

Affirmative Action Profile & Goals

Academics

January 2009

Division - ACADEMIC
Category - Executives and Administrators (Job Groups 1 1, 1 2, 1 3)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	31				
Female	16	51.6%	46.4%	111.2%	MET
Total Minority	8	25.8%	21.5%	120.1%	MET
Black	3	9.7%	7.3%	132.0%	MET
Hispanic	1	3.2%	5.2%	62.5%	1
Asian/PI	0	0.0%	6.5%	0.0%	2
Native American	4	12.9%	2.5%	514.5%	MET
People with Disabilities	4	12.9%	7.9%	163.7%	MET
Vietnam Veteran	2	6.5%	7.8%	82.7%	0
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	30	96.8%			

Division - ACADEMIC
Category - Faculty - Arts (Job Group 2 1)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	27				
Female	15	55.6%	52.9%	105.0%	MET
Total Minority	10	37.0%	14.9%	249.4%	MET
Black	1	3.7%	4.3%	86.5%	0
Hispanic	1	3.7%	3.5%	106.7%	MET
Asian/PI	5	18.5%	5.6%	330.1%	MET
Native American	3	11.1%	1.5%	745.7%	MET
People with Disabilities	2	7.4%	7.2%	102.9%	MET
Vietnam Veteran	0	0.0%	2.6%	0.0%	1
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	26	96.3%			

*Staff headcount includes permanent staff, continuing and visiting faculty.

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Division - ACADEMIC
Category - Faculty - Humanities (Job Group 2 2)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	36				
Female	22	61.1%	57.6%	106.1%	MET
Total Minority	6	16.7%	15.9%	105.0%	MET
Black	2	5.6%	3.8%	144.7%	MET
Hispanic	1	2.8%	5.1%	54.5%	1
Asian/PI	2	5.6%	5.9%	94.2%	0
Native American	1	2.8%	1.0%	269.7%	MET
People with Disabilities	3	8.3%	7.2%	115.7%	MET
Vietnam Veteran	0	0.0%	1.6%	0.0%	1
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	28	77.8%			

Division - ACADEMIC
Category - Faculty - Natural Science (Job Group 2 3)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	50				
Female	20	40.0%	40.5%	98.8%	0
Total Minority	7	14.0%	18.1%	77.3%	2
Black	0	0.0%	3.4%	0.0%	2
Hispanic	2	4.0%	3.5%	114.6%	MET
Asian/PI	5	10.0%	10.8%	92.6%	0
Native American	0	0.0%	0.4%	0.0%	0
People with Disabilities	0	0.0%	7.2%	0.0%	4
Vietnam Veteran	2	4.0%	10.3%	38.8%	3
Disabled Veteran	0	0.0%	1.1%	0.0%	1
Over 40	40	80.0%			

*Staff headcount includes permanent staff, continuing and visiting faculty.

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Division - ACADEMIC
Category - Faculty - Social Science (Job Group 2 4)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	78				
Female	42	53.8%	55.1%	97.8%	1
Total Minority	27	34.6%	18.8%	183.8%	MET
Black	6	7.7%	7.4%	104.5%	MET
Hispanic	7	9.0%	4.4%	204.0%	MET
Asian/PI	5	6.4%	6.0%	107.7%	MET
Native American	9	11.5%	1.1%	1012.1%	MET
People with Disabilities	4	5.1%	7.2%	71.2%	2
Vietnam Veteran	0	0.0%	2.6%	0.0%	2
Disabled Veteran	0	0.0%	1.1%	0.0%	1
Over 40	69	88.5%			

Division - ACADEMIC
Category - Non-Faculty Professionals (Job Groups 3 1, 3 2, 3 3)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	27				
Female	16	59.3%	52.4%	113.0%	MET
Total Minority	6	22.2%	28.4%	78.4%	2
Black	1	3.7%	9.9%	37.3%	2
Hispanic	3	11.1%	5.9%	187.7%	MET
Asian/PI	0	0.0%	10.5%	0.0%	3
Native American	2	7.4%	2.0%	372.2%	MET
People with Disabilities	2	7.4%	7.8%	95.0%	0
Vietnam Veteran	1	3.7%	5.9%	62.8%	1
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	15	55.6%			

*Staff headcount includes permanent staff, continuing and visiting faculty.

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Division - ACADEMIC
Category - Administrative Support and Library Staff (Job Groups 4 1, 4 2, 4 3)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	48				
Female	41	85.4%	67.3%	126.9%	MET
Total Minority	9	18.8%	33.5%	56.0%	7
Black	2	4.2%	11.6%	35.9%	4
Hispanic	3	6.3%	9.3%	67.1%	1
Asian/PI	2	4.2%	9.1%	45.9%	2
Native American	2	4.2%	3.5%	118.8%	MET
People with Disabilities	7	14.6%	10.6%	137.4%	MET
Vietnam Veteran	0	0.0%	3.9%	0.0%	2
Disabled Veteran	0	0.0%	1.1%	0.0%	1
Over 40	36	75.0%			

Division - ACADEMIC
Category - Technical and Para Professional (Job Group 5 0)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	27				
Female	12	44.4%	30.6%	145.4%	MET
Total Minority	5	18.5%	23.8%	77.8%	1
Black	0	0.0%	8.1%	0.0%	2
Hispanic	1	3.7%	2.7%	136.2%	MET
Asian/PI	4	14.8%	11.3%	131.1%	MET
Native American	0	0.0%	1.7%	0.0%	0
People with Disabilities	2	7.4%	6.5%	114.0%	MET
Vietnam Veteran	1	3.7%	6.6%	56.1%	1
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	12	44.4%			

*Staff headcount includes permanent staff, continuing and visiting faculty.

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Division - ACADEMIC
Category - Skilled Crafts (Job Group 6 0)

	* Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	4				
Female	1	25.0%	20.0%	125.0%	MET
Total Minority	1	25.0%	19.6%	127.3%	MET
Black	0	0.0%	1.0%	0.0%	0
Hispanic	1	25.0%	6.1%	409.8%	MET
Asian/PI	0	0.0%	10.5%	0.0%	0
Native American	0	0.0%	2.0%	0.0%	0
People with Disabilities	0	0.0%	6.6%	0.0%	0
Vietnam Veteran	0	0.0%	12.8%	0.0%	1
Disabled Veteran	0	0.0%	2.0%	0.0%	0
Over 40	2	50.0%			

*Staff headcount includes permanent staff, continuing and visiting faculty.

Thursday, February 12, 2009

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