

**EASTERN MICHIGAN UNIVERSITY**  
**Summary of Affirmative Action Goals**  
**Workforce: 09/19/2015**

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	40.9%	31.8%	9.1%	18.2%	4.6%	45.5%	14.7%	3.1%	7.7%	2.6%	YES	NO	NO	NO	NO
102	Senior Level Academic Administrators	54	63.0%	9.3%	1.9%	7.4%	0.0%	58.4%	19.4%	2.8%	12.0%	3.1%	NO	YES	NO	YES	YES
103	Senior Level Student Service Administrators	35	42.9%	20.0%	5.7%	11.4%	2.9%	52.6%	23.5%	2.6%	16.0%	3.1%	YES	YES	NO	YES	NO
104	Senior Level Business & Finance Admin	44	36.4%	15.9%	4.6%	9.1%	0.0%	40.6%	16.0%	3.2%	7.6%	3.6%	YES	NO	NO	NO	YES
105	Operations Leaders	65	44.6%	16.9%	0.0%	13.9%	3.1%	28.0%	18.0%	3.1%	10.8%	2.2%	NO	NO	YES	NO	NO
106	Academic & Student Leaders	12	66.7%	16.7%	0.0%	16.7%	0.0%	31.2%	15.3%	2.7%	7.1%	3.9%	NO	NO	NO	NO	NO
200	Lecturers Masters Recipients	90	56.7%	13.3%	3.3%	4.4%	3.3%	54.9%	23.3%	10.6%	5.9%	4.8%	NO	YES	YES	YES	YES
201	Afro-American Studies Faculty	6	66.7%	50.0%	0.0%	50.0%	0.0%	67.7%	42.0%	6.7%	14.9%	11.2%	NO	NO	NO	NO	NO
202	Communication & Theatre Arts Faculty	30	46.7%	16.7%	6.7%	6.7%	0.0%	59.5%	22.2%	6.0%	4.7%	7.5%	YES	YES	NO	NO	YES
203	English Language & Literature Faculty	46	56.5%	8.7%	2.2%	4.4%	2.2%	61.4%	17.7%	4.8%	4.6%	3.8%	YES	YES	YES	NO	NO
204	Foreign Languages & Bilingual Faculty	19	73.7%	36.8%	21.1%	0.0%	15.8%	63.2%	26.9%	5.5%	2.7%	14.7%	NO	NO	NO	NO	NO
205	Fine Arts Faculty	24	50.0%	4.2%	4.2%	0.0%	0.0%	53.8%	17.4%	6.8%	2.6%	3.9%	NO	YES	NO	NO	NO
206	History & Philosophy Faculty	25	32.0%	8.0%	4.0%	4.0%	0.0%	44.3%	19.2%	4.1%	5.2%	3.7%	YES	YES	NO	NO	NO
207	Music and Dance Faculty	25	48.0%	4.0%	4.0%	0.0%	0.0%	53.8%	17.4%	6.8%	2.6%	3.9%	YES	YES	NO	NO	NO
208	Biology Faculty	22	27.3%	9.1%	0.0%	4.6%	0.0%	51.2%	24.9%	11.8%	3.9%	5.6%	YES	YES	YES	NO	YES
209	Chemistry Faculty	22	40.9%	9.1%	4.6%	0.0%	4.6%	36.6%	23.2%	10.2%	4.2%	5.3%	NO	YES	YES	NO	NO
210	Computer Science Faculty	13	38.5%	46.2%	46.2%	0.0%	0.0%	22.3%	28.3%	18.1%	3.8%	2.5%	NO	NO	NO	NO	NO
211	Geography & Geology Faculty	19	31.6%	21.1%	10.5%	5.3%	5.3%	40.3%	11.8%	3.4%	1.3%	4.0%	YES	NO	NO	NO	NO
212	Mathematics Faculty	22	40.9%	27.3%	27.3%	0.0%	0.0%	30.0%	22.5%	10.7%	3.5%	3.3%	NO	NO	NO	NO	NO
213	Physics & Astronomy Faculty	10	20.0%	20.0%	20.0%	0.0%	0.0%	18.3%	18.5%	8.7%	2.1%	3.1%	NO	NO	NO	NO	NO
214	Economics Faculty	11	9.1%	18.2%	18.2%	0.0%	0.0%	33.7%	26.3%	15.7%	5.4%	0.9%	YES	NO	NO	NO	NO
215	Political Science Faculty	15	26.7%	20.0%	6.7%	13.3%	0.0%	43.9%	22.6%	4.8%	7.0%	5.7%	YES	NO	NO	NO	NO
216	Psychology Faculty	24	62.5%	16.7%	8.3%	4.2%	0.0%	71.6%	24.0%	5.5%	4.5%	8.1%	YES	YES	NO	NO	YES
217	Sociology, Anthro & Criminology Faculty	20	45.0%	15.0%	10.0%	0.0%	5.0%	55.2%	27.4%	3.1%	8.9%	9.1%	YES	YES	NO	YES	NO
218	School Health Prom & Human Performance	32	50.0%	9.4%	3.1%	0.0%	6.3%	76.5%	19.6%	5.8%	7.3%	3.2%	YES	YES	NO	YES	NO
219	Leadership & Counseling Faculty	14	50.0%	21.4%	0.0%	7.1%	14.3%	52.7%	24.0%	5.2%	9.7%	5.1%	NO	NO	NO	NO	NO
220	Special Education Faculty	23	69.6%	17.4%	13.0%	0.0%	4.4%	39.6%	24.4%	7.6%	7.2%	5.9%	NO	YES	NO	YES	NO
221	Teacher Education Faculty	33	75.8%	30.3%	0.0%	21.2%	3.0%	39.6%	24.4%	7.6%	7.2%	5.9%	NO	NO	YES	NO	NO
222	School of Health Professions Faculty	27	81.5%	11.1%	11.1%	0.0%	0.0%	70.4%	31.9%	13.9%	9.0%	4.7%	NO	YES	NO	YES	YES
224	School of Nursing Education Faculty	28	89.3%	25.0%	7.1%	17.9%	0.0%	70.4%	31.9%	13.9%	9.0%	4.7%	NO	YES	YES	NO	YES
225	School of Social Work Faculty	26	88.5%	26.9%	3.9%	19.2%	3.9%	75.0%	34.9%	5.7%	15.3%	9.4%	NO	YES	NO	NO	YES
226	Accounting & Finance Faculty	24	41.7%	29.2%	20.8%	8.3%	0.0%	42.2%	26.6%	10.2%	8.6%	3.8%	NO	NO	NO	NO	NO
227	Computer Information Systems Faculty	12	16.7%	33.3%	33.3%	0.0%	0.0%	22.3%	28.3%	18.1%	3.8%	2.5%	NO	NO	NO	NO	NO
228	Management Faculty	21	52.4%	38.1%	28.6%	9.5%	0.0%	42.2%	26.6%	10.2%	8.6%	3.8%	NO	NO	NO	NO	NO
229	Marketing Faculty	17	41.2%	29.4%	23.5%	5.9%	0.0%	42.2%	26.6%	10.2%	8.6%	3.8%	NO	NO	NO	NO	NO
231	School of Engineering Technology Faculty	21	4.8%	52.4%	38.1%	9.5%	0.0%	26.7%	31.2%	16.5%	4.4%	5.0%	YES	NO	NO	NO	YES
232	School of Visual & Built Environments Faculty	15	40.0%	26.7%	20.0%	6.7%	0.0%	46.4%	28.5%	11.3%	5.6%	5.3%	NO	NO	NO	NO	NO
233	School of Technology & Pro Services Management Faculty	16	62.5%	18.8%	6.3%	12.5%	0.0%	43.9%	27.5%	6.6%	8.9%	6.8%	NO	YES	NO	NO	YES
234	School of Information Security & Applied Computing	5	20.0%	40.0%	40.0%	0.0%	0.0%	22.3%	28.3%	18.1%	3.8%	2.5%	NO	NO	NO	NO	NO
235	Library Faculty	22	63.6%	9.1%	0.0%	9.1%	0.0%	61.6%	22.3%	5.8%	8.7%	3.8%	NO	YES	YES	NO	NO

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301	Academic Professionals	118	74.6%	20.3%	3.4%	12.7%	0.9%	57.4%	20.6%	2.8%	12.1%	4.0%	NO	NO	NO	NO	YES
302	Student Service Professionals	68	64.7%	27.9%	1.5%	20.6%	4.4%	60.0%	21.8%	2.5%	13.4%	4.1%	NO	NO	NO	NO	NO
303	Operations & Admin Professionals	103	70.9%	19.4%	2.9%	12.6%	1.9%	52.0%	17.8%	2.7%	10.9%	2.4%	NO	NO	NO	NO	NO
304	Information Systems Professionals	73	28.8%	21.9%	8.2%	6.9%	2.7%	29.7%	22.1%	10.4%	7.5%	2.6%	NO	NO	YES	NO	NO
305	Health Professionals	18	88.9%	16.7%	0.0%	0.0%	11.1%	82.0%	15.1%	3.2%	9.1%	1.5%	NO	NO	NO	YES	NO
306	Athletic Professionals	60	23.3%	20.0%	0.0%	18.3%	0.0%	37.2%	22.1%	2.8%	8.7%	7.8%	YES	YES	YES	NO	YES
401	Secretaries Levels 5-9 & Supervisors	64	98.4%	20.3%	0.0%	15.6%	0.0%	97.4%	16.9%	0.8%	12.1%	1.5%	NO	NO	NO	NO	NO
402	Secretaries Levels 3-4	18	100.0%	22.2%	0.0%	16.7%	0.0%	97.0%	14.1%	1.0%	9.8%	2.0%	NO	NO	NO	NO	NO
403	Clericals Levels 5-9 & Supervisors	112	87.5%	21.4%	0.9%	15.2%	4.5%	68.4%	26.4%	4.1%	19.1%	1.6%	NO	YES	YES	YES	NO
404	Clericals Levels 3-4	8	37.5%	62.5%	12.5%	50.0%	0.0%	67.4%	29.5%	5.5%	19.9%	1.4%	YES	NO	NO	NO	NO
501	Media & Graphics Technicians	10	20.0%	20.0%	0.0%	10.0%	10.0%	26.3%	14.6%	1.0%	10.7%	2.1%	NO	NO	NO	NO	NO
502	Computer & Science Technicians	9	55.6%	33.3%	0.0%	22.2%	0.0%	54.0%	17.9%	5.0%	8.9%	1.9%	NO	NO	NO	NO	NO
601	Skilled Trades	38	5.3%	7.9%	0.0%	5.3%	0.0%	5.5%	11.2%	1.1%	6.5%	2.2%	NO	YES	NO	NO	NO
701	Police & Security Officers	34	29.4%	26.5%	0.0%	20.6%	2.9%	20.2%	20.4%	0.7%	15.9%	2.1%	NO	NO	NO	NO	NO
702	Maintenance & Grounds Workers	35	8.6%	17.1%	0.0%	8.6%	5.7%	13.4%	22.5%	0.7%	10.1%	10.0%	YES	YES	NO	NO	YES
703	Custodial Workers	106	34.9%	39.6%	0.9%	26.4%	7.6%	33.0%	27.0%	0.6%	19.2%	5.0%	NO	NO	NO	NO	NO
704	Food Service Workers	23	30.4%	30.4%	4.4%	21.7%	4.4%	45.6%	25.8%	3.4%	15.8%	4.0%	YES	NO	NO	NO	NO