UNIVERSITY OF ALASKA

AFFIRMATIVE ACTION SUMMARY REPORT
TO THE
BOARD OF REGENTS
2022

Prepared by the UA Statewide Office of Human Resources

Policy
Board of Regents' Policy 04.02.012 (B) states:

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

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

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

Overview
The 2022 Affirmative Action Plans for System Office (SO), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) have moved to utilizing forty-one (41) job categories that subdivide the seven different occupational categories (EEO-skill codes).
The seven occupational categories, with their associated job sub-categories are:

Officials & Management
- Executive
- Management

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

Exempt & Non-Exempt Professional
- Administrative
- Athletics
- Communication
- Crafts & Trades
- Finance
- Health Services
- Human Resources
- Information Systems
- Marine
- Real Property
- Research
- Risk Management
- Student Services
- Training

Exempt & Non-Exempt Clerical
- Administrative
- Athletics
- Communications
- Finance
- Health Services
- Risk Management
- Safety Services
- Student Services
- Training

Exempt & Non-Exempt Technician
- Administrative
- Communication
- Crafts & Trades
- Information Systems
- Marine
- Research

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

Specific, Exempt & Non-Exempt General Service and Maintenance
- Crafts & Trades
- Marine
- Safety Services

Total Employees System-wide by University and EEO Category

This chart shows the total number of employees for the 2022 plan year by minority category and university. See the Total Employee by Category and University section for breakdown by occupational category and job sub-category.

RACE KEY

Total Employees	White	Black	Hispanic / Latino	Asian	Alaska Native / American Indian	Native Hawaiian / Other Pacific Islander	Two or More Categories
Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	188	151	3	4	8	5	2	15
UAA	1365	1047	30	73	61	50	15	89
UAF	1661	1320	20	69	73	93	4	82
UAS	256	205	3	9	14	13	1	11
Total	**3470**	**2723**	**56**	**155**	**156**	**161**	**22**	**197**

Summary of Goal Areas by University for 2022 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 the categories. See the Goal Summary by Occupational Category section for breakdown by occupational category and job sub-category.

	Officials & Management	Faculty	Professional	Clerical	Technical	Crafts & Trades	General Services & Maintenance
SO	None	n/a	**Minority:** Admin	**Minority:** Admin	None	n/a	n/a
UAA	**Female:** Executive	**Minority:** Assistant Professor; Academic Leadership	**Female:** Research **Minority:** Admin; Communication; Training	None	**Minority:** Communication; Research	**Minority:** L6070	None
UAF	**Minority:** Management	**Female:** Professor; Associate Professor **Minority:** Professor	**Female:** Athletics; Research **Minority:** Admin; Communication	**Minority:** Admin; Finance	**Minority:** Communication	None	None
UAS	None	None	**Female:** Admin **Minority:** Student Services	None	None	None	None

Goal Summary by Occupational Category – 2022 Plan Year

The following provides a detailed explanation of annual goals by occupational category and university. Note that the "Executive" occupational category has been redefined by the Equal Employment Opportunity Commission as "Officials and Managers" and thus, as of plan year 2019, this category now includes more than just officers and senior administrators of the university, but also managers as well.   The tables below compare data from the prior plan years (2018 through 2021) with the 2022 plan year. The information indicates whether the occupational category is being underutilized with females and/or minorities, and which sub-category those goals apply to. 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.

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

Officials & Managers*
*Prior to the 2019 plan year, the EEO Category was "Executive" and did not include managerial staff.

System Office – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	4	13%	14	45%	31
2019	10	20%	25	49%	51
2020	8	16%	26	51%	51
2021	7	15%	27	56%	48
2022	5	10%	28	58%	48

UAA – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	2	10%	6	29%	21
2019	15	13%	72	61%	118
2020	14	13%	68	61%	111
2021	15	13%	68	58%	117
2022	17	16%	63	59%	107

Female: Underutilization in Executive

UAF – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	4	10%	15	38%	40
2019	18	11%	103	66%	157
2020	24	15%	109	67%	162
2021	26	15%	122	71%	173
2022	20	13%	99	66%	149

Minority: Underutilization in Management

UAS – Officials & Managers – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	1	10%	6	60%	10
2019	6	22%	18	67%	27
2020	5	22%	17	74%	23
2021	5	19%	19	70%	27
2022	5	17%	22	76%	29

Faculty

The System Office does not have Faculty and is therefore not reported on.

UAA – Faculty – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	107	17%	322	53%	612
2019	95	16%	306	52%	583
2020	97	18%	283	52%	549
2021	89	17%	276	53%	524
2022	91	18%	264	54%	493

Minority: Underutilization in Assistant Professor rank and Academic Leadership

UAF – Faculty – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	103	18%	245	44%	562
2019	94	17%	234	43%	543
2020	96	18%	240	44%	545
2021	95	18%	234	44%	531
2022	105	21%	219	44%	493

Minority: Underutilization in the Professor rank
Female: Underutilization in Professor rank and Associate Professor rank

UAS – Faculty – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	8	7%	51	46%	112
2019	8	7%	50	45%	110
2020	7	7%	46	45%	102
2021	9	9%	47	46%	102
2022	10	10%	51	53%	97

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Professionals

System Office – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	20	16%	65	52%	126
2019	12	14%	44	52%	85
2020	19	19%	56	55%	101
2021	18	17%	64	59%	108
2022	22	22%	66	65%	102

Minority: Underutilization in Admin and Communication

UAA – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	94	19%	323	65%	497
2019	82	19%	275	65%	424
2020	82	21%	247	64%	384
2021	83	22%	253	66%	381
2022	83	23%	238	65%	366

Minority: Underutilization in Admin, Communication, Training
Female: Underutilization in Research

UAF – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	91	15%	349	58%	598
2019	73	15%	283	56%	501
2020	83	17%	273	56%	488
2021	91	17%	289	55%	523
2022	104	20%	283	54%	522

Minority: Underutilization in Admin and Communication
Female: Underutilization in Athletics and Research

UAS – Professionals – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	24	27%	60	68%	88
2019	19	26%	50	68%	73
2020	13	20%	43	66%	65
2021	17	28%	36	59%	61
2022	9	16%	34	61%	56

Minority: Underutilization in Student Services
Female: Underutilization in Admin

Clerical

System Office – Clerical– Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	5	23%	19	86%	22
2019	2	13%	15	94%	16
2020	5	20%	22	88%	25
2021	5	19%	23	88%	26
2022	5	18%	27	96%	28

Minority: Underutilization in Admin

UAA – Clerical – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	92	31%	243	81%	299
2019	90	32%	231	81%	284
2020	69	30%	186	80%	233
2021	75	31%	184	76%	239
2022	89	38%	169	73%	233

UAF – Clerical – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	70	25%	249	88%	283
2019	72	24%	258	88%	294
2020	68	26%	218	84%	259
2021	59	24%	214	87%	247
2022	51	25%	166	82%	202

Minority: Underutilization in Admin and Finance

UAS – Clerical – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	17	30%	53	93%	57
2019	17	30%	50	89%	56
2020	19	37%	45	88%	51
2021	16	36%	40	89%	45
2022	14	37%	35	92%	38

Technicians

System Office – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2018	5	21%	4	79%	24
2019	4	20%	3	15%	20
2020	4	22%	4	22%	18
2021	5	28%	2	11%	18
2022	5	50%	2	20%	10

UAA – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2018	16	17%	42	44%	95
2019	14	16%	36	42%	86
2020	14	17%	37	46%	81
2021	15	18%	35	43%	82
2022	15	18%	36	42%	85

Minority: Underutilization in Communication and Research

UAF – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2018	17	11%	76	49%	155
2019	15	10%	74	50%	147
2020	17	12%	71	51%	139
2021	20	14%	71	51%	138
2022	23	17%	63	47%	133

Minority: Underutilization in Communication

UAS – Technicians – Employee Count					
Plan Year	Minorities		Female		Total Employees
2018	3	18%	6	35%	17
2019	4	22%	8	44%	18
2020	2	14%	7	50%	14
2021	2	13%	9	56%	16
2022	1	8%	7	58%	12

General Crafts & Trades

The System Office does not have General Crafts and Trades and is therefore not reported on.

UAA – General Crafts & Trades – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	11	22%	3	6%	50
2019	9	18%	4	8%	49
2020	9	19%	4	8%	48
2021	9	20%	5	11%	45
2022	8	19%	4	9%	43

Minority: Underutilization in L6070

UAF – General Crafts & Trades – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	20	18%	6	5%	112
2019	18	16%	8	7%	114
2020	17	14%	8	7%	119
2021	16	13%	12	10%	119
2022	22	20%	12	11%	111

UAS – General Crafts & Trades – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	4	33%	0	0%	12
2019	4	36%	0	0%	11
2020	4	36%	0	0%	11
2021	6	46%	0	0%	13
2022	7	54%	0	0%	13

General Service & Maintenance

The System Office does not have General Service and Maintenance and is therefore not reported on.

UAA – General Service & Maintenance – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	19	40%	11	23%	47
2019	16	35%	8	17%	46
2020	14	34%	5	12%	41
2021	13	38%	4	12%	34
2022	15	39%	6	16%	38

UAF – General Service & Maintenance – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	7	16%	6	14%	44
2019	6	13%	8	17%	48
2020	9	18%	11	22%	49
2021	9	18%	9	18%	50
2022	16	31%	11	22%	51

UAS – General Service & Maintenance – Employee Count					
Plan Year	**Minorities**		**Female**		**Total Employees**
2018	12	75%	1	6%	16
2019	10	67%	1	7%	15
2020	9	69%	1	8%	13
2021	7	64%	1	9%	11
2022	5	45%	0	0%	11

Total Employees by Category and University

The charts below give a breakdown of each occupational category (in bold), with the further breakdown of sub-categories, showing the total number of employees, for the 2022 plan year by category and university.

RACE KEY

Total Employees	White	Black	Hispanic / Latino	Asian	Alaska Native / American Indian	Native Hawaiian / Other Pacific Islander	Two or More Categories
Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +

OFFICIALS & MANAGEMENT TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	48	43	0	0	1	1	1	2
UAA	107	90	0	6	2	5	0	4
UAF	149	129	1	1	1	11	0	6
UAS	29	24	0	1	1	1	0	2

BREAKDOWN FOR OFFICIALS & MANAGEMENT SUBCATEGORIES:

Executive

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	27	24	0	0	0	1	1	1
UAA	19	18	0	0	1	0	0	0
UAF	38	32	0	0	1	3	0	2
UAS	9	9	0	0	0	0	0	0

Management

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	21	19	0	0	1	0	0	1
UAA	88	72	0	6	1	5	0	4
UAF	111	97	1	1	0	8	0	4
UAS	20	15	0	1	1	1	0	2

FACULTY TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	493	402	10	16	34	15	2	15
UAF	493	388	5	16	52	15	1	16
UAS	97	87	0	1	2	6	0	1

BREAKDOWN FOR FACULTY SUBCATEGORIES:

Professor

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	128	97	0	5	20	3	0	3
UAF	134	112	1	2	15	1	1	2
UAS	15	15	0	0	0	0	0	0

Associate Professor

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	101	84	1	4	7	2	0	3
UAF	137	109	1	6	14	4	0	3
UAS	25	23	0	0	0	1	0	1

Assistant Professor

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	173	140	4	7	7	6	1	8
UAF	134	105	2	2	11	7	0	7
UAS	53	45	0	1	2	5	0	0

Instructor

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	37	32	2	0	0	2	1	0
UAF	25	18	0	3	1	0	0	3
UAS	1	1	0	0	0	0	0	0

Post-Doctoral Fellow

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	10	10	0	0	0	0	0	0
UAF	46	29	1	3	10	2	0	1
UAS	1	1	0	0	0	0	0	0

Academic Leadership

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	n/a							
UAA	44	39	3	0	0	2	0	0
UAF	17	15	0	0	1	1	0	0
UAS	2	2	0	0	0	0	0	0

PROFESSIONAL TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	102	80	2	2	6	2	1	9
UAA	366	283	11	22	13	10	3	24
UAF	522	418	7	26	12	33	2	24
UAS	56	47	0	2	3	3	0	1

BREAKDOWN FOR PROFESSIONAL SUBCATEGORIES:

Administrative (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	16	14	0	0	1	0	0	1
UAA	85	68	2	4	1	3	0	7
UAF	79	60	2	4	3	7	0	3
UAS	3	3	0	0	0	0	0	0

Athletics (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	22	17	1	0	0	1	0	3
UAF	20	17	0	0	1	0	0	2
UAS	N/A	0	0	0	0	0	0	0

Communication (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	4	4	0	0	0	0	0	0
UAA	13	13	0	0	0	0	0	0
UAF	37	31	0	0	0	2	0	4
UAS	4	4	0	0	0	0	0	0

Crafts & Trades (Professionals)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	8	6	1	1	0	0	0	0
UAF	14	14	0	0	0	0	0	0
UAS	1	1	0	0	0	0	0	0

Finance (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	24	20	0	0	1	0	0	3
UAA	26	16	0	6	3	0	0	1
UAF	37	28	1	4	2	1	1	0
UAS	3	1	0	0	2	0	0	0

Health Services (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	12	10	0	0	1	1	0	0
UAF	5	4	0	1	0	0	0	0
UAS	3	3	0	0	0	0	0	0

Human Resources (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	23	16	2	1	0	1	0	3
UAA	N/A	0	0	0	0	0	0	0
UAF	N/A	0	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Information Services (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	26	19	0	1	4	1	0	1
UAA	27	21	1	2	1	0	0	2
UAF	97	83	0	2	4	3	0	5
UAS	7	5	0	0	1	0	0	1

Marine (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	2	1	1	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Real Property (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	5	3	0	0	0	0	1	1
UAA	N/A	0	0	0	0	0	0	0
UAF	N/A	0	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Research (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	1	1	0	0	0	0	0	0
UAA	42	33	1	2	2	0	0	4
UAF	105	89	1	4	1	7	0	3
UAS	2	2	0	0	0	0	0	0

Risk Management (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	3	3	0	0	0	0	0	0
UAA	5	5	0	0	0	0	0	0
UAF	9	8	0	0	0	0	0	1
UAS	2	1	0	1	0	0	0	0

Student Services (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	80	57	5	6	3	1	2	6
UAF	79	55	1	7	1	11	1	3
UAS	25	22	0	1	0	2	0	0

Training (Professional)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	46	37	0	1	2	4	1	1
UAF	38	28	1	4	0	2	0	3
UAS	6	5	0	0	0	1	0	0

CLERICAL TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	28	23	0	1	0	1	0	3
UAA	233	144	8	19	4	15	8	35
UAF	202	151	4	10	5	12	0	20
UAS	38	24	2	3	3	2	0	4

BREAKDOWN FOR CLERICAL SUBCATEGORIES:

Administrative (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	12	11	0	0	0	0	0	1
UAA	106	74	4	5	4	2	3	14
UAF	115	89	4	4	2	8	0	8
UAS	17	13	0	1	0	2	0	1

Athletics (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	3	2	0	0	0	0	0	1
UAF	3	3	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Communication (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	0	0	0	0	0	0	0	0
UAA	13	8	0	3	0	0	0	2
UAF	1	1	0	0	0	0	0	0
UAS	1	1	0	0	0	0	0	0

Finance (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	6	4	0	1	0	1	0	0
UAA	34	24	2	2	0	1	3	2
UAF	34	28	0	1	1	2	0	2
UAS	6	3	0	1	0	0	0	2

Health Services (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	2	1	0	0	0	1	0	0
UAF	2	1	0	1	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Human Resources (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	9	7	0	0	0	0	0	2
UAA	0	0	0	0	0	0	0	0
UAF	10	6	0	1	0	0	0	3
UAS	0	0	0	0	0	0	0	0

Risk Management (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	1	1	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	0	0	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Safety Services (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	7	5	1	0	0	1	0	0
UAF	4	1	0	1	0	0	0	2
UAS	0	0	0	0	0	0	0	0

Student Services (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	38	27	1	5	0	1	1	3
UAF	27	18	0	2	1	2	0	4
UAS	14	7	2	1	3	0	0	1

Training (Clerical)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	0	0	0	0	0	0	0	0
UAA	30	3	0	4	0	9	1	13
UAF	6	4	0	0	1	0	0	1
UAS	0	0	0	0	0	0	0	0

TECHNICIAN TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	10	5	1	1	1	1	0	1
UAA	85	70	0	5	2	0	1	7
UAF	133	110	0	7	3	10	1	2
UAS	12	11	1	0	0	0	0	0

BREAKDOWN FOR TECHNICIAN SUBCATEGORIES:

Administrative (Technician)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	0	0	0	0	0	0	0	0
UAA	1	1	0	0	0	0	0	0
UAF	0	0	0	0	0	0	0	0
UAS	0	0	0	0	0	0	0	0

Communication (Technician)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	1	1	0	0	0	0	0	0
UAA	38	31	0	2	0	0	1	4
UAF	59	51	0	3	1	1	1	2
UAS	6	5	1	0	0	0	0	0

Crafts & Trades (Technician)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	2	2	0	0	0	0	0	0
UAF	3	2	0	0	0	1	0	0
UAS	0	0	0	0	0	0	0	0

Information Services (Technician)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	9	4	1	1	1	1	0	1
UAA	22	18	0	2	0	0	0	2
UAF	27	23	0	2	0	2	0	0
UAS	4	4	0	0	0	0	0	0

Marine (Technician)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	0	0	0	0	0	0	0	0
UAF	5	4	0	0	1	0	0	0
UAS	0	0	0	0	0	0	0	0

Research (Technician)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	22	18	0	1	2	0	0	1
UAF	39	30	0	2	1	6	0	0
UAS	2	2	0	0	0	0	0	0

GENERAL CRAFT & TRADE TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	43	35	1	3	2	0	0	2
UAF	111	89	1	5	0	8	0	8
UAS	13	6	0	1	2	1	0	3

NO SUBCATEGORIES

GENERAL SERVICES & MAINTENANCE TOTALS

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	38	23	0	2	4	5	1	3
UAF	51	35	2	4	0	4	0	6
UAS	11	6	0	1	3	0	1	0

BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:

Crafts & Trades (General Service & Maintenance)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	23	15	0	2	2	3	1	0
UAF	28	14	2	2	0	4	0	6
UAS	11	6	0	1	3	0	1	0

Marine (General Service & Maintenance)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	N/A	0	0	0	0	0	0	0
UAF	7	7	0	0	0	0	0	0
UAS	N/A	0	0	0	0	0	0	0

Safety Services (General Services & Maintenance)

	Total	White	Black	Hisp	Asian	AN | AI	NH | PI	Two +
SO	N/A	0	0	0	0	0	0	0
UAA	15	8	0	0	2	2	0	3
UAF	16	14	0	2	0	0	0	0
UAS	0	0	0	0	0	0	0	0