



Utilization Analysis

Research

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	3	0	0.0%	22.6%	No	2	66.7%	51.4%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	22.7%	No	0	0.0%	45.7%	No
JG06-0001: Academic Administration Professionals	42	7	16.7%	36.1%	Yes	34	81.0%	64.5%	No
JG06-0002: Administrative Services Professionals	7	0	0.0%	27.7%	No	5	71.4%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	2	0	0.0%	34.3%	No	2	100.0%	59.2%	No
JG06-0005: Biological and Chemical Scientists	43	4	9.3%	32.6%	Yes	27	62.8%	54.1%	No
JG06-0006: Business and Accounting Professionals	13	2	15.4%	24.9%	No	9	69.2%	59.8%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	25.8%	No	1	50.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	7	1	14.3%	26.6%	No	1	14.3%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	17	3	17.6%	30.6%	No	13	76.5%	68.7%	No
JG06-0016: Office Administrators	1	0	0.0%	17.0%	No	1	100.0%	85.1%	No
JG06-0019: Residential and Dining Professionals	1	0	0.0%	21.7%	No	1	100.0%	24.2%	No
JG07-0001: Accounting Technicians	10	1	10.0%	6.8%	No	8	80.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	1	0	0.0%	12.3%	No	0	0.0%	20.3%	No



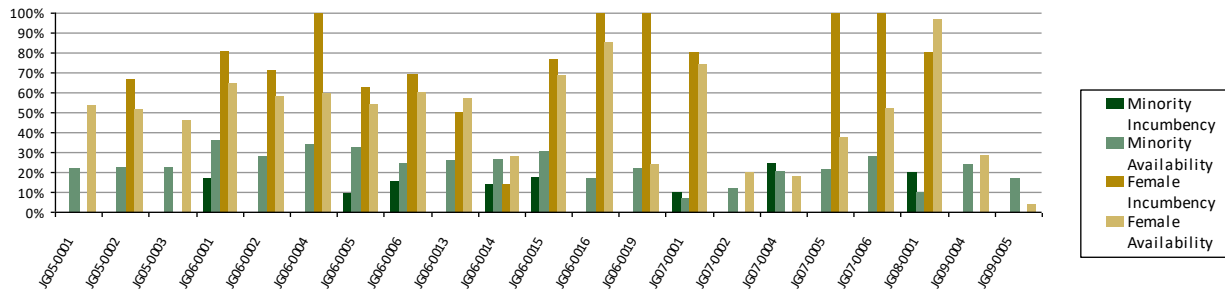
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		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0004: Facilities and Dining Technicians	4	1	25.0%	20.5%	No	0	0.0%	18.0%	No
JG07-0005: Protective Services	3	0	0.0%	21.3%	No	3	100.0%	37.4%	No
JG07-0006: Life Science Technicians	3	0	0.0%	28.2%	No	3	100.0%	51.8%	No
JG08-0001: Administrative Assistants and Office Managers	5	1	20.0%	9.7%	No	4	80.0%	96.9%	No
JG09-0004: Machinists, Printers, and Equipment Operators	1	0	0.0%	24.0%	No	0	0.0%	28.6%	No
JG09-0005: Plumbing and Repair Workers	1	0	0.0%	16.6%	No	0	0.0%	3.9%	No





Placement Goal Progress

Research

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	3	3 (35.2%)	0 (0%)	No	NA		NA
JG06-0002: Administrative Services Professionals	1	1 (27.7%)	0 (0%)	No	NA		NA
JG06-0005: Biological and Chemical Scientists	11	2 (33.4%)	1 (9.1%)	No	NA		NA
JG10-0001: Animal Care Workers	0	NA		NA	1 (100%)	0	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.