



Utilization Analysis

College of Health and Human Sciences
Tenure-Track Faculty Placement Goals

as of October 1, 2015

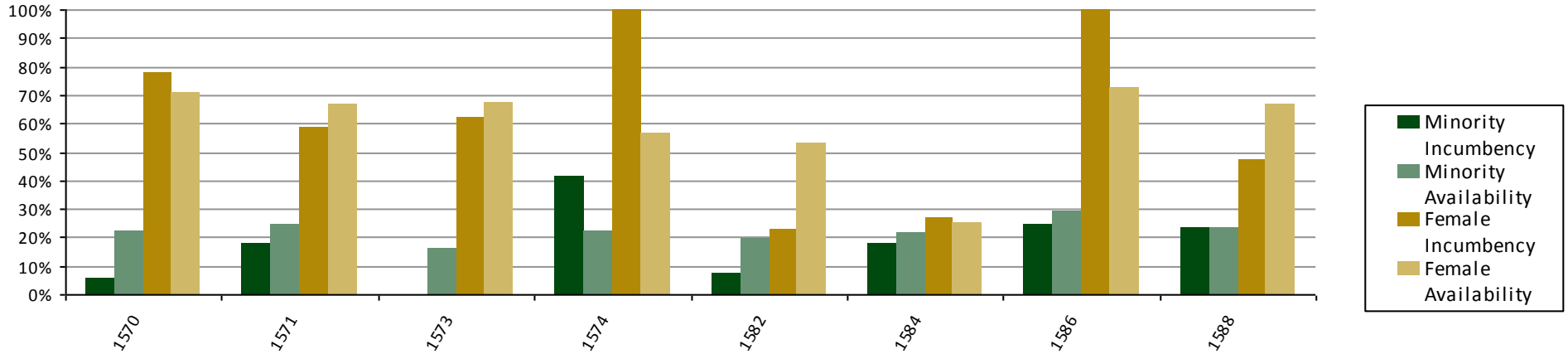
Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1570: Human Development and Family Studies	18	1	5.6%	22.3%	Yes	14	77.8%	70.9%	No
1571: Food Science and Human Nutrition	17	3	17.6%	24.7%	No	10	58.8%	67.1%	No
1573: Occupational Therapy	8	0	0.0%	16.3%	No	5	62.5%	67.4%	No
1574: Design and Merchandising	12	5	41.7%	22.6%	No	12	100.0%	56.8%	No
1582: Health and Exercise Science	13	1	7.7%	19.6%	No	3	23.1%	53.2%	Yes
1584: Construction Management	11	2	18.2%	21.8%	No	3	27.3%	25.4%	No
1586: School of Social Work	8	2	25.0%	29.2%	No	8	100.0%	73.1%	No
1588: School of Education	21	5	23.8%	23.6%	No	10	47.6%	66.9%	Yes



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Staff Placement Goals

as of October 1, 2015

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		2	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		7	0	0.0%	23.5%	No	6	85.7%	61.7%	No
JG05-0004: Financial, Business and HR Administrators		1	0	0.0%	22.6%	No	1	100.0%	58.2%	No
JG05-0006: Student Services Administrators		1	0	0.0%	27.9%	No	1	100.0%	62.1%	No
JG06-0001: Academic Administration Professionals		34	2	5.9%	28.2%	Yes	28	82.4%	64.5%	No
JG06-0002: Administrative Services Professionals		2	0	0.0%	24.3%	No	1	50.0%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals		1	0	0.0%	18.0%	No	1	100.0%	27.5%	No
JG06-0005: Biological and Chemical Scientists		5	1	20.0%	22.0%	No	5	100.0%	43.7%	No
JG06-0006: Business and Accounting Professionals		9	3	33.3%	21.5%	No	6	66.7%	60.3%	No
JG06-0007: Conservation and Social Science Professionals		4	0	0.0%	17.3%	No	4	100.0%	21.1%	No
JG06-0008: Counseling and Student Service Professionals		13	1	7.7%	32.5%	Yes	11	84.6%	68.3%	No
JG06-0012: Extension and Outreach Professionals		5	0	0.0%	25.4%	No	4	80.0%	59.0%	No
JG06-0015: Medical and Veterinary Professionals		24	3	12.5%	22.7%	No	19	79.2%	62.8%	No
JG06-0016: Office Administrators		5	0	0.0%	14.7%	No	5	100.0%	91.6%	No
JG07-0008: Medical and Veterinary Technicians		1	0	0.0%	23.3%	No	1	100.0%	81.5%	No



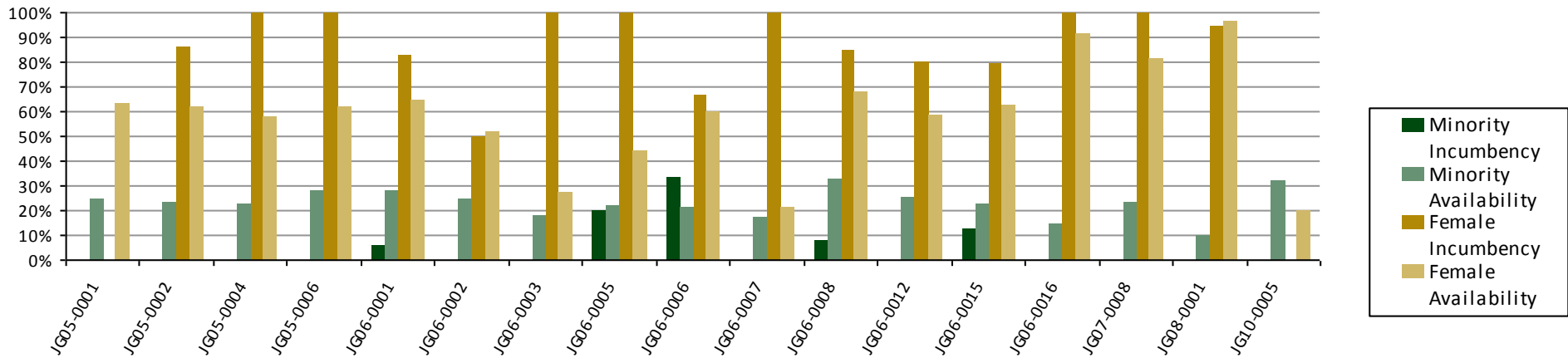
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as of October 1, 2015

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG08-0001: Administrative Assistants and Office Managers		19	0	0.0%	9.8%	No	18	94.7%	96.9%	No
JG10-0005: Materials, Stock, and Postal Workers		2	0	0.0%	32.1%	No	0	0.0%	20.2%	No





Placement Goal Progress

College of Health and Human Sciences

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG01-1570: Tenure-Track Faculty - Human Development and Family Studies	0	2 (22.3%)	0	NA	NA		NA
JG01-1582: Tenure-Track Faculty - Health and Exercise Science	0	1 (19.6%)	0	NA	2 (53.2%)	0	NA
JG06-0001: Academic Administration Professionals	1	4 (28.6%)	1 (100%)	Yes	NA		NA
JG06-0008: Counseling and Student Service Professionals	4	2 (33.3%)	0 (0%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	3	NA		NA	2 (96.9%)	2 (66.7%)	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.