



Utilization Analysis

Student Affairs

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	3	2	66.7%	22.3%	No	2	66.7%	53.4%	No
JG05-0003: Service and Athletic Administrators	10	1	10.0%	22.7%	No	4	40.0%	45.7%	No
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	21.1%	No	1	100.0%	42.8%	No
JG05-0006: Student Services Administrators	6	3	50.0%	22.1%	No	3	50.0%	41.6%	No
JG06-0001: Academic Administration Professionals	45	18	40.0%	36.1%	No	29	64.4%	64.5%	No
JG06-0002: Administrative Services Professionals	26	5	19.2%	27.7%	No	18	69.2%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	13	2	15.4%	34.3%	No	10	76.9%	59.2%	No
JG06-0006: Business and Accounting Professionals	28	8	28.6%	24.9%	No	16	57.1%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	1	1	100.0%	30.7%	No	1	100.0%	39.6%	No
JG06-0008: Counseling and Student Service Professionals	136	59	43.4%	31.7%	No	95	69.9%	61.2%	No
JG06-0011: Environmental and Geoscientists	1	1	100.0%	18.2%	No	1	100.0%	30.8%	No
JG06-0013: Human Resources Professionals	19	2	10.5%	25.8%	Yes	14	73.7%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	29	4	13.8%	26.6%	Yes	7	24.1%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	82	10	12.2%	30.6%	Yes	63	76.8%	68.7%	No
JG06-0016: Office Administrators	24	3	12.5%	17.0%	No	21	87.5%	85.1%	No



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JG06-0019: Residential and Dining Professionals	18	3	16.7%	21.7%	No	8	44.4%	24.2%	No
JG07-0001: Accounting Technicians	25	9	36.0%	6.8%	No	19	76.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	7	1	14.3%	12.3%	No	4	57.1%	20.3%	No
JG07-0003: Engineering and Electronics Technicians	8	2	25.0%	17.9%	No	0	0.0%	9.6%	No
JG07-0004: Facilities and Dining Technicians	10	1	10.0%	20.5%	No	5	50.0%	18.0%	No
JG07-0005: Protective Services	3	1	33.3%	21.3%	No	2	66.7%	37.4%	No
JG07-0007: Media and Academic Technicians	2	0	0.0%	30.6%	No	0	0.0%	68.4%	No
JG07-0008: Medical and Veterinary Technicians	21	3	14.3%	23.8%	No	18	85.7%	82.8%	No
JG07-0009: Secretarial and Human Resources Technicians	11	1	9.1%	18.3%	No	10	90.9%	69.8%	No
JG08-0001: Administrative Assistants and Office Managers	58	12	20.7%	9.7%	No	44	75.9%	96.9%	Yes
JG08-0003: Records, Data, and Sales Clerks	13	2	15.4%	21.5%	No	12	92.3%	80.6%	No
JG09-0002: Construction and Carpentry Workers	5	2	40.0%	27.2%	No	2	40.0%	6.7%	No
JG09-0003: Electrical Crafts Workers	7	1	14.3%	20.2%	No	1	14.3%	3.0%	No
JG09-0004: Machinists, Printers, and Equipment Operators	2	1	50.0%	24.0%	No	0	0.0%	28.6%	No
JG09-0005: Plumbing and Repair Workers	33	4	12.1%	16.6%	No	0	0.0%	3.9%	No



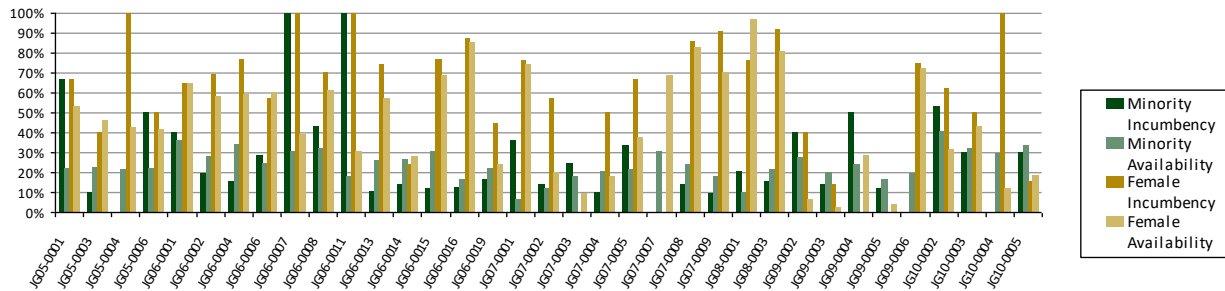
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JG09-0006: Residential and Facilities Managers	4	0	0.0%	19.4%	No	3	75.0%	72.0%	No
JG10-0002: Custodians	143	76	53.1%	40.7%	No	89	62.2%	31.5%	No
JG10-0003: Food Service Workers	126	38	30.2%	32.2%	No	63	50.0%	43.2%	No
JG10-0004: Grounds and General Laborers	1	0	0.0%	29.7%	No	1	100.0%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers	33	10	30.3%	33.4%	No	5	15.2%	19.0%	No





Placement Goal Progress

Student Affairs

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	1	1 (26.2%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	6	10 (30.6%)	1 (16.7%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	4	NA		NA	10 (96.9%)	3 (75%)	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.