

UNIVERSITY OF MINNESOTA
AFFIRMATIVE ACTION PLAN
WORKFORCE ANALYSIS

| JOB CODE | JOB CODE DESCR | TOTAL EMPLOYEES | | | | | | | MINORITY EMPLOYEES | | | | | | | | TOT MIN | PCT MIN |
|----------------------|--------------------------------|-----------------|-------|-------|------|--------|------------|-------|--------------------|--------|------|---------|-------|--------|------|----|---------|---------|
| | | SALARY PLAN | GRADE | TOTAL | MALE | FEMALE | PCT FEMALE | MALES | | | | FEMALES | | | | | | |
| | | | | | | | | BLACK | ASIAN | NATIVE | HISP | BLACK | ASIAN | NATIVE | HISP | | | |
| 9308 | Vice Chancellor | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9334 | Director Campus/College Level | A1 | 04 | 2 | 1 | 1 | 50% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9337 | Departmental Director | A1 | 04 | 3 | 1 | 2 | 67% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9340 | Program Director | A1 | 04 | 4 | 4 | 0 | 0% | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 25% | |
| 9354 | Coordinator | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 100% | |
| 9715 | Assistant Librarian | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9753 | Lecturer | A1 | 04 | 13 | 7 | 6 | 46% | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 15% | |
| 9754 | Teaching Specialist | A1 | 02 | 19 | 6 | 13 | 68% | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 11% | |
| 9706 | Assistant Counselor | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9744 | Early Childhood Specialist | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9747 | Assistant Education Specialist | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 0760 | Library Manager | L12 | BAND | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8635 | Info Tech Prof | I1 | BAND | 3 | 2 | 1 | 33% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8636 | Info Tech Prof | I2 | BAND | 2 | 2 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 7461 | Prin Student Personnel Worker | C1 | 10 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8260 | Student Support Services Asst | C1 | 06 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8463 | Student Personnel Coordinator | C1 | 07 | 5 | 1 | 4 | 80% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 7315 | Community Program Specialist | R2 | 00 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 3524 | Nursing Professional | H6 | BAND | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8330 | Environmntl Health&Safety Spec | C1 | 12 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 7451 | Prin Media Resources Producer | C1 | 16 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8450 | Sr Media Resources Producer | C1 | 10 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4907 | Applications Programmer | T1 | 27 | 2 | 2 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4978 | Digital Equipment Service Spec | T1 | 32 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4909 | Child Care Teacher | T1 | 17 | 4 | 0 | 4 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4912 | Community Program Assistant | T1 | 12 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4925 | Lab Services Coordinator | T1 | 18 | 3 | 0 | 3 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4944 | Junior Laboratory Technician | T1 | 01 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 4995 | Library Assistant 1 | T1 | 06 | 2 | 1 | 1 | 50% | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 50% | |
| 4996 | Library Assistant 2 | T1 | 16 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 8208 | Program Associate | C1 | 08 | 7 | 1 | 6 | 86% | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 29% | |
| 1811 | Office Support Assistant | C4 | 26 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 1826 | Prin Ofc & Admin Specialist | C4 | 28 | 3 | 0 | 3 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 1865 | Executive Oper/Stud Svs Spec | C4 | 29 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 1885 | Executive Ofc and Admin Spec | C4 | 29 | 5 | 1 | 4 | 80% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 6039 | Farm Animal Attendant | S1 | 29 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 7175 | Audiovisual Operations Manager | C1 | 10 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9401 | Professor | A1 | 05 | 7 | 5 | 2 | 29% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9402 | Associate Professor | A1 | 05 | 18 | 13 | 5 | 28% | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 11% | |
| 9403 | Assistant Professor | A1 | 05 | 6 | 3 | 3 | 50% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9402 | Associate Professor | A1 | 05 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% | |
| 9403 | Assistant Professor | A1 | 05 | 9 | 7 | 2 | 22% | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 33% | |
| 9404 | Instructor | A1 | 04 | 10 | 4 | 6 | 60% | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 10% | |
| UMC-ACADEMIC AFFAIRS | | | | 150 | 71 | 79 | 53% | 4 | 5 | 0 | 0 | 1 | 4 | 0 | 1 | 15 | 10% | |

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|--------------------------|--------------------------------|-----------------|-------|-------|------|--------|------------|-------|--------------------|--------|------|---------|-------|--------|------|---|---------|---------|
| | | SALARY PLAN | GRADE | TOTAL | MALE | FEMALE | PCT FEMALE | MALES | | | | FEMALES | | | | | | |
| | | | | | | | | BLACK | ASIAN | NATIVE | HISP | BLACK | ASIAN | NATIVE | HISP | | | |
| 9334 | Director Campus/College Level | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9353 | Assistant To | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 7206 | Administrative Professional | R2 | 00 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 7158 | Facilities Manager | C1 | 25 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8214 | Accountant | C1 | 06 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 7149 | Landscape Maintenance Supv | C1 | 12 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 7106 | Maint/Operations Supervisor | C1 | 16 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8208 | Program Associate | C1 | 08 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8200 | Administrative Aide | C1 | 06 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 7809 | Prin Accounts Spec/Acct Supv | C3 | 25 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1811 | Office Support Assistant | C4 | 26 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1826 | Prin Ofc & Admin Specialist | C4 | 28 | 2 | 0 | 2 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1858 | Principal Accounts Specialist | C4 | 28 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1865 | Executive Oper/Stud Svs Spec | C4 | 29 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1885 | Executive Ofc and Admin Spec | C4 | 29 | 2 | 0 | 2 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6047 | Parking Enforcement Officer | S1 | 14A | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6059 | Maintenance Carpenter | S1 | 43 | 2 | 2 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6065 | Maintenance Electrician | S1 | 43 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6069 | Maintenance Painter | S1 | 43 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6075 | Maintenance Plumber | S1 | 43 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6032 | Mechanic 2 | S1 | 46A | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6043 | Operating Engineer | S1 | 39 | 3 | 3 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6044 | Senior Operating Engineer | S1 | 47 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6055 | MaintenceOperations Mechanic | S1 | 32 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6064 | Senior Maintenance Electrician | S1 | 47 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6087 | Maintenance Equipment Operator | S1 | 39 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 7105 | General Maintenance Supervisor | C1 | 10 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6001 | Senior Cashier/Food Aide | S2 | 10 | 2 | 0 | 2 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6071 | Food Service Worker | S2 | 05 | 5 | 0 | 5 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6072 | Senior Food Service Worker | S2 | 08 | 2 | 0 | 2 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6074 | Cook | S2 | 21 | 4 | 1 | 3 | 75% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6008 | Lead Stores Clerk | S2 | 19 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6025 | Building and Grounds Worker | S2 | 14 | 12 | 5 | 7 | 58% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6041 | Gardener | S1 | 31A | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6052 | General Mechanic | S1 | 15 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| UMC-FINANCE & OPERATIONS | | | | 60 | 29 | 31 | 52% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |

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|---------------------------|--------------------------------|-----------------|-------|-------|------|--------|------------|--------------------|-------|--------|------|---------|-------|--------|------|---------|---------|
| | | SALARY PLAN | GRADE | TOTAL | MALE | FEMALE | PCT FEMALE | MALES | | | | FEMALES | | | | TOT MIN | PCT MIN |
| | | | | | | | | BLACK | ASIAN | NATIVE | HISP | BLACK | ASIAN | NATIVE | HISP | | |
| 9305 | Chancellor | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9340 | Program Director | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9341 | Associate Program Director | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8200 | Administrative Aide | C1 | 06 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| UMC-CHANCELLOR'S OFFICE | | | | 4 | 2 | 2 | 50% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9309 | Associate Vice Chancellor | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9337 | Departmental Director | A1 | 04 | 3 | 1 | 2 | 67% | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 33% |
| 8635 | Info Tech Prof | I1 | BAND | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8460 | Student Personnel Worker | C1 | 07 | 6 | 1 | 5 | 83% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1811 | Office Support Assistant | C4 | 26 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1826 | Prin Ofc & Admin Specialist | C4 | 28 | 2 | 0 | 2 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| UMC-ENROLLMENT MANAGEMENT | | | | 14 | 3 | 11 | 79% | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7% |
| 9335 | Associate Director Cmp/Col | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9336 | Assistant Director Cmp/Col | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9337 | Departmental Director | A1 | 04 | 3 | 2 | 1 | 33% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9340 | Program Director | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9338 | Associate Department Director | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9339 | Assistant Department Director | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9341 | Associate Program Director | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9791 | Head Coach | A1 | 04 | 11 | 11 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9793 | Assistant Coach | A1 | 04 | 11 | 9 | 2 | 18% | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 9% |
| 9794 | Athletic Trainer | A1 | 04 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 9795 | Assistant Athletic Trainer | A1 | 04 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8348 | Graphic Designer/Media Artist | R2 | 00 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 8431 | Editor | C1 | 08 | 1 | 1 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1885 | Executive Ofc and Admin Spec | C4 | 29 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1888 | Executive Accounts Specialist | C4 | 29 | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 6085 | Copy Center Equipment Operator | S1 | 12B | 1 | 0 | 1 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| UMC-UNIVERSITY RELATIONS | | | | 38 | 27 | 11 | 29% | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 3% |
| TOTAL THIS AAP - CXXX | | | | 266 | 132 | 134 | 50% | 5 | 5 | 0 | 1 | 1 | 4 | 0 | 1 | 17 | 6% |