



Utilization Analysis

University Operations

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
JG05-0003: Service and Athletic Administrators	4	0	0.0%	22.7%	No	2	50.0%	45.7%	No
JG05-0004: Financial, Business and HR Administrators	5	0	0.0%	21.1%	No	2	40.0%	42.8%	No
JG05-0005: Residential and Facilities Administrators	1	0	0.0%	22.7%	No	0	0.0%	34.8%	No
JG06-0001: Academic Administration Professionals	1	0	0.0%	36.1%	No	1	100.0%	64.5%	No
JG06-0002: Administrative Services Professionals	5	1	20.0%	27.7%	No	2	40.0%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	1	0	0.0%	34.3%	No	0	0.0%	59.2%	No
JG06-0005: Biological and Chemical Scientists	3	1	33.3%	32.6%	No	1	33.3%	54.1%	No
JG06-0006: Business and Accounting Professionals	51	7	13.7%	24.9%	Yes	40	78.4%	59.8%	No
JG06-0010: Engineers and Architects	1	0	0.0%	24.5%	No	0	0.0%	23.2%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	18.2%	No	0	0.0%	30.8%	No
JG06-0013: Human Resources Professionals	21	2	9.5%	25.8%	Yes	15	71.4%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	13	0	0.0%	26.6%	Yes	2	15.4%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	8	0	0.0%	30.6%	Yes	2	25.0%	68.7%	Yes
JG06-0016: Office Administrators	11	3	27.3%	17.0%	No	9	81.8%	85.1%	No



Utilization Analysis

University Operations

Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0019: Residential and Dining Professionals	32	4	12.5%	21.7%	No	11	34.4%	24.2%	No
JG07-0001: Accounting Technicians	31	6	19.4%	6.8%	No	27	87.1%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	9	1	11.1%	12.3%	No	5	55.6%	20.3%	No
JG07-0003: Engineering and Electronics Technicians	47	8	17.0%	17.9%	No	5	10.6%	9.6%	No
JG07-0004: Facilities and Dining Technicians	10	2	20.0%	20.5%	No	5	50.0%	18.0%	No
JG07-0005: Protective Services	19	4	21.1%	21.3%	No	7	36.8%	37.4%	No
JG07-0007: Media and Academic Technicians	3	0	0.0%	30.6%	No	2	66.7%	68.4%	No
JG07-0009: Secretarial and Human Resources Technicians	12	2	16.7%	18.3%	No	7	58.3%	69.8%	No
JG08-0001: Administrative Assistants and Office Managers	23	6	26.1%	9.7%	No	21	91.3%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks	2	1	50.0%	21.5%	No	0	0.0%	80.6%	Yes
JG08-0004: Telephone and Communications Operators	4	1	25.0%	16.4%	No	2	50.0%	47.4%	No
JG09-0001: Auto and Equipment Mechanics and Operators	27	4	14.8%	17.2%	No	1	3.7%	22.0%	Yes
JG09-0002: Construction and Carpentry Workers	36	2	5.6%	27.2%	Yes	0	0.0%	6.7%	Yes
JG09-0003: Electrical Crafts Workers	24	5	20.8%	20.2%	No	0	0.0%	3.0%	No
JG09-0004: Machinists, Printers, and Equipment Operators	5	0	0.0%	24.0%	No	0	0.0%	28.6%	No

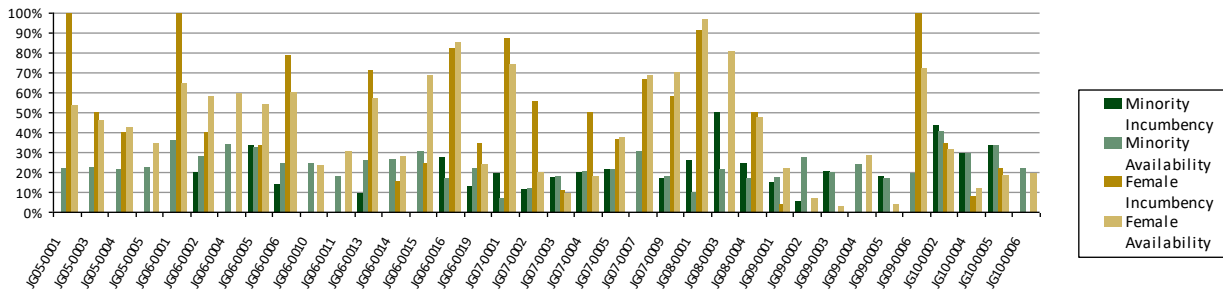


Utilization Analysis

University Operations
Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0005: Plumbing and Repair Workers	71	13	18.3%	16.6%	No	0	0.0%	3.9%	Yes
JG09-0006: Residential and Facilities Managers	1	0	0.0%	19.4%	No	1	100.0%	72.0%	No
JG10-0002: Custodians	159	69	43.4%	40.7%	No	55	34.6%	31.5%	No
JG10-0004: Grounds and General Laborers	24	7	29.2%	29.7%	No	2	8.3%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers	9	3	33.3%	33.4%	No	2	22.2%	19.0%	No
JG10-0006: Other Service/Maintenance Staff	5	0	0.0%	21.8%	No	0	0.0%	19.1%	No





Placement Goal Progress

University Operations

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG06-0006: Business and Accounting Professionals	6	2 (24.3%)	0 (0%)	No	NA		NA
JG06-0013: Human Resources Professionals	3	2 (26.4%)	1 (33.3%)	Yes	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	0	2 (26.2%)	0	NA	NA		NA
JG06-0015: Medical and Veterinary Professionals	0	1 (30.6%)	0	NA	1 (67%)	0	NA
JG06-0019: Residential and Dining Professionals	2	2 (21.5%)	1 (50%)	Yes	NA		NA
JG07-0009: Secretarial and Human Resources Technicians	1	NA		NA	1 (69.9%)	1 (100%)	Yes
JG08-0003: Records, Data, and Sales Clerks	0	NA		NA	1 (80.6%)	0	NA
JG09-0001: Auto and Equipment Mechanics and Operators	5	NA		NA	1 (21.7%)	2 (40%)	Yes
JG09-0002: Construction and Carpentry Workers	4	4 (27.8%)	0 (0%)	No	1 (6.5%)	0 (0%)	No
JG09-0005: Plumbing and Repair Workers	5	NA		NA	1 (3.8%)	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.