



# Utilization Analysis

## Information Technology

### 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	1	0	0.0%	22.3%	No	0	0.0%	53.4%	No
JG05-0002: Academic Administrators	1	1	100.0%	22.6%	No	0	0.0%	51.4%	No
JG06-0006: Business and Accounting Professionals	1	0	0.0%	24.9%	No	1	100.0%	59.8%	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	78	12	15.4%	26.6%	Yes	14	17.9%	27.8%	Yes
JG06-0016: Office Administrators	1	0	0.0%	17.0%	No	1	100.0%	85.1%	No
JG07-0002: Computer and Telecommunications Technicians	17	0	0.0%	12.3%	No	1	5.9%	20.3%	No
JG07-0003: Engineering and Electronics Technicians	3	1	33.3%	17.9%	No	0	0.0%	9.6%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	30.6%	No	0	0.0%	68.4%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	18.3%	No	0	0.0%	69.8%	No
JG08-0001: Administrative Assistants and Office Managers	2	0	0.0%	9.7%	No	2	100.0%	96.9%	No
JG08-0004: Telephone and Communications Operators	1	0	0.0%	16.4%	No	1	100.0%	47.4%	No

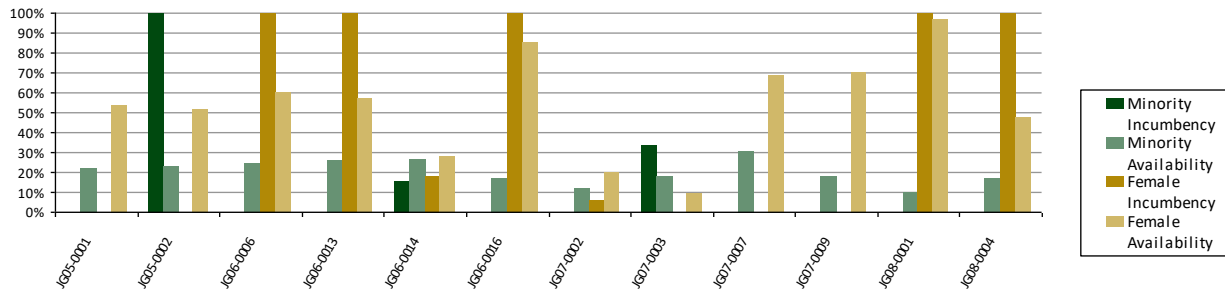


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as of October 1, 2020





## Placement Goal Progress

### Information Technology

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG06-0014: Math, Statistics, and Computer Professionals	8	5 (26.2%)	3 (37.5%)	Yes	1 (28.1%)	2 (25%)	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.