

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for

**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT
2411 West 14th Street
Tempe, AZ 85281
(480) 731-8000**

October 1, 2020 - September 30, 2021

PART I: AAP FOR MINORITIES AND WOMEN

PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

AA/EEO Contact: Dr. Deric Hall
Director of EEO/AA
Maricopa County Community College District
2411 West 14th Street
Tempe, AZ 85281
(480) 731-8000

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MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

Maricopa County Community College District comprises 10 colleges, 2 skill centers and numerous education centers, all dedicated to educational excellence and to meeting the needs of businesses and the citizens of Maricopa County, Arizona. Each college is individually accredited, yet part of a larger system - the Maricopa County Community College District, which is one of the largest providers of higher education in the United States.

Maricopa County Community College District offers approximately 954 occupational programs (degrees and certificates), 31 academic certificates and nine academic associate degrees (the associate degrees are available at each of our 10 colleges), and a total of 981 courses.

Maricopa County Community College District is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974, Section 4212. Because Maricopa County Community College District has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAP's) for minorities and women, for protected veterans, and for individuals with disabilities for our organization. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of the Company from future contracts and subcontracts.

Affirmative action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Affirmative action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory affirmative action plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis reveals a numeric disparity between incumbency (and/or hiring rates for veterans) and availability, an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will include a thorough review of the company's outreach efforts to determine the effectiveness of such efforts in closing the hiring and/or utilization gaps. It is toward this end that the following AAP of Maricopa County Community College District was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

Maricopa County Community College District's AAP for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors).

Maricopa County Community College District has developed separately an affirmative action plan for protected veterans and individuals with disabilities (Part II) prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended and Title 41, Code of Federal Regulations, Part 60-741(Affirmative Action Program for Individuals with Disabilities), the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212, as amended, and Title 41 Code of Federal Regulations, Part 60-300 (Affirmative Action Program for protected veterans).

Under [Section 503](#), a business with a federal contract of more than \$15,000 is required to treat qualified individuals with disabilities without discrimination on the basis of their physical or mental disability in all employment practices, and to take affirmative action to employ and advance in employment individuals with disabilities. If the company has at least 50 employees and a single contract of \$50,000 or more, then it must also develop a Section 503 AAP, as described in [41 CFR 60-741, Subpart C](#). Section 503 applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

Under [VEVRAA](#), a business with a federal contract of \$150,000 or more is required to treat qualified individuals without discrimination based on their status as a protected veteran in all employment practices, and to take affirmative action to employ and advance in employment protected veterans. If the company has at least 50 employees and a single contract of \$150,000 or more, then it must also develop a VEVRAA AAP, as described in [41 CFR 60-300, Subpart C](#). VEVRAA applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND REGULATIONS

Coverage under affirmative action laws and regulations applies to:

Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.

Any veteran 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 who was discharged or released from active duty because of a service-connected disability.

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.

Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

An individual with a disability: 1) a person who has a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this AAP, are terms Maricopa County Community College District is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although Maricopa County Community College District will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the Company agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas and sources of statistics does not indicate Maricopa County Community College District's agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this AAP. Such statistics and geographic areas will be used, however, in total good faith with respect to this AAP.

The grouping of job titles into a given job group does not suggest that Maricopa County Community College District believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This AAP is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although Maricopa County Community College District does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this AAP in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP is designed to cover the following reporting period,

- AAP implementation period: October 1, 2020 – September 30, 2021
- Transaction period: October 1, 2019 – September 30, 2020

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of Maricopa County Community College District's workforce in proportion to their representation in the qualified relevant labor market.

The AAP, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, Maricopa County Community College District is subject to and must address a variety of State and Federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflicting with these requirements and guidelines, must be taken into account when developing and implementing the AAP. Furthermore, in determining Maricopa County Community College District's current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to properly identify three key concepts:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.

MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

OCTOBER 1, 2020 - SEPTEMBER 30, 2021

PART I

AAP FOR MINORITIES AND WOMEN

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PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

Maricopa County Community College District conducted a workforce analysis to identify employees by gender and race/ethnicity in each job title. The data was collected from payroll records dated September 30, 2020.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including departmental supervision, exempt, and nonexempt titles.

For each job title, Maricopa County Community College District identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native employees, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Lines of Progression

Developed in conjunction with the workforce analysis is information on Maricopa County Community College District's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. For each line of progression, applicable departments are identified. These are the departments which employ persons in the job titles in the specified line of progression. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

See the *Workforce Analysis/Lines of Progression* for the results per organizational unit.

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4357	Instructional Consultant	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4366	Instructional Project Develop	6	5	Male	0	0	0	0	0	0	0	0
				Female	6	1	0	0	5	0	0	0
4401	Temp Level 1	62	20	Male	26	21	1	4	0	0	0	0
				Female	36	21	0	12	3	0	0	0
4036	Student Lrning Facilitator I	41	13	Male	26	20	1	3	2	0	0	0
				Female	15	8	1	5	1	0	0	0
4037	Student Lrning Facilitator II	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
10710	Custodian	13	10	Male	8	3	0	5	0	0	0	0
				Female	5	0	0	5	0	0	0	0
12535	Student Services Tech	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4002	Fitness Ctr Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10745	Groundskeeper	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10080	Learning Technician Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10075	Laboratory Technician	7	2	Male	5	3	1	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
12530	Student Services Specialist	19	11	Male	6	3	0	3	0	0	0	0
				Female	13	5	0	7	0	1	0	0
10115	Office Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4038	Student Lrning Facilitator III	6	1	Male	1	0	1	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
10110	Administrative Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10880	Fiscal Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11915	Property Materials Spec	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4402	Temp Level 2	8	3	Male	3	2	0	1	0	0	0	0
				Female	5	3	0	2	0	0	0	0
4028	Substitute Pay Day Inst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4029	Substitute Pay Evening Inst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11510	Library Specialist	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	1	1	0	0	0	0
12150	Public Safety Specialist Sr	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11910	Property Materials Spec Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11280	Tech Support Specialist	8	5	Male	8	3	3	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12525	Student Services Specialist Sr	10	6	Male	2	2	0	0	0	0	0	0
				Female	8	2	0	5	0	1	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10760	Maintenance Ops Specialist	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	19	4	Male	0	0	0	0	0	0	0	0
				Female	19	15	0	2	1	1	0	0
10700	Custodian Supervisor	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11795	Program Coordinator	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10015	Course Production Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10885	Fiscal Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4105	EMT Lab Tutor EMT Cert	6	1	Male	3	3	0	0	0	0	0	0
				Female	3	2	0	0	0	0	1	0
10875	Fiscal Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11800	Program Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4076	Temp Level 3	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10740	Groundskeeper Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11230	Network and Systems Spec	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4106	EMT Lab Tutor Paramdc Cert	8	0	Male	7	7	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4403	Temp Level 3	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
11125	Human Resources Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10755	Maintenance Ops Spec Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10100	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12640	Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12615	Electrician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12620	HVAC Specialist Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11275	Tech Support Specialist Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4359	Non Credit Instruction	8	0	Male	7	7	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4204	Adjunct Faculty Day	407	75	Male	163	131	10	16	5	1	0	0
				Female	244	201	8	20	12	2	1	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4205	Adjunct Faculty Evening	144	19	Male	79	71	2	3	2	1	0	0
				Female	65	54	2	6	1	1	1	0
4208	Res Faculty Summer Day	52	11	Male	26	22	1	2	1	0	0	0
				Female	26	19	3	3	0	1	0	0
4210	Res Faculty Overload Day	113	30	Male	46	37	2	4	3	0	0	0
				Female	67	46	6	10	4	1	0	0
4211	Res Faculty Overload Evening	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
7076	Srcv Fac Tchg Day Ovrl	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4050	Accompanist	10	1	Male	3	2	0	0	1	0	0	0
				Female	7	7	0	0	0	0	0	0
4404	Temp Level 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11905	Property Materials Spec Supv	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4111	Police Recruit Instructor	47	7	Male	34	29	0	5	0	0	0	0
				Female	13	11	0	2	0	0	0	0
12145	Police Officer	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4053	Admin in Charge Other	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11265	Tech Support Specialist Supv	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4212	Service Fac Adjunct Day	15	2	Male	1	1	0	0	0	0	0	0
				Female	14	12	1	0	1	0	0	0
4218	Svcs Fac Adj Evening	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	1	0	1	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	5	2	Male	2	1	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4018	Music Instruction Hrly	19	2	Male	9	8	0	0	0	1	0	0
				Female	10	9	0	0	1	0	0	0
4200	Ath Dir Trn Coach	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4384	Temp Assistant Coach	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4383	Temp Head Coach	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	12	7	Male	3	1	0	2	0	0	0	0
				Female	9	4	1	4	0	0	0	0
7315	Engineering	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10310	Athletic Head Coach	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7180	Communication	4	3	Male	2	1	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11790	Program Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	1	0	0	0
8501	Computer Science	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7090	Biology	11	2	Male	1	1	0	0	0	0	0	0
				Female	10	8	0	1	1	0	0	0
12035	PR Marketing Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10865	Fiscal Analyst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11900	Property Materials Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11785	Program Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7280	Economics	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	1	2	0	0	0	0
8010	Photography	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11225	Network and Systems Admr	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	12	5	Male	7	4	2	1	0	0	0	0
				Female	5	3	2	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12515	Student Services Analyst Sr	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12510	Student Services Supervisor	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
6410	Business	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	0	0	1	0	0
10860	Fiscal Analyst Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8140	Psychology	6	2	Male	1	1	0	0	0	0	0	0
				Female	5	3	1	1	0	0	0	0
7380	Geology	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8110	Physics	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11620	Procurement Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11780	Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7040	Art	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	15	5	Male	5	4	0	1	0	0	0	0
				Female	10	6	0	4	0	0	0	0
12505	Student Services Manager	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8608	Aviation	7	0	Male	7	7	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7480	Librarian	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	1	0	0	0	0	0
10005	Instructional Designer/Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11115	Human Resources Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10855	Fiscal Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6545	Theatre	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7200	Counselor	6	3	Male	2	1	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0
7310	Emergency Medical Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7386	Clinical Nursing	6	1	Male	1	1	0	0	0	0	0	0
				Female	5	4	1	0	0	0	0	0
7550	Music	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7681	Mortuary Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8908	American Sign Language	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8483	Art History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11205	Business Systems Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7205	Computer Information Systems	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8421	Nutrition	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12500	Student Services Director	6	2	Male	2	1	0	0	0	1	0	0
				Female	4	3	0	1	0	0	0	0
11260	Software Developer	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11810	Project Manager	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7560	Nursing	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
10475	Video Producer/Editor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Admin of Justice	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8890	Health Education	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7290	Education	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8150	Reading	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10035	Instructional Svc Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7002	Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7301	Electric Utility Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8369	English as a Second Language	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8307	Business Personal Computers	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6381	English Composition	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7775	Physics Mathematics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12135	Police Lieutenant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8200	Spanish	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10000	Teaching and Learning Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8128	Business Accounting	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7766	BPC Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11300	Planning Research Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12025	PR Marketing Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10670	Associate Dean	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11240	Information Technology Mgr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10650	Dean	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
11235	Information Technology Dir	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Chandler-Gilbert Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10625	Vice President	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13000	Executive Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10605	College President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1,338	324	Male #	588	467	28	71	18	4	0	0
Grand Total %			24.2	Male %	43.9	34.9	2.1	5.3	1.3	0.3	0.0	0.0
				Female #	750	547	40	110	41	9	3	0
				Female%	56.1	40.9	3.0	8.2	3.1	0.7	0.2	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4076	Temp Level 3	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4401	Temp Level 1	9	7	Male	5	1	1	0	2	1	0	0
				Female	4	1	1	2	0	0	0	0
4403	Temp Level 3	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
10110	Administrative Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10080	Learning Technician Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10885	Fiscal Technician	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
4402	Temp Level 2	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10115	Office Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11285	Tech Support Technician	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12530	Student Services Specialist	14	8	Male	5	1	2	2	0	0	0	0
				Female	9	5	2	0	0	2	0	0
11625	Procurement Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12525	Student Services Specialist Sr	10	5	Male	3	1	1	1	0	0	0	0
				Female	7	4	1	1	0	1	0	0
10880	Fiscal Technician Senior	7	1	Male	0	0	0	0	0	0	0	0
				Female	7	6	0	1	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11795	Program Coordinator	12	5	Male	0	0	0	0	0	0	0	0
				Female	12	7	0	1	3	1	0	0
10875	Fiscal Specialist	7	5	Male	1	0	0	1	0	0	0	0
				Female	6	2	1	2	0	1	0	0
11505	Library Specialist Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10760	Maintenance Ops Specialist	4	2	Male	4	2	0	1	0	1	0	0
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	3	2	Male	3	1	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11120	Human Resources Specialist Sr	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
10105	Administrative Specialist Sr	16	7	Male	2	1	1	0	0	0	0	0
				Female	14	8	1	5	0	0	0	0
12110	Public Safety Comm Specialist	7	4	Male	1	0	1	0	0	0	0	0
				Female	6	3	0	2	1	0	0	0
11920	Property Materials Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10870	Fiscal Specialist Senior	14	7	Male	3	2	0	1	0	0	0	0
				Female	11	5	2	3	1	0	0	0
12615	Electrician	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12625	HVAC Specialist	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11125	Human Resources Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10045	Instructional Svc Coord	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	1	0	0
13001	Software Developer Specialist	6	3	Male	4	3	1	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
12040	PR Marketing Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12605	Carpenter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10100	Administrative Coordinator	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
11230	Network and Systems Spec	5	1	Male	3	3	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12105	Public Safety Comm Supervisor	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11270	Tech Support Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4404	Temp Level 4	6	0	Male	4	4	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11410	Paralegal	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12140	Police Sergeant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4405	Temp Level 5	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4347	Admin in Charge	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12003	Media Prod Design Analyst	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10220	SBDC Analyst	7	5	Male	3	1	1	1	0	0	0	0
				Female	4	1	0	1	1	1	0	0
12520	Student Services Analyst	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	2	1	0	0	0
11010	Grants Officer	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11620	Procurement Analyst	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12035	PR Marketing Analyst	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10810	Accountant	8	2	Male	1	1	0	0	0	0	0	0
				Female	7	5	1	0	1	0	0	0
10865	Fiscal Analyst	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11790	Program Analyst	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	1	1	0	0	0	0
11785	Program Analyst Senior	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
10475	Video Producer/Editor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11835	Training Devel Consultant	8	3	Male	2	2	0	0	0	0	0	0
				Female	6	3	0	2	0	0	1	0
11845	Wellness Coordinator Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11115	Human Resources Analyst	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10040	Instructional Svc Coord Senior	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
10860	Fiscal Analyst Senior	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11810	Project Manager	8	1	Male	2	2	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
11110	Human Resources Analyst Senior	10	4	Male	2	1	0	1	0	0	0	0
				Female	8	5	2	1	0	0	0	0
12505	Student Services Manager	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
11225	Network and Systems Admr	8	3	Male	5	2	0	2	1	0	0	0
				Female	3	3	0	0	0	0	0	0
12515	Student Services Analyst Sr	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10010	Instructional Developer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13006	Exec Assistant Senior	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
12996	Info Security Administrator	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11615	Procurement Analyst Senior	3	2	Male	2	1	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
12000	Media Prod Design Analyst Sr	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11205	Business Systems Analyst	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11260	Software Developer	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11200	Business Systems Analyst Sr	21	9	Male	5	3	0	1	0	1	0	0
				Female	16	9	0	5	1	1	0	0
10800	Accounting Manager	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10415	Broadcast Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11415	Mediator Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12510	Student Services Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11220	Network and Systems Admr Sr	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10805	Accountant Senior	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10005	Instructional Designer/Tech	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10210	SBDC Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10410	Broadcast Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11305	Planning Research Analyst Sr	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12305	Risk Management Claims Mgr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12025	PR Marketing Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12735	Workforce Dev Analyst Senior	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11610	Procurement Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10715	Facilities Director	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11805	Project Manager Senior	6	0	Male	5	5	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12500	Student Services Director	5	4	Male	1	1	0	0	0	0	0	0
				Female	4	0	1	2	0	1	0	0
11000	Grants Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11255	Software Developer Senior	5	1	Male	5	4	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
10855	Fiscal Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11250	Software Engineer	16	5	Male	13	9	0	0	4	0	0	0
				Female	3	2	0	0	1	0	0	0
10510	Development Officer Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10820	Auditor Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11770	Program Director	5	1	Male	3	2	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12100	Public Safety Comm Records Mgr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11215	Network and Systems Engineer	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11100	Human Resources Director	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	2	0	0	0	0
12715	MCOR Sales Manager	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10850	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11300	Planning Research Director	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12020	PR Marketing Assistant Dir	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11210	Info Security Officer Senior	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10720	Facilities Assistant Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11240	Information Technology Mgr	7	2	Male	6	4	1	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: District Office

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12300	Risk Management Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10655	District Director	18	8	Male	7	5	0	2	0	0	0	0
				Female	11	5	1	4	1	0	0	0
11235	Information Technology Dir	5	1	Male	3	2	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
11425	Public Stewardship Ombuds Dir	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12015	PR Marketing Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10645	SBDC State Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10815	Audit Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10630	Associate Vice Chancellor	13	5	Male	6	4	1	1	0	0	0	0
				Female	7	4	1	1	1	0	0	0
10625	Vice President	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11600	Procurement Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12120	Police Chief	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10615	General Counsel	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: District Office

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10602	Chief Operating Officer	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10610	Vice Chancellor	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10600	Chancellor	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		449	175	Male #	170	110	17	27	12	4	0	0	
Grand Total %			39.0	Male %	37.9	24.5	3.8	6.0	2.7	0.9	0.0	0.0	
				Female #	279	164	25	63	17	9	1	0	
				Female%	62.1	36.5	5.6	14.0	3.8	2.0	0.2	0.0	

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4036	Student Lrning Facilitator I	37	28	Male	20	4	0	12	4	0	0	0
				Female	17	5	0	9	2	0	1	0
4075	Temp Level 2	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	4	0	0	0	0
4401	Temp Level 1	55	38	Male	17	8	0	8	1	0	0	0
				Female	38	9	1	26	1	1	0	0
4037	Student Lrning Facilitator II	5	3	Male	2	0	0	2	0	0	0	0
				Female	3	2	0	0	1	0	0	0
10080	Learning Technician Senior	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4062	Life Drawing Model	5	3	Male	4	2	0	2	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12155	Public Safety Assistant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11920	Property Materials Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10710	Custodian	7	5	Male	1	1	0	0	0	0	0	0
				Female	6	1	0	5	0	0	0	0
10745	Groundskeeper	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10075	Laboratory Technician	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11510	Library Specialist	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
12535	Student Services Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12530	Student Services Specialist	9	6	Male	3	2	0	1	0	0	0	0
				Female	6	1	0	5	0	0	0	0
4402	Temp Level 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11800	Program Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10880	Fiscal Technician Senior	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	13	4	Male	2	1	0	1	0	0	0	0
				Female	11	8	0	3	0	0	0	0
10110	Administrative Specialist	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10070	Laboratory Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11125	Human Resources Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12525	Student Services Specialist Sr	16	13	Male	3	0	0	3	0	0	0	0
				Female	13	3	1	9	0	0	0	0
4029	Substitute Pay Evening Inst	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10705	Custodian Senior	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11280	Tech Support Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10875	Fiscal Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12605	Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10020	Course Production Spec Sr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11795	Program Coordinator	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4050	Accompanist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10870	Fiscal Specialist Senior	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4403	Temp Level 3	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12060	Web Services Specialist	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
11270	Tech Support Coordinator	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10760	Maintenance Ops Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11915	Property Materials Spec	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11275	Tech Support Specialist Senior	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4022	Non Credit Instr Hrly	17	7	Male	6	5	0	0	0	0	1	0
				Female	11	5	1	5	0	0	0	0
11230	Network and Systems Spec	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4204	Adjunct Faculty Day	434	104	Male	156	125	7	19	2	3	0	0
				Female	278	205	24	33	12	3	1	0
4210	Res Faculty Overload Day	87	22	Male	39	31	2	3	2	0	1	0
				Female	48	34	3	7	3	1	0	0
4208	Res Faculty Summer Day	45	15	Male	23	16	2	3	1	0	1	0
				Female	22	14	2	5	1	0	0	0
4354	Educ Dev Pro Gro Proj Sum Com	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7076	Srv Fac Tchg Day Ovrl	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4404	Temp Level 4	5	2	Male	3	1	1	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12145	Police Officer	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11265	Tech Support Specialist Supv	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct Day	8	5	Male	2	2	0	0	0	0	0	0
				Female	6	1	2	2	1	0	0	0
4218	Svcs Fac Adj Evening	9	2	Male	2	2	0	0	0	0	0	0
				Female	7	5	0	1	1	0	0	0
4223	Academic Advisors	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4366	Instructional Project Develop	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4383	Temp Head Coach	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7215	Culinary Arts	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	12	6	Male	2	1	0	0	0	1	0	0
				Female	10	5	2	3	0	0	0	0
8200	Spanish	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11790	Program Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
7386	Clinical Nursing	7	0	Male	0	0	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
7030	Anthropology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8052	Computer Science CIS	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11115	Human Resources Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
7320	English	11	3	Male	3	2	1	0	0	0	0	0
				Female	8	6	0	2	0	0	0	0
6410	Business	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	1	0	1	0	0	0
12505	Student Services Manager	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12510	Student Services Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7180	Communication	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7480	Librarian	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
7200	Counselor	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
7380	Geology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11835	Training Devel Consultant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11620	Procurement Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8150	Reading	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7560	Nursing	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7205	Computer Information Systems	7	0	Male	6	6	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7500	Mathematics	12	3	Male	3	3	0	0	0	0	0	0
				Female	9	6	0	3	0	0	0	0
10860	Fiscal Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7090	Biology	11	3	Male	5	4	0	0	0	0	1	0
				Female	6	4	0	0	1	1	0	0
10035	Instructional Svc Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7040	Art	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Admin of Justice	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8439	Manufacturing Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7522	Speech Language Pathology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7400	History	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12515	Student Services Analyst Sr	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11310	Planning Research Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10750	Maintenance Ops Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7280	Economics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8140	Psychology	5	2	Male	2	1	1	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10005	Instructional Designer/Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12025	PR Marketing Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Estrella Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11255	Software Developer Senior	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11305	Planning Research Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7290	Education	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11210	Info Security Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10500	Development Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8369	English as a Second Language	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10665	Executive Special Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Estrella Mountain Community College

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10845	Fiscal Director	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
10650	Dean	5	2	Male	1	0	0	1	0	0	0	0	
				Female	4	3	1	0	0	0	0	0	
10660	Associate Vice President	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10625	Vice President	3	2	Male	1	0	0	1	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
10605	College President	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1,006	350	Male #	400	281	18	78	14	5	4	0	
Grand Total %			34.8	Male %	39.8	27.9	1.8	7.8	1.4	0.5	0.4	0.0	
				Female #	606	375	45	151	27	6	2	0	
				Female%	60.2	37.3	4.5	15.0	2.7	0.6	0.2	0.0	

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Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4036	Student Lrning Facilitator I	14	7	Male	7	3	0	3	1	0	0	0
				Female	7	4	0	3	0	0	0	0
4038	Student Lrning Facilitator III	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4401	Temp Level 1	67	45	Male	27	12	0	13	0	2	0	0
				Female	40	10	4	24	1	1	0	0
4037	Student Lrning Facilitator II	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	1	0	1	0	0	0
10115	Office Assistant	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10710	Custodian	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11130	Human Resources Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12535	Student Services Tech	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
10745	Groundskeeper	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	20	17	Male	6	1	0	5	0	0	0	0
				Female	14	2	3	9	0	0	0	0
4023	Non Credit Instr Hrly Other	42	18	Male	19	12	1	6	0	0	0	0
				Female	23	12	1	8	1	0	1	0
10880	Fiscal Technician Senior	4	4	Male	2	0	0	1	0	1	0	0
				Female	2	0	0	1	1	0	0	0
10075	Laboratory Technician	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4402	Temp Level 2	15	7	Male	6	3	1	1	1	0	0	0
				Female	9	5	2	1	0	1	0	0
10110	Administrative Specialist	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
10050	Instructional Svc Specialist	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	2	1	1	0	0	0
12010	Media Prod Design Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10875	Fiscal Specialist	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11510	Library Specialist	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10085	Learning Assistant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	21	13	Male	1	0	0	1	0	0	0	0
				Female	20	8	3	6	1	2	0	0
11280	Tech Support Specialist	4	3	Male	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11795	Program Coordinator	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	1	3	0	0	0	0
11125	Human Resources Specialist	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10045	Instructional Svc Coord	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
10760	Maintenance Ops Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10740	Groundskeeper Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12640	Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12525	Student Services Specialist Sr	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	1	2	0	0	0
11275	Tech Support Specialist Senior	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
4403	Temp Level 3	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12040	PR Marketing Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11800	Program Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11230	Network and Systems Spec	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10755	Maintenance Ops Spec Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12740	Workforce Dev Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4204	Adjunct Faculty Day	222	48	Male	66	48	4	10	3	0	1	0
				Female	156	126	9	9	10	1	1	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4205	Adjunct Faculty Evening	66	18	Male	35	24	1	6	2	0	2	0
				Female	31	24	1	3	3	0	0	0
4208	Res Faculty Summer Day	56	9	Male	20	15	3	2	0	0	0	0
				Female	36	32	0	4	0	0	0	0
4210	Res Faculty Overload Day	90	18	Male	33	25	3	3	1	1	0	0
				Female	57	47	2	5	2	1	0	0
4211	Res Faculty Overload Evening	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7076	Srvc Fac Tchg Day Ovrld	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
7078	Srvc Fac Tchg Day Ovrld Summer	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4404	Temp Level 4	11	1	Male	2	1	1	0	0	0	0	0
				Female	9	9	0	0	0	0	0	0
4347	Admin in Charge	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10065	Laboratory Specialist Supv	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12145	Police Officer	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11265	Tech Support Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4349	Other Paid from Fund 2 Hrly	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4212	Service Fac Adjunct Day	6	4	Male	1	1	0	0	0	0	0	0
				Female	5	1	0	3	0	1	0	0
4218	Svcs Fac Adj Evening	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	8	3	Male	1	0	0	1	0	0	0	0
				Female	7	5	0	1	1	0	0	0
4405	Temp Level 5	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4091	Nursing Clinical Instructor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4348	Other Paid from Fund 3 Hrly	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4357	Instructional Consultant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4200	Ath Dir Trn Coach	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4223	Academic Advisors	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4274	Athletic Dir Asst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10060	Instructor	12	6	Male	5	2	0	3	0	0	0	0
				Female	7	4	2	1	0	0	0	0
7386	Clinical Nursing	17	3	Male	1	1	0	0	0	0	0	0
				Female	16	13	1	2	0	0	0	0
7565	Occupational Therapy Asst Inst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12520	Student Services Analyst	22	12	Male	1	0	0	1	0	0	0	0
				Female	21	10	5	6	0	0	0	0
11820	High School Teacher	13	4	Male	5	4	0	1	0	0	0	0
				Female	8	5	1	2	0	0	0	0
7500	Mathematics	5	1	Male	3	2	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10310	Athletic Head Coach	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10055	Instructor Senior	20	9	Male	11	7	1	3	0	0	0	0
				Female	9	4	1	4	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10040	Instructional Svc Coord Senior	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7090	Biology	6	1	Male	3	3	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
7180	Communication	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7200	Counselor	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
12035	PR Marketing Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10865	Fiscal Analyst	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10330	Athletic Trainer Head	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11310	Planning Research Analyst	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7480	Librarian	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
10860	Fiscal Analyst Senior	2	1	Male	1	0	0	0	0	1	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	1	1	0	0	0	0
12030	PR Marketing Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12515	Student Services Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10035	Instructional Svc Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7560	Nursing	9	0	Male	1	1	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	0
11835	Training Devel Consultant	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11785	Program Analyst Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11790	Program Analyst	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8666	Health Care Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	8	2	Male	3	1	0	1	0	0	1	0
				Female	5	5	0	0	0	0	0	0
7070	Automotives	2	1	Male	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
12735	Workforce Dev Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11810	Project Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11780	Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12505	Student Services Manager	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12730	Workforce Dev Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11110	Human Resources Analyst Senior	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
8131	Health Svcs Management	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7135	Chemistry Biology	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11205	Business Systems Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10005	Instructional Designer/Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8068	Perioperative Nurs Surg Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10030	Instructional Svc Manager	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11000	Grants Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7080	Automotive Tech	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7541	Medical Ultrasound	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8263	Water Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8439	Manufacturing Tech	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	5	1	Male	3	2	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10750	Maintenance Ops Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11700	Occup/Secondary Counselor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8170	Respiratory Therapy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8299	Nuclear Medicine	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8164	HVAC Facilities Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10025	Instructional Svc Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7110	General Business	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8651	Respiratory Care Ins	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
7563	Humanities Art Drawing	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8063	Manufacturing	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8365	Medical Radiography	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7776	English ESL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7575	Physical Therapist Asst Inst	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7205	Computer Information Systems	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: GateWay Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11805	Project Manager Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8288	Occupational Safety Health	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8150	Reading	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7498	Physical Therapist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6555	Surgical Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12500	Student Services Director	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7385	Health Unit Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10670	Associate Dean	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11770	Program Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8128	Business Accounting	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7210	Court Reporting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10000	Teaching and Learning Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12025	PR Marketing Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Organizational Unit: GateWay Community College

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
6410	Business	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10715	Facilities Director	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10845	Fiscal Director	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
11235	Information Technology Dir	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12700	CEI Director	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10650	Dean	3	1	Male	2	1	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10660	Associate Vice President	3	1	Male	1	0	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
10625	Vice President	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10605	College President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		988	341	Male #	362	228	22	88	14	6	4	0	
Grand Total %			34.5	Male %	36.6	23.1	2.2	8.9	1.4	0.6	0.4	0.0	
				Female #	626	419	42	128	27	8	2	0	
				Female%	63.4	42.4	4.3	13.0	2.7	0.8	0.2	0.0	

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Workforce Analysis

Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4011	Game Personnel	7	3	Male	4	2	1	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4035	Tutor	15	9	Male	8	2	1	3	2	0	0	0
				Female	7	4	1	1	1	0	0	0
4036	Student Lrning Facilitator I	29	9	Male	18	12	0	6	0	0	0	0
				Female	11	8	1	1	1	0	0	0
4075	Temp Level 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4401	Temp Level 1	201	99	Male	90	43	7	34	4	2	0	0
				Female	111	59	10	33	8	1	0	0
4402	Temp Level 2	16	5	Male	6	5	0	0	1	0	0	0
				Female	10	6	0	4	0	0	0	0
4037	Student Lrning Facilitator II	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
4105	EMT Lab Tutor EMT Cert	7	0	Male	5	5	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10115	Office Assistant	7	3	Male	0	0	0	0	0	0	0	0
				Female	7	4	1	1	0	1	0	0
10110	Administrative Specialist	6	4	Male	1	0	0	1	0	0	0	0
				Female	5	2	0	3	0	0	0	0
12535	Student Services Tech	5	5	Male	1	0	0	1	0	0	0	0
				Female	4	0	0	4	0	0	0	0
4107	Fire Academy Lab Tutor	13	3	Male	10	8	0	2	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10745	Groundskeeper	5	4	Male	5	1	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4002	Fitness Ctr Tech	3	3	Male	3	0	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10710	Custodian	11	10	Male	5	1	0	3	1	0	0	0
				Female	6	0	0	6	0	0	0	0
10765	Maintenance Ops Tech	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4062	Life Drawing Model	7	3	Male	4	2	0	2	0	0	0	0
				Female	3	2	1	0	0	0	0	0
11285	Tech Support Technician	6	3	Male	5	2	0	1	1	0	1	0
				Female	1	1	0	0	0	0	0	0
10080	Learning Technician Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12155	Public Safety Assistant	6	1	Male	4	3	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12530	Student Services Specialist	44	29	Male	10	2	1	6	1	0	0	0
				Female	34	13	4	15	1	1	0	0
10705	Custodian Senior	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11800	Program Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10335	Athletic Trainer	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	30	11	Male	1	1	0	0	0	0	0	0
				Female	29	18	0	7	2	2	0	0
11125	Human Resources Specialist	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0

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Workforce Analysis

Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12525	Student Services Specialist Sr	11	5	Male	2	0	0	2	0	0	0	0
				Female	9	6	0	3	0	0	0	0
11510	Library Specialist	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
10075	Laboratory Technician	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
10325	Athletic Equipment Technician	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10760	Maintenance Ops Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4028	Substitute Pay Day Inst	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11515	Library Technician	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10875	Fiscal Specialist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4368	Fire Equipment Operator	13	4	Male	10	7	0	3	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4106	EMT Lab Tutor Paramdc Cert	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11915	Property Materials Spec	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Workforce Analysis

Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11855	Wellness Fitness Technician Sr	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10880	Fiscal Technician Senior	5	2	Male	2	1	0	1	0	0	0	0
				Female	3	2	0	0	0	1	0	0
4359	Non Credit Instruction	15	7	Male	3	2	0	1	0	0	0	0
				Female	12	6	2	4	0	0	0	0
11230	Network and Systems Spec	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4403	Temp Level 3	13	2	Male	6	5	0	1	0	0	0	0
				Female	7	6	0	1	0	0	0	0
10700	Custodian Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
11910	Property Materials Spec Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11275	Tech Support Specialist Senior	9	2	Male	7	5	0	1	0	0	1	0
				Female	2	2	0	0	0	0	0	0
10740	Groundskeeper Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10045	Instructional Svc Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11120	Human Resources Specialist Sr	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11270	Tech Support Coordinator	2	1	Male	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
4038	Student Lrning Facilitator III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10065	Laboratory Specialist Supv	4	2	Male	3	2	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11795	Program Coordinator	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
12640	Painter	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12630	Equipment Mechanic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12615	Electrician	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12605	Carpenter	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4022	Non Credit Instr Hrly	13	6	Male	1	1	0	0	0	0	0	0
				Female	12	6	1	3	0	1	1	0
4023	Non Credit Instr Hrly Other	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4108	Fire Recruit Instructor	29	8	Male	29	21	2	6	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4109	Paramedic Class Lab Tutor	59	15	Male	48	36	1	10	1	0	0	0
				Female	11	8	0	3	0	0	0	0
4357	Instructional Consultant	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4204	Adjunct Faculty Day	419	84	Male	178	140	9	23	5	1	0	0
				Female	241	195	8	28	5	4	1	0

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Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4205	Adjunct Faculty Evening	270	53	Male	139	113	8	16	2	0	0	0
				Female	131	104	1	19	6	1	0	0
4208	Res Faculty Summer Day	112	25	Male	49	39	3	7	0	0	0	0
				Female	63	48	4	7	4	0	0	0
4210	Res Faculty Overload Day	221	40	Male	98	81	4	11	2	0	0	0
				Female	123	100	5	11	7	0	0	0
4211	Res Faculty Overload Evening	27	3	Male	14	11	0	3	0	0	0	0
				Female	13	13	0	0	0	0	0	0
4212	Service Fac Adjunct Day	13	3	Male	0	0	0	0	0	0	0	0
				Female	13	10	0	2	1	0	0	0
4217	Res Faculty Summer Evening	11	2	Male	6	5	0	1	0	0	0	0
				Female	5	4	0	1	0	0	0	0
4354	Educ Dev Pro Gro Proj Sum Com	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7076	Srcv Fac Tchg Day Ovrlid	9	4	Male	4	1	1	2	0	0	0	0
				Female	5	4	0	1	0	0	0	0
10755	Maintenance Ops Spec Supv	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4050	Accompanist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12405	Sign Language Interpreter Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Organizational Unit: Glendale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11905	Property Materials Spec Supv	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4404	Temp Level 4	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12145	Police Officer	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11265	Tech Support Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4012	Fitness Ctr Floor Supv	14	7	Male	0	0	0	0	0	0	0	0
				Female	14	7	1	5	0	1	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4218	Svcs Fac Adj Evening	14	3	Male	2	2	0	0	0	0	0	0
				Female	12	9	0	3	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	12	6	Male	5	1	1	3	0	0	0	0
				Female	7	5	0	2	0	0	0	0
4041	Sign Language INTP No Degree	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4018	Music Instruction Hrly	23	2	Male	16	14	0	1	1	0	0	0
				Female	7	7	0	0	0	0	0	0
4042	Sign Language INTP AAS Degree	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4043	Sign Language INTP BA Degree	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4044	Sign Language INTP MA Degree	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4093	Nursing Clinical (LD Based)	85	20	Male	3	3	0	0	0	0	0	0
				Female	82	62	6	9	5	0	0	0
4386	Temp Trainer	9	3	Male	5	3	0	2	0	0	0	0
				Female	4	3	0	1	0	0	0	0
4060	Educational Dev Non Faculty	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
4223	Academic Advisors	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4348	Other Paid from Fund 3 Hrly	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4276	Pom Cheer Advisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4384	Temp Assistant Coach	4	3	Male	3	1	1	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4361	Speech Activities Asst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4383	Temp Head Coach	10	6	Male	10	4	2	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4347	Admin in Charge	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7180	Communication	12	3	Male	5	5	0	0	0	0	0	0
				Female	7	4	3	0	0	0	0	0
10310	Athletic Head Coach	5	2	Male	2	0	0	2	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12035	PR Marketing Analyst	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12316	Risk Management Safety Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	11	5	Male	5	3	0	1	1	0	0	0
				Female	6	3	0	2	0	1	0	0
7776	English ESL	6	1	Male	2	1	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
7320	English	22	5	Male	5	5	0	0	0	0	0	0
				Female	17	12	1	3	1	0	0	0
6359	Philosophy Religious Studies	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7560	Nursing	7	0	Male	1	1	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
8128	Business Accounting	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	29	5	Male	19	14	1	3	1	0	0	0
				Female	10	10	0	0	0	0	0	0
7480	Librarian	10	2	Male	3	2	0	1	0	0	0	0
				Female	7	6	0	1	0	0	0	0
8150	Reading	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7090	Biology	15	3	Male	7	6	0	1	0	0	0	0
				Female	8	6	0	1	1	0	0	0
8140	Psychology	11	3	Male	3	2	0	1	0	0	0	0
				Female	8	6	1	0	1	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8126	Astronomy	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8421	Nutrition	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
11835	Training Devel Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7200	Counselor	10	5	Male	4	1	1	2	0	0	0	0
				Female	6	4	0	2	0	0	0	0
7205	Computer Information Systems	10	0	Male	5	5	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
7370	Geography	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8483	Art History	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11260	Software Developer	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11225	Network and Systems Admr	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7400	History	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11810	Project Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11790	Program Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10010	Instructional Developer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10855	Fiscal Supervisor	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7600	Physical Education	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10750	Maintenance Ops Manager	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10055	Instructor Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7764	Motion Picture TV Production	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12515	Student Services Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7315	Engineering	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7550	Music	9	0	Male	6	6	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8190	Sociology	3	2	Male	2	1	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11220	Network and Systems Admr Sr	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12505	Student Services Manager	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0
8000	Philosophy	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7386	Clinical Nursing	8	1	Male	0	0	0	0	0	0	0	0
				Female	8	7	0	0	1	0	0	0
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	10	1	Male	4	4	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
11105	Human Resources Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
8337	Journalism	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8033	Engineering Electronics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8189	Child Family Studies	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8400	Early Childhood Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8868	Health P E Recreation	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7070	Automotives	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8908	American Sign Language	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11110	Human Resources Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
6421	Computer Aided Drafting Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7290	Education	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7080	Automotive Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7030	Anthropology	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8120	Political Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7380	Geology	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8501	Computer Science	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	Accounting	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11245	Information Technology Supv	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7312	Fire Science	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7040	Art	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12500	Student Services Director	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	0	2	0	0	0	0
7310	Emergency Medical Tech	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11255	Software Developer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6545	Theatre	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8363	Religious Studies	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7503	Mathematics Computer Science	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8010	Photography	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Admin of Justice	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8110	Physics	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7110	General Business	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7505	Management	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8332	Humanities	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8135	Accounting CIS	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7305	Electronics	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7280	Economics	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12135	Police Lieutenant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8407	Graphic Arts	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8468	Fitness Wellness	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11240	Information Technology Mgr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8200	Spanish	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8319	English Humanities	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8888	Computer Science Mathematics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10000	Teaching and Learning Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12025	PR Marketing Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8387	Business Admin	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10845	Fiscal Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8056	Fire Science EMT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8060	Business CIS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8205	Speech Communication	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10500	Development Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10650	Dean	5	2	Male	2	1	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
11210	Info Security Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Glendale Community College

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12130	Police Commander	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
11300	Planning Research Director	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
11235	Information Technology Dir	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10715	Facilities Director	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
13005	Assoc VP Senior	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10625	Vice President	3	2	Male	1	1	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
10605	College President	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		2,309	632	Male #	1,028	745	49	204	24	4	2	0	
Grand Total %			27.4	Male %	44.5	32.3	2.1	8.8	1.0	0.2	0.1	0.0	
				Female #	1,281	932	54	225	51	17	2	0	
				Female%	55.5	40.4	2.3	9.7	2.2	0.7	0.1	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4347	Admin in Charge	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4036	Student Lrning Facilitator I	17	8	Male	9	4	2	1	2	0	0	0
				Female	8	5	0	1	0	2	0	0
4075	Temp Level 2	10	7	Male	2	0	0	1	0	1	0	0
				Female	8	3	2	3	0	0	0	0
4359	Non Credit Instruction	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4401	Temp Level 1	174	68	Male	60	40	4	16	0	0	0	0
				Female	114	66	7	35	4	2	0	0
4037	Student Lrning Facilitator II	8	3	Male	3	1	0	2	0	0	0	0
				Female	5	4	0	1	0	0	0	0
4076	Temp Level 3	11	5	Male	6	5	1	0	0	0	0	0
				Female	5	1	0	4	0	0	0	0
10110	Administrative Specialist	9	3	Male	1	1	0	0	0	0	0	0
				Female	8	5	1	2	0	0	0	0
4062	Life Drawing Model	13	7	Male	7	2	2	2	1	0	0	0
				Female	6	4	0	2	0	0	0	0
11920	Property Materials Technician	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4221	Music Theatre	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10115	Office Assistant	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12155	Public Safety Assistant	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4107	Fire Academy Lab Tutor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	40	26	Male	12	4	1	5	0	2	0	0
				Female	28	10	1	11	3	3	0	0
10075	Laboratory Technician	11	2	Male	8	7	0	0	1	0	0	0
				Female	3	2	0	1	0	0	0	0
11285	Tech Support Technician	7	2	Male	6	4	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10710	Custodian	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10745	Groundskeeper	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4038	Student Lrning Facilitator III	19	3	Male	7	6	0	0	1	0	0	0
				Female	12	10	0	1	1	0	0	0
10050	Instructional Svc Specialist	5	3	Male	1	0	1	0	0	0	0	0
				Female	4	2	0	0	2	0	0	0
4402	Temp Level 2	17	4	Male	7	6	0	1	0	0	0	0
				Female	10	7	0	2	1	0	0	0
12210	Records Information Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10335	Athletic Trainer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10085	Learning Assistant	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10705	Custodian Senior	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12525	Student Services Specialist Sr	15	7	Male	7	5	1	1	0	0	0	0
				Female	8	3	1	3	1	0	0	0
10765	Maintenance Ops Tech	3	2	Male	3	1	0	1	0	1	0	0
				Female	0	0	0	0	0	0	0	0
4028	Substitute Pay Day Inst	11	2	Male	8	6	1	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10105	Administrative Specialist Sr	42	18	Male	2	1	0	1	0	0	0	0
				Female	40	23	4	11	0	1	1	0
11280	Tech Support Specialist	7	0	Male	6	6	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10875	Fiscal Specialist	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10740	Groundskeeper Senior	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11120	Human Resources Specialist Sr	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
11795	Program Coordinator	9	1	Male	1	1	0	0	0	0	0	0
				Female	8	7	0	1	0	0	0	0
10830	Box Office Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11510	Library Specialist	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4105	EMT Lab Tutor EMT Cert	30	9	Male	26	17	1	7	0	1	0	0
				Female	4	4	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10045	Instructional Svc Coord	7	1	Male	2	2	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
11125	Human Resources Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11860	Wellness Fitness Technician	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11275	Tech Support Specialist Senior	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10760	Maintenance Ops Specialist	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11800	Program Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12055	Web Services Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11230	Network and Systems Spec	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4079	Temp MAT Equiv Grade 15	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12605	Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4403	Temp Level 3	11	3	Male	5	4	0	1	0	0	0	0
				Female	6	4	0	2	0	0	0	0
4257	Service Fac Overload Summer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	10	1	Male	10	9	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12600	Carpenter Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12620	HVAC Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12635	Painter Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11905	Property Materials Spec Supv	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11910	Property Materials Spec Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10065	Laboratory Specialist Supv	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4108	Fire Recruit Instructor	12	1	Male	11	10	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4109	Paramedic Class Lab Tutor	23	4	Male	17	13	1	3	0	0	0	0
				Female	6	6	0	0	0	0	0	0
4370	CPAT Proctor	15	0	Male	14	14	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4357	Instructional Consultant	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4029	Substitute Pay Evening Inst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4204	Adjunct Faculty Day	582	108	Male	263	213	11	28	8	2	1	0
				Female	319	261	16	25	12	4	1	0
4205	Adjunct Faculty Evening	284	53	Male	161	133	6	16	6	0	0	0
				Female	123	98	2	12	9	2	0	0
4208	Res Faculty Summer Day	210	33	Male	92	79	4	8	0	1	0	0
				Female	118	98	3	12	5	0	0	0
4210	Res Faculty Overload Day	257	42	Male	113	94	5	11	2	1	0	0
				Female	144	121	6	10	7	0	0	0
4211	Res Faculty Overload Evening	20	2	Male	11	11	0	0	0	0	0	0
				Female	9	7	0	0	2	0	0	0
4217	Res Faculty Summer Evening	4	1	Male	3	3	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7076	Srv Fac Tchg Day Ovrl	9	5	Male	1	0	0	1	0	0	0	0
				Female	8	4	2	2	0	0	0	0
7078	Srv Fac Tchg Day Ovrl Summer	7	4	Male	0	0	0	0	0	0	0	0
				Female	7	3	2	2	0	0	0	0
4022	Non Credit Instr Hrly	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
4048	Sign Language INTP Provision C	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11270	Tech Support Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4050	Accompanist	32	7	Male	22	15	0	4	1	2	0	0
				Female	10	10	0	0	0	0	0	0
10320	Athletic Equipment Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11265	Tech Support Specialist Supv	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12145	Police Officer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4012	Fitness Ctr Floor Supv	8	1	Male	3	2	0	1	0	0	0	0
				Female	5	5	0	0	0	0	0	0
4047	Sign Language INTP ProvisionB	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4097	Dental Clinical Lab Assoc	10	2	Male	1	1	0	0	0	0	0	0
				Female	9	7	1	0	0	1	0	0
4091	Nursing Clinical Instructor	12	3	Male	3	2	0	1	0	0	0	0
				Female	9	7	0	2	0	0	0	0
4212	Service Fac Adjunct Day	21	11	Male	3	0	2	1	0	0	0	0
				Female	18	10	2	4	1	1	0	0
4218	Svcs Fac Adj Evening	8	4	Male	2	0	1	1	0	0	0	0
				Female	6	4	2	0	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	10	1	Male	2	2	0	0	0	0	0	0
				Female	8	7	0	1	0	0	0	0
4041	Sign Language INTP No Degree	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4018	Music Instruction Hrly	33	2	Male	18	17	0	1	0	0	0	0
				Female	15	14	0	0	1	0	0	0
4042	Sign Language INTP AAS Degree	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
4043	Sign Language INTP BA Degree	8	1	Male	1	1	0	0	0	0	0	0
				Female	7	6	0	1	0	0	0	0
4044	Sign Language INTP MA Degree	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4306	Set Designer	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4200	Ath Dir Trn Coach	17	7	Male	12	9	1	2	0	0	0	0
				Female	5	1	1	3	0	0	0	0
4366	Instructional Project Develop	10	1	Male	3	2	1	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
7200	Counselor	6	5	Male	1	0	0	1	0	0	0	0
				Female	5	1	2	2	0	0	0	0
7386	Clinical Nursing	10	1	Male	0	0	0	0	0	0	0	0
				Female	10	9	1	0	0	0	0	0
8010	Photography	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	22	7	Male	13	7	1	4	0	1	0	0
				Female	9	8	1	0	0	0	0	0
7685	Veterinary Tech Animal Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8619	Computer Graphics	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12520	Student Services Analyst	17	9	Male	3	1	2	0	0	0	0	0
				Female	14	7	1	3	3	0	0	0
10310	Athletic Head Coach	6	2	Male	5	3	0	0	2	0	0	0
				Female	1	1	0	0	0	0	0	0
10330	Athletic Trainer Head	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12035	PR Marketing Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8075	Construction Management	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
6381	English Composition	6	0	Male	3	3	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11790	Program Analyst	7	0	Male	3	3	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
7560	Nursing	11	2	Male	3	2	0	1	0	0	0	0
				Female	8	7	0	1	0	0	0	0
8140	Psychology	8	1	Male	2	2	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
8162	Aerobics Dance Fitness	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7500	Mathematics	38	4	Male	13	10	1	2	0	0	0	0
				Female	25	24	0	0	1	0	0	0
10475	Video Producer/Editor	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10865	Fiscal Analyst	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7180	Communication	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
7090	Biology	21	0	Male	10	10	0	0	0	0	0	0
				Female	11	11	0	0	0	0	0	0
7776	English ESL	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10515	Development Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11115	Human Resources Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12515	Student Services Analyst Sr	7	6	Male	4	0	1	3	0	0	0	0
				Female	3	1	0	2	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7040	Art	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	0	1	0	0	0
8110	Physics	5	1	Male	3	3	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
12510	Student Services Supervisor	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	1	1	0	0	0
8190	Sociology	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10035	Instructional Svc Supervisor	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11810	Project Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11225	Network and Systems Admr	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8126	Astronomy	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7280	Economics	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7130	Chemistry	8	2	Male	5	5	0	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
7245	Dental Hygiene	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10855	Fiscal Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11220	Network and Systems Admr Sr	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7370	Geography	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
11105	Human Resources Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12315	Risk Management Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10860	Fiscal Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12030	PR Marketing Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10750	Maintenance Ops Manager	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7312	Fire Science	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12505	Student Services Manager	8	7	Male	5	0	1	2	1	1	0	0
				Female	3	1	0	2	0	0	0	0
7550	Music	8	0	Male	5	5	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7110	General Business	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
7480	Librarian	7	0	Male	1	1	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
7205	Computer Information Systems	11	0	Male	9	9	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7271	CIS BPC	6	2	Male	1	0	1	0	0	0	0	0
				Female	5	4	1	0	0	0	0	0
8270	Welding	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8439	Manufacturing Tech	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Workforce Analysis

Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7400	History	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	Accounting	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7070	Automotives	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8337	Journalism	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8405	Fashion Merchandising	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7600	Physical Education	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8055	Automated Mftg Sys	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7020	Agriculture	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10010	Instructional Developer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8150	Reading	6	2	Male	1	0	1	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
8205	Speech Communication	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
11200	Business Systems Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8041	Educational Support	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
7380	Geology	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11255	Software Developer Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8363	Religious Studies	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7305	Electronics	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Admin of Justice	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11805	Project Manager Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10025	Instructional Svc Director	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
11305	Planning Research Analyst Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8483	Art History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7170	Choral	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8200	Spanish	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
8421	Nutrition	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8372	Social Work	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8134	Music Studio Recording	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11215	Network and Systems Engineer	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7030	Anthropology	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8189	Child Family Studies	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8316	Veterinary Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6545	Theatre	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7430	Interior Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8908	American Sign Language	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Organizational Unit: Mesa Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11770	Program Director	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8120	Political Science	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8129	Music Band	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8063	Manufacturing	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8132	Electronics Electromechanical	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8406	Apparel Merchandising Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8804	Drafting	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7290	Education	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
7410	Home Economics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8338	Japanese	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8501	Computer Science	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10670	Associate Dean	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10650	Dean	6	2	Male	2	1	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
10000	Teaching and Learning Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11240	Information Technology Mgr	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11250	Software Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11235	Information Technology Dir	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10500	Development Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Mesa Community College

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
13005	Assoc VP Senior	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
10605	College President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		2,596	605	Male #	1,195	935	60	157	28	13	2	0	
Grand Total %			23.3	Male %	46.0	36.0	2.3	6.0	1.1	0.5	0.1	0.0	
				Female #	1,401	1,056	67	196	64	16	2	0	
				Female%	54.0	40.7	2.6	7.6	2.5	0.6	0.1	0.0	

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Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4036	Student Lrning Facilitator I	15	2	Male	10	8	0	1	1	0	0	0
				Female	5	5	0	0	0	0	0	0
4401	Temp Level 1	97	44	Male	40	24	2	10	3	1	0	0
				Female	57	29	1	24	1	2	0	0
4037	Student Lrning Facilitator II	7	0	Male	1	1	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
4402	Temp Level 2	10	3	Male	2	2	0	0	0	0	0	0
				Female	8	5	0	2	1	0	0	0
10710	Custodian	6	6	Male	2	0	1	1	0	0	0	0
				Female	4	0	0	4	0	0	0	0
4107	Fire Academy Lab Tutor	60	17	Male	55	38	2	13	0	1	1	0
				Female	5	5	0	0	0	0	0	0
10745	Groundskeeper	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10080	Learning Technician Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	11	7	Male	4	2	0	1	1	0	0	0
				Female	7	2	0	4	0	1	0	0
10110	Administrative Specialist	7	2	Male	1	1	0	0	0	0	0	0
				Female	6	4	0	2	0	0	0	0
12535	Student Services Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10880	Fiscal Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10105	Administrative Specialist Sr	16	4	Male	0	0	0	0	0	0	0	0
				Female	16	12	0	4	0	0	0	0

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10075	Laboratory Technician	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4105	EMT Lab Tutor EMT Cert	10	3	Male	6	4	0	2	0	0	0	0
				Female	4	3	0	1	0	0	0	0
10765	Maintenance Ops Tech	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12155	Public Safety Assistant	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11855	Wellness Fitness Technician Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4062	Life Drawing Model	5	2	Male	2	0	0	2	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11280	Tech Support Specialist	5	2	Male	3	3	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
4028	Substitute Pay Day Inst	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4029	Substitute Pay Evening Inst	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11125	Human Resources Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10045	Instructional Svc Coord	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
12525	Student Services Specialist Sr	6	3	Male	2	0	0	1	0	1	0	0
				Female	4	3	0	1	0	0	0	0
11915	Property Materials Spec	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10740	Groundskeeper Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10830	Box Office Specialist Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4106	EMT Lab Tutor Paramdc Cert	33	6	Male	30	24	0	5	1	0	0	0
				Female	3	3	0	0	0	0	0	0
4368	Fire Equipment Operator	14	2	Male	13	11	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10760	Maintenance Ops Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10755	Maintenance Ops Spec Supv	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11285	Tech Support Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11510	Library Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4403	Temp Level 3	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	1	1	0	0	0	0
12615	Electrician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11795	Program Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4060	Educational Dev Non Faculty	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4109	Paramedic Class Lab Tutor	18	4	Male	16	13	1	2	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4108	Fire Recruit Instructor	16	2	Male	16	14	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4204	Adjunct Faculty Day	347	56	Male	138	108	6	15	7	0	2	0
				Female	209	183	1	16	7	1	1	0
4205	Adjunct Faculty Evening	117	17	Male	68	59	0	8	1	0	0	0
				Female	49	41	2	5	1	0	0	0
4208	Res Faculty Summer Day	94	20	Male	40	35	0	5	0	0	0	0
				Female	54	39	2	9	4	0	0	0
4210	Res Faculty Overload Day	122	23	Male	54	47	1	4	2	0	0	0
				Female	68	52	2	10	3	1	0	0
4211	Res Faculty Overload Evening	6	2	Male	5	3	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4217	Res Faculty Summer Evening	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7076	Srv Fac Tchg Day Ovrld	9	3	Male	1	1	0	0	0	0	0	0
				Female	8	5	0	2	1	0	0	0
7078	Srv Fac Tchg Day Ovrld Summer	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
4223	Academic Advisors	13	2	Male	4	4	0	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4023	Non Credit Instr Hrly Other	19	0	Male	8	8	0	0	0	0	0	0
				Female	11	11	0	0	0	0	0	0
10065	Laboratory Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4404	Temp Level 4	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12145	Police Officer	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11265	Tech Support Specialist Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4091	Nursing Clinical Instructor	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4212	Service Fac Adjunct Day	11	2	Male	2	2	0	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0
4218	Svcs Fac Adj Evening	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	8	4	Male	2	1	0	1	0	0	0	0
				Female	6	3	0	2	1	0	0	0
4018	Music Instruction Hrly	17	1	Male	9	9	0	0	0	0	0	0
				Female	8	7	0	0	1	0	0	0
4384	Temp Assistant Coach	12	5	Male	10	5	1	4	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4200	Ath Dir Trn Coach	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4348	Other Paid from Fund 3 Hrly	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4383	Temp Head Coach	5	0	Male	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	13	3	Male	7	6	0	1	0	0	0	0
				Female	6	4	0	1	1	0	0	0
10310	Athletic Head Coach	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	15	6	Male	8	4	3	1	0	0	0	0
				Female	7	5	1	1	0	0	0	0
12003	Media Prod Design Analyst	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11005	Grants Officer Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	13	3	Male	6	4	1	1	0	0	0	0
				Female	7	6	0	0	0	1	0	0
7386	Clinical Nursing	10	1	Male	3	3	0	0	0	0	0	0
				Female	7	6	1	0	0	0	0	0
10860	Fiscal Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7200	Counselor	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
11115	Human Resources Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12505	Student Services Manager	7	5	Male	1	1	0	0	0	0	0	0
				Female	6	1	0	4	0	0	1	0

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7090	Biology	9	2	Male	4	3	0	0	1	0	0	0
				Female	5	4	0	1	0	0	0	0
12515	Student Services Analyst Sr	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11225	Network and Systems Admr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8483	Art History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11810	Project Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7110	General Business	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8150	Reading	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
7310	Emergency Medical Tech	4	1	Male	4	3	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7180	Communication	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
8140	Psychology	5	0	Male	2	2	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8126	Astronomy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8421	Nutrition	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8868	Health P E Recreation	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8396	Dance	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7480	Librarian	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	0	1	0	0	0
8190	Sociology	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7040	Art	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11255	Software Developer Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7002	Accounting	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7290	Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6545	Theatre	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7030	Anthropology	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7205	Computer Information Systems	5	1	Male	4	4	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7271	CIS BPC	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11835	Training Devel Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8332	Humanities	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8400	Early Childhood Education	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7776	English ESL	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7370	Geography	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7551	Music Humanities	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7600	Physical Education	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7550	Music	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10025	Instructional Svc Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12500	Student Services Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8000	Philosophy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8056	Fire Science EMT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7380	Geology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6410	Business	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7280	Economics	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10670	Associate Dean	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Paradise Valley Community College

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10500	Development Director	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
11240	Information Technology Mgr	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10715	Facilities Director	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10845	Fiscal Director	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12025	PR Marketing Manager	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10650	Dean	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10660	Associate Vice President	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10625	Vice President	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10605	College President	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1,362	310	Male #	662	519	20	99	18	3	3	0	
Grand Total %			22.8	Male %	48.6	38.1	1.5	7.3	1.3	0.2	0.2	0.0	
				Female #	700	533	14	116	29	6	2	0	
				Female%	51.4	39.1	1.0	8.5	2.1	0.4	0.1	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4035	Tutor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4036	Student Lrning Facilitator I	22	14	Male	8	2	0	5	0	1	0	0
				Female	14	6	2	4	2	0	0	0
4401	Temp Level 1	159	113	Male	47	11	8	23	3	2	0	0
				Female	112	35	7	65	4	1	0	0
4037	Student Lrning Facilitator II	5	2	Male	4	2	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12535	Student Services Tech	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
10745	Groundskeeper	5	4	Male	5	1	1	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	17	14	Male	5	1	1	2	1	0	0	0
				Female	12	2	0	8	0	2	0	0
10075	Laboratory Technician	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10710	Custodian	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	1	2	0	0	0
4038	Student Lrning Facilitator III	12	4	Male	7	5	0	2	0	0	0	0
				Female	5	3	0	2	0	0	0	0
4402	Temp Level 2	9	3	Male	2	1	1	0	0	0	0	0
				Female	7	5	1	0	1	0	0	0
10105	Administrative Specialist Sr	29	16	Male	3	3	0	0	0	0	0	0
				Female	26	10	5	10	0	1	0	0
10110	Administrative Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10115	Office Assistant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11510	Library Specialist	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	3	0	0	0	0
10325	Athletic Equipment Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4062	Life Drawing Model	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11285	Tech Support Technician	2	2	Male	1	0	0	0	0	1	0	0
				Female	1	0	0	1	0	0	0	0
11800	Program Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4028	Substitute Pay Day Inst	4	1	Male	2	1	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4029	Substitute Pay Evening Inst	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
10020	Course Production Spec Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10740	Groundskeeper Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11915	Property Materials Spec	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
10705	Custodian Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12525	Student Services Specialist Sr	12	8	Male	2	1	0	1	0	0	0	0
				Female	10	3	2	3	1	1	0	0
10760	Maintenance Ops Specialist	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	3	2	Male	3	1	0	1	0	1	0	0
				Female	0	0	0	0	0	0	0	0
11910	Property Materials Spec Sr	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4023	Non Credit Instr Hrly Other	6	3	Male	0	0	0	0	0	0	0	0
				Female	6	3	0	2	0	1	0	0
10870	Fiscal Specialist Senior	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
4403	Temp Level 3	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
10065	Laboratory Specialist Supv	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4106	EMT Lab Tutor Paramdc Cert	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11860	Wellness Fitness Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11120	Human Resources Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11795	Program Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4359	Non Credit Instruction	7	1	Male	4	4	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4050	Accompanist	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11275	Tech Support Specialist Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4060	Educational Dev Non Faculty	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12615	Electrician	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4022	Non Credit Instr Hrly	13	2	Male	3	2	1	0	0	0	0	0
				Female	10	9	0	0	0	1	0	0
12605	Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12650	Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4109	Paramedic Class Lab Tutor	28	15	Male	26	12	4	7	2	0	1	0
				Female	2	1	0	1	0	0	0	0
4204	Adjunct Faculty Day	416	110	Male	157	106	13	31	5	1	1	0
				Female	259	200	17	30	8	3	1	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11270	Tech Support Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4208	Res Faculty Summer Day	87	24	Male	42	30	2	7	1	2	0	0
				Female	45	33	2	6	3	1	0	0
4210	Res Faculty Overload Day	121	34	Male	54	40	3	7	2	2	0	0
				Female	67	47	3	12	3	2	0	0
4205	Adjunct Faculty Evening	186	61	Male	95	67	10	13	4	0	1	0
				Female	91	58	13	17	1	2	0	0
4211	Res Faculty Overload Evening	10	2	Male	6	4	0	0	1	1	0	0
				Female	4	4	0	0	0	0	0	0
4217	Res Faculty Summer Evening	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
4404	Temp Level 4	8	4	Male	5	2	0	2	1	0	0	0
				Female	3	2	1	0	0	0	0	0
12145	Police Officer	3	1	Male	3	2	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11265	Tech Support Specialist Supv	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4012	Fitness Ctr Floor Supv	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4047	Sign Language INTP ProvisionB	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12140	Police Sergeant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4097	Dental Clinical Lab Assoc	29	6	Male	0	0	0	0	0	0	0	0
				Female	29	23	0	2	2	2	0	0
4100	Dentist Rate Hygiene Exam	6	3	Male	4	3	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0
4212	Service Fac Adjunct Day	7	3	Male	0	0	0	0	0	0	0	0
				Female	7	4	0	3	0	0	0	0
4218	Svcs Fac Adj Evening	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4003	Fitness Ctr Trainer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4041	Sign Language INTP No Degree	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4018	Music Instruction Hrly	16	2	Male	9	7	0	1	1	0	0	0
				Female	7	7	0	0	0	0	0	0
4042	Sign Language INTP AAS Degree	5	2	Male	1	0	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
4043	Sign Language INTP BA Degree	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
4044	Sign Language INTP MA Degree	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4384	Temp Assistant Coach	28	19	Male	24	9	10	4	1	0	0	0
				Female	4	0	1	3	0	0	0	0
4227	Sport Info Dir Softball	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4347	Admin in Charge	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4274	Athletic Dir Asst	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4386	Temp Trainer	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10055	Instructor Senior	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10330	Athletic Trainer Head	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12520	Student Services Analyst	10	5	Male	0	0	0	0	0	0	0	0
				Female	10	5	2	2	0	1	0	0
7320	English	13	3	Male	6	5	0	1	0	0	0	0
				Female	7	5	1	0	0	1	0	0
7386	Clinical Nursing	7	3	Male	0	0	0	0	0	0	0	0
				Female	7	4	0	3	0	0	0	0
8126	Astronomy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8908	American Sign Language	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7040	Art	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10310	Athletic Head Coach	5	3	Male	5	2	1	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11115	Human Resources Analyst	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11820	High School Teacher	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	1	1	0	0	0	0

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6370	Instructional Media	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11700	Occup/Secondary Counselor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8150	Reading	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
7200	Counselor	4	4	Male	3	0	0	2	1	0	0	0
				Female	1	0	0	1	0	0	0	0
12003	Media Prod Design Analyst	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11785	Program Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8100	Physical Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10860	Fiscal Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7480	Librarian	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
7130	Chemistry	4	4	Male	2	0	1	0	1	0	0	0
				Female	2	0	0	0	2	0	0	0
10750	Maintenance Ops Manager	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12510	Student Services Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10475	Video Producer/Editor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7430	Interior Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10300	Athletic Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8666	Health Care Education	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12505	Student Services Manager	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
7500	Mathematics	13	3	Male	7	4	0	2	1	0	0	0
				Female	6	6	0	0	0	0	0	0
11310	Planning Research Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7180	Communication	4	2	Male	2	0	1	0	0	1	0	0
				Female	2	2	0	0	0	0	0	0
8127	Health Information	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8278	Wellness Ed Therapeutic Massge	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11900	Property Materials Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8483	Art History	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7245	Dental Hygiene	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11010	Grants Officer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	6	3	Male	2	1	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0
7090	Biology	12	3	Male	7	6	0	0	1	0	0	0
				Female	5	3	0	2	0	0	0	0
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6410	Business	9	1	Male	6	6	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
12400	Sign Language Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11225	Network and Systems Admr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7030	Anthropology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8190	Sociology	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11255	Software Developer Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8060	Business CIS	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8140	Psychology	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8421	Nutrition	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8010	Photography	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7230	Dental Asst	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
10030	Instructional Svc Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8407	Graphic Arts	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Admin of Justice	5	1	Male	3	3	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
6381	English Composition	2	1	Male	1	0	0	0	0	1	0	0
				Female	1	1	0	0	0	0	0	0
7410	Home Economics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8374	Theatre Arts	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7600	Physical Education	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8056	Fire Science EMT	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7290	Education	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7110	General Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10855	Fiscal Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8369	English as a Second Language	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7550	Music	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11105	Human Resources Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7400	History	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10005	Instructional Designer/Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8189	Child Family Studies	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7387	American Ind Std Liberal Arts	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11300	Planning Research Director	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8422	Public Adm Adm of Justice	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Organizational Unit: Phoenix College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8870	Sociology Social Work	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11210	Info Security Officer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7280	Economics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7272	Interpreter Training Prog	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6400	Foreign Language	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6540	Social Science	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7776	English ESL	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10845	Fiscal Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11235	Information Technology Dir	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	4	3	Male	2	0	2	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11815	High School Principal	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Organizational Unit: Phoenix College

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10660	Associate Vice President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10605	College President	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		1,583	591	Male #	663	413	67	136	30	14	3	0	
Grand Total %			37.3	Male %	41.9	26.1	4.2	8.6	1.9	0.9	0.2	0.0	
				Female #	920	579	66	222	31	21	1	0	
				Female%	58.1	36.6	4.2	14.0	2.0	1.3	0.1	0.0	

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Workforce Analysis

Organizational Unit: Rio Salado Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4366	Instructional Project Develop	17	5	Male	7	5	0	1	1	0	0	0
				Female	10	7	0	3	0	0	0	0
4401	Temp Level 1	114	66	Male	39	16	7	15	1	0	0	0
				Female	75	32	5	35	1	2	0	0
4036	Student Lrning Facilitator I	6	3	Male	3	2	0	1	0	0	0	0
				Female	3	1	0	1	1	0	0	0
4037	Student Lrning Facilitator II	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	0	2	0	0	0
10110	Administrative Specialist	16	11	Male	2	1	0	1	0	0	0	0
				Female	14	4	3	5	1	1	0	0
10745	Groundskeeper	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11920	Property Materials Technician	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
12535	Student Services Tech	19	11	Male	4	2	0	2	0	0	0	0
				Female	15	6	0	6	1	2	0	0
4038	Student Lrning Facilitator III	12	7	Male	6	3	1	1	1	0	0	0
				Female	6	2	0	3	1	0	0	0
4098	Dental Lab Assoc	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11725	Cook	3	2	Male	3	1	0	1	0	1	0	0
				Female	0	0	0	0	0	0	0	0
4402	Temp Level 2	11	2	Male	4	2	1	0	1	0	0	0
				Female	7	7	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Workforce Analysis

Organizational Unit: Rio Salado Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12530	Student Services Specialist	37	20	Male	8	6	2	0	0	0	0	0
				Female	29	11	6	7	2	3	0	0
10710	Custodian	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10075	Laboratory Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10115	Office Assistant	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11285	Tech Support Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12155	Public Safety Assistant	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11800	Program Specialist	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	106	38	Male	31	19	4	7	1	0	0	0
				Female	75	49	9	14	3	0	0	0
10105	Administrative Specialist Sr	22	9	Male	0	0	0	0	0	0	0	0
				Female	22	13	1	5	1	1	1	0
10470	Broadcast Producer	6	1	Male	3	3	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10760	Maintenance Ops Specialist	6	2	Male	6	4	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4029	Substitute Pay Evening Inst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11280	Tech Support Specialist	13	6	Male	11	5	2	3	1	0	0	0
				Female	2	2	0	0	0	0	0	0
10045	Instructional Svc Coord	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0
12040	PR Marketing Coord	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10740	Groundskeeper Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10020	Course Production Spec Sr	5	1	Male	2	1	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10880	Fiscal Technician Senior	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
12005	Media Prod Design Spec Senior	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
12525	Student Services Specialist Sr	12	7	Male	1	1	0	0	0	0	0	0
				Female	11	4	2	4	0	1	0	0
11510	Library Specialist	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10875	Fiscal Specialist	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11795	Program Coordinator	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	2	0	0	0	0
11315	Planning Research Coordinator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11120	Human Resources Specialist Sr	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4075	Temp Level 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4403	Temp Level 3	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12740	Workforce Dev Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11125	Human Resources Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12640	Painter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12650	Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
11905	Property Materials Spec Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10455	Broadcast Specialist Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10870	Fiscal Specialist Senior	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0
11270	Tech Support Coordinator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10015	Course Production Coord	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
11275	Tech Support Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11230	Network and Systems Spec	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4060	Educational Dev Non Faculty	9	3	Male	4	3	0	1	0	0	0	0
				Female	5	3	0	1	1	0	0	0
4204	Adjunct Faculty Day	9	0	Male	0	0	0	0	0	0	0	0
				Female	9	9	0	0	0	0	0	0
4205	Adjunct Faculty Evening	697	97	Male	223	191	7	15	8	2	0	0
				Female	474	409	19	29	16	1	0	0
4210	Res Faculty Overload Day	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4217	Res Faculty Summer Evening	20	4	Male	5	4	0	0	0	1	0	0
				Female	15	12	2	0	1	0	0	0
4359	Non Credit Instruction	18	6	Male	2	2	0	0	0	0	0	0
				Female	16	10	1	4	1	0	0	0
11500	Library Specialist Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12145	Police Officer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4404	Temp Level 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10755	Maintenance Ops Spec Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4097	Dental Clinical Lab Assoc	16	1	Male	0	0	0	0	0	0	0	0
				Female	16	15	1	0	0	0	0	0
4100	Dentist Rate Hygiene Exam	6	3	Male	5	3	0	1	1	0	0	0
				Female	1	0	0	0	1	0	0	0
4212	Service Fac Adjunct Day	7	3	Male	1	1	0	0	0	0	0	0
				Female	6	3	1	1	1	0	0	0
4218	Svcs Fac Adj Evening	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4405	Temp Level 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10055	Instructor Senior	21	4	Male	8	6	0	2	0	0	0	0
				Female	13	11	0	2	0	0	0	0
10465	Broadcast Producer Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	15	4	Male	5	5	0	0	0	0	0	0
				Female	10	6	1	2	1	0	0	0
10420	Broadcast Fld Correspondent Sr	11	3	Male	6	6	0	0	0	0	0	0
				Female	5	2	0	3	0	0	0	0
11790	Program Analyst	9	4	Male	0	0	0	0	0	0	0	0
				Female	9	5	1	1	2	0	0	0
11710	Food Svcs Supervisor	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10435	Broadcast Prod Editor	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10060	Instructor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12003	Media Prod Design Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	17	5	Male	1	1	0	0	0	0	0	0
				Female	16	11	1	4	0	0	0	0
10035	Instructional Svc Supervisor	10	2	Male	2	2	0	0	0	0	0	0
				Female	8	6	1	1	0	0	0	0
11115	Human Resources Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10463	Broadcast Producer Manager	13	2	Male	11	9	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10865	Fiscal Analyst	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12035	PR Marketing Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11225	Network and Systems Admr	4	3	Male	3	1	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10430	Broadcast Prod Editor Senior	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10515	Development Officer	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12515	Student Services Analyst Sr	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10860	Fiscal Analyst Senior	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
12030	PR Marketing Analyst Senior	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11005	Grants Officer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11785	Program Analyst Senior	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11775	Program Manager	13	6	Male	3	2	0	1	0	0	0	0
				Female	10	5	1	4	0	0	0	0
11205	Business Systems Analyst	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	7	5	Male	1	0	1	0	0	0	0	0
				Female	6	2	2	2	0	0	0	0
11835	Training Devel Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11260	Software Developer	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12505	Student Services Manager	7	3	Male	2	2	0	0	0	0	0	0
				Female	5	2	0	3	0	0	0	0
10005	Instructional Designer/Tech	10	2	Male	2	2	0	0	0	0	0	0
				Female	8	6	1	0	1	0	0	0
7180	Communication	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7480	Librarian	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12730	Workforce Dev Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10415	Broadcast Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11810	Project Manager	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10750	Maintenance Ops Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11255	Software Developer Senior	8	5	Male	7	2	0	2	3	0	0	0
				Female	1	1	0	0	0	0	0	0
11305	Planning Research Analyst Sr	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10030	Instructional Svc Manager	8	3	Male	2	1	1	0	0	0	0	0
				Female	6	4	0	1	1	0	0	0
7130	Chemistry	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7245	Dental Hygiene	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8150	Reading	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11220	Network and Systems Admr Sr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11770	Program Director	7	1	Male	2	1	0	0	1	0	0	0
				Female	5	5	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10510	Development Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10410	Broadcast Manager	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7200	Counselor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
10670	Associate Dean	7	3	Male	3	2	1	0	0	0	0	0
				Female	4	2	2	0	0	0	0	0
7500	Mathematics	2	1	Male	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
8462	Law Enforcement	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12500	Student Services Director	6	2	Male	2	1	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
2561	Allied Health EMT	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11805	Project Manager Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10025	Instructional Svc Director	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
11780	Program Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8363	Religious Studies	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11100	Human Resources Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8240	Tech General	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10405	Broadcast Assoc General Mgr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11250	Software Engineer	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
7090	Biology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8332	Humanities	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10440	Broadcast Engineer Chief	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7131	Chemical Dependency	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7271	CIS BPC	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7290	Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10665	Executive Special Assistant	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
11240	Information Technology Mgr	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12725	Workforce Dev Manager	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
11235	Information Technology Dir	3	1	Male	3	2	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10660	Associate Vice President	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
10650	Dean	5	1	Male	1	1	0	0	0	0	0	0	
				Female	4	3	1	0	0	0	0	0	
12015	PR Marketing Director	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
10400	Broadcast General Manager	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10625	Vice President	5	1	Male	3	2	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
10605	College President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		1,560	436	Male #	520	381	33	79	21	6	0	0	
Grand Total %			27.9	Male %	33.3	24.4	2.1	5.1	1.3	0.4	0.0	0.0	
				Female #	1,040	743	70	166	46	13	2	0	
				Female%	66.7	47.6	4.5	10.6	2.9	0.8	0.1	0.0	

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Organizational Unit: Scottsdale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4060	Educational Dev Non Faculty	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4384	Temp Assistant Coach	18	7	Male	15	9	6	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4036	Student Lrning Facilitator I	5	0	Male	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4401	Temp Level 1	60	21	Male	28	18	1	9	0	0	0	0
				Female	32	21	1	9	0	1	0	0
4037	Student Lrning Facilitator II	9	2	Male	5	4	1	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
10745	Groundskeeper	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12535	Student Services Tech	4	3	Male	1	0	0	0	0	1	0	0
				Female	3	1	1	1	0	0	0	0
4075	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10115	Office Assistant	5	0	Male	0	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
10075	Laboratory Technician	5	0	Male	2	2	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10110	Administrative Specialist	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
11285	Tech Support Technician	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4062	Life Drawing Model	7	3	Male	4	2	0	1	1	0	0	0
				Female	3	2	0	1	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12155	Public Safety Assistant	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4038	Student Lrning Facilitator III	16	3	Male	4	3	0	0	1	0	0	0
				Female	12	10	0	2	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11515	Library Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	9	5	Male	5	2	0	2	0	1	0	0
				Female	4	2	0	2	0	0	0	0
10710	Custodian	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4402	Temp Level 2	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
11800	Program Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10080	Learning Technician Senior	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4078	Temp MAT Equiv Grade 14	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	15	2	Male	0	0	0	0	0	0	0	0
				Female	15	13	0	0	2	0	0	0
4023	Non Credit Instr Hrly Other	31	3	Male	12	10	0	2	0	0	0	0
				Female	19	18	0	1	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11280	Tech Support Specialist	8	0	Male	7	7	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10875	Fiscal Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11920	Property Materials Technician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10085	Learning Assistant	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12525	Student Services Specialist Sr	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	1	0	1	0	0
11275	Tech Support Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10320	Athletic Equipment Specialist	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10065	Laboratory Specialist Supv	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10870	Fiscal Specialist Senior	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11510	Library Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11795	Program Coordinator	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11120	Human Resources Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
11905	Property Materials Spec Supv	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Organizational Unit: Scottsdale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10045	Instructional Svc Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4403	Temp Level 3	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
10760	Maintenance Ops Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12150	Public Safety Specialist Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12620	HVAC Specialist Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12640	Painter	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11230	Network and Systems Spec	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12645	Plumber Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10740	Groundskeeper Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12600	Carpenter Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12610	Electrician Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4205	Adjunct Faculty Evening	72	6	Male	39	34	1	3	1	0	0	0
				Female	33	32	0	1	0	0	0	0
4204	Adjunct Faculty Day	222	35	Male	104	85	4	5	6	2	2	0
				Female	118	102	2	10	4	0	0	0
4018	Music Instruction Hrly	18	2	Male	8	8	0	0	0	0	0	0
				Female	10	8	0	0	2	0	0	0
4208	Res Faculty Summer Day	68	7	Male	36	30	1	2	3	0	0	0
				Female	32	31	1	0	0	0	0	0
4210	Res Faculty Overload Day	119	13	Male	58	48	2	2	4	2	0	0
				Female	61	58	1	2	0	0	0	0
7076	Srv Fac Tchg Day Ovrl	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
4050	Accompanist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10100	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12145	Police Officer	3	2	Male	3	1	0	1	0	1	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4003	Fitness Ctr Trainer	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4404	Temp Level 4	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4405	Temp Level 5	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4212	Service Fac Adjunct Day	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4218	Svcs Fac Adj Evening	12	2	Male	2	2	0	0	0	0	0	0
				Female	10	8	0	1	0	1	0	0
4093	Nursing Clinical (LD Based)	54	7	Male	11	9	0	0	0	0	2	0
				Female	43	38	1	4	0	0	0	0
4357	Instructional Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4383	Temp Head Coach	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4223	Academic Advisors	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	16	7	Male	3	1	1	1	0	0	0	0
				Female	13	8	1	4	0	0	0	0
11845	Wellness Coordinator Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7000	Admin of Justice	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7500	Mathematics	13	1	Male	6	5	1	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
10310	Athletic Head Coach	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8396	Dance	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11790	Program Analyst	6	0	Male	3	3	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12515	Student Services Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11115	Human Resources Analyst	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10010	Instructional Developer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11835	Training Devel Consultant	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7215	Culinary Arts	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7320	English	8	1	Male	4	3	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11900	Property Materials Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7386	Clinical Nursing	7	0	Male	0	0	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6381	English Composition	3	1	Male	2	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11225	Network and Systems Admr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7480	Librarian	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11310	Planning Research Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7430	Interior Design	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7550	Music	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12505	Student Services Manager	7	4	Male	1	0	0	0	0	0	1	0
				Female	6	3	1	1	0	1	0	0
7560	Nursing	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
11110	Human Resources Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8150	Reading	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7002	Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7205	Computer Information Systems	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7290	Education	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8374	Theatre Arts	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8619	Computer Graphics	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7040	Art	3	2	Male	2	0	0	0	1	1	0	0
				Female	1	1	0	0	0	0	0	0
10860	Fiscal Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7090	Biology	8	1	Male	4	4	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
8052	Computer Science CIS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10725	Facilities Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7200	Counselor	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10005	Instructional Designer/Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8021	Sculpture	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11775	Program Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7062	Motion Pictures	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8134	Music Studio Recording	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7764	Motion Picture TV Production	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7180	Communication	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7590	Physical Education Mens	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8369	English as a Second Language	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8421	Nutrition	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8190	Sociology	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
8804	Drafting	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Scottsdale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11255	Software Developer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7380	Geology	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8210	Speech Theatre	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7280	Economics	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
7390	Hospitality	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8868	Health P E Recreation	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8332	Humanities	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
7030	Anthropology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10750	Maintenance Ops Manager	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Scottsdale Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11805	Project Manager Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7400	History	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10030	Instructional Svc Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8060	Business CIS	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7005	Hotel Restaurant Management	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8041	Educational Support	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8120	Political Science	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8067	CSC CIS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7555	Physics Astronomy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: Scottsdale Community College

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7370	Geography	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10845	Fiscal Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10850	Fiscal Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11250	Software Engineer	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11300	Planning Research Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10500	Development Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10665	Executive Special Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10660	Associate Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	1	0	1	0	0	0
10625	Vice President	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
10605	College President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1,071	180	Male #	483	385	22	40	22	9	5	0
Grand Total %			16.8	Male %	45.1	35.9	2.1	3.7	2.1	0.8	0.5	0.0
				Female #	588	506	11	52	12	6	1	0
				Female%	54.9	47.2	1.0	4.9	1.1	0.6	0.1	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4036	Student Lrning Facilitator I	25	18	Male	15	3	2	9	1	0	0	0
				Female	10	4	1	5	0	0	0	0
4401	Temp Level 1	29	24	Male	8	2	2	4	0	0	0	0
				Female	21	3	3	13	1	0	1	0
4076	Temp Level 3	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
10745	Groundskeeper	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11920	Property Materials Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11520	Library Assistant	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
4002	Fitness Ctr Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10110	Administrative Specialist	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
12530	Student Services Specialist	15	11	Male	4	0	1	3	0	0	0	0
				Female	11	4	1	5	0	1	0	0
10710	Custodian	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	1	1	2	0	0	0
4402	Temp Level 2	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	1	2	0	0	0	0
11285	Tech Support Technician	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11505	Library Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10105	Administrative Specialist Sr	7	4	Male	0	0	0	0	0	0	0	0
				Female	7	3	2	2	0	0	0	0
10705	Custodian Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4037	Student Lrning Facilitator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11280	Tech Support Specialist	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
4359	Non Credit Instruction	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	2	0	0	0	0	0
10075	Laboratory Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11510	Library Specialist	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10050	Instructional Svc Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10875	Fiscal Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10760	Maintenance Ops Specialist	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11270	Tech Support Coordinator	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10065	Laboratory Specialist Supv	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0

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Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10880	Fiscal Technician Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
12525	Student Services Specialist Sr	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
4403	Temp Level 3	4	1	Male	3	3	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10870	Fiscal Specialist Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12040	PR Marketing Coord	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11120	Human Resources Specialist Sr	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11800	Program Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11795	Program Coordinator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4050	Accompanist	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4204	Adjunct Faculty Day	192	77	Male	84	57	8	10	7	2	0	0
				Female	108	58	25	15	8	2	0	0
4208	Res Faculty Summer Day	28	12	Male	12	9	1	2	0	0	0	0
				Female	16	7	3	4	2	0	0	0

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4210	Res Faculty Overload Day	57	24	Male	27	20	3	4	0	0	0	0
				Female	30	13	5	8	4	0	0	0
7076	Srvc Fac Tchg Day Ovrlid	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
7078	Srvc Fac Tchg Day Ovrlid Summer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10755	Maintenance Ops Spec Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4404	Temp Level 4	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12145	Police Officer	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4082	Temp MAT Equiv Grade 18	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct Day	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	10	4	Male	2	2	0	0	0	0	0	0
				Female	8	4	1	1	1	1	0	0
4018	Music Instruction Hrly	7	3	Male	3	3	0	0	0	0	0	0
				Female	4	1	2	0	1	0	0	0
4357	Instructional Consultant	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4384	Temp Assistant Coach	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4383	Temp Head Coach	5	2	Male	3	2	1	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7320	English	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
12035	PR Marketing Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	13	10	Male	4	1	1	1	0	1	0	0
				Female	9	2	1	4	1	1	0	0
10310	Athletic Head Coach	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
7205	Computer Information Systems	4	2	Male	3	2	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7200	Counselor	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
7776	English ESL	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10865	Fiscal Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	7	3	Male	2	1	0	1	0	0	0	0
				Female	5	3	0	1	1	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7600	Physical Education	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11790	Program Analyst	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11110	Human Resources Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8150	Reading	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8439	Manufacturing Tech	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7040	Art	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11835	Training Devel Consultant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11785	Program Analyst Senior	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
12505	Student Services Manager	7	5	Male	3	0	1	2	0	0	0	0
				Female	4	2	0	2	0	0	0	0
11810	Project Manager	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8069	Storytelling	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10855	Fiscal Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7180	Communication	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10010	Instructional Developer	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0
7130	Chemistry	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
11305	Planning Research Analyst Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	Accounting	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
7090	Biology	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
6381	English Composition	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
7000	Admin of Justice	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7480	Librarian	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0
7380	Geology	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
11225	Network and Systems Admr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7110	General Business	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0

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Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10005	Instructional Designer/Tech	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8317	English Storytelling	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6359	Philosophy Religious Studies	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11255	Software Developer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7550	Music	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6475	Mathematics Physics	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8041	Educational Support	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12500	Student Services Director	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
6410	Business	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8130	Psychology Sociology	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8369	English as a Second Language	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12025	PR Marketing Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10845	Fiscal Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10660	Associate Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	3	3	Male	2	0	1	0	0	0	1	0
				Female	1	0	0	1	0	0	0	0
10605	College President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis

Organizational Unit: South Mountain Community College

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	577	285	Male #	255	155	26	56	10	6	2	0
	Grand Total %		49.4	Male %	44.2	26.9	4.5	9.7	1.7	1.0	0.3	0.0
				Female #	322	137	59	90	24	11	1	0
				Female%	55.8	23.7	10.2	15.6	4.2	1.9	0.2	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Workforce Analysis Summary

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Chandler-Gilbert Community College	1,338	588	750	324	467	28	71	18	4	0	0	547	40	110	41	9	3	0
District Office	449	170	279	175	110	17	27	12	4	0	0	164	25	63	17	9	1	0
Estrella Mountain Community College	1,006	400	606	350	281	18	78	14	5	4	0	375	45	151	27	6	2	0
GateWay Community College	988	362	626	341	228	22	88	14	6	4	0	419	42	128	27	8	2	0
Glendale Community College	2,309	1,028	1,281	632	745	49	204	24	4	2	0	932	54	225	51	17	2	0
Mesa Community College	2,596	1,195	1,401	605	935	60	157	28	13	2	0	1,056	67	196	64	16	2	0
Paradise Valley Community College	1,362	662	700	310	519	20	99	18	3	3	0	533	14	116	29	6	2	0
Phoenix College	1,583	663	920	591	413	67	136	30	14	3	0	579	66	222	31	21	1	0
Rio Salado Community College	1,560	520	1,040	436	381	33	79	21	6	0	0	743	70	166	46	13	2	0
Scottsdale Community College	1,071	483	588	180	385	22	40	22	9	5	0	506	11	52	12	6	1	0
South Mountain Community College	577	255	322	285	155	26	56	10	6	2	0	137	59	90	24	11	1	0
Total (#)	14,839	6,326	8,513	4,229	4,619	362	1,035	211	74	25	0	5,991	493	1,519	369	122	19	0
Total (%)		42.6	57.4	28.5	31.1	2.4	7.0	1.4	0.5	0.2	0.0	40.4	3.3	10.2	2.5	0.8	0.1	0.0

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the AAP is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. Ideally, if a job group is identified as containing a problem area, it should be large enough that a goal of a least one whole person can be established. No minimum size has been established for this purpose, however, since it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

It may not be possible for a smaller contractor's job groups to meet the guideline of not crossing EEO categories. While there are usually two or more job groups within each EEO-1 or EEO-6 category, for smaller contractors some or all of their job groups may correspond to EEO categories.

Maricopa County Community College District did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: A1 - Executive Management

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	10600	Chancellor	1	1	0	0	1
1	10602	Chief Operating Officer	1	1	0	1	0
1	10605	College President	10	4	6	7	3
1	13000	Executive Vice President	1	1	0	1	0
1	10615	General Counsel	2	1	1	1	1
1	10610	Vice Chancellor	1	1	0	1	0
1	10625	Vice President	29	16	13	19	10
Total (#)			45	25	20	30	15
Total (%)				55.6	44.4	66.7	33.3

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: A2 - Senior Management

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	13005	Assoc VP Senior	3	0	3	1	2
1	10630	Associate Vice Chancellor	13	6	7	8	5
1	10660	Associate Vice President	12	7	5	10	2
1	10815	Audit Director	1	1	0	1	0
1	10405	Broadcast Assoc General Mgr	2	2	0	2	0
1	12700	CEI Director	1	1	0	1	0
1	10655	District Director	18	7	11	10	8
1	10715	Facilities Director	10	10	0	6	4
1	10845	Fiscal Director	8	3	5	3	5
1	11100	Human Resources Director	12	2	10	7	5
1	11235	Information Technology Dir	14	12	2	10	4
1	11300	Planning Research Director	6	3	3	3	3
1	12120	Police Chief	1	1	0	1	0
1	12130	Police Commander	8	7	1	8	0
1	12015	PR Marketing Director	2	0	2	1	1
1	11600	Procurement Director	1	1	0	1	0
1	11770	Program Director	15	7	8	13	2
1	11425	Public Stewardship Ombuds Dir	1	0	1	0	1
1	12300	Risk Management Director	1	0	1	1	0
1	10645	SBDC State Director	1	0	1	0	1
1	12500	Student Services Director	49	13	36	33	16
1	10000	Teaching and Learning Director	4	1	3	3	1
Total (#)			183	84	99	123	60
Total (%)				45.9	54.1	67.2	32.8

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: A3 - Deans

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	10670	Associate Dean	13	6	7	7	6
1	10650	Dean	38	13	25	20	18
Total (#)			51	19	32	27	24
Total (%)				37.3	62.7	52.9	47.1

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: A4 - First/Mid-Level Management

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	4274	Athletic Dir Asst	2	1	1	1	1
1	10300	Athletic Director	7	5	2	6	1
1	10720	Facilities Assistant Director	1	1	0	1	0
1	10850	Fiscal Manager	2	1	1	2	0
1	11000	Grants Manager	3	1	2	2	1
1	11815	High School Principal	1	1	0	1	0
1	11240	Information Technology Mgr	12	10	2	8	4
1	11245	Information Technology Supv	5	4	1	5	0
1	10005	Instructional Designer/Tech	20	4	16	14	6
1	11500	Library Specialist Supervisor	6	1	5	3	3
1	10750	Maintenance Ops Manager	12	9	3	9	3
1	12715	MCOR Sales Manager	1	1	0	0	1
1	12135	Police Lieutenant	2	2	0	2	0
1	12020	PR Marketing Assistant Dir	1	0	1	1	0
1	12025	PR Marketing Manager	8	3	5	6	2
1	11610	Procurement Supervisor	1	1	0	1	0
1	11775	Program Manager	31	9	22	20	11
1	11810	Project Manager	17	4	13	12	5
1	11805	Project Manager Senior	11	6	5	11	0
1	11900	Property Materials Manager	3	2	1	2	1
1	11905	Property Materials Spec Supv	6	4	2	2	4
1	12100	Public Safety Comm Records Mgr	1	1	0	1	0
1	12105	Public Safety Comm Supervisor	2	1	1	1	1
1	12305	Risk Management Claims Mgr	1	0	1	1	0
1	10210	SBDC Supervisor	1	1	0	1	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: A4 - First/Mid-Level Management

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	12400	Sign Language Supervisor	1	0	1	0	1
1	12505	Student Services Manager	58	17	41	22	36
1	12510	Student Services Supervisor	29	6	23	14	15
1	12725	Workforce Dev Manager	5	1	4	5	0
1	12730	Workforce Dev Supervisor	2	1	1	1	1
Total (#)			252	98	154	155	97
Total (%)				38.9	61.1	61.5	38.5

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7002	Accounting	10	5	5	10	0
5	8135	Accounting CIS	1	0	1	1	0
5	7000	Admin of Justice	15	9	6	10	5
5	8162	Aerobics Dance Fitness	1	0	1	1	0
5	7020	Agriculture	1	1	0	1	0
5	7387	American Ind Std Liberal Arts	1	1	0	0	1
5	8908	American Sign Language	6	2	4	5	1
5	7030	Anthropology	9	3	6	8	1
5	8406	Apparel Merchandising Design	1	0	1	1	0
5	7040	Art	16	9	7	11	5
5	8483	Art History	7	1	6	6	1
5	8126	Astronomy	8	4	4	8	0
5	8055	Automated Mftg Sys	1	1	0	1	0
5	7080	Automotive Tech	3	3	0	2	1
5	7070	Automotives	9	9	0	7	2
5	8608	Aviation	7	7	0	7	0
5	7090	Biology	98	44	54	82	16
5	7766	BPC Business	1	0	1	1	0
5	6410	Business	32	13	19	25	7
5	8128	Business Accounting	3	2	1	2	1
5	8387	Business Admin	1	1	0	1	0
5	8060	Business CIS	6	5	1	5	1
5	8307	Business Personal Computers	1	0	1	1	0
5	7131	Chemical Dependency	1	1	0	1	0
5	7130	Chemistry	39	18	21	28	11

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7135	Chemistry Biology	1	0	1	0	1
5	8189	Child Family Studies	4	0	4	3	1
5	7170	Choral	1	1	0	1	0
5	7271	CIS BPC	9	1	8	6	3
5	7386	Clinical Nursing	72	5	67	62	10
5	7180	Communication	42	19	23	28	14
5	6421	Computer Aided Drafting Design	1	0	1	1	0
5	8619	Computer Graphics	5	3	2	5	0
5	7205	Computer Information Systems	47	34	13	43	4
5	8501	Computer Science	5	3	2	4	1
5	8052	Computer Science CIS	3	2	1	2	1
5	8888	Computer Science Mathematics	1	0	1	1	0
5	8075	Construction Management	1	1	0	0	1
5	7210	Court Reporting	1	0	1	1	0
5	8067	CSC CIS	1	1	0	1	0
5	7215	Culinary Arts	5	4	1	4	1
5	8396	Dance	5	0	5	4	1
5	7230	Dental Asst	3	0	3	2	1
5	4097	Dental Clinical Lab Assoc	55	1	54	46	9
5	7245	Dental Hygiene	7	0	7	5	2
5	4098	Dental Lab Assoc	1	0	1	0	1
5	4100	Dentist Rate Hygiene Exam	12	9	3	6	6
5	8804	Drafting	3	2	1	3	0
5	8400	Early Childhood Education	3	0	3	2	1
5	7280	Economics	15	9	6	9	6

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7290	Education	12	1	11	9	3
5	8041	Educational Support	6	1	5	5	1
5	7301	Electric Utility Tech	1	1	0	1	0
5	7305	Electronics	3	3	0	1	2
5	8132	Electronics Electromechanical	1	1	0	1	0
5	7310	Emergency Medical Tech	8	8	0	6	2
5	4105	EMT Lab Tutor EMT Cert	53	40	13	40	13
5	4106	EMT Lab Tutor Paramdc Cert	43	39	4	36	7
5	7315	Engineering	10	7	3	9	1
5	8033	Engineering Electronics	2	2	0	2	0
5	7320	English	112	49	63	83	29
5	8369	English as a Second Language	6	3	3	5	1
5	6381	English Composition	16	6	10	13	3
5	7776	English ESL	14	6	8	11	3
5	8319	English Humanities	1	1	0	1	0
5	8317	English Storytelling	1	0	1	1	0
5	8405	Fashion Merchandising	2	0	2	2	0
5	4107	Fire Academy Lab Tutor	74	66	8	54	20
5	4108	Fire Recruit Instructor	57	56	1	46	11
5	7312	Fire Science	6	5	1	5	1
5	8056	Fire Science EMT	3	3	0	2	1
5	8468	Fitness Wellness	1	0	1	1	0
5	6400	Foreign Language	1	1	0	0	1
5	7110	General Business	10	5	5	7	3
5	7370	Geography	9	5	4	8	1

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7380	Geology	14	7	7	11	3
5	8407	Graphic Arts	2	1	1	2	0
5	8666	Health Care Education	4	0	4	4	0
5	8890	Health Education	2	1	1	2	0
5	8127	Health Information	1	0	1	1	0
5	8868	Health P E Recreation	5	2	3	4	1
5	8131	Health Svcs Management	1	1	0	1	0
5	7385	Health Unit Coord	1	0	1	1	0
5	7400	History	15	9	6	12	3
5	7410	Home Economics	2	0	2	2	0
5	7390	Hospitality	1	0	1	1	0
5	7005	Hotel Restaurant Management	1	1	0	1	0
5	8332	Humanities	4	2	2	3	1
5	7563	Humanities Art Drawing	1	0	1	1	0
5	8164	HVAC Facilities Tech	1	1	0	1	0
5	6370	Instructional Media	1	0	1	1	0
5	10060	Instructor	13	6	7	7	6
5	10055	Instructor Senior	45	19	26	32	13
5	7430	Interior Design	5	1	4	5	0
5	7272	Interpreter Training Prog	1	0	1	1	0
5	8338	Japanese	1	0	1	0	1
5	8337	Journalism	2	0	2	1	1
5	8462	Law Enforcement	1	0	1	0	1
5	8063	Manufacturing	2	2	0	2	0
5	8439	Manufacturing Tech	7	6	1	4	3

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7500	Mathematics	147	67	80	118	29
5	7503	Mathematics Computer Science	1	0	1	0	1
5	6475	Mathematics Physics	1	1	0	1	0
5	8365	Medical Radiography	2	1	1	2	0
5	7541	Medical Ultrasound	2	1	1	2	0
5	7681	Mortuary Science	1	0	1	1	0
5	7764	Motion Picture TV Production	2	0	2	2	0
5	7062	Motion Pictures	3	2	1	3	0
5	7550	Music	29	21	8	29	0
5	7552	Music Audio Production Tech	4	4	0	4	0
5	8129	Music Band	1	1	0	1	0
5	7551	Music Humanities	1	1	0	1	0
5	4018	Music Instruction Hrly	133	72	61	119	14
5	8134	Music Studio Recording	2	2	0	2	0
5	4221	Music Theatre	4	2	2	3	1
5	8299	Nuclear Medicine	3	1	2	3	0
5	7560	Nursing	34	5	29	30	4
5	4093	Nursing Clinical (LD Based)	139	14	125	112	27
5	4091	Nursing Clinical Instructor	16	4	12	13	3
5	8421	Nutrition	11	1	10	8	3
5	8288	Occupational Safety Health	2	2	0	1	1
5	7565	Occupational Therapy Asst Inst	1	0	1	0	1
5	4109	Paramedic Class Lab Tutor	128	107	21	90	38
5	8068	Perioperative Nurs Surg Tech	1	0	1	0	1
5	8000	Philosophy	11	9	2	10	1

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	6359	Philosophy Religious Studies	3	2	1	2	1
5	8010	Photography	4	3	1	3	1
5	7600	Physical Education	11	6	5	11	0
5	7590	Physical Education Mens	1	1	0	1	0
5	8100	Physical Science	1	0	1	1	0
5	7498	Physical Therapist	1	0	1	1	0
5	7575	Physical Therapist Asst Inst	2	1	1	2	0
5	8110	Physics	19	11	8	16	3
5	7555	Physics Astronomy	1	1	0	1	0
5	7775	Physics Mathematics	1	0	1	1	0
5	4111	Police Recruit Instructor	47	34	13	40	7
5	8120	Political Science	3	2	1	3	0
5	8140	Psychology	45	16	29	35	10
5	8130	Psychology Sociology	1	1	0	0	1
5	8422	Public Adm Adm of Justice	1	1	0	1	0
5	8150	Reading	34	3	31	25	9
5	8363	Religious Studies	7	3	4	5	2
5	8651	Respiratory Care Ins	4	1	3	3	1
5	8170	Respiratory Therapy	1	0	1	1	0
5	8021	Sculpture	1	1	0	1	0
5	6540	Social Science	1	1	0	0	1
5	8372	Social Work	1	0	1	1	0
5	8190	Sociology	14	5	9	8	6
5	8870	Sociology Social Work	1	0	1	0	1
5	8200	Spanish	16	8	8	7	9

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	8205	Speech Communication	5	0	5	4	1
5	7522	Speech Language Pathology	1	0	1	1	0
5	8210	Speech Theatre	1	0	1	1	0
5	8069	Storytelling	1	0	1	0	1
5	6555	Surgical Tech	1	0	1	0	1
5	8240	Tech General	1	1	0	1	0
5	4078	Temp MAT Equiv Grade 14	1	1	0	1	0
5	4079	Temp MAT Equiv Grade 15	1	0	1	1	0
5	4082	Temp MAT Equiv Grade 18	1	1	0	0	1
5	6545	Theatre	5	2	3	5	0
5	8374	Theatre Arts	2	1	1	1	1
5	8316	Veterinary Tech	1	0	1	1	0
5	7685	Veterinary Tech Animal Science	1	0	1	1	0
5	8263	Water Tech	1	1	0	0	1
5	8270	Welding	2	2	0	2	0
5	8278	Wellness Ed Therapeutic Massge	1	0	1	1	0
Total (#)			2,092	1,030	1,062	1,657	435
Total (%)				49.2	50.8	79.2	20.8

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: B2 - Faculty - Adjunct Day

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	4204	Adjunct Faculty Day	3,250	1,309	1,941	2,553	697
5	4210	Res Faculty Overload Day	1,188	522	666	942	246
5	4208	Res Faculty Summer Day	752	340	412	596	156
5	4212	Service Fac Adjunct Day	95	11	84	61	34
5	4309	Service Fac Asg Byd Rg Bs Cont	53	14	39	33	20
5	4257	Service Fac Overload Summer	1	0	1	1	0
5	7076	Srvc Fac Tchg Day Ovrl	40	9	31	24	16
5	7078	Srvc Fac Tchg Day Ovrl Summer	15	1	14	8	7
Total (#)			5,394	2,206	3,188	4,218	1,176
Total (%)				40.9	59.1	78.2	21.8

Maricopa County Community College District

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Job Group Analysis

Job Group: B3 - Faculty - Adjunct Evening

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	4205	Adjunct Faculty Evening	1,836	839	997	1,512	324
5	4211	Res Faculty Overload Evening	72	39	33	62	10
5	4217	Res Faculty Summer Evening	42	17	25	33	9
5	4218	Svcs Fac Adj Evening	57	11	46	43	14
Total (#)			2,007	906	1,101	1,650	357
Total (%)				45.1	54.9	82.2	17.8

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Job Group Analysis

Job Group: C1 - Librarians

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	7480	Librarian	49	7	42	37	12
7	11520	Library Assistant	1	1	0	0	1
7	11510	Library Specialist	28	7	21	17	11
7	11505	Library Specialist Senior	3	1	2	3	0
7	11515	Library Technician	3	3	0	3	0
Total (#)			84	19	65	60	24
Total (%)				22.6	77.4	71.4	28.6

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Job Group Analysis

Job Group: D1 - Other Student, Academic and Educational Services

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
8	4223	Academic Advisors	18	6	12	14	4
8	4370	CPAT Proctor	15	14	1	15	0
8	4354	Educ Dev Pro Gro Proj Sum Com	4	2	2	4	0
8	4060	Educational Dev Non Faculty	18	7	11	14	4
8	11820	High School Teacher	19	5	14	13	6
8	4357	Instructional Consultant	11	4	7	6	5
8	10010	Instructional Developer	5	2	3	4	1
8	10065	Laboratory Specialist Supv	16	8	8	10	6
8	10075	Laboratory Technician	45	24	21	37	8
8	10070	Laboratory Technician Senior	15	8	7	12	3
8	4022	Non Credit Instr Hrly	47	10	37	32	15
8	4023	Non Credit Instr Hrly Other	221	83	138	158	63
8	4359	Non Credit Instruction	51	16	35	35	16
8	12150	Public Safety Specialist Sr	3	2	1	2	1
8	4036	Student Lrning Facilitator I	211	120	91	109	102
8	4037	Student Lrning Facilitator II	52	19	33	33	19
8	4038	Student Lrning Facilitator III	69	29	40	48	21
8	4028	Substitute Pay Day Inst	22	13	9	19	3
8	4029	Substitute Pay Evening Inst	13	7	6	11	2
8	4035	Tutor	16	8	8	6	10
Total (#)			871	387	484	582	289
Total (%)				44.4	55.6	66.8	33.2

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Job Group Analysis

Job Group: E1 - Professionals - Non-faculty

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	10810	Accountant	8	1	7	6	2
2	10805	Accountant Senior	3	1	2	2	1
2	10800	Accounting Manager	6	3	3	5	1
2	4347	Admin in Charge	8	4	4	7	1
2	4053	Admin in Charge Other	1	1	0	1	0
2	2561	Allied Health EMT	1	0	1	1	0
2	10820	Auditor Senior	2	0	2	2	0
2	10400	Broadcast General Manager	1	0	1	1	0
2	10015	Course Production Coord	7	4	3	6	1
2	10020	Course Production Spec Sr	8	4	4	7	1
2	10500	Development Director	5	3	2	3	2
2	10515	Development Officer	5	2	3	4	1
2	10510	Development Officer Senior	2	1	1	1	1
2	10665	Executive Special Assistant	3	1	2	1	2
2	10725	Facilities Analyst Senior	1	1	0	1	0
2	11010	Grants Officer	3	1	2	2	1
2	11005	Grants Officer Senior	2	1	1	1	1
2	11115	Human Resources Analyst	12	2	10	8	4
2	11110	Human Resources Analyst Senior	15	2	13	8	7
2	11125	Human Resources Specialist	13	1	12	5	8
2	11120	Human Resources Specialist Sr	14	2	12	3	11
2	11105	Human Resources Supervisor	5	0	5	2	3
2	4366	Instructional Project Develop	34	10	24	23	11
2	12000	Media Prod Design Analyst Sr	2	0	2	1	1
2	12005	Media Prod Design Spec Senior	2	0	2	0	2

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Job Group Analysis

Job Group: E1 - Professionals - Non-faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	11415	Mediator Senior	1	0	1	1	0
2	4349	Other Paid from Fund 2 Hrly	1	1	0	0	1
2	4348	Other Paid from Fund 3 Hrly	4	4	0	4	0
2	12035	PR Marketing Analyst	9	3	6	5	4
2	12030	PR Marketing Analyst Senior	5	1	4	2	3
2	12040	PR Marketing Coord	4	2	2	3	1
2	11620	Procurement Analyst	4	1	3	2	2
2	11615	Procurement Analyst Senior	3	2	1	1	2
2	11625	Procurement Specialist	1	0	1	0	1
2	11790	Program Analyst	35	10	25	25	10
2	11785	Program Analyst Senior	11	4	7	5	6
2	11795	Program Coordinator	45	3	42	28	17
2	11800	Program Specialist	11	6	5	8	3
2	11780	Program Supervisor	3	0	3	2	1
2	11915	Property Materials Spec	6	2	4	3	3
2	11910	Property Materials Spec Sr	5	1	4	3	2
2	11920	Property Materials Technician	11	7	4	6	5
2	12316	Risk Management Safety Analyst	1	1	0	1	0
2	10220	SBDC Analyst	7	3	4	2	5
2	4361	Speech Activities Asst	1	0	1	0	1
2	4401	Temp Level 1	1,027	387	640	482	545
2	4075	Temp Level 2	19	3	16	6	13
2	4402	Temp Level 2	98	32	66	65	33
2	4076	Temp Level 3	18	8	10	12	6
2	4403	Temp Level 3	62	19	43	49	13

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Job Group Analysis

Job Group: E1 - Professionals - Non-faculty

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	4404	Temp Level 4	42	19	23	33	9
2	4405	Temp Level 5	8	5	3	7	1
2	4386	Temp Trainer	12	6	6	9	3
2	11835	Training Devel Consultant	17	4	13	12	5
2	12735	Workforce Dev Analyst Senior	3	2	1	2	1
2	12740	Workforce Dev Coordinator	2	0	2	0	2
Total (#)			1,639	581	1,058	879	760
Total (%)				35.4	64.6	53.6	46.4

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Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: F1 - Computer, Engineering & Related Technical Occupations

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	11205	Business Systems Analyst	7	3	4	7	0
3	11200	Business Systems Analyst Sr	23	6	17	14	9
3	12996	Info Security Administrator	2	0	2	2	0
3	11210	Info Security Officer Senior	4	3	1	3	1
3	10045	Instructional Svc Coord	34	6	28	25	9
3	10040	Instructional Svc Coord Senior	31	6	25	23	8
3	10025	Instructional Svc Director	9	0	9	5	4
3	10030	Instructional Svc Manager	19	5	14	12	7
3	10050	Instructional Svc Specialist	14	4	10	4	10
3	10035	Instructional Svc Supervisor	21	3	18	14	7
3	11225	Network and Systems Admr	26	21	5	19	7
3	11220	Network and Systems Admr Sr	14	14	0	13	1
3	11215	Network and Systems Engineer	17	15	2	15	2
3	11230	Network and Systems Spec	16	14	2	10	6
3	11310	Planning Research Analyst	5	3	2	3	2
3	11305	Planning Research Analyst Sr	13	5	8	8	5
3	11315	Planning Research Coordinator	2	0	2	1	1
3	11260	Software Developer	7	2	5	4	3
3	11255	Software Developer Senior	22	18	4	14	8
3	13001	Software Developer Specialist	6	4	2	3	3
3	11250	Software Engineer	22	18	4	14	8
3	11270	Tech Support Coordinator	10	9	1	6	4
3	11280	Tech Support Specialist	60	53	7	38	22
3	11275	Tech Support Specialist Senior	24	20	4	19	5
3	11265	Tech Support Specialist Supv	11	10	1	9	2

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Job Group Analysis

Job Group: F1 - Computer, Engineering & Related Technical Occupations

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	11285	Tech Support Technician	23	17	6	10	13
3	12055	Web Services Coordinator	1	1	0	1	0
3	12060	Web Services Specialist	1	1	0	0	1
Total (#)			444	261	183	296	148
Total (%)				58.8	41.2	66.7	33.3

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: G1 - Athletics/Sports

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	4200	Ath Dir Trn Coach	24	16	8	16	8
4	10320	Athletic Equipment Specialist	2	2	0	1	1
4	10325	Athletic Equipment Technician	3	1	2	2	1
4	10310	Athletic Head Coach	28	21	7	18	10
4	10335	Athletic Trainer	2	1	1	1	1
4	10330	Athletic Trainer Head	8	5	3	6	2
4	4276	Pom Cheer Advisor	1	0	1	0	1
4	4227	Sport Info Dir Softball	1	1	0	1	0
4	4384	Temp Assistant Coach	66	55	11	30	36
4	4383	Temp Head Coach	30	26	4	20	10
Total (#)			165	128	37	95	70
Total (%)				77.6	22.4	57.6	42.4

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Job Group Analysis

Job Group: G2 - Counseling/Social Service/Legal

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	7200	Counselor	50	16	34	22	28
4	11700	Occup/Secondary Counselor	2	1	1	1	1
4	11410	Paralegal	1	0	1	0	1
4	12405	Sign Language Interpreter Sr	1	0	1	1	0
4	4042	Sign Language INTP AAS Degree	13	1	12	10	3
4	4043	Sign Language INTP BA Degree	18	4	14	16	2
4	4044	Sign Language INTP MA Degree	8	1	7	8	0
4	4041	Sign Language INTP No Degree	6	1	5	6	0
4	4048	Sign Language INTP Provision C	1	0	1	0	1
4	4047	Sign Language INTP ProvisionB	2	0	2	2	0
Total (#)			102	24	78	66	36
Total (%)				23.5	76.5	64.7	35.3

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: G3 - Radio, TV and Other Media/Entertainment

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	4050	Accompanist	51	28	23	42	9
4	10830	Box Office Specialist Sr	2	0	2	1	1
4	10440	Broadcast Engineer Chief	1	1	0	1	0
4	10420	Broadcast Fld Correspondent Sr	11	6	5	8	3
4	10410	Broadcast Manager	3	3	0	2	1
4	10435	Broadcast Prod Editor	2	1	1	1	1
4	10430	Broadcast Prod Editor Senior	4	2	2	3	1
4	10470	Broadcast Producer	6	3	3	5	1
4	10463	Broadcast Producer Manager	13	11	2	11	2
4	10465	Broadcast Producer Senior	2	1	1	2	0
4	10455	Broadcast Specialist Senior	1	0	1	1	0
4	10415	Broadcast Supervisor	2	1	1	2	0
4	4062	Life Drawing Model	40	23	17	22	18
4	12003	Media Prod Design Analyst	11	7	4	7	4
4	12010	Media Prod Design Specialist	1	1	0	1	0
4	4306	Set Designer	2	1	1	2	0
4	10475	Video Producer/Editor	5	5	0	3	2
Total (#)			157	94	63	114	43
Total (%)				59.9	40.1	72.6	27.4

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Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: H1 - Office/Admin Support

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	10100	Administrative Coordinator	10	0	10	4	6
12	10110	Administrative Specialist	60	7	53	33	27
12	10105	Administrative Specialist Sr	230	11	219	138	92
12	13006	Exec Assistant Senior	2	0	2	0	2
12	10865	Fiscal Analyst	13	4	9	9	4
12	10860	Fiscal Analyst Senior	14	6	8	9	5
12	10875	Fiscal Specialist	20	7	13	9	11
12	10870	Fiscal Specialist Senior	30	5	25	13	17
12	10855	Fiscal Supervisor	12	5	7	6	6
12	10885	Fiscal Technician	5	1	4	3	2
12	10880	Fiscal Technician Senior	23	4	19	11	12
12	11130	Human Resources Technician	1	0	1	1	0
12	10085	Learning Assistant	4	3	1	2	2
12	10080	Learning Technician Senior	12	6	6	8	4
12	10115	Office Assistant	21	4	17	12	9
12	12155	Public Safety Assistant	15	13	2	12	3
12	12110	Public Safety Comm Specialist	7	1	6	3	4
12	12210	Records Information Technician	1	1	0	1	0
12	12315	Risk Management Analyst	1	1	0	1	0
12	12520	Student Services Analyst	148	35	113	74	74
12	12515	Student Services Analyst Sr	23	13	10	11	12
12	12530	Student Services Specialist	235	68	167	81	154
12	12525	Student Services Specialist Sr	102	24	78	39	63
12	12535	Student Services Tech	42	9	33	15	27
12	11845	Wellness Coordinator Senior	2	0	2	2	0

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Job Group Analysis

Job Group: H1 - Office/Admin Support

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
Total (#)			1,033	228	805	497	536
Total (%)				22.1	77.9	48.1	51.9

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Job Group Analysis

Job Group: I1 - Maintenance/Construction

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	12605	Carpenter	6	6	0	5	1
13	12600	Carpenter Senior	2	2	0	2	0
13	12615	Electrician	11	10	1	6	5
13	12610	Electrician Senior	1	1	0	1	0
13	12630	Equipment Mechanic	1	1	0	1	0
13	4368	Fire Equipment Operator	27	23	4	21	6
13	12625	HVAC Specialist	14	14	0	7	7
13	12620	HVAC Specialist Senior	4	4	0	3	1
13	10755	Maintenance Ops Spec Supv	8	7	1	5	3
13	10760	Maintenance Ops Specialist	30	30	0	20	10
13	10765	Maintenance Ops Tech	13	13	0	4	9
13	7505	Management	1	0	1	1	0
13	12640	Painter	6	5	1	3	3
13	12635	Painter Senior	2	2	0	2	0
13	12650	Plumber	2	2	0	2	0
13	12645	Plumber Senior	1	1	0	0	1
Total (#)			129	121	8	83	46
Total (%)				93.8	6.2	64.3	35.7

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Job Group Analysis

Job Group: K1 - Service - Public Safety

EEO

Cat		Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10		12145	Police Officer	21	20	1	12	9
10		12140	Police Sergeant	9	8	1	6	3
Total (#)				30	28	2	18	12
Total (%)					93.3	6.7	60.0	40.0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Job Group Analysis

Job Group: K2 - Service - Facility/Grounds

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	10710	Custodian	55	23	32	8	47
10	10705	Custodian Senior	8	6	2	3	5
10	10700	Custodian Supervisor	3	2	1	1	2
10	10745	Groundskeeper	30	30	0	8	22
10	10740	Groundskeeper Senior	10	7	3	5	5
Total (#)			106	68	38	25	81
Total (%)				64.2	35.8	23.6	76.4

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Job Group Analysis

Job Group: K3 - Service - Other

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
10	11725	Cook	3	3	0	1	2
10	4012	Fitness Ctr Floor Supv	23	3	20	15	8
10	4002	Fitness Ctr Tech	5	4	1	2	3
10	4003	Fitness Ctr Trainer	4	0	4	4	0
10	11710	Food Svcs Supervisor	2	2	0	1	1
10	4011	Game Personnel	7	4	3	4	3
10	11840	Wellness Fitness Supervisor	5	1	4	4	1
10	11860	Wellness Fitness Technician	3	1	2	1	2
10	11855	Wellness Fitness Technician Sr	3	1	2	3	0
Total (#)			55	19	36	35	20
Total (%)				34.5	65.5	63.6	36.4

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Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
A1 - Executive Management	45	25	20	15	30	2	11	1	0	1	0
A2 - Senior Management	183	84	99	60	123	11	37	10	2	0	0
A3 - Deans	51	19	32	24	27	10	13	1	0	0	0
A4 - First/Mid-Level Management	252	98	154	97	155	21	64	7	2	3	0
B1 - Faculty	2,092	1,030	1,062	435	1,657	87	245	77	20	6	0
B2 - Faculty - Adjunct Day	5,394	2,206	3,188	1,176	4,218	294	601	212	53	16	0
B3 - Faculty - Adjunct Evening	2,007	906	1,101	357	1,650	82	189	69	13	4	0
C1 - Librarians	84	19	65	24	60	2	15	5	2	0	0
D1 - Other Student, Academic and Educational Services	871	387	484	289	582	50	186	41	7	5	0
E1 - Professionals - Non-faculty	1,639	581	1,058	760	879	117	547	66	27	3	0
F1 - Computer, Engineering & Related Technical Occupations	444	261	183	148	296	28	76	30	12	2	0
G1 - Athletics/Sports	165	128	37	70	95	27	36	6	1	0	0
G2 - Counseling/Social Service/Legal	102	24	78	36	66	6	27	2	1	0	0
G3 - Radio, TV and Other Media/Entertainment	157	94	63	43	114	8	28	5	2	0	0
H1 - Office/Admin Support	1,033	228	805	536	497	97	348	39	48	4	0
I1 - Maintenance/Construction	129	121	8	46	83	0	43	1	2	0	0
K1 - Service - Public Safety	30	28	2	12	18	3	6	2	1	0	0
K2 - Service - Facility/Grounds	106	68	38	81	25	8	67	5	1	0	0
K3 - Service - Other	55	19	36	20	35	2	15	1	2	0	0
Total (#)	14,839	6,326	8,513	4,229	10,610	855	2,554	580	196	44	0
Total (%)		42.6	57.4	28.5	71.5	5.8	17.2	3.9	1.3	0.3	0.0

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS

41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by gender and race/ethnicity as of September 30, 2020.

See the ***Job Group Analysis*** for the listing of the job titles and the associated race and gender headcounts per job group.

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Maricopa County Community College District for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if Maricopa County Community College District's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas or areas of deficiency, and establish goals to correct the problems.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2006-2010 American Community Survey (ACS) Census of Population data.
 - A. Local labor area: An employee Zip Code Analysis was used to identify the most precise local labor area for Maricopa County Community College District. The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the employees/applicants resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants/employees within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.
 - B. Reasonable labor area: National or Arizona State
2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. See the *Internal Availability Analysis* for more detail.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This

produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.¹

See the *Availability Analysis* for the availability breakdown for each job group.

¹ In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and minorities in the aggregate.

Maricopa County Community College District

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Availability Analysis

Job Group: A1 - Executive Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	59.2	22.0	15.00	8.9	3.3	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	61.2	24.3	35.00	21.4	8.5	National
<u>Internal Factors</u>						
Feeders	54.1	32.8	50.00	27.0	16.4	Feeders
Final Availability (%)			100.00	57.3	28.2	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: A2 - Senior Management

	Raw (%)			Weighted (%)		
FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	50.2	25.1	35.00	17.6	8.8	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	51.8	24.8	15.00	7.8	3.7	National
<u>Internal Factors</u>						
Feeders	61.4	40.2	50.00	30.7	20.1	Feeders
Final Availability (%)			100.00	56.1	32.6	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: A3 - Deans

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.6	22.7	20.00	12.3	4.5	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	63.8	25.1	20.00	12.8	5.0	National
<u>Internal Factors</u>						
Feeders	50.8	20.8	60.00	30.5	12.5	Feeders
Final Availability (%)			100.00	55.5	22.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: A4 - First/Mid-Level Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	48.3	22.6	20.00	9.7	4.5	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	48.5	24.0	20.00	9.7	4.8	Arizona - 100 %
<u>Internal Factors</u>						
Feeders	58.0	42.3	60.00	34.8	25.4	Feeders
Final Availability (%)			100.00	54.2	34.7	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: B1 - Faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	51.1	26.6	60.00	30.7	16.0	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	51.1	25.7	25.00	12.8	6.4	Arizona - 100 %
<u>Internal Factors</u>						
Feeders	58.0	20.7	15.00	8.7	3.1	Feeders
Final Availability (%)			100.00	52.1	25.5	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: B2 - Faculty - Adjunct Day

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	49.4	27.3	70.00	34.6	19.1	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	49.5	26.2	30.00	14.8	7.9	Arizona - 100 %
Final Availability (%)			100.00	49.5	27.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: B3 - Faculty - Adjunct Evening

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	49.4	27.3	70.00	34.6	19.1	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	49.5	26.2	30.00	14.8	7.9	Arizona - 100 %
Final Availability (%)			100.00	49.5	27.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: C1 - Librarians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	77.0	16.9	70.00	53.9	11.8	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	81.5	24.2	30.00	24.4	7.3	Arizona - 100 %
Final Availability (%)			100.00	78.4	19.1	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: D1 - Other Student, Academic and Educational Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	64.2	26.6	80.00	51.4	21.3	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	62.0	27.7	20.00	12.4	5.5	Arizona - 100 %
Final Availability (%)			100.00	63.8	26.8	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: E1 - Professionals - Non-faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.9	35.8	60.00	34.7	21.5	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	59.8	36.4	20.00	12.0	7.3	Arizona - 100 %
<u>Internal Factors</u>						
Feeders	77.9	51.9	20.00	15.6	10.4	Feeders
Final Availability (%)			100.00	62.3	39.1	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: F1 - Computer, Engineering & Related Technical Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	24.5	27.6	70.00	17.1	19.4	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	25.2	28.4	30.00	7.6	8.5	Arizona - 100 %
Final Availability (%)			100.00	24.7	27.9	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: G1 - Athletics/Sports

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	29.1	21.6	80.00	23.3	17.3	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	32.3	24.4	20.00	6.5	4.9	Arizona - 100 %
Final Availability (%)			100.00	29.7	22.1	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: G2 - Counseling/Social Service/Legal

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.4	46.3	80.00	53.9	37.0	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	67.0	46.1	20.00	13.4	9.2	Arizona - 100 %
Final Availability (%)			100.00	67.3	46.2	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: G3 - Radio, TV and Other Media/Entertainment

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	44.0	27.3	100.00	44.0	27.3	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Final Availability (%)			100.00	44.0	27.3	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: H1 - Office/Admin Support

Raw (%)	Weighted (%)
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FACTOR	FEMALE	MINORITY	FACTOR WEIGHT	FEMALE	MINORITY	SOURCE
<u>External Factors</u>						
Local	73.4	32.0	100.00	73.4	32.0	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Final Availability (%)			100.00	73.4	32.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: I1 - Maintenance/Construction

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.8	40.6	100.00	2.8	40.6	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Final Availability (%)			100.00	2.8	40.6	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: K1 - Service - Public Safety

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	15.0	27.3	80.00	12.0	21.9	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Reasonable	13.5	35.4	20.00	2.7	7.1	Arizona - 100 %
Final Availability (%)			100.00	14.7	28.9	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: K2 - Service - Facility/Grounds

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	22.9	73.1	100.00	22.9	73.1	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Final Availability (%)			100.00	22.9	73.1	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Availability Analysis

Job Group: K3 - Service - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	43.5	23.7	100.00	43.5	23.7	Maricopa, AZ 97.92 %, Pinal, AZ 2.08 %
Final Availability (%)			100.00	43.5	23.7	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Internal Availability

AAP: Maricopa County Community College District

Job Group: A1 - Executive Management

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Maricopa County Commu	A2 - Senior Management	100.00	54.1	32.8	67.2	6.0	20.2	5.5	1.1	0.0	0.0	54.1	32.8	67.2	6.0	20.2	5.5	1.1	0.0	0.0
Total:		100.00	54.1									32.8	67.2	6.0	20.2	5.5	1.1	0.0	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Internal Availability

AAP: Maricopa County Community College District

Job Group: A2 - Senior Management

		Wght	Raw (%)									Weighted (%)								
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Maricopa County Commu	A3 - Deans	20.00	62.7	47.1	52.9	19.6	25.5	2.0	0.0	0.0	0.0	12.5	9.4	10.6	3.9	5.1	0.4	0.0	0.0	0.0
Maricopa County Commu	A4 - First/Mid-Level Mana	80.00	61.1	38.5	61.5	8.3	25.4	2.8	0.8	1.2	0.0	48.9	30.8	49.2	6.7	20.3	2.2	0.6	1.0	0.0
Total:		100.00	61.4									40.2	59.8	10.6	25.4	2.6	0.6	1.0	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Internal Availability

AAP: Maricopa County Community College District

Job Group: A3 - Deans

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Maricopa County Commu	B1 - Faculty	100.00	50.8	20.8	79.2	4.2	11.7	3.7	1.0	0.3	0.0	50.8	20.8	79.2	4.2	11.7	3.7	1.0	0.3	0.0
Total:		100.00	50.8									20.8	79.2	4.2	11.7	3.7	1.0	0.3	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

Internal Availability

AAP: Maricopa County Community College District

Job Group: A4 - First/Mid-Level Management

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Maricopa County Commu	C1 - Librarians	3.50	77.4	28.6	71.4	2.4	17.9	6.0	2.4	0.0	0.0	2.7	1.0	2.5	0.1	0.6	0.2	0.1	0.0	0.0
Maricopa County Commu	E1 - Professionals - Non	68.35	64.6	46.4	53.6	7.1	33.4	4.0	1.6	0.2	0.0	44.1	31.7	36.7	4.9	22.8	2.8	1.1	0.1	0.0
Maricopa County Commu	F1 - Computer, Engineer	18.52	41.2	33.3	66.7	6.3	17.1	6.8	2.7	0.5	0.0	7.6	6.2	12.3	1.2	3.2	1.3	0.5	0.1	0.0
Maricopa County Commu	G2 - Counseling/Social S	4.25	76.5	35.3	64.7	5.9	26.5	2.0	1.0	0.0	0.0	3.2	1.5	2.7	0.2	1.1	0.1	0.0	0.0	0.0
Maricopa County Commu	I1 - Maintenance/Constru	5.38	6.2	35.7	64.3	0.0	33.3	0.8	1.6	0.0	0.0	0.3	1.9	3.5	0.0	1.8	0.0	0.1	0.0	0.0
Total:		100.00										58.0	42.3	57.7	6.4	29.5	4.3	1.8	0.2	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Internal Availability

AAP: Maricopa County Community College District

Job Group: B1 - Faculty

		Wght	Raw (%)										Weighted (%)									
Plan	Feeder	(%)	F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa County Commu	B2 - Faculty - Adjunct Day	72.88	59.1	21.8	78.2	5.5	11.1	3.9	1.0	0.3	0.0	43.1	15.9	57.0	4.0	8.1	2.9	0.7	0.2	0.0		
Maricopa County Commu	B3 - Faculty - Adjunct Eve	27.12	54.9	17.8	82.2	4.1	9.4	3.4	0.6	0.2	0.0	14.9	4.8	22.3	1.1	2.6	0.9	0.2	0.1	0.0		
Total:		100.00	58.0										20.7	79.3	5.1	10.7	3.8	0.9	0.3	0.0		

Maricopa County Community College District

Snapshot Date: 09/30/2020

Internal Availability

AAP: Maricopa County Community College District

Job Group: E1 - Professionals - Non-faculty

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Maricopa County Commu	H1 - Office/Admin Suppo	100.00	77.9	51.9	48.1	9.4	33.7	3.8	4.6	0.4	0.0	77.9	51.9	48.1	9.4	33.7	3.8	4.6	0.4	0.0
Total:		100.00	77.9									51.9	48.1	9.4	33.7	3.8	4.6	0.4	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Maricopa, Arizona	14,137	95.51	100.00
Total:			
	14,137	95.51	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Pinal, Arizona	301	2.03	0.00
Pima+Santa Cruz, Arizona	47	0.32	0.00
La Paz+Yavapai, Arizona	39	0.26	0.00
Coconino, Arizona	17	0.11	0.00
Los Angeles, California	14	0.09	0.00
Navajo, Arizona	13	0.09	0.00
Cochise+Graham+Greenlee, Arizona	10	0.07	0.00
Jefferson, Colorado	6	0.04	0.00
Gila, Arizona	5	0.03	0.00
San Diego, California	5	0.03	0.00
Ventura, California	4	0.03	0.00
Brevard, Florida	4	0.03	0.00
Jackson, Missouri	4	0.03	0.00
King, Washington	4	0.03	0.00
Yuma, Arizona	3	0.02	0.00
Orange, California	3	0.02	0.00
Weld, Colorado	3	0.02	0.00
Cook, Illinois	3	0.02	0.00
Winnebago, Illinois	3	0.02	0.00
Clark+Nye, Nevada	3	0.02	0.00

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Suffolk, New York	3	0.02	0.00
Northeast North Dakota, North Dakota	3	0.02	0.00
Franklin, Ohio	3	0.02	0.00
Parker, Texas	3	0.02	0.00
Salt Lake, Utah	3	0.02	0.00
Snohomish, Washington	3	0.02	0.00
Mohave, Arizona	2	0.01	0.00
Placer, California	2	0.01	0.00
Shasta, California	2	0.01	0.00
Stanislaus, California	2	0.01	0.00
Arapahoe, Colorado	2	0.01	0.00
Douglas, Colorado	2	0.01	0.00
El Paso, Colorado	2	0.01	0.00
Larimer, Colorado	2	0.01	0.00
Southwest Colorado, Colorado	2	0.01	0.00
Sussex, Delaware	2	0.01	0.00
Seminole, Florida	2	0.01	0.00
Bannock+Bear Lake+Caribou+Franklin, Idaho	2	0.01	0.00
Canyon, Idaho	2	0.01	0.00
Will, Illinois	2	0.01	0.00
Anne Arundel, Maryland	2	0.01	0.00
Howard, Maryland	2	0.01	0.00
Montgomery, Maryland	2	0.01	0.00
Oakland, Michigan	2	0.01	0.00
Greene, Missouri	2	0.01	0.00

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Douglas, Nebraska	2	0.01	0.00
Mercer, New Jersey	2	0.01	0.00
Bernalillo, New Mexico	2	0.01	0.00
Dona Ana, New Mexico	2	0.01	0.00
Jefferson+Lewis, New York	2	0.01	0.00
Erie, Ohio	2	0.01	0.00
Greene, Ohio	2	0.01	0.00
Wayne, Ohio	2	0.01	0.00
Ellis, Texas	2	0.01	0.00
Harris, Texas	2	0.01	0.00
Travis, Texas	2	0.01	0.00
Williamson, Texas	2	0.01	0.00
Fairfax (county)+Fairfax (city)+Falls Church (city), Virginia	2	0.01	0.00
Clallam+Jefferson, Washington	2	0.01	0.00
Kitsap, Washington	2	0.01	0.00
Waukesha, Wisconsin	2	0.01	0.00
Apache, Arizona	1	0.01	0.00
Baxter+Marion, Arkansas	1	0.01	0.00
Boone+Carroll+Madison, Arkansas	1	0.01	0.00
Garland, Arkansas	1	0.01	0.00
Pulaski, Arkansas	1	0.01	0.00
Contra Costa, California	1	0.01	0.00
El Dorado, California	1	0.01	0.00
Mariposa+Tuolumne, California	1	0.01	0.00
Sacramento, California	1	0.01	0.00

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
San Bernardino, California	1	0.01	0.00
San Francisco, California	1	0.01	0.00
Solano, California	1	0.01	0.00
Boulder, Colorado	1	0.01	0.00
La Plata+Montezuma, Colorado	1	0.01	0.00
Mesa, Colorado	1	0.01	0.00
Hartford, Connecticut	1	0.01	0.00
New Castle, Delaware	1	0.01	0.00
Gadsden+Leon, Florida	1	0.01	0.00
Hernando, Florida	1	0.01	0.00
Hillsborough, Florida	1	0.01	0.00
Lee, Florida	1	0.01	0.00
Pinellas, Florida	1	0.01	0.00
Honolulu, Hawaii	1	0.01	0.00
Ada, Idaho	1	0.01	0.00
Bonner+Boundary+Shoshone, Idaho	1	0.01	0.00
Bonneville, Idaho	1	0.01	0.00
Jefferson and Nearby Counties, Idaho	1	0.01	0.00
Kootenai, Idaho	1	0.01	0.00
Brown and Nearby Counties, Illinois	1	0.01	0.00
DuPage, Illinois	1	0.01	0.00
Allen, Indiana	1	0.01	0.00
Warrick, Indiana	1	0.01	0.00
Dallas, Iowa	1	0.01	0.00
Douglas, Kansas	1	0.01	0.00

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Jefferson, Kentucky	1	0.01	0.00
Plaquemines+St Bernard, Louisiana	1	0.01	0.00
Baltimore (county), Maryland	1	0.01	0.00
Middlesex, Massachusetts	1	0.01	0.00
Gratiot+Isabella, Michigan	1	0.01	0.00
Beltrami+Clearwater, Minnesota	1	0.01	0.00
Benton+Stearns, Minnesota	1	0.01	0.00
Dakota, Minnesota	1	0.01	0.00
DeKalb and Nearby Counties, Missouri	1	0.01	0.00
Cascade, Montana	1	0.01	0.00
Yellowstone, Montana	1	0.01	0.00
York and Nearby Counties, Nebraska	1	0.01	0.00
Union, New Jersey	1	0.01	0.00
Chaves, New Mexico	1	0.01	0.00
Los Alamos+Santa Fe, New Mexico	1	0.01	0.00
Allegany+Steuben, New York	1	0.01	0.00
Kings, New York	1	0.01	0.00
New York (county), New York	1	0.01	0.00
Rensselaer, New York	1	0.01	0.00
Gaston, North Carolina	1	0.01	0.00
Iredell, North Carolina	1	0.01	0.00
Wake, North Carolina	1	0.01	0.00
Montgomery, Ohio	1	0.01	0.00
Trumbull, Ohio	1	0.01	0.00
Oklahoma (county), Oklahoma	1	0.01	0.00

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Columbia+Washington, Oregon	1	0.01	0.00
Multnomah, Oregon	1	0.01	0.00
York, Pennsylvania	1	0.01	0.00
Horry, South Carolina	1	0.01	0.00
Lexington, South Carolina	1	0.01	0.00
Davidson, Tennessee	1	0.01	0.00
Knox+Union, Tennessee	1	0.01	0.00
Sevier, Tennessee	1	0.01	0.00
Bexar+Wilson, Texas	1	0.01	0.00
Denton, Texas	1	0.01	0.00
Hays, Texas	1	0.01	0.00
Polk+San Jacinto+Tyler, Texas	1	0.01	0.00
Rockwall, Texas	1	0.01	0.00
Box Elder+Cache+Rich, Utah	1	0.01	0.00
Washington, Utah	1	0.01	0.00
Addison+Chittenden, Vermont	1	0.01	0.00
Alleghany and Nearby Counties and Independent Cities, Virginia	1	0.01	0.00
King and Queen and Nearby Counties, Virginia	1	0.01	0.00
Suffolk (city), Virginia	1	0.01	0.00
Chelan+Kittitas, Washington	1	0.01	0.00
Douglas+Okanogan, Washington	1	0.01	0.00
Ferry+Lincoln+Pend Oreille+Stevens, Washington	1	0.01	0.00
Franklin, Washington	1	0.01	0.00
Pierce, Washington	1	0.01	0.00
Milwaukee, Wisconsin	1	0.01	0.00

Maricopa County Community College District

Snapshot Date: 09/30/2020

ZIP Code Analysis

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Pierce+St Croix, Wisconsin	1	0.01	0.00
Fremont+Lincoln+Sublette+Teton, Wyoming	1	0.01	0.00
Total:	665	4.49	0.00
Included and Excluded Total:	14,802	100.00	100.00

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, Maricopa County Community College District compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of September 30, 2020 and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: A1 - Executive Management

Test: 80% Rule with Whole Person

Total Employees: 45

Total		
	FEMALE	MINORITY
Employees (#)	20	15
Employees (%)	44.4	33.3
Availability (%) Goal	57.3	28.2
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: A2 - Senior Management
Test: 80% Rule with Whole Person
Total Employees: 183

Total		
	FEMALE	MINORITY
Employees (#)	99	60
Employees (%)	54.1	32.8
Availability (%) Goal	56.1	32.6
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: A3 - Deans
Test: 80% Rule with Whole Person
Total Employees: 51

	Total	
	FEMALE	MINORITY
Employees (#)	32	24
Employees (%)	62.7	47.1
Availability (%) Goal	55.5	22.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: A4 - First/Mid-Level Management

Test: 80% Rule with Whole Person

Total Employees: 252

Total		
	FEMALE	MINORITY
Employees (#)	154	97
Employees (%)	61.1	38.5
Availability (%) Goal	54.2	34.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: B1 - Faculty
Test: 80% Rule with Whole Person
Total Employees: 2,092

Total		
	FEMALE	MINORITY
Employees (#)	1,062	435
Employees (%)	50.8	20.8
Availability (%) Goal	52.1	25.5
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: B2 - Faculty - Adjunct Day
Test: 80% Rule with Whole Person
Total Employees: 5,394

Total		
	FEMALE	MINORITY
Employees (#)	3,188	1,176
Employees (%)	59.1	21.8
Availability (%) Goal	49.5	27.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: B3 - Faculty - Adjunct Evening

Test: 80% Rule with Whole Person

Total Employees: 2,007

Total		
	FEMALE	MINORITY
Employees (#)	1,101	357
Employees (%)	54.9	17.8
Availability (%) Goal	49.5	27.0
Test: 80% Rule with Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	76

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: C1 - Librarians
Test: 80% Rule with Whole Person
Total Employees: 84

	Total	
	FEMALE	MINORITY
Employees (#)	65	24
Employees (%)	77.4	28.6
Availability (%) Goal	78.4	19.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: D1 - Other Student, Academic and Educational Services

Test: 80% Rule with Whole Person

Total Employees: 871

Total		
	FEMALE	MINORITY
Employees (#)	484	289
Employees (%)	55.6	33.2
Availability (%) Goal	63.8	26.8
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: E1 - Professionals - Non-faculty

Test: 80% Rule with Whole Person

Total Employees: 1,639

Total		
	FEMALE	MINORITY
Employees (#)	1,058	760
Employees (%)	64.6	46.4
Availability (%) Goal	62.3	39.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: F1 - Computer, Engineering & Related Technical Occupations

Test: 80% Rule with Whole Person

Total Employees: 444

	Total	
	FEMALE	MINORITY
Employees (#)	183	148
Employees (%)	41.2	33.3
Availability (%) Goal	24.7	27.9
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: G1 - Athletics/Sports
Test: 80% Rule with Whole Person
Total Employees: 165

Total		
	FEMALE	MINORITY
Employees (#)	37	70
Employees (%)	22.4	42.4
Availability (%) Goal	29.7	22.1
Test: 80% Rule with Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: G2 - Counseling/Social Service/Legal

Test: 80% Rule with Whole Person

Total Employees: 102

	Total	
	FEMALE	MINORITY
Employees (#)	78	36
Employees (%)	76.5	35.3
Availability (%) Goal	67.3	46.2
Test: 80% Rule with Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: G3 - Radio, TV and Other Media/Entertainment

Test: 80% Rule with Whole Person

Total Employees: 157

Total		
	FEMALE	MINORITY
Employees (#)	63	43
Employees (%)	40.1	27.4
Availability (%) Goal	44.0	27.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: H1 - Office/Admin Support

Test: 80% Rule with Whole Person

Total Employees: 1,033

Total		
	FEMALE	MINORITY
Employees (#)	805	536
Employees (%)	77.9	51.9
Availability (%) Goal	73.4	32.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: I1 - Maintenance/Construction

Test: 80% Rule with Whole Person

Total Employees: 129

	Total	
	FEMALE	MINORITY
Employees (#)	8	46
Employees (%)	6.2	35.7
Availability (%) Goal	2.8	40.6
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: K1 - Service - Public Safety
Test: 80% Rule with Whole Person
Total Employees: 30

	Total	
	FEMALE	MINORITY
Employees (#)	2	12
Employees (%)	6.7	40.0
Availability (%) Goal	14.7	28.9
Test: 80% Rule with Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: K2 - Service - Facility/Grounds

Test: 80% Rule with Whole Person

Total Employees: 106

Total		
	FEMALE	MINORITY
Employees (#)	38	81
Employees (%)	35.8	76.4
Availability (%) Goal	22.9	73.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Comparison of Incumbency to Availability and Placement Goals

Job Group: K3 - Service - Other
Test: 80% Rule with Whole Person
Total Employees: 55

Total		
	FEMALE	MINORITY
Employees (#)	36	20
Employees (%)	65.5	36.4
Availability (%) Goal	43.5	23.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

Maricopa County Community College District has established an annual percentage placement goal whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that Maricopa County Community College District hire a specified number of minorities or women.

A goal is a guidepost against which Maricopa County Community College District, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Maricopa County Community College District's workforce. By setting realistic goals, Maricopa County Community College District should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

See the ***Placement Goals*** report for each job group and the ***Goals Progress Report*** for progress made since the previous AAP.

Maricopa County Community College District

Snapshot Date: 09/30/2020

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 45</i>	Females	20	44.4%	57.3%	NO	0
	Minority	15	33.3%	28.2%	NO	0
A2 - Senior Management <i>Total Employees: 183</i>	Females	99	54.1%	56.1%	NO	0
	Minority	60	32.8%	32.6%	NO	0
A3 - Deans <i>Total Employees: 51</i>	Females	32	62.7%	55.5%	NO	0
	Minority	24	47.1%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 252</i>	Females	154	61.1%	54.2%	NO	0
	Minority	97	38.5%	34.7%	NO	0
B1 - Faculty <i>Total Employees: 2,092</i>	Females	1,062	50.8%	52.1%	NO	0
	Minority	435	20.8%	25.5%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 5,394</i>	Females	3,188	59.1%	49.5%	NO	0
	Minority	1,176	21.8%	27.0%	NO	0
B3 - Faculty - Adjunct Evening <i>Total Employees: 2,007</i>	Females	1,101	54.9%	49.5%	NO	0
	Minority	357	17.8%	27.0%	YES	76
C1 - Librarians <i>Total Employees: 84</i>	Females	65	77.4%	78.4%	NO	0
	Minority	24	28.6%	19.1%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 871</i>	Females	484	55.6%	63.8%	NO	0
	Minority	289	33.2%	26.8%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 1,639</i>	Females	1,058	64.6%	62.3%	NO	0
	Minority	760	46.4%	39.1%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 444</i>	Females	183	41.2%	24.7%	NO	0
	Minority	148	33.3%	27.9%	NO	0
G1 - Athletics/Sports <i>Total Employees: 165</i>	Females	37	22.4%	29.7%	YES	2
	Minority	70	42.4%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 102</i>	Females	78	76.5%	67.3%	NO	0
	Minority	36	35.3%	46.2%	YES	1
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 157</i>	Females	63	40.1%	44.0%	NO	0
	Minority	43	27.4%	27.3%	NO	0
H1 - Office/Admin Support <i>Total Employees: 1,033</i>	Females	805	77.9%	73.4%	NO	0
	Minority	536	51.9%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 129</i>	Females	8	6.2%	2.8%	NO	0
	Minority	46	35.7%	40.6%	NO	0
K1 - Service - Public Safety <i>Total Employees: 30</i>	Females	2	6.7%	14.7%	YES	1
	Minority	12	40.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 106</i>	Females	38	35.8%	22.9%	NO	0
	Minority	81	76.4%	73.1%	NO	0
K3 - Service - Other <i>Total Employees: 55</i>	Females	36	65.5%	43.5%	NO	0
	Minority	20	36.4%	23.7%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Chandler-Gilbert Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 4</i>	Females	1	25.0%	56.1%	NO	0
	Minority	0	0.0%	27.9%	NO	0
A2 - Senior Management <i>Total Employees: 12</i>	Females	6	50.0%	56.1%	NO	0
	Minority	3	25.0%	32.1%	NO	0
A3 - Deans <i>Total Employees: 4</i>	Females	2	50.0%	55.5%	NO	0
	Minority	3	75.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 17</i>	Females	10	58.8%	54.5%	NO	0
	Minority	8	47.1%	34.6%	NO	0
B1 - Faculty <i>Total Employees: 204</i>	Females	104	51.0%	50.2%	NO	0
	Minority	43	21.1%	25.6%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 595</i>	Females	357	60.0%	49.5%	NO	0
	Minority	120	20.2%	27.0%	YES	8
B3 - Faculty - Adjunct Evening <i>Total Employees: 156</i>	Females	75	48.1%	49.5%	NO	0
	Minority	22	14.1%	27.0%	YES	11
C1 - Librarians <i>Total Employees: 10</i>	Females	10	100.0%	77.2%	NO	0
	Minority	3	30.0%	19.2%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 73</i>	Females	27	37.0%	64.0%	YES	10
	Minority	20	27.4%	27.0%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 96</i>	Females	63	65.6%	62.1%	NO	0
	Minority	33	34.4%	39.3%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Chandler-Gilbert Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 25</i>	Females	7	28.0%	24.1%	NO	0
	Minority	10	40.0%	27.4%	NO	0
G1 - Athletics/Sports <i>Total Employees: 8</i>	Females	3	37.5%	29.7%	NO	0
	Minority	2	25.0%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 6</i>	Females	4	66.7%	62.0%	NO	0
	Minority	3	50.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 12</i>	Females	8	66.7%	22.7%	NO	0
	Minority	1	8.3%	30.4%	YES	1
H1 - Office/Admin Support <i>Total Employees: 81</i>	Females	66	81.5%	73.4%	NO	0
	Minority	33	40.7%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 9</i>	Females	0	0.0%	3.2%	NO	0
	Minority	5	55.6%	40.7%	NO	0
K1 - Service - Public Safety <i>Total Employees: 5</i>	Females	0	0.0%	14.7%	NO	0
	Minority	1	20.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 19</i>	Females	5	26.3%	28.2%	NO	0
	Minority	14	73.7%	70.9%	NO	0
K3 - Service - Other <i>Total Employees: 2</i>	Females	2	100.0%	46.7%	NO	0
	Minority	0	0.0%	20.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District

District Office

Snapshot Date: 09/30/2020

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 7</i>	Females	1	14.3%	51.9%	YES	1
	Minority	2	28.6%	26.6%	NO	0
A2 - Senior Management <i>Total Employees: 61</i>	Females	36	59.0%	57.6%	NO	0
	Minority	25	41.0%	33.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 48</i>	Females	26	54.2%	51.8%	NO	0
	Minority	8	16.7%	34.5%	YES	5
C1 - Librarians <i>Total Employees: 2</i>	Females	2	100.0%	70.3%	NO	0
	Minority	0	0.0%	20.3%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 1</i>	Females	1	100.0%	62.9%	NO	0
	Minority	0	0.0%	26.4%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 118</i>	Females	86	72.9%	61.9%	NO	0
	Minority	46	39.0%	34.1%	NO	0
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 94</i>	Females	42	44.7%	28.1%	NO	0
	Minority	33	35.1%	30.2%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 1</i>	Females	1	100.0%	83.3%	NO	0
	Minority	1	100.0%	26.9%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 5</i>	Females	0	0.0%	35.1%	YES	1
	Minority	2	40.0%	20.6%	NO	0
H1 - Office/Admin Support <i>Total Employees: 102</i>	Females	82	80.4%	73.3%	NO	0
	Minority	51	50.0%	32.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District

District Office

Snapshot Date: 09/30/2020

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
I1 - Maintenance/Construction <i>Total Employees: 9</i>	Females	1	11.1%	2.5%	NO	0
	Minority	7	77.8%	41.6%	NO	0
K1 - Service - Public Safety <i>Total Employees: 1</i>	Females	1	100.0%	14.7%	NO	0
	Minority	0	0.0%	28.9%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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Maricopa County Community College District
Estrella Mountain Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 4</i>	Females	2	50.0%	58.6%	NO	0
	Minority	3	75.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 10</i>	Females	4	40.0%	55.6%	NO	0
	Minority	3	30.0%	32.3%	NO	0
A3 - Deans <i>Total Employees: 5</i>	Females	4	80.0%	55.5%	NO	0
	Minority	2	40.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 12</i>	Females	8	66.7%	54.8%	NO	0
	Minority	4	33.3%	34.8%	NO	0
B1 - Faculty <i>Total Employees: 93</i>	Females	54	58.1%	50.5%	NO	0
	Minority	23	24.7%	25.4%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 575</i>	Females	354	61.6%	49.5%	NO	0
	Minority	146	25.4%	27.0%	NO	0
B3 - Faculty - Adjunct Evening <i>Total Employees: 9</i>	Females	7	77.8%	49.5%	NO	0
	Minority	2	22.2%	27.0%	NO	0
C1 - Librarians <i>Total Employees: 9</i>	Females	7	77.8%	77.9%	NO	0
	Minority	3	33.3%	19.1%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 75</i>	Females	38	50.7%	63.8%	NO	0
	Minority	40	53.3%	26.8%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 84</i>	Females	57	67.9%	62.7%	NO	0
	Minority	56	66.7%	39.5%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Estrella Mountain Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 25</i>	Females	7	28.0%	25.4%	NO	0
	Minority	8	32.0%	26.3%	NO	0
G1 - Athletics/Sports <i>Total Employees: 4</i>	Females	1	25.0%	29.7%	NO	0
	Minority	1	25.0%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 5</i>	Females	3	60.0%	62.0%	NO	0
	Minority	3	60.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 6</i>	Females	2	33.3%	68.4%	YES	1
	Minority	3	50.0%	30.1%	NO	0
H1 - Office/Admin Support <i>Total Employees: 69</i>	Females	51	73.9%	73.4%	NO	0
	Minority	41	59.4%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 5</i>	Females	0	0.0%	2.5%	NO	0
	Minority	3	60.0%	43.6%	NO	0
K1 - Service - Public Safety <i>Total Employees: 3</i>	Females	0	0.0%	14.7%	NO	0
	Minority	1	33.3%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 12</i>	Females	7	58.3%	26.9%	NO	0
	Minority	8	66.7%	71.4%	NO	0
K3 - Service - Other <i>Total Employees: 1</i>	Females	0	0.0%	46.7%	NO	0
	Minority	0	0.0%	20.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
GateWay Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 3</i>	Females	1	33.3%	58.6%	NO	0
	Minority	0	0.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 14</i>	Females	7	50.0%	55.3%	NO	0
	Minority	6	42.9%	32.5%	NO	0
A3 - Deans <i>Total Employees: 5</i>	Females	2	40.0%	55.5%	NO	0
	Minority	1	20.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 24</i>	Females	17	70.8%	54.1%	NO	0
	Minority	10	41.7%	34.7%	NO	0
B1 - Faculty <i>Total Employees: 125</i>	Females	74	59.2%	54.9%	NO	0
	Minority	33	26.4%	25.5%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 387</i>	Females	266	68.7%	49.5%	NO	0
	Minority	84	21.7%	27.0%	NO	0
B3 - Faculty - Adjunct Evening <i>Total Employees: 70</i>	Females	33	47.1%	49.5%	NO	0
	Minority	18	25.7%	27.0%	NO	0
C1 - Librarians <i>Total Employees: 4</i>	Females	3	75.0%	80.6%	NO	0
	Minority	2	50.0%	18.7%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 82</i>	Females	46	56.1%	63.4%	NO	0
	Minority	34	41.5%	26.6%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 126</i>	Females	79	62.7%	62.6%	NO	0
	Minority	66	52.4%	39.4%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
GateWay Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 28</i>	Females	16	57.1%	25.1%	NO	0
	Minority	13	46.4%	27.5%	NO	0
G1 - Athletics/Sports <i>Total Employees: 6</i>	Females	1	16.7%	29.7%	NO	0
	Minority	0	0.0%	22.1%	YES	1
G2 - Counseling/Social Service/Legal <i>Total Employees: 5</i>	Females	3	60.0%	62.0%	NO	0
	Minority	2	40.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 2</i>	Females	1	50.0%	49.0%	NO	0
	Minority	1	50.0%	23.4%	NO	0
H1 - Office/Admin Support <i>Total Employees: 93</i>	Females	76	81.7%	73.6%	NO	0
	Minority	62	66.7%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 5</i>	Females	0	0.0%	3.6%	NO	0
	Minority	3	60.0%	42.0%	NO	0
K1 - Service - Public Safety <i>Total Employees: 4</i>	Females	0	0.0%	14.7%	NO	0
	Minority	2	50.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 5</i>	Females	1	20.0%	22.2%	NO	0
	Minority	4	80.0%	73.4%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Glendale Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 4</i>	Females	3	75.0%	58.6%	NO	0
	Minority	3	75.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 14</i>	Females	11	78.6%	56.5%	NO	0
	Minority	5	35.7%	32.3%	NO	0
A3 - Deans <i>Total Employees: 5</i>	Females	3	60.0%	55.5%	NO	0
	Minority	2	40.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 21</i>	Females	9	42.9%	51.8%	NO	0
	Minority	7	33.3%	34.7%	NO	0
B1 - Faculty <i>Total Employees: 461</i>	Females	240	52.1%	53.8%	NO	0
	Minority	88	19.1%	25.2%	YES	4
B2 - Faculty - Adjunct Day <i>Total Employees: 786</i>	Females	452	57.5%	49.5%	NO	0
	Minority	162	20.6%	27.0%	YES	7
B3 - Faculty - Adjunct Evening <i>Total Employees: 322</i>	Females	161	50.0%	49.5%	NO	0
	Minority	61	18.9%	27.0%	YES	8
C1 - Librarians <i>Total Employees: 16</i>	Females	11	68.8%	78.9%	NO	0
	Minority	2	12.5%	19.0%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 107</i>	Females	63	58.9%	64.1%	NO	0
	Minority	40	37.4%	27.0%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 271</i>	Females	153	56.5%	62.4%	NO	0
	Minority	122	45.0%	40.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Glendale Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 37</i>	Females	10	27.0%	22.7%	NO	0
	Minority	9	24.3%	26.3%	NO	0
G1 - Athletics/Sports <i>Total Employees: 24</i>	Females	6	25.0%	29.8%	NO	0
	Minority	13	54.2%	22.4%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 22</i>	Females	17	77.3%	67.8%	NO	0
	Minority	5	22.7%	48.2%	YES	3
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 9</i>	Females	4	44.4%	68.3%	NO	0
	Minority	3	33.3%	29.2%	NO	0
H1 - Office/Admin Support <i>Total Employees: 133</i>	Females	105	78.9%	73.4%	NO	0
	Minority	69	51.9%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 27</i>	Females	5	18.5%	2.6%	NO	0
	Minority	11	40.7%	38.7%	NO	0
K1 - Service - Public Safety <i>Total Employees: 3</i>	Females	1	33.3%	14.7%	NO	0
	Minority	1	33.3%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 20</i>	Females	7	35.0%	25.3%	NO	0
	Minority	16	80.0%	72.1%	NO	0
K3 - Service - Other <i>Total Employees: 27</i>	Females	20	74.1%	44.7%	NO	0
	Minority	13	48.1%	23.1%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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Maricopa County Community College District
Mesa Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 2</i>	Females	2	100.0%	58.6%	NO	0
	Minority	0	0.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 15</i>	Females	6	40.0%	55.0%	NO	0
	Minority	2	13.3%	32.8%	YES	1
A3 - Deans <i>Total Employees: 7</i>	Females	5	71.4%	55.5%	NO	0
	Minority	2	28.6%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 25</i>	Females	12	48.0%	54.4%	NO	0
	Minority	15	60.0%	34.8%	NO	0
B1 - Faculty <i>Total Employees: 401</i>	Females	198	49.4%	50.9%	NO	0
	Minority	67	16.7%	25.7%	YES	15
B2 - Faculty - Adjunct Day <i>Total Employees: 1,097</i>	Females	623	56.8%	49.5%	NO	0
	Minority	204	18.6%	27.0%	YES	32
B3 - Faculty - Adjunct Evening <i>Total Employees: 316</i>	Females	139	44.0%	49.5%	NO	0
	Minority	60	19.0%	27.0%	YES	8
C1 - Librarians <i>Total Employees: 10</i>	Females	7	70.0%	79.9%	NO	0
	Minority	1	10.0%	18.8%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 106</i>	Females	42	39.6%	64.5%	YES	12
	Minority	21	19.8%	27.3%	YES	2
E1 - Professionals - Non-faculty <i>Total Employees: 267</i>	Females	175	65.5%	62.1%	NO	0
	Minority	96	36.0%	39.7%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District

Mesa Community College

Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 60</i>	Females	23	38.3%	23.7%	NO	0
	Minority	12	20.0%	27.0%	NO	0
G1 - Athletics/Sports <i>Total Employees: 26</i>	Females	7	26.9%	29.7%	NO	0
	Minority	10	38.5%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 26</i>	Females	23	88.5%	70.1%	NO	0
	Minority	8	30.8%	54.5%	YES	3
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 51</i>	Females	19	37.3%	37.7%	NO	0
	Minority	16	31.4%	30.8%	NO	0
H1 - Office/Admin Support <i>Total Employees: 148</i>	Females	110	74.3%	73.4%	NO	0
	Minority	76	51.4%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 15</i>	Females	0	0.0%	3.2%	NO	0
	Minority	4	26.7%	44.3%	YES	1
K1 - Service - Public Safety <i>Total Employees: 2</i>	Females	0	0.0%	14.7%	NO	0
	Minority	0	0.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 11</i>	Females	3	27.3%	17.6%	NO	0
	Minority	8	72.7%	75.4%	NO	0
K3 - Service - Other <i>Total Employees: 11</i>	Females	7	63.6%	46.7%	NO	0
	Minority	3	27.3%	20.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Paradise Valley Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 3</i>	Females	0	0.0%	58.6%	YES	1
	Minority	1	33.3%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 6</i>	Females	2	33.3%	52.2%	NO	0
	Minority	2	33.3%	32.9%	NO	0
A3 - Deans <i>Total Employees: 3</i>	Females	2	66.7%	55.5%	NO	0
	Minority	2	66.7%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 12</i>	Females	10	83.3%	57.4%	NO	0
	Minority	6	50.0%	34.7%	NO	0
B1 - Faculty <i>Total Employees: 267</i>	Females	84	31.5%	51.0%	YES	24
	Minority	57	21.3%	25.8%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 596</i>	Females	358	60.1%	49.5%	NO	0
	Minority	110	18.5%	27.0%	YES	18
B3 - Faculty - Adjunct Evening <i>Total Employees: 126</i>	Females	51	40.5%	49.5%	NO	0
	Minority	19	15.1%	27.0%	YES	8
C1 - Librarians <i>Total Employees: 5</i>	Females	4	80.0%	81.3%	NO	0
	Minority	2	40.0%	18.6%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 65</i>	Females	37	56.9%	63.3%	NO	0
	Minority	5	7.7%	26.1%	YES	8
E1 - Professionals - Non-faculty <i>Total Employees: 128</i>	Females	81	63.3%	62.4%	NO	0
	Minority	51	39.8%	40.2%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Paradise Valley Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 20</i>	Females	10	50.0%	23.6%	NO	0
	Minority	6	30.0%	27.6%	NO	0
G1 - Athletics/Sports <i>Total Employees: 22</i>	Females	3	13.6%	29.7%	YES	2
	Minority	7	31.8%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 5</i>	Females	4	80.0%	62.0%	NO	0
	Minority	2	40.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 7</i>	Females	4	57.1%	70.7%	NO	0
	Minority	3	42.9%	29.8%	NO	0
H1 - Office/Admin Support <i>Total Employees: 65</i>	Females	44	67.7%	73.4%	NO	0
	Minority	26	40.0%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 22</i>	Females	2	9.1%	2.4%	NO	0
	Minority	3	13.6%	35.3%	YES	3
K1 - Service - Public Safety <i>Total Employees: 1</i>	Females	0	0.0%	14.7%	NO	0
	Minority	1	100.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 8</i>	Females	4	50.0%	26.9%	NO	0
	Minority	7	87.5%	71.4%	NO	0
K3 - Service - Other <i>Total Employees: 1</i>	Females	0	0.0%	46.7%	NO	0
	Minority	0	0.0%	20.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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Maricopa County Community College District

Phoenix College

Snapshot Date: 09/30/2020

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 4</i>	Females	1	25.0%	58.6%	NO	0
	Minority	1	25.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 13</i>	Females	6	46.2%	56.2%	NO	0
	Minority	5	38.5%	32.4%	NO	0
A3 - Deans <i>Total Employees: 4</i>	Females	2	50.0%	55.5%	NO	0
	Minority	3	75.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 15</i>	Females	11	73.3%	56.1%	NO	0
	Minority	8	53.3%	35.7%	NO	0
B1 - Faculty <i>Total Employees: 214</i>	Females	114	53.3%	51.3%	NO	0
	Minority	63	29.4%	25.9%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 631</i>	Females	378	59.9%	49.5%	NO	0
	Minority	171	27.1%	27.0%	NO	0
B3 - Faculty - Adjunct Evening <i>Total Employees: 205</i>	Females	101	49.3%	49.5%	NO	0
	Minority	65	31.7%	27.0%	NO	0
C1 - Librarians <i>Total Employees: 10</i>	Females	8	80.0%	77.2%	NO	0
	Minority	6	60.0%	19.2%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 91</i>	Females	55	60.4%	63.9%	NO	0
	Minority	35	38.5%	26.9%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 197</i>	Females	138	70.1%	62.3%	NO	0
	Minority	128	65.0%	40.1%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District

Phoenix College

Snapshot Date: 09/30/2020

Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 24</i>	Females	7	29.2%	23.2%	NO	0
	Minority	10	41.7%	26.1%	NO	0
G1 - Athletics/Sports <i>Total Employees: 37</i>	Females	7	18.9%	29.7%	YES	1
	Minority	24	64.9%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 22</i>	Females	15	68.2%	70.2%	NO	0
	Minority	8	36.4%	54.6%	YES	1
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 7</i>	Females	2	28.6%	47.2%	NO	0
	Minority	1	14.3%	27.0%	NO	0
H1 - Office/Admin Support <i>Total Employees: 80</i>	Females	68	85.0%	73.4%	NO	0
	Minority	50	62.5%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 10</i>	Females	0	0.0%	2.4%	NO	0
	Minority	1	10.0%	43.1%	YES	2
K1 - Service - Public Safety <i>Total Employees: 4</i>	Females	0	0.0%	14.7%	NO	0
	Minority	2	50.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 12</i>	Females	4	33.3%	16.4%	NO	0
	Minority	9	75.0%	75.9%	NO	0
K3 - Service - Other <i>Total Employees: 3</i>	Females	3	100.0%	46.7%	NO	0
	Minority	1	33.3%	20.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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Maricopa County Community College District
Rio Salado Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 6</i>	Females	3	50.0%	58.6%	NO	0
	Minority	1	16.7%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 24</i>	Females	12	50.0%	53.4%	NO	0
	Minority	7	29.2%	31.9%	NO	0
A3 - Deans <i>Total Employees: 12</i>	Females	8	66.7%	55.5%	NO	0
	Minority	4	33.3%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 46</i>	Females	33	71.7%	54.9%	NO	0
	Minority	20	43.5%	34.6%	NO	0
B1 - Faculty <i>Total Employees: 64</i>	Females	45	70.3%	50.9%	NO	0
	Minority	13	20.3%	26.1%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 17</i>	Females	16	94.1%	49.5%	NO	0
	Minority	3	17.6%	27.0%	NO	0
B3 - Faculty - Adjunct Evening <i>Total Employees: 719</i>	Females	491	68.3%	49.5%	NO	0
	Minority	102	14.2%	27.0%	YES	53
C1 - Librarians <i>Total Employees: 4</i>	Females	3	75.0%	77.2%	NO	0
	Minority	0	0.0%	19.2%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 159</i>	Females	111	69.8%	63.0%	NO	0
	Minority	60	37.7%	26.4%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 205</i>	Females	138	67.3%	62.4%	NO	0
	Minority	98	47.8%	38.3%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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Maricopa County Community College District
Rio Salado Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 94</i>	Females	48	51.1%	23.7%	NO	0
	Minority	34	36.2%	28.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 2</i>	Females	2	100.0%	62.0%	NO	0
	Minority	1	50.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 44</i>	Females	16	36.4%	41.6%	NO	0
	Minority	9	20.5%	21.5%	NO	0
H1 - Office/Admin Support <i>Total Employees: 140</i>	Females	113	80.7%	73.4%	NO	0
	Minority	72	51.4%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 12</i>	Females	0	0.0%	2.8%	NO	0
	Minority	4	33.3%	40.3%	NO	0
K1 - Service - Public Safety <i>Total Employees: 1</i>	Females	0	0.0%	14.7%	NO	0
	Minority	0	0.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 6</i>	Females	1	16.7%	19.0%	NO	0
	Minority	5	83.3%	74.8%	NO	0
K3 - Service - Other <i>Total Employees: 5</i>	Females	0	0.0%	22.4%	NO	0
	Minority	3	60.0%	44.2%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Scottsdale Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 4</i>	Females	4	100.0%	58.6%	NO	0
	Minority	1	25.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 7</i>	Females	5	71.4%	58.0%	NO	0
	Minority	1	14.3%	32.2%	NO	0
A3 - Deans <i>Total Employees: 4</i>	Females	3	75.0%	55.5%	NO	0
	Minority	3	75.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 20</i>	Females	12	60.0%	54.4%	NO	0
	Minority	4	20.0%	34.5%	YES	1
B1 - Faculty <i>Total Employees: 200</i>	Females	116	58.0%	55.6%	NO	0
	Minority	23	11.5%	24.9%	YES	16
B2 - Faculty - Adjunct Day <i>Total Employees: 415</i>	Females	216	52.0%	49.5%	NO	0
	Minority	56	13.5%	27.0%	YES	33
B3 - Faculty - Adjunct Evening <i>Total Employees: 84</i>	Females	43	51.2%	49.5%	NO	0
	Minority	8	9.5%	27.0%	YES	10
C1 - Librarians <i>Total Employees: 6</i>	Females	5	83.3%	79.4%	NO	0
	Minority	0	0.0%	18.9%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 75</i>	Females	45	60.0%	64.1%	NO	0
	Minority	8	10.7%	27.0%	YES	8
E1 - Professionals - Non-faculty <i>Total Employees: 91</i>	Females	52	57.1%	61.8%	NO	0
	Minority	27	29.7%	39.0%	YES	1

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FOR INTERNAL USE ONLY

Maricopa County Community College District
Scottsdale Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 23</i>	Females	8	34.8%	23.1%	NO	0
	Minority	5	21.7%	27.3%	NO	0
G1 - Athletics/Sports <i>Total Employees: 27</i>	Females	5	18.5%	29.7%	YES	1
	Minority	8	29.6%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 4</i>	Females	4	100.0%	62.0%	NO	0
	Minority	2	50.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 10</i>	Females	6	60.0%	63.6%	NO	0
	Minority	3	30.0%	29.6%	NO	0
H1 - Office/Admin Support <i>Total Employees: 77</i>	Females	58	75.3%	73.3%	NO	0
	Minority	23	29.9%	31.9%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 10</i>	Females	0	0.0%	3.6%	NO	0
	Minority	3	30.0%	48.7%	NO	0
K1 - Service - Public Safety <i>Total Employees: 4</i>	Females	0	0.0%	14.7%	NO	0
	Minority	2	50.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 6</i>	Females	2	33.3%	8.5%	NO	0
	Minority	3	50.0%	79.2%	NO	0
K3 - Service - Other <i>Total Employees: 4</i>	Females	4	100.0%	46.7%	NO	0
	Minority	0	0.0%	20.0%	NO	0

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Maricopa County Community College District
South Mountain Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
A1 - Executive Management <i>Total Employees: 4</i>	Females	2	50.0%	58.6%	NO	0
	Minority	3	75.0%	28.6%	NO	0
A2 - Senior Management <i>Total Employees: 7</i>	Females	4	57.1%	56.4%	NO	0
	Minority	1	14.3%	32.8%	NO	0
A3 - Deans <i>Total Employees: 2</i>	Females	1	50.0%	55.5%	NO	0
	Minority	2	100.0%	22.0%	NO	0
A4 - First/Mid-Level Management <i>Total Employees: 12</i>	Females	6	50.0%	57.7%	NO	0
	Minority	7	58.3%	34.6%	NO	0
B1 - Faculty <i>Total Employees: 63</i>	Females	33	52.4%	49.4%	NO	0
	Minority	25	39.7%	25.9%	NO	0
B2 - Faculty - Adjunct Day <i>Total Employees: 295</i>	Females	168	56.9%	49.5%	NO	0
	Minority	120	40.7%	27.0%	NO	0
C1 - Librarians <i>Total Employees: 8</i>	Females	5	62.5%	77.7%	NO	0
	Minority	5	62.5%	19.6%	NO	0
D1 - Other Student, Academic and Educational Services <i>Total Employees: 37</i>	Females	19	51.4%	64.0%	NO	0
	Minority	26	70.3%	27.0%	NO	0
E1 - Professionals - Non-faculty <i>Total Employees: 56</i>	Females	36	64.3%	61.9%	NO	0
	Minority	37	66.1%	38.4%	NO	0
F1 - Computer, Engineering & Related Technical Occupations <i>Total Employees: 14</i>	Females	5	35.7%	24.0%	NO	0
	Minority	8	57.1%	27.5%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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Maricopa County Community College District
South Mountain Community College
Placement Goals Summary

Snapshot Date: 09/30/2020

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
G1 - Athletics/Sports <i>Total Employees: 11</i>	Females	4	36.4%	29.7%	NO	0
	Minority	5	45.5%	22.1%	NO	0
G2 - Counseling/Social Service/Legal <i>Total Employees: 4</i>	Females	2	50.0%	62.0%	NO	0
	Minority	1	25.0%	32.6%	NO	0
G3 - Radio, TV and Other Media/Entertainment <i>Total Employees: 4</i>	Females	1	25.0%	28.6%	NO	0
	Minority	1	25.0%	30.6%	NO	0
H1 - Office/Admin Support <i>Total Employees: 45</i>	Females	32	71.1%	73.4%	NO	0
	Minority	33	73.3%	32.0%	NO	0
I1 - Maintenance/Construction <i>Total Employees: 5</i>	Females	0	0.0%	2.6%	NO	0
	Minority	2	40.0%	36.0%	NO	0
K1 - Service - Public Safety <i>Total Employees: 2</i>	Females	0	0.0%	14.7%	NO	0
	Minority	2	100.0%	28.9%	NO	0
K2 - Service - Facility/Grounds <i>Total Employees: 7</i>	Females	4	57.1%	25.8%	NO	0
	Minority	7	100.0%	71.9%	NO	0
K3 - Service - Other <i>Total Employees: 1</i>	Females	0	0.0%	46.7%	NO	0
	Minority	0	0.0%	20.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

FOR INTERNAL USE ONLY

Maricopa County Community College District
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
B1 - Faculty	1,821	Females	904	49.6%	25.6%	177	92	52.0%	YES
		Minority	363	19.9%			52	29.4%	
B3 - Faculty - Adjunct Evening	2,421	Females	1,337	55.2%	27.0%	71	36	50.7%	NO
		Minority	472	19.5%			16	22.5%	
B4 - Faculty - Adjunct Summer Day	977	Females	581	59.5%	27.0%	1	1	100.0%	YES
		Minority	194	19.9%			1	100.0%	
B5 - Faculty - Adjunct Summer Evening	929	Females	572	61.6%	27.0%	1	0	0.0%	YES
		Minority	150	16.1%			1	100.0%	
G2 - Counseling/Social Service/Legal	97	Females	78	80.4%	47.2%	9	5	55.6%	NO
		Minority	32	33.0%			4	44.4%	
K1 - Service - Public Safety	20	Females	1	5.0%	14.7%	0	0	0.0%	NO
		Minority	7	35.0%			0	0.0%	

* Placements consist of hires and promotions into the target job group from 10/01/2019 to 09/30/2020

CHAPTER 7: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

As part of its efforts to ensure equal employment opportunity to all individuals, Maricopa County Community College District has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the Chancellor, the Associate General Counsel, the Director of EEO/AA, and those employed as supervisors and managers have undertaken the responsibilities described below.

Chancellor

The primary responsibility and accountability for implementing the AAP rests with the Chancellor. This person is responsible, through the Associate General Counsel and the Director of EEO/AA for adherence to Maricopa County Community College District's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Maricopa County Community College District's AAP. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Maricopa County Community College District's AAP.

Director of EEO/AA

The Director of EEO/AA is responsible for overall supervision of the AAP and ensures, through the department managers and supervisors, that all relevant policies and procedures are adhered to. Responsibilities include, but are not limited to, the following:

1. Ensure that Maricopa County Community College District adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with Maricopa County Community College District's stated policy.
3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.

4. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
5. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
6. Ensure that all new employees receive a special orientation to Maricopa County Community College District's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
7. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
8. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
9. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Director of EEO/AA

The Director of EEO/AA is also responsible for ensuring the directives of the Chancellor are implemented. Duties include, but are not limited to, the following:

1. Provide direction to Maricopa County Community College District's employees, as necessary, to carry out all actions required to meet the Company's equal employment opportunity and affirmative action commitments.
2. Review, report on, and update Maricopa County Community College District's AAP at least on an annual basis in accordance with stated policy.
3. Responsible for the design and effective implementation of the AAP at all establishments.
4. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.

5. Advise management in the modification and development of Maricopa County Community College District's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
6. Conduct periodic audits to ensure all required posters and those advertising Maricopa County Community College District's equal employment opportunity policies and AAP are displayed and that Maricopa County Community College District's equal employment opportunity and AAP policies are being thoroughly communicated.
7. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

Managers and Supervisors

In their direct day-to-day contact with Maricopa County Community College District's employees, managers and supervisors have assumed certain responsibilities to help the Company ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Aggressively adhere to Maricopa County Community College District's equal employment opportunity and affirmative action policy.
 - A. Support and assist the Director of EEO/AA in developing, maintaining, and successfully implementing the AAP.
 - B. Complete progress reports regarding the status of goal achievement.
 - C. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with Maricopa County Community College District's policy.
4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS

41 C.F.R. § 60-2.17(b)

Terminology

The phrases “comparison of incumbency to availability,” and “problem area” appearing in this chapter are terms Maricopa County Community College District is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although Maricopa County Community College District will use the terms in good faith in connection with its AAP, such use does not necessarily signify the company agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e).

In addition to comparing incumbency to availability within job groups, Maricopa County Community College District has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). Maricopa County Community College District will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this AAP.

Goals are established within each of the job groups at no less than the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the *Workforce Analysis*.

An analysis of minority and female utilization within each job group was accomplished by a thorough investigation of the *Comparison of Incumbency to Availability* reports.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by a thorough examination of transaction data. See the *Summary of Personnel Transactions Report* for each job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job title.

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: A1 - Executive Management

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	307	200	14	521	1	1	2	0	0	0	1	0	1
Afr. Amer.	52	52	0	104	0	0	0	0	0	0	1	0	1
Hispanic	50	38	2	90	1	0	1	0	0	0	0	0	0
Asian	22	12	0	34	0	0	0	0	0	0	0	0	0
Nat. Amer.	12	9	0	21	0	0	0	0	0	0	0	0	0
NHOPI	6	5	0	11	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	31	20	89	140									
Total	480	336	105	921	2	1	3	0	0	0	2	0	2
Total Minority	142	116	2	260	1	0	1	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	2	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	2	2
Total Minority	0	0	0	0	0	0	0	2	2

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: A2 - Senior Management

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	848	578	11	1437	0	1	1	0	0	0	0	1	1
Afr. Amer.	173	192	5	370	0	1	1	0	0	0	1	0	1
Hispanic	191	156	0	347	0	1	1	0	0	0	0	0	0
Asian	57	27	0	84	1	2	3	0	0	0	0	2	2
Nat. Amer.	49	20	0	69	1	1	2	0	0	0	0	0	0
NHOPI	6	5	0	11	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	84	54	278	416									
Total	1408	1032	294	2734	2	6	8	0	0	0	1	3	4
Total Minority	476	400	5	881	2	5	7	0	0	0	1	2	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	3	4	1	0	1
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	2	2	0	0	0
Asian	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	1	0	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	1	2	2	5	7	1	0	1
Total Minority	1	1	2	1	2	3	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: A3 - Deans

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	323	287	9	619	0	1	1	0	0	0	0	0	0
Afr. Amer.	119	101	3	223	0	1	1	0	0	0	0	0	0
Hispanic	75	47	2	124	1	0	1	0	0	0	0	0	0
Asian	22	16	1	39	0	0	0	0	0	0	0	0	0
Nat. Amer.	21	12	0	33	0	0	0	0	0	0	0	0	0
NHOPI	0	8	0	8	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	17	48	71	136									
Total	577	519	86	1182	1	2	3	0	0	0	0	0	0
Total Minority	237	184	6	427	1	1	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	2	2	0	0	0
Hispanic	0	1	1	0	0	0	1	0	1
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	1	2	3	2	1	3
Total Minority	0	1	1	1	2	3	1	0	1

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: A4 - First/Mid-Level Management

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1,020	945	12	1977	5	9	14	0	0	0	3	4	7
Afr. Amer.	222	307	7	536	0	2	2	0	0	0	0	0	0
Hispanic	278	315	5	598	0	3	3	0	0	0	1	0	1
Asian	84	70	0	154	0	0	0	0	0	0	0	0	0
Nat. Amer.	54	52	0	106	1	0	1	0	0	0	0	0	0
NHOPI	18	13	0	31	1	0	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	52	54	293	399									
Total	1728	1756	317	3801	7	14	21	0	0	0	4	4	8
Total Minority	656	757	12	1425	2	5	7	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	2	7	9	4	2	6
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	2	2	1	3	4	0	4	4
Asian	0	0	0	1	0	1	0	0	0
Nat. Amer.	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	3	5	4	10	14	4	6	10
Total Minority	1	2	3	2	3	5	0	4	4

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: B1 - Faculty

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2,227	2,356	36	4619	58	59	117	0	0	0	52	30	82
Afr. Amer.	220	302	1	523	2	5	7	0	0	0	4	4	8
Hispanic	318	384	5	707	15	18	33	0	0	0	11	1	12
Asian	379	252	3	634	7	3	10	0	0	0	0	0	0
Nat. Amer.	85	137	1	223	0	0	0	0	0	0	1	0	1
NHOPI	22	22	0	44	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	154	174	780	1108									
Total	3405	3627	826	7858	82	85	167	0	0	0	68	35	103
Total Minority	1024	1097	10	2131	24	26	50	0	0	0	16	5	21

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	3	4	2	6	8	2	3	5
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	1	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	4	5	3	7	10	2	3	5
Total Minority	0	1	1	1	1	2	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: B2 - Faculty - Adjunct Day

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	84	148	1	233	101	171	272	0	0	0	37	85	122
Afr. Amer.	13	24	1	38	13	14	27	0	0	0	7	8	15
Hispanic	11	20	0	31	19	26	45	0	0	0	7	7	14
Asian	3	13	0	16	10	15	25	0	0	0	2	1	3
Nat. Amer.	3	5	0	8	2	2	4	0	0	0	0	1	1
NHOPI	6	1	0	7	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	11	12	70	93									
Total	131	223	72	426	145	229	374	0	0	0	53	102	155
Total Minority	36	63	1	100	44	58	102	0	0	0	16	17	33

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	14	18	0	0	0	0	0	0
Afr. Amer.	2	0	2	0	0	0	0	0	0
Hispanic	0	2	2	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	6	16	22	0	0	0	0	0	0
Total Minority	2	2	4	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: B3 - Faculty - Adjunct Evening

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	28	27	55	0	0	0	25	43	68
Afr. Amer.	0	0	0	0	3	4	7	0	0	0	4	7	11
Hispanic	0	0	0	0	2	1	3	0	0	0	2	6	8
Asian	0	0	0	0	2	3	5	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	35	36	71	0	0	0	32	57	89
Total Minority	0	0	0	0	7	9	16	0	0	0	7	14	21

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	6	6	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	7	7	0	0	0	0	0	0
Total Minority	0	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: B4 - Faculty - Adjunct Summer Day

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	3	12	15
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	1	2
Hispanic	0	0	0	0	0	1	1	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	1	1	0	0	0	4	14	18
Total Minority	0	0	0	0	0	1	1	0	0	0	1	2	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	2	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: B5 - Faculty - Adjunct Summer Evening

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	3	16	19
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	1	2
Hispanic	0	0	0	0	1	0	1	0	0	0	1	1	2
Asian	0	0	0	0	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	1	0	1	0	0	0	5	19	24
Total Minority	0	0	0	0	1	0	1	0	0	0	2	3	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	0	0	0
Total Minority	0	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: C1 - Librarians

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	123	305	3	431	0	4	4	0	0	0	0	1	1
Afr. Amer.	18	42	0	60	0	0	0	0	0	0	0	1	1
Hispanic	41	56	2	99	0	0	0	0	0	0	0	0	0
Asian	13	17	0	30	0	1	1	0	0	0	0	1	1
Nat. Amer.	13	16	0	29	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	3	15	64	82									
Total	211	451	69	731	0	5	5	0	0	0	0	3	3
Total Minority	85	131	2	218	0	1	1	0	0	0	0	2	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	1	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	1	1	2
Total Minority	0	0	0	0	0	0	1	1	2

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: D1 - Other Student, Academic and Educational Services

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	328	572	8	908	45	66	111	0	0	0	37	61	98
Afr. Amer.	63	103	0	166	8	15	23	0	0	0	1	10	11
Hispanic	92	170	1	263	18	20	38	0	0	0	11	21	32
Asian	22	63	3	88	14	11	25	0	0	0	1	7	8
Nat. Amer.	34	42	0	76	1	3	4	0	0	0	1	1	2
NHOPI	2	7	0	9	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	24	44	222	290									
Total	565	1001	234	1800	86	116	202	0	0	0	51	100	151
Total Minority	213	385	4	602	41	50	91	0	0	0	14	39	53

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	1	2	0	4	4	0	1	1
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	1	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	2	3	0	5	5	0	2	2
Total Minority	0	1	1	0	1	1	0	1	1

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: E1 - Professionals - Non-faculty

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1,110	2,125	23	3258	79	92	171	0	0	0	75	102	177
Afr. Amer.	221	534	6	761	9	28	37	0	0	0	8	15	23
Hispanic	357	818	4	1179	42	87	129	0	0	0	45	57	102
Asian	89	176	5	270	10	11	21	0	0	0	10	10	20
Nat. Amer.	93	159	2	254	9	15	24	0	0	0	5	7	12
NHOPI	17	33	1	51	0	1	1	0	0	0	2	2	4
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	51	155	704	910									
Total	1938	4000	745	6683	149	234	383	0	0	0	145	193	338
Total Minority	777	1720	18	2515	70	142	212	0	0	0	70	91	161

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	3	6	8	16	24	2	12	14
Afr. Amer.	0	0	0	0	1	1	2	3	5
Hispanic	1	1	2	0	5	5	2	7	9
Asian	1	0	1	0	1	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	1	1	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	5	4	9	8	24	32	6	23	29
Total Minority	2	1	3	0	8	8	4	11	15

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: F1 - Computer, Engineering & Related Technical Occupations

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1,131	591	15	1737	14	5	19	0	0	0	1	4	5
Afr. Amer.	215	141	7	363	4	3	7	0	0	0	2	2	4
Hispanic	353	181	4	538	3	4	7	0	0	0	2	0	2
Asian	228	128	2	358	2	1	3	0	0	0	3	1	4
Nat. Amer.	95	46	0	141	0	1	1	0	0	0	0	0	0
NHOPI	10	11	0	21	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	65	41	407	513									
Total	2097	1139	435	3671	23	14	37	0	0	0	8	7	15
Total Minority	901	507	13	1421	9	9	18	0	0	0	7	3	10

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	1	7	8	6	10	16
Afr. Amer.	0	0	0	1	0	1	1	0	1
Hispanic	0	1	1	0	1	1	1	3	4
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	1	1	2	2	8	10	9	14	23
Total Minority	0	1	1	1	1	2	3	4	7

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: G1 - Athletics/Sports

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	320	41	1	362	7	1	8	0	0	0	3	0	3
Afr. Amer.	153	11	0	164	4	2	6	0	0	0	2	0	2
Hispanic	65	6	0	71	2	0	2	0	0	0	1	1	2
Asian	8	1	0	9	1	0	1	0	0	0	1	0	1
Nat. Amer.	10	1	0	11	1	1	2	0	0	0	0	0	0
NHOPI	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	41	3	99	143									
Total	599	63	100	762	15	4	19	0	0	0	7	1	8
Total Minority	238	19	0	257	8	3	11	0	0	0	4	1	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: G2 - Counseling/Social Service/Legal

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	35	116	3	154	1	3	4	0	0	0	0	2	2
Afr. Amer.	10	31	0	41	1	0	1	0	0	0	0	1	1
Hispanic	22	39	0	61	1	0	1	0	0	0	0	0	0
Asian	4	11	0	15	1	0	1	0	0	0	0	0	0
Nat. Amer.	6	13	0	19	0	1	1	0	0	0	0	0	0
NHOPI	0	2	0	2	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	9	45	58									
Total	81	221	48	350	4	4	8	0	0	0	0	3	3
Total Minority	42	96	0	138	3	1	4	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: G3 - Radio, TV and Other Media/Entertainment

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	336	132	2	470	7	5	12	0	0	0	9	2	11
Afr. Amer.	40	19	0	59	0	0	0	0	0	0	0	0	0
Hispanic	87	44	2	133	0	1	1	0	0	0	0	1	1
Asian	21	22	1	44	0	0	0	0	0	0	0	0	0
Nat. Amer.	8	8	0	16	0	0	0	0	0	0	0	0	0
NHOPI	8	0	0	8	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	28	6	130	164									
Total	528	231	135	894	7	6	13	0	0	0	9	3	12
Total Minority	164	93	3	260	0	1	1	0	0	0	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	3	2	5	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	1	1	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	3	6	0	0	0	0	1	1
Total Minority	0	1	1	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: H1 - Office/Admin Support

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1,996	4,709	82	6787	13	37	50	0	0	0	10	19	29
Afr. Amer.	603	1,337	1	1941	2	11	13	0	0	0	3	2	5
Hispanic	921	2,237	11	3169	12	28	40	0	0	0	6	8	14
Asian	198	414	10	622	1	7	8	0	0	0	0	1	1
Nat. Amer.	285	387	1	673	1	5	6	0	0	0	0	2	2
NHOPI	25	69	0	94	1	0	1	0	0	0	1	0	1
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	72	293	1,074	1439									
Total	4100	9446	1179	14725	30	88	118	0	0	0	20	32	52
Total Minority	2032	4444	23	6499	17	51	68	0	0	0	10	13	23

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	13	14	1	0	1	4	23	27
Afr. Amer.	1	1	2	1	0	1	0	5	5
Hispanic	1	3	4	1	0	1	4	15	19
Asian	0	1	1	0	0	0	0	4	4
Nat. Amer.	0	0	0	0	0	0	0	8	8
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	3	18	21	3	0	3	8	55	63
Total Minority	2	5	7	2	0	2	4	32	36

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: I1 - Maintenance/Construction

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	70	9	0	79	3	0	3	0	0	0	0	0	0
Afr. Amer.	30	0	0	30	0	0	0	0	0	0	1	0	1
Hispanic	46	6	0	52	3	0	3	0	0	0	2	0	2
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	2	226	234									
Total	154	17	226	397	7	0	7	0	0	0	3	0	3
Total Minority	78	6	0	84	4	0	4	0	0	0	3	0	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	3	0	3
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	1	1	3	0	3
Total Minority	0	0	0	0	0	0	3	0	3

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: K1 - Service - Public Safety

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: K2 - Service - Facility/Grounds

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	94	30	1	125	2	0	2	0	0	0	2	0	2
Afr. Amer.	28	7	0	35	0	0	0	0	0	0	1	0	1
Hispanic	63	15	1	79	4	0	4	0	0	0	1	1	2
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	8	3	1	12	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	16	1	59	76									
Total	210	56	62	328	6	0	6	0	0	0	4	1	5
Total Minority	100	25	2	127	4	0	4	0	0	0	2	1	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	2	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	1	1	0	0	0	1	3	4
Total Minority	0	0	0	0	0	0	1	2	3

Maricopa County Community College District

Snapshot Date: 09/30/2020

Personnel Transactions Summary

Job Group: K3 - Service - Other

Transaction Dates: 10/01/2019 To 09/30/2020

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	0	1	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	1	0	1	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	2	1	0	3	1	0	1	0	0	0	1	1	2
Total Minority	1	1	0	2	1	0	1	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

CHAPTER 9: ACTION-ORIENTED PROGRAMS

41 C.F.R. § 60-2.17(c)

Maricopa County Community College District tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried-out throughout the AAP year. The Director of EEO/AA, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. Maricopa County Community College District will continue to place advertisements on job opportunities through local job service offices.
2. Due to the extensive technical education and experience required for some positions, Maricopa County Community College District will also continue to place job opportunity announcements in the company website, and in national job posting resources when appropriate.
3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. Maricopa County Community College District will participate in job fairs if there are sufficient numbers of openings to warrant participation.
6. Maricopa County Community College District will continue to recruit at colleges and universities. Maricopa County Community College District targets universities based in part on the high-level of diversity of its student body.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions, and are consistent for the same position from one location to another.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.

3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. Maricopa County Community College District will continue to use only worker specifications that include job-related criteria.
5. Maricopa County Community College District will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

Job Advancement:

1. Maricopa County Community College District will continue to post or announce job opportunities. Maricopa County Community College District's Job Posting Policy System requires postings of all positions up to the Senior Management level.
2. Maricopa County Community College District will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
3. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
4. All employees are actively encouraged to participate in facilities and company-sponsored social and recreational activities.

CHAPTER 10: INTERNAL AUDIT AND REPORTING

41 C.F.R. § 60-2.17(d)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the AAP itself. Periodic reports from supervisors, department managers, the Director of EEO/AA, and other relevant persons are required.

The objective of all record keeping systems to be implemented is to assess the results of past actions, trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the Plan as a whole. In addition, a further objective is to identify the proper corrective actions to be made to all components.

In order to fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff, through reallocation of resources, through modifications to plans and the record keeping system itself, through appropriate recognition of personal achievements as well as punitive actions for discriminatory acts. For any identified deficiencies, appropriate corrective action will be identified and implemented.

The records that are maintained are the basis for updating the affirmative action plan, including revising the availability data and establishing annual numerical goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The Maricopa County Community College District auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Director of EEO/AA:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Reviews report results with all levels of management; and
4. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND
INDIVIDUALS WITH DISABILITIES**

FOR

OCTOBER 1, 2020 - SEPTEMBER 30, 2021

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of Maricopa County Community College District and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or individual with a disability at all levels of employment, including the executive level. Maricopa County Community College District does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified. In addition, Maricopa County Community College District is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Maricopa County Community College District will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or an individual with disability. As Chancellor, the Maricopa County Community College District's EEO policy and affirmative action obligations include my full support.

Maricopa County Community College District will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

Maricopa County Community College District is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Maricopa County Community College District's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Maricopa County Community College District's legal duty to furnish the information.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local Human Resources representative. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by visiting the Equal Employment Opportunity Department website (<https://district.maricopa.edu/legal/eoo>).

(Signature)

Dr. Steven R. Gonzales
Interim Chancellor

(Date)

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the Company's examination and selection methods to identify barriers to employment, training, and promotion.

- 1) Maricopa County Community College District periodically conduct a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) The company ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.
- 3) The company ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
- 4) The company provides reasonable accommodations, unless such accommodations will cause undue hardship to the company, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
- 5) The company ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities, reviews are periodically made of the Company's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The Company's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS

41 C.F.R §§ 60-300.44(d); 60-741.44(d)

Maricopa County Community College District will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the company's electronic and/or online application systems. The company ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. Maricopa County Community College District will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may also contact the following at any time to formally request an accommodation:

HR Solutions Center
Phone: (480) 731-8480

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

Maricopa County Community College District has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the EEO Policy, which includes a section prohibiting sexual harassment as well as harassment of individuals with disabilities or protected veterans, is available for distribution to new as well as to existing employees.

CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT

41 C.F.R. §§ 60-300.44(f); 60-741.44(f)

Based upon the Company's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Director of EEO/AA.

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Include workers with disabilities when employees are pictured in consumer, promotional, or help wanted advertising.
- 3) Disseminate information concerning employment opportunities to radio and television stations, and to publications that primarily reach protected veterans and individuals with disabilities.
- 4) Provide information emphasizing job opportunities for protected veterans and individuals with disabilities to all local educational institutions, public and private.
- 5) Inform all recruiting sources, in writing and orally, of the Company's affirmative action policy for protected veterans and individuals with disabilities.
- 6) List with the State Employment Development Department all suitable job openings.

The exemptions for posting jobs are when positions are,

- (1) executive and top management positions,
- (2) positions that will be filled from within the contractor's organization,
- (3) and positions lasting three days or less.

This is an on-going activity. A listing of job opportunities reported to the local State Employment Service Delivery System is always kept current.

- 7) Send written notification of the Company's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 8) Conduct formal briefing sessions with representatives from recruiting sources. Include as part of the briefing sessions, 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. Arrange for referral of applicants, follow up with sources, and feedback on disposition of applicants.

- 9) Participate in veterans "job fairs" and work study programs with Veterans' Administration rehabilitation facilities and schools which specialize in training or educating protected veterans.
- 10) Maricopa County Community College District will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

CHAPTER G: INTERNAL DISSEMINATION OF POLICY
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

In order to gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities Maricopa County Community College District will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Director of EEO/AA. The following policies and procedures are designed to foster support and understanding from Maricopa County Community College District's executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid Maricopa County Community College District in meeting its obligations.

- 1) Include the policy in the Company's policy manual and other in-house publications.
- 2) Conduct special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the Chancellor's attitude.
- 3) Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
- 4) Discuss the policy thoroughly in both employee orientation and management training programs.
- 5) Inform union officials of the contractor's policy, and request their cooperation.
- 6) Include non-discrimination clauses in all union agreements, and review all contractual provisions to ensure they are non-discriminatory.
- 7) Include articles on accomplishments of protected veterans and workers with disabilities in Company publications.
- 8) Post the policy on Company bulletin boards, along with the Company's harassment policy which includes protection from harassment on the basis of disability.
- 9) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

Maricopa County Community College District has developed and currently implements an audit and reporting system that addresses the following:

- 1) Measures the effectiveness of Maricopa County Community College District's overall affirmative action program and whether the company is in compliance with specific obligations.
- 2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the Director of EEO/AA.
- 3) Measures the degree to which Maricopa County Community College District's objectives are being met.
- 4) Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding company sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, Maricopa County Community College District has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the Chancellor, the Associate General Counsel, the Director of EEO/AA, and those employed as supervisors and managers have undertaken the responsibilities described below.

Chancellor

The Chancellor, through the Associate General Counsel and the Director of EEO/AA, is responsible for providing top management support for the Company's AAP. This person issues a memo annually to reaffirm the Company's Equal Employment Opportunity Policy and to make known to all employees and applicants the commitment of Senior Management to EEO and affirmative action. Additional responsibilities include, but are not limited to:

- 1) Designating appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring the Company's AAP. Ensuring that these personnel are identified in writing by name and job title.
- 2) Ensuring that designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- 3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Maricopa County Community College District's AAP.

Director of EEO/AA

The Director of EEO/AA is responsible for overall supervision of the AAP and ensures, through the department managers and supervisors, that all relevant policies and procedures are adhered to. Responsibilities include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the Company's compliance status.
- 2) Maintaining Company-wide management support and cooperation for the Company's AAP.
- 3) Collaborating with Senior Management on EEO and AAP issues.
- 4) Assisting line management in arriving at solutions to EEO/AA problems.

- 5) Reviewing results of audit and reporting systems to assess the effectiveness of the Company's AA programs and to direct corrective actions where necessary.
- 6) Ensuring that the AAP is updated annually for all establishments.
- 7) Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.
- 8) Ensuring that relevant staff, (i.e., managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
- 9) Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
- 10) Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the Company's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Company-sponsored educational, training, recreation and social activities.
- 11) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
- 12) Ensuring the Company's VETS-4212 form is filed annually with the Veterans' Employment and Training Service (VETS).

Director of EEO/AA

The Director of EEO/AA is also responsible for ensuring that the directives of the Chancellor are implemented. Duties include, but are not limited to, the following:

- 1) Providing direction to the Company's employees, as necessary, to carry out all actions required to meet the Company's equal employment opportunity and affirmative action commitments.
- 2) Responsible for the design and effective implementation of the AAP at all establishments.
- 3) Developing, implementing, and maintaining audit and reporting systems to measure

effectiveness of equal employment opportunity programs, including those that will

- a) Indicate need for remedial action,
 - b) Determine degree to which goals and objectives have been obtained.
- 4) Advising management in the modification and development of the Company's policies to ensure the enhancement of equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.
 - 5) Identifying problem areas and establishing procedures, goals and objectives to solve these problems.
 - 6) Providing guidelines in the development, preparation, and implementation of career counseling programs for known protected veterans and employees with disabilities.
 - 7) Maricopa County Community College District conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. Maricopa County Community College District also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the Company's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
 - 8) Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.
 - 9) Developing policy statements, affirmative action programs, internal and external communication techniques.
 - 10) Assisting line management in arriving at solutions to problems.
 - 11) Serving as the liaison between Maricopa County Community College District and enforcement agencies.
 - 12) Serving as the liaison between Maricopa County Community College District and organizations and community action groups for protected veterans and individuals with disabilities, in addition to ensuring that representatives are involved in community service programs of local organizations for protected veterans and individuals with disabilities.
 - 13) Keeping management informed of the latest developments in the equal employment opportunity area.

- 14) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy. Informing employees and applicants of significant changes.
- 15) Working closely with the Director of EEO/AA and department managers and supervisors in coordinating the effective implementation of all identified affirmative actions.
- 16) Assisting in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.
- 17) Responsible for ensuring overall the Company's compliance with the AAP.

Managers and Supervisors

In their direct day-to-day contact with the Company's employees, managers and supervisors have assumed certain responsibilities to help Maricopa County Community College District ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

- 1) Aggressively adhering to the Company's equal employment opportunity policy.
- 2) Supporting and assisting the Director of EEO/AA in developing, maintaining, and successfully implementing the AAP.
- 3) Completing progress reports regarding the status of affirmative action programs.
- 4) Taking action to prevent harassment of employees placed through affirmative action efforts.
- 5) Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
- 6) Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the Company's policy.
- 7) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
- 8) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 9) Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

Maricopa County Community College District trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the company's stated affirmative action goals.

CHAPTER K: DATA COLLECTION ANALYSIS
41 C.F.R. §§ 60-300.44(k); 60-741.44(k)

Maricopa County Community College District has adopted the current national percentage of veterans in the civilian labor force of 5.7% as its hiring benchmark for protected veterans. Maricopa County Community College District will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.7% hiring benchmark is applied to the entire workforce within Maricopa County Community College District.

Maricopa County Community College District also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Maricopa County Community College District will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied to each job group within Maricopa County Community College District.

Goals and/or benchmarks do not require that Maricopa County Community College District hire, promote, train, and/or retain a specified number of individuals with disabilities and/or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which Maricopa County Community College District, a community group, or a compliance agency can measure progress in remedying identified deficiencies in Maricopa County Community College District's workforce.

Maricopa County Community College District has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. Maricopa County Community College District will continue to monitor and update these studies periodically during each AAP year. In each case where the hiring benchmark for protected veterans and/or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this AAP.

See the *Hiring Benchmark and Utilization Goals Analyses*.

Maricopa County Community College District
Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 09/30/2020

Category	9/30/19	9/30/20
Job Openings	1,223	1,725
Jobs Filled	1,179	1,684
Applicants for all jobs	16,957	47,266
Applicants who self-identified as Protected Veterans	28	24
Applicants Hired	793	1,508
Protected Veterans Hired	34	54
Hiring Benchmark**	5.9	5.7
Overall protected veterans hired (%)	4.3	3.6

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

Maricopa County Community College District
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 09/30/2020

Category	9/30/19			9/30/20		
Job Openings	1,223			1,725		
Jobs Filled	1,179			1,684		
Applicants for all jobs	16,957			47,266		
Applicants who self-identified as individual(s) with Disability	0			58		
Applicants Hired	793			1,508		
Individual(s) with Disability Hired	0			59		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	0.0			3.6		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
A1 - Executive Management	41	0	0.0	45	2	4.4
A2 - Senior Management	147	0	0.0	183	8	4.4
A3 - Deans	41	0	0.0	51	1	2.0
A4 - First/Mid-Level Management	182	0	0.0	252	18	7.1
B1 - Faculty	1,821	0	0.0	2,092	55	2.6
B2 - Faculty - Adjunct Day	4,550	0	0.0	5,394	167	3.1
B3 - Faculty - Adjunct Evening	2,421	0	0.0	2,007	46	2.3
C1 - Librarians	76	0	0.0	84	2	2.4
D1 - Other Student, Academic and Educational Services	1,046	0	0.0	871	45	5.2
E1 - Professionals - Non-faculty	1,156	0	0.0	1,639	90	5.5
F1 - Computer, Engineering & Related Technical Occupations	346	0	0.0	444	20	4.5
G1 - Athletics/Sports	98	0	0.0	165	4	2.4

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

Maricopa County Community College District
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 09/30/2020

Category	9/30/19			9/30/20		
Job Openings	1,223			1,725		
Jobs Filled	1,179			1,684		
Applicants for all jobs	16,957			47,266		
Applicants who self-identified as individual(s) with Disability	0			58		
Applicants Hired	793			1,508		
Individual(s) with Disability Hired	0			59		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0		
Total incumbency of individuals with disabilities (%)	0.0			3.6		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
G2 - Counseling/Social Service/Legal	97	0	0.0	102	2	2.0
G3 - Radio, TV and Other Media/Entertainment	117	0	0.0	157	3	1.9
H1 - Office/Admin Support	791	0	0.0	1,033	60	5.8
I1 - Maintenance/Construction	101	0	0.0	129	2	1.6
K1 - Service - Public Safety	20	0	0.0	30	1	3.3
K2 - Service - Facility/Grounds	96	0	0.0	106	1	0.9
K3 - Service - Other	73	0	0.0	55	1	1.8

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

CHAPTER L: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of Maricopa County Community College District that when offering employment or promotion to protected veterans or individuals with disabilities, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

Maricopa County Community College District is also committed to abiding with the Pay Transparency Nondiscrimination Provisions. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Maricopa County Community College District's legal duty to furnish the information.

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
A1 - Executive Management	Males (!)	480	2	0.4	NO	N/A	N/A	NO	N/A	N/A
	Females	336	1	0.3	YES	0.27	0.27	NO	N/A	N/A
	White	521	2	0.4	YES	0.91	1.22	NO	N/A	N/A
	Minority	260	1	0.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	104	0	0.0	YES	1.07	1.19	NO	N/A	N/A
	Hispanic (!)	90	1	1.1	NO	N/A	N/A	NO	N/A	N/A
	Asian	34	0	0.0	YES	0.61	0.47	NO	N/A	N/A
	Nat. Amer.	21	0	0.0	YES	0.48	0.53	NO	N/A	N/A
	NHOPI	11	0	0.0	YES	0.35	0.59	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males	1,408	2	0.1	YES	1.87	1.95	NO	N/A	N/A
	Females (!)	1,032	6	0.6	NO	N/A	N/A	NO	N/A	N/A
	White	1,437	1	0.1	YES	6.09	3.60	YES	15	2
	Minority	881	7	0.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	370	1	0.3	YES	2.92	2.53	YES	3	2
	Hispanic	347	1	0.3	YES	2.81	2.48	YES	2	2
	Asian (!)	84	3	3.6	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	69	2	2.9	NO	0.23	0.21	NO	N/A	N/A
	NHOPI	11	0	0.0	YES	0.63	0.44	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - "Applicants" shows all external applicants.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

(*) Highest Rate - All groups will be compared to the "Reference Group"

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Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
A3 - Deans	Males	577	1	0.2	YES	0.67	0.79	NO	N/A	N/A
	Females (!)	519	2	0.4	NO	N/A	N/A	NO	N/A	N/A
	White	619	1	0.2	YES	1.26	1.38	NO	N/A	N/A
	Minority	427	2	0.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	223	1	0.4	YES	0.42	0.29	NO	N/A	N/A
	Hispanic (!)	124	1	0.8	NO	N/A	N/A	NO	N/A	N/A
	Asian	39	0	0.0	YES	0.56	0.49	NO	N/A	N/A
	Nat. Amer.	33	0	0.0	YES	0.51	0.51	NO	N/A	N/A
	NHOPI	8	0	0.0	YES	0.25	0.62	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males	1,728	7	0.4	YES	1.49	1.40	NO	N/A	N/A
	Females (!)	1,756	14	0.8	NO	N/A	N/A	NO	N/A	N/A
	White	1,977	14	0.7	YES	0.27	0.91	NO	N/A	N/A
	Minority	1,425	7	0.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	536	2	0.4	YES	0.78	1.16	NO	N/A	N/A
	Hispanic	598	3	0.5	YES	0.55	1.04	NO	N/A	N/A
	Asian	154	0	0.0	YES	1.20	1.27	NO	N/A	N/A
	Nat. Amer. (!)	106	1	0.9	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	31	1	3.2	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
B1 - Faculty	Males (!)	3,405	82	2.4	NO	N/A	N/A	NO	N/A	N/A
	Females	3,627	85	2.3	NO	0.17	0.19	NO	N/A	N/A
	White	4,619	117	2.5	YES	3.19	3.01	YES	30	13
	Minority	2,131	50	2.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	523	7	1.3	YES	3.25	3.38	YES	7	10
	Hispanic (!)	707	33	4.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	634	10	1.6	YES	3.20	3.21	YES	7	10
	Nat. Amer.	223	0	0.0	YES	3.28	3.77	YES	4	7
	NHOPI	44	0	0.0	YES	1.46	1.32	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males	131	145	110.7	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	223	229	102.7	NO	N/A	N/A	NO	N/A	N/A
	White	233	272	116.7	NO	N/A	N/A	NO	N/A	N/A
	Minority	100	102	102.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	38	27	71.1	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	31	45	145.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	16	25	156.3	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	8	4	50.0	YES	1.15	0.98	NO	N/A	N/A
	NHOPI	7	1	14.3	YES	2.84	2.85	YES	1	3
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
C1 - Librarians	Males	211	0	0.0	YES	1.53	1.59	NO	N/A	N/A
	Females (!)	451	5	1.1	NO	N/A	N/A	NO	N/A	N/A
	White	431	4	0.9	YES	1.22	1.40	NO	N/A	N/A
	Minority	218	1	0.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	60	0	0.0	YES	1.42	1.38	NO	N/A	N/A
	Hispanic	99	0	0.0	YES	1.82	1.57	NO	N/A	N/A
	Asian (!)	30	1	3.3	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	29	0	0.0	YES	0.99	0.32	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
D1 - Other Student, Academic and Educational Services	Males (!)	565	86	15.2	NO	N/A	N/A	NO	N/A	N/A
	Females	1,001	116	11.6	YES	2.05	2.07	YES	2	13
	White	908	111	12.2	YES	4.22	3.92	YES	68	12
	Minority	602	91	15.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	166	23	13.9	YES	2.81	2.78	YES	7	8
	Hispanic	263	38	14.4	YES	2.95	2.81	YES	11	9
	Asian (!)	88	25	28.4	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	76	4	5.3	YES	3.87	4.06	YES	8	9
	NHOPI	9	1	11.1	YES	1.11	0.95	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
E1 - Professionals - Non-faculty	Males (!)	1,938	149	7.7	NO	N/A	N/A	NO	N/A	N/A
	Females	4,000	234	5.9	YES	2.70	2.67	YES	19	23
	White	3,258	171	5.2	YES	6.67	6.40	YES	122	49
	Minority	2,515	212	8.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	761	37	4.9	YES	4.67	4.81	YES	26	28
	Hispanic (!)	1,179	129	10.9	NO	N/A	N/A	NO	N/A	N/A
	Asian	270	21	7.8	YES	1.53	1.49	NO	N/A	N/A
	Nat. Amer.	254	24	9.4	NO	0.69	0.61	NO	N/A	N/A
	NHOPI	51	1	2.0	YES	2.04	2.22	YES	1	4
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
F1 - Computer, Engineering & Related Technical Occupations	Males	2,097	23	1.1	NO	0.33	0.42	NO	N/A	N/A
	Females (!)	1,139	14	1.2	NO	N/A	N/A	NO	N/A	N/A
	White	1,737	19	1.1	YES	1.30	1.43	NO	N/A	N/A
	Minority	1,421	18	1.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	363	7	1.9	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	538	7	1.3	YES	0.74	0.66	NO	N/A	N/A
	Asian	358	3	0.8	YES	1.25	1.07	NO	N/A	N/A
	Nat. Amer.	141	1	0.7	YES	0.98	0.95	NO	N/A	N/A
	NHOPI	21	0	0.0	YES	0.64	0.43	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
G1 - Athletics/Sports	Males	599	15	2.5	YES	1.73	1.86	NO	N/A	N/A
	Females (!)	63	4	6.3	NO	N/A	N/A	NO	N/A	N/A
	White	362	8	2.2	YES	0.95	1.00	NO	N/A	N/A
	Minority	257	11	4.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	164	6	3.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	71	2	2.8	YES	0.32	0.18	NO	N/A	N/A
	Asian	9	1	11.1	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	11	2	18.2	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.27	0.61	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
G2 - Counseling/Social Service/Legal	Males (!)	81	4	4.9	NO	N/A	N/A	NO	N/A	N/A
	Females	221	4	1.8	YES	1.49	1.38	NO	N/A	N/A
	White	154	4	2.6	YES	0.88	1.22	NO	N/A	N/A
	Minority	138	4	2.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	41	1	2.4	YES	0.75	1.10	NO	N/A	N/A
	Hispanic	61	1	1.6	YES	1.08	1.28	NO	N/A	N/A
	Asian (!)	15	1	6.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	19	1	5.3	YES	0.17	0.32	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
G3 - Radio, TV and Other Media/Entertainment	Males	528	7	1.3	YES	1.24	1.34	NO	N/A	N/A
	Females (!)	231	6	2.6	NO	N/A	N/A	NO	N/A	N/A
	White (!)	470	12	2.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	260	1	0.4	YES	2.12	2.19	YES	1	3
	Afr. Amer.	59	0	0.0	YES	1.24	1.12	NO	N/A	N/A
	Hispanic	133	1	0.8	YES	1.26	1.16	NO	N/A	N/A
	Asian	44	0	0.0	YES	1.07	0.76	NO	N/A	N/A
	Nat. Amer.	16	0	0.0	YES	0.64	0.43	NO	N/A	N/A
	NHOPI	8	0	0.0	YES	0.45	0.53	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
H1 - Office/Admin Support	Males	4,100	30	0.7	YES	1.15	1.15	NO	N/A	N/A
	Females (!)	9,446	88	0.9	NO	N/A	N/A	NO	N/A	N/A
	White	6,787	50	0.7	YES	1.48	1.55	NO	N/A	N/A
	Minority	6,499	68	1.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1,941	13	0.7	YES	1.48	1.39	NO	N/A	N/A
	Hispanic	3,169	40	1.3	NO	0.04	0.09	NO	N/A	N/A
	Asian (!)	622	8	1.3	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	673	6	0.9	YES	0.68	0.65	NO	N/A	N/A
	NHOPI	94	1	1.1	NO	0.18	0.24	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
I1 - Maintenance/Construction	Males (!)	154	7	4.5	NO	N/A	N/A	NO	N/A	N/A
	Females	17	0	0.0	YES	0.89	0.30	NO	N/A	N/A
	White	79	3	3.8	YES	0.52	0.61	NO	N/A	N/A
	Minority	84	4	4.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	30	0	0.0	YES	1.34	1.37	NO	N/A	N/A
	Hispanic (!)	52	3	5.8	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males (!)	210	6	2.9	NO	N/A	N/A	NO	N/A	N/A
	Females	56	0	0.0	YES	1.27	1.20	NO	N/A	N/A
	White	125	2	1.6	YES	1.42	1.45	NO	N/A	N/A
	Minority	127	4	3.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	35	0	0.0	YES	1.35	1.28	NO	N/A	N/A
	Hispanic (!)	79	4	5.1	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.23	0.63	NO	N/A	N/A
	Nat. Amer.	12	0	0.0	YES	0.79	0.35	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: Hires*

Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
K3 - Service - Other	Males (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	Females	1	0	0.0	YES	0.86	0.43	NO	N/A	N/A
	White	1	0	0.0	YES	1.41	0.31	NO	N/A	N/A
	Minority	2	1	50.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	1.41	0.31	NO	N/A	N/A
	Hispanic (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
A1 - Executive Management	Males	20	0	0.0	YES	1.41	0.91	NO	N/A	N/A
	Females (!)	21	2	9.5	NO	N/A	N/A	NO	N/A	N/A
	White	25	0	0.0	YES	2.30	2.07	YES	1	1
	Minority	16	2	12.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	0	0.0	YES	1.07	1.01	NO	N/A	N/A
	Hispanic (!)	10	2	20.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.49	0.53	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males (!)	58	2	3.4	NO	N/A	N/A	NO	N/A	N/A
	Females	89	1	1.1	YES	0.97	0.80	NO	N/A	N/A
	White	91	1	1.1	YES	2.19	1.74	NO	N/A	N/A
	Minority	56	2	3.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	12	1	8.3	YES	0.30	0.32	NO	N/A	N/A
	Hispanic	36	0	0.0	YES	2.14	1.69	NO	N/A	N/A
	Asian (!)	8	1	12.5	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - "Previous Headcounts" shows job group headcount from prior snapshot. Analyses requiring headcounts from the previous plan year could not be conducted for those job groups that did not exist in the previous plan year.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

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Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
A3 - Deans	Males (!)	17	2	11.8	NO	N/A	N/A	NO	N/A	N/A
	Females	24	2	8.3	YES	0.36	0.23	NO	N/A	N/A
	White	23	2	8.7	YES	0.80	0.78	NO	N/A	N/A
	Minority	18	2	11.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	0	0.0	YES	1.01	0.29	NO	N/A	N/A
	Hispanic (!)	11	2	18.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.65	0.45	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males (!)	66	6	9.1	NO	N/A	N/A	NO	N/A	N/A
	Females	116	9	7.8	NO	0.31	0.41	NO	N/A	N/A
	White	101	8	7.9	YES	0.94	1.25	NO	N/A	N/A
	Minority	81	7	8.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	17	0	0.0	YES	1.88	1.58	NO	N/A	N/A
	Hispanic	50	6	12.0	YES	0.51	1.01	NO	N/A	N/A
	Asian	9	0	0.0	YES	1.39	1.34	NO	N/A	N/A
	Nat. Amer. (!)	5	1	20.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
B1 - Faculty	Males	917	3	0.3	YES	1.29	1.38	NO	N/A	N/A
	Females (!)	904	7	0.8	NO	N/A	N/A	NO	N/A	N/A
	White (!)	1,458	9	0.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	363	1	0.3	YES	0.78	0.57	NO	N/A	N/A
	Afr. Amer.	87	0	0.0	YES	0.73	0.38	NO	N/A	N/A
	Hispanic	185	0	0.0	YES	1.07	0.77	NO	N/A	N/A
	Asian	66	0	0.0	YES	0.64	0.43	NO	N/A	N/A
	Nat. Amer.	21	1	4.8	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	4	0	0.0	YES	0.15	0.65	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males	1,898	6	0.3	YES	1.37	1.39	NO	N/A	N/A
	Females (!)	2,652	16	0.6	NO	N/A	N/A	NO	N/A	N/A
	White	3,568	18	0.5	YES	0.57	0.64	NO	N/A	N/A
	Minority	982	4	0.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	259	2	0.8	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	472	2	0.4	YES	0.61	0.73	NO	N/A	N/A
	Asian	186	0	0.0	YES	1.20	0.94	NO	N/A	N/A
	Nat. Amer.	54	0	0.0	YES	0.64	0.44	NO	N/A	N/A
	NHOPI	11	0	0.0	YES	0.29	0.61	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
B3 - Faculty - Adjunct Evening	Males	1,084	0	0.0	YES	2.38	2.53	YES	1	3
	Females (!)	1,337	7	0.5	NO	N/A	N/A	NO	N/A	N/A
	White	1,949	6	0.3	YES	0.27	0.89	NO	N/A	N/A
	Minority	472	1	0.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	117	0	0.0	YES	0.69	0.43	NO	N/A	N/A
	Hispanic (!)	243	1	0.4	NO	N/A	N/A	NO	N/A	N/A
	Asian	85	0	0.0	YES	0.59	0.48	NO	N/A	N/A
	Nat. Amer.	24	0	0.0	YES	0.31	0.60	NO	N/A	N/A
	NHOPI	3	0	0.0	YES	0.11	0.66	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B4 - Faculty - Adjunct Summer Day	Males	396	0	0.0	YES	1.16	0.95	NO	N/A	N/A
	Females (!)	581	2	0.3	NO	N/A	N/A	NO	N/A	N/A
	White (!)	783	2	0.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	194	0	0.0	YES	0.70	0.41	NO	N/A	N/A
	Afr. Amer.	54	0	0.0	YES	0.37	0.57	NO	N/A	N/A
	Hispanic	86	0	0.0	YES	0.46	0.53	NO	N/A	N/A
	Asian	38	0	0.0	YES	0.31	0.60	NO	N/A	N/A
	Nat. Amer.	12	0	0.0	YES	0.17	0.65	NO	N/A	N/A
	NHOPI	4	0	0.0	YES	0.10	0.66	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
B5 - Faculty - Adjunct Summer Evening	Males	357	0	0.0	YES	0.79	0.39	NO	N/A	N/A
	Females (!)	572	1	0.2	NO	N/A	N/A	NO	N/A	N/A
	White	779	0	0.0	YES	3.36	2.04	YES	1	0
	Minority	150	1	0.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	40	0	0.0	YES	0.76	0.40	NO	N/A	N/A
	Hispanic (!)	69	1	1.4	NO	N/A	N/A	NO	N/A	N/A
	Asian	30	0	0.0	YES	0.66	0.45	NO	N/A	N/A
	Nat. Amer.	9	0	0.0	YES	0.36	0.58	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.17	0.65	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
C1 - Librarians	Males (!)	17	1	5.9	NO	N/A	N/A	NO	N/A	N/A
	Females	59	1	1.7	YES	0.95	1.21	NO	N/A	N/A
	White	49	0	0.0	YES	2.59	2.22	YES	1	1
	Minority	27	2	7.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.54	0.50	NO	N/A	N/A
	Hispanic (!)	15	2	13.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	8	0	0.0	YES	1.08	0.99	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.54	0.50	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
D1 - Other Student, Academic and Educational Services	Males	413	1	0.2	YES	0.89	0.64	NO	N/A	N/A
	Females (!)	633	4	0.6	NO	N/A	N/A	NO	N/A	N/A
	White	760	3	0.4	YES	1.59	1.55	NO	N/A	N/A
	Minority	286	2	0.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	49	1	2.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	185	1	0.5	YES	1.01	1.25	NO	N/A	N/A
	Asian	42	0	0.0	YES	0.93	0.34	NO	N/A	N/A
	Nat. Amer.	8	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.20	0.64	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
E1 - Professionals - Non-faculty	Males	440	11	2.5	YES	1.17	1.09	NO	N/A	N/A
	Females (!)	716	27	3.8	NO	N/A	N/A	NO	N/A	N/A
	White	647	20	3.1	YES	1.85	1.96	YES	1	2
	Minority	509	18	3.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	67	5	7.5	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	366	11	3.0	YES	1.77	1.92	NO	N/A	N/A
	Asian	48	2	4.2	YES	0.72	0.56	NO	N/A	N/A
	Nat. Amer.	26	0	0.0	YES	1.43	1.21	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
F1 - Computer, Engineering & Related Technical Occupations	Males	205	10	4.9	YES	2.03	2.00	YES	1	4
	Females (!)	141	15	10.6	NO	N/A	N/A	NO	N/A	N/A
	White	247	17	6.9	YES	0.48	1.02	NO	N/A	N/A
	Minority	99	8	8.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	9	1	11.1	NO	0.00	0.33	NO	N/A	N/A
	Hispanic	53	5	9.4	NO	0.15	0.26	NO	N/A	N/A
	Asian	27	1	3.7	YES	0.84	1.15	NO	N/A	N/A
	Nat. Amer. (!)	9	1	11.1	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.0	YES	0.35	0.59	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
G3 - Radio, TV and Other Media/Entertainment	Males	70	3	4.3	YES	0.94	0.95	NO	N/A	N/A
	Females (!)	47	4	8.5	NO	N/A	N/A	NO	N/A	N/A
	White (!)	91	6	6.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	26	1	3.8	YES	0.52	0.22	NO	N/A	N/A
	Afr. Amer.	4	0	0.0	YES	0.53	0.50	NO	N/A	N/A
	Hispanic	17	0	0.0	YES	1.08	0.81	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.37	0.57	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.37	0.57	NO	N/A	N/A
	NHOPI	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
H1 - Office/Admin Support	Males	160	11	6.9	YES	1.72	1.64	NO	N/A	N/A
	Females (!)	631	73	11.6	NO	N/A	N/A	NO	N/A	N/A
	White	391	41	10.5	YES	2.19	2.11	YES	6	3
	Minority	400	43	10.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	72	7	9.7	YES	1.83	1.90	NO	N/A	N/A
	Hispanic	256	23	9.0	YES	2.49	2.48	YES	6	4
	Asian	33	5	15.2	YES	0.80	0.75	NO	N/A	N/A
	Nat. Amer. (!)	35	8	22.9	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	4	0	0.0	YES	1.07	0.89	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
I1 - Maintenance/Construction	Males (!)	97	3	3.1	NO	N/A	N/A	NO	N/A	N/A
	Females	4	0	0.0	YES	0.35	0.58	NO	N/A	N/A
	White	65	0	0.0	YES	2.43	2.34	YES	1	1
	Minority	36	3	8.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic (!)	34	3	8.8	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.43	0.55	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Promotions*

Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
K1 - Service - Public Safety	Males	19	0	0.0	YES	4.47	2.24	YES	1	0
	Females (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	13	1	7.7	NO	N/A	N/A	NO	N/A	N/A
	Minority	7	0	0.0	YES	0.75	0.41	NO	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.28	0.61	NO	N/A	N/A
	Hispanic	5	0	0.0	YES	0.63	0.46	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.28	0.61	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males	59	1	1.7	YES	1.95	2.06	YES	1	2
	Females (!)	37	4	10.8	NO	N/A	N/A	NO	N/A	N/A
	White	21	2	9.5	YES	0.65	1.06	NO	N/A	N/A
	Minority	75	3	4.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	5	1	20.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	63	2	3.2	YES	1.76	1.59	NO	N/A	N/A
	Asian	5	0	0.0	YES	1.05	0.31	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.68	0.46	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Terminations*

Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
A1 - Executive Management	Males	20	18	90.0	NO	1.48	1.57	NO	N/A	N/A
	Females (!)	21	21	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	25	24	96.0	NO	0.20	0.64	NO	N/A	N/A
	Minority	16	15	93.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	4	80.0	NO	0.48	0.54	NO	N/A	N/A
	Hispanic	10	10	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males (!)	58	57	98.3	NO	N/A	N/A	NO	N/A	N/A
	Females	89	86	96.6	NO	0.59	0.22	NO	N/A	N/A
	White	91	90	98.9	NO	0.63	0.46	NO	N/A	N/A
	Minority	56	53	94.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	12	11	91.7	NO	1.75	1.53	NO	N/A	N/A
	Hispanic (!)	36	36	100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	8	6	75.0	YES	3.07	2.43	YES	1	1
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Maricopa County Community College District

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Adverse Impact: All Terminations*

Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2019 - 09/30/2020

Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
A4 - First/Mid-Level Management	Males	66	62	93.9	NO	0.82	0.91	NO	N/A	N/A
	Females (!)	116	112	96.6	NO	N/A	N/A	NO	N/A	N/A
	White	101	94	93.1	NO	0.60	0.45	NO	N/A	N/A
	Minority	81	80	98.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	17	17	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	50	49	98.0	NO	0.31	0.60	NO	N/A	N/A
	Asian	9	9	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	5	5	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B1 - Faculty	Males	917	849	92.6	NO	3.27	3.31	YES	15	16
	Females (!)	904	869	96.1	NO	N/A	N/A	NO	N/A	N/A
	White	1,458	1,376	94.4	NO	1.98	2.11	YES	5	3
	Minority	363	342	94.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	87	79	90.8	NO	2.53	2.76	YES	4	3
	Hispanic	185	173	93.5	NO	2.12	2.19	YES	1	3
	Asian (!)	66	66	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	21	20	95.2	NO	1.78	1.55	NO	N/A	N/A
	NHOPI	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
B2 - Faculty - Adjunct Day	Males (!)	1,898	1,845	97.2	NO	N/A	N/A	NO	N/A	N/A
	Females	2,652	2,550	96.2	NO	1.93	1.94	NO	N/A	N/A
	White	3,568	3,446	96.6	NO	1.33	1.14	NO	N/A	N/A
	Minority	982	949	96.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	259	244	94.2	NO	2.20	2.31	YES	2	4
	Hispanic	472	458	97.0	NO	0.98	0.93	NO	N/A	N/A
	Asian (!)	186	183	98.4	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	54	53	98.1	NO	0.12	0.26	NO	N/A	N/A
	NHOPI	11	11	100.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B3 - Faculty - Adjunct Evening	Males (!)	1,084	1,052	97.0	NO	N/A	N/A	NO	N/A	N/A
	Females	1,337	1,280	95.7	NO	1.70	1.68	NO	N/A	N/A
	White	1,949	1,881	96.5	NO	1.15	1.06	NO	N/A	N/A
	Minority	472	451	95.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	117	106	90.6	NO	2.44	2.57	YES	3	4
	Hispanic	243	235	96.7	NO	1.02	0.93	NO	N/A	N/A
	Asian (!)	85	84	98.8	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	24	23	95.8	NO	0.96	1.22	NO	N/A	N/A
	NHOPI	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2019 - 09/30/2020

						Stat. Significance Test				
Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Std Dev (Chi-Square)	Std Dev (F. Exact) ²	Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
B4 - Faculty - Adjunct Summer Day	Males (!)	396	392	99.0	NO	N/A	N/A	NO	N/A	N/A
	Females	581	567	97.6	NO	1.59	1.56	NO	N/A	N/A
	White	783	768	98.1	NO	0.86	0.31	NO	N/A	N/A
	Minority	194	191	98.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	54	52	96.3	NO	1.19	0.95	NO	N/A	N/A
	Hispanic	86	85	98.8	NO	0.66	0.44	NO	N/A	N/A
	Asian (!)	38	38	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	12	12	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B5 - Faculty - Adjunct Summer Evening	Males (!)	357	352	98.6	NO	N/A	N/A	NO	N/A	N/A
	Females	572	553	96.7	NO	1.79	1.80	NO	N/A	N/A
	White (!)	779	760	97.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	150	145	96.7	NO	0.63	0.69	NO	N/A	N/A
	Afr. Amer.	40	38	95.0	NO	0.99	1.35	NO	N/A	N/A
	Hispanic	69	67	97.1	NO	0.23	0.60	NO	N/A	N/A
	Asian	30	29	96.7	NO	0.30	0.93	NO	N/A	N/A
	Nat. Amer.	9	9	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? ³ Yes/No	Add. # Needed ⁴	OFCCP Shortfall ⁵
						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
C1 - Librarians	Males (!)	17	17	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	59	56	94.9	NO	0.94	0.29	NO	N/A	N/A
	White	49	48	98.0	NO	0.20	0.64	NO	N/A	N/A
	Minority	27	25	92.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	1	50.0	YES	1.15	0.31	NO	N/A	N/A
	Hispanic	15	15	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	8	7	87.5	NO	0.52	0.52	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
D1 - Other Student, Academic and Educational Services	Males (!)	413	362	87.7	NO	N/A	N/A	NO	N/A	N/A
	Females	633	533	84.2	NO	1.55	1.57	NO	N/A	N/A
	White (!)	760	662	87.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	286	233	81.5	NO	2.31	2.31	YES	3	11
	Afr. Amer.	49	38	77.6	NO	1.89	1.84	NO	N/A	N/A
	Hispanic	185	153	82.7	NO	1.55	1.60	NO	N/A	N/A
	Asian	42	34	81.0	NO	1.14	1.28	NO	N/A	N/A
	Nat. Amer.	8	6	75.0	NO	1.01	1.35	NO	N/A	N/A
	NHOPI	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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E1 - Professionals - Non-faculty	Males	440	295	67.0	NO	2.17	2.16	YES	3	16
	Females (!)	716	523	73.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	647	470	72.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	509	350	68.8	NO	1.44	1.46	NO	N/A	N/A
	Afr. Amer.	67	44	65.7	NO	1.20	1.21	NO	N/A	N/A
	Hispanic	366	264	72.1	NO	0.17	0.18	NO	N/A	N/A
	Asian	48	28	58.3	NO	2.12	2.07	YES	1	6
	Nat. Amer.	26	14	53.8	YES	2.09	2.11	YES	1	4
	NHOPI	2	-2	-100.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
F1 - Computer, Engineering & Related Technical Occupations	Males (!)	205	197	96.1	NO	N/A	N/A	NO	N/A	N/A
	Females	141	134	95.0	NO	0.47	0.39	NO	N/A	N/A
	White	247	242	98.0	NO	0.43	0.54	NO	N/A	N/A
	Minority	99	89	89.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	9	5	55.6	YES	2.26	1.86	NO	N/A	N/A
	Hispanic	53	51	96.2	NO	0.59	0.47	NO	N/A	N/A
	Asian	27	23	85.2	NO	1.22	0.83	NO	N/A	N/A
	Nat. Amer. (!)	9	9	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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G1 - Athletics/Sports	Males	74	67	90.5	NO	0.82	0.61	NO	N/A	N/A
	Females (!)	24	23	95.8	NO	N/A	N/A	NO	N/A	N/A
	White (!)	64	61	95.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	34	29	85.3	NO	1.72	1.72	NO	N/A	N/A
	Afr. Amer.	14	12	85.7	NO	1.32	1.52	NO	N/A	N/A
	Hispanic	15	13	86.7	NO	1.23	1.46	NO	N/A	N/A
	Asian	5	4	80.0	NO	1.41	1.45	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
G2 - Counseling/Social Service/Legal	Males (!)	19	19	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	78	75	96.2	NO	0.86	0.32	NO	N/A	N/A
	White	65	63	96.9	NO	0.88	0.33	NO	N/A	N/A
	Minority	32	31	96.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	4	80.0	NO	2.27	1.73	NO	N/A	N/A
	Hispanic (!)	25	25	100.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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G3 - Radio, TV and Other Media/Entertainment	Males	70	61	87.1	NO	1.13	1.06	NO	N/A	N/A
	Females (!)	47	44	93.6	NO	N/A	N/A	NO	N/A	N/A
	White	91	80	87.9	NO	0.73	0.38	NO	N/A	N/A
	Minority	26	25	96.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	17	16	94.1	NO	0.49	0.53	NO	N/A	N/A
	Asian	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
H1 - Office/Admin Support	Males	160	140	87.5	NO	3.38	3.18	YES	6	9
	Females (!)	631	599	94.9	NO	N/A	N/A	NO	N/A	N/A
	White	391	362	92.6	NO	0.94	0.86	NO	N/A	N/A
	Minority	400	377	94.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	72	67	93.1	NO	0.80	0.64	NO	N/A	N/A
	Hispanic	256	242	94.5	NO	0.59	0.19	NO	N/A	N/A
	Asian (!)	33	32	97.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	35	33	94.3	NO	0.53	0.24	NO	N/A	N/A
	NHOPI	4	3	75.0	YES	1.83	1.60	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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FOR INTERNAL USE ONLY

Maricopa County Community College District

Snapshot Date: 09/30/2020

Adverse Impact: All Terminations*

Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2019 - 09/30/2020

Stat. Significance Test										
Job Group	Category	Available	Retained ⁶	Selection Rate (%)	80% Rule	Std Dev (Chi-Square)	Std Dev (F. Exact) ²	Impact? Yes/No ³	Add. # Needed ⁴	OFCCP Shortfall ⁵
I1 - Maintenance/Construction	Males	97	94	96.9	NO	0.35	0.58	NO	N/A	N/A
	Females (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	65	65	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	36	34	94.4	NO	1.91	1.86	NO	N/A	N/A
	Afr. Amer.	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	34	32	94.1	NO	1.97	1.89	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males	59	55	93.2	NO	0.87	0.66	NO	N/A	N/A
	Females (!)	37	36	97.3	NO	N/A	N/A	NO	N/A	N/A
	White	21	19	90.5	NO	0.45	0.54	NO	N/A	N/A
	Minority	75	72	96.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	4	80.0	NO	0.68	0.46	NO	N/A	N/A
	Hispanic	63	61	96.8	NO	0.25	0.62	NO	N/A	N/A
	Asian	5	5	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - "Previous Headcounts" shows job group headcount from prior snapshot. Analyses requiring headcounts from the previous plan year could not be conducted for those job groups that did not exist in the previous plan year.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.

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						Std Dev (Chi-Square)	Std Dev (F. Exact) ²			
K3 - Service - Other	Males	29	28	96.6	NO	0.30	0.30	NO	N/A	N/A
	Females (!)	44	43	97.7	NO	N/A	N/A	NO	N/A	N/A
	White	48	47	97.9	NO	0.25	0.62	NO	N/A	N/A
	Minority	25	24	96.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	21	20	95.2	NO	0.38	0.57	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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