

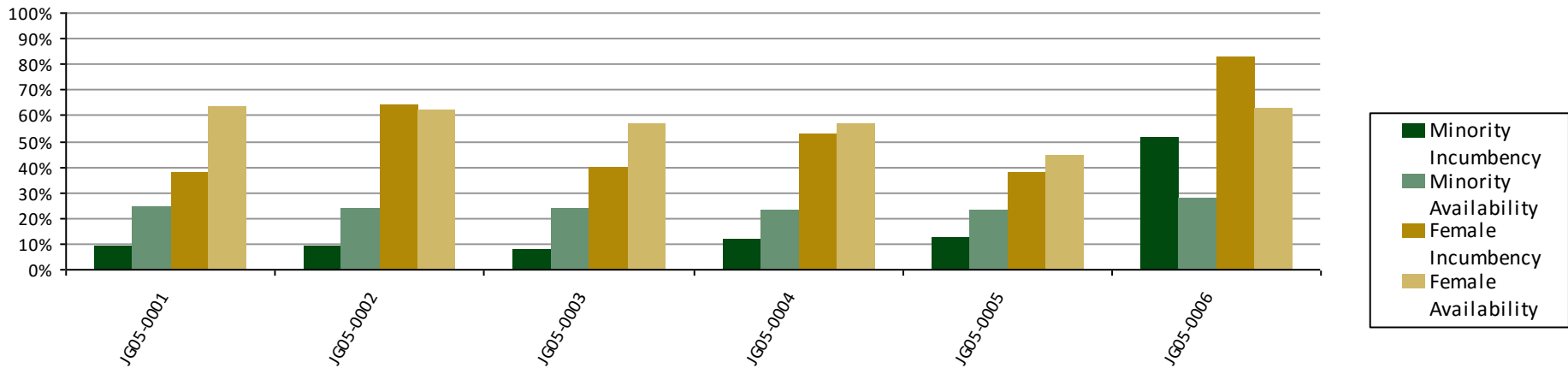


Utilization Analysis

EEO6 5: Executive / Administrative / Managerial
University-Wide Staff Placement Goals

as of October 1, 2016

| Job Group | Number of Employees | Minority | | | Female | | | | |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG05-0001: Executives | 66 | 6 | 9.1% | 24.6% | Yes | 25 | 37.9% | 63.3% | Yes |
| JG05-0002: Academic Administrators | 87 | 8 | 9.2% | 23.6% | Yes | 56 | 64.4% | 61.9% | No |
| JG05-0003: Service and Athletic Administrators | 118 | 9 | 7.6% | 23.8% | Yes | 47 | 39.8% | 57.2% | Yes |
| JG05-0004: Financial, Business and HR Administrators | 17 | 2 | 11.8% | 23.5% | No | 9 | 52.9% | 57.0% | No |
| JG05-0005: Residential and Facilities Administrators | 8 | 1 | 12.5% | 23.4% | No | 3 | 37.5% | 44.5% | No |
| JG05-0006: Student Services Administrators | 29 | 15 | 51.7% | 27.6% | No | 24 | 82.8% | 62.6% | No |





Utilization Analysis

EEO6 6: Other Professionals (Support/Service)

University-Wide Staff Placement Goals

as of October 1, 2016

| Job Group | Number of Employees | Minority | | | | Female | | | |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG06-0001: Academic Administration Professionals | 366 | 51 | 13.9% | 28.9% | Yes | 263 | 71.9% | 64.5% | No |
| JG06-0002: Administrative Services Professionals | 204 | 28 | 13.7% | 25.1% | Yes | 129 | 63.2% | 57.3% | No |
| JG06-0003: Agricultural and Food Science Professionals | 124 | 15 | 12.1% | 17.9% | Yes | 60 | 48.4% | 27.5% | No |
| JG06-0004: Arts, Media, and Public Relations Professionals | 115 | 11 | 9.6% | 22.2% | Yes | 65 | 56.5% | 65.3% | Yes |
| JG06-0005: Biological and Chemical Scientists | 247 | 61 | 24.7% | 22.1% | No | 135 | 54.7% | 43.6% | No |
| JG06-0006: Business and Accounting Professionals | 173 | 26 | 15.0% | 23.0% | Yes | 120 | 69.4% | 59.0% | No |
| JG06-0007: Conservation and Social Science Professionals | 525 | 52 | 9.9% | 16.6% | Yes | 189 | 36.0% | 21.9% | No |
| JG06-0008: Counseling and Student Service Professionals | 178 | 59 | 33.1% | 31.2% | No | 122 | 68.5% | 69.0% | No |
| JG06-0009: Educational Service Professionals | 3 | 0 | 0.0% | 26.4% | No | 3 | 100.0% | 72.0% | No |
| JG06-0010: Engineers and Architects | 69 | 21 | 30.4% | 24.5% | No | 18 | 26.1% | 17.8% | No |
| JG06-0011: Environmental and Geoscientists | 29 | 5 | 17.2% | 13.3% | No | 9 | 31.0% | 26.3% | No |
| JG06-0012: Extension and Outreach Professionals | 149 | 24 | 16.1% | 24.1% | Yes | 101 | 67.8% | 54.8% | No |
| JG06-0013: Human Resources Professionals | 49 | 9 | 18.4% | 29.7% | Yes | 41 | 83.7% | 66.3% | No |
| JG06-0014: Math, Statistics, and Computer Professionals | 249 | 28 | 11.2% | 23.4% | Yes | 70 | 28.1% | 23.7% | No |
| JG06-0015: Medical and Veterinary Professionals | 192 | 25 | 13.0% | 23.0% | Yes | 141 | 73.4% | 64.3% | No |
| JG06-0016: Office Administrators | 143 | 26 | 18.2% | 15.0% | No | 133 | 93.0% | 91.2% | No |

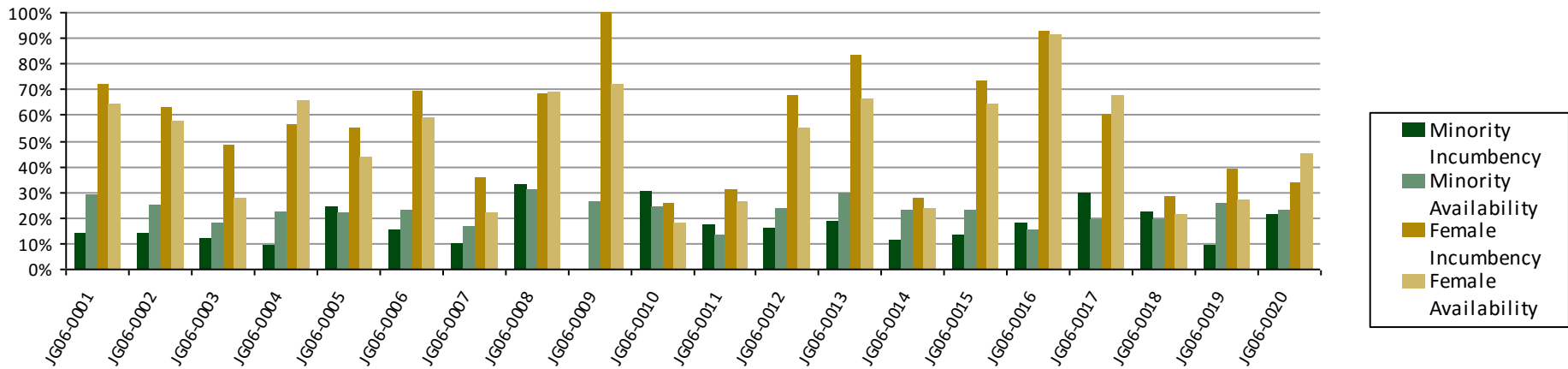


Utilization Analysis

EEO6 6: Other Professionals (Support/Service)
University-Wide Staff Placement Goals

as of October 1, 2016

| Job Group | Number of Employees | Minority | | | | Female | | | |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG06-0017: Other Service Professionals Including Library Technicians | 10 | 3 | 30.0% | 19.3% | No | 6 | 60.0% | 67.6% | No |
| JG06-0018: Physicists and Atmospheric Scientists | 136 | 31 | 22.8% | 19.2% | No | 39 | 28.7% | 21.2% | No |
| JG06-0019: Residential and Dining Professionals | 54 | 5 | 9.3% | 25.5% | Yes | 21 | 38.9% | 27.4% | No |
| JG06-0020: Sports and Recreation Professionals | 47 | 10 | 21.3% | 23.3% | No | 16 | 34.0% | 45.3% | Yes |





Utilization Analysis

EEO6 7: Technical and Paraprofessionals
University-Wide Staff Placement Goals

as of October 1, 2016

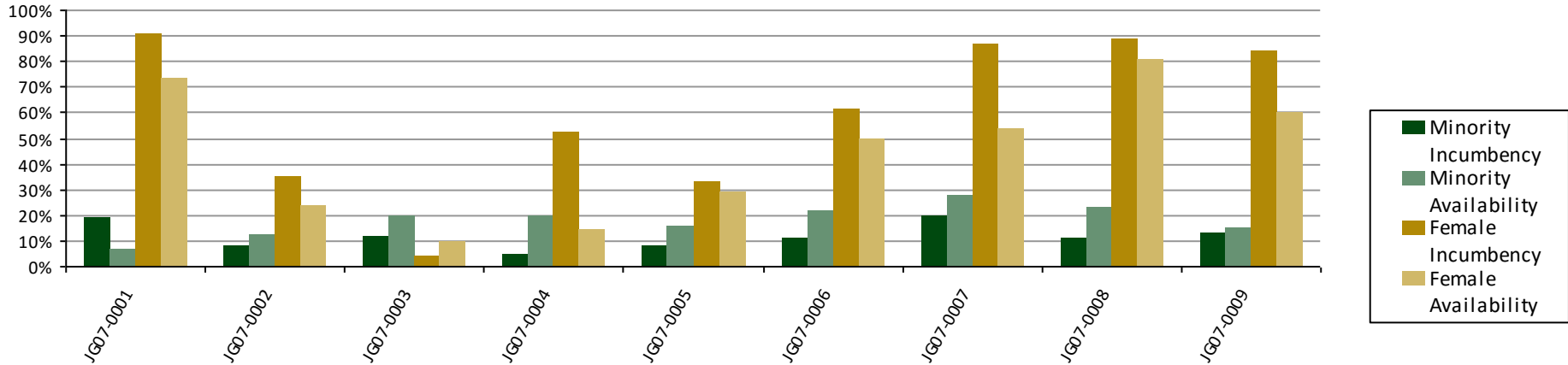
| Job Group | Number of Employees | Minority | | | | Female | | | |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG07-0001: Accounting Technicians | 128 | 25 | 19.5% | 6.8% | No | 116 | 90.6% | 73.7% | No |
| JG07-0002: Computer and Telecommunications Technicians | 51 | 4 | 7.8% | 12.5% | No | 18 | 35.3% | 23.7% | No |
| JG07-0003: Engineering and Electronics Technicians | 51 | 6 | 11.8% | 19.5% | No | 2 | 3.9% | 9.9% | No |
| JG07-0004: Facilities and Dining Technicians | 23 | 1 | 4.3% | 19.9% | Yes | 12 | 52.2% | 14.6% | No |
| JG07-0005: Protective Services | 51 | 4 | 7.8% | 16.2% | Yes | 17 | 33.3% | 29.2% | No |
| JG07-0006: Life Science Technicians | 26 | 3 | 11.5% | 22.0% | No | 16 | 61.5% | 49.6% | No |
| JG07-0007: Media and Academic Technicians | 15 | 3 | 20.0% | 27.7% | No | 13 | 86.7% | 53.9% | No |
| JG07-0008: Medical and Veterinary Technicians | 182 | 20 | 11.0% | 23.5% | Yes | 162 | 89.0% | 80.6% | No |
| JG07-0009: Secretarial and Human Resources Technicians | 38 | 5 | 13.2% | 15.1% | No | 32 | 84.2% | 60.3% | No |



Utilization Analysis

EEO6 7: Technical and Paraprofessionals
 University-Wide Staff Placement Goals

as of October 1, 2016





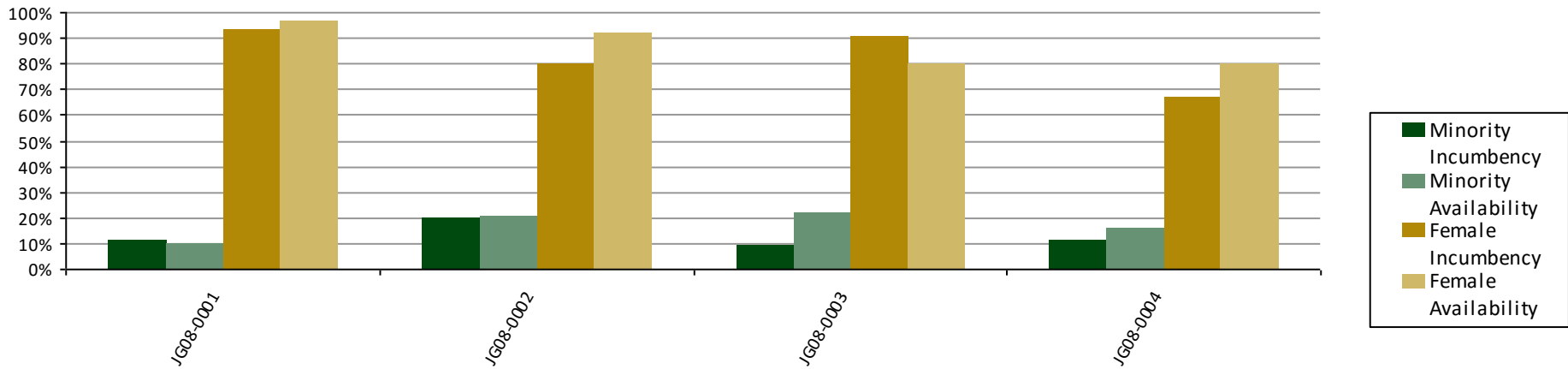
Utilization Analysis

EEO6 8: Clerical and Secretarial

University-Wide Staff Placement Goals

as of October 1, 2016

| Job Group | Number of Employees | Minority | | | | Female | | | |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG08-0001: Administrative Assistants and Office Managers | 308 | 34 | 11.0% | 9.7% | No | 287 | 93.2% | 96.9% | Yes |
| JG08-0002: Library Technicians | 25 | 5 | 20.0% | 20.7% | No | 20 | 80.0% | 92.2% | Yes |
| JG08-0003: Records, Data, and Sales Clerks | 22 | 2 | 9.1% | 21.7% | No | 20 | 90.9% | 80.4% | No |
| JG08-0004: Telephone and Communications Operators | 9 | 1 | 11.1% | 15.6% | No | 6 | 66.7% | 80.4% | No |





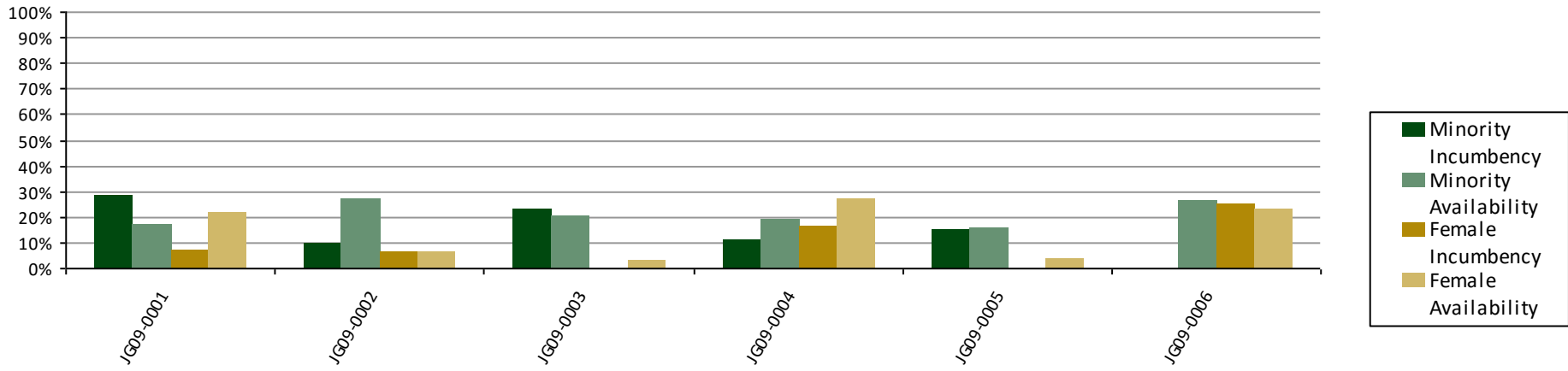
Utilization Analysis

EEO6 9: Skilled Crafts

University-Wide Staff Placement Goals

as of October 1, 2016

| Job Group | Number of Employees | Minority | | | | Female | | | |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG09-0001: Auto and Equipment Mechanics and Operators | 28 | 8 | 28.6% | 17.5% | No | 2 | 7.1% | 21.8% | Yes |
| JG09-0002: Construction and Carpentry Workers | 60 | 6 | 10.0% | 27.0% | Yes | 4 | 6.7% | 6.6% | No |
| JG09-0003: Electrical Crafts Workers | 30 | 7 | 23.3% | 20.3% | No | 0 | 0.0% | 3.0% | No |
| JG09-0004: Machinists, Printers, and Equipment Operators | 18 | 2 | 11.1% | 19.2% | No | 3 | 16.7% | 27.1% | No |
| JG09-0005: Plumbing and Repair Workers | 98 | 15 | 15.3% | 16.2% | No | 0 | 0.0% | 4.1% | Yes |
| JG09-0006: Residential and Facilities Managers | 4 | 0 | 0.0% | 26.8% | No | 1 | 25.0% | 23.4% | No |





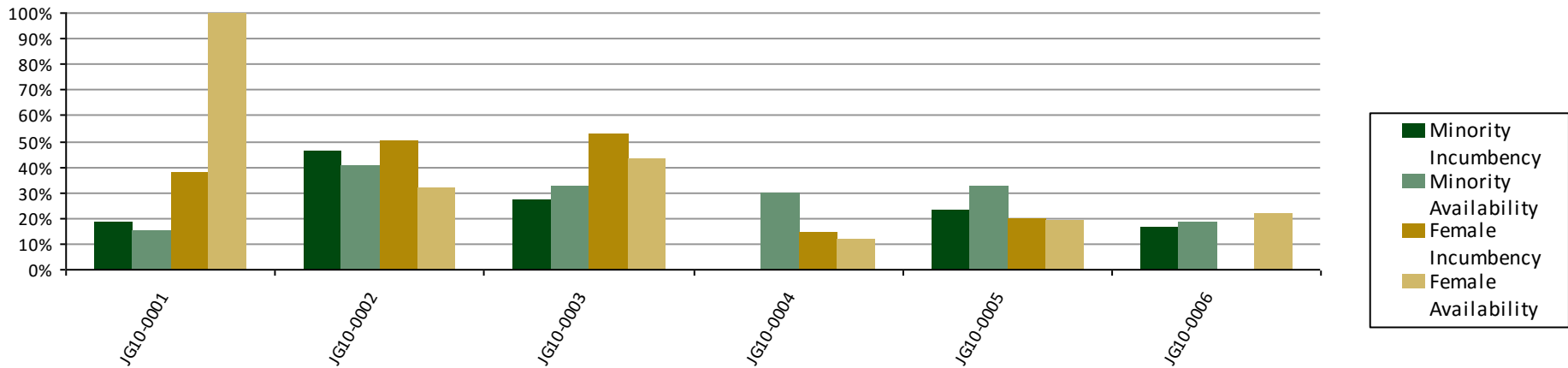
Utilization Analysis

EEO6 10: Service/Maintenance

University-Wide Staff Placement Goals

as of October 1, 2016

| Job Group | Number of Employees | Minority | | | | Female | | | |
|---|---------------------|------------|--------------|----------------|------------|--------------|----------------|--------|-----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG10-0001: Animal Care Workers | 16 | 3 | 18.8% | 15.0% | No | 6 | 37.5% | 100.0% | Yes |
| JG10-0002: Custodians | 249 | 116 | 46.6% | 40.7% | No | 126 | 50.6% | 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 | 27 | 0 | 0.0% | 29.7% | Yes | 4 | 14.8% | 12.1% | No |
| JG10-0005: Materials, Stock, and Postal Workers | 56 | 13 | 23.2% | 32.2% | Yes | 11 | 19.6% | 18.9% | No |
| JG10-0006: Other Service/Maintenance Staff | 6 | 1 | 16.7% | 18.5% | No | 0 | 0.0% | 21.8% | No |





University-Wide Staff Placement Goal Progress

EEO6 5: Executive / Administrative / Managerial

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|------------|------------|-----------|------------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG05-0001: Executives | 14 | 6 (24.6%) | 2 (14.3%) | No | 13 (63.3%) | 6 (42.9%) | No |
| JG05-0002: Academic Administrators | 18 | 10 (23.5%) | 2 (11.1%) | No | NA | | NA |
| JG05-0003: Service and Athletic Administrators | 23 | 15 (23.5%) | 3 (13%) | No | 10 (57.5%) | 10 (43.5%) | No |
| JG05-0005: Residential and Facilities Administrators | 0 | NA | | NA | 1 (45.9%) | 0 | 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.



University-Wide Staff Placement Goal Progress

EEO6 6: Other Professionals (Support/Service)

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|------------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG06-0001: Academic Administration Professionals | 55 | 45 (28.2%) | 6 (10.9%) | No | NA | | NA |
| JG06-0002: Administrative Services Professionals | 57 | 15 (24.3%) | 4 (7%) | No | NA | | NA |
| JG06-0003: Agricultural and Food Science Professionals | 26 | 4 (18%) | 0 (0%) | No | NA | | NA |
| JG06-0004: Arts, Media, and Public Relations Professionals | 10 | 2 (19.9%) | 1 (10%) | No | 4 (63.8%) | 5 (50%) | No |
| JG06-0006: Business and Accounting Professionals | 23 | 4 (21.5%) | 4 (17.4%) | No | NA | | NA |
| JG06-0007: Conservation and Social Science Professionals | 63 | 19 (17.3%) | 10 (15.9%) | No | NA | | NA |
| JG06-0012: Extension and Outreach Professionals | 11 | 16 (25.4%) | 0 (0%) | No | NA | | NA |
| JG06-0014: Math, Statistics, and Computer Professionals | 43 | 24 (24.4%) | 4 (9.3%) | No | NA | | NA |
| JG06-0015: Medical and Veterinary Professionals | 20 | 10 (22.7%) | 2 (10%) | No | NA | | NA |
| JG06-0017: Other Service Professionals Including Library Technicians | 1 | NA | | NA | 3 (78.8%) | 0 (0%) | No |
| JG06-0019: Residential and Dining Professionals | 12 | 4 (27.2%) | 3 (25%) | No | NA | | NA |
| JG06-0020: Sports and Recreation Professionals | 20 | NA | | NA | 3 (45.2%) | 6 (30%) | 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.



University-Wide Staff Placement Goal Progress

EO6 7: Technical and Paraprofessionals

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|------------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG07-0002: Computer and Telecommunications Technicians | 6 | 1 (16.7%) | 0 (0%) | No | NA | | NA |
| JG07-0004: Facilities and Dining Technicians | 5 | 1 (21.2%) | 0 (0%) | No | NA | | NA |
| JG07-0005: Protective Services | 10 | 1 (18.4%) | 0 (0%) | No | NA | | NA |
| JG07-0008: Medical and Veterinary Technicians | 32 | 20 (23.3%) | 3 (9.4%) | No | NA | | NA |
| JG07-0009: Secretarial and Human Resources Technicians | 9 | 1 (16.3%) | 2 (22.2%) | Yes | NA | | NA |

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University-Wide Staff Placement Goal Progress

EEO6 8: Clerical and Secretarial

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|-----------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG08-0001: Administrative Assistants and Office Managers | 68 | NA | | NA | 3 (96.9%) | 66 (97.1%) | Yes |
| JG08-0002: Library Technicians | 3 | NA | | NA | 1 (94.4%) | 2 (66.7%) | No |

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University-Wide Staff Placement Goal Progress

EEO6 9: Skilled Crafts

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|---|------------------|-----------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG09-0001: Auto and Equipment Mechanics and Operators | 1 | NA | | NA | 1 (21.6%) | 0 (0%) | No |
| JG09-0002: Construction and Carpentry Workers | 10 | 5 (26.4%) | 0 (0%) | No | NA | | NA |
| JG09-0005: Plumbing and Repair Workers | 10 | NA | | NA | 2 (4.2%) | 0 (0%) | No |

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University-Wide Staff Placement Goal Progress

EEO6 10: Service/Maintenance

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|---|------------------|-----------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG10-0001: Animal Care Workers | 5 | NA | | NA | 7 (100%) | 2 (40%) | No |
| JG10-0003: Food Service Workers | 51 | 1 (32.2%) | 8 (15.7%) | No | NA | | NA |
| JG10-0004: Grounds and General Laborers | 2 | 5 (29.7%) | 0 (0%) | No | NA | | NA |
| JG10-0005: Materials, Stock, and Postal Workers | 9 | 3 (32.1%) | 2 (22.2%) | 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.