

Multi-year New Hire Information
Continuing A & P Employees

Counted in Fall	Hiring Cycle Employed	Total hired*	# females	% females	# minority	% minority	African Amer/Black	% AA	Asian	% As	Hisp/Latino	% His/Latino	Amer. Ind/Alaska Native	% Amer Ind/Alaska Native
2011	2010-2011	21	9	42.86%	2	9.52%	2	9.52%	0	0.00%	0	0.00%	0	0.00%
2010	2009-2010	18	10	55.56%	2	11.11%	2	11.11%	0	0.00%	0	0.00%	0	0.00%
2009	2008-2009	17	6	35.29%	2	11.76%	2	11.76%	0	0.00%	0	0.00%	0	0.00%
2008	2007-2008	39	26	66.67%	8	20.51%	6	15.38%	2	5.13%	0	0.00%	0	0.00%
2007	2006-2007	32	20	62.50%	7	21.88%	6	18.75%	1	3.13%	0	0.00%	0	0.00%
2006	2005-2006	34	17	50.00%	7	20.59%	5	14.71%	1	2.94%	1	2.94%	0	0.00%
2005	2004-2005	31	20	64.52%	7	22.58%	6	19.35%	0	0.00%	1	3.23%	0	0.00%
2004	2003-2004	31	16	51.61%	6	19.35%	5	16.13%	1	3.23%	0	0.00%	0	0.00%
2003	2002-2003	22	10	45.45%	4	18.18%	4	18.18%	0	0.00%	0	0.00%	0	0.00%
2002	2001-2002	27	11	40.74%	2	7.41%	0	0.00%	2	7.41%	0	0.00%	0	0.00%
2001	2000-2001	35	20	57.14%	5	14.29%	3	8.57%	1	2.86%	0	0.00%	1	2.86%
2000	1999-2000	32	15	46.88%	3	9.38%	2	6.25%	0	0.00%	1	3.13%	0	0.00%
TOTALS		339	180	53.10%	55	16.22%	43	12.68%	8	2.36%	3	0.88%	1	0.29%

Availability/Recruitment Goals for FY12:
All Minorities: 16.0%
African-American or Black: 7.7%
Hispanic: 4.2%
Female: 54.7%

The category of A&P employees encompasses a broad spectrum of positions from entry-level to senior management across all divisions of the university. The broad aspirational recruitment goal is a general guide for the category of employees as a whole. These goals reflect a multifactor availability analysis using the following sources:

- IPEDS Master's Recipients – Illinois (excluding EIU) (A&P)
- IPEDS Master's Recipients – Great Lakes and Plains (Excluding IL) (A&P)
- NCAA demographic data for head coaches and assistant coaches – Division I programs (A&P Coaches/Trainers)
- IPEDS US Total Master's recipients (Excluding Great Lakes and Plains) (A&P)
- IPEDS Full Time Executive/administrative and Managerial for schools of Carnegie Master's Institutions - Medium and larger (A&P upper administration)
- Census 2000 "Counselors" in Illinois (A&P Medical Counselors)
- Census 2000 "Counselors" Outside of Illinois (A&P Medical Counselors)
- Census 2000 "Physicians and Surgeons" in Illinois (A&P Medical Doctors)
- Census 2000 "Physicians and Surgeons" Outside of Illinois (A&P Medical Doctors)

Note: The annual Affirmative Action Plan reflects more narrowly tailored calculations of availability and recruitment goals for specific employee groups as is expected by the Office of Federal Contract Compliance Programs, U.S. Department of Labor.

*Consists of Administrative Professional staff members recruited through external searches.

Office of Civil Rights and Diversity