



Utilization Analysis

Research

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	2	0	0.0%	22.9%	No	0	0.0%	56.6%	No
JG05-0002: Academic Administrators	7	0	0.0%	22.6%	No	3	42.9%	57.4%	No
JG05-0003: Service and Athletic Administrators	2	0	0.0%	23.5%	No	1	50.0%	55.2%	No
JG06-0001: Academic Administration Professionals	26	4	15.4%	33.3%	Yes	24	92.3%	64.1%	No
JG06-0002: Administrative Services Professionals	9	1	11.1%	27.0%	No	9	100.0%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	1	0	0.0%	34.1%	No	1	100.0%	60.1%	No
JG06-0005: Biological and Chemical Scientists	32	2	6.3%	31.3%	Yes	22	68.8%	52.4%	No
JG06-0006: Business and Accounting Professionals	9	1	11.1%	23.8%	No	5	55.6%	59.7%	No
JG06-0010: Engineers and Architects	1	0	0.0%	25.4%	No	0	0.0%	24.1%	No
JG06-0013: Human Resources Professionals	4	0	0.0%	26.1%	No	2	50.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	1	16.7%	24.6%	No	1	16.7%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	22	3	13.6%	29.6%	Yes	14	63.6%	64.7%	No
JG06-0016: Office Administrators	3	0	0.0%	16.3%	No	3	100.0%	86.4%	No
JG06-0019: Residential and Dining Professionals	1	0	0.0%	23.9%	No	1	100.0%	28.0%	No
JG07-0001: Accounting Technicians	8	1	12.5%	6.8%	No	5	62.5%	73.7%	No



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JG07-0004: Facilities and Dining Technicians	1	0	0.0%	19.7%	No	0	0.0%	13.5%	No
JG07-0005: Protective Services	2	0	0.0%	19.8%	No	2	100.0%	33.0%	No
JG07-0006: Life Science Technicians	1	1	100.0%	28.2%	No	0	0.0%	57.7%	No
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	23.2%	No	1	100.0%	82.9%	No
JG08-0001: Administrative Assistants and Office Managers	5	1	20.0%	9.7%	No	4	80.0%	96.9%	No
JG09-0004: Machinists, Printers, and Equipment Operators	1	0	0.0%	20.8%	No	0	0.0%	26.8%	No
JG09-0005: Plumbing and Repair Workers	2	1	50.0%	16.4%	No	0	0.0%	3.3%	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%	16.8%	No	0	0.0%	22.1%	No

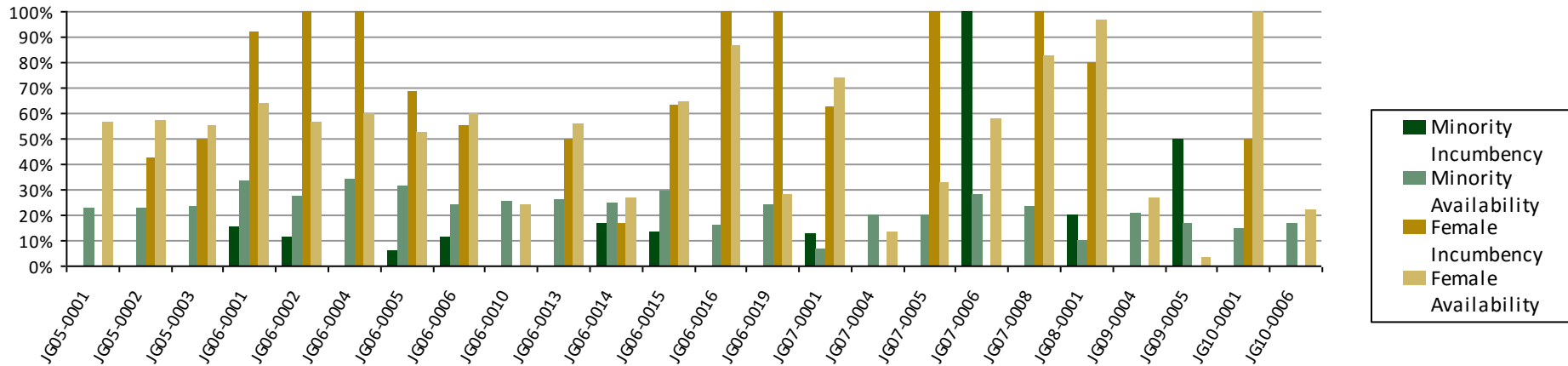


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as of October 1, 2017





Placement Goal Progress

Research

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG05-0001: Executives	0	NA		NA	1 (63.3%)	0	NA
JG08-0001: Administrative Assistants and Office Managers	3	NA		NA	1 (96.9%)	3 (100%)	Yes
JG10-0001: Animal Care Workers	0	NA		NA	1 (100%)	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.