

# Affirmative Action Profile & Goals

## Academics Division Totals

May 1, 2008

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
<b>Total</b>	<b>307</b>				
<b>Female</b>	172	56.0%	51.2%	109.4%	MET
<b>Total Minority</b>	73	23.8%	22.0%	107.9%	MET
<b>Black</b>	17	5.5%	7.1%	78.4%	5
<b>Hispanic</b>	18	5.9%	5.1%	114.0%	MET
<b>Asian/PI</b>	19	6.2%	8.1%	76.1%	6
<b>Native American</b>	19	6.2%	1.7%	365.6%	MET
<b>People with Disabilities</b>	24	7.8%	7.8%	100.3%	MET
<b>Vietnam Veteran</b>	5	1.6%	5.2%	31.6%	11
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	3
<b>Over 40</b>	246	80.1%			

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

Thursday, June 19, 2008

Page 1 of 1

# Affirmative Action Profile & Goals

## Academics

May 1, 2008

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

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>31</b>				
<b>Female</b>	17	54.8%	46.4%	118.2%	MET
<b>Total Minority</b>	8	25.8%	21.5%	120.1%	MET
<b>Black</b>	3	9.7%	7.3%	132.0%	MET
<b>Hispanic</b>	1	3.2%	5.2%	62.5%	1
<b>Asian/PI</b>	0	0.0%	6.5%	0.0%	2
<b>Native American</b>	4	12.9%	2.5%	514.5%	MET
<b>People with Disabilities</b>	3	9.7%	7.9%	122.8%	MET
<b>Vietnam Veteran</b>	2	6.5%	7.8%	82.7%	0
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	30	96.8%			

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

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>21</b>				
<b>Female</b>	12	57.1%	52.9%	108.0%	MET
<b>Total Minority</b>	7	33.3%	14.9%	224.5%	MET
<b>Black</b>	1	4.8%	4.3%	111.3%	MET
<b>Hispanic</b>	1	4.8%	3.5%	137.2%	MET
<b>Asian/PI</b>	2	9.5%	5.6%	169.8%	MET
<b>Native American</b>	3	14.3%	1.5%	958.8%	MET
<b>People with Disabilities</b>	2	9.5%	7.2%	132.3%	MET
<b>Vietnam Veteran</b>	0	0.0%	2.6%	0.0%	1
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	20	95.2%			

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

# Affirmative Action Profile & Goals

## Academics

May 1, 2008

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

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>32</b>				
<b>Female</b>	20	62.5%	57.6%	108.5%	MET
<b>Total Minority</b>	6	18.8%	15.9%	118.1%	MET
<b>Black</b>	2	6.3%	3.8%	162.8%	MET
<b>Hispanic</b>	0	0.0%	5.1%	0.0%	2
<b>Asian/PI</b>	3	9.4%	5.9%	158.9%	MET
<b>Native American</b>	1	3.1%	1.0%	303.4%	MET
<b>People with Disabilities</b>	3	9.4%	7.2%	130.2%	MET
<b>Vietnam Veteran</b>	0	0.0%	1.6%	0.0%	1
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	<b>27</b>	<b>84.4%</b>			

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

	<b>*Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>46</b>				
<b>Female</b>	17	37.0%	40.5%	91.3%	2
<b>Total Minority</b>	9	19.6%	18.1%	108.0%	MET
<b>Black</b>	1	2.2%	3.4%	63.9%	1
<b>Hispanic</b>	3	6.5%	3.5%	186.9%	MET
<b>Asian/PI</b>	5	10.9%	10.8%	100.6%	MET
<b>Native American</b>	0	0.0%	0.4%	0.0%	0
<b>People with Disabilities</b>	1	2.2%	7.2%	30.2%	2
<b>Vietnam Veteran</b>	1	2.2%	10.3%	21.1%	4
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	1
<b>Over 40</b>	<b>36</b>	<b>78.3%</b>			

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

# Affirmative Action Profile & Goals

## Academics

May 1, 2008

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

	<b>* Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>70</b>				
<b>Female</b>	34	48.6%	55.1%	88.2%	5
<b>Total Minority</b>	24	34.3%	18.8%	182.1%	MET
<b>Black</b>	5	7.1%	7.4%	97.0%	0
<b>Hispanic</b>	7	10.0%	4.4%	227.3%	MET
<b>Asian/PI</b>	4	5.7%	6.0%	96.0%	0
<b>Native American</b>	8	11.4%	1.1%	1002.5%	MET
<b>People with Disabilities</b>	5	7.1%	7.2%	99.2%	0
<b>Vietnam Veteran</b>	0	0.0%	2.6%	0.0%	2
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	1
<b>Over 40</b>	64	91.4%			

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

	<b>* Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>27</b>				
<b>Female</b>	18	66.7%	52.4%	127.2%	MET
<b>Total Minority</b>	3	11.1%	28.4%	39.2%	5
<b>Black</b>	1	3.7%	9.9%	37.3%	2
<b>Hispanic</b>	1	3.7%	5.9%	62.6%	1
<b>Asian/PI</b>	0	0.0%	10.5%	0.0%	3
<b>Native American</b>	1	3.7%	2.0%	186.1%	MET
<b>People with Disabilities</b>	1	3.7%	7.8%	47.5%	1
<b>Vietnam Veteran</b>	1	3.7%	5.9%	62.8%	1
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	0
<b>Over 40</b>	17	63.0%			

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

# Affirmative Action Profile & Goals

## Academics

May 1, 2008

**Division - ACADEMIC**

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

	<b>* Staff Headcount</b>	<b>% of Job Group</b>	<b>% Avail. in Labor Market</b>	<b>Relative Utilization</b>	<b>Goal (Added Staff)</b>
<b>Total</b>	<b>49</b>				
<b>Female</b>	41	83.7%	67.3%	124.3%	MET
<b>Total Minority</b>	10	20.4%	33.5%	60.9%	6
<b>Black</b>	4	8.2%	11.6%	70.4%	2
<b>Hispanic</b>	3	6.1%	9.3%	65.7%	2
<b>Asian/PI</b>	1	2.0%	9.1%	22.5%	3
<b>Native American</b>	2	4.1%	3.5%	116.4%	MET
<b>People with Disabilities</b>	7	14.3%	10.6%	134.6%	MET
<b>Vietnam Veteran</b>	0	0.0%	3.9%	0.0%	2
<b>Disabled Veteran</b>	0	0.0%	1.1%	0.0%	1
<b>Over 40</b>	38	77.6%			

**Division - ACADEMIC**

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

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

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

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## Academics

May 1, 2008

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

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

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

Thursday, June 19, 2008

Page 5 of 5