



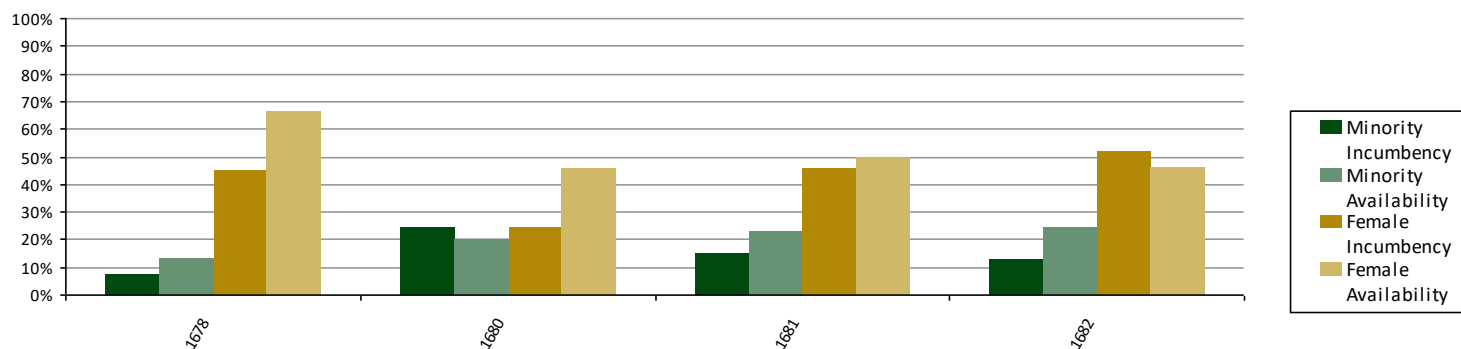
Utilization Analysis

College of Veterinary Medicine and Biomedical 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	
1678: Clinical Sciences	53	4	7.5%	13.0%	No	24	45.3%	66.6%	Yes
1680: Biomedical Sciences	25	6	24.0%	20.2%	No	6	24.0%	45.7%	Yes
1681: Environmental and Radiological Health Sciences	33	5	15.2%	23.3%	No	15	45.5%	49.6%	No
1682: Microbiology, Immunology and Pathology	54	7	13.0%	24.3%	Yes	28	51.9%	46.1%	No





Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

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	6	0	0.0%	26.5%	No	4	66.7%	54.7%	No
JG05-0002: Academic Administrators	1	0	0.0%	26.3%	No	1	100.0%	48.7%	No
JG05-0004: Financial, Business and HR Administrators	3	0	0.0%	24.4%	No	2	66.7%	40.7%	No
JG06-0001: Academic Administration Professionals	33	5	15.2%	35.0%	Yes	26	78.8%	65.0%	No
JG06-0002: Administrative Services Professionals	13	1	7.7%	32.3%	Yes	10	76.9%	60.6%	No
JG06-0003: Agricultural and Food Science Professionals	27	6	22.2%	31.3%	No	18	66.7%	38.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	12	2	16.7%	32.3%	No	9	75.0%	55.8%	No
JG06-0005: Biological and Chemical Scientists	102	33	32.4%	29.0%	No	74	72.5%	46.3%	No
JG06-0006: Business and Accounting Professionals	18	3	16.7%	28.1%	No	15	83.3%	57.5%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	34.5%	No	0	0.0%	63.5%	No
JG06-0009: Educational Service Professionals	1	0	0.0%	31.8%	No	1	100.0%	59.3%	No
JG06-0011: Environmental and Geoscientists	2	0	0.0%	22.3%	No	1	50.0%	35.1%	No
JG06-0013: Human Resources Professionals	7	2	28.6%	29.8%	No	6	85.7%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	15	2	13.3%	31.8%	Yes	4	26.7%	26.1%	No
JG06-0015: Medical and Veterinary Professionals	110	12	10.9%	32.6%	Yes	84	76.4%	67.2%	No



Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG06-0016: Office Administrators	5	0	0.0%	24.6%	No	5	100.0%	77.7%	No
JG06-0019: Residential and Dining Professionals	3	0	0.0%	24.8%	No	1	33.3%	24.0%	No
JG07-0001: Accounting Technicians	17	5	29.4%	12.7%	No	17	100.0%	72.9%	No
JG07-0002: Computer and Telecommunications Technicians	8	1	12.5%	15.2%	No	1	12.5%	24.2%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	22.6%	No	0	0.0%	16.2%	No
JG07-0006: Life Science Technicians	24	5	20.8%	22.6%	No	21	87.5%	57.2%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.2%	No	1	100.0%	71.9%	No
JG07-0008: Medical and Veterinary Technicians	217	29	13.4%	22.2%	Yes	191	88.0%	77.2%	No
JG07-0009: Secretarial and Human Resources Technicians	12	3	25.0%	19.3%	No	11	91.7%	75.7%	No
JG08-0001: Administrative Assistants and Office Managers	61	9	14.8%	17.9%	No	56	91.8%	93.7%	No
JG08-0003: Records, Data, and Sales Clerks	3	0	0.0%	32.0%	No	3	100.0%	92.0%	No
JG09-0001: Auto and Equipment Mechanics and Operators	1	0	0.0%	28.5%	No	0	0.0%	13.2%	No
JG09-0002: Construction and Carpentry Workers	2	0	0.0%	32.2%	No	1	50.0%	8.9%	No
JG10-0001: Animal Care Workers	10	2	20.0%	25.7%	No	5	50.0%	84.7%	Yes
JG10-0002: Custodians	1	0	0.0%	46.5%	No	0	0.0%	51.6%	No



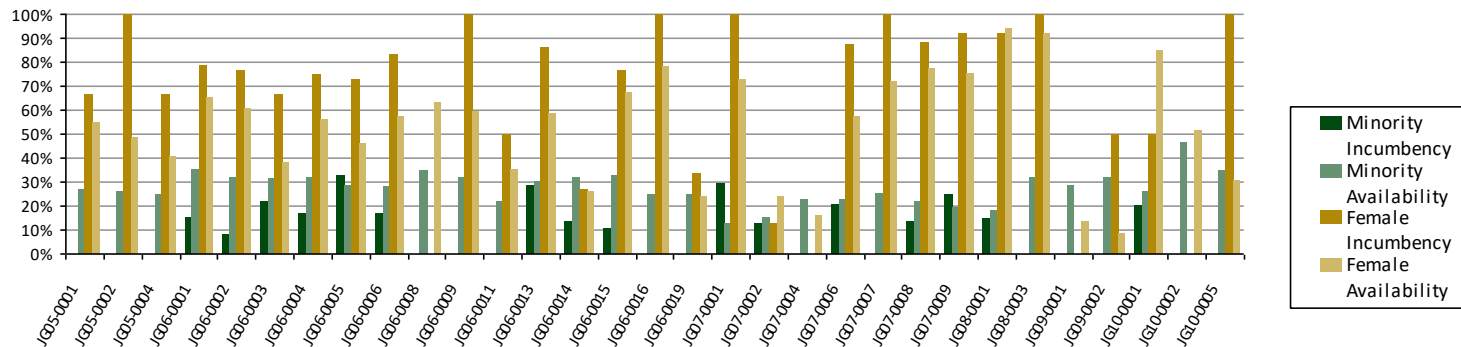
Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency		Availability	Placement Goal	Incumbency		Availability	Placement Goal
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	34.5%	No	1	100.0%	30.6%	No





Placement Goal Progress

College of Veterinary Medicine and Biomedical 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?
JG01-1678: Tenure-Track Faculty - Clinical Sciences	5	NA		NA	7 (66.6%)	1 (20%)	No
JG01-1680: Tenure-Track Faculty - Biomedical Sciences	0	NA		NA	2 (45.7%)	0	NA
JG01-1681: Tenure-Track Faculty - Environmental and Radiological Health Sciences	2	1 (23.3%)	1 (50%)	Yes	NA		NA
JG01-1682: Tenure-Track Faculty - Microbiology, Immunology and Pathology	3	2 (24.3%)	0 (0%)	No	NA		NA
JG06-0001: Academic Administration Professionals	7	5 (35.7%)	1 (14.3%)	No	NA		NA
JG06-0003: Agricultural and Food Science Professionals	2	1 (31.7%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	28	11 (31.4%)	0 (0%)	No	NA		NA
JG07-0008: Medical and Veterinary Technicians	52	18 (23.8%)	11 (21.2%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	30	NA		NA	2 (96.9%)	26 (86.7%)	No
JG10-0001: Animal Care Workers	2	NA		NA	5 (100%)	2 (100%)	Yes

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.