

UTILIZATION ANALYSIS AND GOALS -- 2006

UNIV UNDERGRADUATE INITIATIVES

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. %
321	8	6	5	75.0	62.5	96.4	23.3	2					96.4	
ADMINISTRATIVE/ EXECUTIVE/ MANAGERIAL														
110	3	2	2	66.7	66.7	53.0	14.8							
120	2	1		50.0		66.0	12.1							
130	4	4		100.0		66.8	20.4	1			100			20.4
140	4	3		75.0		49.8	16.0	1			100			16.0
PROFESSIONAL														
310	14	11	4	78.6	28.6	59.9	20.5							
315	11	6	7	54.5	63.6	81.6	26.1	3	3	100			81.6	
319	16	15	6	93.8	37.5	58.6	22.3							
321	8	6	5	75.0	62.5	59.9	21.1							
322	23	7	2	30.4	8.7	30.2	21.6	3	1		100			21.6
325	2	1	1	50.0	50.0	47.2	18.8							
326	4	4		100.0		53.8	14.3	1			100			14.3
328	21	15	11	71.4	52.4	69.7	23.1							
CLERICAL/SECRETARIAL														
428	10	9	2	90.0	20.0	76.8	28.9	1	1		100			28.9
429	44	37	14	84.1	31.8	70.6	29.7							
430	7	5	6	71.4	85.7	72.8	29.5							
432	15	15	4	100.0	26.7	85.1	30.8	1	1		100			30.8

GOAL ACHIEVEMENTS--2005
University Undergraduate Initiatives

Job Group	Total Hires	Females					Minorities					Good Faith Efforts
		Goals		App	Intv	Decl	Goals		App	Intv	Decl	
		#	%				Met	%				
315	1	100	1	58.2	20.0							One goal met through a waiver of recruitment; posted on HigherEdJobs.com
328		100	1									
429						3		3				
432	5					1		0	15.1			Posted on HigherEdJobs.com and Registrar's website

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
UNIVERSITY UNDERGRADUATE INITIATIVES

EEO Tenure	Tot	Female					Male					Dis	Viet	Spec	Othr	
		W	B	H	A	N	W	B	H	A	N					
1	8	6		2												
3	26	11	2	5			5	1	1	1						
4	1	1														
TOTAL	35	18	2	7			5	1	1	1						