



Utilization Analysis
 College of Natural Sciences
 Tenure-Track Faculty Placement Goals

as of October 1, 2020

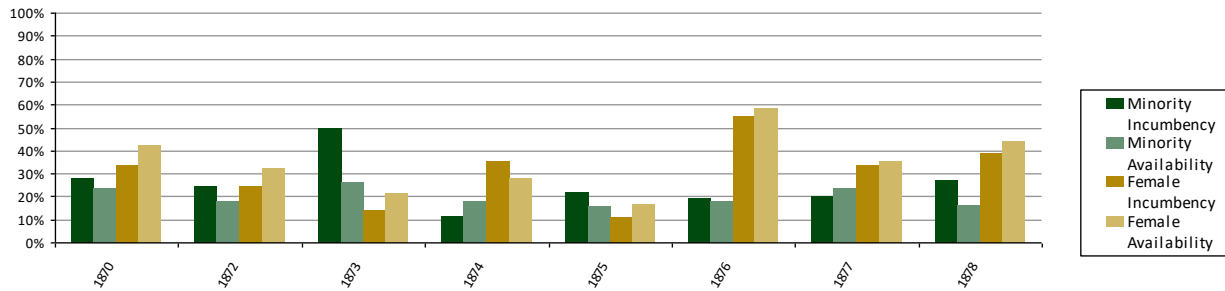
Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1870: Biochemistry and Molecular Biology	18	5	27.8%	23.6%	No	6	33.3%	42.2%	No
1872: Chemistry	25	6	24.0%	18.0%	No	6	24.0%	32.3%	No
1873: Computer Science	22	11	50.0%	26.1%	No	3	13.6%	21.4%	No
1874: Mathematics	34	4	11.8%	18.0%	No	12	35.3%	28.0%	No
1875: Physics	18	4	22.2%	15.7%	No	2	11.1%	16.8%	No
1876: Psychology	31	6	19.4%	18.0%	No	17	54.8%	58.2%	No
1877: Statistics	15	3	20.0%	23.6%	No	5	33.3%	35.2%	No
1878: Biology	26	7	26.9%	15.9%	No	10	38.5%	44.2%	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	0	0.0%	22.3%	No	4	80.0%	53.4%	No
JG05-0002: Academic Administrators	2	1	50.0%	22.6%	No	2	100.0%	51.4%	No
JG06-0001: Academic Administration Professionals	22	3	13.6%	36.1%	Yes	17	77.3%	64.5%	No
JG06-0002: Administrative Services Professionals	3	0	0.0%	27.7%	No	2	66.7%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	2	0	0.0%	34.3%	No	2	100.0%	59.2%	No
JG06-0005: Biological and Chemical Scientists	43	16	37.2%	32.6%	No	25	58.1%	54.1%	No
JG06-0006: Business and Accounting Professionals	6	1	16.7%	24.9%	No	4	66.7%	59.8%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	31.7%	No	1	100.0%	61.2%	No
JG06-0009: Educational Service Professionals	1	0	0.0%	26.4%	No	1	100.0%	72.0%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	18.2%	No	0	0.0%	30.8%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	25.8%	No	1	100.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	15	2	13.3%	26.6%	No	7	46.7%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	4	0	0.0%	30.6%	No	3	75.0%	68.7%	No
JG06-0016: Office Administrators	5	2	40.0%	17.0%	No	5	100.0%	85.1%	No
JG06-0018: Physicists and Atmospheric Scientists	3	0	0.0%	18.1%	No	1	33.3%	22.9%	No



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Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0001: Accounting Technicians	8	1	12.5%	6.8%	No	6	75.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	2	0	0.0%	12.3%	No	0	0.0%	20.3%	No
JG07-0003: Engineering and Electronics Technicians	1	0	0.0%	17.9%	No	0	0.0%	9.6%	No
JG07-0006: Life Science Technicians	3	1	33.3%	28.2%	No	2	66.7%	51.8%	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	0	0.0%	82.8%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	18.3%	No	1	100.0%	69.8%	No
JG08-0001: Administrative Assistants and Office Managers	27	6	22.2%	9.7%	No	25	92.6%	96.9%	No
JG09-0002: Construction and Carpentry Workers	1	0	0.0%	27.2%	No	0	0.0%	6.7%	No

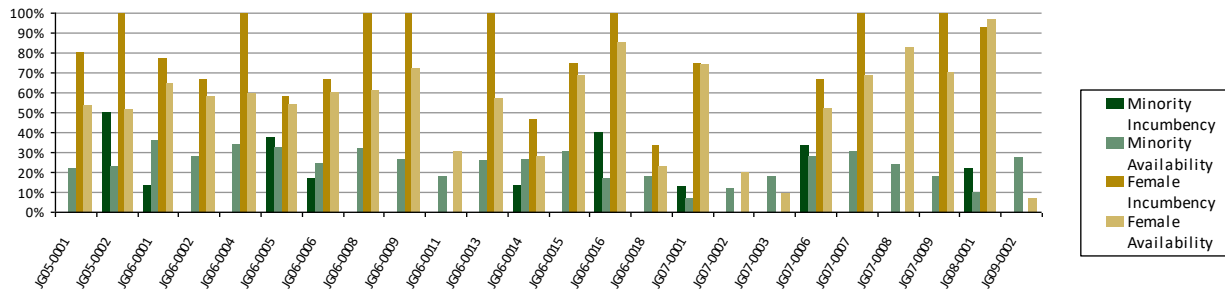


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Placement Goal Progress

College of Natural 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?
JG06-0001: Academic Administration Professionals	4	4 (35.2%)	1 (25%)	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.