



Profile of **CSU EMPLOYEES**

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PROFILE OF CSU EMPLOYEES, FALL 2008

Dear CSU Friends,

One of the goals in the strategic vision for human resources in the CSU is to provide data as a basis for reference, planning, and decision-making. I am pleased to provide a copy of the Profile of CSU Employees Fall 2008¹ for your use. It includes demographic information and statistics on employees at all 23 campuses of the CSU plus the Chancellor's Office.

I welcome your comments and questions about these data. Please send them to:

HRdata@calstate.edu

Sincerely,



Gail E. Brooks
Vice Chancellor, Human Resources
Office of the Chancellor
The California State University
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¹This report and other data on CSU employees are available online:
<http://www.calstate.edu/hr/DataAnalysis/>

CSU STAFFING

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EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

The California State University employs over 47,000 faculty and staff statewide. The tables below present information on the numbers of faculty and staff employed in various occupational categories, as well as the numbers employed at each campus.

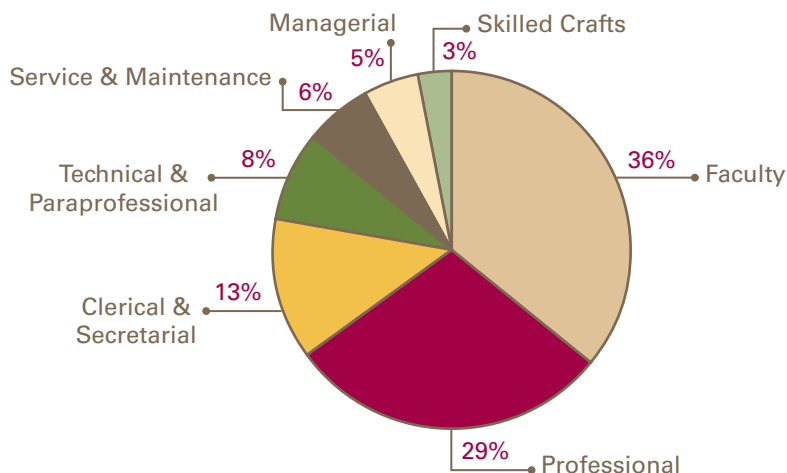
Headcount of Employees by Occupational Group

	Full-Time	Part-Time	Total
Fall 2008			
Faculty	12,019	11,562	23,581
Professional	9,778	854	10,632
Clerical & Secretarial	4,517	428	4,945
Technical & Paraprofessional	2,832	273	3,105
Service & Maintenance	2,068	102	2,170
Managerial	1,540	11	1,551
Skilled Crafts	1,042	3	1,045
GRAND TOTALS	33,796	13,233	47,029

Fall 2007			
Faculty	12,063	12,003	24,066
Professional	9,447	862	10,309
Clerical & Secretarial	4,470	449	4,919
Technical & Paraprofessional	2,818	276	3,094
Service & Maintenance	2,048	118	2,166
Managerial	1,526	14	1,540
Skilled Crafts	1,029	1	1,030
GRAND TOTALS	33,401	13,723	47,124

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

Occupational Profile of Full-Time Employees (Headcount), Fall 2008



EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Staffing by Campus, Fall 2008

	Headcount			Estimated Full-Time Equivalents (FTE)
	Total	Full-Time	Part-Time	
Bakersfield	934	756	178	832.1
Channel Islands	654	490	164	560.4
Chico	1,974	1,467	507	1,713.7
Dominguez Hills	1,313	889	424	1,049.2
East Bay	1,692	1,173	519	1,419.9
Fresno	2,386	1,748	638	1,989.5
Fullerton	3,230	2,192	1,038	2,637.5
Humboldt	1,178	865	313	1,005.8
Long Beach	3,789	2,537	1,252	3,074.7
Los Angeles	2,128	1,469	659	1,754.5
Maritime Academy	227	200	27	212.1
Monterey Bay	703	522	181	615.0
Northridge	3,436	2,356	1,080	2,825.1
Pomona	2,146	1,630	516	1,885.5
Sacramento	2,834	2,059	775	2,382.8
San Bernardino	1,846	1,341	505	1,569.1
San Diego	3,541	2,628	913	3,010.6
San Francisco	3,302	2,320	982	2,751.6
San José	3,333	2,072	1,261	2,621.8
San Luis Obispo	2,394	1,962	432	2,187.6
San Marcos	1,042	771	271	889.5
Sonoma	1,279	914	365	1,076.9
Stanislaus	1,047	824	223	928.6
Chancellor's Office	621	611	10	617.2
TOTAL	47,029	33,796	13,233	39,610.6

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

EMPLOYEES BY OCCUPATIONAL GROUP AND CAMPUS

Headcount of Employees by Campus

Campus	2008				Grand Total	
	Full-Time		Part-Time		Fall 2008	Fall 2007
	Faculty	Staff	Faculty	Staff		
Bakersfield	266	490	140	38	934	922
Channel Islands	123	367	155	9	654	603
Chico	561	906	407	100	1,974	2,015
Dominguez Hills	306	583	391	33	1,313	1,335
East Bay	371	802	440	79	1,692	1,602
Fresno	704	1,044	586	52	2,386	2,350
Fullerton	864	1,328	959	79	3,230	3,337
Humboldt	276	589	225	88	1,178	1,156
Long Beach	1,004	1,533	1,120	132	3,789	3,716
Los Angeles	575	894	613	46	2,128	2,141
Maritime Academy	56	144	18	9	227	225
Monterey Bay	131	391	147	34	703	715
Northridge	839	1,517	1,000	80	3,436	3,388
Pomona	565	1,065	455	61	2,146	2,292
Sacramento	773	1,286	685	90	2,834	2,915
San Bernardino	468	873	451	54	1,846	1,807
San Diego	957	1,671	799	114	3,541	3,589
San Francisco	845	1,475	739	243	3,302	3,370
San José	746	1,326	1,157	104	3,333	3,309
San Luis Obispo	756	1,206	359	73	2,394	2,328
San Marcos	251	520	232	39	1,042	1,068
Sonoma	271	643	296	69	1,279	1,289
Stanislaus	311	513	188	35	1,047	1,047
Chancellor's Office	0	611	0	10	621	605
TOTAL	12,019	21,777	11,562	1,671	47,029	47,124

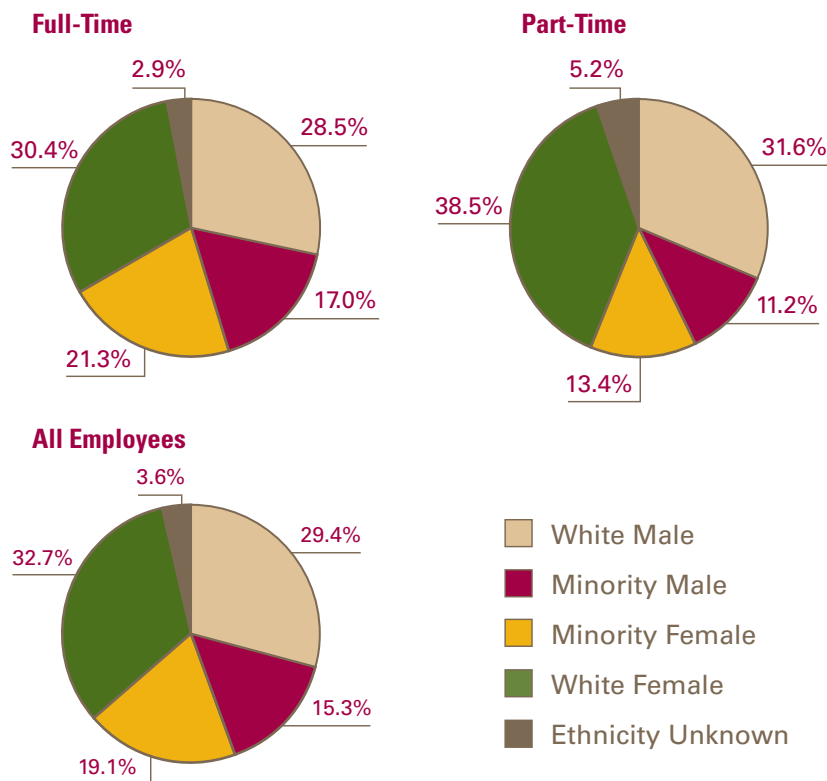
Note: Staff includes all personnel not counted among the instructional faculty.

Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

EMPLOYEES BY GENDER AND ETHNICITY

Pages 4 through 9 provide information on the gender and ethnicity of CSU employees. Pages 4 and 5 include data for all employees (both full-time and part-time), while the remaining pages provide detailed information on only full-time employees.

Employee Headcount by Gender and Ethnicity



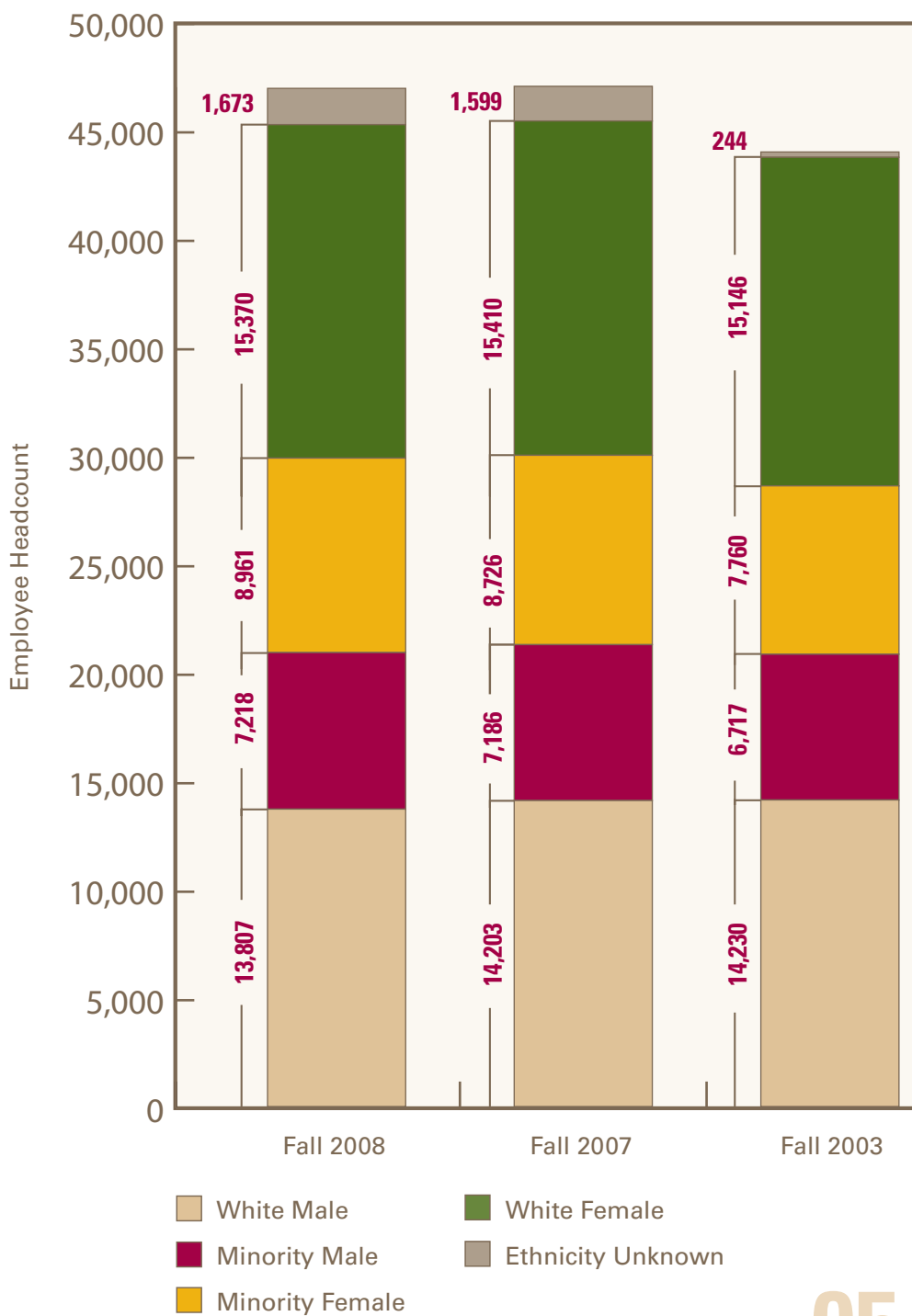
Note: Percentages may not add to 100% because of rounding.

Fall 2008	Full-Time	Part-Time	All Employees
White Male	9,620	4,187	13,807
Minority Male	5,735	1,483	7,218
Minority Female	7,184	1,777	8,961
White Female	10,277	5,093	15,370
Ethnicity Unknown	980	693	1,673
TOTAL	33,796	13,233	47,029
Total Minority	12,919	3,260	16,179
Total White	19,897	9,280	29,177
Total Female	17,960	7,258	25,218
Total Male	15,836	5,975	21,811

Note: Table includes all employees with the exception of student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions, and summer sessions.

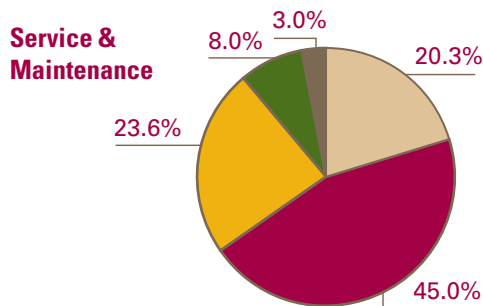
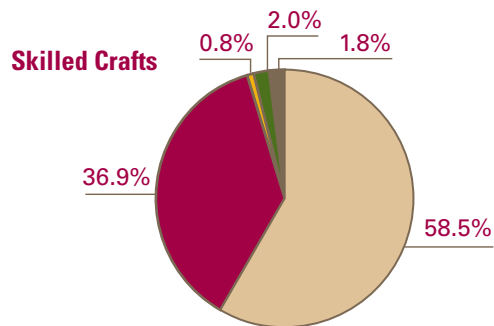
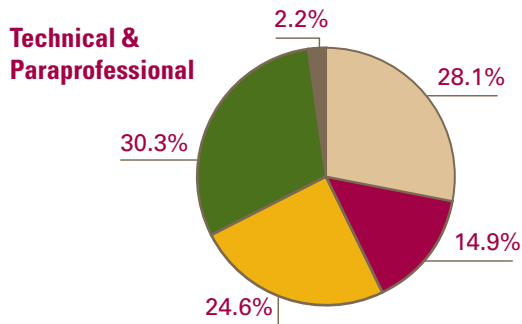
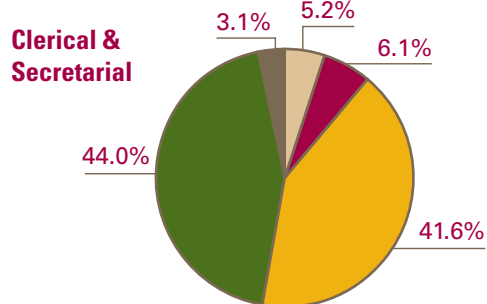
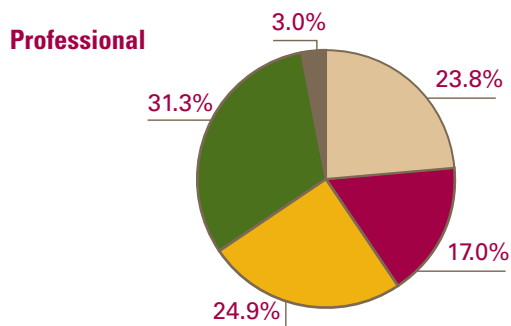
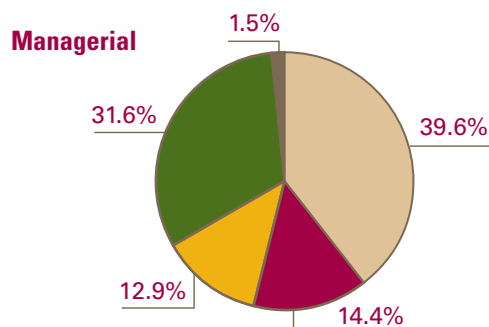
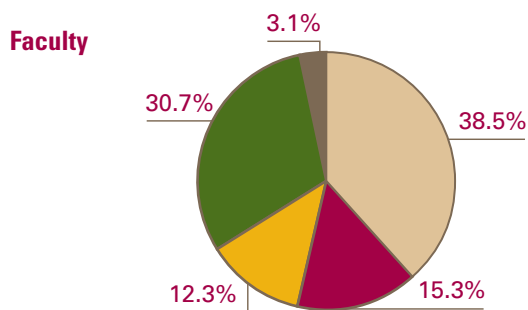
EMPLOYEES BY GENDER AND ETHNICITY

Total Employee Headcount by Gender and Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

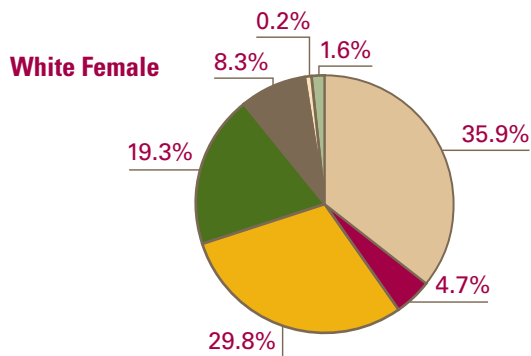
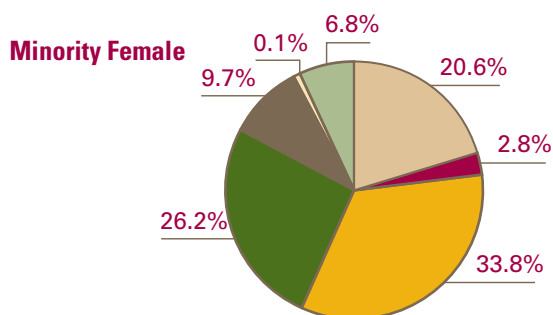
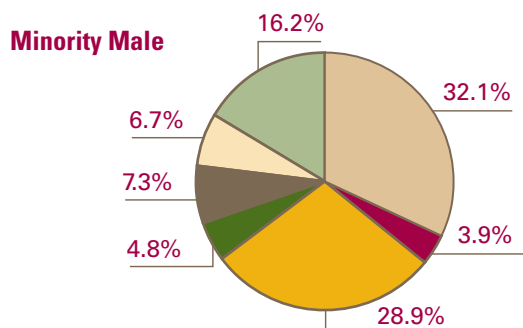
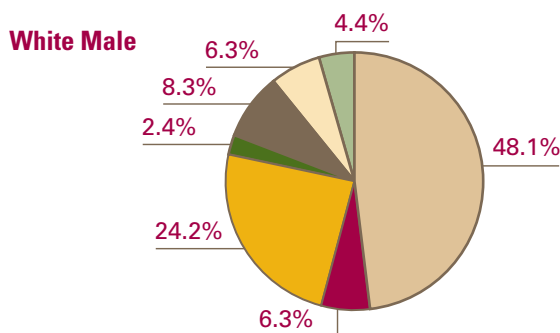
Percent of Full-Time Employees Within Occupational Groups by Gender and Ethnicity



Note: Percentages may not add to 100% because of rounding.

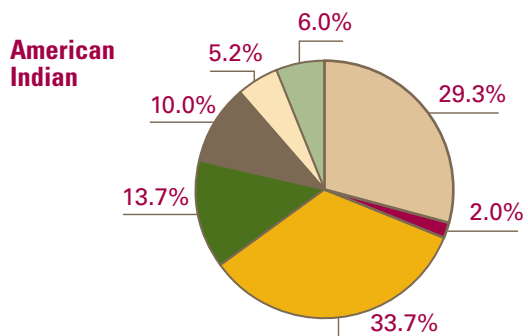
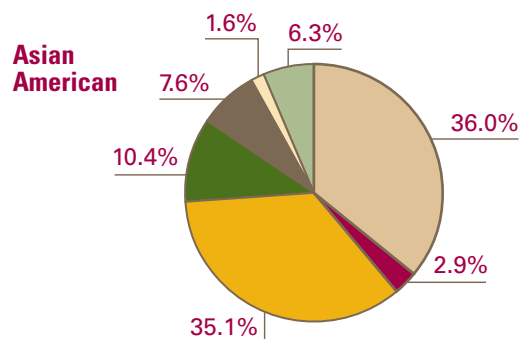
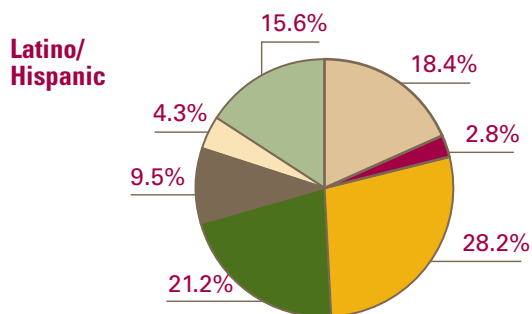
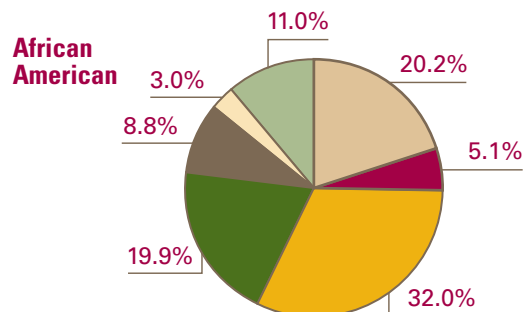
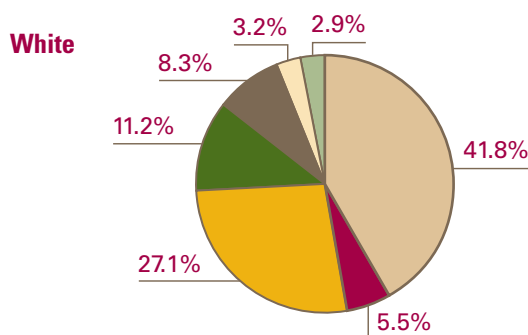
EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employee Headcount by Gender and Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

Occupational Profile of Full-Time Employee Headcount by Ethnicity



EMPLOYEES BY GENDER AND ETHNICITY

Headcount of Full-Time Employees by Occupational Group and Ethnicity

	Total	African American	American Indian	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2008							
Faculty	12,019	475	73	1,791	985	8,320	375
Professional	9,778	754	84	1,746	1,507	5,389	298
Clerical & Secretarial	4,517	468	34	517	1,136	2,221	141
Technical & Paraprofessional	2,832	207	25	378	507	1,653	62
Service & Maintenance	2,068	259	15	312	834	586	62
Managerial	1,540	120	5	145	150	1,097	23
Skilled Crafts	1,042	70	13	80	229	631	19
Total	33,796	2,353	249	4,969	5,348	19,897	980
Fall 2003							
Faculty	11,674	449	73	1,581	882	8,637	52
Professional	8,325	657	87	1,359	1,075	5,117	30
Clerical & Secretarial	4,555	514	48	533	1,031	2,413	16
Technical & Paraprofessional	3,030	210	25	407	492	1,888	8
Service & Maintenance	1,898	265	23	276	735	589	10
Managerial	1,398	126	9	110	126	1,025	2
Skilled Crafts	993	82	14	72	198	624	3
Total	31,873	2,303	279	4,338	4,539	20,293	121

AGE DISTRIBUTION OF CSU EMPLOYEES

The following tables provide information on the age distribution of full-time employees by occupational group, gender, and ethnicity.

Age Distribution of Full-Time Employee Headcount by Faculty Status, Fall 2008

Age	Staff*		Faculty		Total	
	Headcount	Percent	Headcount	Percent	Headcount	Percent
60+	2,215	10.2	2,385	19.8	4,600	13.6
50-59	6,841	31.4	3,915	32.6	10,756	31.8
40-49	5,487	25.2	3,142	26.1	8,629	25.5
30-39	4,597	21.1	2,428	20.2	7,025	20.8
Under 30	2,637	12.1	149	1.2	2,786	8.2
TOTAL	21,777	100	12,019	100	33,796	100
AVERAGE AGE	45.7		50.1		47.2	

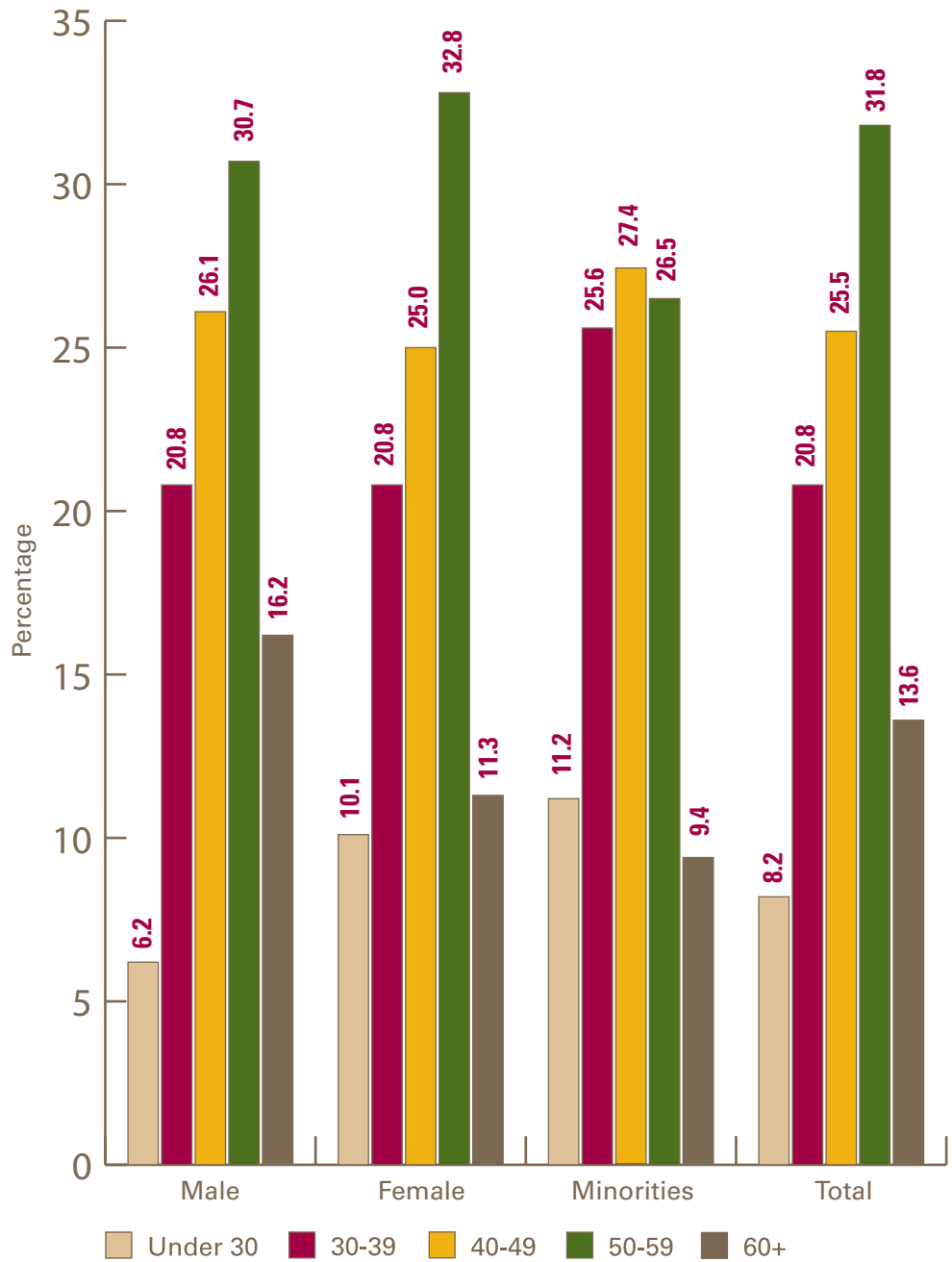
*Staff includes all personnel not counted among the instructional faculty.

Age Distribution of Full-Time Employee Headcount by Gender and Minority Status, Fall 2008

Age	Male		Female		Minorities		Total	
	Headcount	Percent	Headcount	Percent	Headcount	Percent	Headcount	Percent
60+	2,563	16.2	2,037	11.3	1,209	9.4	4,600	13.6
50-59	4,868	30.7	5,888	32.8	3,421	26.5	10,756	31.8
40-49	4,139	26.1	4,490	25.0	3,537	27.4	8,629	25.5
30-39	3,287	20.8	3,738	20.8	3,301	25.6	7,025	20.8
Under 30	979	6.2	1,807	10.1	1,451	11.2	2,786	8.2
TOTAL	15,836	100	17,960	100	12,919	100	33,796	100
AVERAGE AGE	48.1		46.5		44.8		47.2	

AGE DISTRIBUTION OF CSU EMPLOYEES

Full-Time Employee Headcount, Percentage by Age Group



AGE DISTRIBUTION OF CSU EMPLOYEES

Minority Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2008

Age	Support*	Professional & Managerial	Faculty	All Full-Time Employees
60+	38.7	26.2	21.0	26.3
50-59	41.1	30.1	25.1	31.8
40-49	49.9	43.5	31.2	41.0
30-39	59.4	50.5	33.5	47.0
Under 30	56.9	48.7	30.2	52.1
ALL AGES	48.6%	39.9%	27.7%	38.2%

E.g., in the "60 and above" age group of Full-Time Support employees, 38.7% are minorities.

Female Employees as Percent of Full-Time Employees by Age Group and Job Category (Headcount), Fall 2008

Age	Support*	Professional & Managerial	Faculty	All Full-Time Employees
60+	57.1	54.0	33.9	44.3
50-59	58.7	61.3	45.6	54.7
40-49	56.9	54.1	46.1	52.0
30-39	59.7	52.3	49.3	53.2
Under 30	70.8	57.4	63.1	64.9
ALL AGES	60.0%	56.2%	44.4%	53.1%

E.g., in the "60 and above" age group of Full-Time Support employees, 57.1% are female.

*Support includes persons in the following employee categories: clerical and secretarial, technical and paraprofessional, skilled crafts, and service and maintenance.

The California State University employs over 23,500 total faculty. The diverse composition of CSU faculty also reflects the general characteristics of California's population. This section of the profile focuses primarily on the 12,000-plus full-time faculty in the CSU. The majority of the CSU full-time faculty are tenured or on tenure track.

GENDER AND ETHNICITY

The following tables present information on the gender and ethnicity of CSU full-time faculty in fall 2008, as well as five years earlier. In fall 2008, over 27 percent of full-time CSU faculty were ethnic minorities and 43 percent were female.

Full-Time Faculty by Rank, Gender, and Ethnicity (Headcount)

	White Male	Minorities		White Female	Ethnicity Unknown	Total	Percent of Total
		Male	Female				
Fall 2008							
Professor	2,105	782	381	1,170	55	4,493	37.4
Associate Professor	978	412	377	830	92	2,689	22.4
Assistant Professor	895	469	509	862	168	2,903	24.2
Instructor	4	1	0	3	0	8	0.1
Tenure-Track Subtotal	3,982	1,664	1,267	2,865	315	10,093	84.0
Lecturer	645	178	215	828	60	1,926	16.0
ALL FULL-TIME	4,627	1,842	1,482	3,693	375	12,019	100
Fall 2003							
Professor	2,791	824	330	1,306	1	5,252	45.0
Associate Professor	734	348	245	588	5	1,920	16.4
Assistant Professor	998	459	447	963	35	2,902	24.9
Instructor	7	2	1	2	0	12	0.1
Tenure-Track Subtotal	4,530	1,633	1,023	2,859	41	10,086	86.4
Lecturer	579	152	177	669	11	1,588	13.6
ALL FULL-TIME	5,109	1,785	1,200	3,528	52	11,674	100

GENDER AND ETHNICITY

Full-Time Faculty by Tenure Status, Gender, and Ethnicity (Headcount)

	White Male	Minorities		White Female	Ethnicity Unknown	Total	Percent of Total
		Male	Female				
Fall 2008							
Tenured	2,965	1,142	734	1,916	119	6,876	57.2
Probationary	1,017	522	533	949	196	3,217	26.8
Tenure-Track Subtotal	3,982	1,664	1,267	2,865	315	10,093	84.0
Temporary	645	178	215	828	60	1,926	16.0
Total	4,627	1,842	1,482	3,693	375	12,019	100
Fall 2003							
Tenured	3,350	1,106	540	1,787	4	6,787	58.1
Probationary	1,180	527	483	1,072	37	3,299	28.3
Tenure-Track Subtotal	4,530	1,633	1,023	2,859	41	10,086	86.4
Temporary	579	152	177	669	11	1,588	13.6
Total	5,109	1,785	1,200	3,528	52	11,674	100

GENDER AND ETHNICITY

Headcount of Part-Time Faculty, by Gender and Ethnicity, Fall 2008

	Total	African American	American Indian	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Female	6,100	269	51	577	513	4,359	331
Male	5,462	196	40	562	498	3,893	273
TOTAL	11,562	465	91	1,139	1,011	8,252	604

TENURE STATUS

The following tables present tenure status data for full-time faculty by academic rank, gender, and ethnicity.

Headcount of Full-Time Faculty with Tenure, with Doctorate, by Rank, Fall 2008

	Total	With Tenure		With Doctorate	
		Total	Percent	Total	Percent
Professor	4,493	4,451	99.1	3,897	86.7
Associate Professor	2,689	2,328	86.6	2,268	84.3
Assistant Professor	2,903	89	3.1	2,376	81.8
Instructor	8	8	100	0	0
Tenure-Track Subtotal	10,093	6,876	68.1	8,541	84.6
Lecturer	1,926	0	0	505	26.2
ALL FULL-TIME	12,019	6,876	57.2%	9,046	75.3%

Headcount of Full-Time Faculty by Tenure Status and Ethnicity

	Total	African American	American Indian	Asian American	Latino/ Hispanic	White	Ethnicity Unknown
Fall 2008							
Tenured	6,876	271	47	984	574	4,881	119
Probationary	3,217	140	16	630	269	1,966	196
Temporary	1,926	64	10	177	142	1,473	60
TOTAL	12,019	475	73	1,791	985	8,320	375
Fall 2003							
Tenured	6,787	271	40	858	477	5,137	4
Probationary	3,299	123	22	569	296	2,252	37
Temporary	1,588	55	11	154	109	1,248	11
TOTAL	11,674	449	73	1,581	882	8,637	52

NEW FACULTY

The CSU hired almost 700 new tenure-track faculty for fall 2008. The majority of these faculty were offered appointments at the rank of Assistant Professor, but faculty were hired in all academic ranks. More detailed information on new faculty hired by the CSU is available in an annual report on the Faculty Recruitment Survey. This report contains detailed information on faculty recruitment, faculty demographics, and salaries offered to new faculty.

New Full-Time, Tenure-Track Faculty by Rank (Headcount)

	Total	Male	Female	Minorities
Fall 2008				
Professor	28	18	10	4
Associate Professor	63	41	22	23
Assistant Professor	585	284	301	193
Instructor	0	0	0	0
GRAND TOTAL	676	343	333	220
Fall 2003				
Professor	27	17	10	4
Associate Professor	83	51	32	21
Assistant Professor	702	358	344	208
Instructor	5	3	2	0
GRAND TOTAL	817	429	388	233

Source: CSU annual report on Faculty Recruitment Survey

PROMOTIONS AND TENURE

The following tables present data on the number of full-time faculty who were promoted to a higher academic rank during fall 2007 and fall 2008 and the number of faculty who earned tenure for fall 2008.

Promotions Among Full-Time Faculty (Headcount)

Promotion To:	Fall 2007	Fall 2008
Professor	244	281
Associate Professor	467	411
Assistant Professor	17	1
TOTAL	728	693

Source: CIRS Compendium Report G01

Number of Faculty Granted Tenure (Headcount), Fall 2008*

TOTAL	458
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Source: Data from custom report run using PIMS (Personnel/Payroll Information Management System) data program [Pgm9(pdc9520a/b)]

*Includes those granted tenure between 7/1/08 and 12/31/08.

SEPARATIONS

The tables below present information on tenured/tenure-track and full-time temporary faculty who separated from CSU employment in 2007-08 and in the prior year. In 2007-08, 51 percent of the separations were retirements.

Separations Among Full-Time Faculty by Cause and Appointment Status (Headcount)

	Retirement		Death		Resignation		Not Rehired		Total Separations	
	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*	Number	Percent*
2007-08										
Tenured	284	4.2	14	0.2	55	0.8	1	0.0	354	5.2
Probationary	16	0.5	0	0.0	119	3.7	12	0.4	147	4.6
Temporary	35	1.7	3	0.1	18	0.9	97	4.7	153	7.4
TOTAL	335	2.8	17	0.1	192	1.6	110	0.9	654	5.4
2006-07										
Tenured	256	3.9	18	0.3	65	1.0	1	0.0	340	5.1
Probationary	15	0.5	3	0.1	183	5.9	14	0.4	215	6.9
Temporary	26	1.4	0	0.0	17	0.9	107	5.8	150	8.1
TOTAL	297	2.6	21	0.2	265	2.3	122	1.0	705	6.1

* Percent of all full-time employees within tenured, probationary, temporary, or total faculty categories.

Notes: Tables on faculty separations exclude all temporary faculty with part-time appointments. Retiring faculty who enter FERP are included, but FERP faculty who exited the program during 2006-07 are excluded. Reappointed lecturers are also excluded.

Source: CIRS Compendium Report K19/L08

SALARY

Average Salaries* for Full-Time Faculty by Rank and Appointment Type (Headcount), Fall 2008

Rank	Academic Year		12 Month	
	Headcount	Average Salaries	Headcount	Average Salaries
Professor	3,966	\$94,858	527	\$117,809
Associate Professor	2,600	\$76,779	89	\$95,145
Assistant Professor	2,876	\$67,370	27	\$82,190
Instructor	8	\$58,061	0	
Lecturer	1,769	\$58,959	157	\$80,219
ALL FULL-TIME FACULTY	11,219	\$77,935	800	\$106,709

*Only includes base salaries; additional compensation earned through periodic pay appointments, such as extra quarter assignments and summer sessions, are not included.

Note: In prior editions of the Profile of CSU Employees, 12-month faculty salaries were adjusted using a 9/11 factor and then combined with academic year salaries to provide average salaries by rank on an academic year basis. This year, in an effort to provide more detailed information about salary data, the academic year and 12-month salaries are reported separately and without any adjustments.

CAMPUS

Headcount of Full-Time Faculty by Rank and Campus, Fall 2008

Campus	Professor	Associate Professor	Assistant Professor	Instructor	Tenure-Track Subtotal	Lecturer	All Full-Time
Bakersfield	82	59	52	0	193	73	266
Channel Islands	20	36	26	0	82	41	123
Chico	237	121	137	0	495	66	561
Dominguez Hills	97	65	72	0	234	72	306
East Bay	113	90	124	0	327	44	371
Fresno	222	130	186	1	539	165	704
Fullerton	253	190	248	0	691	173	864
Humboldt	118	66	63	2	249	27	276
Long Beach	374	195	234	0	803	201	1,004
Los Angeles	265	116	111	0	492	83	575
Maritime Academy	13	10	14	5	42	14	56
Monterey Bay	42	29	35	0	106	25	131
Northridge	302	226	192	0	720	119	839
Pomona	275	111	124	0	510	55	565
Sacramento	288	197	195	0	680	93	773
San Bernardino	197	95	91	0	383	85	468
San Diego	363	235	180	0	778	179	957
San Francisco	309	187	256	0	752	93	845
San José	337	161	165	0	663	83	746
San Luis Obispo	276	157	202	0	635	121	756
San Marcos	82	76	59	0	217	34	251
Sonoma	115	70	62	0	247	24	271
Stanislaus	113	67	75	0	255	56	311
TOTAL	4,493	2,689	2,903	8	10,093	1,926	12,019

TECHNICAL NOTES AND GLOSSARY

This reference booklet contains fall 2008 snapshot information on employees at all 23 CSU campuses and the Chancellor's Office. All tables and charts in the Employee Profile exclude student employees, other intermittent or casual employees, and faculty teaching in extension, special sessions and summer sessions. Employees are included regardless of the source of funds used to pay their salaries.

Data presented in this report were developed using the CSU's Corporate Faculty and Staff Data Warehouse. Additional data were obtained from the annual CSU Faculty Recruitment Survey and Campus Information Retrieval System (CIRS).

Questions about the data in the Employee Profile should be directed to: HRdata@calstate.edu.

Clerical and Secretarial* Includes departmental secretaries; payroll, receiving and account clerks; etc.

Estimated FTE Positions Refers to the total "full-time equivalent positions" filled by all full-time and part-time employees.

Ethnicity Unknown Includes all individuals who did not self-report a racial/ethnic background.

Faculty* All regular instructional faculty, including department chairs and lecturers. Excludes librarians, coaches, and counselors (counted among "professionals"). Also excludes extension or summer session faculty.

FERP Faculty Refers to faculty employees who participate in the Faculty Early Retirement Program.

Full Time Individuals employed "100% time"; includes full-time employees on leave with pay.

Lecturer Includes all instructional faculty with temporary appointments only (non-tenure track).

Managerial* Includes campus executives, deans, personnel officers, directors of physical plant, and all other managers and supervisors in the Management Personnel Plan.

Minority Includes individuals who reported an ethnic/racial background other than "White." Individuals who did not report an ethnic/racial background are counted in an "Ethnicity Unknown" category.

* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.

GLOSSARY

Part Time Includes employees whose assignments at a given campus are less than “100% time.” Individuals employed simultaneously at two campuses are counted as two employees.

Probationary Faculty Tenure-track faculty employees who have not been awarded tenure. Includes individuals serving a “terminal” year.

Professional* Includes persons whose jobs require a college education or comparable experience; excludes faculty and managerial employees.

Service & Maintenance* Includes custodians, gardeners, laborers, campus guards, etc.

Staff Employees Refers to all employees who are not “faculty” as defined above.

Skilled Crafts* Includes electricians, mechanics, carpenters, etc.

Support Includes persons in the following employee categories: clerical and secretarial, technical and paraprofessional, skilled crafts, and service and maintenance.

Technical and Paraprofessional* Includes persons whose jobs require skills acquired in a junior college or equivalent on-the-job training, such as computer operators, instructional support, and equipment technicians.

Temporary Faculty Faculty appointed for a discrete time period, usually one term or one academic year.

Total Data shown throughout this report exclude student employees, intermittent employees and extension and summer session faculty.

* Denotes one of seven Integrated Postsecondary Education Data System (IPEDS) occupational groups used for reporting employee data to the federal government.



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