



## Utilization Analysis

University Communications  
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	1	100.0%	22.3%	No	1	100.0%	53.4%	No
JG05-0002: Academic Administrators	1	0	0.0%	22.6%	No	0	0.0%	51.4%	No
JG06-0004: Arts, Media, and Public Relations Professionals	34	7	20.6%	34.3%	Yes	17	50.0%	59.2%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	25.8%	No	2	100.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	4	0	0.0%	26.6%	No	1	25.0%	27.8%	No
JG06-0016: Office Administrators	1	0	0.0%	17.0%	No	1	100.0%	85.1%	No
JG07-0001: Accounting Technicians	2	1	50.0%	6.8%	No	2	100.0%	73.7%	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	1	1	100.0%	30.6%	No	1	100.0%	68.4%	No
JG07-0009: Secretarial and Human Resources Technicians	1	0	0.0%	18.3%	No	1	100.0%	69.8%	No
JG08-0001: Administrative Assistants and Office Managers	1	0	0.0%	9.7%	No	1	100.0%	96.9%	No
JG09-0004: Machinists, Printers, and Equipment Operators	5	0	0.0%	24.0%	No	3	60.0%	28.6%	No
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	33.4%	No	0	0.0%	19.0%	No

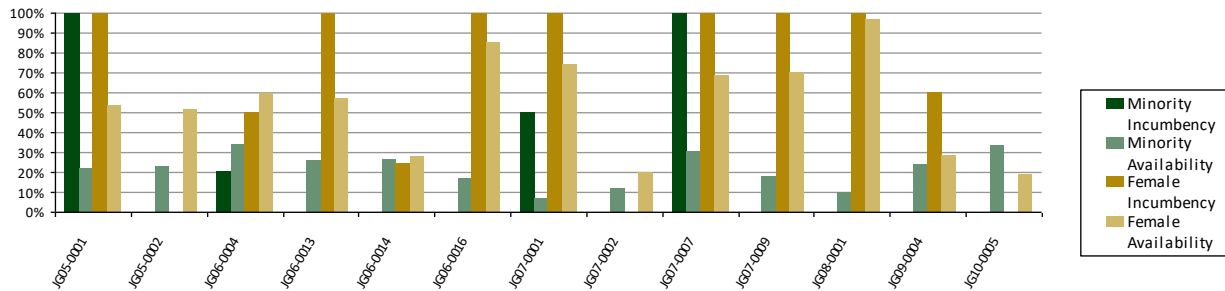


# Utilization Analysis

## University Communications

### Staff Placement Goals

as of October 1, 2020





## Placement Goal Progress

University Communications

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG06-0004: Arts, Media, and Public Relations Professionals	0	4 (34.2%)	0	NA	2 (59%)	0	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.