



# Utilization Analysis

## Provost and Executive Vice President

### 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	3	0	0.0%	26.5%	No	3	100.0%	54.7%	No
JG05-0002: Academic Administrators	8	0	0.0%	26.3%	Yes	6	75.0%	48.7%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	26.5%	No	1	100.0%	46.0%	No
JG05-0004: Financial, Business and HR Administrators	2	0	0.0%	24.4%	No	1	50.0%	40.7%	No
JG05-0006: Student Services Administrators	1	0	0.0%	26.8%	No	1	100.0%	53.3%	No
JG06-0001: Academic Administration Professionals	59	9	15.3%	35.0%	Yes	39	66.1%	65.0%	No
JG06-0002: Administrative Services Professionals	14	2	14.3%	32.3%	No	14	100.0%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	10	2	20.0%	32.3%	No	5	50.0%	55.8%	No
JG06-0006: Business and Accounting Professionals	15	4	26.7%	28.1%	No	9	60.0%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	2	0	0.0%	26.3%	No	1	50.0%	30.7%	No
JG06-0008: Counseling and Student Service Professionals	5	0	0.0%	34.5%	No	4	80.0%	63.5%	No
JG06-0013: Human Resources Professionals	3	2	66.7%	29.8%	No	2	66.7%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	2	33.3%	31.8%	No	3	50.0%	26.1%	No
JG06-0016: Office Administrators	7	1	14.3%	24.6%	No	7	100.0%	77.7%	No
JG07-0001: Accounting Technicians	2	1	50.0%	12.7%	No	1	50.0%	72.9%	No



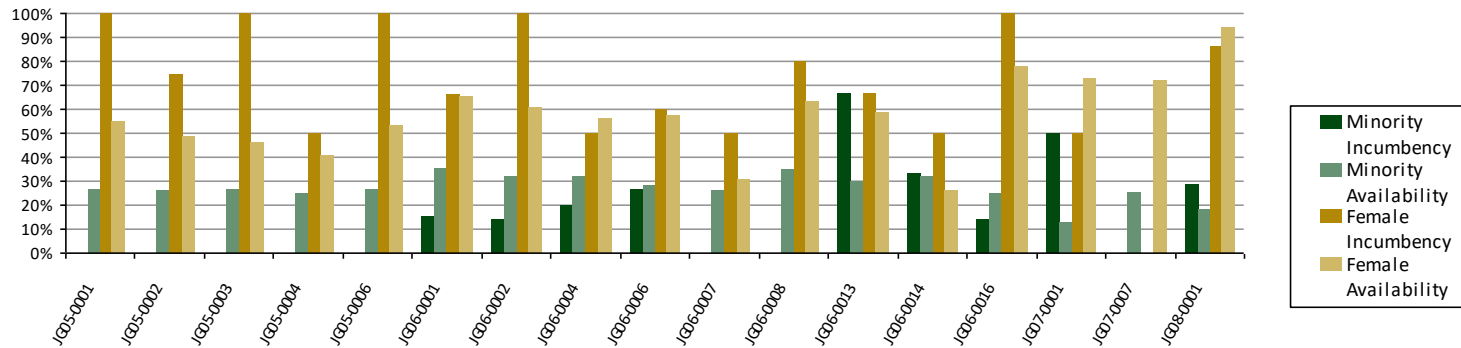
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JG07-0007: Media and Academic Technicians	2	0	0.0%	25.2%	No	0	0.0%	71.9%	Yes
JG08-0001: Administrative Assistants and Office Managers	14	4	28.6%	17.9%	No	12	85.7%	93.7%	No





## Placement Goal Progress

Provost and Executive Vice President

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	5 (35.7%)	0 (0%)	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.