



Utilization Analysis

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

as of October 1, 2023

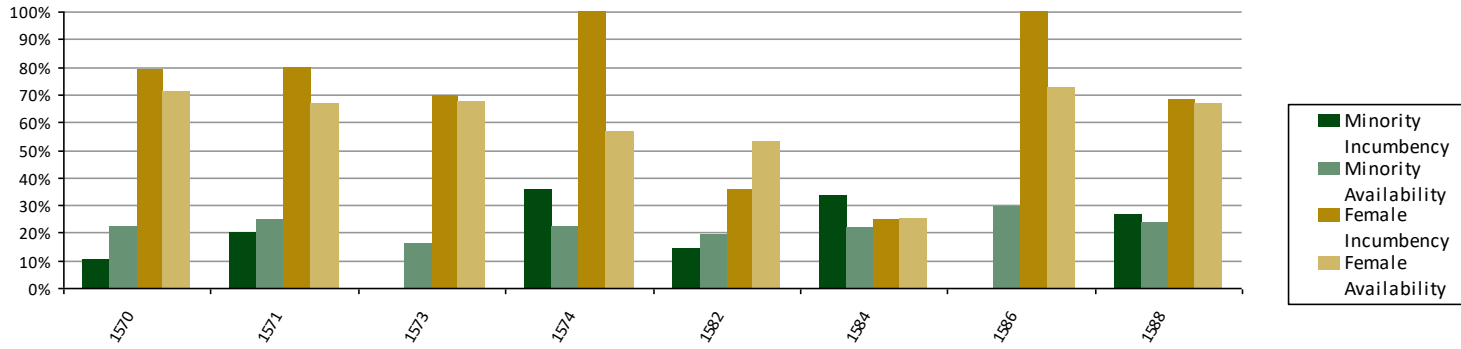
Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1570: Human Development and Family Studies	19	2	10.5%	22.3%	No	15	78.9%	70.9%	No
1571: Food Science and Human Nutrition	10	2	20.0%	24.7%	No	8	80.0%	67.1%	No
1573: Occupational Therapy	10	0	0.0%	16.3%	No	7	70.0%	67.4%	No
1574: Design and Merchandising	14	5	35.7%	22.6%	No	14	100.0%	56.8%	No
1582: Health and Exercise Science	14	2	14.3%	19.6%	No	5	35.7%	53.2%	No
1584: Construction Management	12	4	33.3%	21.8%	No	3	25.0%	25.4%	No
1586: School of Social Work	9	0	0.0%	29.2%	Yes	9	100.0%	73.1%	No
1588: School of Education	19	5	26.3%	23.6%	No	13	68.4%	66.9%	No



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Staff Placement Goals

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Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	5	1	20.0%	26.3%	No	4	80.0%	54.0%	No
JG05-0004: Financial, Business and HR Administrators	2	0	0.0%	24.4%	No	2	100.0%	39.0%	No
JG06-0001: Academic Administration Professionals	58	8	13.8%	35.2%	Yes	52	89.7%	65.4%	No
JG06-0002: Administrative Services Professionals	9	2	22.2%	32.5%	No	7	77.8%	61.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	8	1	12.5%	32.4%	No	4	50.0%	56.1%	No
JG06-0005: Biological and Chemical Scientists	13	1	7.7%	29.3%	Yes	10	76.9%	46.5%	No
JG06-0006: Business and Accounting Professionals	11	1	9.1%	28.1%	No	8	72.7%	56.7%	No
JG06-0007: Conservation and Social Science Professionals	23	7	30.4%	26.7%	No	21	91.3%	30.4%	No
JG06-0008: Counseling and Student Service Professionals	8	0	0.0%	34.6%	Yes	7	87.5%	63.5%	No
JG06-0012: Extension and Outreach Professionals	5	2	40.0%	32.2%	No	4	80.0%	62.7%	No
JG06-0013: Human Resources Professionals	3	0	0.0%	29.9%	No	2	66.7%	61.3%	No
JG06-0014: Math, Statistics, and Computer Professionals	9	1	11.1%	32.1%	No	4	44.4%	25.9%	No
JG06-0015: Medical and Veterinary Professionals	23	2	8.7%	33.3%	Yes	20	87.0%	67.1%	No
JG06-0016: Office Administrators	4	0	0.0%	25.2%	No	4	100.0%	75.3%	No
JG07-0001: Accounting Technicians	2	0	0.0%	12.7%	No	2	100.0%	72.9%	No



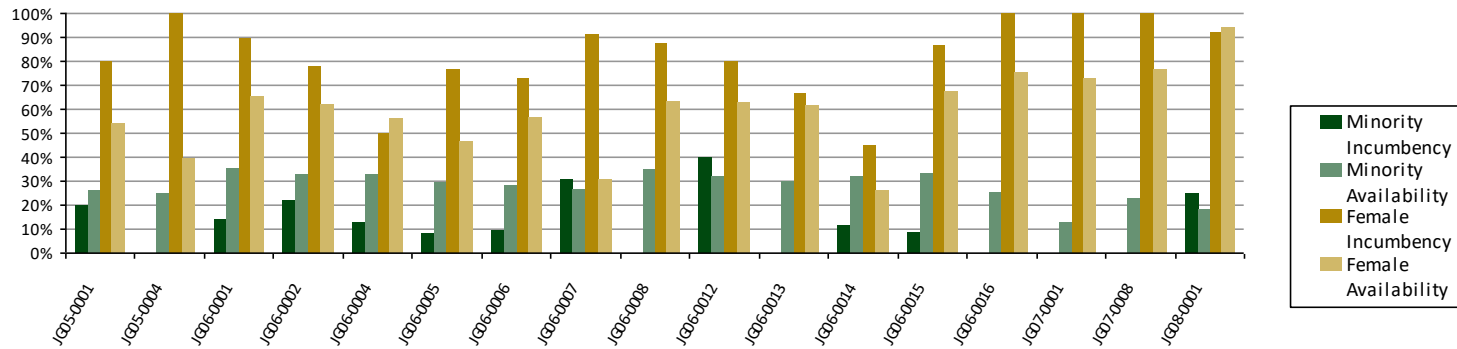
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Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	22.5%	No	1	100.0%	76.6%	No
JG08-0001: Administrative Assistants and Office Managers	12	3	25.0%	17.9%	No	11	91.7%	93.7%	No





Placement Goal Progress

College of Health and Human Sciences

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG01-1570: Tenure-Track Faculty - Human Development and Family Studies	2	1 (22.3%)	1 (50%)	Yes	NA		NA
JG01-1582: Tenure-Track Faculty - Health and Exercise Science	0	NA		NA	1 (53.2%)	0	NA
JG01-1586: Tenure-Track Faculty - School of Social Work	1	1 (29.2%)	0 (0%)	No	NA		NA
JG06-0001: Academic Administration Professionals	21	1 (35%)	1 (4.8%)	No	NA		NA
JG06-0008: Counseling and Student Service Professionals	1	1 (34.5%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	9	1 (32.6%)	1 (11.1%)	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.