

DATE: January 23, 1997

TO: John Fleischauer, Provost

FROM: Gregory R. Bernhardt, Dean

SUBJECT: Update to CEHS Five Year Affirmative Action Objectives (2/12/96)

I submitted the report entitled a "Revised Five Year Affirmative Action Objectives for the College of Education and Human Services" dated February 12, 1996. Recently you requested an update on our affirmative action objectives.

The CEHS has employed the following individuals since February 1996:

Faculty	Dept-	Rank/Title	Sex	Race
Dr. Lee Grafton	Teacher Education	Assistant Professor	Female	Caucasian
Unclassified Staff	Dept-	Rank/Title	Sex	Race
La Creta Rutledge Evans American	Student Services	Certification Advisor	Female	African
Classified Staff	Dept.	Rank/Title	Sex	Race
Shawn Congleton	Student Services	Secretary	Male	Caucasian

Impact Summary

Faculty - Dr. Grafton replaced a departing faculty member of the same gender and race. Result - no net gain in percentage of faculty from a protected class.

9

Unclassified Staff - Ms. La Creta Rutledge-Evans, Certification Adviser was a new position. The Office of Student Services added a minority female to a staff of two Caucasian females. This created a staffing mixture of .33 minority and 100% female.

Classified Staff - Mr. Shawn Congleton was employed as a secretary in our Office of Student Affairs.

This is the first male secretary employed in CEHS. This was a positive step in diversification of our classified staff by gender.

Minority and Female Faculty Availability Statistics

National availability statistics for the last two years are compared to current CEHS faculty:

1995	1996	Current CEHS Faculty		
Black		7.49%	7.93%	13.3%
Hispanic		3.14%	3.36%	2.2%
Asian American		2.05%	2.28%	0.0%
Native American		0.68%	0.69%	0.0%
White/Foreign National		86.64%	85.74%	84.5%
Total Minority Availability		13.36%	14.26%	15.6%
Total Female Availability		59.01%	59.80%	48.9%

A review of the data suggest a continued focus on the CEHS objectives of increasing minority and female faculty, particularly females considering the availability statistics. CEHS will hire seven new faculty in 1997. This provides us an opportunity to advance our minority and female faculty recruitment goals. Please contact me if you have questions concerning this report.