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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:

<ul style="list-style-type: none"> Executive Management Professor Associate Professor Assistant Professor Instructor Post Doctoral Fellow Academic Leadership Administrative Athletics Communication Crafts & Trades Finance Health Services Human Resources Information Systems Marine Real Property Research Risk Management Student Services 	<ul style="list-style-type: none"> Training Administration Athletics Communications Finance Health Services Risk Management Safety Services Student Services Training Communication Crafts & Trades Information Systems Marine Research Crafts & Trades Crafts & Trades Marine Safety 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.

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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)

	u -	†	"	= o	°	° v @	= h @ \ .	u #
ot	N/A	0	0	0	0	0	0	0
y°°°	N/A	0	0	0	0	0	0	0

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Administrative (Clerical)

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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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