



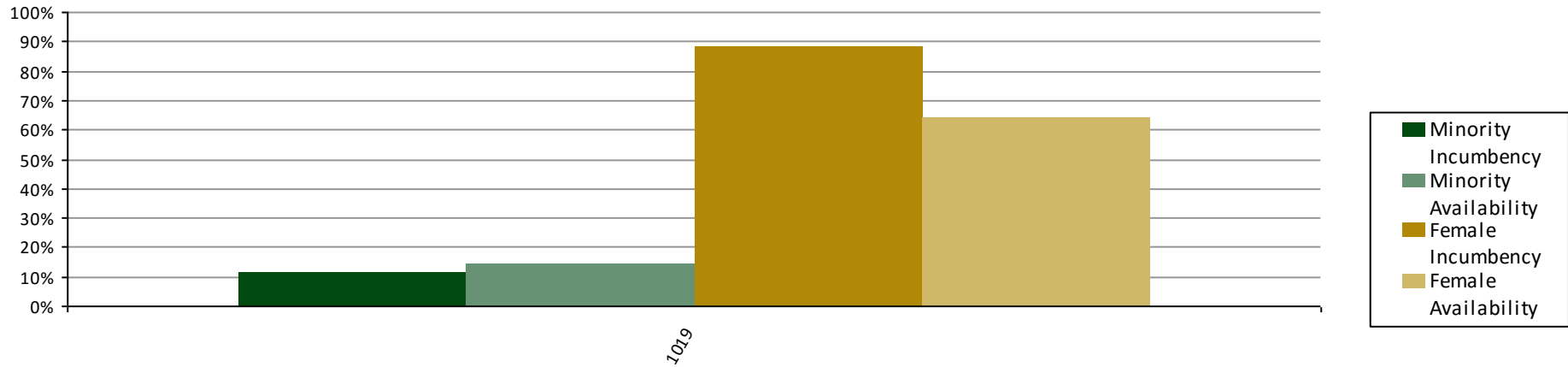
Utilization Analysis

Libraries

Tenure-Track Faculty Placement Goals

as of October 1, 2016

Department	Number of Employees	Minority			Female		
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal
1019: Library	17	2 11.8%	14.3%	No	15 88.2%	64.0%	No





Utilization Analysis

Libraries

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		1	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		6	0	0.0%	23.6%	No	2	33.3%	61.9%	No
JG06-0001: Academic Administration Professionals		7	1	14.3%	28.9%	No	4	57.1%	64.5%	No
JG06-0006: Business and Accounting Professionals		1	0	0.0%	23.0%	No	0	0.0%	59.0%	No
JG06-0014: Math, Statistics, and Computer Professionals		2	0	0.0%	23.4%	No	1	50.0%	23.7%	No
JG06-0016: Office Administrators		2	0	0.0%	15.0%	No	2	100.0%	91.2%	No
JG06-0017: Other Service Professionals Including Library Technicians		5	1	20.0%	19.3%	No	4	80.0%	67.6%	No
JG07-0001: Accounting Technicians		1	0	0.0%	6.8%	No	1	100.0%	73.7%	No
JG08-0002: Library Technicians		25	5	20.0%	20.7%	No	20	80.0%	92.2%	Yes

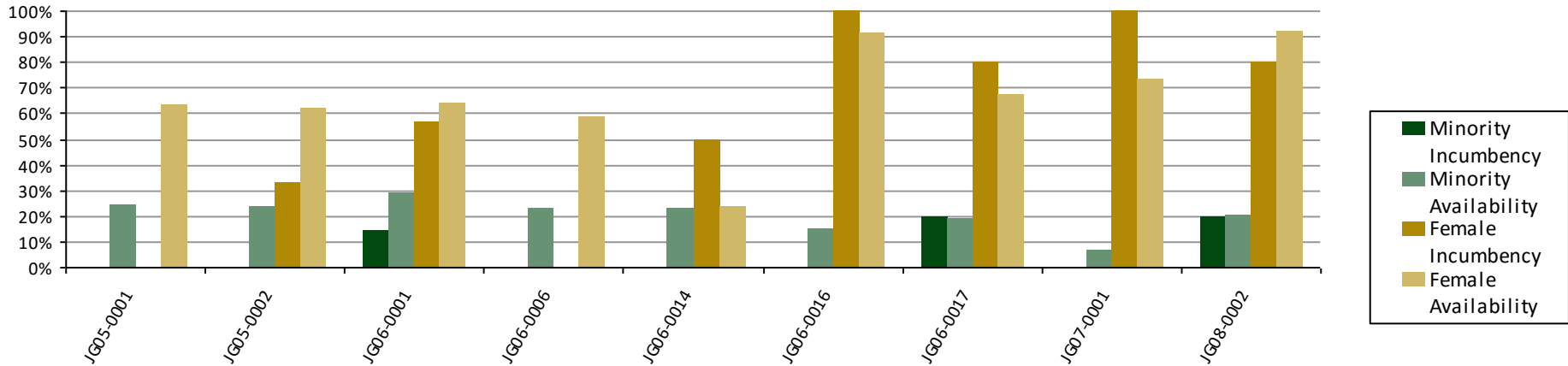


Utilization Analysis

Libraries

Staff Placement Goals

as of October 1, 2016





Placement Goal Progress

Libraries

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0017: Other Service Professionals Including Library Technicians	0	NA		NA	2 (78.8%)	0	NA
JG08-0002: Library Technicians	2	NA		NA	1 (94.4%)	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.