



Utilization Analysis

Engagement

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		5	1	20.0%	24.6%	No	2	40.0%	63.3%	No
JG05-0002: Academic Administrators		11	0	0.0%	23.6%	Yes	6	54.5%	61.9%	No
JG05-0003: Service and Athletic Administrators		45	0	0.0%	23.8%	Yes	22	48.9%	57.2%	No
JG06-0001: Academic Administration Professionals		10	2	20.0%	28.9%	No	6	60.0%	64.5%	No
JG06-0002: Administrative Services Professionals		15	3	20.0%	25.1%	No	8	53.3%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		12	3	25.0%	22.2%	No	9	75.0%	65.3%	No
JG06-0006: Business and Accounting Professionals		4	1	25.0%	23.0%	No	4	100.0%	59.0%	No
JG06-0007: Conservation and Social Science Professionals		4	0	0.0%	16.6%	No	2	50.0%	21.9%	No
JG06-0012: Extension and Outreach Professionals		140	24	17.1%	24.1%	Yes	94	67.1%	54.8%	No
JG06-0013: Human Resources Professionals		2	0	0.0%	29.7%	No	2	100.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		3	0	0.0%	23.4%	No	1	33.3%	23.7%	No
JG06-0016: Office Administrators		9	1	11.1%	15.0%	No	9	100.0%	91.2%	No
JG07-0001: Accounting Technicians		3	1	33.3%	6.8%	No	3	100.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		1	0	0.0%	12.5%	No	0	0.0%	23.7%	No
JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	15.1%	No	1	100.0%	60.3%	No



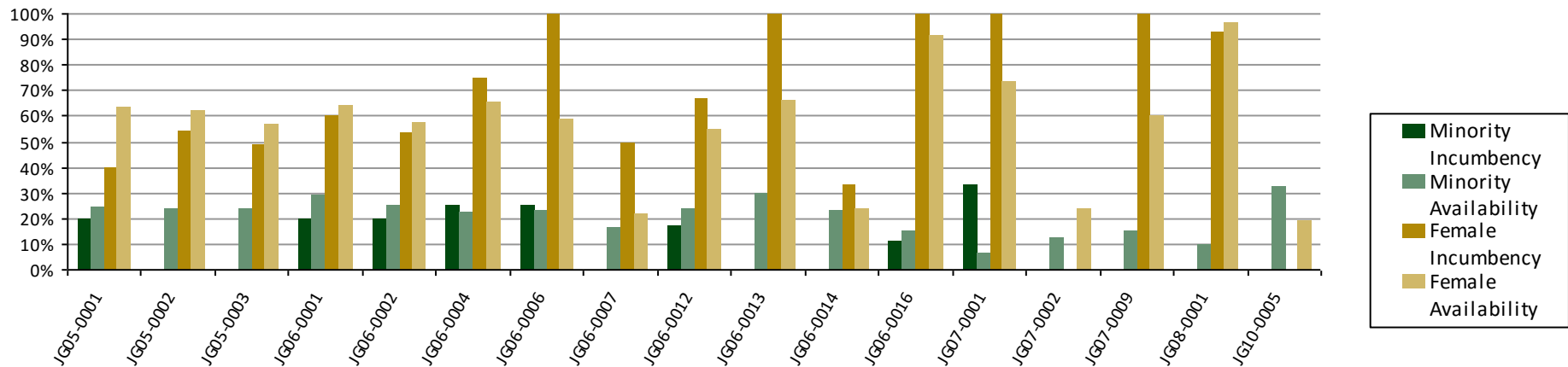
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JG08-0001: Administrative Assistants and Office Managers		14	0	0.0%	9.7%	No	13	92.9%	96.9%	No
JG10-0005: Materials, Stock, and Postal Workers		2	0	0.0%	32.2%	No	0	0.0%	18.9%	No





Placement Goal Progress

Engagement

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0001: Executives	0	NA		NA	1 (63.3%)	0	NA
JG05-0002: Academic Administrators	3	1 (23.5%)	0 (0%)	No	NA		NA
JG05-0003: Service and Athletic Administrators	4	8 (23.5%)	0 (0%)	No	NA		NA
JG06-0001: Academic Administration Professionals	0	1 (28.2%)	0	NA	NA		NA
JG06-0012: Extension and Outreach Professionals	11	13 (25.4%)	0 (0%)	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.