

UNIVERSITY OF MINNESOTA
AFFIRMATIVE ACTION PLAN
AVAILABILITY/UTILIZATION/GOALS ANALYSIS

<u>ALL EMPLOYEES</u>			<u>FEMALES</u>				<u>MINORITIES</u>						
<u>EMPLOYEE GROUP</u>	<u>JOB GROUP</u>	<u>TOTAL</u>	<u>UTILIZATION</u>		<u>AVAILABILITY</u>		<u>ANNUAL PERCENTAGE RATE GOAL</u>	<u>UTILIZATION</u>		<u>AVAILABILITY</u>		<u>ANNUAL PERCENTAGE RATE GOAL</u>	
			<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>		<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>		
<u>FACULTY</u>													
FA	2	FACULTY: EN – Engineering	41	5	12.20%	6	14.84%	14.84%	10	24.39%	14	35.22%	35.22%
FA	2	FACULTY: HE – Health Sciences	11	9	81.82%	4	37.93%	NONE	1	9.09%	3	23.71%	23.71%
FA	2	FACULTY: HU – Humanities	153	77	50.33%	76	49.80%	NONE	18	11.76%	25	16.29%	16.29%
FA	2	FACULTY: LS – Life Sciences	21	6	28.57%	7	32.32%	32.32%	2	9.52%	5	22.24%	22.24%
FA	2	FACULTY: MA – Mathematics and Computer	38	9	23.68%	8	21.56%	NONE	5	13.16%	10	26.45%	26.45%
FA	2	FACULTY: PS – Physical Sciences	40	9	22.50%	9	21.58%	NONE	3	7.50%	9	22.43%	22.43%
FA	2	FACULTY: SS – Social Sciences	233	118	50.64%	102	43.81%	NONE	39	16.74%	46	19.88%	19.88%
TOTALS:			537	233	43.39%				78	14.53%			
<u>ACADEMIC ADMINISTRATORS and PROFESSIONALS</u>													
PA	1	EXECUTIVE	33	12	36.36%	15	45.47%	45.47%	2	6.06%	4	12.62%	12.62%
PA	4	PROFESSIONAL	193	84	43.52%	104	53.94%	53.94%	15	7.77%	36	18.61%	18.61%
TOTALS:			226	96	42.48%				17	7.52%			
<u>CIVIL SERVICE/BARGAINING UNIT</u>													
CS	1	EXECUTIVE	48	28	58.33%	27	57.14%	NONE	1	2.08%	1	2.26%	2.26%
CS	4	PROFESSIONAL	207	119	57.49%	108	52.33%	NONE	11	5.31%	14	6.80%	6.80%
CS	5	TECHNICAL	100	69	69.00%	69	68.50%	NONE	2	2.00%	3	3.24%	3.24%
CS	6	CLERICAL	225	212	94.22%	180	79.78%	NONE	10	4.44%	9	4.04%	NONE
CS	7	SKILLED	40	1	2.50%	2	5.50%	5.50%	1	2.50%	1	2.90%	2.90%
CS	8	SERVICE	166	57	34.34%	50	30.15%	NONE	7	4.22%	11	6.77%	6.77%
TOTALS:			786	486	61.83%				32	4.07%			