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## UA21 WKU Affirmative Action Plan, Volume VI

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**Western Kentucky University**

**AFFIRMATIVE ACTION PLAN**

**Volume VI**

**"Education for**

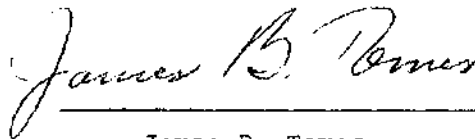


**Leadership"**

Volume VI

Affirmative Action Plan

This volume contains the Report to the President for 1984 - 85, and the workforce analyses, availability rates, goals and timetables for the 1985 - 86 academic year by departmental units. The ultimate goals are scheduled for 1987.

A handwritten signature in cursive script that reads "James B. Tomes". The signature is written in dark ink and is positioned above a horizontal line.

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James B. Tomes  
Affirmative Action Officer



# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

August 1, 1985

Department of Personnel Services

## MEMORANDUM

TO: Dr. Donald Zacharias, President

FROM: James B. Tomes, Affirmative Action Officer *James B. Tomes*

SUBJECT: Annual Affirmative Action Program Report

This annual report of progress in the Affirmative Action - Equal Employment Opportunity Program is made in accordance with Section XIII of the Affirmative Action Plan, as amended July 1, 1981. This report for the twelve months period ending June 30, 1985, consists of four main components. They are: Promotions during the year, recruitment activities to include goals and results, a comparison of personnel strengths for the years 1983 - 84 and 1984 - 85, and conclusions regarding overall progress with recommendations for future improvements.

### PROMOTIONS

Promotions during the period were awarded to ninety-one employees, and fifty-one percent of those employees were women. The record is quite similar to last year's when women received fifty-three percent of the promotions. During 1984 - 85, six minority employees were advanced thereby receiving seven percent of the promotions. This rate seems to be appropriate, since minority employees constitute seven percent of the employee group. Please refer to Table 1 for additional details.

The total number of promotions is indicative of sound personnel management policies, and Western employees are fortunate to work in an environment that provides such avenues for advancement.

### RECRUITMENT ACTIVITIES

Table 2 provides data on applications received and offers of employment resulting from such applications. It is evident that our recruiting announcements have attracted sufficient numbers of women and minority applicants. This is especially true for professional nonfaculty and for faculty except in certain high demand disciplines. Twenty-three blacks applied for faculty positions, and three, or fourteen percent, received offers of employment. This ratio compares favorably with other faculty applicants of whom only eight percent received offers.

Ten percent of the applicants for management, faculty, and professional nonfaculty jobs were minorities - an appropriate ratio consistent with their availability for such jobs. Our outreach policy of announcing and advertising vacant positions is clearly a successful one.

Table 3 provides statistical information indicating women and minorities received fair treatment in the hiring process. Of the total minority persons who have applied, twenty-nine received offers of employment and twenty-six accepted. Women comprised fifty-one percent of the appointments (new hires) while minorities comprised fifteen percent. Those ratios, if continued in future years, will result in increased representation for both women and minorities in our work force.

The retention of black employees continues to be our main problem. Over the years we have been very successful in recruiting, hiring and training blacks, but in many cases they have moved to better positions or higher paying jobs. We must, of course, continue to improve our recruiting and hiring techniques, but it is also essential to reinforce our efforts in retention of blacks once they are hired. For example, we appointed three new black faculty members but three others also resigned during the year resulting in no net gain. Our experience in the other classifications has been similar.

Table 4 provides a summary of affirmative action goals and results by college and major division for the 1984 - 85 fiscal year. It is apparent that some units are more successful than others in establishing and reaching employment goals. While factors such as the number of open positions and the availability of minorities to fill those positions affect the attainment of goals, it is clear that in some cases management influence has a positive impact. For example, three black new faculty were hired in Potter College; Odgen College hired nineteen new faculty with no black appointments. We need to review our recruiting techniques for faculty positions in Odgen College to determine if low availability rates is the true reason that blacks are not hired.

#### COMPARISON OF PERSONNEL STRENGTHS

Tables 5 and 6 provide a comparison of personnel strength by E.E.O. activity, race, and sex for the two fiscal years.

Losses of minority personnel (separations) by name, classification, and type of separation are shown in Table 7.

CONCLUSIONS AND RECOMMENDATIONS

Statistical data indicate that our ability to attract, recruit and hire minority persons is about the same as last year's. It is essential that we increase our efforts in all areas; we must recruit and hire minority persons in numbers great enough to offset the expected losses.

I would like to repeat the recommendation made last year that supervisory and management personnel at all levels be formally evaluated for their support of the Affirmative Action Program. The instruments used for performance evaluation should be revised to include specific comments regarding efforts and results in affirmative action.

JBT:gsp

Encl: Tables 1 through 7

TABLE I  
 PROMOTIONS  
 WESTERN KENTUCKY UNIVERSITY  
 July 1, 1984 - June 30, 1985

Total University				Minority Group									
Primary Occupational Activity	Total Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Native	Asian or Pacific Islander		
				Exec. Adm. & Mgt.	6	5	1						
Faculty	19	16	3										
Professional Non-Faculty	19	6	13	1				1	1				
Secretary/Clerical	19	1	18					1					
Technical Para-Prof.	-0-	-0-	-0-										
Skilled Crafts	10	9	1	1									
Service/Maintenance	18	8	10					1					
TOTAL	91	45	46	2	-0-	-0-	-0-	3	1	-0-	-0-		

TABLE 2  
Applications and Offers  
Western Kentucky University  
July 1, 1984 - June 30, 1985

ACTIVITY	ALL APPLICANTS			MINORITY APPLICANTS								
	TOTAL	MEN	WOMEN	MEN				WOMEN				
				BLACK	API	AI&AN	HISP	BLACK	API	AI&AN	HISP	
I Exec., Adm. & Mgt.	246	213	33	6	6				2	2		
Offers	3	2	1									
II Faculty	632	516	116	17	49	6	8	4	6	1		
Offers	51	30	21	2	5			1				
III Prof. Non-Faculty	421	249	172	9	2		3	10	3			
Offers	43	28	15	4				1				
IV Secretarial/Clerical	449	20	429	2				40				
Offers	44	1	43	2		1		5				
V Tech. & Paraprof.	30	20	10									
Offers	3	2	1									
VI Skilled Crafts	181	165	16	5								
Offers	9	8	1	1								
VII Service/Maintenance	549	267	282	54				52				
Offers	32	16	16	5				2				



TABLE 3  
 NEW HIRES  
 WESTERN KENTUCKY UNIVERSITY  
 July 1, 1984 - June 30, 1985

Primary Occupational Activity	Total University			Minority Group									
	Total Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Native	Asian or Pacific Islander		
Exec. Adm. & Mgt.	3	2	1										
Faculty	44	28	16	2			3	1					
Professional Non-Faculty	41	28	13	4				1					
Secretary/Clerical	40	1	39	1				5	1				
Technical Para-Prof.	3	2	1										
Skilled Crafts	9	8	1	1									
Service/Maintenance	30	14	16	5				2					
TOTAL	170	83	87	13	-0-	-0-	3	9	1	-0-	-0-		

TABLE 4  
AFFIRMATIVE ACTION PROGRAM GOALS AND RESULTS 1984 - 85  
WESTERN KENTUCKY UNIVERSITY

COLLEGE OR MAJOR DIVISION	Annual Goals		New Hires (84-85)			Total	Goals Attained	
	Minorities	Women	Minorities	Women	Others	New Hires	Minorities	Women
<u>BUSINESS ADMINISTRATION</u>								
Exec., Admin. & Mgmt.	0	1	0	0	1	1	N/A	No
Faculty	2	3	1	2	4	7	No	No
Prof. Non-Faculty	0	0	0	0	1	1	N/A	N/A
Secretary - Clerical	1	0	0	2	0	2	No	N/A
<u>POTTER COLLEGE</u>								
Faculty	8	3	3	2	10	15	No	No
Secretary - Clerical	1	3	0	0	0	0	No	No
<u>EDUCATION</u>								
Faculty	0	3	0	4	0	4	N/A	Yes
Prof. Non-Faculty	0	0	1	1	4	6	N/A	N/A
Secretary - Clerical	1	2	1	5	0	6	Yes	Yes
Tech. & Paraprof.	0	0	0	1	2	3	N/A	N/A
Service Maintenance	0	0	0	1	0	1	N/A	N/A
<u>ODDEN COLLEGE</u>								
Exec. Admin. & Mgmt.	1	0	0	0	0	0	No	N/A
Faculty	4	9	2	8	9	19	No	No
Prof. - Non-Faculty	0	0	0	0	1	1	N/A	N/A
Secretary - Clerical	1	3	1	4	0	5	Yes	Yes
Tech. & Paraprof.	0	0	0	1	0	1	N/A	N/A
<u>ACADEMIC SERVICES</u>								
Prof. Non-Faculty	0	3	1	4	2	7	N/A	Yes
Secretary - Clerical	1	2	0	2	0	2	No	Yes
Skilled	0	0	0	0	1	1	N/A	N/A
<u>ACADEMIC AFFAIRS</u>								
Exec., Admin. & Mgmt.	0	1	0	1	1	2	N/A	Yes
Prof. & Non-Faculty	0	0	1	3	2	6	N/A	N/A
Secretary - Clerical	0	3	0	2	0	2	N/A	No
<u>PRESIDENT - COMP. &amp; INFORM.</u>								
Prof. Non-Faculty	0	0	0	1	1	2	N/A	N/A
Secretary - Clerical	1	0	0	1	0	1	No	N/A
<u>BUSINESS AFFAIRS</u>								
Prof. - Non-Faculty	0	0	0	0	1	1	N/A	N/A
Secretary - Clerical	2	3	3	10	0	13	Yes	Yes
Skilled	9	9	0	1	7	8	No	No
Service Maintenance	1	0	8	16	9	33	Yes	N/A
<u>STUDENT AFFAIRS</u>								
Prof. Non-Faculty	2	7	2	5	10	17	Yes	No
Secretary - Clerical	0	0	2	11	0	13	N/A	N/A
Service - Maintenance	1	1	0	0	1	1	No	No

The figure for total new hires will not be consistent with Table 3, because female minority members are counted twice in this table.

TABLE 5  
 UTILIZATION ANALYSIS  
 WESTERN KENTUCKY UNIVERSITY  
 July 1, 1984 - June 30, 1985

Total University				Minority Group							
Primary Occupational Activity	Total Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female			
				Black	Hispanic	American Indian or Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Native	Asian or Pacific Islander
				Exec. Adm. & Mgt.	94	79	15	2			
Faculty	546	414	132	4	2	1	6	5			1
Professional Non-Faculty	195	95	100	7				10	1		2
Secretary/Clerical	291	11	280	1				10	1		
Technical Para-Prof.	12	2	10								
Skilled Crafts	93	84	9	3							
Service/Maintenance	263	120	143	18				22			
TOTAL	1,494	805	689	35	2	1	6	48	2	-0-	3

TABLE 6  
 UTILIZATION ANALYSIS  
 WESTERN KENTUCKY UNIVERSITY  
 July 1, 1984 - June 30, 1985

(REGULAR FULL-TIME)

Total University				Minority Group							
Primary Occupational Activity	Total Including Minorities	Total Male Including Minorities	Total Female Including Minorities	Male				Female			
				Black	Hispanic	American Indian or Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Native	Asian or Pacific Islander
				Exec. Adm. & Mgt.	91	75	16	2			
Faculty	545	414	131	5	1	1	9	4			1
Professional Non-Faculty	193	94	99	7				9	1		2
Secretary/Clerical	297	11	286	2				13	2		1
Technical Para-Prof.	15	3	12					1			
Skilled Crafts	91	82	9	2							
Service/Maintenance	259	115	144	18				23			
TOTAL	1,491	794	697	36	1	1	9	51	3	-0-	4

TABLE 7  
 MINORITY PERSONNEL SEPARATIONS  
 JULY 1, 1984 - JUNE 30, 1985

<u>NAME</u>	<u>CLASSIFICATION</u>	<u>ETHNIC</u>	<u>REMARKS</u>
Kenny Britt	Painter I	Black	Discharged
James Johnson	Painter II	Black	Discharged
William Kang	Instructor	Asian	Resignation
Barbara Lee-Robinson	Assistant Professor	Black	Resignation
Gregory McKinney	Assistant Professor	Black	Resignation
Delanyard Robinson	Associate Professor	Black	Resignation
Nancy Shanklin	Clerk	Black	Resignation
Larry Walker	Assistant Coach	Black	Resignation
Laura Butts	Building Service Attendant	Black	Abandoned Job
Sidney Carr	Building Service Attendant	Black	Resignation
David Culley	Assistant Coach	Black	Resignation
Linda Booker	Research Assistant	Black	Resignation
Angelo Bailey	Building Service Attendant	Black	Resignation
Darrell Price	Dish Machine Operator	Black	Discharged
Phillip Rigsby	Building Service Attendant	Black	Resignation
Gary Willis	Building Service Attendant	Black	Resignation
Jeffery Monroe	Resident Hall Director	Black	Resignation
Asegash Tsegaye	Associate Professor	Black	Resignation

By E.E.O. Activity:

Executive/Admin.	- 0
Faculty	- 4
Professional Non-Faculty	- 5
Secretarial - Clerical	- 1
Tech., Paraprof.	- 0
Skilled Trades	- 2
Service - Maintenance	- 6

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Dean's Office Potter College of Arts & Humanities (34-003)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	TOTAL	MINORITIES		WOMEN		MINORITIES		WOMEN					
				BLACK	API	AIE	HISP	BLACK	API	AIE	HISP								PROM.		NEW HIRE	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Dean	1	1	0																											
Assistant Dean	1	1	0																											
Cat. I Total	2	2	0										-0-	-0-	4.9	17.9	no	no	-0-	-	-1-	-1-	-	-	-0-	-1-	1985	-0-	-	
IV Prin. Secretary	1	0	1																											
Sr. Admin Sec.	1	0	1																											
Sr. Secretary	1	0	1																											
Cat IV Total	3	0	3										-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	
V Tech. Coordinator	1	1	0																											
	1	1	0										-0-	-0-	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: July 1, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: College of Arts, Humanities and Social Sciences (Composite)

POSITION TITLE	(1)		(2)		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER-UTILIZ (YES OR NO)		(7) PROJ OPRG.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS												
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MR	WOMEN	MINORITIES			WOMEN			MINORITIES		WOMEN												
				BLACK	A.P.I.	A.I.E.	MSI.	BLACK	A.P.I.	A.I.E.	HISP.							PROM.		NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE										
	BLACK	A.P.I.	A.I.E.	MSI.	BLACK	A.P.I.	A.I.E.	HISP.	MIN	WOMEN	MIN	WOMEN	MR	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.		NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE													
<b>I</b>																																						
Dean	1	1	0																																			
Assistant Dean	1	1	0																																			
Department Heads	9	9	0																																			
Cat. I Total	11	11	0																																			
<b>II</b>																																						
Professors	79	71	8				1																															
Associate Professors	54	36	18	2			1																															
Assistant Professors	34	21	13		1				2																													
Instructors	6	4	2	1																																		
Photo-Jour. In-Res.	1	1	0																																			
Cat. II Total	174	133	41	3	1		2		2					4.0	23.8	*	*	yes	yes	-5-	-3-	-2-	-5-	-2-	-1-	-3-	-5-	1987	-6-	1987								





DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 18, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT Art Department (1-302)

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. ORNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS							
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN		PROJ.	MINORITIES			WOMEN			MINORITIES		WOMEN				
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.									MIN	WOMEN	MIN	WOMEN	PROJ.	NEW HIRE	TOTAL	PROJ.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER
I Department Head	1	1	0											0-	0-	4.9	17.0	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-	0-	-
II Professor	7	6	1				1																									
Associate Professor	1	1	0																													
Assistant Professor	3	1	2		1																											
Cat. II Total	11	8	3		1		1							18.2	27.3	2.8	59.7	no	yes	-2-	-1-	-	-1-	-1-	-	-1-	-0-	-	-2-	1987		
IV Dept. Secretary	1	0	1											0-	100.0	4.0	N/A	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-	0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: English (01-303)

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	PROJ.	NEW HIRES		TOTAL	PROM.	NEW HIRES	TOTAL	MINORITIES		WOMEN			
				BLACK	APL	AIE	HISP.	BLACK	APL	AIE	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Department Head	1	1	0											0-	0-	4.9	17.9	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-
II Professor	13	11	2																											
Associate Professor	15	5	10																											
Assistant Professor	10	5	5																											
Cat. II Total	38	21	17					1						2.6	44.7	5.9	34.3	yes	no	0-	-	-	0-	-1-	-	-1-	-3-	1987	0-	-
IV Senior Secretary	1	0	1																											
Admin. Secretary	1	0	1																											
Dept. Secretary	1	0	1																											
Cat IV Total	3	0	3											0-	100.0	4.0	N/A	no	no	0-	-	-	0-	-	-	0-	-1-	1986	0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 12, 1985  
ANNUAL GOALS FOR: 1985-86  
ULTIMATE GOALS: Up to 1987

DEPARTMENT: Modern Languages & Intercultural Studies (1-304)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)								
	TOTAL	MEN	WOMEN	MINORITIES				BLACK	A.P.I.	A.I.E.	HISP.	M/N.	WOMEN	PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS											
				MEN										WOMEN				MIN.	WOMEN		MIN.	WOMEN	MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	MIN	WOMEN			
	BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	MIN.	WOMEN	MIN.	WOMEN	MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	MIN		WOMEN	MIN	WOMEN	MIN	WOMEN	MIN	WOMEN								
I Department Head	1	1	0											0	0	4.9	17.9	no	no	0						0									
II Professor	6	6	0																																
Associate Professor	6	4	2				1																												
Assistant Professor	1	0	1					1																											
Cat. II Total	13	10	3				1	1						15.3	23.1	9.2	46.3	no	yes	0						0				1	87	1	87		
IV Sr. Dept. Secretary	1	0	1											0	100.0	4.0	N/A	no	no	0						0									

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: History (1-305)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROM. OPNS	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			MINORITIES		WOMEN		MINORITIES		WOMEN			
				BLACK	A.P.I.	ALL	HISP.	BLACK	A.P.I.	ALL	HISP.	MIN	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Department Head	1	1	0											-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	16	15	1											-0-	12.5	13.0	25.3	yes	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
Associate Professor	2	1	1																											
Cat. II Total	18	16	2											-0-	12.5	13.0	25.3	yes	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Sr. Dept. Secretary	1	0	1											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 7, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Music (1-306)

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL				AVAIL PERCENT		UNDER- UTIL. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS											
				MEN		WOMEN		MIN.	WOMEN	MEN	WOMEN	MIN	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL		MINORITIES		WOMEN							
				BLACK	A.P.I.	A.I.E.	HISP.														BLACK	A.P.I.	A.I.E.	HISP.	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-	
II Professor	5	4	1																											
Associate Professor	4	3	1																											
Assistant Professor	7	4	3																											
Instructor	1	1	0																											
Cat. II Total	17	12	5									-0-	29.4	3.4	30.4	yes	no	-1-	-	-1-	-1-	-	-	-0-	-1-	1987	-0-	-	-	
IV Secretary	1	0	1																											
Sr. Secretary	1	0	1																											
Cat. IV Total	2	0	2									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	-	

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 10, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Philosophy and Religion (01-307)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	PROM.		NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.																			
I Department Head	1	1	0											0-	0-	4.9	17.9	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-
II Professor	6	5	1																											
Associate Professor	3	3	0	1																										
Assistant Professor	2	2	0																											
Instructor	1	1	0																											
Cat. II Total	12	11	1	1										8.3	8.3	4.9	17.9	no	yes	0-	-1-	-	-1-	-	-	0-	0-	-	0-	-
IV Dept. Secretary	1	0	1													4.0	N/A	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 17, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Communication and Theatre (1-308)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPMS	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	NEW HIRE	TOTAL	MINORITIES		WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE					
				BLACK	API	AIE	HISP.	BLACK	API	AIE	HISP.															MIN.	WOMEN	MIN.	WOMEN	MIN.
I Department Head	1	1	0											-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	9	9	0																											
Associate Professor	7	7	0																											
Assistant Professor	5	3	2																											
Instructor	1	0	1																											
Cat. II Total	22	19	3											-0-	13.6	11.0	36.3	yes	yes	-2-	-	-1-	-1-	-	-	-0-	-0-	-	-2-	1987
IV Dept. Secretary	1	0	1																											
Sr. Dept. Secretary	1	0	1																											
Cat. IV Total	2	0	2											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 7, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Journalism (1-309)

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROJ.	NEW HIRE		TOTAL	PROJ.	NEW HIRE	TOTAL	MINORITIES		WOMEN			
				BLACK	API	AJE	HISP.	BLACK	API	AJE	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Department Head	0	0	0											-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	2	2	0																											
Associate Professor	6	5	1																											
Assistant Professor	3	3	0																											
Instructor	2	1	1																											
Photo-Journalist- In-Residence	1	1	0																											
Cat. II Total	14	12	2											-0-	14.3	5.3	22.2	yes	yes	-0-	-	-	-0-	-	-1-	-1-	-0-	-	-2-	1987
IV Sr. Dept. Secretary	1	0	1											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
*Includes University Publications																														



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Government (01-311)

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL				AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	FROM.	NEW HIRE		TOTAL	FROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN			
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												MIN.	WOMEN	MIN.	WOMEN	NUMBER	TARGET DATE
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor Assistant Professor Cat. II Total	8 1 9	7 1 8	1 0 1									-0-	-0-	13.7	20.2	yes	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Dept. Secretary	1	0	1									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Sociology, Anth., & Social Work (01-312)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OFNS	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES										PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS							
				MEN				WOMEN						MIN	WOMEN	MIN	WOMEN	MIN	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN				
				BLACK	API.	AJE.	HISP.	BLACK	API.	AJE.	HISP.	MIN	WOMEN												MIN	WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
I Department Head	1	1	0												-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	7	6	1																												
Associate Professor	10	7	3	1																											
Assistant Professor	2	2	0																												
Instructor	2	2	0	1																											
Cat. II Total	21	17	4	2											9.5	19.0	10.0	28.0	no	yes	-0-	-1-	-	-1-	-	-	-0-	-0-	-	-1-	87
IV Sr. Dept. Secretary	1	0	1																												
Dept. Secretary	1	0	1																												
Cat. IV Total	2	0	2												-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

**DEPARTMENTAL WORKSHEET**  
**WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: College of Business Administration (Composite)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)		(3)				(4)		(5)		(6)		(7) PROJ. OPNS.	(8)			(9)								
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS								
				MEN		WOMEN		MIN.	WOMEN	MIN.	WOMEN	MIN		WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.																		
I																									
Dean	1	1	0																						
Assistant Dean	1	1	0																						
Department Head	5	5	0																						
Cat. I Total	7	7	0					0-	0-	4.9	17.9	yes	yes	-2-	-0-	-0-	-	-0-	-0-	-	-0-	-			
II																									
Professor	10	9	1		1																				
Associate Professor	18	17	1																						
Assistant Professor	23	20	3		1																				
Instructor	7	4	3		2																				
Cat. II Total	58	50	8		4			7.0	13.8	*	*	yes	yes	11	-0-	-3-	-3-	-0-	-3-	-3-	-1-	1987	-3-	1987	
III																									
Staff Assistant	1	1	0							0	0	9.4	31.9	no	no	-1-	-	-	-0-	-	-	-0-	-0-	-	-0-



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Dean's Office College of Business Admin. (34-001)

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				MINORITIES				PERCENT OF TOTAL MIN.	WOMEN	AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS						
				MEN				WOMEN						MIN.	WOMEN	MIN.	WOMEN		PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN	
				BLACK	API.	A.I.E.	HISP.	BLACK	API.	A.I.E.	HISP.														MIN.	WOMEN	NUMBER	TARGET DATE
I Dean	1	1	0																									
Assistant Dean	1	1	0																									
Cat. I Total	2	2	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-
III Staff Assistant	1	1	0									-0-	-0-	9.1	31.9	no	no	-1-	-	-	-0-	-	-	-0-	-0-	-	-	-0-
IV Prin. Secretary	1	0	1									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Accounting (1-102)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. ORNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS										
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	MINORITIES		WOMEN		MINORITIES		WOMEN						
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.F.	HISP.								PROM.		NEW HIRE	PROM.	NEW HIRE	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
I Department Head	1	1	0											-0-	-0-	4.9	17.9	no	no	-1-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
II Professor	2	2	0																												
Associate Professor	1	1	0																												
Assistant Professor	6	6	0																												
Instructor	1	0	1																												
Cat. II Total	10	9	1											-0-	10.0	9.9	14.3	yes	no	-1-	-	-	-0-	-	-	-0-	-0-	-	-1-	87	
IV Sr. Dept. Secretary	1	0	1											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Economics (1-103)

POSITION TITLE	(2)		(3)								(4)		(5)		(6)		(7)	(8)			(9)					
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS				ULTIMATE GOALS								
				MEN		WOMEN		MIN	WOMEN	MIN	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL		PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	MIN	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Department Head	1	1	0							-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	2	2	0																							
Associate Professor	6	5	1																							
Assistant Professor	6	6	0			1																				
Cat. II Total	14	13	1			1				7.1	7.1	12.8	13.6	yes	yes	-3-	-	-1-	-1-	-	-1-	-1-	-0-	-	-1-	87
IV Sr. Dept. Secretary	1	0	1							-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Administrative Office Systems (1-105)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL				AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	PROVA.	NEW HIRE		TOTAL	PROVA.	NEW HIRE	TOTAL	MINORITIES		WOMEN			
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												MIN.	WOMEN	MIN.	WOMEN	NUMBER	TARGET DATE
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	2	1	1																									
Associate Professor	2	2	0																									
Assistant Professor	3	0	3																									
Cat. II Total	7	3	4									-0-	57.1	11.5	50.0	yes	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Dept. Secretary	1	0	1									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Management and Marketing (1-107)

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS				
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN				
				BLACK	A.F.I.	A.I.E.	HISP.	BLACK	A.F.I.	A.I.E.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-1-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
II Professor	3	3	0																										
Associate Professor	4	4	0																										
Assistant Professor	6	6	0																										
Instructor	1	1	0																										
Cat. II Total	14	14	0									7.1	-0-	11.5	14.3	yes	yes	-4-	-	-1-	-1-	-	-1-	-1-	-1-	87	-1-	87	
IV Sr. Dept. Secretary	1	0	1									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 28, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Finance & Management Info. Systems (1-109)

(1) POSITION TITLE	(2)		(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL				AVAIL PERCENT		UNDER-UTILIZ (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MINORITIES			WOMEN									
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.					MIN		WOMEN	MIN	WOMEN	PROVA	NEW HIRE	TOTAL	PROVA	NEW HIRE	TOTAL	NUMBER	TARGET DATE
I Department Head	1	1	0								0-	0-	4.9	17.9	no	no	0-	-	-	0-	-	-	0-	0-	-	-	0-	-
II Professor	1	1	0																									
Associate Professor	5	5	0																									
Assistant Professor	2	2	0																									
Instructor	5	3	2					2																				
Cat. II Total	13	11	2					2			15.4	15.4	11.5	14.3	no	no	-3-	-	-1-	-1-	-	-1-	-1-	0-	-	-0-	-	
IV Dept. Secretary	1	0	1								0-	100.0	4.0	N/A	no	no	0-	-	-	0-	-	-	0-	0-	-	-0-	-	

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: July 1, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: College of Education & Behavioral Sciences (Composite)

(1) POSITION TITLE	(2)			(3)				(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)					
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS								
				MEN		WOMEN		MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		PRODM.	NEW HIRES	TOTAL	PRODM.	NEW HIRES	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
				BLACK	A.P.I.	A.L.E.	HISP.																		BLACK	A.P.I.
I Dean Associate Dean Assistant Dean Department Head Coordinator Director Cat. I Total	1 1 1 5 1 1 10	1 1 1 2 0 1 9	0 0 0 0 1 0 1			1				10.0	10.0	4.9	17.9	no	yes	-0-	-0-	-0-	-	-0-	-0-	-	-0-	-	-0-	-
II Professor Associate Professor Assistant Professor Instructor Cat. II Total	56 34 20 9 119	46 19 10 2 77	10 15 10 7 42			1		1		3.4	35.3	*	*	yes	no	8	-0-	-2-	-2-	-0-	-5-	-5-	-5-	1987	14	1987
III Research Asst. Assistant Director Staff Assistant Manager Cat. III Total	1 1 1 1 4	1 1 1 1 4	0 0 0 0 0							-0-	-0-	9.1	31.9	no	yes	-0-	-0-	-0-	-	-0-	-0-	-	-0-	-	-0-	-



DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 25, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Dean, College of Education (34-002)

(1) POSITION TITLE	(2) TOTAL	(2) MEN	(2) WOMEN	(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPPS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN	
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
I																												
Dean	1	1	0																									
Associate Dean	1	1	0																									
Assistant Dean	1	1	0																									
Director	1	1	0																									
Coordinator	1	0	1																									
Cat. I Total	5	4	1							-0-	20.0	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-			
III																												
Research Asst.	1	1	0																									
Manager	1	1	0																									
Cat. III Total	2	2	0																									
IV																												
Sr. Admin. Secretary	1	0	1																									
Sr. Dept. Secretary	1	0	1																									
Prin. Secretary	1	0	1																									
Cat. IV Total	3	0	3																									





**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 25, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Educational Leadership (1-203)

(1) POSITION TITLE	(2)		WOMEN	(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS								
	TOTAL	MEN		MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		PROJ.	MINORITIES			WOMEN			MINORITIES		WOMEN					
				BLACK	API	AIE	HISP.	BLACK	API	AIE	HISP.									PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-															
II Professor	13	12	1																														
Associate Professor	3	3	0																														
Cat. II Total	16	15	1									-0-	6.3	18.1	33.3	yes	yes	-2-									-1-	86	-1-	86			
IV Dept. Secretary	1	0	1																														
Sr. Dept. Secretary	1	0	1																														
Cat. IV Total	2	0	2									-0-	100.0	4.0	N/A	no	no	-0-									-0-	-0-		-0-			





**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 25, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Physical Education & Recreation (01-208)

ULTIMATE GOALS: Up to 1987

POSITION TITLE	(1)		(2)											(3)		(4)		(5)		(6)		PROJ. OPNS.	(7)						(8)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDERUTILIZ (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS											
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.		NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
				BLACK	A.P.I.	A.L.E.	HISP.	BLACK	A.P.I.	A.L.E.	HISP.																					
I Department Head	1	1	0				1							100.0	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
II Professor	4	4	0																													
Associate Professor	4	2	2																													
Assistant Professor	7	6	1																													
Instructor	3	2	1																													
Cat. II Total	18	14	4											-0-	22.2	15.3	44.5	yes	yes	-1-	-	-1-	-1-	-	-1-	-1-	-0-	-	-0-	-		
IV Sr. Admin. Secretary	1	0	1											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
VII Ath. Equip. Attendant	1	1	0											-0-	-0-	N/A	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 25, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Home Economics & Family Living (01-213)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				MINORITIES				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS						
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		TOTAL	MINORITIES		WOMEN		MINORITIES		WOMEN		
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.									PROM.	NEW HIRE	PROM.	NEW HIRE	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	8	3	5																									
Associate Professor	4	0	4					1		1																		
Assistant Professor	3	1	2																									
Instructor	1	0	1																									
Cat. II Total	16	4	12					1	1			12.5	75.0	6.2	70.9	no	no	-1-	-	-	-0-	-	-1-	-1-	-0-	-	-1-	-
IV Dept. Secretary	1	0	1																									
Sr. Dept. Secretary	1	0	1																									
Cat. IV Total	2	0	2									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
V Lab Assistant	1	0	1									-0-	100.0	3.8	11.5	no	no	-1-	-	-	-0-	-	-1-	-1-	-0-	-	-1-	1985
VII Cook-Baker	1	1	0									-0-	-0-	3.8	11.5	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: July 1, 1985

ANNUAL GOALS FOR: 1985 - 86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: College of Science, Technology & Health (Composite)

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS											
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)		MINORITIES			WOMEN			MINORITIES		WOMEN												
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROG.	NEW HIRE		TOTAL	PROG.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE										
				BLACK	A.P.I.	A.L.E.	HISP.	BLACK	A.P.I.	A.S.F.	HISP.																											
<b>IV</b>																																						
Prin. Secretary	1	0	1																																			
Sr. Admin. Secretary	1	0	1																																			
Sr. Dept. Secretary	8	0	8																																			
Dept. Secretary	5	0	5																																			
Dental Receptionist	1	0	1																																			
Admin. Secretary	2	0	2																																			
Chem. Sup. Clerk	1	0	1																																			
Cat. IV Total	19	0	19											-0-	100.0	4.0	N/A	yes	no	-0-	-0-	-0-	-	-0-	-0-	-	-0-	-	-0-	-	-0-	-	-0-	-				
<b>V</b>																																						
Technician	4	4	0																																			
Dairy Herdsman	1	1	0																																			
Lab. Technician	1	0	1																																			
Lab. Assistants	4	3	1						1																													
Lab. Sup. Spec.	1	0	1																																			
Cat. V Total	11	8	3						1					9.0	27.3	4.8	N/A	no	no	-1-	-0-	-1-	-1-	-0-	-0-	-	-1-	1987	-0-	-	-0-	-	-0-	-				
<b>VII</b>																																						
Farm Worker	2	2	0																																			
Dairy Worker	1	1	0																																			
Cat. VII Total	3	3	0											-0-	-0-	6.6	5.3	no	no	-0-	-0-	-0-	-	-0-	-0-	-	-0-	-	-0-	-	-0-	-	-0-	-				
*See Departmental Worksheet																																						

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Deans Office, Science, Technology & Health (34-004)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS						
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN		PROJ.	MINORITIES			WOMEN			MINORITIES		WOMEN			
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.									PROJ.	NEW HIRE	TOTAL	PROJ.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Director Dean Associate Dean Assistant Dean Cat. I Total	1 1 1 1 4	0 1 1 1 3	1 0 0 0 1											-0-	25.0	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
III Lab Manager	1	1	0											-0-	-0-	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
IV Sr. Admin. Secretary Prin. Secretary Administrative Sec. Cat. IV Total	1 1 1 3	0 0 0 0	1 1 1 3											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
V Technician Lab Asst. Cat. V Total  *Includes Water Quality Lab (16-003)	4 1 5	4 0 4	0 1 1											20.0	80.0	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 17, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Agriculture (1-402)\*

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROMA.	NEW HIRE		TOTAL	PROMA.	NEW HIRE	TOTAL	MINORITIES		WOMEN			
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Department Head	1	1	0											-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor Associate Professor Assistant Professor Cat. II Total	6 5 3 14	6 5 3 14	0 0 0 0											-0-	-0-	7.6	10.0	yes	yes	-3-	-	-	-0-	-	-1-	-1-	-1-	1987	-1-	1987
III Manager, Expo. Ctr.	1	1	0											-0-	-0-	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Dept. Secretary Sr. Dept. Secretary Cat. IV Total	1 1 2	0 0 0	1 1 2											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
*Includes the Agriculture Exposition Center (16-007)																														

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: University Farm (33-002)

(1) POSITION TITLE	(2)		(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)					
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS				ULTIMATE GOALS											
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	PROM.		NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN				
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Manager	1	1	0									-0-	-0-	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
V Dairy Herdsman	1	1	0									-0-	-0-	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
VII Dairy Worker	1	1	0																										
Farm Worker	2	2	0																										
Cat. VII Total	3	3	0									-0-	-0-	6.6	5.3	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 17, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT Biology (1-403)

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)										
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL PERCENT		UNDER UTILIZ (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS																		
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	TOTAL	MINORITIES		WOMEN		NUMBER	TARGET DATE	NUMBER	TARGET DATE											
				BLACK	A.P.I.	A.I.E.	HISP	BLACK	A.P.I.	A.I.E.	HISP						PROM.		NEW HIRE	PROM.					NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE					
I Department Head	1	1	0															-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	
II Professor	13	13	0																																
Associate Professor	5	3	2																																
Assistant Professor	0	0	0																																
Instructor	2	2	0	1																															
Cat. II Total	20	18	2	1														5.0	10.0	12.1	28.0	yes	yes	-3-	-	-	-0-	-	-	-0-	-1-	1987	-1-	1987	
IV Dept. Secretary	1	0	1																																
Sr. Dept. Secretary	1	0	1																																
Cat. IV Total	2	0	2															-0-	100.0	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	
V Lab Technician	1	0	1															-0-	100.0	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 13, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Chemistry (1-404)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL				AVAIL. PERCENT		UNDER-UTILIZ (YES OR NO)		MINORITIES			WOMEN			MINORITIES		WOMEN						
				MEN		WOMEN		MIN.	WOMEN	MIN.	WOMEN	MIN	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL		NUMBER	TARGET DATE	NUMBER	TARGET DATE						
				BLACK	A.P.I.	A.I.E.	HISP.																		BLACK	A.P.I.	A.I.E.	HISP.		
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
II Professor Associate Professor Assistant Professor Cat. II Total	8 6 2 16	8 5 1 14	0 1 1 2									-0-	62.5	6.0	16.6	yes	no	-0-	-	-	-0-	-	-	-0-	-1-	1987	-0-	-		
V Lab Assistant Lab. Supplies Spec. Cat. V Total	2 1 3	2 0 2	0 1 1									-0-	33.3	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
VI Sr. Dept. Secretary Chem. Supplies Clerk Cat. VI Total	1 1 2	0 0 0	1 1 2									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 17, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Geography and Geology (1-405)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS	(8) ANNUAL GOALS			(9) ULTIMATE GOALS							
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	PROJ. OPNS		MINORITIES			WOMEN							
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.							PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	10	10	0																									
Associate Professor	1	1	0		1																							
Assistant Professor	4	4	0																									
Cat. II Total	15	15	0		1							6.7	-0-	8.6	10.2	no	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-1-	1987
IV Sr. Dept. Secretary	1	0	1									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 14, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Mathematics (1-406)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			MINORITIES		WOMEN		ULTIMATE GOALS					
				MEN		WOMEN		MIN.	WOMEN	MIN.	WOMEN	MIN	WOMEN	FROM	NEW HIRE	TOTAL	FROM	NEW HIRE	TOTAL		NUMBER	TARGET DATE	NUMBER	TARGET DATE						
				BLACK	A.P.I.	A.I.E.	HISP.																		BLACK	A.P.I.	A.I.E.	HISP.		
I Department Head	1	1	0									0-	0-	4.9	17.9	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-		
II Professor	7	5	2																											
Associate Professor	3	2	1																											
Assistant Professor	12	7	5																											
Instructor	6	0	6																											
Cat. II Total	28	14	14									0-	50.0	8.0	11.5	yes	no	1-	-	1-	1-	-	-	0-	1-	1987	0-	-		
IV Sr. Dept. Secretary	1	0	1									0-	100.0	4.0	N/A	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-		



DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Industrial & Engineering Technology (1-408)

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ (YES OR NO)		(7) PROJ OPNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN		PROJ	MINORITIES			WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.									NUMBER	TARGET DATE	NUMBER	TARGET DATE					
				MIN	WOMEN	MIN	WOMEN	MIN	TARGET DATE	MIN	TARGET DATE																	
I Department Head	1	1	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	5	5	0																									
Associate Professor	11	11	0																									
Assistant Professor	8	8	0																									
Assistant Instructor	1	1	0																									
Cat. II Total	25	25	0									4.0	-0-	4.6	2.9	no	yes	-0-	-	-	-0-	-	-	-0-	-1-	1987	-1-	1987
IV Sr. Dept. Secretary	2	0	2									-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
V Lab Technician	1	1	0																									
Tech. Spt. Spec.	1	1	0																									
Cat. V Total	2	2	0									-0-	-0-	4.6	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 26, 1985  
 ANNUAL GOALS FOR: 1985-86  
 ULTIMATE GOALS: Up to 1987

DEPARTMENT: Nursing (1-413)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS										
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	MINORITIES			WOMEN			MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.							FROM	NEW HIRE		TOTAL	FROM	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Department Head	1	0	1											-0-	100.0	4.9	17.9	no	no	-0-	-	-	-0-	-1-	-0-	-1-	-0-	-	-	-0-	-
II Associate Professor	7	0	7																												
Assistant Professor	11	0	11																												
Instructor	5	0	5						1																						
Cat. II Total	23	0	23						1					4.3	100.0	8.9	29.4	yes	no	-2-	-	-	-0-	-0-	-1-	-1-	-0-	-	-1-	1986	
IV Dept. Secretary	1	0	1																												
Sr. Dept. Secretary	1	0	1																												
Cat. IV Total	2	0	2											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-1-	-1-	-0-	-	-1-	1986	

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 19, 1985  
 ANNUAL GOALS FOR: 1985-86  
 ULTIMATE GOALS: Up to 1987

DEPARTMENT: Health and Safety (1-414)

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES										PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS							
				MEN					WOMEN					MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN				
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	NUMBER	TARGET DATE												NUMBER	TARGET DATE					
I Department Head	1	1	0												-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	3	2	1																												
Associate Professor	8	7	1																												
Assistant Professor	2	2	0																												
Cat. II Total	13	11	2												-0-	20.0	3.5	25.0	no	no	-0-	-	-	-0-	-1-	-0-	-1-	-0-	-	-1-	1986
IV Sr. Dept. Secretary	1	0	1												-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 20, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Allied Health, Dental Hygiene - Medical Records (1-415, 416)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS										
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MINORITIES			WOMEN			MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.							PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Department Head	1	0	1											-0-	100.0	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
II Professor	1	1	0																												
Assistant Professor	3	1	2																												
Instructor	2	0	2																												
Cat. II Total	6	2	4											-0-	66.6	12.6	33.0	yes	no	-0-	-0-	-1-	-1-	-1-	-0-	-1-	-0-	-	-1-	1987	
IV Dept. Secretary	1	0	1																												
Dental Recpt.	1	0	1																												
Cat. IV Total	2	0	2											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 13, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Computer Science (1-424)

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MEN				WOMEN				M.N.	WOMEN	M.N.	WOMEN	M.N.	WOMEN		MINORITIES			WOMEN						
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
I Department Head	0	0	0									0-	0-	3.5	18.0	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
II Professor	3	3	0																									
Associate Professor	1	1	0																									
Assistant Professor	1	1	0																									
Instructor	4	1	3																									
Cat. II Total	9	6	3		1							11.1	33.3	3.5	18.0	no	no	-2-	-	-	-0-	-	-	-0-	-1-	1987	-3-	1987
IV Dept. Secretary	1	0	1									0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Dean, Academic Services (34-007)

POSITION TITLE	(2)		(3)											(4)		(5)		(6)		PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	MINORITIES		WOMEN		MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								FROM:		NEW HIRE	PHOM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Dean	0	0	0											0-	0-	4.9	17.9	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-
IV Prin. Secretary	1	0	1											0-	100.0	4.0	N/A	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-



**DEPARTMENTAL WORKSHEET**  
**WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985 - 86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: University Libraries (25-001)\*

(1) POSITION TITLE	(2) TOTAL	MEN	WOMEN	(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER-UTILIZ (YES OR NO)		(7) PROJ. OFNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS															
				MEN				WOMEN				M.N.	WOMEN	MIN.	WOMEN	MR.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN													
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE												
IV																																								
Desk Clerk	17	5	12																																					
Library Clerk I	1	0	1																																					
Library Clerk II	1	0	1																																					
Library Clerk III	2	0	2																																					
Library Clerk IV	2	0	2																																					
Tech Serv. Asst. I	3	0	3																																					
Tech Serv. Asst. II	3	0	3																																					
Tech Serv. Asst. III	7	0	7							1																														
Sr. Secretary	1	0	1																																					
Sr. Bookkeeper	1	0	1																																					
Exh. Technician	2	1	1																																					
Museum Asst. III	1	0	1																																					
Museum Store Clerk	1	0	1																																					
Library Asst. III	12	3	9	1						1																														
Library Asst. IV	1	0	1																																					
Cat. IV Total	55	9	46	1						2	5.5	83.6	4.7	53.1	no	no	-3-	-	-	-0-	-	-1-	-1-	-1-	87	-1-	87													
*Includes: Ky. Library & Museum (25-002), University Archives (25-003) Museum Store (89-002)																																								
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DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985 - 86

DEPARTMENT: Media Services \*

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)		(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)													
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS																
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.		WOMEN	MINORITIES			WOMEN															
	BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	MIN.	WOMEN	MIN.								WOMEN	MIN.	WOMEN	MIN.	WOMEN	PRGM.	NEW HIRES	TOTAL	PRGM.	NEW HIRES	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
IV																																					
Operations Clerk	2	0	2																																		
Senior Secretary	1	0	1																																		
Admin. Secretary	2	0	2																																		
Film Library Clerk III	1	0	1																																		
Media Specialists	1	0	1																																		
Cat. IV Total	7	0	7							-0-	100.0	8.6	28.0	no	no	-0-	-	-	-0-	-	-	-0-	-1-	87		-7-	87										

\*Includes: ETV (31-001), AV (31-002) and WKXU-FM (18-001)

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Vice President, Academic Affairs (60-004)\*

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	PROJ.	NEW HIRE		TOTAL	PROJ.	NEW HIRE	TOTAL	MINORITIES		WOMEN			
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I																												
Vice President	1	1	0																									
Assoc. Vice Pres.	1	1	0																									
Director	4	3	1																									
Dean	1	1	0																									
<b>Cat. I Total</b>	<b>7</b>	<b>6</b>	<b>1</b>																									
III																												
Consultant	1	0	1																									
Systems Programmer	1	0	1																									
Lab. Technician	1	0	1																									
Assistant Director	2	0	2																									
Int'l Student Adv.	1	0	1																									
Programmer Consultant	1	1	0																									
Project Consultant	1	1	0																									
Tutor	1	0	1																									
Staff Assistant	4	1	3	1																								
Credentials Analyst	1	0	1																									
Oper. Manager	1	0	1																									
<b>Cat. III Total</b>	<b>15</b>	<b>3</b>	<b>12</b>	<b>1</b>																								





DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 26, 1985  
ANNUAL GOALS FOR: 1985-86  
ULTIMATE GOALS: Up to 1987

DEPARTMENT: Public Service & Continuing Education (34-005)

POSITION TITLE	TOTAL	MEN	WOMEN	(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER-UTILIZ. (YES OR NO)		PROJ. OWNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN	
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								PRC.M.	NEW HIRE	TOTAL	PRC.M.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
I																												
Dean	1	1	0																									
Assistant Dean	1	1	0																									
Director	2	1	1																									
Cat. I Total	4	3	1																									
III																												
Staff Assistant	1	1	0																									
Coordinator	2	1	1																									
Assistant Director	2	0	2																									
Cat. III Total	5	2	3																									
IV																												
Bookkeeper	1	0	1																									
Prin. Secretary	1	0	1																									
Admin. Secretary	3	0	3																									
Sr. Processing Clk.	2	0	2																									
Examination Clerk	1	0	1																									
Sr. Secretary	1	0	1																									
Secretary	1	0	1																									
Cat. IV Total	10	0	10							1																		

\*Includes: Continuing Ed. (16-010), Extended Campus Programs (34-006), Coop. and Exp. Ed. (01--605), Independent Studies (04-002), Schneider Ctr

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 25, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Office of the President (60-003)\*

POSITION TITLE	(1)		WOMEN	(2)								(3)		(4)		(5)		(6)		PROJ. OPNS.	(7)			(8)				
	TOTAL	MEN		MINORITIES				MINORITIES				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS							
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
I																												
President	1	1	0																									
Asst. to President	1	1	0																									
Director	3	3	0																									
Cat. I Total	5	5	0									-0-	-0-	4.9	17.9	no	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-1-	1987
III																												
Associate Director	1	1	0																									
Assistant Director	1	0	1																									
Univ. Attorney	1	1	0																									
Staff Assistant	1	0	1																									
Cat. III Total	4	2	2									-0-	25.0	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV																												
Sec. to Pres.	2	0	2																									
Exec. Secretary	1	0	1																									
Prin. Secretary	1	0	1																									
Legal Secretary	1	0	1																									
Sr. Admin. Secretary	2	0	2																									
Accounts Clerk I	1	0	1																									
Research Clerk I	1	0	1																									
Cat. IV Total	9	0	9									11.11	100.0	4.0	N/A	no	no	-1-	-	-	-0-	-	-	-0-	-1-	1987	-0-	-

\*Includes: Sponsored Programs (34-008), Institutional Research (60-007), University Attorney (60-008) and Development (64-001).





DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Vice President for Business Affairs (60-006)\*

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. DRNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	MINORITIES			WOMEN								
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								FROM.		NEW HIRE	FROM.	NEW HIRE	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Vice President	1	1	0											0-	0-	4.9	18.0	no	no	0-	-	-	0-	-	-	0-	-	0-	-	
III Internal Auditor	1	1	0																											
Sr. Mgt. Analyst	1	1	0																											
Staff Auditor	1	0	1																											
Manager	1	1	0																											
Cat. III Total	4	3	1											0-	25.0	9.4	31.9	no	no	0-	-	-	0-	-	-	0-	-1-	1987	0-	-
IV Exec. Secretary	1	0	1																											
Sr. Admin. Secretary	1	0	1																											
Ticket Sales Clerk	1	0	1																											
Word Proc. Spec.	1	0	1																											
Cat. IV Total	4	0	4											0-	100.0	4.1	N/A	no	no	0-	-	-	0-	-	-	0-	-	0-	-	
*Includes: Ticket Manager (62-003), Internal Auditor, Management Analyst.																														

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: May 31, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Personnel Services (62-001)\*

(1) POSITION TITLE	(2)		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS									
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	PROJ. OPNS.		MINORITIES			WOMEN			MINORITIES		WOMEN							
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.F.	HISP.							MIL.	WOMEN	MIL.	WOMEN	MIN.	WOMEN	PROJ.	NEW HIRE	TOTAL	PROJ.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
I Director	1	1	0																														
Assistant Director	2	1	1																														
Mgr., Postal Serv.	1	0	1																														
Pres., Credit Union	1	0	1																														
Cat. I Total	5	2	3									0-	60.0	4.9	17.9	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-	-				
III Marketing Coordinator	1	0	1																														
Vice Pres., C.U.	1	0	1																														
Cat. III Total	2	0	2									0-	100.0	9.4	31.9	no	no	0-	-	-	0-	-	-	0-	0-	-	0-	-	-				





**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 5, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Accounts & Budgetary Control (61-001)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		MINORITIES			WOMEN			MINORITIES		WOMEN				
				BLACK	API	AIE	HISP	BLACK	API	AIE	HISP	M/N	WOMEN	M/N	WOMEN	MIN	WOMEN	PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Director	1	1	0																											
Assistant Director	1	1	0																											
Supervisor	1	1	0																											
Chief Cashier	1	1	0																											
Cat. I Total	4	4	0									-0-	-0-	4.9	17.0	no	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-1	1987		
III Asst. Chief Cashier	1	1	0																											
Staff Accountant	3	1	2																											
Junior Accountant	1	0	1																											
Cat. III Total	5	2	3									-0-	60.0	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
IV Cashier	3	0	3																											
Accounts Clerk	6	0	6																											
Sr. Accounts Clerk	3	0	3																											
Sr. Admin. Secretary	1	0	1																											
Senior Cashier	1	0	1																											
Bookstore Clerk	1	0	1																											
Cat. IV Total	15	0	15									-0-	100.0	4.0	N/A	yes	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-1	1987		

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

June 18, 1985

DATE PREPARED: \_\_\_\_\_

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Purchasing (63-003)\*

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS										
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	MINORITIES		WOMEN		MINORITIES		WOMEN						
				BLACK	A.P.I.	A.I.F.	HISP.	BLACK	A.P.I.	A.I.F.	HISP.								PROM.		NEW HIRE	PROM.	NEW HIRE	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
I Director Asst. to Director Cat. I Total	1 1 2	1 1 2	0 0 0											-0-	-0-	4.8	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
III Manager-Buyer Buyer Manager Cat. III Total	1 1 4 6	1 0 4 5	0 1 0 1											-0-	16.7	9.4	31.9	yes	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-
IV General Clerk I Admin. Secretary Bid Clerk Bookkeeper Pre-Audit Clerk Sr. Admin. Secretary Cat. IV Total	1 1 1 4 2 1 10	0 0 0 0 0 0 0	1 1 1 4 2 1 10											-0-	100.0	4.1	N/A	yes	no	1	-	1	1	-	-	-0-	-0-	1986	-	-	-

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 18, 1985

ANNUAL GOALS FOR: 1985 - 86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Purchasing

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER-UTILZ. (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS							
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
VI																																
Sr. Ship & Rec. Clk.	2	2	0																													
Prin. Ship & Rec Clk	1	1	0																													
Storekeeper	1	1	0																													
Typesetter	1	0	1																													
Printer	1	1	0																													
Sr. Typesetter	1	0	1																													
Sr. Printer	3	3	0																													
Duplicating Machine Operator	3	0	3																													
<b>Cat. VI Total</b>	<b>13</b>	<b>8</b>	<b>5</b>									<b>-0-</b>	<b>38.4</b>	<b>3.8</b>	<b>11.5</b>	<b>yes</b>	<b>no</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-0-</b>	<b>1</b>	<b>1986</b>	<b>-0-</b>	<b>-</b>	<b>-</b>	<b>-</b>		

\*Includes: Print Shop (63-004), Central Stores (63-006), Duplicating Services (63-007).  
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**DEPARTMENTAL WORKSHEET**  
**WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Physical Plant Administration (70-001)

(1) POSITION TITLE	(2)			(3) MINORITIES										(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. CPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS					
	TOTAL	MEN	WOMEN	MEN					WOMEN					MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		PROJ.	NEW HIRE	TOTAL	FROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN			
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	MIN.	WOMEN														MIN.	WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE
<b>I</b> Administrator Asst. Administrator Superintendent Asst. Superintendent Cat. I Total	1 1 5 1 8	1 1 5 0 7	0 0 0 1 1						1 1					12.5 12.5	4.9 17.9	no no	no no	1-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-	-0-	-	
<b>III</b> Drafter	1	1	0											-0-	-0-	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
<b>IV</b> Accounts Clerk Order Clerk Sr. Personnel Clerk Work Ctl. Ctr. Clerk Prin. Secretary Cat. IV Total	1 1 1 2 1 6	0 0 0 0 0 0	1 1 1 2 1 6						1 1 2					33.3 100.0	4.0 N/A	no no	no no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-	-0-	-	

**DEPARTMENTAL WORKSHEET**  
**WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985 - 86

DEPARTMENT: Physical Plant Administration (70-001)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)			(3) MINORITIES				(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS			(9) ULTIMATE GOALS																			
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN		MIN.	WOMEN	PROJ.	NEW HIRE	TOTAL	PROJ.	NEW HIRE	TOTAL	MINORITIES		WOMEN												
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE											
VI																																					
Recrea. Equip. Tech.	1	1	0																																		
Special Serv. Supvr.	1	1	0																																		
Asst. Spec. Serv. Supvr.	1	1	0																																		
Sr. Stockroom Clerk	1	1	0																																		
Stockroom Clerk	2	2	0																																		
Material Handler	2	2	0																																		
Cat. VI Total	8	8	0							0-	0-	3.8	11.4	no	yes	1	-	1	1	-	1	1	1	1	1987	1	1987										

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985  
ANNUAL GOALS FOR: 1985-86  
ULTIMATE GOALS: Up to 1987

DEPARTMENT: Building Services (70-002)

POSITION TITLE	(1)		(2)		(3)								(4)		(5)		(6)		PROJ. OPNS	(8)						(9)																						
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS																											
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL		MINORITIES		WOMEN		MINORITIES		WOMEN																						
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.									MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE																	
VII Supervisor	4	2	2																																													
Group Leader	11	10	1	2																																												
Bldg. Serv. Attndt.	134	42	92	5					18																																							
Cat. VII Total	149	54	95	7					18					16.8	63.8	N/A	N/A	no	no			5	-	1	1	-	-	-0-					1	1987	-0-	-												

**DEPARTMENTAL WORKSHEET**  
**WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

DEPARTMENT: Building Maintenance and Repair (70-004)

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

POSITION TITLE	TOTAL	MEN		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS													
				MEN				WOMEN											MINORITIES		WOMEN		MINORITIES		WOMEN													
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE										
				MIN.	MIN.	MIN.	MIN.	WOMEN	WOMEN	WOMEN	WOMEN								MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN										
VI																																						
Painter II	3	2	1																																			
Painter III	1	0	1																																			
Sr. Roofing Rep. Spec.	1	1	0																																			
Carpenter	3	3	0	1														-	1	1																		
Mason	2	2	0																																			
Asst. M/R Supvr.	1	1	0																																			
Asst. P/D Supvr.	1	1	0																																			
Senior Carpenter	5	5	0																																			
Cabinetmaker	2	2	0																																			
Roofing Rep. Spec. II	1	1	0																1	1	1																	
Upholsterer II	1	1	0																	1	1	-																
Furniture Rein. Tech.	1	1	0																																			
Senior Locksmith	1	1	0																																			
Carpentry Supvr.	1	1	0																																			
Masonry Supvr.	1	1	0																																			
Paint/Decor. Supvr.	1	1	0																																			
Cat. VI Total	26	24	2	1																																		
3.8	7.7	3.8	11.4	no	yes	2	-	2	2	-	2	2	2	1987	2	1987	2	1987																				

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

DEPARTMENT: Heating, A/C, & Utility Systems (70-003)

ULTIMATE GOALS: Up to 1987

POSITION TITLE	(1)		(2)		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER-UTILIZ. (YES OR NO)		PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.		NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.																		
VI																													
Sr. Maint. Plumber	1	1	0																1	-	1	1	-	1	1	1	1987	1	1987
Plumber Helper	1	1	0																1	-	1	1	-	1	1	1	1987	1	1987
Boiler Opr. Trainee	2	2	0																1	-	1	1	-	1	1	1	1987	1	1987
Elec. Helper	1	1	0																1	-	1	1	-	1	1	1	1987	1	1987
Maintenance Plumber	6	6	0																										
A/C Tech. Helper	2	2	0																1	-	1	1	-	1	1	1	1987	1	1987
Electrician	7	7	0																										
Boiler Operator	6	6	0	1																									
Elect. & TV Tech.	1	0	1																										
Water Treatment Tech.	1	1	0																										
Senior Electrician	2	2	0																										
Asst. Elect. Supvr.	1	1	0																										
Asst. Electron. Supvr.	1	1	0																										
Asst. Heat Plant Supvr.	1	1	0																										
Asst. Plumbing Supvr.	1	1	0																										
Asst. A/C Supvr.	1	1	0																										
Electronics Supvr.	1	1	0																										
Heating Plant Supvr.	1	1	0																										
Master Plumber	1	1	0																										
Elec. and A/C	2	2	0																										
Sr. A/C Tech.	1	1	0																										
Cat. VI Total	41	40	1	1									2.4	2.4	3.8	11.4	yes	yes	4	-	4	4	-	4	4	4	1987	4	1987



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Grounds Maintenance (70-005)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7)		(8)			(9)								
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		PROJ. OPNS.	ANNUAL GOALS			ULTIMATE GOALS											
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	PROJ.	NEW HIRE		TOTAL	PROJ.	NEW HIRE	TOTAL	MINORITIES		WOMEN								
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												MIN.	WOMEN	MIN.	WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
VI																																	
Heavy Equip Opr.	2	2	0																														
Light Equip Opr.	4	4	0																														
Tipster Operator	2	2	0																														
Packer Truck Driver	2	2	0																														
Sr. Groundskeeper	1	1	0																														
Asst. Landsc. Supvr.	1	1	0																														
Landscape Supvr.	1	1	0																														
Groundskeeper	9	9	0	1																													
Cat. VI Total	22	22	0	1								4.5	-0-	10.7	7.5	yes	yes	2		1	1		1	1		2	1987	2	1987				

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Transportation Service (63-001)

POSITION TITLE	(1)		(2)		(3)								(4)		(5)		(6)		PROJ. OPNS.	(8)						(9)								
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER. UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS													
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL		MINORITIES		WOMEN		MINORITIES		WOMEN								
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.F.	HISP.									PROM.	NEW HIRE	PROM.	NEW HIRE	NUMBER	TARGET DATE	NUMBER	TARGET DATE							
VI Senior Mechanic	1	1	0																															
Auto. Mechanic	2	2	0																															
Auto Mech. Helper	1	1	0																															
Cat. VI Total	4	4	0							-0-	-0-	3.8	11.4	no	no	1		1	1			-0-		1	1987	-0-								

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Food Service \*(85-001)

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)															
	TOTAL	MEN	WOMEN	MINORITIES				WOMEN				PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS																		
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		MINORITIES			WOMEN																		
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	FROM	NEW HIRE	TOTAL	FROM	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE						
I Director	1	1	0																																					
Asst. Director	1	1	0																																					
Manager	2	1	1																																					
Cat. I Total	4	3	1																																					
IV Catering/Sales Spec.	1	0	1																																					
Sr. Admin. Secretary	1	0	1																																					
Sr. Bookkeeper	1	0	1																																					
Secretary	2	0	2																																					
Cat. IV Total	5	0	5																																					

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985 - 86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Food Service \* (85-001)

POSITION TITLE	TOTAL	MEN		WOMEN		MINORITIES								PERCENT OF TOTAL				AVAIL PERCENT				UNDERUTILIZ (YES OR NO)				PROJ DIRS	ANNUAL GOALS						ULTIMATE GOALS			
						MEN				WOMEN				MIN.		WOMEN		MIN.		WOMEN		MIN.		WOMEN			MINORITIES		WOMEN		MINORITIES		WOMEN			
						BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.		NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
VI																																				
Baker	1	0	1																																	
Food Stores Supv	1	1	0																																	
Food Storeroom Clerk	1	1	0																																	
Checker	8	0	8																																	
Senior Baker	2	0	2																																	
Cook	5	0	5																																	
Salad Maker	1	0	1																																	
Cake Decorator	1	0	1																																	
Senior Cook	5	1	4																																	
Sr. Salad Maker	2	0	2																																	
Asst. Cafe. Supvr.	1	0	1																																	
Cafeteria Supvr.	1	0	1		1																															
Kitchen Supvr.	2	2	0		1																															
Sr. Grill Cook	2	1	1		1																															
Asst. Grill Supvr.	2	1	1																																	
Grill Supvr.	2	1	1																																	
Cat. VI Total	37	8	29		3							13.5	78.4	3.8	11.5	no	no	2	1	-	1	1	-	1	6	1986	29	1986								
VII																																				
Cook Helper	4	0	4																																	
Food Serv. Worker	19	0	19																																	
Dish Machine Opr.	7	5	2		4																															
Sr. Dish Machine Opr	2	2	0		1																															
Cat. VII Total	32	7	25		5							25.0	78.1	N/A	N/A	no	no	4	-	3	3	-	1	1	11	1986	22	1986								
*Includes: Garrett Cafeteria (85-002), D.U.C. Cafeteria & Grill (85-004) Faculty House (85-007), Satellite Svcs (85-003)																																				

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 3, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: CHF Bookstore (89-004)\*

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS	(8)						(9)					
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS											
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN					
				BLACK	API	AIE	HISP.	BLACK	API	AIE	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE				
I Director	1	1	0											-0-	-0-	4.4	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
III Dept. Manager	2	2	0											-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
IV Exec. Sec. CHF Bookstore Clerk Cashier Admin. Secretary Sr. Bookstore Clerk Senior Teller Book Clerk Supvr. Sr. Admin. Secretary Mgr. Shipping/Rec. Prin. Secretary Senior Cashier Shipping/Rec. Clerk Cat. IV Total	1 10 1 1 3 1 1 2 1 1 1 2 25	0 3 0 0 0 0 0 0 1 0 0 2 6	1 7 1 1 3 1 1 2 0 1 1 0 19																													
														-0-	76.0	2.8	N/A	yes	no	-0-	-	-0-	-0-	-	-	-0-	3	1987	-0-	-		

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 3, 1985

ANNUAL GOALS FOR: 1985 - 86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: CHF Bookstore (89-004)\*

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL	WOMEN	AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS											
				MEN						WOMEN				MIN.	WOMEN	MIN.	WOMEN		MINORITIES			WOMEN						
				BLACK	A.P.I.	A.I.E.	HISP.			BLACK	A.P.I.	A.I.F.	HISP.						PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
VI Laundry Supvr.	1	1	0									-0-	-0-	3.8	11.4	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
			Includes: Laundry and CHF Classified Staff																									

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 7, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Student Financial Aid (48-001)

POSITION TITLE	(1)		(2)				(3)							(4)		(5)		(6)		PROJ. OPNS.	(7)						(8)			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS													
				MEN			WOMEN			MIN.	WOMEN	MIN.	WOMEN	MIN.	NEW HIRE	TOTAL	MINORITIES	WOMEN	TOTAL		NUMBER	TARGET DATE	NUMBER	TARGET DATE						
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.																A.I.E.	HISP.	PROM.	NEW HIRE	TOTAL	MINORITIES
I Director	1	1	0							-0-	-0-	4.9	17.9	no	no	-0-											-0-		-0-	
III Asst. to Director	1	1	0																											
Student Emp. Officer	1	0	1																											
Fin Aid Accts. Officer	1	0	1																											
Cat. III Total	3	1	2							-0-	67.0	9.4	31.9	no	no	-0-												-0-		-0-
IV Sr. Secretary	1	0	1																											
Applications Clerk	1	0	1																											
Receptionist	1	0	1																											
Financial Aid Clerk	4	0	4						1																					
Collections Clerk	1	0	1																											
Student Emp. Clerk	1	0	1																											
Data Entry Clerk	1	0	1																											
Schshp. Disb. Officer	1	0	1																											
Fin. Aid. Advisor	3	0	3																											
VA Fin. Aid. Advisor	1	0	1																											
Records Mgt. Officer	1	0	1																											
Cat. IV Total	16	0	16						1		6.3	100.0	4.0	*	no	no	-0-											-0-		-0-
*No Underutilization																														

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Vice President for Student Affairs (60-005)

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)				
	TOTAL	MEN	WOMEN	MINORITIES										PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS							
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	FROM:	NEW HIRE		TOTAL	FROM:	NEW HIRE	TOTAL	MINORITIES		WOMEN				
				BLACK	A.P.I.	A.L.E.	HISP.	BLACK	A.P.I.	A.L.E.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Vice President	1	1	0												0-	0-	-	-	no	no	0-	-	1	0-	-	-	0-	0-	-	0-	-
IV Exec. Secretary	1	0	1												-	100.0	-	-	no	no	0-	-	1	0-	-	-	0-	0-	-	0-	-



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 19, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Office of The Dean of Student Affairs (45-001)

POSITION TITLE	(1)		(2)		(3)								(4)		(5)		(6)		PROJ. OPNS.	(7)						(8)							
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER-UTILIZ (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS												
				MEN				WOMEN				MID	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MINORITIES			WOMEN		MINORITIES		WOMEN								
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.							PROM.		NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE					
I Dean	1	1	0																														
Assistant Dean	2	1	1	1																													
Director*	2	2	0																														
Cat. I Total	5	4	1	1								20.0	20.0	4.9	18.0	no	no	1	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-	-	-0-	-	
III Program Coord	1	1	0																														
Assoc. Dir.	1	0	1																														
Staff Assistant**	1	1	0																														
Asst. to the Dean	1	0	1																														
Dir. of Student Org.	1	1	0																														
Cat. III Total	5	3	2									-0-	40.0	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-	-0-	-	-	-0-	-	
<p>* One Director currently holds title of Assistant Dean and Director, and effective August 15 will be Acting Dean  ** Promoted to Assistant Director effective August 15, 1985.</p>																																	
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**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 19, 1985  
ANNUAL GOALS FOR: 1985-86  
ULTIMATE GOALS: Up to 1987

DEPARTMENT: Housing (86-001)\*

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPI'S.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	NEW HIRE	TOTAL	PROM.		NEW HIRE	TOTAL	MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE				
I Director	1	1	0											-0-	-0-	0.489	1.796	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
III																														
Asst. Director Housing	1	0	1																											
Hall Directors (W)	10	0	10						3																					
Asst. Directors (W)	5	0	5																											
Hall Directors (M)	6	6	0																											
Asst. Directors (M)	3	3	0																											
Cat. III Total	25	9	16	2					3					22.2	63.0	9.4	31.9	no	no	6	-	-	-0-	2	3	5	-0-	-	-0-	-
IV																														
Office Supervisor	1	0	1																											
Sr. Admin. Secretary	1	0	1																											
General Clerk*	2	0	2																											
Assignments Clerk I	1	0	1						1																					
Cat. IV Total	5	0	5						1					20.0	100.0	0.0405	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
Includes all Residence Halls *General Clerk Part-time only																														

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 27, 1985  
ANNUAL GOALS FOR: 1985-86  
ULTIMATE GOALS: Up to 1987

DEPARTMENT: Athletics, Director of (50-001)\*

(1) POSITION TITLE	(2)			(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ. (YES OR NO)		ANNUAL GOALS				MINORITIES		WOMEN							
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	FROM	NEW HIRE	TOTAL		FROM	NEW HIRE	TOTAL	NUMBER	TARGET DATE					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.																MIN.	WOMEN	MIN.	WOMEN	MIN.
I Director Head Athl. Coach Cat. I Total	2 6 8	2 6 8	0 0 0											12.5	-0-	4.9	17.9	no	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-	1	1987
III Coordinator Asst. Athletic Coach Athletic Trainer Asst. Athletic Coun. Cat. III Total	2 12 2 1 17	1 11 2 0 14	1 1 0 1 3											17.6	17.6	9.4	31.9	no	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-	1	1987
IV Senior Secretary Sr. Admin. Secretary Admin. Secretary Cat. IV Total	1 3 1 5	0 0 0 0	1 3 1 5											-0-	100.0	3.5	-	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-	-

\*Includes: Mens Football (50-004), Mens Basketball (50-005), Mens Track and Field (50-007), Mens Tennis (50-008), Athletic Trainer (50-002), Mens Soccer (50-011), Womens Basketball (50-022), Womens Golf (50-023) and Womens Tennis (50-024).  
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**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Scholastic Development (45-002)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS			
	TOTAL	MEN	WOMEN	MINORITIES				BLACK	A.P.I.	A.I.C.	HISP.	PERCENT OF TOTAL		AVAIL PERCENT		UNDER- UTILIZ. (YES OR NO)		PROM.	NEW HIRES		TOTAL	MINORITIES			WOMEN					
				BLACK	A.P.I.	A.I.C.	HISP.					MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN					NUMBER	TARGET DATE	NUMBER	TARGET DATE					
I																														
Dean	1	1	0																											
Director	3	2	1																											
Registrar	1	1	0																											
Cat. I Total	5	4	1										0.0	20.0	4.9	17.9	yes	no	0	-	-	0	-	-	0	0				
III																														
Asst to the Dean	1	0	1																											
Asst. Dir.	1	0	1																											
Asst. to Registrar	2	0	2																											
Associate Director	2	2	0																											
Staff Counselor	2	1	1						1																					
Coordinator	2	0	2																											
Adm. Counselor	2	1	1						1																					
Staff Assistant	2	0	2						1																					
Cat. III Total	14	4	10						3				21.4	71.4	9.4	31.9	no	no	-1	-	-	0	-	-	0	0				

**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1984 - 85

DEPARTMENT: Scholastic Development (45-002)

ULTIMATE GOALS: Up to 1987

(1) POSITION TITLE	(2)		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER-UTILIZ (YES OR NO)		(7) PROJ. OPNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS																	
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN		WOMEN	PROJ.	MINORITIES			WOMEN			MINORITIES		WOMEN													
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.									MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE						
				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN									MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN				
IV																																									
Prin. Secretary	1	0	1																																						
Admin. Secretary	10	0	10					1			1																														
Senior Secretary	3	0	3																																						
Receptionist	2	0	2					1																																	
Recorder	2	0	2					1																																	
Registration Clerk	1	0	1																																						
Transcript Clerk	1	0	1																																						
Sr. Records Clerk	1	0	1																																						
Degree Auditor	2	0	2					1																																	
General Clerk I	1	0	1																																						
Testing Clerk	1	0	1																																						
MESA Sys. Opr.	1	0	1																																						
Cat. IV Total	26	0	26					3			1	11.5	100.0	7.6	N/A	no	no	0-	-	-	-	-	-	-	0-	-	-	-	-	-	-	-	0-	-	0-	-	-	-	-		
*Includes: Registrar (51-001), Admissions (51-002), Couns. Svc. Ctr. (49-001), Ctr. for C.P.A.A., and E. (47-001)																																									
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**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Public Safety (63-002)

POSITION TITLE	(2)		(3)								(4)		(5)		(6)		PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS						
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	PROG.		NEW HIRE	TOTAL	PROG.	NEW HIRE	TOTAL	MINORITIES		WOMEN		
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE	
I Director	1	1	0								-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
Assistant Director	1	1	0																								
Cat. I Total	2	2	0								-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
III Safety Inspr.	1	1	0								-0-	-0-	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Sr. Admin. Secretary	1	0	1																								
Records Clerk	2	0	2																								
Cat. IV Total	3	0	3								-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985 - 86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Public Safety (63-002)

(1) POSITION TITLE	(2)			(3)										(4)				(5)				(6) UNDER- UTILIZ. (YES OR NO)	(7) PNOJ OPNS	(8)						(9)							
	TOTAL	MEN	WOMEN	MINORITIES					PERCENT OF TOTAL		AVAIL. PERCENT		MIN		WOMEN		MINORITIES			WOMEN				MINORITIES		WOMEN											
				MEN		WOMEN			MIN.	WOMEN	MIN	WOMEN	MIN	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER			TARGET DATE	NUMBER	TARGET DATE											
				BLACK	A.F.I.	A.T.E.	HISP.	BLACK																			A.F.I.	A.T.E.	HISP.	BLACK	A.F.I.	A.T.E.	HISP.				
VII																																					
Capt. of Police	1	1	0																																		
Lt. of Investigation	1	1	0																																		
Patrol Lieutenant	3	3	0	1																																	
Traffic Sergeant	1	1	0																																		
Student Patrol Sgt.	1	1	0																																		
Patrol Sergeant	3	3	0																																		
Police Officer	7	7	0																																		
Comm. Officer	3	1	2							1																											
Detective Sgt.	1	1	0																																		
Cat. VII Total	21	19	2	1						1		9.5	9.5	2.0	7.4	no	no	2			1	1	1		1	1	1		1	1	1	1987	1	1987			



**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 4, 1985  
 ANNUAL GOALS FOR: 1985-86  
 ULTIMATE GOALS: Up to 1987

DEPARTMENT: Alumni Affairs Community Events (64-003)\*

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)			ANNUAL GOALS			ULTIMATE GOALS						
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		TOTAL	TOTAL	MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.										NUMBER	TARGET DATE	NUMBER	TARGET DATE				
I Director	2	2	0									-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Office Supervisor	1	0	1																									
Records Clerk	1	0	1																									
Receptionist	1	0	1																									
Sr. Admin. Secretary	1	0	1																									
Cat IV Total	4	0	4									-0-	100.0	3.5	N/A	yes	no	-0-	-	-	-0-	-	-	-0-	-1-	1987	-0-	-
*Includes: Community Affairs and Special Events (64-004)																												

**DEPARTMENTAL WORKSHEET**  
**WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: June 26, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Public Information (64-002)

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	MINORITIES		WOMEN									
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.								NUMBER		TARGET DATE	NUMBER	TARGET DATE							
I Director	1	1	0											-0-	-0-	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
III Art. Director	1	1	0																											
Sports Infor. Dir.	1	1	0																											
News Editor	1	0	1																											
Photographer	1	1	0	1																										
Cat. III Total	4	3	1	1										25.0	25.0	9.4	31.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-
IV Senior Secretary	1	0	1																											
Sr. Admin. Secretary	1	0	1																											
Admin. Secretary	1	0	1																											
Cat. IV Total	3	0	3											-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 24, 1985

ANNUAL GOALS FOR: 1985-86

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Health Services (49-002)

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. OPNS.	(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER- UTILIZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS											
				MEN		WOMEN		MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	TOTAL	MINORITIES		WOMEN		NUMBER	TARGET DATE	NUMBER	TARGET DATE						
				BLACK	A.P.I.	A.I.E.	H.S.P.								BLACK	A.P.I.	A.I.E.						H.S.P.	PROM.	NEW HIRE	PROM.	NEW HIRE	TOTAL
I Director	1	1	0																									
Clinical Administrator	1	0	1																									
Cat. I Total	2	1	1							-0-	50.0	4.9	17.9	no	no	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
III Staff Physician	1	1	0																									
Staff Pharmacist	1	1	0																									
Consultant	2	2	0																									
Cat. III Total	4	4	0							-0-	-0-	9.4	31.9	no	yes	-0-	-	-	-0-	-	-	-0-	-0-	-	-0-	-		
IV Bookkeeper	1	0	1																									
Medical Secretary	1	0	1																									
Sr. Med. Secretary	1	0	1																									
Cat. IV Total	3	0	3							-0-	100.0	4.0	N/A	no	no	-0-	-	-	-0-	-	-	-0-	1	1987	-0-	-		
V Nurse (LPN)	1	0	1																									
X-Ray Tech.	1	0	1																									
Nurse (RN)	8	0	8																									
Medical Tech.	1	0	1																									
Cat. V Total	11	0	11							-0-	100.0	4.6	N/A	yes	no	1	-	1	1	-	-	-0-	1	1987	-0-	-		