



# Utilization Analysis

Athletics

Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	1	0	0.0%	22.3%	No	0	0.0%	53.4%	No
JG05-0003: Service and Athletic Administrators	4	0	0.0%	22.7%	No	0	0.0%	45.7%	Yes
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	21.1%	No	0	0.0%	42.8%	No
JG06-0001: Academic Administration Professionals	2	0	0.0%	36.1%	No	0	0.0%	64.5%	No
JG06-0002: Administrative Services Professionals	82	18	22.0%	27.7%	No	28	34.1%	58.1%	Yes
JG06-0004: Arts, Media, and Public Relations Professionals	15	0	0.0%	34.3%	Yes	4	26.7%	59.2%	Yes
JG06-0006: Business and Accounting Professionals	10	2	20.0%	24.9%	No	3	30.0%	59.8%	Yes
JG06-0013: Human Resources Professionals	1	0	0.0%	25.8%	No	0	0.0%	57.0%	No
JG06-0015: Medical and Veterinary Professionals	2	1	50.0%	30.6%	No	2	100.0%	68.7%	No
JG06-0016: Office Administrators	4	0	0.0%	17.0%	No	1	25.0%	85.1%	Yes
JG07-0001: Accounting Technicians	1	0	0.0%	6.8%	No	1	100.0%	73.7%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	30.6%	No	1	100.0%	68.4%	No
JG09-0002: Construction and Carpentry Workers	1	0	0.0%	27.2%	No	0	0.0%	6.7%	No

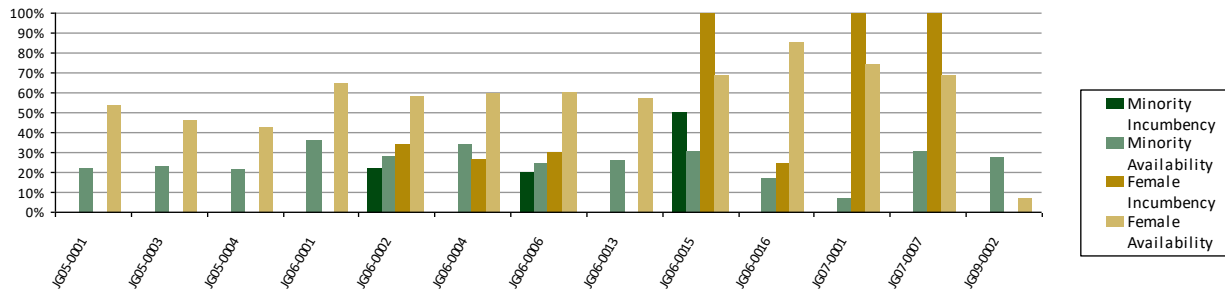


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## Placement Goal Progress

### Athletics

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG05-0003: Service and Athletic Administrators	0	NA		NA	1 (47.1%)	0	NA
JG06-0002: Administrative Services Professionals	4	NA		NA	12 (58.1%)	2 (50%)	<b>No</b>
JG06-0004: Arts, Media, and Public Relations Professionals	0	3 (34.2%)	0	NA	3 (59%)	0	NA
JG06-0016: Office Administrators	0	NA		NA	2 (85.8%)	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.