

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

Effective July 1, 2021 to June 30, 2022

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	63.77	25.09
05.A-03 – Postsecondary Teachers – Anthropology	59.80	30.80
05.A-04 – Postsecondary Teachers – Applied Indigenous Studies	58.07	32.21
05.A-05 – Postsecondary Teachers – Biological Sciences	58.05	23.08
05.A-07 – Postsecondary Teachers – Chemistry & Biochemistry	50.67	27.95
05.A-08 – Postsecondary Teachers – COE: Educational Leadership	62.57	37.30
05.A-09 – Postsecondary Teachers – COE: Educational Psychology	70.81	30.84
05.A-10 – Postsecondary Teachers – COE: Educational Specialties	70.41	30.94
05.A-11 – Postsecondary Teachers – COE: Teaching and Learning	70.39	31.89
05.A-12 – Postsecondary Teachers – College of Arts & Letters	51.14	19.81
05.A-13 – Postsecondary Teachers – College of Social & Behavioral Sciences	61.97	27.88
05.A-14 – Postsecondary Teachers – Communication Sciences & Disorders	72.85	31.89
05.A-15 – Postsecondary Teachers – Comparative Cultural Studies	40.40	17.47
05.A-16 – Postsecondary Teachers – Criminology & Criminal Justice	58.07	32.21
05.A-18 – Postsecondary Teachers – Civil Eng, Construction Mngmnt & Environmental Eng	22.52	25.15
05.A-19 – Postsecondary Teachers – Dental Hygiene	48.01	25.24
05.A-20 – Postsecondary Teachers – Ecological Restoration Inst	46.60	16.11
05.A-22 – Postsecondary Teachers – English	59.90	15.99
05.A-23 – Postsecondary Teachers – Ethnic Studies	58.07	32.21
05.A-25 – Postsecondary Teachers – Geography, Planning & Recreation	56.85	32.04
05.A-26 – Postsecondary Teachers – Global Languages and Cultures	63.12	32.67
05.A-27 – Postsecondary Teachers – Health Sciences	72.85	31.89
05.A-28 – Postsecondary Teachers – History	45.01	19.60
05.A-29 – Postsecondary Teachers – Honors	48.01	25.24
05.A-31 – Postsecondary Teachers – MA in Sustainable Communities	58.52	26.17
05.A-32 – Postsecondary Teachers – Mathematics & Statistics	33.54	28.17
05.A-33 – Postsecondary Teachers – Mechanical Engineering	19.70	19.97
05.A-38 – Postsecondary Teachers – Personalized Learning	48.01	25.24
05.A-39 – Postsecondary Teachers – Philosophy	44.89	19.41
05.A-40 – Postsecondary Teachers – Physical Therapy & Athletic Training	48.01	25.24

05.A-41 – Postsecondary Teachers – Physician Assistant Studies	48.01	25.24
05.A-42 – Postsecondary Teachers – Physics and Astronomy	22.63	22.45
05.A-43 – Postsecondary Teachers – Politics & International Affairs	53.01	29.29
05.A-44 – Postsecondary Teachers – Psychological Sciences	72.17	21.40
05.A-45 – Postsecondary Teachers – School of Earth Sciences & Environmental Sustainability	55.44	22.07
05.A-46 – Postsecondary Teachers – School of Art	44.89	19.41
05.A-47 – Postsecondary Teachers – School of Communication	64.22	22.75
05.A-48 – Postsecondary Teachers – School of Forestry	50.13	20.08
05.A-49 – Postsecondary Teachers – School of Hotel Restaurant Management	42.86	35.15
05.A-50 – Postsecondary Teachers – School of Music	54.05	21.43
05.A-51 – Postsecondary Teachers – School of Nursing	76.81	27.21
05.A-52 – Postsecondary Teachers – Sociology and Social Work	57.56	31.43
05.A-53 – Postsecondary Teachers – Theatre Department	44.89	19.41
05.A-56 – Postsecondary Teachers – WA Franke College of Business	42.86	35.15
05.A-57 – Postsecondary Teachers – Women’s and Gender Studies	58.07	32.21
05.A-58 – Postsecondary Teachers – SICCS	39.38	27.88
05.A-83 – Postsecondary Teachers – Off Campus Education	48.01	25.24
05.A-85 – Postsecondary Teachers – NAU Online	48.01	25.24
05.A-86 – Postsecondary Teachers – President – Administration	48.01	25.24
05.A.88 – Postsecondary Teachers – First Year Experience	48.01	25.24
05.A.95 – Postsecondary Teachers – STEM Education	73.32	25.66
05.A.96 – Postsecondary Teachers - MIRA	48.01	25.24
05.A.97 – Postsecondary Teachers – Center for Adaptable Wilderness Landscapes	48.01	25.24
05.A.98 – Postsecondary Teachers – Professional Education Programs	73.32	25.66
05.A.99 – Postsecondary Teachers – Upward Bound Math and Science	48.01	25.24
15.A-7 – PT Temps Staff Department Support	72.04	26.36