

TABLE 4:
UTILIZATION ANALYSIS

Incumbency v. Estimated Availability

UM

01/25/07

Comparison Rule

80% with Whole Person Rule

Incumbency v. Estimated Availability

UM Missoula
01/25/2007

Job Group	Less than 80% ?					
	Female	Minority	Black	Hisp	Asian	AmInd
100 Administrators	Yes	Yes	Yes	Yes		
200 Faculty		Yes	Yes	Yes	Yes	
220 Adjunct/Lecturer		Yes		Yes	Yes	Yes
300 Professional Staff		Yes	Yes	Yes	Yes	
320 Coaches	Yes	Yes		Yes		
400 Technical		Yes				Yes
500 Administrative/Clerical				Yes		
600 Craft	Yes	Yes				
700 Service/Other		Yes		Yes		Yes
800 Graduate Assistants	Yes					
900 Postdocs	Yes		Yes	Yes		
E02 Contract Professionals		Yes	Yes	Yes	Yes	
F02 Contract Professional Research		Yes	Yes	Yes	Yes	

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability Summary

UM Missoula
01/25/2007

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
100 Administrators	34	Female	10	29.41	58.50	Yes
		Minority	2	5.88	21.04	Yes
		Black	1	2.94	11.48	Yes
		Hispanic	0	0.00	5.72	Yes
		Asian	0	0.00	2.38	
		AmIndian	1	2.94	0.87	
200 Faculty	589	Female	223	37.86	46.26	
		Minority	45	7.64	20.04	Yes
		Black	4	0.68	5.74	Yes
		Hispanic	12	2.04	4.48	Yes
		Asian	18	3.06	8.11	Yes
		AmIndian	11	1.87	0.80	
220 Adjunct/Lecturer	277	Female	138	49.82	47.56	
		Minority	13	4.69	9.37	Yes
		Black	1	0.36	0.31	
		Hispanic	4	1.44	2.63	Yes
		Asian	6	2.17	2.71	Yes
		AmIndian	1	0.36	2.63	Yes
300 Professional Staff	454	Female	295	64.98	53.91	
		Minority	27	5.95	23.33	Yes
		Black	1	0.22	8.27	Yes
		Hispanic	7	1.54	6.65	Yes
		Asian	9	1.98	6.65	Yes
		AmIndian	10	2.20	0.85	
320 Coaches	33	Female	8	24.24	31.97	Yes
		Minority	3	9.09	18.02	Yes
		Black	2	6.06	7.61	
		Hispanic	0	0.00	5.73	Yes
		Asian	1	3.03	2.98	
		AmIndian	0	0.00	0.82	
400 Technical	151	Female	103	68.21	66.38	
		Minority	8	5.30	8.59	Yes
		Black	0	0.00	0.03	
		Hispanic	2	1.32	1.11	
		Asian	3	1.99	1.12	
		AmIndian	3	1.99	5.96	Yes
500 Administrative/Clerical	244	Female	222	90.98	87.92	
		Minority	14	5.74	4.19	
		Black	0	0.00	0.26	
		Hispanic	4	1.64	2.66	Yes
		Asian	4	1.64	0.37	
		AmIndian	6	2.46	0.38	
600 Craft	64	Female	7	10.94	17.05	Yes
		Minority	2	3.13	4.64	Yes
		Black	0	0.00	0.18	
		Hispanic	1	1.56	1.23	
		Asian	0	0.00	0.32	
		AmIndian	1	1.56	2.04	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Summary

UM Missoula
01/25/2007

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
700 Service/Other	191	Female	66	34.55	31.43	
		Minority	10	5.24	7.81	Yes
		Black	1	0.52	0.00	
		Hispanic	1	0.52	3.53	Yes
		Asian	3	1.57	0.27	
		AmIndian	5	2.62	3.59	Yes
800 Graduate Assistants	421	Female	225	53.44	78.95	Yes
		Minority	79	18.76	0.00	
		Black	7	1.66	0.00	
		Hispanic	9	2.14	0.00	
		Asian	26	6.18	0.00	
		AmIndian	16	3.80	0.00	
900 Postdocs	32	Female	13	40.63	60.85	Yes
		Minority	6	18.75	20.01	
		Black	0	0.00	8.77	Yes
		Hispanic	0	0.00	5.86	Yes
		Asian	6	18.75	3.75	
		AmIndian	0	0.00	0.87	
E02 Contract Professionals	246	Female	128	52.03	53.05	
		Minority	9	3.66	20.14	Yes
		Black	0	0.00	7.61	Yes
		Hispanic	2	0.81	5.34	Yes
		Asian	1	0.41	5.57	Yes
		AmIndian	5	2.03	0.81	
F02 Contract Professional Research	87	Female	42	48.28	54.90	
		Minority	4	4.60	20.98	Yes
		Black	1	1.15	8.01	Yes
		Hispanic	0	0.00	5.61	Yes
		Asian	2	2.30	5.70	Yes
		AmIndian	0	0.00	0.90	

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Incumbency v. Estimated Availability Detail

UM

01/25/07

Comparison Rule

80% with Whole Person Rule

Incumbency v. Estimated Availability Detail

UM Missoula
01/25/2007

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
100 Administrators	34	Female	10	29.41	58.50	19.9	-9.9	50.28	Yes
		Minority	2	5.88	21.04	7.2	-5.2	27.96	Yes
		Black	1	2.94	11.48	3.9	-2.9	25.63	Yes
		Hispanic	0	0.00	5.72	1.9	-1.9	0.00	Yes
		Asian	0	0.00	2.38	0.8	-0.8	0.00	
		AmIndian	1	2.94	0.87	0.3	0.7	336.40	
200 Faculty	589	Female	223	37.86	46.26	272.5	-49.5	81.84	
		Minority	45	7.64	20.04	118.0	-73.0	38.13	Yes
		Black	4	0.68	5.74	33.8	-29.8	11.84	Yes
		Hispanic	12	2.04	4.48	26.4	-14.4	45.48	Yes
		Asian	18	3.06	8.11	47.8	-29.8	37.69	Yes
		AmIndian	11	1.87	0.80	4.7	6.3	232.77	
220 Adjunct/Lecturer	277	Female	138	49.82	47.56	131.7	6.3	104.75	
		Minority	13	4.69	9.37	26.0	-13.0	50.07	Yes
		Black	1	0.36	0.31	0.9	0.1	116.52	
		Hispanic	4	1.44	2.63	7.3	-3.3	54.83	Yes
		Asian	6	2.17	2.71	7.5	-1.5	79.90	Yes
		AmIndian	1	0.36	2.63	7.3	-6.3	13.71	Yes
300 Professional Staff	454	Female	295	64.98	53.91	244.8	50.2	120.52	
		Minority	27	5.95	23.33	105.9	-78.9	25.49	Yes
		Black	1	0.22	8.27	37.5	-36.5	2.66	Yes
		Hispanic	7	1.54	6.65	30.2	-23.2	23.18	Yes
		Asian	9	1.98	6.65	30.2	-21.2	29.82	Yes
		AmIndian	10	2.20	0.85	3.9	6.1	259.58	
320 Coaches	33	Female	8	24.24	31.97	10.6	-2.6	75.83	Yes
		Minority	3	9.09	18.02	5.9	-2.9	50.44	Yes
		Black	2	6.06	7.61	2.5	-0.5	79.66	
		Hispanic	0	0.00	5.73	1.9	-1.9	0.00	Yes
		Asian	1	3.03	2.98	1.0	0.0	101.60	
		AmIndian	0	0.00	0.82	0.3	-0.3	0.00	
400 Technical	151	Female	103	68.21	66.38	100.2	2.8	102.76	
		Minority	8	5.30	8.59	13.0	-5.0	61.68	Yes
		Black	0	0.00	0.03	0.0	0.0	0.00	
		Hispanic	2	1.32	1.11	1.7	0.3	119.60	
		Asian	3	1.99	1.12	1.7	1.3	176.65	
		AmIndian	3	1.99	5.96	9.0	-6.0	33.33	Yes
500 Administrative/Clerical	244	Female	222	90.98	87.92	214.5	7.5	103.48	
		Minority	14	5.74	4.19	10.2	3.8	137.02	
		Black	0	0.00	0.26	0.6	-0.6	0.00	
		Hispanic	4	1.64	2.66	6.5	-2.5	61.73	Yes
		Asian	4	1.64	0.37	0.9	3.1	437.77	
		AmIndian	6	2.46	0.38	0.9	5.1	642.65	
600 Craft	64	Female	7	10.94	17.05	10.9	-3.9	64.13	Yes
		Minority	2	3.13	4.64	3.0	-1.0	67.35	Yes
		Black	0	0.00	0.18	0.1	-0.1	0.00	
		Hispanic	1	1.56	1.23	0.8	0.2	126.69	
		Asian	0	0.00	0.32	0.2	-0.2	0.00	
		AmIndian	1	1.56	2.04	1.3	-0.3	76.47	

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UM Missoula
01/25/2007

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
700 Service/Other	191	Female	66	34.55	31.43	60.0	6.0	109.94	
		Minority	10	5.24	7.81	14.9	-4.9	67.04	Yes
		Black	1	0.52	0.00	0.0	1.0	46872.0	
		Hispanic	1	0.52	3.53	6.7	-5.7	14.85	Yes
		Asian	3	1.57	0.27	0.5	2.5	590.88	
		AmIndian	5	2.62	3.59	6.9	-1.9	72.85	Yes
800 Graduate Assistants	421	Female	225	53.44	78.95	332.4	-107.4	67.70	Yes
		Minority	79	18.76	0.00	0.0	79.0	999999+	
		Black	7	1.66	0.00	0.0	7.0	999999+	
		Hispanic	9	2.14	0.00	0.0	9.0	999999+	
		Asian	26	6.18	0.00	0.0	26.0	999999+	
		AmIndian	16	3.80	0.00	0.0	16.0	999999+	
900 Postdocs	32	Female	13	40.63	60.85	19.5	-6.5	66.77	Yes
		Minority	6	18.75	20.01	6.4	-0.4	93.69	
		Black	0	0.00	8.77	2.8	-2.8	0.00	Yes
		Hispanic	0	0.00	5.86	1.9	-1.9	0.00	Yes
		Asian	6	18.75	3.75	1.2	4.8	500.17	
		AmIndian	0	0.00	0.87	0.3	-0.3	0.00	
E02 Contract Professionals	246	Female	128	52.03	53.05	130.5	-2.5	98.09	
		Minority	9	3.66	20.14	49.6	-40.6	18.16	Yes
		Black	0	0.00	7.61	18.7	-18.7	0.00	Yes
		Hispanic	2	0.81	5.34	13.1	-11.1	15.24	Yes
		Asian	1	0.41	5.57	13.7	-12.7	7.29	Yes
		AmIndian	5	2.03	0.81	2.0	3.0	250.43	
F02 Contract Professional Research	87	Female	42	48.28	54.90	47.8	-5.8	87.94	
		Minority	4	4.60	20.98	18.3	-14.3	21.91	Yes
		Black	1	1.15	8.01	7.0	-6.0	14.35	Yes
		Hispanic	0	0.00	5.61	4.9	-4.9	0.00	Yes
		Asian	2	2.30	5.70	5.0	-3.0	40.31	Yes
		AmIndian	0	0.00	0.90	0.8	-0.8	0.00	

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