



Utilization Analysis

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

as of October 1, 2017

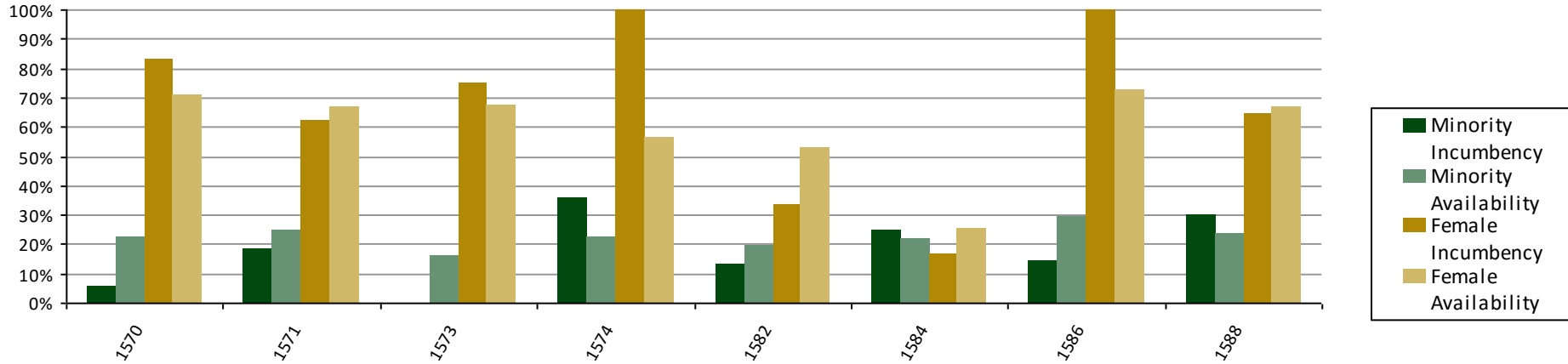
Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1570: Human Development and Family Studies	18	1	5.6%	22.3%	Yes	15	83.3%	70.9%	No
1571: Food Science and Human Nutrition	16	3	18.8%	24.7%	No	10	62.5%	67.1%	No
1573: Occupational Therapy	12	0	0.0%	16.3%	No	9	75.0%	67.4%	No
1574: Design and Merchandising	14	5	35.7%	22.6%	No	14	100.0%	56.8%	No
1582: Health and Exercise Science	15	2	13.3%	19.6%	No	5	33.3%	53.2%	Yes
1584: Construction Management	12	3	25.0%	21.8%	No	2	16.7%	25.4%	No
1586: School of Social Work	7	1	14.3%	29.2%	No	7	100.0%	73.1%	No
1588: School of Education	20	6	30.0%	23.6%	No	13	65.0%	66.9%	No



Utilization Analysis

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

as of October 1, 2017





Utilization Analysis

College of Health and Human Sciences

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	2	0	0.0%	22.9%	No	0	0.0%	56.6%	No
JG05-0002: Academic Administrators	6	0	0.0%	22.6%	No	5	83.3%	57.4%	No
JG05-0006: Student Services Administrators	1	0	0.0%	24.7%	No	1	100.0%	52.0%	No
JG06-0001: Academic Administration Professionals	38	5	13.2%	33.3%	Yes	31	81.6%	64.1%	No
JG06-0002: Administrative Services Professionals	1	0	0.0%	27.0%	No	1	100.0%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	4	0	0.0%	34.1%	No	3	75.0%	60.1%	No
JG06-0005: Biological and Chemical Scientists	8	1	12.5%	31.3%	No	6	75.0%	52.4%	No
JG06-0006: Business and Accounting Professionals	8	2	25.0%	23.8%	No	7	87.5%	59.7%	No
JG06-0007: Conservation and Social Science Professionals	14	2	14.3%	25.2%	No	13	92.9%	37.1%	No
JG06-0008: Counseling and Student Service Professionals	8	0	0.0%	32.0%	Yes	7	87.5%	62.1%	No
JG06-0012: Extension and Outreach Professionals	6	1	16.7%	26.6%	No	4	66.7%	68.1%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	26.1%	No	0	0.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	0	0.0%	24.6%	No	3	50.0%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	26	2	7.7%	29.6%	Yes	24	92.3%	64.7%	No
JG06-0016: Office Administrators	8	0	0.0%	16.3%	No	8	100.0%	86.4%	No



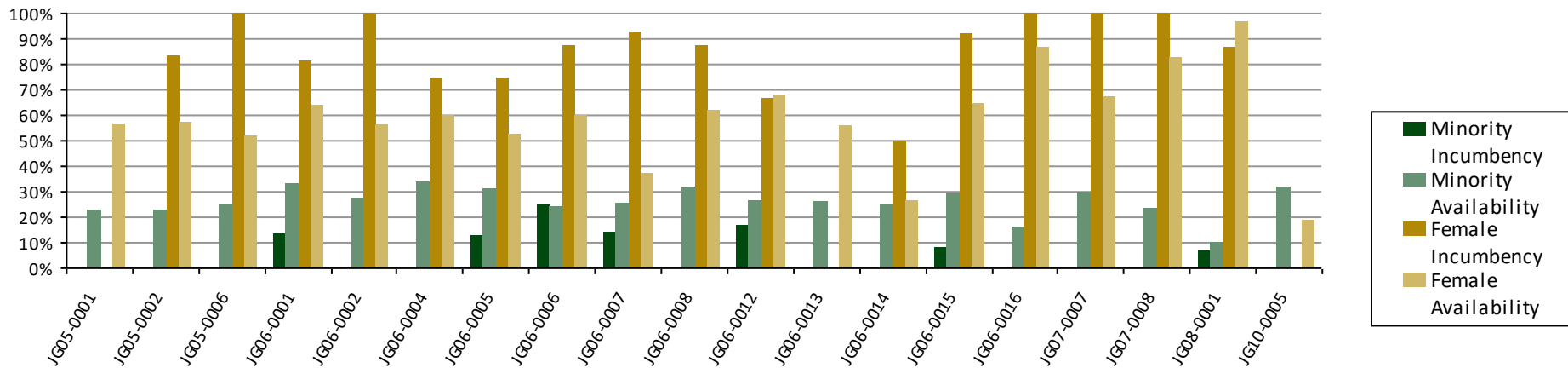
Utilization Analysis

College of Health and Human Sciences

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0007: Media and Academic Technicians	1	0	0.0%	29.8%	No	1	100.0%	67.6%	No
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	23.2%	No	1	100.0%	82.9%	No
JG08-0001: Administrative Assistants and Office Managers	15	1	6.7%	9.7%	No	13	86.7%	96.9%	Yes
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	32.0%	No	0	0.0%	18.7%	No





Placement Goal Progress

College of Health and Human Sciences

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 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	1	NA		NA	1 (53.2%)	1 (100%)	Yes
JG06-0001: Academic Administration Professionals	5	2 (28.9%)	0 (0%)	No	NA		NA
JG06-0008: Counseling and Student Service Professionals	0	2 (31.2%)	0	NA	NA		NA
JG08-0001: Administrative Assistants and Office Managers	3	NA		NA	1 (96.9%)	3 (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.