

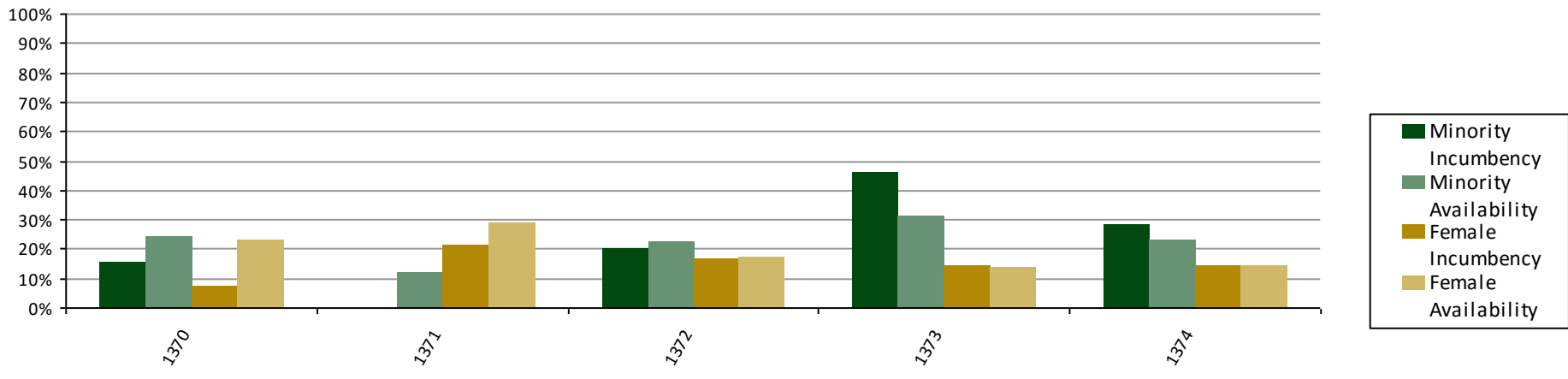


Utilization Analysis

College of Engineering
Tenure-Track Faculty Placement Goals

as of October 1, 2016

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	14	0	0.0%	12.1%	No	3	21.4%	29.0%	No
1372: Civil and Environmental Engineering	30	6	20.0%	22.7%	No	5	16.7%	17.3%	No
1373: Electrical and Computer Engineering	28	13	46.4%	31.2%	No	4	14.3%	14.1%	No
1374: Mechanical Engineering	28	8	28.6%	23.3%	No	4	14.3%	14.3%	No





Utilization Analysis

College of Engineering
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		3	0	0.0%	23.6%	No	1	33.3%	61.9%	No
JG06-0001: Academic Administration Professionals		24	4	16.7%	28.9%	No	16	66.7%	64.5%	No
JG06-0002: Administrative Services Professionals		16	2	12.5%	25.1%	No	13	81.3%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		1	0	0.0%	22.2%	No	1	100.0%	65.3%	No
JG06-0005: Biological and Chemical Scientists		1	0	0.0%	22.1%	No	0	0.0%	43.6%	No
JG06-0006: Business and Accounting Professionals		12	1	8.3%	23.0%	No	9	75.0%	59.0%	No
JG06-0007: Conservation and Social Science Professionals		1	0	0.0%	16.6%	No	0	0.0%	21.9%	No
JG06-0008: Counseling and Student Service Professionals		8	1	12.5%	31.2%	No	8	100.0%	69.0%	No
JG06-0010: Engineers and Architects		67	21	31.3%	24.5%	No	18	26.9%	17.8%	No
JG06-0013: Human Resources Professionals		5	0	0.0%	29.7%	No	5	100.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		37	3	8.1%	23.4%	Yes	10	27.0%	23.7%	No
JG06-0016: Office Administrators		7	2	28.6%	15.0%	No	7	100.0%	91.2%	No
JG06-0018: Physicists and Atmospheric Scientists		133	31	23.3%	19.2%	No	38	28.6%	21.2%	No
JG07-0001: Accounting Technicians		2	0	0.0%	6.8%	No	2	100.0%	73.7%	No

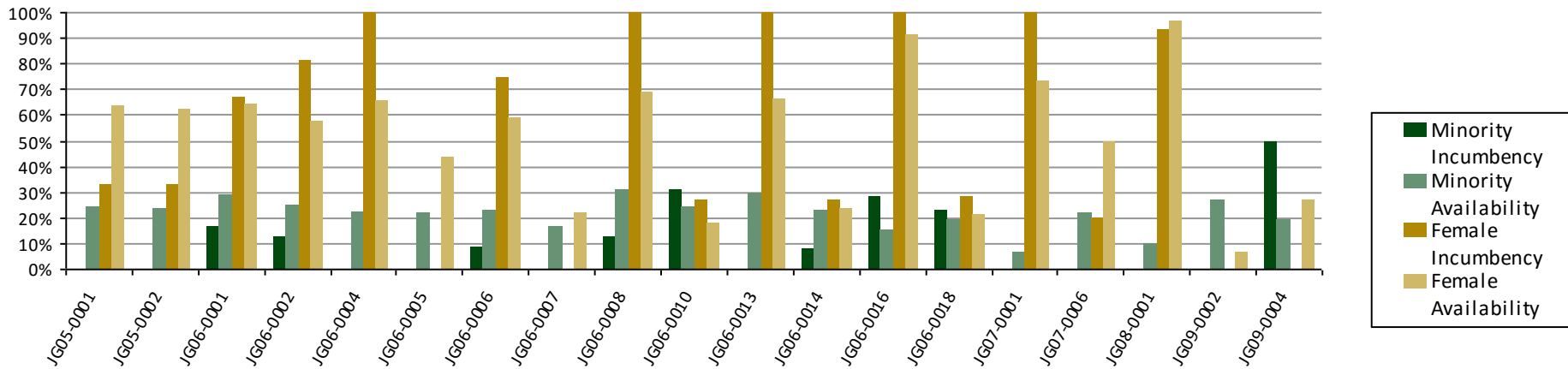


Utilization Analysis

College of Engineering
Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0006: Life Science Technicians		5	0	0.0%	22.0%	No	1	20.0%	49.6%	No
JG08-0001: Administrative Assistants and Office Managers		15	0	0.0%	9.7%	No	14	93.3%	96.9%	No
JG09-0002: Construction and Carpentry Workers		1	0	0.0%	27.0%	No	0	0.0%	6.6%	No
JG09-0004: Machinists, Printers, and Equipment Operators		2	1	50.0%	19.2%	No	0	0.0%	27.1%	No





Placement Goal Progress

College of Engineering

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0014: Math, Statistics, and Computer Professionals	1	3 (24.4%)	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.