

JULY 1,2015- JUNE 31,2016

UCLA

STAFF AFFIRMATIVE ACTION PLAN

***for Women and Minorities and
Persons with Disabilities and Protected Veterans***

Campus Human Resources

Staff Diversity & AA/EEO Compliance Office

2015-2016
UCLA STAFF AFFIRMATIVE ACTION PLAN

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STATEMENT OF POLICY ON NONDISCRIMINATION AND AFFIRMATIVE ACTION FOR STAFF EMPLOYEES AT UCLA

The University of California, Los Angeles (UCLA or University) is an equal employment opportunity employer. It is the policy of the University not to engage in discrimination against or harassment of any person employed by or seeking employment with the University because of race, color, national origin, religion, sex, gender identity, pregnancy¹, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994)². This policy applies to all employment practices, including recruitment, selection, promotion, transfer, demotion, merit increases, salary, training and development, separation, and making reasonable and appropriate accommodations for persons with disabilities. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

UCLA will continue to make good faith efforts to promote and maintain a workplace free of discrimination or harassment by demonstrating that it neither condones nor tolerates employment practices that discriminate against or harass any person or specific group of persons on the bases listed above. UCLA is committed to maintaining an environment in which employees can work in an atmosphere that is free from all forms of discrimination, harassment (sexual or otherwise), exploitation, or intimidation. Such behavior is prohibited by law and is a violation of University policy.

University policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

UCLA is an affirmative action/equal opportunity employer. It is the policy of the University to undertake affirmative action consistent with its obligations as a federal contractor, for minorities and women, for persons with disabilities, and for protected veterans.

UCLA is committed to applying good faith efforts to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. Furthermore, it is our policy at UCLA to promote equal employment opportunity and to take affirmative action through recruitment and employment efforts, training and development, educational opportunities, advancement in employment, transfer and other terms and conditions of employment of qualified minorities, women, persons with disabilities, and covered veterans. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

Our primary tool for ensuring a diverse and equitable workplace for UCLA staff is the Staff Affirmative Action Plan (SAAP). The SAAP translates our responsibilities and the legal mandates concerning equal employment opportunity and affirmative action into a framework for implementation by the affirmative action unit heads, including deans, provosts and vice chancellors.

This written Plan, which is required by federal regulations, is available for inspection during normal working hours in the Office of Staff Diversity and AA/EEO Compliance, Suite 1050 of the UCLA Wilshire Center and at the UCLA Charles Young library.

¹ *Pregnancy* includes pregnancy, childbirth and medical conditions related to pregnancy or childbirth.

² *Service in the uniformed services* includes membership, application for membership, and performance of service, application for service or obligation for service in the uniformed services.

While it is understood that the application of specific policies will contain appropriate variations for staff employees, this basic statement of UCLA's policy applies alike to all employees.

This SAAP is updated annually and should be reviewed by campus units accordingly. The Plan shall remain in effect until superseded in whole or in part(s). This statement of policy and our written Plan are to be considered a directive to all University personnel and supersede previous statements. Direct responsibility for staff affirmative action plan implementation is assigned to the administrative vice chancellor, with the assistance and support of designated administrators as described in the written Plan.

Achieving equal opportunity for all UCLA staff members requires that we do more than simply oppose employment discrimination and harassment when they arise. I fully expect the concerted effort and commitment of all members of the campus community to carry out these policies and the SAAP at every level and in every sector of our organization.

Gene D. Block

Chancellor

THE UNIVERSITY OF CALIFORNIA DIVERSITY STATEMENT

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006
Endorsed by the President of the University of California June 30, 2006

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present and future -refers to the variety of personal experience, values, and worldviews that arise from the differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity among its student bodies and among its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.

41 CFR §60-2 UCLA 2015-2016 STAFF AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES

UCLA PERSONNEL POLICIES AND PROCEDURES RELATED TO AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES³

The University of California prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, gender identity, pregnancy⁴, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history)⁵, ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994)⁶. The University of California is an affirmative action/equal opportunity employer. The University undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for protected veterans. University policy is intended to be consistent with the provisions of applicable State and Federal laws.

It is the policy of the University of California to undertake affirmative action consistent with its obligations as a federal contractor, for staff personnel who are minorities, women, persons with disabilities, and for protected veterans, through formally written Affirmative Action Plan. The term Affirmative Action Plan, SAAP and AAP are used interchangeably with Staff Affirmative Action Plan. In developing the Affirmative Action Plan, the University's objectives are: to ensure, members of groups who in the past may have been victims of employment discrimination, are given equal opportunities to compete for jobs and to have their qualifications assessed fairly; and to achieve a diversified work force at all levels.

UCLA makes good faith efforts to reach all qualified applicants, including women, minority, disabled job applicants and veteran job applicants. Available positions are posted on the career opportunities website at <https://hr.mycareer.ucla.edu>. All recruitment material and advertising indicates that UCLA is "An Equal Opportunity/Affirmative Action Employer."

Hiring Departments on campus with the support of the Employment Services unit within Campus Human Resources and Health System Human resources carefully evaluate employment qualifications, ensuring that unnecessary minimum requirements for employment are neither imposed nor advertised. Employment practices are designed to encourage candidates who are qualified for such positions to apply. UCLA advertises in the media that reach female and minority applicants for staff positions, in addition to broader, more inclusive, recruitment efforts.

UCLA hires, promotes, and transfers employees solely in terms of individual qualifications. Promotion and transfer opportunities are encouraged for all employees regardless of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994). Hires, promotions, and transfers are based solely on criteria that are made explicit. Hiring, promotion, and transfer policies are administered in compliance with UCLA's policy on nondiscrimination in employment. Job openings available for recruitment, promotion, and transfer are posted unless Campus Human Resources or Health Sciences Human Resources issues a recruitment waiver in accordance with University policy.

Decisions regarding termination and non-renewal of employment are made in compliance with UCLA's policy on nondiscrimination.

Training programs are open to employees in accordance with the UCLA Equal Employment Opportunity and Affirmative Action policy. Training programs are not designated solely to improve skills in existing jobs, but also to develop skills necessary for career advancement. The Campus and Health System Human Resources Departments, and the Staff Diversity & AA/EEO Compliance Office, develop special training programs for supervisory and other staff to create greater awareness and understanding of issues of employment discrimination. Additionally, the Staff Diversity & AA/EEO Compliance Office and the Campus and Health System Human Resources Departments provide organizational development consultation to Affirmative Action units and departments to enable employees to fully participate in the organization.

All work conditions are allocated without discrimination and in compliance with UCLA's policy on nondiscrimination in employment. Appropriate physical facilities are provided for employees and applicants of both sexes.

The Campus, the Health System Human Resources Department, and the Staff Diversity & AA/EEO Compliance Office have developed special training programs for supervisory and other staff whose responsibilities include recruitment, screening, selection, promotion, disciplinary, and related processes. The training programs will assist in creating a greater awareness and understanding of issues of employment

³ For UCLA policies and procedure related to Affirmative Action Plan for protected veterans can be found on page 18 of this document. To see UCLA policies and procedures for individuals with disabilities, please see page 27.

⁴ *Pregnancy* includes pregnancy, childbirth and medical conditions related to pregnancy or childbirth.

⁵ Amended in May 2010.

⁶ *Service in the uniformed services* includes membership, application for membership, and performance of service, application for service or obligation for service in the uniformed services.

discrimination ensuring that the commitments in the affirmative action program are implemented. Additionally, the Staff Affirmative Action Office, and the Campus and the Health System Human Resources Departments, will continue to provide organizational development consultation to departments enhance employee engagement and participation in the organization.

Leave policies are applied without regard for employee race, color, national origin, religion, sex, gender identity, physical or mental disability, ancestry, marital status, age, sexual orientation, and citizenship, in accordance with the UCLA's policy on nondiscrimination in employment.

UCLA has grievance procedures for staff employees that ensure a fair adjudication of complaints related to conditions of employment. These procedures are described in the various personnel program manuals and collective bargaining agreements.

University policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

As a part of the performance evaluation procedure at UCLA, all supervisors are evaluated on their performance in the implementation of the Staff Affirmative Action Plan as it applies to their areas of supervision. Special recruiting efforts are undertaken by departments and affirmative action units in conjunction with Employment Services, if there is underutilization of minorities, women people with disabilities, and protected veterans, as per this Affirmative Action Plan.

Race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994) are not factors in UCLA's seniority systems. Seniority is applied in accordance with policies and labor agreements.

UCLA does not discriminate in compensation. Merit increases are awarded on basis of individual performance and improvement in performance. No merit increases may be awarded or denied on a discriminatory basis, in accordance with UCLA's policy on nondiscrimination in employment. Retirement and benefit provisions are administered in accordance with the University's policy on nondiscrimination.

EXTERNAL AND INTERNAL DISSEMINATION OF POLICY

Internal Dissemination Policy

The University broadly communicates its non-discrimination and affirmative action policies internally by:

- a. Distributing the Staff Affirmative Action information to the Chancellor, Executive Vice Chancellor & Provost, vice chancellors, assistant and associate vice chancellors, deans, and by briefing these individuals on necessary improvements.
- b. Including the policy in the Staff Personnel Manual; Personnel Policies for Staff Members and Personnel Policies for Senior Managers.
- c. Incorporating nondiscrimination and affirmative action clauses in all collective bargaining agreements for staff employees, and reviewing all contractual provisions to ensure that they are nondiscriminatory.
- d. Posting the policy on departmental bulletin boards and web-sites.
- e. Making current staff employees aware of the existence of UCLA's Staff Diversity and Compliance Office and the benefits and resources available to them.
- f. Maintaining a web presence for diversity, with a link on the UCLA homepage.

External Dissemination Policy

UCLA communicates its non-discrimination and affirmative action policies externally by:

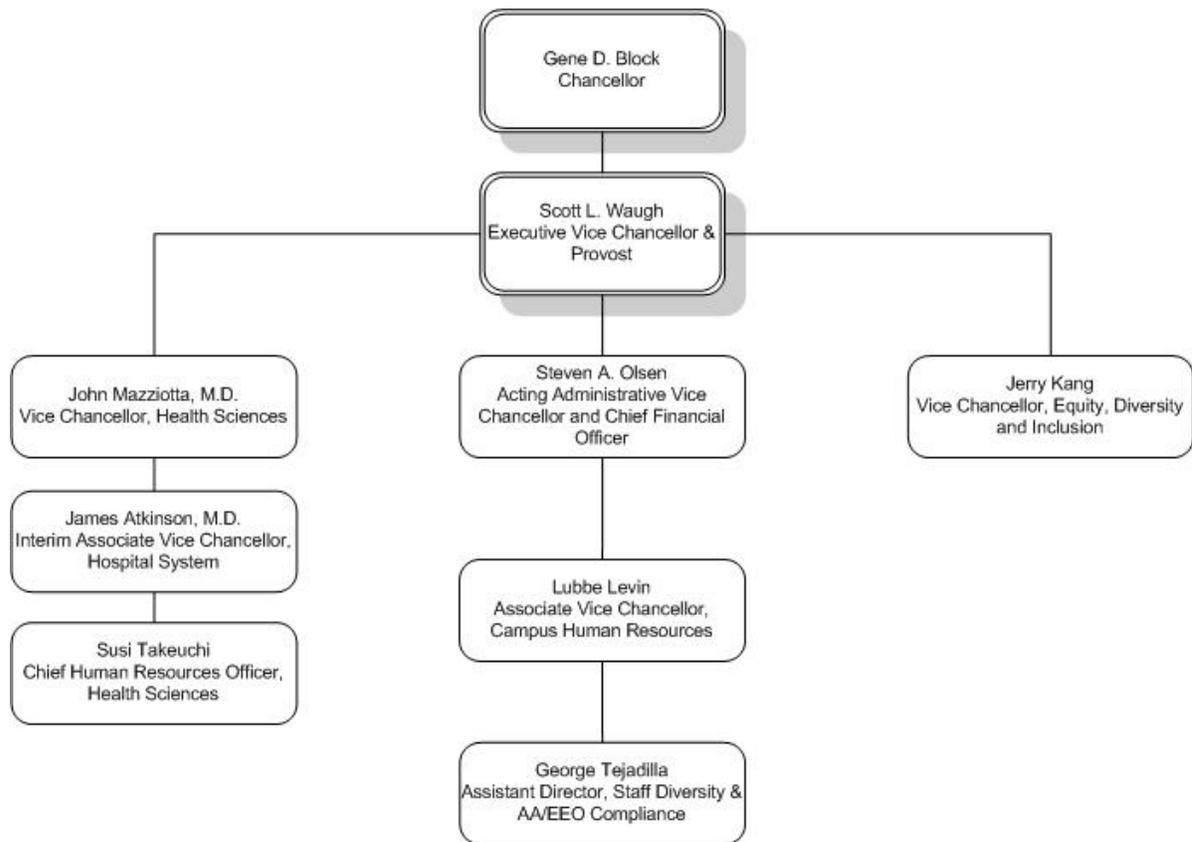
- a. Including a consolidated statement in all advertising and other outreach publicity, including job postings.
- b. Incorporating the equal opportunity/affirmative action policy statement into all purchase orders and subcontracts covered by Executive Order 11246 as amended.
- c. In addition, Chancellor Block makes known his support for affirmative action to achieve an inclusive environment and equal employment opportunity in statements made in public forums locally, nationally, and internationally.

§60-2.17 (a) DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTATION OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Delegation of Responsibility for Staff Affirmative Action

The responsibility for equal employment opportunity and affirmative action rests with Chancellor Block. Chancellor Block delegates implementation of the affirmative action programs to the Executive Vice Chancellor Waugh, to the Vice Chancellor for Equity, Diversity, and Inclusion Kang, to the Vice Chancellor of UCLA Health Sciences Mazziotta, to the Chief Officer of the Human Resources of the UCLA Hospital System and Health Sciences Takeuchi, to the Assistant Vice Chancellor of Campus Human Resources Levin; and to the Assistant Director of the UCLA Staff Diversity and EEO/AA Compliance Office Tejadilla. The UCLA Staff Diversity and EEO/AA Compliance Office located at 10920 Wilshire Blvd, Suite 1050, Los Angeles, CA, 90024.

UCLA Staff Affirmative Action Organizational Chart



The Staff Affirmative Action Officer

The Staff Affirmative Action Officer George Tejadilla oversees the Staff Diversity & AA/EEO Compliance Office ensures development and dissemination of the annual Affirmative Action Plan on Campus and within Hospital System. The Staff Affirmative Action Officer:

- a. Develops and recommends policies and procedures for staff affirmative action;
- b. Audits campus programs and procedures related to the provisions of this Affirmative Action Plan;
- c. Monitors practices and programs of the Campus Human Resources and the Hospital System Human Resources for compliance with the provisions of this Plan;
- d. Based on the standards established under this Plan, identifies problem areas in utilization and in the application of personnel policies

- affecting affirmative action;
- e. Provides consultation to the Campus and Hospital System Human Resources Departments regarding the personnel services and procedures that are required by the Affirmative Action Plan and pertinent federal and state directives;
- f. Regularly evaluates for effectiveness the procedures implemented under this Plan to promote affirmative action;
- g. Acts as liaison to all campus groups on affirmative action and equal employment opportunity issues, periodically organizes informational meetings on affirmative action and equal employment opportunity issues for staff employees, keeps the campus informed of affirmative action progress;
- h. Serves as an expert in the requirements and precedents associated with affirmative action and as the campus representative in establishing rapport with campus and external communities for this program;
 - i. Investigates reports of incidents or conditions which may not conform with goals of the University's Affirmative Action Program objectives, discusses findings, and make recommendations for enforcement action to the Associate Vice Chancellor, Campus Human Resources, and the Chief Human Resources Officer, UCLA Hospital System.
 - j. Investigates and mediates those internal complaints received by Staff Diversity & AA/EEO Compliance Office and those complaints received from state and federal enforcement agencies;
 - k. Provides direct assistance and consultation to all Staff Affirmative Action Units, monitors the progress of good faith efforts toward campus goals of the affirmative action unit;
 - l. Reviews each Staff Affirmative Action Unit periodically for compliance with policy and procedural requirements of the Staff Affirmative Action Plan;
- m. Maintains regular contact with campus and community groups;
- n. Assists campus departments in the assessment, development, and implementation of specialized affirmative action and diversity programs; and
- o. Performs such other functions in the implementation of the Plan or its policies as may be approved by the Associate Vice Chancellor, Campus Human Resources, and the Chief Human Resources Officer, UCLA Hospital System

Staff Diversity & Affirmative Action/Equal Employment Opportunity Compliance

The Staff Diversity & Compliance Office:

- a. Designs an auditing and reporting system to evaluate the effectiveness of affirmative action efforts for women, minorities, persons with disabilities and protected veterans. Establishes annual goals for women and minorities, persons with disabilities and protected veterans in job groups identified as underutilized;
- b. Serves as liaison between the campus and state and federal equal employment opportunity compliance agencies;
- c. Serves as liaison, in conjunction with the Campus and Hospital System Human Resources Departments, between campus organizations and community action groups for women, minorities, persons with disabilities and protected veterans; and ensures that campus representatives are involved in community service programs of local organizations for women, minorities and other underrepresented communities; and
- d. Keeps management informed of the latest developments in affirmative action efforts for women, minorities, persons with disabilities and protected veterans.

Staff Affirmative Action Units

The basic organizational units for implementation of this Plan are called Staff Affirmative Action Units, which are structured based on function, size and unique characteristics of the work force. There are fifteen Staff Affirmative Action Units at UCLA; each assigned a Unit Coordinator who is the person with management responsibility for that unit or has been delegated the responsibility of affirmative action compliance. The Unit Coordinator is responsible for the implementation of affirmative action policy and procedures within the Unit, and the coordination of "good faith" efforts to meet SAAP objectives.

UNIT 1: College of Letters & Science

Unit Coordinator – Patricia A. Turner, Dean/Vice Provost for Undergraduate Education, email- pturner@college.ucla.edu

UNIT 2: Professional Schools

Unit Coordinator – Scott Waugh, Executive Vice Chancellor and Provost

UNIT 3: Chancellor's Organization

Unit Coordinator – Scott Waugh, Executive Vice Chancellor and Provost, email: evc@conet.ucla.edu

UNIT 4: UCLA Medical Enterprise

Unit Coordinator – John C. Mazziotta, M.D., Ph.D., Vice Chancellor, Health Sciences, email: jmazziotta@mednet.ucla.edu

UNIT 5: Administration

Unit Coordinator – Michael Beck, Vice Chancellor of Business Administration, email: michaelbeck@ucla.edu

UNIT 6: External Affairs

Unit Coordinator – Rhea Turteltaub, Vice Chancellor, External Affairs, email: rheat@support.ucla.edu

UNIT 7: Student Affairs

Unit Coordinator – Janina Montero, Vice Chancellor, Student Affairs, email: jmontero@saonet.ucla.edu

UNIT 8: Graduate Division

Unit Coordinator – Robin Garrell, Vice Provost, Graduate Division, email: rgarrell@grad.ucla.edu

UNIT 9: Research

Unit Coordinator – Ann Karagozian, Interim Vice Chancellor, Research, email: AKaragozian@conet.ucla.edu

UNIT 10: Finance, Budget & Capital Programs

Unit Coordinator – Steve Olsen, Vice Chancellor, Finance, Budget & Capital Programs, email: solsen@conet.ucla.edu

UNIT 11: Continuing Education

Unit Coordinator – Wayne Smutz, Dean, Continuing Education and UCLA Extension, email: wsmutz@unex.ucla.edu

UNIT 12: University Library

Unit Coordinator – Virginia Steel, University Librarian, email: vsteel@library.ucla.edu

UNIT 13: Intercollegiate Athletics

Unit Coordinator – Dan Guerrero, Athletics Director, email: dguerrero@athletics.ucla.edu

UNIT 14: Academic Senate

Unit Coordinator – Estrada, Leobardo, Chair, Academic Senate, email: leobard@ucla.edu

UNIT 15: ASUCLA

Unit Coordinator – Bob Williams, Director, ASUCLA, email: bwilliams@asucla.ucla.edu

UNIT 16: Ethnic Studies Centers

Unit Coordinator -- Belinda Tucker, Institute of American Culture, IACcoordinator@conet.ucla.edu

Department Heads/Directors

Department Heads and Directors are responsible for ensuring compliance with staff affirmative action policies and procedures. They are responsible for:

- a. Ensuring equitable application of all personnel policies and procedures to provide a workplace free of employment discrimination and harassment;
- b. Advising employees of affirmative action programs and encourage their participation;
- c. Directing internal and external communications to all employees to ensure their awareness of affirmative action and nondiscrimination/harassment policies, procedures and programs;
- d. Ensuring that appropriate good faith efforts are taken within their respective units to achieve the goals and objectives outlined in this Staff Affirmative Action Plan;
- e. Including in regular performance evaluations of supervisors, a review of their equal employment opportunity and affirmative action efforts and responsibilities;
- f. Ensuring that women and minorities are afforded equal opportunity to participate in University-sponsored educational, training, recreational and social activities; and
- g. Ensuring that posters are displayed in locations available to all employees which inform employees of Nondiscrimination/harassment and affirmative action laws, regulations, and policies.

Supervisors

Supervisors are responsible for:

- a. Applying equitably all personnel policies and practices. Advising employees of affirmative action policies and procedures and, upon request, providing them with copies of written policy and procedural statements;
- b. Advising employees of affirmative action programs and encouraging their participation;
- c. Circulating internal and external communications to ensure that all employees are aware of affirmative action and nondiscrimination/harassment policies, procedures and programs;
- d. Assisting in the identification of problem areas of utilization; ensuring implementation of special programs to increase representation consistent with the goals and objectives outlined in the UCLA Staff Affirmative Action Plan;
- e. Advising employees of University policy development in the areas of nondiscrimination/harassment and affirmative action;
- f. Implementing policies and procedures which afford all employees equal access to opportunities to participate in University-sponsored educational, training, recreational and social activities;
- g. Conducting regular and fair reviews of the qualifications of all employees including minorities and women to ensure equal consideration for appointments, transfers, and promotions;
- h. Conducting regular discussions with employees concerning University affirmative action and Nondiscrimination/harassment policies and procedures, ensuring that these policies and procedures are understood and followed; and
- i. Providing a workplace that is free of employment discrimination, including any form of harassment.

COMPONENTS OF THE AFFIRMATIVE ACTION PLAN

The UCLA the Staff Diversity & AA/EEO Compliance Office has a reporting system in place to periodically measure the effectiveness of the total Staff Affirmative Action Plan and to keep management informed of Staff Diversity & AA/EEO Compliance Offices findings and recommendations.

§60-2.11 Organizational profile/Workforce Analysis

The workforce analysis consists of a listing of all job titles in descending salary order for each department, showing the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents within each ethnic group. UCLA maintains one SAAP for employees located at the main campus facility and at all off-campus subordinate sites. The Staff

Diversity & AA/EEO Compliance Office reviews the workforce analysis of UCLA staff personnel, including those employees who work off-site, once a year.

§60-2.12 Job group analysis

A job group analysis is a method of combining job titles/appointments at UCLA for the purposes of the Affirmative Action Program. The regulations require UCLA to group jobs with similar content, wage rates, and opportunities. The regulations further state, “[s]imilarity of content refers to the duties and responsibilities of the job titles which make up the job group. Similarity of opportunities refers to training, transfers, promotions, pay, mobility, and other career enhancement opportunities offered by the jobs within the job group.” And finally, regulations require for “[t]he job group analysis [to] include a list of the job titles that comprise each job group.” If “the job group analysis contains jobs that are located at another establishment, the job group analysis must be annotated to identify the actual location of those jobs.”

UCLA has two major and distinct locations encompassing its workforce – UCLA General Campus and UCLA Hospital System. A location within the UCLA General Campus or the UCLA Hospital System is the first principle by which a specific job title/appointment is placed into a job group. There are three other principles, including: type of appointment (contract, career/partial year career, limited, casual restricted, and per diem), union representation (represented, not represented titles/appointments), and categorization based on U.S. Census occupational code. Each title code/appointment is rated on these four principles for placement into Job Groups.

Job Group Analysis is presented in Appendix A, Page 37.

§60-2.14 Determining Availability

“The purpose of availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of the contractor's incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.” UCLA separately determines the availability of minorities and women for each job group.

The Staff Diversity & AA/EEO Compliance office reviews labor market availability on an on-going basis to ensure that its statistics are based on the most current information available. Availability, as specified in the U.S. Department of Labor regulations, is the means by which it is possible to calculate the percentages of Females and Minorities available internally and those in the relevant labor area who possess specific skills for jobs available with an employer.⁷ UCLA uses availability to establish its own workforce goals for underutilized job groups, as required by the federal regulations.⁸ The Department of Labor, in a compliance review, would then review the good faith efforts and progress of the institution toward meeting the affirmative action goals.

The primary data sources used to estimate the labor and recruitment areas population with requisite skills is the U.S. Census Bureau's American Community Survey via <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>.

As specified by the federal regulations, the Staff Diversity & AA/EEO Compliance office reviews represented and non-represented jobs separately.⁹ The Staff Diversity & AA/EEO Compliance office has identified 549 Job Groups reflecting existing similarities among employees based on a combination of their job classifications, union representation, job duties, skills, training, levels or types of responsibility, compensation, as well as adherence to similar workplace standards. Separate utilization analyses are conducted for the General Campus and the Hospital System to recognize different data sources and operational differences between them.

UCLA posts all jobs on its “job opportunities” websites. There are separate websites for the General Campus and the Hospital System. The jobs are posted with the state as well as are assessable and available to all qualified candidates nationally. However, our analysis of recruitment shows that for nonexecutive jobs, UCLA gains over 95.0% of its applicants from the labor force of the Los Angeles County. The Los Angeles county data served best for assessing availability for most job groups except top executive job group for which we used the national labor market data sample.

§60-2.15 Comparing incumbency to Availability and §60-2.16 Placement Goals

UCLA compares the percentage of women and minorities in each job group determined pursuant to §60-2.13 with the availability for those job groups determined pursuant to §60-2.14. When the percentage of woman or minorities employed in a particular job group is less than

⁷ Over 50.00% of the campus workforce is subject to union contracts and operates under “step” system of job advancement. Otherwise, UCLA policy defines promotions as any movement from a job with a lower minimum and maximum compensation range to a higher compensation range. Promotions occur primarily in the context of a competitive application process, involving internal and external job seekers. UCLA provides job training to employees looking to improve their workforce mobility, however, UCLA does not offer training that would help employees qualify for a specific job. The concept of a “feeder group” does not have a meaningful application in the UCLA context; if applied, it would obscure the process of job placement at UCLA, creating a false impression that there exist distinct patterns of transition from lower level to higher level job groups. In practice, such transitions are unique, random, and reflect no pattern repeating from year to year.

⁸ Government Contractors Affirmative Action Requirements / Final Rule, “Department of Labor Office of Federal Contract Compliance Programs, 41 CFR Parts 60-1 and 60-2, RIN 1215-AA01.

⁹ Some of UCLA employees within the same job title differ in union representation; they were grouped into separate job groups depending on their union status.

would reasonably be expected given their availability percentage in that particular job group, UCLA establishes a placement goal in accordance with §60-2.16. Placement goals serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals also are used to measure progress toward achieving equal employment opportunity. A determination under §60-2.15 that a placement goal is required constitutes neither a finding nor an admission of discrimination. Where pursuant to §60-2.15, UCLA is required to establish a placement goal for a particular job group, UCLA establishes a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.

UCLA examines placement of incumbents in job groups, compares incumbency to availability, and establishes placement goals as follows:

First, statistics on the University's current workforce have been collected and analyzed to determine the percentage of women and minorities employed in each job group. Job groups are comprised of a set of job titles having similar content, wage rates, and opportunity.

Second, statistics on the availability of woman and minorities have been compiled by job group. Availability is an estimate of the number of qualified minorities and women available for employment in each job group expressed as the percentage of all qualified persons available for employment in the job group.

Third, a utilization analysis has been made, comparing this workforce and availability data, in order to determine where and in which job groups minorities and women are underutilized. Underutilization exists when the percentage of minorities or women employed in a particular job group is less than would be reasonably be expected, given their availability percentage in that particular job group. When areas of underutilization for minorities and women are identified, annual placement goals are set equal to the availability percentages. It should be emphasized that while goals are required, quotas are neither required nor permitted. Good faith efforts are the true measure of compliance with this program. Affirmative action goals are established, reviewed periodically and appropriately adjusted. Progress reports are prepared as needed during the affirmative action plan period.

For purposes of the affirmative action analysis, UCLA's workforce is divided into 547 Job Groups, which are the basic units for assessing labor market availability rates, conducting an availability analysis, examining workforce changes, statistical patterns in hiring, promotion, and involuntary separation. The job group list was developed based on existing Federal Affirmative Action standards. Federal Affirmative Action regulations specify that job combined in a single group need to be comparable in some aspects, or a combination of aspects, pertaining to job content, duties, skills, training, levels/types of responsibility, compensation, adherence to workplace standards.

Participation rates for women and minorities in all Job Groups are compared to the respective participation rates (i.e., availability) within the relevant Census occupational groups. Availability data is derived from the most recent sources, including the U.S. Census Bureau's American Community Survey via <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>. An availability figure represents an Affirmative Action goal set as a benchmark against which UCLA measures progress in remedying identified deficiencies in the workforce. Availability figures create the basis for deciding if females or minorities are underutilized and then are revised, as appropriate, in accordance with federal regulations (41 CFR § 60-2.15(b)). Underutilization is thought to exist when the percentage of minorities employed in a particular job group is less than would reasonably be expected, given their availability percentage in that particular job group.

UCLA establishes *placement goals* equal to labor market availability for women and minorities. Our analysis relies on "one whole person difference" method for job groups with less than 30 incumbents and on "statistical analysis of standard deviation" for job groups with more than 30 incumbents. (Statistical analysis of standard deviation is not recommended by the general statistical theory for samples smaller than 30.) We also distinguish between job groups consisting of jobs represented by unions from job groups consisting of jobs not represented by unions. Finally, as Campus and Hospital System rely on separate human resources department (including separate recruitment, labor relations, compensation, and benefits units), the analysis of goals and utilization accounts for their organizational differences and independence, assessing goals relevant to each of the two organizations.

For the 2015-2016 AAP year UCLA has set 66 goals for represented employees and 69 goals for non-represented employees on Campus. UCLA has set 41 goals for represented employees and 20 goals for non-represented employees within the Hospital System. Results of analysis are reported on page 81. Placement Goals serve as objectives, attainable by means of applying good faith efforts to make all aspects of the affirmative action program work. Placement goals are also used to measure progress in correcting underutilization.

§60-2.17(b)(2) Applicant Flow Analysis

UCLA collects gender and race data provided by employment applicants using Campus and Health System web-based applicant tracking systems. UCLA conducts an applicant flow analysis to ensure it has sound recruitment practices and that woman and minorities are applying at the rates comparable to their labor market availability.

UCLA collects gender and race data provided by employment applicants using Campus and Hospital System web-based applicant tracking systems. UCLA conducts applicant flow analysis to ensure it has sound recruitment practices and women and minorities are applying at the rates comparable to their labor market availability. Our analysis of applicants has identified the following areas in which women and minorities were recruited at lower rates than their labor market availability.

§60-2.17(b)(2) Applicant Selection Analysis

An analysis of hires, rehires, promotions, and transfers are conducted annually by the Staff Diversity & AA/EEO Compliance Office to ascertain that competition for open positions does not reflect individual or institutional biases. This analysis compares the number of persons in each ethnic group and both sexes who have applied for available job openings to the total number of persons of each ethnic group and sex within each job group hired by the university.

Our analysis of applicant selection process has identified the following areas in which women and minorities were hired at lower rates than those examined in completely random samples. (Statistical significance does not in and of itself indicate bias in hiring unless substantiated through analyses of individual applicant records.)

§60-2.17(b)(3) Compensation Analysis

UCLA has evaluated internal compensation systems to determine if there are gender, race, or ethnicity-based discrepancies in the compensation system. If any compensation disparities are identified, appropriate steps are taken to address and remedy potential problems.

§60-2.17(b)(2) Separation Analysis

An analysis of separations is conducted annually by the Staff Diversity & AA/EEO Compliance Office. This analysis compares the number of persons in each ethnic group and both sexes who have been separated during the year to the total number of persons of each ethnic group and sex within each job group campus wide.

Our analysis of involuntary separations has identified the following areas in which women and minorities were separated at higher rates than those examined in completely random samples. (Statistical significance does not in and of itself indicate bias in employment unless substantiated through analyses of individual employee records.)

Other Auditing and Review Procedures

The Staff Affirmative Action Officer works with the Affirmative Action Units in monitoring and advising on compliance with this Plan. The Staff Affirmative Action Officer will schedule periodic meetings with each Affirmative Action Unit Coordinator and/or his/her staff to review their affirmative action initiatives.

Compliance with Sex Discrimination Guidelines

UCLA reviews its recruitment and advertising policies, its employment policies and practices, and wage structure to ensure that its practices conform to the requirements of the Sex Discrimination Guidelines for Government Contractors, Sexual Harassment Guidelines, the Pregnancy Discrimination Amendment to the Civil Rights Act of 1964, and the Equal Pay Act. UCLA's leave of absence policies are nondiscriminatory.

Compliance with Guidelines on Discrimination Because of Religion or National Origin

UCLA has reviewed its recruitment and advertising policies, its employment policies and practices, and wage structure to ensure that its practices conform to the requirements of the OFCCP's Guidelines on Discrimination based on Religion or National Origin. UCLA will make accommodation to religious observances and practices of employees or prospective employees when accommodation can be made without undue hardship on the conduct of university business.

To obtain copies of the above mentioned reports, please contact the Office of Staff Diversity and AA/EEO Compliance or refer to copies on file at the Charles Young Research Library.

DISTRIBUTION OF AFFIRMATIVE ACTION PLAN

The Affirmative Action Plan is distributed by the Staff Diversity & AA/EEO Compliance Office through an online publication, library distribution, and copy distribution among unit directors. The Staff Affirmative Action Officer regularly meets with unit directors to provide comments and answer questions about current affirmative action plan.

§60-2.17(c) 2014-2015 UCLA STAFF AFFIRMATIVE ACTION PROGRAMMATIC ACTIVITIES FOR WOMEN AND MINORITIES¹⁰

The programmatic activities described in this section are for the period February 1, 2014 – January 31, 2015. These action programs are designed to improve outreach, recruitment, increase diversity, and to attain affirmative action goals and objectives.

UCLA STAFF DIVERSITY AND AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE OFFICE

During the 2014-2015 affirmative action year, the Staff Diversity & AA/EEO Compliance Office continued its efforts to monitor affirmative action compliance at UCLA. The programmatic activities of SD&C included participating in campus diversity-related programs, serving on various campus diversity task forces and committees, and providing training programs to the General Campus and Hospital System.

¹⁰ For UCLA's programmatic activities for protected veterans can be found beginning on page 25 of this plan. To see UCLA programmatic activities for individuals with disabilities, please see this plan beginning at page 34.

Diversity Education Program – Training/Briefings

In 2014-2015, the Staff Diversity & Affirmative Action Compliance Office conducted regular training on issues related to affirmative action, equal employment opportunity, and diversity such as “Valuing Differences,” “The Respectful Workplace, and “Managing a Diverse Workforce” as part of the On-Boarding Program designed to welcome new UCLA employees and to positively inform their workplace conduct.

Spanish as a Second Language (“SSL”)

The Staff Diversity & AA/EEO Compliance Office implements the “Spanish as a Second Language” (SSL) program, an important course for managers and staff members. SSL, emphasizes the diversity of the Hispanic/Latino culture and introduces participants to the basics of the language in a fun, lively, and engaging manner. Culturally sensitive materials help students create a more effective and inclusive workplace. Basic Spanish grammar and communication skills are developed through listening, reading, speaking, and writing, and attendees can immediately apply their knowledge to everyday life. Guest lecturers enrich the course by sharing stories of their Latino heritage, as well as travel experiences in various Spanish-speaking countries.

UCLA EMPLOYMENT SERVICES OUTREACH RECRUITMENT PROGRAM

For the 2015-2016 program year, Campus Human Resources (CHR), Employment Services, continued its efforts to inform the community of all current job openings. UCLA openings are regularly posted on the UCLA Career Opportunities website at <https://hr.mycareer.ucla.edu>. The UCLA Career Opportunities website link has been made available to the Employment Development Department (EDD) offices, EDD CalJobs website, and the U.S. Department of Veterans Affairs, local chapters. We continue providing extensive coverage to include additional Job Boards for veterans and individuals with disabilities (including “Hire a Hero” and Disability Job Boards on America’s Job Exchange). UCLA Employment Services continue using LinkedIn to connect with diverse affinity groups, such as Native Americans, African Americans, Hispanic-Latino via the varied LinkedIn groups’ forums. Additional promotion of our openings is accomplished through regularly advertising vacancies in trade publications and journals to attract and obtain diverse and qualified and applicant pools. Employment Services representatives continue participating in various job fairs to reach underrepresented groups: 2014-2015 Veteran Outreach, Job Fairs: Diversity Employment Day Career Fair 3/12/2014; Hire A Patriot Military Career Fair 5/30/2014; Diversity Employment Day Career Fair 9/4/2014; “Honor A Hero, Hire A Veteran” Career Expo 11/6/2014; Los Angeles Professional & Technology Diversity Career Fair 11/20/2014; Annual Veteran’s Job Fair in Burbank 3/19/2015; LACC Veteran and Person with Disabilities Hiring Expo 3/27/2015; HLPAA- Latinos For Hire Career Expo. 4/8/2015.

UCLA CAMPUS TRAINING & DEVELOPMENT PROGRAMS

In-Service Training Program

The In-Service Training Program is a series of short courses and programs designed for UCLA employees, in conjunction with campus departments and the Training and Development unit of Campus Human Resources. These courses and programs are intended to complement existing departmental training efforts while increasing staff development opportunities at UCLA. Participation in a training course may enhance an individual employee’s effectiveness in his/her current job and/or increase his/her potential for taking on greater responsibilities within the University. These training courses strive to enhance employee performance and to contribute to the Campus Human Resources role in retaining a skilled, diverse workforce.

Training courses and programs are open to all employees, with course offerings in the areas of management and supervisory development, professional and career development, customer service, administrative policies and procedures, communication, technology and computer applications, health and safety, personnel policies and procedures, self-development, and a variety of topics for compliance with legal or regulatory mandates such as sexual harassment prevention or conflict of interest training.

During 2014-2015, 2,269 employees participated in In-Service Training and Development classes. The gender/ethnicity representation of the participants is as follows:

All State and UC-mandated compliance training is accessed through this site (e.g., Sexual Harassment Prevention, Ethics, Conflict of Interest, Responsible Conduct of Research, and new course related to the Violence against Women Act (VAWA) and its online course for new employees).

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
662 29.18%	1607 70.82%	834 36.76%	289 12.74%	490 21.60%	569 25.07%	16 0.71%	71 3.13%	2269 100.0%

Management Skills Assessment Program (MSAP)/ UC Regional MSAP at Lake Arrowhead Conference Center

The Management Skills Assessment Program (MSAP) is an assessment center coordinated regionally among the five Northern and five Southern campuses of UC. MSAP is held twice annually, during spring and autumn, at Lake Arrowhead Conference Center, a UCLA-managed facility.

The Management Skills Assessment Program (MSAP) is a program offered throughout the UC system. MSAP is designed to assess, on an individual basis, the management skills of UC supervisors and managers. The program enables participants to identify managerial strengths, gain information on skills they need to improve, learn about the range of skills necessary for effective management, practice these skills in a supportive environment, and work with a manager trained to identify professional development activities. Participants demonstrate management skills in role-playing exercises that simulate typical management activities. The participant works with their assessors to design an individualized development plan based on the assessment of strengths and improvement opportunities.

During 2014-2015, 14 employees participated in Management Skills Assessment Program. The gender/ethnicity representation of the participants is as follows:

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
5	9	8	1	3	2	0	0	14
35.71%	64.29%	57.14%	7.14%	21.43%	14.29%	0%	0%	100.0%

Management Development Certificate Program, 2014-2015 Workshop

The UCLA Management Development Certificate offers a rich variety of twelve half, whole, and multi-day workshops on management level topics. It is recommended for management-level employees to strengthen leadership skills, improve operational efficiency, and broaden their professional networks. In alignment with UCLA's Succession through Development strategy, the program fosters retention, enhances recruitment, and improves management's ability to lead in today's dynamic workplace. This course, designed for supervisors and managers, provides an overview of employee and labor relations at the University of California. It includes descriptions of applicable laws and regulations and the agencies that administer them. It also provides some nuts-and-bolts guidance regarding issues they will confront as a team leaders.

During 2014-2015, 176 employees participated in Management Development Certificate Program. The gender/ethnicity representation of the participants is as follows:

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
59	117	66	24	41	41	0	4	176
33.52%	66.48%	37.5%	13.64%	23.30%	23.30%	0.0%	2.27%	100.0%

Staff Enrichment Program (SEP)

UCLA implements a training program for staff employees as part of its effort to facilitate professional growth of its employees, including minorities and women, and to achieve a diversified workforce at higher-level career staff positions. This program was known as the Staff Affirmative Action Training and Development Program. It was initially made possible through funding received from the University of California, Office of the President. Since 1978, the UCLA campus has funded the program. It is now called the Staff Enrichment Program (SEP).

The Training and Development unit coordinates this annual program, which is available to all employees at the Administrative Specialist level, equivalent classifications and below, who have completed at least one year of full-time career employment at the University, and who have received a satisfactory or better performance evaluation for the preceding year.

The Staff Enrichment Program involves the following activities: Career assessment and planning; Individual training and counseling; Funding for educational and development activities; Seminars that provide organizational information and resources; and Team-based projects relevant to UCLA.

Helping participants to become more competitive for selected campus positions or become more proficient in their jobs are two of the objectives of the SEP. Using their career plans as guides, program participants become engaged in a course of academic study at UCLA or other educational institutions in the Los Angeles area. Most participants attend classes in the evening; however, some employees utilize release time during regular working hours to obtain training.

Throughout the program year, a close liaison is maintained between the participants, their supervisors, and SEP staff. When the requisite career development training is either near completion or has been completed, the SEP Coordinator provides individual career enhancement assistance to participants. This assistance includes individual consultation on resume preparation, job search strategies, and professional portfolios. In addition, an effective tracking system for SEP alumni is being implemented. During 2014-2015, there were 30 participants, with the sex/ethnicity representation as follows:

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
9	21	10	6	8	5	0	1	30
30%	70%	33.33%	20.00%	26.67%	16.67%	0%	3.33%	100%

The Professional Development Program (PDP)

In 1994, UCLA designed a management and leadership training program for staff employees in the Professional and Support Staff (PSS) classification (Grades 2–6). The goals of the program include: Offering those designated employees (including individuals from groups that are underrepresented in management level positions) professional development experiences and a career path toward Management and Senior Professional (MSP) level job opportunities; achieving a more diverse workforce for management and professional level positions; and providing the campus with a broadly skilled pool of qualified individuals who are well prepared to meet the challenges of UCLA’s changing environment.

The major components of the program include: Advanced skills training seminars on such topics as focused management, leadership and the vision of UCLA, stewardship, workforce diversity and project management; the coordination of special management-related projects of major importance to the University; Participation in mentor relationships with University leaders; A Buddy Program partnering current participants with program alumni.

During the 2015-2016 program years, there were 30 participants, with the sex/ethnicity representation breakdown as follows:

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
9	21	12	2	2	14	0	0	30
30.00%	70.00%	40.00%	6.67%	6.67%	46.66%	0%	0%	100.0%

UCLA ASSOCIATED STUDENTS UCLA (ASUCLA)

Staff Development/Other Activities

ASUCLA continued its Staff Development Training and Performance Recognition Awards programs in 2014-2015 as a means of fostering employee retention and increasing internal promotion for all employees, including females and minorities.

Staff Development courses at the University are offered to ASUCLA employees. Courses attended by employees included: “Sexual Harassment”, “Safety Training”, “Injury Illness Prevention Training”, “Fire Extinguisher Training,”, “Driver Safety Training” and “Basic Cardiac Life Support”. In 2014-2015, 83% of all class attendees were minorities.

ASUCLA’s “Employee of the Year Award” rewards those employees who have contributed to ASUCLA’s mission through their participation in a major project and/or demonstration of exceptional commitment and leadership. In 2014-2015, 50% of the nominees were females and 67% were minorities.

Community Outreach and Recruitment Programs

Position vacancies were advertised on diverse population sites on the Internet, such as Career Builder, that transmit their job postings to various diversity-focused population sites.

UCLA FACILITIES MANAGEMENT

During 2015-16, Facilities Management implemented Project SPELL with hereinafter mentioned training participation data:

Project SPELL

Project SPELL matches Facilities Management team member learners with student volunteer tutors to accomplish English language learning goals as expressed by the learners. The program is eight weeks, and is offered each academic quarter (4 times per year). The program includes 16 hours of tutoring per quarter, and team members are encouraged to participate for three quarters. Project SPELL is a collaborative effort with the UCLA Volunteer Center: <http://volunteer.ucla.edu/project-spell/>

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
21	21	0	0	39	3	0	0	42
50.0%	50.0%	0.0%	0.0%	92.86%	7.14%	0.0%	0.0%	100.0%

UCLA HOUSING & HOSPITALITY SERVICES

Mentoring Program

The Mentor Program started in 2002; designed for frontline career team members who want to develop and enhance their advancement potential within Housing & Hospitality and UCLA. Approximately 20 mentees/mentors participate in each annual cohort.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
25	10	15	1	17	2	0	0	35
71.43%	28.57%	42.86%	2.86%	48.57%	5.71%	0.00%	0.00%	100.00%

Computer Advancement & Proficiency

CAPS Computer Training started in 2003; offered to all H&HS employees, targeting users who are less familiar with technology (front line staff); Up to 15 laptops are available for team members to access the internet. H&HS also provides a free email account and on-site training classes during work hours to increase computer skills.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
50	24	13	14	40	7	0	0	74
67.57%	32.43%	17.57%	18.92%	54.05%	9.46%	0.00%	0.00%	100.00%

Project SPELL

Project Spell started in 2010; matches Housing & Hospitality team member learners with student volunteer tutors to accomplish English language learning goals as expressed by the learners. The program is eight weeks, and is offered each academic quarter (4 times per year). The program includes 16 hours of tutoring per quarter, and team members are encouraged to participate for three quarters. Project SPELL is a collaborative effort with the UCLA Volunteer Center: <http://volunteer.ucla.edu/project-spell/>

During 2014-2015, 42 employees participated in participated in Project SPELL. The gender/ethnicity representation of the participants is as follows:

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
7	35	2	0	35	5	0	0	42
16.67%	83.33%	4.86%	0.0%	83.44%	11.7%	0.0%	0.0%	100.0%

ESL Café

ESL Café started in 2013; in collaboration with Project SPELL, provides workplace English grammar courses for H&HS team members utilizing a conversational setting.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
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5	2	0	0	7	0	0	0	7
71.43%	28.57%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%

Spanish as a Second Language

Spanish as a Second Language ('SSL') Program has been in place since 2006. In collaboration with UCLA Staff Diversity and EEO/AA Compliance Office, courses are developed and delivered to all interested non-native Spanish-speaking team members. Classes cover the Spanish language and Latino culture. Classes require participation in two 1.5-hour courses per week for 20 weeks; in which release time is provided.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
4	8	2	5	1	4	0	0	12
33.33	66.67%	16.67%	41.67%	8.33%	33.33%	0.00%	0.00%	100.00%

Student Hospitality Leadership Development Program

Student Hospitality Leadership Development Program started in 2014; it provides mentoring opportunities for student employees and educates them about hospitality careers on campus after graduation. One of the goals of the program is to formalize the process of recruiting UCLA students for career positions in the Housing & Hospitality Services organization.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
2	10	5	0	5	2	0	0	12
16.67%	83.33%	41.67%	0.00%	41.67%	16.67%	0.00%	0.00%	100.00%

Housing & Hospitality Services Town Hall

Each year, Housing & Hospitality Services' team members are invited to the Town Hall meeting to learn about the organizational focus for the upcoming year. The meeting provides employees with an opportunity to ask questions and offer input into key issues of the organizational development. Sign language interpreters are provided at the annual Housing & Hospitality Services Town Hall for team members who are deaf.

Chat and Chill Sessions

Chat and Chill sessions started in 2014. It was developed to increase opportunities for team members at all levels to share their thoughts, ideas and concerns, and hear about organizational news. At these monthly sessions, ten team members have an opportunity to enjoy a gelato and engage in an informal exchange with Assistant Vice Chancellor of Housing & Hospitality Pete Angelis in a relaxed setting.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
29	16	9	7	23	4	0	2	45
64.44%	35.56%	20.00%	15.56%	51.11%	8.89%	0.00%	4.44%	100.00%

2015-2016 STAFF AFFIRMATIVE ACTION PROGRAMMATIC GOALS FOR WOMEN AND MINORITIES

UCLA Staff Diversity & AA/EEO Compliance Office

For the timeframe from July 1, 2015 – June 30, 2016, the Staff Diversity & AA/EEO Opportunity Compliance Office will continue to review its workforce, applicant flow, and compensation data. SD&C will continue monitoring its recordkeeping systems to retain accurately all information as specified by the federal Affirmative Action regulations, Section 503 of the ADAAA and VEVRAA. The Staff Diversity & AA/EEO Opportunity Compliance Office will continue to schedule meetings with University officials to discuss affirmative action responsibilities, and campus workforce goals, including goals for their respective divisions and departments; continue partnering with the Employment Services units of Campus/Hospital System Human Resources to develop recruitment strategies and outreach programs to assist departments in meeting their staffing goals. Further, the Staff Diversity & AA/EEO Opportunity Compliance Office will continue to offer training programs to develop effective skills for management to address specific diversity issues associated with managing a diverse workforce. The Staff Diversity & AA/EEO Opportunity Compliance Office will continue to monitor campus policies and activities to ensure compliance with affirmative action directives; inform the campus of issues related to Affirmative Action/Equal Employment Opportunity such as topics associated with managing a diverse workforce; and it will continue to participate in diversity-related task forces and committees.

UCLA Employment Services

The Employment Services Department's goals for the period July 1, 2015 – June 30, 2016 are as follows: continue to inform the community of current job openings through the Department's website; regularly advertise UCLA vacancies in trade publications, major daily newspapers and journals, as well as increase Internet usage for advertising and recruiting purposes; continue to post positions on the Higher Education Recruitment Consortium (HERC) website: www.socalherc.org; Continue to participate in various campus job fairs and community job fairs; and will continue to post position openings on the State EDD CalJobs Internet site.

UCLA Training and Development Programs

The Training and Development unit will continue to offer courses and programs providing women and minorities with opportunities to acquire management, technical, networking, and other skills that will foster their professional development. The goal of the programs is to facilitate professional growth among women and minorities and to build a diverse group of young leaders at UCLA. UCLA's career development programs for staff employees will continue serving as a diverse feeder pipeline for professional and management roles that are likely to occur in greater numbers in the near future due to a trending increase in the numbers of staff retirements. Training and Development believes that greater diversity in management ranks will result from senior leadership's encouragement of internal promotions.

UCLA Hospital System Human Resources

UCLA Hospital System will continue retention and outreach efforts for women and minorities; it will continue to offer courses and programs providing women and minorities with opportunities to acquire management, technical, networking, and other skills that will foster their professional development. UCLA Hospital System will continue offering classes/lectures on issues of EEO/AA diversity and compliance including "Managing Effectively: Employee Relations at UCLA Health;" "Managing in a Collective Bargaining Environment;" "Joint Commission HR Standards;" "Sexual Harassment Prevention for Managers, Supervisors & Faculty."

41 CFR §60-300 UCLA 2015-2016 STAFF AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS

§60-300.2 Definitions

The University is committed to adherence to revised the Vietnam-Era Veterans' Readjustment Assistance Act of 1974 as amended, 38 U.S.C 4212, (VEVRAA) following standards set in 41 CFR Section 60-300. VEVRAA covers "disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans."

Disabled veteran means:

- (1) A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability."
- (2) "Recently separated veteran" means "any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval or air service."
- (3) "Active duty wartime or campaign badge veteran" means "a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense."
- (4) "Armed Forces service medal veteran means any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (61 FR 1209)."

§60-300.44(a) Policy Statement

The University of California prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, gender identity, pregnancy¹¹, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).¹² The University of California is an affirmative action/equal opportunity employer. The University undertakes affirmative action to ensure equal employment opportunity for persons with disabilities, and for protected veterans. University policy is intended to be consistent with the provisions of applicable State and Federal laws.

UCLA does not discriminate against any employee or applicant for employment because of protected veteran status in regard to any position which the employee or an applicant for employment is qualified.

UCLA is committed to maintaining an environment in which employees can work free from all forms of discrimination, harassment, exploitation, or intimidation because of their status as a protected veteran. Such behavior is prohibited by law and is a violation of University policy. UCLA has established nondiscrimination in employment policies and applicable complaint procedures to ensure that all employees and applicants are not discriminated against or harassed because of their status as protected veterans or persons with disabilities.

It is the policy of the University of California to undertake affirmative action consistent with its obligations as a federal contractor for protected veterans through formally written affirmative action plans and targeted programmatic efforts. In developing affirmative action plans, the University's objectives are to: ensure that members of groups, who in the past may have been victims of employment discrimination or harassment, are given equal opportunities to compete for jobs and to have their qualifications assessed fairly; and achieve a diversified work force at all levels.

Promotion opportunities at UCLA are encouraged for all employees regardless of protected veteran status and will be based solely on criteria, which are made explicit and are job-related. Promotion policies are administered in compliance with UCLA's policy on nondiscrimination in employment. Promotional opportunities are posted and announced.

UCLA has an open transfer policy. All staff employees have the opportunity, in accordance with UCLA's policy on nondiscrimination, to apply for transfer and promotional opportunities. All staff employees who have satisfactorily completed their probationary period may apply directly to departments for consideration for positions for which they are qualified. Applications for transfer are considered without regard to protected veteran status.

Decisions regarding termination or non-renewal of employment are made in compliance with UCLA's policy on nondiscrimination in employment.

¹¹ *Pregnancy* includes pregnancy, childbirth and medical conditions related to pregnancy or childbirth.

¹² *Service in the uniformed services* includes membership, application for membership, and performance of service, application for service or obligation for service in the uniformed services.

UCLA recognizes that opportunities for the employment and advancement of persons with disabilities and all protected veterans will be enhanced by the continuation and expansion of training programs. Training programs will be open to all employees in accordance with the UCLA Nondiscrimination in Employment and Affirmative Action Policy. Training programs will not be designed solely to improve skills in existing jobs but also to develop skills necessary for career development.

The Campus, the Hospital System Human Resources Departments, and the Staff Diversity & AA/EEO Compliance Office have developed special training programs for supervisory and other staff whose responsibilities include recruitment, screening, selection, promotion, disciplinary, and related processes. The training programs will assist in creating a greater awareness and understanding of issues of employment discrimination ensuring that the commitments in the affirmative action program are implemented. Additionally, the Staff Diversity & AA/EEO Compliance Office, the Campus and the Hospital System Human Resources Departments, will continue to provide organizational development consultation to departments to enable employees to participate in the organization.

All work conditions will be applied without discrimination and in compliance with UCLA's policy on nondiscrimination in employment. No one may be given a less desirable assignment than others in the same classification on the basis of disability or veteran status.

UCLA recognizes and adheres to the principle that no discrimination will be shown to any employee with respect to salary. UCLA awards merit increased on the basis of individual performance and improvement in performance. No merit increases may be awarded or denied on a discriminatory basis, such as covered disability or veteran status, in accordance with UCLA's policy on nondiscrimination in employment. When offering employment or promotions to disabled individuals and protected veterans, the amount of compensation offered is not reduced because of any income based upon a disability-related and/or military-service-related pension, or other disability-related and/or military-service related benefit the applicant or employee receives from another source.

Retirement and benefit provisions are administered in accordance with the University's Nondiscrimination in Employment Policy. Leave policies, either with or without pay, also will be applied for all employees in accordance with UCLA's policy on nondiscrimination in employment.

§60-300.42 Invitation to Self-identify

Pre-offer. UCLA invites applicants to inform the university whether the applicant believes that he or she is a protected veteran who may be covered by the Vietnam-Era Veterans' Readjustment Assistance Act, as amended. This invitation is included in the application materials for any position.

Post-offer. In addition to pre-offer invitation, UCLA invites new employees to inform the contractor whether they believe that he or she belongs to one or more of the specific categories of protected veteran for which the contractor is required to report pursuant to 41 CFR part 61-300. Such an invitation is made at any time after the offer of employment but before the applicant begins his or her job duties.

If an applicant identifies himself or herself as a disabled veteran in the post-offer self-identification, UCLA inquires of the applicant whether an accommodation is necessary, and if so, should engage with the applicant regarding reasonable accommodation. UCLA makes such inquiries to the extent they are consistent with the Americans with Disabilities Act of 1990 (ADA), 42 U.S.C. 12101, *et seq.* UCLA maintains a separate file in accordance with §60-300.23(d) on persons who have self-identified as disabled veterans.

41 CFR §60-300.44(b) Review of Personnel Processes

The contractor shall ensure that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known protected veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. The contractor shall ensure that when a protected veteran is considered for employment opportunities, the contractor relies only on that portion of the individual's military record, including his or her discharge papers, relevant to the requirements of the opportunity in issue. The contractor shall ensure that its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified. The contractor shall periodically review such processes and make any necessary modifications to ensure that these obligations are carried out. A description of the review and any necessary modifications to personnel processes or development of new processes shall be included in any affirmative action programs required under this part. The contractor must design procedures that facilitate a review of the implementation of this requirement by the contractor and the Government (Appendix C of this part is an example of an appropriate set of procedures. The procedures in Appendix C are not required and contractors may develop other procedures appropriate to their circumstances.)

41 CFR §60-300.44(c) Physical and Mental Qualifications

(1) The contractor shall provide in its affirmative action program, and shall adhere to, a schedule for the periodic review of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position in question and are consistent with business necessity. (2) Whenever the contractor applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified disabled veterans, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity. The contractor has the burden to demonstrate that it has complied with the requirements of this paragraph (c)(2).

Physical and mental job qualification standards are reviewed on a periodic basis to ensure that to the extent qualification standards tend to screen out qualified protected veterans, they are job-related for the position in question, and are consistent with business necessity. UCLA will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified disabled veteran.

41 CFR §60-300.44(d) Reasonable Accommodations to Physical and Mental Limitations

The University employs several full-time vocational rehabilitation counselors to assist current disabled veteran employees to remain on the job with reasonable accommodation or help in the re-employment of such employees. The types of accommodations include: granting medical leaves of absence, graduated return to work scheduling, provision of assistive devices, task restructuring, and work area modification. Funds are available and procedures are in place to provide interpreters for deaf employees and applicants, and adaptive devices for disabled or disabled veteran employees and applicants.

UCLA provides reasonable accommodations to disabled veterans by making existing facilities used by employees readily accessible to persons with disabilities; job restructuring; part-time or modification of work schedules; reassignment to a vacant position; acquisition or modifications of equipment or devices; appropriate adjustment or modifications of providing examinations, training materials, and developing new policies. To determine the appropriate reasonable accommodation, UCLA engages in an informal, interactive process with the qualified person with disability and/or disabled veteran, to determine what type of accommodation is necessary, by identifying the precise limitations resulting from the disability and potential reasonable accommodations that could overcome those limitations.

As is provided in §60-300.21(f), as a matter of nondiscrimination, the contractor must make reasonable accommodation to the known physical or mental limitations of an otherwise qualified disabled veteran unless it can demonstrate that the accommodation would impose an undue hardship on the operation of its business. As a matter of affirmative action, if an employee who is known to be a disabled veteran 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, then the contractor shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability; if the employee responds affirmatively, the contractor shall confidentially inquire whether the employee is in need of a reasonable accommodation.

41 CFR §60-300.44(e) Addressing Allegations of Harassment

University policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

41 CFR §60-300.44(a)(1) Filing a Complaint

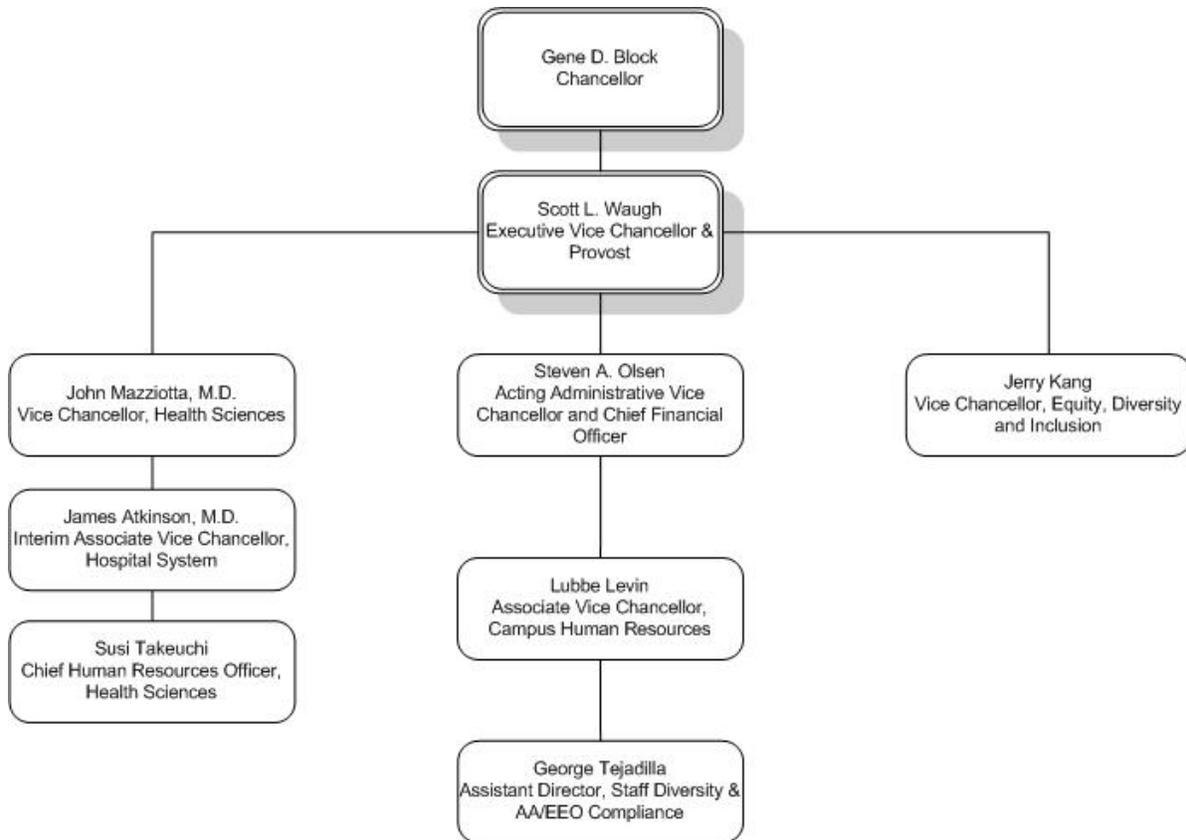
UCLA has grievance procedures for staff employees which ensure a fair adjudication of discrimination and harassment complaints. These procedures are described in the UC/UCLA personnel policy manuals and collective bargaining agreements. A discrimination or harassment complaint may also be brought directly by an employee or applicant to the Staff Diversity & Compliance office for resolution.

§60-300.44(i) DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTING UCLA STAFF AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS

DELEGATION OF RESPONSIBILITY FOR STAFF AFFIRMATIVE ACTION

The responsibility for equal employment opportunity and affirmative action rests with Chancellor Block. Chancellor Block delegates implementation of the affirmative action programs to the Executive Vice Chancellor Waugh, to the Vice Chancellor for Equity, Diversity, and Inclusion Kang, to the Vice Chancellor of UCLA Health Sciences Mazziotta, to the Chief Officer of the Human Resources of the UCLA Hospital System and Health Sciences Takeuchi, to the Assistant Vice Chancellor of Campus Human Resources Levin; and to the Assistant Director of the UCLA Staff Diversity and EEO/AA Compliance Office Tejadilla. The UCLA Staff Diversity and EEO/AA Compliance Office located at 10920 Wilshire Blvd, Suite 1050, Los Angeles, CA, 90024.

UCLA Staff Affirmative Action Organizational Chart



The Staff Affirmative Action Officer

The Staff Affirmative Action Officer George Tejadilla oversees the Office of Staff Diversity and Affirmative Action Compliance ensures development and dissemination of the annual Affirmative Action Plan on Campus and within the Hospital System. The Staff Affirmative Action Officer:

- a. Develops and recommends policies and procedures for staff affirmative action;
- b. Audits campus programs and procedures related to the provisions of this Affirmative Action Plan;
- c. Monitors practices and programs of the Campus, Human Resources, and the Hospital System, Human Resources, for compliance with the provisions of this Plan;
- d. Based on the standards established under this Plan, identifies problem areas in utilization and in the application of personnel policies affecting affirmative action;
- e. Provides consultation to the Campus and Hospital System Human Resources Departments regarding the personnel services and procedures that are required by the Affirmative Action Plan and pertinent federal and state directives;
- f. Regularly evaluates for effectiveness the procedures implemented under this Plan to promote affirmative action;
- g. Acts as liaison to all campus groups on affirmative action and equal employment opportunity issues, periodically organizes informational meetings on affirmative action and equal employment opportunity issues for staff employees, keeps the campus informed of affirmative action progress;
- h. Serves as an expert in the requirements and precedents associated with affirmative action and as the campus representative in establishing rapport with campus and external communities for this program;
- i. Investigates reports of incidents or conditions which may not conform with goals of the University's Affirmative Action Program objectives, discusses findings, and make recommendations for enforcement action to the Associate Vice Chancellor, Campus Human Resources, and the Chief Human Resources Officer, UCLA Hospital System.
- j. Investigates and mediates those internal complaints received by Staff Diversity & AA/EEO Compliance Office and those complaints received from state and federal enforcement agencies;
- k. Provides direct assistance and consultation to all Staff Affirmative Action Units, monitors the progress of good faith efforts toward campus goals of the affirmative action unit;
- l. Reviews each Staff Affirmative Action Unit periodically for compliance with policy and procedural requirements of the Staff Affirmative

- Action Plan;
- m. Maintains regular contact with campus and community groups;
- n. Assists campus departments in the assessment, development, and implementation of specialized affirmative action and diversity programs; and
- o. Perform such other functions in the implementation of the Plan or its policies as may be approved by the Associate Vice Chancellor, Campus Human Resources, and the Chief Human Resources Officer, UCLA Hospital System

The Staff Diversity & AA/EEO Compliance Office

- a. Designs an auditing and reporting system to evaluate the effectiveness of affirmative action effort for women, minorities, persons with disabilities and protected veterans;
- b. Establishes annual goals for women, minorities, persons with disabilities in job groups identified as underutilized;
- c. Serves as liaison between the campus and state and federal equal employment opportunity compliance agencies;
- d. Serves as liaison, in conjunction with the Campus and Hospital System Human Resources Departments, between campus organizations and community action groups for women, minorities and other under-represented populations; and ensures that campus representatives are involved in community service programs of local organizations for women, minorities and other underrepresented communities; and
- e. Keeps management informed of the latest developments in affirmative action efforts for women, minorities and other underrepresented groups.

Staff Affirmative Action Units

The basic organizational units for implementation of this Plan are called Staff Affirmative Action Units, which are structured based on function, size and unique characteristics of the work force. There are 15 Staff Affirmative Action Units at UCLA; each assigned a Unit Coordinator who is the person with management responsibility for that unit or has been delegated the responsibility of affirmative action compliance. The Unit Coordinator is responsible for the implementation of affirmative action policy and procedures within the Unit, and the coordination of "good faith" efforts to meet SAAP objectives.

UNIT 1: College of Letters & Science

Unit Coordinator – Patricia A. Turner, Dean/Vice Provost for Undergraduate Education, email- pturner@college.ucla.edu

UNIT 2: Professional Schools

Unit Coordinator – Scott Waugh, Executive Vice Chancellor and Provost

UNIT 3: Chancellor’s Organization

Unit Coordinator – Scott Waugh, Executive Vice Chancellor and Provost, email: evc@conet.ucla.edu

UNIT 4: UCLA Medical Enterprise

Unit Coordinator – John C. Mazziotta, M.D., Ph.D., Vice Chancellor, Health Sciences, email: jmazziotta@mednet.ucla.edu

UNIT 5: Administration

Unit Coordinator – Michael Beck, Vice Chancellor of Business Administration, email: michaelbeck@ucla.edu

UNIT 6: External Affairs

Unit Coordinator – Rhea Turteltaub, Vice Chancellor, External Affairs, email: rheat@support.ucla.edu

UNIT 7: Student Affairs

Unit Coordinator – Janina Montero, Vice Chancellor, Student Affairs, email: jmontero@saonet.ucla.edu

UNIT 8: Graduate Division

Unit Coordinator – Robin Garrell, Vice Provost, Graduate Division, email: rgarrell@grad.ucla.edu

UNIT 9: Research

Unit Coordinator – Ann Karagozian, Interim Vice Chancellor, Research, email: AKaragozian@conet.ucla.edu

UNIT 10: Finance, Budget & Capital Programs

Unit Coordinator – Steve Olsen, Vice Chancellor, Finance, Budget & Capital Programs, email: solsen@conet.ucla.edu

UNIT 11: Continuing Education

Unit Coordinator – Wayne Smutz, Dean, Continuing Education and UCLA Extension, email: wsmutz@unex.ucla.edu

UNIT 12: University Library

Unit Coordinator – Virginia Steel, University Librarian, email: vsteel@library.ucla.edu

UNIT 13: Intercollegiate Athletics

Unit Coordinator – Dan Guerrero, Athletics Director, email: dguerrero@athletics.ucla.edu

UNIT 14: Academic Senate

Unit Coordinator – Estrada, Leobardo, Chair, Academic Senate, email: leobard@ucla.edu

UNIT 15: ASUCLA

Unit Coordinator – Bob Williams, Director, ASUCLA, email: bwilliams@asucla.ucla.edu

UNIT 16: Ethnic Studies Centers

Unit Coordinator -- Belinda Tucker, Institute of American Culture, IACcoordinator@conet.ucla.edu

Department Heads/Directors

Department Heads and Directors are responsible for ensuring compliance with staff affirmative action policies and procedures. They are responsible for:

- a. Ensuring equitable application of all personnel policies and procedures to provide a workplace free of employment discrimination and harassment;
- b. Advising employees of affirmative action programs and encourage their participation;
- c. Directing internal and external communications to all employees to ensure their awareness of affirmative action and nondiscrimination/harassment policies, procedures and programs;
- d. Ensuring that appropriate good faith efforts are taken within their respective units to achieve the goals and objectives outlined in this SAAP;
- e. Including in regular performance evaluations of supervisors, a review of their equal employment opportunity and affirmative action efforts and responsibilities;
- f. Ensuring that women and minorities are afforded equal opportunity to participate in University-sponsored educational, training, recreational and social activities; and
- g. Ensuring that posters are displayed which inform employees of Nondiscrimination/harassment and affirmative action laws, regulations, and policies.

Supervisors

Supervisors are responsible for:

- a. Applying equitably all personnel policies and practices. Advising employees of affirmative action policies and procedures and, upon request, providing them with copies of written policy and procedural statements;
- b. Advising employees of affirmative action programs and encouraging their participation;
- c. Circulating internal and external communications to ensure that all employees are aware of affirmative action and nondiscrimination/harassment policies, procedures and programs;
- d. Assisting in the identification of problem areas of utilization; ensuring implementation of special programs to increase representation consistent with the goals and objectives outlined in the UCLA Staff Affirmative Action Plan;
- e. Advising employees of University policy development in the areas of nondiscrimination/harassment and affirmative action;
- f. Implementing policies and procedures which afford all employees equal access to opportunities to participate in University-sponsored educational, training, recreational and social activities;
- g. Conducting regular and fair reviews of the qualifications of all employees including women and minorities to ensure equal consideration for appointments, transfers, and promotions;
- h. Conducting regular discussions with employees concerning University affirmative action and Nondiscrimination/harassment policies and procedures, ensuring that these policies and procedures are understood and followed; and
- i. Providing a workplace that is free of employment discrimination, including any form of harassment.

§60-300.44 (F) & (G) EXTERNAL & INTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT

The UCLA policy on equal employment opportunity and affirmative action, which includes coverage for persons with disabilities and protected veterans, is communicated to the campus and the public through online publication of the Affirmative Action Plan, human resources' offices and applications. It is also discussed with supervisors and managers at periodic meetings concerning affirmative action progress and program activities. Applicants and various public and private applicant referral sources, such as school placement centers, community agencies, and skill centers, receive the policy by accessing the UCLA Career Opportunities website at: <https://hr.mycareer.ucla.edu>.

UCLA Special Recruitment Methods for Protected Veterans:

As stated in the §60-300.44 (g) "A strong outreach program will be ineffective without adequate internal support from supervisory and management personnel and other employees. In order to assure greater employee cooperation and participation in the contractor's efforts, the contractor shall develop the internal procedures listed ... for communication of its obligation to engage in affirmative action efforts to employ and advance in employment qualified protected veterans."

UCLA implements and disseminates this policy internally as follows:

- (i) Includes it in the contractor's policy manual or otherwise make the policy available to employees;
- (ii) Notifies union officials and/or employee representatives to inform them of the contractor's policy, and request their cooperation;
- (iii) Informs all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for protected veterans;
- (iv) Publicize the outreach program in the company newspaper, magazine, annual report and other media;
- (v) Conducts special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;
- (vi) Discusses the policy thoroughly in both employee orientation and management training programs;

UCLA makes good faith efforts to expand applicant pools to include protected veterans. UCLA ensures that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. UCLA ensures, its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified.

All recruitment and advertising materials state, UCLA is “an Equal Opportunity/Affirmative Action Employer” and University does not discriminate against protected veterans. Available positions continue to be posted on the UCLA Career Opportunities website: <https://hr.mycareer.ucla.edu>.

UCLA initiates and maintains communication with organizations having special interests in protected veterans, which may assist in the recruitment of those job applicants. The hiring opportunities are announced to California Employment Development Department; the California Department of Rehabilitation; organizations of and for individuals with disabilities; veteran service organizations; the Department of Veterans’ Affairs Regional Offices; educational institutions which participate in training of the disabled; college placement offices; and enlists the assistance and support of recruiting sources (including the State Vocational Rehabilitation Agencies, State Employment Services, and community-based organizations); informs recruiting sources, in writing and verbally, of UCLA’s affirmative action policies; provides information emphasizing UCLA job opportunities to educational institutions, both public and private; and including disabled workers when employees are pictured in consumer, promotional, or help-wanted advertising.

REPORTING AND AUDITING

§60-300.44 (f)(4) Recordkeeping obligation

The contractor shall document all activities it undertakes to comply with the obligations of this section, and retains documents for a period of three (3) years.

§60-300.44 (k) Data collection analysis

UCLA documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintain them for a period of three (3) years:

- (1) The number of applicants who self-identified as protected veterans pursuant to §60-300.42(a), or who are otherwise known as protected veterans: 3,792;
- (2) The total number of job openings and total number of jobs filled: 4,151;
- (3) The total number of applicants for all jobs: 173,910;
- (4) The number of protected veteran applicants hired: 72; and
- (5) The total number of applicants hired: 4,151.

The Office of Staff Diversity & Compliance reviews applicant and employee records to ensure compliance with nondiscrimination and affirmative action requirements for people with disabilities and protected veterans. UCLA is collecting data pertaining to veteran status of job applicants and employees.

§60-300.45 Benchmarks for Hiring

The national percent of protected veteran labor force participation is 7.0%. The national labor force participation benchmark for persons with disabilities is set at 7.0% by the Office of Federal Contract Compliance Programs. UCLA is working toward meeting these benchmarks for protected veterans.

The purpose of establishing benchmarks is to create a quantifiable method by which the contractor can measure its progress toward achieving equal employment opportunity for protected veterans. Hiring benchmarks is set on an annual basis. Benchmark is set through a mechanism described below, taking into account:

- (i) The average percentage of veterans in the civilian labor force in the State(s) where the contractor is located over the preceding three years, as calculated by the Bureau of Labor Statistics and published on the OFCCP Web site;
- (ii) The number of veterans, over the previous four quarters, who were participants in the employment service delivery system in the State where the contractor is located, as tabulated by the Veterans’ Employment and Training Service and published on the OFCCP Web site;
- (iii) The applicant ratio and hiring ratio for the previous year, based on the data collected pursuant to §60-300.44(k);
- (iv) The contractor’s recent assessments of the effectiveness of its external outreach and recruitment efforts, as set forth in §60-300.44(f)(3); and
- (v) Any other factors, including but not limited to the nature of the contractor’s job openings and/or its location, which would tend to affect the availability of qualified protected veterans.

In 2015-2016, UCLA CA establishes an individualized benchmark for its transitional AAP of 4.7% percent. The data considered using the five factors and the methodology UCLA used to create its benchmark are shown below. UCLA is a Higher Education Institution and a provider of medical services through a system of hospitals and community based medical facilities.

Hiring Benchmark: 4.7%

Factor 1: Average percentage of veterans in the civilian labor force in Ohio(data is for illustrative purposes only)	2012 4.9%	2013 4.7%	2014 4.7%
Factor 2: Number of veteran participants in CA ESDS over the last 4 quarters(data is for illustrative purposes only)	58,269		
Factor 3: Applicant and hiring ratio data for previous year (60-300.44(k) data)	Transitional year – No data for previous year available.		
Factor 4: Recent assessments of the effectiveness of its outreach and recruitment efforts	Transitional year – Assessment not yet conducted.		
Factor 5: Other factors affecting availability of qualified protected veterans	n/a		

To arrive at its benchmark, UCLA considers the data in the following way:

- First, Factor 1 indicates that the percentage of veterans in the civilian labor force in California over the last three years has been declining slightly.
- Second, Factor 2 shows that a significant number of veterans are seeking employment in the state and have registered with the ESDS.
- Third, because UCLA’s AAP is a “transitional AAP,” it does not yet have data available for Factors 3 and 4. Therefore, UCLA is unable to fully consider these factors in developing its benchmark.
- Finally, Factor 5 indicates that there are no other than Factors 1 through 4 considered for the transitional year in estimating the VEVRRA benchmark for UCLA.

2014-2015 PROGRAMMATIC ACTIVITIES

The Office of Staff Diversity & Compliance reviewed campus records, personnel procedures, and individual actions to ensure compliance with nondiscrimination and affirmative action requirements related to personnel action decisions for employees and applicants.

UCLA Disability Access Web

At UCLA there are a number of departments and programs charged with providing a variety of accommodations for people with disabilities. Information on these departments and programs and links to their websites can be found at: <http://www.accessweb.ucla.edu/>.

Veteran Applicants, Outreach

For the 2014-2015 program year, Campus Human Resources (CHR), Employment Services, continued its efforts to inform the community of all current job openings. UCLA openings are regularly posted on the UCLA Career Opportunities website at <https://hr.mycareer.ucla.edu> . The UCLA Career Opportunities website link has been made available to the Employment Development Department (EDD) offices, EDD CalJobs website, and the U.S. Department of Veterans Affairs, local chapters. We continue providing extensive coverage to include additional Job Boards for veterans and individuals with disabilities (including “Hire a Hero” and Disability Job Boards on America’s Job Exchange).

UCLA Employment Services continue using LinkedIn to connect with diverse affinity groups, such as Native Americans, African Americans, Hispanic-Latino via the varied LinkedIn groups’ forums. Additional promotion of our openings is accomplished through regularly advertising vacancies in trade publications and journals to attract and obtain diverse and qualified and applicant pools. Employment Services representatives continue participating in various job fairs to reach underrepresented groups: 2014-2015 Veteran Outreach, Job Fairs: Diversity Employment Day Career Fair 3/12/2014; Hire A Patriot Military Career Fair 5/30/2014; Diversity Employment Day Career Fair 9/4/2014; “Honor A Hero, Hire A Veteran” Career Expo 11/6/2014; Los Angeles Professional & Technology Diversity Career Fair 11/20/2014; Annual Veteran’s Job Fair in Burbank 3/19/2015; LACC Veteran and Person with Disabilities Hiring Expo 3/27/2015; HLP- Latinos For Hire Career Expo. 4/8/2015.

UCLA Hospital System, Human Resources recruitment team attends *Civilian Career Fairs*, where America’s military connects with civilian careers. These fairs are open to current and prior military, members for the National Guard and Reserve and military spouses. Recruitment also attends quarterly the *Hire-A-Hero Career Fairs* located in the Los Angeles region. The *Patriot Group* is another venue we attend to recruit former Military personnel. Through these efforts we have hired multiple veterans at the UCLA Health. We have also created relationships with the following organizations to attract veterans to employment at UCLA Health: Media campaigns for

Military personnel -- Militaryexits.com, the Patriot Group, Military Friendly Employers, Hire A Patriot, Veterans LinkedInlabs.com, SSVF-Supportive Services for Veteran Families, Medveterans.com, Military Times; Veterans Job Bank, Military Medical News, G.I. Jobs, Military Connection, Military.com, Vetjobs.com, ShowYourStripes.com; Partnerships with organizations for Military personnel -- The American Legion, Department of Veterans Affairs, US Chambers of Commerce

2015-2016 PROGRAMMATIC ACTIVITIES

UCLA Staff Diversity & AA/EEO Compliance Office, SD&C

For the timeframe from July 1, 2015 – June 30, 2016, the Staff Diversity & AA/EEO Opportunity Compliance Office will:

- continue to review its workforce, applicant, and compensation data;
- continue monitoring its recordkeeping systems to retain accurately all information as required by the federal Affirmative Action regulations and VEVRAA;
- continue to schedule meetings with University officials to discuss affirmative action responsibilities and campus workforce benchmarks with respect to recruiting protected veterans;
- continue partnering with the Employment Services within Camps Human Recourses and the Hospital System to develop recruitment strategies and outreach programs to assist departments in recruiting qualified protected veterans;
- continue to offer training programs to develop effective skills for management to address specific diversity issues associated with recruiting and managing a diverse workforce;
- continue to monitor campus policies and activities to ensure compliance with affirmative action directives for and protected veterans;
- continue to inform the campus of issues related to Affirmative Action/Equal Employment Opportunity benchmarks for protected veterans;

The department and the university will continue to participate in diversity-related task forces and committees.

In the next 12 months, UCLA will seek to work together with the following national and local veteran organizations:

- Career-one-stop, Los Angeles local employment service office (<http://www.careeronestop.org/localhelp/find-american-job-centers.aspx?location=9024&radius=25&ct=0&y=0&e=0&sortcolumns=Program>), located at 3550 Wilshire Blvd, Suite 500, Los Angeles, CA 90010. This office serves protected veterans with disabilities, providing a full range employment skills training. UCLA will reach out to career-one-stop to see if it can gain training and job posting for veterans;
- The Transition Assistance Program (TAP), established to meet the needs of separating service members during their period of transition into civilian life by offering job-search assistance and related services. TAP is established as a partnership among the Departments of Defense, Veterans Affairs, Transportation and the Department of Labor's Veterans' Employment and Training Service (VETS), to give employment and training information to armed forces members within 180 days of separation or retirement. UCLA will reach out to TAP for training and job postings;
- The Corporate America Supports You (CASYS) at <http://casys.mscn.org/JobSeekers/index.html> a private sector non-profit organization with the mission to provide no-cost employment readiness, vocational training, and one-on-one job placement services for National Guard, Reserves, transitioning service members, and veterans of all branches of service.

UCLA will continue to offer research, events, and services aimed to improve veteran employment. The list of available resources and events includes:

- Veterans Resource Office, which coordinates work-study programs with Department of Veteran Affairs. Emily J. Ives, Program Director, Veterans Resource Center. She can be reached at eives@saonet.ucla.edu and 310 206-3819.
- The UCLA Veterans Work Experience Program (VWEP) is designed to assist veterans in their transition to full time Employment in the private or public sector through the experience of non-military related work. UCLA's program Creates a mutually beneficial relationship: the veteran receives training and experience, while UCLA benefits from the services of a serious, dedicated worker. For more information please refer to <http://docs.chr.ucla.edu/chr/portaldocs/emp/empdoc-brochure-veterans-work-experience.pdf>.

UCLA will engage veteran applicants as follows:

- Through formal briefing sessions held on campus premises with representatives from recruiting sources. Contractor facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the company's selection process, and recruiting literature should be an integral part of the briefing. At any such briefing sessions, the company official in charge of the contractor's affirmative action program should be in attendance when possible. Formal arrangements should be made for referral of applicants, follow up with sources, and feedback on disposition of applicants.
- Through recruitment efforts to incorporate special efforts to reach students who are protected veterans.
- Through continuing efforts to participate in work-study programs with Department of Veterans' Affairs rehabilitation facilities which specialize in training or educating disabled veterans.
- By encouraging protected veterans to participate in career days, training programs, and related activities in their communities.

41 CFR §60-741 UCLA STAFF AFFIRMATIVE ACTION PLAN FOR PERSONS WITH DISABILITIES

§60-741.2 Definitions

Under the federal regulations, the Section 503 of the Rehabilitation Act of 1973, 41CFR 60-741.2, the term “person with disability” means a person who has (i) a physical and mental impairment that substantially limits one or more major life activities of such individual, (ii) a record of such impairment, or (iii) been regarded as having such an impairment.” This definition “must be construed in favor of broad coverage of individuals, to the maximum extent permitted by law. The question of whether an individual meets the definitions under this part should not demand extensive analysis.”

The “major life activities” are further defined to include, but not to be limited to, “caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.”

A “major life activity” also includes “the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.” “Has a record of such an impairment” means having a history of mental or physical impairment that substantially limits one or more major life activities.

An individual meets qualification of “being regarded as having such an impairment” if the individual establishes that he or she has been subjected to an action prohibited under this chapter because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.

A “qualified individual” with a disability means an individual with a disability who satisfies the requisite skills, experience, education and other job-related requirements of the employment position such individual holds or desires, and who with or without reasonable accommodation can perform the essential functions of such position.

§60-741.44 Policy Statement

The University of California prohibits discrimination against or harassment of any person employed by or seeking employment with the University on the basis of race, color, national origin, religion, sex, gender identity, pregnancy¹³, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994).¹⁴

The University of California is an affirmative action/equal opportunity employer. The University undertakes affirmative action to ensure equal employment opportunity for persons with disabilities. University policy is consistent with the provisions of applicable State and Federal laws.

UCLA is committed to maintaining an environment in which employees can work free from all forms of discrimination, harassment, exploitation, or intimidation because of their status as a person with a disability. Such behavior is prohibited by law and is a violation of University policy. UCLA has established nondiscrimination in employment policies and applicable complaint procedures to ensure that all employees and applicants are not discriminated against or harassed because of their status as persons with disabilities.

UCLA does not discriminate against any employee or applicant for employment because of his/her physical and/or mental disability in regard to any position for which the employee or the applicant for employment is qualified. UCLA takes affirmative action to employ and advance in employment individuals with disabilities and to treat qualified individuals without discrimination on the basis of their physical or mental disability in all employment practices.

The University is committed to adherence to revised Section 503 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 793) following standards set in 41 CFR Section 60-741. UCLA ensures personnel processes provide careful, thorough, and systematic consideration of the job qualifications of applicants and employees. UCLA relies only on that portion of an employee or an applicant’s record that is relevant to the requirements of the job and does not stereotype individuals with disabilities in a manner that limits access to all jobs for which they are qualified.

UCLA recruits, hires, trains, and promotes persons in all job titles, and ensure that all other personnel actions are administered without regard to disability; and requires that all employment decisions are based only on valid job requirements.

¹³ *Pregnancy* includes pregnancy, childbirth and medical conditions related to pregnancy or childbirth.

¹⁴ *Service in the uniformed services* includes membership, application for membership, and performance of service, application for service or obligation for service in the uniformed services.

UCLA makes sure, job applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the ADAA or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities; opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or exercising any other right protected by Section 503 or its implementing regulations in this part.

UCLA recruits, hires, trains, and promotes persons in all job titles, and ensures that all other personnel actions are administered without regard to disability; and requires that all employment decisions are based only on valid job requirements. It is the policy of the University of California to undertake affirmative action consistent with its obligations as a federal contractor for persons with disabilities through this Affirmative Action Plan and targeted programmatic efforts. In developing Affirmative Action Plan the University's objectives are to ensure that members of groups, who in the past may have been victims of employment discrimination or harassment, are given equal opportunities to compete for jobs and to have their qualifications assessed fairly; and achieve a diversified work force at all levels.

All applicants who are offered employment and who believe themselves covered by the definitions of "individual with disability" are given the opportunity to self-identify voluntarily after a job offer is made and prior to when employment begins. Employees may also voluntarily self-identify at any time they choose. The information is confidential and is used and released only in accordance with applicable Federal and State laws and University policies. There is no adverse treatment if an applicant or employee chooses not to identify. The information is used by the director of data initiatives in monitoring the effectiveness of the staff affirmative action program for individuals with disabilities.

All recruitment and advertising materials state, UCLA is "an Equal Opportunity/Affirmative Action Employer" and University does not discriminate against persons with disabilities. Available positions continue to be posted on the UCLA Career Opportunities website: <https://hr.mycareer.ucla.edu>.

UCLA special recruitment methods for persons with disabilities include: periodically informing all employees and prospective employees of UCLA's commitment to engage in affirmative action for persons with disabilities and protected veterans; initiating and maintaining communication with organizations having special interests in persons with disabilities and all protected veterans, that may assist in the recruitment of those job applicants; disseminating information concerning employment opportunities to communications media; enlisting the assistance and support of recruiting sources (including the State Vocational Rehabilitation Agencies, State Employment Services, and community-based organizations); informing recruiting sources, in writing and verbally, of UCLA's affirmative action policies; providing information emphasizing UCLA job opportunities to educational institutions, both public and private; and including disabled workers when employees are pictured in consumer, promotional, or help-wanted advertising.

Promotion opportunities at UCLA are encouraged for all employees regardless of disability status and are based solely on criteria which are job related and explicit. Promotion policies are administered in compliance with UCLA's policy on nondiscrimination in employment. Promotional opportunities are posted and announced.

Decisions regarding termination or non-renewal of employment are made in compliance with UCLA's policy on nondiscrimination in employment.

UCLA recognizes that opportunities for the employment and advancement of persons with disabilities and all protected veterans will be enhanced by the continuation and expansion of training programs. Training programs are open to all employees in accordance with the UCLA Nondiscrimination in Employment and Affirmative Action Policy.

All work conditions are determined and established without discrimination and in compliance with UCLA's policy on nondiscrimination in employment. No one may be given a less desirable assignment than others in the same classification on the basis of their disability.

UCLA recognizes and adheres to the principle that no discrimination will be shown to any employee with respect to salary. UCLA awards merit increased on the basis of individual performance, improvement in performance and changes in job descriptions. No merit increases may be awarded or denied on discriminatory bases, such as disability status, in accordance with UCLA's policy on nondiscrimination in employment. When offering employment or promotions to disabled individuals, the amount of compensation offered is not reduced because of any income based upon a disability-related pension, or other disability-related benefit the applicant or employee receives from another source.

Retirement and benefit provisions are administered in accordance with the University's Nondiscrimination in Employment Policy. Leave policies, either with or without pay, also will be applied for all employees in accordance with UCLA's policy on nondiscrimination in employment.

§60-741.42 Invitation to Self-Identify

As part of its affirmative action obligation, UCLA invites applicants to inform university whether the applicant believes that he or she is an individual with a disability as defined in §60-741.2(g)(1)(i) or (ii). The invitation is provided to each applicant when the applicant applies for employment. The invitation is included with the application materials for a position, yet is separate from the application. UCLA invites applicants to self-identify as required using the language and manner prescribed by the Director and published on the OFCCP Web site. Immediately after the offer of employment, but before the applicant begins his or her job duties, UCLA shall invite the applicant to inform the contractor whether the applicant believes that he or she is an individual with a disability as defined in §60-741.2(g)(1)(i) or (ii). UCLA invites an applicant to self-identify his status as a person with disability using Form C-305, http://www.dol.gov/ofccp/regs/compliance/sec503/Voluntary_Self-Identification_of_Disability_CC-305_SD_Edit1.24.14.pdf.

UCLA invites each of its employees to voluntarily inform the university whether the employee believes that he or she is an individual with a disability as defined in §60-741.2(g)(1)(i) or (ii). This invitation is extended using the language and manner prescribed by the OFCCP and published on the OFCCP Web site. UCLA does not compel or coerce an individual to self-identify as an individual with a disability. UCLA keeps all information on self-identification confidential, and shall maintain it in a data analysis file (rather than in the medical files of individual employees

§60-741.45 Placement Goals

OFCCP establishes a utilization goal of 7.0% for employment of qualified individuals with a disability within each job group per AAP (41 CFR 60-741.45). Contractors must annually evaluate utilization of individuals with disabilities in each job group per AAP. If utilization is less than a goal, contractor must determine if EEO impediments exist by assessing personnel processes, effectiveness of outreach and recruitment efforts, results of AAP audit, and any other areas that may be relevant. The contractor must develop and execute action-oriented programs designed to correct any identified problem areas.

This section of the OFCCP regulations states, “(t)he utilization goal is not a rigid and inflexible quota which must be met, nor is it to be considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden. The purpose of the utilization goal is to establish a benchmark against which UCLA measures the representation of individuals within each job group in its workforce, or within the contractor's entire workforce. The utilization goal serves as an equal employment opportunity objective. UCLA uses the same Job Groups established for utilization analyses under Executive Order 11246, either in accordance with 41 CFR Part 60-2, or in accordance with 41 CFR §60-4.

The results of Placement Goals Analysis for persons with disabilities are presented in Appendix E on page 107.

§60-741.44(b) Review of Personnel Processes

When the percentage of individuals with disabilities in one or more job groups is less than the utilization goal established for the job group or job groups, the contractor must take steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, the contractor must assess its personnel processes, the effectiveness of its outreach and recruitment efforts, the results of its affirmative action program audit, and any other areas that might create an impediment.

UCLA ensures personnel processes provide careful, thorough and systematic consideration of the job qualifications of applicants and employees. UCLA periodically reviews such processes and makes necessary modifications to ensure obligations are carried out. UCLA will make good faith efforts to expand applicant pools to include persons with disabilities and protected veterans. UCLA ensures that its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available. The contractor shall ensure that its personnel processes do not stereotype individuals with disabilities in a manner which limits their access to all jobs for which they are qualified. Additionally, UCLA ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.

§60-741.44(c) Physical and Mental Qualifications

Physical and mental job qualification standards are reviewed on a periodic basis to ensure that to the extent qualification standards tend to screen out qualified individuals with disabilities or qualified disabled veterans, and to ensure they are job-related for the position in question, and are consistent with business necessity. UCLA will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability or disabled veteran unless it can be demonstrated that such accommodations would impose undue hardship on the conduct of business.

§60-741.44(d) Reasonable Accommodations to Physical and Mental Limitations

UCLA ensures applicants and employees with disabilities are provided the notice in a form that is accessible and understandable to the individual (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair).

Wherever possible, reasonable accommodation is made to the known physical and mental limitations of all otherwise qualified applicants and employees who are individuals with disabilities. Employees may contact managements at any time to request an accommodation or to address a disability-related concern.

The University employs several full-time vocational rehabilitation counselors to assist current disabled employees to remain on the job with reasonable accommodation or help in the re-employment of such employees. The types of accommodations include: granting medical leaves of absence, graduated return to work scheduling, provision of assistive devices, task restructuring, and work area modification. Funds are available and procedures are in place to provide interpreters for deaf employees and applicants, and adaptive devices for employees and applicants with disabilities.

UCLA also provides reasonable accommodations to persons with disabilities by making existing facilities used by employees readily accessible to persons with disabilities; job restructuring; part-time or modification of work schedules; reassignment to a vacant position; acquisition or modifications of equipment or devices; appropriate adjustment or modifications of providing examinations, training materials, and developing new policies. To determine the appropriate reasonable accommodation, UCLA engages in an informal, interactive process with the qualified person with disability and/or disabled veteran, to determine what type of accommodation is necessary, by identifying the precise limitations resulting from the disability and potential reasonable accommodations that could overcome those limitations.

UCLA makes pre-employment inquiries pertaining to applicant's ability to perform job-related functions, either with or without reasonable accommodation. When UCLA requires an applicant or an employee to pass a physical examination prior to employment or change in employment status, it does so in accordance with job qualification requirements that pertain to the specific job or jobs for which the individual is being considered, and shall be consistent with business necessity. The University may condition an offer of employment on the results of a medical examination conducted after making an offer of employment and prior to the employee's entrance on duty, provided all entering employees in that job category are subjected to such an examination regardless of disability and provided that the results of such an examination are used in accordance with these guidelines. Information obtained on the medical condition or history of any applicant or employee shall be collected and maintained on separate forms and in separate medical files and shall be accorded confidentiality as medical records, except that: Supervisors and managers may be informed of necessary restrictions on the work or duties of disabled persons and of any necessary accommodations.

§60-300.741.44(e) Addressing Allegations of Harassment

UCLA makes sure, job applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the ADAA or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities; opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or Exercising any other right protected by Section 503 or its implementing regulations in this part.

§60-741.44(a)(1) Filing a Complaint

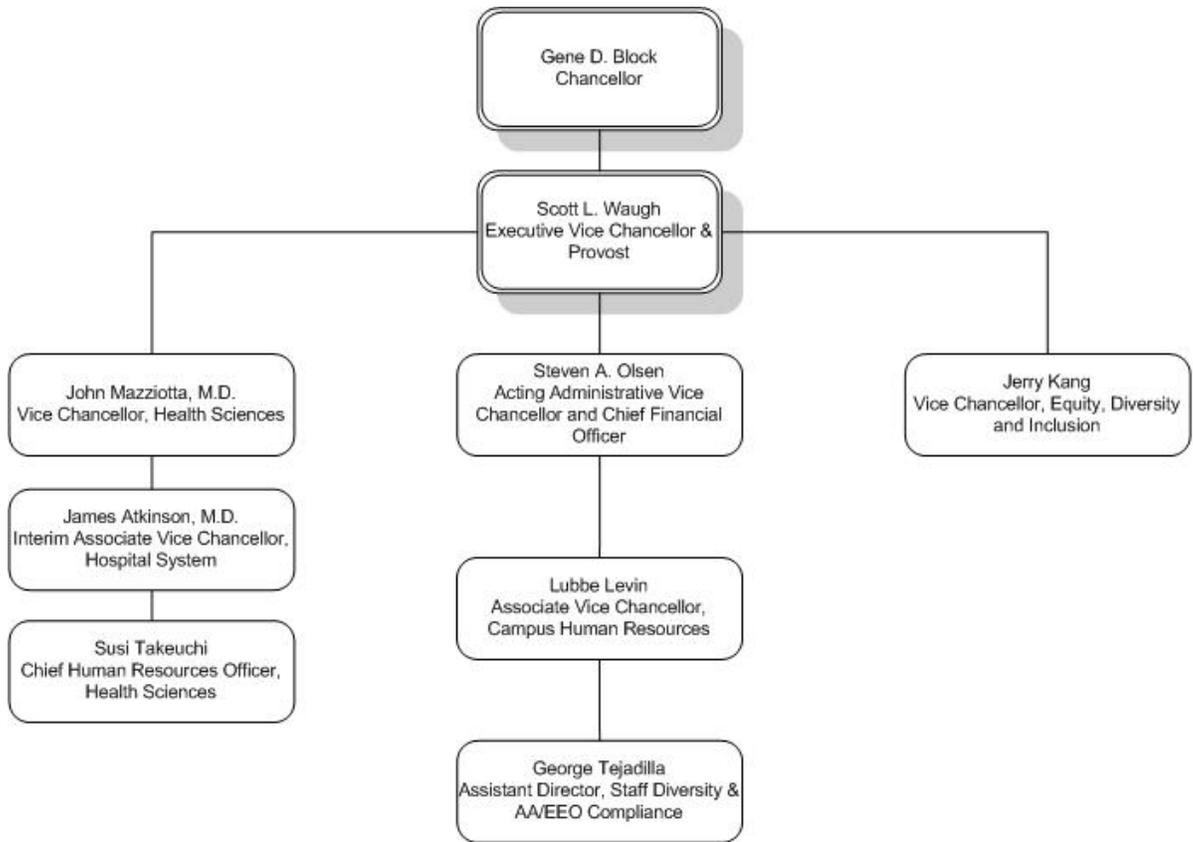
UCLA has grievance procedures for staff employees which ensure a fair adjudication of discrimination and harassment complaints. These procedures are described in the UC/UCLA personnel policy manuals and collective bargaining agreements. A discrimination or harassment complaint may also be brought directly by an employee or applicant to the Staff Diversity & Compliance office for resolution. University policy prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

41 CFR §60-741.44(i) DESIGNATION OF RESPONSIBILITY FOR IMPLEMENTING UCLA STAFF AFFIRMATIVE ACTION PLAN FOR PERSONS WITH DISABILITIES,

Delegation of Responsibility for Staff Affirmative Action

The responsibility for equal employment opportunity and affirmative action rests with Chancellor Block. Chancellor Block delegates implementation of the affirmative action programs to the Executive Vice Chancellor Waugh, to the Vice Chancellor for Equity, Diversity, and Inclusion Kang, to the Vice Chancellor of UCLA Health Sciences Mazziotta, to the Chief Officer of the Human Resources of the UCLA Hospital System and Health Sciences Takeuchi, to the Assistant Vice Chancellor of Campus Human Resources Levin; and to the Assistant Director of the UCLA Staff Diversity and EEO/AA Compliance Office Tejadilla. The UCLA Staff Diversity and EEO/AA Compliance Office located at 10920 Wilshire Blvd, Suite 1050, Los Angeles, CA, 90024.

UCLA Staff Affirmative Action Organizational Chart



The Staff Affirmative Action Officer

The Staff Affirmative Action Officer, George Tejadilla, oversees the Office of Staff Diversity and Affirmative Action Compliance assures development and dissemination of the annual Affirmative Action Plan on Campus and within Hospital System. The Staff Affirmative Action Officer:

- p. Develops and recommends policies and procedures for staff affirmative action;
- q. Audits campus programs and procedures related to the provisions of this Affirmative Action Plan;
- r. Monitors practices and programs of the Campus, Human Resources, and the Hospital System, Human Resources, for compliance with the provisions of this Plan;
- s. Based on the standards established under this Plan, identifies problem areas in utilization and in the application of personnel policies affecting affirmative action;
- t. Provides consultation to the Campus and Hospital System Human Resources Departments regarding the personnel services and procedures that are required by the Affirmative Action Plan and pertinent federal and state directives;
- u. Regularly evaluates for effectiveness the procedures implemented under this Plan to promote affirmative action;
- v. Acts as liaison to all campus groups on affirmative action and equal employment opportunity issues, periodically organizes informational meetings on affirmative action and equal employment opportunity issues for staff employees, keeps the campus informed of affirmative action progress;
- w. Serves as an expert in the requirements and precedents associated with affirmative action and as the campus representative in establishing rapport with campus and external communities for this program;
- x. Investigates reports of incidents or conditions which may not conform with goals of the University's Affirmative Action Program objectives, discusses findings, and make recommendations for enforcement action to the Associate Vice Chancellor, Campus Human Resources, and the Chief Human Resources Officer, UCLA Hospital System.
- y. Investigates and mediates those internal complaints received by Staff Diversity & AA/EEO Compliance Office and those complaints received from state and federal enforcement agencies;
- z. Provides direct assistance and consultation to all Staff Affirmative Action Units, monitors the progress of good faith efforts toward campus goals of the affirmative action unit;
- aa. Reviews each Staff Affirmative Action Unit periodically for compliance with policy and procedural requirements of the Staff Affirmative

- Action Plan;
- bb. Maintains regular contact with campus and community groups;
 - cc. Assists campus departments in the assessment, development, and implementation of specialized affirmative action and diversity programs; and
 - dd. Perform such other functions in the implementation of the Plan or its policies as may be approved by the Associate Vice Chancellor, Campus Human Resources, and the Chief Human Resources Officer, UCLA Hospital System

The Staff Diversity & AA/EEO Compliance Office

Designs an auditing and reporting system to evaluate the effectiveness of affirmative action effort for women, minorities, persons with disabilities and protected veterans;

- a. Establishes annual goals for women, minorities, persons with disabilities in job groups identified as underutilized;
- b. Serves as liaison between the campus and state and federal equal employment opportunity compliance agencies;
- c. Serves as liaison, in conjunction with the Campus and Hospital System Human Resources Departments, between campus organizations and community action groups for women, minorities and other under-represented populations; and ensures that campus representatives are involved in community service programs of local organizations for women, minorities and other underrepresented communities; and
- d. Keeps management informed of the latest developments in affirmative action efforts for women, minorities and other underrepresented groups.

Staff Affirmative Action Units

The basic organizational units for implementation of this Plan are called Staff Affirmative Action Units, which are structured based on function, size and unique characteristics of the work force. There are 15 Staff Affirmative Action Units at UCLA; each assigned a Unit Coordinator who is the person with management responsibility for that unit or has been delegated the responsibility of affirmative action compliance. The Unit Coordinator is responsible for the implementation of affirmative action policy and procedures within the Unit, and the coordination of "good faith" efforts to meet SAAP objectives.

UNIT 1: College of Letters & Science

Unit Coordinator – Patricia A. Turner, Dean/Vice Provost for Undergraduate Education, email- pturner@college.ucla.edu

UNIT 2: Professional Schools

Unit Coordinator – Scott Waugh, Executive Vice Chancellor and Provost

UNIT 3: Chancellor’s Organization

Unit Coordinator – Scott Waugh, Executive Vice Chancellor and Provost, email: evc@conet.ucla.edu

UNIT 4: UCLA Medical Enterprise

Unit Coordinator – John C. Mazziotta, M.D., Ph.D., Vice Chancellor, Health Sciences, email: jmazziotta@mednet.ucla.edu

UNIT 5: Administration

Unit Coordinator – Michael Beck, Vice Chancellor of Business Administration, email: michaelbeck@ucla.edu

UNIT 6: External Affairs

Unit Coordinator – Rhea Turteltaub, Vice Chancellor, External Affairs, email: rheat@support.ucla.edu

UNIT 7: Student Affairs

Unit Coordinator – Janina Montero, Vice Chancellor, Student Affairs, email: jmontero@saonet.ucla.edu

UNIT 8: Graduate Division

Unit Coordinator – Robin Garrell, Vice Provost, Graduate Division, email: rgarrell@grad.ucla.edu

UNIT 9: Research

Unit Coordinator – Ann Karagozian, Interim Vice Chancellor, Research, email: AKaragozian@conet.ucla.edu

UNIT 10: Finance, Budget & Capital Programs

Unit Coordinator – Steve Olsen, Vice Chancellor, Finance, Budget & Capital Programs, email: solsen@conet.ucla.edu

UNIT 11: Continuing Education

Unit Coordinator – Wayne Smutz, Dean, Continuing Education and UCLA Extension, email: wsmutz@unex.ucla.edu

UNIT 12: University Library

Unit Coordinator – Virginia Steel, University Librarian, email: vsteel@library.ucla.edu

UNIT 13: Intercollegiate Athletics

Unit Coordinator – Dan Guerrero, Athletics Director, email: dguerrero@athletics.ucla.edu

UNIT 14: Academic Senate

Unit Coordinator – Estrada, Leobardo, Chair, Academic Senate, email: leobard@ucla.edu

UNIT 15: ASUCLA

Unit Coordinator – Bob Williams, Director, ASUCLA, email: bwilliams@asucla.ucla.edu

UNIT 16: Ethnic Studies Centers

Unit Coordinator -- Belinda Tucker, Institute of American Culture, IACcoordinator@conet.ucla.edu

Department Heads/Directors

Department Heads and Directors are responsible for ensuring compliance with staff affirmative action policies and procedures. They are responsible for:

- a. Ensuring equitable application of all personnel policies and procedures to provide a workplace free of employment discrimination and harassment;
- h. Advising employees of affirmative action programs and encourage their participation;
- i. Directing internal and external communications to all employees to ensure their awareness of affirmative action and nondiscrimination/harassment policies, procedures and programs;
- j. Ensuring that appropriate good faith efforts are taken within their respective units to achieve the goals and objectives outlined in this SAAP;
- k. Including in regular performance evaluations of supervisors, a review of their equal employment opportunity and affirmative action efforts and responsibilities;
- l. Ensuring that women and minorities are afforded equal opportunity to participate in University-sponsored educational, training, recreational and social activities; and
- m. Ensuring that posters are displayed which inform employees of Nondiscrimination/harassment and affirmative action laws, regulations, and policies.

Supervisors

Supervisors are responsible for:

- j. Applying equitably all personnel policies and practices. Advising employees of affirmative action policies and procedures and, upon request, providing them with copies of written policy and procedural statements;
- k. Advising employees of affirmative action programs and encouraging their participation;
- l. Circulating internal and external communications to ensure that all employees are aware of affirmative action and nondiscrimination/harassment policies, procedures and programs;
- m. Assisting in the identification of problem areas of utilization; ensuring implementation of special programs to increase representation consistent with the goals and objectives outlined in the UCLA Staff Affirmative Action Plan;
- n. Advising employees of University policy development in the areas of nondiscrimination/harassment and affirmative action;
- o. Implementing policies and procedures which afford all employees equal access to opportunities to participate in University-sponsored educational, training, recreational and social activities;
- p. Conducting regular and fair reviews of the qualifications of all employees including minorities and women to ensure equal consideration for appointments, transfers, and promotions;
- q. Conducting regular discussions with employees concerning University affirmative action and Nondiscrimination/harassment policies and procedures, ensuring that these policies and procedures are understood and followed; and
- r. Providing a workplace that is free of employment discrimination, including any form of harassment.

§60-741.44(G) & (F) EXTERNAL AND INTERNAL DISSEMINATION OF POLICY

The UCLA policy on equal employment opportunity and affirmative action, which includes coverage for persons with disabilities, is communicated to the campus and the public through various institutional publications. It is also discussed with supervisors and managers at periodic meetings concerning affirmative action progress and program activities. Applicants and various public and private applicant referral sources, such as school placement centers, community agencies, and skill centers, receive the policy by accessing the UCLA Career Opportunities website at: <https://hr.mycareer.ucla.edu>.

This Program has been announced to the California Employment Development Department; the California Department of Rehabilitation; organizations of and for individuals with disabilities; veteran service organizations; the Department of Veterans' Affairs Regional Offices; educational institutions which participate in training of the disabled; college placement offices; and other local, state, and national organizations.

§60-741.44(B) REPORTING AND AUDITING

Records of Individual Personnel Actions

Personnel Action Records are maintained for each qualified job applicant and employee, including for those who have disability or classified as a protected veteran. UCLA maintains records for four years, in accordance with UC System-wide policy.

Records and Data Analysis

The Office of Staff Diversity & Compliance reviews applicant and employee records to ensure compliance with nondiscrimination and affirmative action requirements for people with disabilities and protected veterans.

Pursuant to 41 CFR Section 60-741 and Section 60-300, UCLA is collecting data pertaining to disability and veteran status of job applicants and employees. In the 2015 Staff Affirmative Action Plan, UCLA will report the number of applicants who self-identified as individuals with disabilities, or who are otherwise known to be individuals with disabilities; and will review the total number of job openings and total number of jobs filled; the total number of applicants for all jobs; and the number of applicants with disabilities hired.

The national percent of protected veteran labor force participation is 7.2%. The national labor force participation benchmark for persons with disabilities is set at 7.0% by the Office of Federal Contract Compliance Programs. UCLA is working toward meeting these benchmarks for protected veterans and persons with disabilities.

Other Auditing and Review Procedures

The Office of Staff Diversity & Compliance will work with Affirmative Action Units in monitoring and advising on compliance with this Affirmative Action Plan. The Office of Staff Diversity & Compliance schedules periodic meetings with Affirmative Action Unit Coordinators and their staff to review affirmative action initiatives, measure the effectiveness of programmatic activities, uncover any need for remedial action, determine the degree to which objectives have been attained, determine whether known covered veterans/individuals with disabilities have had the opportunity to participate in all UCLA sponsored educational, training, recreational and social activities and measure compliance with the affirmative action program's specific obligations.

The Office of Staff Diversity & Compliance will periodically review campus records personnel procedures, and individual actions to ensure compliance with nondiscrimination and affirmative action requirements related to personnel action decisions for employees and applicants. Remedial action will be undertaken as needed.

On an on-going basis and prior to job postings, physical or mental job qualification standards are reviewed to ensure that, to the extent qualification standards tend to screen out qualified individuals with disabilities or qualified special disabled veterans, they are job-related for the position in question and are consistent with business necessity.

2015-2016 STAFF AFFIRMATIVE ACTION FOR PERSONS WITH DISABILITIES PROGRAMMATIC ACTIVITIES

UCLA Chancellor's ADA & Section 504 Compliance Office

The Chancellor's ADA & 504 Compliance Office include coordination of and compliance with both the Americans with Disabilities Act of 1990 (ADA) and Section 503 of the Rehabilitation Act of 1973, as amended. The Chancellor's ADA & 504 Compliance Office coordinates, monitors, and evaluates campus compliance with requirements of the Americans with Disabilities Act of 1990 (ADA), as amended and Section 504 of the Rehabilitation Act of 1973, as amended, including the Division of the State Architect's (DSA) accessibility standards contained in Title 24 of the California Code of Regulations (CCR), the Uniform Federal Accessibility Standards (UFAS), and the Americans with Disabilities Act Accessibility Guidelines (ADAAG).

Chancellor's ADA & 504 Compliance coordinates efforts to provide individuals with disabilities access to campus programs and facilities; develops procedures to identify and correct access problems; reviews complaints alleging campus noncompliance with the ADA and Section 503; advises the campus community regarding compliance-related issues and other matters of concern, and recommends appropriate corrective action; and Coordinate the execution and implementation of the campus 1992 ADA Transition Plan.

In the course of carrying out this charge, the ADA & 504 Compliance Office works closely with campus organizations and departments such as the Office for Students with Disabilities; Facilities Management; Capital Programs; Parking Services; Campus Counsel; Housing; and Associated Students, UCLA (ASUCLA) to effect general access improvements to campus programs, activities, services, and facilities. ADA & 504 Compliance Office is located at A239 Murphy Hall. To contact the office please email of call Monroe Gorden at mgorden@saonet.ucla.edu and (310) 825-1514.

UCLA Committee on Disability (UCOD)

The UCLA Committee on Disability (UCOD) is charged with analyzing and identifying problems, proposing solutions, and making recommendations on matters of particular concern to persons with disabilities. The committee includes students, faculty, staff, alumni, members of the UCLA Community, and ex-officio members. To facilitate the committee's functioning, the Chancellor's ADA & 504 Compliance Office reserves UCOD meeting rooms, provides courtesy parking for off-campus voting members, and distributes meeting minutes and proposed agendas. Information on the committee and its activities is available at this address: <http://ucod.ucla.edu>.

UCLA Disability Access Web

At UCLA there are a number of departments and programs charged with providing a variety of accommodations for people with disabilities. Information on these departments and programs and links to their websites can be found at: <http://www.accessweb.ucla.edu/>.

Applicants with Disabilities, Outreach

UCLA Hospital System, Human Resources, promotes jobs on job sites for people with disabilities, including GettingHired.com, JOFDAV.com, Disabledperson.com, Department of Rehabilitation, and Social Vocational Services/Disability Inclusion Program.

Pathways/Pathpoint/Project SEARCH

UCLA Hospital System has built an affiliation with Pathways/PathPoint/Project Search, a two-year certificate program for students with intellectual and other developmental disabilities, to comprehensively train and support services to empower people with disabilities. UCLA Hospital System will continue implementing media campaigns for job seekers with disabilities by promoting job opportunities through job websites for people with disabilities

Project SEARCH is a hands-on training program teaching job skills to persons with mental disabilities to prepare them for the workforce. Pathway at UCLA Extension is a two-year certificate program for students with intellectual and other developmental disabilities, offering a blend of educational, social, and vocational experiences, taught and supervised by experienced instructors sensitive to the individual needs of the students. The students attend classes and participate with UCLA students in the many social, recreational, and cultural activities of a major university, which is designed to give them a college experience that builds a desire for lifelong learning and pursuing a fulfilling career. All students are expected to participate in field experience that gives them the career and real-world skills needed to live independently. Recruitment is able to assist many program graduates begin their career at UCLA Hospital System. PathPoint’s mission is to provide comprehensive training and support services to empower people with mental disabilities to live and work as valued members of our communities. UCLA Hospital System is a long-time Community Partner with PathPoint and we are able to employ people with disabilities and disadvantages, or open their doors for training and education opportunities, through PathPoint. To date, 49 students have completed and graduated the program, 13 of those students have become employed at UCLA Health and 11 have found employment in other industries within Los Angeles.

Male	Female	White	Black	Hispanic	Asian	Native American	Unknown	TOTAL
Unknown	Unknown	5 41.66%	2 16.67%	2 16.67%	3 25.00%	0 0%	0 0%	12 100.0%

Outreach Campaigns for Job Seekers with Disabilities

UCLA Hospital System’s Human Resources advertises jobs with GettingHired.com, JOFDAV.com, Disabledperson.com. UCLA Hospital System’s Human Resources co-sponsors events with Department of Rehabilitation and Social Vocational Services/Disability Inclusion Program.

Disabilities and Computing Program

Contact- Patrick Burke, 4909 Math Sciences

UCLA has created a Disabilities and Computing program offering assistance to students, faculty and staff who have disabilities regarding computers and assistive technology services. Contact phone: 310-206-6004, alt. phone: 310-206-7133, email: dcp@oit.ucla.edu.

Disability Studies Minor

UCLA offers its students a Disability Studies Minor, an interdisciplinary program includes courses in law, social work, architecture and many other fields. The program is directed by Kyle McJunkin who can be reached at (310) 825-3223 or at disabilitystudies@college.ucla.edu.

Employee Disability Management Services

UCLA has created Employee Disability Management Services, focusing is to keep employees working during and after a disabling condition in accordance with UC policies, state and federal laws. The services facilitate the reasonable accommodation process with departments and employees. To reach the Employment Disability Management Services, please contact Director of Employment Disability Management Services, Adrienne Malka at (310) 794-6948, (310) 794-8012, fax: (310) 794-6957 or email: Amalka@irm.ucla.edu. The Employment Disability Management Services are located at the UCLA Wilshire Center, 10920 Wilshire Blvd., LA, CA, 90024.

Office for Students with Disabilities,

For regularly enrolled university students who have disabilities to obtain academic support services and for information to help get around campus UCLA has created the Office of Students with Disabilities. The office is directed by Dr. Ed McCloskey; the office is located at A255 Murphy Hall phone: 310-825-1501, TTY / TTD: 310-206-6083, Fax: 310-825-9656

Parking and Transportation - Disabilities Services

UCLA offers daytime and evening campus transportation for students with either temporary or permanent disabilities through its Parking and Transportation - Disabilities Services, which can be contacted by calling (310) 794-7433 or writing to transportation@ts.ucla.edu

UCLA Extension - Services for Students with Disabilities

For Extension students with disabilities UCLA offers academic support services through the Services for Students with Disabilities at the UCLA Extension. The services can be reached at (310) 825-7851, TTY / TTD: (310) 825-7851, or access@uclaextension.edu.

UCLA Library - Disability Resources

The UCLA Library assures accessibility to library materials, programs and services in an overall program environment that encourages interaction among all users, including individuals with disabilities through designated Disability Resources. To use the disability resources students, faculty and employees can call (310) 825-1084.

2015-2016 STAFF AFFIRMATIVE ACTION FOR PERSONS WITH DISABILITIES PROGRAMMATIC ACTIVITIES

For the timeframe from July 1, 2015 – June 30, 2016, the Staff Diversity & AA/EEO Opportunity Compliance Office will:

- continue to review its workforce, applicant, and compensation data;
- continue monitoring its recordkeeping systems to retain accurately all information as specified by the federal Affirmative Action regulations and ADA/AA;
- continue to schedule meetings with University officials to discuss affirmative action responsibilities and campus workforce benchmarks with respect to recruiting persons with disabilities;
- continue partnering with the Employment Services within Campus Human Resources and the Hospital System to develop recruitment strategies and outreach programs to assist departments in recruiting qualified persons with disabilities;
- continue to offer training programs to develop effective skills for management to address specific diversity issues associated with recruiting and managing a diverse workforce;
- continue to monitor campus policies and activities to ensure compliance with affirmative action directives for persons with disabilities;
- continue to inform the campus of issues related to Affirmative Action/Equal Employment Opportunity benchmarks for persons with disabilities;
- The department and the university will continue to participate in diversity-related task forces and committees.

In the next 12 months, UCLA will seek to work together with the following organizations supporting employment of persons with disabilities nationally and locally:

- The California Department of Rehabilitation (DOR) which works with a variety of community-based organizations to provide services to individuals with disabilities, helping them to achieve independence and employment. UCLA will seek to work with DOR, possibly buying subscription to its employee database, posting jobs with DOR, and using their training resources;
- Ticket to Work, an organization providing a range of employment help to persons with disabilities seeking to find employment, and can possibly promote UCLA careers to its clients;
- UCLA will look into consistent utilization various job boards for persons with disabilities, including Ability.com, www.disabilityjobs.net www.disabledperson.com.

UCLA will engage applicants with disabilities as follows:

- Through formal briefing sessions held on campus premises with representatives from recruiting sources. Contractor will provide facility tours, give clear and concise explanations of current and future job openings, position descriptions, worker specifications, offer explanations of the company's selection process, and provide recruitment literature that together, should be an integral part of the briefing. At any such briefing sessions, the company official in charge of the contractor's affirmative action program should be in attendance when possible. Formal arrangements should be made for referral of applicants, follow up with sources, and feedback on disposition of applicants;
- Through recruitment efforts and special efforts to reach students who voluntarily identified as persons with disabilities;
- By inviting persons with disabilities to participate in career days, training programs, and related activities in their communities.

APPENDIX A

UCLA STAFF JOB GROUPS

Job Groups are comprised of a set of job titles having similar occupational properties based on the U.S. Census Occupational Categories. UCLA's workforce is further divided into Job Groups based on campus location within the General Campus (GEN CAMP) or the Hospital System (HSYS), Appointment Types (Career, Partial Year Career, Contract, Limited, and Per Diems), and based on union representation (Represented or Not Represented).

There were 549 Job Groups and below is the complete list for the General Campus, the Hospital System, union represented and non-represented employees.¹⁵

a) Career Appointments, General Campus Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	002	ASC VC AND ASC DEAN SR SOM
11-1021	GENERAL AND OPERATIONS MANAGERS	033	VC FUNC AREA
11-1021	GENERAL AND OPERATIONS MANAGERS	038	CHF CMPLNC OFCR
11-1021	GENERAL AND OPERATIONS MANAGERS	049	DIR CONTINUING EDUC OF THE BAR
11-1021	GENERAL AND OPERATIONS MANAGERS	066	EXEC VC AND PROVOST
11-1021	GENERAL AND OPERATIONS MANAGERS	078	VC ACAD PERSONNEL
11-1021	GENERAL AND OPERATIONS MANAGERS	082	CHF CAMPUS COUNSEL
11-1021	GENERAL AND OPERATIONS MANAGERS	087	VC AND DEAN SOM
11-1021	GENERAL AND OPERATIONS MANAGERS	126	VC BUS ADMST
11-1021	GENERAL AND OPERATIONS MANAGERS	127	VC DEV AND UNIV REL
11-1021	GENERAL AND OPERATIONS MANAGERS	132	VC RSCH
11-1021	GENERAL AND OPERATIONS MANAGERS	133	VC STUDENT AFFAIRS
11-1021	GENERAL AND OPERATIONS MANAGERS	205	ADVANCEMENT OFFICER 3
11-1021	GENERAL AND OPERATIONS MANAGERS	206	ADVANCEMENT OFCR 4
11-1021	GENERAL AND OPERATIONS MANAGERS	207	ADVANCEMENT OFCR 5
11-1021	GENERAL AND OPERATIONS MANAGERS	209	VICE CHAN ASC
11-1021	GENERAL AND OPERATIONS MANAGERS	210	VICE CHAN AST
11-1021	GENERAL AND OPERATIONS MANAGERS	245	DIR
11-1021	GENERAL AND OPERATIONS MANAGERS	256	DIR ASC
11-1021	GENERAL AND OPERATIONS MANAGERS	259	DIR AST
11-1021	GENERAL AND OPERATIONS MANAGERS	280	MGR
11-1021	GENERAL AND OPERATIONS MANAGERS	355	ADM CRD OFCR
11-1021	GENERAL AND OPERATIONS MANAGERS	451	DIR EXEC
11-1021	GENERAL AND OPERATIONS MANAGERS	9935	ADVANCEMENT OFCR 1
11-1021	GENERAL AND OPERATIONS MANAGERS	9936	ADVANCEMENT OFCR 2
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	7675	PRG PROMOTION MGR 2
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	7676	PRG PROMOTION MGR 1
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	7688	PRG PROMOTION MGR 2 SUPV
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6307	PUBL EVENTS MGR SR SUPV
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6308	PUBL EVENTS MGR PRN SUPV
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6309	PUBL EVENTS MGR SUPV NEX
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6310	PUBL EVENTS MGR SUPV EX
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6312	PUBL EVENTS MGR SR
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6313	PUBL EVENTS MGR
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	740	COMPUTING RESC MGR 3
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	741	COMPUTING RESC MGR 2
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	7282	COMPUTING RESC MGR 1
11-9013	FARMERS, RANCHERS, AND OTHER AGRICULTURAL MANAGERS	9551	BOTANICAL GARDEN ARBOR MGR SR
11-9030	EDUCATION ADMINISTRATORS	047	DEAN OF UNIV EXT
11-9030	EDUCATION ADMINISTRATORS	250	DEPUTY DIR
11-9030	EDUCATION ADMINISTRATORS	363	ADM CRD OFCR ASC
11-9030	EDUCATION ADMINISTRATORS	384	DEAN AST
11-9030	EDUCATION ADMINISTRATORS	385	DEAN ASC
11-9030	EDUCATION ADMINISTRATORS	425	EXEC AST OR SPC AST
11-9030	EDUCATION ADMINISTRATORS	490	REGISTRAR
11-9030	EDUCATION ADMINISTRATORS	4102	CHILD DEV CTR MGR
11-9030	EDUCATION ADMINISTRATORS	4103	CHILD DEV CTR CRD

¹⁵ The Chancellor is reported in the Senior Administrators job group in the University of California, Office of the President's Affirmative Action Plan.

11-9030	EDUCATION ADMINISTRATORS	7538	AST TO BLANK 1 SUPV
11-9030	EDUCATION ADMINISTRATORS	7539	AST TO BLANK 2 SUPV
11-9030	EDUCATION ADMINISTRATORS	7540	AST TO DEAN DIR CHAIR 2
11-9030	EDUCATION ADMINISTRATORS	7541	AST TO DEAN DIR CHAIR 1
11-9081	LODGING MANAGERS	7425	RSDNC HALLS MGR AST
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	759	CLIN LAB MGR
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	764	ADMIN NURSE 4
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	710	COUNSELING CTR MGR 2
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	711	COUNSELING CTR MGR 1
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	9322	CMTY HEALTH PRG MGR
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	9323	CMTY HEALTH PRG SUPV
11-9199	MANAGERS, ALL OTHER	4610	CASHIER OFC MGR
11-9199	MANAGERS, ALL OTHER	6465	ARTS AND LECTURES SUPV
11-9199	MANAGERS, ALL OTHER	6466	ARTS AND LECTURES MGR
11-9199	MANAGERS, ALL OTHER	7678	PUBLICATIONS MGR SR
11-9199	MANAGERS, ALL OTHER	7679	PUBLICATIONS MGR
11-9199	MANAGERS, ALL OTHER	7687	PUBLICATONS MGR SR SUPV
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7772	BUYER 5
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7773	BUYER 4
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7774	BUYER 2
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7776	BUYER 3
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7778	BUYER 5 SUPV
13-1070	HUMAN RESOURCES WORKERS	751	PERSONNEL ANL PRN 2
13-1070	HUMAN RESOURCES WORKERS	7638	PERSONNEL ANL PRN 1 SUPV
13-1070	HUMAN RESOURCES WORKERS	7661	PERSONNEL ANL PRN
13-1070	HUMAN RESOURCES WORKERS	7662	PERSONNEL ANL SR
13-1070	HUMAN RESOURCES WORKERS	7663	PERSONNEL ANL
13-1111	MANAGEMENT ANALYSTS	731	ADMIN ANL PRN 2
13-1111	MANAGEMENT ANALYSTS	7241	ADMIN ANL PRN 1
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7244	ADMIN ANL AST
13-1111	MANAGEMENT ANALYSTS	7257	ADMIN ANL SR SUPV
13-1111	MANAGEMENT ANALYSTS	7259	ADMIN ANL PRN SUPV
13-1111	MANAGEMENT ANALYSTS	7261	PUBL ADMST ANL PRN
13-1111	MANAGEMENT ANALYSTS	7262	PUBL ADMST ANL SR
13-1111	MANAGEMENT ANALYSTS	7263	PUBL ADMST ANL
13-1111	MANAGEMENT ANALYSTS	7264	PUBL ADMST ANL AST
13-1111	MANAGEMENT ANALYSTS	7268	PUBL ADMST ANL SR SUPV
13-1111	MANAGEMENT ANALYSTS	7269	PUBL ADMST ANL PRN SUPV
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1111	MANAGEMENT ANALYSTS	7659	ADMIN SPEC SUPV
13-1111	MANAGEMENT ANALYSTS	7863	ADMIN ANL SUPV NEX
13-1111	MANAGEMENT ANALYSTS	7951	PUBL ADMST ANL SUPV NEX
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	461	SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	506	CAMPUS OMBUDSPERSON
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	743	MGT SVC OFCR 4
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	6961	EDUC FAC PLANNER SR SUPV
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	6962	EDUC FAC PLANNER SR
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	6963	EDUC FAC PLANNER
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	6967	PLANNER SR
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7141	EHS TCHN PRN
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7142	EHS TCHN SR
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7510	MGT SVC OFCR 3
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7511	MGT SVC OFCR 2
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7512	MGT SVC OFCR 1
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7513	MGT SVC OFCR 1 SUPV
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7514	MGT SVC OFCR 2 SUPV
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7515	MGT SVC OFCR 3 SUPV
13-2011	ACCOUNTANTS AND AUDITORS	747	ACCOUNTANT PRN
13-2011	ACCOUNTANTS AND AUDITORS	749	AUDITOR PRN
13-2011	ACCOUNTANTS AND AUDITORS	7611	ACCOUNTANT 4 SUPV
13-2011	ACCOUNTANTS AND AUDITORS	7616	ACCOUNTANT 4
13-2011	ACCOUNTANTS AND AUDITORS	7617	ACCOUNTANT 3
13-2011	ACCOUNTANTS AND AUDITORS	7618	ACCOUNTANT 1
13-2011	ACCOUNTANTS AND AUDITORS	7620	ACCOUNTANT 2

13-2011	ACCOUNTANTS AND AUDITORS	7622	AUDITOR 3
13-2011	ACCOUNTANTS AND AUDITORS	7623	AUDITOR 1
13-2011	ACCOUNTANTS AND AUDITORS	7624	AUDITOR 2
13-2011	ACCOUNTANTS AND AUDITORS	7860	ACCOUNTANT 2 EX
13-2031	BUDGET ANALYSTS	733	BUDGET ANL PRN 2
13-2031	BUDGET ANALYSTS	7251	BUDGET ANL PRN 1
13-2031	BUDGET ANALYSTS	7253	BUDGET ANL
13-2031	BUDGET ANALYSTS	7254	BUDGET ANL AST
13-2031	BUDGET ANALYSTS	7266	BUDGET ANL PRN SUPV
13-2051	FINANCIAL ANALYSTS	326	ENTERPRISE RISK MGT ANL 5
15-1131	COMPUTER PROGRAMMERS	735	PROGR ANL 5 SUPV
15-1131	COMPUTER PROGRAMMERS	736	PROGR ANL 5
15-1131	COMPUTER PROGRAMMERS	737	PROGR ANL 4 SUPV
15-1131	COMPUTER PROGRAMMERS	738	PROGR ANL 4
15-1131	COMPUTER PROGRAMMERS	7274	PROGR ANL 3 SUPV
15-1131	COMPUTER PROGRAMMERS	7275	PROGR ANL 3
15-1131	COMPUTER PROGRAMMERS	7276	PROGR ANL 2 SUPV
15-1131	COMPUTER PROGRAMMERS	7277	PROGR ANL 2
15-1131	COMPUTER PROGRAMMERS	7278	PROGR ANL 1
15-1150	COMPUTER SUPPORT SPECIALISTS	4810	COMPUTER OPS SUPV SR
15-2041	STATISTICIANS	7208	STATISTICIAN SR SUPV
15-2041	STATISTICIANS	7209	STATISTICIAN PRN SUPV
15-2041	STATISTICIANS	7211	STATISTICIAN PRN
15-2041	STATISTICIANS	7212	STATISTICIAN SR
15-2041	STATISTICIANS	7213	STATISTICIAN
17-1010	ARCHITECTS, EXCEPT NAVAL	717	ARCHITECT PRN
17-1010	ARCHITECTS, EXCEPT NAVAL	6954	ARCHITECTURAL ASC EX
17-2011	AEROSPACE ENGINEERS	644	AEROSPACE ENGR 1
17-2070	ELECTRICAL AND ELECTRONIC ENGINEERS	7112	TELEVISION ENGR SR
17-2199	ENGINEERS, ALL OTHER	727	ENGR PRN
17-2199	ENGINEERS, ALL OTHER	729	DEV ENGR PRN
17-2199	ENGINEERS, ALL OTHER	7152	ENGR SR
17-2199	ENGINEERS, ALL OTHER	7153	ENGR ASC
17-2199	ENGINEERS, ALL OTHER	7155	ENGR JR
17-2199	ENGINEERS, ALL OTHER	7156	ENGR ASC SUPV
17-2199	ENGINEERS, ALL OTHER	7157	ENGR SR SUPV
17-2199	ENGINEERS, ALL OTHER	7181	DEV ENGR SR
17-2199	ENGINEERS, ALL OTHER	7182	DEV ENGR ASC
17-2199	ENGINEERS, ALL OTHER	7184	DEV ENGR JR
17-2199	ENGINEERS, ALL OTHER	7186	DEV ENGR SR SUPV
17-3010	DRAFTERS	6902	ARCHITECTURAL ASC PRN
17-3010	DRAFTERS	6905	ARCHITECTURAL ASC NEX
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7154	ENGR AST
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7183	DEV ENGR AST
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7132	EHS SPEC 3
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7133	EHS SPEC 1 EX
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7135	EHS SPEC 2 EX
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7136	EHS SPEC 3 SUPV
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7137	EHS SPEC 2 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9609	SRA 5
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9610	SRA 4
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9611	SRA 3
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9614	SRA 4 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9615	SRA 3 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9616	SRA 2 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9617	SRA 2 NEX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9721	MUSEUM SCI PRN
19-3030	PSYCHOLOGISTS	712	COUNSELING PSYCHOLOGIST 3
19-3030	PSYCHOLOGISTS	793	PSYCHOLOGIST 3
19-3030	PSYCHOLOGISTS	4403	COUNSELING PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	4404	COUNSELING PSYCHOLOGIST 1 EX
19-3030	PSYCHOLOGISTS	8018	COUNSELING PSYCHOLOGIST 2 SUPV
19-3030	PSYCHOLOGISTS	8021	PSYCHOLOGIST 2 SUPV

19-3030	PSYCHOLOGISTS	9383	PSYCHOLOGIST 2
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	7914	NUC MED TCHNO CHF EX
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	9002	NUC MED TCHNO CHF ASC
21-1010	COUNSELORS	4348	STDT AFFAIRS OFCR 1 SUPV
21-1010	COUNSELORS	4351	STDT AFFAIRS OFCR 5
21-1010	COUNSELORS	4352	STDT AFFAIRS OFCR 4
21-1010	COUNSELORS	4353	STDT AFFAIRS OFCR 2
21-1010	COUNSELORS	4354	STDT AFFAIRS OFCR 1
21-1010	COUNSELORS	4355	STDT AFFAIRS OFCR 3
21-1010	COUNSELORS	4356	STDT AFFAIRS OFCR 3 SUPV
21-1010	COUNSELORS	4357	STDT AFFAIRS OFCR 4 SUPV
21-1010	COUNSELORS	4358	STDT AFFAIRS OFCR 2 SUPV
21-1010	COUNSELORS	4414	LRNG SKLS CNSLR PRN
21-1010	COUNSELORS	7964	STDT AFFAIRS OFCR 5 SUPV EX
21-1010	COUNSELORS	7965	STDT AFFAIRS OFCR 3 EX
21-1020	SOCIAL WORKERS	8014	CHILD DEV ASC SR SUPV
21-1020	SOCIAL WORKERS	9311	CLIN SOCIAL WORKER CHF ASC
21-1020	SOCIAL WORKERS	9312	CLIN SOCIAL WORKER SUPV
21-1094	COMMUNITY HEALTH WORKERS	9324	CMTY HEALTH PRG REPR SR
21-1094	COMMUNITY HEALTH WORKERS	9325	CMTY HEALTH PRG REPR
21-1094	COMMUNITY HEALTH WORKERS	9326	CMTY HEALTH PRG REPR AST
23-1011	LAWYERS	433	COUNSEL SR
23-1011	LAWYERS	4411	COUNSELING ATTORNEY
23-2011	PARALEGALS AND LEGAL ASSISTANTS	7666	PARALEGAL SPEC SR
23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	356	TECHNOLOGY TRANSFER OFCR 1
23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	367	TECHNOLOGY TRANSFER OFCR 2
23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	368	TECHNOLOGY TRANSFER OFCR 3
23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	369	TECHNOLOGY TRANSFER OFCR 4
25-3000	OTHER TEACHERS AND INSTRUCTORS	4104	CHILD DEV CTR TEACHER 2 SUPV
25-3000	OTHER TEACHERS AND INSTRUCTORS	4105	CHILD DEV CTR TEACHER 2
25-4021	LIBRARIANS	118	UNIV LIBRARIAN
25-4031	LIBRARY TECHNICIANS	6758	LIBRARY AST 5
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6448	PRG REPR 2 SUPV
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6449	PRG REPR SUPV
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6452	PRG REPR 3
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6453	PRG REPR 2
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6454	PRG REPR 1
27-1010	ARTISTS AND RELATED WORKERS	6099	ARTIST PRN SUPV
27-1010	ARTISTS AND RELATED WORKERS	6101	ARTIST PRN
27-2012	PRODUCERS AND DIRECTORS	6211	MGN PRODUCER DIR
27-2012	PRODUCERS AND DIRECTORS	6212	PRODUCER DIR PRN
27-2012	PRODUCERS AND DIRECTORS	6331	THEATER PROD SUPV
27-2012	PRODUCERS AND DIRECTORS	7968	THEATER PROD SUPV SR EX
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	4006	COACH SPEC
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5172	ATH PROF 2
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5174	ATH PROF 4
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	9458	ATH TRAINER
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	6192	MUSICIAN SR
27-3031	PUBLIC RELATIONS SPECIALISTS	6306	PUBL INFO REPR SR SUPV
27-3031	PUBLIC RELATIONS SPECIALISTS	7671	PUBL INFO REPR SR
27-3031	PUBLIC RELATIONS SPECIALISTS	7672	PUBL INFO REPR
27-3041	EDITORS	7680	EDITOR PRN SUPV
27-3041	EDITORS	7682	EDITOR PRN
27-3041	EDITORS	7683	EDITOR SR
27-3041	EDITORS	7684	EDITOR
27-3043	WRITERS AND AUTHORS	7703	WRITER SR
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	7693	PUBL CRD PRN
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	7694	PUBL CRD SR
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	7695	PUBL CRD
29-1020	DENTISTS	774	DENTIST SR
29-1020	DENTISTS	776	DENTIST ASC
29-1031	DIETITIANS AND NUTRITIONISTS	5422	DIETITIAN PRN
29-1041	OPTOMETRISTS	7930	OPTOMETRIST EX
29-1041	OPTOMETRISTS	7931	OPTOMETRIST NEX
29-1041	OPTOMETRISTS	9192	OPTOMETRIST SR
29-1051	PHARMACISTS	784	PHARMACIST SPEC

29-1051	PHARMACISTS	8009	PHARMACIST SR SUPV
29-1060	PHYSICIANS AND SURGEONS	769	PHYSN SR
29-1060	PHYSICIANS AND SURGEONS	770	ASC PHYSN DIPLOMATE
29-1060	PHYSICIANS AND SURGEONS	771	ASC PHYSN
29-1060	PHYSICIANS AND SURGEONS	9177	EXAMING PHYSN
29-1071	PHYSICIAN ASSISTANTS	9203	PHYSN AST
29-1122	OCCUPATIONAL THERAPISTS	796	OCCUPATIONAL THER 5
29-1123	PHYSICAL THERAPISTS	7943	PHYS THER 3 NEX
29-1123	PHYSICAL THERAPISTS	7944	PHYS THER 2 NEX
29-1123	PHYSICAL THERAPISTS	8034	PHYS THER 3 SUPV
29-1123	PHYSICAL THERAPISTS	9481	PHYS THER 4
29-1123	PHYSICAL THERAPISTS	9483	PHYS THER 2 NEX
29-1123	PHYSICAL THERAPISTS	9484	PHYS THER 1
29-1141	REGISTERED NURSES	766	CLIN NURSE 5
29-1141	REGISTERED NURSES	7880	CLIN NURSE SUPV 4 EX
29-1141	REGISTERED NURSES	7884	CLIN NURSE SUPV 3 NEX
29-1141	REGISTERED NURSES	7885	CLIN NURSE SUPV 2 NEX
29-1141	REGISTERED NURSES	7919	ADMIN NURSE 2 NEX
29-1141	REGISTERED NURSES	9129	CLIN NURSE SUPV 2
29-1141	REGISTERED NURSES	9132	ADMIN NURSE 3
29-1151	NURSE ANESTHETISTS	9142	ANESTHETIST NURSE PRN
29-1171	NURSE PRACTITIONERS	7920	NURSE PRACTITIONER SUPV 2 EX
29-1171	NURSE PRACTITIONERS	9147	NURSE PRACTITIONER 2
29-1171	NURSE PRACTITIONERS	9149	NURSE PRACTITIONER SUPV 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	7876	CLIN LAB SCI SPEC SUPV SR EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	7904	HOSP LAB TCHN 4 SUPV EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8881	CLIN SPEC SUPV EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8956	CLIN LAB SCI PD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8971	HOSP LAB TCHN 3 SUPV
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9602	LAB AST 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9603	LAB AST 2
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9184	ULTRASOUND TCHNO LD
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8915	VOC NURSE SR SUPV
31-9091	DENTAL ASSISTANTS	9195	DENTAL AST SUPV
31-9092	MEDICAL ASSISTANTS	9434	MED AST 3
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9521	ANIMAL RESC MGR
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9522	ANIMAL RESC SUPV
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9255	HOSP BLANK AST 3 SUPV
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	478	POLICE CHF
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	479	POLICE CHF AST OR CAPTAIN
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	5312	POLICE LIEUTENANT
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	5313	POLICE SERGEANT
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	5296	MED CTR SECURITY OFCR SR SUPV
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	5325	SECURITY GUARD SR SUPV
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	5324	POLICE TRAINEE
35-1011	CHEFS AND HEAD COOKS	5440	EXEC CHEF
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5442	FOOD SVC MGR PRN
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5443	FOOD SVC MGR SR
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5444	FOOD SVC MGR
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5447	FOOD SVC MGR AST SUPV
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5450	FOOD SVC SUPV PRN
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5454	FOOD SVC SUPV
35-2010	COOKS	5521	COOK PRN
35-2010	COOKS	5524	COOK AST
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5110	CUSTODIAN PRN SUPV

37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5111	CUSTODIAN SR SUPV
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5112	CUSTODIAN SUPV
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5119	CUSTODIAN AST SUPV
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	7901	GROUNDS SUPV NEX
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	8130	GROUNDS SR SUPV EX
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	8346	FLOORING INSTALLER SUPV
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5116	CUSTODIAN SR
39-3021	MOTION PICTURE PROJECTIONISTS	8066	STUDIO PROJECTIONIST CHF
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	6282	HOUSE MGR 2
39-9030	RECREATION AND FITNESS WORKERS	4001	RECREATION SUPV PRN
39-9030	RECREATION AND FITNESS WORKERS	4002	RECREATION SUPV SR
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	4726	BLANK AST 3 SUPV
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	4727	BLANK AST 2 SUPV
43-4121	LIBRARY ASSISTANTS, CLERICAL	6760	LIBRARY AST 3
43-4121	LIBRARY ASSISTANTS, CLERICAL	6765	LIBRARY AST 4 SUPV
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	7769	TRAVEL RESERVATIONIST 2
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	7770	TRAVEL RESERVATIONIST 3
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	7771	TRAVEL RESERVATIONIST SUPV
43-5030	DISPATCHERS	5218	PUBL SAFETY DISPATCHER SUPV
43-5081	STOCK CLERKS AND ORDER FILLERS	5063	STORES WORKER
43-5081	STOCK CLERKS AND ORDER FILLERS	5070	STORES SUPV SR
43-5081	STOCK CLERKS AND ORDER FILLERS	5071	STORES SUPV
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4679	STDT 4 WORK STUDY
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4682	STDT 1 WORK STUDY
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4724	BLANK AST 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	9933	EXEC SECR
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	4821	MAIL SVC SUPV
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	4826	MAIL PROCESSOR SR SUPV
43-9111	STATISTICAL ASSISTANTS	7214	STATISTICIAN AST
47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	8177	MASON SUPV
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	8136	ELECTRN SUPV
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	8299	ELECTR TCHN SR SUPV
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	8300	ELECTR TCHN SUPV
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	8471	AUTO TCHN SUPV
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	8649	MECH SHOP SUPT SR
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	8650	MECH SHOP SUPT
49-9041	INDUSTRIAL MACHINERY MECHANICS	8217	FAC MECH
49-9094	LOCKSMITHS AND SAFE REPAIRERS	8264	LOCKSMITH SUPV
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	8104	PAINTER SUPV
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	8124	SHEETMETAL WORKER SUPV
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	8214	FAC MAINT SUPV
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	8215	FAC MAINT SUPV SR
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	8256	PLUMBER SUPV
51-3011	BAKERS	5501	BAKER PRN
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8114	PHYS PLT SUPT SR
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8115	PHYS PLT SUPT
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8116	PHYS PLT SUPT AST

51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	4761	REPROGRAPHICS SUPV SR EX
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8489	AUTO EQUIP OPR PRN SUPV
53-6021	PARKING LOT ATTENDANTS	5331	PARKING SUPV SR
53-6021	PARKING LOT ATTENDANTS	5339	PARKING SUPV

b) Career Appointments, General Campus Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	280	MGR
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6314	PUBL EVENTS MGR AST
11-9030	EDUCATION ADMINISTRATORS	7538	AST TO BLANK 1 SUPV
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	7870	CASE MGR EX
13-1111	MANAGEMENT ANALYSTS	7241	ADMIN ANL PRN 1
13-1111	MANAGEMENT ANALYSTS	7244	ADMIN ANL AST
13-1111	MANAGEMENT ANALYSTS	7263	PUBL ADMST ANL
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7141	EHS TCHN PRN
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7142	EHS TCHN SR
15-1131	COMPUTER PROGRAMMERS	738	PROGR ANL 4
15-1150	COMPUTER SUPPORT SPECIALISTS	4804	COMPUTER RESC SPEC 2
15-1150	COMPUTER SUPPORT SPECIALISTS	4805	COMPUTER RESC SPEC 1
17-2199	ENGINEERS, ALL OTHER	8238	SVC ENGR
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	9520	SPECTROSCOPIST
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9610	SRA 4
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9611	SRA 3
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9612	SRA 2
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9617	SRA 2 NEX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9722	MUSEUM SCI SR
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9723	MUSEUM SCI
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9724	MUSEUM SCI AST
19-3030	PSYCHOLOGISTS	4403	COUNSELING PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	9383	PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	9384	PSYCHOLOGIST 1
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	9003	NUC MED TCHNO SR
21-1020	SOCIAL WORKERS	7875	CHILD LIFE SPEC 1 NEX
21-1020	SOCIAL WORKERS	7890	CLIN SOCIAL WORKER 1 EX
21-1020	SOCIAL WORKERS	7897	GENETIC CNSLR 3 NEX
21-1020	SOCIAL WORKERS	7898	GENETIC CNSLR 2 NEX
21-1020	SOCIAL WORKERS	7899	GENETIC CNSLR 1 NEX
21-1020	SOCIAL WORKERS	9313	CLIN SOCIAL WORKER 3
21-1020	SOCIAL WORKERS	9314	CLIN SOCIAL WORKER 2
21-1020	SOCIAL WORKERS	9317	CHILD DEV ASC SR
21-1020	SOCIAL WORKERS	9342	SOCIAL WORK ASC AST
21-1020	SOCIAL WORKERS	9345	CHILD DEV ASC
21-1094	COMMUNITY HEALTH WORKERS	9325	CMTY HEALTH PRG REPR
25-3000	OTHER TEACHERS AND INSTRUCTORS	4105	CHILD DEV CTR TEACHER 2
25-3000	OTHER TEACHERS AND INSTRUCTORS	4107	CHILD DEV CTR TEACHER 1
25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	9632	MUSEUM PREPARATOR PRN
25-9041	TEACHER ASSISTANTS	4108	CHILD DEV CTR AST
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6453	PRG REPR 2
27-1010	ARTISTS AND RELATED WORKERS	6102	ARTIST SR
27-1010	ARTISTS AND RELATED WORKERS	6103	ARTIST
27-1010	ARTISTS AND RELATED WORKERS	6316	WARDROBE TCHN PRN
27-1010	ARTISTS AND RELATED WORKERS	6317	WARDROBE TCHN SR
27-1010	ARTISTS AND RELATED WORKERS	6332	SCENE TCHN SR
27-1010	ARTISTS AND RELATED WORKERS	6333	SCENE TCHN
27-2012	PRODUCERS AND DIRECTORS	6213	PRODUCER DIR SR
27-2012	PRODUCERS AND DIRECTORS	6215	PRODUCER DIR AST
27-3041	EDITORS	7683	EDITOR SR
27-3041	EDITORS	7684	EDITOR
27-3041	EDITORS	7685	EDITOR AST

27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	6254	RECORDING TCHN
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	8291	TELEVISION TCHN PRN
27-4021	PHOTOGRAPHERS	6221	PHOTOGRAPHER PRN
27-4021	PHOTOGRAPHERS	6222	PHOTOGRAPHER SR
29-1031	DIETITIANS AND NUTRITIONISTS	5424	DIETITIAN SR
29-1031	DIETITIANS AND NUTRITIONISTS	5426	DIETITIAN 2
29-1031	DIETITIANS AND NUTRITIONISTS	7886	DIETITIAN 1 EX
29-1051	PHARMACISTS	7963	STAFF PHARMACIST 1 NEX
29-1060	PHYSICIANS AND SURGEONS	6000	STDT HEALTH PHYSCN 5
29-1060	PHYSICIANS AND SURGEONS	6001	STDT HEALTH PHYSCN 4
29-1071	PHYSICIAN ASSISTANTS	9202	PHYSCN AST SR
29-1071	PHYSICIAN ASSISTANTS	9203	PHYSCN AST
29-1125	RECREATIONAL THERAPISTS	7956	RECREATION THER 2 NEX
29-1126	RESPIRATORY THERAPISTS	9049	REG RESP THER 1
29-1126	RESPIRATORY THERAPISTS	9050	RESP THER 1
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	9472	SPEECH PATHOLOGIST SR
29-1141	REGISTERED NURSES	9134	ADMIN NURSE 1
29-1141	REGISTERED NURSES	9137	CLIN NURSE 4
29-1141	REGISTERED NURSES	9138	CLIN NURSE 3
29-1141	REGISTERED NURSES	9139	CLIN NURSE 2
29-1141	REGISTERED NURSES	9140	CLIN NURSE 1
29-1151	NURSE ANESTHETISTS	7865	ANESTHETIST NURSE SR NEX
29-1151	NURSE ANESTHETISTS	9144	ANESTHETIST NURSE
29-1171	NURSE PRACTITIONERS	9146	NURSE PRACTITIONER 3
29-1171	NURSE PRACTITIONERS	9147	NURSE PRACTITIONER 2
29-1171	NURSE PRACTITIONERS	9148	NURSE PRACTITIONER 1
29-1181	AUDIOLOGISTS	7866	AUDIOLOGIST SR EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8938	CLIN LAB SCI SPEC SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8939	CLIN LAB SCI SPEC
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8940	CLIN LAB SCI
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8954	CYTO TCHNO SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8955	CYTO TCHNO
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8973	HOSP LAB TCHN 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8974	HOSP LAB TCHN 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8975	HOSP LAB TCHN 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8976	HOSP LAB TCHN 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9057	HISTO TCHNO LD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9065	HISTO TCHNO 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9066	HISTO TCHNO 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9067	HISTO TCHNO 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9420	OPHTHALMIC TCHN 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9421	OPHTHALMIC TCHN 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9422	OPHTHALMIC TCHN LD 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9601	LAB AST 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9602	LAB AST 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9603	LAB AST 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9605	LAB AST 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9606	LAB HELPER
29-2021	DENTAL HYGIENISTS	9190	DENTAL HYGIENIST
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8942	ECHOCARDIOGRAPHIC TCHN SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8943	ECHOCARDIOGRAPHIC TCHN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8965	ULTRASOUND TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8966	ULTRASOUND TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8967	ULTRASOUND TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9021	RAD TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9022	RAD TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9023	RAD TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9043	INTERVENTIONAL RAD TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9059	EEG TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9060	EEG TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9079	MRI TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9083	MRI TCHNO LD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9085	MRI TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9086	CT TCHNO

29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9088	CT TCHNO LD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9089	MAMMOGRAPHY TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9091	POLYSOMNOGRAPHY TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9102	CT TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9107	CATH LAB RAD TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9184	ULTRASOUND TCHNO LD
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	8928	ORTHOPEDIC TCHN SR
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	9393	PSYCHOMETRIST
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8916	VOC NURSE SR
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8917	VOC NURSE
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4717	PATIENT RCDS ABTRACTOR 3
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4718	PATIENT RCDS ABTRACTOR 2
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4732	HEALTH INFO CODER 4
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4733	HEALTH INFO CODER 3
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4734	HEALTH INFO CODER 2
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4735	HEALTH INFO CODER 1
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4961	CODER SR
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4962	CODER
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	5430	DIETETIC AST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8927	ORTHOPEDIC TCHN PRN
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9041	PROSTHETIST ORTHOTIST SR
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9042	PROSTHETIST ORTHOTIST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9044	PROSTHETIST ORTHOTIST AST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9281	PHARMACY TCHN 3
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9282	PHARMACY TCHN 2
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9283	PHARMACY TCHN 1
29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	9240	HOSP RAD PHYSICIST
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	8944	PHYS THER AST 3
31-9091	DENTAL ASSISTANTS	9196	REG DENTAL AST
31-9091	DENTAL ASSISTANTS	9199	DENTAL AST
31-9091	DENTAL ASSISTANTS	9206	REG DENTAL AST EXTD FUNC
31-9091	DENTAL ASSISTANTS	9208	REG DENTAL AST SUPV EXTD FUNC
31-9092	MEDICAL ASSISTANTS	8994	MED AST 2
31-9092	MEDICAL ASSISTANTS	9434	MED AST 3
31-9093	MEDICAL EQUIPMENT PREPARERS	9218	STERILE PROCESSING TCHN 2
31-9093	MEDICAL EQUIPMENT PREPARERS	9265	STERILE PROCESSING TCHN 1
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9523	ANIMAL TCHN PRN
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9524	ANIMAL TCHN SR
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9525	ANIMAL TCHN
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9526	ANIMAL TCHN AST
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9534	ANIMAL HEALTH TCHN 4
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9535	ANIMAL HEALTH TCHN 3
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	9536	ANIMAL HEALTH TCHN 2
31-9097	PHLEBOTOMISTS	9293	PHLEBOTOMIST CERT TCHN 2
31-9097	PHLEBOTOMISTS	9294	PHLEBOTOMIST CERT TCHN 3
31-9097	PHLEBOTOMISTS	9391	PHLEBOTOMIST CERT 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9081	SVC PARTNER
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9235	HOSP BLANK AST 4
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9251	HOSP BLANK AST 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9252	HOSP BLANK AST 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9429	REHAB AID 2
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	5313	POLICE SERGEANT
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	5323	POLICE OFCR

33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	5324	POLICE TRAINEE
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5285	MUSEUM ATTENDANT
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5292	MED CTR SECURITY OFCR
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5326	SECURITY GUARD SR
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5327	SECURITY GUARD
35-2010	COOKS	5126	MED CTR COOK
35-2010	COOKS	5522	COOK SR
35-2010	COOKS	5523	COOK
35-2010	COOKS	5524	COOK AST
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5129	MED CTR FOOD SVC WORKER PRN
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5452	FOOD SVC WORKER LD
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5651	FOOD SVC WORKER SR
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5652	FOOD SVC WORKER
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	8347	FLOORING INSTALLER LD
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	8348	FLOORING INSTALLER
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5086	MED CTR CUSTODIAN SR
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5113	CUSTODIAN LD
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5116	CUSTODIAN SR
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5117	CUSTODIAN
37-3010	GROUND MAINTENANCE WORKERS	8132	GROUNDSKEEPER LD
37-3010	GROUND MAINTENANCE WORKERS	8133	GROUNDSKEEPER
37-3010	GROUND MAINTENANCE WORKERS	8134	GROUNDS EQUIP OPR
37-3010	GROUND MAINTENANCE WORKERS	9561	NURSERY TCHN SR
37-3010	GROUND MAINTENANCE WORKERS	9562	NURSERY TCHN
39-3021	MOTION PICTURE PROJECTIONISTS	8067	STUDIO PROJECTIONIST SR
39-3021	MOTION PICTURE PROJECTIONISTS	8068	STUDIO PROJECTIONIST
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	5201	MEETING ROOM CAPTAIN 3 A
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	5202	MEETING ROOM CAPTAIN 2
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	4726	BLANK AST 3 SUPV
43-3011	BILL AND ACCOUNT COLLECTORS	4621	COLLECTIONS REPR SR
43-3021	BILLING AND POSTING CLERKS	4662	PATIENT BILLER 4
43-3021	BILLING AND POSTING CLERKS	4663	PATIENT BILLER 3
43-3021	BILLING AND POSTING CLERKS	4664	PATIENT BILLER 2
43-4121	LIBRARY ASSISTANTS, CLERICAL	6759	LIBRARY AST 4
43-4121	LIBRARY ASSISTANTS, CLERICAL	6760	LIBRARY AST 3
43-4121	LIBRARY ASSISTANTS, CLERICAL	6761	LIBRARY AST 2
43-5021	COURIERS AND MESSENGERS	5066	DELIVERY WORKER
43-5030	DISPATCHERS	5216	PUBL SAFETY DISPATCHER
43-5081	STOCK CLERKS AND ORDER FILLERS	5060	STOREKEEPER SR LD
43-5081	STOCK CLERKS AND ORDER FILLERS	5061	STOREKEEPER LD
43-5081	STOCK CLERKS AND ORDER FILLERS	5062	STOREKEEPER SR
43-5081	STOCK CLERKS AND ORDER FILLERS	5063	STORES WORKER
43-5081	STOCK CLERKS AND ORDER FILLERS	5064	STOREKEEPER
43-5081	STOCK CLERKS AND ORDER FILLERS	5065	STOREKEEPER AST
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4724	BLANK AST 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4730	BLANK AST 2 PD
43-9011	COMPUTER OPERATORS	4812	COMPUTER OPR SR
43-9022	WORD PROCESSORS AND TYPISTS	4687	HOSP MED TRANSCRIBER SR

43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	4822	MAIL PROCESSOR SR
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	4823	MAIL PROCESSOR
43-9061	OFFICE CLERKS, GENERAL	4672	CLERK SR OR SECR
43-9061	OFFICE CLERKS, GENERAL	4673	CLERK
43-9111	STATISTICAL ASSISTANTS	7232	SURVEY WORKER SR
43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	6681	CART CAPTIONIST
47-2031	CARPENTERS	8109	CARPENTER LD
47-2031	CARPENTERS	8110	CARPENTER
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	8178	MASON LD
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	8179	MASON
47-2111	ELECTRICIANS	8137	ELECTRN LD
47-2111	ELECTRICIANS	8138	ELECTRN
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	8105	PAINTER LD
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	8106	PAINTER
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	8286	SIGNMAKER
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	8237	RESIDENTIAL SVC MECH
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	8257	PLUMBER LD
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	8258	PLUMBER
47-2181	ROOFERS	8189	ROOFER
47-2211	SHEET METAL WORKERS	8125	SHEETMETAL WORKER LD
47-2211	SHEET METAL WORKERS	8126	SHEETMETAL WORKER
47-4011	CONSTRUCTION AND BUILDING INSPECTORS	7002	CONST INSP SR
47-4011	CONSTRUCTION AND BUILDING INSPECTORS	7003	CONST INSP ASC
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	8295	SOUND TCHN
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	8301	ELECTR TCHN PRN
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	8302	ELECTR TCHN SR
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	8303	ELECTR TCHN
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	8472	AUTO TCHN LD
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	8473	AUTO TCHN
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	8474	AUTO TCHN AST
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	8475	AUTO ATTENDANT
49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	8159	ELEVATOR MECH LD
49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	8188	ELEVATOR MECH
49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	8268	ELEVATOR MECH APPR
49-9041	INDUSTRIAL MACHINERY MECHANICS	8087	FOOD SVC MECH LD
49-9041	INDUSTRIAL MACHINERY MECHANICS	8088	FOOD SVC MECH AST
49-9041	INDUSTRIAL MACHINERY MECHANICS	8201	FOOD SVC MECH
49-9041	INDUSTRIAL MACHINERY MECHANICS	8216	FAC MECH LD
49-9041	INDUSTRIAL MACHINERY MECHANICS	8217	FAC MECH
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	8651	LAB MECHN PRN
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	8652	LAB MECHN SR
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	8653	LAB MECHN
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	8773	PIANO TCHN
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	8102	IRRIGATION MECH
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	8218	FAC WORKER
49-9094	LOCKSMITHS AND SAFE REPAIRERS	8266	LOCKSMITH
51-2090	FIBERGLASS LAMINATORS AND FABRICATORS	7170	DEV TCHN 5
51-2090	FIBERGLASS LAMINATORS AND FABRICATORS	7173	DEV TCHN 2
51-3011	BAKERS	5502	BAKER SR
51-3011	BAKERS	5503	BAKER
51-3011	BAKERS	5505	BAKER AST
51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	8235	STEAM OPERATING ENGR LD
51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	8239	STEAM OPERATING ENGR
51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	4762	REPROGRAPHICS TCHN LD
51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	4763	REPROGRAPHICS TCHN PRN
51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	4765	REPROGRAPHICS TCHN
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8485	AUTO EQUIP OPR PRN

53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8486	AUTO EQUIP OPR SR
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8487	AUTO EQUIP OPR
53-6021	PARKING LOT ATTENDANTS	5331	PARKING SUPV SR
53-6021	PARKING LOT ATTENDANTS	5333	PARKING REPR SR
53-6021	PARKING LOT ATTENDANTS	5336	PARKING ENFORCEMENT SPEC
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	8074	LABORER SR LD
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	8075	LABORER LD
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	8076	LABORER

c) Career Appointments, Hospital System Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1011	CHIEF EXECUTIVES	164	CEO MED CENTER
11-1021	GENERAL AND OPERATIONS MANAGERS	162	CAO MED CTR
11-1021	GENERAL AND OPERATIONS MANAGERS	165	CFO MED CTR
11-1021	GENERAL AND OPERATIONS MANAGERS	166	CHF NURSE OFCR
11-1021	GENERAL AND OPERATIONS MANAGERS	172	COO MED CTR
11-1021	GENERAL AND OPERATIONS MANAGERS	173	CIO MED CTR
11-1021	GENERAL AND OPERATIONS MANAGERS	174	CMO MED CTR
11-1021	GENERAL AND OPERATIONS MANAGERS	0245	DIR
11-1021	GENERAL AND OPERATIONS MANAGERS	0256	DIR ASC
11-1021	GENERAL AND OPERATIONS MANAGERS	0259	DIR AST
11-1021	GENERAL AND OPERATIONS MANAGERS	0280	MGR
11-1021	GENERAL AND OPERATIONS MANAGERS	0355	ADM CRD OFCR
11-1021	GENERAL AND OPERATIONS MANAGERS	0451	DIR EXEC
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	7675	PRG PROMOTION MGR 2
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	7676	PRG PROMOTION MGR 1
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6311	PUBL EVENTS MGR PRN
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0740	COMPUTING RESC MGR 3
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0741	COMPUTING RESC MGR 2
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	7282	COMPUTING RESC MGR 1
11-9030	EDUCATION ADMINISTRATORS	7540	AST TO DEAN DIR CHAIR 2
11-9030	EDUCATION ADMINISTRATORS	7541	AST TO DEAN DIR CHAIR 1
11-9051	FOOD SERVICE MANAGERS	0502	EXECUTIVE CHEF 5
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0759	CLIN LAB MGR
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0764	ADMIN NURSE 4
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	0789	CLIN SOCIAL WORKER CHF
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	9323	CMTY HEALTH PRG SUPV
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7772	BUYER 5
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7774	BUYER 2
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7775	BUYER 1
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7776	BUYER 3
13-1070	HUMAN RESOURCES WORKERS	0751	PERSONNEL ANL PRN 2
13-1070	HUMAN RESOURCES WORKERS	7661	PERSONNEL ANL PRN
13-1070	HUMAN RESOURCES WORKERS	7662	PERSONNEL ANL SR
13-1070	HUMAN RESOURCES WORKERS	7663	PERSONNEL ANL
13-1111	MANAGEMENT ANALYSTS	0731	ADMIN ANL PRN 2
13-1111	MANAGEMENT ANALYSTS	7241	ADMIN ANL PRN 1
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7244	ADMIN ANL AST
13-1111	MANAGEMENT ANALYSTS	7257	ADMIN ANL SR SUPV
13-1111	MANAGEMENT ANALYSTS	7259	ADMIN ANL PRN SUPV
13-1111	MANAGEMENT ANALYSTS	7262	PUBL ADMST ANL SR
13-1111	MANAGEMENT ANALYSTS	7264	PUBL ADMST ANL AST
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1111	MANAGEMENT ANALYSTS	7659	ADMIN SPEC SUPV
13-1111	MANAGEMENT ANALYSTS	7863	ADMIN ANL SUPV NEX
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0461	SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0743	MGT SVC OFCR 4
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7510	MGT SVC OFCR 3
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7511	MGT SVC OFCR 2
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7512	MGT SVC OFCR 1

13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7513	MGT SVC OFCR 1 SUPV
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7515	MGT SVC OFCR 3 SUPV
13-2011	ACCOUNTANTS AND AUDITORS	7616	ACCOUNTANT 4
13-2011	ACCOUNTANTS AND AUDITORS	7617	ACCOUNTANT 3
15-1131	COMPUTER PROGRAMMERS	0735	PROGR ANL 5 SUPV
15-1131	COMPUTER PROGRAMMERS	0736	PROGR ANL 5
15-1131	COMPUTER PROGRAMMERS	0737	PROGR ANL 4 SUPV
15-1131	COMPUTER PROGRAMMERS	0738	PROGR ANL 4
15-1131	COMPUTER PROGRAMMERS	7274	PROGR ANL 3 SUPV
15-1131	COMPUTER PROGRAMMERS	7275	PROGR ANL 3
15-1131	COMPUTER PROGRAMMERS	7276	PROGR ANL 2 SUPV
15-1131	COMPUTER PROGRAMMERS	7277	PROGR ANL 2
17-2199	ENGINEERS, ALL OTHER	7181	DEV ENGR SR
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7183	DEV ENGR AST
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	0725	EHS SPEC PRN
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7132	EHS SPEC 3
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7135	EHS SPEC 2 EX
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7136	EHS SPEC 3 SUPV
19-3030	PSYCHOLOGISTS	0793	PSYCHOLOGIST 3
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	7914	NUC MED TCHNO CHF EX
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	9002	NUC MED TCHNO CHF ASC
21-1020	SOCIAL WORKERS	9311	CLIN SOCIAL WORKER CHF ASC
21-1020	SOCIAL WORKERS	9312	CLIN SOCIAL WORKER SUPV
21-1020	SOCIAL WORKERS	9313	CLIN SOCIAL WORKER 3
23-1011	LAWYERS	0430	HS COUNSEL CHF
23-1011	LAWYERS	0432	COUNSEL PRN
23-1011	LAWYERS	0433	COUNSEL SR
23-1011	LAWYERS	0434	COUNSEL
27-3041	EDITORS	7682	EDITOR PRN
27-3041	EDITORS	7683	EDITOR SR
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	7693	PUBL CRD PRN
29-1031	DIETITIANS AND NUTRITIONISTS	0715	DIETITIAN CHF
29-1031	DIETITIANS AND NUTRITIONISTS	5425	DIETITIAN SR SUPV
29-1031	DIETITIANS AND NUTRITIONISTS	5427	DIETITIAN 2 SUPV
29-1051	PHARMACISTS	7963	STAFF PHARMACIST 1 NEX
29-1051	PHARMACISTS	8009	PHARMACIST SR SUPV
29-1060	PHYSICIANS AND SURGEONS	0769	PHYSCN SR
29-1122	OCCUPATIONAL THERAPISTS	7927	OCCUPATIONAL THER 3 NEX
29-1122	OCCUPATIONAL THERAPISTS	7928	OCCUPATIONAL THER 2 NEX
29-1122	OCCUPATIONAL THERAPISTS	9496	OCCUPATIONAL THER 4
29-1123	PHYSICAL THERAPISTS	0795	PHYS THER 5
29-1123	PHYSICAL THERAPISTS	7943	PHYS THER 3 NEX
29-1123	PHYSICAL THERAPISTS	7944	PHYS THER 2 NEX
29-1123	PHYSICAL THERAPISTS	7945	PHYS THER 1 NEX
29-1123	PHYSICAL THERAPISTS	9481	PHYS THER 4
29-1123	PHYSICAL THERAPISTS	9487	PHYS THER 1 PD
29-1124	RADIATION THERAPISTS	9010	RAD THER TCHNO CHF
29-1124	RADIATION THERAPISTS	9012	RAD THER TCHNO SR
29-1126	RESPIRATORY THERAPISTS	9046	RESP THER 4
29-1126	RESPIRATORY THERAPISTS	9047	RESP THER 3
29-1141	REGISTERED NURSES	0766	CLIN NURSE 5
29-1141	REGISTERED NURSES	7884	CLIN NURSE SUPV 3 NEX
29-1141	REGISTERED NURSES	7885	CLIN NURSE SUPV 2 NEX
29-1141	REGISTERED NURSES	7919	ADMIN NURSE 2 NEX
29-1141	REGISTERED NURSES	9132	ADMIN NURSE 3
29-1141	REGISTERED NURSES	9134	ADMIN NURSE 1
29-1141	REGISTERED NURSES	9138	CLIN NURSE 3
29-1141	REGISTERED NURSES	9139	CLIN NURSE 2
29-1171	NURSE PRACTITIONERS	9147	NURSE PRACTITIONER 2
29-1171	NURSE PRACTITIONERS	9149	NURSE PRACTITIONER SUPV 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	7876	CLIN LAB SCI SPEC SUPV SR EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	7879	CLIN LAB SCI SUPV NEX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	7904	HOSP LAB TCHN 4 SUPV EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8881	CLIN SPEC SUPV EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8885	CLIN SPEC NEX

29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8940	CLIN LAB SCI
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8971	HOSP LAB TCHN 3 SUPV
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8915	VOC NURSE SR SUPV
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8964	SURGICAL CRD
29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	0780	HOSP RAD PHYSICIST SUPV
31-9091	DENTAL ASSISTANTS	9197	TEACHING CLIN DENTAL AST SUPV
31-9093	MEDICAL EQUIPMENT PREPARERS	9219	STERILE PROCESSING TCHN 3
31-9097	PHLEBOTOMISTS	9296	PHLEBOTOMIST CERT TCHN SUPV
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9110	TRANSPLANT CRD 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9111	TRANSPLANT CRD 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9255	HOSP BLANK AST 3 SUPV
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	5296	MED CTR SECURITY OFCR SR SUPV
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5292	MED CTR SECURITY OFCR
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5442	FOOD SVC MGR PRN
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5443	FOOD SVC MGR SR
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5447	FOOD SVC MGR AST SUPV
35-2010	COOKS	5521	COOK PRN
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5111	CUSTODIAN SR SUPV
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5112	CUSTODIAN SUPV
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	5119	CUSTODIAN AST SUPV
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5086	MED CTR CUSTODIAN SR
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	4726	BLANK AST 3 SUPV
43-3011	BILL AND ACCOUNT COLLECTORS	4621	COLLECTIONS REPR SR
43-3011	BILL AND ACCOUNT COLLECTORS	4622	COLLECTIONS REPR
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	7384	EXEC AST 3
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8114	PHYS PLT SUPT SR
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8115	PHYS PLT SUPT

d) Career Appointments, Hospital System Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	0280	MGR
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	7870	CASE MGR EX
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	9356	MED INTERPRETER 2
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7244	ADMIN ANL AST
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
15-1150	COMPUTER SUPPORT SPECIALISTS	4805	COMPUTER RESC SPEC 1
17-2199	ENGINEERS, ALL OTHER	8238	SVC ENGR
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9610	SRA 4
19-3030	PSYCHOLOGISTS	8913	MENTAL HEALTH PRACTITIONER SR
19-3030	PSYCHOLOGISTS	8914	MENTAL HEALTH PRACTITIONER
19-3030	PSYCHOLOGISTS	9383	PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	9384	PSYCHOLOGIST 1
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	9002	NUC MED TCHNO CHF ASC
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	9003	NUC MED TCHNO SR
21-1020	SOCIAL WORKERS	7874	CHILD LIFE SPEC 2 NEX
21-1020	SOCIAL WORKERS	7875	CHILD LIFE SPEC 1 NEX
21-1020	SOCIAL WORKERS	7898	GENETIC CNSLR 2 NEX
21-1020	SOCIAL WORKERS	9313	CLIN SOCIAL WORKER 3
21-1020	SOCIAL WORKERS	9314	CLIN SOCIAL WORKER 2
21-1020	SOCIAL WORKERS	9345	CHILD DEV ASC

21-1020	SOCIAL WORKERS	9351	CHILD LIFE SPEC 3
21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	6680	DEAF TRANSLATOR INTERPRETER
25-9041	TEACHER ASSISTANTS	4108	CHILD DEV CTR AST
29-1031	DIETITIANS AND NUTRITIONISTS	5424	DIETITIAN SR
29-1031	DIETITIANS AND NUTRITIONISTS	5426	DIETITIAN 2
29-1031	DIETITIANS AND NUTRITIONISTS	7886	DIETITIAN 1 EX
29-1051	PHARMACISTS	7963	STAFF PHARMACIST 1 NEX
29-1051	PHARMACISTS	9247	STAFF PHARMACIST 2
29-1071	PHYSICIAN ASSISTANTS	9202	PHYSN AST SR
29-1071	PHYSICIAN ASSISTANTS	9203	PHYSN AST
29-1122	OCCUPATIONAL THERAPISTS	7928	OCCUPATIONAL THER 2 NEX
29-1122	OCCUPATIONAL THERAPISTS	7929	OCCUPATIONAL THER 1 NEX
29-1124	RADIATION THERAPISTS	9011	RAD THER TCHNO CHF ASC
29-1124	RADIATION THERAPISTS	9012	RAD THER TCHNO SR
29-1125	RECREATIONAL THERAPISTS	7956	RECREATION THER 2 NEX
29-1126	RESPIRATORY THERAPISTS	9048	RESP THER 2
29-1126	RESPIRATORY THERAPISTS	9049	REG RESP THER 1
29-1126	RESPIRATORY THERAPISTS	9050	RESP THER 1
29-1126	RESPIRATORY THERAPISTS	9174	PULMONARY TCHN 2
29-1126	RESPIRATORY THERAPISTS	9175	PULMONARY TCHN 3
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	7959	SPEECH PATHOLOGIST EX
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	9472	SPEECH PATHOLOGIST SR
29-1141	REGISTERED NURSES	7919	ADMIN NURSE 2 NEX
29-1141	REGISTERED NURSES	9119	NURSE PD
29-1141	REGISTERED NURSES	9123	RESC NURSE PD
29-1141	REGISTERED NURSES	9134	ADMIN NURSE 1
29-1141	REGISTERED NURSES	9137	CLIN NURSE 4
29-1141	REGISTERED NURSES	9138	CLIN NURSE 3
29-1141	REGISTERED NURSES	9139	CLIN NURSE 2
29-1141	REGISTERED NURSES	9140	CLIN NURSE 1
29-1171	NURSE PRACTITIONERS	9146	NURSE PRACTITIONER 3
29-1171	NURSE PRACTITIONERS	9147	NURSE PRACTITIONER 2
29-1171	NURSE PRACTITIONERS	9148	NURSE PRACTITIONER 1
29-1181	AUDIOLOGISTS	7866	AUDIOLOGIST SR EX
29-1181	AUDIOLOGISTS	9474	AUDIOLOGIST SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8938	CLIN LAB SCI SPEC SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8939	CLIN LAB SCI SPEC
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8940	CLIN LAB SCI
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8954	CYTO TCHNO SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8955	CYTO TCHNO
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8957	CLIN LAB SCI APPR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8973	HOSP LAB TCHN 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8974	HOSP LAB TCHN 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8975	HOSP LAB TCHN 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8976	HOSP LAB TCHN 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8987	CYTOGENETIC TCHNO 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9057	HISTO TCHNO LD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9065	HISTO TCHNO 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9066	HISTO TCHNO 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9607	MED LAB TCHN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8889	CARDIOVASCULAR TCHN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8941	ECHOCARDIOGRAPHIC TCHN PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8942	ECHOCARDIOGRAPHIC TCHN SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8965	ULTRASOUND TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8966	ULTRASOUND TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8967	ULTRASOUND TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9016	RAD TCHNO PRN LD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9021	RAD TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9022	RAD TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9023	RAD TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9043	INTERVENTIONAL RAD TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9059	EEG TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9060	EEG TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9079	MRI TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9083	MRI TCHNO LD

29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9085	MRI TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9086	CT TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9088	CT TCHNO LD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9089	MAMMOGRAPHY TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9090	POLYSOMNOGRAPHY TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9091	POLYSOMNOGRAPHY TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9102	CT TCHNO SR
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9107	CATH LAB RAD TCHNO
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9184	ULTRASOUND TCHNO LD
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	8919	EMERGENCY TRAUMA TCHN SR
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	8920	EMERGENCY TRAUMA TCHN
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	9436	EMERGENCY MED TCHN LD
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	9437	EMERGENCY MED TCHN SR
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	9438	EMERGENCY MED TCHN
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8916	VOC NURSE SR
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8917	VOC NURSE
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4716	PATIENT RCDS ABSTRACTOR 4
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4717	PATIENT RCDS ABSTRACTOR 3
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4718	PATIENT RCDS ABSTRACTOR 2
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4732	HEALTH INFO CODER 4
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4733	HEALTH INFO CODER 3
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4734	HEALTH INFO CODER 2
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	5419	REG DIETETIC TCHN
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	5430	DIETETIC AST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8883	CLIN CARE PARTNER
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8893	ADMIN CARE CLIN PARTNER
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8894	ADMIN CARE CLIN PARTNER PD
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8925	PSYCHIATRIC TCHN SR
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8930	SURGICAL TCHN SR
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8931	SURGICAL TCHN
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9007	DOSIMETRIST SR
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9008	DOSIMETRIST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9027	PERFUSIONIST SR
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9028	PERFUSIONIST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9036	PERFUSIONIST PRN
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9041	PROSTHETIST ORTHOTIST SR
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9042	PROSTHETIST ORTHOTIST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9044	PROSTHETIST ORTHOTIST AST
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9281	PHARMACY TCHN 3
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9282	PHARMACY TCHN 2
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9283	PHARMACY TCHN 1
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9395	GI ENDOSCOPY TCHN 3
29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	9240	HOSP RAD PHYSICIST
31-2010	OCCUPATIONAL THERAPY ASSISTANTS AND AIDES	8947	OCCUPATIONAL THER CERT AST 3
31-2010	OCCUPATIONAL THERAPY ASSISTANTS AND AIDES	8948	OCCUPATIONAL THER CERT AST 2
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	8944	PHYS THER AST 3
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	8945	PHYS THER AST 2
31-9091	DENTAL ASSISTANTS	9196	REG DENTAL AST
31-9092	MEDICAL ASSISTANTS	9434	MED AST 3
31-9093	MEDICAL EQUIPMENT PREPARERS	9218	STERILE PROCESSING TCHN 2
31-9093	MEDICAL EQUIPMENT PREPARERS	9219	STERILE PROCESSING TCHN 3
31-9093	MEDICAL EQUIPMENT PREPARERS	9265	STERILE PROCESSING TCHN 1
31-9097	PHLEBOTOMISTS	9293	PHLEBOTOMIST CERT TCHN 2
31-9097	PHLEBOTOMISTS	9294	PHLEBOTOMIST CERT TCHN 3
31-9097	PHLEBOTOMISTS	9296	PHLEBOTOMIST CERT TCHN SUPV
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9081	SVC PARTNER
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9082	SVC PARTNER LD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9110	TRANSPLANT CRD 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9111	TRANSPLANT CRD 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9125	TRANSPLANT CRD 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9165	OPERATING ROOM AST 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9166	OPERATING ROOM AST 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9169	OPERATING ROOM AST LD 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9185	PERINATAL TCHN 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9186	PERINATAL TCHN 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9205	PATIENT SPECIALTY SVC TCHN

31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9235	HOSP BLANK AST 4
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9251	HOSP BLANK AST 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9252	HOSP BLANK AST 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9253	HOSP BLANK AST 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9298	TELEMETRY TCHN
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9410	CTRL SVC TCHN 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9411	CTRL SVC TCHN 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9412	CTRL SVC TCHN LD 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9415	LIFT TEAM TECH 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9416	LIFT TEAM TECH 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9417	LIFT TEAM TECH LD 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9424	PATIENT TRANSPORT TCHN 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9425	PATIENT TRANSPORT TCHN LD 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9428	REHAB AID 1
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9429	REHAB AID 2
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5292	MED CTR SECURITY OFCR
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5294	MED CTR SECURITY OFCR SR
35-2010	COOKS	5125	MED CTR COOK SR
35-2010	COOKS	5126	MED CTR COOK
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5129	MED CTR FOOD SVC WORKER PRN
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5650	FOOD SVC WORKER PRN
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUNDSKEEPING WORKERS	8348	FLOORING INSTALLER
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5085	MED CTR CUSTODIAN LD
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5086	MED CTR CUSTODIAN SR
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5116	CUSTODIAN SR
43-3011	BILL AND ACCOUNT COLLECTORS	4621	COLLECTIONS REPR SR
43-3011	BILL AND ACCOUNT COLLECTORS	4622	COLLECTIONS REPR
43-3021	BILLING AND POSTING CLERKS	4663	PATIENT BILLER 3
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	9099	ACCESS REPR PRN
43-5081	STOCK CLERKS AND ORDER FILLERS	5076	MED CTR STOREKEEPER LD
43-5081	STOCK CLERKS AND ORDER FILLERS	5077	MED CTR STOREKEEPER SR
43-5081	STOCK CLERKS AND ORDER FILLERS	5078	MED CTR STORES WORKER
43-5081	STOCK CLERKS AND ORDER FILLERS	5079	MED CTR STOREKEEPER
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4724	BLANK AST 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	8887	ADMIN CARE PARTNER
43-9022	WORD PROCESSORS AND TYPISTS	4688	HOSP MED TRANSCRIBER
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	4823	MAIL PROCESSOR
43-9061	OFFICE CLERKS, GENERAL	4672	CLERK SR OR SECR
47-2031	CARPENTERS	8109	CARPENTER LD
47-2111	ELECTRICIANS	8138	ELECTRN
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	8106	PAINTER
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	8258	PLUMBER
49-9041	INDUSTRIAL MACHINERY MECHANICS	8201	FOOD SVC MECH
49-9041	INDUSTRIAL MACHINERY MECHANICS	8216	FAC MECH LD
49-9041	INDUSTRIAL MACHINERY MECHANICS	8217	FAC MECH
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	8673	MED CTR LAB MECHN
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	9154	BIOMED EQUIP TCHN 4
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	9155	BIOMED EQUIP TCHN 3
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	9156	BIOMED EQUIP TCHN 2
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	9157	BIOMED EQUIP TCHN 1
51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	8239	STEAM OPERATING ENGR
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8485	AUTO EQUIP OPR PRN
53-6021	PARKING LOT ATTENDANTS	9363	MED CTR PARKING AST
53-6021	PARKING LOT ATTENDANTS	9365	MED CTR PARKING REPR LD

e) Contract Appointments, General Campus Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	0355	ADM CRD OFCR
11-1021	GENERAL AND OPERATIONS MANAGERS	9935	ADVANCEMENT OFCR 1
11-1021	GENERAL AND OPERATIONS MANAGERS	0205	ADVANCEMENT OFCR 3
11-1021	GENERAL AND OPERATIONS MANAGERS	0206	ADVANCEMENT OFCR 4
11-1021	GENERAL AND OPERATIONS MANAGERS	0245	DIR
11-1021	GENERAL AND OPERATIONS MANAGERS	0256	DIR ASC
11-1021	GENERAL AND OPERATIONS MANAGERS	0259	DIR AST
11-1021	GENERAL AND OPERATIONS MANAGERS	0280	MGR
11-1021	GENERAL AND OPERATIONS MANAGERS	0285	MGR AST
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	7676	PRG PROMOTION MGR 1
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6313	PUBL EVENTS MGR
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6312	PUBL EVENTS MGR SR
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	7282	COMPUTING RESC MGR 1
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0741	COMPUTING RESC MGR 2
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0740	COMPUTING RESC MGR 3
11-9030	EDUCATION ADMINISTRATORS	7541	AST TO DEAN DIR CHAIR 1
11-9030	EDUCATION ADMINISTRATORS	0385	DEAN ASC
11-9030	EDUCATION ADMINISTRATORS	0384	DEAN AST
11-9030	EDUCATION ADMINISTRATORS	0250	DEPUTY DIR
11-9199	MANAGERS, ALL OTHER	7497	GIFT SHOP MGR
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	7776	BUYER 3
13-1070	HUMAN RESOURCES WORKERS	7663	PERSONNEL ANL
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7244	ADMIN ANL AST
13-1111	MANAGEMENT ANALYSTS	7241	ADMIN ANL PRN 1
13-1111	MANAGEMENT ANALYSTS	0731	ADMIN ANL PRN 2
13-1111	MANAGEMENT ANALYSTS	7259	ADMIN ANL PRN SUPV
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR
13-1111	MANAGEMENT ANALYSTS	7257	ADMIN ANL SR SUPV
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1111	MANAGEMENT ANALYSTS	7659	ADMIN SPEC SUPV
13-1111	MANAGEMENT ANALYSTS	7263	PUBL ADMST ANL
13-1111	MANAGEMENT ANALYSTS	7264	PUBL ADMST ANL AST
13-1111	MANAGEMENT ANALYSTS	7261	PUBL ADMST ANL PRN
13-1111	MANAGEMENT ANALYSTS	7269	PUBL ADMST ANL PRN SUPV
13-1111	MANAGEMENT ANALYSTS	7262	PUBL ADMST ANL SR
13-1111	MANAGEMENT ANALYSTS	7951	PUBL ADMST ANL SUPV NEX
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7512	MGT SVC OFCR 1
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7511	MGT SVC OFCR 2
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7510	MGT SVC OFCR 3
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7515	MGT SVC OFCR 3 SUPV
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0461	SPEC
13-2011	ACCOUNTANTS AND AUDITORS	7618	ACCOUNTANT 1
13-2011	ACCOUNTANTS AND AUDITORS	7617	ACCOUNTANT 3
13-2011	ACCOUNTANTS AND AUDITORS	7616	ACCOUNTANT 4
13-2011	ACCOUNTANTS AND AUDITORS	7624	AUDITOR 2
15-1131	COMPUTER PROGRAMMERS	7278	PROGR ANL 1
15-1131	COMPUTER PROGRAMMERS	7277	PROGR ANL 2
15-1131	COMPUTER PROGRAMMERS	7275	PROGR ANL 3
15-1131	COMPUTER PROGRAMMERS	7274	PROGR ANL 3 SUPV
15-1131	COMPUTER PROGRAMMERS	0738	PROGR ANL 4
15-1131	COMPUTER PROGRAMMERS	0737	PROGR ANL 4 SUPV
15-1131	COMPUTER PROGRAMMERS	0736	PROGR ANL 5
15-2041	STATISTICIANS	7213	STATISTICIAN
17-1010	ARCHITECTS, EXCEPT NAVAL	6954	ARCHITECTURAL ASC EX
17-2199	ENGINEERS, ALL OTHER	7182	DEV ENGR ASC

17-2199	ENGINEERS, ALL OTHER	7184	DEV ENGR JR
17-2199	ENGINEERS, ALL OTHER	7153	ENGR ASC
17-2199	ENGINEERS, ALL OTHER	7155	ENGR JR
17-3010	DRAFTERS	6905	ARCHITECTURAL ASC NEX
17-3010	DRAFTERS	6904	ARCHITECTURAL ASC SR
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7183	DEV ENGR AST
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7154	ENGR AST
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7133	EHS SPEC 1 EX
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7135	EHS SPEC 2 EX
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7136	EHS SPEC 3 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9721	MUSEUM SCI PRN
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9615	SRA 3 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9609	SRA 5
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	4942	STDT RESEARCHER
19-3030	PSYCHOLOGISTS	4392	COUNSELING PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	4403	COUNSELING PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	8021	PSYCHOLOGIST 2 SUPV
19-3030	PSYCHOLOGISTS	0793	PSYCHOLOGIST 3
19-3030	PSYCHOLOGISTS	9954	PSYCHOLOGY INTERN
19-3030	PSYCHOLOGISTS	7947	PSYCHOLOGY INTERN EX
21-1010	COUNSELORS	4422	CNSLR 1
21-1010	COUNSELORS	4421	CNSLR 2
21-1010	COUNSELORS	4416	LRNG SKLS CNSLR
21-1010	COUNSELORS	4414	LRNG SKLS CNSLR PRN
21-1010	COUNSELORS	4122	RSDT ADVISOR
21-1010	COUNSELORS	4121	RSDT DIR 1
21-1010	COUNSELORS	4354	STDT AFFAIRS OFCR 1
21-1010	COUNSELORS	4353	STDT AFFAIRS OFCR 2
21-1010	COUNSELORS	4358	STDT AFFAIRS OFCR 2 SUPV
21-1010	COUNSELORS	7965	STDT AFFAIRS OFCR 3 EX
21-1010	COUNSELORS	4352	STDT AFFAIRS OFCR 4
21-1010	COUNSELORS	4357	STDT AFFAIRS OFCR 4 SUPV
21-1010	COUNSELORS	4351	STDT AFFAIRS OFCR 5
21-1094	COMMUNITY HEALTH WORKERS	9325	CMTY HEALTH PRG REPR
21-1094	COMMUNITY HEALTH WORKERS	9324	CMTY HEALTH PRG REPR SR
23-1011	LAWYERS	0433	COUNSEL SR
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6454	PRG REPR 1
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6453	PRG REPR 2
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6448	PRG REPR 2 SUPV
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6452	PRG REPR 3
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6449	PRG REPR SUPV
27-1010	ARTISTS AND RELATED WORKERS	6101	ARTIST PRN
27-2012	PRODUCERS AND DIRECTORS	6211	MGN PRODUCER DIR
27-2012	PRODUCERS AND DIRECTORS	7968	THEATER PROD SUPV SR EX
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5171	ATH PROFL 1
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5172	ATH PROFL 2
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5173	ATH PROFL 3
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5174	ATH PROFL 4
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	0788	INTERCOL ATH COACH AST EX
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	0786	INTERCOL ATH HEAD COACH EX
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5047	RECREATION COACH 3
27-3031	PUBLIC RELATIONS SPECIALISTS	7672	PUBL INFO REPR
27-3041	EDITORS	7682	EDITOR PRN
27-3041	EDITORS	7683	EDITOR SR
27-3043	WRITERS AND AUTHORS	7703	WRITER SR
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	7695	PUBL CRD
29-1020	DENTISTS	0777	DENTIST AST
29-1020	DENTISTS	0774	DENTIST SR
29-1041	OPTOMETRISTS	7930	OPTOMETRIST EX

29-1041	OPTOMETRISTS	7931	OPTOMETRIST NEX
29-1041	OPTOMETRISTS	9192	OPTOMETRIST SR
29-1060	PHYSICIANS AND SURGEONS	0771	ASC PHYSCN
29-1060	PHYSICIANS AND SURGEONS	0770	ASC PHYSCN DIPLOMATE
29-1060	PHYSICIANS AND SURGEONS	0772	AST PHYSCN
29-1060	PHYSICIANS AND SURGEONS	0768	PHYSCN DIPLOMATE SR
29-1060	PHYSICIANS AND SURGEONS	0769	PHYSCN SR
29-1060	PHYSICIANS AND SURGEONS	6001	STDT HEALTH PHYSCN 4
29-1060	PHYSICIANS AND SURGEONS	6000	STDT HEALTH PHYSCN 5
29-1123	PHYSICAL THERAPISTS	7944	PHYS THER 2 NEX
29-1131	VETERINARIANS	9532	VETERINARIAN LAM ASC
29-1141	REGISTERED NURSES	9132	ADMIN NURSE 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8885	CLIN SPEC NEX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8881	CLIN SPEC SUPV EX
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUNDSKEEPING WORKERS	8130	GROUNDS SR SUPV EX
39-9030	RECREATION AND FITNESS WORKERS	4008	ATH INTERN
39-9030	RECREATION AND FITNESS WORKERS	4011	RECREATION PRG INSTR
39-9030	RECREATION AND FITNESS WORKERS	4003	RECREATION SUPV
39-9030	RECREATION AND FITNESS WORKERS	4136	RECREATION SUPV 1
39-9030	RECREATION AND FITNESS WORKERS	4004	RECREATION SUPV AST
39-9030	RECREATION AND FITNESS WORKERS	4002	RECREATION SUPV SR
43-3031	BOOKKEEPING, ACCOUNTING AND AUDITING CLERKS	7619	ACCOUNTANT AST
43-5081	STOCK CLERKS AND ORDER FILLERS	5070	STORES SUPV SR
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4921	STDT 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4680	STDT 3 WORK STUDY
43-9111	STATISTICAL ASSISTANTS	7214	STATISTICIAN AST
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8114	PHYS PLT SUPT SR

f) Contract Appointments, General Campus Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
13-2011	ACCOUNTANTS AND AUDITORS	7860	ACCOUNTANT 2 EX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9612	SRA 2
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9617	SRA 2 NEX
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6452	PRG REPR 3
29-1060	PHYSICIANS AND SURGEONS	6001	STDT HEALTH PHYSCN 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8976	HOSP LAB TCHN 1
43-3021	BILLING AND POSTING CLERKS	4663	PATIENT BILLER 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4730	BLANK AST 2 PD

g) Contract Appointments, Hospital System Non Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	280	MGR
13-1070	HUMAN RESOURCES WORKERS	7663	PERSONNEL ANL
13-1111	MANAGEMENT ANALYSTS	731	ADMIN ANL PRN 2
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR

13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7511	MGT SVC OFCR 2
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7512	MGT SVC OFCR 1
15-1131	COMPUTER PROGRAMMERS	736	PROGR ANL 5
15-1131	COMPUTER PROGRAMMERS	738	PROGR ANL 4
15-1131	COMPUTER PROGRAMMERS	7275	PROGR ANL 3
15-1131	COMPUTER PROGRAMMERS	7277	PROGR ANL 2
29-1060	PHYSICIANS AND SURGEONS	769	PHYSN SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4740	STDT INTERN

h) Contract Appointments, Hospital System Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
43-3011	BILL AND ACCOUNT COLLECTORS	4622	COLLECTIONS REPR

i) Limited Appointments, General Campus Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	0206	ADVANCEMENT OFCR 4
11-1021	GENERAL AND OPERATIONS MANAGERS	0245	DIR
11-1021	GENERAL AND OPERATIONS MANAGERS	0256	DIR ASC
11-1021	GENERAL AND OPERATIONS MANAGERS	0259	DIR AST
11-1021	GENERAL AND OPERATIONS MANAGERS	0280	MGR
11-1021	GENERAL AND OPERATIONS MANAGERS	0355	ADM CRD OFCR
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6313	PUBL EVENTS MGR
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	7282	COMPUTING RESC MGR 1
11-9030	EDUCATION ADMINISTRATORS	0425	EXEC AST OR SPC AST
11-9030	EDUCATION ADMINISTRATORS	4102	CHILD DEV CTR MGR
11-9030	EDUCATION ADMINISTRATORS	7540	AST TO DEAN DIR CHAIR 2
11-9030	EDUCATION ADMINISTRATORS	7541	AST TO DEAN DIR CHAIR 1
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0763	ADMIN NURSE 5
13-1070	HUMAN RESOURCES WORKERS	7661	PERSONNEL ANL PRN
13-1070	HUMAN RESOURCES WORKERS	7664	PERSONNEL ANL AST
13-1111	MANAGEMENT ANALYSTS	0731	ADMIN ANL PRN 2
13-1111	MANAGEMENT ANALYSTS	7241	ADMIN ANL PRN 1
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7244	ADMIN ANL AST
13-1111	MANAGEMENT ANALYSTS	7257	ADMIN ANL SR SUPV
13-1111	MANAGEMENT ANALYSTS	7259	ADMIN ANL PRN SUPV
13-1111	MANAGEMENT ANALYSTS	7261	PUBL ADMST ANL PRN
13-1111	MANAGEMENT ANALYSTS	7262	PUBL ADMST ANL SR
13-1111	MANAGEMENT ANALYSTS	7263	PUBL ADMST ANL
13-1111	MANAGEMENT ANALYSTS	7264	PUBL ADMST ANL AST
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0461	SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7511	MGT SVC OFCR 2
15-1131	COMPUTER PROGRAMMERS	0738	PROGR ANL 4
15-1131	COMPUTER PROGRAMMERS	7274	PROGR ANL 3 SUPV
15-1131	COMPUTER PROGRAMMERS	7275	PROGR ANL 3

15-1131	COMPUTER PROGRAMMERS	7277	PROGR ANL 2
15-1131	COMPUTER PROGRAMMERS	7278	PROGR ANL 1
15-1150	COMPUTER SUPPORT SPECIALISTS	4934	STDT IT
15-2041	STATISTICIANS	7211	STATISTICIAN PRN
15-2041	STATISTICIANS	7212	STATISTICIAN SR
15-2041	STATISTICIANS	7213	STATISTICIAN
17-2199	ENGINEERS, ALL OTHER	0729	DEV ENGR PRN
17-2199	ENGINEERS, ALL OTHER	7155	ENGR JR
17-2199	ENGINEERS, ALL OTHER	7181	DEV ENGR SR
17-2199	ENGINEERS, ALL OTHER	7182	DEV ENGR ASC
17-2199	ENGINEERS, ALL OTHER	7184	DEV ENGR JR
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7154	ENGR AST
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7183	DEV ENGR AST
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	7135	EHS SPEC 2 EX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9609	SRA 5
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9611	SRA 3
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9614	SRA 4 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9616	SRA 2 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9617	SRA 2 NEX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9722	MUSEUM SCI SR
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9724	MUSEUM SCI AST
19-3030	PSYCHOLOGISTS	0793	PSYCHOLOGIST 3
19-3030	PSYCHOLOGISTS	4404	COUNSELING PSYCHOLOGIST 1 EX
19-3030	PSYCHOLOGISTS	9383	PSYCHOLOGIST 2
21-1010	COUNSELORS	4124	RSDT AST SUPV
21-1010	COUNSELORS	4126	RSDT AST
21-1010	COUNSELORS	4352	STDT AFFAIRS OFCR 4
21-1010	COUNSELORS	4353	STDT AFFAIRS OFCR 2
21-1010	COUNSELORS	4354	STDT AFFAIRS OFCR 1
21-1010	COUNSELORS	4355	STDT AFFAIRS OFCR 3
21-1010	COUNSELORS	4414	LRNG SKLS CNSLR PRN
21-1010	COUNSELORS	4416	LRNG SKLS CNSLR
21-1010	COUNSELORS	4422	CNSLR 1
21-1010	COUNSELORS	7965	STDT AFFAIRS OFCR 3 EX
21-1094	COMMUNITY HEALTH WORKERS	9324	CMTY HEALTH PRG REPR SR
21-1094	COMMUNITY HEALTH WORKERS	9325	CMTY HEALTH PRG REPR
21-1094	COMMUNITY HEALTH WORKERS	9326	CMTY HEALTH PRG REPR AST
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6452	PRG REPR 3
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6453	PRG REPR 2
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6454	PRG REPR 1
27-1010	ARTISTS AND RELATED WORKERS	6332	SCENE TCHN SR
27-1010	ARTISTS AND RELATED WORKERS	6333	SCENE TCHN
27-2012	PRODUCERS AND DIRECTORS	6331	THEATER PROD SUPV
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	0788	INTERCOL ATH COACH AST EX
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	4006	COACH SPEC
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5047	RECREATION COACH 3
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5171	ATH PROFL 1
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	5172	ATH PROFL 2
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	6191	MUSICIAN PRN
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	6192	MUSICIAN SR
27-3031	PUBLIC RELATIONS SPECIALISTS	7671	PUBL INFO REPR SR
27-3041	EDITORS	7682	EDITOR PRN
27-3041	EDITORS	7683	EDITOR SR
27-3043	WRITERS AND AUTHORS	7703	WRITER SR
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	7694	PUBL CRD SR
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	8292	TELEVISION TCHN SR

29-1031	DIETITIANS AND NUTRITIONISTS	5426	DIETITIAN 2
29-1041	OPTOMETRISTS	7930	OPTOMETRIST EX
29-1060	PHYSICIANS AND SURGEONS	0769	PHYSN SR
29-1060	PHYSICIANS AND SURGEONS	0770	ASC PHYSN DIPLOMATE
29-1060	PHYSICIANS AND SURGEONS	0771	ASC PHYSN
29-1060	PHYSICIANS AND SURGEONS	6001	STDT HEALTH PHYSN 4
29-1123	PHYSICAL THERAPISTS	7943	PHYS THER 3 NEX
29-1141	REGISTERED NURSES	0766	CLIN NURSE 5
29-1171	NURSE PRACTITIONERS	9146	NURSE PRACTITIONER 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9601	LAB AST 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9605	LAB AST 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9606	LAB HELPER
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5451	FOOD SVC SUPV SR
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5652	FOOD SVC WORKER
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5116	CUSTODIAN SR
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	6274	USHER
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	6282	HOUSE MGR 2
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	6283	HOUSE MGR 1
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	6284	HOUSE MGR AST
39-9030	RECREATION AND FITNESS WORKERS	4002	RECREATION SUPV SR
39-9030	RECREATION AND FITNESS WORKERS	4003	RECREATION SUPV
39-9030	RECREATION AND FITNESS WORKERS	4011	RECREATION PRG INSTR
39-9030	RECREATION AND FITNESS WORKERS	4136	RECREATION SUPV 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4679	STDT 4 WORK STUDY
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4682	STDT 1 WORK STUDY
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4724	BLANK AST 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4740	STDT INTERN
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4919	STDT 4
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4920	STDT 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4921	STDT 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4922	STDT 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4927	STDT 1 NON UC
43-9061	OFFICE CLERKS, GENERAL	4672	CLERK SR OR SECR
43-9061	OFFICE CLERKS, GENERAL	4673	CLERK

j) Limited Appointments, General Campus Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	6313	PUBL EVENTS MGR
11-9030	EDUCATION ADMINISTRATORS	4103	CHILD DEV CTR CRD
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7262	PUBL ADMST ANL SR
13-1111	MANAGEMENT ANALYSTS	7263	PUBL ADMST ANL
13-1111	MANAGEMENT ANALYSTS	7264	PUBL ADMST ANL AST
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
15-1131	COMPUTER PROGRAMMERS	7275	PROGR ANL 3
15-1131	COMPUTER PROGRAMMERS	7278	PROGR ANL 1
15-1150	COMPUTER SUPPORT SPECIALISTS	4805	COMPUTER RESC SPEC 1
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	7183	DEV ENGR AST
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9609	SRA 5

19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9610	SRA 4
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9611	SRA 3
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9612	SRA 2
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9614	SRA 4 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9615	SRA 3 SUPV
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9617	SRA 2 NEX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9723	MUSEUM SCI
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9724	MUSEUM SCI AST
19-3030	PSYCHOLOGISTS	9383	PSYCHOLOGIST 2
19-3030	PSYCHOLOGISTS	9384	PSYCHOLOGIST 1
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	9623	SCANNER 1
21-1010	COUNSELORS	4353	STDT AFFAIRS OFCR 2
21-1010	COUNSELORS	7965	STDT AFFAIRS OFCR 3 EX
21-1020	SOCIAL WORKERS	7897	GENETIC CNSLR 3 NEX
21-1020	SOCIAL WORKERS	9313	CLIN SOCIAL WORKER 3
21-1020	SOCIAL WORKERS	9345	CHILD DEV ASC
21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	6677	READER FOR THE BLIND
21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	6680	DEAF TRANSLATOR INTERPRETER
25-3000	OTHER TEACHERS AND INSTRUCTORS	4107	CHILD DEV CTR TEACHER 1
25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	9632	MUSEUM PREPARATOR PRN
25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	9633	MUSEUM PREPARATOR SR
25-9041	TEACHER ASSISTANTS	4108	CHILD DEV CTR AST
25-9041	TEACHER ASSISTANTS	6650	LANGUAGE AST
25-9041	TEACHER ASSISTANTS	6653	LINGUISTIC INTERPRETER
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6453	PRG REPR 2
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6454	PRG REPR 1
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6732	BIBLIOGRAPHER 2
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	6733	BIBLIOGRAPHER 1
27-1010	ARTISTS AND RELATED WORKERS	6103	ARTIST
27-1010	ARTISTS AND RELATED WORKERS	6317	WARDROBE TCHN SR
27-1010	ARTISTS AND RELATED WORKERS	6318	WARDROBE TCHN
27-1010	ARTISTS AND RELATED WORKERS	6332	SCENE TCHN SR
27-1010	ARTISTS AND RELATED WORKERS	6333	SCENE TCHN
27-1010	ARTISTS AND RELATED WORKERS	6334	SCENE TCHN AST
27-2012	PRODUCERS AND DIRECTORS	6214	PRODUCER DIR
27-2012	PRODUCERS AND DIRECTORS	6331	THEATER PROD SUPV
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	4006	COACH SPEC
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	9717	DIVING OFCR
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	6191	MUSICIAN PRN
27-3041	EDITORS	7683	EDITOR SR
27-3041	EDITORS	7684	EDITOR
27-3041	EDITORS	7685	EDITOR AST
27-3043	WRITERS AND AUTHORS	7703	WRITER SR
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	6694	TRANSLATOR TCHL
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	8292	TELEVISION TCHN SR
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	8293	TELEVISION TCHN
29-1031	DIETITIANS AND NUTRITIONISTS	5426	DIETITIAN 2
29-1071	PHYSICIAN ASSISTANTS	9202	PHYSCN AST SR
29-1122	OCCUPATIONAL THERAPISTS	7929	OCCUPATIONAL THER 1 NEX
29-1141	REGISTERED NURSES	9119	NURSE PD
29-1141	REGISTERED NURSES	9138	CLIN NURSE 3
29-1141	REGISTERED NURSES	9139	CLIN NURSE 2

29-1171	NURSE PRACTITIONERS	9146	NURSE PRACTITIONER 3
29-1171	NURSE PRACTITIONERS	9147	NURSE PRACTITIONER 2
29-1171	NURSE PRACTITIONERS	9148	NURSE PRACTITIONER 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8938	CLIN LAB SCI SPEC SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8975	HOSP LAB TCHN 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8976	HOSP LAB TCHN 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9601	LAB AST 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9602	LAB AST 3
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9603	LAB AST 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9605	LAB AST 1
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	9606	LAB HELPER
29-2021	DENTAL HYGIENISTS	9190	DENTAL HYGIENIST
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8966	ULTRASOUND TCHNO SR
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8916	VOC NURSE SR
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4734	HEALTH INFO CODER 2
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4962	CODER
31-9092	MEDICAL ASSISTANTS	9434	MED AST 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9251	HOSP BLANK AST 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9252	HOSP BLANK AST 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9253	HOSP BLANK AST 1
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	5327	SECURITY GUARD
33-9092	LIFEGUARDS, SKY PATROL, AND OTHER RECREATIONAL PROTECTIVE SERVICE WORKERS	4031	LIFEGUARD
35-2010	COOKS	5523	COOK
35-2010	COOKS	5524	COOK AST
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5651	FOOD SVC WORKER SR
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5652	FOOD SVC WORKER
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5113	CUSTODIAN LD
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5116	CUSTODIAN SR
37-3010	GROUND MAINTENANCE WORKERS	8133	GROUNDSKEEPER
39-3021	MOTION PICTURE PROJECTIONISTS	8067	STUDIO PROJECTIONIST SR
39-3021	MOTION PICTURE PROJECTIONISTS	8069	STUDIO PROJECTIONIST AST
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	6274	USHER
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	5201	MEETING ROOM CAPTAIN 3 A
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	5203	MEETING ROOM CAPTAIN 1
39-9030	RECREATION AND FITNESS WORKERS	4002	RECREATION SUPV SR
39-9030	RECREATION AND FITNESS WORKERS	4003	RECREATION SUPV
39-9030	RECREATION AND FITNESS WORKERS	4011	RECREATION PRG INSTR
43-4121	LIBRARY ASSISTANTS, CLERICAL	6759	LIBRARY AST 4
43-4121	LIBRARY ASSISTANTS, CLERICAL	6760	LIBRARY AST 3
43-4121	LIBRARY ASSISTANTS, CLERICAL	6761	LIBRARY AST 2
43-4121	LIBRARY ASSISTANTS, CLERICAL	6762	LIBRARY AST 1
43-5030	DISPATCHERS	5216	PUBL SAFETY DISPATCHER
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4724	BLANK AST 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4922	STD 1
43-9011	COMPUTER OPERATORS	7193	DATA PROC PROD CRD
43-9061	OFFICE CLERKS, GENERAL	4672	CLERK SR OR SECR
43-9061	OFFICE CLERKS, GENERAL	4673	CLERK
43-9061	OFFICE CLERKS, GENERAL	4674	CLERK PD
43-9111	STATISTICAL ASSISTANTS	7232	SURVEY WORKER SR

43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	6681	CART CAPTIONIST
43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	7233	SURVEY WORKER
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	8179	MASON
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	8106	PAINTER
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	8286	SIGNMAKER
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	8258	PLUMBER
47-2181	ROOFERS	8189	ROOFER
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	8295	SOUND TCHN
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	8322	TELESCOPE TCHN SR
49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	8188	ELEVATOR MECH
49-9041	INDUSTRIAL MACHINERY MECHANICS	8217	FAC MECH
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	8653	LAB MECHN
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	8218	FAC WORKER
49-9091	COIN, VENDING, AND AMUSEMENT MACHINE SERVICERS AND REPAIRERS	8223	VENDING MACHINE TCHN
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8483	DRIVER
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	8485	AUTO EQUIP OPR PRN

k) Limited Appointments, Hospital System Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-1021	GENERAL AND OPERATIONS MANAGERS	0280	MGR
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	7870	CASE MGR EX
13-1111	MANAGEMENT ANALYSTS	7242	ADMIN ANL SR
13-1111	MANAGEMENT ANALYSTS	7243	ADMIN ANL
13-1111	MANAGEMENT ANALYSTS	7646	ADMIN SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0461	SPEC
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	7515	MGT SVC OFCR 3 SUPV
17-2199	ENGINEERS, ALL OTHER	7181	DEV ENGR SR
29-1141	REGISTERED NURSES	7919	ADMIN NURSE 2 NEX
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9410	CTRL SVC TCHN 1
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	5447	FOOD SVC MGR AST SUPV
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4723	BLANK AST 2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4740	STDT INTERN

l) Limited Appointments, Hospital System Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	7870	CASE MGR EX
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9613	SRA 1
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	9617	SRA 2 NEX
29-1051	PHARMACISTS	7963	STAFF PHARMACIST 1 NEX
29-1141	REGISTERED NURSES	9138	CLIN NURSE 3
29-1141	REGISTERED NURSES	9139	CLIN NURSE 2
29-1171	NURSE PRACTITIONERS	9147	NURSE PRACTITIONER 2
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8880	CLIN SPEC EX

29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8954	CYTO TCHNO SR
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8955	CYTO TCHNO
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8973	HOSP LAB TCHN 4
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8975	HOSP LAB TCHN 2
29-2021	DENTAL HYGIENISTS	9190	DENTAL HYGIENIST
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9090	POLYSOMNOGRAPHY TCHNO PRN
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9091	POLYSOMNOGRAPHY TCHNO SR
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4716	PATIENT RCDS ABTRACTOR 4
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4718	PATIENT RCDS ABTRACTOR 2
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9281	PHARMACY TCHN 3
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9282	PHARMACY TCHN 2
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9283	PHARMACY TCHN 1
31-9097	PHLEBOTOMISTS	9293	PHLEBOTOMIST CERT TCHN 2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9205	PATIENT SPECIALTY SVC TCHN
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9251	HOSP BLANK AST 3
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9253	HOSP BLANK AST 1
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4722	BLANK AST 3
43-9061	OFFICE CLERKS, GENERAL	4673	CLERK

m) Per Diem Appointments, General Campus Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
21-1094	COMMUNITY HEALTH WORKERS	9327	CMTY HEALTH PRG REPR PD
21-1094	COMMUNITY HEALTH WORKERS	9332	CMTY HEALTH PRG REPR SR PD
29-1060	PHYSICIANS AND SURGEONS	9177	EXAMING PHYSCN
29-1123	PHYSICAL THERAPISTS	9486	PHYS THER 2 PD
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	8890	EMERGENCY TRAUMA TCHN PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4730	BLANK AST 2 PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4920	STDT 3

n) Per Diem Appointments, General Campus Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
19-3030	PSYCHOLOGISTS	9386	PSYCHOLOGIST 2 PD
21-1020	SOCIAL WORKERS	9316	CLIN SOCIAL WORKER 2 PD
21-1094	COMMUNITY HEALTH WORKERS	9327	CMTY HEALTH PRG REPR PD
29-1031	DIETITIANS AND NUTRITIONISTS	5421	DIETITIAN PD
29-1126	RESPIRATORY THERAPISTS	9051	REG RESP THER PD
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	9469	SPEECH PATHOLOGIST SR PD
29-1141	REGISTERED NURSES	9119	NURSE PD
29-1141	REGISTERED NURSES	9123	RESC NURSE PD
29-1151	NURSE ANESTHETISTS	9121	ANESTHETIST NURSE SR PD
29-1171	NURSE PRACTITIONERS	9160	NURSE PRACTITIONER PD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8956	CLIN LAB SCI PD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9025	RAD TCHNO PD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9084	MRI TCHNO PD
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	8890	EMERGENCY TRAUMA TCHN PD
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8918	VOC NURSE PD

31-9092	MEDICAL ASSISTANTS	8991	MED AST 2 PD
31-9092	MEDICAL ASSISTANTS	8992	MED AST PD
31-9097	PHLEBOTOMISTS	9295	PHLEBOTOMIST CERT TCHN 2 PD
35-2010	COOKS	5520	COOK PD
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5456	FOOD SVC WORKER SR PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4729	BLANK AST 1 PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4730	BLANK AST 2 PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4731	BLANK AST 3 PD
43-9061	OFFICE CLERKS, GENERAL	4674	CLERK PD

o) Per Diem Appointments, Hospital System Not Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
19-3030	PSYCHOLOGISTS	9385	PSYCHOLOGIST 1 PD
21-1020	SOCIAL WORKERS	9316	CLIN SOCIAL WORKER 2 PD
21-1094	COMMUNITY HEALTH WORKERS	9327	CMTY HEALTH PRG REPR PD
29-1123	PHYSICAL THERAPISTS	9486	PHYS THER 2 PD
29-1123	PHYSICAL THERAPISTS	9487	PHYS THER 1 PD
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	9469	SPEECH PATHOLOGIST SR PD
29-1181	AUDIOLOGISTS	9478	AUDIOLOGIST SR PD

p) Per Diem Appointments, Hospital System Represented Job Titles

SOC CODE	SOC CODE TITLE	TITLE CODE	TITLE CODE NAME
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	9463	CASE MGR PD
19-3030	PSYCHOLOGISTS	9358	MENTAL HEALTH PRACTITIONER PD
19-3030	PSYCHOLOGISTS	9385	PSYCHOLOGIST 1 PD
21-1020	SOCIAL WORKERS	9316	CLIN SOCIAL WORKER 2 PD
21-1094	COMMUNITY HEALTH WORKERS	9327	CMTY HEALTH PRG REPR PD
29-1031	DIETITIANS AND NUTRITIONISTS	5421	DIETITIAN PD
29-1051	PHARMACISTS	9249	PHARMACIST PD
29-1122	OCCUPATIONAL THERAPISTS	9490	OCCUPATIONAL THER 2 PD
29-1122	OCCUPATIONAL THERAPISTS	9491	OCCUPATIONAL THER 1 PD
29-1126	RESPIRATORY THERAPISTS	9048	RESP THER 2
29-1126	RESPIRATORY THERAPISTS	9051	REG RESP THER PD
29-1126	RESPIRATORY THERAPISTS	9052	RESP THER PD
29-1126	RESPIRATORY THERAPISTS	9176	PULMONARY TCHN PD
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	9469	SPEECH PATHOLOGIST SR PD
29-1141	REGISTERED NURSES	9119	NURSE PD
29-1141	REGISTERED NURSES	9123	RESC NURSE PD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8956	CLIN LAB SCI PD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8980	HOSP LAB TCHN 1 PD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8996	CYTOGENETIC TCHNO PD
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	8998	CYTO TCHNO PD

29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	8968	ULTRASOUND TCHNO SR PD
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	9025	RAD TCHNO PD
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	8890	EMERGENCY TRAUMA TCHN PD
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	9439	EMERGENCY MED TCHN PD
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	8918	VOC NURSE PD
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	4741	CODER PD
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8884	CLIN CARE PARTNER PD
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8894	ADMIN CARE CLIN PARTNER PD
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	8932	SURGICAL TCHN PD
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9038	PERFUSIONIST PD
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	9039	PERFUSIONIST SR PD
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	8951	PHYS THER AST PD
31-9097	PHLEBOTOMISTS	9295	PHLEBOTOMIST CERT TCHN 2 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9080	SVC PARTNER PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9168	OPERATING ROOM AST 2 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9244	HOSP AST 2 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9413	CTRL SVC TCHN 1 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9418	LIFT TEAM TECH 1 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9419	LIFT TEAM TECH 2 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9426	PATIENT TRANSPORT TCHN 1 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9427	PATIENT TRANSPORT TCHN 2 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9431	REHAB AID 1 PD
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	9432	REHAB AID 2 PD
35-2010	COOKS	5124	MED CTR COOK PD
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	5094	MED CTR FOOD SVC WORKER PD
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5081	MED CTR CUSTODIAN SR PD
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	9094	ACCESS REPR PD
43-5081	STOCK CLERKS AND ORDER FILLERS	5058	STOREKEEPER PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4729	BLANK AST 1 PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4730	BLANK AST 2 PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4731	BLANK AST 3 PD
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	9260	HOSP UNIT SVC CRD PD
43-9022	WORD PROCESSORS AND TYPISTS	4686	HOSP MED TRANSCRIBER PD
43-9061	OFFICE CLERKS, GENERAL	4674	CLERK PD

APPENDIX B

UCLA JOB GROUP AVAILABILITY FOR WOMEN AND MINORITIES

The Staff Diversity & AA/EEO Compliance office reviews labor market availability on an on-going basis to ensure that its statistics are based on the most current information available. Availability, as specified in the U.S. Department of Labor regulations, is the means by which it is possible to calculate the percentages of Females and Minorities available internally and those in the relevant labor area who possess specific skills for jobs available with an employer.¹⁶ UCLA uses availability to establish its own workforce goals for underutilized job groups, as required by the federal regulations.¹⁷ The Department of Labor, in a compliance review, would then review the good faith efforts and progress of the institution toward meeting the affirmative action goals.

The primary data sources used to estimate the labor and recruitment areas population with requisite skills is the U.S. Census Bureau's American Community Survey via <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>. As specified by the federal regulations, the Staff Diversity & AA/EEO Compliance office reviews represented and non-represented jobs separately.¹⁸ The Staff Diversity & AA/EEO Compliance office has identified 549 job groups reflecting existing similarities among employees based on a combination of their job classifications, union representation, job duties, skills, training, levels or types of responsibility, compensation, as well as adherence to similar workplace standards. Separate utilization analyses are conducted for the General Campus and the Hospital System to recognize different data sources and operational differences between them. In addition, UCLA calculated availability for the Senior Management Group (SMG), weighting availability of various job groups into which Senior Managers fell under during 2014-2015 Affirmative action year.

UCLA posts all jobs on its websites. There are separate job posting websites for the General Campus and the Hospital System. The jobs are posted with the state as well as are assessable and available to all qualified candidates nationally. However, our analysis of recruitment shows that for nonexecutive jobs, UCLA gains over 95.0% of its applicants from the labor force of the Los Angeles County. The Los Angeles county data served best for assessing availability for most job groups except top executive job group for which we used the national labor market data sample.

¹⁶ Over 50.0% of the campus workforce is subject to union contracts and operates under "step" system of job advancement. Otherwise, UCLA policy defines promotions as any movement from a job with a lower minimum and maximum compensation range to a higher compensation range. Promotions occur primarily in the context of a competitive application process, involving internal and external job seekers. UCLA provides job training to employees looking to improve their workforce mobility, however, UCLA does not offer training that would help employees qualify for a specific job. The concept of a "feeder group" does not have a meaningful application in the UCLA context; if applied, it would obscure the process of job placement at UCLA, creating a false impression that there exist distinct patterns of transition from lower level to higher level job groups. In practice, such transitions are unique, random, and reflect no pattern repeating from year to year.

¹⁷ Government Contractors Affirmative Action Requirements / Final Rule," Department of Labor Office of Federal Contract Compliance Programs, 41 CFR Parts 60-1 and 60-2, RIN 1215-AA01.

¹⁸ Some of UCLA employees within the same job title differ in union representation; they were grouped into separate job groups depending on their union status.

a) Career Appointments, General Campus Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	45.17%	30.26%
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	58.81%	40.69%
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	25.22%	40.51%
11-9013	FARMERS, RANCHERS, AND OTHER AGRICULTURAL MANAGERS	17.80%	61.30%
11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
11-9081	LODGING MANAGERS	48.71%	63.54%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	64.40%	49.68%
11-9199	MANAGERS, ALL OTHER	8.68%	44.00%
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	53.70%	60.70%
13-1070	HUMAN RESOURCES WORKERS	69.29%	60.36%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%
13-2011	ACCOUNTANTS AND AUDITORS	61.17%	62.23%
13-2031	BUDGET ANALYSTS	62.00%	62.00%
13-2051	FINANCIAL ANALYSTS	26.20%	42.70%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%
15-1150	COMPUTER SUPPORT SPECIALISTS	19.83%	59.26%
15-2041	STATISTICIANS	55.92%	52.77%
17-1010	ARCHITECTS, EXCEPT NAVAL	28.77%	42.70%
17-2011	AEROSPACE ENGINEERS	14.00%	42.53%
17-2070	ELECTRICAL AND ELECTRONIC ENGINEERS	9.74%	53.97%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
17-3010	DRAFTERS	13.82%	66.81%
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	17.99%	69.13%
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	44.23%	36.13%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	48.69%	60.80%
21-1010	COUNSELORS	66.45%	64.54%
21-1020	SOCIAL WORKERS	76.81%	73.98%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
23-1011	LAWYERS	36.69%	25.31%
23-2011	PARALEGALS AND LEGAL ASSISTANTS	69.94%	55.31%
23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	67.81%	58.16%
25-3000	OTHER TEACHERS AND INSTRUCTORS	59.71%	52.59%
25-4031	LIBRARY TECHNICIANS	65.55%	62.55%
25-4021	LIBRARIANS	79.71%	36.06%
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%
27-1010	ARTISTS AND RELATED WORKERS	29.84%	29.87%
27-2012	PRODUCERS AND DIRECTORS	34.49%	22.03%
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	33.26%	47.26%
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	68.18%	33.33%

27-3031	PUBLIC RELATIONS SPECIALISTS	65.54%	31.90%
27-3041	EDITORS	34.23%	24.67%
27-3043	WRITERS AND AUTHORS	41.12%	17.53%
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	62.35%	73.70%
29-1020	DENTISTS	30.95%	55.65%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
29-1041	OPTOMETRISTS	44.44%	57.58%
29-1051	PHARMACISTS	57.77%	62.36%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
29-1071	PHYSICIAN ASSISTANTS	60.23%	63.64%
29-1122	OCCUPATIONAL THERAPISTS	85.97%	52.62%
29-1123	PHYSICAL THERAPISTS	65.99%	46.91%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-1151	NURSE ANESTHETISTS	68.18%	33.33%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
31-9091	DENTAL ASSISTANTS	88.53%	83.61%
31-9092	MEDICAL ASSISTANTS	92.21%	84.55%
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	70.83%	56.94%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	26.07%	51.23%
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	20.86%	69.90%
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	18.02%	64.02%
35-1011	CHEFS AND HEAD COOKS	18.06%	82.71%
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	51.27%	75.59%
35-2010	COOKS	34.04%	93.56%
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	28.71%	78.52%
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	6.46%	78.21%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
39-3021	MOTION PICTURE PROJECTIONISTS	14.19%	29.05%
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	36.08%	66.15%
39-9030	RECREATION AND FITNESS WORKERS	57.41%	51.52%
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	60.26%	62.64%
43-4121	LIBRARY ASSISTANTS, CLERICAL	73.51%	61.82%
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	57.81%	66.77%
43-5030	DISPATCHERS	46.49%	72.33%
43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	83.91%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	41.99%	78.88%
43-9111	STATISTICAL ASSISTANTS	35.22%	62.62%
47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	4.02%	57.59%
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	11.23%	65.85%
49-9041	INDUSTRIAL MACHINERY MECHANICS	4.83%	75.86%
49-9094	LOCKSMITHS AND SAFE REPAIRERS	1.23%	55.22%
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	25.73%	76.42%
51-3011	BAKERS	31.78%	90.05%
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	1.32%	69.74%

51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	36.26%	54.98%
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	3.65%	84.25%
53-6021	PARKING LOT ATTENDANTS	11.12%	84.81%

b) Career Appointments, General Campus Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	58.81%	40.69%
11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%
15-1150	COMPUTER SUPPORT SPECIALISTS	19.83%	59.26%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	17.99%	69.13%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	48.69%	60.80%
21-1020	SOCIAL WORKERS	76.81%	73.98%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
25-3000	OTHER TEACHERS AND INSTRUCTORS	59.71%	52.59%
25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	58.45%	26.06%
25-9041	TEACHER ASSISTANTS	83.66%	74.21%
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%
27-1010	ARTISTS AND RELATED WORKERS	29.84%	29.87%
27-2012	PRODUCERS AND DIRECTORS	34.49%	22.03%
27-3041	EDITORS	34.23%	24.67%
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	10.68%	30.43%
27-4021	PHOTOGRAPHERS	33.98%	39.59%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
29-1051	PHARMACISTS	57.77%	62.36%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
29-1071	PHYSICIAN ASSISTANTS	60.23%	63.64%
29-1125	RECREATIONAL THERAPISTS	66.92%	59.40%
29-1126	RESPIRATORY THERAPISTS	53.13%	64.58%
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	95.28%	36.08%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-1151	NURSE ANESTHETISTS	68.18%	33.33%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
29-1181	AUDIOLOGISTS	60.51%	18.79%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
29-2021	DENTAL HYGIENISTS	90.21%	40.32%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	73.62%	73.87%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	76.62%	86.04%
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	51.72%	69.46%
29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	39.12%	58.99%
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	58.89%	68.29%
31-9091	DENTAL ASSISTANTS	88.53%	83.61%
31-9092	MEDICAL ASSISTANTS	92.21%	84.55%
31-9093	MEDICAL EQUIPMENT PREPARERS	67.36%	76.03%
31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	70.83%	56.94%
31-9097	PHLEBOTOMISTS	81.87%	82.14%

31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	26.07%	51.23%
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	18.02%	64.02%
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	18.44%	78.91%
35-2010	COOKS	34.04%	93.56%
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	6.46%	78.21%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
37-3010	GROUND MAINTENANCE WORKERS	3.74%	93.68%
39-3021	MOTION PICTURE PROJECTIONISTS	14.19%	29.05%
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	20.22%	71.27%
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	60.26%	62.64%
43-3011	BILL AND ACCOUNT COLLECTORS	68.50%	76.79%
43-3021	BILLING AND POSTING CLERKS	83.29%	72.40%
43-4121	LIBRARY ASSISTANTS, CLERICAL	73.51%	61.82%
43-5021	COURIERS AND MESSENGERS	12.03%	80.24%
43-5030	DISPATCHERS	46.49%	72.33%
43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	83.91%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
43-9011	COMPUTER OPERATORS	35.22%	62.62%
43-9022	WORD PROCESSORS AND TYPISTS	83.00%	72.44%
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	41.99%	78.88%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
43-9111	STATISTICAL ASSISTANTS	35.22%	62.62%
43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	68.80%	63.64%
47-2031	CARPENTERS	1.10%	77.22%
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	0.77%	95.90%
47-2111	ELECTRICIANS	1.23%	68.40%
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	2.32%	88.50%
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	2.09%	75.13%
47-2181	ROOFERS	0.00%	89.70%
47-2211	SHEET METAL WORKERS	4.74%	65.89%
47-4011	CONSTRUCTION AND BUILDING INSPECTORS	10.85%	46.35%
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	2.83%	82.08%
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	1.29%	79.21%
49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	1.15%	87.20%
49-9041	INDUSTRIAL MACHINERY MECHANICS	4.83%	75.86%
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	5.85%	59.26%
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	3.52%	77.56%
49-9094	LOCKSMITHS AND SAFE REPAIRERS	1.23%	55.22%
51-2090	FIBERGLASS LAMINATORS AND FABRICATORS	37.31%	91.47%
51-3011	BAKERS	31.78%	90.05%
51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	1.57%	67.26%
51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	36.26%	54.98%
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	3.65%	84.25%
53-6021	PARKING LOT ATTENDANTS	11.12%	84.81%
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	16.90%	83.65%

c) Career Appointments, Hospital System Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1011	CHIEF EXECUTIVES	26.17%	30.27%
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	45.17%	30.26%

11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	58.81%	40.69%
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	25.22%	40.51%
11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
11-9051	FOOD SERVICE MANAGERS	42.52%	71.63%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	64.40%	49.68%
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	53.70%	60.70%
13-1070	HUMAN RESOURCES WORKERS	69.29%	60.36%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%
13-2011	ACCOUNTANTS AND AUDITORS	61.17%	62.23%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	17.99%	69.13%
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	44.23%	36.13%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	48.69%	60.80%
21-1020	SOCIAL WORKERS	76.81%	73.98%
23-1011	LAWYERS	36.69%	25.31%
27-3041	EDITORS	34.23%	24.67%
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	62.35%	73.70%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
29-1051	PHARMACISTS	57.77%	62.36%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
29-1122	OCCUPATIONAL THERAPISTS	85.97%	52.62%
29-1123	PHYSICAL THERAPISTS	65.99%	46.91%
29-1124	RADIATION THERAPISTS	38.52%	40.57%
29-1126	RESPIRATORY THERAPISTS	53.13%	64.58%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	51.72%	69.46%
29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	39.12%	58.99%
31-9091	DENTAL ASSISTANTS	88.53%	83.61%
31-9093	MEDICAL EQUIPMENT PREPARERS	67.36%	76.03%
31-9097	PHLEBOTOMISTS	81.87%	82.14%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	20.86%	69.90%
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	18.44%	78.91%
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	51.27%	75.59%
35-2010	COOKS	34.04%	93.56%
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	28.71%	78.52%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	60.26%	62.64%
43-3011	BILL AND ACCOUNT COLLECTORS	68.50%	76.79%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	1.32%	69.74%

d) Career Appointments, Hospital System Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
15-1150	COMPUTER SUPPORT SPECIALISTS	19.83%	59.26%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	48.69%	60.80%
21-1020	SOCIAL WORKERS	76.81%	73.98%
21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	63.37%	64.22%
25-9041	TEACHER ASSISTANTS	83.66%	74.21%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
29-1051	PHARMACISTS	57.77%	62.36%
29-1071	PHYSICIAN ASSISTANTS	60.23%	63.64%
29-1122	OCCUPATIONAL THERAPISTS	85.97%	52.62%
29-1124	RADIATION THERAPISTS	38.52%	40.57%
29-1125	RECREATIONAL THERAPISTS	66.92%	59.40%
29-1126	RESPIRATORY THERAPISTS	53.13%	64.58%
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	95.28%	36.08%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
29-1181	AUDIOLOGISTS	60.51%	18.79%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	17.61%	51.62%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	76.62%	86.04%
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	51.72%	69.46%
29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	39.12%	58.99%
31-2010	OCCUPATIONAL THERAPY ASSISTANTS AND AIDES	92.89%	88.54%
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	58.89%	68.29%
31-9091	DENTAL ASSISTANTS	88.53%	83.61%
31-9092	MEDICAL ASSISTANTS	92.21%	84.55%
31-9093	MEDICAL EQUIPMENT PREPARERS	67.36%	76.03%
31-9097	PHLEBOTOMISTS	81.87%	82.14%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	18.44%	78.91%
35-2010	COOKS	34.04%	93.56%
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	6.46%	78.21%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
43-3011	BILL AND ACCOUNT COLLECTORS	68.50%	76.79%
43-3021	BILLING AND POSTING CLERKS	83.29%	72.40%
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	70.89%	73.60%
43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	83.91%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
43-9022	WORD PROCESSORS AND TYPISTS	83.00%	72.44%
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	41.99%	78.88%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
47-2031	CARPENTERS	1.10%	77.22%

47-2111	ELECTRICIANS	1.23%	68.40%
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	2.32%	88.50%
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	2.09%	75.13%
49-9041	INDUSTRIAL MACHINERY MECHANICS	4.83%	75.86%
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	5.85%	59.26%
51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	1.57%	67.26%
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	3.65%	84.25%
53-6021	PARKING LOT ATTENDANTS	11.12%	84.81%

e) Contract Appointments, General Campus Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	45.17%	30.26%
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	58.81%	40.69%
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	25.22%	40.51%
11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
11-9199	MANAGERS, ALL OTHER	8.68%	44.00%
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	53.70%	60.70%
13-1070	HUMAN RESOURCES WORKERS	69.29%	60.36%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%
13-2011	ACCOUNTANTS AND AUDITORS	61.17%	62.23%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%
15-2041	STATISTICIANS	55.92%	52.77%
17-1010	ARCHITECTS, EXCEPT NAVAL	28.77%	42.70%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
17-3010	DRAFTERS	13.82%	66.81%
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	17.99%	69.13%
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	44.23%	36.13%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
21-1010	COUNSELORS	66.45%	64.54%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
23-1011	LAWYERS	36.69%	25.31%
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%
27-1010	ARTISTS AND RELATED WORKERS	29.84%	29.87%
27-2012	PRODUCERS AND DIRECTORS	34.49%	22.03%
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	33.26%	47.26%
27-3031	PUBLIC RELATIONS SPECIALISTS	65.54%	31.90%
27-3041	EDITORS	34.23%	24.67%
27-3043	WRITERS AND AUTHORS	41.12%	17.53%
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	62.35%	73.70%
29-1020	DENTISTS	30.95%	55.65%
29-1041	OPTOMETRISTS	44.44%	57.58%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
29-1123	PHYSICAL THERAPISTS	65.99%	46.91%
29-1131	VETERINARIANS	50.98%	19.61%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	6.46%	78.21%
39-9030	RECREATION AND FITNESS WORKERS	57.41%	51.52%
43-3031	BOOKKEEPING, ACCOUNTING AND AUDITING CLERKS	81.00%	59.29%

43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	83.91%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
43-9111	STATISTICAL ASSISTANTS	35.22%	62.62%
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	1.32%	69.74%

f) Contract Appointments, General Campus Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
13-2011	ACCOUNTANTS AND AUDITORS	61.17%	62.23%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
43-3021	BILLING AND POSTING CLERKS	83.29%	72.40%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%

g) Contract Appointments, Hospital System Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
13-1070	HUMAN RESOURCES WORKERS	69.29%	60.36%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%

h) Contract Appointments, Hospital System Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
43-3011	BILL AND ACCOUNT COLLECTORS	68.50%	76.79%

i) Limited Appointments, General Campus Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
27-1010	ARTISTS AND RELATED WORKERS	29.84%	29.87%
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	33.26%	47.26%
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	10.68%	30.43%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	25.22%	40.51%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%

15-1150	COMPUTER SUPPORT SPECIALISTS	19.83%	59.26%
21-1010	COUNSELORS	66.45%	64.54%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
27-3041	EDITORS	34.23%	24.67%
11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	17.99%	69.13%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	44.23%	36.13%
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	51.27%	75.59%
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
13-1070	HUMAN RESOURCES WORKERS	69.29%	60.36%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	62.35%	73.70%
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	68.18%	33.33%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
29-1041	OPTOMETRISTS	44.44%	57.58%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
29-1123	PHYSICAL THERAPISTS	65.99%	46.91%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
27-2012	PRODUCERS AND DIRECTORS	34.49%	22.03%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	58.81%	40.69%
27-3031	PUBLIC RELATIONS SPECIALISTS	65.54%	31.90%
39-9030	RECREATION AND FITNESS WORKERS	57.41%	51.52%
29-1141	REGISTERED NURSES	87.33%	69.91%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
15-2041	STATISTICIANS	55.92%	52.77%
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	36.08%	66.15%
27-3043	WRITERS AND AUTHORS	41.12%	17.53%

j) Limited Appointments, General Campus Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	58.81%	40.69%
11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
15-1131	COMPUTER PROGRAMMERS	23.43%	54.46%
15-1150	COMPUTER SUPPORT SPECIALISTS	19.83%	59.26%
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	17.99%	69.13%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	48.69%	60.80%
21-1010	COUNSELORS	66.45%	64.54%
21-1020	SOCIAL WORKERS	76.81%	73.98%
21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	63.37%	64.22%
25-3000	OTHER TEACHERS AND INSTRUCTORS	59.71%	52.59%
25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	58.45%	26.06%
25-9041	TEACHER ASSISTANTS	83.66%	74.21%
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%

27-1010	ARTISTS AND RELATED WORKERS	29.84%	29.87%
27-2012	PRODUCERS AND DIRECTORS	34.49%	22.03%
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	33.26%	47.26%
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	68.18%	33.33%
27-3041	EDITORS	34.23%	24.67%
27-3043	WRITERS AND AUTHORS	41.12%	17.53%
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	62.35%	73.70%
27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	10.68%	30.43%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
29-1071	PHYSICIAN ASSISTANTS	60.23%	63.64%
29-1122	OCCUPATIONAL THERAPISTS	85.97%	52.62%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
29-2021	DENTAL HYGIENISTS	90.21%	40.32%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	76.62%	86.04%
31-9092	MEDICAL ASSISTANTS	92.21%	84.55%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	18.44%	78.91%
33-9092	LIFEGUARDS, SKY PATROL, AND OTHER RECREATIONAL PROTECTIVE SERVICE WORKERS	29.30%	51.03%
35-2010	COOKS	34.04%	93.56%
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
37-3010	GROUND MAINTENANCE WORKERS	3.74%	93.68%
39-3021	MOTION PICTURE PROJECTIONISTS	14.19%	29.05%
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	36.08%	66.15%
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	20.22%	71.27%
39-9030	RECREATION AND FITNESS WORKERS	57.41%	51.52%
43-4121	LIBRARY ASSISTANTS, CLERICAL	73.51%	61.82%
43-5030	DISPATCHERS	46.49%	72.33%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
43-9011	COMPUTER OPERATORS	35.22%	62.62%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
43-9111	STATISTICAL ASSISTANTS	35.22%	62.62%
43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	68.80%	63.64%
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	0.77%	95.90%
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	2.32%	88.50%
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	2.09%	75.13%
47-2181	ROOFERS	0.00%	89.70%
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	2.83%	82.08%
49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	1.15%	87.20%
49-9041	INDUSTRIAL MACHINERY MECHANICS	4.83%	75.86%
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	5.85%	59.26%
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	3.52%	77.56%
49-9091	COIN, VENDING, AND AMUSEMENT MACHINE SERVICERS AND REPAIRERS	6.00%	75.74%
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	3.65%	84.25%

k) Limited Appointments, Hospital System Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-1021	GENERAL AND OPERATIONS MANAGERS	33.02%	45.47%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
29-1141	REGISTERED NURSES	87.33%	69.91%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	51.27%	75.59%
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	61.33%

29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
13-1111	MANAGEMENT ANALYSTS	40.92%	38.08%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%

l) Limited Appointments, Hospital System Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
29-1051	PHARMACISTS	57.77%	62.36%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
31-9097	PHLEBOTOMISTS	81.87%	82.14%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	76.62%	86.04%
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	40.62%	52.72%
29-1141	REGISTERED NURSES	87.33%	69.91%
29-2021	DENTAL HYGIENISTS	90.21%	40.32%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	51.72%	69.46%

m) Per Diem Appointments, General Campus Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	17.61%	51.62%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
29-1123	PHYSICAL THERAPISTS	65.99%	46.91%
29-1060	PHYSICIANS AND SURGEONS	31.01%	44.95%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%

n) Per Diem Appointments, General Campus Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
19-3030	PSYCHOLOGISTS	72.79%	22.02%
29-1126	RESPIRATORY THERAPISTS	53.13%	64.58%
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	95.28%	36.08%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
31-9097	PHLEBOTOMISTS	81.87%	82.14%
35-2010	COOKS	34.04%	93.56%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
21-1020	SOCIAL WORKERS	76.81%	73.98%
31-9092	MEDICAL ASSISTANTS	92.21%	84.55%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
29-1151	NURSE ANESTHETISTS	68.18%	33.33%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
29-1171	NURSE PRACTITIONERS	94.81%	50.00%
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	17.61%	51.62%
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%

43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
29-1141	REGISTERED NURSES	87.33%	69.91%

o) Per Diem Appointments, Hospital System Not Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
19-3030	PSYCHOLOGISTS	72.79%	22.02%
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	95.28%	36.08%
29-1181	AUDIOLOGISTS	60.51%	18.79%
21-1020	SOCIAL WORKERS	76.81%	73.98%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
29-1123	PHYSICAL THERAPISTS	65.99%	46.91%

p) Per Diem Appointments, Hospital System Represented Titles, Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	58.89%	68.29%
43-9022	WORD PROCESSORS AND TYPISTS	83.00%	72.44%
21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	86.97%	83.87%
43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	83.91%
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	63.03%	55.77%
19-3030	PSYCHOLOGISTS	72.79%	22.02%
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	76.62%	86.04%
35-2010	COOKS	34.04%	93.56%
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	44.94%	66.17%
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	17.61%	51.62%
29-1031	DIETITIANS AND NUTRITIONISTS	85.41%	58.35%
31-9097	PHLEBOTOMISTS	81.87%	82.14%
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	95.28%	36.08%
43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
29-1122	OCCUPATIONAL THERAPISTS	85.97%	52.62%
29-1051	PHARMACISTS	57.77%	62.36%
21-1020	SOCIAL WORKERS	76.81%	73.98%
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	89.92%
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	70.89%	73.60%
29-1126	RESPIRATORY THERAPISTS	53.13%	64.58%
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	57.80%	77.27%
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	76.03%
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	51.72%	69.46%
29-1141	REGISTERED NURSES	87.33%	69.91%

q) Senior Management Group, Weighted Job Group Availability

SOC CODE	SOC CODE TITLE	%WOMEN	%MINORITY
multiple	multiple	36.57%	44.37%

APPENDIX C

2015-2016 PLACEMENT GOALS FOR WOMEN AND MINORITIES

The Placement Goals Analysis is an essential component of the Staff Affirmative Action Plan. It is designed to assist the university in identifying areas of underutilization, developing focused outreach efforts, and implementing Affirmative Action policies. A Utilization Analysis contains the following interrelated elements: a job group analysis; an availability analysis; and an underutilization analysis.

For purposes of the affirmative action analysis, UCLA's workforce is divided into 547 Job Groups, which are the basic units for assessing labor market availability rates, conducting an availability analysis, examining workforce changes, statistical patterns in hiring, promotion, and involuntary separation. A list of job titles by job group is presented in Appendix A, reference to page 37. The Job Group list was developed based on existing Federal Affirmative Action standards. Federal Affirmative Action regulations specify that job combined in a single group need to be comparable in some aspects, or a combination of aspects, pertaining to job content, duties, skills and/or levels/types of responsibility, and compensation.

Participation rates for women and minorities in all Job Groups are compared to the respective participation rates (i.e., availability) within the relevant Census occupational groups. Availability data is derived from the most recent sources, including the U.S. Census Bureau's American Community Survey via <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>. An availability figure represents an Affirmative Action goal set as a benchmark against which UCLA measures progress in remedying identified deficiencies in the workforce. Availability figures create the basis for deciding if females or minorities are underutilized and then are revised, as appropriate, in accordance with federal regulations (41 CFR § 60-2.15(b)). Underutilization is thought to exist when the percentage of minorities or women employed in a particular job group is less than would reasonably be expected, given their availability percentage in that particular job group.

As a measure of its commitment to Affirmative Action, UCLA establishes *placement goals* equal to labor market availability for women and minorities. Our analysis relies on "one whole person difference" method for job groups with less than 30 incumbents and on "statistical analysis of standard deviation" for job groups with more than 30 incumbents. (Statistical analysis of standard deviation is not recommended by the general statistical theory for samples smaller than 30.) We also distinguish between job groups consisting of jobs represented by unions from job groups consisting of jobs not represented by unions. Finally, as Campus and Hospital System rely on separate human resources department (including separate recruitment, labor relations, compensation, and benefits units), the analysis of goals and utilization accounts for their organizational differences and independence, assessing goals relevant to each of the two organizations.

For the 2015-2016 SAAP year, UCLA has set Placement goals please see tables a through p below.

a) Career Appointments, General Campus Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	17-2070	ELECTRICAL AND ELECTRONIC ENGINEERS		53.97%
<30	17-2011	AEROSPACE ENGINEERS		42.53%
<30	21-1020	SOCIAL WORKERS		73.98%
<30	43-4121	LIBRARY ASSISTANTS, CLERICAL	73.51%	
<30	51-3011	BAKERS		90.05%
<30	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS		55.77%
<30	29-1171	NURSE PRACTITIONERS		50.00%
<30	51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	25.73%	76.42%
<30	35-2010	COOKS	34.04%	93.56%
<30	43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	83.91%
<30	23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	67.81%	58.16%
<30	53-6021	PARKING LOT ATTENDANTS	11.12%	
<30	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS		69.13%
<30	49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	11.23%	65.85%
<30	27-2012	PRODUCERS AND DIRECTORS	34.49%	
<30	33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	26.07%	
<30	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS		47.26%
<30	27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS		73.70%
<30	25-4031	LIBRARY TECHNICIANS		62.55%
<30	51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS		69.74%
<30	29-1123	PHYSICAL THERAPISTS		46.91%
<30	39-9030	RECREATION AND FITNESS WORKERS		51.52%
<30	27-3031	PUBLIC RELATIONS SPECIALISTS		31.90%
<30	29-1060	PHYSICIANS AND SURGEONS		44.95%
>30	29-1141	REGISTERED NURSES		69.91%
>30	27-3041	EDITORS		24.67%
>30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		77.27%
>30	35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	51.27%	
>30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	
>30	11-1021	GENERAL AND OPERATIONS MANAGERS		45.47%

b) Career Appointments, General Campus Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	43-9022	WORD PROCESSORS AND TYPISTS		72.44%
<30	25-9041	TEACHER ASSISTANTS		74.21%
<30	29-1126	RESPIRATORY THERAPISTS		64.58%
<30	39-3021	MOTION PICTURE PROJECTIONISTS		29.05%
<30	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	58.34%	
<30	27-2012	PRODUCERS AND DIRECTORS		22.03%
<30	19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	48.69%	
<30	47-4011	CONSTRUCTION AND BUILDING INSPECTORS		46.35%
<30	51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	36.26%	
<30	29-2021	DENTAL HYGIENISTS	90.21%	
<30	49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS		87.20%
<30	29-1031	DIETITIANS AND NUTRITIONISTS		58.35%
<30	29-1071	PHYSICIAN ASSISTANTS		63.64%
<30	47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS		95.90%
<30	49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY		82.08%
<30	51-3011	BAKERS		90.05%
<30	49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	5.85%	59.26%

<30	53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	16.90%	
<30	43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	41.99%	
<30	47-2031	CARPENTERS		77.22%
<30	17-2199	ENGINEERS, ALL OTHER	13.81%	
>30	43-9061	OFFICE CLERKS, GENERAL	74.70%	
>30	47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS		75.13%
>30	37-3010	GROUND MAINTENANCE WORKERS		93.68%
>30	43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	
>30	47-2111	ELECTRICIANS		68.40%
>30	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS		66.17%
>30	43-4121	LIBRARY ASSISTANTS, CLERICAL	73.51%	
>30	31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	70.83%	
>30	29-1141	REGISTERED NURSES		69.91%
>30	49-9041	INDUSTRIAL MACHINERY MECHANICS	4.83%	
>30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	

c) Career Appointments, Hospital System Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	29-1031	DIETITIANS AND NUTRITIONISTS		58.35%
<30	23-1011	LAWYERS		25.31%
<30	21-1020	SOCIAL WORKERS		73.98%
<30	29-1171	NURSE PRACTITIONERS		50.00%
<30	35-2010	COOKS	34.04%	
<30	29-1122	OCCUPATIONAL THERAPISTS		52.62%
<30	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS		55.77%
<30	29-1051	PHARMACISTS		62.36%
<30	29-1126	RESPIRATORY THERAPISTS	53.13%	64.58%
<30	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER		76.03%
<30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	
<30	37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	28.71%	
>30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		77.27%
>30	29-1123	PHYSICAL THERAPISTS		
>30	29-1141	REGISTERED NURSES		69.91%

d) Career Appointments, Hospital System Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	31-2010	OCCUPATIONAL THERAPY ASSISTANTS AND AIDES		88.54%
<30	29-1125	RECREATIONAL THERAPISTS		59.40%
<30	25-9041	TEACHER ASSISTANTS		74.21%
<30	17-2199	ENGINEERS, ALL OTHER	13.81%	50.56%
<30	29-1071	PHYSICIAN ASSISTANTS		63.64%
<30	29-1127	SPEECH-LANGUAGE PATHOLOGISTS		36.08%
<30	53-6021	PARKING LOT ATTENDANTS	11.12%	
<30	29-1124	RADIATION THERAPISTS	38.52%	
<30	43-5081	STOCK CLERKS AND ORDER FILLERS	34.53%	
<30	29-1031	DIETITIANS AND NUTRITIONISTS		58.35%
<30	29-1122	OCCUPATIONAL THERAPISTS		52.62%

<30	49-9041	INDUSTRIAL MACHINERY MECHANICS	4.83%	
>30	35-2010	COOKS	34.04%	
>30	31-9093	MEDICAL EQUIPMENT PREPARERS	67.36%	
>30	21-1020	SOCIAL WORKERS		73.98%
>30	31-9097	PHLEBOTOMISTS	81.87%	
>30	29-1126	RESPIRATORY THERAPISTS	53.13%	
>30	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	
>30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	
>30	29-1141	REGISTERED NURSES	87.33%	

e) Contract Appointments, General Campus Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	13-1070	HUMAN RESOURCES WORKERS		60.36%
<30	17-3010	DRAFTERS		66.81%
<30	29-1020	DENTISTS		55.65%
<30	51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS		69.74%
<30	11-9030	EDUCATION ADMINISTRATORS	67.80%	46.98%
<30	19-2099	PHYSICAL SCIENTISTS, ALL OTHER		52.72%
>30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		77.27%
>30	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER		61.33%
>30	11-1021	GENERAL AND OPERATIONS MANAGERS		45.47%
>30	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS		47.26%
>30	29-1060	PHYSICIANS AND SURGEONS		44.95%

f) Contract Appointments, General Campus Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	

g) Contract Appointments, Hospital System Not Represented Titles

No goals.

h) Contract Appointments, Hospital System Represented Titles

No goals.

i) Limited Appointments, General Campus Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	29-1041	OPTOMETRISTS		42.42%
<30	29-1031	DIETITIANS AND NUTRITIONISTS		41.65%
<30	29-1141	REGISTERED NURSES		30.09%
<30	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS		30.87%
<30	11-9030	EDUCATION ADMINISTRATORS	67.80%	53.02%
<30	15-2041	STATISTICIANS		47.23%
<30	21-1094	COMMUNITY HEALTH WORKERS		35.78%

<30	11-1021	GENERAL AND OPERATIONS MANAGERS		54.53%
<30	17-2199	ENGINEERS, ALL OTHER	13.81%	
<30	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS		52.74%
<30	29-1060	PHYSICIANS AND SURGEONS		55.05%
>30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		22.73%
>30	21-1010	COUNSELORS		35.46%
>30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	
>30	39-9030	RECREATION AND FITNESS WORKERS		48.48%

j) Limited Appointments, General Campus Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS		69.13%
<30	33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS		78.91%
<30	43-5030	DISPATCHERS		72.33%
<30	21-1020	SOCIAL WORKERS		73.98%
<30	29-1071	PHYSICIAN ASSISTANTS		63.64%
<30	29-1171	NURSE PRACTITIONERS		50.00%
<30	25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	58.45%	
<30	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS		86.04%
<30	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	72.20%	54.80%
<30	35-2010	COOKS		93.56%
<30	39-9030	RECREATION AND FITNESS WORKERS	57.41%	
<30	43-4121	LIBRARY ASSISTANTS, CLERICAL	73.51%	61.82%
>30	49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY		82.08%
>30	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS		89.92%
>30	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	75.52%
>30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		77.27%
>30	43-9061	OFFICE CLERKS, GENERAL	74.70%	72.06%
>30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	

k) Limited Appointments, Hospital System Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER		61.33%
<30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		77.27%

l) Limited Appointments, Hospital System Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS		86.04%
<30	29-1141	REGISTERED NURSES		69.91%
<30	29-2021	DENTAL HYGIENISTS		40.32%

<30	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%
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m) Per Diem Appointments, General Campus Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
>30	29-1060	PHYSICIANS AND SURGEONS		44.95%
>30	21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%

n) Per Diem Appointments, General Campus Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	21-1020	SOCIAL WORKERS		73.98%
<30	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS		66.17%
<30	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES		83.87%
<30	29-1151	NURSE ANESTHETISTS	68.18%	
<30	21-1094	COMMUNITY HEALTH WORKERS	63.37%	64.22%
<30	29-1171	NURSE PRACTITIONERS		50.00%
<30	29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS		51.62%
<30	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD		75.52%
>30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	
>30	29-1141	REGISTERED NURSES		69.91%

o) Per Diem Appointments, Hospital System Not Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	21-1020	SOCIAL WORKERS		73.98%
<30	21-1094	COMMUNITY HEALTH WORKERS		64.22%
<30	29-1123	PHYSICAL THERAPISTS		46.91%

p) Per Diem Appointments, Hospital System Represented Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	35-2010	COOKS	34.04%	
<30	29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS		51.62%
<30	29-1031	DIETITIANS AND NUTRITIONISTS		58.35%
<30	29-1127	SPEECH-LANGUAGE PATHOLOGISTS		36.08%
<30	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	61.79%	
<30	29-1122	OCCUPATIONAL THERAPISTS		52.62%
<30	21-1020	SOCIAL WORKERS		73.98%
<30	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	31.42%	
<30	43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	70.89%	73.60%
<30	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	91.98%	60.65%

>30	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS		77.27%
>30	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	67.36%	
>30	29-1141	REGISTERED NURSES	87.33%	69.91%

q) Senior Management Group, All Titles

METHOD	SOC CODE	SOC CODE TITLE	WOMEN	MINORITY
<30	multiple			44.37%

APPENDIX D

**PERSONNEL ACTIONS AND IDENTIFICATION OF PROBLEM AREAS FOR
WOMEN AND MINORITIES**

Following OFCCP guidelines in 41 CFR 60-2.17(b), UCLA conducts analyses of personnel activities to determine whether there are impediments to the employment and advancement of women and minorities. The list of examined personnel actions includes applicants, hires (including re-hires), promotions, transfers, and separations, which are defined as follows:

Applicant is defined as a) an individual who submitted an expression of interest in employment for a particular position at UCLA; b) his or her expression of interest reflected the basic qualifications for the position; c) UCLA considered the individual for employment in the position; d) the individual at no point in the selection process prior to receiving an offer of employment from the contractor removed himself or herself from further consideration, or otherwise indicated that he or she was no longer interested in the position.

Applicant data includes hires, re-hires, promotions, and transfers as all these types of applicants compete through an open recruitment process to fill job openings on Campus and within Hospital System. The term *hires* refers to first-time employees. To *re-hire* means to reengage a formerly employed employee after a complete break in service. *Promotion* is any personnel action resulting in movement from one position to another position, which has a higher salary range maximum through a competitive process with internal and external candidates. *Transfer* is any personnel action resulting in a movement from one position to another with the same salary range maximum, which involves applying for the job and competing for a position with other internal and external job candidates.

This section of the Staff Affirmative Action Plan also includes stand-alone analyses of involuntary separations. *Separation* is presently defined as termination of any employee from the active and inactive payroll. *Involuntary separation* as a result of poor work performance, misconduct, or other reasons as made against an employee's will.

A. APPLICANT FLOW ANALYSIS FOR WOMEN AND MINORITIES

UCLA collects gender and race data provided by employment applicants using Campus and Health System web-based applicant tracking systems. UCLA conducts applicant flow analysis to ensure it has sound recruitment practices and women and minorities are applying at the rates comparable to their labor market availability. Our analysis of applicants has identified the following areas in which women and minorities were recruited at lower rates than their labor market availability.

a) General Campus, All Types of Appointments

SOC CODE			Protected Group	Protected Group Applicant Flow	Availability	Difference	>20%	>50%
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	Career	Fem	0.86%	16.90%	Less		
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	Limited	Fem	0.00%	16.90%	Less		
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	Contract	Min	28.57%	69.74%	Less	*	**
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	Career	Min	41.11%	69.74%	Less	*	

51-3011	BAKERS	Career	Min	78.05%	90.05%	Less		
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	Career	Fem	0.00%	25.73%	Less	*	**
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	Career	Min	57.14%	76.42%	Less	*	
49-9094	LOCKSMITHS AND SAFE REPAIRERS	Career	Fem	0.00%	1.23%	Less		
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	Career	Fem	2.20%	3.52%	Less		
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	Limited	Fem	0.00%	3.52%	Less		
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	Limited	Min	75.91%	77.56%	Less		
49-9041	INDUSTRIAL MACHINERY MECHANICS	Career	Fem	0.31%	4.83%	Less		
49-9041	INDUSTRIAL MACHINERY MECHANICS	Career	Min	71.86%	75.86%	Less		
49-9041	INDUSTRIAL MACHINERY MECHANICS	Limited	Fem	1.30%	4.83%	Less		
49-9041	INDUSTRIAL MACHINERY MECHANICS	Limited	Min	73.39%	75.86%	Less		
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	Career	Min	77.42%	79.21%	Less		
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	Career	Fem	0.00%	2.83%	Less		
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	Career	Min	73.33%	82.08%	Less		
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	Career	Min	50.00%	65.85%	Less	*	
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	Career	Fem	6.67%	11.23%	Less		
47-2181	ROOFERS	Limited	Min	67.86%	89.70%	Less	*	
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	Career	Fem	0.68%	2.09%	Less		
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	Career	Min	65.03%	75.13%	Less		
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	Limited	Fem	0.00%	2.09%	Less		
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	Limited	Min	66.67%	75.13%	Less		
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	Limited	Min	64.71%	88.50%	Less	*	
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	Career	Fem	1.00%	2.32%	Less		
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	Career	Min	77.08%	88.50%	Less		
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	Limited	Fem	2.21%	2.32%	Less		
47-2111	ELECTRICIANS	Career	Fem	0.74%	1.23%	Less		
47-2111	ELECTRICIANS	Career	Min	67.58%	68.40%	Less		
47-2111	ELECTRICIANS	Limited	Fem	0.00%	1.23%	Less		
47-2111	ELECTRICIANS	Limited	Min	62.82%	68.40%	Less		
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	Career	Min	53.85%	95.90%	Less	*	
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	Career	Fem	0.00%	0.77%	Less		
47-2031	CARPENTERS	Career	Min	42.86%	77.22%	Less	*	
47-2031	CARPENTERS	Career	Fem	0.00%	1.10%	Less		
47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	Career	Fem	2.78%	4.02%	Less		

47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	Career	Min	54.29%	57.59%	Less		
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	Career	Fem	35.51%	41.99%	Less		
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	Career	Fem	66.23%	91.98%	Less	*	
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	Contract	Fem	67.88%	91.98%	Less	*	
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	Limited	Fem	73.61%	91.98%	Less		
43-5081	STOCK CLERKS AND ORDER FILLERS	Career	Fem	15.89%	34.53%	Less	*	**
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	Career	Min	33.33%	66.77%	Less	*	**
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	Career	Fem	55.00%	57.81%	Less		
43-4121	LIBRARY ASSISTANTS, CLERICAL	Limited	Min	17.65%	61.82%	Less	*	**
43-4121	LIBRARY ASSISTANTS, CLERICAL	Career	Fem	56.07%	73.51%	Less	*	
43-4121	LIBRARY ASSISTANTS, CLERICAL	Career	Min	61.03%	61.82%	Less		
43-4121	LIBRARY ASSISTANTS, CLERICAL	Limited	Fem	62.96%	73.51%	Less		
39-9030	RECREATION AND FITNESS WORKERS	Contract	Fem	36.57%	57.41%	Less	*	
39-9030	RECREATION AND FITNESS WORKERS	Career	Fem	48.34%	57.41%	Less		
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	Career	Fem	12.77%	20.22%	Less	*	
37-3010	GROUND MAINTENANCE WORKERS	Career	Min	89.15%	93.68%	Less		
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	Career	Fem	24.06%	31.42%	Less	*	
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	Limited	Fem	23.15%	31.42%	Less	*	
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	Career	Min	33.33%	78.21%	Less	*	**
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	Career	Fem	0.00%	6.46%	Less		
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	Career	Fem	8.96%	28.71%	Less	*	**
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	Career	Fem	50.89%	61.79%	Less		
35-2010	COOKS	Career	Min	83.94%	93.56%	Less		
35-2010	COOKS	Limited	Min	82.35%	93.56%	Less		
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	Career	Fem	34.06%	51.27%	Less	*	
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	Career	Min	62.12%	75.59%	Less		
35-1011	CHEFS AND HEAD COOKS	Career	Min	45.19%	82.71%	Less	*	
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	Career	Fem	1.14%	18.02%	Less		
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	Career	Fem	0.00%	20.86%	Less	*	**
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	Career	Fem	0.00%	26.07%	Less	*	**
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	Career	Fem	65.63%	67.36%	Less		
31-9097	PHLEBOTOMISTS	Career	Fem	71.79%	81.87%	Less		
31-9097	PHLEBOTOMISTS	Career	Min	80.00%	82.14%	Less		

29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	Limited	Min	51.02%	77.27%	Less	*	
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	Career	Fem	55.06%	57.80%	Less		
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	Career	Min	63.93%	77.27%	Less		
29-1171	NURSE PRACTITIONERS	Career	Fem	77.27%	94.81%	Less		
29-1123	PHYSICAL THERAPISTS	Contract	Fem	33.33%	65.99%	Less	*	
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	Career	Min	49.02%	73.70%	Less	*	
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	Career	Fem	53.66%	62.35%	Less		
27-3031	PUBLIC RELATIONS SPECIALISTS	Career	Fem	56.06%	65.54%	Less		
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	Career	Min	28.85%	47.26%	Less	*	
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	Contract	Fem	29.79%	33.26%	Less		
27-2012	PRODUCERS AND DIRECTORS	Career	Fem	15.74%	34.49%	Less	*	**
27-1010	ARTISTS AND RELATED WORKERS	Career	Min	20.00%	29.87%	Less	*	
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	Limited	Fem	55.56%	72.20%	Less	*	
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	Career	Fem	63.00%	72.20%	Less		
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	Contract	Fem	69.43%	72.20%	Less		
21-1010	COUNSELORS	Contract	Fem	66.28%	66.45%	Less		
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	Contract	Min	21.05%	52.72%	Less	*	**
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	Career	Fem	34.77%	44.23%	Less	*	
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	Contract	Fem	40.16%	44.23%	Less		
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	Career	Fem	0.00%	17.99%	Less		
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	Contract	Fem	0.00%	17.99%	Less		
17-3010	DRAFTERS	Career	Min	57.69%	66.81%	Less		
17-3010	DRAFTERS	Contract	Min	66.67%	66.81%	Less		
15-2041	STATISTICIANS	Contract	Fem	37.50%	55.92%	Less	*	
15-1150	COMPUTER SUPPORT SPECIALISTS	Career	Fem	7.94%	19.83%	Less		
15-1131	COMPUTER PROGRAMMERS	Contract	Fem	19.57%	23.43%	Less		
13-2031	BUDGET ANALYSTS	Career	Fem	56.20%	62.00%	Less		
13-2011	ACCOUNTANTS AND AUDITORS	Career	Fem	57.97%	61.17%	Less		
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	Contract	Fem	0.00%	58.34%	Less	*	**
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	Contract	Min	0.00%	61.33%	Less	*	**
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	Career	Fem	42.37%	58.34%	Less	*	
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	Career	Min	58.30%	61.33%	Less		
13-1070	HUMAN RESOURCES WORKERS	Career	Min	46.30%	60.36%	Less	*	
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	Career	Fem	39.36%	53.70%	Less	*	
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	Career	Min	57.14%	60.70%	Less		
11-9199	MANAGERS, ALL OTHER	Contract	Min	36.07%	44.00%	Less		
11-9081	LODGING MANAGERS	Career	Fem	41.46%	48.71%	Less		
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	Career	Fem	11.67%	25.22%	Less	*	**
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	Career	Fem	58.24%	58.81%	Less		

11-1021	GENERAL AND OPERATIONS MANAGERS	Contract	Min	41.76%	45.47%	Less		
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b) Hospital System, All Types of Appointments

SOC CODE			Protected Group	Protected Group Applicant Flow	Availability	Difference	>20%	>50%
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	Career	Fem	42.42%	45.17%	Less		
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	Career	Fem	21.74%	25.22%	Less		
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	Career	Fem	50.00%	53.70%	Less		
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	Contract	Fem	45.45%	58.34%	Less	*	
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	Contract	Min	44.55%	61.33%	Less	*	
13-2011	ACCOUNTANTS AND AUDITORS	Career	Fem	61.05%	61.17%	Less		
13-2031	BUDGET ANALYSTS	Career	Fem	57.14%	62.00%	Less		
15-1131	COMPUTER PROGRAMMERS	Career	Fem	23.04%	23.43%	Less		
15-2041	STATISTICIANS	Career	Fem	44.90%	55.92%	Less		
17-2199	ENGINEERS, ALL OTHER	Career	Fem	5.56%	13.81%	Less		
17-2199	ENGINEERS, ALL OTHER	Limited	Min	0.00%	50.56%	Less	*	**
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	Career	Fem	28.07%	44.23%	Less	*	
21-1020	SOCIAL WORKERS	Limited	Fem	66.67%	76.81%	Less		
21-1020	SOCIAL WORKERS	Limited	Fem	66.67%	76.81%	Less		
21-1020	SOCIAL WORKERS	Career	Min	62.32%	73.98%	Less		
27-3031	PUBLIC RELATIONS SPECIALISTS	Career	Fem	59.60%	65.54%	Less		
27-4021	PHOTOGRAPHERS	Career	Min	0.00%	39.59%	Less	*	**
29-1020	DENTISTS	Career	Fem	28.57%	30.95%	Less		
29-1020	DENTISTS	Career	Min	28.57%	55.65%	Less	*	
29-1031	DIETITIANS AND NUTRITIONISTS	Career	Min	34.93%	58.35%	Less	*	
29-1051	PHARMACISTS	Career	Min	59.78%	62.36%	Less		
29-1060	PHYSICIANS AND SURGEONS	Career	Min	36.84%	44.95%	Less		
29-1060	PHYSICIANS AND SURGEONS	Contract	Min	0.00%	44.95%	Less	*	**
29-1071	PHYSICIAN ASSISTANTS	Career	Min	55.22%	63.64%	Less		
29-1122	OCCUPATIONAL THERAPISTS	Career	Min	42.19%	52.62%	Less		
29-1123	PHYSICAL THERAPISTS	Career	Fem	61.39%	65.99%	Less		
29-1124	RADIATION THERAPISTS	Career	Fem	34.38%	38.52%	Less		
29-1126	RESPIRATORY THERAPISTS	Career	Fem	53.03%	53.13%	Less		
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	Per Diem	Fem	92.59%	95.28%	Less		
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	Career	Min	20.00%	36.08%	Less	*	
29-1141	REGISTERED NURSES	Career	Fem	82.10%	87.33%	Less		
29-1141	REGISTERED NURSES	Career	Min	63.00%	69.91%	Less		
29-1141	REGISTERED NURSES	Contract	Min	50.00%	69.91%	Less	*	
29-1151	NURSE ANESTHETISTS	Career	Fem	60.82%	68.18%	Less		
29-1171	NURSE PRACTITIONERS	Career	Fem	85.10%	94.81%	Less		
29-1171	NURSE PRACTITIONERS	Limited	Fem	76.19%	94.81%	Less		

29-1171	NURSE PRACTITIONERS	Limited	Fem	76.19%	94.81%	Less		
29-1181	AUDIOLOGISTS	Per Diem	Fem	50.00%	60.51%	Less		
29-1181	AUDIOLOGISTS	Per Diem	Min	0.00%	18.79%	Less		
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	Career	Min	72.68%	77.27%	Less		
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	Contract	Min	45.45%	77.27%	Less	*	
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	Career	Min	59.74%	66.17%	Less		
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	Limited	Min	0.00%	51.62%	Less	*	**
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	Career	Fem	69.81%	73.62%	Less		
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	Career	Min	66.00%	73.87%	Less		
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	Career	Fem	85.38%	86.97%	Less		
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	Career	Fem	74.34%	76.62%	Less		
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	Career	Min	85.63%	86.04%	Less		
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	Per Diem	Min	66.67%	86.04%	Less	*	
31-9092	MEDICAL ASSISTANTS	Career	Fem	85.41%	92.21%	Less		
31-9092	MEDICAL ASSISTANTS	Limited	Fem	67.52%	92.21%	Less	*	
31-9092	MEDICAL ASSISTANTS	Limited	Min	67.92%	84.55%	Less		
31-9093	MEDICAL EQUIPMENT PREPARERS	Career	Fem	50.16%	67.36%	Less	*	
31-9097	PHLEBOTOMISTS	Career	Fem	63.84%	81.87%	Less	*	
31-9097	PHLEBOTOMISTS	Career	Min	76.60%	82.14%	Less		
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	Career	Fem	62.90%	67.36%	Less		
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	Career	Fem	13.93%	18.44%	Less		
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	Career	Fem	52.24%	61.79%	Less		
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	Limited	Fem	0.00%	61.79%	Less	*	**
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	Limited	Min	50.00%	75.52%	Less	*	
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	Career	Fem	0.00%	28.71%	Less	*	**
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUNDSKEEPING WORKERS	Career	Fem	0.00%	6.46%	Less		
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	Career	Fem	31.34%	31.42%	Less		
43-5081	STOCK CLERKS AND ORDER FILLERS	Career	Fem	17.33%	34.53%	Less	*	
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	Career	Fem	81.57%	91.98%	Less		
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	Career	Fem	1.67%	2.32%	Less		
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	Career	Min	85.71%	88.50%	Less		
49-9041	INDUSTRIAL MACHINERY MECHANICS	Career	Fem	2.17%	4.83%	Less		

B. APPLICANT SELECTION ANALYSIS FOR WOMEN AND MINORITIES

Our analysis of applicant selection process has identified the following areas in which women and minorities were hired at lower rates than those examined in completely random samples. (Statistical significance does not in and of itself indicate bias in hiring unless substantiated through analyses of individual applicant records.)

a) Career Appointments, General Campus Women

SOC CODE	SOC CODE TITLE
11-2011	ADVERTISING AND PROMOTIONS MANAGERS
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS
29-1051	PHARMACISTS
29-1171	NURSE PRACTITIONERS
31-9097	PHLEBOTOMISTS
35-2010	COOKS
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE
51-3011	BAKERS

b) Career Appointments, General Campus Minority

SOC CODE	SOC CODE TITLE
11-1021	GENERAL AND OPERATIONS MANAGERS
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS
13-1111	MANAGEMENT ANALYSTS
15-1131	COMPUTER PROGRAMMERS
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS
19-2099	PHYSICAL SCIENTISTS, ALL OTHER
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS
43-5081	STOCK CLERKS AND ORDER FILLERS
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE
47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS
51-3011	BAKERS
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS

c) Contract Appointments, General Campus Women

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
13-2011	ACCOUNTANTS AND AUDITORS

d) Contract Appointments, General Campus Minority

SOC CODE	SOC CODE TITLE
11-1021	GENERAL AND OPERATIONS MANAGERS
11-2011	ADVERTISING AND PROMOTIONS MANAGERS
13-1111	MANAGEMENT ANALYSTS
15-1131	COMPUTER PROGRAMMERS
21-1010	COUNSELORS
39-9030	RECREATION AND FITNESS WORKERS

e) Limited Appointments, General Campus Women

SOC CODE	SOC CODE TITLE
19-2099	PHYSICAL SCIENTISTS, ALL OTHER
43-4121	LIBRARY ASSISTANTS, CLERICAL
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS

f) Limited Appointments, General Campus Women

SOC CODE	SOC CODE TITLE
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS

g) Career Appointments, Hospital System Women

SOC CODE	SOC CODE TITLE
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS
13-1111	MANAGEMENT ANALYSTS
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER
13-2011	ACCOUNTANTS AND AUDITORS
19-3030	PSYCHOLOGISTS
27-3041	EDITORS
29-1051	PHARMACISTS
29-1060	PHYSICIANS AND SURGEONS
29-1141	REGISTERED NURSES
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS
31-9093	MEDICAL EQUIPMENT PREPARERS

37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS

h) Career Appointments, Hospital System Minority

SOC CODE	SOC CODE TITLE
11-1021	GENERAL AND OPERATIONS MANAGERS
11-2011	ADVERTISING AND PROMOTIONS MANAGERS
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS
15-2041	STATISTICIANS
17-2199	ENGINEERS, ALL OTHER
19-2099	PHYSICAL SCIENTISTS, ALL OTHER
19-3030	PSYCHOLOGISTS
21-1020	SOCIAL WORKERS
25-9041	TEACHER ASSISTANTS
27-3041	EDITORS
27-3043	WRITERS AND AUTHORS
29-1051	PHARMACISTS
29-1122	OCCUPATIONAL THERAPISTS
29-1123	PHYSICAL THERAPISTS
29-1141	REGISTERED NURSES
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
31-9092	MEDICAL ASSISTANTS
31-9097	PHLEBOTOMISTS
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS
43-3011	BILL AND ACCOUNT COLLECTORS
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS
43-9061	OFFICE CLERKS, GENERAL

i) Contract Appointments, Hospital System Women

NONE

j) Contract Appointments, Hospital System Minority

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER
29-1041	OPTOMETRISTS
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

k) Limited Appointments, Hospital System Women

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
15-2041	STATISTICIANS
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER
39-9030	RECREATION AND FITNESS WORKERS
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS
43-9061	OFFICE CLERKS, GENERAL

l) Limited Appointments, Hospital System Minority

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
15-2041	STATISTICIANS
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS
29-1031	DIETITIANS AND NUTRITIONISTS
29-1171	NURSE PRACTITIONERS

m) Per Diem Appointments, Hospital System Women

SOC CODE	SOC CODE TITLE
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS
19-3030	PSYCHOLOGISTS
29-1051	PHARMACISTS
29-1141	REGISTERED NURSES
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER
35-2010	COOKS
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER
43-5081	STOCK CLERKS AND ORDER FILLERS

n) Per Diem Appointments, Hospital System Minority

SOC CODE	SOC CODE TITLE
21-1020	SOCIAL WORKERS
21-1094	COMMUNITY HEALTH WORKERS
29-1031	DIETITIANS AND NUTRITIONISTS
29-1126	RESPIRATORY THERAPISTS
29-1141	REGISTERED NURSES
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS

31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER
43-9061	OFFICE CLERKS, GENERAL

C. SEPARATIONS ANALYSIS FOR WOMEN AND MINORITIES

Our analysis of separations has identified the following areas in which women and minorities were separated at higher rates than those examined in completely random samples. (Statistical significance does not in and of itself indicate bias in employment unless substantiated through analyses of individual employee records.)

a) Career Appointments, General Campus Minority Involuntary Separations

SOC CODE	SOC CODE TITLE
11-1021	GENERAL AND OPERATIONS MANAGERS
11-2011	ADVERTISING AND PROMOTIONS MANAGERS
21-1010	COUNSELORS
27-3031	PUBLIC RELATIONS SPECIALISTS
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS

b) Career Appointments, General Campus Women Involuntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

c) Career Appointments, General Campus Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS
27-2012	PRODUCERS AND DIRECTORS
27-3041	EDITORS
29-1051	PHARMACISTS
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
35-2010	COOKS
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD
47-2031	CARPENTERS

d) Career Appointments, General Campus Women Voluntary Separations

SOC CODE	SOC CODE TITLE
15-1131	COMPUTER PROGRAMMERS
15-1150	COMPUTER SUPPORT SPECIALISTS
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS

19-2099	PHYSICAL SCIENTISTS, ALL OTHER
21-1020	SOCIAL WORKERS
27-1010	ARTISTS AND RELATED WORKERS
27-3041	EDITORS
29-1051	PHARMACISTS
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD
43-4121	LIBRARY ASSISTANTS, CLERICAL
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND

e) Career Appointments, Hospital System Minority Involuntary Separations

NONE

f) Career Appointments, Hospital System Women Involuntary Separations

SOC CODE	SOC CODE TITLE
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS

g) Career Appointments, Hospital System Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
21-1020	SOCIAL WORKERS
31-9093	MEDICAL EQUIPMENT PREPARERS
43-9061	OFFICE CLERKS, GENERAL

h) Career Appointments, Hospital System Women Voluntary Separations

SOC CODE	SOC CODE TITLE
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER
29-1141	REGISTERED NURSES
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES
31-9093	MEDICAL EQUIPMENT PREPARERS
31-9097	PHLEBOTOMISTS

i) Contract Appointments, General Campus Minority Involuntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER
19-2099	PHYSICAL SCIENTISTS, ALL OTHER

j) Contract Appointments, General Campus Women Involuntary Separations

NONE

k) Contract Appointments, General Campus Minority Voluntary Separations

NONE

l) Contract Appointments, General Campus Women Voluntary Separations

SOC CODE	SOC CODE TITLE
11-1021	GENERAL AND OPERATIONS MANAGERS
13-1111	MANAGEMENT ANALYSTS
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS
19-2099	PHYSICAL SCIENTISTS, ALL OTHER
19-3030	PSYCHOLOGISTS
27-3041	EDITORS
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS
43-9111	STATISTICAL ASSISTANTS

n) Contract Appointments, Hospital System Minority Involuntary Separations

NONE

o) Contract Appointments, Hospital System Women Involuntary Separations

NONE

p) Contract Appointments, Hospital System Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
11-1021	GENERAL AND OPERATIONS MANAGERS
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

q) Contract Appointments, Hospital System Women Voluntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS

r) Limited Appointments, General Campus Minority Involuntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS
27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS
29-1031	DIETITIANS AND NUTRITIONISTS
29-1060	PHYSICIANS AND SURGEONS
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS

35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD
39-9030	RECREATION AND FITNESS WORKERS
43-9111	STATISTICAL ASSISTANTS
43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND

s) Limited Appointments, General Campus Women Involuntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS
39-9030	RECREATION AND FITNESS WORKERS
43-4121	LIBRARY ASSISTANTS, CLERICAL

t) Limited Appointments, General Campus Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
15-2041	STATISTICIANS
17-2199	ENGINEERS, ALL OTHER
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS
19-2099	PHYSICAL SCIENTISTS, ALL OTHER
21-1010	COUNSELORS
25-9041	TEACHER ASSISTANTS
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS
29-1060	PHYSICIANS AND SURGEONS
29-1141	REGISTERED NURSES
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS
29-1171	NURSE PRACTITIONERS
43-9061	OFFICE CLERKS, GENERAL

u) Limited Appointments, General Campus Women Voluntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
15-1131	COMPUTER PROGRAMMERS
21-1010	COUNSELORS
21-1094	COMMUNITY HEALTH WORKERS
27-1010	ARTISTS AND RELATED WORKERS
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD
39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS

39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES
39-9030	RECREATION AND FITNESS WORKERS
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS
43-9011	COMPUTER OPERATORS
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE
43-9061	OFFICE CLERKS, GENERAL
43-9111	STATISTICAL ASSISTANTS
43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER
47-2111	ELECTRICIANS
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS
49-9041	INDUSTRIAL MACHINERY MECHANICS
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL
51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS
53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND

v) Limited Appointments, Hospital System Minority Involuntary Separations

SOC CODE	SOC CODE TITLE
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS

w) Limited Appointments, Hospital System Women Involuntary Separations

NONE

x) Limited Appointments, Hospital System Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
13-1111	MANAGEMENT ANALYSTS
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER

y) Limited Appointments, Hospital System Women Voluntary Separations

SOC CODE	SOC CODE TITLE
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS

z) Per Diem Appointments, General Campus Minority Involuntary Separations

SOC CODE	SOC CODE TITLE
29-1141	REGISTERED NURSES

aa) Per Diem Appointments, General Campus Women Involuntary Separations

SOC CODE	SOC CODE TITLE
29-1141	REGISTERED NURSES

ab) Per Diem Appointments, General Campus Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
21-1094	COMMUNITY HEALTH WORKERS
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES

ac) Per Diem Appointments, General Campus Women Voluntary Separations

NONE

ad) Per Diem Appointments, Hospital System Minority Involuntary

SOC CODE	SOC CODE TITLE
29-1141	REGISTERED NURSES

ae) Per Diem Appointments, Hospital System Women Involuntary Separations

SOC CODE	SOC CODE TITLE
29-1141	REGISTERED NURSES

af) Per Diem Appointments, Hospital System Minority Voluntary Separations

SOC CODE	SOC CODE TITLE
21-1020	SOCIAL WORKERS
29-1031	DIETITIANS AND NUTRITIONISTS
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS

ag) Per Diem Appointments, Hospital System Women Voluntary Separations

SOC CODE	SOC CODE TITLE
29-1141	REGISTERED NURSES
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS
35-2010	COOKS
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER

D. COMPENSATION

In addition to the personnel action analyses, the UCLA campus has evaluated internal compensation systems to determine whether there is gender, race, or ethnicity-based discrepancies in the compensation system. If any compensation disparities are identified, appropriate steps are taken to address and remedy potential problems.

APPENDIX E

ANALYSES OF PERSONNEL ACTIVITY AND UTILIZATION FOR PERSONS WITH DISABILITIES

**INDIVIDUALS WITH DISABILITIES
AUDIT-PERSONNEL ACTIVITY
Between 02/01/2014 and 01/31/2015**

JOB GROUP	ALL HIRED	IWD HIRED	ALL APPLICANTS	IWD APPLICANTS
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a) GENERAL CAMPUS /CAREER AND PARTIAL YEAR CAREER APPOINTMENTS

11-1021	GENERAL AND OPERATIONS MANAGERS	89	0	2571	23
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	12	0	575	5
11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	2	0	170	0
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	12	0	420	2
11-9030	EDUCATION ADMINISTRATORS	12	0	764	7
11-9081	LODGING MANAGERS	1	0	41	0
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	1	0	94	0
13-1070	HUMAN RESOURCES WORKERS	1	0	58	0
13-1111	MANAGEMENT ANALYSTS	300	1	13700	100
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	33	0	970	9
13-2011	ACCOUNTANTS AND AUDITORS	37	0	2546	15
13-2031	BUDGET ANALYSTS	3	0	242	2
15-1131	COMPUTER PROGRAMMERS	58	0	868	1
15-1150	COMPUTER SUPPORT SPECIALISTS	2	0	63	1
17-2199	ENGINEERS, ALL OTHER	4	0	40	0
17-3010	DRAFTERS	1	0	109	1
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	1	0	3	0
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	10	0	325	2
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	31	0	1078	7
21-1010	COUNSELORS	72	2	3892	66
25-3000	OTHER TEACHERS AND INSTRUCTORS	18	0	1112	0
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	36	1	2262	22
27-1010	ARTISTS AND RELATED WORKERS	3	0	6	0
27-2012	PRODUCERS AND DIRECTORS	3	0	235	1
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	4	0	220	2
27-3031	PUBLIC RELATIONS SPECIALISTS	3	0	330	3
27-3041	EDITORS	2	0	230	4
27-3043	WRITERS AND AUTHORS	3	0	433	5
27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	4	0	205	1
29-1051	PHARMACISTS	2	0	90	0
29-1141	REGISTERED NURSES	1	0	3	0

29-1171	NURSE PRACTITIONERS	1	0	22	0
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	25	0	672	3
31-9097	PHLEBOTOMISTS	2	0	117	0
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	1	0	32	0
33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	1	0	1	0
33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	1	0	1	0
33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	6	0	88	0
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	2	0	372	3
35-1011	CHEFS AND HEAD COOKS	1	0	109	0
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	24	0	731	5
35-2010	COOKS	12	0	575	3
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	71	0	1633	2
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	2	0	67	0
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	1	0	4	0
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	42	0	1405	2
37-3010	GROUND MAINTENANCE WORKERS	13	0	452	0
39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	3	0	47	0
39-9030	RECREATION AND FITNESS WORKERS	6	0	362	2
43-4121	LIBRARY ASSISTANTS, CLERICAL	12	0	667	17
43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	1	0	20	0
43-5030	DISPATCHERS	7	0	275	1
43-5081	STOCK CLERKS AND ORDER FILLERS	4	0	214	0
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	122	0	11503	103
43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	4	0	887	13
47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	1	0	36	0
47-2031	CARPENTERS	1	0	36	1
47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	1	0	35	0
47-2111	ELECTRICIANS	6	0	408	0
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	2	0	100	0
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	3	0	146	0
47-4011	CONSTRUCTION AND BUILDING INSPECTORS	3	0	14	0
49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	1	0	15	0
49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	2	0	16	0
49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	1	0	89	3
49-9041	INDUSTRIAL MACHINERY MECHANICS	10	0	320	0
49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	4	0	455	0
49-9094	LOCKSMITHS AND SAFE REPAIRERS	1	0	22	0
51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	1	0	11	1
51-3011	BAKERS	5	0	163	0
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	8	0	113	2
53-6021	PARKING LOT ATTENDANTS	2	0	146	0
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	7	0	465	2

b) Hospital System /Career and Partial Year Career Appointments

11-1021	GENERAL AND OPERATIONS MANAGERS	57	0	1672	19
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	2	0	66	0
11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	3	0	138	2
11-9030	EDUCATION ADMINISTRATORS	1	0	150	2
11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	14	0	347	6
13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	1	0	20	0
13-1070	HUMAN RESOURCES WORKERS	2	0	96	0
13-1111	MANAGEMENT ANALYSTS	271	4	12988	205
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	22	1	1893	41
13-2011	ACCOUNTANTS AND AUDITORS	5	0	190	4
13-2031	BUDGET ANALYSTS	0	0	14	0
15-1131	COMPUTER PROGRAMMERS	61	0	1606	24
15-2041	STATISTICIANS	2	0	49	1
17-2199	ENGINEERS, ALL OTHER	3	0	36	0
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	1	0	171	5
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	140	3	6353	126
19-3030	PSYCHOLOGISTS	8	1	278	5
21-1010	COUNSELORS	11	0	532	9
21-1020	SOCIAL WORKERS	16	0	990	21
21-1094	COMMUNITY HEALTH WORKERS	14	0	315	8
25-3000	OTHER TEACHERS AND INSTRUCTORS	2	0	54	0
25-9041	TEACHER ASSISTANTS	1	0	141	3
27-3031	PUBLIC RELATIONS SPECIALISTS	2	0	99	2
27-3041	EDITORS	1	0	28	0
27-3043	WRITERS AND AUTHORS	2	0	51	2
27-4021	PHOTOGRAPHERS	1	0	2	0
29-1020	DENTISTS	0	0	7	0
29-1031	DIETITIANS AND NUTRITIONISTS	4	0	158	0
29-1041	OPTOMETRISTS	2	0	32	0
29-1051	PHARMACISTS	10	0	641	4
29-1060	PHYSICIANS AND SURGEONS	1	0	14	0
29-1071	PHYSICIAN ASSISTANTS	2	0	73	0
29-1122	OCCUPATIONAL THERAPISTS	4	0	69	1
29-1123	PHYSICAL THERAPISTS	5	0	101	2
29-1124	RADIATION THERAPISTS	4	0	64	0
29-1126	RESPIRATORY THERAPISTS	6	0	66	0
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	0	0	4	0
29-1141	REGISTERED NURSES	320	1	4692	28
29-1151	NURSE ANESTHETISTS	6	0	97	0
29-1171	NURSE PRACTITIONERS	8	0	208	0
29-1181	AUDIOLOGISTS	4	0	23	0

29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	137	1	5419	80
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	22	0	1111	5
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	5	0	225	4
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	2	0	53	2
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	32	1	2804	35
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	6	0	152	4
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	32	2	2264	26
31-9092	MEDICAL ASSISTANTS	38	0	2235	18
31-9093	MEDICAL EQUIPMENT PREPARERS	10	0	315	3
31-9097	PHLEBOTOMISTS	24	0	849	20
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	64	0	3644	33
33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	10	0	811	8
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	1	0	52	0
35-2010	COOKS	1	0	247	0
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	2	0	134	0
37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	0	0	1	0
37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	1	0	22	0
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	7	0	651	10
43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	3	0	216	0
43-3011	BILL AND ACCOUNT COLLECTORS	2	0	172	3
43-3021	BILLING AND POSTING CLERKS	37	0	742	10
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	2	0	143	5
43-5081	STOCK CLERKS AND ORDER FILLERS	0	1	75	2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	268	4	27848	398
43-9061	OFFICE CLERKS, GENERAL	9	0	1875	31
43-9111	STATISTICAL ASSISTANTS	2	0	109	2
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	1	0	60	1
49-9041	INDUSTRIAL MACHINERY MECHANICS	5	0	277	0
49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	2	0	408	16
53-6021	PARKING LOT ATTENDANTS	0	0	30	0

c) General Campus /Contract Appointments

11-1021	GENERAL AND OPERATIONS MANAGERS	7	0	155	3
11-2011	ADVERTISING AND PROMOTIONS MANAGERS	1	0	468	3
11-9199	MANAGERS, ALL OTHER	1	0	64	0
13-1111	MANAGEMENT ANALYSTS	57	0	2389	24
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	1	0	3	0
13-2011	ACCOUNTANTS AND AUDITORS	1	0	60	1
15-1131	COMPUTER PROGRAMMERS	27	0	470	1
15-2041	STATISTICIANS	2	0	8	0
17-1010	ARCHITECTS, EXCEPT NAVAL	0	0	51	0
17-2199	ENGINEERS, ALL OTHER	1	0	15	0

17-3010	DRAFTERS	1	0	14	0
17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	1	0	9	0
19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	5	0	371	2
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	1	0	61	1
21-1010	COUNSELORS	22	1	1278	17
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	12	0	615	3
27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	2	0	141	0
29-1041	OPTOMETRISTS	2	0	4	0
29-1123	PHYSICAL THERAPISTS	0	0	3	0
39-9030	RECREATION AND FITNESS WORKERS	5	0	309	5
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	1	0	137	0
51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	1	0	14	0

d) Hospital System / Contract Appointments

11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	1	0	71	0
13-1070	HUMAN RESOURCES WORKERS	1	0	19	0
13-1111	MANAGEMENT ANALYSTS	62	0	1988	0
13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	9	0	110	0
15-1131	COMPUTER PROGRAMMERS	15	0	41	0
21-1094	COMMUNITY HEALTH WORKERS	5	0	162	0
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	1	0	18	0
29-1041	OPTOMETRISTS	1	0	23	0
29-1060	PHYSICIANS AND SURGEONS	8	0	12	0
29-1131	VETERINARIANS	0	0	3	0
29-1141	REGISTERED NURSES	2	0	11	0
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	7	0	159	0

e) General Campus /Limited Appointments

11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	1	0	22	0
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	1	0	5	0
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	1	0	9	0
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	2	0	206	4
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	1	0	2	0
35-2010	COOKS	2	0	18	0
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	13	0	553	0
43-4121	LIBRARY ASSISTANTS, CLERICAL	2	0	27	2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	11	0	523	2
47-2111	ELECTRICIANS	3	0	80	0
47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	5	0	181	0
47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	3	0	77	0
47-2181	ROOFERS	2	0	29	0
49-9041	INDUSTRIAL MACHINERY MECHANICS	7	0	154	0

49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	5	0	144	0
53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	2	0	5	0

f) Hospital System / Limited Appointments

13-1111	MANAGEMENT ANALYSTS	102	0	239	0
15-1131	COMPUTER PROGRAMMERS	3	0	12	0
15-1150	COMPUTER SUPPORT SPECIALISTS	1	0	8	0
15-2041	STATISTICIANS	2	0	25	0
17-2199	ENGINEERS, ALL OTHER	1	0	2	0
19-2099	PHYSICAL SCIENTISTS, ALL OTHER	53	0	1562	0
21-1010	COUNSELORS	1	0	5	0
21-1020	SOCIAL WORKERS	1	0	3	0
25-3000	OTHER TEACHERS AND INSTRUCTORS	2	0	199	0
25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	1	0	14	0
27-3031	PUBLIC RELATIONS SPECIALISTS	1	0	7	0
29-1031	DIETITIANS AND NUTRITIONISTS	2	0	42	0
29-1051	PHARMACISTS	1	0	27	0
29-1071	PHYSICIAN ASSISTANTS	6	0	87	0
29-1126	RESPIRATORY THERAPISTS	1	0	41	0
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	0	0	0	0
29-1171	NURSE PRACTITIONERS	5	0	21	0
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	34	0	1339	0
29-2021	DENTAL HYGIENISTS	1	0	20	0
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	3	0	9	0
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	1	0	2	0
29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	1	0	9	0
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	12	0	477	0
31-9092	MEDICAL ASSISTANTS	45	0	140	0
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	5	0	180	0
35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	1	0	21	0
35-2010	COOKS	1	0	22	0
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	1	0	2	0
39-9030	RECREATION AND FITNESS WORKERS	27	0	107	0
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	89	0	1467	0
43-9061	OFFICE CLERKS, GENERAL	13	0	444	0

g) Hospital System / Per Diem Appointments

11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	3	0	90	3
19-3030	PSYCHOLOGISTS	1	0	29	0
21-1020	SOCIAL WORKERS	6	1	325	10
21-1094	COMMUNITY HEALTH WORKERS	19	0	125	0
29-1031	DIETITIANS AND NUTRITIONISTS	3	0	54	0
29-1051	PHARMACISTS	4	0	162	2
29-1122	OCCUPATIONAL THERAPISTS	3	0	57	0
29-1123	PHYSICAL THERAPISTS	7	0	132	0
29-1126	RESPIRATORY THERAPISTS	2	0	46	1
29-1127	SPEECH-LANGUAGE PATHOLOGISTS	2	0	27	0
29-1141	REGISTERED NURSES	118	0	2146	16
29-1151	NURSE ANESTHETISTS	1	0	6	0
29-1181	AUDIOLOGISTS	1	0	2	0
29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	12	0	182	2
29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	10	0	147	1
29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	18	0	260	3
29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	6	0	162	2
29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	1	0	5	0
29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	91	0	1325	1
31-9092	MEDICAL ASSISTANTS	10	0	179	2
31-9093	MEDICAL EQUIPMENT PREPARERS	1	0	17	0
31-9097	PHLEBOTOMISTS	9	0	185	2
31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	36	0	1764	8
35-2010	COOKS	8	0	157	2
35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	15	0	888	9
37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	26	0	909	16
43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	14	0	451	11
43-5081	STOCK CLERKS AND ORDER FILLERS	2	0	87	2
43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	37	0	1479	9
43-9061	OFFICE CLERKS, GENERAL	21	0	715	10

**INDIVIDUALS WITH DISABILITIES
AUDIT-UTILIZATION
Between 02/01/2014 and 01/31/2015**

JOB GROUP	IWD Employment %	Goal %	Less than Goal?
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a) General Campus/ Career and Partial Year Career Union Unrepresented Appointments

Gen Campus	Career	Not Represented	11-2011	ADVERTISING AND PROMOTIONS MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	5.88%	7.00%	Yes
Gen Campus	Career	Not Represented	11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	2.52%	7.00%	Yes
Gen Campus	Career	Not Represented	11-9013	FARMERS, RANCHERS, AND OTHER AGRICULTURAL MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	11-9030	EDUCATION ADMINISTRATORS	1.60%	7.00%	Yes
Gen Campus	Career	Not Represented	11-9081	LODGING MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	16.67%	7.00%	No
Gen Campus	Career	Not Represented	11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	11-9199	MANAGERS, ALL OTHER	7.69%	7.00%	No
Gen Campus	Career	Not Represented	13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	13-1070	HUMAN RESOURCES WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	13-1111	MANAGEMENT ANALYSTS	2.07%	7.00%	Yes
Gen Campus	Career	Not Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	2.44%	7.00%	Yes
Gen Campus	Career	Not Represented	13-2011	ACCOUNTANTS AND AUDITORS	0.96%	7.00%	Yes
Gen Campus	Career	Not Represented	13-2031	BUDGET ANALYSTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	13-2051	FINANCIAL ANALYSTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	15-1131	COMPUTER PROGRAMMERS	2.52%	7.00%	Yes
Gen Campus	Career	Not Represented	15-1150	COMPUTER SUPPORT SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	15-2041	STATISTICIANS	2.22%	7.00%	Yes
Gen Campus	Career	Not Represented	17-1010	ARCHITECTS, EXCEPT NAVAL	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	17-2011	AEROSPACE ENGINEERS	0.00%	7.00%	Yes

Gen Campus	Career	Not Represented	17-2070	ELECTRICAL AND ELECTRONIC ENGINEERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	17-3010	DRAFTERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	2.17%	7.00%	Yes
Gen Campus	Career	Not Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	21-1010	COUNSELORS	3.43%	7.00%	Yes
Gen Campus	Career	Not Represented	21-1020	SOCIAL WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	21-1094	COMMUNITY HEALTH WORKERS	1.75%	7.00%	Yes
Gen Campus	Career	Not Represented	23-1011	LAWYERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	23-2011	PARALEGALS AND LEGAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	23-2090	MISCELLANEOUS LEGAL SUPPORT WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	25-3000	OTHER TEACHERS AND INSTRUCTORS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	25-4031	LIBRARY TECHNICIANS	5.26%	7.00%	Yes
Gen Campus	Career	Not Represented	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	1.42%	7.00%	Yes
Gen Campus	Career	Not Represented	27-1010	ARTISTS AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	27-2012	PRODUCERS AND DIRECTORS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	27-3031	PUBLIC RELATIONS SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	27-3041	EDITORS	2.04%	7.00%	Yes
Gen Campus	Career	Not Represented	27-3043	WRITERS AND AUTHORS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1020	DENTISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1041	OPTOMETRISTS	11.11%	7.00%	No
Gen Campus	Career	Not Represented	29-1051	PHARMACISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1060	PHYSICIANS AND SURGEONS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1071	PHYSICIAN ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1122	OCCUPATIONAL THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1123	PHYSICAL THERAPISTS	4.35%	7.00%	Yes

Gen Campus	Career	Not Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1151	NURSE ANESTHETISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	4.35%	7.00%	Yes
Gen Campus	Career	Not Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	31-9091	DENTAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	31-9092	MEDICAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	35-1011	CHEFS AND HEAD COOKS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	35-2010	COOKS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	39-3021	MOTION PICTURE PROJECTIONISTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	39-9030	RECREATION AND FITNESS WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-4121	LIBRARY ASSISTANTS, CLERICAL	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-4181	RESERVATION AND TRANSPORTATION TICKET AGENTS AND TRAVEL CLERKS	12.50%	7.00%	No
Gen Campus	Career	Not Represented	43-5030	DISPATCHERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-5081	STOCK CLERKS AND ORDER FILLERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	43-9111	STATISTICAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	47-1011	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	49-1011	FIRST-LINE SUPERVISORS OF MECHANICS, INSTALLERS, AND REPAIRERS	0.00%	7.00%	Yes

Gen Campus	Career	Not Represented	49-9041	INDUSTRIAL MACHINERY MECHANICS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	49-9094	LOCKSMITHS AND SAFE REPAIRERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	51-1011	FIRST-LINE SUPERVISORS OF PRODUCTION AND OPERATING WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	51-3011	BAKERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	0.00%	7.00%	Yes
Gen Campus	Career	Not Represented	53-6021	PARKING LOT ATTENDANTS	0.00%	7.00%	Yes

b) General Campus/ Career and Partial Year Career Union Represented Appointments

Gen Campus	Career	Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	11-9030	EDUCATION ADMINISTRATORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	13-1111	MANAGEMENT ANALYSTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Represented	15-1131	COMPUTER PROGRAMMERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	15-1150	COMPUTER SUPPORT SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Represented	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.93%	7.00%	Yes
Gen Campus	Career	Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	21-1020	SOCIAL WORKERS	3.39%	7.00%	Yes
Gen Campus	Career	Represented	21-1094	COMMUNITY HEALTH WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	25-3000	OTHER TEACHERS AND INSTRUCTORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	25-9041	TEACHER ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	27-1010	ARTISTS AND RELATED WORKERS	4.55%	7.00%	Yes

Gen Campus	Career	Represented	27-2012	PRODUCERS AND DIRECTORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	27-3041	EDITORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	27-4021	PHOTOGRAPHERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1051	PHARMACISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1060	PHYSICIANS AND SURGEONS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1071	PHYSICIAN ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1125	RECREATIONAL THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1126	RESPIRATORY THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1127	SPEECH-LANGUAGE PATHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1141	REGISTERED NURSES	1.82%	7.00%	Yes
Gen Campus	Career	Represented	29-1151	NURSE ANESTHETISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-1171	NURSE PRACTITIONERS	1.09%	7.00%	Yes
Gen Campus	Career	Represented	29-1181	AUDIOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	1.43%	7.00%	Yes
Gen Campus	Career	Represented	29-2021	DENTAL HYGIENISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-2050	HEALTH PRACTITIONER SUPPORT TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	2.11%	7.00%	Yes
Gen Campus	Career	Represented	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	2.94%	7.00%	Yes
Gen Campus	Career	Represented	29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	0.00%	7.00%	Yes
Gen Campus	Career	Represented	31-9091	DENTAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	31-9092	MEDICAL ASSISTANTS	1.48%	7.00%	Yes
Gen Campus	Career	Represented	31-9093	MEDICAL EQUIPMENT PREPARERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	31-9096	VETERINARY ASSISTANTS AND LABORATORY ANIMAL CARE TAKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	31-9097	PHLEBOTOMISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.28%	7.00%	Yes
Gen Campus	Career	Represented	33-1012	FIRST-LINE SUPERVISORS OF POLICE AND DETECTIVES	0.00%	7.00%	Yes
Gen Campus	Career	Represented	33-3051	POLICE AND SHERIFF'S PATROL OFFICERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	0.00%	7.00%	Yes

Gen Campus	Career	Represented	35-2010	COOKS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	0.97%	7.00%	Yes
Gen Campus	Career	Represented	37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	0.98%	7.00%	Yes
Gen Campus	Career	Represented	37-3010	GROUND MAINTENANCE WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	39-3021	MOTION PICTURE PROJECTIONISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-3011	BILL AND ACCOUNT COLLECTORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-3021	BILLING AND POSTING CLERKS	0.47%	7.00%	Yes
Gen Campus	Career	Represented	43-4121	LIBRARY ASSISTANTS, CLERICAL	1.02%	7.00%	Yes
Gen Campus	Career	Represented	43-5021	COURIERS AND MESSENGERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-5030	DISPATCHERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-5081	STOCK CLERKS AND ORDER FILLERS	1.61%	7.00%	Yes
Gen Campus	Career	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	1.18%	7.00%	Yes
Gen Campus	Career	Represented	43-9011	COMPUTER OPERATORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-9022	WORD PROCESSORS AND TYPISTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	0.00%	7.00%	Yes
Gen Campus	Career	Represented	43-9061	OFFICE CLERKS, GENERAL	2.04%	7.00%	Yes
Gen Campus	Career	Represented	43-9111	STATISTICAL ASSISTANTS	50.00%	7.00%	No
Gen Campus	Career	Represented	43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-2031	CARPENTERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-2111	ELECTRICIANS	1.61%	7.00%	Yes
Gen Campus	Career	Represented	47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-2181	ROOFERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-2211	SHEET METAL WORKERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	47-4011	CONSTRUCTION AND BUILDING INSPECTORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	0.00%	7.00%	Yes
Gen Campus	Career	Represented	49-3023	AUTOMOTIVE SERVICE TECHNICIANS AND MECHANICS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	0.00%	7.00%	Yes

Gen Campus	Career	Represented	49-9041	INDUSTRIAL MACHINERY MECHANICS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	0.00%	7.00%	Yes
Gen Campus	Career	Represented	49-9094	LOCKSMITHS AND SAFE REPAIRERS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	51-2090	FIBERGLASS LAMINATORS AND FABRICATORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	51-3011	BAKERS	5.26%	7.00%	Yes
Gen Campus	Career	Represented	51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	51-9151	PHOTOGRAPHIC PROCESS WORKERS AND PROCESSING MACHINE OPERATORS	12.50%	7.00%	No
Gen Campus	Career	Represented	53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	2.56%	7.00%	Yes
Gen Campus	Career	Represented	53-6021	PARKING LOT ATTENDANTS	0.00%	7.00%	Yes
Gen Campus	Career	Represented	53-7062	LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND	0.00%	7.00%	Yes

c) Hospital System/ Career and Partial Year Career Union Unrepresented Appointments

Hosp System	Career	Not Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-2011	ADVERTISING AND PROMOTIONS MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-9030	EDUCATION ADMINISTRATORS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-9051	FOOD SERVICE MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	11-9151	SOCIAL AND COMMUNITY SERVICE MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	13-1070	HUMAN RESOURCES WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	13-1111	MANAGEMENT ANALYSTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	13-2011	ACCOUNTANTS AND AUDITORS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	15-1131	COMPUTER PROGRAMMERS	0.51%	7.00%	Yes
Hosp System	Career	Not Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	0.00%	7.00%	Yes

Hosp System	Career	Not Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	21-1020	SOCIAL WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	23-1011	LAWYERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	27-3041	EDITORS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1051	PHARMACISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1060	PHYSICIANS AND SURGEONS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1122	OCCUPATIONAL THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1123	PHYSICAL THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1124	RADIATION THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1126	RESPIRATORY THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	31-9091	DENTAL ASSISTANTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	31-9093	MEDICAL EQUIPMENT PREPARERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	31-9097	PHLEBOTOMISTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	33-1099	FIRST-LINE SUPERVISORS OF PROTECTIVE SERVICE WORKERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	35-2010	COOKS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	37-1011	FIRST-LINE SUPERVISORS OF HOUSEKEEPING AND JANITORIAL WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	43-1011	FIRST-LINE SUPERVISORS OF OFFICE AND ADMINISTRATIVE SUPPORT WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	43-3011	BILL AND ACCOUNT COLLECTORS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes
Hosp System	Career	Not Represented	51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	0.00%	7.00%	Yes

d) Hospital System/ Career and Partial Year Career Union Represented Appointments

Hosp System	Career	Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	13-1111	MANAGEMENT ANALYSTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	15-1150	COMPUTER SUPPORT SPECIALISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Career	Represented	21-1020	SOCIAL WORKERS	2.15%	7.00%	Yes
Hosp System	Career	Represented	21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Represented	25-9041	TEACHER ASSISTANTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1051	PHARMACISTS	1.08%	7.00%	Yes
Hosp System	Career	Represented	29-1071	PHYSICIAN ASSISTANTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1122	OCCUPATIONAL THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1124	RADIATION THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1125	RECREATIONAL THERAPISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1126	RESPIRATORY THERAPISTS	0.75%	7.00%	Yes
Hosp System	Career	Represented	29-1127	SPEECH-LANGUAGE PATHOLOGISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1141	REGISTERED NURSES	0.74%	7.00%	Yes
Hosp System	Career	Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-1181	AUDIOLOGISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	1.83%	7.00%	Yes
Hosp System	Career	Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.46%	7.00%	Yes
Hosp System	Career	Represented	29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	0.00%	7.00%	Yes
Hosp System	Career	Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	1.49%	7.00%	Yes
Hosp System	Career	Represented	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	1.64%	7.00%	Yes
Hosp System	Career	Represented	29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	0.14%	7.00%	Yes
Hosp System	Career	Represented	29-9000	OTHER HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	0.00%	7.00%	Yes
Hosp System	Career	Represented	31-2010	OCCUPATIONAL THERAPY ASSISTANTS AND AIDES	0.00%	7.00%	Yes
Hosp System	Career	Represented	31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	0.00%	7.00%	Yes

Hosp System	Career	Represented	31-9091	DENTAL ASSISTANTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	31-9092	MEDICAL ASSISTANTS	16.67%	7.00%	No
Hosp System	Career	Represented	31-9093	MEDICAL EQUIPMENT PREPARERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	31-9097	PHLEBOTOMISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.95%	7.00%	Yes
Hosp System	Career	Represented	33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	35-2010	COOKS	0.00%	7.00%	Yes
Hosp System	Career	Represented	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	2.60%	7.00%	Yes
Hosp System	Career	Represented	37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	0.54%	7.00%	Yes
Hosp System	Career	Represented	43-3011	BILL AND ACCOUNT COLLECTORS	1.55%	7.00%	Yes
Hosp System	Career	Represented	43-3021	BILLING AND POSTING CLERKS	0.00%	7.00%	Yes
Hosp System	Career	Represented	43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Career	Represented	43-5081	STOCK CLERKS AND ORDER FILLERS	5.26%	7.00%	Yes
Hosp System	Career	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	1.80%	7.00%	Yes
Hosp System	Career	Represented	43-9022	WORD PROCESSORS AND TYPISTS	0.00%	7.00%	Yes
Hosp System	Career	Represented	43-9051	MAIL CLERKS AND MAIL MACHINE OPERATORS, EXCEPT POSTAL SERVICE	0.00%	7.00%	Yes
Hosp System	Career	Represented	43-9061	OFFICE CLERKS, GENERAL	0.00%	7.00%	Yes
Hosp System	Career	Represented	47-2031	CARPENTERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	47-2111	ELECTRICIANS	0.00%	7.00%	Yes
Hosp System	Career	Represented	47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	0.00%	7.00%	Yes
Hosp System	Career	Represented	47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	49-9041	INDUSTRIAL MACHINERY MECHANICS	0.00%	7.00%	Yes
Hosp System	Career	Represented	49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	51-8021	STATIONARY ENGINEERS AND BOILER OPERATORS	0.00%	7.00%	Yes
Hosp System	Career	Represented	53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	0.00%	7.00%	Yes
Hosp System	Career	Represented	53-6021	PARKING LOT ATTENDANTS	0.00%	7.00%	Yes

e) General Campus/ Contract Union Unrepresented Appointments

Gen Campus	Contract	Not Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	3.66%	7.00%	Yes
Gen Campus	Contract	Not Represented	11-2011	ADVERTISING AND PROMOTIONS MANAGERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	11-9030	EDUCATION ADMINISTRATORS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	11-9199	MANAGERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	13-1022	WHOLESALE AND RETAIL BUYERS, EXCEPT FARM PRODUCTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	13-1070	HUMAN RESOURCES WORKERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	13-1111	MANAGEMENT ANALYSTS	4.62%	7.00%	Yes
Gen Campus	Contract	Not Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	2.63%	7.00%	Yes
Gen Campus	Contract	Not Represented	13-2011	ACCOUNTANTS AND AUDITORS	16.67%	7.00%	No
Gen Campus	Contract	Not Represented	15-1131	COMPUTER PROGRAMMERS	0.97%	7.00%	Yes
Gen Campus	Contract	Not Represented	15-2041	STATISTICIANS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	17-1010	ARCHITECTS, EXCEPT NAVAL	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	17-3010	DRAFTERS	33.33%	7.00%	No
Gen Campus	Contract	Not Represented	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	19-3030	PSYCHOLOGISTS	4.76%	7.00%	Yes
Gen Campus	Contract	Not Represented	21-1010	COUNSELORS	3.60%	7.00%	Yes
Gen Campus	Contract	Not Represented	21-1094	COMMUNITY HEALTH WORKERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	23-1011	LAWYERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	0.84%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-1010	ARTISTS AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-2012	PRODUCERS AND DIRECTORS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	1.03%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-3031	PUBLIC RELATIONS SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-3041	EDITORS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-3043	WRITERS AND AUTHORS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	0.00%	7.00%	Yes

Gen Campus	Contract	Not Represented	29-1020	DENTISTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	29-1041	OPTOMETRISTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	29-1060	PHYSICIANS AND SURGEONS	0.65%	7.00%	Yes
Gen Campus	Contract	Not Represented	29-1123	PHYSICAL THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	29-1131	VETERINARIANS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	37-1012	FIRST-LINE SUPERVISORS OF LANDSCAPING, LAWN SERVICE, AND GROUDSKEEPING WORKERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	39-9030	RECREATION AND FITNESS WORKERS	3.23%	7.00%	Yes
Gen Campus	Contract	Not Represented	43-3031	BOOKKEEPING, ACCOUNTING AND AUDITING CLERKS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	43-5081	STOCK CLERKS AND ORDER FILLERS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	43-9111	STATISTICAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Contract	Not Represented	51-8090	MISCELLANEOUS PLANT AND SYSTEM OPERATORS	0.00%	7.00%	Yes

f) General Campus/ Contract Union Represented Appointments

Gen Campus	Contract	Represented	13-2011	ACCOUNTANTS AND AUDITORS	0.00%	7.00%	Yes
Gen Campus	Contract	Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Contract	Represented	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	0.00%	7.00%	Yes
Gen Campus	Contract	Represented	29-1060	PHYSICIANS AND SURGEONS	0.00%	7.00%	Yes
Gen Campus	Contract	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Contract	Represented	43-3021	BILLING AND POSTING CLERKS	0.00%	7.00%	Yes
Gen Campus	Contract	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes

g) Hospital System/ Contract Union Unrepresented Appointments

Hosp System	Contract	Not Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	0.00%	7.00%	Yes
Hosp System	Contract	Not Represented	13-1070	HUMAN RESOURCES WORKERS	0.00%	7.00%	Yes
Hosp System	Contract	Not Represented	13-1111	MANAGEMENT ANALYSTS	5.88%	7.00%	Yes
Hosp System	Contract	Not Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Contract	Not Represented	15-1131	COMPUTER PROGRAMMERS	0.00%	7.00%	Yes

Hosp System	Contract	Not Represented	29-1060	PHYSICIANS AND SURGEONS	100.00%	7.00%	No
Hosp System	Contract	Not Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Contract	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes

h) Hospital System/ Contract Union Represented Appointments

Hosp System	Contract	Represented	43-3011	BILL AND ACCOUNT COLLECTORS	0.00%	7.00%	Yes
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i) General Campus/ Limited Union Unrepresented Appointments

Gen Campus	Limited	Not Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	11-3021	COMPUTER AND INFORMATION SYSTEMS MANAGERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	11-9030	EDUCATION ADMINISTRATORS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	13-1070	HUMAN RESOURCES WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	13-1111	MANAGEMENT ANALYSTS	1.77%	7.00%	Yes
Gen Campus	Limited	Not Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	15-1131	COMPUTER PROGRAMMERS	3.33%	7.00%	Yes
Gen Campus	Limited	Not Represented	15-1150	COMPUTER SUPPORT SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	15-2041	STATISTICIANS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	19-2040	ENVIRONMENTAL SCIENTISTS AND GEOSCIENTISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	21-1010	COUNSELORS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	21-1094	COMMUNITY HEALTH WORKERS	18.18%	7.00%	No
Gen Campus	Limited	Not Represented	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	2.63%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-1010	ARTISTS AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-2012	PRODUCERS AND DIRECTORS	0.00%	7.00%	Yes

Gen Campus	Limited	Not Represented	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-3031	PUBLIC RELATIONS SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-3041	EDITORS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-3043	WRITERS AND AUTHORS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-1041	OPTOMETRISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-1060	PHYSICIANS AND SURGEONS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-1123	PHYSICAL THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	0.00%	7.00%	Yes
Gen Campus	Limited	Not Represented	39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	1.84%	7.00%	Yes
Gen Campus	Limited	Not Represented	39-9030	RECREATION AND FITNESS WORKERS	0.64%	7.00%	Yes
Gen Campus	Limited	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	4.17%	7.00%	Yes
Gen Campus	Limited	Not Represented	43-9061	OFFICE CLERKS, GENERAL	0.00%	7.00%	Yes

j) General Campus/ Limited Union Represented Appointments

Gen Campus	Limited	Represented	11-2031	PUBLIC RELATIONS AND FUNDRAISING MANAGERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	11-9030	EDUCATION ADMINISTRATORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	13-1111	MANAGEMENT ANALYSTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	15-1131	COMPUTER PROGRAMMERS	0.00%	7.00%	Yes

Gen Campus	Limited	Represented	15-1150	COMPUTER SUPPORT SPECIALISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	17-3020	ENGINEERING TECHNICIANS, EXCEPT DRAFTERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	1.87%	7.00%	Yes
Gen Campus	Limited	Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	19-4090	MISCELLANEOUS LIFE, PHYSICAL, AND SOCIAL SCIENCE TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	21-1010	COUNSELORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	21-1020	SOCIAL WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	21-1099	COMMUNITY AND SOCIAL SERVICE SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	25-3000	OTHER TEACHERS AND INSTRUCTORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	25-4010	ARCHIVISTS, CURATORS, AND MUSEUM TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	25-9041	TEACHER ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	25-9090	MISCELLANEOUS EDUCATION, TRAINING AND LIBRARY WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-1010	ARTISTS AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-2012	PRODUCERS AND DIRECTORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-2020	ATHLETES, COACHES, UMPIRES, AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-2040	MUSICIANS, SINGERS, AND RELATED WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-3041	EDITORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-3043	WRITERS AND AUTHORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-3090	MISCELLANEOUS MEDIA AND COMMUNICATION WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	27-4010	BROADCAST AND SOUND ENGINEERING TECHNICIANS AND RADIO OPERATORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-1071	PHYSICIAN ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-1122	OCCUPATIONAL THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	3.17%	7.00%	Yes
Gen Campus	Limited	Represented	29-2021	DENTAL HYGIENISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	31-9092	MEDICAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes

Gen Campus	Limited	Represented	33-9030	SECURITY GUARDS AND GAMING SURVEILLANCE OFFICERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	33-9092	LIFEGUARDS, SKY PATROL, AND OTHER RECREATIONAL PROTECTIVE SERVICE WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	35-2010	COOKS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	0.83%	7.00%	Yes
Gen Campus	Limited	Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	6.82%	7.00%	Yes
Gen Campus	Limited	Represented	37-3010	GROUND MAINTENANCE WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	39-3021	MOTION PICTURE PROJECTIONISTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	39-3031	USHERS, LOBBY ATTENDANTS, AND TICKET TAKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	39-6010	BAGGAGE PORTER, BELLHOPS, AND CONCIERGES	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	39-9030	RECREATION AND FITNESS WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	43-4121	LIBRARY ASSISTANTS, CLERICAL	5.00%	7.00%	Yes
Gen Campus	Limited	Represented	43-5030	DISPATCHERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	1.28%	7.00%	Yes
Gen Campus	Limited	Represented	43-9011	COMPUTER OPERATORS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	43-9061	OFFICE CLERKS, GENERAL	0.72%	7.00%	Yes
Gen Campus	Limited	Represented	43-9111	STATISTICAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	43-9199	OFFICE AND ADMINISTRATIVE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	47-2050	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	47-2141	PAINTERS, CONSTRUCTION AND MAINTENANCE	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	47-2150	PIPELAYERS, PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	47-2181	ROOFERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	49-2094	ELECTRICAL AND ELECTRONICS REPAIRERS, INDUSTRIAL AND UTILITY	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	49-3090	MISCELLANEOUS VEHICLE AND MOBILE EQUIPMENT, MECHANICS, INSTALLERS, AND REPAIRERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	49-9041	INDUSTRIAL MACHINERY MECHANICS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	49-9060	PRECISION INSTRUMENT AND EQUIPMENT REPAIRERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	49-9071	MAINTENANCE AND REPAIR WORKERS, GENERAL	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	49-9091	COIN, VENDING, AND AMUSEMENT MACHINE SERVICERS AND REPAIRERS	0.00%	7.00%	Yes
Gen Campus	Limited	Represented	53-3030	DRIVER/SALES WORKERS AND TRUCK DRIVERS	0.00%	7.00%	Yes

k) HOSPITAL SYSTEM/ LIMITED UNION UNREPRESENTED APPOINTMENTS

Hosp System	Limited	Not Represented	11-1021	GENERAL AND OPERATIONS MANAGERS	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	13-1111	MANAGEMENT ANALYSTS	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	13-1199	BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	17-2199	ENGINEERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	35-1012	FIRST-LINE SUPERVISORS OF FOOD PREPARATION AND SERVING WORKERS	0.00%	7.00%	Yes
Hosp System	Limited	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes

l) Hospital System/ Limited Union Represented Appointments

Hosp System	Limited	Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	19-2099	PHYSICAL SCIENTISTS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-1051	PHARMACISTS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-2021	DENTAL HYGIENISTS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	31-9097	PHLEBOTOMISTS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Limited	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes
Hosp System	Limited	Represented	43-9061	OFFICE CLERKS, GENERAL	0.00%	7.00%	Yes

m) General Campus/ Per Diem Union Unrepresented Appointments

Gen Campus	Per Diem	Not Represented	21-1094	COMMUNITY HEALTH WORKERS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Not Represented	29-1060	PHYSICIANS AND SURGEONS	0.00%	7.00%	Yes

Gen Campus	Per Diem	Not Represented	29-1123	PHYSICAL THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Not Represented	29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Not Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes

n) General Campus/ Per Diem Union Represented Appointments

Gen Campus	Per Diem	Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	21-1020	SOCIAL WORKERS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	21-1094	COMMUNITY HEALTH WORKERS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-1126	RESPIRATORY THERAPISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-1127	SPEECH-LANGUAGE PATHOLOGISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-1141	REGISTERED NURSES	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-1151	NURSE ANESTHETISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-1171	NURSE PRACTITIONERS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	31-9092	MEDICAL ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	31-9097	PHLEBOTOMISTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	35-2010	COOKS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes
Gen Campus	Per Diem	Represented	43-9061	OFFICE CLERKS, GENERAL	0.00%	7.00%	Yes

o) Hospital System/ Per Diem Union Unrepresented Appointments

Hosp System	Per Diem	Not Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Not Represented	21-1020	SOCIAL WORKERS	0.00%	7.00%	Yes

Hosp System	Per Diem	Not Represented	21-1094	COMMUNITY HEALTH WORKERS	0.00%	7.00%	Yes
Hosp System	Per Diem	Not Represented	29-1123	PHYSICAL THERAPISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Not Represented	29-1127	SPEECH-LANGUAGE PATHOLOGISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Not Represented	29-1181	AUDIOLOGISTS	0.00%	7.00%	Yes

p) Hospital System/ Per Diem Union Represented Appointments

Hosp System	Per Diem	Represented	11-9111	MEDICAL AND HEALTH SERVICES MANAGERS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	19-3030	PSYCHOLOGISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	21-1020	SOCIAL WORKERS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	21-1094	COMMUNITY HEALTH WORKERS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-1031	DIETITIANS AND NUTRITIONISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-1051	PHARMACISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-1122	OCCUPATIONAL THERAPISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-1126	RESPIRATORY THERAPISTS	5.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-1127	SPEECH-LANGUAGE PATHOLOGISTS	14.29%	7.00%	No
Hosp System	Per Diem	Represented	29-1141	REGISTERED NURSES	0.72%	7.00%	Yes
Hosp System	Per Diem	Represented	29-2010	CLINICAL LABORATORY TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-2030	DIAGNOSTIC RELATED TECHNOLOGISTS AND TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-2041	EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-2061	LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-2071	MEDICAL RECORDS AND HEALTH INFORMATION TECHNICIANS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	29-2090	MISCELLANEOUS HEALTH TECHNOLOGISTS AND TECHNICIANS	1.52%	7.00%	Yes
Hosp System	Per Diem	Represented	31-2020	PHYSICAL THERAPIST ASSISTANTS AND AIDES	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	31-9097	PHLEBOTOMISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	31-9099	HEALTHCARE SUPPORT WORKERS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	35-2010	COOKS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	35-3021	COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	37-2011	JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS	5.88%	7.00%	Yes
Hosp System	Per Diem	Represented	43-4199	INFORMATION AND RECORD CLERKS, ALL OTHER	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	43-5081	STOCK CLERKS AND ORDER FILLERS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	43-6010	SECRETARIES AND ADMINISTRATIVE ASSISTANTS	0.00%	7.00%	Yes

Hosp System	Per Diem	Represented	43-9022	WORD PROCESSORS AND TYPISTS	0.00%	7.00%	Yes
Hosp System	Per Diem	Represented	43-9061	OFFICE CLERKS, GENERAL	0.00%	7.00%	Yes

APPENDIX E

INVITATION TO SELF-IDENTIFY FOR PEOPLE WITH DISABILITIES AND PROTECTED VETERANS

Voluntary Self-Identification of Disability

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2017
Page 1 of 2

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities.¹ To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:

- Blindness
- Autism
- Bipolar disorder
- Post-traumatic stress disorder (PTSD)
- Deafness
- Cerebral palsy
- Major depression
- Obsessive compulsive disorder
- Cancer
- HIV/AIDS
- Multiple sclerosis (MS)
- Impairments requiring the use of a wheelchair
- Diabetes
- Schizophrenia
- Missing limbs or partially missing limbs
- Intellectual disability (previously called mental retardation)
- Epilepsy
- Muscular dystrophy

Please check one of the boxes below:

- YES, I HAVE A DISABILITY (or previously had a disability)
- NO, I DON'T HAVE A DISABILITY
- I DON'T WISH TO ANSWER

Your Name

Today's Date

Voluntary Self-Identification of Disability

Form CC-305
OMB Control Number 1250-0005
Expires 1/31/2017
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Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

ⁱ Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

VOLUNTARY SELF-IDENTIFICATION OF RACE, ETHNICITY AND VETERAN STATUS

U5605 (R10/14) University of California Human Resources

EMPLOYEE NAME (LAST, FIRST, MIDDLE INITIAL)	CAMPUS	DEPARTMENT/ORGANIZATIONAL UNIT	BIRTHDATE		
			MO	DY	YR

INVITATION TO SELF-IDENTIFY RACE AND ETHNICITY

The University of California is a federal contractor and recipient of federal funds subject to affirmative action requirements set forth in Executive Order 11246, as amended. The University's status as a federal contractor obligates it to maintain and analyze certain data with respect to the race and ethnicity of its workforce. In order to comply with these regulations the University requests its employees to voluntarily self-identify their race and ethnicity. The information provided will be kept confidential and used only in ways that are in accordance with federal and state laws, executive orders, and regulations, including those which require the information to be summarized and reported to the federal government for civil rights enforcement purposes.

Please answer the question below.

Are you Hispanic or Latino? **YES, I am Hispanic or Latino** Mexican/Mexican American/Chicano

(E) – A person of Mexican culture or origin regardless of race.

 Latin American/Latino

(5) – A person of Latin American (e.g. Central American, South American, Cuban, Puerto Rican) culture or origin regardless of race.

 Other Spanish/Spanish American

(W) – A person of Spanish culture or origin, not included in any of the Hispanic categories listed above.

 NO, I am not Hispanic or Latino

In addition, select one or more of the following racial categories that best describe you, if applicable.

 AMERICAN INDIAN OR ALASKA NATIVE

(C) – A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

ASIAN Chinese/Chinese American

(2) – A person having origins in any of the original peoples of China.

 Filipino/Pilipino

(L) – A person having origins in any of the original peoples of the Philippine Islands.

 Japanese/Japanese American

(B) – A person having origins in any of the original peoples of Japan.

 Korean/Korean American

(K) – A person having origins in any of the original peoples of Korea.

 Pakistani/East Indian

(R) – A person having origins in any of the original peoples of the Indian subcontinent (e.g., India and Pakistan).

 Vietnamese/Vietnamese American

(I) – A person having origins in any of the original peoples of Vietnam.

 Other Asian

(X) – A person having origins in any of the original peoples of the Far East or South East Asia (including Cambodia, Malaysia and Thailand).

 BLACK OR AFRICAN AMERICAN

(A) – A person having origins in any of the Black racial groups of Africa.

 NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER

(Z) – A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Island.

WHITE European

(G) – A person having origins in any of the original peoples of Europe.

 Middle Eastern

(J) – A person having origins in any of the original peoples of the Middle East.

 North African

(N) – A person having origins in any of the original peoples of North Africa.

 White (not specified)

(F) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa (region not specified).

INVITATION TO SELF-IDENTIFY VETERAN STATUS

The University of California is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans, 4) Armed Forces service medal veterans; and (5) Vietnam Era Veterans.

OVER ►

I AM NOT A PROTECTED VETERAN. (O)

I AM A PROTECTED VETERAN, BUT I CHOOSE NOT TO SELF-IDENTIFY THE CLASSIFICATIONS TO WHICH I BELONG. (P)

I belong to the following classifications of protected veterans (choose all that apply):

DISABLED VETERAN (S)

A “disabled veteran” is one of the following:

1. a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or 2. a person who was discharged or released from active duty because of a service-connected disability.

RECENTLY SEPARATED VETERAN Please provide separation date ____/____ (MM, YY)

A “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval or air service.

ACTIVE WARTIME OR CAMPAIGN BADGE VETERAN (E)

An “active duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense. For a list of officially recognized campaigns, please visit the U.S. Office of Personnel Management website at <http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/#9>

ARMED FORCES SERVICE MEDAL VETERAN (M)

An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985. To identify the military operations that meet this criterion, check your DD Form 214, Certificate of Release or Discharge from Active Duty.

VIETNAM ERA VETERAN (V)

Vietnam Era Veteran means a person who:

1. Served on active duty for a period of more than 180 days, and was discharged or released therefrom with other than a dishonorable discharge, if any part of such active duty occurred: a. in the republic of Vietnam between February 28, 1961, and May 7, 1975; or b. between August 5, 1964, and May 7, 1975, in all other cases; or 2. Was discharged or released from active duty because of a service-connected disability, if any part of such active duty was performed: a. in the republic of Vietnam between February 28, 1961, and May 7, 1975; or b. between August 5, 1964, and May 7, 1975, in all other cases.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor’s Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

As a Government contractor subject to VEVRAA, we are required to submit a report to the United States Department of Labor each year identifying the number of our employees belonging to each specified “protected veteran” category. If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box above.

If you are a disabled veteran it would assist us if you tell us whether there are accommodations we could make that would enable you to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. This information will assist us in making reasonable accommodations for your disability.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended.

The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.

PRIVACY NOTIFICATION STATEMENT (Revised February 22, 2010 for U5605)

The State of California Information Practices Act of 1977 requires the University to provide the following information to individuals who are asked to supply personal information about themselves.

1. The principal purpose for requesting the information on this form is to comply with the following Federal requirements: (i) Title VII of the Civil Rights Act of 1964, as amended; (ii) Executive Order 11246, as amended; (iii) Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended; (iv) Section 503 of the Rehabilitation Act of 1973, as amended; (v) Title IV of the Higher Education Act of 1965, as amended (20usc 1094 (a) (17)); and (vi) Section 490 of the Higher Education Amendments of 1992 (P.L. 102–325), as well as relevant implementing regulations.
2. The information supplied on this form is kept confidential. It is used for required aggregated workforce data reporting to the federal government and for internal workforce statistical analysis, reporting, and outreach. It will be given to government agencies responsible for civil rights laws only when requested, or as otherwise required by law. The aggregated workforce data serves as a tool to the administration of campus equal employment opportunity/affirmative action and human resources programs. The information supplied on this form will be used only as described.
3. Furnishing the information requested on this form is voluntary. There is no penalty for not completing the form.
4. Individuals have the right to review their own records in accordance with University personnel policies and collective bargaining agreements. Information on applicable policies and agreements can be obtained from campus or Office of the President human resources and academic personnel offices.
5. The University offices responsible for maintaining the information supplied on this form are the UC Human Resources Office and UC Academic Advancement Office, and campus Equal Employment Opportunity and Affirmative Action Offices.