

# Eastern Michigan University

## # 6 - Summary of Affirmative Action Goals

Printed: 04/16/2008

Workforce: 09/18/2007

Job Grp #	Job Group Name	Total Employees	Utilization %				Availability %				Under Utilized				Differences			
			Fem	Black	Hisp	Other Mins	Fem	Black	Hisp	Other Mins	Fem	Black	Hisp	Other Mins	Fem	Black	Hisp	Other Mins
101	Senior Executives	22	31.8%	18.2%	0.0%	4.5%	37.8%	6.0%	4.5%	4.8%	YES	NO	YES	NO	1	0	1	0
102	Sr Level Academic Admin	57	63.2%	3.5%	3.5%	7.0%	52.4%	8.6%	4.7%	7.2%	NO	YES	YES	NO	0	3	1	0
103	Sr Level Student Serv Admin	37	54.1%	13.5%	2.7%	2.7%	59.7%	14.9%	5.3%	4.7%	YES	YES	YES	YES	2	1	1	1
104	Sr Level Business Admin	42	28.6%	7.1%	0.0%	0.0%	49.8%	8.1%	6.2%	6.0%	YES	NO	YES	YES	9	0	3	3
105	Operations Leaders	53	32.1%	11.3%	3.8%	0.0%	38.0%	6.9%	6.0%	4.8%	YES	NO	YES	YES	3	0	1	3
106	Academic & Student Leaders	28	85.7%	10.7%	3.6%	0.0%	62.7%	10.8%	6.0%	5.8%	NO	NO	YES	YES	0	0	1	2
200	Lecturers	99	54.5%	1.0%	1.0%	4.0%	58.8%	8.6%	4.9%	5.9%	YES	YES	YES	YES	4	8	4	2
201	African-American Studies Faculty	4	0.0%	100.0%	0.0%	0.0%	49.8%	6.6%	3.5%	3.6%	YES	NO	NO	NO	2	0	0	0
202	Communication & Theatre Arts Faculty	29	48.3%	13.8%	0.0%	6.9%	63.3%	7.0%	3.2%	4.0%	YES	NO	YES	NO	4	0	1	0
203	English Language & Literature Faculty	51	54.9%	5.9%	3.9%	0.0%	61.8%	2.8%	2.2%	3.3%	YES	NO	NO	YES	4	0	0	2
204	Foreign Languages & Bilingual Faculty	20	55.0%	0.0%	5.0%	20.0%	64.2%	2.2%	16.8%	1.5%	YES	NO	YES	NO	2	0	2	0
205	Arts Faculty	29	48.3%	3.4%	0.0%	6.9%	64.5%	3.5%	3.7%	5.6%	YES	NO	YES	NO	5	0	1	0
206	History & Philosophy Faculty	25	24.0%	4.0%	0.0%	0.0%	38.8%	4.3%	3.0%	3.2%	YES	NO	YES	YES	4	0	1	1
207	Music & Dance Faculty	30	43.3%	3.3%	0.0%	0.0%	47.4%	1.8%	2.3%	6.6%	YES	NO	YES	YES	1	0	1	2
208	Biology Faculty	19	26.3%	0.0%	0.0%	0.0%	46.3%	2.5%	3.2%	8.5%	YES	NO	YES	YES	4	0	1	2
209	Chemistry Faculty	20	40.0%	0.0%	5.0%	10.0%	31.7%	2.3%	2.2%	5.7%	NO	NO	NO	NO	0	0	0	0
210	Computer Science Faculty	12	41.7%	8.3%	0.0%	33.3%	20.5%	1.8%	1.4%	7.8%	NO	NO	NO	NO	0	0	0	0
211	Geography & Geology Faculty	15	26.7%	6.7%	0.0%	0.0%	36.6%	1.4%	2.0%	2.1%	YES	NO	NO	NO	1	0	0	0
212	Mathematics Faculty	23	39.1%	0.0%	0.0%	26.1%	30.9%	1.5%	2.7%	4.6%	NO	NO	YES	NO	0	0	1	0
213	Physics & Astronomy Faculty	11	27.3%	0.0%	0.0%	18.2%	17.0%	1.0%	1.4%	3.9%	NO	NO	NO	NO	0	0	0	0
214	Economics Faculty	11	18.2%	0.0%	0.0%	9.1%	29.6%	2.0%	1.1%	4.1%	YES	NO	NO	NO	1	0	0	0
215	Political Science Faculty	15	20.0%	6.7%	0.0%	0.0%	35.4%	6.0%	2.9%	4.7%	YES	NO	NO	YES	2	0	0	1
216	Psychology Faculty	22	50.0%	4.5%	0.0%	0.0%	67.3%	6.1%	5.1%	5.0%	YES	NO	YES	YES	4	0	1	1
217	Sociology, Anthro, & Criminology Faculty	20	45.0%	5.0%	10.0%	10.0%	56.9%	4.6%	5.4%	4.8%	YES	NO	NO	NO	2	0	0	0
218	School Health Prom & Human Performance Fac	21	47.6%	9.5%	9.5%	0.0%	49.5%	7.0%	3.1%	3.0%	NO	NO	NO	YES	0	0	0	1
219	Leadership & Counseling Faculty	18	55.6%	11.1%	0.0%	5.6%	65.7%	11.9%	4.1%	3.0%	YES	NO	YES	NO	2	0	1	0
220	Special Education Faculty	25	68.0%	8.0%	0.0%	8.0%	85.4%	6.6%	3.1%	3.5%	YES	NO	YES	NO	4	0	1	0
221	Teacher Education Faculty	48	81.3%	20.8%	2.1%	6.3%	73.6%	13.8%	4.1%	1.9%	NO	NO	YES	NO	0	0	1	0
222	School of Health Professions Faculty	18	66.7%	0.0%	0.0%	11.1%	67.9%	9.1%	3.0%	7.1%	NO	YES	YES	NO	0	2	1	0
224	School of Nursing Faculty	20	95.0%	15.0%	0.0%	20.0%	95.5%	5.9%	2.7%	3.0%	NO	NO	YES	NO	0	0	1	0
225	School of Social Work Faculty	17	82.4%	35.3%	5.9%	0.0%	72.4%	14.1%	3.3%	4.6%	NO	NO	NO	YES	0	0	0	1
226	Accounting & Finance Faculty	25	28.0%	12.0%	0.0%	16.0%	35.9%	8.4%	3.8%	6.1%	YES	NO	YES	NO	2	0	1	0
227	Computer Information Systems Faculty	16	6.3%	0.0%	6.3%	50.0%	27.2%	5.9%	3.0%	5.9%	YES	YES	NO	NO	3	1	0	0
228	Management Faculty	21	42.9%	9.5%	0.0%	19.0%	39.0%	6.8%	2.4%	4.3%	NO	NO	YES	NO	0	0	1	0
229	Marketing Faculty	22	45.5%	9.1%	0.0%	13.6%	37.3%	3.0%	3.7%	5.2%	NO	NO	YES	NO	0	0	1	0
231	School of Engineering Technology Faculty	27	18.5%	7.4%	0.0%	33.3%	14.9%	1.6%	1.2%	5.9%	NO	NO	NO	NO	0	0	0	0
232	School of Technology Studies Faculty	32	40.6%	6.3%	0.0%	9.4%	18.3%	2.1%	1.4%	5.6%	NO	NO	NO	NO	0	0	0	0
233	Library Faculty	24	66.7%	4.2%	0.0%	0.0%	82.6%	13.0%	0.0%	4.3%	YES	YES	NO	YES	4	2	0	1
301	Academic Professionals	97	72.2%	15.5%	0.0%	4.1%	66.9%	13.9%	7.4%	4.6%	NO	NO	YES	NO	0	0	7	0

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302	Student Service Professionals	75	66.7%	20.0%	2.7%	1.3%	77.0%	15.7%	10.1%	4.7%	YES	NO	YES	YES	8	0	6	3
303	Operations & Admin Professionals	85	65.9%	14.1%	3.5%	5.9%	56.0%	13.0%	2.0%	3.6%	NO	NO	NO	NO	0	0	0	0
304	Information Systems Professionals	71	28.2%	5.6%	0.0%	12.7%	31.7%	7.6%	1.4%	9.3%	YES	YES	YES	NO	2	1	1	0
305	Health Professionals	9	88.9%	0.0%	22.2%	0.0%	88.8%	13.8%	1.4%	6.4%	NO	YES	NO	YES	0	1	0	1
306	Athletic Professionals	51	23.5%	21.6%	0.0%	2.0%	38.0%	12.1%	1.7%	3.5%	YES	NO	YES	YES	7	0	1	1
401	Secretaries Levels 5-9 & Supv	103	100.0%	11.7%	1.0%	1.9%	78.4%	18.0%	1.1%	1.9%	NO	YES	NO	NO	0	6	0	0
402	Secretaries Levels 3-4	30	96.7%	26.7%	0.0%	0.0%	94.5%	16.1%	1.7%	2.2%	NO	NO	YES	YES	0	0	1	1
403	Clericals Levels 5-9 & Supv	140	92.9%	12.9%	2.1%	1.4%	59.8%	17.7%	2.8%	2.4%	NO	YES	YES	YES	0	7	1	1
404	Clericals Levels 3-4	13	53.8%	30.8%	7.7%	0.0%	82.9%	23.0%	2.1%	3.0%	YES	NO	NO	NO	4	0	0	0
501	Media & Graphics Technicians	11	18.2%	0.0%	0.0%	0.0%	26.1%	16.7%	1.9%	1.6%	YES	YES	NO	NO	1	2	0	0
502	Computer & Science Technicians	12	41.7%	25.0%	8.3%	0.0%	66.1%	16.9%	2.3%	7.6%	YES	NO	NO	YES	3	0	0	1
601	Skilled Trades	38	0.0%	0.0%	2.6%	2.6%	2.7%	7.5%	2.8%	2.4%	YES	YES	NO	NO	1	3	0	0
701	Police & Security Officers	20	30.0%	30.0%	0.0%	0.0%	25.5%	37.2%	2.3%	1.9%	NO	YES	NO	NO	0	1	0	0
702	Maintenance & Grounds Workers	37	8.1%	16.2%	0.0%	0.0%	10.5%	17.6%	6.8%	2.3%	YES	YES	YES	YES	1	1	3	1
703	Custodial Workers	102	33.3%	25.5%	2.0%	2.9%	34.6%	31.5%	2.9%	3.0%	YES	YES	YES	NO	1	6	1	0
704	Food Service Workers	22	45.5%	31.8%	0.0%	0.0%	59.7%	19.8%	3.9%	5.0%	YES	NO	YES	YES	3	0	1	1
<b>Total</b>		<b>1,944</b>	<b>53.6%</b>	<b>11.7%</b>	<b>1.7%</b>	<b>5.5%</b>												