

UTILIZATION ANALYSIS AND GOALS -- 2006

STUDENT AFFAIRS

EEO-6 Category and Job Group

ADMINISTRATIVE/ EXECUTIVE/ MANAGERIAL

	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. %
110	3	2	1	66.7	33.3	42.4	21.4							
120	10	6	3	60.0	30.0	58.7	12.9							
130	8	7	2	87.5	25.0	61.2	24.5							

PROFESSIONAL

310	21	15	7	71.4	33.3	52.7	26.1							
315	30	17	14	56.7	46.7	77.6	23.7	6	3	100		77.6		
317	24	21	4	87.5	16.7	86.9	19.8		1	1		100	19.8	
318	27	17	9	63.0	33.3	48.6	23.8							
319	17	13	2	76.5	11.8	58.6	22.3		2	2		100	22.3	
321	47	23	14	48.9	29.8	69.9	23.1	10	10	100		69.9		
322	17	4	3	23.5	17.6	30.2	21.6	1	1	1	50	50	30.2	21.6
323	1					49.6	25.3							
325	9	7	3	77.8	33.3	47.2	18.8							
326	20	14	2	70.0	10.0	56.7	17.3		1	1		100	17.3	
328	84	51	28	60.7	33.3	69.7	23.1	8	8	100		69.7		
350	8	6	1	75.0	12.5	61.8	25.4		1			100	25.4	
360	1					47.7	17.8							

CLERICAL/SECRETARIAL

428	37	36	10	97.3	27.0	76.8	28.9		1	1		100	28.9
429	53	50	18	94.3	34.0	70.6	29.7						
431	1					54.1	31.3	1	1	100		54.1	
432	1	1	1	100.0	100.0	85.1	30.8						
433	3	2	2	66.7	66.7	59.1	34.7						

PARAPROFESSIONAL/TECHNICAL

535	6	5		83.3		84.4	36.3		2			100	36.3
538	8	4	4	50.0	50.0	28.5	26.2						

SKILLED CRAFTS

639	3		2		66.7	9.0	49.2						
640	18		5		27.8	6.2	28.2	1	1	100		6.2	

SERVICE/MAINTENANCE

743	19	14	18	73.7	94.7	33.8	47.0						
745	3		3		100.0	32.3	37.2	1	1	100		32.3	

**GOAL ACHIEVEMENTS--2005
Student Affairs**

Job Group	Total Hires	Females					Minorities					Good Faith Efforts
		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
315		100		3								
317	5						1	0	11.6	15.4		Ad in AZ Republic; notice to specific nursing recruitment sources; posted on Jobing.com
321		5		5								
326	5						1	0	2.7			Ad in <u>AZ Republic</u> , <u>North West Valley Classifieds</u> , <u>Views Newsletter</u> ; posted on: IABC and PRSA websites, acdhh.org, asuwebdevil.com; notice to ABLE and Voc Rehab
328		2		2								
350							100	NA				
428							4	4				
535							100	NA				
640	1	50		0			50	0				Ads <u>AZ Republic</u> and <u>The Employment Guide</u>

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.

Waivers-Full Time STUDENT AFFAIRS

EEO Tenure	Tot	Female					Male					Dis	Viet	Spec	Othr	
		W	B	H	A	N	W	B	H	A	N					
1	14	7		1	2		2	1	1							
3	61	26	4	5	4	1	14	2	1	4		2				
4	4	3	1													
TOTAL	79	36	5	6	6	1	16	3	2	4		2				

Waivers-Part Time STUDENT AFFAIRS

EEO Tenure	Tot	Female					Male					Dis	Viet	Spec	Othr
		W	B	H	A	N	W	B	H	A	N				
3	16	11		1	2		2					2		1	
4	2	1				1									
TOTAL	18	12		1	2	1	2					2		1	