

FY2022 AFFIRMATIVE ACTION JOB GROUPS

Description	Job Group Code	Types of Positions
Officials and Administrators – Senior and Executive	1.1A	President and Vice Presidents
Officials and Managers – Deans	1.1B	Deans
Officials and Managers – First and Mid-level	1.2A	Manager and Director-level employees
Officials and Managers – Chairs	1.2B	Department Chairs
Professionals		
Professionals – Other	2	Specialists, Coordinators, Assistants to Administrators, Business/Administrative Associates, Architects, Curators, Artists, etc.
Professionals – Tenure Track Faculty	2A	Tenure Track Faculty
Professionals - Non-tenure Track Faculty	2B	Non-Tenure Track Faculty
Professionals – Accountants, Purchasing, & Auditors	2C	Accounting, Purchasing, Auditing, Budgeting positions
Professionals –Coaches & Other Athletic Professionals	2D	Athletic Coaches, Coordinators, etc.
Professionals – Communications & Marketing	2E	Radio, TV, Photography, Media, etc.
Professionals – Computer/Information Technology	2F	Programmers, Analysts, Networking, Computer Support, Web Support, etc.
Professionals – Advisors, Educational & Staff Counselors	2G	Academic Advisors, Counselors, Psychologist
Professionals – Health	2H	Nurses, Pharmacists, Safety Officers, Physicians, Health Promotion
Professionals – Research	2I	Research Assistants, Associates, Specialists, Coordinators, Technical Associates
Professionals – Lab Schools	2J	Faculty Associates, Teaching Assistants, Interpreters, Substitutes
Professionals –Human Resources	2K	Human Resources, Benefits, Contracts, Training, and Labor Relations
Professionals – Library	2L	Librarians, Collection Specialists
Professionals – Admissions, Financial Aid, CTLT, Graduate School, International Studies*	2M	Admissions/Records, Financial Aid, Academic Affairs Coordinators and Specialists
Professionals – Student Affairs*	2N	University Housing, Student Affairs Coordinators and Specialists
Technicians		
Technicians – Other	3	Digital Imaging Specialists and Other Technicians
Technicians – Health, Laboratory, and Physical Training	3A	Health, Laboratory, and Science Technicians, LPNs, Medical Technologists, Athletic Trainers
Technicians – Research	3B	Research Assistants and Coordinators
Technicians – Audio/Visual, Media, & Communications	3C	Technical Directors, TV, Radio, AV, and Electronics Technicians
Sales Workers	4	Unused

FY2021 AFFIRMATIVE ACTION JOB GROUPS

Administrative Support Workers		
Admin. Support Workers – Other	5	Telephone Operators and Other Administrative Support Workers
Admin. Support Workers – Supervisors	5A	Stores, Mail Services, Distribution, Payroll Supervisors and Managers
Admin. Support Workers – Accounting, Purchasing, Collections, Inventory	5B	Cashiers, Collections, Inventory, Stores, Payroll, Accounting, and Purchasing Clerks and Specialists, Account Technicians
Admin. Support Workers – Human Resources	5C	Human Resources and Training Assistants, Benefits Counselors
Admin. Support Workers – Shipping/Receiving, Mail Services	5D	Shipping/Receiving and Distribution Clerks, Mail Equipment Operators
Admin. Support Workers – Customer Service	5E	Client Relations and Customer Services Representatives
Admin. Support Workers – Health	5F	Patient Unit Clerks, Medical Insurance Specialists
Admin. Support Workers – Teacher’s Aides	5G	Teacher’s Aides
Admin. Support Workers – Library	5H	Library Clerks, Assistants, Specialists
Admin. Support Workers – First and Mid Level	5I	Clerks, Office Support Assistants and Associates
Admin. Support Workers – Senior Level	5J	Administrative Assistants and Aides, Office Support Specialists, Office Managers
Craft Workers		
Craft Workers – Other	6	Model Makers and Other Craft Workers
Craft Workers – Supervisors & Managers	6A	Forepersons, Supervisors, Managers
Craft Workers – Mechanics, Engineers, Repairers	6B	Engineers, Mechanics, Instrument Technicians, Communication Network Specialists
Craft Workers – Skilled Crafts	6C	Carpenters, Electricians, Automotive, Printing, Painting, Plumbing, Pipefitters, Welders
Operatives		
Operatives – Other	7	Bakers, Route Drivers, Welders, Parking Coordinators, Press Technicians
Operatives – Supervisors & Managers	7A	Forepersons, Supervisors, Managers
Laborers & Helpers		
Laborers & Helpers – Other	8	Herders, Laboratory Animal Care Takers
Laborers & Helpers – Supervisors & Managers	8A	Forepersons, Supervisors, Managers
Laborers & Helpers – Grounds & Gardeners	8B	Grounds Workers and Gardeners, Tree Surgeons, Athletic Turf Specialists
Service Workers		
Service Workers – Other	9	Ticket Sales, Parking Services Agents/Assistants, Costumers, Locker Room Attendants, Recreation Coordinators/Attendants
Service Workers – Supervisors & Managers	9A	Food Service, Building Service, Protective Services, Health, Childcare and Housing Forepersons, Supervisors, and Managers

FY2021 AFFIRMATIVE ACTION JOB GROUPS

Service Workers – Building Services	9B	Building Service Workers and Learners
Service Workers – Food Service	9C	Food Service and Sanitation Workers, Cooks, Chefs, Food Services Stores, and Snack Bar Attendants
Service Workers – Protective Services	9D	Firepersons, Police Officers and Corporals
Service Workers – Health	9E	Nursing Assistants, Physician's Assistants, Pharmacy Technicians, Occupational Therapy Assistants
Service Workers – Childcare	9F	Child Development Associate, Head Teacher
Service Workers – Housing	9G	Housing Representatives and Residence Hall Coordinators
Graduate Students (not included in AAP)	GRAD	Graduate Teaching, Research, Residential Living, Administrative/Operations Assistants