

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.

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

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.

	Exec	Faculty	Exempt & Non-Exempt Professional	Exempt & Non-Exempt Clerical	Exempt & Non-Exempt Technical	Specific, Exempt & Non-Exempt Crafts & Trades	Specific, Exempt & Non-Exempt Services/ Maintenance
SW		n/a			Female	n/a	n/a
UAA	Female	Minority	Female				
UAF	Female	Minority/ Female	Minority		Minority/ Female		
UAS		Minority					

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

Statewide Administration – Executive – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	5	12	30
2016	5	11	28
2017	4	13	30

- Minority, Female: No underutilization.

UAA – Executive – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	3	8	27
2016	4	7	26
2017	2	7	24

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

UAF – Executive – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	9	22	49
2016	4	16	41
2017	3	15	40

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

UAS – Executive – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	1	4	10
2016	1	6	10
2017	1	7	11

- Minority, Female: No underutilization.

20 – Faculty

UAA – Faculty – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	107	352	684
2016	129	338	650
2017	102	331	627

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

UAF – Faculty – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	137	271	654
2016	109	266	621
2017	110	254	593

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

UAS – Faculty – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	5	55	118
2016	6	53	113
2017	9	54	110

- Minority: Underutilization of 8 minorities with an annual goal of 24%.
- Female: No underutilization.

30 – Exempt & Non-Exempt Professional

Statewide Administration – Exempt & Non-Exempt Professional – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	21	80	146
2016	18	70	132
2017	19	68	130

- Minority, Female: No underutilization.

UAA – Exempt & Non-Exempt Professional – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	85	320	498
2016	93	324	496
2017	98	333	510

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

UAF – Exempt & Non-Exempt Professional – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	103	388	648
2016	83	374	612
2017	87	372	614

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

UAS – Exempt & Non-Exempt Professional – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	23	73	110
2016	23	67	97
2017	21	67	98

- Minority, Female: No underutilization.

40 – Exempt & Non-Exempt Clerical

Statewide Administration – Exempt & Non-Exempt Clerical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	5	23	26
2016	5	20	21
2017	6	23	24

- Minority, Female: No underutilization.

UAA – Exempt & Non-Exempt Clerical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	105	322	384
2016	119	284	347
2017	100	251	306

- Minority, Female: No underutilization.

UAF – Exempt & Non-Exempt Clerical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	106	322	371
2016	89	308	358
2017	72	268	304

- Minority, Female: No underutilization.

UAS – Exempt & Non-Exempt Clerical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	15	62	67
2016	15	51	55
2017	17	49	54

- Minority, Female: No underutilization.

50 – Exempt & Non-Exempt Technical

Statewide Administration – Exempt & Non-Exempt Technical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	5	9	32
2016	4	6	32
2017	2	3	22

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

UAA – Exempt & Non-Exempt Technical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	20	50	107
2016	21	49	104
2017	18	39	86

- Minority, Female: No underutilization.

UAF – Exempt & Non-Exempt Technical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	30	100	197
2016	15	94	178
2017	15	68	147

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

UAS – Exempt & Non-Exempt Technical – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	1	5	16
2016	2	5	19
2017	2	4	15

- Minority, Female: No underutilization.

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

UAA – Specific, Exempt & Non-Exempt General Crafts and Trades – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	10	3	59
2016	14	3	59
2017	14	3	56

- Minority, Female: No underutilization.

UAF – Specific, Exempt & Non-Exempt General Crafts and Trades – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	22	12	132
2016	22	10	124
2017	20	8	114

- 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			
Plan Year	Minorities	Female	Total Employees
2015	3	0	11
2016	3	0	12
2017	3	0	11

- Minority, Female: No underutilization.

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

UAA – Specific, Exempt & Non-Exempt General Services and Maintenance – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	15	9	50
2016	20	9	53
2017	18	10	48

- Minority, Female: No underutilization.

UAF – Specific, Exempt & Non-Exempt General Services and Maintenance – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	11	7	58
2016	9	7	52
2017	6	7	48

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

UAS – Specific, Exempt & Non-Exempt General Services and Maintenance – Employee Count			
Plan Year	Minorities	Female	Total Employees
2015	12	1	18
2016	12	1	18
2017	12	1	16

- 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

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	30	26	0	0	0	0	2	2
UAA	24	22	0	0	1	0	0	1
UAF	40	37	0	0	0	1	0	1
UAS	11	10	0	0	0	1	0	0

20 – Faculty

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	627	525	11	15	40	22	0	14
UAF	593	483	6	14	57	17	1	15
UAS	110	101	0	2	1	5	0	1

30 – Exempt & Non-Exempt Professional

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	130	111	2	0	8	2	0	7
UAA	510	412	15	28	10	18	4	23
UAF	614	527	7	15	11	33	2	19
UAS	98	77	0	5	5	5	1	5

40 – Exempt & Non-Exempt Clerical

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	24	18	0	2	0	2	0	2
UAA	306	206	18	28	17	13	1	23
UAF	304	232	4	15	5	30	2	16
UAS	54	37	1	1	5	2	1	7

50 – Exempt & Non-Exempt Technical

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	22	20	0	1	0	0	0	1
UAA	86	68	1	4	2	2	1	8
UAF	147	132	0	3	4	6	0	2
UAS	15	13	0	0	1	1	0	0

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

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	56	42	0	4	2	2	0	6
UAF	114	94	3	5	0	7	0	5
UAS	11	8	0	1	1	0	1	0

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

	Total Employees	White	Black	Hispanic	Asian	Alaska Native/ American Indian	Hawaiian/ Other PI	Two or more Categories
SW	0	0	0	0	0	0	0	0
UAA	48	30	3	4	5	4	0	2
UAF	48	42	1	0	1	2	0	2
UAS	16	4	0	1	6	3	1	1