



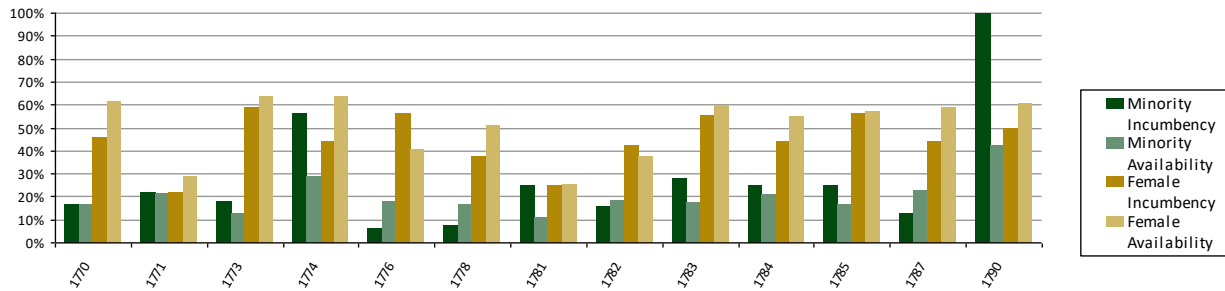
Utilization Analysis

College of Liberal Arts

Tenure-Track Faculty Placement Goals

as of October 1, 2020

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1770: Art	24	4	16.7%	16.5%	No	11	45.8%	61.4%	Yes
1771: Economics	18	4	22.2%	21.5%	No	4	22.2%	28.6%	No
1773: English	34	6	17.6%	13.0%	No	20	58.8%	63.4%	No
1774: Foreign Languages and Literatures	16	9	56.3%	28.9%	No	7	43.8%	63.5%	Yes
1776: History	16	1	6.3%	18.0%	No	9	56.3%	40.2%	No
1778: Music, Theatre and Dance	40	3	7.5%	16.9%	Yes	15	37.5%	50.6%	Yes
1781: Philosophy	12	3	25.0%	11.0%	No	3	25.0%	25.6%	No
1782: Political Science	19	3	15.8%	18.4%	No	8	42.1%	37.3%	No
1783: Communication Studies	18	5	27.8%	17.1%	No	10	55.6%	59.3%	No
1784: Sociology	16	4	25.0%	20.8%	No	7	43.8%	54.9%	No
1785: Journalism and Technical Communication	16	4	25.0%	16.6%	No	9	56.3%	57.0%	No
1787: Anthropology	16	2	12.5%	22.8%	No	7	43.8%	59.2%	No
1790: Ethnic Studies	8	8	100.0%	42.0%	No	4	50.0%	60.4%	No





Utilization Analysis

College of Liberal Arts

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	1	25.0%	22.3%	No	2	50.0%	53.4%	No
JG05-0002: Academic Administrators	1	0	0.0%	22.6%	No	1	100.0%	51.4%	No
JG06-0001: Academic Administration Professionals	34	4	11.8%	36.1%	Yes	20	58.8%	64.5%	No
JG06-0002: Administrative Services Professionals	6	1	16.7%	27.7%	No	3	50.0%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	13	1	7.7%	34.3%	Yes	9	69.2%	59.2%	No
JG06-0006: Business and Accounting Professionals	4	2	50.0%	24.9%	No	2	50.0%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	4	0	0.0%	30.7%	No	4	100.0%	39.6%	No
JG06-0008: Counseling and Student Service Professionals	2	0	0.0%	31.7%	No	2	100.0%	61.2%	No
JG06-0012: Extension and Outreach Professionals	1	0	0.0%	26.7%	No	0	0.0%	68.3%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	25.8%	No	2	100.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	10	0	0.0%	26.6%	Yes	5	50.0%	27.8%	No
JG06-0016: Office Administrators	13	2	15.4%	17.0%	No	12	92.3%	85.1%	No
JG06-0017: Other Service Professionals Including Library Technicians	1	0	0.0%	16.8%	No	0	0.0%	77.5%	No
JG07-0001: Accounting Technicians	2	1	50.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	20.5%	No	0	0.0%	18.0%	No

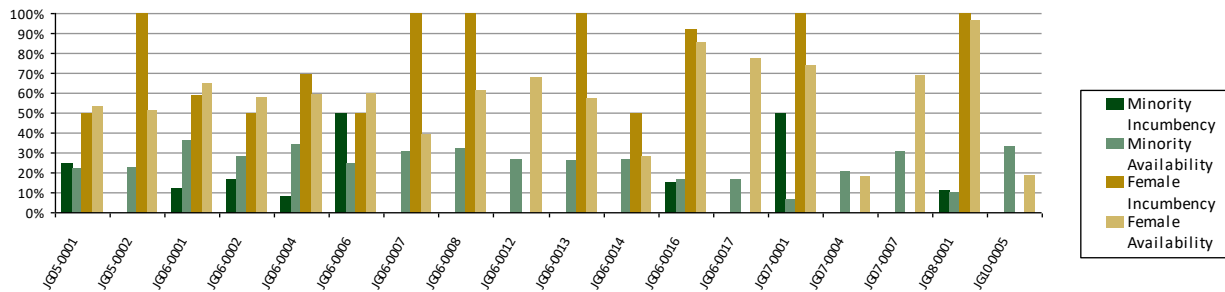


Utilization Analysis

College of Liberal Arts
Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
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	18	2	11.1%	9.7%	No	18	100.0%	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 Liberal Arts

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG01-1770: Tenure-Track Faculty - Art	0	NA		NA	1 (61.4%)	0	NA
JG01-1774: Tenure-Track Faculty - Foreign Languages and Literatures	1	NA		NA	1 (63.5%)	1 (100%)	Yes
JG01-1778: Tenure-Track Faculty - Music, Theatre and Dance	1	NA		NA	3 (50.6%)	1 (100%)	Yes
JG01-1787: Tenure-Track Faculty - Anthropology	1	1 (22.8%)	1 (100%)	Yes	NA		NA
JG06-0001: Academic Administration Professionals	3	4 (35.2%)	0 (0%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	1	1 (34.2%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	1	1 (26.2%)	0 (0%)	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.