



Utilization Analysis

University Advancement

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG05-0004: Financial, Business and HR Administrators	3	1	33.3%	24.4%	No	2	66.7%	40.7%	No
JG06-0001: Academic Administration Professionals	24	1	4.2%	35.0%	Yes	18	75.0%	65.0%	No
JG06-0002: Administrative Services Professionals	8	1	12.5%	32.3%	No	6	75.0%	60.6%	No
JG06-0004: Arts, Media, and Public Relations Professionals	13	1	7.7%	32.3%	Yes	8	61.5%	55.8%	No
JG06-0006: Business and Accounting Professionals	56	7	12.5%	28.1%	Yes	37	66.1%	57.5%	No
JG06-0013: Human Resources Professionals	6	2	33.3%	29.8%	No	5	83.3%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	11	1	9.1%	31.8%	Yes	3	27.3%	26.1%	No
JG06-0016: Office Administrators	9	1	11.1%	24.6%	No	8	88.9%	77.7%	No
JG06-0019: Residential and Dining Professionals	1	0	0.0%	24.8%	No	1	100.0%	24.0%	No
JG07-0007: Media and Academic Technicians	10	4	40.0%	25.2%	No	10	100.0%	71.9%	No

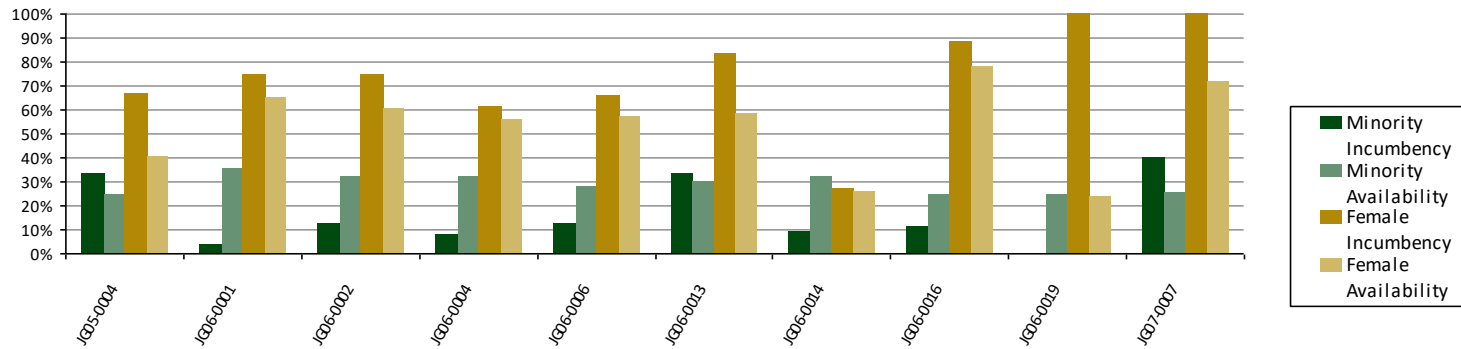


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Placement Goal Progress

University Advancement

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	2	5 (35.7%)	0 (0%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	2	2 (34.3%)	0 (0%)	No	NA		NA
JG06-0006: Business and Accounting Professionals	5	3 (25.2%)	1 (20%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	0	1 (26.8%)	0	NA	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.