

**UTILIZATION ANALYSIS CHART**

**UNIT UTILIZATION ANALYSIS for St. Cloud State University**

**2012-2014**

(as of 5/1/12)

<b>ACADEMIC AFFAIRS</b>		Protected Group: <b>Minorities</b>					
<b>EEO Job Group</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	%
Officials and Administrators	19	5	26.3%	5.1%	1	4	21.2%
Professionals	598	134	22.4%	8.0%	48	86	14.4%
Technicians	16	0	0.0%	6.8%	1	-1	-6.8%
Paraprofessionals	64	2	3.1%	0.0%	0	2	3.1%
Office/Clerical	97	3	3.1%	8.2%	8	-5	-5.1%
Skilled Craft	1	0	0.0%	7.1%	0	0	-7.1%
Service Maintenance	1	0	0.0%	14.3%	0	0	-14.3%
<b>Totals</b>	<b>796</b>	<b>144</b>	<b>18.1%</b>				

<b>ADMINISTRATIVE AFFAIRS</b>		Protected Group: <b>Minorities</b>					
<b>EEO Job Group</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	%
Officials and Administrators	5	0	0.0%	5.1%	0	0	-5.1%
Professionals	8	0	0.0%	8.0%	1	-1	-8.0%
Technicians	6	0	0.0%	6.8%	0	0	-6.8%
Paraprofessionals	31	1	3.2%	0.0%	0	1	3.2%
Office/Clerical	42	0	0.0%	8.2%	3	-3	-8.2%
Skilled Craft	38	0	0.0%	7.1%	3	-3	-7.1%
Service Maintenance	89	4	4.5%	14.3%	13	-9	-9.8%
<b>Totals</b>	<b>219</b>	<b>5</b>	<b>2.3%</b>				

<b>PRESIDENT / incl. ATHLETICS *</b>		Protected Group: <b>Minorities</b>					
<b>EEO Job Group</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	%
Officials and Administrators	6	0	0.0%	5.1%	0	0	-5.1%
Professionals	42	6	14.3%	8.0%	3	3	6.3%
Technicians	0	0	0.0%	6.8%	0	0	-6.8%
Paraprofessionals	6	0	0.0%	0.0%	0	0	0.0%
Office/Clerical	10	0	0.0%	8.2%	1	-1	-8.2%
Skilled Craft	0	0	0.0%	7.1%	0	0	-7.1%
Service Maintenance	3	0	0.0%	14.3%	0	0	-14.3%
<b>Totals</b>	<b>67</b>	<b>6</b>	<b>9.0%</b>				

<b>STUDENT LIFE &amp; DEVELOPMENT</b>		Protected Group: <b>Minorities</b>					
<b>EEO Job Group</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	%
Officials and Administrators	1	0	0.0%	5.1%	0	0	-5.1%
Professionals	63	9	14.3%	8.0%	5	4	6.3%
Technicians	7	1	0.0%	6.8%	0	1	-6.8%
Paraprofessionals	12	0	0.0%	0.0%	0	0	0.0%
Office/Clerical	26	0	0.0%	8.2%	2	-2	-8.2%
Skilled Craft	1	0	0.0%	7.1%	0	0	-7.1%
Service Maintenance	2	0	0.0%	14.3%	0	0	-14.3%
<b>Totals</b>	<b>112</b>	<b>10</b>	<b>8.9%</b>				

UNIT UTILIZATION ANALYSIS for St. Cloud State University

2012-2014

UNIVERSITY ADVANCEMENT							Protected Group: Minorities
EEO Job Group	A	B	C	D	E	F	%
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	
Officials and Administrators	1	0	0.0%	5.1%	0	0	-5.1%
Professionals	7	1	14.3%	8.0%	1	0	6.3%
Technicians	1	0	0.0%	6.8%	0	0	-6.8%
Paraprofessionals	4	1	25.0%	0.0%	0	1	25.0%
Office/Clerical	5	0	0.0%	8.2%	0	0	-8.2%
Skilled Craft	0	0	0.0%	7.1%	0	0	-7.1%
Service Maintenance	0	0	0.0%	14.3%	0	0	-14.3%
<b>Totals</b>	<b>18</b>	<b>2</b>	<b>11.1%</b>				

GRAND TOTALS							
EEO Job Group	A	B	C	D	E	F	%
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	
Officials and Administrators	32	5	15.6%	5.1%	2	3	10.5%
Professionals	718	150	20.9%	8.0%	57	93	12.9%
Technicians	30	1	0.0%	6.8%	2	-1	-6.8%
Paraprofessionals	117	4	3.4%	0.0%	0	4	3.4%
Office/Clerical	180	3	1.7%	8.2%	15	-12	-6.5%
Skilled Craft	40	0	0.0%	7.1%	3	-3	-7.1%
Service Maintenance	95	4	0.0%	14.3%	14	-10	-14.3%
<b>Totals</b>	<b>1212</b>	<b>167</b>	<b>13.8%</b>				

Note: 10 of 1212 employees have not self-identified and are Unknown

* ATHLETICS							Protected Group: Minorities
EEO Job Group	A	B	C	D	E	F	%
	Total Number in Group	Total Number of People of Color in Group	% People of Color in the Group	Availability % (from Census Tables)	Availability Number	Number (-) Underutilized	
Officials and Administrators	2	0	0.0%	5.1%	0	0	-5.1%
Professionals	34	5	14.7%	8.0%	3	2	6.7%
Technicians	0	0	0.0%	6.8%	0	0	-6.8%
Paraprofessionals	0	0	0.0%	0.0%	0	0	0.0%
Office/Clerical	3	0	0.0%	8.2%	0	0	-8.2%
Skilled Craft	0	0	0.0%	7.1%	0	0	-7.1%
Service Maintenance	3	0	0.0%	14.3%	0	0	-14.3%
<b>Totals</b>	<b>42</b>	<b>5</b>	<b>11.9%</b>				

Key: EEO Job Group	B.U. Code	Barg. Unit Description
1. Officials and Managers	220	MnSCU Administrators - VPs, deans, administrators
2. Professionals-Faculty	209	IFO - faculty
2. Professionals-MSUAASF	211	MSUAASF
2. Professionals-Health	213	Health Professionals
3. Technicians	204	AFSCME - LPNs
3. Technicians	205	AFSCME - Nurse Practitioners
3. Technicians	207	AFSCME - technical
5. Paraprofessionals	214	MAPE - support staff
5. Paraprofessionals	216	Supervisory MMA - middle-management
6. Office/Clerical	206	AFSCME - clerical
6. Office/Clerical	217	Confidential/Commissioner's Plan - clerical
7. Skilled Craft Worker	202	AFSCME - crafts, maintenance, labor
8. Service-Maintenance	203	AFSCME - custodians (GMW)