



# Affirmative Action Plan

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*Academic Year 2010-2011*

Eastern Illinois University – Office of Civil Rights & Diversity

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# I. Overview

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## **University Mission Statement**

Eastern Illinois University is a public comprehensive university that offers superior, accessible undergraduate and graduate education. Students learn the methods and results of free and rigorous inquiry in the arts, humanities, sciences, and professions, guided by a faculty known for its excellence in teaching, research, creative activity, and service. The University community is committed to diversity and inclusion and fosters opportunities for student-faculty scholarship and applied learning experiences within a student-centered campus culture. Throughout their education, students refine their abilities to reason and to communicate clearly so as to become responsible citizens and leaders.

## **Eastern Illinois University 2011 Profile**

Eastern Illinois University was established in 1895 as Eastern Illinois State Normal School (that is, a teacher's college) by the Illinois General Assembly. Today, the University grants bachelor's, master's, and specialist's degrees and is accredited through the specialist level by the Higher Learning Commission of the North Central Association of Colleges and Schools (NCA). In its most recent re-accreditation report, the NCA congratulated Eastern for its strong focus on students and their educational attainment.

Eastern Illinois University is governed by its own Board of Trustees. The President is responsible for the operation and general welfare of the University, which is organized into four areas, each headed by a vice president: Academic Affairs, Business Affairs, Student Affairs, and University Advancement. The primary academic units include the College of Arts and Humanities; the Lumpkin College of

Business and Applied Sciences; the College of Education and Professional Studies; the College of Sciences; the Graduate School; the Honors College; and the School of Continuing Education.

## **Affirmative Action Federal Executive Order 11246**

The Civil Rights Act of 1964, 42 U.S.C. 2000(e) prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin. The Act was amended in 1972 to apply to employment by state agencies, to education institutions, and to faculty employment. In order to carry out this national policy, the President of the United States directed Executive Order 11246, and amended by Executive Order 11375, that all federal agencies should place an “affirmative action clause” in every contract in excess of \$50,000. Anyone entering into a contract with the United States, even if not otherwise obligated by law, must agree to comply with the substance of the Civil Rights Act of 1964.

As a federal contractor receiving more than \$50,000 in federal contracts annually and employing greater than 50 employees, Eastern Illinois University is mandated by federal Executive Order 11246, as amended, to have a written affirmative action plan for women and minorities. Eastern Illinois University in good faith affirms the components of this affirmative action plan are as required by Executive Order 11246 and as detailed in the implementing regulations, 41 CFR Chapter 60 by the Department of Labor Office of Federal Contract Compliance Programs.

The included analyses, the identification of problem areas, and the establishment of goals are required components as set out in the aforementioned regulations. Terms used in this context of the implementing regulations in no way should be read as an admission of violation of any statute, federal or state, or violation of Eastern Illinois University policies. Goals and timetables established in the context of the affirmative action program are not established as fixed quotas but rather as guidelines to support the underlying Eastern Illinois University commitment to equal opportunity for all persons, regardless of membership or lack of membership in a protected group. Nothing in the Eastern Illinois University affirmative action plan is intended to sanction the discriminatory treatment of any person.

## University Policies Related to Affirmative Action Federal Executive Order 11246

### Policy Number: 174

#### DIVERSITY, NONDISCRIMINATION, AND AFFIRMATIVE ACTION

America draws its strength and vitality from the diversity of its people. Eastern Illinois University is enriched by building a campus that celebrates and draws upon the talents of all its students, faculty, and staff.

Eastern Illinois University provides equality of opportunity in education and employment for all students and employees. Discrimination based upon race, color, sex, religion, age, national origin, ancestry, marital status, disability, veteran status, sexual orientation, or any other basis of discrimination precluded by federal and state statutes, is strictly prohibited.

Moreover, as prescribed by federal guidelines, the University is committed to a program of affirmative action to alter patterns of employment which indicate under-representation of members of minority groups and women. The University further pledges itself to a program of affirmative action as prescribed by statute to employ, and advance in employment, qualified disabled individuals, Vietnam-era veterans, and special disabled veterans.

Approved: President

July 20, 2005

Monitor: President

## **Policy Number: 172**

### **AFFIRMATIVE ACTION PROCEDURES FOR SPECIFIED VETERANS AND APPLICANTS AND EMPLOYEES WITH DISABILITIES**

In compliance with Section 503 of the [1973 Rehabilitation Act](#), the [Vietnam Era Veteran's Readjustment Assistance Act of 1974](#) as amended, and the [Americans with Disabilities Act of 1990](#), the University shall refrain from discrimination against any otherwise qualified employee, or applicant for employment, because he or she has a disability, or is a special disabled veteran, a veteran of the Vietnam era, a recently separated veteran, or other protected veteran. In addition, the University shall take certain types of affirmative action to employ and advance in employment otherwise qualified persons with disabilities, special disabled veterans, veterans of the Vietnam era, recently separated veterans, and other protected veterans.

For purposes of affirmative action, a special disabled veteran, a veteran of the Vietnam era, a recently separated veteran, other protected veteran, and a disabled individual are defined as follows:

Special disabled veteran means (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans' Affairs for a disability (A) rated at 30 percent or more, or (B) rated at 10 or 20 percent in the case of a veteran who has been determined under Section 38 U.S.C. 3106 to have a serious employment handicap or (ii) a person who was discharged or released from active duty because of a service-connected disability.

Vietnam era veteran means a person who: (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, and who was discharged or released there from with other than a dishonorable discharge, if any part of such active duty was performed: (A) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in all other cases; or (ii) was discharged or released from active duty in the U. S. military, ground, naval or air service for a service-connected disability if any part of such active duty was performed (A) in the Republic of Vietnam between

February 28, 1961, and May 7, 1975; or (B) between August 5, 1964, and May 7, 1975, in any other location.

Recently separated veteran means any veteran during the one-year period beginning on the date of such veteran's discharge or release from military duty.

Other protected veterans means veterans who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized. The information required to make this determination is available at <http://www.fedshirevets.gov/hire/hrp/vetguide/index.aspx>.

A person with a disability is any person who (1) has a physical or mental impairment which substantially limits one or more of the person's major life activities, (2) has a record of the disability, or (3) is regarded as having a disability.

Disabled veterans, veterans of the Vietnam era, recently separated veterans, other protected veterans, or individuals with disabilities who believe they are eligible and would like to be considered under this affirmative action procedure are invited to identify themselves voluntarily to the Civil Rights and Diversity Office. Submission of this information is voluntary. Refusal to provide such information will not subject the individual to discharge or disciplinary treatment.

Information concerning an individual's medical condition or history shall be kept confidential, except that (1) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities as they pertain to necessary accommodations, (2) first aid and safety personnel may be informed where appropriate, if the condition might require emergency treatment, and (3) government officials investigating compliance with the aforementioned Acts shall be provided relevant information upon request.

Persons with disabilities or disabled veterans shall be given an opportunity to describe (1) any special methods, skills, and procedures that qualify the person for positions that otherwise would present difficulties because of a disability and (2) the accommodation that the employing department might make that would enable a disabled person or disabled veteran to perform the job properly and safely,

including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, or other accommodations.

Approved: President

December 21, 2005

Monitor: President

## **Policy Number: 178**

### DISCRIMINATION UNDER THE AMERICANS WITH DISABILITIES ACT

In compliance with the [Americans With Disabilities Act \(ADA\) of 1990](#) and the [Rehabilitation Act of 1973](#), it is the policy of this University that no person shall be denied, forbidden, or limited access to the various programs or services of this University, or employment on the basis of disability.

#### DEFINITION OF DISABILITY

"Disability" is defined in these procedures, and all other policies and procedures of the University in accordance with the provisions of the Americans with Disabilities Act, i.e., a "mental or physical impairment that substantially limits a major life activity, has a record of such impairment, or is regarded as having such an impairment."

In accordance with the ADA of 1990, no individual shall be discriminated against on the basis of disability in the full and equal employment of the goods, services, facilities, privileges, advantages, or accommodations of the University. Further, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University or be subjected to discrimination by the University.

Eastern Illinois University is an equal opportunity employer and does not discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring advancement, or discharge of employees, employee compensation, job training, and other terms, conditions and privileges of employment.

Questions about compliance with the ADA should be referred to the ADA Coordinator.

### ACCOMMODATIONS AVAILABLE

It shall be the policy of the University to make all of its facilities, programs, and activities accessible and usable by persons with disabilities.

Students seeking accommodations should contact the Assistant Director of Disability Services.

Employees seeking accommodations in regard to the work place should contact the ADA Coordinator (contact through the Director of Human Resources).

Persons seeking information concerning accessible parking may contact the University Police. Maps are available indicating this information.

Persons seeking accommodations in regard to public functions and facilities of the University should contact the ADA Coordinator.

Whenever possible, meetings or events should be scheduled in accessible rooms and buildings. Further, the coordinator of such event should make reasonable efforts to anticipate and accommodate the participation of persons with disabilities.

### CONFIDENTIALITY OF INFORMATION CONCERNING DISABLED PERSONS

In compliance with the [Americans With Disabilities Act of 1990](#) and the [Rehabilitation Act of 1973](#), no student, employee, applicant, or potential user of the facilities or services of the University shall be required to disclose that he or she suffers a disability, either in writing or orally. The University may gather information concerning persons with disabilities after their employment/entry into the various academic and service units programs.

Information concerning an individual's medical condition or history shall be kept confidential, except that (1) supervisors, managers, residence hall assistants, faculty, and other appropriate parties may be informed regarding restrictions on the work or duties of persons with disabilities and regarding accommodations, (2) first aid and safety personnel may be informed where appropriate, if the condition

might require emergency treatment, and (3) government officials investigating compliance with the Acts shall be provided relevant information upon request.

#### COMPLAINT PROCESS

Any member of the University community or user of University services, who believes he/she has been discriminated against on the basis of a disability, may file a complaint with the Civil Rights Office in accordance with guidelines prescribed by the University's [Discrimination Complaint Procedures](#).

Approved: President

December 21, 2005

Monitor: President

## II. Job Group Analysis

Eastern Illinois University Full-Time Employees																							
Job Category	Total EIU Employees			Minority				American Indian				Asian				African-American				Hispanic			
	Male	Female	Total	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Executive/Senior Level Officials and Managers	4	1	5	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
First/Mid Level Officials and Managers	17	22	39	2	3	5	12.82%	0	0	0	0.00%	1	0	1	2.56%	1	3	4	10.26%	0	0	0	0.00%
Professionals	490	495	985	61	71	132	13.40%	2	3	5	0.51%	26	31	57	5.79%	25	26	51	5.18%	8	11	19	1.93%
Administrative Support Workers	29	286	315	0	3	3	0.95%	0	0	0	0.00%	0	1	1	0.32%	0	2	2	0.63%	0	0	0	0.00%
Craft Workers	84	4	88	1	0	1	1.14%	0	0	0	0.00%	1	0	1	1.14%	0	0	0	0.00%	0	0	0	0.00%
Laborers and Helpers	21	0	21	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Operatives	28	3	31	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Service Workers	162	95	257	8	4	12	4.67%	0	1	1	0.39%	0	0	0	0.00%	5	1	6	2.33%	3	2	5	1.95%
Technicians	35	18	53	1	1	2	3.77%	0	0	0	0.00%	1	1	2	3.77%	0	0	0	0.00%	0	0	0	0.00%
<b>Total</b>	<b>870</b>	<b>924</b>	<b>1794</b>	<b>73</b>	<b>82</b>	<b>155</b>	<b>8.64%</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>0.33%</b>	<b>29</b>	<b>33</b>	<b>62</b>	<b>3.46%</b>	<b>31</b>	<b>32</b>	<b>63</b>	<b>3.51%</b>	<b>11</b>	<b>13</b>	<b>24</b>	<b>1.34%</b>

## Faculty

### EIU Tenured and Tenure-Track Faculty

College	Total EIU Employees			Minority				American Indian				Asian				African-American				Hispanic			
	Male	Female	Total	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Arts & Humanities	84	68	152	5	13	18	11.84%	0	0	0	0.00%	0	9	9	5.92%	3	2	5	3.29%	2	2	4	2.63%
Business & Applied Sciences	41	29	70	12	4	16	22.86%	1	0	1	1.43%	8	3	11	15.71%	1	0	1	1.43%	2	1	3	4.29%
Education & Prof Studies	31	46	77	3	11	14	18.18%	0	2	2	2.60%	0	5	5	6.49%	2	4	6	7.79%	1	0	1	1.30%
Sciences	102	48	150	18	8	26	17.33%	1	0	1	0.67%	12	3	15	10.00%	4	2	6	4.00%	1	3	4	2.67%
Library	9	8	17	2	1	3	17.65%	0	0	0	0.00%	1	1	2	11.76%	1	0	1	5.88%	0	0	0	0.00%
<b>Total</b>	<b>267</b>	<b>199</b>	<b>466</b>	<b>40</b>	<b>37</b>	<b>77</b>	<b>16.52%</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>0.86%</b>	<b>21</b>	<b>21</b>	<b>42</b>	<b>9.01%</b>	<b>11</b>	<b>8</b>	<b>19</b>	<b>4.08%</b>	<b>6</b>	<b>6</b>	<b>12</b>	<b>2.58%</b>

### EIU Annually Contracted Faculty

College	Total EIU Employees			Minority				American Indian				Asian				African-American				Hispanic			
	Male	Female	Total	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Arts & Humanities	30	31	61	3	4	7	11.48%	0	0	0	0.00%	1	0	1	1.64%	1	2	3	4.92%	1	2	3	4.92%
Business & Applied Sciences	11	18	29	0	1	1	3.45%	0	0	0	0.00%	0	1	1	3.45%	0	0	0	0.00%	0	0	0	0.00%
Education & Prof Studies	22	33	55	2	1	3	5.45%	0	0	0	0.00%	1	1	2	3.64%	0	0	0	0.00%	1	0	1	1.82%
Sciences	21	24	45	0	4	4	8.89%	0	0	0	0.00%	0	3	3	6.67%	0	1	1	2.22%	0	0	0	0.00%
Library	0	1	1	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
<b>Total</b>	<b>84</b>	<b>107</b>	<b>191</b>	<b>5</b>	<b>10</b>	<b>15</b>	<b>7.85%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>3.66%</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>2.09%</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>2.09%</b>

## Administrative & Professional Staff

### EIU Continuing Administrative & Professional Employees

Job Category	Total EIU Employees			Minority				American Indian				Asian				African-American				Hispanic			
	Male	Female	Total	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
Executive/Senior Level Officials and Managers	4	1	5	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
First/Mid Level Officials and Managers	17	20	37	2	3	5	13.51%	0	0	0	0.00%	1	0	1	2.70%	1	3	4	10.81%	0	0	0	0.00%
Professionals	81	122	203	11	17	28	13.79%	0	0	0	0.00%	1	3	4	1.97%	10	13	23	11.33%	0	1	1	0.49%
Administrative Support Workers	1	0	1	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Service Workers	1	0	1	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Technicians	2	0	2	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
<b>Total</b>	<b>106</b>	<b>143</b>	<b>249</b>	<b>13</b>	<b>20</b>	<b>33</b>	<b>13.25%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>2.01%</b>	<b>11</b>	<b>16</b>	<b>27</b>	<b>10.84%</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0.40%</b>

### EIU Annually Contracted and Non-Continuing Administrative & Professional Employees

Job Category	Total EIU Employees			Minority				American Indian				Asian				African-American				Hispanic			
	Male	Female	Total	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
First/Mid Level Officials and Managers	0	2	2	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Professionals	21	17	38	2	4	6	15.79%	0	0	0	0.00%	1	1	2	5.26%	1	2	3	7.89%	0	1	1	2.63%
<b>Total</b>	<b>21</b>	<b>19</b>	<b>40</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>15.00%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5.00%</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>7.50%</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2.50%</b>

## Civil Service Staff

### EIU Civil Service Employees

Job Category	Total EIU Employees			Minority				American Indian				Asian				African-American				Hispanic			
	Male	Female	Total	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%	Male	Female	Total	%
<b>Admin Support Workers</b>	28	286	314	0	3	3	0.96%	0	0	0	0.00%	0	1	1	0.32%	0	2	2	0.64%	0	0	0	0.00%
<b>Craft Workers</b>	84	4	88	1	0	1	1.14%	0	0	0	0.00%	1	0	1	1.14%	0	0	0	0.00%	0	0	0	0.00%
<b>Laborers and Helpers</b>	21	0	21	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
<b>Operatives</b>	28	3	31	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
<b>Professionals</b>	37	50	87	3	3	6	6.90%	0	1	1	1.15%	1	1	2	2.30%	2	0	2	2.30%	0	1	1	1.15%
<b>Service Workers</b>	161	95	256	8	4	12	4.69%	0	1	1	0.39%	0	0	0	0.00%	5	1	6	2.34%	3	2	5	1.95%
<b>Technicians</b>	33	18	51	1	1	2	3.92%	0	0	0	0.00%	1	1	2	3.92%	0	0	0	0.00%	0	0	0	0.00%
<b>Total</b>	392	456	848	13	11	24	2.83%	0	2	2	0.24%	3	3	6	0.71%	7	3	10	1.18%	3	3	6	0.71%

### III. Utilization Analysis – Tenured/Tenure-Track Faculty

Utilization Analysis  
Tenured/Tenure-Track Faculty  
Gender Comparison

	EIU Employment			Availability			Utilization Analysis			Annual Placement Goals
	Total EIU Employees	EIU Female Employees		Total Female Doctorate Recipients		Total Doctorate Recipients	Under-utilized by Any Difference Rule?	Under-utilized by 80% Goal	% Difference between Incumbency and Availability	
Department	#	#	%	#	%					%
CAH	152	68	44.7%	2,919	54.1%	5,394	yes	no	9.4%	---
LCBAS	70	29	41.4%	1,307	41.2%	3,172	no	no	-0.2%	---
CEPS	77	46	59.7%	3,590	65.9%	5,449	yes	no	6.1%	---
COS	150	48	32.0%	10,497	46.3%	22,691	yes	yes	14.3%	46.3%
Library	17	8	47.1%	25	69.4%	36	yes	yes	22.4%	69.4%
<b>Total</b>	<b>466</b>	<b>199</b>	<b>42.7%</b>	<b>18,338</b>	<b>49.9%</b>	<b>36,742</b>	yes	no	7.2%	---

Utilization Analysis  
Tenured/Tenure-Track Faculty  
Racial/Ethnic Background Comparison

	EIU Employment #'s											Availability/Doctorate Recipients by Field														Utilization Analysis			Hiring Goals	
	Total EIU Employees	Minority		American Indian		Asian		African-American		Hispanic		American Indian		Asian		African-American		Hispanic		Multi-Race		Other/Unknown		Total Minority Doctorate Recipients		Total Doctorate Recipients U.S. Citizens	Underutilized by Any Difference Rule?	Underutilized by 80% Goal		% Difference
Department	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%					
Arts	152	18	11.8%	0	0.0%	9	5.9%	5	3.3%	4	2.6%	17	0.3%	209	3.9%	215	4.0%	236	4.4%	92	1.7%	80	1.5%	677	12.6%	5,394	yes	no	0.7%	---
Business & Applied Sciences	70	16	22.9%	1	1.4%	11	15.7%	1	1.4%	3	4.3%	6	0.2%	158	5.0%	143	4.5%	53	1.7%	24	0.8%	38	1.2%	360	11.3%	3,172	no	no	-11.5%	---
Education & Prof Studies	77	14	18.2%	2	2.6%	5	6.5%	6	7.8%	1	1.3%	28	0.5%	198	3.6%	591	10.8%	287	5.3%	56	1.0%	62	1.1%	1,104	20.3%	5,449	yes	no	2.1%	---
Sciences	150	26	17.3%	1	0.7%	15	10.0%	6	4.0%	4	2.7%	45	0.2%	1,215	5.4%	703	3.1%	871	3.8%	250	1.1%	297	1.3%	2,834	12.5%	22,691	no	no	-4.8%	---
Library	17	3	17.6%	0	0.0%	2	11.8%	1	5.9%	0	0.0%	0	0.0%	1	2.8%	5	13.9%	2	5.6%	1	2.8%	1	2.8%	8	22.2%	36	yes	yes	4.6%	22.2%
Total	466	77	16.5%	4	0.9%	42	9.0%	19	4.1%	12	2.6%	96	0.3%	1,781	4.8%	1,657	4.5%	1,449	3.9%	423	1.2%	478	1.3%	4,983	13.6%	36,742	no	no	-3.0%	

Individuals who are Black/African-American or who are Hispanic are underutilized in more individual colleges than the total minority underutilization depicted on this table.

# IV. Utilization Analysis – Non Tenure-Track Faculty

Utilization Analysis  
Non Tenure-Track Faculty  
Gender Comparison

	EIU Employment			Availability *	Utilization Analysis			Annual Placement Goals
	Total EIU Employees	EIU Female Employees			Under- utilized by Any Difference Rule?	Under- utilized by 80% Goal	% Difference between Incumbency and Availability	
Department	#	#	%	%				
Arts	61	31	50.82%	62.07%	Yes	No	11.25%	---
Business & Applied Sciences	29	18	62.07%	58.67%	No	No	-3.40%	---
Education & Prof Studies	55	33	60.00%	61.07%	Yes	No	1.07%	---
Sciences	45	24	53.33%	66.55%	Yes	No	13.21%	---
Library	1	1	100.00%					
<b>Total</b>	191	107	56.02%	61.37%	Yes	No	5.35%	---

Utilization Analysis  
Non Tenure-Track Faculty  
Racial/Ethnic Background Comparison

	EIU Employment											Availability/Master's Recipients by Field								Utilization Analysis			Annual Placement Goals	
	Total EIU Employees	Minority		American Indian		Asian		African-American		Hispanic		American Indian	Asian	African-American	Hispanic	Total % Minority	Under-utilized by Any Difference Rule?	Under-utilized by 80% Goal	% Difference between Incumbency and Availability					
Department	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%				
Arts	61	7	11.48%	0	0%	1	1.64%	3	4.92%	3	4.92%	1	0.57%	1	0.57%	4	2.30%	2	1.15%	7.42%	No	No	-6.88%	---
Business & Applied Sciences	29	1	3.45%	0	0%	1	3.45%	0	0.00%	0	0.00%	1	0.21%	6	1.28%	33	7.07%	4	0.86%	12.26%	Yes	Yes	5.97%	12.26%
Education & Prof Studies	55	2	3.64%	0	0%	2	3.64%	0	0.00%	1	1.82%	1	0.10%	7	0.72%	47	4.82%	10	1.02%	5.31%	Yes	Yes	1.88%	5.31%
Sciences	45	4	8.89%	0	0%	3	6.67%	1	2.22%	0	0.00%	1	0.36%	1	0.36%	4	1.44%	5	1.80%	5.68%	No	No	-4.93%	---
Library	1	0	0.00%	0	0%	0	0.00%	0	0.00%	0	0.00%	no data available												
<b>Total</b>	191	14	7.33%	0	0%	7	3.66%	4	2.09%	4	2.09%	4	0.21%	17	0.90%	88	4.64%	21	1.11%	7.32%	No	No	-0.47%	---

## V. Utilization Analysis – Administrative & Professional Staff

Utilization Analysis  
Full-Time Administrative & Professional Employees  
Racial/Ethnic Background

Job Category	Grand Total	Total Minorities	% Minorities	Availability	Underutilized by Any Difference Rule	Underutilized by 80% Rule	Annual Placement Goals
Executive/Senior Level Officials and Managers	5	0	0.00%	10.10%	no*	no*	---
First/Mid Level Officials and Managers	39	5	12.82%	10.10%	no	no	---
Professionals	241	34	14.11%	15.00%	yes	no	---
Administrative & Support Workers	1	0	0.00%	3.00%	no*	no*	---
Service Workers	1	0	0.00%	5.50%	no*	no*	---
Technicians	2	0	0.00%	4.00%	no*	no*	---

\*Since the difference between our current composition and our goal is less than one whole person, EIU is not underutilized.

Utilization Analysis  
Full-Time Administrative & Professional Employees  
Gender Comparison

Job Category	Grand Total	Total Female	% Female	Availability	Underutilized by Any Difference Rule	Underutilized by 80% Rule	Annual Placement Goals
Executive/Senior Level Officials and Managers	5	1	20.00%	37.00%	no*	no*	---
First/Mid Level Officials and Managers	39	22	56.41%	37.00%	no	No	---
Professionals	241	139	57.68%	58.00%	yes	No	---
Administrative & Support Workers	1	0	0.00%	79.00%	no*	no*	---
Service Workers	1	0	0.00%	48.00%	no*	no*	---
Technicians	2	0	0.00%	51.30%	no*	no*	---

\*Since the difference between our current composition and our goal is less than one whole person, we are not underutilized.

# VI. Utilization Analysis – Civil Service Staff

Utilization Analysis  
Full-Time Civil Service Employees  
Racial/Ethnic Background Comparison

Job Category	Grand Total	Total Minorities	% Minorities	Availability	Underutilized by Any Difference Rule	Underutilized by 80% Rule	Annual Placement Goals
Administrative Support Workers	314	3	0.96%	3.00%	yes	yes	3.0%
Craft Workers	88	1	1.14%	2.60%	yes	yes	2.6%
Laborers and Helpers	21	0	0.00%	3.90%	no*	no*	---
Operatives	31	0	0.00%	4.00%	yes	yes	4.0%
Professionals	87	6	6.90%	9.00%	yes	yes	9.0%
Service Workers	256	12	4.69%	5.50%	yes	no	---
Technicians	51	2	3.92%	4.00%	no*	no*	---

\*Since the difference between our current composition and our goal is less than one whole person, we are not underutilized.

Utilization Analysis  
Full-Time Civil Service Employees  
Gender Comparison

Job Category	Grand Total	Total Female	% Female	Availability	Underutilized by Any Difference Rule	Underutilized by 80% Rule	Annual Placement Goals
Administrative Support Workers	314	286	91.08%	79.00%	no	no	---
Craft Workers	88	4	4.55%	7.80%	yes	yes	7.8%
Laborers and Helpers	21	0	0.00%	16.80%	yes	yes	16.8%
Operatives	31	3	9.68%	29.00%	yes	yes	29.0%
Professionals	87	50	57.47%	58.00%	yes	no	---
Service Workers	256	95	37.11%	48.00%	yes	yes	48.0%
Technicians	51	18	35.29%	51.30%	yes	yes	51.3%

\*Since the difference between our current composition and our goal is less than one whole person, we are not underutilized.

# VII. Additional Exhibits

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The full Affirmative Action Plan for the 2010-2011 academic year can be viewed at Eastern Illinois University's Office of Civil Rights and Diversity (1011 Old Main) between 8:00 am and 4:30 pm Monday through Friday. Additional information regarding availability and hiring can be found on the following sites:

[Multi-year Hiring Information for Tenured/Tenured Track Faculty](#)

[Conferring Universities/States of Faculty Terminal Degrees](#)

[Multi-year Hiring Information for Administrators, Managers, and Other Professionals](#)

[Civil Service Employee Data](#)