

**2007-2008**  
**FEMALES**

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
			%	#	# (Low)	# (High)		
<b><u>STAFF</u></b>		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	46	35.96	23.9	11	10.0	23.1	No	
Research	350	26.21	22.9	80	75.3	108.2	No	
Directors & Managers	53	41.13	50.9	27	14.6	29.0	No	
Advanced Professional	120	55.54	80.0	96	55.8	77.5	No	
Entry-level Professional	68.14	70.63	78.4	58	42.4	58.4	No	
Computer/Other Technicians	53	27.42	24.5	13	8.0	21.0	No	
Advanced Clerical	97	70.75	92.8	90	59.7	77.6	No	
Entry-level Clerical	33	82.26	81.8	27	22.8	31.5	No	
Custodial	51	37.05	45.1	23	12.0	25.8	No	
Service/Maintenance	54	6.06	3.7	2	0.0	6.8	No	

**2007-2008**  
**BLACKS**

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
			%	#	# (Low)	# (High)		
<b><u>STAFF</u></b>		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	46	9.23	10.9	5	0.3	8.2	No	
Research	350	9.80	6.6	23	23.2	45.4	Yes	
Directors & Managers	53	12.99	13.2	7	2.0	11.8	No	
Advanced Professional	120	15.98	15.8	19	11.1	27.2	No	
Entry-level Professional	74	14.92	14.9	11	4.9	17.2	No	
Computer/Other Technicians	53	12.71	5.7	3	1.9	11.6	No	
Advanced Clerical	97	20.78	21.6	21	12.2	28.1	No	
Entry-level Clerical	33	27.02	24.2	8	3.8	14.0	No	
Custodial	51	36.47	80.4	41	11.7	25.5	No	
Service/Maintenance	54	16.86	20.4	11	3.6	14.6	No	

**2007-2008**  
**MINORITIES**

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
		%	%	#	# (Low)	# (High)		%
<b><u>STAFF</u></b>								
Senior/Academic Administration	46	15.70	17.4	8	3.2	11.2	No	
Research	350	15.76	14	49	46.2	64.2	No	
Directors & Managers	53	15.72	17	9	3.3	13.3	No	
Advanced Professional	120	19.83	21.7	26	17.8	29.8	No	
Entry-level Professional	74	18.55	20.3	15	8.7	18.7	No	
Computer/Other Technicians	53	16.27	9.4	5	3.6	13.6	No	
Advanced Clerical	97	37.77	23.7	23	28.6	44.6	Yes	
Entry-level Clerical	33	32.49	30.3	10	5.7	15.7	No	
Custodial	51	42.37	80.4	41	14.6	28.6	No	
Service/Maintenance	54	22.2	22.2	12	7.0	17.0	No	