

**EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)**

**for**

**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT  
2411 W. 14th St.  
Tempe, AZ 85281**

**2022 - 2023 AFFIRMATIVE ACTION PLAN**

**October 1, 2022 - September 30, 2023**

**PART I: AAP FOR MINORITIES AND WOMEN**

**PART II: AAP FOR PROTECTED VETERANS  
AND INDIVIDUALS WITH DISABILITIES**

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2411 W. 14th St.  
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This AAP contains confidential information which is subject to the provisions of 18 U.S.C. 1905. Chrysler Corp. v. Brown, 441 U.S. 281, 19 FEP 475 (1979). Copies of this AAP and all related appendices, documents, and support data are made available on loan to the U.S. Government upon the request of said Government on the condition that the Government hold them totally confidential and not release copies to any persons. This AAP and all its supporting documents contain much confidential information which may reveal, directly or indirectly, Maricopa County Community College District's plans for business or geographical expansion or contraction. Maricopa County Community College District considers this AAP to be exempt from disclosure, reproduction, and distribution under the Freedom of Information Act upon the grounds, among others, that such material constitutes (1) personnel files, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(6); (2) confidential, commercial, or financial information, which is exempt from disclosure under 5 U.S.C. 552(b)(4); (3) investigatory records compiled for law enforcement purposes, the production of which would constitute an unwarranted invasion of personal privacy, which are exempt from disclosure under 5 U.S.C. 552(b)(7)(C); and (4) matters specifically exempted from disclosure by statute, which are exempt from disclosure under 5 U.S.C. 552(b)(3). Notice is hereby given of a request pursuant to Title 41 Code of Federal Regulations, Part 60-40.3 that portions of this AAP be kept confidential.

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**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT AAP  
FOR 2022 - 2023 AFFIRMATIVE ACTION PLAN**

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**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT**

**2022 - 2023 AFFIRMATIVE ACTION PLAN**

**PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN**

**FOR**

**October 1, 2022 - September 30, 2023**

**PART I**

**AAP FOR MINORITIES AND WOMEN**

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## **PART I: AAP FOR MINORITIES AND WOMEN**

### **CHAPTER 1: DESIGNATION OF RESPONSIBILITY**

#### **41 C.F.R. § 60-2.17(a)**

As part of its efforts to ensure equal employment opportunity to all individuals, Maricopa County Community College District has designated the following personnel for designing and ensuring the effective implementation of the company's Affirmative Action Programs.

#### Director of EEO/AA

The Director of EEO/AA is responsible for overall supervision of the AAP. The Director of EEO/AA ensures, through the department managers and supervisors, that all relevant policies and procedures are adhered to. The Director of EEO/AA's responsibilities include, but are not limited to, the following:

1. Ensure that MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT adheres to the stated policy of equal employment opportunity, and monitor the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's stated policy.
3. Participate in periodic discussions with management, supervision, and all other employed personnel to ensure AAP and equal employment opportunity policies are being followed.
4. Review the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
5. Conduct periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, 2) facilities to ensure they are maintained for the use and benefit of all employees and integrated both in policy and practice, and 3) sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination.
6. Ensure that all new employees receive a special orientation to MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
7. Periodically analyze applicant flow to determine the mix of persons applying for employment by race/ethnic origin and gender.
8. Ensure that recruitment advertising is placed in minority and female-oriented publications, as applicable.
9. Review all job descriptions and specifications to ensure they are free of discriminatory

provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

10. Review, report on, and update MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's AAP at least on an annual basis in accordance with stated policy.
11. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will indicate the need for remedial action and determine the degree to which goals and objectives have been obtained.
12. Conduct periodic audits to ensure all required posters and those advertising MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's equal employment opportunity policies and AAP are displayed and that MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's equal employment opportunity and AAP policies are being thoroughly communicated.

#### Managers and Supervisors

In their direct day-to-day contact with MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's employees, managers and supervisors have assumed certain responsibilities to help the Company ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to, the following:

1. Aggressively adhere to MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's equal employment opportunity and affirmative action policy.
  - a. Support and assist the Director of EEO/AA in developing, maintaining, and successfully implementing the AAP.
  - b. Complete progress reports regarding the status of goal achievement.
  - c. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment and/or wage commitments are consistent with MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT's policy.
4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

**CHAPTER 2: IDENTIFICATION OF PROBLEM AREAS**  
**41 C.F.R. § 60-2.17(b)**

Maricopa County Community College District performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity might exist. At a minimum, Maricopa County Community College District evaluates:

1. The workforce by organizational unit and AAP job group to determine whether there are problems of minority or female utilization (*i.e.*, employment in the unit or AAP group), or of minority or female distribution (*i.e.*, placement in the different jobs within the unit or AAP job group);
2. Personnel activity (applicant flow, hires, terminations, promotions, and other personnel actions) to determine whether there are selection disparities;
3. Compensation systems to determine whether there is gender-, race-, or ethnicity-based disparities;
4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of minorities or women; and
5. Any other areas that might impact the success of the affirmative action program.

In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 3 of this AAP.



**CHAPTER 3: ACTION-ORIENTED PROGRAMS**  
**41 C.F.R. § 60-2.17(c)**

Maricopa County Community College District tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Program (AOPs):

The action-oriented programs designed to address the underutilization of women and minorities, the utilization goal set for individuals with disabilities, and the hiring benchmark for the protected veterans are listed below. These action-oriented programs will be carried-out throughout the AAP year. Evaluation of these AOPS will be conducted at least annually. The Director of EEO/AA, with the help of the managers, will be responsible in ensuring that the following are implemented.

**Recruitment:**

1. Maricopa County Community College District will continue to place advertisements on job opportunities through local job service offices. The local job service office will be notified concurrent with the placement of any job announcements through other media (e.g., newspapers, using other on-line job posting services such as Indeed.com, Monster.com, LinkedIn, etc.)
2. Due to the extensive technical education and experience required for some positions, Maricopa County Community College District will also continue to place job opportunity announcements in the company website, and in national newspaper when appropriate.
3. Job advertisements will always carry an appropriate EEO tagline.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. Maricopa County Community College District will participate in job fairs if there are enough opening to warrant participation.
6. Maricopa County Community College District will consider targeting universities based in part on the high-level of diversity of its student body.

**Job Specifications/Selection Process:**

1. Develop position descriptions that accurately reflect position functions and are consistent for the same position from one location to another.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, gender, religion, national origin, sexual orientation, gender identity, disability, or veteran status.

3. Make available approved position specifications and worker specifications to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. Maricopa County Community College District will continue to use only worker specifications that include job-related criteria.
5. Maricopa County Community College District will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

**Job Advancement:**

1. Minority and female employees can be made available for participation in Career Days and related activities in the community, as desired.
2. Maricopa County Community College District will continue to post or announce job opportunities.
3. Maricopa County Community College District will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
4. Establish, whenever feasible, formal career counseling programs to include attitude development, education, aid, job rotation, buddy system, and similar program.
5. Require supervisory personnel to submit justification when qualified minority or female employees are passed over for upgrading.
6. Review seniority practices to ensure such practices are non-discriminatory and do not have discriminatory effect.
7. Encourage all employees to participate in facilities and company-sponsored social and recreational activities.
8. Maricopa County Community College District will continue to use our formal employee evaluation program. The performance Appraisal is used for annual reviews for all employees.

**CHAPTER 4: INTERNAL AUDIT AND REPORTING**  
**41 C.F.R. § 60-2.17(d)**

The Maricopa County Community College District's auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Director of EEO/AA:

1. Monitors records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Reviews report results with appropriate levels of management; and
4. Advises top management of program effectiveness and submit recommendations for improvement.

**MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT**

**2022 - 2023 AFFIRMATIVE ACTION PLAN**

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND  
INDIVIDUALS WITH DISABILITIES**

**FOR**

**October 1, 2022 - September 30, 2023**

## **PART II**

### **AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES**

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**CHAPTER A: POLICY STATEMENT**  
**41 C.F.R. §§ 60-300.44(a); 60-741.44(a)**

It is the policy of Maricopa County Community College District and my personal commitment that equal employment opportunity be provided in the employment and advancement for all persons regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran or individual with a disability at all levels of employment, including the executive level. Maricopa County Community College District does not and will not discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, age, sexual orientation/gender identity and status as a protected veteran and/or individual with a disability to any position for which the applicant or employee is qualified. In addition, Maricopa County Community College District is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and qualified employees with disabilities at all levels, including the executive level. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made based on an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Maricopa County Community College District will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans.

1. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:
2. Filing a complaint;
3. Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other Federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;
4. Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state, or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state, or local law requiring equal opportunity for disabled persons; or
5. Exercising any other right protected by VEVRAA or Section 503 or their implementing

regulations.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, sexual orientation, gender identity and status as a protected veteran or an individual with disability. Maricopa County Community College District's EEO policy and affirmative action obligations include the full support from Executive Title, CEO Name.

Director of EEO/AA has been delegated as the person in charge of overseeing the annual preparation and implementation of the Affirmative Action Program. Maricopa County Community College District will also continually design and implement audit and reporting systems that will measure the effectiveness and the compliance of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in company-sponsored activities were extended to all employees and applicants.

The Maricopa County Community College District is also committed to abiding with the Pay Transparency Nondiscrimination Provisions and therefore, 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. The Maricopa County Community College District's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a 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 Maricopa County Community College District's legal duty to furnish the information.

It is also Maricopa County Community College District's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. Also, Maricopa County Community College District will safeguard the fair and equitable treatment of protected veteran spouses and family members regarding all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran.

If you have any questions regarding our equal employment opportunity, harassment policies or the complaint procedure, you may contact your local Human Resources representative. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with a local Human Resources representative.

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(Signature)

Dr. Steven R. Gonzales  
Interim Chancellor  
10/01/2022

**CHAPTER B: REVIEW OF PERSONNEL PROCESSES**  
**41 C.F.R. §§ 60-300.44(b); 60-741.44(b)**

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known protected veterans and employees and applicants with disabilities, reviews are periodically made of the Company's examination and selection methods to identify barriers to employment, training, and promotion.

1. Maricopa County Community College District periodically conduct a review of its employment processes to ensure thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees; and 2) applicants and employees with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. To determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
2. The company ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.
3. The company ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
4. The company provides reasonable accommodations, unless such accommodations will cause undue hardship to the company, to applicants and employees with disabilities to ensure that equal employment opportunity are extended in the operation of its personnel processes.
5. The company ensures that information and communications systems are accessible to all employees and applicants with disabilities even in the absence of a specific request for accommodation.



**CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS**  
**41 C.F.R. §§ 60-300.44(c); 60-741.44(c)**

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities, reviews are periodically made of the Company's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The Company's physical and mental job requirements are reviewed to determine whether they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

**CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL  
LIMITATIONS**

**41 C.F.R §§ 60-300.44(d); 60-741.44(d)**

Maricopa County Community College District will make every effort to provide reasonable accommodations to physical and mental limitations of applicants and employees with disabilities or who are disabled veterans unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are implemented in the company's electronic and/or online application systems. The company ensures that qualified applicants and employees with disabilities, who are unable to fully utilize the system, are provided equal opportunities to apply and be considered for all jobs. Maricopa County Community College District will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: (a) the employee is having significant difficulty with job performance, and (b) it is reasonable to conclude that the problem is related to the known disability.

Employees may notify their direct supervisor or contact the HR department at any time to formally request an accommodation.

**CHAPTER E: HARASSMENT**  
**41 C.F.R. §§ 60-300.44(e); 60-741.44(e)**

Maricopa County Community College District has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to protected characteristics. A copy of the sexual harassment policy, which includes a section prohibiting harassment of individuals with disabilities and/or protected veterans are available for distribution to new as well as to existing employees.

**CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE  
RECRUITMENT**

**41 C.F.R. §§ 60-300.44(f); 60-741.44(f)**

Based upon Maricopa County Community College District 's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the Director of EEO/AA.

1. Undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit protected veterans and individuals with disabilities.
2. List with the State Employment Development Department all suitable job openings.

The exemptions for posting jobs are when positions are,

- a. executive and top management positions,
  - b. positions that will be filled from within the contractor's organization,
  - c. and positions lasting three days or less.
3. Send written notification of the Company's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part.
  4. Annually review the outreach and recruitment efforts taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans and individuals with disabilities. Identify and implement alternative efforts, if previous efforts are not effective.
  5. Ensure that activities undertaken to comply with the obligations of this section are documented and such documents are retained for a period of three (3) years.

**CHAPTER G: INTERNAL DISSEMINATION OF POLICY**  
**41 C.F.R. §§ 60-300.44(g); 60-741.44(g)**

To gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities Maricopa County Community College District will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the Director of EEO/AA. The following policies and procedures are designed to foster support and understanding from Maricopa County Community College District 's executive staff, management, supervisors, and other employees to encourage all employees to take the necessary actions to aid Maricopa County Community College District in meeting its obligations.

1. Include the policy in the Maricopa County Community College District 's policy manual and other in-house publications.
2. Schedule training sessions for all employees involved in recruiting, selection, promotion, and other related employment issues for protected veterans and individuals with disabilities.
3. Discuss the policy thoroughly in both employee orientation and management training programs.
4. If applicable, inform union officials of the contractor's policy, and request their cooperation.
5. Post the policy on Company bulletin boards, along with the Company's harassment policy which includes protection from harassment on the basis of disability.

**CHAPTER H: AUDIT AND REPORTING SYSTEM**  
**41 C.F.R. §§ 60-300.44(h); 60-741.44(h)**

Maricopa County Community College District has developed and currently implements an audit and reporting system that addresses the following:

1. Measures the effectiveness of Maricopa County Community College District 's overall affirmative action program and whether the company is in compliance with specific obligations.
2. Indicates the need for remedial action. Any corrective actions will be the responsibility of the Director of EEO/AA.
3. Measures the degree to which Maricopa County Community College District 's objectives are being met.
4. Whether there are any undue hurdles for individuals with disabilities and protected veterans regarding company sponsored educational, training, recreational, and social activities. This will also include, but not limited, to the review of the on-line and electronic application system to determine their accessibility and ensuring that procedures to request for accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed accommodation.
5. Ensures that outreach activities are documented and that such documents are kept for at least a period of three (3) years.

**CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION**  
**41 C.F.R. §§ 60-300.44(i); 60-741.44(i)**

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, Maricopa County Community College District has designated Director of EEO/AA with overall responsibility of preparing and implementing the organization's annual affirmative action programs in accordance with the OFCCP's regulations.

Director of EEO/AA

The Director of EEO/AA is responsible for overall supervision of the AAP. The Director of EEO/AA's responsibilities include, but are not limited to, the following:

1. Presenting all needed recommendations and procedural changes to Senior Management concerning EEO and affirmative action and ensuring that Senior Management is kept informed of the Company's compliance status.
2. Maintaining Company-wide management support and cooperation for the Company's AAP.
3. Collaborating with Senior Management on EEO and AAP issues.
4. Assisting line management in arriving at solutions to EEO/AA problems.
5. Reviewing results of audit and reporting systems to assess the effectiveness of the Company's AA programs and to direct corrective actions where necessary.
6. Ensuring that the AAP is updated annually for all establishments.
7. Providing guidance to the managers and supervisors in taking proper action to prevent employees from being harassed in any way, through one-on-one contact, training, and disciplinary action.
8. Ensuring that relevant staff, (i.e., managers, and supervisors) are aware that their work performance is being evaluated in part on the basis of their equal employment opportunity efforts and results.
9. Reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
10. Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) the Company's sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with policies on non-discrimination. Determine whether known protected veterans and employees with disabilities have had the opportunity to participate in all Company-sponsored educational,

training, recreation and social activities.

11. Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.
12. Ensuring the Company's VETS 4212 form is filed annually with the Veterans' Employment and Training Service (VETS).
13. Developing, implementing, and maintaining audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that will
  - a. Indicate need for remedial action,
  - b. Determine degree to which goals and objectives have been obtained.
14. MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT conducts periodic audits to ensure that all required posters and the equal employment opportunity policies and AAP are displayed properly. MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT also conducts audits to ensure that the Invitation to Self-Identify (pre and post offer) for protected veterans and individuals with disabilities, the Company's equal employment opportunity, and AAP policies are being utilized appropriately and thoroughly communicated.
15. Ensure that employees are re-surveyed regarding their disability status every five (5) years and send out reminders to employees, at least once during the five (5) year intervals, that they may voluntarily update their disability status at any time.

#### Managers and Supervisors

In their direct day-to-day contact with the Company's employees, managers and supervisors have assumed certain responsibilities to help MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

1. Aggressively adhering to the Company's equal employment opportunity policy.
2. Supporting and assisting the HRManagerTitle and Director of EEO/AA in developing, maintaining, and successfully implementing the AAP.
3. Completing progress reports regarding the status of affirmative action programs.
4. Taking action to prevent harassment of employees placed through affirmative action efforts.
5. Assigning employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.



6. Ensuring that all interviews, offers of employment and/or wage commitments are consistent with the Company's policy.
7. Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
8. Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
9. Seeking and sharing information on feasible accommodations which have been or could be made for known disabilities.

**CHAPTER J: TRAINING**  
**41 C.F.R. §§ 60-300.44(j); 60-741.44(j)**

Maricopa County Community College District trains all employees involved with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment to the company's stated affirmative action goals.

**CHAPTER K: DATA COLLECTION ANALYSIS**  
**41 C.F.R. §§ 60-300.44(k); 60-741.44(k)**

MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT has adopted the current national percentage of veterans in the civilian labor force of 5.5% as its hiring benchmark for protected veterans. MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT will update its hiring benchmark as new data is published and updated via the OFCCP's website. The 5.5% hiring benchmark is applied to each job group within MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT.

MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT will update its utilization goal as new data becomes available, updated and published. The 7.0% utilization goal is applied *to each job group* within MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT.

MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT has collected the required data and conducted studies to identify areas of opportunities in the employment of protected veterans and individuals with disabilities. MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT will continue to monitor and update these studies periodically during each AAP year. In each case where the hiring benchmark for protected veterans and/or the utilization goal for individuals with disabilities are not met, affirmative actions, as appropriate, will be taken consistent with the activities mentioned in Chapter F (External Dissemination of Policy and Outreach and Positive Recruitment) and measures described in Chapter H (Internal Audit and Reporting) of this AAP.

**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: CENTENL DT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12155	Public Safety Assistant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>0</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: COMMU@QCRK

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12530	Student Services Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>0</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: DENTLCLNIC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4097	Dental Clinical Lab Assoc	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

**Organizational Unit:** DO EMRD PT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4402	Temp Level 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12210	Records Information Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10875	Fiscal Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13001	Software Developer Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>4</b>	<b>1</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>25.0</b>	<b>Male %</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>50.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	23	15	Male	10	3	0	3	1	1	0	2
				Female	13	5	1	3	0	0	0	4
4402	Temp Level 2	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12530	Student Services Specialist	29	18	Male	10	3	2	2	0	0	0	3
				Female	19	8	1	1	0	4	0	5
11285	Tech Support Technician	5	3	Male	5	2	2	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10080	Learning Technician Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10115	Office Assistant	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11915	Property Materials Spec	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10885	Fiscal Technician	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
11625	Procurement Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10880	Fiscal Technician Senior	9	1	Male	1	1	0	0	0	0	0	0
				Female	8	7	0	1	0	0	0	0
10105	Administrative Specialist Sr	11	6	Male	2	1	0	1	0	0	0	0
				Female	9	4	3	1	0	0	0	1
10875	Fiscal Specialist	6	4	Male	3	1	0	1	1	0	0	0
				Female	3	1	1	1	0	0	0	0
12525	Student Services Specialist Sr	10	4	Male	4	2	1	1	0	0	0	0
				Female	6	4	1	1	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11280	Tech Support Specialist	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
11505	Library Specialist Senior	3	0	Male	0	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	
10760	Maintenance Ops Specialist	4	2	Male	4	2	0	1	0	1	0	
				Female	0	0	0	0	0	0	0	
12110	Public Safety Comm Specialist	10	6	Male	2	0	0	0	0	0	0	
				Female	8	4	0	2	1	0	0	
11795	Program Coordinator	18	7	Male	1	0	1	0	0	0	0	
				Female	17	11	0	0	3	1	0	
12040	PR Marketing Coord	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10870	Fiscal Specialist Senior	16	5	Male	5	2	0	1	0	0	0	
				Female	11	9	1	1	0	0	0	
11920	Property Materials Technician	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11120	Human Resources Specialist Sr	3	1	Male	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	
4403	Temp Level 3	4	1	Male	1	1	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	
12615	Electrician	2	2	Male	1	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	
12625	HVAC Specialist	2	1	Male	2	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
10220	SBDC Analyst	5	3	Male	1	1	0	0	0	0	0	
				Female	4	1	0	0	1	1	0	

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
13006	Exec Assistant Senior	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1
12520	Student Services Analyst	12	8	Male	1	0	0	0	0	1	0	0
				Female	11	4	2	2	1	1	0	1
11790	Program Analyst	8	4	Male	2	2	0	0	0	0	0	0
				Female	6	2	1	2	1	0	0	0
10045	Instructional Svc Coord	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	0	1	1	0	0
13001	Software Developer Specialist	9	5	Male	7	3	1	0	0	0	0	3
				Female	2	1	0	1	0	0	0	0
11010	Grants Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12035	PR Marketing Analyst	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11110	Human Resources Analyst Senior	13	5	Male	2	1	0	1	0	0	0	0
				Female	11	7	1	2	0	0	0	1
10810	Accountant	9	5	Male	1	0	0	0	1	0	0	0
				Female	8	4	1	0	1	1	0	1
10100	Administrative Coordinator	7	2	Male	0	0	0	0	0	0	0	0
				Female	7	5	1	1	0	0	0	0
11410	Paralegal	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	0	0	0	0	1
11115	Human Resources Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10865	Fiscal Analyst	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	1	0	1	0	0	
11780	Program Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12515	Student Services Analyst Sr	7	3	Male	3	2	0	0	1	0	0	0
				Female	4	2	1	1	0	0	0	0
11785	Program Analyst Senior	7	1	Male	1	1	0	0	0	0	0	0
				Female	6	5	1	0	0	0	0	0
11260	Software Developer	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
11845	Wellness Coordinator Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10475	Video Producer/Editor	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12000	Media Prod Design Analyst Sr	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12105	Public Safety Comm Supervisor	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11835	Training Devel Consultant	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10860	Fiscal Analyst Senior	7	2	Male	4	3	0	0	1	0	0	0
				Female	3	2	0	1	0	0	0	0
13010	Executive Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
11230	Network and Systems Spec	4	1	Male	2	2	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
11105	Human Resources Supervisor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1	0
11810	Project Manager	4	0	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
11615	Procurement Analyst Senior	4	2	Male	2	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
12315	Risk Management Analyst	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10215	SBDC Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4404	Temp Level 4	6	1	Male	4	3	0	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
11775	Program Manager	5	1	Male	1	0	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
11265	Tech Support Specialist Supv	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12510	Student Services Supervisor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
11430	Paralegal Senior	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11225	Network and Systems Admr	10	3	Male	7	4	1	1	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10210	SBDC Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
11305	Planning Research Analyst Sr	6	2	Male	5	4	0	0	0	0	0	1
				Female	1	0	0	1	0	0	0	0
10415	Broadcast Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10005	Instructional Designer/Tech	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11255	Software Developer Senior	5	1	Male	5	4	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10805	Accountant Senior	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10820	Auditor Senior	3	2	Male	1	0	1	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12505	Student Services Manager	4	3	Male	1	0	1	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
11200	Business Systems Analyst Sr	25	9	Male	5	3	0	1	0	1	0	0
				Female	20	13	0	4	1	1	0	1
11000	Grants Manager	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12305	Risk Management Claims Mgr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12145	Police Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12025	PR Marketing Manager	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12997	Info Security Admin Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11805	Project Manager Senior	8	2	Male	6	4	0	0	0	0	0	2
				Female	2	2	0	0	0	0	0	0
12310	Risk Management OSHA Mgr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13400	Exec Admin Coord to Chancellor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11205	Business Systems Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11610	Procurement Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	7	5	Male	0	0	0	0	0	0	0	0
				Female	7	2	1	3	0	1	0	0
10200	SBDC Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10410	Broadcast Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10510	Development Officer Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11240	Information Technology Mgr	10	2	Male	8	6	1	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11215	Network and Systems Engineer	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
4405	Temp Level 5	8	1	Male	3	3	0	0	0	0	0	0
				Female	5	4	0	0	0	0	0	1
12100	Public Safety Comm Records Mgr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11770	Program Director	4	2	Male	2	1	1	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
12735	Workforce Dev Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	7	3	Male	0	0	0	0	0	0	0	0
				Female	7	4	1	2	0	0	0	0
10850	Fiscal Manager	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10800	Accounting Manager	7	3	Male	4	3	0	1	0	0	0	0
				Female	3	1	0	1	0	0	0	1
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11250	Software Engineer	13	3	Male	11	9	0	0	2	0	0	0
				Female	2	1	0	0	1	0	0	0
10025	Instructional Svc Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
11300	Planning Research Director	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10715	Facilities Director	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
11405	Associate General Counsel	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
10665	Executive Special Assistant	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
11210	Info Security Officer Senior	2	2	Male	2	0	0	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
12705	MCOR Sales Director	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10845	Fiscal Director	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
10655	District Director	22	8	Male	8	6	0	2	0	0	0	0	0
				Female	14	8	0	3	2	0	0	0	1
12020	PR Marketing Assistant Dir	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
10900	Gov Relations Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10670	Associate Dean	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10720	Facilities Assistant Director	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12300	Risk Management Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11235	Information Technology Dir	5	0	Male	2	2	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12015	PR Marketing Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11425	Public Stewardship Ombuds Dir	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
13005	Assoc VP Senior	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10645	SBDC State Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10815	Audit Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12120	Police Chief	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10630	Associate Vice Chancellor	12	3	Male	4	2	1	0	0	0	0	1
				Female	8	7	0	1	0	0	0	0
11600	Procurement Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11400	Associate General Counsel Sr	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
10625	Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
13000	Executive Vice President	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10610	Vice Chancellor	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
10615	General Counsel	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: DO MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10620	MCCCD Foundation President CEO	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10600	Chancellor	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>565</b>	<b>224</b>	<b>Male #</b>	<b>214</b>	<b>134</b>	<b>16</b>	<b>28</b>	<b>11</b>	<b>5</b>	<b>0</b>	<b>20</b>	
<b>Grand Total %</b>			<b>39.6</b>	<b>Male %</b>	<b>37.9</b>	<b>23.7</b>	<b>2.8</b>	<b>5.0</b>	<b>1.9</b>	<b>0.9</b>	<b>0.0</b>	<b>3.5</b>	
				<b>Female #</b>	<b>351</b>	<b>207</b>	<b>27</b>	<b>55</b>	<b>20</b>	<b>13</b>	<b>1</b>	<b>28</b>	
				<b>Female%</b>	<b>62.1</b>	<b>36.6</b>	<b>4.8</b>	<b>9.7</b>	<b>3.5</b>	<b>2.3</b>	<b>0.2</b>	<b>5.0</b>	

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: DOWOODST

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12505	Student Services Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	
12500	Student Services Director	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	1	1	0	0		
10670	Associate Dean	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0		
<b>Grand Total #</b>		<b>4</b>	<b>3</b>	Male #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>75.0</b>	Male %	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				Female #	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	
				Female%	<b>75.0</b>	<b>0.0</b>	<b>25.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	

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## Maricopa County Community College District

### Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
4383	Temp Head Coach	4	1	Male	4	3	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
4036	Student Lrning Facilitator I	33	23	Male	13	4	1	3	1	0	0	4	
				Female	20	6	3	1	2	0	2	6	
4401	Temp Level 1	69	46	Male	22	10	3	3	1	0	0	5	
				Female	47	13	5	10	2	2	0	15	
4037	Student Lrning Facilitator II	7	4	Male	2	0	0	1	0	0	0	1	
				Female	5	3	1	0	1	0	0	0	
10710	Custodian	7	5	Male	1	1	0	0	0	0	0	0	
				Female	6	1	0	4	0	0	0	1	
10075	Laboratory Technician	5	2	Male	2	1	0	1	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
12530	Student Services Specialist	6	6	Male	3	0	0	2	0	0	0	1	
				Female	3	0	1	1	0	0	0	1	
4402	Temp Level 2	10	9	Male	1	0	0	0	0	0	0	1	
				Female	9	1	0	5	0	0	0	3	
10745	Groundskeeper	2	1	Male	2	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
12155	Public Safety Assistant	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
10070	Laboratory Technician Senior	3	1	Male	1	0	0	1	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
11920	Property Materials Technician	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
10105	Administrative Specialist Sr	12	7	Male	4	1	0	3	0	0	0	0	
				Female	8	4	1	3	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11800	Program Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
10110	Administrative Specialist	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
11125	Human Resources Specialist	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
10705	Custodian Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12525	Student Services Specialist Sr	10	8	Male	3	1	0	2	0	0	0	0
				Female	7	1	1	5	0	0	0	0
10760	Maintenance Ops Specialist	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10880	Fiscal Technician Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10875	Fiscal Specialist	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
11795	Program Coordinator	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
11280	Tech Support Specialist	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12605	Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10020	Course Production Spec Sr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7320	English	12	3	Male	3	2	1	0	0	0	0	0
				Female	9	7	0	2	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10045	Instructional Svc Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	23	12	Male	7	2	0	1	1	1	0	2
				Female	16	9	2	3	0	0	0	2
8140	Psychology	6	4	Male	2	1	1	0	0	0	0	0
				Female	4	1	1	1	0	0	0	1
11510	Library Specialist	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12035	PR Marketing Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11915	Property Materials Spec	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11270	Tech Support Coordinator	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11275	Tech Support Specialist Senior	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12060	Web Services Specialist	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
13011	Administrative Associate Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7030	Anthropology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10100	Administrative Coordinator	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

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Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4022	Non Credit Instr Hrly	15	4	Male	4	3	0	0	0	0	1	0
				Female	11	8	0	2	0	0	0	1
7386	Clinical Nursing	8	0	Male	0	0	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11790	Program Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11230	Network and Systems Spec	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4204	Adjunct Faculty	415	111	Male	146	110	5	12	7	4	0	8
				Female	269	194	16	24	14	2	0	19
12515	Student Services Analyst Sr	5	4	Male	2	0	2	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
11115	Human Resources Analyst	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
7130	Chemistry	6	1	Male	4	3	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
6410	Business	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	1	0	1	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
7090	Biology	13	3	Male	7	6	0	0	0	0	1	0	
				Female	6	4	0	0	1	1	0	0	
4404	Temp Level 4	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
7180	Communication	4	1	Male	1	1	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	0	
10755	Maintenance Ops Spec Supv	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
7380	Geology	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
7200	Counselor	5	3	Male	2	1	0	1	0	0	0	0	
				Female	3	1	0	2	0	0	0	0	
11835	Training Devel Consultant	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
11785	Program Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
12145	Police Officer	3	1	Male	3	2	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
11620	Procurement Analyst	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
8150	Reading	3	2	Male	1	0	0	1	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
11305	Planning Research Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
12510	Student Services Supervisor	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7560	Nursing	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11225	Network and Systems Admr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7205	Computer Information Systems	8	0	Male	7	7	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13010	Executive Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10860	Fiscal Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10035	Instructional Svc Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7500	Mathematics	15	4	Male	3	3	0	0	0	0	0	0
				Female	12	8	1	2	0	0	0	1
10855	Fiscal Supervisor	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7480	Librarian	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	0	1	0	0	1
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11775	Program Manager	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7000	Admin of Justice	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10750	Maintenance Ops Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7040	Art	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12505	Student Services Manager	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7215	Culinary Arts	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8052	Computer Science CIS	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7280	Economics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7522	Speech Language Pathology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11255	Software Developer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10005	Instructional Designer/Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7290	Education	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11210	Info Security Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11100	Human Resources Director	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4359	Non Credit Instruction	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4405	Temp Level 5	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10665	Executive Special Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4212	Service Fac Adjunct	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: EMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12065	PR Marketing Director College	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10500	Development Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
10845	Fiscal Director	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10660	Associate Vice President	2	1	Male	2	1	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10605	College President	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>852</b>	<b>331</b>	<b>Male #</b>	<b>316</b>	<b>204</b>	<b>17</b>	<b>49</b>	<b>15</b>	<b>6</b>	<b>2</b>	<b>23</b>
<b>Grand Total %</b>			<b>38.8</b>	<b>Male %</b>	<b>37.1</b>	<b>23.9</b>	<b>2.0</b>	<b>5.8</b>	<b>1.8</b>	<b>0.7</b>	<b>0.2</b>	<b>2.7</b>
				<b>Female #</b>	<b>536</b>	<b>317</b>	<b>40</b>	<b>96</b>	<b>24</b>	<b>5</b>	<b>2</b>	<b>52</b>
				<b>Female%</b>	<b>62.9</b>	<b>37.2</b>	<b>4.7</b>	<b>11.3</b>	<b>2.8</b>	<b>0.6</b>	<b>0.2</b>	<b>6.1</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4200	Ath Dir Trnr Coach	7	6	Male	5	1	1	1	0	0	0	2
				Female	2	0	0	0	0	0	0	2
4276	Pom Cheer Advisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
4347	Admin in Charge	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4383	Temp Head Coach	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4386	Temp Trainer	5	2	Male	3	2	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4011	Game Personnel	38	25	Male	30	9	3	9	1	0	0	8
				Female	8	4	2	1	0	0	0	1
4401	Temp Level 1	208	104	Male	102	56	8	17	4	2	0	15
				Female	106	48	11	21	5	1	0	20
4035	Tutor (Student Worker)	5	3	Male	2	1	0	0	1	0	0	0
				Female	3	1	0	0	0	0	0	2
4036	Student Lrning Facilitator I	36	16	Male	17	9	0	1	0	0	0	7
				Female	19	11	1	1	1	0	0	5
4402	Temp Level 2	16	7	Male	8	3	0	0	3	0	0	2
				Female	8	6	0	2	0	0	0	0
4107	Fire Academy Lab Tutor	19	5	Male	12	10	0	1	0	0	0	1
				Female	7	4	0	1	0	0	0	2
4105	EMT Lab Tutor EMT Cert	14	5	Male	6	4	0	1	0	0	0	1
				Female	8	5	0	0	0	0	0	3
4037	Student Lrning Facilitator II	9	0	Male	6	6	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4002	Fitness Ctr Tech	7	6	Male	6	1	0	4	0	0	0	1
				Female	1	0	0	1	0	0	0	0
10745	Groundskeeper	5	4	Male	5	1	0	3	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10325	Athletic Equipment Technician	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10710	Custodian	10	10	Male	4	0	0	2	1	1	0	0
				Female	6	0	0	6	0	0	0	0
10115	Office Assistant	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0
10765	Maintenance Ops Tech	4	3	Male	4	1	0	2	0	0	0	1
				Female	0	0	0	0	0	0	0	0
12150	Public Safety Specialist Sr	5	2	Male	4	2	0	1	0	0	0	1
				Female	1	1	0	0	0	0	0	0
10110	Administrative Specialist	8	4	Male	1	0	0	1	0	0	0	0
				Female	7	4	1	2	0	0	0	0
12530	Student Services Specialist	47	28	Male	12	1	2	6	2	0	0	1
				Female	35	18	1	13	0	0	0	3
10050	Instructional Svc Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10705	Custodian Senior	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11285	Tech Support Technician	3	3	Male	3	0	0	0	2	0	1	0
				Female	0	0	0	0	0	0	0	0
10080	Learning Technician Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10335	Athletic Trainer	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
11800	Program Specialist	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10075	Laboratory Technician	6	2	Male	3	2	0	1	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0	
10105	Administrative Specialist Sr	21	5	Male	1	1	0	0	0	0	0	0	0
				Female	20	15	1	2	0	0	1	1	
11510	Library Specialist	4	1	Male	0	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0	
11280	Tech Support Specialist	5	0	Male	4	4	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
11125	Human Resources Specialist	3	2	Male	0	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0	
4028	Substitute Pay	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
10740	Groundskeeper Senior	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
10070	Laboratory Technician Senior	4	1	Male	2	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	
11515	Library Technician	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
12525	Student Services Specialist Sr	21	11	Male	5	3	0	2	0	0	0	0	0
				Female	16	7	1	5	1	1	0	1	
11915	Property Materials Spec	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4368	Fire Equipment Operator	7	1	Male	7	6	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
10875	Fiscal Specialist	5	2	Male	1	0	0	0	0	0	0	1
				Female	4	3	1	0	0	0	0	0
12040	PR Marketing Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4006	Fitness Ctr Orientation	9	4	Male	7	5	1	0	0	0	0	1
				Female	2	0	1	1	0	0	0	0
12630	Equipment Mechanic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10065	Laboratory Specialist Supv	5	2	Male	4	3	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	0
11855	Wellness Fitness Technician Sr	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10880	Fiscal Technician Senior	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
7205	Computer Information Systems	12	1	Male	7	6	0	0	0	0	0	1
				Female	5	5	0	0	0	0	0	0
7776	English ESL	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10735	Facilities CAD Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4403	Temp Level 3	6	0	Male	3	3	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11230	Network and Systems Spec	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

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Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4038	Student Lrning Facilitator III	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11910	Property Materials Spec Sr	2	1	Male	1	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
11795	Program Coordinator	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
10700	Custodian Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
10310	Athletic Head Coach	5	2	Male	2	0	0	1	0	0	0	1
				Female	3	3	0	0	0	0	0	0
12520	Student Services Analyst	18	10	Male	8	4	1	2	1	0	0	0
				Female	10	4	1	3	1	0	0	1
11790	Program Analyst	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
11275	Tech Support Specialist Senior	9	2	Male	7	5	0	1	0	0	1	0
				Female	2	2	0	0	0	0	0	0
10045	Instructional Svc Coord	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
11120	Human Resources Specialist Sr	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13011	Administrative Associate Coord	6	2	Male	0	0	0	0	0	0	0	0
				Female	6	4	0	1	0	1	0	0
10760	Maintenance Ops Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6359	Philosophy Religious Studies	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7320	English	26	5	Male	6	6	0	0	0	0	0	0
				Female	20	15	1	3	1	0	0	
12316	Risk Management Safety Analyst	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
12605	Carpenter	2	1	Male	2	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
10100	Administrative Coordinator	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	1	1	0	0	
7386	Clinical Nursing	11	2	Male	0	0	0	0	0	0	0	
				Female	11	9	1	0	1	0	0	
12640	Painter	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1
4109	Paramedic Class Lab Tutor	75	21	Male	60	42	1	6	1	0	0	10
				Female	15	12	0	1	0	0	0	0
11270	Tech Support Coordinator	2	1	Male	2	1	0	0	0	1	0	
				Female	0	0	0	0	0	0	0	
7480	Librarian	10	1	Male	2	2	0	0	0	0	0	
				Female	8	7	0	1	0	0	0	
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
4108	Fire Recruit Instructor	25	9	Male	24	15	3	5	0	0	0	1
				Female	1	1	0	0	0	0	0	
8128	Business Accounting	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
12645	Plumber Senior	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7070	Automotives	4	2	Male	4	2	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12610	Electrician Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4022	Non Credit Instr Hrly	10	4	Male	1	1	0	0	0	0	0	0
				Female	9	5	1	1	0	1	0	1
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	30	6	Male	18	13	1	3	0	0	0	1
				Female	12	11	0	0	1	0	0	0
7090	Biology	15	3	Male	7	6	0	1	0	0	0	0
				Female	8	6	0	1	1	0	0	0
4050	Accompanist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
12510	Student Services Supervisor	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4204	Adjunct Faculty	425	81	Male	201	157	10	11	7	3	0	13
				Female	224	187	4	10	6	1	0	16
4359	Non Credit Instruction	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8421	Nutrition	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
8888	Computer Science Mathematics	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

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### Workforce Analysis

Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12405	Sign Language Interpreter Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8332	Humanities	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7370	Geography	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8483	Art History	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11835	Training Devel Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10755	Maintenance Ops Spec Supv	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8150	Reading	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	0	1	0	0	0
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7200	Counselor	9	3	Male	2	1	0	1	0	0	0	0
				Female	7	5	0	2	0	0	0	0
10010	Instructional Developer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11225	Network and Systems Admr	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

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Organizational Unit: GCC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
12145	Police Officer	5	2	Male	5	3	0	1	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
8110	Physics	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11310	Planning Research Analyst	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
12030	PR Marketing Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
7600	Physical Education	4	0	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
4404	Temp Level 4	2	1	Male	2	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7764	Motion Picture TV Production	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11260	Software Developer	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
7315	Engineering	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
7550	Music	9	1	Male	6	6	0	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	0	1
8190	Sociology	3	2	Male	2	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
12505	Student Services Manager	7	4	Male	1	0	0	1	0	0	0	0	0
				Female	6	3	0	2	0	1	0	0	0

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6545	Theatre	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8126	Astronomy	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7180	Communication	11	4	Male	4	3	0	0	0	0	0	1
				Female	7	4	3	0	0	0	0	0
13010	Executive Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4023	Non Credit Instr Hrly Other	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4012	Fitness Ctr Floor Supv	11	5	Male	0	0	0	0	0	0	0	0
				Female	11	6	1	2	0	0	0	2
8000	Philosophy	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6422	Comp Aided Draft Interior Des	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11900	Property Materials Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	9	1	Male	3	3	0	0	0	0	0	0
				Female	6	5	0	0	1	0	0	0
10750	Maintenance Ops Manager	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11105	Human Resources Supervisor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
8140	Psychology	13	2	Male	3	3	0	0	0	0	0	0
				Female	10	8	1	0	0	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

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Job Code	Job Title	Total		Total								
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12400	Sign Language Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11220	Network and Systems Admr Sr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7312	Fire Science	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8033	Engineering Electronics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8189	Child Family Studies	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8868	Health P E Recreation	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11265	Tech Support Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6421	Computer Aided Drafting Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7080	Automotive Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7290	Education	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7030	Anthropology	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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Job Code	Job Title	Total		Total								
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8120	Political Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8319	English Humanities	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8363	Religious Studies	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12515	Student Services Analyst Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8501	Computer Science	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	Accounting	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8010	Photography	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7040	Art	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7310	Emergency Medical Tech	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11775	Program Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7560	Nursing	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
8400	Early Childhood Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
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11255	Software Developer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10850	Fiscal Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	6	3	Male	0	0	0	0	0	0	0	0
				Female	6	3	0	3	0	0	0	0
7280	Economics	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7503	Mathematics Computer Science	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7000	Admin of Justice	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8908	American Sign Language	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7380	Geology	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7110	General Business	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7505	Management	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11805	Project Manager Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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6410	Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7305	Electronics	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12135	Police Lieutenant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8407	Graphic Arts	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8468	Fitness Wellness	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8200	Spanish	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
11240	Information Technology Mgr	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4041	Sign Language INTP No Degree	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8387	Business Admin	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	7	2	Male	5	3	0	0	2	0	0	0
				Female	2	2	0	0	0	0	0	0
10000	Teaching and Learning Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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8056	Fire Science EMT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8060	Business CIS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8205	Speech Communication	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4212	Service Fac Adjunct	8	2	Male	0	0	0	0	0	0	0	0
				Female	8	6	0	1	0	0	0	1
10500	Development Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
4042	Sign Language INTP AAS Degree	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
10650	Dean	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11210	Info Security Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4043	Sign Language INTP BA Degree	7	0	Male	1	1	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
4044	Sign Language INTP MA Degree	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12130	Police Commander	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11300	Planning Research Director	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10845	Fiscal Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12065	PR Marketing Director College	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4093	Nursing Clinical (LD Based)	98	23	Male	5	4	0	0	1	0	0	0
				Female	93	71	5	5	7	0	0	5
10660	Associate Vice President	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	4	3	Male	1	1	0	0	0	0	0	0
				Female	3	0	1	2	0	0	0	0
13005	Assoc VP Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10605	College President	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>1,681</b>	<b>534</b>	<b>Male #</b>	<b>768</b>	<b>513</b>	<b>39</b>	<b>105</b>	<b>27</b>	<b>7</b>	<b>2</b>	<b>75</b>
<b>Grand Total %</b>			<b>31.8</b>	<b>Male %</b>	<b>45.7</b>	<b>30.5</b>	<b>2.3</b>	<b>6.2</b>	<b>1.6</b>	<b>0.4</b>	<b>0.1</b>	<b>4.5</b>
				<b>Female #</b>	<b>913</b>	<b>634</b>	<b>41</b>	<b>116</b>	<b>34</b>	<b>11</b>	<b>1</b>	<b>76</b>
				<b>Female%</b>	<b>54.3</b>	<b>37.7</b>	<b>2.4</b>	<b>6.9</b>	<b>2.0</b>	<b>0.7</b>	<b>0.1</b>	<b>4.5</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: GCC NORTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	0	1	0	0	1
4402	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12530	Student Services Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11230	Network and Systems Spec	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>7</b>	<b>2</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>28.6</b>	<b>Male %</b>	<b>28.6</b>	<b>28.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>71.4</b>	<b>42.9</b>	<b>0.0</b>	<b>0.0</b>	<b>14.3</b>	<b>0.0</b>	<b>0.0</b>	<b>14.3</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: GUAD CTR

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12530	Student Services Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
<b>Grand Total #</b>		<b>1</b>	<b>1</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>100.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

**Organizational Unit:** GW CC DV

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10115	Office Assistant	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
10060	Instructor	6	3	Male	1	1	0	0	0	0	0	0
				Female	5	2	1	0	0	0	0	2
10055	Instructor Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
11775	Program Manager	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>8</b>	<b>Male #</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>57.1</b>	<b>Male %</b>	<b>28.6</b>	<b>14.3</b>	<b>0.0</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>
				<b>Female #</b>	<b>10</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
				<b>Female%</b>	<b>71.4</b>	<b>28.6</b>	<b>7.1</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>28.6</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GW CC SW

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	25	14	Male	14	5	0	8	0	0	0	1
				Female	11	6	0	1	0	0	0	0
10105	Administrative Specialist Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
10060	Instructor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	0
11795	Program Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10055	Instructor Senior	7	4	Male	0	0	0	0	0	0	0	0
				Female	7	3	1	2	0	0	0	0
10875	Fiscal Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
4347	Admin in Charge	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: GW CC SW

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	45	22	<b>Male #</b>	17	8	0	8	0	0	0	1
	<b>Grand Total %</b>		48.9	<b>Male %</b>	37.8	17.8	0.0	17.8	0.0	0.0	0.0	2.2
				<b>Female #</b>	28	15	1	4	0	0	0	8
				<b>Female%</b>	62.2	33.3	2.2	8.9	0.0	0.0	0.0	17.8

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: GW CTR CIT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12530	Student Services Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10880	Fiscal Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10760	Maintenance Ops Specialist	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10060	Instructor	4	3	Male	3	1	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4023	Non Credit Instr Hrly Other	4	2	Male	3	1	0	0	0	0	0	2
				Female	1	1	0	0	0	0	0	0
10110	Administrative Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10105	Administrative Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12520	Student Services Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11800	Program Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10055	Instructor Senior	6	2	Male	6	4	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

**Organizational Unit:** GW CTR CIT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10030	Instructional Svc Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10670	Associate Dean	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>27</b>	<b>12</b>	<b>Male #</b>	<b>19</b>	<b>10</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>
<b>Grand Total %</b>			<b>44.4</b>	<b>Male %</b>	<b>70.4</b>	<b>37.0</b>	<b>3.7</b>	<b>18.5</b>	<b>0.0</b>	<b>3.7</b>	<b>0.0</b>	<b>7.4</b>
				<b>Female #</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>29.6</b>	<b>18.5</b>	<b>3.7</b>	<b>7.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: GW OFFSITE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10070	Laboratory Technician Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	6	1	Male	3	2	0	0	0	0	0	1
				Female	3	3	0	0	0	0	0	0
4402	Temp Level 2	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11270	Tech Support Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10055	Instructor Senior	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>14</b>	<b>3</b>	Male #	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>21.4</b>	Male %	<b>28.6</b>	<b>21.4</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>
				Female #	<b>10</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>71.4</b>	<b>57.1</b>	<b>0.0</b>	<b>7.1</b>	<b>7.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: GWC 18TH

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
4402	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10865	Fiscal Analyst	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
4023	Non Credit Instr Hrly Other	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
4204	Adjunct Faculty	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11775	Program Manager	2	1	Male	1	0	0	0	0	0	0	1	0
				Female	1	1	0	0	0	0	0	0	0
4404	Temp Level 4	6	0	Male	1	1	0	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>12</b>	<b>2</b>	<b>Male #</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>Grand Total %</b>			<b>16.7</b>	<b>Male %</b>	<b>25.0</b>	<b>16.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>8.3</b>	<b>0.0</b>
				<b>Female #</b>	<b>9</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>75.0</b>	<b>66.7</b>	<b>0.0</b>	<b>8.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4200	Ath Dir Trnr Coach	6	1	Male	6	5	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
4401	Temp Level 1	52	34	Male	20	7	1	7	2	2	0	1
				Female	32	11	1	12	1	2	0	5
4036	Student Lrning Facilitator I	11	7	Male	4	0	0	3	0	1	0	0
				Female	7	4	0	2	0	0	0	1
11285	Tech Support Technician	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10880	Fiscal Technician Senior	3	3	Male	1	0	0	0	0	1	0	0
				Female	2	0	0	1	1	0	0	0
4023	Non Credit Instr Hrly Other	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4037	Student Lrning Facilitator II	5	3	Male	1	1	0	0	0	0	0	0
				Female	4	1	1	1	0	1	0	0
10710	Custodian	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10110	Administrative Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4402	Temp Level 2	20	8	Male	12	9	1	2	0	0	0	0
				Female	8	3	1	3	0	1	0	0
10745	Groundskeeper	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	2	1	1	0	0	0
12530	Student Services Specialist	11	8	Male	0	0	0	0	0	0	0	0
				Female	11	3	1	5	1	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11125	Human Resources Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10080	Learning Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10700	Custodian Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	13	8	Male	1	1	0	0	0	0	0	0
				Female	12	4	1	4	1	1	0	1
11800	Program Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11510	Library Specialist	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10075	Laboratory Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4038	Student Lrning Facilitator III	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	0	0	1	0	0
10870	Fiscal Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10045	Instructional Svc Coord	6	3	Male	1	0	1	0	0	0	0	0
				Female	5	3	1	0	0	0	0	1
12525	Student Services Specialist Sr	4	4	Male	1	0	0	1	0	0	0	0
				Female	3	0	1	2	0	0	0	0
10760	Maintenance Ops Specialist	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	3	2	Male	3	1	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10875	Fiscal Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11795	Program Coordinator	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	2	1	0	0	0	0
11820	High School Teacher	18	8	Male	7	5	1	0	0	0	0	1
				Female	11	5	2	3	0	0	0	0
11790	Program Analyst	3	3	Male	1	0	0	0	1	0	0	0
				Female	2	0	0	2	0	0	0	0
7386	Clinical Nursing	15	3	Male	1	1	0	0	0	0	0	0
				Female	14	11	1	2	0	0	0	0
12640	Painter	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10740	Groundskeeper Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
13011	Administrative Associate Coord	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4403	Temp Level 3	5	2	Male	2	2	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	0
10060	Instructor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11120	Human Resources Specialist Sr	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	18	10	Male	4	0	0	4	0	0	0	0
				Female	14	8	3	3	0	0	0	0
12040	PR Marketing Coord	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11275	Tech Support Specialist Senior	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
8068	Perioperative Nurs Surg Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
7500	Mathematics	5	1	Male	3	2	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10020	Course Production Spec Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10100	Administrative Coordinator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	1	0	0
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10055	Instructor Senior	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10860	Fiscal Analyst Senior	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
12035	PR Marketing Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11010	Grants Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10310	Athletic Head Coach	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
7498	Physical Therapist	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
10755	Maintenance Ops Spec Supv	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7560	Nursing	11	0	Male	0	0	0	0	0	0	0	0	0
				Female	11	11	0	0	0	0	0	0	0
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12515	Student Services Analyst Sr	2	1	Male	2	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12505	Student Services Manager	5	3	Male	1	1	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11310	Planning Research Analyst	2	2	Male	1	0	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
4204	Adjunct Faculty	245	62	Male	77	52	3	8	5	1	2	6	
				Female	168	131	7	13	13	1	0	3	
7565	Occupational Therapy Asst Inst	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
7180	Communication	3	1	Male	2	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
10065	Laboratory Specialist Supv	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11230	Network and Systems Spec	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
7200	Counselor	5	2	Male	1	0	0	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
11825	High School Social Worker	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12030	PR Marketing Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7090	Biology	6	1	Male	3	3	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0
12000	Media Prod Design Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8299	Nuclear Medicine	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8365	Medical Radiography	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
11785	Program Analyst Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7130	Chemistry	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	6	2	Male	1	0	0	1	0	0	0	0
				Female	5	4	1	0	0	0	0	0
10515	Development Officer	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7480	Librarian	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	1	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12145	Police Officer	7	1	Male	7	6	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	
7320	English	7	1	Male	3	2	1	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
8666	Health Care Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7070	Automotives	2	1	Male	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
4053	Admin in Charge Other	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
12735	Workforce Dev Analyst Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
13010	Executive Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11835	Training Devel Consultant	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11105	Human Resources Supervisor	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7575	Physical Therapist Asst Inst	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4404	Temp Level 4	5	1	Male	3	2	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8651	Respiratory Care Ins	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
11225	Network and Systems Admr	1	1	Male	1	0	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0	0
11775	Program Manager	5	1	Male	2	1	0	0	0	0	0	0	1
				Female	3	3	0	0	0	0	0	0	0
7135	Chemistry Biology	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
11205	Business Systems Analyst	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11700	Occup/Secondary Counselor	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11780	Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10750	Maintenance Ops Manager	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7080	Automotive Tech	2	1	Male	2	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7541	Medical Ultrasound	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11805	Project Manager Senior	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8131	Health Svcs Management	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8164	HVAC Facilities Tech	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

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Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8170	Respiratory Therapy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7110	General Business	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7205	Computer Information Systems	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10025	Instructional Svc Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11770	Program Director	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8110	Physics	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7776	English ESL	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7563	Humanities Art Drawing	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8263	Water Tech	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
8150	Reading	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8151	Polysomnography Tech Fac	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6555	Surgical Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11300	Planning Research Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8288	Occupational Safety Health	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10850	Fiscal Manager	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	1
8439	Manufacturing Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12725	Workforce Dev Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11240	Information Technology Mgr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8128	Business Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7210	Court Reporting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4405	Temp Level 5	5	0	Male	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4212	Service Fac Adjunct	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12065	PR Marketing Director College	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10000	Teaching and Learning Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10715	Facilities Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10500	Development Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11815	High School Principal	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	1	0	0	0	0	0
12700	CEI Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11235	Information Technology Dir	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4091	Nursing Clinical and Lab Instr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10625	Vice President	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
10605	College President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: GWC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	<b>Grand Total #</b>	<b>692</b>	<b>250</b>	<b>Male #</b>	<b>248</b>	<b>150</b>	<b>14</b>	<b>46</b>	<b>10</b>	<b>10</b>	<b>2</b>	<b>16</b>
	<b>Grand Total %</b>		<b>36.1</b>	<b>Male %</b>	<b>35.8</b>	<b>21.7</b>	<b>2.0</b>	<b>6.6</b>	<b>1.4</b>	<b>1.4</b>	<b>0.3</b>	<b>2.3</b>
				<b>Female #</b>	<b>444</b>	<b>292</b>	<b>27</b>	<b>74</b>	<b>25</b>	<b>8</b>	<b>0</b>	<b>18</b>
				<b>Female%</b>	<b>64.2</b>	<b>42.2</b>	<b>3.9</b>	<b>10.7</b>	<b>3.6</b>	<b>1.2</b>	<b>0.0</b>	<b>2.6</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4200	Ath Dir Trnr Coach	14	7	Male	8	5	0	1	0	0	0	2
				Female	6	2	1	1	0	0	0	
4221	Music Theatre	16	0	Male	9	9	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	
4306	Set Designer	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
4002	Fitness Ctr Tech	6	5	Male	5	0	0	0	0	2	0	3
				Female	1	1	0	0	0	0	0	
4401	Temp Level 1	215	80	Male	93	68	8	4	5	1	0	7
				Female	122	67	6	13	8	3	1	24
4036	Student Lrning Facilitator I	61	24	Male	33	19	1	2	3	0	2	6
				Female	28	18	0	0	5	0	0	5
10115	Office Assistant	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	
10085	Learning Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
12535	Student Services Tech	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
4037	Student Lrning Facilitator II	13	3	Male	4	2	0	1	0	1	0	0
				Female	9	8	0	0	1	0	0	
10745	Groundskeeper	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
12530	Student Services Specialist	29	16	Male	8	4	0	2	0	0	0	2
				Female	21	9	2	5	2	2	0	1
4402	Temp Level 2	65	26	Male	19	11	1	2	1	1	0	3
				Female	46	28	1	7	2	1	0	7

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10765	Maintenance Ops Tech	4	3	Male	4	1	0	1	0	2	0	0
				Female	0	0	0	0	0	0	0	
12155	Public Safety Assistant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	8	5	Male	3	1	1	1	0	0	0	0
				Female	5	2	0	0	2	1	0	0
11285	Tech Support Technician	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12150	Public Safety Specialist Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4038	Student Lrning Facilitator III	14	3	Male	9	7	0	1	1	0	0	0
				Female	5	4	0	0	0	0	0	1
10110	Administrative Specialist	6	2	Male	1	1	0	0	0	0	0	0
				Female	5	3	0	2	0	0	0	0
11915	Property Materials Spec	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10710	Custodian	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10075	Laboratory Technician	9	1	Male	6	6	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10070	Laboratory Technician Senior	5	1	Male	3	2	0	0	0	0	0	1
				Female	2	2	0	0	0	0	0	0
12210	Records Information Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11920	Property Materials Technician	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10105	Administrative Specialist Sr	33	12	Male	1	1	0	0	0	0	0	0
				Female	32	20	2	6	0	1	1	2
11505	Library Specialist Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12525	Student Services Specialist Sr	21	12	Male	5	4	0	1	0	0	0	0
				Female	16	5	1	7	1	1	0	1
11125	Human Resources Specialist	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10875	Fiscal Specialist	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10705	Custodian Senior	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4028	Substitute Pay	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	10	2	Male	5	4	0	0	0	1	0	0
				Female	5	4	0	0	1	0	0	0
10740	Groundskeeper Senior	2	1	Male	1	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0
11280	Tech Support Specialist	8	2	Male	7	5	0	1	0	0	0	1
				Female	1	1	0	0	0	0	0	0
4368	Fire Equipment Operator	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11510	Library Specialist	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
4105	EMT Lab Tutor EMT Cert	36	6	Male	27	22	0	1	0	1	0	3
				Female	9	8	0	0	0	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10830	Box Office Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11795	Program Coordinator	8	1	Male	1	1	0	0	0	0	0	0
				Female	7	6	0	1	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7271	CIS BPC	5	1	Male	1	0	1	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
7560	Nursing	14	2	Male	3	2	1	0	0	0	0	0
				Female	11	10	0	0	0	0	0	1
4403	Temp Level 3	12	2	Male	3	3	0	0	0	0	0	0
				Female	9	7	0	1	0	1	0	0
12055	Web Services Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
13011	Administrative Associate Coord	6	4	Male	0	0	0	0	0	0	0	0
				Female	6	2	0	2	1	0	0	1
7205	Computer Information Systems	11	0	Male	9	9	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7200	Counselor	7	4	Male	1	1	0	0	0	0	0	0
				Female	6	2	1	3	0	0	0	0
10310	Athletic Head Coach	8	3	Male	6	3	1	0	2	0	0	0
				Female	2	2	0	0	0	0	0	0
7315	Engineering	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7685	Veterinary Tech Animal Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11855	Wellness Fitness Technician Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11275	Tech Support Specialist Senior	4	1	Male	3	2	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12045	PR Marketing Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11120	Human Resources Specialist Sr	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
10760	Maintenance Ops Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11800	Program Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11910	Property Materials Spec Sr	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	22	9	Male	4	2	1	1	0	0	0	0
				Female	18	11	1	2	4	0	0	0
12625	HVAC Specialist	3	2	Male	3	1	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
8501	Computer Science	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11790	Program Analyst	9	3	Male	4	2	0	0	0	0	0	2
				Female	5	4	1	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7030	Anthropology	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7180	Communication	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
12615	Electrician	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10100	Administrative Coordinator	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12605	Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	34	4	Male	12	9	1	2	0	0	0	0
				Female	22	21	0	0	1	0	0	0
10475	Video Producer/Editor	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8010	Photography	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11230	Network and Systems Spec	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	6	1	Male	6	5	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
8140	Psychology	9	3	Male	2	1	0	0	0	0	1	0
				Female	7	5	0	1	1	0	0	0
11225	Network and Systems Admr	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12003	Media Prod Design Analyst	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
4109	Paramedic Class Lab Tutor	14	3	Male	11	8	1	1	0	0	0	1
				Female	3	3	0	0	0	0	0	
11785	Program Analyst Senior	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
4370	CPAT Proctor	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
12600	Carpenter Senior	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
12610	Electrician Senior	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
12620	HVAC Specialist Senior	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
12635	Painter Senior	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11905	Property Materials Spec Supv	1	1	Male	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
7776	English ESL	3	0	Male	1	1	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
12645	Plumber Senior	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11115	Human Resources Analyst	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
12030	PR Marketing Analyst Senior	3	1	Male	1	0	0	0	0	0	0	0	1
				Female	2	2	0	0	0	0	0	0	0
7320	English	21	6	Male	11	6	2	2	0	1	0	0	0
				Female	10	9	1	0	0	0	0	0	0
4022	Non Credit Instr Hrly	6	5	Male	1	0	0	1	0	0	0	0	0
				Female	5	1	0	1	0	2	0	0	1
10065	Laboratory Specialist Supv	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
7550	Music	9	0	Male	5	5	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0	0
4048	Sign Language INTP Provision C	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0	1
12515	Student Services Analyst Sr	7	5	Male	3	0	1	2	0	0	0	0	0
				Female	4	2	0	0	0	0	0	0	2
7480	Librarian	7	1	Male	1	1	0	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0	0
10865	Fiscal Analyst	3	0	Male	0	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
4204	Adjunct Faculty	710	145	Male	348	280	15	17	11	1	1	23	
				Female	362	285	12	16	17	6	1	25	
7070	Automotives	4	0	Male	4	4	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
7090	Biology	21	0	Male	10	10	0	0	0	0	0	0	
				Female	11	11	0	0	0	0	0	0	
8190	Sociology	4	3	Male	1	1	0	0	0	0	0	0	
				Female	3	0	1	1	0	1	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

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Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12035	PR Marketing Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10320	Athletic Equipment Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6381	English Composition	6	0	Male	3	3	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12510	Student Services Supervisor	6	4	Male	1	0	0	1	0	0	0	0
				Female	5	2	0	2	0	0	0	1
10515	Development Officer	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4050	Accompanist	11	3	Male	5	2	0	2	1	0	0	0
				Female	6	6	0	0	0	0	0	0
11620	Procurement Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10855	Fiscal Supervisor	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11810	Project Manager	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
10035	Instructional Svc Supervisor	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7386	Clinical Nursing	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	1	0	0	0	0	0
7380	Geology	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8126	Astronomy	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7280	Economics	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7002	Accounting	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12145	Police Officer	7	1	Male	7	6	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7130	Chemistry	9	3	Male	6	5	1	0	0	0	0	0
				Female	3	1	0	0	2	0	0	0
7245	Dental Hygiene	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
11265	Tech Support Specialist Supv	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11105	Human Resources Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8110	Physics	5	0	Male	4	4	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10860	Fiscal Analyst Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7312	Fire Science	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12505	Student Services Manager	12	9	Male	6	1	3	0	1	1	0	0
				Female	6	2	1	2	1	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7020	Agriculture	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
7040	Art	5	2	Male	3	2	0	1	0	0	0	
				Female	2	1	0	0	1	0	0	
8075	Construction Management	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11305	Planning Research Analyst Sr	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
7110	General Business	3	1	Male	2	1	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10005	Instructional Designer/Tech	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	
8619	Computer Graphics	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10750	Maintenance Ops Manager	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11775	Program Manager	4	4	Male	0	0	0	0	0	0	0	
				Female	4	0	1	3	0	0	0	
7000	Admin of Justice	4	1	Male	3	2	0	1	0	0	0	
				Female	1	1	0	0	0	0	0	
7310	Emergency Medical Tech	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8055	Automated Mftg Sys	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8270	Welding	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8316	Veterinary Tech	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
8150	Reading	7	3	Male	1	0	1	0	0	0	0	
				Female	6	4	0	2	0	0	0	
8439	Manufacturing Tech	2	2	Male	1	0	0	1	0	0	0	
				Female	1	0	0	0	0	0	1	
12400	Sign Language Supervisor	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
7400	History	3	0	Male	2	2	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10010	Instructional Developer	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8120	Political Science	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
8134	Music Studio Recording	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8337	Journalism	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
8405	Fashion Merchandising	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
6545	Theatre	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
7600	Physical Education	4	1	Male	1	1	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	
8205	Speech Communication	3	1	Male	0	0	0	0	0	0	0	
				Female	3	2	0	0	1	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11200	Business Systems Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12140	Police Sergeant	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8063	Manufacturing	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7305	Electronics	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6410	Business	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8041	Educational Support	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
4097	Dental Clinical Lab Assoc	8	1	Male	1	1	0	0	0	0	0	0
				Female	7	6	0	0	0	0	0	1
10025	Instructional Svc Director	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
8483	Art History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8369	English as a Second Language	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7170	Choral	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7370	Geography	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8189	Child Family Studies	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8200	Spanish	5	3	Male	2	1	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
8421	Nutrition	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8372	Social Work	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11300	Planning Research Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12500	Student Services Director	6	2	Male	2	2	0	0	0	0	0	0
				Female	4	2	0	1	0	0	0	1
11245	Information Technology Supv	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8908	American Sign Language	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11255	Software Developer Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11770	Program Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8129	Music Band	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8363	Religious Studies	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8132	Electronics Electromechanical	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10850	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8406	Apparel Merchandising Design	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8804	Drafting	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4405	Temp Level 5	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11215	Network and Systems Engineer	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	15	2	Male	10	9	0	1	0	0	0	0
				Female	5	4	0	0	1	0	0	0
7290	Education	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
8338	Japanese	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10665	Executive Special Assistant	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11210	Info Security Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	2	0	0	0	0	0
10670	Associate Dean	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
4042	Sign Language INTP AAS Degree	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
12025	PR Marketing Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4043	Sign Language INTP BA Degree	5	0	Male	1	1	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
4044	Sign Language INTP MA Degree	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11240	Information Technology Mgr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10000	Teaching and Learning Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10650	Dean	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
11250	Software Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	4	1	Male	2	1	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: MCC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4093	Nursing Clinical (LD Based)	6	1	Male	2	2	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	
10500	Development Director	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
13005	Assoc VP Senior	2	2	Male	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	
10625	Vice President	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10605	College President	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	
<b>Grand Total #</b>		<b>1,932</b>	<b>533</b>	<b>Male #</b>	<b>888</b>	<b>667</b>	<b>49</b>	<b>70</b>	<b>25</b>	<b>12</b>	<b>4</b>	<b>61</b>
<b>Grand Total %</b>			<b>27.6</b>	<b>Male %</b>	<b>46.0</b>	<b>34.5</b>	<b>2.5</b>	<b>3.6</b>	<b>1.3</b>	<b>0.6</b>	<b>0.2</b>	<b>3.2</b>
				<b>Female #</b>	<b>1,044</b>	<b>732</b>	<b>45</b>	<b>106</b>	<b>58</b>	<b>19</b>	<b>3</b>	<b>81</b>
				<b>Female%</b>	<b>54.0</b>	<b>37.9</b>	<b>2.3</b>	<b>5.5</b>	<b>3.0</b>	<b>1.0</b>	<b>0.2</b>	<b>4.2</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: MSC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: NWSC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10060	Instructor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10055	Instructor Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: PC HEALTH

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4402	Temp Level 2	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7245	Dental Hygiene	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4204	Adjunct Faculty	12	0	Male	1	1	0	0	0	0	0	0
				Female	11	11	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>16</b>	<b>1</b>	<b>Male #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>6.3</b>	<b>Male %</b>	<b>6.3</b>	<b>6.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>15</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>93.8</b>	<b>87.5</b>	<b>0.0</b>	<b>6.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4274	Athletic Dir Asst	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4383	Temp Head Coach	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4384	Temp Assistant Coach	18	10	Male	10	6	2	1	1	0	0	0
				Female	8	2	1	4	0	0	0	1
4386	Temp Trainer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4036	Student Lrning Facilitator I	12	6	Male	5	1	0	2	1	0	0	1
				Female	7	5	0	0	2	0	0	0
4401	Temp Level 1	191	127	Male	67	25	10	10	4	2	0	16
				Female	124	39	14	21	7	3	0	40
4037	Student Lrning Facilitator II	7	0	Male	3	3	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
4402	Temp Level 2	23	11	Male	5	3	1	0	0	0	0	1
				Female	18	9	0	5	1	0	0	3
4002	Fitness Ctr Tech	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
12535	Student Services Tech	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1
12530	Student Services Specialist	21	17	Male	6	1	0	2	1	1	0	1
				Female	15	3	1	6	0	1	0	4
10710	Custodian	5	5	Male	2	0	0	1	0	0	0	1
				Female	3	0	0	2	1	0	0	0
10745	Groundskeeper	6	6	Male	6	0	1	3	0	0	0	2
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10075	Laboratory Technician	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4038	Student Lrning Facilitator III	8	2	Male	6	5	0	1	0	0	0	0
				Female	2	1	0	0	0	0	0	1
10765	Maintenance Ops Tech	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10110	Administrative Specialist	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
11510	Library Specialist	5	4	Male	1	0	0	1	0	0	0	0
				Female	4	1	0	2	0	1	0	0
10105	Administrative Specialist Sr	24	12	Male	4	4	0	0	0	0	0	0
				Female	20	8	4	5	0	2	0	1
11285	Tech Support Technician	2	2	Male	1	0	0	0	0	1	0	0
				Female	1	0	0	1	0	0	0	0
10705	Custodian Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10070	Laboratory Technician Senior	5	3	Male	0	0	0	0	0	0	0	0
				Female	5	2	0	2	0	1	0	0
11915	Property Materials Spec	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
10050	Instructional Svc Specialist	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
10760	Maintenance Ops Specialist	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10020	Course Production Spec Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11800	Program Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12525	Student Services Specialist Sr	10	9	Male	0	0	0	0	0	0	0	0
				Female	10	1	2	4	1	2	0	0
11795	Program Coordinator	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
10740	Groundskeeper Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11315	Planning Research Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
13011	Administrative Associate Coord	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
10045	Instructional Svc Coord	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	0	1	0	0	1
11280	Tech Support Specialist	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11910	Property Materials Spec Sr	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10330	Athletic Trainer Head	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10870	Fiscal Specialist Senior	4	4	Male	0	0	0	0	0	0	0	0
				Female	4	0	0	4	0	0	0	0
11860	Wellness Fitness Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4403	Temp Level 3	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11120	Human Resources Specialist Sr	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
10310	Athletic Head Coach	7	4	Male	5	2	1	1	1	0	0	0
				Female	2	1	1	0	0	0	0	0
4359	Non Credit Instruction	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10065	Laboratory Specialist Supv	2	2	Male	2	0	1	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
7386	Clinical Nursing	11	3	Male	0	0	0	0	0	0	0	0
				Female	11	8	0	1	0	0	0	0
4106	EMT Lab Tutor Paramdc Cert	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12520	Student Services Analyst	21	10	Male	3	0	0	1	1	0	0	1
				Female	18	11	1	2	0	3	0	1
11820	High School Teacher	9	4	Male	3	2	0	0	0	0	0	1
				Female	6	3	2	1	0	0	0	0
10055	Instructor Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4006	Fitness Ctr Orientation	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11825	High School Social Worker	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	0
12640	Painter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8908	American Sign Language	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

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Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11275	Tech Support Specialist Senior	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4109	Paramedic Class Lab Tutor	17	10	Male	13	5	3	1	0	0	0	4
				Female	4	2	0	1	0	0	0	0
7040	Art	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7560	Nursing	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11115	Human Resources Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12615	Electrician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11700	Occup/Secondary Counselor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7320	English	13	2	Male	7	6	0	1	0	0	0	0
				Female	6	5	0	0	0	1	0	0
7230	Dental Asst	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
7776	English ESL	2	1	Male	1	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8126	Astronomy	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12605	Carpenter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12625	HVAC Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12650	Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7030	Anthropology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7180	Communication	5	2	Male	2	0	1	0	0	1	0	0
				Female	3	3	0	0	0	0	0	0
7200	Counselor	6	5	Male	3	0	0	2	1	0	0	0
				Female	3	1	0	1	1	0	0	0
8110	Physics	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12515	Student Services Analyst Sr	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0
11270	Tech Support Coordinator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4204	Adjunct Faculty	561	151	Male	224	161	13	27	7	0	0	16
				Female	337	249	20	26	11	2	2	27
7500	Mathematics	17	2	Male	7	6	0	1	0	0	0	0
				Female	10	9	0	0	0	0	0	1
8150	Reading	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11785	Program Analyst Senior	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8100	Physical Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

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### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12003	Media Prod Design Analyst	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
7130	Chemistry	6	5	Male	3	1	1	0	1	0	0	0
				Female	3	0	1	0	2	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10860	Fiscal Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4050	Accompanist	5	1	Male	2	1	0	0	0	0	0	1
				Female	3	3	0	0	0	0	0	0
12145	Police Officer	3	1	Male	3	2	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
7245	Dental Hygiene	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10475	Video Producer/Editor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8666	Health Care Education	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	1	0	0
10750	Maintenance Ops Manager	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
6358	Philosophy Political Science	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7550	Music	4	0	Male	2	2	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12505	Student Services Manager	5	4	Male	2	1	0	0	1	0	0	0
				Female	3	0	0	3	0	0	0	
4404	Temp Level 4	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	
7400	History	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
8127	Health Information	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
11900	Property Materials Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
8483	Art History	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
11265	Tech Support Specialist Supv	2	2	Male	2	0	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	
4012	Fitness Ctr Floor Supv	4	1	Male	1	0	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	
7000	Admin of Justice	5	1	Male	3	3	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
7205	Computer Information Systems	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7310	Emergency Medical Tech	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	
7552	Music Audio Production Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7480	Librarian	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10300	Athletic Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
6410	Business	9	1	Male	6	6	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
7090	Biology	12	4	Male	8	6	0	0	2	0	0	0
				Female	4	2	0	2	0	0	0	0
11225	Network and Systems Admr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12400	Sign Language Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10005	Instructional Designer/Tech	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8140	Psychology	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0
8421	Nutrition	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8060	Business CIS	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10030	Instructional Svc Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7380	Geology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8407	Graphic Arts	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6381	English Composition	2	1	Male	1	0	0	0	0	1	0	0
				Female	1	1	0	0	0	0	0	0
7410	Home Economics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8190	Sociology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8374	Theatre Arts	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7600	Physical Education	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10515	Development Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8056	Fire Science EMT	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
7290	Education	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
12500	Student Services Director	8	2	Male	1	0	0	0	0	0	0	1
				Female	7	6	0	1	0	0	0	0
8010	Photography	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7110	General Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10855	Fiscal Supervisor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
7430	Interior Design	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
8369	English as a Second Language	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11255	Software Developer Senior	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
4097	Dental Clinical Lab Assoc	3	1	Male	0	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0	0
10035	Instructional Svc Supervisor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
11105	Human Resources Supervisor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
11000	Grants Manager	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12025	PR Marketing Manager	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8200	Spanish	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11300	Planning Research Director	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8422	Public Adm Adm of Justice	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4100	Dentist Rate Hygiene Exam	4	2	Male	3	2	0	0	0	0	1	0	0
				Female	1	0	0	1	0	0	0	0	0
8870	Sociology Social Work	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
11210	Info Security Officer Senior	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11250	Software Engineer	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7280	Economics	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10850	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
4041	Sign Language INTP No Degree	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
7272	Interpreter Training Prog	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
4018	Music Instruction Hrly	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6400	Foreign Language	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
6540	Social Science	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
4212	Service Fac Adjunct	7	2	Male	2	2	0	0	0	0	0	0	0
				Female	5	3	0	1	0	0	0	0	1
4042	Sign Language INTP AAS Degree	5	2	Male	1	0	0	1	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0	0
10845	Fiscal Director	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10500	Development Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
4043	Sign Language INTP BA Degree	10	2	Male	3	3	0	0	0	0	0	0	0
				Female	7	5	0	2	0	0	0	0	0
4044	Sign Language INTP MA Degree	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10670	Associate Dean	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
11235	Information Technology Dir	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10660	Associate Vice President	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10650	Dean	3	3	Male	1	0	1	0	0	0	0	0	0
				Female	2	0	0	1	0	0	0	0	1
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10625	Vice President	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: PC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10605	College President	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
		<b>Grand Total #</b>	<b>1,313</b>	<b>510</b>	<b>Male #</b>	<b>515</b>	<b>327</b>	<b>39</b>	<b>67</b>	<b>26</b>	<b>7</b>	<b>1</b>	<b>48</b>
		<b>Grand Total %</b>		<b>38.8</b>	<b>Male %</b>	<b>39.2</b>	<b>24.9</b>	<b>3.0</b>	<b>5.1</b>	<b>2.0</b>	<b>0.5</b>	<b>0.1</b>	<b>3.7</b>
					<b>Female #</b>	<b>798</b>	<b>476</b>	<b>57</b>	<b>126</b>	<b>29</b>	<b>19</b>	<b>2</b>	<b>89</b>
					<b>Female%</b>	<b>60.8</b>	<b>36.3</b>	<b>4.3</b>	<b>9.6</b>	<b>2.2</b>	<b>1.4</b>	<b>0.2</b>	<b>6.8</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: PC NUR

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7386	Clinical Nursing	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7560	Nursing	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
<b>Grand Total #</b>		<b>2</b>	<b>1</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>50.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>100.0</b>	<b>50.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: PCDT

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10105	Administrative Specialist Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7205	Computer Information Systems	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>2</b>	<b>0</b>	<b>Male #</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
				<b>Female #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>Female%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4200	Ath Dir Trnr Coach	22	4	Male	17	14	1	1	0	0	0	1
				Female	5	4	0	0	1	0	0	
4221	Music Theatre	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
4357	Instructional Consultant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
4383	Temp Head Coach	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
4384	Temp Assistant Coach	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
4401	Temp Level 1	83	37	Male	33	18	1	1	3	1	0	9
				Female	50	28	0	6	3	0	0	13
4036	Student Lrning Facilitator I	37	12	Male	19	15	0	0	1	0	0	3
				Female	18	10	2	0	3	0	0	3
4037	Student Lrning Facilitator II	8	3	Male	4	3	0	0	1	0	0	0
				Female	4	2	0	0	1	0	0	1
4002	Fitness Ctr Tech	3	1	Male	3	2	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	
12535	Student Services Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	
10710	Custodian	17	12	Male	10	5	0	5	0	0	0	0
				Female	7	0	0	4	2	0	0	1
12530	Student Services Specialist	22	15	Male	3	0	0	3	0	0	0	0
				Female	19	7	0	7	1	1	0	3
4038	Student Lrning Facilitator III	8	1	Male	1	0	1	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10745	Groundskeeper	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
12155	Public Safety Assistant	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
10080	Learning Technician Senior	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
11915	Property Materials Spec	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	
10085	Learning Assistant	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	
10115	Office Assistant	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10765	Maintenance Ops Tech	2	2	Male	2	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
4402	Temp Level 2	4	2	Male	0	0	0	0	0	0	0	
				Female	4	2	0	2	0	0	0	
10075	Laboratory Technician	6	1	Male	3	2	1	0	0	0	0	
				Female	3	3	0	0	0	0	0	
11800	Program Specialist	3	1	Male	1	1	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	
10875	Fiscal Specialist	3	3	Male	0	0	0	0	0	0	0	
				Female	3	0	1	2	0	0	0	
10105	Administrative Specialist Sr	16	4	Male	0	0	0	0	0	0	0	
				Female	16	12	0	0	3	1	0	
10110	Administrative Specialist	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11510	Library Specialist	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
12525	Student Services Specialist Sr	16	8	Male	5	4	0	0	0	0	0	1
				Female	11	4	1	6	0	0	0	0
4028	Substitute Pay	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	9	3	Male	8	5	2	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11795	Program Coordinator	4	1	Male	1	1	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	0
10760	Maintenance Ops Specialist	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10700	Custodian Supervisor	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4105	EMT Lab Tutor EMT Cert	29	7	Male	17	11	1	0	0	0	0	5
				Female	12	11	0	0	0	0	0	0
11125	Human Resources Specialist	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	1	0	1	0	0	0
10045	Instructional Svc Coord	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7480	Librarian	6	1	Male	0	0	0	0	0	0	0	0
				Female	6	5	1	0	0	0	0	0
13011	Administrative Associate Coord	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11910	Property Materials Spec Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10310	Athletic Head Coach	5	0	Male	4	4	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
8490	Artificial Intelligence	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10740	Groundskeeper Senior	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12520	Student Services Analyst	17	11	Male	4	2	0	2	0	0	0	0	0
				Female	13	4	1	3	1	2	0	2	
4106	EMT Lab Tutor Paramdc Cert	14	1	Male	11	11	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0	
7180	Communication	6	4	Male	3	1	1	1	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0	
8396	Dance	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
8128	Business Accounting	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	
4403	Temp Level 3	3	2	Male	1	0	0	0	0	0	0	1	
				Female	2	1	0	1	0	0	0	0	
8501	Computer Science	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
7500	Mathematics	19	6	Male	6	4	0	2	0	0	0	0	
				Female	13	9	0	3	0	0	0	1	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10015	Course Production Coord	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10070	Laboratory Technician Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12640	Painter	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4359	Non Credit Instruction	5	0	Male	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12615	Electrician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12625	HVAC Specialist	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12003	Media Prod Design Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11310	Planning Research Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6381	English Composition	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
10065	Laboratory Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12030	PR Marketing Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
13010	Executive Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7315	Engineering	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
10865	Fiscal Analyst	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
11275	Tech Support Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4050	Accompanist	7	2	Male	4	2	0	1	1	0	0	0
				Female	3	3	0	0	0	0	0	0
4204	Adjunct Faculty	451	93	Male	200	158	10	12	8	1	0	11
				Female	251	200	3	18	14	1	2	13
7090	Biology	13	1	Male	2	2	0	0	0	0	0	0
				Female	11	10	0	1	0	0	0	0
7130	Chemistry	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
7320	English	12	5	Male	8	4	2	2	0	0	0	0
				Female	4	3	1	0	0	0	0	0
11785	Program Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4111	Police Recruit Instructor	57	7	Male	43	38	0	3	0	0	0	2
				Female	14	12	0	2	0	0	0	0
10040	Instructional Svc Coord Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12515	Student Services Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7280	Economics	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	1	1	0	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7205	Computer Information Systems	4	1	Male	3	2	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	6	0	Male	1	1	0	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
10860	Fiscal Analyst Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11790	Program Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
7380	Geology	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11620	Procurement Analyst	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8010	Photography	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11780	Program Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11905	Property Materials Spec Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7681	Mortuary Science	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12510	Student Services Supervisor	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12145	Police Officer	6	3	Male	6	3	0	2	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7386	Clinical Nursing	7	0	Male	1	1	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
11900	Property Materials Manager	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11225	Network and Systems Admr	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7030	Anthropology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7400	History	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10005	Instructional Designer/Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12505	Student Services Manager	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	3	0	0	0	0	0
7310	Emergency Medical Tech	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7550	Music	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8908	American Sign Language	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8483	Art History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8608	Aviation	7	0	Male	7	7	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11205	Business Systems Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11305	Planning Research Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11265	Tech Support Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
11260	Software Developer	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7040	Art	2	1	Male	2	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10475	Video Producer/Editor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	7	3	Male	2	1	0	1	0	0	0	0
				Female	5	3	1	1	0	0	0	0
7200	Counselor	6	1	Male	1	1	0	0	0	0	0	0
				Female	5	4	0	1	0	0	0	0
12140	Police Sergeant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6545	Theatre	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7000	Admin of Justice	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8126	Astronomy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8890	Health Education	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7290	Education	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8150	Reading	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7002	Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10850	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11810	Project Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10750	Maintenance Ops Manager	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7560	Nursing	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8307	Business Personal Computers	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12025	PR Marketing Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12500	Student Services Director	7	3	Male	5	2	1	0	1	1	0	0
				Female	2	2	0	0	0	0	0	
8491	Womens' & Ethnic Studies	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8421	Nutrition	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7775	Physics Mathematics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
10000	Teaching and Learning Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7766	BPC Business	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11300	Planning Research Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
4023	Non Credit Instr Hrly Other	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct	20	6	Male	0	0	0	0	0	0	0	0
				Female	20	14	3	1	1	0	0	1
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PECOS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11240	Information Technology Mgr	2	1	Male	2	1	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
10670	Associate Dean	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
10660	Associate Vice President	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
10650	Dean	4	3	Male	1	1	0	0	0	0	0	
				Female	3	0	0	2	1	0	0	
11235	Information Technology Dir	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
10625	Vice President	2	1	Male	1	1	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	1
13000	Executive Vice President	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
10605	College President	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
<b>Grand Total #</b>		<b>1,150</b>	<b>313</b>	<b>Male #</b>	<b>524</b>	<b>395</b>	<b>23</b>	<b>48</b>	<b>18</b>	<b>3</b>	<b>0</b>	<b>37</b>
<b>Grand Total %</b>			<b>27.2</b>	<b>Male %</b>	<b>45.6</b>	<b>34.3</b>	<b>2.0</b>	<b>4.2</b>	<b>1.6</b>	<b>0.3</b>	<b>0.0</b>	<b>3.2</b>
				<b>Female #</b>	<b>626</b>	<b>442</b>	<b>25</b>	<b>70</b>	<b>38</b>	<b>6</b>	<b>2</b>	<b>43</b>
				<b>Female%</b>	<b>54.4</b>	<b>38.4</b>	<b>2.2</b>	<b>6.1</b>	<b>3.3</b>	<b>0.5</b>	<b>0.2</b>	<b>3.7</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4200	Ath Dir Trnr Coach	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4383	Temp Head Coach	4	1	Male	4	3	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
4384	Temp Assistant Coach	13	6	Male	12	6	2	3	0	0	0	1
				Female	1	1	0	0	0	0	0	0
4036	Student Lrning Facilitator I	15	4	Male	10	6	0	0	1	0	0	3
				Female	5	5	0	0	0	0	0	0
4401	Temp Level 1	78	38	Male	28	16	3	6	1	1	0	1
				Female	50	24	1	12	1	1	1	10
4037	Student Lrning Facilitator II	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
4107	Fire Academy Lab Tutor	81	22	Male	76	54	3	11	0	0	1	7
				Female	5	5	0	0	0	0	0	0
12530	Student Services Specialist	9	5	Male	6	4	0	1	0	0	0	1
				Female	3	0	0	3	0	0	0	0
10710	Custodian	9	9	Male	2	0	0	2	0	0	0	0
				Female	7	0	0	6	0	1	0	0
4038	Student Lrning Facilitator III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10050	Instructional Svc Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4402	Temp Level 2	10	5	Male	1	0	0	0	0	0	0	1
				Female	9	5	1	1	1	0	0	1
10075	Laboratory Technician	5	0	Male	3	3	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4105	EMT Lab Tutor EMT Cert	18	5	Male	12	8	0	2	1	0	0	1
				Female	6	5	0	0	0	0	0	1
10745	Groundskeeper	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11510	Library Specialist	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
12535	Student Services Tech	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10335	Athletic Trainer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12155	Public Safety Assistant	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
10105	Administrative Specialist Sr	15	4	Male	0	0	0	0	0	0	0	0
				Female	15	11	0	4	0	0	0	0
10880	Fiscal Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4028	Substitute Pay	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4106	EMT Lab Tutor Paramdc Cert	22	6	Male	20	14	0	3	1	0	0	2
				Female	2	2	0	0	0	0	0	0
10760	Maintenance Ops Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10740	Groundskeeper Senior	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12525	Student Services Specialist Sr	7	4	Male	3	1	0	1	0	1	0	0
				Female	4	2	0	1	0	0	0	1
11280	Tech Support Specialist	4	2	Male	2	2	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
10830	Box Office Specialist Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4368	Fire Equipment Operator	16	2	Male	14	12	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11915	Property Materials Spec	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10110	Administrative Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10045	Instructional Svc Coord	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11120	Human Resources Specialist Sr	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
10310	Athletic Head Coach	3	2	Male	3	1	0	1	0	0	0	1
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	14	3	Male	7	7	0	0	0	0	0	0
				Female	7	4	0	1	1	0	0	1
11285	Tech Support Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12520	Student Services Analyst	17	10	Male	5	2	3	0	0	0	0	0
				Female	12	5	2	1	0	2	0	2
11795	Program Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10870	Fiscal Specialist Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10755	Maintenance Ops Spec Supv	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7320	English	12	1	Male	5	4	0	1	0	0	0	0
				Female	7	7	0	0	0	0	0	0
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4403	Temp Level 3	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	0	0	0	0	1
10100	Administrative Coordinator	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12615	Electrician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11500	Library Specialist Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4109	Paramedic Class Lab Tutor	19	3	Male	15	13	1	1	0	0	0	0
				Female	4	3	0	1	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4108	Fire Recruit Instructor	10	1	Male	10	9	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11230	Network and Systems Spec	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10860	Fiscal Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7200	Counselor	4	2	Male	1	1	0	0	0	0	0	0
				Female	3	1	0	1	0	0	0	1
4204	Adjunct Faculty	356	61	Male	150	122	5	6	9	0	0	8
				Female	206	173	7	8	12	1	0	5
4050	Accompanist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4404	Temp Level 4	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7090	Biology	9	1	Male	5	4	0	0	1	0	0	0
				Female	4	4	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	10	0	Male	3	3	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
7386	Clinical Nursing	10	1	Male	1	1	0	0	0	0	0	0
				Female	9	8	1	0	0	0	0	0
13010	Executive Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11305	Planning Research Analyst Sr	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11265	Tech Support Specialist Supv	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12145	Police Officer	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	6	0	Male	2	2	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11005	Grants Officer Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	
7205	Computer Information Systems	5	1	Male	3	3	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	
7310	Emergency Medical Tech	2	1	Male	2	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
8483	Art History	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
7040	Art	3	1	Male	1	1	0	0	0	0	0	
				Female	2	1	0	0	0	0	0	
7180	Communication	4	2	Male	1	1	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	
12510	Student Services Supervisor	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8150	Reading	3	1	Male	0	0	0	0	0	0	0	
				Female	3	2	0	1	0	0	0	
8421	Nutrition	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
10510	Development Officer Senior	1	1	Male	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
7110	General Business	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
7280	Economics	2	1	Male	2	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	
8868	Health P E Recreation	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12505	Student Services Manager	5	3	Male	1	0	0	0	1	0	0	0
				Female	4	2	0	2	0	0	0	
8126	Astronomy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7002	Accounting	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11775	Program Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7290	Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7480	Librarian	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	0	1	0	0	0
8372	Social Work	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7030	Anthropology	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7130	Chemistry	4	1	Male	2	1	0	0	1	0	0	0
				Female	2	2	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
12500	Student Services Director	3	2	Male	0	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	0	1	0	
11810	Project Manager	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
8396	Dance	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
7271	CIS BPC	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
11835	Training Devel Consultant	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
11255	Software Developer Senior	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
8400	Early Childhood Education	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
10300	Athletic Director	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
7370	Geography	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
7551	Music Humanities	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
7776	English ESL	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
10850	Fiscal Manager	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
6545	Theatre	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7000	Admin of Justice	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
7550	Music	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10025	Instructional Svc Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
7600	Physical Education	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8332	Humanities	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
8000	Philosophy	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8056	Fire Science EMT	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4091	Nursing Clinical and Lab Instr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7380	Geology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8110	Physics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11215	Network and Systems Engineer	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
6410	Business	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8200	Spanish	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct	8	1	Male	0	0	0	0	0	0	0	0
				Female	8	7	0	1	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11240	Information Technology Mgr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10670	Associate Dean	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	1	1	0	0	0	0
10715	Facilities Director	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10845	Fiscal Director	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	4	2	Male	1	0	0	1	0	0	0	0
				Female	3	2	0	0	0	1	0	0
12065	PR Marketing Director College	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10500	Development Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: PVC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10660	Associate Vice President	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10625	Vice President	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10605	College President	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
<b>Grand Total #</b>		<b>953</b>	<b>250</b>	<b>Male #</b>	<b>469</b>	<b>349</b>	<b>19</b>	<b>54</b>	<b>17</b>	<b>2</b>	<b>1</b>	<b>27</b>
<b>Grand Total %</b>			<b>26.2</b>	<b>Male %</b>	<b>49.2</b>	<b>36.6</b>	<b>2.0</b>	<b>5.7</b>	<b>1.8</b>	<b>0.2</b>	<b>0.1</b>	<b>2.8</b>
				<b>Female #</b>	<b>484</b>	<b>354</b>	<b>16</b>	<b>57</b>	<b>22</b>	<b>7</b>	<b>2</b>	<b>26</b>
				<b>Female%</b>	<b>50.8</b>	<b>37.1</b>	<b>1.7</b>	<b>6.0</b>	<b>2.3</b>	<b>0.7</b>	<b>0.2</b>	<b>2.7</b>

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: RED MTN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	16	6	Male	7	5	1	0	0	0	0	1
				Female	9	5	0	3	0	0	0	1
4036	Student Lrning Facilitator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4037	Student Lrning Facilitator II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4038	Student Lrning Facilitator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4402	Temp Level 2	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
10070	Laboratory Technician Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11855	Wellness Fitness Technician Sr	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7200	Counselor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7500	Mathematics	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4405	Temp Level 5	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>30</b>	<b>8</b>	<b>Male #</b>	<b>10</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>26.7</b>	<b>Male %</b>	<b>33.3</b>	<b>23.3</b>	<b>6.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.3</b>
				<b>Female #</b>	<b>20</b>	<b>15</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>66.7</b>	<b>50.0</b>	<b>3.3</b>	<b>10.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>3.3</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: RIO NRTHRN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
4401	Temp Level 1	7	5	Male	3	0	1	0	0	0	0	0	2
				Female	4	2	0	2	0	0	0	0	0
4036	Student Lrning Facilitator I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
4037	Student Lrning Facilitator II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
4402	Temp Level 2	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
4023	Non Credit Instr Hrly Other	16	1	Male	6	6	0	0	0	0	0	0	0
				Female	10	9	1	0	0	0	0	0	0
10105	Administrative Specialist Sr	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>28</b>	<b>9</b>	<b>Male #</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Grand Total %</b>			<b>32.1</b>	<b>Male %</b>	<b>32.1</b>	<b>21.4</b>	<b>3.6</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>7.1</b>
				<b>Female #</b>	<b>19</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>67.9</b>	<b>46.4</b>	<b>3.6</b>	<b>7.1</b>	<b>10.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4366	Instructional Project Develop	12	6	Male	6	3	0	1	0	0	0	2
				Female	6	3	0	2	0	0	0	1
4401	Temp Level 1	88	46	Male	36	15	4	8	3	0	0	6
				Female	52	27	4	13	0	0	0	8
4037	Student Lrning Facilitator II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1
4036	Student Lrning Facilitator I	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12535	Student Services Tech	9	5	Male	2	1	0	0	0	0	0	1
				Female	7	3	1	2	0	1	0	0
4402	Temp Level 2	11	4	Male	3	2	1	0	0	0	0	0
				Female	8	5	2	0	0	0	0	1
10115	Office Assistant	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
11725	Cook	4	3	Male	4	1	0	2	0	1	0	0
				Female	0	0	0	0	0	0	0	0
10110	Administrative Specialist	15	7	Male	4	2	0	1	0	0	0	1
				Female	11	6	1	2	1	0	0	1
12530	Student Services Specialist	37	17	Male	4	3	0	1	0	0	0	0
				Female	33	17	3	5	4	3	0	1
10470	Broadcast Producer	4	1	Male	2	1	0	0	0	0	0	1
				Female	2	2	0	0	0	0	0	0
10075	Laboratory Technician	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10710	Custodian	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

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### Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
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11920	Property Materials Technician	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11285	Tech Support Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	29	14	Male	6	3	0	2	0	1	0	0
				Female	23	12	3	1	2	1	0	4
12155	Public Safety Assistant	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10880	Fiscal Technician Senior	3	3	Male	0	0	0	0	0	0	0	0
				Female	3	0	2	0	0	1	0	0
10760	Maintenance Ops Specialist	6	3	Male	6	3	0	2	0	0	0	1
				Female	0	0	0	0	0	0	0	0
4038	Student Lrning Facilitator III	9	3	Male	6	4	1	0	1	0	0	0
				Female	3	2	0	1	0	0	0	0
10105	Administrative Specialist Sr	14	8	Male	0	0	0	0	0	0	0	0
				Female	14	6	0	4	1	1	1	1
12525	Student Services Specialist Sr	22	12	Male	5	2	1	1	0	0	0	1
				Female	17	8	2	6	0	0	0	1
10740	Groundskeeper Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10425	Broadcast Fld Correspondent	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	13	6	Male	11	5	2	2	1	0	0	1
				Female	2	2	0	0	0	0	0	0
12005	Media Prod Design Spec Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

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### Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11800	Program Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11510	Library Specialist	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10875	Fiscal Specialist	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10060	Instructor	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10020	Course Production Spec Sr	6	1	Male	2	1	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	0
12040	PR Marketing Coord	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11315	Planning Research Coordinator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
13011	Administrative Associate Coord	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	0	2	0	0	0	0
10055	Instructor Senior	23	5	Male	10	7	0	1	1	0	0	1
				Female	13	11	0	0	0	0	0	2
11120	Human Resources Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10870	Fiscal Specialist Senior	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
10040	Instructional Svc Coord Senior	18	5	Male	1	1	0	0	0	0	0	0
				Female	17	12	0	3	1	0	0	1
4403	Temp Level 3	8	3	Male	2	1	0	0	1	0	0	0
				Female	6	4	0	0	1	0	0	1

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# Maricopa County Community College District

## Maricopa Community College District

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### Workforce Analysis

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		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10045	Instructional Svc Coord	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	0	1	0	0
12520	Student Services Analyst	22	6	Male	8	6	1	0	0	0	0	1
				Female	14	10	1	1	2	0	0	0
10420	Broadcast Fld Correspondent Sr	10	3	Male	4	4	0	0	0	0	0	0
				Female	6	3	0	1	0	0	0	0
11115	Human Resources Analyst	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
12640	Painter	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10465	Broadcast Producer Senior	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11795	Program Coordinator	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10455	Broadcast Specialist Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11790	Program Analyst	7	2	Male	0	0	0	0	0	0	0	0
				Female	7	5	0	1	1	0	0	0
12650	Plumber	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12035	PR Marketing Analyst	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11710	Food Svcs Supervisor	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10435	Broadcast Prod Editor	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

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		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12003	Media Prod Design Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
13010	Executive Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
11270	Tech Support Coordinator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11275	Tech Support Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10015	Course Production Coord	6	1	Male	4	4	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
11230	Network and Systems Spec	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10865	Fiscal Analyst	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4204	Adjunct Faculty	596	70	Male	190	168	2	13	6	0	0	1
				Female	406	358	11	23	6	1	0	7
11500	Library Specialist Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12030	PR Marketing Analyst Senior	3	3	Male	1	0	0	1	0	0	0	0
				Female	2	0	0	2	0	0	0	0
11005	Grants Officer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10430	Broadcast Prod Editor Senior	6	1	Male	3	2	0	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
10515	Development Officer	3	2	Male	1	0	0	0	0	0	0	1
				Female	2	1	1	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10860	Fiscal Analyst Senior	1	1	Male	1	0	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0	0
10035	Instructional Svc Supervisor	13	3	Male	1	1	0	0	0	0	0	0	0
				Female	12	9	1	2	0	0	0	0	0
11225	Network and Systems Admr	3	2	Male	2	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
11785	Program Analyst Senior	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
10463	Broadcast Producer Manager	13	3	Male	8	7	0	1	0	0	0	0	0
				Female	5	3	1	0	0	0	0	0	1
12515	Student Services Analyst Sr	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
11205	Business Systems Analyst	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
12510	Student Services Supervisor	6	4	Male	1	0	1	0	0	0	0	0	0
				Female	5	2	2	1	0	0	0	0	0
11260	Software Developer	4	0	Male	2	2	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
12145	Police Officer	3	1	Male	3	2	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
10005	Instructional Designer/Tech	9	2	Male	2	2	0	0	0	0	0	0	0
				Female	7	5	0	0	1	0	0	0	1
7180	Communication	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10855	Fiscal Supervisor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

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### Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11810	Project Manager	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10755	Maintenance Ops Spec Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7480	Librarian	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11775	Program Manager	16	9	Male	4	1	0	1	1	0	0	1
				Female	12	6	1	4	0	0	0	1
7400	History	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12505	Student Services Manager	9	4	Male	3	2	0	0	0	0	0	1
				Female	6	3	0	3	0	0	0	0
10415	Broadcast Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11305	Planning Research Analyst Sr	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12730	Workforce Dev Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10030	Instructional Svc Manager	7	3	Male	2	1	1	0	0	0	0	0
				Female	5	3	0	1	1	0	0	0
11255	Software Developer Senior	10	6	Male	8	3	0	2	3	0	0	0
				Female	2	1	0	0	0	1	0	0
7130	Chemistry	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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10750	Maintenance Ops Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11220	Network and Systems Admr Sr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10410	Broadcast Manager	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11770	Program Director	8	1	Male	2	2	0	0	0	0	0	0
				Female	6	5	0	0	0	0	0	1
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10510	Development Officer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4097	Dental Clinical Lab Assoc	19	0	Male	0	0	0	0	0	0	0	0
				Female	19	19	0	0	0	0	0	0
7200	Counselor	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
8332	Humanities	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8462	Law Enforcement	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
10440	Broadcast Engineer Chief	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7002	Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

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Job Code	Job Title	Total		Total								
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7090	Biology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7131	Chemical Dependency	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7245	Dental Hygiene	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7271	CIS BPC	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11805	Project Manager Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11000	Grants Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10850	Fiscal Manager	2	1	Male	1	0	0	0	0	1	0	0
				Female	1	1	0	0	0	0	0	0
12500	Student Services Director	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
7500	Mathematics	2	1	Male	2	1	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
8150	Reading	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8363	Religious Studies	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8240	Tech General	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

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Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10025	Instructional Svc Director	4	3	Male	0	0	0	0	0	0	0	0
				Female	4	1	0	3	0	0	0	0
4100	Dentist Rate Hygiene Exam	7	4	Male	5	2	1	1	1	0	0	0
				Female	2	1	0	0	1	0	0	0
11215	Network and Systems Engineer	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10670	Associate Dean	6	2	Male	3	2	1	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
10405	Broadcast Assoc General Mgr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8200	Spanish	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11100	Human Resources Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
7290	Education	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4212	Service Fac Adjunct	5	2	Male	0	0	0	0	0	0	0	0
				Female	5	3	1	0	1	0	0	0
11250	Software Engineer	4	2	Male	3	2	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
10665	Executive Special Assistant	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10845	Fiscal Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11240	Information Technology Mgr	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: RIO TEMPE

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12725	Workforce Dev Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10715	Facilities Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10650	Dean	5	1	Male	1	1	0	0	0	0	0	0
				Female	4	3	1	0	0	0	0	0
12015	PR Marketing Director	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10400	Broadcast General Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11235	Information Technology Dir	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	6	2	Male	3	2	0	1	0	0	0	0
				Female	3	2	0	1	0	0	0	0
10605	College President	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1,286</b>	<b>343</b>	<b>Male #</b>	<b>438</b>	<b>320</b>	<b>21</b>	<b>50</b>	<b>21</b>	<b>5</b>	<b>0</b>	<b>21</b>
<b>Grand Total %</b>			<b>26.7</b>	<b>Male %</b>	<b>34.1</b>	<b>24.9</b>	<b>1.6</b>	<b>3.9</b>	<b>1.6</b>	<b>0.4</b>	<b>0.0</b>	<b>1.6</b>
				<b>Female #</b>	<b>848</b>	<b>623</b>	<b>45</b>	<b>100</b>	<b>30</b>	<b>11</b>	<b>2</b>	<b>37</b>
				<b>Female%</b>	<b>65.9</b>	<b>48.4</b>	<b>3.5</b>	<b>7.8</b>	<b>2.3</b>	<b>0.9</b>	<b>0.2</b>	<b>2.9</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: RIO THOMAS

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0
4023	Non Credit Instr Hrly Other	16	11	Male	2	1	0	1	0	0	0	0
				Female	14	4	2	6	0	0	0	2
<b>Grand Total #</b>		<b>19</b>	<b>13</b>	Male #	2	1	0	1	0	0	0	0
<b>Grand Total %</b>			<b>68.4</b>	Male %	10.5	5.3	0.0	5.3	0.0	0.0	0.0	0.0
				Female #	17	5	2	8	0	0	0	2
				Female%	89.5	26.3	10.5	42.1	0.0	0.0	0.0	10.5

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: RIODWNTOWN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	0	0	0	0	0	4
4023	Non Credit Instr Hrly Other	16	8	Male	6	2	2	2	0	0	0	0
				Female	10	6	2	0	1	0	0	1
<b>Grand Total #</b>		<b>21</b>	<b>12</b>	<b>Male #</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>57.1</b>	<b>Male %</b>	<b>28.6</b>	<b>9.5</b>	<b>9.5</b>	<b>9.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>15</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>
				<b>Female%</b>	<b>71.4</b>	<b>33.3</b>	<b>9.5</b>	<b>0.0</b>	<b>4.8</b>	<b>0.0</b>	<b>0.0</b>	<b>23.8</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: RIOSOUTHRN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	6	6	Male	0	0	0	0	0	0	0	0
				Female	6	0	0	1	2	1	0	2
4023	Non Credit Instr Hrly Other	34	12	Male	13	6	3	2	1	0	0	1
				Female	21	16	1	2	1	0	0	1
<b>Grand Total #</b>		<b>40</b>	<b>18</b>	<b>Male #</b>	<b>13</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>45.0</b>	<b>Male %</b>	<b>32.5</b>	<b>15.0</b>	<b>7.5</b>	<b>5.0</b>	<b>2.5</b>	<b>0.0</b>	<b>0.0</b>	<b>2.5</b>
				<b>Female #</b>	<b>27</b>	<b>16</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>3</b>
				<b>Female%</b>	<b>67.5</b>	<b>40.0</b>	<b>2.5</b>	<b>7.5</b>	<b>7.5</b>	<b>2.5</b>	<b>0.0</b>	<b>7.5</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

**Organizational Unit:** RSC AVNDAL

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4036	Student Lrning Facilitator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
4037	Student Lrning Facilitator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	10	6	Male	3	1	0	0	0	0	0	2
				Female	7	3	0	2	0	0	0	2
12530	Student Services Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
<b>Grand Total #</b>		<b>13</b>	<b>9</b>	<b>Male #</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Grand Total %</b>			<b>69.2</b>	<b>Male %</b>	<b>30.8</b>	<b>7.7</b>	<b>0.0</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>15.4</b>
				<b>Female #</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
				<b>Female%</b>	<b>69.2</b>	<b>23.1</b>	<b>0.0</b>	<b>23.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>23.1</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: RSC LLC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4401	Temp Level 1	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4038	Student Lrning Facilitator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	12	5	Male	3	1	0	1	1	0	0	0
				Female	9	6	3	0	0	0	0	0
4402	Temp Level 2	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>15</b>	<b>5</b>	<b>Male #</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>33.3</b>	<b>Male %</b>	<b>20.0</b>	<b>6.7</b>	<b>0.0</b>	<b>6.7</b>	<b>6.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>80.0</b>	<b>60.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4200	Ath Dir Trnr Coach	9	1	Male	6	6	0	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
4357	Instructional Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4384	Temp Assistant Coach	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4401	Temp Level 1	60	18	Male	31	23	2	2	0	0	0	4
				Female	29	19	1	2	1	3	0	3
4036	Student Lrning Facilitator I	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4037	Student Lrning Facilitator II	10	2	Male	8	6	2	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4002	Fitness Ctr Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10115	Office Assistant	4	0	Male	1	1	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
12535	Student Services Tech	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
4038	Student Lrning Facilitator III	8	3	Male	3	2	0	0	0	0	0	1
				Female	5	3	0	1	0	0	0	1
4402	Temp Level 2	7	2	Male	4	3	0	0	0	0	0	1
				Female	3	2	0	0	0	0	0	1
11510	Library Specialist	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
10335	Athletic Trainer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10740	Groundskeeper Senior	2	1	Male	2	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
10710	Custodian	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
11515	Library Technician	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12155	Public Safety Assistant	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11285	Tech Support Technician	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
10105	Administrative Specialist Sr	15	2	Male	1	1	0	0	0	0	0	0	0
				Female	14	12	2	0	0	0	0	0	0
12530	Student Services Specialist	3	2	Male	1	0	0	0	0	1	0	0	0
				Female	2	1	0	0	0	0	0	0	1
11800	Program Specialist	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10110	Administrative Specialist	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10080	Learning Technician Senior	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
10075	Laboratory Technician	4	0	Male	1	1	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
11920	Property Materials Technician	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
10875	Fiscal Specialist	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
12525	Student Services Specialist Sr	7	5	Male	3	1	0	1	0	0	0	0	1
				Female	4	1	0	1	0	0	0	0	2
10070	Laboratory Technician Senior	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10065	Laboratory Specialist Supv	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
11280	Tech Support Specialist	6	1	Male	6	5	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
10870	Fiscal Specialist Senior	5	0	Male	2	2	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
11795	Program Coordinator	4	1	Male	2	2	0	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
10320	Athletic Equipment Specialist	2	2	Male	2	0	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
10310	Athletic Head Coach	5	2	Male	2	2	0	0	0	0	0	0	0
				Female	3	1	1	1	0	0	0	0	0
11275	Tech Support Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
7500	Mathematics	12	1	Male	5	4	1	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0	0
11845	Wellness Coordinator Senior	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
12520	Student Services Analyst	19	9	Male	3	2	1	0	0	0	0	0	0
				Female	16	8	1	5	1	1	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7320	English	7	1	Male	3	2	0	1	0	0	0	0
				Female	4	4	0	0	0	0	0	
10760	Maintenance Ops Specialist	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
12150	Public Safety Specialist Sr	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11905	Property Materials Spec Supv	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
10045	Instructional Svc Coord	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
12035	PR Marketing Analyst	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
11120	Human Resources Specialist Sr	2	2	Male	1	0	0	1	0	0	0	
				Female	1	0	1	0	0	0	0	
12640	Painter	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11790	Program Analyst	6	0	Male	3	3	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	
12620	HVAC Specialist Senior	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8396	Dance	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
11310	Planning Research Analyst	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11500	Library Specialist Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4403	Temp Level 3	3	1	Male	1	1	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	
12600	Carpenter Senior	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
12610	Electrician Senior	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11230	Network and Systems Spec	1	1	Male	1	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	
4050	Accompanist	2	0	Male	2	2	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
10040	Instructional Svc Coord Senior	2	0	Male	0	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	
4204	Adjunct Faculty	283	44	Male	118	99	5	6	1	1	1	
				Female	165	140	5	7	6	0	0	
4023	Non Credit Instr Hrly Other	14	2	Male	6	5	0	1	0	0	0	
				Female	8	7	0	1	0	0	0	
10100	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	
11005	Grants Officer Senior	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	0	0	0	0	
11900	Property Materials Manager	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
11835	Training Devel Consultant	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11115	Human Resources Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
7480	Librarian	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
7430	Interior Design	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10330	Athletic Trainer Head	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10035	Instructional Svc Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7550	Music	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11225	Network and Systems Admr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12145	Police Officer	4	2	Male	4	2	0	1	0	1	0	0
				Female	0	0	0	0	0	0	0	0
7386	Clinical Nursing	9	0	Male	1	1	0	0	0	0	0	0
				Female	8	8	0	0	0	0	0	0
12505	Student Services Manager	9	4	Male	2	1	0	1	0	0	0	0
				Female	7	4	1	1	0	1	0	0
11105	Human Resources Supervisor	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
12000	Media Prod Design Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
13010	Executive Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7062	Motion Pictures	4	1	Male	3	2	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10860	Fiscal Analyst Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11810	Project Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12510	Student Services Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7130	Chemistry	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8150	Reading	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11220	Network and Systems Admr Sr	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7280	Economics	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	0	1	0	0	0
7180	Communication	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8060	Business CIS	3	1	Male	2	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8387	Business Admin	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
8619	Computer Graphics	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7205	Computer Information Systems	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11840	Wellness Fitness Supervisor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7090	Biology	8	1	Male	4	4	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
7290	Education	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
11265	Tech Support Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7215	Culinary Arts	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4404	Temp Level 4	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10005	Instructional Designer/Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10855	Fiscal Supervisor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11775	Program Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7000	Admin of Justice	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6381	English Composition	3	1	Male	3	2	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
12140	Police Sergeant	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7340	Equine Science	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8110	Physics	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7040	Art	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
12997	Info Security Admin Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7200	Counselor	3	2	Male	0	0	0	0	0	0	0	0
				Female	3	1	0	1	0	1	0	0
7002	Accounting	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8052	Computer Science CIS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8021	Sculpture	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7560	Nursing	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
7590	Physical Education Mens	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8369	English as a Second Language	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8421	Nutrition	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8804	Drafting	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10300	Athletic Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7764	Motion Picture TV Production	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7390	Hospitality	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8190	Sociology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4003	Fitness Ctr Trainer	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8374	Theatre Arts	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10750	Maintenance Ops Manager	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7380	Geology	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8332	Humanities	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6410	Business	5	1	Male	2	2	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
7030	Anthropology	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10850	Fiscal Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8200	Spanish	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8210	Speech Theatre	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11200	Business Systems Analyst Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7400	History	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4405	Temp Level 5	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11255	Software Developer Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11805	Project Manager Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12500	Student Services Director	3	0	Male	1	1	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
7005	Hotel Restaurant Management	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11770	Program Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8120	Political Science	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8177	Instructional Tech Fac	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8067	CSC CIS	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7555	Physics Astronomy	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12025	PR Marketing Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	8	1	Male	3	2	1	0	0	0	0	0
				Female	5	5	0	0	0	0	0	0
7370	Geography	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8868	Health P E Recreation	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct	10	0	Male	3	3	0	0	0	0	0	0
				Female	7	7	0	0	0	0	0	0
10845	Fiscal Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11245	Information Technology Supv	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11250	Software Engineer	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11300	Planning Research Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: SCC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10500	Development Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10665	Executive Special Assistant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10670	Associate Dean	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	0	1	0	0	1
10660	Associate Vice President	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11235	Information Technology Dir	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10625	Vice President	3	1	Male	1	0	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
10605	College President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
<b>Grand Total #</b>		<b>755</b>	<b>144</b>	<b>Male #</b>	<b>342</b>	<b>279</b>	<b>15</b>	<b>22</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>16</b>
<b>Grand Total %</b>			<b>19.1</b>	<b>Male %</b>	<b>45.3</b>	<b>37.0</b>	<b>2.0</b>	<b>2.9</b>	<b>0.8</b>	<b>0.4</b>	<b>0.1</b>	<b>2.1</b>
				<b>Female #</b>	<b>413</b>	<b>332</b>	<b>14</b>	<b>28</b>	<b>13</b>	<b>6</b>	<b>1</b>	<b>19</b>
				<b>Female%</b>	<b>54.7</b>	<b>44.0</b>	<b>1.9</b>	<b>3.7</b>	<b>1.7</b>	<b>0.8</b>	<b>0.1</b>	<b>2.5</b>

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
4383	Temp Head Coach	3	1	Male	2	1	0	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0	0	0
4384	Temp Assistant Coach	6	3	Male	5	2	1	1	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0	0
4036	Student Lrning Facilitator I	18	8	Male	10	5	0	4	0	0	0	0	1
				Female	8	5	1	1	0	0	0	0	1
4401	Temp Level 1	19	14	Male	5	1	1	2	0	0	0	0	1
				Female	14	4	2	2	0	1	1	4	
4002	Fitness Ctr Tech	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
10745	Groundskeeper	3	3	Male	3	0	0	3	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
12530	Student Services Specialist	12	10	Male	3	0	1	2	0	0	0	0	0
				Female	9	2	0	7	0	0	0	0	0
11520	Library Assistant	1	1	Male	1	0	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0	0
11920	Property Materials Technician	3	2	Male	3	1	1	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
10105	Administrative Specialist Sr	7	6	Male	1	0	0	1	0	0	0	0	0
				Female	6	1	2	3	0	0	0	0	0
11285	Tech Support Technician	3	3	Male	3	0	0	3	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
4402	Temp Level 2	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
11515	Library Technician	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4037	Student Lrning Facilitator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10065	Laboratory Specialist Supv	3	3	Male	2	0	1	1	0	0	0	0
				Female	1	0	0	0	0	0	0	1
10880	Fiscal Technician Senior	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
10870	Fiscal Specialist Senior	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12525	Student Services Specialist Sr	3	2	Male	2	0	0	0	0	0	0	2
				Female	1	1	0	0	0	0	0	0
10075	Laboratory Technician	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
11505	Library Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10765	Maintenance Ops Tech	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11280	Tech Support Specialist	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
11510	Library Specialist	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
11120	Human Resources Specialist Sr	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
10760	Maintenance Ops Specialist	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
11795	Program Coordinator	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10310	Athletic Head Coach	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4403	Temp Level 3	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7205	Computer Information Systems	6	3	Male	3	2	1	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0
10330	Athletic Trainer Head	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
11800	Program Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
12520	Student Services Analyst	12	9	Male	5	1	0	1	1	1	0	1
				Female	7	2	0	5	0	0	0	0
12040	PR Marketing Coord	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11270	Tech Support Coordinator	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12035	PR Marketing Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12003	Media Prod Design Analyst	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10865	Fiscal Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7776	English ESL	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
7200	Counselor	4	2	Male	2	1	0	0	0	0	0	1
				Female	2	1	1	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
12625	HVAC Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7600	Physical Education	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11790	Program Analyst	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Non Credit Instr Hrly Other	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
4204	Adjunct Faculty	161	62	Male	60	41	5	8	2	1	0	3
				Female	101	58	18	9	4	2	0	10
12510	Student Services Supervisor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
12620	HVAC Specialist Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11110	Human Resources Analyst Senior	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4404	Temp Level 4	4	2	Male	4	2	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4050	Accompanist	2	2	Male	1	0	1	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8150	Reading	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	0	1	0	0	0
7550	Music	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
6545	Theatre	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

### Workforce Analysis

Snapshot Date: 09/30/2022

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8439	Manufacturing Tech	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12145	Police Officer	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11225	Network and Systems Admr	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11785	Program Analyst Senior	1	1	Male	1	0	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
10040	Instructional Svc Coord Senior	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7500	Mathematics	7	3	Male	3	2	0	1	0	0	0	0
				Female	4	2	0	1	1	0	0	0
11305	Planning Research Analyst Sr	1	1	Male	1	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0
11810	Project Manager	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8069	Storytelling	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
12505	Student Services Manager	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0
7180	Communication	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
11835	Training Devel Consultant	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
10010	Instructional Developer	1	1	Male	1	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
7090	Biology	5	2	Male	2	2	0	0	0	0	0	0	0
				Female	3	1	0	1	1	0	0	0	
7130	Chemistry	3	2	Male	0	0	0	0	0	0	0	0	
				Female	3	1	0	1	1	0	0	0	
7320	English	4	0	Male	1	1	0	0	0	0	0	0	
				Female	3	3	0	0	0	0	0	0	
7040	Art	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
11265	Tech Support Specialist Supv	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
7002	Accounting	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
10030	Instructional Svc Manager	1	1	Male	1	0	0	0	0	1	0	0	
				Female	0	0	0	0	0	0	0	0	
7290	Education	2	2	Male	1	0	1	0	0	0	0	0	
				Female	1	0	0	0	0	1	0	0	
10750	Maintenance Ops Manager	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
6475	Mathematics Physics	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
8200	Spanish	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
7000	Admin of Justice	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
7380	Geology	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	1	0	0	0	0	1	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
7110	General Business	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12140	Police Sergeant	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7480	Librarian	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	0	0	1	0	0
6381	English Composition	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
8317	English Storytelling	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
6359	Philosophy Religious Studies	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8000	Philosophy	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7315	Engineering	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
7400	History	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8140	Psychology	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11255	Software Developer Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12500	Student Services Director	4	2	Male	1	0	1	0	0	0	0	0
				Female	3	2	0	0	0	0	0	1
8041	Educational Support	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Workforce Analysis

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
6410	Business	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
11100	Human Resources Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	0	1
11215	Network and Systems Engineer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4018	Music Instruction Hrly	3	1	Male	2	2	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
12130	Police Commander	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8130	Psychology Sociology	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8369	English as a Second Language	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4212	Service Fac Adjunct	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
10845	Fiscal Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
12065	PR Marketing Director College	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10670	Associate Dean	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10660	Associate Vice President	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
10650	Dean	3	2	Male	1	0	0	0	1	0	0	0
				Female	2	1	0	0	0	1	0	0

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: SMC MAIN

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
10625	Vice President	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
10605	College President	1	1	Male	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	
<b>Grand Total #</b>		<b>421</b>	<b>195</b>	<b>Male #</b>	<b>194</b>	<b>111</b>	<b>18</b>	<b>40</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>12</b>
<b>Grand Total %</b>			<b>46.3</b>	<b>Male %</b>	<b>46.1</b>	<b>26.4</b>	<b>4.3</b>	<b>9.5</b>	<b>1.4</b>	<b>1.4</b>	<b>0.2</b>	<b>2.9</b>
				<b>Female #</b>	<b>227</b>	<b>115</b>	<b>31</b>	<b>42</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>20</b>
				<b>Female%</b>	<b>53.9</b>	<b>27.3</b>	<b>7.4</b>	<b>10.0</b>	<b>2.4</b>	<b>1.9</b>	<b>0.2</b>	<b>4.8</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

Snapshot Date: 09/30/2022

**Workforce Analysis**

Organizational Unit: SUN LAKES

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
11915	Property Materials Spec	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>0</b>	<b>Male #</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	<b>Male %</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				<b>Female #</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>Female%</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: WESTMECC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8439	Manufacturing Tech	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>1</b>	<b>0</b>	Male #	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total %</b>			<b>0.0</b>	Male %	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
				Female #	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				Female%	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis**

Snapshot Date: 09/30/2022

Organizational Unit: WILLIAMS

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
4401	Temp Level 1	9	3	Male	7	5	1	0	0	0	0	0	1
				Female	2	1	0	0	0	0	0	0	1
12150	Public Safety Specialist Sr	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
8608	Aviation	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
12515	Student Services Analyst Sr	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
<b>Grand Total #</b>		<b>13</b>	<b>4</b>	<b>Male #</b>	<b>9</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Grand Total %</b>			<b>30.8</b>	<b>Male %</b>	<b>69.2</b>	<b>53.8</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>7.7</b>
				<b>Female #</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
				<b>Female%</b>	<b>30.8</b>	<b>15.4</b>	<b>7.7</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>7.7</b>

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis Summary**

Snapshot Date: 09/30/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
CENTENL DT	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0
COMMU@QCRK	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
DENTLCLNIC	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
DO EMRD PT	4	2	2	1	2	0	0	0	0	0	0	1	1	0	0	0	0	0
DO MAIN	565	214	351	224	134	16	28	11	5	0	20	207	27	55	20	13	1	28
DOWOODST	4	1	3	3	1	0	0	0	0	0	0	0	1	1	1	0	0	0
EMC MAIN	852	316	536	331	204	17	49	15	6	2	23	317	40	96	24	5	2	52
GCC MAIN	1,681	768	913	534	513	39	105	27	7	2	75	634	41	116	34	11	1	76
GCC NORTH	7	2	5	2	2	0	0	0	0	0	0	3	0	0	1	0	0	1
GUAD CTR	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
GW CC DV	14	4	10	8	2	0	1	0	0	0	1	4	1	1	0	0	0	4
GW CC SW	45	17	28	22	8	0	8	0	0	0	1	15	1	4	0	0	0	8
GW CTR CIT	27	19	8	12	10	1	5	0	1	0	2	5	1	2	0	0	0	0
GW OFFSITE	14	4	10	3	3	0	0	0	0	0	1	8	0	1	1	0	0	0
GWC 18TH	12	3	9	2	2	0	0	0	0	1	0	8	0	1	0	0	0	0
GWC MAIN	692	248	444	250	150	14	46	10	10	2	16	292	27	74	25	8	0	18
MCC	1,932	888	1,044	533	667	49	70	25	12	4	61	732	45	106	58	19	3	81
MSC	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
NWSC	2	0	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
PC HEALTH	16	1	15	1	1	0	0	0	0	0	0	14	0	1	0	0	0	0
PC MAIN	1,313	515	798	510	327	39	67	26	7	1	48	476	57	126	29	19	2	89



**Maricopa County Community College District**

**Maricopa Community College District**

**Workforce Analysis Summary**

Snapshot Date: 09/30/2022

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
PC NUR	2	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1
PCDT	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PECOS	1,150	524	626	313	395	23	48	18	3	0	37	442	25	70	38	6	2	43
PVC MAIN	953	469	484	250	349	19	54	17	2	1	27	354	16	57	22	7	2	26
RED MTN	30	10	20	8	7	2	0	0	0	0	1	15	1	3	0	0	0	1
RIO NRTHRN	28	9	19	9	6	1	0	0	0	0	2	13	1	2	3	0	0	0
RIO TEMPE	1,286	438	848	343	320	21	50	21	5	0	21	623	45	100	30	11	2	37
RIO THOMAS	19	2	17	13	1	0	1	0	0	0	0	5	2	8	0	0	0	2
RIODWNTOWN	21	6	15	12	2	2	2	0	0	0	0	7	2	0	1	0	0	5
RIOSOUTHRN	40	13	27	18	6	3	2	1	0	0	1	16	1	3	3	1	0	3
RSC AVNDAL	13	4	9	9	1	0	1	0	0	0	2	3	0	3	0	0	0	3
RSC LLC	15	3	12	5	1	0	1	1	0	0	0	9	3	0	0	0	0	0
SCC MAIN	755	342	413	144	279	15	22	6	3	1	16	332	14	28	13	6	1	19
SMC MAIN	421	194	227	195	111	18	40	6	6	1	12	115	31	42	10	8	1	20
SUN LAKES	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
WESTMECC	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
WILLIAMS	13	9	4	4	7	1	0	0	0	0	1	2	1	0	0	0	0	1
<b>Total (#)</b>	<b>11,936</b>	<b>5,028</b>	<b>6,908</b>	<b>3,762</b>	<b>3,514</b>	<b>280</b>	<b>600</b>	<b>184</b>	<b>67</b>	<b>15</b>	<b>368</b>	<b>4,660</b>	<b>385</b>	<b>900</b>	<b>313</b>	<b>115</b>	<b>17</b>	<b>518</b>
<b>Total (%)</b>		<b>42.1</b>	<b>57.9</b>	<b>31.5</b>	<b>29.4</b>	<b>2.3</b>	<b>5.0</b>	<b>1.5</b>	<b>0.6</b>	<b>0.1</b>	<b>3.1</b>	<b>39.0</b>	<b>3.2</b>	<b>7.5</b>	<b>2.6</b>	<b>1.0</b>	<b>0.1</b>	<b>4.3</b>

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A1 - Executive Management

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
1	10600	Chancellor	1	1	0	0	1
1	10605	College President	10	3	7	5	5
1	13000	Executive Vice President	5	4	1	5	0
4	10615	General Counsel	1	0	1	1	0
1	10620	MCCCD Foundation President CEO	1	1	0	1	0
1	10610	Vice Chancellor	5	1	4	3	2
1	10625	Vice President	33	14	19	22	11
<b>Total (#)</b>			<b>56</b>	<b>24</b>	<b>32</b>	<b>37</b>	<b>19</b>
<b>Total (%)</b>				<b>42.9</b>	<b>57.1</b>	<b>66.1</b>	<b>33.9</b>

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

**Job Group:** A2 - Senior Management

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	13005	Assoc VP Senior	5	2	3	2	3
4	11400	Associate General Counsel Sr	3	2	1	2	1
1	10630	Associate Vice Chancellor	12	4	8	9	3
1	10660	Associate Vice President	21	13	8	15	6
1	10815	Audit Director	1	0	1	1	0
1	10405	Broadcast Assoc General Mgr	1	1	0	1	0
1	12700	CEI Director	1	1	0	1	0
1	10655	District Director	22	8	14	14	8
1	10715	Facilities Director	9	9	0	6	3
1	10845	Fiscal Director	10	4	6	6	4
1	11100	Human Resources Director	17	3	14	10	7
1	11235	Information Technology Dir	12	9	3	10	2
1	12705	MCOR Sales Director	1	1	0	0	1
1	11300	Planning Research Director	8	3	5	4	4
1	12120	Police Chief	2	2	0	2	0
1	12130	Police Commander	7	6	1	7	0
1	12015	PR Marketing Director	2	1	1	1	1
1	12065	PR Marketing Director College	5	2	3	4	1
1	11600	Procurement Director	1	1	0	1	0
1	11770	Program Director	16	6	10	12	4
4	11425	Public Stewardship Ombuds Dir	1	0	1	0	1
1	12300	Risk Management Director	1	0	1	1	0
1	10645	SBDC State Director	1	1	0	0	1
1	12500	Student Services Director	58	14	44	33	25
1	10000	Teaching and Learning Director	4	1	3	3	1

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A2 - Senior Management

**EEO**

<b>Total</b>				
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<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
		Total (#)	221	94	127	145	76
		Total (%)		42.5	57.5	65.6	34.4

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A3 - Deans

**EEO**

<b>Total</b>				
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<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
1	10670	Associate Dean	17	7	10	11	6
1	10650	Dean	43	11	32	25	18
<b>Total (#)</b>			<b>60</b>	<b>18</b>	<b>42</b>	<b>36</b>	<b>24</b>
<b>Total (%)</b>				<b>30.0</b>	<b>70.0</b>	<b>60.0</b>	<b>40.0</b>

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Job Group Analysis

**Job Group:** A4 - First/Mid-Level Management

**EEO**

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	4274	Athletic Dir Asst	1	1	0	0	1
1	10300	Athletic Director	7	5	2	6	1
1	10720	Facilities Assistant Director	1	1	0	1	0
1	10850	Fiscal Manager	13	3	10	9	4
1	11000	Grants Manager	4	3	1	3	1
1	11815	High School Principal	1	1	0	0	1
1	11240	Information Technology Mgr	19	15	4	15	4
1	11245	Information Technology Supv	6	5	1	6	0
8	10005	Instructional Designer/Tech	21	4	17	15	6
1	11500	Library Specialist Supervisor	7	1	6	4	3
1	10750	Maintenance Ops Manager	13	11	2	9	4
10	12135	Police Lieutenant	1	1	0	1	0
1	12020	PR Marketing Assistant Dir	2	0	2	1	1
1	12025	PR Marketing Manager	6	3	3	5	1
1	11610	Procurement Supervisor	1	1	0	1	0
1	11775	Program Manager	41	12	29	23	18
1	11810	Project Manager	12	3	9	7	5
1	11805	Project Manager Senior	14	9	5	12	2
1	11900	Property Materials Manager	4	2	2	2	2
1	11905	Property Materials Spec Supv	3	2	1	1	2
1	12100	Public Safety Comm Records Mgr	1	1	0	1	0
1	12105	Public Safety Comm Supervisor	3	1	2	2	1
1	12305	Risk Management Claims Mgr	1	0	1	1	0
1	12310	Risk Management OSHA Mgr	1	0	1	1	0
1	10200	SBDC Manager	2	1	1	2	0

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A4 - First/Mid-Level Management

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	10210	SBDC Supervisor	1	0	1	0	1
1	12400	Sign Language Supervisor	3	0	3	2	1
1	12505	Student Services Manager	67	19	48	25	42
1	12510	Student Services Supervisor	34	8	26	18	16
1	12725	Workforce Dev Manager	4	1	3	4	0
1	12730	Workforce Dev Supervisor	1	0	1	1	0
<b>Total (#)</b>			<b>295</b>	<b>114</b>	<b>181</b>	<b>178</b>	<b>117</b>
<b>Total (%)</b>				<b>38.6</b>	<b>61.4</b>	<b>60.3</b>	<b>39.7</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Job Group Analysis**

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
5	7002	Accounting	11	7	4	10	1
5	7000	Admin of Justice	20	11	9	14	6
5	7020	Agriculture	2	2	0	1	1
5	8908	American Sign Language	6	2	4	5	1
5	7030	Anthropology	11	3	8	10	1
5	8406	Apparel Merchandising Design	1	0	1	1	0
5	7040	Art	19	12	7	14	5
5	8483	Art History	7	1	6	6	1
5	8490	Artificial Intelligence	1	1	0	1	0
5	8126	Astronomy	10	6	4	10	0
5	8055	Automated Mftg Sys	2	2	0	2	0
5	7080	Automotive Tech	3	3	0	2	1
5	7070	Automotives	10	10	0	7	3
5	8608	Aviation	8	7	1	8	0
5	7090	Biology	103	48	55	87	16
5	7766	BPC Business	1	0	1	1	0
5	6410	Business	33	13	20	27	6
5	8128	Business Accounting	4	3	1	4	0
5	8387	Business Admin	2	2	0	1	1
5	8060	Business CIS	7	6	1	6	1
5	8307	Business Personal Computers	1	0	1	1	0
5	7131	Chemical Dependency	1	0	1	0	1
5	7130	Chemistry	48	24	24	33	15
5	7135	Chemistry Biology	1	0	1	0	1
5	8189	Child Family Studies	4	0	4	3	1

(+) indicates this job title contains employees who are included from another facility.



# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	7170	Choral	1	1	0	1	0
5	7271	CIS BPC	8	1	7	5	3
5	7386	Clinical Nursing	78	4	74	68	10
5	7180	Communication	45	18	27	28	17
5	6422	Comp Aided Draft Interior Des	1	1	0	1	0
5	6421	Computer Aided Drafting Design	1	0	1	1	0
5	8619	Computer Graphics	4	1	3	4	0
5	7205	Computer Information Systems	54	39	15	47	7
5	8501	Computer Science	6	3	3	3	3
5	8052	Computer Science CIS	2	1	1	1	1
5	8888	Computer Science Mathematics	2	0	2	2	0
5	8075	Construction Management	2	2	0	2	0
5	7210	Court Reporting	1	0	1	1	0
5	8067	CSC CIS	1	1	0	1	0
5	7215	Culinary Arts	5	4	1	4	1
5	8396	Dance	7	0	7	6	1
5	7230	Dental Asst	4	0	4	3	1
10	4097	Dental Clinical Lab Assoc	31	1	30	29	2
5	7245	Dental Hygiene	9	0	9	8	1
9	4100	Dentist Rate Hygiene Exam	11	8	3	5	6
5	8804	Drafting	3	2	1	3	0
5	8400	Early Childhood Education	3	0	3	2	1
5	7280	Economics	18	12	6	12	6
5	7290	Education	15	2	13	10	5
8	8041	Educational Support	4	0	4	3	1

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** B1 - Faculty

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
5	7305	Electronics	3	3	0	1	2
5	8132	Electronics Electromechanical	1	1	0	1	0
5	7310	Emergency Medical Tech	8	8	0	5	3
5	4105	EMT Lab Tutor EMT Cert	97	62	35	74	23
5	4106	EMT Lab Tutor Paramdc Cert	37	32	5	29	8
5	7315	Engineering	10	6	4	9	1
5	8033	Engineering Electronics	2	2	0	2	0
5	7320	English	114	47	67	90	24
5	8369	English as a Second Language	4	2	2	3	1
5	6381	English Composition	18	7	11	15	3
5	7776	English ESL	16	7	9	13	3
5	8319	English Humanities	1	0	1	1	0
5	8317	English Storytelling	1	0	1	1	0
5	7340	Equine Science	1	0	1	1	0
5	8405	Fashion Merchandising	2	0	2	2	0
5	4107	Fire Academy Lab Tutor	100	88	12	73	27
10	4108	Fire Recruit Instructor	35	34	1	25	10
5	7312	Fire Science	5	4	1	4	1
5	8056	Fire Science EMT	3	3	0	2	1
5	8468	Fitness Wellness	1	0	1	1	0
5	6400	Foreign Language	1	1	0	0	1
5	7110	General Business	10	5	5	8	2
5	7370	Geography	8	5	3	7	1
5	7380	Geology	15	8	7	12	3
5	8407	Graphic Arts	2	1	1	2	0

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	8666	Health Care Education	5	0	5	4	1
5	8890	Health Education	2	1	1	2	0
5	8127	Health Information	2	0	2	2	0
5	8868	Health P E Recreation	4	2	2	3	1
5	8131	Health Svcs Management	1	1	0	1	0
5	7400	History	16	9	7	13	3
5	7410	Home Economics	1	0	1	1	0
5	7390	Hospitality	1	0	1	1	0
5	7005	Hotel Restaurant Management	1	1	0	1	0
5	8332	Humanities	5	4	1	3	2
5	7563	Humanities Art Drawing	1	0	1	1	0
5	8164	HVAC Facilities Tech	1	1	0	1	0
5	8177	Instructional Tech Fac	1	0	1	1	0
5	10060	Instructor	17	6	11	10	7
5	10055	Instructor Senior	47	20	27	34	13
5	7430	Interior Design	4	1	3	3	1
5	7272	Interpreter Training Prog	1	0	1	1	0
5	8338	Japanese	1	0	1	0	1
5	8337	Journalism	1	0	1	0	1
5	8462	Law Enforcement	1	0	1	0	1
5	8063	Manufacturing	2	2	0	2	0
5	8439	Manufacturing Tech	6	4	2	3	3
5	7500	Mathematics	156	66	90	125	31
5	7503	Mathematics Computer Science	1	0	1	0	1
5	6475	Mathematics Physics	1	1	0	1	0

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	8365	Medical Radiography	4	1	3	3	1
5	7541	Medical Ultrasound	2	1	1	2	0
5	7681	Mortuary Science	2	0	2	2	0
5	7764	Motion Picture TV Production	2	0	2	2	0
5	7062	Motion Pictures	4	3	1	3	1
5	7550	Music	31	21	10	30	1
5	7552	Music Audio Production Tech	3	3	0	3	0
5	8129	Music Band	1	1	0	1	0
5	7551	Music Humanities	1	1	0	1	0
5	4018	Music Instruction Hrly	39	22	17	33	6
5	8134	Music Studio Recording	2	2	0	2	0
4	4221	Music Theatre	17	10	7	17	0
5	8299	Nuclear Medicine	3	2	1	3	0
5	7560	Nursing	39	6	33	35	4
5	4093	Nursing Clinical (LD Based)	104	7	97	80	24
5	4091	Nursing Clinical and Lab Instr	2	0	2	2	0
5	8421	Nutrition	8	1	7	6	2
5	8288	Occupational Safety Health	1	1	0	1	0
5	7565	Occupational Therapy Asst Inst	2	0	2	1	1
5	4109	Paramedic Class Lab Tutor	125	99	26	88	37
5	8068	Perioperative Nurs Surg Tech	2	0	2	1	1
5	8000	Philosophy	10	9	1	8	2
5	6358	Philosophy Political Science	1	1	0	1	0
5	6359	Philosophy Religious Studies	4	3	1	3	1
5	8010	Photography	5	2	3	5	0

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	7600	Physical Education	11	5	6	10	1
5	7590	Physical Education Mens	1	1	0	1	0
5	8100	Physical Science	1	0	1	1	0
5	7498	Physical Therapist	2	0	2	2	0
5	7575	Physical Therapist Asst Inst	2	2	0	1	1
5	8110	Physics	20	13	7	17	3
5	7555	Physics Astronomy	1	1	0	1	0
5	7775	Physics Mathematics	1	0	1	1	0
10	4111	Police Recruit Instructor	57	43	14	50	7
5	8120	Political Science	4	2	2	3	1
5	8151	Polysomnography Tech Fac	1	0	1	0	1
5	8140	Psychology	51	16	35	37	14
5	8130	Psychology Sociology	1	1	0	0	1
5	8422	Public Adm Adm of Justice	1	1	0	1	0
5	8150	Reading	33	4	29	23	10
5	8363	Religious Studies	7	2	5	5	2
5	8651	Respiratory Care Ins	3	2	1	3	0
5	8170	Respiratory Therapy	1	0	1	1	0
5	8021	Sculpture	1	1	0	1	0
5	6540	Social Science	1	1	0	0	1
5	8372	Social Work	2	0	2	2	0
5	8190	Sociology	13	4	9	8	5
5	8870	Sociology Social Work	1	0	1	0	1
5	8200	Spanish	16	8	8	7	9
5	8205	Speech Communication	4	0	4	3	1

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** B1 - Faculty

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
5	7522	Speech Language Pathology	1	0	1	1	0
5	8210	Speech Theatre	1	0	1	1	0
5	8069	Storytelling	1	0	1	0	1
5	6555	Surgical Tech	1	0	1	0	1
5	8240	Tech General	1	1	0	1	0
5	6545	Theatre	7	3	4	6	1
5	8374	Theatre Arts	2	1	1	1	1
5	8316	Veterinary Tech	2	0	2	2	0
5	7685	Veterinary Tech Animal Science	1	0	1	1	0
5	8263	Water Tech	1	1	0	0	1
5	8270	Welding	2	2	0	2	0
5	8491	Womens' & Ethnic Studies	1	0	1	0	1
<b>Total (#)</b>			<b>2,077</b>	<b>1,020</b>	<b>1,057</b>	<b>1,624</b>	<b>453</b>
<b>Total (%)</b>				<b>49.1</b>	<b>50.9</b>	<b>78.2</b>	<b>21.8</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** B2 - Faculty - Adjunct Day

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	4204	Adjunct Faculty	4,216	1,716	2,500	3,336	880
5	4212	Service Fac Adjunct	71	5	66	54	17
<b>Total (#)</b>			<b>4,287</b>	<b>1,721</b>	<b>2,566</b>	<b>3,390</b>	<b>897</b>
<b>Total (%)</b>				<b>40.1</b>	<b>59.9</b>	<b>79.1</b>	<b>20.9</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** C1 - Librarians

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
7	7480	Librarian	47	6	41	37	10
12	11520	Library Assistant	1	1	0	0	1
7	11510	Library Specialist	30	7	23	17	13
7	11505	Library Specialist Senior	5	1	4	5	0
7	11515	Library Technician	4	3	1	4	0
<b>Total (#)</b>			<b>87</b>	<b>18</b>	<b>69</b>	<b>63</b>	<b>24</b>
<b>Total (%)</b>				<b>20.7</b>	<b>79.3</b>	<b>72.4</b>	<b>27.6</b>

(+) indicates this job title contains employees who are included from another facility.



# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

**Job Group:** D1 - Other Student, Academic and Educational Services

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	4370	CPAT Proctor	1	1	0	0	1
8	11820	High School Teacher	27	10	17	15	12
8	4357	Instructional Consultant	2	1	1	2	0
8	10010	Instructional Developer	3	2	1	2	1
8	10065	Laboratory Specialist Supv	18	11	7	11	7
8	10075	Laboratory Technician	43	22	21	36	7
8	10070	Laboratory Technician Senior	23	9	14	17	6
8	4022	Non Credit Instr Hrly	31	6	25	18	13
8	4023	Non Credit Instr Hrly Other	206	76	130	126	80
8	4359	Non Credit Instruction	10	8	2	9	1
10	12150	Public Safety Specialist Sr	9	7	2	7	2
8	4036	Student Lrning Facilitator I	231	115	116	129	102
8	4037	Student Lrning Facilitator II	69	31	38	51	18
8	4038	Student Lrning Facilitator III	56	29	27	42	14
8	4028	Substitute Pay	4	1	3	3	1
8	4035	Tutor (Student Worker)	5	2	3	2	3
<b>Total (#)</b>			<b>738</b>	<b>331</b>	<b>407</b>	<b>470</b>	<b>268</b>
<b>Total (%)</b>				<b>44.9</b>	<b>55.1</b>	<b>63.7</b>	<b>36.3</b>

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

**Job Group:** E1 - Professionals - Non-faculty

		Total					
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	10810	Accountant	9	1	8	4	5
2	10805	Accountant Senior	3	1	2	2	1
1	10800	Accounting Manager	7	4	3	4	3
1	4347	Admin in Charge	2	1	1	2	0
1	4053	Admin in Charge Other	1	0	1	0	1
2	10820	Auditor Senior	3	1	2	1	2
1	10400	Broadcast General Manager	1	0	1	1	0
8	10015	Course Production Coord	7	4	3	6	1
8	10020	Course Production Spec Sr	10	4	6	8	2
1	10500	Development Director	7	3	4	5	2
2	10515	Development Officer	7	1	6	4	3
2	10510	Development Officer Senior	3	2	1	1	2
2	10665	Executive Special Assistant	6	2	4	2	4
1	10900	Gov Relations Director	1	0	1	1	0
2	11010	Grants Officer	2	0	2	2	0
2	11005	Grants Officer Senior	3	1	2	1	2
2	11115	Human Resources Analyst	10	0	10	4	6
2	11110	Human Resources Analyst Senior	15	3	12	9	6
2	11125	Human Resources Specialist	11	1	10	4	7
2	11120	Human Resources Specialist Sr	19	4	15	6	13
1	11105	Human Resources Supervisor	10	0	10	6	4
2	4366	Instructional Project Develop	12	6	6	6	6
2	12000	Media Prod Design Analyst Sr	8	3	5	6	2
2	12005	Media Prod Design Spec Senior	1	0	1	0	1
2	12035	PR Marketing Analyst	10	1	9	8	2

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Job Group Analysis

**Job Group:** E1 - Professionals - Non-faculty

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	12030	PR Marketing Analyst Senior	9	3	6	3	6
2	12040	PR Marketing Coord	5	3	2	3	2
2	12045	PR Marketing Specialist	1	0	1	1	0
2	11620	Procurement Analyst	3	0	3	1	2
2	11615	Procurement Analyst Senior	4	2	2	2	2
12	11625	Procurement Specialist	1	0	1	0	1
2	11790	Program Analyst	43	14	29	28	15
2	11785	Program Analyst Senior	16	5	11	9	7
2	11795	Program Coordinator	59	9	50	38	21
12	11800	Program Specialist	12	4	8	7	5
1	11780	Program Supervisor	4	0	4	3	1
14	11915	Property Materials Spec	9	4	5	3	6
14	11910	Property Materials Spec Sr	6	3	3	3	3
14	11920	Property Materials Technician	10	8	2	4	6
2	12316	Risk Management Safety Analyst	1	1	0	1	0
4	10220	SBDC Analyst	5	1	4	2	3
4	10215	SBDC Analyst Senior	1	1	0	1	0
12	4401	Temp Level 1	1,139	466	673	552	587
12	4402	Temp Level 2	183	55	128	102	81
12	4403	Temp Level 3	51	17	34	38	13
12	4404	Temp Level 4	34	18	16	28	6
12	4405	Temp Level 5	18	10	8	15	3
9	4386	Temp Trainer	6	4	2	4	2
2	11835	Training Devel Consultant	12	2	10	10	2
8	12735	Workforce Dev Analyst Senior	3	1	2	3	0

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** E1 - Professionals - Non-faculty

**EEO**

<b>Total</b>				
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<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
		Total (#)	1,803	674	1,129	954	849
		Total (%)		37.4	62.6	52.9	47.1

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Job Group Analysis

**Job Group:** F1 - Computer, Engineering & Related Technical Occupations

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	11205	Business Systems Analyst	5	2	3	5	0
3	11200	Business Systems Analyst Sr	27	5	22	18	9
3	10735	Facilities CAD Specialist	1	0	1	1	0
3	12997	Info Security Admin Senior	3	0	3	3	0
3	11210	Info Security Officer Senior	6	5	1	4	2
8	10045	Instructional Svc Coord	38	9	29	23	15
8	10040	Instructional Svc Coord Senior	36	10	26	26	10
1	10025	Instructional Svc Director	10	0	10	4	6
1	10030	Instructional Svc Manager	16	4	12	7	9
8	10050	Instructional Svc Specialist	16	3	13	4	12
1	10035	Instructional Svc Supervisor	23	3	20	17	6
3	11225	Network and Systems Admr	31	24	7	23	8
3	11220	Network and Systems Admr Sr	8	8	0	8	0
3	11215	Network and Systems Engineer	18	16	2	16	2
3	11230	Network and Systems Spec	15	13	2	11	4
3	11310	Planning Research Analyst	6	2	4	3	3
3	11305	Planning Research Analyst Sr	18	12	6	12	6
3	11315	Planning Research Coordinator	3	0	3	2	1
3	11260	Software Developer	10	4	6	6	4
3	11255	Software Developer Senior	24	19	5	16	8
3	13001	Software Developer Specialist	10	8	2	5	5
3	11250	Software Engineer	20	17	3	14	6
3	11270	Tech Support Coordinator	11	10	1	7	4
3	11280	Tech Support Specialist	58	50	8	38	20
3	11275	Tech Support Specialist Senior	23	20	3	18	5

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** F1 - Computer, Engineering & Related Technical Occupations

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
1	11265	Tech Support Specialist Supv	11	11	0	8	3
3	11285	Tech Support Technician	22	18	4	7	15
3	12055	Web Services Coordinator	1	1	0	1	0
3	12060	Web Services Specialist	1	1	0	0	1
<b>Total (#)</b>			<b>471</b>	<b>275</b>	<b>196</b>	<b>307</b>	<b>164</b>
<b>Total (%)</b>				<b>58.4</b>	<b>41.6</b>	<b>65.2</b>	<b>34.8</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** G1 - Athletics/Sports

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
4	4200	Ath Dir Trnr Coach	59	42	17	40	19
4	10320	Athletic Equipment Specialist	3	3	0	1	2
4	10325	Athletic Equipment Technician	2	2	0	2	0
4	10310	Athletic Head Coach	37	24	13	24	13
9	10335	Athletic Trainer	3	1	2	2	1
9	10330	Athletic Trainer Head	9	4	5	8	1
4	4276	Pom Cheer Advisor	1	0	1	0	1
4	4384	Temp Assistant Coach	41	31	10	22	19
4	4383	Temp Head Coach	16	15	1	11	5
<b>Total (#)</b>			<b>171</b>	<b>122</b>	<b>49</b>	<b>110</b>	<b>61</b>
<b>Total (%)</b>				<b>71.3</b>	<b>28.7</b>	<b>64.3</b>	<b>35.7</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** G2 - Counseling/Social Service/Legal

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
4	11405	Associate General Counsel	1	1	0	0	1
8	7200	Counselor	52	13	39	27	25
8	11825	High School Social Worker	3	0	3	2	1
8	11700	Occup/Secondary Counselor	2	1	1	1	1
4	11410	Paralegal	2	0	2	0	2
4	11430	Paralegal Senior	1	0	1	1	0
4	12405	Sign Language Interpreter Sr	1	0	1	1	0
4	4042	Sign Language INTP AAS Degree	15	2	13	12	3
4	4043	Sign Language INTP BA Degree	22	5	17	20	2
4	4044	Sign Language INTP MA Degree	4	0	4	4	0
4	4041	Sign Language INTP No Degree	3	0	3	3	0
4	4048	Sign Language INTP Provision C	1	0	1	0	1
<b>Total (#)</b>			<b>107</b>	<b>22</b>	<b>85</b>	<b>71</b>	<b>36</b>
<b>Total (%)</b>				<b>20.6</b>	<b>79.4</b>	<b>66.4</b>	<b>33.6</b>

(+) indicates this job title contains employees who are included from another facility.



**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** G3 - Radio, TV and Other Media/Entertainment

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
4	4050	Accompanist	30	14	16	21	9
4	10830	Box Office Specialist Sr	2	0	2	1	1
4	10440	Broadcast Engineer Chief	1	1	0	1	0
4	10425	Broadcast Fld Correspondent	1	1	0	1	0
4	10420	Broadcast Fld Correspondent Sr	10	4	6	7	3
1	10410	Broadcast Manager	4	3	1	4	0
4	10435	Broadcast Prod Editor	2	1	1	1	1
4	10430	Broadcast Prod Editor Senior	6	3	3	5	1
4	10470	Broadcast Producer	4	2	2	3	1
1	10463	Broadcast Producer Manager	13	8	5	10	3
4	10465	Broadcast Producer Senior	3	1	2	3	0
4	10455	Broadcast Specialist Senior	1	0	1	1	0
1	10415	Broadcast Supervisor	2	1	1	2	0
2	12003	Media Prod Design Analyst	8	7	1	5	3
4	4306	Set Designer	2	1	1	2	0
4	10475	Video Producer/Editor	6	6	0	4	2
<b>Total (#)</b>			<b>95</b>	<b>53</b>	<b>42</b>	<b>71</b>	<b>24</b>
<b>Total (%)</b>				<b>55.8</b>	<b>44.2</b>	<b>74.7</b>	<b>25.3</b>

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

### Job Group Analysis

Snapshot Date: 09/30/2022

**Job Group:** H1 - Office/Admin Support

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	13011	Administrative Associate Coord	25	0	25	14	11
12	10100	Administrative Coordinator	20	0	20	13	7
12	10110	Administrative Specialist	43	7	36	29	14
12	10105	Administrative Specialist Sr	185	17	168	110	75
12	13400	Exec Admin Coord to Chancellor	1	0	1	0	1
12	13006	Exec Assistant Senior	3	0	3	1	2
12	13010	Executive Assistant	8	0	8	3	5
2	10865	Fiscal Analyst	15	3	12	11	4
2	10860	Fiscal Analyst Senior	18	9	9	13	5
2	10875	Fiscal Specialist	26	7	19	14	12
2	10870	Fiscal Specialist Senior	34	9	25	18	16
1	10855	Fiscal Supervisor	9	4	5	3	6
2	10885	Fiscal Technician	2	0	2	1	1
2	10880	Fiscal Technician Senior	22	4	18	12	10
8	10085	Learning Assistant	2	0	2	1	1
8	10080	Learning Technician Senior	7	2	5	5	2
12	10115	Office Assistant	16	3	13	7	9
10	12155	Public Safety Assistant	11	9	2	8	3
10	12110	Public Safety Comm Specialist	10	2	8	4	6
12	12210	Records Information Technician	2	2	0	2	0
12	12315	Risk Management Analyst	1	1	0	1	0
2	12520	Student Services Analyst	203	53	150	98	105
2	12515	Student Services Analyst Sr	30	12	18	12	18
2	12530	Student Services Specialist	232	56	176	87	145
2	12525	Student Services Specialist Sr	131	36	95	52	79

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** H1 - Office/Admin Support

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	12535	Student Services Tech	19	3	16	8	11
12	11845	Wellness Coordinator Senior	2	0	2	2	0
<b>Total (#)</b>			<b>1,077</b>	<b>239</b>	<b>838</b>	<b>529</b>	<b>548</b>
<b>Total (%)</b>				<b>22.2</b>	<b>77.8</b>	<b>49.1</b>	<b>50.9</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** I1 - Maintenance/Construction

**EEO**

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	12605	Carpenter	5	5	0	4	1
13	12600	Carpenter Senior	2	2	0	2	0
13	12615	Electrician	10	9	1	5	5
13	12610	Electrician Senior	3	3	0	1	2
13	12630	Equipment Mechanic	1	1	0	1	0
13	4368	Fire Equipment Operator	26	24	2	23	3
13	12625	HVAC Specialist	14	14	0	8	6
13	12620	HVAC Specialist Senior	4	4	0	4	0
1	10755	Maintenance Ops Spec Supv	6	5	1	4	2
10	10760	Maintenance Ops Specialist	30	30	0	17	13
10	10765	Maintenance Ops Tech	15	14	1	2	13
13	7505	Management	1	0	1	1	0
13	12640	Painter	6	5	1	3	3
13	12635	Painter Senior	2	2	0	2	0
13	12650	Plumber	2	2	0	2	0
13	12645	Plumber Senior	2	2	0	1	1
<b>Total (#)</b>			<b>129</b>	<b>122</b>	<b>7</b>	<b>80</b>	<b>49</b>
<b>Total (%)</b>				<b>94.6</b>	<b>5.4</b>	<b>62.0</b>	<b>38.0</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** K1 - Service - Public Safety

**EEO**

			Total				
<b>Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
10	12145	Police Officer	45	43	2	31	14
10	12140	Police Sergeant	13	11	2	10	3
<b>Total (#)</b>			<b>58</b>	<b>54</b>	<b>4</b>	<b>41</b>	<b>17</b>
<b>Total (%)</b>				<b>93.1</b>	<b>6.9</b>	<b>70.7</b>	<b>29.3</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** K2 - Service - Facility/Grounds

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
10	10710	Custodian	55	22	33	8	47
10	10705	Custodian Senior	7	5	2	3	4
1	10700	Custodian Supervisor	4	3	1	1	3
10	10745	Groundskeeper	25	25	0	6	19
10	10740	Groundskeeper Senior	10	9	1	3	7
<b>Total (#)</b>			<b>101</b>	<b>64</b>	<b>37</b>	<b>21</b>	<b>80</b>
<b>Total (%)</b>				<b>63.4</b>	<b>36.6</b>	<b>20.8</b>	<b>79.2</b>

(+) indicates this job title contains employees who are included from another facility.

**Maricopa County Community College District**

**Maricopa Community College District**

**Job Group Analysis**

Snapshot Date: 09/30/2022

**Job Group:** K3 - Service - Other

			Total				
<b>EEO Cat</b>	<b>Job Code</b>	<b>Job Title</b>	<b>EMP</b>	<b>MALE</b>	<b>FEMALE</b>	<b>WHITE</b>	<b>MIN</b>
10	11725	Cook	4	4	0	1	3
10	4012	Fitness Ctr Floor Supv	15	1	14	9	6
10	4006	Fitness Ctr Orientation	11	8	3	6	5
10	4002	Fitness Ctr Tech	19	15	4	5	14
10	4003	Fitness Ctr Trainer	2	0	2	2	0
1	11710	Food Svcs Supervisor	2	2	0	1	1
10	4011	Game Personnel	38	30	8	13	25
1	11840	Wellness Fitness Supervisor	7	2	5	7	0
9	11860	Wellness Fitness Technician	1	0	1	0	1
9	11855	Wellness Fitness Technician Sr	4	1	3	3	1
<b>Total (#)</b>			<b>103</b>	<b>63</b>	<b>40</b>	<b>47</b>	<b>56</b>
<b>Total (%)</b>				<b>61.2</b>	<b>38.8</b>	<b>45.6</b>	<b>54.4</b>

(+) indicates this job title contains employees who are included from another facility.

# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
A1 - Executive Management	56	24	32	19	37	5	11	0	0	0	3
A2 - Senior Management	221	94	127	76	145	14	39	10	3	1	9
A3 - Deans	60	18	42	24	36	9	7	3	2	0	3
A4 - First/Mid-Level Management	295	114	181	117	178	26	63	10	5	1	12
B1 - Faculty	2,077	1,020	1,057	453	1,624	93	181	74	13	4	88
B2 - Faculty - Adjunct Day	4,287	1,721	2,566	897	3,390	183	279	168	29	9	229
C1 - Librarians	87	18	69	24	63	3	12	4	3	0	2
D1 - Other Student, Academic and Educational Services	738	331	407	268	470	45	81	35	11	6	90
E1 - Professionals - Non-faculty	1,803	674	1,129	849	954	131	304	87	40	5	282
F1 - Computer, Engineering & Related Technical Occupations	471	275	196	164	307	27	66	34	14	2	21
G1 - Athletics/Sports	171	122	49	61	110	16	20	6	1	0	18
G2 - Counseling/Social Service/Legal	107	22	85	36	71	4	22	3	1	0	6
G3 - Radio, TV and Other Media/Entertainment	95	53	42	24	71	4	11	4	0	0	5
H1 - Office/Admin Support	1,077	239	838	548	529	87	277	50	48	4	82
I1 - Maintenance/Construction	129	122	7	49	80	2	34	2	3	0	8
K1 - Service - Public Safety	58	54	4	17	41	2	8	2	2	0	3
K2 - Service - Facility/Grounds	101	64	37	80	21	5	60	4	3	0	8
K3 - Service - Other	103	63	40	56	47	9	25	1	4	0	17
<b>Total (#)</b>	<b>11,936</b>	<b>5,028</b>	<b>6,908</b>	<b>3,762</b>	<b>8,174</b>	<b>665</b>	<b>1,500</b>	<b>497</b>	<b>182</b>	<b>32</b>	<b>886</b>
<b>Total (%)</b>		<b>42.1</b>	<b>57.9</b>	<b>31.5</b>	<b>68.5</b>	<b>5.6</b>	<b>12.6</b>	<b>4.2</b>	<b>1.5</b>	<b>0.3</b>	<b>7.4</b>



**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Included Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Maricopa, Arizona	11,110	93.37	100.00
<b>Total:</b>	<b>11,110</b>	<b>93.37</b>	<b>100.00</b>

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Pinal, Arizona	315	2.65	0.00
Pima, Arizona	50	0.42	0.00
Yavapai, Arizona	32	0.27	0.00
Coconino, Arizona	22	0.18	0.00
Los Angeles, California	17	0.14	0.00
Cochise+Santa Cruz, Arizona	12	0.10	0.00
Apache+Graham+Greenlee, Arizona	10	0.08	0.00
Navajo, Arizona	10	0.08	0.00
San Diego, California	8	0.07	0.00
King, Washington	8	0.07	0.00
Gila, Arizona	7	0.06	0.00
Cook, Illinois	5	0.04	0.00
Harris, Texas	5	0.04	0.00
Yuma, Arizona	5	0.04	0.00
Orange, California	5	0.04	0.00
Brevard, Florida	4	0.03	0.00
Travis, Texas	4	0.03	0.00
Clear Creek+Gilpin+Jefferson+Park, Colorado	4	0.03	0.00
Douglas+Elbert, Colorado	4	0.03	0.00
Middlesex, Massachusetts	3	0.03	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
New York (county), New York	3	0.03	0.00
Palm Beach, Florida	3	0.03	0.00
Hillsborough, Florida	3	0.03	0.00
Jefferson, Kentucky	3	0.03	0.00
Montgomery, Ohio	3	0.03	0.00
Oakland, Michigan	3	0.03	0.00
Williamson, Texas	3	0.03	0.00
Southwest Colorado 50, Colorado	3	0.03	0.00
Boise+Canyon+Gem+Owyhee, Idaho	3	0.03	0.00
La Paz+Mohave, Arizona	3	0.03	0.00
Bernalillo, New Mexico	3	0.03	0.00
Ventura, California	3	0.03	0.00
Washington, Oregon	3	0.03	0.00
Pierce, Washington	3	0.03	0.00
Baltimore (county), Maryland	2	0.02	0.00
Gwinnett, Georgia	2	0.02	0.00
Seminole, Florida	2	0.02	0.00
Pinellas, Florida	2	0.02	0.00
Hamilton+Marion+Sequatchie, Tennessee	2	0.02	0.00
Franklin, Ohio	2	0.02	0.00
Hennepin, Minnesota	2	0.02	0.00
Benton+Stearns, Minnesota	2	0.02	0.00
Grand Forks, North Dakota	2	0.02	0.00
Greene, Missouri	2	0.02	0.00
Sedgwick, Kansas	2	0.02	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Cass+Douglas+Saunders+Washington, Nebraska	2	0.02	0.00
Baxter+Fulton+Izard+Marion, Arkansas	2	0.02	0.00
Collin, Texas	2	0.02	0.00
El Paso+Hudspeth, Texas	2	0.02	0.00
Arapahoe, Colorado	2	0.02	0.00
Weld, Colorado	2	0.02	0.00
El Paso+Teller, Colorado	2	0.02	0.00
La Plata, Colorado	2	0.02	0.00
Bonneville+Butte+Jefferson, Idaho	2	0.02	0.00
Juab+Utah (county), Utah	2	0.02	0.00
Morgan+Weber, Utah	2	0.02	0.00
Doña Ana, New Mexico	2	0.02	0.00
Clark, Nevada	2	0.02	0.00
Contra Costa, California	2	0.02	0.00
Alameda, California	2	0.02	0.00
Yolo, California	2	0.02	0.00
Placer, California	2	0.02	0.00
Sacramento, California	2	0.02	0.00
Multnomah, Oregon	2	0.02	0.00
Snohomish, Washington	2	0.02	0.00
Clallam+Jefferson, Washington	2	0.02	0.00
Spokane, Washington	2	0.02	0.00
Hampshire, Massachusetts	1	0.01	0.00
Washington, Rhode Island	1	0.01	0.00
Providence, Rhode Island	1	0.01	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Strafford, New Hampshire	1	0.01	0.00
Aroostook, Maine	1	0.01	0.00
Bennington+Windham, Vermont	1	0.01	0.00
Franklin+Grand Isle, Vermont	1	0.01	0.00
Washington, Vermont	1	0.01	0.00
Hartford, Connecticut	1	0.01	0.00
Union, New Jersey	1	0.01	0.00
Camden, New Jersey	1	0.01	0.00
Gloucester, New Jersey	1	0.01	0.00
Suffolk, New York	1	0.01	0.00
Rensselaer, New York	1	0.01	0.00
Dutchess, New York	1	0.01	0.00
Jefferson, New York	1	0.01	0.00
Broome+Tioga, New York	1	0.01	0.00
Steuben, New York	1	0.01	0.00
Cumberland+Perry, Pennsylvania	1	0.01	0.00
Chester, Pennsylvania	1	0.01	0.00
Sussex, Delaware	1	0.01	0.00
District of Columbia, District of Columbia	1	0.01	0.00
Frederick, Maryland	1	0.01	0.00
Fairfax (city)+Fairfax (county)+Falls Church (city), Virginia	1	0.01	0.00
Arlington, Virginia	1	0.01	0.00
Caroline+Essex+Middlesex, Virginia	1	0.01	0.00
Richmond (city), Virginia	1	0.01	0.00
Henrico, Virginia	1	0.01	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Suffolk (city), Virginia	1	0.01	0.00
Hampton (city), Virginia	1	0.01	0.00
Chesterfield, Virginia	1	0.01	0.00
Marshall+Ohio, West Virginia	1	0.01	0.00
Orange, North Carolina	1	0.01	0.00
Iredell, North Carolina	1	0.01	0.00
Gaston, North Carolina	1	0.01	0.00
New Hanover, North Carolina	1	0.01	0.00
Catawba, North Carolina	1	0.01	0.00
Calhoun+Lexington+Saluda, South Carolina	1	0.01	0.00
Horry, South Carolina	1	0.01	0.00
Greenville, South Carolina	1	0.01	0.00
Gadsden+Jefferson+Leon+Wakulla, Florida	1	0.01	0.00
Santa Rosa, Florida	1	0.01	0.00
Lee, Florida	1	0.01	0.00
Manatee, Florida	1	0.01	0.00
Hernando, Florida	1	0.01	0.00
Orange, Florida	1	0.01	0.00
Greene+Hale+Pickens+Tuscaloosa, Alabama	1	0.01	0.00
Limestone, Alabama	1	0.01	0.00
Rutherford, Tennessee	1	0.01	0.00
McMinn+Meigs+Monroe, Tennessee	1	0.01	0.00
Coffee+Franklin+Moore, Tennessee	1	0.01	0.00
Cocke+Sevier, Tennessee	1	0.01	0.00
Knox, Tennessee	1	0.01	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Maury, Tennessee	1	0.01	0.00
Itawamba+Lee+Pontotoc+Prentiss, Mississippi	1	0.01	0.00
Bath+Menifee+Montgomery+Rowan, Kentucky	1	0.01	0.00
Crawford+Hardin+Wyandot, Ohio	1	0.01	0.00
Wood, Ohio	1	0.01	0.00
Mahoning, Ohio	1	0.01	0.00
Erie, Ohio	1	0.01	0.00
Greene, Ohio	1	0.01	0.00
Marion, Indiana	1	0.01	0.00
Jasper+Newton+Porter, Indiana	1	0.01	0.00
Lake, Indiana	1	0.01	0.00
DeKalb+Steuben, Indiana	1	0.01	0.00
Allen+Whitley, Indiana	1	0.01	0.00
Warrick, Indiana	1	0.01	0.00
Waukesha, Wisconsin	1	0.01	0.00
Dane, Wisconsin	1	0.01	0.00
Pierce+St. Croix, Wisconsin	1	0.01	0.00
Steele+Waseca, Minnesota	1	0.01	0.00
Dakota, Minnesota	1	0.01	0.00
Carver, Minnesota	1	0.01	0.00
Anoka, Minnesota	1	0.01	0.00
Southeastern North Dakota, North Dakota	1	0.01	0.00
Carbon+Stillwater+Yellowstone, Montana	1	0.01	0.00
Cascade, Montana	1	0.01	0.00
McHenry, Illinois	1	0.01	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

County/County Set	Count	Weight	Cut-Off Weight
Kane, Illinois	1	0.01	0.00
Will, Illinois	1	0.01	0.00
Kendall, Illinois	1	0.01	0.00
Bureau+LaSalle+Putnam, Illinois	1	0.01	0.00
Morgan and Nearby Counties 50, Illinois	1	0.01	0.00
Macon, Illinois	1	0.01	0.00
Franklin+Gallatin+Saline, Illinois	1	0.01	0.00
Northeast Missouri 50, Missouri	1	0.01	0.00
Jackson, Missouri	1	0.01	0.00
Barry+McDonald, Missouri	1	0.01	0.00
Labette+Montgomery+Neosho, Kansas	1	0.01	0.00
Polk and Nearby Counties, Nebraska	1	0.01	0.00
Plaquemines+St. Bernard, Louisiana	1	0.01	0.00
Garland, Arkansas	1	0.01	0.00
Pulaski, Arkansas	1	0.01	0.00
Madison+Washington, Arkansas	1	0.01	0.00
Southwest Oklahoma 50, Oklahoma	1	0.01	0.00
Tulsa, Oklahoma	1	0.01	0.00
Creek+Okmulgee, Oklahoma	1	0.01	0.00
Rockwall, Texas	1	0.01	0.00
Dallas, Texas	1	0.01	0.00
Ellis, Texas	1	0.01	0.00
Panola+Sabine+San Augustine+Shelby, Texas	1	0.01	0.00
Johnson, Texas	1	0.01	0.00
Parker, Texas	1	0.01	0.00

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Tarrant, Texas	1	0.01	0.00
Houston+Madison+San Jacinto+Trinity, Texas	1	0.01	0.00
Brazoria, Texas	1	0.01	0.00
Bexar, Texas	1	0.01	0.00
Hays, Texas	1	0.01	0.00
Broomfield, Colorado	1	0.01	0.00
Boulder, Colorado	1	0.01	0.00
Larimer, Colorado	1	0.01	0.00
Mesa, Colorado	1	0.01	0.00
Southeast Idaho 50, Idaho	1	0.01	0.00
Clark+Fremont+Madison+Teton, Idaho	1	0.01	0.00
Ada, Idaho	1	0.01	0.00
Bonner+Boundary+Shoshone, Idaho	1	0.01	0.00
Kootenai, Idaho	1	0.01	0.00
Salt Lake, Utah	1	0.01	0.00
Davis, Utah	1	0.01	0.00
Cache+Rich, Utah	1	0.01	0.00
Washington, Utah	1	0.01	0.00
Catron+Cibola+Sierra+Socorro, New Mexico	1	0.01	0.00
McKinley, New Mexico	1	0.01	0.00
Los Alamos+Rio Arriba+Taos, New Mexico	1	0.01	0.00
Chaves, New Mexico	1	0.01	0.00
Churchill and Nearby Counties, Nevada	1	0.01	0.00
Storey+Washoe, Nevada	1	0.01	0.00
San Bernardino, California	1	0.01	0.00



**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

**Data Used:** Employee

**Excluded Areas:**

<b>County/County Set</b>	<b>Count</b>	<b>Weight</b>	<b>Cut-Off Weight</b>
Riverside, California	1	0.01	0.00
Santa Barbara, California	1	0.01	0.00
Kern, California	1	0.01	0.00
San Francisco, California	1	0.01	0.00
Solano, California	1	0.01	0.00
Santa Clara, California	1	0.01	0.00
Mariposa+Tuolumne, California	1	0.01	0.00
Stanislaus, California	1	0.01	0.00
El Dorado, California	1	0.01	0.00
Shasta, California	1	0.01	0.00
Honolulu, Hawaii	1	0.01	0.00
Clatsop+Lincoln+Tillamook, Oregon	1	0.01	0.00
Whatcom, Washington	1	0.01	0.00
San Juan+Skagit, Washington	1	0.01	0.00
Kitsap, Washington	1	0.01	0.00
Clark+Skamania, Washington	1	0.01	0.00
Chelan+Douglas, Washington	1	0.01	0.00
Pend Oreille+Stevens, Washington	1	0.01	0.00
Benton, Washington	1	0.01	0.00
Asotin+Columbia+Garfield+Whitman, Washington	1	0.01	0.00
Anchorage, Alaska	1	0.01	0.00
Fairbanks North Star, Alaska	1	0.01	0.00
Southeast Alaska, Alaska	1	0.01	0.00
<b>Total:</b>	<b>789</b>	<b>6.63</b>	<b>0.00</b>

**Maricopa County Community College District**  
**Maricopa Community College District**  
**ZIP Code Analysis**

Snapshot Date: 09/30/2022

Data Used: Employee

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Included and Excluded Total:	11,899	100.00	100.00
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**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A1 - Executive Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	59.2	30.8	15.00	8.9	4.6	See Zip Code Analysis
Reasonable	60.6	27.7	35.00	21.2	9.7	National
<b><u>Internal Factors</u></b>						
Feeders	57.5	34.4	50.00	28.7	17.2	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>58.8</b>	<b>31.5</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A2 - Senior Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	51.8	31.7	35.00	18.1	11.1	See Zip Code Analysis
Reasonable	53.8	28.6	15.00	8.1	4.3	National
<b><u>Internal Factors</u></b>						
Feeders	63.1	39.7	50.00	31.5	19.9	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>57.8</b>	<b>35.3</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

Job Group: A3 - Deans

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	63.0	32.5	20.00	12.6	6.5	See Zip Code Analysis
Reasonable	64.8	28.8	20.00	13.0	5.8	National
<b><u>Internal Factors</u></b>						
Feeders	50.9	21.8	60.00	30.5	13.1	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>56.1</b>	<b>25.4</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** A4 - First/Mid-Level Management

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	49.9	31.0	20.00	10.0	6.2	See Zip Code Analysis
Reasonable	49.6	31.6	20.00	9.9	6.3	Arizona
<b><u>Internal Factors</u></b>						
Feeders	56.5	43.0	60.00	33.9	25.8	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>53.8</b>	<b>38.3</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	48.8	29.8	60.00	29.3	17.9	See Zip Code Analysis
Reasonable	48.2	27.9	25.00	12.0	7.0	Arizona
<b>Internal Factors</b>						
Feeders	59.9	20.9	15.00	9.0	3.1	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>50.3</b>	<b>28.0</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** B2 - Faculty - Adjunct Day

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	48.8	29.8	70.00	34.2	20.9	See Zip Code Analysis
Reasonable	48.2	27.9	30.00	14.5	8.4	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>48.6</b>	<b>29.3</b>	



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** C1 - Librarians

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	69.7	31.1	70.00	48.8	21.7	See Zip Code Analysis
Reasonable	72.1	30.8	30.00	21.6	9.2	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>70.4</b>	<b>31.0</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** D1 - Other Student, Academic and Educational Services

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	60.3	30.7	80.00	48.2	24.6	See Zip Code Analysis
Reasonable	59.5	32.8	20.00	11.9	6.6	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>60.1</b>	<b>31.1</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** E1 - Professionals - Non-faculty

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b><u>External Factors</u></b>						
Local	53.8	34.8	60.00	32.3	20.9	See Zip Code Analysis
Reasonable	53.4	39.5	20.00	10.7	7.9	Arizona
<b><u>Internal Factors</u></b>						
Feeders	77.8	50.9	20.00	15.6	10.2	Feeders
<b>Final Availability (%)</b>			<b>100.00</b>	<b>58.5</b>	<b>39.0</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** F1 - Computer, Engineering & Related Technical Occupations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	25.1	31.8	70.00	17.6	22.2	See Zip Code Analysis
Reasonable	26.1	32.0	30.00	7.8	9.6	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>25.4</b>	<b>31.8</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** G1 - Athletics/Sports

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	33.1	26.7	80.00	26.5	21.4	See Zip Code Analysis
Reasonable	35.4	29.9	20.00	7.1	6.0	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>33.5</b>	<b>27.3</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** G2 - Counseling/Social Service/Legal

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	57.0	35.1	80.00	45.6	28.1	See Zip Code Analysis
Reasonable	58.8	36.3	20.00	11.8	7.3	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>57.4</b>	<b>35.3</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** G3 - Radio, TV and Other Media/Entertainment

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	40.0	28.2	100.00	40.0	28.2	See Zip Code Analysis
	<b>Final Availability (%)</b>		<b>100.00</b>	<b>40.0</b>	<b>28.2</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** H1 - Office/Admin Support

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	77.3	43.7	100.00	77.3	43.7	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>77.3</b>	<b>43.7</b>	



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** I1 - Maintenance/Construction

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	4.3	45.9	100.00	4.3	45.9	See Zip Code Analysis
<b>Final Availability (%)</b>			<b>100.00</b>	<b>4.3</b>	<b>45.9</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** K1 - Service - Public Safety

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<b>External Factors</b>						
Local	17.8	29.9	80.00	14.2	23.9	See Zip Code Analysis
Reasonable	13.5	35.8	20.00	2.7	7.2	Arizona
<b>Final Availability (%)</b>			<b>100.00</b>	<b>16.9</b>	<b>31.1</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** K2 - Service - Facility/Grounds

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	40.0	77.2	100.00	40.0	77.2	See Zip Code Analysis
	<b>Final Availability (%)</b>		<b>100.00</b>	<b>40.0</b>	<b>77.2</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Availability Analysis**

Snapshot Date: 09/30/2022

**Job Group:** K3 - Service - Other

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.3	31.3	100.00	57.3	31.3	See Zip Code Analysis
	<b>Final Availability (%)</b>		<b>100.00</b>	<b>57.3</b>	<b>31.3</b>	

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Internal Availability**

Snapshot Date: 09/30/2022

**AAP:** Maricopa Community College District

**Job Group:** A1 - Executive Management

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa Community Col	A2 - Senior Management	100.00	57.5	34.4	65.6	6.3	17.6	4.5	1.4	0.5	4.1	57.5	34.4	65.6	6.3	17.6	4.5	1.4	0.5	4.1		
<b>Total:</b>		<b>100.00</b>										<b>57.5</b>	<b>34.4</b>	<b>65.6</b>	<b>6.3</b>	<b>17.6</b>	<b>4.5</b>	<b>1.4</b>	<b>0.5</b>	<b>4.1</b>		

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Internal Availability**

Snapshot Date: 09/30/2022

**AAP:** Maricopa Community College District

**Job Group:** A2 - Senior Management

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa Community Col	A3 - Deans	20.00	70.0	40.0	60.0	15.0	11.7	5.0	3.3	0.0	5.0	14.0	8.0	12.0	3.0	2.3	1.0	0.7	0.0	1.0		
Maricopa Community Col	A4 - First/Mid-Level Mana	80.00	61.4	39.7	60.3	8.8	21.4	3.4	1.7	0.3	4.1	49.1	31.7	48.3	7.1	17.1	2.7	1.4	0.3	3.3		
<b>Total:</b>		<b>100.00</b>										<b>63.1</b>	<b>39.7</b>	<b>60.3</b>	<b>10.1</b>	<b>19.4</b>	<b>3.7</b>	<b>2.0</b>	<b>0.3</b>	<b>4.3</b>		

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Internal Availability**

Snapshot Date: 09/30/2022

**AAP:** Maricopa Community College District

**Job Group:** A3 - Deans

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa Community Col	B1 - Faculty	100.00	50.9	21.8	78.2	4.5	8.7	3.6	0.6	0.2	4.2	50.9	21.8	78.2	4.5	8.7	3.6	0.6	0.2	4.2		
<b>Total:</b>		<b>100.00</b>										<b>50.9</b>	<b>21.8</b>	<b>78.2</b>	<b>4.5</b>	<b>8.7</b>	<b>3.6</b>	<b>0.6</b>	<b>0.2</b>	<b>4.2</b>		

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Internal Availability**

Snapshot Date: 09/30/2022

**AAP:** Maricopa Community College District  
**Job Group:** A4 - First/Mid-Level Management

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa Community Col	C1 - Librarians	3.53	79.3	27.6	72.4	3.4	13.8	4.6	3.4	0.0	2.3	2.8	1.0	2.6	0.1	0.5	0.2	0.1	0.0	0.1		
Maricopa Community Col	E1 - Professionals - Non	67.69	62.6	47.1	52.9	7.3	16.9	4.8	2.2	0.3	15.6	42.4	31.9	35.8	4.9	11.4	3.3	1.5	0.2	10.6		
Maricopa Community Col	F1 - Computer, Engineer	18.66	41.6	34.8	65.2	5.7	14.0	7.2	3.0	0.4	4.5	7.8	6.5	12.2	1.1	2.6	1.3	0.6	0.1	0.8		
Maricopa Community Col	G2 - Counseling/Social S	4.00	79.4	33.6	66.4	3.7	20.6	2.8	0.9	0.0	5.6	3.2	1.3	2.7	0.1	0.8	0.1	0.0	0.0	0.2		
Maricopa Community Col	I1 - Maintenance/Constru	6.12	5.4	38.0	62.0	1.6	26.4	1.6	2.3	0.0	6.2	0.3	2.3	3.8	0.1	1.6	0.1	0.1	0.0	0.4		
<b>Total:</b>		<b>100.00</b>										<b>56.5</b>	<b>43.0</b>	<b>57.0</b>	<b>6.4</b>	<b>17.0</b>	<b>5.0</b>	<b>2.4</b>	<b>0.3</b>	<b>12.1</b>		



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Internal Availability**

Snapshot Date: 09/30/2022

**AAP:** Maricopa Community College District

**Job Group:** B1 - Faculty

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa Community Col	B2 - Faculty - Adjunct Day	100.00	59.9	20.9	79.1	4.3	6.5	3.9	0.7	0.2	5.3	59.9	20.9	79.1	4.3	6.5	3.9	0.7	0.2	5.3		
<b>Total:</b>		<b>100.00</b>										<b>59.9</b>	<b>20.9</b>	<b>79.1</b>	<b>4.3</b>	<b>6.5</b>	<b>3.9</b>	<b>0.7</b>	<b>0.2</b>	<b>5.3</b>		

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Internal Availability**

Snapshot Date: 09/30/2022

**AAP:** Maricopa Community College District

**Job Group:** E1 - Professionals - Non-faculty

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Maricopa Community Col	H1 - Office/Admin Suppo	100.00	77.8	50.9	49.1	8.1	25.7	4.6	4.5	0.4	7.6	77.8	50.9	49.1	8.1	25.7	4.6	4.5	0.4	7.6		
<b>Total:</b>		<b>100.00</b>										<b>77.8</b>	<b>50.9</b>	<b>49.1</b>	<b>8.1</b>	<b>25.7</b>	<b>4.6</b>	<b>4.5</b>	<b>0.4</b>	<b>7.6</b>		

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** A1 - Executive Management  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 56

Total		
	FEMALE	MINORITY
Employees (#)	32	19
Employees (%)	57.1	33.9
Availability (%) Goal	58.8	31.5
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** A2 - Senior Management  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 221

	Total	
	FEMALE	MINORITY
Employees (#)	127	76
Employees (%)	57.5	34.4
Availability (%) Goal	57.8	35.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** A3 - Deans  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 60

	Total	
	FEMALE	MINORITY
Employees (#)	42	24
Employees (%)	70.0	40.0
Availability (%) Goal	56.1	25.4
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** A4 - First/Mid-Level Management  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 295

<b>Total</b>
--------------

	<b>FEMALE</b>	<b>MINORITY</b>
Employees (#)	181	117
Employees (%)	61.4	39.7
Availability (%) Goal	53.8	38.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** B1 - Faculty  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 2,077

	Total	
	FEMALE	MINORITY
Employees (#)	1,057	453
Employees (%)	50.9	21.8
Availability (%) Goal	50.3	28.0
Test: 80% Rule with Whole Person	NO	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	0	12

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** B2 - Faculty - Adjunct Day  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 4,287

	Total	
	FEMALE	MINORITY
Employees (#)	2,566	897
Employees (%)	59.9	20.9
Availability (%) Goal	48.6	29.3
Test: 80% Rule with Whole Person	NO	<b>YES</b>
Add'l Needed to Eliminate Problem Area (#)	0	106



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** C1 - Librarians  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 87

	Total	
	FEMALE	MINORITY
Employees (#)	69	24
Employees (%)	79.3	27.6
Availability (%) Goal	70.4	31.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** D1 - Other Student, Academic and Educational Services

**Test:** 80% Rule with Whole Person

**Total Employees:** 738

	Total	
	FEMALE	MINORITY
Employees (#)	407	268
Employees (%)	55.1	36.3
Availability (%) Goal	60.1	31.1
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** E1 - Professionals - Non-faculty  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 1,803

	Total	
	FEMALE	MINORITY
Employees (#)	1,129	849
Employees (%)	62.6	47.1
Availability (%) Goal	58.5	39.0
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** F1 - Computer, Engineering & Related Technical Occupations

**Test:** 80% Rule with Whole Person

**Total Employees:** 471

	Total	
	FEMALE	MINORITY
Employees (#)	196	164
Employees (%)	41.6	34.8
Availability (%) Goal	25.4	31.8
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** G1 - Athletics/Sports  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 171

	Total	
	FEMALE	MINORITY
Employees (#)	49	61
Employees (%)	28.7	35.7
Availability (%) Goal	33.5	27.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** G2 - Counseling/Social Service/Legal  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 107

	Total	
	FEMALE	MINORITY
Employees (#)	85	36
Employees (%)	79.4	33.6
Availability (%) Goal	57.4	35.3
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** G3 - Radio, TV and Other Media/Entertainment

**Test:** 80% Rule with Whole Person

**Total Employees:** 95

	Total	
	FEMALE	MINORITY
Employees (#)	42	24
Employees (%)	44.2	25.3
Availability (%) Goal	40.0	28.2
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** H1 - Office/Admin Support  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 1,077

	Total	
	FEMALE	MINORITY
Employees (#)	838	548
Employees (%)	77.8	50.9
Availability (%) Goal	77.3	43.7
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** I1 - Maintenance/Construction  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 129

	Total	
	FEMALE	MINORITY
Employees (#)	7	49
Employees (%)	5.4	38.0
Availability (%) Goal	4.3	45.9
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** K1 - Service - Public Safety  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 58

	Total	
	FEMALE	MINORITY
Employees (#)	4	17
Employees (%)	6.9	29.3
Availability (%) Goal	16.9	31.1
Test: 80% Rule with Whole Person	<b>YES</b>	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** K2 - Service - Facility/Grounds  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 101

Total		
	FEMALE	MINORITY
Employees (#)	37	80
Employees (%)	36.6	79.2
Availability (%) Goal	40.0	77.2
Test: 80% Rule with Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Comparison of Incumbency to Availability and Placement Goals**

Snapshot Date: 09/30/2022

**Job Group:** K3 - Service - Other  
**Test:** 80% Rule with Whole Person  
**Total Employees:** 103

	Total	
	FEMALE	MINORITY
Employees (#)	40	56
Employees (%)	38.8	54.4
Availability (%) Goal	57.3	31.3
Test: 80% Rule with Whole Person	<b>YES</b>	NO
Add'l Needed to Eliminate Problem Area (#)	7	0

**Maricopa County Community College District**

**Maricopa Community College District**

**Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
B3 - Faculty - Adjunct Evening	1,469	Females	821	55.9%	27.0%	35	16	45.7%	YES
		Minority	251	17.1%			10	28.6%	
K1 - Service - Public Safety	32	Females	2	6.3%	14.7%	4	0	0.0%	NO
		Minority	12	37.5%			2	50.0%	

\* Placements consist of hires and promotions into the target job group from 10/01/2021 to 09/30/2022

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: A1 - Executive Management

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	75	68	1	144	1	2	3	0	0	0	4	3	7
Afr. Amer.	50	30	0	80	0	2	2	0	0	0	0	0	0
Hispanic	8	4	0	12	0	1	1	0	0	0	0	1	1
Asian	13	6	1	20	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	2	1	5	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	25	25	1	51	0	1	1	0	0	0	0	0	0
Unknown (Race)	11	10	6	27									
<b>Total</b>	184	145	10	339	1	6	7	0	0	0	5	4	9
<b>Total Minority</b>	98	67	3	168	0	4	4	0	0	0	1	1	2

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	1	2	4	6
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	1	0	1
<b>Total</b>	0	0	0	0	1	1	3	4	7
<b>Total Minority</b>	0	0	0	0	0	0	1	0	1

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: A2 - Senior Management

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	242	247	2	491	1	5	6	0	0	0	11	7	18
Afr. Amer.	69	113	0	182	0	0	0	0	0	0	0	2	2
Hispanic	17	26	0	43	0	0	0	0	0	0	1	2	3
Asian	6	13	0	19	0	0	0	0	0	0	0	1	1
Nat. Amer.	7	3	3	13	0	0	0	0	0	0	0	0	0
NHOPI	2	2	0	4	0	0	0	0	0	0	0	0	0
Two or More	93	90	1	184	0	0	0	0	0	0	0	1	1
Unknown (Race)	7	17	15	39									
<b>Total</b>	<b>443</b>	<b>511</b>	<b>21</b>	<b>975</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>13</b>	<b>25</b>
<b>Total Minority</b>	<b>194</b>	<b>247</b>	<b>4</b>	<b>445</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>7</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	3	4	2	7	9	6	4	10
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	1	2	1	4	5
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>8</b>	<b>11</b>	<b>7</b>	<b>9</b>	<b>16</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>6</b>

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: A3 - Deans

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	79	127	0	206	0	2	2	0	0	0	1	0	1
Afr. Amer.	42	53	0	95	0	1	1	0	0	0	1	0	1
Hispanic	9	14	0	23	0	0	0	0	0	0	1	1	2
Asian	8	17	1	26	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	8	1	11	0	0	0	0	0	0	0	0	0
NHOPI	0	2	0	2	0	0	0	0	0	0	0	0	0
Two or More	28	32	0	60	0	0	0	0	0	0	0	0	0
Unknown (Race)	16	12	4	32									
<b>Total</b>	184	265	6	455	0	3	3	0	0	0	3	1	4
<b>Total Minority</b>	89	126	2	217	0	1	1	0	0	0	2	1	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	1	1	2	0	0	0
Afr. Amer.	0	0	0	0	1	1	0	0	0
Hispanic	1	0	1	0	0	0	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	0	0	0
<b>Total</b>	1	0	1	1	3	4	0	1	1
<b>Total Minority</b>	1	0	1	0	2	2	0	1	1



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: A4 - First/Mid-Level Management

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	426	565	13	1004	9	8	17	0	0	0	8	14	22
Afr. Amer.	151	212	3	366	0	1	1	0	0	0	1	2	3
Hispanic	44	74	0	118	0	1	1	0	0	0	0	6	6
Asian	28	55	0	83	1	0	1	0	0	0	0	1	1
Nat. Amer.	12	24	8	44	0	0	0	0	0	0	1	0	1
NHOPI	2	4	0	6	0	0	0	0	0	0	0	0	0
Two or More	211	239	0	450	1	2	3	0	0	0	0	0	0
Unknown (Race)	22	44	23	89									
<b>Total</b>	896	1217	47	2160	11	12	23	0	0	0	10	23	33
<b>Total Minority</b>	448	608	11	1067	2	4	6	0	0	0	2	9	11

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	5	10	7	8	15	5	10	15
Afr. Amer.	0	0	0	2	3	5	1	2	3
Hispanic	1	1	2	0	2	2	3	2	5
Asian	0	0	0	0	0	0	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	2	2
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	1	0	1	0	2	2	0	0	0
<b>Total</b>	7	6	13	9	15	24	9	17	26
<b>Total Minority</b>	2	1	3	2	7	9	4	7	11

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: B1 - Faculty

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	949	1,015	22	1986	94	90	184	2	3	5	112	89	201
Afr. Amer.	126	98	6	230	6	1	7	0	0	0	2	8	10
Hispanic	53	43	2	98	11	5	16	1	0	1	13	5	18
Asian	104	120	14	238	6	3	9	0	0	0	3	2	5
Nat. Amer.	12	10	5	27	0	1	1	0	0	0	5	2	7
NHOPI	3	4	0	7	1	0	1	0	0	0	0	0	0
Two or More	150	224	4	378	13	13	26	0	0	0	4	7	11
Unknown (Race)	52	67	67	186									
<b>Total</b>	1449	1581	120	3150	131	113	244	3	3	6	139	113	252
<b>Total Minority</b>	448	499	31	978	37	23	60	1	0	1	27	24	51

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	38	29	67	4	9	13	7	10	17
Afr. Amer.	2	2	4	1	0	1	0	0	0
Hispanic	7	4	11	0	0	0	0	3	3
Asian	0	1	1	0	0	0	0	0	0
Nat. Amer.	1	0	1	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	2	2	0	0	0	0	2	2
<b>Total</b>	48	38	86	5	9	14	7	16	23
<b>Total Minority</b>	10	9	19	1	0	1	0	6	6

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: B2 - Faculty - Adjunct Day

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	93	182	4	279	193	257	450	2	6	8	203	297	500
Afr. Amer.	34	52	2	88	13	14	27	0	1	1	15	26	41
Hispanic	9	16	0	25	14	19	33	0	2	2	19	20	39
Asian	16	17	1	34	13	26	39	0	0	0	7	15	22
Nat. Amer.	3	3	2	8	3	3	6	0	0	0	1	2	3
NHOPI	4	0	0	4	2	0	2	0	0	0	2	1	3
Two or More	33	44	1	78	31	43	74	0	1	1	9	21	30
Unknown (Race)	7	16	14	37									
<b>Total</b>	199	330	24	553	269	362	631	2	10	12	256	382	638
<b>Total Minority</b>	99	132	6	237	76	105	181	0	4	4	53	85	138

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	8	12	38	32	70	2	13	15
Afr. Amer.	1	2	3	2	3	5	0	8	8
Hispanic	0	0	0	8	7	15	0	2	2
Asian	0	1	1	0	1	1	0	0	0
Nat. Amer.	0	0	0	1	0	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	0	0	0
<b>Total</b>	5	11	16	49	44	93	2	23	25
<b>Total Minority</b>	1	3	4	11	12	23	0	10	10

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: B3 - Faculty - Adjunct Evening

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	2	0	4	14	11	25	2	0	2	51	53	104
Afr. Amer.	0	0	0	0	2	1	3	0	0	0	3	3	6
Hispanic	0	0	0	0	1	1	2	0	0	0	2	2	4
Asian	0	0	0	0	0	1	1	0	0	0	0	3	3
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	1	0	1
Two or More	0	1	0	1	2	2	4	1	0	1	4	3	7
Unknown (Race)	0	0	0	0									
<b>Total</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>19</b>	<b>16</b>	<b>35</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>61</b>	<b>64</b>	<b>125</b>
<b>Total Minority</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>11</b>	<b>21</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: C1 - Librarians

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	50	114	8	172	2	1	3	0	0	0	1	4	5
Afr. Amer.	16	18	0	34	0	0	0	0	0	0	0	0	0
Hispanic	7	19	0	26	0	0	0	0	0	0	1	1	2
Asian	3	11	0	14	0	0	0	0	0	0	0	1	1
Nat. Amer.	4	3	2	9	0	0	0	0	0	0	0	0	0
NHOPI	1	2	0	3	0	0	0	0	0	0	0	0	0
Two or More	20	52	1	73	1	1	2	0	0	0	0	1	1
Unknown (Race)	10	10	4	24									
<b>Total</b>	111	229	15	355	3	2	5	0	0	0	2	7	9
<b>Total Minority</b>	51	105	3	159	1	1	2	0	0	0	1	3	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	1	1	0	0	0	0	0	0
<b>Total Minority</b>	0	1	1	0	0	0	0	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: D1 - Other Student, Academic and Educational Services

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	164	304	4	472	85	120	205	1	0	1	74	117	191
Afr. Amer.	23	41	2	66	10	17	27	0	0	0	8	18	26
Hispanic	24	36	2	62	18	9	27	0	1	1	18	24	42
Asian	21	44	2	67	9	12	21	0	0	0	10	9	19
Nat. Amer.	5	7	1	13	2	4	6	0	0	0	1	2	3
NHOPI	0	1	0	1	0	2	2	0	0	0	0	2	2
Two or More	59	86	4	149	28	28	56	2	0	2	25	21	46
Unknown (Race)	9	20	17	46									
<b>Total</b>	<b>305</b>	<b>539</b>	<b>32</b>	<b>876</b>	<b>152</b>	<b>192</b>	<b>344</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>136</b>	<b>193</b>	<b>329</b>
<b>Total Minority</b>	<b>132</b>	<b>215</b>	<b>11</b>	<b>358</b>	<b>67</b>	<b>72</b>	<b>139</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>62</b>	<b>76</b>	<b>138</b>

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	3	5	3	2	5	3	4	7
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	2	0	2	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	1	1	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
<b>Total</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>4</b>	<b>6</b>	<b>10</b>
<b>Total Minority</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: E1 - Professionals - Non-faculty

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	529	824	16	1369	140	191	331	4	5	9	119	208	327
Afr. Amer.	107	241	1	349	21	30	51	1	4	5	16	35	51
Hispanic	85	159	4	248	25	65	90	4	3	7	31	72	103
Asian	41	98	1	140	11	24	35	0	1	1	14	12	26
Nat. Amer.	23	45	23	91	7	12	19	0	0	0	7	11	18
NHOPI	2	7	0	9	0	0	0	0	0	0	0	2	2
Two or More	267	521	15	803	64	136	200	0	3	3	52	95	147
Unknown (Race)	23	82	54	159									
<b>Total</b>	1077	1977	114	3168	268	458	726	9	16	25	239	435	674
<b>Total Minority</b>	525	1071	44	1640	128	267	395	5	11	16	120	227	347

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	8	12	2	11	13	8	20	28
Afr. Amer.	0	0	0	1	1	2	3	2	5
Hispanic	1	4	5	2	5	7	4	9	13
Asian	0	1	1	1	0	1	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	1	1	0	0	0	0	2	2
Two or More	0	2	2	3	0	3	2	6	8
<b>Total</b>	5	16	21	9	17	26	17	40	57
<b>Total Minority</b>	1	8	9	7	6	13	9	20	29

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: F1 - Computer, Engineering & Related Technical Occupations

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	529	187	10	726	18	7	25	0	0	0	34	11	45
Afr. Amer.	109	54	1	164	0	4	4	0	0	0	1	1	2
Hispanic	61	28	1	90	1	2	3	0	0	0	5	1	6
Asian	110	27	1	138	2	1	3	0	0	0	4	0	4
Nat. Amer.	12	3	8	23	1	1	2	0	0	0	0	0	0
NHOPI	2	0	0	2	0	0	0	0	0	0	0	0	0
Two or More	231	89	3	323	5	2	7	0	0	0	2	1	3
Unknown (Race)	39	14	40	93									
<b>Total</b>	1093	402	64	1559	27	17	44	0	0	0	46	14	60
<b>Total Minority</b>	525	201	14	740	9	10	19	0	0	0	12	3	15

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	3	4	1	4	5	23	6	29
Afr. Amer.	2	1	3	0	0	0	2	0	2
Hispanic	0	0	0	1	3	4	1	3	4
Asian	1	0	1	0	2	2	0	1	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	1	1	1	1	2
<b>Total</b>	4	4	8	2	10	12	27	11	38
<b>Total Minority</b>	3	1	4	1	6	7	4	5	9



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: G1 - Athletics/Sports

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	119	19	1	139	20	17	37	2	0	2	16	10	26
Afr. Amer.	75	1	1	77	5	1	6	0	0	0	3	0	3
Hispanic	6	1	0	7	1	1	2	0	0	0	3	2	5
Asian	2	1	0	3	1	1	2	0	0	0	1	0	1
Nat. Amer.	2	0	0	2	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	35	7	1	43	1	3	4	0	0	0	2	3	5
Unknown (Race)	7	2	11	20									
<b>Total</b>	246	31	14	291	29	23	52	2	0	2	25	15	40
<b>Total Minority</b>	120	10	2	132	9	6	15	0	0	0	9	5	14

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	1	1	2
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: G2 - Counseling/Social Service/Legal

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	15	81	0	96	2	7	9	0	0	0	2	13	15
Afr. Amer.	12	14	3	29	0	0	0	0	0	0	1	0	1
Hispanic	5	5	2	12	0	1	1	0	0	0	1	1	2
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	7	21	0	28	0	0	0	0	0	0	0	0	0
Unknown (Race)	5	10	6	21									
<b>Total</b>	45	131	11	187	2	8	10	0	0	0	4	14	18
<b>Total Minority</b>	25	40	5	70	0	1	1	0	0	0	2	1	3

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	4	4	0	0	0	0	1	1
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	0	2	2	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	7	7	0	0	0	0	1	1
<b>Total Minority</b>	0	3	3	0	0	0	0	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: G3 - Radio, TV and Other Media/Entertainment

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	92	57	0	149	6	11	17	0	0	0	13	11	24
Afr. Amer.	10	8	0	18	0	0	0	0	0	0	0	0	0
Hispanic	10	11	1	22	0	0	0	0	0	0	1	1	2
Asian	2	8	0	10	1	2	3	0	0	0	1	1	2
Nat. Amer.	0	1	0	1	0	0	0	0	0	0	1	0	1
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	25	23	0	48	2	1	3	0	0	0	0	1	1
Unknown (Race)	6	3	2	11									
<b>Total</b>	145	111	3	259	9	14	23	0	0	0	16	14	30
<b>Total Minority</b>	47	51	1	99	3	3	6	0	0	0	3	3	6

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	4	0	4
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	0	0	0	0	0	0	4	1	5
<b>Total Minority</b>	0	0	0	0	0	0	0	1	1

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: H1 - Office/Admin Support

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	886	1,754	30	2670	17	53	70	0	2	2	14	58	72
Afr. Amer.	291	586	4	881	2	8	10	0	1	1	6	14	20
Hispanic	177	415	3	595	9	25	34	0	0	0	8	35	43
Asian	74	166	0	240	1	4	5	0	0	0	0	4	4
Nat. Amer.	41	100	19	160	1	5	6	0	0	0	1	4	5
NHOPI	4	21	1	26	0	1	1	0	0	0	0	1	1
Two or More	460	1,110	11	1,581	8	17	25	0	0	0	4	8	12
Unknown (Race)	41	125	90	256									
<b>Total</b>	1974	4277	158	6409	38	113	151	0	3	3	33	124	157
<b>Total Minority</b>	1047	2398	38	3483	21	60	81	0	1	1	19	66	85

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	6	16	22	5	6	11	23	90	113
Afr. Amer.	2	2	4	2	0	2	3	16	19
Hispanic	4	7	11	0	2	2	7	55	62
Asian	0	1	1	1	1	2	2	11	13
Nat. Amer.	0	1	1	0	0	0	3	16	19
NHOPI	0	0	0	0	1	1	0	0	0
Two or More	0	1	1	0	0	0	9	9	18
<b>Total</b>	12	28	40	8	10	18	47	197	244
<b>Total Minority</b>	6	12	18	3	4	7	24	107	131

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: I1 - Maintenance/Construction

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	25	3	1	29	3	2	5	0	0	0	10	1	11
Afr. Amer.	8	2	0	10	0	0	0	0	0	0	0	0	0
Hispanic	11	0	0	11	1	0	1	0	0	0	4	0	4
Asian	1	0	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	26	0	0	26	0	0	0	0	0	0	0	1	1
Unknown (Race)	4	0	3	7									
<b>Total</b>	76	5	4	85	5	2	7	0	0	0	14	2	16
<b>Total Minority</b>	47	2	0	49	2	0	2	0	0	0	4	1	5

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	3	0	3
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	0	0	0	0	0	0	4	0	4
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	2	0	2
<b>Total</b>	1	0	1	1	0	1	9	0	9
<b>Total Minority</b>	0	0	0	1	0	1	6	0	6

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: K1 - Service - Public Safety

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	21	2	0	23	2	0	2	0	0	0	3	0	3
Afr. Amer.	6	0	0	6	0	0	0	0	0	0	0	0	0
Hispanic	2	0	0	2	0	0	0	0	0	0	0	0	0
Asian	6	0	0	6	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	14	3	0	17	2	0	2	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
<b>Total</b>	51	5	0	56	4	0	4	0	0	0	3	0	3
<b>Total Minority</b>	30	3	0	33	2	0	2	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	1	0	1	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	0	1	0	0	0	1	0	1
<b>Total Minority</b>	0	0	0	0	0	0	0	0	0

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: K2 - Service - Facility/Grounds

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	23	3	0	26	1	1	2	0	0	0	4	2	6
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	10	11	0	21	3	1	4	1	0	1	5	3	8
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	1	0	3	0	0	0	0	0	0	0	0	0
NHOPI	1	0	0	1	0	0	0	0	0	0	0	0	0
Two or More	14	5	0	19	3	2	5	0	0	0	0	0	0
Unknown (Race)	4	0	0	4									
<b>Total</b>	55	20	0	75	7	4	11	1	0	1	9	5	14
<b>Total Minority</b>	28	17	0	45	6	3	9	1	0	1	5	3	8

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	2	0	2	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	3	1	4
Asian	0	0	0	0	0	0	0	2	2
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	1	0	1	0	0	0	1	0	1
<b>Total</b>	3	1	4	0	0	0	5	3	8
<b>Total Minority</b>	3	1	4	0	0	0	4	3	7

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Personnel Transactions Summary**

Snapshot Date: 09/30/2022

Job Group: K3 - Service - Other

Transaction Dates: 10/01/2021 To 09/30/2022

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	14	15	0	29	8	5	13	0	0	0	3	5	8
Afr. Amer.	12	3	0	15	3	2	5	0	0	0	2	0	2
Hispanic	7	0	0	7	5	1	6	0	0	0	0	0	0
Asian	0	0	0	0	1	0	1	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	3	0	3	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	15	8	1	24	11	5	16	0	0	0	0	2	2
Unknown (Race)	0	3	0	3									
<b>Total</b>	49	29	1	79	31	13	44	0	0	0	5	7	12
<b>Total Minority</b>	35	11	1	47	23	8	31	0	0	0	2	2	4

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	1	0	1	0	0	0	0	0	0
<b>Total</b>	2	1	3	0	0	0	0	1	1
<b>Total Minority</b>	2	0	2	0	0	0	0	0	0



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Data Collection Analysis/Hiring Benchmark (Protected Veterans)\***

Current Snapshot Date: 09/30/2022

Category	9/30/20	9/30/21	9/30/22
Job Openings	1,725	1,811	3,056
Jobs Filled	1,684	1,741	3,056
Applicants for all jobs	47,266	33,213	21,251
Applicants who self-identified as Protected Veterans	24	87	13
Applicants Hired	1,508	1,463	2,585
Protected Veterans Hired	54	50	86
Hiring Benchmark**	5.7	5.6	5.5
Overall protected veterans hired (%)	3.6	3.4	3.3

\* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

\*\* Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 09/30/2022

Category	9/30/20			9/30/21			9/30/22		
Job Openings	1,725			1,811			3,056		
Jobs Filled	1,684			1,741			3,056		
Applicants for all jobs	47,266			33,213			21,251		
Applicants who self-identified as individual(s) with Disability	58			212			0		
Applicants Hired	1,508			1,463			2,585		
Individual(s) with Disability Hired	59			110			0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	3.6			4.2			0.0		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
A1 - Executive Management	45	2	4.4	42	3	7.1	56	0	0.0
A2 - Senior Management	183	8	4.4	196	9	4.6	221	0	0.0
A3 - Deans	51	1	2.0	49	1	2.0	60	0	0.0
A4 - First/Mid-Level Management	252	18	7.1	252	22	8.7	295	0	0.0
B1 - Faculty	2,092	55	2.6	2,142	69	3.2	2,077	0	0.0
B2 - Faculty - Adjunct Day	5,394	167	3.1	5,322	185	3.5	4,287	0	0.0
C1 - Librarians	84	2	2.4	83	2	2.4	87	0	0.0
D1 - Other Student, Academic and Educational Services	871	45	5.2	851	49	5.8	738	0	0.0
E1 - Professionals - Non-faculty	1,639	90	5.5	1,592	114	7.2	1,803	0	0.0
F1 - Computer, Engineering & Related Technical Occupations	444	20	4.5	439	23	5.2	471	0	0.0
G1 - Athletics/Sports	165	4	2.4	128	3	2.3	171	0	0.0

\* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

\*\* Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Data Collection Analysis/Utilization Analysis (Disability)\***

Current Snapshot Date: 09/30/2022

Category	9/30/20			9/30/21			9/30/22		
Job Openings	1,725			1,811			3,056		
Jobs Filled	1,684			1,741			3,056		
Applicants for all jobs	47,266			33,213			21,251		
Applicants who self-identified as individual(s) with Disability	58			212			0		
Applicants Hired	1,508			1,463			2,585		
Individual(s) with Disability Hired	59			110			0		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	3.6			4.2			0.0		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
G2 - Counseling/Social Service/Legal	102	2	2.0	94	3	3.2	107	0	0.0
G3 - Radio, TV and Other Media/Entertainment	157	3	1.9	125	2	1.6	95	0	0.0
H1 - Office/Admin Support	1,033	60	5.8	986	65	6.6	1,077	0	0.0
I1 - Maintenance/Construction	129	2	1.6	144	3	2.1	129	0	0.0
K1 - Service - Public Safety	30	1	3.3	32	1	3.1	58	0	0.0
K2 - Service - Facility/Grounds	106	1	0.9	96	2	2.1	101	0	0.0
K3 - Service - Other	55	1	1.8	63	0	0.0	103	0	0.0

\* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

\*\* Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

# **SUPPLEMENTAL REPORTS**

- 1. PLACEMENT GOALS SUMMARY**
- 2. PLACEMENT GOALS SUMMARY - BY COLLEGES**
- 3. ADVERSE IMPACT REPORTS**

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 56</i>	Females	32	57.1%	58.8%	NO	0
	Minority	19	33.9%	31.5%	NO	0
	Afr. Amer.	5	8.9%	8.4%	NO	0
	Hispanic	11	19.6%	14.8%	NO	0
	Asian	0	0.0%	3.9%	YES	1
	Nat. Amer.	0	0.0%	1.1%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	3	5.4%	3.1%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 221</i>	Females	127	57.5%	57.8%	NO	0
	Minority	76	34.4%	35.3%	NO	0
	Afr. Amer.	14	6.3%	8.5%	NO	0
	Hispanic	39	17.6%	17.9%	NO	0
	Asian	10	4.5%	4.0%	NO	0
	Nat. Amer.	3	1.4%	1.5%	NO	0
	NHOPI	1	0.5%	0.2%	NO	0
	Two or More	9	4.1%	3.3%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 60</i>	Females	42	70.0%	56.1%	<b>NO</b>	0
	Minority	24	40.0%	25.4%	<b>NO</b>	0
	Afr. Amer.	9	15.0%	6.8%	<b>NO</b>	0
	Hispanic	7	11.7%	10.9%	<b>NO</b>	0
	Asian	3	5.0%	3.3%	<b>NO</b>	0
	Nat. Amer.	2	3.3%	0.8%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	3	5.0%	3.5%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 295</i>	Females	181	61.4%	53.8%	<b>NO</b>	0
	Minority	117	39.7%	38.3%	<b>NO</b>	0
	Afr. Amer.	26	8.8%	6.0%	<b>NO</b>	0
	Hispanic	63	21.4%	17.2%	<b>NO</b>	0
	Asian	10	3.4%	4.8%	<b>YES</b>	1
	Nat. Amer.	5	1.7%	2.0%	<b>NO</b>	0
	NHOPI	1	0.3%	0.2%	<b>NO</b>	0
	Two or More	12	4.1%	8.1%	<b>YES</b>	7

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 2,077</i>	Females	1,057	50.9%	50.3%	<b>NO</b>	0
	Minority	453	21.8%	28.0%	<b>YES</b>	12
	Afr. Amer.	93	4.5%	4.0%	<b>NO</b>	0
	Hispanic	181	8.7%	9.7%	<b>NO</b>	0
	Asian	74	3.6%	10.4%	<b>YES</b>	99
	Nat. Amer.	13	0.6%	0.6%	<b>NO</b>	0
	NHOPI	4	0.2%	0.0%	<b>NO</b>	0
	Two or More	88	4.2%	3.3%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 4,287</i>	Females	2,566	59.9%	48.6%	<b>NO</b>	0
	Minority	897	20.9%	29.3%	<b>YES</b>	106
	Afr. Amer.	183	4.3%	4.0%	<b>NO</b>	0
	Hispanic	279	6.5%	10.2%	<b>YES</b>	72
	Asian	168	3.9%	11.6%	<b>YES</b>	228
	Nat. Amer.	29	0.7%	0.6%	<b>NO</b>	0
	NHOPI	9	0.2%	0.0%	<b>NO</b>	0
	Two or More	229	5.3%	2.9%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 87</i>	Females	69	79.3%	70.4%	NO	0
	Minority	24	27.6%	31.0%	NO	0
	Afr. Amer.	3	3.4%	3.2%	NO	0
	Hispanic	12	13.8%	22.5%	YES	3
	Asian	4	4.6%	1.4%	NO	0
	Nat. Amer.	3	3.4%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	2	2.3%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 738</i>	Females	407	55.1%	60.1%	NO	0
	Minority	268	36.3%	31.1%	NO	0
	Afr. Amer.	45	6.1%	5.2%	NO	0
	Hispanic	81	11.0%	19.2%	YES	32
	Asian	35	4.7%	3.4%	NO	0
	Nat. Amer.	11	1.5%	1.2%	NO	0
	NHOPI	6	0.8%	0.1%	NO	0
	Two or More	90	12.2%	2.0%	NO	0

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**FOR INTERNAL USE ONLY**



**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 1,803</i>	Females	1,129	62.6%	58.5%	NO	0
	Minority	849	47.1%	39.0%	NO	0
	Afr. Amer.	131	7.3%	9.9%	YES	11
	Hispanic	304	16.9%	20.4%	NO	0
	Asian	87	4.8%	4.0%	NO	0
	Nat. Amer.	40	2.2%	1.5%	NO	0
	NHOPI	5	0.3%	0.1%	NO	0
	Two or More	282	15.6%	3.1%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 471</i>	Females	196	41.6%	25.4%	NO	0
	Minority	164	34.8%	31.8%	NO	0
	Afr. Amer.	27	5.7%	4.8%	NO	0
	Hispanic	66	14.0%	12.5%	NO	0
	Asian	34	7.2%	10.3%	YES	4
	Nat. Amer.	14	3.0%	1.3%	NO	0
	NHOPI	2	0.4%	0.1%	NO	0
	Two or More	21	4.5%	2.8%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 171</i>	Females	49	28.7%	33.5%	NO	0
	Minority	61	35.7%	27.3%	NO	0
	Afr. Amer.	16	9.4%	4.3%	NO	0
	Hispanic	20	11.7%	17.8%	YES	4
	Asian	6	3.5%	3.4%	NO	0
	Nat. Amer.	1	0.6%	0.0%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	18	10.5%	1.6%	NO	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 107</i>	Females	85	79.4%	57.4%	NO	0
	Minority	36	33.6%	35.3%	NO	0
	Afr. Amer.	4	3.7%	7.7%	YES	2
	Hispanic	22	20.6%	20.7%	NO	0
	Asian	3	2.8%	2.7%	NO	0
	Nat. Amer.	1	0.9%	2.3%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	6	5.6%	1.9%	NO	0

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**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 95</i>	Females	42	44.2%	40.0%	NO	0
	Minority	24	25.3%	28.2%	NO	0
	Afr. Amer.	4	4.2%	4.9%	NO	0
	Hispanic	11	11.6%	15.0%	NO	0
	Asian	4	4.2%	3.0%	NO	0
	Nat. Amer.	0	0.0%	1.9%	YES	1
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	5	5.3%	3.5%	NO	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 1,077</i>	Females	838	77.8%	77.3%	NO	0
	Minority	548	50.9%	43.7%	NO	0
	Afr. Amer.	87	8.1%	6.4%	NO	0
	Hispanic	277	25.7%	29.2%	NO	0
	Asian	50	4.6%	3.4%	NO	0
	Nat. Amer.	48	4.5%	1.6%	NO	0
	NHOPI	4	0.4%	0.3%	NO	0
	Two or More	82	7.6%	2.8%	NO	0

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**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 129</i>	Females	7	5.4%	4.3%	NO	0
	Minority	49	38.0%	45.9%	NO	0
	Afr. Amer.	2	1.6%	4.1%	YES	2
	Hispanic	34	26.4%	36.9%	YES	4
	Asian	2	1.6%	1.5%	NO	0
	Nat. Amer.	3	2.3%	1.8%	NO	0
	NHOPI	0	0.0%	0.2%	NO	0
	Two or More	8	6.2%	1.3%	NO	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 58</i>	Females	4	6.9%	16.9%	YES	3
	Minority	17	29.3%	31.1%	NO	0
	Afr. Amer.	2	3.4%	3.1%	NO	0
	Hispanic	8	13.8%	23.1%	YES	2
	Asian	2	3.4%	2.0%	NO	0
	Nat. Amer.	2	3.4%	0.7%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	3	5.2%	2.1%	NO	0

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**Maricopa County Community College District**  
**Maricopa Community College District**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 101</i>	Females	37	36.6%	40.0%	<b>NO</b>	0
	Minority	80	79.2%	77.2%	<b>NO</b>	0
	Afr. Amer.	5	5.0%	3.4%	<b>NO</b>	0
	Hispanic	60	59.4%	69.4%	<b>NO</b>	0
	Asian	4	4.0%	1.2%	<b>NO</b>	0
	Nat. Amer.	3	3.0%	2.3%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	8	7.9%	0.6%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 103</i>	Females	40	38.8%	57.3%	<b>YES</b>	7
	Minority	56	54.4%	31.3%	<b>NO</b>	0
	Afr. Amer.	9	8.7%	3.4%	<b>NO</b>	0
	Hispanic	25	24.3%	20.1%	<b>NO</b>	0
	Asian	1	1.0%	3.6%	<b>YES</b>	1
	Nat. Amer.	4	3.9%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	17	16.5%	2.2%	<b>NO</b>	0

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	1	25.0%	44.3%	<b>NO</b>	0
	Minority	1	25.0%	30.3%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	8.1%	<b>NO</b>	0
	Hispanic	0	0.0%	5.7%	<b>NO</b>	0
	Asian	0	0.0%	8.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	3.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	25.0%	4.3%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 15</i>	Females	5	33.3%	56.2%	<b>YES</b>	1
	Minority	5	33.3%	42.9%	<b>NO</b>	0
	Afr. Amer.	1	6.7%	13.3%	<b>NO</b>	0
	Hispanic	0	0.0%	24.0%	<b>YES</b>	2
	Asian	2	13.3%	3.9%	<b>NO</b>	0
	Nat. Amer.	1	6.7%	0.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	6.7%	1.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Chandler-Gilbert Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 5</i>	Females	3	60.0%	54.0%	NO	0
	Minority	3	60.0%	23.8%	NO	0
	Afr. Amer.	0	0.0%	6.6%	NO	0
	Hispanic	2	40.0%	10.8%	NO	0
	Asian	1	20.0%	2.4%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	3.6%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 17</i>	Females	10	58.8%	52.4%	NO	0
	Minority	9	52.9%	35.7%	NO	0
	Afr. Amer.	4	23.5%	5.2%	NO	0
	Hispanic	5	29.4%	13.7%	NO	0
	Asian	0	0.0%	5.2%	NO	0
	Nat. Amer.	0	0.0%	1.3%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	10.3%	YES	1

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 245</i>	Females	116	47.3%	50.0%	<b>NO</b>	0
	Minority	47	19.2%	28.0%	<b>YES</b>	7
	Afr. Amer.	10	4.1%	3.9%	<b>NO</b>	0
	Hispanic	21	8.6%	9.7%	<b>NO</b>	0
	Asian	5	2.0%	10.6%	<b>YES</b>	15
	Nat. Amer.	0	0.0%	0.6%	<b>YES</b>	1
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	11	4.5%	3.3%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 471</i>	Females	271	57.5%	48.6%	<b>NO</b>	0
	Minority	99	21.0%	29.3%	<b>YES</b>	11
	Afr. Amer.	16	3.4%	4.0%	<b>NO</b>	0
	Hispanic	31	6.6%	10.2%	<b>YES</b>	7
	Asian	23	4.9%	11.6%	<b>YES</b>	20
	Nat. Amer.	2	0.4%	0.6%	<b>NO</b>	0
	NHOPI	2	0.4%	0.0%	<b>NO</b>	0
	Two or More	25	5.3%	2.9%	<b>NO</b>	0

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 11</i>	Females	10	90.9%	70.5%	<b>NO</b>	0
	Minority	3	27.3%	31.0%	<b>NO</b>	0
	Afr. Amer.	2	18.2%	3.2%	<b>NO</b>	0
	Hispanic	1	9.1%	22.5%	<b>NO</b>	0
	Asian	0	0.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	1.2%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 71</i>	Females	32	45.1%	60.1%	<b>YES</b>	2
	Minority	17	23.9%	31.1%	<b>NO</b>	0
	Afr. Amer.	4	5.6%	5.2%	<b>NO</b>	0
	Hispanic	0	0.0%	19.2%	<b>YES</b>	10
	Asian	6	8.5%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.2%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	7	9.9%	2.0%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 118</i>	Females	73	61.9%	60.0%	NO	0
	Minority	50	42.4%	38.6%	NO	0
	Afr. Amer.	4	3.4%	9.4%	YES	4
	Hispanic	11	9.3%	20.6%	YES	8
	Asian	7	5.9%	4.1%	NO	0
	Nat. Amer.	2	1.7%	1.4%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	26	22.0%	3.0%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 24</i>	Females	7	29.2%	25.3%	NO	0
	Minority	6	25.0%	31.4%	NO	0
	Afr. Amer.	3	12.5%	4.9%	NO	0
	Hispanic	1	4.2%	12.8%	YES	1
	Asian	2	8.3%	9.4%	NO	0
	Nat. Amer.	0	0.0%	1.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	2.8%	NO	0

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 32</i>	Females	6	18.8%	33.4%	<b>YES</b>	2
	Minority	4	12.5%	27.4%	<b>YES</b>	3
	Afr. Amer.	1	3.1%	4.3%	<b>NO</b>	0
	Hispanic	1	3.1%	17.8%	<b>YES</b>	3
	Asian	1	3.1%	3.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	3.1%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 6</i>	Females	5	83.3%	70.6%	<b>NO</b>	0
	Minority	1	16.7%	41.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	9.6%	<b>NO</b>	0
	Hispanic	1	16.7%	24.6%	<b>NO</b>	0
	Asian	0	0.0%	2.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.0%	<b>NO</b>	0

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 9</i>	Females	4	44.4%	36.9%	<b>NO</b>	0
	Minority	2	22.2%	27.6%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.9%	<b>NO</b>	0
	Hispanic	1	11.1%	16.7%	<b>NO</b>	0
	Asian	1	11.1%	3.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.2%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	1.8%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 95</i>	Females	81	85.3%	77.4%	<b>NO</b>	0
	Minority	45	47.4%	43.7%	<b>NO</b>	0
	Afr. Amer.	4	4.2%	6.4%	<b>NO</b>	0
	Hispanic	25	26.3%	29.2%	<b>NO</b>	0
	Asian	5	5.3%	3.5%	<b>NO</b>	0
	Nat. Amer.	4	4.2%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	7	7.4%	2.8%	<b>NO</b>	0

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 8</i>	Females	0	0.0%	4.6%	<b>NO</b>	0
	Minority	5	62.5%	46.3%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.3%	<b>NO</b>	0
	Hispanic	4	50.0%	37.4%	<b>NO</b>	0
	Asian	0	0.0%	1.5%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	1	12.5%	1.3%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 7</i>	Females	0	0.0%	16.9%	<b>NO</b>	0
	Minority	4	57.1%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	3	42.9%	23.1%	<b>NO</b>	0
	Asian	1	14.3%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

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**Maricopa County Community College District  
Chandler-Gilbert Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 23</i>	Females	7	30.4%	49.9%	<b>YES</b>	2
	Minority	15	65.2%	75.7%	<b>NO</b>	0
	Afr. Amer.	1	4.3%	4.0%	<b>NO</b>	0
	Hispanic	11	47.8%	67.0%	<b>YES</b>	1
	Asian	2	8.7%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	1	4.3%	0.7%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 4</i>	Females	1	25.0%	58.1%	<b>NO</b>	0
	Minority	1	25.0%	30.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	0	0.0%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	25.0%	2.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## District Office

Snapshot Date: 09/30/2022

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 13</i>	Females	6	46.2%	57.6%	<b>NO</b>	0
	Minority	3	23.1%	31.2%	<b>NO</b>	0
	Afr. Amer.	1	7.7%	8.5%	<b>NO</b>	0
	Hispanic	1	7.7%	15.0%	<b>NO</b>	0
	Asian	0	0.0%	3.2%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	7.7%	2.9%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 78</i>	Females	51	65.4%	55.1%	<b>NO</b>	0
	Minority	29	37.2%	26.3%	<b>NO</b>	0
	Afr. Amer.	7	9.0%	5.5%	<b>NO</b>	0
	Hispanic	15	19.2%	12.7%	<b>NO</b>	0
	Asian	2	2.6%	4.3%	<b>NO</b>	0
	Nat. Amer.	2	2.6%	0.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	3	3.8%	3.3%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## District Office

Snapshot Date: 09/30/2022

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 2</i>	Females	1	50.0%	63.9%	NO	0
	Minority	0	0.0%	30.7%	NO	0
	Afr. Amer.	0	0.0%	10.3%	NO	0
	Hispanic	0	0.0%	14.1%	NO	0
	Asian	0	0.0%	2.9%	NO	0
	Nat. Amer.	0	0.0%	1.1%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	2.3%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 58</i>	Females	33	56.9%	55.9%	NO	0
	Minority	16	27.6%	37.6%	YES	1
	Afr. Amer.	3	5.2%	6.8%	NO	0
	Hispanic	7	12.1%	15.0%	NO	0
	Asian	3	5.2%	6.1%	NO	0
	Nat. Amer.	0	0.0%	2.7%	YES	1
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	3	5.2%	6.7%	NO	0

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## Maricopa County Community College District

### District Office

Snapshot Date: 09/30/2022

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 3</i>	Females	3	100.0%	70.5%	<b>NO</b>	0
	Minority	0	0.0%	31.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.2%	<b>NO</b>	0
	Hispanic	0	0.0%	22.5%	<b>NO</b>	0
	Asian	0	0.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	1.2%	<b>NO</b>	0
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 153</i>	Females	109	71.2%	58.6%	<b>NO</b>	0
	Minority	65	42.5%	36.2%	<b>NO</b>	0
	Afr. Amer.	12	7.8%	8.5%	<b>NO</b>	0
	Hispanic	22	14.4%	17.5%	<b>NO</b>	0
	Asian	11	7.2%	4.6%	<b>NO</b>	0
	Nat. Amer.	5	3.3%	1.7%	<b>NO</b>	0
	NHOPI	1	0.7%	0.1%	<b>NO</b>	0
	Two or More	14	9.2%	3.8%	<b>NO</b>	0

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## Maricopa County Community College District

### District Office

Snapshot Date: 09/30/2022

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 104</i>	Females	43	41.3%	29.8%	NO	0
	Minority	36	34.6%	32.3%	NO	0
	Afr. Amer.	5	4.8%	5.4%	NO	0
	Hispanic	10	9.6%	10.5%	NO	0
	Asian	8	7.7%	13.0%	YES	2
	Nat. Amer.	4	3.8%	0.8%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	9	8.7%	2.5%	NO	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 4</i>	Females	3	75.0%	69.3%	NO	0
	Minority	3	75.0%	27.9%	NO	0
	Afr. Amer.	1	25.0%	3.8%	NO	0
	Hispanic	0	0.0%	16.7%	NO	0
	Asian	0	0.0%	1.7%	NO	0
	Nat. Amer.	0	0.0%	3.5%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	2	50.0%	2.1%	NO	0

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**FOR INTERNAL USE ONLY**

## Maricopa County Community College District

### District Office

Snapshot Date: 09/30/2022

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 5</i>	Females	0	0.0%	28.3%	YES	1
	Minority	2	40.0%	26.8%	NO	0
	Afr. Amer.	1	20.0%	3.6%	NO	0
	Hispanic	1	20.0%	18.6%	NO	0
	Asian	0	0.0%	2.3%	NO	0
	Nat. Amer.	0	0.0%	0.7%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	0	0.0%	1.6%	NO	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 143</i>	Females	105	73.4%	77.0%	NO	0
	Minority	69	48.3%	44.2%	NO	0
	Afr. Amer.	15	10.5%	6.2%	NO	0
	Hispanic	24	16.8%	30.2%	YES	10
	Asian	8	5.6%	3.2%	NO	0
	Nat. Amer.	6	4.2%	1.6%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	16	11.2%	2.8%	NO	0

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## District Office

Snapshot Date: 09/30/2022

### Placement Goals Summary

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 8</i>	Females	1	12.5%	4.1%	<b>NO</b>	0
	Minority	5	62.5%	43.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.5%	<b>NO</b>	0
	Hispanic	4	50.0%	33.2%	<b>NO</b>	0
	Asian	0	0.0%	1.5%	<b>NO</b>	0
	Nat. Amer.	1	12.5%	2.3%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	1.3%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 2</i>	Females	1	50.0%	16.9%	<b>NO</b>	0
	Minority	0	0.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	0	0.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Estrella Mountain Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	3	75.0%	52.9%	<b>NO</b>	0
	Minority	2	50.0%	40.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	9.8%	<b>NO</b>	0
	Hispanic	2	50.0%	18.7%	<b>NO</b>	0
	Asian	0	0.0%	9.9%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.1%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 12</i>	Females	5	41.7%	59.1%	<b>NO</b>	0
	Minority	6	50.0%	30.0%	<b>NO</b>	0
	Afr. Amer.	1	8.3%	13.9%	<b>NO</b>	0
	Hispanic	3	25.0%	12.8%	<b>NO</b>	0
	Asian	2	16.7%	1.8%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Estrella Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 4</i>	Females	4	100.0%	61.7%	NO	0
	Minority	1	25.0%	28.0%	NO	0
	Afr. Amer.	1	25.0%	7.6%	NO	0
	Hispanic	0	0.0%	13.2%	NO	0
	Asian	0	0.0%	3.5%	NO	0
	Nat. Amer.	0	0.0%	1.0%	NO	0
	NHOPI	0	0.0%	0.6%	NO	0
	Two or More	0	0.0%	2.1%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 10</i>	Females	6	60.0%	54.4%	NO	0
	Minority	3	30.0%	49.2%	NO	0
	Afr. Amer.	2	20.0%	5.6%	NO	0
	Hispanic	1	10.0%	26.0%	YES	1
	Asian	0	0.0%	4.5%	NO	0
	Nat. Amer.	0	0.0%	2.0%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	11.1%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Estrella Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 103</i>	Females	62	60.2%	51.1%	NO	0
	Minority	27	26.2%	28.9%	NO	0
	Afr. Amer.	6	5.8%	4.2%	NO	0
	Hispanic	13	12.6%	10.0%	NO	0
	Asian	4	3.9%	10.6%	YES	4
	Nat. Amer.	1	1.0%	0.7%	NO	0
	NHOPI	1	1.0%	0.0%	NO	0
	Two or More	2	1.9%	3.4%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 418</i>	Females	272	65.1%	48.6%	NO	0
	Minority	112	26.8%	29.3%	NO	0
	Afr. Amer.	22	5.3%	4.0%	NO	0
	Hispanic	36	8.6%	10.2%	NO	0
	Asian	21	5.0%	11.6%	YES	17
	Nat. Amer.	6	1.4%	0.6%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	27	6.5%	2.9%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Estrella Mountain Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 7</i>	Females	5	71.4%	70.5%	NO	0
	Minority	2	28.6%	31.0%	NO	0
	Afr. Amer.	0	0.0%	3.2%	NO	0
	Hispanic	0	0.0%	22.5%	YES	1
	Asian	1	14.3%	1.4%	NO	0
	Nat. Amer.	0	0.0%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	1	14.3%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 64</i>	Females	41	64.1%	60.3%	NO	0
	Minority	35	54.7%	31.3%	NO	0
	Afr. Amer.	6	9.4%	5.2%	NO	0
	Hispanic	10	15.6%	19.2%	NO	0
	Asian	4	6.3%	3.5%	NO	0
	Nat. Amer.	0	0.0%	1.2%	NO	0
	NHOPI	3	4.7%	0.1%	NO	0
	Two or More	12	18.8%	2.0%	NO	0

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**Maricopa County Community College District**  
**Estrella Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 103</i>	Females	72	69.9%	57.2%	<b>NO</b>	0
	Minority	72	69.9%	41.7%	<b>NO</b>	0
	Afr. Amer.	9	8.7%	10.8%	<b>NO</b>	0
	Hispanic	32	31.1%	23.5%	<b>NO</b>	0
	Asian	4	3.9%	3.3%	<b>NO</b>	0
	Nat. Amer.	2	1.9%	0.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	25	24.3%	3.2%	<b>NO</b>	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 21</i>	Females	5	23.8%	25.2%	<b>NO</b>	0
	Minority	8	38.1%	31.7%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.7%	<b>NO</b>	0
	Hispanic	5	23.8%	12.8%	<b>NO</b>	0
	Asian	2	9.5%	9.9%	<b>NO</b>	0
	Nat. Amer.	1	4.8%	1.3%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.9%	<b>NO</b>	0

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**Maricopa County Community College District  
Estrella Mountain Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 4</i>	Females	0	0.0%	33.4%	<b>YES</b>	1
	Minority	1	25.0%	27.4%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.3%	<b>NO</b>	0
	Hispanic	0	0.0%	17.8%	<b>NO</b>	0
	Asian	0	0.0%	3.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	25.0%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 5</i>	Females	3	60.0%	70.6%	<b>NO</b>	0
	Minority	3	60.0%	41.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	9.6%	<b>NO</b>	0
	Hispanic	3	60.0%	24.6%	<b>NO</b>	0
	Asian	0	0.0%	2.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.0%	<b>NO</b>	0

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**Maricopa County Community College District  
Estrella Mountain Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>H1 - Office/Admin Support</b> <i>Total Employees: 74</i>	Females	52	70.3%	77.3%	NO	0
	Minority	47	63.5%	43.8%	NO	0
	Afr. Amer.	9	12.2%	6.4%	NO	0
	Hispanic	30	40.5%	29.1%	NO	0
	Asian	1	1.4%	3.5%	YES	1
	Nat. Amer.	1	1.4%	1.6%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	6	8.1%	2.8%	NO	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 8</i>	Females	0	0.0%	4.2%	NO	0
	Minority	4	50.0%	44.9%	NO	0
	Afr. Amer.	0	0.0%	4.1%	NO	0
	Hispanic	4	50.0%	35.7%	NO	0
	Asian	0	0.0%	1.5%	NO	0
	Nat. Amer.	0	0.0%	2.1%	NO	0
	NHOPI	0	0.0%	0.2%	NO	0
	Two or More	0	0.0%	1.4%	NO	0

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**Maricopa County Community College District**  
**Estrella Mountain Community College**  
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Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	0	0.0%	16.9%	<b>NO</b>	0
	Minority	1	25.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	1	25.0%	3.1%	<b>NO</b>	0
	Hispanic	0	0.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 10</i>	Females	6	60.0%	48.4%	<b>NO</b>	0
	Minority	7	70.0%	76.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.9%	<b>NO</b>	0
	Hispanic	6	60.0%	67.3%	<b>NO</b>	0
	Asian	0	0.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	1	10.0%	0.7%	<b>NO</b>	0

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**Maricopa County Community College District  
Estrella Mountain Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K3 - Service - Other</b> <i>Total Employees: 1</i>	Females	0	0.0%	58.1%	<b>NO</b>	0
	Minority	0	0.0%	30.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	0	0.0%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

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**Maricopa County Community College District**  
**GateWay Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 5</i>	Females	4	80.0%	60.7%	NO	0
	Minority	1	20.0%	40.0%	NO	0
	Afr. Amer.	0	0.0%	5.7%	NO	0
	Hispanic	0	0.0%	31.2%	YES	1
	Asian	0	0.0%	1.5%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	20.0%	1.1%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 14</i>	Females	8	57.1%	57.0%	NO	0
	Minority	7	50.0%	33.3%	NO	0
	Afr. Amer.	0	0.0%	7.9%	NO	0
	Hispanic	7	50.0%	16.3%	NO	0
	Asian	0	0.0%	2.3%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	1.3%	NO	0
	Two or More	0	0.0%	5.0%	NO	0

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**Maricopa County Community College District  
GateWay Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 5</i>	Females	3	60.0%	62.9%	<b>NO</b>	0
	Minority	2	40.0%	28.3%	<b>NO</b>	0
	Afr. Amer.	1	20.0%	7.7%	<b>NO</b>	0
	Hispanic	1	20.0%	12.3%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	4.0%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 31</i>	Females	20	64.5%	54.7%	<b>NO</b>	0
	Minority	11	35.5%	40.9%	<b>NO</b>	0
	Afr. Amer.	2	6.5%	6.2%	<b>NO</b>	0
	Hispanic	5	16.1%	20.8%	<b>NO</b>	0
	Asian	0	0.0%	4.7%	<b>YES</b>	1
	Nat. Amer.	0	0.0%	2.8%	<b>NO</b>	0
	NHOPI	1	3.2%	0.1%	<b>NO</b>	0
	Two or More	3	9.7%	6.4%	<b>NO</b>	0

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GateWay Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 135</i>	Females	84	62.2%	51.6%	NO	0
	Minority	36	26.7%	28.7%	NO	0
	Afr. Amer.	8	5.9%	4.0%	NO	0
	Hispanic	15	11.1%	10.0%	NO	0
	Asian	5	3.7%	10.9%	YES	6
	Nat. Amer.	1	0.7%	0.6%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	7	5.2%	3.0%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 248</i>	Females	170	68.5%	48.6%	NO	0
	Minority	63	25.4%	29.3%	NO	0
	Afr. Amer.	10	4.0%	4.0%	NO	0
	Hispanic	22	8.9%	10.2%	NO	0
	Asian	18	7.3%	11.6%	YES	4
	Nat. Amer.	2	0.8%	0.6%	NO	0
	NHOPI	2	0.8%	0.0%	NO	0
	Two or More	9	3.6%	2.9%	NO	0

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Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 4</i>	Females	3	75.0%	70.5%	<b>NO</b>	0
	Minority	2	50.0%	31.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.2%	<b>NO</b>	0
	Hispanic	0	0.0%	22.5%	<b>NO</b>	0
	Asian	1	25.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	25.0%	1.2%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 82</i>	Females	46	56.1%	59.4%	<b>NO</b>	0
	Minority	38	46.3%	30.4%	<b>NO</b>	0
	Afr. Amer.	4	4.9%	4.8%	<b>NO</b>	0
	Hispanic	20	24.4%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.3%	<b>YES</b>	2
	Nat. Amer.	3	3.7%	1.1%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	11	13.4%	2.0%	<b>NO</b>	0

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Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 133</i>	Females	83	62.4%	59.8%	NO	0
	Minority	60	45.1%	41.1%	NO	0
	Afr. Amer.	7	5.3%	10.1%	YES	3
	Hispanic	34	25.6%	22.2%	NO	0
	Asian	6	4.5%	4.1%	NO	0
	Nat. Amer.	6	4.5%	2.0%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	7	5.3%	2.6%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 35</i>	Females	20	57.1%	25.3%	NO	0
	Minority	19	54.3%	31.2%	NO	0
	Afr. Amer.	5	14.3%	4.8%	NO	0
	Hispanic	5	14.3%	13.9%	NO	0
	Asian	2	5.7%	8.0%	NO	0
	Nat. Amer.	1	2.9%	1.6%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	6	17.1%	2.8%	NO	0

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Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 9</i>	Females	2	22.2%	33.4%	<b>NO</b>	0
	Minority	1	11.1%	27.4%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.3%	<b>NO</b>	0
	Hispanic	1	11.1%	17.8%	<b>NO</b>	0
	Asian	0	0.0%	3.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 8</i>	Females	6	75.0%	70.6%	<b>NO</b>	0
	Minority	2	25.0%	41.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	9.6%	<b>NO</b>	0
	Hispanic	2	25.0%	24.6%	<b>NO</b>	0
	Asian	0	0.0%	2.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.0%	<b>NO</b>	0

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Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>H1 - Office/Admin Support</b> <i>Total Employees: 76</i>	Females	62	81.6%	77.5%	<b>NO</b>	0
	Minority	46	60.5%	43.8%	<b>NO</b>	0
	Afr. Amer.	7	9.2%	6.3%	<b>NO</b>	0
	Hispanic	26	34.2%	29.4%	<b>NO</b>	0
	Asian	4	5.3%	3.4%	<b>NO</b>	0
	Nat. Amer.	5	6.6%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	4	5.3%	2.8%	<b>NO</b>	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 8</i>	Females	0	0.0%	4.6%	<b>NO</b>	0
	Minority	5	62.5%	46.3%	<b>NO</b>	0
	Afr. Amer.	1	12.5%	4.3%	<b>NO</b>	0
	Hispanic	2	25.0%	37.4%	<b>NO</b>	0
	Asian	0	0.0%	1.5%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	2	25.0%	1.3%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
GateWay Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K1 - Service - Public Safety</b> <i>Total Employees: 9</i>	Females	0	0.0%	16.9%	<b>YES</b>	1
	Minority	1	11.1%	31.1%	<b>YES</b>	1
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	0	0.0%	23.1%	<b>YES</b>	1
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	1	11.1%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 5</i>	Females	1	20.0%	36.9%	<b>NO</b>	0
	Minority	4	80.0%	77.6%	<b>NO</b>	0
	Afr. Amer.	1	20.0%	3.2%	<b>NO</b>	0
	Hispanic	3	60.0%	70.1%	<b>NO</b>	0
	Asian	0	0.0%	1.1%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.3%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	0.6%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 5</i>	Females	4	80.0%	68.8%	<b>NO</b>	0
	Minority	4	80.0%	31.6%	<b>NO</b>	0
	Afr. Amer.	1	20.0%	12.3%	<b>NO</b>	0
	Hispanic	3	60.0%	16.2%	<b>NO</b>	0
	Asian	0	0.0%	1.5%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.1%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 15</i>	Females	11	73.3%	58.8%	<b>NO</b>	0
	Minority	5	33.3%	28.4%	<b>NO</b>	0
	Afr. Amer.	2	13.3%	3.7%	<b>NO</b>	0
	Hispanic	3	20.0%	19.7%	<b>NO</b>	0
	Asian	0	0.0%	1.6%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.1%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 5</i>	Females	4	80.0%	57.9%	NO	0
	Minority	0	0.0%	25.5%	YES	1
	Afr. Amer.	0	0.0%	6.4%	NO	0
	Hispanic	0	0.0%	10.5%	NO	0
	Asian	0	0.0%	3.5%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	4.7%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 25</i>	Females	15	60.0%	48.6%	NO	0
	Minority	8	32.0%	37.6%	NO	0
	Afr. Amer.	0	0.0%	5.2%	YES	1
	Hispanic	7	28.0%	17.5%	NO	0
	Asian	0	0.0%	5.3%	YES	1
	Nat. Amer.	1	4.0%	1.5%	NO	0
	NHOPI	0	0.0%	0.6%	NO	0
	Two or More	0	0.0%	7.5%	YES	1

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 493</i>	Females	266	54.0%	49.4%	NO	0
	Minority	109	22.1%	27.8%	NO	0
	Afr. Amer.	19	3.9%	3.9%	NO	0
	Hispanic	40	8.1%	9.5%	NO	0
	Asian	19	3.9%	10.3%	YES	21
	Nat. Amer.	0	0.0%	0.6%	YES	2
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	31	6.3%	3.5%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 433</i>	Females	232	53.6%	48.6%	NO	0
	Minority	83	19.2%	29.3%	YES	18
	Afr. Amer.	14	3.2%	4.0%	NO	0
	Hispanic	22	5.1%	10.2%	YES	13
	Asian	13	3.0%	11.6%	YES	27
	Nat. Amer.	4	0.9%	0.6%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	30	6.9%	2.9%	NO	0

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**FOR INTERNAL USE ONLY**



**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 16</i>	Females	12	75.0%	70.5%	NO	0
	Minority	2	12.5%	31.0%	YES	1
	Afr. Amer.	1	6.3%	3.2%	NO	0
	Hispanic	1	6.3%	22.5%	YES	1
	Asian	0	0.0%	1.4%	NO	0
	Nat. Amer.	0	0.0%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	0	0.0%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 86</i>	Females	45	52.3%	60.9%	NO	0
	Minority	31	36.0%	31.8%	NO	0
	Afr. Amer.	3	3.5%	5.5%	NO	0
	Hispanic	7	8.1%	19.4%	YES	6
	Asian	2	2.3%	3.6%	NO	0
	Nat. Amer.	2	2.3%	1.2%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	17	19.8%	2.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Glendale Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 269</i>	Females	143	53.2%	58.3%	NO	0
	Minority	127	47.2%	39.2%	NO	0
	Afr. Amer.	20	7.4%	9.9%	YES	1
	Hispanic	48	17.8%	21.2%	NO	0
	Asian	14	5.2%	3.9%	NO	0
	Nat. Amer.	4	1.5%	1.2%	NO	0
	NHOPI	0	0.0%	0.2%	NO	0
	Two or More	41	15.2%	2.8%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 40</i>	Females	14	35.0%	23.8%	NO	0
	Minority	13	32.5%	31.4%	NO	0
	Afr. Amer.	0	0.0%	4.6%	YES	1
	Hispanic	6	15.0%	12.8%	NO	0
	Asian	4	10.0%	9.5%	NO	0
	Nat. Amer.	1	2.5%	1.4%	NO	0
	NHOPI	2	5.0%	0.1%	NO	0
	Two or More	0	0.0%	3.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 18</i>	Females	6	33.3%	34.8%	NO	0
	Minority	11	61.1%	27.3%	NO	0
	Afr. Amer.	3	16.7%	4.2%	NO	0
	Hispanic	2	11.1%	17.7%	NO	0
	Asian	0	0.0%	3.5%	NO	0
	Nat. Amer.	0	0.0%	0.1%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	6	33.3%	1.6%	NO	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 25</i>	Females	21	84.0%	51.0%	NO	0
	Minority	3	12.0%	33.0%	YES	3
	Afr. Amer.	0	0.0%	7.1%	YES	1
	Hispanic	3	12.0%	19.2%	NO	0
	Asian	0	0.0%	2.9%	NO	0
	Nat. Amer.	0	0.0%	2.0%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	0	0.0%	1.8%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 3</i>	Females	2	66.7%	42.6%	<b>NO</b>	0
	Minority	1	33.3%	26.9%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.3%	<b>NO</b>	0
	Hispanic	0	0.0%	15.8%	<b>NO</b>	0
	Asian	1	33.3%	3.6%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.1%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.0%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 138</i>	Females	107	77.5%	77.6%	<b>NO</b>	0
	Minority	69	50.0%	43.5%	<b>NO</b>	0
	Afr. Amer.	9	6.5%	6.4%	<b>NO</b>	0
	Hispanic	40	29.0%	28.8%	<b>NO</b>	0
	Asian	6	4.3%	3.5%	<b>NO</b>	0
	Nat. Amer.	4	2.9%	1.6%	<b>NO</b>	0
	NHOPI	1	0.7%	0.3%	<b>NO</b>	0
	Two or More	9	6.5%	2.8%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 23</i>	Females	2	8.7%	4.2%	<b>NO</b>	0
	Minority	10	43.5%	46.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.0%	<b>NO</b>	0
	Hispanic	7	30.4%	37.2%	<b>NO</b>	0
	Asian	0	0.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	3	13.0%	1.3%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 6</i>	Females	1	16.7%	16.9%	<b>NO</b>	0
	Minority	3	50.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	1	16.7%	23.1%	<b>NO</b>	0
	Asian	1	16.7%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	16.7%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Glendale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 20</i>	Females	8	40.0%	42.7%	<b>NO</b>	0
	Minority	17	85.0%	76.8%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.6%	<b>NO</b>	0
	Hispanic	13	65.0%	68.7%	<b>NO</b>	0
	Asian	1	5.0%	1.2%	<b>NO</b>	0
	Nat. Amer.	2	10.0%	2.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	1	5.0%	0.6%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 68</i>	Females	25	36.8%	58.1%	<b>YES</b>	6
	Minority	40	58.8%	30.0%	<b>NO</b>	0
	Afr. Amer.	8	11.8%	3.3%	<b>NO</b>	0
	Hispanic	18	26.5%	19.0%	<b>NO</b>	0
	Asian	1	1.5%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>YES</b>	1
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	13	19.1%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Mesa Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 2</i>	Females	2	100.0%	61.5%	<b>NO</b>	0
	Minority	1	50.0%	32.6%	<b>NO</b>	0
	Afr. Amer.	1	50.0%	11.5%	<b>NO</b>	0
	Hispanic	0	0.0%	15.0%	<b>NO</b>	0
	Asian	0	0.0%	1.5%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	4.0%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 17</i>	Females	10	58.8%	59.6%	<b>NO</b>	0
	Minority	6	35.3%	41.7%	<b>NO</b>	0
	Afr. Amer.	2	11.8%	11.1%	<b>NO</b>	0
	Hispanic	3	17.6%	20.4%	<b>NO</b>	0
	Asian	0	0.0%	4.1%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	5.9%	4.5%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Mesa Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 9</i>	Females	7	77.8%	55.9%	<b>NO</b>	0
	Minority	2	22.2%	22.5%	<b>NO</b>	0
	Afr. Amer.	1	11.1%	6.8%	<b>NO</b>	0
	Hispanic	0	0.0%	9.6%	<b>NO</b>	0
	Asian	0	0.0%	2.9%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	1	11.1%	2.2%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 37</i>	Females	22	59.5%	53.7%	<b>NO</b>	0
	Minority	22	59.5%	33.1%	<b>NO</b>	0
	Afr. Amer.	6	16.2%	5.5%	<b>NO</b>	0
	Hispanic	11	29.7%	14.1%	<b>NO</b>	0
	Asian	2	5.4%	4.2%	<b>NO</b>	0
	Nat. Amer.	1	2.7%	2.2%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	2	5.4%	6.9%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**



**Maricopa County Community College District**  
**Mesa Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 380</i>	Females	192	50.5%	49.0%	<b>NO</b>	0
	Minority	65	17.1%	28.0%	<b>YES</b>	20
	Afr. Amer.	17	4.5%	4.0%	<b>NO</b>	0
	Hispanic	25	6.6%	9.4%	<b>YES</b>	3
	Asian	11	2.9%	10.4%	<b>YES</b>	20
	Nat. Amer.	3	0.8%	0.7%	<b>NO</b>	0
	NHOPI	1	0.3%	0.0%	<b>NO</b>	0
	Two or More	8	2.1%	3.5%	<b>YES</b>	2
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 714</i>	Females	366	51.3%	48.6%	<b>NO</b>	0
	Minority	147	20.6%	29.3%	<b>YES</b>	20
	Afr. Amer.	29	4.1%	4.0%	<b>NO</b>	0
	Hispanic	33	4.6%	10.2%	<b>YES</b>	25
	Asian	28	3.9%	11.6%	<b>YES</b>	38
	Nat. Amer.	7	1.0%	0.6%	<b>NO</b>	0
	NHOPI	2	0.3%	0.0%	<b>NO</b>	0
	Two or More	48	6.7%	2.9%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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**Maricopa County Community College District**  
**Mesa Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 11</i>	Females	9	81.8%	70.5%	NO	0
	Minority	3	27.3%	31.0%	NO	0
	Afr. Amer.	0	0.0%	3.2%	NO	0
	Hispanic	2	18.2%	22.5%	NO	0
	Asian	1	9.1%	1.4%	NO	0
	Nat. Amer.	0	0.0%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	0	0.0%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 126</i>	Females	60	47.6%	60.5%	NO	0
	Minority	39	31.0%	31.5%	NO	0
	Afr. Amer.	1	0.8%	5.3%	YES	4
	Hispanic	8	6.3%	19.3%	YES	11
	Asian	10	7.9%	3.5%	NO	0
	Nat. Amer.	3	2.4%	1.2%	NO	0
	NHOPI	2	1.6%	0.1%	NO	0
	Two or More	15	11.9%	2.0%	NO	0

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**Maricopa County Community College District  
Mesa Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 355</i>	Females	218	61.4%	58.7%	NO	0
	Minority	132	37.2%	38.1%	NO	0
	Afr. Amer.	21	5.9%	9.8%	YES	6
	Hispanic	38	10.7%	19.9%	YES	18
	Asian	16	4.5%	4.3%	NO	0
	Nat. Amer.	7	2.0%	1.2%	NO	0
	NHOPI	1	0.3%	0.1%	NO	0
	Two or More	49	13.8%	2.8%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 61</i>	Females	23	37.7%	23.7%	NO	0
	Minority	16	26.2%	31.6%	NO	0
	Afr. Amer.	4	6.6%	4.6%	NO	0
	Hispanic	6	9.8%	13.5%	NO	0
	Asian	3	4.9%	9.0%	YES	1
	Nat. Amer.	2	3.3%	1.5%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	1.6%	2.9%	NO	0

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**Maricopa County Community College District  
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Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 24</i>	Females	9	37.5%	33.4%	NO	0
	Minority	10	41.7%	27.4%	NO	0
	Afr. Amer.	2	8.3%	4.3%	NO	0
	Hispanic	2	8.3%	17.8%	YES	1
	Asian	2	8.3%	3.3%	NO	0
	Nat. Amer.	0	0.0%	0.0%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	4	16.7%	1.6%	NO	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 20</i>	Females	18	90.0%	52.2%	NO	0
	Minority	6	30.0%	33.6%	NO	0
	Afr. Amer.	1	5.0%	7.3%	NO	0
	Hispanic	4	20.0%	19.6%	NO	0
	Asian	0	0.0%	2.8%	NO	0
	Nat. Amer.	0	0.0%	2.1%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	1	5.0%	1.8%	NO	0

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**Maricopa County Community College District  
Mesa Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 17</i>	Females	8	47.1%	38.1%	<b>NO</b>	0
	Minority	6	35.3%	27.8%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	5.0%	<b>NO</b>	0
	Hispanic	5	29.4%	16.8%	<b>NO</b>	0
	Asian	1	5.9%	3.1%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.1%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	1.8%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 143</i>	Females	115	80.4%	77.3%	<b>NO</b>	0
	Minority	65	45.5%	43.7%	<b>NO</b>	0
	Afr. Amer.	9	6.3%	6.4%	<b>NO</b>	0
	Hispanic	33	23.1%	29.0%	<b>NO</b>	0
	Asian	9	6.3%	3.5%	<b>NO</b>	0
	Nat. Amer.	4	2.8%	1.6%	<b>NO</b>	0
	NHOPI	1	0.7%	0.3%	<b>NO</b>	0
	Two or More	9	6.3%	2.8%	<b>NO</b>	0

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Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 21</i>	Females	0	0.0%	4.2%	<b>NO</b>	0
	Minority	7	33.3%	48.2%	<b>YES</b>	1
	Afr. Amer.	0	0.0%	3.8%	<b>NO</b>	0
	Hispanic	4	19.0%	39.7%	<b>YES</b>	2
	Asian	0	0.0%	1.3%	<b>NO</b>	0
	Nat. Amer.	2	9.5%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	1	4.8%	1.2%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 9</i>	Females	0	0.0%	16.9%	<b>YES</b>	1
	Minority	1	11.1%	31.1%	<b>YES</b>	1
	Afr. Amer.	1	11.1%	3.1%	<b>NO</b>	0
	Hispanic	0	0.0%	23.1%	<b>YES</b>	1
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

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Snapshot Date: 09/30/2022

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 9</i>	Females	3	33.3%	21.7%	<b>NO</b>	0
	Minority	7	77.8%	79.9%	<b>NO</b>	0
	Afr. Amer.	1	11.1%	2.4%	<b>NO</b>	0
	Hispanic	5	55.6%	73.9%	<b>NO</b>	0
	Asian	0	0.0%	0.7%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	11.1%	0.6%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 9</i>	Females	3	33.3%	58.1%	<b>YES</b>	1
	Minority	6	66.7%	30.0%	<b>NO</b>	0
	Afr. Amer.	1	11.1%	3.3%	<b>NO</b>	0
	Hispanic	0	0.0%	19.0%	<b>YES</b>	1
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	2	22.2%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	3	33.3%	2.1%	<b>NO</b>	0

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**Maricopa County Community College District  
Paradise Valley Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	2	50.0%	62.1%	<b>NO</b>	0
	Minority	2	50.0%	35.0%	<b>NO</b>	0
	Afr. Amer.	1	25.0%	5.7%	<b>NO</b>	0
	Hispanic	1	25.0%	16.2%	<b>NO</b>	0
	Asian	0	0.0%	6.5%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.4%	<b>NO</b>	0
	NHOPI	0	0.0%	5.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.1%	<b>NO</b>	0
<b>A2 - Senior Management</b> <i>Total Employees: 10</i>	Females	6	60.0%	57.3%	<b>NO</b>	0
	Minority	4	40.0%	37.6%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	5.0%	<b>NO</b>	0
	Hispanic	2	20.0%	24.5%	<b>NO</b>	0
	Asian	1	10.0%	4.8%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.1%	<b>NO</b>	0
	NHOPI	1	10.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.1%	<b>NO</b>	0

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**Maricopa County Community College District  
Paradise Valley Community College  
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Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 6</i>	Females	5	83.3%	44.8%	<b>NO</b>	0
	Minority	4	66.7%	25.9%	<b>NO</b>	0
	Afr. Amer.	1	16.7%	5.2%	<b>NO</b>	0
	Hispanic	2	33.3%	12.9%	<b>NO</b>	0
	Asian	0	0.0%	3.0%	<b>NO</b>	0
	Nat. Amer.	1	16.7%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	3.9%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 13</i>	Females	8	61.5%	58.2%	<b>NO</b>	0
	Minority	5	38.5%	37.3%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	5.4%	<b>NO</b>	0
	Hispanic	4	30.8%	18.3%	<b>NO</b>	0
	Asian	1	7.7%	4.2%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.5%	<b>NO</b>	0
	Two or More	0	0.0%	7.4%	<b>NO</b>	0

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Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 265</i>	Females	85	32.1%	50.1%	<b>YES</b>	21
	Minority	60	22.6%	27.4%	<b>NO</b>	0
	Afr. Amer.	5	1.9%	3.9%	<b>YES</b>	3
	Hispanic	32	12.1%	9.3%	<b>NO</b>	0
	Asian	8	3.0%	10.7%	<b>YES</b>	14
	Nat. Amer.	1	0.4%	0.5%	<b>NO</b>	0
	NHOPI	1	0.4%	0.0%	<b>NO</b>	0
	Two or More	13	4.9%	3.0%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 364</i>	Females	214	58.8%	48.6%	<b>NO</b>	0
	Minority	62	17.0%	29.3%	<b>YES</b>	23
	Afr. Amer.	12	3.3%	4.0%	<b>NO</b>	0
	Hispanic	15	4.1%	10.2%	<b>YES</b>	14
	Asian	21	5.8%	11.6%	<b>YES</b>	12
	Nat. Amer.	1	0.3%	0.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	13	3.6%	2.9%	<b>NO</b>	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 6</i>	Females	5	83.3%	70.5%	NO	0
	Minority	2	33.3%	31.0%	NO	0
	Afr. Amer.	0	0.0%	3.2%	NO	0
	Hispanic	1	16.7%	22.5%	NO	0
	Asian	1	16.7%	1.4%	NO	0
	Nat. Amer.	0	0.0%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	0	0.0%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 35</i>	Females	18	51.4%	60.5%	NO	0
	Minority	5	14.3%	31.5%	YES	3
	Afr. Amer.	1	2.9%	5.3%	NO	0
	Hispanic	0	0.0%	19.3%	YES	5
	Asian	1	2.9%	3.5%	NO	0
	Nat. Amer.	0	0.0%	1.2%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	3	8.6%	2.0%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 103</i>	Females	69	67.0%	57.6%	NO	0
	Minority	47	45.6%	38.4%	NO	0
	Afr. Amer.	6	5.8%	10.4%	YES	2
	Hispanic	20	19.4%	19.8%	NO	0
	Asian	3	2.9%	3.3%	NO	0
	Nat. Amer.	2	1.9%	1.6%	NO	0
	NHOPI	1	1.0%	0.0%	NO	0
	Two or More	15	14.6%	3.2%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 20</i>	Females	9	45.0%	24.6%	NO	0
	Minority	6	30.0%	31.6%	NO	0
	Afr. Amer.	1	5.0%	4.8%	NO	0
	Hispanic	3	15.0%	12.9%	NO	0
	Asian	2	10.0%	9.5%	NO	0
	Nat. Amer.	0	0.0%	1.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	2.9%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 23</i>	Females	3	13.0%	33.4%	<b>YES</b>	3
	Minority	9	39.1%	27.4%	<b>NO</b>	0
	Afr. Amer.	2	8.7%	4.3%	<b>NO</b>	0
	Hispanic	4	17.4%	17.8%	<b>NO</b>	0
	Asian	0	0.0%	3.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	3	13.0%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 4</i>	Females	3	75.0%	70.6%	<b>NO</b>	0
	Minority	2	50.0%	41.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	9.6%	<b>NO</b>	0
	Hispanic	1	25.0%	24.6%	<b>NO</b>	0
	Asian	0	0.0%	2.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	25.0%	2.0%	<b>NO</b>	0

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Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 2</i>	Females	2	100.0%	46.4%	<b>NO</b>	0
	Minority	0	0.0%	31.9%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	8.7%	<b>NO</b>	0
	Hispanic	0	0.0%	16.8%	<b>NO</b>	0
	Asian	0	0.0%	3.6%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	1.9%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 60</i>	Females	44	73.3%	77.5%	<b>NO</b>	0
	Minority	27	45.0%	43.6%	<b>NO</b>	0
	Afr. Amer.	5	8.3%	6.4%	<b>NO</b>	0
	Hispanic	13	21.7%	28.9%	<b>NO</b>	0
	Asian	1	1.7%	3.5%	<b>NO</b>	0
	Nat. Amer.	3	5.0%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	5	8.3%	2.8%	<b>NO</b>	0

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**Maricopa County Community College District  
Paradise Valley Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 22</i>	Females	3	13.6%	4.6%	<b>NO</b>	0
	Minority	4	18.2%	42.1%	<b>YES</b>	3
	Afr. Amer.	1	4.5%	4.7%	<b>NO</b>	0
	Hispanic	3	13.6%	32.4%	<b>YES</b>	2
	Asian	0	0.0%	1.8%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	1.5%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	1	25.0%	16.9%	<b>NO</b>	0
	Minority	1	25.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	1	25.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Paradise Valley Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 11</i>	Females	7	63.6%	49.4%	<b>NO</b>	0
	Minority	10	90.9%	75.8%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.9%	<b>NO</b>	0
	Hispanic	9	81.8%	67.1%	<b>NO</b>	0
	Asian	0	0.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	1	9.1%	2.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	0.7%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 1</i>	Females	0	0.0%	58.1%	<b>NO</b>	0
	Minority	0	0.0%	30.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	0	0.0%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**



**Maricopa County Community College District  
Phoenix College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	2	50.0%	58.6%	NO	0
	Minority	0	0.0%	26.7%	NO	0
	Afr. Amer.	0	0.0%	5.7%	NO	0
	Hispanic	0	0.0%	12.1%	NO	0
	Asian	0	0.0%	4.5%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	4.0%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 17</i>	Females	9	52.9%	59.0%	NO	0
	Minority	4	23.5%	44.8%	YES	2
	Afr. Amer.	0	0.0%	14.4%	YES	1
	Hispanic	2	11.8%	20.4%	NO	0
	Asian	1	5.9%	5.8%	NO	0
	Nat. Amer.	0	0.0%	0.5%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	5.9%	3.7%	NO	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Phoenix College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 4</i>	Females	3	75.0%	57.5%	NO	0
	Minority	4	100.0%	28.9%	NO	0
	Afr. Amer.	2	50.0%	7.4%	NO	0
	Hispanic	1	25.0%	10.8%	NO	0
	Asian	0	0.0%	3.8%	NO	0
	Nat. Amer.	0	0.0%	2.1%	NO	0
	NHOPI	0	0.0%	0.4%	NO	0
	Two or More	1	25.0%	4.5%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 21</i>	Females	13	61.9%	57.9%	NO	0
	Minority	10	47.6%	45.3%	NO	0
	Afr. Amer.	3	14.3%	7.4%	NO	0
	Hispanic	5	23.8%	19.3%	NO	0
	Asian	2	9.5%	4.7%	NO	0
	Nat. Amer.	0	0.0%	2.3%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	11.5%	YES	1

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**Maricopa County Community College District**  
**Phoenix College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 184</i>	Females	98	53.3%	50.5%	NO	0
	Minority	51	27.7%	28.8%	NO	0
	Afr. Amer.	10	5.4%	4.2%	NO	0
	Hispanic	16	8.7%	10.1%	NO	0
	Asian	8	4.3%	10.3%	YES	7
	Nat. Amer.	5	2.7%	0.6%	NO	0
	NHOPI	1	0.5%	0.1%	NO	0
	Two or More	11	6.0%	3.6%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 580</i>	Females	353	60.9%	48.6%	NO	0
	Minority	153	26.4%	29.3%	NO	0
	Afr. Amer.	33	5.7%	4.0%	NO	0
	Hispanic	54	9.3%	10.2%	NO	0
	Asian	18	3.1%	11.6%	YES	35
	Nat. Amer.	2	0.3%	0.6%	NO	0
	NHOPI	2	0.3%	0.0%	NO	0
	Two or More	44	7.6%	2.9%	NO	0

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**Maricopa County Community College District**  
**Phoenix College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 9</i>	Females	7	77.8%	70.5%	NO	0
	Minority	5	55.6%	31.0%	NO	0
	Afr. Amer.	0	0.0%	3.2%	NO	0
	Hispanic	4	44.4%	22.5%	NO	0
	Asian	0	0.0%	1.4%	NO	0
	Nat. Amer.	1	11.1%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	0	0.0%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 51</i>	Females	28	54.9%	61.6%	NO	0
	Minority	17	33.3%	32.5%	NO	0
	Afr. Amer.	3	5.9%	5.8%	NO	0
	Hispanic	6	11.8%	19.6%	YES	1
	Asian	3	5.9%	3.7%	NO	0
	Nat. Amer.	1	2.0%	1.3%	NO	0
	NHOPI	0	0.0%	0.2%	NO	0
	Two or More	4	7.8%	2.0%	NO	0

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**Maricopa County Community College District  
Phoenix College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 240</i>	Females	164	68.3%	59.9%	<b>NO</b>	0
	Minority	149	62.1%	41.6%	<b>NO</b>	0
	Afr. Amer.	27	11.3%	10.6%	<b>NO</b>	0
	Hispanic	44	18.3%	21.4%	<b>NO</b>	0
	Asian	12	5.0%	3.6%	<b>NO</b>	0
	Nat. Amer.	6	2.5%	2.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	60	25.0%	3.4%	<b>NO</b>	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 29</i>	Females	12	41.4%	24.5%	<b>NO</b>	0
	Minority	11	37.9%	31.7%	<b>NO</b>	0
	Afr. Amer.	1	3.4%	4.6%	<b>NO</b>	0
	Hispanic	6	20.7%	13.5%	<b>NO</b>	0
	Asian	2	6.9%	9.2%	<b>NO</b>	0
	Nat. Amer.	1	3.4%	1.5%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	3.4%	2.9%	<b>NO</b>	0

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**Maricopa County Community College District  
Phoenix College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 28</i>	Females	12	42.9%	33.4%	<b>NO</b>	0
	Minority	16	57.1%	27.4%	<b>NO</b>	0
	Afr. Amer.	6	21.4%	4.3%	<b>NO</b>	0
	Hispanic	7	25.0%	17.8%	<b>NO</b>	0
	Asian	2	7.1%	3.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	3.6%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 26</i>	Females	19	73.1%	49.4%	<b>NO</b>	0
	Minority	11	42.3%	32.4%	<b>NO</b>	0
	Afr. Amer.	1	3.8%	6.9%	<b>NO</b>	0
	Hispanic	7	26.9%	18.8%	<b>NO</b>	0
	Asian	2	7.7%	2.9%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	3.8%	1.8%	<b>NO</b>	0

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**Maricopa County Community College District  
Phoenix College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 7</i>	Females	3	42.9%	36.2%	<b>NO</b>	0
	Minority	2	28.6%	27.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.7%	<b>NO</b>	0
	Hispanic	1	14.3%	16.9%	<b>NO</b>	0
	Asian	0	0.0%	3.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.1%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	14.3%	1.8%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 96</i>	Females	82	85.4%	77.0%	<b>NO</b>	0
	Minority	59	61.5%	43.9%	<b>NO</b>	0
	Afr. Amer.	9	9.4%	6.5%	<b>NO</b>	0
	Hispanic	29	30.2%	29.1%	<b>NO</b>	0
	Asian	3	3.1%	3.5%	<b>NO</b>	0
	Nat. Amer.	9	9.4%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	9	9.4%	2.8%	<b>NO</b>	0

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**Maricopa County Community College District  
Phoenix College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 11</i>	Females	1	9.1%	4.1%	<b>NO</b>	0
	Minority	3	27.3%	48.5%	<b>YES</b>	1
	Afr. Amer.	0	0.0%	3.7%	<b>NO</b>	0
	Hispanic	2	18.2%	40.1%	<b>YES</b>	1
	Asian	1	9.1%	1.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	1.2%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	0	0.0%	16.9%	<b>NO</b>	0
	Minority	1	25.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	0	0.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	25.0%	2.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**



**Maricopa County Community College District**  
**Phoenix College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 13</i>	Females	3	23.1%	29.0%	<b>NO</b>	0
	Minority	12	92.3%	78.8%	<b>NO</b>	0
	Afr. Amer.	1	7.7%	2.8%	<b>NO</b>	0
	Hispanic	7	53.8%	72.1%	<b>NO</b>	0
	Asian	1	7.7%	0.9%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.2%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	3	23.1%	0.6%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 9</i>	Females	6	66.7%	58.1%	<b>NO</b>	0
	Minority	4	44.4%	30.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	3	33.3%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	1	11.1%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Rio Salado Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 7</i>	Females	4	57.1%	58.2%	NO	0
	Minority	2	28.6%	28.0%	NO	0
	Afr. Amer.	0	0.0%	5.7%	NO	0
	Hispanic	2	28.6%	12.7%	NO	0
	Asian	0	0.0%	5.9%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	3.3%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 23</i>	Females	12	52.2%	55.5%	NO	0
	Minority	6	26.1%	36.0%	NO	0
	Afr. Amer.	0	0.0%	9.5%	YES	1
	Hispanic	3	13.0%	16.7%	NO	0
	Asian	2	8.7%	4.5%	NO	0
	Nat. Amer.	0	0.0%	1.1%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	4.3%	4.2%	NO	0

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**Maricopa County Community College District  
Rio Salado Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 11</i>	Females	7	63.6%	68.5%	<b>NO</b>	0
	Minority	3	27.3%	25.2%	<b>NO</b>	0
	Afr. Amer.	3	27.3%	8.2%	<b>NO</b>	0
	Hispanic	0	0.0%	8.1%	<b>NO</b>	0
	Asian	0	0.0%	4.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.2%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	3.3%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 52</i>	Females	35	67.3%	57.1%	<b>NO</b>	0
	Minority	24	46.2%	39.6%	<b>NO</b>	0
	Afr. Amer.	5	9.6%	6.0%	<b>NO</b>	0
	Hispanic	12	23.1%	18.5%	<b>NO</b>	0
	Asian	2	3.8%	6.1%	<b>NO</b>	0
	Nat. Amer.	1	1.9%	1.1%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	4	7.7%	7.8%	<b>NO</b>	0

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**Maricopa County Community College District**  
**Rio Salado Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 74</i>	Females	53	71.6%	51.6%	NO	0
	Minority	16	21.6%	26.7%	NO	0
	Afr. Amer.	5	6.8%	3.7%	NO	0
	Hispanic	3	4.1%	9.6%	YES	2
	Asian	4	5.4%	10.2%	YES	2
	Nat. Amer.	1	1.4%	0.5%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	3	4.1%	2.7%	NO	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 601</i>	Females	411	68.4%	48.6%	NO	0
	Minority	72	12.0%	29.3%	YES	68
	Afr. Amer.	14	2.3%	4.0%	YES	5
	Hispanic	36	6.0%	10.2%	YES	13
	Asian	13	2.2%	11.6%	YES	42
	Nat. Amer.	1	0.2%	0.6%	YES	1
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	8	1.3%	2.9%	YES	5

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Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 4</i>	Females	3	75.0%	70.5%	NO	0
	Minority	0	0.0%	31.0%	NO	0
	Afr. Amer.	0	0.0%	3.2%	NO	0
	Hispanic	0	0.0%	22.5%	NO	0
	Asian	0	0.0%	1.4%	NO	0
	Nat. Amer.	0	0.0%	2.4%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	0	0.0%	1.2%	NO	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 153</i>	Females	105	68.6%	58.9%	NO	0
	Minority	65	42.5%	29.9%	NO	0
	Afr. Amer.	18	11.8%	4.6%	NO	0
	Hispanic	21	13.7%	18.9%	YES	2
	Asian	9	5.9%	3.2%	NO	0
	Nat. Amer.	2	1.3%	1.1%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	15	9.8%	2.0%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 187</i>	Females	124	66.3%	59.1%	NO	0
	Minority	94	50.3%	38.3%	NO	0
	Afr. Amer.	15	8.0%	9.8%	NO	0
	Hispanic	38	20.3%	19.5%	NO	0
	Asian	11	5.9%	4.3%	NO	0
	Nat. Amer.	1	0.5%	1.7%	YES	1
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	29	15.5%	2.6%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 97</i>	Females	53	54.6%	23.2%	NO	0
	Minority	36	37.1%	32.3%	NO	0
	Afr. Amer.	6	6.2%	4.6%	NO	0
	Hispanic	18	18.6%	12.9%	NO	0
	Asian	8	8.2%	10.5%	NO	0
	Nat. Amer.	2	2.1%	1.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	2	2.1%	2.9%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 2</i>	Females	2	100.0%	70.6%	NO	0
	Minority	1	50.0%	41.5%	NO	0
	Afr. Amer.	0	0.0%	9.6%	NO	0
	Hispanic	0	0.0%	24.6%	NO	0
	Asian	1	50.0%	2.4%	NO	0
	Nat. Amer.	0	0.0%	2.9%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	2.0%	NO	0
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 46</i>	Females	22	47.8%	42.3%	NO	0
	Minority	9	19.6%	28.9%	YES	1
	Afr. Amer.	1	2.2%	4.9%	NO	0
	Hispanic	3	6.5%	13.1%	YES	1
	Asian	1	2.2%	2.8%	NO	0
	Nat. Amer.	0	0.0%	2.9%	YES	1
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	4	8.7%	5.3%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>H1 - Office/Admin Support</b> <i>Total Employees: 144</i>	Females	116	80.6%	77.4%	NO	0
	Minority	70	48.6%	43.7%	NO	0
	Afr. Amer.	13	9.0%	6.4%	NO	0
	Hispanic	30	20.8%	29.0%	YES	3
	Asian	9	6.3%	3.5%	NO	0
	Nat. Amer.	8	5.6%	1.6%	NO	0
	NHOPI	2	1.4%	0.3%	NO	0
	Two or More	8	5.6%	2.8%	NO	0
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 9</i>	Females	0	0.0%	4.4%	NO	0
	Minority	3	33.3%	47.2%	NO	0
	Afr. Amer.	0	0.0%	4.0%	NO	0
	Hispanic	2	22.2%	38.8%	NO	0
	Asian	0	0.0%	1.5%	NO	0
	Nat. Amer.	0	0.0%	1.5%	NO	0
	NHOPI	0	0.0%	0.2%	NO	0
	Two or More	1	11.1%	1.3%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	1	25.0%	16.9%	<b>NO</b>	0
	Minority	1	25.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	0	0.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	25.0%	2.1%	<b>NO</b>	0
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 4</i>	Females	1	25.0%	45.5%	<b>NO</b>	0
	Minority	3	75.0%	76.4%	<b>NO</b>	0
	Afr. Amer.	1	25.0%	3.7%	<b>NO</b>	0
	Hispanic	2	50.0%	68.0%	<b>NO</b>	0
	Asian	0	0.0%	1.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	0.7%	<b>NO</b>	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K3 - Service - Other</b> <i>Total Employees: 6</i>	Females	0	0.0%	43.9%	<b>YES</b>	2
	Minority	4	66.7%	53.4%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.9%	<b>NO</b>	0
	Hispanic	3	50.0%	36.9%	<b>NO</b>	0
	Asian	0	0.0%	7.1%	<b>NO</b>	0
	Nat. Amer.	1	16.7%	1.8%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.7%	<b>NO</b>	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	2	50.0%	59.4%	NO	0
	Minority	1	25.0%	19.5%	NO	0
	Afr. Amer.	0	0.0%	5.7%	NO	0
	Hispanic	1	25.0%	10.8%	NO	0
	Asian	0	0.0%	1.5%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	1.1%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 11</i>	Females	6	54.5%	54.0%	NO	0
	Minority	1	9.1%	28.7%	YES	1
	Afr. Amer.	0	0.0%	5.1%	NO	0
	Hispanic	1	9.1%	13.8%	NO	0
	Asian	0	0.0%	4.4%	NO	0
	Nat. Amer.	0	0.0%	2.2%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	3.2%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 5</i>	Females	3	60.0%	56.0%	NO	0
	Minority	3	60.0%	19.5%	NO	0
	Afr. Amer.	0	0.0%	6.4%	NO	0
	Hispanic	1	20.0%	8.3%	NO	0
	Asian	1	20.0%	3.0%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	20.0%	1.4%	NO	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 23</i>	Females	13	56.5%	50.1%	NO	0
	Minority	4	17.4%	29.3%	YES	1
	Afr. Amer.	1	4.3%	4.7%	NO	0
	Hispanic	2	8.7%	12.7%	NO	0
	Asian	0	0.0%	3.3%	NO	0
	Nat. Amer.	1	4.3%	2.7%	NO	0
	NHOPI	0	0.0%	0.5%	NO	0
	Two or More	0	0.0%	5.5%	YES	1

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 132</i>	Females	67	50.8%	50.1%	NO	0
	Minority	16	12.1%	27.1%	YES	12
	Afr. Amer.	5	3.8%	3.9%	NO	0
	Hispanic	6	4.5%	9.4%	YES	3
	Asian	4	3.0%	10.2%	YES	6
	Nat. Amer.	0	0.0%	0.6%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	0.8%	3.1%	YES	2
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 293</i>	Females	172	58.7%	48.6%	NO	0
	Minority	44	15.0%	29.3%	YES	24
	Afr. Amer.	10	3.4%	4.0%	NO	0
	Hispanic	13	4.4%	10.2%	YES	10
	Asian	7	2.4%	11.6%	YES	20
	Nat. Amer.	1	0.3%	0.6%	NO	0
	NHOPI	1	0.3%	0.0%	NO	0
	Two or More	12	4.1%	2.9%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 7</i>	Females	6	85.7%	70.5%	<b>NO</b>	0
	Minority	1	14.3%	31.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.2%	<b>NO</b>	0
	Hispanic	1	14.3%	22.5%	<b>NO</b>	0
	Asian	0	0.0%	1.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	1.2%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 45</i>	Females	21	46.7%	61.2%	<b>YES</b>	1
	Minority	7	15.6%	32.1%	<b>YES</b>	4
	Afr. Amer.	2	4.4%	5.6%	<b>NO</b>	0
	Hispanic	3	6.7%	19.5%	<b>YES</b>	4
	Asian	0	0.0%	3.6%	<b>YES</b>	1
	Nat. Amer.	0	0.0%	1.2%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	2	4.4%	2.0%	<b>NO</b>	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 98</i>	Females	51	52.0%	57.2%	NO	0
	Minority	29	29.6%	34.8%	NO	0
	Afr. Amer.	5	5.1%	9.3%	YES	2
	Hispanic	7	7.1%	17.1%	YES	6
	Asian	3	3.1%	3.7%	NO	0
	Nat. Amer.	3	3.1%	1.2%	NO	0
	NHOPI	1	1.0%	0.0%	NO	0
	Two or More	10	10.2%	3.4%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 24</i>	Females	9	37.5%	25.9%	NO	0
	Minority	5	20.8%	31.6%	YES	1
	Afr. Amer.	1	4.2%	4.8%	NO	0
	Hispanic	2	8.3%	12.8%	NO	0
	Asian	1	4.2%	9.7%	NO	0
	Nat. Amer.	0	0.0%	1.3%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	4.2%	2.8%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 21</i>	Females	7	33.3%	33.4%	<b>NO</b>	0
	Minority	5	23.8%	27.4%	<b>NO</b>	0
	Afr. Amer.	1	4.8%	4.3%	<b>NO</b>	0
	Hispanic	2	9.5%	17.8%	<b>NO</b>	0
	Asian	1	4.8%	3.3%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	4.8%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 3</i>	Females	3	100.0%	70.6%	<b>NO</b>	0
	Minority	2	66.7%	41.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	9.6%	<b>NO</b>	0
	Hispanic	1	33.3%	24.6%	<b>NO</b>	0
	Asian	0	0.0%	2.4%	<b>NO</b>	0
	Nat. Amer.	1	33.3%	2.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.0%	<b>NO</b>	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 2</i>	Females	0	0.0%	39.5%	NO	0
	Minority	0	0.0%	28.3%	NO	0
	Afr. Amer.	0	0.0%	5.8%	NO	0
	Hispanic	0	0.0%	16.0%	NO	0
	Asian	0	0.0%	3.2%	NO	0
	Nat. Amer.	0	0.0%	1.5%	NO	0
	NHOPI	0	0.0%	0.0%	NO	0
	Two or More	0	0.0%	1.8%	NO	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 68</i>	Females	48	70.6%	77.8%	NO	0
	Minority	21	30.9%	43.2%	YES	2
	Afr. Amer.	4	5.9%	6.2%	NO	0
	Hispanic	7	10.3%	28.9%	YES	8
	Asian	2	2.9%	3.3%	NO	0
	Nat. Amer.	2	2.9%	1.6%	NO	0
	NHOPI	0	0.0%	0.3%	NO	0
	Two or More	6	8.8%	2.7%	NO	0

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 7</i>	Females	0	0.0%	4.3%	<b>NO</b>	0
	Minority	1	14.3%	49.7%	<b>YES</b>	1
	Afr. Amer.	0	0.0%	3.7%	<b>NO</b>	0
	Hispanic	1	14.3%	41.6%	<b>YES</b>	1
	Asian	0	0.0%	1.2%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	1.2%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 5</i>	Females	0	0.0%	16.9%	<b>NO</b>	0
	Minority	2	40.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	1	20.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	1	20.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
Scottsdale Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 3</i>	Females	1	33.3%	21.7%	<b>NO</b>	0
	Minority	2	66.7%	79.9%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	2.4%	<b>NO</b>	0
	Hispanic	1	33.3%	73.9%	<b>NO</b>	0
	Asian	0	0.0%	0.7%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	33.3%	0.6%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 4</i>	Females	4	100.0%	58.1%	<b>NO</b>	0
	Minority	0	0.0%	30.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	0	0.0%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A1 - Executive Management</b> <i>Total Employees: 4</i>	Females	2	50.0%	54.3%	NO	0
	Minority	2	50.0%	31.6%	NO	0
	Afr. Amer.	1	25.0%	11.2%	NO	0
	Hispanic	1	25.0%	6.2%	NO	0
	Asian	0	0.0%	1.5%	NO	0
	Nat. Amer.	0	0.0%	0.4%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	0	0.0%	12.2%	NO	0
<b>A2 - Senior Management</b> <i>Total Employees: 9</i>	Females	4	44.4%	61.8%	NO	0
	Minority	3	33.3%	45.6%	NO	0
	Afr. Amer.	1	11.1%	3.6%	NO	0
	Hispanic	0	0.0%	28.6%	YES	2
	Asian	0	0.0%	4.2%	NO	0
	Nat. Amer.	0	0.0%	8.0%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	2	22.2%	1.2%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>A3 - Deans</b> <i>Total Employees: 4</i>	Females	2	50.0%	56.5%	<b>NO</b>	0
	Minority	2	50.0%	35.9%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	11.4%	<b>NO</b>	0
	Hispanic	0	0.0%	14.7%	<b>NO</b>	0
	Asian	1	25.0%	6.6%	<b>NO</b>	0
	Nat. Amer.	1	25.0%	1.3%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	1.8%	<b>NO</b>	0
<b>A4 - First/Mid-Level Management</b> <i>Total Employees: 8</i>	Females	6	75.0%	46.8%	<b>NO</b>	0
	Minority	5	62.5%	44.5%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	8.3%	<b>NO</b>	0
	Hispanic	4	50.0%	20.8%	<b>NO</b>	0
	Asian	0	0.0%	2.2%	<b>NO</b>	0
	Nat. Amer.	1	12.5%	4.5%	<b>NO</b>	0
	NHOPI	0	0.0%	1.0%	<b>NO</b>	0
	Two or More	0	0.0%	7.7%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District  
South Mountain Community College  
Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>B1 - Faculty</b> <i>Total Employees: 66</i>	Females	34	51.5%	50.9%	<b>NO</b>	0
	Minority	26	39.4%	30.5%	<b>NO</b>	0
	Afr. Amer.	8	12.1%	5.5%	<b>NO</b>	0
	Hispanic	10	15.2%	10.2%	<b>NO</b>	0
	Asian	6	9.1%	10.4%	<b>NO</b>	0
	Nat. Amer.	1	1.5%	0.8%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	1	1.5%	3.6%	<b>NO</b>	0
<b>B2 - Faculty - Adjunct Day</b> <i>Total Employees: 165</i>	Females	105	63.6%	48.6%	<b>NO</b>	0
	Minority	62	37.6%	29.3%	<b>NO</b>	0
	Afr. Amer.	23	13.9%	4.0%	<b>NO</b>	0
	Hispanic	17	10.3%	10.2%	<b>NO</b>	0
	Asian	6	3.6%	11.6%	<b>YES</b>	9
	Nat. Amer.	3	1.8%	0.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	13	7.9%	2.9%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>C1 - Librarians</b> <i>Total Employees: 9</i>	Females	6	66.7%	69.2%	<b>NO</b>	0
	Minority	4	44.4%	30.9%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	2	22.2%	22.1%	<b>NO</b>	0
	Asian	0	0.0%	1.6%	<b>NO</b>	0
	Nat. Amer.	2	22.2%	2.3%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	1.3%	<b>NO</b>	0
<b>D1 - Other Student, Academic and Educational Services</b> <i>Total Employees: 25</i>	Females	11	44.0%	60.7%	<b>YES</b>	1
	Minority	14	56.0%	31.6%	<b>NO</b>	0
	Afr. Amer.	3	12.0%	5.4%	<b>NO</b>	0
	Hispanic	6	24.0%	19.3%	<b>NO</b>	0
	Asian	0	0.0%	3.5%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.2%	<b>NO</b>	0
	NHOPI	1	4.0%	0.1%	<b>NO</b>	0
	Two or More	4	16.0%	2.0%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>E1 - Professionals - Non-faculty</b> <i>Total Employees: 44</i>	Females	23	52.3%	56.2%	NO	0
	Minority	24	54.5%	43.3%	NO	0
	Afr. Amer.	5	11.4%	9.2%	NO	0
	Hispanic	10	22.7%	25.1%	NO	0
	Asian	0	0.0%	4.2%	YES	1
	Nat. Amer.	2	4.5%	1.7%	NO	0
	NHOPI	1	2.3%	0.0%	NO	0
	Two or More	6	13.6%	3.1%	NO	0
<b>F1 - Computer, Engineering &amp; Related Technical Occupations</b> <i>Total Employees: 16</i>	Females	1	6.3%	23.8%	YES	2
	Minority	8	50.0%	31.4%	NO	0
	Afr. Amer.	1	6.3%	4.7%	NO	0
	Hispanic	4	25.0%	13.2%	NO	0
	Asian	0	0.0%	9.0%	YES	1
	Nat. Amer.	2	12.5%	1.5%	NO	0
	NHOPI	0	0.0%	0.1%	NO	0
	Two or More	1	6.3%	3.0%	NO	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**



**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G1 - Athletics/Sports</b> <i>Total Employees: 12</i>	Females	4	33.3%	33.4%	<b>NO</b>	0
	Minority	4	33.3%	27.4%	<b>NO</b>	0
	Afr. Amer.	1	8.3%	4.3%	<b>NO</b>	0
	Hispanic	1	8.3%	17.8%	<b>NO</b>	0
	Asian	0	0.0%	3.3%	<b>NO</b>	0
	Nat. Amer.	1	8.3%	0.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	1	8.3%	1.6%	<b>NO</b>	0
<b>G2 - Counseling/Social Service/Legal</b> <i>Total Employees: 4</i>	Females	2	50.0%	70.6%	<b>NO</b>	0
	Minority	2	50.0%	41.5%	<b>NO</b>	0
	Afr. Amer.	1	25.0%	9.6%	<b>NO</b>	0
	Hispanic	0	0.0%	24.6%	<b>NO</b>	0
	Asian	0	0.0%	2.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.9%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	1	25.0%	2.0%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>G3 - Radio, TV and Other Media/Entertainment</b> <i>Total Employees: 4</i>	Females	1	25.0%	44.1%	<b>NO</b>	0
	Minority	2	50.0%	26.2%	<b>NO</b>	0
	Afr. Amer.	2	50.0%	3.6%	<b>NO</b>	0
	Hispanic	0	0.0%	15.7%	<b>NO</b>	0
	Asian	0	0.0%	3.9%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.0%	<b>NO</b>	0
<b>H1 - Office/Admin Support</b> <i>Total Employees: 40</i>	Females	26	65.0%	77.0%	<b>NO</b>	0
	Minority	30	75.0%	44.0%	<b>NO</b>	0
	Afr. Amer.	3	7.5%	6.4%	<b>NO</b>	0
	Hispanic	20	50.0%	29.4%	<b>NO</b>	0
	Asian	2	5.0%	3.5%	<b>NO</b>	0
	Nat. Amer.	2	5.0%	1.6%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	3	7.5%	2.8%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>I1 - Maintenance/Construction</b> <i>Total Employees: 4</i>	Females	0	0.0%	4.7%	<b>NO</b>	0
	Minority	2	50.0%	41.9%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	4.7%	<b>NO</b>	0
	Hispanic	1	25.0%	32.3%	<b>NO</b>	0
	Asian	1	25.0%	1.8%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.4%	<b>NO</b>	0
	NHOPI	0	0.0%	0.2%	<b>NO</b>	0
	Two or More	0	0.0%	1.5%	<b>NO</b>	0
<b>K1 - Service - Public Safety</b> <i>Total Employees: 4</i>	Females	0	0.0%	16.9%	<b>NO</b>	0
	Minority	2	50.0%	31.1%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>	0
	Hispanic	2	50.0%	23.1%	<b>NO</b>	0
	Asian	0	0.0%	2.0%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	0.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.0%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**South Mountain Community College**  
**Placement Goals Summary**

Snapshot Date: 09/30/2022

Test: 80% Rule with Whole Person

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No	Add'l Needed (#)
<b>K2 - Service - Facility/Grounds</b> <i>Total Employees: 3</i>	Females	0	0.0%	2.7%	<b>NO</b>	0
	Minority	3	100.0%	82.7%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	1.3%	<b>NO</b>	0
	Hispanic	3	100.0%	78.6%	<b>NO</b>	0
	Asian	0	0.0%	0.2%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	1.7%	<b>NO</b>	0
	NHOPI	0	0.0%	0.3%	<b>NO</b>	0
	Two or More	0	0.0%	0.5%	<b>NO</b>	0
<b>K3 - Service - Other</b> <i>Total Employees: 1</i>	Females	1	100.0%	58.1%	<b>NO</b>	0
	Minority	1	100.0%	30.0%	<b>NO</b>	0
	Afr. Amer.	0	0.0%	3.3%	<b>NO</b>	0
	Hispanic	1	100.0%	19.0%	<b>NO</b>	0
	Asian	0	0.0%	3.4%	<b>NO</b>	0
	Nat. Amer.	0	0.0%	2.0%	<b>NO</b>	0
	NHOPI	0	0.0%	0.1%	<b>NO</b>	0
	Two or More	0	0.0%	2.1%	<b>NO</b>	0

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

**Analysis 1: Applicants vs. Hires**

*Transaction Period: 10/01/2021 - 09/30/2022*

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	184	1	0.5	YES	2.24	2.13	YES	1	2
	Females (!)	145	6	4.1	NO	N/A	N/A	NO	N/A	N/A
	White	144	3	2.1	YES	1.31	1.42	NO	N/A	N/A
	Minority	168	4	2.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	80	2	2.5	YES	1.06	1.29	NO	N/A	N/A
	Hispanic (!)	12	1	8.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	20	0	0.0	YES	1.31	1.31	NO	N/A	N/A
	Nat. Amer.	5	0	0.0	YES	0.66	0.45	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	51	1	2.0	YES	1.13	1.30	NO	N/A	N/A
A2 - Senior Management	Males	443	1	0.2	YES	1.46	1.39	NO	N/A	N/A
	Females (!)	511	5	1.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	491	6	1.2	NO	N/A	N/A	NO	N/A	N/A
	Minority	445	0	0.0	YES	2.33	2.29	YES	1	2
	Afr. Amer.	182	0	0.0	YES	1.49	1.54	NO	N/A	N/A
	Hispanic	43	0	0.0	YES	0.72	0.38	NO	N/A	N/A
	Asian	19	0	0.0	YES	0.48	0.52	NO	N/A	N/A
	Nat. Amer.	13	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	NHOPI	4	0	0.0	YES	0.22	0.63	NO	N/A	N/A
	Two or More	184	0	0.0	YES	1.50	1.54	NO	N/A	N/A

1 - "Applicants" shows all external applicants.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

(\*) Highest Rate - All groups will be compared to the "Reference Group"

**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	184	0	0.0	YES	1.44	1.37	NO	N/A	N/A
	Females (!)	265	3	1.1	NO	N/A	N/A	NO	N/A	N/A
	White	206	2	1.0	NO	0.06	0.28	NO	N/A	N/A
	Minority	217	1	0.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	95	1	1.1	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	0	0.0	YES	0.49	0.52	NO	N/A	N/A
	Asian	26	0	0.0	YES	0.52	0.51	NO	N/A	N/A
	Nat. Amer.	11	0	0.0	YES	0.34	0.59	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.14	0.65	NO	N/A	N/A
	Two or More	60	0	0.0	YES	0.79	0.39	NO	N/A	N/A
A4 - First/Mid-Level Management	Males (!)	896	11	1.2	NO	N/A	N/A	NO	N/A	N/A
	Females	1,217	12	1.0	NO	0.52	0.52	NO	N/A	N/A
	White (!)	1,004	17	1.7	NO	N/A	N/A	NO	N/A	N/A
	Minority	1,067	6	0.6	YES	2.45	2.42	YES	2	5
	Afr. Amer.	366	1	0.3	YES	2.04	2.01	YES	1	3
	Hispanic	118	1	0.8	YES	0.69	0.57	NO	N/A	N/A
	Asian	83	1	1.2	YES	0.33	0.22	NO	N/A	N/A
	Nat. Amer.	44	0	0.0	YES	0.87	0.30	NO	N/A	N/A
	NHOPI	6	0	0.0	YES	0.32	0.59	NO	N/A	N/A
	Two or More	450	3	0.7	YES	1.55	1.57	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males (!)	1,449	131	9.0	NO	N/A	N/A	NO	N/A	N/A
	Females	1,581	113	7.1	YES	1.91	1.90	NO	N/A	N/A
	White	1,986	184	9.3	YES	2.31	2.21	YES	17	6
	Minority	978	60	6.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	230	7	3.0	YES	4.31	4.17	YES	14	9
	Hispanic (!)	98	16	16.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	238	9	3.8	YES	3.98	3.68	YES	13	8
	Nat. Amer.	27	1	3.7	YES	1.69	1.71	NO	N/A	N/A
	NHOPI	7	1	14.3	NO	0.14	0.25	NO	N/A	N/A
	Two or More	378	26	6.9	YES	2.93	2.72	YES	9	7
B2 - Faculty - Adjunct Day	Males	199	269	135.2	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	330	362	109.7	NO	N/A	N/A	NO	N/A	N/A
	White	279	450	161.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	237	181	76.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	88	27	30.7	YES	8.45	8.95	YES	48	26
	Hispanic	25	33	132.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	34	39	114.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	8	6	75.0	YES	2.10	1.94	NO	N/A	N/A
	NHOPI	4	2	50.0	YES	3.36	2.48	YES	1	1
	Two or More (!)	78	74	94.9	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males	2	19	950.0	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	3	16	533.3	NO	N/A	N/A	NO	N/A	N/A
	White	4	25	625.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	1	10	1000.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	3	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	2	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	4	400.0	NO	N/A	N/A	NO	N/A	N/A
C1 - Librarians	Males (!)	111	3	2.7	NO	N/A	N/A	NO	N/A	N/A
	Females	229	2	0.9	YES	1.31	1.13	NO	N/A	N/A
	White	172	3	1.7	YES	0.50	0.70	NO	N/A	N/A
	Minority	159	2	1.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	34	0	0.0	YES	0.97	0.29	NO	N/A	N/A
	Hispanic	26	0	0.0	YES	0.85	0.34	NO	N/A	N/A
	Asian	14	0	0.0	YES	0.62	0.45	NO	N/A	N/A
	Nat. Amer.	9	0	0.0	YES	0.50	0.51	NO	N/A	N/A
	NHOPI	3	0	0.0	YES	0.29	0.61	NO	N/A	N/A
	Two or More (!)	73	2	2.7	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
D1 - Other Student, Academic and Educational Services	Males (!)	305	152	49.8	NO	N/A	N/A	NO	N/A	N/A
	Females	539	192	35.6	YES	4.03	4.04	YES	40	27
	White	472	205	43.4	NO	0.01	0.06	NO	N/A	N/A
	Minority	358	139	38.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	66	27	40.9	NO	0.30	0.26	NO	N/A	N/A
	Hispanic (!)	62	27	43.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	67	21	31.3	YES	1.43	1.35	NO	N/A	N/A
	Nat. Amer.	13	6	46.2	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	1	2	200.0	NO	N/A	N/A	NO	N/A	N/A
	Two or More	149	56	37.6	NO	0.80	0.84	NO	N/A	N/A
E1 - Professionals - Non-faculty	Males (!)	1,077	268	24.9	NO	N/A	N/A	NO	N/A	N/A
	Females	1,977	458	23.2	NO	1.06	1.08	NO	N/A	N/A
	White	1,369	331	24.2	YES	3.99	3.90	YES	81	25
	Minority	1,640	395	24.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	349	51	14.6	YES	6.14	6.08	YES	50	31
	Hispanic (!)	248	90	36.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	140	35	25.0	YES	2.28	2.31	YES	3	10
	Nat. Amer.	91	19	20.9	YES	2.69	2.68	YES	4	10
	NHOPI	9	0	0.0	YES	2.24	2.33	YES	1	3
	Two or More	803	200	24.9	YES	3.50	3.46	YES	39	21

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males	1,093	27	2.5	YES	1.78	1.81	NO	N/A	N/A
	Females (!)	402	17	4.2	NO	N/A	N/A	NO	N/A	N/A
	White (!)	726	25	3.4	NO	N/A	N/A	NO	N/A	N/A
	Minority	740	19	2.6	YES	0.98	0.98	NO	N/A	N/A
	Afr. Amer.	164	4	2.4	YES	0.65	0.60	NO	N/A	N/A
	Hispanic	90	3	3.3	NO	0.05	0.15	NO	N/A	N/A
	Asian	138	3	2.2	YES	0.77	0.64	NO	N/A	N/A
	Nat. Amer.	23	2	8.7	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	2	0	0.0	YES	0.26	0.62	NO	N/A	N/A
	Two or More	323	7	2.2	YES	1.10	1.06	NO	N/A	N/A
G1 - Athletics/Sports	Males	246	29	11.8	YES	8.38	7.31	YES	109	17
	Females (!)	31	23	74.2	NO	N/A	N/A	NO	N/A	N/A
	White	139	37	26.6	NO	0.11	0.20	NO	N/A	N/A
	Minority	132	15	11.4	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	77	6	7.8	YES	1.79	1.78	NO	N/A	N/A
	Hispanic (!)	7	2	28.6	NO	N/A	N/A	NO	N/A	N/A
	Asian	3	2	66.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	1	50.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	43	4	9.3	YES	1.45	1.59	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G2 - Counseling/Social Service/Legal	Males	45	2	4.4	YES	0.41	0.17	NO	N/A	N/A
	Females (!)	131	8	6.1	NO	N/A	N/A	NO	N/A	N/A
	White (!)	96	9	9.4	NO	N/A	N/A	NO	N/A	N/A
	Minority	70	1	1.4	YES	2.12	2.14	YES	1	3
	Afr. Amer.	29	0	0.0	YES	1.71	1.79	NO	N/A	N/A
	Hispanic	12	1	8.3	NO	0.11	0.25	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.32	0.60	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	28	0	0.0	YES	1.68	1.40	NO	N/A	N/A
G3 - Radio, TV and Other Media/Entertainment	Males	145	9	6.2	YES	1.77	1.85	NO	N/A	N/A
	Females (!)	111	14	12.6	NO	N/A	N/A	NO	N/A	N/A
	White	149	17	11.4	YES	1.71	1.81	NO	N/A	N/A
	Minority	99	6	6.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	18	0	0.0	YES	2.45	2.35	YES	1	1
	Hispanic	22	0	0.0	YES	2.69	2.50	YES	2	2
	Asian (!)	10	3	30.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.64	0.47	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	48	3	6.3	YES	2.24	2.14	YES	1	1

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
H1 - Office/Admin Support	Males	1,974	38	1.9	YES	1.71	1.72	NO	N/A	N/A
	Females (!)	4,277	113	2.6	NO	N/A	N/A	NO	N/A	N/A
	White	2,670	70	2.6	YES	3.88	3.58	YES	36	15
	Minority	3,483	81	2.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	881	10	1.1	YES	5.07	5.11	YES	22	16
	Hispanic (!)	595	34	5.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	240	5	2.1	YES	2.25	2.27	YES	2	6
	Nat. Amer.	160	6	3.8	YES	0.98	0.88	NO	N/A	N/A
	NHOPI	26	1	3.8	YES	0.40	0.21	NO	N/A	N/A
Two or More	1,581	25	1.6	YES	5.29	5.00	YES	34	17	
I1 - Maintenance/Construction	Males	76	5	6.6	YES	2.57	2.16	YES	2	1
	Females (!)	5	2	40.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	29	5	17.2	NO	N/A	N/A	NO	N/A	N/A
	Minority	49	2	4.1	YES	1.96	1.82	NO	N/A	N/A
	Afr. Amer.	10	0	0.0	YES	1.40	1.28	NO	N/A	N/A
	Hispanic	11	1	9.1	YES	0.64	0.21	NO	N/A	N/A
	Asian	1	0	0.0	YES	0.45	0.54	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	26	0	0.0	YES	2.22	2.09	YES	1	2	

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Hires\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants vs. Hires

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K1 - Service - Public Safety	Males (!)	51	4	7.8	NO	N/A	N/A	NO	N/A	N/A
	Females	5	0	0.0	YES	0.64	0.44	NO	N/A	N/A
	White	23	2	8.7	YES	0.31	0.23	NO	N/A	N/A
	Minority	33	2	6.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	6	0	0.0	YES	0.87	0.34	NO	N/A	N/A
	Hispanic	2	0	0.0	YES	0.51	0.52	NO	N/A	N/A
	Asian	6	0	0.0	YES	0.87	0.34	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.51	0.52	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	17	2	11.8	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males	55	7	12.7	YES	0.78	0.89	NO	N/A	N/A
	Females (!)	20	4	20.0	NO	N/A	N/A	NO	N/A	N/A
	White	26	2	7.7	YES	1.70	1.79	NO	N/A	N/A
	Minority	45	9	20.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.59	0.48	NO	N/A	N/A
	Hispanic	21	4	19.0	YES	0.54	0.54	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	3	0	0.0	YES	1.01	0.28	NO	N/A	N/A
	NHOPI	1	0	0.0	YES	0.59	0.48	NO	N/A	N/A
	Two or More (!)	19	5	26.3	NO	N/A	N/A	NO	N/A	N/A

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**Maricopa County Community College District**  
**Maricopa Community College District**  
**Adverse Impact: Hires\***

Snapshot Date: 09/30/2022

**Analysis 1: Applicants vs. Hires**

*Transaction Period: 10/01/2021 - 09/30/2022*

Job Group	Category	Applicants	Hires	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K3 - Service - Other	Males (!)	49	31	63.3	NO	N/A	N/A	NO	N/A	N/A
	Females	29	13	44.8	YES	1.58	1.51	NO	N/A	N/A
	White	29	13	44.8	YES	1.94	1.85	NO	N/A	N/A
	Minority	47	31	66.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	15	5	33.3	YES	2.28	1.97	YES	2	2
	Hispanic (!)	7	6	85.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	3	300.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	24	16	66.7	YES	0.97	0.65	NO	N/A	N/A

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Competitive Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A	
A2 - Senior Management	Males	3	3	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	10	10	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	10	10	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	3	3	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A	

1 - "Applicants for Promotion" shows all internal applicants.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Competitive Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	3	3	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	15	15	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	10	10	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	9	9	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A

1 - "Applicants for Promotion" shows all internal applicants.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

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**FOR INTERNAL USE ONLY**



# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Competitive Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males	10	10	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	21	21	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	26	26	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	5	5	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A	
D1 - Other Student, Academic and Educational Services	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Minority	1	1	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A	

1 - "Applicants for Promotion" shows all internal applicants.

2 - Fisher Exact test calculated using the Lancaster Mid-P correction.

3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Competitive Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
E1 - Professionals - Non-faculty	Males	10	10	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	27	27	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	17	17	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	20	20	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	11	11	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
Two or More (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A	
F1 - Computer, Engineering & Related Technical Occupations	Males	17	17	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	10	10	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	20	20	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	7	7	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A	

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5 - Based on overall selection rate.

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Competitive Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G1 - Athletics/Sports	Males	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Females (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A	
G3 - Radio, TV and Other Media/Entertainment	Males (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A	

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Competitive Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Applicants for Promotion vs. Promoted (Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
H1 - Office/Admin Support	Males	22	22	100.0	NO	0.00	0.67	NO	N/A	N/A
	Females (!)	50	50	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	34	34	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	38	38	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	20	20	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer.	4	4	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More (!)	6	6	100.0	NO	N/A	N/A	NO	N/A	N/A	
I1 - Maintenance/Construction	Males (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	1	1	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A	

1 - "Applicants for Promotion" shows all internal applicants.

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Adverse Impact: Competitive Promotions\***

Snapshot Date: 09/30/2022

**Analysis 1: Applicants for Promotion vs. Promoted (Competitive)**

*Transaction Period: 10/01/2021 - 09/30/2022*

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K2 - Service - Facility/Grounds	Males (!)	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	White	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Minority	3	3	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A

1 - "Applicants for Promotion" shows all internal applicants.

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).

4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).

5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")

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**Maricopa County Community College District**  
**Maricopa Community College District**  
**Adverse Impact: Non-Competitive Promotions\***

Snapshot Date: 09/30/2022

**Analysis 1: Previous Headcounts vs. Promoted (Non-Competitive)**

*Transaction Period: 10/01/2021 - 09/30/2022*

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	19	2	10.5	NO	0.25	0.22	NO	N/A	N/A
	Females (!)	23	3	13.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	28	4	14.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	14	1	7.1	YES	0.67	0.70	NO	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.57	0.48	NO	N/A	N/A
	Hispanic	11	0	0.0	YES	1.32	1.32	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males (!)	90	6	6.7	NO	N/A	N/A	NO	N/A	N/A
	Females	106	7	6.6	NO	0.01	0.14	NO	N/A	N/A
	White	128	9	7.0	YES	0.48	0.48	NO	N/A	N/A
	Minority	68	4	5.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	13	0	0.0	YES	1.14	0.85	NO	N/A	N/A
	Hispanic (!)	43	4	9.3	NO	N/A	N/A	NO	N/A	N/A
	Asian	9	0	0.0	YES	0.95	0.28	NO	N/A	N/A
	Nat. Amer.	3	0	0.0	YES	0.55	0.49	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

1 - "Previous Headcounts" shows job group headcount from prior snapshot. Analyses requiring headcounts from the previous plan year could not be conducted for those job groups that did not exist in the previous plan year.  
2 - Fisher Exact test calculated using the Lancaster Mid-P correction.  
3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).  
4 - Additional number needed to hypothetically change from failing to passing to eliminate statistically significant findings (keeping total numbers constant).  
5 - Based on overall selection rate.

(!) Group with the highest selection/retention rate (i.e., the "Reference Group")  
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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Non-Competitive Promotions\*

#### Analysis 1: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males (!)	17	1	5.9	NO	N/A	N/A	NO	N/A	N/A
	Females	32	0	0.0	YES	1.38	1.36	NO	N/A	N/A
	White	30	0	0.0	YES	1.67	1.49	NO	N/A	N/A
	Minority	19	1	5.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	0	0.0	YES	0.69	0.44	NO	N/A	N/A
	Hispanic (!)	11	1	9.1	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.44	0.55	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.31	0.61	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males (!)	90	12	13.3	NO	N/A	N/A	NO	N/A	N/A
	Females	162	13	8.0	YES	1.35	1.41	NO	N/A	N/A
	White	150	15	10.0	YES	0.59	0.92	NO	N/A	N/A
	Minority	102	10	9.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	21	3	14.3	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	68	4	5.9	YES	1.25	1.10	NO	N/A	N/A
	Asian	8	1	12.5	NO	0.12	0.28	NO	N/A	N/A
	Nat. Amer.	5	2	40.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Non-Competitive Promotions\*

#### Analysis 1: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males (!)	1,049	49	4.7	NO	N/A	N/A	NO	N/A	N/A
	Females	1,093	37	3.4	YES	1.51	1.48	NO	N/A	N/A
	White	1,695	66	3.9	YES	0.83	0.92	NO	N/A	N/A
	Minority	447	20	4.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	94	4	4.3	NO	0.28	0.13	NO	N/A	N/A
	Hispanic (!)	261	13	5.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	75	1	1.3	YES	1.39	1.43	NO	N/A	N/A
	Nat. Amer.	17	1	5.9	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males	2,206	4	0.2	YES	3.13	3.31	YES	6	8
	Females (!)	3,116	26	0.8	NO	N/A	N/A	NO	N/A	N/A
	White	4,156	20	0.5	YES	4.98	3.87	YES	40	6
	Minority	1,166	10	0.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	270	8	3.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	620	2	0.3	YES	3.43	3.32	YES	5	4
	Asian	221	0	0.0	YES	2.58	2.77	YES	2	3
	Nat. Amer.	55	0	0.0	YES	1.29	1.15	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Non-Competitive Promotions\*

#### Analysis 1: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
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C1 - Librarians	Males	17	0	0.0	YES	0.51	0.52	NO	N/A	N/A
	Females (!)	66	1	1.5	NO	N/A	N/A	NO	N/A	N/A
	White	60	0	0.0	YES	2.01	1.64	NO	N/A	N/A
	Minority	23	1	4.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	Hispanic (!)	15	1	6.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	4	0	0.0	YES	0.53	0.51	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
D1 - Other Student, Academic and Educational Services	Males (!)	351	6	1.7	NO	N/A	N/A	NO	N/A	N/A
	Females	500	7	1.4	NO	0.36	0.41	NO	N/A	N/A
	White	537	10	1.9	NO	0.01	0.24	NO	N/A	N/A
	Minority	314	3	1.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	53	1	1.9	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	209	1	0.5	YES	1.05	1.27	NO	N/A	N/A
	Asian	39	0	0.0	YES	0.86	0.36	NO	N/A	N/A
	Nat. Amer.	13	0	0.0	YES	0.49	0.52	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Non-Competitive Promotions\*

#### Analysis 1: Previous Headcounts vs. Promoted (Non-Competitive)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
E1 - Professionals - Non-faculty	Males	558	13	2.3	NO	0.45	0.41	NO	N/A	N/A
	Females (!)	1,034	28	2.7	NO	N/A	N/A	NO	N/A	N/A
	White	826	21	2.5	NO	0.41	0.73	NO	N/A	N/A
	Minority	766	20	2.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	126	4	3.2	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	529	8	1.5	YES	1.25	1.28	NO	N/A	N/A
	Asian	70	0	0.0	YES	1.50	1.23	NO	N/A	N/A
	Nat. Amer.	41	0	0.0	YES	1.15	0.81	NO	N/A	N/A
	NHOPI	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	7	N/A	NO	N/A	N/A	NO	N/A	N/A
F1 - Computer, Engineering & Related Technical Occupations	Males (!)	257	14	5.4	NO	N/A	N/A	NO	N/A	N/A
	Females	182	8	4.4	NO	0.49	0.54	NO	N/A	N/A
	White	289	13	4.5	YES	1.49	1.68	NO	N/A	N/A
	Minority	150	9	6.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	27	3	11.1	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	76	3	3.9	YES	1.36	1.59	NO	N/A	N/A
	Asian	31	2	6.5	YES	0.63	0.66	NO	N/A	N/A
	Nat. Amer.	16	0	0.0	YES	1.38	1.39	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A

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## Maricopa Community College District

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Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G1 - Athletics/Sports	Males (!)	95	1	1.1	NO	N/A	N/A	NO	N/A	N/A
	Females	33	0	0.0	YES	0.59	0.48	NO	N/A	N/A
	White (!)	76	1	1.3	NO	N/A	N/A	NO	N/A	N/A
	Minority	52	0	0.0	YES	0.83	0.38	NO	N/A	N/A
	Afr. Amer.	12	0	0.0	YES	0.39	0.57	NO	N/A	N/A
	Hispanic	35	0	0.0	YES	0.68	0.44	NO	N/A	N/A
	Asian	5	0	0.0	YES	0.25	0.62	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
G2 - Counseling/Social Service/Legal	Males	22	0	0.0	YES	1.63	1.48	NO	N/A	N/A
	Females (!)	72	8	11.1	NO	N/A	N/A	NO	N/A	N/A
	White	58	5	8.6	YES	0.64	1.08	NO	N/A	N/A
	Minority	36	3	8.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	1	16.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	27	2	7.4	YES	0.71	1.10	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.61	0.48	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.44	0.56	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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G3 - Radio, TV and Other Media/Entertainment	Males (!)	77	2	2.6	NO	N/A	N/A	NO	N/A	N/A
	Females	48	1	2.1	NO	0.18	0.28	NO	N/A	N/A
	White	92	2	2.2	YES	1.99	1.68	NO	N/A	N/A
	Minority	33	1	3.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	1	16.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	0	0.0	YES	1.99	1.62	NO	N/A	N/A
	Asian	4	0	0.0	YES	0.86	0.38	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
H1 - Office/Admin Support	Males	221	37	16.7	YES	1.64	1.64	NO	N/A	N/A
	Females (!)	765	167	21.8	NO	N/A	N/A	NO	N/A	N/A
	White	474	100	21.1	YES	1.79	1.76	NO	N/A	N/A
	Minority	512	104	20.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	85	18	21.2	YES	1.43	1.35	NO	N/A	N/A
	Hispanic	338	48	14.2	YES	3.16	2.91	YES	21	7
	Asian	43	11	25.6	YES	0.72	0.80	NO	N/A	N/A
	Nat. Amer. (!)	46	15	32.6	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	12	N/A	NO	N/A	N/A	NO	N/A	N/A

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I1 - Maintenance/Construction	Males (!)	134	7	5.2	NO	N/A	N/A	NO	N/A	N/A
	Females	10	0	0.0	YES	0.74	0.38	NO	N/A	N/A
	White	92	1	1.1	YES	2.22	2.25	YES	1	2
	Minority	52	6	11.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.30	0.61	NO	N/A	N/A
	Hispanic (!)	47	4	8.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.43	0.55	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.43	0.55	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	2	N/A	NO	N/A	N/A	NO	N/A	N/A
K1 - Service - Public Safety	Males (!)	30	2	6.7	NO	N/A	N/A	NO	N/A	N/A
	Females	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	White (!)	20	2	10.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	12	0	0.0	YES	1.13	0.98	NO	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	Hispanic	6	0	0.0	YES	0.80	0.37	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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K2 - Service - Facility/Grounds	Males	61	2	3.3	YES	1.12	1.14	NO	N/A	N/A
	Females (!)	35	3	8.6	NO	N/A	N/A	NO	N/A	N/A
	White	19	1	5.3	YES	2.41	2.11	YES	1	1
	Minority	77	4	5.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	0	0.0	YES	2.06	1.92	NO	N/A	N/A
	Hispanic	65	2	3.1	YES	3.89	2.67	YES	6	1
	Asian (!)	4	2	50.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.91	0.38	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K3 - Service - Other	Males (!)	24	2	8.3	NO	N/A	N/A	NO	N/A	N/A
	Females	39	2	5.1	YES	0.50	0.73	NO	N/A	N/A
	White (!)	39	2	5.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	24	2	8.3	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	Hispanic	19	0	0.0	YES	1.00	0.28	NO	N/A	N/A
	Asian	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.32	0.60	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	19	3	15.8	NO	0.13	0.20	NO	N/A	N/A
	Females (!)	23	4	17.4	NO	N/A	N/A	NO	N/A	N/A
	White (!)	28	6	21.4	NO	N/A	N/A	NO	N/A	N/A
	Minority	14	1	7.1	YES	1.17	1.04	NO	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.73	0.40	NO	N/A	N/A
	Hispanic	11	0	0.0	YES	1.66	1.64	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.51	0.51	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males	90	8	8.9	YES	0.56	0.58	NO	N/A	N/A
	Females (!)	106	12	11.3	NO	N/A	N/A	NO	N/A	N/A
	White	128	14	10.9	NO	0.12	0.13	NO	N/A	N/A
	Minority	68	6	8.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	13	0	0.0	YES	1.28	1.27	NO	N/A	N/A
	Hispanic (!)	43	5	11.6	NO	N/A	N/A	NO	N/A	N/A
	Asian	9	0	0.0	YES	1.07	0.86	NO	N/A	N/A
	Nat. Amer.	3	0	0.0	YES	0.62	0.45	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males (!)	17	1	5.9	NO	N/A	N/A	NO	N/A	N/A
	Females	32	1	3.1	YES	0.46	0.29	NO	N/A	N/A
	White	30	0	0.0	YES	2.39	2.12	YES	1	1
	Minority	19	2	10.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	0	0.0	YES	1.01	0.29	NO	N/A	N/A
	Hispanic (!)	11	2	18.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.65	0.45	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males (!)	90	16	17.8	NO	N/A	N/A	NO	N/A	N/A
	Females	162	23	14.2	YES	0.75	0.81	NO	N/A	N/A
	White (!)	150	25	16.7	NO	N/A	N/A	NO	N/A	N/A
	Minority	102	14	13.7	NO	0.63	0.61	NO	N/A	N/A
	Afr. Amer.	21	3	14.3	NO	0.27	0.15	NO	N/A	N/A
	Hispanic	68	7	10.3	YES	1.23	1.12	NO	N/A	N/A
	Asian	8	1	12.5	YES	0.30	0.24	NO	N/A	N/A
	Nat. Amer.	5	2	40.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males (!)	1,049	55	5.2	NO	N/A	N/A	NO	N/A	N/A
	Females	1,093	54	4.9	NO	0.31	0.34	NO	N/A	N/A
	White	1,695	84	5.0	NO	0.28	0.37	NO	N/A	N/A
	Minority	447	25	5.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	94	4	4.3	YES	0.42	0.40	NO	N/A	N/A
	Hispanic (!)	261	14	5.4	NO	N/A	N/A	NO	N/A	N/A
	Asian	75	1	1.3	YES	1.48	1.40	NO	N/A	N/A
	Nat. Amer.	17	2	11.8	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	4	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males	2,206	7	0.3	YES	3.18	3.30	YES	7	9
	Females (!)	3,116	34	1.1	NO	N/A	N/A	NO	N/A	N/A
	White	4,156	27	0.6	YES	5.90	4.54	YES	68	8
	Minority	1,166	14	1.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	270	11	4.1	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	620	2	0.3	YES	4.28	4.11	YES	10	7
	Asian	221	1	0.5	YES	2.58	2.52	YES	2	4
	Nat. Amer.	55	0	0.0	YES	1.52	1.40	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males	648	0	0.0	YES	0.88	0.35	NO	N/A	N/A
	Females (!)	821	1	0.1	NO	N/A	N/A	NO	N/A	N/A
	White (!)	1,218	1	0.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	251	0	0.0	YES	0.45	0.54	NO	N/A	N/A
	Afr. Amer.	51	0	0.0	YES	0.20	0.64	NO	N/A	N/A
	Hispanic	142	0	0.0	YES	0.34	0.59	NO	N/A	N/A
	Asian	47	0	0.0	YES	0.19	0.64	NO	N/A	N/A
	Nat. Amer.	11	0	0.0	YES	0.09	0.66	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
C1 - Librarians	Males	17	0	0.0	YES	0.51	0.52	NO	N/A	N/A
	Females (!)	66	1	1.5	NO	N/A	N/A	NO	N/A	N/A
	White	60	0	0.0	YES	2.01	1.64	NO	N/A	N/A
	Minority	23	1	4.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	Hispanic (!)	15	1	6.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	4	0	0.0	YES	0.53	0.51	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
D1 - Other Student, Academic and Educational Services	Males	351	6	1.7	NO	0.09	0.13	NO	N/A	N/A
	Females (!)	500	9	1.8	NO	N/A	N/A	NO	N/A	N/A
	White (!)	537	12	2.2	NO	N/A	N/A	NO	N/A	N/A
	Minority	314	3	1.0	YES	1.36	1.18	NO	N/A	N/A
	Afr. Amer.	53	1	1.9	NO	0.16	0.24	NO	N/A	N/A
	Hispanic	209	1	0.5	YES	1.64	1.69	NO	N/A	N/A
	Asian	39	0	0.0	YES	0.94	0.27	NO	N/A	N/A
	Nat. Amer.	13	0	0.0	YES	0.54	0.48	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
E1 - Professionals - Non-faculty	Males	558	22	3.9	YES	1.29	1.27	NO	N/A	N/A
	Females (!)	1,034	56	5.4	NO	N/A	N/A	NO	N/A	N/A
	White (!)	826	40	4.8	NO	N/A	N/A	NO	N/A	N/A
	Minority	766	38	5.0	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	126	5	4.0	NO	0.43	0.33	NO	N/A	N/A
	Hispanic	529	18	3.4	YES	1.27	1.30	NO	N/A	N/A
	Asian	70	2	2.9	YES	0.75	0.43	NO	N/A	N/A
	Nat. Amer.	41	0	0.0	YES	1.44	1.33	NO	N/A	N/A
	NHOPI	0	3	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	10	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males (!)	257	31	12.1	NO	N/A	N/A	NO	N/A	N/A
	Females	182	15	8.2	YES	1.28	1.33	NO	N/A	N/A
	White	289	33	11.4	YES	1.08	1.06	NO	N/A	N/A
	Minority	150	13	8.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	27	5	18.5	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	76	4	5.3	YES	2.09	2.17	YES	1	2
	Asian	31	2	6.5	YES	1.40	1.36	NO	N/A	N/A
	Nat. Amer.	16	0	0.0	YES	1.83	1.65	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	2	N/A	NO	N/A	N/A	NO	N/A	N/A
G1 - Athletics/Sports	Males	95	1	1.1	YES	0.78	1.13	NO	N/A	N/A
	Females (!)	33	1	3.0	NO	N/A	N/A	NO	N/A	N/A
	White (!)	76	2	2.6	NO	N/A	N/A	NO	N/A	N/A
	Minority	52	0	0.0	YES	1.17	0.95	NO	N/A	N/A
	Afr. Amer.	12	0	0.0	YES	0.56	0.48	NO	N/A	N/A
	Hispanic	35	0	0.0	YES	0.96	0.29	NO	N/A	N/A
	Asian	5	0	0.0	YES	0.36	0.58	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

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Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
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G2 - Counseling/Social Service/Legal	Males	22	0	0.0	YES	1.63	1.48	NO	N/A	N/A
	Females (!)	72	8	11.1	NO	N/A	N/A	NO	N/A	N/A
	White	58	5	8.6	YES	0.64	1.08	NO	N/A	N/A
	Minority	36	3	8.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	1	16.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	27	2	7.4	YES	0.71	1.10	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.61	0.48	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.44	0.56	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
G3 - Radio, TV and Other Media/Entertainment	Males (!)	77	4	5.2	NO	N/A	N/A	NO	N/A	N/A
	Females	48	1	2.1	YES	0.86	0.65	NO	N/A	N/A
	White	92	4	4.3	YES	1.32	1.43	NO	N/A	N/A
	Minority	33	1	3.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	1	16.7	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	0	0.0	YES	1.99	1.62	NO	N/A	N/A
	Asian	4	0	0.0	YES	0.86	0.38	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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H1 - Office/Admin Support	Males	221	59	26.7	NO	0.78	0.79	NO	N/A	N/A
	Females (!)	765	225	29.4	NO	N/A	N/A	NO	N/A	N/A
	White	474	135	28.5	YES	2.12	2.11	YES	3	6
	Minority	512	149	29.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	85	23	27.1	YES	1.91	1.83	NO	N/A	N/A
	Hispanic	338	73	21.6	YES	3.24	3.06	YES	24	8
	Asian	43	14	32.6	YES	1.05	0.96	NO	N/A	N/A
	Nat. Amer. (!)	46	20	43.5	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	19	N/A	NO	N/A	N/A	NO	N/A	N/A
I1 - Maintenance/Construction	Males (!)	134	10	7.5	NO	N/A	N/A	NO	N/A	N/A
	Females	10	0	0.0	YES	0.89	0.30	NO	N/A	N/A
	White	92	4	4.3	YES	0.99	0.92	NO	N/A	N/A
	Minority	52	6	11.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	0	0.0	YES	0.30	0.61	NO	N/A	N/A
	Hispanic (!)	47	4	8.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.43	0.55	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.43	0.55	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	2	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Promotions\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Promoted (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K1 - Service - Public Safety	Males (!)	30	2	6.7	NO	N/A	N/A	NO	N/A	N/A
	Females	2	0	0.0	YES	0.37	0.58	NO	N/A	N/A
	White (!)	20	2	10.0	NO	N/A	N/A	NO	N/A	N/A
	Minority	12	0	0.0	YES	1.13	0.98	NO	N/A	N/A
	Afr. Amer.	2	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	Hispanic	6	0	0.0	YES	0.80	0.37	NO	N/A	N/A
	Asian	2	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.46	0.54	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males (!)	61	8	13.1	NO	N/A	N/A	NO	N/A	N/A
	Females	35	4	11.4	NO	0.24	0.15	NO	N/A	N/A
	White	19	1	5.3	YES	2.41	2.11	YES	1	1
	Minority	77	11	14.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	2	28.6	YES	0.71	0.86	NO	N/A	N/A
	Hispanic	65	5	7.7	YES	2.72	2.23	YES	3	1
	Asian (!)	4	2	50.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	0	0.0	YES	0.91	0.38	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	2	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Adverse Impact: All Promotions\***

Snapshot Date: 09/30/2022

**Analysis 1: Previous Headcounts vs. Promoted (All)**

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Promoted	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? Yes/No <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K3 - Service - Other	Males (!)	24	2	8.3	NO	N/A	N/A	NO	N/A	N/A
	Females	39	2	5.1	YES	0.50	0.73	NO	N/A	N/A
	White (!)	39	2	5.1	NO	N/A	N/A	NO	N/A	N/A
	Minority	24	2	8.3	NO	N/A	N/A	NO	N/A	N/A
	Afr. Amer.	3	0	0.0	YES	0.40	0.56	NO	N/A	N/A
	Hispanic	19	0	0.0	YES	1.00	0.28	NO	N/A	N/A
	Asian	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	0	0.0	YES	0.32	0.60	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	1	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**



# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Involuntary Terminations\*

#### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males	1,049	1,046	99.7	NO	0.05	0.19	NO	N/A	N/A
	Females (!)	1,093	1,090	99.7	NO	N/A	N/A	NO	N/A	N/A
	White	1,695	1,690	99.7	NO	0.47	0.52	NO	N/A	N/A
	Minority	447	446	99.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	94	94	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	261	260	99.6	NO	0.53	0.50	NO	N/A	N/A
	Asian (!)	75	75	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	17	17	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males (!)	2,206	2,204	99.9	NO	N/A	N/A	NO	N/A	N/A
	Females	3,116	3,106	99.7	NO	1.74	1.58	NO	N/A	N/A
	White	4,156	4,148	99.8	NO	0.65	0.42	NO	N/A	N/A
	Minority	1,166	1,163	99.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	270	269	99.6	NO	0.90	0.35	NO	N/A	N/A
	Hispanic	620	618	99.7	NO	0.84	0.34	NO	N/A	N/A
	Asian (!)	221	221	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	55	55	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Involuntary Terminations\*

#### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males	648	645	99.5	NO	1.95	2.02	YES	1	1
	Females (!)	821	821	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	1,218	1,216	99.8	NO	0.27	0.61	NO	N/A	N/A
	Minority	251	251	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	51	51	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	142	142	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	47	47	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	11	11	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
D1 - Other Student, Academic and Educational Services	Males	351	348	99.1	NO	1.37	1.20	NO	N/A	N/A
	Females (!)	500	499	99.8	NO	N/A	N/A	NO	N/A	N/A
	White	537	536	99.8	NO	0.26	0.62	NO	N/A	N/A
	Minority	314	313	99.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	53	53	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	209	208	99.5	NO	0.43	0.55	NO	N/A	N/A
	Asian (!)	39	39	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	13	13	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Involuntary Terminations\*

#### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
E1 - Professionals - Non-faculty	Males	558	549	98.4	NO	0.10	0.10	NO	N/A	N/A
	Females (!)	1,034	1,018	98.5	NO	N/A	N/A	NO	N/A	N/A
	White	826	817	98.9	NO	0.67	0.41	NO	N/A	N/A
	Minority	766	753	98.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	126	121	96.0	NO	1.29	1.23	NO	N/A	N/A
	Hispanic	529	522	98.7	NO	0.74	0.37	NO	N/A	N/A
	Asian	70	69	98.6	NO	0.76	0.40	NO	N/A	N/A
	Nat. Amer. (!)	41	41	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-3	N/A	NO	N/A	N/A	NO	N/A	N/A
G1 - Athletics/Sports	Males	95	93	97.9	NO	0.84	0.35	NO	N/A	N/A
	Females (!)	33	33	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	76	74	97.4	NO	0.36	0.58	NO	N/A	N/A
	Minority	52	52	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	12	12	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	35	35	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian (!)	5	5	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: Involuntary Terminations\*

#### Analysis 1: Previous Headcounts vs. Retained (Involuntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
H1 - Office/Admin Support	Males (!)	221	221	100.0	NO	N/A	N/A	NO	N/A	N/A
	Females	765	762	99.6	NO	0.93	0.29	NO	N/A	N/A
	White	474	472	99.6	NO	0.44	0.54	NO	N/A	N/A
	Minority	512	511	99.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	85	84	98.8	NO	0.73	0.41	NO	N/A	N/A
	Hispanic	338	338	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	43	43	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	46	46	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males	61	60	98.4	NO	0.76	0.40	NO	N/A	N/A
	Females (!)	35	35	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	19	19	100.0	NO	0.00	0.67	NO	N/A	N/A
	Minority	77	76	98.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	65	64	98.5	NO	0.24	0.62	NO	N/A	N/A
	Asian (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Voluntary Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	19	14	73.7	NO	0.70	0.53	NO	N/A	N/A
	Females (!)	23	19	82.6	NO	N/A	N/A	NO	N/A	N/A
	White	28	21	75.0	YES	0.57	0.49	NO	N/A	N/A
	Minority	14	13	92.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	11	10	90.9	NO	0.31	0.61	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males	90	78	86.7	NO	0.22	0.31	NO	N/A	N/A
	Females (!)	106	93	87.7	NO	N/A	N/A	NO	N/A	N/A
	White	128	110	85.9	NO	1.22	1.19	NO	N/A	N/A
	Minority	68	62	91.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	13	11	84.6	NO	0.93	0.74	NO	N/A	N/A
	Hispanic (!)	43	40	93.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	9	8	88.9	NO	0.42	0.95	NO	N/A	N/A
	Nat. Amer.	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Voluntary Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	17	14	82.4	NO	1.76	1.86	NO	N/A	N/A
	Females (!)	32	31	96.9	NO	N/A	N/A	NO	N/A	N/A
	White	30	29	96.7	NO	0.18	0.64	NO	N/A	N/A
	Minority	19	16	84.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	4	80.0	NO	0.48	0.54	NO	N/A	N/A
	Hispanic	11	9	81.8	NO	0.46	0.54	NO	N/A	N/A
	Asian	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males (!)	90	80	88.9	NO	N/A	N/A	NO	N/A	N/A
	Females	162	139	85.8	NO	0.69	0.67	NO	N/A	N/A
	White	150	128	85.3	NO	1.19	1.18	NO	N/A	N/A
	Minority	102	91	89.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	21	18	85.7	NO	0.72	0.99	NO	N/A	N/A
	Hispanic (!)	68	62	91.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	8	7	87.5	NO	0.34	0.92	NO	N/A	N/A
	Nat. Amer.	5	4	80.0	NO	0.81	1.18	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Voluntary Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test			Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>	Impact? Yes/No <sup>3</sup>		
B1 - Faculty	Males	1,049	910	86.7	NO	2.09	2.11	YES	3	15
	Females (!)	1,093	980	89.7	NO	N/A	N/A	NO	N/A	N/A
	White	1,695	1,494	88.1	NO	1.37	1.37	NO	N/A	N/A
	Minority	447	407	91.1	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	94	84	89.4	NO	0.90	0.93	NO	N/A	N/A
	Hispanic	261	243	93.1	NO	0.06	0.12	NO	N/A	N/A
	Asian (!)	75	70	93.3	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	17	10	58.8	YES	3.81	3.45	YES	4	4
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-11	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males (!)	2,206	1,950	88.4	NO	N/A	N/A	NO	N/A	N/A
	Females	3,116	2,734	87.7	NO	0.72	0.70	NO	N/A	N/A
	White	4,156	3,656	88.0	NO	4.21	4.47	YES	143	30
	Minority	1,166	1,061	91.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	270	229	84.8	NO	4.26	4.06	YES	14	16
	Hispanic (!)	620	581	93.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	221	199	90.0	NO	1.80	1.73	NO	N/A	N/A
	Nat. Amer.	55	52	94.5	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	-3	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-30	N/A	NO	N/A	N/A	NO	N/A	N/A

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Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males	648	587	90.6	NO	1.10	1.08	NO	N/A	N/A
	Females (!)	821	757	92.2	NO	N/A	N/A	NO	N/A	N/A
	White	1,218	1,114	91.5	NO	2.38	2.55	YES	18	7
	Minority	251	238	94.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	51	45	88.2	NO	2.47	2.47	YES	2	3
	Hispanic (!)	142	138	97.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	47	44	93.6	NO	1.12	1.07	NO	N/A	N/A
	Nat. Amer.	11	11	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-7	N/A	NO	N/A	N/A	NO	N/A	N/A
C1 - Librarians	Males	17	15	88.2	NO	0.13	0.20	NO	N/A	N/A
	Females (!)	66	59	89.4	NO	N/A	N/A	NO	N/A	N/A
	White	60	55	91.7	NO	0.42	0.55	NO	N/A	N/A
	Minority	23	20	87.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	15	13	86.7	NO	0.54	0.50	NO	N/A	N/A
	Asian	4	3	75.0	YES	0.77	0.43	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: Voluntary Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (Voluntary)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
D1 - Other Student, Academic and Educational Services	Males	351	215	61.3	NO	0.04	0.03	NO	N/A	N/A
	Females (!)	500	307	61.4	NO	N/A	N/A	NO	N/A	N/A
	White	537	346	64.4	NO	4.09	4.19	YES	46	23
	Minority	314	224	71.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	53	27	50.9	YES	4.29	4.18	YES	9	12
	Hispanic (!)	209	167	79.9	NO	N/A	N/A	NO	N/A	N/A
	Asian	39	20	51.3	YES	3.81	3.63	YES	6	9
	Nat. Amer.	13	10	76.9	NO	0.25	0.52	NO	N/A	N/A
	NHOPI	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-46	N/A	NO	N/A	N/A	NO	N/A	N/A	
E1 - Professionals - Non-faculty	Males	558	319	57.2	NO	0.29	0.29	NO	N/A	N/A
	Females (!)	1,034	599	57.9	NO	N/A	N/A	NO	N/A	N/A
	White	826	499	60.4	YES	7.76	7.91	YES	130	64
	Minority	766	568	74.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	126	75	59.5	YES	4.99	4.80	YES	17	21
	Hispanic (!)	529	426	80.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	70	44	62.9	YES	3.38	3.20	YES	6	10
	Nat. Amer.	41	23	56.1	YES	3.68	3.53	YES	5	9
	NHOPI	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-147	N/A	NO	N/A	N/A	NO	N/A	N/A	

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Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males	257	211	82.1	NO	3.06	3.17	YES	11	10
	Females (!)	182	168	92.3	NO	N/A	N/A	NO	N/A	N/A
	White	289	244	84.4	NO	1.70	1.61	NO	N/A	N/A
	Minority	150	138	92.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	27	25	92.6	NO	1.11	0.97	NO	N/A	N/A
	Hispanic	76	70	92.1	NO	1.16	0.78	NO	N/A	N/A
	Asian	31	27	87.1	NO	1.50	1.29	NO	N/A	N/A
	Nat. Amer. (!)	16	16	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-3	N/A	NO	N/A	N/A	NO	N/A	N/A	
G1 - Athletics/Sports	Males (!)	95	70	73.7	NO	N/A	N/A	NO	N/A	N/A
	Females	33	18	54.5	YES	2.04	2.05	YES	1	4
	White	76	50	65.8	YES	2.17	2.15	YES	1	4
	Minority	52	43	82.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	12	9	75.0	NO	0.85	1.05	NO	N/A	N/A
	Hispanic (!)	35	30	85.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	5	4	80.0	NO	0.33	0.26	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-5	N/A	NO	N/A	N/A	NO	N/A	N/A	

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Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
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G2 - Counseling/Social Service/Legal	Males (!)	22	18	81.8	NO	N/A	N/A	NO	N/A	N/A
	Females	72	58	80.6	NO	0.13	0.15	NO	N/A	N/A
	White	58	43	74.1	YES	0.83	0.35	NO	N/A	N/A
	Minority	36	33	91.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	6	5	83.3	NO	0.61	0.48	NO	N/A	N/A
	Hispanic	27	25	92.6	NO	0.39	0.57	NO	N/A	N/A
	Asian (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A	
G3 - Radio, TV and Other Media/Entertainment	Males (!)	77	61	79.2	NO	N/A	N/A	NO	N/A	N/A
	Females	48	34	70.8	NO	1.06	1.16	NO	N/A	N/A
	White	92	68	73.9	YES	1.43	1.16	NO	N/A	N/A
	Minority	33	29	87.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	6	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	21	91.3	NO	0.74	0.40	NO	N/A	N/A
	Asian	4	2	50.0	YES	1.93	1.83	NO	N/A	N/A
	Nat. Amer.	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A	

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H1 - Office/Admin Support	Males (!)	221	188	85.1	NO	N/A	N/A	NO	N/A	N/A
	Females	765	641	83.8	NO	0.45	0.46	NO	N/A	N/A
	White	474	402	84.8	NO	1.04	1.00	NO	N/A	N/A
	Minority	512	440	85.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	85	65	76.5	NO	1.94	2.01	YES	1	4
	Hispanic	338	295	87.3	NO	0.64	0.60	NO	N/A	N/A
	Asian (!)	43	39	90.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	46	41	89.1	NO	0.24	0.16	NO	N/A	N/A
	NHOPI	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-12	N/A	NO	N/A	N/A	NO	N/A	N/A
I1 - Maintenance/Construction	Males (!)	134	120	89.6	NO	N/A	N/A	NO	N/A	N/A
	Females	10	8	80.0	NO	0.92	1.29	NO	N/A	N/A
	White	92	81	88.0	NO	0.61	0.41	NO	N/A	N/A
	Minority	52	48	92.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic (!)	47	43	91.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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K1 - Service - Public Safety	Males	30	27	90.0	NO	0.46	0.53	NO	N/A	N/A
	Females (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	20	17	85.0	NO	0.58	0.48	NO	N/A	N/A
	Minority	12	12	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	6	6	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males	61	52	85.2	NO	0.06	0.14	NO	N/A	N/A
	Females (!)	35	30	85.7	NO	N/A	N/A	NO	N/A	N/A
	White	19	13	68.4	YES	1.30	0.83	NO	N/A	N/A
	Minority	77	69	89.6	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	65	57	87.7	NO	0.74	0.38	NO	N/A	N/A
	Asian (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

**Maricopa County Community College District**  
**Maricopa Community College District**  
**Adverse Impact: Voluntary Terminations\***

Snapshot Date: 09/30/2022

**Analysis 1: Previous Headcounts vs. Retained (Voluntary)**

*Transaction Period: 10/01/2021 - 09/30/2022*

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K3 - Service - Other	Males	24	19	79.2	NO	0.28	0.15	NO	N/A	N/A
	Females (!)	39	32	82.1	NO	N/A	N/A	NO	N/A	N/A
	White	39	31	79.5	YES	0.71	0.41	NO	N/A	N/A
	Minority	24	22	91.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	1	33.3	YES	1.49	1.15	NO	N/A	N/A
	Hispanic	19	19	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A

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3 - Yes/No determination based on results of the Fisher's Exact test (with Mid-P correction).  
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5 - Based on overall selection rate.  
6 - Negative number indicates that there were more terminations that occurred in the job group than previous headcount.  
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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A1 - Executive Management	Males	19	14	73.7	NO	0.70	0.53	NO	N/A	N/A
	Females (!)	23	19	82.6	NO	N/A	N/A	NO	N/A	N/A
	White	28	21	75.0	YES	0.57	0.49	NO	N/A	N/A
	Minority	14	13	92.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	11	10	90.9	NO	0.31	0.61	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A2 - Senior Management	Males	90	78	86.7	NO	0.22	0.31	NO	N/A	N/A
	Females (!)	106	93	87.7	NO	N/A	N/A	NO	N/A	N/A
	White	128	110	85.9	NO	1.22	1.19	NO	N/A	N/A
	Minority	68	62	91.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	13	11	84.6	NO	0.93	0.74	NO	N/A	N/A
	Hispanic (!)	43	40	93.0	NO	N/A	N/A	NO	N/A	N/A
	Asian	9	8	88.9	NO	0.42	0.95	NO	N/A	N/A
	Nat. Amer.	3	3	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
A3 - Deans	Males	17	14	82.4	NO	1.76	1.86	NO	N/A	N/A
	Females (!)	32	31	96.9	NO	N/A	N/A	NO	N/A	N/A
	White	30	29	96.7	NO	0.18	0.64	NO	N/A	N/A
	Minority	19	16	84.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	5	4	80.0	NO	0.48	0.54	NO	N/A	N/A
	Hispanic	11	9	81.8	NO	0.46	0.54	NO	N/A	N/A
	Asian	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
A4 - First/Mid-Level Management	Males (!)	90	80	88.9	NO	N/A	N/A	NO	N/A	N/A
	Females	162	139	85.8	NO	0.69	0.67	NO	N/A	N/A
	White	150	128	85.3	NO	1.19	1.18	NO	N/A	N/A
	Minority	102	91	89.2	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	21	18	85.7	NO	0.72	0.99	NO	N/A	N/A
	Hispanic (!)	68	62	91.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	8	7	87.5	NO	0.34	0.92	NO	N/A	N/A
	Nat. Amer.	5	4	80.0	NO	0.81	1.18	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**



# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B1 - Faculty	Males	1,049	907	86.5	NO	2.07	2.09	YES	3	15
	Females (!)	1,093	977	89.4	NO	N/A	N/A	NO	N/A	N/A
	White	1,695	1,489	87.8	NO	1.43	1.36	NO	N/A	N/A
	Minority	447	406	90.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	94	84	89.4	NO	0.90	0.93	NO	N/A	N/A
	Hispanic	261	242	92.7	NO	0.18	0.12	NO	N/A	N/A
	Asian (!)	75	70	93.3	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	17	10	58.8	YES	3.81	3.45	YES	4	4
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-11	N/A	NO	N/A	N/A	NO	N/A	N/A
B2 - Faculty - Adjunct Day	Males (!)	2,206	1,948	88.3	NO	N/A	N/A	NO	N/A	N/A
	Females	3,116	2,724	87.4	NO	0.97	0.95	NO	N/A	N/A
	White	4,156	3,648	87.8	NO	4.08	4.30	YES	134	30
	Minority	1,166	1,058	90.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	270	228	84.4	NO	4.21	4.12	YES	15	16
	Hispanic (!)	620	579	93.4	NO	N/A	N/A	NO	N/A	N/A
	Asian	221	199	90.0	NO	1.62	1.55	NO	N/A	N/A
	Nat. Amer.	55	52	94.5	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	-3	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-31	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
B3 - Faculty - Adjunct Evening	Males	648	584	90.1	NO	1.40	1.44	NO	N/A	N/A
	Females (!)	821	757	92.2	NO	N/A	N/A	NO	N/A	N/A
	White	1,218	1,112	91.3	NO	2.43	2.53	YES	20	7
	Minority	251	238	94.8	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	51	45	88.2	NO	2.47	2.47	YES	2	3
	Hispanic (!)	142	138	97.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	47	44	93.6	NO	1.12	1.07	NO	N/A	N/A
	Nat. Amer.	11	11	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-8	N/A	NO	N/A	N/A	NO	N/A	N/A
C1 - Librarians	Males	17	15	88.2	NO	0.13	0.20	NO	N/A	N/A
	Females (!)	66	59	89.4	NO	N/A	N/A	NO	N/A	N/A
	White	60	55	91.7	NO	0.42	0.55	NO	N/A	N/A
	Minority	23	20	87.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	15	13	86.7	NO	0.54	0.50	NO	N/A	N/A
	Asian	4	3	75.0	YES	0.77	0.43	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
D1 - Other Student, Academic and Educational Services	Males	351	212	60.4	NO	0.23	0.24	NO	N/A	N/A
	Females (!)	500	306	61.2	NO	N/A	N/A	NO	N/A	N/A
	White	537	345	64.2	NO	4.00	4.09	YES	45	22
	Minority	314	223	71.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	53	27	50.9	YES	4.20	4.00	YES	9	12
	Hispanic (!)	209	166	79.4	NO	N/A	N/A	NO	N/A	N/A
	Asian	39	20	51.3	YES	3.72	3.59	YES	6	9
	Nat. Amer.	13	10	76.9	NO	0.21	0.51	NO	N/A	N/A
	NHOPI	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-48	N/A	NO	N/A	N/A	NO	N/A	N/A	
E1 - Professionals - Non-faculty	Males	558	310	55.6	NO	0.31	0.34	NO	N/A	N/A
	Females (!)	1,034	583	56.4	NO	N/A	N/A	NO	N/A	N/A
	White	826	490	59.3	YES	7.59	7.71	YES	126	64
	Minority	766	555	72.5	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	126	70	55.6	YES	5.48	5.27	YES	20	24
	Hispanic (!)	529	419	79.2	NO	N/A	N/A	NO	N/A	N/A
	Asian	70	43	61.4	YES	3.32	3.12	YES	6	10
	Nat. Amer.	41	23	56.1	YES	3.41	3.27	YES	5	8
	NHOPI	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-150	N/A	NO	N/A	N/A	NO	N/A	N/A	

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# Maricopa County Community College District

## Maricopa Community College District

Snapshot Date: 09/30/2022

### Adverse Impact: All Terminations\*

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
F1 - Computer, Engineering & Related Technical Occupations	Males	257	211	82.1	NO	3.06	3.17	YES	11	10
	Females (!)	182	168	92.3	NO	N/A	N/A	NO	N/A	N/A
	White	289	244	84.4	NO	1.70	1.61	NO	N/A	N/A
	Minority	150	138	92.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	27	25	92.6	NO	1.11	0.97	NO	N/A	N/A
	Hispanic	76	70	92.1	NO	1.16	0.78	NO	N/A	N/A
	Asian	31	27	87.1	NO	1.50	1.29	NO	N/A	N/A
	Nat. Amer. (!)	16	16	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-3	N/A	NO	N/A	N/A	NO	N/A	N/A	
G1 - Athletics/Sports	Males (!)	95	68	71.6	NO	N/A	N/A	NO	N/A	N/A
	Females	33	18	54.5	YES	1.79	1.81	NO	N/A	N/A
	White	76	48	63.2	YES	2.41	2.33	YES	3	5
	Minority	52	43	82.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	12	9	75.0	NO	0.85	1.05	NO	N/A	N/A
	Hispanic (!)	35	30	85.7	NO	N/A	N/A	NO	N/A	N/A
	Asian	5	4	80.0	NO	0.33	0.26	NO	N/A	N/A
	Nat. Amer.	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
Two or More	0	-5	N/A	NO	N/A	N/A	NO	N/A	N/A	

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
G2 - Counseling/Social Service/Legal	Males (!)	22	18	81.8	NO	N/A	N/A	NO	N/A	N/A
	Females	72	58	80.6	NO	0.13	0.15	NO	N/A	N/A
	White	58	43	74.1	YES	0.83	0.35	NO	N/A	N/A
	Minority	36	33	91.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	6	5	83.3	NO	0.61	0.48	NO	N/A	N/A
	Hispanic	27	25	92.6	NO	0.39	0.57	NO	N/A	N/A
	Asian (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
G3 - Radio, TV and Other Media/Entertainment	Males (!)	77	61	79.2	NO	N/A	N/A	NO	N/A	N/A
	Females	48	34	70.8	NO	1.06	1.16	NO	N/A	N/A
	White	92	68	73.9	YES	1.43	1.16	NO	N/A	N/A
	Minority	33	29	87.9	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer. (!)	6	6	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic	23	21	91.3	NO	0.74	0.40	NO	N/A	N/A
	Asian	4	2	50.0	YES	1.93	1.83	NO	N/A	N/A
	Nat. Amer.	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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**FOR INTERNAL USE ONLY**

# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

#### Analysis 1: Previous Headcounts vs. Retained (All)

Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup>	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
H1 - Office/Admin Support	Males (!)	221	188	85.1	NO	N/A	N/A	NO	N/A	N/A
	Females	765	638	83.4	NO	0.59	0.56	NO	N/A	N/A
	White	474	400	84.4	NO	1.10	0.99	NO	N/A	N/A
	Minority	512	439	85.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	85	64	75.3	NO	2.07	1.99	YES	2	4
	Hispanic	338	295	87.3	NO	0.64	0.60	NO	N/A	N/A
	Asian (!)	43	39	90.7	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	46	41	89.1	NO	0.24	0.16	NO	N/A	N/A
	NHOPI	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-12	N/A	NO	N/A	N/A	NO	N/A	N/A
I1 - Maintenance/Construction	Males (!)	134	120	89.6	NO	N/A	N/A	NO	N/A	N/A
	Females	10	8	80.0	NO	0.92	1.29	NO	N/A	N/A
	White	92	81	88.0	NO	0.61	0.41	NO	N/A	N/A
	Minority	52	48	92.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	1	1	100.0	NO	N/A	N/A	NO	N/A	N/A
	Hispanic (!)	47	43	91.5	NO	N/A	N/A	NO	N/A	N/A
	Asian	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-1	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

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Transaction Period: 10/01/2021 - 09/30/2022

Job Group	Category	Available	Retained <sup>6</sup>	Selection Rate (%)	80% Rule	Stat. Significance Test		Impact? <sup>3</sup> Yes/No	Add. # Needed <sup>4</sup>	OFCCP Shortfall <sup>5</sup>
						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K1 - Service - Public Safety	Males	30	27	90.0	NO	0.46	0.53	NO	N/A	N/A
	Females (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	White	20	17	85.0	NO	0.58	0.48	NO	N/A	N/A
	Minority	12	12	100.0	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	6	6	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	2	2	100.0	NO	0.00	0.67	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
K2 - Service - Facility/Grounds	Males	61	51	83.6	NO	0.27	0.14	NO	N/A	N/A
	Females (!)	35	30	85.7	NO	N/A	N/A	NO	N/A	N/A
	White	19	13	68.4	YES	1.30	0.83	NO	N/A	N/A
	Minority	77	68	88.3	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	7	7	100.0	NO	0.00	0.67	NO	N/A	N/A
	Hispanic	65	56	86.2	NO	0.79	0.36	NO	N/A	N/A
	Asian (!)	4	4	100.0	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer.	1	1	100.0	NO	0.00	0.67	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A

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# Maricopa County Community College District

## Maricopa Community College District

### Adverse Impact: All Terminations\*

Snapshot Date: 09/30/2022

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Transaction Period: 10/01/2021 - 09/30/2022

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						Std Dev (Chi-Square)	Std Dev (F. Exact) <sup>2</sup>			
K3 - Service - Other	Males	24	19	79.2	NO	0.28	0.15	NO	N/A	N/A
	Females (!)	39	32	82.1	NO	N/A	N/A	NO	N/A	N/A
	White	39	31	79.5	YES	0.71	0.41	NO	N/A	N/A
	Minority	24	22	91.7	N/A	N/A	N/A	N/A	N/A	N/A
	Afr. Amer.	3	1	33.3	YES	1.49	1.15	NO	N/A	N/A
	Hispanic	19	19	100.0	NO	0.00	0.67	NO	N/A	N/A
	Asian	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Nat. Amer. (!)	2	2	100.0	NO	N/A	N/A	NO	N/A	N/A
	NHOPI	0	0	N/A	NO	N/A	N/A	NO	N/A	N/A
	Two or More	0	-2	N/A	NO	N/A	N/A	NO	N/A	N/A

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