



Utilization Analysis

University Advancement 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	1	100.0%	53.4%	No
JG05-0004: Financial, Business and HR Administrators	2	1	50.0%	21.1%	No	1	50.0%	42.8%	No
JG06-0001: Academic Administration Professionals	20	1	5.0%	36.1%	Yes	16	80.0%	64.5%	No
JG06-0002: Administrative Services Professionals	9	2	22.2%	27.7%	No	8	88.9%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	11	0	0.0%	34.3%	Yes	8	72.7%	59.2%	No
JG06-0006: Business and Accounting Professionals	60	8	13.3%	24.9%	Yes	36	60.0%	59.8%	No
JG06-0013: Human Resources Professionals	5	0	0.0%	25.8%	No	5	100.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	9	1	11.1%	26.6%	No	4	44.4%	27.8%	No
JG06-0016: Office Administrators	12	1	8.3%	17.0%	No	11	91.7%	85.1%	No
JG06-0019: Residential and Dining Professionals	1	0	0.0%	21.7%	No	1	100.0%	24.2%	No
JG07-0002: Computer and Telecommunications Technicians	1	0	0.0%	12.3%	No	0	0.0%	20.3%	No
JG07-0007: Media and Academic Technicians	8	1	12.5%	30.6%	No	6	75.0%	68.4%	No

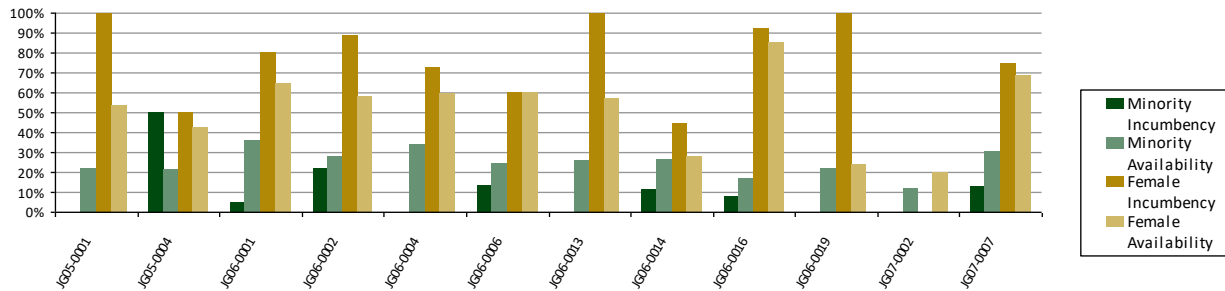


Utilization Analysis

University Advancement

Staff Placement Goals

as of October 1, 2020





Placement Goal Progress

University Advancement

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	0	1 (35.2%)	0	NA	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	0	1 (34.2%)	0	NA	NA		NA
JG06-0006: Business and Accounting Professionals	12	2 (24.3%)	2 (16.7%)	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.