



# Utilization Analysis

VP Human Resources

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0004: Financial, Business and HR Administrators	1	0	0.0%	24.4%	No	0	0.0%	39.0%	No
JG06-0001: Academic Administration Professionals	1	1	100.0%	35.2%	No	1	100.0%	65.4%	No
JG06-0002: Administrative Services Professionals	1	0	0.0%	32.5%	No	1	100.0%	61.7%	No
JG06-0006: Business and Accounting Professionals	3	0	0.0%	28.1%	No	2	66.7%	56.7%	No
JG06-0013: Human Resources Professionals	25	2	8.0%	29.9%	Yes	20	80.0%	61.3%	No
JG06-0014: Math, Statistics, and Computer Professionals	2	0	0.0%	32.1%	No	1	50.0%	25.9%	No
JG07-0001: Accounting Technicians	4	1	25.0%	12.7%	No	2	50.0%	72.9%	No
JG07-0002: Computer and Telecommunications Technicians	1	0	0.0%	14.8%	No	1	100.0%	26.8%	No
JG07-0005: Protective Services	3	1	33.3%	24.9%	No	3	100.0%	41.6%	No
JG07-0009: Secretarial and Human Resources Technicians	8	1	12.5%	18.3%	No	6	75.0%	77.8%	No
JG08-0001: Administrative Assistants and Office Managers	2	1	50.0%	17.9%	No	2	100.0%	93.7%	No

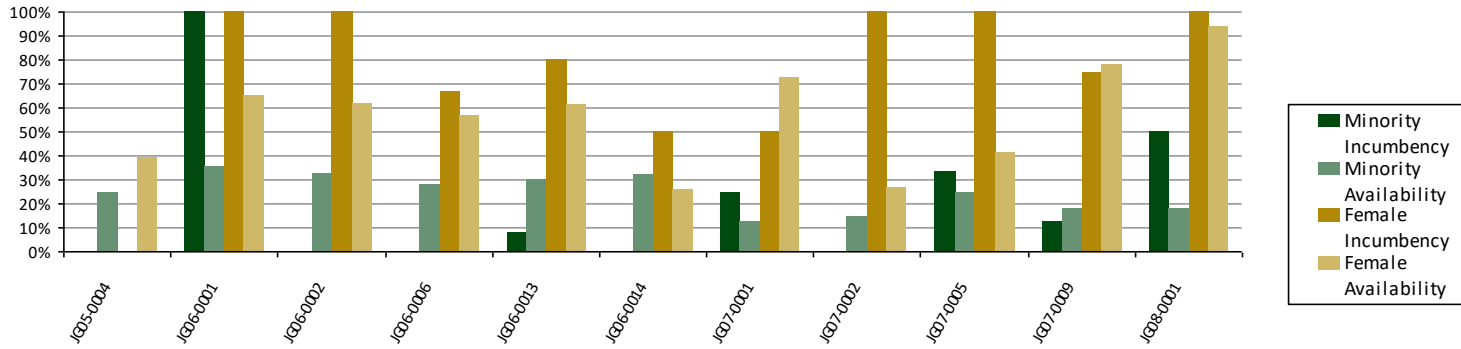


# Utilization Analysis

VP Human Resources

Staff Placement Goals

as of October 1, 2023





## Placement Goal Progress

VP Human Resources

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG06-0013: Human Resources Professionals	6	2 (29.8%)	1 (16.7%)	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.