

2005-06 UTILIZATION ANALYSIS

All Full-Time Employees

Job Group	Total Number of Employees	<u>Minority Utilization Analysis</u>				<u>Female Utilization Analysis</u>				<u>2005-06 Year Goals</u>		
		Minority Employees	Percent Minority Employees	Percent Minority Availability	Underutilized Based on Availability	Female Employees	Percent Female Employees	Percent Female Availability	Underutilized Based on Availability	Total Anticipated Vacancies	Percent Minority Goal	Percent Female Goal
Executive/Administrative/ Managerial	273	40	14.7%	27.0%	Yes	140	51.3%	46.2%	No	42	27.0%	
Secretarial/Clerical	150	72	48.0%	46.1%	No	124	82.7%	68.3%	No			
Technical/Paraprofessional	34	7	20.6%	36.1%	Yes	14	41.2%	61.5%	Yes	2	36.1%	61.5%
Skilled Trades	40	14	35.0%	48.0%	Yes	5	12.5%	14.1%	Yes	2	48.0%	14.1%
Service/Custodial	201	154	76.6%	61.5%	No	69	34.3%	43.3%	Yes	27		43.3%

2005-06 UTILIZATION ANALYSIS

All Full-Time Faculty

Job Group	Total Number of Employees	<u>Minority Utilization Analysis</u>			<u>Female Utilization Analysis</u>				<u>2005-06 Year Goals</u>			
		Minority Employees	Percent Minority Employees	Percent Minority Availability	Underutilized Based on Availability	Female Employees	Percent Female Employees	Percent Female Availability	Underutilized Based on Availability	Total Anticipated Vacancies	Percent Minority Goal	Percent Female Goal
Life Sciences	146	16	11.0%	16.7%	Yes	74	50.7%	46.4%	No	14	16.7%	
Physical Sciences	24	1	4.2%	16.1%	Yes	6	25.0%	24.7%	No		14.5%	
Professional/Other Fields	48	3	6.3%	18.1%	Yes	17	35.4%	42.5%	Yes		18.1%	42.5%

II. PART-TIME EMPLOYEES

2005-06 UTILIZATION ANALYSIS

All Part-Time Employees

Job Group	Total Number of Employees	<u>Minority Utilization Analysis</u>				<u>Female Utilization Analysis</u>				<u>2005-06 Year Goals</u>		
		Minority Employees	Percent Minority Employees	Percent Minority Availability	Underutilized Based on Availability	Female Employees	Percent Female Employees	Percent Female Availability	Underutilized Based on Availability	Total Anticipated Vacancies	Percent Minority Goal	Percent Female Goal
Executive/Administrative/ Managerial	41	4	9.8%	27.0%	Yes	15	36.6%	46.2%	Yes	8	27.0%	46.2%
Secretarial/Clerical	3	1	33.3%	46.1%	Yes	2	66.7%	68.3%	Yes	2	46.1%	68.3%
Service/Custodial	49	43	87.8%	61.5%	No	39	79.6%	43.3%	No			
Lecturers	295	33	11.2%	27.1%	Yes	148	50.2%	55.8%	Yes	62	27.1%	55.8%

APPENDIX D

2005-06 EMPLOYMENT ACTIVITY

I. FULL-TIME EMPLOYEES

2005-06 NEW HIRES

2005-06 New Hires - Full-Time Administration and Staff

Job Group	Gender		Race										Total Minority	
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Technical/Paraprofessional	1	4	1	3		1								1
Skilled Trades	2	5	2	2		3								3
Secretarial/Clerical	26	10	13	5	13	4				1				18
Service/Custodial	16	42	1	4	8	37	2	1	5					53
Executive/Administrative/Managerial	22	12	10	7	12	4		1						17
Grand Totals	67	73	27	21	33	49	2	2	5	1	0	0	92	

2005-06 New Hires - Full-Time Faculty

Job Group	Gender		Race										Total Minority
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native		
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Life Sciences	9	5	6	4	1		1	1	1				4
Physical Sciences	0	1		1									0
Professional/Other Fields	1	1	1	1									0
Grand Totals	10	7	7	6	1	0	1	1	1	0	0	0	4

2005-06 PROMOTIONS WITHIN JOB GROUP

2005-06 Promotions Within Job Group - Full-Time Administration and Staff

Job Group	Gender		Race										Total Minority	
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Technical/Paraprofessional	1	2	1	2										0
Skilled Trades	0	1				1								1
Secretarial/Clerical	5	3	4	2		1	1							2
Service/Custodial	9	15		3	9	11		1						21
Executive/Administrative/Managerial	13	12	7	12	1									1
Grand Totals	23	33	12	19	10	13	1	1	0	0	0	0	0	25

2005-06 Promotions Within Job Group - Full-Time Faculty

Job Group	Gender		Race										Total Minority	
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Life Sciences	5	3	4	3	1									1
Physical Sciences	0	1		1										0
Professional/Other Fields	0	0												0
Grand Totals	5	4	4	4	1	0	0	0	0	0	0	0	0	1

2005-06 PROMOTIONS

2005-06 Promotions - Full-Time Administration and Staff

Job Group	Gender		Race										Total Minority	
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Technical/Paraprofessional	1	1			1	1								2
Skilled Trades	0	1				1								1
Secretarial/Clerical	2	0						2						2
Service/Custodial	0	0												0
Executive/Administrative/Managerial	8	2	6	2				2						2
Grand Totals	11	4	6	2	1	2	4	0	0	0	0	0	0	7

2005-06 TRANSFERS

2005-06 Transfers - Full-Time Administration and Staff

Job Group	Gender		Race										Total Minority	
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Technical/Paraprofessional	0	1		1										0
Skilled Trades	0	0												0
Secretarial/Clerical	2	1			2	1								3
Service/Custodial	0	0												0
Executive/Administrative/Managerial	7	1	5	1			2							2
Grand Totals	9	3	5	2	2	1	2	0	0	0	0	0	0	5

2005-06 TERMINATIONS

2005-06 Terminations - Full-Time Administration and Staff

Job Group	Gender		Race										Terminations				Total Minority Terminations	
			White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native		Voluntary		Involuntary*			
	E	M	E	M	E	M	E	M	E	M	E	M	E	Min.	E	Min.		
Technical/Paraprofessional	1	1		1	1									1	1			1
Skilled Trades	0	2				2									1		1	2
Secretarial/Clerical	20	4	12	2	7	2	1							18	7	2	3	10
Service/Custodial	4	23	3	3	1	20								2	14	2	7	21
Executive/Administrative/Managerial	14	28	12	23	1	3	1	1		1				14	5		2	7
Grand Totals	39	58	27	29	10	27	2	1	0	1	0	0	35	28	4	13	41	

2005-06 Terminations - Full-Time Faculty

Job Group	Gender		Race										Terminations				Total Minority Terminations	
	E	M	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native		Voluntary		Involuntary			
			E	M	E	M	E	M	E	M	E	M	E	Min.	E	Min.		
	E	M	E	M	E	M	E	M	E	M	E	M	E	Min.	E	Min.		
Life Sciences	8	6	8	6										7				0
Physical Sciences	0	2		2														0
Professional/Other Fields	1	2	1	2										1				0
Grand Totals	9	10	9	10	0	0	0	0	0	0	0	0	0	8	0	0	0	0

2005-06 APPLICANT FLOW DATA

2005-06 APPLICANT FLOW DATA BY POSITION WITHIN JOB GROUP

JOB GROUP: FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL

Assigned Department	Position Title	Number of Openings	Gender		Race										Total Minority	Final Candidate	
			Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			Female	Minority
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male			
Food Services	Manager	2	3	6	3	6									0		
	Assistant Manager	1	5	3	3	3	2								2	1	
	Catering Manager	1	2	5	2	4		1							1	1	
	Assistant Catering Manager	1	1	0	1										0	1	
	Director, Auxiliary Services	1	0	1			1								0		
Physical Facilities	Director	1	0	5			5								0		
	Assistant Director	1	0	1			1								0		
	Interim Director	1	0	1			1								0		
Human Resources	Benefits Manager	1	1	0	1										0	1	
Administrative Services	Union Services Assistant	1	1	0	1										0	1	
	Union Services Director	1	5	7	1	6	4	1							5	1	
University Life	Program Coordinator	1	3	0	2				1						1	1	
University Communications	Creative Director	1	0	1		1									0		
	Graphics Designer	1	3	4	3	4									0		
	Web Manager	1	0	2		1		1							1		
	Assistant Director, Publications	1	1	0	1										0	1	
	Writer	1	2	2	1	2	1								1	1	
Athletics	Sports Information Assistant	1	6	10	5	8	1	2							3		
	Asst. Women's Basketball Coach	1	11	2	3		8	2							10	1	1
	Asst. Men's Basketball Coach	1	0	3		1		2							2		1
	Athletics Communications Asst.	1	2	2	1	2			1						1		
	Business Services Assistant	1	1	0	1										0	1	
	Strength and Conditioning Coach	1	0	2		2									0		
	Assistant Men's Track Coach	1	0	1		1									0		
	Asst. Director, Sports Information	2	2	3	2	2		1							1		
	Director, Recreation	1	3	9	2	6	1	3							4	1	
	Director, Athletics Operations	1	2	17	1	13	1	4							5		
	Football Coach	1	14		5												
	Assistant Football Coach	1	2		1												1
Community Development	Resident Coordinator	4	47	25	40	17	3	7	4	1					15		1
	Coordinator, New Student Programs	1	1	0	1										0	1	
Provost's Office	Coordinator, Freshmen Advisors	1	1	0					1						1	1	1
Student Financial Services	Counselor	1	1	0					1						1	1	1
	Assistant Director	1	1	2	1	2									0	1	

2005-06 APPLICANT FLOW DATA BY POSITION WITHIN JOB GROUP
JOB GROUP: FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL - CONTINUED

Assigned Department	Position Title	Number of Openings	Gender		Race										Total Minority	Final Candidate		
			Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			Female	Minority	
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male				
Vice President, Business Affairs	Vice President	1	0	5		5										0		
University Events	Director	1	4	1	4	1										0	1	
College of Prof'l & Cont. Stud.	Coordinator, Conference/Guest Serv.	1	1	0	1											0	1	
	Dean	1	0	1		1										0		
Graduate Enrollment and Mkt.	Admissions Counselor	1	9	1	4	1	5									5	1	1
Counseling Center	Counselor	2	20	6	15	6	2		3							5	2	
School of Business Admin.	Manager, Events/Public Rel'ns	1	1	0	1											0	1	
MBA Program	Assistant Director	1	5	2	4	2	1									1	1	
	Manager, SBA Communications	1	1	0					1							1	1	1
Multimedia Services	Coordinator	1	0	1		1										0		
Ctr. For Community Counsel.	Director	1	0	1		1										0		
Development	Director, Major Gifts	1	4	1	3	1	1									1		
Neighborhood Nursing Center	Public Health Nurse	1	9	0	6		2		1							3	1	
Art Museum	Director	1	1	0	1											0	1	
	Assistant Curator	1	3	0	3											0	1	
Nursing	Coordinator, Undergraduate Nursing	1	1	0	1											0	1	
Admissions	Associate Dean	1	1	2	1	1				1						1		
Non-Profit Mngt. Dev. Center	Marketing - Comm. Program Director	1	4	3	3	3	1									1	1	
Student Health Services	Nurse Practitioner	1	5	0	5											0	1	
Master in Education Program	Academic Advisor	1	5	1	5	1										0	1	
Prospect Research	Director	1	1	10	1	2		5		2		1				8	1	
Financial Aid	Assistant Director	1	1	2	1	2										0		
University Ministry and Serv.	Community Services Coordinator	1	0	1		1										0		
	Campus Minister	1	0	3		3										0		
	Director	1	0	3		3										0		
	Coordinator of Tutorial Services	1	4	2	3	2	1									1	1	1
Faculty Dev. & Tech. Learning Res.	Director of Instructional Technology	1	1	0	1											0	1	
	Executive Director	1		1														
Grand Totals		68	192	160	145	126	34	29	13	4	0	1	0	0	81	34	9	

II. PART-TIME EMPLOYEES

2005-06 NEW HIRES

2005-06 New Hires - Part-Time Administration and Staff

Job Group	Gender		Race										Total Minority	
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native			
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Technical/Paraprofessional	0	0												0
Skilled Trades	0	0												0
Secretarial/Clerical	1	0	1											0
Service/Custodial	34	15		1	33	14			1					48
Executive/Administrative/Managerial	7	7	7	7										0
Grand Totals	42	22	8	8	33	14	0	0	1	0	0	0	0	48

2005-06 New Hires - Part-Time Lecturers

Job Group	Gender		Race										Total Minority
	Female	Male	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native		
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Lecturers	67	39	52	37	13		1	2	1				17
Grand Totals	67	39	52	37	13	0	1	2	1	0	0	0	17

2005-06 TERMINATIONS

2005-06 Terminations - Part-Time Administration and Staff

Job Group	Gender		Race										Terminations				Total Minority Terminations	
			White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native		Voluntary		Involuntary			
	E	M	E	M	E	M	E	M	E	M	E	M	E	Min.	E	Min.		
Technical/Paraprofessional	0	0																0
Skilled Trades	0	0																0
Secretarial/Clerical	2	0	2											2				0
Service/Custodial	5	6		1	5	5								5	10			10
Executive/Administrative/Managerial	4	4	3	4	1									4	1			1
Grand Totals	11	10	5	5	6	5	0	0	0	0	0	0	0	11	11	0	0	11

2005-06 Terminations - Part-Time Lecturers

Job Group	Gender		Race										Terminations				Total Minority Terminations	
	F	M	White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native		Voluntary		Involuntary			
			F	M	F	M	F	M	F	M	F	M	F	Min.	F	Min.		
	F	M	F	M	F	M	F	M	F	M	F	M	F	Min.	F	Min.		
Lecturers	43	56	38	47	2	3	1	3	2	3						1	1	14
Grand Totals	43	56	38	47	2	3	1	3	2	3	0	0	0	0	1	1	14	

2005-06 APPLICANT FLOW DATA

2005-06 APPLICANT FLOW DATA BY POSITION WITHIN JOB GROUP

JOB GROUP: PART-TIME LECTURERS - SCHOOL OF ARTS AND SCIENCES

Assigned Department	Number of Openings	Gender		Race										Total Minority	Final Candidate	
				White		Black		Hispanic		Asian/Pacific Islander		Native American/ Alaskan Native				
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male			
																Female
Academic Discovery Program	1	2	2	1	2					1				1	1	
Master in Education Program	2	2	0	1		1								1	2	1
Political Science	2	1	4	1	1		1		1		1			3		
Sociology, Social Work, Criminal Justice	6	1	9	1	7				1		1			2	1	1
Communication	6	3	3	3	3									0	3	
BUSCA Program	1	0	1						1					1		1
Economics	1	2	0	2										0	1	
Education	7	5	2	5	2									0	5	
English	2	0	2		2									0		
Foreign Languages	1	4	1	1	1			3						3	1	1
Master in Clinical-Counseling Psychology	4	27	15	24	15	3								3		
Philosophy	2	0	2		2									0		
Psychology	4	5	2	5	2									0	2	
Religion	2	1	3	1	3									0	1	
History	1	2	7	2	1				2		4			6		
Chemistry	3	1	2	1	2									0	1	
ISBT Program	1	1	0	1										0	1	
Master in Religion and Ministry	1	1	0	1										0	1	
Master in Professional Communication	2	2	1	2	1									0	1	
Grand Totals	49	60	56	52	44	4	1	3	5	1	6	0	0	20	21	4

