



## Utilization Analysis

College of Health and Human Sciences  
Tenure-Track Faculty Placement Goals

as of October 1, 2016

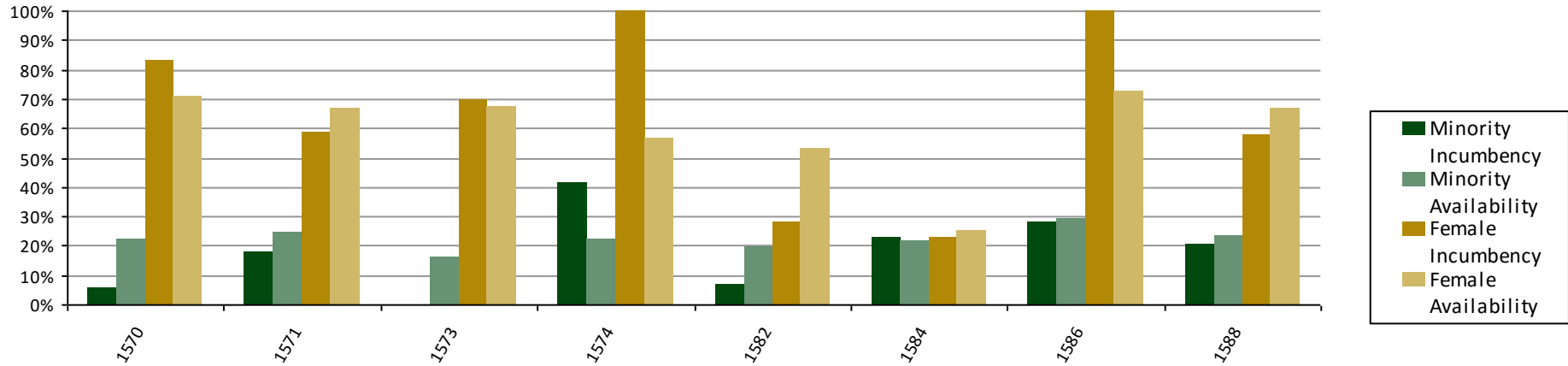
Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1570: Human Development and Family Studies	18	1	5.6%	22.3%	Yes	15	83.3%	70.9%	No
1571: Food Science and Human Nutrition	17	3	17.6%	24.7%	No	10	58.8%	67.1%	No
1573: Occupational Therapy	10	0	0.0%	16.3%	No	7	70.0%	67.4%	No
1574: Design and Merchandising	12	5	41.7%	22.6%	No	12	100.0%	56.8%	No
1582: Health and Exercise Science	14	1	7.1%	19.6%	No	4	28.6%	53.2%	Yes
1584: Construction Management	13	3	23.1%	21.8%	No	3	23.1%	25.4%	No
1586: School of Social Work	7	2	28.6%	29.2%	No	7	100.0%	73.1%	No
1588: School of Education	19	4	21.1%	23.6%	No	11	57.9%	66.9%	No



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## College of Health and Human Sciences

### Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		2	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		6	0	0.0%	23.6%	No	5	83.3%	61.9%	No
JG05-0006: Student Services Administrators		1	0	0.0%	27.6%	No	1	100.0%	62.6%	No
JG06-0001: Academic Administration Professionals		33	4	12.1%	28.9%	Yes	27	81.8%	64.5%	No
JG06-0003: Agricultural and Food Science Professionals		1	0	0.0%	17.9%	No	1	100.0%	27.5%	No
JG06-0004: Arts, Media, and Public Relations Professionals		2	0	0.0%	22.2%	No	2	100.0%	65.3%	No
JG06-0005: Biological and Chemical Scientists		4	1	25.0%	22.1%	No	4	100.0%	43.6%	No
JG06-0006: Business and Accounting Professionals		5	2	40.0%	23.0%	No	4	80.0%	59.0%	No
JG06-0007: Conservation and Social Science Professionals		13	1	7.7%	16.6%	No	10	76.9%	21.9%	No
JG06-0008: Counseling and Student Service Professionals		12	0	0.0%	31.2%	Yes	11	91.7%	69.0%	No
JG06-0012: Extension and Outreach Professionals		4	0	0.0%	24.1%	No	3	75.0%	54.8%	No
JG06-0013: Human Resources Professionals		1	0	0.0%	29.7%	No	0	0.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		6	0	0.0%	23.4%	No	3	50.0%	23.7%	No
JG06-0015: Medical and Veterinary Professionals		25	3	12.0%	23.0%	No	21	84.0%	64.3%	No
JG06-0016: Office Administrators		6	0	0.0%	15.0%	No	6	100.0%	91.2%	No



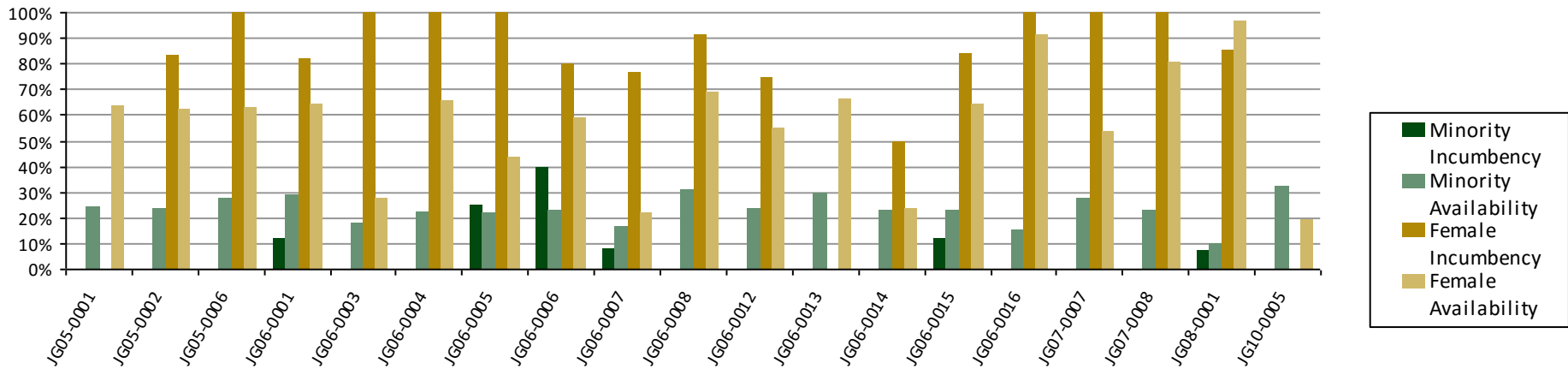
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## College of Health and Human Sciences

### Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0007: Media and Academic Technicians		1	0	0.0%	27.7%	No	1	100.0%	53.9%	No
JG07-0008: Medical and Veterinary Technicians		1	0	0.0%	23.5%	No	1	100.0%	80.6%	No
JG08-0001: Administrative Assistants and Office Managers		14	1	7.1%	9.7%	No	12	85.7%	96.9%	Yes
JG10-0005: Materials, Stock, and Postal Workers		2	0	0.0%	32.2%	No	0	0.0%	18.9%	No





## Placement Goal Progress

College of Health and Human Sciences

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 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	2 (53.2%)	0	NA
JG01-1588: Tenure-Track Faculty - School of Education	1	NA		NA	1 (66.9%)	0 (0%)	<b>No</b>
JG06-0001: Academic Administration Professionals	1	4 (28.2%)	1 (100%)	<b>Yes</b>	NA		NA
JG06-0008: Counseling and Student Service Professionals	4	1 (32.5%)	0 (0%)	<b>No</b>	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.