

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 1A FISCAL

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	6.9	54.4	15.0	1.0	8.2
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	12.6	45.7	15.0	1.9	6.9
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				30.0	2.9	15.1
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	8.3	70.3	70.0	5.8	49.2
RESULT OF INTERNAL AVAILABILITY ANALYSIS				70.0	5.8	49.2
ESTIMATE OF AVAILABILITY				100.0	8.7	64.3

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 1B OTHER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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 RUN DATE: 10/31/07  
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**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.8	43.7	10.0	0.8	4.4
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	13.5	22.3	10.0	1.4	2.2

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

20.0 2.2 6.6

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	7.1	41.0	80.0	5.7	32.8
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

80.0 5.7 32.8

ESTIMATE OF AVAILABILITY

100.0 7.9 39.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4A ACCOUNTING

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	8.7	53.8	27.5	2.4	14.8
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	24.9	41.7	27.5	6.8	11.5

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

55.0 9.2 26.3

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	14.8	72.4	45.0	6.7	32.6
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

45.0 6.7 32.6

ESTIMATE OF AVAILABILITY

100.0 15.9 58.9

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4B INFORMATION TECHNOLOGY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
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**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.5	33.5	42.5	5.3	14.2
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	25.3	20.4	42.5	10.8	8.7

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS			85.0	16.1	22.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	12.4	32.1	15.0	1.9	4.8
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RESULT OF INTERNAL AVAILABILITY ANALYSIS			15.0	1.9	4.8
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ESTIMATE OF AVAILABILITY			100.0	18.0	27.7
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4C PERSONNEL

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	78.4	30.0	3.0	23.5
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	17.1	67.2	30.0	5.1	20.2
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				60.0	8.1	43.7
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.3	80.7	40.0	5.3	32.3
RESULT OF INTERNAL AVAILABILITY ANALYSIS				40.0	5.3	32.3
ESTIMATE OF AVAILABILITY				100.0	13.4	76.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4D SOCIAL SERVICES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
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**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	19.4	73.5	37.5	7.3	27.6
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	16.3	73.7	37.5	6.1	27.6

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

75.0 13.4 55.2

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	15.8	84.0	25.0	4.0	21.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

25.0 4.0 21.0

ESTIMATE OF AVAILABILITY

100.0 17.4 76.2

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4E SCIENTIST

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
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**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	19.1	41.9	45.0	8.6	18.9
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	22.4	52.8	45.0	10.1	23.8

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

90.0 18.7 42.7

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	16.7	58.3	10.0	1.7	5.8
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

10.0 1.7 5.8

ESTIMATE OF AVAILABILITY

100.0 20.4 48.5

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4F FACILITIES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	11.1	28.1	22.5	2.5	6.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	7.7	12.7	22.5	1.7	2.9

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

45.0 4.2 9.2

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	6.9	18.6	55.0	3.8	10.2
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

55.0 3.8 10.2

ESTIMATE OF AVAILABILITY

100.0 8.0 19.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4G ENGINEERING

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	6.6	15.3	40.0	2.6	6.1
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	11.0	11.6	40.0	4.4	4.6
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				80.0	7.0	10.7
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	6.8	8.5	20.0	1.4	1.7
RESULT OF INTERNAL AVAILABILITY ANALYSIS				20.0	1.4	1.7
ESTIMATE OF AVAILABILITY				100.0	8.4	12.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4H HEALTH

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.4	59.9	47.5	3.5	28.5
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	8.2	70.5	47.5	3.9	33.5

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

95.0 7.4 62.0

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	7.3	88.2	5.0	0.4	4.4
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

5.0 0.4 4.4

ESTIMATE OF AVAILABILITY

100.0 7.8 66.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 41 COMMUNICATIONS MEDIA

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.4	54.3	42.5	3.1	23.1
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	9.4	57.2	42.5	4.0	24.3

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

85.0 7.1 47.4

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	7.7	73.0	15.0	1.2	11.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

15.0 1.2 11.0

ESTIMATE OF AVAILABILITY

100.0 8.3 58.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4J OTHER PROFESSIONALS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	5.4	52.7	20.0	1.1	10.5
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	6.2	58.8	20.0	1.2	11.8

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

40.0 2.3 22.3

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	4.2	70.8	60.0	2.5	42.5
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

60.0 2.5 42.5

ESTIMATE OF AVAILABILITY

100.0 4.8 64.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5A DATA PROCESSING

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.2	28.7	45.0	5.5	12.9
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	24.7	17.2	45.0	11.1	7.7
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				90.0	16.6	20.6
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	10.7	23.8	10.0	1.1	2.4
RESULT OF INTERNAL AVAILABILITY ANALYSIS				10.0	1.1	2.4
ESTIMATE OF AVAILABILITY				100.0	17.7	23.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5B HEALTH/ENVIRONMENT

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.4	75.6	47.5	4.9	35.9
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	20.8	63.0	47.5	9.9	29.9

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

95.0 14.8 65.8

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	16.8	87.7	5.0	0.8	4.4
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

5.0 0.8 4.4

ESTIMATE OF AVAILABILITY

100.0 15.6 70.2

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5C SOCIAL SERVICES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.0	89.8	47.5	5.7	42.7
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	17.9	72.7	47.5	8.5	34.5

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				95.0	14.2	77.2
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	15.7	92.8	5.0	0.8	4.6
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				5.0	0.8	4.6
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ESTIMATE OF AVAILABILITY				100.0	15.0	81.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5D LAB TECH/ATTENDANTS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	45.7	45.0	4.5	20.6
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	16.6	53.3	45.0	7.5	24.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

90.0 12.0 44.6

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	11.5	63.9	10.0	1.2	6.4
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

10.0 1.2 6.4

ESTIMATE OF AVAILABILITY

100.0 13.2 51.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5E LIBRARY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	4.5	68.3	47.5	2.1	32.4
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	14.6	54.9	47.5	6.9	26.1

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

95.0 9.0 58.5

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.2	68.9	5.0	0.7	3.4
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

5.0 0.7 3.4

ESTIMATE OF AVAILABILITY

100.0 9.7 61.9

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5F PROGRAM ASSOCIATE

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.8	66.1	32.5	2.5	21.5
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	13.9	69.2	32.5	4.5	22.5

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

65.0 7.0 44.0

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.3	86.7	35.0	4.7	30.3
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

35.0 4.7 30.3

ESTIMATE OF AVAILABILITY

100.0 11.7 74.3

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5G COMMUNICATIONS MEDIA/ARTS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	5.7	35.7	45.0	2.6	16.1
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	7.9	23.0	45.0	3.6	10.4

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

90.0 6.2 26.5

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	2.3	15.9	10.0	0.2	1.6
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

10.0 0.2 1.6

ESTIMATE OF AVAILABILITY

100.0 6.4 28.1

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5H OTHER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	8.3	68.2	25.0	2.1	17.1
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	14.5	63.0	25.0	3.6	15.8
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				50.0	5.7	32.9
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	7.8	84.6	50.0	3.9	42.3
RESULT OF INTERNAL AVAILABILITY ANALYSIS				50.0	3.9	42.3
ESTIMATE OF AVAILABILITY				100.0	9.6	75.2

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 6A CLERICAL, NON-SUPERVISORY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.6	75.8	47.5	6.0	36.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	18.4	65.7	47.5	8.7	31.2
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				95.0	14.7	67.2
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	26.4	92.5	5.0	1.3	4.6
RESULT OF INTERNAL AVAILABILITY ANALYSIS				5.0	1.3	4.6
ESTIMATE OF AVAILABILITY				100.0	16.0	71.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 6B CLERICAL, SUPERVISORY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	67.5	35.0	3.5	23.6
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	18.6	65.4	35.0	6.5	22.9

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

70.0 10.0 46.5

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	5.9	85.3	30.0	1.8	25.6
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

30.0 1.8 25.6

ESTIMATE OF AVAILABILITY

100.0 11.8 72.1

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 6C SECRETARIAL, NON-SUPERVISORY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.9	90.2	47.5	3.8	42.8
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	16.5	71.5	47.5	7.8	34.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				95.0	11.6	76.8
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	14.8	80.9	5.0	0.7	4.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				5.0	0.7	4.0
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ESTIMATE OF AVAILABILITY				100.0	12.3	80.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 6D SECRETARIAL, SUPERVISORY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	5.9	86.6	50.0	3.0	43.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	14.0	81.1	50.0	7.0	40.6

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	10.0	83.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	10.0	83.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 6E DATA ENTRY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	9.4	73.4	50.0	4.7	36.7
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	24.7	61.2	50.0	12.4	30.6

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	17.1	67.3
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	17.1	67.3
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 7A CRAFTS/TRADES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.2	2.8	100.0	7.2	2.8
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	28.6	14.3	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	7.2	2.8
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	7.2	2.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 7B OTHER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.9	12.7	40.0	5.2	5.1
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	15.1	4.5	40.0	6.0	1.8
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				80.0	11.2	6.9
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	4.0	5.2	20.0	0.8	1.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				20.0	0.8	1.0
ESTIMATE OF AVAILABILITY				100.0	12.0	7.9

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8A FOOD SERVICE

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	24.4	58.2	40.0	9.8	23.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	58.5	41.3	60.0	35.1	24.8
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	44.9	48.1
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	44.9	48.1

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8B SUPERVISORS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	7.6	31.0	30.0	2.3	9.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	18.0	20.7	30.0	5.4	6.2

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

60.0 7.7 15.5

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	8.3	47.2	40.0	3.3	18.9
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

40.0 3.3 18.9

ESTIMATE OF AVAILABILITY

100.0 11.0 34.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8C ATTENDANTS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.7	48.6	50.0	6.4	24.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	64.3	33.9	50.0	32.2	17.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS			100.0	38.6	41.3
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS			0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY			100.0	38.6	41.3
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8D STORES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	13.2	34.7	50.0	6.6	17.4
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	39.9	16.5	50.0	20.0	8.3

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	26.6	25.7
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	26.6	25.7
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8E POLICE

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	9.1	12.6	50.0	4.6	6.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	12.1	14.5	50.0	6.1	7.3

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	10.7	13.6
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	10.7	13.6
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8F CUSTODIAL/GROUNDS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	15.4	11.8	40.0	6.2	4.7
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	56.9	26.9	60.0	34.1	16.1

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	40.3	20.8
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	40.3	20.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8G OTHER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	15.1	32.4	45.0	6.8	14.6
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	39.9	21.0	45.0	18.0	9.5

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

90.0 24.8 24.1

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	12.8	17.4	10.0	1.3	1.7
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

10.0 1.3 1.7

ESTIMATE OF AVAILABILITY

100.0 26.1 25.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 EN - ENGINEERING

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	35.2	14.8	100.0	35.2	14.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	35.2	14.8
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	35.2	14.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 HE - HEALTH SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	23.7	37.9	100.0	23.7	37.9
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	23.7	37.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	23.7	37.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 HU - HUMANITIES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	16.2	49.8	100.0	16.3	49.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	16.3	49.8
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	16.3	49.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 LS - LIFE SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.2	32.3	100.0	22.2	32.3
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	22.2	32.3
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	22.2	32.3
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 MA - MATHEMATICS AND COMPUTER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	26.4	21.5	100.0	26.5	21.6
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	26.5	21.6
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	26.5	21.6

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 MU - MULTI/INTERDISCIPLINARY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.5	41.0	100.0	22.5	41.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	22.5	41.0
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	22.5	41.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 PS - PHYSICAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.4	21.5	100.0	22.4	21.6
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	22.4	21.6
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	22.4	21.6

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 SS - SOCIAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	19.8	43.8	100.0	19.9	43.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	19.9	43.8
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	19.9	43.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 1A EXECUTIVE (UNIVERSITY/CAMPUS LEVEL)

**UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY**

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	17.0	51.6	30.0	5.1	15.5
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	15.0	45.5	15.0	2.3	6.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				45.0	7.4	22.3
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	11.6	37.9	55.0	6.4	20.8
RESULT OF INTERNAL AVAILABILITY ANALYSIS				55.0	6.4	20.8
ESTIMATE OF AVAILABILITY				100.0	13.8	43.1

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 1B DIRECTOR (UNIVERSITY/CAMPUS/COLLEGE LEVEL)

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	59.9	10.0	1.0	6.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	17.0	51.6	10.0	1.7	5.2
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	15.0	45.5	5.0	0.8	2.3
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				25.0	3.5	13.5
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	11.4	44.0	75.0	8.6	33.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				75.0	8.6	33.0
ESTIMATE OF AVAILABILITY				100.0	12.1	46.5

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4A ASSOCIATE DIRECTOR (UNIVERSITY/CAMPUS/COLLEGE LEV

**UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY**

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	59.9	25.0	2.5	15.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	17.0	51.5	25.0	4.3	12.9
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

50.0 6.8 27.9

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	12.6	57.3	50.0	6.3	28.7
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

50.0 6.3 28.7

ESTIMATE OF AVAILABILITY

100.0 13.1 56.6

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4B DEPARTMENTAL DIRECTOR

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	59.9	35.0	3.5	21.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	17.0	51.5	35.0	6.0	18.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				70.0	9.5	39.0
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.0	56.3	30.0	3.9	16.9
RESULT OF INTERNAL AVAILABILITY ANALYSIS				30.0	3.9	16.9
ESTIMATE OF AVAILABILITY				100.0	13.4	55.9

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4C PROGRAM DIRECTOR/COORDINATOR

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	10.1	59.9	40.0	4.0	24.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	17.0	51.5	35.0	6.0	18.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				75.0	10.0	42.0
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	11.9	78.9	25.0	3.0	19.7
RESULT OF INTERNAL AVAILABILITY ANALYSIS				25.0	3.0	19.7
ESTIMATE OF AVAILABILITY				100.0	13.0	61.7

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4D ASSOCIATE/ASSISTANT TO

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	11.1	62.8	50.0	5.6	31.4
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	17.0	51.5	10.0	1.7	5.2
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

60.0 7.3 36.6

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	12.5	66.1	40.0	5.0	26.4
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

40.0 5.0 26.4

ESTIMATE OF AVAILABILITY

100.0 12.3 63.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4E EXTENSION EDUCATOR

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	16.4	63.6	90.0	14.8	57.2
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				90.0	14.8	57.2
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	15.1	82.7	10.0	1.5	8.3
RESULT OF INTERNAL AVAILABILITY ANALYSIS				10.0	1.5	8.3
ESTIMATE OF AVAILABILITY				100.0	16.3	65.5

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4F LIBRARIAN

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	6.2	83.3	12.5	0.8	10.4
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	12.9	84.9	30.0	3.9	25.5
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	11.9	80.2	42.5	5.1	34.1
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

85.0 9.8 70.0

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	12.9	71.8	15.0	1.9	10.8
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

15.0 1.9 10.8

ESTIMATE OF AVAILABILITY

100.0 11.7 80.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4G DEVELOPMENT OFFICER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	11.1	62.8	30.0	3.3	18.8
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	19.7	51.7	12.5	2.5	6.5
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.6	57.4	42.5	9.6	24.4
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

85.0 15.4 49.7

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.0	65.3	15.0	2.0	9.8
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

15.0 2.0 9.8

ESTIMATE OF AVAILABILITY

100.0 17.4 59.5

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4H HEALTH PROFESSIONAL

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.6	59.6	80.0	18.1	47.7
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

RESULT OF EXTERNAL AVAILABILITY ANALYSIS

80.0 18.1 47.7

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.5	44.3	20.0	2.7	8.9
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

20.0 2.7 8.9

ESTIMATE OF AVAILABILITY

100.0 20.8 56.6

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: EN - ENGINEERING

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	53.2	17.5	100.0	53.2	17.5
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	53.2	17.5
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	53.2	17.5
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: HE - HEALTH SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	29.5	67.3	100.0	29.5	67.3
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

RESULT OF EXTERNAL AVAILABILITY ANALYSIS 100.0 29.5 67.3

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS 0.0 0.0 0.0

ESTIMATE OF AVAILABILITY 100.0 29.5 67.3

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: HU - HUMANITIES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	19.5	50.9	100.0	19.5	50.9
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	19.5	50.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	19.5	50.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: LS - LIFE SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	34.0	44.3	100.0	34.0	44.3
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS			100.0	34.0	44.3
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS			0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY			100.0	34.0	44.3
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: MA - MATHEMATICS AND COMPUTER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	39.6	23.8	100.0	39.6	23.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	39.6	23.8
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	39.6	23.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: MU - MULTI/INTERDISCIPLINARY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	17.9	15.9	100.0	17.9	15.9
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	17.9	15.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	17.9	15.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: PS - PHYSICAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	33.4	27.4	100.0	33.4	27.4
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	33.4	27.4
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	33.4	27.4
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 41 RESEARCH FELLOW: SS - SOCIAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	26.4	58.0	100.0	26.4	58.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

RESULT OF EXTERNAL AVAILABILITY ANALYSIS 100.0 26.4 58.0

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS 0.0 0.0 0.0

ESTIMATE OF AVAILABILITY 100.0 26.4 58.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: EN - ENGINEERING

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	27.1	37.9	100.0	27.1	37.9
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

RESULT OF EXTERNAL AVAILABILITY ANALYSIS 100.0 27.1 37.9

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS 0.0 0.0 0.0

ESTIMATE OF AVAILABILITY 100.0 27.1 37.9

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: HE - HEALTH SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	29.5	67.3	100.0	29.5	67.3
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

RESULT OF EXTERNAL AVAILABILITY ANALYSIS 100.0 29.5 67.3

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS 0.0 0.0 0.0

ESTIMATE OF AVAILABILITY 100.0 29.5 67.3

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: HU - HUMANITIES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	19.5	50.9	100.0	19.5	50.9
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS			100.0	19.5	50.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS			0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY			100.0	19.5	50.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: LS - LIFE SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	34.0	44.3	100.0	34.0	44.3
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	34.0	44.3
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	34.0	44.3

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: MA - MATHEMATICS AND COMPUTER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	39.6	23.8	100.0	39.6	23.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	39.6	23.8
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	39.6	23.8
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: MU - MULTI/INTERDISCIPLINARY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	17.9	15.9	100.0	17.9	15.9
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	17.9	15.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	17.9	15.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: PS - PHYSICAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	33.4	27.4	100.0	33.4	27.4
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	33.4	27.4
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	33.4	27.4
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4J TEACHING: SS - SOCIAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	26.4	58.0	100.0	26.4	58.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	26.4	58.0
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
ESTIMATE OF AVAILABILITY				100.0	26.4	58.0

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4K ATHLETICS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	12.2	24.3	50.0	6.1	12.2
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.6	57.4	50.0	11.3	28.7
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

				100.0	17.4	40.9
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY

				100.0	17.4	40.9
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4L OTHER PROFESSIONALS

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	22.0	58.1	55.0	12.1	32.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS

55.0 12.1 32.0

2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	5.9	59.6	45.0	2.7	26.8
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RESULT OF INTERNAL AVAILABILITY ANALYSIS

45.0 2.7 26.8

ESTIMATE OF AVAILABILITY

100.0 14.8 58.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4M ADVISOR/COUNSELOR

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	18.9	67.6	60.0	11.3	40.6
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	21.4	69.3	10.0	2.1	6.9
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				70.0	13.4	47.5
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.0	56.3	30.0	3.9	16.9
RESULT OF INTERNAL AVAILABILITY ANALYSIS				30.0	3.9	16.9
ESTIMATE OF AVAILABILITY				100.0	17.3	64.4

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4N EDUCATION SPECIALIST

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	20.6	61.0	80.0	16.5	48.8
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				80.0	16.5	48.8
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.0	56.3	20.0	2.6	11.3
RESULT OF INTERNAL AVAILABILITY ANALYSIS				20.0	2.6	11.3
ESTIMATE OF AVAILABILITY				100.0	19.1	60.1

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 40 ANALYST/INFORMATION TECHNOLOGY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	12.7	29.4	35.0	4.4	10.3
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	30.3	32.7	10.0	3.0	3.3
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	33.5	26.0	10.0	3.4	2.6
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				55.0	10.8	16.2
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	11.7	32.4	45.0	5.3	14.6
RESULT OF INTERNAL AVAILABILITY ANALYSIS				45.0	5.3	14.6
ESTIMATE OF AVAILABILITY				100.0	16.1	30.8

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4P CHAIR/HEAD/DIRECTOR (WITH FACULTY RANK)

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.0	0.0	0.0	0.0	0.0
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.0	0.0	0.0	0.0	0.0
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	13.4	27.5	100.0	13.4	27.5
RESULT OF INTERNAL AVAILABILITY ANALYSIS				100.0	13.4	27.5
ESTIMATE OF AVAILABILITY				100.0	13.4	27.5

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: TXXX TWIN CITIES and SYSTEMWIDE  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4Q ATTORNEY

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 07-08  
 RUN DATE: 10/31/07  
 PRINTED: 08/21/08

**FINAL**

RAW STATISTIC  
 MIN % FEM % WEIGHT % MINORITY % FEMALE %

1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA

1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	4.8	30.1	60.0	2.9	18.1
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	10.6	28.6	20.0	2.1	5.7
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	20.2	47.1	20.0	4.0	9.4
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.0	0.0	0.0	0.0	0.0

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RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.0	9.0	33.2
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2. INTERNAL AVAILABILITY FROM FEEDER GROUPS

2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.0	0.0	0.0	0.0	0.0
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RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.0	0.0	0.0
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ESTIMATE OF AVAILABILITY				100.0	9.0	33.2
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\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP