

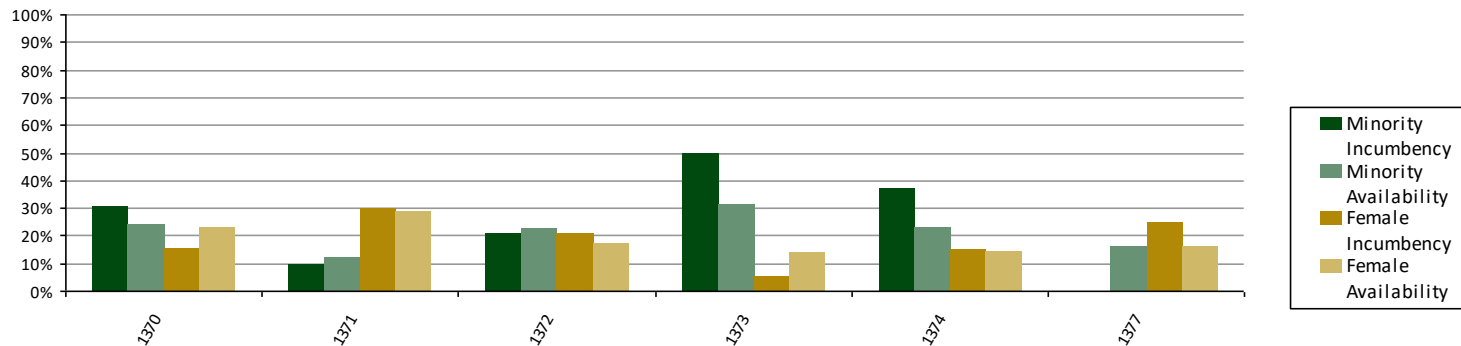


Utilization Analysis

Walter Scott, Jr. College of Engineering
Tenure-Track Faculty Placement Goals

as of October 1, 2022

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
1370: Chemical and Biological Engineering	13	4	30.8%	24.2%	No	2	15.4%	23.0%	No
1371: Atmospheric Science	20	2	10.0%	12.1%	No	6	30.0%	29.0%	No
1372: Civil and Environmental Engineering	29	6	20.7%	22.7%	No	6	20.7%	17.3%	No
1373: Electrical and Computer Engineering	20	10	50.0%	31.2%	No	1	5.0%	14.1%	No
1374: Mechanical Engineering	27	10	37.0%	23.3%	No	4	14.8%	14.3%	No
1377: Systems Engineering	8	0	0.0%	16.3%	No	2	25.0%	16.0%	No





Utilization Analysis

Walter Scott, Jr. College of Engineering

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	2	40.0%	26.5%	No	1	20.0%	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	33	5	15.2%	35.0%	Yes	25	75.8%	65.0%	No
JG06-0002: Administrative Services Professionals	12	1	8.3%	32.3%	Yes	10	83.3%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	6	1	16.7%	32.3%	No	5	83.3%	55.8%	No
JG06-0006: Business and Accounting Professionals	16	0	0.0%	28.1%	Yes	9	56.3%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	4	1	25.0%	26.3%	No	2	50.0%	30.7%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	34.5%	No	1	100.0%	63.5%	No
JG06-0010: Engineers and Architects	75	25	33.3%	29.2%	No	24	32.0%	25.7%	No
JG06-0013: Human Resources Professionals	6	2	33.3%	29.8%	No	4	66.7%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	54	4	7.4%	31.8%	Yes	15	27.8%	26.1%	No
JG06-0016: Office Administrators	3	1	33.3%	24.6%	No	3	100.0%	77.7%	No
JG06-0018: Physicists and Atmospheric Scientists	132	27	20.5%	21.4%	No	37	28.0%	21.8%	No
JG07-0001: Accounting Technicians	2	0	0.0%	12.7%	No	2	100.0%	72.9%	No
JG07-0006: Life Science Technicians	3	0	0.0%	22.6%	No	0	0.0%	57.2%	Yes

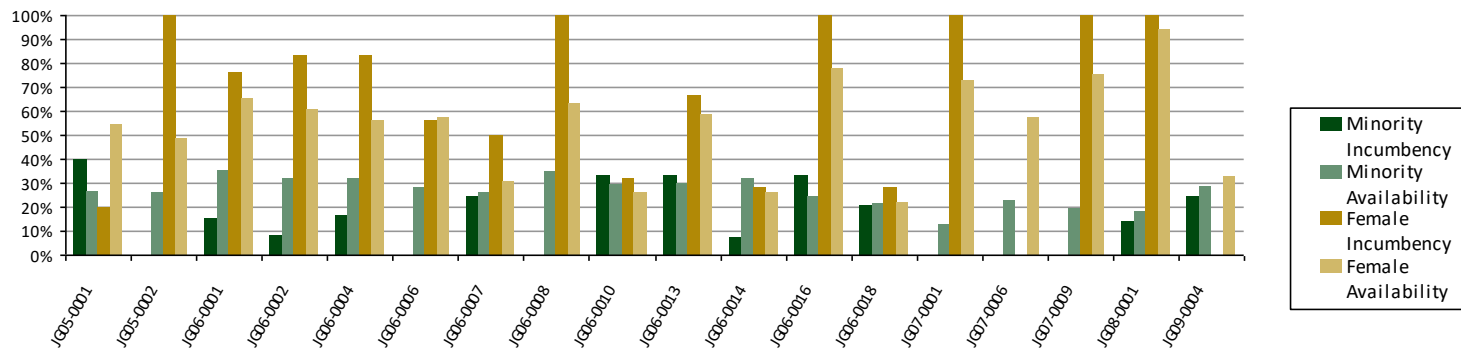


Utilization Analysis

Walter Scott, Jr. College of Engineering
Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	19.3%	No	1	100.0%	75.7%	No
JG08-0001: Administrative Assistants and Office Managers	14	2	14.3%	17.9%	No	14	100.0%	93.7%	No
JG09-0004: Machinists, Printers, and Equipment Operators	4	1	25.0%	28.5%	No	0	0.0%	32.5%	No





Placement Goal Progress

Walter Scott, Jr. College of Engineering

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	3	2 (35.7%)	0 (0%)	No	NA		NA
JG06-0002: Administrative Services Professionals	3	1 (27.6%)	1 (33.3%)	Yes	NA		NA
JG06-0006: Business and Accounting Professionals	1	1 (25.2%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	3	6 (26.8%)	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.