

UTILIZATION ANALYSIS AND GOALS -- 2006

PROVOST

EEO-6 Category and Job Group

ADMINISTRATIVE/ EXECUTIVE/ MANAGERIAL

110	Administration, Executive	12	6	2	50.0	16.7	41.9	12.5						
120	Administration, Directive	11	6	3	54.5	27.3	44.3	29.2						
130	Administration, Managerial	8	8	4	100.0	50.0	48.9	17.7						
140	Administration, Academic Deans	58	28	8	48.3	13.8	30.3	12.7						

FACULTY

EEO-6 Category and Job Group		University Workforce in 2006					Availability		Under-Utilization		Anticip. 2006 Vacancies	Annual Placement Goals		Ultimate Goals	
		Total n	Fem. n	Min. n	Fem. %	Min. %	Fem. %	Min. %	Fem. n	Min. n		Fem. % Hires	Min. % Hires	Fem. %	Min. %
204 (1)	Supply Chain Mgmt	20	5	3	25.0	15.0	34.1	21.8	2	1		50	50	34.1	21.8
206	Management	19	5	6	26.3	31.6	39.0	20.8	2		2	100		39.0	
207	Accounting	19	4	4	21.1	21.1	48.2	19.0	5		3	100		48.2	
207N	Accounting - Not on Track	7	5	1	71.4	14.3	38.5	25.9		1			100		25.9
208	Economics	26	2	8	7.7	30.8	31.5	20.9	6		3	100		31.5	
209	Finance	19	3	3	15.8	15.8	22.1	30.2	1	3	3	25	75	22.1	30.2
210	Information Systems	17	2	7	11.8	41.2	32.9	27.3	4		1	100		32.9	
211	Marketing	20	8	3	40.0	15.0	50.0	21.8	2	1		50	50	50.0	21.8
216 (2)	Architecture & Landscape Architecture	23	5	2	21.7	8.7	39.3	18.4	4	2	4	50	50	39.3	18.4
218	Educational Psychology	25	12	4	48.0	16.0	71.9	19.8	6	1	2	50	50	71.9	19.8
219	Educational Leadership & Policy Studies	18	8	5	44.4	27.8	61.5	23.5	3		1	100		61.5	
220 (3)	Curriculum & Instruction	43	18	14	41.9	32.6	72.6	20.7	13			100		72.6	
220N	Curriculum & Instruction - Not on Track	16	14	3	87.5	18.8	79.5	19.9							
221	Mechanical/Aerospace Engineering	22	2	9	9.1	40.9	12.7	24.6	1		1	100		12.7	
222	Civil Engineering	18	2	2	11.1	11.1	24.5	19.1	2	1	2	50	50	24.5	19.1
225 (4)	Electrical Engineering	48	5	18	10.4	37.5	14.1	30.3	2		2	100		14.1	
226 (5)	Industrial/Mgmt Systems Engineering	17	5	3	29.4	17.6	31.8	25.4		1	1		100		25.4
227	Chemical & Materials Engineering	21	1	7	4.8	33.3	24.6	24.0	4		4	100		24.6	
228	Bioengineering	17	2	4	11.8	23.5	31.4	23.1	3		2	100		31.4	
229	Art	45	23	5	51.1	11.1	64.2	15.1	6	2	4	50	50	64.2	15.1
231	Arts, Media & Engineering	5		2		40.0	27.0	23.3	1		1	100		27.0	
232	Dance	10	8	2	80.0	20.0	88.1	24.6	1			100		88.1	
233	Music	65	20	9	30.8	13.8	48.4	14.9	11	1	2	50	50	48.4	14.9
234	Theatre	23	9	6	39.1	26.1	56.2	14.5	4		3	100		56.2	
235 (6)	Religion	19	5	4	26.3	21.1	34.3	15.5	2		1	100		34.3	
236 (7)	English	49	24	7	49.0	14.3	60.3	13.5	6		2	100		60.3	
236N	English - Not on Track	96	61	7	63.5	7.3	62.0	12.6		5	5		100		12.6
237 (8)	Languages & Literatures	46	22	15	47.8	32.6	62.9	25.7	7		2	100		62.9	

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		Total	Fem.	Min.	Fem.	Min.	Fem.	Min.	Fem.	Min.		Fem.	Min.	Fem.	Min.
		n	n	n	%	%	%	%	n	n		% Hires	% Hires	%	%
237N	Languages & Literatures - Not on Track	23	18	8	78.3	34.8	75.0	36.1							
245	Chemistry	37	6	6	16.2	16.2	35.7	18.3	7	1	2	50	50	35.7	18.3
245N	Chemistry - Not on Track	9	5	1	55.6	11.1	35.7	18.3		1			100		18.3
246	Physics	37	4	6	10.8	16.2	17.2	15.7	2		2	100		17.2	
248	Life Sciences	85	19	10	22.4	11.8	45.5	20.0	20	7	5	50	50	45.5	20.0
248N	Life Sciences - Not on Track	11	7	3	63.6	27.3	53.5	21.1							
249	Geology	20	2	1	10.0	5.0	33.9	8.5	5	1	1	50	50	33.9	8.5
250 (9)	Mathematics	51	12	6	23.5	11.8	29.7	15.2	3	2	5	25	75	29.7	15.2
250N	Mathematics - Not on Track	57	20	17	35.1	29.8	38.8	12.9	2		2	100		38.8	
251	Computer Science	37	4	21	10.8	56.8	20.1	26.2	3		3	100		20.1	
252	Speech & Hearing	11	7	3	63.6	27.3	79.6	12.5	2			100		79.6	
252N	Speech & Hearing - Not on Track	15	9	3	60.0	20.0	93.8	12.2	5		1	100		93.8	
253	Communication	22	10	6	45.5	27.3	60.4	14.6	3		3	100		60.4	
254	Geography	22	4	2	18.2	9.1	38.6	11.7	4	1		50	50	38.6	11.7
255 (10)	History	42	20	9	47.6	21.4	40.6	13.0							
257	Global Studies	8	3	2	37.5	25.0	47.6	21.3	1		1	100		47.6	
259 (11)	Philosophy	13	1		7.7		25.7	7.3	2	1	2	50	50	25.7	7.3
261 (12)	Human Evolution & Social Change	42	13		31.0		60.6	17.0	12	7	3	50	50	60.6	17.0
262 (13)	Political Science	27	9	6	33.3	22.2	40.7	16.9	2		1	100		40.7	
263	Psychology	49	15	7	30.6	14.3	67.8	16.7	18	1	1	50	50	67.8	16.7
263N	Psychology - Not on Track	13	6	1	46.2	7.7	66.9	20.7	3	2	2	50	50	66.9	20.7
264	Sociology	11	7	3	63.6	27.3	61.0	22.5							
266 (14)	Justice Studies	17	9	3	52.9	17.6	48.2	16.6							
267	Law	36	6	6	16.7	16.7	49.0	20.8	12	1	2	50	50	49.0	20.8
269	Kinesiology	8	2		25.0		47.2	19.7	2	2	3	50	50	47.2	19.7
269N	Kinesiology - Not on track	7	6	1	85.7	14.3	61.8	12.9							
273	Family Resources & Human Development	16	9	3	56.3	18.8	67.6	20.1	2		2	100		67.6	
274	African American Studies	6	3	6	50.0	100.0	57.7	17.3							
275	American Indian Studies	5	3	5	60.0	100.0	48.0	17.7							
276	Asian Pacific American Studies	2	1	2	50.0	100.0	59.2	20.4							
278	Honors	1					25.7	7.3							
278N	Honors - Not on Track	12	4		33.3		51.4	14.3	2	2	1	50	50	51.4	14.3
288	Interior & Industrial Design	16	8	5	50.0	31.3	60.3	25.9	2		2	100		60.3	
289	Planning	12	5	6	41.7	50.0	46.8	28.2	1		1	100		46.8	

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	Total n	Fem. n	Min. n	Fem. %	Min. %	Fem. %	Min. %	Fem. n	Min. n		Fem. % Hires	Min. % Hires	Fem. %	Min. %
291	10	10	3	100.0	30.0	53.9	15.8							
293	11	1	3	9.1	27.3	24.1	19.8	2	2	100		24.1		
294	10	4	9	40.0	90.0	46.9	17.9	1		100		46.9		
295	9	2	2	22.2	22.2	66.9	24.5	4		100		66.9		
PROFESSIONAL														
310	73	47	12	64.4	16.4	49.1	19.1	2	2		100		19.1	
315	53	34	11	64.2	20.8	63.3	22.2	1	1		100		22.2	
316	17	1	4	5.9	23.5	18.3	20.8	2		100		18.3		
319	120	111	26	92.5	21.7	58.6	22.3	1			100		22.3	
320	74	49	10	66.2	13.5	72.1	12.8	4	4	100		72.1		
321	200	144	44	72.0	22.0	69.1	21.6							
322	457	119	95	26.0	20.8	30.1	21.7	19	4	23	75	25	30.1	21.7
323	148	52	36	35.1	24.3	24.8	22.4							
325	45	31	10	68.9	22.2	46.8	20.7							
326	78	48	13	61.5	16.7	52.9	16.1							
328	176	142	41	80.7	23.3	69.7	23.1							
350	11	9	4	81.8	36.4	61.8	25.4							
360	15	12	3	80.0	20.0	47.3	17.9							
373	19	3	6	15.8	31.6	46.5	17.8	6	6	100		46.5		
377	66	13	28	19.7	42.4	35.2	16.6	10	5	100		35.2		
383	31	7	21	22.6	67.7	26.3	20.7	1	1	100		26.3		
384	11	5	5	45.5	45.5	64.6	17.8	2	1	100		64.6		
CLERICAL/SECRETARIAL														
428	214	207	48	96.7	22.4	76.8	28.9	14	14		100		28.9	
429	188	175	39	93.1	20.7	70.6	29.7	17	17		100		29.7	
430	2	1		50.0		72.8	29.5	1	1		100		29.5	
431	6	4	2	66.7	33.3	54.1	31.3							
432	142	100	26	70.4	18.3	78.7	28.1	12	14	26	50	50	78.7	28.1
433	7	6		85.7		73.0	36.5	3	3		100		36.5	
PARAPROFESSIONAL/TECHNICAL														
534	6					22.9	28.8	1	2		50	50	22.9	28.8
537	10	4	2	40.0	20.0	66.5	22.7	3	3	100		66.5		
538	30	15	5	50.0	16.7	28.7	26.1	3	3		100		26.1	

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		Total n	Fem. n	Min. n	Fem. %	Min. %	Fem. %	Min. %	Fem. n	Min. n		Fem. % Hires	Min. % Hires	Fem. %	Min. %
SKILLED CRAFTS															
639	Construction Trades	4					2.4	37.3		1			100		37.3
640	Mechanics and Repairers	4					5.8	29.2		1			100		29.2
641	Precision Production Occupations	18		1		5.6	6.6	35.1	1	5		50	50	6.6	35.1
642	Printing Machine Operators	1	1		100.0		26.3	31.0							
SERVICE/MAINTENANCE															
745	Handlers, Equip. Cleaners, Helpers & Laborers	4					32.3	37.2	1	1		50	50	32.3	37.2
746	Other Agricultural and Related Occupations	2	2		100.0		34.9	50.8		1			100		50.8
747	Personal Service Occupations	11	3	1	27.3	9.1	32.3	30.0	1	2		50	50	32.3	30.0

[1] Includes Dir Exec-MBA.

[2] Includes Exec Dir-Stardust Ctr.

[3] Includes Dir-SW Ctr for Ed Eqty & Lang and Dir-Ctr for Indian Educ.

[4] Includes Dir-Solid State Electronics.

[5] Includes Dir-MBA Tech Prog.

[6] Includes Dir-Ctr for Latin American Studies and Dir-Stdy of Relig & Conflict.

[7] Includes Dir-AZ Ctr Medieval/Renaissance Studies & Dir-Strat Proj/Humanities.

[8] Includes Dir-Hispanic Research Ctr.

[9] Includes Int. Dir-Ctr Res Educ, Sci, Math, Eng, & Tech & Exec Dir-SUMS Inst.

[10] Includes Dir-Inst Humanities Res.

[11] Includes Dir-Lincoln Ctr for Applied Ethics.

[12] Includes Dir-Intl Inst of Sustainability & Dir-Inst of Human Origin.

[13] Includes Dir-African American Studies.

[14] Includes Dir-Ctr for Urban Studies.

GOAL ACHIEVEMENTS--2005
Provost

Job Group	Total Hires	Females					Minorities					Good Faith Efforts
		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
204		50		1			50		0			One hire was made through a waiver of recruitment and it met a goal
206	2	2		1	35.8	25.0						Posted on Academy of Management-L; notice to universities and professional contacts
207		1		NA								
208	3	7		2	27.0	66.7						Ad in <u>Jobs for Economists</u>
209							2		2			
210		1		NA								
211		50		1			50		1			Goal met through a waiver of recruitment
216	2	2		1	23.3	28.6	2		0	11.6	14.3	Ads in <u>ACSA News</u> and <u>JSAH</u> ; notice to: professional contacts, Association for Women in Architecture, National Organization of Minority Architects
218	1	2		0	50.0	25.0						Ads in <u>APA Monitor</u> and <u>NASPA Communique</u> ; posted on: DCSPP-L, TSP-L, SPEDPRO-L
219		100		NA								
220	2	2		1	51.7	57.1						Ad in <u>Chronicle of Higher Education</u> ; posted on: Chronicle Online, NARST-L, AERA-L
221		1		NA								
222		50		NA			50		NA			
225	2	1		0	5.9	16.7						Ads in: <u>Physics Today</u> , <u>Chronicle of Higher Education</u> , <u>Diverse Issues in Higher Education</u> , <u>Society of Women Engineers</u> ; posted on: American Institute of Physics on-line career site, Fulton School of Engineering web site and Department of Electrical Engineering website

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Provost**

Job Group	Total Hires	Females					Minorities					Good Faith Efforts
		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
226							1				NA	
227	1	1		0	14.3							Ads in: <u>Chemical Engineering Progress</u> , <u>Chemical and Engineering News</u> ; notice to universities and professional contacts
228	2	3		0	8.7	25.0	1					Ads in: <u>IEEE Spectrum</u> , <u>IEEE/EMBS</u> , <u>Annals of Biomedical Engineering</u> , <u>Science</u> , <u>Biomechanics</u> , <u>Chronicle of Higher Education</u> ; notice to universities; posted on: BMES Bulletin, Institute of Electrical and Electronic Engineers, Society for Neuroscience, American Society for Mechanical Engineers, International Society of Biomechanics, ASAIO, Whitaker Foundation
229	3	3		3			1	0	7.0	33.3		Posted on: College Art Association Job Listing, Chronicle Online, HigherEdJobs.com, Voice of Hispanic Higher Education; notice to universities
232		1		1			1	1				One goal met through a waiver of recruitment
233	2	2		1	59.0	50.0	1	0	11.5	16.7		Ads in <u>Chronicle of Higher Education</u> and <u>Music Vacancy Lists of the College Music Society</u> ; notice to universities and professional contacts
234	2	2		0	20.0							Ads in <u>ArtSearch</u> and <u>United Scenic Artists Newsletter</u>
235	2	1		0	40.0	20.0						Ad in <u>Openings</u> ; posted on: department website, H-Net, American Academy of Religions, APSA Bulletin, ASA Bulletin, H-Asia-L; notice to professional contacts and American Institute of Indian Studies mailing list

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		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
236	2	3	2	63.3	87.5							One goal met through a waiver of recruitment; ads in: <u>MLA Joblist</u> ; <u>Chronicle of Higher Education</u> , <u>Indian Country Today</u> , <u>Navajo Times</u> , <u>Linguistic Society of America Bulletin</u> ; posted on: Wordcraft Circle of Native American Writers and Storytellers-L, UCLA American Indian Studies-L, American Indian Faculty-L, Native.doc, TELSJB-L, Linguist-L, SLART-L; notice to professional contacts
236N						3		3				
237		2		2								One goal met through a waiver of recruitment
245		2		2		1		1				One goal met through a waiver of recruitment
245N							100	NA				
246		3		1								One goal met through a waiver of recruitment
248	6	6		4	30.4	35.0	4	2	30.4	15.0		One goal met through a waiver or recruitment; ads in: <u>American Society of Microbiology News</u> , <u>Science</u> ; posted on SOLS website; notice to professional contacts
248N						1		0				Posted on: Chronicle on-line and SOLS website; notice to professional contacts
249			50	NA				50	NA			
250	2	1		0	18.9	25.0	2	1	22.6	25.0		Ads in: <u>Chronicle of Higher Education</u> , <u>Journal for Research in Mathematics Education</u> , <u>Educational Researcher</u> , <u>Focus</u> , <u>MER Newsletter</u> , <u>Notices of the American Mathematical Society</u> , <u>AWM Newsletter</u> ; posted on: Amstat News, IMS Bulletin, Caucus for Women in Statistics Newsletter, AMS, U Florida statistics job site, U Washington Employment Opportunities, Purdue U Statistics Job List, Math website, AERA SIG/RME, MER-L, ARUME-L; notice to PME-NA conference

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		#	%				Met	#				
250N		3		1								Ads in <u>AZ Republic</u> and <u>Chronicle of Higher Education</u> ; posted on: Math website, Mathematics Education -L; notice to AZ community colleges
251	5	3		1	12.3	22.2						Ads in: <u>IEEE Spectrum</u> , <u>IEEE Computer Magazine</u> , <u>Computing Research Association</u> , <u>Communications of the ACM</u> , <u>Chronicle of Higher Education</u> ; notice to universities
252		1		1								
252N		1		1								
253	1	2		0	30.0							Posted on: National Communication Association web, national debate-L, national individual events-L
254		1		1			1		1			
259	1	1		0	21.1	50.0	1		1		3.7	Ad in <u>Jobs for Philosophers</u> ; notice to professional contacts
261	2	3		2	23.8	25.0	2		0		14.3	Two goals met through waivers of recruitment; ads in: <u>Chronicle of Higher Education</u> , <u>Anthropology Newsletter</u> , <u>SAA Archaeological Record</u> ; notice to: universities, professional contacts, Santa Fe Institute, Los Alamos Scientific Lab; posted on <u>Society for American Archaeology</u> website, Ecology-L, Economics-L

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		#	%				Met	#				
294	1	1	0	35.7	33.3	1						Ad in <u>Chronicle of Higher Education</u> ; notice to: National Association for Chicana/o Studies, American Sociological Association, American Anthropological Association, Latino-C, Latino Caucus of the American Political Science Association, American Studies, MLA, Society for Cinema and Media Studies; notice to individuals
295		1	1									
315							2			2		
316		1	1				1			1		
317								100		NA		
319							5			5		
320	1	3	1	61.5	76.9							Posted on: AZ Department of Library, Archives & Records-L, American Association of Law Libraries, law-lib-L, ALA Career Resources Center, REFORMA, Special Libraries Association
322	55	17	13	17.2	18.3	1	8			8		One goal met through a waiver of recruitment; ads in <u>AZ Republic</u> , <u>Arizona Informant</u> , <u>Asian American Times</u> ; limited to ABOR employees; posted on: HigherEdJobs.com, Chronicle.com, Jobing.com, Monster.com, jobs.asted.org/post.cfm, www.indiana.edu/ist/students/job, www.wasfaa.org, nasu-l
328							1			1		
373	1	2	1	26.3								One goal met through a waiver of recruitment; posted on SOLS website; notice to evolutionary biology mailing list

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		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
377	4	5		3	10.4							Three goal met through waivers of recruitment; posted on: MSA-L, MRS-L, postdocs.com, Microscopy Society of America-L, SIAM News; notice to: COMPRESS, Materials Research Society, American Chemical Society, American Physical Society, National Energy Technology Laboratory, professional contacts,
384	2	100		1	40.4	25.0						One goal met through a waiver of recruitment; posted on: CSPO.org, APSA listserv, Science, Technology and Society - L; notice to AAAS Annual Meeting, universities, professional contacts
428	36						21	10	15.0	16.0	1	Three goals met through waivers of recruitment; ads in <u>AZ Republic</u> and <u>The Tribune</u> ; limited to ABOR employees; posted on: HigherEdJobs.com, Jobing.com, Division of Undergraduate Academic Services and Fulton School of Engineering websites, CSPO website and mailing list
429	54						34	19	20.0	29.0	2	Three goals met through waivers of recruitment; ads in <u>AZ Republic</u> and <u>The Tribune</u> ; limited to ABOR employees; posted on websites: HigherEdJobs.com, Jobing.com, ASU department websites
431							1	1				
432		3		3			7	7				
433	4						2	0	20.0	8.3		Ad in <u>AZ Republic</u>
537	1	50		3	71.4	60.0	50	2	14.3			Goals met through waivers of recruitment; posted on HigherEdJobs.com

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Provost**

Job Group	Total Hires	Females					Minorities					Good Faith Efforts
		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
538	4						2		2	23.5	13.3	One goal met through a waiver of recruitment; ads in <u>AZ Republic</u> , <u>The Tribune</u> ; <u>Arizona Informant</u> ; posted on <u>HigherEdJobs.com</u> , <u>Jobing.com</u> , <u>Jobtarget.com</u> , <u>commarts.com</u> , <u>howdesign.com</u> , <u>USITT Sightlines</u> ; notice to: <u>ArtSearch</u> and <u>Stagecraft Mail List</u> , <u>IABC</u> , <u>PRSA</u>
640						100		NA				
641	2	25		0			75		0	15.4	25.0	Ad in AZ Republic
745						100		NA				
747	1						100		0	18.2		HR Process

NA = no hiring activity; HR process refers to the automatic posting of all job vacancies on the ASU or ASU West Human Resources website, sending notices to diversity recruitment agencies (listed in the Appendices), listing openings in the ASU Insight, and notifying the AZ Department of Economic Security. HR Process is only listed when it is the sole recruitment process used in the job group.

