

Affirmative Action Profile & Goals

Academics Division Totals

May 1, 2007

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	296				
Female	167	56.4%	51.3%	109.9%	MET
Total Minority	65	22.0%	21.9%	100.4%	MET
Black	14	4.7%	7.0%	67.3%	7
Hispanic	13	4.4%	5.1%	86.7%	2
Asian/PI	20	6.8%	8.1%	83.3%	4
Native American	18	6.1%	1.7%	363.6%	MET
People with Disabilities	27	9.1%	7.8%	117.1%	MET
Vietnam Veteran	6	2.0%	5.1%	39.7%	9
Disabled Veteran	0	0.0%	1.1%	0.0%	3
Over 40	239	80.7%			

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

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Academics

May 1, 2007

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	30				
Female	17	56.7%	46.4%	122.1%	MET
Total Minority	9	30.0%	21.5%	139.7%	MET
Black	3	10.0%	7.3%	136.4%	MET
Hispanic	2	6.7%	5.2%	129.2%	MET
Asian/PI	0	0.0%	6.5%	0.0%	2
Native American	4	13.3%	2.5%	529.9%	MET
People with Disabilities	3	10.0%	7.9%	126.9%	MET
Vietnam Veteran	2	6.7%	7.8%	85.5%	0
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	28	93.3%			

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

	*Staff Headcount	% of Job Group	% Avail. in Labor Market	Relative Utilization	Goal (Added Staff)
Total	25				
Female	15	60.0%	52.9%	113.4%	MET
Total Minority	8	32.0%	14.9%	215.5%	MET
Black	1	4.0%	4.3%	93.5%	0
Hispanic	1	4.0%	3.5%	115.3%	MET
Asian/PI	3	12.0%	5.6%	213.9%	MET
Native American	3	12.0%	1.5%	805.4%	MET
People with Disabilities	2	8.0%	7.2%	111.1%	MET
Vietnam Veteran	0	0.0%	2.6%	0.0%	1
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	24	96.0%			

*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	31				
Female	17	54.8%	57.6%	95.2%	1
Total Minority	3	9.7%	15.9%	61.0%	2
Black	0	0.0%	3.8%	0.0%	1
Hispanic	0	0.0%	5.1%	0.0%	2
Asian/PI	2	6.5%	5.9%	109.3%	MET
Native American	1	3.2%	1.0%	313.2%	MET
People with Disabilities	3	9.7%	7.2%	134.4%	MET
Vietnam Veteran	0	0.0%	1.6%	0.0%	0
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	27	87.1%			

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	48				
Female	16	33.3%	40.5%	82.4%	3
Total Minority	7	14.6%	18.1%	80.5%	2
Black	1	2.1%	3.4%	61.3%	1
Hispanic	2	4.2%	3.5%	119.4%	MET
Asian/PI	4	8.3%	10.8%	77.2%	1
Native American	0	0.0%	0.4%	0.0%	0
People with Disabilities	1	2.1%	7.2%	28.9%	2
Vietnam Veteran	2	4.2%	10.3%	40.5%	3
Disabled Veteran	0	0.0%	1.1%	0.0%	1
Over 40	33	68.8%			

*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	64				
Female	34	53.1%	55.1%	96.5%	1
Total Minority	22	34.4%	18.8%	182.6%	MET
Black	6	9.4%	7.4%	127.4%	MET
Hispanic	5	7.8%	4.4%	177.6%	MET
Asian/PI	5	7.8%	6.0%	131.3%	MET
Native American	6	9.4%	1.1%	822.4%	MET
People with Disabilities	6	9.4%	7.2%	130.2%	MET
Vietnam Veteran	0	0.0%	2.6%	0.0%	2
Disabled Veteran	0	0.0%	1.1%	0.0%	1
Over 40	59	92.2%			

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	23				
Female	15	65.2%	52.4%	124.4%	MET
Total Minority	1	4.3%	28.4%	15.3%	6
Black	0	0.0%	9.9%	0.0%	2
Hispanic	0	0.0%	5.9%	0.0%	1
Asian/PI	0	0.0%	10.5%	0.0%	2
Native American	1	4.3%	2.0%	218.5%	MET
People with Disabilities	1	4.3%	7.8%	55.7%	1
Vietnam Veteran	1	4.3%	5.9%	73.7%	0
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	18	78.3%			

*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	47				
Female	40	85.1%	67.3%	126.4%	MET
Total Minority	9	19.1%	33.5%	57.2%	7
Black	2	4.3%	11.6%	36.7%	3
Hispanic	2	4.3%	9.3%	45.7%	2
Asian/PI	2	4.3%	9.1%	46.9%	2
Native American	3	6.4%	3.5%	182.0%	MET
People with Disabilities	9	19.1%	10.6%	180.4%	MET
Vietnam Veteran	0	0.0%	3.9%	0.0%	2
Disabled Veteran	0	0.0%	1.1%	0.0%	1
Over 40	37	78.7%			

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	28				
Female	13	46.4%	30.6%	151.9%	MET
Total Minority	6	21.4%	23.8%	90.1%	1
Black	1	3.6%	8.1%	44.3%	1
Hispanic	1	3.6%	2.7%	131.3%	MET
Asian/PI	4	14.3%	11.3%	126.4%	MET
Native American	0	0.0%	1.7%	0.0%	0
People with Disabilities	2	7.1%	6.5%	109.9%	MET
Vietnam Veteran	1	3.6%	6.6%	54.1%	1
Disabled Veteran	0	0.0%	1.1%	0.0%	0
Over 40	13	46.4%			

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

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