



Utilization Analysis

College of Liberal Arts

Tenure-Track Faculty Placement Goals

as of October 1, 2017

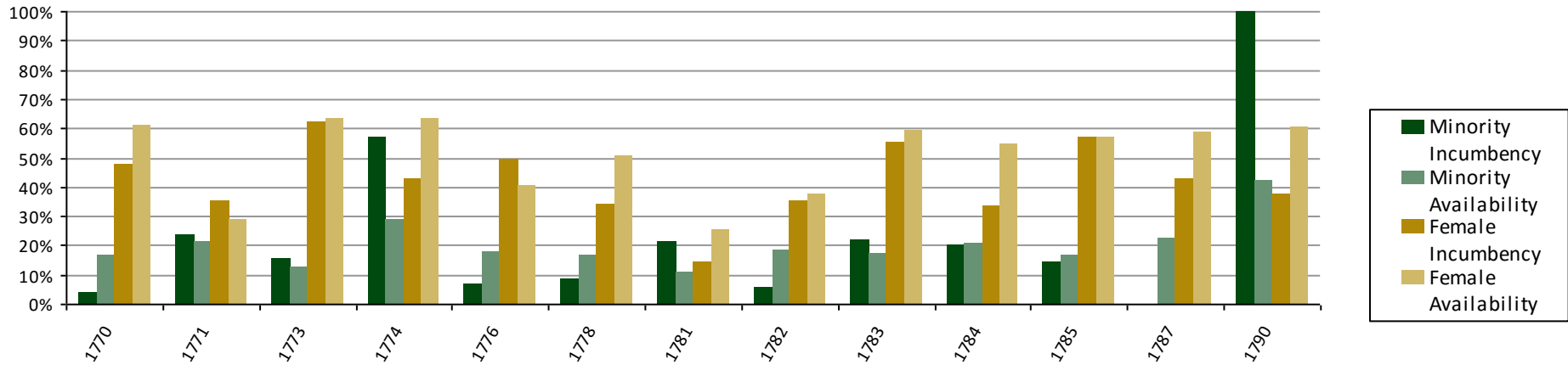
Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1770: Art	25	1	4.0%	16.5%	Yes	12	48.0%	61.4%	No
1771: Economics	17	4	23.5%	21.5%	No	6	35.3%	28.6%	No
1773: English	32	5	15.6%	13.0%	No	20	62.5%	63.4%	No
1774: Foreign Languages and Literatures	14	8	57.1%	28.9%	No	6	42.9%	63.5%	Yes
1776: History	14	1	7.1%	18.0%	No	7	50.0%	40.2%	No
1778: Music, Theatre and Dance	35	3	8.6%	16.9%	No	12	34.3%	50.6%	Yes
1781: Philosophy	14	3	21.4%	11.0%	No	2	14.3%	25.6%	No
1782: Political Science	17	1	5.9%	18.4%	No	6	35.3%	37.3%	No
1783: Communication Studies	18	4	22.2%	17.1%	No	10	55.6%	59.3%	No
1784: Sociology	15	3	20.0%	20.8%	No	5	33.3%	54.9%	Yes
1785: Journalism and Technical Communication	14	2	14.3%	16.6%	No	8	57.1%	57.0%	No
1787: Anthropology	14	0	0.0%	22.8%	Yes	6	42.9%	59.2%	No
1790: Ethnic Studies	8	8	100.0%	42.0%	No	3	37.5%	60.4%	No



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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	1	0	0.0%	22.6%	No	1	100.0%	57.4%	No
JG06-0001: Academic Administration Professionals	36	3	8.3%	33.3%	Yes	25	69.4%	64.1%	No
JG06-0002: Administrative Services Professionals	9	0	0.0%	27.0%	Yes	6	66.7%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	12	1	8.3%	34.1%	Yes	9	75.0%	60.1%	No
JG06-0006: Business and Accounting Professionals	4	0	0.0%	23.8%	No	1	25.0%	59.7%	No
JG06-0007: Conservation and Social Science Professionals	3	0	0.0%	25.2%	No	3	100.0%	37.1%	No
JG06-0008: Counseling and Student Service Professionals	2	0	0.0%	32.0%	No	2	100.0%	62.1%	No
JG06-0012: Extension and Outreach Professionals	1	0	0.0%	26.6%	No	0	0.0%	68.1%	No
JG06-0014: Math, Statistics, and Computer Professionals	5	0	0.0%	24.6%	No	1	20.0%	26.5%	No
JG06-0016: Office Administrators	13	3	23.1%	16.3%	No	12	92.3%	86.4%	No
JG06-0017: Other Service Professionals Including Library Technicians	1	0	0.0%	16.2%	No	0	0.0%	64.0%	No
JG07-0001: Accounting Technicians	4	1	25.0%	6.8%	No	4	100.0%	73.7%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	19.7%	No	0	0.0%	13.5%	No
JG08-0001: Administrative Assistants and Office Managers	21	0	0.0%	9.7%	No	20	95.2%	96.9%	No

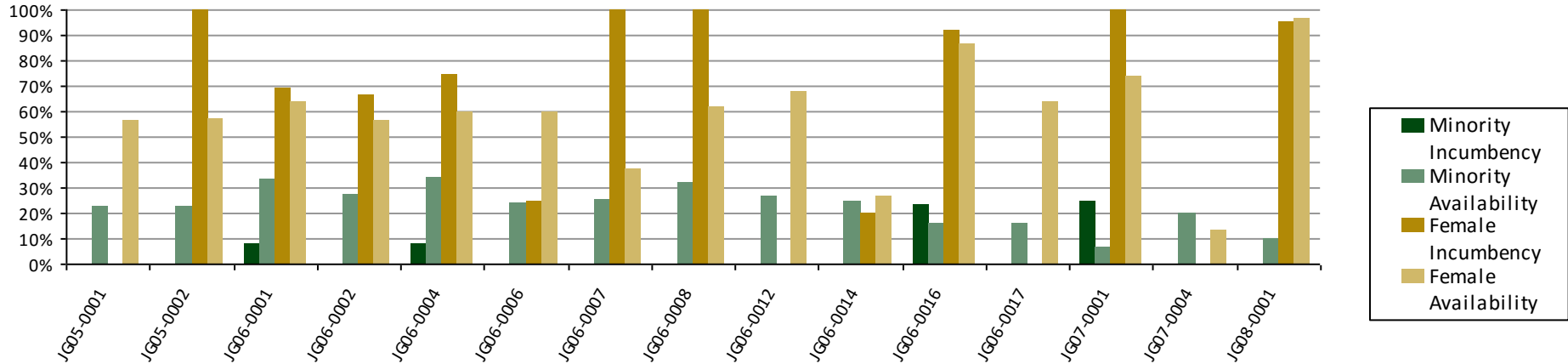


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Placement Goal Progress

College of Liberal Arts

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Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG01-1770: Tenure-Track Faculty - Art	1	1 (16.5%)	0 (0%)	No	NA		NA
JG01-1778: Tenure-Track Faculty - Music, Theatre and Dance	1	NA		NA	3 (50.6%)	1 (100%)	Yes
JG01-1787: Tenure-Track Faculty - Anthropology	0	1 (22.8%)	0	NA	NA		NA
JG06-0001: Academic Administration Professionals	5	4 (28.9%)	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.