



Utilization Analysis

Provost and Executive Vice President
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		10	0	0.0%	24.6%	Yes	3	30.0%	63.3%	Yes
JG05-0002: Academic Administrators		8	2	25.0%	23.6%	No	6	75.0%	61.9%	No
JG05-0003: Service and Athletic Administrators		1	0	0.0%	23.8%	No	0	0.0%	57.2%	No
JG06-0001: Academic Administration Professionals		50	7	14.0%	28.9%	Yes	34	68.0%	64.5%	No
JG06-0002: Administrative Services Professionals		11	3	27.3%	25.1%	No	9	81.8%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		5	0	0.0%	22.2%	No	1	20.0%	65.3%	Yes
JG06-0006: Business and Accounting Professionals		4	0	0.0%	23.0%	No	3	75.0%	59.0%	No
JG06-0007: Conservation and Social Science Professionals		2	0	0.0%	16.6%	No	0	0.0%	21.9%	No
JG06-0008: Counseling and Student Service Professionals		11	4	36.4%	31.2%	No	8	72.7%	69.0%	No
JG06-0011: Environmental and Geoscientists		1	0	0.0%	13.3%	No	0	0.0%	26.3%	No
JG06-0013: Human Resources Professionals		2	2	100.0%	29.7%	No	1	50.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		7	2	28.6%	23.4%	No	4	57.1%	23.7%	No
JG06-0016: Office Administrators		11	2	18.2%	15.0%	No	10	90.9%	91.2%	No
JG07-0001: Accounting Technicians		1	0	0.0%	6.8%	No	1	100.0%	73.7%	No
JG07-0009: Secretarial and Human Resources Technicians		1	1	100.0%	15.1%	No	1	100.0%	60.3%	No

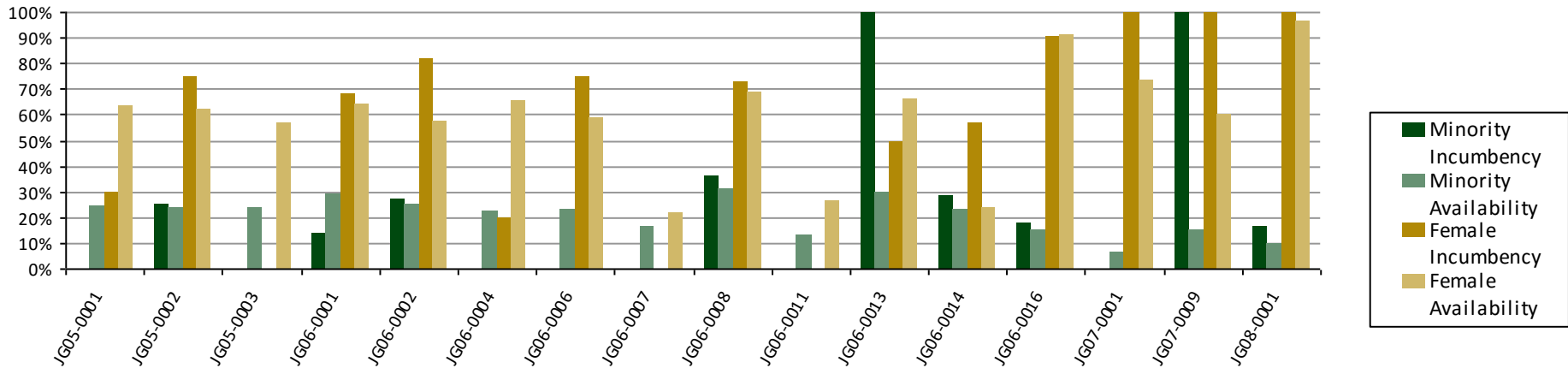


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JG08-0001: Administrative Assistants and Office Managers		18	3	16.7%	9.7%	No	18	100.0%	96.9%	No





Placement Goal Progress

Provost and Executive Vice President

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	2	1 (24.6%)	0 (0%)	No	1 (63.3%)	1 (50%)	No
JG06-0001: Academic Administration Professionals	14	2 (28.2%)	3 (21.4%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	0	NA		NA	1 (63.8%)	0	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.