

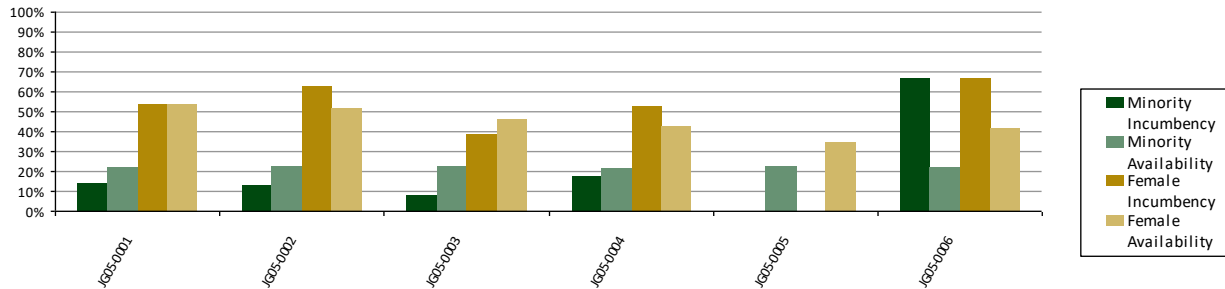


Utilization Analysis

EEO6 5: Executive / Administrative / Managerial
University-Wide 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	58	8	13.8%	22.3%	Yes	31	53.4%	53.4%	No
JG05-0002: Academic Administrators	32	4	12.5%	22.6%	No	20	62.5%	51.4%	No
JG05-0003: Service and Athletic Administrators	26	2	7.7%	22.7%	Yes	10	38.5%	45.7%	No
JG05-0004: Financial, Business and HR Administrators	17	3	17.6%	21.1%	No	9	52.9%	42.8%	No
JG05-0005: Residential and Facilities Administrators	1	0	0.0%	22.7%	No	0	0.0%	34.8%	No
JG05-0006: Student Services Administrators	9	6	66.7%	22.1%	No	6	66.7%	41.6%	No





University-Wide Staff Placement Goal Progress

EEO6 5: Executive / Administrative / Managerial

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG05-0001: Executives	4	2 (22.4%)	2 (50%)	Yes	NA		NA
JG05-0003: Service and Athletic Administrators	1	1 (22.3%)	0 (0%)	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.



Utilization Analysis

EEO6 6: Other Professionals (Support/Service)

University-Wide Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0001: Academic Administration Professionals	474	96	20.3%	36.1%	Yes	339	71.5%	64.5%	No
JG06-0002: Administrative Services Professionals	264	61	23.1%	27.7%	Yes	164	62.1%	58.1%	No
JG06-0003: Agricultural and Food Science Professionals	150	26	17.3%	34.4%	Yes	81	54.0%	37.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	175	22	12.6%	34.3%	Yes	100	57.1%	59.2%	No
JG06-0005: Biological and Chemical Scientists	249	64	25.7%	32.6%	Yes	148	59.4%	54.1%	No
JG06-0006: Business and Accounting Professionals	266	40	15.0%	24.9%	Yes	184	69.2%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	665	105	15.8%	30.7%	Yes	253	38.0%	39.6%	No
JG06-0008: Counseling and Student Service Professionals	173	67	38.7%	31.7%	No	125	72.3%	61.2%	No
JG06-0009: Educational Service Professionals	2	0	0.0%	26.4%	No	2	100.0%	72.0%	No
JG06-0010: Engineers and Architects	73	22	30.1%	24.5%	No	19	26.0%	23.2%	No
JG06-0011: Environmental and Geoscientists	29	3	10.3%	18.2%	No	11	37.9%	30.8%	No
JG06-0012: Extension and Outreach Professionals	187	25	13.4%	26.7%	Yes	126	67.4%	68.3%	No
JG06-0013: Human Resources Professionals	94	11	11.7%	25.8%	Yes	74	78.7%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	306	37	12.1%	26.6%	Yes	81	26.5%	27.8%	No
JG06-0015: Medical and Veterinary Professionals	225	29	12.9%	30.6%	Yes	178	79.1%	68.7%	No
JG06-0016: Office Administrators	126	20	15.9%	17.0%	No	113	89.7%	85.1%	No



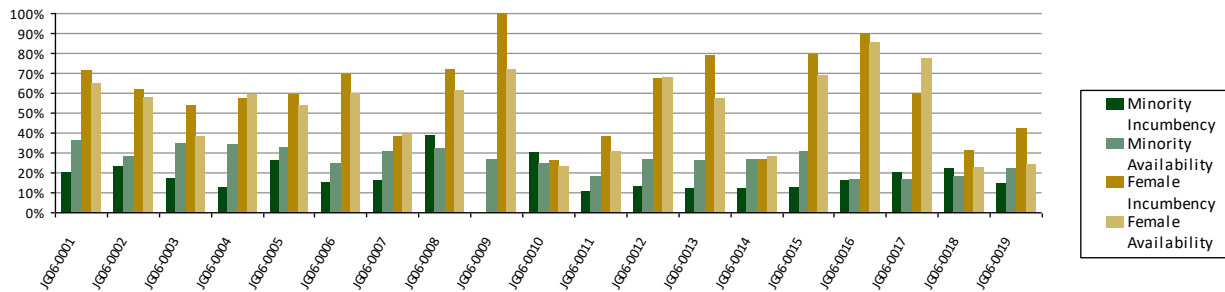
Utilization Analysis

EEO6 6: Other Professionals (Support/Service)

University-Wide Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0017: Other Service Professionals Including Library Technicians	5	1	20.0%	16.8%	No	3	60.0%	77.5%	No
JG06-0018: Physicists and Atmospheric Scientists	135	30	22.2%	18.1%	No	42	31.1%	22.9%	No
JG06-0019: Residential and Dining Professionals	55	8	14.5%	21.7%	No	23	41.8%	24.2%	No





University-Wide Staff Placement Goal Progress

EEO6 6: Other Professionals (Support/Service)

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	49	48 (35.2%)	14 (28.6%)	No	NA		NA
JG06-0003: Agricultural and Food Science Professionals	24	8 (33.9%)	4 (16.7%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	17	32 (34.2%)	4 (23.5%)	No	NA		NA
JG06-0005: Biological and Chemical Scientists	48	1 (33.4%)	12 (25%)	No	NA		NA
JG06-0006: Business and Accounting Professionals	30	12 (24.3%)	2 (6.7%)	No	NA		NA
JG06-0007: Conservation and Social Science Professionals	103	56 (30%)	32 (31.1%)	Yes	NA		NA
JG06-0012: Extension and Outreach Professionals	25	20 (26.5%)	5 (20%)	No	NA		NA
JG06-0013: Human Resources Professionals	12	9 (26.4%)	3 (25%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	21	33 (26.2%)	3 (14.3%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	26	28 (30.6%)	6 (23.1%)	No	NA		NA
JG06-0019: Residential and Dining Professionals	4	2 (21.5%)	1 (25%)	Yes	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.



Utilization Analysis

EEO6 7: Technical and Paraprofessionals
University-Wide Staff Placement Goals

as of October 1, 2020

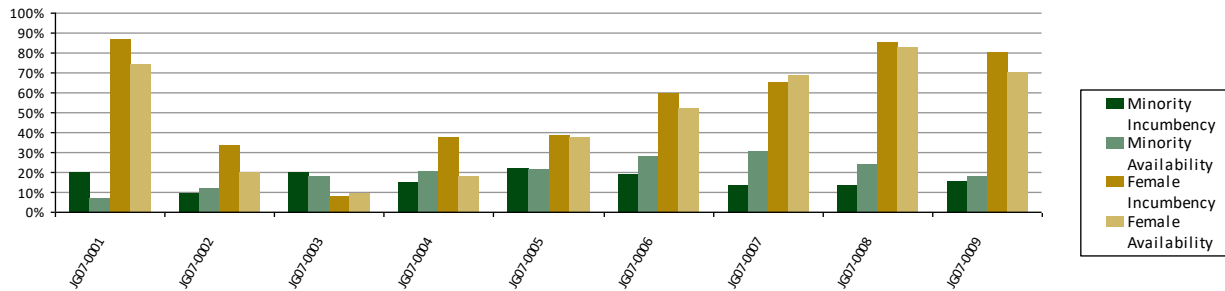
Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0001: Accounting Technicians	128	26	20.3%	6.8%	No	111	86.7%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	54	5	9.3%	12.3%	No	18	33.3%	20.3%	No
JG07-0003: Engineering and Electronics Technicians	60	12	20.0%	17.9%	No	5	8.3%	9.6%	No
JG07-0004: Facilities and Dining Technicians	27	4	14.8%	20.5%	No	10	37.0%	18.0%	No
JG07-0005: Protective Services	59	13	22.0%	21.3%	No	23	39.0%	37.4%	No
JG07-0006: Life Science Technicians	27	5	18.5%	28.2%	No	16	59.3%	51.8%	No
JG07-0007: Media and Academic Technicians	23	3	13.0%	30.6%	Yes	15	65.2%	68.4%	No
JG07-0008: Medical and Veterinary Technicians	213	28	13.1%	23.8%	Yes	182	85.4%	82.8%	No
JG07-0009: Secretarial and Human Resources Technicians	45	7	15.6%	18.3%	No	36	80.0%	69.8%	No



Utilization Analysis

EEO6 7: Technical and Paraprofessionals
University-Wide Staff Placement Goals

as of October 1, 2020





University-Wide Staff Placement Goal Progress

EEO6 7: Technical and Paraprofessionals

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG07-0008: Medical and Veterinary Technicians	50	17 (23.8%)	10 (20%)	No	NA		NA
JG07-0009: Secretarial and Human Resources Technicians	8	2 (19.2%)	4 (50%)	Yes	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.



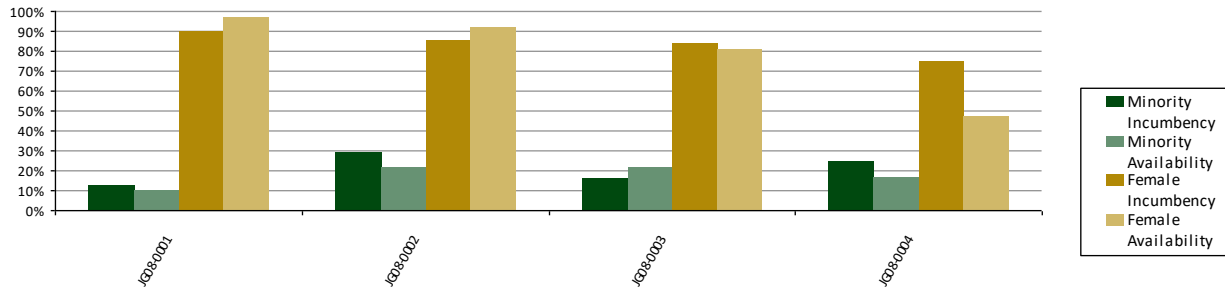
Utilization Analysis

EEO6 8: Clerical and Secretarial

University-Wide Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG08-0001: Administrative Assistants and Office Managers	330	42	12.7%	9.7%	No	298	90.3%	96.9%	Yes
JG08-0002: Library Technicians	27	8	29.6%	21.3%	No	23	85.2%	92.1%	No
JG08-0003: Records, Data, and Sales Clerks	19	3	15.8%	21.5%	No	16	84.2%	80.6%	No
JG08-0004: Telephone and Communications Operators	12	3	25.0%	16.4%	No	9	75.0%	47.4%	No





University-Wide Staff Placement Goal Progress

EEO6 8: Clerical and Secretarial

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG08-0001: Administrative Assistants and Office Managers	43	NA		NA	15 (96.9%)	38 (88.4%)	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.



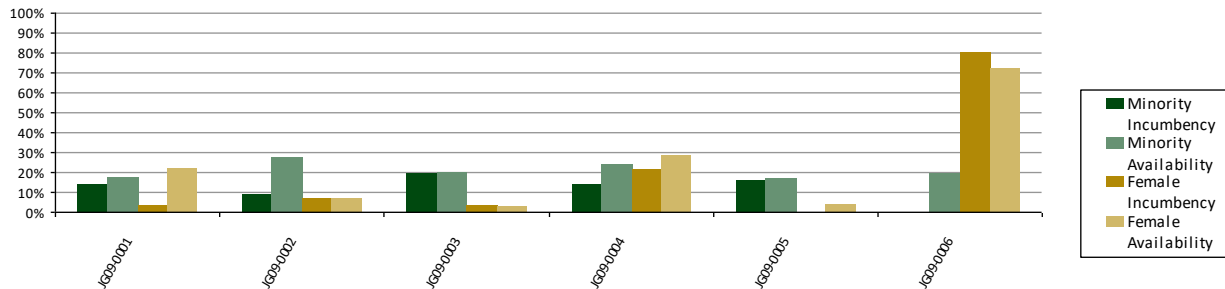
Utilization Analysis

EEO6 9: Skilled Crafts

University-Wide Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0001: Auto and Equipment Mechanics and Operators	29	4	13.8%	17.2%	No	1	3.4%	22.0%	Yes
JG09-0002: Construction and Carpentry Workers	46	4	8.7%	27.2%	Yes	3	6.5%	6.7%	No
JG09-0003: Electrical Crafts Workers	31	6	19.4%	20.2%	No	1	3.2%	3.0%	No
JG09-0004: Machinists, Printers, and Equipment Operators	14	2	14.3%	24.0%	No	3	21.4%	28.6%	No
JG09-0005: Plumbing and Repair Workers	105	17	16.2%	16.6%	No	0	0.0%	3.9%	Yes
JG09-0006: Residential and Facilities Managers	5	0	0.0%	19.4%	No	4	80.0%	72.0%	No





University-Wide Staff Placement Goal Progress

EEO6 9: Skilled Crafts

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG09-0001: Auto and Equipment Mechanics and Operators	5	NA		NA	1 (21.7%)	2 (40%)	Yes
JG09-0002: Construction and Carpentry Workers	4	5 (27.8%)	0 (0%)	No	NA		NA
JG09-0005: Plumbing and Repair Workers	5	NA		NA	2 (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.



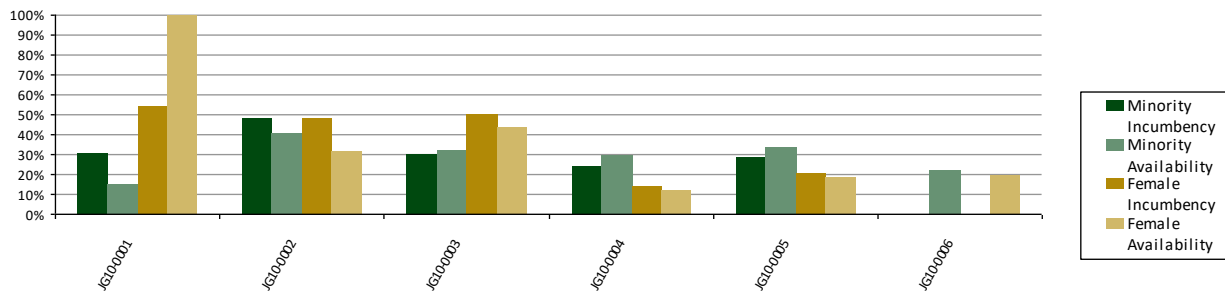
Utilization Analysis

EEO6 10: Service/Maintenance

University-Wide Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG10-0001: Animal Care Workers	13	4	30.8%	15.0%	No	7	53.8%	100.0%	Yes
JG10-0002: Custodians	303	145	47.9%	40.7%	No	145	47.9%	31.5%	No
JG10-0003: Food Service Workers	126	38	30.2%	32.2%	No	63	50.0%	43.2%	No
JG10-0004: Grounds and General Laborers	29	7	24.1%	29.7%	No	4	13.8%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers	49	14	28.6%	33.4%	No	10	20.4%	19.0%	No
JG10-0006: Other Service/Maintenance Staff	5	0	0.0%	21.8%	No	0	0.0%	19.1%	No





University-Wide Staff Placement Goal Progress

EEO6 10: Service/Maintenance

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG10-0001: Animal Care Workers	4	NA		NA	9 (100%)	3 (75%)	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.