UNIVERSITY OF ALASKA

AFFIRMATIVE ACTION SUMMARY REPORT
TO THE
BOARD OF REGENTS
2017

Prepared by the UA Statewide Office of Human Resources
Board of Regents’ Policy 04.02.012 (B) states:

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

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

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

Overview

The 2017 Affirmative Action Plan has seven different occupational categories (EEO-skill codes): Statewide Administration (SW), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS). The seven occupational categories are:

10 – Executive
20 – Faculty
30 – Exempt & Non-Exempt Professional
40 – Exempt & Non-Exempt Clerical
50 – Exempt & Non-Exempt Technical
60 – Specific, Exempt & Non-Exempt General Crafts and Trades
70 – Specific, Exempt & Non-Exempt General Service and Maintenance

It should be noted that the number of employees in each EEO-skill category and race/ethnicity categories may have changed slightly from previous years. This is due to creation of a database that has aligned all campuses to use similar occupational categories, census codes, and appropriate recruitment areas for their region for each category. There has also been a reduction in workforce throughout the campuses. These changes may result in goal changes this year in some occupational categories.

To address shortcomings in the university’s employment of underrepresented faculty and staff, the following steps are being pursued:

- Hiring best practices to include committee training on implicit bias and awareness
- Tracking internal promotions for diversity
- Expanding recruitment efforts to attract a more diverse population
**Total Employees System-wide by University and EEO Category**

This chart shows the total number of employees for the 2017 plan year by minority category and university. See pages 10 and 11 for breakdown by occupational category.

<table>
<thead>
<tr>
<th></th>
<th>Total Employees</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Alaska Native/ American Indian</th>
<th>Hawaiian/ Other PI</th>
<th>Two or More Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW</td>
<td>206</td>
<td>175</td>
<td>2</td>
<td>3</td>
<td>8</td>
<td>4</td>
<td>2</td>
<td>12</td>
</tr>
<tr>
<td>UAA</td>
<td>1657</td>
<td>1305</td>
<td>48</td>
<td>83</td>
<td>77</td>
<td>61</td>
<td>6</td>
<td>77</td>
</tr>
<tr>
<td>UAF</td>
<td>1860</td>
<td>1547</td>
<td>21</td>
<td>52</td>
<td>78</td>
<td>97</td>
<td>5</td>
<td>60</td>
</tr>
<tr>
<td>UAS</td>
<td>315</td>
<td>250</td>
<td>1</td>
<td>10</td>
<td>19</td>
<td>17</td>
<td>4</td>
<td>14</td>
</tr>
<tr>
<td>Total</td>
<td>4038</td>
<td>3277</td>
<td>72</td>
<td>148</td>
<td>182</td>
<td>179</td>
<td>17</td>
<td>163</td>
</tr>
</tbody>
</table>

**Summary of Goal Areas by University for 2017 Plan Year**

The chart below shows the annual goal areas for minorities and females by occupational category. Most universities have goals in some or all of the categories.

<table>
<thead>
<tr>
<th></th>
<th>Exec</th>
<th>Faculty</th>
<th>Exempt &amp; Non-Exempt Professional</th>
<th>Exempt &amp; Non-Exempt Clerical</th>
<th>Exempt &amp; Non-Exempt Technical</th>
<th>Specific, Exempt &amp; Non-Exempt Crafts &amp; Trades</th>
<th>Specific, Exempt &amp; Non-Exempt Services/Maintenance</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW</td>
<td>n/a</td>
<td>Minor</td>
<td>Female</td>
<td>Female</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>UAA</td>
<td>Female</td>
<td>Minority</td>
<td>Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UAF</td>
<td>Female</td>
<td>Minority/Female</td>
<td>Minority</td>
<td>Minori...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UAS</td>
<td>Minority</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Goal Summary by Occupational Category – 2017 Plan Year

The following provides a detailed explanation of annual goals by occupational category and university. It also compares data from the prior plan years (2015 & 2016) with the 2017 plan year. The information indicates whether the occupational category is being underutilized with females and/or minorities. Underutilization is present when we have fewer females and/or minorities in a particular job group than would be expected by their availability in the workforce based on the census data. The annual goals are based on the individualized campus affirmative action plans. If there is no underutilization, then there is no annual goal(s) needed in the occupational category.

10 – Executive

<table>
<thead>
<tr>
<th>Statewide Administration – Executive – Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Year</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>2015</td>
</tr>
<tr>
<td>2016</td>
</tr>
<tr>
<td>2017</td>
</tr>
</tbody>
</table>

• Minority, Female: No underutilization.

<table>
<thead>
<tr>
<th>UAA – Executive – Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Year</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>2015</td>
</tr>
<tr>
<td>2016</td>
</tr>
<tr>
<td>2017</td>
</tr>
</tbody>
</table>

• Minority: No underutilization.
• Female: Underutilization of 1 female with an annual goal of 56%.

<table>
<thead>
<tr>
<th>UAF – Executive – Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Year</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>2015</td>
</tr>
<tr>
<td>2016</td>
</tr>
<tr>
<td>2017</td>
</tr>
</tbody>
</table>

• Minority: No underutilization.
• Female: Underutilization of 3 females with an annual goal of 61%.

<table>
<thead>
<tr>
<th>UAS – Executive – Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Year</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>2015</td>
</tr>
<tr>
<td>2016</td>
</tr>
<tr>
<td>2017</td>
</tr>
</tbody>
</table>

• Minority, Female: No underutilization.
# 20 – Faculty

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>107</td>
<td>352</td>
<td>684</td>
</tr>
<tr>
<td>2016</td>
<td>129</td>
<td>338</td>
<td>650</td>
</tr>
<tr>
<td>2017</td>
<td>102</td>
<td>331</td>
<td>627</td>
</tr>
</tbody>
</table>

• Minority: Underutilization of 26 minorities with an annual goal of 23%.
• Female: No underutilization.

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>137</td>
<td>271</td>
<td>654</td>
</tr>
<tr>
<td>2016</td>
<td>109</td>
<td>266</td>
<td>621</td>
</tr>
<tr>
<td>2017</td>
<td>110</td>
<td>254</td>
<td>593</td>
</tr>
</tbody>
</table>

• Minority: Underutilization of 15 minorities with an annual goal of 24%.
• Female: Underutilization of 29 females with an annual goal of 51%.

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>5</td>
<td>55</td>
<td>118</td>
</tr>
<tr>
<td>2016</td>
<td>6</td>
<td>53</td>
<td>113</td>
</tr>
<tr>
<td>2017</td>
<td>9</td>
<td>54</td>
<td>110</td>
</tr>
</tbody>
</table>

• Minority: Underutilization of 8 minorities with an annual goal of 24%.
• Female: No underutilization.
### Statewide Administration – Exempt & Non-Exempt Professional – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>21</td>
<td>80</td>
<td>146</td>
</tr>
<tr>
<td>2016</td>
<td>18</td>
<td>70</td>
<td>132</td>
</tr>
<tr>
<td>2017</td>
<td>19</td>
<td>68</td>
<td>130</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.

### UAA – Exempt & Non-Exempt Professional – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>85</td>
<td>320</td>
<td>498</td>
</tr>
<tr>
<td>2016</td>
<td>93</td>
<td>324</td>
<td>496</td>
</tr>
<tr>
<td>2017</td>
<td>98</td>
<td>333</td>
<td>510</td>
</tr>
</tbody>
</table>

- Minority: Underutilization of 14 minorities with an annual goal of 26%.
- Female: No underutilization.

### UAF – Exempt & Non-Exempt Professional – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>103</td>
<td>388</td>
<td>648</td>
</tr>
<tr>
<td>2016</td>
<td>83</td>
<td>374</td>
<td>612</td>
</tr>
<tr>
<td>2017</td>
<td>87</td>
<td>372</td>
<td>614</td>
</tr>
</tbody>
</table>

- Minority: Underutilization of 27 minorities with an annual goal of 22%.
- Female: No underutilization.

### UAS – Exempt & Non-Exempt Professional – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>23</td>
<td>73</td>
<td>110</td>
</tr>
<tr>
<td>2016</td>
<td>23</td>
<td>67</td>
<td>97</td>
</tr>
<tr>
<td>2017</td>
<td>21</td>
<td>67</td>
<td>98</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.
40 – Exempt & Non-Exempt Clerical

<p>| Statewide Administration – Exempt &amp; Non-Exempt Clerical – Employee Count |
|---------------------------------|------------------------------|-----------------|----------------|</p>
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>5</td>
<td>23</td>
<td>26</td>
</tr>
<tr>
<td>2016</td>
<td>5</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>2017</td>
<td>6</td>
<td>23</td>
<td>24</td>
</tr>
</tbody>
</table>

• Minority, Female: No underutilization.

<p>| UAA – Exempt &amp; Non-Exempt Clerical – Employee Count |
|---------------------------------|------------------------------|-----------------|----------------|</p>
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>105</td>
<td>322</td>
<td>384</td>
</tr>
<tr>
<td>2016</td>
<td>119</td>
<td>284</td>
<td>347</td>
</tr>
<tr>
<td>2017</td>
<td>100</td>
<td>251</td>
<td>306</td>
</tr>
</tbody>
</table>

• Minority, Female: No underutilization.

<p>| UAF – Exempt &amp; Non-Exempt Clerical – Employee Count |
|---------------------------------|------------------------------|-----------------|----------------|</p>
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>106</td>
<td>322</td>
<td>371</td>
</tr>
<tr>
<td>2016</td>
<td>89</td>
<td>308</td>
<td>358</td>
</tr>
<tr>
<td>2017</td>
<td>72</td>
<td>268</td>
<td>304</td>
</tr>
</tbody>
</table>

• Minority, Female: No underutilization.

<p>| UAS – Exempt &amp; Non-Exempt Clerical – Employee Count |
|---------------------------------|------------------------------|-----------------|----------------|</p>
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>15</td>
<td>62</td>
<td>67</td>
</tr>
<tr>
<td>2016</td>
<td>15</td>
<td>51</td>
<td>55</td>
</tr>
<tr>
<td>2017</td>
<td>17</td>
<td>49</td>
<td>54</td>
</tr>
</tbody>
</table>

• Minority, Female: No underutilization.
### Statewide Administration – Exempt & Non-Exempt Technical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>5</td>
<td>9</td>
<td>32</td>
</tr>
<tr>
<td>2016</td>
<td>4</td>
<td>6</td>
<td>32</td>
</tr>
<tr>
<td>2017</td>
<td>2</td>
<td>3</td>
<td>22</td>
</tr>
</tbody>
</table>

- Minority: No underutilization.
- Female: Underutilization of 6 females with an annual goal of 62%.

### UAA – Exempt & Non-Exempt Technical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>20</td>
<td>50</td>
<td>107</td>
</tr>
<tr>
<td>2016</td>
<td>21</td>
<td>49</td>
<td>104</td>
</tr>
<tr>
<td>2017</td>
<td>18</td>
<td>39</td>
<td>86</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.

### UAF – Exempt & Non-Exempt Technical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>30</td>
<td>100</td>
<td>197</td>
</tr>
<tr>
<td>2016</td>
<td>15</td>
<td>94</td>
<td>178</td>
</tr>
<tr>
<td>2017</td>
<td>15</td>
<td>68</td>
<td>147</td>
</tr>
</tbody>
</table>

- Minority: Underutilization of 13 minorities with an annual goal of 22%.
- Female: No underutilization.

### UAS – Exempt & Non-Exempt Technical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>1</td>
<td>5</td>
<td>16</td>
</tr>
<tr>
<td>2016</td>
<td>2</td>
<td>5</td>
<td>19</td>
</tr>
<tr>
<td>2017</td>
<td>2</td>
<td>4</td>
<td>15</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.
## 60 – Specific, Exempt & Non-Exempt General Crafts and Trades

### UAA – Specific, Exempt & Non-Exempt General Crafts and Trades – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>10</td>
<td>3</td>
<td>59</td>
</tr>
<tr>
<td>2016</td>
<td>14</td>
<td>3</td>
<td>59</td>
</tr>
<tr>
<td>2017</td>
<td>14</td>
<td>3</td>
<td>56</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.

### UAF – Specific, Exempt & Non-Exempt General Crafts and Trades – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>22</td>
<td>12</td>
<td>132</td>
</tr>
<tr>
<td>2016</td>
<td>22</td>
<td>10</td>
<td>124</td>
</tr>
<tr>
<td>2017</td>
<td>20</td>
<td>8</td>
<td>114</td>
</tr>
</tbody>
</table>

- Minority: Underutilization of 4 minorities with an annual goal of 27%.
- Female: Underutilization of 18 females with an annual goal of 31%.

### UAS – Specific, Exempt & Non-Exempt General Crafts and Trades – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>3</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>2016</td>
<td>3</td>
<td>0</td>
<td>12</td>
</tr>
<tr>
<td>2017</td>
<td>3</td>
<td>0</td>
<td>11</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.
70 – Specific, Exempt & Non-Exempt General Services and Maintenance

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>15</td>
<td>9</td>
<td>50</td>
</tr>
<tr>
<td>2016</td>
<td>20</td>
<td>9</td>
<td>53</td>
</tr>
<tr>
<td>2017</td>
<td>18</td>
<td>10</td>
<td>48</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>11</td>
<td>7</td>
<td>58</td>
</tr>
<tr>
<td>2016</td>
<td>9</td>
<td>7</td>
<td>52</td>
</tr>
<tr>
<td>2017</td>
<td>6</td>
<td>7</td>
<td>48</td>
</tr>
</tbody>
</table>

- Minority: No underutilization.
- Female: Underutilization of 3 females with an annual placement goal of 32%.

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>12</td>
<td>1</td>
<td>18</td>
</tr>
<tr>
<td>2016</td>
<td>12</td>
<td>1</td>
<td>18</td>
</tr>
<tr>
<td>2017</td>
<td>12</td>
<td>1</td>
<td>16</td>
</tr>
</tbody>
</table>

- Minority, Female: No underutilization.
Total Employees by Category and University

The charts below give a breakdown of each occupational category, showing the total number of employees, for the 2017 plan year by category and university.

### 10 – Executive

<table>
<thead>
<tr>
<th>Total Employees</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Alaska Native/ American Indian</th>
<th>Hawaiian/ Other PI</th>
<th>Two or more Categories</th>
</tr>
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### 20 – Faculty

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### 30 – Exempt & Non-Exempt Professional

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### 50 – Exempt & Non-Exempt Technical

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### 60 – Specific, Exempt & Non-Exempt Crafts and Trades

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### 70 – Specific, Exempt & Non-Exempt Services and Maintenance

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