



Utilization Analysis

Student Affairs

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	1	50.0%	22.9%	No	2	100.0%	56.6%	No
JG05-0003: Service and Athletic Administrators	12	1	8.3%	23.5%	No	6	50.0%	55.2%	No
JG05-0005: Residential and Facilities Administrators	2	1	50.0%	23.1%	No	2	100.0%	42.9%	No
JG05-0006: Student Services Administrators	11	4	36.4%	24.7%	No	9	81.8%	52.0%	No
JG06-0001: Academic Administration Professionals	28	7	25.0%	33.3%	No	20	71.4%	64.1%	No
JG06-0002: Administrative Services Professionals	21	4	19.0%	27.0%	No	16	76.2%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	14	3	21.4%	34.1%	No	8	57.1%	60.1%	No
JG06-0006: Business and Accounting Professionals	33	10	30.3%	23.8%	No	18	54.5%	59.7%	No
JG06-0007: Conservation and Social Science Professionals	1	0	0.0%	25.2%	No	0	0.0%	37.1%	No
JG06-0008: Counseling and Student Service Professionals	127	59	46.5%	32.0%	No	81	63.8%	62.1%	No
JG06-0013: Human Resources Professionals	13	1	7.7%	26.1%	No	7	53.8%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	23	4	17.4%	24.6%	No	5	21.7%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	74	8	10.8%	29.6%	Yes	60	81.1%	64.7%	No
JG06-0016: Office Administrators	26	3	11.5%	16.3%	No	21	80.8%	86.4%	No
JG06-0019: Residential and Dining Professionals	21	4	19.0%	23.9%	No	8	38.1%	28.0%	No



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JG06-0020: Sports and Recreation Professionals	1	0	0.0%	23.1%	No	0	0.0%	43.2%	No
JG07-0001: Accounting Technicians	27	7	25.9%	6.8%	No	22	81.5%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	8	1	12.5%	12.7%	No	5	62.5%	24.5%	No
JG07-0003: Engineering and Electronics Technicians	1	0	0.0%	20.8%	No	0	0.0%	9.6%	No
JG07-0004: Facilities and Dining Technicians	9	1	11.1%	19.7%	No	7	77.8%	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	1	100.0%	57.7%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	29.8%	No	0	0.0%	67.6%	No
JG07-0008: Medical and Veterinary Technicians	22	6	27.3%	23.2%	No	20	90.9%	82.9%	No
JG07-0009: Secretarial and Human Resources Technicians	9	0	0.0%	16.3%	No	9	100.0%	68.1%	No
JG08-0001: Administrative Assistants and Office Managers	54	11	20.4%	9.7%	No	44	81.5%	96.9%	Yes
JG08-0003: Records, Data, and Sales Clerks	14	2	14.3%	22.3%	No	13	92.9%	79.7%	No
JG09-0002: Construction and Carpentry Workers	17	4	23.5%	27.3%	No	2	11.8%	6.1%	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%	20.8%	No	0	0.0%	26.8%	No



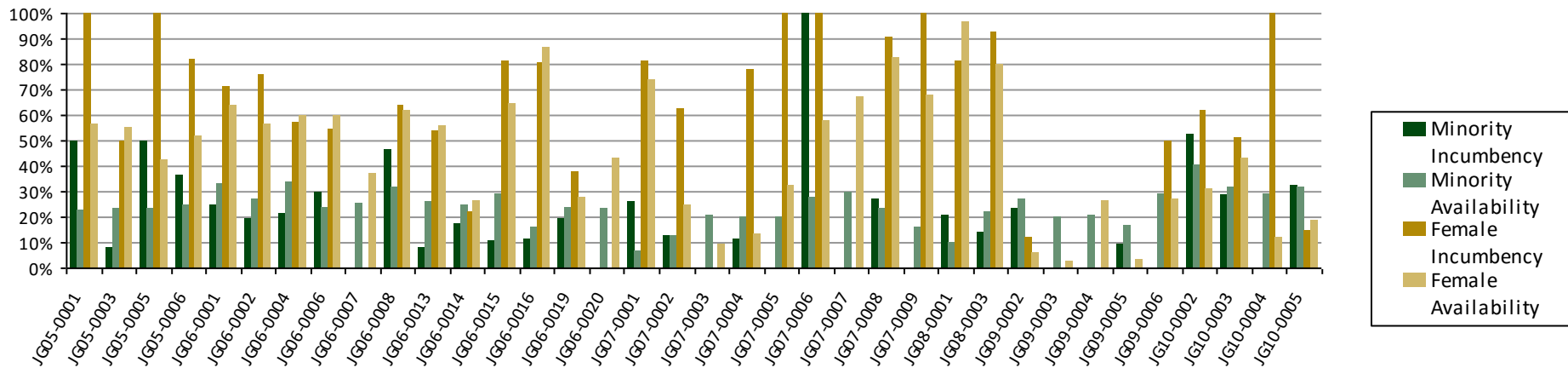
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		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0005: Plumbing and Repair Workers	33	3	9.1%	16.4%	No	0	0.0%	3.3%	No
JG09-0006: Residential and Facilities Managers	2	0	0.0%	29.1%	No	1	50.0%	27.1%	No
JG10-0002: Custodians	135	71	52.6%	40.7%	No	84	62.2%	31.5%	No
JG10-0003: Food Service Workers	127	36	28.3%	32.2%	No	65	51.2%	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	34	11	32.4%	32.0%	No	5	14.7%	18.7%	No





Placement Goal Progress

Student Affairs

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0008: Counseling and Student Service Professionals	25	NA		NA	3 (69%)	18 (72%)	Yes
JG06-0015: Medical and Veterinary Professionals	13	5 (23%)	3 (23.1%)	Yes	NA		NA
JG06-0019: Residential and Dining Professionals	1	1 (25.5%)	1 (100%)	Yes	NA		NA
JG08-0001: Administrative Assistants and Office Managers	10	NA		NA	4 (96.9%)	7 (70%)	No

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.