



# Utilization Analysis

Engagement

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	2	0	0.0%	22.3%	No	1	50.0%	53.4%	No
JG05-0002: Academic Administrators	1	0	0.0%	22.6%	No	0	0.0%	51.4%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	22.7%	No	1	100.0%	45.7%	No
JG06-0001: Academic Administration Professionals	27	5	18.5%	36.1%	Yes	14	51.9%	64.5%	No
JG06-0002: Administrative Services Professionals	8	1	12.5%	27.7%	No	5	62.5%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	12	1	8.3%	34.3%	Yes	5	41.7%	59.2%	No
JG06-0006: Business and Accounting Professionals	6	0	0.0%	24.9%	No	5	83.3%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	4	0	0.0%	30.7%	No	2	50.0%	39.6%	No
JG06-0012: Extension and Outreach Professionals	181	24	13.3%	26.7%	Yes	124	68.5%	68.3%	No
JG06-0013: Human Resources Professionals	7	1	14.3%	25.8%	No	4	57.1%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	11	0	0.0%	26.6%	Yes	3	27.3%	27.8%	No
JG06-0016: Office Administrators	5	2	40.0%	17.0%	No	5	100.0%	85.1%	No
JG07-0001: Accounting Technicians	5	1	20.0%	6.8%	No	5	100.0%	73.7%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	30.6%	No	1	100.0%	68.4%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	18.3%	No	1	100.0%	69.8%	No



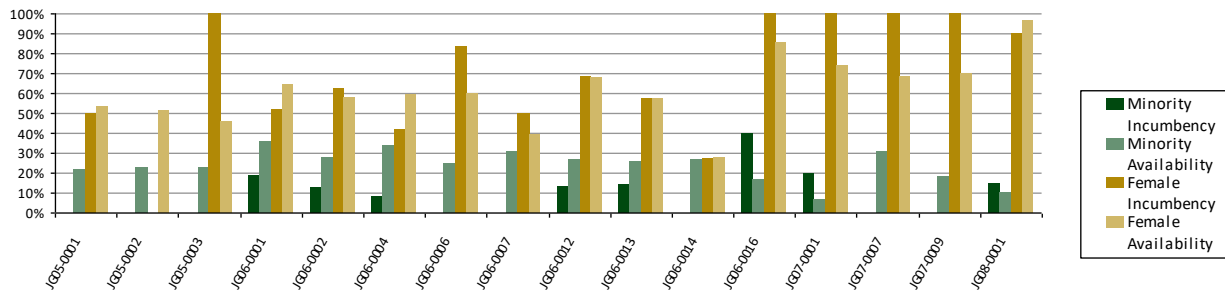
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JG08-0001: Administrative Assistants and Office Managers	20	3	15.0%	9.7%	No	18	90.0%	96.9%	No





## Placement Goal Progress Engagement

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	10	2 (35.2%)	3 (30%)	<b>No</b>	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	5	1 (34.2%)	0 (0%)	<b>No</b>	NA		NA
JG06-0012: Extension and Outreach Professionals	24	18 (26.5%)	4 (16.7%)	<b>No</b>	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.