



Utilization Analysis

Student Affairs

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	2	2	100.0%	26.3%	No	1	50.0%	54.0%	No
JG05-0003: Service and Athletic Administrators	13	1	7.7%	27.1%	Yes	3	23.1%	46.2%	Yes
JG05-0004: Financial, Business and HR Administrators	3	0	0.0%	24.4%	No	2	66.7%	39.0%	No
JG05-0006: Student Services Administrators	4	2	50.0%	25.8%	No	2	50.0%	49.6%	No
JG06-0001: Academic Administration Professionals	41	20	48.8%	35.2%	No	31	75.6%	65.4%	No
JG06-0002: Administrative Services Professionals	27	7	25.9%	32.5%	No	18	66.7%	61.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	16	5	31.3%	32.4%	No	10	62.5%	56.1%	No
JG06-0006: Business and Accounting Professionals	24	3	12.5%	28.1%	Yes	16	66.7%	56.7%	No
JG06-0007: Conservation and Social Science Professionals	1	1	100.0%	26.7%	No	1	100.0%	30.4%	No
JG06-0008: Counseling and Student Service Professionals	152	59	38.8%	34.6%	No	105	69.1%	63.5%	No
JG06-0011: Environmental and Geoscientists	1	1	100.0%	20.7%	No	1	100.0%	36.2%	No
JG06-0013: Human Resources Professionals	27	3	11.1%	29.9%	Yes	20	74.1%	61.3%	No
JG06-0014: Math, Statistics, and Computer Professionals	33	7	21.2%	32.1%	No	6	18.2%	25.9%	No
JG06-0015: Medical and Veterinary Professionals	83	17	20.5%	33.3%	Yes	68	81.9%	67.1%	No
JG06-0016: Office Administrators	26	3	11.5%	25.2%	Yes	19	73.1%	75.3%	No



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JG06-0019: Residential and Dining Professionals	19	2	10.5%	24.5%	No	8	42.1%	21.9%	No
JG07-0001: Accounting Technicians	17	6	35.3%	12.7%	No	14	82.4%	72.9%	No
JG07-0002: Computer and Telecommunications Technicians	5	0	0.0%	14.8%	No	3	60.0%	26.8%	No
JG07-0003: Engineering and Electronics Technicians	9	2	22.2%	14.0%	No	0	0.0%	4.7%	No
JG07-0004: Facilities and Dining Technicians	8	1	12.5%	20.5%	No	4	50.0%	22.3%	No
JG07-0005: Protective Services	2	0	0.0%	24.9%	No	2	100.0%	41.6%	No
JG07-0007: Media and Academic Technicians	19	5	26.3%	25.1%	No	15	78.9%	74.0%	No
JG07-0008: Medical and Veterinary Technicians	18	5	27.8%	22.5%	No	15	83.3%	76.6%	No
JG07-0009: Secretarial and Human Resources Technicians	9	0	0.0%	18.3%	No	8	88.9%	77.8%	No
JG08-0001: Administrative Assistants and Office Managers	47	13	27.7%	17.9%	No	39	83.0%	93.7%	Yes
JG08-0003: Records, Data, and Sales Clerks	13	3	23.1%	33.3%	No	12	92.3%	92.8%	No
JG09-0002: Construction and Carpentry Workers	2	1	50.0%	33.4%	No	0	0.0%	8.6%	No
JG09-0003: Electrical Crafts Workers	4	1	25.0%	17.3%	No	1	25.0%	2.2%	No
JG09-0004: Machinists, Printers, and Equipment Operators	2	1	50.0%	29.0%	No	0	0.0%	29.1%	No
JG09-0005: Plumbing and Repair Workers	31	7	22.6%	19.4%	No	0	0.0%	6.5%	No



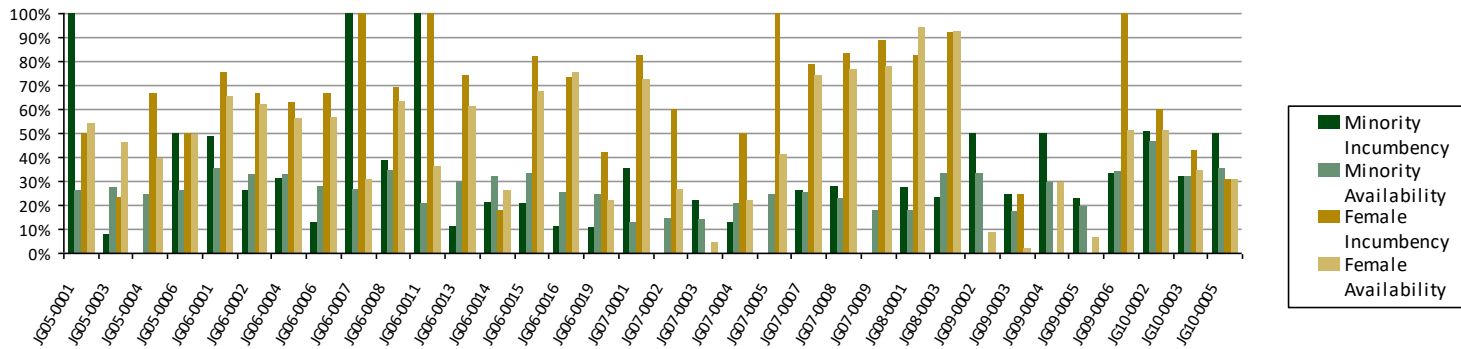
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JG09-0006: Residential and Facilities Managers	3	1	33.3%	34.1%	No	3	100.0%	51.3%	No
JG10-0002: Custodians	103	52	50.5%	46.5%	No	62	60.2%	51.6%	No
JG10-0003: Food Service Workers	126	40	31.7%	32.2%	No	54	42.9%	34.4%	No
JG10-0005: Materials, Stock, and Postal Workers	52	26	50.0%	35.3%	No	16	30.8%	30.5%	No





Placement Goal Progress

Student Affairs

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG06-0013: Human Resources Professionals	3	1 (29.8%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	3	1 (31.8%)	1 (33.3%)	Yes	1 (26.1%)	1 (33.3%)	Yes
JG06-0015: Medical and Veterinary Professionals	13	6 (32.6%)	3 (23.1%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	24	NA		NA	2 (93.7%)	19 (79.2%)	No
JG10-0005: Materials, Stock, and Postal Workers	8	NA		NA	4 (30.6%)	2 (25%)	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.