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**Western Kentucky University**

**AFFIRMATIVE ACTION PLAN**

**Volume V**

**"Education for**

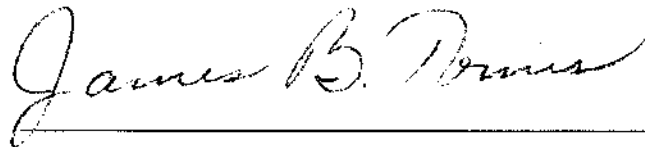


**Leadership"**

Volume V

Affirmative Action Plan

This volume contains the Report to the President for 1983-84, and the workforce analyses, availability rates, goals and timetables for the 1984-85 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.

---

James B. Tomes  
Affirmative Action Officer



# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

July 19, 1984

Department of Personnel Services

## MEMORANDUM

TO: Dr. Donald W. Zacharias, President

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

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, 1984, will consist 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 1982-83 and 1983-84, and conclusions regarding overall progress with recommendations for future improvements.

### PROMOTIONS

University promotions identified by occupational activity, sex and ethnic groups are shown in Table 1. There were 110 promotions this year compared to 79 for last year. Of the total, 52.7 percent went to women - a favorable ratio when it is considered that women constitute only 46.1 percent of all employees. Blacks account for 5.6 percent of all employees while receiving only 1.8 percent of the promotions. Our overall record for promotions is exceptionally good; 7.4 percent of the employees received promotions during the year. Promotional opportunities for faculty and staff at Western continue to be one of our strongest assets in personnel administration.

### RECRUITMENT ACTIVITIES

Table 2 indicates that we continue to experience success in attracting employment applications from women and minorities. More applications from qualified blacks for faculty positions would be helpful; however, of 25 blacks who applied, 7 were offered employment. That application/offer ratio of 28.0 percent is much higher than the overall faculty application/offer ratio of 4.4 percent. The occupational categories of faculty, professional nonfaculty, and secretarial-clerical are the ones in which we have had the greatest success in attracting and employing minority group applicants. Those are the areas where vacancies have occurred, and the emphasis on minority employment has quite properly been placed there.

Our practice of wide advertisement of vacant positions, reinforced by an "open door" policy, has generated sufficient numbers of women and minority applicants consistent with their availability for specific jobs.

The response to our recruitment efforts has resulted in 135 new hires (Table 3) for the year. Of that total, 66 or 48.9 percent, were women. Minorities received 20.0 percent of faculty appointments, 14.8 percent of professional nonfaculty appointments, and 8.9 percent of the secretarial-clerical new hires. In all three categories, the new hire rate is well above the availability rates. This demonstrates very effective use of the affirmative action program.

On the other hand, increased emphasis should be placed upon recruitment of Women faculty in Potter College of Arts and Humanities. Women faculty are underutilized in that college, and yet the five new hires during the year were all male. As of this report, only 23.8 percent of the faculty in Potter College are women. In the goals and timetables for the 1984-85 year, Potter College has established an annual goal of 2 women faculty new hires and an ultimate goal of 7 by 1987. If the goals are attained, Potter College would show approximately 28.0 percent women faculty by 1987.

Table 4 indicates the 1983-84 goals, new hires, and whether or not goals were attained by major divisions of the University. Goals were attained by the College of Education in hiring minority faculty, by Business Affairs in hiring minority secretarial-clerical personnel, and by Student Affairs in hiring professional nonfaculty women and minority secretarial-clerical personnel. While other major divisions may not have attained the stated goals, it is evident that a total of 20 campus-wide minority new hires represents real progress and demonstrates good faith efforts.

Tables 5 and 6 provide a personnel utilization for the fiscal years ending 1983 and 1984 by occupational activity and ethnic group. These tables show the actual personnel strength as of those dates but do not give any indication of losses resulting from personnel turnover or gains from new appointments. An examination of the tables shows that total personnel strength has increased by 69 or 4.8 percent while total blacks have increased by 10 or 13.7 percent. The ratio of women employees to men remains generally stable.

Memorandum to Dr. Zacharias  
July 19, 1984  
Page 3

#### CONCLUSIONS AND RECOMMENDATIONS

The number of minority persons newly hired during the last 12 months clearly demonstrates that our management personnel are actively supporting the affirmative action program. This is especially true for faculty and professional nonfaculty vacancies. Real progress has been made during the past year. We should not be complacent, however, since we continue to be far short of our goals.

Last year we considered the problem of "word of mouth" recruiting. I am pleased to report that there is much improvement in that area.

I would like to recommend once again that supervisory and management personnel at all levels be evaluated for their support of the affirmative action program. The instruments used for performance evaluation could be revised to include specific comments regarding efforts and results in affirmative action.

JBT:de

Enclosure: Tables 1 through 6

TABLE 1  
PROMOTIONS  
Western Kentucky University  
July 1, 1983-June 30, 1984

Total University Promotions				Minority Group Promotions									
Primary Occupational Activity	Total Promotions Including Minorities	Total Male Pro. Including Minorities	Total Female Pro. 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.	5	4	1										
Faculty	27	17	10										
Profess. Non Faculty	18	4	14					1					
Sec.-Cle.	36	4	32					1					
Technical Para-Prof.	1	1	0										
Skilled Crafts	13	13	0										
Service-Mainten.	10	9	1										
TOTAL	110	52	58					2					

100.0

47.3

52.7





TABLE 3  
New Hires  
Western Kentucky University  
July 1, 1983 - June 30, 1984

Total University Appointments				Minority Group Appointments									
Primary Occupational Activity	Total New Hires Including Minorities	Total Male New H. Including Minorities	Total Female New H. Including Minorities	Male				Female					
				Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander	Black	Hispanic	American Indian or Alaskan Native	Asian or Pacific Islander		
Exec. Adm. & Mgt.	1	1	0										
Faculty	35	29	6	2			3	2					
Profess. Non Faculty	27	18	9	1				3					
Sec.-Cle.	45	4	41	1				3					
Technical Para-Prof.	1	1	0										
Skilled Crafts	2	2	0										
Service-Mainten.	24	14	10	3				2					
TOTAL	135	69	66	7			3	10					

TABLE 4

AFFIRMATIVE ACTION PROGRAM GOALS AND RESULTS 1983-84  
WESTERN KENTUCKY UNIVERSITY

College or Major Division	Annual Goals		New Hires (83-84)			Total New Hires	Goals Attained	
	Minorities	Women	Minorities	Women	Others		Minorities	Women
Business Adm.								
Faculty	3	3	2	0	8	10	No	No
Sec.-Clerical	0	0	0	2	0	2	NA	NA
Potter College								
Faculty	5	2	0	0	5	5	No	No
Sec.-Clerical	0	0	0	2	0	2	NA	NA
Education								
Faculty	2	3	2	2	2	6	Yes	No
Sec.-Clerical	0	0	0	6	0	6	NA	NA
Ogden College								
Exec. Adm. & Mgt.	0	0	0	0	2	2	NA	NA
Faculty	6	6	3	4	8	12	No	No
Prof.-Non Fac.	0	0	0	0	2	2	NA	NA
Sec.-Clerical	0	0	0	2	0	2	NA	NA
Tech & Paraprof.	1	2	0	0	1	1	No	No
Academic Services								
Faculty	1	4	0	1	4	5	No	No
Sec.-Clerical	0	0	1	6	0	7	NA	NA
Academic Affairs								
Prof.-Non Fac.	1	0	0	0	0	0	No	NA
Sec.-Clerical	1	0	0	2	0	2	No	NA
President-Comp & Infor.								
Prof.-Non Fac.	0	0	1	2	0	3	NA	NA
Sec.-Clerical	0	0	1	1	1	3	NA	NA
Business Affairs								
Prof.-Non Fac.	0	0	0	0	1	1	NA	NA
Sec.-Clerical	1	0	1	11	3	15	Yes	NA
Skilled	3	3	0	0	2	2	No	No
Service-Maint.	0	0	5	10	15	30	NA	NA
Student Affairs								
Exec. Adm. & Mgt.	0	0	0	0	1	1	NA	NA
Prof.-Non Fac.	6	5	3	7	10	20	No	Yes
Sec.-Clerical	1	1	1	9	0	10	Yes	NA
Service-Maint.	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  
As of June 30, 1983  
(Regular, Full-time)

Total University Personnel				Minority Group Personnel								
Primary Occupational Activity	Total Personnel 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.	92	77	15	2				1				
Faculty	507	370	137	3	2	1	5	4				1
Profess. Non Faculty	174	82	92	5				7	1			2
Sec.-Cle.	283	11	272					9	1			
Technical Para-Prof.	14	3	11									
Skilled Crafts	91	82	9	3								
Service-Mainten.	264	119	145	16				23				
TOTAL	1,425	744	681	29	2	1	5	44	2	-0-		3

TABLE 6  
 UTILIZATION ANALYSIS  
 Western Kentucky University  
 As of June 30, 1984  
 (Regular, Full-time)

Total University Personnel				Minority Group Personnel								
Primary Occupational Activity	Total Personnel 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				1				
Faculty	546	414	132	4	2	1	6	5				1
Profess. Non Faculty	195	95	100	7				10	1			2
Sec.-Cle.	291	11	280	1				10	1			
Technical Para-Prof.	12	2	10									
Skilled Crafts	93	84	9	3								
Service-Mainten.	263	120	143	18				22				
TOTAL	1,494	805	689	35	2	1	6	48	2	-0-		3

08/19/85



# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

May 15, 1984

Office of the President

## MEMORANDUM

TO: Deans, Directors and Department Heads

FROM: Donald W. Zacharias, President

SUBJECT: Affirmative Action Goals for 1984-85

Reference is made to the Affirmative Action Plan, Volumes I-IV, and I invite your attention especially to pages 21, 22 and 23 of Volume I.

It is now appropriate to begin planning the employment goals for 1984-85.

Please complete columns 7, 8 and 9 on the attached departmental worksheet and forward the completed form showing projected openings, annual goals and ultimate goals through your dean and/or vice president to the Affirmative Action Officer.

I am requesting that vice presidents distribute this worksheet and schedule processing so that the completed documents can be returned to the Affirmative Action Officer not later than June 15, 1984.

DWZ:de

cc: Dr. James Davis  
Mr. Harry Largent  
Dr. John Minton  
Dr. Paul Cook

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

DATE PREPARED: June 15, 1984  
 ANNUAL GOALS FOR: 1984-85  
 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	MINORITIES			WOMEN									
				BLACK	A.F.I.	A.I.E.	HISP.	BLACK	A.F.I.	A.I.E.	HISP.					MINORITIES	WOMEN		NUMBER	TARGET DATE	NUMBER	TARGET DATE						
I Dean	1	1	0																									
Assistant Dean	1	1	0																									
<b>Cat. I Total</b>	<b>2</b>	<b>2</b>	<b>0</b>							<b>0</b>	<b>0</b>	<b>4.9</b>	<b>17.9</b>	<b>no</b>	<b>no</b>	<b>0</b>	-	-	<b>0</b>	-	-	<b>0</b>	-	-	-	-	-	
IV Prin. Secretary	1	0	1																									
Sr. Admin Sec.	1	0	1																									
Sr. Secretary	1	0	1																									
<b>Cat IV Total</b>	<b>3</b>	<b>0</b>	<b>3</b>							<b>0</b>	<b>100</b>	<b>4.0</b>	<b>na</b>	<b>no</b>	<b>no</b>	<b>0</b>	-	-	<b>0</b>	-	-	<b>0</b>	-	-	-	-	-	
V Tech. Coordinator	1	1	0																									
										<b>0</b>	<b>0</b>	<b>4.6</b>	<b>na</b>	<b>no</b>	<b>no</b>	<b>0</b>	-	-	<b>0</b>	-	-	<b>0</b>	-	-	-	-	-	

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: College of Arts and Humanities (Composite)

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		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	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	10	10	0																																																
Cat. I Total	12	12	0									0	0	4.9	17.9	yes	yes	2		-	-	0				-																									
<b>II</b>																																																			
Professors	73	65	8				1																																												
Associate Professors	55	37	18	1			1																																												
Assistant Professors	36	22	14		1			1																																											
Instructors	3	3	0																																																
Photo-Jour. In-Res.	1	1	0																																																
Cat. II Total	168	128	40	1	1		2	1				3.0	23.8	*	*	yes	yes	9	2	6	8	1	2	3	10	1987	7	1987																							

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984 85

DEPARTMENT: College of Arts and Humanities (Composite)

ULTIMATE GOALS: Up to 1987

(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. OPNS.	(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						
<b>IV</b> Prin. Secretary	1	0	1																															
Senior Secretary	3	0	3																															
Dept. Secretary	6	0	6																															
Sr. Admin. Secretary	1	0	1																															
Sr. Dept. Secretary	5	0	5																															
Admin. Secretary	1	0	1																															
Secretary	1	0	1																															
<b>Cat. IV Total</b>	<b>18</b>	<b>0</b>	<b>18</b>								0	100	4.0	na	yes	no	3	-	1	1	-	3	3	1	1987									
<b>V</b> Tech. Coordinator	1	1	0								0	0	4.6	na	no	no	0	-	-	0	-	-	0											

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Art Department (1-302)

(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	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	17.0	no	no	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	3	1	-	1	1	-	1	1	1986	2	1987
IV Dept. Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
*Source National Research Council Summary Report 1980 Doctorate Recipients																														

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

DATE PREPARED: May 18, 1984

ANNUAL GOALS FOR: 1984-85

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	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	1	-	-	0	-	-	0	-	-	-	-
II Professor	12	10	2											0	43.2	5.9	34.3	yes	no	2	-	1	1	-	-	0	2	1987	-	-
Associate Professor	16	6	10																											
Assistant Professor	9	5	4																											
Cat. II Total	37	21	16																											
IV Senior Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
Admin. Secretary	1	0	1																											
Dept. Secretary	1	0	1																											
Cat IV Total	3	0	3																											

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

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

ULTIMATE GOALS: Up to 1987

POSITION TITLE	(1)		(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	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	-	-	-	-	-	-	-
II Professor	6	6	0																													
Associate Professor	6	3	3				1																									
Assistant Professor	2	1	1						1																							
Cat. II Total	14	10	4				1		1				14.3	28.6	9.2	46.3	no	yes	0	-	-	0	-	-	0	-	-	-	-	-	-	
IV Sr. Dept. Secretary	1	0	1										0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: History (1-305)

(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	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	-	-	-	-
II Professor	12	11	1																0	11.8	13.0	25.3	yes	yes	0	-	-	0	-	-	0	1	1987	1	1987
Associate Professor	5	4	1																																
Cat. II Total	17	15	2																0						0	-	-	0							
IV Sr. Dept. Secretary	1	0	1																0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: May 30, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Music (1-306)

(1) POSITION TITLE	(2)			(3)								(4)				(5)				(6)				(7)				(8)					
	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	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	1	0										0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-		
II Professor	6	5	1																														
Associate Professor	3	2	1																														
Assistant Professor	6	3	3																														
Asst. Professor (Visiting)	1	1	0																														
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	-	-	-	-		
IV Secretary	1	0	1																														
Sr. Secretary	1	0	1																														
Cat. IV Total	2	0	2										0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-		
*No Underutilization																																	
0737p-page 8																																	

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

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	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	-	-	-	-
II Professor Associate Professor Assistant Professor Instructor Cat. II Total	6 4 1 1 12	5 4 1 1 11	1 0 0 0 1											8.3	8.3	4.9	17.9	no	yes	0	1	1	2	-	1	1	2	1987	2	1987
IV Dept. Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: June 7, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Communication and Theatre (1-308)

(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.												MIN.	WOMEN	MIN.	WOMEN	NUMBER	TARGET DATE
I Department Head	1	1	0									0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
II Professor Associate Professor Assistant Professor Cat. II Total	8 7 5 20	8 7 3 18	0 0 2 2									0	10.0	11.0	36.3	yes	yes	2	-	1	1	-	-	0	-	-	2	1987
IV Dept. Secretary Sr. Dept. Secretary Cat. IV Total	1 1 2	0 0 0	1 1 2									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

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	PROM.	NEW HIRE	TOTAL	PROM.		NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE				
BLACK	API.	AIE.	HISP.	BLACK	API.	AIE.	HISP.	MIN.	WOMEN	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	1	-	-	0	-	-	0	-	-	-	-		
II Professor	1	1	0																									
Associate Professor	4	4	0																									
Assistant Professor	4	3	1																									
Instructor	1	1	0																									
Photo-Journalist- In-Residence	1	1	0																									
Cat. II Total	11	10	1							0	9.0	5.6	22.2	yes	yes	1	-	-	0	-	1	1	1	1987	-	-		
IV Sr. Dept. Secretary	1	0	1							0	100	4.0	na	no	no	1	-	-	0	-	1	1	-	-	-	-		
*Includes University Publications																												



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

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

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	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	-	-	-	-
II Professor Assistant Professor Cat. II Total	8 1 9	7 1 8	1 0 1												0	11.1	13.7	20.2	yes	yes	0	-	-	0	-	-	0	-	-	-	-
IV Dept. Secretary	1	0	1												0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
NOTE: We do not expect openings in the Government Department due to retirement or transfer of faculty up to 1987																															

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

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

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	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	1	0													0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
II Professor	7	6	1													0	25.0	10.0	28.0	yes	no	0	-	2	2	-	-	0	2	1987	-	-
Associate Professor	9	6	3																													
Assistant Professor	4	3	1																													
Cat. II Total	20	15	5													0	25.0	10.0	28.0	yes	no	0	-	2	2	-	-	0	2	1987	-	-
IV Sr. Dept. Secretary	1	0	1													0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
Dept. Secretary	1	0	1																													
Cat. IV Total	2	0	2													0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

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	TOTAL	PROM.		NEW HIRE	TOTAL	MINORITIES		WOMEN								
				BLACK	A.P.I.	A.I.F.	HISP.	BLACK	A.P.I.	A.I.F.	HISP.												NUMBER	TARGET DATE	NUMBER	TARGET DATE							
I Dean	1	1	0																														
Assistant Dean	1	1	0																														
Department Head	4	4	0																														
Cat. I Total	6	6	0								0	0	4.9	17.9	yes	yes	2	-	-	0	-	1	1	-	-	-	-	-	-	-	-		
II Professor	11	9	2		1																												
Associate Professor	14	13	1																														
Assistant Professor	24	20	4		1																												
Instructor	5	4	1		1																												
Cat. II Total	54	46	8		3						5.6	14.8	*	*	yes	yes	9	-	2	2	-	3	3	3	1987	5	1987						
III Staff Assistant	1	1	0								0	0	9.4	31.9	no	no	0	-	-	0			0	-									



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

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

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.	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	MINORITIES	TOTAL	MINORITIES	TOTAL		
I Dean	1	1	0											0	0	4.9	17.9	no	no	1	-	-	0	-	1	1	-	-	-	-				
Assistant Dean	1	1	0																															
Cat. I Total	2	2	0											0	0	4.9	17.9	no	no	1	-	-	0	-	1	1	-	-	-	-				
III Staff Assistant	1	1	0											0	0	9.1	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-				
IV Prin. Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-				

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

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Accounting (1-102)

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	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	1	0										0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
II Professor	3	3	0																												
Associate Professor	1	1	0																												
Assistant Professor	6	6	0																												
Cat. II Total	10	10	0										0	0	9.9	14.2	yes	yes	1	-	-	0	-	1	1	1	1987	1	1987		
IV Sr. Dept. Secretary	1	0	1										0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-

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

DATE PREPARED: June 6, 1984  
 ANNUAL GOALS FOR: 1984-85  
 ULTIMATE GOALS: Up to 1987

DEPARTMENT: Economics (1-103)

POSITION TITLE	(1)		(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		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	-	-	-	-
II Professor	2	2	0																										
Associate Professor	5	4	1																										
Assistant Professor	7	6	1			1																							
Cat. II Total	14	12	2			1							7.1	14.3	12.8	13.6	yes	no	0	-	-	0	-	-	0	1	1987	1	1987
IV Sr. Dept. Secretary	1	0	1										0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: June 7, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Administrative Office Systems (1-105)

ULTIMATE GOALS: Up to 1987

POSITION TITLE	(1)		(2)		(3)								(4)		(5)		(6)		PREJ. 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								
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.							PROM.		NEW HIRES	TOTAL	PROM.	NEW HIRES	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
I Department Head	1	1	0										0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
II Professor Associate Professor Assistant Professor Cat. II Total	3 1 3 7	1 1 0 2	2 0 3 5										0	71.4	11.5	50.0	yes	no	1	-	-	0	-	-	0	-	-	1	1987
IV Dept. Secretary	1	0	1										0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-



DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 31, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Management and Marketing (1-107)

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.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.		NEW HIRE	TOTAL	MINORITIES		WOMEN					
				BLACK	API	ALE	HISP.	BLACK	API	ALE	HISP.	MIN.	WOMEN														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	-	-	-	-			
II Professor	3	3	0																															
Associate Professor	3	3	0																															
Assistant Professor	6	6	0																															
Instructor	1	1	0																															
Cat. II Total	13	13	0		1										7.7	0	11.5	14.3	yes	yes	4	-	1	1	-	1	1	1	1987	1	1986			
IV Sr. Dept. Secretary	1	0	1												0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-			

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

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Finance & Mgt. Infor. 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-UTILZ. (YES OR NO)		ANNUAL GOALS			ULTIMATE GOALS														
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MINORITIES			WOMEN														
				BLACK	A.P.I.	A.A.E.	HISP.	BLACK	A.P.I.	A.A.E.	HISP.					MIN.	WOMEN		PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE					
I Department Head	0	0	0														1	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	
II Professor	0	0	0																														
Associate Professor	4	4	0																														
Assistant Professor	2	2	0																														
Instructor	4	3	1																														
Cat. II Total	10	9	1		1																												
IV Dept. Secretary	1	0	1																														











DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Educational Leadership (1-203)

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	API	ALE	HISP.	BLACK	API	ALE	HISP.									PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
				BLACK	API	ALE	HISP.	BLACK	API	ALE	HISP.									MIN.	WOMEN	MIN	WOMEN	MIN	WOMEN	MIN	WOMEN	NUMBER	TARGET DATE
I Department Head	1	1	0									0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	
II Professor	13	12	1																										
Associate Professor	3	3	0																										
Assistant Professor	1	1	0																										
Cat. II Total	17	16	1									0	5.9	18.1	33.3	yes	yes	0	-	-	0	-	-	0	2	1986	2	1986	
IV Dept. Secretary	1	0	1																										
Sr. Dept. Secretary	1	0	1																										
Cat. IV Total	2	0	2									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	



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

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Psychology (1-207)

(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	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	-	-	-	-	-	-
II Professor	12	11	1																													
Associate Professor	10	7	3	2																												
Assistant Professor	3	1	2																													
Instructor	2	1	1																													
Cat. II Total	27	20	7	2										7.4	25.9	7.0	33.0	no	yes	1	-	-	0	-	1	1	3	1984	9	1984		
IV Admin. Secretary	1	0	1																													
Sr. Dept. Secretary	1	0	1																													
Cat. IV Total	2	0	2											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	

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

DATE PREPARED: June 4, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Physical Education & Recreation (01-208)

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 HIRS		TOTAL	PROM.	NEW HIRS	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			1								100	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
II Professor	3	3	0																											
Associate Professor	4	2	2																											
Assistant Professor	8	7	1	1																										
Instructor	2	1	1																											
Cat. II Total	17	13	4	1										5.9	23.5	15.3	44.5	yes	yes	0	-	-	0	-	-	0	1	1987	-	-
IV Sr. Admin. Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
VII Ath. Equip. Attendant	1	1	0											0	0	na	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: May 21, 1984

ANNUAL GOALS FOR: 1984-85

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							
				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 Department Head	1	1	0									0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-		
II Professor	8	3	5																											
Associate Professor	4	0	4					1		1																				
Assistant Professor	2	1	1																											
Instructor	1	0	1																											
Cat. II Total	15	4	11					1		1				13.3	73.3	6.2	70.9	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Sr. Dept. Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	1	1	-	-	1	1987
V Lab Assistant	1	0	1											0	100	3.8	11.5	no	no	0	-	-	0	-	-	0	-	-	-	-
VII Cook-Baker	1	1	0											0	0	3.8	11.5	no	no	0	-	-	0	-	-	0	-	-	-	-

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

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

ULTIMATE GOALS: Up to 1987

POSITION TITLE	TOTAL	MEN	WOMEN	(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ. (YES OR NO)		PROJ. ORNS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS															
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		PROJ.	NEW HIRES	TOTAL	PROJ.	NEW HIRES	TOTAL	MINORITIES		WOMEN													
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.														MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE						
I																																								
Dean	1	1	0																																					
Associate Dean	1	1	0																																					
Assistant Dean	1	1	0																																					
Department Head	10	8	2																																					
Cat. I Total	13	11	2								0	15.4	4.9	17.9	yes	no	1	1	-	1	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
II																																								
Professor	60	57	3		1																																			
Associate Professor	54	41	13																																					
Assistant Professor	45	30	15						2																															
Instructor	21	5	16	1	1																																			
Asst. Instructor	1	1	0																																					
Cat. II Total	181	134	47	1	2				2		2.8	26.0	*	*	yes	no	18	-	4	4	3	6	9	12	1987	9	1987													
III																																								
Assistant Manager	1	1	0																																					
Manager	2	1	1																																					
Elect. Engineer	1	1	0																																					
Cat. III Total	4	3	1								0	25.0	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

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

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. OPNS.	MINORITIES			WOMEN			MINORITIES		WOMEN				
				BLACK	A.P.L.	ALL	HISP.	BLACK	A.P.L.	ALL	HISP.								TOTAL		TOTAL	FROM.	NEW HIRE	TOTAL	FROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
<b>IV</b> Prin. Secretary	1	0	1																												
Sr. Admin. Secretary	1	0	1																												
Sr. Dept. Secretary	10	0	10																												
Dept. Secretary	6	0	6																												
Dental Receptionist	1	0	1																												
Admin. Secretary	2	0	2																												
Chem. Sup. Clerk	1	0	1																												
<b>Cat. IV Total</b>	<b>22</b>	<b>0</b>	<b>22</b>								<b>0</b>	<b>100</b>	<b>4.0</b>	<b>na</b>	<b>yes</b>	<b>no</b>	<b>3</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1987</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>V</b> Technicians & Lab Assistants	11	9	2								0	18.2	4.6	na	yes	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-	
<b>VII</b> Farm Laborer	3	3	0								0	0	6.6	5.3	no	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-	
*See Departmental Worksheet																															
0737p-page 32																															

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

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

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	MINORITIES		WOMEN			
				BLACK	A.P.L.	A.I.E.	HISP.	BLACK	A.P.L.	A.I.E.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Dean Associate Dean Assistant Dean Cat. I Total	1 1 1 3	1 1 1 3	0 0 0 0											0	0	4.9	17.9	no	yes	0	-	-	0	-	-	0	-	-	-	-
IV Sr. Admin. Secretary Prin. Secretary Cat. IV Total	1 1 2	0 0 0	1 1 2											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
V Technician	3	3	0											0	0	4.6	na	no	no	0	-	-	0	-	-	0	-	-	-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: up to 1987

DEPARTMENT: Ogden Computer Lab (32-001)

(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			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.												MIN	WOMEN	MIN	WOMEN	NUMBER	TARGET DATE
III Assistant Manager	1	1	0									0	0	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Admin. Secretary	1	0	1									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-
The employees previously reported under the Ogden Computer Lab will be reported under the University Academic Computing Center for 1984-85																												

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 8, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Agriculture (1-402)\*

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	TOTAL		MINORITIES			WOMEN			NUMBER	TARGET DATE	NUMBER	TARGET DATE		
				BLACK	A.P.L.	A.I.E.	HISP.	BLACK	A.P.L.	A.I.E.	HISP.									PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL					MINORITIES	WOMEN
I Department Head	1	1	0									0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-			
II Professor	6	6	0																												
Associate Professor	4	4	0																												
Assistant Professor	4	4	0																												
Instructor	0	0	0																												
Cat. II Total	14	14	0									0	0	7.6	10.0	yes	yes	2**	-	-	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	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-			
*Includes the Agriculture Exposition Center					**If new faculty position is created.																										



DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 8, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: University Farm (33-002)

ULTIMATE GOALS: Up to 1987

POSITION TITLE	(2)		WOMEN	(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		MEN				WOMEN				M/N	WOMEN	M/N	WOMEN	M/N	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN				
				BLACK	A.P.I.	A.L.E.	HISP.	BLACK	A.P.I.	A.L.E.	HISP.								FROM.	NEW HIRE	TOTAL	FROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Manager	1	1	0									0	0	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	-
V Dairy Herdsman	1	1	0									0	0	4.6	na	no	no	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	-	-	-	-	-	-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Biology (1-403)

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	PROJ.	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	1	0											0	0	4.9	17.9	no	no	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	4.6	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	
V Lab Technician	1	0	1											0	100	4.6	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Chemistry (1-404)

POSITION TITLE	(1)		(2)		(3)								(4)				(5)				(6)				(7)				(8)						(9)			
	TOTAL	MEN	WOMEN	MINORITIES								PERCENT OF TOTAL		AVAIL PERCENT		UNDER-UTILZ (YES OR NO)		PROJ. OPNS.	ANNUAL GOALS						ULTIMATE GOALS													
				MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN		PROJ. OPNS.	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	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-		
II Professor	8	8	0																																			
Associate Professor	6	5	1																																			
Instructor	1	1	0																																			
Cat. II Total	15	14	1									0	6.7	6.0	16.6	yes	yes	0	-	-	0	-	-	0	1	1987	-	-	-	-	-	-	-	-	-			
V Lab Assistant	2	2	0																																			
Lab. Supplies Spec.	1	0	1																																			
Cat. V Total	3	2	1									0	33.3	4.6	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-		
VI Sr. Dept. Secretary	1	0	1																																			
Chem. Supplies Clerk	1	0	1																																			
Cat. VI Total	2	0	2									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-		

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

DATE PREPARED: June 8, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Geography and Geology (1-405)

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		TOTAL	PROM.	NEW HIRE	TOTAL	MINORITIES		WOMEN					
				BLACK	A.P.I.	A.I.E.	HSP	HSP	BLACK	A.P.I.	A.I.E.	HSP	MIN.												WOMEN	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	NUMBER
I Department Head	1	1	0												0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	
II Professor	10	10	0																													
Associate Professor	1	1	0																													
Assistant Professor	3	3	0																													
Cat. II Total	14	14	0													0	0	8.6	10.2	yes	yes	0	-	-	0	-	-	0	1	1986	1	1987
IV Sr. Dept. Secretary	1	0	1													0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: June 4, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Mathematics (1-406)

(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		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	1	0											0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	-
II Professor	7	5	2																														
Associate Professor	3	2	1																														
Assistant Professor	11	7	4																														
Instructor	7	0	7																														
Cat. II Total	28	14	14											0	50.0	8.0	11.5	yes	no	1	-	1	1	-	-	0	1	1987	-	-	-	-	
IV Sr. Dept. Secretary	1	0	1											0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 8, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Physics and Astronomy (1-407)

(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	MINORITIES			WOMEN			MINORITIES		WOMEN				
				BLACK	A.P.I.	A.I.F.	HISP.	BLACK	A.P.I.	A.I.F.	HISP.					MIN	WOMEN		MIN	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE
I Department Head	0	0	0														1	-	-	0	-	-	0	-	-	-	-	
II Professor	4	4	0																									
Associate Professor	7	6	1																									
Assistant Professor	2	2	0																									
Cat. II Total	13	12	1							0	7.7	14.8	6.8	yes	no	1	-	-	0	-	-	0	1	1987	-	-		
III Electronics Engineer	1	1	0							0	0	4.6	2.9	no	no	0	-	-	0	-	-	0	-	-	-	-		
IV Sr. Dept. Secretary	1	0	1																									
Admin. Secretary	1	0	1																									
Cat. IV Total	2	0	2							0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-		

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Industrial & Engineering Technology (1-408)

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		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	1	0									0	0	4.9	17.9	0	0	0	-	-	0	-	-	0	-	-	-	-	
II Professor	5	5	0																										
Associate Professor	10	10	0																										
Assistant Professor	9	9	0																										
Assistant Instructor	1	1	0																										
Cat. II Total	26	26	0									0	0	4.6	2.9	yes	yes	2	-	1	1	-	1	1	1	1	1987	1	1987
IV Sr. Dept. Secretary	2	0	2									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	
V Lab Technician	1	1	0									0	0	4.6	na	no	no	0	-	-	0	-	-	0	-	-	-	-	

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Water Quality Lab (16-003)

(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.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
III Lab Manager	1	1	0										0	100	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
V Lab Assistant	1	1	0										0	0	4.4	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
IV Dept. Secretary	1	0	1										0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-



DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Nursing (1-413)

(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.	MINORITIES			WOMEN			MINORITIES		WOMEN													
				BLACK	API	AIE	HISP.	BLACK	API	AIE	HISP.							MIN.	WOMEN	PROJ.	NEW HIRE	TOTAL	PROJ.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE										
I Department Head	1	0	1																																				
II Associate Professor	7	0	7																																				
Assistant Professor	11	0	11						2																														
Instructor	3	0	3						2																														
Cat. II Total	21	0	21						2																														
IV Dept. Secretary	1	0	1																																				
Sr. Dept. Secretary	1	0	1																																				
Cat. IV Total	2	0	2																																				

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Health and Safety (1-414)

(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.	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			
																										NUMBER	TARGET DATE	NUMBER
I Department Head	1	1	0									0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
II Professor	3	2	1																									
Associate Professor	9	8	1																									
Assistant Professor	2	2	0																									
Instructor	1	0	1																									
Cat. II Total	15	12	3									0	20.0	3.5	25.0	no	no	0	-	-	0	1	-	1	-	-	1	1987
IV Sr. Dept. Secretary	1	0	1									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 25, 1984

ANNUAL GOALS FOR: 1984-85

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. O/PNS	(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	PROM.		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	MIN.	TARGET DATE	NUMBER	TARGET DATE	NUMBER
I Department Head	1	0	1									0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	
II Professor	1	1	0																										
Assistant Professor	1	1	0																										
Instructor	4	0	4																										
Cat. II Total	6	2	4									0	66.6	12.6	33.0	yes	no	1	-	-	0	1	1	2	2	1987	1	1987	
IV Dept. Secretary	1	0	1																										
Dental Recept.	1	0	1																										
Cat. IV Total	2	0	2									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	
<p>NOTE: Recruitment efforts in the past 2-3 years have not provided any minority applicants either in Dental Hygiene or Medical Record Technology. I do not have a printed source of information to substantiate a lesser percentage of minorities in these two disciplines but it has been my observation that a 12.6 percent of available minority persons is a high estimation.</p>																													

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Computer Science (1-424)

(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.	MIN.	WOMEN												MIN.	WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Department Head	1	1	0													0	0	3.5	18.0	no	no	0	-	-	0	-	-	0	-	-	-	-
II Professor	3	3	0																													
Associate Professor	2	2	0																													
Assistant Professor	2	2	0																													
Instructor	3	2	1																													
Cat. II Total	10	9	1	1	1										10.0	10.0	3.5	18.0	no	yes	5	-	2	2	-	3	3	3	1987	3	1987	
IV Dept. Secretary	1	0	1												0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	

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

DATE PREPARED: June 15, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Dean, Academic Services (34-007)

(1) POSITION TITLE	(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	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.
I Dean	1	1	0											0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Prin. Secretary	1	0	1											0	100	4.0	na	no	no	1	-	-	0	-	1	1987	-	-	1	1987

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

DATE PREPARED: June 12, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: University Libraries (25-001)\*

(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.	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	PROM.	NEW HIRE
I Director	1	1	0											0	25.4	4.7	53.1	no	yes	0	-	-	0	-	-	0	-	-	-	-		
Department Head	3	2	1																													
Cat. I Total	4	3	1											0	25.4	4.7	53.1	no	yes	0	-	-	0	-	-	0	-	-	-	-		
III Library Unit Suprv.	4	1	3																													
Acquisitions Librarian	2	0	2																													
Cataloging Librarian	4	0	4																													
Circulation Librarian	2	0	2																													
Reference Librarian	14	3	11																													
Curator	1	0	1																													
Spec. Collections Lib	4	0	4																													
Manuscript Librarian	1	0	1																													
Museum Registrar	1	0	1																													
Associate Curator	1	1	0																													
Public Info. Officer	1	1	0																													
Assistant Curator	1	0	1																													
Archival Cataloger	1	0	1																													
Cat. III Total	37	6	31											2	1	8.1	83.8	4.7	53.1	no	no	3	-	-	0	-	3	3	-	-	-	-



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

DATE PREPARED: June 7, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT Media Services\*

(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	MINORITIES			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								
I																																		
Associate Dean	1	1	0																															
Associate Director	1	1	0																															
Station Manager	1	1	0																															
Cat. I Total	3	3	0							0	0	8.6	28.0	no	yes	0	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-			
III																																		
Music Director	1	1	0																															
News Director	2	1	1																															
Producer/Announcer	3	1	2					1																										
Radio Engineer	1	1	0																															
Announcer	2	2	0																															
News Reporter	1	1	0																															
Media Producer	1	1	0																															
Chief Engineer (ETV)	1	1	0																															
Graphics Artist (ETV)	1	1	0																															
Producer/Director ETV	2	1	1																															
TV Engineer	2	1	1																															
Cat. III Total	17	12	5					1		5.9	29.4	8.6	28.0	no	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-	-		



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

DATE PREPARED June 7, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Media Services\*

POSITION TITLE	(1)		(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		NUMBER	TARGET DATE	NUMBER	TARGET DATE																											
				BLACK	A.P.I.	A.I.E.	HISP.								BLACK	A.P.I.		A.I.E.	HISP.					FROM	NEW HIRE	TOTAL	FROM	NEW HIRE	TOTAL																					
IV																																																		
Senior Secretary	1	0	1																																															
Admin. Secretary	2	0	2																																															
Film Library Clerk	1	0	1																																															
Media Specialists	1	0	1																																															
Cat. IV Total	5	0	5							0	100	8.6	28.0	no	no	0						0																1	1987											

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

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

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER-UTILIZ. (YES OR NO)		(7) FTE/OJ 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	MINORITIES		WOMEN														
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE													
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE													
<b>I</b>																																									
Vice President	1	1	0																																						
Assoc. Vice Pres.*	1	0	1																																						
Asst. Vice Pres.**	1	1	0																																						
Director	4	3	1																																						
Dean	1	1	0																																						
<b>Cat. I Total</b>	<b>8</b>	<b>6</b>	<b>2</b>																																						
<b>III</b>																																									
Lab. Technician	1	0	1																																						
Assistant Director	1	0	1																																						
Int'l Student Adv.	1	0	1																																						
Programmer Consultant	1	1	0																																						
Project Consultant	1	1	0																																						
Tutor	1	0	1																																						
Staff Assistant	2	0	2																																						
Credentials Analyst	1	0	1																																						
<b>Cat. III Total</b>	<b>9</b>	<b>2</b>	<b>7</b>																																						

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 6, 1984

ANNUAL GOALS FOR: 1984-85

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

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	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	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
<b>IV</b>																														
Exec. Secretary	1	0	1																											
Prin. Secretary	4	0	4																											
Admin. Secretary	3	0	3																											
Sr. Admin. Secretary	2	0	2						1																					
Lab Assistant	1	0	1																											
Tech. Support Spec.	1	0	1																											
<b>Cat. IV Total</b>	<b>12</b>	<b>0</b>	<b>12</b>						<b>1</b>			<b>8.3</b>	<b>100</b>	<b>4.0</b>	<b>na</b>	<b>no</b>	<b>no</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>1984</b>		
*Position to be vacated August 15, 1984																	**May be vacated on August 15, 1984													
Includes: O'Boro (1-606), Grad. Col. (34-009), Acad. Com. and Res. Svcs. (32-002), Developmental Studies (04-001), Special Services, Talent Search, Upward Bound, International Projects (34-010), University Honors Program (01-607), Coop. Education (01-605).																														

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 17, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

POSITION TITLE	(1)			(2)				(3)				(4)		(5)		(6)		(7)			(8)			
	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	MIN.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN	
				BLACK	A.P.I.	A.I.E.	HISP.								BLACK	A.P.I.	A.I.E.	HISP.	PHOM.	NEW HIRES	TOTAL	PHOM.	NEW HIRES	TOTAL
I Dean Assistant Dean Director Cat. I Total	1 1 2 4	1 1 1 3	0 0 1 1					0	25.0	4.9	17.9	yes	no	0	-	-	0	-	-	0	-	-	-	-
III Staff Assistant Coordinator Assistant Director Cat. III Total	1 2 2 5	1 1 0 2	0 1 2 3					0	60	9.4	31.9	yes	no	0	-	-	0	-	-	0	1	1987	-	-
IV Prin. Secretary Admin. Secretary Sr. Processing Clk. Examination Clerk Sr. Secretary Secretary Cat. IV Total	1 3 2 1 1 1 9	0 0 0 0 0 0 0	1 3 2 1 1 1 9			1		11.1	100	4.0	--	no	no	1	-	-	0	-	-	0	1	1987	-	-
*Includes: Continuing Ed. (16-010), Extended Campus Programs (34-006), Coop. and Exp. Ed. (01-605), Independent Studies (04-002).																								
0737p-page 55																								

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 25, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

(1) POSITION TITLE	(2)		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILIZ (YES OR NO)		(7) PROJ OWNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS												
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	PROJ OWNS		MINORITIES			WOMEN			MINORITIES		WOMEN										
				BLACK	API	ALE	HISP	BLACK	API	ALE	HISP							FROM	NEW HIRE	TOTAL	FROM	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE									
I President	1	1	0																																	
Asst. to President	1	1	0																																	
Director	3	3	0																																	
<b>Cat. I Total</b>	<b>5</b>	<b>5</b>	<b>0</b>								<b>0</b>	<b>0</b>	<b>4.9</b>	<b>17.9</b>	<b>no</b>	<b>yes</b>	<b>1</b>						<b>0</b>	<b>1</b>									<b>1</b>	<b>1987</b>		
III Associate Director	1	1	0																																	
Univ. Attorney	1	1	0																																	
Research Assistant	1	0	1						1																											
Staff Assistant	1	0	1																																	
<b>Cat. III Total</b>	<b>4</b>	<b>2</b>	<b>2</b>						<b>1</b>		<b>0</b>	<b>50.0</b>	<b>9.4</b>	<b>31.9</b>	<b>no</b>	<b>no</b>	<b>0</b>																			
IV Sec. to Pres.	2	0	2																																	
Exec. Secretary	1	0	1																																	
Prin. Secretary	1	0	1																																	
Sr. Admin. Secretary	2	0	2																																	
Accounts Clerk I	1	0	1						1																											
Research Clerk I	1	0	1																																	
<b>Cat. IV Total</b>	<b>8</b>	<b>0</b>	<b>8</b>						<b>1</b>		<b>12.5</b>	<b>100</b>	<b>4.0</b>	<b>na</b>	<b>no</b>	<b>no</b>	<b>1</b>																			

\*Includes: Sponsored Programs (34-008), Institutional Research (60-007), University Attorney (60-008) and Development (64-001).  
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DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 25, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Computer and Informational Services (65-001)

(1) POSITION TITLE	(2)			(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER- UTILIZ (YES OR NO)		(7) PROJ. OPMS.	(8) ANNUAL GOALS						(9) ULTIMATE GOALS						
	TOTAL	MEN	WOMEN	MEN				WOMEN				MIN	WOMEN	MIN	WOMEN	MIN	WOMEN		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 Director Operations Manager Cat. I Total	1 1 2	1 1 2	0 0 0									0	0	4.7	17.9	no	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-
III Lead Programmer Programmer II System Programmer II Programmer I Computer Consultant Programmer Cat. III Total	1 1 1 5 1 1 10	1 0 1 5 1 0 8	0 1 0 0 1 1 2									0	20.0	4.6	na	no	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 25, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Computer and Informational Services (65-001)

ULTIMATE GOALS: 1p to 1987

(1) POSITION TITLE	(2) TOTAL	(2) MEN WOMEN		(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL PERCENT		(6) UNDER- UTILZ. (YES OR NO)		(7) PROJ. OPNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS				
				MEN				WOMEN				MIN	WOMEN	MIN.	WOMEN	MIN.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN		
				BLACK	A.P.I.	ASIE	HISP.	BLACK	A.P.I.	ASIE	HISP.								PROG.	NEW HIRE	TOTAL	PROG.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
IV																													
Data Entry Opr. I	1	0	1																										
Data Entry Opr. III	2	0	2																										
Computer Opr. II	1	1	0																										
Computer Opr. III	1	1	0																										
Computer Opr. IV	1	1	0																										
Data Control Spec. III	1	0	1																										
Data Control Spec. IV	2	0	2																										
Lead Data Entry Opr	1	0	1																										
Sr. Admin. Secretary	1	0	1																										
Cat. IV Total	11	3	8								0	72.7	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 21, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

(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	MINORITIES			WOMEN			MINORITIES		WOMEN					
				BLACK	A P L	A I E	HISP	BLACK	A P L	A I E	HISP						PROM		NEW HIRE	TOTAL	PROM	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Vice President	1	1	0									0	0	4.9	18.0	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
III Internal Auditor	1	1	0																											
Sr. Mgt. Analyst	1	1	0																											
Staff Auditor	1	1	0																											
Manager	1	1	0																											
Cat. III Total	4	4	0									0	0	9.4	31.9	yes	yes	1	-	-	0	-	-	0	1	1987	-	-	-	-
IV Exec. Secretary	1	0	1																											
Sr. Admin. Secretary	1	0	1																											
Ticket Sales Clerk	1	0	1																											
Cat. IV Total	3	0	3									0	100	4.1	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
*Includes: Ticket Manager (62-003), Internal Auditor, Management Analyst.																														



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

DATE PREPARED: May 21, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Personnel Services (62-001)\*

(1) POSITION TITLE	(2)		(3)											(4)		(5)		(6)		(7) PROJ. O'NS	(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	API.	AIE.	HISP.	BLACK	API.	AIE.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Director	1	1	0										0	60.0	4.9	17.9	no	no	0	-	-	0	-	-	0	1	1987	-	-	
Assistant Director	2	1	1																											
Mgr., Postal Serv.	1	0	1																											
Manager, Credit Union	1	0	1																											
Cat. I Total	5	2	3										0	60.0	4.9	17.9	no	no	0	-	-	0	-	-	0	1	1987	-	-	
III Marketing Coordinator	1	0	1										0	100	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-	
Asst. Mgr., C.U.	1	0	1																											
Cat. III Total	2	0	2										0	100	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-	

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 21, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Personnel Services (62-001)\*

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	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	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE																				
IV																																																		
Sr. Adm. Secretary	1	0	1																																															
Teller	1	0	1																																															
Personnel Clerk	2	0	2					2																																										
Payroll Clerk	2	0	2																																															
Personnel Spec.	1	0	1																																															
Sr. Payroll Clerk	1	0	1																																															
Benefits Spec.	1	0	1																																															
Sr. Pers. Spec.	1	0	1																																															
Postal Serv. Clerk	1	1	0																																															
Mailroom Clerk	1	0	1																																															
Teller III	1	0	1																																															
Account Assistant	1	0	1																																															
Sr. Mailroom Clerk	1	0	1																																															
Cat. IV Total	15	1	14					2					20.0	93.3	4.0	na	no	no			1		-	-	0		-	-	0		1	1987		-	-															
*Includes: Credit Union, Postal Services (63-005)																																																		
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**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: May 15, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Accounts & Budgetary Control (61-001)

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.		NEW HIRE	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	TOTAL
I Director	1	1	0									0	0	4.9	17.9	no	yes	0	-	-	0	-	-	0	-	-	1	1987
Assistant Director	1	1	0																									
Supervisor	1	1	0																									
Chief Cashier	1	1	0																									
Cat. I Total	4	4	0									0	0	4.9	17.9	no	yes	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	-	-	-	-
IV Cashier	3	0	3																									
Accounts Clerk	7	0	7																									
Sr. Accounts Clerk	1	0	1																									
Sr. Admin. Secretary	1	0	1																									
Senior Cashier	1	0	1																									
Cat. IV Total	13	0	13									0	100	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: July 6, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Purchasing (63-003)\*

(1) POSITION TITLE	(2)			(3)										(4)		(5)		(6)		(7) PROJ. OPNS	(8)						(9)			
	TOTAL	MER	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	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.																			
I Director	1	1	0										0	0	4.8	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	
Asst. to Director	1	1	0																											
Cat. I Total	2	2	0																											
III Buyer	2	1	1										0	16.7	9.4	31.9	yes	yes	0	-	-	0	-	-	0	-	-	-	-	
Manager	4	4	0																											
Cat. III Total	6	5	1																											
IV General Clerk I	1	0	1																											
Admin. Secretary	1	0	1																											
Bid Clerk	1	0	1																											
Bookkeeper	4	0	4																											
Pre-Audit Clerk	2	0	2																											
Sr. Admin. Secretary	1	0	1										0	100	4.1	na	yes	no	1	-	-	0	-	-	0	1	1987	-	-	
Cat. IV Total	10	0	10																											

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

DATE PREPARED: July 6, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Purchasing (63-003)\*

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	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.												MIN.	WOMEN	MIN.	WOMEN	NUMBER	TARGET DATE	NUMBER	TARGET DATE									
<b>VI</b>																																							
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>0</b>	-	-	<b>0</b>	<b>1</b>	<b>1987</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 13, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Physical Plant Administration (70-001)

POSITION TITLE	(1)		(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		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	NUMBER	TARGET DATE	NUMBER
I Administrator	1	1	0																																			
Asst. Administrator	1	1	0																																			
Superintendent	5	5	0																																			
Asst. Superintendent	1	0	1																																			
Cat. I Total	8	7	1								1									12.5	12.5	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
III Drafter	1	1	0																																			
IV Order Clerk	1	0	1																																			
Sr. Personnel Clerk	1	0	1																																			
Work Ctl. Ctr. Clerk	2	0	2								1																											
Prin. Secretary	1	0	1																																			
Cat. IV Total	5	0	5								1								20.0	100	4.0	--	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	

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

DATE PREPARED: June 13, 1984

ANNUAL GOALS FOR: 1984-85

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	MIN.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN												
				BLACK	API	ALIE	HISP.	BLACK	API	ALIE	HISP.								PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE											
VI 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	1	1	0																																				
Cat. VI Total	6	6	0									0	0	3.8	11.4	no	yes	1	-	1	1	-	1	1	1	1987	1	1987											

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

DATE PREPARED: June 13, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT Custodial Services (70-002)

(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	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	MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN		
VII Supervisor	5	3	2																																					
Group Leader	11	10	1	1																																				
Bldg. Serv. Attndt.	134	45	89	8					18																															
Cat. VII Total	150	58	92	9					18					18.0	61.3	na	na	no	no	0																				











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

DATE PREPARED: July 9, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Food Service \*(85-001)

ULTIMATE GOALS: up to 1987

POSITION TITLE	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	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 Director	1	1	0																																		
Asst. Director	1	1	0																																		
Manager	2	1	1																																		
Cat. I Total	5	4	1										0	.20	4.9	18.0	no	no	0	-	-	0	-	-	0	1	1986	1	1986								
IV Personnel Clerk	1	0	1																																		
Sr. Admin. Secretary	1	0	1																																		
Sr. Bookkeeper	1	0	1																																		
Secretary	2	0	2																																		
Cat. IV Total	5	0	5										0	100	4.0	na	no	no	0	-	-	0	1	1	1	-	-						1	1985			



DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 16, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: CHF Bookstore (89-001)\*

POSITION TITLE	(1)		(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		PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
				BLACK	API	AIE	HISP.	BLACK	API	AIE	HISP.																MIN	WOMEN	MIN
I Director	1	1	0										0	0	4.4	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
III Dept. Manager	2	2	0										0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Bookstore Clerk	12	3	9																										
Cashier	1	0	1																										
Admin. Secretary	1	0	1																										
Sr. Bookstore Clerk	3	0	3																										
Senior Teller	1	0	1																										
Book Clerk Supvr.	1	0	1																										
Sr. Admin. Secretary	1	0	1																										
Mgr. Shipping/Rec.	1	1	0																										
Prin. Secretary	1	0	1																										
Senior Cashier	1	0	1																										
Shipping/Rec. Clerk	2	2	0																										
Cat. IV Total	25	6	19										0	76.0	2.8	*	yes	no	1	-	1	1	-	-	0	3	1987	-	-

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

DATE PREPARED: May 16, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: CHF Bookstore (89-001)\*

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.	NEW HIRE		TOTAL	MINORITIES	WOMEN	MINORITIES	WOMEN					
				BLACK	A.P.I.	A.I.E.	HISP.	BLACK	A.P.I.	A.I.E.	HISP.													PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE
VI Laundry Supvr.	1	1	0									0	0	3.8	11.4	no	no	0	-	-	0	-	-	-	-	-	-	-
*No Underutilization				Includes: Laundry and CHF Classified Staff																								
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**DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES**

DATE PREPARED: May 15, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Student Financial Aid (48-001)

ULTIMATE GOALS: Up to 1987

(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	MIN.	WOMEN		MINORITIES			WOMEN			MINORITIES		WOMEN												
				BLACK	A.P.I.	A.I.E.	HISP.	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 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	2	0	2																																						
Collections Clerk	1	0	1																																						
Student Emp. Clerk	3	0	3																																						
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													0	100	4.0	*	yes	no	1	-	1	1	1	1	1	2	2	1987	-	-	-	-						
*No Underutilization																																									

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

DATE PREPARED: May 22, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

(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	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.														NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Vice President	1	1	0											0	0	--	--	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Exec. Secretary	1	0	1											0	100	--	--	no	no	0	-	-	0	-	-	0	-	-	-	-

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

DATE PREPARED: June 13, 1984

ANNUAL GOALS FOR: 1984-85

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)				(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	MINORITIES			WOMEN																		
				BLACK	A.PI.	A.I.E.	HISP.	BLACK	A.PI.	A.I.E.	HISP.											NUMBER	TARGET DATE		NUMBER	TARGET DATE																	
<b>I</b>																																											
Dean	1	1	0																																								
Assistant Dean	3	2	1	1																																							
Director	1	1	0																																								
Cat. I Total	5	4	1	1							20	20	0.489	1.796	no	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-	-				
<b>III</b>																																											
Staff Assistant	1	1	0																																								
Asst. to the Dean	1	0	1																																								
Assistant Directors	2	1	1																																								
Dir. of Student Org.	1	1	0																																								
Cat. III Total	5	3	2								0	40.0	9.4	31.9	no	no	1*	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-	-	-	-	-	-	-					



DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 13, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Housing (86-001)\*

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	PROJ.		NEW HIRE	TOTAL	PROJ.	NEW HIRE	TOTAL	MINORITIES		WOMEN								
				BLACK	A.P.I.	A.I.C.	HISP.	BLACK	A.P.I.	A.I.C.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE							
				BLACK	A.P.I.	A.I.C.	HISP.	BLACK	A.P.I.	A.I.C.	HISP.														NUMBER	TARGET DATE	NUMBER	TARGET DATE							
I Director	1	1	0																0	0	0.489	0.1796	no	no	0	-	-	0	-	-	0	-	-	-	-
III Asst. Director Housing	1	0	1																																
Hall Directors (W)	12	0	12						3																										
Asst. Directors (W)	5	0	5						1																										
Hall Directors (M)	6	6	0																																
Asst. Directors (M)	4	4	0																																
Cat. III Total	27	10	17						4			22.2	63.0	9.4	31.9	no	no	8	6	2	8	2	6	8	12	1987	15	1987*							
IV Office Supervisor	1	0	1																																
Admin. Secretary	1	0	1																																
General Clerk	3	0	3						1																										
Cat. IV Total	5	0	5						1			20.0	100.0	0.405	31.9	no	no	0	-	-	0	-	-	0	-	-	0	-	-	-	-	-	-		

Includes all Residence Halls

\*Projections have decreased from 1983 due to the closing of two residence halls.

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

DATE PREPARED: May 30, 1984

ANNUAL GOALS FOR: 1984-85

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			ULTIMATE GOALS									
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	MINORITIES			WOMEN		MINORITIES		WOMEN					
				BLACK	A.P.I.	ALE.	HISP.	BLACK	A.P.I.	ALE.	HISP.							PROM.	NEW HIRE		TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE		
I Director Head Athl. Coach Cat. I Total	2 6 8	2 5 7	0 1 1											12.5	12.5	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
III Asst. Athletic Coach Athletic Trainer Asst. Athletic Coun. Cat. III Total	14 1 1 16	11 0 0 11	3 1 1 5	2										12.5	31.3	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Senior Secretary Sr. Admin. Secretary Admin. Secretary Cat. IV Total	1 2 1 4	0 0 0 0	1 2 1 4											0	100	3.5	--	no	no	1	-	-	0	-	-	0	1	1987	-	-
*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).																														

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

DATE PREPARED: May 30, 1984  
ANNUAL GOALS FOR: 1984-85  
ULTIMATE GOALS: Up to 1987

DEPARTMENT: Scholastic Development (45-002)

POSITION TITLE	(1)			(2)				(3)				(4)		(5)		(6)		(7)					(8)				(9)					
	TOTAL			MER		WOMEN		MINORITIES				PERCENT OF TOTAL		AVAIL. PERCENT		UNDER-UTILIZ (YES OR NO)		ANNUAL GOALS					ULTIMATE GOALS									
								MEN		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	PROJ. OPNS.	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
<b>I</b>																																
Dean	1	1	0																													
Director	3	2	1																													
Registrar	1	1	0																													
<b>Cat. I Total</b>	<b>5</b>	<b>4</b>	<b>1</b>											<b>0</b>	<b>20.0</b>	<b>4.9</b>	<b>17.9</b>	<b>yes</b>	<b>no</b>	<b>0</b>	-	-	<b>0</b>	-	-	<b>0</b>	<b>1</b>	<b>1987</b>	-	-	-	-
<b>III</b>																																
Asst. to Registrar	2	1	1																													
Associate Director	2	2	0																													
Staff Counselor	2	1	1							1																						
Coordinator	4	1	3																													
Adm. Counselor	2	1	1							1																						
Staff Assistant	2	0	2							1																						
<b>Cat. III Total</b>	<b>14</b>	<b>6</b>	<b>8</b>							<b>3</b>				<b>21.4</b>	<b>57.1</b>	<b>9.4</b>	<b>31.9</b>	<b>no</b>	<b>no</b>	<b>1</b>	-	-	<b>0</b>	-	-	<b>0</b>	-	-	-	-	-	

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: May 30, 1984

ANNUAL GOALS FOR: 1984-85

DEPARTMENT: Scholastic Development (45-002)

ULTIMATE GOALS: Up to 1987

POSITION TITLE	TOTAL	MINORITIES		PERCENT OF TOTAL		AVAIL PERCENT		UNDER-UTILZ (YES OR NO)		PROJ. OPNS	ANNUAL GOALS						ULTIMATE GOALS									
		MINORITIES				PERCENT OF TOTAL		AVAIL PERCENT			UNDER-UTILZ (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.		MIN.	WOMEN	MIN.	WOMEN	MIN.	WOMEN	PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE
IV																										
Prin. Secretary	1	0	1																							
Admin. Secretary	9	0	9				1																			
Senior Secretary	2	0	2																							
Receptionist	2	0	2																							
Recorder	2	0	2																							
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	24	0	24		1		1	8.3	100	7.6	na	no	no	0	-	-	0	-	-	0	1	1987	0	-		
*Includes: Registrar (51-001), Admissions (51-002), Consns. Svc. Ctr. (49-001), Ctr. for C.P.A.A., and P. (47-001)																										



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

DATE PREPARED: June 1, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Public Safety (63-002)

(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.	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 Director Assistant Director Cat. I Total	1 1 2	1 1 2	0 0 0										0 0 0	0 0 0	4.9 17.9	no no	no no	0	- - 0	- - 0	- - 0	- - 0	- - 1	1987	- - -	- - -	- - -	- - -		
III Safety Inspr.	1	1	0										0	0	9.4	31.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-
IV Sr. Admin. Secretary Records Clerk Cat. IV Total	1 2 3	0 0 0	1 2 3										0	100	4.0	na	no	no	1	-	-	0	-	-	0	1	1987	-	-	-

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 1, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Public Safety (63-002)

POSITION TITLE	(1)			(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.F.I.	A.I.E.	HISP.	BLACK	A.F.I.	A.I.E.	HISP.									PROM.	NEW HIRE	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE										
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	2	1							1																												
Detective Sgt.	1	1	0																																			
Cat. VII Total	21	20	1	1						1			9.5	4.8	2.0	7.4	no	yes	2	-	1	1	-	1	1	1	1	1987	1	1987								

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

DATE PREPARED: June 5, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

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

(1) POSITION TITLE	(2)			(3)								(4)		(5)		(6)		(7) PROJ. ORIS.	(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.L.E.	HISP.	BLACK	A.P.I.	A.L.E.	HISP.								FROM.	NEW HIRE	TOTAL	FROM	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE	
I Director	2	2	0										0	0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-
IV Records Clerk	1	0	1																										
Receptionist	1	0	1																										
Senior Secretary	1	0	1																										
Sr. Admin. Secretary	4	0	4										0	100	3.5	na	yes	no	1	-	-	0	-	-	0	1	1987	-	-
*Includes: Community Affairs and Special Events (64-004)																													

DEPARTMENTAL WORKSHEET  
 WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: June 14, 1984

ANNUAL GOALS FOR: 1984-85

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	MRY	WOMEN	MINORITIES			WOMEN			MINORITIES		WOMEN							
				BLACK	API	AIE	HISP.	BLACK	API	AIE	HISP.					MIN.	WOMEN		PROM.	NEW HIRE	TOTAL	PROM.	NEW HIRE	TOTAL	NUMBER	TARGET DATE	NUMBER	TARGET DATE			
I Director	1	1	0									0	0	4.9	17.9	no	no	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	-	1	1	-	-	1	1985	-	-	
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	4.0	na	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-	

DEPARTMENTAL WORKSHEET  
WORKFORCE ANALYSIS, AVAILABILITY, GOALS AND TIMETABLES

DATE PREPARED: July 10, 1984

ANNUAL GOALS FOR: 1984-85

ULTIMATE GOALS: Up to 1987

DEPARTMENT: Health Services (49-002)

POSITION TITLE	TOTAL	MEN	WOMEN	(3) MINORITIES								(4) PERCENT OF TOTAL		(5) AVAIL. PERCENT		(6) UNDER-UTILZ (YES OR NO)		PROJ. OPNS	(8) ANNUAL GOALS						(9) ULTIMATE GOALS				
				MEN				WOMEN				MIN.	WOMEN	MIN.	WOMEN	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	
I Director Clinical Administrator Cat. I Total	1 1 2	1 0 1	0 1 1								0	50.0	4.9	17.9	no	no	0	-	-	0	-	-	0	-	-	-	-	-	-
III Staff Physician Staff Pharmacists Consultant Cat. III Total	1 1 2 4	1 1 2 4	0 0 0 0								0	0	9.4	31.9	no	yes	0	-	-	0	-	-	0	-	-	-	-	-	-
IV Bookkeeper Medical Secretary Sr. Med. Secretary Cat. IV Total	1 1 1 3	0 0 0 0	1 1 1 3								0	100	4.0	na	yes	no	0	-	-	0	-	-	0	1	1987	-	-	-	
V Nurse (LPN) X-Ray Tech. Nurse (RN) Medical Tech. Cat. V Total 0737p-page 88	1 1 8 1 11	0 0 0 0 0	1 1 8 1 11								0	100	4.6	na	yes	no	1	-	1	1	-	-	0	1	1987	-	-	-	