



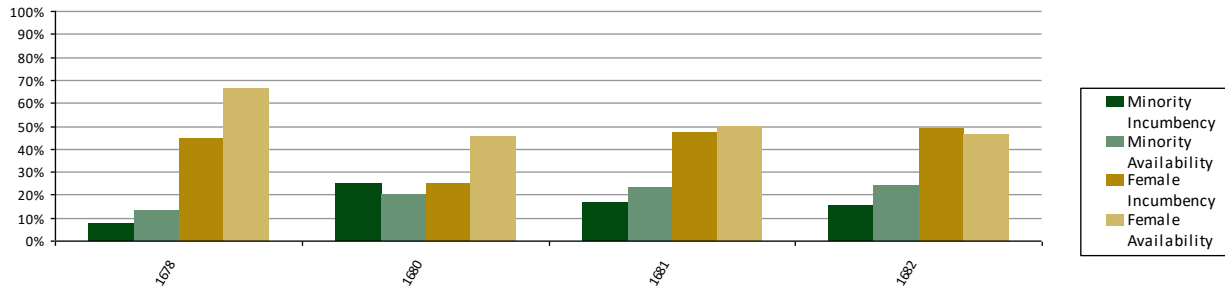
# Utilization Analysis

College of Veterinary Medicine and Biomedical 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 |       |     |
| 1678: Clinical Sciences                              | 54                  | 4          | 7.4%         | 13.0%          | No         | 24           | 44.4%          | 66.6% | Yes |
| 1680: Biomedical Sciences                            | 28                  | 7          | 25.0%        | 20.2%          | No         | 7            | 25.0%          | 45.7% | Yes |
| 1681: Environmental and Radiological Health Sciences | 36                  | 6          | 16.7%        | 23.3%          | No         | 17           | 47.2%          | 49.6% | No  |
| 1682: Microbiology, Immunology and Pathology         | 57                  | 9          | 15.8%        | 24.3%          | Yes        | 28           | 49.1%          | 46.1% | No  |





# Utilization Analysis

College of Veterinary Medicine and Biomedical 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                                      | 6                   | 0          | 0.0%         | 22.3%          | No         | 2            | 33.3%          | 53.4% | No |
| JG05-0002: Academic Administrators                         | 2                   | 0          | 0.0%         | 22.6%          | No         | 1            | 50.0%          | 51.4% | No |
| JG05-0003: Service and Athletic Administrators             | 1                   | 0          | 0.0%         | 22.7%          | No         | 0            | 0.0%           | 45.7% | No |
| JG05-0004: Financial, Business and HR Administrators       | 2                   | 0          | 0.0%         | 21.1%          | No         | 1            | 50.0%          | 42.8% | No |
| JG06-0001: Academic Administration Professionals           | 27                  | 2          | 7.4%         | 36.1%          | Yes        | 21           | 77.8%          | 64.5% | No |
| JG06-0002: Administrative Services Professionals           | 11                  | 2          | 18.2%        | 27.7%          | No         | 10           | 90.9%          | 58.1% | No |
| JG06-0003: Agricultural and Food Science Professionals     | 26                  | 5          | 19.2%        | 34.4%          | Yes        | 19           | 73.1%          | 37.7% | No |
| JG06-0004: Arts, Media, and Public Relations Professionals | 10                  | 1          | 10.0%        | 34.3%          | Yes        | 7            | 70.0%          | 59.2% | No |
| JG06-0005: Biological and Chemical Scientists              | 101                 | 33         | 32.7%        | 32.6%          | No         | 65           | 64.4%          | 54.1% | No |
| JG06-0006: Business and Accounting Professionals           | 14                  | 2          | 14.3%        | 24.9%          | No         | 12           | 85.7%          | 59.8% | No |
| JG06-0009: Educational Service Professionals               | 1                   | 0          | 0.0%         | 26.4%          | No         | 1            | 100.0%         | 72.0% | No |
| JG06-0011: Environmental and Geoscientists                 | 5                   | 1          | 20.0%        | 18.2%          | No         | 2            | 40.0%          | 30.8% | No |
| JG06-0013: Human Resources Professionals                   | 5                   | 1          | 20.0%        | 25.8%          | No         | 5            | 100.0%         | 57.0% | No |
| JG06-0014: Math, Statistics, and Computer Professionals    | 17                  | 2          | 11.8%        | 26.6%          | No         | 6            | 35.3%          | 27.8% | No |
| JG06-0015: Medical and Veterinary Professionals            | 88                  | 13         | 14.8%        | 30.6%          | Yes        | 77           | 87.5%          | 68.7% | No |



# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2020

| Job Group  | Number of Employees | Minority   |              |                |            | Female       |                |        |     |
|--|---------------------|------------|--------------|----------------|------------|--------------|----------------|--------|-----|
|  |                     | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal |        |     |
| JG06-0016: Office Administrators                         | 6                   | 0          | 0.0%         | 17.0%          | No         | 5            | 83.3%          | 85.1%  | No  |
| JG06-0019: Residential and Dining Professionals          | 2                   | 0          | 0.0%         | 21.7%          | No         | 1            | 50.0%          | 24.2%  | No  |
| JG07-0001: Accounting Technicians                        | 19                  | 3          | 15.8%        | 6.8%           | No         | 18           | 94.7%          | 73.7%  | No  |
| JG07-0002: Computer and Telecommunications Technicians   | 9                   | 0          | 0.0%         | 12.3%          | No         | 2            | 22.2%          | 20.3%  | No  |
| JG07-0003: Engineering and Electronics Technicians       | 1                   | 1          | 100.0%       | 17.9%          | No         | 0            | 0.0%           | 9.6%   | No  |
| JG07-0004: Facilities and Dining Technicians             | 1                   | 0          | 0.0%         | 20.5%          | No         | 0            | 0.0%           | 18.0%  | No  |
| JG07-0006: Life Science Technicians                      | 11                  | 2          | 18.2%        | 28.2%          | No         | 8            | 72.7%          | 51.8%  | No  |
| JG07-0008: Medical and Veterinary Technicians            | 190                 | 25         | 13.2%        | 23.8%          | Yes        | 163          | 85.8%          | 82.8%  | No  |
| JG07-0009: Secretarial and Human Resources Technicians   | 7                   | 1          | 14.3%        | 18.3%          | No         | 7            | 100.0%         | 69.8%  | No  |
| JG08-0001: Administrative Assistants and Office Managers | 61                  | 3          | 4.9%         | 9.7%           | No         | 60           | 98.4%          | 96.9%  | No  |
| JG08-0003: Records, Data, and Sales Clerks               | 4                   | 0          | 0.0%         | 21.5%          | No         | 4            | 100.0%         | 80.6%  | No  |
| JG09-0001: Auto and Equipment Mechanics and Operators    | 1                   | 0          | 0.0%         | 17.2%          | No         | 0            | 0.0%           | 22.0%  | No  |
| JG09-0002: Construction and Carpentry Workers            | 2                   | 0          | 0.0%         | 27.2%          | No         | 1            | 50.0%          | 6.7%   | No  |
| JG10-0001: Animal Care Workers                           | 13                  | 4          | 30.8%        | 15.0%          | No         | 7            | 53.8%          | 100.0% | Yes |
| JG10-0002: Custodians                                    | 1                   | 0          | 0.0%         | 40.7%          | No         | 1            | 100.0%         | 31.5%  | No  |



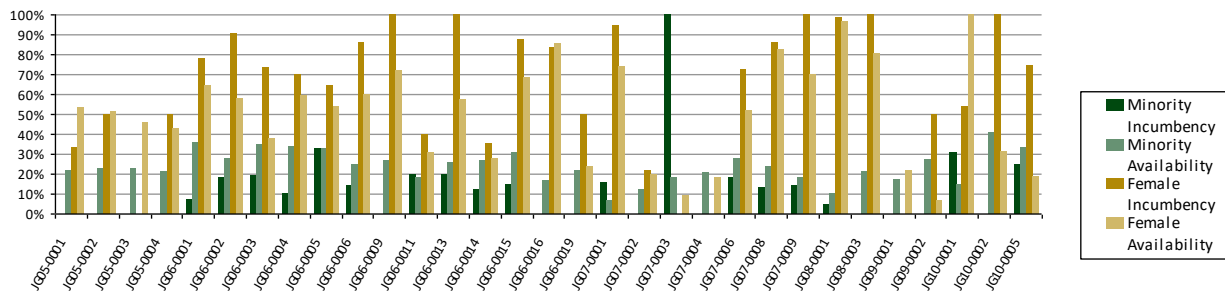
# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2020

| Job Group                                       | Number of Employees | Minority   |              |                | Female     |              |                |       |    |
|---|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
|   |                     | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal |       |    |
| JG10-0005: Materials, Stock, and Postal Workers | 4                   | 1          | 25.0%        | 33.4%          | No         | 3            | 75.0%          | 19.0% | No |





## Placement Goal Progress

College of Veterinary Medicine and Biomedical 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? |
| JG01-1678: Tenure-Track Faculty - Clinical Sciences                      | 0                | NA         |            | NA        | 10 (66.6%) | 0          | NA        |
| JG01-1680: Tenure-Track Faculty - Biomedical Sciences                    | 0                | NA         |            | NA        | 3 (45.7%)  | 0          | NA        |
| JG01-1682: Tenure-Track Faculty - Microbiology, Immunology and Pathology | 1                | 2 (24.3%)  | 0 (0%)     | No        | NA         |            | NA        |
| JG06-0001: Academic Administration Professionals                         | 0                | 5 (35.2%)  | 0          | NA        | NA         |            | NA        |
| JG06-0004: Arts, Media, and Public Relations Professionals               | 0                | 1 (34.2%)  | 0          | NA        | NA         |            | NA        |
| JG06-0015: Medical and Veterinary Professionals                          | 14               | 8 (30.6%)  | 5 (35.7%)  | Yes       | NA         |            | NA        |
| JG07-0006: Life Science Technicians                                      | 1                | 1 (27.5%)  | 1 (100%)   | Yes       | NA         |            | NA        |
| JG07-0008: Medical and Veterinary Technicians                            | 47               | 15 (23.8%) | 10 (21.3%) | No        | NA         |            | NA        |
| JG10-0001: Animal Care Workers   | 4                | NA         |            | NA        | 8 (100%)   | 3 (75%)    | 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.