



Utilization Analysis

University Advancement

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		6	1	16.7%	24.6%	No	2	33.3%	63.3%	No
JG05-0003: Service and Athletic Administrators		7	0	0.0%	23.8%	No	3	42.9%	57.2%	No
JG05-0004: Financial, Business and HR Administrators		3	1	33.3%	23.5%	No	2	66.7%	57.0%	No
JG06-0001: Academic Administration Professionals		15	2	13.3%	28.9%	No	11	73.3%	64.5%	No
JG06-0002: Administrative Services Professionals		5	2	40.0%	25.1%	No	3	60.0%	57.3%	No
JG06-0004: Arts, Media, and Public Relations Professionals		7	1	14.3%	22.2%	No	4	57.1%	65.3%	No
JG06-0006: Business and Accounting Professionals		21	3	14.3%	23.0%	No	14	66.7%	59.0%	No
JG06-0013: Human Resources Professionals		3	1	33.3%	29.7%	No	3	100.0%	66.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		5	0	0.0%	23.4%	No	1	20.0%	23.7%	No
JG06-0016: Office Administrators		12	3	25.0%	15.0%	No	10	83.3%	91.2%	No
JG06-0019: Residential and Dining Professionals		1	0	0.0%	25.5%	No	1	100.0%	27.4%	No
JG07-0002: Computer and Telecommunications Technicians		1	1	100.0%	12.5%	No	1	100.0%	23.7%	No
JG07-0007: Media and Academic Technicians		3	1	33.3%	27.7%	No	2	66.7%	53.9%	No
JG08-0001: Administrative Assistants and Office Managers		4	1	25.0%	9.7%	No	4	100.0%	96.9%	No

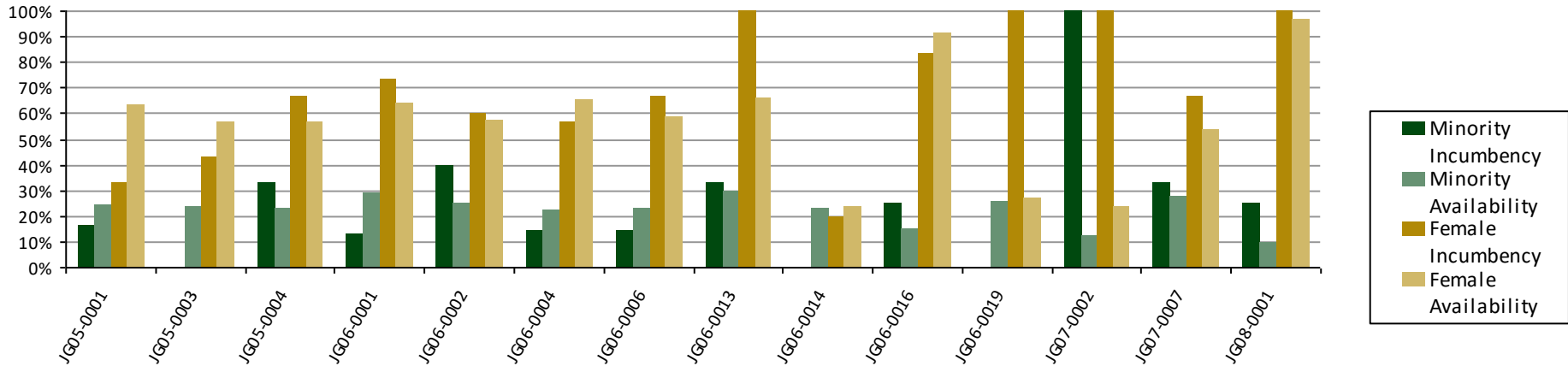


Utilization Analysis

University Advancement

Staff Placement Goals

as of October 1, 2016





Placement Goal Progress

University Advancement

as of October 1, 2016

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0003: Service and Athletic Administrators	6	1 (23.5%)	0 (0%)	No	NA		NA
JG06-0016: Office Administrators	6	NA		NA	1 (91.6%)	6 (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.