

**EASTERN MICHIGAN UNIVERSITY**  
**Summary of Affirmative Action Goals**  
**Workforce As of: 09/19/2018**

Job Group#	Job Group Name	Total Employees	Utilization %					Availability %					Placement Goal				
			Fem	Min	Asian	Black	Hisp	Fem	Min	Asian	Black	Hisp	Fem	Min	Asian	Black	Hisp
101	Senior Executives	22	31.82%	31.82%	9.09%	9.09%	4.55%	37.40%	13.16%	2.65%	6.15%	2.66%	YES	NO	NO	NO	NO
102	Senior Level Academic Administrators	59	49.15%	15.25%	5.08%	8.47%	1.69%	47.18%	17.40%	2.19%	10.15%	3.56%	NO	YES	NO	NO	YES
103	Senior Level Student Service Administrators	32	46.88%	21.88%	9.38%	12.50%	0.0%	46.89%	22.05%	3.15%	14.35%	2.48%	NO	NO	NO	NO	NO
104	Senior Level Business & Finance Admin	41	46.34%	24.39%	4.88%	12.20%	0.0%	38.93%	15.99%	3.02%	7.75%	3.76%	NO	NO	NO	NO	YES
105	Operations Leaders	64	40.63 %	20.31%	0.0%	12.50%	4.69%	38.47%	21.95%	4.25%	12.98%	3.17%	NO	YES	YES	NO	NO
106	Academic & Student Leaders	9	33.33%	0.0%	0.0%	0.0%	0.0%	31.46%	15.44%	2.77%	7.19%	3.90%	NO	YES	NO	NO	NO
301	Academic Professionals	121	72.73%	22.31%	4.13%	10.74%	1.65%	56.18%	21.56%	2.75%	12.83%	4.07%	NO	NO	NO	YES	YES
302	Student Service Professionals	53	64.15%	341.51%	1.89%	30.19%	5.66%	59.84%	22.78%	2.34%	14.60%	3.95%	NO	NO	NO	NO	NO
303	Operations & Admin Professionals	924	73.91%	23.91%	4.35%	16.30%	2.17%	56.61%	18.02%	2.31%	11.73%	2.30%	NO	NO	NO	NO	NO
304	Information Systems Professionals	68	32.35%	19.12%	5.88%	4.41%	1.47%	33.65%	22.20%	9.56%	8.41%	2.53%	NO	YES	YES	YES	NO
305	Health Professionals	16	75.00%	18.75%	0.0%	0.0%	12.50%	79.29%	14.72%	3.12%	8.73%	1.53%	NO	NO	NO	YES	NO
306	Athletic Professionals	55	27.27%	21.82%	0.0%	14.55%	1.82%	36.96%	22.02%	2.79%	8.74%	7.76%	YES	NO	YES	NO	YES
401	Secretaries Levels 5-9 & Supervisors	59	100.0%	18.64%	0.0%	15.25%	0.0%	94.93%	14.61%	1.93%	9.85%	2.12%	NO	NO	NO	NO	YES
402	Secretaries Levels 3-4	2	100.0%	50.00%	0.0%	0.0%	0.0%	96.95%	14.11%	1.01%	9.82%	2.04%	NO	NO	NO	NO	NO
403	Clericals Levels 5-9 & Supervisors	87	87.36%	22.99%	2.30%	10.34%	4.60%	74.63%	17.06%	1.95%	11.10%	1.92%	NO	NO	NO	NO	NO
404	Clericals Levels 3-4	3	33.33%	66.67%	0.0%	66.67%	0.0%	78.33%	27.67%	2.63%	22.55%	1.81%	YES	NO	NO	NO	NO
501	Media & Graphics Technicians	5	20.0%	20.00%	0.0%	0.0%	20.0%	15.41%	18.64%	2.22%	12.62%	3.09%	NO	NO	NO	NO	NO
502	Computer & Science Technicians	7	28.57%	42.86%	0.0%	28.57%	0.0%	51.98%	11.27%	1.06%	6.59%	2.25%	YES	NO	NO	NO	NO
601	Skilled Trades	38	5.26%	7.89%	0.0%	5.26%	0.0%	5.60%	11.19%	1.03%	6.55%	2.20%	NO	YES	NO	NO	NO
701	Police & Security Officers	32	25.00%	31.25%	0.0%	21.88%	3.13%	19.93%	20.95%	0.79%	16.20%	2.08%	NO	NO	NO	NO	NO
702	Maintenance & Grounds Workers	28	3.57%	17.86%	0.0%	10.71%	3.57%	17.74%	22.39%	0.69%	10.95%	9.11%	YES	YES	NO	NO	YES
703	Custodial Workers	94	36.17%	40.43%	1.06%	25.53%	8.51%	33.00%	26.96%	0.60%	19.19%	4.96%	NO	NO	NO	NO	NO
704	Food Service Workers	15	40.00%	33.33%	0.0%	26.67%	6.67%	46.92%	25.48%	3.65%	15.73%	3.34%	YES	NO	NO	NO	NO

**EASTERN MICHIGAN UNIVERSITY**  
**Summary of Affirmative Action Goals**  
**Workforce As of: 09/19/2018**

Job Group#	Job Group Name	Total Employees	Utilization %					Availability %					Placement Goal				
			Fem	Min	Asian	Black	Hisp	Fem	Min	Asian	Black	Hisp	Fem	Min	Asian	Black	Hisp
200	Lecturers Masters Recipients	88	53.41%	12.50%	3.41%	5.68%	2.27%	76.36%	21.94%	3.46%	10.48%	6.13%	YES	YES	NO	YES	YES
201	Afro-American Studies Faculty	2	50.00%	100%	0.0%	100%	0.0%	39.59%	24.44%	7.57%	7.23%	5.85%	NO	NO	NO	NO	NO
202	Communication & Theatre Arts Faculty	30	46.67%	20.00%	10.00%	6.67%	0.0%	63.19%	26.88%	5.46%	2.70%	14.70%	YES	YES	NO	NO	YES
203	English Language & Literature Faculty	38	57.89%	7.89%	0.0%	5.26%	2.63%	61.43%	17.72%	4.78%	4.55%	3.80%	YES	YES	YES	NO	NO
204	Foreign Languages & Bilingual Faculty	17	88.24%	41.18%	23.53.0%	0.0%	17.65%	63.19%	26.88%	5.46%	2.70%	14.70%	NO	NO	NO	NO	NO
205	Fine Arts Faculty	29	44.83%	10.34%	6.90%	3.45%	0.0%	53.80%	17.36%	6.75%	2.57%	3.86%	YES	YES	NO	NO	YES
206	History & Philosophy Faculty	20	30.00%	5.00%	0.0%	5.0%	0.0%	41.62%	19.89%	3.98%	5.80%	4.07%	NO	NO	NO	NO	NO
207	Music and Dance Faculty	24	54.17%	8.33%	8.33%	0.0%	0.0%	53.80%	17.36%	6.75%	2.57%	3.86%	NO	YES	NO	NO	NO
208	Biology Faculty	23	30.43%	8.70%	0.0%	4.35%	0.0%	51.22%	24.91%	11.76%	3.86%	5.55%	YES	YES	YES	NO	YES
209	Chemistry Faculty	20	40.00%	10.00%	5.00%	0.0%	5.00%	36.64%	23.17%	10.21%	4.15%	5.31%	NO	YES	YES	NO	NO
210	Computer Science Faculty	14	42.86%	50.00%	50.00%	0.0%	0.0%	22.26%	28.32%	18.05%	3.76%	2.48%	NO	NO	NO	NO	NO
211	Geography & Geology Faculty	19	21.05%	26.32%	15.79%	5.26%	5.26%	40.29%	11.77%	3.36%	1.26%	3.95%	YES	NO	NO	NO	NO
212	Mathematics Faculty	25	36.00%	32.00%	32.00%	0.0%	0.0%	30.01%	22.51%	10.65%	3.53%	3.30%	NO	NO	NO	NO	NO
213	Physics & Astronomy Faculty	9	22.22%	11.11%	11.11%	0.0%	0.0%	18.30%	18.45%	8.69%	2.12%	3.14%	NO	NO	NO	NO	NO
214	Economics Faculty	9	11.11%	11.11%	11.11%	0.0%	0.0%	33.67%	26.27%	15.73%	5.40%	0.93%	YES	YES	NO	NO	NO
215	Political Science Faculty	15	20.0%	20.0%	6.67%	13.33%	0.0%	43.93%	22.61%	4.84%	6.97%	5.67%	YES	NO	NO	NO	NO
216	Psychology Faculty	25	56.00%	16.0%	8.00%	4.00%	0.0%	71.62%	24.04%	5.47%	4.46%	8.10%	YES	YES	NO	NO	YES
217	Sociology, Anthro & Criminology Faculty	22	54.55%	18.18%	13.64%	0.0%	4.55%	41.40%	21.90%	0.0%	9.77%	11.32%	NO	NO	NO	YES	YES
218	School Health Prom & Human Performance	34	47.06%	8.82%	2.94%	0.0%	5.88%	76.50%	19.55%	5.82%	7.26%	3.17%	YES	YES	NO	YES	NO
219	Leadership & Counseling Faculty	14	57.14%	50.00%	7.14%	28.57%	14.29%	52.68%	23.95%	5.22%	9.69%	5.14%	NO	NO	NO	NO	NO
220	Special Education Faculty	17	76.47%	23.53%	23.53%	0.0%	0.0%	67.20%	27.22%	3.65%	13.69%	6.25%	NO	NO	NO	NO	NO
221	Teacher Education Faculty	28	68.86%	21.43.0%	0.0%	17.86%	0.0%	67.20%	27.22%	3.65%	13.69%	6.25%	NO	YES	YES	NO	YES
222	School of Health Professions Faculty	26	84.62%	11.54%	11.54%	0.0%	0.0%	70.37%	31.85%	13.89%	8.96%	4.69%	NO	YES	NO	YES	YES

224	School of Nursing Education Faculty	27	88.89%	29.63%	11.11%	18.52%	0.0%	70.37%	31.85%	13.89%	8.96%	4.69%	NO	NO	NO	NO	YES
225	School of Social Work Faculty	27	88.89%	29.63%	3.70%	18.52%	7.41%	74.98%	34.86%	5.72%	15.28%	9.37%	YES	NO	NO	NO	NO
226	Accounting & Finance Faculty	25	44.00%	24.00%	16.00%	4.00%	4.00%	42.21%	26.62%	10.20%	8.64%	3.80%	NO	NO	NO	YES	NO
227	Computer Information Systems Faculty	6	0.0%	66.67%	66.67%	0.0%	0.0%	22.26%	28.32%	18.05%	3.76%	2.48%	YES	NO	NO	NO	NO
228	Management Faculty	21	57.14%	42.86%	28.57%	14.29%	0.0%	42.21%	26.62%	10.20%	8.64%	3.80%	NO	NO	NO	NO	NO
229	Marketing Faculty	20	35.00%	20.00%	15.00%	5.00%	0.0%	42.21%	26.62%	10.20%	8.64%	3.80%	YES	YES	NO	NO	NO
231	School of Engineering Technology Faculty	22	9.09%	54.55%	36.36%	9.09%	4.55%	16.69%	24.87%	11.92%	3.54%	4.25%	YES	NO	NO	NO	NO
232	School of Visual & Built Environments Faculty	14	42.86%	28.57%	21.43%	7.14%	0.0%	39.59%	24.44%	7.57%	7.23%	5.85%	NO	NO	NO	NO	NO
233	School of Technology & Pro Services Management Faculty	9	77.78%	22.22%	11.11%	11.11%	0.0%	22.26%	28.32%	18.05%	3.76%	2.48%	NO	NO	NO	NO	NO
234	School of Information Security & Applied Computing	7	14.29%	42.86%	42.86%	0.0%	0.0%	22.26%	28.32%	18.05%	3.76%	2.48%	NO	NO	NO	NO	NO
235	Library Faculty	19	68.42%	5.26%	0.0%	5.26%	0.0%	61.56%	22.34%	5.81%	8.68%	3.83%	NO	YES	YES	NO	YES
236	Women's Studies	2	100.0%	0.0%	0.0%	0.0%	0.0%	39.59%	24.44%	7.57%	7.23%	5.85%	NO	NO	NO	NO	NO
239	School of Art and Design	22	40.91%	4.55%	4.55%	0.0%	0.0%	53.80%	17.36%	6.75%	2.57%	3.86%	YES	YES	NO	NO	NO