

**UTILIZATION ANALYSIS CHART
2008 - 2010**

UTILIZATION ANALYSIS for a State Agency - St. Cloud State University

| EEO Job Group | Protected Group: WOMEN | | | | | | MINORITIES | | | | |
|--|-------------------------------|--|--------------------------|---|-----------------------------|------------------------------|---|-------------------------------|--|-----------------------------|------------------------------|
| | A TOTAL Number in Group | B Total Number of WOMEN in Group | C % WOMEN in Group | D Availability % WOMEN (from Census Tables) | E Availability Number | F Number Underutilized | B Total Number of MINORITIES in Group | C % MINORITIES in Group | D Availability % MINORITIES (from Census Tables) | E Availability Number | F Number Underutilized |
| Officials and Administrators (220) | 37 | 13 | 35% | 37.8% | 14 | -1 | 5 | 14% | 5.1% | 2 | 3 |
| Professionals-Faculty/Coaches (209) | 618 | 254 | 41% | 53.8% | 332 | -78 | 122 | 20% | 8.0% | 49 | 73 |
| Professionals-MSUAASF & Health Prof. (211,213) | 141 | 82 | 58% | 53.8% | 76 | 6 | 9 | 6% | 8.0% | 11 | -2 |
| Technicians (204,205,207) | 32 | 24 | 75% | 63.1% | 20 | 4 | 1 | 3% | 6.8% | 2 | -1 |
| Protective Services (n/a) | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Paraprofessionals (214,216) | 117 | 38 | 32% | 0.0% | 0 | 38 | 4 | 3% | 0.0% | 0 | 4 |
| Office/Clerical (206,217) | 206 | 198 | 96% | 67.7% | 139 | 59 | 4 | 2% | 8.2% | 17 | -13 |
| Skilled Craft (202) | 46 | 1 | 2% | 7.8% | 4 | -3 | 0 | 0% | 7.1% | 3 | -3 |
| Service Maintenance (203) | 111 | 40 | 36% | 43.6% | 48 | -8 | 3 | 3% | 14.3% | 16 | -13 |
| Totals | 1308 | 650 | 50% | | | | 148 | 11% | | | |

Column Instructions for the Utilization Analysis

A = Total number of employees in the job group
 B = Total number of protected group in the job group
 C = The percentage that the total number of protected group is to the total number in the job group (Column B divided by Column A)
 D = Availability % (from the Census data)
 E = Column A multiplied by Column D (rounded numbers)
 F = Comparison of B and E. If B is larger than E, not underutilized, no disparity. If E is larger than B, underutilized, there is a disparity, and a goal would be set reflecting the difference between the number available and the actual number utilized in the job group.