

EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)

for



**TEXAS A&M UNIVERSITY-KINGSVILLE
700 University Boulevard
Kingsville, TEXAS 78363**

JANUARY 1, 2024 - DECEMBER 31, 2024

PART I: AAP FOR MINORITIES AND WOMEN

**PART II: AAP FOR PROTECTED VETERANS
AND INDIVIDUALS WITH DISABILITIES**

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TEXAS A&M UNIVERSITY-KINGSVILLE AAP

TABLE OF CONTENTS

BACKGROUND 5

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS 6

**COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND
 REGULATIONS 6**

PROGRAM TERMINOLOGY 7

RELIANCE ON EEOC’S GUIDELINES 8

REPORTING PERIOD..... 8

STATEMENT OF PURPOSE FOR PARTS I AND II 9

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN..... 10

TABLE OF CONTENTS 11

CHAPTER 1: ORGANIZATIONAL PROFILE 12

41 C.F.R. § 60-2.11 12

CHAPTER 2: JOB GROUP ANALYSIS 13

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS 14

CHAPTER 4: DETERMINING AVAILABILITY 15

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY..... 17

CHAPTER 6: PLACEMENT GOALS 18

41 C.F.R. § 60-2.16 18

CHAPTER 7: DESIGNATION OF RESPONSIBILITY 19

41 C.F.R. § 60-2.17(A) 19

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS 22

41 C.F.R. § 60-2.17(B)..... 22

CHAPTER 9: ACTION-ORIENTED PROGRAMS..... 24

41 C.F.R. § 60-2.17(C) 24

CHAPTER 10: INTERNAL AUDIT AND REPORTING.....	26
41 C.F.R. § 60-2.17(D)	26
PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES	27
TABLE OF CONTENTS	28
CHAPTER A: POLICY STATEMENT	29
41 C.F.R. §§ 60-300.44(A); 60-741.44(A)	29
CHAPTER B: REVIEW OF PERSONNEL PROCESSES.....	31
41 C.F.R. §§ 60-300.44(B); 60-741.44(B).....	31
CHAPTER C: PHYSICAL AND MENTAL QUALIFICATIONS	32
41 C.F.R. §§ 60-300.44(C); 60-741.44(C)	32
CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS.....	33
41 C.F.R §§ 60-300.44(D); 60-741.44(D)	33
CHAPTER E: HARASSMENT.....	34
41 C.F.R. §§ 60-300.44(E); 60-741.44(E).....	34
CHAPTER F: EXTERNAL DISSEMINATION OF POLICY, OUTREACH, AND POSITIVE RECRUITMENT	35
41 C.F.R. §§ 60-300.44(F); 60-741.44(F)	35
CHAPTER G: INTERNAL DISSEMINATION OF POLICY	36
41 C.F.R. §§ 60-300.44(G); 60-741.44(G).....	36
CHAPTER H: AUDIT AND REPORTING SYSTEM	37
41 C.F.R. §§ 60-300.44(H); 60-741.44(H).....	37
CHAPTER I: RESPONSIBILITY FOR IMPLEMENTATION	38
41 C.F.R. §§ 60-300.44(I); 60-741.44(I).....	38
CHAPTER J: TRAINING	42

41 C.F.R. §§ 60-300.44(J); 60-741.44(J)	42
CHAPTER K: DATA COLLECTION ANALYSIS	43
41 C.F.R. §§ 60-300.44(K); 60-741.44(K)	43
CHAPTER L: COMPENSATION	44
41 C.F.R. §§ 60-300.21(I); 60-741.21(I)	44

INTRODUCTION TO PARTS I AND II

BACKGROUND

Texas A&M University-Kingsville is a member of The Texas A&M University System, one of the largest systems of public higher education in the nation. Texas A&M University-Kingsville was established in 1925 and is a South Texas university offering academic programs and degrees, which provides learning and living facilities, research, awarding scholarships and produces successful graduates.

Texas A&M-Kingsville seeks to provide quality undergraduate and graduate programs for students of all ages through a judicious blend of liberal and career education programs. The emphasis is on providing an intellectually challenging education reflecting high standards of academic performance. Texas A&M-Kingsville is dedicated to serving an ethnically and culturally diverse population. The University is committed to its mission of enriching lives through education, discovery and service in South Texas and beyond.

Texas A&M University-Kingsville is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246 as amended, the Rehabilitation Act of 1973 as amended, and the Vietnam Veterans' Readjustment Assistance Act of 1974 as amended. Because Texas A&M University-Kingsville has \$50,000 or more in annual contracts with the federal government and has 50 or more employees, we are required to prepare annual written Affirmative Action Plans (AAPs) for minorities and women, for protected veterans, and for individuals with disabilities for our organization. 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 or agency) 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 protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where an analysis reveals a statistically significant disparity between incumbency and availability, an AAP details specific affirmative action steps to guarantee 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 hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will include a thorough review of the (university's or agency's) outreach efforts to determine the effectiveness of such efforts in closing the hiring and/or utilization gaps. It is toward this end that the following AAP of Texas A&M University-Kingsville was developed.

APPLICABLE AFFIRMATIVE ACTION LAWS AND REGULATIONS

Texas A&M University-Kingsville's AAP for minorities and women (Part I) has been prepared according to Executive Order 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).

Texas A&M University-Kingsville has developed separately an affirmative action plan for protected veterans and individuals with disabilities (Part II), prepared in accordance with the Rehabilitation Act of 1973, Section 503, as amended; and 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; and Title 41, Code of Federal Regulations, Part 60-300 (Affirmative Action Program for Protected Veterans).

Under [Section 503](#), a business with a federal contract of more than \$15,000 is required to treat qualified individuals with disabilities without discrimination on the basis of their physical or mental disability in all employment practices, and to take affirmative action to employ and advance in employment individuals with disabilities. If the company has at least 50 employees and a single contract of \$50,000 or more, then it must also develop a Section 503 AAP, as described in [41 CFR 60-741, Subpart C](#). Section 503 applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

Under [VEVRAA](#), a business with a federal contract of \$150,000 or more is required to treat qualified individuals without discrimination based on their status as a protected veteran in all employment practices, and to take affirmative action to employ and advance in employment protected veterans. If the company has at least 50 employees and a single contract of \$150,000 or more, then it must also develop a VEVRAA AAP, as described in [41 CFR 60-300, Subpart C](#). VEVRAA applies to businesses with federal construction contracts, but not to businesses with federally assisted construction contracts.

COVERED GROUPS UNDER AFFIRMATIVE ACTION LAWS AND REGULATIONS

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/Pacific Islanders, and American Indians/Alaskan Natives.

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 served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

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.

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," "deficiency," and "problem area" appearing in this AAP are terms **Texas A&M University-Kingsville** 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 **Texas A&M University-Kingsville** will use the terms in total good faith in connection with its AAP, such use does not necessarily signify that it 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 Texas A&M University-Kingsville's 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 Texas A&M University-Kingsville believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it does "not provide the contractor with a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that person's race, color, religion, sex, sexual orientation, gender identity, 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 Texas A&M University-Kingsville 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: 1/1/2024 – 12/31/2024
- Transaction period: 1/1/2023 – 12/31/2023

STATEMENT OF PURPOSE FOR PARTS I AND II

This AAP has been designed to bring women and men, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of Texas A&M University-Kingsville's 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 full compliance with equal employment opportunity requirements.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, Texas A&M University-Kingsville 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 Texas A&M University-Kingsville'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 UNIVERSITY - KINGSVILLE

PART I: AFFIRMATIVE ACTION PLAN FOR MINORITIES AND WOMEN

FOR

JANUARY 1, 2024 - DECEMBER 31, 2024

AAP FOR MINORITIES AND WOMEN

TABLE OF CONTENTS

CHAPTER 1: ORGANIZATIONAL PROFILE
41 C.F.R. § 60-2.11

CHAPTER 2: JOB GROUP ANALYSIS
41 C.F.R. § 60-2.12

CHAPTER 3: PLACEMENT OF INCUMBENTS IN JOB GROUPS
41 C.F.R. § 60-2.13

CHAPTER 4: DETERMINING AVAILABILITY
41 C.F.R. § 60-2.14

CHAPTER 5: COMPARING INCUMBENCY TO AVAILABILITY
41 C.F.R. § 60-2.15

CHAPTER 6: PLACEMENT GOALS
41 C.F.R. § 60-2.16

ADDITIONAL REQUIRED ELEMENTS OF AFFIRMATIVE ACTION PROGRAMS

CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(a)

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(b)

CHAPTER 9: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(c)

CHAPTER 10: INTERNAL AUDIT AND REPORTING SYSTEM
41 C.F.R. § 60-2.17(d)

PART I: AAP FOR MINORITIES AND WOMEN

CHAPTER 1: ORGANIZATIONAL PROFILE

41 C.F.R. § 60-2.11

Workforce Analysis/Lines of Progression

Texas A&M University-Kingsville conducted a workforce analysis to identify employees by sex and race/ethnicity in each job title. The data was collected from payroll records dated 12/31/2023.

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

For each job title, Texas A&M University-Kingsville 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, the total number of employees who are White, Black, Hispanic, Asian, American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, and Two or More races, and the male and female employees within each of these race/ethnic groups.

Lines of Progression

Developed in conjunction with the workforce analysis is information on Texas A&M University-Kingsville'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. For each line of progression, applicable departments are identified. These are the departments which employ persons in the job titles in the specified line of progression. 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.

See the *Workforce Analysis/Lines of Progression* for the results per organizational unit.

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.

The three reasons for grouping job titles (job content, wages, opportunity) 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 must have enough incumbents to permit meaningful comparisons of incumbency to availability and goal setting. No minimum size has been established for this purpose, however, since 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.

Texas A&M University-Kingsville 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).

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 job group 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 12/31/2023.

See the *Job Group Analysis* for the listing of the job titles and the associated race and sex headcounts per job group.

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 University-Kingsville 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 Texas A&M University-Kingsville'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 area 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 percentage goals to correct the problems.

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 2018 Census of Population.
 - A. Local labor area: An employee Zip Code Analysis was used to identify the most precise local labor area for Texas A&M University-Kingsville. The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the employees/applicants resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants/employees within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.
 - B. Reasonable labor area: National

See the *Zip Code Analysis* report for the counties included in the local labor area.

Note: Zip code analysis results only apply to job groups where populated census data is available.

2. Internal Factor: The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. See the *Internal Availability Analysis* for more detail.

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.¹

See the *Availability Analysis* for the availability breakdown for each job group.

¹In most cases, the final availability report (and most other technical reports in this AAP) only includes data/information for females and minorities in the aggregate.

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 University-Kingsville compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of 12/31/2023 and that group's final availability.

See the *Comparison of Incumbency to Availability* for the results per job group.

CHAPTER 6: PLACEMENT GOALS

41 C.F.R. § 60-2.16

Texas A&M University-Kingsville has established an annual percentage placement goal whenever it found that minority or female representation within a job group was 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 qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with our organization. Goals are not rigid and inflexible quotas which must be met, but are instead targets reasonably attainable by means of applying good faith efforts to make all aspects of the entire AAP work. 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 a person 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 Texas A&M University-Kingsville hire a specified number of minorities or women.

A goal is a guidepost against which Texas A&M University-Kingsville, a community group, or a compliance agency can measure progress in remedying identified underutilization in Texas A&M University-Kingsville's workforce. By setting realistic goals, Texas A&M University-Kingsville should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority and/or female applicants.

See the *Placement Goals* report for each job group and the *Goals Progress Report* for progress made since the previous AAP.

CHAPTER 7: DESIGNATION OF RESPONSIBILITY
41 C.F.R. § 60-2.17(A)

As part of its efforts to ensure equal employment opportunity to all individuals, Texas A&M University-Kingsville has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the University President, the Chief of People and Workplace Culture, and those employed as supervisors and managers have undertaken the responsibilities described below.

University President

The primary responsibility and accountability for implementing the AAP rests with the University President. This person is responsible, through the Chief of People and Workplace Culture, for adherence to Texas A&M University-Kingsville's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring Texas A&M University-Kingsville's AAP. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
3. Impart the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Texas A&M University-Kingsville's AAP.

Chief of People and Workplace Culture

The Chief of People and Workplace Culture is responsible for overall supervision of the AAP. The Chief of People and Workplace Culture ensures, through the HR Manager and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Chief of People and Workplace Culture's effective work performance. The Chief of People and Workplace Culture's responsibilities include, but are not limited to, the following:

1. Ensure that Texas A&M University-Kingsville adheres to the stated policy of equal employment opportunity and monitor the application of equal employment opportunity policies.
2. Ensure that the AAP is reviewed and updated annually in accordance with Texas A&M University-Kingsville's stated policy.
3. Participate in periodic discussions with management, supervisors, and all other appropriate personnel to ensure AAP and equal employment opportunity policies are being followed.

4. Review the qualifications of all employees to ensure that equitable opportunity, based on job-related employment practices, is given to all for transfers and promotions.
5. Ensure that all new employees receive a special orientation to Texas A&M University-Kingsville's equal employment opportunity policy and are thoroughly informed with regard to the AAP and its objectives.
6. Review all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers. Ensure that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

Manager, Human Resources

The HR Manager is responsible for ensuring the directives of the University President and Chief of People and Workplace Culture are implemented. The HR Manager' duties include, but are not limited to, the following:

1. Provide direction to Texas A&M University-Kingsville's employees, as necessary, to carry out all actions required to meet its equal employment opportunity and affirmative action commitments.
2. Review, report on, and update Texas A&M University-Kingsville's AAP at least on an annual basis in accordance with stated policy.
3. Develop, implement, and maintain audit and reporting systems to measure effectiveness of equal employment opportunity programs, including those that indicate the need for remedial action, and determine the degree to which goals and objectives have been obtained.
4. Conduct periodic audits to ensure all required posters and those advertising Texas A&M University-Kingsville's equal employment opportunity policies and AAP are displayed and that Texas A&M University-Kingsville's equal employment opportunity and AAP policies are being thoroughly communicated.
5. Assist in review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state laws and regulations.

Managers and Supervisors

In their direct day-to-day contact with Texas A&M University-Kingsville's employees, managers and supervisors have assumed certain responsibilities to help ensure compliance with equal employment opportunity programs and the effective implementation of the AAP. These include, but are not limited to, the following:

1. Aggressively adhere to Texas A&M University-Kingsville's equal employment opportunity and affirmative action policy.
 - A. Take action to prevent harassment of employees placed through affirmative action efforts.
2. Assign employees to significant jobs that might lead to greater professional growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
3. Ensure that all interviews, offers of employment, and/or wage commitments are consistent with Texas A&M University-Kingsville's policy.
4. Implement the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
5. Assist in identifying problem areas and provide needed information for establishing and meeting department affirmative action goals and objectives.

CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS
41 C.F.R. § 60-2.17(B)

Terminology

The phrases “comparison of incumbency to availability” and “problem area” appearing in this chapter are terms Texas A&M University-Kingsville 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 Texas A&M University-Kingsville will use the terms in good faith in connection with its AAP, such use does not necessarily signify the member 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 does "not provide the contractor with a justification to extend a preference to any individual, select an individual, or adversely affect an individual’s employment status, on the basis of that person’s race, color, religion, sex, sexual orientation, gender identity, or national origin" as stated in Title 41 Code of Federal Regulations, Part 60-2.16(e)(2).

In addition to comparing incumbency to availability within job groups, Texas A&M University-Kingsville has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). Texas A&M University-Kingsville 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 at no less than 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 review of the *Workforce Analysis*.

An analysis of minority and female utilization within each job group was accomplished by a thorough review of the *Comparison of Incumbency to Availability* 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. See the *Summary of Personnel Transactions Report* for each job group.

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

Compensation analyses were conducted by comparing the salaries for men v. women, and whites v. minorities in each job title.

CHAPTER 9: ACTION-ORIENTED PROGRAMS
41 C.F.R. § 60-2.17(C)

Texas A&M University-Kingsville tailors our action-oriented programs each year to ensure they are specific to the problem identified.

Action-Oriented Programs:

The Action-Oriented Programs designed to address the underutilization of women and minorities are listed below. These Action-Oriented Programs will be carried out throughout the AAP year. The Chief of People and Workplace Culture, with the help of the managers and supervisors, will be responsible for ensuring that the following are implemented.

Recruitment:

1. Texas A&M University-Kingsville will continue to place advertisements of job opportunities through local job service offices.
2. Due to the extensive technical education and experience required for some positions, Texas A&M University-Kingsville will also continue to place job opportunity announcements on its website and in local, regional, state, and/or national media when appropriate.
3. Job advertisements will always carry the Equal Employment Opportunity clause.
4. Minority and female applicants will be considered for all positions for which they are qualified.
5. Texas A&M University-Kingsville will continue to employ work-study students during the summer and part-time during the school year.

Job Specifications/Selection Process:

1. Develop position descriptions that accurately reflect position functions and are consistent for the same position from one location to another.
2. Develop job or worker specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to sex, age, race, color, religion, national origin, disability, veteran status, sexual orientation, or gender identity.
3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.
4. Texas A&M University-Kingsville will continue to use only worker specifications that include job-related criteria.

5. Texas A&M University-Kingsville will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.

Job Advancement:

1. Minority and female employees can be made available for participation in career days, youth motivation programs, and related activities in the community, as desired.
2. Texas A&M University-Kingsville will continue to post or announce job opportunities. Texas A&M University-Kingsville's job posting policy requires postings of all positions for which external candidates are considered.
3. Texas A&M University-Kingsville will continue to make use of the inventory of our current employees' skills to determine academic, skill, and experience level of individual employees with respect to promotions.
4. Supervisory personnel are required to submit justification when apparently qualified minority or female employees are passed over for promotion.
5. All employees are actively encouraged to participate in employer-sponsored social and recreational activities.
6. Texas A&M University-Kingsville will continue to use its formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.
7. Employees can choose training courses through Traintraq and include them in their career development plan.

CHAPTER 10: INTERNAL AUDIT AND REPORTING
41 C.F.R. § 60-2.17(D)

Inherent in the AAP is the need for periodic self-assessment of problems encountered, corrective action taken, and progress made. Self-evaluation requires complex record keeping systems on applicants, employees, and components of the AAP itself.

The objective of all record keeping systems is to assess the results of past actions and identify trends, the appropriateness of goals and objectives, the appropriateness and relevancy of identified solutions to problems, and the adequacy of the plan as a whole. In addition, a further objective is to identify the proper corrective actions to be made to appropriate components.

In order to fully achieve the objectives of such a record keeping system, the results of it must lead to follow-up through feedback to managers, supervisors, and staff; through reallocation of resources; through modifications to plans and the record keeping system itself; and/or through appropriate recognition of personal achievements as well as corrective actions for discriminatory acts.

The records that are maintained are the basis for updating the affirmative action plan, including revising the availability data and establishing annual percentage goals. The internal audit and reporting system is used as the basis for evaluating systemic, results-oriented programs and affirmative action efforts.

The Texas A&M University-Kingsville's auditing and reporting system periodically measures the effectiveness of its total affirmative action program. The Chief of People and Workplace Culture:

1. Monitors records of all personnel activity, including transfers, promotions, terminations, and compensation, at all levels to ensure the nondiscriminatory policy is carried out;
2. Requires internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained;
3. Advises top management of program effectiveness and submit recommendations to improve unsatisfactory performance.

TEXAS A&M UNIVERSITY - KINGSVILLE

**PART II: AFFIRMATIVE ACTION PLAN FOR PROTECTED VETERANS AND
INDIVIDUALS WITH DISABILITIES**

FOR

JANUARY 1, 2024 - DECEMBER 31, 2024

PART II

AAP FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

TABLE OF CONTENTS

CHAPTER A:	POLICY STATEMENT 41 C.F.R. §§ 60-300.44(a); 60-741.44(a)
CHAPTER B:	REVIEW OF PERSONNEL PROCESSES 41 C.F.R. §§ 60-300.44(b); 60-741.44(b)
CHAPTER C:	PHYSICAL AND MENTAL QUALIFICATIONS 41 C.F.R. §§ 60-300.44(c); 60-741.44(c)
CHAPTER D:	REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS 41 C.F.R. §§ 60-300.44(d); 60-741.44(d)
CHAPTER E:	HARASSMENT 41 C.F.R. §§ 60-300.44(e); 60-741.44(e)
CHAPTER F:	EXTERNAL DISSEMINATION OF POLICY, OUTREACH AND POSITIVE RECRUITMENT 41 C.F.R. §§ 60-300.44(f); 60-741.44(f)
CHAPTER G:	INTERNAL DISSEMINATION OF POLICY 41 C.F.R. §§ 60-300.44(g); 60-741.44(g)
CHAPTER H:	AUDIT AND REPORTING SYSTEM 41 C.F.R. §§ 60-300.44(h); 60-741.44(h)
CHAPTER I:	RESPONSIBILITY FOR IMPLEMENTATION 41 C.F.R. §§ 60-300.44(i); 60-741.44(i)
CHAPTER J:	TRAINING 41 C.F.R. §§ 60-300.44(j); 60-741.44(j)
CHAPTER K:	DATA COLLECTION ANALYSIS 41 C.F.R. §§ 60-300.44(k); 60-741.44(k)
CHAPTER L:	COMPENSATION 41 C.F.R. §§ 60-300.21(i); 60-741.21(l)

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

It is the policy of Texas A&M University-Kingsville and my personal commitment that equal opportunity be provided in the employment and advancement of all persons regardless of race, religion, color, national origin, sex, age, disability, veteran status, sexual orientation and gender identity, including at the executive level. Texas A&M University-Kingsville does not and will not discriminate against any applicant or employee on the basis of race, religion, color, national origin, sex, age, disability, veteran status, sexual orientation, and gender identity for any position for which the applicant or employee is qualified. In addition, Texas A&M University-Kingsville is committed to taking affirmative action to employ and advance in employment qualified protected veteran employees and individuals with disabilities. Such affirmative action will apply to all employment practices, including, but not limited to, hiring, upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, 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 will be made on the basis of an individual's capacity to perform a particular job and the feasibility of any reasonable job accommodation. Texas A&M University-Kingsville will make every effort to provide reasonable accommodations for any physical and mental limitations of individuals with disabilities and disabled veterans.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any activity protected by state, federal, or local anti-discrimination laws, including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans; Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); or any other federal, state or local law requiring equal opportunity for individuals with disabilities;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, active wartime or campaign badge veterans, or Armed Forces service medal veterans; Section 503 or its implementing regulations; or any other federal, state or local law requiring equal opportunity for disabled persons; or
- (4) Exercising any other right protected by VEVRAA or Section 503 or their implementing regulations.

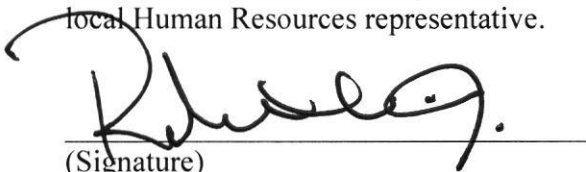
Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to all persons regardless of race, religion, color, national origin, sex, age, disability, veteran status,

sexual orientation or gender identity. Texas A&M University-Kingsville's EEO and affirmative action obligations are fully supported by University President, Mark A. Hussey.

Texas A&M University-Kingsville will also continually implement and update audit and reporting systems that measure the effectiveness of the AAP, identify the need for remedial actions, determine if objectives were attained, and determine if opportunities to participate in employer-sponsored activities were extended to all employees and applicants.

The Texas A&M University-Kingsville is also committed to abiding by the Pay Transparency Nondiscrimination Provision and, therefore, will not discharge or in any other manner discriminate or retaliate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. Texas A&M University-Kingsville's employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained not to disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or other action, including an investigation conducted by the employer, or (c) consistent with the Texas A&M University-Kingsville's legal duty to furnish the information.

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



(Signature)

Dr. Robert H. Vela Jr.
President
1/1/2024

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 protected veterans and employees and individuals with disabilities, reviews are periodically made of our examination and selection methods to identify barriers to employment, training, and promotion.

- 1) Texas A&M University-Kingsville periodically conducts a review of its employment processes to ensure the thorough and systematic consideration of the job qualifications of 1) known protected veteran applicants and employees, and 2) applicants and employees with disabilities, for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, the content of the job is closely examined, as well as the job qualifications of known protected veterans and individuals with disabilities, both applicants and employees. In determining the qualifications of a protected veteran, consideration is given only to that portion of the military record, including discharge papers, relevant to the job qualifications for which the veteran is being considered.
- 2) Texas A&M University-Kingsville ensures that its personnel processes do not stereotype individuals with disabilities or protected veterans in a manner which limits their access to jobs for which they are qualified.
- 3) Texas A&M University-Kingsville ensures that applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communication technologies.
- 4) Texas A&M University-Kingsville provides reasonable accommodations for applicants and employees with disabilities, unless such accommodations will cause undue hardship, to ensure that equal employment opportunity is extended in the operation of its personnel processes.
- 5) Texas A&M University-Kingsville ensures that its information and communications systems are accessible to all employees and applicants with disabilities, even in the absence of a specific request for accommodation.

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, reviews are periodically made of these qualifications and requirements as they relate to employment, training, and promotion.

The physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions that affects the job's physical or mental requirements (e.g., new requirements, new equipment).

**CHAPTER D: REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL
LIMITATIONS**

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

Texas A&M University-Kingsville will make every effort to provide reasonable accommodations for the physical and mental limitations of applicants and employees with disabilities unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. Such reasonable accommodations are provided in our electronic and/or online application systems. Texas A&M University-Kingsville ensures that qualified applicants and employees with disabilities who are unable to fully utilize the system are provided equal opportunities to apply and be considered for all jobs. Texas A&M University-Kingsville will also confidentially review performance issues involving employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

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

Name: Henry Burgos
Title: Chief of People and Workplace Culture
Phone: (361) 593-2258
Email: henry.burgos@tamuk.edu

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

Texas A&M University-Kingsville has developed and implemented a set of procedures to ensure that its employees with disabilities and protected veterans are not harassed due to those conditions. A copy of the discrimination, sexual harassment, and related retaliation policy, which includes the prohibition of harassment of individuals with disabilities and protected veterans, is available for distribution to new as well as to existing employees.

Texas A&M University-Kingsville ensures that all of its new supervisors receive at least two (2) hours of sexual harassment training within six (6) months of becoming a supervisor and at least once every two years.

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

Based upon Texas A&M University-Kingsville's review of its personnel policies as described in Chapter B, the following activities will be implemented or continued to further enhance our affirmative action efforts. All activities are the responsibility of the HR Manager.

- 1) Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities.
- 2) Inform all recruiting sources of our affirmative action policy for protected veterans and individuals with disabilities.
- 3) Send written notification of Texas A&M University-Kingsville's affirmative action policy to all subcontractors, vendors, and suppliers requesting appropriate action on their part. This includes their obligation to annually file their EEO Reporting form and VETS-4212 form and, for employers with 50 or more employees and contracts of \$50,000 or more, their obligation to develop a written affirmative action plan.
- 4) Texas A&M University-Kingsville will also grant leaves of absence to employees who participate in honor guards for the funeral of veterans.

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

In order to gain positive support and understanding for the affirmative action program for protected veterans and individuals with disabilities, Texas A&M University-Kingsville will implement or continue to implement the following internal dissemination procedures, all of which are the responsibility of the HR Manager. The following procedures are designed to foster support and understanding by our executive staff, management, supervisors, and other employees in an effort to encourage all employees to take the necessary actions to aid us in meeting our obligations.

- 1) Post our equal opportunity policy on our website.
- 2) Post the narrative sections of our affirmative action plans on our website.
- 3) Train all employees involved in the recruitment, selection, promotion, and other related employment functions on affirmative action requirements for protected veterans and individuals with disabilities.
- 4) Ensure the policy is discussed thoroughly as part of employee orientation and appropriate management training programs.
- 5) Post the policy on workplace bulletin boards.
- 6) When employees are featured in employee handbooks or similar publications for employees, include employees with disabilities.

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

Texas A&M University-Kingsville has developed and currently implements an audit and reporting system that addresses the following:

- 1) Measures the effectiveness of our overall affirmative action program and whether we are in compliance with specific obligations.
- 2) Indicates the need for remedial action. Any corrective actions will be the responsibility of the HR Manager.
- 3) Measures the degree to which our affirmative action objectives are being met.
- 4) Identifies any undue hurdles for individuals with disabilities and protected veterans with regard to employer sponsored educational, training, recreational, and social activities. This will also include, but is not limited to, reviewing the on-line and electronic application system to determine its accessibility and ensuring that procedures to request accommodations are prominently displayed and that individuals with disabilities can readily obtain the needed reasonable accommodation.

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

As part of its efforts to ensure equal employment opportunity to protected veterans and individuals with disabilities, Texas A&M University-Kingsville has designated specific responsibilities to various staff to ensure the AAP focuses on all components of the employment system. To that end, the University President, Chief of People and Workplace Culture, and those employed as supervisors and managers have undertaken the responsibilities described below.

University President

The University President is responsible for providing top management support for the AAP. This person issues a memo annually to reaffirm our equal employment opportunity policy and to make known to all employees and applicants the commitment of senior management to EEO and affirmative action. Additional responsibilities include, but are not limited to:

- 1) Designating to appropriate personnel the responsibility for overseeing, administering, implementing, and monitoring the AAP and ensuring that these personnel are identified in writing by name and job title.
- 2) Ensuring that designated personnel responsible for all AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- 3) Imparting the personal direction that ensures total involvement and commitment to equal employment opportunity programs through Texas A&M University-Kingsville's AAP.

Chief of People and Workplace Culture

The Chief of People and Workplace Culture is responsible for overall supervision of the AAP. The Chief of People and Workplace Culture ensures, through the HR Manager and department managers and supervisors, that all relevant policies and procedures are adhered to. Successful implementation of this program is a basis for evaluating the Chief of People and Workplace Culture's effective work performance. The Chief of People and Workplace Culture's responsibilities include, but are not limited to, the following:

- 1) Presenting all needed recommendations and procedural changes concerning EEO and affirmative action to senior management and ensuring that senior management is kept informed of affirmative action compliance status.
- 2) Maintaining widespread management support and cooperation for the AAP.
- 3) Collaborating with senior management on EEO and AAP issues.
- 4) Assisting line management in arriving at solutions to EEO/AA problems.

- 5) Reviewing results of audit and reporting systems to assess the effectiveness of the affirmative action programs and to direct corrective actions where necessary.
- 6) Ensuring that the AAP is updated annually.
- 7) Providing guidance to managers and supervisors in taking proper action to prevent employees from being harassed in any way through one-on-one contact, training, and/or disciplinary action.
- 8) Providing guidance and direction to the HR Manager.
- 9) Reviewing the qualifications of all employees to ensure that equitable opportunity, based on job-related employment practices, is given for all transfers and promotions.
- 10) Conducting periodic audits of: 1) training programs and hiring and promotion patterns to remove impediments to the attainment of AAP goals and objectives, and 2) employer sponsored educational, training, recreational, and social activities to ensure that all employees are encouraged to participate in accordance with nondiscrimination policies.
- 11) Reviewing all job descriptions and specifications to ensure they are free of discriminatory provisions and artificial barriers and ensuring that all requirements are job-related, that they are realistic, and that they reflect the actual work requirements of the essential job duties.

HR Manager

The Chief of People and Workplace Culture is responsible for ensuring that the directives of the University President and Chief of People and Workplace Culture are implemented. The HR Manager's duties include, but are not limited to, the following:

- 1) Providing direction to employees, as necessary, to carry out all actions required to meet equal employment opportunity and affirmative action commitments.
- 2) Designing and effectively implementing the AAP at all locations.
- 3) Developing, implementing, and maintaining audit and reporting systems to measure the effectiveness of equal employment opportunity programs, including those that will
 - a) Indicate the need for remedial action,
 - b) Determine the degree to which goals and objectives have been achieved.
- 4) Advising management on the modification and development of procedures to ensure equal employment opportunity for all employees and potential employees within existing equal employment opportunity guidelines.

- 5) Identifying problem areas and establishing procedures, goals, and objectives to solve these problems.
- 6) Conducting periodic audits to ensure that all required posters and equal employment opportunity policies are displayed properly.
- 7) Conducting audits to ensure that the Invitation to Self-Identify (pre- and post-offer) for protected veterans and individuals with disabilities is being utilized appropriately.
- 8) Ensuring that employees are re-surveyed regarding their disability status every five (5) years and sending out reminders to employees at least once during the five (5) year intervals that they may voluntarily update their disability status at any time.
- 9) Assisting line management in arriving at solutions to equal opportunity problems.
- 10) Serving as the liaison between Texas A&M University-Kingsville and organizations and community action groups for protected veterans and individuals with disabilities.
- 11) Keeping management informed of the latest developments in the equal employment opportunity area.
- 12) Reviewing, reporting on, and updating the AAP annually in accordance with stated policy and informing employees and applicants of significant changes.
- 13) Working closely with the Chief of People and Workplace Culture and department managers and supervisors in coordinating the effective implementation of all affirmative action programs.
- 14) Assisting in the review and revision of all policies, procedures, and rules to ensure they are not in violation of federal or state equal opportunity laws and regulations.
- 15) Ensuring overall compliance with the AAP.

Managers and Supervisors

In their direct day-to-day contact with employees, managers and supervisors have assumed certain responsibilities to help Texas A&M University-Kingsville ensure compliance with equal employment opportunity programs and effective implementation of the AAP. These include, but are not limited to the following:

- 1) Adhering to the equal employment opportunity policy.
- 2) Supporting and assisting the HR Manager in developing, maintaining, and successfully implementing the AAP.

- 3) Taking action to prevent harassment of employees who are protected veterans or who have disabilities.
- 4) Assigning employees to significant jobs that might lead to greater personal growth and value, and counselling them with respect to what is needed for upward mobility within the employment structure.
- 5) Ensuring that all interviews, offers of employment, and/or wage commitments are consistent with the AAP.
- 6) Implementing the internal promotion and transfer of all employees under their supervision consistent with AAP goals and objectives.
- 7) Assisting in identifying problem areas and providing needed information for establishing and meeting department affirmative action goals and objectives.
- 8) Seeking and sharing information on reasonable accommodations which have been or could be made for known disabilities.

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

Texas A&M University-Kingsville trains all employees involved with the recruitment, selection, promotion, discipline, training, and related personnel processes of individuals with disabilities or protected veterans to ensure compliance with affirmative action goals.

CHAPTER K: DATA COLLECTION ANALYSIS
41 C.F.R. §§ 60-300.44(K); 60-741.44(K)

Texas A&M University-Kingsville has adopted the current national percentage of veterans in the civilian labor force of 5.4% as its hiring benchmark for protected veterans. Texas A&M University-Kingsville will update its hiring benchmark as new data is published and/or updated by the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor. The 5.4% hiring benchmark is applied to each job group within Texas A&M University-Kingsville.

Texas A&M University-Kingsville also adopted the current national utilization goal of 7.0% for qualified individuals with disabilities. Texas A&M University-Kingsville will update its utilization goal as new data is published and/or updated by OFCCP. The 7.0% utilization goal is applied to each job group within Texas A&M University-Kingsville.

Goals and/or benchmarks do not require that Texas A&M University-Kingsville hire, promote, train, and/or retain a specified number of individuals with disabilities and/or protected veterans. These goals/benchmarks are not rigid and inflexible quotas which must be met, but are instead targets that are reasonably attainable by means of applying good faith efforts to make all aspects of the AAP work. A goal is a guidepost against which Texas A&M University-Kingsville, a community group, or a compliance agency can measure progress in meeting affirmative action goals and benchmarks.

See the *Hiring Benchmark and Utilization Goals Analyses*.

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

It is the policy of Texas A&M University-Kingsville that when offering employment or promotion to protected veterans or individuals with disabilities, 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.

The Texas A&M University-Kingsville is also committed to abiding by the Pay Transparency Nondiscrimination Provision. Employees or applicants who have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant will not be discharged or in any other manner be discriminated or retaliated against. Employees who have access to the compensation information of other employees or applicants as part of their essential job functions are informed and trained to not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) a response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing, or action, or (c) consistent with the Texas A&M University-Kingsville's legal duty to furnish the information.

Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: 17120324 Comptroller Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8821	Supervisor, Cashier	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U8793	Financial Accountant II	3	2	Male	1	1	0	0	0	0	0	0
				Female	2	0	0	1	1	0	0	0
Grand Total #		4	2	Male #	1	1	0	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	1	1	0	0	0
				Female%	75.0	25.0	0.0	25.0	25.0	0.0	0.0	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 - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: 17120415 Office Of Student Financial Aid Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9308	Scholarship Coordinator	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	0
U8971	Financial Aid Advisor IV	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	3	0	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	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 - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: 17120417 Javelina Enrollment Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1147	Customer Service Associate II	5	4	Male	0	0	0	0	0	0	0	0
				Female	5	1	0	4	0	0	0	0
Grand Total #		5	4	Male #	0	0	0	0	0	0	0	0
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	1	0	4	0	0	0	0
				Female%	100.0	20.0	0.0	80.0	0.0	0.0	0.0	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 - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: 17142000 Special Programs

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9275	Academic Success Coach II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U4517	Program Coordinator I P9	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	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 - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: 17315050 Athletics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9355	Assistant Director, Sports Information	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
		Grand Total #	1	1	Male #	1	0	0	1	0	0	0
		Grand Total %		100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: 17463900 Kleberg Wildlife Research Institute

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U5152	Research Technician II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		1	1	Male #	1	0	0	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Accounting & Reporting

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8793	Financial Accountant II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8798	Financial Analyst III P14	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U9758	Associate Director, Accounting	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		3	1	Male #	0	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	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0	0
				Female%	100.0	66.7	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Accounting/Travel/Prop Mgmt

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U4645	Purchasing Assistant II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
U1450	Financial Specialist III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8816	Senior Business Specialist	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	1	0	2	0	0	0		
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0		

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Assoc Vp For Research & Grad Studies

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9410	Research Compliance Coordinator	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	
U8742	Executive Assistant III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		3	2	Male #	1	0	0	1	0	0	0	0
Grand Total %			66.7	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Athletics

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7477	Intern I	1	1	Male	1	0	1	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U7689	Task Worker	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
JC-6319	Temporary Employee - Non-Faculty Exempt	1	1	Male	1	0	0	1	0	0	0		
				Female	0	0	0	0	0	0	0		
U1308	Athletic Assistant	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
U8567	Assistant Baseball Coach	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
U8578	Assistant Softball Coach	1	1	Male	1	0	0	1	0	0	0		
				Female	0	0	0	0	0	0	0		
U8582	Assistant Women's Volleyball Coach	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
U8579	Assistant Track & Field Coach	2	0	Male	2	2	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
U8581	Assistant Women's Basketball Coach	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	1	0	0	0	0		
U8571	Assistant Football Coach	7	4	Male	7	3	1	1	0	0	1		
				Female	0	0	0	0	0	0	0		
U8576	Assistant Men's Basketball Coach	1	1	Male	1	0	1	0	0	0	0		
				Female	0	0	0	0	0	0	0		
U9357	Athletic Trainer	3	2	Male	1	0	0	0	1	0	0		
				Female	2	1	0	0	1	0	0		
U8602	Head Women's Golf Coach	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
U8599	Head Strength Coach	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Athletics

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
JC-6488	Head Coach	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8603	Head Women's Tennis Coach	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0	0
U8600	Head Women's Volleyball Coach	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8597	Head Softball Coach	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8595	Head Men's Basketball Coach	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8589	Head Baseball Coach	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8592	Head Cross Country, Track & Field Coach	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8601	Head Women's Basketball Coach	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8593	Head Football Coach	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		32	18	Male #	24	11	3	7	1	0	1	1	1
Grand Total %			56.3	Male %	75.0	34.4	9.4	21.9	3.1	0.0	3.1	3.1	3.1
				Female #	8	3	2	2	1	0	0	0	0
				Female%	25.0	9.4	6.3	6.3	3.1	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Avp-Student Success

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9271	Academic Advisor II	13	8	Male	0	0	0	0	0	0	0	0
				Female	13	5	0	8	0	0	0	0
U9273	Academic Advisor IV	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8741	Executive Assistant II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U1150	Executive Assistant I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9314	Senior Academic Advisor	4	3	Male	1	0	0	1	0	0	0	0
				Female	3	1	0	2	0	0	0	0
U9148	Program Coordinator II P11	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
U8727	Student Assessment Coordinator	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9272	Academic Advisor III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8155	Assistant Director, Advising Services	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U8418	Director, Academic Success	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8387	Project Director P14	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		28	20	Male #	4	1	0	3	0	0	0	0
Grand Total %			71.4	Male %	14.3	3.6	0.0	10.7	0.0	0.0	0.0	0.0
				Female #	24	7	0	17	0	0	0	0
				Female%	85.7	25.0	0.0	60.7	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Budget Office

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9364	Budget Specialist II	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U9365	Budget Specialist III	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8797	Financial Analyst II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	2	0	0	2	0	0	0	0	
Grand Total %			100.0	Male %	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Business Office

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U3012	Bursar Service Representative	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
U1450	Financial Specialist III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8747	Manager, Customer Service	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U9481	Enterprise Information Systems Functional Analyst	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		5	4	Male #	0	0	0	0	0	0	0	0	
Grand Total %			80.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	5	1	0	4	0	0	0	0	
				Female%	100.0	20.0	0.0	80.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Career Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1131	Administrative Coordinator I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
U4517	Program Coordinator I P9	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8156	Assistant Director, Career Services	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	1	0	2	0	0	0	0	
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Center For Young Children

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U2317	Child Care Cook	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U5324	Early Childhood Teacher III	6	4	Male	0	0	0	0	0	0	0	0	0
				Female	6	2	0	4	0	0	0	0	0
U9660	Lead Teacher, Early Childhood	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8143	Assistant Director, Child Care Center	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		10	6	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			60.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	10	4	0	6	0	0	0	0	0
				Female%	100.0	40.0	0.0	60.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Central Receiving

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U2440	Storekeeper II	1	1	Male	1	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U2392	Manager, Mail Services	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		2	1	Male #	1	0	1	0	0	0	0	0
Grand Total %			50.0	Male %	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	1	0	0	0	0	0	0
				Female%	50.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Citrus Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U2379	Maintenance Worker II	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U5195	Farm Aide	4	4	Male	4	0	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	
U5196	Farm Foreman I	3	3	Male	3	0	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	
U1128	Administrative Associate III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U2322	Custodian	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	
U5151	Research Technician I	4	2	Male	2	1	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	
U5589	Mechanic I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U8544	Research Assistant	4	4	Male	2	0	0	1	1	0	0	0
				Female	2	0	0	2	0	0	0	
U1402	Accounting Assistant III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U8545	Research Associate	4	3	Male	2	0	0	2	0	0	0	0
				Female	2	1	0	1	0	0	0	
U2354	Facilities Specialist III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U5152	Research Technician II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U8630	Postdoctoral Research Associate	3	3	Male	2	0	0	1	1	0	0	0
				Female	1	0	0	0	1	0	0	
U1150	Executive Assistant I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Citrus Center

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8939	Manager, Facilities	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7784	Research Assistant Professor	3	3	Male	3	0	0	1	2	0	0	0
				Female	0	0	0	0	0	0	0	0
U9168	Program Manager P11	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8634	Research Scientist	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7788	Research Associate Professor	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7120	Assistant Professor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		40	33	Male #	29	4	0	20	5	0	0	0
Grand Total %			82.5	Male %	72.5	10.0	0.0	50.0	12.5	0.0	0.0	0.0
				Female #	11	3	0	7	1	0	0	0
				Female%	27.5	7.5	0.0	17.5	2.5	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: College Of Agriculture and Natural Resources

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1130	Administrative Associate V	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U1150	Executive Assistant I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8939	Manager, Facilities	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8784	Business Administrator III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8596	Head Rodeo Coach	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7924	Tenured Professor	5	1	Male	3	3	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
U8183	Associate Dean	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8321	Executive Director	2	1	Male	2	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		13	4	Male #	8	7	1	0	0	0	0	0	0
Grand Total %			30.8	Male %	61.5	53.8	7.7	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	2	0	3	0	0	0	0	0
				Female%	38.5	15.4	0.0	23.1	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: College Of Arts & Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1150	Executive Assistant I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
U8730	Senior Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9292	Coordinator, Student Services	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9366	Business Administrator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U8750	Manager, Operations	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8204	Director, Administration	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7920	Tenured Associate Professor	9	2	Male	7	5	2	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0
U8183	Associate Dean	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7924	Tenured Professor	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		18	8	Male #	9	6	2	1	0	0	0	0
Grand Total %			44.4	Male %	50.0	33.3	11.1	5.6	0.0	0.0	0.0	0.0
				Female #	9	4	0	4	1	0	0	0
				Female%	50.0	22.2	0.0	22.2	5.6	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: College Of Business Administration

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U4517	Program Coordinator I P9	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9366	Business Administrator I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8260	Director, Public Relations	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7924	Tenured Professor	2	0	Male	1	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8183	Associate Dean	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		6	3	Male #	2	2	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	0	3	0	0	0	0	0
				Female%	66.7	16.7	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: College Of Education & Human Performance

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	3	2	Male	0	0	0	0	0	0	0	0	0
				Female	3	1	0	2	0	0	0	0	
U9292	Coordinator, Student Services	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U9366	Business Administrator I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8408	Director, Child Care Center	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U7652	Lecturer II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U8002	Assistant Director, Recruitment	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U9211	Certification Coordinator III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U7368	Department Chair	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U7920	Tenured Associate Professor	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8319	Director	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U7924	Tenured Professor	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
U8377	Director, Institute	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8183	Associate Dean	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 - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: College Of Education & Human Performance

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	15	8	Male #	3	3	0	0	0	0	0	0
	Grand Total %		53.3	Male %	20.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	12	4	0	7	1	0	0	0
				Female%	80.0	26.7	0.0	46.7	6.7	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: College Of Engineering

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1132	Administrative Coordinator II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
U8741	Executive Assistant II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8429	Director, Student Center	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8002	Assistant Director, Recruitment	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8631	Postdoctoral Researcher	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8321	Executive Director	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7924	Tenured Professor	4	1	Male	2	2	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
U8183	Associate Dean	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7100	Professor	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		13	7	Male #	9	5	0	3	1	0	0	0	
Grand Total %			53.8	Male %	69.2	38.5	0.0	23.1	7.7	0.0	0.0	0.0	
				Female #	4	1	0	3	0	0	0	0	
				Female%	30.8	7.7	0.0	23.1	0.0	0.0	0.0	0.0	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Continuing Education Program

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1045	Testing Associate	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U1131	Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Acct, Finance & Econ

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U7068	Adjunct Faculty	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7648	Lecturer I	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	4	1	Male	2	1	0	1	0	0	0	0
				Female	2	2	0	0	0	0	0	0
U7120	Assistant Professor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7924	Tenured Professor	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		8	4	Male #	3	1	0	1	1	0	0	0
Grand Total %			50.0	Male %	37.5	12.5	0.0	12.5	12.5	0.0	0.0	0.0
				Female #	5	3	0	1	1	0	0	0
				Female%	62.5	37.5	0.0	12.5	12.5	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department of Agriculture, Agribusiness, and Environmental Sciences

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7068	Adjunct Faculty	2	0	Male	2	2	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U5152	Research Technician II	3	2	Male	2	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8630	Postdoctoral Research Associate	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8634	Research Scientist	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7628	Lecturer	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7120	Assistant Professor	2	1	Male	1	0	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7784	Research Assistant Professor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7920	Tenured Associate Professor	3	1	Male	3	2	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7924	Tenured Professor	1	1	Male	1	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		16	8	Male #	11	6	1	3	1	0	0	0	0
Grand Total %			50.0	Male %	68.8	37.5	6.3	18.8	6.3	0.0	0.0	0.0	0.0
				Female #	5	2	0	3	0	0	0	0	0
				Female%	31.3	12.5	0.0	18.8	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department of Animal Science & Veterinary Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1128	Administrative Associate III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7068	Adjunct Faculty	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7508	Instructional Assistant Professor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7120	Assistant Professor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7920	Tenured Associate Professor	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7924	Tenured Professor	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7160	Assistant Professor of the Practice	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		9	2	Male #	4	4	0	0	0	0	0	0
Grand Total %			22.2	Male %	44.4	44.4	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	3	0	2	0	0	0	0
				Female%	55.6	33.3	0.0	22.2	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Art, Comm, & Theatre

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1551	Art Studio Technician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U7068	Adjunct Faculty	8	6	Male	6	2	0	4	0	0	0	0
				Female	2	0	0	2	0	0	0	0
U8826	Assistant General Manager, Student Media	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8730	Senior Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7648	Lecturer I	3	1	Male	0	0	0	0	0	0	0	0
				Female	3	2	0	1	0	0	0	0
U7160	Assistant Professor of the Practice	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7920	Tenured Associate Professor	3	0	Male	2	2	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7924	Tenured Professor	3	2	Male	3	1	0	2	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		21	12	Male #	12	5	0	7	0	0	0	0
Grand Total %			57.1	Male %	57.1	23.8	0.0	33.3	0.0	0.0	0.0	0.0
				Female #	9	4	0	5	0	0	0	0
				Female%	42.9	19.0	0.0	23.8	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Biological & Health Sciences

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7068	Adjunct Faculty	5	2	Male	3	2	0	1	0	0	0	0	
				Female	2	1	0	1	0	0	0		
U1129	Administrative Associate IV	1	1	Male	0	0	0	0	0	0	0		
				Female	1	0	0	1	0	0	0		
U9086	Manager, Technical Laboratory	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
U7648	Lecturer I	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
U7120	Assistant Professor	1	0	Male	1	1	0	0	0	0	0		
				Female	0	0	0	0	0	0	0		
U7160	Assistant Professor of the Practice	1	0	Male	0	0	0	0	0	0	0		
				Female	1	1	0	0	0	0	0		
U7920	Tenured Associate Professor	4	3	Male	4	1	0	1	2	0	0		
				Female	0	0	0	0	0	0	0		
U7924	Tenured Professor	6	3	Male	5	2	0	1	2	0	0		
				Female	1	1	0	0	0	0	0		
Grand Total #		20	9	Male #	14	7	0	3	4	0	0		
Grand Total %			45.0	Male %	70.0	35.0	0.0	15.0	20.0	0.0	0.0		
				Female #	6	4	0	2	0	0	0		
				Female%	30.0	20.0	0.0	10.0	0.0	0.0	0.0		

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Chemistry

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1129	Administrative Associate IV	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U3621	Laboratory Coordinator II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7068	Adjunct Faculty	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U9086	Manager, Technical Laboratory	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7120	Assistant Professor	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7924	Tenured Professor	5	5	Male	3	0	0	1	2	0	0	0	0
				Female	2	0	0	1	1	0	0	0	0
Grand Total #		10	7	Male #	6	1	0	2	3	0	0	0	
Grand Total %			70.0	Male %	60.0	10.0	0.0	20.0	30.0	0.0	0.0	0.0	
				Female #	4	2	0	1	1	0	0	0	
				Female%	40.0	20.0	0.0	10.0	10.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Civil & Architectural Engineering

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U3624	Laboratory Technician	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7068	Adjunct Faculty	2	2	Male	2	0	0	2	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7648	Lecturer I	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7120	Assistant Professor	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	6	4	Male	5	2	0	0	3	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
U7924	Tenured Professor	2	2	Male	2	0	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		14	9	Male #	11	4	0	3	4	0	0	0	
Grand Total %			64.3	Male %	78.6	28.6	0.0	21.4	28.6	0.0	0.0	0.0	
				Female #	3	1	0	1	1	0	0	0	
				Female%	21.4	7.1	0.0	7.1	7.1	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Clinical Health Sciences

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7068	Adjunct Faculty	9	3	Male	0	0	0	0	0	0	0	0
				Female	9	6	0	3	0	0	0	0
U8730	Senior Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7120	Assistant Professor	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
U7920	Tenured Associate Professor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7272	Associate Professor of the Practice	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
U7224	Associate Professor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7924	Tenured Professor	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		21	8	Male #	4	3	0	1	0	0	0	0
Grand Total %			38.1	Male %	19.0	14.3	0.0	4.8	0.0	0.0	0.0	0.0
				Female #	17	10	0	7	0	0	0	0
				Female%	81.0	47.6	0.0	33.3	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Environmental Engineering

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U3624	Laboratory Technician	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7920	Tenured Associate Professor	2	2	Male	1	0	0	0	1	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U7924	Tenured Professor	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		6	5	Male #	3	1	0	1	1	0	0	0	
Grand Total %			83.3	Male %	50.0	16.7	0.0	16.7	16.7	0.0	0.0	0.0	
				Female #	3	0	0	2	1	0	0	0	
				Female%	50.0	0.0	0.0	33.3	16.7	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Hist, Political Sci, & Phi

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U7068	Adjunct Faculty	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7628	Lecturer	4	0	Male	4	4	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7648	Lecturer I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7120	Assistant Professor	2	2	Male	1	0	0	0	1	0	0	0
				Female	1	0	0	1	0	0	0	0
U7920	Tenured Associate Professor	5	1	Male	5	4	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7160	Assistant Professor of the Practice	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7924	Tenured Professor	4	0	Male	3	3	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7100	Professor	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		20	4	Male #	17	15	0	1	1	0	0	0
Grand Total %			20.0	Male %	85.0	75.0	0.0	5.0	5.0	0.0	0.0	0.0
				Female #	3	1	0	2	0	0	0	0
				Female%	15.0	5.0	0.0	10.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Physics & Geosciences

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1126	Administrative Associate I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7068	Adjunct Faculty	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U1130	Administrative Associate V	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U7648	Lecturer I	2	2	Male	2	0	0	0	1	0	0	1	
				Female	0	0	0	0	0	0	0	0	
U7120	Assistant Professor	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U7920	Tenured Associate Professor	2	1	Male	2	1	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7924	Tenured Professor	1	1	Male	1	0	0	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		10	7	Male #	6	2	0	0	3	0	0	1	
Grand Total %			70.0	Male %	60.0	20.0	0.0	0.0	30.0	0.0	0.0	10.0	
				Female #	4	1	0	3	0	0	0	0	
				Female%	40.0	10.0	0.0	30.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Psychology & Sociology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U3620	Laboratory Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U1128	Administrative Associate III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7068	Adjunct Faculty	10	4	Male	1	1	0	0	0	0	0	0	0
				Female	9	5	0	4	0	0	0	0	0
U7648	Lecturer I	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	7	5	Male	3	1	0	0	1	1	0	0	0
				Female	4	1	2	0	1	0	0	0	0
U7120	Assistant Professor	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
U7160	Assistant Professor of the Practice	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7924	Tenured Professor	3	2	Male	2	0	1	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		26	14	Male #	7	2	1	0	2	1	0	1	
Grand Total %			53.8	Male %	26.9	7.7	3.8	0.0	7.7	3.8	0.0	3.8	
				Female #	19	10	2	6	1	0	0	0	
				Female%	73.1	38.5	7.7	23.1	3.8	0.0	0.0	0.0	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Department Of Rangeland & Wildlife Sciences

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7068	Adjunct Faculty	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U1130	Administrative Associate V	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7508	Instructional Assistant Professor	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7924	Tenured Professor	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		4	2	Male #	3	2	0	1	0	0	0	0	
Grand Total %			50.0	Male %	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	1	0	0	1	0	0	0	0	
				Female%	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Department of Veterinary Technology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U5727	Veterinary Technician III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
JC-6125	Instructional Veterinary Nurse I	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
JC-6126	Instructional Veterinary Nurse II	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0		
U8100	Associate Director P14	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
Grand Total #		6	3	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	3	0	3	0	0	0	0	
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept Of Chemical & Natural Gas Engineering

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9534	Manager, Laboratory	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7160	Assistant Professor of the Practice	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U7756	Professor Of The Practice	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U7920	Tenured Associate Professor	3	2	Male	2	1	0	1	0	0	0	0	
				Female	1	0	0	0	1	0	0		
U7924	Tenured Professor	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		9	5	Male #	7	4	0	3	0	0	0	0	
Grand Total %			55.6	Male %	77.8	44.4	0.0	33.3	0.0	0.0	0.0	0.0	
				Female #	2	0	0	1	1	0	0	0	
				Female%	22.2	0.0	0.0	11.1	11.1	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept Of Industrial Technology

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U3624	Laboratory Technician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U7068	Adjunct Faculty	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7120	Assistant Professor	2	2	Male	2	0	0	1	1	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		6	3	Male #	6	3	0	2	1	0	0	0
Grand Total %			50.0	Male %	100.0	50.0	0.0	33.3	16.7	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept Of Language & Literature

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7068	Adjunct Faculty	11	7	Male	3	2	0	1	0	0	0	0	0
				Female	8	2	0	6	0	0	0	0	0
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7520	Instructor	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7648	Lecturer I	3	0	Male	1	1	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
U7120	Assistant Professor	2	1	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	4	3	Male	2	0	0	0	1	1	0	0	0
				Female	2	1	0	1	0	0	0	0	0
Grand Total #		22	12	Male #	8	4	0	2	1	1	0	0	
Grand Total %			54.5	Male %	36.4	18.2	0.0	9.1	4.5	4.5	0.0	0.0	
				Female #	14	6	0	8	0	0	0	0	
				Female%	63.6	27.3	0.0	36.4	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept Of Mathematics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U7068	Adjunct Faculty	3	2	Male	1	0	0	1	0	0	0	0
				Female	2	1	0	1	0	0	0	0
U4517	Program Coordinator I P9	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U1130	Administrative Associate V	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7652	Lecturer II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7648	Lecturer I	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	0	1	0	0	0
U7120	Assistant Professor	4	3	Male	3	0	0	0	3	0	0	0
				Female	1	1	0	0	0	0	0	0
U7920	Tenured Associate Professor	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7924	Tenured Professor	3	2	Male	3	1	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	10	Male #	9	1	0	3	5	0	0	0
Grand Total %			62.5	Male %	56.3	6.3	0.0	18.8	31.3	0.0	0.0	0.0
				Female #	7	5	0	1	1	0	0	0
				Female%	43.8	31.3	0.0	6.3	6.3	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept Of Mechanical & Industrial Engineering

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U3624	Laboratory Technician	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U3626	Machinist II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9154	Project Manager I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
U7648	Lecturer I	3	3	Male	3	0	0	0	2	1	0	0
				Female	0	0	0	0	0	0	0	0
U7948	Visiting Assistant Professor	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7120	Assistant Professor	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	6	6	Male	5	0	0	0	5	0	0	0
				Female	1	0	0	0	1	0	0	0
U7924	Tenured Professor	6	3	Male	5	3	0	0	2	0	0	0
				Female	1	0	0	0	1	0	0	0
Grand Total #		21	18	Male #	17	3	0	1	12	1	0	0
Grand Total %			85.7	Male %	81.0	14.3	0.0	4.8	57.1	4.8	0.0	0.0
				Female #	4	0	0	1	3	0	0	0
				Female%	19.0	0.0	0.0	4.8	14.3	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept Of Teacher & Bilingual Educ

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1128	Administrative Associate III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U7068	Adjunct Faculty	19	11	Male	5	1	0	4	0	0	0	0
				Female	14	7	0	7	0	0	0	0
U7120	Assistant Professor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	5	2	Male	1	1	0	0	0	0	0	0
				Female	4	2	0	1	1	0	0	0
U7924	Tenured Professor	3	2	Male	2	1	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		29	16	Male #	9	3	0	6	0	0	0	0
Grand Total %			55.2	Male %	31.0	10.3	0.0	20.7	0.0	0.0	0.0	0.0
				Female #	20	10	0	9	1	0	0	0
				Female%	69.0	34.5	0.0	31.0	3.4	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Dept. Of Elect.Engineering & Computer Science

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1128	Administrative Associate III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U3624	Laboratory Technician	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7160	Assistant Professor of the Practice	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7120	Assistant Professor	2	2	Male	2	0	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
U7224	Associate Professor	3	2	Male	3	1	0	0	2	0	0	0
				Female	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	5	2	Male	5	3	1	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7100	Professor	1	1	Male	1	0	0	0	1	0	0	0
				Female	0	0	0	0	0	0	0	0
U7924	Tenured Professor	5	1	Male	4	3	0	0	1	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		19	10	Male #	17	7	1	1	8	0	0	0
Grand Total %			52.6	Male %	89.5	36.8	5.3	5.3	42.1	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	10.5	10.5	0.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Dept. Of Health & Kinesiology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1129	Administrative Associate IV	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7068	Adjunct Faculty	3	0	Male	1	1	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
U7832	Senior Lecturer	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U7120	Assistant Professor	3	2	Male	3	1	1	0	1	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7920	Tenured Associate Professor	4	0	Male	2	2	0	0	0	0	0	0	
				Female	2	2	0	0	0	0	0	0	
U7100	Professor	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U7924	Tenured Professor	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		14	3	Male #	7	5	1	0	1	0	0	0	
Grand Total %			21.4	Male %	50.0	35.7	7.1	0.0	7.1	0.0	0.0	0.0	
				Female #	7	6	0	1	0	0	0	0	
				Female%	50.0	42.9	0.0	7.1	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Educational Leadership & Counseling

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7068	Adjunct Faculty	8	1	Male	2	2	0	0	0	0	0	0	0
				Female	6	5	0	1	0	0	0	0	0
U7120	Assistant Professor	2	1	Male	1	1	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7920	Tenured Associate Professor	3	2	Male	1	0	0	1	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0	0
U7100	Professor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7924	Tenured Professor	3	1	Male	1	1	0	0	0	0	0	0	0
				Female	2	1	0	0	0	0	0	0	1
Grand Total #		17	6	Male #	5	4	0	1	0	0	0	0	0
Grand Total %			35.3	Male %	29.4	23.5	0.0	5.9	0.0	0.0	0.0	0.0	0.0
				Female #	12	7	0	3	1	0	0	1	
				Female%	70.6	41.2	0.0	17.6	5.9	0.0	0.0	5.9	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Financial Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1150	Executive Assistant I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
U8081	Assistant Director	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
U8082	Associate Director P12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8232	Controller	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U8234	Budget Director	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		6	4	Male #	0	0	0	0	0	0	0	0	
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	6	2	0	4	0	0	0	0	
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Grants & Contracts

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9202	Project Administrator I	3	3	Male	0	0	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	0
		Grand Total #	3	3	Male #	0	0	0	0	0	0	0	0
		Grand Total %		100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	3	0	0	3	0	0	0	0
					Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: HEART Grant

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1131	Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9169	Program Manager P10	2	2	Male	1	0	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	1	0	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Honors College

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U4516	Program Coordinator I P5	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8741	Executive Assistant II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	1	0	2	0	0	0	0	0
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Human Resources

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U3206	Human Resources Generalist I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U3204	Employment Coordinator	2	2	Male	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0
U3207	Human Resources Generalist II	2	2	Male	1	0	0	1	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8991	Human Resources Generalist III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8081	Assistant Director	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		7	6	Male #	2	0	0	2	0	0	0	0
Grand Total %			85.7	Male %	28.6	0.0	0.0	28.6	0.0	0.0	0.0	0.0
				Female #	5	1	0	4	0	0	0	0
				Female%	71.4	14.3	0.0	57.1	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: I Tech

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U3416	End User Support Specialist I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U3417	End User Support Specialist II	4	3	Male	4	1	0	3	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U3418	End User Support Specialist III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9366	Business Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9507	Network Engineer I	2	0	Male	2	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9495	IT Manager I	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9070	Security Analyst II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9523	Software Applications Developer III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U8081	Assistant Director	3	3	Male	3	0	0	2	0	1	0	0
				Female	0	0	0	0	0	0	0	0
U9497	IT Manager III	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		16	11	Male #	13	4	0	8	0	1	0	0
Grand Total %			68.8	Male %	81.3	25.0	0.0	50.0	0.0	6.3	0.0	0.0
				Female #	3	1	0	2	0	0	0	0
				Female%	18.8	6.3	0.0	12.5	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Institutional Research & Strategic Planning

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9516	Senior Data Analyst	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
				Grand Total #	1	1	Male #	0	0	0	0	0
				Grand Total %		100.0	Male %	0.0	0.0	0.0	0.0	0.0
							Female #	1	0	1	0	0
							Female%	100.0	0.0	0.0	100.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Instructional Technology

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9459	Educational Technologist	2	1	Male	1	0	0	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
U9464	Instructional Designer III	3	2	Male	1	0	0	1	0	0	0	0	
				Female	2	1	0	0	0	0	0	1	
U9473	Client Technologies Analyst II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U9496	IT Manager II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U9528	Systems Administrator III	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U8003	Associate Director, Academic Technology	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
Grand Total #		9	6	Male #	5	1	0	4	0	0	0	0	
Grand Total %			66.7	Male %	55.6	11.1	0.0	44.4	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	0	0	0	1	
				Female%	44.4	22.2	0.0	11.1	0.0	0.0	0.0	11.1	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Intercollegiate Athletics

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8022	Assistant Athletic Director P11	4	1	Male	2	1	1	0	0	0	0	0
				Female	2	2	0	0	0	0	0	
U8027	Associate Athletic Director P18	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
Grand Total #		5	2	Male #	3	1	1	1	0	0	0	0
Grand Total %			40.0	Male %	60.0	20.0	20.0	20.0	0.0	0.0	0.0	0.0
				Female #	2	2	0	0	0	0	0	0
				Female%	40.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: John E. Conner Museum

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8730	Senior Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
		Grand Total #	1	Male #	0	0	0	0	0	0	0	0	0
		Grand Total %	100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: King Ranch Institute For Ranch Management

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
U9454	Events Coordinator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8837	Communications Specialist III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U8750	Manager, Operations	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U7995	Senior Administrative Coordinator II	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U9344	Manager P12	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		6	1	Male #	2	2	0	0	0	0	0	0	
Grand Total %			16.7	Male %	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	3	0	1	0	0	0	0	
				Female%	66.7	50.0	0.0	16.7	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Kleberg Wildlife Research Institute

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U4646	Purchasing Specialist	2	1	Male	1	1	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U5152	Research Technician II	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U5197	Farm Foreman II	3	1	Male	3	2	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8786	Business Coordinator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U1131	Administrative Coordinator I	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
U8545	Research Associate	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U8787	Business Coordinator III	2	1	Male	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0
U1182	Travel Specialist II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8634	Research Scientist	3	0	Male	3	3	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U5151	Research Technician I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9534	Manager, Laboratory	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8931	Facilities Coordinator III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8978	Manager, Event Services	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8116	Assistant Director, Texas Native Seeds	2	0	Male	1	1	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Kleberg Wildlife Research Institute

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7784	Research Assistant Professor	3	0	Male	2	2	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8008	Assistant Director, Administration	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8081	Assistant Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8082	Associate Director P12	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7120	Assistant Professor	5	0	Male	2	2	0	0	0	0	0	0	0
				Female	3	3	0	0	0	0	0	0	0
U9497	IT Manager III	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8065	Assistant Director, Development	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8204	Director, Administration	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U7788	Research Associate Professor	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8497	Program Director P14	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7924	Tenured Professor	6	2	Male	5	3	0	2	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8288	Director, Development	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Kleberg Wildlife Research Institute

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	47	13	Male #	28	21	0	7	0	0	0	0
	Grand Total %		27.7	Male %	59.6	44.7	0.0	14.9	0.0	0.0	0.0	0.0
				Female #	19	13	0	6	0	0	0	0
				Female%	40.4	27.7	0.0	12.8	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Library Operations

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U4023	Library Specialist I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	
U4024	Library Specialist II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
U4025	Library Specialist III	5	4	Male	1	0	0	1	0	0	0	0	
				Female	4	1	0	3	0	0	0		
U1129	Administrative Associate IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
U4016	Library Associate I	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
U3417	End User Support Specialist II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U7108	Assistant Librarian - Faculty	4	2	Male	1	0	0	1	0	0	0	0	
				Female	3	2	0	1	0	0	0		
U1132	Administrative Coordinator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
U7121	Associate Librarian - Faculty	3	3	Male	1	0	1	0	0	0	0	0	
				Female	2	0	0	2	0	0	0		
U9495	IT Manager I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		20	15	Male #	5	0	1	4	0	0	0	0	
Grand Total %			75.0	Male %	25.0	0.0	5.0	20.0	0.0	0.0	0.0	0.0	
				Female #	15	5	0	10	0	0	0	0	
				Female%	75.0	25.0	0.0	50.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Management, Marketing & Information Systems

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U7068	Adjunct Faculty	7	4	Male	4	2	0	2	0	0	0	0	
				Female	3	1	0	1	1	0	0		
U7920	Tenured Associate Professor	3	2	Male	3	1	1	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U7120	Assistant Professor	3	3	Male	2	0	0	1	1	0	0	0	
				Female	1	0	0	0	1	0	0		
U7924	Tenured Professor	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
Grand Total #		14	10	Male #	9	3	1	4	1	0	0	0	
Grand Total %			71.4	Male %	64.3	21.4	7.1	28.6	7.1	0.0	0.0	0.0	
				Female #	5	1	0	2	2	0	0	0	
				Female%	35.7	7.1	0.0	14.3	14.3	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Marketing & Communications

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9383	Graphic Designer I	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
U1150	Executive Assistant I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8836	Communications Specialist II	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
U8883	Video Coordinator	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8885	Website Designer	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8052	Assistant Director, Marketing	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U1631	Public Relations Specialist	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
JC-6022	Assistant Director P12	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8884	Web and Information Designer	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8503	Associate Director, Marketing	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		12	6	Male #	4	2	0	2	0	0	0	0	0
Grand Total %			50.0	Male %	33.3	16.7	0.0	16.7	0.0	0.0	0.0	0.0	0.0
				Female #	8	4	0	4	0	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Natural Toxin Research Center

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8544	Research Assistant	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8631	Postdoctoral Researcher	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9540	Curator	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7920	Tenured Associate Professor	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
Grand Total #		4	4	Male #	2	0	0	2	0	0	0	0	
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	
				Female #	2	0	0	1	1	0	0	0	
				Female%	50.0	0.0	0.0	25.0	25.0	0.0	0.0	0.0	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Academic Affairs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9316	Senior Graduate Student Specialist I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U1132	Administrative Coordinator II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8386	Program Director P12	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8425	Director, International Student Services	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0	0
Grand Total #		4	3	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			75.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	0	2	1	0	0	0	0
				Female%	100.0	25.0	0.0	50.0	25.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office of Admissions

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U3007	Admissions Specialist II	8	8	Male	2	0	0	2	0	0	0	0
				Female	6	0	0	6	0	0	0	0
U3006	Admissions Specialist I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	0
U3008	Admissions Specialist III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U8960	Admissions Coordinator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
Grand Total #		11	9	Male #	2	0	0	2	0	0	0	0
Grand Total %			81.8	Male %	18.2	0.0	0.0	18.2	0.0	0.0	0.0	0.0
				Female #	9	2	1	6	0	0	0	0
				Female%	81.8	18.2	9.1	54.5	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office of Compliance

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8904	Compliance Investigator I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9421	Title IX Coordinator P13	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8081	Assistant Director	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		4	3	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			75.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	1	0	3	0	0	0	0	0
				Female%	100.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Dean Of Students

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1130	Administrative Associate V	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
		Grand Total #	1	Male #	0	0	0	0	0	0	0	0
		Grand Total %	100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Development

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8787	Business Coordinator III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U9424	Development Officer I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8834	Communications and Marketing Coordinator	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8502	Head Cheer Coach	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U9476	Data Analyst	1	1	Male	1	0	0	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0	0	0
U9425	Development Officer II	2	0	Male	0	0	0	0	0	0	0	0	0
				Female	2	2	0	0	0	0	0	0	0
U8741	Executive Assistant II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8795	Financial Accountant IV	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U9426	Development Officer III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8282	Director, Advancement Services	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
JC-6006	Special Assistant to the Vice President	1	1	Male	1	0	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8321	Executive Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8421	Director, Career Services	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U9764	Senior Director	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Development

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	15	6	Male #	5	2	0	1	1	0	1	0
	Grand Total %		40.0	Male %	33.3	13.3	0.0	6.7	6.7	0.0	6.7	0.0
				Female #	10	7	0	3	0	0	0	0
				Female%	66.7	46.7	0.0	20.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Enrollment Management

Job Code	Job Title	Total		Total										
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+			
U1023	Document Imaging Specialist III	1	1	Male	1	0	0	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
U3008	Admissions Specialist III	1	0	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
U1131	Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
U8733	Assistant Manager	1	0	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
U9482	Enterprise Information Systems Functional Lead	2	2	Male	2	0	0	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
U9519	Senior IT Professional III	1	1	Male	1	0	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
Grand Total #		7	5	Male #	4	0	0	3	1	0	0	0	0	0
Grand Total %			71.4	Male %	57.1	0.0	0.0	42.9	14.3	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0	0	0
				Female%	42.9	28.6	0.0	14.3	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office of Enrollment Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1126	Administrative Associate I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U1131	Administrative Coordinator I	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8961	Admissions Coordinator II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8960	Admissions Coordinator I	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
U9270	Academic Advisor I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8967	Associate Director, Admissions	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8100	Associate Director P14	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		8	8	Male #	3	0	0	3	0	0	0	0	
Grand Total %			100.0	Male %	37.5	0.0	0.0	37.5	0.0	0.0	0.0	0.0	
				Female #	5	0	1	4	0	0	0	0	
				Female%	62.5	0.0	12.5	50.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office of Enrollment Services and Student Affairs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8355	Director, Veteran Relations	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8319	Director	2	0	Male	1	1	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
U8252	Director, Communications Center	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	0
U8432	Director, Student Financial Assistance	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
U8315	Executive Director, Admissions	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	0
U8321	Executive Director	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		7	4	Male #	4	1	0	3	0	0	0	0	
Grand Total %			57.1	Male %	57.1	14.3	0.0	42.9	0.0	0.0	0.0	0.0	
				Female #	3	2	0	1	0	0	0	0	
				Female%	42.9	28.6	0.0	14.3	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office of Facilities, Planning, Construction, and Safety

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8932	Fire Inspector Supervisor	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
U9344	Manager P12	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8783	Business Administrator II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9741	Construction Project Manager II	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9366	Business Administrator I	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9442	Environmental Health and Safety Coordinator II	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8939	Manager, Facilities	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8319	Director	2	1	Male	1	0	0	1	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U9742	Construction Project Manager IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		11	9	Male #	7	1	1	5	0	0	0	0
Grand Total %			81.8	Male %	63.6	9.1	9.1	45.5	0.0	0.0	0.0	0.0
				Female #	4	1	0	3	0	0	0	0
				Female%	36.4	9.1	0.0	27.3	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of International Studies

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U5442	International Student Advisor I	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9297	International Student Advisor II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9319	Senior International Student Advisor II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	0	0	3	0	0	0	0	
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Research And Sponsored Programs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9614	Proposal Administrator II	3	2	Male	1	0	0	1	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
U7127	Temporary Worker - Non faculty	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8398	Director, Contracts and Grants	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		5	3	Male #	1	0	0	1	0	0	0	0	0
Grand Total %			60.0	Male %	20.0	0.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	2	0	2	0	0	0	0	0
				Female%	80.0	40.0	0.0	40.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Residence Life

Job Code	Job Title	Total		Total										
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+			
U9306	Residence Hall Area Coordinator	2	2	Male	2	0	0	2	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
U1131	Administrative Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0	0
U1421	Business Coordinator I	1	0	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
U8082	Associate Director P12	1	1	Male	1	0	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0	0
U8171	Associate Director, Residential Living and Learning	1	0	Male	0	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0	0
Grand Total #		6	4	Male #	3	0	1	2	0	0	0	0	0	0
Grand Total %			66.7	Male %	50.0	0.0	16.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0	0	0
				Female%	50.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office of Risk Management

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9447	Occupational Safety and Health Inspector IV	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
		Grand Total #	1	1	Male #	1	0	0	1	0	0	0
		Grand Total %		100.0	Male %	100.0	0.0	0.0	100.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Student Affairs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8321	Executive Director	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8430	Director, Student Conduct	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8411	Assistant Dean, Students	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
Grand Total #		4	2	Male #	1	0	0	1	0	0	0	0	0
Grand Total %			50.0	Male %	25.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0
				Female #	3	2	0	1	0	0	0	0	0
				Female%	75.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Student Development/Activities

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1129	Administrative Associate IV	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9290	Coordinator, Student Engagement	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	0	1	0	0	0	0	0
U4522	Program Specialist III	2	1	Male	0	0	0	0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	0	0
U8221	Director, Recreational Sports	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		6	3	Male #	1	1	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	16.7	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	5	2	1	2	0	0	0	0	0
				Female%	83.3	33.3	16.7	33.3	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office Of Student Financial Aid Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1023	Document Imaging Specialist III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U3022	Financial Aid Assistant III	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8969	Financial Aid Advisor II	2	1	Male	1	0	0	1	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U8970	Financial Aid Advisor III	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
U8971	Financial Aid Advisor IV	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U9452	Manager, Financial Aid	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8074	Assistant Director, Financial Aid P12	2	2	Male	1	0	0	1	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U3011	Associate Director, Financial Aid	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		10	8	Male #	4	0	0	4	0	0	0	0	
Grand Total %			80.0	Male %	40.0	0.0	0.0	40.0	0.0	0.0	0.0	0.0	
				Female #	6	2	0	4	0	0	0	0	
				Female%	60.0	20.0	0.0	40.0	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Office Of The President

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8740	Coordinator, President Home	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8741	Executive Assistant II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8742	Executive Assistant III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8084	Associate Director, Human Resources	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U9993	Special Assistant to the President	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8321	Executive Director	3	2	Male	2	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8268	Executive Director, Marketing and Communications	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8060	Chief Compliance Officer	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8463	Chief Administrative Officer	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U7996	Vice President	3	2	Male	2	1	0	1	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8474	Vice President for Institutional Advancement	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8464	Provost and Vice President	1	0	Male	1	1	0	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
U8610	President	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of The President

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
	Grand Total #	17	11	Male #	11	6	0	5	0	0	0	0
	Grand Total %		64.7	Male %	64.7	35.3	0.0	29.4	0.0	0.0	0.0	0.0
				Female #	6	0	0	6	0	0	0	0
				Female%	35.3	0.0	0.0	35.3	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Office Of The Registrar

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1173	Records Specialist II	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
U4520	Program Specialist I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8075	Assistant Registrar P10	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U3417	End User Support Specialist II	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8077	Associate Registrar P12	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		6	6	Male #	1	0	0	1	0	0	0	0	
Grand Total %			100.0	Male %	16.7	0.0	0.0	16.7	0.0	0.0	0.0	0.0	
				Female #	5	0	0	5	0	0	0	0	
				Female%	83.3	0.0	0.0	83.3	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Outreach & Enrollment Support Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8963	Admissions Counselor II	4	4	Male	1	0	0	0	1	0	0	0
				Female	3	0	0	3	0	0	0	0
U9305	Regional Advisor II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8964	Admissions Counselor III	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9302	Manager, Recruiting	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U8100	Associate Director P14	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		8	8	Male #	4	0	0	3	1	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	37.5	12.5	0.0	0.0	0.0
				Female #	4	0	0	4	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Payroll Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8811	Payroll Services Coordinator	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
JC-6270	Payroll Administrator III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
Grand Total #		2	2	Male #	0	0	0	0	0	0	0	0
Grand Total %			100.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	0	0	2	0	0	0	0
				Female%	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Performance Excellence & Strategy

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1150	Executive Assistant I	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
U8005	Institutional Effectiveness Officer	2	1	Male	0	0	0	0	0	0	0	0	
				Female	2	1	0	1	0	0	0	0	
U8379	Director, Institutional Research	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
Grand Total #		4	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	4	2	0	1	1	0	0	0	
				Female%	100.0	50.0	0.0	25.0	25.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Post Office

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U2374	Mail Service Leader	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
		Grand Total #	1	0	Male #	1	1	0	0	0	0	0
		Grand Total %		0.0	Male %	100.0	100.0	0.0	0.0	0.0	0.0	0.0
					Female #	0	0	0	0	0	0	0
					Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Procurement & Travel Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9179	Contract Administrator	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8400	Director, Purchasing and Support Services	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		2	1	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			50.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0	0
				Female%	100.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Procurement Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9173	Buyer I	1	1	Male	1	0	0	0	0	0	0	0	1
				Female	0	0	0	0	0	0	0	0	0
U9175	Buyer III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9187	Procurement Card Coordinator	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
Grand Total #		3	3	Male #	1	0	0	0	0	0	0	0	1
Grand Total %			100.0	Male %	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3
				Female #	2	0	0	2	0	0	0	0	0
				Female%	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Property Management & Auxiliary Services

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8768	Coordinator, Recreational Sports	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U9454	Events Coordinator II	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8173	Associate Director, Student Center	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		3	2	Male #	1	0	0	1	0	0	0	0	0
Grand Total %			66.7	Male %	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0
				Female #	2	1	0	1	0	0	0	0	0
				Female%	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Provost & Vice-President For Academic Affairs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8741	Executive Assistant II	2	2	Male	0	0	0	0	0	0	0	0	0
				Female	2	0	0	2	0	0	0	0	
U8078	Registrar	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
U8332	Director, Distance Learning and Instructional Technology	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U9993	Special Assistant to the President	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0		
U8340	Director, Library	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0		
U8494	Associate Vice President	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0		
U8496	Assistant Provost	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U8646	Dean	6	3	Male	2	2	0	0	0	0	0	0	
				Female	4	1	0	3	0	0	0		
U8185	Associate Vice President, Academic Affairs	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0		
U8402	Associate Vice President, Research	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0		
Grand Total #		16	9	Male #	6	4	0	2	0	0	0	0	
Grand Total %			56.3	Male %	37.5	25.0	0.0	12.5	0.0	0.0	0.0	0.0	
				Female #	10	3	0	6	1	0	0	0	
				Female%	62.5	18.8	0.0	37.5	6.3	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Recreational Sports

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U8768	Coordinator, Recreational Sports	2	2	Male	2	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	2	0	1	1	0	0	0	0
Grand Total %			100.0	Male %	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0
				Female #	0	0	0	0	0	0	0	0
				Female%	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: School of Music

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1128	Administrative Associate III	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U7068	Adjunct Faculty	17	7	Male	11	6	0	5	0	0	0	0
				Female	6	4	0	1	0	0	0	1
U8730	Senior Administrative Coordinator I	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U9344	Manager P12	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7072	Adjunct Lecturer	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7160	Assistant Professor of the Practice	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	0	1	0	0	0
U7628	Lecturer	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7120	Assistant Professor	9	1	Male	4	4	0	0	0	0	0	0
				Female	5	4	0	0	1	0	0	0
U7920	Tenured Associate Professor	3	1	Male	1	1	0	0	0	0	0	0
				Female	2	1	0	0	1	0	0	0
U7924	Tenured Professor	7	2	Male	5	3	0	2	0	0	0	0
				Female	2	2	0	0	0	0	0	0
Grand Total #		42	15	Male #	24	15	0	9	0	0	0	0
Grand Total %			35.7	Male %	57.1	35.7	0.0	21.4	0.0	0.0	0.0	0.0
				Female #	18	12	0	2	3	0	0	1
				Female%	42.9	28.6	0.0	4.8	7.1	0.0	0.0	2.4

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Special Programs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9275	Academic Success Coach II	7	5	Male	3	1	0	2	0	0	0	0	
				Female	4	1	0	3	0	0	0	0	
U9151	Project Coordinator II	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U4517	Program Coordinator I P9	3	3	Male	0	0	0	0	0	0	0	0	
				Female	3	0	0	3	0	0	0	0	
U9366	Business Administrator I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8386	Program Director P12	6	5	Male	1	1	0	0	0	0	0	0	
				Female	5	0	0	5	0	0	0	0	
U8407	Director, Title V Program	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		19	14	Male #	5	3	0	2	0	0	0	0	
Grand Total %			73.7	Male %	26.3	15.8	0.0	10.5	0.0	0.0	0.0	0.0	
				Female #	14	2	0	12	0	0	0	0	
				Female%	73.7	10.5	0.0	63.2	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Special Programs EOC

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U9275	Academic Success Coach II	1	1	Male	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U9290	Coordinator, Student Engagement	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9803	Assistant Director P11	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		3	3	Male #	2	0	0	2	0	0	0	0
Grand Total %			100.0	Male %	66.7	0.0	0.0	66.7	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0
				Female%	33.3	0.0	0.0	33.3	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Special Programs McNair

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U4517	Program Coordinator I P9	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U9290	Coordinator, Student Engagement	1	1	Male	1	0	0	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0	0
Grand Total #		2	2	Male #	1	0	0	1	0	0	0	0	0
Grand Total %			100.0	Male %	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0
				Female #	1	0	0	1	0	0	0	0	0
				Female%	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Student Health & Wellness

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9692	Professional Counselor I	4	3	Male	1	1	0	0	0	0	0	0	0
				Female	3	0	0	3	0	0	0	0	
U9279	Accommodations Counselor	2	2	Male	0	0	0	0	0	0	0	0	
				Female	2	0	0	2	0	0	0	0	
U9693	Professional Counselor II	2	1	Male	1	1	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8783	Business Administrator II	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8423	Director, Disability Services	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	1	0	0	0	0	0	
U8422	Director, Counseling	1	0	Male	0	0	0	0	0	0	0	0	
				Female	1	1	0	0	0	0	0	0	
Grand Total #		11	8	Male #	2	2	0	0	0	0	0	0	
Grand Total %			72.7	Male %	18.2	18.2	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	9	1	1	7	0	0	0	0	
				Female%	81.8	9.1	9.1	63.6	0.0	0.0	0.0	0.0	

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Texas A&M - Kingsville
Workforce Analysis

Snapshot Date: 12/31/2023

Organizational Unit: Title V

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8786	Business Coordinator II	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	
U9150	Project Coordinator I	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U4517	Program Coordinator I P9	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
Grand Total #		3	2	Male #	0	0	0	0	0	0	0	0	
Grand Total %			66.7	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
				Female #	3	1	0	2	0	0	0	0	
				Female%	100.0	33.3	0.0	66.7	0.0	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Travel Services

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U1184	Travel Specialist III	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
		Grand Total #	1	0	Male #	0	0	0	0	0	0	0
		Grand Total %		0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	1	1	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: University Police

Job Code	Job Title	Total		Total								
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+	
U4363	Police Communications Officer I	5	3	Male	1	0	0	1	0	0	0	0
				Female	4	2	0	2	0	0	0	0
U4374	Police Officer II	5	5	Male	4	0	0	4	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U4375	Police Officer III	3	3	Male	2	0	0	2	0	0	0	0
				Female	1	0	0	1	0	0	0	0
U8886	Clery Act Compliance Officer	1	0	Male	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0
U4370	Police Investigator P12	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U4381	Police Sergeant P12	2	1	Male	2	1	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U9495	IT Manager I	1	0	Male	1	1	0	0	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U4371	Police Lieutenant P13	1	1	Male	1	0	0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	0
U7689	Task Worker	6	4	Male	6	2	0	4	0	0	0	0
				Female	0	0	0	0	0	0	0	0
Grand Total #		25	18	Male #	18	4	0	14	0	0	0	0
Grand Total %			72.0	Male %	72.0	16.0	0.0	56.0	0.0	0.0	0.0	0.0
				Female #	7	3	0	4	0	0	0	0
				Female%	28.0	12.0	0.0	16.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Veterans Affairs Office

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U9134	Veterans Affairs Coordinator	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
		Grand Total #	1	0	Male #	0	0	0	0	0	0	0	0
		Grand Total %		0.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
					Female #	1	1	0	0	0	0	0	0
					Female%	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Vice President For Finance & Administration

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U1450	Financial Specialist III	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	
U8784	Business Administrator III	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	0	1	0	0	0	
U8321	Executive Director	2	0	Male	2	2	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8357	Chief of Police	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8524	Associate Vice President for Finance	1	1	Male	0	0	0	0	0	0	0	0	
				Female	1	0	0	1	0	0	0	0	
U8494	Associate Vice President	1	1	Male	1	0	0	1	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
U8480	Chief Information Officer	1	0	Male	1	1	0	0	0	0	0	0	
				Female	0	0	0	0	0	0	0	0	
Grand Total #		8	5	Male #	5	3	0	2	0	0	0	0	
Grand Total %			62.5	Male %	62.5	37.5	0.0	25.0	0.0	0.0	0.0	0.0	
				Female #	3	0	0	2	1	0	0	0	
				Female%	37.5	0.0	0.0	25.0	12.5	0.0	0.0	0.0	

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**Texas A&M - Kingsville
Workforce Analysis**

Snapshot Date: 12/31/2023

Organizational Unit: Vice President for Student Affairs

Job Code	Job Title	Total		Total									
		EMP	MIN	EMP	W	AA	H	A	NA	PI	2+		
U8742	Executive Assistant III	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
U8494	Associate Vice President	1	1	Male	0	0	0	0	0	0	0	0	0
				Female	1	0	0	1	0	0	0	0	0
U8413	Assistant Vice President, Student Affairs	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
JC-6006	Special Assistant to the Vice President	1	0	Male	0	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0	0	0
Grand Total #		4	1	Male #	0	0	0	0	0	0	0	0	0
Grand Total %			25.0	Male %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
				Female #	4	3	0	1	0	0	0	0	0
				Female%	100.0	75.0	0.0	25.0	0.0	0.0	0.0	0.0	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 - Kingsville
Workforce Analysis Summary

Snapshot Date: 12/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
17120324 Comptroller Office	4	1	3	2	1	0	0	0	0	0	0	1	0	1	1	0	0	0
17120415 Office Of Student Financial Aid Services	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
17120417 Javelina Enrollment Services	5	0	5	4	0	0	0	0	0	0	0	1	0	4	0	0	0	0
17142000 Special Programs	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
17315050 Athletics	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
17463900 Kleberg Wildlife Research Institute	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Accounting & Reporting	3	0	3	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0
Accounting/Travel/Prop Mgmt	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Assoc Vp For Research & Grad Studies	3	1	2	2	0	0	1	0	0	0	0	1	0	1	0	0	0	0
Athletics	32	24	8	18	11	3	7	1	0	1	1	3	2	2	1	0	0	0
Avp-Student Success	28	4	24	20	1	0	3	0	0	0	0	7	0	17	0	0	0	0
Budget Office	3	2	1	3	0	0	2	0	0	0	0	0	0	1	0	0	0	0
Business Office	5	0	5	4	0	0	0	0	0	0	0	1	0	4	0	0	0	0
Career Services	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Center For Young Children	10	0	10	6	0	0	0	0	0	0	0	4	0	6	0	0	0	0
Central Receiving	2	1	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0
Citrus Center	40	29	11	33	4	0	20	5	0	0	0	3	0	7	1	0	0	0
College Of Agriculture and Natural Resources	13	8	5	4	7	1	0	0	0	0	0	2	0	3	0	0	0	0
College Of Arts & Sciences	18	9	9	8	6	2	1	0	0	0	0	4	0	4	1	0	0	0
College Of Business Administration	6	2	4	3	2	0	0	0	0	0	0	1	0	3	0	0	0	0
College Of Education & Human Performance	15	3	12	8	3	0	0	0	0	0	0	4	0	7	1	0	0	0
College of Engineering	13	9	4	7	5	0	3	1	0	0	0	1	0	3	0	0	0	0
Continuing Education Program	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0

Texas A&M - Kingsville
Workforce Analysis Summary

Snapshot Date: 12/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Department Of Acct, Finance & Econ	8	3	5	4	1	0	1	1	0	0	0	3	0	1	1	0	0	0
Department of Agriculture, Agribusiness, and Environr	16	11	5	8	6	1	3	1	0	0	0	2	0	3	0	0	0	0
Department of Animal Science & Veterinary Technolog	9	4	5	2	4	0	0	0	0	0	0	3	0	2	0	0	0	0
Department Of Art, Comm, & Theatre	21	12	9	12	5	0	7	0	0	0	0	4	0	5	0	0	0	0
Department Of Biological & Health Sciences	20	14	6	9	7	0	3	4	0	0	0	4	0	2	0	0	0	0
Department Of Chemistry	10	6	4	7	1	0	2	3	0	0	0	2	0	1	1	0	0	0
Department Of Civil & Architectural Engineering	14	11	3	9	4	0	3	4	0	0	0	1	0	1	1	0	0	0
Department Of Clinical Health Sciences	21	4	17	8	3	0	1	0	0	0	0	10	0	7	0	0	0	0
Department Of Environmental Engineering	6	3	3	5	1	0	1	1	0	0	0	0	0	2	1	0	0	0
Department Of Hist, Political Sci, & Phi	20	17	3	4	15	0	1	1	0	0	0	1	0	2	0	0	0	0
Department Of Physics & Geosciences	10	6	4	7	2	0	0	3	0	0	1	1	0	3	0	0	0	0
Department Of Psychology & Sociology	26	7	19	14	2	1	0	2	1	0	1	10	2	6	1	0	0	0
Department Of Rangeland & Wildlife Sciences	4	3	1	2	2	0	1	0	0	0	0	0	0	1	0	0	0	0
Department of Veterinary Technology	6	0	6	3	0	0	0	0	0	0	0	3	0	3	0	0	0	0
Dept Of Chemical & Natural Gas Engineering	9	7	2	5	4	0	3	0	0	0	0	0	0	1	1	0	0	0
Dept Of Industrial Technology	6	6	0	3	3	0	2	1	0	0	0	0	0	0	0	0	0	0
Dept Of Language & Literature	22	8	14	12	4	0	2	1	1	0	0	6	0	8	0	0	0	0
Dept Of Mathematics	16	9	7	10	1	0	3	5	0	0	0	5	0	1	1	0	0	0
Dept Of Mechanical & Industrial Engineering	21	17	4	18	3	0	1	12	1	0	0	0	0	1	3	0	0	0
Dept Of Teacher & Bilingual Educ	29	9	20	16	3	0	6	0	0	0	0	10	0	9	1	0	0	0
Dept. Of Elect.Engineering & Computer Science	19	17	2	10	7	1	1	8	0	0	0	2	0	0	0	0	0	0
Dept. Of Health & Kinesiology	14	7	7	3	5	1	0	1	0	0	0	6	0	1	0	0	0	0
Educational Leadership & Counseling	17	5	12	6	4	0	1	0	0	0	0	7	0	3	1	0	0	1

Texas A&M - Kingsville
Workforce Analysis Summary

Snapshot Date: 12/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Financial Services	6	0	6	4	0	0	0	0	0	0	0	2	0	4	0	0	0	0
Grants & Contracts	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
HEART Grant	3	1	2	3	0	0	1	0	0	0	0	0	0	2	0	0	0	0
Honors College	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Human Resources	7	2	5	6	0	0	2	0	0	0	0	1	0	4	0	0	0	0
I Tech	16	13	3	11	4	0	8	0	1	0	0	1	0	2	0	0	0	0
Institutional Research & Strategic Planning	1	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Instructional Technology	9	5	4	6	1	0	4	0	0	0	0	2	0	1	0	0	0	1
Intercollegiate Athletics	5	3	2	2	1	1	1	0	0	0	0	2	0	0	0	0	0	0
John E. Conner Museum	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
King Ranch Institute For Ranch Management	6	2	4	1	2	0	0	0	0	0	0	3	0	1	0	0	0	0
Kleberg Wildlife Research Institute	47	28	19	13	21	0	7	0	0	0	0	13	0	6	0	0	0	0
Library Operations	20	5	15	15	0	1	4	0	0	0	0	5	0	10	0	0	0	0
Management, Marketing & Information Systems	14	9	5	10	3	1	4	1	0	0	0	1	0	2	2	0	0	0
Marketing & Communications	12	4	8	6	2	0	2	0	0	0	0	4	0	4	0	0	0	0
Natural Toxin Research Center	4	2	2	4	0	0	2	0	0	0	0	0	0	1	1	0	0	0
Office Of Academic Affairs	4	0	4	3	0	0	0	0	0	0	0	1	0	2	1	0	0	0
Office of Admissions	11	2	9	9	0	0	2	0	0	0	0	2	1	6	0	0	0	0
Office of Compliance	4	0	4	3	0	0	0	0	0	0	0	1	0	3	0	0	0	0
Office Of Dean Of Students	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Office Of Development	15	5	10	6	2	0	1	1	0	1	0	7	0	3	0	0	0	0
Office Of Enrollment Management	7	4	3	5	0	0	3	1	0	0	0	2	0	1	0	0	0	0
Office of Enrollment Services	8	3	5	8	0	0	3	0	0	0	0	0	1	4	0	0	0	0

Texas A&M - Kingsville
Workforce Analysis Summary

Snapshot Date: 12/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Office of Enrollment Services and Student Affairs	7	4	3	4	1	0	3	0	0	0	0	2	0	1	0	0	0	0
Office of Facilities, Planning, Construction, and Safety	11	7	4	9	1	1	5	0	0	0	0	1	0	3	0	0	0	0
Office Of International Studies	3	0	3	3	0	0	0	0	0	0	0	0	0	3	0	0	0	0
Office Of Research And Sponsored Programs	5	1	4	3	0	0	1	0	0	0	0	2	0	2	0	0	0	0
Office Of Residence Life	6	3	3	4	0	1	2	0	0	0	0	2	0	1	0	0	0	0
Office of Risk Management	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Office Of Student Affairs	4	1	3	2	0	0	1	0	0	0	0	2	0	1	0	0	0	0
Office Of Student Development/Activities	6	1	5	3	1	0	0	0	0	0	0	2	1	2	0	0	0	0
Office Of Student Financial Aid Services	10	4	6	8	0	0	4	0	0	0	0	2	0	4	0	0	0	0
Office Of The President	17	11	6	11	6	0	5	0	0	0	0	0	0	6	0	0	0	0
Office Of The Registrar	6	1	5	6	0	0	1	0	0	0	0	0	0	5	0	0	0	0
Outreach & Enrollment Support Services	8	4	4	8	0	0	3	1	0	0	0	0	0	4	0	0	0	0
Payroll Services	2	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Performance Excellence & Strategy	4	0	4	2	0	0	0	0	0	0	0	2	0	1	1	0	0	0
Post Office	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Procurement & Travel Services	2	0	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0
Procurement Services	3	1	2	3	0	0	0	0	0	0	1	0	0	2	0	0	0	0
Property Management & Auxiliary Services	3	1	2	2	0	0	1	0	0	0	0	1	0	1	0	0	0	0
Provost & Vice-President For Academic Affairs	16	6	10	9	4	0	2	0	0	0	0	3	0	6	1	0	0	0
Recreational Sports	2	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0
School of Music	42	24	18	15	15	0	9	0	0	0	0	12	0	2	3	0	0	1
Special Programs	19	5	14	14	3	0	2	0	0	0	0	2	0	12	0	0	0	0
Special Programs EOC	3	2	1	3	0	0	2	0	0	0	0	0	0	1	0	0	0	0

Texas A&M - Kingsville
Workforce Analysis Summary

Snapshot Date: 12/31/2023

Organizational Unit	Total				Male							Female						
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+	W	AA	H	A	NA	PI	2+
Special Programs McNair	2	1	1	2	0	0	1	0	0	0	0	0	0	1	0	0	0	0
Student Health & Wellness	11	2	9	8	2	0	0	0	0	0	0	1	1	7	0	0	0	0
Title V	3	0	3	2	0	0	0	0	0	0	0	1	0	2	0	0	0	0
Travel Services	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
University Police	25	18	7	18	4	0	14	0	0	0	0	3	0	4	0	0	0	0
Veterans Affairs Office	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Vice President For Finance & Administration	8	5	3	5	3	0	2	0	0	0	0	0	0	2	1	0	0	0
Vice President for Student Affairs	4	0	4	1	0	0	0	0	0	0	0	3	0	1	0	0	0	0
Total (#)	1,002	476	526	587	204	17	186	59	4	2	4	211	8	276	28	0	0	3
Total (%)		47.5	52.5	58.6	20.4	1.7	18.6	5.9	0.4	0.2	0.4	21.1	0.8	27.5	2.8	0.0	0.0	0.3

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 1 - EXECUTIVE STAFF

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	U8494	Associate Vice President	3	1	2	0	3
1	U8524	Associate Vice President for Finance	1	0	1	0	1
1	U8480	Chief Information Officer	1	1	0	1	0
1	U8232	Controller	1	0	1	1	0
1	U8646	Dean	6	2	4	3	3
1	U8321	Executive Director	11	8	3	7	4
1	U8610	President	1	1	0	0	1
1	U8464	Provost and Vice President	1	1	0	1	0
1	U7996	Vice President	3	2	1	1	2
1	U8474	Vice President for Institutional Advancement	1	1	0	1	0
Total (#)			29	17	12	15	14
Total (%)				58.6	41.4	51.7	48.3

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 10 - FACULTY - OTHER / INSTRUCTIONAL STAFF

			Total				
EEO	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	U7072	Adjunct Lecturer	1	1	0	1	0
5	U7520	Instructor	1	1	0	1	0
5	U7628	Lecturer	6	6	0	5	1
5	U7648	Lecturer I	18	10	8	7	11
5	U7652	Lecturer II	2	0	2	2	0
5	U7832	Senior Lecturer	1	0	1	1	0
Total (#)			29	18	11	17	12
Total (%)				62.1	37.9	58.6	41.4

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 11 - MANAGERIAL STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	U8052	Assistant Director, Marketing	1	0	1	1	0
1	U8733	Assistant Manager	1	0	1	1	0
1	U9758	Associate Director, Accounting	1	0	1	0	1
1	U8084	Associate Director, Human Resources	1	1	0	0	1
1	U8503	Associate Director, Marketing	1	1	0	0	1
1	U9741	Construction Project Manager II	2	2	0	0	2
1	U9742	Construction Project Manager IV	1	1	0	0	1
1	U8931	Facilities Coordinator III	1	1	0	0	1
1	U9495	IT Manager I	3	3	0	1	2
1	U9496	IT Manager II	1	1	0	1	0
1	U9497	IT Manager III	2	2	0	1	1
1	U9344	Manager P12	3	2	1	1	2
1	U8747	Manager, Customer Service	1	0	1	0	1
1	U8978	Manager, Event Services	1	0	1	0	1
1	U8939	Manager, Facilities	3	3	0	3	0
1	U9452	Manager, Financial Aid	1	0	1	0	1
1	U9534	Manager, Laboratory	2	2	0	2	0
1	U2392	Manager, Mail Services	1	0	1	1	0
1	U8750	Manager, Operations	2	1	1	1	1
1	U9302	Manager, Recruiting	1	1	0	0	1
1	U9086	Manager, Technical Laboratory	2	2	0	1	1
1	U9169	Program Manager P10	2	1	1	0	2
1	U9168	Program Manager P11	1	1	0	1	0
Total (#)			35	25	10	15	20
Total (%)				71.4	28.6	42.9	57.1

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 12 - PROFESSIONAL STAFF

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	U9355	Assistant Director, Sports Information	1	1	0	0	1
4	U9179	Contract Administrator	1	0	1	0	1
4	U9383	Graphic Designer I	2	0	2	1	1
Total (#)			4	1	3	1	3
Total (%)				25.0	75.0	25.0	75.0

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 13 - COMMUNICATION PROFESSIONAL STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	U1551	Art Studio Technician	1	1	0	0	1
4	U8834	Communications and Marketing Coordinator	1	0	1	1	0
4	U8836	Communications Specialist II	2	0	2	1	1
4	U8837	Communications Specialist III	1	0	1	1	0
4	U1631	Public Relations Specialist	1	1	0	1	0
4	U8883	Video Coordinator	1	1	0	0	1
Total (#)			7	3	4	4	3
Total (%)				42.9	57.1	57.1	42.9

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	U9473	Client Technologies Analyst II	1	1	0	0	1
3	U9476	Data Analyst	1	1	0	0	1
3	U3416	End User Support Specialist I	1	0	1	0	1
3	U3417	End User Support Specialist II	6	6	0	1	5
3	U3418	End User Support Specialist III	1	1	0	0	1
3	U9481	Enterprise Information Systems Functional Analyst	1	0	1	1	0
3	U9482	Enterprise Information Systems Functional Lead	2	2	0	0	2
3	U9507	Network Engineer I	2	2	0	2	0
3	U9070	Security Analyst II	1	1	0	0	1
3	U9516	Senior Data Analyst	1	0	1	0	1
3	U9519	Senior IT Professional III	1	1	0	0	1
3	U9523	Software Applications Developer III	1	0	1	1	0
3	U9528	Systems Administrator III	1	1	0	0	1
3	U8884	Web and Information Designer	1	1	0	1	0
3	U8885	Website Designer	1	0	1	1	0
Total (#)			22	17	5	7	15
Total (%)				77.3	22.7	31.8	68.2

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 15 - MED, HEALTH, AND SOCIAL SERVICES PROFESSIONAL

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
9	U1308	Athletic Assistant	1	1	0	1	0
9	U9357	Athletic Trainer	3	1	2	1	2
9	JC-6125	Instructional Veterinary Nurse I	2	0	2	1	1
9	JC-6126	Instructional Veterinary Nurse II	2	0	2	1	1
9	U5727	Veterinary Technician III	1	0	1	0	1
Total (#)			9	2	7	4	5
Total (%)				22.2	77.8	44.4	55.6

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 16 - SENIOR RESEARCH PROFESSIONAL STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	U8630	Postdoctoral Research Associate	4	2	2	1	3
3	U8631	Postdoctoral Researcher	2	1	1	0	2
3	U8634	Research Scientist	5	4	1	4	1
Total (#)			11	7	4	5	6
Total (%)				63.6	36.4	45.5	54.5

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 17 - RESEARCH PROFESSIONAL STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	U8544	Research Assistant	5	3	2	0	5
3	U8545	Research Associate	6	3	3	3	3
3	U5151	Research Technician I	5	3	2	3	2
3	U5152	Research Technician II	6	4	2	2	4
Total (#)			22	13	9	8	14
Total (%)				59.1	40.9	36.4	63.6

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONAL

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	U9270	Academic Advisor I	1	0	1	0	1
4	U9271	Academic Advisor II	13	0	13	5	8
4	U9272	Academic Advisor III	1	0	1	0	1
4	U9273	Academic Advisor IV	2	1	1	0	2
4	U9275	Academic Success Coach II	9	4	5	2	7
4	U9279	Accommodations Counselor	2	0	2	0	2
4	U8960	Admissions Coordinator I	3	1	2	1	2
4	U8961	Admissions Coordinator II	1	1	0	0	1
4	U8963	Admissions Counselor II	4	1	3	0	4
4	U8964	Admissions Counselor III	1	1	0	0	1
4	U8969	Financial Aid Advisor II	2	1	1	1	1
4	U8970	Financial Aid Advisor III	1	0	1	1	0
4	U8971	Financial Aid Advisor IV	2	0	2	0	2
4	U5442	International Student Advisor I	1	0	1	0	1
4	U9297	International Student Advisor II	1	0	1	0	1
4	U9692	Professional Counselor I	4	1	3	1	3
4	U9693	Professional Counselor II	2	1	1	1	1
4	U9305	Regional Advisor II	1	0	1	0	1
4	U9314	Senior Academic Advisor	4	1	3	1	3
4	U9319	Senior International Student Advisor II	1	0	1	0	1
4	U9134	Veterans Affairs Coordinator	1	0	1	1	0
Total (#)			57	13	44	14	43
Total (%)				22.8	77.2	24.6	75.4

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 2 - ACADEMIC ADMINISTRATORS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	U8022	Assistant Athletic Director P11	4	2	2	3	1
1	U8411	Assistant Dean, Students	2	0	2	1	1
1	U8081	Assistant Director	8	3	5	2	6
1	U9803	Assistant Director P11	1	1	0	0	1
1	JC-6022	Assistant Director P12	1	0	1	0	1
1	U8008	Assistant Director, Administration	1	0	1	1	0
1	U8155	Assistant Director, Advising Services	1	0	1	1	0
1	U8156	Assistant Director, Career Services	1	0	1	0	1
1	U8143	Assistant Director, Child Care Center	1	0	1	0	1
1	U8065	Assistant Director, Development	1	0	1	1	0
1	U8074	Assistant Director, Financial Aid P12	2	1	1	0	2
1	U8002	Assistant Director, Recruitment	2	1	1	1	1
1	U8116	Assistant Director, Texas Native Seeds	2	1	1	2	0
1	U8075	Assistant Registrar P10	1	0	1	0	1
1	U8027	Associate Athletic Director P18	1	1	0	0	1
1	U8183	Associate Dean	6	5	1	5	1
1	U8082	Associate Director P12	3	2	1	1	2
1	U8100	Associate Director P14	3	1	2	1	2
1	U8003	Associate Director, Academic Technology	1	0	1	0	1
1	U8967	Associate Director, Admissions	1	0	1	0	1
1	U3011	Associate Director, Financial Aid	1	1	0	0	1
1	U8171	Associate Director, Residential Living and Learning	1	0	1	1	0
1	U8077	Associate Registrar P12	1	0	1	0	1
1	U8185	Associate Vice President, Academic Affairs	1	1	0	1	0
1	U8402	Associate Vice President, Research	1	1	0	0	1
1	U8078	Registrar	1	0	1	1	0

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 2 - ACADEMIC ADMINISTRATORS

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
1	U9993	Special Assistant to the President	2	1	1	1	1
1	JC-6006	Special Assistant to the Vice President	2	1	1	1	1
Total (#)			53	23	30	24	29
Total (%)				43.4	56.6	45.3	54.7

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 20 - COACHING STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
4	U8567	Assistant Baseball Coach	1	1	0	1	0
4	U8571	Assistant Football Coach	7	7	0	3	4
4	U8576	Assistant Men's Basketball Coach	1	1	0	0	1
4	U8578	Assistant Softball Coach	1	1	0	0	1
4	U8579	Assistant Track & Field Coach	2	2	0	2	0
4	U8581	Assistant Women's Basketball Coach	1	0	1	0	1
4	U8582	Assistant Women's Volleyball Coach	1	0	1	0	1
4	U8589	Head Baseball Coach	1	1	0	0	1
4	U8502	Head Cheer Coach	1	0	1	1	0
4	JC-6488	Head Coach	1	1	0	1	0
4	U8592	Head Cross Country, Track & Field Coach	1	1	0	1	0
4	U8593	Head Football Coach	1	1	0	0	1
4	U8595	Head Men's Basketball Coach	1	1	0	0	1
4	U8596	Head Rodeo Coach	1	1	0	1	0
4	U8597	Head Softball Coach	1	1	0	1	0
4	U8599	Head Strength Coach	1	1	0	1	0
4	U8601	Head Women's Basketball Coach	1	1	0	0	1
4	U8602	Head Women's Golf Coach	1	0	1	1	0
4	U8603	Head Women's Tennis Coach	1	0	1	0	1
4	U8600	Head Women's Volleyball Coach	1	0	1	1	0
Total (#)			27	21	6	14	13
Total (%)				77.8	22.2	51.9	48.1

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 21 - INSTRUCTIONAL STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	U5324	Early Childhood Teacher III	6	0	6	2	4
8	U9459	Educational Technologist	2	1	1	1	1
8	U9464	Instructional Designer III	3	1	2	1	2
8	U9660	Lead Teacher, Early Childhood	1	0	1	1	0
Total (#)			12	2	10	5	7
Total (%)				16.7	83.3	41.7	58.3

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 23 - GENERAL OFFICE SUPPORT STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	U1147	Customer Service Associate II	5	0	5	1	4
12	U1023	Document Imaging Specialist III	2	1	1	0	2
12	U7477	Intern I	1	1	0	0	1
12	U2374	Mail Service Leader	1	1	0	1	0
12	U4363	Police Communications Officer I	5	1	4	2	3
12	U1173	Records Specialist II	2	0	2	0	2
12	U8821	Supervisor, Cashier	1	0	1	1	0
12	U7689	Task Worker	7	6	1	2	5
12	U7127	Temporary Worker - Non faculty	1	0	1	1	0
12	U1045	Testing Associate	1	0	1	1	0
12	U1182	Travel Specialist II	1	0	1	0	1
12	U1184	Travel Specialist III	1	0	1	1	0
Total (#)			28	10	18	10	18
Total (%)				35.7	64.3	35.7	64.3

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
13	U2354	Facilities Specialist III	1	1	0	0	1
13	U2379	Maintenance Worker II	2	2	0	1	1
13	U5589	Mechanic I	1	1	0	0	1
Total (#)			4	4	0	1	3
Total (%)				100.0	0.0	25.0	75.0

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
14	U3626	Machinist II	1	1	0	0	1
14	U2440	Storekeeper II	1	1	0	0	1
Total (#)			2	2	0	0	2
Total (%)				100.0	0.0	0.0	100.0

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 3 - ADMINISTRATIVE STAFF

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
12	U1126	Administrative Associate I	2	0	2	1	1
12	U1128	Administrative Associate III	20	1	19	7	13
12	U1129	Administrative Associate IV	5	0	5	1	4
12	U1130	Administrative Associate V	5	0	5	2	3
12	U1131	Administrative Coordinator I	8	1	7	2	6
12	U1132	Administrative Coordinator II	3	0	3	0	3
12	U3006	Admissions Specialist I	1	0	1	0	1
12	U3007	Admissions Specialist II	8	2	6	0	8
12	U3008	Admissions Specialist III	2	0	2	2	0
12	U9292	Coordinator, Student Services	2	0	2	0	2
12	U8932	Fire Inspector Supervisor	1	1	0	0	1
12	JC-6270	Payroll Administrator III	1	0	1	0	1
12	U8811	Payroll Services Coordinator	1	0	1	0	1
12	U4516	Program Coordinator I P5	1	0	1	0	1
12	U4517	Program Coordinator I P9	9	1	8	0	9
12	U9148	Program Coordinator II P11	2	0	2	0	2
12	U4520	Program Specialist I	1	0	1	0	1
12	U4522	Program Specialist III	2	0	2	1	1
12	U9150	Project Coordinator I	1	0	1	0	1
12	U9151	Project Coordinator II	1	1	0	1	0
12	U9614	Proposal Administrator II	3	1	2	1	2
12	U8730	Senior Administrative Coordinator I	5	0	5	1	4
12	U7995	Senior Administrative Coordinator II	1	0	1	1	0
12	U8816	Senior Business Specialist	1	0	1	1	0
12	JC-6319	Temporary Employee - Non-Faculty Exempt	1	1	0	0	1

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 3 - ADMINISTRATIVE STAFF

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
		Total (#)	87	9	78	21	66
		Total (%)		10.3	89.7	24.1	75.9

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 30 - GENERAL SERVICES STAFF

EEO

Total				
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EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	U8826	Assistant General Manager, Student Media	1	0	1	0	1
10	U2317	Child Care Cook	1	0	1	0	1
10	U2322	Custodian	1	0	1	0	1
10	U9306	Residence Hall Area Coordinator	2	2	0	0	2
Total (#)			5	2	3	0	5
Total (%)				40.0	60.0	0.0	100.0

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 31 - PROTECTIVE SERVICES TECHNICAL STAFF

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
10	U8357	Chief of Police	1	1	0	0	1
10	U4370	Police Investigator P12	1	1	0	0	1
10	U4371	Police Lieutenant P13	1	1	0	0	1
10	U4374	Police Officer II	5	4	1	0	5
10	U4375	Police Officer III	3	2	1	0	3
10	U4381	Police Sergeant P12	2	2	0	1	1
Total (#)			13	11	2	1	12
Total (%)				84.6	15.4	7.7	92.3

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	U8496	Assistant Provost	1	1	0	1	0
1	U8413	Assistant Vice President, Student Affairs	1	0	1	1	0
1	U8173	Associate Director, Student Center	1	1	0	0	1
1	U8234	Budget Director	1	0	1	1	0
1	U8463	Chief Administrative Officer	1	1	0	0	1
1	U8060	Chief Compliance Officer	1	1	0	1	0
1	U8319	Director	5	2	3	3	2
1	U8418	Director, Academic Success	1	0	1	0	1
1	U8204	Director, Administration	2	0	2	0	2
1	U8282	Director, Advancement Services	1	0	1	1	0
1	U8421	Director, Career Services	1	1	0	0	1
1	U8408	Director, Child Care Center	1	0	1	0	1
1	U8252	Director, Communications Center	1	0	1	1	0
1	U8398	Director, Contracts and Grants	1	0	1	0	1
1	U8422	Director, Counseling	1	0	1	1	0
1	U8288	Director, Development	1	1	0	1	0
1	U8423	Director, Disability Services	1	0	1	0	1
1	U8332	Director, Distance Learning and Instructional Technology	1	1	0	0	1
1	U8377	Director, Institute	1	1	0	1	0
1	U8379	Director, Institutional Research	1	0	1	0	1
1	U8425	Director, International Student Services	1	0	1	0	1
1	U8340	Director, Library	1	0	1	1	0
1	U8260	Director, Public Relations	1	0	1	0	1
1	U8400	Director, Purchasing and Support Services	1	0	1	1	0
1	U8221	Director, Recreational Sports	1	1	0	1	0
1	U8429	Director, Student Center	1	1	0	1	0

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
1	U8430	Director, Student Conduct	1	1	0	0	1
1	U8432	Director, Student Financial Assistance	1	1	0	0	1
1	U8407	Director, Title V Program	1	0	1	1	0
1	U8355	Director, Veteran Relations	1	1	0	0	1
1	U8315	Executive Director, Admissions	1	0	1	0	1
1	U8268	Executive Director, Marketing and Communications	1	0	1	0	1
1	U8386	Program Director P12	7	1	6	2	5
1	U8497	Program Director P14	1	1	0	1	0
1	U8387	Project Director P14	1	1	0	1	0
1	U9764	Senior Director	1	1	0	1	0
1	U9316	Senior Graduate Student Specialist I	1	0	1	0	1
Total (#)			48	19	29	22	26
Total (%)				39.6	60.4	45.8	54.2

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 47 - BUSINESS OPERATIONS

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	U9364	Budget Specialist II	1	1	0	0	1
2	U9365	Budget Specialist III	1	1	0	0	1
2	U9366	Business Administrator I	6	0	6	1	5
2	U8783	Business Administrator II	2	0	2	0	2
2	U8784	Business Administrator III	2	0	2	0	2
2	U9173	Buyer I	1	1	0	0	1
2	U9175	Buyer III	1	0	1	0	1
2	U8904	Compliance Investigator I	1	0	1	0	1
2	U9424	Development Officer I	1	0	1	0	1
2	U9425	Development Officer II	2	0	2	2	0
2	U9426	Development Officer III	1	0	1	0	1
2	U9454	Events Coordinator II	2	0	2	0	2
2	U8793	Financial Accountant II	4	1	3	2	2
2	U8795	Financial Accountant IV	1	1	0	1	0
2	U8797	Financial Analyst II	1	0	1	0	1
2	U8798	Financial Analyst III P14	1	0	1	1	0
2	U1450	Financial Specialist III	3	0	3	0	3
2	U3206	Human Resources Generalist I	1	1	0	0	1
2	U3207	Human Resources Generalist II	2	1	1	0	2
2	U8991	Human Resources Generalist III	1	0	1	0	1
2	U9202	Project Administrator I	3	0	3	0	3
2	U9154	Project Manager I	1	0	1	0	1
2	U4646	Purchasing Specialist	2	1	1	1	1
Total (#)			41	8	33	8	33
Total (%)				19.5	80.5	19.5	80.5

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 49 - ADMINISTRATIVE ASSISTANCE

EEO

EEO Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
12	U1402	Accounting Assistant III	1	1	0	0	1
12	U1150	Executive Assistant I	7	0	7	1	6
12	U8741	Executive Assistant II	7	0	7	1	6
12	U8742	Executive Assistant III	3	0	3	1	2
12	U3022	Financial Aid Assistant III	1	1	0	0	1
Total (#)			19	2	17	3	16
Total (%)				10.5	89.5	15.8	84.2

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 5 - ADMINISTRATIVE PROFESSIONAL STAFF

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
2	U3012	Bursar Service Representative	2	0	2	0	2
2	U1421	Business Coordinator I	1	0	1	1	0
2	U8786	Business Coordinator II	2	1	1	1	1
2	U8787	Business Coordinator III	3	0	3	2	1
2	U8886	Clery Act Compliance Officer	1	0	1	1	0
2	U8740	Coordinator, President Home	1	0	1	0	1
2	U8768	Coordinator, Recreational Sports	3	2	1	1	2
2	U9187	Procurement Card Coordinator	1	0	1	0	1
2	U4645	Purchasing Assistant II	1	0	1	0	1
2	U9410	Research Compliance Coordinator	2	1	1	1	1
2	U9308	Scholarship Coordinator	2	0	2	0	2
2	U8727	Student Assessment Coordinator	1	1	0	0	1
2	U9421	Title IX Coordinator P13	1	0	1	1	0
Total (#)			21	5	16	8	13
Total (%)				23.8	76.2	38.1	61.9

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 58 - LIBRARIANS, CURATORS, AND ARCHIVISTS

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
7	U7108	Assistant Librarian - Faculty	4	1	3	2	2
7	U9540	Curator	1	1	0	0	1
7	U3621	Laboratory Coordinator II	1	0	1	1	0
7	U4016	Library Associate I	1	0	1	1	0
7	U4023	Library Specialist I	2	0	2	1	1
7	U4024	Library Specialist II	1	0	1	0	1
7	U4025	Library Specialist III	5	1	4	1	4
Total (#)			15	3	12	6	9
Total (%)				20.0	80.0	40.0	60.0

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 66 - FARM SERVICES

EEO

Cat	Job Code	Job Title	Total				
			EMP	MALE	FEMALE	WHITE	MIN
13	U5195	Farm Aide	4	4	0	0	4
13	U5196	Farm Foreman I	3	3	0	0	3
13	U5197	Farm Foreman II	3	3	0	2	1
Total (#)			10	10	0	2	8
Total (%)				100.0	0.0	20.0	80.0

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

**Texas A&M - Kingsville
Job Group Analysis**

Snapshot Date: 12/31/2023

Job Group: 7 - FACULTY - PROFESSOR

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	U7100	Professor	5	3	2	2	3
5	U7756	Professor Of The Practice	1	1	0	0	1
5	U7924	Tenured Professor	85	62	23	47	38
Total (#)			91	66	25	49	42
Total (%)				72.5	27.5	53.8	46.2

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 71 - MANAGERIAL OFFICERS

EEO

Total				
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Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
3	U9447	Occupational Safety and Health Inspector IV	1	1	0	0	1
		Total (#)	1	1	0	0	1
		Total (%)		100.0	0.0	0.0	100.0

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 74 - FACULTY - ALL OTHER

EEO

			Total				
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	U7068	Adjunct Faculty	115	50	65	63	52
5	U7368	Department Chair	1	0	1	1	0
Total (#)			116	50	66	64	52
Total (%)				43.1	56.9	55.2	44.8

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 76 - PROFESSIONAL NON-FACULTY - ALL OTHER

			Total				
EEO Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
8	U9211	Certification Coordinator III	1	0	1	0	1
8	U9290	Coordinator, Student Engagement	4	2	2	1	3
8	U3204	Employment Coordinator	2	0	2	0	2
8	U8005	Institutional Effectiveness Officer	2	0	2	1	1
Total (#)			9	2	7	2	7
Total (%)				22.2	77.8	22.2	77.8

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 77 - OFFICE SUPPORT PERSONNEL

			Total					
EEO	Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
	3	U9442	Environmental Health and Safety Coordinator II	1	1	0	0	1
	3	U3620	Laboratory Coordinator I	1	0	1	0	1
	3	U3624	Laboratory Technician	5	5	0	1	4
Total (#)				7	6	1	1	6
Total (%)					85.7	14.3	14.3	85.7

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 8 - FACULTY - ASSOCIATE PROFESSOR

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	U7121	Associate Librarian - Faculty	3	1	2	0	3
5	U7224	Associate Professor	4	3	1	2	2
5	U7272	Associate Professor of the Practice	2	0	2	1	1
5	U7788	Research Associate Professor	2	2	0	0	2
5	U7920	Tenured Associate Professor	89	59	30	46	43
Total (#)			100	65	35	49	51
Total (%)				65.0	35.0	49.0	51.0

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

Texas A&M - Kingsville
Job Group Analysis

Snapshot Date: 12/31/2023

Job Group: 9 - FACULTY - ASSISTANT PROFESSOR

			Total				
EEO							
Cat	Job Code	Job Title	EMP	MALE	FEMALE	WHITE	MIN
5	U7120	Assistant Professor	50	28	22	26	24
5	U7160	Assistant Professor of the Practice	8	3	5	5	3
5	U7508	Instructional Assistant Professor	2	2	0	1	1
5	U7784	Research Assistant Professor	7	5	2	3	4
5	U7948	Visiting Assistant Professor	1	1	0	0	1
Total (#)			68	39	29	35	33
Total (%)				57.4	42.6	51.5	48.5

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

Texas A&M - Kingsville
Job Group Analysis Summary

Snapshot Date: 12/31/2023

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
1 - EXECUTIVE STAFF	29	17	12	14	15	1	13	0	0	0	0
10 - FACULTY - OTHER / INSTRUCTIONAL STAFF	29	18	11	12	17	0	4	5	1	0	2
11 - MANAGERIAL STAFF	35	25	10	20	15	1	19	0	0	0	0
12 - PROFESSIONAL STAFF	4	1	3	3	1	0	3	0	0	0	0
13 - COMMUNICATION PROFESSIONAL STAFF	7	3	4	3	4	0	3	0	0	0	0
14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF	22	17	5	15	7	0	12	2	0	1	0
15 - MED, HEALTH, AND SOCIAL SERVICES PROFESSIONALS	9	2	7	5	4	0	3	2	0	0	0
16 - SENIOR RESEARCH PROFESSIONAL STAFF	11	7	4	6	5	0	4	2	0	0	0
17 - RESEARCH PROFESSIONAL STAFF	22	13	9	14	8	0	13	1	0	0	0
19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONALS	57	13	44	43	14	1	41	1	0	0	0
2 - ACADEMIC ADMINISTRATORS	53	23	30	29	24	2	23	3	1	0	0
20 - COACHING STAFF	27	21	6	13	14	4	7	0	0	1	1
21 - INSTRUCTIONAL STAFF	12	2	10	7	5	0	6	0	0	0	1
23 - GENERAL OFFICE SUPPORT STAFF	28	10	18	18	10	1	17	0	0	0	0
26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS	4	4	0	3	1	0	3	0	0	0	0
27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS	2	2	0	2	0	1	1	0	0	0	0
3 - ADMINISTRATIVE STAFF	87	9	78	66	21	2	64	0	0	0	0
30 - GENERAL SERVICES STAFF	5	2	3	5	0	0	5	0	0	0	0
31 - PROTECTIVE SERVICES TECHNICAL STAFF	13	11	2	12	1	0	12	0	0	0	0
4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF	48	19	29	26	22	1	23	2	0	0	0
47 - BUSINESS OPERATIONS	41	8	33	33	8	0	29	3	0	0	1
49 - ADMINISTRATIVE ASSISTANCE	19	2	17	16	3	0	15	1	0	0	0
5 - ADMINISTRATIVE PROFESSIONAL STAFF	21	5	16	13	8	1	12	0	0	0	0

Texas A&M - Kingsville
Job Group Analysis Summary

Snapshot Date: 12/31/2023

Job Group	Total										
	EMP	M	F	MIN	W	AA	H	A	NA	PI	2+
58 - LIBRARIANS, CURATORS, AND ARCHIVISTS	15	3	12	9	6	0	9	0	0	0	0
66 - FARM SERVICES	10	10	0	8	2	0	8	0	0	0	0
7 - FACULTY - PROFESSOR	91	66	25	42	49	2	21	18	0	0	1
71 - MANAGERIAL OFFICERS	1	1	0	1	0	0	1	0	0	0	0
74 - FACULTY - ALL OTHER	116	50	66	52	64	0	49	2	0	0	1
76 - PROFESSIONAL NON-FACULTY - ALL OTHER	9	2	7	7	2	0	7	0	0	0	0
77 - OFFICE SUPPORT PERSONNEL	7	6	1	6	1	0	5	1	0	0	0
8 - FACULTY - ASSOCIATE PROFESSOR	100	65	35	51	49	7	16	26	2	0	0
9 - FACULTY - ASSISTANT PROFESSOR	68	39	29	33	35	1	14	18	0	0	0
Total (#)	1,002	476	526	587	415	25	462	87	4	2	7
Total (%)		47.5	52.5	58.6	41.4	2.5	46.1	8.7	0.4	0.2	0.7

Texas A&M - Kingsville
ZIP Code Analysis

Snapshot Date: 12/31/2023

Data Used: Employee

Included Areas:

County/County Set	Count	Weight	Cut-Off Weight
Brooks and Nearby Counties 50, Texas	530	53.05	63.10
Nueces, Texas	253	25.33	30.12
Hidalgo, Texas	57	5.71	6.79
Total:	840	84.08	100.00

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Duval+Jim Wells, Texas	39	3.90	0.00
Bexar, Texas	19	1.90	0.00
Cameron, Texas	17	1.70	0.00
San Patricio, Texas	6	0.60	0.00
Harris, Texas	5	0.50	0.00
Brazos+Burleson+Robertson, Texas	5	0.50	0.00
Fort Bend, Texas	4	0.40	0.00
Webb, Texas	3	0.30	0.00
Williamson, Texas	3	0.30	0.00
Travis, Texas	3	0.30	0.00
El Paso+Hudspeth, Texas	3	0.30	0.00
Frederick, Maryland	2	0.20	0.00
Benton+Carroll+Tippecanoe+Warren, Indiana	2	0.20	0.00
Angelina, Texas	2	0.20	0.00
Tarrant, Texas	2	0.20	0.00
Falls+McLennan, Texas	2	0.20	0.00
Brazoria, Texas	2	0.20	0.00
Aransas+Calhoun+Refugio, Texas	2	0.20	0.00
Hays, Texas	2	0.20	0.00
Reeves and Nearby Counties, Texas	2	0.20	0.00

Texas A&M - Kingsville
ZIP Code Analysis

Snapshot Date: 12/31/2023

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Barnstable+Dukes+Nantucket, Massachusetts	1	0.10	0.00
New York (county), New York	1	0.10	0.00
Schenectady+Schoharie, New York	1	0.10	0.00
Prince George's, Maryland	1	0.10	0.00
Baltimore (city), Maryland	1	0.10	0.00
Franklin (city)+Isle of Wight+Southampton+Surry, Virginia	1	0.10	0.00
Lake, Florida	1	0.10	0.00
Seminole, Florida	1	0.10	0.00
Lake and Nearby Counties, South Dakota	1	0.10	0.00
Collin, Texas	1	0.10	0.00
Dallas, Texas	1	0.10	0.00
Hunt, Texas	1	0.10	0.00
Franklin and Nearby Counties 50, Texas	1	0.10	0.00
Nacogdoches, Texas	1	0.10	0.00
Johnson, Texas	1	0.10	0.00
Cooke+Montague, Texas	1	0.10	0.00
Eastland and Nearby Counties, Texas	1	0.10	0.00
Montgomery, Texas	1	0.10	0.00
Houston+Madison+San Jacinto+Trinity, Texas	1	0.10	0.00
Grimes+Lee+Milam+Washington, Texas	1	0.10	0.00
Goliad+Victoria, Texas	1	0.10	0.00
Jackson+Matagorda+Wharton, Texas	1	0.10	0.00
Bandera+Kendall, Texas	1	0.10	0.00
Kerr, Texas	1	0.10	0.00
Atascosa, Texas	1	0.10	0.00
Live Oak and Nearby Counties, Texas	1	0.10	0.00

Texas A&M - Kingsville
ZIP Code Analysis

Snapshot Date: 12/31/2023

Data Used: Employee

Excluded Areas:

County/County Set	Count	Weight	Cut-Off Weight
Guadalupe, Texas	1	0.10	0.00
Crosby+Lubbock+Lynn, Texas	1	0.10	0.00
Douglas+Elbert, Colorado	1	0.10	0.00
El Paso+Teller, Colorado	1	0.10	0.00
La Plata, Colorado	1	0.10	0.00
Santa Fe, New Mexico	1	0.10	0.00
Eddy, New Mexico	1	0.10	0.00
Orange, California	1	0.10	0.00
Total:	159	15.92	0.00
Included and Excluded Total:	999	100.00	100.00

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 1 - EXECUTIVE STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	38.3	22.9	70.00	26.8	16.0	National
<u>Internal Factors</u>						
Feeders	56.7	64.1	30.00	17.0	19.2	Feeders
Final Availability (%)			100.00	43.8	35.2	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 10 - FACULTY - OTHER / INSTRUCTIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.3	48.9	70.00	40.1	34.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	56.9	44.8	30.00	17.1	13.4	Feeders
Final Availability (%)			100.00	57.2	47.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 11 - MANAGERIAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	42.7	59.8	70.00	29.9	41.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	49.5	76.9	30.00	14.9	23.1	Feeders
Final Availability (%)			100.00	44.7	64.9	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 12 - PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	38.5	45.8	70.00	27.0	32.1	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	47.8	81.8	30.00	14.3	24.5	Feeders
Final Availability (%)			100.00	41.3	56.6	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 13 - COMMUNICATION PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.4	48.7	60.00	33.2	29.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	41.6	61.2	40.00	16.6	24.5	Feeders
Final Availability (%)			100.00	49.9	53.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	19.6	71.5	60.00	11.7	42.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	60.6	53.7	40.00	24.2	21.5	Feeders
Final Availability (%)			100.00	36.0	64.4	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 15 - MED, HEALTH, AND SOCIAL SERVICES PROFESSIONAL

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	68.1	72.0	70.00	47.6	50.4	See Zip Code Analysis
Reasonable	69.4	35.1	30.00	20.8	10.5	National
Final Availability (%)			100.00	68.5	60.9	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 16 - SENIOR RESEARCH PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.5	57.7	70.00	43.0	40.4	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	40.9	63.6	30.00	12.3	19.1	Feeders
Final Availability (%)			100.00	55.3	59.5	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 17 - RESEARCH PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	67.3	43.8	100.00	67.3	43.8	See Zip Code Analysis
Final Availability (%)			100.00	67.3	43.8	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONAL

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	80.0	79.2	70.00	56.0	55.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	65.0	67.9	30.00	19.5	20.4	Feeders
Final Availability (%)			100.00	75.5	75.8	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 2 - ACADEMIC ADMINISTRATORS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Reasonable	50.4	26.0	60.00	30.2	15.6	National
<u>Internal Factors</u>						
Feeders	83.4	75.7	40.00	33.4	30.3	Feeders
Final Availability (%)			100.00	63.6	45.9	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 20 - COACHING STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.6	83.5	60.00	39.4	50.1	See Zip Code Analysis
Reasonable	38.0	26.3	30.00	11.4	7.9	National
<u>Internal Factors</u>						
Feeders	60.4	54.2	10.00	6.0	5.4	Feeders
Final Availability (%)			100.00	56.8	63.4	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 21 - INSTRUCTIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	77.7	82.5	70.00	54.4	57.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	47.4	43.1	30.00	14.2	12.9	Feeders
Final Availability (%)			100.00	68.6	70.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 23 - GENERAL OFFICE SUPPORT STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	61.2	85.4	70.00	42.8	59.8	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	82.0	75.4	30.00	24.6	22.6	Feeders
Final Availability (%)			100.00	67.4	82.4	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	2.8	84.1	70.00	1.9	58.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	0.0	100.0	30.00	0.0	30.0	Feeders
Final Availability (%)			100.00	1.9	88.9	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.2	86.4	70.00	40.1	60.5	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	0.0	75.0	30.00	0.0	22.5	Feeders
Final Availability (%)			100.00	40.1	83.0	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 3 - ADMINISTRATIVE STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	83.5	86.1	70.00	58.4	60.3	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	56.6	54.7	30.00	17.0	16.4	Feeders
Final Availability (%)			100.00	75.4	76.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 30 - GENERAL SERVICES STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	45.0	82.4	100.00	45.0	82.4	See Zip Code Analysis
	Final Availability (%)		100.00	45.0	82.4	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 31 - PROTECTIVE SERVICES TECHNICAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	15.5	75.9	80.00	12.4	60.7	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	64.3	64.3	20.00	12.9	12.9	Feeders
Final Availability (%)			100.00	25.2	73.6	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	43.2	74.2	80.00	34.6	59.4	See Zip Code Analysis
Reasonable	49.9	26.6	20.00	10.0	5.3	National
Final Availability (%)			100.00	44.6	64.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 47 - BUSINESS OPERATIONS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	58.5	63.8	70.00	40.9	44.6	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	76.8	71.5	30.00	23.0	21.4	Feeders
Final Availability (%)			100.00	64.0	66.1	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 49 - ADMINISTRATIVE ASSISTANCE

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	93.0	84.6	70.00	65.1	59.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	73.7	68.8	30.00	22.1	20.6	Feeders
Final Availability (%)			100.00	87.2	79.9	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 5 - ADMINISTRATIVE PROFESSIONAL STAFF

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	45.3	79.9	70.00	31.7	55.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	50.7	83.0	30.00	15.2	24.9	Feeders
Final Availability (%)			100.00	46.9	80.8	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 58 - LIBRARIANS, CURATORS, AND ARCHIVISTS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	59.8	53.1	60.00	35.9	31.9	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	47.5	42.1	40.00	19.0	16.8	Feeders
Final Availability (%)			100.00	54.9	48.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 66 - FARM SERVICES

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	17.3	70.0	50.00	8.7	35.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	21.9	79.6	50.00	10.9	39.8	Feeders
Final Availability (%)			100.00	19.6	74.8	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 7 - FACULTY - PROFESSOR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.3	48.9	50.00	28.7	24.4	See Zip Code Analysis
Reasonable	49.7	29.0	20.00	9.9	5.8	National
<u>Internal Factors</u>						
Feeders	38.5	46.9	30.00	11.6	14.1	Feeders
Final Availability (%)			100.00	50.2	44.3	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 71 - MANAGERIAL OFFICERS

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	28.8	21.5	70.00	20.1	15.1	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	28.6	57.1	30.00	8.6	17.1	Feeders
Final Availability (%)			100.00	28.7	32.2	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 74 - FACULTY - ALL OTHER

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.3	48.9	70.00	40.1	34.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	37.9	41.4	30.00	11.4	12.4	Feeders
Final Availability (%)			100.00	51.5	46.6	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 76 - PROFESSIONAL NON-FACULTY - ALL OTHER

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	65.0	74.9	60.00	39.0	45.0	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	76.7	67.3	40.00	30.7	26.9	Feeders
Final Availability (%)			100.00	69.7	71.9	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 77 - OFFICE SUPPORT PERSONNEL

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	55.7	40.3	70.00	39.0	28.2	See Zip Code Analysis
<u>Internal Factors</u>						
Feeders	48.9	71.6	30.00	14.7	21.5	Feeders
Final Availability (%)			100.00	53.6	49.7	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 8 - FACULTY - ASSOCIATE PROFESSOR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	57.8	48.1	50.00	28.9	24.1	See Zip Code Analysis
Reasonable	49.5	29.2	20.00	9.9	5.8	National
<u>Internal Factors</u>						
Feeders	40.3	45.0	30.00	12.1	13.5	Feeders
Final Availability (%)			100.00	50.9	43.4	

**Texas A&M - Kingsville
Availability Analysis**

Snapshot Date: 12/31/2023

Job Group: 9 - FACULTY - ASSISTANT PROFESSOR

FACTOR	Raw (%)		FACTOR WEIGHT	Weighted (%)		SOURCE
	FEMALE	MINORITY		FEMALE	MINORITY	
<u>External Factors</u>						
Local	60.0	46.3	50.00	30.0	23.1	See Zip Code Analysis
Reasonable	49.8	30.2	20.00	10.0	6.0	National
<u>Internal Factors</u>						
Feeders	47.4	43.1	30.00	14.2	12.9	Feeders
Final Availability (%)			100.00	54.2	42.1	

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 1 - EXECUTIVE 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 A&M - Kingsville	11 - MANAGERIAL STAFF	33.00	28.6	57.1	42.9	2.9	54.3	0.0	0.0	0.0	0.0	9.4	18.9	14.1	0.9	17.9	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	4 - SENIOR ADMINISTRA	33.00	60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0	19.9	17.9	15.1	0.7	15.8	1.4	0.0	0.0	0.0
Texas A&M - Kingsville	47 - BUSINESS OPERAT	34.00	80.5	80.5	19.5	0.0	70.7	7.3	0.0	0.0	2.4	27.4	27.4	6.6	0.0	24.0	2.5	0.0	0.0	0.8
Total:		100.00										56.7	64.1	35.9	1.6	57.8	3.9	0.0	0.0	0.8

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 10 - FACULTY - OTHER / 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 A&M - Kingsville	74 - FACULTY - ALL OTH	100.00	56.9	44.8	55.2	0.0	42.2	1.7	0.0	0.0	0.9	56.9	44.8	55.2	0.0	42.2	1.7	0.0	0.0	0.9
Total:		100.00										56.9	44.8	55.2	0.0	42.2	1.7	0.0	0.0	0.9

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 11 - MANAGERIAL 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 A&M - Kingsville	3 - ADMINISTRATIVE STA	33.00	89.7	75.9	24.1	2.3	73.6	0.0	0.0	0.0	0.0	29.6	25.0	8.0	0.8	24.3	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	4 - SENIOR ADMINISTRA	33.00	60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0	19.9	17.9	15.1	0.7	15.8	1.4	0.0	0.0	0.0
Texas A&M - Kingsville	71 - MANAGERIAL OFFIC	34.00	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	0.0	34.0	0.0	0.0	0.0	0.0
Total:		100.00										49.5	76.9	23.1	1.4	74.1	1.4	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
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 A&M - Kingsville	23 - GENERAL OFFICE S	33.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	21.2	21.2	11.8	1.2	20.0	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	47 - BUSINESS OPERAT	33.00	80.5	80.5	19.5	0.0	70.7	7.3	0.0	0.0	2.4	26.6	26.6	6.4	0.0	23.3	2.4	0.0	0.0	0.8
Texas A&M - Kingsville	71 - MANAGERIAL OFFIC	34.00	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	0.0	34.0	0.0	0.0	0.0	0.0
Total:		100.00										47.8	81.8	18.2	1.2	77.4	2.4	0.0	0.0	0.8

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 13 - COMMUNICATION 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 A&M - Kingsville	14 - INFORMATION TECH	50.00	22.7	68.2	31.8	0.0	54.5	9.1	0.0	4.5	0.0	11.4	34.1	15.9	0.0	27.3	4.5	0.0	2.3	0.0
Texas A&M - Kingsville	4 - SENIOR ADMINISTRA	50.00	60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0	30.2	27.1	22.9	1.0	24.0	2.1	0.0	0.0	0.0
Total:		100.00										41.6	61.2	38.8	1.0	51.2	6.6	0.0	2.3	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 14 - INFORMATION TECHNOLOGY 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 A&M - Kingsville	13 - COMMUNICATION P	34.00	57.1	42.9	57.1	0.0	42.9	0.0	0.0	0.0	0.0	19.4	14.6	19.4	0.0	14.6	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	23 - GENERAL OFFICE S	33.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	21.2	21.2	11.8	1.2	20.0	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	4 - SENIOR ADMINISTRA	33.00	60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0	19.9	17.9	15.1	0.7	15.8	1.4	0.0	0.0	0.0
Total:		100.00										60.6	53.7	46.3	1.9	50.4	1.4	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 16 - SENIOR RESEARCH 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 A&M - Kingsville	17 - RESEARCH PROFE	100.00	40.9	63.6	36.4	0.0	59.1	4.5	0.0	0.0	0.0	40.9	63.6	36.4	0.0	59.1	4.5	0.0	0.0	0.0
Total:		100.00										40.9	63.6	36.4	0.0	59.1	4.5	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONAL

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	11 - MANAGERIAL STAFF	33.00	28.6	57.1	42.9	2.9	54.3	0.0	0.0	0.0	0.0	9.4	18.9	14.1	0.9	17.9	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	49 - ADMINISTRATIVE AS	34.00	89.5	84.2	15.8	0.0	78.9	5.3	0.0	0.0	0.0	30.4	28.6	5.4	0.0	26.8	1.8	0.0	0.0	0.0
Texas A&M - Kingsville	5 - ADMINISTRATIVE PRO	33.00	76.2	61.9	38.1	4.8	57.1	0.0	0.0	0.0	0.0	25.1	20.4	12.6	1.6	18.9	0.0	0.0	0.0	0.0
Total:		100.00										65.0	67.9	32.1	2.5	63.6	1.8	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 2 - ACADEMIC ADMINISTRATORS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	19 - EDUCATIONAL AND	50.00	77.2	75.4	24.6	1.8	71.9	1.8	0.0	0.0	0.0	38.6	37.7	12.3	0.9	36.0	0.9	0.0	0.0	0.0
Texas A&M - Kingsville	3 - ADMINISTRATIVE STA	50.00	89.7	75.9	24.1	2.3	73.6	0.0	0.0	0.0	0.0	44.8	37.9	12.1	1.1	36.8	0.0	0.0	0.0	0.0
Total:		100.00										83.4	75.7	24.3	2.0	72.7	0.9	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 20 - COACHING 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 A&M - Kingsville	4 - SENIOR ADMINISTRA	100.00	60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0	60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0
Total:		100.00										60.4	54.2	45.8	2.1	47.9	4.2	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
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 A&M - Kingsville	10 - FACULTY - OTHER /	50.00	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9	19.0	20.7	29.3	0.0	6.9	8.6	1.7	0.0	3.4
Texas A&M - Kingsville	74 - FACULTY - ALL OTH	50.00	56.9	44.8	55.2	0.0	42.2	1.7	0.0	0.0	0.9	28.4	22.4	27.6	0.0	21.1	0.9	0.0	0.0	0.4
Total:		100.00										47.4	43.1	56.9	0.0	28.0	9.5	1.7	0.0	3.9

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 23 - GENERAL OFFICE 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 A&M - Kingsville	47 - BUSINESS OPERAT	33.00	80.5	80.5	19.5	0.0	70.7	7.3	0.0	0.0	2.4	26.6	26.6	6.4	0.0	23.3	2.4	0.0	0.0	0.8
Texas A&M - Kingsville	49 - ADMINISTRATIVE AS	33.00	89.5	84.2	15.8	0.0	78.9	5.3	0.0	0.0	0.0	29.5	27.8	5.2	0.0	26.1	1.7	0.0	0.0	0.0
Texas A&M - Kingsville	5 - ADMINISTRATIVE PRO	34.00	76.2	61.9	38.1	4.8	57.1	0.0	0.0	0.0	0.0	25.9	21.0	13.0	1.6	19.4	0.0	0.0	0.0	0.0
Total:		100.00										82.0	75.4	24.6	1.6	68.8	4.2	0.0	0.0	0.8

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	27 - EQUIPMENT OPERA	100.00	0.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0
Total:		100.00											0.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	26 - BUILDING MAINTEN	100.00	0.0	75.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0	75.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0
Total:		100.00											0.0	75.0	25.0	0.0	75.0	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 3 - ADMINISTRATIVE 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 A&M - Kingsville	2 - ACADEMIC ADMINIST	100.00	56.6	54.7	45.3	3.8	43.4	5.7	1.9	0.0	0.0	56.6	54.7	45.3	3.8	43.4	5.7	1.9	0.0	0.0
Total:		100.00										56.6	54.7	45.3	3.8	43.4	5.7	1.9	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 31 - PROTECTIVE SERVICES TECHNICAL 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 A&M - Kingsville	23 - GENERAL OFFICE S	100.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0
Total:		100.00										64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
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 A&M - Kingsville	19 - EDUCATIONAL AND	25.00	77.2	75.4	24.6	1.8	71.9	1.8	0.0	0.0	0.0	19.3	18.9	6.1	0.4	18.0	0.4	0.0	0.0	0.0
Texas A&M - Kingsville	23 - GENERAL OFFICE S	25.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	16.1	16.1	8.9	0.9	15.2	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	49 - ADMINISTRATIVE AS	25.00	89.5	84.2	15.8	0.0	78.9	5.3	0.0	0.0	0.0	22.4	21.1	3.9	0.0	19.7	1.3	0.0	0.0	0.0
Texas A&M - Kingsville	5 - ADMINISTRATIVE PRO	25.00	76.2	61.9	38.1	4.8	57.1	0.0	0.0	0.0	0.0	19.0	15.5	9.5	1.2	14.3	0.0	0.0	0.0	0.0
Total:		100.00										76.8	71.5	28.5	2.5	67.2	1.8	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 49 - ADMINISTRATIVE ASSISTANCE

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	23 - GENERAL OFFICE S	33.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	21.2	21.2	11.8	1.2	20.0	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	47 - BUSINESS OPERAT	33.00	80.5	80.5	19.5	0.0	70.7	7.3	0.0	0.0	2.4	26.6	26.6	6.4	0.0	23.3	2.4	0.0	0.0	0.8
Texas A&M - Kingsville	5 - ADMINISTRATIVE PRO	34.00	76.2	61.9	38.1	4.8	57.1	0.0	0.0	0.0	0.0	25.9	21.0	13.0	1.6	19.4	0.0	0.0	0.0	0.0
Total:		100.00										73.7	68.8	31.2	2.8	62.8	2.4	0.0	0.0	0.8

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 5 - ADMINISTRATIVE 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 A&M - Kingsville	23 - GENERAL OFFICE S	33.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	21.2	21.2	11.8	1.2	20.0	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	49 - ADMINISTRATIVE AS	33.00	89.5	84.2	15.8	0.0	78.9	5.3	0.0	0.0	0.0	29.5	27.8	5.2	0.0	26.1	1.7	0.0	0.0	0.0
Texas A&M - Kingsville	71 - MANAGERIAL OFFIC	34.00	0.0	100.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	0.0	34.0	0.0	0.0	0.0	0.0
Total:		100.00										50.7	83.0	17.0	1.2	80.1	1.7	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 58 - LIBRARIANS, CURATORS, AND ARCHIVISTS

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	10 - FACULTY - OTHER /	50.00	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9	19.0	20.7	29.3	0.0	6.9	8.6	1.7	0.0	3.4
Texas A&M - Kingsville	13 - COMMUNICATION P	50.00	57.1	42.9	57.1	0.0	42.9	0.0	0.0	0.0	0.0	28.6	21.4	28.6	0.0	21.4	0.0	0.0	0.0	0.0
Total:		100.00										47.5	42.1	57.9	0.0	28.3	8.6	1.7	0.0	3.4

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 66 - FARM SERVICES

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	23 - GENERAL OFFICE S	34.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	21.9	21.9	12.1	1.2	20.6	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	26 - BUILDING MAINTEN	33.00	0.0	75.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0	24.8	8.3	0.0	24.8	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	27 - EQUIPMENT OPERA	33.00	0.0	100.0	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0	33.0	0.0	16.5	16.5	0.0	0.0	0.0	0.0
Total:		100.00										21.9	79.6	20.4	17.7	61.9	0.0	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 7 - FACULTY - PROFESSOR

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)									
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+		
Texas A&M - Kingsville	10 - FACULTY - OTHER /	34.00	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9	12.9	14.1	19.9	0.0	4.7	5.9	1.2	0.0	2.3		
Texas A&M - Kingsville	8 - FACULTY - ASSOCIAT	33.00	35.0	51.0	49.0	7.0	16.0	26.0	2.0	0.0	0.0	11.6	16.8	16.2	2.3	5.3	8.6	0.7	0.0	0.0		
Texas A&M - Kingsville	9 - FACULTY - ASSISTAN	33.00	42.6	48.5	51.5	1.5	20.6	26.5	0.0	0.0	0.0	14.1	16.0	17.0	0.5	6.8	8.7	0.0	0.0	0.0		
Total:		100.00										38.5	46.9	53.1	2.8	16.8	23.2	1.8	0.0	2.3		

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 71 - MANAGERIAL OFFICERS

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	11 - MANAGERIAL STAFF	100.00	28.6	57.1	42.9	2.9	54.3	0.0	0.0	0.0	0.0	28.6	57.1	42.9	2.9	54.3	0.0	0.0	0.0	0.0
Total:		100.00										28.6	57.1	42.9	2.9	54.3	0.0	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 74 - FACULTY - ALL OTHER

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	10 - FACULTY - OTHER /	100.00	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9
Total:		100.00										37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville

Job Group: 76 - PROFESSIONAL NON-FACULTY - ALL OTHER

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	23 - GENERAL OFFICE S	33.00	64.3	64.3	35.7	3.6	60.7	0.0	0.0	0.0	0.0	21.2	21.2	11.8	1.2	20.0	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	3 - ADMINISTRATIVE STA	33.00	89.7	75.9	24.1	2.3	73.6	0.0	0.0	0.0	0.0	29.6	25.0	8.0	0.8	24.3	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	5 - ADMINISTRATIVE PRO	34.00	76.2	61.9	38.1	4.8	57.1	0.0	0.0	0.0	0.0	25.9	21.0	13.0	1.6	19.4	0.0	0.0	0.0	0.0
Total:		100.00										76.7	67.3	32.7	3.6	63.7	0.0	0.0	0.0	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 77 - OFFICE SUPPORT PERSONNEL

Plan	Feeder	Wght (%)	Raw (%)									Weighted (%)								
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	12 - PROFESSIONAL ST	50.00	75.0	75.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0	37.5	37.5	12.5	0.0	37.5	0.0	0.0	0.0	0.0
Texas A&M - Kingsville	14 - INFORMATION TECH	50.00	22.7	68.2	31.8	0.0	54.5	9.1	0.0	4.5	0.0	11.4	34.1	15.9	0.0	27.3	4.5	0.0	2.3	0.0
Total:		100.00										48.9	71.6	28.4	0.0	64.8	4.5	0.0	2.3	0.0

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 8 - FACULTY - ASSOCIATE PROFESSOR

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	10 - FACULTY - OTHER /	50.00	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9	19.0	20.7	29.3	0.0	6.9	8.6	1.7	0.0	3.4
Texas A&M - Kingsville	9 - FACULTY - ASSISTAN	50.00	42.6	48.5	51.5	1.5	20.6	26.5	0.0	0.0	0.0	21.3	24.3	25.7	0.7	10.3	13.2	0.0	0.0	0.0
Total:		100.00										40.3	45.0	55.0	0.7	17.2	21.9	1.7	0.0	3.4

**Texas A&M - Kingsville
Internal Availability**

Snapshot Date: 12/31/2023

AAP: Texas A&M - Kingsville
Job Group: 9 - FACULTY - ASSISTANT PROFESSOR

Plan	Feeder	Wght (%)	Raw (%)										Weighted (%)							
			F	MIN	W	AA	H	A	NA	PI	2+	F	MIN	W	AA	H	A	NA	PI	2+
Texas A&M - Kingsville	10 - FACULTY - OTHER /	50.00	37.9	41.4	58.6	0.0	13.8	17.2	3.4	0.0	6.9	19.0	20.7	29.3	0.0	6.9	8.6	1.7	0.0	3.4
Texas A&M - Kingsville	74 - FACULTY - ALL OTH	50.00	56.9	44.8	55.2	0.0	42.2	1.7	0.0	0.0	0.9	28.4	22.4	27.6	0.0	21.1	0.9	0.0	0.0	0.4
Total:		100.00										47.4	43.1	56.9	0.0	28.0	9.5	1.7	0.0	3.9

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 1 - EXECUTIVE STAFF
Test: Whole Person
Total Employees: 29

Total

	FEMALE	MINORITY
Employees (#)	12	14
Employees (%)	41.4	48.3
Availability (%) Goal	43.8	35.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 10 - FACULTY - OTHER / INSTRUCTIONAL STAFF
Test: Whole Person
Total Employees: 29

Total

	FEMALE	MINORITY
Employees (#)	11	12
Employees (%)	37.9	41.4
Availability (%) Goal	57.2	47.7
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	1

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 11 - MANAGERIAL STAFF
Test: Whole Person
Total Employees: 35

	Total	
	FEMALE	MINORITY
Employees (#)	10	20
Employees (%)	28.6	57.1
Availability (%) Goal	44.7	64.9
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	5	2

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 12 - PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 4

	Total	
	FEMALE	MINORITY
Employees (#)	3	3
Employees (%)	75.0	75.0
Availability (%) Goal	41.3	56.6
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 13 - COMMUNICATION PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 7

Total

	FEMALE	MINORITY
Employees (#)	4	3
Employees (%)	57.1	42.9
Availability (%) Goal	49.9	53.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 22

Total

	FEMALE	MINORITY
Employees (#)	5	15
Employees (%)	22.7	68.2
Availability (%) Goal	36.0	64.4
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 15 - MED, HEALTH, AND SOCIAL SERVICES PROFESSIONAL
Test: Whole Person
Total Employees: 9

Total

	FEMALE	MINORITY
Employees (#)	7	5
Employees (%)	77.8	55.6
Availability (%) Goal	68.5	60.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 16 - SENIOR RESEARCH PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 11

Total

	FEMALE	MINORITY
Employees (#)	4	6
Employees (%)	36.4	54.5
Availability (%) Goal	55.3	59.5
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 17 - RESEARCH PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 22

Total

	FEMALE	MINORITY
Employees (#)	9	14
Employees (%)	40.9	63.6
Availability (%) Goal	67.3	43.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	5	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONAL
Test: Whole Person
Total Employees: 57

Total

	FEMALE	MINORITY
Employees (#)	44	43
Employees (%)	77.2	75.4
Availability (%) Goal	75.5	75.8
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 2 - ACADEMIC ADMINISTRATORS
Test: Whole Person
Total Employees: 53

Total

	FEMALE	MINORITY
Employees (#)	30	29
Employees (%)	56.6	54.7
Availability (%) Goal	63.6	45.9
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	3	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 20 - COACHING STAFF
Test: Whole Person
Total Employees: 27

	Total	
	FEMALE	MINORITY
Employees (#)	6	13
Employees (%)	22.2	48.1
Availability (%) Goal	56.8	63.4
Test: Whole Person	YES	YES
Add'l Needed to Eliminate Problem Area (#)	9	4

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 21 - INSTRUCTIONAL STAFF
Test: Whole Person
Total Employees: 12

	Total	
	FEMALE	MINORITY
Employees (#)	10	7
Employees (%)	83.3	58.3
Availability (%) Goal	68.6	70.7
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	1

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 23 - GENERAL OFFICE SUPPORT STAFF
Test: Whole Person
Total Employees: 28

Total

	FEMALE	MINORITY
Employees (#)	18	18
Employees (%)	64.3	64.3
Availability (%) Goal	67.4	82.4
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	5

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS
Test: Whole Person
Total Employees: 4

Total

	FEMALE	MINORITY
Employees (#)	0	3
Employees (%)	0.0	75.0
Availability (%) Goal	1.9	88.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS
Test: Whole Person
Total Employees: 2

Total

	FEMALE	MINORITY
Employees (#)	0	2
Employees (%)	0.0	100.0
Availability (%) Goal	40.1	83.0
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 3 - ADMINISTRATIVE STAFF
Test: Whole Person
Total Employees: 87

Total		
	FEMALE	MINORITY
Employees (#)	78	66
Employees (%)	89.7	75.9
Availability (%) Goal	75.4	76.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 30 - GENERAL SERVICES STAFF
Test: Whole Person
Total Employees: 5

Total

	FEMALE	MINORITY
Employees (#)	3	5
Employees (%)	60.0	100.0
Availability (%) Goal	45.0	82.4
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 31 - PROTECTIVE SERVICES TECHNICAL STAFF
Test: Whole Person
Total Employees: 13

Total

	FEMALE	MINORITY
Employees (#)	2	12
Employees (%)	15.4	92.3
Availability (%) Goal	25.2	73.6
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 48

Total

	FEMALE	MINORITY
Employees (#)	29	26
Employees (%)	60.4	54.2
Availability (%) Goal	44.6	64.7
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	5

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 47 - BUSINESS OPERATIONS
Test: Whole Person
Total Employees: 41

	Total	
	FEMALE	MINORITY
Employees (#)	33	33
Employees (%)	80.5	80.5
Availability (%) Goal	64.0	66.1
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 49 - ADMINISTRATIVE ASSISTANCE
Test: Whole Person
Total Employees: 19

Total

	FEMALE	MINORITY
Employees (#)	17	16
Employees (%)	89.5	84.2
Availability (%) Goal	87.2	79.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 5 - ADMINISTRATIVE PROFESSIONAL STAFF
Test: Whole Person
Total Employees: 21

Total

	FEMALE	MINORITY
Employees (#)	16	13
Employees (%)	76.2	61.9
Availability (%) Goal	46.9	80.8
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	3

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 58 - LIBRARIANS, CURATORS, AND ARCHIVISTS
Test: Whole Person
Total Employees: 15

Total

	FEMALE	MINORITY
Employees (#)	12	9
Employees (%)	80.0	60.0
Availability (%) Goal	54.9	48.7
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 66 - FARM SERVICES
Test: Whole Person
Total Employees: 10

Total		
	FEMALE	MINORITY
Employees (#)	0	8
Employees (%)	0.0	80.0
Availability (%) Goal	19.6	74.8
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	1	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 7 - FACULTY - PROFESSOR
Test: Whole Person
Total Employees: 91

	Total	
	FEMALE	MINORITY
Employees (#)	25	42
Employees (%)	27.5	46.2
Availability (%) Goal	50.2	44.3
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	20	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 71 - MANAGERIAL OFFICERS
Test: Whole Person
Total Employees: 1

Total

	FEMALE	MINORITY
Employees (#)	0	1
Employees (%)	0.0	100.0
Availability (%) Goal	28.7	32.2
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 74 - FACULTY - ALL OTHER
Test: Whole Person
Total Employees: 116

	Total	
	FEMALE	MINORITY
Employees (#)	66	52
Employees (%)	56.9	44.8
Availability (%) Goal	51.5	46.6
Test: Whole Person	NO	YES
Add'l Needed to Eliminate Problem Area (#)	0	2

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 76 - PROFESSIONAL NON-FACULTY - ALL OTHER
Test: Whole Person
Total Employees: 9

Total

	FEMALE	MINORITY
Employees (#)	7	7
Employees (%)	77.8	77.8
Availability (%) Goal	69.7	71.9
Test: Whole Person	NO	NO
Add'l Needed to Eliminate Problem Area (#)	0	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 77 - OFFICE SUPPORT PERSONNEL
Test: Whole Person
Total Employees: 7

Total

	FEMALE	MINORITY
Employees (#)	1	6
Employees (%)	14.3	85.7
Availability (%) Goal	53.6	49.7
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	2	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 8 - FACULTY - ASSOCIATE PROFESSOR
Test: Whole Person
Total Employees: 100

Total

	FEMALE	MINORITY
Employees (#)	35	51
Employees (%)	35.0	51.0
Availability (%) Goal	50.9	43.4
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	15	0

Texas A&M - Kingsville
Comparison of Incumbency to Availability and Placement Goals

Snapshot Date: 12/31/2023

Job Group: 9 - FACULTY - ASSISTANT PROFESSOR
Test: Whole Person
Total Employees: 68

	Total	
	FEMALE	MINORITY
Employees (#)	29	33
Employees (%)	42.6	48.5
Availability (%) Goal	54.2	42.1
Test: Whole Person	YES	NO
Add'l Needed to Eliminate Problem Area (#)	7	0

**Texas A&M - Kingsville
Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
10 - FACULTY - OTHER / INSTRUCTIONAL STAFF	28	Females	17	60.7%	49.8%	7	0	0.0%	NO
		Minority	12	42.9%			0	0.0%	
11 - MANAGERIAL STAFF	32	Females	12	37.5%	43.0%	5	1	20.0%	NO
		Minority	18	56.3%	64.8%		3	60.0%	NO
14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF	24	Females	5	20.8%	38.4%	5	0	0.0%	NO
		Minority	16	66.7%			4	80.0%	
16 - SENIOR RESEARCH PROFESSIONAL STAFF	8	Females	3	37.5%	53.7%	3	1	33.3%	NO
		Minority	4	50.0%			2	66.7%	
17 - RESEARCH PROFESSIONAL STAFF	26	Females	10	38.5%	67.2%	12	5	41.7%	NO
		Minority	16	61.5%			4	33.3%	
2 - ACADEMIC ADMINISTRATORS	48	Females	26	54.2%	63.8%	12	4	33.3%	NO
		Minority	23	47.9%			9	75.0%	
20 - COACHING STAFF	25	Females	6	24.0%	56.3%	7	0	0.0%	NO
		Minority	12	48.0%	64.1%		4	57.1%	NO
23 - GENERAL OFFICE SUPPORT STAFF	21	Females	14	66.7%	84.5%	16	8	50.0%	YES
		Minority	8	38.1%			15	93.8%	
4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF	54	Females	30	55.6%	64.2%	4	4	100.0%	NO
		Minority	33	61.1%			1	25.0%	
5 - ADMINISTRATIVE PROFESSIONAL STAFF	17	Females	13	76.5%	76.7%	6	4	66.7%	NO
		Minority	12	70.6%			3	50.0%	
66 - FARM SERVICES	9	Females	0	0.0%	20.0%	3	1	33.3%	YES
		Minority	7	77.8%			2	66.7%	

* Placements consist of hires and promotions into the target job group from 01/01/2023 to 12/31/2023

**Texas A&M - Kingsville
Goals Progress**

Job Group	Representation as of Previous AAP				Goal/Availability from Previous AAP	Placements*			Achieved?
	Total Employees	Gender/Race Groups	#	%		Total Placements	#	%	
7 - FACULTY - PROFESSOR	91	Females	22	24.2%	51.8%	7	3	42.9%	NO
		Minority	43	47.3%			1	14.3%	
74 - FACULTY - ALL OTHER	104	Females	59	56.7%	58.3%	48	26	54.2%	NO
		Minority	54	51.9%			18	37.5%	
77 - OFFICE SUPPORT PERSONNEL	6	Females	1	16.7%	53.2%	2	0	0.0%	NO
		Minority	5	83.3%			2	100.0%	
8 - FACULTY - ASSOCIATE PROFESSOR	106	Females	38	35.8%	53.2%	8	3	37.5%	NO
		Minority	52	49.1%			5	62.5%	
9 - FACULTY - ASSISTANT PROFESSOR	68	Females	24	35.3%	57.6%	9	4	44.4%	NO
		Minority	36	52.9%			5	55.6%	

* Placements consist of hires and promotions into the target job group from 01/01/2023 to 12/31/2023

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 1 - EXECUTIVE STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	11	2	0	13	0	0	0	0	0	0	0	0	0
Afr. Amer.	6	2	0	8	0	0	0	0	0	0	0	0	0
Hispanic	1	7	0	8	0	1	1	0	0	0	0	0	0
Asian	3	1	0	4	0	0	0	0	0	0	0	1	1
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	2	0	0	2	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	1	4	5									
Total	24	13	4	41	0	1	1	0	0	0	0	1	1
Total Minority	13	10	0	23	0	1	1	0	0	0	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	1	1	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	1	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	0	0	0	0	1	1	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 10 - FACULTY - OTHER / INSTRUCTIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	39	5	0	44	6	0	6	0	0	0	0	0	0
Afr. Amer.	5	1	0	6	0	0	0	0	0	0	0	0	0
Hispanic	21	2	0	23	0	0	0	0	0	0	3	0	3
Asian	12	18	0	30	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	1	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	2	13	21									
Total	84	29	13	126	6	0	6	0	0	0	3	0	3
Total Minority	39	22	0	61	0	0	0	0	0	0	3	0	3

	<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	1	0	1	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	1	0	1	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 11 - MANAGERIAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	4	1	20	1	0	1	0	0	0	0	0	0
Afr. Amer.	1	1	0	2	0	0	0	0	0	0	1	0	1
Hispanic	8	16	0	24	1	0	1	0	0	0	0	1	1
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	1	0	1	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)	2	0	5	7									
Total	26	22	6	54	2	0	2	0	0	0	1	1	2
Total Minority	9	18	0	27	1	0	1	0	0	0	1	1	2

	<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	1	1	1	0	1	1	0	1
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	1	2	2	0	2
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	1	1	2	1	3	3	0	3
Total Minority	0	0	0	1	1	2	2	0	2

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 12 - PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	9	2	0	11	1	0	1	0	0	0	1	0	1
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	6	0	0	6	1	0	1	0	0	0	1	0	1
Asian	0	0	0	0	0	0	0	0	0	0	0	1	1
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)	1	0	0	1									
Total	17	2	0	19	2	0	2	0	0	0	2	1	3
Total Minority	7	0	0	7	1	0	1	0	0	0	1	1	2

	<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 - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 13 - COMMUNICATION PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	1	8	0	9	0	1	1	0	0	0	0	1	1
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	10	16	0	26	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.	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	1	1									
Total	11	25	1	37	1	1	2	0	0	0	0	1	1
Total Minority	10	17	0	27	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	0	0
Afr. Amer.	0	1	1	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	1	1	0	0	0	0	0	0
Total Minority	0	1	1	0	0	0	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	19	11	0	30	1	0	1	0	0	0	1	0	1
Afr. Amer.	9	4	0	13	0	0	0	0	0	0	0	0	0
Hispanic	43	12	1	56	3	0	3	0	0	0	1	1	2
Asian	27	31	0	58	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	1	0	1	0	0	0	0	0	0	0	0	0
Two or More	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	4	3	8	15									
Total	103	64	9	176	4	0	4	0	0	0	2	1	3
Total Minority	80	50	1	131	3	0	3	0	0	0	1	1	2

	<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	1	0	1	0	0	0	2	0	2
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	0	2	1	0	1	1	1	2
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	1	0	1	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	4	0	4	1	0	1	3	1	4
Total Minority	3	0	3	1	0	1	1	1	2

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 15 - MED, HEALTH, AND SOCIAL SERVICES PROFESSIONAL

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	3	0	3	0	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	2	4	0	6	0	1	1	0	0	0	2	0	2
Asian	1	1	0	2	1	1	2	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	3	8	0	11	1	4	5	0	0	0	2	0	2
Total Minority	3	5	0	8	1	2	3	0	0	0	2	0	2

	<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	1	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	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 16 - SENIOR RESEARCH PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	5	2	0	7	0	1	1	0	0	0	0	0	0
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	0	1	0	1	1	0	1	0	0	0	0	0	0
Asian	13	4	0	17	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)	12	2	2	16									
Total	33	9	2	44	1	1	2	0	0	0	0	0	0
Total Minority	16	5	0	21	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	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1	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	1	0	1	0	0	0
Total Minority	0	0	0	1	0	1	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 17 - RESEARCH PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	31	55	1	87	5	3	8	0	0	0	7	4	11
Afr. Amer.	7	3	0	10	0	0	0	0	0	0	0	0	0
Hispanic	21	30	0	51	1	2	3	0	0	0	1	2	3
Asian	10	8	0	18	1	0	1	0	0	0	0	1	1
Nat. Amer.	1	1	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	3	4	0	7	0	0	0	0	0	0	0	0	0
Unknown (Race)	7	0	7	14									
Total	80	101	8	189	7	5	12	0	0	0	8	7	15
Total Minority	42	46	0	88	2	2	4	0	0	0	1	3	4

	<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	1	0	1	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	1	0	1	0	0	0	1	1	2
Total Minority	1	0	1	0	0	0	1	0	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONAL

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	34	0	49	1	1	2	0	0	0	0	3	3
Afr. Amer.	3	2	0	5	0	0	0	0	0	0	0	0	0
Hispanic	55	135	2	192	3	8	11	0	0	0	0	4	4
Asian	1	4	0	5	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	1	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	1	5	7									
Total	76	178	7	261	5	9	14	0	0	0	0	7	7
Total Minority	60	143	2	205	4	8	12	0	0	0	0	4	4

	<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	2	2	0	3	3
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	2	2	4	0	0	0	1	4	5
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	2	4	0	2	2	1	7	8
Total Minority	2	2	4	0	0	0	1	4	5

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 2 - ACADEMIC ADMINISTRATORS

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	18	12	0	30	0	3	3	0	0	0	5	1	6
Afr. Amer.	2	3	0	5	1	0	1	0	0	0	1	0	1
Hispanic	19	31	0	50	1	0	1	0	0	0	0	1	1
Asian	1	5	0	6	1	1	2	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	2	0	3	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	1	5	7									
Total	42	54	5	101	3	4	7	0	0	0	6	2	8
Total Minority	23	41	0	64	3	1	4	0	0	0	1	1	2

	<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	1	2
Afr. Amer.	1	0	1	1	0	1	0	0	0
Hispanic	0	0	0	3	0	3	0	1	1
Asian	0	0	0	0	0	0	0	0	0
Nat. Amer.	0	0	0	1	0	1	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	1	0	1	5	0	5	1	2	3
Total Minority	1	0	1	5	0	5	0	1	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 20 - COACHING STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	39	12	0	51	3	0	3	1	0	1	3	0	3
Afr. Amer.	22	3	0	25	1	0	1	0	0	0	2	0	2
Hispanic	13	10	0	23	1	0	1	0	1	1	1	0	1
Asian	3	0	0	3	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	1	0	0	1	1	0	1	0	0	0	0	0	0
Two or More	4	0	0	4	1	0	1	0	0	0	0	0	0
Unknown (Race)	6	1	7	14									
Total	88	26	7	121	7	0	7	1	1	2	6	0	6
Total Minority	43	13	0	56	4	0	4	0	1	1	3	0	3

	<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	0	0	0
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	0	0	0	0	0	0	2	0	2
Total Minority	0	0	0	0	0	0	1	0	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 21 - INSTRUCTIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	10	0	10	0	2	2	0	0	0	0	1	1
Afr. Amer.	2	3	0	5	0	0	0	0	0	0	0	0	0
Hispanic	3	22	0	25	0	3	3	0	0	0	0	1	1
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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	2	2									
Total	5	36	2	43	0	5	5	0	0	0	0	2	2
Total Minority	5	26	0	31	0	3	3	0	0	0	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	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	1	1
Total	0	0	0	0	0	0	0	1	1
Total Minority	0	0	0	0	0	0	0	1	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 23 - GENERAL OFFICE SUPPORT STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	8	0	8	0	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	2	1	3	0	0	0	1	1	2
Hispanic	7	19	1	27	6	6	12	0	0	0	1	2	3
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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	1	2									
Total	8	28	2	38	8	8	16	0	0	0	2	3	5
Total Minority	7	20	1	28	8	7	15	0	0	0	2	3	5

	<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	2	2	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
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	0	2	2	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	3	0	0	3	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	3	0	0	3	0	0	0	0	0	0	0	0	0
Total Minority	3	0	0	3	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	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	0	0	0	0	0	0	1	0	1
Total Minority	0	0	0	0	0	0	1	0	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	0	0	0
Afr. Amer.	1	0	0	1	1	0	1	0	0	0	0	0	0
Hispanic	7	3	0	10	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	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	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	0	0									
Total	8	4	0	12	1	0	1	0	0	0	1	0	1
Total Minority	8	4	0	12	1	0	1	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	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 - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 3 - ADMINISTRATIVE STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	6	43	0	49	0	4	4	0	0	0	0	5	5
Afr. Amer.	3	5	0	8	0	0	0	0	0	0	0	0	0
Hispanic	62	201	0	263	1	11	12	0	0	0	1	7	8
Asian	0	8	0	8	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	4	0	4	0	1	1	0	0	0	1	1	2
Unknown (Race)	0	6	16	22									
Total	71	269	16	356	1	16	17	0	0	0	2	13	15
Total Minority	65	220	0	285	1	12	13	0	0	0	2	8	10

	<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	2	2	0	0	0	0	3	3
Afr. Amer.	0	0	0	0	1	1	0	0	0
Hispanic	0	3	3	0	5	5	0	2	2
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	5	5	0	6	6	0	5	5
Total Minority	0	3	3	0	6	6	0	2	2

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 30 - GENERAL SERVICES STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	0	0	0
Afr. Amer.	0	2	0	2	0	0	0	0	0	0	0	0	0
Hispanic	5	1	0	6	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	5	3	0	8	0	0	0	0	0	0	0	0	0
Total Minority	5	3	0	8	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.	1	0	1	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	1	0	1	0	0	0	0	0	0
Total Minority	1	0	1	0	0	0	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 31 - PROTECTIVE SERVICES TECHNICAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	1	0	0	1	0	0	0	0	0	0	1	1	2
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic	7	6	0	13	2	1	3	0	0	0	1	1	2
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	8	6	0	14	2	1	3	0	0	0	2	2	4
Total Minority	7	6	0	13	2	1	3	0	0	0	1	1	2

	<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	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	0	0	0	0	0	0	1	1	2
Total Minority	0	0	0	0	0	0	1	0	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	3	1	0	4	0	1	1	0	0	0	0	0	0
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	4	6	0	10	0	0	0	0	1	1	1	2	3
Asian	0	1	0	1	0	1	1	0	0	0	1	0	1
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)	1	1	0	2									
Total	11	9	0	20	0	2	2	0	1	1	2	2	4
Total Minority	7	7	0	14	0	1	1	0	1	1	2	2	4

	<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	1	1	0	2	2	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	1	2	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	0	0
Total	0	1	1	0	2	2	1	2	3
Total Minority	0	0	0	0	0	0	1	2	3

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 47 - BUSINESS OPERATIONS

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	6	14	0	20	1	1	2	0	0	0	0	1	1
Afr. Amer.	0	3	0	3	0	0	0	0	0	0	0	0	0
Hispanic	27	75	2	104	0	3	3	0	0	0	0	2	2
Asian	0	2	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	0	0	0	0	0
Two or More	1	1	0	2	1	0	1	0	0	0	0	0	0
Unknown (Race)	1	3	10	14									
Total	35	98	12	145	2	4	6	0	0	0	0	3	3
Total Minority	28	81	2	111	1	3	4	0	0	0	0	2	2

	<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	1	1	0	2	2	1	2	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	0	0
Total	0	1	1	0	2	2	1	2	3
Total Minority	0	1	1	0	2	2	1	2	3

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 49 - ADMINISTRATIVE ASSISTANCE

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	2	0	2	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	1	0	1	0	0	0	0	0	0	0	0	0
Hispanic	1	4	0	5	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	1	7	0	8	0	0	0	0	0	0	0	0	0
Total Minority	1	5	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	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	1	1	0	1	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	0	0	0	0	1	1	0	1	1
Total Minority	0	0	0	0	1	1	0	1	1

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 5 - ADMINISTRATIVE PROFESSIONAL STAFF

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	5	5	0	10	0	1	1	0	0	0	0	0	0
Afr. Amer.	1	3	1	5	0	0	0	0	0	0	0	0	0
Hispanic	10	25	0	35	1	1	2	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	0	1	0	1	0	0	0	0	0	0	0	0	0
Unknown (Race)	0	0	1	1									
Total	16	35	2	53	1	2	3	0	0	0	0	0	0
Total Minority	11	30	1	42	1	1	2	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	2	2	0	0	0
Afr. Amer.	0	0	0	1	0	1	0	0	0
Hispanic	0	1	1	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	1	1	1	2	3	0	0	0
Total Minority	0	1	1	1	0	1	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 58 - LIBRARIANS, CURATORS, AND ARCHIVISTS

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	3	4	0	7	0	1	1	0	0	0	1	0	1
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	5	9	0	14	0	3	3	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	1	1									
Total	10	13	1	24	0	4	4	0	0	0	1	0	1
Total Minority	7	9	0	16	0	3	3	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.	1	0	1	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	1	0	1	0	0	0	0	0	0
Total Minority	1	0	1	0	0	0	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 66 - FARM SERVICES

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	6	1	0	7	0	1	1	0	0	0	0	1	1
Afr. Amer.	1	0	0	1	0	0	0	0	0	0	0	0	0
Hispanic	5	1	0	6	2	0	2	0	0	0	1	0	1
Asian	1	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0
Unknown (Race)	1	0	1	2									
Total	14	2	1	17	2	1	3	0	0	0	1	1	2
Total Minority	7	1	0	8	2	0	2	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	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 - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 7 - FACULTY - PROFESSOR

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	0	0	12	2	0	2	1	1	2	6	0	6
Afr. Amer.	3	1	0	4	0	0	0	0	0	0	0	0	0
Hispanic	5	0	0	5	0	0	0	0	0	0	1	0	1
Asian	13	3	0	16	0	0	0	0	0	0	2	0	2
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)	5	1	3	9									
Total	40	5	3	48	2	0	2	1	1	2	9	0	9
Total Minority	23	4	0	27	0	0	0	0	0	0	3	0	3

	<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	1	3	4	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	1	0	1	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	3	5	0	0	0
Total Minority	0	0	0	1	0	1	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 71 - MANAGERIAL OFFICERS

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	0	0	0
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	0	0	0
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	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 - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 74 - FACULTY - ALL OTHER

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	76	89	0	165	16	14	30	0	1	1	5	9	14
Afr. Amer.	22	17	0	39	0	0	0	0	0	0	2	1	3
Hispanic	50	69	1	120	6	11	17	0	0	0	8	5	13
Asian	17	25	0	42	0	0	0	0	0	0	1	2	3
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	2	12	0	14	0	1	1	0	0	0	0	0	0
Unknown (Race)	7	22	20	49									
Total	174	236	21	431	22	26	48	0	1	1	16	17	33
Total Minority	91	125	1	217	6	12	18	0	0	0	11	8	19

	<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	1	1	2	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	1	1	2	0	0	0	0	0	0
Total Minority	0	0	0	0	0	0	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 76 - PROFESSIONAL NON-FACULTY - ALL OTHER

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	3	13	0	16	0	1	1	0	0	0	0	0	0
Afr. Amer.	1	2	0	3	0	0	0	0	0	0	0	0	0
Hispanic	18	58	0	76	1	4	5	0	0	0	0	3	3
Asian	1	3	0	4	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	2	2									
Total	23	76	2	101	1	5	6	0	0	0	0	3	3
Total Minority	20	63	0	83	1	4	5	0	0	0	0	3	3

	<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	1	1	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0
Hispanic	1	4	5	0	2	2	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	1	5	6	0	2	2	0	0	0
Total Minority	1	4	5	0	2	2	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 77 - OFFICE SUPPORT PERSONNEL

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	1	4	0	5	0	0	0	0	0	0	0	0	0
Afr. Amer.	0	0	0	0	0	0	0	0	0	0	1	0	1
Hispanic	7	3	0	10	2	0	2	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)	2	0	2	4									
Total	10	7	2	19	2	0	2	0	0	0	1	0	1
Total Minority	7	3	0	10	2	0	2	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	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 - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 8 - FACULTY - ASSOCIATE PROFESSOR

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	1	3	0	4	0	1	1	0	0	0	2	2	4
Afr. Amer.	2	0	0	2	0	0	0	0	0	0	0	0	0
Hispanic	6	1	0	7	0	0	0	0	0	0	0	0	0
Asian	1	1	0	2	0	0	0	0	0	0	1	1	2
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	1	0	1	0	0	0	0	0	0	1	0	1
Unknown (Race)	2	0	0	2									
Total	12	6	0	18	0	1	1	0	0	0	4	3	7
Total Minority	9	3	0	12	0	0	0	0	0	0	2	1	3

	<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	1	2	3	2	0	2	0	0	0
Afr. Amer.	0	0	0	3	0	3	0	0	0
Hispanic	0	0	0	0	1	1	0	0	0
Asian	1	0	1	0	1	1	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	2	4	5	2	7	0	0	0
Total Minority	1	0	1	3	2	5	0	0	0

Texas A&M - Kingsville
Personnel Transactions Summary

Snapshot Date: 12/31/2023

Job Group: 9 - FACULTY - ASSISTANT PROFESSOR

Transaction Dates: 01/01/2023 To 12/31/2023

	<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	195	76	0	271	2	2	4	1	0	1	2	1	3
Afr. Amer.	41	11	0	52	1	0	1	0	0	0	0	0	0
Hispanic	62	31	1	94	1	1	2	0	0	0	0	1	1
Asian	204	58	0	262	1	1	2	0	0	0	4	0	4
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	15	3	0	18	0	0	0	0	0	0	0	0	0
Unknown (Race)	51	15	61	127									
Total	569	194	62	825	5	4	9	1	0	1	6	2	8
Total Minority	323	103	1	427	3	2	5	0	0	0	4	1	5

	<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	1	1	2
Afr. Amer.	2	0	2	0	0	0	0	0	0
Hispanic	0	1	1	0	0	0	0	0	0
Asian	0	1	1	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	4	2	6	0	0	0	1	1	2
Total Minority	2	2	4	0	0	0	0	0	0

Texas A&M - Kingsville

Data Collection Analysis/Hiring Benchmark (Protected Veterans)*

Current Snapshot Date: 12/31/2023

Category	12/31/21	12/31/22	12/31/23
Job Openings	191	292	314
Jobs Filled	191	292	277
Applicants for all jobs	318	2,748	3,733
Applicants who self-identified as Protected Veterans	12	99	110
Applicants Hired	129	194	193
Protected Veterans Hired	0	0	2
Hiring Benchmark**	5.6	5.5	5.4
Overall protected veterans hired (%)	0.0	0.0	1.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Hiring benchmark is based on the national percentage of veterans in the Civilian Labor Force (CLF).

Texas A&M - Kingsville
Data Collection Analysis/Utilization Analysis (Disability)*

Current Snapshot Date: 12/31/2023

Category	12/31/21			12/31/22			12/31/23		
Job Openings	191			292			314		
Jobs Filled	191			292			277		
Applicants for all jobs	318			2,748			3,733		
Applicants who self-identified as individual(s) with Disability	10			35			252		
Applicants Hired	129			194			193		
Individual(s) with Disability Hired	0			2			2		
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0			7.0			7.0		
Total incumbency of individuals with disabilities (%)	2.1			1.6			1.2		
Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
1 - EXECUTIVE STAFF	23	0	0.0	25	0	0.0	29	0	0.0
10 - FACULTY - OTHER / INSTRUCTIONAL STAFF	34	2	5.9	28	1	3.6	29	0	0.0
11 - MANAGERIAL STAFF	24	2	8.3	32	2	6.3	35	2	5.7
12 - PROFESSIONAL STAFF	6	N/A	N/A	5	N/A	N/A	4	N/A	N/A
13 - COMMUNICATION PROFESSIONAL STAFF	6	N/A	N/A	9	N/A	N/A	7	N/A	N/A
14 - INFORMATION TECHNOLOGY PROFESSIONAL STAFF	24	2	8.3	24	1	4.2	22	0	0.0
15 - MED, HEALTH, AND SOCIAL SERVICES PROFESSIONAL	7	N/A	N/A	5	N/A	N/A	9	N/A	N/A
16 - SENIOR RESEARCH PROFESSIONAL STAFF	13	0	0.0	8	N/A	N/A	11	0	0.0
17 - RESEARCH PROFESSIONAL STAFF	28	0	0.0	26	0	0.0	22	0	0.0
19 - EDUCATIONAL AND STUDENT SERVICES PROFESSIONAL	47	2	4.3	47	2	4.3	57	3	5.3
2 - ACADEMIC ADMINISTRATORS	40	0	0.0	48	0	0.0	53	0	0.0
20 - COACHING STAFF	25	0	0.0	25	0	0.0	27	0	0.0

* Data collected as of the transaction period for the respective AAP year. Employee count (#) and representation (%) are as of the snapshot date for the respective AAP Year.

** Current utilization goal as established by the OFCCP.

N/A - The number of employees in the job group is less than 10 and therefore, the identity of employee(s) with disability could be readily discernible. To ensure confidentiality, IWD # and % were omitted from the report.

Texas A&M - Kingsville

Data Collection Analysis/Utilization Analysis (Disability)*

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Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
21 - INSTRUCTIONAL STAFF	8	N/A	N/A	9	N/A	N/A	12	0	0.0
23 - GENERAL OFFICE SUPPORT STAFF	21	1	4.8	21	1	4.8	28	1	3.6
26 - BUILDING MAINTENANCE AND REPAIR TECHNICIANS	6	N/A	N/A	4	N/A	N/A	4	N/A	N/A
27 - EQUIPMENT OPERATION AND REPAIR TECHNICIANS	1	N/A	N/A	2	N/A	N/A	2	N/A	N/A
3 - ADMINISTRATIVE STAFF	82	1	1.2	79	1	1.3	87	0	0.0
30 - GENERAL SERVICES STAFF	5	N/A	N/A	6	N/A	N/A	5	N/A	N/A
31 - PROTECTIVE SERVICES TECHNICAL STAFF	11	0	0.0	15	0	0.0	13	0	0.0
4 - SENIOR ADMINISTRATIVE PROFESSIONAL STAFF	46	2	4.3	54	2	3.7	48	1	2.1
47 - BUSINESS OPERATIONS	33	1	3.0	36	1	2.8	41	0	0.0
49 - ADMINISTRATIVE ASSISTANCE	16	1	6.3	18	1	5.6	19	2	10.5
5 - ADMINISTRATIVE PROFESSIONAL STAFF	12	0	0.0	17	0	0.0	21	0	0.0
58 - LIBRARIANS, CURATORS, AND ARCHIVISTS	14	1	7.1	13	0	0.0	15	0	0.0

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Job Group	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %	EE #	EE IWD #	EE IWD %
66 - FARM SERVICES	6	N/A	N/A	9	N/A	N/A	10	0	0.0
7 - FACULTY - PROFESSOR	92	0	0.0	91	0	0.0	91	0	0.0
71 - MANAGERIAL OFFICERS	2	N/A	N/A	1	N/A	N/A	1	N/A	N/A
74 - FACULTY - ALL OTHER	95	2	2.1	104	2	1.9	116	2	1.7
76 - PROFESSIONAL NON-FACULTY - ALL OTHER	8	N/A	N/A	10	0	0.0	9	N/A	N/A
77 - OFFICE SUPPORT PERSONNEL	7	N/A	N/A	6	N/A	N/A	7	N/A	N/A
8 - FACULTY - ASSOCIATE PROFESSOR	106	0	0.0	106	1	0.9	100	1	1.0
9 - FACULTY - ASSISTANT PROFESSOR	71	2	2.8	68	0	0.0	68	0	0.0

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