



Utilization Analysis
 College of Natural Sciences
 Tenure-Track Faculty Placement Goals

as of October 1, 2017

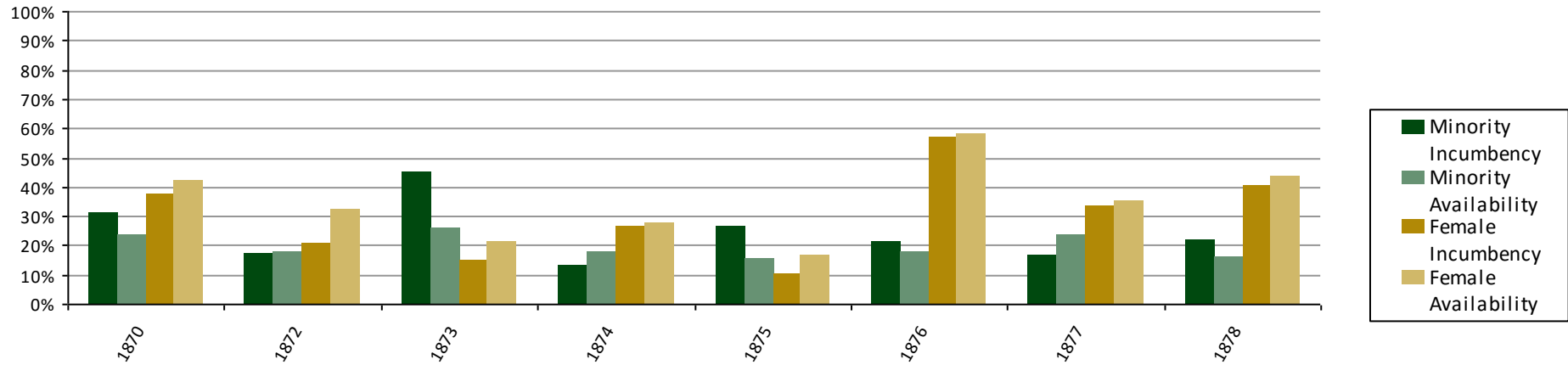
| Department | Number of Employees | Minority | | | | Female | | | |
|------------------------------------------|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| 1870: Biochemistry and Molecular Biology | 16 | 5 | 31.3% | 23.6% | No | 6 | 37.5% | 42.2% | No |
| 1872: Chemistry | 29 | 5 | 17.2% | 18.0% | No | 6 | 20.7% | 32.3% | No |
| 1873: Computer Science | 20 | 9 | 45.0% | 26.1% | No | 3 | 15.0% | 21.4% | No |
| 1874: Mathematics | 30 | 4 | 13.3% | 18.0% | No | 8 | 26.7% | 28.0% | No |
| 1875: Physics | 19 | 5 | 26.3% | 15.7% | No | 2 | 10.5% | 16.8% | No |
| 1876: Psychology | 28 | 6 | 21.4% | 18.0% | No | 16 | 57.1% | 58.2% | No |
| 1877: Statistics | 12 | 2 | 16.7% | 23.6% | No | 4 | 33.3% | 35.2% | No |
| 1878: Biology | 27 | 6 | 22.2% | 15.9% | No | 11 | 40.7% | 44.2% | No |



Utilization Analysis

College of Natural Sciences
Tenure-Track Faculty Placement Goals

as of October 1, 2017





Utilization Analysis

College of Natural Sciences

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 | 2 | 0 | 0.0% | 22.9% | No | 1 | 50.0% | 56.6% | No |
| JG05-0002: Academic Administrators | 4 | 1 | 25.0% | 22.6% | No | 3 | 75.0% | 57.4% | No |
| JG05-0004: Financial, Business and HR Administrators | 1 | 0 | 0.0% | 20.9% | No | 1 | 100.0% | 43.3% | No |
| JG06-0001: Academic Administration Professionals | 18 | 0 | 0.0% | 33.3% | Yes | 13 | 72.2% | 64.1% | No |
| JG06-0002: Administrative Services Professionals | 4 | 1 | 25.0% | 27.0% | No | 2 | 50.0% | 56.8% | No |
| JG06-0004: Arts, Media, and Public Relations Professionals | 1 | 0 | 0.0% | 34.1% | No | 1 | 100.0% | 60.1% | No |
| JG06-0005: Biological and Chemical Scientists | 55 | 14 | 25.5% | 31.3% | No | 26 | 47.3% | 52.4% | No |
| JG06-0006: Business and Accounting Professionals | 6 | 1 | 16.7% | 23.8% | No | 5 | 83.3% | 59.7% | No |
| JG06-0008: Counseling and Student Service Professionals | 5 | 1 | 20.0% | 32.0% | No | 4 | 80.0% | 62.1% | 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% | 19.0% | No | 0 | 0.0% | 32.3% | No |
| JG06-0012: Extension and Outreach Professionals | 2 | 0 | 0.0% | 26.6% | No | 2 | 100.0% | 68.1% | No |
| JG06-0014: Math, Statistics, and Computer Professionals | 14 | 1 | 7.1% | 24.6% | No | 8 | 57.1% | 26.5% | No |
| JG06-0015: Medical and Veterinary Professionals | 5 | 1 | 20.0% | 29.6% | No | 4 | 80.0% | 64.7% | No |
| JG06-0016: Office Administrators | 7 | 1 | 14.3% | 16.3% | No | 6 | 85.7% | 86.4% | No |



Utilization Analysis

College of Natural Sciences

Staff Placement Goals

as of October 1, 2017

| Job Group | Number of Employees | Minority | | | Female | | | | |
|----------------------------------------------------------|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG06-0018: Physicists and Atmospheric Scientists | 3 | 0 | 0.0% | 18.3% | No | 1 | 33.3% | 22.8% | No |
| JG07-0001: Accounting Technicians | 10 | 1 | 10.0% | 6.8% | No | 9 | 90.0% | 73.7% | No |
| JG07-0002: Computer and Telecommunications Technicians | 1 | 0 | 0.0% | 12.7% | No | 0 | 0.0% | 24.5% | No |
| JG07-0003: Engineering and Electronics Technicians | 1 | 0 | 0.0% | 20.8% | No | 0 | 0.0% | 9.6% | No |
| JG07-0006: Life Science Technicians | 2 | 1 | 50.0% | 28.2% | No | 1 | 50.0% | 57.7% | No |
| JG07-0007: Media and Academic Technicians | 1 | 0 | 0.0% | 29.8% | No | 1 | 100.0% | 67.6% | No |
| JG07-0008: Medical and Veterinary Technicians | 1 | 0 | 0.0% | 23.2% | No | 0 | 0.0% | 82.9% | No |
| JG07-0009: Secretarial and Human Resources Technicians | 1 | 0 | 0.0% | 16.3% | No | 1 | 100.0% | 68.1% | No |
| JG08-0001: Administrative Assistants and Office Managers | 27 | 6 | 22.2% | 9.7% | No | 26 | 96.3% | 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 | 1 | 0 | 0.0% | 20.8% | No | 0 | 0.0% | 26.8% | No |

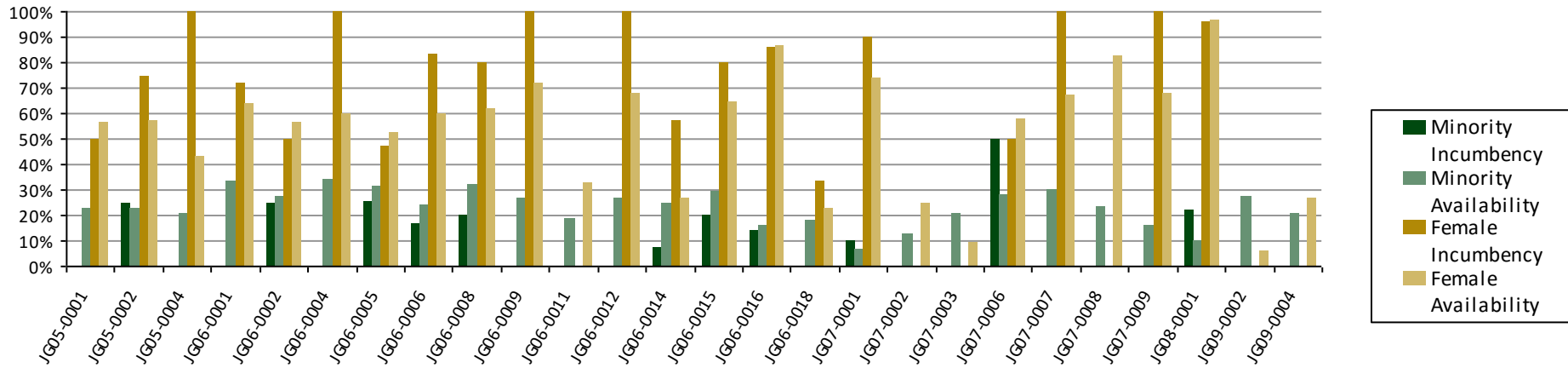


Utilization Analysis

College of Natural Sciences

Staff Placement Goals

as of October 1, 2017





Placement Goal Progress

College of Natural Sciences

as of October 1, 2017

| Job Group | Total 2016 Hires | Minority | | | Female | | |
|---------------------------------------------------------|------------------|-----------|------------|-----------|-----------|------------|-----------|
| | | Goal 2015 | 2016 Hires | Goal Met? | Goal 2015 | 2016 Hires | Goal Met? |
| JG06-0001: Academic Administration Professionals | 3 | 2 (28.9%) | 0 (0%) | No | NA | | NA |
| JG06-0014: Math, Statistics, and Computer Professionals | 3 | 1 (23.4%) | 1 (33.3%) | Yes | 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.