



Utilization Analysis

Athletics

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
JG05-0003: Service and Athletic Administrators		23	3	13.0%	23.8%	No	6	26.1%	57.2%	Yes
JG06-0001: Academic Administration Professionals		1	0	0.0%	28.9%	No	0	0.0%	64.5%	No
JG06-0002: Administrative Services Professionals		28	5	17.9%	25.1%	No	14	50.0%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		9	0	0.0%	22.2%	No	3	33.3%	65.3%	Yes
JG06-0006: Business and Accounting Professionals		6	2	33.3%	23.0%	No	3	50.0%	59.0%	No
JG06-0008: Counseling and Student Service Professionals		1	0	0.0%	31.2%	No	0	0.0%	69.0%	No
JG06-0016: Office Administrators		2	1	50.0%	15.0%	No	2	100.0%	91.2%	No
JG06-0020: Sports and Recreation Professionals		41	9	22.0%	23.3%	No	13	31.7%	45.3%	Yes

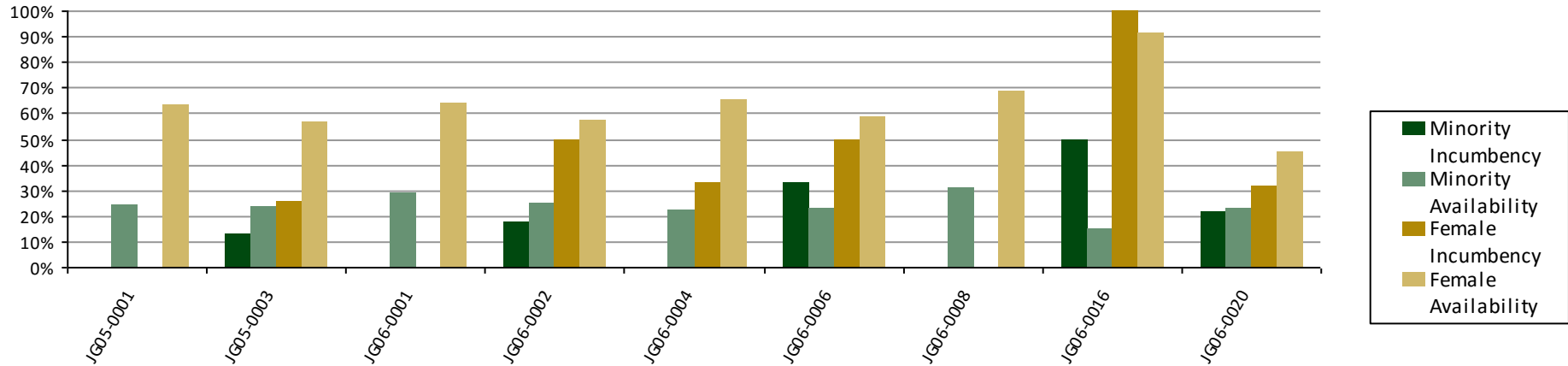


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Placement Goal Progress

Athletics

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0003: Service and Athletic Administrators	7	NA		NA	5 (57.5%)	2 (28.6%)	No
JG06-0004: Arts, Media, and Public Relations Professionals	0	NA		NA	1 (63.8%)	0	NA
JG06-0008: Counseling and Student Service Professionals	1	NA		NA	1 (68.3%)	0 (0%)	No
JG06-0020: Sports and Recreation Professionals	12	NA		NA	4 (45.2%)	2 (16.7%)	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.