

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES & WOMEN

College of Southern Maryland

La Plata, MD

October 1, 2022 through September 30, 2023

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Preface

College of Southern Maryland, (also referred to as the College), is committed to the concept and practice of equal opportunity and affirmative action. In preparing this Affirmative Action Program (AAP), we have been guided by Section 503 of the Rehabilitation Act of 1973 (as amended) (29 U.S.C. § 793) and its implementing regulations (41 C.F.R. Part 60-741) and the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission ("EEOC") (29 C.F.R. Part 1608). Nothing contained in this AAP or its supporting data should be construed as an admission by the College, in whole or in part, that it has contravened any federal, state, or local employment practice laws, or to sanction the discriminatory treatment of any person.

While the College firmly believes in dissemination of its affirmative action policies and equal employment opportunity practices and makes the non-data components of this AAP available for review to employees and applicants upon request, the AAP remains a proprietary document of the College. Moreover, the data on which the College has relied in preparing this AAP are confidential and sensitive, and the College believes release of the data would subject the College to commercial harm. Reports that require specific data, such as names of employees and salary information, are not an official part of this AAP. This information is on file at the College as Documentation and Supporting Data for AAP Reports, and is available for review only as required by law.

If this AAP or any supporting data or documentation are submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act and/or any implementing regulations (as any or all have been or may be amended), the Equal Employment Opportunity Commission, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the College of the agency's decision to disclose and providing the College with ample time to contest the disclosure. Advance notice of disclosure should be sent to Sybol Anderson & Ivan L. Smith. The College requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from the College.

This AAP does not constitute an express or implied contract between the College and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all College employees have with the College. Nothing in this AAP creates a private right of action on behalf of any individual or group against the College.

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of College of Southern Maryland not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. This policy applies to all jobs at the College. The College will continue to take affirmative action to ensure individuals are employed, and employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows.

Employment decisions at the College are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The College makes, and will continue to make, reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodation would impose an undue hardship on the operations of the College.

College of Southern Maryland and its President are fully committed to the principles of equal employment opportunity and affirmative action and support the successful implementation of the College's Affirmative Action Programs. Sybol Anderson & Ivan L. Smith, Affirmative Action Officers for the College, has been appointed with responsibility for implementation of the College's affirmative action activities. The Affirmative Action Officers have the full support of top management to fully implement this Program. All managers and supervisors will take an active part in the College's AAP to ensure all qualified employees and prospective employees are treated in a non-discriminatory

manner with respect to all employment decisions. Furthermore, College of Southern Maryland will solicit the cooperation and support of all employees for the College's Equal Employment Opportunity and Affirmative Action Statement of Policy.

The College's Affirmative Action Program includes an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the Program. The Affirmative Action Officers have been assigned responsibility for periodically reviewing progress with compliance and implementation of the College's affirmative action policy. In accordance with public law, the College's Affirmative Action Program for qualified individuals with disabilities and the Affirmative Action Program for protected veterans are available for inspection in the Human Resources Department, 9 - 5 upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations or exercising any other right protected by such laws or regulations. College of Southern Maryland 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. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in 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 the contractor's legal duty to furnish information.

Dr. Maureen Murphy

President

10/1/22

Sex Discrimination Policy

41 C.F.R. 60-20.1 – 60-20.6

Pursuant to College of Southern Maryland's equal employment opportunity and affirmative action policy, the College prohibits sexual discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration and selection for training or other employment opportunities. The terms "because of sex", on the "basis of sex", "regardless of sex" and "without regard to sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions, sexual orientation, gender identity and transgender status. In furtherance of the College's commitment to ensuring equal employment opportunity regardless of sex, the College will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their sex, except where sex is a bona fide occupational qualification
- Ensure job postings and recruitment materials do not express a sex preference, unless sex is a bona fide occupational qualification
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed
- Provide qualified employees with an equal opportunity to any available job without regard to their sex, except where sex is a bona fide occupational qualification
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of sex
- Develop written policies which prohibit unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature towards employees and take reasonable steps to prevent such harassment from occurring
- Provide appropriate restroom and other facilities for applicants and employees
- Refrain from reliance on any state laws which conflict with the non-discrimination provisions of Title VII of the Civil Rights Act of 1964 or Executive Order 11246 and are superseded thereby
- Ensure employees are not discriminated against because of pregnancy, childbirth, or related medical conditions. Females affected by pregnancy, childbirth, or related medical conditions will be treated the same as other persons who are not so affected but are similarly able or unable to work
- Administer any seniority systems without regard to sex
- Determine wage schedules without regard to sex
- Ensure individuals are not restricted to certain job classifications based on sex.

Religious and National Origin Discrimination Policy

41 C.F.R. 60-50.1 – 60.50.5

Pursuant to College of Southern Maryland's equal employment opportunity and affirmative action policy, the College prohibits religious and national discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities. In furtherance of the College's commitment to ensuring equal employment opportunity regardless of national origin or religious beliefs, the College will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their national origin or religious beliefs
- Provide qualified employees with an equal opportunity to available job openings without regard to their religion or national origin
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of religion or national origin
- Provide reasonable accommodation for sincerely-held religious beliefs unless doing so would pose an undue hardship on the College's business.
- Develop reasonable procedures to carry out the College's obligation to provide equal employment opportunity without regard to religion or national origin
- Inform employees of the College's commitment to equal employment opportunity without regard to national origin or religion
- Inform recruitment sources of the College's commitment to equal employment opportunity and seek their assistance and support to
- Review employment practices, personnel policies, and available records to ensure that applicants and employees are not discriminated against or harassed
- Engage in outreach activities with religious and ethnic organizations and educational institutions

Responsibility for Implementation

41 C.F.R. 60-2.17

College of Southern Maryland has assigned primary management responsibility and accountability for ensuring full compliance with the Affirmative Action Program to Sybol Anderson & Ivan L. Smith, the Affirmative Action Officers of the College. The Affirmative Action Officers have the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The identities of the Affirmative Action Officers appear on internal and external communications regarding the College's equal employment opportunity and affirmative action policies.

The duties of the Affirmative Action Officers and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing regular discussions with local managers, supervisors, and employees to ensure the College's policies are being followed
- Training personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the College's Affirmative Action Program are implemented
- Advising managers and supervisors that the College is obligated to prevent discrimination and harassment of applicants and employees on any basis protected by law
- Identifying any problem areas in implementing the AAP, and developing solutions
- Ensuring policies are in place to identify any barriers to employment based on sex, gender identity, sexual orientation, race, color, religious creed, or national origin and assisting managers in developing solutions to ensure all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system to measure the effectiveness of the College's Program, indicate the need for remedial action, determine the degree to which the College's objectives have been attained, determine whether all employees have had the opportunity to participate in College-sponsored educational, training, recreational, and social activities, and ensure each College location is in compliance with applicable laws and regulations
- Serving as liaison between the College and enforcement agencies, and between the College and organizations of and for minorities or females
- Encouraging active involvement by College representatives in the community service programs of local organizations of and for minorities and females
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees
- Keeping management informed of developments in the affirmative action area.

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of College of Southern Maryland's AAP, the College has completed a profile of the workforce at the La Plata, MD establishment. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race.

To complete the organizational profile the College has elected to follow the Workforce Analysis methodology. The analysis identifies the departments at the La Plata, MD establishment and for each department lists all job titles from lowest to highest paid. For each job title, the report provides the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of the AAP, College of Southern Maryland has prepared a job group analysis. The job group analysis is the first step in comparing the representation of minorities and females in the workforce covered by this AAP with the estimate of the available qualified minorities and females who could be employed by the College in positions covered by this AAP.

In designing job groups, jobs have been placed in job groups based upon the general criteria of relatively similar content, similar opportunities, and similar rates of pay. Similarity of content refers to the relative duties and responsibilities of the job titles which make up the job group. Similarity of opportunities refers to training, transfers, promotions, pay mobility and other career enhancement opportunities offered by the jobs within the job group.

The job groups in this AAP were developed to serve as a basis for a statistical analysis comparing current workforce utilization to weighted internal and external availability, and, thereafter, to develop annual goals as to minorities and females. Accordingly, job content (reflected in census data matches) and opportunity for advancement (important for determining feeder jobs) have been relied upon more than pay rates in grouping jobs. Moreover, where possible, and, consistent with other factors, job groups were devised which are of a sufficient size to conduct a meaningful utilization analysis. Necessary differences exist in the statistical analysis for utilization and the statistical analysis which would be appropriate for compensation. Therefore, the College does not suggest or agree its job groups contain jobs whose incumbents are sufficiently similarly situated (considering a variety of factors including tasks performed, effort, level of responsibility, working conditions, work location, job difficulty, minimum qualifications, performance and other objective factors) to be included in the same group for purposes of statistical analysis of rates of pay or compensation.

The Job Group Analysis report identifies the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

Availability Analysis

41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the College's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and individuals within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, the College has selected a reasonable recruitment area and the pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and females. Moreover, when determining external availability, the College has used the most current and discrete statistical information available. For this availability analysis, the College has used the EEO 2014-2018 ACS Tabulation Data. Finally, where a job group is composed of different job titles that carry different availability rates, the College calculated a composite availability figure. The College arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group is included with this AAP.

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

College of Southern Maryland has compared the representation of minorities and females in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the College determined whether the difference was greater than could reasonably be expected.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, College of Southern Maryland has established placement goals where the actual representation of minorities or females in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, the College applied the following principles:

- When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected, given their availability percentage in that job group, the College established a percentage annual placement goal at least equal to the availability figure derived for minorities or females, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of individuals of a specific race or sex.
- In all employment decisions, the College makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the College to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action-Oriented Program section of this AAP, where a placement goal is set, the College will develop affirmative steps to increase the recruitment and training of the underrepresented group.

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

College of Southern Maryland has conducted analyses of its total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

The College has analyzed its workforce to determine if minorities or females are significantly underrepresented or concentrated in any organizational unit.

Composition of the Workforce by Job Group

The College has conducted an availability analysis by job group, considering both external and internal availability, and has compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in this AAP. The College has established affirmative action placement goals and programs to address any areas of underutilization and will continue to make a good faith effort to reach the placement goals established by implementing action-oriented programs.

Analysis of Progress Towards Prior Year Goals

When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the College has established an annual percentage placement goal at least equal to the availability figure derived for minorities or females, as appropriate, for that job group.

Review of Personnel Activity

The College has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Applicant Flow

The College accepted applications for open positions, and persons interested in obtaining employment with the College were advised to apply according to the College's current

policy. The College periodically reviews recruitment and selection actions to ensure there are no barriers to equal employment opportunity.

Hires

The College periodically reviews recruitment, selection and hiring actions to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity. Job descriptions are reviewed to make sure duties are accurately described and the experience and education requirements are job related. Job descriptions will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Application forms are reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. Where applicable, tests will be reviewed and administered in a non-discriminatory manner.

College representatives who are involved in the selection process will be briefed on the College's obligations. Hiring decisions are to be based on the applicant's experience, skills, abilities, education, and any other job-related criteria.

Promotions

The College provides employees the opportunity to be promoted. The College periodically reviews promotional actions to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity.

The College provides reasonable opportunity for employees to advance by offering training and other developmental opportunities. Most promotional opportunities are posted, providing interested employees with an opportunity to apply.

Terminations

The College periodically evaluates its termination practices to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity. When terminations or reductions in force are necessary, the College makes its decisions without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Review of Compensation Systems

As part of its affirmative action obligations, the College has reviewed its compensation systems to determine whether those systems are being administered without regard to an individual's sex, race, ethnicity, or other characteristic protected by law. If the College

discovers significant compensation system differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors.

Development and Implementation of Action-Oriented Programs

41 C.F.R. 60-2.17

College of Southern Maryland has developed and executed action-oriented programs designed to correct any problem areas that may exist. To remove identified barriers and expand employment opportunities, the College engages in or has made plans to implement the activities outlined in this AAP, as appropriate.

The College's commitment to equal employment opportunity is publicized and employees are encouraged to participate in the College's Affirmative Action Program through activities such as the following.

- Written notification of the College's affirmative action policy will be sent to all subcontractors, including subcontracting vendors and suppliers, and request appropriate action on their part.
- The College will make the Equal Employment Opportunity Clause part of all covered contracts and purchase orders.
- The College's Equal Employment Opportunity and Affirmative Action Statement of Policy will be made available to applicants and employees. The policy will include a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. When applicable, the College will publicize the policy in College publications.
- The College will hold meetings with executive, management and supervisory personnel to explain the College's policy of affirmative action and to make clear the President's support for the policy.
- Advertisements or solicitations for prospective employees will indicate the College is an equal opportunity employer.
- The College will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.
- The College will encourage qualified minority and female applicants to apply for available job openings through the following activities, as appropriate:
- Minority and female, as well as non-minority and male, employees will be actively encouraged to refer applicants to the College.
- The College will send available job opportunities to the State Employment Services Delivery System.
- The College will identify local organizations and/or community agencies specializing in placing and/or developing training programs for protected individuals and send them notices of vacant positions.

Where placement goals exist as defined by the OFCCP, the College will contact universities and two- and four-year local colleges, vocational technical schools, high schools, local

business schools, and state and community organizations which attract qualified minority and female students. During the period from October 01, 2021 to September 30, 2022, special recruitment activities were conducted at the following schools and universities: College of Southern Maryland Job Fair, Tri-County Council (Nine Innings of Networking Hiring Event), Calvert County Job Fair and University of Maryland.

During the period from October 01, 2021 to September 30, 2022, targeted recruitment activities were conducted at the following diversity outreach and recruitment sources: College of Southern Maryland Job Fair, Tri-County Council (Nine Innings of Networking Hiring Event), Calvert County Job Fair and University of Maryland Inside Higher Education - Higher Ed Jobs, Diverse Jobs, National Urban League website and LatPro,

- Adzuna
- CareerJet
- Indeed
- Job Inventory
- Job Site
- JobbyDoo
- Jobing
- Jooble
- Live Career
- My Perfect Resume
- Neuvco
- Nexxt.com
- Pronto
- SimplyHired
- Recruit.Net
- Vet Careers
- WayUp
- WowJobs
- ZipRecruiter
- Amvets.org
- Council for Advancement and Support of Education
- Handshake – joinhandshake.com
- LinkedIn
- LiveCareer
- Maryland Workforce Exchange
- • AppCast – a service that aggregates jobs
- CareerBuilder
- Direct Employers – a service that aggregates jobs
- Diverse Jobs: <https://jobs.diversejobs.net/employer/processlogout>
- Glassdoor
- JobShakers – a job referral service

- Monster Mighty Recruiter

The College will implement procedures to ensure minority and female employees are given equal opportunities for promotion, such as the following:

- On-the-job training will be provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs.
- The College will continue to make opportunities for advancement widely known through its career development process and by encouraging minorities and females to take advantage of these opportunities. Internal job opportunities may be posted so employees may apply to positions of interest.
- The following internal training programs will be offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law: New Hire Orientation, Supervisory Training Series, Tuition Reimbursement, Employee Assistance Program, Sexual Harassment Prevention Training, Employee Recognition and Awards Program, Telecommuting Program, Service Awards Program, Leadership Development Program I & II and Employee Mentoring Program.
- The College may offer employees the opportunity to participate in external training programs such as the following: Training partnership with Charles County Government.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

It is the responsibility of the College's Affirmative Action Officers to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the College's Affirmative Action Policy, and to measure the effectiveness of College of Southern Maryland's AAP.

The College's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the AAP
- Identify any need for remedial action
- Determine the degree to which the College's objectives are being attained
- Determine whether protected individuals have had the full opportunity to equal employment and to participate in all College sponsored educational, training, recreational, and social activities
- Measure the College's compliance with the AAP's specific obligations
- Document the actions taken to monitor the College's compliance with the AAP's specific obligations.

To measure the effectiveness of the AAP, the College may take the following actions:

- Audit the College's voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluate whether changes could be made to College's self-identification process to encourage greater voluntary self-identification
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Report on the organization's progress towards equal employment opportunity and any identified problem areas so appropriate steps can be taken to resolve any issues
- Examine available utilization and benchmark data regarding protected individuals and develop action-oriented programs to address any areas of underutilization
- Review available data computations and analyses regarding applicants and hires
- Review the effectiveness of the College's recruitment and outreach activities
- Use a schedule to regularly assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity
- Regularly assess the College's personnel processes to ensure all individuals have equal opportunity in employment
- Audit communications with vendors and subcontractors to ensure such communications reflect the College's commitment to equal employment opportunity

and affirmative action

- Audit communications with applicants and employees to ensure such communications reflect the College's commitment to equal employment opportunity and affirmative action
- Audit job listings to ensure the postings reflect the College's commitment to equal employment opportunity and affirmative action, and such postings are timely listed with the appropriate state employment delivery system
- Audit personnel policies to ensure such policies reflect the College's commitment to equal employment opportunity and affirmative action

Where the Affirmative Action Program is found to be deficient, the College shall endeavor to undertake necessary action to improve the Program.

Reports

College of Southern Maryland

October 1, 2022 Annual Affirmative Action Plan

La Plata, MD

Workforce Analysis

ACP

ACP

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0603068551A		Total 1	0	0	0	0	0	0	0
Allied Caree & Digi Badg Coor	3	Tot Min 0	1	1	0	0	0	0	0
Total for ACP		Total 1	0	0	0	0	0	0	0
		Tot Min 0	1	1	0	0	0	0	0

AED

AED

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0670209077A		Total 1	0	0	0	0	0	0	0
Director I, Adult Education	3	Tot Min 0	1	1	0	0	0	0	0
Total for AED		Total 1	0	0	0	0	0	0	0
		Tot Min 0	1	1	0	0	0	0	0

BAT

BAT

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
03742040110		Total 1	1	0	1	0	0	0	0
Temp Lab Assistant	3	Tot Min 1	0	0	0	0	0	0	0
Total for BAT		Total 1	1	0	1	0	0	0	0
		Tot Min 1	0	0	0	0	0	0	0

BIS

BIS

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0203008159G		Total 1	0	0	0	0	0	0	0
Associate Professor	2	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

BIS

BIS

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
0301000400D		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0302008265E		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for BIS		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

BIT

BIT

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
0604023032E		Total	1	Mal	0	0	0	0	0	0	0
Program Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for BIT		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

BKS

BKS

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
04020140130		Total	1	Mal	0	0	0	0	0	0	0
Temp Hourly CCSM Bookstore	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for BKS		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

BUD

BUD

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
0404013003J		Total	1	Mal	0	0	0	0	0	0	0
Executive Director, Budget	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for BUD		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

BUR

BUR

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
04040740130		Total 2	0	0	0	0	0	0	0
Temp Hourly BUR LEON	3	Tot Min 0	2	2	0	0	0	0	0
0109015012G		Total 1	0	0	0	0	0	0	0
Assist Dir, Bursar	3	Tot Min 0	1	1	0	0	0	0	0
0404073005D		Total 1	0	0	0	0	0	0	0
Bursar BUR	1	Tot Min 1	1	0	0	0	1	0	0
Total for BUR		Total 4	0	0	0	0	0	0	0
		Tot Min 1	4	3	0	0	0	1	0

CED

CED

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0670178545		Total 1	0	0	0	0	0	0	0
Adv/Asses NEDP PT, CEWD	3	Tot Min 0	1	1	0	0	0	0	0
0670178543B		Total 1	0	0	0	0	0	0	0
Program Assistant I	3	Tot Min 0	1	1	0	0	0	0	0
0635168528B		Total 1	0	0	0	0	0	0	0
Instructional Specialists	3	Tot Min 0	1	1	0	0	0	0	0
0635168529		Total 1	1	0	1	0	0	0	0
Intake/Assess Spec, CEWD	3	Tot Min 1	0	0	0	0	0	0	0
0514013030F		Total 1	0	0	0	0	0	0	0
Director II Adult & Comm Edu	1	Tot Min 0	1	1	0	0	0	0	0
Total for CED		Total 5	1	0	1	0	0	0	0
		Tot Min 1	4	4	0	0	0	0	0

CET

Maryland Center for Environmental Training

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0603013035E		Total 1	0	0	0	0	0	0	0
Executive Director MCET	1	Tot Min 0	1	1	0	0	0	0	0

Workforce Analysis

Total for CET		Total	1	Mal	0	0	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

COM

COM

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
01030340110		Total	1	Mal	0	0	0	0	0	0	0
Temporary Hourly COM	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0103038224G		Total	1	Mal	0	0	0	0	0	0	0
Dir Communication & Pio	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for COM		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

CWD

CWD

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2		
06762240160		Total	1	Mal	0	0	0	0	0	0	0
TEMP HRLY NEDP ADVISOR	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0600013078		Total	1	Mal	0	0	0	0	0	0	0
Business Solution Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0600018099F		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0698028089A		Total	1	Mal	0	0	0	0	0	0	0
Community Ed Program Coord	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0600012002B		Total	1	Mal	0	0	0	0	0	0	0
Outreach&Retention Spec	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0698003033J		Total	1	Mal	0	0	0	0	0	0	0
Executive Director	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0600011005B		Total	1	Mal	0	0	0	0	0	0	0
Associate VP, CWD	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for CWD		Total	7	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	7	6	1	0	0	0	0

Workforce Analysis

ECL

English Communication and Language

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0201005098E		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant I	4	Tot Min	1	Fem	1	0	1	0	0	0	0
0201008118H		Total	1	Mal	1	0	0	0	1	0	0
Assistant Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
0201008157H		Total	3	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	2	2	0	0	0	0	0
0201008059G		Total	2	Mal	0	0	0	0	0	0	0
NTT Professor	2	Tot Min	0	Fem	2	2	0	0	0	0	0
0201000230E		Total	10	Mal	5	4	0	1	0	0	0
Professor	2	Tot Min	2	Fem	5	4	1	0	0	0	0
0201008264E		Total	1	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0201000580K		Total	1	Mal	1	1	0	0	0	0	0
Academic Dean	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for ECL		Total	19	Mal	8	6	0	1	0	1	0
		Tot Min	4	Fem	11	9	2	0	0	0	0

HSS

HSS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0203000860F		Total	1	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for HSS		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

LAC

LAC

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
05040140110A		Total	1	Mal	0	0	0	0	0	0	0
TmpHrly LAC A.D.A Scribe CC	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for LAC	Total	1	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

LSS

LSS

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
05040340110		Total 2	Mal	0	0	0	0	0	0
Temp Hrly Lrn Asst SSC LAPL	3	Tot Min 0	Fem	2	2	0	0	0	0
05040140110D		Total 1	Mal	0	0	0	0	0	0
TEMP HRLY SCRIBE LAPLATA	3	Tot Min 1	Fem	1	0	1	0	0	0
0504008061I		Total 1	Mal	0	0	0	0	0	0
Program Manager	3	Tot Min 1	Fem	1	0	0	0	1	0
0504008342B		Total 1	Mal	0	0	0	0	0	0
Coordinator, Learning Sup Serv	3	Tot Min 0	Fem	1	1	0	0	0	0
0504008339B		Total 1	Mal	0	0	0	0	0	0
Coordinator, Learning Sup Serv	3	Tot Min 0	Fem	1	1	0	0	0	0
Total for LSS		Total 6	Mal	0	0	0	0	0	0
		Tot Min 2	Fem	6	4	1	0	1	0

MED

MED

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0162168533C		Total 1	Mal	0	0	0	0	0	0
Director I, Cc Mediation Ctr	1	Tot Min 0	Fem	1	1	0	0	0	0
Total for MED		Total 1	Mal	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0

NPI

Non-Profit Institute

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0101028355G		Total 1	Mal	0	0	0	0	0	0
Senior NPI Consultant	3	Tot Min 0	Fem	1	1	0	0	0	0
Total for NPI		Total 1	Mal	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0

Workforce Analysis

OPS

OPS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0700018350		Total	1	Mal	0	0	0	0	0	0	0
Campus Operations Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0700015056H		Total	1	Mal	0	0	0	0	0	0	0
Scheduling Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0700018127H		Total	1	Mal	0	0	0	0	0	0	0
Assist Dir, Campus Operations	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0700018563A		Total	1	Mal	0	0	0	0	0	0	0
Director II, Campus Ops	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for OPS		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

PEP

PEP

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0698005074F		Total	1	Mal	1	1	0	0	0	0	0
Program Specialist	4	Tot Min	0	Fem	0	0	0	0	0	0	0
0698001036C		Total	1	Mal	1	0	1	0	0	0	0
Manager, Programs	3	Tot Min	1	Fem	0	0	0	0	0	0	0
0698008131F		Total	1	Mal	0	0	0	0	0	0	0
Director I Personal Enrichment	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for PEP		Total	3	Mal	2	1	1	0	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

PIR

PIR

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0104015015H		Total	1	Mal	0	0	0	0	0	0	0
Research Analyst I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0104018031I		Total	1	Mal	1	1	0	0	0	0	0
Associate Dir Instit Effect	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for PIR	Total	2	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	1	1	0	0	0	0	0	0	0

PRE Office of the President

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0101001045D		Total 1	Mal	0	0	0	0	0	0	0
Chief of Staff	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0101001002Y		Total 1	Mal	0	0	0	0	0	0	0
Senior Consultant	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for PRE		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

ADV Advancement Office

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
90000040110		Total 1	Mal	0	0	0	0	0	0	0
Temp Hrly Foundation Ops	3	Tot Min 1	Fem	1	0	0	1	0	0	0
Total for ADV		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 1	Fem	1	0	0	1	0	0	0

DEV Development Department

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
01020010010		Total 1	Mal	0	0	0	0	0	0	0
Temp DEV Assistant	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0102008023B		Total 1	Mal	0	0	0	0	0	0	0
Mgr, Alumni & Donor Relations	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0102003038E		Total 1	Mal	0	0	0	0	0	0	0
Exec Dir CSM Foundation	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for DEV		Total 3	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

Workforce Analysis

MAR

Marketing Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0103088387B		Total	1	Mal	0	0	0	0	0	0	0
Mail Ops Electronic Support	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0103003039F		Total	1	Mal	0	0	0	0	0	0	0
Graphic Designer II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0103009047G		Total	1	Mal	0	0	0	0	0	0	0
Director, Marketing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0103001046F		Total	1	Mal	0	0	0	0	0	0	0
Director I, Creative Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0512003068G		Total	1	Mal	0	0	0	0	0	0	0
Director I, Web Services	1	Tot Min	0	Fem	1	1	0	0	0	0	0
0103085029F		Total	1	Mal	0	0	0	0	0	0	0
Mar, Recrt, & Retn Res Coord	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0103008117D		Total	1	Mal	0	0	0	0	0	0	0
Exec Dir of Mar & Comm	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for MAR		Total	7	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	7	6	1	0	0	0	0

STO

College Store

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0402015007G		Total	1	Mal	1	1	0	0	0	0	0
Oper Spec- Shipping & Rec	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0402019063C		Total	1	Mal	0	0	0	0	0	0	0
Gen Mdse Buy/Webstore Mgr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0402013111G		Total	1	Mal	0	0	0	0	0	0	0
General Operations Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for STO		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

DAA

Division of Academic Affairs

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0200005019E		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0301005077F		Total	1	Mal	0	0	0	0	0	0	0
Director I Acad Plan & Assess	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for DAA		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

AHS

Arts, Humanities and Social Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0404078226B		Total	1	Mal	0	0	0	0	0	0	0
Ticket & Event Sales Spec PT	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0203008277C		Total	1	Mal	1	1	0	0	0	0	0
Manager Theatre	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0203008082F		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant II	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0203008002B		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
0203000280E		Total	5	Mal	2	2	0	0	0	0	0
Professor	2	Tot Min	2	Fem	3	1	1	1	0	0	0
0203008562		Total	1	Mal	0	0	0	0	0	0	0
Professor AHS LEON/PRIN	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0201008156G		Total	3	Mal	3	2	1	0	0	0	0
Professor	2	Tot Min	1	Fem	0	0	0	0	0	0	0
020300410D		Total	1	Mal	1	1	0	0	0	0	0
Academic Associate Dean	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for AHS		Total	14	Mal	8	7	1	0	0	0	0
		Tot Min	3	Fem	6	4	1	1	0	0	0

Workforce Analysis

BTP

Business Technology and Public Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0301000810C		Total	1	Mal	0	0	0	0	0	0	0
Professor 10M LEON BTP	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0301000150G		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor	2	Tot Min	1	Fem	1	0	1	0	0	0	0
0301008037D		Total	1	Mal	1	1	0	0	0	0	0
Asst. Professor 17	2	Tot Min	0	Fem	0	0	0	0	0	0	0
0301000670C		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0305000480E		Total	1	Mal	0	0	0	0	0	0	0
Professor BTP	2	Tot Min	1	Fem	1	0	1	0	0	0	0
0305000970C		Total	1	Mal	1	1	0	0	0	0	0
Professor PRIN BTP	2	Tot Min	0	Fem	0	0	0	0	0	0	0
0301000260C		Total	1	Mal	1	1	0	0	0	0	0
Professor BTP	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for BTP		Total	7	Mal	3	3	0	0	0	0	0
		Tot Min	2	Fem	4	2	2	0	0	0	0

HEA

Health Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0366108309		Total	1	Mal	0	0	0	0	0	0	0
Nursing Retention Coord,HEA	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0303063012K		Total	2	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	2	2	0	0	0	0	0
0303008559C		Total	1	Mal	0	0	0	0	0	0	0
Coord, HTH SCI ATB Pre-Admiss	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0303002037B		Total	1	Mal	0	0	0	0	0	0	0
Coord, HEA SCI Admission & Pr	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0303008182F		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

HEA

Health Sciences

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0303008213C		Total	1	Mal	0	0	0	0	0	0	0
Tt Asst Prof Hea Info Mgt	2	Tot Min	1	Fem	1	0	1	0	0	0	0
0303000390F		Total	2	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	2	2	0	0	0	0	0
0303000030F		Total	6	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	2	Fem	6	4	1	0	1	0	0
0303000740I		Total	2	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	1	Fem	2	1	0	1	0	0	0
0303008315C		Total	2	Mal	0	0	0	0	0	0	0
NTT Professor GF 12 mo HEA	2	Tot Min	0	Fem	2	2	0	0	0	0	0
0303008167A		Total	2	Mal	0	0	0	0	0	0	0
Professor LEON LAPL HEA	2	Tot Min	0	Fem	2	2	0	0	0	0	0
03030000800B		Total	1	Mal	0	0	0	0	0	0	0
Academic Dean	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for HEA		Total	22	Mal	0	0	0	0	0	0	0
		Tot Min	4	Fem	22	18	2	1	1	0	0

LTR

Learning Technology and Resources

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0208018058I		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant I	4	Tot Min	0	Fem	1	1	0	0	0	0	0
300008216D		Total	1	Mal	0	0	0	0	0	0	0
Academic Support Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0208011032J		Total	1	Mal	0	0	0	0	0	0	0
Director II Online Learning	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0508028124D		Total	1	Mal	0	0	0	0	0	0	0
Dean, LTR Professor 12 MO	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for LTR		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

MTH

Mathematics, Physics, and Engineering

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
02050040120		Total	1	Mal	0	0	0	0	0	0	0
Tmp Hrly PRIN Math Phy&Eng	3	Tot Min	0	Fem	1	1	0	0	0	0	0
02050030230		Total	1	Mal	0	0	0	0	0	0	0
Temp - Adjunct Inst Fall	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0205008394B		Total	1	Mal	1	0	1	0	0	0	0
Math Resources Center Special	3	Tot Min	1	Fem	0	0	0	0	0	0	0
0205005109E		Total	1	Mal	0	0	0	0	0	0	0
Math Resource Center Manager	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0205008004D		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
0202000430D		Total	2	Mal	1	1	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0205000450D		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
0205008144C		Total	1	Mal	0	0	0	0	0	0	0
Assoc Prof 3 campuses MTH	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0205008166G		Total	4	Mal	2	2	0	0	0	0	0
Professor	2	Tot Min	1	Fem	2	1	1	0	0	0	0
0205000490E		Total	1	Mal	0	0	0	0	0	0	0
Academic Dean	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0300000510B		Total	1	Mal	0	0	0	0	0	0	0
Chair Special Projects 12 MO	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for MTH		Total	15	Mal	6	5	1	0	0	0	0
		Tot Min	2	Fem	9	8	1	0	0	0	0

SCI

Science and Engineering

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
02020040110		Total	1	Mal	0	0	0	0	0	0	0
Temp Hrly SCI LAPL	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

SCI

Science and Engineering

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0202008223B		Total	1	Mal	0	0	0	0	0	0	0
Lab Coordinator I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0202003046		Total	1	Mal	0	0	0	0	0	0	0
Lab Coordinator I	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0202005063D		Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant I	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0205008177D		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0202000870F		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
0202000610C		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	1	Fem	1	0	1	0	0	0	0
0202000590D		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0202008210C		Total	1	Mal	0	0	0	0	0	0	0
Professor SCI	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0202000920D		Total	1	Mal	0	0	0	0	0	0	0
NTT Professor SCI LEON	2	Tot Min	0	Fem	1	1	0	0	0	0	0
0202000890C		Total	1	Mal	0	0	0	0	0	0	0
Professor SCI	2	Tot Min	1	Fem	1	0	1	0	0	0	0
0202000100B		Total	1	Mal	1	0	1	0	0	0	0
Professor SCI	2	Tot Min	1	Fem	0	0	0	0	0	0	0
0202000170B		Total	1	Mal	1	0	1	0	0	0	0
Professor SCI	2	Tot Min	1	Fem	0	0	0	0	0	0	0
0202008209E		Total	1	Mal	0	0	0	0	0	0	0
Professor	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for SCI		Total	14	Mal	3	1	2	0	0	0	0
		Tot Min	4	Fem	11	9	2	0	0	0	0

Workforce Analysis

DFS

Division of Financial and Administrative Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0409013101A		Total	1	Mal	0	0	0	0	0	0	0
Grants Developer	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0400008109H		Total	1	Mal	0	0	0	0	0	0	0
Manager, Accounting	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0400003090B		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0400001006A		Total	1	Mal	0	0	0	0	0	0	0
Vice President of DFS	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for DFS		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	4	2	2	0	0	0	0

FCL

Physical Plant

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
04060140110		Total	1	Mal	0	0	0	0	0	0	0
Temp Hourly CCCC BUI FCL	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0406005022C		Total	1	Mal	0	0	0	0	0	0	0
Facilities Coord. Asst. Pt	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0406038196A		Total	1	Mal	1	0	1	0	0	0	0
Building & Grounds Tech I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
0406018340A		Total	1	Mal	1	0	1	0	0	0	0
Building & Grounds Tech I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
0406039020		Total	1	Mal	1	1	0	0	0	0	0
Building & Grounds Tech III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406019009B		Total	1	Mal	0	0	0	0	0	0	0
Building & Grounds Tech I	7	Tot Min	1	Fem	1	0	1	0	0	0	0
0406018071D		Total	1	Mal	1	0	1	0	0	0	0
Building & Grounds Tech III	7	Tot Min	1	Fem	0	0	0	0	0	0	0
0406038007C		Total	1	Mal	1	0	1	0	0	0	0
Electrician Assistant FCL	7	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

FCL

Physical Plant

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0406038133A		Total	1	Mal	1	0	1	0	0	0	0
Building & Grounds Tech II	7	Tot Min	1	Fem	0	0	0	0	0	0	0
0406038359C		Total	1	Mal	1	1	0	0	0	0	0
Maintenance Specialist III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406038259B		Total	1	Mal	1	1	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406038195E		Total	1	Mal	1	1	0	0	0	0	0
Building & Grounds Tech III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406056006B		Total	1	Mal	1	1	0	0	0	0	0
Vehicle/Maintenance Spec III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406038190A		Total	1	Mal	1	1	0	0	0	0	0
HVAC Mechanic LEON-PRIN FCL	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406019031D		Total	1	Mal	0	0	0	0	0	0	0
Building Service Superintend	7	Tot Min	1	Fem	1	0	1	0	0	0	0
0406005044F		Total	1	Mal	0	0	0	0	0	0	0
Operations Manager	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0406008087G		Total	1	Mal	0	0	0	0	0	0	0
Asst Director Facilities Mgmt	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0406039006I		Total	1	Mal	1	1	0	0	0	0	0
Assistant Bldg Superintende	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406036001C		Total	1	Mal	1	1	0	0	0	0	0
Field Superintendent	1	Tot Min	0	Fem	0	0	0	0	0	0	0
0406001026C		Total	1	Mal	1	1	0	0	0	0	0
Exec Dir Facilities Mgmt	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for FCL		Total	20	Mal	14	9	5	0	0	0	0
		Tot Min	8	Fem	6	3	3	0	0	0	0

Workforce Analysis

FIS

Financial Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0404088040K		Total 1	Mal	0	0	0	0	0	0	0
Controller	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for FIS		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

ACS

Advisement and Career Services

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0502002010D		Total 1	Mal	1	0	1	0	0	0	0
Academic & Career Advisor	3	Tot Min 1	Fem	0	0	0	0	0	0	0
0502003018F		Total 1	Mal	0	0	0	0	0	0	0
Academic and Career Advisor	3	Tot Min 1	Fem	1	0	1	0	0	0	0
0502005043D		Total 1	Mal	0	0	0	0	0	0	0
STE Manager - Cost Center	4	Tot Min 0	Fem	1	1	0	0	0	0	0
0502008370B		Total 1	Mal	0	0	0	0	0	0	0
Academic & Career Advisor	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0502002048F		Total 1	Mal	0	0	0	0	0	0	0
Academic & Career Advisor	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for ACS		Total 5	Mal	1	0	1	0	0	0	0
		Tot Min 2	Fem	4	3	1	0	0	0	0

AOD

Admissions Department

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0509005014H		Total 1	Mal	0	0	0	0	0	0	0
Admissions Specialist II	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0509005052D		Total 1	Mal	0	0	0	0	0	0	0
Admissions Specialist II	4	Tot Min 0	Fem	1	1	0	0	0	0	0
0509005003G		Total 1	Mal	0	0	0	0	0	0	0
Coordinator, Admissions & Ret	3	Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

AOD

Admissions Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0509008112C		Total	1	Mal	1	1	0	0	0	0	0
Enrollment Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0509008260A		Total	1	Mal	0	0	0	0	0	0	0
Enrollment Coordinator	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0509008080A		Total	1	Mal	0	0	0	0	0	0	0
Director AOD	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for AOD		Total	6	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	5	4	1	0	0	0	0

FAD

Financial Assistance Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
05030040110		Total	1	Mal	0	0	0	0	0	0	0
Temp Hrly CSM FAD	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0503008283E		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0503005092E		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Specialist	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0503005018H		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Advisor	3	Tot Min	1	Fem	1	0	0	1	0	0	0
0503008187A		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Advisor	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0503008253B		Total	1	Mal	0	0	0	0	0	0	0
Financial Aid Advisor	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0503003118E		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director FAD	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0503001027C		Total	1	Mal	1	1	0	0	0	0	0
Assoc Dean Financial/Retention	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for FAD		Total	8	Mal	1	1	0	0	0	0	0
		Tot Min	3	Fem	7	4	2	1	0	0	0

Workforce Analysis

IMT

Information Management Team

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0506028066D		Total	1	Mal	1	0	1	0	0	0	0
IT/AV Technician II	3	Tot Min	1	Fem	0	0	0	0	0	0	0
0512003069E		Total	1	Mal	0	0	0	0	0	0	0
Technology Training Assistant	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0506005073E		Total	1	Mal	1	1	0	0	0	0	0
Systems Administrator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0506028168E		Total	1	Mal	1	1	0	0	0	0	0
System Admin Network/ERP IMT	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0512008035C		Total	1	Mal	0	0	0	0	0	0	0
Business Manager, IMT	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0506002047D		Total	1	Mal	1	1	0	0	0	0	0
Manager Help Desk	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0512008021G		Total	1	Mal	1	1	0	0	0	0	0
Asst Dir Network Security	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0506003023G		Total	1	Mal	1	1	0	0	0	0	0
Technology Support Coord	3	Tot Min	0	Fem	0	0	0	0	0	0	0
0506028006E		Total	1	Mal	1	0	1	0	0	0	0
Manager IT/AV	3	Tot Min	1	Fem	0	0	0	0	0	0	0
0506008055E		Total	1	Mal	1	1	0	0	0	0	0
Interim Dir II Net Sec Admin	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for IMT		Total	10	Mal	8	6	2	0	0	0	0
		Tot Min	3	Fem	2	1	1	0	0	0	0

LIB

Library/Circulation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
05050150120		Total	1	Mal	1	1	0	0	0	0	0
Student Asst CCCA LIB	3	Tot Min	0	Fem	0	0	0	0	0	0	0
05050150110		Total	1	Mal	0	0	0	0	0	0	0
Student Asst CCCC LIB	3	Tot Min	1	Fem	1	0	0	1	0	0	0

Workforce Analysis

LIB

Library/Circulation

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0505015035C		Total	1	Mal	0	0	0	0	0	0	0
Library Assistant I	5	Tot Min	0	Fem	1	1	0	0	0	0	0
0505015032B		Total	1	Mal	0	0	0	0	0	0	0
Coordinator, Library LEON	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for LIB		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	1	0	0	0

REG

Registrar's Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
05010010010		Total	1	Mal	0	0	0	0	0	0	0
Temp Transcript Evaluator	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0501005111E		Total	1	Mal	0	0	0	0	0	0	0
Student Records Spec REG	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0501008152C		Total	1	Mal	0	0	0	0	0	0	0
Student Records Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0109018373D		Total	1	Mal	0	0	0	0	0	0	0
Program Coordinator	4	Tot Min	1	Fem	1	0	1	0	0	0	0
0501005004H		Total	1	Mal	0	0	0	0	0	0	0
Interim Assoc Dir of Reg	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0501002046K		Total	1	Mal	0	0	0	0	0	0	0
Registrar	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for REG		Total	6	Mal	0	0	0	0	0	0	0
		Tot Min	2	Fem	6	4	2	0	0	0	0

STL

Student Life and Athletics Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
05150140110C		Total	1	Mal	1	1	0	0	0	0	0
Temp Hrly Admin Asst	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

STL

Student Life and Athletics Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
05150140110		Total	13	Mal	10	9	1	0	0	0	0
Temp Hourly Coaching	3	Tot Min	2	Fem	3	2	1	0	0	0	0
0515005122G		Total	1	Mal	0	0	0	0	0	0	0
Operations Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0515018104H		Total	1	Mal	0	0	0	0	0	0	0
Assistant Director, Athletics	1	Tot Min	0	Fem	1	1	0	0	0	0	0
0109038064G		Total	1	Mal	0	0	0	0	0	0	0
Student Life Coordinator LEON	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0515003029G		Total	1	Mal	0	0	0	0	0	0	0
Dean for Student Development	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for STL		Total	18	Mal	11	10	1	0	0	0	0
		Tot Min	2	Fem	7	6	1	0	0	0	0

GCO

General Counsel

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0111008254B		Total	1	Mal	0	0	0	0	0	0	0
Exec Assistant to GC	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0121003074		Total	1	Mal	0	0	0	0	0	0	0
Exec Director Public Rel	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0111008083C		Total	1	Mal	1	1	0	0	0	0	0
VP/General Counsel GCO	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for GCO		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

HRD

Human Resources Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
01060040110		Total	2	Mal	0	0	0	0	0	0	0
Temp Hourly CCCC HRD	3	Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

HRD

Human Resources Department

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0106002026E		Total	1	Mal	0	0	0	0	0	0	0
HR Generalist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0106003060E		Total	1	Mal	0	0	0	0	0	0	0
Director II, Payroll	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for HRD		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

PSD

Public Safety and Preparedness

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0406048016C		Total	1	Mal	1	0	1	0	0	0	0
Public Safety Officer MULT	7	Tot Min	1	Fem	0	0	0	0	0	0	0
0406048554B		Total	1	Mal	1	1	0	0	0	0	0
Public Safety Officer REGI	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406049040B		Total	1	Mal	1	0	1	0	0	0	0
Public Safety Officer LAPL	7	Tot Min	1	Fem	0	0	0	0	0	0	0
0406048150D		Total	1	Mal	1	1	0	0	0	0	0
Public Safety Officer	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406049071G		Total	1	Mal	1	1	0	0	0	0	0
Public Safety Sergeant	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406048203E		Total	1	Mal	1	1	0	0	0	0	0
Public Safety Sergeant Prin	7	Tot Min	0	Fem	0	0	0	0	0	0	0
0406049045E		Total	1	Mal	0	0	0	0	0	0	0
Public Safety Lieutenant	7	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for PSD		Total	7	Mal	6	4	2	0	0	0	0
		Tot Min	2	Fem	1	1	0	0	0	0	0

Workforce Analysis

OPP

Operations and Planning

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
07000049910		Total	1	Mal	0	0	0	0	0	0	0
Temporary OPP	3	Tot Min	0	Fem	1	1	0	0	0	0	0
070005072J		Total	1	Mal	0	0	0	0	0	0	0
Executive Assistant	4	Tot Min	0	Fem	1	1	0	0	0	0	0
0700008566		Total	1	Mal	1	1	0	0	0	0	0
Vice President Ops & Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for OPP		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

SES

Student Equity and Success

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0500050711		Total	1	Mal	0	0	0	0	0	0	0
SES Program Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0500001037A		Total	1	Mal	1	0	1	0	0	0	0
Vice President SES	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for SES		Total	2	Mal	1	0	1	0	0	0	0
		Tot Min	1	Fem	1	1	0	0	0	0	0

STE

Student Engagement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
0108015134I		Total	1	Mal	0	0	0	0	0	0	0
Student Engagement Manager	3	Tot Min	1	Fem	1	0	1	0	0	0	0
0504008069D		Total	1	Mal	0	0	0	0	0	0	0
Coord Disab Support Services	3	Tot Min	0	Fem	1	1	0	0	0	0	0
0500018354C		Total	1	Mal	1	0	1	0	0	0	0
Program Coord, Div Inst & MOE	3	Tot Min	1	Fem	0	0	0	0	0	0	0
0109039069F		Total	1	Mal	1	0	1	0	0	0	0
Asst Dir, Advising Services	3	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for STE	Total	4	Mal	2	0	2	0	0	0	0	0	0
	Tot Min	3	Fem	2	1	1	0	0	0	0	0	0

PRO **PRO**

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0407018186C		Total 1	Mal	0	0	0	0	0	0	0
Coordinator, Purchasing	3	Tot Min 1	Fem	1	0	1	0	0	0	0
0407013089E		Total 1	Mal	0	0	0	0	0	0	0
Shipping & Receiving Mgr	4	Tot Min 0	Fem	1	1	0	0	0	0	0
0407013002E		Total 1	Mal	0	0	0	0	0	0	0
Manager, Accounting	3	Tot Min 0	Fem	1	1	0	0	0	0	0
0407018025B		Total 1	Mal	1	1	0	0	0	0	0
Exec Dir, Procurement	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for PRO		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	3	2	1	0	0	0	0

SBD **Small Business Development Center**

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0643001022D		Total 1	Mal	0	0	0	0	0	0	0
Director II Sbdc	1	Tot Min 0	Fem	1	1	0	0	0	0	0
0643009065C		Total 1	Mal	1	1	0	0	0	0	0
SBDC Business Consultant II	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for SBD		Total 2	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

STA **Student Success**

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
0501005104G		Total 1	Mal	0	0	0	0	0	0	0
Administrative Assistant II	4	Tot Min 0	Fem	1	1	0	0	0	0	0
0502008134I		Total 1	Mal	0	0	0	0	0	0	0
Professional Counselor	5	Tot Min 1	Fem	1	0	1	0	0	0	0

Workforce Analysis

STA

Student Success

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0502008536A		Total 1	0	0	0	0	0	0	0
Professional Counselor	5	Tot Min 0	1	1	0	0	0	0	0
0501018369B		Total 1	1	0	1	0	0	0	0
Exec Dir Stu Affairs &TitleX	1	Tot Min 1	0	0	0	0	0	0	0
Total for STA		Total 4	1	0	1	0	0	0	0
		Tot Min 2	3	2	1	0	0	0	0

TCH

TCH

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0301010540		Total 1	0	0	0	0	0	0	0
Academic Dean	3	Tot Min 1	1	0	0	1	0	0	0
Total for TCH		Total 1	0	0	0	0	0	0	0
		Tot Min 1	1	0	0	1	0	0	0

TET

TET

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
0302008217D		Total 1	0	0	0	0	0	0	0
Program Specialist	4	Tot Min 1	1	0	0	1	0	0	0
0302008091G		Total 1	1	1	0	0	0	0	0
Director I- Master Trainer	3	Tot Min 0	0	0	0	0	0	0	0
Total for TET		Total 2	1	1	0	0	0	0	0
		Tot Min 1	1	0	0	1	0	0	0

TRA

TRA

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
03020030630A		Total 1	0	0	0	0	0	0	0
Temp Hrly Driv Ed BTW LEON	2	Tot Min 1	1	0	1	0	0	0	0

Workforce Analysis

TRA

TRA

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
03020030630		Total 3	Mal 1	1	0	0	0	0	0	0
Temp Hourly Transp (LEON)	2	Tot Min 1	Fem 2	1	1	0	0	0	0	0
03020030610		Total 4	Mal 4	3	0	1	0	0	0	0
Temp Hrly Instr/La Plata	2	Tot Min 1	Fem 0	0	0	0	0	0	0	0
0302008279B		Total 1	Mal 0	0	0	0	0	0	0	0
Instructor Driver Educ LAPL	3	Tot Min 1	Fem 1	0	1	0	0	0	0	0
0302008516		Total 1	Mal 1	0	1	0	0	0	0	0
Instructor CDL Programs, TRANS	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
0302008256D		Total 1	Mal 1	1	0	0	0	0	0	0
Coordinator, Program Master Tr	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
0302008149F		Total 1	Mal 1	1	0	0	0	0	0	0
Director I, Transp Program	3	Tot Min 0	Fem 0	0	0	0	0	0	0	0
Total for TRA		Total 12	Mal 8	6	1	1	0	0	0	0
		Tot Min 5	Fem 4	1	3	0	0	0	0	0

TSD

TSD

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
05060040110		Total 1	Mal 1	0	1	0	0	0	0	0
Temp Hourly CCCC TSD	3	Tot Min 1	Fem 0	0	0	0	0	0	0	0
Total for TSD		Total 1	Mal 1	0	1	0	0	0	0	0
		Tot Min 1	Fem 0	0	0	0	0	0	0	0

TST

Testing Center

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
0504025086G		Total 1	Mal 0	0	0	0	0	0	0	0
Manager, Testing Center	3	Tot Min 0	Fem 1	1	0	0	0	0	0	0
Total for TST		Total 1	Mal 0	0	0	0	0	0	0	0
		Tot Min 0	Fem 1	1	0	0	0	0	0	0

Workforce Analysis

VEL

Velocity Center

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
0101050240F		Total	1	Mal	0	0	0	0	0	0	0
Exec Dir. Velocity Ctr	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for VEL		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

VPA

VPA

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
0203008211E		Total	1	Mal	1	0	0	1	0	0	0
NTT PROFESSOR PT PRIN AHS	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for VPA		Total	1	Mal	1	0	0	1	0	0	0
		Tot Min	1	Fem	0	0	0	0	0	0	0

WFA

WFA

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
05140130610		Total	1	Mal	0	0	0	0	0	0	0
Temp Hrly Group Instructor L	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for WFA		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

WFD

WFD

Job Code & Title	EEO Code	Total		Total	W	B	A	H	I	P	2
06040210471		Total	1	Mal	0	0	0	0	0	0	0
Executive Director Work Devel	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for WFD		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Annotated Employee List by Department

There are currently no annotated employees for this plan.

College of Southern Maryland

October 1, 2022 Annual Affirmative Action Plan

La Plata, MD

Job Group Analysis

11-1

Acad/Student Affairs Management Occupations

EEO Code: 1

Job Code & Title		Min	Fem							
0500001037A - Vice President SES	#	1	0							
1 Employee	%	100.00	0.00							
0404073005D - Bursar BUR	#	1	1							
1 Employee	%	100.00	100.00							
0509008080A - Director AOD	#	0	1							
1 Employee	%	0.00	100.00							
0600011005B - Associate VP, CWD	#	1	1							
1 Employee	%	100.00	100.00							
0604021047I - Executive Director Work Devel	#	0	1							
1 Employee	%	0.00	100.00							
0603013035E - Executive Director MCET	#	0	1							
1 Employee	%	0.00	100.00							
0700018563A - Director II, Campus Ops	#	0	1							
1 Employee	%	0.00	100.00							
0514013030F - Director II Adult & Comm Edu	#	0	1							
1 Employee	%	0.00	100.00							
0501018369B - Exec Dir Stu Affairs & Title IX	#	1	0							
1 Employee	%	100.00	0.00							
0162168533C - Director I, Cc Mediation Ctr	#	0	1							
1 Employee	%	0.00	100.00							
0515018104H - Assistant Director, Athletics	#	0	1							
1 Employee	%	0.00	100.00							
11 Employees	Totals #	4	9							
	%	36.36	81.82							

Job Group Analysis

11-2

Operations Management Occupations

EEO Code: 1

Job Code & Title		Min	Fem							
0700008566 - Vice President Ops & Planning	#	0	0							
1 Employee	%	0.00	0.00							
0103008117D - Exec Dir of Mar & Comm	#	1	1							
1 Employee	%	100.00	100.00							
0508028124D - Dean, LTR Professor 12 MO	#	0	1							
1 Employee	%	0.00	100.00							
0406036001C - Field Superintendent	#	0	0							
1 Employee	%	0.00	0.00							
0111008083C - VP/General Counsel GCO	#	0	0							
1 Employee	%	0.00	0.00							
0407018025B - Exec Dir, Procurement	#	0	0							
1 Employee	%	0.00	0.00							
0106003060E - Director II, Payroll	#	0	1							
1 Employee	%	0.00	100.00							
0643001022D - Director II Sbdc	#	0	1							
1 Employee	%	0.00	100.00							
0512003068G - Director I, Web Services	#	0	1							
1 Employee	%	0.00	100.00							
9 Employees	Totals #	1	5							
	%	11.11	55.56							

Job Group Analysis

15-1

AHS Instruction

EEO Code: 2

Job Code & Title		Min	Fem							
0203008562 - Professor AHS LEON/PRIN	#	0	1							
1 Employee	%	0.00	100.00							
0203008211E - NTT PROFESSOR PT PRIN AHS	#	1	0							
1 Employee	%	100.00	0.00							
2 Employees	Totals #	1	1							
	%	50.00	50.00							

Job Group Analysis

15-2

BTP Instruction

EEO Code: 2

Job Code & Title		Min	Fem							
0301000260C - Professor BTP	#	0	0							
1 Employee	%	0.00	0.00							
0305000970C - Professor PRIN BTP	#	0	0							
1 Employee	%	0.00	0.00							
0305000480E - Professor BTP	#	1	1							
1 Employee	%	100.00	100.00							
0301000810C - Professor 10M LEON BTP	#	0	1							
1 Employee	%	0.00	100.00							
0301008037D - Asst. Professor 17	#	0	0							
1 Employee	%	0.00	0.00							
5 Employees	Totals #	1	2							
	%	20.00	40.00							

Job Group Analysis

15-3

ECL Instruction

EEO Code: 2

Job Code & Title		Min	Fem							
0201008059G - NTT Professor	#	0	2							
2 Employees	%	0.00	100.00							
2 Employees	Totals		#	0	2					
	%	0.00	100.00							

Job Group Analysis

15-4

HEA Instruction

EEO Code: 2

Job Code & Title		Min	Fem							
0303008167A - Professor LEON LAPL HEA	#	0	2							
2 Employees	%	0.00	100.00							
0303008315C - NTT Professor GF 12 mo HEA	#	0	2							
2 Employees	%	0.00	100.00							
0303000740I - Professor	#	1	2							
2 Employees	%	50.00	100.00							
0303008213C - Tt Asst Prof Hea Info Mgt	#	1	1							
1 Employee	%	100.00	100.00							
7 Employees										
	Totals	#	2	7						
		%	28.57	100.00						

Job Group Analysis

15-5

MTH Instruction

EEO Code: 2

Job Code & Title		Min	Fem							
0300000510B - Chair Special Projects 12 MO	#	0	1							
1 Employee	%	0.00	100.00							
0205008166G - Professor	#	1	2							
4 Employees	%	25.00	50.00							
0205008144C - Assoc Prof 3 campuses MTH	#	0	1							
1 Employee	%	0.00	100.00							
6 Employees										
	Totals	#	1	4						
		%	16.67	66.67						

Job Group Analysis

15-6

SCI Instruction

EEO Code: 2

Job Code & Title		Min	Fem							
0202000170B - Professor SCI	#	1	0							
1 Employee	%	100.00	0.00							
0202000100B - Professor SCI	#	1	0							
1 Employee	%	100.00	0.00							
0202000890C - Professor SCI	#	1	1							
1 Employee	%	100.00	100.00							
0202008210C - Professor SCI	#	0	1							
1 Employee	%	0.00	100.00							
0202000920D - NTT Professor SCI LEON	#	0	1							
1 Employee	%	0.00	100.00							
5 Employees	Totals #	3	3							
	%	60.00	60.00							

Job Group Analysis

2A1

Faculty - A1

EEO Code: 2

Job Code & Title		Min	Fem							
0202000590D - Associate Professor	#	0	1							
1 Employee	%	0.00	100.00							
0202008209E - Professor	#	0	1							
1 Employee	%	0.00	100.00							
0201008264E - Professor	#	0	1							
1 Employee	%	0.00	100.00							
0201008156G - Professor	#	1	0							
3 Employees	%	33.33	0.00							
0303000030F - Professor	#	2	6							
6 Employees	%	33.33	100.00							
0201000230E - Professor	#	2	5							
10 Employees	%	20.00	50.00							
0203000280E - Professor	#	2	3							
5 Employees	%	40.00	60.00							
0201008157H - Professor	#	0	2							
3 Employees	%	0.00	66.67							
0202000430D - Professor	#	0	1							
2 Employees	%	0.00	50.00							
0203008002B - Associate Professor	#	0	0							
1 Employee	%	0.00	0.00							
0302008265E - Associate Professor	#	0	0							
1 Employee	%	0.00	0.00							
0202000610C - Associate Professor	#	1	1							
1 Employee	%	100.00	100.00							
0205000450D - Associate Professor	#	0	0							
1 Employee	%	0.00	0.00							
0303008182F - Associate Professor	#	0	1							
1 Employee	%	0.00	100.00							
0301000670C - Associate Professor	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

2A1

Faculty - A1

EEO Code: 2

Job Code & Title		Min	Fem							
0202000870F - Associate Professor	#	0	0							
1 Employee	%	0.00	0.00							
0301000400D - Associate Professor	#	0	1							
1 Employee	%	0.00	100.00							
0303063012K - Associate Professor	#	0	2							
2 Employees	%	0.00	100.00							
0205008177D - Associate Professor	#	0	1							
1 Employee	%	0.00	100.00							
0301000150G - Assistant Professor	#	1	1							
1 Employee	%	100.00	100.00							
0201008118H - Assistant Professor	#	1	0							
1 Employee	%	100.00	0.00							
0203008159G - Associate Professor	#	0	1							
1 Employee	%	0.00	100.00							
0205008004D - Assistant Professor	#	0	0							
1 Employee	%	0.00	0.00							
47 Employees	Totals #	10	29							
	%	21.28	61.70							

Job Group Analysis

2A3

Faculty - A3

EEO Code: 2

Job Code & Title		Min	Fem							
0203000860F - Professor	#	1	1							
1 Employee	%	100.00	100.00							
0303000390F - Professor	#	0	2							
2 Employees	%	0.00	100.00							
3 Employees										
	Totals									
	#	1	3							
	%	33.33	100.00							

Job Group Analysis

IV2

Faculty - V2

EEO Code: 2

Job Code & Title		Min	Fem							
03020030610 - Temp Hrly Instr/La Plata	#	1	0							
4 Employees	%	25.00	0.00							
03020030630 - Temp Hourly Transp (LEON)	#	1	2							
3 Employees	%	33.33	66.67							
03020030630A - Temp Hrly Driv Ed BTW LEON	#	1	1							
1 Employee	%	100.00	100.00							
8 Employees										
	Totals	#	3	3						
		%	37.50	37.50						

Job Group Analysis

22

Librarians, Curators & Archivists

EEO Code: 3

Job Code & Title		Min	Fem							
0505015032B - Coordinator, Library LEON	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals #	0	1							
	Totals %	0.00	100.00							

Job Group Analysis

12-1

Financial Operations

EEO Code: 3

Job Code & Title		Min	Fem							
0407013002E - Manager, Accounting	#	0	1							
1 Employee	%	0.00	100.00							
0407018186C - Coordinator, Purchasing	#	1	1							
1 Employee	%	100.00	100.00							
2 Employees	Totals #	1	2							
	%	50.00	100.00							

Job Group Analysis

12-2

Business Operations

EEO Code: 3

Job Code & Title		Min	Fem							
0111008254B - Exec Assistant to GC	#	0	1							
1 Employee	%	0.00	100.00							
0643009065C - SBDC Business Consultant II	#	0	0							
1 Employee	%	0.00	0.00							
050005071I - SES Program Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
0104015015H - Research Analyst I	#	0	1							
1 Employee	%	0.00	100.00							
4 Employees	Totals #	0	3							
	%	0.00	75.00							

Job Group Analysis

12-3

Store Operations

EEO Code: 3

Job Code & Title		Min	Fem							
0402013111G - General Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
0402019063C - Gen Mdse Buy/Webstore Mgr	#	0	1							
1 Employee	%	0.00	100.00							
2 Employees	Totals #	0	2							
	%	0.00	100.00							

Job Group Analysis

13

Computer, Engineer, and Sciences Occupations

EEO Code: 3

Job Code & Title		Min	Fem							
0506028168E - System Admin Network/ERP IMT	#	0	0							
1 Employee	%	0.00	0.00							
0506002047D - Manager Help Desk	#	0	0							
1 Employee	%	0.00	0.00							
0506005073E - Systems Administrator	#	0	0							
1 Employee	%	0.00	0.00							
0506028006E - Manager IT/AV	#	1	0							
1 Employee	%	100.00	0.00							
0512008035C - Business Manager, IMT	#	0	1							
1 Employee	%	0.00	100.00							
0512003069E - Technology Training Assistant	#	1	1							
1 Employee	%	100.00	100.00							
0506028066D - IT/AV Technician II	#	1	0							
1 Employee	%	100.00	0.00							
0700018350 - Campus Operations Specialist	#	0	1							
1 Employee	%	0.00	100.00							
8 Employees	Totals #	3	3							
	%	37.50	37.50							

Job Group Analysis

14

Community Service, Legal, Arts and Media Occupatio

EEO Code: 3

Job Code & Title		Min	Fem							
0109038064G - Student Life Coordinator LEON	#	0	1							
1 Employee	%	0.00	100.00							
0500018354C - Program Coord, Div Inst & MOE	#	1	0							
1 Employee	%	100.00	0.00							
0504008069D - Coord Disab Support Services	#	0	1							
1 Employee	%	0.00	100.00							
0121003074 - Exec Director Public Rel	#	0	1							
1 Employee	%	0.00	100.00							
0103001046F - Director I, Creative Services	#	0	1							
1 Employee	%	0.00	100.00							
0109039069F - Asst Dir, Advising Services	#	1	0							
1 Employee	%	100.00	0.00							
0502008370B - Academic & Career Advisor	#	0	1							
1 Employee	%	0.00	100.00							
0103003039F - Graphic Designer II	#	0	1							
1 Employee	%	0.00	100.00							
0502003018F - Academic and Career Advisor	#	1	1							
1 Employee	%	100.00	100.00							
0502002010D - Academic & Career Advisor	#	1	0							
1 Employee	%	100.00	0.00							
0700015056H - Scheduling Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
0509008260A - Enrollment Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
0509008112C - Enrollment Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
0515005122G - Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
0509005003G - Coordinator, Admissions & Ret	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

14

Community Service, Legal, Arts and Media Occupatio

EEO Code: 3

Job Code & Title

15 Employees

		Min	Fem							
Totals	#	5	11							
	%	33.33	73.33							

Job Group Analysis

24-1

Teacher/Inst Support Program Managers

EEO Code: 3

Job Code & Title		Min	Fem							
0301005077F - Director I Acad Plan & Assess	#	0	1							
1 Employee	%	0.00	100.00							
0670209077A - Director I, Adult Education	#	0	1							
1 Employee	%	0.00	100.00							
0604023032E - Program Manager	#	0	1							
1 Employee	%	0.00	100.00							
0504008061I - Program Manager	#	1	1							
1 Employee	%	100.00	100.00							
0698001036C - Manager, Programs	#	1	0							
1 Employee	%	100.00	0.00							
0302008091G - Director I- Master Trainer	#	0	0							
1 Employee	%	0.00	0.00							
6 Employees	Totals #	2	4							
	%	33.33	66.67							

Job Group Analysis

24-2

Academic/Student Affairs

EEO Code: 3

Job Code & Title		Min	Fem							
300008216D - Academic Support Specialist	#	0	1							
1 Employee	%	0.00	100.00							
0698008131F - Director I Personal Enrichment	#	0	1							
1 Employee	%	0.00	100.00							
0503005018H - Financial Aid Advisor	#	1	1							
1 Employee	%	100.00	100.00							
0503008187A - Financial Aid Advisor	#	1	1							
1 Employee	%	100.00	100.00							
0502002048F - Academic & Career Advisor	#	0	1							
1 Employee	%	0.00	100.00							
0503005092E - Financial Aid Specialist	#	1	1							
1 Employee	%	100.00	100.00							
0501005111E - Student Records Spec REG	#	0	1							
1 Employee	%	0.00	100.00							
0503008283E - Financial Aid Specialist	#	0	1							
1 Employee	%	0.00	100.00							
8 Employees	Totals #	3	8							
	%	37.50	100.00							

Job Group Analysis

24-3

Teachers and Instructional Support

EEO Code: 3

Job Code & Title		Min	Fem							
0635168529 - Intake/Assess Spec, CEWD	#	1	0							
1 Employee	%	100.00	0.00							
0670178545 - Adv/Asses NEDP PT, CEWD	#	0	1							
1 Employee	%	0.00	100.00							
0504008339B - Coordinator, Learning Sup Serv	#	0	1							
1 Employee	%	0.00	100.00							
0504008342B - Coordinator, Learning Sup Serv	#	0	1							
1 Employee	%	0.00	100.00							
0670178543B - Program Assistant I	#	0	1							
1 Employee	%	0.00	100.00							
5 Employees	Totals #	1	4							
	%	20.00	80.00							

Job Group Analysis

24-4

Health/Sci Instructional Support

EEO Code: 3

Job Code & Title		Min	Fem							
0366108309 - Nursing Retention Coord,HEA	#	0	1							
1 Employee	%	0.00	100.00							
0202008223B - Lab Coordinator I	#	0	1							
1 Employee	%	0.00	100.00							
2 Employees	Totals #	0	2							
	%	0.00	100.00							

Job Group Analysis

24-5

Training

EEO Code: 3

Job Code & Title		Min	Fem							
0302008516 - Instructor CDL Programs, TRANS	#	1	0							
1 Employee	%	100.00	0.00							
0302008256D - Coordinator, Program Master Tr	#	0	0							
1 Employee	%	0.00	0.00							
0302008279B - Instructor Driver Educ LAPL	#	1	1							
1 Employee	%	100.00	100.00							
3 Employees	Totals #	2	1							
	%	66.67	33.33							

Job Group Analysis

27

Sales and Related Occupations

EEO Code: 3

Job Code & Title		Min	Fem							
0203008277C - Manager Theatre	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

2B1

Professional - B1

EEO Code: 3

Job Code & Title		Min	Fem							
0406001026C - Exec Dir Facilities Mgmt	#	0	0							
1 Employee	%	0.00	0.00							
020300410D - Academic Associate Dean	#	0	0							
1 Employee	%	0.00	0.00							
0404013003J - Executive Director, Budget	#	0	1							
1 Employee	%	0.00	100.00							
0503001027C - Assoc Dean Financial/Retention	#	0	0							
1 Employee	%	0.00	0.00							
0404088040K - Controller	#	0	1							
1 Employee	%	0.00	100.00							
0101050240F - Exec Dir. Velocity Ctr	#	1	1							
1 Employee	%	100.00	100.00							
0102003038E - Exec Dir CSM Foundation	#	0	1							
1 Employee	%	0.00	100.00							
03030000800B - Academic Dean	#	0	1							
1 Employee	%	0.00	100.00							
0301010540 - Academic Dean	#	1	1							
1 Employee	%	100.00	100.00							
0201000580K - Academic Dean	#	0	0							
1 Employee	%	0.00	0.00							
0515003029G - Dean for Student Development	#	0	1							
1 Employee	%	0.00	100.00							
0698003033J - Executive Director	#	0	1							
1 Employee	%	0.00	100.00							
0205000490E - Academic Dean	#	0	1							
1 Employee	%	0.00	100.00							
0208011032J - Director II Online Learning	#	0	1							
1 Employee	%	0.00	100.00							
0101001002Y - Senior Consultant	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

2B1

Professional - B1

EEO Code: 3

Job Code & Title		Min	Fem							
0400001006A - Vice President of DFS	#	0	1							
1 Employee	%	0.00	100.00							
16 Employees	Totals #	2	12							
	Totals %	12.50	75.00							

Job Group Analysis

2B2

Professional - B2

EEO Code: 3

Job Code & Title		Min	Fem							
0506008055E - Interim Dir II Net Sec Admin	#	0	0							
1 Employee	%	0.00	0.00							
0501002046K - Registrar	#	0	1							
1 Employee	%	0.00	100.00							
0512008021G - Asst Dir Network Security	#	0	0							
1 Employee	%	0.00	0.00							
0104018031I - Associate Dir Instit Effect	#	0	0							
1 Employee	%	0.00	0.00							
0103038224G - Dir Communication & Pio	#	0	1							
1 Employee	%	0.00	100.00							
0103085029F - Mar, Recrt, & Retn Res Coord	#	0	1							
1 Employee	%	0.00	100.00							
0600013078 - Business Solution Specialist	#	0	1							
1 Employee	%	0.00	100.00							
0506003023G - Technology Support Coord	#	0	0							
1 Employee	%	0.00	0.00							
0406008087G - Asst Director Facilities Mgmt	#	0	1							
1 Employee	%	0.00	100.00							
0503003118E - Assistant Director FAD	#	0	1							
1 Employee	%	0.00	100.00							
0400008109H - Manager, Accounting	#	1	1							
1 Employee	%	100.00	100.00							
0103009047G - Director, Marketing	#	0	1							
1 Employee	%	0.00	100.00							
0302008149F - Director I, Transp Program	#	0	0							
1 Employee	%	0.00	0.00							
0303002037B - Coord, HEA SCI Admission & Pr	#	0	1							
1 Employee	%	0.00	100.00							
0503008253B - Financial Aid Advisor	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

2B2

Professional - B2

EEO Code: 3

Job Code & Title		Min	Fem							
0698028089A - Community Ed Program Coord	#	0	1							
1 Employee	%	0.00	100.00							
0504025086G - Manager, Testing Center	#	0	1							
1 Employee	%	0.00	100.00							
0501005004H - Interim Assoc Dir of Reg	#	0	1							
1 Employee	%	0.00	100.00							
0603068551A - Allied Caree & Digi Badg Coor	#	0	1							
1 Employee	%	0.00	100.00							
0600012002B - Outreach&Retention Spec	#	0	1							
1 Employee	%	0.00	100.00							
0409013101A - Grants Developer	#	1	1							
1 Employee	%	100.00	100.00							
0303008559C - Coord, HTH SCI ATB Pre-Admiss	#	0	1							
1 Employee	%	0.00	100.00							
0509005014H - Admissions Specialist II	#	0	1							
1 Employee	%	0.00	100.00							
23 Employees	Totals #	2	18							
	%	8.70	78.26							

Job Group Analysis

2B4

Professional - B4

EEO Code: 3

Job Code & Title		Min	Fem							
0101001045D - Chief of Staff	#	0	1							
1 Employee	%	0.00	100.00							
0109015012G - Assist Dir, Bursar	#	0	1							
1 Employee	%	0.00	100.00							
0106002026E - HR Generalist	#	0	1							
1 Employee	%	0.00	100.00							
0102008023B - Mgr, Alumni & Donor Relations	#	0	1							
1 Employee	%	0.00	100.00							
0108015134I - Student Engagement Manager	#	1	1							
1 Employee	%	100.00	100.00							
0202003046 - Lab Coordinator I	#	0	1							
1 Employee	%	0.00	100.00							
0402015007G - Oper Spec- Shipping & Rec	#	0	0							
1 Employee	%	0.00	0.00							
7 Employees	Totals #	1	6							
	%	14.29	85.71							

Job Group Analysis

IV4

Professional - V4

EEO Code: 3

Job Code & Title		Min	Fem							
0635168528B - Instructional Specialists	#	0	1							
1 Employee	%	0.00	100.00							
0101028355G - Senior NPI Consultant	#	0	1							
1 Employee	%	0.00	100.00							
0205008394B - Math Resources Center Special	#	1	0							
1 Employee	%	100.00	0.00							
3 Employees	Totals #	1	2							
	%	33.33	66.67							

Job Group Analysis

IV5

Professional - V5

EEO Code: 3

Job Code & Title		Min	Fem							
01020010010 - Temp DEV Assistant	#	0	1							
1 Employee	%	0.00	100.00							
01030340110 - Temporary Hourly COM	#	0	1							
1 Employee	%	0.00	100.00							
01060040110 - Temp Hourly CCCC HRD	#	0	2							
2 Employees	%	0.00	100.00							
02020040110 - Temp Hrly SCI LAPL	#	0	1							
1 Employee	%	0.00	100.00							
02050030230 - Temp - Adjunct Inst Fall	#	0	1							
1 Employee	%	0.00	100.00							
02050040120 - Tmp Hrly PRIN Math Phy&Eng	#	0	1							
1 Employee	%	0.00	100.00							
03742040110 - Temp Lab Assistant	#	1	0							
1 Employee	%	100.00	0.00							
04020140130 - Temp Hourly CCSM Bookstore	#	0	1							
1 Employee	%	0.00	100.00							
04040740130 - Temp Hourly BUR LEON	#	0	2							
2 Employees	%	0.00	100.00							
04060140110 - Temp Hourly CCCC BUI FCL	#	0	1							
1 Employee	%	0.00	100.00							
05010010010 - Temp Transcript Evaluator	#	1	1							
1 Employee	%	100.00	100.00							
05030040110 - Temp Hrly CSM FAD	#	0	1							
1 Employee	%	0.00	100.00							
05040140110A - TmpHrly LAC A.D.A Scribe CC	#	0	1							
1 Employee	%	0.00	100.00							
05040140110D - TEMP HRLY SCRIBE LAPLATA	#	1	1							
1 Employee	%	100.00	100.00							
05040340110 - Temp Hrly Lrn Asst SSC LAPL	#	0	2							
2 Employees	%	0.00	100.00							

Job Group Analysis

IV5

Professional - V5

EEO Code: 3

Job Code & Title		Min	Fem							
05050150110 - Student Asst CCCC LIB	#	1	1							
1 Employee	%	100.00	100.00							
05050150120 - Student Asst CCCA LIB	#	0	0							
1 Employee	%	0.00	0.00							
05060040110 - Temp Hourly CCCC TSD	#	1	0							
1 Employee	%	100.00	0.00							
05140130610 - Temp Hrly Group Instructor L	#	0	1							
1 Employee	%	0.00	100.00							
05150140110 - Temp Hourly Coaching	#	2	3							
13 Employees	%	15.38	23.08							
05150140110C - Temp Hrly Admin Asst	#	0	0							
1 Employee	%	0.00	0.00							
06762240160 - TEMP HRLY NEDP ADVISOR	#	0	1							
1 Employee	%	0.00	100.00							
07000049910 - Temporary OPP	#	0	1							
1 Employee	%	0.00	100.00							
90000040110 - Temp Hrly Foundation Ops	#	1	1							
1 Employee	%	100.00	100.00							
0406005022C - Facilities Coord. Asst. Pt	#	1	1							
1 Employee	%	100.00	100.00							
40 Employees	Totals #	9	26							
	%	22.50	65.00							

Job Group Analysis

28-1

Office & Admin Support Specialists

EEO Code: 4

Job Code & Title		Min	Fem							
0302008217D - Program Specialist	#	1	1							
1 Employee	%	100.00	100.00							
0698005074F - Program Specialist	#	0	0							
1 Employee	%	0.00	0.00							
0509005052D - Admissions Specialist II	#	0	1							
1 Employee	%	0.00	100.00							
0103088387B - Mail Ops Electronic Support	#	0	1							
1 Employee	%	0.00	100.00							
4 Employees	Totals #	1	3							
	%	25.00	75.00							

Job Group Analysis

28-2

Office & Admin Support Assistants

EEO Code: 4

Job Code & Title		Min	Fem							
070005072J - Executive Assistant	#	0	1							
1 Employee	%	0.00	100.00							
0200005019E - Executive Assistant	#	0	1							
1 Employee	%	0.00	100.00							
0600018099F - Executive Assistant	#	0	1							
1 Employee	%	0.00	100.00							
0208018058I - Administrative Assistant I	#	0	1							
1 Employee	%	0.00	100.00							
0202005063D - Administrative Assistant I	#	0	1							
1 Employee	%	0.00	100.00							
0201005098E - Administrative Assistant I	#	1	1							
1 Employee	%	100.00	100.00							
0400003090B - Executive Assistant	#	0	1							
1 Employee	%	0.00	100.00							
0501005104G - Administrative Assistant II	#	0	1							
1 Employee	%	0.00	100.00							
8 Employees	Totals #	1	8							
	%	12.50	100.00							

Job Group Analysis

2B3

Clerical and Secretarial

EEO Code: 4

Job Code & Title		Min	Fem							
0109018373D - Program Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
0700018127H - Assist Dir, Campus Operations	#	0	1							
1 Employee	%	0.00	100.00							
0406005044F - Operations Manager	#	0	1							
1 Employee	%	0.00	100.00							
0205005109E - Math Resource Center Manager	#	0	1							
1 Employee	%	0.00	100.00							
0502005043D - STE Manager - Cost Center	#	0	1							
1 Employee	%	0.00	100.00							
0203008082F - Administrative Assistant II	#	0	1							
1 Employee	%	0.00	100.00							
0501008152C - Student Records Specialist	#	0	1							
1 Employee	%	0.00	100.00							
0407013089E - Shipping & Receiving Mgr	#	0	1							
1 Employee	%	0.00	100.00							
0404078226B - Ticket & Event Sales Spec PT	#	0	1							
1 Employee	%	0.00	100.00							
9 Employees	Totals #	1	9							
	%	11.11	100.00							

Job Group Analysis

25

Healthcare Practitioners and Technical Occupations

EEO Code: 5

Job Code & Title		Min	Fem							
0502008536A - Professional Counselor	#	0	1							
1 Employee	%	0.00	100.00							
0502008134I - Professional Counselor	#	1	1							
1 Employee	%	100.00	100.00							
2 Employees	Totals #	1	2							
	%	50.00	100.00							

Job Group Analysis

23

Library Technicians

EEO Code: 5

Job Code & Title		Min	Fem							
0505015035C - Library Assistant I	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

26

Service - Public Safety

EEO Code: 7

Job Code & Title		Min	Fem							
0406049045E - Public Safety Lieutenant	#	0	1							
1 Employee	%	0.00	100.00							
0406048203E - Public Safety Sergeant Prin	#	0	0							
1 Employee	%	0.00	0.00							
0406048150D - Public Safety Officer	#	0	0							
1 Employee	%	0.00	0.00							
0406049040B - Public Safety Officer LAPL	#	1	0							
1 Employee	%	100.00	0.00							
0406048554B - Public Safety Officer REGI	#	0	0							
1 Employee	%	0.00	0.00							
0406048016C - Public Safety Officer MULT	#	1	0							
1 Employee	%	100.00	0.00							
6 Employees	Totals #	2	1							
	%	33.33	16.67							

Job Group Analysis

29

Natural Resources, Construction, and Maintenance

EEO Code: 7

Job Code & Title		Min	Fem							
0406038190A - HVAC Mechanic LEON-PRIN FCL	#	0	0							
1 Employee	%	0.00	0.00							
0406056006B - Vehicle/Maintenance Spec III	#	0	0							
1 Employee	%	0.00	0.00							
0406038007C - Electrician Assistant FCL	#	1	0							
1 Employee	%	100.00	0.00							
0406038259B - Painter	#	0	0							
1 Employee	%	0.00	0.00							
0406018071D - Building & Grounds Tech III	#	1	0							
1 Employee	%	100.00	0.00							
0406038133A - Building & Grounds Tech II	#	1	0							
1 Employee	%	100.00	0.00							
0406019009B - Building & Grounds Tech I	#	1	1							
1 Employee	%	100.00	100.00							
0406018340A - Building & Grounds Tech I	#	1	0							
1 Employee	%	100.00	0.00							
0406038196A - Building & Grounds Tech I	#	1	0							
1 Employee	%	100.00	0.00							
9 Employees	Totals #	6	1							
	%	66.67	11.11							

Job Group Analysis

2B6

Service and Maintenance

EEO Code: 7

Job Code & Title		Min	Fem							
0406039006I - Assistant Bldg Superintende	#	0	0							
1 Employee	%	0.00	0.00							
0406019031D - Building Service Superintend	#	1	1							
1 Employee	%	100.00	100.00							
0406038359C - Maintenance Specialist III	#	0	0							
1 Employee	%	0.00	0.00							
0406049071G - Public Safety Sergeant	#	0	0							
1 Employee	%	0.00	0.00							
0406038195E - Building & Grounds Tech III	#	0	0							
1 Employee	%	0.00	0.00							
0406039020 - Building & Grounds Tech III	#	0	0							
1 Employee	%	0.00	0.00							
6 Employees	Totals #	1	1							
	%	16.67	16.67							

College of Southern Maryland

October 1, 2022 Annual Affirmative Action Plan

La Plata, MD

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
11-1 - Acad/Student Affairs Management Occupations	#		4	9								
11 Employees	1	%	36.36	81.82								
11-2 - Operations Management Occupations	#		1	5								
9 Employees	1	%	11.11	55.56								
15-1 - AHS Instruction	#		1	1								
2 Employees	2	%	50.00	50.00								
15-2 - BTP Instruction	#		1	2								
5 Employees	2	%	20.00	40.00								
15-3 - ECL Instruction	#		0	2								
2 Employees	2	%	0.00	100.00								
15-4 - HEA Instruction	#		2	7								
7 Employees	2	%	28.57	100.00								
15-5 - MTH Instruction	#		1	4								
6 Employees	2	%	16.67	66.67								
15-6 - SCI Instruction	#		3	3								
5 Employees	2	%	60.00	60.00								
2A1 - Faculty - A1	#		10	29								
47 Employees	2	%	21.28	61.70								
2A3 - Faculty - A3	#		1	3								
3 Employees	2	%	33.33	100.00								
IV2 - Faculty - V2	#		3	3								
8 Employees	2	%	37.50	37.50								
22 - Librarians, Curators & Archivists	#		0	1								
1 Employee	3	%	0.00	100.00								
12-1 - Financial Operations	#		1	2								
2 Employees	3	%	50.00	100.00								
12-2 - Business Operations	#		0	3								
4 Employees	3	%	0.00	75.00								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem							
12-3 - Store Operations		#	0	2							
2 Employees	3	%	0.00	100.00							
13 - Computer, Engineer, and Sciences Occupations		#	3	3							
8 Employees	3	%	37.50	37.50							
14 - Community Service, Legal, Arts and Media Occupatio		#	5	11							
15 Employees	3	%	33.33	73.33							
24-1 - Teacher/Inst Support Program Managers		#	2	4							
6 Employees	3	%	33.33	66.67							
24-2 - Academic/Student Affairs		#	3	8							
8 Employees	3	%	37.50	100.00							
24-3 - Teachers and Instructional Support		#	1	4							
5 Employees	3	%	20.00	80.00							
24-4 - Health/Sci Instructional Support		#	0	2							
2 Employees	3	%	0.00	100.00							
24-5 - Training		#	2	1							
3 Employees	3	%	66.67	33.33							
27 - Sales and Related Occupations		#	0	0							
1 Employee	3	%	0.00	0.00							
2B1 - Professional - B1		#	2	12							
16 Employees	3	%	12.50	75.00							
2B2 - Professional - B2		#	2	18							
23 Employees	3	%	8.70	78.26							
2B4 - Professional - B4		#	1	6							
7 Employees	3	%	14.29	85.71							
IV4 - Professional - V4		#	1	2							
3 Employees	3	%	33.33	66.67							
IV5 - Professional - V5		#	9	26							
40 Employees	3	%	22.50	65.00							
28-1 - Office & Admin Support Specialists		#	1	3							
4 Employees	4	%	25.00	75.00							

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
28-2 - Office & Admin Support Assistants		#	1	8								
8 Employees	4	%	12.50	100.00								
2B3 - Clerical and Secretarial		#	1	9								
9 Employees	4	%	11.11	100.00								
25 - Healthcare Practitioners and Technical Occupations		#	1	2								
2 Employees	5	%	50.00	100.00								
23 - Library Technicians		#	0	1								
1 Employee	5	%	0.00	100.00								
26 - Service - Public Safety		#	2	1								
6 Employees	7	%	33.33	16.67								
29 - Natural Resources, Construction, and Maintenance		#	6	1								
9 Employees	7	%	66.67	11.11								
2B6 - Service and Maintenance		#	1	1								
6 Employees	7	%	16.67	16.67								
296 Employees	Totals	#	72	199								
		%	24.32	67.23								

Annotated Employee List

There are currently no annotated employees for this plan.

Availability Factor Computation Form

11-1 - Acad/Student Affairs Management Occupations

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.34	59.29								United States
		Weighted Factor	28.34	59.29								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.34	59.29								

11-2 - Operations Management Occupations

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.68	43.75								United States
		Weighted Factor	24.68	43.75								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	24.68	43.75								

15-1 - AHS Instruction

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.96	49.68								United States
		Weighted Factor	28.96	49.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.96	49.68								

Availability Factor Computation Form

15-2 - BTP Instruction

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.96	49.68								United States
		Weighted Factor	28.96	49.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.96	49.68								

15-3 - ECL Instruction

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.96	49.68								United States
		Weighted Factor	28.96	49.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.96	49.68								

15-4 - HEA Instruction

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.96	49.68								United States
		Weighted Factor	28.96	49.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.96	49.68								

Availability Factor Computation Form

15-5 - MTH Instruction

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.96	49.68								United States
		Weighted Factor	28.96	49.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.96	49.68								

15-6 - SCI Instruction

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.96	49.68								United States
		Weighted Factor	28.96	49.68								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	28.96	49.68								

2A1 - Faculty - A1

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	38.14	50.65								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	38.14	50.65								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	38.14	50.65								

Availability Factor Computation Form

2A3 - Faculty - A3

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	38.14	50.65								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	38.14	50.65								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		38.14	50.65									

IV2 - Faculty - V2

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	38.14	50.65								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	38.14	50.65								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		38.14	50.65									

22 - Librarians, Curators & Archivists

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.74	61.74								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	28.74	61.74								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		28.74	61.74									

Availability Factor Computation Form

12-1 - Financial Operations

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	52.49	68.97								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	52.49	68.97								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			52.49	68.97								

12-2 - Business Operations

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	54.22	65.79								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	54.22	65.79								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			54.22	65.79								

12-3 - Store Operations

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	36.90	41.27								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	36.90	41.27								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			36.90	41.27								

Availability Factor Computation Form

13 - Computer, Engineer, and Sciences Occupations

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	51.92	31.51								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	51.92	31.51								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	51.92	31.51								

14 - Community Service, Legal, Arts and Media Occupatio

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	51.29	64.97								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	51.29	64.97								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	51.29	64.97								

24-1 - Teacher/Inst Support Program Managers

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	40.49	61.26								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	40.49	61.26								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
		Availability	40.49	61.26								

Availability Factor Computation Form

24-2 - Academic/Student Affairs

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	54.67	79.21								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	54.67	79.21								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			54.67	79.21								

24-3 - Teachers and Instructional Support

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	43.54	65.31								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	43.54	65.31								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			43.54	65.31								

24-4 - Health/Sci Instructional Support

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	43.54	65.31								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	43.54	65.31								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			43.54	65.31								

Availability Factor Computation Form

24-5 - Training

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	43.54	65.31								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	43.54	65.31								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		43.54	65.31									

27 - Sales and Related Occupations

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	36.90	41.27								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	36.90	41.27								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		36.90	41.27									

2B1 - Professional - B1

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	41.06	53.56								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	41.06	53.56								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		41.06	53.56									

Availability Factor Computation Form

2B2 - Professional - B2

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	43.16	48.06								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	43.16	48.06								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		43.16	48.06									

2B4 - Professional - B4

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	42.19	52.91								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	42.19	52.91								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		42.19	52.91									

IV4 - Professional - V4

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	42.24	58.89								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	42.24	58.89								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability		42.24	58.89									

Availability Factor Computation Form

IV5 - Professional - V5

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	43.42	52.74									Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	43.42	52.74									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	43.42	52.74									

28-1 - Office & Admin Support Specialists

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	48.34	79.07									Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	48.34	79.07									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	48.34	79.07									

28-2 - Office & Admin Support Assistants

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	40.44	95.76									Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	40.44	95.76									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	40.44	95.76									

Availability Factor Computation Form

2B3 - Clerical and Secretarial

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	55.26	62.66								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	55.26	62.66								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			55.26	62.66								

25 - Healthcare Practitioners and Technical Occupations

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.36	60.35								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	26.36	60.35								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			26.36	60.35								

23 - Library Technicians

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.74	61.74								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	28.74	61.74								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			28.74	61.74								

Availability Factor Computation Form

26 - Service - Public Safety

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	31.41	48.42								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	31.41	48.42								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			31.41	48.42								

29 - Natural Resources, Construction, and Maintenance

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	51.01	5.79								Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%
		Weighted Factor	51.01	5.79								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			51.01	5.79								

2B6 - Service and Maintenance

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	62.23	22.20								Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area
		Weighted Factor	62.23	22.20								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			62.23	22.20								

Availability Rationale

11-1 - Acad/Student Affairs Management Occupations

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

11-2 - Operations Management Occupations

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

15-1 - AHS Instruction

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

15-2 - BTP Instruction

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

15-3 - ECL Instruction

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

15-4 - HEA Instruction

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

15-5 - MTH Instruction

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

15-6 - SCI Instruction

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2A1 - Faculty - A1

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which

Availability Rationale

workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2A3 - Faculty - A3

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

IV2 - Faculty - V2

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

22 - Librarians, Curators & Archivists

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

12-1 - Financial Operations

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

12-2 - Business Operations

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

12-3 - Store Operations

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

13 - Computer, Engineer, and Sciences Occupations

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

14 - Community Service, Legal, Arts and Media Occupatio

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

24-1 - Teacher/Inst Support Program Managers

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical

Availability Rationale

area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

24-2 - Academic/Student Affairs

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

24-3 - Teachers and Instructional Support

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

24-4 - Health/Sci Instructional Support

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

24-5 - Training

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

27 - Sales and Related Occupations

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2B1 - Professional - B1

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2B2 - Professional - B2

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2B4 - Professional - B4

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.
Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

IV4 - Professional - V4

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which

Availability Rationale

workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

IV5 - Professional - V5

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

28-1 - Office & Admin Support Specialists

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

28-2 - Office & Admin Support Assistants

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2B3 - Clerical and Secretarial

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

25 - Healthcare Practitioners and Technical Occupations

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

23 - Library Technicians

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

26 - Service - Public Safety

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

29 - Natural Resources, Construction, and Maintenance

Factor 1: Calvert, MD 25%; Charles, MD 25%; Prince George's, MD 25%; St. Mary's, MD 25%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2B6 - Service and Maintenance

Factor 1: Washington-Arlington-Alexandria, DC-VA-MD-WV Metro Area- This is the geographical area from which

Availability Rationale

workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Incumbency vs. Estimated Availability

11-1		Acad/Student Affairs Management Occupations	
Total Emp 11	Employment %	36.36	81.82
	Availability %	28.34	59.29
	Statistical Value		
11-2		Operations Management Occupations	
Total Emp 9	Employment %	11.11	55.56
	Availability %	24.68	43.75
	Statistical Value	0.468E	
15-1		AHS Instruction	
Total Emp 2	Employment %	50.00	50.00
	Availability %	28.96	49.68
	Statistical Value		
15-2		BTP Instruction	
Total Emp 5	Employment %	20.00	40.00
	Availability %	28.96	49.68
	Statistical Value	1.000E	1.000E
15-3		ECL Instruction	
Total Emp 2	Employment %	0.00	100.00
	Availability %	28.96	49.68
	Statistical Value	1.000E	
15-4		HEA Instruction	
Total Emp 7	Employment %	28.57	100.00
	Availability %	28.96	49.68
	Statistical Value	1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

15-5		MTH Instruction	
Total Emp 6	Employment %	Min	Fem
	Availability %	16.67	66.67
	Statistical Value	28.96	49.68
		0.680E	
15-6		SCI Instruction	
Total Emp 5	Employment %	Min	Fem
	Availability %	60.00	60.00
	Statistical Value	28.96	49.68
2A1		Faculty - A1	
Total Emp 47	Employment %	Min	Fem
	Availability %	21.28	61.70
	Statistical Value	38.14	50.65
		2.380	
2A3		Faculty - A3	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	100.00
	Statistical Value	38.14	50.65
		1.000E	
IV2		Faculty - V2	
Total Emp 8	Employment %	Min	Fem
	Availability %	37.50	37.50
	Statistical Value	38.14	50.65
		1.000E	0.502E
22		Librarians, Curators & Archivists	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	28.74	61.74
		1.000E	
12-1		Financial Operations	
Total Emp 2	Employment %	Min	Fem
	Availability %	50.00	100.00
	Statistical Value	52.49	68.97
		1.000E	

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In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

12-2		Business Operations	
Total Emp 4	Employment %	Min 0.00	Fem 75.00
	Availability %	54.22	65.79
	Statistical Value	0.044E	
12-3		Store Operations	
Total Emp 2	Employment %	Min 0.00	Fem 100.00
	Availability %	36.90	41.27
	Statistical Value	0.534E	
13		Computer, Engineer, and Sciences Occupations	
Total Emp 8	Employment %	Min 37.50	Fem 37.50
	Availability %	51.92	31.51
	Statistical Value	0.493E	
14		Community Service, Legal, Arts and Media Occupatio	
Total Emp 15	Employment %	Min 33.33	Fem 73.33
	Availability %	51.29	64.97
	Statistical Value	0.200E	
24-1		Teacher/Inst Support Program Managers	
Total Emp 6	Employment %	Min 33.33	Fem 66.67
	Availability %	40.49	61.26
	Statistical Value	1.000E	
24-2		Academic/Student Affairs	
Total Emp 8	Employment %	Min 37.50	Fem 100.00
	Availability %	54.67	79.21
	Statistical Value	0.481E	
24-3		Teachers and Instructional Support	
Total Emp 5	Employment %	Min 20.00	Fem 80.00
	Availability %	43.54	65.31
	Statistical Value	0.396E	

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In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

24-4		Health/Sci Instructional Support	
Total Emp 2		Min	Fem
	Employment %	0.00	100.00
	Availability %	43.54	65.31
	Statistical Value	0.508E	
24-5		Training	
Total Emp 3		Min	Fem
	Employment %	66.67	33.33
	Availability %	43.54	65.31
	Statistical Value		0.278E
27		Sales and Related Occupations	
Total Emp 1		Min	Fem
	Employment %	0.00	0.00
	Availability %	36.90	41.27
	Statistical Value	1.000E	1.000E
2B1		Professional - B1	
Total Emp 16		Min	Fem
	Employment %	12.50	75.00
	Availability %	41.06	53.56
	Statistical Value	0.021E	
2B2		Professional - B2	
Total Emp 23		Min	Fem
	Employment %	8.70	78.26
	Availability %	43.16	48.06
	Statistical Value	0.000E	
2B4		Professional - B4	
Total Emp 7		Min	Fem
	Employment %	14.29	85.71
	Availability %	42.19	52.91
	Statistical Value	0.251E	
IV4		Professional - V4	
Total Emp 3		Min	Fem
	Employment %	33.33	66.67
	Availability %	42.24	58.89
	Statistical Value	1.000E	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

IV5		Professional - V5	
Total Emp 40	Employment %	22.50	65.00
	Availability %	43.42	52.74
	Statistical Value	2.669	
28-1		Office & Admin Support Specialists	
Total Emp 4	Employment %	25.00	75.00
	Availability %	48.34	79.07
	Statistical Value	0.626E	1.000E
28-2		Office & Admin Support Assistants	
Total Emp 8	Employment %	12.50	100.00
	Availability %	40.44	95.76
	Statistical Value	0.154E	
2B3		Clerical and Secretarial	
Total Emp 9	Employment %	11.11	100.00
	Availability %	55.26	62.66
	Statistical Value	0.014E	
25		Healthcare Practitioners and Technical Occupations	
Total Emp 2	Employment %	50.00	100.00
	Availability %	26.36	60.35
	Statistical Value		
23		Library Technicians	
Total Emp 1	Employment %	0.00	100.00
	Availability %	28.74	61.74
	Statistical Value	1.000E	
26		Service - Public Safety	
Total Emp 6	Employment %	33.33	16.67
	Availability %	31.41	48.42
	Statistical Value		0.220E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

29		Natural Resources, Construction, and Maintenance	
Total Emp 9		Min	Fem
	Employment %	66.67	11.11
	Availability %	51.01	5.79
	Statistical Value		
2B6		Service and Maintenance	
Total Emp 6		Min	Fem
	Employment %	16.67	16.67
	Availability %	62.23	22.20
	Statistical Value	0.032E	1.000E

Total Employment: 296

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Placement Goals

Job Group & Name	Min	Fem								
2A1 - Faculty - A1	38.14									
12-2 - Business Operations	54.22									
2B1 - Professional - B1	41.06									
2B2 - Professional - B2	43.16									
IV5 - Professional - V5	43.42									
2B3 - Clerical and Secretarial	55.26									
2B6 - Service and Maintenance	62.23									

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La Plata, MD

Goal Attainment

12-1		Financial Operations																	
	Total	Min	Fem																
Prior Year Goal		44.22																	
New Hire	0	0	N/A																
Promotion	0	0	N/A																
Total Opps	0	0	N/A																
Achieved? *		NO OPPS																	

2B1		Professional - B1																	
	Total	Min	Fem																
Prior Year Goal		37.21																	
New Hire	0	0	N/A																
Promotion	3	1	33.33																
Total Opps	3	1	33.33																
Achieved? *		YES																	

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

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La Plata, MD

Applicant Summary

For Period: 10/1/2021 to 9/30/2022

EEO Code 2 Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
2A1	S	2	2	1	0	0							
Faculty - A1	P	138	66	68	5	0							

EEO Code 3 Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
12-1	S	0	0	0	0	0							
Financial Operations	P	1	0	1	0	0							
24-1	S	0	0	0	0	0							
Teacher/Inst Support Program Managers	P	11	5	7	0	0							
2B1	S	1	0	1	0	0							
Professional - B1	P	14	8	7	1	0							
2B2	S	6	4	3	0	1							
Professional - B2	P	126	63	71	12	1							
2B4	S	7	0	2	2	1							
Professional - B4	P	314	159	222	22	1							
IV5	S	5	2	3	1	0							
Professional - V5	P	440	242	280	23	0							

S - Selected, P - Pool

Applicant Summary

For Period: 10/1/2021 to 9/30/2022

EEO Code 4 Clerical

		Total	Unk Race	Unk Gend	Min	Fem							
28-1	S	0	0	0	0	0							
Office & Admin Support Specialists	P	10	5	7	0	0							
2B3	S	9	1	7	1	0							
Clerical and Secretarial	P	852	479	682	32	0							

EEO Code 7 Service

		Total	Unk Race	Unk Gend	Min	Fem							
29	S	1	0	1	0	0							
Natural Resources, Construction, and Maintenance	P	32	16	22	2	0							
2B6	S	12	6	1	1	0							
Service and Maintenance	P	173	112	18	3	0							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	43	15	19	5	2							
	%		34.88	44.19	11.63	4.65							
	P	2,111	1,155	1,385	100	2							
	%		54.71	65.61	4.74	0.09							

S - Selected, P - Pool

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La Plata, MD

New Hire Summary

For Period: 10/1/2021 to 9/30/2022

	Total	Min	Fem								
2A1 - Faculty - A1	8	2	3								
2B2 - Professional - B2	15	11	10								
2B4 - Professional - B4	9	1	6								
IV4 - Professional - V4	1	1	0								
IV5 - Professional - V5	3	1	1								
2B3 - Clerical and Secretarial	8	4	8								
IV6 - Technical and Paraprofessional	1	0	0								
2B6 - Service and Maintenance	9	7	0								
Totals	# 54	27	28								
	%	50.00	51.85								

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La Plata, MD

Promotion Summary by Old Job

For Period: 10/1/2021 to 9/30/2022

	Total	Min	Fem								
11-2 - Operations Management Occupations	1	0	1								
15-1 - AHS Instruction	1	1	1								
15-2 - BTP Instruction	3	0	1								
15-4 - HEA Instruction	1	0	1								
15-6 - SCI Instruction	2	1	1								
2A1 - Faculty - A1	4	1	2								
12-1 - Financial Operations	1	0	1								
14 - Community Service, Legal, Arts and Media Occupatio	2	0	2								
2B2 - Professional - B2	3	1	3								
2B4 - Professional - B4	1	0	0								
IV4 - Professional - V4	1	1	1								
IV5 - Professional - V5	2	1	1								
28-1 - Office & Admin Support Specialists	3	0	3								
2B3 - Clerical and Secretarial	1	1	1								
Totals	# 26	7	19								
	%	26.92	73.08								

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La Plata, MD

Termination Summary For Period: 10/1/2021 to 9/30/2022

	Total	Min	Fem								
11-1 - Acad/Student Affairs Management Occupations	3	1	1								
11-2 - Operations Management Occupations	1	1	0								
15-1 - AHS Instruction	1	0	0								
15-2 - BTP Instruction	1	0	0								
15-3 - ECL Instruction	1	0	1								
15-4 - HEA Instruction	1	0	1								
15-6 - SCI Instruction	1	0	0								
2A1 - Faculty - A1	6	1	1								
IV2 - Faculty - V2	1	0	0								
22 - Librarians, Curators & Archivists	1	0	1								
12-1 - Financial Operations	4	0	4								
12-2 - Business Operations	1	1	0								
13 - Computer, Engineer, and Sciences Occupations	1	0	1								
14 - Community Service, Legal, Arts and Media Occupatio	7	4	6								
24-1 - Teacher/Inst Support Program Managers	2	2	1								
24-2 - Academic/Student Affairs	2	1	1								
24-3 - Teachers and Instructional Support	1	0	1								
24-4 - Health/Sci Instructional Support	2	1	2								
24-5 - Training	1	0	1								
2B1 - Professional - B1	1	0	1								
2B2 - Professional - B2	12	5	10								
2B4 - Professional - B4	3	1	0								
IV4 - Professional - V4	1	0	0								
IV5 - Professional - V5	85	42	53								
28-2 - Office & Admin Support Assistants	4	2	4								
2B3 - Clerical and Secretarial	6	4	5								
25 - Healthcare Practitioners and Technical Occupations	1	1	1								

Termination Summary

For Period: 10/1/2021 to 9/30/2022

23 - Library Technicians	1	1	0								
IV6 - Technical and Paraprofessional	2	0	1								
26 - Service - Public Safety	4	3	0								
29 - Natural Resources, Construction, and Maintenance	3	2	0								
2B6 - Service and Maintenance	8	4	2								
Totals	#	169	77	99							
	%		45.56	58.58							