



## Utilization Analysis

College of Health and Human Sciences  
Tenure-Track Faculty Placement Goals

as of October 1, 2020

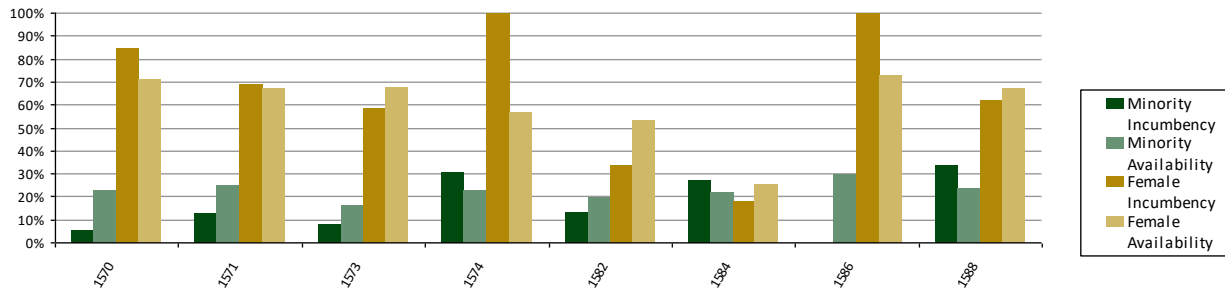
Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1570: Human Development and Family Studies	19	1	5.3%	22.3%	Yes	16	84.2%	70.9%	No
1571: Food Science and Human Nutrition	16	2	12.5%	24.7%	No	11	68.8%	67.1%	No
1573: Occupational Therapy	12	1	8.3%	16.3%	No	7	58.3%	67.4%	No
1574: Design and Merchandising	13	4	30.8%	22.6%	No	13	100.0%	56.8%	No
1582: Health and Exercise Science	15	2	13.3%	19.6%	No	5	33.3%	53.2%	Yes
1584: Construction Management	11	3	27.3%	21.8%	No	2	18.2%	25.4%	No
1586: School of Social Work	8	0	0.0%	29.2%	Yes	8	100.0%	73.1%	No
1588: School of Education	21	7	33.3%	23.6%	No	13	61.9%	66.9%	No



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## College of Health and Human Sciences

### 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	4	0	0.0%	22.3%	No	3	75.0%	53.4%	No
JG05-0002: Academic Administrators	3	0	0.0%	22.6%	No	3	100.0%	51.4%	No
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	21.1%	No	1	100.0%	42.8%	No
JG06-0001: Academic Administration Professionals	38	9	23.7%	36.1%	Yes	33	86.8%	64.5%	No
JG06-0002: Administrative Services Professionals	5	1	20.0%	27.7%	No	4	80.0%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	5	1	20.0%	34.3%	No	5	100.0%	59.2%	No
JG06-0005: Biological and Chemical Scientists	12	2	16.7%	32.6%	No	9	75.0%	54.1%	No
JG06-0006: Business and Accounting Professionals	8	1	12.5%	24.9%	No	7	87.5%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	26	5	19.2%	30.7%	No	25	96.2%	39.6%	No
JG06-0008: Counseling and Student Service Professionals	9	1	11.1%	31.7%	No	8	88.9%	61.2%	No
JG06-0012: Extension and Outreach Professionals	4	1	25.0%	26.7%	No	2	50.0%	68.3%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	25.8%	No	0	0.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	0	0.0%	26.6%	No	2	33.3%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	20	2	10.0%	30.6%	Yes	18	90.0%	68.7%	No
JG06-0016: Office Administrators	8	0	0.0%	17.0%	No	8	100.0%	85.1%	No



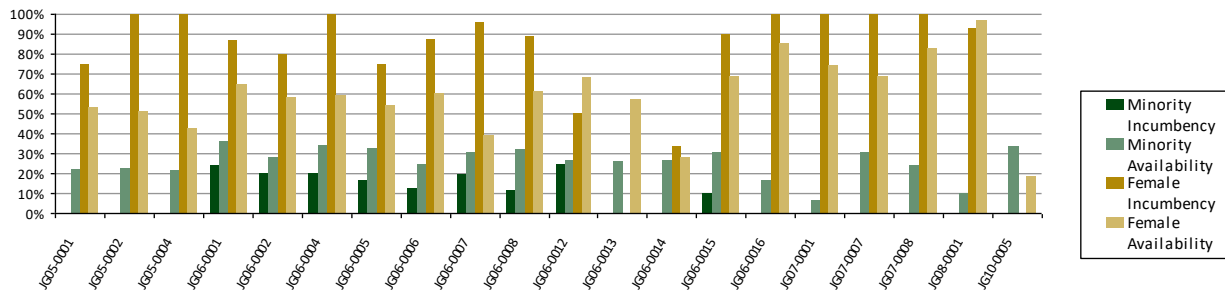
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## College of Health and Human Sciences

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as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
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
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	23.8%	No	1	100.0%	82.8%	No
JG08-0001: Administrative Assistants and Office Managers	14	0	0.0%	9.7%	No	13	92.9%	96.9%	No
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	33.4%	No	0	0.0%	19.0%	No





## Placement Goal Progress

### College of Health and Human Sciences

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG01-1570: Tenure-Track Faculty - Human Development and Family Studies	2	1 (22.3%)	0 (0%)	<b>No</b>	NA		NA
JG01-1582: Tenure-Track Faculty - Health and Exercise Science	0	NA		NA	1 (53.2%)	0	NA
JG06-0001: Academic Administration Professionals	4	3 (35.2%)	1 (25%)	<b>No</b>	NA		NA
JG06-0005: Biological and Chemical Scientists	4	1 (33.4%)	1 (25%)	<b>No</b>	NA		NA
JG06-0007: Conservation and Social Science Professionals	7	1 (30%)	2 (28.6%)	<b>No</b>	NA		NA
JG06-0008: Counseling and Student Service Professionals	0	1 (31.4%)	0	NA	NA		NA
JG06-0015: Medical and Veterinary Professionals	2	3 (30.6%)	0 (0%)	<b>No</b>	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.