



# Utilization Analysis

President's Office

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	5	1	20.0%	22.3%	No	3	60.0%	53.4%	No
JG05-0003: Service and Athletic Administrators	2	0	0.0%	22.7%	No	2	100.0%	45.7%	No
JG05-0004: Financial, Business and HR Administrators	3	1	33.3%	21.1%	No	1	33.3%	42.8%	No
JG06-0001: Academic Administration Professionals	4	2	50.0%	36.1%	No	3	75.0%	64.5%	No
JG06-0002: Administrative Services Professionals	15	2	13.3%	27.7%	No	11	73.3%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	10	3	30.0%	34.3%	No	7	70.0%	59.2%	No
JG06-0006: Business and Accounting Professionals	12	2	16.7%	24.9%	No	10	83.3%	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	4	0	0.0%	26.6%	No	1	25.0%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	1	0	0.0%	30.6%	No	0	0.0%	68.7%	No
JG06-0016: Office Administrators	5	0	0.0%	17.0%	No	4	80.0%	85.1%	No
JG06-0017: Other Service Professionals Including Library Technicians	2	1	50.0%	16.8%	No	2	100.0%	77.5%	No
JG07-0001: Accounting Technicians	2	0	0.0%	6.8%	No	1	50.0%	73.7%	No
JG07-0005: Protective Services	31	7	22.6%	21.3%	No	8	25.8%	37.4%	No
JG07-0009: Secretarial and Human Resources Technicians	2	0	0.0%	18.3%	No	1	50.0%	69.8%	No



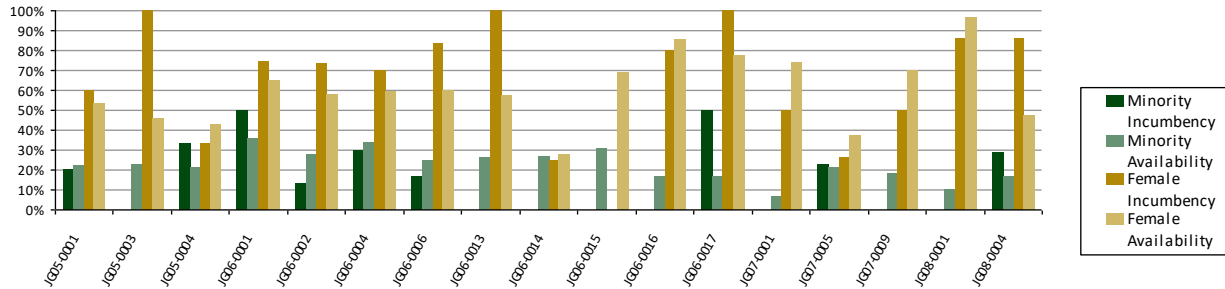
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JG08-0001: Administrative Assistants and Office Managers	7	0	0.0%	9.7%	No	6	85.7%	96.9%	No
JG08-0004: Telephone and Communications Operators	7	2	28.6%	16.4%	No	6	85.7%	47.4%	No





## Placement Goal Progress

President's Office

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG07-0005: Protective Services	5	NA		NA	3 (36.6%)	3 (60%)	Yes

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.