



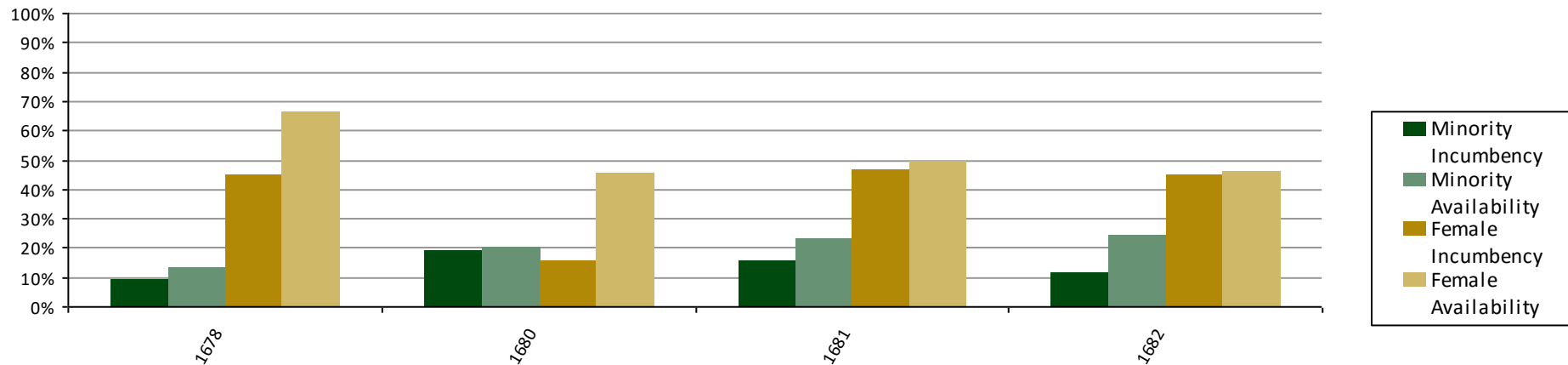
# Utilization Analysis

College of Veterinary Medicine and Biomedical 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		
1678: Clinical Sciences	64	6	9.4%	13.0%	No	29	45.3%	66.6%	Yes
1680: Biomedical Sciences	26	5	19.2%	20.2%	No	4	15.4%	45.7%	Yes
1681: Environmental and Radiological Health Sciences	32	5	15.6%	23.3%	No	15	46.9%	49.6%	No
1682: Microbiology, Immunology and Pathology	53	6	11.3%	24.3%	Yes	24	45.3%	46.1%	No





# Utilization Analysis

College of Veterinary Medicine and Biomedical 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	4	0	0.0%	22.9%	No	2	50.0%	56.6%	No
JG05-0002: Academic Administrators	3	0	0.0%	22.6%	No	2	66.7%	57.4%	No
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	20.9%	No	0	0.0%	43.3%	No
JG06-0001: Academic Administration Professionals	32	2	6.3%	33.3%	Yes	25	78.1%	64.1%	No
JG06-0002: Administrative Services Professionals	7	0	0.0%	27.0%	No	6	85.7%	56.8%	No
JG06-0003: Agricultural and Food Science Professionals	27	6	22.2%	35.9%	Yes	17	63.0%	41.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	4	0	0.0%	34.1%	No	4	100.0%	60.1%	No
JG06-0005: Biological and Chemical Scientists	91	31	34.1%	31.3%	No	57	62.6%	52.4%	No
JG06-0006: Business and Accounting Professionals	18	2	11.1%	23.8%	No	13	72.2%	59.7%	No
JG06-0008: Counseling and Student Service Professionals	2	0	0.0%	32.0%	No	2	100.0%	62.1%	No
JG06-0009: Educational Service Professionals	1	0	0.0%	26.4%	No	1	100.0%	72.0%	No
JG06-0011: Environmental and Geoscientists	5	2	40.0%	19.0%	No	2	40.0%	32.3%	No
JG06-0013: Human Resources Professionals	3	0	0.0%	26.1%	No	3	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	21	2	9.5%	24.6%	Yes	9	42.9%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	72	10	13.9%	29.6%	Yes	57	79.2%	64.7%	No



# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0016: Office Administrators	6	0	0.0%	16.3%	No	5	83.3%	86.4%	No
JG06-0019: Residential and Dining Professionals	1	0	0.0%	23.9%	No	1	100.0%	28.0%	No
JG07-0001: Accounting Technicians	18	3	16.7%	6.8%	No	18	100.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	8	0	0.0%	12.7%	No	2	25.0%	24.5%	No
JG07-0003: Engineering and Electronics Technicians	1	1	100.0%	20.8%	No	0	0.0%	9.6%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	19.7%	No	0	0.0%	13.5%	No
JG07-0006: Life Science Technicians	11	1	9.1%	28.2%	No	8	72.7%	57.7%	No
JG07-0008: Medical and Veterinary Technicians	172	17	9.9%	23.2%	Yes	152	88.4%	82.9%	No
JG07-0009: Secretarial and Human Resources Technicians	3	0	0.0%	16.3%	No	3	100.0%	68.1%	No
JG08-0001: Administrative Assistants and Office Managers	64	1	1.6%	9.7%	Yes	63	98.4%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks	4	0	0.0%	22.3%	No	4	100.0%	79.7%	No
JG09-0001: Auto and Equipment Mechanics and Operators	1	0	0.0%	18.0%	No	0	0.0%	20.0%	No
JG09-0002: Construction and Carpentry Workers	2	0	0.0%	27.3%	No	1	50.0%	6.1%	No
JG10-0001: Animal Care Workers	13	4	30.8%	15.0%	No	5	38.5%	100.0%	Yes
JG10-0002: Custodians	1	0	0.0%	40.7%	No	1	100.0%	31.5%	No



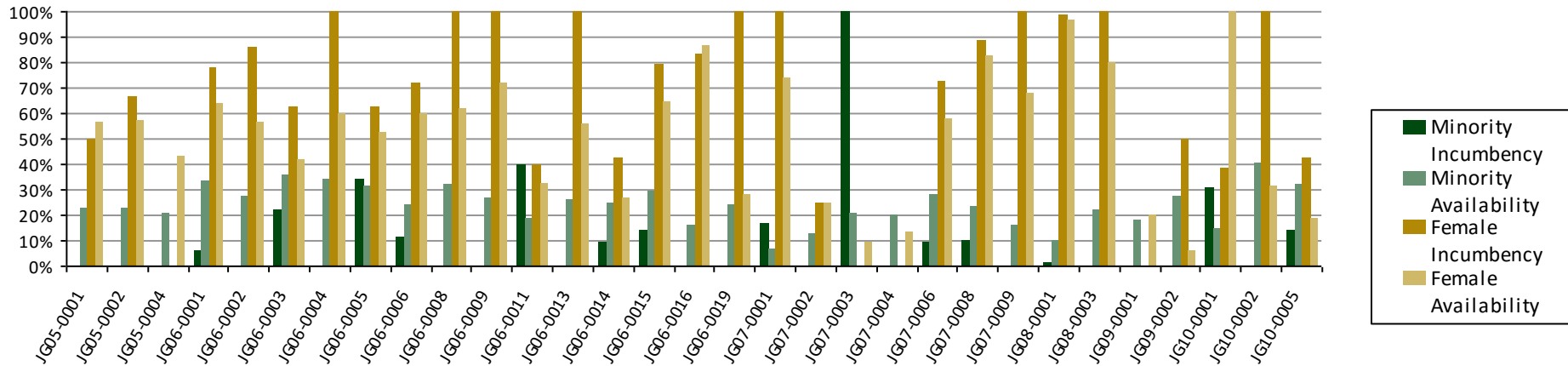
# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG10-0005: Materials, Stock, and Postal Workers	7	1	14.3%	32.0%	No	3	42.9%	18.7%	No





## Placement Goal Progress

College of Veterinary Medicine and Biomedical 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?
JG01-1678: Tenure-Track Faculty - Clinical Sciences	3	NA		NA	11 (66.6%)	3 (100%)	Yes
JG01-1680: Tenure-Track Faculty - Biomedical Sciences	1	NA		NA	5 (45.7%)	0 (0%)	No
JG01-1682: Tenure-Track Faculty - Microbiology, Immunology and Pathology	2	5 (24.3%)	1 (50%)	Yes	NA		NA
JG06-0001: Academic Administration Professionals	1	3 (28.9%)	0 (0%)	No	NA		NA
JG06-0002: Administrative Services Professionals	2	1 (25.1%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	1	2 (23.4%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	10	2 (23%)	3 (30%)	Yes	NA		NA
JG07-0006: Life Science Technicians	3	1 (22%)	0 (0%)	No	NA		NA
JG07-0008: Medical and Veterinary Technicians	33	14 (23.5%)	3 (9.1%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	14	1 (9.7%)	0 (0%)	No	NA		NA
JG10-0001: Animal Care Workers	2	NA		NA	9 (100%)	2 (100%)	Yes

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.