

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: EN – Engineering	43	5	11.63%	6	14.84%	14.84%	14	32.56%	15	35.22%	35.22%
FA	2	FACULTY: HE – Health Sciences	11	9	81.82%	4	37.93%	NONE	1	9.09%	3	23.71%	23.71%
FA	2	FACULTY: HU – Humanities	154	83	53.90%	77	49.80%	NONE	19	12.34%	25	16.29%	16.29%
FA	2	FACULTY: LS – Life Sciences	22	5	22.73%	7	32.32%	32.32%	1	4.55%	5	22.24%	22.24%
FA	2	FACULTY: MA – Mathematics and Computer	40	12	30.00%	9	21.56%	NONE	6	15.00%	11	26.45%	26.45%
FA	2	FACULTY: MU – Multidisciplinary	6	4	66.67%	2	39.30%	NONE	0	0.00%	1	20.90%	20.90%
FA	2	FACULTY: PS – Physical Sciences	43	10	23.26%	9	21.58%	NONE	3	6.98%	10	22.43%	22.43%
FA	2	FACULTY: SS - Social Sciences	233	126	54.08%	102	43.81%	NONE	42	18.03%	46	19.88%	19.88%
TOTALS:			552	254	46.01%				86	15.58%			
ACADEMIC ADMINISTRATORS and PROFESSIONALS													
PA	1	EXECUTIVE	36	13	36.11%	16	45.47%	45.47%	2	5.56%	5	12.62%	12.62%
PA	4	PROFESSIONAL	206	91	44.17%	111	53.94%	53.94%	17	8.25%	38	18.61%	18.61%
TOTALS:			242	104	42.98%				19	7.85%			
CIVIL SERVICE/BARGAINING UNIT													
CS	1	EXECUTIVE	47	28	59.57%	27	57.14%	NONE	1	2.13%	1	2.26%	2.26%
CS	4	PROFESSIONAL	224	122	54.46%	117	52.33%	NONE	12	5.36%	15	6.80%	6.80%
CS	5	TECHNICAL	100	67	67.00%	69	68.50%	68.50%	3	3.00%	3	3.24%	3.24%
CS	6	CLERICAL	227	215	94.71%	181	79.78%	NONE	10	4.41%	9	4.04%	NONE
CS	7	SKILLED	38	0	0.00%	2	5.50%	5.50%	1	2.63%	1	2.90%	2.90%
CS	8	SERVICE	169	57	33.73%	51	30.15%	NONE	8	4.73%	11	6.77%	6.77%
TOTALS:			805	489	60.75%				35	4.35%			