UNIVERSITY OF ALASKA

AFFIRMATIVE ACTION SUMMARY REPORT
TO THE
BOARD OF REGENTS
2023

Prepared by the UA Office of Human Resources
Policy

Board of Regents’ Policy 04.02.012 (B) states:
The University of Alaska seeks to hire, train, and promote individuals based on qualifications and demonstrated ability to perform the job. The University is committed to recruit and retain women and minorities in positions where they have been traditionally under-represented. The concept of affirmative action requires that practices that adversely impact protected classes should be eliminated unless the university can demonstrate a legally permissible basis. To accomplish the goals of its affirmative action program, the university encourages employment applications from and makes special efforts to recruit protected classes.

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

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

Overview

The 2023 Affirmative Action Plans for System Office (SO), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) utilizes forty-one (41) job categories that subdivide the seven different occupational categories (EEO-skill codes).

The seven occupational categories, with their associated job sub-categories are:

**Officials & Management:**
- Executive
- Management

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

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

**Exempt & Non-Exempt Clerical:**
- Administrative
- Athletics
- Communications
- Finance
- Health Services
- Risk Management
- Safety Services
- Student Services
- Training
Exempt & Non-Exempt Technician:
  Administrative
  Communication
  Crafts & Trades
  Information Systems
  Marine
  Research

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

Specific, Exempt & Non-Exempt General
Crafts and Trades:
  Crafts & Trades
Total Employees System-wide by University and EEO Category

This chart shows the total number of employees for the 2023 plan year by minority category and university. See the Total Employee by Category and University section for breakdown by occupational category and job sub-category.

RACE KEY

<table>
<thead>
<tr>
<th>Total Employees</th>
<th>White</th>
<th>Black</th>
<th>Hispanic / Latino</th>
<th>Asian</th>
<th>Alaska Native / American Indian</th>
<th>Native Hawaiian / Other Pacific Islander</th>
<th>Two or More Categories</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>White</td>
<td>Black</td>
<td>Hisp</td>
<td>Asian</td>
<td>AN</td>
<td>Al</td>
<td>NH</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>White</th>
<th>Black</th>
<th>Hisp</th>
<th>Asian</th>
<th>AN</th>
<th>Al</th>
<th>NH</th>
<th>PI</th>
<th>Two +</th>
</tr>
</thead>
<tbody>
<tr>
<td>SO</td>
<td>224</td>
<td>174</td>
<td>2</td>
<td>6</td>
<td>11</td>
<td>9</td>
<td>1</td>
<td>21</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UAA</td>
<td>1461</td>
<td>1144</td>
<td>28</td>
<td>81</td>
<td>64</td>
<td>61</td>
<td>5</td>
<td>78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UAF</td>
<td>1874</td>
<td>1425</td>
<td>33</td>
<td>82</td>
<td>101</td>
<td>102</td>
<td>4</td>
<td>127</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UAS</td>
<td>272</td>
<td>208</td>
<td>6</td>
<td>7</td>
<td>12</td>
<td>15</td>
<td>4</td>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>3831</td>
<td>2951</td>
<td>69</td>
<td>176</td>
<td>188</td>
<td>187</td>
<td>14</td>
<td>246</td>
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</tr>
</tbody>
</table>

Affirmative Action Summary Report to the UA Board of Regents – July 2023

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Summary of Goal Areas by University for 2023 Plan Year

The chart below shows the annual goal areas for minorities and females by occupational category. Most universities have goals in some or all the categories. See the [Goal Summary by Occupational Category](#) section for breakdown by occupational category and job sub-category.

<table>
<thead>
<tr>
<th></th>
<th>Officials &amp; Management</th>
<th>Faculty</th>
<th>Professional</th>
<th>Clerical</th>
<th>Technical</th>
<th>Crafts &amp; Trades</th>
<th>General Services &amp; Maintenance</th>
</tr>
</thead>
<tbody>
<tr>
<td>SO</td>
<td>Minority: Executive</td>
<td>N/A</td>
<td>Minority: Finance; Information Services</td>
<td>None</td>
<td>Minority: Information Services</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>UAA</td>
<td>Minority: Management</td>
<td>Minority: Associate Professor; Academic Leadership</td>
<td>Female: Research Minority: Admin; Athletics; Research; Student Services; Training</td>
<td>Minority: Admin; Student Services</td>
<td>Minority: Communication; Information Services; Research</td>
<td>Minority: L6070</td>
<td>None</td>
</tr>
<tr>
<td>UAF</td>
<td>Minority: Executive; Management</td>
<td>Female: Associate Professor; Assistant Professor</td>
<td>Female: Athletics; Information Services Minority: Admin; Finance; Information Services; Research; Student Services</td>
<td>Female: Athletics; Finance Minority: Admin</td>
<td>Female: Information Systems; Research Minority: Communication</td>
<td>Minority: L6070</td>
<td>Minority: Marine</td>
</tr>
<tr>
<td>UAS</td>
<td>None</td>
<td>Female: Professor</td>
<td>Female: Student Services</td>
<td>None</td>
<td>None</td>
<td>Minority: L6070</td>
<td>None</td>
</tr>
</tbody>
</table>
**Goal Summary by Occupational Category – 2023 Plan Year**

The following provides a detailed explanation of annual goals by occupational category and university. Note that the “Executive” occupational category has been redefined by the Equal Employment Opportunity Commission as “Officials and Managers” and thus, as of plan year 2019, this category now includes more than just officers and senior administrators of the university, but also managers as well. The tables below compare data from the prior plan years (2019 through 2022) with the 2023 plan year. The information indicates whether the occupational category is being underutilized with females and/or minorities, and which sub-category those goals apply to. Underutilization is present when we have fewer females and/or minorities in a particular job group than would be expected by their availability in the workforce based on the census data. The annual goals are based on the individualized campus affirmative action plans. If there is no underutilization, then there is no annual goal(s) needed in the occupational category.

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

**Officials & Managers***

*Prior to the 2019 plan year, the EEO Category was “Executive” and did not include managerial staff.

<table>
<thead>
<tr>
<th>System Office – Officials &amp; Managers – Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Year</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>2019</td>
</tr>
<tr>
<td>2020</td>
</tr>
<tr>
<td>2021</td>
</tr>
<tr>
<td>2022</td>
</tr>
<tr>
<td>2023</td>
</tr>
</tbody>
</table>

Female: None
Minority: Underutilization in Executive

<table>
<thead>
<tr>
<th>UAA – Officials &amp; Managers – Employee Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan Year</td>
</tr>
<tr>
<td>-----------</td>
</tr>
<tr>
<td>2019</td>
</tr>
<tr>
<td>2020</td>
</tr>
<tr>
<td>2021</td>
</tr>
<tr>
<td>2022</td>
</tr>
<tr>
<td>2023</td>
</tr>
</tbody>
</table>

Female: None
Minority: Underutilization in Management
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>18 11%</td>
<td>103 66%</td>
<td>157</td>
</tr>
<tr>
<td>2020</td>
<td>24 15%</td>
<td>109 67%</td>
<td>162</td>
</tr>
<tr>
<td>2021</td>
<td>26 15%</td>
<td>122 71%</td>
<td>173</td>
</tr>
<tr>
<td>2022</td>
<td>20 13%</td>
<td>99 66%</td>
<td>149</td>
</tr>
<tr>
<td>2023</td>
<td>37 21%</td>
<td>123 70%</td>
<td>176</td>
</tr>
</tbody>
</table>

Female: None  
Minority: Underutilization in Executive and Management

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>6 22%</td>
<td>18 67%</td>
<td>27</td>
</tr>
<tr>
<td>2020</td>
<td>5 22%</td>
<td>17 74%</td>
<td>23</td>
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<tr>
<td>2021</td>
<td>5 19%</td>
<td>19 70%</td>
<td>27</td>
</tr>
<tr>
<td>2022</td>
<td>5 17%</td>
<td>22 76%</td>
<td>29</td>
</tr>
<tr>
<td>2023</td>
<td>6 26%</td>
<td>25 76%</td>
<td>33</td>
</tr>
</tbody>
</table>

Female: None  
Minority: None

**Faculty**

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

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>95 16%</td>
<td>306 52%</td>
<td>583</td>
</tr>
<tr>
<td>2020</td>
<td>97 18%</td>
<td>283 52%</td>
<td>549</td>
</tr>
<tr>
<td>2021</td>
<td>89 17%</td>
<td>276 53%</td>
<td>524</td>
</tr>
<tr>
<td>2022</td>
<td>91 18%</td>
<td>264 54%</td>
<td>493</td>
</tr>
<tr>
<td>2023</td>
<td>84 17%</td>
<td>272 55%</td>
<td>498</td>
</tr>
</tbody>
</table>

Female: Underutilization in Associate Professor rank  
Minority: Underutilization in Assistant Professor rank and Academic Leadership

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>94 17%</td>
<td>234 43%</td>
<td>543</td>
</tr>
<tr>
<td>2020</td>
<td>96 18%</td>
<td>240 44%</td>
<td>545</td>
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<tr>
<td>2021</td>
<td>95 18%</td>
<td>234 44%</td>
<td>531</td>
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<tr>
<td>2022</td>
<td>105 21%</td>
<td>219 44%</td>
<td>493</td>
</tr>
<tr>
<td>2023</td>
<td>138 25%</td>
<td>248 45%</td>
<td>555</td>
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</tbody>
</table>

Female: Underutilization in Associate Professor rank  
Minority: Underutilization in Associate Professor rank and Assistant Professor rank
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>8</td>
<td>50</td>
<td>110</td>
</tr>
<tr>
<td>2020</td>
<td>7</td>
<td>46</td>
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<tr>
<td>2021</td>
<td>9</td>
<td>47</td>
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</tr>
<tr>
<td>2022</td>
<td>10</td>
<td>51</td>
<td>97</td>
</tr>
<tr>
<td>2023</td>
<td>22</td>
<td>57</td>
<td>104</td>
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</table>

Female: Underutilization in Professor rank  
Minority: None

Professionals

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<td>44</td>
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</tr>
<tr>
<td>2020</td>
<td>19</td>
<td>56</td>
<td>101</td>
</tr>
<tr>
<td>2021</td>
<td>18</td>
<td>64</td>
<td>108</td>
</tr>
<tr>
<td>2022</td>
<td>22</td>
<td>66</td>
<td>102</td>
</tr>
<tr>
<td>2023</td>
<td>23</td>
<td>78</td>
<td>120</td>
</tr>
</tbody>
</table>

Female: None  
Minority: Underutilization in Finance and Information Services

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>82</td>
<td>275</td>
<td>424</td>
</tr>
<tr>
<td>2020</td>
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</tr>
<tr>
<td>2023</td>
<td>99</td>
<td>288</td>
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</tr>
</tbody>
</table>

Female: Underutilization in Research  
Minority: Underutilization in Admin, Athletics, Research, Student Services, and Training

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
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<tbody>
<tr>
<td>2019</td>
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<td>283</td>
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<td>2020</td>
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<td>273</td>
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<td>2021</td>
<td>91</td>
<td>289</td>
<td>523</td>
</tr>
<tr>
<td>2022</td>
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<td>283</td>
<td>522</td>
</tr>
<tr>
<td>2023</td>
<td>133</td>
<td>316</td>
<td>589</td>
</tr>
</tbody>
</table>

Female: Underutilization in Athletics and Information Services  
Minority: Underutilization in Admin, Finance, Information Services, Research, and Student Services
### UAS – Professionals – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<tr>
<td>2021</td>
<td>17</td>
<td>36</td>
<td>61</td>
</tr>
<tr>
<td>2022</td>
<td>9</td>
<td>34</td>
<td>56</td>
</tr>
<tr>
<td>2023</td>
<td>15</td>
<td>35</td>
<td>59</td>
</tr>
</tbody>
</table>

- Female: Underutilization in Student Services
- Minority: None

### System Office – Clerical– Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<td>15</td>
<td>16</td>
</tr>
<tr>
<td>2020</td>
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<td>2022</td>
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<td>27</td>
<td>28</td>
</tr>
<tr>
<td>2023</td>
<td>8</td>
<td>30</td>
<td>33</td>
</tr>
</tbody>
</table>

- Female: None
- Minority: None

### UAA – Clerical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>90</td>
<td>231</td>
<td>284</td>
</tr>
<tr>
<td>2020</td>
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</tr>
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<td>2021</td>
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</tr>
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<td>2022</td>
<td>89</td>
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</tr>
<tr>
<td>2023</td>
<td>70</td>
<td>159</td>
<td>227</td>
</tr>
</tbody>
</table>

- Female: None
- Minority: Underutilization in Admin and Student Services

### UAF – Clerical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<td>258</td>
<td>294</td>
</tr>
<tr>
<td>2020</td>
<td>68</td>
<td>218</td>
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</tr>
<tr>
<td>2021</td>
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<td>166</td>
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</tr>
<tr>
<td>2023</td>
<td>60</td>
<td>189</td>
<td>225</td>
</tr>
</tbody>
</table>

- Female: Underutilization in Athletics and Finance
- Minority: Underutilization in Admin and Finance
### UAS – Clerical – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<td>50</td>
<td>56</td>
</tr>
<tr>
<td>2020</td>
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<td>45</td>
<td>51</td>
</tr>
<tr>
<td>2021</td>
<td>16</td>
<td>40</td>
<td>45</td>
</tr>
<tr>
<td>2022</td>
<td>14</td>
<td>35</td>
<td>38</td>
</tr>
<tr>
<td>2023</td>
<td>10</td>
<td>35</td>
<td>37</td>
</tr>
</tbody>
</table>

Female: None  
Minority: None

### Technicians

#### System Office – Technicians – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>4</td>
<td>3</td>
<td>20</td>
</tr>
<tr>
<td>2020</td>
<td>4</td>
<td>4</td>
<td>18</td>
</tr>
<tr>
<td>2021</td>
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<td>10</td>
</tr>
<tr>
<td>2023</td>
<td>2</td>
<td>2</td>
<td>13</td>
</tr>
</tbody>
</table>

Female: None  
Minority: Underutilization in Information Services

### UAA – Technicians – Employee Count

<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Minorities</th>
<th>Female</th>
<th>Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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</tr>
<tr>
<td>2022</td>
<td>15</td>
<td>36</td>
<td>85</td>
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Female: None  
Minority: Underutilization in Communication, Information Services, and Research

### UAF – Technicians – Employee Count

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Female: Underutilization in Information Systems and Research  
Minority: Underutilization in Communication
## UAS – Technicians – Employee Count

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Female: None  
Minority: None

## General Crafts & Trades

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

## UAA – General Crafts & Trades – Employee Count

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Female: None  
Minority: Underutilization in L6070

## UAF – General Crafts & Trades – Employee Count

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Female: None  
Minority: Underutilization in L6070

## UAS – General Crafts & Trades – Employee Count

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Female: None  
Minority: Underutilization in L6070

Affirmative Action Summary Report to the UA Board of Regents – July 2023
Page 11 of 23
General Service & Maintenance

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

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Female: None
Minority: None

UAF – General Service & Maintenance – Employee Count

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Female: None
Minority: None

UAS – General Service & Maintenance – Employee Count

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Female: None
Minority: None
Total Employees by Category and University

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

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OFFICIALS & MANAGEMENT TOTALS

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BREAKDOWN FOR OFFICIALS & MANAGEMENT SUBCATEGORIES:

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Management

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### BREAKDOWN FOR FACULTY SUBCATEGORIES:

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Affirmative Action Summary Report to the UA Board of Regents – July 2023

Page 14 of 23
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Affirmative Action Summary Report to the UA Board of Regents – July 2023
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**NO SUBCATEGORIES**

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BREAKDOWN FOR SERVICE & MAINTENANCE SUBCATEGORIES:

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