



Utilization Analysis

Athletics

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG05-0001: Executives	1	0	0.0%	26.5%	No	0	0.0%	54.7%	No
JG05-0003: Service and Athletic Administrators	2	0	0.0%	26.5%	No	0	0.0%	46.0%	No
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	24.4%	No	0	0.0%	40.7%	No
JG06-0002: Administrative Services Professionals	87	27	31.0%	32.3%	No	34	39.1%	60.6%	Yes
JG06-0004: Arts, Media, and Public Relations Professionals	16	2	12.5%	32.3%	Yes	5	31.3%	55.8%	Yes
JG06-0006: Business and Accounting Professionals	6	1	16.7%	28.1%	No	2	33.3%	57.5%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	29.8%	No	0	0.0%	58.8%	No
JG06-0015: Medical and Veterinary Professionals	1	0	0.0%	32.6%	No	0	0.0%	67.2%	No
JG06-0016: Office Administrators	5	0	0.0%	24.6%	No	1	20.0%	77.7%	Yes
JG09-0005: Plumbing and Repair Workers	1	0	0.0%	19.5%	No	0	0.0%	6.2%	No

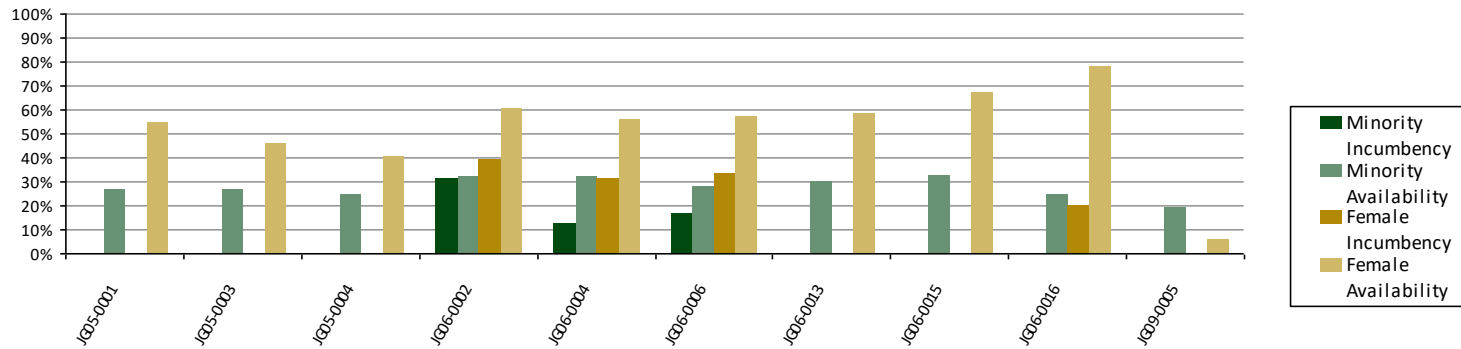


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Placement Goal Progress

Athletics

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0002: Administrative Services Professionals	6	NA		NA	10 (58.1%)	2 (33.3%)	No
JG06-0004: Arts, Media, and Public Relations Professionals	6	2 (34.3%)	1 (16.7%)	No	4 (59.1%)	3 (50%)	No
JG06-0006: Business and Accounting Professionals	1	NA		NA	2 (60.5%)	1 (100%)	Yes
JG06-0016: Office Administrators	2	NA		NA	2 (83.8%)	1 (50%)	No

Placement goal decisions are based upon the significance of a one-tailed exact Binomial test. A goal is set if the p-value of said test is less than or equal to 0.1, a level of statistical significance. The establishment of a 'placement goal' does not amount to an admission of impermissible conduct. It is neither a finding of unlawful discrimination nor a finding of lack of good faith affirmative action efforts. Nor does the establishment of a placement goal permit unlawful discrimination. Rather, the establishment of a 'placement goal' is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase, in the future, the percentage utilization of minorities and women in a work force.