

## Instructions:

The table below lists job groups that have identified diversity outreach targets, based on underrepresentation of women, minorities (including specific race and ethnicity), or individuals with disabilities and veterans.

1. Look up your Org Unit below.
2. Look up type of the position for this recruitment (job group).
3. Select Diversity Outreach Goal areas for that position in AP-RECRUIT, based on what is listed in this table. Shaded boxes indicate groups for outreach.
4. Include **appropriate outreach and positive recruitment activities** designed to target listed outreach areas in your recruitment plan.

Click  (+ Add) icon next to the Affirmative action goals section and **select outreach goals** identified for your search. If a type of position (job group) is NOT listed under your Org Unit in the table below, then select "None" for your Outreach Goals (Affirmative Action Goals).

*Example: for an Associate Professor recruitment, the Bourns College of Engineering would select "Female", "Black or African American", "Hispanic", "Individual with Disabilities" and "Veteran" categories.*

If you are unsure what Job Group your recruitment position would fall under, please refer to the Job Code Grouping reference table below (pp. 5-11 of this document).

For more information on Equal Opportunity and Affirmative Action please visit our website [Office of Title IX, Equal Opportunity & Affirmative Action.](#)

If you have questions, please contact the Office: Olga Snopok at [olga.snopok@ucr.edu](mailto:olga.snopok@ucr.edu) or 951-827-7431.

**UCR Groups for Diversity Outreach 2020-21**  
**(Shaded boxes indicate groups for outreach)**

ORG UNIT	Job Group Code - Job Group Description	Diversity Outreach Goals							Veteran
		Female	Minority	Asian	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Individuals with Disabilities (IWD)	
ORG10 - Graduate School of Education	102 - EXECUTIVES							IWD	Veteran
	201 - ACADEMIC ADMINISTRATION	Female						IWD	Veteran
	211J - GRAD SCHOOL OF EDUCATION - FULL PROFESSORS		Minority	Asian	Black/AA				
	212J - GRAD SCHOOL OF EDUCATION - ASSOCIATE PROFESSORS	Female							
	221 - LECTURERS				Black/AA				Veteran
	231 - OTHER NON-LADDER RANK FACULTY							IWD	Veteran
	241 - ADJUNCT & VISITING FACULTY	Female			Black/AA				Veteran
	251 - RESEARCHERS AND SPECIALISTS	Female			Black/AA	Hispanic		IWD	Veteran
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA			IWD	Veteran
	261 - POST DOCTORAL EMPLOYEES & FELLOWS							IWD	Veteran
ORG11 - Bourns College of Engineering	102 - EXECUTIVES							IWD	Veteran
	211A - ENGINEERING - FULL PROFESSORS	Female						IWD	Veteran
	212A - ENGINEERING - ASSOCIATE PROFESSORS	Female			Black/AA	Hispanic		IWD	Veteran
	213A - ENGINEERING - ASSISTANT PROFESSORS							IWD	Veteran
	221 - LECTURERS				Black/AA				Veteran
	231 - OTHER NON-LADDER RANK FACULTY							IWD	Veteran
	241 - ADJUNCT & VISITING FACULTY	Female			Black/AA				Veteran
	251 - RESEARCHERS AND SPECIALISTS	Female			Black/AA	Hispanic		IWD	Veteran
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA			IWD	Veteran
	253 - JUNIOR SPECIALISTS							IWD	Veteran
261A - ENGINEERING - POST DOCTORAL EMPLOYEES & FELLOWS	Female			Black/AA			IWD	Veteran	
ORG12 - Coll of Hum, Arts & Social Sci	102 - EXECUTIVES							IWD	Veteran
	201 - ACADEMIC ADMINISTRATION	Female						IWD	Veteran
	211B - ARTS - FULL PROFESSORS								Veteran
	211C - SOCIAL SCIENCES - FULL PROFESSORS						Am.Ind		Veteran
	211D - HUMANITIES - FULL PROFESSORS	Female	Minority			Hispanic		IWD	Veteran
	212B - ARTS - ASSOCIATE PROFESSORS	Female	Minority	Asian	Black/AA	Hispanic	Am.Ind		Veteran
	212C - SOCIAL SCIENCES - ASSOCIATE PROFESSORS		Minority	Asian					
	212D - HUMANITIES - ASSOCIATE PROFESSORS				Black/AA				Veteran
	213C - SOCIAL SCIENCES - ASSISTANT PROFESSORS							IWD	Veteran
	213D - HUMANITIES - ASSISTANT PROFESSORS	Female							Veteran
	221 - LECTURERS				Black/AA				Veteran
	231 - OTHER NON-LADDER RANK FACULTY							IWD	Veteran
	241 - ADJUNCT & VISITING FACULTY	Female			Black/AA				Veteran
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA			IWD	Veteran
261 - POST DOCTORAL EMPLOYEES & FELLOWS							IWD	Veteran	
ORG13 - School of Business	102 - EXECUTIVES							IWD	Veteran
	211H - SCHOOL OF BUSINESS - FULL PROFESSORS	Female							
	213H - SCHOOL OF BUSINESS - ASSISTANT PROFESSORS	Female			Black/AA				
	221 - LECTURERS				Black/AA				Veteran
	231 - OTHER NON-LADDER RANK FACULTY							IWD	Veteran
241 - ADJUNCT & VISITING FACULTY	Female			Black/AA				Veteran	

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ORG UNIT	Job Group Code - Job Group Description	Diversity Outreach Goals							Veteran	
		Female	Minority	Asian	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Individuals with Disabilities (IWD)		
ORG14 - College of Nat & Agr Sciences	102 - EXECUTIVES								IWD	Veteran
	201 - ACADEMIC ADMINISTRATION	Female							IWD	Veteran
	211E - LIFE, AG & EARTH - FULL PROFESSORS	Female	Minority	Asian		Hispanic				Veteran
	211F - CHEMISTRY, PHYSICS & MATH - FULL PROFESSORS	Female			Black/AA				IWD	Veteran
	212E - LIFE, AG & EARTH - ASSOCIATE PROFESSORS	Female			Black/AA					Veteran
	213E - LIFE, AG & EARTH - ASSISTANT PROFESSORS								IWD	Veteran
	213F - CHEMISTRY, PHYSICS & MATH - ASSISTANT PROFESSORS	Female							IWD	Veteran
	221 - LECTURERS				Black/AA					Veteran
	231 - OTHER NON-LADDER RANK FACULTY								IWD	Veteran
	241 - ADJUNCT & VISITING FACULTY	Female			Black/AA					Veteran
	251 - RESEARCHERS AND SPECIALISTS	Female			Black/AA	Hispanic			IWD	Veteran
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA				IWD	Veteran
	253 - JUNIOR SPECIALISTS								IWD	Veteran
	261E - LIFE, AG & EARTH - POST DOCTORAL EMPLOYEES & FELLOWS								IWD	Veteran
261F - CHEMISTRY, PHYSICS & MATH - POST DOCTORAL EMPLOYEES & FELLOWS								IWD	Veteran	
ORG15 - University Extension	282 - UNIVERSITY EXTENSION TEACHERS			Asian			Am.Ind	IWD	Veteran	
ORG20 - Chancellor	102 - EXECUTIVES							IWD	Veteran	
ORG22 - Graduate Division	102 - EXECUTIVES							IWD	Veteran	
ORG24 - Vice Chancellor - Research	102 - EXECUTIVES							IWD	Veteran	
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA			IWD	Veteran	
	261 - POST DOCTORAL EMPLOYEES & FELLOWS							IWD	Veteran	
ORG31 - Provost/Exec Vice Chancellor	102 - EXECUTIVES							IWD	Veteran	
	201 - ACADEMIC ADMINISTRATION	Female						IWD	Veteran	
	221 - LECTURERS				Black/AA				Veteran	
	231 - OTHER NON-LADDER RANK FACULTY							IWD	Veteran	
ORG37 - School of Public Policy	102 - EXECUTIVES							IWD	Veteran	
	211K - SCHOOL OF PUBLIC POLICY - FULL PROFESSORS	Female	Minority			Hispanic				
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA			IWD	Veteran	
	261 - POST DOCTORAL EMPLOYEES & FELLOWS							IWD	Veteran	
ORG40 - School of Medicine	102 - EXECUTIVES							IWD	Veteran	
	201 - ACADEMIC ADMINISTRATION	Female						IWD	Veteran	
	211G - SCHOOL OF MEDICINE - FULL PROFESSORS					Hispanic		IWD		
	212G - SCHOOL OF MEDICINE - ASSOCIATE PROFESSORS			Asian						
	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	Female						IWD	Veteran	
	251 - RESEARCHERS AND SPECIALISTS	Female			Black/AA	Hispanic		IWD	Veteran	
	261G - SCHOOL OF MEDICINE - POST DOCTORAL EMPLOYEES & FELLOWS								Veteran	
	271 - RESIDENT PHYSICIANS							IWD	Veteran	

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**(Shaded boxes indicate groups for outreach)**

ORG UNIT	Job Group Code - Job Group Description	Diversity Outreach Goals							Individuals with Disabilities (IWD)	Veteran
		Female	Minority	Asian	Black or African American	Hispanic or Latino	American Indian or Alaska Native			
ORG414 - CE - College of Nat & Ag Sci	251 - RESEARCHERS AND SPECIALISTS	Female			Black/AA	Hispanic		IWD	Veteran	
	252 - ASSISTANT RESEARCHERS AND SPECIALISTS				Black/AA			IWD	Veteran	
ORG520 - UC-Mexico Initiative	201 - ACADEMIC ADMINISTRATION	Female						IWD	Veteran	
ORG530 - UC MEXUS	201 - ACADEMIC ADMINISTRATION	Female						IWD	Veteran	
	261 - POST DOCTORAL EMPLOYEES & FELLOWS							IWD	Veteran	

## UCR Job Code Grouping 2020-21

ORG UNIT	Job Group Code - Job Group Description	Job Code - Job Title
ORG10 - Graduate School of Education	102 - EXECUTIVES	1007 - ACT/INTERIM DEAN
ORG10 - Graduate School of Education	201 - ACADEMIC ADMINISTRATION	1067 - ACADEMIC ADMINISTRATOR VII
ORG10 - Graduate School of Education	211J - GRAD SCHOOL OF EDUCATION - FULL PROFESSORS	1100 - PROF-AY
ORG10 - Graduate School of Education	212J - GRAD SCHOOL OF EDUCATION - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG10 - Graduate School of Education	213J - GRAD SCHOOL OF EDUCATION - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG10 - Graduate School of Education	221 - LECTURERS	1630 - LECT-AY
ORG10 - Graduate School of Education	221 - LECTURERS	1632 - LECT-AY-1/9
ORG10 - Graduate School of Education	231 - OTHER NON-LADDER RANK FACULTY	1680 - LECT PSOE-AY
ORG10 - Graduate School of Education	231 - OTHER NON-LADDER RANK FACULTY	2220 - SUPV TEACHER ED-AY
ORG10 - Graduate School of Education	231 - OTHER NON-LADDER RANK FACULTY	2221 - SUPV TEACHER ED-AY-CONTINUING
ORG10 - Graduate School of Education	241 - ADJUNCT & VISITING FACULTY	1308 - VIS ASST PROF
ORG10 - Graduate School of Education	251 - RESEARCHERS AND SPECIALISTS	3210 - ASSOC RES-FY
ORG10 - Graduate School of Education	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3390 - PROJ SCIENTIST-FY
ORG10 - Graduate School of Education	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3394 - ASST PROJ SCIENTIST-FY
ORG10 - Graduate School of Education	261 - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG11 - Bourns College of Engineering	102 - EXECUTIVES	1000 - DEAN
ORG11 - Bourns College of Engineering	211A - ENGINEERING - FULL PROFESSORS	1143 - PROF-AY-B/E/E
ORG11 - Bourns College of Engineering	212A - ENGINEERING - ASSOCIATE PROFESSORS	1243 - ASSOC PROF-AY-B/E/E
ORG11 - Bourns College of Engineering	213A - ENGINEERING - ASSISTANT PROFESSORS	1343 - ASST PROF-AY-B/E/E
ORG11 - Bourns College of Engineering	213A - ENGINEERING - ASSISTANT PROFESSORS	1345 - ASST PROF-AY-1/9-B/E/E
ORG11 - Bourns College of Engineering	221 - LECTURERS	1630 - LECT-AY
ORG11 - Bourns College of Engineering	221 - LECTURERS	1631 - LECT-AY-CONTINUING
ORG11 - Bourns College of Engineering	221 - LECTURERS	1632 - LECT-AY-1/9
ORG11 - Bourns College of Engineering	221 - LECTURERS	1633 - LECT-AY-1/9-CONTINUING
ORG11 - Bourns College of Engineering	231 - OTHER NON-LADDER RANK FACULTY	1687 - LECT SOE-AY-B/E/E
ORG11 - Bourns College of Engineering	231 - OTHER NON-LADDER RANK FACULTY	1688 - LECT PSOE-AY-B/E/E
ORG11 - Bourns College of Engineering	241 - ADJUNCT & VISITING FACULTY	3371 - ASST ADJ PROF-AY-B/E/E
ORG11 - Bourns College of Engineering	241 - ADJUNCT & VISITING FACULTY	3374 - ASSOC ADJ PROF-AY-B/E/E
ORG11 - Bourns College of Engineering	241 - ADJUNCT & VISITING FACULTY	3377 - ADJ PROF-AY-B/E/E
ORG11 - Bourns College of Engineering	241 - ADJUNCT & VISITING FACULTY	3396 - VIS PROJ SCIENTIST
ORG11 - Bourns College of Engineering	241 - ADJUNCT & VISITING FACULTY	3398 - VIS ASST PROJ SCIENTIST
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	1987 - RES-FY-B/E/E
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	1988 - ASSOC RES-FY-B/E/E
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	1993 - RES-FY-B/E/E-NON REP
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	1994 - ASSOC RES-FY-B/E/E-NON REP

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ORG UNIT	Job Group Code - Job Group Description	Job Code - Job Title
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	1997 - RES-FY-B/E/E NEX
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	3208 - VIS RES
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	3218 - VIS ASSOC RES
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	3300 - SPECIALIST
ORG11 - Bourns College of Engineering	251 - RESEARCHERS AND SPECIALISTS	3310 - ASSOC SPECIALIST
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	1989 - ASST RES-FY-B/E/E
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	1995 - ASST RES-FY-B/E/E-NON REP
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3226 - ASST RES-SFT
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3228 - VIS ASST RES
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3320 - ASST SPECIALIST
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3321 - ASST SPECIALIST NEX
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3395 - ASST PROJ SCIENTIST-FY-B/E/E
ORG11 - Bourns College of Engineering	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3496 - VIS PROJ SCIENTIST NEX
ORG11 - Bourns College of Engineering	253 - JUNIOR SPECIALISTS	3329 - JR SPECIALIST NEX
ORG11 - Bourns College of Engineering	253 - JUNIOR SPECIALISTS	3330 - JR SPECIALIST
ORG11 - Bourns College of Engineering	261A - ENGINEERING - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG11 - Bourns College of Engineering	261A - ENGINEERING - POST DOCTORAL EMPLOYEES & FELLOWS	3253 - POSTDOC-FELLOW
ORG11 - Bourns College of Engineering	261A - ENGINEERING - POST DOCTORAL EMPLOYEES & FELLOWS	3255 - POSTDOC-EMPLOYEE NEX
ORG12 - Coll of Hum, Arts & Social Sci	102 - EXECUTIVES	1000 - DEAN
ORG12 - Coll of Hum, Arts & Social Sci	102 - EXECUTIVES	1069 - ASSOC VICE PROVOST
ORG12 - Coll of Hum, Arts & Social Sci	201 - ACADEMIC ADMINISTRATION	843 - ACADEMIC COORD II-FY
ORG12 - Coll of Hum, Arts & Social Sci	202 - LIBRARIANS	3612 - LIBRARIAN-CAREER STATUS
ORG12 - Coll of Hum, Arts & Social Sci	211B - ARTS - FULL PROFESSORS	1100 - PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	211C - SOCIAL SCIENCES - FULL PROFESSORS	1100 - PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	211C - SOCIAL SCIENCES - FULL PROFESSORS	1143 - PROF-AY-B/E/E
ORG12 - Coll of Hum, Arts & Social Sci	211D - HUMANITIES - FULL PROFESSORS	1100 - PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	212B - ARTS - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	212C - SOCIAL SCIENCES - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	212C - SOCIAL SCIENCES - ASSOCIATE PROFESSORS	1243 - ASSOC PROF-AY-B/E/E
ORG12 - Coll of Hum, Arts & Social Sci	212D - HUMANITIES - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	213B - ARTS - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	213C - SOCIAL SCIENCES - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	213C - SOCIAL SCIENCES - ASSISTANT PROFESSORS	1343 - ASST PROF-AY-B/E/E
ORG12 - Coll of Hum, Arts & Social Sci	213D - HUMANITIES - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	221 - LECTURERS	1630 - LECT-AY

## UCR Job Code Grouping 2020-21

ORG UNIT	Job Group Code - Job Group Description	Job Code - Job Title
ORG12 - Coll of Hum, Arts & Social Sci	221 - LECTURERS	1631 - LECT-AY-CONTINUING
ORG12 - Coll of Hum, Arts & Social Sci	221 - LECTURERS	1632 - LECT-AY-1/9
ORG12 - Coll of Hum, Arts & Social Sci	221 - LECTURERS	1633 - LECT-AY-1/9-CONTINUING
ORG12 - Coll of Hum, Arts & Social Sci	221 - LECTURERS	1650 - LECT-MISCELLANEOUS/PART TIME
ORG12 - Coll of Hum, Arts & Social Sci	221 - LECTURERS	1653 - CONTINUING APPT-TEMP AUG-1/9
ORG12 - Coll of Hum, Arts & Social Sci	231 - OTHER NON-LADDER RANK FACULTY	1607 - LECT SOE-AY
ORG12 - Coll of Hum, Arts & Social Sci	231 - OTHER NON-LADDER RANK FACULTY	1680 - LECT PSOE-AY
ORG12 - Coll of Hum, Arts & Social Sci	231 - OTHER NON-LADDER RANK FACULTY	1687 - LECT SOE-AY-B/E/E
ORG12 - Coll of Hum, Arts & Social Sci	231 - OTHER NON-LADDER RANK FACULTY	1688 - LECT PSOE-AY-B/E/E
ORG12 - Coll of Hum, Arts & Social Sci	241 - ADJUNCT & VISITING FACULTY	1308 - VIS ASST PROF
ORG12 - Coll of Hum, Arts & Social Sci	241 - ADJUNCT & VISITING FACULTY	3258 - ADJ PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	241 - ADJUNCT & VISITING FACULTY	3268 - ASSOC ADJ PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	241 - ADJUNCT & VISITING FACULTY	3269 - ASSOC ADJ PROF-FY
ORG12 - Coll of Hum, Arts & Social Sci	241 - ADJUNCT & VISITING FACULTY	3278 - ASST ADJ PROF-AY
ORG12 - Coll of Hum, Arts & Social Sci	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3228 - VIS ASST RES
ORG12 - Coll of Hum, Arts & Social Sci	261 - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG12 - Coll of Hum, Arts & Social Sci	261 - POST DOCTORAL EMPLOYEES & FELLOWS	3253 - POSTDOC-FELLOW
ORG13 - School of Business	102 - EXECUTIVES	1000 - DEAN
ORG13 - School of Business	211H - SCHOOL OF BUSINESS - FULL PROFESSORS	1143 - PROF-AY-B/E/E
ORG13 - School of Business	212H - SCHOOL OF BUSINESS - ASSOCIATE PROFESSORS	1243 - ASSOC PROF-AY-B/E/E
ORG13 - School of Business	213H - SCHOOL OF BUSINESS - ASSISTANT PROFESSORS	1343 - ASST PROF-AY-B/E/E
ORG13 - School of Business	221 - LECTURERS	1630 - LECT-AY
ORG13 - School of Business	221 - LECTURERS	1632 - LECT-AY-1/9
ORG13 - School of Business	221 - LECTURERS	1641 - SR LECT-AY-CONTINUING
ORG13 - School of Business	231 - OTHER NON-LADDER RANK FACULTY	1588 - ACT LECT PSOE-AY-B/E/E
ORG13 - School of Business	231 - OTHER NON-LADDER RANK FACULTY	1688 - LECT PSOE-AY-B/E/E
ORG13 - School of Business	241 - ADJUNCT & VISITING FACULTY	3377 - ADJ PROF-AY-B/E/E
ORG14 - College of Nat & Agr Sciences	102 - EXECUTIVES	1000 - DEAN
ORG14 - College of Nat & Agr Sciences	102 - EXECUTIVES	1030 - DIVISIONAL DEAN
ORG14 - College of Nat & Agr Sciences	201 - ACADEMIC ADMINISTRATION	1067 - ACADEMIC ADMINISTRATOR VII
ORG14 - College of Nat & Agr Sciences	201 - ACADEMIC ADMINISTRATION	840 - ACADEMIC COORD I-AY
ORG14 - College of Nat & Agr Sciences	201 - ACADEMIC ADMINISTRATION	841 - ACADEMIC COORD I-FY
ORG14 - College of Nat & Agr Sciences	201 - ACADEMIC ADMINISTRATION	842 - ACADEMIC COORD II-AY
ORG14 - College of Nat & Agr Sciences	201 - ACADEMIC ADMINISTRATION	843 - ACADEMIC COORD II-FY

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ORG14 - College of Nat & Agr Sciences	201 - ACADEMIC ADMINISTRATION	845 - ACADEMIC COORD III-FY
ORG14 - College of Nat & Agr Sciences	211E - LIFE, AG & EARTH - FULL PROFESSORS	1100 - PROF-AY
ORG14 - College of Nat & Agr Sciences	211E - LIFE, AG & EARTH - FULL PROFESSORS	1110 - PROF-FY
ORG14 - College of Nat & Agr Sciences	211E - LIFE, AG & EARTH - FULL PROFESSORS	3000 - AGRON AES
ORG14 - College of Nat & Agr Sciences	211F - CHEMISTRY, PHYSICS & MATH - FULL PROFESSORS	1100 - PROF-AY
ORG14 - College of Nat & Agr Sciences	212E - LIFE, AG & EARTH - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG14 - College of Nat & Agr Sciences	212E - LIFE, AG & EARTH - ASSOCIATE PROFESSORS	1210 - ASSOC PROF-FY
ORG14 - College of Nat & Agr Sciences	212F - CHEMISTRY, PHYSICS & MATH - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG14 - College of Nat & Agr Sciences	213E - LIFE, AG & EARTH - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG14 - College of Nat & Agr Sciences	213F - CHEMISTRY, PHYSICS & MATH - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG14 - College of Nat & Agr Sciences	213F - CHEMISTRY, PHYSICS & MATH - ASSISTANT PROFESSORS	1303 - ASST PROF-AY-1/9
ORG14 - College of Nat & Agr Sciences	221 - LECTURERS	1631 - LECT-AY-CONTINUING
ORG14 - College of Nat & Agr Sciences	221 - LECTURERS	1632 - LECT-AY-1/9
ORG14 - College of Nat & Agr Sciences	221 - LECTURERS	1633 - LECT-AY-1/9-CONTINUING
ORG14 - College of Nat & Agr Sciences	221 - LECTURERS	1676 - UCDC EDUCATOR - AY
ORG14 - College of Nat & Agr Sciences	231 - OTHER NON-LADDER RANK FACULTY	1604 - SR LECT SOE-AY-1/9
ORG14 - College of Nat & Agr Sciences	231 - OTHER NON-LADDER RANK FACULTY	1607 - LECT SOE-AY
ORG14 - College of Nat & Agr Sciences	231 - OTHER NON-LADDER RANK FACULTY	1680 - LECT PSOE-AY
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	1308 - VIS ASST PROF
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	3258 - ADJ PROF-AY
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	3259 - ADJ PROF-FY
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	3268 - ASSOC ADJ PROF-AY
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	3269 - ASSOC ADJ PROF-FY
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	3278 - ASST ADJ PROF-AY
ORG14 - College of Nat & Agr Sciences	241 - ADJUNCT & VISITING FACULTY	3398 - VIS ASST PROJ SCIENTIST
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3180 - ASSOC RES-FY NEX
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3210 - ASSOC RES-FY
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3217 - ASSOC RES-FY-NON REP
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3300 - SPECIALIST
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3310 - ASSOC SPECIALIST
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3311 - ASSOC SPECIALIST NEX
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3392 - ASSOC PROJ SCIENTIST-FY
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3405 - ASSOC PROJ SCI-FY NON REP
ORG14 - College of Nat & Agr Sciences	251 - RESEARCHERS AND SPECIALISTS	3492 - ASSOC PROJ SCIENTIST-FY NEX
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3190 - ASST RES-FY NEX
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3198 - VIS ASST RES NEX



## UCR Job Code Grouping 2020-21

ORG UNIT	Job Group Code - Job Group Description	Job Code - Job Title
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3220 - ASST RES-FY
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3223 - ASST RES-LR SCL-AY
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3227 - ASST RES-FY-NON REP
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3228 - VIS ASST RES
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3320 - ASST SPECIALIST
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3321 - ASST SPECIALIST NEX
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3390 - PROJ SCIENTIST-FY
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3394 - ASST PROJ SCIENTIST-FY
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3407 - ASST PROJ SCI-FY NON REP
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3475 - ASST SPECIALIST COOP EXT
ORG14 - College of Nat & Agr Sciences	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3494 - ASST PROJ SCIENTIST-FY NEX
ORG14 - College of Nat & Agr Sciences	253 - JUNIOR SPECIALISTS	3329 - JR SPECIALIST NEX
ORG14 - College of Nat & Agr Sciences	253 - JUNIOR SPECIALISTS	3330 - JR SPECIALIST
ORG14 - College of Nat & Agr Sciences	261E - LIFE, AG & EARTH - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG14 - College of Nat & Agr Sciences	261E - LIFE, AG & EARTH - POST DOCTORAL EMPLOYEES & FELLOWS	3253 - POSTDOC-FELLOW
ORG14 - College of Nat & Agr Sciences	261E - LIFE, AG & EARTH - POST DOCTORAL EMPLOYEES & FELLOWS	3254 - POSTDOC-PAID DIRECT
ORG14 - College of Nat & Agr Sciences	261E - LIFE, AG & EARTH - POST DOCTORAL EMPLOYEES & FELLOWS	3256 - INTRM POSTDOC SCHOLAR-EMPLOYEE
ORG14 - College of Nat & Agr Sciences	261F - CHEMISTRY, PHYSICS & MATH - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG14 - College of Nat & Agr Sciences	261F - CHEMISTRY, PHYSICS & MATH - POST DOCTORAL EMPLOYEES & FELLOWS	3256 - INTRM POSTDOC SCHOLAR-EMPLOYEE
ORG15 - University Extension	281 - UNIVERSITY EXTENSION ADMINISTRATION	3521 - CONTINUING EDUCATOR II
ORG15 - University Extension	281 - UNIVERSITY EXTENSION ADMINISTRATION	3522 - CONTINUING EDUCATOR III
ORG15 - University Extension	281 - UNIVERSITY EXTENSION ADMINISTRATION	3540 - PROG COORD
ORG15 - University Extension	282 - UNIVERSITY EXTENSION TEACHERS	3570 - TEACHER-UNEX-CONTRACT YR
ORG15 - University Extension	282 - UNIVERSITY EXTENSION TEACHERS	3572 - ASST TEACHER-UNEX
ORG15 - University Extension	282 - UNIVERSITY EXTENSION TEACHERS	3574 - TEACHER-UNEX
ORG16 - University Library	202 - LIBRARIANS	3600 - ASSOC UNIV LIBRARIAN
ORG16 - University Library	202 - LIBRARIANS	3610 - ASST UNIV LIBRARIAN
ORG16 - University Library	202 - LIBRARIANS	3612 - LIBRARIAN-CAREER STATUS
ORG16 - University Library	202 - LIBRARIANS	3613 - LIBRARIAN-POTNTL CAREER STATUS
ORG16 - University Library	202 - LIBRARIANS	3616 - ASSOC LIBRARIAN -CAREER STATUS
ORG16 - University Library	202 - LIBRARIANS	3617 - ASSOC LIBRARIAN-POTNTL CAREER
ORG16 - University Library	202 - LIBRARIANS	3621 - ASST LIBRARIAN-POTNTL CAREER
ORG20 - Chancellor	102 - EXECUTIVES	803 - ASSOC VICE CHANC

### UCR Job Code Grouping 2020-21

ORG UNIT	Job Group Code - Job Group Description	Job Code - Job Title
ORG22 - Graduate Division	102 - EXECUTIVES	1000 - DEAN
ORG24 - Vice Chancellor - Research	102 - EXECUTIVES	803 - ASSOC VICE CHANC
ORG24 - Vice Chancellor - Research	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3320 - ASST SPECIALIST
ORG24 - Vice Chancellor - Research	261 - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG31 - Provost/Exec Vice Chancellor	102 - EXECUTIVES	1000 - DEAN
ORG31 - Provost/Exec Vice Chancellor	102 - EXECUTIVES	1068 - VICE PROVOST
ORG31 - Provost/Exec Vice Chancellor	102 - EXECUTIVES	1069 - ASSOC VICE PROVOST
ORG31 - Provost/Exec Vice Chancellor	201 - ACADEMIC ADMINISTRATION	842 - ACADEMIC COORD II-AY
ORG31 - Provost/Exec Vice Chancellor	221 - LECTURERS	1630 - LECT-AY
ORG31 - Provost/Exec Vice Chancellor	221 - LECTURERS	1631 - LECT-AY-CONTINUING
ORG31 - Provost/Exec Vice Chancellor	221 - LECTURERS	1632 - LECT-AY-1/9
ORG31 - Provost/Exec Vice Chancellor	231 - OTHER NON-LADDER RANK FACULTY	1607 - LECT SOE-AY
ORG37 - School of Public Policy	102 - EXECUTIVES	1000 - DEAN
ORG37 - School of Public Policy	211K - SCHOOL OF PUBLIC POLICY - FULL PROFESSORS	1100 - PROF-AY
ORG37 - School of Public Policy	212K - SCHOOL OF PUBLIC POLICY - ASSOCIATE PROFESSORS	1200 - ASSOC PROF-AY
ORG37 - School of Public Policy	213K - SCHOOL OF PUBLIC POLICY - ASSISTANT PROFESSORS	1300 - ASST PROF-AY
ORG37 - School of Public Policy	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3475 - ASST SPECIALIST COOP EXT
ORG37 - School of Public Policy	261 - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE
ORG40 - School of Medicine	102 - EXECUTIVES	1010 - ASSOC DEAN
ORG40 - School of Medicine	201 - ACADEMIC ADMINISTRATION	843 - ACADEMIC COORD II-FY
ORG40 - School of Medicine	211G - SCHOOL OF MEDICINE - FULL PROFESSORS	1721 - PROF-HCOMP
ORG40 - School of Medicine	212G - SCHOOL OF MEDICINE - ASSOCIATE PROFESSORS	1719 - ASSOC PROF-HCOMP
ORG40 - School of Medicine	213G - SCHOOL OF MEDICINE - ASSISTANT PROFESSORS	1717 - ASST PROF-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1096 - DEPARTMENT CHAIR
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1099 - ADMIN STIPEND
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1453 - PROF OF CLIN-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1454 - ASSOC PROF OF CLIN-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1618 - LECT SOE-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1650 - LECT-MISCELLANEOUS/PART TIME
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1724 - ASST PROF IN RES-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1728 - ASST ADJ PROF-HCOMP

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ORG UNIT	Job Group Code - Job Group Description	Job Code - Job Title
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1731 - HS CLIN INSTR-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1732 - HS ASST CLIN PROF-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1733 - HS ASSOC CLIN PROF-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	1734 - HS CLIN PROF-HCOMP
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	3251 - PROF IN RES-FY
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	3269 - ASSOC ADJ PROF-FY
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	3279 - ASST ADJ PROF-FY
ORG40 - School of Medicine	231G - SCHOOL OF MEDICINE - OTHER NON-LADDER RANK FACULTY	900 - DIRECTOR
ORG40 - School of Medicine	251 - RESEARCHERS AND SPECIALISTS	3310 - ASSOC SPECIALIST
ORG40 - School of Medicine	252G - SCHOOL OF MEDICINE - ASSISTANT RESEARCHERS AND SPECIALI	3320 - ASST SPECIALIST
ORG40 - School of Medicine	252G - SCHOOL OF MEDICINE - ASSISTANT RESEARCHERS AND SPECIALI	3330 - JR SPECIALIST
ORG40 - School of Medicine	252G - SCHOOL OF MEDICINE - ASSISTANT RESEARCHERS AND SPECIALI	3390 - PROJ SCIENTIST-FY
ORG40 - School of Medicine	252G - SCHOOL OF MEDICINE - ASSISTANT RESEARCHERS AND SPECIALI	3394 - ASST PROJ SCIENTIST-FY
ORG40 - School of Medicine	261G - SCHOOL OF MEDICINE - POST DOCTORAL EMPLOYEES & FELLOW	3252 - POSTDOC-EMPLOYEE
ORG40 - School of Medicine	261G - SCHOOL OF MEDICINE - POST DOCTORAL EMPLOYEES & FELLOW	3253 - POSTDOC-FELLOW
ORG40 - School of Medicine	261G - SCHOOL OF MEDICINE - POST DOCTORAL EMPLOYEES & FELLOW	3254 - POSTDOC-PAID DIRECT
ORG40 - School of Medicine	261G - SCHOOL OF MEDICINE - POST DOCTORAL EMPLOYEES & FELLOW	3256 - INTRM POSTDOC SCHOLAR-EMPLOYEE
ORG40 - School of Medicine	271 - RESIDENT PHYSICIANS	2708 - RESID PHYS I/NON REP
ORG40 - School of Medicine	271 - RESIDENT PHYSICIANS	2724 - RESID PHYS II-VIII/NON REP
ORG414 - CE - College of Nat & Ag Sci	251 - RESEARCHERS AND SPECIALISTS	3477 - ASSOC SPECIALIST COOP EXT
ORG414 - CE - College of Nat & Ag Sci	251 - RESEARCHERS AND SPECIALISTS	3479 - SPECIALIST COOP EXT
ORG414 - CE - College of Nat & Ag Sci	252 - ASSISTANT RESEARCHERS AND SPECIALISTS	3475 - ASST SPECIALIST COOP EXT
ORG520 - UC-Mexico Initiative	201 - ACADEMIC ADMINISTRATION	900 - DIRECTOR
ORG530 - UC MEXUS	201 - ACADEMIC ADMINISTRATION	845 - ACADEMIC COORD III-FY
ORG530 - UC MEXUS	261 - POST DOCTORAL EMPLOYEES & FELLOWS	3252 - POSTDOC-EMPLOYEE