

**2018-2019
BLACKS**

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
			%	#	# (Low)	# (High)		
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	47	11.07	10.60	5	0.00	9.50	No	
Research	376	8.87	6.60	25	22.30	44.40	No	
Directors & Managers	62	14.64	12.90	8	3.50	14.60	No	
Advanced Professional	137	17.24	12.40	17	14.80	32.50	No	
Entry-level Professional	117	21.3	23.10	27	16.10	33.80	No	
Computer/Other Technicians	57	12.07	12.30	7	2.00	11.80	No	
Advanced Clerical	77	16.25	18.20	14	6.00	19.00	No	
Entry-level Clerical	42	22.87	21.40	9	4.20	15.00	No	
Custodial	46	37.01	80.40	37	10.50	23.60	No	
Service/Maintenance	74	16.21	18.90	14	5.70	18.30	No	
Totals	1035			163				

**2018-2019
FEMALES**

JOB GROUP	TOTAL EMPLOYED	AVAILABILITY ESTIMATES	UTILIZATION		ACCEPTABLE RANGE		UNDER UTILIZATION	GOALS
		%	%	#	# (Low)	# (High)		%
STAFF								
Senior/Academic Administration	47	43.47	27.70	13	13.60	27.20	Yes	27.70
Research	376	30.40	30.60	115	96.50	132.10	No	
Directors & Managers	62	42.95	59.70	37	18.80	34.40	No	
Advanced Professional	137	59.16	81.00	111	69.50	92.60	No	
Entry-level Professional	117	79.20	82.90	97	83.90	101.40	No	
Computer/Other Technicians	57	30.37	35.10	20	10.40	24.30	No	
Advanced Clerical	77	80.70	90.90	70	55.20	69.10	No	
Entry-level Clerical	42	76.35	71.40	30	26.60	37.60	No	
Custodial	46	39.04	63.00	29	11.30	24.60	No	
Service/Maintenance	74	5.49	9.50	7	0.00	8.00	No	
Totals	1035			529				

**2018-2019
MINORITIES**

JOB GROUP	TOTAL	AVAILABILITY	UTILIZATION		ACCEPTABLE RANGE		UNDER	GOALS
	EMPLOYED	ESTIMATES	%	#	# (Low)	# (High)	UTILIZATION	%
STAFF		%	%	#	# (Low)	# (High)		%
Senior/Academic Administration	47	19.89	23.40	11	3.90	14.80	No	
Research	376	15.66	13.80	52	44.80	73.00	No	
Directors & Managers	62	18.79	14.50	9	5.50	17.80	No	
Advanced Professional	137	21.78	16.80	23	20.20	39.50	No	
Entry-level Professional	117	25.4	30.80	36	20.30	39.10	No	
Computer/Other Technicians	57	18.51	17.50	10	4.70	16.40	No	
Advanced Clerical	77	22.55	23.40	18	10.00	24.70	No	
Entry-level Clerical	42	27.19	23.80	10	5.70	17.20	No	
Custodial	46	44.32	87.00	40	13.60	27.10	No	
Service/Maintenance	74	27.63	20.30	15	12.80	28.10	No	
Totals	1035			224				