

UTILIZATION ANALYSIS AND GOALS -- 2006

WEST CAMPUS

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. %
ADMINISTRATIVE/ EXECUTIVE/ MANAGERIAL															
110	Administration, Executive	6	3		50.0		41.7	12.1		1	1		100		12.1
120	Administration, Directive	4	2		50.0		54.2	13.9		1			100		13.9
130	Administration, Managerial	4	4	1	100.0	25.0	57.1	18.1							
140	Administration, Academic Deans	10	6	2	60.0	20.0	36.2	14.6							
FACULTY															
205 (1)	Business	8	3	1	37.5	12.5	36.2	24.5		1	1		100		24.5
206	Management	14	5	5	35.7	35.7	39.1	20.2							
207	Accounting	8	4	2	50.0	25.0	44.9	21.1							
218	Educational Psychology	4	1	2	25.0	50.0	72.3	19.8	2			100		72.3	
219	Educational Leadership & Policy Studies	2	1		50.0		61.5	23.5							
220	Curriculum & Instruction	30	23	6	76.7	20.0	72.6	20.7							
220N	Curriculum & Instruction - Not on Track	16	12	1	75.0	6.3	79.5	19.9	1	2		33	67	79.5	19.9
230	Performing Arts	4	1		25.0		51.2	12.9	1	1	1	50	50	51.2	12.9
238	Astronomy & Planetary Science	1	1		100.0		24.5	12.9							
248	Life Sciences	9	1	2	11.1	22.2	48.1	17.6	3		2	100		48.1	
250	Mathematics	4	1	1	25.0	25.0	26.5	19.5							
250N	Mathematics - Not on Track	9	2	1	22.2	11.1	33.0	22.9	1	1		50	50	33.0	22.9
251	Computer Science	2	2	1	100.0	50.0	18.3	26.3							
253	Communication	10	4	2	40.0	20.0	58.4	15.8	2		1	100		58.4	
260 (2)	Social/Behavioral Sciences	14	7	4	50.0	28.6	52.8	18.8							
263	Psychology	10	4	2	40.0	20.0	67.8	16.7	3		1	100		67.8	
265	Social Work	8	6	3	75.0	37.5	72.0	22.6							
266	Justice Studies	8	5	1	62.5	12.5	59.7	21.2		1			100		21.2
270	Recreation Management	5	3		60.0		40.3	9.1							
290	American Studies	19	9	8	47.4	42.1	45.6	13.7							
291	Women's Studies	4	4	3	100.0	75.0	65.5	21.7							
292	Humanities	2	2		100.0		51.4	14.3							
PROFESSIONAL															
310	Professional, Managerial	8	6	4	75.0	50.0	53.4	21.3							
315	Counselors and Teachers, Nonfaculty	22	16	7	72.7	31.8	77.6	23.7	1		1	100		77.6	
316	Engineers and Architects	3					12.0	24.2		1			100		24.2
317	Health Assessment and Treatment Occupations	4	4		100.0		90.8	16.6		1			100		16.6
318	Health Diagnosing Occupations	1	1		100.0		66.9	23.7							

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	Total	Fem.	Min.	Fem.	Min.	Fem.	Min.	Fem.	Min.		Fem. % Hires	Min. % Hires	Fem. %	Min. %
	n	n	n	%	%	%	%	n	n					
319	20	17	8	85.0	40.0	58.6	22.3							
320	14	9	2	64.3	14.3	72.1	12.8	1		1	100		72.1	
321	18	13	4	72.2	22.2	71.6	22.9							
322	38	11	6	28.9	15.8	30.3	21.1	1	2	2	33	67	30.3	21.1
323	1	1		100.0		32.2	28.1							
325	3	3		100.0		47.2	18.8		1			100		18.8
326	7	2	1	28.6	14.3	55.8	16.4	2		1	100		55.8	
328	31	30	9	96.8	29.0	69.7	23.1							
350	5	5	2	100.0	40.0	61.8	25.4							
360	4	3		75.0		47.7	17.8		1			100		17.8
CLERICAL/SECRETARIAL														
428	69	66	14	95.7	20.3	76.8	28.9		6	6		100		28.9
429	34	29	10	85.3	29.4	70.6	29.7							
430	7	6	2	85.7	28.6	72.8	29.5							
431	4	1	2	25.0	50.0	54.1	31.3	1			100		54.1	
432	18	16	1	88.9	5.6	78.7	28.1		4			100		28.1
433	1	1	1	100.0	100.0	63.6	34.2							
SKILLED CRAFTS														
639	4					4.6	35.8		1			100		35.8
640	19		6		31.6	4.7	27.5	1		1	100		4.7	
642	2					26.3	31.0	1	1		50	50	26.3	31.0
SERVICE/MAINTENANCE														
743	11	2	7	18.2	63.6	33.8	47.0	2			100		33.8	
745	2					32.3	37.2	1	1	1	50	50	32.3	37.2
746	14	1	10	7.1	71.4	26.0	51.4	3			100		26.0	
747	3		1		33.3	31.2	30.6	1			100		31.2	

[1] Includes Economics, Marketing, Finance. [2] Includes Political Science, Psychology, Sociology, Anthropology.

**GOAL ACHIEVEMENTS--2005
West Campus**

Job Group	Total Hires	Females					Minorities					Good Faith Efforts
		Goals		App %	Intv %	Decl #	Goals		App %	Intv %	Decl #	
		#	%				Met	#				
321		1		1								
322	1	50		0	18.8		50		0			Ad in <u>AZ Republic</u>
326	1	100		0	50.0	66.7						Ad in <u>AZ Republic</u> ; posted on HigherEdJobs.com, Jobing.com and Chronicle.com
428	8						3		2	10.1	17.4	One goal was met through a waiver of recruitment; ads in <u>AZ Republic</u> and <u>Glendale Star</u> ; West Pool Recruitment process
429	7						4		1	19.8	22.6	Ads in <u>AZ Republic</u> and <u>Glendale Star</u> ; West Pool Recruitment process
432							100		NA			
640	1	1		0								Ads in <u>AZ Republic</u> , <u>Glendale Star</u> , <u>Trades</u>
743	1	1		0	35.3	28.6						Ad in <u>Independent Newspaper of AZ</u>
746	2	1		0								Ads in <u>AZ Republic</u> , <u>Glenda Star</u> , <u>Peoria Times</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.

Full-Time Hire and Promotion Report WEST CAMPUS

EEO	Tenure	TOTAL					WHITE			MINORITY			FEMALE MINORITY				MALE MINORITY				STATUS									
		Tot	F	%	M	%	Tot	F	M	Tot	%	F	M	B	H	A	N	B	H	A	N	Dis	%	Spec	%	Viet	%	Othr	%	
3	N																													
	Applicants	41	15	36.6	26	63.4	34	11	23	7	17.1	4	3		1	3		1		2										
	Interviews	4	2	50.0	2	50.0	3	1	2	1	25.0	1				1														
	Offers	1	1	100.0			1	1																						
	Placements	1	1	100.0			1	1																						
	Hires	1	1	100.0			1	1																						
	Promotions																													
4																														
	Applicants	568	513	90.3	55	9.7	493	448	45	75	13.2	65	10	6	45	13	1	1	8	1				2	.4	1	.2			
	Interviews	72	62	86.1	10	13.9	58	50	8	14	19.4	12	2	2	8	1	1		2					1	1.4	1	1.4			
	Offers	20	16	80.0	4	20.0	18	15	3	2	10.0	1	1	1					1					1	5.0	1	5.0			
	Placements	19	15	78.9	4	21.1	17	14	3	2	10.5	1	1	1					1					1	5.3	1	5.3			
	Hires	17	13	76.5	4	23.5	15	12	3	2	11.8	1	1	1					1					1	5.9	1	5.9			
	Promotions	2	2	100.0			2	2																						
6																														
	Applicants	11			11	100.0	11		11																		1	9.1		
	Interviews	2			2	100.0	2		2																		1	50.0		
	Offers	1			1	100.0	1		1																		1	100.0		
	Placements	1			1	100.0	1		1																		1	100.0		
	Hires	1			1	100.0	1		1																		1	100.0		
	Promotions																													
7																														
	Applicants	61	10	16.4	51	83.6	49	8	41	12	19.7	2	10		2				1	9										
	Interviews	26	4	15.4	22	84.6	20	2	18	6	23.1	2	4		2				1	3										
	Offers	8			8	100.0	5		5	3	37.5		3						1	2										
	Placements	7			7	100.0	4		4	3	42.9		3						1	2										
	Hires	5			5	100.0	2		2	3	60.0		3						1	2										
	Promotions	2			2	100.0	2		2																					

Waivers-Full Time WEST CAMPUS

EEO Tenure	Tot	Female					Male					Dis	Viet	Spec	Othr	
		W	B	H	A	N	W	B	H	A	N					
1	2						2									
2 T	1	1														
2 O	3			1					2							
2 N	31	9		1	1		15	2	1	2			2			1
3	22	13		4	1		4									
3 O	1	1														
3 N	3	2	1													
4	6	4		2												
TOTAL	69	30	1	8	2		21	2	3	2			2			1

Waivers-Part Time WEST CAMPUS

EEO Tenure	Tot	Female					Male					Dis	Viet	Spec	Othr	
		W	B	H	A	N	W	B	H	A	N					
2 N	4	2		1			1									
3	1							1					1			
3 N	2	2														
4	2	1	1													
7	4						3	1								
TOTAL	13	5	1	1			4	1	1				1			