

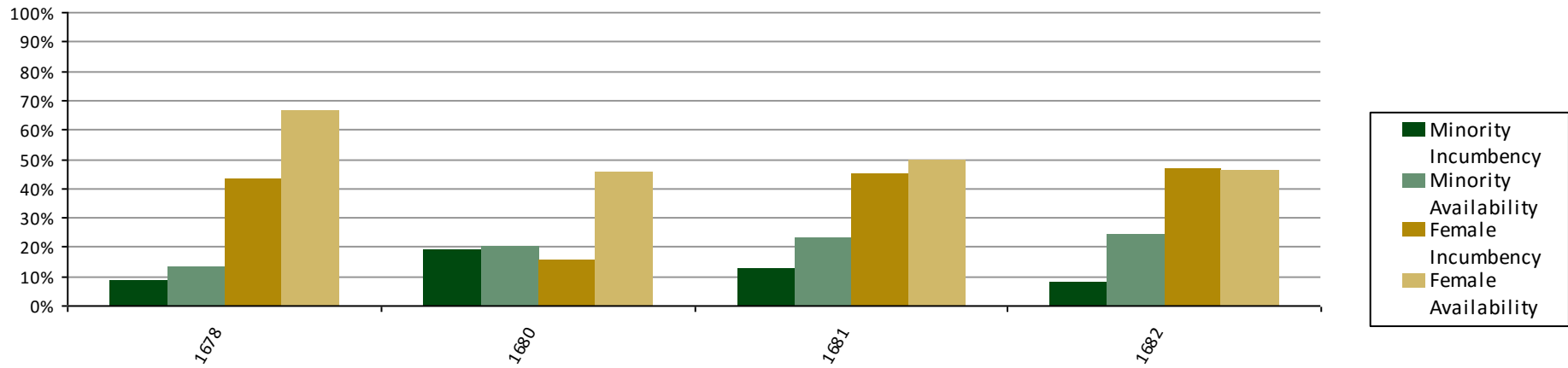


Utilization Analysis

College of Veterinary Medicine and Biomedical 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		
1678: Clinical Sciences	67	6	9.0%	13.0%	No	29	43.3%	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	31	4	12.9%	23.3%	No	14	45.2%	49.6%	No
1682: Microbiology, Immunology and Pathology	51	4	7.8%	24.3%	Yes	24	47.1%	46.1%	No





Utilization Analysis

College of Veterinary Medicine and Biomedical 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		5	0	0.0%	24.6%	No	3	60.0%	63.3%	No
JG05-0002: Academic Administrators		6	1	16.7%	23.6%	No	4	66.7%	61.9%	No
JG05-0004: Financial, Business and HR Administrators		1	0	0.0%	23.5%	No	0	0.0%	57.0%	No
JG06-0001: Academic Administration Professionals		38	4	10.5%	28.9%	Yes	27	71.1%	64.5%	No
JG06-0002: Administrative Services Professionals		10	0	0.0%	25.1%	Yes	9	90.0%	57.3%	No
JG06-0003: Agricultural and Food Science Professionals		26	3	11.5%	17.9%	No	16	61.5%	27.5%	No
JG06-0004: Arts, Media, and Public Relations Professionals		4	0	0.0%	22.2%	No	4	100.0%	65.3%	No
JG06-0005: Biological and Chemical Scientists		93	31	33.3%	22.1%	No	60	64.5%	43.6%	No
JG06-0006: Business and Accounting Professionals		11	1	9.1%	23.0%	No	8	72.7%	59.0%	No
JG06-0008: Counseling and Student Service Professionals		3	0	0.0%	31.2%	No	3	100.0%	69.0%	No
JG06-0009: Educational Service Professionals		1	0	0.0%	26.4%	No	1	100.0%	72.0%	No
JG06-0011: Environmental and Geoscientists		6	3	50.0%	13.3%	No	2	33.3%	26.3%	No
JG06-0013: Human Resources Professionals		2	0	0.0%	29.7%	No	2	100.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		19	0	0.0%	23.4%	Yes	6	31.6%	23.7%	No
JG06-0015: Medical and Veterinary Professionals		68	9	13.2%	23.0%	Yes	50	73.5%	64.3%	No



Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0016: Office Administrators		7	0	0.0%	15.0%	No	7	100.0%	91.2%	No
JG06-0019: Residential and Dining Professionals		1	0	0.0%	25.5%	No	1	100.0%	27.4%	No
JG07-0001: Accounting Technicians		17	3	17.6%	6.8%	No	16	94.1%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		8	0	0.0%	12.5%	No	3	37.5%	23.7%	No
JG07-0003: Engineering and Electronics Technicians		1	1	100.0%	19.5%	No	0	0.0%	9.9%	No
JG07-0006: Life Science Technicians		11	0	0.0%	22.0%	Yes	9	81.8%	49.6%	No
JG07-0008: Medical and Veterinary Technicians		161	17	10.6%	23.5%	Yes	144	89.4%	80.6%	No
JG07-0009: Secretarial and Human Resources Technicians		4	0	0.0%	15.1%	No	4	100.0%	60.3%	No
JG08-0001: Administrative Assistants and Office Managers		59	2	3.4%	9.7%	Yes	57	96.6%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks		3	0	0.0%	21.7%	No	3	100.0%	80.4%	No
JG09-0001: Auto and Equipment Mechanics and Operators		1	0	0.0%	17.5%	No	0	0.0%	21.8%	No
JG09-0002: Construction and Carpentry Workers		2	0	0.0%	27.0%	No	1	50.0%	6.6%	No
JG09-0004: Machinists, Printers, and Equipment Operators		1	0	0.0%	19.2%	No	0	0.0%	27.1%	No
JG10-0001: Animal Care Workers		14	3	21.4%	15.0%	No	5	35.7%	100.0%	Yes
JG10-0002: Custodians		2	0	0.0%	40.7%	No	2	100.0%	31.5%	No

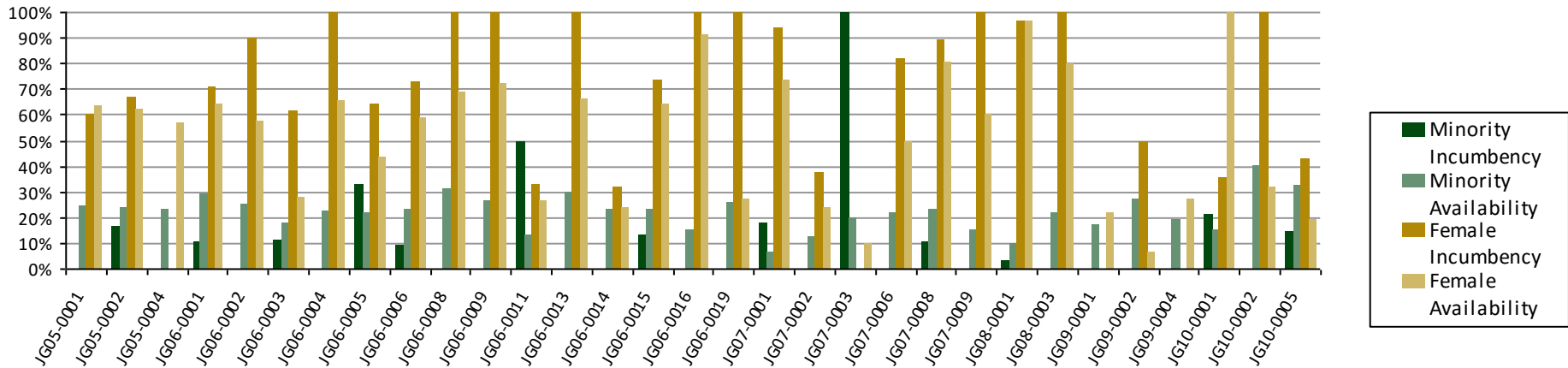


Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences
Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG10-0005: Materials, Stock, and Postal Workers		7	1	14.3%	32.2%	No	3	42.9%	18.9%	No





Placement Goal Progress

College of Veterinary Medicine and Biomedical Sciences

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG01-1678: Tenure-Track Faculty - Clinical Sciences	6	NA		NA	11 (66.6%)	4 (66.7%)	Yes
JG01-1680: Tenure-Track Faculty - Biomedical Sciences	1	NA		NA	4 (45.7%)	1 (100%)	Yes
JG01-1682: Tenure-Track Faculty - Microbiology, Immunology and Pathology	3	4 (24.3%)	1 (33.3%)	Yes	NA		NA
JG06-0001: Academic Administration Professionals	11	6 (28.2%)	0 (0%)	No	NA		NA
JG06-0002: Administrative Services Professionals	6	1 (24.3%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	4	2 (24.4%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	7	3 (22.7%)	1 (14.3%)	No	NA		NA
JG07-0006: Life Science Technicians	0	1 (23.6%)	0	NA	NA		NA
JG07-0008: Medical and Veterinary Technicians	19	18 (23.3%)	2 (10.5%)	No	NA		NA
JG10-0001: Animal Care Workers	4	NA		NA	6 (100%)	1 (25%)	No

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.