



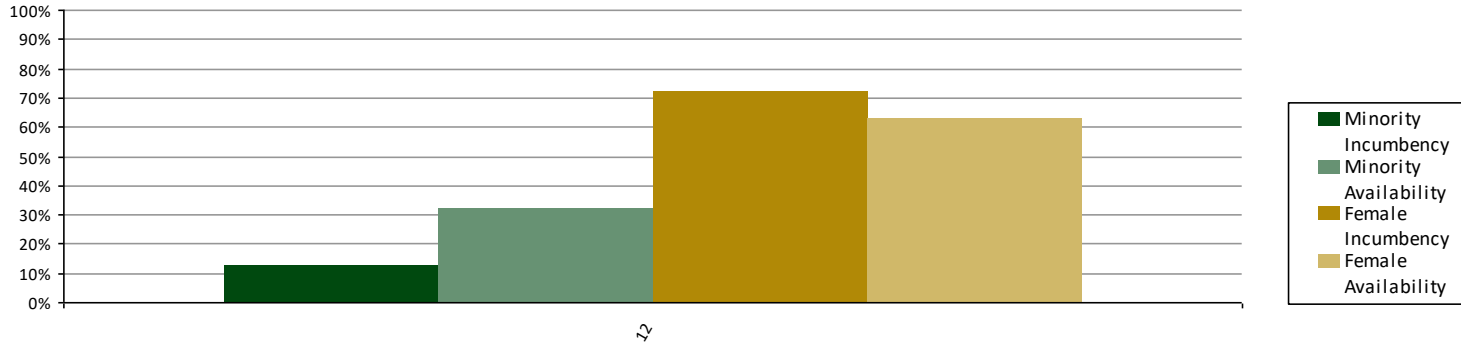
Utilization Analysis

Engagement

Tenure-Track Faculty Placement Goals

as of October 1, 2023

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
0012: Professionals	182	23	12.6%	32.2%	Yes	131	72.0%	62.7%	No





Utilization Analysis

Engagement

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	2	1	50.0%	26.3%	No	2	100.0%	54.0%	No
JG05-0002: Academic Administrators	1	0	0.0%	25.3%	No	0	0.0%	46.1%	No
JG06-0001: Academic Administration Professionals	41	7	17.1%	35.2%	Yes	30	73.2%	65.4%	No
JG06-0002: Administrative Services Professionals	8	1	12.5%	32.5%	No	6	75.0%	61.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	20	1	5.0%	32.4%	Yes	11	55.0%	56.1%	No
JG06-0006: Business and Accounting Professionals	8	1	12.5%	28.1%	No	7	87.5%	56.7%	No
JG06-0007: Conservation and Social Science Professionals	5	0	0.0%	26.7%	No	3	60.0%	30.4%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	20.7%	No	1	100.0%	36.2%	No
JG06-0012: Extension and Outreach Professionals	25	4	16.0%	32.2%	Yes	21	84.0%	62.7%	No
JG06-0013: Human Resources Professionals	8	1	12.5%	29.9%	No	6	75.0%	61.3%	No
JG06-0014: Math, Statistics, and Computer Professionals	14	3	21.4%	32.1%	No	2	14.3%	25.9%	No
JG06-0016: Office Administrators	6	0	0.0%	25.2%	No	6	100.0%	75.3%	No
JG07-0001: Accounting Technicians	6	2	33.3%	12.7%	No	3	50.0%	72.9%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.1%	No	1	100.0%	74.0%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	18.3%	No	1	100.0%	77.8%	No



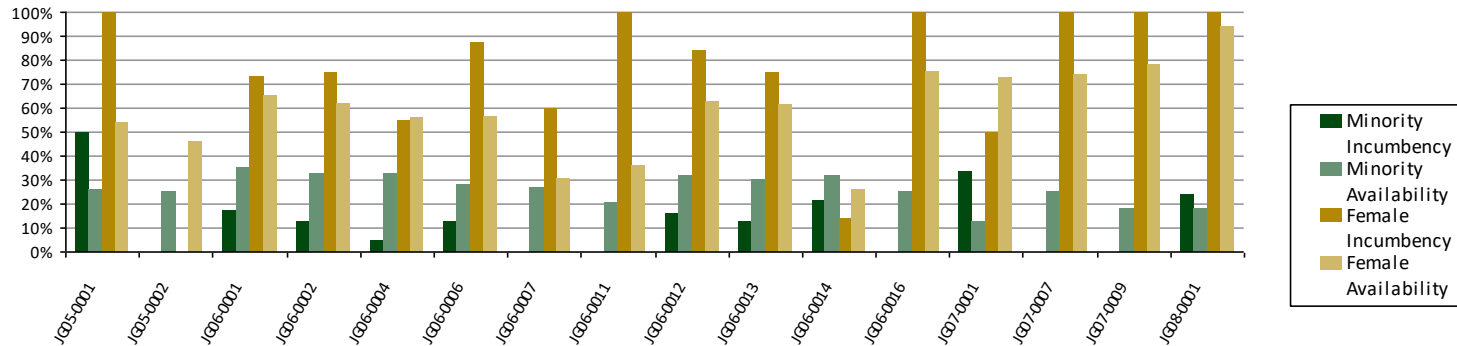
Utilization Analysis

Engagement

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG08-0001: Administrative Assistants and Office Managers	21	5	23.8%	17.9%	No	21	100.0%	93.7%	No





Placement Goal Progress

Engagement

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	7	2 (35%)	1 (14.3%)	No	NA		NA
JG06-0002: Administrative Services Professionals	3	1 (32.3%)	0 (0%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	5	3 (32.3%)	0 (0%)	No	NA		NA
JG06-0012: Extension and Outreach Professionals	41	30 (31.9%)	8 (19.5%)	No	NA		NA
JG06-0013: Human Resources Professionals	1	1 (29.8%)	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.