

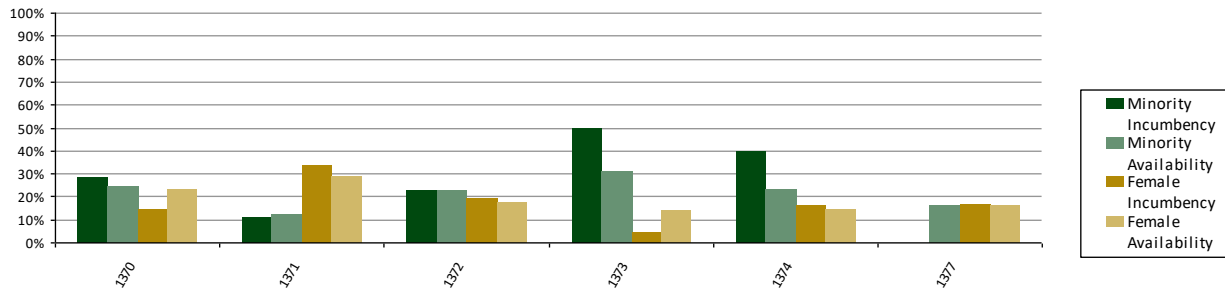


# Utilization Analysis

Walter Scott, Jr. College of Engineering  
Tenure-Track Faculty Placement Goals

as of October 1, 2020

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1370: Chemical and Biological Engineering	14	4	28.6%	24.2%	No	2	14.3%	23.0%	No
1371: Atmospheric Science	18	2	11.1%	12.1%	No	6	33.3%	29.0%	No
1372: Civil and Environmental Engineering	31	7	22.6%	22.7%	No	6	19.4%	17.3%	No
1373: Electrical and Computer Engineering	22	11	50.0%	31.2%	No	1	4.5%	14.1%	No
1374: Mechanical Engineering	25	10	40.0%	23.3%	No	4	16.0%	14.3%	No
1377: Systems Engineering	6	0	0.0%	16.3%	No	1	16.7%	16.0%	No





# Utilization Analysis

Walter Scott, Jr. College of Engineering  
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	4	1	25.0%	22.3%	No	1	25.0%	53.4%	No
JG06-0001: Academic Administration Professionals	30	6	20.0%	36.1%	Yes	24	80.0%	64.5%	No
JG06-0002: Administrative Services Professionals	12	0	0.0%	27.7%	Yes	10	83.3%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	6	1	16.7%	34.3%	No	5	83.3%	59.2%	No
JG06-0005: Biological and Chemical Scientists	3	0	0.0%	32.6%	No	3	100.0%	54.1%	No
JG06-0006: Business and Accounting Professionals	16	1	6.3%	24.9%	Yes	11	68.8%	59.8%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	31.7%	No	1	100.0%	61.2%	No
JG06-0010: Engineers and Architects	72	22	30.6%	24.5%	No	19	26.4%	23.2%	No
JG06-0013: Human Resources Professionals	6	1	16.7%	25.8%	No	5	83.3%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	48	2	4.2%	26.6%	Yes	10	20.8%	27.8%	No
JG06-0016: Office Administrators	5	2	40.0%	17.0%	No	5	100.0%	85.1%	No
JG06-0018: Physicists and Atmospheric Scientists	132	30	22.7%	18.1%	No	41	31.1%	22.9%	No
JG07-0001: Accounting Technicians	2	0	0.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0006: Life Science Technicians	4	0	0.0%	28.2%	No	0	0.0%	51.8%	Yes
JG08-0001: Administrative Assistants and Office Managers	20	1	5.0%	9.7%	No	19	95.0%	96.9%	No

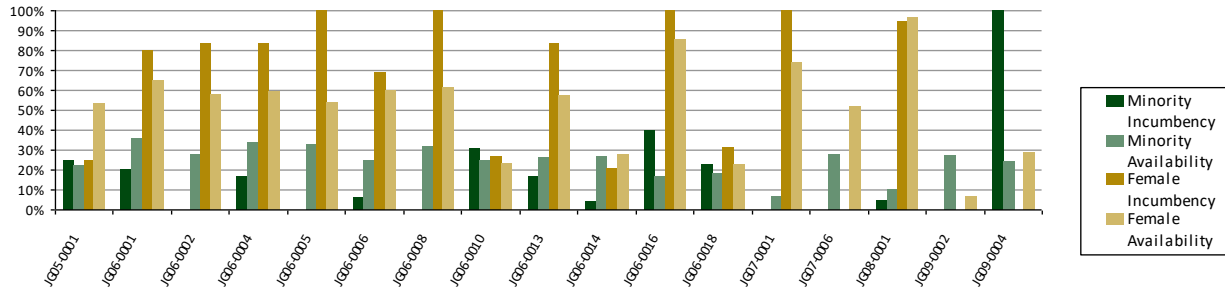


# Utilization Analysis

Walter Scott, Jr. College of Engineering  
Staff Placement Goals

as of October 1, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0002: Construction and Carpentry Workers	1	0	0.0%	27.2%	No	0	0.0%	6.7%	No
JG09-0004: Machinists, Printers, and Equipment Operators	1	1	100.0%	24.0%	No	0	0.0%	28.6%	No





## Placement Goal Progress

Walter Scott, Jr. College of Engineering

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	4	2 (35.2%)	2 (50%)	Yes	NA		NA
JG06-0002: Administrative Services Professionals	3	2 (27.7%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	1	6 (26.2%)	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.