

EXHIBIT 5 - FACULTY UTILIZATION AND GOALS
September 1, 2021 - August 31, 2022
FEMALES

JOB GROUP	TOTAL	AVAILABILITY	UTILIZATION		ACCEPTABLE		UNDER	GOALS
	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
<u>FACULTY</u>		%	%	#	# (Low)	# (High)		%
Arts, Humanities, & Social Sciences	77	59.49	57.10%	44	37.20	54.40	No	
Business	35	45.63	25.70%	9	10.10	21.90	Yes	45.63
Education	21	68.65	66.70%	14	7.60	21.30	No	
Engineering	63	24.74	14.30%	9	8.70	22.40	No	
Library	12	83.38	58.30%	7	7.40	12.60	Yes	83.38
Nursing	42	92.34	92.90%	39	35.30	42.20	No	
Professional & Continuing Studies	3	57.89	66.70%	2	0.00	11.00	No	
Science	89	40.33	33.70%	30	26.60	45.10	No	
Totals	342			154				

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BLACKS

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
<u>FACULTY</u>		%	%	#	# (Low)	# (High)		%
Arts, Humanities, & Social Sciences	77	6.29	6.50%	5	1.00	9.10	No	
Business	35	23.41	8.60%	3	3.20	13.20	No	
Education	21	21.01	4.80%	1	1.00	8.10	No	
Engineering	63	1.60	3.20%	2	0.00	3.00	No	
Library	12	5.63	0.00%	0	0.00	2.30	Yes	5.63
Nursing	42	8.61	9.50%	4	0.00	7.30	No	
Professional & Continuing Studies	3	14.04	0.00%	0	0.00	4.10	Yes	14.04
Science	89	2.75	4.50%	4	0.00	5.50	No	
Totals	342			19				

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MINORITIES

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<u>FACULTY</u>		%	%	#	# (Low)	# (High)		%
Arts, Humanities, & Social Sciences	77	22.68	13.90%	13	10.10	24.80	No	
Business	35	37.47	65.70%	23	7.40	18.80	No	
Education	21	36.62	14.30%	3	2.40	13.00	No	
Engineering	63	12.74	38.10%	24	2.70	13.30	No	
Library	12	22.40	16.70%	2	0.00	5.60	No	
Nursing	42	18.32	16.70%	7	2.70	12.70	No	
Professional & Continuing Studies	3	28.07	0.00%	0	0.00	7.90	Yes	28.07
Science	89	17.11	39.30%	35	8.10	22.30	No	
Totals	342			107				

EXHIBIT 5 - STAFF UTILIZATION AND GOALS
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FEMALES

JOB GROUP	TOTAL	AVAILABILITY	UTILIZATION		ACCEPTABLE		UNDER	GOALS
	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	49	43.00	34.70	17	14.10	28.00	No	
Research	450	31.41	35.10	158	121.70	161.00	No	
Directors & Managers	65	43.14	60.00	39	20.10	36.00	No	
Advanced Professional	169	52.95	79.30	134	76.50	102.50	No	
Entry-level Professional	118	68.71	76.30	90	71.00	91.20	No	
Computer/Other Technicians	55	29.24	38.20	21	9.30	22.80	No	
Advanced Clerical	79	81.26	88.60	70	57.30	71.10	No	
Entry-level Clerical	30	78.21	70.00	21	18.90	28.00	No	
Custodial	36	39.04	63.90	23	8.20	19.90	No	
Service/Maintenance	69	6.50	14.50	10	0.00	8.60	No	
Totals	1120			583				

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	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	49	10.75	10.20	5	1.00	9.60	No	8.69
Research	450	8.69	5.60	25	27.20	51.10	Yes	
Directors & Managers	65	14.78	12.30	8	3.90	15.30	No	
Advanced Professional	169	16.44	13.60	23	18.10	37.40	No	
Entry-level Professional	118	19.90	18.60	22	14.80	32.20	No	
Computer/Other Technicians	55	11.64	5.50	3	1.60	11.20	No	
Advanced Clerical	79	16.72	20.30	16	6.60	19.80	No	
Entry-level Clerical	30	28.38	30.00	9	3.60	13.50	No	
Custodial	36	37.01	77.80	28	7.50	19.10	No	
Service/Maintenance	69	14.46	10.10	7	4.10	15.80	No	
Totals	1120			146				

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	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	49	19.92	20.40	10	4.20	15.40	No	
Research	450	16.57	18.20	82	58.80	90.30	No	
Directors & Managers	65	19.14	15.40	10	6.10	18.80	No	
Advanced Professional	169	22.15	20.10	34	26.60	48.20	No	
Entry-level Professional	118	25.44	22.90	27	20.60	39.50	No	
Computer/Other Technicians	55	17.31	14.50	8	3.90	15.10	No	
Advanced Clerical	79	23.65	26.60	21	11.10	26.20	No	
Entry-level Clerical	30	34.30	36.70	11	5.10	15.50	No	
Custodial	36	44.32	83.30	30	10.00	21.90	No	
Service/Maintenance	69	27.06	17.40	12	11.30	26.10	No	
Totals	1120			245				