

GOALS AND TIMETABLES for UNCLASSIFIED and CLASSIFIED EMPLOYMENT
MINNESOTA STATE UNIVERSITY, MANKATO
Data as of March 25, 2004

*Includes 2 & 4 Year Fixed Term Appointments

JOB GROUP	MINORITIES			WOMEN			PERSONS with a DISABILITY		
	Number Underutilized	Goal	Timetable	Number Underutilized	Goal	Timetable	Number Underutilized	Goal	Timetable
Unclassified Positions									
President & VPs	0	0		0	0		1	0	No anticipated vacancies.
All Deans	0	0		0	0		1	1	One year.
Administration	0	0		0	0		5	3	Two years.
Professionals	0	0		0	0		7	4	Two years.
Faculty									
Allied Health & Nursing	9	2	Two years.	0	0		5	1	Two years.
Arts and Humanities	13	2	Two years.	1	1	Two years.	7	1	Two years.
Business	1	1	One year.	9	2	Two years.	3	0	Few anticipated vacancies.
Education	5	2	Two years.	0	0		4	1	Two years.
Libraries	3	1	Two years.	0	0		1	0	Few anticipated vacancies.
Social/Behavioral Sciences	0	0		8	2	Two years.	9	2	Two years.
Science, Engineering, Tech	3	1	Two years.	27	3	Two years.	10	2	Two years.
Professional, Other	6	1	Two years.	4	0	Few anticipated vacancies.	2	0	Few anticipated vacancies.
Classified									
Exec, Adm, Mgr	1	1	Two years.	4	2	Two years.	2	2	Two years.
Professional	2	2	Two years.	3	2	Two years.	6	2	Two years.
Clerical/Secretarial	13	4	Two years.	0	0		12	4	Two years.
Technical/Paraprofessional	0	0		2	1	Two years.	1	1	Two years.
Skilled Craft	2	1	Two years.	1	1	Two years.	4	2	Two years.
Service/Maintenance	9	2	Two years.	9	2	Two years.	7	2	Two years.

Workforce Utilization Analysis

Data as of March 25, 2004

		ALL EMPLOYEES				MINORITIES					WOMEN			DISABILITY				
JOB GROUP	JOB GROUP CODE	TOTAL	MALE	FEMALE	DISA-BILITY	TOTAL MINORITIES	% IN GROUP	% AVAIL-ABILITY	UNDER UTILIZED		% IN GROUP	% AVAIL-ABILITY	UNDER UTILIZED		% IN GROUP	% AVAIL-ABILITY	UNDER UTILIZED	
Unclassified Positions																		
President & VPs	A	12	8	4	0	0	0.0%	5.1%	0	NO	33.3%	37.8%	0	NO	0.0%	11.31%	1	YES
All Deans	A	11	6	5	0	2	18.2%	5.1%	0	NO	45.5%	37.8%	0	NO	0.0%	11.31%	1	YES
Administration	A	45	19	26	0	2	4.4%	5.1%	0	NO	57.8%	37.8%	0	NO	0.0%	11.31%	5	YES
Professionals	C	68	30	38	0	9	13.2%	8.0%	0	NO	55.9%	53.8%	0	NO	0.0%	10.88%	7	YES
Faculty																		
Allied Health & Nursing	B	56	19	37	1	2	3.6%	20.0%	9	YES	66.1%	46.3%	0	NO	1.8%	10.9%	5	YES
Arts and Humanities	B	83	46	37	2	3	3.6%	20.0%	13	YES	44.6%	46.3%	1	YES	2.4%	10.9%	7	YES
Business	B	44	33	11	1	7	15.9%	20.0%	1	YES	25.0%	46.3%	9	YES	2.3%	10.9%	3	YES
Education	B	53	22	31	1	5	9.4%	20.0%	5	YES	58.5%	46.3%	0	NO	1.9%	10.9%	4	YES
Libraries	B	17	6	11	0	0	0.0%	20.0%	3	YES	64.7%	46.3%	0	NO	0.0%	10.9%	1	YES
Social/Behavioral Sciences	B	96	60	36	1	20	20.8%	20.0%	0	NO	37.5%	46.3%	8	YES	1.0%	10.9%	9	YES
Science, Engineering, Tech	B	109	86	23	1	18	16.5%	20.0%	3	YES	21.1%	46.3%	27	YES	0.9%	10.9%	10	YES
Professional, Other	B	36	24	12	1	1	2.8%	20.0%	6	YES	33.3%	46.3%	4	YES	2.8%	10.9%	2	YES
Classified																		
Exec, Admn, Mgr	A	28	22	6	1	0	0.0%	5.1%	1	YES	21.4%	37.8%	4	YES	3.6%	11.3%	2	YES
Professional	C	58	30	28	0	2	3.4%	8.0%	2	YES	48.3%	53.8%	3	YES	0.0%	10.9%	6	YES
Clerical/Secretarial	D	160	8	152	6	0	0.0%	8.2%	13	YES	95.0%	67.7%	0	NO	3.8%	11.6%	12	YES
Technical/Paraprofessional	E	26	12	14	1	1	3.8%	6.8%	0	NO	53.8%	63.1%	2	YES	3.8%	11.5%	1	YES
Skilled Craft	F	40	38	2	0	0	0.0%	7.1%	2	YES	5.0%	7.8%	1	YES	0.0%	11.6%	4	YES
Service/Maintenance	G	84	57	27	2	3	3.6%	14.3%	9	YES	32.1%	43.6%	9	YES	2.4%	11.4%	7	YES

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	Number Underutilized	Goal	Timetable	Number Underutilized	Goal	Timetable	Number Underutilized	Goal	Timetable
Unclassified Positions									
President & VPs	0			0			1	1	2 years
All Deans	0			0			1	1	2 years
Administration	0			0			5	3	2 years
Professionals	0			0			7	4	2 years
Faculty									
Allied Health & Nursing	6	3	2 years	0			5	2	2 years
Arts and Humanities	16	4	2 years	1	1	1 year	7	2	2 years
Business	0			9	4	2 years	4	2	2 years
Education	5	3	2 years	0			4	2	2 years
Libraries	3	2	2 years	0			2	2	2 years
Social/Behavioral Sciences	0			6	3	2 years	9	3	2 years
Science, Engineering, Tech	7	3	2 years	30	5	2 years	10	4	2 years
Professional, Other	5	2	2 years	5	2	1 year	2	2	2 years
Classified									
Exec, Adm, Mgr	1	1	1 year	2	2	2 years	3	3	2 years
Professional	1	1	1 year	2	2	2 years	6	3	2 years
Clerical/Secretarial	14	6	2 years	0			14	5	2 years
Technical/ Paraprofessional	0			1	1	1 year	1	1	1 year
Skilled Craft	2	2	2 years	1	1	1 year	5	2	2 years
Service/Maintenance	9	4	2 years	10	3	2 years	7	3	2 years