

UTILIZATION ANALYSIS

The utilization analysis is a comparative analysis in which the female and minority availability for each EEO subgroup, as determined in the previous section, is compared to the current workforce representation of females and minorities. As stated earlier, the current workforce should mirror the representation of females and minorities in the job market. When subgroups have less than the percentage that is available in the job market, the group is further examined to determine whether underutilization exists. If the group is determined to be underutilized in females and/or minorities, appropriate goals are set to eliminate the underutilization.

Utilization tables are presented for administrative/support EEO subgroups by division. Following these tables, similar tables for faculty subgroups (tenured, tenure-track and other) are presented by academic unit. The tables are organized into six major sections:

Current Workforce - a numerical and percentage representation of currently employed (as of 10/31/05) females, African Americans, other minorities and total minorities is provided for each EEO or faculty subgroup in each division or academic unit.

Availability Percentage - represents the percentage of females, African Americans, other minorities and total minorities that are potentially available in the job market. Ideally the division, campus and academic unit, representation of females, African Americans, other minorities and total minorities should be equal to or greater than these percentages.

Percentage Difference - represents the difference of the availability percentage subtracted from the current workforce percentage. Negative values indicate areas of concern.

Underutilization - areas within the EEO or faculty subgroup that are underutilization have a "yes." If the current workforce percentage is equal to or greater than the availability percentage, "no" is indicated, meaning underutilization does not exist.

Expected Vacancy (Exp Vcn) - represents potential hiring opportunities for the 2005-2006 affirmative action year. This figure is determined by examining past hiring patterns of the division, anticipated vacancies and vacancies filled to date.

Annual Placement Rate - represents the availability percentage. If progress is made during the year, the percentage of the currently employed females, African Americans, other minorities and total minorities of that EEO or faculty subgroup will reach this level.