

# UC Berkeley Staff Placement Goals and Targets for Women and Minorities

*Effective September 1, 2017 to August 31, 2018*

Step 1. When you have a job opening, find the job title's job group number in the alphabetical listing.\*  
 Step 2. Find the job group number in the left hand column of this chart. If all boxes are blank, there are no goals or targets.  
 Step 3. A percentage with blue shading indicates a placement goal or target for the campus.

- Affirmative Action (AA) placement goals are targets, not quotas.
- Make efforts to attract a large and diverse pool of qualified applicants, ensure selection criteria are job-related, select the best qualified applicant, and document your search properly.

\* For job title/job group number, go to <http://hrweb.berkeley.edu/diversity/plan-placement>

Job Group	Federal AA Goals		UC Berkeley Diversity Placement Targets			
	Women	Total Minority	Am. Indian or Alaska Native	Asian or Pacific Islander	Black	Hispanic
1A1 - SMG-Executives						
2A1 - MSP-Managers-Upper						6.6%
2A2 - MSP-Managers-Lower						
2B1 - MSP-Professionals		28.5%			7.8%	8.9%
2H1 - MSP-Health Care		28.3%			6.5%	5.9%
2I1 - MSP-Info Tech-Upper		25.2%			4.6%	
2I2 - MSP-Info Tech-Lower					6.1%	5.0%
2S1 - MSP-Sports and Recreation	36.3%	24.1%			8.0%	
3E1 - PS-Engineering		45.8%		32.2%		8.5%
3E2 - PS-Facilities Development/EH&S		32.6%		11.8%		
3F1 - PS-Finance-Upper						
3F2 - PS-Finance-Lower						13.6%
3G1 - PS-General Administration		45.3%	0.5%		8.5%	17.2%
3G2 - PS-Human Resources						
3H1 - PS-Health Care		42.3%			6.8%	14.9%
3I1 - PS-Info Tech-Applications		47.7%		32.2%	4.4%	8.9%
3I2 - PS-Info Tech-Infrastructure						10.4%
3I3 - PS-Info Tech-Info Systems		43.1%		26.7%		
3J1 - PS-External Affairs					6.7%	13.9%
3K1 - PS-Communications		37.6%				16.1%
3K8 - PS-Comms and External-Ltd	57.7%	46.7%		24.3%	5.3%	12.0%
3R1 - PS-Research Administration						15.0%
3R2 - PS-Research and Lab						8.2%
3S1 - PS-Sports and Recreation	40.8%					17.1%
3T1 - PS-Student Services-Upper			0.7%		13.4%	21.7%
3T2 - PS-Student Services-Advising					14.9%	21.0%
3T3 - PS-Student Services-Other						
3T6 - PS-Educational Services		45.6%			8.2%	18.9%
3T7 - PS-Education Svcs-Early Child						24.8%
3U1 - PS-Police	20.0%	59.2%			20.4%	22.4%
3V1 - PS-Library Services	64.9%	33.9%		19.6%		
3X1 - PS-General Services	45.4%	60.4%		18.0%		29.9%
4E1 - T-Skilled Crafts and Trades		47.0%			9.9%	22.6%
4E8 - T-Skilled Crafts and Trades-PerDiem	28.5%	41.8%		17.6%		12.3%
4I1 - T-Info Tech	23.0%					8.6%
4R1 - T-Research and Lab-Upper		49.0%		28.3%	5.0%	13.3%
4R2 - T-Research and Lab-Lower	67.8%			33.0%		
4R8 - T-Research and Lab-Limited	53.7%	58.9%		37.4%	6.5%	
4S1 - T-Sports and Recreation	59.2%	42.5%			10.9%	15.3%
5U1 - O-Security and Public Safety						
5V1 - O-Various Clerical-Upper	88.3%					
5V2 - O-Various Clerical-Lower	84.4%					
5V3 - O-Library Services-Assistants		47.4%			7.6%	9.4%
5V8 - O-Various Clerical-Limited	87.7%				10.9%	
5X1 - O-General Services-Custodial						51.5%
5X2 - O-General Services-Other	17.5%	70.9%				38.7%
5X3 - O-General Services-Food	51.8%					35.4%
5X8 - O-General Services-Food-Limited						28.9%

## AA Goals and Benchmarks for Protected Veterans and Individuals with Disabilities

Protected Veterans	Hiring Benchmark	6.7%	Campuswide
Individuals With Disabilities	Utilization Goal	7.0%	For each Job Group