



OFFICE OF
COMPLIANCE, ETHICS
& EQUAL OPPORTUNITY

**2020-2021
AFFIRMATIVE ACTION
EXECUTIVE SUMMARY AND
GOALS**

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2020-2021 AFFIRMATIVE ACTION EXECUTIVE SUMMARY AND GOALS

I. SUMMARY

UNM is committed to equal employment opportunities (EEO) and affirmative action principles that ultimately create and foster a diverse and inclusive work environment. The Affirmative Action Plan (AAP) is one tool used to identify underutilization of certain underrepresented groups in certain job categories based on availability in those categories and availability in a specified recruitment area.

The [UNM Office of Compliance, Ethics & Equal Opportunity \(CEEO\)](#) is the campus entity designated to ensure compliance with all University policies which apply to civil rights, including investigation of alleged civil rights violations. CEEO is also responsible for overseeing the preparation of the AAP and for reporting progress on campus affirmative action efforts. CEEO partners with numerous groups across our campus community on educational outreach opportunities offering classes, group presentations, and strategy development as subject matter experts in EEO/AAP initiatives.

CEEO has completed the AAP for 2020-2021 pursuant to [Executive Order 11246 \(EO 11246\)](#). UNM has prepared a separate AAP for Main Campus, the Health Sciences Center, and for each branch campus. The data has been developed pursuant to the requirements of EO 11246, The Rehabilitation Act of 1974, and the Vietnam Era Veterans Readjustment Act of 1974. EO 11246 requires data to be analyzed in regard to the following minority groups: African Americans, Asians, Hispanics, Native Americans/Alaskan Natives, Native Hawaiians/Pacific Islanders, all as one minority group; females (as defined by EO 11246); veterans; and individuals with disabilities (IWDs) for the period of November 1, 2020 to October 31, 2021.

II. AAP FREQUENTLY ASKED QUESTIONS

1. *What is the AAP?*

The AAP is legally mandated by the federal government 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 in UNM'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 31 of the AAP year. EO 11246 also requires that UNM engage in good faith efforts to correct any affirmative action deficiencies by demonstrating its recruitment and hiring of qualified women, minorities, veterans, and IWDs.

2. *What does the AAP consist of?*

The AAP contains the following reports:

- a. Organizational Profile/Workforce Analysis: an organizational profile which lists every UNM incumbent by department, along with their race and gender.
- b. Job Group Analysis: the first step in comparing representation of minorities, women, veterans, and IWDs in UNM's work force. 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 listed on page 6 of this Executive Summary.

- c. Availability Analysis: an analysis that serves as a benchmark to determine if barriers to employment exist. 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. Internal feeder groups include all current UNM employees who may be promotable into another job group and reflect the opportunity for UNM to promote people from within the institution. 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 American Medical Association Survey data are also utilized.
- d. Incumbency vs. Estimated Availability: a report which 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 what 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.
- e. Placement Goals: a goal which is calculated by comparing the representation of women and minorities in UNM's workforce to the estimated availability for women and minorities in the external or internal feeder group. When the number of women 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.
- f. Adverse Impact Analysis Report: an analysis which calculates the adverse impact to different groups by taking the percentage of hires, promotions, terminations, and transfers and comparing them by race and gender using a two standard deviation analysis.
- g. Required EEO/AAP laws, regulations, and best practices

3. ***Is a goal a quota?***

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

4. ***What does a goal percentage mean?***

If the goal cell next to a job group is labeled "YES," there is a goal in that job group. The goal indicates whether the underutilization is for minorities, women, veterans, or IWDs.

NOTE: nearly every job group has a placement goal for veterans and IWDs at UNM, and efforts should always be made to recruit, hire, and retain these individuals.

5. ***What should I do if a position in my department has a placement goal?***

If there is a placement goal in a particular job group, UNM should strive to recruit, hire, and create accessible means of application and retention to expand pools of candidates that include minorities, women, veterans, and IWDs. Departments should track and document their individual efforts in these areas.




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

UNM should strive to purposefully recruit qualified individuals from protected categories in every job posting.

7. Is the AAP a diversity plan?

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

UNM in particular has stated diversity as a value it holds close, and has identified this through Goal Three: Inclusive Excellence in its [2040 Strategic Plan](#). The following table illustrates where AAP, EEO, and diversity principles differ and how they all contribute to equity in the workplace:

AFFIRMATIVE ACTION	EQUAL EMPLOYMENT OPPORTUNITY	DIVERSITY PROMOTION
<ul style="list-style-type: none"> • Legally mandated for federal contractors • Targets outreach to underutilized groups • Helps prevent discrimination of certain groups • Measures an employer’s good faith efforts in making affirmative action progress for minorities, women, veterans, and IWDs 	<ul style="list-style-type: none"> • Legally mandated • Prohibits discrimination in human resource policies and practices • Provides equal access and opportunity – no one is excluded from participation 	<ul style="list-style-type: none"> • Not legal mandated • Inclusive of all groups, not only those that are federally protected • Focuses on developing an environment which maximizes the potential of all employees by valuing diversity interpersonally and institutionally • A business necessity, given workforce trends • Broader than ethnicity, race, and gender
		
EQUITY IN THE WORKPLACE		
<ul style="list-style-type: none"> • A diverse and productive workforce • Level playing field for employee success and promotion • More equitable and accessible work environment • Inclusive environment where all employees are valued • A work environment free from discrimination and microaggressions 		

8. What should I do if a job group in my area shows adverse impact?

If a job group shows adverse impact, and you are in a role which oversees your department’s recruitment efforts, hiring, promotion, or termination decisions, you will be contacted by CEE0 to discuss the results

of the AAP for your area. Generally speaking, any adverse impact should be examined to determine the reason for the impact and make corrections, if needed.

9. ***What else can I do to support affirmative action principles at UNM?***

- Ensure your department is actively recruiting and targeting its outreach for underutilized positions. Document your efforts.
- Post all positions competitively. If you make an exception for a position, articulate and document the reasons.
- Ensure you review all applicant materials and interview minorities, women, veterans, and IWDs who meet minimum qualifications.
- Be cognizant of individual bias at all stages of the outreach and hiring process, including stereotypes about disability.
- Use detailed application dispensation explanations for candidates who are not selected in UNM Jobs, being specific as to why someone was not interviewed or hired.
- Maintain all applicant and employment records.
- Ensure that all postings and recruitments have the approved EEO taglines and anti-discrimination policies embedded in them.
- Ensure that search and interview committees are diverse, pursuant to [University Administrative Policy 3210\(4.1\)](#).
- Ensure that applicants with disabilities are able to receive prompt and effective accommodations, pursuant to [University Administrative Policy 3110](#).
- Ensure accessibility during interviews, and consider following universal design principles to ensure a better and more accessible process for all applicants.
- Allow applicants to self-identify ethnicity, race, gender, veteran, and disability status.
- Ensure that all hiring officials in your department receive AAP and EEO training.

10. ***Who can I contact if I have questions?***

CEEO is the appropriate office to contact with your questions:

- Francie Cordova, Chief Compliance Officer: fcordova3@unm.edu
- Heather Jaramillo, Director of Equal Opportunity: hjaramillo@unm.edu
- CEEO Phone: (505) 277-5251
- CEEO Email: ceeo@unm.edu

III. 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	PHYSICANS
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

IV. UNM MAIN CAMPUS SUMMARY AND GOALS

2020-21 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	3657	6063	409	201	549
Female	1935	2913	112	112	296
Female %	52.91%	48.05%	27.38 %	55.72%	53.92%
Minority	1753	3957	208	122	262
Minority %	47.94%	65.26%	50.86 %	6.70%	47.72%
Black	77	265	15	3	17
Black %	2.11%	4.37%	3.67%	1.49%	3.10%
Hispanic	1318	1970	147	111	196
Hispanic %	36.04%	32.49	35.94 %	55.22%	35.7%
Asian	147	334	19	2	16
Asian %	4.02%	5.51%	4.65%	1.00%	2.91%
American Indian or Alaskan Native	139	254	11	5	24
American Indian or Alaskan Native %	3.80%	4.20%	2.69%	2.49%	4.37%
Native Hawaiian/Other Pacific	5	21	1	0	0
Native Hawaiian/Other Pacific %	0.14%	0.35%	0.24%	0.00%	0.00%
Two or More Races	67	0	1	1	9
Two or More Races %	1.83%	0.00%	0.24%	0.50%	1.64%
Unknown Race	0	1113	0	0	0
Unknown Race %	0.00%	18.36%	0.00%	0.00%	0.00%
Unknown Gender	0	272	0	0	0
Unknown Gender %	0.00%	4.49%	0.00%	0.00%	0.00%
Individual with Disability	84	516	0	0	0
Individual with Disability %	2.30%	8.51%	0.00%	0.00%	0.00%
Protected Veterans	59	127	1	1	17
Protected Veterans %	1.61%	2.09%	0.24%	0.50%	3.10%

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

2020 Goals			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
EXECUTIVES (101)			
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)	Yes		Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS III (201-3)	Yes	Yes	Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS II (201-2)		Yes	Yes
RESEARCH-SCIENCE-ENGINEERING PROFESSIONALS I (201-1)			Yes
NURSING SPECIALTY (202A)		Yes	Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
MATERIALS-CONSTRUCTION PROFESSIONALS I (203-1)	Yes	Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS III (204-3)	Yes		Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Yes		Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
HEALTH PROFESSIONALS III (205A3)		Yes	Yes
HEALTH PROFESSIONALS II (205A2)		Yes	Yes
HEALTH PROFESSIONALS I (205A1)	Yes		Yes
PHYSICANS (205)			Yes
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)		Yes	
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ATHLETICS PROFESSIONALS IV (207-4)		Yes	Yes
ATHLETICS PROFESSIONALS III (207-3)	Yes		Yes
ATHLETICS PROFESSIONALS II (207-2)			Yes
ATHLETICS PROFESSIONALS I (207-1)			Yes

ART-COMMUNICATIONS PROFESSIONALS II (208-2)		Yes	Yes
	Female Goal	Minority Goal	Goal for IWDs
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)			
ACADEMICS PROFESSIONALS I (210-1)			Yes
ARTS AND SCIENCES (HUMANITIES) - PROFESSORS (250A)		Yes	Yes
ARTS AND SCIENCES (HUMANITIES) - ASSOCIATE PROFESSORS (250B)		Yes	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	Yes
ARTS AND SCIENCES (HUMANITIES) - LECTURERS I (250G)			Yes
ARTS AND SCIENCES (HUMANITIES) - RESEARCH PROFESSORS (250H)		Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - PROFESSORS (251A)	Yes	Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSOCIATE PROFESSORS (251B)	Yes		Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - ASSISTANT PROFESSORS (251C)		Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - TEMPORARY-PART-TIME PROFESSORS (251D)	Yes	Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS III (251E)		Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - LECTURERS II (251F)			Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH PROFESSORS (251H)	Yes	Yes	Yes
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSOCIATE PROFESSORS (251I)	Yes		Yes

	Female Goal	Minority Goal	Goal for IWDs
ARTS AND SCIENCES (NATURAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (251J)		Yes	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	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS III (252E)		Yes	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS II (252F)			No
ARTS AND SCIENCES (SOCIAL SCIENCES) - LECTURERS I (252G)			Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH PROFESSORS (252H)	Yes	Yes	Yes
ARTS AND SCIENCES (SOCIAL SCIENCES) - RESEARCH ASSISTANT PROFESSORS (252J)		Yes	Yes
ARCHITECTURE AND PLANNING - PROFESSORS (253A)	Yes		Yes
ARCHITECTURE AND PLANNING - ASSOCIATE PROFESSORS (253B)			Yes
ARCHITECTURE AND PLANNING - ASSISTANT PROFESSORS (253C)			Yes
ARCHITECTURE AND PLANNING - TEMPORARY-PART-TIME PROFESSORS (253D)			Yes
ARCHITECTURE AND PLANNING - LECTURERS III (253E)			Yes
ANDERSON SCHOOL OF MANAGEMENT - PROFESSORS (254A)	Yes		Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSOCIATE PROFESSORS (254B)	Yes		Yes
ANDERSON SCHOOL OF MANAGEMENT - ASSISTANT PROFESSORS (254C)			Yes
ANDERSON SCHOOL OF MANAGEMENT - TEMPORARY-PART-TIME PROFESSORS (254D)			Yes
ANDERSON SCHOOL OF MANAGEMENT –			Yes

LECTURERS III (254E)			
	Female Goal	Minority Goal	Goal for IWDs
ANDERSON SCHOOL OF MANAGEMENT - LECTURERS I (254G)	Yes		Yes
EDUCATION - PROFESSORS (255A)		Yes	Yes
EDUCATION - ASSOCIATE PROFESSORS (255B)			Yes
EDUCATION - ASSISTANT PROFESSORS (255C)		Yes	Yes
EDUCATION - TEMPORARY-PART-TIME PROFESSORS (255D)			Yes
EDUCATION - LECTURERS III (255E)			Yes
EDUCATION - LECTURERS II (255F)		Yes	Yes
EDUCATION - LECTURERS I (255G)			Yes
EDUCATION - RESEARCH PROFESSORS (255H)	Yes	Yes	Yes
EDUCATION - RESEARCH ASSOCIATE PROFESSORS (255I)			Yes
EDUCATION - RESEARCH ASSISTANT PROFESSORS (255J)		Yes	Yes
ENGINEERING - PROFESSORS (256A)	Yes		Yes
ENGINEERING - ASSOCIATE PROFESSORS (256B)			Yes
ENGINEERING - ASSISTANT PROFESSORS (256C)	Yes	Yes	Yes
ENGINEERING - TEMPORARY-PART-TIME PROFESSORS (256D)			Yes
ENGINEERING - LECTURERS III (256E)			Yes
ENGINEERING - LECTURERS II (256F)	Yes	Yes	Yes
ENGINEERING - RESEARCH PROFESSORS (256H)	Yes		Yes
ENGINEERING - RESEARCH ASSOCIATE PROFESSORS (256I)			Yes
ENGINEERING - RESEARCH ASSISTANT PROFESSORS (256J)	Yes	Yes	Yes
FINE ARTS - PROFESSORS (258A)			Yes
FINE ARTS - ASSOCIATE PROFESSORS (258B)		Yes	Yes
FINE ARTS - ASSISTANT PROFESSORS (258C)			Yes
FINE ARTS - TEMPORARY-PART-TIME PROFESSORS (258D)		Yes	Yes
FINE ARTS - LECTURERS III (258E)		Yes	Yes
FINE ARTS - LECTURERS II (258F)		Yes	Yes
FINE ARTS - RESEARCH ASSISTANT PROFESSORS (258J)			Yes
LAW - PROFESSORS (259A)			Yes

	Female Goal	Minority Goal	Goal for IWDs
LAW - ASSOCIATE PROFESSORS (259B)	Yes	Yes	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		Yes
8/UNIVERSITY LIBRARY - ASSOCIATE PROFESSORS (260B)		Yes	Yes
UNIVERSITY LIBRARY - ASSISTANT PROFESSORS (260C)			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	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	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

	Female Goal	Minority Goal	Goal for IWDs
IT TECH SUPPORT III (301-3)	Yes		Yes
IT TECH SUPPORT II (301-2)	Yes		Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)	Yes		Yes
RESEARCH-SCIENCE-ENGINEERING TECHS II (302- 2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS I (302- 1)	Yes		Yes
NURSING TECHS III (303-3)			Yes
HEALTH SUPPORT TECHS III (304-3)	Yes	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)			
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		Yes
BUSINESS FUNCTIONS SUPPORT I (503-1)	Yes		Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			No
ACADEMICS SUPPORT I (504-1)			Yes
TRADES-CRAFTS SUPPORT III (601-3)	Yes		Yes
TRADES-CRAFTS SUPPORT II (601-2)	Yes		Yes
TRADES-CRAFTS SUPPORT I (601-1)	Yes		Yes
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		Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

V. UNM HEALTH SCIENCES CENTER SUMMARY AND GOALS

2020-21 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	3226	5494	527	196	507
Female	2221	3556	386	156	355
Female %	68.85%	64.73%	73.24 %	79.59 %	70.02%
Minority	1435	3167	257	122	233
Minority %	44.48%	57.65%	48.77 %	62.25 %	45.96%
Black	55	243	13	3	13
Black %	1.71%	4.42%	2.47%	1.53%	2.56%
Hispanic	1018	2196	184	103	170
Hispanic %	31.56%	39.97%	32.92 %	52.55 %	33.53%
Asian	203	444	30	8	26
Asian %	6.29%	8.08%	5.69%	4.08%	5.13%
American Indian or Alaskan Native	90	275	16	4	14
American Indian or Alaskan Native %	2.79%	5.01%	3.04%	2.04%	2.76%
Native Hawaiian/Other Pacific	2	9	0	0	0
Native Hawaiian/Other Pacific %	0.06%	0.16%	0.00%	0.00%	0.00%
Two or More Races	67	0	14	4	10
Two or More Races %	2.08%	0.00%	2.66%	2.04%	1.97%
Unknown Race	0	573	0	0	0
Unknown Race %	0.00%	10.43%	0.00%	0.00%	0.00%
Unknown Gender	0	272	0	0	0
Unknown Gender %	0.00%	4.95%	0.00%	0.00%	0.00%
Individual with Disability	55	510	0	0	0
Individual with Disability %	1.71%	9.28%	0.00%	0.00%	0.00%
Protected Veterans	51	124	9	2	11
Protected Veterans %	1.58%	2.26%	1.71%	1.02%	3.70%

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

2020 Goals			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
EXECUTIVES (101)		Yes	Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS (105)	Yes	Yes	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
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	Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Yes		Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)			Yes
HEALTH PROFESSIONALS III (205A3)		Yes	Yes
HEALTH PROFESSIONALS II (205A2)			Yes
HEALTH PROFESSIONALS I (205A1)		Yes	Yes
PHYSICIANS (205)			Yes
BUSINESS FUNCTIONS PROFESSIONALS III (206-3)		Yes	Yes
BUSINESS FUNCTIONS PROFESSIONALS II (206-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)		Yes	Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)			Yes
ADMINISTRATIVE PROFESSIONALS III (209-3)			
ADMINISTRATIVE PROFESSIONALS II (209-2)	Yes	Yes	Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS II (210-2)			Yes

	Female Goal	Minority Goal	Goal for IWDs
ACADEMICS PROFESSIONALS I (210-1)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - PROFESSORS (262A)		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	Yes
HSC - SCHOOL OF MEDICINE (SOM) – LECTURERS I (262G)			Yes
HSC - SCHOOL OF MEDICINE (SOM) - RESEARCH PROFESSORS (262H)		Yes	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
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS III (263E)		Yes	Yes
HSC - SCHOOL OF SCHOOL OF NURSING (SON) - LECTURERS II (263F)			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	Yes
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS III (264E)			Yes

	Female Goal	Minority Goal	Goal for IWDs
HSC - SCHOOL OF PHARMACY (SOP) - LECTURERS II (264F)		Yes	Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH PROFESSORS (264H)		Yes	Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSOCIATE PROFESSORS (264I)	Yes		Yes
HSC - SCHOOL OF PHARMACY (SOP) – RESEARCH ASSISTANT PROFESSORS (264J)			Yes
IT TECH SUPPORT III (301-3)			No
IT TECH SUPPORT II (301-2)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)	Yes	Yes	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
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	Yes	Yes
ACADEMICS SUPPORT III (504-3)			Yes
ACADEMICS SUPPORT II (504-2)			Yes
TRADES-CRAFTS SUPPORT III (601-3)	Yes		
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		Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes

VI. UNM-GALLUP SUMMARY AND GOALS

2020-21 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	132	63	4	0	20
Female	78	26	3	0	9
Female %	59.09%	41.27%	75.00 %	0.00%	45.00%
Minority	93	8	3	0	15
Minority %	70.46%	12.70%	75.00 %	0.00%	75.00%
Black	1	1	0	0	0
Black %	0.76%	1.59%	0.00%	0.00%	0.00%
Hispanic	23	3	1	0	4
Hispanic %	17.42%	4.76%	25.00 %	0.00%	20.00%
Asian	10	1	0	0	1
Asian %	7.58%	1.59%	0.00%	0.00%	5.00%
American Indian or Alaskan Native	57	3	2	0	10
American Indian or Alaskan Native %	43.18%	4.76%	50.00 %	0.00%	50.00%
Native Hawaiian/Other Pacific	0	2	0	0	0
Native Hawaiian/Other Pacific %	0.00%	3.18%	0.00%	0.00%	0.00%
Two or More Races	2	0	0	0	0
Two or More Races %	1.52%	0.00%	0.00%	0.00%	0.00%
Unknown Race	0	53	0	0	0
Unknown Race %	0.00%	55.56%	0.00%	0.00%	0.00%
Unknown Gender	0	2	0	0	0
Unknown Gender %	0.00%	3.18%	0.00%	0.00%	0.00%
Individual with Disability	0	1	0	0	0
Individual with Disability %	0.00%	1.59%	0.00%	0.00%	0.00%
Protected Veterans	3	6	0	0	1
Protected Veterans %	2.27%	9.52%	0.00%	0.00%	5.00%

*There are no goals for females or minorities for 2020 for Gallup.

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

2020 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
MANAGEMENT (102)	Yes		
SUPERVISORY II (103)			
SUPERVISORY I (104)			
DEANS (105)	Yes	Yes	Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)	Yes	Yes	Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)			
ADMINISTRATIVE PROFESSIONALS I (209-1)	Yes		
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	Yes	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		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

	Female Goal	Minority Goal	Goal for IWDs
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 II (601-2)	Yes		Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)	Yes		Yes
SECURITY & SAFETY SERVICE SUPPORT II (901-2)			Yes
CHILD CARE WORKERS (902)			Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)	Yes		

VII. UNM-LOS ALAMOS SUMMARY AND GOALS

2020-21 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	46	175	5	0	6
Female	30	80	4	0	3
Female %	60.40%	45.7%	76.2%	0.00%	50.00%
Minority	7	44	0	0	2
Minority %	14.5%	25.1%	0.00%	0.00%	33.33%
Black	0	2	0	0	0
Black %	0.00%	1.14%	0.00%	0.00%	0.00%
Hispanic	5	23	0	0	1
Hispanic %	10.42%	13.14%	0.00%	0.00%	16.67%
Asian	1	15	0	0	0
Asian %	2.08%	8.57%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	1	3	0	0	1
American Indian or Alaskan Native %	2.08%	1.71 %	0.00%	0.00%	16.67%
Native Hawaiian/Other Pacific	0	1	0	0	0
Native Hawaiian/Other Pacific %	0.00%	0.57%	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	93	0	0	0
Unknown Race %	0.00%	53.14%	0.00%	0.00%	0.00%
Unknown Gender	0	4	0	0	0
Unknown Gender %	0.00%	2.3%	0.00%	0.00%	0.00%
Individual with Disability	0	10	0	0	0
Individual with Disability %	0.00%	5.7%	0.00%	0.00%	0.00%
Protected Veterans	1	5	0	0	0
Protected Veterans %	2.08%	2.86%	0.00%	0.00%	0.00%

*There are no goals for females or minorities for 2020 for Los Alamos.

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

2020 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
MANAGEMENT (102)			Yes
SUPERVISORY II (103)	Yes		Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)	Yes	Yes	Yes
ASSOCIATE DEANS & ASSISTANT DEANS (105-1)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)	Yes	Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS I (204-1)	Yes	Yes	Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)		Yes	Yes
ADMINISTRATIVE PROFESSIONALS II (209-2)		Yes	Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)			Yes
ACADEMICS PROFESSIONALS I (210-1)	Yes		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	Yes
BRANCH CAMPUS LECTURERS II (280F)		Yes	Yes
BRANCH CAMPUS LECTURERS I (280G)			Yes
RESEARCH-SCIENCE-ENGINEERING TECHS III (302-3)			Yes
CLERICAL SUPPORT III (501-3)	Yes	Yes	Yes
CLERICAL SUPPORT II (501-2)			Yes
BUSINESS FUNCTIONS SUPPORT II (503-2)			Yes
ACADEMICS SUPPORT III (504-3)		Yes	Yes

ACADEMICS SUPPORT II (504-2)		Yes	Yes

VIII. UNM-TAOS SUMMARY AND GOALS

2020-21 STATISTICS AT A GLANCE

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	94	83	13	0	11
Female	67	53	10		7
Female %	71.3%	63.86%	76.92%	0.00%	63.64%
Minority	50	20	5	0	7
Minority %	53.19%	24.10%	38.46%	0.00%	63.64%
Black	2	1	0	0	0
Black %	2.13%	1.20%	0.00%	0.00%	0.00%
Hispanic	45	14	4		6
Hispanic %	47.87%	16.87%	30.77%	0.00%	54.55%
Asian	0	4	0	0	0
Asian %	0.00%	4.82%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	1	1	0	0	0
American Indian or Alaskan Native %	1.06%	1.20%	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	1	0	1
Two or More Races %	2.13%	0.00%	7.69%	0.00%	9.09%
Unknown Race	0	51	0	0	0
Unknown Race %	0.00%	61.45%	0.00%	0.00%	0.00%
Unknown Gender	0	2	0	0	0
Unknown Gender %	0.00%	2.41%	0.00%	0.00%	0.00%
Individual with Disability	1	4	0	0	0
Individual with Disability %	1.06%	4.82%	0.00%	0.00%	0.00%
Protected Veterans	0	1	0	0	2
Protected Veterans %	0.00%	1.20%	0.00%	0.00%	18.18%

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

2020 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
EXECUTIVES (101)		Yes	Yes
MANAGEMENT (102)			Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)		Yes	Yes
MATERIALS-CONSTRUCTION PROFESSIONALS II (203-2)			Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)		Yes	Yes
ART-COMMUNICATIONS PROFESSIONALS I (208-1)	Yes		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		Yes
BRANCH CAMPUS TEMPORARY-PART-TIME FACULTY (280D)	Yes		Yes
BRANCH CAMPUS LECTURERS III (280E)		Yes	Yes
BRANCH CAMPUS LECTURERS II (280F)			Yes
IT TECH SUPPORT III (301-3)	Yes		
CLERICAL SUPPORT III (501-3)		Yes	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)			
ACADEMICS SUPPORT II (504-2)			Yes
BUILDINGS AND GROUNDS SUPPORT III (903-3)	Yes		Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)	Yes		Yes

IX. UNM-VALENCIA SUMMARY AND GOALS

**2020-21 STATISTICS AT A
GLANCE**

	WORKFORCE	APPLICANTS	NEW HIRES	PROMOTIONS	TERMINATIONS
Total	120	95	9	6	13
Female	73	51	3	4	12
Female %	60.83%	53.68%	33.33 %	66.67%	92.31%
Minority	67	51	7	2	8
Minority %	55.83%	53.68%	77.77 %	33.33%	61.54%
Black	1	3	0	0	0
Black %	0.83%	3.16%	0.00%	0.00%	0.00%
Hispanic	59	40	0	2	5
Hispanic %	49.17%	40.11%	0.00%	33.33%	38.46%
Asian	1	3	0	0	0
Asian %	0.83%	3.16%	0.00%	0.00%	0.00%
American Indian or Alaskan Native	4	5	0	0	2
American Indian or Alaskan Native %	3.33%	5.26%	0.00%	0.00%	15.39%
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	1
Two or More Races %	1.67%	0.00%	0.00%	0.00%	7.69%
Unknown Race	0	22	0	0	0
Unknown Race %	0.00%	23.16%	0.00%	0.00%	0.00%
Unknown Gender	0	3	0	0	0
Unknown Gender %	0.00%	3.16%	0.00%	0.00%	0.00%
Individual with Disability	1	8	0	0	0
Individual with Disability %	0.83%	8.42%	0.00%	0.00%	0.00%
Protected Veterans	1	3	0	0	0
Protected Veterans %	0.83%	3.16%	0.00%	0.00%	0.00%

*There are no goals for females or minorities for 2020 for Valencia.

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

2020 GOALS*			
Job Group Name (Code)	Female Goal	Minority Goal	Goal for IWDs
EXECUTIVES (101)		Yes	Yes
MANAGEMENT (102)	Yes	Yes	Yes
SUPERVISORY II (103)			Yes
SUPERVISORY I (104)			Yes
DEANS & SR. ASSOCIATE DEANS (105-2)		Yes	Yes
INFORMATION TECHNOLOGY PROFESSIONALS II (204-2)			Yes
BUSINESS FUNCTIONS PROFESSIONALS I (206-1)			Yes
ART-COMMUNICATIONS PROFESSIONALS II (208-2)	Yes	Yes	Yes
ADMINISTRATIVE PROFESSIONALS I (209-1)	Yes	Yes	Yes
ACADEMICS PROFESSIONALS II (210-2)		Yes	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	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		Yes
CLERICAL SUPPORT III (501-3)		Yes	
CLERICAL SUPPORT II (501-2)	Yes		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
TRADES-CRAFTS SUPPORT II (601-2)			Yes
SECURITY & SAFETY SERVICE SUPPORT III (901-3)	Yes		Yes
BUILDINGS AND GROUNDS SUPPORT II (903-2)		Yes	Yes
BUILDINGS AND GROUNDS SUPPORT I (903-1)			Yes