

UNIVERSITY OF ALASKA

AFFIRMATIVE ACTION SUMMARY REPORT

TO THE
BOARD OF REGENTS
2017

Board of Regents' Policy 04.02.012 (B) states:

The University of Alaska seeks to hire, train, and promote individuals based on qualifications and

demonstrated ability to perform the job. The University is committed to recruit and retain women and minorities in positions where they have been traditionally under-represented. The concept of affirmative action requires that practices that adversely impact protected classes should be eliminated unless the university can demonstrate a legally permissible basis. To ensure that the University of Alaska is in compliance with applicable laws, the University has adopted the following policy:

Total Employees System-wide by University and EEO Category

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

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

Summary of Goal Areas by University for 2017 Plan Year

The chart below shows the annual goal areas for the 2017 plan year.

Goal Summary by Occupational Category – 2017 Plan Year

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

10 – Executive

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

- Minority, Female: No underutilization.

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

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

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

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

UAS – Executive – Employee Count			
Plan Year	Minorities	Female	Total Employees

20 – Faculty

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

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

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

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

UAS – Faculty – Employee Count			
Plan Year	Minorities	Female	Total Employees

40 - Exempt & Non-Exempt Clerical

[Redacted]

[Redacted Table Content]

Plan Year	Minorities	Female	Total Employees
-----------	------------	--------	-----------------

[Redacted Table Content]

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

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

- Minority, Female: No underutilization.

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

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

UAA – Specific, Exempt & Non-Exempt General Services and Maintenance – Employee Count			
Plan Year	Minorities	Female	Total Employees

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

--	--	--	--

• Minority, Female: No underutilization.

UAF – Specific, Exempt & Non-Exempt General Services and Maintenance – Employee Count			
---	--	--	--

Total Employees by Category and University

for the 2017 plan year by category and university.

10 – Executive

	Total	White	Black	Hispanic	Asian	Alaska	Hawaiian/ Other PI	Two or more
--	-------	-------	-------	----------	-------	--------	-----------------------	-------------

40 – Exempt & Non-Exempt Clerical

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

50 – Exempt & Non-Exempt Technical

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

60 – Specific Exempt & Non-Exempt Technical

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