



Utilization Analysis

Research

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		3	0	0.0%	24.6%	No	0	0.0%	63.3%	Yes
JG05-0002: Academic Administrators		6	0	0.0%	23.6%	No	3	50.0%	61.9%	No
JG05-0003: Service and Athletic Administrators		2	0	0.0%	23.8%	No	1	50.0%	57.2%	No
JG05-0004: Financial, Business and HR Administrators		2	0	0.0%	23.5%	No	2	100.0%	57.0%	No
JG06-0001: Academic Administration Professionals		20	3	15.0%	28.9%	No	17	85.0%	64.5%	No
JG06-0002: Administrative Services Professionals		8	1	12.5%	25.1%	No	8	100.0%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		1	0	0.0%	22.2%	No	1	100.0%	65.3%	No
JG06-0005: Biological and Chemical Scientists		30	4	13.3%	22.1%	No	19	63.3%	43.6%	No
JG06-0006: Business and Accounting Professionals		3	0	0.0%	23.0%	No	2	66.7%	59.0%	No
JG06-0010: Engineers and Architects		1	0	0.0%	24.5%	No	0	0.0%	17.8%	No
JG06-0014: Math, Statistics, and Computer Professionals		7	1	14.3%	23.4%	No	1	14.3%	23.7%	No
JG06-0015: Medical and Veterinary Professionals		23	4	17.4%	23.0%	No	15	65.2%	64.3%	No
JG06-0016: Office Administrators		5	0	0.0%	15.0%	No	5	100.0%	91.2%	No
JG07-0001: Accounting Technicians		7	2	28.6%	6.8%	No	4	57.1%	73.7%	No
JG07-0005: Protective Services		2	0	0.0%	16.2%	No	2	100.0%	29.2%	No



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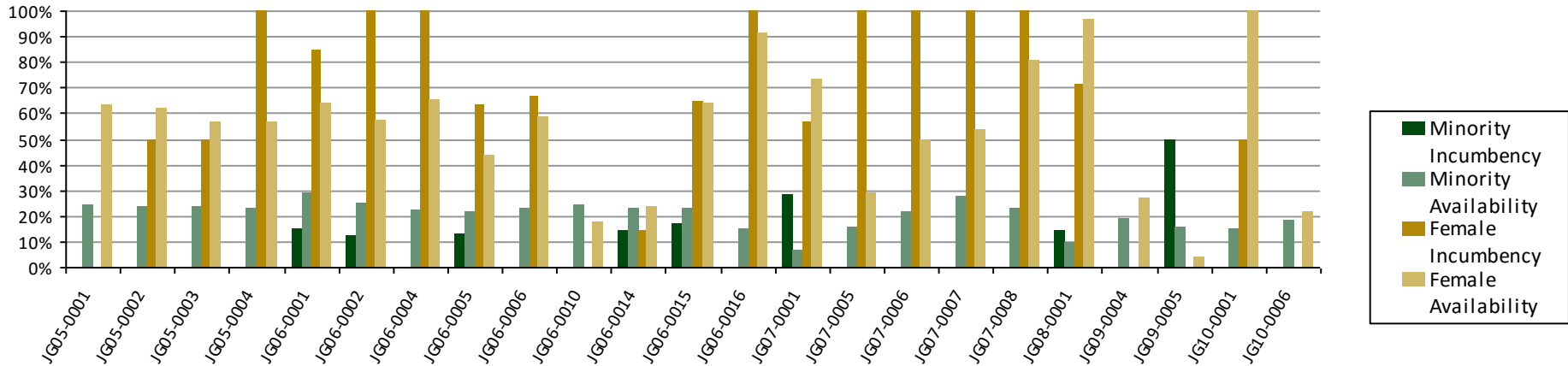
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0006: Life Science Technicians		1	0	0.0%	22.0%	No	1	100.0%	49.6%	No
JG07-0007: Media and Academic Technicians		2	0	0.0%	27.7%	No	2	100.0%	53.9%	No
JG07-0008: Medical and Veterinary Technicians		1	0	0.0%	23.5%	No	1	100.0%	80.6%	No
JG08-0001: Administrative Assistants and Office Managers		7	1	14.3%	9.7%	No	5	71.4%	96.9%	Yes
JG09-0004: Machinists, Printers, and Equipment Operators		1	0	0.0%	19.2%	No	0	0.0%	27.1%	No
JG09-0005: Plumbing and Repair Workers		2	1	50.0%	16.2%	No	0	0.0%	4.1%	No
JG10-0001: Animal Care Workers		2	0	0.0%	15.0%	No	1	50.0%	100.0%	Yes
JG10-0006: Other Service/Maintenance Staff		1	0	0.0%	18.5%	No	0	0.0%	21.8%	No



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Placement Goal Progress

Research

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	1	NA		NA	1 (63.3%)	0 (0%)	No
JG06-0001: Academic Administration Professionals	0	1 (28.2%)	0	NA	NA		NA
JG10-0001: Animal Care Workers	1	NA		NA	1 (100%)	1 (100%)	Yes

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.