



Utilization Analysis

Enrollment and Access

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0002: Academic Administrators	9	1	11.1%	22.6%	No	8	88.9%	57.4%	No
JG05-0003: Service and Athletic Administrators	1	1	100.0%	23.5%	No	0	0.0%	55.2%	No
JG05-0004: Financial, Business and HR Administrators	3	1	33.3%	20.9%	No	1	33.3%	43.3%	No
JG05-0006: Student Services Administrators	3	3	100.0%	24.7%	No	3	100.0%	52.0%	No
JG06-0001: Academic Administration Professionals	51	14	27.5%	33.3%	No	35	68.6%	64.1%	No
JG06-0002: Administrative Services Professionals	22	7	31.8%	27.0%	No	13	59.1%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	3	0	0.0%	34.1%	No	2	66.7%	60.1%	No
JG06-0006: Business and Accounting Professionals	3	1	33.3%	23.8%	No	2	66.7%	59.7%	No
JG06-0008: Counseling and Student Service Professionals	8	7	87.5%	32.0%	No	4	50.0%	62.1%	No
JG06-0013: Human Resources Professionals	2	1	50.0%	26.1%	No	2	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	15	4	26.7%	24.6%	No	6	40.0%	26.5%	No
JG06-0016: Office Administrators	5	2	40.0%	16.3%	No	5	100.0%	86.4%	No
JG06-0019: Residential and Dining Professionals	1	0	0.0%	23.9%	No	0	0.0%	28.0%	No
JG07-0002: Computer and Telecommunications Technicians	6	1	16.7%	12.7%	No	6	100.0%	24.5%	No
JG07-0007: Media and Academic Technicians	3	1	33.3%	29.8%	No	3	100.0%	67.6%	No

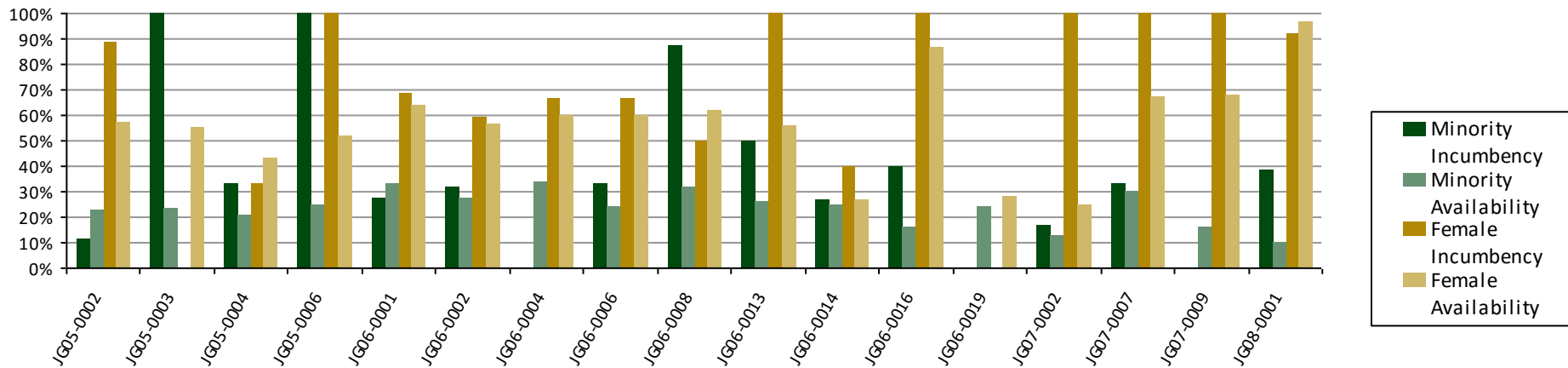


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as of October 1, 2017

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JG07-0009: Secretarial and Human Resources Technicians	4	0	0.0%	16.3%	No	4	100.0%	68.1%	No
JG08-0001: Administrative Assistants and Office Managers	13	5	38.5%	9.7%	No	12	92.3%	96.9%	No





Placement Goal Progress

Enrollment and Access

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	8	1 (28.9%)	4 (50%)	Yes	NA		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.