



# Utilization Analysis

Engagement

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	2	1	50.0%	26.5%	No	2	100.0%	54.7%	No
JG05-0002: Academic Administrators	2	0	0.0%	26.3%	No	1	50.0%	48.7%	No
JG06-0001: Academic Administration Professionals	29	5	17.2%	35.0%	Yes	21	72.4%	65.0%	No
JG06-0002: Administrative Services Professionals	11	1	9.1%	32.3%	Yes	7	63.6%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	16	0	0.0%	32.3%	Yes	8	50.0%	55.8%	No
JG06-0006: Business and Accounting Professionals	8	1	12.5%	28.1%	No	5	62.5%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	4	0	0.0%	26.3%	No	2	50.0%	30.7%	No
JG06-0011: Environmental and Geoscientists	1	1	100.0%	22.3%	No	1	100.0%	35.1%	No
JG06-0012: Extension and Outreach Professionals	182	20	11.0%	31.9%	Yes	134	73.6%	61.2%	No
JG06-0013: Human Resources Professionals	8	0	0.0%	29.8%	Yes	7	87.5%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	14	2	14.3%	31.8%	No	2	14.3%	26.1%	No
JG06-0016: Office Administrators	4	1	25.0%	24.6%	No	4	100.0%	77.7%	No
JG07-0001: Accounting Technicians	5	2	40.0%	12.7%	No	3	60.0%	72.9%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.2%	No	1	100.0%	71.9%	No
JG07-0009: Secretarial and Human Resources Technicians	3	0	0.0%	19.3%	No	2	66.7%	75.7%	No



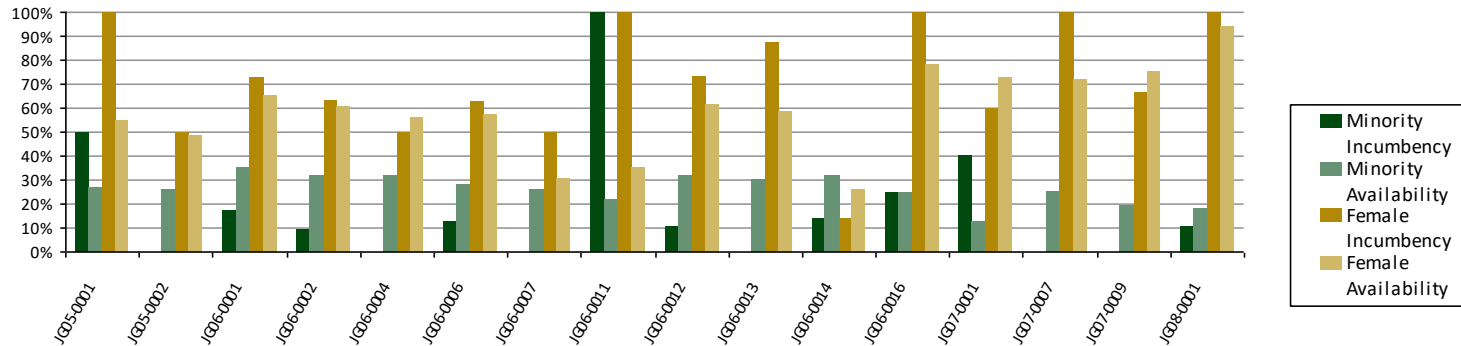
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JG08-0001: Administrative Assistants and Office Managers	19	2	10.5%	17.9%	No	19	100.0%	93.7%	No





## Placement Goal Progress

### Engagement

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	8	1 (35.7%)	0 (0%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	0	3 (34.3%)	0	NA	NA		NA
JG06-0012: Extension and Outreach Professionals	32	19 (26.9%)	6 (18.8%)	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.