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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.

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The 2020 Affirmative Action Plans for Statewide Administration (SW), University of Alaska Anchorage (UAA), University of Alaska Fairbanks (UAF), and University of Alaska Southeast (UAS) have moved to utilizing forty job categories that subdivide the seven different occupational categories (EEO skill codes).

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

\	U	Training			
	Executive Management	Administration			#
7	Professor	Athletics			
	Associate Professor	Communications			
	Assistant Professor	Finance			
	Instructor	Health Services			
	Post Doctoral Fellow	Risk Management			
	Academic Leadership	Safety Services			
-	V	Student Services			
	Administrative	Training			
	Athletics	Administration			
	Communication	Athletics			
	Crafts & Trades	Communications			
	Finance	Finance			
	Health Services	Health Services			
	Human Resources	Risk Management			
	Information Systems	Safety Services			
	Marine	Student Services			
	Real Property	Training			
	Research	Administration			
	Risk Management	Athletics			
	Student Services	Communications			
		Finance			
		Health Services			
		Risk Management			
		Safety Services			
		Student Services			

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This chart shows the total number of employees for the 2020 plan year by minority category and university. See pages 12 and 25 for breakdown by occu. c

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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 pages 4 through 10 for breakdown by occupational category and job sub category.

	U	7	h	#	u	# u	8 U
of	None	N/A	None	None	None	N/A	N/A

(plan year), the EEO Category was "Executive" and it did not include

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4	13%	14	45%	31
10	20%	25	49%	51
8	16%	26	51%	51

o underutilization.

U		7		u
2	10%	6	29%	21
15	13%	72	61%	118
14	13%	68	61%	111

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h	U		7		u
	20	16%	65	52%	126
	12	14%	44	52%	85
	19	19%	56	55%& \$ & \$	101

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	5 23%	19 86%	22		







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	19	40%	11	23%	47
	16	35%	8	17%	46
	14	34%	5	12%	41

Minority, Female: No underutilization.

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	7	16%	6	14%	44
	6	13%	8	17%	48
	9	18%	11	22%	49

Minority: Underutilization with Marine and Safety Services  
 Female: No underutilization.

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	12	75%	1	6%	16
	10	67%	1	7%	15
	9	69%	1	8%	13

Minority, Female: No underutilization.

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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 2020 plan year by category and university.

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### Marine (Professional)

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ot	N/A	0	0	0	0	0	0	0	0	0
y	N/A	0	0	0	0	0	0	0	0	0

Training ( T T

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Administrative (Clerical)

	u	†	"	=	°	v	=	\	u
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ot	10	9	0	0	0	0	0	0	1
y°	123	96	5	2	5	5	2	2	8
y°7	135	101	5	9	4	11	0	0	5
y°o	25	19	0	1	0	2	0	0	3

Athletics (Clerical)

	u	†	"	=	°	v	=	\	u
	-			O		@	h	@	#
ot	N/A	0	0	0	0	0	0	0	0
y°	4	3	1	0	0	0	0	0	0
y°7	4	4	0	0	0	0	0	0	0
y°o	N/A	0	0	0	0	0	0	0	0

Communications (Clerical)

	u	†	"	=	°	v	=	\	u
	-			O		@	h	@	#
ot	N/A	0	0	0	0	0	0	0	0
y°	12	7	0	2	0	0	1	1	2
y°7	3	3	0	0	0	0	0	0	0
y°o	1	1	0	0	0	0	0	0	0



## Student Services (Clerical)



Marine (Technician)

	u -	‡	"	= o	°	° v @	= h @ \ .	u #
ot	0	0	0	0	0	0	0	0
y°°°	0	0	0	0	0	0	0	0
y°7	7	6	0	0	1	0	0	0
y°o	N/A	0	0	0	0	0	0	0

Research (Technician)

	u -	‡	"	= o	°	° v @	= h @ \ .	u #
ot	0	0	0	0	0	0	0	0
y°°°	21	16	0	1	3	0	0	1
y°7	40	31	0	2	1	6	0	0
y°o	4	4	0	0	0	0	0	0

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Crafts & Trades (Ge White Black Hispanic Asia Alaska Native/  
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