



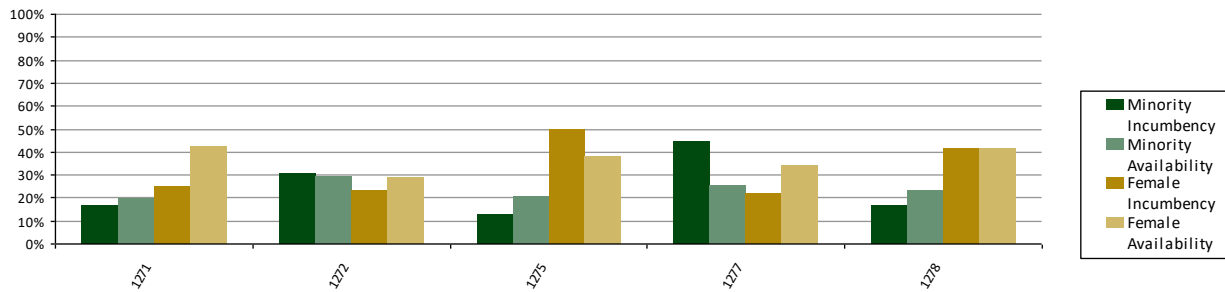
# Utilization Analysis

## College of Business

### Tenure-Track Faculty Placement Goals

as of October 1, 2020

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1271: Accounting	12	2	16.7%	19.6%	No	3	25.0%	42.2%	No
1272: Finance and Real Estate	13	4	30.8%	29.7%	No	3	23.1%	29.1%	No
1275: Management	16	2	12.5%	21.1%	No	8	50.0%	38.2%	No
1277: Computer Information Systems	9	4	44.4%	25.3%	No	2	22.2%	33.9%	No
1278: Marketing	12	2	16.7%	22.9%	No	5	41.7%	41.6%	No





# Utilization Analysis

College of Business

Staff Placement Goals

as of October 1, 2020

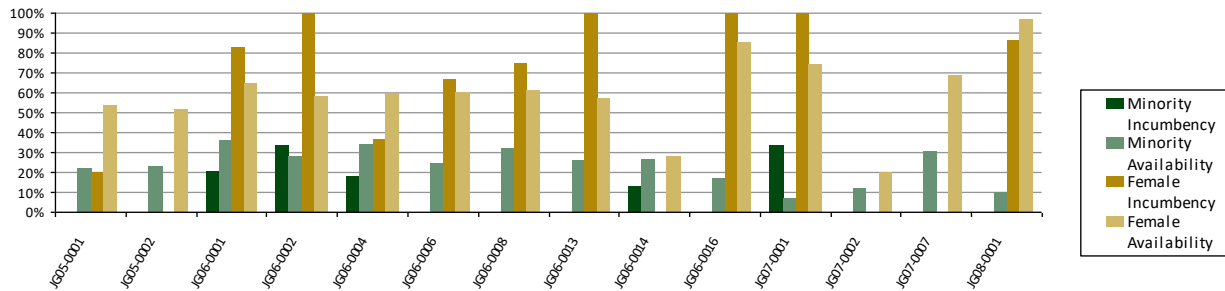
Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	5	0	0.0%	22.3%	No	1	20.0%	53.4%	No
JG05-0002: Academic Administrators	1	0	0.0%	22.6%	No	0	0.0%	51.4%	No
JG06-0001: Academic Administration Professionals	29	6	20.7%	36.1%	Yes	24	82.8%	64.5%	No
JG06-0002: Administrative Services Professionals	3	1	33.3%	27.7%	No	3	100.0%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	11	2	18.2%	34.3%	No	4	36.4%	59.2%	No
JG06-0006: Business and Accounting Professionals	6	0	0.0%	24.9%	No	4	66.7%	59.8%	No
JG06-0008: Counseling and Student Service Professionals	8	0	0.0%	31.7%	Yes	6	75.0%	61.2%	No
JG06-0013: Human Resources Professionals	3	0	0.0%	25.8%	No	3	100.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	8	1	12.5%	26.6%	No	0	0.0%	27.8%	Yes
JG06-0016: Office Administrators	5	0	0.0%	17.0%	No	5	100.0%	85.1%	No
JG07-0001: Accounting Technicians	3	1	33.3%	6.8%	No	3	100.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	1	0	0.0%	12.3%	No	0	0.0%	20.3%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	30.6%	No	0	0.0%	68.4%	No
JG08-0001: Administrative Assistants and Office Managers	7	0	0.0%	9.7%	No	6	85.7%	96.9%	No



# Utilization Analysis

College of Business  
Staff Placement Goals

as of October 1, 2020





## Placement Goal Progress

College of Business

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG06-0004: Arts, Media, and Public Relations Professionals	2	1 (34.2%)	1 (50%)	Yes	NA		NA
JG06-0008: Counseling and Student Service Professionals	0	1 (31.4%)	0	NA	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	2	NA		NA	1 (28.1%)	0 (0%)	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.