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Minnesota State Agency Affirmative Action Annual Report

1993

Minnesota
Department of
Employee
Relations

*Leadership and Partnership in
Human Resource Management*

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SECTION 1 ➤

Statements of Support for Affirmative Action



STATE OF MINNESOTA

OFFICE OF THE GOVERNOR
130 STATE CAPITOL
SAINT PAUL 55155

ARNE H. CARLSON
GOVERNOR

March 1994

My administration and I renew our strong commitment to diversity in state government. Our affirmative action policies and practices will help us create a diverse workforce capable of serving our diverse population. This report explains how far we have come and far we need to go to achieve true diversity.

The challenges we face in state government continue to grow and become more complex. I am confident we can best meet these challenges with a continuing commitment to affirmative action and diversity.

Warmest regards,

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

ARNE H. CARLSON
Governor

AN EQUAL OPPORTUNITY EMPLOYER



PRINTED ON RECYCLED PAPER

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Minnesota
Department of
Employee
Relations

*Leadership and partnership in
human resource management*

March 1994

Affirmative action in Minnesota state government is one of our highest priorities. Our state agency affirmative action officers, and others who have affirmative action responsibilities, are working with agency heads and human resource directors to carry out the state's commitment to affirmative action. I commend them for their hard work.

Our affirmative action policy is successful because of the willingness of so many people to launch new initiatives and form new partnerships. In 1994 we will continue to work with our agency partners to recruit, hire and promote qualified individuals from all backgrounds.

Our goal is to create a workforce that truly reflects Minnesota's diverse population. Only a strong affirmative action program will help us achieve that goal.

Sincerely,



Linda M. Barton
Commissioner

Minnesota

Department of

Employee

Relations

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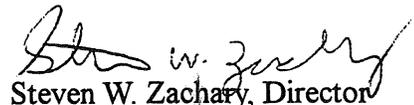
Statement from the Director of Office of Diversity and Equal Opportunity

I am pleased to submit the Affirmative Action Annual Report for 1993. Over the past year, the State of Minnesota, with the direction of Governor Arne H. Carlson and leadership of the Department of Employee Relations, continued the progress toward achieving diversity in the workplace. This commitment to affirmative action has resulted in an increase in female and minority employees and employees with disabilities in state government.

In partnership with state agencies, we are creating an ambitious agenda for diversity. Over the next year, the state will continue to create organizations that welcome, respect and value the similarities and differences in all people and incorporate diverse populations and cultures into all activities of state government, including planning, purchasing, decision making, and design and delivery of services to customers.

Our agenda is ambitious, but it is necessary. The Office of Diversity and Equal Opportunity remains committed to accomplishing all of the items on our agenda.

Respectfully submitted,



Steven W. Zachary, Director
Office of Diversity and Equal Opportunity

SECTION 2 ➤ ➤

Summary of 1993 Affirmative Action Report

Summary of 1993 Affirmative Action Report

This report covers state agency affirmative action activities for 1993. It analyzes agency compliance with state affirmative action laws; describes the purpose and responsibilities of the Department of Employee Relations Office of Diversity and Equal Opportunity and other entities responsible for affirmative action activities; and summarizes programs that enhanced diversity in state government in 1993.

As indicated in this report, the executive branch of government, including academic and non-academic agencies, has a total of 41,483 employees. Protected group representation (women, minorities and persons with disabilities) increased during the past year. The percentage of women in state service (47.9 percent) continues to exceed the percentage of women in the general workforce in Minnesota (46.4 percent in the 1990 census). The percentage of minorities in state service (5.6 percent) also exceeds the percentage of minorities in the general workforce (5.03 percent).

With respect to the Minnesota Legislature, the State Senate has 206 employees, of which 129 (62.6 percent) are women, and 8 (3.9 percent) are minorities. Statistics for employees with disabilities were not kept.

The House of Representatives has 339 employees, of which 215 (63.4 percent) are women, 23 (6.8 percent) are minorities

and 12 (3.5 percent) are employees with disabilities.

The judicial branch of government has 1,108 employees, of which 615 (55.5 percent) are women, and 46 (4.2 percent) are minorities. Statistics for employees with disabilities were not kept.

In 1993 four agencies were found out of compliance with affirmative action laws. The agencies out of compliance are: Minnesota Department of Agriculture, Minnesota State Lottery, Minnesota Pollution Control Agency, and Minnesota Board of Soil and Water Resources. An agency is out of compliance with affirmative action laws if it misses 25 percent or more of the opportunities to resolve a disparity, and the percentage of missed opportunities exceeds the number of affirmative action hires. (A disparity exists when an affirmative action goal has not been reached.)

Evaluation of agency compliance with affirmative action hiring requirements will continue through analysis of completed Protected Group Reports and agency report summaries. Programs that have increased the number of eligible qualified candidates for job opportunities will continue in conjunction with task forces that are enhancing awareness of special programs and identifying potential employment positions for protected group members.

Government Branch	Number of Total Employees	Women	Minorities	Employees With Disabilities
Senate	206	129 (62.6%)	8 (3.9%)	Not available
House	339	215 (63.4%)	23 (6.8%)	12 (3.5%)
Judicial	1,108	615 (55.5%)	46 (4.2%)	Not available
Executive*	41,483	19,868 (47.9%)	2,309 (5.6%)	2,684 (6.5%)

*Includes academic and non-academic employees

SECTION 3

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.”

A number of requirements have been put in place and various programs have been established to help agencies meet this goal.

Requirements

Statutes

State law establishes a statewide affirmative action program (M.S. 43A.19) and agency affirmative action programs (M.S. 43A.191).

According to these laws, the commissioner of the Department of Employee Relations is required to 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 is also required to designate a state director of equal opportunity who may be given 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 Department of Employee Relations Office of Diversity and Equal Opportunity. This affirmative action plan is revised annually. Executive branch agencies with 25 or more employees must have plans that include the following:

- identification of underrepresented groups in the agency's workforce
- statement of commitment to affirmative action 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 employees with disabilities and other persons with disabilities who may be in the building during evacuation
- identification of positions that can be used for supported employment.

Goal Setting

The Department of Employee Relations must establish percentages of available protected group employees as a primary component of the statewide affirmative action plan.

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 percentage 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 include recruiting, selection and retention.

The Department of Employee Relations has established new availability percentages for minorities and women for all goal units. Several factors 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 accurately define the proper recruiting area
- to consider skills required for classes within the job group
- to consider the percentage of protected group members in the workforce
- to account for unemployment rates
- 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 live. 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 county's 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 1994.

Goal Units: Agencies should combine small goal/bargaining units to increase the number of persons in each unit. Large goal/bargaining 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 Office of Diversity and Equal Opportunity, 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 in state government, there are 2,519 employees with disabilities, representing 7.23 percent of state employment. The Jobs and Training survey data continue 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.

Annual Report

The commissioner of the Department of Employee Relations, through the Office of Diversity and Equal Opportunity, must review and approve the plans submitted by all agencies. Additionally, the director of the Office of Diversity and Equal Opportunity must audit the record of each agency to determine the rate of compliance with annual hiring goals and to 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 non-compliance with affirmative action requirements for any agency failing to make affirmative action hires or justifying non-affirmative action hires in 25 percent or more of the appointments made during the previous calendar year
- recognition of agencies that have made significant measurable progress toward achieving affirmative action objectives.

Governor's Affirmative Action Council

Purpose

Governor Carlson has made affirmative action a top priority. By Executive Order 91-14, Governor Carlson created an Affirmative Action Council. The council's role is to:

- develop a long-range affirmative action plan
- make recommendations on implementing the state's affirmative action programs
- analyze, make recommendations and report on the monitoring of the state's affirmative action program to the governor and the Legislature
- conduct an assessment of protected group participation in the state's procurement programs.

Membership

The council consists of the following people:

The Honorable Joannell Dyrstad, Lieutenant Governor

Linda Barton, Commissioner of Employee Relations

David Beaulieu, Commissioner of Human Rights

Jane Brown, Commissioner of Jobs & Training

Debra Anderson, Commissioner of Administration

Partners

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

Commission on the Economic Status of Women

Council of Asian-Pacific Minnesotans

Council on Black Minnesotans

Council on Disability

Indian Affairs Council

Office of Diversity and Equal Opportunity,
Department of Employee Relations

Spanish Speaking Affairs Council

Statewide Affirmative Action Committee

The council focused on a variety of critical issues in 1993, including:

- creation of the Governor Carlson/Lieutenant Governor Dyrstad Affirmative Action Cluster
- Statewide Affirmative Action Committee
- Supported Employment Worker Program and award ceremony honoring task force members
- Racism and Equality Steering Group
- Americans with Disabilities Act
- 1993 Summer Jobs Program
- Diversity Initiative.

Governor Carlson/Lieutenant Governor Dyrstad Affirmative Action Council Cluster Group

In March of 1993, the Governor's Affirmative Action Council unanimously approved the proposal creating a cluster group.

Purpose

The cluster group's purpose is to set up a direct line of communication between the executive directors of councils representing protected group members and the governor. The cluster meets every other month with administrative support provided by the Office of Diversity and Equal Opportunity. While the Governor Carlson/Lieutenant Governor Dyrstad Affirmative Action Council continues to discuss issues relating to employment of protected group members within state government, the cluster addresses broader issues relating to:

- gender equity in school sports
- Minnesota Heritage Act
- merging of councils representing protected group members
- migrant worker pay and services
- health care issues relating to persons with disabilities
- budget cuts to the councils
- summer job programs.

Membership

The cluster consists of the following people:

The Honorable Joannell Dyrstad, Lieutenant Governor

Aviva Breen, Commission on Economic Status of Women

Albert de Leon, Council of Asian-Pacific Minnesotans

Lester Collins, Council on Black Minnesotans

Cell Hemphill, Council on Disability

Joann Stately, Indian Affairs Council

Roy Garza, Spanish Speaking Affairs Council

Linda Barton, Commissioner of Employee Relations

Maria Gomez, Commissioner of Human Services

David Beaulieu, Commissioner of Human Rights

Steven W. Zachary, Office of Diversity and Equal Opportunity

Statewide Affirmative Action Committee

Purpose

The Statewide Affirmative Action Committee (SWAAC) was formed in April 1977. The committee's purpose is to provide a forum for agency affirmative action concerns and to serve as an advisory group to the Diversity and Equal Opportunity Director and the commissioner of the Department of Employee Relations. The committee was incorporated into the Statewide Affirmative Action Plan in 1978.

Membership

The SWAAC consists of 15 members. Members are full-time affirmative action officers or have affirmative action responsibility. Nine state agencies with 1,000 or more employees and full-time affirmative action officers have permanent positions on the council. All members are nominated to the committee by their commissioner or agency head. Recommendations are then presented to the Commissioner of Employee Relations, who makes the appointments. Members serve a two-year term. The SWAAC also includes the following people:

Director and staff of the Office of Diversity and Equal Opportunity

Ex-officio members are the executive directors of the:

Commission on the Economic Status of Women

Council on Asian-Pacific Minnesotans

Council on Black Minnesotans

Council on Disability

Indian Affairs Council

Spanish Speaking Affairs Council

1993 Highlights

- Members of the SWAAC attended a retreat in 1992 during which future initiatives and projects were planned. The following issues were determined to be the focus of SWAAC energies for 1993:
 - managerial commitment, bias, financial support and compliance
 - adverse impact of exam selection
 - retention and lack of promotion and training opportunities
 - fragmentation of affirmative action efforts
 - classification standards of affirmative action professionals.
- In 1993, as a continuation of the ongoing project initiated during the 1992 retreat, the SWAAC presented a 30-page report to the Governor Carlson/Lieutenant Governor Drystad Affirmative Action Council. Included in the report were recommended strategies to enhance management of equal employment opportunity and affirmative action programs; to create quantitative and qualitative standards to ensure accountability; and to strengthen state government's commitment to affirmative action. Following, are the proposed strategies:
 - focus on statewide diverse representation and participation
 - require hiring pools of diverse applicants and demonstrated affirmative action hiring steps before hiring decisions are reviewed by agency affirmative action officers
 - promote site-based recruitment and testing throughout the State of Minnesota
 - establish unified advertising of vacancies in diverse newspapers

- provide recognition and achievement awards
- ensure compliance with existing statute 43A and provide adequate staffing levels at a ratio of one full-time affirmative action professional per 1,000 employees
- develop quantitative measures of resources actually used to support these efforts
- conduct annual meeting of governor and commissioners relating to equal employment opportunity and affirmative action
- require annual performance reviews for all managers relating to job performance, which would include reviews of staff development opportunities (rates of participation in such opportunities) as well as achievement of affirmative action program goals and success in reaching hiring targets; stressing short-term and long-term benefits of organizational progress
- set budget implications either through incentives or budget reductions that support management performance standards in these areas
- require training of managers and supervisors on affirmative hiring policy and practices that support diversity in the workplace; including understanding organizational goals and strategies that support achievement of goals and are beneficial to career development.

Department of Employee Relations

Office of Diversity and Equal Opportunity

Purpose

The Office of Diversity and Equal Opportunity was created in 1993 by the Department of Employee Relations to expand the focus of the previous Equal Opportunity Division. The Office's purpose is to advise state agency heads, managers, human resources directors, affirmative action officers, and diversity officers on how to:

- create organizations that welcome, respect and value people of all abilities, cultures, races, genders, and ethnic backgrounds
- achieve equal opportunity and affirmative action goals
- incorporate diverse populations and cultures into all activities of state government, including planning, purchasing, decision making, and design and delivery of services to customers
- ensure that positions in the executive branch of state government are equally accessible to all qualified persons and eliminate the underrepresentation of qualified members of protected groups
- ensure that state government services are equally accessible to all Minnesotans.

The office works in close partnership with a wide range of stakeholders, including state agencies, to:

- establish action plans for incorporating diversity into state government, including the recruitment, retention, and development of employees from all backgrounds
- ensure that employment opportunities in state government and state services are accessible to persons with disabilities
- institute "zero-tolerance-for-bias" policies

- promote the benefits of living and working with people from diverse cultures
- establish diversity-sensitivity training for all state employees.

The office also develops partnerships with non-state agencies and corporations to share techniques for enhancing diversity throughout the state.

Responsibilities

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 agency staff to help them develop 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 of Employee Relations 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.
6. Implementing programs that help persons with disabilities secure state employment; providing accommodations in the examination process for applicants with disabilities; and consulting with agencies on reasonable accommodations for employees with disabilities.

Programs to Help Agencies Meet Affirmative Action Requirements

The Office of Diversity and Equal Opportunity in the Department of Employee Relations manages a variety of programs to help agencies meet 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.

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 disparities in its 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

The Office of Diversity and Equal Opportunity supports a strong proactive recruitment program designed to attract sufficient numbers of qualified people to meet the needs of the State of Minnesota, and to diversify state employment. The office manages six activities in the area of recruitment.

1. The office developed an Equal Employment Opportunity Recruitment Directory in 1993 that provides resources related to recruitment techniques and strategies that endorse and promote true

diversity in the workforce. This recruitment directory was given to all state agencies as well as other public non-profit and private organizations upon request and has been integrated into the state's human resource system and affirmative action recruitment program.

2. The office maintains a resume bank of protected group candidates for positions where under-representation exists.
3. Office staff participate in many affirmative action career fairs and assist community organizations in the development of events that promote cultural diversity in the workforce.
4. The office maintains employment information networks with multi-cultural community-based organizations and institutions.
5. Office staff serve as advisory board members, administrative staff support, and/or technical consultants on various equal employment opportunity recruitment programs.
6. The office 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.

Consultation

Diversity and Equal Opportunity staff advise agencies on a wide range of issues. When an agency's proposed affirmative action plan is not approved immediately, staff help the agency affirmative action officer revise the plan to meet all legal requirements. Staff also consult with the agency affirmative action officer to help the agency achieve the affirmative action objectives outlined in the plan. Staff also consult with the affirmative action officers to correct any deficiencies.

The office works closely with the Department of Employee Relations Staffing Division to ensure that protected group members are not adversely affected 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 Office of Diversity and Equal Opportunity gathers information from the metropolitan agencies, assists the agencies in affirmative action activities, and submits an annual report to the Legislature.

Training

The Office of Diversity and Equal Opportunity works with Human Resource Development Services in the Department of Employee Relations in developing training programs relating to issues addressed in agency affirmative action plans. In 1993 training programs were developed that addressed employment-related concerns under the Americans with Disabilities Act. Topics covered interviewing individuals with disabilities and responding to requests for reasonable accommodations.

Management Core and Supervisory Core training programs are offered by Human Resource Development Services specifically for managers and supervisors. The Office of Diversity and Equal Opportunity has developed segments of these programs relating to affirmative action. The courses enable managers and supervisors to increase their awareness and understanding of affirmative action in state government. The goal is to provide managers and supervisors with the information necessary to implement the state's affirmative action policies and procedures.

Other affirmative action and diversity training programs were offered by DOER in 1993, including Preventing Sexual Harassment, Valuing Diversity, and the Americans with Disabilities Act.

Special Services for Persons with Disabilities

Diversity and Equal Opportunity staff manage several programs to ensure equal opportunities for persons with disabilities.

Examination Accommodations

Applicants can indicate on the state job application that they have a disability requiring accommodations in testing. Every effort is made to provide accommodations for those who need them. Accommodations often include readers, markers, sign language interpreters, brailled or large print materials, raised work surfaces or adjustable chairs. Facilities used for administering examinations throughout the state are accessible to persons with disabilities.

Pilot Program for People Who Are Deaf

The Office of Diversity and Equal Opportunity is aware of the unique problems that persons 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.

Worksite Accommodations

The Office of Diversity and Equal Opportunity 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.

Supported Employment Program

The Supported Employment 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.

Supported Employment Task Force.

The Office of Diversity and Equal Opportunity Supported Employment Task Force continues to identify ways to enhance programs by determining if there are barriers to employment that must be removed.

The task force is comprised of individuals from organizations and state agencies representing people with severe disabilities.

Task force members for 1992/1993 and 1993/1994 are representatives from:

Task Unlimited Inc. Jobs Training Program

RISE, Inc.

RISE, Inc. Minnesota Mainstream

TBI Metro Services

Associated Rehabilitation Consultants

Goodwill Industries/Easter Seal Society of Minnesota

Accessibility

Minnesota Association of Rehabilitation Facilities

Access to Employment

PACER Center

AFL-CIO Community Service

Services for the Blind and Visually Handicapped

Minnesota Housing Finance Agency

Minnesota Department of Jobs & Training

Minnesota Department of Human Services

Minnesota State Council on Disability

Minnesota Department of Employee Relations

Office of Diversity and Equal Opportunity and Labor Relations Division

The task force has actively been involved in efforts to identify supported worker positions within state agencies. This process developed by the task force involves meetings with each agency's leadership team, personnel office, and participation of the union representative. An analysis of the jobs' tasks and duties is performed and identification of specific duties and tasks is completed to determine appropriateness for supported employment positions.

During 1993, task force members were recognized and honored by the Governor Carlson/Lieutenant Governor Drystad Affirmative Action Committee for their dedication to Minnesota's Supported Employment Program.

SECTION 4

**1993 Agency Affirmative Action
Objectives, Programs and Awards**

1993 Agency Affirmative Action Objectives, Programs and Awards

Affirmative Action Objectives

Minnesota law (Statute 43A, Section 19, Subd. 1) states that state agency affirmative action plans must include objectives. Objectives of affirmative action plans range from identifying discriminatory employment practices within the agency's personnel system to developing educational opportunities for agency employees. Effective program objectives should include:

- objectives stated in qualitative and quantitative terms
- specific action steps or methods for achieving the overall objectives
- assignments of responsibilities to individuals or organizational units
- realistic and achievable timetables and target dates
- procedures for evaluating the agency's progress toward achieving the objectives and for periodically reviewing and revising the plan.

Examples of 1993 Objectives

Agencies have an average of four program objectives each year. Agency affirmative action officers develop objectives based on where they see a potential for discrimination.

In 1993 agencies focused considerable attention on awareness programs and issues relating to the Americans with Disabilities Act.

Many agencies also developed objectives relating to the broader issue of diversity. Diversity programs, while not part of affirmative action laws and policies, can potentially affect affirmative action in a very positive way. By reducing discrimination through educational programs, equal opportunity is available to all employees.

Agency diversity objectives in 1993 included:

- incorporating diversity objectives into agencies' continuous quality improvement programs. For example, individualizing services to meet differing ethnic, disability, cultural and lifestyle needs of customers
- revising educational and training curriculum at institutions of higher learning and in the state government workplace to be culturally inclusive and gender-neutral
- establishing ongoing diversity celebrations, diversity calendars of events, and staff diversity training across many agencies
- promoting ethnic and racial diversity and enhancement of opportunities for all Minnesotans. This multi-agency emphasis is driven by an ongoing commitment from Governor Arne H. Carlson, who proclaimed October 25-31, 1993, Minnesota's first Diversity Week. This observance will be held every year.

1993 Programs Promoting Diversity in the Workplace

Understanding the Americans with Disabilities Act teleconference. Over 1,300 public employees received training on the American with Disabilities Act (ADA) by satellite. Conference participants interacted with presenters by telephoning or faxing in questions. The content of the conference covered an overview of the intent of the ADA; information on Title I, employment provisions; and architectural accessibility.

Sponsors of the statewide teleconference were: Minnesota Department of Employee Relations, Minnesota Extension Service, Minnesota Department of Human Services, Government Training Services, Minnesota Council on Disabilities, Minnesota Department of Natural Resources, and Minnesota Satellite and Technology.

The Minority Issues Study Team. This team was established by the commissioner of the Minnesota Department of Transportation to review issues relating to the employment of minorities within the department. The team met over a five-month period and delivered a report on their findings along with recommendations to the commissioner. The recommendations were adopted for implementation by the department.

State of Diversity Project. The Office of Strategic and Long Range Planning released a major report, *State of Diversity: A Plan of Action for Minnesota*, in conjunction with the state's first Diversity Week. The report's strategies were developed by committees including 50 Minnesotans of diverse backgrounds, with representation from state and local government, business, community organizations, and rural Minnesota.

The strategies cover nine areas, including growing businesses, owning homes, preparing youth, diversifying the workforce and building government commitment.

The report lays out steps by which state government can become more inclusive in its workforce, work environment, policy-making and service delivery. A number of the strategies are now being implemented by state government. Copies of *State of Diversity* and a companion *Resource Guide* are available by calling the Office of Strategic and Long Range Planning.

1993 Programs Promoting Diversity Statewide

Agencies have not only focused on diversity in the workplace, they have enhanced the services provided to Minnesota's diverse population by integrating diversity into their customer service efforts. Following are some examples.

Department of Trade and Economic Development (DTED) Urban Challenge Grant Program

The Urban Initiative Board of DTED will make grants to nonprofit organizations that are directed by a board skilled in economic development and representative of target groups to be served. The funds must be used to make loans to new and expanding businesses to promote job creation and economic development in designated low-income areas. The Minnesota Legislature appropriated the funds for the program. DTED provides staff support and administrative services necessary for the board's operation.

Purchases Made from Targeted Vendors

The Department of Administration's Materials Management Procurement staff doubled the number of purchases made from targeted vendors between July 1, 1992, and June 30, 1993. This increase reflects Governor Arne H. Carlson's commitment to recognize diversity and improve opportunities for all Minnesotans.

Targeted vendors -- more than 900 certified by the state -- are businesses that are majority-owned by women, minorities, and persons with disabilities. Targeted vendors comply with all bidding requirements and compete with other vendors to win contracts.

The state plans to expand awards to targeted vendors for fiscal year 1994.

Minnesota Department of Agriculture Southeast Asian Needs Assessment Project

The Department of Agriculture is currently gathering information from approximately 200 southeast Asian families who are farming in Dakota County about the type of crops they want to produce, how they grow their crops

and how they want to sell their crops. With this information, the department will provide guidance and educational materials to southeast Asian farmers on how to produce the best product for the consumer. The educational and guidance materials focus on:

- identifying and preventing weed, insect, or disease problems in crops
- using pesticides properly
- harvesting, storing and packaging products for freshness and quality
- developing markets and sale opportunities for the product.

Minnesota Department of Human Rights Diversity Initiatives

Chicano/Latino Task Force. This task force was appointed for the purpose of examining issues related to the Chicano/Latino population in Minnesota. With the endorsement and cooperation of the Spanish Speaking Affairs Council and Midwest Farmworker Employment and Training Inc., the task force held regional hearings to develop a better understanding of the issues and causes of discrimination faced by Chicanos/Latinos in Minnesota. The intent of the task force was to identify any barriers that may prevent the Department of Human Rights from effectively enforcing human rights for Chicano/Latino people, and identify proactive approaches to resolving issues of discrimination and improving community relations. The department, councils and community organizations share a mission and work cooperatively to overcome any barriers that contribute to discrimination against the Chicano/Latino population.

Zero Tolerance Initiative. This initiative was created to mitigate employment related violations of the Minnesota Human Rights Act. A task force representing a cross-section of corporations and companies was appointed to develop a diversity program that gives employers the tools necessary for creating a work environment free of discrimination and harassment.

Recruitment Directory. The Department of Employee Relations Office of Diversity and Equal Opportunity created the *1993-1994 Equal Opportunity Recruitment Directory* to help agencies try to achieve their affirmative action goals through recruitment. The directory includes a section on helpful hints and resources related to recruitment techniques and strategies. The directory also contains over 700 names and mailing addresses of organizations and publications directed at protected groups.

1993 Affirmative Action Awards

Many agencies created award-winning programs in 1993 promoting diversity and a work environment free from discrimination and harassment. The 1993 Department of Employee Relations Human Resources Conference celebrated outstanding performance in all areas of human resources, including affirmative action. The following "Star of the North" awards were given to state agencies for their affirmative action accomplishments.

Polaris Award

Minnesota Department of Transportation. The Polaris award was presented to the Minnesota Department of Transportation (Mn/DOT) Office of Workforce Equity and Diversity and Office of Human Resources for their Seeds Program.

Mn/DOT's Seeds Program reaches out to minority and economically disadvantaged youth in the inner-city neighborhoods of the Twin Cities and communities in Greater Minnesota. The program revolves around Mn/DOT's commitment to "grow" qualified job applicants from among the minority and disadvantaged communities. It involves planting and nurturing ideals and goals in youth, with projected benefits being both short-term (through temporary employment) and long-term (through permanent appointment). The Seeds Program includes:

- a specialized, targeted outreach program to minority and economically disadvantaged youth and young adults to help them link their education to jobs at Mn/DOT

- employment of Seeds participants in Mn/DOT as student workers, clerks, custodians, and paraprofessionals. All student worker hiring is coordinated through the Seeds Program
- a diversity specialist to direct and coordinate the program
- Personal Enrichment Program (PEP): A training and education program providing training in study skills, communication, leadership, workforce diversity, and other areas.
- Seeds 2, a special program for business and pre-engineering or engineering students in the upper 25 percent of their class. These students will receive training through a special segment of PEP for leadership and managerial positions.
- Seeds Planters, a cadre of volunteer Mn/DOT employees located throughout the state, who will help deliver the program through tutoring and mentoring.

Honorable Mention

Department of Human Services - Cambridge. Richard Colond was nominated for a Star of the North Award for his efforts in establishing a community-based Human Rights Committee, which was the catalyst for the state's first county-wide Human Rights Commission. He developed partnerships with the Department of Human Services - Cambridge Regional Center, the Council for Asian Pacific Minnesotans, students from District 911, and the Isanti County Commission. Working together, these organizations enhanced awareness of the need to value differences in and fight racism and prejudice in the community.

Department of Jobs & Training Consumer and Employee Affairs Division. Ronald Treatt was nominated for a Star of the North Award for his outstanding work in affirmative action as manager of the Consumer and Employee Affairs Division. Aggressively pursuing the state's policy of affirmative action without compromising the quality of individuals selected to fill positions has been a focal point of the training provided to department supervisors who make hiring decisions. Ronald initiated the

beginning of a Recruitment and Retention Program that is intended to help the department hire affirmatively and reward those hired for a job well done.

Arrowhead Community College Administrative Team. Arrowhead Community Colleges (ACC) are comprised of seven colleges that serve northeastern Minnesota. The colleges are: Duluth Community College Center in Duluth, Fond du Lac Community College Center in Cloquet, Itasca Community College in Grand Rapids, Hibbing Community College in Hibbing, Mesabi Community College in Virginia, Rainy River Community College in International Falls, and Vermilion Community College in Ely.

Arrowhead Community Colleges was nominated for a Star of the North Award for creating the Administrative Team, which changed the face of leadership and moved services and resources closer to students. Protected group members and non-protected group members holding Student Services positions became responsible for moving student services programs closer to students. Student Service Workers and administrators were merged into a team. Simultaneously, the Administrative Team made a commitment to enhancing diversity among decision makers, which could lead to an increase in diversity among the faculty. National recruitment campaigns were designed to bring to northeastern Minnesota the best academic managers available.

SECTION 5



Current Diversity of State Employment

Employment - Minnesota State Government Branches

Legislative

	<u>Total</u>	<u>Women</u>	<u>Percent Women</u>	<u>Minority</u>	<u>Percent Minority</u>	<u>Disabled</u>	<u>Percent Disabled</u>
Senate - January 1993							
Office/Administrators	29	13	44.8	0	0.0	not available	
Professional	30	12	40.0	0	0.0		
Technical	1	0	0.0	0	0.0		
Para-Professional	51	23	45.1	2	3.9		
Administrative Support	91	80	87.9	2	2.2		
Service	4	1	25.0	4	100.0		
Total Senate	206	129	62.6	8	3.9		
House - March 1993							
Administrative Support	174	128	73.6	18	10.3	7	4.0
Supervisor/Research/Tech	165	87	52.7	5	3.0	5	3.0
Total House	339	215	63.4	23	6.8	12	3.5
Combined House & Senate							
Legislative Auditor	68	35	51.5	5	7.4	0	0.0

Judicial - January 1994

	<u>Total</u>	<u>Women</u>	<u>Percent Women</u>	<u>Minority</u>	<u>Percent Minority</u>	<u>Disabled</u>	<u>Percent Disabled</u>
Courts - Appellant	253	157	56.4	11	4.3		
District - Judicial	577	387	67.1	27	4.7		
Public Defender	278	71	25.5	8	8.9*	1	0.4
Total	1108	615	55.5	46	4.2		

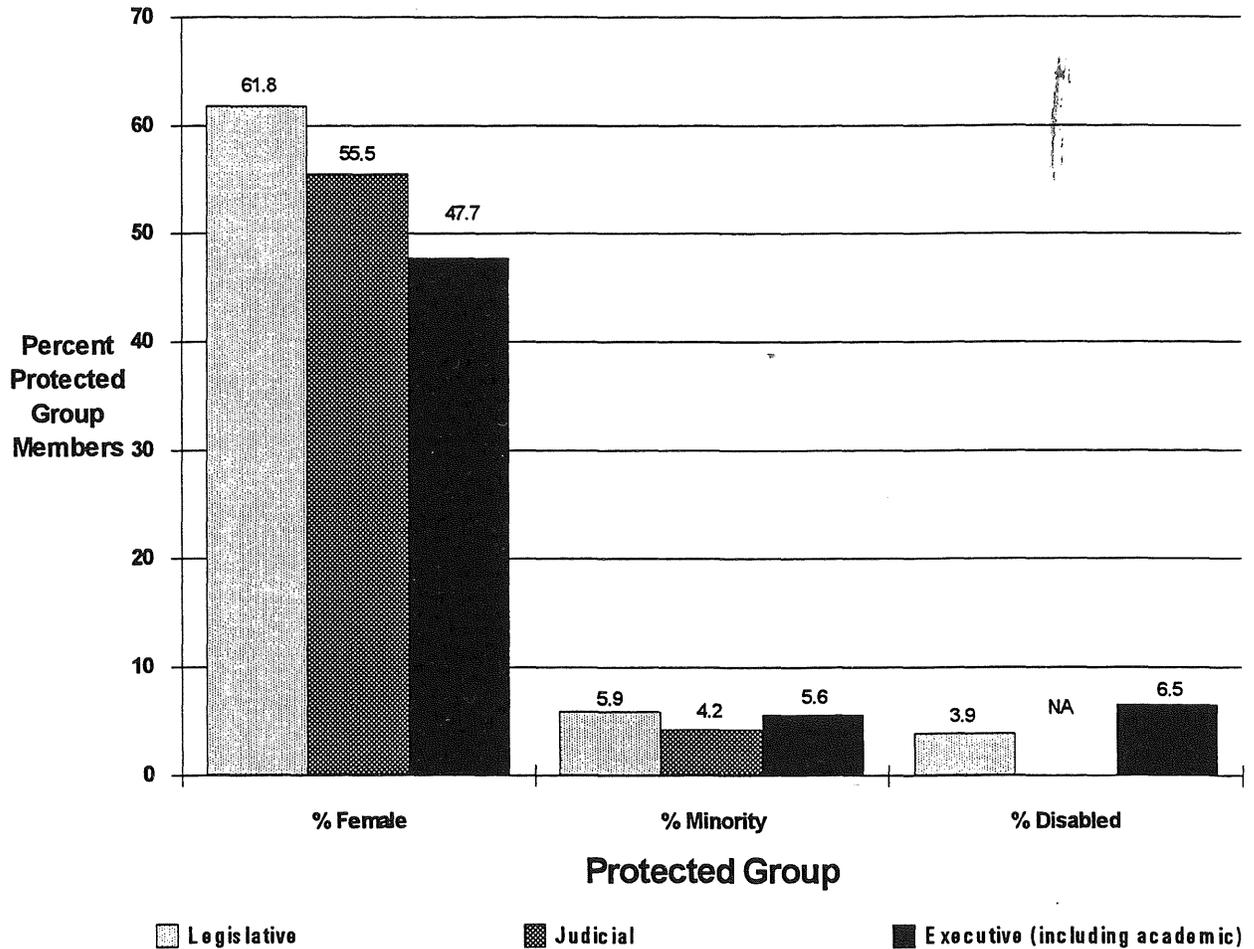
*Based only on those persons whose race was indicated on the personnel form, only 90 of 278 reported.

Executive - January 1994

	<u>Total</u>	<u>Women</u>	<u>Percent Women</u>	<u>Minority</u>	<u>Percent Minority</u>	<u>Disabled</u>	<u>Percent Disabled</u>
Non-Academic							
Managers	1359	443	32.6	73	5.4	100	7.4
Supervisors	3313	1011	30.5	106	3.2	278	8.4
Professionals	1057	4628	43.8	606	5.7	722	6.8
Others	19575	10854	55.4	990	5.1	1419	7.3
Total Non-Academic	34817	16936	48.6	1775	5.1	2519	7.2
Academic							
Managers	132	52	39.4	13	9.9	1	0.8
Supervisors/Professionals	6090	2596	42.5	502	*8.2	155	2.6
Others							
Total Academic	6222	2648	42.6	515	*8.3	156	2.5
Total Academic and Non-Academic							
Managers	1491	495	33.2	86	5.8	101	6.8
Supervisors	3313	1011	30.5	106	3.2	278	8.4
Professionals	16660	7224	43.4	1108	6.7	877	5.3
Others	19575	10854	56.0	990	5.1	1419	7.3
Total All	41039	19584	47.7	2290	5.6	2675	6.5

*Would have been 10.0 under old practice of considering unidentified as minorities.

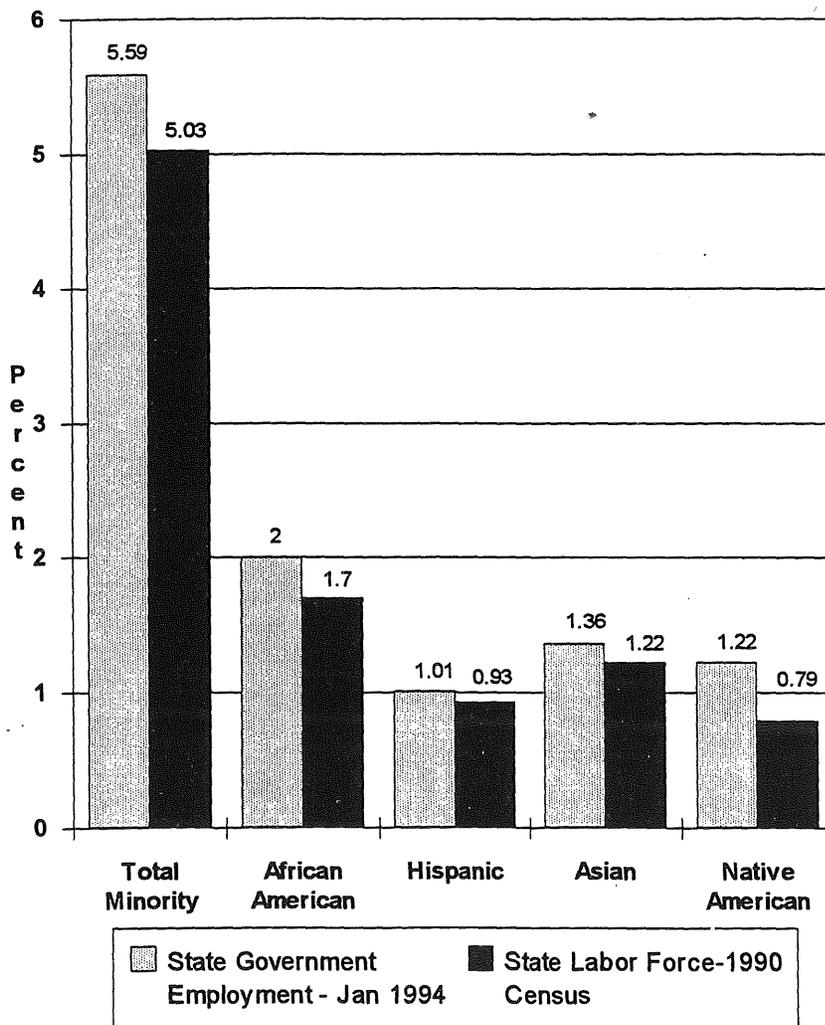
Percentage of Protected Group Members in Minnesota's Three Branches of Government



Racial and Ethnic Minority Employees in the State of Minnesota Workforce Compared to the Minnesota Labor Force

(Figures are for executive branch only, including academic employees)

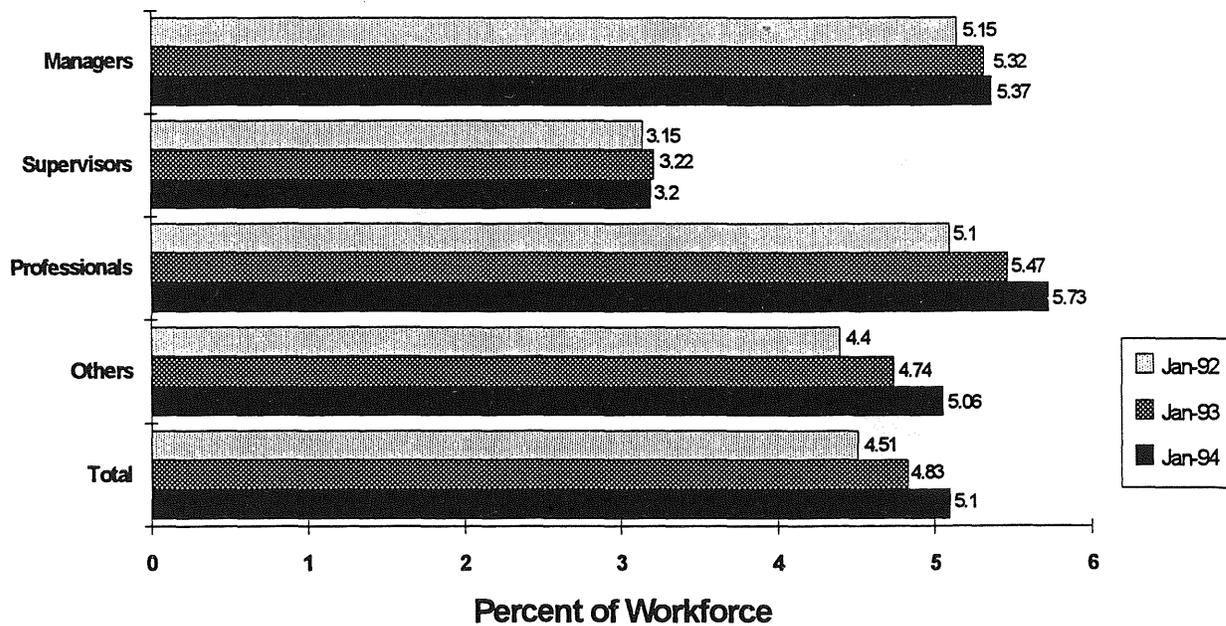
The percentage of racial and ethnic minority employees in the State of Minnesota workforce continues to increase. As a result, the gap between the representation of minorities in the state's labor force (according to the 1990 census) and the State of Minnesota's workforce continues to grow. Additionally, in each ethnic group category, the percentage of state employees exceeds the representation in the labor force.



Racial and Ethnic Minorities by Occupational Group

The number of racial and ethnic minority group members in the State of Minnesota workforce continued to increase, from 1,652 (4.83 percent) in 1992 to 1,775 (5.1 percent) in 1993. This is nearly a 6 percent increase. There has generally been an increase of minority members in all job groups. The following pages show changes in state employment for each of the racial and ethnic minority groups over the past three years.

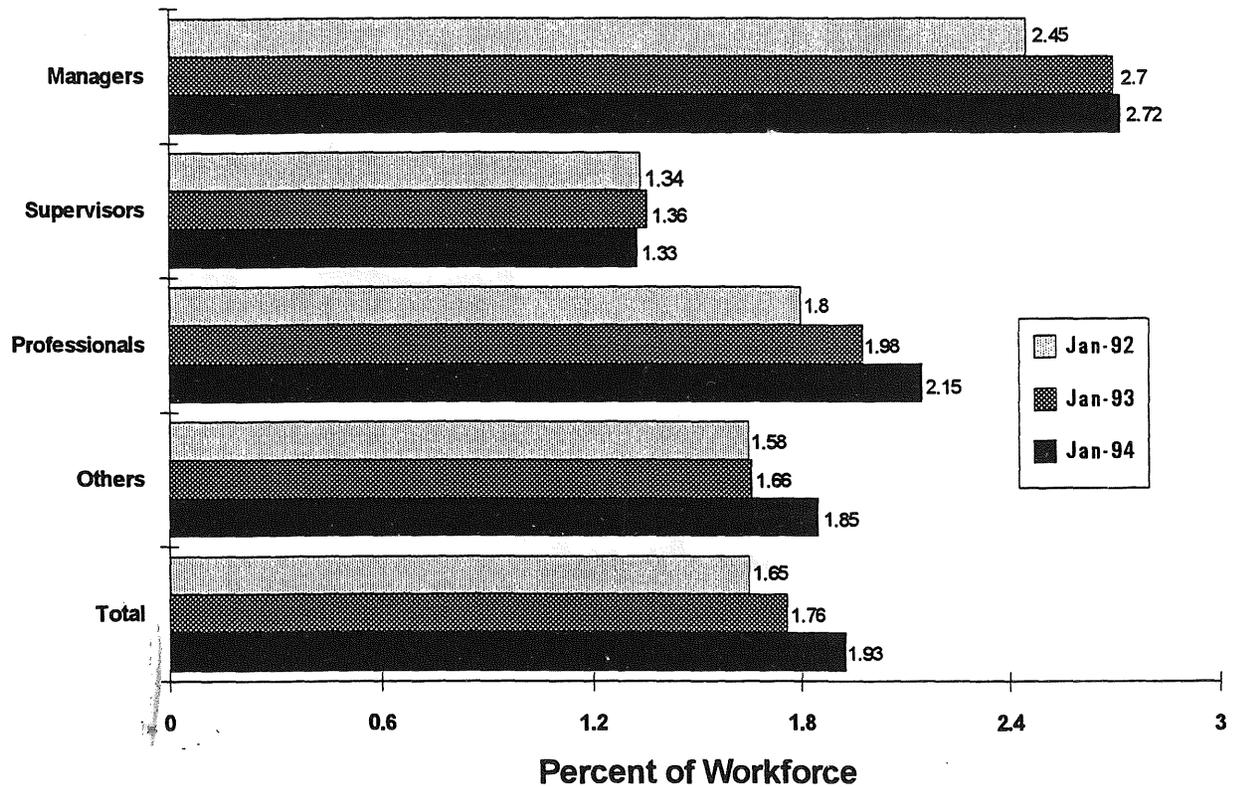
Racial and Ethnic Members by Occupational Group Executive Branch (academic not included)



African Americans

The percentage of African American employees in state employment continued to increase over the past three years. There has been a steady increase of African Americans in most job categories.

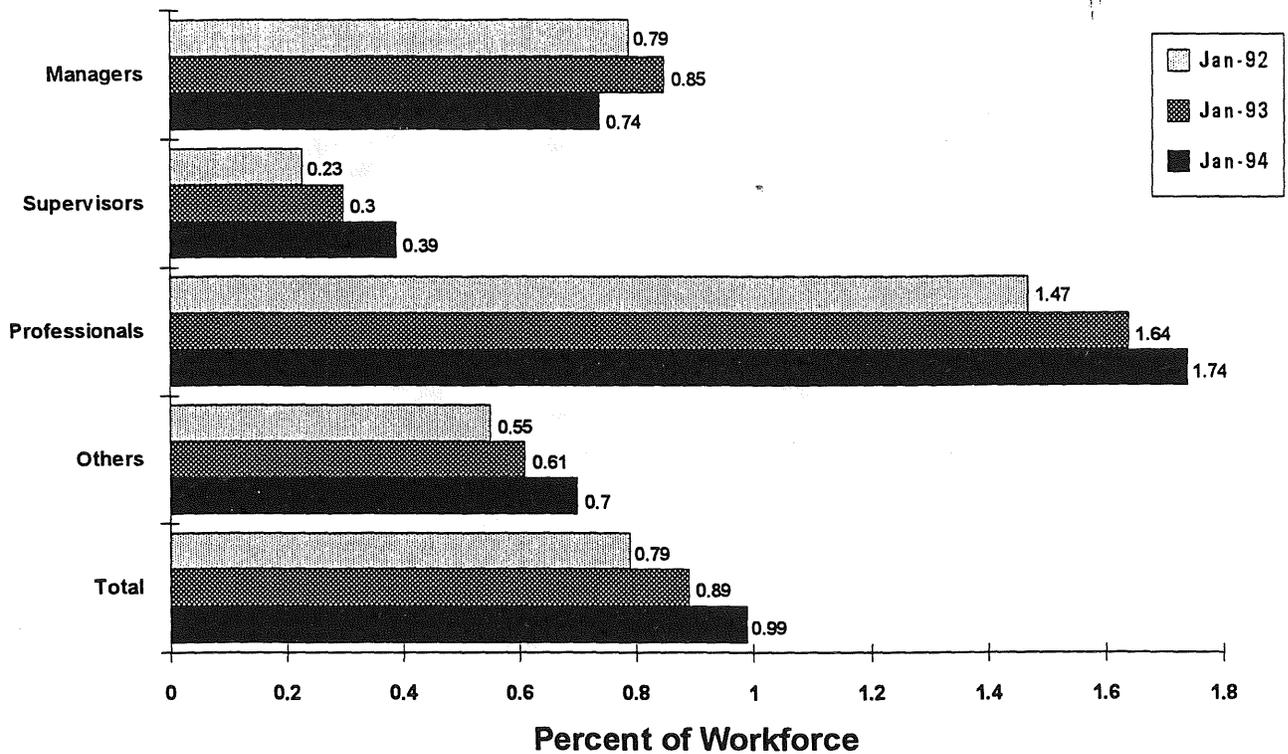
**African Americans by Occupational Group
Executive Branch (academic not included)**



Asian-Pacific Islanders

For the second year in a row, the number of Asian-Pacific Islander employees in the State of Minnesota workforce increased by over 10 percent. This increase is reflected in all but one job category.

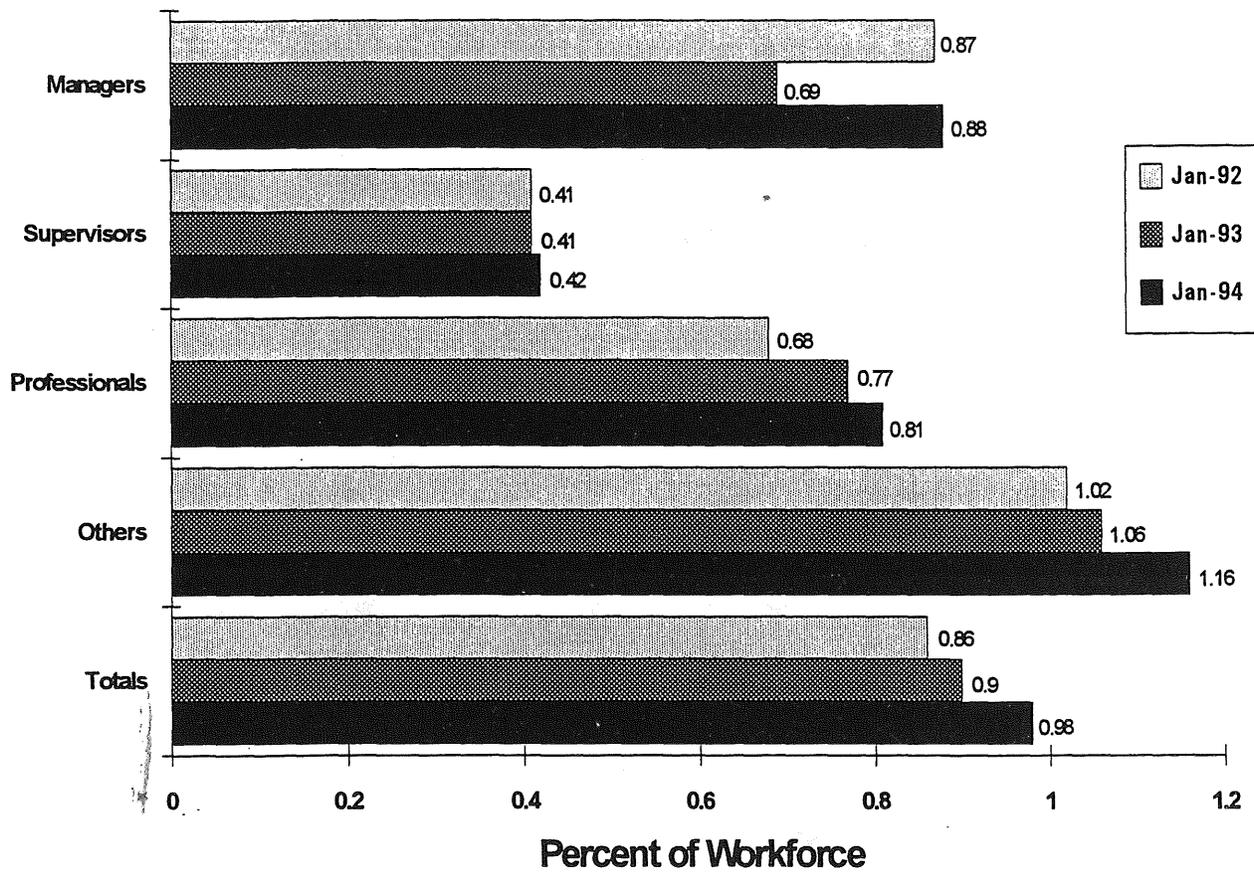
**Asian-Pacific Islanders by Occupational Group
Executive Branch (academic not included)**



Hispanics

The representation of Hispanic employees in each of the four occupational groups increased in 1993. Hispanic managers represented the largest increase, from 0.69 to 0.88.

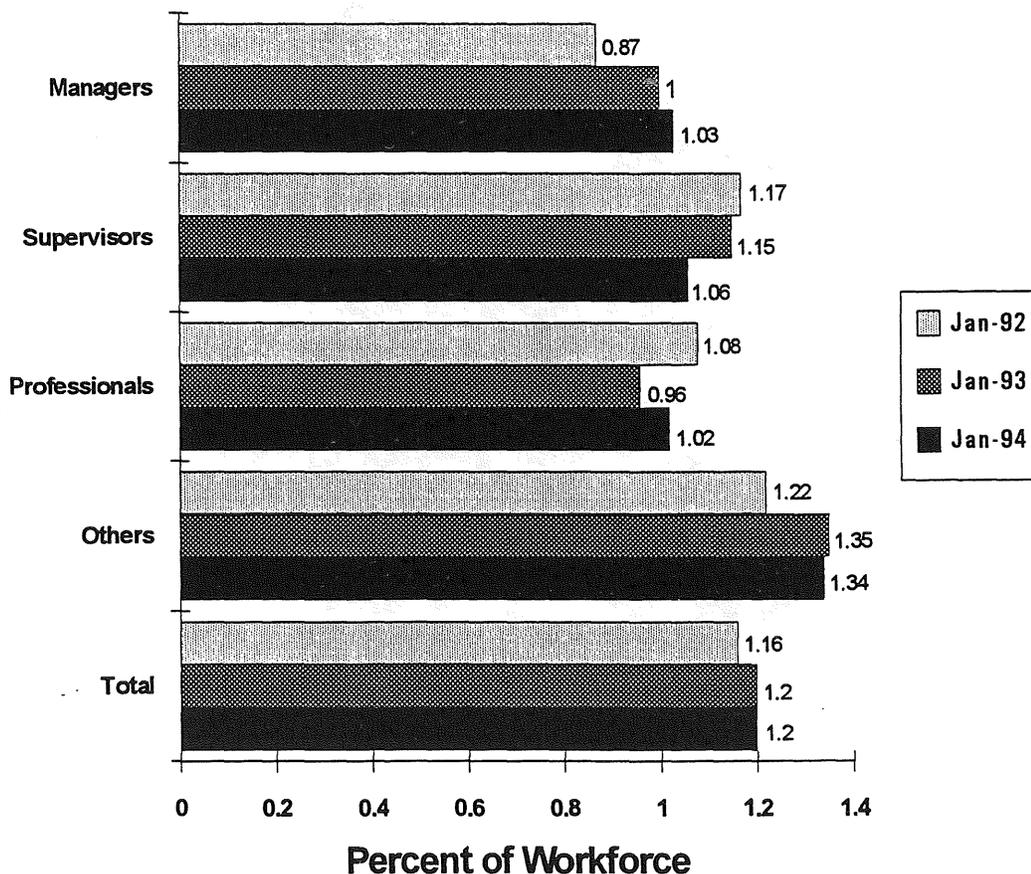
Hispanics by Occupational Group Executive Branch (academic not included)



Native Americans

During 1993, the percentage of Native American managers and professional employees increased even though the total percentage of employees remained constant.

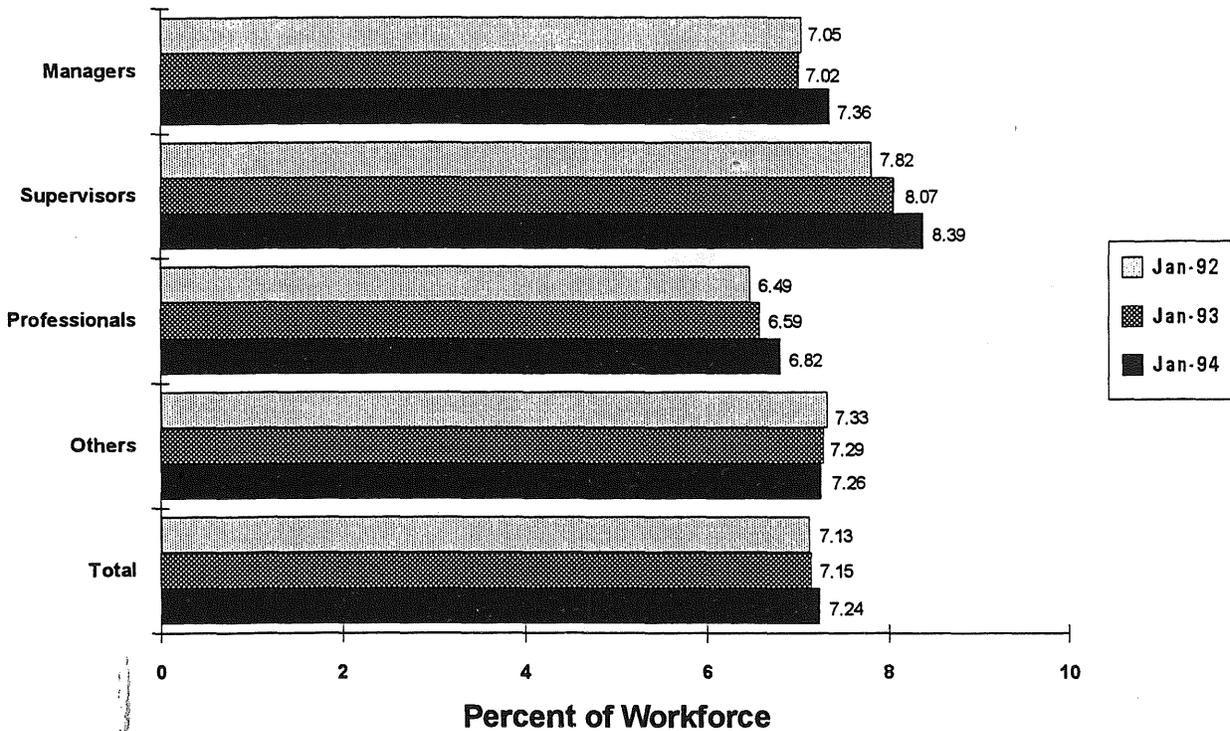
Native Americans by Occupational Group Executive Branch (academic not included)



Persons with Disabilities

The State of Minnesota's employment of managers, supervisors and professional employees with disabilities increased in 1993. These increases helped to increase the total number of employees with disabilities for the second straight year.

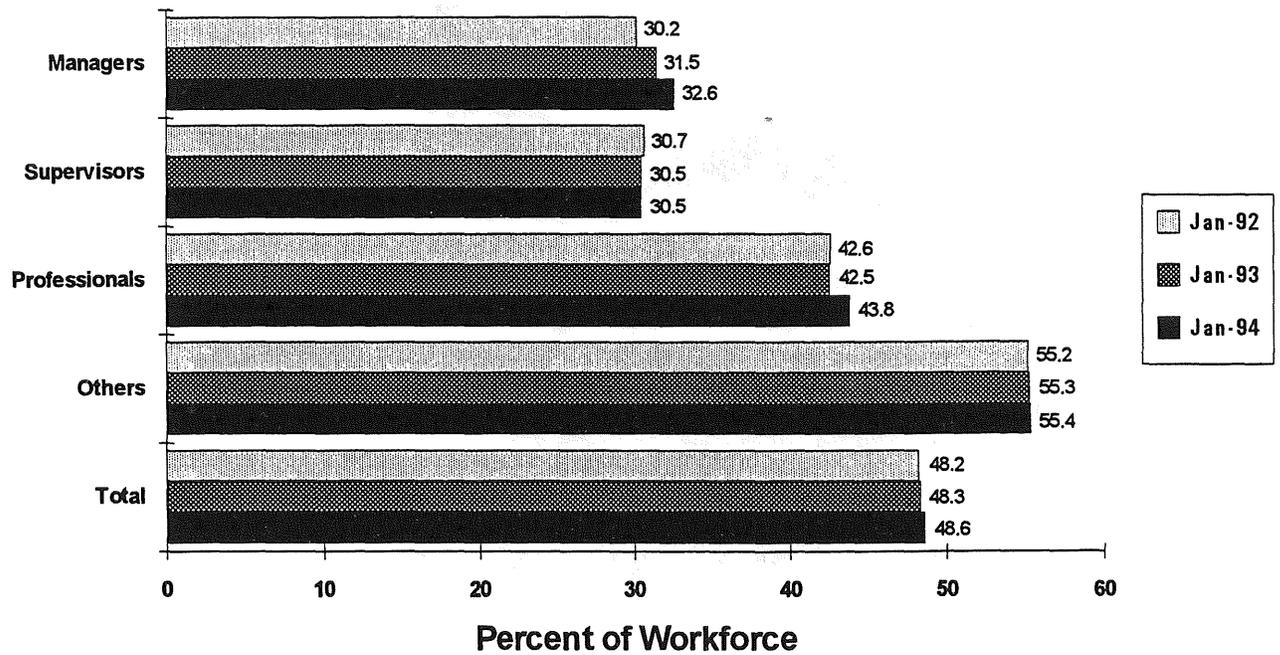
**Persons with Disabilities by Occupational Group
Executive Branch (academic not included)**



Women

The percentage of women in the State of Minnesota workforce continues to increase, from 48.3 percent in 1993 to 48.6 percent in 1994. This increase reflects the continued widening of the gap between the State of Minnesota workforce and the general workforce in Minnesota (of which 46.4 percent were women in the 1990 census).

Women by Occupational Group Executive Branch (academic not included)



SECTION 6 ➤ ➤ ➤ ➤ ➤ ➤

Compliance Analysis

Compliance Analysis

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

During 1993, state agencies had 2,125 list appointments. There were 1,215 (57.2 percent) women, 163 (7.7 percent) minorities and 97 (4.6 percent) people with disabilities appointed from the lists. Of the 2,125 list hires, 1,545 (72.7 percent) of them had one or more disparities.

List Appointments (when disparity exists)

During 1993, state agencies had 1,545 opportunities to hire or promote employees from eligible lists where the agencies had disparities in their workforce for protected groups. For 959 (62.1 percent) 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 376 (24.3 percent) of the remaining opportunities and missed 210 opportunities (13.6 percent). Minorities were hired 11.1 percent of the time when disparate, females 40.6 percent when disparate, and persons with disabilities 4.6 percent when disparate.

Over half of the justified non-affirmative action hires (621 or 64.8 percent of total hires) occurred because no protected group member was certified. There were 153 (16.0 percent) justified hires because of no response or interest and 97 (10.1 percent) for seniority contractual reasons. These three reasons comprised 91 percent of the justified hires.

List Appointments (when no disparity exists)

There were 1,177 hires with no minority disparities. Fifty-seven (4.8 percent) of the hires were minorities. There were 1,513 hires with no female disparities. Nine hundred sixty-six (63.9 percent) of the hires were females. One thousand one hundred and ten (1,110) of the hires had no disparities for persons with disabilities and 50 (4.5 percent) of the hires were persons with disabilities.

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 Office of Diversity and Equal Opportunity tracks appointments from eligible lists established through civil service exams. The tracking process includes these steps:

- 1) 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. A Protected Group Report (PGR) is sent to the agency with the list. A copy of the standard form is included in an appendix to this report.
- 2) If the agency hires a protected group member, this decision is marked on the PGR as an "affirmative action hire." This decision will help the agency meet its goals and will be reflected in future statistical summaries.

- 3) If there is a disparity, but the agency fails to hire a protected group member, the agency must complete the PGR explaining why the protected group member was not hired. The form includes a number of approved "justifications" for this decision, such as "appointment made from layoff list as required by collective bargaining agreement" or "agency no longer has disparity."
- 4) If the agency fails to hire affirmatively and cannot explain this decision by one of the justifications on the PGR, the hiring decision is marked as a "missed opportunity."

Agencies Not In Compliance in 1993

Four agencies missed 25 percent or more of their opportunities to make affirmative action hires from eligible lists where there were candidates whose appointments would have helped correct disparities. Those four agencies, listed below, are 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
Agriculture	24	3 (12.5%)	15 (62.5%)	6 (25.0%)
Pollution Control	40	6 (15.0%)	19 (47.5%)	15 (37.5%)
Soil & Water Resources Board	4	0 (0.0%)	3 (75.0%)	1 (25.0%)
State Lottery	16	1 (6.3%)	8 (50.0%)	7 (43.8%)

Three agencies had more than 25 percent missed opportunities, but they were not found out of compliance because their percentage of affirmative action hires was as high or higher than the percentage of missed opportunities.

LIST HIRES BY AGENCY - 1993
(When Disparity Exists)

AGENCY	TOTAL OPPORTU NITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
ADMINISTRATION	53	14	26.4	35	66.0	4	7.5
ADMINISTRATIVE HEARINGS OFFICE	0	0	0.0	0	0.0	0	0.0
AGRICULTURE	24	3	12.5	15	62.5	6	25.0
ANIMAL HEALTH BOARD	0	0	0.0	0	0.0	0	0.0
ATTORNEY GENERALS OFFICE	3	2	66.7	1	33.3	0	0.00
AUDITOR	2	2	100.0	0	0.0	0	0.0
BOARD OF NURSING	1	0	0.0	1	100.0	0	0.0
COMMERCE	14	6	42.9	2	14.3	6	42.9
COMMUNITY COLLEGE SYSTEM	47	8	17.0	32	68.1	7	14.9
CORRECTIONS	186	53	28.5	90	48.4	43	23.1
EDUCATION	25	12	48.0	10	40.0	3	12.0
EMPLOYEE RELATIONS	31	2	6.5	23	74.2	6	19.4
FARIBAULT RESIDENTIAL ACADEMIES	12	3	25.0	9	75.0	0	0.0
FINANCE	6	1	16.7	5	83.3	0	0.0
GAMBLING CONTROL BOARD	6	3	50.0	3	50.0	0	0.0
HEALTH	69	29	42.0	33	47.8	7	10.1
HIGHER EDUCATION COORDINATING BOARD	1	0	0.0	1	100.0	0	0.0
HOUSING FINANCE	4	2	50.0	1	25.0	1	25.0
HUMAN RIGHTS	0	0	0.0	0	0.0	0	0.0
HUMAN SERVICES	242	27	11.2	200	82.6	15	6.2
INVESTMENT BOARD	0	0	0.0	0	0.0	0	0.0
IRON RANGE RESOURCE & REHABILITATION BOARD	7	1	14.3	6	85.7	0	0.0

LIST HIRES BY AGENCY - 1993
(When Disparity Exists)

AGENCY	TOTAL OPPORTU NITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
JOBS & TRAINING	93	21	22.6	61	65.6	11	11.8
LABOR & INDUSTRY	17	4	23.5	11	64.7	2	11.8
MEDIATION SERVICES	0	0	0.0	0	0.0	0	0.0
MILITARY AFFAIRS	10	0	0.0	10	100.0	0	0.0
MINNESOTA ARTS BOARD	0	0	0.0	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	1	0	0.0	1	100.0	0	0.0
NATURAL RESOURCES	59	9	15.3	43	72.9	7	11.9
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	3	3	100.0	0	0.0	0	0.0
OFFICE OF WASTE MANAGEMENT	0	0	0.0	0	0.0	0	0.0
POLLUTION CONTROL	40	6	15.0	19	47.5	15	37.5
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	3	0	0.0	3	100.0	0	0.0
PUBLIC SAFETY	54	21	38.9	31	57.4	2	3.7
PUBLIC SERVICE	10	3	30.0	4	40.0	3	30.0
PUBLIC UTILITIES COMMISSION	0	0	0.0	0	0.0	0	0.0
REVENUE	200	102	51.0	74	37.0	24	12.0
SECRETARY OF STATE	7	0	0.0	7	100.0	0	0.0
SOIL & WATER RESOURCES BOARD	4	0	0.0	3	75.0	1	25.0
STATE BOARD OF TECHNICAL COLLEGES	8	1	12.5	7	87.5	0	0.0
STATE LOTTERY	16	1	6.3	8	50.0	7	43.8
STATE RETIREMENT SYSTEM	0	0	0.0	0	0.0	0	0.0

LIST HIRES BY AGENCY - 1993
(When Disparity Exists)

AGENCY	TOTAL OPPORTU NITIES	AFFIRMATIVE ACTION		JUSTIFIED		MISSED OPPORTUNITIES	
		HIRES	%	HIRES	%	HIRES	%
STATE UNIVERSITIES	64	6	9.4	50	78.1	8	12.5
TEACHERS RETIREMENT ASSOCIATION	4	1	25.0	3	75.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT	9	3	33.3	5	55.6	1	11.1
TRANSPORTATION	112	20	17.9	66	58.9	26	23.2
TREASURER'S OFFICE	0	0	0.0	0	0.0	0	0.0
VETERANS BENEFITS AND SERVICES	0	0	0.0	0	0.0	0	0.0
VETERANS HOME	73	3	4.1	68	93.2	2	2.7
ZOOLOGICAL GARDENS	25	4	16.0	18	72.0	3	12.0
TOTAL	1,545	376	24.3	959	62.1	210	13.6

Summary of Appointments

	<u>Females</u>	<u>Minorities</u>	<u>Percent Hired</u> <u>Disabled</u>
List with disparity	40.6%	11.1%	4.6%
List without disparity	63.9%	4.8%	4.5%
Total List	57.2%	7.7%	4.6%
Non-List	50.9%	8.4%	2.6%

Comparison of Appointed - New Hires vs. Current Employees

List Hires for 1993

	<u>Total</u>	<u>Females</u>	<u>Minorities</u>	<u>Disabled</u>
Current Employees	1470	870 59.2%	92 6.3%	76 5.2%
New Hires	655	345 52.7%	71 10.8%	21 3.2%

Non-List Hires for 1993

	<u>Total</u>	<u>Females</u>	<u>Minorities</u>	<u>Disabled</u>
Current Employees	17555	8844 50.4%	1371 7.8%	451 2.6%
New Hires	4700	2470 52.6%	487 10.4%	127 2.7%

Total Hires for 1993

	<u>Total</u>	<u>Females</u>	<u>Minorities</u>	<u>Disabled</u>
Current Employees	19025	9714 51.1%	1463 7.7%	527 2.8%
New Hires	5355	2815 52.6%	558 10.4%	148 2.8%

APPENDICES

Minnesota
 Department of
 Employee
 Relations

PROTECTED GROUP REPORT

Action Code

A	J	M
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Office of Diversity &
 Equal Opportunity
 658 Cedar Street
 St. Paul, MN 55155

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 #	Exp. Cert. Y N
Class	Code	Class Certified (if different)		Code	# Pers. Cert.

AGENCY ANALYSIS OF CERTIFICATION/SELECTION PROCESS

	Disparity	Individuals on All Certs	Attempted to Contact	Interested	Interviewed/ Further	Withdrew/ Declined Off.	Disparate Appt.	Expand Appt.
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.

1. Phoned applicant

2. Letter to applicant (attach copy of letter)

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.

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, Office of Diversity & Equal Opportunity or by contacting your ODEO liaison. This form will first be completed by your agency and forwarded to DOER, Office of Diversity & Equal Opportunity. 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-ODEO 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					Withdraw/ Declined Offer	Appt'd Yes/No
	*Disparity (See above)	# Applied	# ODEO Resume Referrals	# Attempted to Contact	# Interviewed		
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).

- 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) _____

Personnel Officer	Date	Affirmative Action Officer	Date
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AN EQUAL OPPORTUNITY EMPLOYER

MONITORING NON-LIST HIRES

This form must be submitted to DOER-ODEO 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 ODEO 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 ODEO 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 ODEO 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, Office of Diversity and Equal Opportunity.

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EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1994

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ACCOUNTANCY BOARD	7	6	85.71	0	0.00	0	0.00
ADMINISTRATION	840	372	44.29	65	7.74	69	8.21
ADMINISTRATIVE HEARINGS	83	49	59.04	4	4.82	8	9.64
AGRICULTURE	503	164	32.60	19	3.78	40	7.95
ANIMAL HEALTH BOARD	33	12	36.36	1	3.03	2	6.06
ARCHITECTURE, ENGINEERING, LAND SURVEYING, AND LANDSCAPE ARCHITECTURE BOARD	7	7	100.00	1	14.29	1	14.29
ARTS BOARD	15	11	73.33	0	0.00	0	0.00
ATTORNEY GENERAL	433	278	64.20	24	5.54	37	8.55
AUDITOR	124	62	50.00	8	6.45	9	7.26
BARBER BOARD	2	1	50.00	0	0.00	0	0.00
BOXING BOARD	2	1	50.00	0	0.00	1	50.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	4	66.67	0	0.00	0	0.00
CHIROPRACTIC EXAM BOARD	4	3	75.00	0	0.00	0	0.00
COMMERCE	257	125	48.64	16	6.23	18	7.00
COMMUNITY COLLEGES METRO	999	667	66.77	96	9.61	36	3.60
COMMUNITY COLLEGES OTHER	625	407	65.12	37	5.92	31	4.96
COMMUNITY COLLEGE OTHER - DULUTH CENTER	20	16	80.00	3	15.00	3	15.00
CORRECTIONS METRO	1,432	514	35.89	128	8.94	167	11.66
CORRECTIONS OTHER	1,296	421	32.48	50	3.86	131	10.11
COUNCIL ON ASIAN PACIFIC MINNESOTANS	4	2	50.00	4	100.00	0	0.00
COUNCIL ON BLACK MINNESOTANS	4	3	75.00	4	100.00	1	25.00
COUNCIL ON DISABILITY	10	6	60.00	0	0.00	5	50.00
COUNCIL ON SPANISH SPEAKING PEOPLE	4	2	50.00	3	75.00	1	25.00
DENTISTRY BOARD	9	8	88.89	0	0.00	0	0.00
EDUCATION	374	253	67.65	27	7.22	18	4.81
EDUCATION FARIBAULT	293	208	70.99	3	1.02	53	18.09
ELECTRICITY BOARD	22	10	45.45	0	0.00	1	4.55

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1994**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
EMPLOYEE RELATIONS	176	123	69.89	11	6.25	13	7.39
ETHICAL PRACTICES BOARD	7	6	85.71	0	0.00	0	0.00
FINANCE	154	82	53.25	8	5.19	21	13.64
GAMING	38	24	63.16	0	0.00	5	13.16
GOVERNOR	100	64	64.00	5	5.00	2	2.00
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	2	100.00	0	0.00	0	0.00
HEALTH	1,064	721	67.76	64	6.02	71	6.67
HIGHER EDUCATION BOARD	5	3	60.00	0	0.00	0	0.00
HIGHER EDUCATION COORDINATING BOARD	64	45	70.31	3	4.69	6	9.38
HIGHER EDUCATION FACILITIES AUTHORITY	3	2	66.67	0	0.00	0	0.00
HOUSING FINANCE AGENCY	152	96	63.16	22	14.47	10	6.58
HUMAN RIGHTS	65	45	69.23	20	30.77	10	15.38
HUMAN SERVICES METRO	1,883	1,268	67.34	120	6.37	118	6.27
HUMAN SERVICES OTHER	5,163	3,382	65.50	109	2.11	428	8.29
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	5	100.00	5	100.00	0	0.00
INVESTMENT BOARD	25	10	40.00	1	4.00	0	0.00
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	42	25.77	0	0.00	2	1.23
JOBS & TRAINING METRO	1,434	809	56.42	104	7.25	109	7.60
JOBS & TRAINING OTHER	637	351	55.10	26	4.08	56	8.79
LABOR & INDUSTRY	386	226	58.55	37	9.59	38	9.84
MARRIAGE & FAMILY THERAPY	2	1	50.00	0	0.00	0	0.00
MEDIATION SERVICES	22	8	36.36	1	4.55	0	0.00
MEDICAL PRACTICE BOARD	30	21	70.00	2	6.67	2	6.67
MILITARY AFFAIRS METRO	73	22	30.14	4	5.48	2	2.74
MILITARY AFFAIRS OTHER	268	52	19.40	4	1.49	8	2.99
MINNESOTA AMATEUR SPORTS COMMISSION	7	4	57.14	0	0.00	0	0.00

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1994**

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
MINNESOTA CENTER FOR ARTS EDUCATION	64	43	67.19	3	4.69	1	1.56
MINNESOTA STATE RETIREMENT SYSTEM	37	18	48.65	2	5.41	3	8.11
MUNICIPAL BOARD	4	3	75.00	1	25.00	0	0.00
NATURAL RESOURCES METRO	791	334	42.23	53	6.70	39	4.93
NATURAL RESOURCES OTHER	1,502	299	19.91	26	1.73	79	5.26
NURSING BOARD	26	24	92.31	1	3.85	0	0.00
NURSING HOME ADMINISTRATORS BOARD	2	1	50.00	0	0.00	1	50.00
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	93	41	44.09	7	7.53	3	3.23
OFFICE OF WASTE MANAGEMENT	45	21	46.67	2	4.44	1	2.22
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	18	10	55.56	1	5.56	1	5.56
OMBUDSMAN-CORRECTIONS	8	6	75.00	3	37.50	0	0.00
OPTOMETRY BOARD	1	1	100.00	0	0.00	0	0.00
PARI-MUTUEL RACING	3	2	66.67	0	0.00	0	0.00
PHARMACY BOARD	9	5	55.56	0	0.00	0	0.00
POLLUTION CONTROL	805	363	45.09	52	6.46	83	10.31
PSYCHOLOGY BOARD	7	6	85.71	1	14.29	0	0.00
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	50	71.43	5	7.14	8	11.43
PUBLIC SAFETY METRO	1,175	602	51.23	71	6.04	91	7.74
PUBLIC SAFETY OTHER	601	125	20.80	15	2.50	44	7.32
PUBLIC SERVICE	129	56	43.41	7	5.43	15	11.63
PUBLIC UTILITIES COMMISSION	44	24	54.55	2	4.55	1	2.27
REVENUE	1,253	708	56.50	83	6.62	94	7.50
SECRETARY OF STATE	60	46	76.67	6	10.00	2	3.33
SENTENCING GUIDELINES COMMISSION	7	6	85.71	0	0.00	0	0.00
SOCIAL WORK BOARD OF	9	8	88.89	0	0.00	1	11.11

**EXECUTIVE BRANCH--EMPLOYMENT BY AGENCY
TOTAL & PROTECTED GROUPS
(ACADEMIC EXCLUDED)
DATA FROM JANUARY 1994**

AGENCY	TOTAL EMPLOYEES		WOMEN		MINORITY		DISABILITY	
			#	%	#	%	#	%
STATE BOARD OF TECHNICAL COLLEGES	112		66	58.93	5	4.46	10	8.93
STATE LOTTERY	216		107	49.54	12	5.56	21	9.72
STATE UNIVERSITIES METRO	132		103	78.03	17	12.88	13	9.85
STATE UNIVERSITIES OTHER	1,872		1,161	62.02	48	2.56	70	3.74
TAX COURT	11		5	45.45	0	0.00	0	0.00
TEACHERS RETIREMENT ASSOCIATION	51		31	60.78	2	3.92	0	0.00
TELECOMMUNICATIONS ACCESS-HEARING IMPAIRED	3		1	33.33	0	0.00	0	0.00
TRADE & ECONOMIC DEVELOPMENT	229		142	62.01	13	5.68	13	5.68
TRANSPORTATION REGULATION BOARD	8		4	50.00	0	0.00	0	0.00
TRANSPORTATION METRO	2,773		622	22.43	149	5.37	154	5.55
TRANSPORTATION OTHER	2,179		242	11.11	73	3.35	169	7.76
TREASURER	13		5	38.46	0	0.00	3	23.08
VETERINARY MEDICINE	2		1	50.00	0	0.00	0	0.00
VETERANS BENEFITS & SERVICES	30		13	43.33	3	10.00	5	16.67
VETERANS HOME BOARD	8		6	75.00	1	12.50	1	12.50
VETERANS HOME-HASTINGS	74		39	52.70	2	2.70	6	8.11
VETERANS HOME-LUVERNE	32		22	68.75	0	0.00	0	0.00
VETERANS HOME-MINNEAPOLIS	475		281	59.16	51	10.74	25	5.26
VETERANS HOME-SILVER BAY	89		67	75.28	1	1.12	4	4.49
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3		2	66.67	0	0.00	0	0.00
VOYAGEURS NATIONAL PARK	1		1	100.00	0	0.00	1	100.00
WATER & SOIL RESOURCES BOARD	51		16	31.37	0	0.00	2	3.92
WORKERS COMPENSATION COURT OF APPEALS	23		16	69.57	1	4.35	0	0.00
WORLD TRADE CENTER CORPORATION	6		3	50.00	1	16.67	0	0.00
ZOOLOGICAL GARDENS	259		123	47.49	16	6.18	21	8.11
T O T A L	34,860		16,979	48.71	1,775	5.09	2,519	7.23

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994**

GROUP: MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-NATIVE AMERICAN)
[-----NUMBER & PERCENT-----]

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	7	0	0	0	0	0
ADMINISTRATION	840	65 7.74	0	11 4.93	7 8.64	47 9.67
ADMINISTRATIVE HEARINGS	83	4 4.82	0	2 5.00	0	2 5.71
AGRICULTURE	503	19 3.78	0	6 4.92	1 1.75	12 3.96
ANIMAL HEALTH BOARD	33	1 3.03	0	0	1 16.67	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	0	0	0	1 16.67
ARTS BOARD	15	0	0	0	0	0
ATTORNEY GENERAL	433	24 5.54	2 3.64	17 6.34	0	5 4.81
AUDITOR	124	8 6.45	1 5.26	4 5.97	1 4.55	2 12.50
BARBER BOARD	2	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURE AND PLANNING BOARD	6	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0
COMMERCE	257	16 6.23	0	8 5.48	3 13.04	5 7.14
COMMUNITY COLLEGES	METRO 999	96 9.61	14 12.28	30 21.13	2 4.55	50 7.15
COMMUNITY COLLEGES	OTHER 625	37 5.92	3 4.76	16 14.55	0	18 4.16
COMMUNITY COLLEGE - DULUTH CENTER	OTHER 20	3 15.00	1 33.33	1 16.67	0	1 9.09
CORRECTIONS	METRO 1,432	128 8.94	4 9.52	18 7.50	15 8.43	91 9.36
CORRECTIONS	OTHER 1,296	50 3.86	0	7 2.54	5 3.38	38 4.48
COUNCIL ON ASIAN PACIFIC MINNESOTANS	4	4 100.00	1 100.00	2 100.00	0	1 100.00
COUNCIL ON BLACK MINNESOTANS	4	4 100.00	1 100.00	2 100.00	0	1 100.00

GROUP: MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-NATIVE AMERICAN)

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

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON DISABILITY	10	0	0	0	0	0
COUNCIL ON SPANISH SPEAKING PEOPLE	4	3 75.00	1 100.00	2 100.00	0	0
DENTISTRY BOARD	9	0	0	0	0	0
EDUCATION	374	27 7.22	1 3.70	13 7.93	3 8.57	10 6.76
EDUCATION FARIBAULT	293	3 1.02	0	2 2.27	0	1 0.52
ELECTRICITY BOARD	22	0	0	0	0	0
EMPLOYEE RELATIONS	176	11 6.25	1 7.69	9 11.25	0	1 1.56
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	154	8 5.19	1 2.38	5 8.93	0	2 5.26
GAMING	38	0	0	0	0	0
GOVERNOR	100	5 5.00	0	1 4.55	0	4 6.15
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	1,064	64 6.02	1 2.04	36 6.20	5 3.68	22 7.38
HIGHER EDUCATION BOARD	5	0	0	0	0	0
HIGHER EDUCATION COORDINATING BOARD	64	3 4.69	1 6.67	1 5.26	0	1 3.70
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	152	22 14.47	2 16.67	11 15.71	1 7.14	8 14.29
HUMAN RIGHTS	65	20 30.77	2 66.67	12 29.27	1 14.29	5 35.71
HUMAN SERVICES	METRO 1,883	120 6.37	3 4.23	58 6.49	7 5.22	52 6.63
HUMAN SERVICES	OTHER 5,163	109 2.11	2 3.45	29 2.75	4 0.98	74 2.03
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	5 100.00	1 100.00	2 100.00	0	2 100.00
INVESTMENT BOARD	25	1 4.00	0	1 10.00	0	0
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	0	0	0	0	0

GROUP: MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-NATIVE AMERICAN)

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

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
JOBS & TRAINING	METRO	1,434	104 7.25	3 5.00	55 7.37	5 4.35	41 7.99
JOBS & TRAINING	OTHER	637	26 4.08	0	17 4.55	1 2.13	8 3.70
LABOR & INDUSTRY		386	37 9.59	5 22.73	13 7.30	1 4.55	18 10.98
MARRIAGE & FAMILY THERAPY		2	0	0	0	0	0
MEDIATION SERVICES		22	1 4.55	0	1 8.33	0	0
MEDICAL PRACTICE BOARD		30	2 6.67	0	0	0	2 12.50
MILITARY AFFAIRS	METRO	73	4 5.48	0	0	0	4 6.56
MILITARY AFFAIRS	OTHER	268	4 1.49	0	0	0	4 1.78
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		64	3 4.69	0	3 8.11	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	2 5.41	0	1 7.69	0	1 6.25
MUNICIPAL BOARD		4	1 25.00	0	0	0	1 50.00
NATURAL RESOURCES	METRO	791	53 6.70	0	23 6.76	3 2.68	27 9.82
NATURAL RESOURCES	OTHER	1,502	26 1.73	2 7.41	13 2.02	3 1.35	8 1.31
NURSING BOARD		26	1 3.85	0	0	0	1 5.88
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		93	7 7.53	0	3 5.56	1 12.50	3 12.50
OFFICE OF WASTE MANAGEMENT		45	2 4.44	0	0	0	2 20.00
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	1 5.56	0	1 7.69	0	0
OMBUDSMAN-CORRECTIONS		8	3 37.50	1 50.00	2 50.00	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PARI-MUTUEL RACING		3	0	0	0	0	0

GROUP: MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-NATIVE AMERICAN)

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

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
PHARMACY BOARD	9	0	0	0	0	0
POLLUTION CONTROL	805	52 6.46	0	36 6.75	5 5.75	11 6.92
PSYCHOLOGY BOARD	7	1 14.29	1 100.00	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	5 7.14	0	0	1 11.11	4 11.76
PUBLIC SAFETY METRO	1,175	71 6.04	4 12.50	13 3.88	7 4.79	47 7.10
PUBLIC SAFETY OTHER	601	15 2.50	0	9 2.67	1 1.92	5 2.36
PUBLIC SERVICE	129	7 5.43	0	3 5.88	0	4 8.00
PUBLIC UTILITIES COMMISSION	44	2 4.55	0	1 4.55	1 16.67	0
REVENUE	1,253	83 6.62	2 5.56	36 5.63	2 2.25	43 8.79
SECRETARY OF STATE	60	6 10.00	1 25.00	1 12.50	0	4 9.76
SENTENCING GUIDELINES COMMISSION	7	0	0	0	0	0
SOCIAL WORK BOARD OF	9	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	112	5 4.46	0	1 2.00	1 8.33	3 7.89
STATE LOTTERY	216	12 5.56	0	6 7.14	1 4.35	5 5.26
STATE UNIVERSITIES METRO	132	17 12.88	3 18.75	0	0	14 14.00
STATE UNIVERSITIES OTHER	1,872	48 2.56	1 4.55	8 3.62	2 1.98	37 2.42
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	51	2 3.92	0	0	0	2 7.69
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	229	13 5.68	1 3.45	8 8.51	0	4 4.35
TRANSPORTATION REGULATION BOARD	8	0	0	0	0	0
TRANSPORTATION METRO	2,773	149 5.37	4 3.92	35 6.90	9 2.05	101 5.86

GROUP: MINORITIES (AFRICAN AMERICAN-HISPANIC-ASIAN-NATIVE AMERICAN)

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

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
TRANSPORTATION	2,179	73 3.35	0	4 2.86	3 1.20	66 3.76
TREASURER	13	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	30	3 10.00	1 20.00	1 12.50	0	1 6.67
VETERANS HOME BOARD	8	1 12.50	1 50.00	0	0	0
VETERANS HOME-HASTINGS	74	2 2.70	0	0	0	2 3.85
VETERANS HOME-LUVERNUE	32	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	475	51 10.74	0	5 5.68	2 6.90	44 12.39
VETERANS HOME-SILVER BAY	89	1 1.12	0	0	0	1 1.54
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	0	0	0	0	0
VOYAGEURS NATIONAL PARK	1	0	0	0	0	0
WATER & SOIL RESOURCES BOARD	51	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	23	1 4.35	0	1 10.00	0	0
WORLD TRADE CENTER CORPORATION	6	1 16.67	0	0	0	1 16.67
ZOOLOGICAL GARDENS	259	16 6.18	0	0	1 4.55	15 7.61
T O T A L	34,860	1,775 5.09	73 5.37	606 5.72	106 3.20	990 5.05

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994

GROUP: AFRICAN AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	7	0	0	0	0	0
ADMINISTRATION	840	36 4.29	0	7 3.14	2 2.47	27 5.56
ADMINISTRATIVE HEARINGS	83	2 2.41	0	1 2.50	0	1 2.86
AGRICULTURE	503	5 0.99	0	1 0.82	0	4 1.32
ANIMAL HEALTH BOARD	33 3.03	1	0	0 16.67	1	0
ARCHITECTURAL, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0
ARTS BOARD	15	0	0	0	0	0
ATTORNEY GENERAL	433	12 2.77	2 3.64	6 2.24	0	4 3.85
AUDITOR	124	1 0.81	0	1 1.49	0	0
BARBER BOARD	2	0	0	0	0	0
BOXING BOARD	2	0	0	0	0	0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0
COMMERCE	257	5 1.95	0	2 1.37	2 8.70	1 1.43
COMMUNITY COLLEGES	METRO 999	51 5.11	8 7.02	18 12.68	0	25 3.58
COMMUNITY COLLEGES	OTHER 625	2 0.32	0	1 0.91	0	1 0.23
COMMUNITY COLLEGE - DULUTH CENTER	OTHER 20	1 5.00	1 33.33	0	0	0
CORRECTIONS	METRO 1,432	64 4.47	3 7.14	7 2.92	11 6.18	43 4.42
CORRECTIONS	OTHER 1,296	17 1.31	0	2 0.72	2 1.35	13 1.53
COUNCIL ON ASIAN PACIFIC MINNESOTANS	4	0	0	0	0	0
COUNCIL ON BLACK MINNESOTANS	4	4 100.00	1 100.00	2 100.00	0	1 100.00

GROUP: AFRICAN AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON DISABILITY	10	0	0	0	0	0
COUNCIL ON SPANISH SPEAKING PEOPLE	4	0	0	0	0	0
DENTISTRY BOARD	9	0	0	0	0	0
EDUCATION	374	13 3.48	0	6 3.66	1 2.86	6 4.05
EDUCATION FARIBAULT	293	0	0	0	0	0
ELECTRICITY BOARD	22	0	0	0	0	0
EMPLOYEE RELATIONS	176	7 3.98	1 7.69	5 6.25	0	1 1.56
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	154	5 3.25	0	3 5.36	0	2 5.26
GAMING	38	0	0	0	0	0
GOVERNOR	100	2 2.00	0	1 4.55	0	1 1.54
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	1,064	25 2.35	0	15 2.58	3 2.21	7 2.35
HIGHER EDUCATION BOARD	5	0	0	0	0	0
HIGHER EDUCATION COORDINATING BOARD	64	2 3.13	0	1 5.26	0	1 3.70
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	152	13 8.55	1 8.33	7 10.00	1 7.14	4 7.14
HUMAN RIGHTS	65	9 13.85	1 33.33	5 12.20	1 14.29	2 14.29
HUMAN SERVICES	METRO 1,883	48 2.55	1 1.41	27 3.02	3 2.24	17 2.17
HUMAN SERVICES	OTHER 5,163	9 0.17	0	3 0.28	1 0.25	5 0.14
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	0	0	0	0	0
INVESTMENT BOARD	25	1 4.00	0	1 10.00	0	0
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	0	0	0	0	0

GROUP: AFRICAN AMERICANS

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

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
JOB & TRAINING	METRO	1,434	53 3.70	2 3.33	25 3.35	3 2.61	23 4.48
JOB & TRAINING	OTHER	637	2 0.31	0	1 0.27	0	1 0.46
LABOR & INDUSTRY		386	23 5.96	4 18.18	6 3.37	1 4.55	12 7.32
MARRIAGE & FAMILY THERAPY		2	0	0	0	0	0
MEDIATION SERVICES		22	1 4.55	0	1 8.33	0	0
MEDICAL PRACTICE BOARD		30	1 3.33	0	0	0	1 6.25
MILITARY AFFAIRS	METRO	73	1 1.37	0	0	0	1 1.64
MILITARY AFFAIRS	OTHER	268	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		64	1 1.56	0	1 2.70	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	0	0	0	0	0
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	791	13 1.64	0	7 2.06	1 0.89	5 1.82
NATURAL RESOURCES	OTHER	1,502	2 0.13	1 3.70	0	0	1 0.16
NURSING BOARD		26	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		93	3 3.23	0	2 3.70	0	1 4.17
OFFICE OF WASTE MANAGEMENT		45	1 2.22	0	0	0	1 10.00
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	1 5.56	0	1 7.69	0	0
OMBUDSMAN-CORRECTIONS		8	2 25.00	1 50.00	1 25.00	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PARI-MUTUEL RACING		3	0	0	0	0	0
PHARMACY BOARD		9	0	0	0	0	0

GROUP: AFRICAN AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
POLLUTION CONTROL	805	12 1.49	0	9 1.69	0	3 1.89
PSYCHOLOGY BOARD	7	1 14.29	1 100.00	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	1 1.43	0	0	1 11.11	0
PUBLIC SAFETY METRO	1,175	40 3.40	4 12.50	8 2.39	5 3.42	23 3.47
PUBLIC SAFETY OTHER	601	3 0.50	0	1 0.30	0	2 0.94
PUBLIC SERVICE	129	2 1.55	0	0	0	2 4.00
PUBLIC UTILITIES COMMISSION	44	2 4.55	0	1 4.55	1 16.67	0
REVENUE	1,253	37 2.95	0	18 2.82	1 1.12	18 3.68
SECRETARY OF STATE	60	3 5.00	1 25.00	0	0	2 4.88
SENTENCING GUIDELINES COMMISSION	7	0	0	0	0	0
SOCIAL WORK BOARD OF	9	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	112	1 0.89	0	0	1 8.33	0
STATE LOTTERY	216	6 2.78	0	3 3.57	0	3 3.16
STATE UNIVERSITIES METRO	132	8 6.06	1 6.25	0	0	7 7.00
STATE UNIVERSITIES OTHER	1,872	6 0.32	0	2 0.90	0	4 0.26
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	51	1 1.96	0	0	0	1 3.85
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	229	3 1.31	1 3.45	2 2.13	0	0
TRANSPORTATION REGULATON BOARD	8	0	0	0	0	0
TRANSPORTATION METRO	2,773	60 2.16	2 1.96	14 2.76	1 0.23	43 2.49
TRANSPORTATION OTHER	2,179	7 0.32	0	1 0.71	0	6 0.34

GROUP: AFRICAN AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
TREASURER	13	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0
VETERANS BENEFITS & SERVICES	30	1 3.33	0	0	0	1 6.67
VETERANS HOME BOARD	8	0	0	0	0	0
VETERANS HOME-HASTINGS	74	1 1.35	0	0	0	1 1.92
VETERANS HOME-LUVERNE	32	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	475	32 6.74	0	2 2.27	0	30 8.45
VETERANS HOME-SILVER BAY	89	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	0	0	0	0	0
VOYAGEURS NATIONAL PARK	1	0	0	0	0	0
WATER & SOIL RESOURCES BOARD	51	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	23	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	6	0	0	0	0	0
ZOOLOGICAL GARDENS	259	6 2.32	0	0	1 4.55	5 2.54
T O T A L	34,860	672 1.93	37 2.72	228 2.15	44 1.33	363 1.85

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994

GROUP: NATIVE AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	SUPV	OTHER	
ACCOUNTANCY BOARD	7	0	0	0	0	0	
ADMINISTRATION	840	8 0.95	0	1 0.45	1 1.23	6 1.23	
ADMINISTRATIVE HEARINGS	83	0	0	0	0	0	
AGRICULTURE	503	3 0.60	0	1 0.82	0	2 0.66	
ANIMAL HEALTH BOARD	33	0	0	0	0	0	
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0	
ARTS BOARD	15	0	0	0	0	0	
ATTORNEY GENERAL	433	4 0.92	0	4 1.49	0	0	
AUDITOR	124	1 0.81	0	0	1 4.55	0	
BARBER BOARD	2	0	0	0	0	0	
BOXING BOARD	2	0	0	0	0	0	
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	0	0	0	0	0	
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0	
COMMERCE	257	2 0.78	0	0	1 4.35	1 1.43	
COMMUNITY COLLEGES	METRO	999	11 1.10	2 1.75	4 2.82	1 2.27	4 0.57
COMMUNITY COLLEGES	OTHER	625	27 4.32	3 4.76	13 11.82	0	11 2.54
COMMUNITY COLLEGE - DULUTH CENTER	OTHER	20	2 10.00	0	1 16.67	0	1 9.09
CORRECTIONS	METRO	1,432	35 2.44	1 2.38	5 2.08	4 2.25	25 2.57
CORRECTIONS	OTHER	1,296	20 1.54	0	2 0.72	3 2.03	15 1.77
COUNCIL ON ASIAN PACIFIC MINNESOTANS		4	0	0	0	0	0
COUNCIL ON BLACK MINNESOTANS		4	0	0	0	0	0
COUNCIL ON DISABILITY		10	0	0	0	0	0

GROUP: NATIVE AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON SPANISH SPEAKING PEOPLE	4	0	0	0	0	0
DENTISTRY BOARD	9	0	0	0	0	0
EDUCATION	374	5 1.34	0	1 0.61	2 5.71	2 1.35
EDUCATION FARIBAULT	293	1 0.34	0	1 1.14	0	0
ELECTRICITY BOARD	22	0	0	0	0	0
EMPLOYEE RELATIONS	176	0	0	0	0	0
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	154	1 0.65	0	1 1.79	0	0
GAMING	38	0	0	0	0	0
GOVERNOR	100	0	0	0	0	0
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	1,064	6 0.56	0	1 0.17	0	5 1.68
HIGHER EDUCATION BOARD	5	0	0	0	0	0
HIGHER EDUCATION COORDINATING BOARD	64	0	0	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	152	4 2.63	1 8.33	1 1.43	0	2 3.57
HUMAN RIGHTS	65	6 9.23	1 33.33	3 7.32	0	2 14.29
HUMAN SERVICES	METRO 1,883	18 0.96	0	6 0.67	2 1.49	10 1.28
HUMAN SERVICES	OTHER 5,163	50 0.97	1 1.72	9 0.85	2 0.49	38 1.04
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	5 100.00	1 100.00	2 100.00	0	2 100.00
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	0	0	0	0	0
JOBS & TRAINING	METRO 1,434	10 0.70	0	4 0.54	2 1.74	4 0.78

GROUP: NATIVE AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	SUPV	OTHER	
JOBS & TRAINING	OTHER	637	14 2.20	0	9 2.41	1 2.13	4 1.85
LABOR & INDUSTRY		386	4 1.04	0	3 1.69	0	1 0.61
MARRIAGE & FAMILY THERAPY		2	0	0	0	0	0
MEDIATION SERVICES		22	0	0	0	0	0
MEDICAL PRACTICE BOARD		30	0	0	0	0	0
MILITARY AFFAIRS	METRO	73	1 1.37	0	0	0	1 1.64
MILITARY AFFAIRS	OTHER	268	4 1.49	0	0	0	4 1.78
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		64	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	0	0	0	0	0
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	791	10 1.26	0	1 0.29	2 1.79	7 2.55
NATURAL RESOURCES	OTHER	1,502	22 1.46	1 3.70	13 2.02	2 0.90	6 0.98
NURSING BOARD		26	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		93	0	0	0	0	0
OFFICE OF WASTE MANAGEMENT		45	1 2.22	0	0	0	1 10.00
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	0	0	0	0	0
OMBUDSMAN-CORRECTIONS		8	1 12.50	0	1 25.00	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PARI-MUTUEL RACING		3	0	0	0	0	0
PHARMACY BOARD		9	0	0	0	0	0
POLLUTION CONTROL		805	8 0.99	0	5 0.94	2 2.30	1 0.63
PSYCHOLOGY BOARD		7	0	0	0	0	0

GROUP: NATIVE AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	0	0	0	0	0
PUBLIC SAFETY METRO	1,175	7 0.60	0	1 0.30	0	6 0.91
PUBLIC SAFETY OTHER	601	9 1.50	0	6 1.78	1 1.92	2 0.94
PUBLIC SERVICE	129	0	0	0	0	0
PUBLIC UTILITIES COMMISSION	44	0	0	0	0	0
REVENUE	1,253	7 0.56	0	2 0.31	0	5 1.02
SECRETARY OF STATE	60	1 1.67	0	0	0	1 2.44
SENTENCING GUIDELINES COMMISSION	7	0	0	0	0	0
SOCIAL WORK BOARD OF	9	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	112	1 0.89	0	0	0	1 2.63
STATE LOTTERY	216	0	0	0	0	0
STATE UNIVERSITIES METRO	132	4 3.03	0	0	0	4 4.00
STATE UNIVERSITIES OTHER	1,872	18 0.96	0	1 0.45	2 1.98	15 0.98
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	51	0	0	0	0	0
TELECOMMUNICATIONS ACCESS-HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	229	1 0.44	0	0	0	1 1.09
TRANSPORTATION REGULATION BOARD	8	0	0	0	0	0
TRANSPORTATION METRO	2,773	25 0.90	1 0.98	1 0.20	2 0.46	21 1.22
TRANSPORTATION OTHER	2,179	43 1.97	0	2 1.43	3 1.20	38 2.16
TREASURER	13	0	0	0	0	0
VETERINARY MEDICINE	2	0	0	0	0	0
VETERANS BENEFITS & SERV	30	2 6.67	1 20.00	1 12.50	0	0

GROUP: NATIVE AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
VETERANS HOME BOARD	8	1 12.50	1 50.00	0	0	0
VETERANS HOME-HASTINGS	74	0	0	0	0	0
VETERANS HOME-LUVERNE	32	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	475	9 1.89	0	1 1.14	1 3.45	7 1.97
VETERANS HOME-SILVER BAY	89	1 1.12	0	0	0	1 1.54
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	0	0	0	0	0
VOYAGEURS NATIONAL PARK	1	0	0	0	0	0
WATER & SOIL RESOURCES BOARD	51	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	23	1 4.35	0	1 10.00	0	0
WORLD TRADE CENTER CORPORATION	6	0	0	0	0	0
ZOOLOGICAL GARDENS	259	5 1.93	0	0	0	5 2.54
T O T A L	34,860	419 1.20	14 1.03	108 1.02	35 1.06	262 1.34

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994

GROUP: ASIAN-AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	SUPV	OTHER	
ACCOUNTANCY BOARD	7	0	0	0	0	0	
ADMINISTRATION	840	8 0.95	0	2 0.90	1 1.23	5 1.03	
ADMINISTRATIVE HEARINGS	83	1 1.20	0	1 2.50	0	0	
AGRICULTURE	503	8 1.59	0	4 3.28	1 1.75	3 0.99	
ANIMAL HEALTH BOARD	33	0	0	0	0	0	
ARCHITECTURAL, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	0	0	0	0	0	
ARTS BOARD	15	0	0	0	0	0	
ATTORNEY GENERAL	433	3 0.69	0	3 1.12	0	0	
AUDITOR	124	5 4.03	0	3 4.48	0	2 12.50	
BARBER BOARD	2	0	0	0	0	0	
BOXING BOARD	2	0	0	0	0	0	
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	0	0	0	0	0	
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0	
COMMERCE	257	5 1.95	0	5 3.42	0	0	
COMMUNITY COLLEGES	METRO	999	21 2.10	3 2.63	5 3.52	0	13 1.86
COMMUNITY COLLEGES	OTHER	625	5 0.80	0	2 1.82	0	3 0.69
COMMUNITY COLLEGE - DULUTH CENTER	OTHER	20	0	0	0	0	0
CORRECTIONS	METRO	1,432	9 0.63	0	3 1.25	0	6 0.62
CORRECTIONS	OTHER	1,296	6 0.46	0	0	0	6 0.71
COUNCIL ON ASIAN PACIFIC MINNESOTANS		4	4 100.00	1 100.00	2 100.00	0	1 100.00
COUNCIL ON BLACK MINNESOTANS		4	0	0	0	0	0
COUNCIL ON DISABILITY		10	0	0	0	0	0

GROUP: ASIAN-AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON SPANISH SPEAKING PEOPLE	4	0	0	0	0	0
DENTISTRY BOARD	9	0	0	0	0	0
EDUCATION	374	3 0.80	0	3 1.83	0	0
EDUCATION FARIBAULT	293	2 0.68	0	1 1.14	0	1 0.52
ELECTRICITY BOARD	22	0	0	0	0	0
EMPLOYEE RELATIONS	176	2 1.14	0	2 2.50	0	0
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	154	2 1.30	1 2.38	1 1.79	0	0
GAMING	38	0	0	0	0	0
GOVERNOR	100	3 3.00	0	0	0	3 4.62
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	1,064	23 2.16	1 2.04	16 2.75	1 0.74	5 1.68
HIGHER EDUCATION BOARD	5	0	0	0	0	0
HIGHER EDUCATION COORDINATING BOARD	64	0	0	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	152	2 1.32	0	2 2.86	0	0
HUMAN RIGHTS	65	1 1.54	0	1 2.44	0	0
HUMAN SERVICES	METRO 1,883	30 1.59	1 1.41	17 1.90	1 0.75	11 1.40
HUMAN SERVICES	OTHER 5,163	26 0.50	1 1.72	11 1.04	1 0.25	13 0.36
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	0	0	0	0	0
JOBS & TRAINING	METRO 1,434	20 1.39	1 1.67	15 2.01	0	4 0.78

GROUP: ASIAN-AMERICANS

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

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
JOBS & TRAINING	OTHER	637	0	0	0	0	0
LABOR & INDUSTRY		386	3 0.78	0	3 1.69	0	0
MARRIAGE & FAMILY THERAPY		2	0	0	0	0	0
MEDIATION SERVICES		22	0	0	0	0	0
MEDICAL PRACTICE BOARD		30	1 3.33	0	0	0	1 6.25
MILITARY AFFAIRS	METRO	73	0	0	0	0	0
MILITARY AFFAIRS	OTHER	268	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		64	0	0	0	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	2 5.41	0	1 7.69	0	1 6.25
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	791	13 1.64	0	13 3.82	0	0
NATURAL RESOURCES	OTHER	1,502	1 0.07	0	0	0	1 0.16
NURSING BOARD		26	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		93	1 1.08	0	1 1.85	0	0
OFFICE OF WASTE MANAGEMENT		45	0	0	0	0	0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	0	0	0	0	0
OMBUDSMAN-CORRECTIONS		8	0	0	0	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PARI-MUTUEL RACING		3	0	0	0	0	0
PHARMACY BOARD		9	0	0	0	0	0
POLLUTION CONTROL		805	20 2.48	0	15 2.81	1 1.15	4 2.52
PSYCHOLOGY BOARD		7	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION		70	1 1.43	0	0	0	1 2.94

GROUP: ASIAN-AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	SUPV	OTHER	
PUBLIC SAFETY	METRO	1,175	12 1.02	0	4 1.19	1 0.68	7 1.06
PUBLIC SAFETY	OTHER	601	0	0	0	0	0
PUBLIC SERVICE		129	3 2.33	0	2 3.92	0	1 2.00
PUBLIC UTILITIES COMMISSION		44	0	0	0	0	0
REVENUE		1,253	22 1.76	1 2.78	15 2.35	0	6 1.23
SECRETARY OF STATE		60	1 1.67	0	0	0	1 2.44
SENTENCING GUIDELINES COMMISSION		7	0	0	0	0	0
SOCIAL WORK BOARD OF		9	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES		112	2 1.79	0	1 2.00	0	1 2.63
STATE LOTTERY		216	1 0.46	0	1 1.19	0	0
STATE UNIVERSITIES	METRO	132	1 0.76	0	0	0	1 1.00
STATE UNIVERSITIES	OTHER	1,872	13 0.69	0	5 2.26	0	8 0.52
TAX COURT		11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION		51	0	0	0	0	0
TELECOMMUNICATIONS ACCESS-HEARING IMPAIRED		3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT		229	8 3.49	0	6 6.38	0	2 2.17
TRANSPORTATION REGULATION BOARD		8	0	0	0	0	0
TRANSPORTATION	METRO	2,773	35 1.26	0	17 3.35	5 1.14	13 0.75
TRANSPORTATION	OTHER	2,179	7 0.32	0	0	0	7 0.40
TREASURER		13	0	0	0	0	0
VETERINARY MEDICINE		2	0	0	0	0	0
VETERANS BENEFITS & SERVICES		30	0	0	0	0	0
VETERANS HOME BOARD		8	0	0	0	0	0
VETERANS HOME-HASTINGS		74	0	0	0	0	0

GROUP: ASIAN-AMERICANS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
VETERANS HOME-LUVERNE	32	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	475	4 0.84	0	1 1.14	1 3.45	2 0.56
VETERANS HOME-SILVER BAY	89	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	0	0	0	0	0
VOYAGEURS NATIONAL PARK	1	0	0	0	0	0
WATER & SOIL RESOURCES BOARD	51	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	23	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	6	0	0	0	0	0
ZOOLOGICAL GARDENS	259	4 1.54	0	0	0	4 2.03
T O T A L	34,860	344 0.99	10 0.74	184 1.74	13 0.39	137 0.70

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994

GROUP: HISPANICS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	SUPV	OTHER	
ACCOUNTANCY BOARD	7	0	0	0	0	0	
ADMINISTRATION	840	13 1.55	0	1 0.45	3 3.70	9 1.85	
ADMINISTRATIVE HEARINGS	83	1 1.20	0	0	0	1 2.86	
AGRICULTURE	503	3 0.60	0	0	0	3 0.99	
ANIMAL HEALTH BOARD	33	0	0	0	0	0	
ARCHITECTURE, ENGINEERING, LAND SURVEYING AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	0	0	0	1 16.67	
ARTS BOARD	15	0	0	0	0	0	
ATTORNEY GENERAL	433	5 1.15	0	4 1.49	0	1 0.96	
AUDITOR	124	1 0.81	1 5.26	0	0	0	
BARBER BOARD	2	0	0	0	0	0	
BOXING BOARD	2	0	0	0	0	0	
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	0	0	0	0	0	
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0	
COMMERCE	257	4 1.56	0	1 0.68	0	3 4.29	
COMMUNITY COLLEGES	METRO	999	13 1.30	1 0.88	3 2.11	1 2.27	8 1.14
COMMUNITY COLLEGES	OTHER	625	3 0.48	0	0	0	3 0.69
COMMUNITY COLLEGE - DULUTH CENTER	OTHER	20	0	0	0	0	
CORRECTIONS	METRO	1,432	20 1.40	0	3 1.25	0	17 1.75
CORRECTIONS	OTHER	1,296	7 0.54	0	3 1.09	0	4 0.47
COUNCIL ON ASIAN PACIFIC MINNESOTANS		4	0	0	0	0	0
COUNCIL ON BLACK MINNESOTANS		4	0	0	0	0	0
COUNCIL ON DISABILITY		10	0	0	0	0	0

GROUP: HISPANICS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON SPANISH SPEAKING PEOPLE	4	3 75.00	1 100.00	2 100.00	0	0
DENTISTRY BOARD	9	0	0	0	0	0
EDUCATION	374	6 1.60	1 3.70	3 1.83	0	2 1.35
EDUCATION FARIBAULT	293	0	0	0	0	0
ELECTRICITY BOARD	22	0	0	0	0	0
EMPLOYEE RELATIONS	176	2 1.14	0	2 2.50	0	0
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	154	0	0	0	0	0
GAMING	38	0	0	0	0	0
GOVERNOR	100	0	0	0	0	0
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	1,064	10 0.94	0	4 0.69	1 0.74	5 1.68
HIGHER EDUCATION BOARD	5	0	0	0	0	0
HIGHER EDUCATION COORDINATING BOARD	64	1 1.56	1 6.67	0	0	0
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	152	3 1.97	0	1 1.43	0	2 3.57
HUMAN RIGHTS	65	4 6.15	0	3 7.32	0	1 7.14
HUMAN SERVICES	METRO 1,883	24 1.27	1 1.41	8 0.89	1 0.75	14 1.79
HUMAN SERVICES	OTHER 5,163	24 0.46	0	6 0.57	0	18 0.49
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	0	0	0	0	0
JOBS & TRAINING	METRO 1,434	21 1.46	0	11 1.47	0	10 1.95
JOBS & TRAINING	OTHER 637	10 1.57	0	7 1.87	0	3 1.39

GROUP: HISPANICS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
LABOR & INDUSTRY	386	7 1.81	1 4.55	1 0.56	0	5 3.05
MARRIAGE & FAMILY THERAPY	2	0	0	0	0	0
MEDIATION SERVICES	22	0	0	0	0	0
MEDICAL PRACTICE BOARD	30	0	0	0	0	0
MILITARY AFFAIRS	METRO 73	2 2.74	0	0	0	2 3.28
MILITARY AFFAIRS	OTHER 268	0	0	0	0	0
MINNESOTA AMATEUR SPORTS COMMISSION	7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION	64	2 3.13	0	2 5.41	0	0
MINNESOTA STATE RETIREMENT SYSTEM	37	0	0	0	0	0
MUNICIPAL BOARD	4	1 25.00	0	0	0	1 50.00
NATURAL RESOURCES	METRO 791	17 2.15	0	2 0.59	0	15 5.45
NATURAL RESOURCES	OTHER 1,502	1 0.07	0	0	1 0.45	0
NURSING BOARD	26	1 3.85	0	0	0	1 5.88
NURSING HOME ADMINISTRATORS BOARD	2	0	0	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	93	3 3.23	0	0	1 12.50	2 8.33
OFFICE OF WASTE MANAGEMENT	45	0	0	0	0	0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	18	0	0	0	0	0
OMBUDSMAN-CORRECTIONS	8	0	0	0	0	0
OPTOMETRY BOARD	1	0	0	0	0	0
PARI-MUTUEL RACING	3	0	0	0	0	0
PHARMACY BOARD	9	0	0	0	0	0
POLLUTION CONTROL	805	12 1.49	0	7 1.31	2 2.30	3 1.89
PSYCHOLOGY BOARD	7	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	3 4.29	0	0	0	3 8.82

GROUP: HISPANICS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	SUPV	OTHER	
PUBLIC SAFETY	METRO	1,175	12 1.02	0	0	1 0.68	11 1.66
PUBLIC SAFETY	OTHER	601	3 0.50	0	2 0.59	0	1 0.47
PUBLIC SERVICE		129	2 1.55	0	1 1.96	0	1 2.00
PUBLIC UTILITIES COMMISSION		44	0	0	0	0	0
REVENUE		1,253	17 1.36	1 2.78	1 0.16	1 1.12	14 2.86
SECRETARY OF STATE		60	1 1.67	0	1 12.50	0	0
SENTENCING GUIDELINES COMMISSION		7	0	0	0	0	0
SOCIAL WORK BOARD OF		9	0	0	0	0	0
STATE BOARD OF TECHNICAL COLLEGES		112	1 0.89	0	0	0	1 2.63
STATE LOTTERY		216	5 2.31	0	2 2.38	1 4.35	2 2.11
STATE UNIVERSITIES	METRO	132	4 3.03	2 12.50	0	0	2 2.00
STATE UNIVERSITIES	OTHER	1,872	11 0.59	1 4.55	0	0	10 0.65
TAX COURT		11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION		51	1 1.96	0	0	0	1 3.85
TELECOMMUNICATIONS ACCESS-HEARING IMPAIRED		3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT		229	1 0.44	0	0	0	1 1.09
TRANSPORTATION REGULATION BOARD		8	0	0	0	0	0
TRANSPORTATION	METRO	2,773	29 1.05	1 0.98	3 0.59	1 0.23	24 1.39
TRANSPORTATION	OTHER	2,179	16 0.73	0	1 0.71	0	15 0.85
TREASURER		13	0	0	0	0	0
VETERINARY MEDICINE		2	0	0	0	0	0
VETERANS BENEFITS & SERVICES		30	0	0	0	0	0
VETERANS HOME BOARD		8	0	0	0	0	0
VETERANS HOME-HASTINGS		74	1 1.35	0	0	0	1 1.92

GROUP: HISPANICS

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
VETERANS HOME-LUVERNE	32	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	475	6 1.26	0	1 1.14	0	5 1.41
VETERANS HOME-SILVER BAY	89	0	0	0	0	0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	0	0	0	0	0
VOYAGEURS NATIONAL PARK	1	0	0	0	0	0
WATER & SOIL RESOURCES BOARD	51	0	0	0	0	0
WORKERS COMPENSATION COURT OF APPEALS	23	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	6	1 16.67	0	0	0	1 16.67
ZOOLOGICAL GARDENS	259	1 0.39	0	0	0	1 0.51
T O T A L	34,860	340 0.98	12 0.88	86 0.81	14 0.42	228 1.16

MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	7	0	0	0	0	0
ADMINISTRATION	840	69 8.21	2 4.00	20 8.97	3 3.70	44 9.05
ADMINISTRATIVE HEARINGS	83	8 9.64	1 33.33	3 7.50	0	4 11.43
AGRICULTURE	503	40 7.95	5 23.81	8 6.56	8 14.04	19 6.27
ANIMAL HEALTH BOARD	33	2 6.06	0	2 25.00	0	0
ARCHITECTURE, ENGINEERING, LAND SURVEYING, AND LANDSCAPE ARCHITECTURE BOARD	7	1 14.29	1 100.00	0	0	0
ARTS BOARD	15	0	0	0	0	0
ATTORNEY GENERAL	433	37 8.55	4 7.27	19 7.09	1 16.67	13 12.50
AUDITOR	124	9 7.26	1 5.26	6 8.96	2 9.09	0
BARBER BOARD	2	0	0	0	0	0
BOXING BOARD	2	1 50.00	0	0	0	1 100.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	0	0	0	0	0
CHIROPRACTIC EXAM BOARD	4	0	0	0	0	0
COMMERCE	257	18 7.00	0	14 9.59	0	4 5.71
COMMUNITY COLLEGES METRO	999	36 3.60	6 5.26	6 4.23	1 2.27	23 3.29
COMMUNITY COLLEGES OTHER	625	31 4.96	2 3.17	5 4.55	0	24 5.54
COMMUNITY COLLEGE - DULUTH CENTER	20	3 15.00	0	2 33.33	0	1 9.09
CORRECTIONS METRO	1,432	167 11.66	11 26.19	27 11.25	29 16.29	100 10.29
CORRECTIONS OTHER	1,296	131 10.11	2 8.33	27 9.78	20 13.51	82 9.67
COUNCIL ON ASIAN PACIFIC MINNESOTANS	4	0	0	0	0	0
COUNCIL ON BLACK MINNESOTANS	4	1 25.00	0	1 50.00	0	0

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON DISABILITY	10	5 50.00	1 100.00	4 80.00	0	0
COUNCIL ON SPANISH SPEAKING PEOPLE	4	1 25.00	0	1 50.00	0	0
DENTISTRY BOARD	9	0	0	0	0	0
EDUCATION	374	18 4.81	0	10 6.10	0	8 5.41
EDUCATION FARIBAULT	293	53 18.09	0	20 22.73	0	33 17.01
ELECTRICITY BOARD	22	1 4.55	0	0	0	1 5.26
EMPLOYEE RELATIONS	176	13 7.39	0	5 6.25	4 21.05	4 6.25
ETHICAL PRACTICES BOARD	7	0	0	0	0	0
FINANCE	154	21 13.64	3 7.14	6 10.71	2 11.11	10 26.32
GAMING	38	5 13.16	1 50.00	0	1 33.33	3 20.00
GOVERNOR	100	2 2.00	0	0	0	2 3.08
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	0	0	0	0	0
HEALTH	1,064	71 6.67	1 2.04	35 6.02	13 9.56	22 7.38
HIGHER EDUCATION BOARD	5	0	0	0	0	0
HIGHER EDUCATION COORDINATING BOARD	64	6 9.38	3 20.00	0	0	3 11.11
HIGHER EDUCATION FACILITIES AUTHORITY	3	0	0	0	0	0
HOUSING FINANCE AGENCY	152	10 6.58	0	5 7.14	1 7.14	4 7.14
HUMAN RIGHTS	65	10 15.38	0	8 19.51	0	2 14.29
HUMAN SERVICES	METRO 1,883	118 6.27	6 8.45	52 5.82	11 8.21	49 6.25
HUMAN SERVICES	OTHER 5,163	428 8.29	6 10.34	72 6.82	37 9.07	313 8.59
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	0	0	0	0	0
INVESTMENT BOARD	25	0	0	0	0	0
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	2 1.23	0	0	1 11.11	1 0.81

GROUP: PERSONS WITH DISABILITIES

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

DEPARTMENT		TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
JOBS & TRAINING	METRO	1,434	109 7.60	5 8.33	63 8.45	3 2.61	38 7.41
JOBS & TRAINING	OTHER	637	56 8.79	0	40 10.70	8 17.02	8 3.70
LABOR & INDUSTRY		386	38 9.84	4 18.18	12 6.74	3 13.64	19 11.59
MARRIAGE & FAMILY THERAPY		2	0	0	0	0	0
MEDIATION SERVICES		22	0	0	0	0	0
MEDICAL PRACTICE BOARD		30	2 6.67	0	1 9.09	0	1 6.25
MILITARY AFFAIRS	METRO	73	2 2.74	0	0	0	2 3.28
MILITARY AFFAIRS	OTHER	268	8 2.99	0	0	0	8 3.56
MINNESOTA AMATEUR SPORTS COMMISSION		7	0	0	0	0	0
MINNESOTA CENTER FOR ARTS EDUCATION		64	1 1.56	0	1 2.70	0	0
MINNESOTA STATE RETIREMENT SYSTEM		37	3 8.11	0	1 7.69	0	2 12.50
MUNICIPAL BOARD		4	0	0	0	0	0
NATURAL RESOURCES	METRO	791	39 4.93	2 3.13	16 4.71	5 4.46	16 5.82
NATURAL RESOURCES	OTHER	1,502	79 5.26	0	25 3.89	10 4.50	44 7.21
NURSING BOARD		26	0	0	0	0	0
NURSING HOME ADMINISTRATORS BOARD		2	1 50.00	1 100.00	0	0	0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		93	3 3.23	1 14.29	1 1.85	0	1 4.17
OFFICE OF WASTE MANAGEMENT		45	1 2.22	0	0	1 20.00	0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION		18	1 5.56	0	1 7.69	0	0
OMBUDSMAN-CORRECTIONS		8	0	0	0	0	0
OPTOMETRY BOARD		1	0	0	0	0	0
PARI-MUTUEL RACING		3	0	0	0	0	0
PHARMACY BOARD		9	0	0	0	0	0
POLLUTION CONTROL		805	83 10.31	3 11.54	48 9.01	14 16.09	18 11.32

GROUP: PERSONS WITH DISABILITIES

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
PSYCHOLOGY BOARD	7	0	0	0	0	0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	8 11.43	0	5 20.83	0	3 8.82
PUBLIC SAFETY METRO	1,175	91 7.74	1 3.13	24 7.16	9 6.16	57 8.61
PUBLIC SAFETY OTHER	601	44 7.32	0	20 5.93	5 9.62	19 8.96
PUBLIC SERVICE	129	15 11.63	1 7.14	6 11.76	3 21.43	5 10.00
PUBLIC UTILITIES COMMISSION	44	1 2.27	0	0	0	1 10.00
REVENUE	1,253	94 7.50	4 11.11	47 7.36	10 11.24	33 6.75
SECRETARY OF STATE	60	2 3.33	0	0	0	2 4.88
SENTENCING GUIDELINES COMMISSION	7	0	0	0	0	0
SOCIAL WORK BOARD OF	9	1 11.11	1 100.00	0	0	0
STATE BOARD OF TECHNICAL COLLEGES	112	10 8.93	0	4 8.00	1 8.33	5 13.16
STATE LOTTERY	216	21 9.72	2 14.29	5 5.95	1 4.35	13 13.68
STATE UNIVERSITIES METRO	132	13 9.85	2 12.50	0	1 14.29	10 10.00
STATE UNIVERSITIES OTHER	1,872	70 3.74	1 4.55	4 1.81	10 9.90	55 3.60
TAX COURT	11	0	0	0	0	0
TEACHERS RETIREMENT ASSOCIATION	51	0	0	0	0	0
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	0	0	0	0	0
TRADE & ECONOMIC DEVELOPMENT	229	13 5.68	1 3.45	7 7.45	1 7.14	4 4.35
TRANSPORTATION REGULATION BOARD	8	0	0	0	0	0
TRANSPORTATION METRO	2,773	154 5.55	6 5.88	20 3.94	31 7.06	97 5.62
TRANSPORTATION OTHER	2,179	169 7.76	3 8.82	2 1.43	24 9.64	140 7.97
TREASURER	13	3 23.08	1 33.33	0	1 50.00	1 16.67
VETERINARY MEDICINE	2	0	0	0	0	0

GROUP: PERSONS WITH DISABILITIES

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

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
VETERANS BENEFITS & SERVICES	30	5 16.67	2 40.00	2 25.00	0	1 6.67
VETERANS HOME BOARD	8	1 12.50	1 50.00	0	0	0
VETERANS HOME-HASTINGS	74	6 8.11	0	2 14.29	0	4 7.69
VETERANS HOME-LUVERNE	32	0	0	0	0	0
VETERANS HOME-MINNEAPOLIS	475	25 5.26	1 33.33	4 4.55	0	20 5.63
VETERANS HOME-SILVER BAY	89	4 4.49	0	2 11.11	0	2 3.08
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	0	0	0	0	0
VOYAGEURS NATIONAL PARK	1	1 100.00	0	0	0	1 100.00
WATER & SOIL RESOURCES BOARD	51	2 3.92	0	0	2 33.33	0
WORKERS COMPENSATION COURT OF APPEALS	23	0	0	0	0	0
WORLD TRADE CENTER CORPORATION	6	0	0	0	0	0
ZOOLOGICAL GARDENS	259	21 8.11	1 16.67	1 2.94	1 4.55	18 9.14
T O T A L	34,860	2,519 7.23	100 7.36	722 6.82	278 8.39	1,419 7.24

**MINNESOTA DEPARTMENT OF EMPLOYEE RELATIONS
DATA FROM JANUARY 1994**

GROUP: WOMEN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
ACCOUNTANCY BOARD	7	6 85.71	0	1 100.00	0	5 100.00
ADMINISTRATION	840	372 44.29	18 36.00	103 46.19	28 34.57	223 45.88
ADMINISTRATIVE HEARINGS	83	49 59.04	1 33.33	17 42.50	2 40.00	29 82.86
AGRICULTURE	503	164 32.60	3 14.29	33 27.05	9 15.79	119 39.27
ANIMAL HEALTH BOARD	33	12 36.36	0	0	0	12 66.67
ARCHITECTURE, ENGINEERING, LAND SURVEYING, AND LANDSCAPE ARCHITECTURE BOARD	7	7 100.00	1 100.00	0	0	6 100.00
ARTS BOARD	15	11 73.33	0	5 71.43	1 100.00	5 100.00
ATTORNEY GENERAL	433	278 64.20	24 43.64	147 54.85	6 100.00	101 97.12
AUDITOR	124	62 50.00	8 42.11	30 44.78	9 40.91	15 93.75
BARBER BOARD	2	1 50.00	0	0	0	1 50.00
BOXING BOARD	2	1 50.00	0	0	0	1 100.00
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	6	4 66.67	0	1 50.00	0	3 100.00
CHIROPRACTIC EXAM BOARD	4	3 75.00	0	1 100.00	0	2 100.00
COMMERCE	257	125 48.64	4 22.22	51 34.93	9 39.13	61 87.14
COMMUNITY COLLEGES	METRO 999	667 66.77	54 47.37	95 66.90	22 50.00	496 70.96
COMMUNITY COLLEGES	OTHER 625	407 65.12	30 47.62	74 67.27	4 21.05	299 69.05
COMMUNITY COLLEGE - DULUTH CENTER	OTHER 20	16 80.00	2 66.67	5 83.33	0	9 81.82
CORRECTIONS	METRO 1,432	514 35.89	11 26.19	134 55.83	49 27.53	320 32.92
CORRECTIONS	OTHER 1,296	421 32.48	2 8.33	106 38.41	32 21.62	281 33.14
COUNCIL ON ASIAN PACIFIC MINNESOTANS	4	2 50.00	0	1 50.00	0	1 100.00

GROUP: WOMEN

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

DEPARTMENT	TOTAL EMPLOYEES	MINORITY	MANAGERS	PROF	SUPV	OTHER
COUNCIL ON BLACK MINNESOTANS	4	3 75.00	0	2 100.00	0	1 100.00
COUNCIL ON DISABILITY	10	6 60.00	0	2 40.00	0	4 100.00
COUNCIL ON SPANISH SPEAKING PEOPLE	4	2 50.00	0	1 50.00	0	1 100.00
DENTISTRY BOARD	9	8 88.89	0	3 100.00	1 100.00	4 100.00
EDUCATION	374	253 67.65	13 48.15	90 54.88	15 42.86	135 91.22
EDUCATION FARIBAULT	293	208 70.99	1 33.33	62 70.45	4 50.00	141 72.68
ELECTRICITY BOARD	22	10 45.45	0	0	1 100.00	9 47.37
EMPLOYEE RELATIONS	176	123 69.89	6 46.15	51 63.75	8 42.11	58 90.63
ETHICAL PRACTICES BOARD	7	6 85.71	2 100.00	0	1 100.00	3 75.00
FINANCE	154	82 53.25	14 33.33	29 51.79	5 27.78	34 89.47
GAMING	38	24 63.16	1 50.00	7 38.89	2 66.67	14 93.33
GOVERNOR	100	64 64.00	6 46.15	11 50.00	0	47 72.31
HAZARDOUS SUBSTANCE COMPENSATION BOARD	2	2 100.00	0	1 100.00	0	1 100.00
HEALTH	1,064	721 67.76	25 51.02	367 63.17	73 53.68	256 85.91
HIGHER EDUCATION BOARD	5	3 60.00	0	1 100.00	0	2 100.00
HIGHER EDUCATION COORDINATING BOARD	64	45 70.31	5 33.33	12 63.16	1 33.33	27 100.00
HIGHER EDUCATION FACILITIES AUTHORITY	3	2 66.67	1 50.00	0	0	1 100.00
HOUSING FINANCE AGENCY	152	96 63.16	5 41.67	39 55.71	7 50.00	45 80.36
HUMAN RIGHTS	65	45 69.23	2 66.67	25 60.98	4 57.14	14 100.00
HUMAN SERVICES	METRO 1,883	1,268 67.34	33 46.48	549 61.41	86 64.18	600 76.53
HUMAN SERVICES	OTHER 5,163	3,382 65.50	17 29.31	686 65.02	198 48.53	2,481 68.12

GROUP: WOMEN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]					
		MINORITY	MANAGERS	PROF	'SUPV	OTHER	
INDIAN AFFAIRS INTERTRIBUNAL COUNCIL	5	5 100.00	1 100.00	2 100.00	0	2 100.00	
INVESTMENT BOARD	25	10 40.00	1 11.11	4 40.00	2 66.67	3 100.00	
IRON RANGE RESOURCES AND REHABILITATION BOARD	163	42 25.77	0	8 30.77	2 22.22	32 25.81	
JOB & TRAINING	METRO	1,434	809 56.42	17 28.33	316 42.36	44 38.26	432 84.21
JOB & TRAINING	OTHER	637	351 55.10	0	131 35.03	9 19.15	211 97.69
LABOR & INDUSTRY		386	226 58.55	4 18.18	74 41.57	12 54.55	136 82.93
MARRIAGE & FAMILY THERAPY		2	1 50.00	0	0	0	1 100.00
MEDIATION SERVICES		22	8 36.36	1 20.00	2 16.67	0	5 100.00
MEDICAL PRACTICE BOARD		30	21 70.00	0	7 63.64	1 50.00	13 81.25
MILITARY AFFAIRS	METRO	73	22 30.14	1 50.00	1 25.00	0	20 32.79
MILITARY AFFAIRS	OTHER	268	52 19.40	0	0	1 3.85	51 22.67
MINNESOTA AMATEUR SPORTS COMMISSION		7	4 57.14	0	1 33.33	0	3 100.00
MINNESOTA CENTER FOR ARTS EDUCATION		64	43 67.19	4 66.67	22 59.46	2 100.00	15 78.95
MINNESOTA STATE RETIEMENT SYSTEM		37	18 48.65	0	5 38.46	2 40.00	11 68.75
MUNICIPAL BOARD		4	3 75.00	1 50.00	0	0	2 100.00
NATURAL RESOURCES	METRO	791	334 42.23	8 12.50	104 30.59	31 27.68	191 69.45
NATURAL RESOURCES	OTHER	1,502	299 19.91	0	60 9.33	10 4.50	229 37.54
NURSING BOARD		26	24 92.31	1 100.00	5 83.33	2 100.00	16 94.12
NURSING HOME ADMINISTRATORS BOARD		2	1 50.00	0	0	0	1 100.00
OFFICE OF STRATEGIC AND LONG RANGE PLANNING		93	41 44.09	3 42.86	17 31.48	4 50.00	17 70.83
OFFICE OF WASTE MANAGEMENT		45	21 46.67	0	13 46.43	2 40.00	6 60.00

GROUP: WOMEN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	18	10 55.56	1 100.00	6 46.15	0	3 100.00
OMBUDSMAN-CORRECTIONS	8	6 75.00	1 50.00	3 75.00	0	2 100.00
OPTOMETRY BOARD	1	1 100.00	1 100.00	0	0	0
PARI-MUTUEL RACING	3	2 66.67	0	0	1 100.00	1 100.00
PHARMACY BOARD	9	5 55.56	0	1 25.00	1 100.00	3 100.00
POLLUTION CONTROL	805	363 45.09	10 38.46	196 36.77	32 36.78	125 78.62
PSYCHOLOGY BOARD	7	6 85.71	1 100.00	1 100.00	0	4 80.00
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	70	50 71.43	2 66.67	13 54.17	5 55.56	30 88.24
PUBLIC SAFETY METRO	1,175	602 51.23	8 25.00	81 24.18	55 37.67	458 69.18
PUBLIC SAFETY OTHER	601	125 20.80	0	10 2.97	4 7.69	111 52.36
PUBLIC SERVICE	129	56 43.41	6 42.86	20 39.22	5 35.71	25 50.00
PUBLIC UTILITIES COMMISSION	44	24 54.55	2 33.33	8 36.36	4 66.67	10 100.00
REVENUE	1,253	708 56.50	11 30.56	252 39.44	33 37.08	412 84.25
SECRETARY OF STATE	60	46 76.67	3 75.00	4 50.00	3 42.86	36 87.80
SENTENCING GUIDELINES COMMISSION	7	6 85.71	0	3 75.00	1 100.00	2 100.00
SOCIAL WORK BOARD OF	9	8 88.89	0	3 100.00	0	5 100.00
STATE BOARD OF TECHNICAL COLLEGES	112	66 58.93	4 33.33	21 42.00	4 33.33	37 97.37
STATE LOTTERY	216	107 49.54	4 28.57	30 35.71	11 47.83	62 65.26
STATE UNIVERSITIES METRO	132	103 78.03	7 43.75	3 33.33	5 71.43	88 88.00
STATE UNIVERSITIES OTHER	1,872	1,161 62.02	9 40.91	120 54.30	32 31.68	1,000 65.45
TAX COURT	11	5 45.45	0	2 66.67	1 100.00	2 66.67

GROUP: WOMEN

DEPARTMENT	TOTAL EMPLOYEES	[-----NUMBER & PERCENT-----]				
		MINORITY	MANAGERS	PROF	SUPV	OTHER
TEACHERS RETIREMENT ASSOCIATION	51	31 60.78	1 25.00	3 25.00	1 11.11	26 100.00
TELECOMMUNICATIONS ACCESS- HEARING IMPAIRED	3	1 33.33	0	0	0	1 100.00
TRADE & ECONOMIC DEVELOPMENT	229	142 62.01	12 41.38	42 44.68	9 64.29	79 85.87
TRANSPORTATION REGULATION BOARD	8	4 50.00	1 33.33	1 50.00	0	2 66.67
TRANSPORTATION METRO	2,773	622 22.43	15 14.71	153 30.18	53 12.07	401 23.25
TRANSPORTATION OTHER	2,179	242 11.11	2 5.88	21 15.00	10 4.02	209 11.90
TREASURER	13	5 38.46	0	1 50.00	1 50.00	3 50.00
VETERINARY MEDICINE	2	1 50.00	0	0	0	1 100.00
VETERANS BENEFITS & SERVICES	30	13 43.33	1 20.00	2 25.00	0	10 66.67
VETERANS HOME BOARD	8	6 75.00	1 50.00	3 75.00	1 100.00	1 100.00
VETERANS HOME-HASTINGS	74	39 52.70	2 100.00	10 71.43	1 16.67	26 50.00
VETERANS HOME-LUVERNE	32	22 68.75	1 100.00	5 55.56	4 57.14	12 80.00
VETERANS HOME-MINNEAPOLIS	475	281 59.16	1 33.33	66 75.00	17 58.62	197 55.49
VETERANS HOME-SILVER BAY	89	67 75.28	0	12 66.67	4 80.00	51 78.46
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	2 66.67	1 100.00	0	0	1 50.00
VOYAGEURS NATIONAL PARK	1	1 100.00	0	0	0	1 100.00
WATER & SOIL RESOURCES BOARD	51	16 31.37	0	5 15.63	1 16.67	10 90.91
WORKERS COMPENSATION COURT OF APPEALS	23	16 69.57	2 40.00	6 60.00	0	8 100.00
WORLD TRADE CENTER CORPORATION	6	3 50.00	0	0	0	3 50.00
ZOOLOGICAL GARDENS	259	123 47.49	2 33.33	22 64.71	11 50.00	88 44.67
T O T A L	34,860	16,979 48.71	443 32.60	4,643 43.84	1,011 30.52	10,882 55.53

LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL LIST APPOINTMENTS	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ADMINISTRATION	61	27	44.3	5	8.2	3	4.9
ADMINISTRATIVE HEARINGS OFFICE	3	3	100.0	0	0.0	0	0.0
AGRICULTURE	40	8	20.0	0	0.0	2	5.0
ANIMAL HEALTH BOARD	1	0	0.0	0	0.0	0	0.0
ATTORNEY GENERAL	14	11	78.6	2	14.3	0	0.0
AUDITOR	10	5	50.0	1	10.0	0	0.0
CAPITOL AREA ARCHITECTURAL AND PLANNING BOARD	1	1	100.0	0	0.0	0	0.0
COMMERCE	15	4	26.7	2	13.3	0	0.0
COMMUNITY COLLEGES	94	62	66.0	6	6.4	2	2.1
CORRECTIONS - CENTRAL OFFICE	25	9	36.0	2	8.0	2	8.0
CORRECTIONS - FARIBAULT	31	11	35.5	2	6.5	4	12.9
CORRECTIONS - LINO LAKES	8	3	37.5	1	12.5	1	12.5
CORRECTIONS - OAK PARK HEIGHTS	11	8	72.7	1	9.1	1	9.1
CORRECTIONS - RED WING	6	3	50.0	0	0.0	0	0.0
CORRECTIONS - SAUK CENTRE	5	2	40.0	0	0.0	0	0.0
CORRECTIONS - SHAKOPEE	17	15	88.2	2	11.8	2	11.8
CORRECTIONS - ST. CLOUD	10	3	30.0	0	0.0	2	20.0
CORRECTIONS - STILLWATER	24	10	41.7	0	0.0	4	16.7
CORRECTIONS - WILLOW RIVER/MOOSE LAKE	53	18	34.0	1	1.9	2	3.8
DENTISTRY BOARD	1	1	100.0	0	0.0	0	0.0
EDUCATION CENTRAL OFFICE	32	24	75.0	2	6.3	3	9.4
ELECTRICITY BOARD	2	0	0.0	0	0.0	0	0.0

LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL LIST APPOINTMENTS	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
EMPLOYEE RELATIONS	20	11	55.0	0	0.0	0	0.0
FARIBAULT RESIDENTIAL ACADEMIES	21	17	81.0	0	0.0	7	33.3
FINANCE	7	6	85.7	0	0.0	0	0.0
GAMBLING CONTROL	6	6	100.0	0	0.0	1	16.7
HAZARDOUS SUBSTANCE CONTROL BOARD	1	1	100.0	0	0.0	0	0.0
HEALTH	96	63	65.6	16	16.7	5	5.2
HIGHER EDUCATION BOARD	1	1	100.0	0	0.0	0	0.0
HIGHER EDUCATION COORDINATING BOARD	1	1	100.0	0	0.0	0	0.0
HOUSING FINANCE	8	4	50.0	2	25.0	1	12.5
HUMAN RIGHTS	2	1	50.0	0	0.0	1	50.0
HUMAN SERVICES - AH-GWAH-CHING	2	2	100.0	0	0.0	0	0.0
HUMAN SERVICES - ANOKA	35	21	60.0	4	11.4	0	0.0
HUMAN SERVICES - BRAINERD	16	13	81.3	0	0.0	0	0.0
HUMAN SERVICES - CAMBRIDGE	19	10	52.6	2	10.5	1	5.3
HUMAN SERVICES - CENTRAL OFFICE	148	121	81.8	8	5.4	6	4.1
HUMAN SERVICES - FARIBAULT	119	81	68.1	2	1.7	2	1.7
HUMAN SERVICES - FERGUS FALLS	21	15	71.4	0	0.0	2	9.5
HUMAN SERVICES - MOOSE LAKE	24	21	87.5	1	4.2	3	12.5
HUMAN SERVICES - ST. PETER	36	19	52.8	1	2.8	0	0.0
HUMAN SERVICES - WILLMAR	26	19	73.1	2	7.7	0	0.0
IRON RANGE RESOURCES AND REHABILITATION BOARD	13	4	30.8	0	0.0	0	0.0

LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL LIST APPOINTMENTS	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
JOB & TRAINING	143	87	60.8	17	11.9	11	7.7
LABOR & INDUSTRY	46	20	43.5	0	0.0	1	2.2
LEGISLATIVE AUDITOR	6	3	50.0	2	33.3	0	0.0
MEDICAL PRACTICE BOARD	4	3	75.0	0	0.0	0	0.0
MILITARY AFFAIRS	8	2	25.0	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	4	2	50.0	0	0.0	0	0.0
NATURAL RESOURCES	63	26	41.3	4	6.3	2	3.2
NURSING BOARD	7	6	85.7	0	0.0	0	0.0
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	5	3	60.0	1	20.0	1	20.0
OFFICE OF WASTE MANAGEMENT	4	0	0.0	0	0.0	0	0.0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	2	1	50.0	1	50.0	1	50.0
PHARMACY BOARD	1	0	0.0	0	0.0	0	0.0
POLLUTION CONTROL	57	25	43.9	8	14.0	0	0.0
PSYCHOLOGY BOARD	1	1	100.0	0	0.0	0	0.0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	5	5	100.0	0	0.0	0	0.0
PUBLIC SAFETY	45	29	64.4	8	17.8	3	6.7
PUBLIC SERVICE	4	1	25.0	1	25.0	1	25.0
PUBLIC UTILITIES COMMISSION	1	1	100.0	0	0.0	0	0.0
REVENUE	269	154	57.2	24	8.9	8	3.0
SECRETARY OF STATE	7	5	71.4	1	14.3	0	0.0
STATE BOARD OF TECHNICAL COLLEGES	7	5	71.4	1	14.3	0	0.0
STATE LOTTERY	15	5	33.3	1	6.7	1	6.7
STATE UNIVERSITIES	75	49	65.3	3	4.0	0	0.0
TEACHERS RETIREMENT ASSOCIATION	3	2	66.7	1	33.3	0	0.0

LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL LIST APPOINTMENTS	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
TELECOMMUNICATIONS ACCESS - HEARING IMPAIRED	1	1	100.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT	9	5	55.6	2	22.2	1	11.1
TRANSPORTATION REGULATION BOARD	1	1	100.0	0	0.0	0	0.0
TRANSPORTATION	114	25	21.9	8	7.0	5	4.4
TREASURER	1	1	100.0	0	0.0	0	0.0
VETERANS HOME BOARD	1	1	100.0	0	0.0	0	0.0
VETERANS HOME-HASTINGS	2	1	50.0	0	0.0	0	0.0
VETERANS HOME-LUVERNE	10	5	50.0	0	0.0	0	0.0
VETERANS HOME-MINNEAPOLIS	48	33	68.8	12	25.0	2	4.2
VETERANS HOME-SILVER BAY	25	18	72.0	1	4.0	0	0.0
VOCATIONAL TECHNICAL EDUCATION COUNCIL	1	1	100.0	0	0.0	0	0.0
WATER & SOIL RESOURCES BOARD	5	2	40.0	0	0.0	1	20.0
WORLD TRADE CENTER	2	2	100.0	0	0.0	0	0.0
ZOOLOGICAL GARDENS	37	19	51.4	2	5.4	2	5.4
TOTAL	2,125	1,215	57.2	163	7.7	97	4.6

NON-LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
ACCOUNTANCY BOARD	6	5	83.3	0	0.0	0	0.0
ADMINISTRATION	140	51	36.4	13	9.3	6	4.3
ADMINISTRATIVE HEARINGS OFFICE	12	6	50.0	0	0.0	1	8.3
AGRICULTURE	53	19	35.8	3	5.7	4	7.5
ANIMAL HEALTH BOARD	2	1	50.0	1	50.0	0	0.0
ATTORNEY GENERAL	106	64	60.4	11	10.4	6	5.7
AUDITOR	15	10	66.7	0	0.0	2	13.3
CHIROPRACTIC BOARD	6	3	50.0	0	0.0	0	0.0
COUNCIL ON ASIAN PACIFIC MINNESOTANS	1	0	0.0	1	100.0	0	0.0
COUNCIL ON SPANISH SPEAKING PEOPLE	8	4	50.0	5	62.5	1	12.5
COMMERCE	14	6	42.9	0	0.0	2	14.3
COMMUNITY COLLEGES	10,198	5,463	53.6	800	7.8	232	2.3
CORRECTIONS - CENTRAL OFFICE	31	18	58.1	8	25.8	2	6.5
CORRECTIONS - FARIBAULT	48	25	52.1	1	2.1	5	10.4
CORRECTIONS - LINO LAKES	23	9	39.1	4	17.4	1	4.3
CORRECTIONS - OAK PARK HEIGHTS	23	9	39.1	4	17.4	1	4.3
CORRECTIONS - RED WING	11	3	27.3	2	18.2	1	9.1
CORRECTIONS - SAUK CENTRE	28	8	28.6	3	10.7	0	0.0
CORRECTIONS - SHAKOPEE	22	17	77.3	5	22.7	0	0.0
CORRECTIONS - ST. CLOUD	53	11	20.8	6	11.3	4	7.5
CORRECTIONS - STILLWATER	46	20	43.5	9	19.6	4	8.7

NON-LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
CORRECTIONS - THISTLEDEW	9	4	44.4	0	0.0	0	0.0
CORRECTIONS - WILLOW RIVER/MOOSE LAKE	99	39	39.4	6	6.1	3	3.0
COUNCIL ON BLACK MINNESOTANS	8	8	100.0	7	87.5	0	0.0
DISTRICT COURT JUDICIAL	191	111	58.1	12	6.3	2	1.0
EDUCATION CENTRAL OFFICE	60	40	66.7	2	3.3	1	1.7
ELECTRICITY BOARD	2	2	100.0	0	0.0	0	0.0
EMPLOYEE RELATIONS	69	46	66.7	8	11.6	5	7.2
ETHICAL PRACTICES BOARD	1	1	100.0	0	0.0	0	0.0
FARIBAULT RESIDENTIAL ACADEMIES	11	9	81.8	0	0.0	1	9.1
FINANCE	53	38	71.7	5	9.4	3	5.7
GAMBLING CONTROL	9	7	77.8	0	0.0	2	22.2
GOVERNORS OFFICE	48	27	56.3	5	10.4	0	0.0
GOVERNORS MANPOWER OFFICE	3	2	66.7	0	0.0	0	0.0
GOVERNORS SUMMER YOUTH PROGRAM	37	28	75.7	0	0.0	0	0.0
HEALTH	206	151	73.3	21	10.2	2	1.0
HIGHER EDUCATION BOARD	3	2	66.7	0	0.0	0	0.0
HIGHER EDUCATION COORDINATING BOARD	27	14	51.9	3	11.1	1	3.7
HOUSING FINANCE	22	12	54.5	6	27.3	1	4.5
HUMAN RIGHTS	8	3	37.5	5	62.5	0	0.0
HUMAN SERVICES - AH-GWAH-CHING	22	13	59.1	5	22.7	1	4.5
HUMAN SERVICES - ANOKA	106	75	70.8	8	7.5	2	1.9
HUMAN SERVICES - BRAINERD	63	40	63.5	1	1.6	5	7.9

NON-LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
HUMAN SERVICES - CAMBRIDGE	77	51	66.2	4	5.2	1	1.3
HUMAN SERVICES - CENTRAL OFFICE	417	303	72.7	56	13.4	18	4.3
HUMAN SERVICES - FARIBAULT	67	42	62.7	3	4.5	4	6.0
HUMAN SERVICES - FERGUS FALLS	53	38	71.7	0	0.0	1	1.9
HUMAN SERVICES - MOOSE LAKE	104	85	81.7	3	2.9	5	4.8
HUMAN SERVICES - ST. PETER	179	68	38.0	4	2.2	2	1.1
HUMAN SERVICES - WILLMAR	61	40	65.6	4	6.6	0	0.0
INDIAN AFFAIRS INTERTRIBAL BOARD	1	1	100.0	1	100.0	0	0.0
INVESTMENT BOARD	4	0	0.0	0	0.0	0	0.0
IRON RANGE RESOURCES AND REHABILITATION BOARD	164	59	36.0	0	0.0	2	1.2
JOBS & TRAINING	246	184	74.8	44	17.9	19	7.7
JUDICIAL - COURT OF APPEALS	27	17	63.0	2	7.4	0	0.0
LABOR & INDUSTRY	43	30	69.8	3	7.0	0	0.0
LEGISLATIVE AUDITOR	11	8	72.7	2	18.2	0	0.0
MARRIAGE & FAMILY THERAPY BOARD	1	1	100.0	0	0.0	0	0.0
MEDIATION SERVICES	2	0	0.0	1	50.0	0	0.0
MEDICAL PRACTICE BOARD	13	8	61.5	0	0.0	1	7.7
MILITARY AFFAIRS	41	15	36.6	2	4.9	0	0.0
MINNESOTA AMATEUR SPORTS COMMISSION	6	3	50.0	0	0.0	0	0.0
MINNESOTA CENTER FOR ARTS EDUCATION	11	7	63.6	2	18.2	0	0.0

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AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
MINNESOTA STATE RETIREMENT ASSOCIATION	2	1	50.0	0	0.0	0	0.0
NATURAL RESOURCES	1,082	423	39.1	78	7.2	28	2.6
NURSING BOARD	6	5	83.3	2	33.3	0	0.0
NURSING HOME ADMINISTRATORS EXAMINERS BOARD	3	2	66.7	0	0.0	1	33.3
OFFICE OF STRATEGIC AND LONG RANGE PLANNING	35	21	60.0	3	8.6	0	0.0
OFFICE OF WASTE MANAGEMENT	13	6	46.2	0	0.0	0	0.0
OMBUDSMAN FOR CORRECTIONS	3	1	33.3	1	33.3	0	0.0
OMBUDSMAN FOR MENTAL HEALTH AND MENTAL RETARDATION	7	4	57.1	0	0.0	0	0.0
POLLUTION CONTROL	123	78	63.4	10	8.1	3	2.4
PSYCHOLOGY BOARD	10	6	60.0	1	10.0	0	0.0
PUBLIC DEFENSE BOARD	18	7	38.9	1	5.6	0	0.0
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION	11	9	81.8	3	27.3	0	0.0
PUBLIC SAFETY	157	69	43.9	23	14.6	6	3.8
PUBLIC SERVICE	18	4	22.2	2	11.1	1	5.6
PUBLIC UTILITIES COMMISSION	8	5	62.5	0	0.0	0	0.0
REVENUE	311	213	68.5	19	6.1	12	3.9
SECRETARY OF STATE	17	15	88.2	4	23.5	1	5.9
SENTENCING GUIDELINES COMMISSION	6	6	100.0	0	0.0	0	0.0
STATE BOARD OF TECHNICAL COLLEGES	35	17	48.6	0	0.0	1	2.9
STATE LOTTERY	51	27	52.9	4	7.8	1	2.0
STATE UNIVERSITIES	6,397	2,830	44.2	506	7.9	119	1.9
SUPREME COURTS	26	16	61.5	4	15.4	0	0.0
TAX COURT	2	1	50.0	0	0.0	0	0.0

NON-LIST APPOINTMENTS BY AGENCY - 1993

AGENCY	TOTAL EMPLOYEES	WOMEN		MINORITY		DISABILITY	
		#	%	#	%	#	%
TEACHERS RETIREMENT ASSOCIATION	3	2	66.7	0	0.0	0	0.0
TELECOMMUNICATIONS ACCESS - HEARING IMPAIRED	1	1	100.0	0	0.0	0	0.0
TRADE & ECONOMIC DEVELOPMENT	32	19	59.4	7	21.9	0	0.0
TRANSPORTATION REGULATION BOARD	1	0	0.0	0	0.0	0	0.0
TRANSPORTATION	354	131	37.0	82	23.2	11	3.1
VETERANS BENEFITS AND SERVICES	2	2	100.0	0	0.0	0	0.0
VETERANS HOME BOARD	2	0	0.0	0	0.0	0	0.0
VETERANS HOME-HASTINGS	38	4	10.5	1	2.6	34	89.5
VETERANS HOME-LUVERNE	10	6	60.0	0	0.0	0	0.0
VETERANS HOME-MINNEAPOLIS	72	31	43.1	8	11.1	12	16.7
VETERANS HOME-SILVER BAY	19	13	68.4	0	0.0	1	5.3
VOCATIONAL TECHNICAL EDUCATION COUNCIL	3	1	33.3	0	0.0	0	0.0
VOYAGEURS NATIONAL PARK	1	1	100.0	0	0.0	1	100.0
WATER & SOIL RESOURCES BOARD	7	4	57.1	1	14.3	0	0.0
WORKERS COMPENSATION COURT OF APPEALS	3	1	33.3	1	33.3	0	0.0
WORLD TRADE CENTER	4	2	50.0	1	25.0	0	0.0
ZOOLOGICAL GARDENS	100	49	49.0	11	11.0	3	3.0
TOTAL	22,424	11,417	50.9	1,874	8.4	589	2.6