

UNIVERSITY OF MINNESOTA
Summary of Academic
Non-Faculty Goals
2006 - 2007
Table 1

Job Group	Description	ACADMEIC EMPLOYEES (P/A) ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	Female %	Minorities ² No.	Minorities ² %	Female No.	Female %	Minorities ² No.	Minorities ² %	Female No.	Female %	Minorities ² No.	Minorities ² %
Executive/Administrative															
1A	Executive	98	57	41	41.8%	7	7.1%	52	53.3%	13	12.9%	11	21.5%	6	44.4%
1B	Director	264	132	132	50.0%	20	7.6%	141	53.3%	34	12.9%	9	6.2%	14	41.3%
1	Total Exec/Admin	362	189	173	47.8%	27	7.5%	193	53.3%	47	12.9%	20	10.3%	20	42.2%
Other Professionals															
4A	Associate Director	131	55	76	58.0%	6	4.6%	77	58.4%	16	12.3%	1	0.7%	10	62.7%
4B	Departmental Director	113	51	62	54.9%	6	5.3%	66	58.4%	14	12.3%	4	6.1%	8	56.8%
4C	Program Director	860	268	592	68.8%	72	8.4%	502	58.4%	106	12.3%	0	0.0%	34	31.9%
4D	Associate/Assistant to	466	154	312	67.0%	40	8.6%	272	58.4%	57	12.3%	0	0.0%	17	30.2%
4E	Extension Educator	187	90	97	51.9%	7	3.7%	117	62.3%	29	15.7%	20	16.7%	22	76.2%
4F	Librarian	109	35	74	67.9%	8	7.3%	90	82.3%	14	12.5%	16	17.5%	6	41.2%
4G	Development Officer	116	40	76	65.5%	3	2.6%	64	54.7%	19	16.5%	0	0.0%	16	84.3%
4H	Health Professional	212	101	111	52.4%	25	11.8%	125	59.1%	48	22.5%	14	11.4%	23	47.6%
4I	Research Fellow	816	460	356	43.6%	129	15.8%	406	49.8%	147	18.0%	50	12.4%	18	12.2%
4J	Teaching	990	455	535	54.0%	87	8.8%	502	50.7%	179	18.1%	0	0.0%	92	51.5%
4K	Athletics	148	108	40	27.0%	12	8.1%	60	40.8%	25	16.9%	20	33.8%	13	52.0%
4L	Other Professionals	46	26	20	43.5%	4	8.7%	27	58.0%	10	21.5%	7	25.1%	6	59.6%
4M	Advisor/Counselor	150	45	105	70.0%	15	10.0%	102	68.1%	25	16.4%	0	0.0%	10	39.0%
4N	Education Specialist	131	34	97	74.0%	9	6.9%	80	60.8%	26	20.0%	0	0.0%	17	65.6%
4O	Analyst/Info Tech	173	124	49	28.3%	17	9.8%	51	29.6%	47	27.3%	2	4.3%	30	64.0%
4P	Chair/Head/Director **	7	6	1	14.3%	2	28.6%	3	37.1%	1	14.3%	2	61.5%	0	0.0%
4Q	Attorney	27	16	11	40.7%	4	14.8%	13	46.7%	5	20.0%	2	12.7%	1	25.7%
4	Total Other Prof	4,682	2,068	2,614	55.8%	446	9.5%	2,555	54.6%	768	16.4%	137	5.4%	323	42.1%
Totals		5,044	2,257	2,787	55.3%	473	9.4%	2,748	54.5%	815	16.2%	157	5.7%	343	42.1%

**Job Group 4P (Chair/Head/Director with Faculty Rank) is not included in P/A Totals -- they are counted in Faculty Totals.

¹ Academic Employees (P/A); PeopleSoft EEO Data Base, Full-Time and Part-Time Employees, October 2006

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

³ Availability: the percentage is compiled from federal guidelines. The number (No.) identifies the number of female or minority employees required in the job group to maintain availability.

⁴ Number to Goal: this number identifies underutilization, the difference between the number of female or minorities employed and the number required in the job group.

Summary of Civil Service
Workforce, Availability and Goals by Campus
Total University
2006 - 2007
Table 2

Job Group	Description	EMPLOYEES ¹						AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴			
		Total	Male	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
1	Executive/Admin	545	206	339	62.2%	42	7.7%	298	54.6%	78	14.3%	7	2.4%	36	45.9%
4	Professional/Non-Fac	3,442	1,433	2,009	58.4%	360	10.5%	1,857	53.9%	640	18.6%	28	1.5%	286	44.8%
6	Clerical	2,349	376	1,973	84.0%	293	12.5%	1,966	83.7%	290	12.4%	68	3.5%	32	11.1%
5	Technical/Para-Prof	1,857	523	1,334	71.8%	190	10.2%	1,163	62.6%	284	15.3%	25	2.1%	105	37.1%
7	Skilled Crafts	605	587	18	3.0%	23	3.8%	35	5.9%	51	8.3%	17	49.2%	28	55.0%
8	Service/Maintenance	1,288	855	433	33.6%	287	22.3%	373	29.0%	363	28.2%	29	7.9%	76	21.0%
Totals		10,086	3,980	6,106	60.5%	1,195	11.8%	5,691	56.4%	1,704	16.9%	175	3.1%	563	33.0%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

³ Availability: the percentage is compiled from federal guidelines. The number (No.) identifies the number of female or minority employees required in the job group to maintain availability. This number may be less or greater than the number of total female or minority employees because of under or over representation of them in some job groups within the FOC category.

⁴ Number to Goal: this number identifies underutilization, the difference between the number of female or minorities employed and the number required in the job group. The percentage is the number of goals as a percent of total goals at availability. The number is related to the job groups where females or minorities are underrepresented.

Data Source:

FCE055-1 Report (AAP, Appendix B)

Summary of Civil Service
Workforce, Availability and Goals by Campus
Minneapolis - St. Paul
2006 - 2007
Table 3

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities ² No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
1	Executive/Admin	484	179	305	63.0%	41	8.5%	262	54.1%	75	15.6%	0	0.0%	34	45.6%
4	Professional/Non-Fac	3,197	1,325	1,872	58.6%	347	10.9%	1,712	53.5%	617	19.3%	11	0.6%	273	44.2%
6	Clerical	2,045	366	1,679	82.1%	280	13.7%	1,706	83.4%	265	12.9%	67	3.9%	19	7.2%
5	Technical/Para-Prof	1,672	476	1,216	71.9%	185	10.9%	1,052	62.2%	268	15.8%	13	1.2%	93	34.8%
7	Skilled Crafts	533	515	18	3.4%	22	4.1%	33	6.1%	49	9.1%	15	44.8%	27	54.7%
8	Service/Maintenance	1,039	711	328	31.6%	278	26.8%	264	25.4%	335	32.2%	18	6.8%	57	16.9%
Totals		8,990	3,572	5,418	60.3%	1,153	12.8%	5,028	55.9%	1,608	17.9%	124	2.5%	502	31.2%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

³ Availability: the percentage is compiled from federal guidelines. The number (No.) identifies the number of female or minority employees required in the job group to maintain availability. This number may be less or greater than the number of total female or minority employees because of under or over representation of them in some job groups within the FOC category.

⁴ Number to Goal: this number identifies underutilization, the difference between the number of female or minorities employed and the number required in the job group. The percentage is the number of goals as a percent of total goals at availability. The number is related to the job groups where females or minorities are underrepresented.

Data Source:

FCE055-1 Report (AAP, Appendix B)

Summary of Civil Service
Workforce, Availability and Goals by Campus
Duluth
2006 - 2007
Table 4

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities ² No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
1	Executive/Admin	53	22	31	58.5%	1	1.9%	31	59.2%	2	4.3%	5	17.2%	1	56.5%
4	Professional/Non-Fac	200	86	114	57.0%	12	6.0%	117	58.5%	19	9.5%	8	6.9%	11	58.7%
6	Clerical	216	7	209	96.8%	8	3.7%	178	82.2%	10	4.4%	0	0.0%	2	20.0%
5	Technical/Para-Prof	112	35	77	68.8%	3	2.7%	74	66.3%	10	8.9%	8	11.1%	7	72.0%
7	Skilled Crafts	41	41	0	0.0%	1	2.4%	2	5.6%	1	2.9%	2	100.0%	1	41.7%
8	Service/Maintenance	161	105	56	34.8%	7	4.3%	61	37.6%	14	8.6%	5	8.8%	7	52.5%
Totals		783	296	487	62.2%	32	4.1%	463	59.1%	56	7.1%	29	6.3%	29	52.5%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

³ Availability: the percentage is compiled from federal guidelines. The number (No.) identifies the number of female or minority employees required in the job group to maintain availability. This number may be less or greater than the number of total female or minority employees because of under or over representation of them in some job groups within the FOC category.

⁴ Number to Goal: this number identifies underutilization, the difference between the number of female or minorities employed and the number required in the job group. The percentage is the number of goals as a percent of total goals at availability. The number is related to the job groups where females or minorities are underrepresented.

Data Source:

FCE055-1 Report (AAP, Appendix B)

Summary of Civil Service
Workforce, Availability and Goals by Campus
Crookston
2006 - 2007
Table 5

Job Group	Description	EMPLOYEES ¹						AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴			
		Total	Male	Female No.	%	Minorities ² No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
1	Executive/Admin	2	2	0	0.0%	0	0.0%	1	25.0%	0	5.0%	1	100.0%	0	100.0%
4	Professional/Non-Fac	26	13	13	50.0%	1	3.8%	17	63.8%	3	10.8%	4	25.3%	2	64.3%
6	Clerical	24	3	21	87.5%	1	4.2%	22	90.4%	3	12.5%	1	3.7%	2	66.7%
5	Technical/Para-Prof	27	6	21	77.8%	2	7.4%	18	67.8%	2	8.1%	1	6.6%	1	59.1%
7	Skilled Crafts	12	12	0	0.0%	0	0.0%	0	1.7%	0	3.3%	0	100.0%	0	100.0%
8	Service/Maintenance	24	9	15	62.5%	0	0.0%	11	46.7%	3	14.2%	0	2.7%	3	100.0%
Totals		115	45	70	60.9%	4	3.5%	69	59.6%	12	10.3%	7	10.5%	9	75.6%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

³ Availability: the percentage is compiled from federal guidelines. The number (No.) identifies the number of female or minority employees required in the job group to maintain availability. This number may be less or greater than the number of total female or minority employees because of under or over representation of them in some job groups within the FOC category.

⁴ Number to Goal: this number identifies underutilization, the difference between the number of female or minorities employed and the number required in the job group. The percentage is the number of goals as a percent of total goals at availability. The number is related to the job groups where females or minorities are underrepresented.

Data Source:

FCE055-1 Report (AAP, Appendix B)

Summary of Civil Service
Workforce, Availability and Goals by Campus
Morris
2006 - 2007
Table 6

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities ² No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
1	Executive/Admin	6	3	3	50.0%	0	0.0%	4	70.0%	0	0.0%	1	28.6%	0	0.0%
4	Professional/Non-Fac	19	9	10	52.6%	0	0.0%	11	59.5%	1	3.2%	5	42.5%	1	100.0%
6	Clerical	64	0	64	100.0%	4	6.3%	60	93.9%	13	20.6%	0	0.0%	9	69.7%
5	Technical/Para-Prof	26	6	20	76.9%	0	0.0%	19	72.3%	4	13.5%	2	12.2%	4	100.0%
7	Skilled Crafts	19	19	0	0.0%	0	0.0%	0	1.6%	0	1.6%	0	100.0%	0	100.0%
8	Service/Maintenance	64	30	34	53.1%	2	3.1%	38	58.8%	11	17.0%	6	15.4%	9	81.7%
Totals		198	67	131	66.2%	6	3.0%	132	66.8%	29	14.4%	14	10.9%	23	78.9%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

³ Availability: the percentage is compiled from federal guidelines. The number (No.) identifies the number of female or minority employees required in the job group to maintain availability. This number may be less or greater than the number of total female or minority employees because of under or over representation of them in some job groups within the FOC category.

⁴ Number to Goal: this number identifies underutilization, the difference between the number of female or minorities employed and the number required in the job group. The percentage is the number of goals as a percent of total goals at availability. The number is related to the job groups where females or minorities are underrepresented.

Data Source:

FCE055-1 Report (AAP, Appendix B)

Summary of Faculty
Workforce, Availability and Goals by Campus
Total University
2006 - 2007
Table 7

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
2A	Faculty (Tenured)	2,254	1,649	605	26.8%	286	12.7%	780	34.6%	380	16.8%	242	31.1%	151	39.8%
2B	Faculty (Tenure Track)	678	399	279	41.2%	109	16.1%	276	40.7%	194	28.6%	65	23.6%	112	58.0%
2C	Faculty (Non Regular)	1,059	666	393	37.1%	123	11.6%	394	37.2%	260	24.5%	98	24.8%	159	61.2%
Totals		3,991	2,714	1,277	32.0%	518	13.0%	1,449	36.3%	833	20.9%	405	27.9%	422	50.7%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

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Data Source:

FCE014-1 Report (AAP, Appendix B)

Summary of Faculty
Workforce, Availability and Goals by Campus
Minneapolis - St. Paul
2006 -2007
Table 8

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities ² No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
2A	Faculty (Tenured)	1,945	1,435	510	26.2%	250	12.9%	665	34.2%	331	1.7%	212	31.8%	132	39.7%
2B	Faculty (Tenure Track)	525	312	213	40.6%	89	17.0%	213	40.6%	152	29.0%	51	23.9%	88	57.7%
2C	Faculty (Non Regular)	827	563	264	31.9%	106	12.8%	298	36.0%	210	25.4%	86	28.9%	123	58.4%
Totals		3,297	2,310	987	29.9%	445	13.5%	1,177	35.7%	693	21.0%	349	29.6%	342	49.3%

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Data Source:

FCE014-1 Report (AAP, Appendix B)

Summary of Faculty
Workforce, Availability and Goals by Campus
Duluth
2006 - 2007
Table 9

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities ² No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
2A	Faculty (Tenured)	206	145	61	29.6%	27	13.1%	81	39.2%	33	16.2%	25	31.0%	14	40.8%
2B	Faculty (Tenure Track)	107	61	46	43.0%	15	14.0%	47	43.9%	31	28.9%	13	26.8%	18	59.5%
2C	Faculty (Non Regular)	208	94	114	54.8%	15	7.2%	87	4.2%	45	21.6%	11	12.5%	33	73.7%
Totals		521	300	221	42.4%	57	10.9%	215	41.3%	109	20.9%	49	22.6%	65	59.7%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

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Data Source:

FCE014-1 Report (AAP, Appendix B)

Summary of Faculty
Workforce, Availability and Goals by Campus
Crookston
2006 - 2007
Table 10

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
2A	Faculty (Tenured)	32	23	9	28.1%	2	6.3%	6	18.1%	4	12.2%	2	32.8%	2	48.7%
2B	Faculty (Tenure Track)	12	9	3	25.0%	0	0.0%	1	11.7%	1	11.7%	1	42.9%	1	100.0%
2C	Faculty (Non Regular)	8	4	4	50.0%	1	12.5%	1	15.0%	2	20.0%	1	50.0%	1	50.0%
Totals		52	36	16	30.8%	3	5.8%	8	16.2%	7	13.3%	3	36.9%	4	59.4%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

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Data Source:

FCE014-1 Report (AAP, Appendix B)

Summary of Faculty
Workforce, Availability and Goals by Campus
Morris
2006 - 2007
Table 11

Job Group	Description	EMPLOYEES ¹				AVAILABILITY (Total Goals; %) ³				NUMBER TO GOAL ⁴					
		Total	Male	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%	Female No.	%	Minorities No.	%
2A	Faculty (Tenured)	71	46	25	35.2%	7	9.9%	28	38.9%	11	15.8%	4	13.0%	4	37.5%
2B	Faculty (Tenure Track)	34	17	17	50.0%	5	14.7%	14	41.2%	9	27.1%	1	5.7%	5	51.1%
2C	Faculty (Non Regular)	16	5	11	68.8%	1	6.3%	8	46.9%	3	21.3%	0	0.0%	2	70.6%
Totals		121	68	53	43.8%	13	10.7%	49	40.6%	24	19.7%	4	9.0%	11	47.5%

¹ Employees: PeopleSoft EEO database, full-time and part-time employees, October 2006.

² Minorities: Black, Asian, American Indian, Hispanic; (EEOC) Guidelines for IPEDS reporting.

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