

# **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, 2021 - September 30, 2022**

## **PART I: AAP FOR MINORITIES AND WOMEN**

## **PART II: AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES**

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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 dates:

- Employee (snapshot) data: September 30, 2021
- Transaction period (Hires, Promotions, Terminations): October 1, 2020 – September 30, 2021
- AAP implementation period: October 1, 2021 – September 30, 2022

## 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, 2021 - SEPTEMBER 30, 2022**

## **PART I**

### **AAP FOR MINORITIES AND WOMEN**

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#### **ADDITIONAL REQUIRED ELEMENTS OF AFFIRMATIVE ACTION PROGRAMS**

<b>CHAPTER 7:</b>	DESIGNATION OF RESPONSIBILITY 41 C.F.R. § 60-2.17(a)
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<b>CHAPTER 10:</b>	INTERNAL AUDIT AND REPORTING SYSTEM 41 C.F.R. § 60-2.17(d)

## **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, 2021.

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: 09/30/2021

Workforce Analysis

Organizational Unit: CENTENL DT

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10650	Dean	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #			1	0	Male #	0	0	0	0	0	0	0
Grand Total %				0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	1	1	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: COMMU@QCRK

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12530	Student Services Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: DENTLCLNIC

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4097	Dental Clinical Lab Assoc	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #			1	0	Male #	0	0	0	0	0	0	0
Grand Total %				0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	1	1	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO EMRD PT

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
4402	Temp Level 2	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	1	0	0	0	0	0	
10875	Fiscal Specialist	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0	
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	2	1	0	0	0	0	0	
				Female%	100.0	66.7	33.3	0.0	0.0	0.0	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	6	3	Male	1	0	0	0	0	1	0	0
				Female	5	3	1	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
12530	Student Services Specialist	26	19	Male	9	0	3	6	0	0	0	0
				Female	17	7	2	5	0	3	0	0
10885	Fiscal Technician	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	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
11625	Procurement Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	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
10880	Fiscal Technician Senior	7	1	Male	0	0	0	0	0	0	0	0
				Female	7	6	0	1	0	0	0	0
11795	Program Coordinator	17	8	Male	1	0	1	0	0	0	0	0
				Female	16	9	0	3	3	1	0	0
11285	Tech Support Technician	2	2	Male	2	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	13	6	Male	2	1	0	1	0	0	0	0
				Female	11	6	1	4	0	0	0	0
10875	Fiscal Specialist	7	6	Male	2	0	0	1	1	0	0	0
				Female	5	1	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



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12525	Student Services Specialist Sr	11	5	Male	3	2	1	0	0	0	0	0
				Female	8	4	2	1	0	1	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
11120	Human Resources Specialist Sr	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
11280	Tech Support Specialist	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	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
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
10870	Fiscal Specialist Senior	12	5	Male	4	2	0	2	0	0	0	0
				Female	8	5	1	1	1	0	0	0
10220	SBDC Analyst	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	2	1	1	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	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11790	Program Analyst	7	2	Male	1	1	0	0	0	0	0	0
				Female	6	4	0	1	1	0	0	0
13001	Software Developer Specialist	7	5	Male	5	2	1	2	0	0	0	0
				Female	2	0	0	2	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11115	Human Resources Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12520	Student Services Analyst	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	1	1	0	0	0
11010	Grants Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	1	1	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
12035	PR Marketing Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
10810	Accountant	7	2	Male	1	1	0	0	0	0	0	0
				Female	6	4	1	0	1	0	0	0
10100	Administrative Coordinator	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
10865	Fiscal Analyst	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11230	Network and Systems Spec	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12515	Student Services Analyst Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11785	Program Analyst Senior	6	3	Male	0	0	0	0	0	0	0	0
				Female	6	3	1	2	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10475	Video Producer/Editor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	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
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
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
11835	Training Devel Consultant	6	2	Male	2	2	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
10860	Fiscal Analyst Senior	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
12510	Student Services Supervisor	4	3	Male	1	0	1	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
11105	Human Resources Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
11260	Software Developer	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11810	Project Manager	7	1	Male	1	1	0	0	0	0	0	0
				Female	6	5	0	0	1	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
10215	SBDC Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11110	Human Resources Analyst Senior	11	5	Male	2	1	0	1	0	0	0	0
				Female	9	5	2	2	0	0	0	0
11775	Program Manager	5	1	Male	1	0	1	0	0	0	0	0
				Female	4	4	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
13006	Exec Assistant Senior	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	2	1	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	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4076	Temp Level 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11200	Business Systems Analyst Sr	23	9	Male	5	3	0	1	0	1	0	0
				Female	18	11	0	5	1	1	0	0
11225	Network and Systems Admr	8	3	Male	6	3	1	1	1	0	0	0
				Female	2	2	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
10005	Instructional Designer/Tech	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
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
11000	Grants Manager	3	1	Male	1	1	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
4404	Temp Level 4	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
11805	Project Manager Senior	6	1	Male	5	4	0	1	0	0	0	0
				Female	1	1	0	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
11205	Business Systems Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12500	Student Services Director	5	4	Male	1	1	0	0	0	0	0	0
				Female	4	0	1	2	0	1	0	0
11255	Software Developer Senior	4	1	Male	4	3	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
10820	Auditor Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11240	Information Technology Mgr	10	2	Male	7	5	1	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
11250	Software Engineer	11	3	Male	9	7	0	0	2	0	0	0
				Female	2	1	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
11770	Program Director	5	1	Male	2	1	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
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
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
12735	Workforce Dev Analyst 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	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	2	0	0	0	0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10800	Accounting Manager	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	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
10715	Facilities Director	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	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
11405	Associate General Counsel	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10900	Gov Relations Director	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	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12705	MCOR Sales Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	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
10670	Associate Dean	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
12300	Risk Management Director	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: 09/30/2021

## Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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	20	8	Male	8	6	0	2	0	0	0	0
				Female	12	6	1	4	1	0	0	0
11235	Information Technology Dir	5	0	Male	3	3	0	0	0	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
4405	Temp Level 5	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
13005	Assoc VP Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
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
10630	Associate Vice Chancellor	13	4	Male	7	5	1	1	0	0	0	0
				Female	6	4	0	1	1	0	0	0
10625	Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10610	Vice Chancellor	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0



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Workforce Analysis

Organizational Unit: DO MAIN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10615	General Counsel	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	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	184	Male #	166	103	17	33	9	4	0	0	
Grand Total %			41.0	Male %	37.0	22.9	3.8	7.3	2.0	0.9	0.0	0.0	
				Female #	283	162	22	69	19	11	0	0	
				Female%	63.0	36.1	4.9	15.4	4.2	2.4	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4383	Temp Head Coach	4	2	Male	4	2	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4401	Temp Level 1	69	49	Male	24	9	4	11	0	0	0	0
				Female	45	11	2	30	1	1	0	0
4036	Student Lrning Facilitator I	49	39	Male	24	3	2	15	4	0	0	0
				Female	25	7	1	13	3	1	0	0
4037	Student Lrning Facilitator II	8	5	Male	4	0	0	4	0	0	0	0
				Female	4	3	0	0	1	0	0	0
4062	Life Drawing Model	6	4	Male	3	1	0	2	0	0	0	0
				Female	3	1	1	1	0	0	0	0
12155	Public Safety Assistant	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10710	Custodian	6	4	Male	1	1	0	0	0	0	0	0
				Female	5	1	0	4	0	0	0	0
10745	Groundskeeper	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10075	Laboratory Technician	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	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
12530	Student Services Specialist	10	7	Male	3	1	0	2	0	0	0	0
				Female	7	2	0	5	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
4075	Temp Level 2	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: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4402	Temp Level 2	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	3	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	12	4	Male	2	1	0	1	0	0	0	0
				Female	10	7	0	3	0	0	0	0
10110	Administrative Specialist	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	1	0	0	0	0	0
10070	Laboratory Technician Senior	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	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
10705	Custodian Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	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
12525	Student Services Specialist Sr	14	11	Male	2	0	0	2	0	0	0	0
				Female	12	3	1	8	0	0	0	0
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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11280	Tech Support Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7090	Biology	12	4	Male	5	4	0	0	0	1	0	0
				Female	7	4	0	1	1	1	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
7320	English	12	3	Male	3	2	1	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0
12520	Student Services Analyst	12	6	Male	3	1	0	0	1	1	0	0
				Female	9	5	1	3	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
11795	Program Coordinator	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	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
11790	Program Analyst	1	0	Male	0	0	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

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## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11270	Tech Support Coordinator	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	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
8190	Sociology	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
4022	Non Credit Instr Hrly	19	7	Male	4	3	0	0	0	1	0	0
				Female	15	9	1	5	0	0	0	0
4403	Temp Level 3	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
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
11275	Tech Support Specialist Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4204	Adjunct Faculty Day	421	108	Male	148	116	5	22	2	3	0	0
				Female	273	197	24	36	13	3	0	0
4205	Adjunct Faculty Evening	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	40	11	Male	21	16	0	3	1	1	0	0
				Female	19	13	1	3	2	0	0	0
4210	Res Faculty Overload Day	77	17	Male	38	32	2	3	0	1	0	0
				Female	39	28	2	7	2	0	0	0

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## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7078	Srvc Fac Tchg Day Ovrls Summer	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	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
4404	Temp Level 4	5	2	Male	3	1	1	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12515	Student Services Analyst Sr	3	2	Male	2	0	2	0	0	0	0	0
				Female	1	1	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
11115	Human Resources Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	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
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
7560	Nursing	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
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
12145	Police Officer	2	1	Male	2	1	1	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
12510	Student Services Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	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
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	13	3	Male	3	3	0	0	0	0	0	0
				Female	10	7	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
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
12505	Student Services Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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
10750	Maintenance Ops Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
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: 09/30/2021

## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
8052	Computer Science CIS	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12500	Student Services Director	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	1	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
8200	Spanish	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
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
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
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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
4359	Non Credit Instruction	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4405	Temp Level 5	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
10665	Executive Special Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4212	Service Fac Adjunct Day	7	4	Male	2	2	0	0	0	0	0	0
				Female	5	1	2	1	1	0	0	0
4218	Svcs Fac Adj Evening	6	1	Male	1	1	0	0	0	0	0	0
				Female	5	4	0	0	1	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
12025	PR Marketing Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10845	Fiscal Director	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: 09/30/2021

## Workforce Analysis

Organizational Unit: EMC MAIN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10500	Development Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	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
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	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	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 #		994	366	Male #	392	261	22	88	12	9	0	0
Grand Total %			36.8	Male %	39.4	26.3	2.2	8.9	1.2	0.9	0.0	0.0
				Female #	602	367	43	157	29	6	0	0
				Female%	60.6	36.9	4.3	15.8	2.9	0.6	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4383	Temp Head Coach	6	3	Male	6	3	1	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4384	Temp Assistant Coach	5	4	Male	4	1	2	1	0	0	0	0
				Female	1	0	0	1	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
4386	Temp Trainer	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	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
4011	Game Personnel	18	9	Male	12	4	2	6	0	0	0	0
				Female	6	5	0	1	0	0	0	0
4035	Tutor	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
4036	Student Lrning Facilitator I	40	12	Male	20	14	1	4	1	0	0	0
				Female	20	14	1	2	3	0	0	0
4075	Temp Level 2	9	4	Male	5	2	1	1	1	0	0	0
				Female	4	3	1	0	0	0	0	0
4401	Temp Level 1	169	80	Male	77	41	5	26	4	1	0	0
				Female	92	48	11	26	6	1	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
4402	Temp Level 2	12	4	Male	3	2	0	0	1	0	0	0
				Female	9	6	0	3	0	0	0	0
10325	Athletic Equipment Technician	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: 09/30/2021

## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10115	Office Assistant	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	1	1	0	1	0	0
10710	Custodian	11	11	Male	5	0	0	4	1	0	0	0
				Female	6	0	0	6	0	0	0	0
10110	Administrative Specialist	5	2	Male	1	0	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
4107	Fire Academy Lab Tutor	20	5	Male	15	11	0	4	0	0	0	0
				Female	5	4	0	1	0	0	0	0
4105	EMT Lab Tutor EMT Cert	7	0	Male	4	4	0	0	0	0	0	0
				Female	3	3	0	0	0	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
4002	Fitness Ctr Tech	5	5	Male	4	0	0	4	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10765	Maintenance Ops Tech	3	3	Male	3	0	0	3	0	0	0	0
				Female	0	0	0	0	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
11285	Tech Support Technician	4	3	Male	4	1	0	0	2	1	0	0
				Female	0	0	0	0	0	0	0	0
4106	EMT Lab Tutor Paramdc Cert	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12530	Student Services Specialist	46	26	Male	9	3	1	4	1	0	0	0
				Female	37	17	2	17	0	1	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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12155	Public Safety Assistant	6	1	Male	4	3	0	1	0	0	0	0
				Female	2	2	0	0	0	0	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	1	0	Male	1	1	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
11125	Human Resources Specialist	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
11280	Tech Support Specialist	6	1	Male	5	4	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12525	Student Services Specialist Sr	11	7	Male	3	0	0	3	0	0	0	0
				Female	8	4	0	3	1	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	6	2	Male	3	2	1	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
11915	Property Materials Spec	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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
10760	Maintenance Ops Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12040	PR Marketing Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4028	Substitute Pay Day Inst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10105	Administrative Specialist Sr	29	9	Male	1	1	0	0	0	0	0	0
				Female	28	19	0	6	2	1	0	0
4368	Fire Equipment Operator	17	4	Male	13	10	0	3	0	0	0	0
				Female	4	3	0	1	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
4359	Non Credit Instruction	10	6	Male	1	0	0	1	0	0	0	0
				Female	9	4	0	5	0	0	0	0
11790	Program Analyst	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
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	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	0	0	1	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
4022	Non Credit Instr Hrly	18	6	Male	3	2	0	1	0	0	0	0
				Female	15	10	0	3	0	2	0	0
4403	Temp Level 3	9	0	Male	4	4	0	0	0	0	0	0
				Female	5	5	0	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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		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
10065	Laboratory Specialist Supv	4	2	Male	3	2	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11795	Program Coordinator	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	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
12520	Student Services Analyst	9	3	Male	5	3	0	1	1	0	0	0
				Female	4	3	0	1	0	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
7776	English ESL	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11275	Tech Support Specialist Senior	9	2	Male	7	5	0	1	0	1	0	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	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4038	Student Lrning Facilitator III	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
6359	Philosophy Religious Studies	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	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7320	English	23	5	Male	5	5	0	0	0	0	0	0
				Female	18	13	1	3	1	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
7386	Clinical Nursing	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	1	0	1	0	0	0
7500	Mathematics	29	5	Male	18	13	1	3	1	0	0	0
				Female	11	11	0	0	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
7480	Librarian	10	2	Male	3	2	0	1	0	0	0	0
				Female	7	6	0	1	0	0	0	0
12510	Student Services Supervisor	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	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
4108	Fire Recruit Instructor	27	7	Male	26	19	2	5	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8150	Reading	6	1	Male	1	1	0	0	0	0	0	0
				Female	5	4	0	0	1	0	0	0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4109	Paramedic Class Lab Tutor	75	16	Male	58	44	0	13	1	0	0	0
				Female	17	15	0	2	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
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	5	1	Male	3	3	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8332	Humanities	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4357	Instructional Consultant	3	2	Male	2	0	0	1	0	1	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
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	16	3	Male	7	6	0	1	0	0	0	0
				Female	9	7	0	1	1	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
8140	Psychology	13	2	Male	3	3	0	0	0	0	0	0
				Female	10	8	1	0	1	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
8126	Astronomy	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4204	Adjunct Faculty Day	341	65	Male	154	121	7	21	4	1	0	0
				Female	187	155	4	22	3	3	0	0
4205	Adjunct Faculty Evening	230	43	Male	123	100	5	14	3	1	0	0
				Female	107	87	0	13	6	1	0	0
4208	Res Faculty Summer Day	128	30	Male	56	43	3	8	2	0	0	0
				Female	72	55	4	8	5	0	0	0
4210	Res Faculty Overload Day	215	38	Male	99	84	4	9	2	0	0	0
				Female	116	93	6	10	7	0	0	0
4211	Res Faculty Overload Evening	25	2	Male	12	10	0	2	0	0	0	0
				Female	13	13	0	0	0	0	0	0
4217	Res Faculty Summer Evening	14	2	Male	7	6	0	1	0	0	0	0
				Female	7	6	0	1	0	0	0	0
7076	Srv Fac Tchg Day Ovrl	10	5	Male	3	0	1	2	0	0	0	0
				Female	7	5	0	2	0	0	0	0
8421	Nutrition	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
12610	Electrician Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4050	Accompanist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4354	Educ Dev Pro Gro Proj Sum Com	15	3	Male	6	4	1	1	0	0	0	0
				Female	9	8	0	0	1	0	0	0
4404	Temp Level 4	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	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

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## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7200	Counselor	9	5	Male	3	0	1	2	0	0	0	0
				Female	6	4	0	2	0	0	0	0
8888	Computer Science Mathematics	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	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	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
10855	Fiscal Supervisor	2	1	Male	2	1	0	1	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
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
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
10010	Instructional Developer	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: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12145	Police Officer	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	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
10750	Maintenance Ops Manager	2	1	Male	2	1	0	1	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
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
12505	Student Services Manager	8	5	Male	1	0	0	1	0	0	0	0
				Female	7	3	0	3	0	1	0	0
7180	Communication	10	3	Male	3	3	0	0	0	0	0	0
				Female	7	4	3	0	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

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Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
6422	Comp Aided Draft Interior Des	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
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
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
12400	Sign Language Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8337	Journalism	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
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	6	Male	0	0	0	0	0	0	0	0
				Female	14	8	1	4	0	1	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

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Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
8010	Photography	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	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7560	Nursing	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	0	1	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
12515	Student Services Analyst 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: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
11245	Information Technology Supv	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
7312	Fire Science	1	0	Male	1	1	0	0	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	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
7310	Emergency Medical Tech	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12140	Police Sergeant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
10850	Fiscal Manager	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: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
7000	Admin of Justice	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
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
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
8363	Religious Studies	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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

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## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11240	Information Technology Mgr	2	0	Male	1	1	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
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
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
8387	Business Admin	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	26	2	Male	19	17	0	1	1	0	0	0
				Female	7	7	0	0	0	0	0	0
10650	Dean	5	1	Male	2	1	0	1	0	0	0	0
				Female	3	3	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
4212	Service Fac Adjunct Day	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	0	1	1	0	0	0

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## Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4218	Svcs Fac Adj Evening	11	2	Male	2	2	0	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	12	5	Male	4	1	0	3	0	0	0	0
				Female	8	6	0	2	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
12130	Police Commander	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	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
4043	Sign Language INTP BA Degree	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	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
11300	Planning Research Director	1	1	Male	1	0	1	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
12065	PR Marketing Director College	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	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

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Workforce Analysis

Organizational Unit: GCC MAIN

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
4093	Nursing Clinical (LD Based)	95	23	Male	4	3	0	0	1	0	0	0	
				Female	91	69	6	9	7	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 #		2,203	579	Male #	989	722	44	188	28	7	0	0	
Grand Total %			26.3	Male %	44.9	32.8	2.0	8.5	1.3	0.3	0.0	0.0	
				Female #	1,214	902	45	200	51	16	0	0	
				Female%	55.1	40.9	2.0	9.1	2.3	0.7	0.0	0.0	

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Workforce Analysis

Organizational Unit: GCC NORTH

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	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
Grand Total #		6	0	Male #	2	2	0	0	0	0	0	0
Grand Total %			0.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	4	0	0	0	0	0	0
				Female%	66.7	66.7	0.0	0.0	0.0	0.0	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: GUAD CTR

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12530	Student Services Specialist	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0
Grand Total #		1	1	Male #	0	0	0	0	0	0	0	
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	0	1	0	0	
				Female%	100.0	0.0	0.0	0.0	0.0	100.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GW CC DV

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10115	Office Assistant	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	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	0
10060	Instructor	4	3	Male	0	0	0	0	0	0	0	0	
				Female	4	1	2	1	0	0	0	0	0
10055	Instructor Senior	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	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	0
11775	Program Manager	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct Day	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	0
Grand Total #		12	7	Male #	4	2	0	2	0	0	0	0	
Grand Total %			58.3	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	8	3	2	3	0	0	0	0	
				Female%	66.7	25.0	16.7	25.0	0.0	0.0	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GW CC SW

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	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
4023	Non Credit Instr Hrly Other	19	11	Male	10	4	0	6	0	0	0	0
				Female	9	4	0	5	0	0	0	0
11795	Program Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10060	Instructor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10875	Fiscal Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10055	Instructor Senior	6	4	Male	1	0	0	1	0	0	0	0
				Female	5	2	1	2	0	0	0	0
10040	Instructional Svc Coord Senior	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	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
11775	Program Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
10030	Instructional Svc Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4212	Service Fac Adjunct Day	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: 09/30/2021

Workforce Analysis

Organizational Unit: GW CC SW

Job Code	Job Title	Total		Total							
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+
					</						

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GW CTR CIT

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
10760	Maintenance Ops Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10060	Instructor	5	3	Male	3	1	0	2	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4023	Non Credit Instr Hrly Other	6	2	Male	4	2	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10110	Administrative Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10105	Administrative Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12520	Student Services Analyst	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
10055	Instructor Senior	5	2	Male	5	3	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	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	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: 09/30/2021

## Workforce Analysis

Organizational Unit: GW CTR CIT

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12510	Student Services Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
10030	Instructional Svc Manager	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
4022	Non Credit Instr Hrly	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		31	14	Male #	20	11	0	8	0	1	0	0
Grand Total %			45.2	Male %	64.5	35.5	0.0	25.8	0.0	3.2	0.0	0.0
				Female #	11	6	1	4	0	0	0	0
				Female%	35.5	19.4	3.2	12.9	0.0	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GW OFFSITE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4023	Non Credit Instr Hrly Other	8	2	Male	5	4	0	1	0	0	0	0
				Female	3	2	0	0	0	1	0	0
4402	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10055	Instructor Senior	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
11775	Program Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7386	Clinical Nursing	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		16	3	Male #	6	5	0	1	0	0	0	0
Grand Total %			18.8	Male %	37.5	31.3	0.0	6.3	0.0	0.0	0.0	0.0
				Female #	10	8	0	1	0	1	0	0
				Female%	62.5	50.0	0.0	6.3	0.0	6.3	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC 18TH

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10075	Laboratory Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10105	Administrative Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10865	Fiscal Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12520	Student Services Analyst	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	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4204	Adjunct Faculty Day	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4208	Res Faculty Summer Day	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	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
4404	Temp Level 4	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11775	Program Manager	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
7386	Clinical Nursing	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	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: 09/30/2021

Workforce Analysis

Organizational Unit: GWC 18TH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
		Grand Total #	16	3	Male #	2	1	0	0	0	1	0	0
		Grand Total %		18.8	Male %	12.5	6.3	0.0	0.0	0.0	6.3	0.0	0.0
					Female #	14	12	1	1	0	0	0	0
					Female%	87.5	75.0	6.3	6.3	0.0	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4200	Ath Dir Trn Coach	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4036	Student Lrning Facilitator I	15	10	Male	6	0	1	5	0	0	0	0
				Female	9	5	0	4	0	0	0	0
4401	Temp Level 1	56	37	Male	22	10	0	9	1	2	0	0
				Female	34	9	3	19	2	1	0	0
4037	Student Lrning Facilitator II	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	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
10745	Groundskeeper	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	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
4023	Non Credit Instr Hrly Other	9	2	Male	2	1	0	1	0	0	0	0
				Female	7	6	0	1	0	0	0	0
10080	Learning Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12530	Student Services Specialist	11	10	Male	2	0	0	2	0	0	0	0
				Female	9	1	2	6	0	0	0	0
4038	Student Lrning Facilitator III	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	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
4062	Life Drawing Model	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: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4402	Temp Level 2	14	6	Male	7	5	1	1	0	0	0	0
				Female	7	3	0	3	0	1	0	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
10110	Administrative Specialist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10050	Instructional Svc Specialist	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	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
10105	Administrative Specialist Sr	16	12	Male	3	1	0	2	0	0	0	0
				Female	13	3	1	5	2	2	0	0
11795	Program Coordinator	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	1	1	0	0	0	0
11280	Tech Support Specialist	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10045	Instructional Svc Coord	5	1	Male	1	0	1	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11820	High School Teacher	14	8	Male	6	4	0	2	0	0	0	0
				Female	8	2	1	5	0	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
7386	Clinical Nursing	15	3	Male	1	1	0	0	0	0	0	0
				Female	14	11	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: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12640	Painter	1	1	Male	1	0	0	1	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
12525	Student Services Specialist Sr	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
4403	Temp Level 3	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	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
12520	Student Services Analyst	16	8	Male	2	0	0	2	0	0	0	0
				Female	14	8	4	2	0	0	0	0
8068	Perioperative Nurs Surg Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	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
10310	Athletic Head Coach	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	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
10055	Instructor Senior	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	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11275	Tech Support Specialist Senior	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

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7498	Physical Therapist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
8164	HVAC Facilities Tech	1	0	Male	1	1	0	0	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
7200	Counselor	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	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
12515	Student Services Analyst Sr	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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
4204	Adjunct Faculty Day	220	51	Male	56	39	4	8	4	1	0	0
				Female	164	130	6	16	10	2	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4205	Adjunct Faculty Evening	49	17	Male	29	18	1	7	2	1	0	0
				Female	20	14	0	3	3	0	0	0
4208	Res Faculty Summer Day	60	10	Male	19	15	2	1	1	0	0	0
				Female	41	35	0	4	2	0	0	0
4210	Res Faculty Overload Day	88	19	Male	31	22	3	4	1	1	0	0
				Female	57	47	2	5	3	0	0	0
4211	Res Faculty Overload Evening	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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	1	0	Male	0	0	0	0	0	0	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
7180	Communication	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10100	Administrative Coordinator	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
11825	High School Social Worker	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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
12510	Student Services Supervisor	6	5	Male	1	0	0	1	0	0	0	0
				Female	5	1	2	2	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7560	Nursing	8	0	Male	0	0	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
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
12145	Police Officer	4	2	Male	4	2	0	0	1	1	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	7	1	Male	3	2	1	0	0	0	0	0
				Female	4	4	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
8666	Health Care Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
4053	Admin in Charge Other	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
10860	Fiscal Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12505	Student Services Manager	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4404	Temp Level 4	7	2	Male	3	1	2	0	0	0	0	0
				Female	4	4	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
8131	Health Svcs Management	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8651	Respiratory Care Ins	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11225	Network and Systems Admr	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
11775	Program Manager	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	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
10005	Instructional Designer/Tech	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	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
8299	Nuclear Medicine	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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	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
7205	Computer Information Systems	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	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
12025	PR Marketing Manager	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: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8365	Medical Radiography	2	0	Male	1	1	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
7776	English ESL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11805	Project Manager Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
8151	Polysomnography Tech Fac	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	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
6555	Surgical Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
12500	Student Services Director	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	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
10850	Fiscal Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11240	Information Technology Mgr	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
6410	Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4405	Temp Level 5	5	0	Male	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4212	Service Fac Adjunct Day	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
4309	Service Fac Asg Byd Rg Bs Cont	7	3	Male	1	0	0	1	0	0	0	0
				Female	6	4	0	1	1	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
12700	CEI Director	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	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	4	2	Male	1	0	0	1	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: GWC MAIN

				Total		Total							
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+	
10650	Dean	3	1	Male	2	1	0	1	0	0	0	0	
				Female	1	1	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	
10625	Vice President	3	1	Male	1	1	0	0	0	0	0	0	
				Female	2	1	1	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 #		833	280	Male #	287	177	21	68	12	9	0	0	
Grand Total %			33.6	Male %	34.5	21.2	2.5	8.2	1.4	1.1	0.0	0.0	
				Female #	546	376	26	106	32	6	0	0	
				Female%	65.5	45.1	3.1	12.7	3.8	0.7	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4221	Music Theatre	10	3	Male	6	5	0	0	0	1	0	0
				Female	4	2	1	1	0	0	0	0
4200	Ath Dir Trn Coach	17	8	Male	14	9	1	4	0	0	0	0
				Female	3	0	1	2	0	0	0	0
4306	Set Designer	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4036	Student Lrning Facilitator I	23	8	Male	13	10	1	1	1	0	0	0
				Female	10	5	0	3	1	1	0	0
4075	Temp Level 2	7	6	Male	1	0	0	0	0	1	0	0
				Female	6	1	1	3	1	0	0	0
4401	Temp Level 1	144	56	Male	52	39	2	11	0	0	0	0
				Female	92	49	6	29	5	3	0	0
4037	Student Lrning Facilitator II	7	2	Male	4	2	0	2	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4076	Temp Level 3	7	4	Male	3	2	1	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
10110	Administrative Specialist	8	3	Male	1	1	0	0	0	0	0	0
				Female	7	4	1	2	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
10115	Office Assistant	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12530	Student Services Specialist	35	22	Male	10	4	1	4	0	1	0	0
				Female	25	9	1	10	2	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

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## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4038	Student Lrning Facilitator III	15	2	Male	5	4	0	0	1	0	0	0
				Female	10	9	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
10745	Groundskeeper	3	3	Male	3	0	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4062	Life Drawing Model	11	6	Male	7	3	2	1	1	0	0	0
				Female	4	2	0	2	0	0	0	0
4402	Temp Level 2	41	20	Male	14	8	1	5	0	0	0	0
				Female	27	13	3	7	1	3	0	0
10710	Custodian	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	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
11915	Property Materials Spec	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	6	5	Male	2	0	1	1	0	0	0	0
				Female	4	1	0	0	3	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	1	0	0
				Female	0	0	0	0	0	0	0	0
10705	Custodian Senior	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12525	Student Services Specialist Sr	18	11	Male	8	5	1	2	0	0	0	0
				Female	10	2	1	4	3	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
10875	Fiscal Specialist	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10105	Administrative Specialist Sr	39	16	Male	2	1	0	1	0	0	0	0
				Female	37	22	4	9	0	2	0	0
11280	Tech Support Specialist	6	1	Male	4	3	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4028	Substitute Pay Day Inst	1	0	Male	0	0	0	0	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
4368	Fire Equipment Operator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11795	Program Coordinator	10	2	Male	1	1	0	0	0	0	0	0
				Female	9	7	0	2	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	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4105	EMT Lab Tutor EMT Cert	37	7	Male	27	20	1	6	0	0	0	0
				Female	10	10	0	0	0	0	0	0
10045	Instructional Svc Coord	9	1	Male	3	3	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7200	Counselor	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	2	2	0	0	0	0
7500	Mathematics	37	4	Male	14	11	1	2	0	0	0	0
				Female	23	22	0	0	1	0	0	0
8134	Music Studio Recording	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7205	Computer Information Systems	12	1	Male	9	8	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
7560	Nursing	15	2	Male	3	2	0	1	0	0	0	0
				Female	12	11	0	1	0	0	0	0
11860	Wellness Fitness Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4403	Temp Level 3	11	5	Male	4	2	2	0	0	0	0	0
				Female	7	4	0	3	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
7271	CIS BPC	6	1	Male	3	2	1	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11275	Tech Support Specialist Senior	8	2	Male	6	5	1	0	0	0	0	0
				Female	2	1	0	1	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
11115	Human Resources Analyst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	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

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## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8619	Computer Graphics	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	18	9	Male	3	1	2	0	0	0	0	0
				Female	15	8	1	4	2	0	0	0
10310	Athletic Head Coach	5	2	Male	4	2	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
11120	Human Resources Specialist Sr	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	3	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
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
8010	Photography	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11790	Program Analyst	5	2	Male	2	1	0	1	0	0	0	0
				Female	3	2	0	1	0	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

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## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
7180	Communication	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	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
7030	Anthropology	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7320	English	21	7	Male	13	7	1	4	0	1	0	0
				Female	8	7	1	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
4023	Non Credit Instr Hrly Other	8	2	Male	8	6	0	2	0	0	0	0
				Female	0	0	0	0	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
12625	HVAC Specialist	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4108	Fire Recruit Instructor	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4109	Paramedic Class Lab Tutor	23	3	Male	19	16	1	2	0	0	0	0
				Female	4	4	0	0	0	0	0	0
4357	Instructional Consultant	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0

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## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4370	CPAT Proctor	2	1	Male	2	1	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
10515	Development Officer	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
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
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
10860	Fiscal Analyst Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12515	Student Services Analyst Sr	7	5	Male	4	0	1	3	0	0	0	0
				Female	3	2	0	1	0	0	0	0



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## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10065	Laboratory Specialist Supv	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10865	Fiscal Analyst	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4022	Non Credit Instr Hrly	5	0	Male	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4204	Adjunct Faculty Day	645	121	Male	326	268	12	35	9	2	0	0
				Female	319	256	14	25	17	7	0	0
4208	Res Faculty Summer Day	137	22	Male	62	52	4	5	0	1	0	0
				Female	75	63	3	5	4	0	0	0
4210	Res Faculty Overload Day	251	41	Male	115	97	5	11	1	1	0	0
				Female	136	113	5	10	8	0	0	0
7076	Srv Fac Tchg Day Ovrld	8	5	Male	0	0	0	0	0	0	0	0
				Female	8	3	2	3	0	0	0	0
7078	Srv Fac Tchg Day Ovrld Summer	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	2	0	0	0	0
7070	Automotives	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	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
4050	Accompanist	15	4	Male	10	6	0	3	1	0	0	0
				Female	5	5	0	0	0	0	0	0

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## Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10320	Athletic Equipment Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	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
6410	Business	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7002	Accounting	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	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
10035	Instructional Svc Supervisor	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7386	Clinical Nursing	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	1	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
4347	Admin in Charge	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	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12145	Police Officer	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	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

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
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
11105	Human Resources Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8110	Physics	5	0	Male	4	4	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
7020	Agriculture	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12505	Student Services Manager	9	8	Male	5	0	1	2	1	1	0	0
				Female	4	1	0	2	1	0	0	0
7550	Music	7	0	Male	4	4	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8075	Construction Management	2	0	Male	2	2	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+
7110	General Business	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10005	Instructional Designer/Tech	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	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11775	Program Manager	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	2	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
6545	Theatre	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8055	Automated Mftg Sys	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8150	Reading	6	3	Male	1	0	1	0	0	0	0	0
				Female	5	3	0	2	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
8316	Veterinary Tech	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8372	Social Work	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	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
7040	Art	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7400	History	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	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
12140	Police Sergeant	1	0	Male	1	1	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
7000	Admin of Justice	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	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
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8205	Speech Communication	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	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
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
8063	Manufacturing	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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## Workforce Analysis

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11255	Software Developer Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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
10300	Athletic Director	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	8	1	Male	1	1	0	0	0	0	0	0
				Female	7	6	1	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
7370	Geography	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8189	Child Family Studies	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
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

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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12500	Student Services Director	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	2	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
8000	Philosophy	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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
4091	Nursing Clinical Instructor	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	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
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
8363	Religious Studies	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	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
8132	Electronics Electromechanical	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+
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
4018	Music Instruction Hrly	34	2	Male	19	18	0	1	0	0	0	0
				Female	15	14	0	0	1	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
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
4212	Service Fac Adjunct Day	15	7	Male	0	0	0	0	0	0	0	0
				Female	15	8	4	3	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
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



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Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4042	Sign Language INTP AAS Degree	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	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
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
10670	Associate Dean	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4044	Sign Language INTP MA Degree	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
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	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10650	Dean	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	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
4093	Nursing Clinical (LD Based)	41	10	Male	7	6	0	1	0	0	0	0
				Female	34	25	4	4	0	1	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

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: MCC

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
10625	Vice President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
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	
Grand Total #		2,197	547	Male #	1,009	791	52	135	20	11	0	0	
Grand Total %			24.9	Male %	45.9	36.0	2.4	6.1	0.9	0.5	0.0	0.0	
				Female #	1,188	859	66	184	59	20	0	0	
				Female%	54.1	39.1	3.0	8.4	2.7	0.9	0.0	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: MSC

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	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	3	0	Male	0	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
Grand Total #		4	0	Male #	0	0	0	0	0	0	0	0	
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	4	0	0	0	0	0	0	
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: NWSC

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10060	Instructor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #			1	0	Male #	0	0	0	0	0	0	0
Grand Total %				0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	1	1	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC HEALTH

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
4402	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4022	Non Credit Instr Hrly	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4204	Adjunct Faculty Day	11	1	Male	2	1	1	0	0	0	0	0	
				Female	9	9	0	0	0	0	0	0	
4208	Res Faculty Summer Day	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	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	
8666	Health Care Education	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		17	1	Male #	4	3	1	0	0	0	0	0	
Grand Total %			5.9	Male %	23.5	17.6	5.9	0.0	0.0	0.0	0.0	0.0	
				Female #	13	13	0	0	0	0	0	0	
				Female%	76.5	76.5	0.0	0.0	0.0	0.0	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4384	Temp Assistant Coach	13	7	Male	7	5	0	2	0	0	0	0
				Female	6	1	1	4	0	0	0	0
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	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4383	Temp Head Coach	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4401	Temp Level 1	152	113	Male	45	11	7	19	4	4	0	0
				Female	107	28	13	58	6	2	0	0
4036	Student Lrning Facilitator I	17	12	Male	6	1	0	4	0	1	0	0
				Female	11	4	1	4	2	0	0	0
4037	Student Lrning Facilitator II	7	1	Male	4	3	0	1	0	0	0	0
				Female	3	3	0	0	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
4402	Temp Level 2	20	10	Male	4	1	2	1	0	0	0	0
				Female	16	9	0	6	1	0	0	0
4076	Temp Level 3	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10745	Groundskeeper	4	4	Male	4	0	1	3	0	0	0	0
				Female	0	0	0	0	0	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
10075	Laboratory Technician	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12530	Student Services Specialist	19	15	Male	3	1	0	1	1	0	0	0
				Female	16	3	1	10	0	2	0	0
10710	Custodian	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	1	0	0	0
4062	Life Drawing Model	7	1	Male	4	3	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10105	Administrative Specialist Sr	26	13	Male	3	3	0	0	0	0	0	0
				Female	23	10	4	8	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
11510	Library Specialist	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	3	0	0	0	0
4023	Non Credit Instr Hrly Other	10	3	Male	0	0	0	0	0	0	0	0
				Female	10	7	0	2	0	1	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
10705	Custodian Senior	1	1	Male	1	0	0	1	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
10045	Instructional Svc Coord	4	2	Male	3	2	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

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
10740	Groundskeeper Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	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
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
10055	Instructor Senior	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12525	Student Services Specialist Sr	9	7	Male	2	1	0	1	0	0	0	0
				Female	7	1	2	2	1	1	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
10330	Athletic Trainer Head	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	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	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
12520	Student Services Analyst	12	6	Male	2	0	0	1	1	0	0	0
				Female	10	6	1	2	0	1	0	0



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11860	Wellness Fitness Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	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
7320	English	11	3	Male	6	5	0	1	0	0	0	0
				Female	5	3	1	0	0	1	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
4359	Non Credit Instruction	10	1	Male	4	4	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0
7386	Clinical Nursing	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
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
8126	Astronomy	1	0	Male	1	1	0	0	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
8908	American Sign Language	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
11820	High School Teacher	6	3	Male	1	0	0	1	0	0	0	0
				Female	5	3	1	1	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11115	Human Resources Analyst	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4060	Educational Dev Non Faculty	1	0	Male	1	1	0	0	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
4022	Non Credit Instr Hrly	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	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
4109	Paramedic Class Lab Tutor	34	16	Male	32	17	5	7	2	1	0	0
				Female	2	1	0	1	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
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
7200	Counselor	4	4	Male	3	0	0	2	1	0	0	0
				Female	1	0	0	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12515	Student Services Analyst Sr	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	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	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
4204	Adjunct Faculty Day	417	109	Male	160	116	10	28	4	2	0	0
				Female	257	192	14	40	7	4	0	0
4205	Adjunct Faculty Evening	161	51	Male	79	54	7	13	4	1	0	0
				Female	82	56	10	14	1	1	0	0
4208	Res Faculty Summer Day	95	23	Male	47	35	2	6	3	1	0	0
				Female	48	37	2	6	2	1	0	0
4210	Res Faculty Overload Day	120	33	Male	53	39	3	5	5	1	0	0
				Female	67	48	3	13	2	1	0	0
4211	Res Faculty Overload Evening	8	1	Male	5	4	0	0	1	0	0	0
				Female	3	3	0	0	0	0	0	0
4217	Res Faculty Summer Evening	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
7076	Srv Fac Tchg Day Ovrl	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4404	Temp Level 4	8	2	Male	4	3	0	0	1	0	0	0
				Female	4	3	1	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
8100	Physical Science	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
12510	Student Services Supervisor	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	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
4050	Accompanist	3	0	Male	2	2	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
7230	Dental Asst	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	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
7430	Interior Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7500	Mathematics	14	3	Male	7	4	0	2	1	0	0	0
				Female	7	7	0	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
12505	Student Services Manager	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8127	Health Information	1	0	Male	0	0	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
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
4012	Fitness Ctr Floor Supv	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	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
11010	Grants Officer	1	0	Male	1	1	0	0	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
4047	Sign Language INTP ProvisionB	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12500	Student Services Director	6	3	Male	1	0	0	1	0	0	0	0
				Female	5	3	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
7205	Computer Information Systems	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7310	Emergency Medical Tech	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

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

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
10300	Athletic Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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
11255	Software Developer Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	1	1	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
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
12140	Police Sergeant	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

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
8060	Business CIS	3	0	Male	3	3	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
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
8666	Health Care Education	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	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
8190	Sociology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
10515	Development Officer	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	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7110	General Business	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
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
4097	Dental Clinical Lab Assoc	31	6	Male	0	0	0	0	0	0	0	0
				Female	31	25	1	3	1	1	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
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
11100	Human Resources Director	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
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
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
7280	Economics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	20	2	Male	10	9	0	1	0	0	0	0
				Female	10	9	0	0	1	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
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
4212	Service Fac Adjunct Day	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
4218	Svcs Fac Adj Evening	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PC MAIN

		Total		Total								
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
10845	Fiscal Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4043	Sign Language INTP BA Degree	8	1	Male	2	2	0	0	0	0	0	0
				Female	6	5	0	1	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	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	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
11815	High School Principal	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
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	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10605	College President	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1,542	560	Male #	631	411	48	121	35	16	0	0
Grand Total %			36.3	Male %	40.9	26.7	3.1	7.8	2.3	1.0	0.0	0.0
				Female #	911	571	63	230	29	18	0	0
				Female%	59.1	37.0	4.1	14.9	1.9	1.2	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: PC NUR

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7386	Clinical Nursing	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
Grand Total #		5	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			40.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	2	0	0	0	0
				Female%	100.0	60.0	0.0	40.0	0.0	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4200	Ath Dir Trn Coach	8	2	Male	7	5	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4357	Instructional Consultant	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	33	15	Male	15	11	1	2	1	0	0	0
				Female	18	7	1	9	1	0	0	0
4401	Temp Level 1	57	25	Male	24	12	0	10	2	0	0	0
				Female	33	20	2	8	3	0	0	0
4037	Student Lrning Facilitator II	3	2	Male	3	1	0	1	1	0	0	0
				Female	0	0	0	0	0	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
10710	Custodian	12	9	Male	7	3	0	4	0	0	0	0
				Female	5	0	0	5	0	0	0	0
10115	Office Assistant	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12535	Student Services Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10745	Groundskeeper	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	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
4038	Student Lrning Facilitator III	7	2	Male	1	0	1	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0
12530	Student Services Specialist	21	13	Male	4	1	0	3	0	0	0	0
				Female	17	7	0	9	1	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10080	Learning Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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
11915	Property Materials Spec	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
11800	Program Specialist	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4402	Temp Level 2	6	4	Male	1	0	0	1	0	0	0	0
				Female	5	2	0	2	1	0	0	0
10110	Administrative Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10105	Administrative Specialist Sr	19	5	Male	0	0	0	0	0	0	0	0
				Female	19	14	0	2	2	1	0	0
10885	Fiscal Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	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
10875	Fiscal Specialist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11280	Tech Support Specialist	8	3	Male	8	5	2	1	0	0	0	0
				Female	0	0	0	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
12525	Student Services Specialist Sr	10	5	Male	3	3	0	0	0	0	0	0
				Female	7	2	1	3	0	1	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
10760	Maintenance Ops Specialist	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	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	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	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
4105	EMT Lab Tutor EMT Cert	16	4	Male	10	6	1	3	0	0	0	0
				Female	6	6	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
12520	Student Services Analyst	11	7	Male	3	1	0	2	0	0	0	0
				Female	8	3	1	3	0	1	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8502	Computer Science Electric Eng	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
7500	Mathematics	18	7	Male	6	5	0	1	0	0	0	0
				Female	12	6	1	5	0	0	0	0
10310	Athletic Head Coach	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7180	Communication	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	1	1	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
4106	EMT Lab Tutor Paramdc Cert	11	1	Male	9	9	0	0	0	0	0	0
				Female	2	1	0	1	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
4403	Temp Level 3	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	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
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	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
7090	Biology	12	2	Male	1	1	0	0	0	0	0	0
				Female	11	9	0	1	1	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
10100	Administrative Coordinator	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10330	Athletic Trainer Head	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7315	Engineering	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4359	Non Credit Instruction	7	0	Male	6	6	0	0	0	0	0	0
				Female	1	1	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
12625	HVAC Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	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
6381	English Composition	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	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
4050	Accompanist	9	2	Male	5	3	0	1	1	0	0	0
				Female	4	4	0	0	0	0	0	0
4204	Adjunct Faculty Day	388	78	Male	159	120	11	20	7	1	0	0
				Female	229	190	7	19	12	1	0	0
4205	Adjunct Faculty Evening	120	17	Male	69	61	2	3	2	1	0	0
				Female	51	42	1	6	1	1	0	0
4208	Res Faculty Summer Day	58	16	Male	32	25	1	3	3	0	0	0
				Female	26	17	3	5	0	1	0	0
4210	Res Faculty Overload Day	116	31	Male	47	38	2	4	3	0	0	0
				Female	69	47	7	11	3	1	0	0



# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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 Ovrld	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	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
10865	Fiscal Analyst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
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
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
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
4111	Police Recruit Instructor	51	7	Male	38	33	0	5	0	0	0	0
				Female	13	11	0	2	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
6410	Business	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	0	0	1	0	0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10860	Fiscal Analyst Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11790	Program Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8140	Psychology	7	3	Male	2	1	0	1	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
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
12145	Police Officer	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	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
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
12505	Student Services Manager	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
7386	Clinical Nursing	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	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
8608	Aviation	8	0	Male	8	8	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11810	Project Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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
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
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
10855	Fiscal Supervisor	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
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
6545	Theatre	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

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	3	1	Male	2	1	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
8110	Physics	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	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
10475	Video Producer/Editor	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	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	7	4	Male	4	1	1	0	1	1	0	0
				Female	3	2	0	1	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
8126	Astronomy	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

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
12510	Student Services Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
12140	Police Sergeant	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	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7560	Nursing	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	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
7775	Physics Mathematics	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12135	Police Lieutenant	1	0	Male	1	1	0	0	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
11100	Human Resources Director	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
11300	Planning Research Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4018	Music Instruction Hrly	23	3	Male	12	10	0	1	0	1	0	0
				Female	11	10	0	0	1	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
4212	Service Fac Adjunct Day	15	4	Male	1	1	0	0	0	0	0	0
				Female	14	10	2	1	1	0	0	0
4218	Svc Fac Adj Evening	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	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
10715	Facilities Director	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PECOS

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
11240	Information Technology Mgr	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	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	
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	
Grand Total #		1,299	340	Male #	589	446	27	88	24	4	0	0	
Grand Total %			26.2	Male %	45.3	34.3	2.1	6.8	1.8	0.3	0.0	0.0	
				Female #	710	513	40	113	34	10	0	0	
				Female%	54.7	39.5	3.1	8.7	2.6	0.8	0.0	0.0	

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: PV @ BMC

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12530	Student Services Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
Grand Total #		2	1	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4384	Temp Assistant Coach	5	2	Male	5	3	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4036	Student Lrning Facilitator I	16	3	Male	10	7	0	2	1	0	0	0
				Female	6	6	0	0	0	0	0	0
4401	Temp Level 1	98	43	Male	44	26	2	13	1	2	0	0
				Female	54	29	0	21	1	3	0	0
4037	Student Lrning Facilitator II	6	0	Male	0	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
10710	Custodian	9	9	Male	2	0	1	1	0	0	0	0
				Female	7	0	0	7	0	0	0	0
4107	Fire Academy Lab Tutor	59	18	Male	54	36	2	15	0	1	0	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
10050	Instructional Svc Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4402	Temp Level 2	9	4	Male	2	2	0	0	0	0	0	0
				Female	7	3	0	3	1	0	0	0
12530	Student Services Specialist	14	9	Male	4	2	0	1	1	0	0	0
				Female	10	3	0	5	0	2	0	0
10075	Laboratory Technician	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10880	Fiscal Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11510	Library Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4105	EMT Lab Tutor EMT Cert	16	6	Male	9	5	0	4	0	0	0	0
				Female	7	5	0	2	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
11125	Human Resources Specialist	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12155	Public Safety Assistant	2	1	Male	1	0	0	1	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
10335	Athletic Trainer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4062	Life Drawing Model	6	2	Male	3	1	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
4038	Student Lrning Facilitator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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
4029	Substitute Pay Evening Inst	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

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12525	Student Services Specialist Sr	6	4	Male	2	0	0	1	0	1	0	0
				Female	4	2	0	2	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
4106	EMT Lab Tutor Paramdc Cert	25	6	Male	24	18	0	5	1	0	0	0
				Female	1	1	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
4368	Fire Equipment Operator	29	6	Male	28	22	1	5	0	0	0	0
				Female	1	1	0	0	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
10110	Administrative Specialist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	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
10760	Maintenance Ops Specialist	1	0	Male	1	1	0	0	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	0	2	0	0	0	0
7500	Mathematics	14	2	Male	8	8	0	0	0	0	0	0
				Female	6	4	0	1	1	0	0	0
10755	Maintenance Ops Spec Supv	1	0	Male	0	0	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

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Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4403	Temp Level 3	16	3	Male	0	0	0	0	0	0	0	0
				Female	16	13	0	3	0	0	0	0
7320	English	12	2	Male	5	4	0	1	0	0	0	0
				Female	7	6	0	0	0	1	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
10860	Fiscal Analyst 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
11500	Library Specialist Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4060	Educational Dev Non Faculty	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	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
7386	Clinical Nursing	11	2	Male	2	2	0	0	0	0	0	0
				Female	9	7	1	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
4109	Paramedic Class Lab Tutor	21	4	Male	18	15	1	2	0	0	0	0
				Female	3	2	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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	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
4108	Fire Recruit Instructor	8	1	Male	8	7	0	1	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
12505	Student Services Manager	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
4204	Adjunct Faculty Day	370	61	Male	161	128	9	15	8	1	0	0
				Female	209	181	3	14	9	2	0	0
4205	Adjunct Faculty Evening	89	12	Male	56	50	0	5	1	0	0	0
				Female	33	27	2	3	1	0	0	0
4208	Res Faculty Summer Day	97	21	Male	42	36	0	5	1	0	0	0
				Female	55	40	2	9	4	0	0	0
4210	Res Faculty Overload Day	123	22	Male	53	48	0	3	2	0	0	0
				Female	70	53	2	11	3	1	0	0
4211	Res Faculty Overload Evening	7	2	Male	6	4	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4217	Res Faculty Summer Evening	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7076	Srv Fac Tchg Day Ovrl	7	3	Male	1	1	0	0	0	0	0	0
				Female	6	3	0	2	1	0	0	0
7078	Srv Fac Tchg Day Ovrl Summer	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4050	Accompanist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4404	Temp Level 4	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	6	0	Male	3	3	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
7090	Biology	9	2	Male	4	3	0	0	1	0	0	0
				Female	5	4	0	1	0	0	0	0
4023	Non Credit Instr Hrly Other	24	1	Male	11	10	1	0	0	0	0	0
				Female	13	13	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
7000	Admin of Justice	1	1	Male	1	0	1	0	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
8483	Art History	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	1	1	Male	1	0	0	1	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
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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11005	Grants Officer Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	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
12515	Student Services Analyst Sr	1	0	Male	1	1	0	0	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
10030	Instructional Svc Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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
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
8126	Astronomy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7280	Economics	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
12145	Police Officer	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

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11255	Software Developer Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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
7002	Accounting	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	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
7290	Education	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
10300	Athletic Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
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	4	1	Male	3	3	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12500	Student Services Director	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0
6545	Theatre	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: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7271	CIS BPC	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10510	Development Officer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	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
10850	Fiscal Manager	1	1	Male	1	0	0	1	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
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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
4091	Nursing Clinical Instructor	15	2	Male	2	2	0	0	0	0	0	0
				Female	13	11	1	1	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
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	15	1	Male	10	10	0	0	0	0	0	0
				Female	5	4	0	0	1	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
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	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4212	Service Fac Adjunct Day	11	3	Male	1	1	0	0	0	0	0	0
				Female	10	7	0	2	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: PVC MAIN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
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	
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	
11770	Program Director	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10650	Dean	4	2	Male	1	0	0	1	0	0	0	0	
				Female	3	2	0	0	0	1	0	0	
12065	PR Marketing Director College	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 #		1,365	323	Male #	667	520	22	102	18	5	0	0	
Grand Total %			23.7	Male %	48.9	38.1	1.6	7.5	1.3	0.4	0.0	0.0	
				Female #	698	522	14	119	32	11	0	0	
				Female%	51.1	38.2	1.0	8.7	2.3	0.8	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RED MTN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4036	Student Lrning Facilitator I	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4401	Temp Level 1	15	8	Male	8	4	1	3	0	0	0	0
				Female	7	3	1	3	0	0	0	0
4037	Student Lrning Facilitator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4038	Student Lrning Facilitator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4402	Temp Level 2	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		22	8	Male #	8	4	1	3	0	0	0	0
Grand Total %			36.4	Male %	36.4	18.2	4.5	13.6	0.0	0.0	0.0	0.0
				Female #	14	10	1	3	0	0	0	0
				Female%	63.6	45.5	4.5	13.6	0.0	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO NRTHRN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	4	3	Male	1	0	1	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
4036	Student Lrning Facilitator I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4037	Student Lrning Facilitator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4023	Non Credit Instr Hrly Other	16	2	Male	7	5	2	0	0	0	0	0
				Female	9	9	0	0	0	0	0	0
10105	Administrative Specialist Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		24	7	Male #	8	5	3	0	0	0	0	0
Grand Total %			29.2	Male %	33.3	20.8	12.5	0.0	0.0	0.0	0.0	0.0
				Female #	16	12	0	2	2	0	0	0
				Female%	66.7	50.0	0.0	8.3	8.3	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	86	50	Male	29	11	3	12	3	0	0	0
				Female	57	25	7	24	0	1	0	0
4036	Student Lrning Facilitator I	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4037	Student Lrning Facilitator II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
12535	Student Services Tech	18	9	Male	4	2	0	2	0	0	0	0
				Female	14	7	0	5	0	2	0	0
10110	Administrative Specialist	16	9	Male	4	3	0	1	0	0	0	0
				Female	12	4	1	6	1	0	0	0
10115	Office Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
4038	Student Lrning Facilitator III	14	6	Male	8	5	1	1	1	0	0	0
				Female	6	3	0	3	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
11920	Property Materials Technician	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10745	Groundskeeper	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	42	19	Male	8	6	1	1	0	0	0	0
				Female	34	17	6	6	3	2	0	0
4402	Temp Level 2	11	2	Male	3	1	1	0	1	0	0	0
				Female	8	8	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10075	Laboratory Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11800	Program Specialist	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4023	Non Credit Instr Hrly Other	35	19	Male	4	1	2	0	0	1	0	0
				Female	31	15	8	5	3	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
11285	Tech Support Technician	1	0	Male	1	1	0	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
10470	Broadcast Producer	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10105	Administrative Specialist Sr	17	8	Male	0	0	0	0	0	0	0	0
				Female	17	9	0	5	1	2	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
11280	Tech Support Specialist	13	6	Male	11	5	2	3	1	0	0	0
				Female	2	2	0	0	0	0	0	0
10055	Instructor Senior	24	4	Male	9	7	0	2	0	0	0	0
				Female	15	13	0	2	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
10740	Groundskeeper Senior	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: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12525	Student Services Specialist Sr	14	9	Male	2	1	0	1	0	0	0	0
				Female	12	4	2	6	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	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	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
10060	Instructor	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11795	Program Coordinator	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	1	1	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	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10040	Instructional Svc Coord Senior	18	5	Male	1	1	0	0	0	0	0	0
				Female	17	12	1	3	1	0	0	0
4403	Temp Level 3	10	2	Male	4	2	2	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
10045	Instructional Svc Coord	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0



# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12520	Student Services Analyst	18	5	Male	5	5	0	0	0	0	0	0
				Female	13	8	1	2	2	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
11115	Human Resources Analyst	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	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
10465	Broadcast Producer Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10420	Broadcast Fld Correspondent Sr	9	2	Male	5	5	0	0	0	0	0	0
				Female	4	2	0	2	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
11790	Program Analyst	11	5	Male	0	0	0	0	0	0	0	0
				Female	11	6	1	1	2	1	0	0
12650	Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12035	PR Marketing Analyst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
10435	Broadcast Prod Editor	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	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
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
11270	Tech Support Coordinator	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	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	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
10015	Course Production Coord	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4366	Instructional Project Develop	21	6	Male	11	8	0	2	1	0	0	0
				Female	10	7	0	3	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
10035	Instructional Svc Supervisor	11	3	Male	1	1	0	0	0	0	0	0
				Female	10	7	1	2	0	0	0	0
10463	Broadcast Producer Manager	10	2	Male	8	7	0	1	0	0	0	0
				Female	2	1	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4204	Adjunct Faculty Day	38	4	Male	3	3	0	0	0	0	0	0
				Female	35	31	1	3	0	0	0	0
4205	Adjunct Faculty Evening	628	87	Male	210	179	6	15	10	0	0	0
				Female	418	362	13	31	10	2	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	17	3	Male	4	3	0	0	0	1	0	0
				Female	13	11	1	0	1	0	0	0
4359	Non Credit Instruction	23	8	Male	3	3	0	0	0	0	0	0
				Female	20	12	0	7	1	0	0	0
11225	Network and Systems Admr	3	2	Male	2	1	0	1	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	3	1	Male	1	0	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
11500	Library Specialist Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	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
11005	Grants Officer 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: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11775	Program Manager	14	7	Male	3	1	0	1	1	0	0	0
				Female	11	6	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	4	Male	2	1	1	0	0	0	0	0
				Female	5	2	2	1	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
11260	Software Developer	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	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
12505	Student Services Manager	9	4	Male	2	2	0	0	0	0	0	0
				Female	7	3	0	4	0	0	0	0
10005	Instructional Designer/Tech	9	2	Male	2	2	0	0	0	0	0	0
				Female	7	5	0	1	1	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
7180	Communication	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
11810	Project Manager	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
10415	Broadcast Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
12735	Workforce Dev Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11255	Software Developer Senior	9	6	Male	7	2	0	2	3	0	0	0
				Female	2	1	0	0	0	1	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
8190	Sociology	1	0	Male	0	0	0	0	0	0	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
11805	Project Manager Senior	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	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
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	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10440	Broadcast Engineer Chief	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
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
4097	Dental Clinical Lab Assoc	15	1	Male	0	0	0	0	0	0	0	0
				Female	15	14	1	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	6	2	Male	3	2	1	0	0	0	0	0
				Female	3	2	1	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
7245	Dental Hygiene	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: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
11780	Program Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
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
4100	Dentist Rate Hygiene Exam	5	3	Male	4	2	0	1	1	0	0	0
				Female	1	0	0	0	1	0	0	0
10025	Instructional Svc Director	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	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
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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7290	Education	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	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4212	Service Fac Adjunct Day	12	4	Male	1	1	0	0	0	0	0	0
				Female	11	7	1	2	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
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	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11240	Information Technology Mgr	2	2	Male	2	0	1	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
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	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
12015	PR Marketing Director	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

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: RIO TEMPE

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
Grand Total #		1,421	385	Male #	468	346	27	65	25	5	0	0
Grand Total %			27.1	Male %	32.9	24.3	1.9	4.6	1.8	0.4	0.0	0.0
				Female #	953	690	61	152	37	13	0	0
				Female%	67.1	48.6	4.3	10.7	2.6	0.9	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: RIO THOMAS

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
4023	Non Credit Instr Hrly Other	18	11	Male	4	2	0	2	0	0	0	
				Female	14	5	1	7	1	0	0	
Grand Total #		20	13	Male #	4	2	0	2	0	0	0	
Grand Total %			65.0	Male %	20.0	10.0	0.0	10.0	0.0	0.0	0.0	
				Female #	16	5	1	9	1	0	0	
				Female%	80.0	25.0	5.0	45.0	5.0	0.0	0.0	

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: RIODWNTOWN

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	0	3	0	0	0	0
4023	Non Credit Instr Hrly Other	18	12	Male	6	2	2	2	0	0	0	0
				Female	12	4	5	2	1	0	0	0
Grand Total #		22	16	Male #	7	2	2	3	0	0	0	0
Grand Total %			72.7	Male %	31.8	9.1	9.1	13.6	0.0	0.0	0.0	0.0
				Female #	15	4	5	5	1	0	0	0
				Female%	68.2	18.2	22.7	22.7	4.5	0.0	0.0	0.0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: RIOSOUTHRN

				Total		Total						
Job Code	Job Title	EMP	MIN	EMP		W	AA	H	A	NA	PI	2+
4401	Temp Level 1	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	1	0	0
4023	Non Credit Instr Hrly Other	25	7	Male	7	3	1	1	2	0	0	0
				Female	18	15	1	1	1	0	0	0
Grand Total #		28	9	Male #	7	3	1	1	2	0	0	0
Grand Total %			32.1	Male %	25.0	10.7	3.6	3.6	7.1	0.0	0.0	0.0
				Female #	21	16	1	1	2	1	0	0
				Female%	75.0	57.1	3.6	3.6	7.1	3.6	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: RSC AVNDAL

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4036	Student Lrning Facilitator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4037	Student Lrning Facilitator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	14	6	Male	4	2	0	2	0	0	0	0
				Female	10	6	1	3	0	0	0	0
Grand Total #		16	8	Male #	5	2	0	3	0	0	0	0
Grand Total %			50.0	Male %	31.3	12.5	0.0	18.8	0.0	0.0	0.0	0.0
				Female #	11	6	1	4	0	0	0	0
				Female%	68.8	37.5	6.3	25.0	0.0	0.0	0.0	0.0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: RSC LLC

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
4038	Student Lrning Facilitator III	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	12	5	Male	3	2	0	1	0	0	0	0	
				Female	9	5	4	0	0	0	0	0	
4402	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		15	5	Male #	3	2	0	1	0	0	0	0	
Grand Total %			33.3	Male %	20.0	13.3	0.0	6.7	0.0	0.0	0.0	0.0	
				Female #	12	8	4	0	0	0	0	0	
				Female%	80.0	53.3	26.7	0.0	0.0	0.0	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4357	Instructional Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4384	Temp Assistant Coach	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4200	Ath Dir Trn Coach	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4036	Student Lrning Facilitator I	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4401	Temp Level 1	55	18	Male	24	15	2	7	0	0	0	0
				Female	31	22	0	7	1	1	0	0
4037	Student Lrning Facilitator II	6	2	Male	4	3	1	0	0	0	0	0
				Female	2	1	0	1	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
10745	Groundskeeper	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	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	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	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
4038	Student Lrning Facilitator III	15	3	Male	4	3	0	0	0	1	0	0
				Female	11	9	0	2	0	0	0	0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	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
10710	Custodian	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10890	Fiscal Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
11510	Library Specialist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12530	Student Services Specialist	7	5	Male	3	1	0	1	0	1	0	0
				Female	4	1	0	3	0	0	0	0
4402	Temp Level 2	9	5	Male	5	3	0	2	0	0	0	0
				Female	4	1	0	2	1	0	0	0
10105	Administrative Specialist Sr	16	4	Male	1	1	0	0	0	0	0	0
				Female	15	11	2	0	2	0	0	0
11800	Program Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	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
10075	Laboratory Technician	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	17	4	Male	9	7	0	2	0	0	0	0
				Female	8	6	0	2	0	0	0	0



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Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11280	Tech Support Specialist	7	0	Male	7	7	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
10080	Learning Technician Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10085	Learning Assistant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	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
10740	Groundskeeper Senior	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
10065	Laboratory Specialist Supv	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12525	Student Services Specialist Sr	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	1	0	1	0	0
12520	Student Services Analyst	18	9	Male	4	1	2	1	0	0	0	0
				Female	14	8	1	5	0	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
10870	Fiscal Specialist Senior	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	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

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## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10310	Athletic Head Coach	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
11115	Human Resources Analyst	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	0	1	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	12	1	Male	5	4	1	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
11120	Human Resources Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4403	Temp Level 3	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	0	1	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
8396	Dance	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11795	Program Coordinator	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	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
10045	Instructional Svc Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
12035	PR Marketing Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
11790	Program Analyst	6	0	Male	3	3	0	0	0	0	0	0
				Female	3	3	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
7315	Engineering	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
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
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
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
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
7130	Chemistry	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: SCC MAIN

Job Code	Job Title	Total		Total								
		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	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4204	Adjunct Faculty Day	235	35	Male	95	81	2	5	4	3	0	0
				Female	140	119	3	13	4	1	0	0
4205	Adjunct Faculty Evening	65	3	Male	36	33	1	2	0	0	0	0
				Female	29	29	0	0	0	0	0	0
4208	Res Faculty Summer Day	73	9	Male	39	32	1	2	4	0	0	0
				Female	34	32	1	1	0	0	0	0
4210	Res Faculty Overload Day	111	14	Male	57	47	2	3	4	1	0	0
				Female	54	50	1	3	0	0	0	0
4217	Res Faculty Summer Evening	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	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
11835	Training Devel Consultant	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7320	English	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11005	Grants Officer Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
10035	Instructional Svc 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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## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	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
12510	Student Services Supervisor	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	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
7550	Music	3	0	Male	2	2	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
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	3	Male	0	0	0	0	0	0	0	0
				Female	7	4	1	1	0	1	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
7560	Nursing	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: SCC MAIN

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
7290	Education	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8060	Business CIS	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	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
7002	Accounting	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
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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SCC MAIN

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
7205	Computer Information Systems	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7386	Clinical Nursing	7	0	Male	1	1	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
6381	English Composition	3	1	Male	3	2	0	0	1	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
8110	Physics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	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
12997	Info Security Admin Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4404	Temp Level 4	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	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
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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7062	Motion Pictures	3	0	Male	2	2	0	0	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
7180	Communication	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	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
8421	Nutrition	1	0	Male	1	1	0	0	0	0	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
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
4003	Fitness Ctr Trainer	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	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



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## Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	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
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
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
11100	Human Resources Director	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
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
7005	Hotel Restaurant Management	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: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11770	Program 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
8120	Political Science	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8177	Instructional Tech Fac	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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
4018	Music Instruction Hrly	11	0	Male	7	7	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
7370	Geography	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8868	Health P E Recreation	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	5	0	Male	0	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
4218	Svcs Fac Adj Evening	11	2	Male	1	1	0	0	0	0	0	0
				Female	10	8	0	1	0	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SCC MAIN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
11250	Software Engineer	1	1	Male	1	0	0	0	1	0	0	0	
				Female	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	
10650	Dean	4	3	Male	2	1	0	1	0	0	0	0	
				Female	2	0	0	1	1	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	1	Male	1	0	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 #		966	174	Male #	437	356	15	39	18	9	0	0	
Grand Total %			18.0	Male %	45.2	36.9	1.6	4.0	1.9	0.9	0.0	0.0	
				Female #	529	436	14	60	11	8	0	0	
				Female%	54.8	45.1	1.4	6.2	1.1	0.8	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4357	Instructional Consultant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4384	Temp Assistant Coach	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4383	Temp Head Coach	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	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
4036	Student Lrning Facilitator I	16	9	Male	12	5	1	6	0	0	0	0
				Female	4	2	0	2	0	0	0	0
4401	Temp Level 1	29	28	Male	5	0	1	4	0	0	0	0
				Female	24	1	3	17	1	2	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
10745	Groundskeeper	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	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
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	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	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
12530	Student Services Specialist	11	9	Male	3	0	1	2	0	0	0	0
				Female	8	2	1	5	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4402	Temp Level 2	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
4076	Temp Level 3	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
11285	Tech Support Technician	3	3	Male	3	0	0	3	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
10875	Fiscal Specialist	2	2	Male	2	0	0	2	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
10705	Custodian Senior	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	1	0	0	1	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
11280	Tech Support Specialist	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	0	1	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
10105	Administrative Specialist Sr	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	1	2	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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
10760	Maintenance Ops Specialist	1	1	Male	1	0	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
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	2	0	Male	2	2	0	0	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
4403	Temp Level 3	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	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
10310	Athletic Head Coach	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	9	7	Male	4	1	0	2	0	1	0	0
				Female	5	1	1	2	1	0	0	0
12525	Student Services Specialist Sr	2	2	Male	1	0	0	1	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
7200	Counselor	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0

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## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
10045	Instructional Svc Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
11795	Program Coordinator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	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
12625	HVAC Specialist	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
11790	Program Analyst	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	9	2	Male	4	4	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
4204	Adjunct Faculty Day	166	68	Male	65	47	5	10	2	1	0	0
				Female	101	51	20	22	6	2	0	0
4208	Res Faculty Summer Day	28	12	Male	12	9	1	2	0	0	0	0
				Female	16	7	4	3	2	0	0	0
4210	Res Faculty Overload Day	53	22	Male	27	21	2	4	0	0	0	0
				Female	26	10	5	7	4	0	0	0

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7076	Srvc Fac Tchg Day Ovrld	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	1	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	1	0	0	0	0	0
12510	Student Services Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
4404	Temp Level 4	4	3	Male	2	1	1	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
4050	Accompanist	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	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
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
12145	Police Officer	2	1	Male	2	1	0	1	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
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
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	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7500	Mathematics	7	3	Male	3	2	0	1	0	0	0	0
				Female	4	2	0	1	1	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
8069	Storytelling	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	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
7180	Communication	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8200	Spanish	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10010	Instructional Developer	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
7090	Biology	4	1	Male	2	2	0	0	0	0	0	0
				Female	2	1	0	1	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
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
12140	Police Sergeant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7480	Librarian	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	1	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
8317	English Storytelling	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	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

# Maricopa County Community College District

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## Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
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
10025	Instructional Svc Director	1	1	Male	1	0	0	1	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
12500	Student Services Director	4	2	Male	1	0	1	0	0	0	0	0
				Female	3	2	0	1	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
6410	Business	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4018	Music Instruction Hrly	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	1	0	1	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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Workforce Analysis

Organizational Unit: SMC MAIN

				Total		Total							
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+	
4212	Service Fac Adjunct Day	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	1	1	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	2	0	1	1	0	0	
12065	PR Marketing Director College	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	
10715	Facilities Director	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	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10650	Dean	2	2	Male	1	0	0	0	1	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	2	2	Male	1	0	1	0	0	0	0	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	
Grand Total #		522	260	Male #	231	145	19	57	4	6	0	0	
Grand Total %			49.8	Male %	44.3	27.8	3.6	10.9	0.8	1.1	0.0	0.0	
				Female #	291	117	50	92	22	10	0	0	
				Female%	55.7	22.4	9.6	17.6	4.2	1.9	0.0	0.0	

Maricopa County Community College District

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Workforce Analysis

Organizational Unit: SUN LAKES

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
11915	Property Materials Spec	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		1	0	Male #	0	0	0	0	0	0	0	0
Grand Total %			0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Workforce Analysis

Organizational Unit: WILLIAMS

				Total		Total						
Job Code	Job Title	EMP	MIN		EMP	W	AA	H	A	NA	PI	2+
4401	Temp Level 1	6	2	Male	4	3	0	1	0	0	0	0
				Female	2	1	0	1	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
4208	Res Faculty Summer Day	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8608	Aviation	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	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
Grand Total #		12	3	Male #	6	5	0	1	0	0	0	0
Grand Total %			25.0	Male %	50.0	41.7	0.0	8.3	0.0	0.0	0.0	0.0
				Female #	6	4	1	1	0	0	0	0
				Female%	50.0	33.3	8.3	8.3	0.0	0.0	0.0	0.0

# Maricopa County Community College District

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## 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+
CENTENL DT	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
COMMU@QCRK	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
DENTLCLNIC	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
DO EMRD PT	3	0	3	1	0	0	0	0	0	0	0	2	1	0	0	0	0	0
DO MAIN	449	166	283	184	103	17	33	9	4	0	0	162	22	69	19	11	0	0
EMC MAIN	994	392	602	366	261	22	88	12	9	0	0	367	43	157	29	6	0	0
GCC MAIN	2,203	989	1,214	579	722	44	188	28	7	0	0	902	45	200	51	16	0	0
GCC NORTH	6	2	4	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0
GUAD CTR	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
GW CC DV	12	4	8	7	2	0	2	0	0	0	0	3	2	3	0	0	0	0
GW CC SW	37	13	24	18	6	0	7	0	0	0	0	13	1	10	0	0	0	0
GW CTR CIT	31	20	11	14	11	0	8	0	1	0	0	6	1	4	0	0	0	0
GW OFFSITE	16	6	10	3	5	0	1	0	0	0	0	8	0	1	0	1	0	0
GWC 18TH	16	2	14	3	1	0	0	0	1	0	0	12	1	1	0	0	0	0
GWC MAIN	833	287	546	280	177	21	68	12	9	0	0	376	26	106	32	6	0	0
MCC	2,197	1,009	1,188	547	791	52	135	20	11	0	0	859	66	184	59	20	0	0
MSC	4	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0
NWSC	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
PC HEALTH	17	4	13	1	3	1	0	0	0	0	0	13	0	0	0	0	0	0
PC MAIN	1,542	631	911	560	411	48	121	35	16	0	0	571	63	230	29	18	0	0
PC NUR	5	0	5	2	0	0	0	0	0	0	0	3	0	2	0	0	0	0

# Maricopa County Community College District

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## 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+
PECOS	1,299	589	710	340	446	27	88	24	4	0	0	513	40	113	34	10	0	0
PV @ BMC	2	1	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
PVC MAIN	1,365	667	698	323	520	22	102	18	5	0	0	522	14	119	32	11	0	0
RED MTN	22	8	14	8	4	1	3	0	0	0	0	10	1	3	0	0	0	0
RIO NRTHRN	24	8	16	7	5	3	0	0	0	0	0	12	0	2	2	0	0	0
RIO TEMPE	1,421	468	953	385	346	27	65	25	5	0	0	690	61	152	37	13	0	0
RIO THOMAS	20	4	16	13	2	0	2	0	0	0	0	5	1	9	1	0	0	0
RIODWNTOWN	22	7	15	16	2	2	3	0	0	0	0	4	5	5	1	0	0	0
RIOSOUTHRN	28	7	21	9	3	1	1	2	0	0	0	16	1	1	2	1	0	0
RSC AVNDAL	16	5	11	8	2	0	3	0	0	0	0	6	1	4	0	0	0	0
RSC LLC	15	3	12	5	2	0	1	0	0	0	0	8	4	0	0	0	0	0
SCC MAIN	966	437	529	174	356	15	39	18	9	0	0	436	14	60	11	8	0	0
SMC MAIN	522	231	291	260	145	19	57	4	6	0	0	117	50	92	22	10	0	0
SUN LAKES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
WILLIAMS	12	6	6	3	5	0	1	0	0	0	0	4	1	1	0	0	0	0
Total (#)	14,105	5,966	8,139	4,118	4,334	322	1,016	207	87	0	0	5,653	464	1,529	361	132	0	0
Total (%)		42.3	57.7	29.2	30.7	2.3	7.2	1.5	0.6	0.0	0.0	40.1	3.3	10.8	2.6	0.9	0.0	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: 09/30/2021

Job Group Analysis

Job Group: A1 - Executive Management

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	10600	Chancellor	1	1	0	0	1
1	10605	College President	8	3	5	5	3
1	13000	Executive Vice President	1	1	0	1	0
1	10615	General Counsel	1	0	1	0	1
1	10610	Vice Chancellor	3	2	1	3	0
1	10625	Vice President	28	12	16	19	9
Total (#)			42	19	23	28	14
Total (%)				45.2	54.8	66.7	33.3

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	4	1	3	2	2
1	10630	Associate Vice Chancellor	13	7	6	9	4
1	10660	Associate Vice President	16	8	8	12	4
1	10405	Broadcast Assoc General Mgr	2	2	0	2	0
1	12700	CEI Director	1	1	0	1	0
1	10655	District Director	20	8	12	12	8
1	10715	Facilities Director	10	10	0	6	4
1	10845	Fiscal Director	7	3	4	3	4
1	11100	Human Resources Director	15	3	12	8	7
1	11235	Information Technology Dir	13	11	2	11	2
1	12705	MCOR Sales Director	1	1	0	0	1
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	1	1	1	1
1	12065	PR Marketing Director College	3	2	1	3	0
1	11600	Procurement Director	1	1	0	1	0
1	11770	Program Director	15	5	10	14	1
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	51	14	37	27	24
1	10000	Teaching and Learning Director	4	1	3	3	1
Total (#)			196	90	106	128	68
Total (%)				45.9	54.1	65.3	34.7

Maricopa County Community College District

Snapshot Date: 09/30/2021

Job Group Analysis

Job Group: A3 - Deans

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	10670	Associate Dean	13	5	8	9	4
1	10650	Dean	36	12	24	21	15
Total (#)			49	17	32	30	19
Total (%)				34.7	65.3	61.2	38.8

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	1	1	0	0	1
1	10300	Athletic Director	6	4	2	5	1
1	10720	Facilities Assistant Director	1	1	0	1	0
1	10850	Fiscal Manager	4	1	3	2	2
1	11000	Grants Manager	4	1	3	2	2
1	11815	High School Principal	1	1	0	1	0
1	11240	Information Technology Mgr	18	14	4	13	5
1	11245	Information Technology Supv	4	3	1	4	0
1	10005	Instructional Designer/Tech	19	2	17	14	5
1	11500	Library Specialist Supervisor	6	1	5	3	3
1	10750	Maintenance Ops Manager	10	8	2	7	3
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	5	1	4	4	1
1	11610	Procurement Supervisor	1	1	0	1	0
1	11775	Program Manager	34	10	24	20	14
1	11810	Project Manager	15	3	12	10	5
1	11805	Project Manager Senior	13	6	7	12	1
1	11900	Property Materials Manager	2	1	1	1	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
1	12400	Sign Language Supervisor	2	0	2	1	1

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Snapshot Date: 09/30/2021

Job Group Analysis

Job Group: A4 - First/Mid-Level Management

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	12505	Student Services Manager	55	13	42	23	32
1	12510	Student Services Supervisor	35	8	27	15	20
1	12725	Workforce Dev Manager	2	1	1	2	0
Total (#)			252	90	162	150	102
Total (%)				35.7	64.3	59.5	40.5

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7002	Accounting	11	6	5	10	1
5	8135	Accounting CIS	1	0	1	1	0
5	7000	Admin of Justice	17	10	7	11	6
5	7020	Agriculture	2	2	0	1	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	15	9	6	10	5
5	8483	Art History	7	1	6	6	1
5	8126	Astronomy	9	5	4	9	0
5	8055	Automated Mftg Sys	2	2	0	2	0
5	7080	Automotive Tech	3	3	0	2	1
5	7070	Automotives	10	10	0	8	2
5	8608	Aviation	9	8	1	9	0
5	7090	Biology	101	44	57	84	17
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	7	6	1	6	1
5	7131	Chemical Dependency	1	1	0	1	0
5	7130	Chemistry	39	18	21	28	11
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

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: B1 - Faculty

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7271	CIS BPC	9	3	6	7	2
5	7386	Clinical Nursing	72	5	67	60	12
5	7180	Communication	40	16	24	26	14
5	6422	Comp Aided Draft Interior Des	1	1	0	1	0
5	6421	Computer Aided Drafting Design	1	0	1	1	0
5	8619	Computer Graphics	5	2	3	5	0
5	7205	Computer Information Systems	46	33	13	40	6
5	8501	Computer Science	5	3	2	4	1
5	8052	Computer Science CIS	2	1	1	1	1
5	8502	Computer Science Electric Eng	1	1	0	1	0
5	8888	Computer Science Mathematics	2	0	2	2	0
5	8075	Construction Management	2	2	0	2	0
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	6	0	6	5	1
5	7230	Dental Asst	3	0	3	3	0
5	4097	Dental Clinical Lab Assoc	55	1	54	47	8
5	7245	Dental Hygiene	7	0	7	5	2
5	4100	Dentist Rate Hygiene Exam	11	8	3	5	6
5	8804	Drafting	3	2	1	3	0
5	8400	Early Childhood Education	3	0	3	2	1
5	7280	Economics	17	11	6	11	6
5	7290	Education	12	1	11	9	3
5	8041	Educational Support	5	1	4	4	1



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## Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7305	Electronics	3	3	0	1	2
5	8132	Electronics Electromechanical	1	1	0	1	0
5	7310	Emergency Medical Tech	10	9	1	7	3
5	4105	EMT Lab Tutor EMT Cert	76	50	26	59	17
5	4106	EMT Lab Tutor Paramdc Cert	39	35	4	30	9
5	7315	Engineering	10	7	3	9	1
5	8033	Engineering Electronics	2	2	0	2	0
5	7320	English	108	47	61	80	28
5	8369	English as a Second Language	5	2	3	4	1
5	6381	English Composition	17	7	10	14	3
5	7776	English ESL	13	5	8	10	3
5	8317	English Storytelling	1	0	1	1	0
5	8405	Fashion Merchandising	2	0	2	2	0
5	4107	Fire Academy Lab Tutor	79	69	10	56	23
5	4108	Fire Recruit Instructor	38	36	2	30	8
5	7312	Fire Science	5	4	1	5	0
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	9	4	5	6	3
5	7370	Geography	8	5	3	7	1
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

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## Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	8127	Health Information	1	0	1	1	0
5	8868	Health P E Recreation	4	2	2	3	1
5	8131	Health Svcs Management	1	1	0	1	0
5	7385	Health Unit Coord	1	0	1	1	0
5	7400	History	14	8	6	11	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	5	3	2	4	1
5	7563	Humanities Art Drawing	1	0	1	1	0
5	8164	HVAC Facilities Tech	1	1	0	1	0
5	8177	Instructional Tech Fac	1	0	1	1	0
5	10060	Instructor	14	5	9	8	6
5	10055	Instructor Senior	47	18	29	35	12
5	7430	Interior Design	6	1	5	5	1
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	6	5	1	3	3
5	7500	Mathematics	151	69	82	121	30
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

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## Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
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	28	20	8	28	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	79	54	121	12
5	8134	Music Studio Recording	3	3	0	3	0
5	4221	Music Theatre	10	6	4	7	3
5	8299	Nuclear Medicine	2	1	1	2	0
5	7560	Nursing	35	3	32	31	4
5	4093	Nursing Clinical (LD Based)	136	11	125	103	33
5	4091	Nursing Clinical Instructor	19	2	17	17	2
5	8421	Nutrition	10	1	9	8	2
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	153	127	26	114	39
5	8068	Perioperative Nurs Surg Tech	2	0	2	1	1
5	8000	Philosophy	10	9	1	9	1
5	6359	Philosophy Religious Studies	3	2	1	2	1
5	8010	Photography	5	2	3	5	0
5	7600	Physical Education	11	7	4	11	0
5	7590	Physical Education Mens	1	1	0	1	0

# Maricopa County Community College District

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## Job Group Analysis

Job Group: B1 - Faculty

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	8100	Physical Science	1	0	1	1	0
5	7498	Physical Therapist	2	0	2	2	0
5	7575	Physical Therapist Asst Inst	2	1	1	2	0
5	8110	Physics	19	12	7	17	2
5	7555	Physics Astronomy	1	1	0	1	0
5	7775	Physics Mathematics	1	0	1	1	0
5	4111	Police Recruit Instructor	51	38	13	44	7
5	8120	Political Science	3	2	1	3	0
5	8151	Polysomnography Tech Fac	1	0	1	0	1
5	8140	Psychology	48	17	31	38	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	4	30	24	10
5	8363	Religious Studies	5	1	4	3	2
5	8651	Respiratory Care Ins	3	2	1	3	0
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	3	0	3	2	1
5	8190	Sociology	12	5	7	8	4
5	8870	Sociology Social Work	1	0	1	0	1
5	8200	Spanish	16	8	8	6	10
5	8205	Speech Communication	4	0	4	3	1
5	7522	Speech Language Pathology	1	0	1	1	0
5	8210	Speech Theatre	1	0	1	1	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: B1 - Faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
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	6	2	4	6	0
5	8374	Theatre Arts	2	1	1	1	1
5	8316	Veterinary Tech	2	0	2	2	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 (#)			2,142	1,049	1,093	1,695	447
Total (%)				49.0	51.0	79.1	20.9

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	3,254	1,330	1,924	2,553	701
5	4210	Res Faculty Overload Day	1,156	520	636	919	237
5	4208	Res Faculty Summer Day	720	332	388	566	154
5	4212	Service Fac Adjunct Day	88	5	83	58	30
5	4309	Service Fac Asg Byd Rg Bs Cont	52	13	39	33	19
5	4257	Service Fac Overload Summer	1	0	1	1	0
5	7076	Srvc Fac Tchg Day Ovrl	38	5	33	20	18
5	7078	Srvc Fac Tchg Day Ovrl Summer	13	1	12	6	7
Total (#)			5,322	2,206	3,116	4,156	1,166
Total (%)				41.5	58.5	78.1	21.9

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

**Job Group:** B3 - Faculty - Adjunct Evening

**EEO**

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	4205	Adjunct Faculty Evening	1,343	603	740	1,113	230
5	4211	Res Faculty Overload Evening	48	26	22	42	6
5	4217	Res Faculty Summer Evening	39	14	25	32	7
5	4218	Svcs Fac Adj Evening	39	5	34	31	8
Total (#)			1,469	648	821	1,218	251
Total (%)				44.1	55.9	82.9	17.1

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: C1 - Librarians

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	7480	Librarian	48	7	41	37	11
7	11520	Library Assistant	1	1	0	0	1
7	11510	Library Specialist	28	5	23	17	11
7	11505	Library Specialist Senior	3	1	2	3	0
7	11515	Library Technician	3	3	0	3	0
Total (#)			83	17	66	60	23
Total (%)				20.5	79.5	72.3	27.7



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

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

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	4370	CPAT Proctor	2	2	0	1	1
8	4354	Educ Dev Pro Gro Proj Sum Com	18	8	10	15	3
8	4060	Educational Dev Non Faculty	9	2	7	7	2
8	11820	High School Teacher	20	7	13	9	11
8	4357	Instructional Consultant	8	4	4	5	3
8	10010	Instructional Developer	4	2	2	3	1
8	10065	Laboratory Specialist Supv	17	9	8	11	6
8	10075	Laboratory Technician	42	22	20	33	9
8	10070	Laboratory Technician Senior	16	7	9	12	4
8	4022	Non Credit Instr Hrly	51	14	37	38	13
8	4023	Non Credit Instr Hrly Other	257	91	166	165	92
8	4359	Non Credit Instruction	51	15	36	35	16
8	12150	Public Safety Specialist Sr	2	2	0	2	0
8	4036	Student Lrning Facilitator I	224	113	111	112	112
8	4037	Student Lrning Facilitator II	50	21	29	31	19
8	4038	Student Lrning Facilitator III	70	29	41	51	19
8	4028	Substitute Pay Day Inst	4	1	3	4	0
8	4029	Substitute Pay Evening Inst	2	1	1	1	1
8	4035	Tutor	4	1	3	2	2
Total (#)			851	351	500	537	314
Total (%)				41.2	58.8	63.1	36.9

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: E1 - Professionals - Non-faculty

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	10810	Accountant	7	1	6	5	2
2	10805	Accountant Senior	3	1	2	2	1
2	10800	Accounting Manager	4	3	1	3	1
2	4347	Admin in Charge	4	2	2	4	0
2	4053	Admin in Charge Other	2	1	1	1	1
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	4	3	1	2	2
2	10515	Development Officer	5	1	4	4	1
2	10510	Development Officer Senior	3	1	2	2	1
2	10665	Executive Special Assistant	4	1	3	2	2
2	10725	Facilities Analyst Senior	1	1	0	1	0
2	10900	Gov Relations Director	1	0	1	1	0
2	11010	Grants Officer	2	1	1	2	0
2	11005	Grants Officer Senior	3	1	2	1	2
2	11115	Human Resources Analyst	12	2	10	6	6
2	11110	Human Resources Analyst Senior	15	2	13	9	6
2	11125	Human Resources Specialist	9	1	8	3	6
2	11120	Human Resources Specialist Sr	16	3	13	4	12
2	11105	Human Resources Supervisor	5	0	5	2	3
2	4366	Instructional Project Develop	21	11	10	15	6
2	12000	Media Prod Design Analyst Sr	3	1	2	2	1

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: E1 - Professionals - Non-faculty

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
2	12005	Media Prod Design Spec Senior	1	0	1	0	1
2	11415	Mediator Senior	1	0	1	1	0
2	12035	PR Marketing Analyst	6	0	6	3	3
2	12030	PR Marketing Analyst Senior	4	1	3	1	3
2	12040	PR Marketing Coord	4	2	2	2	2
2	11620	Procurement Analyst	4	0	4	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	38	11	27	26	12
2	11785	Program Analyst Senior	13	3	10	6	7
2	11795	Program Coordinator	58	8	50	38	20
2	11800	Program Specialist	13	5	8	7	6
2	11780	Program Supervisor	3	0	3	2	1
2	11915	Property Materials Spec	8	3	5	4	4
2	11910	Property Materials Spec Sr	5	1	4	3	2
2	11920	Property Materials Technician	7	5	2	4	3
2	12316	Risk Management Safety Analyst	1	1	0	1	0
2	10220	SBDC Analyst	6	0	6	2	4
2	10215	SBDC Analyst Senior	1	1	0	1	0
2	4401	Temp Level 1	964	364	600	441	523
2	4075	Temp Level 2	18	6	12	7	11
2	4402	Temp Level 2	138	40	98	74	64
2	4076	Temp Level 3	10	5	5	5	5
2	4403	Temp Level 3	69	22	47	53	16
2	4404	Temp Level 4	41	18	23	30	11

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

**Job Group:** E1 - Professionals - Non-faculty

**EEO**

		Total					
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
2	4405	Temp Level 5	9	7	2	7	2
2	4386	Temp Trainer	5	3	2	5	0
2	11835	Training Devel Consultant	13	4	9	10	3
2	12735	Workforce Dev Analyst Senior	3	1	2	2	1
2	12740	Workforce Dev Coordinator	2	0	2	0	2
<b>Total (#)</b>			<b>1,592</b>	<b>558</b>	<b>1,034</b>	<b>826</b>	<b>766</b>
<b>Total (%)</b>				<b>35.1</b>	<b>64.9</b>	<b>51.9</b>	<b>48.1</b>

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	5	3	2	5	0
3	11200	Business Systems Analyst Sr	25	6	19	16	9
3	12997	Info Security Admin Senior	1	0	1	1	0
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	38	9	29	25	13
3	10040	Instructional Svc Coord Senior	34	8	26	26	8
3	10025	Instructional Svc Director	9	1	8	4	5
3	10030	Instructional Svc Manager	18	5	13	11	7
3	10050	Instructional Svc Specialist	14	5	9	4	10
3	10035	Instructional Svc Supervisor	22	2	20	14	8
3	11225	Network and Systems Admr	24	20	4	17	7
3	11220	Network and Systems Admr Sr	12	12	0	11	1
3	11215	Network and Systems Engineer	18	16	2	16	2
3	11230	Network and Systems Spec	16	14	2	11	5
3	11310	Planning Research Analyst	5	2	3	3	2
3	11305	Planning Research Analyst Sr	14	6	8	9	5
3	11315	Planning Research Coordinator	2	0	2	1	1
3	11260	Software Developer	9	4	5	6	3
3	11255	Software Developer Senior	22	17	5	13	9
3	13001	Software Developer Specialist	7	5	2	2	5
3	11250	Software Engineer	17	14	3	11	6
3	11270	Tech Support Coordinator	8	8	0	5	3
3	11280	Tech Support Specialist	59	51	8	40	19
3	11275	Tech Support Specialist Senior	25	21	4	19	6

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

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

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
3	11265	Tech Support Specialist Supv	11	10	1	9	2
3	11285	Tech Support Technician	16	13	3	4	12
3	12055	Web Services Coordinator	1	1	0	1	0
3	12060	Web Services Specialist	1	1	0	0	1
<b>Total (#)</b>			<b>439</b>	<b>257</b>	<b>182</b>	<b>289</b>	<b>150</b>
<b>Total (%)</b>				<b>58.5</b>	<b>41.5</b>	<b>65.8</b>	<b>34.2</b>

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	36	27	9	24	12
4	10320	Athletic Equipment Specialist	2	2	0	1	1
4	10325	Athletic Equipment Technician	2	2	0	2	0
4	10310	Athletic Head Coach	31	22	9	20	11
4	10335	Athletic Trainer	3	1	2	2	1
4	10330	Athletic Trainer Head	9	5	4	6	3
4	4276	Pom Cheer Advisor	1	0	1	0	1
4	4384	Temp Assistant Coach	30	23	7	14	16
4	4383	Temp Head Coach	14	13	1	7	7
Total (#)			128	95	33	76	52
Total (%)				74.2	25.8	59.4	40.6

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: G2 - Counseling/Social Service/Legal

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
4	11405	Associate General Counsel	1	1	0	0	1
4	7200	Counselor	48	14	34	21	27
4	11825	High School Social Worker	1	0	1	1	0
4	11700	Occup/Secondary Counselor	2	1	1	1	1
4	11410	Paralegal	1	0	1	0	1
4	4042	Sign Language INTP AAS Degree	11	1	10	8	3
4	4043	Sign Language INTP BA Degree	18	4	14	17	1
4	4044	Sign Language INTP MA Degree	6	0	6	6	0
4	4041	Sign Language INTP No Degree	4	1	3	4	0
4	4048	Sign Language INTP Provision C	1	0	1	0	1
4	4047	Sign Language INTP ProvisionB	1	0	1	0	1
Total (#)			94	22	72	58	36
Total (%)				23.4	76.6	61.7	38.3



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	33	18	15	26	7
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	9	5	4	7	2
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	5	3	2	5	0
4	10463	Broadcast Producer Manager	10	8	2	8	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	31	17	14	18	13
4	12003	Media Prod Design Analyst	9	8	1	6	3
4	12010	Media Prod Design Specialist	1	1	0	1	0
4	4306	Set Designer	5	3	2	5	0
4	10475	Video Producer/Editor	5	5	0	3	2
Total (#)			125	77	48	92	33
Total (%)				61.6	38.4	73.6	26.4

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: H1 - Office/Admin Support

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	10100	Administrative Coordinator	10	0	10	5	5
12	10110	Administrative Specialist	48	8	40	28	20
12	10105	Administrative Specialist Sr	211	14	197	125	86
12	13006	Exec Assistant Senior	3	0	3	0	3
12	10865	Fiscal Analyst	12	3	9	8	4
12	10860	Fiscal Analyst Senior	14	7	7	9	5
12	10890	Fiscal Assistant	1	0	1	0	1
12	10875	Fiscal Specialist	23	8	15	10	13
12	10870	Fiscal Specialist Senior	28	6	22	13	15
12	10855	Fiscal Supervisor	12	5	7	6	6
12	10885	Fiscal Technician	4	1	3	2	2
12	10880	Fiscal Technician Senior	20	3	17	9	11
12	11130	Human Resources Technician	1	0	1	1	0
12	10085	Learning Assistant	2	2	0	1	1
12	10080	Learning Technician Senior	7	2	5	5	2
12	10115	Office Assistant	17	3	14	8	9
12	12155	Public Safety Assistant	17	13	4	13	4
12	12110	Public Safety Comm Specialist	7	1	6	3	4
12	12210	Records Information Technician	1	1	0	1	0
12	12520	Student Services Analyst	145	40	105	75	70
12	12515	Student Services Analyst Sr	24	13	11	13	11
12	12530	Student Services Specialist	246	58	188	89	157
12	12525	Student Services Specialist Sr	100	27	73	34	66
12	12535	Student Services Tech	31	6	25	14	17
12	11845	Wellness Coordinator Senior	2	0	2	2	0

Maricopa County Community College District

Snapshot Date: 09/30/2021

Job Group Analysis

Job Group: H1 - Office/Admin Support

EEO			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
Total (#)			986	221	765	474	512
Total (%)				22.4	77.6	48.1	51.9

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: I1 - Maintenance/Construction

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	12605	Carpenter	5	5	0	4	1
13	12600	Carpenter Senior	2	2	0	2	0
13	12615	Electrician	11	10	1	6	5
13	12610	Electrician Senior	2	2	0	1	1
13	4368	Fire Equipment Operator	48	43	5	38	10
13	12625	HVAC Specialist	13	13	0	7	6
13	12620	HVAC Specialist Senior	3	3	0	3	0
13	10755	Maintenance Ops Spec Supv	7	6	1	4	3
13	10760	Maintenance Ops Specialist	27	27	0	17	10
13	10765	Maintenance Ops Tech	14	13	1	2	12
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 (#)			144	134	10	92	52
Total (%)				93.1	6.9	63.9	36.1

Maricopa County Community College District

Snapshot Date: 09/30/2021

Job Group Analysis

Job Group: K1 - Service - Public Safety

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	12145	Police Officer	23	23	0	14	9
10	12140	Police Sergeant	9	7	2	6	3
Total (#)			32	30	2	20	12
Total (%)				93.8	6.3	62.5	37.5

Maricopa County Community College District

Snapshot Date: 09/30/2021

Job Group Analysis

Job Group: K2 - Service - Facility/Grounds

EEO

		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	10710	Custodian	54	22	32	6	48
10	10705	Custodian Senior	7	6	1	2	5
10	10700	Custodian Supervisor	3	2	1	1	2
10	10745	Groundskeeper	23	23	0	6	17
10	10740	Groundskeeper Senior	9	8	1	4	5
Total (#)			96	61	35	19	77
Total (%)				63.5	36.5	19.8	80.2

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis

Job Group: K3 - Service - Other

EEO

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	11725	Cook	3	3	0	1	2
10	4012	Fitness Ctr Floor Supv	18	0	18	12	6
10	4002	Fitness Ctr Tech	8	5	3	3	5
10	4003	Fitness Ctr Trainer	4	0	4	4	0
10	11710	Food Svcs Supervisor	2	2	0	1	1
10	4011	Game Personnel	18	12	6	9	9
10	11840	Wellness Fitness Supervisor	6	2	4	6	0
10	11860	Wellness Fitness Technician	2	0	2	1	1
10	11855	Wellness Fitness Technician Sr	2	0	2	2	0
Total (#)			63	24	39	39	24
Total (%)				38.1	61.9	61.9	38.1

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
A1 - Executive Management	42	19	23	14	28	2	11	0	1	0	0
A2 - Senior Management	196	90	106	68	128	13	43	9	3	0	0
A3 - Deans	49	17	32	19	30	5	11	2	1	0	0
A4 - First/Mid-Level Management	252	90	162	102	150	21	68	8	5	0	0
B1 - Faculty	2,142	1,049	1,093	447	1,695	94	261	75	17	0	0
B2 - Faculty - Adjunct Day	5,322	2,206	3,116	1,166	4,156	270	620	221	55	0	0
B3 - Faculty - Adjunct Evening	1,469	648	821	251	1,218	51	142	47	11	0	0
C1 - Librarians	83	17	66	23	60	2	15	4	2	0	0
D1 - Other Student, Academic and Educational Services	851	351	500	314	537	53	209	39	13	0	0
E1 - Professionals - Non-faculty	1,592	558	1,034	766	826	126	529	70	41	0	0
F1 - Computer, Engineering & Related Technical Occupations	439	257	182	150	289	27	76	31	16	0	0
G1 - Athletics/Sports	128	95	33	52	76	12	35	5	0	0	0
G2 - Counseling/Social Service/Legal	94	22	72	36	58	6	27	2	1	0	0
G3 - Radio, TV and Other Media/Entertainment	125	77	48	33	92	6	23	4	0	0	0
H1 - Office/Admin Support	986	221	765	512	474	85	338	43	46	0	0
I1 - Maintenance/Construction	144	134	10	52	92	1	47	2	2	0	0
K1 - Service - Public Safety	32	30	2	12	20	2	6	2	2	0	0
K2 - Service - Facility/Grounds	96	61	35	77	19	7	65	4	1	0	0
K3 - Service - Other	63	24	39	24	39	3	19	0	2	0	0
<b>Total (#)</b>	<b>14,105</b>	<b>5,966</b>	<b>8,139</b>	<b>4,118</b>	<b>9,987</b>	<b>786</b>	<b>2,545</b>	<b>568</b>	<b>219</b>	<b>0</b>	<b>0</b>
<b>Total (%)</b>		<b>42.3</b>	<b>57.7</b>	<b>29.2</b>	<b>70.8</b>	<b>5.6</b>	<b>18.0</b>	<b>4.0</b>	<b>1.6</b>	<b>0.0</b>	<b>0.0</b>



### **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, 2021.

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.<sup>1</sup>

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

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<sup>1</sup> 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

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** A1 - Executive Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	60.4	22.3	15.00	9.1	3.3	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	62.6	24.7	35.00	21.9	8.6	National
<u>Internal Factors</u>						
Feeders	54.1	34.7	50.00	27.0	17.3	Feeders
Final Availability (%)			100.00	58.0	29.3	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** A2 - Senior Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	50.9	25.4	35.00	17.8	8.9	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	52.6	24.8	15.00	7.9	3.7	National
<u>Internal Factors</u>						
Feeders	64.5	40.1	50.00	32.2	20.1	Feeders
Final Availability (%)			100.00	57.9	32.7	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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 97.80%, Pinal, AZ 2.20%
Reasonable	63.8	25.1	20.00	12.8	5.0	National
<u>Internal Factors</u>						
Feeders	51.0	20.9	60.00	30.6	12.5	Feeders
Final Availability (%)			100.00	55.7	22.1	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** A4 - First/Mid-Level Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	48.0	22.6	20.00	9.6	4.5	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	48.1	23.9	20.00	9.6	4.8	Arizona - 100 %
<u>Internal Factors</u>						
Feeders	58.0	43.7	60.00	34.8	26.2	Feeders
Final Availability (%)			100.00	54.0	35.5	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

Job Group: B1 - Faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	51.1	26.7	60.00	30.7	16.0	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	51.0	25.7	25.00	12.7	6.4	Arizona - 100 %
<u>Internal Factors</u>						
Feeders	57.8	20.6	15.00	8.7	3.1	Feeders
Final Availability (%)			100.00	52.1	25.5	



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** B2 - Faculty - Adjunct Day

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	49.5	27.3	70.00	34.6	19.1	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	49.5	26.2	30.00	14.8	7.9	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>49.5</b>	<b>27.0</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** B3 - Faculty - Adjunct Evening

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	49.5	27.3	70.00	34.6	19.1	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	49.5	26.2	30.00	14.8	7.9	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>49.5</b>	<b>27.0</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** C1 - Librarians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	77.0	16.9	70.00	53.9	11.8	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	81.5	24.3	30.00	24.4	7.3	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>78.3</b>	<b>19.1</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	64.3	26.7	80.00	51.4	21.3	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	62.0	27.8	20.00	12.4	5.6	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>63.8</b>	<b>26.9</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** E1 - Professionals - Non-faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.8	35.8	60.00	34.7	21.5	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	59.7	36.4	20.00	11.9	7.3	Arizona - 100 %
<u>Internal Factors</u>						
Feeders	77.6	51.9	20.00	15.5	10.4	Feeders
Final Availability (%)			100.00	62.1	39.1	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

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

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	24.6	27.6	70.00	17.2	19.3	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	25.3	28.4	30.00	7.6	8.5	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>24.8</b>	<b>27.8</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** G1 - Athletics/Sports

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	29.1	21.6	80.00	23.3	17.3	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	32.3	24.4	20.00	6.5	4.9	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>29.7</b>	<b>22.1</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** G2 - Counseling/Social Service/Legal

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	66.6	44.7	80.00	53.3	35.8	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	66.2	44.7	20.00	13.2	8.9	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>66.5</b>	<b>44.7</b>	



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## 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	44.9	26.5	100.00	44.9	26.5	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Final Availability (%)			100.00	44.9	26.5	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** H1 - Office/Admin Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	73.4	32.0	100.00	73.4	32.0	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Final Availability (%)			100.00	73.4	32.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** I1 - Maintenance/Construction

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.7	39.7	100.00	2.7	39.7	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Final Availability (%)			100.00	2.7	39.7	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** K1 - Service - Public Safety

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	15.0	27.3	80.00	12.0	21.9	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Reasonable	13.5	35.4	20.00	2.7	7.1	Arizona - 100 %
<b>Final Availability (%)</b>			<b>100.00</b>	<b>14.7</b>	<b>28.9</b>	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** K2 - Service - Facility/Grounds

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	24.3	72.5	100.00	24.3	72.5	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Final Availability (%)			100.00	24.3	72.5	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Availability Analysis

**Job Group:** K3 - Service - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.6	25.3	100.00	42.6	25.3	Maricopa, AZ 97.80%, Pinal, AZ 2.20%
Final Availability (%)			100.00	42.6	25.3	

Maricopa County Community College District

Snapshot Date: 09/30/2021

Internal Availability

AAP: Maricopa 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 Community Col	A2 - Senior Management	100.00	54.1	34.7	65.3	6.6	21.9	4.6	1.5	0.0	0.0	54.1	34.7	65.3	6.6	21.9	4.6	1.5	0.0	0.0		
Total:		100.00	54.1										34.7	65.3	6.6	21.9	4.6	1.5	0.0	0.0		

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Internal Availability

**AAP:** Maricopa 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 Community Col	A3 - Deans	20.00	65.3	38.8	61.2	10.2	22.4	4.1	2.0	0.0	0.0	13.1	7.8	12.2	2.0	4.5	0.8	0.4	0.0	0.0		
Maricopa Community Col	A4 - First/Mid-Level Mana	80.00	64.3	40.5	59.5	8.3	27.0	3.2	2.0	0.0	0.0	51.4	32.4	47.6	6.7	21.6	2.5	1.6	0.0	0.0		
Total:		100.00	64.5										40.1	59.9	8.7	26.1	3.4	2.0	0.0	0.0		



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Internal Availability

**AAP:** Maricopa 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 Community Col	B1 - Faculty	100.00	51.0	20.9	79.1	4.4	12.2	3.5	0.8	0.0	0.0	51.0	20.9	79.1	4.4	12.2	3.5	0.8	0.0	0.0
Total:		100.00	51.0									20.9	79.1	4.4	12.2	3.5	0.8	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Internal Availability

**AAP:** Maricopa 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 Community Col	C1 - Librarians	3.53	79.5	27.7	72.3	2.4	18.1	4.8	2.4	0.0	0.0	2.8	1.0	2.6	0.1	0.6	0.2	0.1	0.0	0.0		
Maricopa Community Col	E1 - Professionals - Non	67.69	64.9	48.1	51.9	7.9	33.2	4.4	2.6	0.0	0.0	44.0	32.6	35.1	5.4	22.5	3.0	1.7	0.0	0.0		
Maricopa Community Col	F1 - Computer, Engineer	18.66	41.5	34.2	65.8	6.2	17.3	7.1	3.6	0.0	0.0	7.7	6.4	12.3	1.1	3.2	1.3	0.7	0.0	0.0		
Maricopa Community Col	G2 - Counseling/Social S	4.00	76.6	38.3	61.7	6.4	28.7	2.1	1.1	0.0	0.0	3.1	1.5	2.5	0.3	1.1	0.1	0.0	0.0	0.0		
Maricopa Community Col	I1 - Maintenance/Constru	6.12	6.9	36.1	63.9	0.7	32.6	1.4	1.4	0.0	0.0	0.4	2.2	3.9	0.0	2.0	0.1	0.1	0.0	0.0		
Total:		100.00	58.0										43.7	56.3	6.9	29.5	4.6	2.6	0.0	0.0		

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Internal Availability

**AAP:** Maricopa 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 Community Col	B2 - Faculty - Adjunct Day	72.88	58.5	21.9	78.1	5.1	11.6	4.2	1.0	0.0	0.0	42.7	16.0	56.9	3.7	8.5	3.0	0.8	0.0	0.0		
Maricopa Community Col	B3 - Faculty - Adjunct Eve	27.12	55.9	17.1	82.9	3.5	9.7	3.2	0.7	0.0	0.0	15.2	4.6	22.5	0.9	2.6	0.9	0.2	0.0	0.0		
Total:		100.00	57.8										20.6	79.4	4.6	11.1	3.9	1.0	0.0	0.0		

Maricopa County Community College District

Snapshot Date: 09/30/2021

Internal Availability

AAP: Maricopa 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 Community Col	H1 - Office/Admin Suppo	100.00	77.6	51.9	48.1	8.6	34.3	4.4	4.7	0.0	0.0	77.6	51.9	48.1	8.6	34.3	4.4	4.7	0.0	0.0		
Total:		100.00											77.6	51.9	48.1	8.6	34.3	4.4	4.7	0.0	0.0	

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Included Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Maricopa, Arizona	13,334	94.80	100.00
<b>Total:</b>	<b>13,334</b>	<b>94.80</b>	<b>100.00</b>

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Pinal, Arizona	300	2.13	0.00
Pima+Santa Cruz, Arizona	50	0.36	0.00
La Paz+Yavapai, Arizona	40	0.28	0.00
Coconino, Arizona	22	0.16	0.00
Los Angeles, California	16	0.11	0.00
Navajo, Arizona	13	0.09	0.00
Cochise+Graham+Greenlee, Arizona	12	0.09	0.00
King, Washington	8	0.06	0.00
Jefferson, Colorado	7	0.05	0.00
Gila, Arizona	7	0.05	0.00
Cook, Illinois	5	0.04	0.00
Brevard, Florida	4	0.03	0.00
Hillsborough, Florida	4	0.03	0.00
Montgomery, Ohio	4	0.03	0.00
Harris, Texas	4	0.03	0.00
Yuma, Arizona	4	0.03	0.00
Bernalillo, New Mexico	4	0.03	0.00
San Diego, California	4	0.03	0.00
Orange, California	4	0.03	0.00
San Francisco, California	4	0.03	0.00

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Pierce, Washington	4	0.03	0.00
Middlesex, Massachusetts	3	0.02	0.00
New York (county), New York	3	0.02	0.00
Gwinnett, Georgia	3	0.02	0.00
Franklin, Ohio	3	0.02	0.00
Jackson, Missouri	3	0.02	0.00
Denton, Texas	3	0.02	0.00
Douglas, Colorado	3	0.02	0.00
Arapahoe, Colorado	3	0.02	0.00
Larimer, Colorado	3	0.02	0.00
Canyon, Idaho	3	0.02	0.00
Mohave, Arizona	3	0.02	0.00
Multnomah, Oregon	3	0.02	0.00
Snohomish, Washington	3	0.02	0.00
Northeast North Dakota, North Dakota	3	0.02	0.00
Union, New Jersey	2	0.01	0.00
Suffolk, New York	2	0.01	0.00
Baltimore (county), Maryland	2	0.01	0.00
Alexander+Catawba, North Carolina	2	0.01	0.00
Lexington, South Carolina	2	0.01	0.00
Horry, South Carolina	2	0.01	0.00
Seminole, Florida	2	0.01	0.00
Wayne, Ohio	2	0.01	0.00
Erie, Ohio	2	0.01	0.00
Greene, Ohio	2	0.01	0.00

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Oakland, Michigan	2	0.01	0.00
Waukesha, Wisconsin	2	0.01	0.00
Hennepin, Minnesota	2	0.01	0.00
Yellowstone, Montana	2	0.01	0.00
Will, Illinois	2	0.01	0.00
Greene, Missouri	2	0.01	0.00
Douglas, Nebraska	2	0.01	0.00
Baxter+Marion, Arkansas	2	0.01	0.00
Ellis, Texas	2	0.01	0.00
Parker, Texas	2	0.01	0.00
Williamson, Texas	2	0.01	0.00
Travis, Texas	2	0.01	0.00
El Paso, Texas	2	0.01	0.00
Weld, Colorado	2	0.01	0.00
Salt Lake, Utah	2	0.01	0.00
Utah (county), Utah	2	0.01	0.00
Apache, Arizona	2	0.01	0.00
Clark+Nye, Nevada	2	0.01	0.00
Riverside, California	2	0.01	0.00
Ventura, California	2	0.01	0.00
Contra Costa, California	2	0.01	0.00
Santa Clara, California	2	0.01	0.00
Stanislaus, California	2	0.01	0.00
Placer, California	2	0.01	0.00
Sacramento, California	2	0.01	0.00

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Shasta, California	2	0.01	0.00
Southwest Oklahoma, Oklahoma	2	0.01	0.00
Dona Ana, New Mexico	2	0.01	0.00
Bristol+Providence, Rhode Island	1	0.01	0.00
Bennington+Windham, Vermont	1	0.01	0.00
Franklin+Grand Isle, Vermont	1	0.01	0.00
Hartford, Connecticut	1	0.01	0.00
New Haven, Connecticut	1	0.01	0.00
Mercer, New Jersey	1	0.01	0.00
Jefferson+Lewis, New York	1	0.01	0.00
Broome, New York	1	0.01	0.00
Allegany+Steuben, New York	1	0.01	0.00
York, Pennsylvania	1	0.01	0.00
Sussex, Delaware	1	0.01	0.00
Montgomery, Maryland	1	0.01	0.00
Anne Arundel, Maryland	1	0.01	0.00
Fairfax (county)+Fairfax (city)+Falls Church (city), Virginia	1	0.01	0.00
Marshall+Ohio, West Virginia	1	0.01	0.00
Wake, North Carolina	1	0.01	0.00
Iredell, North Carolina	1	0.01	0.00
Gaston, North Carolina	1	0.01	0.00
Gadsden+Leon, Florida	1	0.01	0.00
Pinellas, Florida	1	0.01	0.00
Lee, Florida	1	0.01	0.00
Hernando, Florida	1	0.01	0.00



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Orange, Florida	1	0.01	0.00
Tuscaloosa, Alabama	1	0.01	0.00
Davidson, Tennessee	1	0.01	0.00
Hamilton, Tennessee	1	0.01	0.00
Sevier, Tennessee	1	0.01	0.00
Knox+Union, Tennessee	1	0.01	0.00
Maury, Tennessee	1	0.01	0.00
Jefferson, Kentucky	1	0.01	0.00
Wood, Ohio	1	0.01	0.00
Trumbull, Ohio	1	0.01	0.00
Marion, Indiana	1	0.01	0.00
Lake, Indiana	1	0.01	0.00
Allen, Indiana	1	0.01	0.00
Warrick, Indiana	1	0.01	0.00
Wayne, Michigan	1	0.01	0.00
Gratiot+Isabella, Michigan	1	0.01	0.00
Milwaukee, Wisconsin	1	0.01	0.00
Dakota, Minnesota	1	0.01	0.00
Benton+Stearns, Minnesota	1	0.01	0.00
Beltrami+Clearwater, Minnesota	1	0.01	0.00
Cascade, Montana	1	0.01	0.00
Garland, Arkansas	1	0.01	0.00
Pulaski, Arkansas	1	0.01	0.00
Boone+Carroll+Madison, Arkansas	1	0.01	0.00
Payne, Oklahoma	1	0.01	0.00

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Tulsa, Oklahoma	1	0.01	0.00
Rockwall, Texas	1	0.01	0.00
Tarrant, Texas	1	0.01	0.00
Bell, Texas	1	0.01	0.00
Polk+San Jacinto+Tyler, Texas	1	0.01	0.00
Bexar+Wilson, Texas	1	0.01	0.00
Hays, Texas	1	0.01	0.00
Boulder, Colorado	1	0.01	0.00
El Paso, Colorado	1	0.01	0.00
La Plata+Montezuma, Colorado	1	0.01	0.00
Mesa, Colorado	1	0.01	0.00
Fremont+Lincoln+Sublette+Teton, Wyoming	1	0.01	0.00
Bannock+Bear Lake+Caribou+Franklin, Idaho	1	0.01	0.00
Bonneville, Idaho	1	0.01	0.00
Ada, Idaho	1	0.01	0.00
Bonner+Boundary+Shoshone, Idaho	1	0.01	0.00
Weber, Utah	1	0.01	0.00
Washington, Utah	1	0.01	0.00
McKinley, New Mexico	1	0.01	0.00
Chaves, New Mexico	1	0.01	0.00
San Bernardino, California	1	0.01	0.00
Solano, California	1	0.01	0.00
Alameda, California	1	0.01	0.00
Mariposa+Tuolumne, California	1	0.01	0.00
Yolo, California	1	0.01	0.00

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## ZIP Code Analysis

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
El Dorado, California	1	0.01	0.00
Honolulu, Hawaii	1	0.01	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.01	0.00
Kitsap, Washington	1	0.01	0.00
Clallam+Jefferson, Washington	1	0.01	0.00
Thurston, 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
Spokane, Washington	1	0.01	0.00
Benton, Washington	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
Alleghany and Nearby Counties and Independent Cities, Virginia	1	0.01	0.00
Pierce+St Croix, Wisconsin	1	0.01	0.00
McHenry and Nearby Counties, North Dakota	1	0.01	0.00
Brown and Nearby Counties, Illinois	1	0.01	0.00
Scotland and Nearby Counties, Missouri	1	0.01	0.00
York and Nearby Counties, Nebraska	1	0.01	0.00
Plaquemines+St Bernard, Louisiana	1	0.01	0.00
Southwest Colorado, Colorado	1	0.01	0.00
Jefferson and Nearby Counties, Idaho	1	0.01	0.00
Washoe, Nevada	1	0.01	0.00
<b>Total:</b>	<b>732</b>	<b>5.20</b>	<b>0.00</b>
<b>Included and Excluded Total:</b>	<b>14,066</b>	<b>100.00</b>	<b>100.00</b>

**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, 2021 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: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** A1 - Executive Management

**Test:** 80% Rule with Whole Person

**Total Employees:** 42

Total		
	FEMALE	MINORITY
Employees (#)	23	14
Employees (%)	54.8	33.3
Availability (%) Goal	58.0	29.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** A2 - Senior Management  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 196

Total		
	FEMALE	MINORITY
Employees (#)	106	68
Employees (%)	54.1	34.7
Availability (%) Goal	57.9	32.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** A3 - Deans  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 49

	Total	
	FEMALE	MINORITY
Employees (#)	32	19
Employees (%)	65.3	38.8
Availability (%) Goal	55.7	22.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### 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 (#)	162	102
Employees (%)	64.3	40.5
Availability (%) Goal	54.0	35.5
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** B1 - Faculty  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 2,142

Total		
	FEMALE	MINORITY
Employees (#)	1,093	447
Employees (%)	51.0	20.9
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: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** B2 - Faculty - Adjunct Day  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 5,322

Total		
	FEMALE	MINORITY
Employees (#)	3,116	1,166
Employees (%)	58.5	21.9
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: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** B3 - Faculty - Adjunct Evening

**Test:** 80% Rule with Whole Person

**Total Employees:** 1,469

Total		
	FEMALE	MINORITY
Employees (#)	821	251
Employees (%)	55.9	17.1
Availability (%) Goal	49.5	27.0
Test: 80% Rule with Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	66

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** C1 - Librarians  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 83

	Total	
	FEMALE	MINORITY
Employees (#)	66	23
Employees (%)	79.5	27.7
Availability (%) Goal	78.3	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: 09/30/2021

### 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:** 851

Total		
	FEMALE	MINORITY
Employees (#)	500	314
Employees (%)	58.8	36.9
Availability (%) Goal	63.8	26.9
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** E1 - Professionals - Non-faculty

**Test:** 80% Rule with Whole Person

**Total Employees:** 1,592

Total		
	FEMALE	MINORITY
Employees (#)	1,034	766
Employees (%)	64.9	48.1
Availability (%) Goal	62.1	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: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

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

**Test:** 80% Rule with Whole Person

**Total Employees:** 439

Total		
	FEMALE	MINORITY
Employees (#)	182	150
Employees (%)	41.5	34.2
Availability (%) Goal	24.8	27.8
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** G1 - Athletics/Sports  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 128

Total		
	FEMALE	MINORITY
Employees (#)	33	52
Employees (%)	25.8	40.6
Availability (%) Goal	29.7	22.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** G2 - Counseling/Social Service/Legal

**Test:** 80% Rule with Whole Person

**Total Employees:** 94

Total		
	FEMALE	MINORITY
Employees (#)	72	36
Employees (%)	76.6	38.3
Availability (%) Goal	66.5	44.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### 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:** 125

Total		
	FEMALE	MINORITY
Employees (#)	48	33
Employees (%)	38.4	26.4
Availability (%) Goal	44.9	26.5
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** H1 - Office/Admin Support

**Test:** 80% Rule with Whole Person

**Total Employees:** 986

Total		
	FEMALE	MINORITY
Employees (#)	765	512
Employees (%)	77.6	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: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** I1 - Maintenance/Construction

**Test:** 80% Rule with Whole Person

**Total Employees:** 144

Total		
	FEMALE	MINORITY
Employees (#)	10	52
Employees (%)	6.9	36.1
Availability (%) Goal	2.7	39.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** K1 - Service - Public Safety

**Test:** 80% Rule with Whole Person

**Total Employees:** 32

Total		
	FEMALE	MINORITY
Employees (#)	2	12
Employees (%)	6.3	37.5
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: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** K2 - Service - Facility/Grounds

**Test:** 80% Rule with Whole Person

**Total Employees:** 96

Total		
	FEMALE	MINORITY
Employees (#)	35	77
Employees (%)	36.5	80.2
Availability (%) Goal	24.3	72.5
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

## Maricopa County Community College District

Snapshot Date: 09/30/2021

### Comparison of Incumbency to Availability and Placement Goals

**Job Group:** K3 - Service - Other  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 63

Total		
	FEMALE	MINORITY
Employees (#)	39	24
Employees (%)	61.9	38.1
Availability (%) Goal	42.6	25.3
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: 09/30/2021

## Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 42</i>	Females	23	54.8%	58.0%	NO	0
	Minority	14	33.3%	29.3%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 196</i>	Females	106	54.1%	57.9%	NO	0
	Minority	68	34.7%	32.7%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 49</i>	Females	32	65.3%	55.7%	NO	0
	Minority	19	38.8%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 252</i>	Females	162	64.3%	54.0%	NO	0
	Minority	102	40.5%	35.5%	NO	0
<b>B1 - Faculty</b> <i>Total Employees: 2,142</i>	Females	1,093	51.0%	52.1%	NO	0
	Minority	447	20.9%	25.5%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 5,322</i>	Females	3,116	58.5%	49.5%	NO	0
	Minority	1,166	21.9%	27.0%	NO	0
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 1,469</i>	Females	821	55.9%	49.5%	NO	0
	Minority	251	17.1%	27.0%	YES	66
<b>C1 - Librarians</b> <i>Total Employees: 83</i>	Females	66	79.5%	78.3%	NO	0
	Minority	23	27.7%	19.1%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 851</i>	Females	500	58.8%	63.8%	NO	0
	Minority	314	36.9%	26.9%	NO	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 1,592</i>	Females	1,034	64.9%	62.1%	NO	0
	Minority	766	48.1%	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: 09/30/2021

## Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 439</i>	Females	182	41.5%	24.8%	<b>NO</b>	0
	Minority	150	34.2%	27.8%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 128</i>	Females	33	25.8%	29.7%	<b>NO</b>	0
	Minority	52	40.6%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 94</i>	Females	72	76.6%	66.5%	<b>NO</b>	0
	Minority	36	38.3%	44.7%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 125</i>	Females	48	38.4%	44.9%	<b>NO</b>	0
	Minority	33	26.4%	26.5%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 986</i>	Females	765	77.6%	73.4%	<b>NO</b>	0
	Minority	512	51.9%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 144</i>	Females	10	6.9%	2.7%	<b>NO</b>	0
	Minority	52	36.1%	39.7%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 32</i>	Females	2	6.3%	14.7%	<b>YES</b>	1
	Minority	12	37.5%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 96</i>	Females	35	36.5%	24.3%	<b>NO</b>	0
	Minority	77	80.2%	72.5%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 63</i>	Females	39	61.9%	42.6%	<b>NO</b>	0
	Minority	24	38.1%	25.3%	<b>NO</b>	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 3</i>	Females	1	33.3%	55.2%	NO	0
	Minority	0	0.0%	28.6%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 14</i>	Females	5	35.7%	58.3%	YES	1
	Minority	6	42.9%	32.3%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 4</i>	Females	2	50.0%	55.7%	NO	0
	Minority	2	50.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 13</i>	Females	6	46.2%	52.1%	NO	0
	Minority	6	46.2%	35.6%	NO	0
<b>B1 - Faculty</b> <i>Total Employees: 232</i>	Females	113	48.7%	50.1%	NO	0
	Minority	49	21.1%	25.5%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 588</i>	Females	346	58.8%	49.5%	NO	0
	Minority	131	22.3%	27.0%	NO	0
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 130</i>	Females	59	45.4%	49.5%	NO	0
	Minority	19	14.6%	27.0%	YES	9
<b>C1 - Librarians</b> <i>Total Employees: 10</i>	Females	10	100.0%	77.2%	NO	0
	Minority	3	30.0%	19.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 61</i>	Females	27	44.3%	64.3%	YES	4
	Minority	21	34.4%	27.1%	NO	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 90</i>	Females	56	62.2%	62.0%	NO	0
	Minority	38	42.2%	39.6%	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 27</i>	Females	8	29.6%	24.7%	<b>NO</b>	0
	Minority	8	29.6%	27.9%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 13</i>	Females	1	7.7%	29.7%	<b>YES</b>	2
	Minority	3	23.1%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 6</i>	Females	4	66.7%	62.0%	<b>NO</b>	0
	Minority	3	50.0%	32.6%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 11</i>	Females	5	45.5%	22.8%	<b>NO</b>	0
	Minority	2	18.2%	30.1%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 78</i>	Females	67	85.9%	73.4%	<b>NO</b>	0
	Minority	34	43.6%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 9</i>	Females	0	0.0%	3.0%	<b>NO</b>	0
	Minority	5	55.6%	39.9%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	1	25.0%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 17</i>	Females	5	29.4%	29.2%	<b>NO</b>	0
	Minority	12	70.6%	70.4%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 2</i>	Females	2	100.0%	46.7%	<b>NO</b>	0
	Minority	0	0.0%	20.0%	<b>NO</b>	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: 09/30/2021

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 6</i>	Females	2	33.3%	56.1%	NO	0
	Minority	2	33.3%	28.6%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 64</i>	Females	37	57.8%	59.3%	NO	0
	Minority	24	37.5%	33.0%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 1</i>	Females	1	100.0%	55.7%	NO	0
	Minority	0	0.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 54</i>	Females	32	59.3%	51.7%	NO	0
	Minority	12	22.2%	35.3%	YES	3
<b>C1 - Librarians</b> <i>Total Employees: 2</i>	Females	2	100.0%	70.3%	NO	0
	Minority	0	0.0%	20.3%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 1</i>	Females	1	100.0%	62.9%	NO	0
	Minority	0	0.0%	26.4%	NO	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 108</i>	Females	86	79.6%	61.5%	NO	0
	Minority	44	40.7%	33.9%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 89</i>	Females	39	43.8%	28.5%	NO	0
	Minority	33	37.1%	30.1%	NO	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 2</i>	Females	1	50.0%	57.5%	NO	0
	Minority	2	100.0%	18.7%	NO	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 5</i>	Females	0	0.0%	35.1%	YES	1
	Minority	2	40.0%	20.6%	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: 09/30/2021

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>H1 - Office/Admin Support</b> <i>Total Employees: 111</i>	Females	83	74.8%	73.3%	<b>NO</b>	0
	Minority	60	54.1%	31.9%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 8</i>	Females	1	12.5%	2.4%	<b>NO</b>	0
	Minority	6	75.0%	41.6%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 1</i>	Females	1	100.0%	14.7%	<b>NO</b>	0
	Minority	0	0.0%	28.9%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

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

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	3	75.0%	58.6%	<b>NO</b>	0
	Minority	2	50.0%	29.5%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 10</i>	Females	4	40.0%	57.1%	<b>NO</b>	0
	Minority	4	40.0%	32.3%	<b>NO</b>	0
<b>A3 - Deans</b> <i>Total Employees: 3</i>	Females	3	100.0%	55.7%	<b>NO</b>	0
	Minority	0	0.0%	22.1%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 11</i>	Females	7	63.6%	54.4%	<b>NO</b>	0
	Minority	3	27.3%	35.7%	<b>NO</b>	0
<b>B1 - Faculty</b> <i>Total Employees: 95</i>	Females	56	58.9%	50.7%	<b>NO</b>	0
	Minority	24	25.3%	25.4%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 546</i>	Females	337	61.7%	49.5%	<b>NO</b>	0
	Minority	141	25.8%	27.0%	<b>NO</b>	0
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 7</i>	Females	5	71.4%	49.5%	<b>NO</b>	0
	Minority	1	14.3%	27.0%	<b>NO</b>	0
<b>C1 - Librarians</b> <i>Total Employees: 9</i>	Females	7	77.8%	77.9%	<b>NO</b>	0
	Minority	3	33.3%	19.1%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 88</i>	Females	50	56.8%	63.7%	<b>NO</b>	0
	Minority	54	61.4%	26.8%	<b>NO</b>	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 98</i>	Females	63	64.3%	62.5%	<b>NO</b>	0
	Minority	67	68.4%	39.6%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

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

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 24</i>	Females	7	29.2%	25.4%	<b>NO</b>	0
	Minority	8	33.3%	26.3%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 4</i>	Females	0	0.0%	29.7%	<b>NO</b>	0
	Minority	2	50.0%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 5</i>	Females	3	60.0%	62.0%	<b>NO</b>	0
	Minority	3	60.0%	32.6%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 7</i>	Females	4	57.1%	69.7%	<b>NO</b>	0
	Minority	4	57.1%	30.0%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 64</i>	Females	48	75.0%	73.4%	<b>NO</b>	0
	Minority	39	60.9%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 6</i>	Females	0	0.0%	2.6%	<b>NO</b>	0
	Minority	4	66.7%	43.4%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 3</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	1	33.3%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 9</i>	Females	5	55.6%	27.8%	<b>NO</b>	0
	Minority	6	66.7%	71.1%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 1</i>	Females	0	0.0%	46.7%	<b>NO</b>	0
	Minority	0	0.0%	20.0%	<b>NO</b>	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	3	75.0%	58.6%	<b>NO</b>	0
	Minority	1	25.0%	29.5%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 14</i>	Females	7	50.0%	56.8%	<b>NO</b>	0
	Minority	6	42.9%	33.3%	<b>NO</b>	0
<b>A3 - Deans</b> <i>Total Employees: 4</i>	Females	2	50.0%	55.7%	<b>NO</b>	0
	Minority	1	25.0%	22.1%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 27</i>	Females	20	74.1%	55.4%	<b>NO</b>	0
	Minority	11	40.7%	35.2%	<b>NO</b>	0
<b>B1 - Faculty</b> <i>Total Employees: 125</i>	Females	79	63.2%	54.7%	<b>NO</b>	0
	Minority	33	26.4%	25.5%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 391</i>	Females	283	72.4%	49.5%	<b>NO</b>	0
	Minority	86	22.0%	27.0%	<b>NO</b>	0
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 51</i>	Females	21	41.2%	49.5%	<b>NO</b>	0
	Minority	17	33.3%	27.0%	<b>NO</b>	0
<b>C1 - Librarians</b> <i>Total Employees: 3</i>	Females	3	100.0%	84.0%	<b>NO</b>	0
	Minority	1	33.3%	18.1%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 83</i>	Females	46	55.4%	63.3%	<b>NO</b>	0
	Minority	38	45.8%	26.6%	<b>NO</b>	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 114</i>	Females	70	61.4%	62.3%	<b>NO</b>	0
	Minority	54	47.4%	39.7%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**GateWay Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 29</i>	Females	15	51.7%	24.9%	<b>NO</b>	0
	Minority	13	44.8%	27.4%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 6</i>	Females	2	33.3%	29.7%	<b>NO</b>	0
	Minority	1	16.7%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 6</i>	Females	4	66.7%	62.0%	<b>NO</b>	0
	Minority	2	33.3%	32.6%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 2</i>	Females	1	50.0%	63.3%	<b>NO</b>	0
	Minority	0	0.0%	26.5%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 76</i>	Females	61	80.3%	73.6%	<b>NO</b>	0
	Minority	51	67.1%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 5</i>	Females	0	0.0%	3.6%	<b>NO</b>	0
	Minority	4	80.0%	41.9%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 5</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	2	40.0%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 5</i>	Females	1	20.0%	22.2%	<b>NO</b>	0
	Minority	4	80.0%	73.4%	<b>NO</b>	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	3	75.0%	58.6%	NO	0
	Minority	3	75.0%	29.5%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 14</i>	Females	10	71.4%	58.9%	NO	0
	Minority	5	35.7%	32.4%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 5</i>	Females	3	60.0%	55.7%	NO	0
	Minority	1	20.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 24</i>	Females	15	62.5%	54.2%	NO	0
	Minority	9	37.5%	36.3%	NO	0
<b>B1 - Faculty</b> <i>Total Employees: 497</i>	Females	264	53.1%	53.8%	NO	0
	Minority	93	18.7%	25.2%	YES	7
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 714</i>	Females	398	55.7%	49.5%	NO	0
	Minority	145	20.3%	27.0%	YES	9
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 280</i>	Females	136	48.6%	49.5%	NO	0
	Minority	49	17.5%	27.0%	YES	11
<b>C1 - Librarians</b> <i>Total Employees: 16</i>	Females	11	68.8%	78.9%	NO	0
	Minority	2	12.5%	19.0%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 118</i>	Females	73	61.9%	64.0%	NO	0
	Minority	38	32.2%	27.0%	NO	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 236</i>	Females	135	57.2%	62.2%	NO	0
	Minority	100	42.4%	39.8%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Glendale Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 38</i>	Females	10	26.3%	22.7%	<b>NO</b>	0
	Minority	10	26.3%	26.3%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 22</i>	Females	6	27.3%	29.8%	<b>NO</b>	0
	Minority	11	50.0%	22.4%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 22</i>	Females	18	81.8%	68.3%	<b>NO</b>	0
	Minority	5	22.7%	49.5%	<b>YES</b>	3
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 3</i>	Females	2	66.7%	30.9%	<b>NO</b>	0
	Minority	0	0.0%	29.8%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 122</i>	Females	95	77.9%	73.4%	<b>NO</b>	0
	Minority	58	47.5%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 30</i>	Females	6	20.0%	2.6%	<b>NO</b>	0
	Minority	12	40.0%	37.4%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 3</i>	Females	1	33.3%	14.7%	<b>NO</b>	0
	Minority	1	33.3%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 20</i>	Females	7	35.0%	25.3%	<b>NO</b>	0
	Minority	17	85.0%	72.1%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 41</i>	Females	25	61.0%	43.4%	<b>NO</b>	0
	Minority	20	48.8%	25.2%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Mesa Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 2</i>	Females	2	100.0%	58.6%	NO	0
	Minority	0	0.0%	29.5%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 16</i>	Females	8	50.0%	57.4%	NO	0
	Minority	4	25.0%	33.4%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 8</i>	Females	6	75.0%	55.7%	NO	0
	Minority	2	25.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 27</i>	Females	14	51.9%	54.5%	NO	0
	Minority	19	70.4%	35.4%	NO	0
<b>B1 - Faculty</b> <i>Total Employees: 439</i>	Females	228	51.9%	52.4%	NO	0
	Minority	72	16.4%	25.4%	YES	17
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 1,072</i>	Females	567	52.9%	49.5%	NO	0
	Minority	200	18.7%	27.0%	YES	31
<b>C1 - Librarians</b> <i>Total Employees: 9</i>	Females	7	77.8%	81.0%	NO	0
	Minority	1	11.1%	18.6%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 86</i>	Females	38	44.2%	64.9%	YES	6
	Minority	19	22.1%	27.5%	NO	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 257</i>	Females	168	65.4%	62.1%	NO	0
	Minority	110	42.8%	39.8%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 55</i>	Females	23	41.8%	23.9%	NO	0
	Minority	13	23.6%	27.1%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Mesa Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 25</i>	Females	5	20.0%	29.7%	<b>NO</b>	0
	Minority	11	44.0%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 14</i>	Females	13	92.9%	68.8%	<b>NO</b>	0
	Minority	6	42.9%	50.9%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 35</i>	Females	12	34.3%	44.1%	<b>NO</b>	0
	Minority	13	37.1%	29.1%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 143</i>	Females	107	74.8%	73.4%	<b>NO</b>	0
	Minority	73	51.0%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 18</i>	Females	0	0.0%	3.0%	<b>NO</b>	0
	Minority	5	27.8%	43.3%	<b>YES</b>	1
<b>K1 - Service - Public Safety</b> <i>Total Employees: 3</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	0	0.0%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 9</i>	Females	3	33.3%	17.3%	<b>NO</b>	0
	Minority	7	77.8%	75.5%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 2</i>	Females	2	100.0%	46.7%	<b>NO</b>	0
	Minority	0	0.0%	20.0%	<b>NO</b>	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 3</i>	Females	0	0.0%	58.6%	YES	1
	Minority	1	33.3%	29.5%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 9</i>	Females	5	55.6%	55.6%	NO	0
	Minority	4	44.4%	31.6%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 5</i>	Females	4	80.0%	55.7%	NO	0
	Minority	3	60.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 8</i>	Females	5	62.5%	56.1%	NO	0
	Minority	4	50.0%	35.4%	NO	0
<b>B1 - Faculty</b> <i>Total Employees: 273</i>	Females	97	35.5%	51.1%	YES	14
	Minority	62	22.7%	25.8%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 620</i>	Females	359	57.9%	49.5%	NO	0
	Minority	116	18.7%	27.0%	YES	17
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 99</i>	Females	36	36.4%	49.5%	YES	3
	Minority	15	15.2%	27.0%	YES	6
<b>C1 - Librarians</b> <i>Total Employees: 6</i>	Females	5	83.3%	79.5%	NO	0
	Minority	2	33.3%	18.9%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 55</i>	Females	30	54.5%	63.9%	NO	0
	Minority	5	9.1%	26.9%	YES	6
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 134</i>	Females	84	62.7%	62.4%	NO	0
	Minority	52	38.8%	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 21</i>	Females	10	47.6%	23.6%	NO	0
	Minority	6	28.6%	27.5%	NO	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 10</i>	Females	1	10.0%	29.7%	YES	1
	Minority	4	40.0%	22.1%	NO	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 5</i>	Females	4	80.0%	62.0%	NO	0
	Minority	2	40.0%	32.6%	NO	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 8</i>	Females	5	62.5%	68.2%	NO	0
	Minority	2	25.0%	30.9%	NO	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 64</i>	Females	45	70.3%	73.4%	NO	0
	Minority	28	43.8%	32.0%	NO	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 34</i>	Females	2	5.9%	2.4%	NO	0
	Minority	7	20.6%	35.0%	YES	2
<b>K1 - Service - Public Safety</b> <i>Total Employees: 1</i>	Females	0	0.0%	14.7%	NO	0
	Minority	1	100.0%	28.9%	NO	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 11</i>	Females	7	63.6%	29.1%	NO	0
	Minority	10	90.9%	70.5%	NO	0
<b>K3 - Service - Other</b> <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

## Phoenix College

Snapshot Date: 09/30/2021

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b>	Females	2	50.0%	58.6%	<b>NO</b>	0
<b>Total Employees: 4</b>	Minority	1	25.0%	29.5%	<b>NO</b>	0
<b>A2 - Senior Management</b>	Females	7	53.8%	57.8%	<b>NO</b>	0
<b>Total Employees: 13</b>	Minority	5	38.5%	32.4%	<b>NO</b>	0
<b>A3 - Deans</b>	Females	1	50.0%	55.7%	<b>NO</b>	0
<b>Total Employees: 2</b>	Minority	2	100.0%	22.1%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b>	Females	10	71.4%	55.1%	<b>NO</b>	0
<b>Total Employees: 14</b>	Minority	7	50.0%	36.5%	<b>NO</b>	0
<b>B1 - Faculty</b>	Females	118	52.2%	51.4%	<b>NO</b>	0
<b>Total Employees: 226</b>	Minority	63	27.9%	25.9%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b>	Females	386	59.5%	49.5%	<b>NO</b>	0
<b>Total Employees: 649</b>	Minority	169	26.0%	27.0%	<b>NO</b>	0
<b>B3 - Faculty - Adjunct Evening</b>	Females	90	51.1%	49.5%	<b>NO</b>	0
<b>Total Employees: 176</b>	Minority	54	30.7%	27.0%	<b>NO</b>	0
<b>C1 - Librarians</b>	Females	8	80.0%	77.2%	<b>NO</b>	0
<b>Total Employees: 10</b>	Minority	6	60.0%	19.2%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b>	Females	52	65.0%	64.1%	<b>NO</b>	0
<b>Total Employees: 80</b>	Minority	29	36.3%	27.0%	<b>NO</b>	0
<b>E1 - Professionals - Non-faculty</b>	Females	143	70.4%	62.2%	<b>NO</b>	0
<b>Total Employees: 203</b>	Minority	132	65.0%	40.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Phoenix College

Snapshot Date: 09/30/2021

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 25</i>	Females	8	32.0%	23.2%	<b>NO</b>	0
	Minority	11	44.0%	26.1%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 21</i>	Females	8	38.1%	29.7%	<b>NO</b>	0
	Minority	12	57.1%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 24</i>	Females	17	70.8%	70.4%	<b>NO</b>	0
	Minority	9	37.5%	55.2%	<b>YES</b>	1
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 12</i>	Females	4	33.3%	55.2%	<b>YES</b>	1
	Minority	2	16.7%	28.4%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 77</i>	Females	67	87.0%	73.4%	<b>NO</b>	0
	Minority	48	62.3%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 10</i>	Females	1	10.0%	2.4%	<b>NO</b>	0
	Minority	2	20.0%	43.1%	<b>YES</b>	1
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	2	50.0%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 9</i>	Females	2	22.2%	17.3%	<b>NO</b>	0
	Minority	8	88.9%	75.5%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 5</i>	Females	5	100.0%	46.7%	<b>NO</b>	0
	Minority	1	20.0%	20.0%	<b>NO</b>	0

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

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 5</i>	Females	2	40.0%	58.6%	NO	0
	Minority	1	20.0%	29.5%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 23</i>	Females	11	47.8%	55.1%	NO	0
	Minority	6	26.1%	32.0%	NO	0
<b>A3 - Deans</b> <i>Total Employees: 10</i>	Females	7	70.0%	55.7%	NO	0
	Minority	3	30.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 50</i>	Females	35	70.0%	54.4%	NO	0
	Minority	23	46.0%	35.3%	NO	0
<b>B1 - Faculty</b> <i>Total Employees: 66</i>	Females	47	71.2%	50.9%	NO	0
	Minority	12	18.2%	26.1%	YES	1
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 51</i>	Females	47	92.2%	49.5%	NO	0
	Minority	8	15.7%	27.0%	YES	3
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 647</i>	Females	433	66.9%	49.5%	NO	0
	Minority	91	14.1%	27.0%	YES	48
<b>C1 - Librarians</b> <i>Total Employees: 4</i>	Females	3	75.0%	77.2%	NO	0
	Minority	0	0.0%	19.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 192</i>	Females	141	73.4%	63.0%	NO	0
	Minority	84	43.8%	26.4%	NO	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 201</i>	Females	138	68.7%	62.2%	NO	0
	Minority	95	47.3%	38.1%	NO	0

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**FOR INTERNAL USE ONLY**

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

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 94</i>	Females	50	53.2%	23.7%	<b>NO</b>	0
	Minority	35	37.2%	28.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 2</i>	Females	2	100.0%	62.0%	<b>NO</b>	0
	Minority	1	50.0%	32.6%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 38</i>	Females	14	36.8%	41.8%	<b>NO</b>	0
	Minority	7	18.4%	21.1%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 144</i>	Females	115	79.9%	73.4%	<b>NO</b>	0
	Minority	68	47.2%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 10</i>	Females	0	0.0%	2.8%	<b>NO</b>	0
	Minority	2	20.0%	40.7%	<b>YES</b>	1
<b>K1 - Service - Public Safety</b> <i>Total Employees: 1</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	0	0.0%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 5</i>	Females	1	20.0%	22.2%	<b>NO</b>	0
	Minority	4	80.0%	73.4%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 5</i>	Females	0	0.0%	22.3%	<b>NO</b>	0
	Minority	3	60.0%	44.2%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Scottsdale Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	3	75.0%	58.6%	NO	0
	Minority	1	25.0%	29.5%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 9</i>	Females	7	77.8%	58.6%	NO	0
	Minority	1	11.1%	32.5%	YES	1
<b>A3 - Deans</b> <i>Total Employees: 4</i>	Females	2	50.0%	55.7%	NO	0
	Minority	3	75.0%	22.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 17</i>	Females	12	70.6%	54.9%	NO	0
	Minority	3	17.6%	35.4%	YES	1
<b>B1 - Faculty</b> <i>Total Employees: 130</i>	Females	62	47.7%	51.3%	NO	0
	Minority	14	10.8%	25.5%	YES	12
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 426</i>	Females	235	55.2%	49.5%	NO	0
	Minority	59	13.8%	27.0%	YES	33
<b>B3 - Faculty - Adjunct Evening</b> <i>Total Employees: 79</i>	Females	41	51.9%	49.5%	NO	0
	Minority	5	6.3%	27.0%	YES	12
<b>C1 - Librarians</b> <i>Total Employees: 7</i>	Females	6	85.7%	78.2%	NO	0
	Minority	1	14.3%	19.1%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 55</i>	Females	29	52.7%	64.4%	NO	0
	Minority	10	18.2%	27.2%	YES	1
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 97</i>	Females	54	55.7%	61.8%	NO	0
	Minority	32	33.0%	38.9%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Scottsdale Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 22</i>	Females	8	36.4%	23.1%	<b>NO</b>	0
	Minority	4	18.2%	26.3%	<b>NO</b>	0
<b>G1 - Athletics/Sports</b> <i>Total Employees: 16</i>	Females	5	31.3%	29.7%	<b>NO</b>	0
	Minority	5	31.3%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 4</i>	Females	4	100.0%	62.0%	<b>NO</b>	0
	Minority	2	50.0%	32.6%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 74</i>	Females	56	75.7%	73.3%	<b>NO</b>	0
	Minority	27	36.5%	31.9%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 10</i>	Females	0	0.0%	3.6%	<b>NO</b>	0
	Minority	3	30.0%	48.7%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	2	50.0%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 4</i>	Females	1	25.0%	11.1%	<b>NO</b>	0
	Minority	2	50.0%	78.1%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 4</i>	Females	4	100.0%	46.7%	<b>NO</b>	0
	Minority	0	0.0%	20.0%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

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

Snapshot Date: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 3</i>	Females	2	66.7%	58.6%	<b>NO</b>	0
	Minority	2	66.7%	29.5%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 10</i>	Females	5	50.0%	59.1%	<b>NO</b>	0
	Minority	3	30.0%	32.7%	<b>NO</b>	0
<b>A3 - Deans</b> <i>Total Employees: 3</i>	Females	1	33.3%	55.7%	<b>NO</b>	0
	Minority	2	66.7%	22.1%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 7</i>	Females	6	85.7%	58.0%	<b>NO</b>	0
	Minority	5	71.4%	35.5%	<b>NO</b>	0
<b>B1 - Faculty</b> <i>Total Employees: 59</i>	Females	29	49.2%	49.3%	<b>NO</b>	0
	Minority	25	42.4%	25.9%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 265</i>	Females	158	59.6%	49.5%	<b>NO</b>	0
	Minority	111	41.9%	27.0%	<b>NO</b>	0
<b>C1 - Librarians</b> <i>Total Employees: 7</i>	Females	4	57.1%	76.9%	<b>NO</b>	0
	Minority	4	57.1%	19.9%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 32</i>	Females	13	40.6%	64.2%	<b>YES</b>	3
	Minority	16	50.0%	27.1%	<b>NO</b>	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 54</i>	Females	37	68.5%	61.7%	<b>NO</b>	0
	Minority	42	77.8%	38.5%	<b>NO</b>	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 15</i>	Females	4	26.7%	23.9%	<b>NO</b>	0
	Minority	9	60.0%	27.5%	<b>NO</b>	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: 09/30/2021

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 11</i>	Females	5	45.5%	29.7%	<b>NO</b>	0
	Minority	3	27.3%	22.1%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 4</i>	Females	2	50.0%	62.0%	<b>NO</b>	0
	Minority	1	25.0%	32.6%	<b>NO</b>	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 4</i>	Females	1	25.0%	35.4%	<b>NO</b>	0
	Minority	1	25.0%	28.2%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 33</i>	Females	21	63.6%	73.4%	<b>NO</b>	0
	Minority	26	78.8%	32.0%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 4</i>	Females	0	0.0%	2.7%	<b>NO</b>	0
	Minority	2	50.0%	36.4%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 3</i>	Females	0	0.0%	14.7%	<b>NO</b>	0
	Minority	2	66.7%	28.9%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 7</i>	Females	3	42.9%	25.8%	<b>NO</b>	0
	Minority	7	100.0%	71.9%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 2</i>	Females	1	50.0%	46.7%	<b>NO</b>	0
	Minority	0	0.0%	20.0%	<b>NO</b>	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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## **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: 09/30/2021

## Personnel Transactions Summary

Job Group: A1 - Executive Management

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	97	79	4	180	0	1	1	0	0	0	2	1	3
Afr. Amer.	17	11	1	29	0	0	0	0	0	0	1	0	1
Hispanic	23	15	0	38	0	0	0	0	0	0	1	0	1
Asian	12	7	0	19	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)	177	124	24	325									
<b>Total</b>	326	236	29	591	0	1	1	0	0	0	4	1	5
<b>Total Minority</b>	52	33	1	86	0	0	0	0	0	0	2	0	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	0	0	1	0	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
<b>Total</b>	0	0	0	0	0	0	1	0	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: A2 - Senior Management

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	302	242	17	561	2	2	4	0	0	0	2	1	3
Afr. Amer.	30	38	0	68	0	0	0	0	0	0	0	1	1
Hispanic	85	90	0	175	2	1	3	0	0	0	0	1	1
Asian	18	12	0	30	2	0	2	0	0	0	1	1	2
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)	469	378	36	883									
<b>Total</b>	904	760	53	1717	6	3	9	0	0	0	3	4	7
<b>Total Minority</b>	133	140	0	273	4	1	5	0	0	0	1	3	4

	<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	4	4	4	5	9
Afr. Amer.	0	0	0	1	0	1	2	0	2
Hispanic	1	0	1	0	5	5	0	0	0
Asian	0	0	0	0	0	0	3	0	3
Nat. Amer.	0	0	0	0	2	2	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
<b>Total</b>	1	0	1	1	11	12	9	5	14
<b>Total Minority</b>	1	0	1	1	7	8	5	0	5

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: A3 - Deans

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	156	167	4	327	2	1	3	0	0	0	1	0	1
Afr. Amer.	29	21	2	52	0	0	0	0	0	0	0	0	0
Hispanic	37	43	2	82	0	1	1	0	0	0	1	0	1
Asian	8	5	0	13	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)	232	183	15	430									
<b>Total</b>	462	419	23	904	2	2	4	0	0	0	2	0	2
<b>Total Minority</b>	74	69	4	147	0	1	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	4	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	2	2	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
<b>Total</b>	0	0	0	0	2	2	1	4	5
<b>Total Minority</b>	0	0	0	0	2	2	1	0	1

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: A4 - First/Mid-Level Management

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	471	552	27	1050	0	2	2	0	1	1	3	5	8
Afr. Amer.	61	84	7	152	0	1	1	0	0	0	0	2	2
Hispanic	156	258	6	420	0	1	1	0	0	0	1	2	3
Asian	36	44	0	80	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)	610	679	43	1332									
<b>Total</b>	1334	1617	83	3034	0	4	4	0	1	1	4	9	13
<b>Total Minority</b>	253	386	13	652	0	2	2	0	0	0	1	4	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	1	1	0	9	9	3	1	4
Afr. Amer.	1	0	1	2	0	2	1	2	3
Hispanic	0	5	5	2	7	9	3	3	6
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	2	2	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
<b>Total</b>	1	8	9	4	16	20	7	6	13
<b>Total Minority</b>	1	7	8	4	7	11	4	5	9



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: B1 - Faculty

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	790	1,153	67	2010	72	91	163	2	0	2	11	27	38
Afr. Amer.	95	75	5	175	3	3	6	0	0	0	1	0	1
Hispanic	220	222	6	448	18	14	32	0	0	0	3	4	7
Asian	78	64	5	147	3	1	4	0	0	0	1	1	2
Nat. Amer.	0	1	0	1	0	1	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)	1,180	1,083	82	2345									
<b>Total</b>	2363	2598	165	5126	96	110	206	2	0	2	16	32	48
<b>Total Minority</b>	393	362	16	771	24	19	43	0	0	0	5	5	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	0	0	0	2	7	9	6	18	24
Afr. Amer.	0	0	0	0	1	1	0	1	1
Hispanic	0	0	0	0	2	2	4	2	6
Asian	0	0	0	0	0	0	0	2	2
Nat. Amer.	0	2	2	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
<b>Total</b>	0	2	2	2	10	12	10	23	33
<b>Total Minority</b>	0	2	2	0	3	3	4	5	9

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: B2 - Faculty - Adjunct Day

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	161	259	5	425	94	166	260	1	0	1	39	64	103
Afr. Amer.	11	20	1	32	4	15	19	2	0	2	10	3	13
Hispanic	51	64	2	117	19	37	56	0	0	0	5	7	12
Asian	15	13	0	28	4	8	12	0	0	0	2	2	4
Nat. Amer.	1	0	0	1	1	1	2	0	0	0	0	2	2
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)	118	135	7	260									
<b>Total</b>	357	491	15	863	122	227	349	3	0	3	56	78	134
<b>Total Minority</b>	78	97	3	178	28	61	89	2	0	2	17	14	31

	<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	2	10	12	0	0	0	0	0	0
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	2	0	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
<b>Total</b>	4	11	15	0	0	0	0	0	0
<b>Total Minority</b>	2	1	3	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: B3 - Faculty - Adjunct Evening

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	11	23	0	34	16	19	35	0	0	0	7	16	23
Afr. Amer.	1	0	0	1	1	0	1	0	0	0	2	3	5
Hispanic	6	2	0	8	5	3	8	0	0	0	1	2	3
Asian	0	2	0	2	1	3	4	0	0	0	2	1	3
Nat. Amer.	0	1	0	1	0	1	1	0	0	0	1	0	1
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)	1	4	0	5									
<b>Total</b>	19	32	0	51	23	26	49	0	0	0	13	22	35
<b>Total Minority</b>	7	5	0	12	7	7	14	0	0	0	6	6	12

	<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	1	4	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
<b>Total</b>	3	1	4	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: C1 - Librarians

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	31	58	3	92	0	3	3	0	0	0	0	0	0
Afr. Amer.	2	10	3	15	0	0	0	0	0	0	0	0	0
Hispanic	9	19	3	31	0	1	1	0	0	0	0	0	0
Asian	1	4	0	5	0	0	0	0	0	0	1	0	1
Nat. Amer.	1	0	0	1	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)	32	87	8	127									
<b>Total</b>	76	178	17	271	0	4	4	0	0	0	1	0	1
<b>Total Minority</b>	13	33	6	52	0	1	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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

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

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	206	353	14	573	29	62	91	0	0	0	21	29	50
Afr. Amer.	36	39	3	78	6	11	17	0	2	2	1	4	5
Hispanic	81	143	2	226	21	29	50	0	0	0	11	12	23
Asian	15	32	0	47	2	6	8	0	0	0	1	2	3
Nat. Amer.	4	0	0	4	1	1	2	0	0	0	1	1	2
NHOPI	1	0	0	1	1	0	1	0	0	0	0	1	1
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	220	325	12	557									
<b>Total</b>	563	892	31	1486	60	109	169	0	2	2	35	49	84
<b>Total Minority</b>	137	214	5	356	31	47	78	0	2	2	14	20	34

	<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	2	0	2	0	0	0	3	0	3
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	1	1	2	0	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
<b>Total</b>	2	0	2	0	1	1	5	1	6
<b>Total Minority</b>	0	0	0	0	1	1	2	1	3

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: E1 - Professionals - Non-faculty

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	515	984	37	1536	65	108	173	0	1	1	25	52	77
Afr. Amer.	83	141	3	227	8	16	24	0	0	0	5	13	18
Hispanic	261	598	13	872	46	92	138	2	3	5	25	40	65
Asian	45	71	0	116	9	15	24	0	0	0	3	7	10
Nat. Amer.	3	13	0	16	2	8	10	0	0	0	1	2	3
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)	760	1,264	71	2095									
<b>Total</b>	1667	3071	124	4862	130	239	369	2	4	6	59	114	173
<b>Total Minority</b>	392	823	16	1231	65	131	196	2	3	5	34	62	96

	<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	5	5	7	10	17	5	14	19
Afr. Amer.	2	0	2	0	2	2	0	2	2
Hispanic	4	6	10	0	2	2	1	5	6
Asian	0	0	0	0	1	1	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
<b>Total</b>	6	11	17	7	16	23	6	21	27
<b>Total Minority</b>	6	6	12	0	6	6	1	7	8

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

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

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	520	271	23	814	14	6	20	0	0	0	9	1	10
Afr. Amer.	67	45	1	113	3	0	3	0	0	0	2	1	3
Hispanic	219	101	8	328	4	2	6	0	0	0	0	3	3
Asian	68	29	2	99	1	1	2	0	0	0	2	0	2
Nat. Amer.	3	2	0	5	1	1	2	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)	871	364	55	1290									
<b>Total</b>	1748	812	89	2649	23	10	33	0	0	0	13	5	18
<b>Total Minority</b>	357	177	11	545	9	4	13	0	0	0	4	4	8

	<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	4	4	19	19	38
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	3	3	0	4	4	4	4	8
Asian	0	0	0	0	2	2	1	1	2
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
<b>Total</b>	0	4	4	0	10	10	24	24	48
<b>Total Minority</b>	0	3	3	0	6	6	5	5	10

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: G1 - Athletics/Sports

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	110	49	2	161	13	8	21	0	0	0	6	4	10
Afr. Amer.	18	3	1	22	3	2	5	0	0	0	1	0	1
Hispanic	38	9	1	48	7	4	11	0	0	0	0	0	0
Asian	5	1	0	6	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)	191	38	2	231									
<b>Total</b>	362	100	6	468	23	14	37	0	0	0	7	4	11
<b>Total Minority</b>	61	13	2	76	10	6	16	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	2	2	1	1	2	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	2	0	2	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
<b>Total</b>	0	2	2	3	1	4	3	1	4
<b>Total Minority</b>	0	0	0	2	0	2	1	1	2



# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: G2 - Counseling/Social Service/Legal

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	14	62	3	79	0	1	1	0	0	0	0	0	0
Afr. Amer.	1	9	0	10	0	0	0	0	0	0	0	0	0
Hispanic	9	27	0	36	1	2	3	0	0	0	0	0	0
Asian	1	4	0	5	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)	31	75	3	109									
<b>Total</b>	56	177	6	239	1	3	4	0	0	0	0	0	0
<b>Total Minority</b>	11	40	0	51	1	2	3	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	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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

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

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	72	66	5	143	4	5	9	0	0	0	2	2	4
Afr. Amer.	6	2	1	9	0	0	0	0	0	0	1	0	1
Hispanic	18	15	0	33	0	0	0	0	0	0	0	1	1
Asian	4	0	1	5	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	1	0	1	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)	147	73	14	234									
<b>Total</b>	247	157	21	425	5	5	10	0	0	0	3	3	6
<b>Total Minority</b>	28	18	2	48	1	0	1	0	0	0	1	1	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	1	1	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	1	1
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
<b>Total</b>	0	1	1	0	0	0	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	1	1

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: H1 - Office/Admin Support

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	1,006	1,919	84	3009	12	32	44	0	0	0	7	17	24
Afr. Amer.	155	324	3	482	3	5	8	0	0	0	1	6	7
Hispanic	537	1,348	12	1897	15	29	44	0	0	0	7	15	22
Asian	82	183	0	265	2	3	5	0	0	0	0	0	0
Nat. Amer.	1	3	0	4	0	2	2	0	0	0	1	3	4
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)	1,359	2,434	144	3937									
<b>Total</b>	3140	6211	243	9594	32	71	103	0	0	0	16	41	57
<b>Total Minority</b>	775	1858	15	2648	20	39	59	0	0	0	9	24	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	6	20	26	2	6	8	5	21	26
Afr. Amer.	0	2	2	0	0	0	0	17	17
Hispanic	2	8	10	5	1	6	9	26	35
Asian	0	3	3	0	0	0	0	4	4
Nat. Amer.	0	1	1	0	0	0	2	9	11
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	8	34	42	7	7	14	16	77	93
<b>Total Minority</b>	2	14	16	5	1	6	11	56	67

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: I1 - Maintenance/Construction

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	57	3	1	61	4	0	4	0	0	0	1	0	1
Afr. Amer.	10	0	0	10	0	0	0	0	0	0	0	0	0
Hispanic	38	3	0	41	2	0	2	0	0	0	0	0	0
Asian	1	0	0	1	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)	45	4	3	52									
<b>Total</b>	151	10	4	165	6	0	6	0	0	0	1	0	1
<b>Total Minority</b>	49	3	0	52	2	0	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	6	0	6
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	6	0	6
Asian	0	0	0	0	2	2	2	0	2
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
<b>Total</b>	0	0	0	0	2	2	14	0	14
<b>Total Minority</b>	0	0	0	0	2	2	8	0	8

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: K1 - Service - Public Safety

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	74	7	0	81	4	0	4	0	0	0	0	0	0
Afr. Amer.	7	0	0	7	0	0	0	0	0	0	0	0	0
Hispanic	29	3	0	32	0	0	0	0	0	0	0	0	0
Asian	1	0	0	1	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)	126	9	1	136									
<b>Total</b>	237	19	1	257	4	0	4	0	0	0	0	0	0
<b>Total Minority</b>	37	3	0	40	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	1	0	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	1	1
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
<b>Total</b>	0	0	0	1	0	1	0	1	1
<b>Total Minority</b>	0	0	0	0	0	0	0	1	1

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: K2 - Service - Facility/Grounds

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	26	8	1	35	0	0	0	0	0	0	1	1	2
Afr. Amer.	5	3	0	8	0	0	0	0	0	0	0	0	0
Hispanic	36	21	0	57	2	2	4	0	0	0	3	0	3
Asian	1	4	0	5	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)	50	16	4	70									
<b>Total</b>	118	52	5	175	2	2	4	0	0	0	4	1	5
<b>Total Minority</b>	42	28	0	70	2	2	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	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	2	2	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
<b>Total</b>	0	2	2	0	0	0	0	0	0
<b>Total Minority</b>	0	2	2	0	0	0	0	0	0

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Personnel Transactions Summary

Job Group: K3 - Service - Other

Transaction Dates: 10/01/2020 To 09/30/2021

	<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	55	50	2	107	4	3	7	0	0	0	0	0	0
Afr. Amer.	17	3	0	20	2	0	2	0	0	0	0	0	0
Hispanic	25	10	0	35	6	0	6	0	0	0	0	0	0
Asian	1	2	0	3	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)	111	51	9	171									
<b>Total</b>	209	116	11	336	12	3	15	0	0	0	0	0	0
<b>Total Minority</b>	43	15	0	58	8	0	8	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	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
<b>Total</b>	0	0	0	0	0	0	0	0	0
<b>Total Minority</b>	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, 2021 - SEPTEMBER 30, 2022**

## **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>).

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(Signature)

Dr. Steven R. Gonzales  
Interim Chancellor

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(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 5.6% 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 5.6% 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: 09/30/2021

Category	9/30/21
Job Openings	1,811
Jobs Filled	1,741
Applicants for all jobs	33,213
Applicants who self-identified as Protected Veterans	87
Applicants Hired	1,463
Protected Veterans Hired	50
Hiring Benchmark**	5.6
Overall protected veterans hired (%)	3.4

\* 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.

\*\* 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: 09/30/2021

Category	9/30/21		
Job Openings	1,811		
Jobs Filled	1,741		
Applicants for all jobs	33,213		
Applicants who self-identified as individual(s) with Disability	212		
Applicants Hired	1,463		
Individual(s) with Disability Hired	110		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	4.2		
Job Group	EE #	EE IWD #	EE IWD %
A1 - Executive Management	42	3	7.1
A2 - Senior Management	196	9	4.6
A3 - Deans	49	1	2.0
A4 - First/Mid-Level Management	252	22	8.7
B1 - Faculty	2,142	69	3.2
B2 - Faculty - Adjunct Day	5,322	185	3.5
B3 - Faculty - Adjunct Evening	1,469	42	2.9
C1 - Librarians	83	2	2.4
D1 - Other Student, Academic and Educational Services	851	49	5.8
E1 - Professionals - Non-faculty	1,592	114	7.2
F1 - Computer, Engineering & Related Technical Occupations	439	23	5.2
G1 - Athletics/Sports	128	3	2.3

\* 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: 09/30/2021

Category	9/30/21		
Job Openings	1,811		
Jobs Filled	1,741		
Applicants for all jobs	33,213		
Applicants who self-identified as individual(s) with Disability	212		
Applicants Hired	1,463		
Individual(s) with Disability Hired	110		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0		
Total incumbency of individuals with disabilities (%)	4.2		
Job Group	EE #	EE IWD #	EE IWD %
G2 - Counseling/Social Service/Legal	94	3	3.2
G3 - Radio, TV and Other Media/Entertainment	125	2	1.6
H1 - Office/Admin Support	986	65	6.6
I1 - Maintenance/Construction	144	3	2.1
K1 - Service - Public Safety	32	1	3.1
K2 - Service - Facility/Grounds	96	2	2.1
K3 - Service - Other	63	0	0.0

\* 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: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	326	0	0.0	YES	1.17	1.25	NO	N/A	N/A
	Females (!)	236	1	0.4	NO	N/A	N/A	NO	N/A	N/A
	White (!)	180	1	0.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	86	0	0.0	YES	0.69	0.43	NO	N/A	N/A
	Afr. Amer.	29	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	Hispanic	38	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	Asian	19	0	0.0	YES	0.32	0.60	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 (!)	904	6	0.7	NO	N/A	N/A	NO	N/A	N/A
	Females	760	3	0.4	YES	0.74	0.80	NO	N/A	N/A
	White	561	4	0.7	YES	3.16	2.37	YES	5	1
	Minority	273	5	1.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	68	0	0.0	YES	2.15	1.99	YES	1	1
	Hispanic	175	3	1.7	YES	1.62	1.69	NO	N/A	N/A
	Asian (!)	30	2	6.7	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 - "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: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	462	2	0.4	NO	0.09	0.23	NO	N/A	N/A
	Females (!)	419	2	0.5	NO	N/A	N/A	NO	N/A	N/A
	White	327	3	0.9	YES	0.24	0.26	NO	N/A	N/A
	Minority	147	1	0.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	52	0	0.0	YES	0.79	0.39	NO	N/A	N/A
	Hispanic (!)	82	1	1.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	13	0	0.0	YES	0.40	0.57	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	1,334	0	0.0	YES	1.81	1.71	NO	N/A	N/A
	Females (!)	1,617	4	0.2	NO	N/A	N/A	NO	N/A	N/A
	White	1,050	2	0.2	YES	1.07	1.31	NO	N/A	N/A
	Minority	652	2	0.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	152	1	0.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	420	1	0.2	YES	0.75	1.11	NO	N/A	N/A
	Asian	80	0	0.0	YES	0.72	0.42	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males	2,363	96	4.1	NO	0.30	0.32	NO	N/A	N/A
	Females (!)	2,598	110	4.2	NO	N/A	N/A	NO	N/A	N/A
	White (!)	2,010	163	8.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	771	43	5.6	YES	2.28	2.30	YES	3	14
	Afr. Amer.	175	6	3.4	YES	2.22	2.29	YES	2	6
	Hispanic	448	32	7.1	NO	0.68	0.62	NO	N/A	N/A
	Asian	147	4	2.7	YES	2.35	2.49	YES	2	6
	Nat. Amer.	1	1	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
B2 - Faculty - Adjunct Day	Males	357	122	34.2	YES	3.52	3.49	YES	19	24
	Females (!)	491	227	46.2	NO	N/A	N/A	NO	N/A	N/A
	White (!)	425	260	61.2	NO	N/A	N/A	NO	N/A	N/A
	Minority	178	89	50.0	NO	2.53	2.48	YES	5	14
	Afr. Amer.	32	19	59.4	NO	0.20	0.27	NO	N/A	N/A
	Hispanic	117	56	47.9	YES	2.58	2.59	YES	4	11
	Asian	28	12	42.9	YES	1.91	1.88	NO	N/A	N/A
	Nat. Amer.	1	2	200.0	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males	19	23	121.1	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	32	26	81.3	NO	N/A	N/A	NO	N/A	N/A
	White	34	35	102.9	NO	N/A	N/A	NO	N/A	N/A
	Minority	12	14	116.7	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	8	8	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	2	4	200.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	1	1	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
C1 - Librarians	Males	76	0	0.0	YES	1.31	1.27	NO	N/A	N/A
	Females (!)	178	4	2.2	NO	N/A	N/A	NO	N/A	N/A
	White (!)	92	3	3.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	52	1	1.9	YES	0.46	0.24	NO	N/A	N/A
	Afr. Amer.	15	0	0.0	YES	0.70	0.40	NO	N/A	N/A
	Hispanic	31	1	3.2	NO	0.00	0.27	NO	N/A	N/A
	Asian	5	0	0.0	YES	0.41	0.56	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.18	0.64	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: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
D1 - Other Student, Academic and Educational Services	Males	563	60	10.7	NO	0.90	0.88	NO	N/A	N/A
	Females (!)	892	109	12.2	NO	N/A	N/A	NO	N/A	N/A
	White	573	91	15.9	YES	2.08	2.10	YES	3	10
	Minority	356	78	21.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	78	17	21.8	NO	0.06	0.07	NO	N/A	N/A
	Hispanic (!)	226	50	22.1	NO	N/A	N/A	NO	N/A	N/A
	Asian	47	8	17.0	YES	0.77	0.67	NO	N/A	N/A
	Nat. Amer.	4	2	50.0	NO	N/A	N/A	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
E1 - Professionals - Non-faculty	Males (!)	1,667	130	7.8	NO	N/A	N/A	NO	N/A	N/A
	Females	3,071	239	7.8	NO	0.01	0.02	NO	N/A	N/A
	White	1,536	173	11.3	YES	3.02	2.92	YES	45	10
	Minority	1,231	196	15.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	227	24	10.6	YES	2.55	2.55	YES	6	7
	Hispanic	872	138	15.8	YES	1.32	1.39	NO	N/A	N/A
	Asian (!)	116	24	20.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	16	10	62.5	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

Snapshot Date: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males (!)	1,748	23	1.3	NO	N/A	N/A	NO	N/A	N/A
	Females	812	10	1.2	NO	0.17	0.09	NO	N/A	N/A
	White	814	20	2.5	NO	0.12	0.47	NO	N/A	N/A
	Minority	545	13	2.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	113	3	2.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	328	6	1.8	YES	0.53	0.55	NO	N/A	N/A
	Asian	99	2	2.0	YES	0.30	0.21	NO	N/A	N/A
	Nat. Amer.	5	2	40.0	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
G1 - Athletics/Sports	Males	362	23	6.4	YES	2.49	2.41	YES	5	5
	Females (!)	100	14	14.0	NO	N/A	N/A	NO	N/A	N/A
	White	161	21	13.0	YES	1.66	1.70	NO	N/A	N/A
	Minority	76	16	21.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	22	5	22.7	NO	0.01	0.15	NO	N/A	N/A
	Hispanic (!)	48	11	22.9	NO	N/A	N/A	NO	N/A	N/A
	Asian	6	0	0.0	YES	1.31	1.25	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G2 - Counseling/Social Service/Legal	Males (!)	56	1	1.8	NO	N/A	N/A	NO	N/A	N/A
	Females	177	3	1.7	NO	0.04	0.26	NO	N/A	N/A
	White	79	1	1.3	YES	1.91	1.96	YES	1	1
	Minority	51	3	5.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	10	0	0.0	YES	0.94	0.29	NO	N/A	N/A
	Hispanic (!)	36	3	8.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	5	0	0.0	YES	0.67	0.43	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
G3 - Radio, TV and Other Media/Entertainment	Males	247	5	2.0	YES	0.73	0.79	NO	N/A	N/A
	Females (!)	157	5	3.2	NO	N/A	N/A	NO	N/A	N/A
	White	143	9	6.3	YES	1.20	1.37	NO	N/A	N/A
	Minority	48	1	2.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	9	0	0.0	YES	1.39	1.34	NO	N/A	N/A
	Hispanic	33	0	0.0	YES	2.60	1.83	NO	N/A	N/A
	Asian (!)	5	1	20.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.48	0.54	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: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
H1 - Office/Admin Support	Males	3,140	32	1.0	NO	0.54	0.47	NO	N/A	N/A
	Females (!)	6,211	71	1.1	NO	N/A	N/A	NO	N/A	N/A
	White	3,009	44	1.5	YES	2.20	2.15	YES	3	9
	Minority	2,648	59	2.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	482	8	1.7	YES	0.88	0.78	NO	N/A	N/A
	Hispanic (!)	1,897	44	2.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	265	5	1.9	NO	0.44	0.32	NO	N/A	N/A
	Nat. Amer.	4	2	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
I1 - Maintenance/Construction	Males (!)	151	6	4.0	NO	N/A	N/A	NO	N/A	N/A
	Females	10	0	0.0	YES	0.64	0.43	NO	N/A	N/A
	White (!)	61	4	6.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	52	2	3.8	YES	0.64	0.60	NO	N/A	N/A
	Afr. Amer.	10	0	0.0	YES	0.83	0.34	NO	N/A	N/A
	Hispanic	41	2	4.9	YES	0.35	0.20	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.26	0.62	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: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K1 - Service - Public Safety	Males (!)	237	4	1.7	NO	N/A	N/A	NO	N/A	N/A
	Females	19	0	0.0	YES	0.57	0.47	NO	N/A	N/A
	White (!)	81	4	4.9	NO	N/A	N/A	NO	N/A	N/A
	Minority	40	0	0.0	YES	1.42	1.27	NO	N/A	N/A
	Afr. Amer.	7	0	0.0	YES	0.60	0.46	NO	N/A	N/A
	Hispanic	32	0	0.0	YES	1.27	0.76	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.22	0.63	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	118	2	1.7	YES	0.85	0.75	NO	N/A	N/A
	Females (!)	52	2	3.8	NO	N/A	N/A	NO	N/A	N/A
	White	35	0	0.0	YES	1.60	1.21	NO	N/A	N/A
	Minority	70	4	5.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	0	0.0	YES	0.77	0.37	NO	N/A	N/A
	Hispanic (!)	57	4	7.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	5	0	0.0	YES	0.61	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

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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Hires\*

### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K3 - Service - Other	Males (!)	209	12	5.7	NO	N/A	N/A	NO	N/A	N/A
	Females	116	3	2.6	YES	1.29	1.22	NO	N/A	N/A
	White	107	7	6.5	YES	1.88	1.86	NO	N/A	N/A
	Minority	58	8	13.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	20	2	10.0	YES	0.72	0.56	NO	N/A	N/A
	Hispanic (!)	35	6	17.1	NO	N/A	N/A	NO	N/A	N/A
	Asian	3	0	0.0	YES	0.78	0.37	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males (!)	25	1	4.0	NO	N/A	N/A	NO	N/A	N/A
	Females	20	0	0.0	YES	0.90	0.35	NO	N/A	N/A
	White (!)	30	1	3.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	15	0	0.0	YES	0.71	0.43	NO	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.26	0.62	NO	N/A	N/A
	Hispanic	11	0	0.0	YES	0.61	0.47	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.18	0.64	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	0	0.0	YES	0.18	0.64	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 (!)	84	10	11.9	NO	N/A	N/A	NO	N/A	N/A
	Females	99	5	5.1	YES	1.68	1.73	NO	N/A	N/A
	White	123	9	7.3	YES	2.40	2.21	YES	3	2
	Minority	60	6	10.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	11	2	18.2	YES	0.63	0.71	NO	N/A	N/A
	Hispanic	37	1	2.7	YES	2.74	2.46	YES	2	2
	Asian (!)	10	3	30.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.89	0.34	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	19	1	5.3	YES	0.84	0.68	NO	N/A	N/A
	Females (!)	32	4	12.5	NO	N/A	N/A	NO	N/A	N/A
	White (!)	27	4	14.8	NO	N/A	N/A	NO	N/A	N/A
	Minority	24	1	4.2	YES	1.27	1.11	NO	N/A	N/A
	Afr. Amer.	10	0	0.0	YES	1.28	0.79	NO	N/A	N/A
	Hispanic	13	1	7.7	YES	0.63	0.70	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.41	0.56	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	98	8	8.2	NO	0.25	0.11	NO	N/A	N/A
	Females (!)	154	14	9.1	NO	N/A	N/A	NO	N/A	N/A
	White	155	5	3.2	YES	3.08	2.68	YES	6	2
	Minority	97	17	17.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	21	4	19.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	64	11	17.2	NO	0.19	0.15	NO	N/A	N/A
	Asian	7	0	0.0	YES	1.24	0.84	NO	N/A	N/A
	Nat. Amer.	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	3	0	0.0	YES	0.82	0.36	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males	1,030	10	1.0	YES	2.46	2.48	YES	3	7
	Females (!)	1,062	25	2.4	NO	N/A	N/A	NO	N/A	N/A
	White	1,657	24	1.4	YES	0.81	1.24	NO	N/A	N/A
	Minority	435	11	2.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	87	1	1.1	YES	0.69	0.79	NO	N/A	N/A
	Hispanic	245	6	2.4	NO	0.07	0.19	NO	N/A	N/A
	Asian (!)	77	2	2.6	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	20	2	10.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	6	0	0.0	YES	0.39	0.56	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	2,206	4	0.2	YES	1.12	1.16	NO	N/A	N/A
	Females (!)	3,188	11	0.3	NO	N/A	N/A	NO	N/A	N/A
	White	4,218	12	0.3	NO	0.17	0.85	NO	N/A	N/A
	Minority	1,176	3	0.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	294	1	0.3	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	601	2	0.3	NO	0.01	0.28	NO	N/A	N/A
	Asian	212	0	0.0	YES	0.85	0.37	NO	N/A	N/A
	Nat. Amer.	53	0	0.0	YES	0.42	0.55	NO	N/A	N/A
	NHOPI	16	0	0.0	YES	0.23	0.63	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males (!)	906	3	0.3	NO	N/A	N/A	NO	N/A	N/A
	Females	1,101	1	0.1	YES	1.20	1.19	NO	N/A	N/A
	White (!)	1,650	4	0.2	NO	N/A	N/A	NO	N/A	N/A
	Minority	357	0	0.0	YES	0.93	0.29	NO	N/A	N/A
	Afr. Amer.	82	0	0.0	YES	0.44	0.54	NO	N/A	N/A
	Hispanic	189	0	0.0	YES	0.67	0.41	NO	N/A	N/A
	Asian	69	0	0.0	YES	0.40	0.55	NO	N/A	N/A
	Nat. Amer.	13	0	0.0	YES	0.17	0.65	NO	N/A	N/A
	NHOPI	4	0	0.0	YES	0.09	0.66	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 (!)	387	7	1.8	NO	N/A	N/A	NO	N/A	N/A
	Females	484	1	0.2	YES	2.46	2.37	YES	1	3
	White	582	5	0.9	YES	0.79	1.19	NO	N/A	N/A
	Minority	289	3	1.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	50	1	2.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	186	2	1.1	YES	0.51	1.00	NO	N/A	N/A
	Asian	41	0	0.0	YES	0.91	0.35	NO	N/A	N/A
	Nat. Amer.	7	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	NHOPI	5	0	0.0	YES	0.31	0.60	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
E1 - Professionals - Non-faculty	Males	581	12	2.1	YES	1.14	1.18	NO	N/A	N/A
	Females (!)	1,058	32	3.0	NO	N/A	N/A	NO	N/A	N/A
	White	879	24	2.7	YES	0.42	0.73	NO	N/A	N/A
	Minority	760	20	2.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	117	4	3.4	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	547	16	2.9	NO	0.28	0.44	NO	N/A	N/A
	Asian	66	0	0.0	YES	1.51	1.23	NO	N/A	N/A
	Nat. Amer.	27	0	0.0	YES	0.97	0.27	NO	N/A	N/A
	NHOPI	3	0	0.0	YES	0.32	0.59	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	261	24	9.2	YES	1.96	2.01	YES	1	6
	Females (!)	183	28	15.3	NO	N/A	N/A	NO	N/A	N/A
	White	296	39	13.2	NO	0.29	0.27	NO	N/A	N/A
	Minority	148	13	8.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	28	0	0.0	YES	2.12	2.31	YES	1	2
	Hispanic (!)	76	11	14.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	30	2	6.7	YES	1.10	1.11	NO	N/A	N/A
	Nat. Amer.	12	0	0.0	YES	1.40	1.12	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.58	0.47	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G1 - Athletics/Sports	Males	128	3	2.3	YES	1.64	1.77	NO	N/A	N/A
	Females (!)	37	3	8.1	NO	N/A	N/A	NO	N/A	N/A
	White	95	4	4.2	YES	0.32	0.66	NO	N/A	N/A
	Minority	70	2	2.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	27	0	0.0	YES	1.24	0.95	NO	N/A	N/A
	Hispanic (!)	36	2	5.6	NO	N/A	N/A	NO	N/A	N/A
	Asian	6	0	0.0	YES	0.59	0.47	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.24	0.63	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
G3 - Radio, TV and Other Media/Entertainment	Males	94	0	0.0	YES	1.73	1.75	NO	N/A	N/A
	Females (!)	63	2	3.2	NO	N/A	N/A	NO	N/A	N/A
	White	114	1	0.9	YES	1.08	1.28	NO	N/A	N/A
	Minority	43	1	2.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	0	0.0	YES	0.54	0.50	NO	N/A	N/A
	Hispanic (!)	28	1	3.6	NO	N/A	N/A	NO	N/A	N/A
	Asian	5	0	0.0	YES	0.42	0.55	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.27	0.62	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
H1 - Office/Admin Support	Males	228	24	10.5	YES	1.29	1.27	NO	N/A	N/A
	Females (!)	805	111	13.8	NO	N/A	N/A	NO	N/A	N/A
	White	497	52	10.5	YES	2.98	2.77	YES	21	6
	Minority	536	83	15.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	97	19	19.6	YES	0.74	0.74	NO	N/A	N/A
	Hispanic	348	45	12.9	YES	2.23	2.08	YES	5	5
	Asian	39	7	17.9	YES	0.79	0.63	NO	N/A	N/A
	Nat. Amer. (!)	48	12	25.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	4	0	0.0	YES	1.14	0.85	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 (!)	121	14	11.6	NO	N/A	N/A	NO	N/A	N/A
	Females	8	0	0.0	YES	1.01	0.83	NO	N/A	N/A
	White	83	6	7.2	YES	1.21	1.08	NO	N/A	N/A
	Minority	46	8	17.4	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 (!)	43	6	14.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	1	2	200.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.56	0.48	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: 09/30/2021

## Adverse Impact: All Promotions\*

### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K1 - Service - Public Safety	Males	28	0	0.0	YES	3.80	2.12	YES	1	0
	Females (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	White	18	0	0.0	YES	3.07	1.95	NO	N/A	N/A
	Minority	12	1	8.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	1.36	1.28	NO	N/A	N/A
	Hispanic	6	0	0.0	YES	1.85	1.53	NO	N/A	N/A
	Asian (!)	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.86	0.43	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	68	0	0.0	YES	1.90	1.85	NO	N/A	N/A
	Females (!)	38	2	5.3	NO	N/A	N/A	NO	N/A	N/A
	White	25	0	0.0	YES	3.27	2.52	YES	2	1
	Minority	81	2	2.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	0	0.0	YES	1.94	1.85	NO	N/A	N/A
	Hispanic	67	0	0.0	YES	5.25	3.09	YES	6	1
	Asian (!)	5	2	40.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.77	0.43	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: 09/30/2021

## Adverse Impact: Involuntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2020 - 09/30/2021

						Stat. Significance Test				
Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>	Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
A4 - First/Mid-Level Management	Males (!)	98	98	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	154	153	99.4	NO	0.79	0.39	NO	N/A	N/A
	White	155	154	99.4	NO	0.21	0.64	NO	N/A	N/A
	Minority	97	97	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	21	21	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	64	64	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	7	7	100.0	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	3	3	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
B1 - Faculty	Males	1,030	1,028	99.8	NO	1.43	1.54	NO	N/A	N/A
	Females (!)	1,062	1,062	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	1,657	1,655	99.9	NO	0.30	0.60	NO	N/A	N/A
	Minority	435	435	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	87	87	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	245	245	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	77	77	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	20	20	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	6	6	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Involuntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B2 - Faculty - Adjunct Day	Males	2,206	2,203	99.9	NO	2.08	2.11	YES	1	1
	Females (!)	3,188	3,188	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	4,218	4,217	100.0	NO	0.22	0.63	NO	N/A	N/A
	Minority	1,176	1,174	99.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	294	292	99.3	NO	1.20	0.94	NO	N/A	N/A
	Hispanic	601	601	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	212	212	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	53	53	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	16	16	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
D1 - Other Student, Academic and Educational Services	Males (!)	387	387	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	484	482	99.6	NO	1.26	0.93	NO	N/A	N/A
	White	582	582	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	289	287	99.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	50	48	96.0	NO	1.29	0.93	NO	N/A	N/A
	Hispanic	186	186	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	41	41	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	5	5	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Involuntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
E1 - Professionals - Non-faculty	Males (!)	581	579	99.7	NO	N/A	N/A	NO	N/A	N/A
	Females	1,058	1,054	99.6	NO	0.10	0.20	NO	N/A	N/A
	White	879	878	99.9	NO	0.27	0.62	NO	N/A	N/A
	Minority	760	755	99.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	117	117	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	547	542	99.1	NO	0.77	0.36	NO	N/A	N/A
	Asian (!)	66	66	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	27	27	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	3	3	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	25	21	84.0	NO	1.16	1.12	NO	N/A	N/A
	Females (!)	20	19	95.0	NO	N/A	N/A	NO	N/A	N/A
	White	30	27	90.0	NO	0.33	0.60	NO	N/A	N/A
	Minority	15	13	86.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	1	50.0	YES	0.86	0.43	NO	N/A	N/A
	Hispanic	11	10	90.9	NO	0.31	0.61	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	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
A2 - Senior Management	Males (!)	84	81	96.4	NO	N/A	N/A	NO	N/A	N/A
	Females	99	95	96.0	NO	0.16	0.18	NO	N/A	N/A
	White (!)	123	120	97.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	60	56	93.3	NO	1.39	1.41	NO	N/A	N/A
	Afr. Amer.	11	10	90.9	NO	1.24	1.39	NO	N/A	N/A
	Hispanic	37	36	97.3	NO	0.09	0.27	NO	N/A	N/A
	Asian	10	8	80.0	NO	2.80	2.25	YES	1	1
	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

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# Maricopa County Community College District

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### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	19	17	89.5	NO	1.87	1.83	NO	N/A	N/A
	Females (!)	32	32	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	27	26	96.3	NO	0.61	0.47	NO	N/A	N/A
	Minority	24	23	95.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	10	10	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	13	12	92.3	NO	0.89	0.36	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	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 (!)	98	94	95.9	NO	N/A	N/A	NO	N/A	N/A
	Females	154	145	94.2	NO	0.61	0.42	NO	N/A	N/A
	White	155	147	94.8	NO	0.61	0.45	NO	N/A	N/A
	Minority	97	92	94.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	21	19	90.5	NO	0.84	0.35	NO	N/A	N/A
	Hispanic	64	61	95.3	NO	0.58	0.47	NO	N/A	N/A
	Asian (!)	7	7	100.0	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	3	3	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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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males (!)	1,030	1,014	98.4	NO	N/A	N/A	NO	N/A	N/A
	Females	1,062	1,030	97.0	NO	2.22	2.26	YES	3	7
	White	1,657	1,619	97.7	NO	0.70	0.55	NO	N/A	N/A
	Minority	435	425	97.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	87	86	98.9	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	245	238	97.1	NO	0.89	0.58	NO	N/A	N/A
	Asian	77	75	97.4	NO	0.69	0.79	NO	N/A	N/A
	Nat. Amer.	20	20	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	6	6	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
B2 - Faculty - Adjunct Day	Males	2,206	2,150	97.5	NO	0.21	0.22	NO	N/A	N/A
	Females (!)	3,188	3,110	97.6	NO	N/A	N/A	NO	N/A	N/A
	White	4,218	4,115	97.6	NO	0.51	0.34	NO	N/A	N/A
	Minority	1,176	1,145	97.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	294	281	95.6	NO	1.56	1.60	NO	N/A	N/A
	Hispanic	601	589	98.0	NO	0.09	0.14	NO	N/A	N/A
	Asian (!)	212	208	98.1	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	53	51	96.2	NO	0.82	1.22	NO	N/A	N/A
	NHOPI	16	16	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: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males (!)	906	893	98.6	NO	N/A	N/A	NO	N/A	N/A
	Females	1,101	1,079	98.0	NO	0.95	0.93	NO	N/A	N/A
	White (!)	1,650	1,627	98.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	357	345	96.6	NO	2.57	2.36	YES	2	5
	Afr. Amer.	82	77	93.9	NO	3.29	2.79	YES	2	3
	Hispanic	189	186	98.4	NO	0.21	0.48	NO	N/A	N/A
	Asian	69	66	95.7	NO	1.96	1.95	NO	N/A	N/A
	Nat. Amer.	13	12	92.3	NO	1.89	1.67	NO	N/A	N/A
	NHOPI	4	4	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
C1 - Librarians	Males	19	18	94.7	NO	1.86	1.58	NO	N/A	N/A
	Females (!)	65	65	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	60	60	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	24	23	95.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	15	15	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	5	4	80.0	NO	0.68	0.46	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

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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
D1 - Other Student, Academic and Educational Services	Males (!)	387	352	91.0	NO	N/A	N/A	NO	N/A	N/A
	Females	484	435	89.9	NO	0.53	0.51	NO	N/A	N/A
	White	582	532	91.4	NO	0.28	0.14	NO	N/A	N/A
	Minority	289	255	88.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	50	45	90.0	NO	0.44	0.53	NO	N/A	N/A
	Hispanic	186	163	87.6	NO	0.91	0.66	NO	N/A	N/A
	Asian (!)	41	38	92.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	7	5	71.4	YES	1.70	1.73	NO	N/A	N/A
	NHOPI	5	4	80.0	NO	0.95	1.23	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 (!)	581	522	89.8	NO	N/A	N/A	NO	N/A	N/A
	Females	1,058	944	89.2	NO	0.39	0.37	NO	N/A	N/A
	White (!)	879	802	91.2	NO	N/A	N/A	NO	N/A	N/A
	Minority	760	664	87.4	NO	2.54	2.54	YES	8	15
	Afr. Amer.	117	99	84.6	NO	2.29	2.27	YES	1	5
	Hispanic	547	482	88.1	NO	1.91	1.95	NO	N/A	N/A
	Asian	66	56	84.8	NO	1.73	1.65	NO	N/A	N/A
	Nat. Amer.	27	24	88.9	NO	0.42	0.50	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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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males	261	248	95.0	NO	1.18	1.08	NO	N/A	N/A
	Females (!)	183	178	97.3	NO	N/A	N/A	NO	N/A	N/A
	White	296	286	96.6	NO	0.64	0.43	NO	N/A	N/A
	Minority	148	140	94.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	28	25	89.3	NO	1.17	0.88	NO	N/A	N/A
	Hispanic	76	73	96.1	NO	0.70	0.41	NO	N/A	N/A
	Asian	30	28	93.3	NO	0.91	0.32	NO	N/A	N/A
	Nat. Amer. (!)	12	12	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	2	2	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
G1 - Athletics/Sports	Males (!)	128	121	94.5	NO	N/A	N/A	NO	N/A	N/A
	Females	37	33	89.2	NO	1.14	1.29	NO	N/A	N/A
	White	95	85	89.5	NO	0.83	0.33	NO	N/A	N/A
	Minority	70	69	98.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	27	26	96.3	NO	0.47	0.53	NO	N/A	N/A
	Hispanic	36	36	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	6	6	100.0	NO	N/A	N/A	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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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G3 - Radio, TV and Other Media/Entertainment	Males (!)	94	91	96.8	NO	N/A	N/A	NO	N/A	N/A
	Females	63	60	95.2	NO	0.50	0.60	NO	N/A	N/A
	White	114	110	96.5	NO	0.42	0.55	NO	N/A	N/A
	Minority	43	41	95.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	7	87.5	NO	0.82	0.39	NO	N/A	N/A
	Hispanic	28	27	96.4	NO	0.42	0.55	NO	N/A	N/A
	Asian (!)	5	5	100.0	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
H1 - Office/Admin Support	Males	228	212	93.0	NO	1.12	1.22	NO	N/A	N/A
	Females (!)	805	764	94.9	NO	N/A	N/A	NO	N/A	N/A
	White	497	473	95.2	NO	1.40	1.38	NO	N/A	N/A
	Minority	536	503	93.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	97	90	92.8	NO	1.72	1.44	NO	N/A	N/A
	Hispanic	348	326	93.7	NO	1.61	1.62	NO	N/A	N/A
	Asian (!)	39	39	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	48	44	91.7	NO	1.84	1.74	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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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: Voluntary Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2020 - 09/30/2021

						Stat. Significance Test				
Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>	Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
I1 - Maintenance/Construction	Males	121	120	99.2	NO	0.25	0.62	NO	N/A	N/A
	Females (!)	8	8	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	83	82	98.8	NO	0.72	0.42	NO	N/A	N/A
	Minority	46	46	100.0	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 (!)	43	43	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.	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	68	64	94.1	NO	0.75	0.67	NO	N/A	N/A
	Females (!)	38	37	97.4	NO	N/A	N/A	NO	N/A	N/A
	White	25	23	92.0	NO	0.65	0.44	NO	N/A	N/A
	Minority	81	78	96.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	8	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	67	64	95.5	NO	0.48	0.52	NO	N/A	N/A
	Asian (!)	5	5	100.0	NO	N/A	N/A	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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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: All Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2020 - 09/30/2021

						Stat. Significance Test				
Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>	Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
A1 - Executive Management	Males	25	21	84.0	NO	1.16	1.12	NO	N/A	N/A
	Females (!)	20	19	95.0	NO	N/A	N/A	NO	N/A	N/A
	White	30	27	90.0	NO	0.33	0.60	NO	N/A	N/A
	Minority	15	13	86.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	1	50.0	YES	0.86	0.43	NO	N/A	N/A
	Hispanic	11	10	90.9	NO	0.31	0.61	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	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
A2 - Senior Management	Males (!)	84	81	96.4	NO	N/A	N/A	NO	N/A	N/A
	Females	99	95	96.0	NO	0.16	0.18	NO	N/A	N/A
	White (!)	123	120	97.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	60	56	93.3	NO	1.39	1.41	NO	N/A	N/A
	Afr. Amer.	11	10	90.9	NO	1.24	1.39	NO	N/A	N/A
	Hispanic	37	36	97.3	NO	0.09	0.27	NO	N/A	N/A
	Asian	10	8	80.0	NO	2.80	2.25	YES	1	1
	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

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FOR INTERNAL USE ONLY

# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: All Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	19	17	89.5	NO	1.87	1.83	NO	N/A	N/A
	Females (!)	32	32	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	27	26	96.3	NO	0.61	0.47	NO	N/A	N/A
	Minority	24	23	95.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	10	10	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	13	12	92.3	NO	0.89	0.36	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	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 (!)	98	94	95.9	NO	N/A	N/A	NO	N/A	N/A
	Females	154	144	93.5	NO	0.81	0.68	NO	N/A	N/A
	White	155	146	94.2	NO	0.65	0.42	NO	N/A	N/A
	Minority	97	92	94.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	21	19	90.5	NO	0.84	0.35	NO	N/A	N/A
	Hispanic	64	61	95.3	NO	0.58	0.47	NO	N/A	N/A
	Asian (!)	7	7	100.0	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	3	3	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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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: All Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2020 - 09/30/2021

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males (!)	1,030	1,012	98.3	NO	N/A	N/A	NO	N/A	N/A
	Females	1,062	1,030	97.0	NO	1.89	1.92	NO	N/A	N/A
	White	1,657	1,617	97.6	NO	0.75	0.54	NO	N/A	N/A
	Minority	435	425	97.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	87	86	98.9	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	245	238	97.1	NO	0.89	0.58	NO	N/A	N/A
	Asian	77	75	97.4	NO	0.69	0.79	NO	N/A	N/A
	Nat. Amer.	20	20	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	6	6	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
B2 - Faculty - Adjunct Day	Males	2,206	2,147	97.3	NO	0.52	0.57	NO	N/A	N/A
	Females (!)	3,188	3,110	97.6	NO	N/A	N/A	NO	N/A	N/A
	White	4,218	4,114	97.5	NO	0.53	0.34	NO	N/A	N/A
	Minority	1,176	1,143	97.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	294	279	94.9	NO	1.87	1.76	NO	N/A	N/A
	Hispanic	601	589	98.0	NO	0.09	0.14	NO	N/A	N/A
	Asian (!)	212	208	98.1	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	53	51	96.2	NO	0.82	1.22	NO	N/A	N/A
	NHOPI	16	16	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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						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males (!)	906	893	98.6	NO	N/A	N/A	NO	N/A	N/A
	Females	1,101	1,079	98.0	NO	0.95	0.93	NO	N/A	N/A
	White (!)	1,650	1,627	98.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	357	345	96.6	NO	2.57	2.36	YES	2	5
	Afr. Amer.	82	77	93.9	NO	3.29	2.79	YES	2	3
	Hispanic	189	186	98.4	NO	0.21	0.48	NO	N/A	N/A
	Asian	69	66	95.7	NO	1.96	1.95	NO	N/A	N/A
	Nat. Amer.	13	12	92.3	NO	1.89	1.67	NO	N/A	N/A
	NHOPI	4	4	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
C1 - Librarians	Males	19	18	94.7	NO	1.86	1.58	NO	N/A	N/A
	Females (!)	65	65	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	60	60	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	24	23	95.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	15	15	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	5	4	80.0	NO	0.68	0.46	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

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# Maricopa County Community College District

Snapshot Date: 09/30/2021

## Adverse Impact: All Terminations\*

### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2020 - 09/30/2021

						Stat. Significance Test				
Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>	Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
D1 - Other Student, Academic and Educational Services	Males (!)	387	352	91.0	NO	N/A	N/A	NO	N/A	N/A
	Females	484	433	89.5	NO	0.73	0.74	NO	N/A	N/A
	White	582	532	91.4	NO	0.28	0.14	NO	N/A	N/A
	Minority	289	253	87.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	50	43	86.0	NO	1.01	0.80	NO	N/A	N/A
	Hispanic	186	163	87.6	NO	0.91	0.66	NO	N/A	N/A
	Asian (!)	41	38	92.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	7	5	71.4	YES	1.70	1.73	NO	N/A	N/A
	NHOPI	5	4	80.0	NO	0.95	1.23	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 (!)	581	520	89.5	NO	N/A	N/A	NO	N/A	N/A
	Females	1,058	940	88.8	NO	0.40	0.37	NO	N/A	N/A
	White (!)	879	801	91.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	760	659	86.7	NO	2.85	2.82	YES	12	17
	Afr. Amer.	117	99	84.6	NO	2.24	2.25	YES	1	5
	Hispanic	547	477	87.2	NO	2.36	2.36	YES	4	10
	Asian	66	56	84.8	NO	1.69	1.65	NO	N/A	N/A
	Nat. Amer.	27	24	88.9	NO	0.40	0.50	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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Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males	261	248	95.0	NO	1.18	1.08	NO	N/A	N/A
	Females (!)	183	178	97.3	NO	N/A	N/A	NO	N/A	N/A
	White	296	286	96.6	NO	0.64	0.43	NO	N/A	N/A
	Minority	148	140	94.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	28	25	89.3	NO	1.17	0.88	NO	N/A	N/A
	Hispanic	76	73	96.1	NO	0.70	0.41	NO	N/A	N/A
	Asian	30	28	93.3	NO	0.91	0.32	NO	N/A	N/A
	Nat. Amer. (!)	12	12	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	2	2	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
G1 - Athletics/Sports	Males (!)	128	121	94.5	NO	N/A	N/A	NO	N/A	N/A
	Females	37	33	89.2	NO	1.14	1.29	NO	N/A	N/A
	White	95	85	89.5	NO	0.83	0.33	NO	N/A	N/A
	Minority	70	69	98.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	27	26	96.3	NO	0.47	0.53	NO	N/A	N/A
	Hispanic	36	36	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	6	6	100.0	NO	N/A	N/A	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 (!)	94	91	96.8	NO	N/A	N/A	NO	N/A	N/A
	Females	63	60	95.2	NO	0.50	0.60	NO	N/A	N/A
	White	114	110	96.5	NO	0.42	0.55	NO	N/A	N/A
	Minority	43	41	95.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	7	87.5	NO	0.82	0.39	NO	N/A	N/A
	Hispanic	28	27	96.4	NO	0.42	0.55	NO	N/A	N/A
	Asian (!)	5	5	100.0	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
H1 - Office/Admin Support	Males	228	212	93.0	NO	1.12	1.22	NO	N/A	N/A
	Females (!)	805	764	94.9	NO	N/A	N/A	NO	N/A	N/A
	White	497	473	95.2	NO	1.40	1.38	NO	N/A	N/A
	Minority	536	503	93.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	97	90	92.8	NO	1.72	1.44	NO	N/A	N/A
	Hispanic	348	326	93.7	NO	1.61	1.62	NO	N/A	N/A
	Asian (!)	39	39	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	48	44	91.7	NO	1.84	1.74	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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I1 - Maintenance/Construction	Males	121	120	99.2	NO	0.25	0.62	NO	N/A	N/A
	Females (!)	8	8	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	83	82	98.8	NO	0.72	0.42	NO	N/A	N/A
	Minority	46	46	100.0	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 (!)	43	43	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.	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	68	64	94.1	NO	0.75	0.67	NO	N/A	N/A
	Females (!)	38	37	97.4	NO	N/A	N/A	NO	N/A	N/A
	White	25	23	92.0	NO	0.65	0.44	NO	N/A	N/A
	Minority	81	78	96.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	8	8	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	67	64	95.5	NO	0.48	0.52	NO	N/A	N/A
	Asian (!)	5	5	100.0	NO	N/A	N/A	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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