



Utilization Analysis

University Operations

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 | | 1 | 0 | 0.0% | 24.6% | No | 1 | 100.0% | 63.3% | No |
| JG05-0002: Academic Administrators | | 1 | 0 | 0.0% | 23.6% | No | 1 | 100.0% | 61.9% | No |
| JG05-0003: Service and Athletic Administrators | | 3 | 0 | 0.0% | 23.8% | No | 2 | 66.7% | 57.2% | No |
| JG05-0004: Financial, Business and HR Administrators | | 7 | 1 | 14.3% | 23.5% | No | 4 | 57.1% | 57.0% | No |
| JG05-0005: Residential and Facilities Administrators | | 4 | 0 | 0.0% | 23.4% | No | 0 | 0.0% | 44.5% | Yes |
| JG05-0006: Student Services Administrators | | 1 | 0 | 0.0% | 27.6% | No | 0 | 0.0% | 62.6% | No |
| JG06-0001: Academic Administration Professionals | | 1 | 0 | 0.0% | 28.9% | No | 1 | 100.0% | 64.5% | No |
| JG06-0002: Administrative Services Professionals | | 9 | 0 | 0.0% | 25.1% | Yes | 5 | 55.6% | 57.3% | No |
| JG06-0006: Business and Accounting Professionals | | 44 | 4 | 9.1% | 23.0% | Yes | 30 | 68.2% | 59.0% | No |
| JG06-0008: Counseling and Student Service Professionals | | 1 | 1 | 100.0% | 31.2% | No | 0 | 0.0% | 69.0% | No |
| JG06-0010: Engineers and Architects | | 1 | 0 | 0.0% | 24.5% | No | 0 | 0.0% | 17.8% | No |
| JG06-0011: Environmental and Geoscientists | | 1 | 0 | 0.0% | 13.3% | No | 0 | 0.0% | 26.3% | No |
| JG06-0013: Human Resources Professionals | | 16 | 2 | 12.5% | 29.7% | No | 13 | 81.3% | 66.3% | No |
| JG06-0014: Math, Statistics, and Computer Professionals | | 14 | 0 | 0.0% | 23.4% | Yes | 5 | 35.7% | 23.7% | No |
| JG06-0015: Medical and Veterinary Professionals | | 8 | 3 | 37.5% | 23.0% | No | 3 | 37.5% | 64.3% | No |



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| | | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG06-0016: Office Administrators | | 10 | 3 | 30.0% | 15.0% | No | 10 | 100.0% | 91.2% | No |
| JG06-0017: Other Service Professionals Including Library Technicians | | 1 | 1 | 100.0% | 19.3% | No | 0 | 0.0% | 67.6% | No |
| JG06-0019: Residential and Dining Professionals | | 26 | 2 | 7.7% | 25.5% | Yes | 8 | 30.8% | 27.4% | No |
| JG07-0001: Accounting Technicians | | 37 | 6 | 16.2% | 6.8% | No | 33 | 89.2% | 73.7% | No |
| JG07-0002: Computer and Telecommunications Technicians | | 8 | 1 | 12.5% | 12.5% | No | 2 | 25.0% | 23.7% | No |
| JG07-0003: Engineering and Electronics Technicians | | 45 | 5 | 11.1% | 19.5% | No | 2 | 4.4% | 9.9% | No |
| JG07-0004: Facilities and Dining Technicians | | 12 | 0 | 0.0% | 19.9% | Yes | 6 | 50.0% | 14.6% | No |
| JG07-0005: Protective Services | | 16 | 2 | 12.5% | 16.2% | No | 5 | 31.3% | 29.2% | No |
| JG07-0007: Media and Academic Technicians | | 2 | 0 | 0.0% | 27.7% | No | 1 | 50.0% | 53.9% | No |
| JG07-0009: Secretarial and Human Resources Technicians | | 12 | 3 | 25.0% | 15.1% | No | 8 | 66.7% | 60.3% | No |
| JG08-0001: Administrative Assistants and Office Managers | | 22 | 3 | 13.6% | 9.7% | No | 20 | 90.9% | 96.9% | No |
| JG08-0003: Records, Data, and Sales Clerks | | 2 | 0 | 0.0% | 21.7% | No | 1 | 50.0% | 80.4% | No |
| JG09-0001: Auto and Equipment Mechanics and Operators | | 25 | 8 | 32.0% | 17.5% | No | 2 | 8.0% | 21.8% | Yes |
| JG09-0002: Construction and Carpentry Workers | | 40 | 3 | 7.5% | 27.0% | Yes | 0 | 0.0% | 6.6% | Yes |
| JG09-0003: Electrical Crafts Workers | | 26 | 7 | 26.9% | 20.3% | No | 0 | 0.0% | 3.0% | No |



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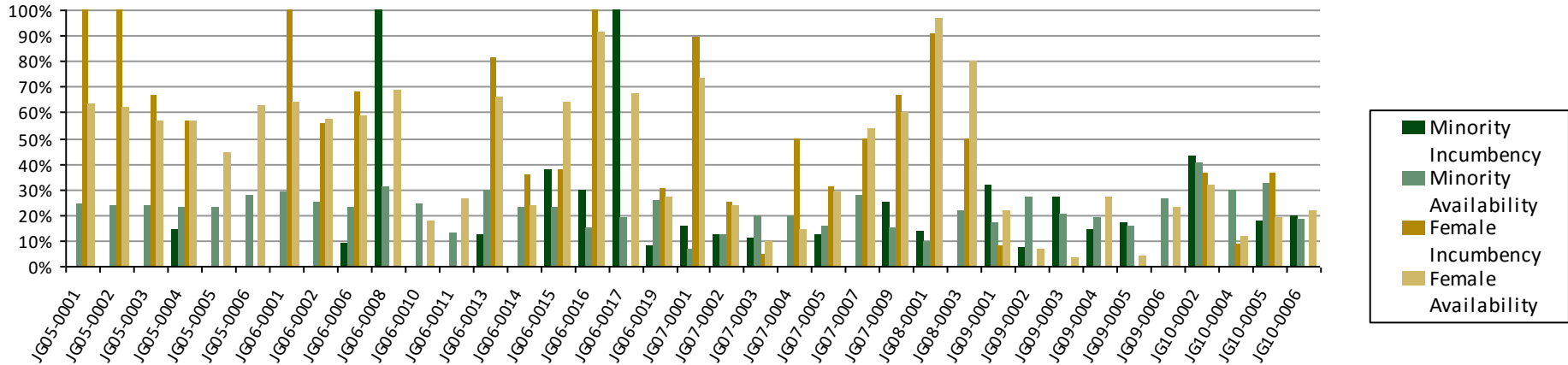
| Group | Job | Number of Employees | Minority | | | Female | | | | |
|--|-----|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG09-0004: Machinists, Printers, and Equipment Operators | | 7 | 1 | 14.3% | 19.2% | No | 0 | 0.0% | 27.1% | No |
| JG09-0005: Plumbing and Repair Workers | | 63 | 11 | 17.5% | 16.2% | No | 0 | 0.0% | 4.1% | Yes |
| JG09-0006: Residential and Facilities Managers | | 2 | 0 | 0.0% | 26.8% | No | 0 | 0.0% | 23.4% | No |
| JG10-0002: Custodians | | 137 | 59 | 43.1% | 40.7% | No | 50 | 36.5% | 31.5% | No |
| JG10-0004: Grounds and General Laborers | | 23 | 0 | 0.0% | 29.7% | Yes | 2 | 8.7% | 12.1% | No |
| JG10-0005: Materials, Stock, and Postal Workers | | 11 | 2 | 18.2% | 32.2% | No | 4 | 36.4% | 18.9% | No |
| JG10-0006: Other Service/Maintenance Staff | | 5 | 1 | 20.0% | 18.5% | No | 0 | 0.0% | 21.8% | No |



Utilization Analysis

University Operations
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Placement Goal Progress

University Operations

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|-----------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG05-0005: Residential and Facilities Administrators | 0 | NA | | NA | 1 (45.9%) | 0 | NA |
| JG06-0002: Administrative Services Professionals | 5 | 1 (24.3%) | 0 (0%) | No | NA | | NA |
| JG06-0006: Business and Accounting Professionals | 7 | 2 (21.5%) | 2 (28.6%) | Yes | NA | | NA |
| JG06-0014: Math, Statistics, and Computer Professionals | 3 | 1 (24.4%) | 1 (33.3%) | Yes | NA | | NA |
| JG06-0015: Medical and Veterinary Professionals | 2 | NA | | NA | 2 (62.8%) | 1 (50%) | No |
| JG06-0019: Residential and Dining Professionals | 0 | 2 (27.2%) | 0 | NA | NA | | NA |
| JG07-0004: Facilities and Dining Technicians | 3 | 1 (21.2%) | 0 (0%) | No | NA | | NA |
| JG07-0005: Protective Services | 10 | 1 (18.4%) | 0 (0%) | No | NA | | NA |
| JG08-0001: Administrative Assistants and Office Managers | 10 | NA | | NA | 1 (96.9%) | 10 (100%) | Yes |
| JG09-0001: Auto and Equipment Mechanics and Operators | 1 | NA | | NA | 1 (21.6%) | 0 (0%) | No |
| JG09-0002: Construction and Carpentry Workers | 9 | 3 (26.4%) | 0 (0%) | No | 1 (6.7%) | 0 (0%) | No |
| JG09-0005: Plumbing and Repair Workers | 7 | NA | | NA | 1 (4.2%) | 0 (0%) | No |
| JG10-0004: Grounds and General Laborers | 1 | 4 (29.7%) | 0 (0%) | 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.