

VI. GOALS AND TIMETABLES

Establishment of hiring goals and timetables

Minnesota State University, Mankato's overall affirmative action goal is to develop and retain a permanent workforce with representation of traditionally underutilized groups. Each new hiring opportunity is viewed as an affirmative action opportunity, and each hiring unit is expected to make a special effort to recruit applicants in areas where underrepresentation has been identified.

Appendix B contains goals and timetables set for all employee groups. Appendix B also contains the Workforce and Utilization Analyses for unclassified and classified employment, which forms the basis for the goals and timetables.

The hiring goals will be effected as searches for unclassified employees are initiated during the 2006-2008 academic years for appointments generally effective Fall Semester 2006 and 2007. Hiring goals for classified employees will be effected as vacancies occur throughout 2006-2008 and consistent with underutilization data.