



Utilization Analysis

President's Office

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	2	40.0%	22.9%	No	3	60.0%	56.6%	No
JG05-0002: Academic Administrators	2	0	0.0%	22.6%	No	1	50.0%	57.4%	No
JG05-0003: Service and Athletic Administrators	2	0	0.0%	23.5%	No	2	100.0%	55.2%	No
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	20.9%	No	0	0.0%	43.3%	No
JG05-0006: Student Services Administrators	1	1	100.0%	24.7%	No	1	100.0%	52.0%	No
JG06-0001: Academic Administration Professionals	1	0	0.0%	33.3%	No	0	0.0%	64.1%	No
JG06-0002: Administrative Services Professionals	11	1	9.1%	27.0%	No	6	54.5%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	1	0	0.0%	34.1%	No	1	100.0%	60.1%	No
JG06-0006: Business and Accounting Professionals	12	2	16.7%	23.8%	No	10	83.3%	59.7%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	32.0%	No	1	100.0%	62.1%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	26.1%	No	1	100.0%	55.8%	No
JG06-0015: Medical and Veterinary Professionals	2	0	0.0%	29.6%	No	0	0.0%	64.7%	No
JG06-0016: Office Administrators	6	0	0.0%	16.3%	No	5	83.3%	86.4%	No
JG06-0017: Other Service Professionals Including Library Technicians	3	1	33.3%	16.2%	No	2	66.7%	64.0%	No
JG07-0001: Accounting Technicians	2	0	0.0%	6.8%	No	2	100.0%	73.7%	No



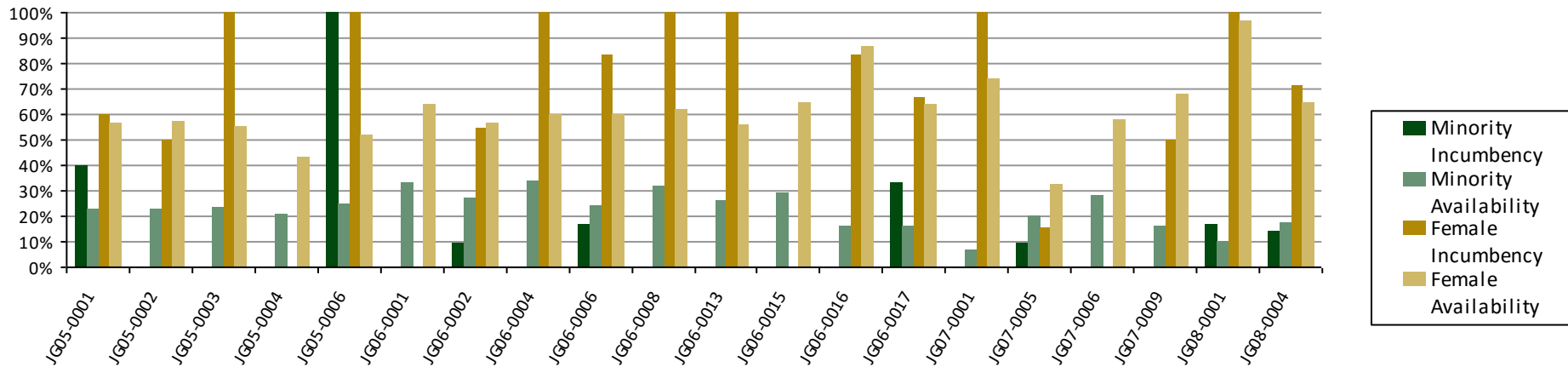
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		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0005: Protective Services	33	3	9.1%	19.8%	Yes	5	15.2%	33.0%	Yes
JG07-0006: Life Science Technicians	1	0	0.0%	28.2%	No	0	0.0%	57.7%	No
JG07-0009: Secretarial and Human Resources Technicians	2	0	0.0%	16.3%	No	1	50.0%	68.1%	No
JG08-0001: Administrative Assistants and Office Managers	6	1	16.7%	9.7%	No	6	100.0%	96.9%	No
JG08-0004: Telephone and Communications Operators	7	1	14.3%	17.0%	No	5	71.4%	64.5%	No





Placement Goal Progress

President's Office

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0002: Administrative Services Professionals	0	1 (25.1%)	0	NA	NA		NA
JG07-0005: Protective Services	5	1 (16.2%)	1 (20%)	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.