



# Utilization Analysis

University Operations

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	0	0.0%	26.3%	No	0	0.0%	54.0%	No
JG05-0003: Service and Athletic Administrators	5	0	0.0%	27.1%	No	2	40.0%	46.2%	No
JG05-0004: Financial, Business and HR Administrators	3	1	33.3%	24.4%	No	1	33.3%	39.0%	No
JG06-0001: Academic Administration Professionals	1	0	0.0%	35.2%	No	1	100.0%	65.4%	No
JG06-0002: Administrative Services Professionals	12	4	33.3%	32.5%	No	7	58.3%	61.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	1	0	0.0%	32.4%	No	0	0.0%	56.1%	No
JG06-0005: Biological and Chemical Scientists	4	0	0.0%	29.3%	No	3	75.0%	46.5%	No
JG06-0006: Business and Accounting Professionals	53	12	22.6%	28.1%	No	39	73.6%	56.7%	No
JG06-0010: Engineers and Architects	4	0	0.0%	29.2%	No	0	0.0%	26.0%	No
JG06-0013: Human Resources Professionals	3	1	33.3%	29.9%	No	2	66.7%	61.3%	No
JG06-0014: Math, Statistics, and Computer Professionals	17	1	5.9%	32.1%	Yes	3	17.6%	25.9%	No
JG06-0015: Medical and Veterinary Professionals	8	0	0.0%	33.3%	Yes	2	25.0%	67.1%	Yes
JG06-0016: Office Administrators	8	1	12.5%	25.2%	No	7	87.5%	75.3%	No
JG06-0019: Residential and Dining Professionals	41	5	12.2%	24.5%	Yes	13	31.7%	21.9%	No
JG07-0001: Accounting Technicians	24	4	16.7%	12.7%	No	21	87.5%	72.9%	No



# Utilization Analysis

University Operations

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0002: Computer and Telecommunications Technicians	8	1	12.5%	14.8%	No	3	37.5%	26.8%	No
JG07-0003: Engineering and Electronics Technicians	43	8	18.6%	14.0%	No	4	9.3%	4.7%	No
JG07-0004: Facilities and Dining Technicians	14	4	28.6%	20.5%	No	9	64.3%	22.3%	No
JG07-0005: Protective Services	50	8	16.0%	24.9%	Yes	20	40.0%	41.6%	No
JG07-0006: Life Science Technicians	1	0	0.0%	24.3%	No	0	0.0%	57.6%	No
JG07-0007: Media and Academic Technicians	1	0	0.0%	25.1%	No	0	0.0%	74.0%	No
JG07-0008: Medical and Veterinary Technicians	1	0	0.0%	22.5%	No	0	0.0%	76.6%	No
JG07-0009: Secretarial and Human Resources Technicians	7	1	14.3%	18.3%	No	4	57.1%	77.8%	No
JG08-0001: Administrative Assistants and Office Managers	22	3	13.6%	17.9%	No	17	77.3%	93.7%	Yes
JG08-0003: Records, Data, and Sales Clerks	1	0	0.0%	33.3%	No	0	0.0%	92.8%	Yes
JG08-0004: Telephone and Communications Operators	8	3	37.5%	24.1%	No	7	87.5%	39.2%	No
JG09-0001: Auto and Equipment Mechanics and Operators	28	5	17.9%	28.5%	No	1	3.6%	12.6%	No
JG09-0002: Construction and Carpentry Workers	36	4	11.1%	33.4%	Yes	0	0.0%	8.6%	Yes
JG09-0003: Electrical Crafts Workers	23	7	30.4%	17.3%	No	0	0.0%	2.2%	No
JG09-0004: Machinists, Printers, and Equipment Operators	5	0	0.0%	29.0%	No	0	0.0%	29.1%	No



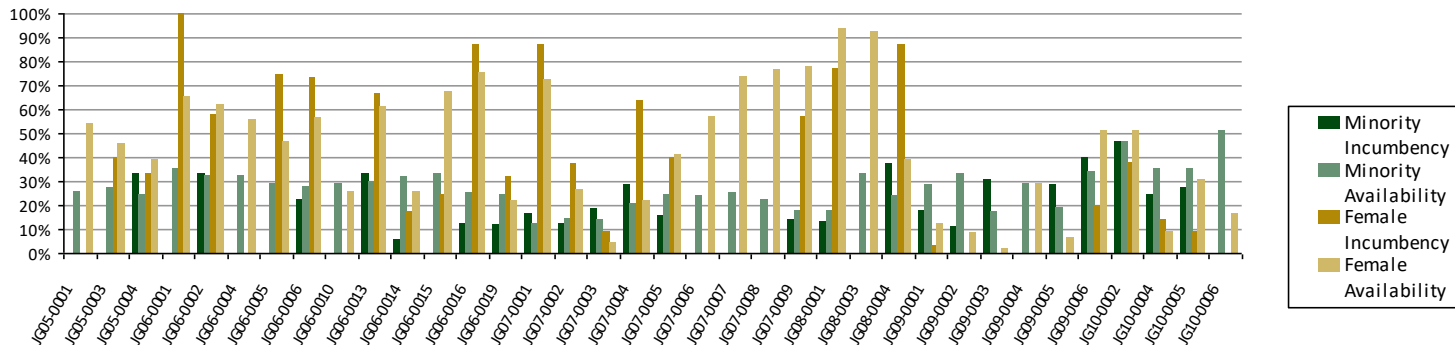
# Utilization Analysis

University Operations

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0005: Plumbing and Repair Workers	52	15	28.8%	19.4%	No	0	0.0%	6.5%	Yes
JG09-0006: Residential and Facilities Managers	5	2	40.0%	34.1%	No	1	20.0%	51.3%	No
JG10-0002: Custodians	160	75	46.9%	46.5%	No	61	38.1%	51.6%	Yes
JG10-0004: Grounds and General Laborers	28	7	25.0%	35.7%	No	4	14.3%	9.6%	No
JG10-0005: Materials, Stock, and Postal Workers	11	3	27.3%	35.3%	No	1	9.1%	30.5%	No
JG10-0006: Other Service/Maintenance Staff	3	0	0.0%	51.2%	No	0	0.0%	16.6%	No





## Placement Goal Progress

### University Operations

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG06-0006: Business and Accounting Professionals	5	2 (28.1%)	3 (60%)	Yes	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	2	1 (31.8%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	0	1 (32.6%)	0	NA	2 (67.2%)	0	NA
JG06-0019: Residential and Dining Professionals	8	1 (24.8%)	1 (12.5%)	No	NA		NA
JG07-0009: Secretarial and Human Resources Technicians	2	NA		NA	1 (75.7%)	1 (50%)	No
JG08-0001: Administrative Assistants and Office Managers	4	NA		NA	3 (93.7%)	4 (100%)	Yes
JG08-0003: Records, Data, and Sales Clerks	0	NA		NA	1 (92%)	0	NA
JG09-0001: Auto and Equipment Mechanics and Operators	7	1 (28.5%)	2 (28.6%)	Yes	NA		NA
JG09-0002: Construction and Carpentry Workers	11	5 (32.2%)	4 (36.4%)	Yes	1 (8.9%)	0 (0%)	No
JG09-0004: Machinists, Printers, and Equipment Operators	2	NA		NA	1 (32.5%)	0 (0%)	No
JG09-0005: Plumbing and Repair Workers	8	NA		NA	1 (6.2%)	0 (0%)	No
JG10-0002: Custodians	51	2 (46.5%)	28 (54.9%)	Yes	10 (51.6%)	21 (41.2%)	No
JG10-0005: Materials, Stock, and Postal Workers	2	NA		NA	1 (30.6%)	0 (0%)	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.