



Utilization Analysis

College of Liberal Arts

Tenure-Track Faculty Placement Goals

as of October 1, 2022

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
1770: Art	24	4	16.7%	16.5%	No	11	45.8%	61.4%	Yes
1771: Economics	16	4	25.0%	21.5%	No	3	18.8%	28.6%	No
1773: English	33	9	27.3%	13.0%	No	20	60.6%	63.4%	No
1774: Foreign Languages and Literatures	14	8	57.1%	28.9%	No	6	42.9%	63.5%	Yes
1776: History	14	1	7.1%	18.0%	No	8	57.1%	40.2%	No
1778: Music, Theatre and Dance	43	3	7.0%	16.9%	Yes	18	41.9%	50.6%	No
1781: Philosophy	13	3	23.1%	11.0%	No	3	23.1%	25.6%	No
1782: Political Science	20	5	25.0%	18.4%	No	7	35.0%	37.3%	No
1783: Communication Studies	17	4	23.5%	17.1%	No	9	52.9%	59.3%	No
1784: Sociology	15	4	26.7%	20.8%	No	6	40.0%	54.9%	No
1785: Journalism and Technical Communication	14	4	28.6%	16.6%	No	8	57.1%	57.0%	No
1787: Anthropology	16	1	6.3%	22.8%	Yes	7	43.8%	59.2%	No
1790: Ethnic Studies	13	11	84.6%	42.0%	No	8	61.5%	60.4%	No

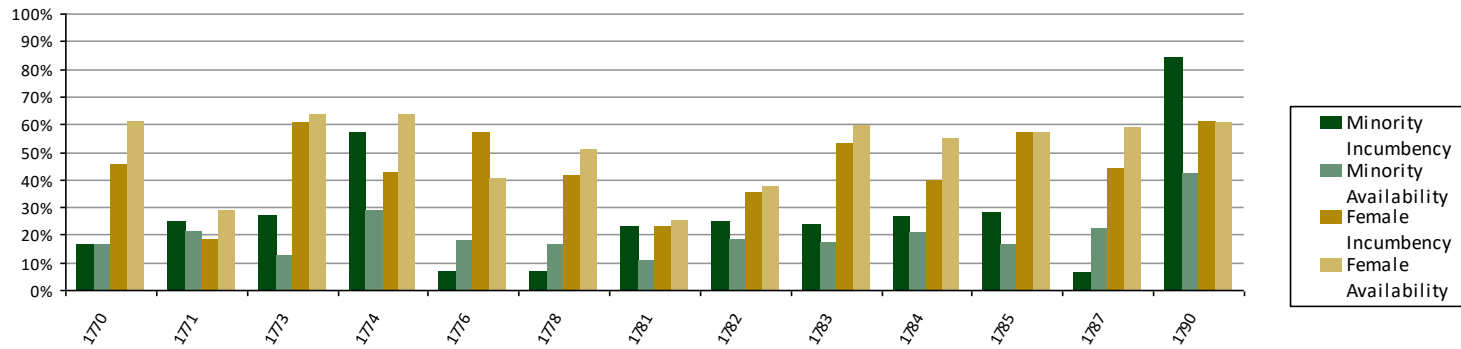


Utilization Analysis

College of Liberal Arts

Tenure-Track Faculty Placement Goals

as of October 1, 2022





Utilization Analysis

College of Liberal Arts

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	5	1	20.0%	26.5%	No	2	40.0%	54.7%	No
JG05-0002: Academic Administrators	1	0	0.0%	26.3%	No	1	100.0%	48.7%	No
JG06-0001: Academic Administration Professionals	40	5	12.5%	35.0%	Yes	24	60.0%	65.0%	No
JG06-0002: Administrative Services Professionals	6	0	0.0%	32.3%	Yes	5	83.3%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	15	0	0.0%	32.3%	Yes	13	86.7%	55.8%	No
JG06-0006: Business and Accounting Professionals	6	3	50.0%	28.1%	No	4	66.7%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	7	1	14.3%	26.3%	No	6	85.7%	30.7%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	34.5%	No	1	100.0%	63.5%	No
JG06-0012: Extension and Outreach Professionals	1	0	0.0%	31.9%	No	0	0.0%	61.2%	No
JG06-0013: Human Resources Professionals	3	0	0.0%	29.8%	No	3	100.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	9	1	11.1%	31.8%	No	3	33.3%	26.1%	No
JG06-0016: Office Administrators	9	1	11.1%	24.6%	No	8	88.9%	77.7%	No
JG07-0001: Accounting Technicians	2	1	50.0%	12.7%	No	2	100.0%	72.9%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	22.6%	No	0	0.0%	16.2%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.2%	No	0	0.0%	71.9%	No



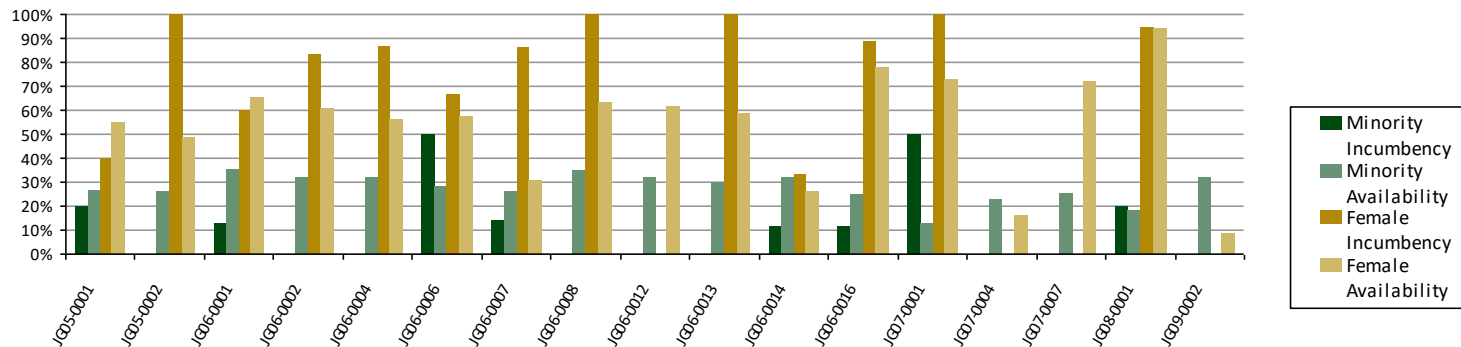
Utilization Analysis

College of Liberal Arts

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG08-0001: Administrative Assistants and Office Managers	20	4	20.0%	17.9%	No	19	95.0%	93.7%	No
JG09-0002: Construction and Carpentry Workers	1	0	0.0%	32.2%	No	0	0.0%	8.9%	No





Placement Goal Progress

College of Liberal Arts

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG01-1774: Tenure-Track Faculty - Foreign Languages and Literatures	1	NA		NA	1 (63.5%)	1 (100%)	Yes
JG01-1778: Tenure-Track Faculty - Music, Theatre and Dance	1	1 (16.9%)	0 (0%)	No	1 (50.6%)	1 (100%)	Yes
JG06-0001: Academic Administration Professionals	7	6 (35.7%)	3 (42.9%)	Yes	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	5	2 (34.3%)	0 (0%)	No	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.