	19	55
6	8524	SSP III - NE	1	0	1	1	0
6	3086	SSP IV	41	10	31	13	28
3	3070	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED I - 12	5	1	4	2	3
3	3072	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II - 12	2	0	2	0	2
3	3073	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED II-AY	4	2	2	2	2
3	3074	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-12	1	0	1	0	1
3	3075	STUDENT SERVICES PROFESSIONAL, ACADEMIC-RELATED III-AY	1	0	1	1	0
Total (#)			199	38	161	51	148
Total (%)				19.1	80.9	25.6	74.4

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: O2 - Athletics

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	8180	Athletic Trainer I 12 Mo	3	1	2	1	2
4	8185	Athletic Trainer II 12 Mo	7	4	3	3	4
4	2382	COACHING ASSISTANT - 12 MONTH	28	15	13	16	12
4	2379	COACHING SPECIALIST - 12 MONTH	12	8	4	10	2
4	2373	HEAD COACH - 12 MONTH	15	14	1	7	8
Total (#)			65	42	23	37	28
Total (%)				64.6	35.4	56.9	43.1

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

San Jose State University

University-Wide Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: P1 - Technical Support Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	2866	Accompanist II	1	0	1	1	0
4	6970	Diving Safety Officer	1	0	1	1	0
4	7000	Equip Maintenance Assistant	1	1	0	0	1
4	7013	Equip Tech II, Electronic	1	1	0	0	1
4	7011	Equip Tech II, Mechanical	3	3	0	2	1
4	7022	Equip Tech III, Electro-Mechnl	2	2	0	1	1
4	7023	Equip Tech III, Electronic	2	2	0	2	0
4	7021	Equip Tech III, Mechanical	4	4	0	4	0
4	7024	Equip Tech III, Splized Equip	1	1	0	1	0
4	820	Graphic Designer 12 Mo	7	6	1	2	5
4	1615	Instructional Support Tech I	5	3	2	2	3
4	1617	Instructional Support Tech II	14	6	8	5	9
4	1619	Instructional Support Tech III	11	8	3	7	4
4	810	Media Prod Spec 12 Mo	11	10	1	6	5
4	840	Performing Arts Tech 12 Mo	6	5	1	6	0
4	6951	Piano Technician II	1	1	0	0	1
Total (#)			71	53	18	40	31
Total (%)				74.6	25.4	56.3	43.7

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

San Jose State University
University-Wide
Job Group Analysis

Snapshot Date: 10/31/2023

Job Group: R1 - Administrator

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	3318	Administrator I	28	9	19	12	16
1	3312	Administrator II	118	44	74	53	65
1	3306	Administrator III	87	37	50	49	38
1	3300	Administrator IV	39	17	22	25	14
Total (#)			272	107	165	139	133
Total (%)				39.3	60.7	51.1	48.9

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

San Jose State University
University-Wide
Job Group Analysis Summary

Snapshot Date: 10/31/2023

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
B2 - Trades and Crafts	26	26	0	16	10	1	13	1	0	1	0
B4 - Grounds Maintenance and General Labor	22	22	0	19	3	0	19	0	0	0	0
B5 - Building Operations	34	34	0	28	6	1	19	6	1	0	1
B6 - Mechanical Equipment Operation and Maintenance	8	8	0	5	3	0	2	3	0	0	0
C1 - Secretarial	100	21	79	81	19	2	39	34	1	1	4
C3 - General Clerical	4	0	4	2	2	0	1	1	0	0	0
C4 - Fiscal Clerical	5	1	4	5	0	2	1	2	0	0	0
D3 - Graphics and Reproduction Services	1	1	0	1	0	0	1	0	0	0	0
E1 - Custodial Services	108	58	50	103	5	5	56	39	0	1	2
E2 - Protective Services	37	28	9	31	6	1	22	5	0	0	3
E3 - Other	11	5	6	7	4	0	3	4	0	0	0
F2 - Systems Analysis	22	16	6	16	6	1	2	12	0	0	1
F3 - Programming	106	69	37	75	31	5	7	60	0	0	3
F4 - Computer and Related Equipment Operations	4	4	0	2	2	0	1	1	0	0	0
G1 - Executive	1	0	1	1	0	0	1	0	0	0	0
H1 - Administrative and Program Management Support	339	72	267	219	120	13	85	106	0	0	15
H2 - Special Programs and Studies	4	4	0	3	1	0	2	1	0	0	0
H3 - Accounting	31	6	25	27	4	3	6	18	0	0	0
H4 - Financial	2	1	1	2	0	0	0	2	0	0	0
H6 - Public Information	8	3	5	3	5	0	1	0	0	1	1
H7 - Procurement	3	1	2	2	1	0	0	2	0	0	0
H8 - Storekeeping	5	3	2	3	2	0	3	0	0	0	0

San Jose State University
University-Wide
Job Group Analysis Summary

Snapshot Date: 10/31/2023

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
I1 - Medical Services	32	6	26	24	8	0	8	15	0	0	1
I2 - Para-Medical Services	7	0	7	7	0	0	2	4	0	0	1
I3 - Specialized	1	1	0	0	1	0	0	0	0	0	0
J1 - Instructional Administration	50	26	24	18	32	1	3	14	0	0	0
J11 - Instructional (Student Affairs, Instr. Faculty, Academic Yea	608	286	322	286	322	23	60	187	4	2	10
J2 - Instructional (College of Health and Human Sciences Spec	1	1	0	0	1	0	0	0	0	0	0
J7 - Instructional (College of Education 12 Month)	1,128	514	614	492	636	34	137	285	3	0	33
J8 - Instructional (College of Humanities & Arts 12 Month)	1	1	0	0	1	0	0	0	0	0	0
M1 - Professional Services	25	5	20	11	14	1	8	1	0	0	1
M2 - Support	20	9	11	12	8	0	6	5	0	0	1
N3 - Drafting	1	1	0	1	0	0	0	1	0	0	0
O1 - Student Services	199	38	161	148	51	17	66	54	0	3	8
O2 - Athletics	65	42	23	28	37	12	6	7	0	1	2
P1 - Technical Support Services	71	53	18	31	40	1	9	19	0	0	2
R1 - Administrator	272	107	165	133	139	31	45	50	1	1	5
Total (#)	3,362	1,473	1,889	1,842	1,520	154	634	939	10	11	94
Total (%)		43.8	56.2	54.8	45.2	4.6	18.9	27.9	0.3	0.3	2.8

San Jose State University
University-Wide
ZIP Code Analysis

Snapshot Date: 10/31/2023

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Santa Clara, California	2,219	66.02	82.25
Alameda, California	336	10.00	12.45
Santa Cruz, California	143	4.25	5.30
Total:	2,698	80.27	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Mateo, California	118	3.51	0.00
San Francisco, California	87	2.59	0.00
Contra Costa, California	71	2.11	0.00
Monterey, California	48	1.43	0.00
San Joaquin, California	38	1.13	0.00
San Benito, California	26	0.77	0.00
Sacramento, California	26	0.77	0.00
Los Angeles, California	25	0.74	0.00
Orange, California	11	0.33	0.00
Stanislaus, California	11	0.33	0.00
Fresno, California	10	0.30	0.00
Merced, California	10	0.30	0.00
Solano, California	10	0.30	0.00
Marin, California	10	0.30	0.00
Placer, California	10	0.30	0.00
San Luis Obispo, California	7	0.21	0.00
Yolo, California	7	0.21	0.00
San Bernardino, California	6	0.18	0.00

San Jose State University

University-Wide ZIP Code Analysis

Snapshot Date: 10/31/2023

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Diego, California	5	0.15	0.00
Napa, California	5	0.15	0.00
Sonoma, California	5	0.15	0.00
El Dorado, California	5	0.15	0.00
Lane, Oregon	5	0.15	0.00
New York (county), New York	3	0.09	0.00
Cook, Illinois	3	0.09	0.00
Maricopa, Arizona	3	0.09	0.00
Kern, California	3	0.09	0.00
Multnomah, Oregon	3	0.09	0.00
King, Washington	3	0.09	0.00
Fairfax (city)+Fairfax (county)+Falls Church (city), Virginia	2	0.06	0.00
Prince George's, Maryland	2	0.06	0.00
Jefferson, Alabama	2	0.06	0.00
Benton+Carroll+Tippecanoe+Warren, Indiana	2	0.06	0.00
Travis, Texas	2	0.06	0.00
El Paso+Teller, Colorado	2	0.06	0.00
Clark, Nevada	2	0.06	0.00
Storey+Washoe, Nevada	2	0.06	0.00
Ventura, California	2	0.06	0.00
Mariposa+Tuolumne, California	2	0.06	0.00
Colusa+Glenn+Tehama+Trinity, California	2	0.06	0.00
Suffolk, Massachusetts	1	0.03	0.00
Rockingham, New Hampshire	1	0.03	0.00
Fairfield, Connecticut	1	0.03	0.00

San Jose State University
University-Wide
ZIP Code Analysis

Snapshot Date: 10/31/2023

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Rockland, New York	1	0.03	0.00
Erie, New York	1	0.03	0.00
Tompkins, New York	1	0.03	0.00
Allegheny, Pennsylvania	1	0.03	0.00
Monroe, Pennsylvania	1	0.03	0.00
Delaware, Pennsylvania	1	0.03	0.00
District of Columbia, District of Columbia	1	0.03	0.00
Anne Arundel, Maryland	1	0.03	0.00
Durham, North Carolina	1	0.03	0.00
Polk+Rutherford, North Carolina	1	0.03	0.00
Charleston, South Carolina	1	0.03	0.00
Horry, South Carolina	1	0.03	0.00
Broward, Florida	1	0.03	0.00
Polk, Florida	1	0.03	0.00
Hernando, Florida	1	0.03	0.00
Pinellas, Florida	1	0.03	0.00
St. Lucie, Florida	1	0.03	0.00
Maury, Tennessee	1	0.03	0.00
Shelby, Tennessee	1	0.03	0.00
Fleming and Nearby Counties 50, Kentucky	1	0.03	0.00
Franklin, Ohio	1	0.03	0.00
Fulton+Lucas+Ottawa, Ohio	1	0.03	0.00
Cuyahoga, Ohio	1	0.03	0.00
Hamilton, Indiana	1	0.03	0.00
Jasper+Newton+Porter, Indiana	1	0.03	0.00

San Jose State University

University-Wide ZIP Code Analysis

Snapshot Date: 10/31/2023

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Howard, Indiana	1	0.03	0.00
Kalamazoo, Michigan	1	0.03	0.00
Antrim+Charlevoix+Otsego, Michigan	1	0.03	0.00
Milwaukee, Wisconsin	1	0.03	0.00
Outagamie, Wisconsin	1	0.03	0.00
Flathead, Montana	1	0.03	0.00
DuPage, Illinois	1	0.03	0.00
Lincoln+Warren, Missouri	1	0.03	0.00
Geary+Pottawatomie+Riley, Kansas	1	0.03	0.00
Elk and Nearby Counties, Kansas	1	0.03	0.00
Sedgwick, Kansas	1	0.03	0.00
Central Kansas 50, Kansas	1	0.03	0.00
Tulsa, Oklahoma	1	0.03	0.00
Craig+Mayes+Nowata, Oklahoma	1	0.03	0.00
Williamson, Texas	1	0.03	0.00
Arapahoe, Colorado	1	0.03	0.00
Weld, Colorado	1	0.03	0.00
Southeast Wyoming, excluding Laramie, Wyoming	1	0.03	0.00
Boise+Canyon+Gem+Owyhee, Idaho	1	0.03	0.00
Kootenai, Idaho	1	0.03	0.00
Salt Lake, Utah	1	0.03	0.00
Cache+Rich, Utah	1	0.03	0.00
Juab+Utah (county), Utah	1	0.03	0.00
Washington, Utah	1	0.03	0.00
Cochise+Santa Cruz, Arizona	1	0.03	0.00

San Jose State University
University-Wide
ZIP Code Analysis

Snapshot Date: 10/31/2023

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Pima, Arizona	1	0.03	0.00
Bernalillo, New Mexico	1	0.03	0.00
Riverside, California	1	0.03	0.00
Santa Barbara, California	1	0.03	0.00
East Central California 50, California	1	0.03	0.00
Mendocino, California	1	0.03	0.00
Nevada, California	1	0.03	0.00
Butte, California	1	0.03	0.00
Shasta, California	1	0.03	0.00
Lassen+Plumas+Sierra, California	1	0.03	0.00
Honolulu, Hawaii	1	0.03	0.00
Whatcom, Washington	1	0.03	0.00
Grays Harbor+Pacific+Wahkiakum, Washington	1	0.03	0.00
Adams+Ferry+Lincoln+Okanogan, Washington	1	0.03	0.00
Total:	663	19.73	0.00
Included and Excluded Total:		3,361	100.00

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: B2 - Trades and Crafts

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.8	70.1	80.00	2.2	56.0	See Zip Code Analysis
Reasonable	2.9	35.3	10.00	0.3	3.5	National
<u>Internal Factors</u>						
Feeders	0.0	72.9	10.00	0.0	7.3	Feeders
Final Availability (%)			100.00	2.5	66.9	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: B4 - Grounds Maintenance and General Labor

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	11.9	83.8	90.00	10.7	75.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	41.7	94.5	10.00	4.2	9.4	Feeders
Final Availability (%)			100.00	14.8	84.8	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: B5 - Building Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	5.4	67.7	75.00	4.0	50.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	19.3	85.0	25.00	4.8	21.2	Feeders
Final Availability (%)			100.00	8.9	72.0	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: B6 - Mechanical Equipment Operation and Maintenance

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.6	73.9	100.00	2.6	73.9	See Zip Code Analysis
Final Availability (%)			100.00	2.6	73.9	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: C1 - Secretarial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	92.3	55.1	48.00	44.3	26.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	95.8	56.2	52.00	49.8	29.2	Feeders
Final Availability (%)			100.00	94.1	55.7	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: C3 - General Clerical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	92.3	55.1	43.00	39.7	23.7	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	79.2	80.8	57.00	45.1	46.0	Feeders
Final Availability (%)			100.00	84.8	69.7	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: C4 - Fiscal Clerical

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	72.8	67.0	80.00	58.2	53.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	97.9	51.5	20.00	19.6	10.3	Feeders
Final Availability (%)			100.00	77.8	63.9	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: D3 - Graphics and Reproduction Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	44.9	56.5	95.00	42.6	53.7	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	59.1	77.2	5.00	3.0	3.9	Feeders
Final Availability (%)			100.00	45.6	57.6	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: E1 - Custodial Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	54.1	88.4	50.00	27.0	44.2	See Zip Code Analysis
Reasonable	52.8	57.8	17.00	9.0	9.8	National
<u>Internal Factors</u>						
Feeders	41.7	94.5	33.00	13.7	31.2	Feeders
Final Availability (%)			100.00	49.8	85.2	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: E2 - Protective Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	28.4	51.8	21.00	6.0	10.9	See Zip Code Analysis
Reasonable	29.7	31.7	5.00	1.5	1.6	National
<u>Internal Factors</u>						
Feeders	39.4	73.7	74.00	29.2	54.5	Feeders
Final Availability (%)			100.00	36.6	67.0	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: E3 - Other

Raw (%)	Weighted (%)
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	29.7	63.6	75.00	22.2	47.7	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	39.4	73.7	25.00	9.9	18.4	Feeders
Final Availability (%)			100.00	32.1	66.2	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: F2 - Systems Analysis

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	42.9	61.8	80.00	34.3	49.5	See Zip Code Analysis
Reasonable	46.3	35.0	10.00	4.6	3.5	National
Internal Factors						
Feeders	28.8	72.3	10.00	2.9	7.2	Feeders
Final Availability (%)			100.00	41.8	60.2	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: F3 - Programming

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	20.3	64.5	70.00	14.2	45.1	See Zip Code Analysis
Reasonable	24.7	36.3	10.00	2.5	3.6	National
<u>Internal Factors</u>						
Feeders	31.5	65.7	20.00	6.3	13.1	Feeders
Final Availability (%)			100.00	22.9	61.9	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: F4 - Computer and Related Equipment Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	26.2	69.7	80.00	21.0	55.8	See Zip Code Analysis
Reasonable	17.9	28.9	10.00	1.8	2.9	National
Internal Factors						
Feeders	26.0	61.2	10.00	2.6	6.1	Feeders
Final Availability (%)			100.00	25.4	64.8	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: G1 - Executive

Raw (%)	Weighted (%)
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
External Factors						
Reasonable	27.4	19.8	100.00	27.4	19.8	National
Final Availability (%)			100.00	27.4	19.8	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H1 - Administrative and Program Management Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	69.5	47.6	45.00	31.3	21.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	81.2	74.5	55.00	44.7	40.9	Feeders
Final Availability (%)			100.00	76.0	62.3	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H2 - Special Programs and Studies

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	47.1	67.0	90.00	42.4	60.3	See Zip Code Analysis
Reasonable	43.1	34.3	10.00	4.3	3.4	National
Final Availability (%)			100.00	46.7	63.8	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H3 - Accounting

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	77.4	58.6	75.00	58.1	44.0	See Zip Code Analysis
Reasonable	75.1	28.3	10.00	7.5	2.8	National
<u>Internal Factors</u>						
Feeders	80.0	68.2	15.00	12.0	10.2	Feeders
Final Availability (%)			100.00	77.6	57.0	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H4 - Financial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.5	63.3	75.00	43.1	47.5	See Zip Code Analysis
Reasonable	61.6	36.2	15.00	9.2	5.4	National
<u>Internal Factors</u>						
Feeders	80.4	86.1	10.00	8.0	8.6	Feeders
Final Availability (%)			100.00	60.4	61.5	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H6 - Public Information

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	62.9	54.4	90.00	56.7	48.9	See Zip Code Analysis
Reasonable	62.0	36.0	10.00	6.2	3.6	National
Final Availability (%)			100.00	62.9	52.5	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H7 - Procurement

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	72.8	67.0	80.00	58.2	53.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	72.6	69.8	20.00	14.5	14.0	Feeders
Final Availability (%)			100.00	72.7	67.5	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: H8 - Storekeeping

Raw (%)	Weighted (%)
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	32.7	76.9	80.00	26.1	61.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	30.3	65.9	20.00	6.1	13.2	Feeders
Final Availability (%)			100.00	32.2	74.7	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: I1 - Medical Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.2	64.6	60.00	39.1	38.8	See Zip Code Analysis
Reasonable	58.0	37.5	30.00	17.4	11.3	National
<u>Internal Factors</u>						
Feeders	86.9	82.5	10.00	8.7	8.3	Feeders
Final Availability (%)			100.00	65.2	58.3	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: 12 - Para-Medical Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	73.5	72.9	60.00	44.1	43.7	See Zip Code Analysis
Reasonable	79.0	39.4	30.00	23.7	11.8	National
<u>Internal Factors</u>						
Feeders	94.4	92.5	10.00	9.4	9.3	Feeders
Final Availability (%)			100.00	77.2	64.8	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: 13 - Specialized

Raw (%)	Weighted (%)
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	85.2	75.9	90.00	76.6	68.3	See Zip Code Analysis
Reasonable	86.7	42.9	10.00	8.7	4.3	National
Final Availability (%)			100.00	85.3	72.6	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: J1 - Instructional Administration

Raw (%)		Weighted (%)	
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>Internal Factors</u>						
Feeders	0.0	0.0	100.00	0.0	0.0	Feeders
	Final Availability (%)		100.00	0.0	0.0	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: J11 - Instructional (Student Affairs, Instr. Faculty, Academic Year)

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	49.7	29.0	100.00	49.7	29.0	National
Final Availability (%)			100.00	49.7	29.0	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: J2 - Instructional (College of Health and Human Sciences Spec. Fund 12 Month)

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
J2	59.1	19.0	100.00	59.1	19.0	Library Science - 20.00%, Physical Education/Coaching - 10.00%, Nutritional Science - 10.00%, General Education - 20.00%,
	Final Availability (%)		100.00	59.1	19.0	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: J7 - Instructional (College of Education 12 Month)

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
J7	69.4	23.7	100.00	69.4	23.7	Edu. General - 40.00%, Communication Other - 20.00%, Psychology - 10.00%, Psych/Devel/Child - 10.00%, Counseling Ed. - 10.00%,
	Final Availability (%)		100.00	69.4	23.7	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: J8 - Instructional (College of Humanities & Arts 12 Month)

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
J8	57.4	11.9	100.00	57.4	11.9	English Language - 20.00%, Linguistics - 10.00%, Philosophy - 10.00%, Music - 20.00%, Art History/Criticism/Cons. - 20.00%,
	Final Availability (%)		100.00	57.4	11.9	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: M1 - Professional Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	68.6	50.2	20.00	13.7	10.0	See Zip Code Analysis
Reasonable	77.0	21.4	80.00	61.6	17.1	National
Final Availability (%)			100.00	75.3	27.2	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: M2 - Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	75.9	71.9	80.00	60.7	57.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	66.4	60.1	20.00	13.3	12.0	Feeders
Final Availability (%)			100.00	74.0	69.6	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: N3 - Drafting

Raw (%)	Weighted (%)
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	26.2	69.7	100.00	26.2	69.7	See Zip Code Analysis
Final Availability (%)			100.00	26.2	69.7	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: O1 - Student Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	70.3	68.4	70.00	49.2	47.9	See Zip Code Analysis
Reasonable	71.2	44.0	10.00	7.1	4.4	National
<u>Internal Factors</u>						
Feeders	82.4	72.4	20.00	16.5	14.5	Feeders
Final Availability (%)			100.00	72.8	66.8	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: O2 - Athletics

Raw (%)		Weighted (%)	
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Reasonable	8.9	89.6	100.00	8.9	89.6	National
	Final Availability (%)		100.00	8.9	89.6	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: P1 - Technical Support Services

Raw (%)		Weighted (%)	
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	50.5	61.9	100.00	50.5	61.9	See Zip Code Analysis
	Final Availability (%)		100.00	50.5	61.9	

San Jose State University
University-Wide
Availability Analysis

Snapshot Date: 10/31/2023

Job Group: R1 - Administrator

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	66.9	46.4	25.00	16.7	11.6	See Zip Code Analysis
Reasonable	64.8	28.8	60.00	38.9	17.3	National
<u>Internal Factors</u>						
Feeders	57.2	68.8	15.00	8.6	10.3	Feeders
Final Availability (%)			100.00	64.2	39.2	

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: B2 - Trades and Crafts

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
University-Wide	B2 - Trades and Crafts	50.00	0.0	61.5	38.5	3.8	50.0	3.8	0.0	3.8	0.0	0.0	30.8	19.2	1.9	25.0	1.9	0.0	1.9	0.0		
University-Wide	B4 - Grounds Maintenanc	25.00	0.0	86.4	13.6	0.0	86.4	0.0	0.0	0.0	0.0	0.0	21.6	3.4	0.0	21.6	0.0	0.0	0.0	0.0		
University-Wide	B5 - Building Operations	25.00	0.0	82.4	17.6	2.9	55.9	17.6	2.9	0.0	2.9	0.0	20.6	4.4	0.7	14.0	4.4	0.7	0.0	0.7		
Total:		100.00										0.0	72.9	27.1	2.7	60.6	6.3	0.7	1.9	0.7		

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: B4 - Grounds Maintenance and General Labor

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+	
University-Wide	B4 - Grounds Maintenanc	10.00	0.0	86.4	13.6	0.0	86.4	0.0	0.0	0.0	0.0	0.0	0.0	8.6	1.4	0.0	8.6	0.0	0.0	0.0	0.0
University-Wide	E1 - Custodial Services	90.00	46.3	95.4	4.6	4.6	51.9	36.1	0.0	0.9	1.9	41.7	85.8	4.2	4.2	46.7	32.5	0.0	0.8	1.7	
Total:		100.00										41.7	94.5	5.5	4.2	55.3	32.5	0.0	0.8	1.7	

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: B5 - Building Operations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	B2 - Trades and Crafts	7.00	0.0	61.5	38.5	3.8	50.0	3.8	0.0	3.8	0.0	0.0	4.3	2.7	0.3	3.5	0.3	0.0	0.3	0.0
University-Wide	B4 - Grounds Maintenanc	50.00	0.0	86.4	13.6	0.0	86.4	0.0	0.0	0.0	0.0	0.0	43.2	6.8	0.0	43.2	0.0	0.0	0.0	0.0
University-Wide	E1 - Custodial Services	33.00	46.3	95.4	4.6	4.6	51.9	36.1	0.0	0.9	1.9	15.3	31.5	1.5	1.5	17.1	11.9	0.0	0.3	0.6
University-Wide	H8 - Storekeeping	10.00	40.0	60.0	40.0	0.0	60.0	0.0	0.0	0.0	0.0	4.0	6.0	4.0	0.0	6.0	0.0	0.0	0.0	0.0
Total:		100.00										19.3	85.0	15.0	1.8	69.8	12.2	0.0	0.6	0.6

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: C1 - Secretarial

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	20.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	15.8	16.2	3.8	0.4	7.8	6.8	0.2	0.2	0.8
University-Wide	C3 - General Clerical	80.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	80.0	40.0	40.0	0.0	20.0	20.0	0.0	0.0	0.0
Total:		100.00										95.8	56.2	43.8	0.4	27.8	26.8	0.2	0.2	0.8

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: C3 - General Clerical

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	49.70	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	39.3	40.3	9.4	1.0	19.4	16.9	0.5	0.5	2.0
University-Wide	C4 - Fiscal Clerical	22.60	80.0	100.0	0.0	40.0	20.0	40.0	0.0	0.0	0.0	18.1	22.6	0.0	9.0	4.5	9.0	0.0	0.0	0.0
University-Wide	H1 - Administrative and P	27.70	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	21.8	17.9	9.8	1.1	6.9	8.7	0.0	0.0	1.2
Total:		100.00										79.2	80.8	19.2	11.1	30.8	34.6	0.5	0.5	3.2

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: C4 - Fiscal Clerical

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C3 - General Clerical	90.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	90.0	45.0	45.0	0.0	22.5	22.5	0.0	0.0	0.0
University-Wide	H1 - Administrative and P	10.00	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	7.9	6.5	3.5	0.4	2.5	3.1	0.0	0.0	0.4
Total:		100.00										97.9	51.5	48.5	0.4	25.0	25.6	0.0	0.0	0.4

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: D3 - Graphics and Reproduction Services

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	33.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	26.1	26.7	6.3	0.7	12.9	11.2	0.3	0.3	1.3
University-Wide	C3 - General Clerical	33.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	33.0	16.5	16.5	0.0	8.3	8.3	0.0	0.0	0.0
University-Wide	D3 - Graphics and Repro	34.00	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	0.0	34.0	0.0	0.0	0.0	0.0
Total:		100.00										59.1	77.2	22.8	0.7	55.1	19.5	0.3	0.3	1.3

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: E1 - Custodial Services

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
University-Wide	B4 - Grounds Maintenanc	10.00	0.0	86.4	13.6	0.0	86.4	0.0	0.0	0.0	0.0	0.0	0.0	8.6	1.4	0.0	8.6	0.0	0.0	0.0	0.0	
University-Wide	E1 - Custodial Services	90.00	46.3	95.4	4.6	4.6	51.9	36.1	0.0	0.9	1.9	41.7	85.8	4.2	4.2	46.7	32.5	0.0	0.8	1.7		
Total:		100.00												41.7	94.5	5.5	4.2	55.3	32.5	0.0	0.8	1.7

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: E2 - 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+		
University-Wide	E2 - Protective Services	50.00	24.3	83.8	16.2	2.7	59.5	13.5	0.0	0.0	8.1	12.2	41.9	8.1	1.4	29.7	6.8	0.0	0.0	4.1		
University-Wide	E3 - Other	50.00	54.5	63.6	36.4	0.0	27.3	36.4	0.0	0.0	0.0	27.3	31.8	18.2	0.0	13.6	18.2	0.0	0.0	0.0		
Total:		100.00										39.4	73.7	26.3	1.4	43.4	24.9	0.0	0.0	4.1		

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: E3 - Other

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
University-Wide	E2 - Protective Services	50.00	24.3	83.8	16.2	2.7	59.5	13.5	0.0	0.0	8.1	12.2	41.9	8.1	1.4	29.7	6.8	0.0	0.0	4.1		
University-Wide	E3 - Other	50.00	54.5	63.6	36.4	0.0	27.3	36.4	0.0	0.0	0.0	27.3	31.8	18.2	0.0	13.6	18.2	0.0	0.0	0.0		
Total:		100.00										39.4	73.7	26.3	1.4	43.4	24.9	0.0	0.0	4.1		

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: F2 - Systems Analysis

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	F2 - Systems Analysis	80.00	27.3	72.7	27.3	4.5	9.1	54.5	0.0	0.0	4.5	21.8	58.2	21.8	3.6	7.3	43.6	0.0	0.0	3.6
University-Wide	F3 - Programming	20.00	34.9	70.8	29.2	4.7	6.6	56.6	0.0	0.0	2.8	7.0	14.2	5.8	0.9	1.3	11.3	0.0	0.0	0.6
Total:		100.00										28.8	72.3	27.7	4.6	8.6	55.0	0.0	0.0	4.2

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: F3 - Programming

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	F2 - Systems Analysis	20.00	27.3	72.7	27.3	4.5	9.1	54.5	0.0	0.0	4.5	5.5	14.5	5.5	0.9	1.8	10.9	0.0	0.0	0.9
University-Wide	F3 - Programming	60.00	34.9	70.8	29.2	4.7	6.6	56.6	0.0	0.0	2.8	20.9	42.5	17.5	2.8	4.0	34.0	0.0	0.0	1.7
University-Wide	P1 - Technical Support S	20.00	25.4	43.7	56.3	1.4	12.7	26.8	0.0	0.0	2.8	5.1	8.7	11.3	0.3	2.5	5.4	0.0	0.0	0.6
Total:		100.00										31.5	65.7	34.3	4.0	8.3	50.2	0.0	0.0	3.2

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: F4 - Computer and Related Equipment Operations

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	F3 - Programming	60.00	34.9	70.8	29.2	4.7	6.6	56.6	0.0	0.0	2.8	20.9	42.5	17.5	2.8	4.0	34.0	0.0	0.0	1.7
University-Wide	F4 - Computer and Relat	20.00	0.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0	10.0	10.0	0.0	5.0	5.0	0.0	0.0	0.0
University-Wide	P1 - Technical Support S	20.00	25.4	43.7	56.3	1.4	12.7	26.8	0.0	0.0	2.8	5.1	8.7	11.3	0.3	2.5	5.4	0.0	0.0	0.6
Total:		100.00										26.0	61.2	38.8	3.1	11.5	44.3	0.0	0.0	2.3

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide

Job Group: H1 - Administrative and Program Management Support

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	15.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	11.9	12.2	2.9	0.3	5.9	5.1	0.2	0.2	0.6
University-Wide	C3 - General Clerical	10.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	10.0	5.0	5.0	0.0	2.5	2.5	0.0	0.0	0.0
University-Wide	C4 - Fiscal Clerical	25.00	80.0	100.0	0.0	40.0	20.0	40.0	0.0	0.0	0.0	20.0	25.0	0.0	10.0	5.0	10.0	0.0	0.0	0.0
University-Wide	H1 - Administrative and P	50.00	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	39.4	32.3	17.7	1.9	12.5	15.6	0.0	0.0	2.2
Total:		100.00										81.2	74.5	25.5	12.2	25.9	33.2	0.2	0.2	2.8

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide

Job Group: H3 - Accounting

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	5.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	4.0	4.1	1.0	0.1	2.0	1.7	0.1	0.1	0.2
University-Wide	C3 - General Clerical	5.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	5.0	2.5	2.5	0.0	1.3	1.3	0.0	0.0	0.0
University-Wide	C4 - Fiscal Clerical	10.00	80.0	100.0	0.0	40.0	20.0	40.0	0.0	0.0	0.0	8.0	10.0	0.0	4.0	2.0	4.0	0.0	0.0	0.0
University-Wide	H1 - Administrative and P	80.00	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	63.0	51.7	28.3	3.1	20.1	25.0	0.0	0.0	3.5
Total:		100.00										80.0	68.2	31.8	7.2	25.3	32.0	0.1	0.1	3.7

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: H4 - Financial

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C4 - Fiscal Clerical	10.00	80.0	100.0	0.0	40.0	20.0	40.0	0.0	0.0	0.0	8.0	10.0	0.0	4.0	2.0	4.0	0.0	0.0	0.0
University-Wide	H1 - Administrative and P	10.00	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	7.9	6.5	3.5	0.4	2.5	3.1	0.0	0.0	0.4
University-Wide	H3 - Accounting	80.00	80.6	87.1	12.9	9.7	19.4	58.1	0.0	0.0	0.0	64.5	69.7	10.3	7.7	15.5	46.5	0.0	0.0	0.0
Total:		100.00										80.4	86.1	13.9	12.1	20.0	53.6	0.0	0.0	0.4

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: H7 - Procurement

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	10.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	7.9	8.1	1.9	0.2	3.9	3.4	0.1	0.1	0.4
University-Wide	C3 - General Clerical	10.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	10.0	5.0	5.0	0.0	2.5	2.5	0.0	0.0	0.0
University-Wide	C4 - Fiscal Clerical	10.00	80.0	100.0	0.0	40.0	20.0	40.0	0.0	0.0	0.0	8.0	10.0	0.0	4.0	2.0	4.0	0.0	0.0	0.0
University-Wide	H7 - Procurement	70.00	66.7	66.7	33.3	0.0	0.0	66.7	0.0	0.0	0.0	46.7	46.7	23.3	0.0	0.0	46.7	0.0	0.0	0.0
Total:		100.00										72.6	69.8	30.2	4.2	8.4	56.6	0.1	0.1	0.4

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: H8 - Storekeeping

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	B2 - Trades and Crafts	10.00	0.0	61.5	38.5	3.8	50.0	3.8	0.0	3.8	0.0	0.0	6.2	3.8	0.4	5.0	0.4	0.0	0.4	0.0
University-Wide	B4 - Grounds Maintenanc	15.00	0.0	86.4	13.6	0.0	86.4	0.0	0.0	0.0	0.0	0.0	13.0	2.0	0.0	13.0	0.0	0.0	0.0	0.0
University-Wide	E1 - Custodial Services	5.00	46.3	95.4	4.6	4.6	51.9	36.1	0.0	0.9	1.9	2.3	4.8	0.2	0.2	2.6	1.8	0.0	0.0	0.1
University-Wide	H8 - Storekeeping	70.00	40.0	60.0	40.0	0.0	60.0	0.0	0.0	0.0	0.0	28.0	42.0	28.0	0.0	42.0	0.0	0.0	0.0	0.0
Total:		100.00										30.3	65.9	34.1	0.6	62.5	2.2	0.0	0.4	0.1

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: I1 - Medical Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	I1 - Medical Services	70.00	81.3	75.0	25.0	0.0	25.0	46.9	0.0	0.0	3.1	56.9	52.5	17.5	0.0	17.5	32.8	0.0	0.0	2.2
University-Wide	I2 - Para-Medical Service	30.00	100.0	100.0	0.0	0.0	28.6	57.1	0.0	0.0	14.3	30.0	30.0	0.0	0.0	8.6	17.1	0.0	0.0	4.3
Total:		100.00										86.9	82.5	17.5	0.0	26.1	50.0	0.0	0.0	6.5

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: I2 - Para-Medical Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	I1 - Medical Services	30.00	81.3	75.0	25.0	0.0	25.0	46.9	0.0	0.0	3.1	24.4	22.5	7.5	0.0	7.5	14.1	0.0	0.0	0.9
University-Wide	I2 - Para-Medical Service	70.00	100.0	100.0	0.0	0.0	28.6	57.1	0.0	0.0	14.3	70.0	70.0	0.0	0.0	20.0	40.0	0.0	0.0	10.0
Total:		100.00										94.4	92.5	7.5	0.0	27.5	54.1	0.0	0.0	10.9

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: J1 - Instructional Administration

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+	
University-Wide	J2 - Instructional (Colleg	100.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Total:		100.00											0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: M2 - Support

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	10.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	7.9	8.1	1.9	0.2	3.9	3.4	0.1	0.1	0.4
University-Wide	C3 - General Clerical	20.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	20.0	10.0	10.0	0.0	5.0	5.0	0.0	0.0	0.0
University-Wide	M2 - Support	70.00	55.0	60.0	40.0	0.0	30.0	25.0	0.0	0.0	5.0	38.5	42.0	28.0	0.0	21.0	17.5	0.0	0.0	3.5
Total:		100.00										66.4	60.1	39.9	0.2	29.9	25.9	0.1	0.1	3.9

San Jose State University

**University-Wide
Internal Availability**

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: O1 - Student Services

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	C1 - Secretarial	15.00	79.0	81.0	19.0	2.0	39.0	34.0	1.0	1.0	4.0	11.9	12.2	2.9	0.3	5.9	5.1	0.2	0.2	0.6
University-Wide	C3 - General Clerical	10.00	100.0	50.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	10.0	5.0	5.0	0.0	2.5	2.5	0.0	0.0	0.0
University-Wide	H1 - Administrative and P	5.00	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	3.9	3.2	1.8	0.2	1.3	1.6	0.0	0.0	0.2
University-Wide	O1 - Student Services	70.00	80.9	74.4	25.6	8.5	33.2	27.1	0.0	1.5	4.0	56.6	52.1	17.9	6.0	23.2	19.0	0.0	1.1	2.8
Total:		100.00										82.4	72.4	27.6	6.5	32.8	28.2	0.2	1.2	3.6

San Jose State University

University-Wide Internal Availability

Snapshot Date: 10/31/2023

AAP: University-Wide
Job Group: R1 - Administrator

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
University-Wide	H1 - Administrative and P	35.00	78.8	64.6	35.4	3.8	25.1	31.3	0.0	0.0	4.4	27.6	22.6	12.4	1.3	8.8	10.9	0.0	0.0	1.5
University-Wide	H4 - Financial	35.00	50.0	100.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	17.5	35.0	0.0	0.0	0.0	35.0	0.0	0.0	0.0
University-Wide	J2 - Instructional (Colleg	15.00	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.0	0.0	0.0	0.0	0.0	0.0	0.0
University-Wide	O1 - Student Services	15.00	80.9	74.4	25.6	8.5	33.2	27.1	0.0	1.5	4.0	12.1	11.2	3.8	1.3	5.0	4.1	0.0	0.2	0.6
Total:		100.00										57.2	68.8	31.2	2.6	13.8	50.0	0.0	0.2	2.2

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: B2 - Trades and Crafts
Test: Whole Person
Total Employees: 26

Total		
	FEMALE	MINORITY
Employees (#)	0	16
Employees (%)	0.0	61.5
Availability (%) Goal	2.5	66.9
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: B4 - Grounds Maintenance and General Labor
Test: Whole Person
Total Employees: 22

Total

	FEMALE	MINORITY
Employees (#)	0	19
Employees (%)	0.0	86.4
Availability (%) Goal	14.8	84.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: B5 - Building Operations
Test: Whole Person
Total Employees: 34

Total		
	FEMALE	MINORITY
Employees (#)	0	28
Employees (%)	0.0	82.4
Availability (%) Goal	8.9	72.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: B6 - Mechanical Equipment Operation and Maintenance
Test: Whole Person
Total Employees: 8

Total

	FEMALE	MINORITY
Employees (#)	0	5
Employees (%)	0.0	62.5
Availability (%) Goal	2.6	73.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: C1 - Secretarial
Test: Whole Person
Total Employees: 100

Total

	FEMALE	MINORITY
Employees (#)	79	81
Employees (%)	79.0	81.0
Availability (%) Goal	94.1	55.7
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	15	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: C3 - General Clerical
Test: Whole Person
Total Employees: 4

Total		
	FEMALE	MINORITY
Employees (#)	4	2
Employees (%)	100.0	50.0
Availability (%) Goal	84.8	69.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: C4 - Fiscal Clerical
Test: Whole Person
Total Employees: 5

Total		
	FEMALE	MINORITY
Employees (#)	4	5
Employees (%)	80.0	100.0
Availability (%) Goal	77.8	63.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: D3 - Graphics and Reproduction Services

Test: Whole Person

Total Employees: 1

Total

	FEMALE	MINORITY
Employees (#)	0	1
Employees (%)	0.0	100.0
Availability (%) Goal	45.6	57.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: E1 - Custodial Services
Test: Whole Person
Total Employees: 108

Total		
	FEMALE	MINORITY
Employees (#)	50	103
Employees (%)	46.3	95.4
Availability (%) Goal	49.8	85.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: E2 - Protective Services
Test: Whole Person
Total Employees: 37

Total		
	FEMALE	MINORITY
Employees (#)	9	31
Employees (%)	24.3	83.8
Availability (%) Goal	36.6	67.0
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	4	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: E3 - Other
Test: Whole Person
Total Employees: 11

	Total	
	FEMALE	MINORITY
Employees (#)	6	7
Employees (%)	54.5	63.6
Availability (%) Goal	32.1	66.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: F2 - Systems Analysis
Test: Whole Person
Total Employees: 22

Total		
	FEMALE	MINORITY
Employees (#)	6	16
Employees (%)	27.3	72.7
Availability (%) Goal	41.8	60.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: F3 - Programming
Test: Whole Person
Total Employees: 106

Total		
	FEMALE	MINORITY
Employees (#)	37	75
Employees (%)	34.9	70.8
Availability (%) Goal	22.9	61.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: F4 - Computer and Related Equipment Operations
Test: Whole Person
Total Employees: 4

	Total	
	FEMALE	MINORITY
Employees (#)	0	2
Employees (%)	0.0	50.0
Availability (%) Goal	25.4	64.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: G1 - Executive
Test: Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	1	1
Employees (%)	100.0	100.0
Availability (%) Goal	27.4	19.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H1 - Administrative and Program Management Support
Test: Whole Person
Total Employees: 339

Total

	FEMALE	MINORITY
Employees (#)	267	219
Employees (%)	78.8	64.6
Availability (%) Goal	76.0	62.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H2 - Special Programs and Studies
Test: Whole Person
Total Employees: 4

Total		
	FEMALE	MINORITY
Employees (#)	0	3
Employees (%)	0.0	75.0
Availability (%) Goal	46.7	63.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H3 - Accounting
Test: Whole Person
Total Employees: 31

Total		
	FEMALE	MINORITY
Employees (#)	25	27
Employees (%)	80.6	87.1
Availability (%) Goal	77.6	57.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H4 - Financial
Test: Whole Person
Total Employees: 2

Total		
	FEMALE	MINORITY
Employees (#)	1	2
Employees (%)	50.0	100.0
Availability (%) Goal	60.4	61.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H6 - Public Information
Test: Whole Person
Total Employees: 8

Total		
	FEMALE	MINORITY
Employees (#)	5	3
Employees (%)	62.5	37.5
Availability (%) Goal	62.9	52.5
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H7 - Procurement
Test: Whole Person
Total Employees: 3

Total		
	FEMALE	MINORITY
Employees (#)	2	2
Employees (%)	66.7	66.7
Availability (%) Goal	72.7	67.5
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: H8 - Storekeeping
Test: Whole Person
Total Employees: 5

Total		
	FEMALE	MINORITY
Employees (#)	2	3
Employees (%)	40.0	60.0
Availability (%) Goal	32.2	74.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: I1 - Medical Services
Test: Whole Person
Total Employees: 32

Total		
	FEMALE	MINORITY
Employees (#)	26	24
Employees (%)	81.3	75.0
Availability (%) Goal	65.2	58.3
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: I2 - Para-Medical Services
Test: Whole Person
Total Employees: 7

Total		
	FEMALE	MINORITY
Employees (#)	7	7
Employees (%)	100.0	100.0
Availability (%) Goal	77.2	64.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: I3 - Specialized
Test: Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	85.3	72.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: J1 - Instructional Administration
Test: Whole Person
Total Employees: 50

Total		
	FEMALE	MINORITY
Employees (#)	24	18
Employees (%)	48.0	36.0
Availability (%) Goal	0.0	0.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: J11 - Instructional (Student Affairs, Instr. Faculty, Academic Year)
Test: Whole Person
Total Employees: 608

Total

	FEMALE	MINORITY
Employees (#)	322	286
Employees (%)	53.0	47.0
Availability (%) Goal	49.7	29.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: J2 - Instructional (College of Health and Human Sciences Spec. Fund 12 Month)
Test: Whole Person
Total Employees: 1

Total

	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	59.1	19.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: J7 - Instructional (College of Education 12 Month)

Test: Whole Person

Total Employees: 1,128

Total

	FEMALE	MINORITY
Employees (#)	614	492
Employees (%)	54.4	43.6
Availability (%) Goal	69.4	23.7
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	169	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: J8 - Instructional (College of Humanities & Arts 12 Month)

Test: Whole Person

Total Employees: 1

Total

	FEMALE	MINORITY
Employees (#)	0	0
Employees (%)	0.0	0.0
Availability (%) Goal	57.4	11.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: M1 - Professional Services
Test: Whole Person
Total Employees: 25

Total		
	FEMALE	MINORITY
Employees (#)	20	11
Employees (%)	80.0	44.0
Availability (%) Goal	75.3	27.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: M2 - Support
Test: Whole Person
Total Employees: 20

Total		
	FEMALE	MINORITY
Employees (#)	11	12
Employees (%)	55.0	60.0
Availability (%) Goal	74.0	69.6
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	3	1

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: N3 - Drafting
Test: Whole Person
Total Employees: 1

Total		
	FEMALE	MINORITY
Employees (#)	0	1
Employees (%)	0.0	100.0
Availability (%) Goal	26.2	69.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: O1 - Student Services
Test: Whole Person
Total Employees: 199

Total		
	FEMALE	MINORITY
Employees (#)	161	148
Employees (%)	80.9	74.4
Availability (%) Goal	72.8	66.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: O2 - Athletics
Test: Whole Person
Total Employees: 65

Total		
	FEMALE	MINORITY
Employees (#)	23	28
Employees (%)	35.4	43.1
Availability (%) Goal	8.9	89.6
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	30

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: P1 - Technical Support Services
Test: Whole Person
Total Employees: 71

Total		
	FEMALE	MINORITY
Employees (#)	18	31
Employees (%)	25.4	43.7
Availability (%) Goal	50.5	61.9
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	17	12

San Jose State University
University-Wide
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 10/31/2023

Job Group: R1 - Administrator
Test: Whole Person
Total Employees: 272

Total		
	FEMALE	MINORITY
Employees (#)	165	133
Employees (%)	60.7	48.9
Availability (%) Goal	64.2	39.2
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	9	0

San Jose State University
University-Wide
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
B4 - Grounds Maintenance and General Labor	23	Females	0	0.0%	15.5%	1	0	0.0%	NO
		Minority	20	87.0%			1	100.0%	
B5 - Building Operations	29	Females	0	0.0%	7.7%	6	0	0.0%	NO
		Minority	23	79.3%			5	83.3%	
C1 - Secretarial	98	Females	81	82.7%	88.6%	26	20	76.9%	NO
		Minority	80	81.6%			20	76.9%	
E1 - Custodial Services	94	Females	44	46.8%	49.7%	35	12	34.3%	NO
		Minority	89	94.7%			34	97.1%	
E2 - Protective Services	29	Females	9	31.0%	35.2%	12	3	25.0%	NO
		Minority	23	79.3%			11	91.7%	
F2 - Systems Analysis	20	Females	3	15.0%	41.9%	1	0	0.0%	NO
		Minority	13	65.0%			0	0.0%	
F4 - Computer and Related Equipment Operations	4	Females	0	0.0%	25.5%	0	0	0.0%	NO
		Minority	2	50.0%			0	0.0%	
H3 - Accounting	28	Females	21	75.0%	78.6%	10	9	90.0%	YES
		Minority	23	82.1%			8	80.0%	
H6 - Public Information	6	Females	5	83.3%	52.5%	2	1	50.0%	NO
		Minority	2	33.3%			1	50.0%	
H8 - Storekeeping	5	Females	0	0.0%	26.6%	3	2	66.7%	YES
		Minority	3	60.0%			3	100.0%	
J1 - Instructional Administration	50	Females	21	42.0%	74.7%	10	5	50.0%	NO
		Minority	21	42.0%			4	40.0%	

* Placements consist of hires and promotions into the target job group from 11/01/2022 to 10/31/2023

San Jose State University
University-Wide
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
J8 - Instructional (College of Humanities & Arts 12 Month)	378	Females	199	52.6%	57.4%	1	0	0.0%	NO
		Minority	131	34.7%			0	0.0%	
M2 - Support	19	Females	11	57.9%	73.9%	2	1	50.0%	NO
		Minority	10	52.6%			69.4%	2	100.0%
O2 - Athletics	61	Females	21	34.4%	40.9%	26	8	30.8%	NO
		Minority	31	50.8%			11	42.3%	
P1 - Technical Support Services	64	Females	16	25.0%	53.8%	10	3	30.0%	NO
		Minority	27	42.2%			63.5%	4	40.0%
R1 - Administrator	255	Females	151	59.2%	65.8%	65	43	66.2%	YES
		Minority	121	47.5%			33	50.8%	

* Placements consist of hires and promotions into the target job group from 11/01/2022 to 10/31/2023

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: B1 - Administration

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	2	2	0	4	0	0	0	0	0	0	0	0	0
Afr. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
Hispanic	5	2	0	7	0	0	0	0	0	0	0	0	0
Asian	1	0	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	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	1	0	2									
Total	12	6	0	18	0	0	0	0	0	0	0	0	0
Total Minority	9	3	0	12	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: B2 - Trades and Crafts

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	17	5	0	22	0	0	0	0	0	0	0	0	0
Afr. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
Hispanic	49	3	4	56	1	0	1	1	0	1	4	0	4
Asian	9	1	0	10	0	0	0	0	0	0	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	1	1	1	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	0	0	4									
Total	84	10	5	99	1	0	1	1	0	1	4	0	4
Total Minority	63	5	5	73	1	0	1	1	0	1	4	0	4

	<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.	1	0	1	0	0	0	1	0	1
Hispanic	1	0	1	0	0	0	1	0	1
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	2	0	2	0	0	0	2	0	2
Total Minority	2	0	2	0	0	0	2	0	2

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: B4 - Grounds Maintenance and General Labor

Transaction Dates: 11/01/2022 To 10/31/2023

	<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.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	4	0	0	4	1	0	1	0	0	0	2	0	2
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	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	6	0	0	6	1	0	1	0	0	0	2	0	2
Total Minority	6	0	0	6	1	0	1	0	0	0	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: B5 - Building Operations

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	0	0	6	1	0	1	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	25	0	0	25	4	0	4	0	0	0	0	0	0
Asian	3	0	0	3	0	0	0	0	0	0	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	0	0	0	0	0	0
Unknown (Race)	1	0	0	1									
Total	36	0	0	36	5	0	5	0	0	0	1	0	1
Total Minority	29	0	0	29	4	0	4	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	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1	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	1	0	1	1	0	1
Total Minority	0	0	0	1	0	1	0	0	0

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: B6 - Mechanical Equipment Operation and Maintenance

Transaction Dates: 11/01/2022 To 10/31/2023

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: C1 - Secretarial

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	56	5	77	0	6	6	0	0	0	0	3	3
Afr. Amer.	7	13	0	20	0	1	1	0	0	0	0	1	1
Hispanic	26	83	5	114	3	5	8	0	0	0	1	5	6
Asian	49	111	4	164	2	7	9	0	0	0	0	1	1
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	7	11	0	18	1	1	2	0	0	0	0	2	2
Unknown (Race)	1	10	11	22									
Total	107	284	25	416	6	20	26	0	0	0	1	12	13
Total Minority	90	218	9	317	6	14	20	0	0	0	1	9	10

	<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	2	1	3	0	0	0	0	1	1
Afr. Amer.	0	4	4	0	0	0	0	0	0
Hispanic	0	10	10	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	2	15	17	0	0	0	0	1	1
Total Minority	0	14	14	0	0	0	0	0	0

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: C3 - General Clerical

Transaction Dates: 11/01/2022 To 10/31/2023

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: C4 - Fiscal Clerical

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	5	1	9	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	2	20	0	22	0	0	0	0	0	0	0	0	0
Asian	7	10	0	17	0	0	0	0	0	0	0	1	1
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	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	2	0	2									
Total	13	39	1	53	0	0	0	0	0	0	0	1	1
Total Minority	10	32	0	42	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	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: D3 - Graphics and Reproduction Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: E1 - Custodial Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	18	3	1	22	1	0	1	0	0	0	1	0	1
Afr. Amer.	14	5	0	19	4	1	5	1	0	1	2	1	3
Hispanic	85	51	0	136	14	6	20	3	1	4	4	3	7
Asian	19	6	3	28	2	5	7	0	1	1	4	0	4
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	1	0	1	0	0	0	0	0	0
Two or More	3	3	0	6	1	0	1	0	0	0	0	0	0
Unknown (Race)	9	1	167	177									
Total	149	70	171	390	23	12	35	4	2	6	12	4	16
Total Minority	122	66	3	191	22	12	34	4	2	6	11	4	15

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: E2 - Protective Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	8	1	0	1	0	0	0	0	1	1
Afr. Amer.	10	0	0	10	0	0	0	0	0	0	0	0	0
Hispanic	17	4	0	21	6	2	8	0	0	0	1	0	1
Asian	15	10	1	26	1	1	2	0	0	0	1	1	2
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	2	1	0	3	1	0	1	0	0	0	0	1	1
Unknown (Race)	0	3	0	3									
Total	51	18	2	71	9	3	12	0	0	0	2	3	5
Total Minority	44	15	1	60	8	3	11	0	0	0	2	2	4

	<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	1	0	1	0	0	0	1	0	1
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	0	0	1	0	1
Total Minority	1	0	1	0	0	0	1	0	1

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: E3 - Other

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	8	0	0	0	0	0	0	0	0	0
Afr. Amer.	7	2	0	9	0	0	0	0	0	0	0	0	0
Hispanic	13	5	0	18	0	2	2	0	0	0	0	0	0
Asian	11	1	0	12	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	3	0	3	0	0	0	0	0	0	1	0	1
Unknown (Race)	4	1	1	6									
Total	42	12	2	56	0	2	2	0	0	0	1	0	1
Total Minority	31	11	0	42	0	2	2	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: F2 - Systems Analysis

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	0	0	1	1	0	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	1	0	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	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	3	1	0	4	1	0	1	0	0	0	0	0	0
Total Minority	2	1	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: F3 - Programming

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	96	68	4	168	3	0	3	1	0	1	0	0	0
Afr. Amer.	16	13	0	29	1	0	1	0	0	0	0	0	0
Hispanic	55	22	2	79	0	0	0	0	0	0	0	0	0
Asian	264	278	9	551	5	1	6	0	0	0	1	1	2
Nat. Amer.	0	2	0	2	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	16	18	0	34	0	1	1	0	0	0	0	0	0
Unknown (Race)	11	14	27	52									
Total	458	415	42	915	9	2	11	1	0	1	1	1	2
Total Minority	351	333	11	695	6	2	8	0	0	0	1	1	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	2	2	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	2	2	0	0	0	0	0	0

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: F4 - Computer and Related Equipment Operations

Transaction Dates: 11/01/2022 To 10/31/2023

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: G1 - Executive

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	1	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H1 - Administrative and Program Management Support

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	54	97	3	154	9	16	25	0	0	0	8	10	18
Afr. Amer.	18	14	1	33	0	0	0	0	0	0	1	1	2
Hispanic	48	87	2	137	4	8	12	1	1	2	2	11	13
Asian	120	178	6	304	5	9	14	1	0	1	2	10	12
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	5	10	1	16	1	3	4	0	0	0	1	2	3
Unknown (Race)	10	18	16	44									
Total	256	404	29	689	19	36	55	2	1	3	14	34	48
Total Minority	192	289	10	491	10	20	30	2	1	3	6	24	30

	<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	5	5	1	1	2	0	3	3
Afr. Amer.	0	0	0	0	1	1	0	0	0
Hispanic	1	2	3	0	2	2	1	2	3
Asian	2	6	8	1	0	1	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	3	13	16	2	4	6	1	7	8
Total Minority	3	8	11	1	3	4	1	4	5

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H2 - Special Programs and Studies

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	41	22	1	64	0	0	0	0	0	0	0	0	0
Afr. Amer.	2	3	1	6	0	0	0	0	0	0	0	0	0
Hispanic	29	17	2	48	1	0	1	0	0	0	0	0	0
Asian	230	263	2	495	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	3	6	0	9	0	0	0	0	0	0	0	0	0
Unknown (Race)	9	7	10	26									
Total	314	318	16	648	1	0	1	0	0	0	0	0	0
Total Minority	264	289	5	558	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	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H3 - Accounting

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	4	6	0	10	0	2	2	0	0	0	0	2	2
Afr. Amer.	2	3	0	5	1	2	3	0	0	0	0	0	0
Hispanic	1	9	0	10	0	1	1	0	0	0	0	0	0
Asian	11	36	0	47	0	4	4	0	1	1	1	1	2
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	3	0	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	4	0	4									
Total	21	58	0	79	1	9	10	0	1	1	1	3	4
Total Minority	17	48	0	65	1	7	8	0	1	1	1	1	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	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	3	0	3	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	3	2	5	0	0	0	1	0	1
Total Minority	3	0	3	0	0	0	1	0	1

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H4 - Financial

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	0	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	0	0	0	0	0	0	1	0	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	1	0	1	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	0	0	0
Total Minority	0	0	0	1	0	1	0	0	0

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H6 - Public Information

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	4	0	18	1	0	1	0	0	0	0	1	1
Afr. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
Hispanic	14	2	0	16	0	0	0	0	0	0	0	0	0
Asian	5	3	0	8	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	3	3	0	6	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	36	14	1	51	1	1	2	0	0	0	0	1	1
Total Minority	22	10	0	32	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H7 - Procurement

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	0	0	1	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	0	0	0	0	0	0	0	0	0
Asian	1	2	0	3	1	0	1	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	2	3	0	5	1	0	1	0	0	0	0	1	1
Total Minority	1	3	0	4	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: H8 - Storekeeping

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	0	1	2	0	0	0	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	3	2	0	5	0	2	2	0	0	0	0	0	0
Asian	3	2	0	5	0	0	0	0	0	0	1	0	1
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	3	0	0	3	1	0	1	1	0	1	0	0	0
Unknown (Race)	0	0	1	1									
Total	11	4	2	17	1	2	3	1	0	1	1	0	1
Total Minority	10	4	0	14	1	2	3	1	0	1	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	2	0	2	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	2	0	2	0	0	0	0	0	0
Total Minority	2	0	2	0	0	0	0	0	0

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: I1 - Medical Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	2	26	5	33	1	1	2	0	0	0	0	4	4
Afr. Amer.	2	6	2	10	0	0	0	0	0	0	0	0	0
Hispanic	10	29	0	39	2	3	5	0	0	0	0	0	0
Asian	19	40	2	61	1	0	1	0	0	0	0	2	2
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	5	0	6	0	1	1	0	0	0	0	1	1
Unknown (Race)	2	2	6	10									
Total	36	108	15	159	4	5	9	0	0	0	0	7	7
Total Minority	32	80	4	116	3	4	7	0	0	0	0	3	3

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: I2 - Para-Medical Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	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	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	1	1	0	1	1	0	0	0
Total Minority	0	0	0	0	0	1	1	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: I3 - Specialized

Transaction Dates: 11/01/2022 To 10/31/2023

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J1 - Instructional Administration

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	3	3	6	0	0	0	3	3	6
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	0	0	0	4	0	4
Asian	0	0	0	0	1	2	3	0	0	0	4	1	5
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	0	0									
Total	0	0	0	0	5	5	10	0	0	0	12	4	16
Total Minority	0	0	0	0	2	2	4	0	0	0	9	1	10

	<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	2	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	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	2	2
Total Minority	0	0	0	0	0	0	0	0	0

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J11 - Instructional (Student Affairs, Instr. Faculty, Academic Year)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	227	109	5	341	9	12	21	0	0	0	21	25	46
Afr. Amer.	55	29	5	89	0	0	0	0	0	0	2	2	4
Hispanic	42	32	2	76	4	4	8	0	0	0	6	2	8
Asian	278	194	3	475	6	8	14	0	0	0	8	6	14
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	8	8	1	17	0	2	2	0	0	0	0	1	1
Unknown (Race)	20	16	35	71									
Total	630	388	51	1069	19	26	45	0	0	0	37	36	73
Total Minority	383	263	11	657	10	14	24	0	0	0	16	11	27

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J2 - Instructional (College of Health and Human Sciences Spec. Fund 12 Month)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	0	1	44	56	100	0	1	1	55	75	130
Afr. Amer.	0	2	0	2	7	1	8	0	0	0	7	10	17
Hispanic	0	0	0	0	14	15	29	0	0	0	21	20	41
Asian	0	0	0	0	19	34	53	0	0	0	28	55	83
Nat. Amer.	0	0	0	0	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	0	0	0	0	1	1	2	0	0	0	1	1	2
Unknown (Race)	0	0	1	1									
Total	0	3	1	4	86	107	193	0	1	1	112	161	273
Total Minority	0	2	0	2	42	51	93	0	0	0	57	86	143

	<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	2	2
Afr. Amer.	0	1	1	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	2	2	4	0	0	0	2	2	4
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	2	5	7	0	0	0	2	5	7
Total Minority	2	3	5	0	0	0	2	3	5

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J4 - Instructional (College of Business Academic Year)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	2	0	0	2	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	2	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	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	3	2	0	5	0	0	0	0	0	0	0	0	0
Total Minority	1	2	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	2	2	4	0	0	0	2	2	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	3	3	0	0	0	0	3	3
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	2	5	7	0	0	0	2	5	7
Total Minority	0	3	3	0	0	0	0	3	3

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J5 - Instructional (College of Social Science Academic Year)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	2	2	0	4	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	1	1									
Total	2	2	1	5	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	3	5	8	0	0	0	3	5	8
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	0	0	0	2	0	2
Asian	0	2	2	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	2	0	2	0	0	0	0	0	0
Total	7	7	14	0	0	0	5	7	12
Total Minority	4	2	6	0	0	0	2	2	4

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J6 - Instructional (College of Engineering 12 Month)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	1	5	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	2	0	0	2	0	0	0	0	0	0	0	0	0
Asian	8	2	0	10	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)	2	0	0	2									
Total	15	3	1	19	0	0	0	0	0	0	0	0	0
Total Minority	10	2	0	12	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	1	1	2	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	1	2	3	0	0	0	1	2	3
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	2	3	5	0	0	0	2	3	5
Total Minority	1	2	3	0	0	0	1	2	3

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J7 - Instructional (College of Education 12 Month)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	323	335	8	666	49	71	120	0	0	0	148	172	320
Afr. Amer.	85	42	3	130	2	3	5	0	0	0	6	13	19
Hispanic	82	84	4	170	16	21	37	0	0	0	27	59	86
Asian	265	264	2	531	32	40	72	0	0	0	67	60	127
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0	0	0	2	2
Two or More	15	27	2	44	2	9	11	0	0	0	2	12	14
Unknown (Race)	46	58	63	167									
Total	817	810	82	1709	101	144	245	0	0	0	250	320	570
Total Minority	448	417	11	876	52	73	125	0	0	0	102	148	250

	<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	3	3	0	0	0	0	3	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	0	1	0	0	0	1	0	1
Asian	0	1	1	0	0	0	0	1	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	1	4	5	0	0	0	1	4	5
Total Minority	1	1	2	0	0	0	1	1	2

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J8 - Instructional (College of Humanities & Arts 12 Month)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	4	8	1	13	1	0	1	0	0	0	0	2	2
Afr. Amer.	0	5	0	5	0	0	0	0	0	0	0	0	0
Hispanic	0	10	0	10	0	0	0	0	0	0	0	0	0
Asian	2	6	0	8	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	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	1	1	1	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	2	0	3									
Total	8	33	2	43	1	0	1	0	0	0	0	2	2
Total Minority	3	23	1	27	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	1	4	5	0	0	0	1	4	5
Afr. Amer.	0	1	1	0	0	0	0	1	1
Hispanic	1	0	1	0	0	0	1	0	1
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	2	5	7	0	0	0	2	5	7
Total Minority	1	1	2	0	0	0	1	1	2

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: J9 - Instructional (College of Science 12 Month)

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	9	2	0	11	0	0	0	0	0	0	0	0	0
Afr. Amer.	4	0	0	4	0	0	0	0	0	0	0	0	0
Hispanic	1	1	0	2	0	0	0	0	0	0	0	0	0
Asian	6	11	0	17	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	1	2	3									
Total	20	15	2	37	0	0	0	0	0	0	0	0	0
Total Minority	11	12	0	23	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	6	4	10	0	0	0	6	4	10
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	2	2	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	6	6	12	0	0	0	6	6	12
Total Minority	0	2	2	0	0	0	0	2	2

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: M1 - Professional Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	1	1	0	2	0	1	1	0	0	0	1	0	1
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	1	1	0	2	0	1	1	0	0	0	1	0	1
Total Minority	1	1	0	2	0	1	1	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	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	2	2	0	0	0	0	2	2
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	3	3	0	0	0	0	3	3
Total Minority	0	2	2	0	0	0	0	2	2

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: M2 - Support

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	2	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	0	1	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	1	0	1	0	1	1	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	1	0	1	1	1	2	0	0	0	0	2	2
Total Minority	0	1	0	1	1	1	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	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: N3 - Drafting

Transaction Dates: 11/01/2022 To 10/31/2023

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: O1 - Student Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	40	104	8	152	3	12	15	0	0	0	3	4	7
Afr. Amer.	19	48	4	71	1	2	3	1	0	1	1	2	3
Hispanic	53	90	4	147	2	15	17	1	1	2	5	11	16
Asian	28	86	3	117	5	8	13	1	0	1	3	6	9
Nat. Amer.	5	6	0	11	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	11	15	0	26	1	3	4	0	0	0	1	3	4
Unknown (Race)	1	15	15	31									
Total	157	364	34	555	12	40	52	3	1	4	14	26	40
Total Minority	116	245	11	372	9	28	37	3	1	4	11	22	33

	<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	3	4	7	0	0	0	1	2	3
Afr. Amer.	0	2	2	0	1	1	0	2	2
Hispanic	5	6	11	0	3	3	3	4	7
Asian	1	6	7	0	0	0	1	6	7
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	9	18	27	0	4	4	5	14	19
Total Minority	6	14	20	0	4	4	4	12	16

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: O2 - Athletics

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	7	0	21	11	4	15	0	0	0	9	1	10
Afr. Amer.	7	5	0	12	2	2	4	0	0	0	2	2	4
Hispanic	3	1	0	4	3	0	3	0	1	1	3	1	4
Asian	3	2	0	5	2	2	4	0	0	0	2	0	2
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	2	1	1	4	0	0	0	0	0	0	1	2	3
Unknown (Race)	0	1	0	1									
Total	29	17	1	47	18	8	26	0	1	1	17	6	23
Total Minority	15	9	1	25	7	4	11	0	1	1	8	5	13

	<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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: P1 - Technical Support Services

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	9	1	0	10	5	1	6	0	0	0	4	2	6
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	4	1	0	5	0	1	1	0	0	0	0	0	0
Asian	8	2	0	10	2	1	3	0	0	0	1	0	1
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	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	1	0	3									
Total	26	5	0	31	7	3	10	0	0	0	5	2	7
Total Minority	15	3	0	18	2	2	4	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

San Jose State University
University-Wide
Personnel Transactions Summary

Snapshot Date: 10/31/2023

Job Group: R1 - Administrator

Transaction Dates: 11/01/2022 To 10/31/2023

	<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	95	70	3	168	10	18	28	0	1	1	18	23	41
Afr. Amer.	41	36	0	77	4	8	12	0	0	0	2	1	3
Hispanic	55	30	1	86	2	2	4	0	0	0	2	9	11
Asian	65	49	1	115	3	6	9	0	0	0	6	7	13
Nat. Amer.	1	1	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	14	11	1	26	0	1	1	0	0	0	1	1	2
Unknown (Race)	18	13	25	56									
Total	289	210	31	530	19	36	55	0	1	1	29	41	70
Total Minority	176	127	3	306	9	18	27	0	0	0	11	18	29

	<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	1	2	1	3	4	1	1	2
Afr. Amer.	0	1	1	0	0	0	0	1	1
Hispanic	2	0	2	1	2	3	2	0	2
Asian	1	1	2	0	2	2	1	1	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	1	0	1	0	0	0
Total	4	3	7	3	7	10	4	3	7
Total Minority	3	2	5	2	4	6	3	2	5

San Jose State University
University-Wide
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 10/31/2023

Category	10/31/21	10/31/22	10/31/23
Job Openings	2,100	2,302	989
Jobs Filled	2,100	2,302	939
Applicants for all jobs	13,880	13,476	8,351
Applicants who self-identified as Protected Veterans	212	238	129
Applicants Hired	1,829	2,207	817
Protected Veterans Hired	14	23	13
Hiring Benchmark**	5.6	5.5	5.4
Overall protected veterans hired (%)	0.8	1.0	1.6

* 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).

San Jose State University
University-Wide
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			10/31/22			10/31/23		
Job Openings	2,100			2,302			989		
Jobs Filled	2,100			2,302			939		
Applicants for all jobs	13,880			13,476			8,351		
Applicants who self-identified as individual(s) with Disability	930			1,054			663		
Applicants Hired	1,829			2,207			817		
Individual(s) with Disability Hired	17			20			11		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.1			1.0			1.1		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
B2 - Trades and Crafts	27	0	0.0	29	0	0.0	26	0	0.0
B4 - Grounds Maintenance and General Labor	23	0	0.0	23	0	0.0	22	0	0.0
B5 - Building Operations	33	0	0.0	29	0	0.0	34	0	0.0
B6 - Mechanical Equipment Operation and Maintenance	11	0	0.0	8	N/A	N/A	8	N/A	N/A
C1 - Secretarial	104	0	0.0	98	0	0.0	100	1	1.0
C3 - General Clerical	9	N/A	N/A	7	N/A	N/A	4	N/A	N/A
C4 - Fiscal Clerical	6	N/A	N/A	6	N/A	N/A	5	N/A	N/A
D3 - Graphics and Reproduction Services	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
E1 - Custodial Services	100	0	0.0	94	1	1.1	108	0	0.0
E2 - Protective Services	35	0	0.0	29	0	0.0	37	0	0.0
E3 - Other	11	0	0.0	9	N/A	N/A	11	0	0.0

* 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.

San Jose State University
University-Wide
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			10/31/22			10/31/23		
Job Openings	2,100			2,302			989		
Jobs Filled	2,100			2,302			939		
Applicants for all jobs	13,880			13,476			8,351		
Applicants who self-identified as individual(s) with Disability	930			1,054			663		
Applicants Hired	1,829			2,207			817		
Individual(s) with Disability Hired	17			20			11		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.1			1.0			1.1		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
F2 - Systems Analysis	25	0	0.0	20	0	0.0	22	0	0.0
F3 - Programming	98	1	1.0	97	1	1.0	106	1	0.9
F4 - Computer and Related Equipment Operations	4	N/A	N/A	4	N/A	N/A	4	N/A	N/A
G1 - Executive	1	N/A	N/A	0	N/A	N/A	1	N/A	N/A
H1 - Administrative and Program Management Support	304	6	2.0	322	7	2.2	339	8	2.4
H2 - Special Programs and Studies	2	N/A	N/A	5	N/A	N/A	4	N/A	N/A
H3 - Accounting	27	1	3.7	28	1	3.6	31	1	3.2
H4 - Financial	3	N/A	N/A	2	N/A	N/A	2	N/A	N/A
H6 - Public Information	3	N/A	N/A	6	N/A	N/A	8	N/A	N/A
H7 - Procurement	3	N/A	N/A	3	N/A	N/A	3	N/A	N/A
H8 - Storekeeping	7	N/A	N/A	5	N/A	N/A	5	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.

San Jose State University
University-Wide
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			10/31/22			10/31/23		
Job Openings	2,100			2,302			989		
Jobs Filled	2,100			2,302			939		
Applicants for all jobs	13,880			13,476			8,351		
Applicants who self-identified as individual(s) with Disability	930			1,054			663		
Applicants Hired	1,829			2,207			817		
Individual(s) with Disability Hired	17			20			11		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.1			1.0			1.1		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
I1 - Medical Services	25	0	0.0	29	1	3.4	32	0	0.0
I2 - Para-Medical Services	6	N/A	N/A	7	N/A	N/A	7	N/A	N/A
I3 - Specialized	1	N/A	N/A	1	N/A	N/A	1	N/A	N/A
J1 - Instructional Administration	51	0	0.0	50	0	0.0	50	0	0.0
J11 - Instructional (Student Affairs, Instr. Faculty, Academic Year)	56	0	0.0	57	0	0.0	608	6	1.0
J2 - Instructional (College of Health and Human Sciences Spec. Fund 12 Month)	84	2	2.4	79	2	2.5	1	N/A	N/A
J7 - Instructional (College of Education 12 Month)	140	0	0.0	145	0	0.0	1,128	8	0.7
J8 - Instructional (College of Humanities & Arts 12 Month)	368	3	0.8	378	4	1.1	1	N/A	N/A
M1 - Professional Services	30	0	0.0	27	0	0.0	25	0	0.0
M2 - Support	18	0	0.0	19	0	0.0	20	0	0.0
N3 - Drafting	1	N/A	N/A	1	N/A	N/A	1	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.

San Jose State University
University-Wide
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 10/31/2023

Category	10/31/21			10/31/22			10/31/23		
Job Openings	2,100			2,302			989		
Jobs Filled	2,100			2,302			939		
Applicants for all jobs	13,880			13,476			8,351		
Applicants who self-identified as individual(s) with Disability	930			1,054			663		
Applicants Hired	1,829			2,207			817		
Individual(s) with Disability Hired	17			20			11		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	1.1			1.0			1.1		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
O1 - Student Services	190	4	2.1	191	3	1.6	199	5	2.5
O2 - Athletics	55	0	0.0	61	0	0.0	65	0	0.0
P1 - Technical Support Services	68	0	0.0	64	0	0.0	71	1	1.4
R1 - Administrator	256	6	2.3	255	5	2.0	272	4	1.5

* 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.