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State of
Minnesota
DEPARTMENT
OF EMPLOYEE
RELATIONS



Affirmative Action Annual Report for 1991

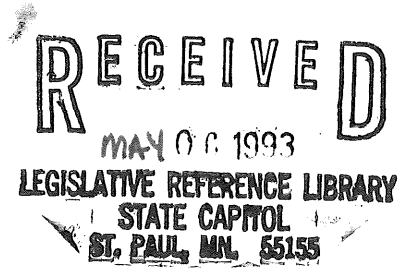
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TABLE OF CONTENTS

	<u>Page</u>
SECTION 1	
Statement from Governor Carlson	1
Statement from Commissioner Barton	2
Statement from the Equal Opportunity Director	3
SECTION 2	
Overview of Minnesota's Affirmative Action Program	4
Programs to Assist Agencies in Meeting Affirmative Action Requirements	9
SECTION 3	
Current Status of State Employment	12
SECTION 4	
Compliance Analysis	21
SECTION 5	
1991 Program Activities	26
Governor's Affirmative Action Council	26
Statewide Affirmative Action Committee (SWAAC)	27
Department of Employee Relations Equal Opportunity Division	28
Appendices	
Monitoring Forms	30
Agency Workforce Percentages as of January, 1992	33
Total Employment and Protected Group Employment	
Racial/Ethnic Minorities	37
African Americans	43
American Indians	49
Asian-Pacific Islanders	55
Hispanics	61
Persons with Disabilities	67
Women	73
List Appointment Rates by Agency	80
Non-List Appointment Rates by Agency	87



SECTION 1

Statements



STATE OF MINNESOTA

OFFICE OF THE GOVERNOR
130 STATE CAPITOL
SAINT PAUL 55155

ARNE H. CARLSON
GOVERNOR

March, 1992

I am writing to once again voice the Administration's commitment to equal employment opportunity and affirmative action in state government. With leadership from the Department of Employee Relations and state agency heads, we have the power to create and maintain a workforce that is truly reflective of Minnesota's diversity.

I must remind all agencies, departments, boards and commissions within the executive branch that affirmative action can only work with the commitment of the top leadership and communication of this commitment throughout the agency.

By committing ourselves to this ethic, we can ensure a work environment free of harassment and discrimination - one where affirmative action is a central element in the way state agencies conduct business. As leaders, we must make sure that affirmative action works.

Warmest regards,

A handwritten signature in cursive script that reads "Arne H. Carlson".

ARNE H. CARLSON
Governor
State of Minnesota

State of
Minnesota
DEPARTMENT
OF EMPLOYEE
RELATIONS

Administrative Services
Compensation
Equal Opportunity
Health & Benefits
Information Services
Labor Relations
Safety/Workers' Compensation
Staffing Services
Training & Development

Statement from Commissioner Barton

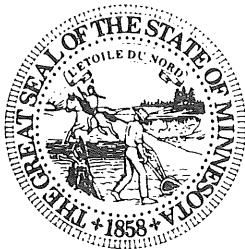
As Commissioner of Employee Relations, I once again affirm my commitment to equal employment opportunity.

The State of Minnesota is committed to providing a work environment that is free of discrimination and all forms of harassment. We will continue to demonstrate our commitment to recruit, hire and promote people who can provide quality service to all Minnesotans.

I look forward to the development of programs and other initiatives that will enhance employment opportunities and meet the challenges of an ever changing workforce.



Linda Barton
Commissioner
Minnesota Department of Employee Relations



job information line
(612) 296-2616

TDD (612) 297-2003
an equal opportunity employer

State of
Minnesota
DEPARTMENT
OF EMPLOYEE
RELATIONS

Administrative Services
Compensation
Equal Opportunity
Health & Benefits
Information Services
Labor Relations
Safety/Workers' Compensation
Staffing Services
Training & Development

Statement from the Equal Opportunity Director

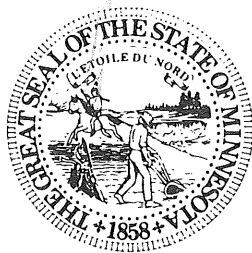
In the past year, the Equal Opportunity Division reviewed programs and legislation that impact equal opportunity and affirmative action within state government.

Programs to enhance an understanding of diversity in the workplace were put in place, creative initiatives were explored to remove barriers to employment for people with severe disabilities, outreach to communities of color continued to play an important role, and new affirmative action goals were established that reflect the current labor force in the State of Minnesota.

Our state continues to face new fiscal and programmatic challenges. We look forward to meeting these challenges by utilizing our talent and leadership abilities.

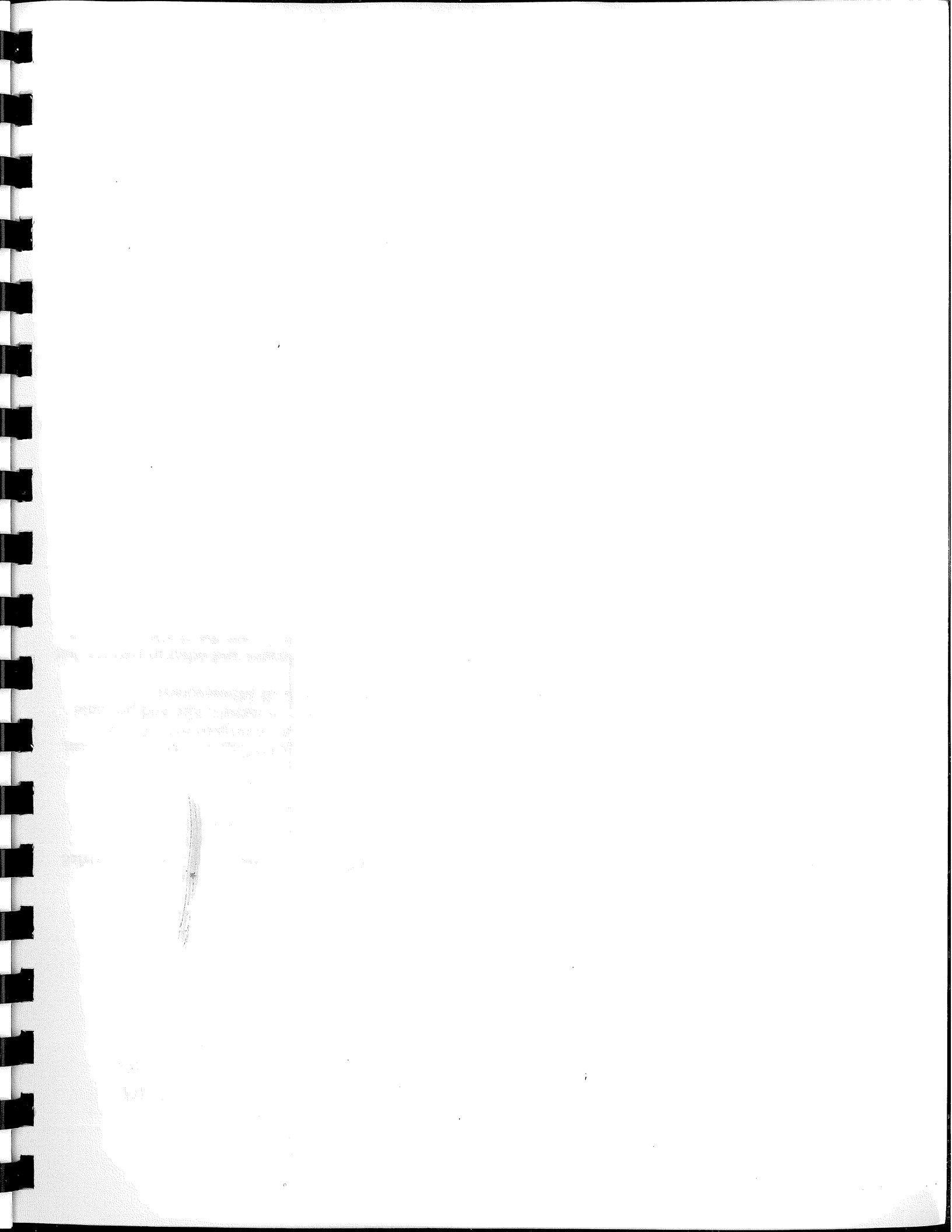


Chris Goodwill
Acting Equal Opportunity Director
Minnesota Department of Employee Relations



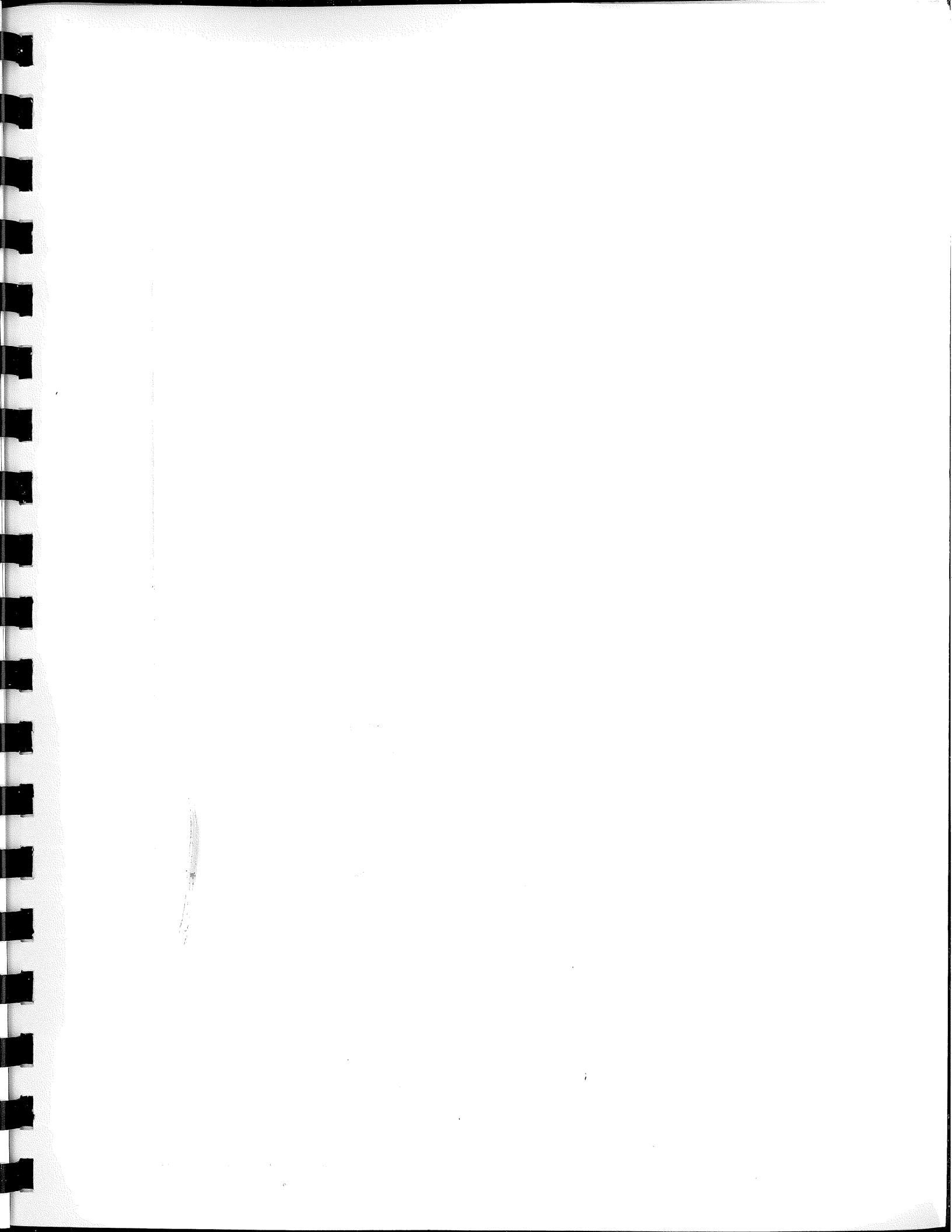
job information line
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SECTION 2

Overview of Minnesota's Affirmative Action Program



Overview of Minnesota's Affirmative Action Program

GOAL

The goal of the statewide affirmative action program is stated in statute:

"To assure that positions in the executive branch of the civil service are equally accessible to all qualified persons and to eliminate the underutilization of qualified members of protected groups."

In order to achieve this goal, a number of requirements have been put in place and various programs established to assist agencies in meeting those requirements.

REQUIREMENTS

Statutes

M.S. 43A.19 establishes a statewide affirmative action program.

M.S. 43A.191 establishes agency affirmative action programs.

The commissioner of the Department of Employee Relations must adopt and periodically revise the statewide affirmative action program to include:

- Long-range objectives and interim goals and policies.
- Procedures, standards and assumptions to be used by agencies in preparing agency affirmative action plans including goals and timetables to be established.
- Requirements for annual submission of an affirmative action progress report by agency heads.

The commissioner must designate a state director of equal opportunity who may be delegated responsibility for preparing, revising, implementing and administering the statewide program.

Rules

The Department of Employee Relations has established rules through the Administrative Procedures Act (MN Rules Chapter 3905) regarding the statewide affirmative action program. The rules cover:

- Duties of agency heads
- Requirements for agency affirmative action plans
- Requirements for complaint procedures
- Requirements for goals and timetables
- Reporting requirements

Agency Plans

The commissioner of each agency in the executive branch must prepare an agency affirmative action plan to be submitted to the Equal Opportunity Division for revisions annually. Executive branch agencies with 25 or more employees must have plans which include the following:

- Official transmittal form including identification of underrepresented groups in the agency's workforce.
- Statement of commitment from the agency head.
- Designation of those individuals or groups responsible for directing and implementing the agency affirmative action program and the specific responsibility, accountability, and duties of each person or group.
- Methods by which the agency's affirmative action program is communicated internally and externally to employees and other interested persons.
- Internal procedures for processing complaints of alleged discrimination.
- Goals and timetables.
- Methods for developing programs and program objectives designed to meet affirmative action goals.
- Methods for auditing, evaluating, and reporting program success, including a procedure that requires a pre-employment review of all hiring decisions.
- Provision for reasonable accommodations for applicants and employees with disabilities.
- Weather emergency notification plan for employees with disabilities.
- Building evacuation plan for disabled employees and other disabled people who may be in the building during evacuation.

Goal Setting

The Department of Employee Relations must establish availability percentages as a primary component of the statewide affirmative action plan.

Availability percentages for racial/ethnic group members and for women are set for each agency by bargaining unit or compensation plan and by geographic location. Annual goals are set by comparing the percent of protected group members one would reasonably expect to have in the bargaining goal unit (availability) with the actual number of protected group members (utilization). If there are fewer protected group members in a bargaining job group than one would reasonably expect (underutilization), then a goal based on anticipated hiring and the level of underutilization must be set. An agency must make a good faith effort to meet this goal. A good faith effort is a combination of objective and subjective measures that includes recruiting, selection and retention.

The Department of Employee Relations has nearly finished establishing new availability percentages for minorities and women for all goal units. Several factors (three to seven) are considered and weighted to find the availability for each department or geographic area and job group. A representative from each state agency has participated in this process. The goals of establishing availability percentages are the following:

- To define accurately the proper recruiting area;
- To consider skills required for classes within the job group;
- To consider the percent of protected group members in the workforce;
- To account for unemployment rates; and
- To consider the availability of protected group members who are promotable.

This information is computerized and maintained in data base files that allow for easy analysis and updating.

The following guidelines were used in establishing population base, the geographic location, the occupational group, and the appropriate goal unit for state agency affirmative action programs.

POPULATION COUNT: The population count of people between the ages of 16 and 64 is used as one of the factors to determine the availability of minorities. This factor is called "Workforce Age" and is similar to the factor used for women, referred to as "Workforce."

GEOGRAPHIC LOCATION: Availability percentages for the unemployment and workforce factors were set by using the counties in which state employees lived. The Department of Employee Relations Management Information Systems Division provided an analysis of current state employees by county of residence to determine the appropriate "weighting" of each counties' availability percentage.

OCCUPATIONAL GROUPS: It was agreed that the Department of Employee Relations would change occupational groups from state bargaining units to the widely accepted EEO-4 categories that have been established by the federal government. This change will require modification of the present system and is scheduled to be completed in 1992.

GOAL UNITS: Agencies should combine small goal units to increase the number of persons in each unit. The minimum number for a goal unit is 25 persons. Large goal units may be split into two or more units if the following is true:

- 1) there is a significant distribution of salary ranges in the unit, or
- 2) there is a variation in availability for protected classes.

For example, a central office MAPE unit may be split into a technical goal unit and a non-technical goal unit.

Goals for Minorities and Women

The goals for minorities and women are based on the availability of these two protected classes. Several factors are considered and weighted (based on importance for that job group) and a separate availability is determined for each job group, geographic area and agency for each of the two protected classes. There are approximately 900 to 1,000 of these groups. The mathematical calculations are performed automatically on the forms and all information is saved in a data base. This simplifies the process of updating the information and analyzing the results. An agency, with approval from the Department of Employee Relations Equal Opportunity Division, may update the availability percentage at anytime when justified.

Goals for Persons with Disabilities

Goals for persons with disabilities will remain at 8.2 percent. Currently, there are 2,424 employees with disabilities, representing 7.13% of state employment. The Jobs and Training survey data continues to be used in setting goals for persons with disabilities.

Pre-Hire Review

Each agency's affirmative action plan must include a pre-hire review process as stated in Minnesota Rules, Chapter 3905. When the goal for a specific occupational category is not being met and a vacancy occurs, the supervisor's hiring recommendation must be reviewed by the agency's affirmative action officer.

Monitoring Agency Compliance

Under 1987 amendments to state law, an agency is considered out of compliance with affirmative action requirements if the agency "has not met its affirmative action goals, fails to make an affirmative action hire, or fails to justify its non-affirmative action hire in 25 percent or more of the appointments made in the previous calendar year."

The Equal Opportunity Division uses two methods to determine whether an agency is in compliance. The division tracks appointments from eligible lists established through civil service exams.

List Appointments

The tracking process includes these steps:

- 1) When an agency requests a certification list to fill a vacancy, the Department of Employee Relations compares the agency's workforce to the goal for that goal unit to determine whether there is a disparity for protected groups.
- 2) If there is a disparity and protected group members are not within the top 20 (or 10) names, the certification is automatically expanded to include qualified protected group members, and a Protected Group Report form (PGR) is sent to the agency with the list. A copy of the standard form is included in an appendix to this report.

- 3) If the agency hires a protected group member, this decision is marked on the PGR form as an "affirmative action hire." This decision will help the agency meet its goals and will be reflected in future statistical summaries.
- 4) If there is a disparity, but the agency fails to hire a protected group member, the agency must complete the PGR form explaining why the protected group member was not hired. The form includes a number of accepted "justifications" for this decision such as "appointment made from layoff list as required by collective bargaining agreement" or "agency no longer has disparity."
- 5) If the agency fails to hire affirmatively and cannot explain this decision by one of the justifications on the PGR form, the hiring decision is marked as a "missed opportunity" to hire affirmatively.

Non-List Appointments

The reporting process works very much like the process for list appointments except that it begins at step 3 since eligible lists are not involved. Non-list hires include, among others, the following appointment types: temporary, transfer, demotion, provisional, labor service, and unclassified. A copy of the monitoring form for non-list appointments is included in an appendix to this report.

Annual Report

The commissioner of the Department of Employee Relations, through the Equal Opportunity Division staff and division director, must review and approve the plans submitted by all agencies. Additionally, the director of the Equal Opportunity Division must audit the record of each agency to determine the rate of compliance with annual hiring goals and evaluate the agency's progress toward affirmative action goals and objectives. A report with this information must be submitted to the governor, the finance committee of the Senate, the appropriations committee of the House of Representatives, and the governmental operations committees of both houses of the legislature. The report must include the following:

- Agencies' rate of compliance with annual hiring goals;
- Designation of any agencies failing to make affirmative action hires or justifying non-affirmative action hires in 25% or more of the appointments made during the previous calendar year as not in compliance with affirmative action requirements; and
- A program to recognize agencies which have made significant measurable progress toward achieving affirmative action objectives.

Programs to Assist Agencies in Meeting Affirmative Action Requirements

Through the Equal Opportunity Division, the Department of Employee Relations manages a variety of programs to assist agencies in meeting affirmative action requirements.

Expanded Certification

When an agency has a vacancy, it requests a list of eligible candidates from the Department of Employee Relations. The department then generates a list of the top 20 names, in the case of a vacancy open to the general public, or 10 names in the case of a promotional vacancy limited to current state employees. If the agency is underrepresented for one or more protected groups, the list is checked to see whether there are protected group members among the top 10 or 20 candidates. If not, additional names are automatically added until there is a total of two names from each underrepresented group on the hiring list.

In order to be added to the certification list, protected group members must have achieved a passing score on the examination. Expanded certification allows an agency to consider qualified protected group members when the agency has an unbalanced workforce.

This procedure ensures, to the extent possible, that eligible applicants who are members of the protected groups for which a disparity exists are certified for the selection process.

Recruitment

Equal Opportunity Division staff provide specialized recruiting assistance to state agencies within the limits of existing resources. A computerized resume bank maintained by the division provides target recruitment of protected group candidates for positions where underutilization exists. Special features include: recruitment by individual career clusters, job titles, academic majors, protected characteristics and geographic areas.

The division also holds job information interviews for applicants interested in securing employment with the state and for state employees interested in a promotion or a career change.

The Equal Opportunity Division supports a strong proactive recruitment program publicly conducted and designed to attract sufficient numbers of qualified people to meet the needs of the State of Minnesota, and to enhance the image of state employment.

To improve affirmative action recruiting, the division cooperates with five community-based agencies serving protected group members in the Twin Cities. These agencies refer applicants to community site testing for specific current state jobs. The onsite testing program allows applicants to take the tests for some state jobs at a local community center.

Equal Opportunity Division staff also participate in many affirmative action career fairs and assist community organizations in the development of events that promote cultural diversity in the workforce.

Consultation

Equal Opportunity Division staff advise agencies on a wide range of issues. When an agency's proposed affirmative action plan is not approved immediately, staff assist the agency affirmative action officer in revising the plan to meet all legal requirements. Staff consult with the agency affirmative action officer to assist in accomplishing the objective outlined in the plan. Division staff also consult with the affirmative action officer to correct any deficiencies.

The division works closely with the Department of Employee Relations Staffing Division to ensure that adverse impact does not occur in the examination process or through employment policies and procedures.

In 1987, the Minnesota Legislature directed the Department of Employee Relations to monitor affirmative action activities of the seven metropolitan agencies. The Equal Opportunity Division gathers information from the agencies, assists the agencies in affirmative action activities, and submits an annual report to the legislature.

Training

Equal Opportunity Division staff, in conjunction with the Training Division of Employee Relations, implemented a new program, "*Valuing Diversity*" in 1991. During 1992, new programs will be developed and implemented on the "Americans with Disabilities Act." The Department of Employee Relations continues to train employees on the issues of sexual harassment around the state with their training programs of "*Preventing Sexual Harassment*" and "*Managing People: Preventing Sexual Harassment*." The Equal Opportunity and Training Divisions are available to assist agencies for their specific training needs in affirmative action.

Special Services for People with Disabilities

Equal Opportunity Division staff manage several programs to ensure equal opportunities for people with disabilities. In addition to the programs below, the division has established a task force, in conjunction with the Council on Disability, to review the definition of disability for the purposes of affirmative action and is conducting an analysis of the Americans with Disabilities Act to become effective July 26, 1992.

Examination Accommodations

Applicants can indicate on the state job application form that they have a disability requiring accommodations in testing. Every effort is made to provide accommodations for those who need them. Special testing accommodations are also arranged for those living outside the metropolitan area.

700-Hour Program

In cases where an accommodation is impossible or unreasonable and the applicant is at a competitive disadvantage in the examining process, the applicant may qualify for the 700-Hour Program. This program gives applicants up to 700 hours of trial work experience in lieu of a formal examination.

Pilot Program for People Who Are Deaf

The Equal Opportunity Division is aware of the unique problems that people who are deaf encounter when taking state examinations for employment. A pilot program is in place that will allow a person who is prelingually deaf to be eligible for the Qualified Disabled Examination (700 Hour Program), upon certification from a rehabilitation counselor. This program replaces the written examination. An applicant has the option of beginning paid employment on a trial basis (700 Hour Program), taking the written examination with the assistance of a sign language interpreter, or both.

Supported Work Program

The Supported Work Program includes all types of work. Supported workers differ from other state employees in three main respects:

1. Supported workers are allowed to demonstrate their job competence through on-the-job trial work experience of up to 700 hours.
2. They work in close coordination with their job coach to ensure that the requirements of the position are met.
3. Supported workers are permitted to "share" their job with up to two other workers.

The Equal Opportunity Division has established a task force to review the Supported Work Program. The task force will identify ways to enhance the program by determining if there are barriers to employment that need to be removed, and by designing a plan to encourage more participation from agencies and rehabilitation vendors.

Worksite Accommodations

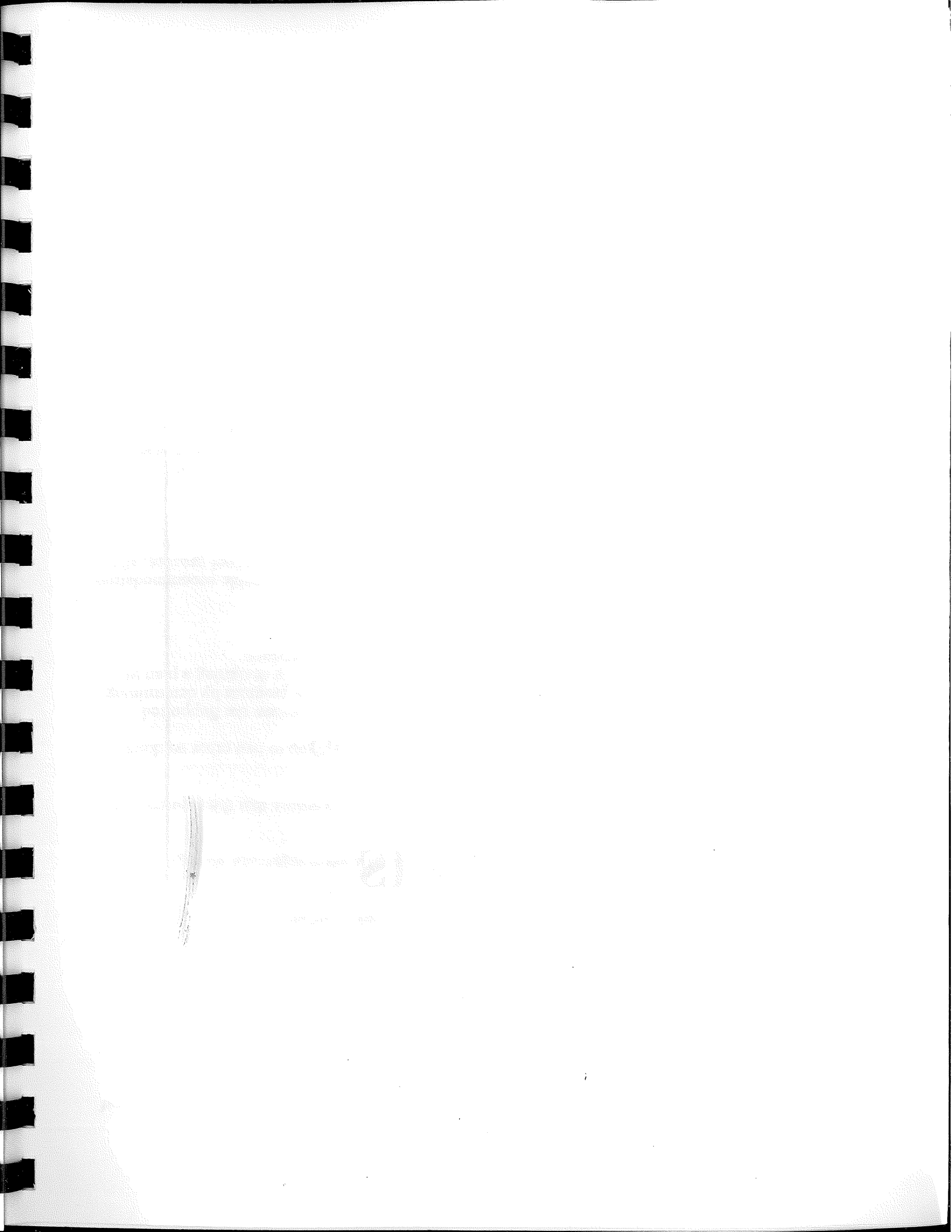
The Equal Opportunity Division advises agencies on providing reasonable accommodation to applicants and employees with disabilities in each phase of the personnel process, after hire as well as before.

Training on Disability Issues

The Equal Opportunity Division is working with the Minnesota State Council on Disability to develop a training package for managers and supervisors as well as other employees. The training package covers statistical information about disability, the history of disability, attitudes and terminology, disability etiquette and information about the Americans' With Disabilities Act.

SECTION 3

Current Status of State Employment



Current Status of State Employment

The state workforce should represent all segments of the population of Minnesota. That is, protected group members should be represented in the workforce at least in proportion to their availability in the pool of potential employees. State law defines protected group members as women, racial and ethnic minorities, and people with disabilities.

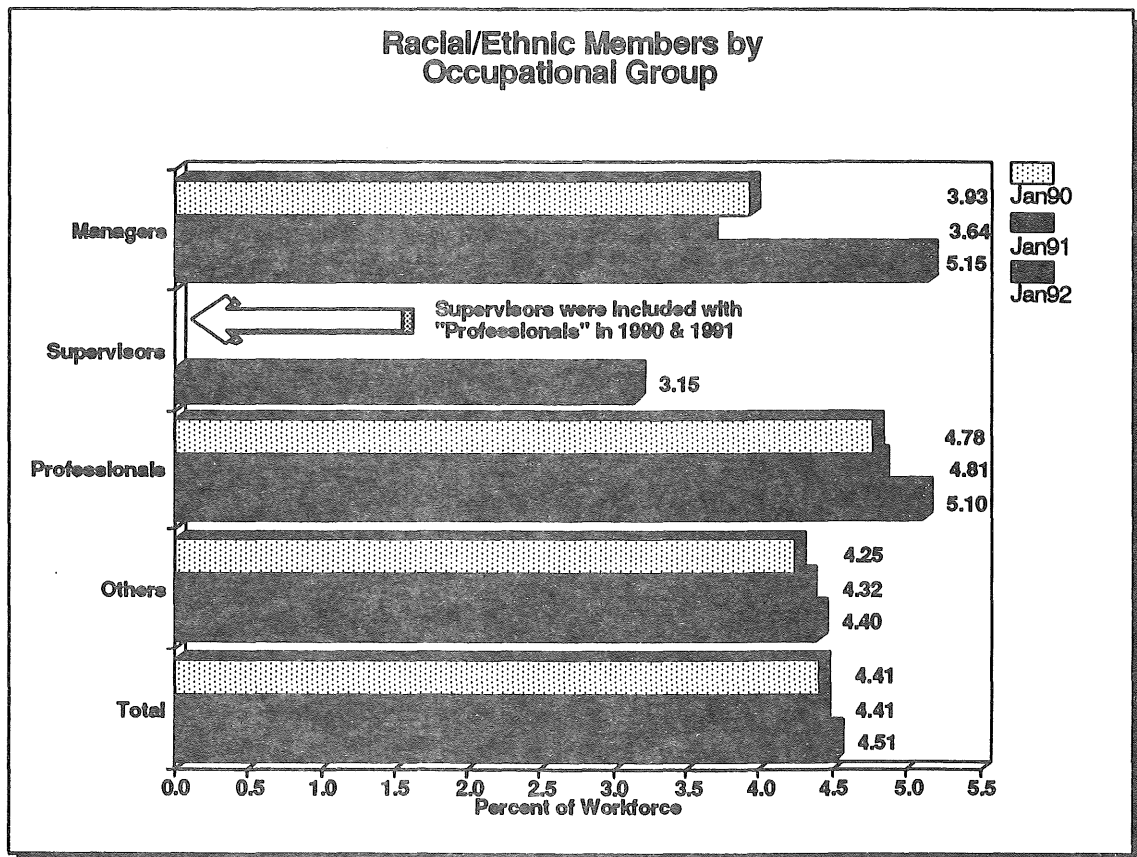
Though progress has been made, more needs to be done. The state must continue to aggressively reduce barriers so that the workforce reflects the diversity that exists in our multi-cultural, multi-ethnic society.

Racial/Ethnic Minorities

Racial/ethnic minority group members have increased slightly (2%) during the past year. The percent of minorities of workforce age in Minnesota has increased significantly since the 1980 Census. Unfortunately, this increase is not reflected in the State Government's workforce which has averaged two percent per year during the last seven years compared to approximately five percent per year increase for the total minority workforce. The percent of minority managers increased significantly (15%) last year following three consecutive years of decline.

There is a change in the 1992 data that does have an affect on the percentage of minorities in each occupational group but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".

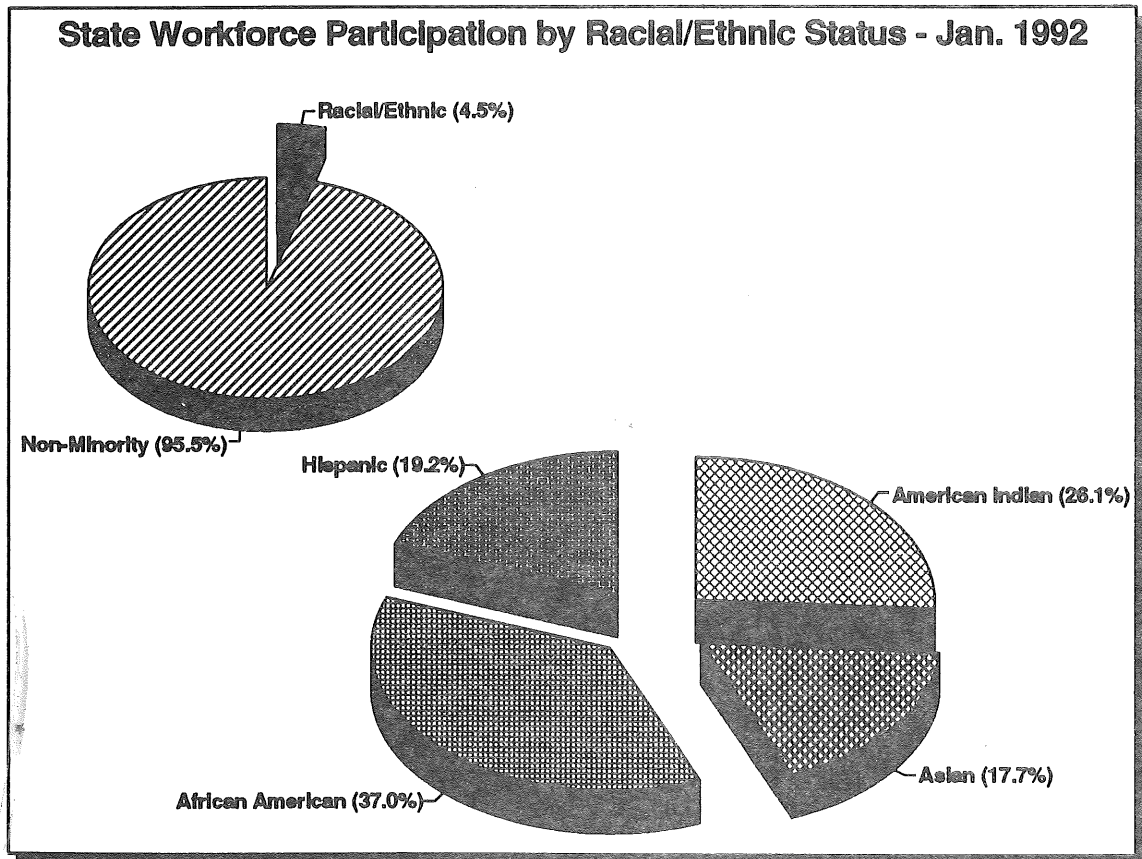
The following pages show changes in the state service for each of the racial/ethnic minority groups over the last three years.



The appendix to this report includes January 1992 data for racial/ethnic minorities in each state agency.

Individual Racial/Ethnic Minorities

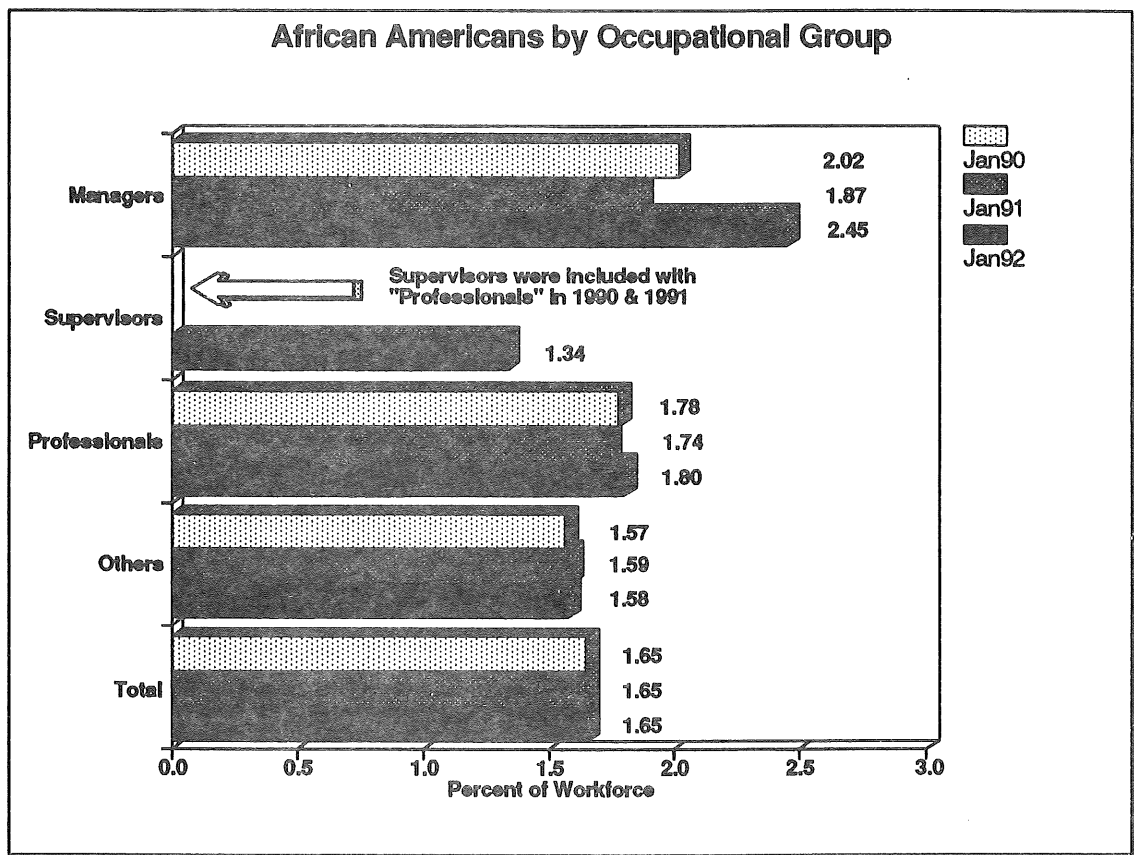
Racial/ethnic minorities make up 4.5 percent of the state's workforce. This is a 2.3% increase from last year. The graph below shows how individual minority groups are represented within that percentage.



African Americans

The percentage of African American managers in the state workforce has increased in the last year after two years of decline. The total percentage of African American employees in state service has remained the same for three consecutive years.

There is a change in the 1992 data that does have an affect on the percentage of African Americans in each occupational group, but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".

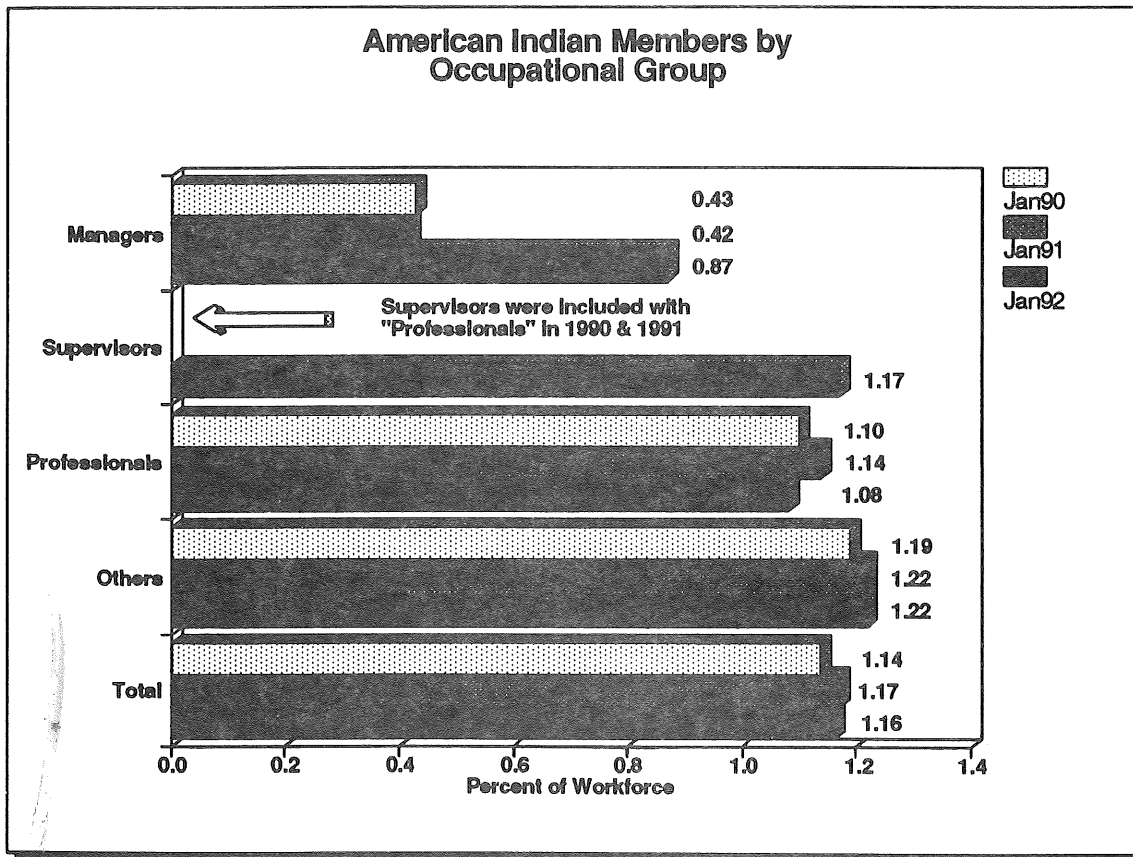


The appendix to this report includes January 1992 data for African American employees in each state agency.

American Indians

The percentage of state managers who are American Indians increased substantially last year, but still remains below the percentage of all American Indians in state service. The total percentage of American Indians in state service decreased slightly (0.9%) from the previous year.

There is a change in the 1992 data that does have an affect on the percentage of American Indians in each occupational group, but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".

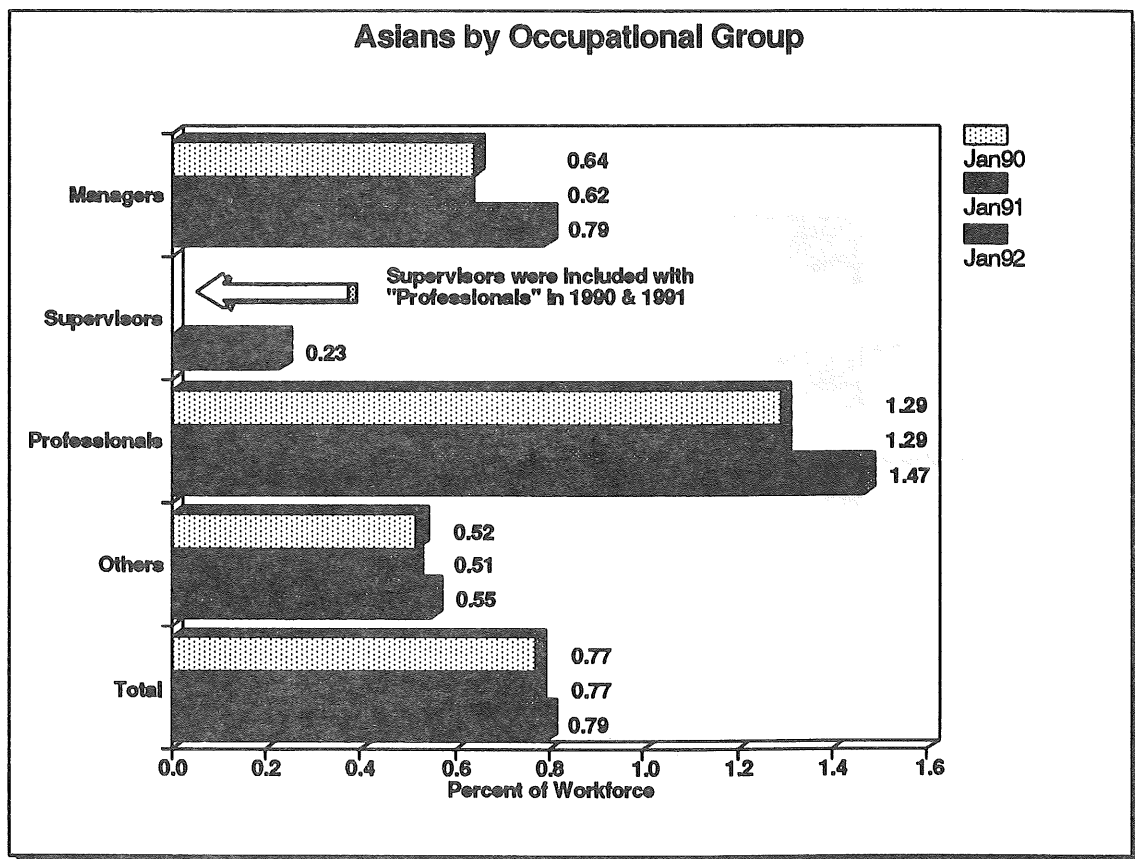


The appendix to this report includes January 1992 data for American Indian employees in each state agency.

Asian-Pacific Islanders

The percentage of state managers who are Asian-Pacific Islanders increased slightly last year. This group's representation in the supervisor occupational group is only one-third of their total percentage representation in state service. There has been only a modest gain, from 0.73% in January 1989 to 0.79% in January 1992, in the percent of this group employed in state government.

There is a change in the 1992 data that does have an affect on the percentage of Asian-Pacific Islanders in each occupational group, but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".

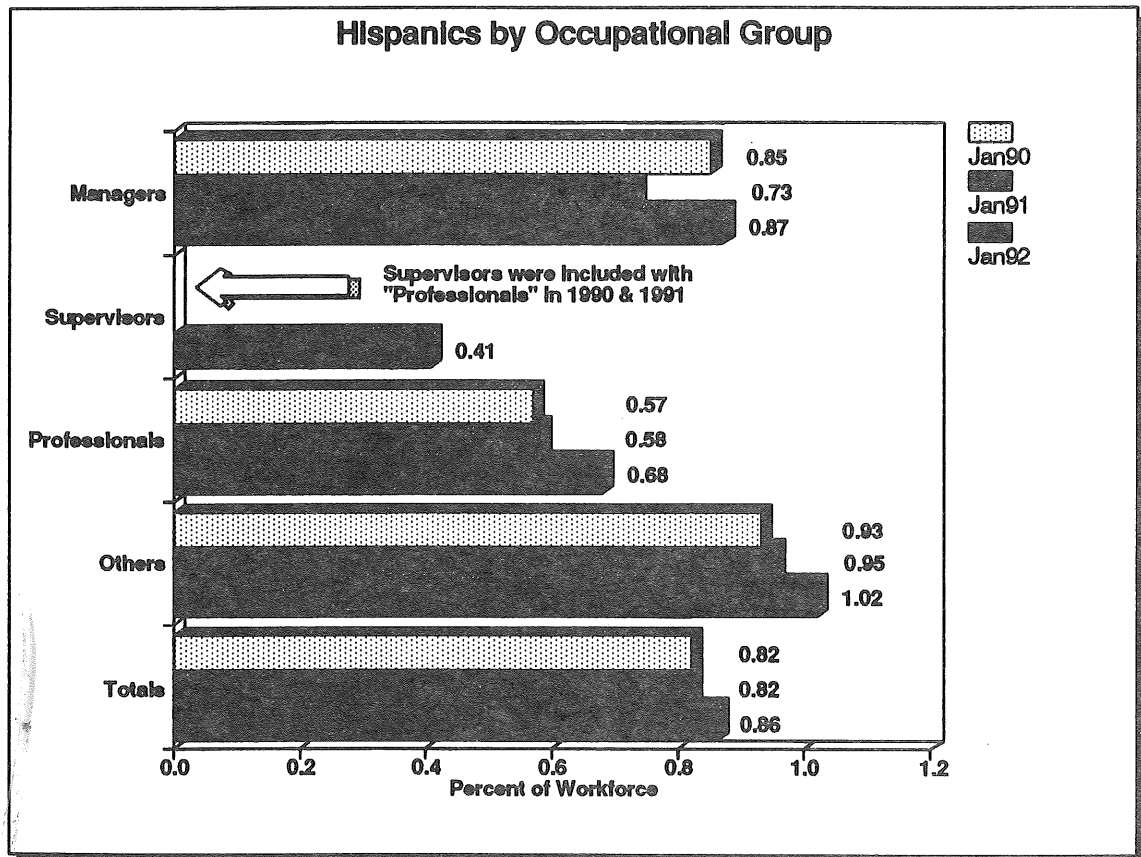


The appendix to this report includes January 1992 data for Asian-Pacific Islanders in each state agency.

Hispanics

The percentage of Hispanic managers increased slightly in the state workforce in the last year. There was a 4.9% increase of Hispanics in state service in 1991.

There is a change in the 1992 data that does have an affect on the percentage of Hispanic in each occupational group, but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".



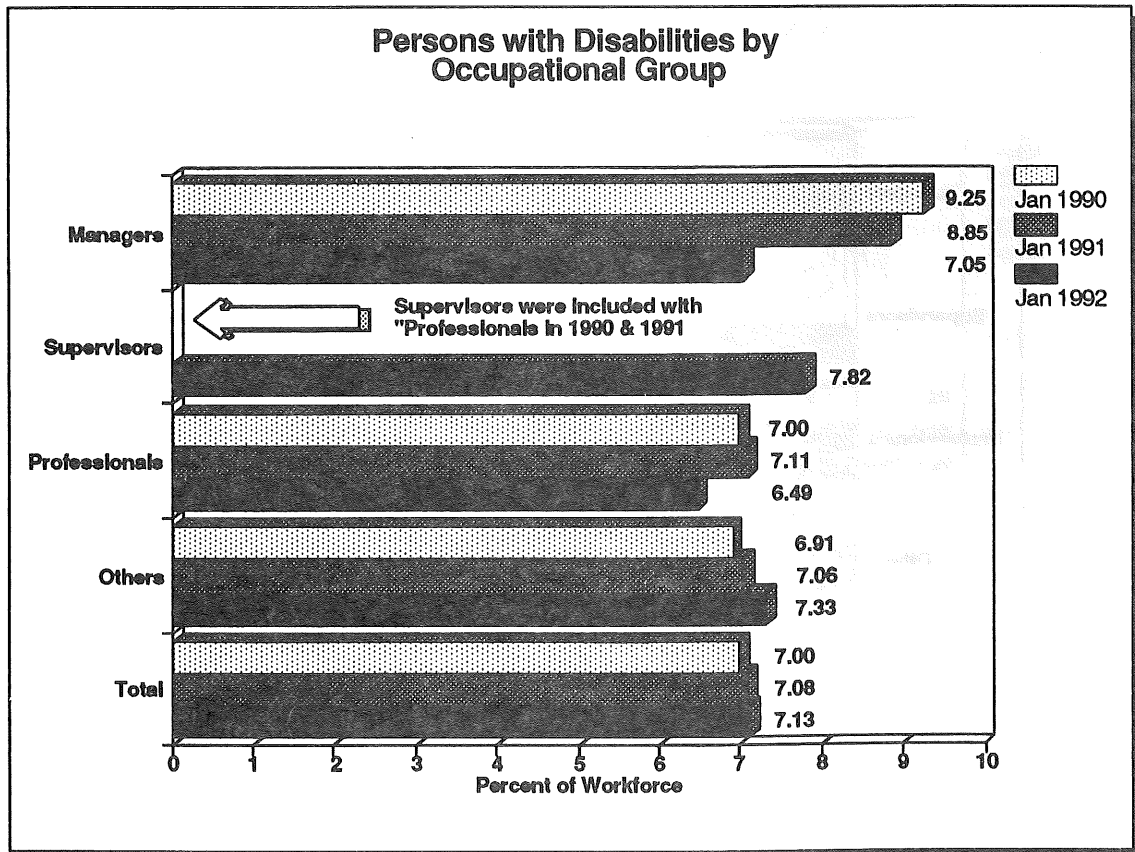
The appendix to this report includes January 1992 data for Hispanic employees in each state agency.

Persons With Disabilities

Statewide Goal: 8.2%

The percentage of people with disabilities who hold managerial jobs is slightly below the percentage of all people with disabilities in state service. The percentage of people in this group who are supervisors is higher than the percent of all people with disabilities in state service. There has been an increase of people with disabilities in state service of two percent over the past two years.

There is a change in the 1992 data that does have an affect on the percentage of people with disabilities in each occupational group, but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".

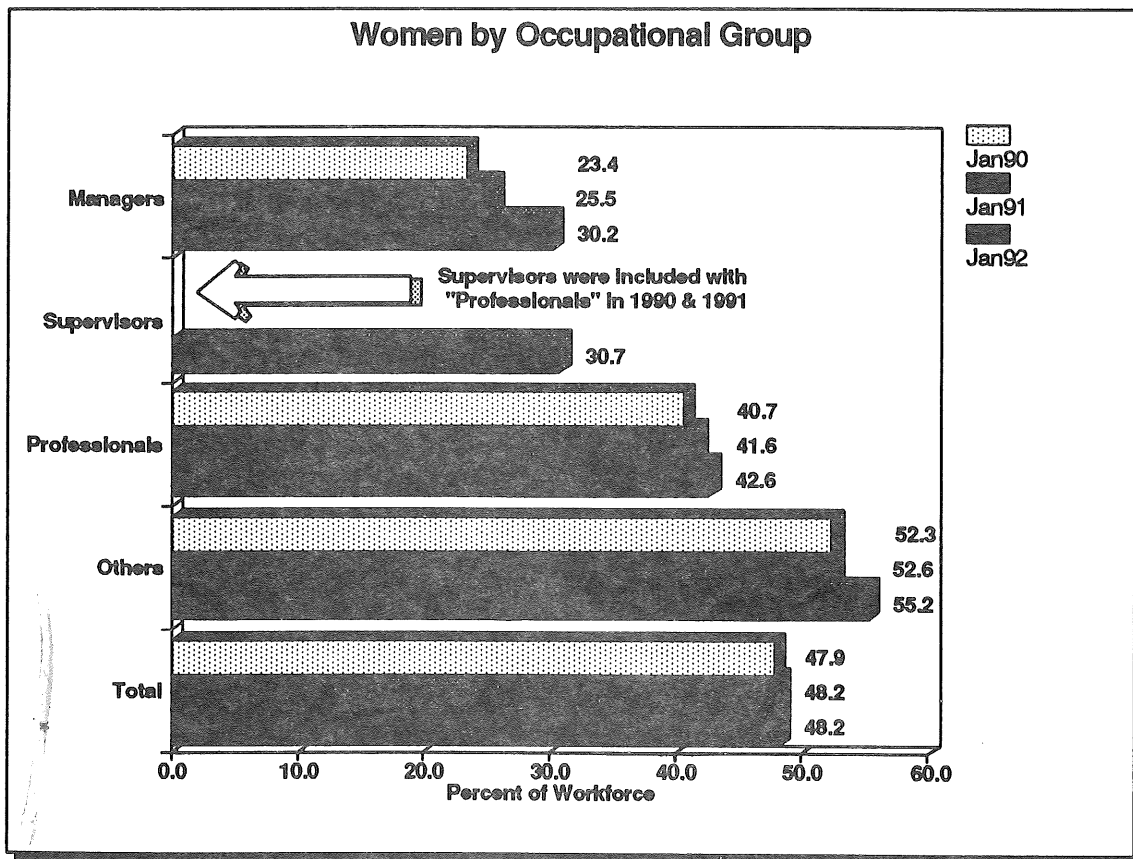


The appendix to this report includes January 1992 data for people with disabilities in each state agency.

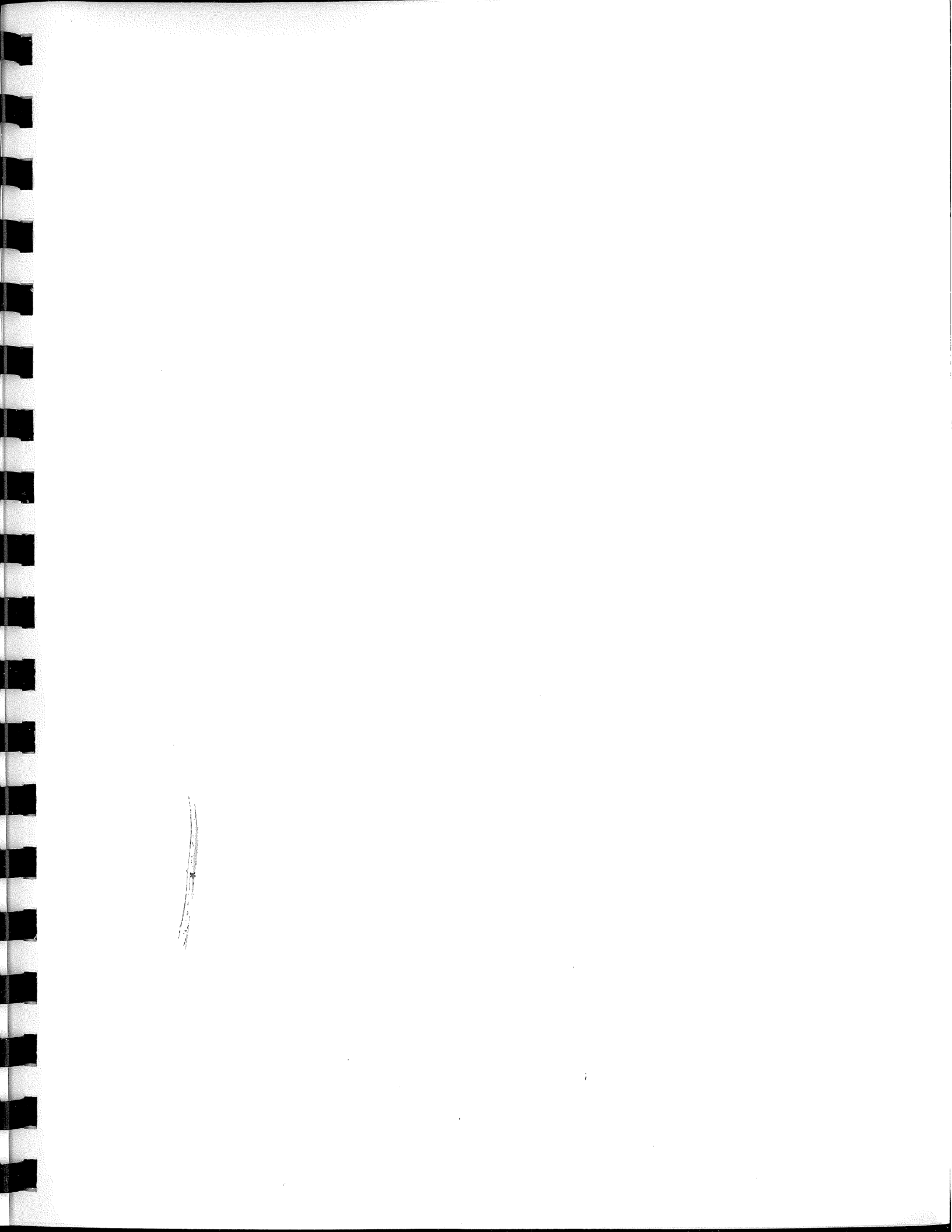
Women

Women continue to make progress in all occupational groups of state government. There has been a steady increase in the percentage of managers who are women and continued progress in the percentage of professionals who are women. The percentage of women in total state service has leveled off, but is above the percent of women in the workforce in the State of Minnesota.

There is a change in the 1992 data that does have an affect on the percentage of women in each occupational group, but not on the "Total". Supervisors have been separated from the "Professional" occupational group and are now shown separately. Some managers that had previously been included with "Others" are now included with "Managers".

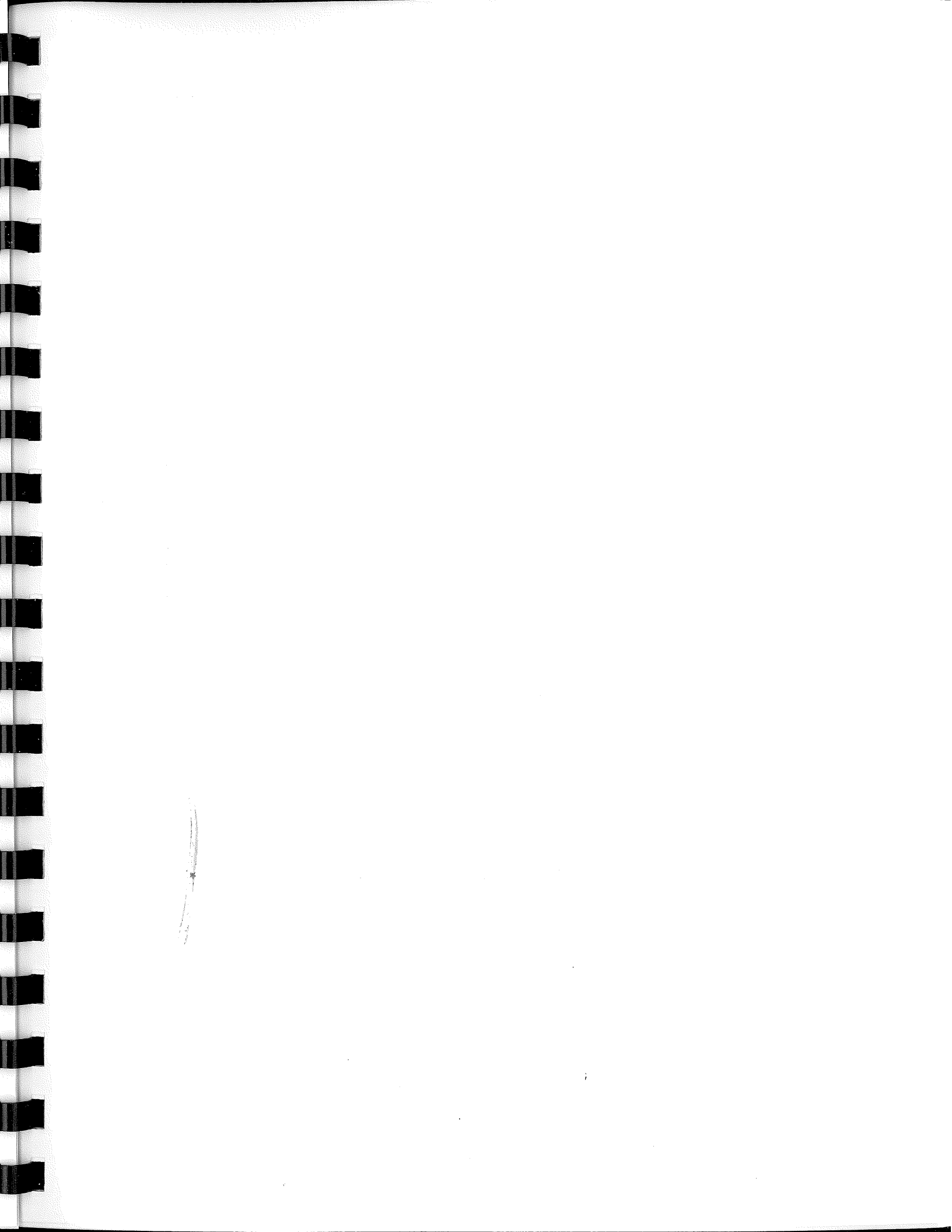


The appendix to this report includes January 1992 data for women in each state agency.



SECTION 4

Compliance Analysis



Compliance Analysis

In the previous section, we reviewed statewide changes in workforce participation over the past three years. We also measure progress in affirmative action by monitoring hiring opportunities for each year. The monitoring process is described in Section 2 of this report.

List Appointments (when disparity exists)

During 1991, state agencies had 1,518 opportunities to hire or promote employees from eligible lists for vacancies where the agencies had disparities in their workforce for protected groups. For 927 (61.2%) of these, the agency's non-affirmative action hire was determined to be justified for one or more of the reasons listed on the Protected Group Report form in the appendix. The agencies made affirmative action hires in 348 (22.9%) of the remaining opportunities and missed 241 opportunities (15.9%).

Over half of the justified non-affirmative action hires (560 or 60.3% of total hires) occurred because no protected group member was certified.

An agency-by-agency report of results for eligible list hires is included in the appendix.

Non-List Appointments

Some hiring decisions are not based on eligible lists. These non-list appointments include temporary employees, provisional employees, unclassified faculty, labor service, non-competitive promotions, and other kinds of appointments.

Non-list appointments provide agencies with additional opportunities to hire affirmatively. During 1991, state agencies had 20,819 non list appointments. There were 9,673 (46.5%) women, 1,443 (6.9%) racial/ethnic minorities, and 563 (2.7%) people with disabilities appointed.

An agency-by-agency report of results for non-list appointments is included in the appendix.

All List Appointments (includes both disparity and non-disparity)

During 1991, state agencies had 1,742 list appointments. There were 906 (52.4%) women, 88 (5.1%) minorities and 100 (5.7%) people with disabilities appointed.

Agencies Not In Compliance

Eight agencies missed 25% of more of their opportunities to make affirmative action hires from eligible lists where they had been presented candidates whose appointments would assist them to correct disparities in their workforce for one or more protected groups. Those eight agencies listed below are herewith designated as agencies not in compliance with affirmative action requirements pursuant to M.S. 43A.191.

Agency	Total Opportunities	Affirmative Action Hires	Justified Hires	Missed Opportunities
Auditor	18	5 (27.8%)	6 (33.3%)	7 (38.9%)
Commerce	35	17 (48.6%)	5 (14.3%)	13 (37.1%)
Iron Range Resource and Rehabilitation Board	1	0 (0.0%)	0 (0.0%)	1 (100.0%)
Labor & Industry	8	4 (50.0%)	2 (25.0%)	2 (25.0%)
Natural Resources	168	45 (26.8%)	80 (47.6%)	43 (25.6%)
Office of Strategic and Long Range Planning	3	0 (0.0%)	2 (66.7%)	1 (33.3%)
Pollution Control	77	37 (48.1%)	20 (26.0%)	20 (26.0%)
Vocational Technical Education Board	4	1 (25.0%)	2 (50.0%)	1 (25.0%)

LIST HIRES BY AGENCY - 1991
(When Disparity Exists)

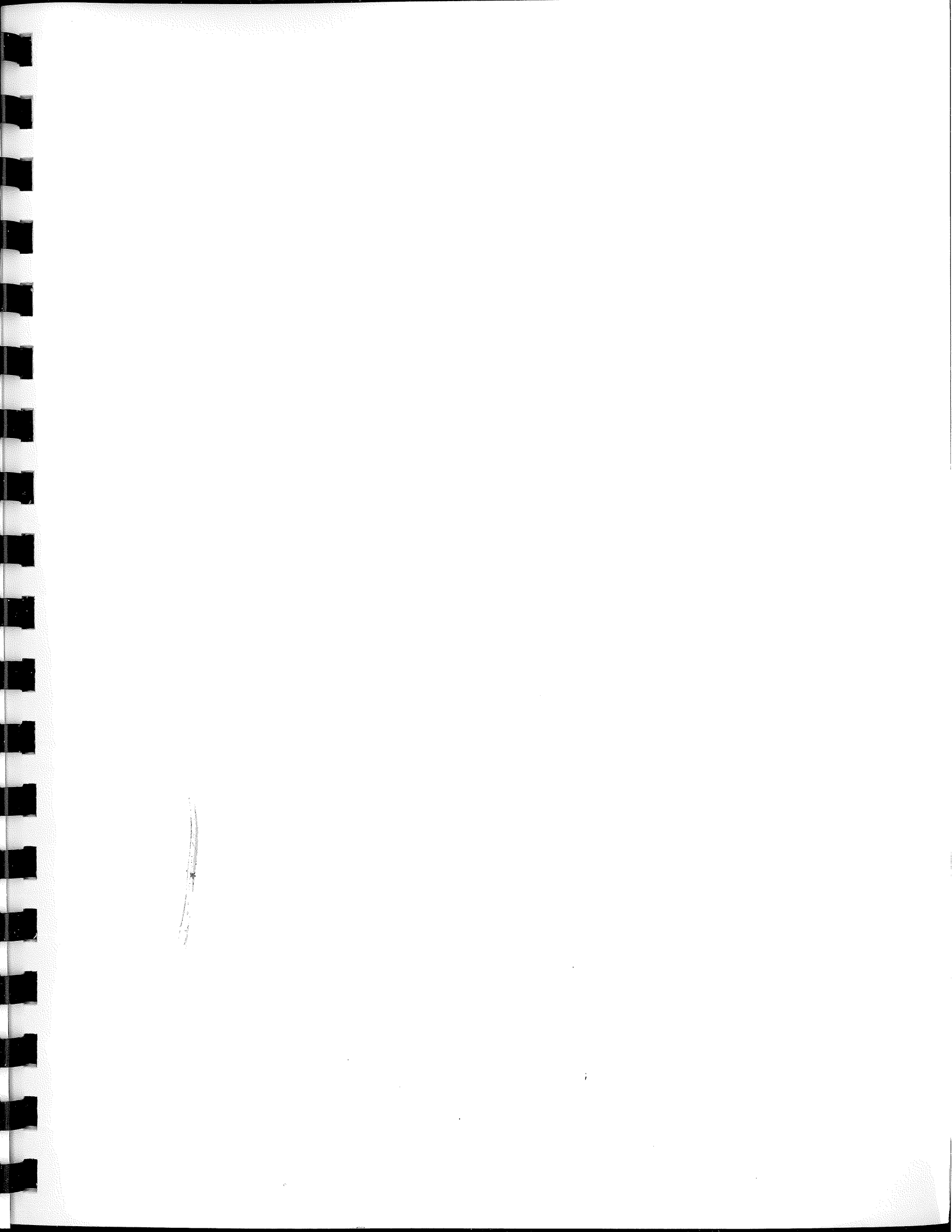
AGENCY	TOTAL OPPOR- TUNITIES	AFFIRMATIVE ACTION HIRES	%	JUSTIFIED HIRES	%	MISSED OPPORTUNITIES HIRES	%
ADMINISTRATION	30	11	36.7	15	50.0	4	13.3
ADMINISTRATIVE HEARINGS OFFICE	0	0	0.0	0	0.0	0	0.0
AGRICULTURE	50	7	14.0	32	64.0	11	22.0
ANIMAL HEALTH BOARD	0	0	0.0	0	0.0	0	0.0
ATTORNEY GENERALS OFFICE	0	0	0.0	0	0.0	0	0.0
AUDITOR	18	5	27.8	6	33.3	7	38.9
COMMERCE	35	17	48.6	5	14.3	13	37.1
COMMUNITY COLLEGE SYSTEM	34	6	17.6	20	58.8	8	23.5
CORRECTIONS	192	52	27.1	110	57.3	30	15.6
EDUCATION	11	2	18.2	8	72.7	1	9.1
EMPLOYEE RELATIONS	5	1	20.0	4	80.0	0	0.0
FARIBAULT RESIDENTIAL ACADEMIES	23	1	4.3	21	91.3	1	4.3
FINANCE	0	0	0.0	0	0.0	0	0.0
GAMING	0	0	0.0	0	0.0	0	0.0
HEALTH	73	9	12.3	61	83.6	3	4.1
HIGHER EDUCATION COORDINATING BOARD	2	0	0.0	2	100.0	0	0.0
HOUSING FINANCE	2	1	50.0	1	50.0	0	0.0
HUMAN RIGHTS	0	0	0.0	0	0.0	0	0.0
HUMAN SERVICES	208	20	9.6	167	80.3	21	10.1
INVESTMENT BOARD	0	0	0.0	0	0.0	0	0.0
IRON RANGE RESOURCE & REHABILITATION BOARD	1	0	0.0	0	0.0	1	100.0
JOBS & TRAINING	60	27	45.0	31	51.7	2	3.3

LIST HIRES BY AGENCY - 1991
(When Disparity Exists)

AGENCY	TOTAL OPPOR- TUNITIES	AFFIRMATIVE ACTION HIRES %		JUSTIFIED HIRES %		MISSED OPPORTUNITIES HIRES %	
LABOR & INDUSTRY	8	4	50.0	2	25.0	2	25.0
MEDIATION	0	0	0.0	0	0.0	0	0.0
MILITARY AFFAIRS	10	0	0.0	8	80.0	2	20.0
MINNESOTA ARTS SCHOOL	1	0	0.0	1	100.0	0	0.0
MINNESOTA CENTER FOR ARTS AND EDUCATION	0	0	0.0	0	0.0	0	0.0
NATURAL RESOURCES	168	45	26.8	80	47.6	43	25.6
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	3	0	0.0	2	66.7	1	33.3
OFFICE OF WASTE MANAGEMENT	1	0	0.0	1	100.0	0	0.0
POLLUTION CONTROL	77	37	48.1	20	26.0	20	26.0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	0	0	0.0	0	0.0	0	0.0
PUBLIC SAFETY	92	30	32.6	43	46.7	19	20.7
PUBLIC SERVICE	14	8	57.1	4	28.6	2	14.3
PUBLIC UTILITIES COMMISSION	4	1	25.0	3	75.0	0	0.0
REVENUE	29	10	34.5	19	65.5	0	0.0
SECRETARY OF STATE	7	1	14.3	6	85.7	0	0.0
SOIL & WATER RESOURCES BOARD	0	0	0.0	0	0.0	0	0.0
STATE LOTTERY	4	0	0.0	4	100.0	0	0.0
STATE RETIREMENT SYSTEM	0	0	0.0	0	0.0	0	0.0
STATE UNIVERSITIES	46	4	8.7	36	78.3	6	13.0
TEACHERS RETIREMENT	0	0	0.0	0	0.0	0	0.0

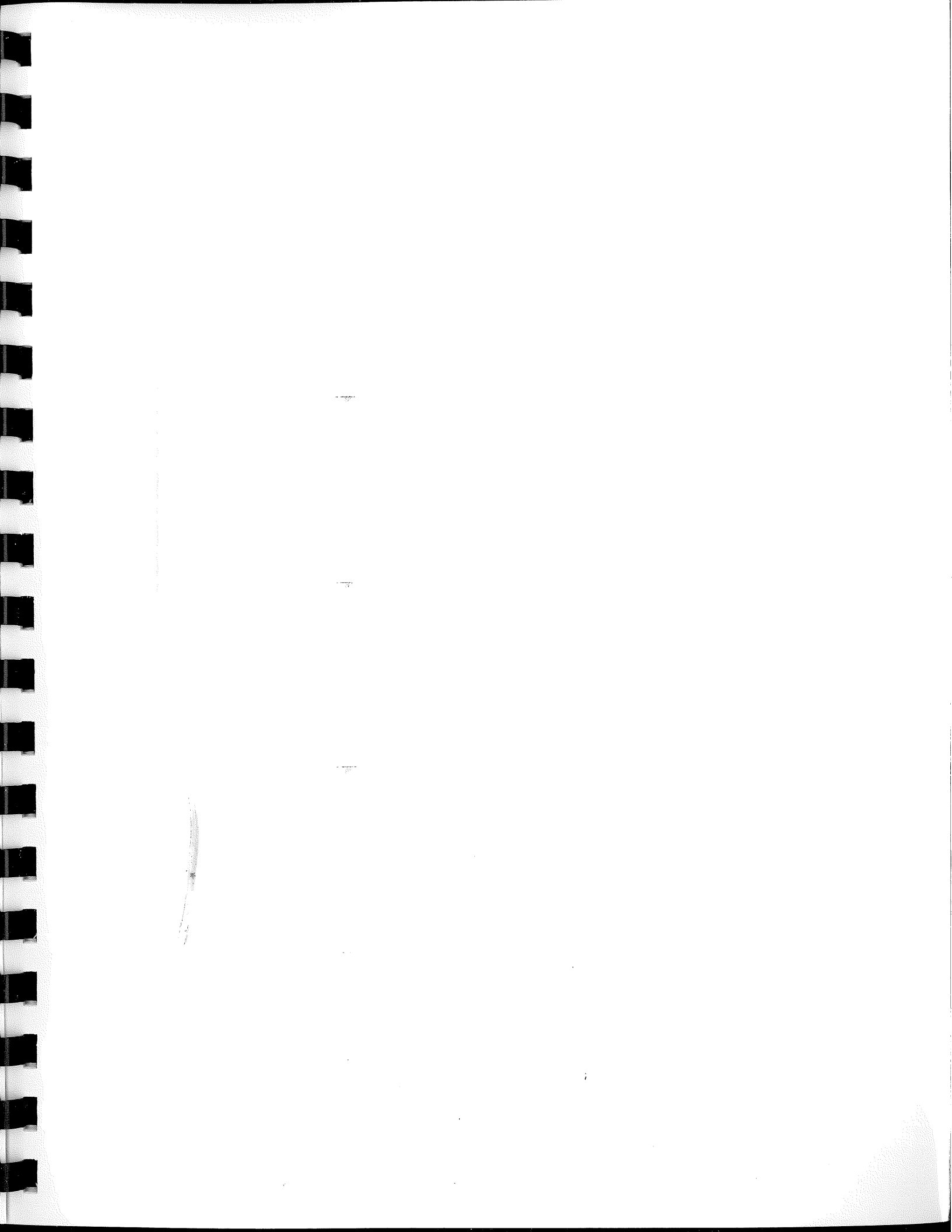
LIST HIRES BY AGENCY - 1991
(When Disparity Exists)

AGENCY	TOTAL OPPOR- TUNITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
TRADE & ECONOMIC DEVELOPMENT	21	1	4.8	15	71.4	5	23.8
TRANSPORTATION	221	41	18.6	144	65.2	36	16.3
TREASURERS OFFICE	0	0	0.0	0	0.0	0	0.0
VETERANS AFFAIRS	9	0	0.0	8	88.9	1	11.1
VETERANS AFFAIRS-C.O	0	0	0.0	0	0.0	0	0.0
VETERANS HOME-MINNEAPOLIS	40	6	15.0	33	82.5	1	2.5
VETERANS HOME-HASTINGS	0	0	0.0	0	0.0	0	0.0
VETERANS HOME-SILVER BAY	0	0	0.0	0	0.0	0	0.0
VETERANS HOMES BOARD	0	0	0.0	0	0.0	0	0.0
VOCATIONAL TECHNICAL EDUCATION BOARD	4	1	25.0	2	50.0	1	25.0
ZOO	15	0	0.0	15	100.0	0	0.0
TOTAL	1,518	348	22.9	927	61.2	241	15.9



SECTION 5

1991 Program Activities



1991 Program Activities

Governor's Affirmative Action Council

Purpose and Scope

By Executive Order 91-14, Governor Carlson created an Affirmative Action Council. The Affirmative Action Council's role is to develop a long range plan and to make recommendations on implementing the State's Affirmative Action Programs. The council is also responsible for analyzing, making recommendations and reporting on the monitoring of the state's affirmative action program to the governor and the Legislature. In addition, the council must conduct an assessment of protected group participation in the state's procurement programs.

Membership

The Honorable Joannell Dyrstad, Lieutenant Governor
Linda Barton, Commissioner of Employee Relations
David Beaulieu, Commissioner of Human Rights
Jane Brown, Commissioner of Jobs and Training
Dana Badgerow, Commissioner of Administration

The Governor's Affirmative Action Council works in cooperation with the following organizations:

Commission on the Economic Status of Women
Indian Affairs Council
Council on Black Minnesotans
Council of Asian Pacific Minnesotans
Council on Disability
Spanish Speaking Affairs Council
Equal Opportunity Division, Department of Employee Relations
Statewide Affirmative Action Committee

Statewide Affirmative Action Committee (SWAAC)

Purpose and Scope

The Statewide Affirmative Action Committee exists to provide a forum for discussing common concerns, to propose initiatives based on needs identified by committee members, and to support interaction among the various constituencies represented on the committee. The committee has advisory responsibility for assuring a diversified work force in the executive branch of state government; no group designated as a "protected group" by Minnesota statute shall be significantly under-represented overall, by agency, or by goal units. This advisory authority extends to both the classified and unclassified service.

History

The Statewide Affirmative Action Committee was formed by the Director of Equal Opportunity in April, 1977. The purpose was to provide a forum for agency affirmative action concerns and to serve as an advisory group to the Equal Opportunity Director and the commissioner of the Department of Employee Relations. The committee became formalized in April, 1978 when it was incorporated into the Statewide Affirmative Action Plan.

Membership

Permanent Members Representing State Agencies

Representatives of:

- Commission on the Economic Status of Women
- Indian Affairs Council
- Council on Black Minnesotans
- Council of Asian Pacific Minnesotans
- Spanish-Speaking Affairs Council
- Council on Disability

Term Members

The composition of the committee is made up of state employees of as many protected groups and from as many regions of the state as possible. The members must also have the responsibility for affirmative action for the agency they represent. Members of the committee were recommended to serve on the committee by their agency head, with approval by the commissioner of the Department of Employee Relations and a committee vote.

Department of Employee Relations Equal Opportunity Division

Responsibility

To provide direction for the state's affirmative action program. The division is charged with six basic responsibilities:

1. Providing consultation, technical support, and training for operating agency staff in developing their affirmative action plans;
2. Establishing goals and annual hiring objectives for agencies and reviewing and monitoring their progress;
3. Reviewing state policies and procedures for compliance with equal opportunity requirements or evidence of discrimination, and initiating joint programs to eliminate the effects of discrimination;
4. Advising the commissioner on legislative or policy initiatives and reporting to the legislature on affirmative action progress;
5. Approving affirmative action plans and monitoring progress for the seven metropolitan agencies; and
6. Implementing programs that assist people with disabilities in securing state employment, providing accommodations in the examination process for applicants with disabilities, and consulting with agencies on reasonable accommodations for employees with disabilities.

Staff

Chris Goodwill, Equal Opportunity Division Acting Director
Jerry Fahey, Research Analysis Specialist
Norvell Laurent, Training Specialist
Bartolo Martinez, Recruitment Specialist
Diane Pariana, Disability Specialist
Gail Schiff, Communications and Special Projects Coordinator

Action 1991

1991 was an active year for the Equal Opportunity Division. New programs were begun or existing programs improved in the following areas:

Training

In 1991, the division, in conjunction with the Training Division of the Department of Employee Relations, offered more sexual harassment training than in previous years. In addition, the divisions worked cooperatively to develop and conduct a course in valuing diversity.

Special Testing Accommodations

The Equal Opportunity Division is responsible for special testing for people with disabilities.

Applicants who, because of a disability, require an accommodation to compete in the competitive process may request the specific accommodation on the state job application form. Accommodations often include readers, markers, Sign Language interpreters, brailled or large print materials, raised work surfaces or adjustable chairs.

On-Site Community Testing

To enhance affirmative action recruiting, the division has developed partnerships with five community-based organizations serving protected group members in the Twin Cities. These organizations host on-site testing for various job classifications that are open for application on a continuous basis. A booklet that describes the jobs included in the On-Site Testing Program and sample test questions are also available.

The On-Site Testing Program allows protected group members to compete in the examination process at locations in their communities.

The Equal Opportunity Division staff is responsible for test administration at each exam site. These agencies are hosting onsite testing for current state jobs: Hallie Q. Brown Center, Anishinabe Council of Job Developers, Centro Cultural Chicano, Minneapolis Urban League, and CLUES/Neighborhood House.

Goal Setting

During 1991, a new goal setting process was established. This process, as described in Section 2, established new availability percentages for minorities and women for all goal units.

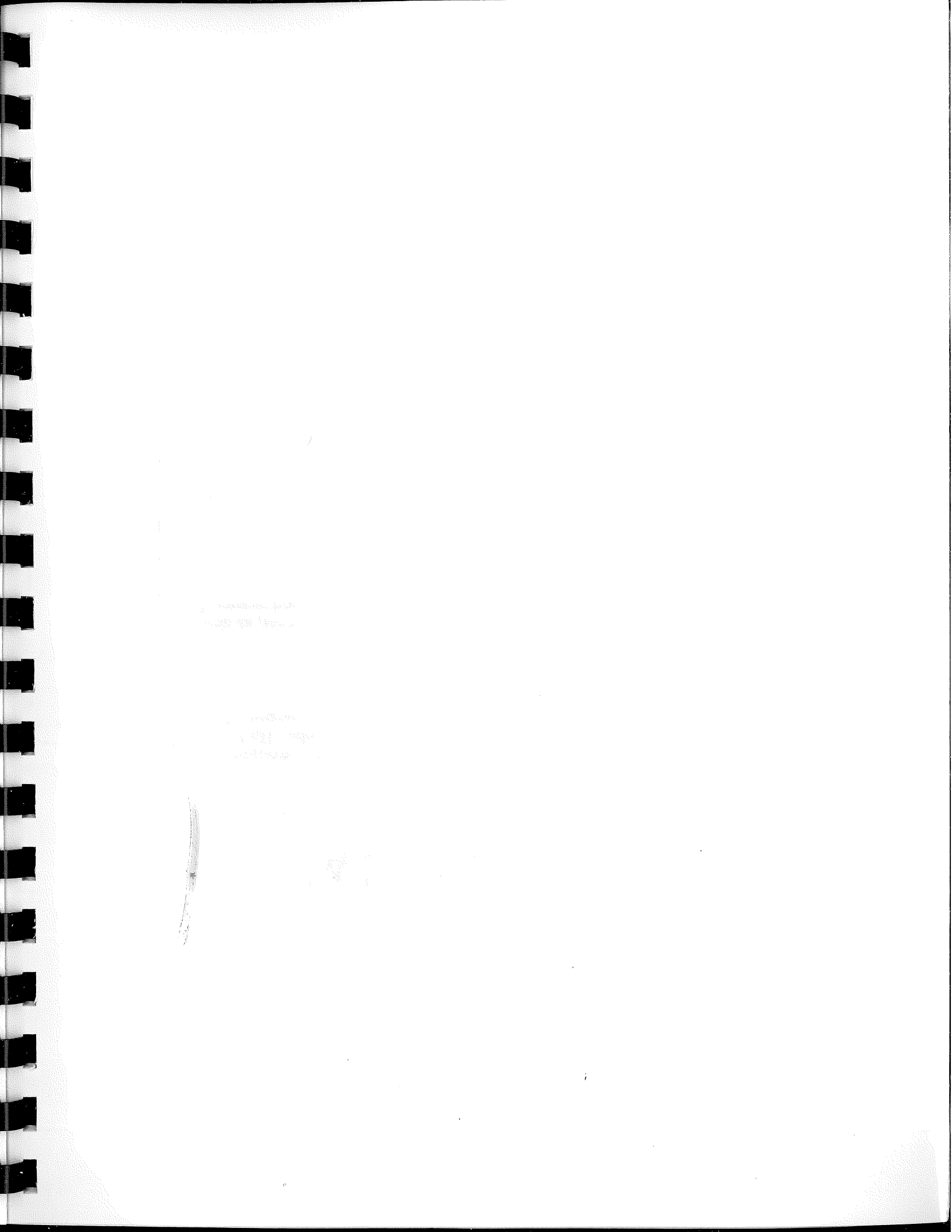
Plans for 1992

In 1992, the division has plans for the following activities:

- Task force to review the definition of disabilities.
- Statewide team for conducting investigations.
- Serve on an Affirmative Action Labor-Management Committee with MAPE and AFSCME.
- Expansion of the supported worker program.
- Analysis of retention and upward mobility of protected group members.
- Increase pilot programs to bring workforce age minorities into the state's workforce.

These and other activities which will be developed as the year progresses will maintain the state's commitment to affirmative action and improve the operations of the division.

APPENDICES



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PROTECTED GROUP REPORT

Action Code

A J M

Information collected will be used to determine the effectiveness of State selection and referral processes and the effectiveness of the State Affirmative Action Program. Results will be audited as required by M.S. 43A.191.

Agency	Dept./Div.	Goal Unit/Barg. Unit	Requisition #	
Class	Code	Class Certified (if different)	Code	# Pers. Cert.

AGENCY ANALYSIS OF CERTIFICATION/SELECTION PROCESS

	Disparity	Total Certified	Individuals on All Certs	Attempted to Contact	Interested	Interviewed/ Further	Withdraw/ Declined Off.	Numb. & Date Appointed
Female								
Minority								
Disabled								

WORKFORCE DISPARITY/OPPORTUNITY ACTION INFORMATION: Complete this section only if there is a check under one or more of the protected groups listed in the Disparity Column above and if no member of those disparate groups was appointed.

1. Followed pre-hire review? Yes No Explain _____

2. Check reason(s) a member of a disparate group was not appointed:

- A. No members of disparate groups were certified.
- B. Disparate group member(s) failed to pass mandatory job requirements given prior approval by DOER.
 - 1. Typing/Steno test
 - 2. Licensure/Certification
 - 3. Selective certification criteria: define
- C. Certified members of disparate groups failed to respond or were not interested in the position.
- D. Appointment made from layoff as required by collective bargaining agreement.
- E. Seniority article of the contract is applied.
 - 1. More senior employee had permanent/probationary status.
 - 2. More senior employee had been serving on temporary appointment.
- F. Incumbent appointed to position changed in allocation.
- G. Appointed workers' compensation referral.
- H. Agency no longer has disparity.
- I. Current employee appointed from attached certification to avert a layoff. Explain on reverse.
- J. The only disparate group members available for appointment are in the same goal/bargaining unit as vacancy and their appointment would not help meet affirmative action goals.
- K. Unable to make reasonable accommodation to applicant's handicap. Explain on reverse.
- L. Grievance or arbitration settlement. Attach copy of settlement.
- M. Non-citizen without proper work authorization.

NOTE: Reasons A-M above are justification for failure to make an affirmative action hire (appointment of a member of a protected group for which an agency has a disparity in the goal unit - see Personnel Rules) in determining compliance with affirmative action requirements of M.S. 43A.191, Subdivision 3.

Personnel Officer	Date	Affirmative Action Officer	Date
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This form, completed and signed, must accompany any appointment made from the attached certification report and returned to the Department of Employee Relations.

PE-00317-11 (Rev. 3/92)

**MONITORING FORM FOR
 NON - LIST HIRES
 DESIGNATED FOR AFFIRMATIVE ACTION**

DOER: Action Code
 A J M

INSTRUCTIONS: This form is used to monitor non-list hires pursuant to M.S. 43A.08, Subd. 2a or 43A.15 on equal employment opportunity and affirmative action. *Current goal disparity can be identified in your agency Affirmative Action Goal Achievement/Special Handling Report provided by DOER, Equal Opportunity Division or by contacting your E.O.D. liaison. This form will first be completed by your agency and forwarded to DOER, Equal Opportunity Division. Information collected will be used to monitor missed opportunities, and report to the Governor and Legislature each agency's compliance with affirmative action requirements. (SEE INSTRUCTION KEY ON REVERSE SIDE.) This form must be submitted to DOER-EOD for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 218, 222, 223, 229, 230, 231, 232, and 501.

Agency	①	Dept./Div.	②	Goal Unit	③	Barg Unit	④	Position #	⑤
Class Title	⑥	Class Code	⑦	Event Code	⑧	Appt. Begin Date/Name		⑨	

I. **AGENCY ANALYSIS OF SELECTION PROCESS** ⑩

	*Disparity (See above)	# Applied	# EOD Resume Referrals	# Attempted to Contact	# Interviewed	Withdrawn/ Declined Offer	Appt'd Yes/No
Female							
Minority							
Disabled							

II. Workforce Disparity/Opportunity Action Information: Complete this section only if there is a check under one or more of the protected groups listed in the Disparity Column above and if no member of those disparate groups was appointed. Check Reason(s). ⑪

- E. Seniority article of contract applied.
 - 1. More senior employee had permanent/probationary status.
 - 2. More senior employee had been serving on temporary status.
- F. Incumbent appointed to position changed in allocation or demoted or transferred as a result of reallocation.
- G. Appointed worker's compensation referral.
- H. Agency no longer has disparity.
- I. Current employee appointed from layoff or to avert a layoff.
- J. The only disparate group members available for appointment are in same goal unit (bargaining unit within geographic area) as vacancy and their appointment would not help meet affirmative action goals.
- K. Unable to make reasonable accommodation to applicant's disability. Explain:
- L. Grievance or arbitration settlement. Attach copy of settlement.
- M. Summer job hire - no members of disparate groups referred.
- N. No member of disparate groups referred.
- O. Urgent hire required within 5 working days.

NOTE: The above reasons will be considered as justification for failure to make an affirmative action hire as will good faith recruitment efforts which failed to produce protected group applicants.

III. Recruitment Process ⑫ Date Vacancy Posted _____

Affirmative Action Efforts (Please explain)

Appointing Authority	Date	Personnel Officer	Date	Affirmative Action Officer	Date
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MONITORING NON-LIST HIRES

This form must be submitted to DOER-EOD for all non-list hires for the following event codes: 104, 105, 107, 108, 109, 110, 111, 112, 113, 117, 120, 121, 204, 205, 207, 208, 210, 211, 212, 213, 214, 218, 222, 223, 229, 230, 231, 232, and 501.

Please refer to this instruction key (1-12) which will describe the blanks to be filled in on the monitoring form.

1. AGENCY: Insert agency name.
 2. DEPT/DIVN: Insert the number representing the department and division to which the position is assigned. See State Personnel/Payroll Operations Manual.
 3. GOAL UNIT: Insert the number for the goal unit from your Affirmative Action Goal Achievement/Special Handling Report or contact your EOD Liaison for further assistance. If your agency employs less than 25 employees, a goal unit number is not applicable. You may include goals for goal units with fewer than five employees if you review the existing makeup of your agency's unclassified workforce and then determine what protected groups are underutilized. Contact EOD 296-4600.
 4. BARGAINING UNIT: Insert the three-digit code which stands for the bargaining unit, if any, to which the position is assigned. See State Personnel/Payroll Operations Manual.
 5. POSITION #: The position control number to which the employee is assigned. Reference the Position Processing Section in the State Personnel/Payroll Operations Manual.
 6. CLASS: Insert the official job class title as listed in the State Salary Plan.
 7. CODE: Insert the six-digit code corresponding to the classification title as listed in the State Salary Plan.
 8. EVENT CODE: Insert the three digit code. Reference the State Personnel/Payroll Operations Manual.
 9. APPT. BEGIN DATE/NAME: First day employee is on State payroll in this appointment. Insert name of applicant hired.
 10. SECTION I/SELECTION PROCESS: Agency shall list protected group member disparity and document applicant selection process. Reference your Goal Achievement/Special Handling Report or contact your EOD Liaison for further assistance.
 11. SECTION II/RATIONALE: Agency shall check any reason(s) a member of a disparate group was not appointed.
 12. SECTION III/RECRUITING PROCESS: Agency shall list all affirmative action recruitment efforts.
- * The agency Affirmative Action Officer and Personnel Officer shall sign and forward the completed form to the Department of Employee Relations, Equal Opportunity Division.

10/89

WPPPE4

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ACCOUNTANCY BOARD	4	4	100.00	0	0.00	1	25.00
ADMINISTRATION	899	401	44.61	69	7.68	71	7.90
ADMINISTRATIVE HEARINGS	75	42	56.00	4	5.33	7	9.33
AGRICULTURE	496	161	32.46	17	3.43	41	8.27
ANIMAL HEALTH BOARD	37	16	43.24	1	2.70	2	5.41
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	6	85.71	1	14.29	0	0.00
ARTS BOARD	16	12	75.00	1	6.25	0	0.00
ASIAN PACIFIC COUNCIL	3	2	66.67	3	100.00	0	0.00
ATTORNEY GENERAL	403	259	64.27	22	5.46	30	7.44
AUDITOR	121	59	48.76	8	6.61	9	7.44
BARBER BOARD	2	1	50.00	0	0.00	0	0.00
BOARD OF MEDICAL PRACTICE	27	20	74.07	2	7.41	1	3.70
BOARD OF MARRIAGE & FAMILY	2	1	50.00	0	0.00	0	0.00
BOARD OF SOCIAL WORK	8	7	87.50	0	0.00	1	12.50
BOXING BOARD	2	1	50.00	0	0.00	1	50.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	4	57.14	1	14.29	0	0.00
CHIROPRACTIC EXAM BOARD	5	4	80.00	0	0.00	0	0.00
COMMERCE	250	128	51.20	18	7.20	18	7.20
COMMUNITY COLLEGES METRO	908	609	67.07	74	8.15	41	4.52
COMMUNITY COLLEGES OTHER	587	381	64.91	33	5.62	27	4.60
CORRECTIONS METRO	1,368	457	33.41	113	8.26	158	11.55
CORRECTIONS OTHER	1,038	330	31.79	40	3.85	108	10.40
COUNCIL ON BLACK MINNESOTANS	5	4	80.00	5	100.00	1	20.00
COUNCIL ON DISABILITY	9	6	66.67	0	0.00	3	33.33
DENTISTRY BOARD	6	6	100.00	0	0.00	0	0.00
EDUCATION	644	441	68.48	34	5.28	59	9.16
ELECTRICITY BOARD	21	9	42.86	0	0.00	1	4.76
EMPLOYEE RELATIONS	187	129	68.98	15	8.02	15	8.02
ETHICAL PRACTICES BOARD	6	5	83.33	0	0.00	0	0.00
FINANCE	121	62	51.24	6	4.96	18	14.88

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
GAMING	47	28	59.57	0	0.00	3	6.38
GOVERNOR	104	70	67.31	3	2.88	2	1.92
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	2	100.00	0	0.00	0	0.00
HEALTH	947	648	68.43	45	4.75	63	6.65
HIGHER EDUCATION COORDINATING BOARD	68	46	67.65	4	5.88	1	1.47
HIGHER EDUCATION FACILITIES AUTHORITY	3	2	66.67	0	0.00	0	0.00
HOUSING FINANCE AGENCY	137	86	62.77	16	11.68	11	8.03
HUMAN RIGHTS	68	47	69.12	17	25.00	9	13.24
HUMAN SERVICES METRO	1,668	1,101	66.01	88	5.28	113	6.77
HUMAN SERVICES OTHER	5,484	3,626	66.12	109	1.99	488	8.90
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	7	5	71.43	7	100.00	0	0.00
INVESTMENT BOARD	25	11	44.00	1	4.00	0	0.00
IRON RANGE RESOURCE AND REHABILITATION BOARD	147	47	31.97	0	0.00	3	2.04
JOBS & TRAINING METRO	1,356	753	55.53	83	6.12	102	7.52
JOBS & TRAINING OTHER	560	291	51.96	11	1.96	53	9.46
LABOR & INDUSTRY	365	214	58.63	34	9.32	48	13.15
MEDIATION SERVICES	22	9	40.91	1	4.55	0	0.00
MILITARY AFFAIRS METRO	85	22	25.88	6	7.06	5	5.88
MILITARY AFFAIRS OTHER	302	64	21.19	4	1.32	10	3.31
MINNESOTA AMATEUR SPORTS COMMISSION	9	6	66.67	0	0.00	0	0.00
MINNESOTA CENTER FOR ARTS EDUCATION	61	42	68.85	1	1.64	2	3.28
MINNESOTA STATE RETIREMENT SYSTEM	36	20	55.56	2	5.56	1	2.78
MUNICIPAL BOARD	4	3	75.00	1	25.00	0	0.00
NATURAL RESOURCES METRO	795	325	40.88	43	5.41	42	5.28
NATURAL RESOURCES OTHER	1,534	304	19.82	29	1.89	82	5.35
NURSING BOARD	23	23	100.00	2	8.70	0	0.00

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
NURSING HOME ADMINISTRATORS BOARD	2	1	50.00	0	0.00	0	0.00
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	54	25	46.30	1	1.85	3	5.56
OFFICE OF WASTE MANAGEMENT	57	27	47.37	3	5.26	2	3.51
OMBUDSMAN FOR MENTAL HEALTH	19	11	57.89	0	0.00	0	0.00
OMBUDSMAN-CORRECTIONS	7	5	71.43	3	42.86	0	0.00
OPTOMETRY BOARD	1	1	100.00	0	0.00	0	0.00
PHARMACY BOARD	7	4	57.14	0	0.00	0	0.00
POLLUTION CONTROL	727	330	45.39	44	6.05	68	9.35
PSYCHOLOGY BOARD	4	4	100.00	0	0.00	0	0.00
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	45	69.23	3	4.62	7	10.77
PUBLIC SAFETY METRO	1,225	624	50.94	55	4.49	48	3.92
PUBLIC SAFETY OTHER	626	122	19.49	17	2.72	12	1.92
PUBLIC SERVICE	130	56	43.08	8	6.15	13	10.00
PUBLIC UTILITIES COMMISSION	41	22	53.66	2	4.88	1	2.44
REVENUE	1,103	623	56.48	70	6.35	81	7.34
SECRETARY OF STATE	66	50	75.76	5	7.58	3	4.55
SENTENCING GUIDELINES COMMISSION	5	5	100.00	0	0.00	0	0.00
SOIL & WATER RESOURCES BOARD	34	9	26.47	0	0.00	2	5.88
SPANISH SPEAKING PEOPLE	4	2	50.00	4	100.00	0	0.00
STATE BOARD OF TECHNICAL COLLEGES	121	72	59.50	7	5.79	9	7.44
STATE LOTTERY	207	109	52.66	15	7.25	22	10.63
STATE UNIVERSITIES METRO	120	100	83.33	12	10.00	11	9.17
STATE UNIVERSITIES OTHER	1,860	1,153	61.99	43	2.31	69	3.71
TAX COURT	11	6	54.55	0	0.00	0	0.00
TEACHERS RETIREMENT ASSOCIATION	47	28	59.57	1	2.13	0	0.00
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	1	50.00	0	0.00	0	0.00

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1992**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
TRADE & ECONOMIC DEVELOPMENT	246	149	60.57	13	5.28	11	4.47
TRANSPORTATION REGULATION BOARD	9	4	44.44	2	22.22	0	0.00
TRANSPORTATION METRO	2,797	613	21.92	112	4.00	163	5.83
TRANSPORTATION OTHER	2,260	235	10.40	67	2.96	177	7.83
TREASURER	11	3	27.27	0	0.00	3	27.27
VETERANS AFFAIRS	2	1	50.00	0	0.00	1	50.00
VETERANS BENEFITS & SERVICES	31	13	41.94	2	6.45	5	16.13
VETERANS HOME BOARD	7	6	85.71	2	28.57	1	14.29
VETERANS HOME--HASTINGS	73	40	54.79	2	2.74	5	6.85
VETERANS HOME--MINNEAPOLIS	472	277	58.69	49	10.38	31	6.57
VETERANS HOME--SILVERBAY	56	39	69.64	1	1.79	6	10.71
VETERINARY MEDICINE	2	1	50.00	0	0.00	0	0.00
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	2	50.00	0	0.00	0	0.00
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	1	100.00	0	0.00	0	0.00
WORKERS COMPENSATION COURT OF APPEALS	22	13	59.09	2	9.09	0	0.00
WORLD TRADE CENTER CORPORATION	12	5	41.67	3	25.00	0	0.00
ZOOLOGICAL GARDENS	235	113	48.09	10	4.26	18	7.66
T O T A L	34,013	16,377	48.15	1,533	4.51	2,424	7.13

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: **MINORITY (AFRICAN AMERICAN-HISPANIC-ASIAN-AM INDIAN)**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	0	0	0	0	0
ADMINISTRATION	899	69 7.68	2 3.64	13 5.46	6 5.61	48 9.62
ADMINISTRATIVE HEARINGS	75	4 5.33	0	2 4.88	0	2 7.69
AGRICULTURE	496	17 3.43	0	6 5.71	1 1.82	10 3.18
ANIMAL HEALTH BOARD	37	1 2.70	0	0	0	1 4.76
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	0	0	0	1 16.67
ARTS BOARD	16	1 6.25	0	1 12.50	0	0
ASIAN PACIFIC COUNCIL	3	3 100.00	1 100.00	1 100.00	0	1 100.00
ATTORNEY GENERAL	403	22 5.46	2 3.57	17 6.94	0	3 3.13
AUDITOR	121	8 6.61	2 16.67	4 5.63	1 4.35	1 6.67
BARBER BOARD	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	27	2 7.41	0	0	1 50.00	1 6.67
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF SOCIAL WORK	8	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	1 14.29	0	0	0	1 33.33
CHIROPRACTIC EXAM BOARD	5	0	0	0	0	0

GROUP: MINORITY (AFRICAN AMERICAN-HISPANIC-ASIAN-AM INDIAN)

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
COMMERCE	250	18 7.20	0	7 5.15	4 16.67	7 9.33
COMMUNITY COLLEGES METRO	908	74 8.15	9 9.38	19 15.83	2 4.35	44 6.81
COMMUNITY COLLEGES OTHER	587	33 5.62	6 9.52	18 16.82	0	9 2.27
CORRECTIONS METRO	1,368	113 8.26	3 7.89	12 6.42	17 9.50	81 8.40
CORRECTIONS OTHER	1,038	40 3.85	0	7 3.04	3 2.24	30 4.59
COUNCIL ON BLACK MINNESOTANS	5	5 100.00	1 100.00	2 100.00	0	2 100.00
COUNCIL ON DISABILITY	9	0	0	0	0	0
DENTISTRY BOARD	6	0	0	0	0	0
EDUCATION	644	34 5.28	1 5.26	16 6.45	7 12.28	10 3.13
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	187	15 8.02	0	11 14.67	1 4.17	3 4.11
ETHICAL PRACTICES BOARD	6	0	0	0	0	0
FINANCE	121	6 4.96	1 2.63	3 11.11	0	2 5.41
GAMING	47	0	0	0	0	0
GOVERNOR	104	3 2.88	1 8.33	0	0	2 2.86
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	947	45 4.75	0	24 4.70	6 4.44	15 5.73
HIGHER EDUCATION COORDINATING BOARD	68	4 5.88	1 6.67	1 5.56	0	2 6.67

GROUP: MINORITY (AFRICAN AMERICAN-HISPANIC-ASIAN-AM INDIAN)

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	137	16 11.68	1 10.00	9 14.29	0	6 11.76
HUMAN RIGHTS	68	17 25.00	1 16.67	7 19.44	3 30.00	6 37.50
HUMAN SERVICES METRO	1,668	88 5.28	3 3.90	41 5.14	5 3.23	39 6.11
HUMAN SERVICES OTHER	5,484	109 1.99	1 1.79	34 3.08	5 1.18	69 1.77
INDIAN AFFAIRS INTERTRIBUAL COUNCIL	7	7 100.00	1 100.00	3 100.00	0	3 100.00
INVESTMENT BOARD	5	1 4.00	0	1 10.00	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	147	0	0	0	0	0
JOBS & TRAINING METRO	1,356	83 6.12	2 4.44	39 5.66	5 3.97	37 7.46
JOBS & TRAINING OTHER	560	11 1.96	0	9 2.70	2 4.00	0
LABOR & INDUSTRY	365	34 9.32	6 31.58	10 6.29	1 3.45	17 10.76
MEDIATION SERVICES	22	1 4.55	0	0	0	1 14.29
MILITARY AFFAIRS METRO	85	6 7.06	0	0	1 14.29	5 7.04
MILITARY AFFAIRS OTHER	302	4 1.32	0	0	0	4 1.49
MINNESOTA AMATEUR SPORTS COMMISSION	9	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION	61	1 1.64	0	1 3.45	0	0

GROUP: MINORITY (AFRICAN AMERICAN-HISPANIC-ASIAN-AM INDIAN)

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
MINNESOTA STATE RETIREMENT SYSTEM	36	2 5.56	0	1 10.00	0	1 5.26
MUNICIPAL BOARD	4	1 25.00	0	0	0	1 50.00
NATURAL RESOURCES METRO	795	43 5.41	0	16 4.92	3 2.42	24 8.39
NATURAL RESOURCES OTHER	1,534	29 1.89	1 3.85	14 2.28	2 0.91	12 1.78
NURSING BOARD	23	2 8.70	0	0	0	2 11.76
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	54	1 1.85	1 11.11	0	0	0
OFFICE OF WASTE MANAGEMENT	57	3 5.26	0	1 2.63	0	2 18.18
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	19	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	7	3 42.86	1 50.00	2 50.00	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PHARMACY BOARD	7	0	0	0	0	0
POLLUTION CONTROL	727	44 6.05	0	26 5.52	3 3.90	15 9.80
PSYCHOLOGY BOARD	4	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	3 4.62	0	0	1 9.09	2 6.90
PUBLIC SAFETY METRO	1,225	55 4.49	3 8.82	11 3.19	8 5.41	33 4.73
PUBLIC SAFETY OTHER	626	17 2.72	0	12 3.41	1 1.75	4 1.84
PUBLIC SERVICE	130	8 6.15	0	5 10.42	0	3 5.77

GROUP: MINORITY (AFRICAN AMERICAN-HISPANIC-ASIAN-AM INDIAN)

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
PUBLIC UTILITIES COMMISSION	41	2 4.88	0	1 4.35	1 20.00	0
REVENUE	1,103	70 6.35	2 5.41	24 4.72	2 2.06	42 9.13
SECRETARY OF STATE	66	5 7.58	1 33.33	1 9.09	0	3 6.98
SENATE GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	34	0	0	0	0	0
SPANISH SPEAKING PEOPLE (OFFICE FOR)	4	4 100.00	1 100.00	2 100.00	0	1 100.00
STATE BOARD OF TECHNICAL COLLEGES	121	7 5.79	0	1 1.85	2 15.38	4 9.76
STATE LOTTERY	207	15 7.25	2 13.33	8 9.76	1 4.55	4 4.55
STATE UNIVERSITIES METRO	120	12 10.00	1 12.50	1 16.67	0	10 10.42
STATE UNIVERSITIES OTHER	1,860	43 2.31	0	7 3.85	1 0.99	35 2.24
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	47	1 2.13	0	0	0	1 4.17
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	246	13 5.28	0	10 10.00	0	3 3.00
TRANSPORTATION REGULATION BOARD	9	2 22.22	0	1 50.00	0	1 25.00
TRANSPORTATION METRO	2,797	112 4.00	3 3.00	27 5.66	6 1.42	76 4.23
TRANSPORTATION OTHER	2,260	67 2.96	0	3 2.05	4 1.56	60 3.29

GROUP: MINORITY (AFRICAN AMERICAN-HISPANIC-ASIAN-AM INDIAN)

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TREASURER	11	0	0	0	0	0
VETERANS AFFAIRS	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	31	2 6.45	1 25.00	0	0	1 5.88
VETERANS HOME BOARD	7	2 28.57	1 50.00	1 33.33	0	0
VETERANS HOME-HASTINGS	73	2 2.74	0	0	0	2 4.00
VETERANS HOME-MINNEAPOLIS	472	49 10.38	0	6 7.79	2 5.88	41 11.45
VETERANS HOME-SILVERBAY	56	1 1.79	0	0	0	1 2.70
VETERINARY MEDICINE	2	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	22	2 9.09	2 40.00	0	0	0
WORLD TRADE CENTER CORPORATION	12	3 25.00	0	0	0	3 25.00
ZOOLOGICAL GARDENS	235	10 4.26	0	0	0	10 5.32
T O T A L	34,013	1,533 4.51	65 5.15	499 5.10	108 3.15	861 4.40

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: AFRICAN AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AFRICAN AMERICAN	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	0	0	0	0	0
ADMINISTRATION	899	39 4.34	2 3.64	8 3.36	2 1.87	27 5.41
ADMINISTRATIVE HEARINGS	75	2 2.67	0	1 2.44	0	1 3.85
AGRICULTURE	496	5 1.01	0	1 0.95	0	4 1.27
ANIMAL HEALTH BOARD	37	0	0	0	0	0
ARCHITECTURE, ENGINEERING LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	3	0	0	0	0	0
ATTORNEY GENERAL	403	13 3.23	2 3.57	9 3.67	0	2 2.08
AUDITOR	121	2 1.65	0	2 2.82	0	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	27	1 3.70	0	0	1 50.00	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF SOCIAL WORK	8	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL BOARD	7	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	5	0	0	0	0	0
COMMERCE	250	6 2.40	0	2 1.47	2 8.33	2 2.67

GROUP: AFRICAN AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AFRICAN AMERICAN	MANAGERS	PROF	SUPV	OTHER
COMMUNITY COLLEGES METRO	908	40 4.41	6 6.25	13 10.83	0	21 3.25
COMMUNITY COLLEGES OTHER	587	1 0.17	1 1.59	0	0	0
CORRECTIONS METRO	1,368	49 3.58	3 7.89	4 2.14	9 5.03	33 3.42
CORRECTIONS OTHER	1,038	18 1.73	0	3 1.30	1 0.75	14 2.14
COUNCIL ON BLACK MINNESOTANS	5	5 100.00	1 100.00	2 100.00	0	2 100.00
COUNCIL ON DISABILITY	9	0	0	0	0	0
DENTISTRY BOARD	6	0	0	0	0	0
EDUCATION	644	13 2.02	0	5 2.02	2 3.51	6 1.88
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	187	10 5.35	0	7 9.33	1 4.17	2 2.74
ETHICAL PRACTICES BOARD	6	0	0	0	0	0
FINANCE	121	3 2.48	0	1 3.70	0	2 5.41
GAMING	47	0	0	0	0	0
GOVERNOR	104	2 1.92	1 8.33	0	0	1 1.43
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	947	21 2.22	0	11 2.15	4 2.96	6 2.29
HIGHER EDUCATION COORDINATING BOARD	68	2 2.94	0	1 5.56	0	1 3.33
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0

GROUP: AFRICAN AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AFRICAN AMERICAN	MANAGERS	PROF	SUPV	OTHER
HOUSING FINANCE AGENCY	137	8 5.84	1 10.00	4 6.35	0	3 5.88
HUMAN RIGHTS	68	7 10.29	0	3 8.33	2 20.00	2 12.50
HUMAN SERVICES METRO	1,668	25 1.50	0	13 1.63	3 1.94	9 1.41
HUMAN SERVICES OTHER	5,484	11 0.20	0	4 0.36	2 0.47	5 0.13
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	7	0	0	0	0	0
INVESTMENT BOARD	25	1 4.00	0	1 10.00	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	147	0	0	0	0	0
JOBS & TRAINING METRO	1,356	38 2.80	1 2.22	18 2.61	2 1.59	17 3.43
JOBS & TRAINING OTHER	560	1 0.18	0	1 0.30	0	0
LABOR & INDUSTRY	365	22 6.03	4 21.05	4 2.52	1 3.45	13 8.23
MEDIATION SERVICES	22	1 4.55	0	0	0	1 14.29
MILITARY AFFAIRS METRO	85	2 2.35	0	0	0	2 2.82
MILITARY AFFAIRS OTHER	302	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION	9	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION	61	1 1.64	0	1 3.45	0	0
MINNESOTA STATE RETIREMENT SYSTEM	36	0	0	0	0	0
MUNICIPAL BOARD	4	0	0	0	0	0

GROUP: AFRICAN AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AFRICAN AMERICAN	MANAGERS	PROF	SUPV	OTHER
NATURAL RESOURCES METRO	795	9 1.13	0	5 1.54	1 0.81	3 1.05
NATURAL RESOURCES OTHER	1,534	1 0.07	1 3.85	0	0	0
NURSING BOARD	23	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	54	0	0	0	0	0
OFFICE OF WASTE MANAGEMENT	57	1 1.75	0	1 2.63	0	0
OMBUDSMAN FOR MENTAL HEALTH & MENTAL RETARDATION	19	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	7	2 28.57	1 50.00	1 25.00	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PHARMACY BOARD	7	0	0	0	0	0
POLLUTION CONTROL	727	13 1.79	0	6 1.27	0	7 4.58
PSYCHOLOGY BOARD	4	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	1 1.54	0	0	1 9.09	0
PUBLIC SAFETY METRO	1,225	30 2.45	2 5.88	7 2.03	5 3.38	16 2.29
PUBLIC SAFETY OTHER	626	3 0.48	0	2 0.57	0	1 0.46
PUBLIC SERVICE	130	2 1.54	0	0	0	2 3.85
PUBLIC UTILITIES COMMISSION	41	2 4.88	0	1 4.35	1 20.00	0
REVENUE	1,103	30 2.72	0	11 2.16	1 1.03	18 3.91

GROUP: AFRICAN AMERICAN

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	AFRICAN AMERICAN	MANAGERS	PROF	SUPV	OTHER
SECRETARY OF STATE	66	2 3.03	1 33.33	0	0	1 2.33
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	34	0	0	0	0	0
SPANISH SPEAKING PEOPLE (OFFICE FOR)	4	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	121	3 2.48	0	0	2 15.38	1 2.44
STATE LOTTERY	207	9 4.35	1 6.67	4 4.88	1 4.55	3 3.41
STATE UNIVERSITIES METRO	120	6 5.00	1 12.50	1 16.67	0	4 4.17
STATE UNIVERSITIES OTHER	1,860	5 0.27	0	2 1.10	0	3 0.19
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	246	5 2.03	0	5 5.00	0	0
TRANSPORTATION REGULATION BOARD	9	0	0	0	0	0
TRANSPORTATION METRO	2,797	43 1.54	1 1.00	7 1.47	2 0.47	33 1.84
TRANSPORTATION OTHER	2,260	3 0.13	0	1 0.68	0	2 0.11
TREASURER	11	0	0	0	0	0
VETERANS AFFAIRS	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	31	1 3.23	0	0	0	1 5.88
VETERANS HOME BOARD	7	0	0	0	0	0

GROUP: AFRICAN AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AFRICAN AMERICAN	MANAGERS	PROF	SUPV	OTHER
VETERANS HOME--HASTINGS	73	1 1.37	0	0	0	1 2.00
VETERANS HOME--MINNEAPOLIS	472	34 7.20	0	3 3.90	0	31 8.66
VETERANS HOME--SILVERBAY	56	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	22	1 4.55	1 20.00	0	0	0
WORLD TRADE CENTER CENTER	12	1 8.33	0	0	0	1 8.33
ZOOLOGICAL GARDENS	235	3 1.28	0	0	0	3 1.60
T O T A L	34,013	561 1.65	31 2.45	176 1.80	46 1.34	308 1.58

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: **AMERICAN INDIAN**

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AMERICAN INDIAN	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	0	0	0	0	0
ADMINISTRATION	899	11 1.22	0	1 0.42	1 0.93	9 1.80
ADMINISTRATIVE HEARINGS	75	0	0	0	0	0
AGRICULTURE	496	2 0.40	0	0	0	2 0.64
ANIMAL HEALTH BOARD	37	0	0	0	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	3	0	0	0	0	0
ATTORNEY GENERAL	403	5 1.24	0	5 2.04	0	0
AUDITOR	121	1 0.83	0	0	1 4.35	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	27	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF SOCIAL WORK	8	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	5	0	0	0	0	0
COMMERCE	250	4 1.60	0	1 0.74	2 8.33	1 1.33
COMMUNITY COLLEGES METRO	908	8 0.88	0	3 2.50	1 2.17	4 0.62

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AMERICAN INDIAN	MANAGERS	PROF	SUPV	OTHER
COMMUNITY COLLEGES OTHER	587	27 4.60	4 6.35	16 14.95	0	7 1.76
CORRECTIONS METRO	1,368	32 2.34	0	2 1.07	7 3.91	23 2.39
CORRECTIONS OTHER	1,038	14 1.35	0	3 1.30	2 1.49	9 1.38
COUNCIL ON BLACK MINNESOTANS	5	0	0	0	0	0
COUNCIL ON DISABILITY	9	0	0	0	0	0
DENTISTRY BOARD	6	0	0	0	0	0
EDUCATION	644	9 1.40	0	3 1.21	4 7.02	2 0.63
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	187	0	0	0	0	0
ETHICAL PRACTICES BOARD	6	0	0	0	0	0
FINANCE	121	1 0.83	0	1 3.70	0	0
GAMING	47	0	0	0	0	0
GOVERNOR	104	0	0	0	0	0
HAZARDOUS SUBSTANCES COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	947	5 0.53	0	1 0.20	0	4 1.53
HIGHER EDUCATION COORDINATING BOARD	68	1 1.47	0	0	0	1 3.33
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	137	4 2.92	0	1 1.59	0	3 5.88
HUMAN RIGHTS	68	4 5.88	1 16.67	1 2.78	0	2 12.50

GROUP: AMERICAN INDIAN

		[-----NUMBER & PERCENT-----]					
DEPARTMENT		TOTAL EMPLOYEES	AMERICAN INDIAN	MANAGERS	PROF	SUPV	OTHER
HUMAN SERVICES	METRO	1,668	17 1.02	0	6 0.75	2 1.29	9 1.41
HUMAN SERVICES	OTHER	5,484	52 0.95	1 1.79	13 1.18	2 0.47	36 0.92
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL		7	7 100.00	1 100.00	3 100.00	0	3 100.00
INVESTMENT BOARD		25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD		147	0	0	0	0	0
JOBS & TRAINING	METRO	1,356	12 0.88	0	3 0.44	3 2.38	6 1.21
JOBS & TRAINING	OTHER	560	7 1.25	0	6 1.80	1 2.00	0
LABOR & INDUSTRY		365	5 1.37	0	4 2.52	0	1 0.63
MEDIATION SERVICES		22	0	0	0	0	0
MILITARY AFFAIRS	METRO	85	2 2.35	0	0	0	2 2.82
MILITARY AFFAIRS	OTHER	302	3 0.99	0	0	0	3 1.12
MINNESOTA AMATEUR SPORTS COMMISSION		9	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		61	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM		36	0	0	0	0	0
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	795	8 1.01	0	0	2 1.61	6 2.10
NATURAL RESOURCES	OTHER	1,534	25 1.63	0	14 2.28	1 0.46	10 1.48

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AMERICAN INDIAN	MANAGERS	PROF	SUPV	OTHER
NURSING BOARD	23	1 4.35	0	0	0	1 5.88
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC & LONG RANGE PLANNING	54	0	0	0	0	0
OFFICE OF WASTE MANAGEMENT	57	1 1.75	0	0	0	1 9.09
OMBUDSMAN FOR MENTAL HEALTH & MENTAL RETARDATION	19	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	7	1 14.29	0	1 25.00	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PHARMACY BOARD	7	0	0	0	0	0
POLLUTION CONTROL	727	10 1.38	0	5 1.06	2 2.60	3 1.96
PSYCHOLOGY BOARD	4	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	0	0	0	0	0
PUBLIC SAFETY METRO	1,225	4 0.33	1 2.94	0	1 0.68	2 0.29
PUBLIC SAFETY OTHER	626	10 1.60	0	7 1.99	1 1.75	2 0.92
PUBLIC SERVICE	130	0	0	0	0	0
PUBLIC UTILITIES COMMISSION	41	0	0	0	0	0
REVENUE	1,103	6 0.54	0	1 0.20	0	5 1.09
SECRETARY OF STATE	66	1 1.52	0	0	0	1 2.33
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AMERICAN INDIAN	MANAGERS	PROF	SUPV	OTHER
SOIL & WATER RESOURCES BOARD	34	0	0	0	0	0
SPANISH SPEAKING PEOPLE (OFFICE FOR)	4	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	121	2 1.65	0	0	0	2 4.88
STATE LOTTERY	207	1 0.48	0	0	0	1 1.14
STATE UNIVERSITIES METRO	120	3 2.50	0	0	0	3 3.13
STATE UNIVERSITIES OTHER	1,860	16 0.86	0	1 0.55	1 0.99	14 0.90
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	246	0	0	0	0	0
TRANSPORTATION REGULATION BOARD	9	0	0	0	0	0
TRANSPORTATION METRO	2,797	17 0.61	1 1.00	1 0.21	1 0.24	14 0.78
TRANSPORTATION OTHER	2,260	45 1.99	0	2 1.37	4 1.56	39 2.14
TREASURER	11	0	0	0	0	0
VETERANS AFFAIRS	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	31	1 3.23	1 25.00	0	0	0
VETERANS HOME BOARD	7	1 14.29	1 50.00	0	0	0
VETERANS HOME-HASTINGS	73	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	472	6 1.27	0	1 1.30	1 2.94	4 1.12

GROUP: AMERICAN INDIAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		AMERICAN INDIAN	MANAGERS	PROF	SUPV	OTHER
VETERANS HOME-SILVERBAY	56	1 1.79	0	0	0	1 2.70
VETERINARY MEDICINE	2	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	0	0	0	0	0
ZOOLOGICAL GARDENS	235	3 1.28	0	0	0	3 1.60
T O T A L	34,013	396 1.16	11 0.87	106 1.08	40 1.17	239 1.22

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: **ASIAN-AMERICAN**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	ASIAN- AMERICAN	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	0	0	0	0	0
ADMINISTRATION	899	8 0.89	0	3 1.26	0	5 1.00
ADMINISTRATIVE HEARINGS	75	1 1.33	0	1 2.44	0	0
AGRICULTURE	496	7 1.41	0	5 4.76	1 1.82	1 0.32
ANIMAL HEALTH BOARD	37	0	0	0	0	0
ARCHITECTURE, ENGINEERING LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	3	3 100.00	1 100.00	1 100.00	0	1 100.00
ATTORNEY GENERAL	403	1 0.25	0	1 0.41	0	0
AUDITOR	121	3 2.48	0	2 2.82	0	1 6.67
BARBER BOARD	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	27	1 3.70	0	0	0	1 6.67
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF SOCIAL WORK	8	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	5	0	0	0	0	0
COMMERCE	250	3 1.20	0	3 2.21	0	0

GROUP: ~~ASIAN-AMERICAN~~

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		ASIAN- AMERICAN	MANAGERS	PROF	SUPV	OTHER
COMMUNITY COLLEGES METRO	908	15 1.65	3 3.13	1 0.83	0	11 1.70
COMMUNITY COLLEGES OTHER	587	2 0.34	0	1 0.93	0	1 0.25
CORRECTIONS METRO	1,368	9 0.66	0	2 1.07	0	7 0.73
CORRECTIONS OTHER	1,038	4 0.39	0	0	0	4 0.61
COUNCIL ON BLACK MINNESOTANS	5	0	0	0	0	0
COUNCIL ON DISABILITY	9	0	0	0	0	0
DENTISTRY BOARD	6	0	0	0	0	0
EDUCATION	644	5 0.78	0	4 1.61	0	1 0.31
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	187	2 1.07	0	2 2.67	0	0
ETHICAL PRACTICES BOARD	6	0	0	0	0	0
FINANCE	121	2 1.65	1 2.63	1 3.70	0	0
GAMING	47	0	0	0	0	0
GOVERNOR	104	0	0	0	0	0
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	947	13 1.37	0	9 1.76	1 0.74	3 1.15
HIGHER EDUCATION COORDINATING BOARD	68	0	0	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	137	3 2.19	0	3 4.76	0	0

GROUP: ASIAN-AMERICAN

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	ASIAN- AMERICAN	MANAGERS	PROF	SUPV	OTHER
HUMAN RIGHTS	68	1 1.47	0	1 2.78	0	0
HUMAN SERVICES METRO	1,668	23 1.38	2 2.60	15 1.88	0	6 0.94
HUMAN SERVICES OTHER	5,484	25 0.46	0	13 1.18	1 0.24	11 0.28
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	7	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	147	0	0	0	0	0
JOBS & TRAINING METRO	1,356	17 1.25	1 2.22	12 1.74	0	4 0.81
JOBS & TRAINING OTHER	560	0	0	0	0	0
LABOR & INDUSTRY	365	1 0.27	0	1 0.63	0	0
MEDIATION SERVICES	22	0	0	0	0	0
MILITARY AFFAIRS METRO	85	0	0	0	0	0
MILITARY AFFAIRS OTHER	302	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION	9	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION	61	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM	36	2 5.56	0	1 10.00	0	1 5.26
MUNICIPAL BOARD	4	0	0	0	0	0
NATURAL RESOURCES METRO	795	10 1.26	0	9 2.77	0	1 0.35
NATURAL RESOURCES OTHER	1,534	1 0.07	0	0	0	1 0.15

GROUP: ASIAN-AMERICAN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		ASIAN- AMERICAN	MANAGERS	PROF	SUPV	OTHER
NURSING BOARD	23	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	54	0	0	0	0	0
OFFICE OF WASTE MANAGEMENT	57	1 1.75	0	0	0	1 9.09
OMBUDSMAN FOR MENTAL HEALTH & MENTAL RETARDATION	19	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	7	0	0	0	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PHARMACY BOARD	7	0	0	0	0	0
POLLUTION CONTROL	727	12 1.65	0	8 1.70	1 1.30	3 1.96
PSYCHOLOGY BOARD	4	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	1 1.54	0	0	0	1 3.45
PUBLIC SAFETY METRO	1,225	11 0.90	0	4 1.16	1 0.68	6 0.86
PUBLIC SAFETY OTHER	626	0	0	0	0	0
PUBLIC SERVICE	130	3 2.31	0	3 6.25	0	0
PUBLIC UTILITIES COMMISSION	41	0	0	0	0	0
REVENUE	1,103	20 1.81	1 2.70	12 2.36	0	7 1.52
SECRETARY OF STATE	66	1 1.52	0	0	0	1 2.33
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	34	0	0	0	0	0

GROUP: ~~ASIAN-AMERICAN~~

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		ASIAN- AMERICAN	MANAGERS	PROF	SUPV	OTHER
SPANISH SPEAKING PEOPLE (OFFICE FOR)	4	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	121	1 0.83	0	1 1.85	0	0
STATE LOTTERY	207	1 0.48	1 6.67	0	0	0
STATE UNIVERSITIES METRO	120	1 0.83	0	0	0	1 1.04
STATE UNIVERSITIES OTHER	1,860	12 0.65	0	4 2.20	0	8 0.51
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	246	7 2.85	0	5 5.00	0	2 2.00
TRANSPORTATION REGULATION BOARD	9	0	0	0	0	0
TRANSPORTATION METRO	2,797	26 0.93	0	15 3.14	2 0.47	9 0.50
TRANSPORTATION OTHER	2,260	4 0.18	0	0	0	4 0.22
TREASURER	11	0	0	0	0	0
VETERANS AFFAIRS	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	31	0	0	0	0	0
VETERANS HOME BOARD	7	0	0	0	0	0
VETERANS HOME-HASTINGS	73	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	472	4 0.85	0	1 1.30	1 2.94	2 0.56
VETERANS HOME-SILVERBAY	56	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: **ASIAN-AMERICAN**

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	ASIAN- AMERICAN	MANAGERS	PROF	SUPV	OTHER
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	0	0	0	0	0
ZOOLOGICAL GARDENS	235	2 0.85	0	0	0	2 1.06
T O T A L	34,013	269 0.79	10 0.79	144 1.47	8 0.23	107 0.55

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: HISPANIC

DEPARTMENT	[-----NUMBER & PERCENT-----]					
	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	0	0	0	0	0
ADMINISTRATION	899	10 1.11	0	1 0.42	3 2.80	6 1.20
ADMINISTRATIVE HEARINGS	75	1 1.33	0	0	0	1 3.85
AGRICULTURE	496	3 0.60	0	0	0	3 0.96
ANIMAL HEALTH BOARD	37	1 2.70	0	0	0	1 4.76
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	0	0	0	1 16.67
ARTS BOARD	16	1 6.25	0	1 12.50	0	0
ASIAN PACIFIC COUNCIL	3	0	0	0	0	0
ATTORNEY GENERAL	403	2 0.50	0	1 0.41	0	1 1.04
AUDITOR	121	1 0.83	1 8.33	0	0	0
BARBER BOARD	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	27	0	0	0	0	0
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF SOCIAL WORK	8	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	5	0	0	0	0	0

GROUP: HISPANIC

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	SUPV	OTHER
COMMERCE	250	5 2.00	0	1 0.74	0	4 5.33
COMMUNITY COLLEGES METRO	908	11 1.21	0	2 1.67	1 2.17	8 1.24
COMMUNITY COLLEGES OTHER	587	3 0.51	1 1.59	1 0.93	0	1 0.25
CORRECTIONS METRO	1,368	21 1.54	0	3 1.60	1 0.56	17 1.76
CORRECTIONS OTHER	1,038	4 0.39	0	1 0.43	0	3 0.46
COUNCIL ON BLACK MINNESOTANS	5	0	0	0	0	0
COUNCIL ON DISABILITY	9	0	0	0	0	0
DENTISTRY BOARD	6	0	0	0	0	0
EDUCATION	644	7 1.09	1 5.26	4 1.61	1 1.75	1 0.31
ELECTRICITY BOARD	21	0	0	0	0	0
EMPLOYEE RELATIONS	187	3 1.60	0	2 2.67	0	1 1.37
ETHICAL PRACTICES BOARD	6	0	0	0	0	0
FINANCE	121	0	0	0	0	0
GAMING	47	0	0	0	0	0
GOVERNOR	104	1 0.96	0	0	0	1 1.43
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	947	6 0.63	0	3 0.59	1 0.74	2 0.76
HIGHER EDUCATION COORDINATING BOARD	68	1 1.47	1 6.67	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0

GROUP: HISPANIC

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	SUPV	OTHER
HOUSING FINANCE AGENCY	137	1 0.73	0	1 1.59	0	0
HUMAN RIGHTS	68	5 7.35	0	2 5.56	1 10.00	2 12.50
HUMAN SERVICES METRO	1,668	23 1.38	1 1.30	7 0.88	0	15 2.35
HUMAN SERVICES OTHER	5,484	21 0.38	0	4 0.36	0	17 0.44
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	7	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	147	0	0	0	0	0
JOBS & TRAINING METRO	1,356	16 1.18	0	6 0.87	0	10 2.02
JOBS & TRAINING OTHER	560	3 0.54	0	2 0.60	1 2.00	0
LABOR & INDUSTRY	365	4 1.10	1 5.26	0	0	3 1.90
MEDIATION SERVICES	22	0	0	0	0	0
MILITARY AFFAIRS METRO	85	2 2.35	0	0	1 14.29	1 1.41
MILITARY AFFAIRS OTHER	302	1 0.33	0	0	0	1 0.37
MINNESOTA AMATEUR SPORTS COMMISSION	9	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION	61	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM	36	0	0	0	0	0

GROUP: HISPANIC

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	SUPV	OTHER
MUNICIPAL BOARD	4	1 25.00	0	0	0	1 50.00
NATURAL RESOURCES METRO	795	16 2.01	0	2 0.62	0	14 4.90
NATURAL RESOURCES OTHER	1,534	2 0.13	0	0	1 0.46	1 0.15
NURSING BOARD	23	1 4.35	0	0	0	1 5.88
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC & LONG RANGE PLANNING	54	1 1.85	1 11.11	0	0	0
OFFICE OF WASTE MANAGEMENT	57	0	0	0	0	0
OMBUDSMAN FOR MENTAL HEALTH & MENTAL RETARDATION	19	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	7	0	0	0	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PHARMACY BOARD	7	0	0	0	0	0
POLLUTION CONTROL	727	9 1.24	0	7 1.49	0	2 1.31
PSYCHOLOGY BOARD	4	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	1 1.54	0	0	0	1 3.45
PUBLIC SAFETY METRO	1,225	10 0.82	0	0	1 0.68	9 1.29
PUBLIC SAFETY OTHER	626	4 0.64	0	3 0.85	0	1 0.46
PUBLIC SERVICE	130	2 1.54	0	1 2.08	0	1 1.92
PUBLIC UTILITIES COMMISSION	41	0	0	0	0	0
REVENUE	1,103	14 1.27	1 2.70	0	1 1.03	12 2.61

GROUP: HISPANIC

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		HISPANIC	MANAGERS	PROF	SUPV	OTHER
SECRETARY OF STATE	66	1 1.52	0	1 9.09	0	0
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	34	0	0	0	0	0
SPANISH SPEAKING PEOPLE (OFFICE FOR)	4	4 100.00	1 100.00	2 100.00	0	1 100.00
STATE BOARD OF TECHNICAL COLLEGES	121	1 0.83	0	0	0	1 2.44
STATE LOTTERY	207	4 1.93	0	4 4.88	0	0
STATE UNIVERSITIES METRO	120	2 1.67	0	0	0	2 2.08
STATE UNIVERSITIES OTHER	1,860	10 0.54	0	0	0	10 0.64
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	47	1 2.13	0	0	0	1 4.17
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	246	1 0.41	0	0	0	1 1.00
TRANSPORTATION REGULATION BOARD	9	0	0	0	0	0
TRANSPORTATION METRO	2,797	25 0.89	1 1.00	3 0.63	1 0.24	20 1.11
TRANSPORTATION OTHER	2,260	14 0.62	0	0	0	14 0.77
TREASURER	11	0	0	0	0	0
VETERANS AFFAIRS	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	31	0	0	0	0	0
VETERANS HOME BOARD	7	0	0	0	0	0

GROUP: HISPANIC

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	HISPANIC	MANAGERS	PROF	SUPV	OTHER
VETERANS HOME-HASTINGS	73	1 1.37	0	0	0	1 2.00
VETERANS HOME-MPLS	472	5 1.06	0	1 1.30	0	4 1.12
VETERANS HOME-SILVERBAY	56	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	22	1 4.55	1 20.00	0	0	0
WORLD TRADE CENTER CORPORATION	12	1 8.33	0	0	0	1 8.33
ZOOLOGICAL GARDENS	235	1 0.43	0	0	0	1 0.53
T O T A L	34,013	291 0.86	11 0.87	66 0.68	14 0.41	200 1.02

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		DIS- ABLED	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	1 25.00	1 100.00	0	0	0
ADMINISTRATION	899	71 7.90	3 5.45	17 7.14	5 4.67	46 9.22
ADMINISTRATIVE HEARINGS	75	7 9.33	1 33.33	3 7.32	0	3 11.54
AGRICULTURE	496	41 8.27	5 22.73	8 7.62	8 14.55	20 6.37
ANIMAL HEALTH BOARD	37	2 5.41	0	2 22.22	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	16	0	0	0	0	0
ASIAN PACIFIC COUNCIL	3	0	0	0	0	0
ATTORNEY GENERAL	403	30 7.44	3 5.36	17 6.94	2 33.33	8 8.33
AUDITOR	121	9 7.44	0	5 7.04	3 13.04	1 6.67
BARBER BOARD	2	0	0	0	0	0
BOARD OF MEDICAL PRACTICE	27	1 3.70	0	0	0	1 6.67
BOARD OF MARRIAGE & FAMILY	2	0	0	0	0	0
BOARD OF SOCIAL WORK	8	1 12.50	1 100.00	0	0	0
BOXING BOARD	2	1 50.00	0	0	0	1 100.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	5	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		DIS- ABLED	MANAGERS	PROF	SUPV	OTHER
COMMERCE	250	18 7.20	0	13 9.56	0	5 6.67
COMMUNITY COLLEGES METRO	908	41 4.52	5 5.21	6 5.00	2 4.35	28 4.33
COMMUNITY COLLEGES OTHER	587	27 4.60	1 1.59	2 1.87	1 5.00	23 5.79
CORRECTIONS METRO	1,368	158 11.55	12 31.58	19 10.16	24 13.41	103 10.68
CORRECTIONS OTHER	1,038	108 10.40	3 14.29	19 8.26	20 14.93	66 10.11
COUNCIL ON BLACK MINNESOTANS	5	1 20.00	0	1 50.00	0	0
COUNCIL ON DISABILITY	9	3 33.33	0	3 75.00	0	0
DENTISTRY BOARD	6	0	0	0	0	0
EDUCATION	644	59 9.16	0	27 10.89	1 1.75	31 9.69
ELECTRICITY BOARD	21	1 4.76	0	0	0	1 5.56
EMPLOYEE RELATIONS	187	15 8.02	0	7 9.33	3 12.50	5 6.85
ETHICAL PRACTICES BOARD	6	0	0	0	0	0
FINANCE	121	18 14.88	3 7.89	3 11.11	2 10.53	10 27.03
GAMING	47	3 6.38	1 16.67	0	0	2 10.53
GOVERNOR	104	2 1.92	0	0	0	2 2.86
HAZARDOUS SUBSTANCES COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	947	63 6.65	1 2.56	29 5.68	13 9.63	20 7.63

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		DIS- ABLED	MANAGERS	PROF	SUPV	OTHER
HIGHER EDUCATION COORDINATING BOARD	68	1 1.47	1 6.67	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	137	11 8.03	0	6 9.52	1 7.69	4 7.84
HUMAN RIGHTS	68	9 13.24	0	7 19.44	0	2 12.50
HUMAN SERVICES METRO	1,668	113 6.77	4 5.19	44 5.51	11 7.10	54 8.46
HUMAN SERVICES OTHER	5,484	488 8.90	5 8.93	85 7.70	35 8.24	363 9.31
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	7	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCE & REHABILITATION BOARD	147	3 2.04	0	1 4.17	1 10.00	1 0.89
JOBS & TRAINING METRO	1,356	102 7.52	4 8.89	64 9.29	3 2.38	31 6.25
JOBS & TRAINING OTHER	560	53 9.46	0	37 11.11	9 18.00	7 3.98
LABOR & INDUSTRY	365	48 13.15	4 21.05	15 9.43	4 13.79	25 15.82
MEDIATION SERVICES	22	0	0	0	0	0
MILITARY AFFAIRS METRO	85	5 5.88	0	0	0	5 7.04
MILITARY AFFAIRS OTHER	302	10 3.31	0	0	0	10 3.73
MINNESOTA AMATEUR SPORTS COMMISSION	9	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION	61	2 3.28	0	1 3.45	0	1 4.55

GROUP: PERSONS WITH DISABILITIES

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	DIS- ABLED	MANAGERS	PROF	SUPV	OTHER
MINNESOTA STATE RETIREMENT SYSTEM	36	1 2.78	0	0	0	1 5.26
MUNICIPAL BOARD	4	0	0	0	0	0
NATURAL RESOURCES METRO	795	42 5.28	2 3.33	16 4.92	6 4.84	18 6.29
NATURAL RESOURCES OTHER	1,534	82 5.35	0	25 4.07	11 5.02	46 6.82
NURSING BOARD	23	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC & LONG RANGE PLANNING	54	3 5.56	1 11.11	1 3.45	0	1 8.33
OFFICE OF WASTE MANAGEMENT	57	2 3.51	1 33.33	0	1 20.00	0
OMBUDSMAN FOR MENTAL HEALTH & MENTAL RETARDATION	19	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	7	0	0	0	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PHARMACY BOARD	7	0	0	0	0	0
POLLUTION CONTROL	727	68 9.35	3 11.54	39 8.28	10 12.99	16 10.46
PSYCHOLOGY BOARD	4	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	7 10.77	0	4 17.39	0	3 10.34
PUBLIC SAFETY METRO	1,225	48 3.92	0	5 1.45	5 3.38	38 5.44
PUBLIC SAFETY OTHER	626	12 1.92	0	1 0.28	0	11 5.07
PUBLIC SERVICE	130	13 10.00	0	4 8.33	2 11.11	7 13.46

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		DIS- ABLED	MANAGERS	PROF	SUPV	OTHER
PUBLIC UTILITIES COMMISSION	41	1 2.44	0	0	0	1 14.29
REVENUE	1,103	81 7.34	3 8.11	46 9.04	9 9.28	23 5.00
SECRETARY OF STATE	66	3 4.55	0	0	0	3 6.98
SENTENCING GUIDELINES COMMISSION	5	0	0	0	0	0
SOIL & WATER RESOURCES BOARD	34	2 5.88	0	2 9.09	0	0
SPANISH SPEAKING PEOPLE (OFFICE FOR)	4	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	121	9 7.44	0	4 7.41	1 7.69	4 9.76
STATE LOTTERY	207	22 10.63	3 20.00	5 6.10	1 4.55	13 14.77
STATE UNIVERSITIES METRO	120	11 9.17	0	0	1 10.00	10 10.42
STATE UNIVERSITIES OTHER	1,860	69 3.71	2 12.50	4 2.20	8 7.92	55 3.52
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	47	0	0	0	0	0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	246	11 4.47	1 3.70	5 5.00	1 5.26	4 4.00
TRANSPORTATION REGULATION BOARD	9	0	0	0	0	0
TRANSPORTATION METRO	2,797	163 5.83	5 5.00	18 3.77	35 8.25	105 5.85
TRANSPORTATION OTHER	2,260	177 7.83	3 9.68	4 2.74	24 9.34	146 8.00
TREASURER	11	3 27.27	1 33.33	0	1 50.00	1 20.00

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		DIS- ABLED	MANAGERS	PROF	SUPV	OTHER
VETERANS AFFAIRS	2	1 50.00	0	1 100.00	0	0
VETERANS BENEFITS & SERVICES	31	5 16.13	2 50.00	1 14.29	0	2 11.76
VETERANS HOME BOARD	7	1 14.29	1 50.00	0	0	0
VETERANS HOME-HASTINGS	73	5 6.85	0	1 7.69	0	4 8.00
VETERANS HOME-MINNEAPOLIS	472	31 6.57	1 33.33	5 6.49	2 5.88	23 6.42
VETERANS HOME-SILVERBAY	56	6 10.71	1 100.00	3 23.08	0	2 5.41
VETERINARY MEDICINE	2	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	0	0	0	0	0
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	22	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	12	0	0	0	0	0
ZOOLOGICAL GARDENS	235	18 7.66	1 14.29	0	2 10.00	15 7.98
T O T A L	34,013	2,424 7.13	89 7.05	635 6.49	268 7.82	1,432 7.33

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1992**

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	4	4 100.00	1 100.00	0	0	3 100.00
ADMINISTRATION	899	401 44.61	21 38.18	105 44.12	35 32.71	240 48.10
ADMINISTRATIVE HEARINGS	75	42 56.00	1 33.33	16 39.02	2 40.00	23 88.46
AGRICULTURE	496	161 32.46	3 13.64	28 26.67	10 18.18	120 38.22
ANIMAL HEALTH BOARD	37	16 43.24	0	0	0	16 76.19
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	6 85.71	0	0	0	6 100.00
ARTS BOARD	16	12 75.00	0	6 75.00	1 100.00	5 100.00
ASIAN PACIFIC COUNCIL	3	2 66.67	0	1 100.00	0	1 100.00
ATTORNEY GENERAL	403	259 64.27	22 39.29	137 55.92	5 83.33	95 98.96
AUDITOR	121	59 48.76	5 41.67	34 47.89	7 30.43	13 86.67
BARBER BOARD	2	1 50.00	0	0	0	1 50.00
BOARD OF MEDICAL PRACTICE	27	20 74.07	0	6 75.00	2 100.00	12 80.00
BOARD OF MARRIAGE & FAMILY	2	1 50.00	0	0	0	1 100.00
BOARD OF SOCIAL WORK	8	7 87.50	0	3 100.00	0	4 100.00
BOXING BOARD	2	1 50.00	0	0	0	1 100.00

GROUP: WOMEN

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	7	4 57.14	0	1 33.33	0	3 100.00
CHIROPRACTIC EXAM BOARD	5	4 80.00	0	1 100.00	0	3 100.00
COMMERCE	250	128 51.20	5 33.33	49 36.03	9 37.50	65 86.67
COMMUNITY COLLEGES METRO	908	609 67.07	40 41.67	90 75.00	25 54.35	454 70.28
COMMUNITY COLLEGES OTHER	587	381 64.91	26 41.27	74 69.16	4 20.00	277 69.77
CORRECTIONS METRO	1,368	457 33.41	8 21.05	99 52.94	49 27.37	301 31.22
CORRECTIONS OTHER	1,038	330 31.79	1 4.76	84 36.52	22 16.42	223 34.15
COUNCIL ON BLACK MINNESOTANS	5	4 80.00	0	2 100.00	0	2 100.00
COUNCIL ON DISABILITY	9	6 66.67	0	2 50.00	0	4 100.00
DENTISTRY BOARD	6	6 100.00	1 100.00	1 100.00	0	4 100.00
EDUCATION	644	441 68.48	6 31.58	143 57.66	27 47.37	265 82.81
ELECTRICITY BOARD	21	9 42.86	0	0	1 100.00	8 44.44
EMPLOYEE RELATIONS	187	129 68.98	7 46.67	42 56.00	14 58.33	66 90.41
ETHICAL PRACTICES BOARD	6	5 83.33	2 100.00	0	1 100.00	2 66.67
FINANCE	121	62 51.24	12 31.58	13 48.15	7 36.84	30 81.08
GAMING	47	28 59.57	3 50.00	7 36.84	2 66.67	16 84.21

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
GOVERNOR	104	70 67.31	7 58.33	14 63.64	0	49 70.00
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	2 100.00	0	1 100.00	0	1 100.00
HEALTH	947	648 68.43	18 46.15	323 63.21	74 54.81	233 88.93
HIGHER EDUCATION COORDINATING BOARD	68	46 67.65	5 33.33	9 50.00	2 40.00	30 100.00
HIGHER EDUCATION FACILITIES AUTHORITY	3	2 66.67	0	0	0	2 100.00
HOUSING FINANCE AGENCY	137	86 62.77	3 30.00	33 52.38	7 53.85	43 84.31
HUMAN RIGHTS	68	47 69.12	3 50.00	21 58.33	8 80.00	15 93.75
HUMAN SERVICES METRO	1,668	1,101 66.01	32 41.56	502 62.91	86 55.48	481 75.39
HUMAN SERVICES OTHER	5,484	3,626 66.12	13 23.21	696 63.04	207 48.71	2,710 69.51
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	7	5 71.43	0	2 66.67	0	3 100.00
INVESTMENT BOARD	25	11 44.00	1 11.11	5 50.00	2 66.67	3 100.00
IRON RANGE RESOURCES AND REHABILITATION BOARD	147	47 31.97	0	6 25.00	2 20.00	39 34.82
JOBS & TRAINING METRO	1,356	753 55.53	10 22.22	275 39.91	45 35.71	423 85.28
JOBS & TRAINING OTHER	560	291 51.96	0	110 33.03	8 16.00	173 98.30
LABOR & INDUSTRY	365	214 58.63	4 21.05	64 40.25	13 44.83	133 84.18
MEDIATION SERVICES	22	9 40.91	1 25.00	2 18.18	0	6 85.71

GROUP: WOMEN

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
MILITARY AFFAIRS METRO	85	22 25.88	1 50.00	1 20.00	0	20 28.17
MILITARY AFFAIRS OTHER	302	64 21.19	0	0	2 8.33	62 23.13
MINNESOTA AMATEUR SPORTS COMMISSION	9	6 66.67	0	1 33.33	0	5 100.00
MINNESOTA CENTER FOR ARTS EDUCATION	61	42 68.85	3 60.00	18 62.07	4 80.00	17 77.27
MINNESOTA STATE RETIREMENT SYSTEM	36	20 55.56	0	3 30.00	2 40.00	15 78.95
MUNICIPAL BOARD	4	3 75.00	1 50.00	0	0	2 100.00
NATURAL RESOURCES METRO	795	325 40.88	9 15.00	87 26.77	33 26.61	196 68.53
NATURAL RESOURCES OTHER	1,534	304 19.82	0	51 8.29	10 4.57	243 36.05
NURSING BOARD	23	23 100.00	1 100.00	3 100.00	2 100.00	17 100.00
NURSING HOME ADMINISTRATORS BOARD	2	1 50.00	0	0	0	1 100.00
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	54	25 46.30	4 44.44	11 37.93	1 25.00	9 75.00
OFFICE OF WASTE MANAGEMENT	57	27 47.37	2 66.67	18 47.37	2 40.00	5 45.45
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	19	11 57.89	0	7 58.33	0	4 80.00
OMBUDSMAN-CORRECTIONS	7	5 71.43	1 50.00	3 75.00	0	1 100.00
OPTOMETRY BOARD	1	1 100.00	0	1 100.00	0	0
PHARMACY BOARD	7	4 57.14	0	1 33.33	1 100.00	2 100.00

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL	727	330 45.39	10 38.46	172 36.52	31 40.26	117 76.47
PSYCHOLOGY BOARD	4	4 100.00	1 100.00	0	0	3 100.00
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	65	45 69.23	1 50.00	15 65.22	5 45.45	24 82.76
PUBLIC SAFETY METRO	1,225	624 50.94	7 20.59	81 23.48	61 41.22	475 68.05
PUBLIC SAFETY OTHER	626	122 19.49	0	9 2.56	3 5.26	110 50.69
PUBLIC SERVICE	130	56 43.08	4 33.33	17 35.42	5 27.78	30 57.69
PUBLIC UTILITIES COMMISSION	41	22 53.66	3 50.00	9 39.13	4 80.00	6 85.71
REVENUE	1,103	623 56.48	13 35.14	181 35.56	35 36.08	394 85.65
SECRETARY OF STATE	66	50 75.76	3 100.00	6 54.55	4 44.44	37 86.05
SENATE GUIDELINES COMMISSION	5	5 100.00	0	2 100.00	1 100.00	2 100.00
SOIL & WATER RESOURCES BOARD	34	9 26.47	0	3 13.64	1 20.00	5 100.00
SPANISH SPEAKING PEOPLE (OFFICE FOR	4	2 50.00	0	1 50.00	0	1 100.00
STATE BOARD OF TECHNICAL COLLEGES	121	72 59.50	5 38.46	22 40.74	5 38.46	40 97.56
STATE LOTTERY	207	109 52.66	4 26.67	32 39.02	11 50.00	62 70.45
STATE UNIVERSITIES METRO	120	100 83.33	4 50.00	2 33.33	8 80.00	86 89.58
STATE UNIVERSITIES OTHER	1,860	1,153 61.99	6 37.50	93 51.10	32 31.68	1,022 65.47
TAX COURT	11	6 54.55	0	1 33.33	1 100.00	4 100.00

GROUP: WOMEN

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	47	28 59.57	0	3 27.27	1 11.11	24 100.00
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	2	1 50.00	0	0	0	1 100.00
TRADE & ECONOMIC DEVELOPMENT	246	149 60.57	11 40.74	45 45.00	10 52.63	83 83.00
TRANSPORTATION REGULATION BOARD	9	4 44.44	1 33.33	1 50.00	0	2 50.00
TRANSPORTATION METRO	2,797	613 21.92	14 14.00	136 28.51	54 12.74	409 22.77
TRANSPORTATION OTHER	2,260	235 10.40	3 9.68	23 15.75	9 3.50	200 10.95
TREASURER	11	3 27.27	0	0	1 50.00	2 40.00
VETERANS AFFAIRS	2	1 50.00	0	0	0	1 100.00
VETERANS BENEFITS & SERVICES	31	13 41.94	0	1 14.29	0	12 70.59
VETERANS HOME BOARD	7	6 85.71	1 50.00	3 100.00	1 100.00	1 100.00
VETERANS HOME-HASTINGS	73	40 54.79	3 100.00	10 76.92	2 28.57	25 50.00
VETERANS HOME-MINNEAPOLIS	472	277 58.69	1 33.33	59 76.62	18 52.94	199 55.59
VETERANS HOME-SILVERBAY	56	39 69.64	0	9 69.23	3 60.00	27 72.97
VETERINARY MEDICINE	2	1 50.00	0	0	0	1 100.00
VOCATIONAL TECHNICAL EDUCATION COUNCIL	4	2 50.00	0	0	0	2 100.00
VOYAGEURS NATIONAL PARK CITIZENS COMMITTEE	1	1 100.00	0	0	0	1 100.00

GROUP: **WOMEN**

[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	WOMEN	MANAGERS	PROF	SUPV	OTHER
WORKERS COMPENSATION	22	13	1	4	0	8
COURT OF APPEALS		59.09	20.00	44.44		100.00
WORLD TRADE CENTER CENTER	12	5	0	0	0	5
		41.67				41.67
ZOOLOGICAL GARDENS	235	113	2	14	10	87
		48.09	28.57	70.00	50.00	46.28
T O T A L	34,013	16,377	381	4,166	1,050	10,780
		48.15	30.17	42.61	30.65	55.15

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ADMINISTRATIVE HEARINGS OFFICE	1	1	100.0	0	0.0	0	0.0
ADMINISTRATION	38	15	39.5	2	5.3	2	5.3
AGRICULTURE	52	12	23.1	3	5.8	1	1.9
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	3	3	100.0	0	0.0	0	0.0
ATTORNEY GENERAL	4	3	75.0	0	0.0	0	0.0
AUDITOR	24	15	62.5	2	8.3	2	8.3
BOARD OF MEDICAL PRACTICE	3	3	100.0	0	0.0	0	0.0
BOARD SOCIAL WORK	3	3	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -ANOKA RAMSEY	11	7	63.6	0	0.0	0	0.0
COMMUNITY COLLEGE -ARROWHEAD	1	1	100.0	0	0.0	1	100.0
COMMUNITY COLLEGE -ARROWHEAD-HIBBING	2	1	50.0	0	0.0	0	0.0
COMMUNITY COLLEGE -ARROWHEAD-ITASCA	2	2	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -ARROWHEAD-VERMILLION	1	1	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -AUSTIN	1	1	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -CLEARWATER-BRAINERD	3	1	33.3	0	0.0	0	0.0
COMMUNITY COLLEGE -CLEARWATER-FERGUS FALLS	1	0	0.0	0	0.0	0	0.0
COMMUNITY COLLEGE -CLEARWATER-NORTHLAND	1	1	100.0	0	0.0	0	0.0

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
COMMUNITY COLLEGE -CENTRAL SERVICE CENTER CAMBRIDGE	2	2	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -FOND DU LAC CENTER	3	3	100.0	1	33.3	0	0.0
COMMUNITY COLLEGE -INVER HILLS	2	2	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -LAKEWOOD	7	5	71.4	1	14.3	0	0.0
COMMUNITY COLLEGE -MINNEAPOLIS	14	10	71.4	3	21.4	0	0.0
COMMUNITY COLLEGE -NORMANDALE	9	5	55.6	0	0.0	2	22.2
COMMUNITY COLLEGE -NORTH HENNEPIN	7	5	71.4	0	0.0	0	0.0
COMMUNITY COLLEGE -ROCHESTER	6	4	66.7	0	0.0	1	16.7
COMMUNITY COLLEGE -WILLMAR	3	2	66.7	0	0.0	0	0.0
COMMUNITY COLLEGE -WORTHINGTON	2	2	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE BOARD	2	0	0.0	0	0.0	0	0.0
COMMERCE	34	14	41.2	3	8.8	1	2.9
CORRECTIONS-CENTRAL OFFICE	19	11	57.9	4	21.1	1	5.3
CORRECTIONS-FARIBAULT	38	17	44.7	2	5.3	9	23.7
CORRECTIONS-LINO LAKES	13	5	38.5	1	7.7	0	0.0
CORRECTIONS-OAK PARK HEIGHTS	18	10	55.6	2	11.1	4	22.2
CORRECTIONS-RED WING	6	1	16.7	0	0.0	0	0.0
CORRECTIONS-SAUK CENTRE	2	1	50.0	0	0.0	0	0.0

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
CORRECTIONS--SHAKOPEE	14	7	50.0	1	7.1	1	7.1
CORRECTIONS--ST. CLOUD	21	9	42.9	2	9.5	1	4.8
CORRECTIONS--STILLWATER	26	8	30.8	3	11.5	4	15.4
CORRECTIONS--THISTLEDEW	3	0	0.0	0	0.0	0	0.0
CORRECTIONS--WILLOW RIVER	8	6	75.0	0	0.0	0	0.0
EDUCATION CENTRAL OFFICE	3	2	66.7	0	0.0	0	0.0
ELECTRICITY BOARD	1	0	0.0	0	0.0	0	0.0
EMPLOYEE RELATIONS	7	5	71.4	1	14.3	0	0.0
FARIBAUT RESIDENTIAL ACADEMIES	37	28	75.7	1	2.7	5	13.5
FINANCE	1	0	0.0	0	0.0	0	0.0
GAMBLING CONTROL	2	1	50.0	0	0.0	1	50.0
HEALTH	90	74	82.2	7	7.8	6	6.7
HIGHER EDUCATION COORDINATING BOARD	1	1	100.0	0	0.0	0	0.0
HOUSING FINANCE	7	4	57.1	0	0.0	1	14.3
HUMAN SERVICES -AH GWAH CHING	13	8	61.5	0	0.0	0	0.0
HUMAN SERVICES -ANOKA	18	14	77.8	0	0.0	2	11.1
HUMAN SERVICES -BRAINERD	47	37	78.7	2	4.3	4	8.5
HUMAN SERVICES -CAMBRIDGE	15	10	66.7	0	0.0	2	13.3
HUMAN SERVICES -CENTRAL OFFICE	52	38	73.1	3	5.8	3	5.8

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
HUMAN SERVICES -FARIBAULT	27	18	66.7	1	3.7	1	3.7
HUMAN SERVICES -FERGUS FALLS	9	7	77.8	0	0.0	0	0.0
HUMAN SERVICES -MOOSE LAKE	19	10	52.6	1	5.3	1	5.3
HUMAN SERVICES -ST. PETER	35	18	51.4	0	0.0	5	14.3
HUMAN SERVICES -WILLMAR	22	15	68.2	0	0.0	1	4.5
HUMAN RIGHTS	1	1	100.0	1	100.0	0	0.0
IRON RANGE RESOURCE & REHABILITATION BOARD	1	0	0.0	0	0.0	0	0.0
JOBS & TRAINING	54	38	70.4	2	3.7	2	3.7
LABOR & INDUSTRY	18	10	55.6	2	11.1	0	0.0
LEGISLATIVE AUDITOR	2	2	100.0	0	0.0	0	0.0
MILITARY AFFAIRS	9	1	11.1	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	4	2	50.0	0	0.0	0	0.0
NATURAL RESOURCES CENTRAL OFFICE	47	18	38.3	1	2.1	2	4.3
NATURAL RESOURCES 1 -BEMIDJI	27	8	29.6	0	0.0	4	14.8
NATURAL RESOURCES 2 -GRAND RAPIDS	19	4	21.1	2	10.5	0	0.0
NATURAL RESOURCES 3 -BRAINERD	22	5	22.7	1	4.5	0	0.0
NATURAL RESOURCES 4 -NEW ULM	20	4	20.0	0	0.0	0	0.0

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
NATURAL RESOURCES 5 -ROCHESTER	13	2	15.4	0	0.0	1	7.7
NATURAL RESOURCES 6 -ST. PAUL	9	1	11.1	0	0.0	0	0.0
NURSING BOARD	1	1	100.0	0	0.0	0	0.0
NURSING HOME ADMINISTRATORS BOARD	1	1	100.0	0	0.0	0	0.0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	5	3	60.0	0	0.0	0	0.0
OFFICE OF SOCIAL WORK AND MENTAL HEALTH	1	1	100.0	0	0.0	0	0.0
OFFICE OF WASTE MANAGEMENT	3	2	66.7	0	0.0	0	0.0
OMBUDSMAN OF MENTAL HEALTH	1	1	100.0	0	0.0	0	0.0
PARI-MUTUEL RACING	1	0	0.0	0	0.0	0	0.0
POLLUTION CONTROL	80	40	50.0	7	8.8	4	5.0
PUBLIC SAFETY	58	23	39.7	0	0.0	6	10.3
PUBLIC SERVICE	10	5	50.0	0	0.0	1	10.0
PUBLIC UTILITIES COMMISSION	3	2	66.7	0	0.0	0	0.0
REVENUE	67	43	64.2	4	6.0	2	3.0
SECRETARY OF STATE	10	8	80.0	0	0.0	0	0.0
STATE BOARD OF TECHNICAL COLLEGES	5	1	20.0	1	20.0	0	0.0
STATE LOTTERY	10	7	70.0	0	0.0	1	10.0
STATE UNIVERSITY-BEMIDJI	3	2	66.7	0	0.0	0	0.0
STATE UNIVERSITY-MANKATO	23	14	60.9	0	0.0	1	4.3
STATE UNIVERSITY-METROPOLITAN	10	10	100.0	2	20.0	1	10.0

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
STATE UNIVERSITY-MOORHEAD	8	6	75.0	1	12.5	0	0.0
STATE UNIVERSITY-ST. CLOUD	14	5	35.7	0	0.0	0	0.0
STATE UNIVERSITY-WINONA	4	3	75.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT -POLICY ANALYSIS	4	3	75.0	0	0.0	1	25.0
TRADE & ECONOMIC DEVELOPMENT -SCIENCE & TECHNOLOGY	1	0	0.0	1	100.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT -TOURISM	1	1	100.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT	12	11	91.7	0	0.0	0	0.0
TRANSPORTATION -CENTRAL OFFICE	104	37	35.6	4	3.8	3	2.9
TRANSPORTATION -METRO DISTRICT	13	8	61.5	0	0.0	0	0.0
TRANSPORTATION REGULATION BOARD	2	1	50.0	0	0.0	0	0.0
TRANSPORTATION 1 -DULUTH	8	1	12.5	2	25.0	0	0.0
TRANSPORTATION 2 -Bemidji	20	4	20.0	2	10.0	1	5.0
TRANSPORTATION 3 -BRAINERD	7	1	14.3	0	0.0	0	0.0
TRANSPORTATION 4 -DETROIT LAKES	6	4	66.7	0	0.0	0	0.0
TRANSPORTATION 5 -GOLDEN VALLEY	11	1	9.1	1	9.1	1	9.1
TRANSPORTATION 6 -ROCHESTER	26	6	23.1	0	0.0	0	0.0
TRANSPORTATION 7 -MANKATO	25	2	8.0	0	0.0	0	0.0

LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
TRANSPORTATION 8 -WILLMAR	19	5	26.3	0	0.0	0	0.0
TREASURER	1	0	0.0	0	0.0	0	0.0
VETERANS AFFAIRS CENTRAL OFFICE	2	0	0.0	0	0.0	0	0.0
VETERANS HOME-HASTINGS	7	2	28.6	0	0.0	0	0.0
VETERANS HOME-MINNEAPOLIS	42	20	47.6	7	16.7	4	9.5
VETEANS HOME-SILVER BAY	35	26	74.3	1	2.9	2	5.7
WATER & SOIL RESOURCES BOARD	3	2	66.7	0	0.0	0	0.0
ZOOLOGICAL GARDENS	13	8	61.5	0	0.0	1	7.7
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	1,742	906	52.0	88	5.1	100	5.7

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ADMINISTRATIVE HEARINGS OFFICE	1	0	0.0	0	0.0	0	0.0
ADMINISTRATION	89	44	49.4	9	10.1	1	1.1
AGRICULTURE	53	14	26.4	4	7.5	0	0.0
ANIMAL HEALTH BOARD	3	2	66.7	0	0.0	0	0.0
ATTORNEY GENERAL	109	71	65.1	7	6.4	4	3.7
AUDITOR	38	19	50.0	1	2.6	3	7.9
BOARD OF MEDICAL PRACTICE	9	8	88.9	0	0.0	1	11.1
BOARD OF UNLICENSED MENTAL HEALTH SERVICES	1	1	100.0	0	0.0	0	0.0
BLACK MINNESOTANS COUNCIL	5	5	100.0	5	100.0	0	0.0
BOARD SOCIAL WORK	8	7	87.5	0	0.0	1	12.5
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	1	0	0.0	0	0.0	0	0.0
COMMUNITY COLLEGE -ANOKA RAMSEY	725	359	49.5	32	4.4	12	1.7
COMMUNITY COLLEGE -ARROWHEAD	39	25	64.1	2	5.1	0	0.0
COMMUNITY COLLEGE -ARROWHEAD-HIBBING	152	67	44.1	3	2.0	3	2.0
COMMUNITY COLLEGE -ARROWHEAD-ITASCA	288	186	64.6	11	3.8	3	1.0
COMMUNITY COLLEGE -ARROWHEAD-MESABI	217	84	38.7	10	4.6	2	0.9
COMMUNITY COLLEGE -ARROWHEAD-RAINY	169	93	55.0	5	3.0	2	1.2
COMMUNITY COLLEGE -ARROWHEAD-VERMILLION	177	85	48.0	10	5.6	1	0.6

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
COMMUNITY COLLEGE -AUSTIN	192	109	56.8	4	2.1	8	4.2
COMMUNITY COLLEGE -CLEARWATER	1	1	100.0	0	0.0	0	0.0
COMMUNITY COLLEGE -CLEARWATER-BRAINERD	260	101	38.8	24	9.2	18	6.9
COMMUNITY COLLEGE -CLEARWATER-FERGUS FALLS	274	168	61.3	1	0.4	13	4.7
COMMUNITY COLLEGE -CLEARWATER-NORTHLAND	207	110	53.1	3	1.4	3	1.4
COMMUNITY COLLEGE -CENTRAL SERVICE CENTER CAMBRIDGE	181	93	51.4	2	1.1	1	0.6
COMMUNITY COLLEGE -FOND DU LAC CENTER	304	139	45.7	40	13.2	3	1.0
COMMUNITY COLLEGE -INVER HILLS	754	372	49.3	29	3.8	8	1.1
COMMUNITY COLLEGE -LAKEWOOD	1,078	596	55.3	91	8.4	15	1.4
COMMUNITY COLLEGE -LAW ENFORCEMENT PROGRAM	125	35	28.0	20	16.0	0	0.0
COMMUNITY COLLEGE -MINNEAPOLIS	761	385	50.6	71	9.3	20	2.6
COMMUNITY COLLEGE -NORMANDALE	926	512	55.3	60	6.5	22	2.4
COMMUNITY COLLEGE -NORTH HENNEPIN	648	319	49.2	40	6.2	33	5.1
COMMUNITY COLLEGE -ROCHESTER	599	309	51.6	35	5.8	19	3.2
COMMUNITY COLLEGE -WILLMAR	216	87	40.3	4	1.9	3	1.4

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
COMMUNITY COLLEGE -WORTHINGTON	156	87	55.8	0	0.0	3	1.9
COMMUNITY COLLEGE BOARD	134	65	48.5	22	16.4	3	2.2
COMMERCE	27	15	55.6	2	7.4	2	7.4
CORRECTIONS-CENTRAL OFFICE	40	21	52.5	5	12.5	1	2.5
CORRECTIONS-FARIBAULT	38	16	42.1	5	13.2	3	7.9
CORRECTIONS-LINO LAKES	30	9	30.0	2	6.7	2	6.7
CORRECTIONS-OAK PARK HEIGHTS	52	11	21.2	3	5.8	5	9.6
CORRECTIONS-RED WING	8	1	12.5	0	0.0	0	0.0
CORRECTIONS-SAUK CENTRE	15	5	33.3	0	0.0	2	13.3
CORRECTIONS-SHAKOPEE	37	34	91.9	3	8.1	1	2.7
CORRECTIONS-ST. CLOUD	18	6	33.3	4	22.2	0	0.0
CORRECTIONS-STILLWATER	76	20	26.3	2	2.6	5	6.6
CORRECTIONS-THISTLEDEW	5	3	60.0	0	0.0	0	0.0
CORRECTIONS-WILLOW RIVER	22	8	36.4	0	0.0	2	9.1
DEPARTMENT OF ENERGY AND ECONOMIC DEVELOPMENT	6	2	33.3	0	0.0	0	0.0
DENTISTRY BOARD	1	1	100.0	0	0.0	0	0.0
DISABILITY COUNCIL	2	2	100.0	0	0.0	1	50.0
EDUCATION CENTRAL OFFICE	34	28	82.4	2	5.9	0	0.0
EMPLOYEE RELATIONS	32	23	71.9	1	3.1	0	0.0
ETHICAL PRACTICES BOARD	1	1	100.0	0	0.0	0	0.0
FARIBAULT RESIDENTIAL ACADEMIES	16	13	81.3	1	6.3	2	12.5

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
FINANCE	9	4	44.4	0	0.0	1	11.1
GAMBLING CONTROL	5	3	60.0	0	0.0	1	20.0
GOVERNORS OFFICE	147	99	67.3	4	2.7	4	2.7
HEALTH	116	81	69.8	2	1.7	1	0.9
HIGHER EDUCATION COORDINATING BOARD	11	9	81.8	1	9.1	0	0.0
HOUSING FINANCE	9	8	88.9	1	11.1	0	0.0
HUMAN SERVICES -AH GWAH CHING	16	7	43.8	0	0.0	0	0.0
HUMAN SERVICES -ANOKA	45	29	64.4	0	0.0	6	13.3
HUMAN SERVICES -BRAINERD	131	88	67.2	6	4.6	6	4.6
HUMAN SERVICES -CAMBRIDGE	20	11	55.0	2	10.0	4	20.0
HUMAN SERVICES -CENTRAL OFFICE	185	130	70.3	17	9.2	10	5.4
HUMAN SERVICES -FARIBAULT	41	28	68.3	0	0.0	3	7.3
HUMAN SERVICES -FERGUS FALLS	39	22	56.4	1	2.6	3	7.7
HUMAN SERVICES -MOOSE LAKE	36	30	83.3	3	8.3	1	2.8
HUMAN SERVICES -OAK TERRACE	9	5	55.6	0	0.0	0	0.0
HUMAN SERVICES -ST. PETER	83	59	71.1	3	3.6	3	3.6
HUMAN SERVICES -WILLMAR	45	30	66.7	3	6.7	1	2.2
HUMAN RIGHTS	17	13	76.5	7	41.2	0	0.0

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
INDIAN AFFAIRS INTERTRIBUNAL BOARD	5	5	100.0	5	100.0	0	0.0
INVESTMENT BOARD	5	2	40.0	0	0.0	0	0.0
IRON RANGE RESOURCE & REHABILITATION BOARD	147	51	34.7	2	1.4	0	0.0
JOBS & TRAINING	128	85	66.4	15	11.7	4	3.1
LABOR & INDUSTRY	46	30	65.2	4	8.7	1	2.2
LEGISLATIVE AUDITOR	9	3	33.3	1	11.1	0	0.0
LT GOVERNORS OFFICE	4	3	75.0	0	0.0	0	0.0
MEDIATION SERVICES	7	3	42.9	1	14.3	0	0.0
MILITARY AFFAIRS	56	15	26.8	1	1.8	2	3.6
MINNESOTA AMATEUR SPORTS COMMISSION	11	5	45.5	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	16	13	81.3	0	0.0	2	12.5
MINNESOTA STATE RETIREMENT SYSTEM	1	0	0.0	0	0.0	0	0.0
MUNICIPAL BOARD	1	0	0.0	0	0.0	0	0.0
NATURAL RESOURCES CENTRAL OFFICE	129	64	49.6	9	7.0	5	3.9
NATURAL RESOURCES 1 -BEMIDJI	210	48	22.9	5	2.4	3	1.4
NATURAL RESOURCES 2 -GRAND RAPIDS	252	68	27.0	33	13.1	1	0.4
NATURAL RESOURCES 3 -BRAINERD	367	142	38.7	28	7.6	21	5.7
NATURAL RESOURCES 4 -NEW ULM	113	32	28.3	2	1.8	4	3.5

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
NATURAL RESOURCES 5 -ROCHESTER	78	28	35.9	1	1.3	0	0.0
NATURAL RESOURCES 6 -ST. PAUL	29	8	27.6	1	3.4	2	6.9
NURSING BOARD	3	2	66.7	0	0.0	0	0.0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	60	29	48.3	4	6.7	2	3.3
OFFICE OF WASTE MANAGEMENT	18	9	50.0	0	0.0	2	11.1
OMBUDSMAN FOR CORRECTIONS	1	0	0.0	1	100.0	0	0.0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	2	1	50.0	0	0.0	0	0.0
PARI-MUTUEL RACING	7	5	71.4	0	0.0	0	0.0
POLLUTION CONTROL	114	75	65.8	11	9.6	5	4.4
PSYCHOLOGY BOARD	9	7	77.8	0	0.0	0	0.0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	3	2	66.7	0	0.0	0	0.0
PUBLIC DEFENSE BOARD	5	4	80.0	2	40.0	0	0.0
PUBLIC SAFETY	150	53	35.3	8	5.3	1	0.7
PUBLIC SERVICE	31	15	48.4	3	9.7	1	3.2
PUBLIC UTILITIES COMMISSION	4	2	50.0	0	0.0	1	25.0
REVENUE	114	73	64.0	12	10.5	5	4.4
SECRETARY OF STATE	18	6	33.3	1	5.6	0	0.0
SENTENCING GUIDELINES COMMISSION	2	2	100.0	0	0.0	0	0.0
SPANISH SPEAKING PEOPLE (OFFICE FOR)	3	2	66.7	3	100.0	0	0.0
STATE BOARD OF TECHNICAL COLLEGES	23	13	56.5	3	13.0	0	0.0

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
STATE LOTTERY	67	37	55.2	4	6.0	3	4.5
STATE UNIVERSITY BOARD OFFICE-JAPAN	80	35	43.8	8	10.0	0	0.0
STATE UNIVERSITY -BEMIDJI	794	327	41.2	68	8.6	17	2.1
STATE UNIVERSITY -MANKATO	2,376	964	40.6	166	7.0	41	1.7
STATE UNIVERSITY -METROPOLITAN	880	423	48.1	110	12.5	38	4.3
STATE UNIVERSITY -MOORHEAD	122	66	54.1	5	4.1	1	0.8
STATE UNIVERSITY -SOUTHWEST	538	197	36.6	29	5.4	9	1.7
STATE UNIVERSITY -ST CLOUD	1,258	475	37.8	111	8.8	27	2.1
STATE UNIVERSITY SYSTEM OFFICE	27	19	70.4	4	14.8	0	0.0
STATE UNIVERSITY -WINONA	1,304	511	39.2	76	5.8	6	0.5
TAX COURT	5	2	40.0	0	0.0	0	0.0
TEACHERS RETIREMENT ASSOCIATION	1	1	100.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT -COMMUNITY DEVELOPMENT	7	3	42.9	0	0.0	1	14.3
TRADE & ECONOMIC DEVELOPMENT -POLICY ANALYSIS	5	4	80.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT -SCIENCE & TECHNOLOGY	8	5	62.5	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT -TOURISM	5	3	60.0	0	0.0	0	0.0

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
TRADE & ECONOMIC DEVELOPMENT -TRADE	2	2	100.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT -TRADE & ECONOMIC DEVELOPMENT	21	11	52.4	2	9.5	0	0.0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	1	0	0.0	0	0.0	0	0.0
TRANSPORTATION CENTRAL OFFICE	141	44	31.2	9	6.4	7	5.0
TRANSPORTATION METRO DISTRICT	50	11	22.0	4	8.0	1	2.0
TRANSPORTATION REGULATION BOARD	1	0	0.0	0	0.0	0	0.0
TRANSPORTATION 1 -DULUTH	28	5	17.9	0	0.0	1	3.6
TRANSPORTATION 2 -BEMIDJI	37	8	21.6	4	10.8	3	8.1
TRANSPORTATION 3 -BRAINERD	28	4	14.3	1	3.6	1	3.6
TRANSPORTATION 4 -DETROIT LAKES	23	2	8.7	0	0.0	0	0.0
TRANSPORTATION 5 -GOLDEN VALLEY	77	12	15.6	26	33.8	0	0.0
TRANSPORTATION 6 -ROCHESTER	38	9	23.7	1	2.6	0	0.0
TRANSPORTATION 7 -MANKATO	39	5	12.8	2	5.1	0	0.0
TRANSPORTATION 8 -WILLMAR	32	5	15.6	1	3.1	0	0.0
TRIAL COURT STAFF	93	55	59.1	9	9.7	2	2.2
VETERANS AFFAIRS CENTRAL OFFICE	7	4	57.1	1	14.3	3	42.9

NON-LIST APPOINTMENTS BY AGENCY - 1991

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
VETERANS HOME BOARD	3	3	100.0	0	0.0	0	0.0
VETERANS HOME-HASTINGS	30	4	13.3	1	3.3	24	80.0
VETERANS HOME-MINNEAPOLIS	75	22	29.3	12	16.0	36	48.0
VETERANS HOME-SILVER BAY	19	15	78.9	0	0.0	1	5.3
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	2	66.7	0	0.0	0	0.0
WATER & SOIL RESOURCES BOARD	7	2	28.6	0	0.0	0	0.0
WORKERS COMPENSATION COURT OF APPEALS	5	2	40.0	1	20.0	0	0.0
WORLD TRADE CENTER CORPORATION	14	7	50.0	1	7.1	0	0.0
ZOOLOGICAL GARDENS	55	22	40.0	6	10.9	4	7.3
8TH JUDICIAL DISTRICT COURT	8	7	87.5	0	0.0	0	0.0
TOTAL	20,819	9673	46.5	1,443	6.9	563	2.7