



2017-2018 EXECUTIVE SUMMARY AND AFFIRMATIVE ACTION GOALS

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OFFICE of EQUAL OPPORTUNITY

2017-2018 EXECUTIVE SUMMARY AND AFFIRMATIVE ACTION GOALS

I. SUMMARY

UNM is committed to EEO and Affirmative Action principles that ultimately create and foster a diverse and inclusive environment. The Affirmative Action plan is one management and organizational tool that can be utilized to identify underutilization in certain job categories based on availability in job categories and availability in a specified recruitment area. The Office of Equal Opportunity (OEO) has completed the Affirmative Action Plan (AAP) for 2016-2017 pursuant to Executive Order 11246. UNM has prepared a separate AAP for Main Campus, the Health Sciences Center, and each branch campus. The data has been developed pursuant to the requirements of Executive Order 11246, The Rehabilitation Act of 1974, and the Vietnam Era Veterans Readjustment Assistance Act of 1974, and requires data to be analyzed in regard to minorities (African Americans, Asians, Hispanics, Native Americans/Alaskan Natives, Native Hawaiians Pacific Islanders, females, veterans and individuals with disabilities (IWDs)) for the period of November 1, 2014, to October 31, 2015.

A. Affirmative Action Plan (AAP)

- **What is the AAP?**

The AAP is legally mandated by Executive Order 11246 and requires UNM to create a written report that measures whether women, minorities, veterans and IWDs are being employed at the expected rate given their composition of the contractor's workforce, compared to the relevant labor pool. UNM data is collected annually for the period of November 1 of the preceding year, to October 1 of the AAP year. The AAP also requires that UNM engage in good faith efforts to correct any deficiencies with regard to affirmative action by demonstrating that they are recruiting and hiring qualified women, minorities, veterans and IWDs.

- **What does the AAP consist of?**

The AAP contains the following reports:

- Organizational Profile (Workforce Analysis)
- Job Group Analysis
- Availability Analysis
- Incumbency v. Estimated Availability
- Placement Goals
- Adverse Impact Analysis Report
- Required EEO/AAP laws, regulations and best practice

- **What is the Organizational Profile/Workforce Analysis?**

The organizational profile lists every UNM incumbent by department and their race and gender.

- **What is a Job Group Analysis?**

A job group contains jobs or groups of jobs that are similar in content, compensation and opportunity. UNM has developed extensive job groups that are described on page xxx of this document. A job group analysis is the first step in comparing the representation of minorities, women, veterans and IWD's in its workforce.

- **What is an Availability Analysis?**

Availability is an estimate expressed in a percentage of the number of qualified minorities and women available for employment from internal and external feeder groups. This analysis serves as a benchmark to determine if barriers to employment exist. Internal feeder groups include all current UNM employees that may be promotable into another job group and reflect the opportunity for UNM to promote people from within the organization. External feeder groups consist of UNM's ability to bring in people from regional and national feeder groups. Regional and national feeder groups are determined by U.S. Census data. For professional job groups, the Survey of Earned Doctorates and the American Medical Association Survey data are also utilized.

- **What is Incumbency versus Estimated Availability?**

The incumbency versus estimated availability report reflects the percentages of minorities, women, veterans and IWDs within UNM compared to the availability percentages determined in the Availability Analysis. When the percentage of individuals employed in a particular group is less than would be expected given their availability in the particular group, a Placement Goal is set and the position is determined to be underutilized. A goal is set when availability exceeds employment by two or more standard deviations.

B. 2017-18 Placement Goals

- **What is a goal?**

Goals are calculated by comparing the representation of females and minorities in the University's workforce to the estimated availability for females and minorities in the external or internal feeder group. When the number of females and minorities is significantly lower than availability, a goal is created.

Goals are targets or objectives attained by good faith efforts in improving recruitment, hiring, and retention practices.

- **Is a goal a quota?**

No. All employment decisions must be made in a non-discriminatory manner. However, the University must make all efforts to expand pools of candidates by reaching out to areas that will increase the number of women, minority, veteran and IWD incumbents.

- **What does a goal percentage mean?**

If the goal line says "yes" next to the job group there is a goal in that job group. The goal indicate whether there is underutilization is for women, minorities, veterans or IWDs.

NOTE: there is a placement goal in virtually every job group for veterans and IWDs at UNM and efforts should always be made in recruitment, hiring and retention of these individuals.

- **What do I have to do if a position has a placement goal?**

If there a placement goal in a particular job group, the University should strive to outreach, recruit, hire and eliminate discrimination and barriers from the workplace in order to expand pools of candidates that include women, minorities, veterans and IWDs. Departments should track their efforts.

The new UNM Jobs (Cornerstone) requisitions will automatically indicate which positions have placement goals for women and/or minorities.

- **If there is no placement goal in a particular category, does that mean I do not have to recruit for minorities, women, veterans and individuals with disabilities?**

The University should strive to outreach and recruit qualified individuals from protected categories for every job posting.

- **Is the AAP a diversity plan?**

No. The AAP is a legally mandated document that determines underutilization based on estimations of availability in the workforce. Diversity refers to a comprehensive organizational culture that maximizes the potential of all employees by valuing the benefits of a diverse and inclusive workplace. Diversity is not legally mandated but instead is a commitment to an inclusive workforce.

C. Adverse Impact Analysis Report

Adverse Impact Analysis Reports examines personnel activity that occurred last year and compares the personnel actions of the protected groups versus the non-protected groups, to determine if there is an adverse impact.

- **What do I do if a job group shows adverse impact?**

If a job group shows adverse impact, and you are in a leadership role that oversees recruitment, hiring or termination, you will be contacted by the OEO Director to discuss the findings. Generally speaking, any adverse impact should be examined to determine the reason for the impact.

- **What else can I do?**

- Ensure that you actively recruit and target outreach to underutilized positions. Document your efforts.
 - Post all positions competitively. If you make an exception, articulate and document the reasons.
 - Ensure that you review all applicants and interview women, minorities, veterans and IWDs that meet qualifications.
 - Be cognizant of individual bias at all stages of the outreach and hiring process, including stereotypes about disability.
 - Use detailed applicant dispensation explanations for candidates that are not selected in UNM Jobs (why someone was not interviewed or hired).
 - Maintain all applicant and employment records.
 - Insure that all postings and recruitments have the approved EEO taglines and anti-discrimination policies.
 - Ensure that search and interview committees are diverse.
 - Ensure that applicants with disabilities are able to get prompt and effective accommodations.
 - Ensure accessibility during interviews.
 - Make sure to allow applicants to self-identify ethnicity, race, gender, veteran and disability status.
 - Ensure that all hiring officials receive AAP and EEO training.
- Contact Francie Cordova, Office of Equal Opportunity at fcordova3@unm.edu if you have questions.

II. UNIVERSITY OF NEW MEXICO JOB GROUPS

101	EXECUTIVES
102	MANAGEMENT
103	SUPERVISORY II
104	SUPERVISORY I
105-2	DEANS & SR. ASSOCIATE DEANS
105-1	ASSOCIATE DEANS & ASSISTANT DEANS
201-3	RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III
201-2	RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II
201-1	RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I
202-A	NURSING SPECIALTY
202-3	NURSING PROFESSIONALS III
202-2	NURSING PROFESSIONALS II
202-1	NURSING PROFESSIONALS I
203-2	MATERIALS-CONSTRUCTION PROFESSIONALS II
203-1	MATERIALS-CONSTRUCTION PROFESSIONALS I
204-3	INFORMATION TECHNOLOGY PROFESSIONALS III
204-2	INFORMATION TECHNOLOGY PROFESSIONALS II
204-1	INFORMATION TECHNOLOGY PROFESSIONALS I
205A3	HEALTH PROFESSIONALS III
205A2	HEALTH PROFESSIONALS II
205A1	HEALTH PROFESSIONALS I
205	PHYSICIANS
206-3	BUSINESS FUNCTIONS PROFESSIONALS III
206-2	BUSINESS FUNCTIONS PROFESSIONALS II
206-1	BUSINESS FUNCTIONS PROFESSIONALS I
207-4	ATHLETICS PROFESSIONALS IV
207-3	ATHLETICS PROFESSIONALS III
207-2	ATHLETICS PROFESSIONALS II
207-1	ATHLETICS PROFESSIONALS I
208-2	ART-COMMUNICATIONS PROFESSIONALS II
208-1	ART-COMMUNICATIONS PROFESSIONALS I
209-3	ADMINISTRATIVE PROFESSIONALS III
209-2	ADMINISTRATIVE PROFESSIONALS II
209-1	ADMINISTRATIVE PROFESSIONALS I
210-2	ACADEMICS PROFESSIONALS II
210-1	ACADEMICS PROFESSIONALS I
250A	ARTS AND SCIENCES (HUMANITIES) - PROFESSORS
250B	ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS
250C	ARTS AND SCIENCES (HUMANITIES) - ASSISTANT PROFESSORS
250D	ARTS AND SCIENCES (HUMANITIES) -TEMPORARY-PART-TIME PROFESSORS
250E	ARTS AND SCIENCES (HUMANITIES) – LECTURERS III
250F	ARTS AND SCIENCES (HUMANITIES) – LECTURERS II
250G	ARTS AND SCIENCES (HUMANITIES) – LECTURERS I
250H	ARTS AND SCIENCES (HUMANITIES) – RESEARCH PROFESSORS
251A	ARTS AND SCIENCES (NATURAL SCIENCES) - PROFESSORS
251B	ARTS AND SCIENCES (NATURAL SCIENCES) - ASSOCIATE PROFESSORS
251C	ARTS AND SCIENCES (NATURAL SCIENCES) - ASSISTANT PROFESSORS
251D	ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS
251E	ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III
251F	ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II
251G	ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS I
251H	ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH PROFESSORS
251I	ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSOCIATE PROFESSORS
251J	ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS
252A	ARTS AND SCIENCES (SOCIAL SCIENCES) - PROFESSORS
252B	ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSOCIATE PROFESSORS
252C	ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSISTANT PROFESSORS
252D	ARTS AND SCIENCES (SOCIAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS
252E	ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III

252F ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II
 252G ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I
 252H ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH PROFESSORS
 252J ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS
 253A ARCHITECTURE AND PLANNING – PROFESSORS
 253B ARCHITECTURE AND PLANNING – ASSOCIATE PROFESSORS
 253C ARCHITECTURE AND PLANNING – ASSISTANT PROFESSORS
 253D ARCHITECTURE AND PLANNING - TEMPORARY- PART-TIME PROFESSORS
 253E ARCHITECTURE AND PLANNING - LECTURERS III
 253F ARCHITECTURE AND PLANNING - LECTURERS II
 253I ARCHITECTURE AND PLANNING - RESEARCH ASSOCIATE PROFESSORS
 254A ANDERSON SCHOOL OF MANAGEMENT - PROFESSORS
 254B ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS
 254C ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS
 254D ANDERSON SCHOOL OF MANAGEMENT - TEMPORARY-PART-TIME PROFESSORS
 254E ANDERSON SCHOOL OF MANAGEMENT - LECTURERS III
 254G ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I
 255A EDUCATION - PROFESSORS
 255B EDUCATION - ASSOCIATE PROFESSORS
 255C EDUCATION - ASSISTANT PROFESSORS
 255D EDUCATION - TEMPORARY-PART-TIME PROFESSORS
 255E EDUCATION - LECTURERS III
 255F EDUCATION - LECTURERS II
 255G EDUCATION - LECTURERS I
 255H EDUCATION - RESEARCH PROFESSORS
 255I EDUCATION - RESEARCH ASSOCIATE PROFESSORS
 255J EDUCATION - RESEARCH ASSISTANT PROFESSORS
 256A ENGINEERING - PROFESSORS
 256B ENGINEERING - ASSOCIATE PROFESSORS
 256C ENGINEERING - ASSISTANT PROFESSORS
 256D ENGINEERING - TEMPORARY-PART-TIME PROFESSORS
 256E ENGINEERING - LECTURERS III
 256F ENGINEERING - LECTURERS II
 256G ENGINEERING - LECTURERS I
 256H ENGINEERING - RESEARCH PROFESSORS
 256I ENGINEERING - RESEARCH ASSOCIATE PROFESSORS
 256J ENGINEERING - RESEARCH ASSISTANT PROFESSORS
 258A FINE ARTS - PROFESSORS
 258B FINE ARTS - ASSOCIATE PROFESSORS
 258C FINE ARTS - ASSISTANT PROFESSORS
 258D FINE ARTS - TEMPORARY-PART-TIME PROFESSORS
 258E FINE ARTS - LECTURERS III
 258F FINE ARTS - LECTURERS II
 258J FINE ARTS - RESEARCH ASSISTANT PROFESSORS
 259A LAW - PROFESSORS
 259B LAW - ASSOCIATE PROFESSORS
 259C LAW - ASSISTANT PROFESSORS
 259D LAW - TEMPORARY-PART-TIME PROFESSORS
 259E LAW - LECTURERS III
 259H LAW - RESEARCH PROFESSORS
 260A UNIVERSITY LIBRARY - PROFESSORS
 260B UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS
 260C UNIVERSITY LIBRARY - ASSISTANT PROFESSORS
 260D UNIVERSITY LIBRARY - TEMPORARY-PART-TIME PROFESSORS
 260E UNIVERSITY LIBRARY - LECTURERS III
 260G UNIVERSITY LIBRARY - LECTURERS I
 262A HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS
 262B HSC - SCHOOL OF MEDICINE (SOM) – ASSOCIATE PROFESSORS
 262C HSC - SCHOOL OF MEDICINE (SOM) – ASSISTANT PROFESSORS
 262D HSC - SCHOOL OF MEDICINE (SOM) - TEMPORARY-PART-TIME PROFESSORS
 262E HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS III
 262F HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS II
 262G HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS I
 262H HSC - SCHOOL OF MEDICINE (SOM) – RESEARCH PROFESSORS

262I HSC - SCHOOL OF MEDICINE (SOM) – RESEARCH ASSOCIATE PROFESSORS
 262J HSC - SCHOOL OF MEDICINE (SOM) – RESEARCH ASSISTANT PROFESSORS
 263A HSC - SCHOOL OF SCHOOL OF NURSING (SON) - PROFESSORS
 263B HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSOCIATE PROFESSORS
 263C HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSISTANT PROFESSORS
 263D HSC - SCHOOL OF SCHOOL OF NURSING (SON) - TEMPORARY-PART-TIME PROFESSORS
 263E HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III
 263G HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS I
 264A HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS
 264B HSC - SCHOOL OF PHARMACY (SOP) – ASSOCIATE PROFESSORS
 264C HSC - SCHOOL OF PHARMACY (SOP) – ASSISTANT PROFESSORS
 264D HSC - SCHOOL OF PHARMACY (SOP) - TEMPORARY-PART-TIME PROFESSORS
 264E HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III
 264H HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH PROFESSORS
 264I HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSOCIATE PROFESSORS
 264J HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSISTANT PROFESSORS
 270 WORKING RETIREES
 271 POST DOCTORAL FELLOWS
 272 NON CREDIT TEACHERS
 273 OTHER TEACHERS
 274 TEMPORARY-PART-TIME PROFESSORS (NON- MEDICAL)
 274A TEMPORARY-PART-TIME PROFESSORS (MEDICAL)
 275 GRADUATE ASSISTANTS
 280A MISCELLANEOUS MAIN CAMPUS PROFESSORS
 280B MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS
 280C MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS
 280D MAIN CAMPUS TEMPORARY-PART-TIME FACULTY
 280E BRANCH CAMPUS LECTURERS III
 280F BRANCH CAMPUS LECTURERS II
 280G BRANCH CAMPUS LECTURERS I
 280H MISCELLANEOUS MAIN CAMPUS RESEARCH FACULTY
 301-3 IT TECH SUPPORT III
 301-2 IT TECH SUPPORT II
 302-3 RESEARCH-SCIENCE-ENGINEERING TECHS III
 302-2 RESEARCH-SCIENCE-ENGINEERING TECHS II
 302-1 RESEARCH-SCIENCE-ENGINEERING TECHS I
 303-3 NURSING TECHS III
 304-3 HEALTH SUPPORT TECHS III
 304-2 HEALTH SUPPORT TECHS II
 304-1 HEALTH SUPPORT TECHS I

 501-3 CLERICAL SUPPORT III
 501-2 CLERICAL SUPPORT II
 501-1 CLERICAL SUPPORT I
 502-2 MATERIALS-CONSTRUCTION SUPPORT II
 502-1 MATERIALS-CONSTRUCTION SUPPORT I
 503-3 BUSINESS FUNCTIONS SUPPORT III
 503-2 BUSINESS FUNCTIONS SUPPORT II
 503-1 BUSINESS FUNCTIONS SUPPORT I
 504-3 ACADEMICS SUPPORT III
 504-2 ACADEMICS SUPPORT II
 504-1 ACADEMICS SUPPORT I
 601-3 TRADES-CRAFTS SUPPORT III
 601-2 TRADES-CRAFTS SUPPORT II
 601-1 TRADES-CRAFTS SUPPORT I
 901-3 SECURITY & SAFETY SERVICE SUPPORT III
 901-2 SECURITY & SAFETY SERVICE SUPPORT II
 901-1 SECURITY & SAFETY SERVICE SUPPORT I
 902 CHILD CARE WORKERS
 903-3 BUILDINGS AND GROUNDS SUPPORT III
 903-2 BUILDINGS AND GROUNDS SUPPORT II
 903-1 BUILDINGS AND GROUNDS SUPPORT I

**University of New Mexico
Main Campus**

2017 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	4373	15668	481	215	200
Female	2275	4316	250	125	81
Female %	52.02%	27.55%	51.98%	58.14%	40.50%
Minority	1947	6291	206	103	75
Minority %	44.52%	40.15%	42.83%	47.91%	37.50%
Black	97	511	13	3	4
Black %	2.22%	3.26%	2.70%	1.40%	2.00%
Hispanic	1415	4338	165	82	37
Hispanic %	32.36%	27.69%	34.30%	38.14%	18.50%
Asian	216	840	5	8	22
Asian %	4.94%	5.36%	1.04%	3.72%	11.00%
American Indian or Alaskan Native	144	565	11	7	6
American Indian or Alaskan Native %	3.29%	3.61%	2.29%	3.26%	3.00%
Native Hawaiian/Other Pacific	25	23	4	0	2
Native Hawaiian/Other Pacific %	0.57%	0.15%	0.83%	0.00%	1.00%
Two or More Races	50	14	8	3	4
Two or More Races %	1.14%	0.09%	1.66%	1.40%	2.00%
Unknown Race	0	3735	0	0	0
Unknown Race %	0.00%	23.84%	0.00%	0.00%	0.00%
Unknown Gender	0	7211	0	0	0
Unknown Gender %	0.00%	46.02%	0.00%	0.00%	0.00%
Individual with Disability	94	839	6	0	2
Individual with Disability %	2.15%	5.35%	1.25%	0.00%	1.00%
Protected Veterans	178	235	22	7	5
Protected Veterans %	4.07%	1.50%	4.57%	3.26%	2.50%

**There are goals for Individuals with Disabilities and veterans in virtually all job groups.

2017 Goals			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)	Yes		Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)			Yes
NURSING SPECIALTY (202A)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS I (203-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			
HEALTH PROFESSIONALS III (205A3)	Yes		Yes
HEALTH PROFESSIONALS II (205A2)			Yes
HEALTH PROFESSIONALS I (205A1)			Yes
PHYSICIANS (205)			Yes
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)			Yes
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)	Yes		Yes
ATHLETICS PROFESSIONALS IV (207-4)			Yes
ATHLETICS PROFESSIONALS III (207-3)			Yes
ATHLETICS PROFESSIONALS II (207-2)			Yes
ATHLETICS PROFESSIONALS I (207-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS III (209-3)		Yes	Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ACADEMICS PROFESSIONALS I (210-1)	Yes		Yes

ARTS AND SCIENCES (HUMANITIES) - PROFESSORS (250A)			Yes
ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS (250B)			Yes
ARTS AND SCIENCES (HUMANITIES) - ASSISTANT PROFESSORS (250C)			Yes
ARTS AND SCIENCES (HUMANITIES) - TEMPORARY-PART-TIME PROFESSORS (250D)			Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS III (250E)			Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS II (250F)			Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS I (250G)			Yes
ARTS AND SCIENCES (HUMANITIES) - RESEARCH PROFESSORS (250H)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - PROFESSORS (251A)	Yes		Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSOCIATE PROFESSORS (251B)		Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSISTANT PROFESSORS (251C)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III (251E)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II (251F)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH PROFESSORS (251H)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSOCIATE PROFESSORS (251I)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (251J)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - PROFESSORS (252A)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSOCIATE PROFESSORS (252B)		Yes	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - ASSISTANT PROFESSORS (252C)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (252D)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III (252E)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II (252F)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I (252G)			Yes

ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH PROFESSORS (252H)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (252J)			Yes
ARCHITECTURE AND PLANNING - PROFESSORS (253A)	Yes		
ARCHITECTURE AND PLANNING - ASSOCIATE PROFESSORS (253B)			Yes
ARCHITECTURE AND PLANNING - ASSISTANT PROFESSORS (253C)			Yes
ARCHITECTURE AND PLANNING - TEMPORARY-PART-TIME PROFESSORS (253D)	Yes		Yes
ARCHITECTURE AND PLANNING - LECTURERS III (253E)			Yes
ANDERSON SCHOOL OF MANAGEMENT - PROFESSORS (254A)			Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS (254B)			Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS (254C)			Yes
ANDERSON SCHOOL OF MANAGEMENT - TEMPORARY-PART-TIME PROFESSORS (254D)			Yes
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS III (254E)			Yes
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I (254G)			Yes
EDUCATION - PROFESSORS (255A)			Yes
EDUCATION - ASSOCIATE PROFESSORS (255B)			Yes
EDUCATION - ASSISTANT PROFESSORS (255C)	Yes		Yes
EDUCATION - TEMPORARY-PART-TIME PROFESSORS (255D)			Yes
EDUCATION - LECTURERS III (255E)			
EDUCATION - LECTURERS II (255F)			Yes
EDUCATION - LECTURERS I (255G)			Yes
EDUCATION - RESEARCH PROFESSORS (255H)			Yes
EDUCATION - RESEARCH ASSOCIATE PROFESSORS (255I)			Yes
EDUCATION - RESEARCH ASSISTANT PROFESSORS (255J)			Yes
ENGINEERING - PROFESSORS (256A)	Yes		Yes
ENGINEERING - ASSOCIATE PROFESSORS (256B)			Yes
ENGINEERING - ASSISTANT PROFESSORS (256C)			Yes
ENGINEERING - TEMPORARY-PART-TIME PROFESSORS (256D)			Yes
ENGINEERING - LECTURERS III (256E)			
ENGINEERING - LECTURERS II (256F)			Yes
ENGINEERING - RESEARCH PROFESSORS (256H)			Yes

ENGINEERING - RESEARCH ASSOCIATE PROFESSORS (256I)			Yes
ENGINEERING - RESEARCH ASSISTANT PROFESSORS (256J)			Yes
FINE ARTS - PROFESSORS (258A)			Yes
FINE ARTS - ASSOCIATE PROFESSORS (258B)			Yes
FINE ARTS - ASSISTANT PROFESSORS (258C)			Yes
FINE ARTS - TEMPORARY-PART-TIME PROFESSORS (258D)			Yes
FINE ARTS - LECTURERS III (258E)			Yes
FINE ARTS - LECTURERS II (258F)			
FINE ARTS - RESEARCH ASSISTANT PROFESSORS (258J)			Yes
LAW - PROFESSORS (259A)			Yes
LAW - ASSOCIATE PROFESSORS (259B)			Yes
LAW - ASSISTANT PROFESSORS (259C)			Yes
LAW - TEMPORARY-PART-TIME PROFESSORS (259D)			Yes
LAW - LECTURERS III (259E)			Yes
LAW - RESEARCH PROFESSORS (259H)			Yes
UNIVERSITY LIBRARY - PROFESSORS (260A)			Yes
UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS (260B)			Yes
UNIVERSITY LIBRARY - ASSISTANT PROFESSORS (260C)	Yes		Yes
UNIVERSITY LIBRARY - TEMPORARY-PART-TIME PROFESSORS (260D)			Yes
UNIVERSITY LIBRARY - LECTURERS III (260E)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS (264A)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - ASSOCIATE PROFESSORS (264B)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - TEMPORARY-PART-TIME PROFESSORS (264D)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)			Yes
WORKING RETIREES (270)	Yes		Yes
POST DOCTORAL FELLOWS (271)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
GRADUATE ASSISTANTS (275)			Yes
MISCELLANEOUS MAIN CAMPUS PROFESSORS (280A)			Yes
MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS (280B)			Yes

MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS (280C)			Yes
MISCELLANEOUS MAIN CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
MISCELLANEOUS MAIN CAMPUS RESEARCH FACULTY (280H)			Yes
IT TECH SUPPORT III (301-3)			Yes
IT TECH SUPPORT II (301-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS I (302-1)			Yes
NURSING TECHS III (303-3)			Yes
HEALTH SUPPORT TECHS III (304-3)		Yes	Yes
HEALTH SUPPORT TECHS II (304-2)			Yes
HEALTH SUPPORT TECHS I (304-1)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)			Yes
CLERICAL SUPPORT I (501-1)	Yes		Yes
MATERIALS-CONSTRUCTION SUPPORT II (502-2)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)	Yes		Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
BUSINESS FUNCTIONS SUPPORT I (503-1)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)	Yes		Yes
ACADEMICS SUPPORT I (504-1)			Yes
TRADES-CRAFTS SUPPORT III (601-3)			Yes
TRADES-CRAFTS SUPPORT II (601-2)			Yes
TRADES-CRAFTS SUPPORT I (601-1)			
SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT I (901-1)			Yes
CHILD CARE WORKERS (902)			Yes
BUILDINGS AND GROUNDS SUPPORT III (903-3)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

**No placement opportunities mean no hiring in this job group.

SUMMARY OF 2016 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
EXECUTIVES (101)		
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)	No Placement Opportunities	
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)		
NURSING SPECIALTY (202A)		
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)		
MATERIALS-CONSTRUCTION PROFESSIONALS I (203-1)		
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)	Achieved	
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Not Achieved	
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
HEALTH PROFESSIONALS III (205A3)		
HEALTH PROFESSIONALS II (205A2)		
HEALTH PROFESSIONALS I (205A1)		
PHYSICIANS (205)		
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)		
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ATHLETICS PROFESSIONALS IV (207-4)		
ATHLETICS PROFESSIONALS III (207-3)		
ATHLETICS PROFESSIONALS II (207-2)		
ATHLETICS PROFESSIONALS I (207-1)		
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS III (209-3)		No Placement Opportunities
ADMINISTRATIVE PROFESSIONALS II (209-2)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS II (210-2)		
ACADEMICS PROFESSIONALS I (210-1)	Achieved	
ARTS AND SCIENCES (HUMANITIES) - PROFESSORS (250A)		
ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS (250B)		
ARTS AND SCIENCES (HUMANITIES) - ASSISTANT PROFESSORS (250C)		

ARTS AND SCIENCES (HUMANITIES) - TEMPORARY-PART-TIME PROFESSORS (250D)		
ARTS AND SCIENCES (HUMANITIES) - LECTURERS III (250E)		
ARTS AND SCIENCES (HUMANITIES) - LECTURERS II (250F)		
ARTS AND SCIENCES (HUMANITIES) - RESEARCH PROFESSORS (250H)		
ARTS AND SCIENCES (NATURAL SCIENCES) – PROFESSORS (251A)	Achieved	
ARTS AND SCIENCES (NATURAL SCIENCES) – ASSOCIATE PROFESSORS (251B)		Substantially Achieved
ARTS AND SCIENCES (NATURAL SCIENCES) – ASSISTANT PROFESSORS (251C)		
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)		
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III (251E)		
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II (251F)		
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS I (251G)		
ARTS AND SCIENCES (NATURAL SCIENCES) – RESEARCH PROFESSORS (251H)		
ARTS AND SCIENCES (NATURAL SCIENCES) – RESEARCH ASSOCIATE PROFESSORS (251I)		
ARTS AND SCIENCES (NATURAL SCIENCES) – RESEARCH ASSISTANT PROFESSORS (251J)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – PROFESSORS (252A)	Achieved	
ARTS AND SCIENCES (SOCIAL SCIENCES) – ASSOCIATE PROFESSORS (252B)		Substantially Achieved
ARTS AND SCIENCES (SOCIAL SCIENCES) – ASSISTANT PROFESSORS (252C)		
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III (252E)		
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II (252F)		
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I (252G)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – RESEARCH PROFESSORS (252H)		
ARTS AND SCIENCES (SOCIAL SCIENCES) – RESEARCH ASSISTANT PROFESSORS (252J)		
ARCHITECTURE AND PLANNING - PROFESSORS (253A)	Not Achieved	
ARCHITECTURE AND PLANNING - ASSOCIATE PROFESSORS (253B)		
ARCHITECTURE AND PLANNING - ASSISTANT PROFESSORS (253C)		
ARCHITECTURE AND PLANNING – TEMPORARY-PART-TIME PROFESSORS (253D)	Achieved	
ARCHITECTURE AND PLANNING - LECTURERS III (253E)		
ARCHITECTURE AND PLANNING - LECTURERS II (253F)		
ARCHITECTURE AND PLANNING - RESEARCH ASSOCIATE PROFESSORS (253I)		
ANDERSON SCHOOL OF MANAGEMENT – PROFESSORS (254A)		
ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS (254B)		
ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS (254C)		

ANDERSON SCHOOL OF MANAGEMENT - LECTURERS III (254E)		
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I (254G)		
EDUCATION - PROFESSORS (255A)	Achieved	
EDUCATION - ASSOCIATE PROFESSORS (255B)		
EDUCATION - ASSISTANT PROFESSORS (255C)	Not Achieved	
EDUCATION - LECTURERS III (255E)		
EDUCATION - LECTURERS II (255F)		
EDUCATION - LECTURERS I (255G)		
EDUCATION - RESEARCH PROFESSORS (255H)		
EDUCATION - RESEARCH ASSOCIATE PROFESSORS (255I)		
EDUCATION - RESEARCH ASSISTANT PROFESSORS (255J)	Not Achieved	
ENGINEERING - PROFESSORS (256A)	Achieved	
ENGINEERING - ASSOCIATE PROFESSORS (256B)		Substantially Achieved
ENGINEERING - ASSISTANT PROFESSORS (256C)		
ENGINEERING - LECTURERS III (256E)		
ENGINEERING - LECTURERS II (256F)		
ENGINEERING - LECTURERS I (256G)		
ENGINEERING - RESEARCH PROFESSORS (256H)		
ENGINEERING - RESEARCH ASSOCIATE PROFESSORS (256I)		
ENGINEERING - RESEARCH ASSISTANT PROFESSORS (256J)		
FINE ARTS - PROFESSORS (258A)		
FINE ARTS - ASSOCIATE PROFESSORS (258B)		
FINE ARTS - ASSISTANT PROFESSORS (258C)		
FINE ARTS - LECTURERS III (258E)		
FINE ARTS - LECTURERS II (258F)		
FINE ARTS - RESEARCH ASSISTANT PROFESSORS (258J)		
LAW - PROFESSORS (259A)		
LAW - ASSOCIATE PROFESSORS (259B)		
LAW - ASSISTANT PROFESSORS (259C)		
LAW - LECTURERS III (259E)		
LAW - RESEARCH PROFESSORS (259H)		
UNIVERSITY LIBRARY - PROFESSORS (260A)		
UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS (260B)		
UNIVERSITY LIBRARY - ASSISTANT PROFESSORS (260C)		
UNIVERSITY LIBRARY - LECTURERS III (260E)		
UNIVERSITY LIBRARY - LECTURERS I (260G)		
WORKING RETIREES (270)	No Placement Opportunities	
POST DOCTORAL FELLOWS (271)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)	Achieved	

TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)		
MISCELLANEOUS MAIN CAMPUS PROFESSORS (280A)		
MISCELLANEOUS MAIN CAMPUS ASSOCIATE PROFESSORS (280B)		
MISCELLANEOUS MAIN CAMPUS ASSISTANT PROFESSORS (280C)	Achieved	
MISCELLANEOUS MAIN CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
IT TECH SUPPORT III (301-3)	Not Achieved	
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)	Not Achieved	
NURSING TECHS III (303-3)		
HEALTH SUPPORT TECHS III (304-3)		
HEALTH SUPPORT TECHS II (304-2)		No Placement Opportunities
HEALTH SUPPORT TECHS I (304-1)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)	Not Achieved	
CLERICAL SUPPORT I (501-1)	Not Achieved	Achieved
MATERIALS-CONSTRUCTION SUPPORT II (502-2)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)	Not Achieved	
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)	Not Achieved	
ACADEMICS SUPPORT II (504-2)	Substantially Achieved	
ACADEMICS SUPPORT I (504-1)		
TRADES-CRAFTS SUPPORT III (601-3)		
TRADES-CRAFTS SUPPORT II (601-2)		
TRADES-CRAFTS SUPPORT I (601-1)		
SECURITY & SAFETY SERVICE SUPPORT III (901-3)		
SECURITY & SAFETY SERVICE SUPPORT II (901-2)	Not Achieved	Substantially Achieved
SECURITY & SAFETY SERVICE SUPPORT I (901-1)		
CHILD CARE WORKERS (902)		
BUILDINGS AND GROUNDS SUPPORT III (903-3)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		
BUILDINGS AND GROUNDS SUPPORT I (903-1)		

**University of New Mexico
Health Science Center**

2017 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	3430	11722	302	211	38
Female	2285	3368	230	148	26
Female %	66.62%	28.73%	76.16%	70.14%	68.42%
Minority	1425	5074	165	114	18
Minority %	41.55%	43.29%	54.64%	54.03%	47.37%
Black	51	327	4	4	0
Black %	1.49%	2.79%	1.32%	1.90%	0.00%
Hispanic	951	3610	130	90	14
Hispanic %	27.73%	30.80%	43.05%	42.65%	36.84%
Asian	267	614	5	11	3
Asian %	7.78%	5.24%	1.66%	5.21%	7.89%
American Indian or Alaskan Native	95	497	18	6	1
American Indian or Alaskan Native %	2.77%	4.42%	5.96%	2.84%	2.63%
Native Hawaiian/Other Pacific	2	26	0	0	0
Native Hawaiian/Other Pacific %	0.06%	0.22%	0.00%	0.00%	0.00%
Two or More Races	59	0	8	3	0
Two or More Races %	1.72%	0.00%	2.65%	1.42%	0.00%
Unknown Race	0	2264	0	0	0
Unknown Race %	0.00%	19.31%	0.00%	0.00%	0.00%
Unknown Gender	0	6481	0	0	0
Unknown Gender %	0.00%	55.29%	0.00%	0.00%	0.00%
Individual with Disability	42	589	0	0	0
Individual with Disability %	1.22%	5.02%	0.00%	0.00%	0.00%
Protected Veterans	165	187	37	13	4
Protected Veterans %	4.81%	1.60%	12.25%	6.16%	10.53%

**There are goals for Individuals with disabilities and veterans in virtually all job groups.

2017 Goals			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals with a Disability
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)			Yes
NURSING SPECIALTY (202A)			Yes
NURSING PROFESSIONALS III (202-3)			Yes
NURSING PROFESSIONALS II (202-2)			Yes
NURSING PROFESSIONALS I (202-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
HEALTH PROFESSIONALS III (205A3)			Yes
HEALTH PROFESSIONALS II (205A2)			Yes
HEALTH PROFESSIONALS I (205A1)			Yes
PHYSICIANS (205)			Yes
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)			Yes
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS III (209-3)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ACADEMICS PROFESSIONALS I (210-1)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS (262A)	Yes	Yes	Yes

HSC - SCHOOL OF MEDICINE (SOM) - ASSOCIATE PROFESSORS (262B)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - ASSISTANT PROFESSORS (262C)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - TEMPORARY-PART-TIME PROFESSORS (262D)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERSIII (262E)			Yes
HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS II (262F)			Yes
HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS I (262G)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH PROFESSORS (262H)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSOCIATE PROFESSORS (262I)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSISTANT PROFESSORS (262J)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - PROFESSORS (263A)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSOCIATE PROFESSORS (263B)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSISTANT PROFESSORS (263C)		Yes	Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - TEMPORARY-PART-TIME PROFESSORS (263D)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III (263E)			Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS I (263G)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS (264A)			Yes
HSC - SCHOOL OF PHARMACY (SOP) – ASSOCIATE PROFESSORS (264B)		Yes	Yes
HSC - SCHOOL OF PHARMACY (SOP) – ASSISTANT PROFESSORS (264C)			Yes
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)			Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH PROFESSORS (264H)			Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSOCIATE PROFESSORS (264I)			Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSISTANT PROFESSORS (264J)			Yes
WORKING RETIREES (270)		Yes	Yes
POST DOCTORAL FELLOWS (271)			Yes

NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (MEDICAL) (274A)			Yes
GRADUATE ASSISTANTS (275)			Yes
BRANCH CAMPUS RESEARCH FACULTY (280H)			Yes
IT TECH SUPPORT III (301-3)			Yes
IT TECH SUPPORT II (301-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)			Yes
HEALTH SUPPORT TECHS III (304-3)			Yes
HEALTH SUPPORT TECHS II (304-2)			Yes
HEALTH SUPPORT TECHS I (304-1)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)			Yes
CLERICAL SUPPORT I (501-1)	Yes		Yes
MATERIALS-CONSTRUCTION SUPPORT II (502-2)	Yes		Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
TRADES-CRAFTS SUPPORT III (601-3)			
TRADES-CRAFTS SUPPORT II (601-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

**No placement opportunities mean no hiring in this job group.

SUMMARY OF 2016 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
EXECUTIVES (101)		
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)	No Placement Opportunities	
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)		
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)		
NURSING SPECIALTY (202A)		
NURSING PROFESSIONALS II (202-2)		
NURSING PROFESSIONALS I (202-1)		
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)		
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Not Achieved	
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
HEALTH PROFESSIONALS III (205A3)		
HEALTH PROFESSIONALS II (205A2)		
HEALTH PROFESSIONALS I (205A1)		
PHYSICIANS (205)		
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)		
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS III (209-3)		
ADMINISTRATIVE PROFESSIONALS II (209-2)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS II (210-2)		
ACADEMICS PROFESSIONALS I (210-1)		
HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS (262A)		
HSC - SCHOOL OF MEDICINE (SOM) - ASSOCIATE PROFESSORS (262B)		
HSC - SCHOOL OF MEDICINE (SOM) - ASSISTANT PROFESSORS (262C)		
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS III (262E)		
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS II (262F)		
HSC - SCHOOL OF MEDICINE (SOM) - LECTURERS I (262G)		
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH PROFESSORS (262H)		
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSOCIATE PROFESSORS (262I)		
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH ASSISTANT PROFESSORS (262J)		

HSC - SCHOOL OF SCHOOL OF NURSING (SON) - PROFESSORS (263A)	No Placement Opportunities	
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSOCIATE PROFESSORS (263B)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - ASSISTANT PROFESSORS (263C)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III (263E)		
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS I (263G)		
HSC - SCHOOL OF PHARMACY (SOP) - PROFESSORS (264A)		
HSC - SCHOOL OF PHARMACY (SOP) - ASSOCIATE PROFESSORS (264B)		No Placement Opportunities
HSC - SCHOOL OF PHARMACY (SOP) - ASSISTANT PROFESSORS (264C)		
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)		
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH PROFESSORS (264H)		
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH ASSOCIATE PROFESSORS (264I)		
HSC - SCHOOL OF PHARMACY (SOP) - RESEARCH ASSISTANT PROFESSORS (264J)		
WORKING RETIREES (270)		No Placement Opportunities
POST DOCTORAL FELLOWS (271)		
OTHER TEACHERS (273)		
TEMPORARY-PART-TIME PROFESSORS (MEDICAL) (274A)		
IT TECH SUPPORT III (301-3)		
IT TECH SUPPORT II (301-2)		
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)		
HEALTH SUPPORT TECHS III (304-3)		Achieved
HEALTH SUPPORT TECHS II (304-2)	Achieved	
HEALTH SUPPORT TECHS I (304-1)	Achieved	
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
CLERICAL SUPPORT I (501-1)		
MATERIALS-CONSTRUCTION SUPPORT II (502-2)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)	Not Achieved	Achieved
TRADES-CRAFTS SUPPORT III (601-3)		
TRADES-CRAFTS SUPPORT II (601-2)		
SECURITY & SAFETY SERVICE SUPPORT III (901-3)		
SECURITY & SAFETY SERVICE SUPPORT II (901-2)		Achieved
BUILDINGS AND GROUNDS SUPPORT II (903-2)		
BUILDINGS AND GROUNDS SUPPORT I (903-1)		

**University of New Mexico
Gallup Branch**

2017 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	210	228	27	8	25
Female	122	57	14	3	15
Female %	58.10%	25.00%	51.85%	37.50%	60.00%
Minority	137	152	19	8	15
Minority %	65.24%	66.67%	70.37%	100.00%	60.00%
Black	2	6	0	0	0
Black %	0.95%	2.63%	0.00%	0.00%	0.00%
Hispanic	35	38	5	2	3
Hispanic %	16.67%	16.67%	18.52%	25.00%	12.00%
Asian	14	9	0	0	0
Asian %	6.67%	3.95%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	85	97	14	6	11
American Indian or Alaskan Native %	40.48%	42.54%	51.85%	75.00%	44.00%
Native Hawaiian/Other Pacific	1	2	0	0	0
Native Hawaiian/Other Pacific %	0.48%	0.88%	0.00%	0.00%	0.00%
Two or More Races	0	0	0	0	0
Two or More Races %	0.00%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	35	0	0	0
Unknown Race %	0.00%	15.35%	0.00%	0.00%	0.00%
Unknown Gender	0	114	0	0	0
Unknown Gender %	0.00%	50.00%	0.00%	0.00%	0.00%
Individual with Disability	4	12	1	0	1
Individual with Disability %	1.90%	5.26%	3.70%	0.00%	4.00%
Protected Veterans	11	2	0	0	0
Protected Veterans %	5.24%	0.88%	0.00%	0.00%	0.00%

**There are goals for Individuals with disabilities and veterans in virtually all job groups.

2017 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals with a Disability
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			
ACADEMICS PROFESSIONALS I (210-1)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
IT TECH SUPPORT III (301-3)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)			Yes
CLERICAL SUPPORT I (501-1)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
TRADES-CRAFTS SUPPORT II (601-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)			Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes

CHILD CARE WORKERS (902)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			

**No goals in 2016

SUMMARY OF 2016 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS I (210-1)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		
BRANCH CAMPUS PROFESSORS (280A)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
BRANCH CAMPUS LECTURERS I (280G)		
IT TECH SUPPORT III (301-3)		
RESEARCH-SCIENCE-ENGINEERING TECHS II (302-2)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)		
CLERICAL SUPPORT I (501-1)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		
ACADEMICS SUPPORT I (504-1)		
TRADES-CRAFTS SUPPORT II (601-2)		
SECURITY & SAFETY SERVICE SUPPORT III (901-3)		
SECURITY & SAFETY SERVICE SUPPORT II (901-2)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		
BUILDINGS AND GROUNDS SUPPORT I (903-1)		

**University of New Mexico
Los Alamos Branch**

2017 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	93	100	22	1	3
Female	53	9	8	1	2
Female %	56.99%	9.00%	36.36%	100.00%	66.67%
Minority	23	33	6	1	1
Minority %	24.73%	33.00%	27.27%	100.00%	33.33%
Black	1	5	0	0	1
Black %	1.08%	5.00%	0.00%	0.00%	33.33%
Hispanic	14	20	6	1	0
Hispanic %	15.05%	20.00%	27.27%	100.00%	0.00%
Asian	3	5	0	0	0
Asian %	3.23%	5.00%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	3	2	0	0	0
American Indian or Alaskan Native %	3.23%	2.00%	0.00	0.00%	0.00%
Native Hawaiian/Other Pacific	0	1	0	0	0
Native Hawaiian/Other Pacific %	0.00%	1.00%	0.00%	0.00%	0.00%
Two or More Races	2	0	0	0	0
Two or More Races %	2.15%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	18	0	0	0
Unknown Race %	0.00%	18.00%	0.00%	0.00%	0.00%
Unknown Gender	0	77	0	0	0
Unknown Gender %	0.00%	77.00%	0.00%	0.00%	0.00%
Individual with Disability	2	2	0	0	0
Individual with Disability %	2.15%	2.00%	0.00%	0.00%	0.00%
Protected Veterans	11	4	2	0	0
Protected Veterans %	11.83%	4.00%	9.09%	0.00%	0.00%

**There are goals for Individuals with disabilities and veterans in virtually all job groups.

2017 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals with a Disability
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS I (210-1)			Yes
NON CREDIT TEACHERS (272)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		Yes	Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)			Yes
CLERICAL SUPPORT III (501-3)			Yes
CLERICAL SUPPORT II (501-2)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes

**No placement opportunities mean no hiring in this job group.

SUMMARY OF 2016 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS II (209-2)		No Placement Opportunities
ACADEMICS PROFESSIONALS I (210-1)	No Placement Opportunities	
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
BRANCH CAMPUS PROFESSORS (280A)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
BRANCH CAMPUS LECTURERS I (280G)		
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)		
CLERICAL SUPPORT III (501-3)		
CLERICAL SUPPORT II (501-2)	No Placement Opportunities	
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		

**University of New Mexico
Taos Branch**

2017 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	160	323	28	5	1
Female	85	78	11	5	0
Female %	53.13%	24.15%	39.29%	100.00%	0.00%
Minority	84	108	9	4	1
Minority %	52.50%	33.44%	32.14%	80.00%	100.00%
Black	2	6	0	0	0
Black %	1.25%	1.86%	0.00%	0.00%	0.00%
Hispanic	78	87	9	4	1
Hispanic %	48.75%	26.93%	32.14%	80.00%	100.00%
Asian	0	9	0	0	0
Asian %	0.00%	2.79%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	2	6	0	0	0
American Indian or Alaskan Native %	1.25%	1.86%	0.00%	0.00%	0.00%
Native Hawaiian/Other Pacific	0	0	0	0	0
Native Hawaiian/Other Pacific %	0.00%	0.00%	0.00%	0.00%	0.00%
Two or More Races	2	0	0	0	0
Two or More Races %	1.25%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	74	0	0	0
Unknown Race %	0.00%	22.91%	0.00%	0.00%	0.00%
Unknown Gender	0	166	0	0	0
Unknown Gender %	0.00%	51.39%	0.00%	0.00%	0.00%
Individual with Disability	4	20	1	0	0
Individual with Disability %	2.50%	6.19%	3.57%	0.00%	0.00%
Protected Veterans	8	4	1	0	0
Protected Veterans %	5.00%	1.24%	3.57%	0.00%	0.00%

**There are goals for individuals with disabilities and veterans in virtually all job groups.

2017 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals with a Disability
EXECUTIVES (101)			Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS I (210-1)			
WORKING RETIREES (270)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
IT TECH SUPPORT III (301-3)		Yes	
CLERICAL SUPPORT III (501-3)	Yes		
CLERICAL SUPPORT II (501-2)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
BUILDINGS AND GROUNDS SUPPORT III (903-3)			Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)			Yes

**No placement opportunities mean no hiring in this job group.

SUMMARY OF 2016 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)		
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS I (210-1)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)	Substantially Achieved	
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
IT TECH SUPPORT III (301-3)		
CLERICAL SUPPORT III (501-3)	Substantially Achieved	Not Achieved
CLERICAL SUPPORT II (501-2)	Achieved	
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		
ACADEMICS SUPPORT II (504-2)		
BUILDINGS AND GROUNDS SUPPORT III (903-3)		
BUILDINGS AND GROUNDS SUPPORT II (903-2)		

**UNM is currently creating definitions for promotions and terminations. Current data reflects retirements, end of

**University of New Mexico
Valencia Branch**

2017 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	178	340	40	11	15
Female	108	72	20	11	7
Female %	60.67%	21.18%	50.00%	100.00%	46.67%
Minority	90	165	21	6	10
Minority %	50.56%	48.53%	52.50%	54.55%	66.67%
Black	5	10	1	0	0
Black %	2.81%	2.94%	2.50%	0.00%	0.00%
Hispanic	79	128	17	6	6
Hispanic %	44.38%	37.65%	42.50%	54.55%	40.00%
Asian	3	14	1	0	3
Asian %	1.69%	4.12%	2.50%	0.00%	20.00%
American Indian or Alaskan Native	2	12	2	0	1
American Indian or Alaskan Native %	1.12%	3.53%	5.00%	0.00%	6.67%
Native Hawaiian/Other Pacific	0	0	0	0	0
Native Hawaiian/Other Pacific %	0.00%	0.00%	0.00%	0.00%	0.00%
Two or More Races	1	1	0	0	0
Two or More Races %	0.56%	0.29%	0.00%	0.00%	0.00%
Unknown Race	0	73	0	0	0
Unknown Race %	0.00%	21.47%	0.00%	0.00%	0.00%
Unknown Gender	0	189	0	0	0
Unknown Gender %	0.00%	55.59%	0.00%	0.00%	0.00%
Individual with Disability	2	22	0	0	0
Individual with Disability %	1.12%	6.47%	0.00%	0.00%	0.00%
Protected Veterans	5	11	1	0	1
Protected Veterans %	2.81%	3.24%	2.50%	0.00%	6.67%

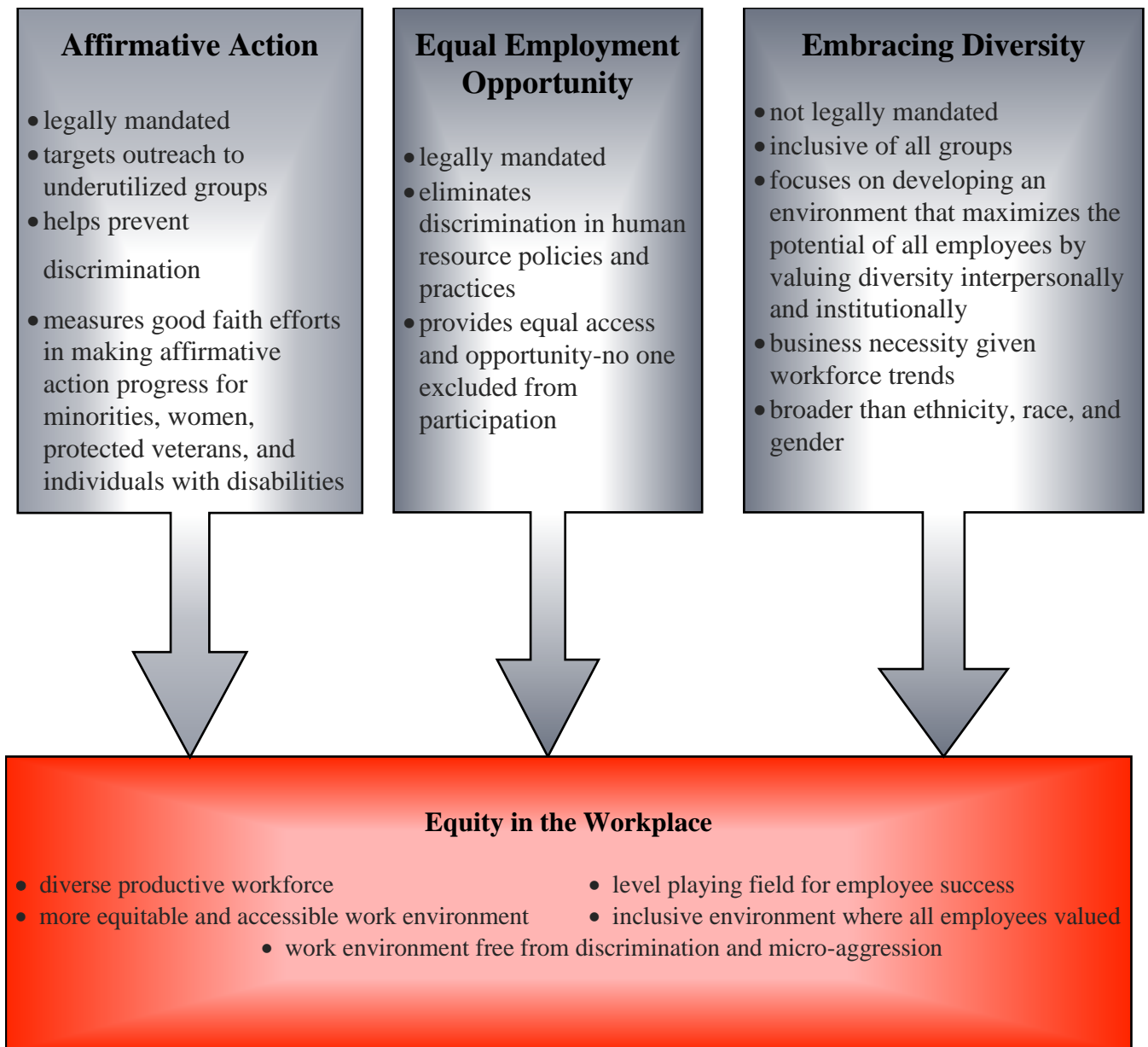
**There are goals for individuals with disabilities and veterans in virtually all job groups.

2017 GOALS			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for Individuals with a Disability
MANAGEMENT (102)	Yes		Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)			Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)			Yes
WORKING RETIREES (270)			Yes
NON CREDIT TEACHERS (272)			Yes
OTHER TEACHERS (273)			Yes
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)			Yes
BRANCH CAMPUS PROFESSORS (280A)			Yes
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)			Yes
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)			Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)			Yes
BRANCH CAMPUS LECTURERS III (280E)			Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
IT TECH SUPPORT III (301-3)			Yes
CLERICAL SUPPORT III (501-3)			
CLERICAL SUPPORT II (501-2)			Yes
CLERICAL SUPPORT I (501-1)			Yes
MATERIALS-CONSTRUCTION SUPPORT I (502-1)			Yes
BUSINESS FUNCTIONS SUPPORT III (503-3)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes

**No placement opportunities mean no hiring in this job group.

SUMMARY OF 2016 GOAL ACHIEVEMENT		
Job Group Name (Code)	Female Goal	Minority Goal
MANAGEMENT (102)	No Placement Opportunities	
SUPERVISORY II (103)		
SUPERVISORY I (104)		
DEANS & SR. ASSOCIATE DEANS (105-2)		
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)		
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		
ADMINISTRATIVE PROFESSIONALS I (209-1)		
ACADEMICS PROFESSIONALS II (210-2)		
WORKING RETIREES (270)		
NON CREDIT TEACHERS (272)		
OTHER TEACHERS (273)		
TEMPORARY-PART-TIME PROFESSORS (NON-MEDICAL) (274)		
BRANCH CAMPUS PROFESSORS (280A)		
BRANCH CAMPUS ASSOCIATE PROFESSORS (280B)		
BRANCH CAMPUS ASSISTANT PROFESSORS (280C)		
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)		
BRANCH CAMPUS LECTURERS III (280E)		
BRANCH CAMPUS LECTURERS II (280F)		
BRANCH CAMPUS LECTURERS I (280G)		
IT TECH SUPPORT III (301-3)		
CLERICAL SUPPORT III (501-3)	No Placement Opportunities	
CLERICAL SUPPORT II (501-2)		Achieved
CLERICAL SUPPORT I (501-1)		
MATERIALS-CONSTRUCTION SUPPORT I (502-1)		
BUSINESS FUNCTIONS SUPPORT III (503-3)		
BUSINESS FUNCTIONS SUPPORT II (503-2)		
ACADEMICS SUPPORT III (504-3)		

Affirmative Action, Equal Employment Opportunity, & Diversity



What is the OEO's role in Affirmative Action?

The OEO is the campus entity designated to ensure compliance with all University policies that apply to civil rights including investigation of claims of civil rights violations. The OEO is also responsible for overseeing the preparation of the AAP and reporting progress on campus affirmative action efforts. The OEO partners with numerous groups across our campus community on educational outreach opportunities offering classes, group presentations, and strategy development meetings as subject experts in EEO/AAP initiatives.

For more information, contact:

Francie Cordova,
Director of Office *of* Equal Opportunity

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Phone: (505) 277-5251