

**UNIVERSITY OF ALASKA**

*AFFIRMATIVE ACTION SUMMARY REPORT  
TO THE  
BOARD OF REGENTS  
2024*

**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 recruiting and retaining 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 2024 Affirmative Action Plans for System Office (SO), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) utilize 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  
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 2024 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
<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	247	189	4	6	19	6	1	22
<b>UAA</b>	1573	1202	38	84	80	59	7	103
<b>UAF</b>	2003	1555	34	86	97	104	5	122
<b>UAS</b>	289	224	2	11	18	16	1	17
<b>Total</b>	<b>4112</b>	<b>3170</b>	<b>78</b>	<b>187</b>	<b>214</b>	<b>185</b>	<b>14</b>	<b>264</b>

## Summary of Goal Areas by University for 2024 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 a breakdown by occupational category and job sub-category.

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

## Goal Summary by Occupational Category – 2024 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 (2020 through 2023) with the 2024 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 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 trends.

### Officials & Managers

System Office – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2020	8	16%	26	51%	51
2021	7	15%	27	56%	48
2022	5	10%	28	58%	48
2023	17	29%	35	60%	58
2024	10	16%	40	63%	63

Female: None

Minority: Underutilization in Management

UAA – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2020	14	13%	68	61%	111
2021	15	13%	68	58%	117
2022	17	16%	63	59%	107
2023	34	26%	84	63%	133
2024	32	21%	99	64%	155

Female: None

Minority: None

<b>UAF – Officials &amp; Managers – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	24	15%	109	67%	162
<b>2021</b>	26	15%	122	71%	173
<b>2022</b>	20	13%	99	66%	149
<b>2023</b>	37	21%	123	70%	176
<b>2024</b>	31	16%	134	69%	194

Female: None

Minority: Underutilization in Executive and Management

<b>UAS – Officials &amp; Managers – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	5	22%	17	74%	23
<b>2021</b>	5	19%	19	70%	27
<b>2022</b>	5	17%	22	76%	29
<b>2023</b>	6	26%	25	76%	33
<b>2024</b>	7	21%	23	70%	33

Female: None

Minority: None

### Faculty

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

<b>UAA – Faculty – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	97	18%	283	52%	549
<b>2021</b>	89	17%	276	53%	524
<b>2022</b>	91	18%	264	54%	493
<b>2023</b>	84	17%	272	55%	498
<b>2024</b>	94	18%	281	55%	513

Female: Underutilization in Associate Professor rank

Minority: Underutilization in Instructor, Assistant Professor, Professor, and Academic Leadership

<b>UAF – Faculty – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	96	18%	240	44%	545
<b>2021</b>	95	18%	234	44%	531
<b>2022</b>	105	21%	219	44%	493
<b>2023</b>	138	25%	248	45%	555
<b>2024</b>	135	25%	252	46%	551

Female: Underutilization in Instructor

Minority: Underutilization in Instructor, Assistant Professor, Associate Professor and Professor

<b>UAS – Faculty – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	7	7%	46	45%	102
<b>2021</b>	9	9%	47	46%	102
<b>2022</b>	10	10%	51	53%	97
<b>2023</b>	22	21%	57	55%	104
<b>2024</b>	17	16%	61	56%	108

Female: None

Minority: Underutilization in Associate Professor

### Professionals

<b>System Office – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	19	19%	56	55%	101
<b>2021</b>	18	17%	64	59%	108
<b>2022</b>	22	22%	66	65%	102
<b>2023</b>	23	19%	78	65%	120
<b>2024</b>	35	24%	88	61%	144

Female: None

Minority: Underutilization in Finance and Information Services

<b>UAA – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	82	21%	247	64%	384
<b>2021</b>	83	22%	253	66%	381
<b>2022</b>	83	23%	238	65%	366
<b>2023</b>	99	23%	288	66%	436
<b>2024</b>	109	23%	305	65%	472

Female: None

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

<b>UAF – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	83	17%	273	56%	488
<b>2021</b>	91	17%	289	55%	523
<b>2022</b>	104	20%	283	54%	522
<b>2023</b>	133	23%	316	54%	589
<b>2024</b>	156	22%	397	56%	709

Female: Underutilization in Athletics and Information Services

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



<b>UAS – Professionals – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	13	20%	43	66%	65
<b>2021</b>	17	28%	36	59%	61
<b>2022</b>	9	16%	34	61%	56
<b>2023</b>	15	25%	35	59%	59
<b>2024</b>	16	24%	46	68%	68

Female: None  
 Minority: None

**Clerical**

<b>System Office – Clerical– Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	5	20%	22	88%	25
<b>2021</b>	5	19%	23	88%	26
<b>2022</b>	5	18%	27	96%	28
<b>2023</b>	8	24%	30	91%	33
<b>2024</b>	9	32%	27	96%	28

Female: None  
 Minority: None

<b>UAA – Clerical – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	69	30%	186	80%	233
<b>2021</b>	75	31%	184	76%	239
<b>2022</b>	89	38%	169	73%	233
<b>2023</b>	70	31%	159	70%	227
<b>2024</b>	92	37%	178	72%	248

Female: None  
 Minority: Underutilization in Admin and Student Services

<b>UAF – Clerical – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	68	26%	218	84%	259
<b>2021</b>	59	24%	214	87%	247
<b>2022</b>	51	25%	166	82%	202
<b>2023</b>	60	27%	189	84%	225
<b>2024</b>	63	28%	179	80%	223

Female: Underutilization in Athletics, Student Services, and Finance  
 Minority: None

<b>UAS – Clerical – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	19	37%	45	88%	51
<b>2021</b>	16	36%	40	89%	45
<b>2022</b>	14	37%	35	92%	38
<b>2023</b>	10	27%	35	95%	37
<b>2024</b>	13	34%	32	84%	38

Female: None  
 Minority: None

**Technicians**

<b>System Office – Technicians – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	4	22%	4	22%	18
<b>2021</b>	5	28%	2	11%	18
<b>2022</b>	5	50%	2	20%	10
<b>2023</b>	2	15%	2	15%	13
<b>2024</b>	4	33%	1	8%	12

Female: Underutilization in Information Services  
 Minority: None

<b>UAA – Technicians – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	14	17%	37	46%	81
<b>2021</b>	15	18%	35	43%	82
<b>2022</b>	15	18%	36	42%	85
<b>2023</b>	11	14%	34	43%	79
<b>2024</b>	18	20%	42	47%	89

Female: Underutilization in Research  
 Minority: Underutilization in Communication, Information Services

<b>UAF – Technicians – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	17	12%	71	51%	139
<b>2021</b>	20	14%	71	51%	138
<b>2022</b>	23	17%	63	47%	133
<b>2023</b>	40	26%	76	50%	153
<b>2024</b>	26	17%	80	53%	151

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

<b>UAS – Technicians – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	2	14%	7	50%	14
<b>2021</b>	2	13%	9	56%	16
<b>2022</b>	1	8%	7	58%	12
<b>2023</b>	4	27%	8	53%	15
<b>2024</b>	1	6%	9	53%	17

Female: None  
 Minority: None

### General Crafts & Trades

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

<b>UAA – General Crafts &amp; Trades – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	9	19%	4	8%	48
<b>2021</b>	9	20%	5	11%	45
<b>2022</b>	8	19%	4	9%	43
<b>2023</b>	11	22%	3	6%	50
<b>2024</b>	9	17%	4	7%	54

Female: None  
 Minority: Underutilization in L6070

<b>UAF – General Crafts &amp; Trades – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	17	14%	8	7%	119
<b>2021</b>	16	13%	12	10%	119
<b>2022</b>	22	20%	12	11%	111
<b>2023</b>	30	25%	12	10%	120
<b>2024</b>	24	21%	11	10%	113

Female: None  
 Minority: Underutilization in L6070

<b>UAS – General Crafts &amp; Trades – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	4	36%	0	0%	11
<b>2021</b>	6	46%	0	0%	13
<b>2022</b>	7	54%	0	0%	13
<b>2023</b>	2	17%	0	0%	12
<b>2024</b>	5	42%	0	0%	12

Female: None  
 Minority: None

### General Service & Maintenance

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

<b>UAA – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	14	34%	5	12%	41
<b>2021</b>	13	38%	4	12%	34
<b>2022</b>	15	39%	6	16%	38
<b>2023</b>	8	21%	8	21%	38
<b>2024</b>	17	40%	12	29%	42

Female: None  
 Minority: None

<b>UAF – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	9	18%	11	22%	49
<b>2021</b>	9	18%	9	18%	50
<b>2022</b>	16	31%	11	22%	51
<b>2023</b>	11	20%	15	27%	56
<b>2024</b>	13	21%	14	23%	62

Female: None  
 Minority: Underutilization in Marine and Safety

<b>UAS – General Service &amp; Maintenance – Employee Count</b>					
<b>Plan Year</b>	<b>Minorities</b>		<b>Female</b>		<b>Total Employees</b>
<b>2020</b>	9	69%	1	8%	13
<b>2021</b>	7	64%	1	9%	11
<b>2022</b>	5	45%	0	0%	11
<b>2023</b>	5	42%	1	8%	12
<b>2024</b>	6	46%	1	8%	13

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
<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>

### OFFICIALS & MANAGEMENT TOTALS

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	63	53	1	0	2	1	1	5
<b>UAA</b>	155	123	4	8	3	7	0	10
<b>UAF</b>	194	163	4	5	3	13	0	6
<b>UAS</b>	33	26	0	2	2	1	0	2

### BREAKDOWN FOR OFFICIALS & MANAGEMENT SUBCATEGORIES:

#### Executive

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	34	27	1	0	1	1	1	3
<b>UAA</b>	25	21	1	0	1	0	0	2
<b>UAF</b>	42	34	0	0	1	5	0	2
<b>UAS</b>	11	9	0	1	1	0	0	0

#### Management

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	29	26	0	0	1	0	0	2
<b>UAA</b>	130	102	3	8	2	7	0	8
<b>UAF</b>	152	129	4	5	2	8	0	4
<b>UAS</b>	22	17	0	1	1	1	0	2

**FACULTY TOTALS**

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	513	419	10	12	38	20	1	13
<b>UAF</b>	551	416	11	18	58	19	3	26
<b>UAS</b>	108	91	0	1	2	10	0	4

**BREAKDOWN FOR FACULTY SUBCATEGORIES:**

Professor

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	115	89	0	4	18	3	0	1
<b>UAF</b>	133	111	1	3	14	2	1	1
<b>UAS</b>	30	28	0	0	0	1	0	1

Associate Professor

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	86	68	1	4	7	2	0	4
<b>UAF</b>	128	101	1	3	16	2	0	5
<b>UAS</b>	20	19	0	1	0	0	0	0

Assistant Professor

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	224	186	6	3	13	8	1	7
<b>UAF</b>	190	131	8	6	19	10	1	15
<b>UAS</b>	55	41	0	0	2	9	0	3

Instructor

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	42	38	1	0	0	2	0	1
<b>UAF</b>	23	19	0	1	1	0	0	2
<b>UAS</b>	1	1	0	0	0	0	0	0

Post-Doctoral Fellow

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	5	4	0	0	0	1	0	0
<b>UAF</b>	53	35	1	4	7	3	1	2
<b>UAS</b>	2	2	0	0	0	0	0	0

Academic Leadership

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	41	34	2	1	0	4	0	0
<b>UAF</b>	24	19	0	1	1	2	0	1
<b>UAS</b>	0	0	0	0	0	0	0	0

**PROFESSIONAL TOTALS**

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	144	109	2	3	14	3	0	13
<b>UAA</b>	472	363	12	30	22	10	3	32
<b>UAF</b>	709	553	16	35	19	37	2	47
<b>UAS</b>	68	52	0	4	6	2	0	4

**BREAKDOWN FOR PROFESSIONAL SUBCATEGORIES:**

Administrative (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	32	24	0	1	3	1	0	3
<b>UAA</b>	102	81	5	6	1	3	1	5
<b>UAF</b>	122	93	4	9	5	7	0	4
<b>UAS</b>	6	5	0	1	0	0	0	0

Athletics (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	25	19	0	1	1	0	0	4
UAF	25	21	0	2	0	0	0	2
UAS	N/A							

Communication (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	8	8	0	0	0	0	0	0
UAA	12	11	0	0	0	0	0	1
UAF	43	39	0	0	0	0	0	4
UAS	5	5	0	0	0	0	0	0

Crafts & Trades (Professionals)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	9	6	0	2	1	0	0	0
UAF	18	15	0	1	0	1	1	0
UAS	1	1	0	0	0	0	0	0

Finance (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	28	23	1	0	1	0	0	3
UAA	45	29	0	6	2	1	1	6
UAF	65	47	5	5	3	1	0	4
UAS	4	2	0	0	2	0	0	0

Health Services (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	15	13	0	1	0	1	0	0
UAF	8	5	1	2	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 +
<b>SO</b>	18	14	0	1	0	1	0	2
<b>UAA</b>	N/A							
<b>UAF</b>	N/A							
<b>UAS</b>	N/A							

Information Services (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	44	30	1	1	8	1	0	3
<b>UAA</b>	36	27	1	1	3	1	0	3
<b>UAF</b>	127	105	2	3	3	3	0	11
<b>UAS</b>	9	7	0	0	1	0	0	1

Marine (Professional)

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

Real Property (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	8	5	0	0	2	0	0	1
<b>UAA</b>	N/A							
<b>UAF</b>	N/A							
<b>UAS</b>	N/A							

Research (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	2	1	0	0	0	0	0	1
<b>UAA</b>	56	47	0	2	3	0	0	4
<b>UAF</b>	135	110	1	4	5	8	0	7
<b>UAS</b>	3	3	0	0	0	0	0	0

Risk Management (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	4	4	0	0	0	0	0	0
UAA	6	5	0	0	0	1	0	0
UAF	11	9	0	0	0	1	0	1
UAS	1	0	0	0	1	0	0	0

Student Services (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	105	74	5	9	7	2	0	8
UAF	102	70	2	5	1	13	1	10
UAS	28	19	0	3	2	1	0	3

Training (Professional)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	61	51	1	2	4	1	1	1
UAF	51	38	0	4	2	3	0	4
UAS	9	8	0	0	0	1	0	0

**CLERICAL TOTALS**

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	28	19	0	2	2	1	0	4
UAA	248	156	10	19	8	14	3	38
UAF	223	160	2	14	9	17	0	21
UAS	38	25	1	3	2	2	0	5

**BREAKDOWN FOR CLERICAL SUBCATEGORIES:**

Administrative (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	10	7	0	1	1	0	0	1
UAA	117	75	4	9	4	5	1	19
UAF	131	91	2	11	5	11	0	11
UAS	23	16	0	1	1	1	0	4

Athletics (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	2	1	0	0	0	0	0	1
UAF	4	4	0	0	0	0	0	0
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	11	9	0	2	0	0	0	0
UAF	1	0	0	0	0	1	0	0
UAS	1	1	0	0	0	0	0	0

Finance (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	7	4	0	1	1	1	0	0
UAA	37	22	1	2	4	2	2	4
UAF	37	27	0	0	3	2	0	5
UAS	4	3	0	1	0	0	0	0

Health Services (Clerical)

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

Human Resources (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	10	7	0	0	0	0	0	3
UAA	13	10	1	0	0	0	0	2
UAF	10	8	0	1	0	0	0	1
UAS	0	0	0	0	0	0	0	0

Risk Management (Clerical)

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

Safety Services (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	7	7	0	0	0	0	0	0
<b>UAF</b>	6	5	0	1	0	0	0	0
<b>UAS</b>	0	0	0	0	0	0	0	0

Student Services (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	44	28	4	5	0	3	0	4
<b>UAF</b>	28	21	0	1	1	2	0	3
<b>UAS</b>	10	5	1	1	1	1	0	1

Training (Clerical)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
<b>SO</b>	N/A							
<b>UAA</b>	15	3	0	1	0	3	0	8
<b>UAF</b>	6	4	0	0	0	1	0	1
<b>UAS</b>	0	0	0	0	0	0	0	0

**TECHNICIAN TOTALS**

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	12	8	1	1	1	1	0	0
UAA	89	71	0	8	4	2	0	4
UAF	151	125	0	9	6	3	0	8
UAS	17	16	1	0	0	0	0	0

**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	0	0	0	0	0	0	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	48	36	0	6	2	2	0	2
UAF	65	55	0	3	2	1	0	4
UAS	6	5	1	0	0	0	0	0

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	1	0	0	1
UAS	0	0	0	0	0	0	0	0

Information Services (Technician)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	11	7	1	1	1	1	0	0
UAA	19	16	0	1	0	0	0	2
UAF	25	21	0	2	0	0	0	2
UAS	6	6	0	0	0	0	0	0

Marine (Technician)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	N/A							
UAF	8	7	0	0	1	0	0	0
UAS	N/A							

Research (Technician)

	Total	White	Black	Hisp	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	20	17	0	1	2	0	0	0
UAF	47	39	0	3	2	2	0	1
UAS	5	5	0	0	0	0	0	0

Training (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	1	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

**GENERAL CRAFT & TRADE TOTALS**

	Total	White	Black	Hip	Asian	AN   AI	NH   PI	Two +
SO	N/A							
UAA	54	45	1	3	2	1	0	2
UAF	113	89	1	3	0	12	0	8
UAS	12	7	0	0	2	1	0	2

*NO SUBCATEGORIES*

**GENERAL SERVICES & MAINTENANCE TOTALS**

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

<b>UAA</b>	42	25	1	4	3	5	0	4
<b>UAF</b>	62	49	0	2	2	3	0	6
<b>UAS</b>	13	7	0	1	4	0	1	0

**BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:**

Crafts & Trades (General Service & Maintenance)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	25	15	1	4	3	2	0	0
<b>UAF</b>	33	21	0	1	2	3	0	6
<b>UAS</b>	13	7	0	1	4	0	1	0

Marine (General Service & Maintenance)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	N/A							
<b>UAF</b>	8	8	0	0	0	0	0	0
<b>UAS</b>	N/A							

Safety Services (General Services & Maintenance)

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Hisp</b>	<b>Asian</b>	<b>AN   AI</b>	<b>NH   PI</b>	<b>Two +</b>
<b>SO</b>	N/A							
<b>UAA</b>	17	10	0	0	0	3	0	4
<b>UAF</b>	21	20	0	1	0	0	0	0
<b>UAS</b>	N/A							