

UNIVERSITY OF ALASKA

**AFFIRMATIVE ACTION SUMMARY REPORT
TO THE
BOARD OF REGENTS
2019**

Prepared by the UA Statewide Office of Human Resources

Policy

Board of Regents' Policy 04.02.012 (B) states:

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

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

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

Overview

The 2019 Affirmative Action Plans for Statewide Administration (SW), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) have moved to utilizing forty (40) job categories that subdivide the seven different occupational categories (EEO-skill codes).

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

Officials & Management

Officers & Sr. Administrators
Management

Faculty

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

Exempt & Non-Exempt Professional

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

Exempt & Non-Exempt Clerical

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

Exempt & Non-Exempt Technician

Communications
Crafts & Trades
Information Services
Marine
Research

Specific, Exempt & Non-Exempt General Crafts and Trades

(No sub-categories)

Specific, Exempt & Non-Exempt General Service and Maintenance

Crafts & Trades
Marine
Safety Services

Total Employees System-wide by University and EEO Category

This chart shows the total number of employees for the 2019 plan year by minority category and university. See pages 11 through 24 for breakdown by occupational category and job sub-category.

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Native Hawaiian/ Other Pacific Islander	Two or More Categories
SW	167	138	5	3	7	3	2	9
UAA	1627	1294	48	73	88	57	7	60
UAF	1812	1510	20	57	65	98	5	57
UAS	311	243	2	12	19	18	4	13
Total	3917	3185	75	145	179	176	18	139

Summary of Goal Areas by University for 2019 Plan Year

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

	Officials & Management	Faculty	Professional	Clerical	Technical	Crafts & Trades	General Services & Maintenance
SW	None	n/a	None	None	None	n/a	n/a
UAA	Minority: Management	Female: Associate Professors	None	Minority: Admin	Female: Communications	None	None
UAF	None	Female: Professors & Academic Leadership	Female: Information Services Minority: Communications	None	Female: Information Services Minority: Communications	None	None
UAS	None	Minority: Assistant Professors	None	None	None	None	None

Goal Summary by Occupational Category – 2019 Plan Year

The following provides a detailed explanation of annual goals by occupational category and university. Note that the “Executive” occupational category has been redefined by the Equal Employment Opportunity Commission as “Officials and Managers” and thus this category now includes not only officers and senior administrators of the university, but managers as well. The tables below compares data from the prior plan years (2017 & 2018) with the 2019 plan year. The information indicates whether the occupational category is underutilizing females and/or minorities, and which sub-category those goals apply to. Underutilization is present when there are fewer females and/or minorities in a particular job group than would be expected by their availability in the workforce based on the census data. The annual goals are based on the individualized campus affirmative action plans. If there is no underutilization, then there is no annual goal(s) needed in the occupational category.

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

Officials & Managers*

Statewide Administration – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	4	13%	13	43%	30
2018	4	13%	14	45%	31
2019	10	22%	22	49%	45

- Minority, Female: No underutilization.

UAA – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	2	8%	7	29%	24
2018	2	10%	6	29%	21
2019	16	13%	74	62%	120

- Minority: Underutilization of 1 individual within Management.
- Female: No underutilization.

UAF – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	3	8%	15	38%	40
2018	4	10%	15	38%	40
2019	18	11%	105	65%	161

- Minority, Female: No underutilization.

UAS – Officials & Managers – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	1	9%	7	64%	11
2018	1	10%	6	60%	10
2019	6	21%	18	64%	28

- Minority, Female: No underutilization.

*Previously the “Executive” occupational category

Faculty

UAA – Faculty – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	102	16%	331	53%	627
2018	107	17%	322	53%	612
2019	101	17%	321	53%	605

- Minority: No underutilization.
- Female: Underutilization of less than 1 individual within the Associate Professor rank.

UAF – Faculty – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	110	19%	254	43%	593
2018	103	18%	245	44%	562
2019	95	17%	235	43%	546

- Minority: No underutilization.
- Female: Underutilization of 13 individuals within the Professor rank and 2 individuals in Academic Leadership.

UAS – Faculty – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	9	8%	54	49%	110
2018	8	7%	51	46%	112
2019	8	7%	50	45%	110

- Minority: Underutilization of 4 individuals within the Assistant Professor rank.
- Female: No underutilization.

Professional

Statewide Administration – Professional – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	19	15%	68	52%	130
2018	20	16%	65	52%	126
2019	13	15%	45	51%	89

- Minority, Female: No underutilization.

UAA – Professional – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	98	19%	333	65%	510
2018	94	19%	323	65%	497
2019	85	20%	283	65%	433

- Minority, Female: No underutilization.

UAF – Professional – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	87	14%	372	61%	614
2018	91	15%	349	58%	598
2019	73	15%	283	56%	501

- Minority: Underutilization of 2 individuals within Communication (Professional).
- Female: Underutilization of 23 individuals within Information Services (Professional).

UAS – Professional – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	21	21%	67	68%	98
2018	24	27%	60	68%	88
2019	19	26%	50	68%	73

- Minority, Female: No underutilization.

Clerical

Statewide Administration – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	6	25%	23	96%	24
2018	5	23%	19	86%	22
2019	2	13%	15	94%	16

- Minority, Female: No underutilization.

UAA – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	100	33%	251	82%	306
2018	92	31%	243	81%	299
2019	92	32%	231	80%	288

- Minority: Underutilization of 4 individuals within Administration (Clerical).
- Female: No underutilization.

UAF – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	72	24%	268	88%	304
2018	70	25%	249	88%	283
2019	72	24%	258	88%	294

- Minority, Female: No underutilization.

UAS – Clerical – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	17	31%	49	91%	54
2018	17	30%	53	93%	57
2019	17	30%	50	89%	56

- Minority, Female: No underutilization.

Technician

Statewide Administration – Technician – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	2	9%	3	14%	22
2018	5	21%	4	79%	24
2019	4	20%	3	15%	20

- Minority, Female: No underutilization.

UAA – Technician – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	18	21%	39	45%	86
2018	16	17%	42	44%	95
2019	14	16%	36	42%	86

- Minority: No underutilization.
- Female: Underutilization of less than 1 individual within Communication (Technician).

UAF – Technician – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	15	10%	68	46%	147
2018	17	11%	76	49%	155
2019	15	10%	75	51%	148

- Minority: Underutilization of 2 individuals within Communications (Technician).
- Female: Underutilization of 11 individuals within Information Services (Technician).

UAS – Technician – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	2	13%	7	27%	15
2018	3	18%	6	35%	17
2019	4	22%	18	44%	18

- Minority, Female: No underutilization.

General Crafts & Trades

UAA – General Crafts & Trades – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	14	64%	3	14%	56
2018	11	46%	3	13%	50
2019	9	45%	4	20%	49

- Minority, Female: No underutilization.

UAF – General Crafts & Trades – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	20	25%	8	5%	114
2018	20	22%	6	6%	112
2019	18	18%	8	8%	114

- Minority, Female: No underutilization.

UAS – General Crafts & Trades – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	3	27%	0	0%	11
2018	4	33%	0	0%	12
2019	4	36%	0	0%	11

- Minority, Female: No underutilization.

General Service & Maintenance

UAA – General Service & Maintenance – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	18	38%	10	21%	48
2018	19	40%	11	23%	47
2019	16	35%	8	17%	46

- Minority, Female: No underutilization.

UAF – General Service & Maintenance – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	6	13%	7	15%	48
2018	7	16%	6	14%	44
2019	6	13%	8	17%	47

- Minority, Female: No underutilization.

UAS – General Service & Maintenance – Employee Count					
Plan Year	Minorities		Female		Total Employees
2017	12	75%	1	6%	16
2018	12	75%	1	6%	16
2019	10	67%	1	7%	15

- Minority, Female: No underutilization.

Total Employees by Category and University

The charts below give a breakdown of the overall employee headcount from page 2, for each occupational category (in bold). Additionally, there is the further breakdown of sub-categories showing the total number of employees for the 2019 plan year by category and university.

OFFICIALS & MANAGEMENT TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	45	35	2	0	2	1	2	3
UAA	120	104	2	5	2	2	0	5
UAF	161	143	1	2	1	7	0	7
UAS	28	22	0	1	2	2	0	1

BREAKDOWN FOR OFFICIALS & MANAGEMENT SUB-CATEGORIES:

Officers & Senior Administrators

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	24	20	0	0	0	0	2	2
UAA	21	19	0	0	1	0	0	1
UAF	47	43	1	0	1	2	0	0
UAS	10	9	0	0	0	1	0	0

Management

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	21	15	2	0	2	1	0	1
UAA	99	85	2	5	1	2	0	4
UAF	114	100	0	2	0	5	0	7
UAS	18	13	0	1	2	1	0	1

FACULTY TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	605	504	11	15	41	21	2	11
UAF	546	451	4	12	47	18	1	13
UAS	110	102	0	2	1	4	0	1

BREAKDOWN FOR FACULTY SUB-CATEGORIES:

Professor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	125	103	1	2	13	5	0	1
UAF	125	102	1	1	19	0	0	2
UAS	19	18	0	0	0	1	0	0

Associate Professor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	146	122	3	5	12	3	0	1
UAF	141	124	0	3	9	3	1	1
UAS	25	22	0	0	1	1	0	1

Assistant Professor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	224	180	5	7	14	10	2	6
UAF	205	163	2	6	15	12	0	7
UAS	60	56	0	2	0	2	0	0

Instructor

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	52	48	2	0	0	0	0	2
UAF	30	21	1	2	1	3	0	2
UAS	2	2	0	0	0	0	0	0

Post-Doctoral Fellow

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	8	7	0	0	0	1	0	0
UAF	30	26	0	0	3	0	0	1
UAS	1	1	0	0	0	0	0	0

Academic Leadership

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a							
UAA	50	44	0	1	2	2	0	1
UAF	15	15	0	0	0	0	0	0
UAS	3	3	0	0	0	0	0	0

PROFESSIONAL TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	86	73	2	1	5	0	0	5
UAA	433	348	11	22	15	17	3	17
UAF	501	423	6	13	8	33	3	15
UAS	73	54	0	5	4	5	2	3

BREAKDOWN FOR PROFESSIONAL SUB-CATEGORIES:

Administrative (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	11	8	0	1	1	0	0	1
UAA	89	70	2	5	1	4	0	7
UAF	67	55	0	1	1	6	0	4
UAS	4	4	0	0	0	0	0	0

Athletics (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	25	19	2	0	2	1	0	1
UAF	19	17	0	1	0	1	0	0
UAS	0	0	0	0	0	0	0	0

Communication (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	13	13	0	0	0	0	0	0
UAF	41	39	0	0	0	1	0	1
UAS	6	5	0	0	0	1	0	0

Crafts & Trades (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
UAA	6	4	0	2	0	0	0	0
UAF	19	18	1	0	0	0	0	0
UAS	2	1	0	0	0	0	1	0

Finance (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	15	12	0	0	1	0	0	2
UAA	36	29	0	2	2	0	1	2
UAF	48	38	1	3	1	3	1	1
UAS	5	2	0	0	3	0	0	0

Health Services (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	15	13	0	0	1	1	0	0
UAF	7	7	0	0	0	0	0	0
UAS	3	3	0	0	0	0	0	0

Human Resources (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	5	4	1	0	0	0	0	0
UAA	8	7	0	0	0	1	0	0
UAF	7	6	0	0	0	0	0	1
UAS	4	3	0	1	0	0	0	0

Information Services (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	43	39	1	0	2	0	0	1
UAA	34	30	1	1	1	0	0	1
UAF	73	66	0	1	2	2	0	2
UAS	8	6	0	0	1	0	0	1

Marine (Professional)

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

Real Property (Professional)

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

Research (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	2	2	0	0	0	0	0	0
UAA	57	50	1	1	3	1	0	1
UAF	95	86	1	1	1	5	0	1
UAS	4	4	0	0	0	0	0	0

Risk Management (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	3	3	0	0	0	0	0	0
UAA	4	4	0	0	0	0	0	0
UAF	7	5	0	1	0	1	0	0
UAS	2	1	0	1	0	0	0	0

Student Services (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	96	70	5	6	4	5	1	5
UAF	78	56	2	3	2	11	2	2
UAS	26	17	0	3	0	3	1	2

Training (Professional)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	50	39	0	5	1	4	1	0
UAF	38	29	0	2	1	3	0	3
UAS	9	8	0	0	0	1	0	0

CLERICAL TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	16	14				1		1
UAA	288	196	21	22	17	12	1	19
UAF	294	222	5	21	6	27	1	12
UAS	56	39	1	2	4	3		7

BREAKDOWN FOR CLERICAL SUB-CATEGORIES:

Administration (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	9	8	0	0	0	0	0	1
UAA	146	111	8	6	7	6	0	8
UAF	156	121	3	10	3	15	0	4
UAS	27	20	0	2	0	3	0	2

Athletics (Clerical)

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

Communications (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	13	8	0	2	1	0	1	1
UAF	2	2	0	0	0	0	0	0
UAS	2	2	0	0	0	0	0	0

Finance (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	5	4	0	0	0	1	0	0
UAA	49	29	4	5	6	2	0	3
UAF	56	45	1	3	2	4	0	1
UAS	8	3	0	0	1	0	0	4

Health Services (Clerical)

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

Risk Management (Clerical)

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

Safety Services (Clerical)

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

Student Services (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	59	34	5	9	3	1	0	7
UAF	37	24	1	2	1	7	0	2
UAS	17	13	1	0	3	0	0	0

Training (Clerical)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	1	1	0	0	0	0	0	0
UAF	14	12	0	0	0	0	0	2
UAS	0	0	0	0	0	0	0	0

TECHNICIAN TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	20	16	1	2	0	1	0	0
UAA	86	72	1	4	5	0	1	3
UAF	148	133	0	3	3	6	0	3
UAS	18	14	1	0	1	2	0	0

BREAKDOWN FOR TECHNICIAN SUB-CATEGORIES:

Communication (Technician)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	1	1	0	0	0	0	0	0
UAA	42	35	0	2	3	0	0	2
UAF	64	59	0	0	2	0	0	3
UAS	7	5	1	0	0	1	0	0

Crafts & Trades (Technician)

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

Information Services (Technician)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	19	15	1	2	0	1	0	0
UAA	24	21	0	1	0	0	1	1
UAF	26	23	0	2	0	1	0	0
UAS	6	5	0	0	1	0	0	0

Marine (Technician)

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

Research (Technician)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	18	15	0	1	2	0	0	0
UAF	44	37	0	1	1	5	0	0
UAS	5	4	0	0	0	1	0	0

GENERAL CRAFTS & TRADES TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	49	40	0	2	2	2	0	3
UAF	114	96	2	5	0	6	0	5
UAS	11	7	0	1	1	0	1	1

NO SUB-CATEGORIES

GENERAL SERVICE & MAINTENANCE TOTALS

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	46	30	2	3	6	3	0	2
UAF	47	41	2	1	0	1	0	2
UAS	15	5	0	1	6	2	1	0

BREAKDOWN FOR SERVICE & MAINTENANCE SUB-CATEGORIES:

Crafts & Trades (General Service & Maintenance)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	31	22	0	3	4	2	0	0
UAF	22	17	2	0	0	1	0	2
UAS	15	5	0	1	6	2	1	0

Marine (General Service & Maintenance)

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

Safety Services (General Services & Maintenance)

	Total Employees	White	Black	Hispanic /Latino	Asian	Alaska Native/ American Indian	Hawaiian/ Other Pac Islanders	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	15	8	2	0	2	1	0	2
UAF	18	17	0	1	0	0	0	0
UAS	0	0	0	0	0	0	0	0