



Utilization Analysis

Athletics

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	1	0	0.0%	22.9%	No	0	0.0%	56.6%	No
JG05-0003: Service and Athletic Administrators	22	3	13.6%	23.5%	No	5	22.7%	55.2%	Yes
JG06-0001: Academic Administration Professionals	1	0	0.0%	33.3%	No	0	0.0%	64.1%	No
JG06-0002: Administrative Services Professionals	46	8	17.4%	27.0%	Yes	23	50.0%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	14	1	7.1%	34.1%	Yes	3	21.4%	60.1%	Yes
JG06-0006: Business and Accounting Professionals	6	2	33.3%	23.8%	No	3	50.0%	59.7%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	26.1%	No	1	100.0%	55.8%	No
JG06-0016: Office Administrators	2	1	50.0%	16.3%	No	1	50.0%	86.4%	No
JG06-0020: Sports and Recreation Professionals	24	6	25.0%	23.1%	No	3	12.5%	43.2%	Yes

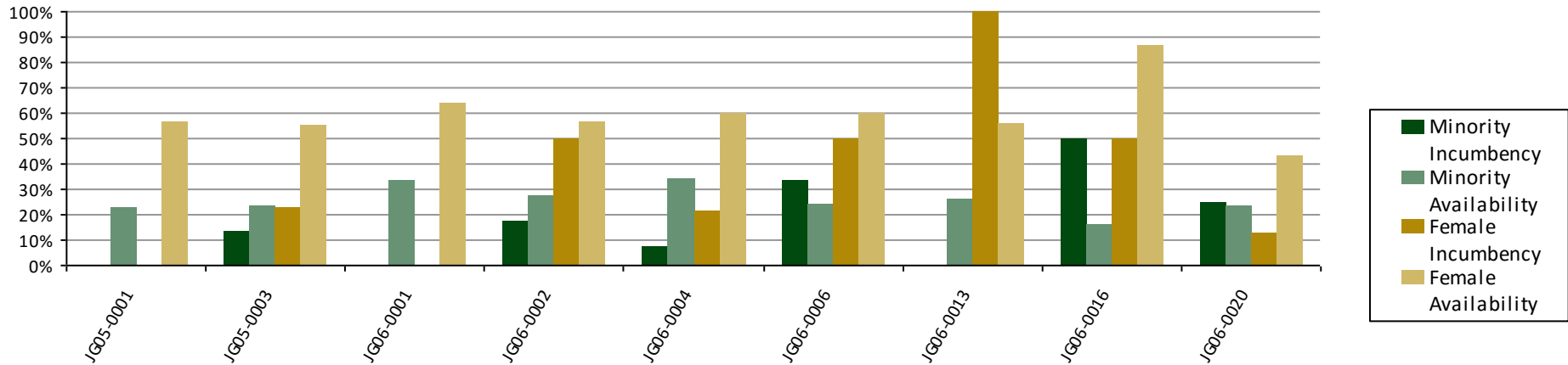


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Placement Goal Progress

Athletics

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG05-0003: Service and Athletic Administrators	0	NA		NA	4 (57.2%)	0	NA
JG06-0004: Arts, Media, and Public Relations Professionals	5	NA		NA	1 (65.3%)	2 (40%)	No
JG06-0020: Sports and Recreation Professionals	0	NA		NA	1 (45.3%)	0	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.