



## Utilization Analysis

College of Natural Sciences  
Tenure-Track Faculty Placement Goals

as of October 1, 2016

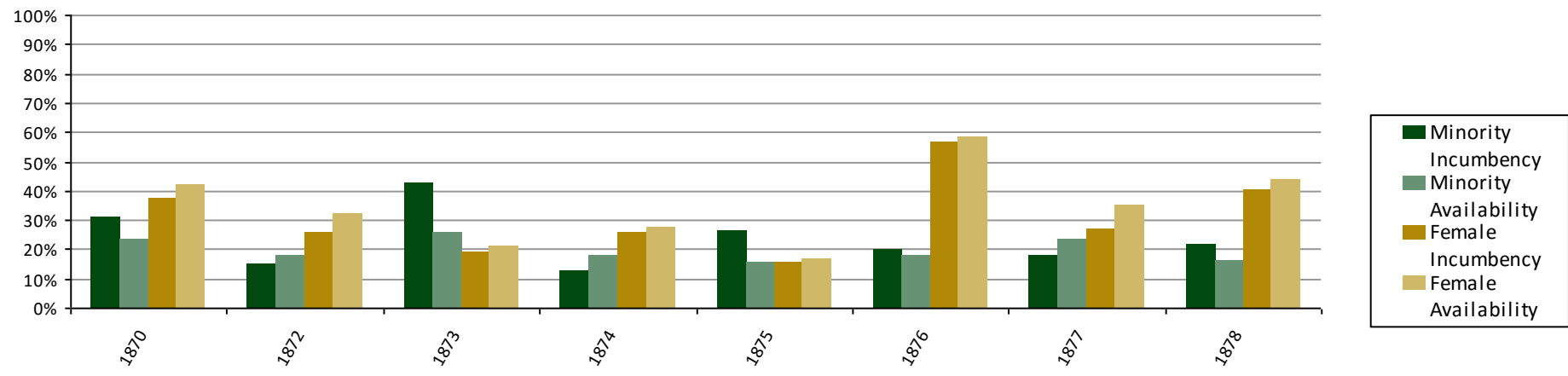
Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1870: Biochemistry and Molecular Biology	16	5	31.3%	23.6%	No	6	37.5%	42.2%	No
1872: Chemistry	27	4	14.8%	18.0%	No	7	25.9%	32.3%	No
1873: Computer Science	21	9	42.9%	26.1%	No	4	19.0%	21.4%	No
1874: Mathematics	31	4	12.9%	18.0%	No	8	25.8%	28.0%	No
1875: Physics	19	5	26.3%	15.7%	No	3	15.8%	16.8%	No
1876: Psychology	30	6	20.0%	18.0%	No	17	56.7%	58.2%	No
1877: Statistics	11	2	18.2%	23.6%	No	3	27.3%	35.2%	No
1878: Biology	27	6	22.2%	15.9%	No	11	40.7%	44.2%	No



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## College of Natural Sciences

### 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		5	1	20.0%	23.6%	No	4	80.0%	61.9%	No
JG05-0004: Financial, Business and HR Administrators		1	0	0.0%	23.5%	No	1	100.0%	57.0%	No
JG06-0001: Academic Administration Professionals		18	1	5.6%	28.9%	Yes	13	72.2%	64.5%	No
JG06-0002: Administrative Services Professionals		3	1	33.3%	25.1%	No	1	33.3%	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		61	17	27.9%	22.1%	No	32	52.5%	43.6%	No
JG06-0006: Business and Accounting Professionals		6	0	0.0%	23.0%	No	6	100.0%	59.0%	No
JG06-0008: Counseling and Student Service Professionals		5	1	20.0%	31.2%	No	4	80.0%	69.0%	No
JG06-0009: Educational Service Professionals		2	0	0.0%	26.4%	No	2	100.0%	72.0%	No
JG06-0011: Environmental and Geoscientists		1	0	0.0%	13.3%	No	0	0.0%	26.3%	No
JG06-0012: Extension and Outreach Professionals		2	0	0.0%	24.1%	No	2	100.0%	54.8%	No
JG06-0014: Math, Statistics, and Computer Professionals		13	0	0.0%	23.4%	Yes	7	53.8%	23.7%	No
JG06-0015: Medical and Veterinary Professionals		4	1	25.0%	23.0%	No	3	75.0%	64.3%	No
JG06-0016: Office Administrators		7	1	14.3%	15.0%	No	5	71.4%	91.2%	No



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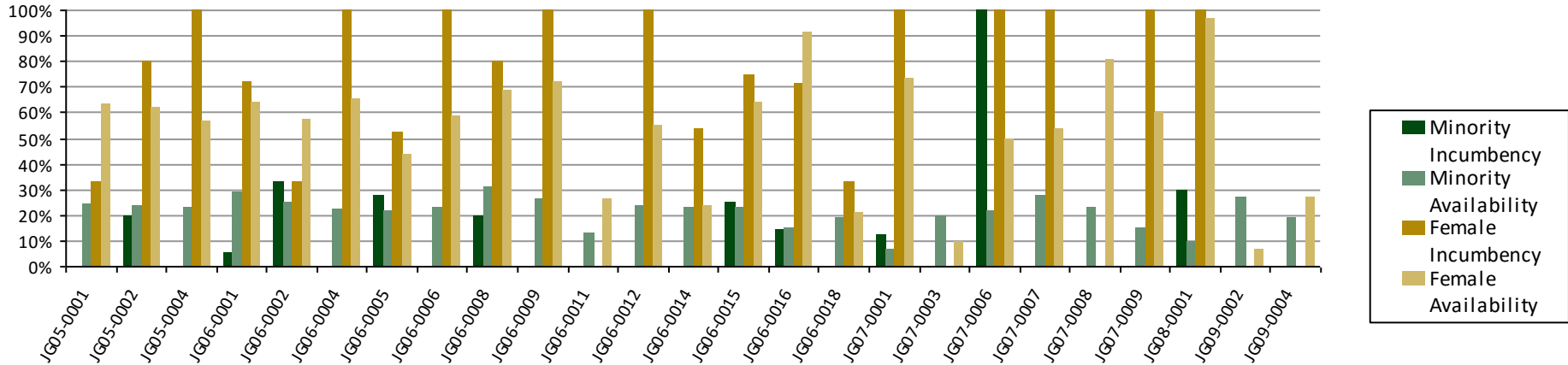
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0018: Physicists and Atmospheric Scientists		3	0	0.0%	19.2%	No	1	33.3%	21.2%	No
JG07-0001: Accounting Technicians		8	1	12.5%	6.8%	No	8	100.0%	73.7%	No
JG07-0003: Engineering and Electronics Technicians		1	0	0.0%	19.5%	No	0	0.0%	9.9%	No
JG07-0006: Life Science Technicians		1	1	100.0%	22.0%	No	1	100.0%	49.6%	No
JG07-0007: Media and Academic Technicians		1	0	0.0%	27.7%	No	1	100.0%	53.9%	No
JG07-0008: Medical and Veterinary Technicians		1	0	0.0%	23.5%	No	0	0.0%	80.6%	No
JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	15.1%	No	1	100.0%	60.3%	No
JG08-0001: Administrative Assistants and Office Managers		20	6	30.0%	9.7%	No	20	100.0%	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		1	0	0.0%	19.2%	No	0	0.0%	27.1%	No



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## Placement Goal Progress

College of Natural Sciences

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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	3	2 (24.4%)	0 (0%)	<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.