



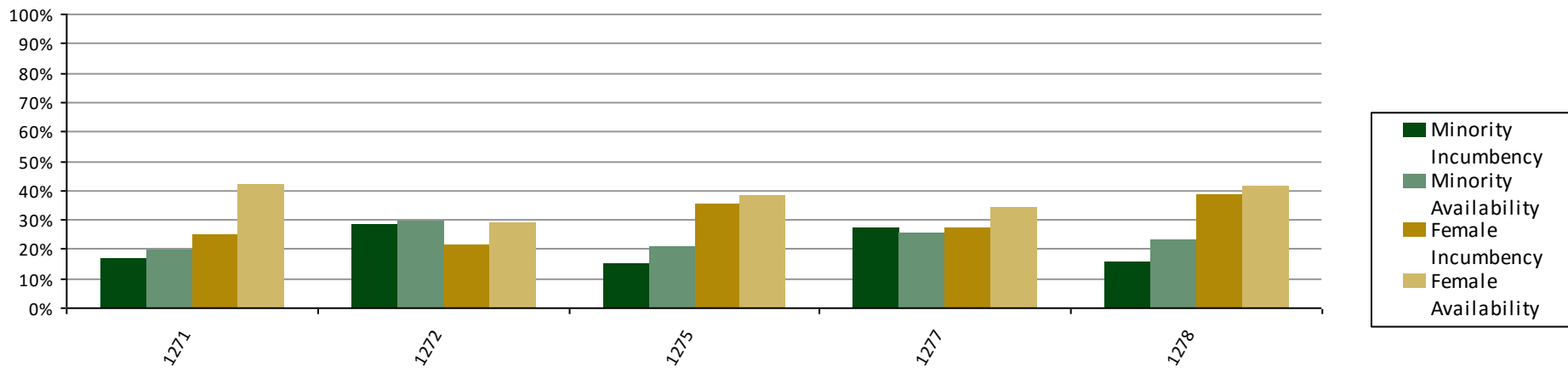
Utilization Analysis

College of Business

Tenure-Track Faculty Placement Goals

as of October 1, 2017

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1271: Accounting	12	2	16.7%	19.6%	No	3	25.0%	42.2%	No
1272: Finance and Real Estate	14	4	28.6%	29.7%	No	3	21.4%	29.1%	No
1275: Management	20	3	15.0%	21.1%	No	7	35.0%	38.2%	No
1277: Computer Information Systems	11	3	27.3%	25.3%	No	3	27.3%	33.9%	No
1278: Marketing	13	2	15.4%	22.9%	No	5	38.5%	41.6%	No





Utilization Analysis

College of Business

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	1	50.0%	56.6%	No
JG05-0002: Academic Administrators	2	1	50.0%	22.6%	No	1	50.0%	57.4%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	23.5%	No	1	100.0%	55.2%	No
JG05-0006: Student Services Administrators	2	1	50.0%	24.7%	No	1	50.0%	52.0%	No
JG06-0001: Academic Administration Professionals	24	3	12.5%	33.3%	Yes	20	83.3%	64.1%	No
JG06-0002: Administrative Services Professionals	6	1	16.7%	27.0%	No	4	66.7%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	7	0	0.0%	34.1%	Yes	4	57.1%	60.1%	No
JG06-0006: Business and Accounting Professionals	5	0	0.0%	23.8%	No	5	100.0%	59.7%	No
JG06-0008: Counseling and Student Service Professionals	9	0	0.0%	32.0%	Yes	6	66.7%	62.1%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	26.1%	No	1	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	8	1	12.5%	24.6%	No	0	0.0%	26.5%	Yes
JG06-0016: Office Administrators	8	2	25.0%	16.3%	No	8	100.0%	86.4%	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	6	0	0.0%	9.7%	No	6	100.0%	96.9%	No

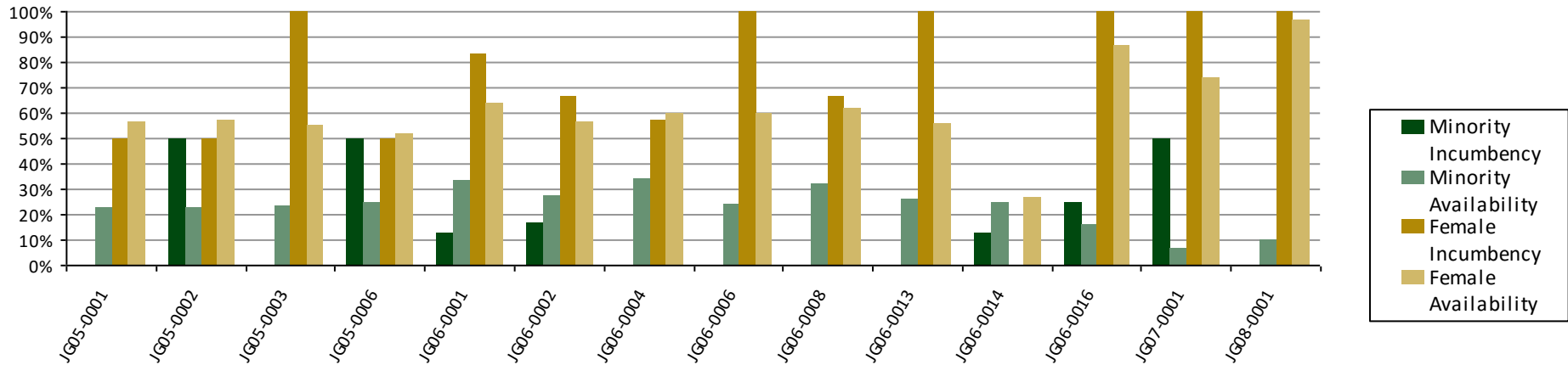


Utilization Analysis

College of Business

Staff Placement Goals

as of October 1, 2017





Placement Goal Progress

College of Business

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0008: Counseling and Student Service Professionals	0	2 (31.2%)	0	NA	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.