



Utilization Analysis

Provost and Executive Vice President
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	5	100.0%	53.4%	No
JG05-0002: Academic Administrators	9	1	11.1%	22.6%	No	6	66.7%	51.4%	No
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	21.1%	No	1	100.0%	42.8%	No
JG06-0001: Academic Administration Professionals	54	11	20.4%	36.1%	Yes	36	66.7%	64.5%	No
JG06-0002: Administrative Services Professionals	13	4	30.8%	27.7%	No	11	84.6%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	9	1	11.1%	34.3%	No	4	44.4%	59.2%	No
JG06-0006: Business and Accounting Professionals	10	2	20.0%	24.9%	No	6	60.0%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	4	1	25.0%	30.7%	No	3	75.0%	39.6%	No
JG06-0008: Counseling and Student Service Professionals	11	3	27.3%	31.7%	No	10	90.9%	61.2%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	18.2%	No	0	0.0%	30.8%	No
JG06-0013: Human Resources Professionals	4	2	50.0%	25.8%	No	3	75.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	7	3	42.9%	26.6%	No	4	57.1%	27.8%	No
JG06-0016: Office Administrators	7	1	14.3%	17.0%	No	7	100.0%	85.1%	No
JG07-0001: Accounting Technicians	2	0	0.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	18.3%	No	1	100.0%	69.8%	No

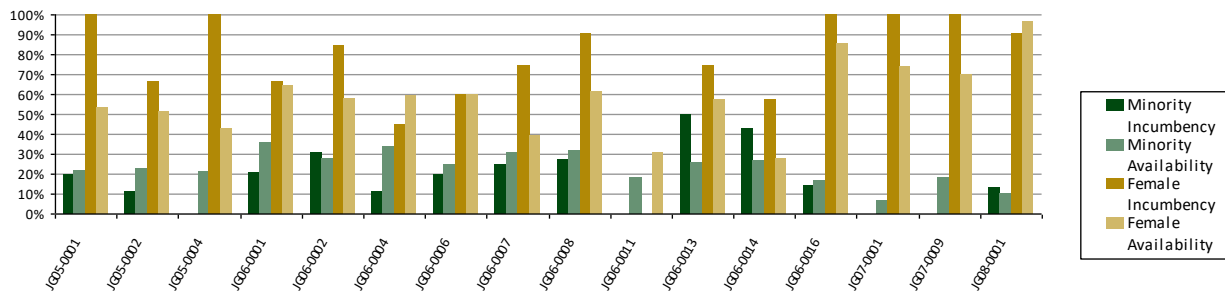


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Provost and Executive Vice President Staff Placement Goals

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		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG08-0001: Administrative Assistants and Office Managers	22	3	13.6%	9.7%	No	20	90.9%	96.9%	No





Placement Goal Progress

Provost and Executive Vice President

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	7	5 (35.2%)	2 (28.6%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	2	1 (34.2%)	1 (50%)	Yes	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.