

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	
			#	%	#	%		#	%	#	%		
FACULTY													
FA	2	FACULTY: HU - Humanities	13	7	53.85%	6	49.80%	NONE	2	15.38%	2	16.29%	16.29%
FA	2	FACULTY: LS - Life Sciences	18	5	27.78%	6	32.32%	32.32%	1	5.56%	4	22.24%	22.24%
FA	2	FACULTY: MA - Mathematics and Computer	14	6	42.86%	3	21.56%	NONE	2	14.29%	4	26.45%	26.45%
FA	2	FACULTY: SS - Social Sciences	6	1	16.67%	3	43.81%	43.81%	1	16.67%	1	19.88%	19.88%
TOTALS:			51	19	37.25%				6	11.76%			
ACADEMIC ADMINISTRATORS and PROFESSIONALS													
PA	1	EXECUTIVE	5	1	20.00%	2	44.80%	44.80%	0	0.00%	1	12.95%	12.95%
PA	4	PROFESSIONAL	84	35	41.67%	40	47.85%	47.85%	8	9.52%	18	21.60%	21.60%
TOTALS:			89	36	40.45%				8	8.99%			
CIVIL SERVICE/BARGAINING UNIT													
CS	1	EXECUTIVE	3	0	0.00%	1	43.40%	43.40%	0	0.00%	0	3.40%	3.40%
CS	4	PROFESSIONAL	29	16	55.17%	19	66.32%	66.32%	0	0.00%	1	3.77%	3.77%
CS	5	TECHNICAL	25	20	80.00%	16	62.10%	NONE	3	12.00%	1	3.00%	NONE
CS	6	CLERICAL	25	22	88.00%	19	75.90%	NONE	0	0.00%	1	3.40%	3.40%
CS	7	SKILLED	14	0	0.00%	1	4.20%	4.20%	0	0.00%	0	2.10%	2.10%
CS	8	SERVICE	30	21	70.00%	13	44.42%	NONE	0	0.00%	2	5.32%	5.32%
TOTALS:			126	79	62.70%				3	2.38%			