

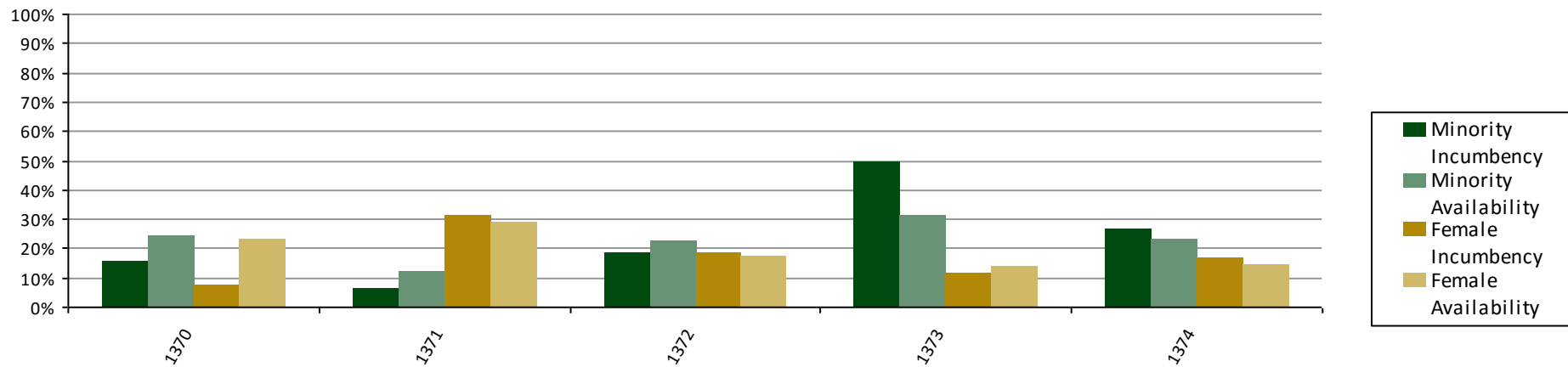


Utilization Analysis

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

as of October 1, 2017

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1370: Chemical and Biological Engineering	13	2	15.4%	24.2%	No	1	7.7%	23.0%	No
1371: Atmospheric Science	16	1	6.3%	12.1%	No	5	31.3%	29.0%	No
1372: Civil and Environmental Engineering	32	6	18.8%	22.7%	No	6	18.8%	17.3%	No
1373: Electrical and Computer Engineering	26	13	50.0%	31.2%	No	3	11.5%	14.1%	No
1374: Mechanical Engineering	30	8	26.7%	23.3%	No	5	16.7%	14.3%	No





Utilization Analysis

Walter Scott, Jr. College of Engineering
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	1	0	0.0%	22.9%	No	0	0.0%	56.6%	No
JG05-0002: Academic Administrators	3	0	0.0%	22.6%	No	1	33.3%	57.4%	No
JG06-0001: Academic Administration Professionals	23	4	17.4%	33.3%	Yes	15	65.2%	64.1%	No
JG06-0002: Administrative Services Professionals	19	3	15.8%	27.0%	No	17	89.5%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	6	1	16.7%	34.1%	No	4	66.7%	60.1%	No
JG06-0005: Biological and Chemical Scientists	3	0	0.0%	31.3%	No	2	66.7%	52.4%	No
JG06-0006: Business and Accounting Professionals	8	1	12.5%	23.8%	No	7	87.5%	59.7%	No
JG06-0007: Conservation and Social Science Professionals	1	0	0.0%	25.2%	No	0	0.0%	37.1%	No
JG06-0008: Counseling and Student Service Professionals	2	0	0.0%	32.0%	No	2	100.0%	62.1%	No
JG06-0010: Engineers and Architects	69	24	34.8%	25.4%	No	19	27.5%	24.1%	No
JG06-0013: Human Resources Professionals	5	0	0.0%	26.1%	No	5	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	41	3	7.3%	24.6%	Yes	9	22.0%	26.5%	No
JG06-0016: Office Administrators	5	2	40.0%	16.3%	No	5	100.0%	86.4%	No
JG06-0018: Physicists and Atmospheric Scientists	134	28	20.9%	18.3%	No	39	29.1%	22.8%	No
JG07-0001: Accounting Technicians	4	0	0.0%	6.8%	No	4	100.0%	73.7%	No

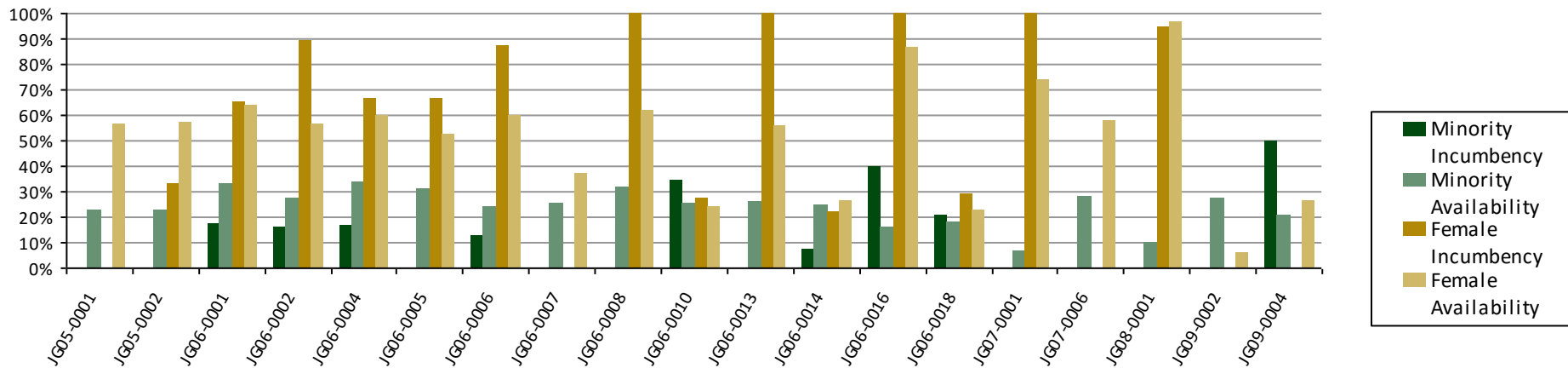


Utilization Analysis

Walter Scott, Jr. College of Engineering
Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0006: Life Science Technicians	5	0	0.0%	28.2%	No	0	0.0%	57.7%	Yes
JG08-0001: Administrative Assistants and Office Managers	20	0	0.0%	9.7%	No	19	95.0%	96.9%	No
JG09-0002: Construction and Carpentry Workers	1	0	0.0%	27.3%	No	0	0.0%	6.1%	No
JG09-0004: Machinists, Printers, and Equipment Operators	2	1	50.0%	20.8%	No	0	0.0%	26.8%	No





Placement Goal Progress

College of Engineering

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0014: Math, Statistics, and Computer Professionals	7	2 (23.4%)	1 (14.3%)	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.