

EXHIBIT 5 - FACULTY UTILIZATION AND GOALS
September 1, 2020 - August 31, 2021
FEMALES

JOB GROUP	TOTAL	AVAILABILITY ESTIMATES	UTILIZATION	ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
	EMPLOYED			#	# (Low) # (High)		
<u>FACULTY</u>		%	%				%
Arts, Humanities, & Social Sciences	80	59.39	56.30%	45	38.70 56.30	No	82.22
Business	32	45.38	31.30%	10	8.90 20.20	No	
Education	21	68.24	66.70%	14	7.60 21.10	No	
Engineering	61	24.54	11.50%	7	8.20 21.70	No	
Library	10	82.22	50.00%	5	5.80 10.60	Yes	
Nursing	48	92.34	93.80%	45	40.60 48.00	No	
Professional & Continuing Studies	3	67.89	66.70%	2	0.00 11.40	No	
Science	91	39.88	33.00%	30	26.90 45.60	No	
Totals	346			158			

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BLACKS

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<u>FACULTY</u>		%	%	#	# (Low)	# (High)	%
Arts, Humanities, & Social Sciences	80	5.85	6.30%	5	1.00	8.90	No
Business	32	23.79	9.40%	3	2.80	12.40	No
Education	21	20.88	4.80%	1	1.00	8.10	No
Engineering	61	2.08	4.90%	3	0.00	3.50	No
Library	10	5.67	0.00%	0	0.00	2.00	Yes
Nursing	48	8.61	8.30%	4	0.00	8.00	No
Professional & Continuing Studies	3	16.51	0.00%	0	0.00	4.40	Yes
Science	91	2.69	4.40%	4	1.00	5.50	No
Totals	346			20			

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MINORITIES

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION	ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
<u>FACULTY</u>		%	%	#	# (Low)	# (High)	%
Arts, Humanities, & Social Sciences	80	22.15	13.80%	11	10.30	25.10	No
Business	32	36.72	71.90%	22	6.30	17.20	No
Education	21	36.28	14.30%	3	2.30	12.90	No
Engineering	61	13.36	39.30%	25	2.80	13.50	No
Library	10	22.17	20.00%	2	0.00	4.80	No
Nursing	48	18.32	12.50%	7	3.40	14.20	No
Professional & Continuing Studies	3	24.77	0.00%	0	0.00	8.00	Yes
Science	91	17.81	38.50%	34	8.90	23.50	No
Totals	346			104			

EXHIBIT 5 - STAFF UTILIZATION AND GOALS
September 1, 2020 - August 31, 2021
FEMALES

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION	ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
<u>STAFF</u>		%	%	#	# (Low)	# (High)	%
Senior/Academic Administration	47	45.93	27.70	13	14.80	28.40	Yes
Research	440	32.28	33.00	145	122.40	161.60	No
Directors & Managers	66	43.07	62.10	41	20.40	36.50	No
Advanced Professional	179	58.30	75.40	135	91.20	117.60	No
Entry-level Professional	113	74.00	80.50	91	74.30	92.90	No
Computer/Other Technicians	54	29.58	38.90	21	9.30	22.70	No
Advanced Clerical	81	80.62	87.70	71	58.20	72.40	No
Entry-level Clerical	30	77.11	66.70	20	18.50	27.70	No
Custodial	36	39.04	61.10	22	8.20	19.90	No
Service/Maintenance	66	6.02	12.10	8	0.00	7.80	No
Totals	1112			567			

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		%	%	#	# (Low)	# (High)		%
<u>STAFF</u>								
Senior/Academic Administration	47	10.96	12.76	6	1.00	9.40	No	
Research	440	9.08	7.50	33	27.90	52.00	No	
Directors & Managers	66	14.51	10.61	7	3.90	15.30	No	
Advanced Professional	179	17.42	11.73	21	21.00	41.30	No	
Entry-level Professional	113	21.57	23.89	27	15.60	33.10	No	
Computer/Other Technicians	54	11.65	9.23	5	1.60	11.00	No	
Advanced Clerical	81	16.23	16.05	13	6.50	19.80	No	
Entry-level Clerical	30	27.90	26.67	8	3.50	13.30	No	
Custodial	36	37.01	77.77	28	7.50	19.10	No	
Service/Maintenance	66	15.76	16.67	11	4.50	16.30	No	
Totals	1112			159				

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<u>STAFF</u>		%	%	#	# (Low)	# (High)	%
Senior/Academic Administration	47	19.86	25.50	12	3.80	14.70	No
Research	440	15.89	17.70	78	54.60	85.30	No
Directors & Managers	66	18.75	13.60	9	6.00	18.70	No
Advanced Professional	179	21.93	19.60	35	28.20	50.30	No
Entry-level Professional	113	26.95	27.40	31	21.00	39.90	No
Computer/Other Technicians	54	17.73	16.70	9	4.00	15.20	No
Advanced Clerical	81	22.24	19.80	16	10.50	25.50	No
Entry-level Clerical	30	30.49	26.70	8	4.10	14.20	No
Custodial	36	44.32	86.10	31	10.00	21.90	No
Service/Maintenance	66	27.82	21.20	14	11.10	25.60	No
Totals	1112			243			