



Utilization Analysis

Information Technology

Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0003: Service and Athletic Administrators		3	0	0.0%	23.8%	No	0	0.0%	57.2%	Yes
JG06-0002: Administrative Services Professionals		1	0	0.0%	25.1%	No	0	0.0%	57.3%	No
JG06-0006: Business and Accounting Professionals		2	1	50.0%	23.0%	No	2	100.0%	59.0%	No
JG06-0014: Math, Statistics, and Computer Professionals		85	11	12.9%	23.4%	Yes	16	18.8%	23.7%	No
JG06-0016: Office Administrators		2	0	0.0%	15.0%	No	2	100.0%	91.2%	No
JG07-0002: Computer and Telecommunications Technicians		19	1	5.3%	12.5%	No	2	10.5%	23.7%	No
JG07-0003: Engineering and Electronics Technicians		3	0	0.0%	19.5%	No	0	0.0%	9.9%	No
JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	15.1%	No	0	0.0%	60.3%	No
JG08-0001: Administrative Assistants and Office Managers		1	0	0.0%	9.7%	No	1	100.0%	96.9%	No
JG08-0004: Telephone and Communications Operators		1	0	0.0%	15.6%	No	1	100.0%	80.4%	No

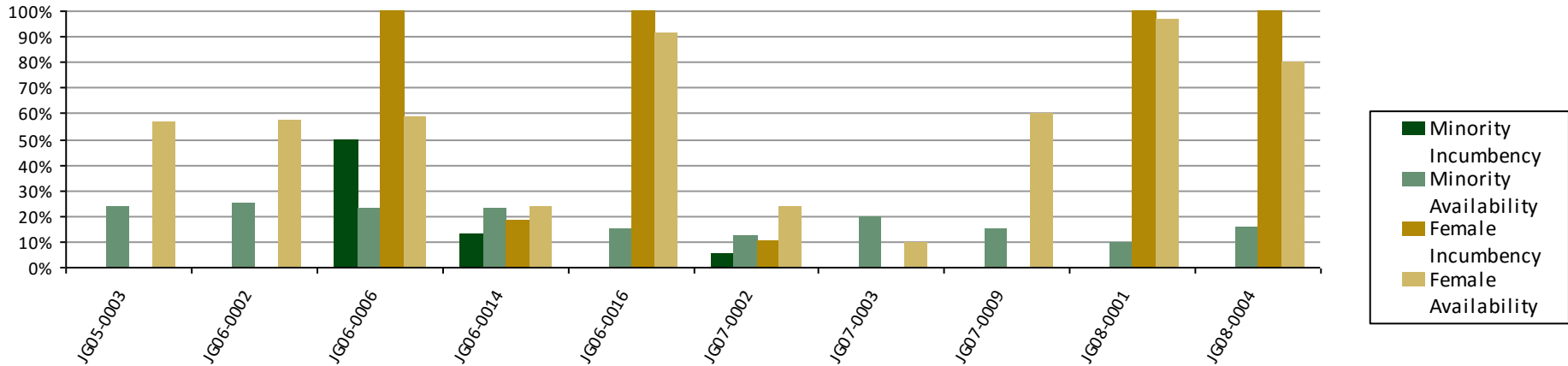


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Placement Goal Progress

Information Technology

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	0	NA		NA	1 (57.5%)	0	NA
JG06-0014: Math, Statistics, and Computer Professionals	19	5 (24.4%)	3 (15.8%)	No	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.