

## **WORKFORCE UTILIZATION ANALYSIS**

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**TABLE ONE Workforce Representation – Statistical Representation of Protected Class by EEO-6 Category**

**This table presents data by job category on Women, People of Color, Veterans and the Disabled at the University of Massachusetts Dartmouth as of March 31, 2006.**

- In 2005, UMass Dartmouth’s total staff was 18.1% Persons of Color and 47.8% Women.
- Within leadership positions, the campus was 16.7% Persons of Color and 26.7% Women. This group represents the Provost and Vice Chancellors, Academic Deans, Associate Vice Chancellors, and major Directors (Admissions, Registrar, etc.).
- Faculty were 17.2% Persons of Color and 37.9% Women.
- Non-Faculty Professionals (directors of smaller units, associate and assistant directors, and other professional staff) represent a major workforce for the campus and, traditionally, growth opportunities for both women and persons of color. In Spring 2005, UMass Dartmouth’s Non-faculty Professionals was 15.1% Persons of Color and 53.3% Women.
- The positions represented by Secretarial/Clerical, Technical/ Paraprofessional, Skilled Crafts, and Service/Maintenance staff were altogether 22.0% Persons of Color and 57.5% Women.

<b>EEO-6 Category</b>	<b>Total</b>		<b>Female</b>		<b>Minority</b>		<b>Veterans</b>		<b>Disabled</b>	
	<b>#</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
<b>Executive/Admin./Managerial</b>	30	8	26.7%	5	16.7%	6	13.0%	2	4.3%	
<b>Faculty</b>	443	168	37.9%	76	17.2%	21	5.8%	7	1.9%	
<b>Professional/Non-Faculty</b>	291	155	53.3%	44	15.1%	13	5.8%	3	1.3%	
<b>Secretarial/Clerical</b>	184	164	89.1%	45	24.5%	1	0.5%	1	50.0%	
<b>Technical/Paraprofessional</b>	52	12	23.1%	7	13.5%	2	3.5%	0	0.0%	
<b>Skilled Crafts</b>	29	1	3.4%	4	13.8%	2	5.0%	0	0.0%	
<b>Service/Maintenance</b>	90	27	30.0%	22	24.4%	2	3.0%	0	0.0%	
<b>TOTAL</b>	<b>1119</b>	<b>535</b>	<b>47.8%</b>	<b>203</b>	<b>18.1%</b>	<b>47</b>	<b>4.8%</b>	<b>13</b>	<b>1.3%</b>	

**TABLE TWO            Workforce Change – Statistical Representation for  
2003-2006**

**Table Two presents the diversity within the workforce by job category for 2003, 2004 and 2005.**

- The overall pattern of change between 2003 and 2005 is relatively stable. Both gains and losses are minor.
- Overall across the UMass Dartmouth workforce, diversity has remained close to level during these three years, with an increase of 1.3% in the percentage of Persons of Color but a 0.6% reduction in percentage of Women.
- While Women in administrative leadership increased, up 2.6%, there was a slight decline in Persons of Color, by 0.5% in this job category. However, subsequently to generating the data for this analysis in spring 2005, three additional administrators were hired who are Persons of Color; the University Registrar, the Director of Human Resources, and the Vice Chancellor for Institutional Advancement.
- Among the UMass Dartmouth faculty, diversity has increased slightly, a 0.7% increase in Persons of Color and a 0.6% increase in Women. The figures for Faculty of Color should improve in next year's report, based on significant hires to the faculty of Persons of Color starting Fall 2005—in fall 2005, 10 or 45% of the new hires are Faculty of Color. Also, we can predict higher numbers of associate and full Professors of Color as time goes on, based on current numbers. For example, 24% of our Associate Professors are of Color compared to only 15% of the Full Professors. This suggests that there will be more full Professors of Color in the near future, as the present associate professors move forward to achieve promotion.
- Among the Non-Faculty Professionals (directors of smaller units, associate and assistant directors, and other professional staff), diversity has increased by 1.1% in Persons of Color and 1.5% in Women.
- The positions represented by Secretarial/Clerical, Technical/ Paraprofessional, Skilled Crafts, and Service/Maintenance staff altogether gained 2.5% in Persons of Color but lost 3.6% in Women.

**TABLE TWO**

EEO-6 Category	YEAR	TOTAL	FEMALE		MINORITY	
		#	#	%	#	%
<b>Executive/Admin./Managerial</b>	<b>2005</b>	30	8	26.7%	5	16.7%
	<b>2004</b>	31	7	22.6%	5	16.1%
	<b>2003</b>	29	7	24.1%	5	17.2%
<b>Faculty</b>	<b>2005</b>	443	168	37.9%	76	17.2%
	<b>2004</b>	419	156	37.2%	69	16.5%
	<b>2003</b>	400	149	37.3%	66	16.5%
<b>Professional/Non-Faculty</b>	<b>2005</b>	291	155	53.3%	44	15.1%
	<b>2004</b>	255	134	52.5%	38	14.9%
	<b>2003</b>	278	144	51.8%	39	14.0%
<b>Secretarial/Clerical</b>	<b>2005</b>	184	164	89.1%	45	24.5%
	<b>2004</b>	175	156	89.1%	39	22.3%
	<b>2003</b>	192	173	90.1%	41	21.4%
<b>Technical/Paraprofessional</b>	<b>2005</b>	52	12	23.1%	7	13.5%
	<b>2004</b>	44	7	15.9%	6	13.6%
	<b>2003</b>	38	5	13.2%	4	10.5%
<b>Skilled Crafts</b>	<b>2005</b>	29	1	3.4%	4	13.8%
	<b>2004</b>	31	6	19.4%	4	12.9%
	<b>2003</b>	25	1	4.0%	2	8.0%
<b>Service Maintenance</b>	<b>2005</b>	90	27	30.0%	22	24.4%
	<b>2004</b>	82	20	24.4%	21	25.6%
	<b>2003</b>	79	25	31.6%	18	22.8%
<b>GRAND TOTAL</b>	<b>2005</b>	1119	535	47.8%	203	18.1%
	<b>2004</b>	1037	486	46.9%	182	17.6%
	<b>2003</b>	1041	504	48.4%	175	16.8%

## **TABLES THREE AND FOUR      Utilization**

Utilization studies compare the data for UMass Dartmouth against patterns in the broader region or the nation as a whole, as appropriate for each category of work. The analysis uses what is called the “80% rule,” whereby underutilization exists if the campus figure for either Women or Persons of Color is less than 80% of that for the appropriate comparison group. The comparisons are derived from a comprehensive nationwide database via the Criterion Affirmative Action Management System (CAAMS) program.

The tables present the figures for our campus, followed by columns for the appropriate comparison groups. The first point of comparison is “Availability,” followed by a calculation of the “Shortfalls.” In the final two columns, the word “Yes” in the table indicates that *underutilization* exists for that job category, and “No” indicates that underutilization is not present.

### **TABLE THREE      Faculty Utilization**

This table presents data on faculty diversity for each of the Dartmouth campus’s academic departments. It provides a focused means of assessing our current situation in a meaningful comparison to national, normed data.

This summary will emphasize the basic findings of underutilization, for the colleges and major program groups. The reader should refer to the detailed Table for the specific information, program by program, and to understand the degrees to which the programs utilize women and Persons of Color. For example, one can gauge the amounts of utilization by looking at the “shortfalls” percentages for each program.

- General finding: across its many academic programs, the Dartmouth campus has a continuing challenge to achieve a solid record of faculty diversity, as measured by utilization data. Of our thirty-one departments, in 2005 all except four underutilized either Women or Faculty of Color, or both. The four with a positive utilization record of diversity were Foreign Literature and Languages, Philosophy, Accounting and Finance, Marketing, and Art History. We have difficulty attracting and retaining African Americans, Latinos and Women faculty.
- In the College of Arts and Sciences, our four Science departments generally underutilized both Faculty of Color and Women. Biology, Chemistry, and Mathematics underutilized Women. Mathematics and Medical Laboratory Science underutilized Faculty of Color.
- In the College of Arts and Sciences, our five Social Science departments also tended to underutilize both Faculty of Color and Women. Economics, Political Science, Psychology, and Sociology/Anthropology all underutilized women. Education and Psychology underutilized Faculty of Color.
- In the College of Arts and Sciences, our four Humanities departments have a mixed record. The History and Portuguese departments underutilized women. English and History underutilized Faculty of Color.
- The College of Business compares favorably with nationwide norms. None of its three departments—Accounting and Finance, Management, and Marketing/Management Information Systems—underutilized women. Management underutilized Faculty of Color.

- The College of Engineering has departments of Civil and Environmental Engineering, Computer Science, Electrical and Computer Engineering, Mechanical Engineering, Physics, and Materials and Textiles. These departments underutilized Women with only one exception, Civil and Environmental Engineering. The same departments do not underutilize Faculty of Color, however—again with the exception of Civil and Environmental Engineering.
- The College of Nursing underutilized Faculty of Color.
- The School of Marine Science and Technology underutilized both Women and Faculty of Color.
- The College of Visual and Performing Arts tended to underutilize Women and had a mixed utilization pattern for Faculty of Color in its five departments. The departments of Design, Fine Arts, and Music underutilized Women. The departments of Art Education and Fine Arts underutilized Faculty of Color. Art History showed underutilization in neither category.

A possible qualification to the information presented here concerns the presence of part-time and non-tenure-track FTEs in our utilization analysis. In the Table, we present these temporary faculty under the category “Other” for each department. The data suggest that the presence of “Other” faculty may have influenced the overall rating in a few departments. Thus, the minority percentages for English were made considerably lower by including 20 FTE temporary faculty, only one of whom was a person of color. On the other hand, the utilization score for Philosophy may have been raised by the fact that its one temporary faculty member was a woman of color.

## **TABLE FOUR      Non-Faculty Utilization**

### **Persons of Color**

- The detailed breakdown of the four groups among the top administrators shows a mixed record. Two groups underutilize People of Color, Group B, the Deans, and Group D, the major Directors. Group A, the Provost and Vice Chancellors, and Group C, the Associate Vice Chancellors and related positions, do not have an underutilization of Persons of Color.
- The pattern is mixed among the Non-Faculty Professionals (associate and assistant directors, directors of smaller units or sub-units, and other professional staff). There is underutilization of Persons of Color among the Library Services, Institutional Relations, and Technical categories.
- For Secretarial/clerical positions at UMass Dartmouth there is no underutilization of Persons of Color in any category.

### **Women**

- The detailed breakdown of the four groups among the top administrators shows a mixed record. Two groups underutilize Women, Group A, the Provost and Vice Chancellors, and Group D, the major Directors. Group B, the Deans, and Group C, the Associate Vice Chancellors and related positions, do not underutilize Women.
- In every category, the Non-Faculty Professionals show no underutilization of Women.
- For Secretarial/clerical positions at UMass Dartmouth there also is no underutilization of Women in any category.