



Utilization Analysis

University Operations

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	1	0	0.0%	22.9%	No	1	100.0%	56.6%	No
JG05-0002: Academic Administrators	1	0	0.0%	22.6%	No	1	100.0%	57.4%	No
JG05-0003: Service and Athletic Administrators	3	0	0.0%	23.5%	No	2	66.7%	55.2%	No
JG05-0004: Financial, Business and HR Administrators	7	1	14.3%	20.9%	No	4	57.1%	43.3%	No
JG05-0005: Residential and Facilities Administrators	2	0	0.0%	23.1%	No	0	0.0%	42.9%	No
JG06-0001: Academic Administration Professionals	1	0	0.0%	33.3%	No	1	100.0%	64.1%	No
JG06-0002: Administrative Services Professionals	8	1	12.5%	27.0%	No	5	62.5%	56.8%	No
JG06-0005: Biological and Chemical Scientists	1	0	0.0%	31.3%	No	0	0.0%	52.4%	No
JG06-0006: Business and Accounting Professionals	45	6	13.3%	23.8%	Yes	30	66.7%	59.7%	No
JG06-0010: Engineers and Architects	1	0	0.0%	25.4%	No	0	0.0%	24.1%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	19.0%	No	0	0.0%	32.3%	No
JG06-0013: Human Resources Professionals	20	1	5.0%	26.1%	Yes	15	75.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	16	1	6.3%	24.6%	Yes	6	37.5%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	8	3	37.5%	29.6%	No	3	37.5%	64.7%	No
JG06-0016: Office Administrators	8	2	25.0%	16.3%	No	7	87.5%	86.4%	No



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JG06-0017: Other Service Professionals Including Library Technicians	1	1	100.0%	16.2%	No	0	0.0%	64.0%	No
JG06-0019: Residential and Dining Professionals	31	2	6.5%	23.9%	Yes	9	29.0%	28.0%	No
JG07-0001: Accounting Technicians	38	7	18.4%	6.8%	No	34	89.5%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	8	1	12.5%	12.7%	No	4	50.0%	24.5%	No
JG07-0003: Engineering and Electronics Technicians	41	6	14.6%	20.8%	No	3	7.3%	9.6%	No
JG07-0004: Facilities and Dining Technicians	12	1	8.3%	19.7%	No	7	58.3%	13.5%	No
JG07-0005: Protective Services	17	2	11.8%	19.8%	No	5	29.4%	33.0%	No
JG07-0007: Media and Academic Technicians	3	0	0.0%	29.8%	No	2	66.7%	67.6%	No
JG07-0008: Medical and Veterinary Technicians	2	1	50.0%	23.2%	No	1	50.0%	82.9%	No
JG07-0009: Secretarial and Human Resources Technicians	10	2	20.0%	16.3%	No	5	50.0%	68.1%	No
JG08-0001: Administrative Assistants and Office Managers	25	5	20.0%	9.7%	No	23	92.0%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks	1	0	0.0%	22.3%	No	0	0.0%	79.7%	No
JG09-0001: Auto and Equipment Mechanics and Operators	26	7	26.9%	18.0%	No	2	7.7%	20.0%	Yes
JG09-0002: Construction and Carpentry Workers	42	4	9.5%	27.3%	Yes	0	0.0%	6.1%	Yes
JG09-0003: Electrical Crafts Workers	26	7	26.9%	20.3%	No	0	0.0%	3.0%	No



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JG09-0004: Machinists, Printers, and Equipment Operators	7	2	28.6%	20.8%	No	0	0.0%	26.8%	No
JG09-0005: Plumbing and Repair Workers	63	12	19.0%	16.4%	No	0	0.0%	3.3%	No
JG09-0006: Residential and Facilities Managers	1	0	0.0%	29.1%	No	0	0.0%	27.1%	No
JG10-0002: Custodians	154	68	44.2%	40.7%	No	57	37.0%	31.5%	No
JG10-0004: Grounds and General Laborers	25	2	8.0%	29.7%	Yes	2	8.0%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers	11	2	18.2%	32.0%	No	4	36.4%	18.7%	No
JG10-0006: Other Service/Maintenance Staff	4	0	0.0%	16.8%	No	0	0.0%	22.1%	No

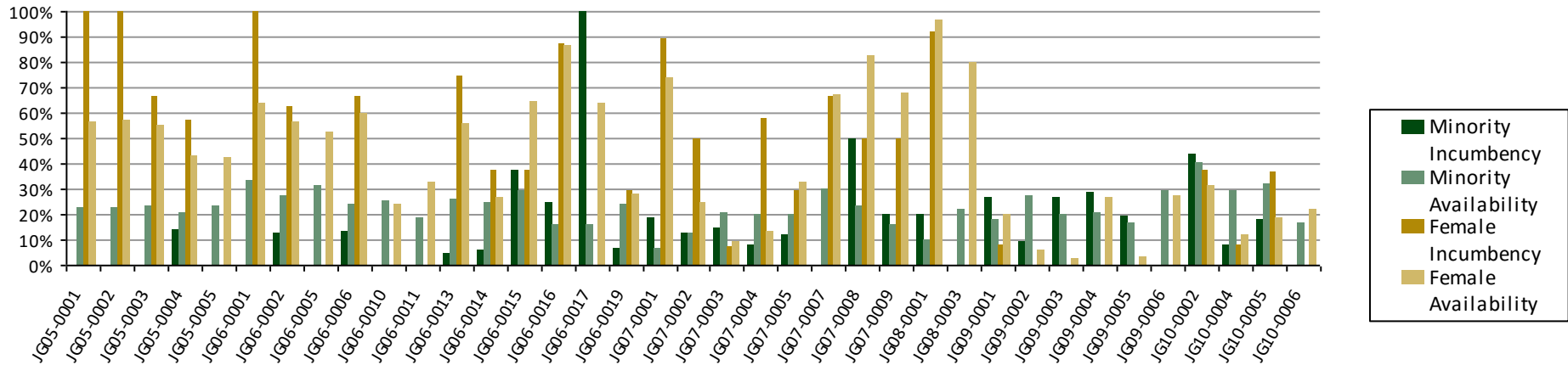


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Placement Goal Progress

University Operations

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG05-0005: Residential and Facilities Administrators	0	NA		NA	1 (44.5%)	0	NA
JG06-0002: Administrative Services Professionals	0	1 (25.1%)	0	NA	NA		NA
JG06-0006: Business and Accounting Professionals	6	3 (23%)	2 (33.3%)	Yes	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	0	1 (23.4%)	0	NA	NA		NA
JG06-0019: Residential and Dining Professionals	3	2 (25.5%)	0 (0%)	No	NA		NA
JG07-0004: Facilities and Dining Technicians	1	1 (19.9%)	0 (0%)	No	NA		NA
JG09-0001: Auto and Equipment Mechanics and Operators	7	NA		NA	1 (21.8%)	0 (0%)	No
JG09-0002: Construction and Carpentry Workers	7	4 (27%)	2 (28.6%)	Yes	1 (6.6%)	0 (0%)	No
JG09-0005: Plumbing and Repair Workers	9	NA		NA	1 (4.1%)	0 (0%)	No
JG10-0004: Grounds and General Laborers	4	4 (29.7%)	2 (50%)	Yes	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.