



# Utilization Analysis

College of Liberal Arts  
Tenure-Track Faculty Placement Goals

as of October 1, 2016

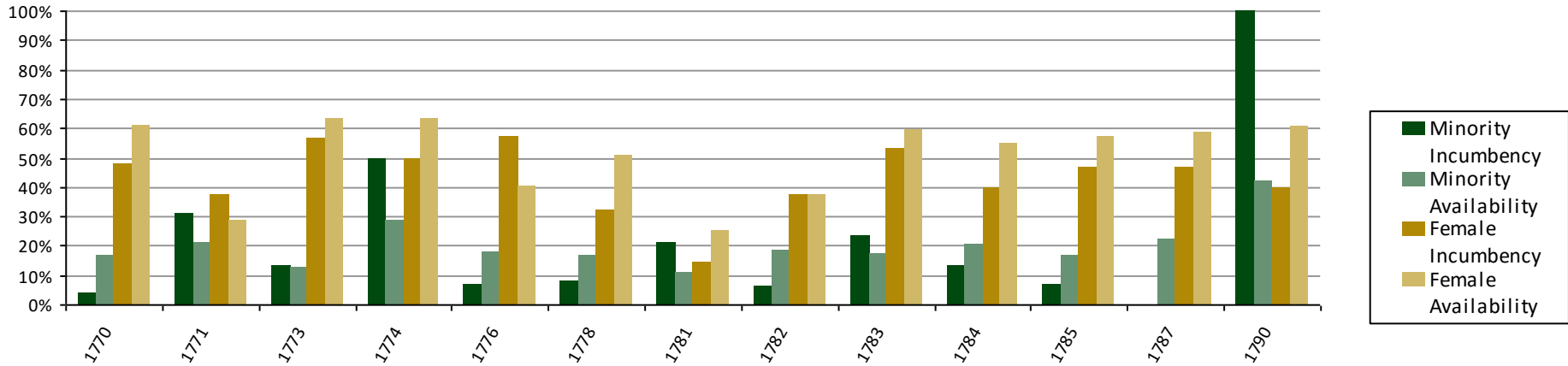
Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1770: Art	25	1	4.0%	16.5%	Yes	12	48.0%	61.4%	No
1771: Economics	16	5	31.3%	21.5%	No	6	37.5%	28.6%	No
1773: English	30	4	13.3%	13.0%	No	17	56.7%	63.4%	No
1774: Foreign Languages and Literatures	14	7	50.0%	28.9%	No	7	50.0%	63.5%	No
1776: History	14	1	7.1%	18.0%	No	8	57.1%	40.2%	No
1778: Music, Theatre and Dance	37	3	8.1%	16.9%	No	12	32.4%	50.6%	Yes
1781: Philosophy	14	3	21.4%	11.0%	No	2	14.3%	25.6%	No
1782: Political Science	16	1	6.3%	18.4%	No	6	37.5%	37.3%	No
1783: Communication Studies	17	4	23.5%	17.1%	No	9	52.9%	59.3%	No
1784: Sociology	15	2	13.3%	20.8%	No	6	40.0%	54.9%	No
1785: Journalism and Technical Communication	15	1	6.7%	16.6%	No	7	46.7%	57.0%	No
1787: Anthropology	15	0	0.0%	22.8%	Yes	7	46.7%	59.2%	No
1790: Ethnic Studies	10	10	100.0%	42.0%	No	4	40.0%	60.4%	No



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# Utilization Analysis

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Staff Placement Goals

as of October 1, 2016

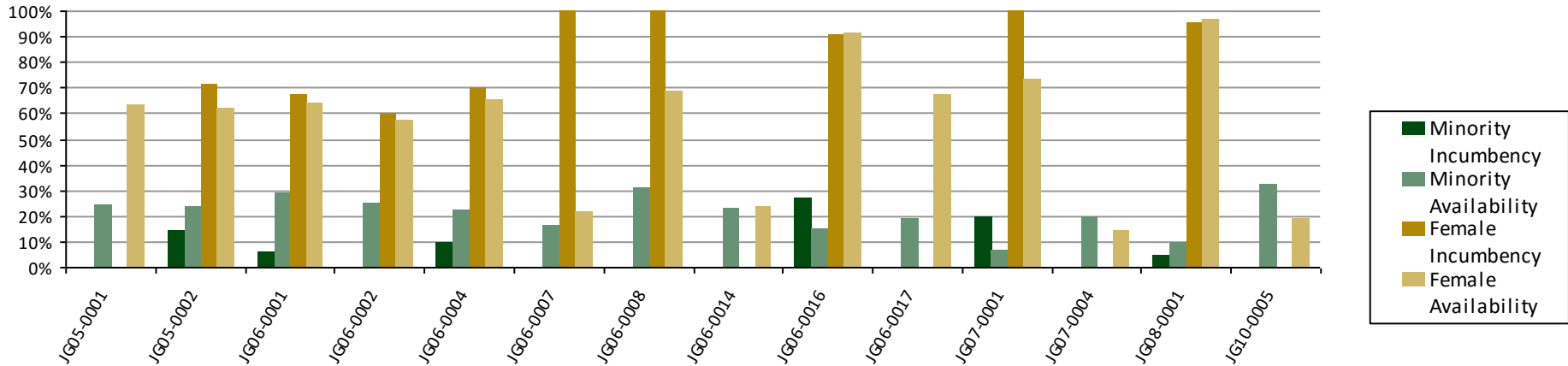
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		2	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		7	1	14.3%	23.6%	No	5	71.4%	61.9%	No
JG06-0001: Academic Administration Professionals		34	2	5.9%	28.9%	Yes	23	67.6%	64.5%	No
JG06-0002: Administrative Services Professionals		5	0	0.0%	25.1%	No	3	60.0%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		10	1	10.0%	22.2%	No	7	70.0%	65.3%	No
JG06-0007: Conservation and Social Science Professionals		3	0	0.0%	16.6%	No	3	100.0%	21.9%	No
JG06-0008: Counseling and Student Service Professionals		1	0	0.0%	31.2%	No	1	100.0%	69.0%	No
JG06-0014: Math, Statistics, and Computer Professionals		1	0	0.0%	23.4%	No	0	0.0%	23.7%	No
JG06-0016: Office Administrators		11	3	27.3%	15.0%	No	10	90.9%	91.2%	No
JG06-0017: Other Service Professionals Including Library Technicians		1	0	0.0%	19.3%	No	0	0.0%	67.6%	No
JG07-0001: Accounting Technicians		5	1	20.0%	6.8%	No	5	100.0%	73.7%	No
JG07-0004: Facilities and Dining Technicians		1	0	0.0%	19.9%	No	0	0.0%	14.6%	No
JG08-0001: Administrative Assistants and Office Managers		21	1	4.8%	9.7%	No	20	95.2%	96.9%	No
JG10-0005: Materials, Stock, and Postal Workers		1	0	0.0%	32.2%	No	0	0.0%	18.9%	No



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## Placement Goal Progress

College of Liberal Arts

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG01-1770: Tenure-Track Faculty - Art	2	1 (16.5%)	0 (0%)	<b>No</b>	1 (61.4%)	2 (100%)	<b>Yes</b>
JG01-1778: Tenure-Track Faculty - Music, Theatre and Dance	2	NA		NA	4 (50.6%)	2 (100%)	<b>Yes</b>
JG01-1787: Tenure-Track Faculty - Anthropology	0	1 (22.8%)	0	NA	NA		NA
JG06-0001: Academic Administration Professionals	11	4 (28.2%)	1 (9.1%)	<b>No</b>	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.