



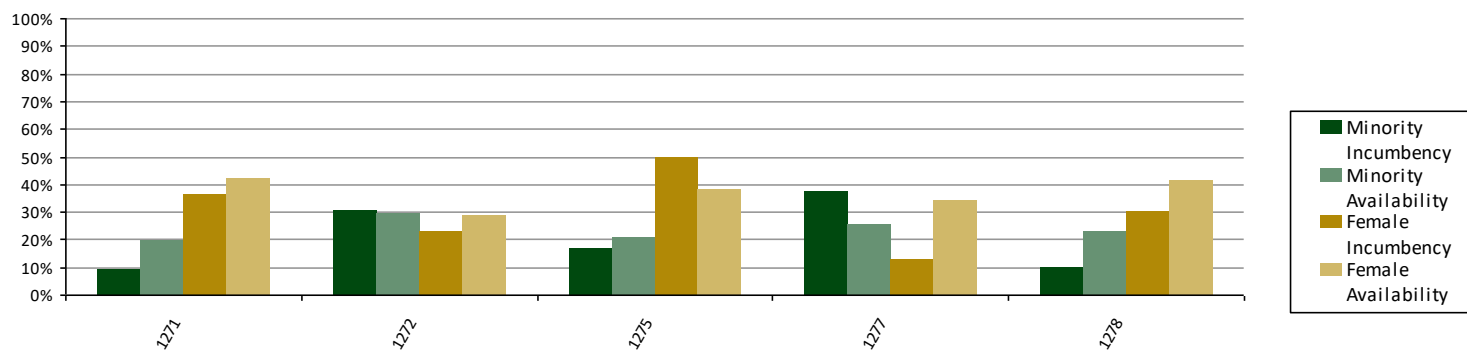
Utilization Analysis

College of Business

Tenure-Track Faculty Placement Goals

as of October 1, 2022

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
1271: Accounting	11	1	9.1%	19.6%	No	4	36.4%	42.2%	No
1272: Finance and Real Estate	13	4	30.8%	29.7%	No	3	23.1%	29.1%	No
1275: Management	18	3	16.7%	21.1%	No	9	50.0%	38.2%	No
1277: Computer Information Systems	8	3	37.5%	25.3%	No	1	12.5%	33.9%	No
1278: Marketing	10	1	10.0%	22.9%	No	3	30.0%	41.6%	No





Utilization Analysis

College of Business

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG05-0001: Executives	4	0	0.0%	26.5%	No	1	25.0%	54.7%	No
JG05-0002: Academic Administrators	1	0	0.0%	26.3%	No	0	0.0%	48.7%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	26.5%	No	1	100.0%	46.0%	No
JG06-0001: Academic Administration Professionals	32	8	25.0%	35.0%	No	24	75.0%	65.0%	No
JG06-0002: Administrative Services Professionals	2	1	50.0%	32.3%	No	2	100.0%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	10	1	10.0%	32.3%	No	6	60.0%	55.8%	No
JG06-0006: Business and Accounting Professionals	7	0	0.0%	28.1%	Yes	4	57.1%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	1	0	0.0%	26.3%	No	1	100.0%	30.7%	No
JG06-0008: Counseling and Student Service Professionals	10	1	10.0%	34.5%	Yes	7	70.0%	63.5%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	29.8%	No	2	100.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	1	16.7%	31.8%	No	0	0.0%	26.1%	No
JG06-0016: Office Administrators	6	0	0.0%	24.6%	No	6	100.0%	77.7%	No
JG07-0001: Accounting Technicians	1	0	0.0%	12.7%	No	1	100.0%	72.9%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.2%	No	0	0.0%	71.9%	No
JG08-0001: Administrative Assistants and Office Managers	10	2	20.0%	17.9%	No	9	90.0%	93.7%	No

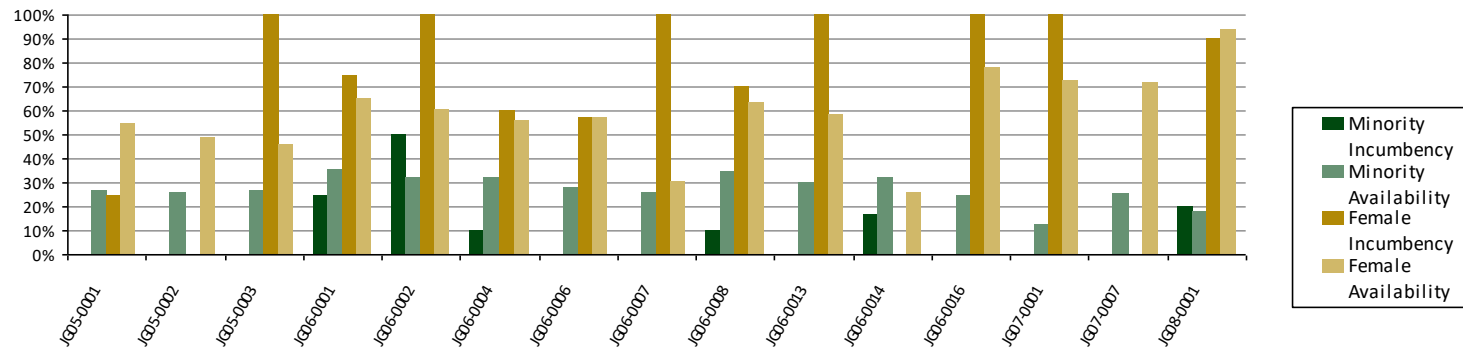


Utilization Analysis

College of Business

Staff Placement Goals

as of October 1, 2022





Placement Goal Progress

College of Business

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	4	2 (35.7%)	0 (0%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	2	1 (34.3%)	0 (0%)	No	NA		NA
JG06-0008: Counseling and Student Service Professionals	2	1 (31.3%)	1 (50%)	Yes	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	0	NA		NA	1 (28%)	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.