

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			
9311	Dean	A1	04	1	0	1	100%	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%
9335	Associate Director Cmp/Col	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
9337	Departmental Director	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
9354	Coordinator	A1	04	5	2	3	60%	0	0	0	0	0	0	0	0	0	0	0%
9339	Assistant Department Director	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
9715	Assistant Librarian	A1	04	4	1	3	75%	0	0	0	0	0	1	0	0	1	25%	
9753	Lecturer	A1	04	2	2	0	0%	0	1	0	0	0	0	0	0	1	50%	
9754	Teaching Specialist	A1	02	4	2	2	50%	0	0	1	0	0	0	0	0	1	25%	
9729	Continuing Educ Specialist	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
8635	Info Tech Prof	I1	BAND	2	2	0	0%	0	0	0	0	0	0	0	0	0	0%	
8636	Info Tech Prof	I2	BAND	4	3	1	25%	0	0	0	0	0	0	0	0	0	0%	
7185	Exec Student Personnel Worker	C1	16	1	0	1	100%	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%	
7315	Community Program Specialist	R2	00	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
7459	Dir, Broadcast Engineering, UMM	C1	14	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
4951	Info Tech Specialist	T1	30	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
4975	Electronics Technician	T1	16B	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
4976	Senior Electronics Technician	T1	23	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
4912	Community Program Assistant	T1	12	3	1	2	67%	0	0	1	0	0	0	0	0	1	33%	
4996	Library Assistant 2	T1	16	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
4997	Library Assistant 3	T1	28	3	0	3	100%	0	0	0	0	0	0	0	0	0	0%	
8208	Program Associate	C1	08	2	0	2	100%	0	0	0	0	0	0	0	0	0	0%	
4968	Sr Communications Technician	T1	25	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
7201	Associate Administrator	C1	11	2	0	2	100%	0	0	0	0	0	0	0	0	0	0%	
8205	Executive Assistant	R2	00	2	0	2	100%	0	0	0	0	0	0	0	0	0	0%	
7824	Office Supervisor	C3	23	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
1826	Prin Ofc & Admin Specialist	C4	28	6	0	6	100%	0	0	0	0	0	0	0	0	0	0%	
1885	Executive Ofc and Admin Spec	C4	29	6	0	6	100%	0	0	0	0	0	0	0	0	0	0%	
1888	Executive Accounts Specialist	C4	29	2	0	2	100%	0	0	0	0	0	0	0	0	0	0%	
7834	Executive Secretary	C3	26	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
9402	Associate Professor	A1	05	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
UMM-ACADEMIC AFFAIRS				66	23	43	65%	0	1	2	0	0	1	0	0	4	6%	

UNIVERSITY OF MINNESOTA  
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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			
9337	Departmental Director	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
9753	Lecturer	A1	04	5	0	5	100%	0	0	0	0	0	0	0	0	0	0	0%
9754	Teaching Specialist	A1	02	2	0	2	100%	0	0	0	0	0	0	0	0	0	0	0%
9791	Head Coach	A1	04	5	4	1	20%	0	0	0	1	0	0	0	0	1	20%	
9794	Athletic Trainer	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
0764	Sports Promotion/Info Director	C1	16	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
1826	Prin Ofc & Admin Specialist	C4	28	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%
1888	Executive Accounts Specialist	C4	29	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
9401	Professor	A1	05	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
9402	Associate Professor	A1	05	3	0	3	100%	0	0	0	0	0	0	0	0	0	0	0%
9403	Assistant Professor	A1	05	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
UMM-ELEM & SCNDRY EDUC, DIV OF				24	7	17	71%	0	0	0	1	0	0	0	0	1	4%	
9753	Lecturer	A1	04	6	6	0	0%	0	1	0	0	0	0	0	0	1	17%	
9754	Teaching Specialist	A1	02	17	4	13	76%	0	1	0	0	0	0	0	1	2	12%	
4936	Actor Technician	T1	08	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
8494	Musician	R2	00	1	1	0	0%	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%	
1885	Executive Ofc and Admin Spec	C4	29	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
7834	Executive Secretary	C3	26	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
9401	Professor	A1	05	8	4	4	50%	0	0	0	1	0	0	0	0	1	13%	
9402	Associate Professor	A1	05	13	6	7	54%	0	0	0	0	0	0	0	0	0	0%	
9403	Assistant Professor	A1	05	13	7	6	46%	0	0	0	0	0	0	1	0	1	8%	
9404	Instructor	A1	04	2	1	1	50%	0	0	0	0	0	0	0	0	0	0%	
9401	Professor	A1	05	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
9404	Instructor	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
UMM-HUMANITIES, DIV OF				66	30	36	55%	0	2	0	1	0	0	1	1	5	8%	

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		SALARY PLAN	GRADE	TOTAL	MALE	FEMALE	PCT FEMALE	MALES				FEMALES						
								BLACK	ASIAN	NATIVE	HISP	BLACK	ASIAN	NATIVE	HISP			
9753	Lecturer	A1	04	2	0	2	100%	0	0	0	0	0	0	0	0	0	0	0%
9754	Teaching Specialist	A1	02	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
4925	Lab Services Coordinator	T1	18	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%
1888	Executive Accounts Specialist	C4	29	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
9401	Professor	A1	05	13	11	2	15%	0	0	0	0	0	1	0	0	1	8%	
9402	Associate Professor	A1	05	9	7	2	22%	0	1	0	0	0	0	0	0	1	11%	
9403	Assistant Professor	A1	05	12	5	7	58%	0	1	0	0	0	1	0	0	2	17%	
9403	Assistant Professor	A1	05	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
9404	Instructor	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
UMM-SCIENCE & MATH, DIV OF				43	23	20	47%	0	2	0	0	0	2	0	0	4	9%	
9753	Lecturer	A1	04	5	3	2	40%	0	0	0	0	0	0	0	0	0	0%	
9754	Teaching Specialist	A1	02	2	2	0	0%	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	1	0	1	100%	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%	
9401	Professor	A1	05	5	5	0	0%	0	0	0	0	0	0	0	0	0	0%	
9402	Associate Professor	A1	05	13	7	6	46%	1	1	0	0	0	1	0	0	3	23%	
9403	Assistant Professor	A1	05	8	1	7	88%	0	1	0	0	0	0	1	0	2	25%	
9402	Associate Professor	A1	05	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
9403	Assistant Professor	A1	05	2	0	2	100%	0	0	0	0	0	0	0	0	0	0%	
UMM-SOCIAL SCIENCES, DIV OF				39	19	20	51%	1	2	0	0	0	1	1	0	5	13%	

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		SALARY PLAN	GRADE	TOTAL	MALE	FEMALE	PCT FEMALE	MALES				FEMALES						
								BLACK	ASIAN	NATIVE	HISP	BLACK	ASIAN	NATIVE	HISP			
9353	Assistant To	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
0206	Administrative Professional	R2	00	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
8385	Community Health Coordinator	C1	08	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
7201	Associate Administrator	C1	11	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
0852	Personnel Assistant	C3	22	1	0	1	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	1	0	1	100%	
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	1	0	0	1	50%	
1888	Executive Accounts Specialist	C4	29	2	0	2	100%	0	0	0	0	0	0	0	0	0	0	0%
6023	Guard	S2	07	3	3	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6912	Police Officer	L1	01	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
7151	Police Lieutenant	R2	00	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
UMM-FINANCE				16	5	11	69%	0	0	0	0	0	1	1	0	2	13%	
0644	Senior Bookstore Manager	C1	14	1	0	1	100%	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%
1885	Executive Ofc and Admin Spec	C4	29	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
6066	Automotive Mechanic	S1	34	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6068	Senior Automotive Mechanic	S1	40	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6071	Food Service Worker	S2	05	18	3	15	83%	0	0	0	0	0	0	0	1	1	6%	
6072	Senior Food Service Worker	S2	08	6	0	6	100%	0	0	0	0	0	0	0	0	0	0	0%
6074	Cook	S2	21	2	1	1	50%	0	0	0	0	0	0	0	0	0	0	0%
6082	Baker	S2	16A	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
7091	Senior Production Supervisor	C1	10	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6025	Building and Grounds Worker	S2	14	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
6085	Copy Center Equipment Operator	S1	12B	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
UMM-GENERAL SERVICES OFC				37	8	29	78%	0	0	0	0	0	0	0	1	1	3%	

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		SALARY PLAN	GRADE	TOTAL	MALE	FEMALE	PCT FEMALE	MALES				FEMALES						
								BLACK	ASIAN	NATIVE	HISP	BLACK	ASIAN	NATIVE	HISP			
9305	Chancellor	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
9308	Vice Chancellor	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
9309	Associate Vice Chancellor	A1	04	1	0	1	100%	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%
9717	Development Officer	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
8350	Junior Scientist	C1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
7148	Prin Building/Grounds Supv	C1	10	1	0	1	100%	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%
8374	Engineer	C1	17	1	1	0	0%	0	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	0%
8441	Principal Informational Rep	C1	10	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
8442	Public Relations Rep	C1	11	1	0	1	100%	0	0	0	0	1	0	0	0	0	0	0%
4951	Info Tech Specialist	T1	30	1	0	1	100%	0	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	0%
8208	Program Associate	C1	08	2	0	2	100%	0	0	0	0	2	0	0	0	0	0	0%
7201	Associate Administrator	C1	11	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
8205	Executive Assistant	R2	00	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
7824	Office Supervisor	C3	23	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
1811	Office Support Assistant	C4	26	3	0	3	100%	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%
1885	Executive Ofc and Admin Spec	C4	29	1	0	1	100%	0	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	0%
6059	Maintenance Carpenter	S1	43	3	3	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6065	Maintenance Electrician	S1	43	3	3	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%
6076	Senior Maintenance Painter	S1	47	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6078	Maintenance Refrigeration Mech	S1	43	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6035	Senior Maintenance Carpenter	S1	47	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6043	Operating Engineer	S1	39	5	5	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6073	Senior Maintenance Plumber	S1	47	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%
6025	Building and Grounds Worker	S2	14	15	10	5	33%	0	0	0	0	0	0	0	0	0	0	0%
6041	Gardener	S1	31A	4	3	1	25%	0	0	0	0	0	0	0	0	0	0	0%
6077	Senior Gardener	S1	41A	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
6019	Sr Heating Control Specialist	S1	46C	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
6095	Delivery Service Driver	S1	23	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
UMM-CHANCELLOR'S OFC				68	39	29	43%	0	0	0	0	0	0	0	0	0	0	0%

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								BLACK	ASIAN	NATIVE	HISP	BLACK	ASIAN	NATIVE	HISP			
9308	Vice Chancellor	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0	0%
9309	Associate Vice Chancellor	A1	04	1	1	0	0%	0	0	0	1	0	0	0	0	0	1	100%
9310	Assistant Vice Chancellor	A1	04	1	1	0	0%	0	0	0	0	0	0	0	0	0	0	0%
9337	Departmental Director	A1	04	4	2	2	50%	0	0	0	0	0	0	0	1	1	25%	
9354	Coordinator	A1	04	11	6	5	45%	1	0	1	0	0	0	0	0	2	18%	
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	4	2	2	50%	0	0	0	0	0	1	0	0	1	25%	
9791	Head Coach	A1	04	4	4	0	0%	0	0	0	1	0	0	0	0	1	25%	
9793	Assistant Coach	A1	04	9	7	2	22%	1	0	0	0	0	0	1	0	2	22%	
9704	Senior Counselor	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
9705	Counselor	A1	04	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
7206	Administrative Professional	R2	00	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
8461	Prin Student Personnel Worker	C1	10	2	0	2	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%	
4936	Actor Technician	T1	08	1	1	0	0%	0	0	0	0	0	0	0	0	0	0%	
8201	Associate Administrator	C1	11	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
1811	Office Support Assistant	C4	26	2	0	2	100%	0	0	0	0	0	0	0	0	0	0%	
1826	Prin Ofc & Admin Specialist	C4	28	1	0	1	100%	0	0	0	0	0	0	0	0	0	0%	
1865	Executive Oper/Stud Svs Spec	C4	29	3	0	3	100%	0	0	0	0	0	1	0	0	1	33%	
1885	Executive Ofc and Admin Spec	C4	29	7	0	7	100%	0	0	0	0	0	0	0	0	0	0%	
6018	Sr Building and Grounds Worker	S1	16	1	0	1	100%	0	0	0	0	0	0	1	0	1	100%	
6025	Building and Grounds Worker	S2	14	7	4	3	43%	0	0	0	0	0	0	1	0	1	14%	
UMM-STUDENT AFFAIRS				65	29	36	55%	2	0	1	2	0	2	3	1	11	17%	
TOTAL THIS AAP - MXXX				424	183	241	57%	3	7	3	4	0	7	6	3	33	8%	