

**NEW MEXICO TECH
AFFIRMATIVE ACTION PLAN
2019**

Table of Contents

Dissemination and Responsibility for Implementation of Policy.....	Tab 1
Development and Execution of Programs.....	Tab 2
NMT Placement Goals Analysis.....	Tab 3
NMT Organizational Chart.....	Tab 4
NMT Affirmative Action Plan for Individuals with Disabilities and Veterans of the Vietnam Era.....	Tab 5
NMT Workforce Analysis by Job Group.....	Tab 6
NMT Workforce Analysis by Department.....	Tab 7
Availability Factor Form	Tab 8

Policies of Equal Opportunity and Affirmative Action

New Mexico Institute of Mining & Technology/New Mexico Tech is committed to equal employment opportunity and affirmative action in all of its personnel policies and procedures. New Mexico Tech is firmly committed to a policy of nondiscrimination on the basis of race, color, sex, religion, ancestry, national origin, physical or mental disability, Vietnam Era or veteran status. Any evidence of actions or procedures inconsistent with this policy should be brought to the attention of the Office of Affirmative Action and Compliance.

Equal opportunity refers to the right of every person to be judged on the basis of relevant skills, experience, and training; free from judgment on the basis of irrelevant criteria such as sex, age, ethnic background, handicap, disability or veteran status.

To help ensure nondiscriminatory practices, New Mexico Tech has a Director of Affirmative Action and Compliance who reports directly to the President of the Institute. Achieving equal opportunity requires the active cooperation and awareness of every person with supervisory responsibility. It is the policy of New Mexico Tech to make every effort to find highly qualified applicants of both genders and various ethnic groups. It is also the Institute's policy to provide advancement opportunities for these employees whenever possible, and to take affirmative action with regards to recruitment and employment of qualified women and minorities.

In the final analysis, meeting the letter of the law and the strict requirement of our policies will not be enough. We will be evaluated and we should evaluate ourselves by our actual success in achieving our goals. New Mexico Tech will continue to analyze its personnel actions to assure compliance with its affirmative action program.

Stephen Wells, President

Tab 1

Introduction

New Mexico Institute of Mining and Technology is located in Socorro, New Mexico. New Mexico Tech is an institute of higher learning offering both undergraduate and graduate degrees. The institute integrates education, research, public service, and economic development through emphasis on science, engineering, and natural resources. New Mexico Tech is a reflection of the state of New Mexico. It is both small in population as compared to other universities and it is diverse in faculty, staff and student population. Its size and diversity contribute to the collegiality and citizenship amongst faculty and staff and ultimately student beneficiaries. The sense of cultural awareness permeates the environment for both staff and student populations. Supporting diversity mandates awareness in all aspects of the university from hiring practices, promotions, staff development to curricular offerings for students. Supporting diversity also mandates continual and relevant staff training to ensure opportunity for interactive discussions and exchange that support understanding and cultural tolerance for one another.

The Institute's Equal Employment Opportunity (EEO) and Affirmative Action Office works closely with the Office of the President and all institute departments to provide authentic trainings and services to the faculty and staff of New Mexico Tech.

Dissemination and Responsibility For Implementation of the Policy

41 C.F.R. 60-2.17 (a)

New Mexico Tech President Stephen Wells has the overall responsibility to implement the Institute's Equal Employment Opportunity (EEO) policy and Affirmative Action Plan. President Wells has assigned coordination of responsibilities to implement the policy and affirmative action program to the Director of Affirmative Action who has full support of and access to all administrative and supervisory personnel.

The Director of Affirmative Action and Compliance is directly responsible for the development and implementation of the Equal Employment Opportunity/Affirmative Action Program. The Director of Affirmative Action and Compliance reports directly to the president of the Institute and is given top management support and reasonable staff necessary to discharge the responsibilities and duties of the office. The name of the

Director of Affirmative Action and Compliance appears on all communications, internal and external, which deal with the Institute's Equal Employment Opportunity/Affirmative Action Program. Dr. Wells has assigned coordination of responsibilities to the Director of Affirmative Action:

Randy Saavedra
Director Affirmative Action Department
801 Leroy Place, Fitch 213,
Socorro, New Mexico 87801
575 835-5005

Responsibilities of Director, Affirmative Action and Compliance
60-2.17 (i)

1. Develop and maintain an affirmative action program.
2. Assist administrative and supervisory personnel to arrive at solutions to problems arising from the implementation of the EEO and Affirmative Action Program.
3. Design and implement a system to determine the degree of success in meeting affirmative action goals and objectives including both long and short term goals and objectives.
4. Serve as a liaison between the Institute and state/federal agencies on affirmative action and EEO issues. Maintain active contact with agencies.
5. Keep management informed of the latest information/regulations in EEO and affirmative action.
6. Investigate and respond to complaints of alleged discrimination.
7. Review Institute's policies relevant to affirmative action and recommend modifications as needed.
8. Conduct training and informational sessions relevant to NMT affirmative action and EEO issues including harassment and other areas. Work with supervisors and/or departments as needed.
9. Work with management to develop ways of correcting deficiencies and of achieving program goals. Regular discussions with academic and non-academic managers will be held to assure that the Equal Employment Opportunity/Affirmative Action Policy is being adhered to and that they understand that evaluation of their own work performances will include their efforts on behalf of equal employment opportunity/affirmative action objectives.
10. Review and audit departmental patterns of recruitment, promotions, etc.

Duties of Administrative Management

1. Cooperate with office of affirmative action in the resolution of problem areas, the attainment of NMT affirmative action goals and the insurance of equal employment opportunity in all employment practices.
2. Meet with personnel to ensure that employment practices are non-discriminatory
3. Ensure that minorities and women are given full opportunities for employment, transfers, and promotions.

4. Coordinate with Human Resources, Affirmative Action and other departments to scheduled relevant training for staff.

Responsibilities of Director, Human Resources

1. Ensure that all tests used for hiring, promotion, or transfers have been validated for elimination of bias. Conduct annual review of HR processes and procedures.
2. Assist internal applicants as requested to make them more competitive for promotional opportunities.
3. Develop sources for female and minority candidates for all job groups by implementation of effective outreach and recruitment procedures.
4. Coordinate training with Affirmative Action Department to schedule EEO training for supervisory personnel to ensure hiring and promotion procedures and practices are free from discrimination.

Internal Dissemination

The administration's policy of equal opportunity through affirmative action includes the practice that program guidelines are disseminated throughout the Institute as follows:

- The policy statement and the basic provisions of the Affirmative Action Program (with reference to the complete program) are printed in the New Mexico Tech Employee Handbook distributed and discussed with all regular employees at time of hire.
- New Mexico Tech's support of the Equal Employment Opportunity Program is regularly reaffirmed through exposure in "SCOPE", the campus newsletter, staff development trainings, student run newspaper, Pay Dirt and in other publications disseminated to employees and students (course catalog, recruitment brochures, etc.).
- The President, once per semester at Cabinet meetings, discusses the intent of the policy and individual responsibility for effective implementation, making clear each administrator's responsibility for discussion with key individuals reporting to them.
- Policy objectives and requirements are discussed in employee orientation sessions.
- Communications are directed to all employees to familiarize them with the Affirmative Action Program and to inform employees of opportunities and responsibilities under affirmative action.
- New Mexico Tech periodically holds training seminars on affirmative action, relevant laws, etc. offered to all NMT staff to increase awareness and sensitivity. Staff is allowed to attend outside training on related topics.

External Dissemination

The Equal Employment Opportunity/Affirmative Action Program requires continual dissemination of the Institute's participation both on and off campus. Such coverage includes, but is not limited to the following items:

- Sources for potential students or employees are made aware of the Institute's participation in and adherence to the Equal Employment Opportunity/affirmative Action Program.
- The Equal Employment Opportunity/Affirmative Action clause is included on all orders, leases, contracts, bid requests, applications, brochures, catalogs, and any other similar material scheduled for distribution outside the Institute.
- Applicants and prospective employees are given copies of the Institute policy statement.
- The Institute annually provides a written statement of the Institute's policy to minority and women's organizations, community agencies, leaders, educational guidance counselors, and schools.
- All students and employee recruitment materials picturing employees and/or students include minority men and women.

Tab 2

Development and Execution of Action Oriented Programs 41 C.F.R. 60 2.17 (iii)

The following processes will continue to be implemented and improved upon to assure that New Mexico Tech is continually recruiting, hiring and promoting minorities and women and that their representation in the NMT workforce continually increases to indicate good faith efforts on the part of all departments and divisions within the Institute.

Posting, Recruitment and Selection Process

- The Human Resources Department reviews all position descriptions as requests to fill open positions are received. This review includes a position description questionnaire that is completed by the requesting department. Subsequent to the Human Resources Department review, the description is reviewed by the Affirmative Action Department.
- The Human Resources validates the position specifications with the hiring department to determine that the appropriate essential elements are the focus of the position description.
- These validated job descriptions and job related specifications are available to all persons involved in the recruiting, screening, selection, and promotion process. They are also part of the internet and bulletins that are available to various recruiting sources and interested applicants. Position postings records are kept for five years.
- The Human Resources Department continually reviews recruitment sources in an attempt to utilize those sources that may yield qualified minority and female candidates. Periodic review of recruitment efforts to determine recruitment effectiveness.
- The selection process, interviews, and reference checks are monitored by the Human Resources Department and Affirmative Action to ensure they are free of potential discriminatory actions. These processes are reviewed annually.
- Outreach efforts for recruitment include submission of job postings to Department of Labor, Alamo Navajo Reservation, and the Hispano Chamber of Commerce.

Promotions

New Mexico Tech does the following to ensure that minority and female employees are afforded equal employment opportunity:

- Promotional opportunities are posted and announced within the department/division.
- Employees are encouraged to attend training programs to improve their skills and abilities.
- Formal annual evaluation programs help employees identify areas where improvement is needed for advancement and promotion.

- Supervisory personnel are required to submit written justification for a promotion decision.

Staff Development

Staff development is offered on a regular basis and enrollment is voluntary. There does not appear to be discrepancies in the area of staff development as all regular employees are given the same opportunities for coursework and short term training.

Employee Benefits

New Mexico Tech encourages all employees to utilize the benefits available to them including tuition waivers, health and life insurance, retirement plans, use of recreational facilities and NMT sponsored activities. New Mexico Tech has a child care program that is available to NMT staff, students and the community at large.

Design and Implementation of Internal Audit and Reporting Systems 41 C.F.R. 60 2.17 (iv)

The Affirmative Action Department is responsible for monitoring and auditing all employment actions. The system involves an actual review of day-to-day actions, and the monthly reports of hires and terminations. The monitoring and auditing includes the following activities:

- Review of the Human Resources records on all applications, promotions, transfers, and terminations by ethnicity and gender.
- Review of all paperwork associated with personnel actions including hiring, terminations, transfers, promotions, etc. is conducted by the Director of Affirmative Action Department. All personnel actions require review and approval by the director of Affirmative Action Department.
- Meetings with hiring managers are held when an employment action merits a closer inspection of actions leading up to the final decision. Managers are advised of potential discriminatory actions/activities to ensure that equal employment opportunity is afforded to all applicants and employees.

Internal Audit and Reporting System

60-2.17 (iv)

The Human Resources Department has the responsibility for developing and preparing the formal documents for the Affirmative Action Department. The Human Resources Department is responsible for the effective implementation of the Affirmative Action

Program; however, responsibility is likewise vested with each department director and supervisor. The internal audit is designed to:

- Measure the effectiveness of the AA/EEO program
- Document personnel activities and identify problem areas for remedial action
- Determine the degree to which Affirmative Action goals and objectives have been met.

The following personnel activities are reviewed to ensure nondiscrimination and equal employment opportunity for all individuals without regard to their race, color, gender, religion, disability, veteran status, or national origin:

- Recruitment, advertising, and job application procedures;
- Hiring, promotion, upgrading, award of tenure, layoff, recall from layoff;
- Rates of pay and any other forms of compensation including fringe benefits;
- Job assignments, job classifications, job descriptions, and seniority lists;
- Sick leave, leaves of absences, or any other leave;
- Training, attendance at professional meetings and conferences;
- Procedures and policies to protect employees from harassment in the workplace.
- Any other term, condition, or privilege of employment.

Tab 3

NEW MEXICO TECH PLACEMENT GOALS ANALYSIS

41 CFR 60-2.16 (vi)

Regular Full Time and Part Time Employees

JOB GROUP	NUMBER OF EMPLOYEES	TOTAL MINORITY EMPLOYMENT %	FEMALE EMPLOYMENT %	PLACEMENT GOAL ESTABLISHED MINORITY	PLACEMENT GOAL ESTABLISHED FEMALE
Executives Administrators Managers	124	41/33%	58/47%	35%	50%
Other Professionals	199	64/32%	73/37%	32%	50%
Faculty(tenure & non tenure track)	114	36/32%	22/19%	At Goal	25%
Secretarial Clerical	47	26/55%	46/98%	60%	At Goal
Technical Non Professional	111	51/46%	69/62%	At Goal	At Goal
Skilled Craft	43	37/86%	1/2 %	At Goal	At Goal
Service Maintenance	60	44/73%	21/35%	At Goal	At Goal
Total	698	260/38%	281/41%	N/A	N/A

Review of Personnel Hiring Processes

The following documents are maintained as a component of the internal audit process:

1. An Applicant Flow Sheet indicating the name, race, sex, date of application, job title, interview status, and action taken for all applicants for job opportunities;
2. Summary data of external job offers, hires, promotions, resignations, terminations, and layoffs.
3. Summary of applicant flow by identifying, total applicants, ethnicity, and gender for each position;
4. Maintenance of employment applications for five years.

The personnel processes are reviewed annually to assure thorough and systematic consideration of the qualifications of known individuals. This review covers all procedures related to the filling of job vacancies either by hire or promotion; modifications to the process are made when necessary. The Human Resources Director will report problems related to significant rejection ratios, EEO charges, etc. to the Institute President. The Human Resources Director will recommend remedial actions for the effective implementation of the Affirmative Action Plan.

Identification of Problem Areas

41 C.F.R. 60 2.17 (ii)

As a part of New Mexico Tech's ongoing evaluation process, the following areas will be reviewed during 2014:

- Whether minorities and/or women are experiencing disproportionate difficulties entering and particular job group;
- Whether there are selection disparities in hiring, promotion, terminations, or other personnel actions;
- Whether there are gender, race or ethnicity-based disparities in the compensation system;
- Whether selection, recruitment, referral and other personnel procedures result in disparities in the employment or advancement of minorities and women; and,
- Whether there are any other areas that might impact the success of the Affirmative Action Program.
- The ratio of jobs filled to job openings and the total number of applicants hired

Practices, procedures, and results in the areas above will be monitored and will include composition of applicant flow sheet by minority group status and gender. The entire selection process including job descriptions, requirements, applications, interview

procedures, and final selections for posted vacancies will be monitored. Transfer and promotion practices will be reviewed.

According to the Affirmative Action Plan requirements, the definition of adverse impact is when a facially neutral selection process yields a substantially different rate of selection in hiring, promotion, or other employment decision which works to the disadvantage of members of a race, sex, or ethnic group. The Affirmative Action Plan includes hiring, promotion data, and rates of pay within each EEO group to determine whether there are gender, race, or ethnicity pay disparities. There are recruitment and retention goals for both minorities and women within some of the EEO groups including Executives/Managers, Professionals, Faculty, and Skilled Crafts. The NMT recruitment and retention goals include the following: See Placement Goals Analysis Table, Addendum A.

- Executives, Administrators, and Managers have a 33% minority ratio and a 47% female ratio. The Affirmative Action Plan includes placement goals of 35% ratio in each area thus, reaching its goal for females.
- Other professional positions are currently at 32% and 37% for minorities and women respectively.
- Faculty positions currently employ 32% minority and 22% female within the full time positions with established goals of 35% and 30% respectively.
- Secretarial/Clerical, Technical/Non-Professional, Skilled Craft, and Service Maintenance are all at goal with the exception of females in the skilled crafts area which is currently employing 1 female but with an established goal of 10%.

The information provided below indicates the ratio of jobs posted and jobs filled for the past year:

Year	Number of Jobs Posted	Regular/Temporary Full/Part Time	Emergency Hires
2018	177	163/14	102

Availability Analysis

60-2.14(iv)

Vacancies within the following EEO Job Groups can be filled either internally through promotions or externally through recruitment and hire. The following table is indicative of the trend at New Mexico Tech to fill position vacancies.

Job Group Title	External Hiring Trend	Internal / Promotion Hiring Trend
New Mexico Tech		
Executives		X
Managers, Directors, Supervisors	X	X
Professionals	X	X
Administrative Support	X	X
Technical	X	
Service	X	

Invitation to Self-Identify for Protected Veterans

New Mexico Tech qualifies as a government contractor and therefore is subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended, (VEVRAA). This act requires government contractors to take affirmative action to employ and advance veterans in employment. The act prohibits discrimination and requires affirmative action in all personnel actions regarding protected veterans including disabled veterans, recently separated veterans, Armed Forces service medal veterans, and other veterans who served during a war, campaign, or expedition for which a campaign badge has been authorized. The Institute offers opportunity for veterans in the listed groups to self-identify at the time of hire and currently through an annual survey. All procedures and policies for internal and external dissemination shall apply to veterans, including responsibility for implementation, personnel processes, and reasonable accommodations for physical and mental limitations of veterans.

Reasonable Accommodations Provision

New Mexico Tech has a written formal procedure for requesting a reasonable accommodation when needed by an employee. The following outlines the procedure that is followed by the institute:

- The accommodation must be requested in writing through either the Affirmative Action Department or the Human Resources Department.
- The request will be reviewed within ten workdays of receipt in relation to the essential functions of the specific job for which the employee was hired.
- Any additional information such as medical documentation will be requested during that time frame.
- Approvals or denials will be written to requestor and will include basis for denial if denied.

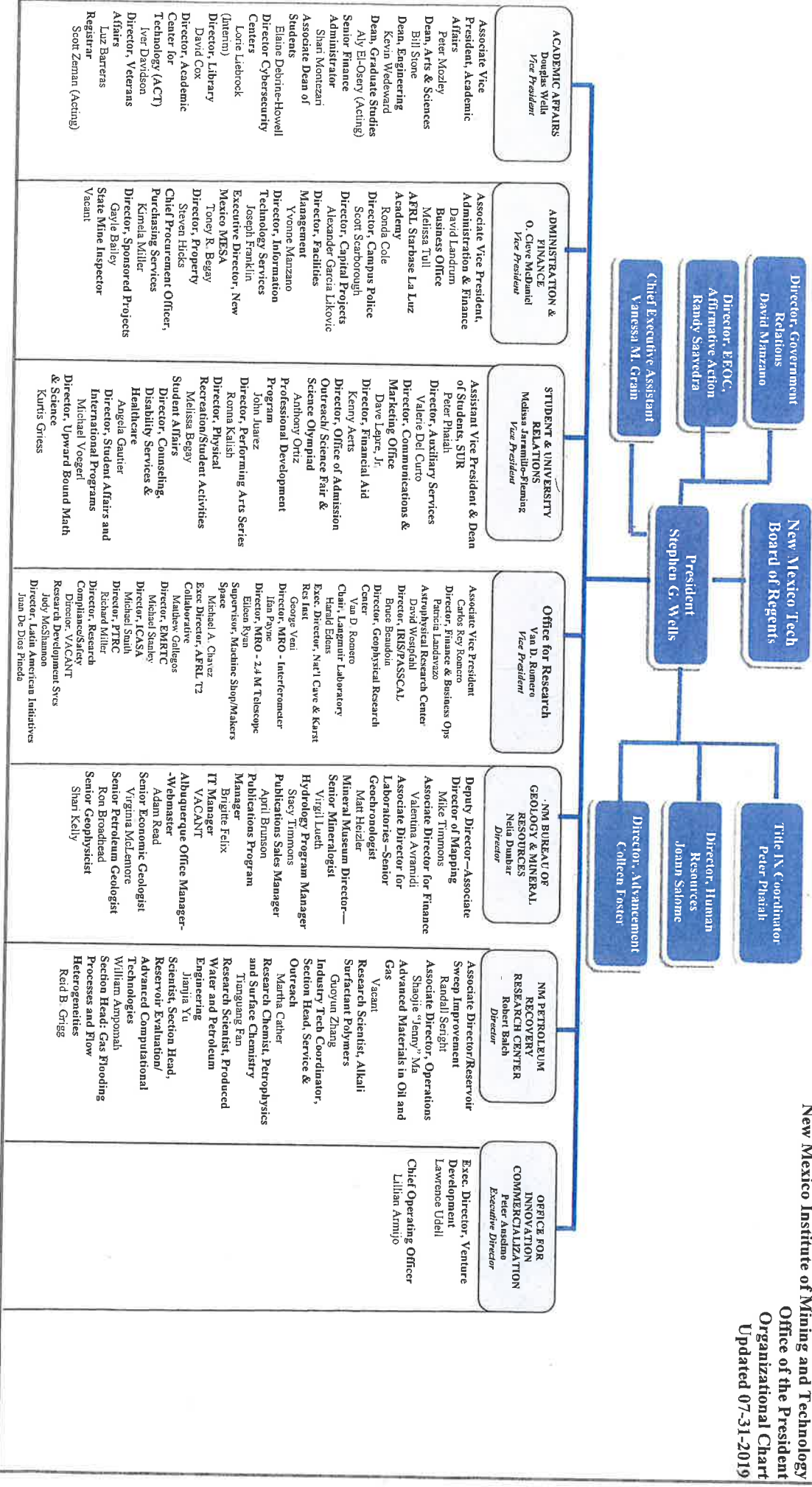
Tab 4

Organizational Profile

41 C.F.R. 60 2.11 (i)

The organizational profile for New Mexico Tech is shown on the organizational chart that follows. The organizational chart depicts the seven major divisions within the Institute. Each division head reports to the President of New Mexico Tech; in turn each of the seven divisions has numerous departments.

**New Mexico Institute of Mining and Technology
Office of the President
Organizational Chart
Updated 07-31-2019**



Tab 5

Affirmative Action Plan for Individuals with Disabilities and Veterans of the Vietnam Era

Affirmative Action Plan Year: January-December 2014

A. Equal Employment Opportunity Policy **41 CRF 60-741.44; 250.1**

To provide equal employment and advancement opportunities to all individuals, employment decisions at New Mexico Tech does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, ancestry, age, Veteran status, sexual orientation, gender identity, spousal affiliation, serious medical condition or physical or mental disability.

New Mexico Tech will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. New Mexico Tech prohibits harassment of any individual on the basis of characteristic listed above. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the President. Employees can raise concerns and make reports without fear or reprisal, harassment, intimidation, threats, coercion or discrimination because they (1) file a complaint with Affirmative Action office or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of federal, state or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state, or local law or its implementing regulations.

New Mexico Tech maintains an audit and reporting system to determine overall compliance with its equal opportunity mandates and to respond to any specific

complaints applicants or employees file with New Mexico Tech's equal opportunity programs and for the affirmative action compliance activities is assigned to Randy Saavedra who may be reached at 575 835 5005.

B. Review of Personnel Process
41 CFR 60-741.44;-250.6

New Mexico Tech insures that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities and for the Vietnam Era Veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.

New Mexico Tech also ensures that its personnel processes do not stereotype disabled persons or Vietnam Era Veterans in a manner which limits their access to jobs for which they are qualified.

New Mexico Tech periodically reviews its processes and makes any necessary modifications to ensure that these obligations are carried out. The following procedures facilitate a review of the implementation of these requirements and are drawn from, among other things, Appendix C of OFCCP's Regulations implementing Section 503 of Rehabilitation Act of 1973.

C. Physical and Mental Qualifications
41.CFR 60-744;-250.6

New Mexico Tech reviews all physical and mental job qualification requirements with management and supervisors to ensure that, to the extent qualification requirements screen out or tend to screen out qualified disabled individuals or Vietnam Era Veterans, they are job related and consistent with business necessity and the safe performance of the job. The schedule of the review is as new job qualification requirements are established.

To the extent that physical or mental job qualification requirements screen out or tend to screen out qualified disabled individuals or Vietnam Era Veterans in the selection of employees or applicants for employment or other changes in employment status such as promotion or training, New Mexico Tech assures that the requirements are related to the specific job(s) for which the individual is being considered and are job related and are consistent with business necessity and the safe performance of the job.

D. Reasonable Accommodation of Physical and Mental Impairments
41 CFR 60-741.44;-250.6

New Mexico Tech makes reasonable accommodation to the known physical or mental limitations of all otherwise qualified individuals with a disability unless it can demonstrate that the accommodation would impose an undue hardship on the operation of our business. If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, New Mexico Tech confidentially notifies the employee of the performance problem and inquires whether the problem is related to the employee's disability. If the employee responds affirmatively, New Mexico Tech confidentially inquires whether the employee is in need of a reasonable accommodation. Employees may also contact the following office at any time to request an accommodation:

Director of Affirmative Action & Compliance
Fitch Hall, Room 213
801 Leroy Place
Socorro, New Mexico 87801

E. Harassment
41CFR 60-741.44

New Mexico Tech has developed and implemented procedures to ensure that its employees with disabilities and Vietnam Era Veterans are not harassed because of their disability or Vietnam Era Veteran status.

F. External Dissemination of Policy, Outreach and Positive Recruitment
41 CFR 60-741.44;-250.6

New Mexico Tech takes positive steps to attract qualified individuals with disabilities and Vietnam Era Veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. New Mexico Tech locates these persons through the local chapters of organizations of and for individuals with disabilities and Vietnam Era Veterans. New Mexico Tech considers applicants with known disabilities and those known to be Vietnam Era veterans for all available positions for which they may be qualified when the position applied for is available.

G. Internal Dissemination of Policy
41 CFR 60-741.44;-250.6

New Mexico Tech recognizes that even a strong outreach program will be ineffective without adequate internal support from supervisor and management personnel and other employees, who may have had limited contact with individuals with disabilities or with Vietnam Era Veterans in the past. To assure greater cooperation and participation in the efforts with respect to the disabled individuals and Vietnam Era Veterans, New Mexico Tech has developed the following internal procedures to communicate its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities. These procedures are designed to foster understanding, acceptance and support among New Mexico Tech's executives, management, supervisory and other employees and to encourage such persons to take the necessary actions to aid New Mexico Tech to meet its obligations.

New Mexico Tech includes its equal employment and anti-harassment policy in its Employee Handbook. New Mexico Tech periodically informs all employees and applicants of its commitment to engage in affirmative action to increase employment opportunities for qualified individuals with disabilities and Vietnam Era Veterans. New Mexico Tech schedules special meetings periodically with employees to discuss human resources policies and to explain individual employee responsibilities not to discriminate against or to harass other employees. The intent of New Mexico Tech's anti-discrimination and anti-harassment policies and individual employee responsibility for effective implementation, making clear the Chief Executive Officer's attitude.

H. Audit and Reporting System
41 CFR 60-741.44;-250.6

New Mexico Tech has designed and implements an audit and reporting system that:

- Measures New Mexico Tech's compliance with the affirmative action program's specific obligations.

Where New Mexico Tech finds the affirmative action program to be deficient, New Mexico Tech undertakes necessary action to bring the program into compliance.

I. Responsibility for Implementation
41 CFR 60-741.44(i);-250(i)

The Director of New Mexico Tech's affirmative action activities has overall responsibility for the plan/program and is designated EEO Coordinator and is responsible for implementing, monitoring, and administering the program.

This executive has been given top management support and the necessary staff to manage implementation of this program. The program will:

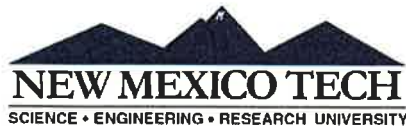
- Develop policy statements, affirmative action programs, and internal and external communication techniques including discussions with managers, supervisors and employees to ensure New Mexico Tech's policies are followed.
- Advise supervisors that they are responsible to prevent employees harassed due to their disability.
- Identify problem areas with line management in the implementation of the program, and develop solutions to such problems.
- Maintain an audit and reporting system to monitor progress of the program.
- Serve as a liaison between New Mexico Tech and the various governmental enforcement agencies, community groups and vocational rehabilitation organizations.
- Serve as a liaison between New Mexico Tech and the organizations for disabled persons and covered veterans.
- Inform management of the latest developments in the affirmative action area.
- Arrange career counseling for disabled employees and covered veterans when requested.

Each department manager is responsible for implementation of the Affirmative Action Program within his or her area of responsibility. This includes monitoring, hiring, and promotion practices, indentifying problem areas, and taking other actions as outlined in this plan.

J. Training 41.CFR 60-741.44(j);-250.44(j)

New Mexico Tech trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure that the commitments in the New Mexico Tech affirmative action program are implemented as to the disabled and Vietnam Era Veteran.

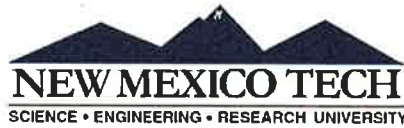
Tab 6



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Assc Dean Student	Electrical Engineering	10	1	1	1
Assc Dir Admissions	Admissions - Albuquerque	10	1	1	1
Assc Dir Advancement	Advancement	10	1	0	1
Assc Dir Applied Research	EMRTC	10	1	0	0
Assc Dir Chief Engineer	IRIS	10	1	0	0
Assc Dir Financial Aid	Financial Aid Office	10	1	0	1
Assc Dir for Business	Fac Management Administration	10	1	0	0
Assc Dir Human Resources	Human Resources	10	1	1	1
Assc Dir Mappng Prgrm/Dep Dir	Bureau of Geology	10	1	0	0
Assc Dir of Budget & Analysis	Budget & Analysis	10	1	1	1
Assc Dir Training	EMRTC	10	1	0	0
Assc Director PTRC	VP for Research & Development	10	1	1	0
Assc Vice President R&ED	VP for Research & Development	10	1	1	0
Assc VP Academic Affairs	VP of Academic Affairs	10	1	0	0
Assistant Controller	General Accounting	10	1	1	1
Assistant Director of Finance	IRIS	10	1	0	1
Assistant Director of OSL	Office for Student Learning	10	1	0	1
Assistant Registrar	Registrar's Office	10	1	0	1
Assoc Dir / Sr Geochronologist	Bureau of Geology	10	1	0	0
Assoc Dir Operation & Database	PRRC	10	1	0	1
Assoc Dir Sponsored Proj	Restricted Funds Accounting	10	1	1	1
Assoc Director Construction	Fac Management Administration	10	1	1	0
Assoc Director of Finance	Bureau of Geology	10	1	0	1
Assoc Director Purchasing Serv	Purchasing	10	1	0	0
Associate Director of Educatio	Cave & Karst	10	1	0	1
Associate Director-Mech Eng	Fac Management Administration	10	1	0	0
Associate State Mine Inspector	Bureau of Mine Safety	10	1	0	0
Asst Dir Campus Police	Campus Police	10	1	0	0
Asst Dir Grounds & Golf Course	Golf Course Maintenance	10	1	0	0
Asst Dir of Student Affairs	Student Affairs	10	1	0	1
Asst Dir Residential Life	Auxiliaries	10	1	0	1
Asst Dir Utility Systems	Electrical Maintenance	10	1	1	0
Asst Manager Payroll	Payroll	10	1	0	0
Asst VP Student & Univ Relat	Vice President for Univ Relations	10	1	0	0
Asst.Dir of Outreach & Comm	MRO	10	1	0	1
Banner Application Support Mgr	Infor. Technology & Communicati	10	1	0	1
Business Manager ITC	Infor. Technology & Communicati	10	1	0	0
Chemistry Laboratory Mgr	EMRTC	10	1	0	2

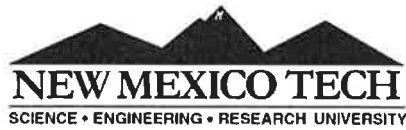


Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

JOB GROUP Executive/Admin and Managerial

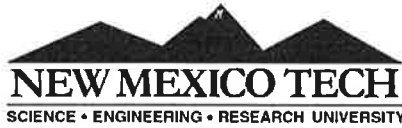
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Chief Exec Asst to President	President's Office	10	1	1	1
Chief Procurement Officer	Purchasing	10	1	0	1
Chief Technology Officer	ICASA	10	1	0	0
Client Services Supervisor	Infor. Technology & Communication	10	1	0	0
Computer Sys Admin/Tech	Academic Center for Technology	10	1	1	0
Construction Supervisor	Fac Management Administration	10	1	1	0
Controller	Business Office	10	1	0	1
Coordinator Map Production	Bureau of Geology	10	1	0	0
Custodial Supervisor	Custodial Services	10	1	1	0
Cyber Security Expert	EMRTC	10	1	0	0
Dir 2.4 Telescope	MRO	10	1	0	1
Dir Auxiliary Services	Auxiliaries	10	1	0	1
Dir Bureau of Geology	Bureau of Geology	10	1	0	1
Dir Campus Police	Campus Police	10	1	0	0
Dir Counseling & Disabilities	Counseling Services	10	1	0	1
Dir Facilities Management	Fac Management Administration	10	1	1	1
Dir Finance & Bus Operations	VP for Research & Development	10	1	1	1
Dir Financial Aid	Financial Aid Office	10	1	1	0
Dir Golf	Auxiliaries	10	1	1	0
Dir Governmental Affairs	President's Office	10	1	1	0
Dir Human Resources	Human Resources	10	1	1	1
Dir IRIS/PASSCAL	IRIS	10	1	0	0
Dir ITC	Infor. Technology & Communication	10	1	0	0
Dir Maker Hub & Manufac Collab	Technology Transfer (T2) Collab.	10	1	0	0
Dir Math & Sci Upward Bound	Vice President for Univ Relations	10	1	0	0
Dir of Admission	Admissions	10	1	1	0
Dir of Capital Projects	Campus Planning	10	1	1	0
Dir of ICASA	ICASA	10	1	0	0
Dir Physical Recreation	Intercollegiate Athletics	10	1	0	1
Dir Program	MRO	10	1	0	0
Dir Property	Property Control	10	1	0	0
Dir PRRC	PRRC	10	1	0	0
Dir Res Life/Conference Servic	Auxiliaries	10	1	0	0
Dir Sponsored Projects	Restricted Funds Accounting	10	1	0	1
Dir Student Affairs	Student Affairs	10	1	0	0
Director of Advancement	Advancement	10	1	0	1
Director of Communications	Communication & Marketing Dept	10	1	1	0
Director of Distance Education	Academic Center for Technology	10	1	0	0



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Director of Library	Library	10	1	0	0
Director of NCKRI	Cave & Karst	10	1	0	0
Director of Student Academic S	Office for Student Learning	10	1	1	1
Director-AFRL STEM Outreach	Technology Transfer Group	10	1	0	1
Exec Dir (RPC) Venture (OIC)	Ctr for Tech Commercialization-CT	10	1	0	0
Executive Director	Ctr for Tech Commercialization-CT	10	1	0	0
Executive Director	Technology Transfer (T2) Collab.	10	1	1	0
Field Supervisor	EMRTC	10	1	1	0
Financial Systems Manager	EMRTC	10	1	1	1
Fleet Manager	Garage	10	1	0	0
Greenhouse Supervisor	Grounds Maintenance	10	1	0	1
Grounds Supervisor	Grounds Maintenance	10	1	1	0
Industrial Security Manager	EMRTC	10	1	1	1
Instructional Sys Design Mgr	EMRTC	10	1	1	0
Laborer	EMRTC	10	1	1	1
Major Gifts Officer	Advancement	10	1	0	1
Manager Education Outreach	Bureau of Geology	10	1	0	1
Manager Information Technology	IRIS	10	1	0	0
Manager Property Control	Property Control	10	1	0	0
Manager Publications Program	Bureau of Geology	10	1	0	1
Manager Purchasing	Purchasing	10	1	1	1
Manager/Program	EMRTC	10	1	1	1
Manager/Senior Accountant	Cave & Karst	10	1	1	1
Mgr Alumni Relations	Advancement	10	1	1	1
Mgr Building Maintenance	Locksmith/Key Control	10	1	1	0
Mgr Children's Center	Auxiliaries	10	1	1	1
Mgr Communications Services	Infor. Technology & Communicati	10	1	0	0
Mgr Comp Maint/Networking	Infor. Technology & Communicati	10	1	0	0
Mgr Database	Bureau of Geology	10	1	0	1
Mgr Financial Operations	General Accounting	10	1	1	0
Mgr Golf Shop Snack Bar	Auxiliaries	10	1	0	0
Mgr Grants & Contracts	Restricted Funds Accounting	10	1	0	1
Mgr Hydrogeology Program	Bureau of Geology	10	1	0	1
Mgr Marketing & Publications	Technology Transfer (T2) Collab.	10	1	0	1
Mgr Network Services	Infor. Technology & Communicati	10	1	0	0
Mgr NMT Seismological Observat	Bureau of Geology	10	1	0	1
Mgr Post Office	Post Office	10	1	0	1
Mgr/Research Development	VP for Research & Development	10	1	0	1



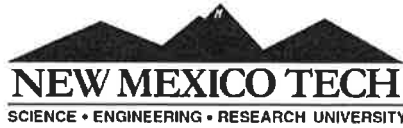
Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Executive/Admin and Managerial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Network Systems Administrator	Bureau of Geology	10	1	0	0
Office Manager	Cave & Karst	10	1	0	1
Office Manager	MRO	10	1	1	1
Ordinance Operations Manager	EMRTC	10	1	0	0
Pre-Award Negotiations Mgr	Restricted Funds Accounting	10	1	0	1
President	President's Office	10	1	0	0
Principal Senior Petroleum Geo	Bureau of Geology	10	1	0	0
Purchasing Manager	Purchasing/Stores	10	1	0	1
Registrar	Registrar's Office	10	1	0	1
Senior Project Manager	ICASA	10	1	1	1
Senior Systems Eng & Analyst E	EMRTC	10	1	0	0
Spec Asst to Pres/Dir EEOC &AA	Affirmative Action	10	1	1	0
Sr Business Manager	Technology Transfer (T2) Collab.	10	1	1	1
Sr Financial Administrator/ AA	VP of Academic Affairs	10	1	0	1
Sr Staff Sci/Supv Software Grp	IRIS	10	1	0	0
SrTechAdvisr/SrSysEng/Res	ICASA	10	1	0	0
Supervisor Travel	Business Office	10	1	0	1
Supervisor/Industrial Shops	EMRTC	10	1	0	0
Supv Accounts Payable	Payroll	10	1	1	1
Supv Grounds	Grounds Maintenance	10	1	1	0
Supv Instrumentation	EMRTC	10	1	0	0
Supv Warehouse	Fac Management Inventory/Tool C	10	1	1	1
Systems Admin/Software Engr	EMRTC	10	1	1	0
Theater/Event Manager	Auxiliaries	10	1	0	0
Threat Systems Subject Expert	EMRTC	10	1	0	0
VP Academic Affairs	VP of Academic Affairs	10	1	0	0
VP Admin/Finance	Vice Pres for Admin and Finance	10	1	0	0
VP Student & University Relat	Vice President for Univ Relations	10	1	1	1
VP/R&ED/Chief Operating Office	VP for Research & Development	10	1	1	0
# TOTAL			143	48	66
% TOTAL			100%	33.57 %	46.15 %

JOB GROUP Faculty

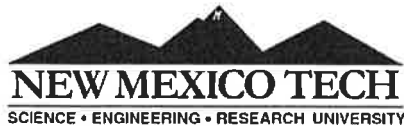
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Ascc Prof Biology	Biology	20	1	0	1
Ascc Prof Petroleum Engr	Petroleum	20	1	0	0
Assist Prof Computer Science	Computer Science	20	1	0	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Faculty

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Assist Prof of Elec Engr	Electrical Engineering	20	1	0	0
Assist Prof of Mechanical Engr	Mechanical Engineering	20	1	0	0
Assist Prof Petroleum Eng	Petroleum	20	1	0	0
Assistant Professor of Physics	Physics	20	1	0	0
Assistant Research Professor	Earth & Environmental Science	20	1	0	1
Assoc Prof Chemistry	Chemistry	20	1	0	1
Assoc Prof Psychology	Psychology & Education	20	1	0	0
Assoc Prof Chemistry	Chemistry	20	1	1	0
Assoc Prof Computer Science	Computer Science	20	1	0	0
Assoc Prof English	CLASS	20	1	0	1
Assoc Prof Mechanical Eng	Mechanical Engineering	20	2	0	0
Assoc Prof of Chemical Eng	Chemical Engineering	20	1	0	0
Assoc Prof of Civil Engineerin	Environmental Engineering	20	1	0	1
Assoc Prof of Computer Science	Computer Science	20	1	0	0
Assoc Prof of E&ES	Earth & Environmental Science	20	1	0	1
Assoc Prof of Electrical Engr	Electrical Engineering	20	1	0	0
Assoc Prof of Management	Business and Technology Manage	20	1	0	0
Assoc Prof of Mathematics	Math	20	1	0	0
Assoc Prof of Mechanical Engin	Mechanical Engineering	20	1	0	0
Assoc Prof of Mechanical Engr	Mechanical Engineering	20	1	0	0
Assoc Prof of Physics	Physics	20	1	1	0
Assoc Prof of Technical Comm	CLASS	20	1	0	1
Assoc Professor CLASS	CLASS	20	1	0	0
Assoc Research Prof Climatolog	Earth & Environmental Science	20	1	0	0
Associate Prof CEE	Environmental Engineering	20	1	0	0
Associate Prof Chemical Eng	Chemical Engineering	20	2	1	1
Associate Prof Chemistry	Chemistry	20	1	0	0
Associate Prof of Chemistry	Chemistry	20	1	0	0
Associate Prof of Elec Engr	Electrical Engineering	20	1	1	0
Associate Prof of Math	Math	20	1	0	0
Associate Prof of Min Engr	Mineral Engineering	20	1	0	0
Associate Prof of Pet Engr	Petroleum	20	1	0	0
Associate Prof of Physics	Physics	20	1	0	0
Associate Prof Petroleum	Petroleum	20	1	0	0
Associate Professor E&ES	Earth & Environmental Science	20	1	0	0
Associate Professor of Com Sci	Computer Science	20	1	0	0
Associate Professor of Geology	Earth & Environmental Science	20	1	0	0
Associate Professor of Math	Math	20	1	0	0



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Faculty

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Associate Research Professor	Earth & Environmental Science	20	1	0	0
Asst Prof Chemical Eng	Chemical Engineering	20	1	0	0
Asst Prof Chemistry	Chemistry	20	1	0	0
Asst Prof Mineral Eng	Mineral Engineering	20	1	0	0
Asst Prof of CLASS	CLASS	20	1	0	0
Asst Prof of E&ES	Earth & Environmental Science	20	3	0	0
Asst Prof of History	CLASS	20	1	0	1
Asst Prof of Math	Math	20	1	1	0
Asst Prof of Mathematics	Math	20	1	0	0
Asst Prof of Mechanical Eng	Mechanical Engineering	20	1	0	0
Asst Prof of Petroleum Eng	Petroleum	20	1	0	0
Asst Prof of Petroleum Engr	Petroleum	20	1	0	0
Asst Prof of Physics	Physics	20	2	2	0
Asst Prof of Psychology	Psychology & Education	20	1	0	0
Asst Professor	Biology	20	1	0	0
Asst Professor	Business and Technology Manager	20	1	0	0
Asst Professor	Chemical Engineering	20	1	0	1
Asst Professor	Chemistry	20	2	0	0
Asst Professor	CLASS	20	1	0	0
Asst Professor	Materials Engineering	20	1	0	1
Asst Professor	Math	20	1	0	1
Asst Professor	Mechanical Engineering	20	2	0	0
Asst Professor	Psychology & Education	20	1	0	1
Community College Faculty	Community Education	20	6	2	5
Community Ed Instructor	Community Education	20	2	1	1
Instructor	Computer Science	20	1	0	1
Instructor Electrical Eng	Electrical Engineering	20	1	1	0
Instructor of English	CLASS	20	2	0	1
Instructor of History	CLASS	20	1	0	1
Instructor of Math	Math	20	2	0	0
Instructor of Mathematics	Math	20	1	0	1
Instructor of Music	Community Education	20	1	1	1
Instructor/ WiCS Coordinator	Computer Science	20	1	0	1
MST Instructor	Psychology & Education	20	1	0	0
Prof Materials Engineering	Materials Engineering	20	1	0	0
Prof of Computer Science	Computer Science	20	1	0	0
Prof. of Foreign Language	CLASS	20	1	1	0
Professor E&ES	Earth & Environmental Science	20	1	0	0



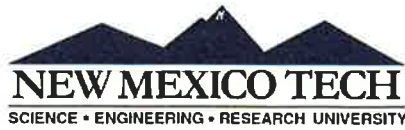
Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Faculty

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Professor Mechanical Engr	Mechanical Engineering	20	1	0	0
Professor of Astrophysics	Physics	20	1	0	0
Professor of Biology	Biology	20	2	0	1
Professor of Chemistry	Chemistry	20	1	0	0
Professor of Civil/Envir Eng	Environmental Engineering	20	1	0	0
Professor of Civil/Envir Engr	Environmental Engineering	20	1	0	0
Professor of E&ES	Earth & Environmental Science	20	1	0	0
Professor of Elec Engr	Electrical Engineering	20	3	0	0
Professor of English	CLASS	20	1	0	1
Professor of Geological Eng	Mineral Engineering	20	1	1	0
Professor of Geophysics	Earth & Environmental Science	20	1	0	1
Professor of Hydrology	Earth & Environmental Science	20	1	0	0
Professor of Management	Business and Technology Manager	20	1	0	0
Professor of Materials	Materials Engineering	20	1	0	0
Professor of Materials Engr	Materials Engineering	20	3	0	0
Professor of Mathematics	Math	20	5	0	0
Professor of Mechanical Engr	Mechanical Engineering	20	1	0	0
Professor of Mining Engineerin	Mineral Engineering	20	1	0	0
Professor of Petroleum Engr	Petroleum	20	1	0	0
Professor of Physics	Physics	20	6	0	3
Professor of TC & Mech Eng	Mechanical Engineering	20	1	0	1
Research Assistant Professor	Computer Science	20	1	0	0
Research Assoc Professor	Physics	20	1	0	1
Research Faculty	Earth & Environmental Science	20	1	0	0
Research Professor	Physics	20	1	0	0
Vstng Asst Prof of Civil Engr	Environmental Engineering	20	1	0	0
# TOTAL			134	14	34
% TOTAL			100%	10.45 %	25.37 %

JOB GROUP Other Professionals

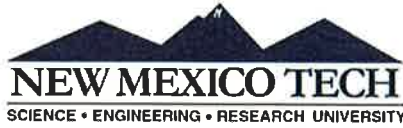
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accountant-II	EMRTC	30	1	0	0
Admin Assistant	Vice Pres for Admin and Finance	30	1	1	1
Admin Assistant	Vice President for Univ Relations	30	1	1	1
Admin Asst of R&ED	VP for Research & Development	30	1	1	1
Admin Specialist/FSO Asst	ICASA	30	1	0	1
Administrative Analyst II	Business Office	30	1	1	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Other Professionals

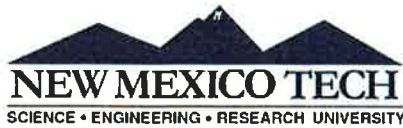
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Administrative Assistant	VP of Academic Affairs	30	1	0	1
Admission Advisor	Admissions	30	1	0	1
Admission Advisor	Admissions - Albuquerque	30	1	1	0
Analyst / Banner Software	Infor. Technology & Communication	30	1	1	1
Architect	Fac Management Administration	30	1	0	0
Assoc Dir/Sr Scientist	PRRC	30	1	0	0
Banner Report Writer	Infor. Technology & Communication	30	1	1	0
Business Admin Specialist	Bureau of Geology	30	1	1	1
Business Admin Specialist	Restricted Funds Accounting	30	1	0	1
Business Process Analyst	Vice Pres for Admin and Finance	30	1	0	0
Cave & Karst Science Specialis	Cave & Karst	30	1	0	0
Cave Management Scientist III	VP for Research & Development	30	1	0	0
Chief Engineer	EMRTC	30	1	0	0
Compliance Analyst	Business Office	30	1	0	1
Computer System & Lad Admin	Electrical Engineering	30	1	0	0
Computer Systems Administrator	Bureau of Geology	30	1	1	0
Contract Analyst	PRRC	30	1	0	1
Coord Continuing Education	Community Education	30	1	0	1
Coord Geological Archives	Bureau of Geology	30	1	0	1
Coord Human Resources	Human Resources	30	1	1	1
Coord of Print & Publications	Communication & Marketing Dept	30	1	0	1
Coord Preventionist	Counseling Services	30	1	1	1
Coord Res Life & Staff Trainin	Auxiliaries	30	1	0	1
Coord Res Life & Summer Conf	Auxiliaries	30	1	0	0
Coord UBMS Program	Vice President for Univ Relations	30	1	1	1
Coordinator STEM Outreach	Admissions	30	1	1	0
Coordinator/Purchasing	IRIS	30	1	0	1
Cost Analyst II	PRRC	30	1	0	1
Curriculum Developer	EMRTC	30	1	0	1
Curriculum Developer	Psychology & Education	30	1	0	0
Data Analyst	Registrar's Office	30	1	0	0
Database Administrator	Infor. Technology & Communication	30	1	0	0
Dir Performing Arts Prog	Vice President for Univ Relations	30	1	0	1
Direct Cost Analyst	Restricted Funds Accounting	30	1	0	1
Disability Case Manager /PI	Counseling Services	30	1	0	1
Education Tech Writer	Technology Transfer Group	30	1	0	0
Electronic Microcircuit Eng	EMRTC	30	1	0	0
Environmental Engineer	EMRTC	30	1	0	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Other Professionals

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Events Coordinator	Advancement	30	1	0	1
Explosives Chemist I	EMRTC	30	1	0	0
Faculty Researcher	MRO	30	1	0	0
Field Geologist	Bureau of Geology	30	2	0	0
Field Geologist II	Bureau of Geology	30	1	0	0
Field Geologist/Webmaster	Bureau of Geology	30	1	0	0
Financial Aid Counselor	Financial Aid Office	30	1	1	1
Financial Systems Analyst	Budget & Analysis	30	1	0	1
Fiscal Reconciliation Special	Business Office	30	1	1	1
GIS Analyst I	Bureau of Geology	30	1	0	0
GIS Tech & Geologic Illustrtor	Bureau of Geology	30	1	0	1
Hazardous Materials Officer	VP for Research & Development	30	1	0	1
Hydrogeological Lab Assoc	Bureau of Geology	30	2	0	1
Hydrogeologist	Bureau of Geology	30	4	3	2
Hydrogeologist	Earth & Environmental Science	30	1	0	0
Hydrologist	Cave & Karst	30	1	0	0
Indirect Cost Analyst	EMRTC	30	1	1	1
Industrial Safety Officer	EMRTC	30	1	1	0
Instructional Tech Supp Spec	Academic Center for Technology	30	2	1	0
Instrument Scientist	MRO	30	1	0	0
Instrumentation Engineer	EMRTC	30	2	1	0
Inventory Control Coordinator	IRIS	30	1	0	1
IT Sys Anlst/Net/CompSupp Spec	EMRTC	30	1	0	0
Lab Associate	Biology	30	1	0	1
Lab Associate	Chemical Engineering	30	1	0	0
Lab Associate	Chemistry	30	1	0	1
Lab Manager/Geochemist	Bureau of Geology	30	1	0	1
Laboratory Facility Manager	VP for Research & Development	30	1	0	0
Lead Electro Mechanical Eng	MRO	30	1	0	0
Lead Field App Eng Sr Sci	IRIS	30	1	0	0
Lead Opto Mechanical Eng	MRO	30	1	1	0
Lead Software Controls	MRO	30	1	0	0
LMS Administrator	Academic Center for Technology	30	1	0	0
Manager IT	EMRTC	30	1	0	0
Manager of Distance Ed Studies	Academic Center for Technology	30	1	0	0
Mental Health Counselor	Counseling Services	30	1	0	1
Mgr Chem Lab/Geochemist	Bureau of Geology	30	1	0	1
Mgr Database/Technical Editor	Advancement	30	1	0	1

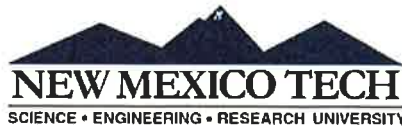


Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

JOB GROUP Other Professionals

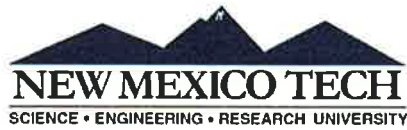
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Mgr Systems & Net/Industry Lia	PRRC	30	1	0	0
Mgr Training Edu Lead	Technology Transfer Group	30	1	0	1
Mine Safety/Training Spec	Bureau of Mine Safety	30	1	1	0
Museum Curator	Bureau of Geology	30	1	0	1
Principal Investigator	EMRTC	30	2	0	0
Principal Sr Econ Geolog	Bureau of Geology	30	1	0	1
Production Editor	Bureau of Geology	30	2	1	2
Programmer Analyst III	Infor. Technology & Communication	30	1	0	0
Programmer/Analyst I	Infor. Technology & Communication	30	1	0	1
Project Engineer	MRO	30	1	1	0
Project Manager I	EMRTC	30	1	0	0
Public Information Specialist	Communication & Marketing Dept	30	1	0	0
Public Svcs & Instru Librarian	Library	30	1	0	1
Research Accountant	EMRTC	30	1	1	0
Research Administrator	Restricted Funds Accounting	30	2	0	1
Research Assistant	Chemistry	30	1	0	1
Research Associate II	PRRC	30	1	0	1
Research Associate V	PRRC	30	1	1	0
Research Compliance Officer	VP for Research & Development	30	1	0	1
Research Engineer I	EMRTC	30	3	1	1
Research Engineer II	EMRTC	30	1	1	0
Research Engineer III	EMRTC	30	1	0	0
Research Engineer IV	PRRC	30	2	0	0
Research Engineer/ Sect Head I	PRRC	30	1	0	0
Research Engineer/Sect Head I	PRRC	30	1	0	0
Research Engr/Sect Hd I	PRRC	30	1	0	0
Research Scientist	ICASA	30	1	0	0
Research Scientist I	VP for Research & Development	30	1	0	0
Research Scientist II	Bureau of Geology	30	2	0	0
Research Scientist II	ICASA	30	1	1	0
Research Scientist III	PRRC	30	1	0	0
Research Scientist Sec Head II	PRRC	30	1	0	0
Safety Officer	EMRTC	30	1	0	0
Senior Accountant	Fac Management Administration	30	1	0	1
Senior Field Geologist	Bureau of Geology	30	1	0	0
Senior Research Engineer	EMRTC	30	1	0	0
Senior Scientist/Sect Head I	PRRC	30	1	0	1
Senior Staff Scientist	IRIS	30	1	0	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Other Professionals

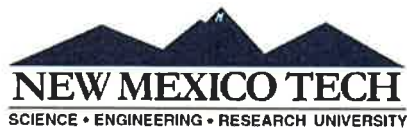
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Software Engineer	MRO	30	2	0	0
Sr Accounting Analyst	Business Office	30	1	0	0
Sr Asso Trde Cmpli & Logs	IRIS	30	1	1	1
Sr Field Geologist	Bureau of Geology	30	2	0	0
Sr Geophysicist Fld Geol	Bureau of Geology	30	1	0	1
Sr Grant & Contract Specialist	EMRTC	30	1	0	1
Sr Mrlt Eco Gigt Mus Dir	Bureau of Geology	30	1	0	0
Sr Opto Mechanical Engr	MRO	30	1	1	0
Sr Research Scientist	VP for Research & Development	30	1	0	0
Sr Staff Sci/Software Eng	IRIS	30	1	0	0
Sr Staff Scient/Polar Svcs Mgr	IRIS	30	1	0	0
Sr Staff ScientData Group Supv	IRIS	30	1	0	1
Sr Staff Scientist	IRIS	30	2	0	1
Sr Staff Scientist/Lead Hardw	IRIS	30	1	0	1
SR UNIX SYS Programmer	Infor. Technology & Communicatio	30	1	0	0
Sr. Staff Sci/Sensor Grp Super	IRIS	30	1	0	1
Staff Sci/Hardware Spec	IRIS	30	1	0	0
Staff Sci/Polar Proj Field Eng	IRIS	30	2	0	2
Staff Scientist	IRIS	30	1	0	0
Staff Scientist Polar Prjct	IRIS	30	1	0	0
Staff Scientist Seismometer	IRIS	30	1	1	0
Staff Scientist Seismometer Sp	IRIS	30	1	0	0
Staff Scientist/Data Specialis	IRIS	30	2	0	2
Staff Scientist/Hardware Engr	IRIS	30	1	0	0
Staff Scientist/Software Eng	IRIS	30	1	0	1
Starbase Data Analyst	Technology Transfer Group	30	1	0	1
STEM Outreach Specialist	Technology Transfer Group	30	1	0	1
STEM Outreach Specialist II	Technology Transfer Group	30	1	0	0
Subject Matter Expert	EMRTC	30	1	0	0
Supv Computer Services	Infor. Technology & Communicatio	30	1	0	0
Supv Machine Shop	VP for Research & Development	30	1	1	0
Tech Transfer Analyst II	Technology Transfer (T2) Collab.	30	1	0	1
Tech Transfer Process Spc	Technology Transfer (T2) Collab.	30	1	1	1
Technical Services Librarian	Library	30	1	0	1
Test Engineer	EMRTC	30	1	1	0
Transfer & Articulation Specia	Registrar's Office	30	1	0	1
Web Developer/Digital Media Mg	Communication & Marketing Dept	30	1	0	0
		# TOTAL	176	37	76
		% TOTAL	100%	21.02 %	43.18 %



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Technical and Paraprofessional

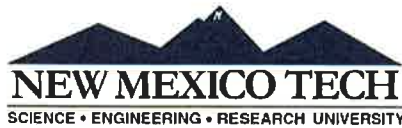
JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accounting Tech	Business Office	40	1	1	1
Accounting Technician	EMRTC	40	2	2	2
Accounting Technician	Fac Management Administration	40	1	1	1
Administrative Coordinator	Advancement	40	1	0	1
Administrative Coordinator	Budget & Analysis	40	1	0	1
Administrative Coordinator	Psychology & Education	40	1	0	1
Administrative Specialist	Bureau of Mine Safety	40	1	0	1
Administrative Specialist	EMRTC	40	2	2	2
Administrative Specialist	Technology Transfer (T2) Collab.	40	1	1	1
Administrative Specialist	VP for Research & Development	40	1	1	1
Admission Coordinator	Admissions	40	1	1	1
Buyer I	EMRTC	40	2	2	2
Buyer I	Purchasing/Stores	40	1	0	1
Buyer II	EMRTC	40	2	2	2
Buyer II	Purchasing	40	1	1	1
Cartographer II	Bureau of Geology	40	1	1	1
Client Support Technician	Infor. Technology & Communication	40	1	1	0
Coord Auxiliary Services	Auxiliaries	40	1	1	1
Coord Instrument Tech III	PRRC	40	1	0	0
Coord Petroleum Information	Bureau of Geology	40	1	1	1
Coord Special Projects	Fac Management Administration	40	1	0	1
Data Analyst Tech I	EMRTC	40	1	0	1
Data Analyst Technician I	EMRTC	40	1	1	1
Department Specialist	Admissions	40	1	0	1
Department Specialist	Biology	40	1	1	1
Department Specialist	IRIS	40	1	0	1
Department Specialist	President's Office	40	1	1	1
Distance Ed Specialist III	Academic Center for Technology	40	1	0	1
Early Education Teacher	Auxiliaries	40	2	2	2
GIS Technician/Cartographer	Bureau of Geology	40	2	0	2
Graduate Coordinator	Graduate Dean	40	1	1	1
Human Resources Technician	Human Resources	40	1	1	1
Instrumentation Tech III	EMRTC	40	1	1	0
Inventory Specialist III	EMRTC	40	1	0	1
Irrigation Specialist	Grounds Maintenance	40	1	1	0
Irrigation Technician	EMRTC	40	1	0	0
Lab Tech II	Earth & Environmental Science	40	1	0	0
Lab Tech III	Bureau of Geology	40	1	1	0



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Technical and Paraprofessional

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Lab Technician	Mechanical Engineering	40	1	0	0
Law Enforcement Tech	Campus Police	40	1	1	0
Lead Maintenance Technician	MRO	40	1	0	0
Lead Telecom Network Tech	Infor. Technology & Communication	40	1	1	0
Lib Tech I/Circulation	Library	40	1	0	1
Library Systems Specialist	Library	40	1	1	0
Library Tech Asst II	Library	40	1	1	1
Library Tech II/ Circulation	Library	40	1	0	0
Library Tech III	Library	40	1	0	1
Library Tech III Cat/Acqu	Library	40	1	0	1
Library Technician I	Library	40	1	0	0
Network & Alarm Tech	Infor. Technology & Communication	40	1	1	0
Ordnance Tech II	EMRTC	40	2	0	0
Ordnance Tech III	EMRTC	40	1	0	0
Payroll Specialist II	Academic Center for Technology	40	1	0	1
Physical Recreation Specialist	Intercollegiate Athletics	40	1	1	1
Property Admin Specialist I	Property Control	40	1	0	1
Publications Resource Speciali	Bureau of Geology	40	1	0	1
Recycling Specialist	Property Control	40	1	0	0
Scheduling Specialist III	EMRTC	40	2	2	2
Science Outreach Specialist	MRO	40	1	0	0
Senior Accounting Technician	EMRTC	40	2	1	2
Shipping & Receiving Tech II	Shipping and Receiving	40	1	0	0
Spec Asst Latin American	VP for Research & Development	40	1	1	0
Specialist Graduate Office	Graduate Dean	40	1	0	1
Specialist Human Resources	Human Resources	40	1	1	1
Specialist Student Affairs	Student Affairs	40	1	1	1
Specialist/Resident Life	Auxiliaries	40	1	1	1
Sr Accounting Tech	General Accounting	40	1	1	1
Starbase Teacher	Technology Transfer Group	40	1	0	1
STARBASE Teacher	Technology Transfer Group	40	2	0	2
Student Account Specialist	General Accounting	40	1	0	1
Tech II/Pesticides Control	Grounds Maintenance	40	1	0	0
Technician III Maker Hub	Technology Transfer (T2) Collab.	40	1	0	1
Technology Transfer Specialist	Technology Transfer (T2) Collab.	40	1	0	1
Telecom Technician	Infor. Technology & Communication	40	1	1	0
Test Range Gunner II	EMRTC	40	2	0	0
Travel Specialist II	Business Office	40	1	1	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR

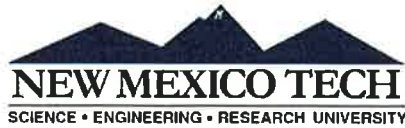
For 07/01/2018 - 06/30/2019

JOB GROUP Technical and Paraprofessional

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Vendor Specialist Admin Assist	Purchasing	40	1	1	1
# TOTAL			88	45	62
% TOTAL			100%	51.14 %	70.45 %

JOB GROUP Clerical and Secretarial

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Accounting Clerk	General Accounting	50	1	1	1
Admin Coordinator	Advancement	50	1	1	1
Admin Sec II/ Visitr Contl	EMRTC	50	1	1	1
Admin Secretary I	Admissions	50	1	1	1
Admin Secretary I	Counseling Services	50	1	1	1
Admin Secretary I	Earth & Environmental Science	50	1	1	1
Admin Secretary I	Mechanical Engineering	50	1	0	1
Admin Secretary I	Mineral Engineering	50	1	1	1
Admin Secretary I	Psychology & Education	50	1	0	1
Admin Secretary II	Campus Police	50	1	0	1
Admin Secretary II	Chemistry	50	1	0	1
Admin Secretary II	Electrical Engineering	50	1	0	1
Admin Secretary II	Environmental Engineering	50	1	1	1
Admin Secretary II	Fac Management Administration	50	2	1	2
Admin Secretary II	Materials Engineering	50	1	1	1
Admin Secretary II	Math	50	1	0	1
Admin Secretary II	Mechanical Engineering	50	1	0	1
Admin Secretary II	Physics	50	1	1	1
Admin Secretary II	Registrar's Office	50	1	0	1
Admin Secretary II EMRTC	EMRTC	50	1	1	1
Admin Services Coordinator	Bureau of Geology	50	1	1	1
Administrative Secretary II	Petroleum	50	1	0	1
Coord Post Office	Post Office	50	1	1	1
Coordinator PAS	Vice President for Univ Relations	50	1	1	1
Department Specialist	CLASS	50	1	0	1
Department Specialist	Earth & Environmental Science	50	1	1	1
Office Coordinator	Infor. Technology & Communicatio	50	1	1	1
Postal Clerk	Post Office	50	2	2	2
Senior Accounting Clerk	Business Office	50	1	0	1
Snack Bar/ Golf Shop Attendant	Auxiliaries	50	1	1	0
Visitor Control Clerk	EMRTC	50	1	1	1



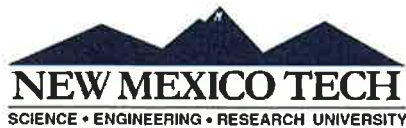
Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Clerical and Secretarial

# TOTAL	33	21	32
% TOTAL	100%	63.64 %	96.97 %

JOB GROUP Skilled Crafts

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Apprentice Plumber	Plumbing Maintenance	60	1	1	0
Bldg Maint Assc-Fire & Safety	Building Maintenance	60	1	0	0
Bldg Maint Assc-Roof & Key Spc	Building Maintenance	60	1	1	0
Bldg Maint Assc-Roof & Key Spc	Locksmith/Key Control	60	1	1	0
Building Maint Assoc Plumbing	Building Maintenance	60	1	1	0
Bus Driver/Maintenance	EMRTC	60	1	0	0
Caprenter Leadman	Carpentry Maintenance	60	1	1	0
Carpenter	Carpentry Maintenance	60	1	1	0
Carpenter I	EMRTC	60	1	0	0
Carpenter II	Carpentry Maintenance	60	2	0	0
Carpenter II	EMRTC	60	1	1	1
Carpenter III	EMRTC	60	1	0	0
Carpenter/Welder II	Carpentry Maintenance	60	1	1	0
Equipment Oiler/Mechanic	EMRTC	60	1	0	0
Experimental Machinist I	EMRTC	60	1	0	0
Heavy Equipment Operator	MRO	60	1	0	0
Lead Machinist	EMRTC	60	1	1	0
Lead Maintenance Carpenter	Bureau of Geology	60	1	1	0
Lead Mechanic	EMRTC	60	1	0	0
Machinist Helper/Trainee	EMRTC	60	1	0	0
Mechanic	Garage	60	1	0	0
Mechanic II	Bureau of Geology	60	1	0	0
Painter	Carpentry Maintenance	60	2	2	0
Painter Leadman	Building Maintenance	60	1	0	0
Plumber Helper	Plumbing Maintenance	60	1	1	0



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

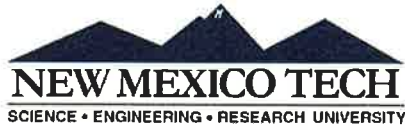
JOB GROUP Skilled Crafts

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Plumber Journeyman	Plumbing Maintenance	60	1	1	0
Plumber Leadman	Plumbing Maintenance	60	1	1	0
Property Yard Lead	Property Control	60	1	1	0
Test Range Leadman	EMRTC	60	1	1	0
Test Range Operator I	EMRTC	60	3	2	0
Test Range Operator II	EMRTC	60	5	4	0
Test Range Operator III	EMRTC	60	6	5	0
Test Range Operator Leadman	EMRTC	60	1	1	0
Training Specialist/Bus Driver	EMRTC	60	1	0	1
Warehouse Lead/Property Contro	EMRTC	60	1	1	0

# TOTAL	48	30	2
% TOTAL	100%	62.50 %	4.17 %

JOB GROUP Service/Maintenance

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Assistant Cook	Auxiliaries	70	1	0	1
Build Maint Assoc/Pool Op	Auxiliaries	70	1	0	0
Building Maint & Grounds Assoc	EMRTC	70	1	0	0
Building Maintenance Associate	EMRTC	70	1	1	0
Building Maintenance Associate	Building Maintenance	70	4	4	0
Building Maintenance Associate	Electrical Maintenance	70	2	2	0
Building Maintenance Associate	EMRTC	70	2	1	0
Building Maintenance Associate	Fac Management Administration	70	1	1	0
Custodial Lead	Custodial Services	70	1	1	0
Custodian	Auxiliaries	70	1	1	0
Custodian	Custodial Services	70	24	19	10
Custodian	EMRTC	70	4	2	4
Detective	Campus Police	70	1	1	0
Groundskeeper	Golf Course Maintenance	70	1	1	0
Groundskeeper	Grounds Maintenance	70	5	2	0
Groundskeeper Golf Course	Golf Course Maintenance	70	1	1	0
Laborer	EMRTC	70	6	6	0
Lead Custodian	Custodial Services	70	1	1	1
Police Desk Sergeant-Keys	Campus Police	70	1	1	1
Police Officer	Campus Police	70	4	4	0



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
 For 07/01/2018 - 06/30/2019

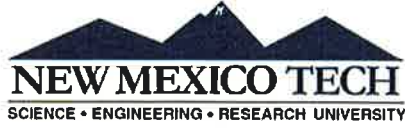
JOB GROUP Service/Maintenance

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Preventative Maintenance Assc	Electrical Maintenance	70	1	0	0
Preventative Maintenance Assoc	Electrical Maintenance	70	1	1	0
Public Safety Dispatcher	Campus Police	70	3	3	0
Security Officer	Campus Police	70	2	2	0
Security Officer/Key Control	Campus Police	70	1	0	1
Sr Public Safety Dispatch/NCIC	Campus Police	70	1	0	1

# TOTAL	72	55	19
% TOTAL	100%	76.39 %	26.39 %

JOB GROUP Instruction/Research Assistant

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
GRA Biology	Biology	80	1	0	1
GRA Chemistry	Biology	80	1	0	0
GRA Chemistry	Chemistry	80	3	2	2
GRA Computer Science	Computer Science	80	3	0	1
GRA Earth & Environmental	Earth & Environmental Science	80	1	0	1
GRA Earth & Environmental	Earth & Environmental Science	80	20	2	8
GRA Materials	Materials Engineering	80	5	1	0
GRA Mechanical Eng	Mechanical Engineering	80	11	3	2
GRA Petroleum & Chem Eng	Petroleum	80	5	0	1
GRA Physics	Physics	80	5	2	0
GTA - Physics	Physics	80	1	0	1
GTA Chemistry	Chemistry	80	4	0	2
GTA Earth & Environ Science	Earth & Environmental Science	80	1	0	0
GTA Mathematics	Math	80	5	0	1
GTA Physics	Physics	80	3	0	2



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
 For 07/01/2018 - 06/30/2019

JOB GROUP Instruction/Research Assistant

TOTAL 69 10 22
 % TOTAL 100% 14.49 % 31.88 %

JOB GROUP Other

JOB TITLE	DEPARTMENT	EEO CATEGORY	TOTAL EMPLOYEES	TOTAL MINORITIES	Total Female
Student Association Contract	Student Association	90	4	4	1
Student Residential Assistant	Advancement	90	1	1	1
Student Residential Assistant	Auxiliaries	90	8	2	3
Student Residential Assistant	Infor. Technology & Communication	90	1	1	0
Student Residential Assistant	Physics	90	1	0	1



Affirmative Action and Compliance Department
JOB GROUP ANALYSIS BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

JOB GROUP Other

# TOTAL	15	8	6
% TOTAL	100%	53.33 %	40.00 %

REPORT # GRAND TOTAL	778	268	319
REPORT % GRAND TOTAL	100%	34.45 %	41.00 %

Tab 7



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Academic Center for Technology

Job Group	JOB TITLE	Salary Code	Total Employees	Total Min/orths	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Director of Distance Education	17	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	79,832	
30	Instructional Tech Supp Spec	15	2	1	0	0	0	0	0	0	0	1	1	1	0	0	0	0	76,167	
10	Computer Sys Admin/Tech	17	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	51,709	
30	Manager of Distance Ed Studies	15	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	51,306	
40	Distance Ed Specialist III	12	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	46,747	
30	LMS Administrator	15	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	43,779	
40	Payroll Specialist II	09	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	24,960	
Department Total:			8	2	0	2	2	0	0	0	0	2	4	4	0	0	0	0	0	
% Total:			100%	25.00	% 0.00	% 25.00	% 25.00	% 0.00	% 0.00	% 0.00	% 0.00	% 25.00	% 50.00	% 50.00	% 0.00	% 0.00	% 0.00	% 0.00	% 0.00	

Admissions

Job Group	JOB TITLE	Salary Code	Total Employees	Total Min/orths	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Dir of Admission	20	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	90,737	
30	Coordinator STEM Outreach	16	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	46,800	
40	Admission Coordinator	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	37,695	
30	Admission Advisor	13	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	37,128	
50	Admin Secretary I	07	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	29,114	
40	Department Specialist	10	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	27,191	
Department Total:			6	4	2	2	2	0	0	0	0	2	0	0	0	0	0	0	0	
% Total:			100%	66.67	% 33.33	% 33.33	% 33.33	% 0.00	% 0.00	% 0.00	% 0.00	% 33.33	% 0.00	% 0.00	% 0.00	% 0.00	% 0.00	% 0.00	% 0.00	

Admissions - Albuquerque



**DEPARTMENT
(OR ORGANIZATIONAL UNIT)**

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Admissions - Albuquerque

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Assoc Dir Admissions	17	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	52,000
30	Admission Advisor	13	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	37,585

Department Total: 2 2 1 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0
 % Total: 100% 100.00 % 50.00 % 0.00 % 0.00 % 0.00 % 50.00 % 0.00 % 0.00 % 0.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Advancement

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Director of Advancement	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	85,830
10	Assoc Dir Advancement	18	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	84,885
10	Major Gifts Officer	19	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	60,000
10	Mgr Alumni Relations	17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	58,344
30	Mgr Database/Technical Editor	19	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	58,344
30	Events Coordinator	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	52,000
50	Admin Coordinator	09	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35,701
40	Administrative Coordinator	11	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	35,414
90	Student Residential Assistant	UGRAD	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1,800

Department Total: 9 3 3 6 6 1 0 0 0 0 0 0 0 0 0 0 0 0 0
 % Total: 100% 33.33 % 33.33 % 66.67 % 66.67 % 11.11 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Affirmative Action



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Affirmative Action

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Spec Asst to Pres/Dir EECC 4AA	21	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	76,770

Department Total: 1 1 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 100%

% Total: 100.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 100.00 % 0.00 % 0.00 % 0.00 %

Auxiliaries

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Dir Auxiliary Services	21	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	114,949
10	Dir Res Life/Conference Servic	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	78,139
10	Dir Golf	19	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	71,224
10	Asst Dir Residential Life	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	46,000
40	Early Education Teacher	07	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	45,760
10	Mgr Children's Center	14	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	43,930
70	Build Maint Assoc/Pool Op	08	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	38,834
30	Coord Res Life & Staff Traini	11	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	35,847
40	Coord Auxiliary Services	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	35,303
10	Theater/Event Manager	11	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	33,000
10	Mgr Golf Shop Snack Bar	10	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	32,301
30	Coord Res Life & Summer Conf	11	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30,000
40	Specialist/Resident Life	10	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27,140
50	Snack Bar/ Golf Shop Attendant	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	27,040
70	Assistant Cook	03	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	26,556
70	Custodian	04	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	10,282
90	Student Residential Assistant	URRAD	8	2	0	3	3	0	0	0	0	2	3	2	0	0	0	0	0	10,260

Department Total: 25 10 5 7 6 0 0 0 0 0 0 1 5 8 6 1 0 0 0 1



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

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WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Biolog	% Total:	100%	40.00 %	20.00 %	28.00 %	24.00 %	0.00 %	0.00 %	0.00 %	4.00 %	20.00 %	32.00 %	24.00 %	4.00 %	0.00 %	0.00 %	4.00 %
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Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Professor of Biology	FAC	2	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	208,660
20	Asst Prof Biology	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	82,620
20	Asst Professor	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	67,856
30	Lab Associate	14	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	44,145
40	Department Specialist	11	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30,593
80	GRA Biology	GRAD	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	5,188
80	GRA Chemistry	GRAD	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	5,088
Department Total:			8	1	1	4	4	0	0	0	0	0	3	3	0	0	0	0	
% Total:			100%	12.50 %	12.50 %	50.00 %	50.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	37.50 %	37.50 %	0.00 %	0.00 %	0.00 %	0.00 %	

Budget & Analysis

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Asst Dir of Budget & Analysis	20	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	91,972
30	Financial Systems Analyst	14	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	54,965
40	Administrative Coordinator	09	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	40,387

Department Total:	3	1	1	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	
% Total:	100%	33.33 %	33.33 %	66.67 %	33.33 %	0.00 %	0.00 %	0.00 %	0.00 %	33.33 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Building Maintenance



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

Building Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
70	Building Maintenance Associate	08	4	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0	94,583
60	Blgd Maint Assoc-Fire & Safety	11	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	41,405
60	Painter Leadman	09	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	27,065
60	Building Maint Assoc Plumbing	09	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	26,240
60	Blgd Maint Assoc-Roof & Key Spc	09	1	1	0	0	0	0	0	1	0	1	0	0	0	0	0	0	22,880

Department Total: 8 6 0 0 0 0 0 0 0 0 0 0 6 2 0 1 0 0 1
 % Total: 100% 75.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 75.00 % 25.00 % 0.00 % 12.50 % 0.00 % 0.00 % 12.50 %

Bureau of Geology

DEPARTMENT
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Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Bureau of Geology

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
40	Publications Resource Speciall	11	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	35,390
60	Mechanic II	10	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	34,391
40	Lab Tech III	10	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	30,697
30	Research Scientist II	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	27,500
Department Total:			49	11	6	20	20	0	0	0	1	5	20	19	0	0	0	0	2	
% Total:			100%	22.45%	12.24%	40.82%	40.82%	0.00%	0.00%	0.00%	2.04%	10.20%	40.82%	38.78%	0.00%	0.00%	0.00%	0.00%	4.08%	

Bureau of Mine Safety

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
30	Mine Safety/Training Spec	17	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	67,787
10	Associate State Mine Inspector	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	66,830
40	Administrative Specialist	12	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	33,974
Department Total:			3	1	0	1	1	0	0	0	0	1	1	1	0	0	0	0	0	
% Total:			100%	33.33%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	

Business and Technology Management



**DEPARTMENT
(OR ORGANIZATIONAL UNIT)**

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Business and Technology Management

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female HortLY	Female Hort/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male HortLY	Male Hort/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Professor of Management	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	129,943
20	Assoc Prof of Management	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	82,824
20	Asst Professor	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	66,340

Department Total: 3 0 0 0 0 0 0 0 0 0 0 0 0 3 1 0 0 2 0 100% 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 100.00 % 33.33 % 0.00 % 0.00 % 66.67 % 0.00 %

Business Office

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female HortLY	Female Hort/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male HortLY	Male Hort/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Controller	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	113,082
30	Sr Accounting Analyst	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	62,899
30	Compliance Analyst	16	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	53,926
30	Administrative Analyst II	15	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	48,542
10	Supervisor Travel	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	47,002
50	Senior Accounting Clerk	09	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	40,917
30	Fiscal Reconciliation Special	16	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	39,000
40	Accounting Tech	10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	34,904
40	Travel Specialist II	09	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	29,311

Department Total: 9 4 4 4 4 0 0 0 0 0 0 0 0 1 1 0 0 0 0 100% 44.44 % 44.44 % 44.44 % 44.44 % 0.00 % 0.00 % 0.00 % 0.00 % 11.11 % 11.11 % 0.00 % 0.00 % 0.00 % 0.00 %

Campus Planning



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Campus Planning

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Dir of Capital Projects	25	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	87,859

Department Total: 1 1 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0
 % Total: 100% 100.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 100.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Campus Police

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Dir Campus Police	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	82,369
70	Police Officer	12	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	60,137
70	Police Officer	11	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	51,062
70	Public Safety Dispatcher	06	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	48,922
10	Asst Dir Campus Police	14	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	45,427
70	Security Officer	06	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	43,196
70	Police Desk Sergeant-Keys	14	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	42,247
70	Detective	13	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	38,073
70	Sr Public Safety Dispatch/NCIC	14	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	36,774
50	Admin Secretary II	08	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	28,554
40	Law Enforcement Tech	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	27,412
70	Security Officer/Key Control	06	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	25,128
70	Public Safety Dispatcher	07	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	24,860

Department Total: 17 12 1 3 3 0 0 0 0 0 0 0 11 2 2 0 0 0 0
 % Total: 100% 70.59 % 5.88 % 17.65 % 17.65 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 64.71 % 11.76 % 11.76 % 0.00 % 0.00 % 0.00 % 0.00 %

Carpentry Maintenance



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

Carpentry Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
60	Painter	07	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	40,310
60	Carpenter/Leadman	13	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	34,525
60	Carpenter II	10	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	34,179
60	Carpenter/Welder II	10	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	29,311
60	Carpenter II	09	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	27,703
60	Carpenter	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	22,880
Department Total:			7	5	0	0	0	0	0	0	0	5	2	0	0	0	0	0	2
% Total:			100%	71.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	71.43%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%

Cave & Karst

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
30	Hydrologist	18	1	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	150,858
10	Director of NCKRI	24	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	120,985
10	Manager/Senior Accountant	18	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	74,239
10	Associate Director of Educatio	20	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	63,623
30	Cave & Karst Science Specialis	17	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	50,000
10	Office Manager	12	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	39,838
Department Total:			6	1	1	2	1	0	0	0	0	1	0	4	3	0	0	0	1
% Total:			100%	16.67%	16.67%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	66.67%	50.00%	0.00%	0.00%	0.00%	16.67%

Chemical Engineering



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Chemical Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Associate Prof Chemical Eng	FAC	2	1	1	0	0	0	0	0	0	1	1	1	0	0	0	0	170,423
20	Assoc Prof of Chemical Eng	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	78,847
20	Asst Prof Chemical Eng	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	70,000
20	Asst Professor	FAC	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	69,396
30	Lab Associate	12	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	42,014
Department Total:			6	1	1	1	0	0	0	1	0	0	4	2	0	0	2	0	
% Total:			100%	16.67%	16.67%	16.67%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%	0.00%	

Chemistry

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Asst Professor	FAC	2	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0	136,959
20	Professor of Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	79,640
20	Assoc Prof Chemistry	FAC	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1	74,749
20	Assoc Prof Chemistry	FAC	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	72,470
20	Asst Prof Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	69,906
20	Associate Prof of Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	69,343
30	Associate Prof of Chemistry	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	67,140
30	Lab Associate	14	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	37,128
50	Admin Secretary II	08	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	24,877
80	GTA Chemistry	GRAD	4	0	0	2	0	0	0	2	0	0	2	0	0	0	2	0	21,452
30	Research Assistant	12	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	16,640
80	GRA Chemistry	GRAD	3	2	1	1	0	0	0	1	0	1	0	0	0	0	0	0	16,376
Department Total:			18	3	1	7	4	0	0	3	0	2	8	3	0	0	5	1	
% Total:			100%	16.67%	5.56%	38.89%	22.22%	0.00%	0.00%	16.67%	0.00%	11.11%	44.44%	16.67%	0.00%	0.00%	27.78%	5.56%	

CLASS



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

CLASS

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Instructor of English	FAC	2	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	83,957
20	Professor of English	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	75,800
20	Prof. of Foreign Language	FAC	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	74,891
20	Assoc Professor CLASS	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	64,493
20	Assoc Prof English	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	60,218
20	Assoc Prof of Technical Comm	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	60,135
20	Asst Professor	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	53,025
20	Asst Prof of CLASS	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	50,918
20	Asst Prof of History	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	47,303
50	Department Specialist	10	1	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	31,366
20	Instructor of History	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	23,000
Department Total:			12	1	0	7	6	0	0	0	0	1	1	4	4	0	0	0	0
% Total:			100%	8.33%	0.00%	58.33%	50.00%	0.00%	0.00%	0.00%	0.00%	8.33%	8.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%

Communication & Marketing Dept

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Director of Communications	20	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	75,370
30	Public Information Specialist	19	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	72,026
30	Coord of Print & Publications	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	63,590
30	Web Developer/Digital Media Mgr	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	63,118
Department Total:			4	1	0	1	1	0	0	0	0	1	2	2	0	0	0	0	0
% Total:			100%	25.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Community Education



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Community Education

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Community College Faculty	FAC	6	2	2	3	3	0	0	0	1	0	1	1	0	0	0	0	53,025
20	Instructor of Music	FAC	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	37,000
30	Coord Continuing Education	11	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	36,400
20	Community Ed Instructor	FAC	2	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	1,050

Department Total: 10 4 3 5 5 0 0 0 0 0 1 1 1 1 1 0 0 0 0
 % Total: 100% 40.00 % 30.00 % 50.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 % 10.00 % 10.00 % 10.00 % 10.00 % 10.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Computer Science

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Prof of Computer Science	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	104,967
20	Assoc Prof Computer Science	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	97,597
20	Associate Professor of Com Sci	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	94,893
20	Assoc Prof of Computer Science	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	94,698
20	Assistant Prof Computer Science	FAC	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	80,073
20	Instructor/ WICS Coordinator	FAC	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	61,200
20	Instructor	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	51,765
80	GRA Computer Science	GRAD	3	0	0	1	0	0	0	1	0	0	2	0	0	0	0	0	15,264
20	Research Assistant Professor	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	5,000

Department Total: 11 0 0 4 1 0 0 0 0 0 3 0 0 7 2 0 0 0 0
 % Total: 100% 0.00 % 0.00 % 36.36 % 9.09 % 0.00 % 0.00 % 0.00 % 0.00 % 27.27 % 0.00 % 0.00 % 63.64 % 18.18 % 0.00 % 0.00 % 0.00 % 45.45 % 0.00 %

Counseling Services



**DEPARTMENT
(OR ORGANIZATIONAL UNIT)**

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Counseling Services

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
30	Disability Case Manager /PI	16	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	66,509
10	Dir Counseling & Disabilities	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	63,544
30	Mental Health Counselor	16	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	42,640
30	Coord Preventionist	13	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	36,598
50	Admin Secretary I	07	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	31,530

Department Total: 5 2 2 3 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0
 % Total: 100% 40.00 % 40.00 % 60.00 % 60.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Ctr for Tech Commercialization-CTC

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
10	Executive Director	28	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	204,575
10	Exec Dir. (RPG) Venture (OIC)	26	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	145,000

Department Total: 2 0 0 0 0 0 0 0 0 0 0 0 0 2 1 0 0 0 0
 % Total: 100% 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 100.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 % 50.00 %

Custodial Services



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Custodial Services

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
70	Custodian	04	23	18	9	1	0	0	0	0	2	9	4	3	0	0	0	1	511,228
10	Custodial Supervisor	14	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	38,812
70	Lead Custodian	09	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35,945
70	Custodial Lead	09	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	31,981
70	Custodian	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	20,156

Department Total: 27 22 10 1 0 0 0 0 0 0 2 12 4 3 0 0 0 0 1
 % Total: 100% 81.48 % 37.04 % 3.70 % 0.00 % 0.00 % 0.00 % 7.41 % 44.44 % 14.81 % 11.11 % 0.00 % 0.00 % 0.00 % 3.70 %

Earth & Environmental Science



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Earth & Environmental Science

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
80	GRA Earth & Environmental	GRAD	20	2	1	7	6	0	0	1	0	1	11	8	0	0	2	0	270,358
20	Asst Prof of ERES	FAC	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	216,763
20	Professor of Hydrology	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	123,418
20	Professor of Geophysics	FAC	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	101,944
20	Professor of ERES	FAC	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	90,308
20	Professor of ERES	FAC	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	88,573
20	Associate Professor of Geology	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	82,026
20	Associate Professor ERES	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	81,698
20	Assoc Prof of ERES	FAC	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	81,804
30	Hydrogeologist	FAC	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	65,236
20	Associate Research Professor	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	63,531
50	Department Specialist	FAC	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	33,786
20	Assistant Research Professor	FAC	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	31,529
40	Lab Tech II	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	31,354
20	Research Faculty	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15,512
50	Admin Secretary I	07	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11,627
80	GRA Earth & Environmental	GRAD	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	8,988
20	Assoc Research Prof Climatolog	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	3,550
80	GTA Earth & Environ Science	GRAD	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	3,288

Department Total: 40
 % Total: 100%
 4 10.00%
 3 7.50%
 11 27.50%
 10 25.00%
 0 0.00%
 0 0.00%
 1 2.50%
 0 0.00%
 1 2.50%
 25 62.50%
 22 55.00%
 0 0.00%
 0 0.00%
 2 5.00%
 0 0.00%

Electrical Engineering

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

NEW MEXICO TECH
SCIENCE • ENGINEERING • RESEARCH UNIVERSITY
Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Electrical Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Professor of Elec Engr	FAC	3	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0	246,218
20	Assoc Prof of Electrical Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	81,740
20	Associate Prof of Elec Engr	FAC	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	79,445
20	Assist Prof of Elec Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	73,046
10	Assoc Desgn Student	19	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	72,299
20	Instructor Electrical Eng	FAC	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	80,000
30	Computer System & Lad Admin	16	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	58,096
50	Admin Secretary II	08	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	24,557
Department Total:			10	3	1	1	1	0	0	0	0	2	6	6	0	0	0	0	0
% Total:			100%	30.00%	10.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	20.00%	60.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Electrical Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Asst Dir Utility Systems	18	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	82,470
70	Building Maintenance Associate	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	32,545
70	Building Maintenance Associate	09	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	32,545
70	Preventative Maintenance Assoc	09	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	24,271
70	Preventative Maintenance Assoc	09	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	23,795
Department Total:			5	4	0	0	0	0	0	0	0	4	1	1	0	0	0	0	0
% Total:			100%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%

EMRTC



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

EMRTC

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual	
40	Irrigation Technician	08	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22,516
40	Data Analyst Tech I	06	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	22,396
40	Data Analyst Technician I	06	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22,396
70	Laborer	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	21,632
10	Laborer	05	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	21,632
40	Administrative Specialist	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18,198
50	Admin Sec III Visir Contl	08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17,561
Department Total:			10	56	23	12	9	0	1	0	2	33	42	39	2	0	0	0	1	
% Total:			100%	51.85 %	21.30 %	11.11 %	8.33 %	0.00 %	0.93 %	0.00 %	1.85 %	30.56 %	38.89 %	36.11 %	1.85 %	0.00 %	0.00 %	0.00 %	0.93 %	

Environmental Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual	
20	Professor of Civil/Envir Engr	FAC	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	91,955
20	Professor of Civil/Envir Eng	FAC	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	88,281
20	Assoc Prof of Civil Engineerin	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	79,209
20	Associate Prof CEE	FAC	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	77,820
20	Vising Asst Prof of Civil Engr	FAC	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	71,969
50	Admin Secretary II	08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25,612
Department Total:			6	1	1	1	1	0	0	0	0	0	0	4	3	0	0	0	0	
% Total:			100%	16.67 %	16.67 %	16.67 %	16.67 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	66.67 %	50.00 %	0.00 %	0.00 %	0.00 %	16.67 %	0.00 %	

Fac Management Inventory/Tool Crtb



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Fac Management Inventory/Tool Crib

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Supr Warehouse	.11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	41,005

Department Total: 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
 % Total: 100% 100.00 % 100.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 16.67 % 25.00 % 25.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Fac Management Administration

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Dir Facilities Management	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	123,646
10	Associate Director-Mech Eng	20	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	87,214
10	Assoc Dir for Business	20	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	78,000
10	Assoc Director Construction	20	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	75,000
30	Architect	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	60,000
30	Senior Accountant	18	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	54,487
50	Admin Secretary II	08	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	47,151
10	Construction Supervisor	15	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	43,700
40	Accounting Technician	10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35,414
40	Coord Special Projects	10	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	32,545
70	Building Maintenance Associate	09	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22,880

Department Total: 12 6 3 3 3 0 0 0 0 0 0 0 2 3 3 0 0 0 0
 % Total: 100% 50.00 % 25.00 % 25.00 % 25.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 16.67 % 25.00 % 25.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Financial Aid Office



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT SUMMARY BY FISCAL YEAR
For 07/01/2018 - 06/30/2019

Financial Aid Office

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Dir Financial Aid	21	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	67,833
10	Asoc Dir Financial Aid	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	45,000
30	Financial Aid Counselor	17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	40,098

Department Total: 3 2 1 1 1 0 0 0 0 0 0 0 1 0 0 0 0 0 0
 % Total: 100% 66.67 % 33.33 % 33.33 % 33.33 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 33.33 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Garage

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Fleet Manager	15	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	50,714
60	Mechanic	10	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	26,315

Department Total: 2 0 0 0 0 0 0 0 0 0 0 0 0 2 2 0 0 0 0
 % Total: 100% 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 100.00 % 100.00 % 0.00 % 0.00 % 0.00 % 0.00 %

General Accounting



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

**DEPARTMENT
(OR ORGANIZATIONAL UNIT)
General Accounting**

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Assistant Controller	19	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	94,507
10	Mgr Financial Operations	15	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	60,571
40	Student Account Specialist	10	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	42,034
40	Sr Accounting Tech	11	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	35,193
50	Accounting Clerk	07	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	26,036
Department Total:			5	4	3	1	1	0	0	0	0	1	1	0	0	0	0	0	0
% Total:			100%	80.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Golf Course Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Asst Dir Grounds & Golf Course	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	61,851
70	Groundskeeper	04	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	22,396
70	Groundskeeper Golf Course	04	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	20,742
Department Total:			3	2	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
% Total:			100%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%

Graduate Dean



**DEPARTMENT
(OR ORGANIZATIONAL UNIT)**

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Graduate Dean

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female HortLY	Female HortLN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male HortLY	Male HortLN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
40	Specialist Graduate Office	11	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	36,772
40	Graduate Coordinator	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35,736

Department Total: 2 1 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0
% Total: 100% 50.00 % 50.00 % 50.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Grounds Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female HortLY	Female HortLN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male HortLY	Male HortLN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
70	Groundskeeper	04	4	2	0	0	0	0	0	0	0	2	2	2	0	0	0	0	77,313
10	Supv Grounds	13	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	47,076
10	Greenhouse Supervisor	14	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	37,683
10	Grounds Supervisor	13	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	36,400
40	Tech I/Pesticides Control	10	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	31,366
40	Irrigation Specialist	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	27,727
70	Groundskeeper	05	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	18,720

Department Total: 10 5 0 1 1 1 0 0 0 0 0 0 5 4 4 0 0 0 0
% Total: 100% 50.00 % 0.00 % 10.00 % 10.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 50.00 % 40.00 % 40.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Human Resources



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Human Resources

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
10	Dir Human Resources	22	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	144,320
10	Asst Dir Human Resources	19	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	85,097
30	Coord Human Resources	14	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	45,872
40	Specialist Human Resources	13	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	40,312
40	Human Resources Technician	10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	30,846

Department Total: 5 5 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 100% 100.00 % 100.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

ICASA

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
10	Dir of ICASA	25	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	135,200
10	Chief Technology Officer	26	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	130,000
10	Sr technadvsr/Sys/Eng/Res	25	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	107,871
30	Research Scientist II	20	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	76,498
10	Senior Project Manager	19	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	71,000
30	Research Scientist	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	66,024
30	Admin Specialist/FSO Asst	16	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	53,205

Department Total: 7 2 1 1 1 0 0 0 0 0 0 1 4 4 4 0 0 0 0 100% 28.57 % 14.29 % 14.29 % 14.29 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 14.29 % 57.14 % 57.14 % 0.00 % 0.00 % 0.00 % 0.00 %

Infor. Technology & Communications



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Infor. Technology & Communications

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Dir ITC	25	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	142,514
10	Mgr Network Services	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	102,288
10	Banner Application Support Mgr	22	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	92,504
30	Database Administrator	20	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	82,530
30	Programmer Analyst III	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	73,551
10	Mgr Comp Maint/Networking	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	72,732
10	Mgr Communications Services	19	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	70,485
10	Business Manager ITC	20	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	68,685
10	Client Services Supervisor	17	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	67,291
30	SR UNIX SYS Programmer	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	61,823
30	Analyst / Banner Software	18	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	58,240
30	Programmer/Analyst I	17	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	50,000
30	Supr Computer Services	17	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	45,222
30	Banner Report Writer	17	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	43,260
40	Lead Telecom Network Tech	11	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	39,603
40	Office Coordinator	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	38,189
40	Telecom Technician	10	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	37,907
40	Client Support Technician	14	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	35,152
40	Network & Alarm Tech	14	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	34,611
90	Student Residential Assistant	UGRAD	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1,800

Department Total: 20 100% 8 40.00% 2 10.00% 2 10.00% 1 5.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 6 30.00% 10 50.00% 10 50.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00%

Intercollegiate Athletics



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Intercollegiate Athletics

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Dir Physical Recreation	16	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	66,504
40	Physical Recreation Specialist	09	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	37,723

Department Total: 2 100% 1 50.00% 1 50.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 1 50.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00% 0 0.00%

IRIS



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

IRIS

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
30	Sr Staff Sci/Software Eng	17	1	0	0	0	0	0	0	0	0	0	5	1	1	1	1	1	391,775
10	Dir IRIS/PASSCAL	26	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	166,675
30	Sr Staff Scientist	20	2	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	131,131
30	Staff Sci/Polar Proj Field Eng	18	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	109,200
30	Sr Staff Sci/Sensor Gp Super	22	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	97,167
10	Asoc Dir Chief Engineer	21	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	94,169
30	Lead Field App Eng Sr Sci	21	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	92,690
30	Senior Staff Scientist	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	87,982
10	Sr Staff Scientist/lead Hardw	22	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	82,282
30	Manager Information Technology	14	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	76,045
30	Staff Scientist	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	68,958
30	Sr Staff Scientist/Data Group Supv	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	66,506
30	Sr Staff Scientist/Polar Svcs Migr	20	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	64,712
30	Staff Scientist/Data Specialis	18	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	62,915
10	Sr Staff Sci/Supv Software Gp	23	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	62,145
30	Staff Sci/Hardware Spec	17	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	61,787
30	Staff Scientist/Software Eng	18	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	60,576
30	Staff Scientist Seismometer	17	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	58,152
30	Staff Scientist Polar Project	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	54,757
10	Assistant Director of Finance	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	53,978
30	Sr Asso Tdte Cntrl & Logs	15	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	53,880
30	Staff Scientist/Data Specialis	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	52,000
30	Staff Scientist/Hardware Engr	17	1	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	50,905
30	Staff Scientist Seismometer Sp	17	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50,409
30	Coordinator/Purchasing	13	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	39,305
30	Inventory Control Coordinator	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	38,293
40	Department Specialist	11	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	32,448

Department Total: 29
% Total: 100%

2 3.45% 14 48.28% 12 41.38% 0 0.00% 0 0.00% 2 6.90% 0 0.00% 1 3.45% 17 58.62% 11 37.93% 1 3.45% 1 3.45% 3 10.34% 1 3.45%

Library



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Library

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Director of Library	21	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	76,908
40	Library Systems Specialist	15	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	59,686
30	Technical Services Librarian	16	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	42,840
30	Public Svcs & Instru Librarian	16	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	42,840
40	Library Tech III Cat/Acqu	09	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	34,562
40	Library Tech Asst II	09	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32,481
40	Library Tech II/ Circulation	09	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	31,456
40	Library Tech III	12	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	30,285
40	Lib Tech I/Circulation	08	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	23,521
40	Library Technician I	07	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	23,168
Department Total:			10	2	1	5	5	0	0	0	0	1	3	3	0	0	0	0	0	
% Total:			100%	20.00 %	10.00 %	50.00 %	50.00 %	0.00 %	0.00 %	0.00 %	0.00 %	10.00 %	30.00 %	30.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Locksmith/Key Control

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Mgr Building Maintenance	18	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	53,084
60	Blngg Maint Assc-Roof & Key Spc	09	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	23,795

Department Total:

% Total: 2 2 0 0 0 0 0 0 0 0 0 0 2 0 0 0 0 0 0 100%

Materials Engineering

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Materials Engineering

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019



Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female		Females		Females		Female		Females		Male		Males		Male		Annual
					Hor/LY	Hor/LN	White	AA	Nat/Haw	A	AI	Hor/LY	Hor/LN	White	AA	Nat/Haw	Males A	AI			
20	Professor of Materials Engr	FAC	3	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	0	287,934
20	Prof Materials Engineering	FAC	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	106,006	
20	Professor of Materials	FAC	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	100,293	
20	Asst Professor	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	69,335	
80	GRA Materials	GRAD	5	1	0	0	0	0	0	0	0	0	0	1	4	2	0	0	0	49,610	
50	Admin Secretary II	08	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24,877	
Department Total:			12	2	1	1	1	0	0	0	0	0	0	1	9	6	0	0	0	3	0
% Total:			100%	16.67%	8.33%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	75.00%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	

Math

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female		Females		Females		Female		Females		Male		Males		Male		Annual
					Hor/LY	Hor/LN	White	AA	Nat/Haw	A	AI	Hor/LY	Hor/LN	White	AA	Nat/Haw	Males A	AI			
20	Professor of Mathematics	FAC	5	0	0	0	0	0	0	0	0	0	0	0	5	3	0	0	0	0	388,938
20	Instructor of Math	FAC	2	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	102,800
20	Associate Professor of Math	FAC	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	71,914
20	Assoc Prof of Mathematics	FAC	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	68,498
20	Associate Prof of Math	FAC	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	68,396
20	Asst Professor	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	63,546
20	Asst Prof of Mathematics	FAC	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	61,494
20	Asst Prof of Math	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	61,200
20	Instructor of Mathematics	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	59,417
50	Admin Secretary II	08	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24,336
80	GTA Mathematics	GRAD	5	0	0	0	0	0	0	0	0	0	0	0	4	2	0	0	0	0	23,740
Department Total:			20	1	0	4	2	0	0	0	0	0	0	1	15	10	0	0	0	5	0
% Total:			100%	5.00%	0.00%	20.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	75.00%	50.00%	0.00%	0.00%	0.00%	25.00%	0.00%	

Mechanical Engineering

DEPARTMENT
(OR ORGANIZATIONAL UNIT)



NEW MEXICO TECH
 SCIENCE • ENGINEERING • RESEARCH UNIVERSITY
Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
 DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Mechanical Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Asst Professor	FAC	2	0	0	0	0	0	0	0	0	0	2	1	0	0	1	0	136,146
20	Assoc Prof Mechanical Eng	FAC	2	0	0	0	0	0	0	0	0	0	2	1	0	0	1	0	105,946
20	Professor Mechanical Eng	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	92,849
20	Assoc Prof of Mechanical Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	91,544
20	Assoc Prof of Mechanical Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	82,732
20	Professor of TC & Mech Eng	FAC	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	82,139
80	Assoc Prof of Mechanical Engr	FAC	11	3	0	1	1	0	0	0	0	1	7	5	1	0	1	0	78,893
20	Assoc Prof of Mechanical Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	72,264
20	Assoc Prof of Mechanical Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	70,502
50	Admin Secretary II	07	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	68,160
50	Admin Secretary I	07	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	24,823
40	Lab Technician	12	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	23,719
			25	3	1	4	3	0	0	0	1	2	18	12	1	0	4	1	16,224
	Department Total:		25	3	4.00%	16.00%	12.00%	0.00%	0.00%	0.00%	4.00%	8.00%	72.00%	48.00%	4.00%	0.00%	16.00%	4.00%	
	% Total:		100%	12.00%	4.00%	16.00%	12.00%	0.00%	0.00%	0.00%	4.00%	8.00%	72.00%	48.00%	4.00%	0.00%	16.00%	4.00%	

Mineral Engineering

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Professor of Geological Eng	FAC	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	97,657
20	Professor of Mining Engineerin	FAC	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	94,402
20	Associate Prof of Min Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	78,346
20	Asst Prof Mineral Eng	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	70,500
50	Admin Secretary I	07	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11,032

Department Total: 5 2 1 0 0 0 0 0 0 0 0 0 1 3 3 0 0 0 0 % Total: 100% 40.00% 20.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 20.00% 60.00% 60.00% 0.00% 0.00% 0.00% 0.00%

MRO

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

NEW MEXICO TECH
SCIENCE • ENGINEERING • RESEARCH UNIVERSITY
Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Payroll

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Asst Manager Payroll	16	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	50,002
10	Supv Accounts Payable	15	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	49,446

Department Total: 2
% Total: 100%
Total Minorities: 1 (50.00%)
Female: 1 (50.00%)
Female Hor/LN: 0 (0.00%)
Females White: 0 (0.00%)
Females AA: 0 (0.00%)
Female Nat/Haw: 0 (0.00%)
Females A: 0 (0.00%)
Females AI: 0 (0.00%)
Male: 1 (50.00%)
Male Hor/LN: 1 (50.00%)
Males White: 1 (50.00%)
Males AA: 0 (0.00%)
Male Nat/Haw: 0 (0.00%)
Males A: 0 (0.00%)
Males AI: 0 (0.00%)
Annual: 104,937

Petroleum

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
20	Professor of Petroleum Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	104,937
80	GRA Petroleum & Chem Engr	GRAD	5	0	0	1	0	1	0	0	0	0	4	1	0	0	0	0	0	87,072
20	Asst Prof Petroleum Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	86,664
20	Associate Prof Petroleum	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	84,981
20	Asst Prof Petroleum Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	80,900
20	Asst Prof of Petroleum Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	71,000
20	Asst Prof of Petroleum Engr	FAC	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	70,000
50	Administrative Secretary II	07	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	48,549
Department Total:			13	0	0	2	1	1	0	0	0	0	11	4	2	0	0	0	0	12,168

Department Total: 13
% Total: 100%
Total Minorities: 0 (0.00%)
Female: 0 (0.00%)
Female Hor/LN: 2 (15.38%)
Females White: 1 (7.69%)
Females AA: 1 (7.69%)
Female Nat/Haw: 0 (0.00%)
Females A: 0 (0.00%)
Females AI: 0 (0.00%)
Male: 11 (84.62%)
Male Hor/LN: 4 (30.77%)
Males White: 1 (7.69%)
Males AA: 2 (15.38%)
Male Nat/Haw: 0 (0.00%)
Males A: 0 (0.00%)
Males AI: 0 (0.00%)
Annual: 104,937

Physics



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Physics

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
20	Professor of Physics	FAC	6	0	0	3	3	0	0	0	0	2	3	3	0	0	0	0	517,824
20	Asst Prof of Physics	FAC	2	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	128,194
80	GRA Physics	GRAD	5	2	0	0	0	0	0	0	0	2	4	3	0	0	0	0	113,955
20	Professor of Astrophysics	FAC	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	102,372
20	Research Assoc Professor	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	73,200
20	Associate Prof of Physics	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	70,177
20	Assoc Prof of Physics	FAC	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	70,244
20	Assistant Professor of Physics	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	64,013
50	Admin Secretary II	08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	30,514
80	GTA Physics	GRAD	3	0	0	2	1	0	0	1	0	0	2	2	0	0	0	0	20,752
20	Research Professor	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	20,000
80	GTA - Physics	GRAD	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	5,188
90	Student Residential Assistant	UGRAD	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1,800

Department Total: 25
 % Total: 100%
 Total: 6
 % Total: 24.00
 Female Hor/LY: 1
 % Total: 4.00
 Female Hor/LN: 8
 % Total: 32.00
 Females White: 7
 % Total: 28.00
 Females AA: 0
 % Total: 0.00
 Female NatHaw: 0
 % Total: 0.00
 Females A: 1
 % Total: 4.00
 Females AI: 0
 % Total: 0.00
 Male Hor/LY: 5
 % Total: 20.00
 Male Hor/LN: 13
 % Total: 52.00
 Males White: 12
 % Total: 48.00
 Males AA: 0
 % Total: 0.00
 Male NatHaw: 0
 % Total: 0.00
 Males A: 1
 % Total: 4.00
 Males AI: 0
 % Total: 0.00

Plumbing Maintenance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
60	Plumber Leadman	15	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	39,959
60	Plumber Journeyman	14	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	35,414
60	Apprentice Plumber	08	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	34,042
60	Plumber Helper	04	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	22,396

Department Total: 4
 % Total: 100%
 Total: 4
 % Total: 100.00
 Female Hor/LY: 0
 % Total: 0.00
 Female Hor/LN: 0
 % Total: 0.00
 Females White: 0
 % Total: 0.00
 Females AA: 0
 % Total: 0.00
 Female NatHaw: 0
 % Total: 0.00
 Females A: 0
 % Total: 0.00
 Females AI: 0
 % Total: 0.00
 Male Hor/LY: 4
 % Total: 100.00
 Male Hor/LN: 0
 % Total: 0.00
 Males White: 0
 % Total: 0.00
 Males AA: 0
 % Total: 0.00
 Male NatHaw: 0
 % Total: 0.00
 Males A: 0
 % Total: 0.00
 Males AI: 0
 % Total: 0.00

Post Office



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Post Office

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
50	Postal Clerk	07	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	45,264
10	Mgr Post Office	13	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	31,951
50	Coord Post Office	08	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	26,315

Department Total: 4
% Total: 100.00 %
75.00 % 75.00 % 25.00 % 25.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

President's Office

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	President	PRES	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	339,165
10	Dir Governmental Affairs	21	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	134,590
10	Chief Execr Asst to President	18	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	78,000
40	Department Specialist	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	32,448

Department Total: 4
% Total: 100.00 %
75.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 25.00 % 25.00 % 25.00 % 0.00 % 0.00 % 0.00 %

Property Control



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Property Control

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual	
10	Dir Property	23	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	92,305	
10	Manager Property Control	15	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	55,778	
40	Property Yard Lead	60	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	29,138	
40	Property Admin Specialist I	08	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	22,380	
40	Recycling Specialist	07	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	16,224	
Department Total:			5	1	0	1	1	0	0	0	0	1	3	2	0	0	0	0	1	20,000
% Total:			100%	20.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	20.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	20.00%	

PRRC

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual	
30	Assoc Dir/ Sr Scientist	22	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	279,400	
30	Research Engineer IV	23	2	0	0	0	0	0	0	0	0	0	2	1	0	0	1	0	175,529	
10	Dir PRRC	26	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	172,274	
10	Assoc Dir Operation & Database	20	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	135,424	
30	Senior Scientist/ Sect Head I	23	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	115,586	
30	Research Scientist/ Sect Head II	23	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	103,343	
30	Research Associate V	21	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	90,245	
30	Mgr Systems & Net/Industry Lia	22	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	89,233	
30	Research Scientist III	22	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	87,376	
30	Research Engr/ Sect Hd I	22	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	77,188	
30	Research Engineer/ Sect Head I	22	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	74,766	
30	Research Engineer/ Sect Head I	22	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	70,720	
30	Coat Analyst II	14	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	55,144	
30	Research Associate II	18	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	54,135	
40	Coord Instrument Tech III	14	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	53,731	
30	Contract Analyst	15	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	20,000	
Department Total:			17	1	0	5	2	0	0	0	0	1	11	6	1	0	0	0	0	20,000
% Total:			100%	5.88%	0.00%	29.41%	11.76%	0.00%	0.00%	0.00%	0.00%	5.88%	64.71%	35.29%	5.88%	0.00%	0.00%	0.00%	0.00%	



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Psychology & Education

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
20	Assoc Prof Psychology	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	70,216
20	Asst Prof of Psychology	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	69,095
20	Asst Professor	FAC	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	65,608
30	Curriculum Developer	15	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	39,000
40	Administrative Coordinator	11	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	31,200
50	Admin Secretary I	07	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	23,709
20	MST Instructor	FAC	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	2,250
Department Total:			7	0	0	3	3	0	0	0	0	0	4	4	0	0	0	0	
% Total:			100%	0.00%	0.00%	42.86%	42.86%	0.00%	0.00%	0.00%	0.00%	0.00%	57.14%	57.14%	0.00%	0.00%	0.00%	0.00%	

Purchasing

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Chief Procurement Officer	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	96,036
10	Assoc Director Purchasing Serv	18	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	74,999
40	Buyer II	14	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	46,997
10	Manager Purchasing	15	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	46,152
40	Vendor Specialist Admin Assist	12	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35,239
Department Total:			5	3	3	1	1	0	0	0	0	0	1	1	0	0	0	0	
% Total:			100%	60.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	

Purchasing/Stores



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS**
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Purchasing/Stores

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Purchasing Manager	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	43,968
40	Buyer I	12	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	36,473

Department Total: 2 0 0 2 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0
 % Total: 100% 0.00% 0.00% 100.00% 100.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%

Registrar's Office

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	Registrar	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	65,000
30	Transfer & Articulation Specia	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	46,152
30	Data Analyst	15	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	41,600
10	Assistant Registrar	14	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	36,400
50	Admin Secretary II	08	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	24,823

Department Total: 5 0 0 4 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0
 % Total: 100% 0.00% 0.00% 80.00% 80.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 20.00% 20.00% 0.00% 0.00% 0.00% 0.00% 0.00%

Restricted Funds Accounting



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WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Restricted Funds Accounting

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
10	Dir Sponsored Projects	22	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	100,709
10	Assoc Dir Sponsored Proj	20	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	85,765
10	Pre-Award Negotiations Mgr	19	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	80,754
30	Research Administrator	16	2	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	80,371
10	Mgr Grants & Contracts	19	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	72,005
30	Direct Cost Analyst	15	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	44,004
30	Business Admin Specialist	14	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	34,611
Department Total:			8	1	1	6	5	0	0	0	0	0	1	1	0	0	0	0	
% Total:			100%	12.50 %	12.50 %	75.00 %	62.50 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	12.50 %	12.50 %	0.00 %	0.00 %	0.00 %	0.00 %	

Shipping and Receiving

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
40	Shipping & Receiving Tech II	10	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	28,375
Department Total:			1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	
% Total:			100%	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	100.00 %	100.00 %	0.00 %	0.00 %	0.00 %	0.00 %	

Student Affairs



**DEPARTMENT
(OR ORGANIZATIONAL UNIT)**

**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

Student Affairs

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
10	Dir Student Affairs	20	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	66,445
10	Asst Dir of Student Affairs	15	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	47,609
40	Specialist Student Affairs	10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30,840

Department Total: 3 1 1 1 1 0 0 0 0 0 0 0 0 1 1 0 0 0 0
 % Total: 100% 33.33 % 33.33 % 33.33 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 75.00 % 33.33 % 33.33 % 0.00 % 0.00 % 0.00 % 0.00 %

Student Association

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual	
90	Student Association Contract	UGRAD	4	4	1	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3,255

Department Total: 4 4 1 0 0 0 0 0 0 0 0 0 3 0 0 0 0 0 0
 % Total: 100% 100.00 % 25.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 75.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 %

Technology Transfer (T2) Collab.

DEPARTMENT
(OR ORGANIZATIONAL UNIT)

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WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Technology Transfer (T2) Collab.

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
10	Executive Director	23	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	110,854
30	Tech Transfer Process Spc	17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	81,629
10	Dir. Maker Hub & Manufac Collab	21	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	70,000
10	Sr. Business Manager	18	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	67,553
40	Technology Transfer Specialist	21	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	64,803
10	Mgr Marketing & Publications	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	64,480
30	Tech Transfer Analyst II	19	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	62,400
40	Administrative Specialist	12	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	35,006
40	Technician III Maker Hub	16	1	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	32,760
Department Total:			9	4	3	4	3	0	0	1	0	1	1	1	0	0	0	0	
% Total:			100%	44.44%	33.33%	44.44%	33.33%	0.00%	0.00%	11.11%	0.00%	11.11%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	

Technology Transfer Group

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female NatHaw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male NatHaw	Males A	Males AI	Annual
10	Director-AFRL STEM Outreach	25	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	119,467
30	STEM Outreach Specialist II	19	1	0	0	0	0	0	0	0	0	2	2	1	1	0	0	0	110,324
40	STARBASE Teacher	19	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	99,985
30	Education Tech Writer	21	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	78,457
30	Mgr Training Edu Lead	22	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	77,256
30	STEM Outreach Specialist	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	63,623
30	Starbase Data Analyst	19	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	61,357
40	Starbase Teacher	19	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	59,575
Department Total:			9	0	0	7	7	0	0	0	0	0	3	3	2	1	0	0	
% Total:			100%	0.00%	0.00%	77.78%	77.78%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	22.22%	11.11%	0.00%	0.00%	0.00%

Vice Pres for Admin and Finance



DEPARTMENT
(OR ORGANIZATIONAL UNIT)

Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

Vice Pres for Admin and Finance

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	VP Admin/Finance	28	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	253,028
30	Business Process Analyst	23	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	98,124
30	Admin Assistant	17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	63,624
Department Total:			3	1	1	0	0	0	0	0	0	0	2	2	0	0	0	0	
% Total:			100%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	66.67%	0.00%	0.00%	0.00%	0.00%	

Vice President for Univ Relations

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorities	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	VP Student & University Relat	28	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	219,359
10	Asst VP Student & Univ Relat	23	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	135,782
10	Dir Math & Sci Upward Bound	14	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	76,376
30	Dir Performing Arts Prog	14	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	66,169
30	Admin Assistant	17	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	58,220
30	Coord UBMS Program	13	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	40,310
50	Coordinator PAS	10	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	28,257
Department Total:			7	4	4	1	1	0	0	0	0	0	2	2	0	0	0	0	
% Total:			100%	57.14%	57.14%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%	28.57%	0.00%	0.00%	0.00%	0.00%	

VP for Research & Development



**Affirmative Action and Compliance Department
WORK FORCE ANALYSIS
DEPARTMENT SUMMARY BY FISCAL YEAR**

For 07/01/2018 - 06/30/2019

**DEPARTMENT
(OR ORGANIZATIONAL UNIT)**

VP for Research & Development

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	VP/R&ED/Chief Operating Office	26	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	254,518
10	Assoc Vice President R&ED	27	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	183,041
30	Sr Research Scientist	20	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	136,096
40	Spec Asst Latin American	25	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	130,000
10	Assoc Director PTRC	22	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	118,810
10	Dir Finance & Bus Operations	21	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	102,367
30	Cave Management Scientists III	19	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	77,000
30	Supv Machine Shop	16	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	65,645
10	Mgr/Research Development	17	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	63,648
30	Hazardous Materials Officer	17	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	57,408
30	Admin Asst of R&ED	18	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	54,956
30	Research Compliance Officer	13	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	53,805
30	Laboratory Facility Manager	20	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	47,612
30	Research Scientist I	20	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	37,454
40	Administrative Specialist	11	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	36,774
Department Total:			15	8	3	3	3	0	0	0	0	5	4	3	0	0	1	0	
% Total:			100%	53.33	% 20.00	% 20.00	% 20.00	% 0.00	% 0.00	% 0.00	% 0.00	% 33.33	% 26.67	% 20.00	% 0.00	% 0.00	% 6.67	% 0.00	%

VP of Academic Affairs

Job Group	JOB TITLE	Salary Code	Total Employees	Total Minorties	Female Hor/LY	Female Hor/LN	Females White	Females AA	Female Nat/Haw	Females A	Females AI	Male Hor/LY	Male Hor/LN	Males White	Males AA	Male Nat/Haw	Males A	Males AI	Annual
10	VP Academic Affairs	28	1	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	212,160
10	Assoc VP Academic Affairs	26	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	153,816
10	Sr Financial Administrator AA	20	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	90,168
30	Administrative Assistant	17	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	48,983

Department Total:

4 0 0 2 2 0 0 0 0 0 0 0 2 2 2 0 0 0 0

100% 0.00 % 0.00 % 50.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 0.00 % 50.00 % 50.00 % 0.00 % 0.00 % 0.00 % 0.00 %



DEPARTMENT
 (OR ORGANIZATIONAL UNIT)

**Affirmative Action and Compliance Department
 WORK FORCE ANALYSIS**
 DEPARTMENT SUMMARY BY FISCAL YEAR

For 07/01/2018 - 06/30/2019

REPORT # GRAND TOTAL:	778	268	119	200	170	2	1	18	13	148	322	253	10	1	43	15
REPORT % GRAND TOTAL:	100%	34.45 %	15.30 %	25.71 %	21.85 %	0.26 %	0 %	2.31 %	1.67 %	19.02 %	41.39 %	32.52 %	1.29 %	0.13 %	5.53 %	2 %

Tab 8

Availability Factor Form

Job Group: Professional

Analysis Date: July 1, 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	1.9	24.1	2.1	4.6	32.7	52.4	55	1.05	13.26	1.16	2.53	18.0	28.82	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	21.0	0	0	21.0	53.0	45	0	4.45	0	0	4.45	23.85	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	1.05	17.71	1.16	2.53	22.45	52.67	

Note 1: US Census Bureau, 2006-2010 American Community Survey, New Mexico

Note 2: Professionals within the establishment

Availability Factor Form

Job Group: Technicians

Analysis Date: July 1, 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	0	26.1	0	6.5	32.6	30.4	88	0	22.97	0	5.72	28.69	26.75	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	44.0	0	0	44.0	69.0	13	0	5.72	0	0	5.72	5.72	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	0	28.69	0	5.72	34.41	35.72	

Note 1: US Census Bureau, 2006-2010 American Community Survey, New Mexico, Socorro County

Note 2: Technicians within the establishment

Availability Factor Form

Job Group: Officials and Managers

Analysis Date: July 1, 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	1.5	31.3	0.6	4.0	37.4	45.3	25	.38	2.23	.15	1.0	3.76	11.33	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferrable within the establishment	0	42.0	8.0	8.0	58.0	33	75	0	31.5	6.0	6.0	43.5	24.75	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	.38	33.73	6.15	7.0	47.26	36.08	

Note 1: US Census Bureau, 2006-2010 American Community Survey, New Mexico

Note 2: Officials and Managers within the establishment

Availability Factor Form

Job Group: Faculty

Analysis Date: July, 1 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	6.3	4.8	5.2	.3	16.6	49.2	93	5.86	4.46	4.84	.28	15.44	45.76	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	0	100	0	0	100	7	0	0	7.0	0	7.0	7.0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	5.86	4.46	11.84	.28	22.44	52.76	

Note 1: US Census Bureau, 2006-2010 American Community Survey, United States

Note 2: Faculty within the establishment

Availability Factor Form

Job Group: Skilled Craft

Analysis Date: July 1, 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	0	56.0	0	5.6	61.6	3.7	1	0	56.0	0	5.6	61.6	3.7	Note 1
Other critical sources of minorities and women with requisite skills: (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	0	0	0	0	0	0	0	0	0	0	0	0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	0	56.0	0	5.6	61.6	3.7	

Note 1: US Census Bureau, 2006-2010 American Community Survey, New Mexico, Socorro County

Note 2: Skilled Craft within the establishment

Availability Factor Form

Job Group: Service Maintenance

Analysis Date: July 1, 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	0	61.8	0	8.1	69.9	43.9	88	0	54.38	0	7.13	61.51	38.63	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	0	0	100	0	0	12	0	0	0	12	12	0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	0	54.38	0	19.13	73.51	38.63	

Note 1: US Census Bureau, 2006-2010 American Community Survey, New Mexico, Socorro County

Note 2: Service Maintenance within the establishment

Availability Factor Form

Job Group: Administrative Support

Analysis Date: July 1, 2018 thru June 30, 2019

	Raw Data						Factor Weight	Weighted Data						Source of Raw Data
	Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female		Black	Hispanic	Asian & Pacific Islander	Native American	Total Minorities	Female	
Percentage of minorities and women with requisite skills in the reasonable recruitment area (Census Data)	0	52.3	0	19.6	71.9	86.0	73	0	38.18	0	14.31	52.49	62.78	Note 1
Other critical sources of minorities and women with requisite skills. (College/Universities, Union, Trade Schools, etc.)	-	-	-	-	-	-								
Percentage of minorities and women among those promotable or transferable within the establishment	0	0	0	0	0	100	27	0	0	0	0	0	27.0	Note 2
Percentage of minorities and women among those who are trainable within the establishment.	-	-	-	-	-	-								
Other internal sources of minorities and women with requisite skills.	-	-	-	-	-	-								
Final Availability (%)							100%	0	38.18	0	14.31	52.49	89.78	

Note 1: US Census Bureau, 2006-2010 American Community Survey, New Mexico, Socorro County

Note 2: Administrative Support within the establishment

NEW MEXICO TECH PLACEMENT GOALS ANALYSIS

41 CFR 60-2.16 (vi)

Regular Full Time and Part Time Employees

JOB GROUP	NUMBER OF EMPLOYEES	Employment % Minority	Employment % Female	Availability % Minority	Availability % Female	Underutilized Minority	Underutilized Female
Executives Administrators Managers	124	33%	47%	47%	36%	Yes	No
Other Professionals	199	32%	37%	22%	53%	No	Yes
Faculty (tenure & non tenure track)	114	32%	19%	22%	53%	No	Yes
Secretarial Clerical	47	55%	98%	53%	90%	No	No
Technical Non Professional	111	46%	62%	34%	36%	No	No
Skilled Craft	43	86%	2%	62%	3.7%	No	Yes
Service Maintenance	60	73%	35%	74%	39%	Yes	Yes
Total	698						