

ALL EMPLOYEES			FEMALES				MINORITIES					
EMPLOYEE GROUP	JOB GROUP	TOTAL	UTILIZATION		AVAILABILITY		ANNUAL PERCENTAGE RATE GOAL	UTILIZATION		AVAILABILITY		ANNUAL PERCENTAGE RATE GOAL
			#	%	#	%		#	%	#	%	
FACULTY												
FA 2	FACULTY: EN – Engineering	219	20	9.13%	32	14.84%	14.84%	47	21.46%	77	35.22%	35.22%
FA 2	FACULTY: HE – Health Sciences	1,396	475	34.03%	530	37.93%	37.93%	231	16.55%	331	23.71%	23.71%
FA 2	FACULTY: HU – Humanities	367	160	43.60%	183	49.80%	49.80%	65	17.71%	60	16.29%	NONE
FA 2	FACULTY: LS – Life Sciences	396	97	24.49%	128	32.32%	32.32%	48	12.12%	88	22.24%	22.24%
FA 2	FACULTY: MA – Mathematics and Computer	143	8	5.59%	31	21.56%	21.56%	34	23.78%	38	26.45%	26.45%
FA 2	FACULTY: MU – Multi/ Interdisciplinary	84	27	32.14%	34	41.01%	41.01%	9	10.71%	19	22.53%	22.53%
FA 2	FACULTY: PS – Physical Sciences	113	14	12.39%	24	21.58%	21.58%	15	13.27%	25	22.43%	22.43%
FA 2	FACULTY: SS - Social Sciences	737	269	36.50%	323	43.81%	43.81%	99	13.43%	147	19.88%	19.88%
TOTALS:		3,455	1,070	30.97%				548	15.86%			
ACADEMIC ADMINISTRATORS and PROFESSIONALS												
PA 1A	EXECUTIVE (UNIVERSITY/CAMPUS LEVEL)	80	37	46.25%	34	43.10%	NONE	7	8.75%	11	13.80%	13.80%
PA 1B	DIRECTOR (UNIVERSITY/CAMPUS/COLLEGE LEVEL)	257	132	51.36%	120	46.50%	NONE	24	9.34%	31	12.10%	12.10%
PA 4A	ASSOCIATE DIRECTOR (UNIVERSITY/CAMPUS/COLLEGE LEVEL)	115	69	60.00%	65	56.60%	NONE	7	6.09%	15	13.10%	13.10%
PA 4B	DEPARTMENTAL DIRECTOR	101	61	60.40%	56	55.90%	NONE	8	7.92%	14	13.40%	13.40%
PA 4C	PROGRAM DIRECTOR/COORDINATOR	844	590	69.91%	521	61.70%	NONE	80	9.48%	110	13.00%	13.00%
PA 4D	ASSOCIATE/ASSISTANT TO	478	320	66.95%	301	63.00%	NONE	39	8.16%	59	12.30%	12.30%
PA 4E	EXTENSION EDUCATOR	192	101	52.60%	126	65.50%	65.50%	8	4.17%	31	16.30%	16.30%
PA 4F	LIBRARIAN	103	68	66.02%	83	80.80%	80.80%	10	9.71%	12	11.70%	11.70%
PA 4G	DEVELOPMENT OFFICER	117	80	68.38%	70	59.50%	NONE	4	3.42%	20	17.40%	17.40%
PA 4H	HEALTH PROFESSIONAL	212	109	51.42%	120	56.60%	56.60%	31	14.62%	44	20.80%	20.80%
PA 4I	RESEARCH FELLOW: EN – Engineering	65	13	20.00%	11	17.50%	NONE	21	32.31%	35	53.20%	53.20%
PA 4I	RESEARCH FELLOW: HE – Health Sciences	289	149	51.56%	194	67.30%	67.30%	107	37.02%	85	29.50%	NONE
PA 4I	RESEARCH FELLOW: HU – Humanities	7	5	71.43%	4	50.90%	NONE	0	0.00%	1	19.50%	19.50%
PA 4I	RESEARCH FELLOW: LS – Life Sciences	243	106	43.62%	108	44.30%	44.30%	78	32.10%	83	34.00%	34.00%
PA 4I	RESEARCH FELLOW: MA – Mathematics and Computer	5	2	40.00%	1	23.80%	NONE	0	0.00%	2	39.60%	39.60%
PA 4I	RESEARCH FELLOW: MU – Multi/ Interdisciplinary	25	8	32.00%	4	15.90%	NONE	9	36.00%	4	17.90%	NONE
PA 4I	RESEARCH FELLOW: PS – Physical Sciences	60	14	23.33%	16	27.40%	27.40%	18	30.00%	20	33.40%	33.40%
PA 4I	RESEARCH FELLOW: SS - Social Sciences	116	78	67.24%	67	58.00%	NONE	12	10.34%	31	26.40%	26.40%
PA 4J	TEACHING: EN – Engineering	46	23	50.00%	17	37.90%	NONE	0	0.00%	12	27.10%	27.10%
PA 4J	TEACHING: HE – Health Sciences	80	68	85.00%	54	67.30%	NONE	9	11.25%	24	29.50%	29.50%
PA 4J	TEACHING: HU – Humanities	277	159	57.40%	141	50.90%	NONE	51	18.41%	54	19.50%	19.50%
PA 4J	TEACHING: LS – Life Sciences	17	10	58.82%	8	44.30%	NONE	1	5.88%	6	34.00%	34.00%
PA 4J	TEACHING: MA – Mathematics and Computer	35	6	17.14%	8	23.80%	23.80%	0	0.00%	14	39.60%	39.60%
PA 4J	TEACHING: MU – Multi/ Interdisciplinary	13	8	61.54%	2	15.90%	NONE	1	7.69%	2	17.90%	17.90%
PA 4J	TEACHING: PS – Physical Sciences	12	5	41.67%	3	27.40%	NONE	0	0.00%	4	33.40%	33.40%
PA 4J	TEACHING: SS - Social Sciences	407	206	50.61%	236	58.00%	58.00%	35	8.60%	107	26.40%	26.40%
PA 4K	ATHLETICS	91	26	28.57%	37	40.90%	40.90%	13	14.29%	16	17.40%	17.40%
PA 4L	OTHER PROFESSIONALS	45	21	46.67%	26	58.80%	58.80%	1	2.22%	7	14.80%	14.80%
PA 4M	ADVISOR/COUNSELOR	154	106	68.83%	99	64.40%	NONE	19	12.34%	27	17.30%	17.30%
PA 4N	EDUCATION SPECIALIST	115	84	73.04%	69	60.10%	NONE	11	9.57%	22	19.10%	19.10%
PA 4O	ANALYST/INFORMATION TECHNOLOGY	186	57	30.65%	57	30.80%	30.80%	23	12.37%	30	16.10%	16.10%
PA 4P	CHAIR/HEAD/DIRECTOR (WITH FACULTY RANK)	6	1	16.67%	2	27.50%	27.50%	1	16.67%	1	13.40%	NONE
PA 4Q	ATTORNEY	26	11	42.31%	9	33.20%	NONE	4	15.38%	2	9.00%	NONE
TOTALS:		4,819	2,733	56.71%				632	13.11%			

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

ALL EMPLOYEES			FEMALES				MINORITIES					
EMPLOYEE GROUP	JOB GROUP	TOTAL	UTILIZATION		AVAILABILITY		ANNUAL PERCENTAGE RATE GOAL	UTILIZATION		AVAILABILITY		ANNUAL PERCENTAGE RATE GOAL
			#	%	#	%		#	%	#	%	
CIVIL SERVICE/BARGAINING UNIT												
CS 1A	FISCAL	350	246	70.29%	225	64.30%	NONE	29	8.29%	30	8.70%	8.70%
CS 1B	OTHER	156	64	41.03%	61	39.40%	NONE	11	7.05%	12	7.90%	7.90%
CS 4A	ACCOUNTING	304	220	72.37%	179	58.90%	NONE	45	14.80%	48	15.90%	15.90%
CS 4B	INFORMATION TECHNOLOGY	816	262	32.11%	226	27.70%	NONE	101	12.38%	147	18.00%	18.00%
CS 4C	PERSONNEL	233	188	80.69%	177	76.00%	NONE	31	13.30%	31	13.40%	13.40%
CS 4D	SOCIAL SERVICES	400	336	84.00%	305	76.20%	NONE	63	15.75%	70	17.40%	17.40%
CS 4E	SCIENTIST	846	493	58.27%	410	48.50%	NONE	141	16.67%	173	20.40%	20.40%
CS 4F	FACILITIES	102	19	18.63%	20	19.40%	19.40%	7	6.86%	8	8.00%	8.00%
CS 4G	ENGINEERING	59	5	8.47%	7	12.40%	12.40%	4	6.78%	5	8.40%	8.40%
CS 4H	HEALTH	178	157	88.20%	118	66.40%	NONE	13	7.30%	14	7.80%	7.80%
CS 4I	COMMUNICATIONS MEDIA	196	143	72.96%	114	58.40%	NONE	15	7.65%	16	8.30%	8.30%
CS 4J	OTHER PROFESSIONALS	48	34	70.83%	31	64.80%	NONE	2	4.17%	2	4.80%	4.80%
CS 5A	DATA PROCESSING	122	29	23.77%	28	23.00%	NONE	13	10.66%	22	17.70%	17.70%
CS 5B	HEALTH/ENVIRONMENT	155	136	87.74%	109	70.20%	NONE	26	16.77%	24	15.60%	NONE
CS 5C	SOCIAL SERVICES	235	218	92.77%	192	81.80%	NONE	37	15.74%	35	15.00%	NONE
CS 5D	LAB TECH/ATTENDANTS	374	239	63.90%	191	51.00%	NONE	43	11.50%	49	13.20%	13.20%
CS 5E	LIBRARY	151	104	68.87%	93	61.90%	NONE	20	13.25%	15	9.70%	NONE
CS 5F	PROGRAM ASSOCIATE	143	124	86.71%	106	74.30%	NONE	19	13.29%	17	11.70%	NONE
CS 5G	COMMUNICATIONS MEDIA/ARTS	44	7	15.91%	12	28.10%	28.10%	1	2.27%	3	6.40%	6.40%
CS 5H	OTHER	410	347	84.63%	308	75.20%	NONE	32	7.80%	39	9.60%	9.60%
CS 6A	CLERICAL, NON-SUPERVISORY	53	49	92.45%	38	71.80%	NONE	14	26.42%	8	16.00%	NONE
CS 6B	CLERICAL, SUPERVISORY	102	87	85.29%	74	72.10%	NONE	6	5.88%	12	11.80%	11.80%
CS 6C	SECRETARIAL, NON-SUPERVISORY	1,746	1412	80.87%	1411	80.80%	NONE	258	14.78%	215	12.30%	NONE
CS 6D	SECRETARIAL, SUPERVISORY	130	124	95.38%	109	83.90%	NONE	11	8.46%	13	10.00%	10.00%
CS 6E	DATA ENTRY	3	3	100.00%	2	67.30%	NONE	1	33.33%	1	17.10%	NONE
CS 7A	CRAFTS/TRADES	330	8	2.42%	9	2.80%	2.80%	12	3.64%	24	7.20%	7.20%
CS 7B	OTHER	173	9	5.20%	14	7.90%	7.90%	7	4.05%	21	12.00%	12.00%
CS 8A	FOOD SERVICE	154	85	55.19%	74	48.10%	NONE	60	38.96%	69	44.90%	44.90%
CS 8B	SUPERVISORS	36	17	47.22%	12	34.40%	NONE	3	8.33%	4	11.00%	11.00%
CS 8C	ATTENDANTS	42	14	33.33%	17	41.30%	41.30%	19	45.24%	16	38.60%	NONE
CS 8D	STORES	32	4	12.50%	8	25.70%	25.70%	4	12.50%	9	26.60%	26.60%
CS 8E	POLICE	45	10	22.22%	6	13.60%	NONE	2	4.44%	5	10.70%	10.70%
CS 8F	CUSTODIAL/GROUNDS	681	209	30.69%	142	20.80%	NONE	253	37.15%	274	40.30%	40.30%
CS 8G	OTHER	109	19	17.43%	28	25.80%	25.80%	14	12.84%	28	26.10%	26.10%
TOTALS:		8,958	5,421	60.52%				1,317	14.70%			