
Department/Area
(Name all areas/departments covered by this report)

EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION REPORT
JANUARY-FEBRUARY 2016

Submit any additional report documents to:

Office for Inclusion and Equity
North Office Building A (NOA), 101 E. 27th St. Suite 4.302 Campus Mail Code A9400

Contact (512) 471-1849 or rmiller@austin.utexas.edu with questions

DEADLINE: February 15, 2016

“Affirmative Action is not preferential treatment. Nor does it mean that unqualified persons should be hired or promoted over other people. What affirmative action does mean is that positive steps must be taken to provide equal opportunity for those who have been discriminated against in the past and who continue to suffer the effects of that discrimination. Affirmative Action is the tool; EEO is the goal.”

(U.S. Department of Labor, OFCCP, 1979)

FACULTY PLACEMENT GOALS*

For the Recruiting Period
September 1, 2015 through August 31, 2016

FACULTY STATUS/RANK	Total Projected # Openings	TOTAL FEMALES	TOTAL MINORITIES
Tenured			
Tenure Track			
Non-Tenure Track			
TOTAL			

*The establishment of a “Placement Goal” does not amount to an admission of impermissible conduct. It is neither a finding of unlawful discrimination nor a finding of a lack of good faith affirmative action efforts. Nor does the establishment of a Placement Goal permit unlawful discrimination. Rather, the establishment of a “Placement Goal” is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase, in the future, the percentage utilization of minorities and women in a work force.

****Faculty hired during this recruitment period begin Fall 2016/Winter 2017**

As you prepare for future searches, the Office for Inclusion and Equity (OIE) is here to support your efforts to increase the diversity of your faculty. Using the best practices identified in our “Inclusive Search and Recruitment Toolkit for Faculty, Graduate Students, and Postdoctoral Fellows” OIE staff are available to collaborate with department and search committee chairs to identify inclusive recruitment best practices tailored to the specific goals of your department.

For more information, please refer to the Faculty Recruitment and Retention section of the OIE website (<https://www.utexas.edu/equity/faculty-recruitment-and-retention/recruitment-toolkit>).

Complete the following pages for each and every faculty position in which hiring took place and/or recruiting was carried out, regardless of the outcome, during the period September 1, 2014 through August 31, 2015. Please note that this includes all emergency or last-minute appointments of half-time or more for four and a half months or more.

SUMMARY OF FACULTY RECRUITMENT AND EMPLOYMENT ACTIVITY

September 1, 2013 - August 31, 2014

1. Title of position: _____

2. Please indicate the nature of this position; i.e., an emergency appointment; a temporary appointment; a visiting position; a tenured position; or a probationary position leading to a consideration for tenure.

3. Summary of non-discriminatory criteria for this position:

4. Please provide an explanation of where departmental responsibility for the recruiting of applicants for this position was placed. If a selection committee was involved, supply the names of its members. Specifically, list any women and/or minorities involved in the recruiting of applicants.

5. Please provide an explanation of methods and techniques utilized in assuring that a representative applicant pool was collected. (a) List the names of all journals, periodicals, etc. where a job vacancy notice was placed. (b) Attach a copy of the job vacancy announcement as it appeared in the journals. (c) Cite any other recruiting channels utilized, i.e., personal contacts, letters to other departments, professional meetings, etc.

6. Please describe the interviewing process carried out for this position. How, where, when, and by whom were candidates interviewed for this position? For example, were second interviews conducted? Were candidates invited to this campus? Was the decision to extend a job offer made after each interview or after all screened applicants were interviewed? List any women and/or minorities involved in the hiring decision for this position.

7. Please indicate the basis used for the evaluation of candidates. List the reasons why the successful applicant was selected.

SUMMARY OF FACULTY EMPLOYMENT ACTIVITY

*For the Recruitment Period of the Previous Academic Year
September 1, 2014-August 31, 2015*

TENURE STATUS: _____

POSITION TITLE: _____

APPLICANT POOL	TOTAL ALL	MALES							FEMALES						
		TOTAL	White	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	Unknown	TOTAL	White	Black	Hispanic	Asian/ Pacific Islander	American Indian/ Alaska Native	Unknown
Composition of Applicant Pool *															
Composition of Applicants Interviewed															
Composition of Offers Made and Refused															
Composition of Offers Made and Accepted															

Final appointment(s) in this position in terms of gender and ethnicity: _____

Name of successful candidate(s): _____

Please indicate if more than one individual was hired from this applicant pool: _____

**Gender and ethnicity of applicants to the best of your knowledge - use the "Unknown" category for applicants not identified.
(See ethnic category definitions in the directions for completion of this report.)*