



Utilization Analysis

University Operations

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	2	0	0.0%	26.5%	No	0	0.0%	54.7%	No
JG05-0003: Service and Athletic Administrators	4	0	0.0%	26.5%	No	2	50.0%	46.0%	No
JG05-0004: Financial, Business and HR Administrators	3	0	0.0%	24.4%	No	1	33.3%	40.7%	No
JG05-0005: Residential and Facilities Administrators	1	0	0.0%	25.0%	No	0	0.0%	37.9%	No
JG06-0001: Academic Administration Professionals	1	0	0.0%	35.0%	No	1	100.0%	65.0%	No
JG06-0002: Administrative Services Professionals	11	4	36.4%	32.3%	No	5	45.5%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	2	0	0.0%	32.3%	No	1	50.0%	55.8%	No
JG06-0005: Biological and Chemical Scientists	3	0	0.0%	29.0%	No	2	66.7%	46.3%	No
JG06-0006: Business and Accounting Professionals	49	8	16.3%	28.1%	Yes	36	73.5%	57.5%	No
JG06-0010: Engineers and Architects	2	0	0.0%	29.2%	No	0	0.0%	25.7%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	22.3%	No	0	0.0%	35.1%	No
JG06-0013: Human Resources Professionals	8	1	12.5%	29.8%	No	6	75.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	13	1	7.7%	31.8%	Yes	1	7.7%	26.1%	No
JG06-0015: Medical and Veterinary Professionals	8	0	0.0%	32.6%	Yes	2	25.0%	67.2%	Yes
JG06-0016: Office Administrators	11	1	9.1%	24.6%	No	8	72.7%	77.7%	No



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JG06-0019: Residential and Dining Professionals	32	4	12.5%	24.8%	Yes	13	40.6%	24.0%	No
JG07-0001: Accounting Technicians	27	6	22.2%	12.7%	No	23	85.2%	72.9%	No
JG07-0002: Computer and Telecommunications Technicians	9	2	22.2%	15.2%	No	3	33.3%	24.2%	No
JG07-0003: Engineering and Electronics Technicians	43	7	16.3%	14.1%	No	3	7.0%	4.4%	No
JG07-0004: Facilities and Dining Technicians	10	3	30.0%	22.6%	No	5	50.0%	16.2%	No
JG07-0005: Protective Services	51	11	21.6%	24.7%	No	18	35.3%	41.8%	No
JG07-0006: Life Science Technicians	1	0	0.0%	22.6%	No	0	0.0%	57.2%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.2%	No	1	100.0%	71.9%	No
JG07-0009: Secretarial and Human Resources Technicians	5	0	0.0%	19.3%	No	2	40.0%	75.7%	Yes
JG08-0001: Administrative Assistants and Office Managers	24	5	20.8%	17.9%	No	18	75.0%	93.7%	Yes
JG08-0003: Records, Data, and Sales Clerks	2	1	50.0%	32.0%	No	0	0.0%	92.0%	Yes
JG08-0004: Telephone and Communications Operators	8	2	25.0%	24.1%	No	6	75.0%	39.2%	No
JG09-0001: Auto and Equipment Mechanics and Operators	26	4	15.4%	28.5%	Yes	1	3.8%	13.2%	No
JG09-0002: Construction and Carpentry Workers	32	2	6.3%	32.2%	Yes	0	0.0%	8.9%	Yes
JG09-0003: Electrical Crafts Workers	19	5	26.3%	17.5%	No	0	0.0%	2.2%	No



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JG09-0004: Machinists, Printers, and Equipment Operators	6	0	0.0%	28.5%	No	0	0.0%	32.5%	Yes
JG09-0005: Plumbing and Repair Workers	58	12	20.7%	19.5%	No	0	0.0%	6.2%	Yes
JG09-0006: Residential and Facilities Managers	6	2	33.3%	24.7%	No	1	16.7%	38.4%	No
JG10-0002: Custodians	124	49	39.5%	46.5%	Yes	47	37.9%	51.6%	Yes
JG10-0004: Grounds and General Laborers	26	7	26.9%	35.7%	No	3	11.5%	9.6%	No
JG10-0005: Materials, Stock, and Postal Workers	7	3	42.9%	34.5%	No	0	0.0%	30.6%	Yes
JG10-0006: Other Service/Maintenance Staff	3	0	0.0%	51.2%	No	0	0.0%	16.6%	No

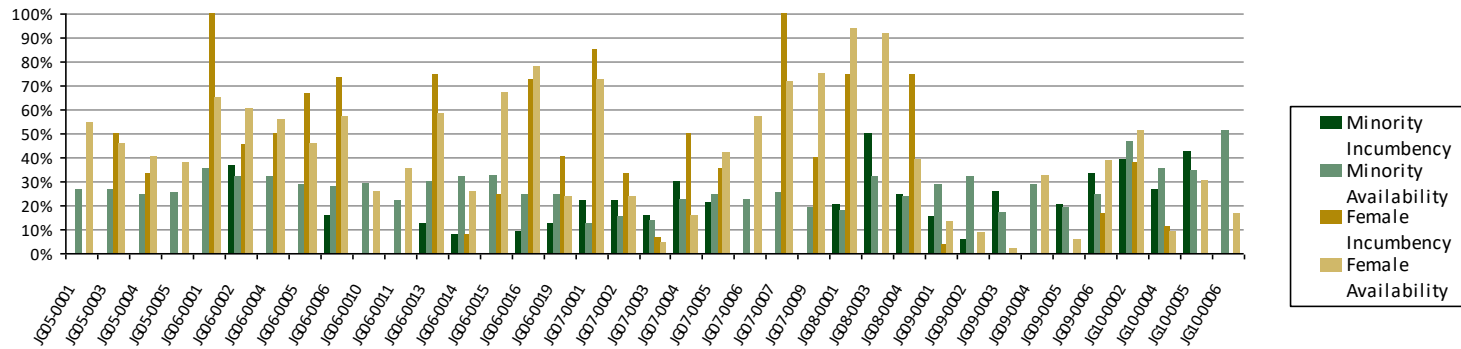


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Placement Goal Progress

University Operations

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0006: Business and Accounting Professionals	10	2 (25.2%)	2 (20%)	No	NA		NA
JG06-0013: Human Resources Professionals	1	2 (26%)	1 (100%)	Yes	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	1	1 (26.8%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	0	1 (31.4%)	0	NA	2 (68.5%)	0	NA
JG06-0019: Residential and Dining Professionals	3	1 (21.3%)	2 (66.7%)	Yes	NA		NA
JG08-0001: Administrative Assistants and Office Managers	5	NA		NA	4 (96.9%)	3 (60%)	No
JG08-0003: Records, Data, and Sales Clerks	0	NA		NA	1 (80.6%)	0	NA
JG09-0001: Auto and Equipment Mechanics and Operators	7	NA		NA	1 (20.9%)	0 (0%)	No
JG09-0002: Construction and Carpentry Workers	3	4 (26.9%)	1 (33.3%)	Yes	1 (7.1%)	0 (0%)	No
JG09-0005: Plumbing and Repair Workers	11	NA		NA	1 (4.2%)	0 (0%)	No
JG10-0004: Grounds and General Laborers	7	NA		NA	1 (12.1%)	3 (42.9%)	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.