



Utilization Analysis

College of Natural Sciences

Tenure-Track Faculty Placement Goals

as of October 1, 2022

Department	Number of Employees	Minority				Female			
		Incumbency		Availability	Placement Goal	Incumbency		Availability	Placement Goal
1870: Biochemistry and Molecular Biology	17	5	29.4%	23.6%	No	6	35.3%	42.2%	No
1872: Chemistry	26	6	23.1%	18.0%	No	9	34.6%	32.3%	No
1873: Computer Science	19	11	57.9%	26.1%	No	2	10.5%	21.4%	No
1874: Mathematics	28	4	14.3%	18.0%	No	11	39.3%	28.0%	No
1875: Physics	17	3	17.6%	15.7%	No	1	5.9%	16.8%	No
1876: Psychology	27	5	18.5%	18.0%	No	14	51.9%	58.2%	No
1877: Statistics	14	5	35.7%	23.6%	No	4	28.6%	35.2%	No
1878: Biology	27	7	25.9%	15.9%	No	9	33.3%	44.2%	No

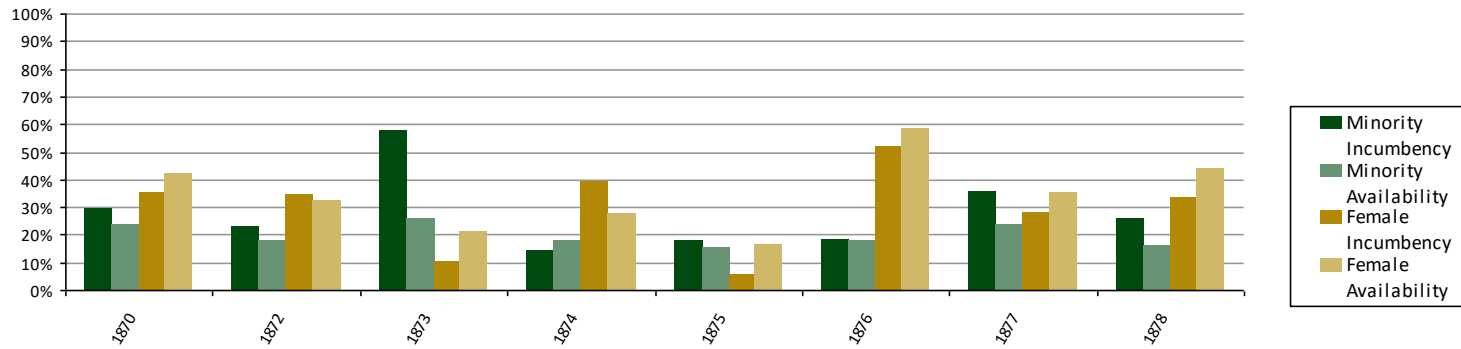


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College of Natural Sciences

Tenure-Track Faculty Placement Goals

as of October 1, 2022





Utilization Analysis

College of Natural Sciences

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	6	1	16.7%	26.5%	No	3	50.0%	54.7%	No
JG05-0002: Academic Administrators	2	1	50.0%	26.3%	No	2	100.0%	48.7%	No
JG06-0001: Academic Administration Professionals	31	6	19.4%	35.0%	Yes	27	87.1%	65.0%	No
JG06-0002: Administrative Services Professionals	4	1	25.0%	32.3%	No	3	75.0%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	2	0	0.0%	32.3%	No	2	100.0%	55.8%	No
JG06-0005: Biological and Chemical Scientists	44	12	27.3%	29.0%	No	22	50.0%	46.3%	No
JG06-0006: Business and Accounting Professionals	6	1	16.7%	28.1%	No	3	50.0%	57.5%	No
JG06-0009: Educational Service Professionals	1	0	0.0%	31.8%	No	1	100.0%	59.3%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	22.3%	No	0	0.0%	35.1%	No
JG06-0013: Human Resources Professionals	2	1	50.0%	29.8%	No	2	100.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	15	2	13.3%	31.8%	Yes	6	40.0%	26.1%	No
JG06-0015: Medical and Veterinary Professionals	5	0	0.0%	32.6%	No	4	80.0%	67.2%	No
JG06-0016: Office Administrators	3	1	33.3%	24.6%	No	3	100.0%	77.7%	No
JG06-0018: Physicists and Atmospheric Scientists	5	0	0.0%	21.4%	No	1	20.0%	21.8%	No
JG07-0001: Accounting Technicians	9	1	11.1%	12.7%	No	8	88.9%	72.9%	No



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Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG07-0002: Computer and Telecommunications Technicians	2	0	0.0%	15.2%	No	0	0.0%	24.2%	No
JG07-0003: Engineering and Electronics Technicians	1	0	0.0%	14.1%	No	0	0.0%	4.4%	No
JG07-0006: Life Science Technicians	4	1	25.0%	22.6%	No	2	50.0%	57.2%	No
JG07-0007: Media and Academic Technicians	1	1	100.0%	25.2%	No	1	100.0%	71.9%	No
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	22.2%	No	0	0.0%	77.2%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	19.3%	No	0	0.0%	75.7%	No
JG08-0001: Administrative Assistants and Office Managers	24	6	25.0%	17.9%	No	20	83.3%	93.7%	Yes
JG09-0002: Construction and Carpentry Workers	1	0	0.0%	32.2%	No	0	0.0%	8.9%	No

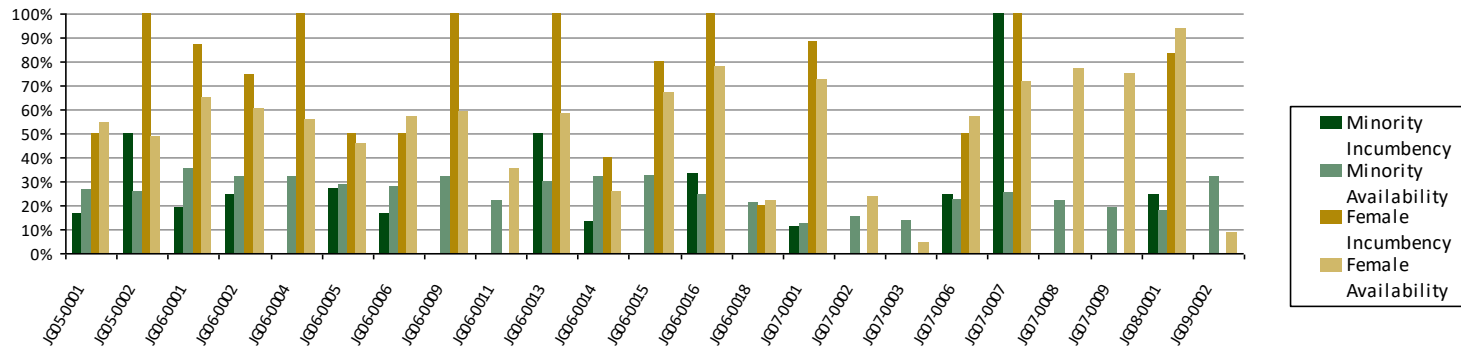


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College of Natural Sciences

Staff Placement Goals

as of October 1, 2022





Placement Goal Progress

College of Natural Sciences

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	10	3 (35.7%)	3 (30%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	5	NA		NA	2 (96.9%)	4 (80%)	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.