



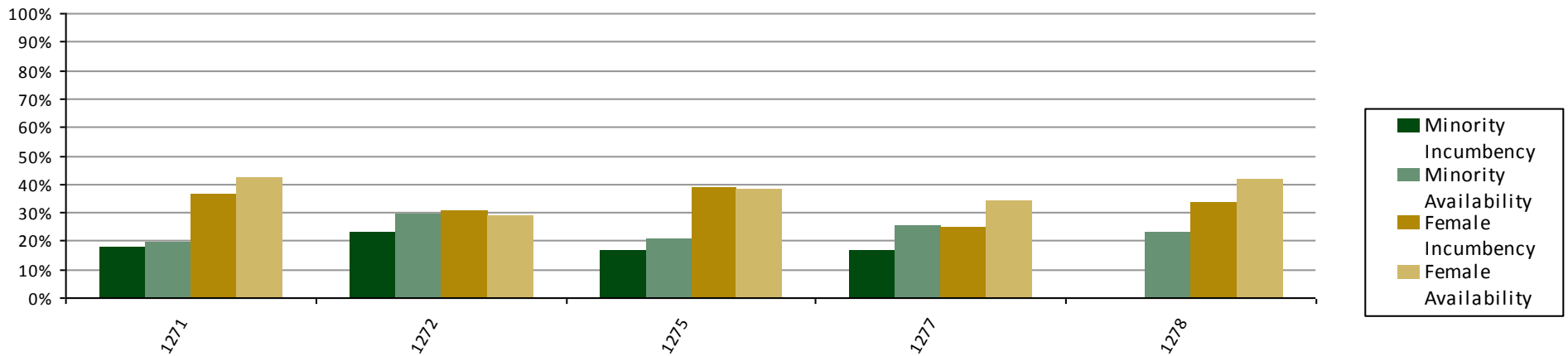
Utilization Analysis

College of Business

Tenure-Track Faculty Placement Goals

as of October 1, 2015

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1271: Accounting	11	2	18.2%	19.6%	No	4	36.4%	42.2%	No
1272: Finance and Real Estate	13	3	23.1%	29.7%	No	4	30.8%	29.1%	No
1275: Management	18	3	16.7%	21.1%	No	7	38.9%	38.2%	No
1277: Computer Information Systems	12	2	16.7%	25.3%	No	3	25.0%	33.9%	No
1278: Marketing	12	0	0.0%	22.9%	Yes	4	33.3%	41.6%	No





Utilization Analysis

College of Business
Staff Placement Goals

as of October 1, 2015

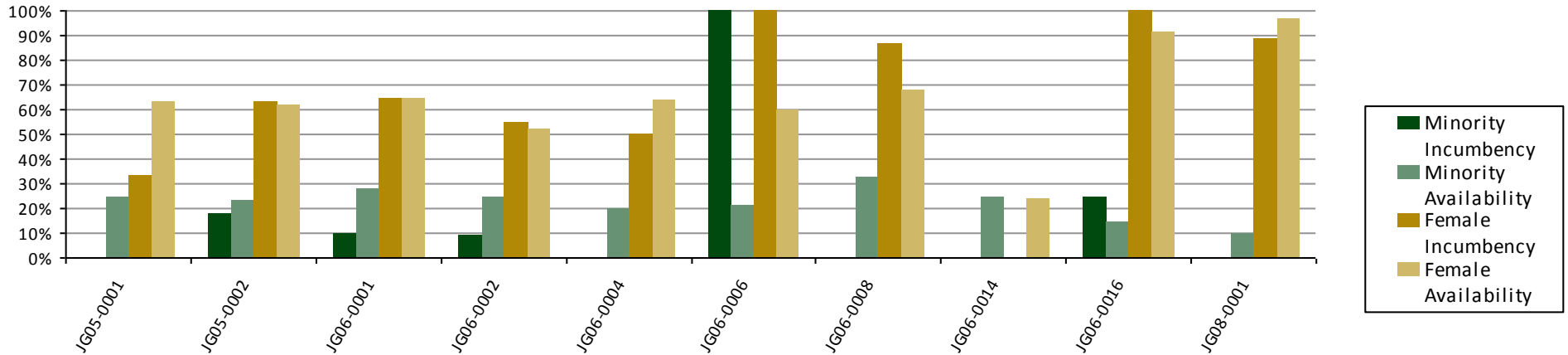
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		3	0	0.0%	24.6%	No	1	33.3%	63.3%	No
JG05-0002: Academic Administrators		11	2	18.2%	23.5%	No	7	63.6%	61.7%	No
JG06-0001: Academic Administration Professionals		20	2	10.0%	28.2%	Yes	13	65.0%	64.5%	No
JG06-0002: Administrative Services Professionals		11	1	9.1%	24.3%	No	6	54.5%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		6	0	0.0%	19.9%	No	3	50.0%	63.8%	No
JG06-0006: Business and Accounting Professionals		2	2	100.0%	21.5%	No	2	100.0%	60.3%	No
JG06-0008: Counseling and Student Service Professionals		15	0	0.0%	32.5%	Yes	13	86.7%	68.3%	No
JG06-0014: Math, Statistics, and Computer Professionals		1	0	0.0%	24.4%	No	0	0.0%	24.2%	No
JG06-0016: Office Administrators		4	1	25.0%	14.7%	No	4	100.0%	91.6%	No
JG08-0001: Administrative Assistants and Office Managers		9	0	0.0%	9.8%	No	8	88.9%	96.9%	No



Utilization Analysis

College of Business
Staff Placement Goals

as of October 1, 2015





Placement Goal Progress

College of Business

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0001: Executives	0	NA		NA	1 (63%)	0	NA
JG06-0001: Academic Administration Professionals	7	1 (28.6%)	1 (14.3%)	No	NA		NA
JG06-0008: Counseling and Student Service Professionals	3	2 (33.3%)	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.