



Utilization Analysis

College of Health and Human Sciences

Tenure-Track Faculty Placement Goals

as of October 1, 2022

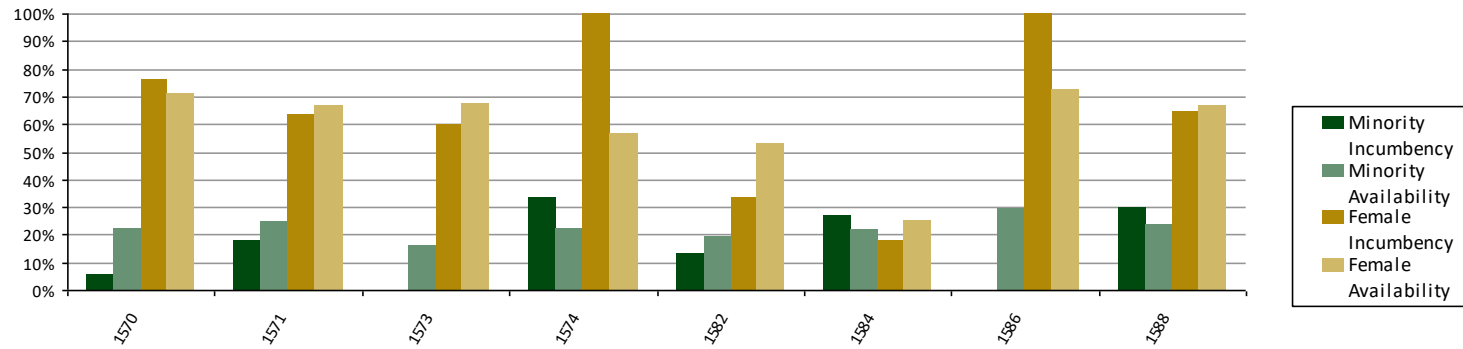
Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
1570: Human Development and Family Studies	17	1	5.9%	22.3%	Yes	13	76.5%	70.9%	No
1571: Food Science and Human Nutrition	11	2	18.2%	24.7%	No	7	63.6%	67.1%	No
1573: Occupational Therapy	10	0	0.0%	16.3%	No	6	60.0%	67.4%	No
1574: Design and Merchandising	12	4	33.3%	22.6%	No	12	100.0%	56.8%	No
1582: Health and Exercise Science	15	2	13.3%	19.6%	No	5	33.3%	53.2%	Yes
1584: Construction Management	11	3	27.3%	21.8%	No	2	18.2%	25.4%	No
1586: School of Social Work	9	0	0.0%	29.2%	Yes	9	100.0%	73.1%	No
1588: School of Education	20	6	30.0%	23.6%	No	13	65.0%	66.9%	No



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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	4	0	0.0%	26.5%	No	3	75.0%	54.7%	No
JG05-0002: Academic Administrators	3	1	33.3%	26.3%	No	3	100.0%	48.7%	No
JG05-0004: Financial, Business and HR Administrators	2	0	0.0%	24.4%	No	2	100.0%	40.7%	No
JG06-0001: Academic Administration Professionals	41	9	22.0%	35.0%	Yes	35	85.4%	65.0%	No
JG06-0002: Administrative Services Professionals	7	2	28.6%	32.3%	No	5	71.4%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	7	1	14.3%	32.3%	No	4	57.1%	55.8%	No
JG06-0005: Biological and Chemical Scientists	11	3	27.3%	29.0%	No	9	81.8%	46.3%	No
JG06-0006: Business and Accounting Professionals	8	1	12.5%	28.1%	No	6	75.0%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	21	7	33.3%	26.3%	No	18	85.7%	30.7%	No
JG06-0008: Counseling and Student Service Professionals	6	0	0.0%	34.5%	Yes	5	83.3%	63.5%	No
JG06-0012: Extension and Outreach Professionals	4	2	50.0%	31.9%	No	3	75.0%	61.2%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	29.8%	No	0	0.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	8	1	12.5%	31.8%	No	4	50.0%	26.1%	No
JG06-0015: Medical and Veterinary Professionals	18	2	11.1%	32.6%	Yes	16	88.9%	67.2%	No
JG06-0016: Office Administrators	6	1	16.7%	24.6%	No	5	83.3%	77.7%	No



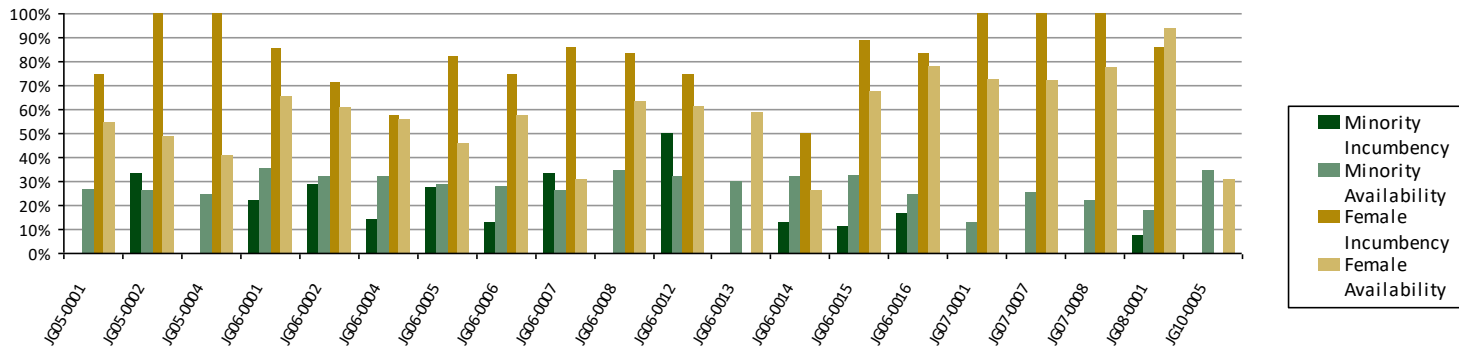
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as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG07-0001: Accounting Technicians	2	0	0.0%	12.7%	No	2	100.0%	72.9%	No
JG07-0007: Media and Academic Technicians	2	0	0.0%	25.2%	No	2	100.0%	71.9%	No
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	22.2%	No	1	100.0%	77.2%	No
JG08-0001: Administrative Assistants and Office Managers	14	1	7.1%	17.9%	No	12	85.7%	93.7%	No
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	34.5%	No	0	0.0%	30.6%	No





Placement Goal Progress

College of Health and Human Sciences

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG01-1570: Tenure-Track Faculty - Human Development and Family Studies	0	1 (22.3%)	0	NA	NA		NA
JG01-1582: Tenure-Track Faculty - Health and Exercise Science	0	NA		NA	1 (53.2%)	0	NA
JG01-1586: Tenure-Track Faculty - School of Social Work	0	1 (29.2%)	0	NA	NA		NA
JG06-0001: Academic Administration Professionals	10	1 (35.7%)	2 (20%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	2	2 (31.4%)	1 (50%)	Yes	NA		NA

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.