

UNIVERSITY OF ALASKA

*AFFIRMATIVE ACTION SUMMARY REPORT
TO THE
BOARD OF REGENTS
2023*

Prepared by the UA Office of Human Resources

Policy

Board of Regents' Policy 04.02.012 (B) states:

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

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

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

Overview

The 2023 Affirmative Action Plans for System Office (SO), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) utilizes forty-one (41) job categories that subdivide the seven different occupational categories (EEO-skill codes).

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

Officials & Management:

Executive
Management

Faculty:

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

Exempt & Non-Exempt Professional:

Administrative
Athletics
Communication
Crafts & Trades
Finance
Health Services
Human Resources

Information Systems
Marine
Real Property
Research
Risk Management
Student Services
Training

Exempt & Non-Exempt Clerical:

Administrative
Athletics
Communications
Finance
Health Services
Risk Management
Safety Services
Student Services
Training

Exempt & Non-Exempt Technician:

Administrative
Communication
Crafts & Trades
Information Systems
Marine
Research

**Specific, Exempt & Non-Exempt General
Service and Maintenance:**

Crafts & Trades
Marine
Safety Services

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

Crafts & Trades

Total Employees System-wide by University and EEO Category

This chart shows the total number of employees for the 2023 plan year by minority category and university. See the [Total Employee by Category and University](#) section for breakdown by occupational category and job sub-category.

RACE KEY

Total Employees	White	Black	Hispanic / Latino	Asian	Alaska Native / American Indian	Native Hawaiian / Other Pacific Islander	Two or More Categories
Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	224	174	2	6	11	9	1	21
UAA	1461	1144	28	81	64	61	5	78
UAF	1874	1425	33	82	101	102	4	127
UAS	272	208	6	7	12	15	4	20
Total	3831	2951	69	176	188	187	14	246

Summary of Goal Areas by University for 2023 Plan Year

The chart below shows the annual goal areas for minorities and females by occupational category. Most universities have goals in some or all the categories. See the [Goal Summary by Occupational Category](#) section for breakdown by occupational category and job sub-category.

	Officials & Management	Faculty	Professional	Clerical	Technical	Crafts & Trades	General Services & Maintenance
SO	<u>Minority:</u> Executive	N/A	<u>Minority:</u> Finance; Information Services	None	<u>Minority:</u> Information Services	N/A	N/A
UAA	<u>Minority:</u> Management	<u>Female:</u> Associate Professor <u>Minority:</u> Assistant Professor; Academic Leadership	<u>Female:</u> Research <u>Minority:</u> Admin; Athletics; Research; Student Services; Training	<u>Minority:</u> Admin; Student Services	<u>Minority:</u> Communication; Information Services; Research	<u>Minority:</u> L6070	None
UAF	<u>Minority:</u> Executive; Management	<u>Female:</u> Associate Professor <u>Minority:</u> Associate Professor; Assistant Professor	<u>Female:</u> Athletics; Information Services <u>Minority:</u> Admin; Finance; Information Services; Research; Student Services	<u>Female:</u> Athletics; Finance <u>Minority:</u> Admin	<u>Female:</u> Information Systems; Research <u>Minority:</u> Communication	<u>Minority:</u> L6070	<u>Minority:</u> Marine
UAS	None	<u>Female:</u> Professor	<u>Female:</u> Student Services	None	None	<u>Minority:</u> L6070	None

Goal Summary by Occupational Category – 2023 Plan Year

The following provides a detailed explanation of annual goals by occupational category and university. Note that the “Executive” occupational category has been redefined by the Equal Employment Opportunity Commission as “Officials and Managers” and thus, as of plan year 2019, this category now includes more than just officers and senior administrators of the university, but also managers as well. The tables below compare data from the prior plan years (2019 through 2022) with the 2023 plan year. The information indicates whether the occupational category is being underutilized with females and/or minorities, and which sub-category those goals apply to. Underutilization is present when we have fewer females and/or minorities in a particular job group than would be expected by their availability in the workforce based on the census data. The annual goals are based on the individualized campus affirmative action plans. If there is no underutilization, then there is no annual goal(s) needed in the occupational category.

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

Officials & Managers*

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

System Office – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	10	20%	25	49%	51
2020	8	16%	26	51%	51
2021	7	15%	27	56%	48
2022	5	10%	28	58%	48
2023	17	29%	35	60%	58

Female: None

Minority: Underutilization in Executive

UAA – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	15	13%	72	61%	118
2020	14	13%	68	61%	111
2021	15	13%	68	58%	117
2022	17	16%	63	59%	107
2023	34	26%	84	63%	133

Female: None

Minority: Underutilization in Management

UAF – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	18	11%	103	66%	157
2020	24	15%	109	67%	162
2021	26	15%	122	71%	173
2022	20	13%	99	66%	149
2023	37	21%	123	70%	176

Female: None

Minority: Underutilization in Executive and Management

UAS – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	6	22%	18	67%	27
2020	5	22%	17	74%	23
2021	5	19%	19	70%	27
2022	5	17%	22	76%	29
2023	6	26%	25	76%	33

Female: None

Minority: None

Faculty

The System Office does not have Faculty and is therefore not reported on.

UAA – Faculty – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	95	16%	306	52%	583
2020	97	18%	283	52%	549
2021	89	17%	276	53%	524
2022	91	18%	264	54%	493
2023	84	17%	272	55%	498

Female: Underutilization in Associate Professor rank

Minority: Underutilization in Assistant Professor rank and Academic Leadership

UAF – Faculty – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	94	17%	234	43%	543
2020	96	18%	240	44%	545
2021	95	18%	234	44%	531
2022	105	21%	219	44%	493
2023	138	25%	248	45%	555

Female: Underutilization in Associate Professor rank

Minority: Underutilization in Associate Professor rank and Assistant Professor rank

UAS – Faculty – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	8	7%	50	45%	110
2020	7	7%	46	45%	102
2021	9	9%	47	46%	102
2022	10	10%	51	53%	97
2023	22	21%	57	55%	104

Female: Underutilization in Professor rank

Minority: None

Professionals

System Office – Professionals – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	12	14%	44	52%	85
2020	19	19%	56	55%	101
2021	18	17%	64	59%	108
2022	22	22%	66	65%	102
2023	23	19%	78	65%	120

Female: None

Minority: Underutilization in Finance and Information Services

UAA – Professionals – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	82	19%	275	65%	424
2020	82	21%	247	64%	384
2021	83	22%	253	66%	381
2022	83	23%	238	65%	366
2023	99	23%	288	66%	436

Female: Underutilization in Research

Minority: Underutilization in Admin, Athletics, Research, Student Services, and Training

UAF – Professionals – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	73	15%	283	56%	501
2020	83	17%	273	56%	488
2021	91	17%	289	55%	523
2022	104	20%	283	54%	522
2023	133	23%	316	54%	589

Female: Underutilization in Athletics and Information Services

Minority: Underutilization in Admin, Finance, Information Services, Research, and Student Services

UAS – Professionals – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	19	26%	50	68%	73
2020	13	20%	43	66%	65
2021	17	28%	36	59%	61
2022	9	16%	34	61%	56
2023	15	25%	35	59%	59

Female: Underutilization in Student Services
 Minority: None

Clerical

System Office – Clerical– Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	2	13%	15	94%	16
2020	5	20%	22	88%	25
2021	5	19%	23	88%	26
2022	5	18%	27	96%	28
2023	8	24%	30	91%	33

Female: None
 Minority: None

UAA – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	90	32%	231	81%	284
2020	69	30%	186	80%	233
2021	75	31%	184	76%	239
2022	89	38%	169	73%	233
2023	70	31%	159	70%	227

Female: None
 Minority: Underutilization in Admin and Student Services

UAF – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	72	24%	258	88%	294
2020	68	26%	218	84%	259
2021	59	24%	214	87%	247
2022	51	25%	166	82%	202
2023	60	27%	189	84%	225

Female: Underutilization in Athletics and Finance
 Minority: Underutilization in Admin and Finance

UAS – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	17	30%	50	89%	56
2020	19	37%	45	88%	51
2021	16	36%	40	89%	45
2022	14	37%	35	92%	38
2023	10	27%	35	95%	37

Female: None
 Minority: None

Technicians

System Office – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	4	20%	3	15%	20
2020	4	22%	4	22%	18
2021	5	28%	2	11%	18
2022	5	50%	2	20%	10
2023	2	15%	2	15%	13

Female: None
 Minority: Underutilization in Information Services

UAA – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	14	16%	36	42%	86
2020	14	17%	37	46%	81
2021	15	18%	35	43%	82
2022	15	18%	36	42%	85
2023	11	14%	34	43%	79

Female: None
 Minority: Underutilization in Communication, Information Services, and Research

UAF – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	15	10%	74	50%	147
2020	17	12%	71	51%	139
2021	20	14%	71	51%	138
2022	23	17%	63	47%	133
2023	40	26%	76	50%	153

Female: Underutilization in Information Systems and Research
 Minority: Underutilization in Communication

UAS – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	4	22%	8	44%	18
2020	2	14%	7	50%	14
2021	2	13%	9	56%	16
2022	1	8%	7	58%	12
2023	4	27%	8	53%	15

Female: None
 Minority: None

General Crafts & Trades

The System Office does not have General Crafts and Trades and is therefore not reported on.

UAA – General Crafts & Trades – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	9	18%	4	8%	49
2020	9	19%	4	8%	48
2021	9	20%	5	11%	45
2022	8	19%	4	9%	43
2023	11	22%	3	6%	50

Female: None
 Minority: Underutilization in L6070

UAF – General Crafts & Trades – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	18	16%	8	7%	114
2020	17	14%	8	7%	119
2021	16	13%	12	10%	119
2022	22	20%	12	11%	111
2023	30	25%	12	10%	120

Female: None
 Minority: Underutilization in L6070

UAS – General Crafts & Trades – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	4	36%	0	0%	11
2020	4	36%	0	0%	11
2021	6	46%	0	0%	13
2022	7	54%	0	0%	13
2023	2	17%	0	0%	12

Female: None
 Minority: Underutilization in L6070

General Service & Maintenance

The System Office does not have General Service and Maintenance and is therefore not reported on.

UAA – General Service & Maintenance – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	16	35%	8	17%	46
2020	14	34%	5	12%	41
2021	13	38%	4	12%	34
2022	15	39%	6	16%	38
2023	8	21%	8	21%	38

Female: None
 Minority: None

UAF – General Service & Maintenance – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	6	13%	8	17%	48
2020	9	18%	11	22%	49
2021	9	18%	9	18%	50
2022	16	31%	11	22%	51
2023	11	20%	15	27%	56

Female: None
 Minority: Underutilization in Marine

UAS – General Service & Maintenance – Employee Count					
Plan Year	Minorities		Female		Total Employees
2019	10	67%	1	7%	15
2020	9	69%	1	8%	13
2021	7	64%	1	9%	11
2022	5	45%	0	0%	11
2023	5	42%	1	8%	12

Female: None
 Minority: None

Total Employees by Category and University

The charts below give a breakdown of each occupational category (in bold), with the further breakdown of sub-categories, showing the total number of employees, for the 2022 plan year by category and university.

RACE KEY

Total Employees	White	Black	Hispanic / Latino	Asian	Alaska Native / American Indian	Native Hawaiian / Other Pacific Islander	Two or More Categories
Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +

OFFICIALS & MANAGEMENT TOTALS

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	58	41	2	0	3	4	0	8
UAA	133	99	1	9	9	6	0	9
UAF	176	139	5	6	10	8	1	7
UAS	33	27	1	1	1	1	0	2

BREAKDOWN FOR OFFICIALS & MANAGEMENT SUBCATEGORIES:

Executive

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	31	26	0	0	0	1	0	4
UAA	20	15	1	0	1	2	0	1
UAF	42	39	1	0	1	1	0	0
UAS	10	10	0	0	0	0	0	0

Management

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	27	15	2	0	3	3	0	4
UAA	113	84	0	9	8	4	0	8
UAF	134	100	4	6	9	7	1	7
UAS	23	17	1	1	1	1	0	2

FACULTY TOTALS

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	498	414	12	15	16	23	1	17
UAF	555	417	8	20	32	28	2	48
UAS	104	82	2	1	2	6	2	9

BREAKDOWN FOR FACULTY SUBCATEGORIES:

Professor

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	124	100	3	5	7	6	0	3
UAF	141	105	4	3	10	7	0	12
UAS	20	15	1	0	0	3	0	1

Associate Professor

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	94	80	2	4	3	1	0	4
UAF	141	113	2	5	4	7	0	10
UAS	28	24	0	0	0	0	0	4

Assistant Professor

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	197	164	3	6	4	14	0	6
UAF	172	127	2	5	10	7	2	19
UAS	52	40	1	1	2	3	2	3

Instructor

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	38	32	2	0	2	0	0	2
UAF	24	13	0	3	1	2	0	5
UAS	1	0	0	0	0	0	0	1

Post-Doctoral Fellow

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	6	5	0	0	0	0	1	0
UAF	52	38	0	4	6	3	0	1
UAS	2	2	0	0	0	0	0	0

Academic Leadership

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	39	33	2	0	0	2	0	2
UAF	25	21	0	0	1	2	0	1
UAS	1	1	0	0	0	0	0	0

PROFESSIONAL TOTALS

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	120	97	0	4	7	4	1	7
UAA	436	337	7	23	22	15	3	29
UAF	589	456	16	29	27	31	1	29
UAS	59	44	1	1	4	3	1	5

BREAKDOWN FOR PROFESSIONAL SUBCATEGORIES:

Administrative (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	26	20	0	2	1	1	0	2
UAA	92	70	3	4	3	5	1	6
UAF	95	73	4	3	7	3	0	5
UAS	3	2	0	0	0	0	0	1

Athletics (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	25	23	0	1	0	0	0	1
UAF	22	20	0	0	0	1	0	1
UAS	N/A							

Communication (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	7	6	0	0	0	0	1	0
UAA	13	11	1	0	1	0	0	0
UAF	40	36	1	0	0	0	1	2
UAS	6	5	0	0	0	1	0	0

Crafts & Trades (Professionals)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	7	4	0	1	0	0	0	2
UAF	18	13	0	0	0	3	0	2
UAS	2	2	0	0	0	0	0	0

Finance (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	24	22	0	0	1	0	0	1
UAA	39	33	0	4	1	0	0	1
UAF	43	33	2	4	1	2	0	1
UAS	3	2	0	0	1	0	0	0

Health Services (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	14	11	0	1	0	0	0	2
UAF	6	6	0	0	0	0	0	0
UAS	2	2	0	0	0	0	0	0

Human Resources (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	21	17	0	1	0	1	0	2
UAA	N/A							
UAF	N/A							
UAS	N/A							

Information Services (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	30	22	0	1	4	2	0	1
UAA	30	24	0	2	1	1	0	2
UAF	116	92	2	3	4	5	0	10
UAS	8	7	0	0	1	0	0	0

Marine (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	N/A							
UAF	2	2	0	0	0	0	0	0
UAS	N/A							

Real Property (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	7	5	0	0	1	0	0	1
UAA	N/A							
UAF	N/A							
UAS	N/A							

Research (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	2	2	0	0	0	0	0	0
UAA	51	42	0	2	2	2	1	2
UAF	106	83	0	5	5	9	0	4
UAS	3	2	1	0	0	0	0	0

Risk Management (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	3	3	0	0	0	0	0	0
UAA	6	3	0	0	2	0	0	1
UAF	9	7	0	1	0	1	0	0
UAS	0	0	0	0	0	0	0	0

Student Services (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	101	71	0	7	9	4	0	10
UAF	88	62	4	8	8	4	0	2
UAS	26	16	0	1	2	2	1	4

Training (Professional)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	58	45	3	1	3	3	1	2
UAF	44	29	3	5	2	3	0	2
UAS	6	6	0	0	0	0	0	0

CLERICAL TOTALS

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	33	25	0	1	1	1	0	5
UAA	227	157	3	24	9	14	0	20
UAF	225	165	2	12	10	19	0	17
UAS	37	27	1	2	3	2	0	2

BREAKDOWN FOR CLERICAL SUBCATEGORIES:

Administrative (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	14	12	0	0	0	0	0	2
UAA	104	74	1	8	2	6	0	13
UAF	120	89	1	7	5	11	0	7
UAS	23	18	0	1	2	0	0	2

Athletics (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	1	0	0	0	0	0	0	1
UAF	4	3	0	0	0	0	0	1
UAS	N/A							

Communication (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	0	0	0	0	0	0	0	0
UAA	12	8	0	3	0	0	0	1
UAF	0	0	0	0	0	0	0	0
UAS	1	1	0	0	0	0	0	0

Finance (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	6	4	0	1	1	0	0	0
UAA	33	22	1	3	4	2	0	1
UAF	46	34	0	1	2	4	0	5
UAS	3	2	0	0	0	1	0	0

Health Services (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	1	1	0	0	0	0	0	0
UAF	1	1	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Human Resources (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	12	9	0	0	0	0	0	3
UAA	9	7	0	1	0	0	0	1
UAF	11	7	0	1	1	1	0	1
UAS	0	0	0	0	0	0	0	0

Risk Management (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	1	0	0	0	0	1	0	0
UAA	0	0	0	0	0	0	0	0
UAF	0	0	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Safety Services (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	6	4	0	0	0	2	0	0
UAF	5	3	0	1	0	1	0	0
UAS	0	0	0	0	0	0	0	0

Student Services (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	36	28	1	5	1	0	0	1
UAF	33	24	1	2	1	2	0	3
UAS	10	6	1	1	1	1	0	0

Training (Clerical)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	25	13	0	4	2	4	0	2
UAF	5	4	0	0	1	0	0	0
UAS	0	0	0	0	0	0	0	0

TECHNICIAN TOTALS

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	13	11	0	1	0	0	0	1
UAA	79	68	2	4	3	1	0	1
UAF	153	113	1	7	11	6	0	15
UAS	15	11	0	0	2	1	0	1

BREAKDOWN FOR TECHNICIAN SUBCATEGORIES:

Administrative (Technician)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	0	0	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	1	0	0	0	0	1	0	0
UAS	0	0	0	0	0	0	0	0

Communication (Technician)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	1	1	0	0	0	0	0	0
UAA	34	28	1	3	1	1	0	0
UAF	64	49	0	3	6	1	0	5
UAS	5	3	0	0	1	0	0	1

Crafts & Trades (Technician)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	2	2	0	0	0	0	0	0
UAF	5	2	0	1	0	2	0	0
UAS	0	0	0	0	0	0	0	0

Information Services (Technician)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	12	10	0	1	0	0	0	1
UAA	19	17	1	0	1	0	0	0
UAF	28	22	0	1	0	1	0	4
UAS	6	5	0	0	0	1	0	0

Marine (Technician)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	N/A							
UAF	9	6	1	0	1	0	0	1
UAS	N/A							

Research (Technician)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	24	21	0	1	1	0	0	1
UAF	46	34	0	2	4	1	0	5
UAS	4	3	0	0	1	0	0	0

GENERAL CRAFT & TRADE TOTALS

	Total	White	Black	Hip	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	50	39	3	3	3	1	0	1
UAF	120	90	1	6	8	6	0	9
UAS	12	10	1	1	0	0	0	0

NO SUBCATEGORIES

GENERAL SERVICES & MAINTENANCE TOTALS

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	38	23	0	2	4	5	1	3
UAF	51	35	2	4	0	4	0	6
UAS	11	6	0	1	3	0	1	0

BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:

Crafts & Trades (General Service & Maintenance)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	24	19	0	3	1	0	0	1
UAF	30	23	0	1	1	3	0	2
UAS	12	7	0	1	0	2	1	1

Marine (General Service & Maintenance)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	N/A							
UAF	7	7	0	0	0	0	0	0
UAS	N/A							

Safety Services (General Services & Maintenance)

	Total	White	Black	Hisp	Asian	AN AI	NH PI	Two +
SO	N/A							
UAA	14	11	0	0	1	1	1	0
UAF	19	15	0	1	2	1	0	0
UAS	0	0	0	0	0	0	0	0