

#### AFFIRMATIVE ACTION PROGRAM

July 1, 2006 - June 30, 2007

#### Introduction

The University of Idaho is committed to equal opportunity for all persons in employment and in all educational services of the institution.

Affirmative Action to recruit, retain and promote persons from groups who have historically been discriminated against in our society is recognized as one of the tools to facilitate such equality of opportunity.

Accordingly, the University of Idaho has established the following Affirmative Action Program to preclude discrimination on the basis of sex, race, color, national origin, religion, age, sexual orientation, disability, or status as a Vietnam-era veteran or special disabled veteran.

Prepared by:	
Galrean Newkranz-Bettler	January 8, 2007
Andy Neukranz-Butler Human Rights Compliance Officer	Date
Approved by:	
Twothy P. White	January 8, 2007
Timothy P. White President	Date

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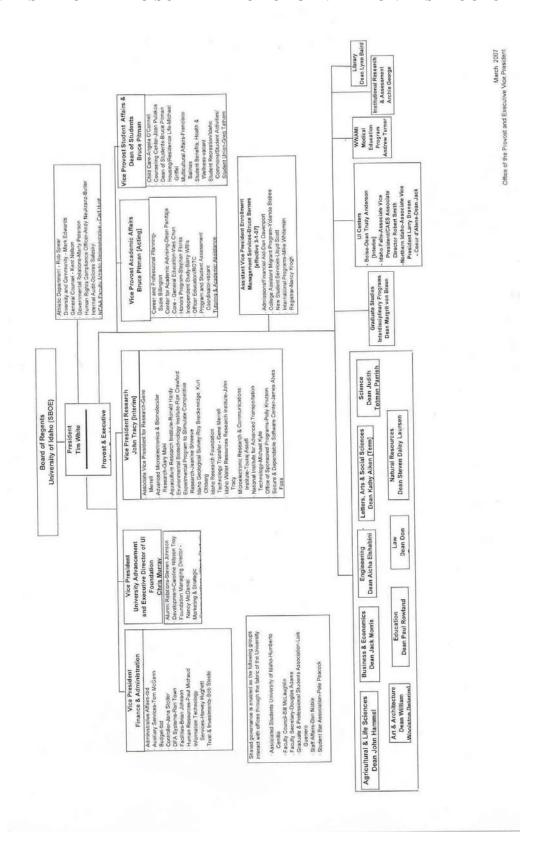
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#### UNIVERSITY OF IDAHO SUMMARY OF ORGANIZATIONAL STRUCTURE



#### **Foreward**

The University of Idaho affirmative action program (AAP) is revised annually with a schedule based upon the calendar year. The new AAP is signed by the president and the affirmative action officer (human rights compliance officer) and implemented at the beginning of the spring semester.

Previous to 2005-2006, the employee roster for the first pay period in the preceding October serves as the basis for the work force analysis and utilization analysis. Beginning in 2005-2006, the data is taken from the end of October for November 1. The office on Institutional Research and Assessment compiles and organizes the employment information during November and December, with distribution as soon thereafter as possible.

At the beginning of the spring semester, colleges and departments receive information from the current academic year utilization analysis and participate in defining the hiring goals for the latter half of the current academic year and the fall semester of the following academic year. Analysis of promotion in academic rank and the awarding of tenure is conducted in late spring.

To place this review in perspective, provided below is our 6-Year enrollment of students:

#### University of Idaho Demographics at a Glance 5-Year Student Enrollment By Ethnicity

American Indian or Alask	an Native				
	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	109	119	111	115	91
Non-Resident	31	39	40	37	44
Total	140	158	151	152	135
Asian or Pacific Islander					
	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	178	185	207	178	157
Foreign	1		1	1	
Non-Resident	86	65	85	92	91
Total	265	249	291	270	248
Black or African America	n				
	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	32	40	42	44	49
Foreign					
Non-Resident	57	62	70	71	74
Total	89	102	112	115	123
Caucasian					
	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	8,186	8,259	8,109	7,673	7,103
Foreign	1	1	1		1

Non-Resident	1,973	2,191	2,303	2,422	2,410
Total	10,160	10,451	10,413	10,095	9,514
Hispanic					
	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	254	283	291	316	315
Foreign	1	1	1	1	1
Non-Resident	101	124	127	124	152
Total	356	408	419	441	468
Other					
	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	98	112	122	117	101
Foreign	634	662	631	574	488
Non-Resident	31	44	46	54	61
Total	763	818	799	745	650
Unreported					
_	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006
Resident	480	519	466	470	409
Foreign	2	2	1	1	3
Non-Resident	168	187	172	187	187
Total	650	708	639	658	599
Total					

#### Five Year Demographic for Faculty/Staff by Ethnicity and Gender

		2002-03	2003-04	2004-05	2005-06	2006-2007
Am Indian or Alaska Native	F	17	18	28	18	13
	М	12	13	12	11	8
Asian or Pacific Islander	F	34	40	40	44	31
	М	112	114	116	100	77
Black/African American	F	1	1	3	4	4
	М	16	13	13	12	17
Caucasian	F	1599	1678	1689	1598	1177
	М	1924	1998	2018	1911	1365
Hispanic	F	31	27	34	38	35
	М	36	46	51	47	35
Other	F	8	10	6	8	11
	М	9	9	15	11	9
Unreported	F	85	97	123	91	118
•	М	160	214	205	202	157
Grand Total		4044	4278	4353	4095	3057

#### **Affirmative Action Policy**

The Affirmative Action Policy of the University of Idaho was originally drafted during the fall months of 1974 by the Affirmative Action Committee, which is appointed by the Faculty Council. That proposed policy statement was amended

by Faculty Council and approved by that body, and subsequently, by the University Faculty and by the President of the University. It became official policy in December 1974, upon approval of the Board of Regents of the University of Idaho. It was last updated in November 2005. The policy is reviewed for changes every year. The current policy appears on the next page of this document.



CHAPTER THREE: 3060

#### EMPLOYMENT INFORMATION CONCERNING FACULTY AND STAFF

July 2000

3060

PREAMBLE: This section outlines the university's responsibilities vis-à-vis affirmative action and equal opportunity. This section appeared in the 1979 Handbook; it has been changed in minor ways several times since, always to reflect current federal statutes and regulations. More information may be obtained from the Affirmative Action Office (208-885-6591). [See also 6010 and 3065 B.]

#### CONTENTS:

- A. Statement of Intent on Equal Opportunity
- B. Statement of Policy on Equal Employment and Educational Opportunity and Affirmative Action
- C. Principles of Equal Employment Opportunity and Affirmative Action
- D. Non-Dilution of Standards
- E. Statement of Responsibility

**A. STATEMENT OF INTENT ON EQUAL OPPORTUNITY.** The University of Idaho recognizes that previous discrimination in employment based upon race, color, national origin, religion, sex, age, disability, or status as a Vietnam-era veteran has foreclosed economic opportunity to a significant number of people in the United States. To correct this inequity and to afford everyone the opportunity to participate without discrimination, UI pledges to eliminate all vestiges of policy that tended, intentionally or otherwise, to discriminate on the grounds proscribed by federal and state laws and, in

order to eliminate all traces of discrimination, to take affirmative action to recruit, employ, and promote qualified members of those groups formerly excluded.

## B. STATEMENT OF POLICY ON EQUAL EMPLOYMENT AND EDUCATIONAL OPPORTUNITY AND AFFIRMATIVE ACTION.

- **B-1.** It is UI policy to prohibit and eliminate discrimination on the basis of race, color, national origin, religion, sex, age, disability, or status as a Vietnam-era veteran. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment. Such discrimination is prohibited by titles VI and VII of the Civil Rights Act of 1964, title IX of the Educational Amendments of 1972, sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Pregnancy Act of 1975, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act Amendments of 1978, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, and other federal and state statutes and regulations.
- **B-2.** It is also UI policy not merely to refrain from employment discrimination as required by the various federal and state enactments but to take positive affirmative action to realize full equal employment opportunity for women, ethnic groups, persons with disabilities, and Vietnam-era veterans and to increase substantially the numbers of women and ethnic-group members in positions where traditionally they have not been employed.

## C. PRINCIPLES OF EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION. In furtherance of this policy, UI will:

- C-1. Recruit, hire, train, and promote people in all job classifications without regard to race, color, national origin, religion, sex, age, disability, or status as a Vietnam-era veteran. (An applicant's sex may be a "bona fide occupational qualification," as that term is narrowly construed pursuant to the Civil Rights Act of 1964. Consideration of an applicant's sensory, mental, or physical handicap that would prevent performance of duties essential to a given position is not prohibited.)
- **C-2.** Base employment decisions on the principles of equal opportunity.
- **C-3.** Ensure that promotion decisions are in accord with principles of equal opportunity by imposing only valid requirements for promotional opportunities.
- **C-4.** Ensure that all personnel matters, such as compensation, benefits, transfers, layoffs, returns from layoff, leave, UI-sponsored training, education, tuition assistance, and social and recreational programs, are administered without regard to the factors specified in C-1.

- **C-5.** Ensure that access to and use of facilities are administered without regard to the factors specified in C-1. Such facilities as dormitories, locker rooms, and restrooms must be comparable for both sexes.
- **C-6.** Take affirmative action on behalf of women, ethnic groups, persons with disabilities, and Vietnam-era veterans to eliminate the continuing effects of past discrimination in employment; actively recruit members of these groups for employment; ensure that, in the process of recruitment for and appointment to the work force, no permanent appointment will be made until women, ethnic-group members, persons with disabilities, and Vietnam-era veterans have been sought out and encouraged to apply; and develop a work force that reflects a distribution of women and ethnic-group members consistent with the availability of such persons within the appropriate labor market. *[ed. 7-00]*
- **C-7.** Provide prompt, fair, and impartial consideration of all complaints of discrimination arising in UI.
- **C-8.** Identify and analyze problems inherent in employment of women, ethnic-group members, and persons with disabilities, and establish result-oriented procedures (including numerical goals when appropriate) for the elimination of such deficiencies; provide a detailed program indicating specific steps toward these ends and timetables for the prompt achievement of the goals in accordance with the spirit of the law; and take affirmative action to eliminate problems and to achieve the goals ("goals" are defined by federal higher education guidelines as "not rigid and inflexible quotas which must be met, but . . . targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work").
- **C-9.** Provide reports on the affirmative action program to the appropriate federal and state agencies and to the university community.
- **D. NON-DILUTION OF STANDARDS.** Nothing in this policy requires UI to eliminate or dilute standards that are necessary to the successful performance of its educational and research functions. The affirmative action concept does not require that UI employ or promote any person who is less qualified than another person with whom he or she is competing for a particular position or promotion. The concept does require, however, that any standards or criteria that have had the effect of excluding women, minorities, or persons with disabilities be eliminated, unless UI can demonstrate that such criteria are conditions of successful performance in the particular position involved.

#### E. STATEMENT OF RESPONSIBILITY.

**E-1.** Authority and responsibility for implementing, maintaining, and monitoring affirmative action and equal opportunity at UI lie primarily with the president and the affirmative action officer/ human rights compliance officer.

- **E-2.** Although the president exercises, in consultation with the affirmative action officer, ultimate authority and responsibility for affirmative action and equal opportunity at UI, the provost and vice presidents are responsible for monitoring and controlling activities within their respective areas of responsibility to ensure full implementation of this policy and program. Deans, directors, departmental administrators, and other officers are similarly responsible within their areas of jurisdiction.
- **E-3.** The Affirmative Action Committee [see <u>1640.10</u>] has the major faculty responsibility for monitoring and advancing the affirmative action and equal opportunity programs at UI. The committee works closely with administrative officers and attempts to identify relevant rules and regulations pertaining to specific affirmative action and equal opportunity problems at UI and periodically reports on its activities to the Faculty Council. In areas in which it appears that discretion is permitted in the implementation, application, or operation of a specific program, the committee makes appropriate recommendations to the Faculty Council. *[ed. 7-00]*
- **E-4.** Finally, it is the responsibility of each and every member of the academic community to assist in achieving the aims of this policy and to make equal opportunity a functioning condition of life at UI.

## I. ESTABLISHMENT OF RESPONSIBILITIES FOR IMPLEMENTATION OF THE AFFIRMATIVE ACTION PROGRAM

#### A. Establishment of Responsibility

As noted in the section E of the affirmative action and equal opportunity policy statement, which appears as section I of the affirmative action program, "authority and responsibility for implementing, maintaining, and monitoring affirmative action and equal opportunity at UI lie primarily with the president and the affirmative action officer."

Section I goes on to say "Although the president exercises, in consultation with the affirmative action officer, ultimate authority and responsibility for affirmative action and equal opportunity at UI, the provost and vice presidents are responsible for monitoring and controlling activities within their areas of responsibility to ensure full implementation of this policy and program. Deans, directors, departmental administrators, and other officers are similarly responsible within their areas of jurisdiction.

The Affirmative Action Committee has the major faculty responsibility for monitoring and advancing the affirmative action and equal opportunity programs at UI. The committee works closely with administrative officers and attempts to identify relevant rules and regulations pertaining to specific affirmative action and equal opportunity problems at UI and periodically reports on its activities to the Faculty Council. In areas in which it appears that discretion is permitted in the implementation, application, or operation of a specific program, the committee makes appropriate recommendations to the Faculty Council.

Finally, it is the responsibility of each and every member of the academic community to assist in achieving the aims of affirmative action and to make equal opportunity a functioning condition of life at UI.

The Human Rights Compliance Officer, who serves as the Affirmative Action Officer for the University, reports directly to the President of the University and has full support in carrying out the objectives of the affirmative action and equal opportunity program. The Human Rights Compliance Officer's position description is included among documents in the "Supplementary Documents" section of the Affirmative Action Plan.

#### B. Dissemination of Policy

- 1. Internal Communication
- a. The Affirmative Action and Equal Opportunity policy statement appears in the <u>Faculty-Staff Handbook</u>, section 3060, and appears in the affirmative action program as section I, pp. 1-4.

b. Each university bulletin, annual report, catalog, and selected other publications contain the following nondiscrimination statement:

The University of Idaho has a policy of nondiscrimination on the basis of race, color, religion, national origin, sex, age, disability, or status as a Vietnam era veteran. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment. Such discrimination is prohibited by titles VI and VII of the Civil Rights Act of 1964, title IX of the Education Amendments of 1972, sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Pregnancy Discrimination Act of 1975, the Age Discrimination Act of 1975, the Age Discrimination in Employment Amendments of 1978, the Americans With Disabilities Act of 1990, the Civil Rights Act of 1991 and other state and federal laws and regulations. Questions and concerns about the application of these laws and regulations may be directed to Andy Neukranz-Butler, Human Rights Compliance Officer (885-4212); to Gloria Jenson, Coordinator of Disabled Student Services, Disability Support Services (885-7200): to the Idaho Commission on Human Rights (208-334-2873); to the Seattle Regional Office for Civil Rights, U.S. Department of Education (206-220-7900); to the Equal Employment Opportunity Commissions, Seattle District Office (206-220-6883): or to the Seattle Regional Office of Federal Contract Compliance Programs, U.S. Department of Labor (206-398-8000).

- c. The Human Rights Compliance Office has a website easily found by going to the University of Idaho Homepage <a href="http://www.webs.uidaho.edu/hrco/">http://www.webs.uidaho.edu/hrco/</a>. Information on the website includes the University of Idaho civility statement, who to contact for assistance, current student enrollment statistics, faculty and staff statistics, the University of Idaho Affirmative Action Program Plan, the nondiscrimination statement signed by the president and the human rights compliance officer, the University of Idaho Sexual Harassment Prevention Brochure, forms to use to file a compliant of discrimination or harassment, as well as other items of interest.
- d. The Human Rights Compliance Office regularly forwards to local publications such as the *Idaho Register* or the *Argonaut* information on the progress of affirmative action and equal opportunity at UI. This may include summaries of hiring statistics, promotion statistics, and progress toward goals in terms of cultural diversity and gender, of the faculty/staff of UI.
- e. The nondiscrimination statement and other equal employment opportunity notices and posters will be prominently displayed on bulletin boards and in major offices throughout UI.
- f. University publications will be reviewed by University Communications to assure that, whenever possible, illustrations include a reasonable representation of women and other members of protected groups.
- f. The UI nondiscrimination statement will be printed approximately once each semester in *Idaho Register*. The Faculty-Staff Handbook contains copies of

the affirmative action and equal opportunity policy, the nondiscrimination statement, appeals procedures, grievance procedures, hiring procedures and the policy on sexual harassment.

- 2. External Communication
- a. As previously stated, The Human Rights Compliance Office has a website easily found by going to the University of Idaho Website and clicking on Diversity, then under offices clicking on Human Rights Compliance. Please see B1-c again for details.
- b. All vacancy announcements will include one of the following:

The University of Idaho is an equal opportunity/affirmative action employer and educational institution.

To enrich education through diversity the University of Idaho is an equal opportunity/affirmative action employer.

- c. All paid advertisements will include the concluding phrase, "AA/EOE."
- d. A copy of the nondiscrimination statement is provided to each applicant for employment at UI.
- e. Each purchase order, lease, and contract will include the following statement.

NONDISCRIMINATION: Contractor represents and agrees that it will not discriminate in the performance of this Agreement or in any matter directly or indirectly related to this Agreement on the basis of race, sex, color, religion, national origin, disability, ancestry, or status as a Vietnam veteran. This non-discrimination requirement includes, but is not limited to, any matter directly or indirectly related to employment. Breach of this covenant may be regarded as a material breach of Agreement.

f. Written notification of the UI affirmative action policy has been provided community agencies and leaders, minority and women's organizations, affirmative action recruiting sources, and other organizations in Idaho.

## II. IDENTIFICATION OF PROBLEM AREAS INCLUDING GOALS

#### A. WORK FORCE ANALYSIS<sup>1</sup>

The first step in developing the data for the Affirmative Action Program is to analyze the internal workforce structure. The University does this by profiling our incumbent workforce by College/Unit (A listing of College/Administrative Units is found on the Organizational Chart found on p iii.), by Skill Code (EEO Code), by rank (for faculty positions) by title, by tenure (for faculty positions) by salary range, by gender and race/ethnicity.

EEO-6 CATAGORIES (also known as Skill Codes or EEO Skill Class codes)

For the purpose of conducting meaningful workforce analyses, the University of Idaho faculty and staff are grouped in each College/Unit by occupational duties into segments having broad similarities regarding responsibilities, promotional opportunities and salary similarities. These macro groupings, called EEO-categories used in higher education (as opposed to categories used in corporate reporting, municipal reporting or elementary/secondary education reporting), are defined in the Higher Education Staff Information (EEO-6) Report for Public/ Private Institutions of Higher Education and renamed as the Integrated Postsecondary Education Data System (IPEDS-S) as of 1994, issued by the Equal Employment Opportunity Commission, the U.S. Department of Commerce, Department of the Census, and the U.S. Department of Education, National Center for Education Statistics. The categories and their corresponding 2-digit identification codes are:

- 10 Executive, Officials, and Managers
- 20 Faculty
- 30 Professional Non-Faculty
- 40 Technical and Paraprofessionals
- 50 Clerical Support
- 60 Skilled Crafts
- 70 Service and Maintenance

#### a. JOB GROUP ANAYSES

#### a.1 - Listing of Job Groups and Titles Therein

Job titles with similar content, wage rates, and opportunities have been combined to form job groups for the purpose of comparing the representation of minorities and women in the University of

<sup>&</sup>lt;sup>1</sup> The 2006-2007 work force analysis is found in Table 1 of the University of Idaho's Affirmative Action Plan.

Idaho workforce. Similarity of content refers to the duties, responsibilities of the job titles that make up the job groups. Similarity of opportunities refers to training, transfers, promotions, pay, mobility and other career enhancement opportunities offered by the jobs within the job group. The Job Groups and the titles within each group must be reviewed continuously by Human Resources. The placement of titles into job group categories (EEO Skill Class) is as follows:

#### 10 - EXECUTIVES, OFFICIALS AND MANAGERS

10500-President	11500-Associate Dean	14525-Dir, Auditing Srvs
10503-V Prov, Academic Affairs	11501-Dir,Expmnt Sta/Assc Dean	14530-Dir, Inst Rsrch & Asmnt
10505- Vpres, Finance and Admin	11515-AssocVPres, Nrthn Idaho	14532-Dir, Commons & Union
10506-Vice Pres, Research/Grad	11516-AssocDean/Dir AcadPrgrms	14534-Dir, Athletics
10507- Vpres, Univ Advancement	12513-Ex Dir, Strat Initvs	14536-General Counsel
10516- Asst VPres, Interim	14506-Dir,Admin Srvcs/Asst Dir	14542-Director, MultiCultural A
10523-AsscVP/AsscDean/Dir, CES	14507-Registrar	14543-Dir, IPO
10525- Provost & Exec Vice Pres	14509-Dir, Adm/Studt Financial	14544-Asst VPres, Facilities
10527- VPrv, StdntAff/Dean Stdnts	14510-Dir, Career Services	14546-Assoc VP Educatnl Outrch
10528- Exe Dir/CIO, ITS	14511-Exec Dir,Trusts & Invstm	14568-AVP, Mrktg & Strtgc Comm
11001-Dean	14512-Director,Budget	15205- Asst VP Human Resources
11003-Assoc Dean, Interim	14513-Manager,Bookstore	15211-Director, A and E Service
11004-Dean, Interim	14515-Dir,Admn Srvcs/Fiscal Of	15414-Exe Dir Dvlpmt,Cmpgn Mgr
11005-Dean, Graduate Studies	14518-Dir, New Student Services	

#### 20 - FACULTY

#### Tenured (Ten) or Tenure Track (Trk)

Chair, Associate Chair, Assistant Chair, Various Directors of Academic Programs, Professor (Prof), Associate Professor (Asso), Assistant Professor (Asst), Instructor (Inst)

#### Not Tenured, Not Eligible for Tenure or Tenure-Track

Lecturer (Lect), Research Academic Faculty (with titles such as Professor, Associate Professor, etc.), Visiting Academic Faculty.

Various titles with academic rank include:

10000- Academic Faculty	13060- Head, Technical Services	15504- Extnsn Edctr/Aquaculture
10001- Research Faculty	13064- Interim Dept Chair	15505- Extension Educator/Ag
10002- Extension Faculty	13065- Asst Rsrch Geologist	15506- Extension Educator/FCS
10004- Temporary Faculty	13071- Dir, External Programs	15507- Extension Educator/Youth
11518- Administrative Fellow	13072- Dir, Polya Math Ctr	15509- Extension Edctr/ Forestry
11519- Administrative Fellow	13074- Ast Dir, Hmptn Schl Music	15513- Extsn Educator/ Pesticide
12003 Dir, School of JAMM	13082- Tech Srvcs Librarian	16001- Ext Faculty Economist Splst
12004- Dir, Family, Consumer Sci	13083- Visiting Faculty	16003- Extension Dairy Splst
12005- Dir, Hampton Schl of Music	13085- Prdctn Animal Tchg Vet	16004- 4-H Specialist
12006- Department Head	13095- Lecturer	16006- Extnsn Seed Potato Spclst
12007- Chair	13100- Temporary Lecturer	16007- Farm Safety Spclst
12012- Dept Head, Interim	13505- Animal Physiologist	16008- Extension Nutrition Splst
12015- Dir, ACC	13506- Plant Pathologist	16009- Extension Soil Spclst
12502- Mgr, Cattle Ops/Rsrch Assc	13523- Dir, Full Rsrch Geologist	16010- Extnsn Food Safety Spclst
13003- Director, WWAMI	13524-Dir, Ctr Ecohydric Rsrch	16011- Coord, Extension Pest Mgmt
13009- Visiting Faculty	13525- Dir, Statistical Programs	16012- Ext District Agr Economist
13010- Lecturer	13527- Assoc Chair	16014- Extension Animal Scientist
13016- Catalog Librarian	13528- Collctn Dvlpmnt/Ref Librn	16015- Extension Economist

13018- Humanities Librarian
13019- Social Science Librarian
13027- Head, Special Collections
13029- Dir of Writing
13030- Dir, Law Library
13031- Mgr, Meat Lab
13036- Dir, EBI
13039- Division Chair, Plant Sci
13042- Prncpal Scienist, Fclty
13043- Dir, Honors Program
13045- Dir, Engineer Educ - Boise
13047- Reference Librarian
13050- Dir, Aquaculture
13053- Dir, NIATT

13530- Head of Public Services 14503- Dir, Water Resources 14520- Dir, Stdnt Counslg/Psychst 15063- Licensed Psychologist 15158- Dir, Policy Analysis Grp 15173- Psychologist 15182- Mgr, Child Develment Lab 15193- Assoc Dir, Honors Prgm 15313- Full Research Geologist

15314- Assoc Research Geologist 15412- Dir, CDHC 15501- Dir, State 4-H 15502- Dir, District 15503- Assoc Dir, Co-OpExtnsn Svc 16016- Extension Forester
16017- Extension Plant Pathologist
16018- Extension Horticulturist
16019- Ext Crop Mgmt SpcIst
16022- Comm Spec, News Bureau
16023- Extension Weed Scientist
16027- Sugar Beet SpIst
16029- Extension Range Econ
16031- Extension Nematologist
16033- Extension Range SpIst
16036- Ext Water Mngmt SpIst

16039- Interim Director

#### 30 - OTHER PROFESSIONALS

00783-Fish Hatchery Manager 2 00784-Fish Hatchery Manager 1 01610-IT Resource Manager 01617-Systems Analyst 01618-IT Programmer Analyst, S 01624-Database Analyst 01636-IT Network Analyst 01637-System Security Anlyst, 02914-Mgr, Admin Services 03316-GIS Analyst 04245-Splst, Sr. Financial 04246-Splst, Financial 05578-Public Information Officer 07032-Scientist 2 07405-Chemist, Sr 11513- Assoc Dir, Interim 12300-Research Engineer 1 12301-Research Engineer 2 12303-Research Engineer, Sr 12310-Research Scientist 2 12311-Research Scientist 3 12312-Research Scientist 4 12313-Snr Geologist 12500-Research Assoc 12501-Manager, Sheep Operations 12503-Extension Associate 12504-Mgr, Dairy Center 12505-EM Technician, Research A 12506-Rsrch, Instruction I Assoc 12508-Postdoctoral Fellow 12514-Coord, RS/GIS Lab 12516-Intl Jazz Coll Archivist 12517-Fd Prcsq Fclty Prgm Sprv 12519-Lrnng Disabilities Splst 12520-Bioinformatics Coord 12522-Technical Support Assoc

15084-Splst, Food Processing 15088-Manager, Construction 15089-Mgr, Ranch/Scientist 15090-Associate Director, Admis 15091-Mgr, Mrkting 15098-Dir, Env Health & Safety 15099-Geolgical Res-Gen Sprvsr 15100-Asst Mgr, Supplies 15108-Greek Advisor 15110-Asst Track Coach 15111-Assoc Dir, Print/Design 15117-Associate Manager, Bookst 15120-Dir, DFA Systems Grp 15129-Technical Splst 15130-Assoc Dir, Student Financ 15131-Mgr, Operations 15132-Associate Director, Devel 15135-Director, Development 15139-Mgr, Collections 15141-Veterinarian, Campus 15145-Coordinator.Administrati 15147-Assoc Dir, New Stdt Srvcs 15148-Associate Director, Budge 15149-Mngr, Entomolgy Museum Co 15150-Intl Student Advisor 15161-Pesticide Development Sp 15162-Asst Dir, NSS/Minority Co 15163-Scientific Glass Blower 15165-Dir, Technical Shop 15168-Coordinator, Outdoor Recr 15170-Business Manager 15171-Coordinator, Classroom/La 15174-Asst Superntndnt R&E Ctr 15176-Assistant to the Provost 15178-Dir, Student Support Serv 15179-Dir, Talent Search Prgram 15180-Interim Dir

15386-Assoc Dir. Gift Planning 15388-Admin Systm Architect 15389-Asst Dir, Safty Tech Prgm 15390-Tech, Piano 15394-Mgr, Herbarium, UI 15396-Mgr, Professional Dvlpmt 15398-RealEstate Ofcr/Snr Plnr 15400-GIS Splst, Library 15402-Coord, Project Liaison 15406-Mgr, SSRU Project 15407-Risk Management Officer 15410-Mgr, Fitness 15417-Dir, Athltc Egpmt Op&Srvc 15418-Splst, Manufacturing 15420-AVP,Rsrch/Chf Tech Trsfr 15423-Principal Scientist 15426-UI Ticket Manager 15427-IT Database Analyst 15429-Project Dir 15430-ITC / Web Developer 15431-Constituent DvlpmntCoord 15432-Constitut AstDir Dvlpmnt 15433-Constituent Dir Devlpmnt 15435-Asst Mgr, Networks & Systms 15436-Marketg/Recruitmnt Coord 15438-Head Swimming Coach 15439-Accountant 15441-Offcr, Humn Rghts CmpInce 15442-Project Coordinator 15443-CTI Coord 15444-Development Support Mgr 15447-Program Director 15448-Program Manager 15449-ExeDir, Exe Eductn Prgm 15451-Dir,StdntActivts&Ldrshp 15452-Asst Dir. Residence Life 15453-Network Systems Coord

12524-Forest Manager

12525-Asst Dir, Prgm Rvw&Assmn 12526-Prospect & Research Mgr 12529-Events Mgr 12530-UI Educational Splst 12534-EducationI New Media Mgr 12535-Pro Shop Mgr 13032-Asst Mgr, Forest 13051-Assoc Dir 13066-Asst Computer Scientist 13067-Quantitative Analyst 13068-Manager, Computer Store 13075-Dir, Benefit Srvs 13076-Dir, Employment Srvs 13078-Project Administrator 13504-Research Scientist 13508-Suprvsr, Analytical Instr 13512- Mgr, Pres & Sgnature Prg 13513-Ag Specialist-Economics 13514-Coordinator, Video Srvs 13515-Assistant Soccer Coach 13518-Mgr IMITS Systems 13519-Research Engineer 3 13520-Resrch/Training Engineer 13522-Assoc Extension Splst 13600-Research Hydrologist 13601-Conservation Biologist 14452-Artistic Director 14454- Maina Dir. UI Foundation 14526-Special Asst to the Pres 14555-Dir, HR Development 14556-Dir, PGM and Golf 14557-Dir, Admssns/Stdnt Srvcs 14558-Dir, Prfsnl Dvlpmnt/Mrktg 14561-ExeDir, Vandal Schlrshp Fnd 14562-Dir, Stdt Bnfts/Hlth/Wlns 14563-Controller 14564-AstDean.Rsrch&StdntOtrch 15001-Head Football Coach 15002-Head Bsktbl Coach, Men's 15003-Track/Cross Country Coac 15005-Asst Football Coach 15006-Asst Bsktbll Coach, Mens 15007-Athletic Trainer 15009-Head Volleyball Coach 15010-Head Bsktbl Coach, Women 15011-Head Track/Field Coach, 15012-Asst Basketball Coach.Wo 15013-Asst Volleyball Coach 15023-Head Tennis Coach 15026-Associate Engineer 15029-Facilities Engineer 15031-Asst Cmptr Scientist 15034-Manager, ITV 15037-Assoc Registrar

15184-Resident Dir 15187-Nutrition Counselor 15188-Director, University Resi 15189-Sr. Accountant 15190-Sys Prgmr Analyst 15192-Sprv, Mntnce/Custodial 15194-Dir, Intramural Sports 15195-Manager, Network and Syst 15198-Manager, Customer Support 15201-Pharmacist 15208-Statistician 15212-Organic Group Leader 15213-Branch Station Superinte 15218-Assistant Director, Opera 15222-Mgr, Acad Support/Admin S 15233-Coord, Multicultural Prog 15234-Crystallographer 15235-Learning Skills Splst 15238-Principal Architect 15239-Superintendent, Golf Crs 15240-Project Mgr 15246-Dir. Compliance/Eligibility 15247-Dir, TRIO Program 15252-Director-Conferences, Ev 15253-WWW Applications Splst 15258-AsstDir BAAS/Mgr Accts R 15261-Dir, Trusts/Gifts Invstm 15262-Sr. Systms Prom Analyst 15263-Manager Accounts Payable 15273-Engineering Pram Mar 15274-Director, Sports Club 15280-Manager, Resource Conser 15281-Mgr, Asset Accounting 15283-Head Golf Coach 15285-Dir, Computer Studio/AA 15287-Coord, Student Activities 15290-Dir.Business Incubator 15295-Sr Assc General Counsel 15301-Program Liason 15302-Head Soccer Coach 15305-Job Locator/Counselor 15308-College Advisor 15309-Advisor, Student Media 15315-Mgr, Publ/Communications 15316-Mgr, Dgtl Geol Map/GIS Lb 15319-Contract/Personnel S 15320-Strength Coach 15322-Science Writer 15326-Dir, Ag Int'l Programs 15334-Asst Dir, Bus Operations 15335-Program Counselor 15338-Assistant to Director 15339-Mgr, Department 15340-Chief Chemist

15454-Assoc Dir CDHD 15455-Database/MIS Mgr 15460-Staff Internal Auditor 15461-Database Administrator I 15462-Database AdministratorII 15464-RmteSnsing/GISAnlyst Snr 15465-Dir, Career&Prof Dvlpmnt 15468-Project Design Coord 15470-Rsrch & Dvlpmnt Engineer 15471-Mgr, Acdmc Collaboration 15472-Mgr, Stdt Advsng &Dvlpmt 15747-Mgr, Purchasing/CntractAdmin 15748-Intl Stdnt Recrtmnt Ofcr 15750-Asst Dir, Univ Galleries 15751-Dir, FMO, Bldg Trades 15752-Assoc Registrar / IFCHE 15753-ExeMgr, PBAC/AsstDirlWRRI 15754-Finance & Business Mgr 15757-Exe Asst to Provost 15758-Area Coord 15759-Custodial Services Mgr 15760-Snr Dir .Ent Infrst Srvs 15761-Dir, Enterprse Cmptg Sup 15762-Mgr, Classroom Tech Srvs 15763-Asst Dir, Admissions 15764-Assoc Dir, Telecom & Ops 15765-Web Services Mgr 15766-Propsal Dylpmnt Splst 15767-Coord of Faculty Dvlpmnt 15768-Administrative Unit Mgr 15770-Cost Accountant 15771-Snr Assoc AthltcDir Admin 15772-Dir, Web Communication 15773-Coord, Spcl Events/Mrktg 15774-Dir, FMO Lndscp Ext Srvcs 15775-Sys Dev Analyst Level 4 15776-Opns Coord & Events Mr 15778-Asst Strength Coach 15779-Dir, Admn & Fiscal Opns 15781-Contract Review Officer 15782-Assistant to Vice Pres 15783-ASUI Volunteer Ctr Coord 15784-Asst Mgr, ITS 15785-Costume Shop Mgr 15786-Mgr, General Accounting 15787-Media Relations Coord 15788-Aquatics Mgr 15790-Coord Univ Outrch&Engmt 15791-Project Counselor 15793-Jazz Events Admin 15794-Ath Marketing Director 16504-Electronic Media Special 16516-Payroll Mgr 16518-Mgr,Rsrch Animal Lab

15038-Asst Dir, Stdt Fin Aid 15040-Director.Child Care Cent 15042-Administrative Accountan 15046-Mgr, System Operations 15048-Dir, Athletic Trning Roo 15051-Asst Athletics Dir, Medi 15058-Cereal Chemist 15060-Dir. Womens Center 15061-Dir, Gallery Operations 15066-Psychiatrist 15067-Program Coordinator 15068-Vet Advisor/National Std 15070-Coord, Disabld Stdt Srvcs 15071-Rgnl Special Ed Cnsltant 15073-Assoc Dir, Alumni Relatio 15074-Asst Dir.New Stdt Srvces 15077-Manager, Video Production 15082-Agr Computer Specialist

15341-Coord, Govt Relations 15343-Facilities Planner 15345-Sci/Engr Proposal Writer 15347-Assoc Dir/Scholarships 15352-Mgr, Development Systms 15353-Asst Dir, Development 15356-Dir, CAMP 15364-AstAthDr.AcdSrvcs/FnAid 15368-Director IETIC 15369-Employee Wrk/Life Splst 15371-Mgr, Broadcast Systm 15372-Mgr, Assistant Unit 15373-Mgr, Bldg Srvs 15375-Media Relations Officer 15378-Assoc Dir, Publications 15384-Mgr, Ag Res Proj Admin

16525-Program Sprvsr
16536-Asst Program Coord
16543-Water Education Coordina
16544-Specialist, Womens Resou
16549-Institutional Rsrch Anlyst
16560-Coord, Facilities
16578-HRIS/Employee Recrds Mgr
16591-Asst Registrar
16594-Snr Executive Assistant
16596-Student Recruitmnt Coord
16597-Constituent DvlpmntCoord
16608-Campus Mail & Rcvng Mgr
17553-Industrial Hygenist
18506-Mgr, Greenhouse Faciliti
18602-Mgmt Systems Analyst

#### **40 - TECHNICAL AND PARAPROFESSIONAL**

15385-Dir, Foundtn & Inv Acctg

01430-Supv, Publ/Computer Grap 01538-Buyer, Senior 01619-Programmer Analyst 01620-IT Programmer Analyst, A 01655-System Operator 01660-IT Systems Coordinator 01663-Information Systems Tech 01665-IT Support Technician 02647-Events Technical Coord 02926-Manager, Library Circulat 02928-Library Assistant 3 02929-Library Assistant 2 02931-Library Assistant 1 03324-GIS Specialist 03690-Grants Prgrm Splst 05272-Management Assistant 05362-Broadcast Maint/Ops Engi 05451-Research Analyst 05582-Public Information Splst 06502-Construction Inspector 06720-Electronic Digital Equip 06724-Electronics Specialist 06728-Media Splst I 07426-Tech, Laboratory 07822-Instruction Assistant 13087-Mgr, Id Mine Safety Prog 13088-Accom Srvs Prgrm Coord 13090-Recruitmnt & Plcmnt Splst 13092-Polya Lab Technician 15344-Splst, Fiscal/Personnel 15361-Sprvsr, Network Analyst 16505-Ext Sppt Scientist 1 16507- Sprvsr, Feedmill

16589-FAMIS Administrator 16592-Scheduling & Budgt Coord 16595-Coord, Stdnt Acts/Cashiers 16599-HRIS Splst 16601-Hazrdous Materials Splst 16602-Mrktg & Commnctns Coord 16604-Ranch Manager 16605-Radiation Safety Splst 16606-Industrial Hygiene Splst 16609-Veterinary Hospital Mgr 17014-Executive Assistant 17021-Asst Coord-Outdoor Prog 17045-Instrctnl Technigy Spist 17049-Stdnt Computing Labs Tech 17056-UI Foundation Asst 17500-Assistant to the Dean 17502-Budget Specialist 17503-Clinical/Histology Techn 17508-Coordinator, Copy Center 17512-Electronic Instrument Sp 17513-Events Leadperson 17515-Financial Aid Advisor 17527-Program Advisor 17531-Research Tech, Sr. 17532-Research Technician 17533-Coordinator, Retail Opera 17536-Scientific Aide 17537-Technical Aide 17541-Electronic Publishing Sp 17546-Computer Spprt Cnsltnt 2 17559-Account/ PC Tech 17562-Curriculum Splst 17571-ChildCare Provider/Lead

17658-Coord, Advising 17661-Stores Foreperson 17662-Benefit Services Splst 17663-Benefit Services Tech 17664-Employment Srvcs Splst 17665-Employment Srvcs Tech 17666-Behavioral Consultant 17668-Compressed Video Schedul 17669-Web Application Dvlpr 17670-Haz Mat Tech 2 17671-Web Design Splst 17672-DFA Programmer Analyst 17673-Scholarship Advisor 17674-Asst to ExeDir. Dvlpmnt 17675-UI Hiring Manager 17679-Asst Prospect Researcher 17681-Nursery Sales/Extn Assoc 17682-Employment Srvcs Tech 2 17684-Asst Lab Coord 17685-Media Productn Operator 17686-Program Advisor, Snr 17687-Research Proposal Writer 17689-Program Splst 17690-Project Splst 17691-Benefit Srvcs Tech 2 17692-Stdnt Rcrds/Systms Coord 17693-Ctlg/DgrAdt/Gradtn Coord 17694-Coord, Laboratory 17695-Writer 2 17696-Event Operations Sprvsr 17697-HR Programmer Analyst 17699-Excess Property Coord 17701-Database Aplctns Dvlpr I 17704-Research Tech 2

8

16508-Fire Safety Specialist

17573-Publications Designer

16515-Occupational Safety Spec 16519-Rsrch Support Scientist 1 16520-Rsrch Support Scientist 2 16521-Rsrch Support Scientist 3 16522-Scientific Aide Sr 16523-Administrator, Seed Prgrm 16535-Extension Sppt Sci 2 16538-4-H Program Coord 16539-Program Mgr/Instructor 16546-Off-Campus Prgm Coord 16550-Sprv, Help Desk 16554-Admin Asst Sr 16557-Techncl Srvs Mgr/Advisor 16564-Mgr, Instructional Lab 16567-Classificatn&Comp Anlyst 16571-Steam Plant Mgr 16572-McCall Field Camp Mgr 16574-Pesticide Program Splst 16576-UI Budget Mgmt Splst 16577-UI Position Contrl Splst 16579-IT Systems/Web Coord 16580-GIS Analyst Asst 16581-Acdmc&AdmnSrvcsCoord 3 16582-Laboratory Sprvsr 16583-Systms Integration Anlys 16584-Personnel Srvcs Coord

16587-Program Coord

17582-Operations Supervisor 17585-Scientific Instrument Ma 17586-Sprvr, Tele Infra Srvcs 17589-Network Specialist 17590-Prsnl Cmptr Prog Anlyst 17600-Cartographic Splst 17608-Supervisor, Media Ctr 17615-Digital Imaging Lead Tec 17617-Mrkting/Retail Superviso 17619-Video Ntwrk Engineer 17622-Child Care Provider 17626-Digital Imaging Tech 17627-Photo Splst 17630-Computer Support Assoc 17636-IT/Web Splst 17637-CTI New Media Splst 17638-Computer Labs Supervisor 17640-UNIX Systm Anlyst 17641-Splst, Video 17642-Editor, Ag Comm 17644-Server Systms Anlyst 17646-Splst, Intl Admissions 17648-Library Bindery Tech 17650-Tech II, OccupatnI Sfty 17652-Anlyst, Network UI 17654-Tech, Enginrg, Wd Prdcts 17656-Asst, Veterinary Tech

17705-Database Aplctns Dvlpr 17707-Splst, StdtAdvsng&Dvlpmt 17708-Splst, Marketing 17710-Ag Pblshing Unit Sprvsr 17711-DsktpPblshg/TechnclSpprt 17713-Network & Programming Tech 17714-Clinical Services Tech 17715-Lab Services Assistant 18046-Media Equipment Splst 2 18047-Media Equipment Splst 3 18100-IT Service Coord 18101-UI Boise Snr Assistant 18102-Photo Splst Snr 18103-Agricultural Seed Tech 18104-Onsite Suppt Srvs Sprvsr 18105-Alumni Relations Splst 18107-IT System Tech Sr 18600-Registratn & Sched Splst 18601- Facility Services Mgr 18604-Risk/Real Estate Splst 18605-Management Assistant - UI 18606-Anlyst, Management - UI 18607-Splst, Financial - UI 18608-Payroll Services Splst 18610-Forest Res Seed Splst

#### 50 - CLERICAL AND SECRETARIAL

01100-Office Srvcs Suprvsr 1 01101-Office Srvcs Suprvsr 2 01103-Tech Rcds Splst 2 01104-Technical Rcrds Splst 1 01106-Program Info Coord 01120-Customer Srvc Rep 2 01121-Customer Srvc Rep 1 01125-Receptionist 01231-Administrative Asst II 01235-Administrative Asst I 01239-Office Splst 2 01548-Shipping/Receiving Clerk 04247-Sprvsr, Financial Unit 04248-Tech, Financial 04250-Tech, Financial Support 13086-Food Prcsng Plant Sprvsr 13091-Sprvsr, Parking Office 15166-Gradtn&CmncmtSrvcs Splst 17006-Retail Operations Assist 17010-Telecommunications Coord 17011-Coordinator.Video Librar 17012-Media Relations Asst

17015-Storekeeper Senior 17016-Coord, Registration 17018-Coord, Resident Srvcs 17023-Fin Tech/Bus Splst 17025-Vid/Dist Learning Tech 17028-Mail Clerk/Carrier 17037-Coord. Enrollment Srvs 17039-Mail Srvcs Lead/Fin Tech 17040-Sprvsr, Accounting Unit 17041-Coord, Clinical Services 17042-Sprvsr, Cnstrctn Cntrcts 17046-Acdmc&EnrlmntSrvcs Splst 17048-AcdmcTrnscrptSrvcs Splst 17052-Speaker Series Coord 17055-Telecommuncatns Coord Ld 17057-Administrative Asst 3 17058-Admin/Comptr Spprt Tech 17059-Acdmc&AdmnSrvcCoord 1 17062-FAMIS Splst 17063-Records/Information Tech 17064-Video Instruction Coord 17065-Course Materials Sprvsr

17066-Site Operations Coord 17069-Coord, Department 17070-Ast to Faculty Secretary 17071-FAMIS Tech 17072-Splst, Financial Complnce 17073-Law Fclty WebDsgn&Spprt 17074-Project Evaluator 17075-Splst,TrnsfrCrdt&Elgblty 17076-Splst, Acdmc Collaboratn 17077-Splst, External Rltns 17079-HR Assistant 17080-Advsr, Gnrl Std&Trnsfr Crdt 17081-Academic Publictus Editor 17082-Coord, Acadmc Advsg Srvcs 17083-Personnel/Safety Tech 17084-Financial/PrsnnelTechSnr 17085-Purchasing/Payroll Asst 17086-Financial Asst 17716-Ath Elig Trsnfr Cr Splst 17717-Grad&CmncmtSrvcsSplst Sr 17719-Storekeeper 2

#### **60 - SKILLED CRAFTS WORKERS**

01404-Printing Technician 02762-Print Graphic Design Spe 06347-Mechanic 06352-Welder/Machinist 06632-Sr, Mntnce Crftsprsn 06634-Maintenance Craftsperson 13089-Football Operatns Coord 15177-Electrical Leadworker 15200-Power Plant Control Tech 17523-Coordinator, Motor Pool 17547-Inventory Splst 17629-Splst, Prev Maint 17659-Sprvsr, Rcyclg/Srpls/Wste 18028-Small Eng Mec/Irrigation 18503-Computer Equipment Repai 18507-Facility Extrr Crftsprsn 18509-Foreperson, Machine Shop 18511-Mech/Maint Craftsperson 18515-Telecommunications Techn 18522-HVAC Cntrl Tech 3 18525-Power Plant Operator

18528-Electrician, UI 18529-Painter, UI 18530-Plumber, UI 18531-HVAC Cntrl Tech 1 18532-Foreperson, Painting UI 18535-Electrical Supervisor 18536-Power Plant Operator, Sr 18538-Fire Sytems Tech 18540-Supervisor, Construction 18544-HVAC Cntrl Tech 2 18545-HVAC Mechanic 18547-Maint Craftsperson, Lead 18550-Sprvsr, Farm Operations 18551-Sprvsr, Bldg Exterior 18552-Sprvsr, Plumbing UI 18557-Tech, Appliance 18558-Mgr, Water Systems 18561-Painter/Lead Abtmnt Tech 18564-Haz Matl Abtatement Tech 18565-Maintenance/Operations S 18566-Printg Reprogrphc Sprvsr

18567-Security Systems Coord 18570-Lighting/Generator Splst 18571-University Access Coord 18573-UI Electrical Inspector 18575-Foreprson, Steam Plant 18578-Plumber/Wtr Systms Oprtr 18579-Fire Systems Lead 18580-Steam Plant Operator 18581-HVAC Mechanic Lead 18582-LES Service Tech 18583-HVAC/Refrigtn Foreperson 18584-Interiors Foreperson 18586-Sheet Metal Worker 18587-Machinist 18588-Steam Plant Mechanic 18589-Haz Matl Abatemnt Coord 18591-Apprentice Stream Plnt Op 18592-Interiors Technician 18593-Carpntr/Maint Craftprsn 18596-Interiors Tech, Carpentry 18597-HVAC Refrigeration Coord

#### 70 - SERVICE/MAINTENANCE WORKERS

00842-Animal Lab Assistant
01546-Storekeeper
02006-Foreperson,Custodian
02008-Custodian Leadworker
02010-Custodian
02182-Cook
02650-Mgr, Athletic Equipment
06334-Motor Pool Vehicle Opera
06648-Building Superintendent
06684-Grounds Maintenance Work
15363-Coord, Greenhouse
16506-Sprvsr, Farm
16610-Arboreta Sprtndt/Hortic

17544-Horticulturist
18003-Farm Assistant I
18005-Foreperson,Farm Operatio
18007-Fuel Supply Handler
18013-Supervisor,Parking Servi
18015-Recyclng/Sld Wst Leadprs
18016-Sport/Activity Attendant
18024-Area Maintenance Supervi
18027-Team Cleaning Splst
18029-Team Cleaning Lead
18032-Landscape Mtnce Tech 2
18033-Landscape Mtnce Tech 1
18034-Asst, Greens Suprintndt

18035-Sr Parking Attendant 18038-Farm Assistant III 18040-Facilities Sprvsr 18041-Food Srvc Coord 18042-Farm Assistant 2 18044-Ranch Production Asst 18049-Custodial Services Splst 18050-Custodial Srvs Sprvsr 18051-Lndscp Irrgtn Syst Coord 18052-Campus Landscape Mgr 18053-Campus Arboriculturist 18054-Dairy Center Assistant

#### 80 - INSTRUCTION/RESEARCH ASSISTANT

14002-Research Assistant

14005-Teaching Assistant

#### a.2 - JOB GROUP PLACEMENT

The next step is to place the incumbents into the job groups listed above. They are as follows:

JOB GROUP	TOTAL	TOTAL MINORITIES			WOMEN
		#	%	#	%
10 -Execs, Officials & Managers	54	2	3.7%	17	31.5%
20 -Faculty	876	67	7.6%	281	32.1%
30 -Professionals	496	63	12.7%	213	42.9%

40 -Technical & Paraprofessionals	460	33	7.2%	280	60.9%
50 -Clerical & Secretarial	311	14	4.5%	288	92.6%
60 -Skilled Crafts Workers	95	0	0.0%	11	11.6%
70 -Service/Maintenance Workers	137	9	6.6%	39	28.5%
80- Instruction/Research	628	52	8.3%	260	41.4%
Assistants					
TOTAL	3057	240	7.9%	1389	45.4%

#### b. AVAILABILITY ANALYSES

Availability estimates for faculty and executive non-faculty positions are based upon national statistics regarding the awarding of terminal degrees by academic discipline and our internal workforce for the faculty category. Availability for faculty is further defined by reviewing degree information by discipline.<sup>2</sup>

Availability estimates for staff positions are based on local/regional/national (depending on the recruitment area as explained in the actual availability analyses) of the 2000 census data for individuals with requisite skills provided by the Idaho Department of Employment and our internal workforce for the pertinent staff categories.

The 2006-2007 availability summaries and analyses for both faculty and staff are as follows:

#### **AVAILABILITY ANALYSES**

#### JOB GROUP: EXECUTIVE, ADMINISTRATIVE, MANAGERIAL

Recruitment area: National/Regional	RAW	DATA	FACTOR	WEIGHT	ED DATA
	TOT			TOT	
	MIN	FEMALE	WEIGHT	MIN	FEMALE
1) UI advertises nationally to fill openings in	23.0	57.9	0.20	4.6	11.58
this job group. 02-04 <b>Bachelors</b> degrees and					
1)Masters degrees are factored in from US Office	19.3	58.8	0.15	2.895	8.82
of Education because extensive education is required					
2) % of minorities & women having requisite	17.2	38.6	0.15	2.58	5.79
skills in the national recruitment area is factored					
from US 2000 Occupational Tab: Exec,Officials&Mgrs					
2) % minorities & women having requisite	6.2	34.2	0.10	0.62	3.42
skills in the reasonable recruitment area is factored					
from US 2000 Idaho Tab: Exec,Officials&Mgrs					
2) % minorities & women having requisite	12.7	39.2	0.10	1.27	3.92
skills in the reasonable recruitment area is factored					
from US 2000 Washington Tab: Exec,Officials&Mgrs					

<sup>&</sup>lt;sup>2</sup> These disciplines used are further explained in the <u>Guidelines Regarding Goal-Setting for Faculty Appointments</u> document found in Appendix A of University of Idaho's Affirmative Action Program.

3) Possible promotional opportunities from	12.7	46.0	0.10	1.27	4.6
EEO 3 are factored in					
4) % of minorities and women who have	7.6	47.6	0.10	0.76	4.76
completed the <b>UI Bachelor's degree</b> is factored					
4) % of minorities and women who have	7.5	46.5	0.10	0.75	4.65
completed the <b>UI Master's degree</b> is factored					
FINAL AVAILABILITY %			1.00	14.7	47.5

#### JOB GROUP: FACULTY TENURE & TENURE TRACK

(Students not weighted)

Recruitment area: National & UI	RAW	DATA	FACTOR	WEIGHT	ED DATA
	TOT			TOT	
	MIN	FEMALE	WEIGHT	MIN	FEMALE
1) UI advertises nationally to fill openings in	13.9	44.5	0.90	12.51	39.6
this job group. Doctoral Recipient Data: 96-97 through					
2003-04 is used because extensive education is required					
3) Possible promotional opportunities from	8.2	41.4	0.1	0.82	4.14
instructor/research/graduate assts are factored in					
4) % of minorities and women who have	11.9	39.9	0.1	1.19	3.99
completed the <b>UI Doctoral degree</b> is factored in					
FINAL AVAILABILITY %			1	13.3	43.7

#### JOB GROUP: PROFESSIONALS

Recruitment area: National/Regional		DATA	FACTOR		ED DATA
	TOT MIN	FEMALE	WEIGHT	TOT MIN	FEMALE
1) UI advertises nationally to fill openings in	23.0	57.9	0.20	4.6	11.58
this job group. 02-04 <b>Bachelors</b> degrees and					
1)Masters degrees are factored in from US Office	19.3	58.8	0.15	2.895	8.82
of Education because extensive education is required					
2) % of minorities & women having requisite	19.8	53.7	0.15	2.97	8.055
skills in the national recruitment area is factored					
from US 2000 Occupational Tab: Professionals	7.7	34.0	0.10	0.77	3.40
2) % minorities & women having requisite					
skills in the reasonable recruitment area is factored					
from US 2000 Idaho Tab: Professionals	17.5	33.4	0.10	1.75	3.34
2) % minorities & women having requisite					
skills in the reasonable recruitment area is factored					
from US 2000 Washington Tab: Professionals	7.3	60.8	0.10	0.73	6.08
3) Possible promotional opportunities from					
EEO 5: Technical/Paraprofessional are factored in					
4) % of minorities and women who have	7.6	47.6	0.10	0.76	4.76
completed the <b>UI Bachelor's degree</b> is factored					
4) % of minorities and women who have	7.5	46.5	0.10	0.75	4.65
completed the <b>UI Master's degree</b> is factored					
FINAL AVAILABILITY %			1.00	15.2	50.7

#### JOB GROUP: TECHNICIANS & PARAPROFESSIONALS

Recruitment area: National/Regional	RAW	RAW DATA FAC		WEIGHTED DATA	
	TOT MIN	FEMALE	WEIGHT	TOT MIN	FEMALE
1) UI advertises nationally to fill openings in	23.0	57.9	0.10	2.3	5.79
this job group. 02-04 <b>Bachelors</b> degrees are used					
2) % minorities & women having requisite	8.4	54.6	0.40	3.36	21.84
skills in the reasonable recruitment area is factored					
from US 2000 Idaho Tab: Technicians & Paraprofessionals					
2) % minorities & women having requisite	17.1	52.8	0.30	5.13	15.84
skills in the reasonable recruitment area is factored from US 2000 Washington Tab: Technicians & Paraprofessionals					
3) Possible promotional opportunities from other jobs	7.3	60.8	0.15	1.095	9.12
in EEO 5: Technical/ Paraprofessionals are factored in					
4) % of minorities and women who have	7.6	47.6	0.05	0.38	2.38
completed the <b>UI Bachelor's degree</b> is factored					
FINAL AVAILABILITY %			1.00	12.3	55.0

### JOB GROUP: CLERICAL AND SECRETARIAL

Recruitment area: Regional	RAW	DATA	FACTOR	WEIGHT	ED DATA
	TOT	EEMALE	WEIGHT	TOT	EEMALE
	MIN	FEMALE	WEIGHT	MIN	FEMALE
1) UI advertises nationally to fill openings in	23.0	57.9	0.05	1.15	2.90
this job group. 02-04 <b>Bachelors</b> degrees are used					
2) % minorities & women having requisite	8.1	79.7	0.45	3.645	35.87
skills in the reasonable recruitment area is factored					
from US 2000 Idaho Tab: Clerical & Secretarial					
2) % minorities & women having requisite	16.7	76.2	0.30	5.01	22.86
skills in the reasonable recruitment area is factored					
from US 2000 Washington Tab: Clerical& Secretarial					
3) Possible promotional opportunities from jobs in	7.3	60.8	0.15	1.095	9.12
EEO 5: Technical/ Paraprofessionals are factored in					
4) % of minorities and women who have	7.6	47.6	0.05	0.38	2.38
completed the UI Bachelor's degree is factored					
FINAL AVAILABILITY %			1.00	11.3	73.1

#### JOB GROUP: SKILLED CRAFTS WORKERS

Recruitment area: Regional	RAW	RAW DATA		RAW DATA		WEIGHT	ED DATA
	TOT			TOT			
	MIN	FEMALE	WEIGHT	MIN	FEMALE		
2) % minorities & women having requisite	8.4	4.9	0.59	4.956	2.891		
skills in the reasonable recruitment area is factored							
from US 2000 Idaho Tab: Skilled Crafts Workers							
2) % minorities & women having requisite	14.5	6.3	0.39	5.655	2.457		
skills in the reasonable recruitment area is factored							
from US 2000 Washington Tab: Skilled Crafts Workers							
3) Possible promotional opportunities from jobs in	7.3	60.8	0.02	0.146	1.216		
EEO 5: Technical/Paraprofessionals are factored in							

#### **FINAL AVAILABILITY %**

1.00

10.8

6.6

#### JOB GROUP: SERVICE/MAINTENANCE WORKERS

Recruitment area: Regional	RAW DATA		FACTOR	WEIGHT	ED DATA
	TOT			TOT	
	MIN	FEMALE	WEIGHT	MIN	FEMALE
2) % minorities & women having requisite	17.6	42.2	0.60	10.56	25.32
skills in the reasonable recruitment area is factored					
from US 2000 Idaho Tab: Service Maintenance Workers					
2) % minorities & women having requisite	17.9	42.4	0.40	7.16	16.96
skills in the reasonable recruitment area is factored					
from US 2000 Washington Tab: Service Maintenance Workers					
FINAL AVAILABILITY %		1.00	17.7	42.3	

#### JOB GROUP: INSTRUCTION/RESEARCH ASSISTANT

Recruitment area: National/Regional	RAW DATA		FACTOR	WEIGHT	ED DATA
	TOT			TOT	
	MIN	FEMALE	WEIGHT	MIN	FEMALE
1) UI advertises nationally to fill openings in	23.0	57.9	0.30	6.9	17.37
this job group. 02-04 <b>Bachelors</b> degrees and					
1)Masters degrees are factored in from US Office	19.3	58.8	0.50	9.65	29.4
of Education because extensive education is required					
4) % of minorities and women who have	7.6	47.6	0.05	0.38	2.38
completed the UI Bachelor's degree is factored					
4) % of minorities and women who have	7.5	46.5	0.15	1.125	6.975
completed the <b>UI Master's degree</b> is factored					
FINAL AVAILABILITY %		1.00	18.1	56.1	

**c.** The 2006-2007 comparisons of incumbents at the University of Idaho to availability for faculty and staff (previously known as the Utilization Analyses) follow.

#### **Executive, Officials and Managers**

MINORITY ESTIMATED FEMALE ESTIMATED AVAILABILITY

2 (3.7%)

14.7%

17 (31.5%)

47.5%

Minority incumbency is less than estimated availability Female incumbency is less than estimated availability

#### **Faculty**

MINORITY ESTIMATED FEMALE ESTIMATED AVAILABILITY

67 (7.6%)

13.3%

281 (32.1%)

43.7%

Minority incumbency is less than estimated availability Female incumbency is less than estimated availability

#### **Professionals**

MINORITY	ESTIMATED	FEMALE	ESTIMATED
INCUMBENTS	AVAILABILITY	INCUMBENTS	AVAILABILITY

63 (12.7%) 15.2% 213 (42.9%) 50.7%

Minority incumbency is less than estimated availability Female incumbency is less than estimated availability

#### Technicians and Paraprofessionals

MINORITY	ESTIMATED	FEMALE	ESTIMATED
INCUMBENTS	AVAILABILITY	INCUMBENTS	AVAILABILITY

33 (7.2%) 12.3% 280 (60.9%) 55.0%

Minority incumbency is less than estimated availability Female incumbency exceeds estimated availability

#### Clerical and Secretarial

MINORITY	ESTIMATED	FEMALE	ESTIMATED
INCUMBENTS	AVAILABILITY	INCUMBENTS	AVAILABILITY

14 4.5%) 11.3% 288 (92.6%) 73.1%

Minority incumbency is less than estimated availability Female incumbency exceeds estimated availability

#### Skilled Crafts Workers

MINORITY	ESTIMATED	FEMALE	ESTIMATED
INCUMBENTS	AVAILABILITY	INCUMBENTS	AVAILABILITY

0 10.8% 11 (11.6%) 6.6%

Minority incumbency is less than estimated availability Female incumbency exceeds estimated availability

#### Service/Maintenance Workers

MINORITY	ESTIMATED	FEMALE	ESTIMATED
INCUMBENTS	AVAILABILITY	INCUMBENTS	AVAILABILITY

9 (6.6%) 17.7% 39 (28.5%) 42.3%

Minority incumbency is less than estimated availability Female incumbency is less than estimated availability

#### Instruction/Research Assistants

MINORITY INCUMBENTS	ESTIMATED	FEMALE	ESTIMATED
	AVAILABILITY	INCUMBENTS	AVAILABILITY

52 (8.3%) 18.1% 260 (41.4%) 56.1%

Minority incumbency is less than estimated availability Female incumbency is less than estimated availability

#### B. Goals and Objectives

Goals for faculty and executive job groups by race/ethnicity and sex were first defined for 1975 and 1978. By 1978 the composition of these groups was near enough to estimated availability to establish that for job groups still reflecting underutilization, the estimated availability of both women and minorities would be accepted as the goal on a year by year basis.

Goals for non-faculty classified staff are defined by a local recruitment area, generally extending less than 35 miles and usually advertised in the Moscow and Lewiston papers. While many positions in the higher pay levels (the non-faculty exempt categories) are advertised in newspapers in Moscow, Lewiston, Spokane, and Boise the vast majority of applicants are residents of Latah County.

The University of Idaho has a strategic planning process that asks responsibility centers to make unit action plans every year. As part of that process, each unit is expected to establish diversity and human rights goals. A summary of those goals is included in this plan. Also in fiscal years 2002, 2003, 2004, 2005, and 2006, the university has been and will be going through reorganizations that will change many reporting relationships and establish new and combined work units/ responsibility centers.

In January 2004, after Ms. Neukranz-Butler's arrival, she began re-developing hiring goals (with back up data on pertinent availability) to take to the deans and directors as part of the University's new Diversity Plan.

Based on the areas of underutilization above, the University of Idaho has established the following goals.

JOB GROUP	GROUP	ANNUAL PLACEMENT RATE
Executive, Officials and Managers	Minority	14.7%
_	Women	47.5%
Faculty	Minority	13.3%
	Women	43.7%
Professionals	Minority	13.8%
	Women	50.7%
Technicians and Paraprofessionals	Minority	12.3%
Clerical and Secretarial Workers	Minority	11.3%
Skilled Crafts Workers	Minority	10.8%
Service/Maintenance Workers	Minority	17.7%
	Women	42.3%
Instruction/Research Assistants	Minority	18.1%
	Women	56.1%

#### C. Problem Areas

Focus upon cultural diversity remains a high priority. Some people perceive that efforts to improve cultural diversity in the campus community are impeded by the presence of often highly visible and vocal representatives of the Aryan Nations and other militia groups elsewhere in the region. Ever mindful of the constitutional protection of free speech, freedom of assembly, etc. there are, none the less, efforts within the UI community to counter public perceptions with assurances that this community fully supports cultural diversity. One example is a document called a *Resolution Reiterating UI's Position on Racism and Related Forms of Discrimination* which was passed by the university faculty in 1987, and which states, in part:

RESOLVED BY THE FACULTY, That the University of Idaho (1) condemns the practices of those who preach invidious discrimination; (2) regards bigotry of any sort as intellectually abhorrent and morally reprehensible; (3) values the benefits of cultural diversity and pledges to students, prospective students, and the public that it will defend pluralism in the academic community; and warmly welcomes all men and women of good will without regard to their race, religion, or ethnic background.

Another is the Civility Statement published by Neukranz-Butler as well as other supportive documents found on the Human Rights Compliance Website: <a href="http://www.webs.uidaho.edu/hrco/">http://www.webs.uidaho.edu/hrco/</a>

Despite gains, there is concern about the inability to recruit and hire more minority faculty members. One factor believed to be significant is that there are relatively few minority group members available for our positions, and fierce competition for those who are exceptional. While we believe that the University of Idaho is a fine place to work and we are expending a great deal of effort towards improvement in our compensation system, the level of our current salaries severely impacts our ability to recruit from the national pool of highly sought after well qualified minorities.

Colleges/Administrative Units with Underrepresentation of Minorities and /or Women based on their internal representation and external availability

Faculty Instruction/Research Assistants

College/Unit	Under-representation	College/Unit	<b>Under-representation</b>	
College of Agriculture &	Women & all Minorities,	Agriculture & Life	Women & all Minorities except	
Life Sciences	particularly Black & API	Sciences	Native American	
College of Arts \$	Women & Minorities particularly	Arts \$ Architecture	Women & Minorities	
Architecture	Black		particularly Black & API	
College of Business &	Women & Minorities particularly	Business & Economics	Last year's goals met	
Economics	Black & Hispanic			
College of Education	All Minorities, particularly Black,	Education	All Minorities particularly Black,	
	Hispanic & API		& Hispanic	
College of Engineering	Women & Minority sub-group of	Engineering	Women & Minority sub-group of	
	Hispanic		Black	
College of Law	Minority sub-group of API			
Library	Minority sub-group of Black			
College of Letters, Arts &	Women & all Minorities except	Arts & Social Sciences	Women & all Minorities except	
Social Sciences	AIAN		AIAN	
College of Natural	Goals for Minorities met. Goal for	Natural Resources	Women and all Minorities	
Resources	Women remaining.		except AIAN	

College of Science	Goals for Minorities met except	Science	Women and all Minorities
	sub-group Black Goal for Women		
Other Academic Offices	Women & I Minorities, particularly	University Research	Women and all Minorities
and University Research	API	-	except API and AIAN
WWAMI & WOI Medical	API goal met. Now a goal for	WWAMI & WOI Medical	All Minorities goal met. Now a
	Women		goal for Women

**Professionals** 

Classified
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College/Unit	Underrepresentation	College/Unit	Underrepresentation
Administrative Affairs		Administrative Affairs	For Technical/Paraprofessional = Women
Auxiliary Services	Women and Minorities especially Black and API	Auxiliary Services – Technical/Paraprofessional, Clerical, Skilled Crafts, Service/ Maintenance	For Tech, Clerical and Skilled Crafts = All Minorities For Service/ Maintenance = All Minorities, especially Hispanic & API. Women's goal met.
College of Agriculture & Life Sciences	Women & all Minorities, especially Black & Hispanic	Ag & Life Sciences – Technical/Paraprofessional Service Maintenance	All Minorities except API Women
Business & Accounting	All Minorities	Bus & Accounting – Clerical	All Minorities
College of Business & Economics	Goal met for Minorities		
College of Education	Goal met for All Minorities except API & AIAN	Education – Clerical	All Minorities
College of Engineering	Goal for Minorities except API & AIAN met. Goal for Women	Engineering – Tech/Paraprofessional Clerical	All Minorities & and Women All Minorities
Facilities Management	Women and all Minorities	Facilities – Tech/Paraprof, Skilled Crafts Service/Maintenance	Women All Minorities Women & All Minorities except Black
Forest Utilization Research	Women		
Library		Library – Technical	Minorities
College of Letters, Arts & Social Sciences	all Minorities	Arts & Soc Sci - Clerical	All Minorities
College of Natural Resources	Executive - Women Professionals - Women & all Minorities particularly Black	Natural Resources – Technical/Paraprofessional Clerical	All Minorities, particularly API All Minorities
College of Science	Women & Minority sub-group of Black & Hispanic	Science – Technical/Paraprofessional	All Minorities
Intercollegiate Athletics	Women	Intercollegiate Athletics – Technical/Paraprofessional	All Minorities
Student Affairs	Executive – Women Professionals – Minorities especially Black & API	Student Affairs – Tech/Para Service Maintenance	Goal met for Minorities Minority especially Hispanic
Technology	Women and Minorities	Technology – Tech/Paraprf	All Minorities especially Hispanic & Women
University Advancement	All Minorities	Technology – Tech/Paraprf	All Minorities
University Outreach	All Minorities		
University Research	Women and Minorities especially Black and Hispanic	University Research – Tech Clerical	All Minorities All Minorities
Vice Provost for Academic Affairs		Vice Provost for Academic Affairs – Clerical	All Minorities, especially API
WWAMI Medical Educ	Women		

**Affirmative Action Coordinators**, appointed by either deans or vice presidents, serve as liaisons between administrative offices and Human Resources, and function as resource persons for search and selection committees within their units. Departments process all paperwork through their Affirmative Action Coordinator. Current Affirmative Action Coordinators are listed below:

Unit	Name
Agricultural and Life Sciences	Charity Buchert
Art and Architecture	Ellen McKenzie
Athletics	Matt Kleffner
Auxiliary Services	Denise Town
Business and Fconomics	Chervl Wallace
Education	Nancy Morrison
Enaineerina	Tammie Dahmen
Facilities	Marlene Peterson
Finance and Administration	Debbie Fisinger
Information Technology Services	Marv George
I aw	Linda Kiss
Letters Arts and Social Sciences	Pat Lindouist-Hulett
Natural Resources	Pam Rell
President's Office	Cathy I vman
Provost's Office	Keri Moore
Research and Graduate Studies	Maggie Clark
Science	Chervl Tribble
University Advancement	Kav Maurin
University Library	Marv .lane Bailev
Vice Provost for Academic Affairs	Patti Heath
Vice Provost for Student Affairs	Carolvn Riggs

In general, the University of Idaho Applicant Tracking System is able to provide good review of our advertising systems. The following report is from that system for this year.

Advertising Statistics for All Departments from 7-1-05 to 6-30-06

Procurement Type	<b>Applicants</b>	Percent
Career Builder	18	0.1%
Career Fair	36	0.3%
Chronicle of Higher Education	423	3.3%
Craig's List	2	0.0%
EOE Journal	5	0.0%
Higheredjobs.com	191	1.5%
HR Job Boards	943	7.4%
Human Resources Website	4295	33.5%
Idaho Commerce & Labor (Job		
Service)	734	5.7%
IMDiversity.com	2	0.0%

Lewiston Morning Tribune	384	3.0%
Listserv (automatic e-mail)	529	4.1%
Moscow/Pullman Daily News	439	3.4%
Other Internet Site	1077	8.4%
Other Newspaper	527	4.1%
Professional Organization Website	440	3.4%
RSS Feed	3	0.0%
Spokesman Review	203	1.6%
UI Employee	1177	9.2%
University Job Bank	1001	7.8%
Unknown/Not listed	394	3.1%
Word of Mouth	4	0.0%

In a particular effort to enhance their ongoing effort to recruit coaches and other athletic professionals who are women and persons of color, the Department of Athletics has begun using such associations as the Black Coaches Association to help with recruitment, placing advertisements in the **NCAA NEWS** when time permits and otherwise distributing announcements which encourage members of protected groups who are interested in employment with the department to express interest. Persons identified in this search will be included as applicants for positions matching their qualifications in the year ahead.

The Human Rights Compliance Office receives and investigates all discrimination complaints and all retaliation complaints. Analysis of complaints over a period of several years indicated that there were on average twelve complaint investigations per year, though generally only one or two of which were formal grievances. During that period about two-thirds of all complaints alleged some form of sexual harassment. More recently the number of complaints has been much fewer eight in 1997, one in 1998, four in 1999 (only one formal), six in 2000. This may be due in part to educational programs presented by Human Resources Development. The programs are offered campus-wide on a sign-up basis and also are presented "in-house" at the invitation of individual departments and colleges. In the second half of the 2003-2004 year and after Ms. Neukranz-Butler's arrival, two formal concerns were brought forward. During the fall of the 2004-2005, two additional concerns were brought forward. The University saw an increase in 2005-2006 to four formal concerns of sexual harassment or climate brought forward. Ms. Neukranz-Butler continues to educate the faculty, staff and TAs regarding the issue of sexual harassment and is hopeful of adding a relevant web-based educational program to the repertoire of training methodology for the University.

Additionally, the University of Idaho of Idaho underwent a "Respectful Climate Survey", completed by outside researchers and published in 2002, in which the research results strongly suggested that the Sexual Minority students felt less safe, academically respected and socially accepted than heterosexual students. As a result, upon her arrival, Ms. Neukranz-Butler began to develop educational opportunities regarding diversity sensitivity training either in various departments or more formally through Human Resources Development. Currently, she and Mr. Francisco Salinas, Director of Multi-Cultural Affairs, team-teach a course in

diversity sensitivity training cross-listed as Sociology 403 and Human Resource Development. This course has been well-received in the University community.

#### III. ACTION-ORIENTED PROGRAMS

#### A. Support of Community EEO Programs

UI assumes a leadership role in the state and community in sponsoring activities which focus on cultural diversity, minority group awareness, and respect for all persons.

Examples include, but are not limited to:

- 1. The Juntura Committee, in consultation with the Coordinator of Multicultural Student programs and the Director of Multicultural Affairs recommends and reviews UI policies which concern members of minority groups, aids in developing programs, and encourages activities that emphasize the contributions of diverse cultures.
- 2. Idaho Human Rights Day Committee works throughout the year to plan and arrange events which coincide with the national holiday in celebration of the birthday of Dr. Martin Luther King, Jr. The events are closely coordinated with both the local community's concurrent observations and with Washington State University.
- 3. There is generally a public event, at least once per year, celebrating regional Native American culture. Leaders from the Nez Perce and Coeur d' Alene tribes are invited to participate. There is usually a PowWow held each Fall of the year with Tribes participating from all across the Western States.
- 4. The UI cooperates with and provides information and assistance, where appropriate, to ATHENA, a voluntary organization of faculty and other professional women.
- 5. Ms. Neukranz-Butler, Human Rights Compliance Officer is a national board member of the American Association for Affirmative Action and Chair of Region X of that professional society. She was re-appointed as a Commissioner on the City of Moscow Human Rights Commission and is a member of the Latah County Human Rights Taskforce. She is a member of several Conference, Symposia and Community Event Committees: including the Finding the Center Conference (now in its third year); the Symposium on Islam: Civilization and Faith, A community Conversation; and the first Moscow CommUNITY Walk. She is a member of the state of Idaho's Native American/Latino Summit. She is Co-Chair of the President's Diversity Initiatives Programming Group. Ms. Neukranz-Butler is an ex-officio member of Juntura Committee, the Affirmative Action and Disabilities Affairs Committee. She is advisor to the student groups UNITY (whose membership encompasses the multicultural student groups), NASA (Native American Student Association), and NAGSA (Native American Graduate

Student Association) and BSU (the Black Student Union). She is advisor for Delta Sigma Theta Sorority at Washington State University.

# B. Consideration of Women, Persons of Color, Vietnam Era Veterans and Disabled Persons Not Currently in the Workforce Having Requisite Skills, Who Can Be Recruited Through Affirmative Action Measures

- 1. Members of the above designated categories have been, are currently part of the UI workforce and will continue to be considered whenever suitable positions become available.
- 2. This could include persons who have taken time away from the workplace for child-rearing; prospective or recent graduates of area high schools, trade schools, community colleges, or other educational institutions.
- 3. In these cases, UI's outreach and recruitment efforts as described in other sections of this AAP are adequate to reach people. UI utilizes Job Service, multimedia advertising, and contacts with appropriate community and professional organizations.

## C. Diversity and Human Rights at the University of Idaho: A Comprehensive Plan for Action and Accountability

During 1998 a great deal of university-wide effort was devoted to developing a comprehensive *Strategic Plan* (copy included as part of the *Supplementary Reports* section of this document) which includes considerable emphasis upon diversity. As part of this plan colleges and departments will be incorporated affirmative action hiring goals into the comprehensive planning effort throughout 1999 and beyond.

During the fall of 1998 the provost, affirmative action officer, director of multicultural affairs and a number of other key individuals met regularly to develop ways to provide institutional leadership to the diversity effort within the context of the *Strategic Plan*. An important outgrowth of those meetings was the establishment of an advisory committee to the president and provost charged with developing programming to integrate deeper knowledge of how to improve the climate for racial and ethnic minorities, women, and persons with disabilities in the workplace and in the classroom.

The Affirmative Action Task Force report included earlier and the search for and hiring of the Special Assistant to the President for Diversity and Human Rights were additional accomplishments of 2000. Similarly, the development of the new Human Rights Compliance Office in early 2004 is an additional accomplishment.

During 2002-2003, The ("Diversity and Human Rights at the University of Idaho: A Comprehensive Plan for Action and Accountability") commonly known as the **University Diversity Plan** was developed through committee work and primarily written by Don Burnett, Dean of the Law School and the Special Assistant to the President for Diversity and Human Rights. These individuals were generously assisted by a campus-wide committee. This University Diversity Plan was

endorsed by President Tim White in the Spring of 2005. As part of the Diversity Plan many related activities were held.

Each year the President frequently includes in various public addresses a reaffirmation of commitment to diversity and affirmative action. This expression of commitment is also frequently heard in statements made by the Provost, vice presidents, deans and other leaders of the University community. In addition, the Human Rights Compliance Office presents and supports several programs each year which increase general awareness about diversity and affirmative action related programs and issues.

After the Diversity and Human Rights Office was dissolved, the programming feature and support dollars for such were transferred to the Ad-Hoc Presidential Campus-Wide Diversity Programming Group. More information regarding this stellar programming is as follows:

**Introduction.** Campus-wide diversity programs are vital expressions of the University of Idaho's commitment to diversity and human rights. By enriching higher education and by strengthening a sense of community at the University of Idaho, these programs contribute importantly to fulfilling the goals and objectives set forth in the Diversity Plan.

The Diversity Initiative Programming Group. The Presidential Diversity Initiative Programming Group is charged by the President to develop an array of programs demonstrating the University's commitment to diversity while making the best use of constrained resources. This Programming Group is comprised of faculty, students and university officers including the Director of Multicultural Affairs, the Human Rights Compliance Officer, the Director of the Women's Center, a representative of the Juntura Committee, the Dean of Students, and the Chair of the Diversity and Human Rights Coordinating Group (created by the Provost to oversee diversity programming and implementation of the Diversity Plan). In Academic Year 2006-2007, this group is re-named the Diversity Initiative Growth Grant (DIGG) Steering Committee.

Program Funding and the Diversity Plan. Despite University budget difficulties, the Provost has made available \$50,000 for diversity programming in academic year 2004-05. The Programming Group has determined that this fund should be invested in programming to advance the goals and objectives of the University's Comprehensive Plan for Diversity and Human Rights (2004) (the "Diversity Plan"). The plan is accessible on-line at the University's web site or at the following URL link: <a href="http://www.webs.uidaho.edu/hrco/DivPlanFinal4-20-04.pdf">http://www.webs.uidaho.edu/hrco/DivPlanFinal4-20-04.pdf</a>.

**Two Categories of Diversity Initiative Programs.** In order to maximize the coverage and creativity of diversity programming, the Programming Group has created two categories of program funding: (1) Approximately \$30,000 of the \$50,000 fund will be invested in programs, developed by the Programming Group, that provide coverage of major recurrent diversity themes. (2) Approximately \$20,000 of the fund will be made available for mini-grants to support creative program ideas submitted by faculty, students, or campus

organizations. Programs in both categories will be expected to advance the Diversity Plan.

**Diversity Initiative Programs on Major Themes.** With these programs in this category, the Programming Group seeks to cover major constituencies and topics in diversity. The Group recognized that not every constituency could be served, nor could every topic be addressed, in a single year – especially when resources are so limited. Therefore, in order to assure broad coverage and high quality in programming, the Group determined that a biennial time frame (such as 2004 – 2005 and then 2006-2007) were to be utilized in planning the array of thematic programs. Major themes were to be covered at least once during the two-year period. Thus, in 2004-05, the Group focused on the following major themes: Hispanic culture and issues, disability issues, Asian American culture and issues, sexual orientation issues, and international/multicultural perspectives.

#### 2004-2005 PROGRAM TITLE

#### **ACTION**

Arab Issues Research Trip Did not fund - needs further contecnt development Native American Issues Major Theme approved \$6000 from major theme funds Finding the Center approved \$6000 from major theme funds Dia de los Muertos Celebration \$500 Contact oter entities for additional funding Women's Appreciation Reception \$750 -Contact ASUI for additional funding Service Learning w/ Confederated Tribes of the Umatilla Indians \$1000 - Contact college for additional funding \$3000 funded - mini-grant Vandal Challenge Enterate-Educate-Enfocate con la Universidad de Idaho \$1000 funded - mini grant Le Femme- Dept. of Architecture Lecture Series \$1500 funded - contact department for more funds Diversity Training "Cultural Competence & Valuing Diversity..." \$0 - Contact Student Bar Assoc for funding Expanding Intercultural Service Learning Opportunities at the UI \$800 - Strong, concern about implementation Master's Project- Enduring Spirit: Dance of Two Nations \$900 - Mini grant Women of the Wild- Winter Retreat for Women in the Ecological Sciences \$750 Mini grant - seek funds after December Safe Zone Program \$1000 Mini grant, contact additional campus entities \$1500 - Contact OMA or ASUI for more funds

MATSURI-Japanese Festival 2005

"Report Hate and Bias Incidents" resource cards & posters

National Coming Out Journey

University of Idaho Hispanic Heritage Month Celebration 2005

India Night

**UNITY Leadership Retreat** 

Art Images Camp World AIDS day

Alternative SVC breaks Using Chess for Diversity **CAMPOS Talent Show** No-Hate, etc...Posters Center for Dance Club

Grad School and You

Did not fund \$450 - mini-grant

\$300 - mini grant

\$577 - mini-grant

\$500 - mini-grant

Asked for \$1000 - not funded

\$868 - from \$1608 - dropped from consideration

\$1000 - Seek more funds from other campus ofcs

\$2000 - Seek more funds from other campus ofcs

\$1500 contact OMA or ASUI for more funds

Not funded-concerns not adequately addressed

\$250 - contact ASUI for additional funds

\$750 - contact OMA for \$500 - mini-grant

International Jazz Collection \$1077 - mini grant

JUNTURA talks \$250 funded - mini grant

Shirley Malcolm \$100 funded - mini grant

PAAEYSCA Did not fund

Cinco de Mayo folkloric \$400 support - mini grant Exposing Anti-Asian st \$300 for artifacts - mini grant

Asian-American major theme approved \$4000 from major theme funds
Disability Access approved \$6000 from major theme funds
Finding The Center approved \$4850 from major theme funds
The Vagina Monologues \$450 to general support, but not for travel

CASD (Change Agents for State Diversity Conference)

Asked for \$1000 - not funded

Total amount allocated 04-05 Mini grants - \$2000 Major themes - \$30000

Action

In 2005-06 (because of excellent response to these programs and good evaluation procedures, the Provost approved resources 2005-2006 academic year), the Group considered thematic programs on history and issues relating to women, to Native Americans, to African Americans, and to human rights generally. Some thematic programs had a natural connection to a particular month, week or day (such as Martin Luther King Day); but they were not necessarily limited to those times of the year.

#### 2005-2006 Program Title

Arab Issues Research Trip Major theme - requesting \$18,642, Not funded Native American Issues Major Theme approved \$6000 from major theme funds

Finding the Center approved \$6000 from major theme funds - Arab Issues

Dia de los Muertos Celebration Mini-Grant- requesting \$1500 - \$425 funded Women's Appreciation Reception Mini-Grant- requesting \$2000 -\$425 funded

Service Learning w/ Confederated Tribes of the Umatilla Indians

Vandal Challenge

Mini-Grant- requesting \$1341 - \$850 funded

Mini-Grant- requesting \$5000 - \$2550 funded

Enterate-Educate-Enfocate con la Universidad de Idaho

Mini-Grant- requesting \$2500 - provided \$850

Mini-Grant- requesting \$3000 - \$0 - obtain funds from

Le Femme- Dept. of Architecture Lecture Series department.

Diversity Training "Cultural Competence & Valuing Diversity..." Mini-Grant- requesting \$3000 - Not funded

Expanding Intercultural Service Learning Opportunities at the UI

Mini-Grant- requesting \$1000 - \$680 funded

Master's Project- Enduring Spirit: Dance of Two Nations

Mini-Grant- requesting \$900 - \$765 funded

Women of the Wild- Winter Retreat for Women in the Ecological Sciences

Mini-Grant- requesting \$2000 - Not funded

Safe Zone Program

Mini-Grant- requesting \$2000 - \$850 funded

Safe Zone Program Mini-Grant- requesting \$2000 - \$850 funded MATSURI-Japanese Festival 2005 Mini-Grant- requesting \$3000 - \$1275 funded

"Report Hate and Bias Incidents" resource cards & posters Mini-Grant- requesting \$1000 - Revise Proposal for later

National Coming Out Journey Mini-Grant- requesting \$3000 - \$850 funded

University of Idaho Hispanic Heritage Month Celebration 2005

Mini-Grant- requesting \$3000 - \$1700 funded Mini-Grant- requesting \$3000 - \$1275 funded Mini-Grant- requesting \$3000 - \$1275 funded Mini-Grant- requesting \$4000. Not funded

UNITY Leadership Retreat Mini-Grant- requesting \$1000 - Not funded Engineering Ambassadors Program Mini-Grant requesting \$3000 - \$1275 funded

Celebrate Your Future Mini-Grant- requesting \$1000 - \$300 funded

**Empowering Native American Students** 

Black History Month Events

MLK celebration '06 UI and WSU

Locating Women

In Her Shoes

Tule Mat Tipi: A Plateau Cultural Immersion Women's Mentoring Program: Lunch Tickets

CAMPing at the U of I

"Report Hate and Bias Incidents" resource cards/posters

Evaluation of DIGG programs

Assistance in funding visit by Dr. Cornel West UI's 1st Annual Spring and Step show competition

06 Intl. Jazz collection lecture series: Explorations of Race and Jazz

Masters of Persian Music Residency

Idaho's Journey for Diversity and Human Rights

Shades of Black

College of Ag and Life Sciences CASE team

Asian Impression: Culture, Politics and Societies in a Global Context

Native American Graduate Student Assoc Recruitment

Mini-Grant- requesting \$3000 -\$1500 funded Major Theme- requesting \$4700 -\$3000 funded approved \$6000 from major theme funds Major theme - requesting \$6000, \$5200 funded Major Theme - requesting \$500 - \$500 funded Mini-Grant- requesting \$2240 -\$400 funded Major Theme - requesting \$610 - \$300 funded Mini-Grant- requesting \$3000 -\$200 funded Mini-Grant- requesting \$500 - \$200 funded

Mini-Grant- requesting \$729.20 - Different Resources used Mini-Grant- requesting \$3000 - \$0, funded under MLK

Mini-Grant - requesting \$2400 - \$1250 funded
Mini-Grant - requesting \$3000 - \$700 funded
Mini-Grant requesting \$1500 - \$750 funded
Mini-Grant- requesting \$2000 - \$1000 funded

Part of Major Theme- requesting \$3000 - \$1250 funded

Mini-Grant - requesting \$2990 - \$210 funded Mini-Grant - requesting \$2940 - \$1200 funded Mini-Grant- requesting \$3000 - \$0 - undeveloped.

#### Totals:

Carry Over from '04-'05: \$1692.63 amount rec by RG for major themes: \$18,000 amount rec by Ad-hoc for major themes; \$16250 Major theme totals used in 1st go; \$12,000 Mini-Grant totals used in 1st go: \$12,495 Major Themes \$ available in 2nd go: \$18,000 Mini Grant \$ available in 2nd go, \$7,505

Total - \$85,942.63

Again, in 2006-07 the Provost approved resources for the academic year. Given the biannual nature of the program design, the Group considered thematic programs regarding Hispanic culture and issues, disability issues, Asian American culture and issues, sexual orientation issues, and international/multicultural perspectives. Again, some thematic programs had a natural connection to a particular month, week or day (such as Martin Luther King Day); but they were not necessarily limited to those times of the year.

Title of Program	Amount requested	Major Theme	Mini Grant	Final amount
National Society of Black Engineers Convention	4	X		\$0
"Talk About It!" - Telling Our Stories	\$6,000	Χ		\$4,000
University of Idaho Chicano/Latino Heritage Month	\$3,000	Χ		\$2,500
Foreign Language Magazine/ Cultural Publication U of I in a world of Diversity	\$6,000	Х		\$0
Career Development Course for Students with Disabilities	\$1,000	Χ		\$1,000
MEChA	\$4,000	Χ		\$1,500
Sexual Orientation and Awareness	\$2,000	Χ		\$1,000
Asian American Heritage Month	\$4,500	Χ		\$3,500
Residency of Ballet Gran Folklorico de Mexico	\$1,200		Χ	\$1,200
CPR: A Life Saver	\$2,135		Χ	\$1,000
Latino Night and Festival	\$5,000		Χ	\$1,500

Vandal Challenge	\$2,500		Х	\$1,000
2006 Tutxinmepu Conference and Pow Wow	\$3,000		Х	\$1,500
Women's Appreciation Dinner	\$2,000		Χ	\$1,000
Women's Mentoring Program: Lunch Tickets	\$1,200		Χ	\$1,200
Yara Ferreira Cluver	\$3,000		Χ	\$2,000
UNITY Leadership Retreat	\$2,700		Χ	\$1,350
Latino Night	\$500		Χ	\$300
Camping at UI	\$3,000		Χ	\$2,000
Leading Down the Slope	\$3,000		Χ	\$0
Africa Night	\$3,000		Χ	\$500
Together As Individual Ladies	\$2,000			\$0
The Campus Acess and Night Safety Transit Program	\$5,000	Χ		\$3,000
"Feasts from the Fields"	\$6,000	Χ		\$1,000
Governmental Leadership	\$3,000		Х	\$1,500
M.E.Ch.A	\$2,500	Χ		\$500
MLK Celebration and Black History Month Events	\$3,000		Χ	\$1,500
UI Women's Center 2nd Annual Step and Stroll Competition	\$3,000		Χ	\$2,000
LUNAFEST Women's Film Festival	\$3,000		Χ	\$1,100
GLBT? What? (Awareness Event)	\$5,000	Χ		\$0
Finding the Center: An Action-Oriented Human Rights Conference	\$6,000	Χ	Χ	\$3,000
Shades of Black	\$3,000		Х	\$500
Celebrate Your Future	\$1,000		Х	\$1,000

2006-2007 Major Theme	<u>e Totals</u>
Chicano/Latino	\$5,135
Disability	\$4,000
Asian American	\$3,500
Sexual Orientation	\$5,000
International Perspectives	\$3,000
Total	\$20,635
2006-2007 Mini Grants	Total
Total	\$22,615

In the early part of 2006-2007, the University of Idaho expanded its diversity efforts even further. The University of Idaho has now hired a Director of Diversity and Community to help strengthen our strategies for hiring Women, Persons of Color, Vietnam Era Veterans, Disabled Persons, GLBT Persons and to also strengthen the University's relationship with the community of Moscow, ID and communities around the state where the University has Centers and Cooperative Extension programs. The University is very excited about the efforts that will be made as we add this individual to our leadership responsible for diversity.

#### IV. INTERNAL AUDIT AND REPORTING SYSTEM

The Human Rights Compliance Office monitors the recruitment and selection for all faculty and non-faculty positions and audits record keeping at the unit level. The affirmative action coordinator at the unit level preliminarily approves the recruitment procedures before advertising begins, approves the intermediate selection process prior to interview, and approves the final ranking of applicants before the position is offered. With the new electronic University of Idaho Applicant Tracking System (ATS), the

Human Rights Compliance Officer or designee has final approval of the whole recruitment process. These procedures are explained in UI Faculty-Staff Handbook section 3065, linked on the Human Rights Compliance website along with sample ATS recruitment, selection, and approval sections. Provided below is a summary review of possible adverse impact for the previous academic year<sup>3\*</sup>.

In general, if the numbers of hires or promotions per EEO code is statistically significant (that is, the group of hires or promotions is ten [10] or greater) and if there is a goal in the EEO group, there is possible adverse impact if the selection rate is less than eighty percent (80%) when the selection rate is compared between women and men (women's selection rate is divided by the men's selection rate) and/or when the selection rate is compared between minorities' selection and non-minority's selection (Minority selection rate is divided by Non-minority selection rate).

1. 10 – Executive – Goal for women (47.5%) and minorities (14.7%) Our University of Idaho Applicant Tracking System (ATS) indicates that there were only four (4) hires during Academic Year 2005-2006. Of the forty-seven (47) individuals who applied, eleven (11) were female (23.4%). Unfortunately, none of the applicants were persons of color; however, since there were only three positions, there is no statistical significance regarding a lack of applicants of color. The selection rate for Women was 981.8%. Based on the Female Hire Rate of seventy-five percent (75%), our goal for females in the job group has been accomplished.

#### Promotions -

There were only three (3) promotions. Of the six (6) individuals who applied, one (1) was female (16.7%) and none (0) were persons of color. One of individuals who was a successful candidate is female which makes the promotion rate thirty-three percent (33%). Since there were only three positions, there is no statistical significance regarding a lack of applicants of color.

#### 2. <u>20 - Faculty: Goal for Women (43.7%) and Minorities (13.3%</u> Permanent -

Our University of Idaho ATS system indicates that there were only thirty-three (33) faculty permanent positions available. Of those hired, fourteen (14) were females (42.4%) and one (1) was a person of color (3%). The applicant pool was 34.4% female and 32.5% persons of color. The percent of Minorities was greater that their availability of 13.3%; but, there was less than 80% selection rate for minorities (6.8%) and therefore possible adverse impact in terms of minorities but each faculty search pool where persons of color were included in the applicant pool was carefully scrutinized by the human rights compliance officer or designee to assure that the person selected was clearly better qualified than minority applicants not hired.

#### Promotions -

There was only one promotional from Temporary into a Research Faculty position. The promotion did not go to either a woman or a person of color.

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<sup>&</sup>lt;sup>3</sup> Specific Adverse Impact Studies are provided in Table 3 of the University of Idaho Affirmative Action Program.

Because the number of promotions was so low (1) this was not statistically significant for either group.

#### Temporary - Part-Time or Irregular

Our University of Idaho ATS system indicates that there were twenty-two (22) hires including eleven (11) females (41.6%) and one person of color (4.5%). The applicant pool was 38.9% female and only 4.4% persons of color. The selection rate for Women was 97.1%. The selection rate for Minorities was 102.4%. Thus, there was no adverse impact for either group.

#### 3. 30 - Other professionals - Goal for Women (50.7%) and Minorities (13.8%)

Our University of Idaho ATS system indicates that there were forty-nine (29) hires including eighteen (18) females (32.7%) and three (3) persons of color (6.1%). The applicant pool was 38.6% female and 17.2% persons of color. There was less than 80% selection rate for women at 69.2%. There was less that 80% selection rate for minorities (31.4%) and therefore possible adverse impact for both groups, but each of the hires in pools were carefully scrutinized by the human rights compliance officer or designee to assure that the person selected was clearly better qualified than those not hired.

#### Promotions -

Our University of Idaho ATS system indicates there were no internal promotions.

#### Athletic Professionals -

Our University of Idaho ATS system indicates that there were five (5) hires. None were female (0%). There was one person of color (20%) hired. The applicant pool was 9.9% female and 17.6% persons of color. Since there were only five positions, there was no statistical significance regarding possible adverse impact regarding women (selection rate of 0.0%). All individual applicants were scrutinized by the human rights compliance officer or designee to assure that the person selected was clearly better qualified. The selection rate for Minorities was 117%.

#### 4. 40 - Technical Paraprofessional - Goal for Minorities (12.3%)

Our University of Idaho ATS system indicates that there were seventy-six (76) hires including forty-four (44) females (48.6%) and nine (9) persons of color (11.8%). The applicant pool was 50.1% female and 15.6% persons of color. While this was not a goal for women, the selection rate was 131.7% for women. There was possible adverse impact in terms of minorities (selection rate of 72.7%); however, the University accomplished its minority goal for this job group with these hires.

#### Promotions -

Our University of Idaho ATS system indicates there were no internal promotions.

#### 5. 50 - Office and Clerical - Goal for Minorities (11.3%)

Our University of Idaho ATS system indicates that there were twenty (20) hires, 95.0% (19) of which are female and 15.0% (3) of which are persons of color.

The applicant pool was 81.2% female and 47.3% persons of color. While there was less than 80% selection rate for minorities (19.7%) and therefore possible adverse impact in terms of minorities; the University accomplished its minority goal for this job group with these hires.

#### Promotions -

Our University of Idaho ATS system indicates there were no internal promotions.

#### 6. 60 - Skilled Crafts - Goal for minorities (10.8%)

Our University of Idaho ATS system indicates that there were only seven (7) hires including 0 female (0%) and 0 persons of color (0%). The applicant pool was 0% female and 13.2% persons of color. The current female representation in this EEO category is 11.4% which is greater than their availability of 6.6%. This is a group with very little turn over and no minorities are currently represented in this job group. The first concern of the University is to attract minority applicants for the few positions which exist, and while we will continue to stress efforts in this regard, past efforts have not been very successful. There was no adverse impact since only seven were hired, thus this group is not statistically significant.

#### Promotions -

Our University of Idaho ATS system indicates that there no internal promotions.

## 7. <u>70 - Service Maintenance – Goal for Women (42.3%) and Minorities (17.7%)</u>

Our University of Idaho ATS system indicates that there were ten (10) hires including 2 (20%) females and 1 (10%) persons of color. The applicant pool was 19.1% female and 10.1% persons of color. The selection rate for women was 104.4%; for people of color 98.8% and thus no adverse impact for either group.

#### Promotions -

Our University of Idaho ATS system indicates that there no internal promotions.

#### Student/Temporary/Irregular Help Report

Our University of Idaho ATS system indicates that there were two hundred forty-two (242) hires including 127 (52.5%) females and 16(6.6%) persons of color. The applicant pool was 48.7% female and 17.5% persons of color. The selection rate for women was 113.4%; for people of color 33.3% and thus possible adverse impact for minorities. There are no general goals for this group, however, the applicants were scrutinized by the human rights compliance officer or designee to assure that the person selected was better qualified than those not hired.

V. EXHIBITS OF TABLES AND APPENDIXES are available at the University of Idaho Human Rights Compliance Office including **Guidelines**Regarding Goal-Setting for Faculty Appointments.