



# Utilization Analysis

## Engagement

### Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	5	1	20.0%	22.9%	No	2	40.0%	56.6%	No
JG05-0002: Academic Administrators	7	0	0.0%	22.6%	No	4	57.1%	57.4%	No
JG05-0003: Service and Athletic Administrators	39	0	0.0%	23.5%	Yes	17	43.6%	55.2%	Yes
JG06-0001: Academic Administration Professionals	19	3	15.8%	33.3%	Yes	10	52.6%	64.1%	No
JG06-0002: Administrative Services Professionals	9	1	11.1%	27.0%	No	5	55.6%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	16	3	18.8%	34.1%	No	11	68.8%	60.1%	No
JG06-0006: Business and Accounting Professionals	4	1	25.0%	23.8%	No	4	100.0%	59.7%	No
JG06-0007: Conservation and Social Science Professionals	4	0	0.0%	25.2%	No	3	75.0%	37.1%	No
JG06-0012: Extension and Outreach Professionals	137	25	18.2%	26.6%	Yes	93	67.9%	68.1%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	26.1%	No	2	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	1	16.7%	24.6%	No	2	33.3%	26.5%	No
JG06-0016: Office Administrators	8	1	12.5%	16.3%	No	8	100.0%	86.4%	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%	12.7%	No	0	0.0%	24.5%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	29.8%	No	1	100.0%	67.6%	No



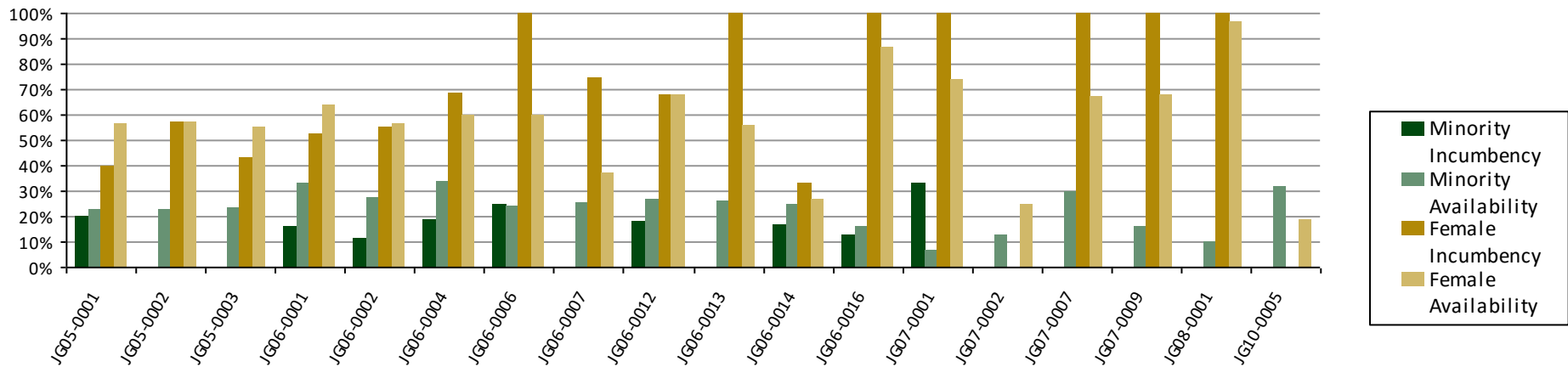
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as of October 1, 2017

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JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	16.3%	No	1	100.0%	68.1%	No
JG08-0001: Administrative Assistants and Office Managers	11	0	0.0%	9.7%	No	11	100.0%	96.9%	No
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	32.0%	No	0	0.0%	18.7%	No





## Placement Goal Progress Engagement

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG05-0002: Academic Administrators	0	1 (23.6%)	0	NA	NA		NA
JG05-0003: Service and Athletic Administrators	0	7 (23.8%)	0	NA	NA		NA
JG06-0012: Extension and Outreach Professionals	15	3 (24.1%)	1 (6.7%)	<b>No</b>	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.