



Utilization Analysis
 College of Natural Sciences
 Tenure-Track Faculty Placement Goals

as of October 1, 2015

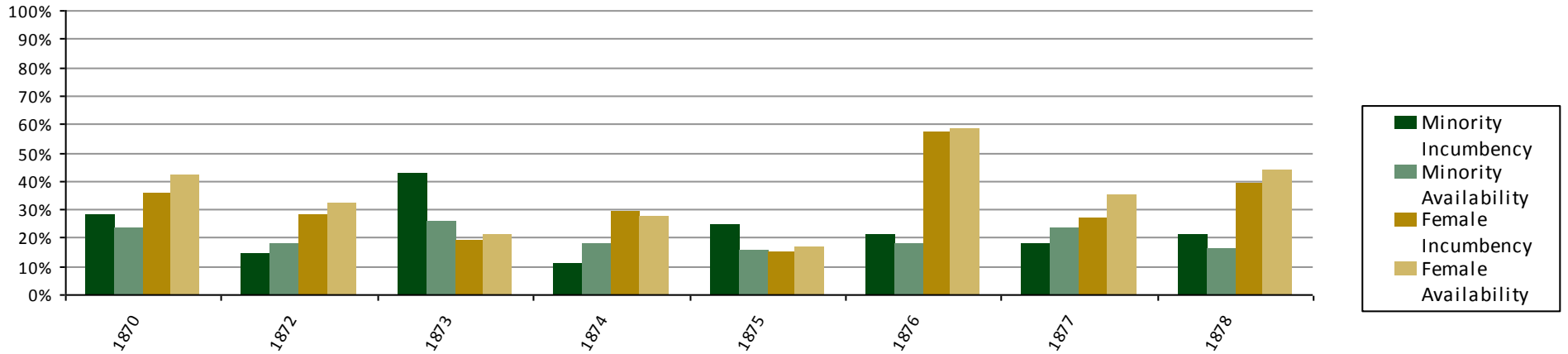
Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1870: Biochemistry and Molecular Biology	14	4	28.6%	23.6%	No	5	35.7%	42.2%	No
1872: Chemistry	28	4	14.3%	18.0%	No	8	28.6%	32.3%	No
1873: Computer Science	21	9	42.9%	26.1%	No	4	19.0%	21.4%	No
1874: Mathematics	27	3	11.1%	18.0%	No	8	29.6%	28.0%	No
1875: Physics	20	5	25.0%	15.7%	No	3	15.0%	16.8%	No
1876: Psychology	28	6	21.4%	18.0%	No	16	57.1%	58.2%	No
1877: Statistics	11	2	18.2%	23.6%	No	3	27.3%	35.2%	No
1878: Biology	28	6	21.4%	15.9%	No	11	39.3%	44.2%	No



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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		3	0	0.0%	24.6%	No	1	33.3%	63.3%	No
JG05-0002: Academic Administrators		6	1	16.7%	23.5%	No	4	66.7%	61.7%	No
JG05-0004: Financial, Business and HR Administrators		1	0	0.0%	22.6%	No	1	100.0%	58.2%	No
JG06-0001: Academic Administration Professionals		17	2	11.8%	28.2%	No	12	70.6%	64.5%	No
JG06-0002: Administrative Services Professionals		4	1	25.0%	24.3%	No	1	25.0%	51.8%	No
JG06-0005: Biological and Chemical Scientists		55	11	20.0%	22.0%	No	27	49.1%	43.7%	No
JG06-0006: Business and Accounting Professionals		5	0	0.0%	21.5%	No	5	100.0%	60.3%	No
JG06-0008: Counseling and Student Service Professionals		6	1	16.7%	32.5%	No	5	83.3%	68.3%	No
JG06-0009: Educational Service Professionals		2	0	0.0%	37.1%	No	2	100.0%	84.2%	No
JG06-0011: Environmental and Geoscientists		1	0	0.0%	13.7%	No	0	0.0%	28.1%	No
JG06-0012: Extension and Outreach Professionals		3	0	0.0%	25.4%	No	3	100.0%	59.0%	No
JG06-0014: Math, Statistics, and Computer Professionals		15	0	0.0%	24.4%	Yes	9	60.0%	24.2%	No
JG06-0015: Medical and Veterinary Professionals		4	1	25.0%	22.7%	No	3	75.0%	62.8%	No
JG06-0016: Office Administrators		7	2	28.6%	14.7%	No	5	71.4%	91.6%	No
JG06-0018: Physicists and Atmospheric Scientists		4	0	0.0%	19.3%	No	1	25.0%	21.4%	No



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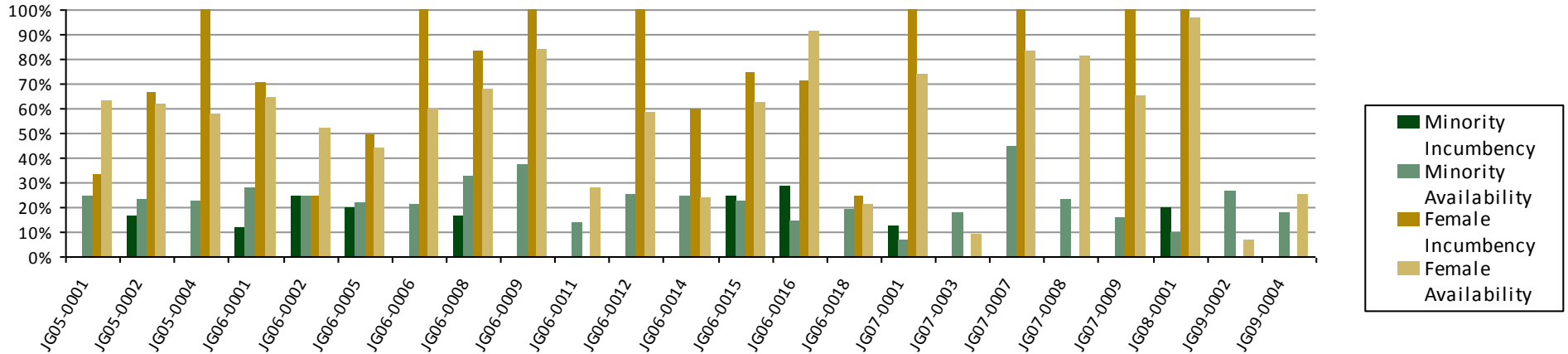
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0001: Accounting Technicians		8	1	12.5%	6.8%	No	8	100.0%	73.7%	No
JG07-0003: Engineering and Electronics Technicians		1	0	0.0%	18.3%	No	0	0.0%	9.3%	No
JG07-0007: Media and Academic Technicians		1	0	0.0%	44.7%	No	1	100.0%	83.3%	No
JG07-0008: Medical and Veterinary Technicians		1	0	0.0%	23.3%	No	0	0.0%	81.5%	No
JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	16.3%	No	1	100.0%	65.5%	No
JG08-0001: Administrative Assistants and Office Managers		25	5	20.0%	9.8%	No	25	100.0%	96.9%	No
JG09-0002: Construction and Carpentry Workers		1	0	0.0%	26.4%	No	0	0.0%	6.7%	No
JG09-0004: Machinists, Printers, and Equipment Operators		1	0	0.0%	18.2%	No	0	0.0%	25.6%	No



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Placement Goal Progress

College of Natural Sciences

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Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0014: Math, Statistics, and Computer Professionals	3	1 (24.2%)	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.