

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

TEXAS A&M ENGINEERING EXTENSION SERVICE

**A MEMBER OF
THE TEXAS A&M UNIVERSITY SYSTEM**

01/01/2013 – 12/31/2013

PART I: AAP FOR WOMEN AND MINORITIES

**PART II: AAP FOR COVERED VETERANS
AND INDIVIDUALS WITH A DISABILITY**

AA/EEO Contact: Brian Payne
Director, Human Resources
Texas A&M Engineering Extension Service
200 Technology Way
College Station, TX 77845
979-458-6845

TEXAS A&M ENGINEERING EXTENSION SERVICE AAP

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INTRODUCTION TO PARTS I AND II

BACKGROUND

Texas A&M Engineering Extension Service (TEEX) is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246; the Rehabilitation Act of 1973, as amended; and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. Because TEEX has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAP's) for minorities and women, for covered veterans, and for individuals with a disability. Failure to comply with these laws and their implementing regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment of the university from future contracts and subcontracts.

Affirmative Action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from occurring in the future. Affirmative Action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory Affirmative Action Plan is the evaluation of opportunities for the representation of protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis of the employee workforce reveals a percentage under-representation of minorities or women, greater than would reasonably be expected by their availability, an adequate AAP details specific affirmative action steps to ensure equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and women, such steps include the development of goals to rectify under-representation where found. It is toward this end that the following AAP for TEEX was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

TEEX AAP for minorities and women (Part I) has been prepared according to Executive Order No. 11246, as amended, and Title 41, Code of Federal Regulations, Part 60-1 (Equal Employment Opportunity Duties of Government Contractors), Part 60-2 (Affirmative Action Programs of Government Non-Construction Contractors; also known as "Revised Order No. 4"), and Part 60-20 (Sex Discrimination Guidelines for Government Contractors). A&M -System Office has developed separately an Affirmative Action Plan for covered veterans and individuals with a disability (Part II) prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended; Title 41, Code of Federal Regulations, Part 60-741 (Affirmative Action Program for Individuals with Disabilities); the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; 38 U.S.C. Section 4212, as amended; and Title 41 of the Code of Federal Regulations, Part 60-300 (Affirmative Action Program for Covered Veterans).

The Veterans Employment Opportunities Act of 1998 (VEOA), Public Law 105-339, effective October 31, 1998, increased the threshold for coverage under VEVRAA from a contract of \$10,000 or more to a contract of \$25,000 or more; extended the law's protections to "veterans who served on active duty during a war or in a campaign for which a campaign badge was authorized"; and provides temporary (up to one year) protection to veterans who do not have a service connected disability, did not see action in a foreign war and did not serve during the Vietnam era.

The Jobs for Veterans Act (JFVA), Public Law 107-288, effective December 1, 2003, increased the threshold for coverage under 38 U.S.C. §4212 from \$25,000 to \$100,000; grants VEVRAA protection to those veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985 (62 Fed. Reg. 1209); changes the definition of "recently separated veteran" to include "any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty"; changes "Special Disabled Veterans" to "Disabled Veterans," expanding the coverage to conform to 38 U.S.C. § 4211 (3); and, following publication of the final regulations, requires contractors to post job listings with their local employment service delivery system.

PROTECTED GROUPS

Coverage under affirmative action laws and regulations applies to:

Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians, Native Hawaiian/Pacific Islanders, American Indians/Alaskan Natives, and two or more races.

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.

Veterans who received an "Armed Forces Service Medal."

Other protected veterans who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.

An individual with a disability: 1) a person who has a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

PROGRAM TERMINOLOGY

The terms "comparison of incumbency to availability" and "problem area" appearing in this AAP are terms TEEX is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although TEEX will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that the university agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with government regulations, as interpreted by government representatives. The use of certain geographic areas and sources of statistics does not indicate A&M - System Office agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this AAP. Such statistics and geographic areas will be used, however, in total good faith with respect to this AAP.

The grouping of job titles into a given job group does not suggest that TEEX believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

This AAP is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although TEEEX does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this AAP in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

REPORTING PERIOD

This AAP is designed to cover the following reporting period,

- AAP implementation period: 01/01/2013 through 12/31/2013
- Transaction period: 01/01/2012 through 12/31/2012

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, covered veterans, and individuals with a disability into all levels and segments of TEEEX workforce in proportion to their representation in the qualified relevant labor market.

The AAP, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in compliance with equal employment opportunity requirements for full representation and equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, TEEEX is subject to and must address a variety of state and federal laws and guidelines dealing with equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. In addition, relevant court decisions, which are often useful in interpreting, but sometimes conflict with, these requirements and guidelines must be taken into account when developing and implementing the AAP. Furthermore, in determining TEEEX's current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to properly identify three key concepts:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.

TEXAS A&M ENGINEERING EXTENSION SERVICE AAP

A MEMBER OF

THE TEXAS A&M UNIVERSITY SYSTEM

PART I: AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES

01/01/2013 – 12/31/2013

PART I

AAP FOR WOMEN AND MINORITIES

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PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis

Texas A&M Engineering Extension Service (TEEX) conducted a workforce analysis to identify employees by sex and race/ethnicity in each job title. The data was collected from payroll records dated 12/31/2012.

Job titles are listed by organizational unit. Job titles are listed from lowest to highest paid. The list includes all job titles, including exempt and nonexempt titles.

For each job title, TEEX identified the total number of employees, the number of male and female employees, the total number of minority employees, the male and female minority employees, and the total number of White, Black, Hispanic, Asian, Native Hawaiian/Pacific Islander, American Indian or Alaskan Native, and two or more races employees.

TEEX carefully analyzed the workforce analysis to identify problem areas needing correction, such as concentrations or segregation of minorities or women by organizational unit, job, pay, or EEO Category. Problems, if any, are identified in Chapter 8: Identification of Problem Areas; programs to correct and/or improve any identified problems are addressed in Chapter 9: Action-Oriented Programs.

Lines of Progression

Developed in conjunction with the workforce analysis is information on TEEX's lines of progression. Lines of progression (career ladders/career paths) identify the job titles through which an employee can move to the top of a line. Some lines of progression are limited to only one department, while others are found throughout several departments.

The lines of progression provide useful information regarding patterns of vertical and horizontal movement throughout our workforce. These patterns will be evaluated to ascertain whether they provide to our employees the optimum career mobility and opportunities for advancement.

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 2: JOB GROUP ANALYSIS

41 C.F.R. § 60-2.12

Although the workforce analysis was conducted individually for every job title, after it was completed, job titles were grouped for the comparison of incumbency to availability and for setting goals. There were several reasons for grouping jobs.

Many job titles are so similar in content that handling them individually in the AAP is not necessary. Grouping together these very similar titles is appropriate for the comparison of incumbency to availability. For many job titles, the availability data that can be collected is limited, and the same data must be used for several related jobs. Therefore, grouping these related titles together is logical. Also, many job titles have so few incumbents in them that identifying disparities between incumbency and availability by job title is meaningless—as problem areas would be identified in terms of fractions of people. By grouping several similar titles and increasing the number of employees involved, a meaningful comparison can be conducted; any identified problem areas are more likely to be in terms of whole people. Consequently, goals established to correct problem areas are also more likely to be in terms of whole people.

The three reasons for grouping job titles all discuss "similar" or "related" jobs. That is the most critical guideline in creating job groups. Above all, the job titles placed into a job group must be more similar or related to each other than the job titles in other job groups.

Job groups should have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. No minimum size has been established for this purpose, however; it is dependent not only on the size of the job group, but also on the size of the availability percentage and the number of minorities or women already employed in the job group.

It may not be possible for a smaller contractor's job groups to meet the guideline of not crossing EEO categories. While there are usually two or more job groups within each EEO category, for smaller contractors, some or all job groups may correspond to EEO categories.

TEEX did not combine job titles with different content, wages, or opportunities if doing so would have obscured problem areas (e.g., job groups which combine jobs in which minorities or women are concentrated with jobs in which they are underrepresented).

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS

41 C.F.R. § 60-2.13

Each job group appears on a Job Group Report with a name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, employee headcounts for each job title, and overall percentages by sex and race/ethnicity as of 12/31/2012.

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 4: DETERMINING AVAILABILITY

41 C.F.R. § 60-2.14

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at Texas A&M Engineering Extension Service (TEEX) for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if TEEX's employment decisions are being made without regard to sex, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas, and establish goals to correct under-representation.

Steps in Comparison of Incumbency to Availability

Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2000 Census of Population.
 - a. Local labor area: please see ZIP Code Analysis for details.
 - b. Reasonable labor area: State
 - c. Reasonable labor area: National.
2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and/or trainable within the contractor's organization.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY

41 C.F.R. § 60-2.15

Once final availability estimates were made for each job group, Texas A&M Engineering Extension Service compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of 12/31/2012 and that group's final availability.

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CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

Texas A&M Engineering Extension Service (TEEX) has established a percentage annual placement goal whenever it found that minority or female representation within a job group was significantly less than would reasonably be expected given their availability. In each case, the goal was set at the availability figure derived for women and/or minorities, as appropriate for that job group. These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with our organization. (TEEX) believes these goals are attainable. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority and female applicants and through implementation of our action-oriented programs (see Chapter 9). Selections will occur only from among qualified applicants. Goals do not require the hiring of persons when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals do not require that (TEEX) hire a specified number of minorities or women.

Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire AAP work. A goal is a guidepost against which A&M - System Office, a community group, or a compliance agency can measure progress in remedying identified under-representation in TEEX's workforce. TEEX has identified areas needing improvement and presents the results to the executive staff on their progress annually, emphasizing the importance of a diverse workforce.

In establishing goals, TEEX considered the results which could reasonably be expected from putting forth every good faith effort to make our overall AAP work. Goals were not established that would exclude any sex or race/ethnic group.

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 7: DESIGNATION OF RESPONSIBILITY

41 C.F.R. § 60-2.17(a)

The Director Human Resources, of Texas A&M Engineering Extension Service (TEEX) has the overall responsibility for the implementation of Texas A&M University System Offices' equal opportunity policy.

A. DUTIES OF THE DIRECTOR, HUMAN RESOURCES

The duties of the Director, Human Resources include:

1. Coordinates the development of policy statements, affirmative action programs, and both internal and external communication programs.
2. Monitors the consistency and completeness of TEEX Affirmative Action Program with federal, state, and local agencies' rules and regulations.
3. Serves as a liaison between TEEX and The Texas A&M University System's Office of Equal Opportunity and Diversity, minority and women's organizations, and other community groups serving women and minorities and the citizens of the State of Texas.
4. Disseminates current legal information affecting affirmative action to appropriate personnel.
5. Assists hiring supervisors in collecting and analyzing employment data and identifying problem areas.
6. Ensures the maintenance of records regarding recruitment, employment, and retention of women and minorities as well as ensuring that TEEX maintains required applicant flow data.
7. Periodically reviews TEEX's personnel procedures and practices in an effort to identify possible problem areas and to develop and suggest solutions for hiring supervisors.
8. Investigates charges of discrimination filed by TEEX employees or applicants for employment with TEEX.
9. Ensures the equal opportunity and affirmative action policy is posted internally.

B. DUTIES OF THE EMPLOYMENT COORDINATOR

1. Posts location of the equal opportunity and affirmative action policy internally.

2. Assists hiring supervisors in collecting and analyzing employment data, identifying problem areas.
3. Maintains records regarding recruitment, employment, and retention of minorities as well as assuring that TEEEX maintains traditional applicant flow data.
4. Ensures posters and notices are properly displayed
5. Provide a quarterly report to division directors on status of affirmative action goals.
6. Identification of problem areas.

C. DUTIES OF DIVISION DIRECTORS, MANAGERS AND SUPERVISORS

The Division Directors, Managers, and Supervisors have the responsibility of applying the principle of equality in all personnel actions. Their duties include:

1. Applying the principles of equal employment opportunity in all terms and conditions of employment.
2. Reviewing the qualifications of all employees to ensure minorities and women are given full opportunity for transfers and promotions.
3. Taking action to prevent harassment of employees due to race, color, religion, sex, national origin, age, disability, or veteran status.
4. Properly displaying posters and notices.
5. Ensuring that minority and female employees are afforded full employment opportunities and are encouraged to participate in all agency-sponsored educational and training activities.
6. Ensuring that their department or division fully complies with the spirit and policies of the affirmative action program.
7. Ensuring that no one in their department or division harasses employees, retaliates against employees for using the complaint and appeal procedures, or retaliates against employees for filing a complaint with a federal, state, or local compliance agency.
8. Is accountable to senior management for personal support of TEEEX equal opportunity and affirmative action policies.

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS

41 C.F.R. § 60-2.17(b)

Terminology

The terms “utilization analyses” and “problem area” appearing in this chapter are terms Texas A&M Engineering Extension Service (TEEX) is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance. Although TEEX will use the terms in total good faith in connection with its AAP, such use does not necessarily signify the organization agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with EEO laws, regulations, and objectives. Whenever the term “goal” is used, it is expressly intended that it “should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin,” as stated in Title 41 Code of Federal Regulations, Part 60-2.30.

Based on analyses of each job group, areas of concern have been identified and are discussed below. In addition to the identification of problem areas within job groups (under-representation), TEEX has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). TEEX will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this AAP.

Goals are established within each of the job groups based on the current availability data for the job group.

41 C.F.R. § 60-2.17(b)(1): Workforce by Organizational Unit and Job Group

An analysis of minority and female distribution within each organizational unit was accomplished by a thorough investigation of the Workforce Analysis. See the Workforce Analysis by organizational unit.

An analysis of minority and female representation within each job group was accomplished by the Placement Goals reports.

41 C.F.R. § 60-2.17(b)(2): Personnel Activity

Applicant flow, hires, promotions, and terminations were analyzed by job group. An analysis of selection disparities in personnel activity between men/women and whites/minorities was accomplished by a thorough examination of transaction data. In order to avoid meaningless results, Adverse Impact Analyses were conducted only if there were at least 5 transactions that occurred in a job group.

41 C.F.R. § 60-2.17(b)(3): Compensation Systems

Compensation analyses were conducted by job title.

PART I: AAP WOMEN AND MINORITIES

CHAPTER 9: ACTION-ORIENTED PROGRAMS

41 C.F.R. § 60-2.17(c)

Texas A&M Engineering Extension Service (TEEX) has instituted action-oriented programs to address identified problem areas and to help achieve specific affirmative action goals. These programs include:

- An annual review of position descriptions is conducted to ensure they accurately reflect job functions;
- Position descriptions are made available to all appropriate individuals involved in the recruiting, screening, selection and promotion processes;
- The Director, Human Resources reviews the selections process to ensure freedom from bias through:

Central review of position descriptions prior to posting to ensure titles and duties are related and consistent.

Centralization of online applicant screening questions.

Monitoring supervisors' completion of "Effective Hiring Practices" training prior to conducting interviews.

Monitoring employees' completion of nondiscrimination training within 30 days of hire and every two years thereafter.

- Using techniques to advance recruitment and increase the flow of minority and female applicants, TEEX undertakes the following measures:

Recruiting ads are placed in various media outlets based on the appropriateness. Ads for professional positions are placed in relevant professional job-related magazines and websites. Service jobs are placed in the local newspaper. All printed ads include the phrase Equal Opportunity/Affirmative Action Employer.

All positions are listed on the TEEX and the Texas A&M University Systemwide websites. Vacancy announcements are sent to the The Texas Workforce Commission (TWC).

Current employees are encouraged to refer qualified applicants.

- TEEX employees are encouraged to apply for positions posted on the TEEX job site that would result in a promotion.

Internal training opportunities are offered for TEEX employees, and employees are encouraged to participate in professional development programs.

PART I: AAP FOR WOMEN AND MINORITIES

CHAPTER 10: INTERNAL AUDIT AND REPORTING

41 C.F.R. § 60-2.17(d)

Pursuant to §60-2.17(d), Texas A&M Engineering Extension Service (TEEX) has conducted studies to identify problem areas in each of the selection procedures (i.e., hires, promotions, and terminations) within the job groups. A&M -System Office will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with the action-oriented programs described in Chapter 9 of this AAP. The reporting and monitoring system provides for:

- **Analysis of Annual Placement Goal Attainment:** TEEX compares the race/ethnicity and sex composition of individuals moving into a job group with applicable Annual Placement Goals for that job group.
- **Analysis of Applicant Flow and New Hires:** Pursuant to §60-2.17(b)(2), TEEX performs a statistical comparison of the race/ethnicity and sex composition of applicants and new hires by job group.
- **Analysis of Terminations:** Pursuant to §60-2.17(b)(2), TEEX performs a statistical comparison of the race/ethnicity and sex composition of terminated employees by job groups. Involuntary terminations were compared to those available to be terminated.
- **Analysis of Promotions:** Pursuant to §60-2.17(b)(2), TEEX performs a statistical comparison of promotions by race/ethnicity and sex by comparing promotions into each job group to the internal availability data for that job group.
- **Analysis of Compensation:** Pursuant to §60-2.17(b)(3), TEEX performs a compensation analyses by comparing the mean salaries for men v. women and whites v. minorities in each job group. Mean tenure within the organization is also considered as a moderating factor.

TEXAS ENGINEERING EXTENSION SERVICE AAP

A MEMBER OF

THE TEXAS A&M UNIVERSITY SYSTEM

**PART II: AFFIRMATIVE ACTION PLAN FOR COVERED VETERANS AND
INDIVIDUALS WITH A DISABILITY**

01/01/2013 – 12/31/2013

PART II
AAP FOR COVERED VETERANS AND INDIVIDUALS WITH A DISABILITY

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CHAPTER A: POLICY STATEMENT
41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of Texas A&M Engineering Extension Service (TEEX) that equal employment opportunity is provided in the employment and advancement of covered veterans and individuals with a disability at all levels of employment, including the executive level. Covered veterans are disabled veterans, recently separated veterans, other protected veterans, and armed forces service medal veterans. TEEX does not and will not discriminate against any applicant or employee because he or she is a covered veteran or because of a physical or mental disability in regard to any position for which the applicant or employee is qualified. In addition, TEEX is committed to a policy of taking affirmative action to employ and advance in employment qualified covered veterans and individuals with a disability. Such affirmative action applies to all employment practices, including but not limited to, hiring, promotion, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices are made on the basis of an individual's capacity to perform a particular job and the reasonableness of any necessary job accommodation. TEEX will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with a disability and to disabled veterans.

Our obligations in this area stem not only from adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to covered veterans and individuals with a disability.

If you have any questions regarding our equal employment opportunity or harassment policies or complaint procedures, you may contact the Director, Human Resources, at 979-458-6169. Parts of the Affirmative Action Plan may be reviewed, as appropriate, by making an appointment with the Director, Human Resources.

Brian Payne
Director, Human Resources
Texas A&M Engineering Extension Service
200 Technology Way
College Station, TX 77845
979-458-6845

CHAPTER B: REVIEW OF PERSONNEL PROCESSES
41 C.F.R. §§ 60-300.44(b); 60-741.44(b)

To ensure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known covered veterans and individuals with a disability, reviews are periodically made of the university's (or agency's) selection methods to identify barriers to employment, training, and promotion.

Review of Policies, Practices, and Procedures

- a. Selection procedures for employment, promotion, and training are reviewed to ensure careful, thorough, and systematic consideration of the qualifications of known individuals with a disability and covered veterans.
- b. The following actions are being taken to ensure systematic consideration of known individuals with a disability and covered veterans:
 - In each case where a covered employee or applicant is rejected for employment, promotion, or training, a statement of reason is maintained; and
 - When covered applicants or employees are selected for hire, promotion, or training and any resulting accommodation is undertaken, the accommodation is properly documented.

CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS
41 C.F.R. §§ 60-300.44(c); 60-741.44(c)

To ensure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for known individuals with a disability and covered veterans, reviews are periodically made of the organization's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

Proper Consideration of Qualifications

- a. Physical and mental job qualification requirements contained in position descriptions are reviewed by Human Resources to ensure that requirements do not disqualify individuals with a disability or disabled veterans except in cases of Bona Fide Occupational Qualifications, and that the requirements are job related and consistent with effective and safe job performance. This review is done as positions descriptions are created or updated.
- b. The burden of proof to demonstrate the necessity of any qualification requirement which may disqualify a covered veteran or an individual with a disability rests with the Texas A&M Engineering Extension Service (TEEX).
- c. Military records will not be used by TEEX to discriminate against any covered veteran.

**CHAPTER D: REASONABLE ACCOMMODATIONS FOR PHYSICAL AND MENTAL
IMPAIRMENTS**

41 C.F.R §§ 60-300.44(d); 60-741.44(d)

Accommodations for Individuals with a Disability

A reasonable effort will be made to accommodate the physical or mental impairments of known individuals with a disability and covered veterans unless it can be demonstrated that such an accommodation would impose an undue hardship on the conduct of Texas A&M Engineering Extension Service operations. In determining the extent of obligation to provide such accommodation, factors such as financial cost and organizational necessity will be considered.

Employees may also contact the following at any time to formally request an accommodation:

*Brian Payne Director, Human Resources 979-458-6845
brian.payne@teex.tamu.edu*

CHAPTER E: HARASSMENT
41 C.F.R. §§ 60-300.44(e); 60-741.44(e)

Texas A&M Engineering Extension Service has developed and implemented a set of procedures to ensure that its employees who have a disability or are covered veterans are not harassed due to those conditions. All new employees are required to complete online nondiscrimination training as part of the process for being entered onto payroll and every two years thereafter.

**CHAPTER F: OUTREACH, POSITIVE RECRUITMENT, AND EXTERNAL POLICY
DISSEMINATION
41 C.F.R. §§ 60-300.44(f); 60-741.44(f)**

Based upon the university's review of its personnel policies as described in Chapter B, the following activities will be continued to further enhance our affirmative action efforts.

1. Each advertisement for a vacant position will continue to affirm our commitment to affirmative action by including an appropriate phrase at the end of the communication.
2. Texas Engineering Extension Service (TEEX) statement on equal opportunity and affirmative action is communicated to all prospective employees through its inclusion on job postings and the official application for employment.
3. All of TEEX positions will continue to be listed with the Texas Workforce Commission to ensure that all prospective applicants are aware of openings.
4. On-site tours and meetings are available as an outreach to interested individuals, veteran organizations, and rehabilitation agencies to familiarize their advisers and job coaches with the physical features of the workplace and related job requirements.

CHAPTER G: INTERNAL POLICY DISSEMINATION
41 C.F.R. §§ 60-300.44(g); 60-741.44(g)

1. The Director of Texas A&M Engineering Extension Service (TEEX) distributes written communication of reaffirmation of commitment to affirmative action annually to all employees. This memorandum is also available on the TEEX website.
2. Commitment to Equal Opportunity and Affirmative Action is communicated to new employees during new employee training.
3. The Affirmative Action Plan is available on agency website.
4. The Director, Human Resources provides the Director and appropriate managers updates on equal employment opportunity progress within the divisions.
5. State and Federal EEO posters are placed at all TEEX locations.

CHAPTER H: AUDIT AND REPORTING SYSTEM
41 C.F.R. §§ 60-300.44(h); 60-741.44(h)

Texas A&M Engineering Extension Service has developed and currently implements an audit and reporting system that addresses the following:

1. Measures whether the university is in compliance with specific obligations.
2. Indicates the need for remedial action.
3. Measures the degree to which objectives are being met.
4. Identifies hurdles for individuals with a disability and how to correct them.

CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION
41 C.F.R. §§ 60-300.44(i); 60-741.44(i)

1. The Director of the Texas A&M Engineering Extension Service has ultimate responsibility for the success of the affirmative action program for covered veterans and individuals with a disability. The Director has delegated specific authority and responsibility for affirmative action to the Director, Human Resources.
2. Managers and supervisors share in the responsibility for implementation.
 - a. Individual departments share the administrative responsibilities of day-to-day implementation of the program.
 - b. All positions are posted and advertised.
 - c. The Human Resources Office is responsible for reviewing staff appointment recommendations for conformity to affirmative action guidelines.

CHAPTER J: TRAINING
41 C.F.R. §§ 60-300.44(j); 60-741.44(j)

Texas A&M Engineering Extension Service trains employees involved in the recruitment, selection, promotion, discipline, training, and related processes of individuals with a disability and covered veterans to ensure commitment to the institution's stated affirmative action goals.

CHAPTER K: COMPENSATION
41 C.F.R. §§ 60-300.21(i); 60-741.21(i)

It is the policy of Texas A&M Engineering Extension Service that when offering employment or promotion to covered veterans or individuals with a disability, the amount of compensation offered will not be reduced because of any disability income, pension, or other benefit the applicant or employee receives from another source.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Administration-Sera

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9940	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8910	Executive Assistant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
9846	Director of Communications	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8957	Division Director	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8454	IT Security & Chief Technology Officer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9534	Associate Agency Director	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9648	Deputy Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		11	2	Male #	7	7	0	0	0	0	0	0
Grand Total %			18.2	Male %	63.6	63.6	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	4	2	1	1	0	0	0	0
				Female%	36.4	18.2	9.1	9.1	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Communication & Production

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9940	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	
8144	Graphics Designer II	2	1	Male	0	0	0	0	0	0	0	
				Female	2	1	0	0	1	0	0	
8179	Communications Specialist	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
9858	e-Communications Specialist I	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8146	Graphic Design Coordinator	1	0	Male	1	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	
8490	Web Developer	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
9946	Video Operations Manager	2	0	Male	1	1	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
9894	Communications Coordinator	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
8417	Communications Manager	1	0	Male	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	
Grand Total #		11	1	Male #	4	4	0	0	0	0	0	
Grand Total %			9.1	Male %	36.4	36.4	0.0	0.0	0.0	0.0	0.00	
				Female #	7	6	0	0	1	0	0	
				Female%	63.6	54.5	0.0	0.0	9.1	0.0	0.00	

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Contract Services

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9285	Business Coordinator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
9857	Contract Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9330	Contract Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		3	1	Male #	0	0	0	0	0	0	0	0
Grand Total %			33.3	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	3	2	0	0	1	0	0	0
				Female%	100.0	66.7	0.0	0.0	33.3	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Curriculum & Customer Services

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4002	Custodian	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
9940	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8711	Multimedia Project Specialist	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9590	Facilities Coordinator	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
8481	Software Applications Developer II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9789	Project Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8712	Multimedia Project Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8175	Manager, Education & Training Initiatives	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9786	Director, Curriculum & eLearning Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	4	Male #	6	4	0	2	0	0	0	0
Grand Total %			36.4	Male %	54.5	36.4	0.0	18.2	0.0	0.0	0.00	0.00
				Female #	5	3	0	2	0	0	0	0
				Female%	45.5	27.3	0.0	18.2	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Digital Printing Services

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
5042	Printing Services Technician II	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
0063	Customer Service Associate	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
5043	Printing Services Technician III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9254	Business Coordinator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8158	Printing Services Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8159	Printing Services Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		7	2	Male #	3	3	0	0	0	0	0	0
Grand Total %			28.6	Male %	42.9	42.9	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	4	2	0	2	0	0	0	0
				Female%	57.1	28.6	0.0	28.6	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Emergency Services Training Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0063	Customer Service Associate	4	2	Male	0	0	0	0	0	0	0	0
				Female	4	2	1	1	0	0	0	0
4020	Construction Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4023	Facilities Maintenance Technician	5	0	Male	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0057	Office Assistant, Lead	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
4038	Training Support Technician	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0058	Office Associate	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0064	Customer Service Associate, Senior	6	0	Male	0	0	0	0	0	0	0	0
				Female	6	6	0	0	0	0	0	0
4039	Training Support Technican, Senior	7	0	Male	7	7	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4035	Special Equipment Mechanic	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4042	Logistics & Human Patient Simulator Technician II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0115	Business Associate III	4	1	Male	0	0	0	0	0	0	0	0
				Female	4	3	0	1	0	0	0	0
4025	Facilities Maintenance Technician, Senior	2	1	Male	2	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9750	Project Administrator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	1

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Emergency Services Training Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4021	Construction Technician, Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0059	Office Associate, Senior	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
4032	Training Support Technician-Extinguishers	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9181	Program Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9255	Graphics Designer I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9623	Instructor	10	1	Male	9	8	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9609	Project Specialist	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
4030	Training Support Technician,Sr-Breathing Air	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4037	Special Equipment Mechanic Foreman	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
5034	WW Treatment Plant Operator I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4033	Training Support Technician, Senior-Extinguishers	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9789	Project Coordinator	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	1	0	0	0	0	0
9628	Training Specialist, Associate	16	2	Male	14	12	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Emergency Services Training Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
4040	Training Support Foreman	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9940	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9942	Administrative Coordinator, Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9254	Business Coordinator II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4027	Facilities Maintenance Foreman	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4034	Training Support Foreman-Extinguishers	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9548	Training Manager	11	1	Male	11	10	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9285	Business Coordinator III	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
4022	Construction Foreman	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
4031	Training Support Foreman-Breathing Air	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0060	Office Associate, Lead	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8152	Marketing Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9626	Technical Writer II	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Emergency Services Training Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9616	Instructional Design Specialist II	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9739	Instructional Design Specialist I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9366	Business Administrator I	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
9634	Training Specialist	12	2	Male	9	7	1	1	0	0	0	0
				Female	3	3	0	0	0	0	0	0
9721	Curriculum Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9637	Training Coordinator	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8710	Training Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9785	Environmental Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8700	Business Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9793	Field Services Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8701	Program Director	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9855	Project Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9891	Training Specialist, Sr.	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Emergency Services Training Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9757	Director, Business Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8929	Division Director, Associate	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8880	Director, Facilities Maintenance & Construction	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9625	Technical Writer I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9792	Field Services Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		149	20	Male #	101	90	2	9	0	0	0	0
Grand Total %			13.4	Male %	67.8	60.4	1.3	6.0	0.0	0.0	0.00	0.00
				Female #	48	39	2	6	0	0	0	1
				Female%	32.2	26.2	1.3	4.0	0.0	0.0	0.00	0.7

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Financial Services Office

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0703	Mail Carrier I	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
0125	Financial Specialist III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0124	Financial Specialist II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9310	Staff Accountant	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8857	Travel Coordinator	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
8735	Assistant Financial Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9795	HUB Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
8736	Financial Manager	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
8992	Director of Contracting Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9151	Controller	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		13	4	Male #	2	1	0	1	0	0	0	0
Grand Total %			30.8	Male %	15.4	7.7	0.0	7.7	0.0	0.0	0.00	0.00
				Female #	11	8	0	3	0	0	0	0
				Female%	84.6	61.5	0.0	23.1	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Homeland Security Services

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9750	Project Administrator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0060	Office Associate, Lead	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
9789	Project Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9942	Administrative Coordinator, Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9857	Contract Specialist	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
9371	Business Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9637	Training Coordinator	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9548	Training Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8700	Business Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8990	Homeland Security Support Director	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	4	Male #	3	1	2	0	0	0	0	0
Grand Total %			36.4	Male %	27.3	9.1	18.2	0.0	0.0	0.0	0.00	0.00
				Female #	8	6	0	2	0	0	0	0
				Female%	72.7	54.5	0.0	18.2	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Human Resources Office

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0814	Human Resources Associate	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
9940	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9945	Payroll Services Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
9234	Employee Benefits Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9152	Human Resources Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		5	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			40.0	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	4	2	0	2	0	0	0	0
				Female%	80.0	40.0	0.0	40.0	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Infrastructure Training And Safety Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0063	Customer Service Associate	5	1	Male	0	0	0	0	0	0	0	0
				Female	5	4	1	0	0	0	0	0
0205	Storekeeper I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0057	Office Assistant, Lead	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0058	Office Associate	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0112	Business Assistant III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0059	Office Associate, Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
0060	Office Associate, Lead	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9616	Instructional Design Specialist II	4	0	Male	0	0	0	0	0	0	0	0
				Female	4	4	0	0	0	0	0	0
8202	Inventory Control Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
9254	Business Coordinator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9609	Project Specialist	3	2	Male	2	0	0	2	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4039	Training Support Technican, Senior	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9285	Business Coordinator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Infrastructure Training And Safety Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9855	Project Manager	3	0	Male	0	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
9721	Curriculum Coordinator	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9628	Training Specialist, Associate	7	1	Male	6	5	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9623	Instructor	6	2	Male	6	4	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9634	Training Specialist	6	1	Male	6	5	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
9789	Project Coordinator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9181	Program Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9891	Training Specialist, Sr.	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8710	Training Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9637	Training Coordinator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8700	Business Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8929	Division Director, Associate	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Infrastructure Training And Safety Institute

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	59	8	Male #	32	26	2	3	0	1	0	0
	Grand Total %		13.6	Male %	54.2	44.1	3.4	5.1	0.0	1.7	0.00	0.00
				Female #	27	25	2	0	0	0	0	0
				Female%	45.8	42.4	3.4	0.0	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Knowledge Engineering

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0114	Business Associate II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9227	Business Coordinator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9940	Administrative Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8480	Software Applications Developer I	3	2	Male	2	1	1	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
9789	Project Coordinator	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8456	Information Technology Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9371	Business Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8700	Business Manager	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9718	Program Manager	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8710	Training Director	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	1	0	0
9548	Training Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9566	Business Development Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Knowledge Engineering

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	16	4	Male #	7	6	1	0	0	0	0	0
	Grand Total %		25.0	Male %	43.8	37.5	6.3	0.0	0.0	0.0	0.00	0.00
				Female #	9	6	1	0	1	1	0	0
				Female%	56.3	37.5	6.3	0.0	6.3	6.3	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Network & Information Services

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9843	Microsystems Analyst I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0059	Office Associate, Senior	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
8458	Security Analyst	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8210	Information Technology Professional I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8479	User Support Manager	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9918	Programmer/Analyst II	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9919	Programmer Analyst I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9901	Microcomputer/LAN Administrator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8622	Website Administrator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
8753	Systems Administrator	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
8456	Information Technology Manager	2	1	Male	1	0	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
9915	Systems Analyst I, Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9920	Systems Analyst, Lead	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Network & Information Services

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	14	4	Male #	9	6	0	1	2	0	0	0
	Grand Total %		28.6	Male %	64.3	42.9	0.0	7.1	14.3	0.0	0.00	0.00
				Female #	5	4	1	0	0	0	0	0
				Female%	35.7	28.6	7.1	0.0	0.0	0.0	0.00	0.00

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Public Safety & Security Training

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0062	Customer Service Assistant, Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
4023	Facilities Maintenance Technician	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9227	Business Coordinator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
0064	Customer Service Associate, Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9254	Business Coordinator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9940	Administrative Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9789	Project Coordinator	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
9739	Instructional Design Specialist I	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
9623	Instructor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9721	Curriculum Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9628	Training Specialist, Associate	3	1	Male	2	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9637	Training Coordinator	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
9722	Curriculum Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Public Safety & Security Training

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9634	Training Specialist	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9563	Proposal Development Specialist, Sr	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9548	Training Manager	5	0	Male	5	5	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8700	Business Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8710	Training Director	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9638	STP Training Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	0	0	1	0
9547	STP Training Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		32	6	Male #	18	16	1	1	0	0	0	0
Grand Total %			18.8	Male %	56.3	50.0	3.1	3.1	0.0	0.0	0.00	0.00
				Female #	14	10	0	3	0	0	1	0
				Female%	43.8	31.3	0.0	9.4	0.0	0.0	3.13	0.0

(+) Indicates this job contains employees who are included from another facility.

(-) Indicates this job contains employees included in this plan's Workforce Analysis but who are excluded from the rest of this facility's Affirmative Action plan.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Strategy & Plans

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9609	Project Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0057	Office Assistant, Lead	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	0	Male #	1	1	0	0	0	0	0	0
Grand Total %			0.0	Male %	50.0	50.0	0.0	0.0	0.0	0.0	0.00	0.00
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Urban Search And Rescue

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
0063	Customer Service Associate	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0
3295	US&R Technician	3	1	Male	3	2	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9227	Business Coordinator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3296	US&R Technician, Senior	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
0064	Customer Service Associate, Senior	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9285	Business Coordinator III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3298	US&R Senior Technician II	3	1	Male	3	2	0	0	0	1	0	0
				Female	0	0	0	0	0	0	0	0
9609	Project Specialist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
3297	US&R Foreman	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9789	Project Coordinator	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9942	Administrative Coordinator, Senior	2	0	Male	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
9623	Instructor	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9371	Business Administrator II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Urban Search And Rescue

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
9893	Information Outreach Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9616	Instructional Design Specialist II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9628	Training Specialist, Associate	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9634	Training Specialist	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9855	Project Manager	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9590	Facilities Coordinator	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
9709	Fleet/Facilities/Property Manager	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9891	Training Specialist, Sr.	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9548	Training Manager	10	0	Male	7	7	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0
8858	ESF-9 Coordinator	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
9757	Director, Business Services	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8710	Training Director	3	1	Male	3	2	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
8701	Program Director	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis

Snapshot Date: 12/31/2012

Organizational Unit: Urban Search And Rescue

Job Code	JobTitle	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
8931	Operations Chief	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		49	4	Male #	34	31	2	0	0	1	0	0
Grand Total %			8.2	Male %	69.4	63.3	4.1	0.0	0.0	2.0	0.00	0.00
				Female #	15	14	1	0	0	0	0	0
				Female%	30.6	28.6	2.0	0.0	0.0	0.0	0.00	0.0

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Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Workforce Analysis Summary

Snapshot Date: 12/31/2012

Organizational Unit	Total				Male								Female							
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+		
Administration-Sera	11	7	4	2	7	0	0	0	0	0	0	2	1	1	0	0	0	0		
Communication & Production	11	4	7	1	4	0	0	0	0	0	0	6	0	0	1	0	0	0		
Contract Services	3	0	3	1	0	0	0	0	0	0	0	2	0	0	1	0	0	0		
Curriculum & Customer Services	11	6	5	4	4	0	2	0	0	0	0	3	0	2	0	0	0	0		
Digital Printing Services	7	3	4	2	3	0	0	0	0	0	0	2	0	2	0	0	0	0		
Emergency Services Training Institute	149	101	48	20	90	2	9	0	0	0	0	39	2	6	0	0	0	1		
Financial Services Office	13	2	11	4	1	0	1	0	0	0	0	8	0	3	0	0	0	0		
Homeland Security Services	11	3	8	4	1	2	0	0	0	0	0	6	0	2	0	0	0	0		
Human Resources Office	5	1	4	2	1	0	0	0	0	0	0	2	0	2	0	0	0	0		
Infrastructure Training And Safety Institute	59	32	27	8	26	2	3	0	1	0	0	25	2	0	0	0	0	0		
Knowledge Engineering	16	7	9	4	6	1	0	0	0	0	0	6	1	0	1	1	0	0		
Network & Information Services	14	9	5	4	6	0	1	2	0	0	0	4	1	0	0	0	0	0		
Public Safety & Security Training	32	18	14	6	16	1	1	0	0	0	0	10	0	3	0	0	1	0		
Strategy & Plans	2	1	1	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0		
Urban Search And Rescue	49	34	15	4	31	2	0	0	1	0	0	14	1	0	0	0	0	0		
Total (#)	393	228	165	66	197	10	17	2	2	0	0	130	8	21	3	1	1	1		
Total (%)		58.0	42.0	16.8	50.1	2.5	4.3	0.5	0.5	0.0	0.0	33.1	2.0	5.3	0.8	0.3	0.3	0.3		

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 1 - Executive

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	9534	Associate Agency Director	2	2	0	2	0
1	9151	Controller	1	0	1	1	0
1	9648	Deputy Director	1	0	1	1	0
1	8957	Division Director	4	3	1	4	0
1	8990	Homeland Security Support Director	1	1	0	0	1
1	8454	IT Security & Chief Technology Officer	1	1	0	1	0
Total (#)			10	7	3	9	1
Total (%)				70.0	30.0	90.00	10.0

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 11 - Managerial

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	8700	Business Manager	5	1	4	5	0
3	8417	Communications Manager	1	0	1	1	0
3	9722	Curriculum Manager	1	1	0	1	0
3	9846	Director of Communications	1	1	0	1	0
3	8992	Director of Contracting Services	1	1	0	1	0
3	9757	Director, Business Services	2	2	0	2	0
3	9786	Director, Curriculum & eLearning Services	1	1	0	1	0
3	8880	Director, Facilities Maintenance & Construction	1	1	0	1	0
3	8929	Division Director, Associate	5	5	0	5	0
3	9793	Field Services Manager	1	0	1	1	0
3	8736	Financial Manager	2	0	2	2	0
3	9709	Fleet/Facilities/Property Manager	1	1	0	1	0
3	9152	Human Resources Manager	1	1	0	1	0
3	8931	Operations Chief	1	1	0	1	0
3	8701	Program Director	5	4	1	5	0
3	9718	Program Manager	2	1	1	2	0
3	9855	Project Manager	7	3	4	7	0
3	9547	STP Training Manager	1	1	0	1	0
3	8710	Training Director	8	7	1	6	2
3	9548	Training Manager	29	25	4	28	1
Total (#)			76	57	19	73	3
Total (%)				75.0	25.0	96.05	3.9

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 12 - Professional Staff

EEO		Total					
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	9940	Administrative Coordinator	7	0	7	5	2
3	9942	Administrative Coordinator, Senior	4	0	4	4	0
3	8735	Assistant Financial Manager	1	0	1	1	0
3	9566	Business Development Manager	1	1	0	1	0
3	9330	Contract Manager	1	0	1	1	0
3	9857	Contract Specialist	2	0	2	1	1
3	9234	Employee Benefits Coordinator	1	0	1	1	0
3	9785	Environmental Coordinator	1	1	0	1	0
3	8858	ESF-9 Coordinator	1	1	0	1	0
3	8910	Executive Assistant	1	0	1	0	1
3	9590	Facilities Coordinator	3	0	3	1	2
3	9792	Field Services Coordinator	1	1	0	1	0
3	9795	HUB Coordinator	1	0	1	0	1
3	8202	Inventory Control Coordinator	1	0	1	0	1
3	8175	Manager, Education & Training Initiatives	1	1	0	0	1
3	9945	Payroll Services Coordinator	1	0	1	0	1
3	8158	Printing Services Coordinator	1	1	0	1	0
3	8159	Printing Services Manager	1	1	0	1	0
3	9181	Program Coordinator	2	1	1	2	0
3	9750	Project Administrator	3	0	3	2	1
3	9789	Project Coordinator	13	7	6	11	2
3	9609	Project Specialist	7	3	4	3	4
3	9563	Proposal Development Specialist, Sr	1	0	1	1	0
3	9638	STP Training Coordinator	1	0	1	0	1
3	9637	Training Coordinator	8	7	1	6	2
3	8857	Travel Coordinator	2	0	2	1	1

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 12 - Professional Staff

EEO

Total

Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
		Total (#)	67	25	42	46	21
		Total (%)		37.3	62.7	68.66	31.3

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 13 - Communications Professional Staff

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	9894	Communications Coordinator	1	0	1	1	0
3	8179	Communications Specialist	1	1	0	1	0
3	9721	Curriculum Coordinator	4	2	2	4	0
3	9858	e-Communications Specialist I	1	1	0	1	0
3	8146	Graphic Design Coordinator	1	1	0	1	0
3	9255	Graphics Designer I	1	0	1	1	0
3	8144	Graphics Designer II	2	0	2	1	1
3	9893	Information Outreach Coordinator	1	1	0	1	0
3	9739	Instructional Design Specialist I	4	1	3	3	1
3	9616	Instructional Design Specialist II	7	1	6	7	0
3	8152	Marketing Specialist	1	0	1	1	0
3	8712	Multimedia Project Coordinator	1	1	0	1	0
3	8711	Multimedia Project Specialist	2	1	1	2	0
3	9625	Technical Writer I	1	0	1	1	0
3	9626	Technical Writer II	2	0	2	2	0
3	9946	Video Operations Manager	2	1	1	2	0
Total (#)			32	11	21	30	2
Total (%)				34.4	65.6	93.75	6.3

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 14 - Information Technology Professional Staff

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	8456	Information Technology Manager	3	1	2	2	1
3	8210	Information Technology Professional I	1	0	1	1	0
3	9901	Microcomputer/LAN Administrator	1	1	0	1	0
3	9843	Microsystems Analyst I	1	1	0	1	0
3	9919	Programmer Analyst I	1	1	0	1	0
3	9918	Programmer/Analyst II	1	1	0	1	0
3	8458	Security Analyst	1	1	0	1	0
3	8480	Software Applications Developer I	3	2	1	1	2
3	8481	Software Applications Developer II	1	0	1	1	0
3	8753	Systems Administrator	1	1	0	0	1
3	9915	Systems Analyst I, Senior	1	0	1	1	0
3	9920	Systems Analyst, Lead	1	1	0	1	0
3	8479	User Support Manager	1	1	0	0	1
3	8490	Web Developer	1	0	1	1	0
3	8622	Website Administrator	1	0	1	1	0
Total (#)			19	11	8	14	5
Total (%)				57.9	42.1	73.68	26.3

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 21 - Instructional Staff

EEO

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	9623	Instructor	19	18	1	15	4
3	9634	Training Specialist	21	18	3	18	3
3	9628	Training Specialist, Associate	27	23	4	23	4
3	9891	Training Specialist, Sr.	5	5	0	5	0
Total (#)			72	64	8	61	11
Total (%)				88.9	11.1	84.72	15.3

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 23 - General Office Support Staff

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	0112	Business Assistant III	1	0	1	1	0
4	0114	Business Associate II	1	0	1	1	0
4	0115	Business Associate III	4	0	4	3	1
4	0062	Customer Service Assistant, Senior	1	0	1	1	0
4	0063	Customer Service Associate	12	0	12	8	4
4	0064	Customer Service Associate, Senior	8	0	8	8	0
4	0124	Financial Specialist II	1	0	1	1	0
4	0125	Financial Specialist III	1	0	1	1	0
4	0814	Human Resources Associate	1	0	1	0	1
4	0057	Office Assistant, Lead	3	0	3	2	1
4	0058	Office Associate	3	0	3	3	0
4	0060	Office Associate, Lead	3	0	3	2	1
4	0059	Office Associate, Senior	5	0	5	3	2
4	0205	Storekeeper I	1	1	0	1	0
Total (#)			45	1	44	35	10
Total (%)				2.2	97.8	77.78	22.2

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 25 - Skilled Technical Support Staff

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	4042	Logistics & Human Patient Simulator Technician II	1	1	0	0	1
5	5042	Printing Services Technician II	2	0	2	1	1
5	5043	Printing Services Technician III	1	1	0	1	0
5	4035	Special Equipment Mechanic	1	1	0	1	0
5	4037	Special Equipment Mechanic Foreman	1	1	0	1	0
5	4040	Training Support Foreman	1	1	0	1	0
5	4031	Training Support Foreman-Breathing Air	1	1	0	1	0
5	4034	Training Support Foreman-Extinguishers	1	1	0	1	0
5	4039	Training Support Technican, Senior	9	9	0	9	0
5	4038	Training Support Technician	5	5	0	4	1
5	4033	Training Support Technician, Senior-Extinguishers	1	1	0	1	0
5	4030	Training Support Technician,Sr-Breathing Air	2	2	0	1	1
5	4032	Training Support Technician-Extinguishers	1	1	0	1	0
5	3297	US&R Foreman	2	2	0	2	0
5	3298	US&R Senior Technician II	3	3	0	2	1
5	3295	US&R Technician	3	3	0	2	1
5	3296	US&R Technician, Senior	1	1	0	1	0
Total (#)			36	34	2	30	6
Total (%)				94.4	5.6	83.33	16.7

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 47 - Business Operations

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	9366	Business Administrator I	2	0	2	2	0
3	9371	Business Administrator II	3	0	3	3	0
3	9227	Business Coordinator I	3	0	3	3	0
3	9254	Business Coordinator II	4	1	3	3	1
3	9285	Business Coordinator III	5	0	5	4	1
3	9310	Staff Accountant	1	0	1	0	1
Total (#)			18	1	17	15	3
Total (%)				5.6	94.4	83.33	16.7

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 79 - Skilled Crafts

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
6	4022	Construction Foreman	1	1	0	1	0
6	4020	Construction Technician	1	1	0	1	0
6	4021	Construction Technician, Senior	2	2	0	2	0
6	4027	Facilities Maintenance Foreman	2	2	0	2	0
6	4023	Facilities Maintenance Technician	6	6	0	6	0
6	4025	Facilities Maintenance Technician, Senior	2	2	0	1	1
6	5034	WW Treatment Plant Operator I	1	1	0	0	1
Total (#)			15	15	0	13	2
Total (%)				100.0	0.0	86.67	13.3

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Job Group Analysis

Snapshot Date: 12/31/2012

Job Group: 80 - Service

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
7	4002	Custodian	1	1	0	0	1
7	0703	Mail Carrier I	2	1	1	1	1
Total (#)			3	2	1	1	2
Total (%)				66.7	33.3	33.33	66.7

(+) indicates this job title contains employees who are included from another facility.

Texas A&M Engineering Extension Service

A Member of the Texas A&M University System

Snapshot Date: 12/31/2012

Job Group Analysis Summary

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1 - Executive	10	7	3	1	9	1	0	0	0	0	0
11 - Managerial	76	57	19	3	73	1	1	0	1	0	0
12 - Professional Staff	67	25	42	21	46	5	14	0	0	1	1
13 - Communications Professional Staff	32	11	21	2	30	0	1	1	0	0	0
14 - Information Technology Professional Staff	19	11	8	5	14	1	1	3	0	0	0
21 - Instructional Staff	72	64	8	11	61	4	6	0	1	0	0
23 - General Office Support Staff	45	1	44	10	35	4	6	0	0	0	0
25 - Skilled Technical Support Staff	36	34	2	6	30	1	4	0	1	0	0
47 - Business Operations	18	1	17	3	15	0	2	1	0	0	0
79 - Skilled Crafts	15	15	0	2	13	1	1	0	0	0	0
80 - Service	3	2	1	2	1	0	2	0	0	0	0
Total (#)	393	228	165	66	327	18	38	5	3	1	1
Total (%)		58.0	42.0	16.8	83.2	4.6	9.7	1.3	0.8	0.3	0.3

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
ZIP Code Analysis

Snapshot Date: 12/31/2012

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Brazos+Burleson+Grimes+Robertson, TX	325	82.70	100.00
Total:	325	82.70	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Austin+Washington, TX	5	1.27	0.00
Bexar+Wilson, TX	4	1.02	0.00
Harris, TX	4	1.02	0.00
Tarrant, TX	4	1.02	0.00
Falls+Lee+Milam, TX	4	1.02	0.00
Madison+Trinity+Walker, TX	3	0.76	0.00
Montgomery, TX	3	0.76	0.00
Freestone+Leon+Limestone+Navarro, TX	3	0.76	0.00
Collin, TX	2	0.51	0.00
Dallas, TX	2	0.51	0.00
Bell, TX	2	0.51	0.00
Comal, TX	2	0.51	0.00
Menard and surrounding cos , TX	1	0.25	0.00
Will, IL	1	0.25	0.00
Monterey, CA	1	0.25	0.00
Clayton, GA	1	0.25	0.00
Cook, IL	1	0.25	0.00
Brazoria, TX	1	0.25	0.00
Gregg, TX	1	0.25	0.00
Fort Bend+Waller, TX	1	0.25	0.00

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
ZIP Code Analysis

Snapshot Date: 12/31/2012

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Polk+San Jacinto+Tyler, TX	1	0.25	0.00
Williamson, TX	1	0.25	0.00
Washington, AR	1	0.25	0.00
Saline and surrounding cos , NE	1	0.25	0.00
Galveston, TX	1	0.25	0.00
Hays, TX	1	0.25	0.00
Denton, TX	1	0.25	0.00
Hardin+Orange, TX	1	0.25	0.00
Shelby and surrounding cos, TX	1	0.25	0.00
Bosque+Hamilton+Hill, TX	1	0.25	0.00
Bay, FL	1	0.25	0.00
Grayson, TX	1	0.25	0.00
El Paso, TX	1	0.25	0.00
San Benito, CA	1	0.25	0.00
Archer+Wichita, TX	1	0.25	0.00
Hunt+Rockwall, TX	1	0.25	0.00
Nueces, TX	1	0.25	0.00
Webb, TX	1	0.25	0.00
Santa Rosa, FL	1	0.25	0.00
Seminole, FL	1	0.25	0.00
Kaufman, TX	1	0.25	0.00
McLennan, TX	1	0.25	0.00
Total:	68	17.30	0.00
Included and Excluded Total:		393	100.00

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 1 - Executive

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	54.1	15.0	20.00	10.8	3.0	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	56.5	21.4	50.00	28.2	10.7	National
<u>Internal Factors</u>						
Feeders	25.0	3.9	30.00	7.5	1.2	Feeders
Final Availability (%)			100.00	46.6	14.9	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 11 - Managerial

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.5	22.9	20.00	11.1	4.6	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	58.6	23.9	50.00	29.3	12.0	National
<u>Internal Factors</u>						
Feeders	49.8	27.3	30.00	14.9	8.2	Feeders
Final Availability (%)			100.00	55.3	24.7	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 12 - Professional Staff

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	73.8	18.4	30.00	22.1	5.5	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	58.8	27.3	40.00	23.5	10.9	National
<u>Internal Factors</u>						
Feeders	67.2	15.1	30.00	20.2	4.5	Feeders
Final Availability (%)			100.00	65.8	21.0	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 13 - Communications Professional Staff

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	56.2	23.9	40.50	22.7	9.7	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	56.1	22.5	59.50	33.3	13.4	National
Final Availability (%)			100.00	56.1	23.1	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 14 - Information Technology Professional Staff

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	22.5	18.8	17.50	3.9	3.3	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	29.3	22.5	82.50	24.2	18.6	National
Final Availability (%)			100.00	28.1	21.9	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 21 - Instructional Staff

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	59.0	32.3	25.00	14.7	8.1	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	65.8	20.9	17.00	11.2	3.6	National
<u>Internal Factors</u>						
Feeders	5.6	16.7	58.00	3.2	9.7	Feeders
Final Availability (%)			100.00	29.1	21.3	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 23 - General Office Support Staff

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	68.4	22.7	100.00	68.4	22.7	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Final Availability (%)			100.00	68.4	22.7	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 25 - Skilled Technical Support Staff

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	20.3	16.2	90.00	18.3	14.5	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
<u>Internal Factors</u>						
Feeders	0.0	13.3	10.00	0.0	1.3	Feeders
Final Availability (%)			100.00	18.3	15.9	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 47 - Business Operations

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	80.8	11.9	75.00	60.6	9.0	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Reasonable	56.6	29.6	5.00	2.8	1.5	National
<u>Internal Factors</u>						
Feeders	97.8	22.2	20.00	19.6	4.4	Feeders
Final Availability (%)			100.00	83.0	14.9	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 79 - Skilled Crafts

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	7.9	30.7	100.00	7.9	30.7	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Final Availability (%)			100.00	7.9	30.7	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Availability Analysis

Snapshot Date: 12/31/2012

Job Group: 80 - Service

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
External Factors						
Local	56.9	36.4	100.00	56.9	36.4	Employee: Brazos+Burleson+Grimes+Robertson, TX - 100.00 %
Final Availability (%)			100.00	56.9	36.4	

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Internal Availability

Snapshot Date: 12/31/2012

AAP: Texas Engineering Extension Service
Job Group: 1 - Executive

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas Engineering Extens	11 - Managerial	100.00	25.0	3.9	96.1	1.3	1.3	0.0	1.3	0.0	0.0	25.0	3.9	96.1	1.3	1.3	0.0	1.3	0.0	0.0
Total:		100.00										25.0	3.9	96.1	1.3	1.3	0.0	1.3	0.0	0.0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Internal Availability

Snapshot Date: 12/31/2012

AAP: Texas Engineering Extension Service
Job Group: 11 - Managerial

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas Engineering Extens	12 - Professional Staff	75.00	62.7	31.3	68.7	7.5	20.9	0.0	0.0	1.5	1.5	47.0	23.5	51.5	5.6	15.7	0.0	0.0	1.1	1.1
Texas Engineering Extens	21 - Instructional Staff	25.00	11.1	15.3	84.7	5.6	8.3	0.0	1.4	0.0	0.0	2.8	3.8	21.2	1.4	2.1	0.0	0.3	0.0	0.0
Total:		100.00										49.8	27.3	72.7	7.0	17.8	0.0	0.3	1.1	1.1

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Internal Availability

Snapshot Date: 12/31/2012

AAP: Texas Engineering Extension Service
Job Group: 12 - Professional Staff

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Texas Engineering Extens	13 - Communications Pr	25.00	65.6	6.3	93.8	0.0	3.1	3.1	0.0	0.0	0.0	16.4	1.6	23.4	0.0	0.8	0.8	0.0	0.0	0.0		
Texas Engineering Extens	21 - Instructional Staff	25.00	11.1	15.3	84.7	5.6	8.3	0.0	1.4	0.0	0.0	2.8	3.8	21.2	1.4	2.1	0.0	0.3	0.0	0.0		
Texas Engineering Extens	23 - General Office Supp	25.00	97.8	22.2	77.8	8.9	13.3	0.0	0.0	0.0	0.0	24.4	5.6	19.4	2.2	3.3	0.0	0.0	0.0	0.0		
Texas Engineering Extens	47 - Business Operation	25.00	94.4	16.7	83.3	0.0	11.1	5.6	0.0	0.0	0.0	23.6	4.2	20.8	0.0	2.8	1.4	0.0	0.0	0.0		
Total:		100.00										67.2	15.1	84.9	3.6	9.0	2.2	0.3	0.0	0.0		

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Internal Availability

Snapshot Date: 12/31/2012

AAP: Texas Engineering Extension Service
Job Group: 21 - Instructional Staff

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Texas Engineering Extens	25 - Skilled Technical Su	100.00	5.6	16.7	83.3	2.8	11.1	0.0	2.8	0.0	0.0	5.6	16.7	83.3	2.8	11.1	0.0	2.8	0.0	0.0		
Total:		100.00										5.6	16.7	83.3	2.8	11.1	0.0	2.8	0.0	0.0		

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Internal Availability

Snapshot Date: 12/31/2012

AAP: Texas Engineering Extension Service
Job Group: 25 - Skilled Technical Support Staff

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas Engineering Extens	79 - Skilled Crafts	100.00	0.0	13.3	86.7	6.7	6.7	0.0	0.0	0.0	0.0	0.0	13.3	86.7	6.7	6.7	0.0	0.0	0.0	0.0
Total:		100.00											0.0	13.3	86.7	6.7	6.7	0.0	0.0	0.0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Internal Availability

Snapshot Date: 12/31/2012

AAP: Texas Engineering Extension Service
Job Group: 47 - Business Operations

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas Engineering Extens	23 - General Office Supp	100.00	97.8	22.2	77.8	8.9	13.3	0.0	0.0	0.0	0.0	97.8	22.2	77.8	8.9	13.3	0.0	0.0	0.0	0.0
Total:		100.00										97.8	22.2	77.8	8.9	13.3	0.0	0.0	0.0	0.0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 1 - Executive
Test: Whole Person
Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	3	1
Employees (%)	30.0	10.0
Availability (%) Goal	46.6	14.9
Test: Whole Person	YES	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 11 - Managerial
Test: Whole Person
Total Employees: 76

Total		
	FEMALE	MINORITY
Employees (#)	19	3
Employees (%)	25.0	3.9
Availability (%) Goal	55.3	24.7
Test: Whole Person	YES	YES

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 12 - Professional Staff
Test: Whole Person
Total Employees: 67

Total		
	FEMALE	MINORITY
Employees (#)	42	21
Employees (%)	62.7	31.3
Availability (%) Goal	65.8	21.0
Test: Whole Person	YES	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 13 - Communications Professional Staff
Test: Whole Person
Total Employees: 32

Total

	FEMALE	MINORITY
Employees (#)	21	2
Employees (%)	65.6	6.3
Availability (%) Goal	56.1	23.1
Test: Whole Person	NO	YES

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 14 - Information Technology Professional Staff
Test: Whole Person
Total Employees: 19

Total

	FEMALE	MINORITY
Employees (#)	8	5
Employees (%)	42.1	26.3
Availability (%) Goal	28.1	21.9
Test: Whole Person	NO	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 21 - Instructional Staff
Test: Whole Person
Total Employees: 72

Total		
	FEMALE	MINORITY
Employees (#)	8	11
Employees (%)	11.1	15.3
Availability (%) Goal	29.1	21.3
Test: Whole Person	YES	YES

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 23 - General Office Support Staff
Test: Whole Person
Total Employees: 45

Total

	FEMALE	MINORITY
Employees (#)	44	10
Employees (%)	97.8	22.2
Availability (%) Goal	68.4	22.7
Test: Whole Person	NO	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 25 - Skilled Technical Support Staff
Test: Whole Person
Total Employees: 36

Total

	FEMALE	MINORITY
Employees (#)	2	6
Employees (%)	5.6	16.7
Availability (%) Goal	18.3	15.9
Test: Whole Person	YES	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 47 - Business Operations
Test: Whole Person
Total Employees: 18

Total

	FEMALE	MINORITY
Employees (#)	17	3
Employees (%)	94.4	16.7
Availability (%) Goal	83.0	14.9
Test: Whole Person	NO	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 79 - Skilled Crafts
Test: Whole Person
Total Employees: 15

Total		
	FEMALE	MINORITY
Employees (#)	0	2
Employees (%)	0.0	13.3
Availability (%) Goal	7.9	30.7
Test: Whole Person	YES	YES

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Comparison of Incumbency to Availability

Snapshot Date: 12/31/2012

Job Group: 80 - Service
Test: Whole Person
Total Employees: 3

Total		
	FEMALE	MINORITY
Employees (#)	1	2
Employees (%)	33.3	66.7
Availability (%) Goal	56.9	36.4
Test: Whole Person	NO	NO

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Goals Progress

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
1 - Executive	14	Females	3	21.43%	46.20%	2	0	0.00%	NO
		Minority	1	7.14%	15.00%		0	0.00%	NO
11 - Managerial	86	Females	19	22.09%	55.20%	15	5	33.33%	NO
		Minority	4	4.65%	24.10%		1	6.67%	NO
12 - Professional Staff	80	Females	51	63.75%	65.70%	9	3	33.33%	NO
		Minority	22	27.50%			1	11.11%	
13 - Communications Professional Staff	39	Females	26	66.67%	24.00%	5	4	80.00%	NO
		Minority	2	5.13%			0	0.00%	
21 - Instructional Staff	93	Females	9	9.68%	29.20%	18	2	11.11%	NO
		Minority	17	18.28%	20.30%		3	16.67%	NO
25 - Skilled Technical Support Staff	39	Females	2	5.13%	18.50%	2	0	0.00%	NO
		Minority	6	15.38%			0	0.00%	
79 - Skilled Crafts	16	Females	0	0.00%	7.90%	4	0	0.00%	NO
		Minority	3	18.75%	30.20%		0	0.00%	NO

* Placements consist of hires and promotions into the target job group from 1/1/2012 to 12/31/2012

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 1 - Executive

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0	0	4	0	4
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	0	0	0	0	0	0	0	0	0	0	4	0	4
Total Minority	0	0	0	0	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	2	0	2	1	0	1
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	2	0	2	2	0	2
Total Minority	0	0	0	0	0	0	1	0	1

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 11 - Managerial

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	59	14	1	74	3	2	5	4	0	4	7	0	7
Afr. Amer.	5	9	0	14	0	0	0	0	0	0	0	0	0
Hispanic	6	1	0	7	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	6	3	0	9									
Total	76	29	1	106	3	2	5	4	0	4	8	0	8
Total Minority	11	12	0	23	0	0	0	0	0	0	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	7	2	9	15	1	16
Afr. Amer.	0	0	0	0	1	1	1	0	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	1	1
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	7	3	10	16	2	18
Total Minority	0	0	0	0	1	1	1	1	2

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 12 - Professional Staff

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	33	67	0	100	1	3	4	1	2	3	3	9	12
Afr. Amer.	1	3	0	4	1	0	1	0	0	0	0	0	0
Hispanic	5	4	0	9	0	0	0	0	0	0	0	0	0
Asian	1	1	0	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	1	1	0	0	0
Two or More	1	1	0	2	0	0	0	0	0	0	1	0	1
Unknown (Race)	0	1	2	3									
Total	41	77	2	120	2	3	5	1	3	4	4	9	13
Total Minority	8	9	0	17	1	0	1	0	1	1	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	4	2	6	4	0	4	0	1	1
Afr. Amer.	0	1	1	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	2	1	3
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	1	1
Total	4	3	7	4	0	4	2	3	5
Total Minority	0	1	1	0	0	0	2	2	4

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 13 - Communications Professional Staff

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	15	27	0	42	1	4	5	0	0	0	2	8	10
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	2	4	0	6	0	0	0	0	0	0	0	0	0
Asian	0	1	0	1	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	1	0	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	0	1									
Total	20	33	0	53	1	4	5	0	0	0	2	8	10
Total Minority	5	5	0	10	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	2	2	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	0	0	0	2	2	4
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 14 - Information Technology Professional Staff

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	17	3	0	20	5	0	5	0	0	0	5	0	5
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	2	0	0	2	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	23	3	0	26	5	0	5	0	0	0	5	0	5
Total Minority	6	0	0	6	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	1	0	1
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	1	0	1
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	3	0	3
Total Minority	0	0	0	0	0	0	2	0	2

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 21 - Instructional Staff

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	92	11	25	128	12	1	13	10	1	11	8	0	8
Afr. Amer.	3	3	2	8	0	1	1	2	0	2	0	0	0
Hispanic	7	0	3	10	1	0	1	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	2	1	0	3	1	0	1	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	3	0	1	4	0	0	0	0	0	0	0	0	0
Unknown (Race)	2	1	0	3									
Total	109	16	31	156	14	2	16	12	1	13	8	0	8
Total Minority	15	4	6	25	2	1	3	2	0	2	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	5	0	5	2	0	2	5	2	7
Afr. Amer.	0	0	0	0	0	0	0	1	1
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	5	0	5	2	0	2	6	3	9
Total Minority	0	0	0	0	0	0	1	1	2

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 23 - General Office Support Staff

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	24	135	0	159	2	3	5	0	0	0	0	3	3
Afr. Amer.	0	24	0	24	0	1	1	0	1	1	0	1	1
Hispanic	2	18	0	20	0	1	1	0	0	0	0	0	0
Asian	0	1	1	2	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	2	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	2	3									
Total	26	183	3	212	2	5	7	0	1	1	0	4	4
Total Minority	2	47	1	50	0	2	2	0	1	1	0	1	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	3	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	3	3
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 25 - Skilled Technical Support Staff

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	13	0	0	13	2	0	2	0	0	0	4	0	4
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	15	0	0	15	2	0	2	0	0	0	4	0	4
Total Minority	2	0	0	2	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	2	0	2	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	2	0	2	0	0	0	4	0	4
Total Minority	0	0	0	0	0	0	2	0	2

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 47 - Business Operations

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	12	33	0	45	1	0	1	0	2	2	0	1	1
Afr. Amer.	3	4	0	7	0	0	0	0	0	0	0	0	0
Hispanic	4	1	0	5	0	0	0	0	0	0	0	0	0
Asian	2	0	0	2	1	0	1	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	21	38	0	59	2	0	2	0	2	2	0	1	1
Total Minority	9	5	0	14	1	0	1	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	1	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 79 - Skilled Crafts

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	52	0	0	52	4	0	4	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	4	0	0	4	0	0	0	1	0	1	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	3	0	0	3	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	2	3									
Total	62	0	2	64	4	0	4	1	0	1	1	0	1
Total Minority	9	0	0	9	0	0	0	1	0	1	1	0	1

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	4	0	4
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	4	0	4
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Personnel Transactions Summary

Snapshot Date: 12/31/2012

Job Group: 80 - Service

Transaction Dates: 01/01/2012 To 12/31/2012

	<i>Applicants</i>				<i>Hires</i>			<i>Terminations (I)</i>			<i>Terminations (V)</i>		
	Males	Females	UNKNOWN (GENDER)	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	1	0	1	0	0	0	1	0	1
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	1	0	0	1	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	4	0	0	4	1	0	1	0	0	0	1	0	1
Total Minority	4	0	0	4	0	0	0	0	0	0	0	0	0

	<i>Promotions From</i>			<i>Promotions Into</i>			<i>Promotions Within</i>		
	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE	Males	Females	TOTAL RACE
White	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	0	0	0	0	0	0
NHOPI	0	0	0	0	0	0	0	0	0
Two or More	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Itemized Listing: Item 11

Snapshot Date: 12/31/2012

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
Administrative Coordinator	Emp. Count	7	0	7	2	5	7
	Sum Of Salary	\$279,606	\$0	\$279,606	\$79,355	\$200,252	\$279,606
Administrative Coordinator, Senior	Emp. Count	4	0	4	0	4	4
	Sum Of Salary	\$178,775	\$0	\$178,775	\$0	\$178,775	\$178,775
Assistant Financial Manager	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$59,580	\$0	\$59,580	\$0	\$59,580	\$59,580
Associate Agency Director	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$271,721	\$271,721	\$0	\$271,721	\$271,721
Business Administrator I	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$110,616	\$0	\$110,616	\$0	\$110,616	\$110,616
Business Administrator II	Emp. Count	3	0	3	0	3	3
	Sum Of Salary	\$152,943	\$0	\$152,943	\$0	\$152,943	\$152,943
Business Assistant III	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$27,165	\$0	\$27,165	\$0	\$27,165	\$27,165
Business Associate II	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$35,776	\$0	\$35,776	\$0	\$35,776	\$35,776
Business Associate III	Emp. Count	4	0	4	1	3	4
	Sum Of Salary	\$134,784	\$0	\$134,784	\$33,821	\$100,963	\$134,784
Business Coordinator I	Emp. Count	3	0	3	0	3	3
	Sum Of Salary	\$101,361	\$0	\$101,361	\$0	\$101,361	\$101,361
Business Coordinator II	Emp. Count	3	1	4	1	3	4
	Sum Of Salary	\$119,028	\$44,133	\$163,161	\$35,000	\$128,161	\$163,161
Business Coordinator III	Emp. Count	5	0	5	1	4	5
	Sum Of Salary	\$221,947	\$0	\$221,947	\$44,880	\$177,067	\$221,947

Texas A&M Engineering Extension Service
A Member of the Texas A&M University System
Itemized Listing: Item 11

Snapshot Date: 12/31/2012

Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
Business Development Manager	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$100,002	\$100,002	\$0	\$100,002	\$100,002
Business Manager	Emp. Count	4	1	5	0	5	5
	Sum Of Salary	\$280,820	\$68,154	\$348,974	\$0	\$348,974	\$348,974
Communications Coordinator	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$61,485	\$0	\$61,485	\$0	\$61,485	\$61,485
Communications Manager	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$95,041	\$0	\$95,041	\$0	\$95,041	\$95,041
Communications Specialist	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$45,000	\$45,000	\$0	\$45,000	\$45,000
Construction Foreman	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$45,198	\$45,198	\$0	\$45,198	\$45,198
Construction Technician	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$24,918	\$24,918	\$0	\$24,918	\$24,918
Construction Technician, Senior	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$71,864	\$71,864	\$0	\$71,864	\$71,864
Contract Manager	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$52,457	\$0	\$52,457	\$0	\$52,457	\$52,457
Contract Specialist	Emp. Count	2	0	2	1	1	2
	Sum Of Salary	\$98,307	\$0	\$98,307	\$46,467	\$51,840	\$98,307
Controller	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$122,448	\$0	\$122,448	\$0	\$122,448	\$122,448
Curriculum Coordinator	Emp. Count	2	2	4	0	4	4
	Sum Of Salary	\$104,001	\$107,004	\$211,005	\$0	\$211,005	\$211,005

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Curriculum Manager	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$60,000	\$60,000	\$0	\$60,000	\$60,000
Custodian	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$25,730	\$25,730	\$25,730	\$0	\$25,730
Customer Service Assistant, Senior	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$23,150	\$0	\$23,150	\$0	\$23,150	\$23,150
Customer Service Associate	Emp. Count	12	0	12	4	8	12
	Sum Of Salary	\$315,994	\$0	\$315,994	\$112,278	\$203,715	\$315,994
Customer Service Associate, Senior	Emp. Count	8	0	8	0	8	8
	Sum Of Salary	\$273,957	\$0	\$273,957	\$0	\$273,957	\$273,957
Deputy Director	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$166,140	\$0	\$166,140	\$0	\$166,140	\$166,140
Director of Communications	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$95,000	\$95,000	\$0	\$95,000	\$95,000
Director of Contracting Services	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$96,036	\$96,036	\$0	\$96,036	\$96,036
Director, Business Services	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$168,217	\$168,217	\$0	\$168,217	\$168,217
Director, Curriculum & eLearning Services	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$86,993	\$86,993	\$0	\$86,993	\$86,993
Director, Facilities Maintenance & Construction	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$93,783	\$93,783	\$0	\$93,783	\$93,783
Division Director	Emp. Count	1	3	4	0	4	4
	Sum Of Salary	\$108,209	\$376,450	\$484,659	\$0	\$484,659	\$484,659

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Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
Division Director, Associate	Emp. Count	0	5	5	0	5	5
	Sum Of Salary	\$0	\$485,250	\$485,250	\$0	\$485,250	\$485,250
e-Communications Specialist I	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$48,946	\$48,946	\$0	\$48,946	\$48,946
Employee Benefits Coordinator	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$51,500	\$0	\$51,500	\$0	\$51,500	\$51,500
Environmental Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$61,915	\$61,915	\$0	\$61,915	\$61,915
ESF-9 Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$76,012	\$76,012	\$0	\$76,012	\$76,012
Executive Assistant	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$57,502	\$0	\$57,502	\$57,502	\$0	\$57,502
Facilities Coordinator	Emp. Count	3	0	3	2	1	3
	Sum Of Salary	\$167,664	\$0	\$167,664	\$106,464	\$61,200	\$167,664
Facilities Maintenance Foreman	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$91,520	\$91,520	\$0	\$91,520	\$91,520
Facilities Maintenance Technician	Emp. Count	0	6	6	0	6	6
	Sum Of Salary	\$0	\$177,944	\$177,944	\$0	\$177,944	\$177,944
Facilities Maintenance Technician, Senior	Emp. Count	0	2	2	1	1	2
	Sum Of Salary	\$0	\$70,429	\$70,429	\$33,987	\$36,442	\$70,429
Field Services Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$110,000	\$110,000	\$0	\$110,000	\$110,000
Field Services Manager	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$65,000	\$0	\$65,000	\$0	\$65,000	\$65,000

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Financial Manager	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$161,021	\$0	\$161,021	\$0	\$161,021	\$161,021
Financial Specialist II	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$33,301	\$0	\$33,301	\$0	\$33,301	\$33,301
Financial Specialist III	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$31,845	\$0	\$31,845	\$0	\$31,845	\$31,845
Fleet/Facilities/Property Manager	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$65,000	\$65,000	\$0	\$65,000	\$65,000
Graphic Design Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$52,200	\$52,200	\$0	\$52,200	\$52,200
Graphics Designer I	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$36,431	\$0	\$36,431	\$0	\$36,431	\$36,431
Graphics Designer II	Emp. Count	2	0	2	1	1	2
	Sum Of Salary	\$79,002	\$0	\$79,002	\$39,501	\$39,501	\$79,002
Homeland Security Support Director	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$113,100	\$113,100	\$113,100	\$0	\$113,100
HUB Coordinator	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$75,650	\$0	\$75,650	\$75,650	\$0	\$75,650
Human Resources Associate	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$35,859	\$0	\$35,859	\$35,859	\$0	\$35,859
Human Resources Manager	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$95,500	\$95,500	\$0	\$95,500	\$95,500
Information Outreach Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$52,938	\$52,938	\$0	\$52,938	\$52,938

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Information Technology Manager	Emp. Count	2	1	3	1	2	3
	Sum Of Salary	\$140,419	\$80,004	\$220,423	\$80,004	\$140,419	\$220,423
Information Technology Professional I	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$45,420	\$0	\$45,420	\$0	\$45,420	\$45,420
Instructional Design Specialist I	Emp. Count	3	1	4	1	3	4
	Sum Of Salary	\$141,952	\$50,000	\$191,952	\$45,900	\$146,052	\$191,952
Instructional Design Specialist II	Emp. Count	6	1	7	0	7	7
	Sum Of Salary	\$299,296	\$50,000	\$349,296	\$0	\$349,296	\$349,296
Instructor	Emp. Count	1	18	19	4	15	19
	Sum Of Salary	\$50,000	\$1,017,694	\$1,067,694	\$229,364	\$838,330	\$1,067,694
Inventory Control Coordinator	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$40,980	\$0	\$40,980	\$40,980	\$0	\$40,980
IT Security & Chief Technology Officer	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$117,741	\$117,741	\$0	\$117,741	\$117,741
Logistics & Human Patient Simulator Technician II	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$32,074	\$32,074	\$32,074	\$0	\$32,074
Mail Carrier I	Emp. Count	1	1	2	1	1	2
	Sum Of Salary	\$19,594	\$20,904	\$40,498	\$20,904	\$19,594	\$40,498
Manager, Education & Training Initiatives	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$85,000	\$85,000	\$85,000	\$0	\$85,000
Marketing Specialist	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$46,821	\$0	\$46,821	\$0	\$46,821	\$46,821
Microcomputer/LAN Administrator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$53,004	\$53,004	\$0	\$53,004	\$53,004

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Microsystems Analyst I	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$24,045	\$24,045	\$0	\$24,045	\$24,045
Multimedia Project Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$54,750	\$54,750	\$0	\$54,750	\$54,750
Multimedia Project Specialist	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$46,800	\$48,000	\$94,800	\$0	\$94,800	\$94,800
Office Assistant, Lead	Emp. Count	3	0	3	1	2	3
	Sum Of Salary	\$77,938	\$0	\$77,938	\$26,915	\$51,022	\$77,938
Office Associate	Emp. Count	3	0	3	0	3	3
	Sum Of Salary	\$81,827	\$0	\$81,827	\$0	\$81,827	\$81,827
Office Associate, Lead	Emp. Count	3	0	3	1	2	3
	Sum Of Salary	\$115,710	\$0	\$115,710	\$37,336	\$78,374	\$115,710
Office Associate, Senior	Emp. Count	5	0	5	2	3	5
	Sum Of Salary	\$168,584	\$0	\$168,584	\$73,362	\$95,222	\$168,584
Operations Chief	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$100,414	\$100,414	\$0	\$100,414	\$100,414
Payroll Services Coordinator	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$45,229	\$0	\$45,229	\$45,229	\$0	\$45,229
Printing Services Coordinator	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$48,223	\$48,223	\$0	\$48,223	\$48,223
Printing Services Manager	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$51,000	\$51,000	\$0	\$51,000	\$51,000
Printing Services Technician II	Emp. Count	2	0	2	1	1	2
	Sum Of Salary	\$51,293	\$0	\$51,293	\$25,646	\$25,646	\$51,293

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Printing Services Technician III	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$32,760	\$32,760	\$0	\$32,760	\$32,760
Program Coordinator	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$65,583	\$36,414	\$101,997	\$0	\$101,997	\$101,997
Program Director	Emp. Count	1	4	5	0	5	5
	Sum Of Salary	\$92,700	\$382,888	\$475,588	\$0	\$475,588	\$475,588
Program Manager	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$74,001	\$87,550	\$161,551	\$0	\$161,551	\$161,551
Programmer Analyst I	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$52,080	\$52,080	\$0	\$52,080	\$52,080
Programmer/Analyst II	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$51,600	\$51,600	\$0	\$51,600	\$51,600
Project Administrator	Emp. Count	3	0	3	1	2	3
	Sum Of Salary	\$104,644	\$0	\$104,644	\$34,324	\$70,320	\$104,644
Project Coordinator	Emp. Count	6	7	13	2	11	13
	Sum Of Salary	\$278,305	\$358,546	\$636,852	\$97,930	\$538,922	\$636,852
Project Manager	Emp. Count	4	3	7	0	7	7
	Sum Of Salary	\$233,105	\$185,000	\$418,105	\$0	\$418,105	\$418,105
Project Specialist	Emp. Count	4	3	7	4	3	7
	Sum Of Salary	\$161,575	\$130,177	\$291,752	\$189,979	\$101,773	\$291,752
Proposal Development Specialist, Sr	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$64,297	\$0	\$64,297	\$0	\$64,297	\$64,297
Security Analyst	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$45,000	\$45,000	\$0	\$45,000	\$45,000

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Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
Software Applications Developer I	Emp. Count	1	2	3	2	1	3
	Sum Of Salary	\$49,433	\$84,000	\$133,433	\$91,433	\$42,000	\$133,433
Software Applications Developer II	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$51,000	\$0	\$51,000	\$0	\$51,000	\$51,000
Special Equipment Mechanic	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$30,638	\$30,638	\$0	\$30,638	\$30,638
Special Equipment Mechanic Foreman	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$39,000	\$39,000	\$0	\$39,000	\$39,000
Staff Accountant	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$41,616	\$0	\$41,616	\$41,616	\$0	\$41,616
Storekeeper I	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$24,003	\$24,003	\$0	\$24,003	\$24,003
STP Training Coordinator	Emp. Count	1	0	1	1	0	1
	Sum Of Salary	\$92,500	\$0	\$92,500	\$92,500	\$0	\$92,500
STP Training Manager	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$105,000	\$105,000	\$0	\$105,000	\$105,000
Systems Administrator	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$70,000	\$70,000	\$70,000	\$0	\$70,000
Systems Analyst I, Senior	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$83,400	\$0	\$83,400	\$0	\$83,400	\$83,400
Systems Analyst, Lead	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$91,318	\$91,318	\$0	\$91,318	\$91,318
Technical Writer I	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$100,000	\$0	\$100,000	\$0	\$100,000	\$100,000

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Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
Technical Writer II	Emp. Count	2	0	2	0	2	2
	Sum Of Salary	\$96,000	\$0	\$96,000	\$0	\$96,000	\$96,000
Training Coordinator	Emp. Count	1	7	8	2	6	8
	Sum Of Salary	\$55,000	\$491,537	\$546,538	\$110,000	\$436,537	\$546,538
Training Director	Emp. Count	1	7	8	2	6	8
	Sum Of Salary	\$75,000	\$590,276	\$665,276	\$160,000	\$505,276	\$665,276
Training Manager	Emp. Count	4	25	29	1	28	29
	Sum Of Salary	\$300,550	\$1,726,173	\$2,026,724	\$70,024	\$1,956,700	\$2,026,724
Training Specialist	Emp. Count	3	18	21	3	18	21
	Sum Of Salary	\$181,014	\$1,156,704	\$1,337,719	\$182,831	\$1,154,888	\$1,337,719
Training Specialist, Associate	Emp. Count	4	23	27	4	23	27
	Sum Of Salary	\$223,021	\$1,297,207	\$1,520,229	\$221,157	\$1,299,071	\$1,520,229
Training Specialist, Sr.	Emp. Count	0	5	5	0	5	5
	Sum Of Salary	\$0	\$362,708	\$362,708	\$0	\$362,708	\$362,708
Training Support Foreman	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$41,517	\$41,517	\$0	\$41,517	\$41,517
Training Support Foreman-Breathing Air	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$45,240	\$45,240	\$0	\$45,240	\$45,240
Training Support Foreman-Extinguishers	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$44,304	\$44,304	\$0	\$44,304	\$44,304
Training Support Technican, Senior	Emp. Count	0	9	9	0	9	9
	Sum Of Salary	\$0	\$324,210	\$324,210	\$0	\$324,210	\$324,210
Training Support Technician	Emp. Count	0	5	5	1	4	5
	Sum Of Salary	\$0	\$151,549	\$151,549	\$30,160	\$121,389	\$151,549

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Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
Training Support Technician, Senior-Extinguishers	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$39,936	\$39,936	\$0	\$39,936	\$39,936
Training Support Technician,Sr-Breathing Air	Emp. Count	0	2	2	1	1	2
	Sum Of Salary	\$0	\$79,040	\$79,040	\$40,040	\$39,000	\$79,040
Training Support Technician-Extinguishers	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$36,296	\$36,296	\$0	\$36,296	\$36,296
Travel Coordinator	Emp. Count	2	0	2	1	1	2
	Sum Of Salary	\$86,638	\$0	\$86,638	\$44,138	\$42,500	\$86,638
US&R Foreman	Emp. Count	0	2	2	0	2	2
	Sum Of Salary	\$0	\$92,768	\$92,768	\$0	\$92,768	\$92,768
US&R Senior Technician II	Emp. Count	0	3	3	1	2	3
	Sum Of Salary	\$0	\$116,501	\$116,501	\$38,459	\$78,042	\$116,501
US&R Technician	Emp. Count	0	3	3	1	2	3
	Sum Of Salary	\$0	\$81,349	\$81,349	\$27,019	\$54,330	\$81,349
US&R Technician, Senior	Emp. Count	0	1	1	0	1	1
	Sum Of Salary	\$0	\$34,694	\$34,694	\$0	\$34,694	\$34,694
User Support Manager	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$51,000	\$51,000	\$51,000	\$0	\$51,000
Video Operations Manager	Emp. Count	1	1	2	0	2	2
	Sum Of Salary	\$62,588	\$58,697	\$121,285	\$0	\$121,285	\$121,285
Web Developer	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$55,000	\$0	\$55,000	\$0	\$55,000	\$55,000
Website Administrator	Emp. Count	1	0	1	0	1	1
	Sum Of Salary	\$64,908	\$0	\$64,908	\$0	\$64,908	\$64,908

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Job Title	Data Type	Females	Males	Total Gender	Total Minority	White	Total Race
WW Treatment Plant Operator I	Emp. Count	0	1	1	1	0	1
	Sum Of Salary	\$0	\$39,374	\$39,374	\$39,374	\$0	\$39,374
Total Count of Gender/Race		165	228	393	66	327	393
Total Sum of Salary		\$7,982,105	\$13,780,867	\$21,762,972	\$3,214,293	\$18,548,679	\$21,762,972