

Northern Arizona University Affirmative Action Recruitment Goals for Minorities and Women: Faculty

Effective January 1, 2018 to December 31, 2018

Important note: In compliance with NAU's affirmative action program and to promote a diverse workforce, every search committee should advertise and/or reach out to recruitment sources in a way calculated to reach potential applicants who are women and minorities. Ideally, your pool of applicants should reflect the percentage of women and minorities in the recruitment area who have the requisite skills and education for the position. To find out the availability of women and minorities for your position, complete Steps 1 and 2.

In some situations, a goal (not a quota) exists for a particular Job Group because the percentage of women and/or minorities in the NAU workforce has been lower than the calculated availability. In these cases, the search committee should contact EAO to discuss recruitment strategies. To find out if your Job Group has a goal, complete Step 3.

Step 1. When you have a job opening, find the job group number for the job title or job code in the Job Group Table.

Step 2. Find the job group number in the left hand column of this chart. The percentages listed in the two right columns reflect the calculated availability of those who are potentially qualified for a position within the job group. If you've made sufficient recruitment efforts, the demographics of your applicant pool should closely mirror the availability percentage. (A report of the de-identified pool demographics will be sent to the department hiring supervisor).

Step 3. A percentage that is bold with blue shading indicates that the job group is not close enough to the established availability and, therefore, extra recruitment efforts need to focus on ensuring women and/or minorities are specifically targeted for recruitment. Goals are not quotas.

Job Group	% Women	% Total Minority
01.A-01 – Management Occupations – All Others	67.44	42.24
01.A-02 – Management Occupations – Directors	96.38	32.51
04.C – Arts, Design, Entertainment, Sports, and Media Occupations	34.79	22.05
05.A-02 – Postsecondary Teachers – Academic Transition Programs	48.01	25.24
05.A-03 – Postsecondary Teachers – Anthropology	48.01	25.24
05.A-04 – Postsecondary Teachers – Applied Indigenous Studies	48.01	25.24
05.A-05 – Postsecondary Teachers – Biological Sciences	48.60	20.19
05.A-06 – Postsecondary Teachers – Center for Business Outreach	48.01	25.24
05.A-07 – Postsecondary Teachers – Chemistry & Biochemistry	48.01	25.24
05.A-08 – Postsecondary Teachers – COE: Educational Leadership	48.01	25.24
05.A-09 – Postsecondary Teachers – COE: Educational Psychology	48.01	25.24
05.A-10 – Postsecondary Teachers – COE: Educational Specialties	48.01	25.24
05.A-11 – Postsecondary Teachers – COE: Teaching and Learning	48.01	25.24
05.A-12 – Postsecondary Teachers – College of Arts & Letters	48.01	25.24
05.A-13 – Postsecondary Teachers – College of Social & Behavioral Sciences	48.01	25.24
05.A-14 – Postsecondary Teachers – Communication Sciences & Disorders	48.01	25.24
05.A-15 – Postsecondary Teachers – Comparative Cultural Studies	50.52	22.71
05.A-16 – Postsecondary Teachers – Criminology & Criminal Justice	48.01	25.24
05.A-17 – Postsecondary Teachers – Center Science Teaching & Learning	49.98	25.22
05.A-18 – Postsecondary Teachers – Civil Eng, Construction Mngmnt & Environmental Eng	36.11	20.17
05.A-19 – Postsecondary Teachers – Dental Hygiene	48.01	25.24
05.A-20 – Postsecondary Teachers – Ecological Restoration Inst	48.01	25.24
05.A-22 – Postsecondary Teachers – English	48.25	25.23
05.A-23 – Postsecondary Teachers – Ethnic Studies	49.59	25.22
05.A-25 – Postsecondary Teachers – Geography, Planning & Recreation	48.01	25.24
05.A-26 – Postsecondary Teachers – Global Languages and Cultures	48.01	25.24
05.A-27 – Postsecondary Teachers – Health Sciences	48.01	25.24
05.A-28 – Postsecondary Teachers – History	48.01	25.24
05.A-29 – Postsecondary Teachers – Honors	48.01	25.24

05.A-31 – Postsecondary Teachers – MA in Sustainable Communities	51.95	25.20
05.A-32 – Postsecondary Teachers – Mathematics & Statistics	48.69	20.19
05.A-33 – Postsecondary Teachers – Mechanical Engineering	34.16	27.66
05.A-34 – Postsecondary Teachers – Merriam Powell Center for Environmental Research	48.01	25.24
05.A-39 – Postsecondary Teachers – Philosophy	33.61	17.67
05.A-40 – Postsecondary Teachers – Physical Therapy & Athletic Training	48.01	25.24
05.A-42 – Postsecondary Teachers – Physics and Astronomy	29.22	15.14
05.A-43 – Postsecondary Teachers – Politics & International Affairs	48.01	25.24
05.A-44 – Postsecondary Teachers – Psychological Sciences	54.71	15.26
05.A-45 – Postsecondary Teachers – School of Earth Sciences & Environmental Sustainability	52.45	15.74
05.A-46 – Postsecondary Teachers – School of Art	48.69	25.23
05.A-47 – Postsecondary Teachers – School of Communication	48.29	25.23
05.A-48 – Postsecondary Teachers – School of Forestry	48.01	25.24
05.A-49 – Postsecondary Teachers – School of Hotel Restaurant Management	48.01	25.24
05.A-50 – Postsecondary Teachers – School of Music	48.36	25.23
05.A-51 – Postsecondary Teachers – School of Nursing	56.14	20.19
05.A-52 – Postsecondary Teachers – Sociology and Social Work	48.01	25.24
05.A-53 – Postsecondary Teachers – Theatre Department	48.01	25.24
05.A-56 – Postsecondary Teachers – WA Franke College of Business	48.01	25.24
05.A-57 – Postsecondary Teachers – Women’s and Gender Studies	51.16	25.21
05.A-58 – Postsecondary Teachers – SICCS	34.52	18.00
05.A-59 – Postsecondary Teachers – Undergraduate Retention	48.01	25.24
05.A-61 – Postsecondary Teachers – Center for International Education	48.01	25.24
05.A-83 – Postsecondary Teachers – Off Campus Education	48.01	25.24
05.A-84 – Postsecondary Teachers – Athletics	48.01	25.24
05.A-86 – Postsecondary Teachers – President – Administration	48.01	25.24
08.C-01A – Other Educators/Training/Librarian Occupations – Management	40.95	21.52