



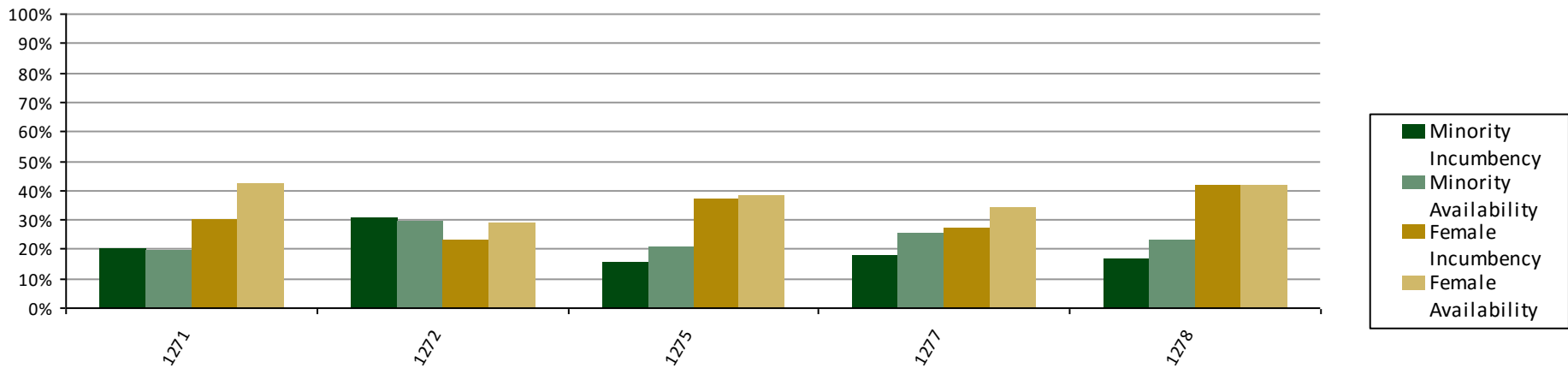
Utilization Analysis

College of Business

Tenure-Track Faculty Placement Goals

as of October 1, 2016

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1271: Accounting	10	2	20.0%	19.6%	No	3	30.0%	42.2%	No
1272: Finance and Real Estate	13	4	30.8%	29.7%	No	3	23.1%	29.1%	No
1275: Management	19	3	15.8%	21.1%	No	7	36.8%	38.2%	No
1277: Computer Information Systems	11	2	18.2%	25.3%	No	3	27.3%	33.9%	No
1278: Marketing	12	2	16.7%	22.9%	No	5	41.7%	41.6%	No





Utilization Analysis

College of Business
Staff Placement Goals

as of October 1, 2016

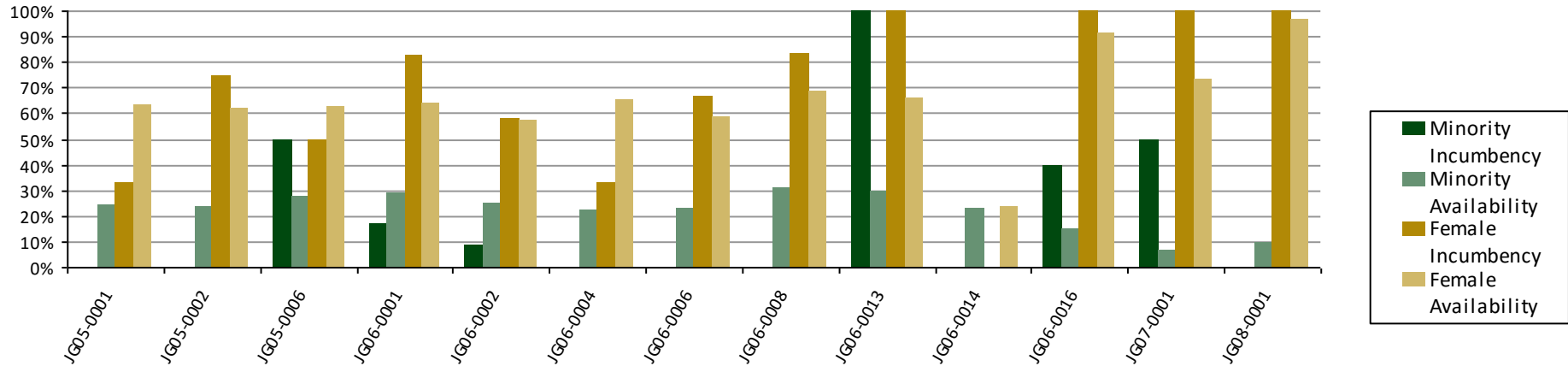
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		3	0	0.0%	24.6%	No	1	33.3%	63.3%	No
JG05-0002: Academic Administrators		4	0	0.0%	23.6%	No	3	75.0%	61.9%	No
JG05-0006: Student Services Administrators		2	1	50.0%	27.6%	No	1	50.0%	62.6%	No
JG06-0001: Academic Administration Professionals		23	4	17.4%	28.9%	No	19	82.6%	64.5%	No
JG06-0002: Administrative Services Professionals		12	1	8.3%	25.1%	No	7	58.3%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		6	0	0.0%	22.2%	No	2	33.3%	65.3%	No
JG06-0006: Business and Accounting Professionals		3	0	0.0%	23.0%	No	2	66.7%	59.0%	No
JG06-0008: Counseling and Student Service Professionals		12	0	0.0%	31.2%	Yes	10	83.3%	69.0%	No
JG06-0013: Human Resources Professionals		1	1	100.0%	29.7%	No	1	100.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		4	0	0.0%	23.4%	No	0	0.0%	23.7%	No
JG06-0016: Office Administrators		5	2	40.0%	15.0%	No	5	100.0%	91.2%	No
JG07-0001: Accounting Technicians		2	1	50.0%	6.8%	No	2	100.0%	73.7%	No
JG08-0001: Administrative Assistants and Office Managers		7	0	0.0%	9.7%	No	7	100.0%	96.9%	No



Utilization Analysis

College of Business
Staff Placement Goals

as of October 1, 2016





Placement Goal Progress

College of Business

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG01-1278: Tenure-Track Faculty - Marketing	1	1 (22.9%)	0 (0%)	No	NA		NA
JG06-0001: Academic Administration Professionals	7	1 (28.2%)	1 (14.3%)	No	NA		NA
JG06-0008: Counseling and Student Service Professionals	3	3 (32.5%)	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.