



Utilization Analysis

Student Affairs

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		9	1	11.1%	24.6%	No	6	66.7%	63.3%	No
JG05-0002: Academic Administrators		1	1	100.0%	23.6%	No	1	100.0%	61.9%	No
JG05-0003: Service and Athletic Administrators		20	3	15.0%	23.8%	No	9	45.0%	57.2%	No
JG05-0005: Residential and Facilities Administrators		4	1	25.0%	23.4%	No	3	75.0%	44.5%	No
JG05-0006: Student Services Administrators		20	10	50.0%	27.6%	No	17	85.0%	62.6%	No
JG06-0001: Academic Administration Professionals		14	4	28.6%	28.9%	No	8	57.1%	64.5%	No
JG06-0002: Administrative Services Professionals		20	3	15.0%	25.1%	No	11	55.0%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		8	1	12.5%	22.2%	No	4	50.0%	65.3%	No
JG06-0006: Business and Accounting Professionals		26	7	26.9%	23.0%	No	16	61.5%	59.0%	No
JG06-0007: Conservation and Social Science Professionals		1	0	0.0%	16.6%	No	0	0.0%	21.9%	No
JG06-0008: Counseling and Student Service Professionals		110	44	40.0%	31.2%	No	67	60.9%	69.0%	Yes
JG06-0013: Human Resources Professionals		8	1	12.5%	29.7%	No	5	62.5%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		14	2	14.3%	23.4%	No	2	14.3%	23.7%	No
JG06-0015: Medical and Veterinary Professionals		61	5	8.2%	23.0%	Yes	48	78.7%	64.3%	No
JG06-0016: Office Administrators		29	4	13.8%	15.0%	No	26	89.7%	91.2%	No



Utilization Analysis

Student Affairs

Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0019: Residential and Dining Professionals		25	3	12.0%	25.5%	Yes	11	44.0%	27.4%	No
JG06-0020: Sports and Recreation Professionals		6	1	16.7%	23.3%	No	3	50.0%	45.3%	No
JG07-0001: Accounting Technicians		27	6	22.2%	6.8%	No	24	88.9%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		8	1	12.5%	12.5%	No	5	62.5%	23.7%	No
JG07-0003: Engineering and Electronics Technicians		1	0	0.0%	19.5%	No	0	0.0%	9.9%	No
JG07-0004: Facilities and Dining Technicians		8	1	12.5%	19.9%	No	6	75.0%	14.6%	No
JG07-0005: Protective Services		2	0	0.0%	16.2%	No	2	100.0%	29.2%	No
JG07-0006: Life Science Technicians		1	1	100.0%	22.0%	No	1	100.0%	49.6%	No
JG07-0008: Medical and Veterinary Technicians		17	2	11.8%	23.5%	No	16	94.1%	80.6%	No
JG07-0009: Secretarial and Human Resources Technicians		9	0	0.0%	15.1%	No	9	100.0%	60.3%	No
JG08-0001: Administrative Assistants and Office Managers		55	9	16.4%	9.7%	No	48	87.3%	96.9%	Yes
JG08-0003: Records, Data, and Sales Clerks		17	2	11.8%	21.7%	No	16	94.1%	80.4%	No
JG09-0002: Construction and Carpentry Workers		16	3	18.8%	27.0%	No	3	18.8%	6.6%	No
JG09-0003: Electrical Crafts Workers		4	0	0.0%	20.3%	No	0	0.0%	3.0%	No
JG09-0004: Machinists, Printers, and Equipment Operators		1	0	0.0%	19.2%	No	0	0.0%	27.1%	No



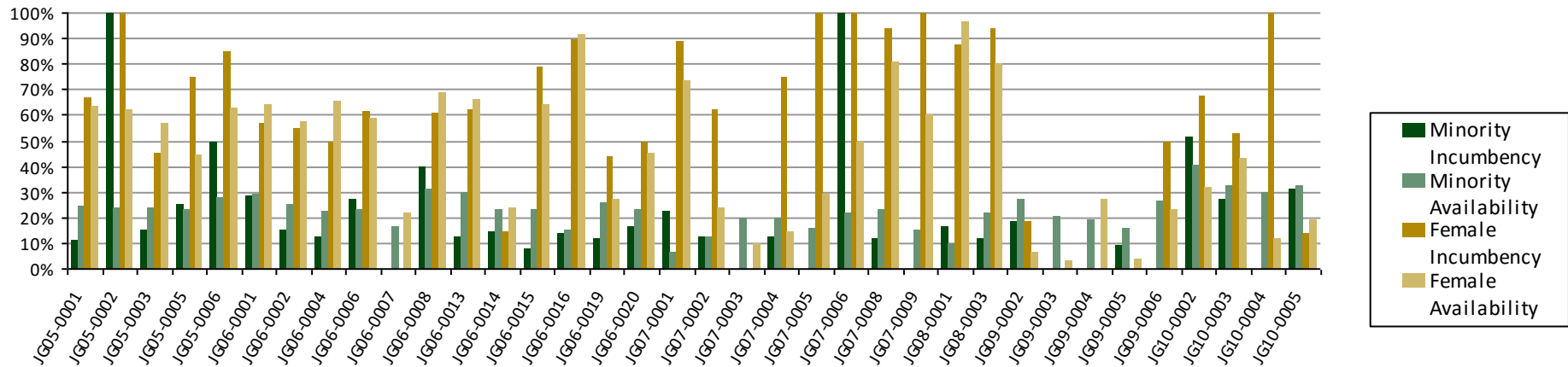
Utilization Analysis

Student Affairs

Staff Placement Goals

as of October 1, 2016

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0005: Plumbing and Repair Workers		33	3	9.1%	16.2%	No	0	0.0%	4.1%	No
JG09-0006: Residential and Facilities Managers		2	0	0.0%	26.8%	No	1	50.0%	23.4%	No
JG10-0002: Custodians		110	57	51.8%	40.7%	No	74	67.3%	31.5%	No
JG10-0003: Food Service Workers		123	33	26.8%	32.2%	No	65	52.8%	43.2%	No
JG10-0004: Grounds and General Laborers		1	0	0.0%	29.7%	No	1	100.0%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers		29	9	31.0%	32.2%	No	4	13.8%	18.9%	No





Placement Goal Progress

Student Affairs

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0015: Medical and Veterinary Professionals	3	5 (22.7%)	0 (0%)	No	NA		NA
JG06-0019: Residential and Dining Professionals	12	1 (27.2%)	3 (25%)	No	NA		NA
JG07-0008: Medical and Veterinary Technicians	8	1 (23.3%)	1 (12.5%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	9	NA		NA	4 (96.9%)	9 (100%)	Yes
JG10-0003: Food Service Workers	51	1 (32.2%)	8 (15.7%)	No	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.