
Appendix E. Employment and Employment Actions, 2004-05

This section provides summary employee counts and employment actions for the AAP 2004-05 (November 2004 to October 2005) by employment group, gender, disability, and veteran status (Charts 1 to 20).

Data Source

Academic and Civil Service employment workforce data, employment actions and action reasons and applicant activity are maintained centrally on PeopleSoft and data warehouse tables. For specific information about the data sources, please refer to tables in Appendix A.

Legend of Employment Actions and Definitions

EMPL

OCT 2004: Workforce counts by employment group based on payroll 09 of 2004.

EMPL

OCT 2005: Workforce counts by employment group based on payroll 09 of 2005.

EMPL

NETCHG: Employment net change of workforce counts and percent of total in category.

AVAIL: Availability percentage (Pct.) of qualified individuals is compiled base on federal guidelines, using census data and degrees-awarded data.

APPLIC: Applicants to university positions in academic or civil service and bargaining employment related to the positions in the workforce counts.

HIRES: New hires or rehires into the university after a break in service.

PROM: Current university employees hired or reclassified to a higher-level position, or advancing through a promotional sequence such as faculty.

TRANS: Lateral transfers of university employees moving to a comparable level position.

TERM: Termination from university employment.

TOT

MINORITY: Includes Black, Asian, American Indian and Hispanic employees or applicants based on IPEDS racial/ethnic reporting categories.

DISABLED: Disabled Individual means any person who: (i) Has a physical or mental impairment which substantially limits one or more of such person's major life activities; (ii) Has a record of such an impairment; or (iii) Is regarded as having such an impairment. This is based solely on self-identification.

VETERANS: Veterans includes Vietnam Era Veterans, Disabled Veterans, and Other Eligible Veterans based solely on self-identification.

Chart 1. Civil Service/BU - Employment Actions by Gender - Total University

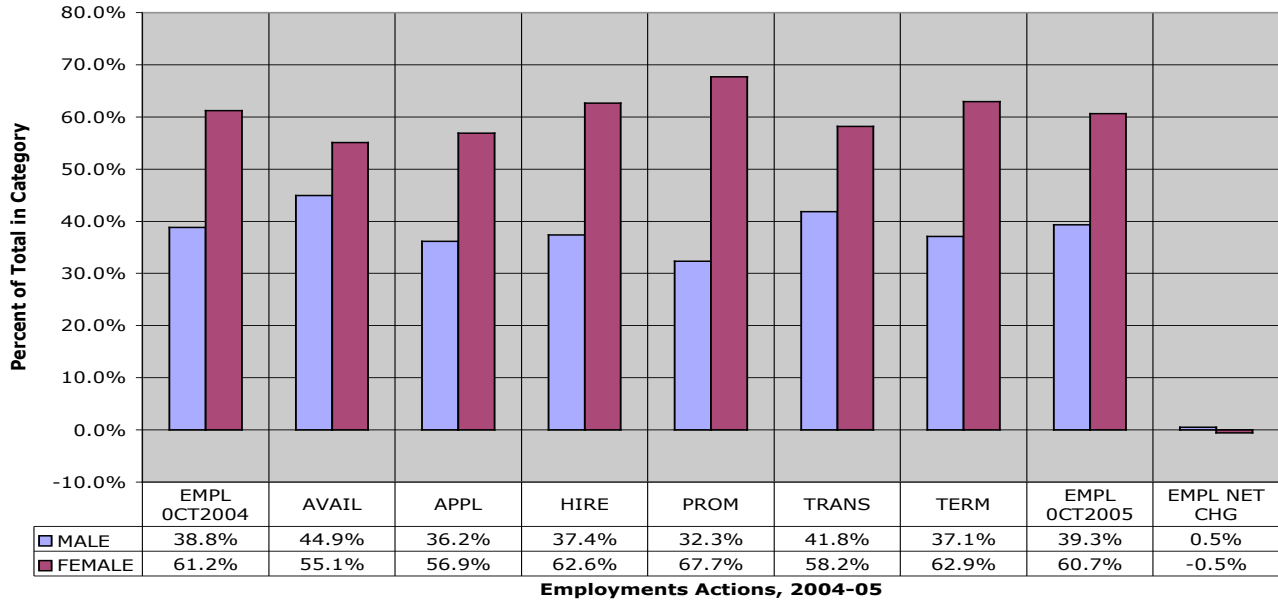
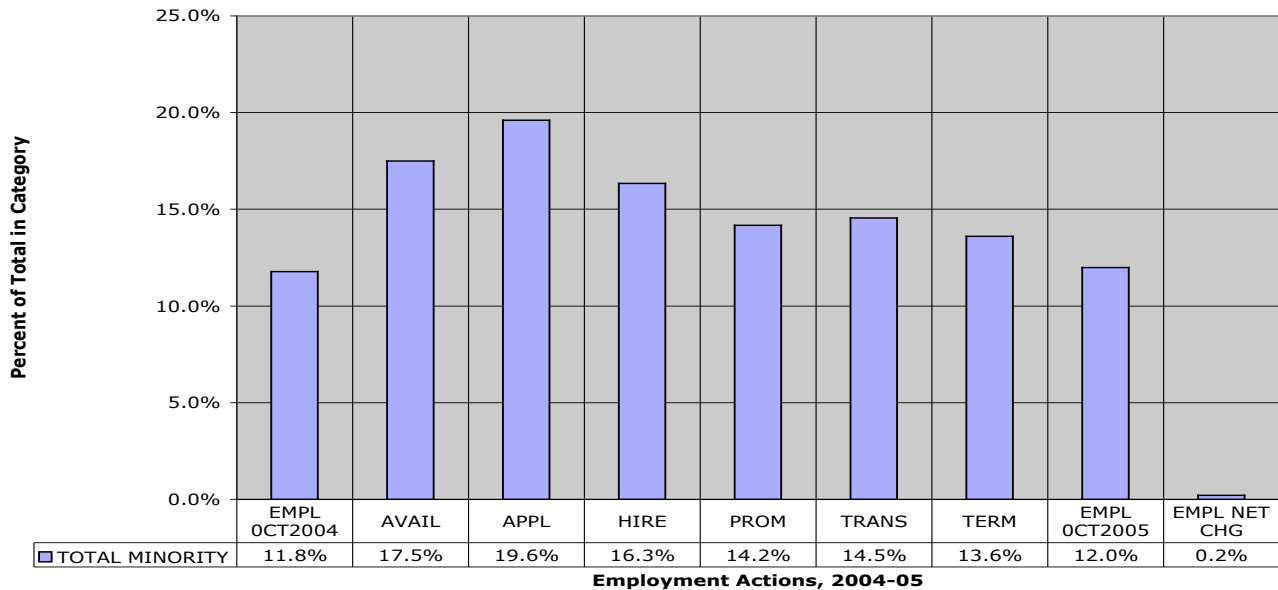


Chart 2. Civil Service/BU - Employments by Total Minority- Total University



| CS/BU | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|--------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 9724 | 31278 | 1218 | 628 | 330 | 890 | 9846 | 122 |
| MALE | 3772 | 11318 | 455 | 203 | 138 | 330 | 3873 | 101 |
| FEMALE | 5952 | 17798 | 763 | 425 | 192 | 560 | 5973 | 21 |
| TOTMIN | 1145 | 6132 | 199 | 89 | 48 | 121 | 1180 | 35 |

Chart 3. Civil Service/BU - Employment Actions by Disability Status - Total University

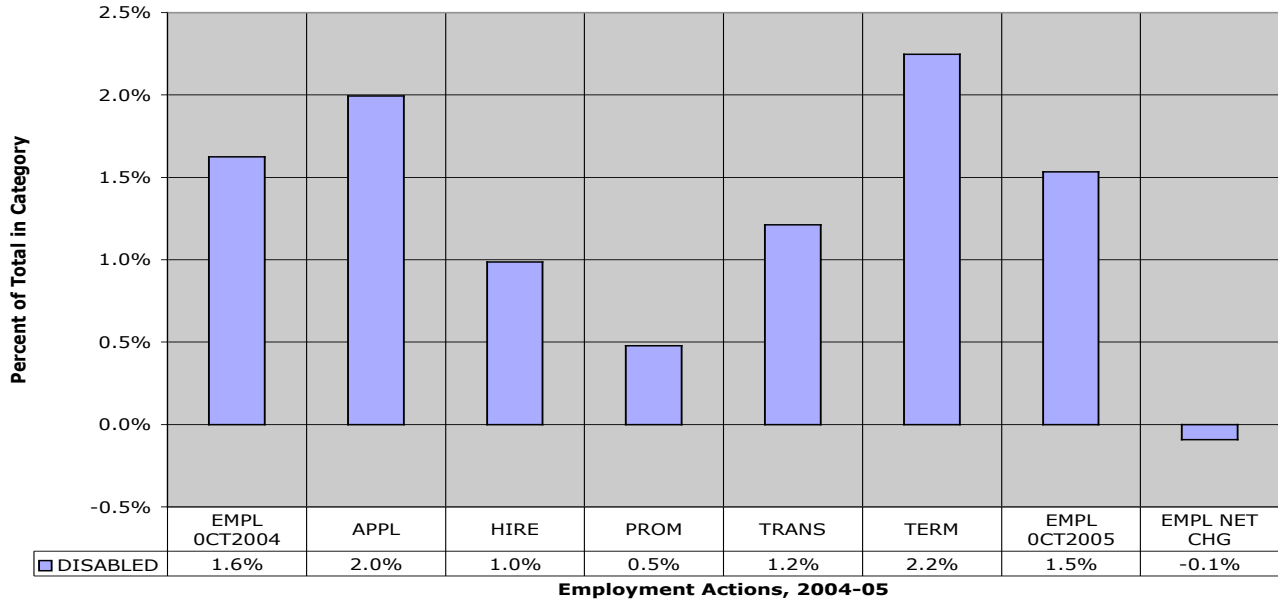
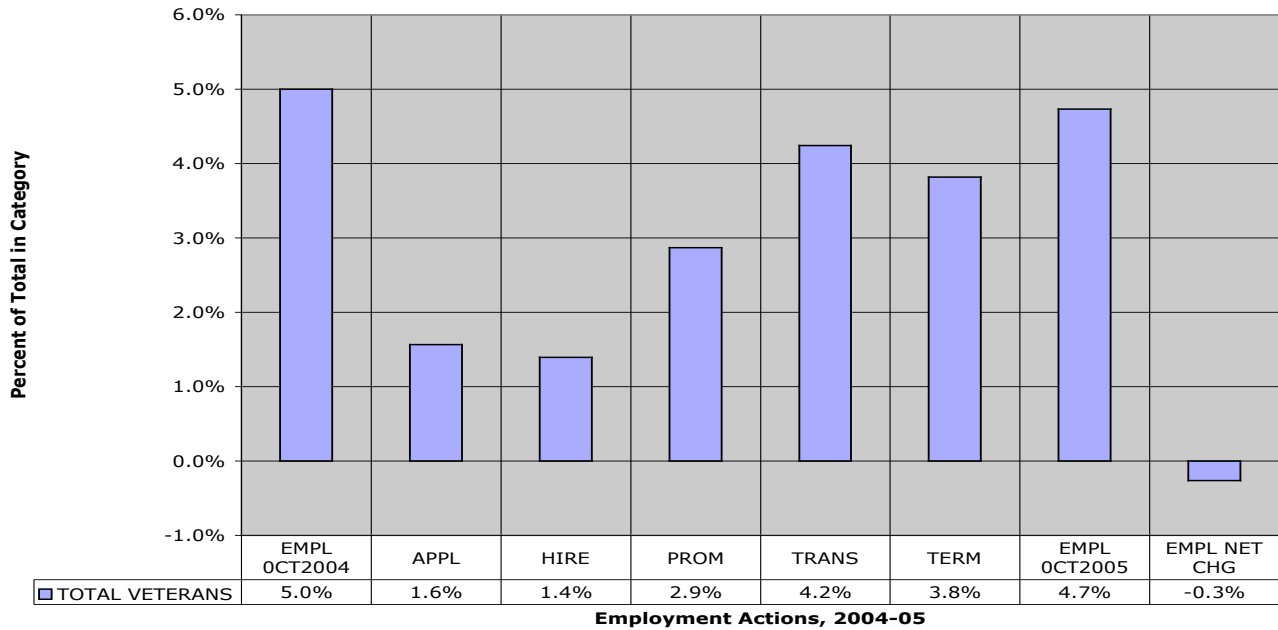


Chart 4. Civil Service/Bu - Employment Actions by Veteran Status



| CS/BU | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|----------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 9724 | 31278 | 1218 | 628 | 330 | 890 | 9846 | 122 |
| DISABLED | 158 | 624 | 12 | 3 | 4 | 20 | 151 | -7 |
| VETERANS | 486 | 489 | 17 | 18 | 14 | 34 | 466 | -20 |

Chart 5. Executive (P/A) Staff - Employment Actions by Gender - Total University

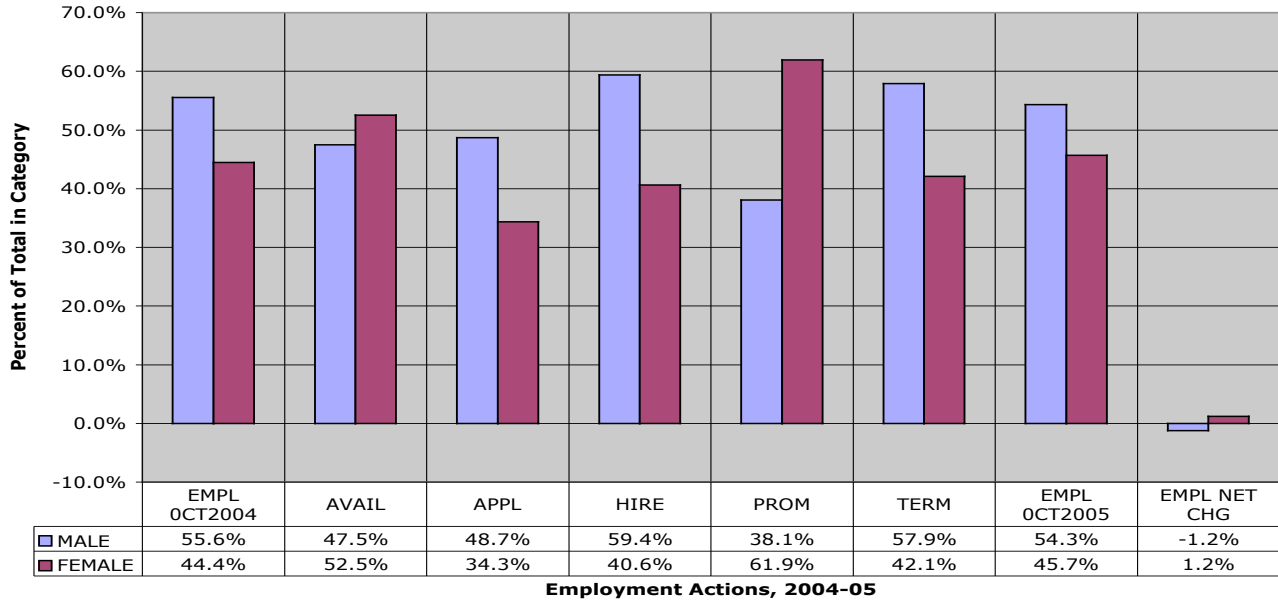
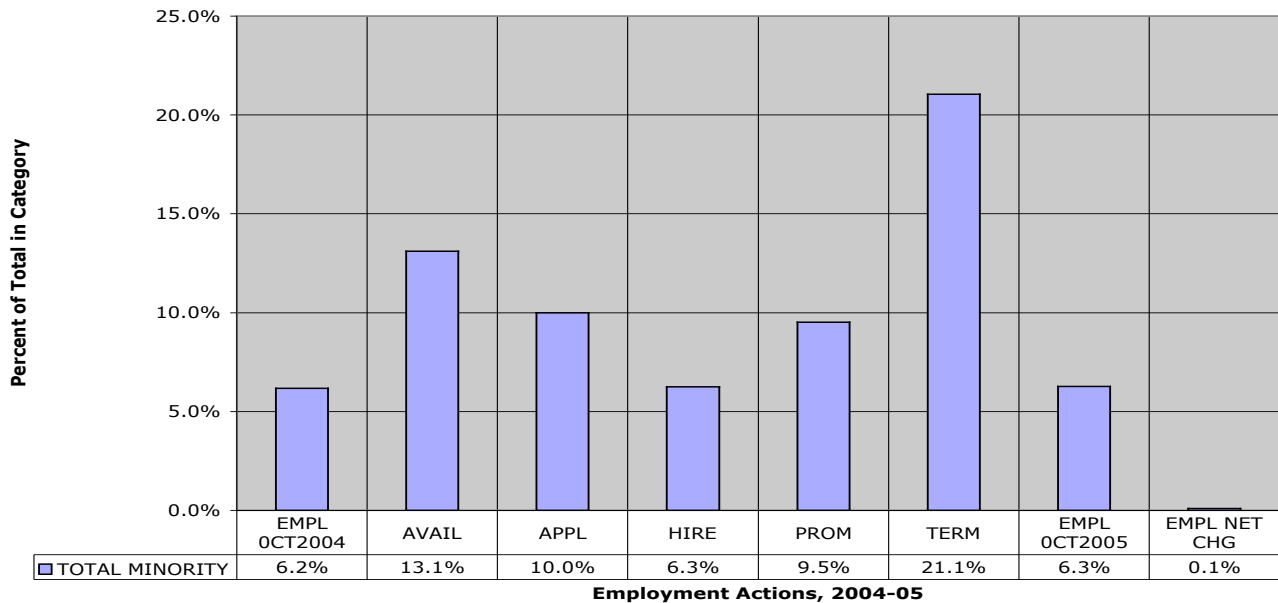


Chart 6. Executive (P/A) Staff - Employment Actions by Total Minority - Total University



| EXEC (P/A) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|------------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 324 | 530 | 32 | 21 | NA | 19 | 335 | 11 |
| MALE | 180 | 258 | 19 | 8 | | 11 | 182 | 2 |
| FEMALE | 144 | 182 | 13 | 13 | | 8 | 153 | 9 |
| TOTMIN | 20 | 53 | 2 | 2 | | 4 | 21 | 1 |

Chart 7. Executive (P/A) Staff - Employment Actions by Disability Status - Total University

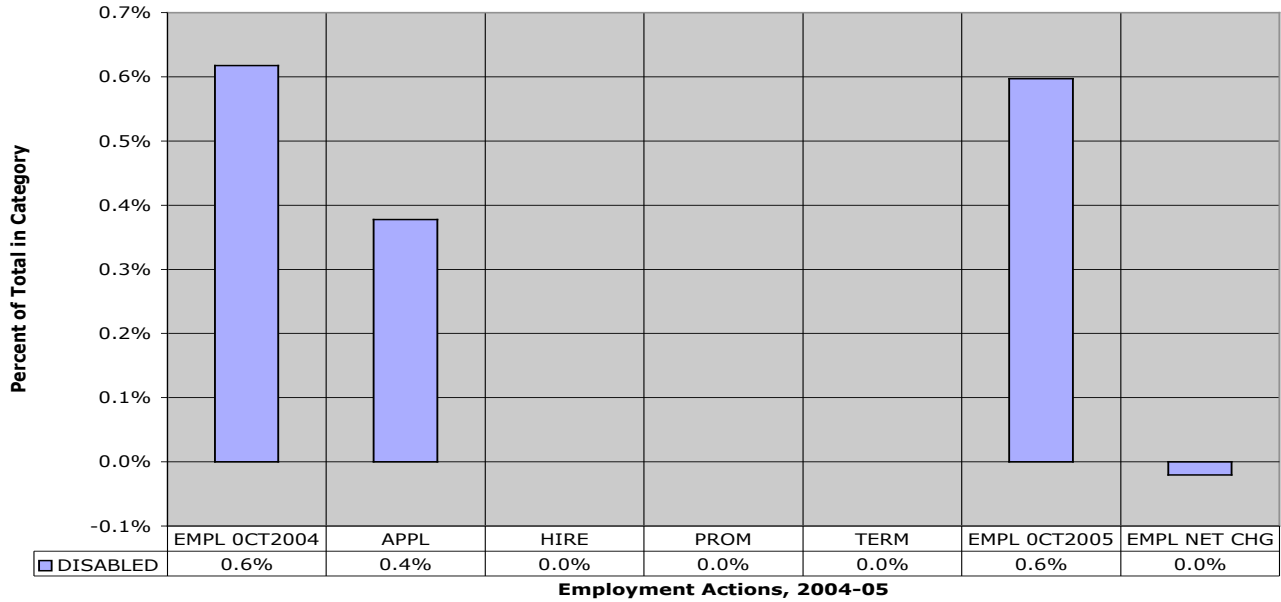
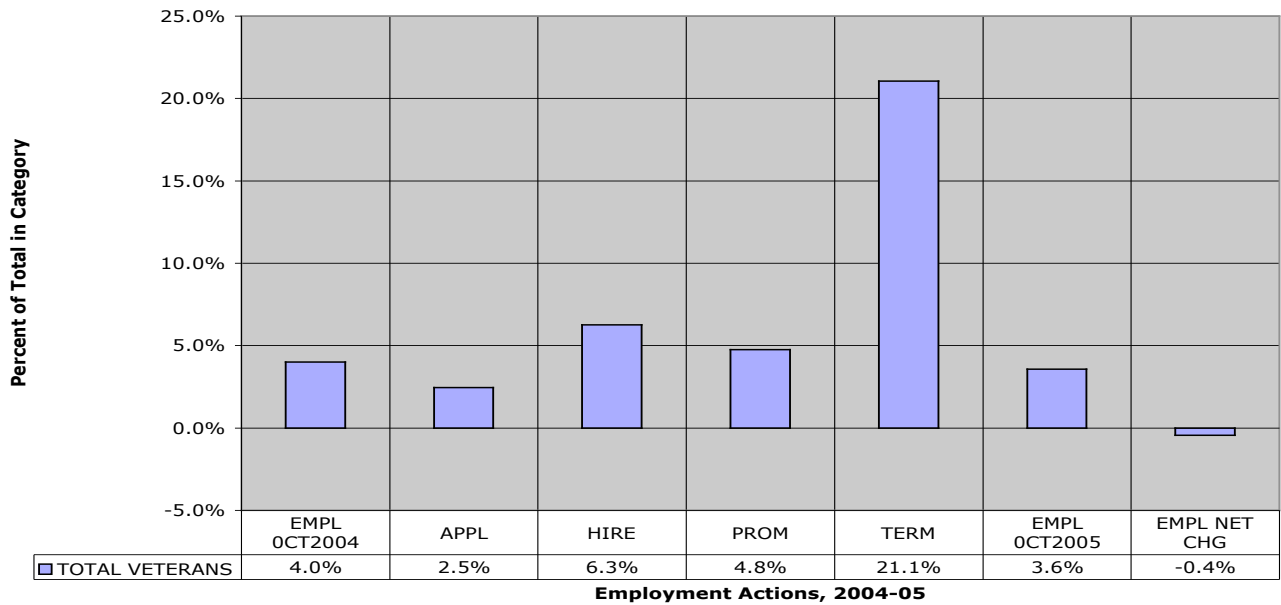


Chart 8. Executive (P/A) Staff - Employment Actions by Veteran Status



| EXEC (P/A) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|------------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 324 | 530 | 32 | 21 | NA | 19 | 335 | 11 |
| DISABLED | 2 | 2 | 0 | 0 | | 0 | 2 | 0 |
| VETERANS | 13 | 13 | 2 | 1 | | 4 | 12 | -1 |

Chart 9. Other (P/A) Staff - Employment Actions by Gender - Total University

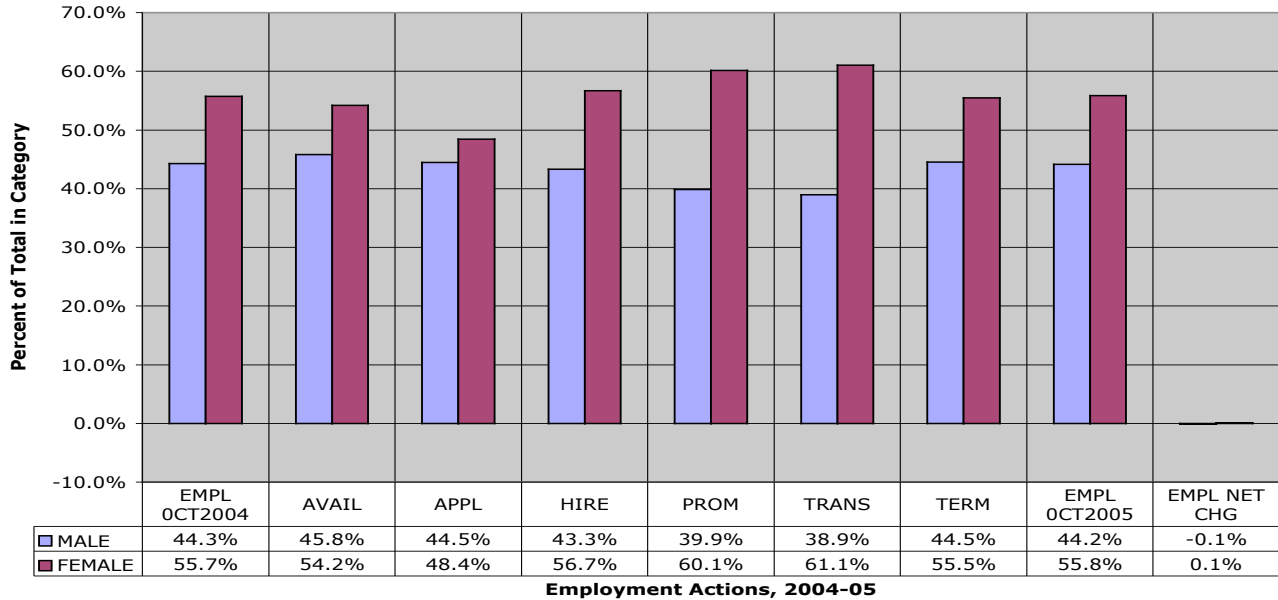
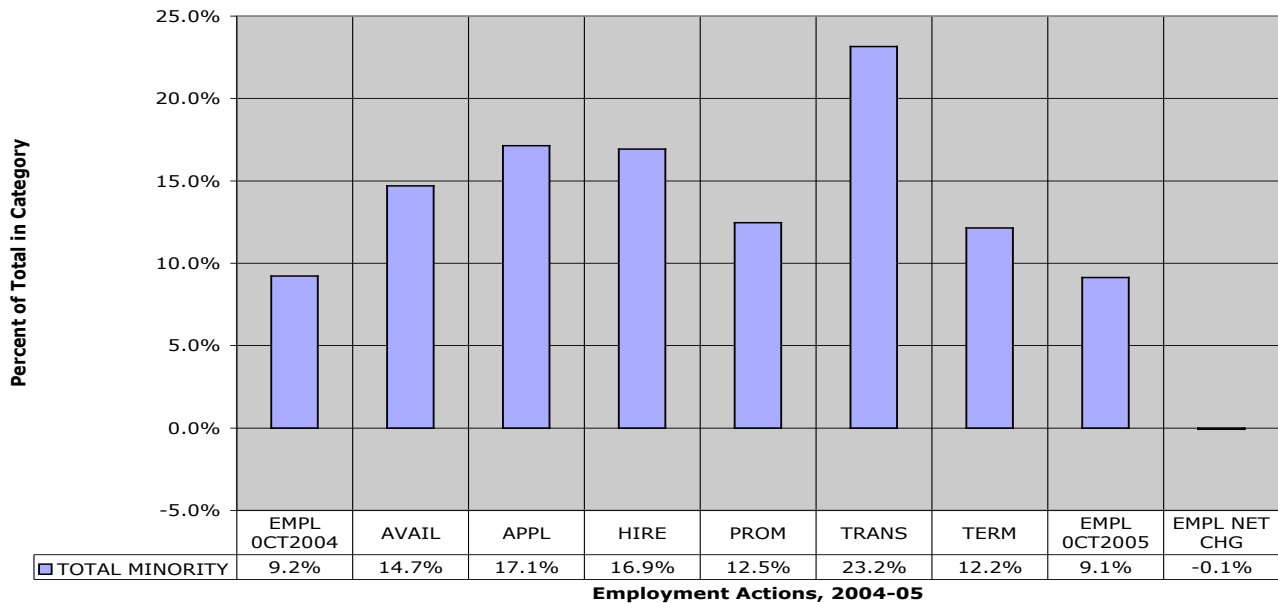


Chart 10. Other (P/A) Staff - Employment Actions by Total Minority - Total University



| OTHER (P/A) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|--------------------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 4298 | 9019 | 732 | 281 | 95 | 609 | 4531 | 233 |
| MALE | 1904 | 4010 | 317 | 112 | 37 | 271 | 2001 | 97 |
| FEMALE | 2394 | 4367 | 415 | 169 | 58 | 338 | 2530 | 136 |
| TOTMIN | 396 | 1545 | 124 | 35 | 22 | 74 | 414 | 18 |

Chart 11. Other (P/A) Staff - Employment Actions by Disability Status - Total University

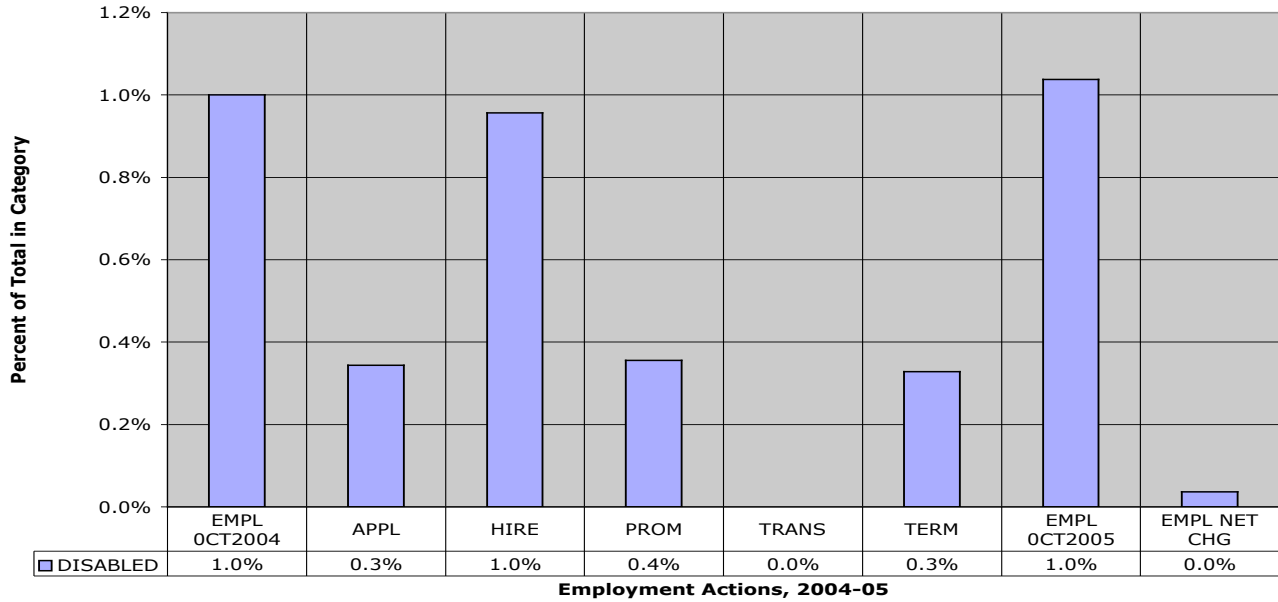
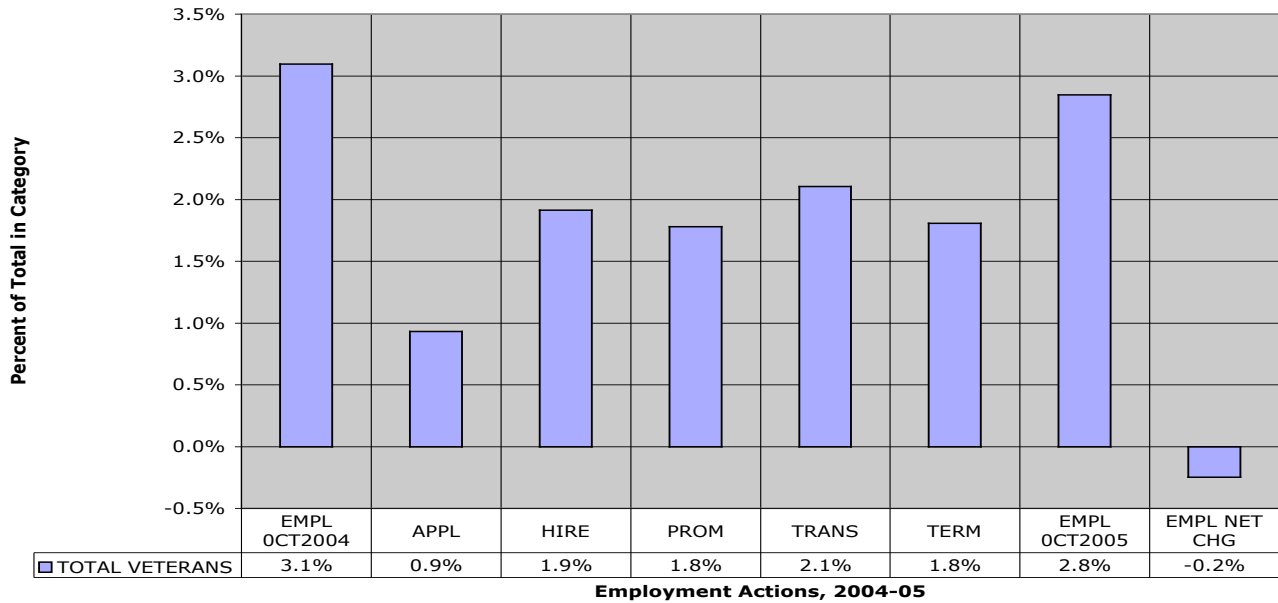
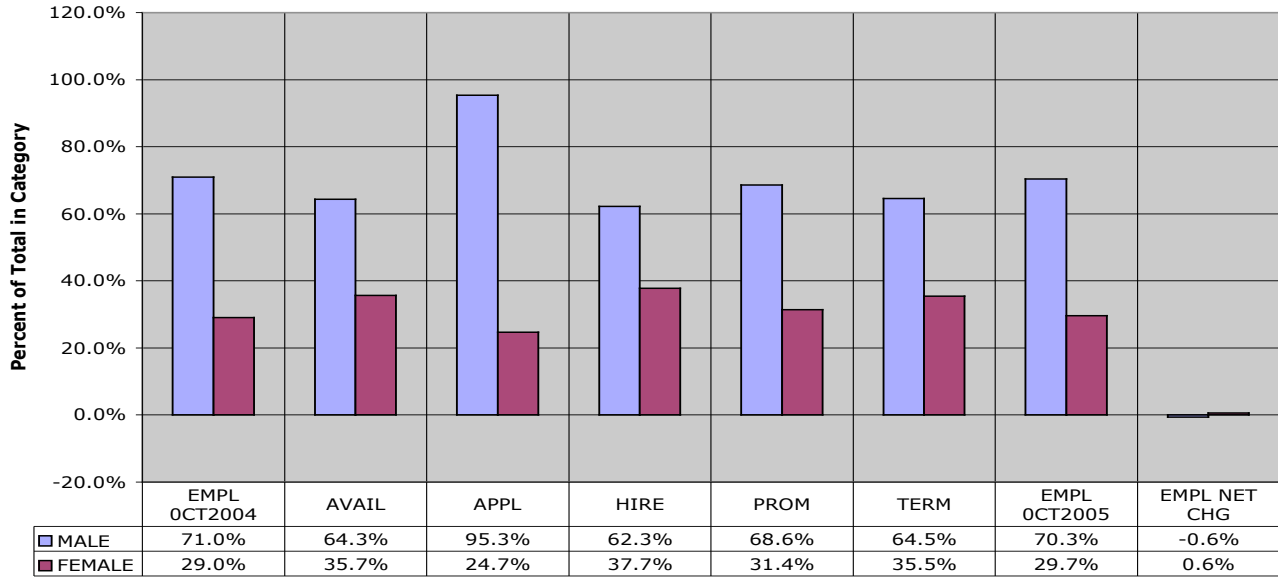


Chart 12. Other (P/A) Staff - Employment Actions by Total Veterans - Total University



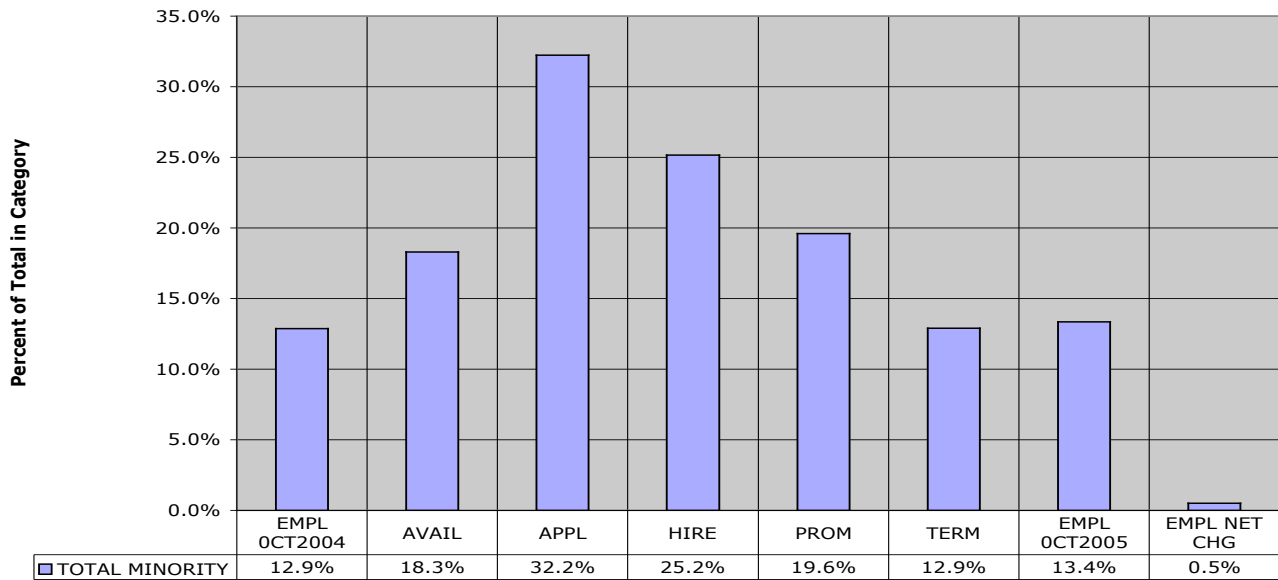
| OTHER (P/A) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|--------------------|-------------------|---------------|--------------|-------------|--------------|-------------|-------------------|--------------------|
| TOTAL | 4298 | 9019 | 732 | 281 | 95 | 609 | 4531 | 233 |
| DISABLED | 43 | 31 | 7 | 1 | 0 | 2 | 47 | 4 |
| VETERANS | 133 | 84 | 14 | 5 | 2 | 11 | 129 | -4 |

Chart 13. Tenured/Tenure-Track Faculty - Employment Actions by Gender - Total University



Employment Actions, 2004-05

Chart 14. Tenured/Tenure-Track Faculty - Employment Actions by Total Minority - Total University



Employment Actions, 2004-05

| Faculty (P/N) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|---------------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 2876 | 6725 | 151 | 153 | NA | 93 | 2919 | 43 |
| MALE | 2041 | 4610 | 94 | 105 | | 60 | 2053 | 12 |
| FEMALE | 835 | 1659 | 57 | 48 | | 33 | 866 | 31 |
| TOTMIN | 370 | 2167 | 38 | 30 | | 12 | 390 | 20 |

Chart 15. Tenured/Tenure-Track Faculty - Employment Actions by Disability Status - Total University

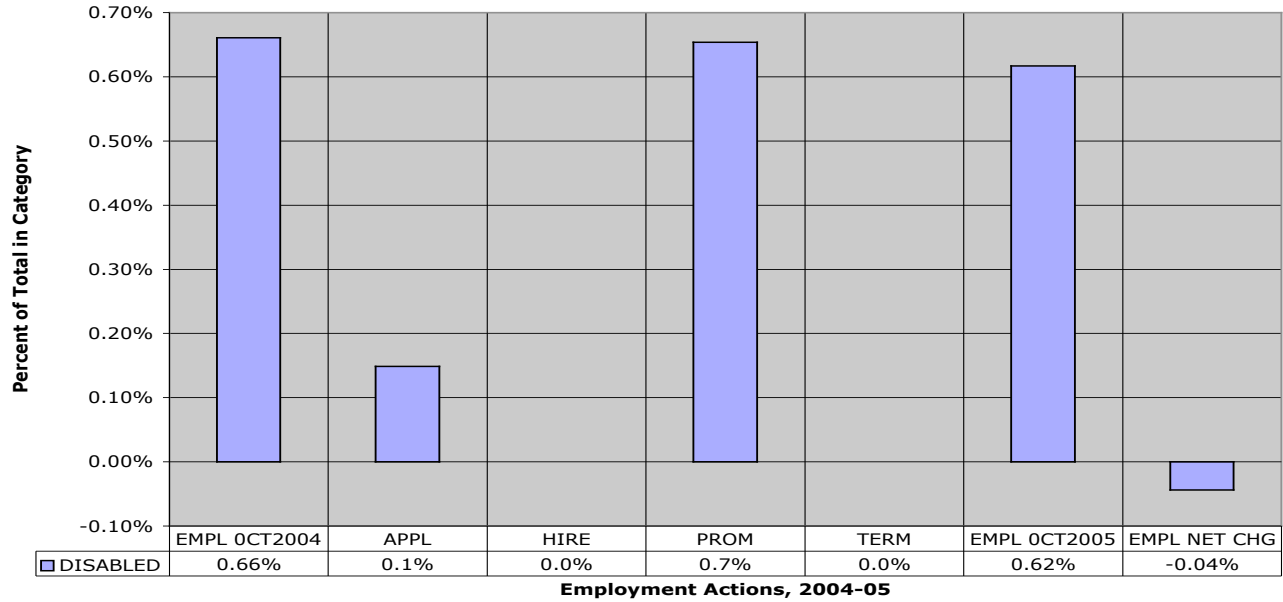
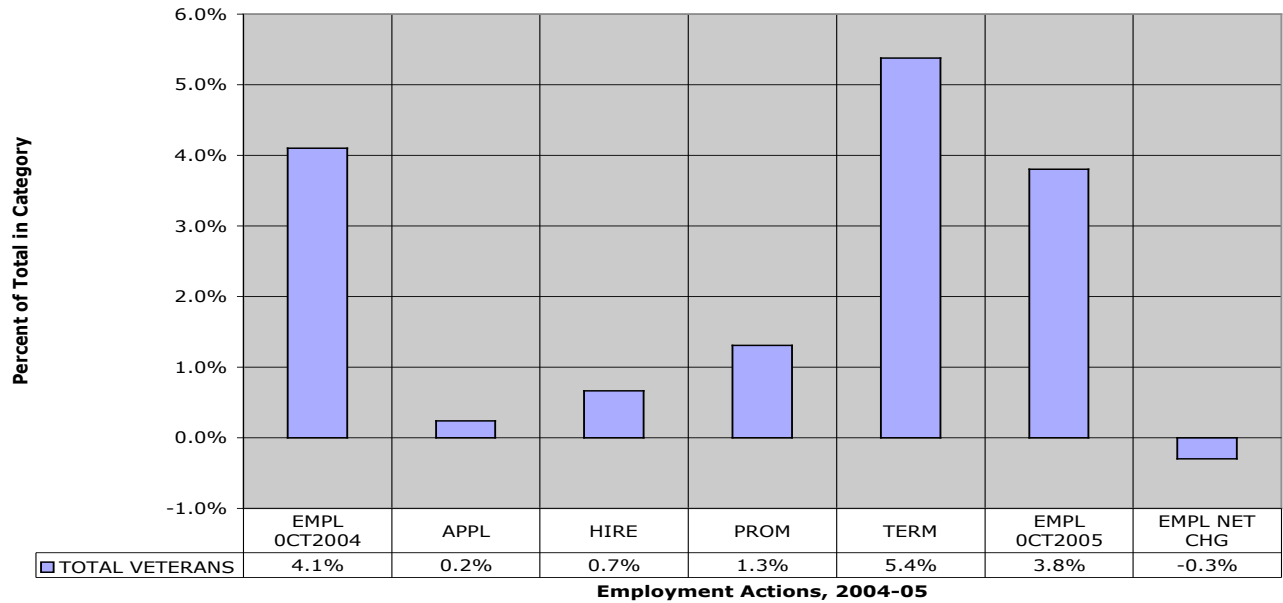


Chart 16. Tenured/Tenure-Track Faculty - Employment Actions by Total Veterans - Total University



| Faculty (P/N) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|----------------------|-------------------|---------------|--------------|-------------|--------------|-------------|-------------------|--------------------|
| TOTAL | 2876 | 6725 | 151 | 153 | NA | 93 | 2919 | 43 |
| DISABLED | 19 | 10 | 0 | 1 | | 0 | 18 | -1 |
| VETERANS | 118 | 16 | 1 | 2 | | 5 | 111 | -7 |

Chart 17. NonRegular (Term) Faculty - Employment Actions by Gender - Total University

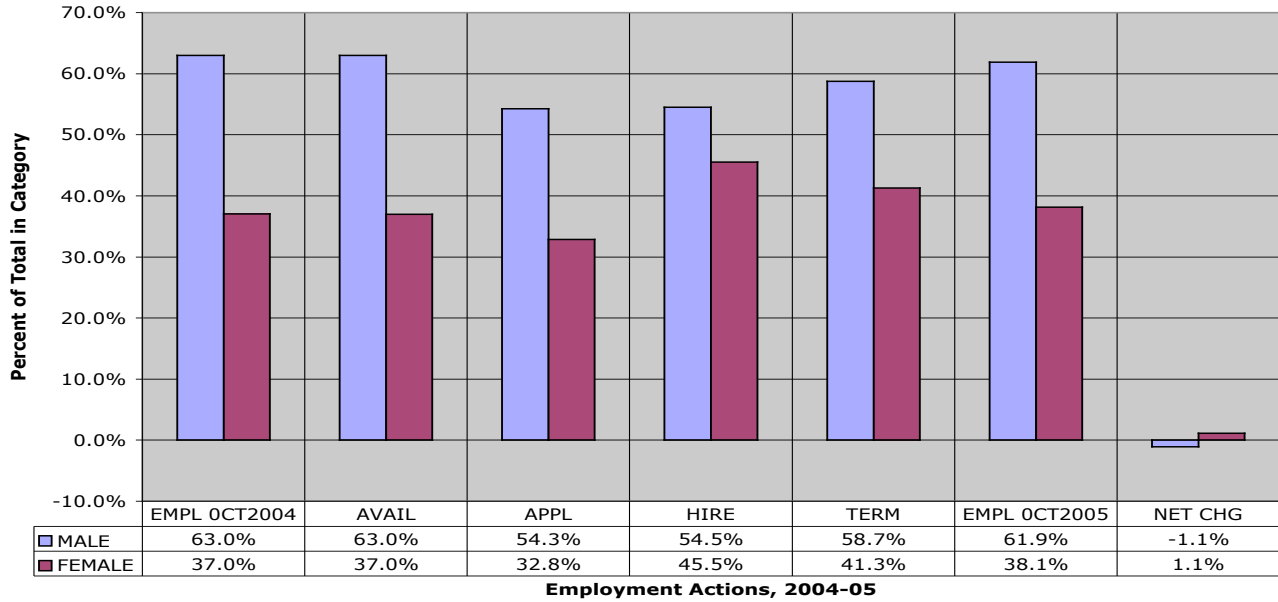
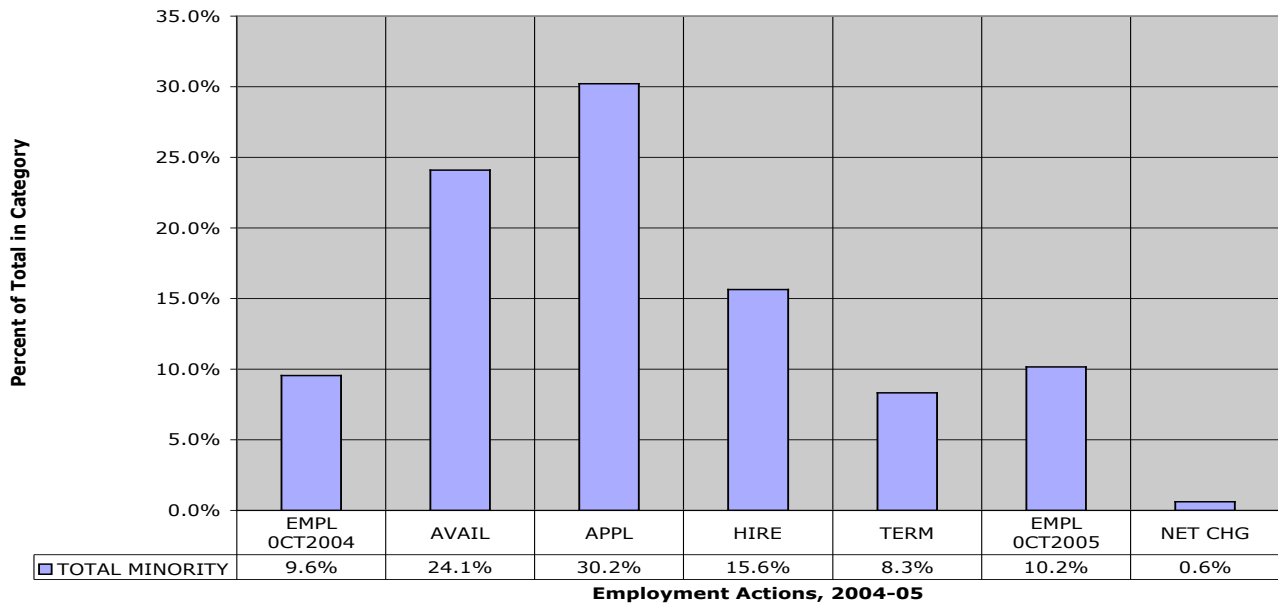


Chart 18. NonRegular (Term) Faculty - Employment Actions by Total Minority - Total University



| Faculty (T) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|--------------------|-------------------|---------------|--------------|-------------|--------------|-------------|-------------------|--------------------|
| TOTAL | 994 | 947 | 211 | NA | NA | 252 | 1023 | 29 |
| MALE | 626 | 514 | 115 | | | 148 | 633 | 7 |
| FEMALE | 368 | 311 | 96 | | | 104 | 390 | 22 |
| TOTMIN | 95 | 286 | 33 | | | 21 | 104 | 9 |

Chart 19. Faculty (All) - Employment Actions by Disability Status - Total University

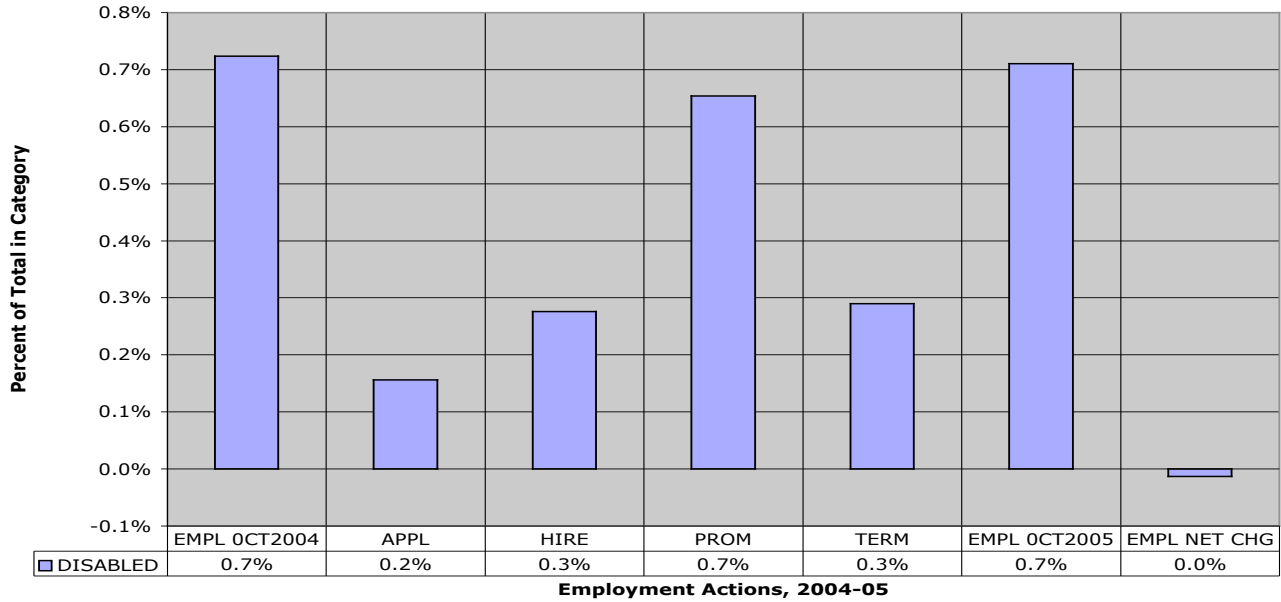
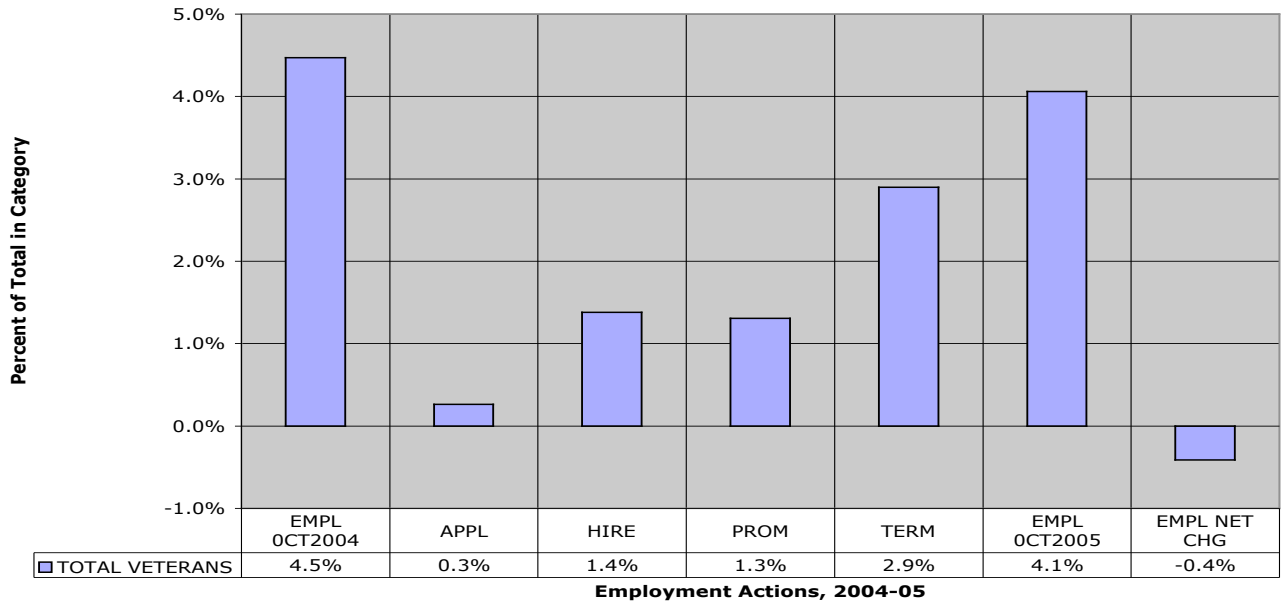


Chart 20. Faculty (All) - Employment Actions by Total Veterans - Total University



| Faculty (All) | EMPL OCT04 | APPLIC | HIRES | PROM | TRANS | TERM | EMPL OCT05 | EMPL NETCHG |
|----------------------|------------|--------|-------|------|-------|------|------------|-------------|
| TOTAL | 3870 | 7672 | 362 | 153 | NA | 345 | 3942 | 72 |
| DISABLED | 28 | 12 | 1 | 1 | | 1 | 28 | 0 |
| VETERANS | 173 | 20 | 5 | 2 | | 10 | 160 | -13 |