

EXHIBIT 5 - FACULTY UTILIZATION AND GOALS
September 1, 2022 - August 31, 2023
FEMALES

JOB GROUP	TOTAL	AVAILABILITY	UTILIZATION		ACCEPTABLE RANGE		UNDER	GOALS
	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
<u>FACULTY</u>		%	%	#	# (Low)	# (High)		%
Arts, Humanities, & Social Sciences	75	60.16	58.70%	44	36.60	53.60	No	
Business	35	48.15	25.70%	9	10.90	22.80	Yes	48.15
Education	23	69.73	73.90%	17	9.20	22.90	No	
Engineering	60	26.23	16.70%	10	8.90	22.60	No	
Library	12	83.28	58.30%	7	7.40	12.60	Yes	83.28
Nursing	48	92.34	93.80%	45	40.60	48.00	No	
Science	96	40.55	30.20%	29	29.30	48.50	No	
Totals	349			161				

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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	75	7.44	6.70%	5	1.00	9.10	No	
Business	35	27.05	5.70%	2	4.20	13.20	Yes	27.05
Education	23	23.63	4.30%	1	1.40	8.10	No	
Engineering	60	1.80	3.30%	2	0.00	3.00	No	
Library	12	4.92	0.00%	0	0.00	2.30	Yes	4.92
Nursing	48	8.61	10.40%	5	0.00	7.30	No	
Science	96	3.06	6.30%	6	0.00	5.50	No	
Totals	349			21				

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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	75	24.5	18.70%	14	10.90	25.80	No	
Business	35	41.04	62.90%	22	8.50	20.20	No	
Education	23	40.06	17.40%	4	4.00	14.50	No	
Engineering	60	13.20	45.00%	27	7.90	13.20	No	
Library	12	21.94	16.70%	2	0.00	5.50	No	
Nursing	48	18.32	20.80%	10	3.40	14.20	No	
Science	96	18.09	43.80%	42	9.80	24.90	No	
Totals	349			121				

EXHIBIT 5 - STAFF UTILIZATION AND GOALS
September 1, 2022 - August 31, 2023
FEMALES

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
		%	%	#	# (Low)	# (High)		%
STAFF								
Senior/Academic Administration	50	39.09	36.00	18	12.60	26.40	No	
Research	395	33.14	36.50	144	112.20	149.60	No	
Directors & Managers	66	40.64	62.10	41	18.80	34.80	No	
Advanced Professional	172	58.84	80.20	138	88.30	114.10	No	
Entry-level Professional	125	68.67	74.40	93	75.50	96.20	No	
Computer/Other Technicians	57	30.46	36.80	21	10.40	24.30	No	
Advanced Clerical	71	78.16	88.70	63	48.50	62.50	No	
Entry-level Clerical	26	75.17	76.90	20	15.10	24.00	No	
Custodial	37	52.15	64.90	24	13.20	25.40	No	
Service/Maintenance	72	8.36	12.50	9	1.30	10.70	No	
Totals	1071			571				

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JOB GROUP	TOTAL	AVAILABILITY	UTILIZATION		ACCEPTABLE RANGE		UNDER	GOALS
	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	50	10.48	12.00	6	1.00	9.60	No	
Research	395	9.18	4.60	18	24.80	47.70	Yes	9.18
Directors & Managers	66	13.12	10.60	7	3.20	14.10	No	
Advanced Professional	172	16.99	13.40	23	19.40	39.10	No	
Entry-level Professional	125	22.08	14.40	18	18.30	36.90	No	
Computer/Other Technicians	57	14.23	8.80	5	2.80	13.40	No	
Advanced Clerical	71	18.51	23.90	17	6.60	19.70	No	
Entry-level Clerical	26	26.69	26.90	7	2.40	11.50	No	
Custodial	37	34.97	70.30	26	7.10	18.70	No	
Service/Maintenance	72	13.58	9.70	7	4.00	15.60	No	
Totals	1071			134				

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	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	50	23.36	26.00	13	5.70	17.70	No	
Research	395	18.87	19.50	77	59.00	90.10	No	
Directors & Managers	66	19.04	13.60	9	6.20	18.90	No	
Advanced Professional	172	24.57	20.30	35	31.00	53.60	No	
Entry-level Professional	125	26.76	20.80	26	23.60	43.30	No	
Computer/Other Technicians	57	20.25	15.80	9	5.50	17.60	No	
Advanced Clerical	71	29.02	32.40	23	13.00	28.30	No	
Entry-level Clerical	26	32.55	30.80	8	3.70	13.20	No	
Custodial	37	44.17	86.50	32	10.30	22.40	No	
Service/Maintenance	72	25.27	15.30	11	10.80	25.60	No	
Totals	1071			243				