

# 2008-2009 Staff Affirmative Action Recruitment Goals for Campus and Control Units

## University of California, Berkeley

### Effective: July 1, 2008 - June 30, 2009

**Note:** When you use the HRMS e-Recruit system to list a job opening, the system will automatically look up and display the affirmative action recruitment goals. This chart is provided for reference.

**Step 1.** When you have a job opening, find the job title's job group number in the alphabetical listing.\*

**Step 2.** If you don't know your control unit affiliation, find your department's control unit in the "Org Node-Control Unit Assignments" listing.\*

**Step 3.** Find the job group number in the left hand column of this chart. If all boxes are blank and have no shading, no placement goal exists.

**Step 4.** If your control unit initials are listed in any box(es) this indicates the recruitment goal(s) for your control unit. Note the gender/ethnic groups of all boxes where your control unit initials appear. If your control unit initials are NOT listed, check for any shaded boxes; this indicates the recruitment goal(s) for the campus. Control unit goals take precedence over campus goals; if one box is shaded and another has your control unit initials, use only the box(es) with your control unit.

\* Visit the Staff EEO Compliance website (<http://hrweb.berkeley.edu/seads/respon.htm>) for job title/job group number list, departments in control units, and instructions.

	Job Group	Am Ind	Asian	Black	Hisp	Minority	Female
<b>Executives (SMG)</b>	<b>01 - SMG: Senior Management Group</b>						
	Placement Goal Percentage	0.7%	2.1%	8.2%	5.0%	16.5%	43.0%
<b>Senior Managers &amp; Professionals (MSP)</b>	<b>02 - MSP: Senior Managers</b>	EVCP ADMIN		EVCP VCR ADMIN	EVCP VCR ADMIN FS	EVCP VCR ADMIN	FS
	Placement Goal Percentage	0.6%	8.6%	6.7%	5.6%	21.9%	39.4%
	<b>03 - MSP: Managers &amp; Staff Specialists</b>		VCR ADMIN	EVCP VCR	EVCP VCR SA	EVCP VCR ADMIN FS	EVCP VCR SA ADMIN
	Placement Goal Percentage	0.6%	10.9%	7.2%	4.8%	29.3%	37.0%
	<b>04 - MSP: Physicians &amp; Allied Pract</b>						
Placement Goal Percentage	0.3%	14.2%	4.6%	5.1%	25.2%	30.1%	
<b>Professional Staff (PSS, Job Groups 5-14)</b>	<b>05 - PSS: Architects &amp; Engineers</b>			EVCP ADMIN	EVCP VCR ADMIN	EVCP	EVCP VCR
	Placement Goal Percentage	0.7%	9.1%	7.2%	6.3%	24.2%	25.4%
	<b>06 - PSS: Mgrs &amp; Supvrs - Level 2</b>		VCR	ADMIN	EVCP ADMIN	VCR ADMIN	ADMIN
	Placement Goal Percentage	0.7%	16.9%	7.8%	11.1%	37.6%	46.0%
	<b>07 - PSS: Mgrs &amp; Supvrs - Level 1</b>		EVCP SA ADMIN FS	EVCP	EVCP VCR SA	EVCP	SA ADMIN FS
	Placement Goal Percentage	0.8%	16.9%	9.4%	15.5%	43.4%	62.9%
<b>08 - PSS: Analyst &amp; Staff Spec-2</b>	EVCP ADMIN	VCR	EVCP	EVCP VCR ADMIN	EVCP VCR		
Placement Goal Percentage	0.7%	19.9%	6.6%	7.2%	36.3%	43.2%	

ADMIN - Administration

SA - Student Affairs

FS - Facilities Services

EVCP - Executive Vice Chancellor & Provost Unit

VCR - Vice Chancellor for Research Unit

Departments in the following control units do not have control unit goals and are asked to use campus goals (shaded boxes): Chancellor's Unit, Equity & Inclusion, and University Relations.

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<b>Professional Staff (PSS, Job Groups 5-14)</b>	<b>09 - PSS: Analyst &amp; Staff Spec-1</b>	VCR			VCR		
	Placement Goal Percentage	0.7%	15.5%	6.5%	6.9%	31.0%	45.3%
	<b>10 - PSS: Maint, Fab &amp; Ops Supvrs</b>		SA ADMIN		EVCP SA FS	EVCP SA	EVCP
	Placement Goal Percentage	1.1%	11.1%	10.1%	18.0%	41.1%	11.6%
	<b>11 - PSS: Hlth &amp; Allied Profssnls</b>			ADMIN		VCR	
	Placement Goal Percentage	0.7%	15.2%	5.2%	10.2%	32.7%	58.2%
	<b>12 - PSS: Comm, Arts, Graph Tech Sup</b>		VCR	EVCP SA	EVCP VCR SA	EVCP VCR SA ADMIN	ADMIN
	Placement Goal Percentage	1.0%	10.6%	5.2%	12.6%	30.6%	56.0%
	<b>13 - PSS: Lab &amp; Allied Sciences</b>	EVCP	EVCP VCR		EVCP VCR	EVCP VCR	
	Placement Goal Percentage	0.4%	29.1%	1.9%	6.7%	39.1%	35.1%
<b>Support Staff (PSS, Job Groups 15-34)</b>	<b>14 - PSS: Student Services</b>	EVCP ADMIN		EVCP	EVCP VCR ADMIN	VCR ADMIN	ADMIN
	Placement Goal Percentage	1.6%	10.0%	15.0%	17.8%	45.4%	66.0%
	<b>15 - PSS: Skld Crft Wkrs &amp; Oprtvs</b>		EVCP	SA ADMIN	EVCP ADMIN FS	EVCP FS	EVCP SA ADMIN
	Placement Goal Percentage	1.2%	9.0%	6.1%	29.7%	47.4%	5.5%
	<b>16 - PSS: Nurses</b>		ADMIN	ADMIN	ADMIN	ADMIN	
	Placement Goal Percentage	0.8%	22.2%	7.2%	8.7%	40.4%	90.8%
	<b>17 - PSS: Entry Level Professionals</b>	SA	SA	VCR	EVCP VCR	VCR	EVCP ADMIN FS
	Placement Goal Percentage	0.9%	18.2%	9.4%	13.2%	42.8%	50.4%
<b>18 - PSS: Police Officers</b>	ADMIN						
Placement Goal Percentage	1.3%	5.0%	8.9%	18.6%	35.3%	15.9%	

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<b>19 - PSS: Health Care Technicians</b>		EVCP		EVCP	EVCP	EVCP
				ADMIN		
Placement Goal Percentage	1.1%	11.4%	6.2%	31.9%	52.4%	85.2%
<b>20 - PSS: Scientific Technicians</b>	EVCP	EVCP	VCR	EVCP VCR SA ADMIN FS	EVCP VCR SA ADMIN FS	EVCP VCR SA ADMIN FS
Placement Goal Percentage	1.9%	14.0%	4.3%	28.7%	50.4%	23.3%
<b>21 - PSS: Research Support</b>		VCR	EVCP			VCR SA
Placement Goal Percentage	0.7%	29.5%	4.4%	11.6%	47.7%	51.0%
<b>22 - PSS: Comm, Arts &amp; Graphics</b>		EVCP SA	EVCP	EVCP	EVCP SA	EVCP ADMIN
Placement Goal Percentage	0.7%	18.9%	6.8%	16.5%	44.9%	48.2%
<b>23 - PSS: Facilities Maint Supvrs</b>		ADMIN FS		SA FS	VCR	ADMIN FS
Placement Goal Percentage	0.4%	16.0%	14.9%	39.1%	73.0%	26.9%
<b>24 - PSS: Clerical Supervisors</b>		EVCP VCR ADMIN	VCR SA	ADMIN	ADMIN	EVCP VCR ADMIN
Placement Goal Percentage	0.7%	18.9%	13.6%	12.7%	46.9%	68.1%
<b>25 - PSS: Facil Opertns &amp; Maint</b>	ADMIN	VCR ADMIN	EVCP VCR SA	EVCP VCR FS	EVCP VCR	
Placement Goal Percentage	0.8%	15.7%	13.6%	39.6%	72.1%	20.2%
<b>26 - PSS: Security &amp; Prkng Svcs</b>				EVCP ADMIN	EVCP	EVCP
Placement Goal Percentage	1.5%	17.8%	26.0%	15.6%	65.3%	23.1%
<b>27 - PSS: Library Assistants</b>		EVCP	EVCP	EVCP VCR	EVCP VCR	EVCP VCR
Placement Goal Percentage	0.2%	23.2%	8.3%	13.4%	46.8%	78.5%
<b>28 - PSS: Info Prep &amp; Processing</b>		EVCP VCR SA	SA	EVCP	EVCP VCR	EVCP
Placement Goal Percentage	0.5%	29.4%	9.3%	7.0%	47.7%	32.1%

**Support Staff  
(PSS, Job Groups 15-34)**

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	29 - PSS: Admin/Cler Supp-Level 4	SA	FS	EVCP	EVCP	EVCP	EVCP VCR SA ADMIN
	Placement Goal Percentage	1.1%	18.4%	18.6%	14.2%	52.9%	84.8%
	30 - PSS: Admin/Cler Supp-Level 3	EVCP	ADMIN	VCR	SA		EVCP SA ADMIN FS
	Placement Goal Percentage	1.1%	15.5%	15.4%	14.7%	48.4%	87.6%
	31 - PSS: Admin/Cler Supp-Level 2		ADMIN	SA			EVCP VCR
	Placement Goal Percentage	0.9%	15.5%	13.5%	14.2%	46.0%	87.0%
	32 - PSS: Admin/Cler Supp-Level 1			EVCP		VCR ADMIN	VCR SA ADMIN
	Placement Goal Percentage	0.6%	22.6%	17.1%	13.3%	55.4%	78.8%
	33 - PSS: Stores, Reprog, Mail		EVCP	ADMIN	ADMIN		EVCP SA ADMIN
Placement Goal Percentage	0.9%	19.6%	17.2%	19.3%	60.0%	38.3%	
34 - PSS: Food Services	SA			SA		EVCP	
Placement Goal Percentage	1.0%	21.1%	9.5%	34.9%	69.4%	53.7%	

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