



# Utilization Analysis

Student Affairs

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                   | 2          | 66.7%        | 26.5%          | No  | 2          | 66.7%        | 54.7%          | No  |
| JG05-0003: Service and Athletic Administrators             | 11                  | 1          | 9.1%         | 26.5%          | No  | 4          | 36.4%        | 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                 | 3                   | 1          | 33.3%        | 26.8%          | No  | 2          | 66.7%        | 53.3%          | No  |
| JG06-0001: Academic Administration Professionals           | 38                  | 17         | 44.7%        | 35.0%          | No  | 26         | 68.4%        | 65.0%          | No  |
| JG06-0002: Administrative Services Professionals           | 22                  | 7          | 31.8%        | 32.3%          | No  | 15         | 68.2%        | 60.6%          | No  |
| JG06-0004: Arts, Media, and Public Relations Professionals | 12                  | 4          | 33.3%        | 32.3%          | No  | 7          | 58.3%        | 55.8%          | No  |
| JG06-0006: Business and Accounting Professionals           | 22                  | 5          | 22.7%        | 28.1%          | No  | 14         | 63.6%        | 57.5%          | No  |
| JG06-0007: Conservation and Social Science Professionals   | 1                   | 1          | 100.0%       | 26.3%          | No  | 1          | 100.0%       | 30.7%          | No  |
| JG06-0008: Counseling and Student Service Professionals    | 133                 | 57         | 42.9%        | 34.5%          | No  | 90         | 67.7%        | 63.5%          | No  |
| JG06-0011: Environmental and Geoscientists                 | 1                   | 1          | 100.0%       | 22.3%          | No  | 1          | 100.0%       | 35.1%          | No  |
| JG06-0013: Human Resources Professionals                   | 22                  | 3          | 13.6%        | 29.8%          | Yes | 15         | 68.2%        | 58.8%          | No  |
| JG06-0014: Math, Statistics, and Computer Professionals    | 25                  | 4          | 16.0%        | 31.8%          | Yes | 3          | 12.0%        | 26.1%          | Yes |
| JG06-0015: Medical and Veterinary Professionals            | 75                  | 13         | 17.3%        | 32.6%          | Yes | 58         | 77.3%        | 67.2%          | No  |
| JG06-0016: Office Administrators                           | 21                  | 3          | 14.3%        | 24.6%          | No  | 17         | 81.0%        | 77.7%          | No  |



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|  |                     | Incumbency | Availability | Placement Goal |    | Incumbency | Availability | Placement Goal |     |
| JG06-0019: Residential and Dining Professionals          | 19                  | 3          | 15.8%        | 24.8%          | No | 8          | 42.1%        | 24.0%          | No  |
| JG07-0001: Accounting Technicians                        | 24                  | 7          | 29.2%        | 12.7%          | No | 20         | 83.3%        | 72.9%          | No  |
| JG07-0002: Computer and Telecommunications Technicians   | 6                   | 1          | 16.7%        | 15.2%          | No | 3          | 50.0%        | 24.2%          | No  |
| JG07-0003: Engineering and Electronics Technicians       | 10                  | 2          | 20.0%        | 14.1%          | No | 0          | 0.0%         | 4.4%           | No  |
| JG07-0004: Facilities and Dining Technicians             | 8                   | 1          | 12.5%        | 22.6%          | No | 5          | 62.5%        | 16.2%          | No  |
| JG07-0005: Protective Services                           | 3                   | 1          | 33.3%        | 24.7%          | No | 2          | 66.7%        | 41.8%          | No  |
| JG07-0007: Media and Academic Technicians                | 19                  | 3          | 15.8%        | 25.2%          | No | 16         | 84.2%        | 71.9%          | No  |
| JG07-0008: Medical and Veterinary Technicians            | 22                  | 2          | 9.1%         | 22.2%          | No | 19         | 86.4%        | 77.2%          | No  |
| JG07-0009: Secretarial and Human Resources Technicians   | 8                   | 0          | 0.0%         | 19.3%          | No | 7          | 87.5%        | 75.7%          | No  |
| JG08-0001: Administrative Assistants and Office Managers | 47                  | 13         | 27.7%        | 17.9%          | No | 40         | 85.1%        | 93.7%          | Yes |
| JG08-0003: Records, Data, and Sales Clerks               | 12                  | 2          | 16.7%        | 32.0%          | No | 11         | 91.7%        | 92.0%          | No  |
| JG09-0002: Construction and Carpentry Workers            | 2                   | 1          | 50.0%        | 32.2%          | No | 0          | 0.0%         | 8.9%           | No  |
| JG09-0003: Electrical Crafts Workers                     | 5                   | 0          | 0.0%         | 17.5%          | No | 1          | 20.0%        | 2.2%           | No  |
| JG09-0004: Machinists, Printers, and Equipment Operators | 2                   | 1          | 50.0%        | 28.5%          | No | 0          | 0.0%         | 32.5%          | No  |
| JG09-0005: Plumbing and Repair Workers                   | 28                  | 5          | 17.9%        | 19.5%          | No | 0          | 0.0%         | 6.2%           | No  |



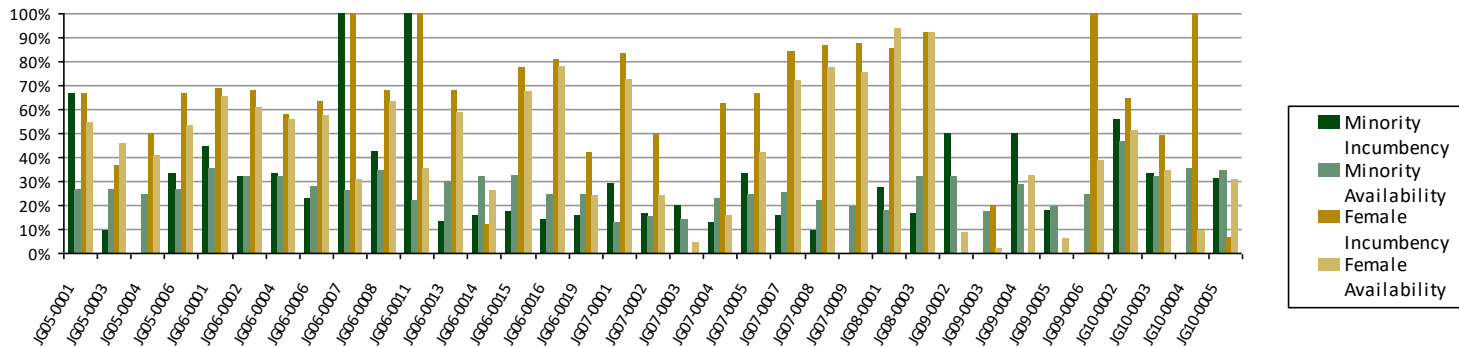
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|   |                     | Incumbency | Availability | Placement Goal |    | Incumbency | Availability | Placement Goal |     |
| JG09-0006: Residential and Facilities Managers  | 2                   | 0          | 0.0%         | 24.7%          | No | 2          | 100.0%       | 38.4%          | No  |
| JG10-0002: Custodians                           | 111                 | 62         | 55.9%        | 46.5%          | No | 72         | 64.9%        | 51.6%          | No  |
| JG10-0003: Food Service Workers                 | 108                 | 36         | 33.3%        | 32.2%          | No | 53         | 49.1%        | 34.4%          | No  |
| JG10-0004: Grounds and General Laborers         | 1                   | 0          | 0.0%         | 35.7%          | No | 1          | 100.0%       | 9.6%           | No  |
| JG10-0005: Materials, Stock, and Postal Workers | 29                  | 9          | 31.0%        | 34.5%          | No | 2          | 6.9%         | 30.6%          | Yes |





## Placement Goal Progress

Student Affairs

as of October 1, 2022

| Job Group  | Total 2022 Hires | Minority   |            |           | Female    |            |           |
|--|------------------|------------|------------|-----------|-----------|------------|-----------|
|  |                  | Goal 2021  | 2022 Hires | Goal Met? | Goal 2021 | 2022 Hires | Goal Met? |
| JG06-0013: Human Resources Professionals                 | 2                | 1 (26%)    | 1 (50%)    | Yes       | NA        |            | NA        |
| JG06-0015: Medical and Veterinary Professionals          | 13               | 10 (31.4%) | 6 (46.2%)  | Yes       | NA        |            | NA        |
| JG07-0007: Media and Academic Technicians                | 16               | NA         |            | NA        | 1 (69.2%) | 14 (87.5%) | Yes       |
| JG08-0001: Administrative Assistants and Office Managers | 16               | NA         |            | NA        | 8 (96.9%) | 15 (93.8%) | 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.