



Utilization Analysis

External Relations

Staff Placement Goals

as of October 1, 2016

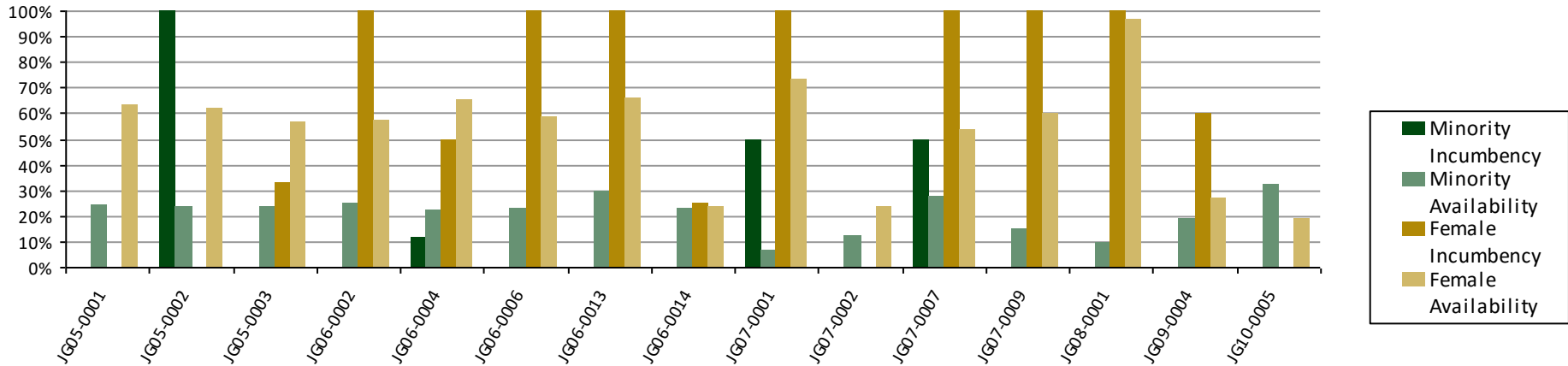
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		2	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		1	1	100.0%	23.6%	No	0	0.0%	61.9%	No
JG05-0003: Service and Athletic Administrators		3	0	0.0%	23.8%	No	1	33.3%	57.2%	No
JG06-0002: Administrative Services Professionals		1	0	0.0%	25.1%	No	1	100.0%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		42	5	11.9%	22.2%	Yes	21	50.0%	65.3%	Yes
JG06-0006: Business and Accounting Professionals		1	0	0.0%	23.0%	No	1	100.0%	59.0%	No
JG06-0013: Human Resources Professionals		1	0	0.0%	29.7%	No	1	100.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		4	0	0.0%	23.4%	No	1	25.0%	23.7%	No
JG07-0001: Accounting Technicians		2	1	50.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		1	0	0.0%	12.5%	No	0	0.0%	23.7%	No
JG07-0007: Media and Academic Technicians		2	1	50.0%	27.7%	No	2	100.0%	53.9%	No
JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	15.1%	No	1	100.0%	60.3%	No
JG08-0001: Administrative Assistants and Office Managers		1	0	0.0%	9.7%	No	1	100.0%	96.9%	No
JG09-0004: Machinists, Printers, and Equipment Operators		5	0	0.0%	19.2%	No	3	60.0%	27.1%	No
JG10-0005: Materials, Stock, and Postal Workers		1	0	0.0%	32.2%	No	0	0.0%	18.9%	No



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Placement Goal Progress

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Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0004: Arts, Media, and Public Relations Professionals	3	1 (19.9%)	0 (0%)	No	2 (63.8%)	2 (66.7%)	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.