

Michigan Tech University
Declaration of Underutilization & Establishment of Annual Goals
Data as of October 2011
Run Date: January 18, 2012

Department	Current Work Force Oct 2011						Availability 8 Factor %		Underutilized		Annual Goals	
	Total	Unk	Min	Min%	Fem	Fem%	Min	Fem	Min	Fem	Min	Fem
Business	24	2	9	37.5%	8	33.3%	13.1%	36.0%	N	Y		36.0%
Bio Sci	16	2	7	43.8%	7	43.8%	16.6%	48.5%	N	Y		48.5%
Comp Sci	14	1	3	21.4%	4	28.6%	12.1%	22.9%	N	N		
Humanities	28		7	25.0%	19	67.9%	15.8%	53.4%	N	N		
Vis. & Perf. Arts	9		1	11.1%	4	44.4%	12.1%	51.6%	Y	Y	12.1%	51.6%
Math	30	3	7	23.3%	8	26.7%	11.4%	30.0%	N	Y		30.0%
Soc Sci	18	1		0.0%	7	38.9%	17.3%	47.0%	Y	Y	17.3%	47.0%
Physics	19	4	4	21.1%	3	15.8%	19.6%	18.1%	N	Y		18.1%
Forest Resc/Envir Sci	27	2	2	7.4%	7	25.9%	13.3%	41.2%	Y	Y	13.3%	41.2%
Sch of Tech	17	1	6	35.3%	1	5.9%	11.6%	19.0%	N	Y		19.0%
Cog. & Learn. Sci	10		3	30.0%	5	50.0%	18.4%	61.8%	N	Y		61.8%
Chemical	15	1	5	33.3%	4	26.7%	14.2%	32.0%	N	Y		32.0%
Chemistry	14	2	5	35.7%	4	28.6%	14.2%	39.0%	N	Y		39.0%
Civil & Env	28	2	5	17.9%	5	17.9%	11.7%	25.7%	N	Y		25.7%
Elec & Comp Eng	25	1	9	36.0%	4	16.0%	12.6%	23.1%	N	Y		23.1%
Geo/Mining	10	1	1	10.0%	1	10.0%	11.4%	28.6%	Y	Y	11.4%	28.6%
MEEM	40	7	13	32.5%	4	10.0%	14.3%	33.4%	N	Y		33.4%
Bio Med	10	2	4	40.0%	2	20.0%	14.4%	30.7%	N	Y		30.7%
Material Sci	17	2	7	41.2%	2	11.8%	12.6%	28.8%	N	Y		28.8%

The absence of a goal does not lessen MTU's commitment to affirmative action. As a good faith effort, we will continue to recruit, employ, and promote females and minorities at all levels and in all segments of the work force whether goals have been declared or not.