

**UNIVERSITY OF ALASKA**

**AFFIRMATIVE ACTION SUMMARY REPORT  
TO THE  
BOARD OF REGENTS  
2020**

**Prepared by the UA Statewide Office of Human Resources**

## Policy

Board of Regents' Policy 04.02.012 (B) states:

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

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

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

## Overview

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

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

### **Officials & Management**

Executive  
Management

### **Faculty**

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

### **Exempt & Non-Exempt Professional**

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

Training

### **Exempt & Non-Exempt Clerical**

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

### **Exempt & Non-Exempt Technician**

Communication  
Crafts & Trades  
Information Systems  
Marine  
Research

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

Crafts & Trades

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

Crafts & Trades  
Marine  
Safety Services

## **Total Employees System-wide by University and EEO Category**

This chart shows the total number of employees for the 2020 plan year by minority category and university. See pages 12 and 25 for breakdown by occupational category and job sub-category.

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Native Hawaiian/ Other Pacific Islander</b>	<b>Two or More Categories</b>
<b>SW</b>	195	159	8	5	6	5	3	9
<b>UAA</b>	1447	1148	42	63	68	52	11	63
<b>UAF</b>	1761	1447	21	54	71	99	5	64
<b>UAS</b>	279	220	3	10	20	11	2	13
<b>Total</b>	3682	2974	74	132	165	167	21	149

## Summary of Goal Areas by University for 2020 Plan Year

The chart below shows the annual goal areas for minorities and females by occupational category. Most universities have goals in some or all the categories. See pages 4 through 10 for breakdown by occupational category and job sub-category.

	<b>Officials &amp; Management</b>	<b>Faculty</b>	<b>Professional</b>	<b>Clerical</b>	<b>Technical</b>	<b>Crafts &amp; Trades</b>	<b>General Services &amp; Maintenance</b>
<b>SW</b>	None	N/A	None	None	None	N/A	N/A
<b>UAA</b>	<u>Minority:</u> Executive	<u>Female:</u> Associate Professors <u>Minority:</u> Assistant Professor	<u>Minority:</u> Admin, Communication, Research	<u>Minority:</u> Admin	<u>Female:</u> Communication	None	None
<b>UAF</b>	None	<u>Female:</u> Professors <u>Minority:</u> Professors	<u>Female:</u> Information Services; Risk Management <u>Minority:</u> Research	None	<u>Female:</u> Information Services <u>Minority:</u> Communication	<u>Minority:</u> L6070	<u>Minority:</u> Marine; Safety Services
<b>UAS</b>	None	<u>Minority:</u> Professors; Assistant Professors	None	None	None	None	None

## Goal Summary by Occupational Category – 2020 Plan Year

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

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

## **Officials & Managers\***

\*Prior to the last year (2019 plan year), the EEO Category was “Executive” and it did not include managers.

<b>Statewide Administration – Officials &amp; Managers – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	4	13%	14	45%	31
<b>2019</b>	10	20%	25	49%	51
<b>2020</b>	8	16%	26	51%	51

- Minority, Female: No underutilization.

<b>UAA – Officials &amp; Managers – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	2	10%	6	29%	21
<b>2019</b>	15	13%	72	61%	118
<b>2020</b>	14	13%	68	61%	111

- Minority: Underutilization within Executive.
- Female: No underutilization.

<b>UAF – Officials &amp; Managers – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	4	10%	15	38%	40
<b>2019</b>	18	11%	103	66%	157
<b>2020</b>	24	15%	109	67%	162

- Minority, Female: No underutilization.

<b>UAS – Officials &amp; Managers – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	1	10%	6	60%	10
<b>2019</b>	6	22%	18	67%	27
<b>2020</b>	5	22%	17	74%	23

- Minority, Female: No underutilization.

## Faculty

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

- Minority: Underutilization in Assistant Professor rank.
- Female: Underutilization in Associate Professor rank.

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

- Minority: Underutilization in Professor rank.
- Female: Underutilization in Professor rank.

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

- Minority: Underutilization in Professor and Assistant Professor ranks.
- Female: No underutilization.

## Professionals

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

- Minority, Female: No underutilization.

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

- Minority: Underutilization within Admin, Communication, and Research Professionals.
- Female: No underutilization.

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

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

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

- Minority, Female: No underutilization.

## Clerical

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

- Minority, Female: No underutilization.

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

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

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

- Minority, Female: No underutilization.

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

- Minority, Female: No underutilization.



## Technicians

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

- Minority, Female: No underutilization.

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

- Minority: No underutilization.
- Female: Underutilization within Communication Technicians.

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

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

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

- Minority, Female: No underutilization.

## General Crafts & Trades

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

- Minority, Female: No underutilization.

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

- Minority: Underutilization within Crafts & Trades.
- Female: No underutilization.

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

- Minority, Female: No underutilization.

## General Service & Maintenance

<b>UAA – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	19	40%	11	23%	47
<b>2019</b>	16	35%	8	17%	46
<b>2020</b>	14	34%	5	12%	41

- Minority, Female: No underutilization.

<b>UAF – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	7	16%	6	14%	44
<b>2019</b>	6	13%	8	17%	48
<b>2020</b>	9	18%	11	22%	49

- Minority: Underutilization with Marine and Safety Services.
- Female: No underutilization.

<b>UAS – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2018</b>	12	75%	1	6%	16
<b>2019</b>	10	67%	1	7%	15
<b>2020</b>	9	69%	1	8%	13

- Minority, Female: No underutilization.

## Total Employees by Category and University

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

### **OFFICIALS & MANAGEMENT TOTALS**

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	51	43	2	0	2	0	2	2
<b>UAA</b>	111	97	1	5	3	2	0	3
<b>UAF</b>	162	138	3	3	1	8	0	9
<b>UAS</b>	23	18	0	1	1	1	0	2

#### **BREAKDOWN FOR OFFICIALS & MANAGEMENT SUBCATEGORIES:**

##### Executive

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	32	28	1	0	0	0	2	1
<b>UAA</b>	18	18	0	0	0	0	0	0
<b>UAF</b>	37	31	1	0	1	3	0	1
<b>UAS</b>	9	8	0	0	0	0	0	1

##### Management

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	19	15	1	0	2	0	0	1
<b>UAA</b>	93	79	1	5	3	2	0	3
<b>UAF</b>	125	107	2	3	0	5	0	8
<b>UAS</b>	14	10	0	1	1	1	0	1

## FACULTY TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A							
UAA	549	452	11	16	35	20	2	13
UAF	545	449	4	11	48	19	1	13
UAS	102	95	0	1	2	3	0	1

### BREAKDOWN FOR FACULTY SUBCATEGORIES:

#### Professor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A							
UAA	129	100	1	4	16	6	0	2
UAF	156	131	1	2	20	0	0	2
UAS	21	21	0	0	0	0	0	0

#### Associate Professor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A							
UAA	135	112	2	5	11	2	0	3
UAF	156	129	1	4	13	5	1	3
UAS	29	26	0	0	1	2	0	0

#### Assistant Professor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A							
UAA	189	159	4	6	5	9	1	5
UAF	152	123	1	3	9	11	0	5
UAS	45	42	0	1	1	1	0	0

## Instructor

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	N/A							
<b>UAA</b>	34	27	3	0	1	0	1	2
<b>UAF</b>	31	23	1	2	2	2	0	1
<b>UAS</b>	1	1	0	0	0	0	0	0

## Post-Doctoral Fellow

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	N/A							
<b>UAA</b>	12	10	0	0	0	2	0	0
<b>UAF</b>	37	30	0	0	4	1	0	2
<b>UAS</b>	1	1	0	0	0	0	0	0

## Academic Leadership

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	N/A							
<b>UAA</b>	50	44	1	1	2	1	0	1
<b>UAF</b>	13	13	0	0	0	0	0	0
<b>UAS</b>	5	4	0	0	0	0	0	1

## PROFESSIONAL TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	101	82	3	3	4	3	1	5
UAA	384	302	14	20	11	16	4	17
UAF	488	405	5	15	10	32	4	17
UAS	65	52	0	3	4	3	1	2

### BREAKDOWN FOR PROFESSIONAL SUBCATEGORIES:

#### Administrative (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	10	8	0	0	1	0	0	1
UAA	80	65	1	4	0	4	0	6
UAF	73	55	0	3	2	8	1	4
UAS	5	5	0	0	0	0	0	0

#### Athletics (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	24	17	3	0	1	1	0	2
UAF	20	15	0	1	2	0	0	2
UAS	N/A	0	0	0	0	0	0	0

#### Communication (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	11	11	0	0	0	0	0	0
UAF	39	37	0	0	0	1	0	1
UAS	4	4	0	0	0	0	0	0

### Crafts & Trades (Professionals)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	6	3	1	2	0	0	0	0
UAF	16	16	0	0	0	0	0	0
UAS	2	1	0	0	0	0	0	1

### Finance (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	23	21	0	0	1	0	0	1
UAA	25	17	0	3	2	0	1	2
UAF	42	32	0	2	1	3	1	3
UAS	5	2	0	0	3	0	0	0

### Health Services (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	16	13	0	0	1	2	0	0
UAF	7	6	0	0	0	1	0	0
UAS	3	3	0	0	0	0	0	0

### HR (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	18	12	2	2	0	1	0	1
UAA	N/A	0	0	0	0	0	0	0
UAF	N/A	0	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

### Information Services (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	39	32	1	1	2	2	0	1
UAA	34	31	1	0	0	0	0	2
UAF	75	68	0	1	2	2	0	2
UAS	8	6	0	0	1	0	0	1



Marine (Professional)

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

Real Property (Professional)

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

Research (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	2	2	0	0	0	0	0	0
UAA	51	43	1	2	4	0	0	1
UAF	105	95	1	2	1	4	0	2
UAS	3	3	0	0	0	0	0	0

Risk (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	2	2	0	0	0	0	0	0
UAA	4	4	0	0	0	0	0	0
UAF	8	6	0	1	0	1	0	0
UAS	1	0	0	1	0	0	0	0

Student Services (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	88	63	7	6	2	5	1	4
UAF	69	47	3	3	2	10	2	2
UAS	27	22	0	2	0	2	1	0

## Training (Professional)

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	N/A	0	0	0	0	0	0	0
<b>UAA</b>	45	35	0	3	1	4	2	0
<b>UAF</b>	32	27	0	2	0	2	0	1
<b>UAS</b>	7	6	0	0	0	1	0	0

## CLERICAL TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	25	20	2	1	0	1	0	1
UAA	233	164	14	13	9	10	3	20
UAF	259	191	7	16	8	23	0	14
UAS	51	32	2	3	5	3	0	6

### BREAKDOWN FOR CLERICAL SUBCATEGORIES:

#### Administrative (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	10	9	0	0	0	0	0	1
UAA	123	96	5	2	5	5	2	8
UAF	135	101	5	9	4	11	0	5
UAS	25	19	0	1	0	2	0	3

#### Athletics (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	4	3	1	0	0	0	0	0
UAF	4	4	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

#### Communications (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	12	7	0	2	0	0	1	2
UAF	3	3	0	0	0	0	0	0
UAS	1	1	0	0	0	0	0	0

Finance (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	5	3	0	1	0	1	0	0
UAA	38	25	3	2	2	2	0	4
UAF	51	40	2	1	2	5	0	1
UAS	8	4	0	0	2	0	0	2

Health Services (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	2	2	0	0	0	0	0	0
UAF	3	1	0	2	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Human Resources (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	9	7	2	0	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	11	7	0	1	0	0	0	3
UAS	2	1	0	0	0	0	0	1

Risk Management (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	1	1	0	0	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	N/A	0	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Safety Services (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	6	4	1	0	0	1	0	0
UAF	5	2	0	1	0	0	0	2
UAS	N/A	0	0	0	0	0	0	0

Student Services (Clerical)

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	N/A	0	0	0	0	0	0	0
<b>UAA</b>	48	27	4	7	2	2	0	6
<b>UAF</b>	35	23	0	2	2	7	0	1
<b>UAS</b>	15	7	2	2	3	1	0	0

Training (Clerical)

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	N/A	0	0	0	0	0	0	0
<b>UAA</b>	N/A	1	0	0	0	0	0	0
<b>UAF</b>	12	10	0	0	0	0	0	2
<b>UAS</b>	N/A	0	0	0	0	0	0	0

## TECHNICIAN TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	18	14	1	1	0	1	0	1
UAA	81	67	0	4	4	0	1	5
UAF	139	122	0	3	4	7	0	3
UAS	14	12	1	0	1	0	0	0

### BREAKDOWN FOR TECHNICIAN SUBCATEGORIES:

#### Communication (Technician)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	2	2	0	0	0	0	0	0
UAA	38	33	0	2	1	0	0	2
UAF	60	56	0	0	1	0	0	3
UAS	5	4	1	0	0	0	0	0

#### Crafts & Trades (Technician)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	1	1	0	0	0	0	0	0
UAF	6	6	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

#### Information Services (Technician)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	16	12	1	1	0	1	0	1
UAA	21	17	0	1	0	0	1	2
UAF	26	23	0	1	1	1	0	0
UAS	5	4	0	0	1	0	0	0

### Marine (Technician)

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	0	0	0	0	0	0	0	0
<b>UAA</b>	0	0	0	0	0	0	0	0
<b>UAF</b>	7	6	0	0	1	0	0	0
<b>UAS</b>	N/A	0	0	0	0	0	0	0

### Research (Technician)

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	0	0	0	0	0	0	0	0
<b>UAA</b>	21	16	0	1	3	0	0	1
<b>UAF</b>	40	31	0	2	1	6	0	0
<b>UAS</b>	4	4	0	0	0	0	0	0

## **GENERAL CRAFT & TRADE TOTALS**

	<b>Total Employees</b>	<b>White</b>	<b>Black</b>	<b>Hispanic /Latino</b>	<b>Asian</b>	<b>Alaska Native/ American Indian</b>	<b>Hawaiian/ Other Pac Islanders</b>	<b>Two or more Categories</b>
<b>SW</b>	<b>N/A</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>UAA</b>	<b>48</b>	<b>39</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>
<b>UAF</b>	<b>119</b>	<b>102</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>5</b>
<b>UAS</b>	<b>11</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>

**NO SUBCATEGORIES**



## GENERAL SERVICES & MAINTENANCE TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	41	27	2	1	4	3	1	3
UAF	49	40	1	1	0	4	0	3
UAS	13	4	0	1	6	1	1	0

### BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:

#### Crafts & Trades (General Service & Maintenance)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	27	20	0	1	2	3	1	0
UAF	24	16	1	0	0	4	0	3
UAS	13	4	0	1	6	1	1	0

#### Marine (General Service & Maintenance)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	8	8	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

#### Safety Services (General Services & Maintenance)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	N/A	0	0	0	0	0	0	0
UAA	14	7	2	0	2	0	0	3
UAF	17	16	0	1	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0