## Utilization Analysis
### University Operations
#### Staff Placement Goals

| Job Group                                      | Number of Employees | Minority | | | Female |
|------------------------------------------------|---------------------|----------|----------|----------|
| JG05-0001: Executives                         | 2                   | 0 0.0%   | 24.5%    | No       | 2 100.0% | 63.0% | No |
| JG05-0002: Academic Administrators            | 3                   | 0 0.0%   | 23.7%    | No       | 2 66.7%  | 62.3% | No |
| JG05-0003: Service and Athletic Administrators| 10                  | 2 20.0%  | 23.2%    | No       | 5 50.0%  | 57.2% | No |
| JG05-0004: Financial, Business and HR Administrators | 6                   | 1 16.7%  | 22.8%    | No       | 5 83.3%  | 57.0% | No |
| JG05-0005: Residential and Facilities Administrators | 5                   | 0 0.0%   | 24.8%    | No       | 0 0.0%  | 45.9% | Yes |
| JG05-0006: Student Services Administrators    | 1                   | 0 0.0%   | 27.9%    | No       | 0 0.0%  | 62.1% | No |
| JG06-0001: Academic Administration Professionals | 1                   | 0 0.0%   | 28.6%    | No       | 1 100.0% | 65.0% | No |
| JG06-0002: Administrative Services Professionals | 13                  | 0 0.0%   | 23.9%    | Yes      | 7 53.8%  | 47.3% | No |
| JG06-0006: Business and Accounting Professionals | 42                  | 3 7.1%   | 21.1%    | Yes      | 29 69.0% | 60.8% | No |
| JG06-0008: Counseling and Student Service Professionals | 1                   | 1 100.0% | 33.3%    | No       | 0 0.0%  | 67.6% | No |
| JG06-0010: Engineers and Architects           | 1                   | 0 0.0%   | 25.0%    | No       | 0 0.0%  | 18.4% | No |
| JG06-0011: Environmental and Geoscientists    | 1                   | 0 0.0%   | 13.9%    | No       | 0 0.0%  | 28.2% | No |
| JG06-0013: Human Resources Professionals      | 11                  | 3 27.3%  | 27.9%    | No       | 7 63.6%  | 64.8% | No |
| JG06-0014: Math, Statistics, and Computer Professionals | 12                  | 0 0.0%   | 24.2%    | Yes      | 3 25.0%  | 24.7% | No |
| JG06-0015: Medical and Veterinary Professionals | 11                  | 3 27.3%  | 21.9%    | No       | 4 36.4%  | 60.9% | Yes |
# Utilization Analysis
University Operations
Staff Placement Goals

as of October 1, 2014

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Number of Employees</th>
<th>Minority</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Incumbency</td>
<td>Availability</td>
</tr>
<tr>
<td>JG06-0016: Office Administrators</td>
<td>10</td>
<td>3</td>
<td>30.0%</td>
</tr>
<tr>
<td>JG06-0017: Other Service Professionals Including Library Technicians</td>
<td>3</td>
<td>1</td>
<td>33.3%</td>
</tr>
<tr>
<td>JG06-0019: Residential and Dining Professionals</td>
<td>27</td>
<td>2</td>
<td>7.4%</td>
</tr>
<tr>
<td>JG07-0001: Accounting Technicians</td>
<td>40</td>
<td>4</td>
<td>10.0%</td>
</tr>
<tr>
<td>JG07-0002: Computer and Telecommunications Technicians</td>
<td>4</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>JG07-0003: Engineering and Electronics Technicians</td>
<td>32</td>
<td>1</td>
<td>3.1%</td>
</tr>
<tr>
<td>JG07-0004: Facilities and Dining Technicians</td>
<td>8</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>JG07-0005: Protective Services</td>
<td>35</td>
<td>3</td>
<td>8.6%</td>
</tr>
<tr>
<td>JG07-0006: Life Science Technicians</td>
<td>2</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>JG07-0009: Secretarial and Human Resources Technicians</td>
<td>6</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>JG08-0001: Administrative Assistants and Office Managers</td>
<td>27</td>
<td>3</td>
<td>11.1%</td>
</tr>
<tr>
<td>JG08-0003: Records, Data, and Sales Clerks</td>
<td>8</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>JG08-0004: Telephone and Communications Operators</td>
<td>7</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>JG09-0001: Auto and Equipment Mechanics and Operators</td>
<td>23</td>
<td>6</td>
<td>26.1%</td>
</tr>
<tr>
<td>JG09-0002: Construction and Carpentry Workers</td>
<td>32</td>
<td>4</td>
<td>12.5%</td>
</tr>
</tbody>
</table>
## Utilization Analysis
### University Operations
#### Staff Placement Goals

**as of October 1, 2014**

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Number of Employees</th>
<th>Minority</th>
<th>Placement Goal</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Incumbency</td>
<td>Availability</td>
<td>Incumbency</td>
</tr>
<tr>
<td>JG09-0003: Electrical Crafts Workers</td>
<td>26</td>
<td>7</td>
<td>26.9%</td>
<td>0</td>
</tr>
<tr>
<td></td>
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<td>19.3%</td>
<td>No</td>
<td>0</td>
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<tr>
<td></td>
<td></td>
<td>2.9%</td>
<td>No</td>
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</tr>
<tr>
<td>JG09-0004: Machinists, Printers, and Equipment Operators</td>
<td>7</td>
<td>1</td>
<td>14.3%</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>18.8%</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>26.8%</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>JG09-0005: Plumbing and Repair Workers</td>
<td>65</td>
<td>13</td>
<td>20.0%</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>16.5%</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.4%</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>JG09-0006: Residential and Facilities Managers</td>
<td>2</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>26.8%</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td>23.4%</td>
<td>No</td>
<td>0</td>
</tr>
<tr>
<td>JG10-0002: Custodians</td>
<td>138</td>
<td>61</td>
<td>44.2%</td>
<td>46</td>
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<tr>
<td></td>
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<td>40.7%</td>
<td>No</td>
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<td></td>
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<td>31.5%</td>
<td>No</td>
<td>31.5%</td>
</tr>
<tr>
<td>JG10-0004: Grounds and General Laborers</td>
<td>23</td>
<td>0</td>
<td>0.0%</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>29.7%</td>
<td>Yes</td>
<td>13.0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12.1%</td>
<td>No</td>
<td>12.1%</td>
</tr>
<tr>
<td>JG10-0005: Materials, Stock, and Postal Workers</td>
<td>13</td>
<td>2</td>
<td>15.4%</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td></td>
<td>31.3%</td>
<td>No</td>
<td>30.8%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>21.1%</td>
<td>No</td>
<td>21.1%</td>
</tr>
<tr>
<td>JG10-0006: Other Service/Maintenance Staff</td>
<td>4</td>
<td>1</td>
<td>25.0%</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>18.0%</td>
<td>No</td>
<td>25.0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>27.2%</td>
<td>No</td>
<td>27.2%</td>
</tr>
</tbody>
</table>
## Placement Goal Progress

**University Operations**

as of October 1, 2014

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Total 2014 Hires</th>
<th>Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td>JG05-0005: Residential and Facilities Administrators</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>JG06-0002: Administrative Services Professionals</td>
<td>5</td>
<td>2 (23.5%)</td>
</tr>
<tr>
<td>JG06-0014: Math, Statistics, and Computer Professionals</td>
<td>3</td>
<td>1 (22%)</td>
</tr>
<tr>
<td>JG06-0015: Medical and Veterinary Professionals</td>
<td>2</td>
<td>NA</td>
</tr>
<tr>
<td>JG06-0019: Residential and Dining Professionals</td>
<td>0</td>
<td>2 (29.6%)</td>
</tr>
<tr>
<td>JG09-0002: Construction and Carpentry Workers</td>
<td>9</td>
<td>3 (27.3%)</td>
</tr>
<tr>
<td>JG10-0004: Grounds and General Laborers</td>
<td>1</td>
<td>3 (29.7%)</td>
</tr>
</tbody>
</table>

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.