

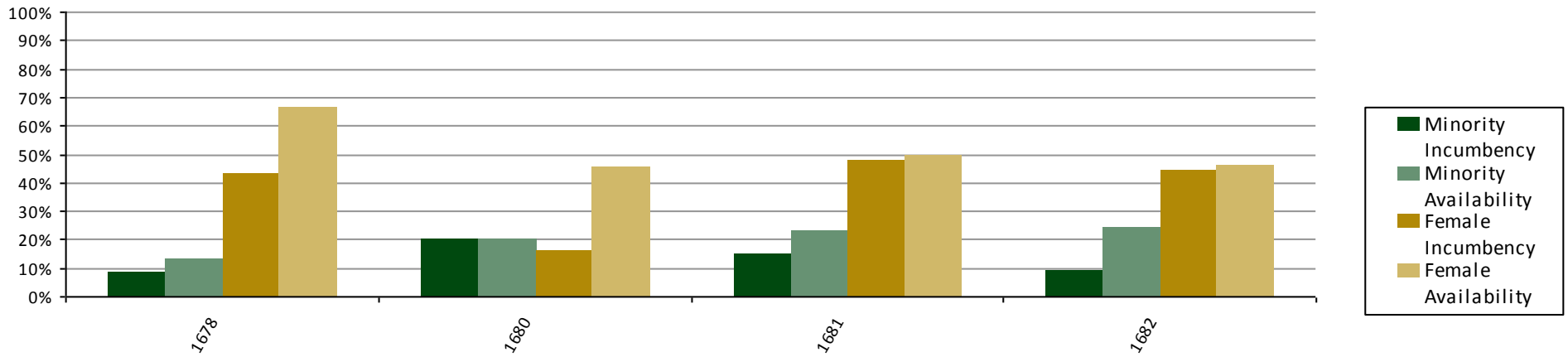


# Utilization Analysis

College of Veterinary Medicine and Biomedical 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		
1678: Clinical Sciences	67	6	9.0%	13.0%	No	29	43.3%	66.6%	Yes
1680: Biomedical Sciences	25	5	20.0%	20.2%	No	4	16.0%	45.7%	Yes
1681: Environmental and Radiological Health Sciences	27	4	14.8%	23.3%	No	13	48.1%	49.6%	No
1682: Microbiology, Immunology and Pathology	54	5	9.3%	24.3%	Yes	24	44.4%	46.1%	No





# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

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		6	0	0.0%	24.6%	No	3	50.0%	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	0	0.0%	58.2%	No
JG06-0001: Academic Administration Professionals		48	4	8.3%	28.2%	Yes	35	72.9%	64.5%	No
JG06-0002: Administrative Services Professionals		14	0	0.0%	24.3%	Yes	13	92.9%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals		24	2	8.3%	18.0%	No	16	66.7%	27.5%	No
JG06-0004: Arts, Media, and Public Relations Professionals		4	0	0.0%	19.9%	No	3	75.0%	63.8%	No
JG06-0005: Biological and Chemical Scientists		102	29	28.4%	22.0%	No	70	68.6%	43.7%	No
JG06-0006: Business and Accounting Professionals		6	0	0.0%	21.5%	No	5	83.3%	60.3%	No
JG06-0008: Counseling and Student Service Professionals		5	1	20.0%	32.5%	No	4	80.0%	68.3%	No
JG06-0009: Educational Service Professionals		1	0	0.0%	37.1%	No	1	100.0%	84.2%	No
JG06-0011: Environmental and Geoscientists		4	2	50.0%	13.7%	No	1	25.0%	28.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		19	0	0.0%	24.4%	Yes	5	26.3%	24.2%	No
JG06-0015: Medical and Veterinary Professionals		71	9	12.7%	22.7%	Yes	48	67.6%	62.8%	No
JG06-0016: Office Administrators		8	0	0.0%	14.7%	No	8	100.0%	91.6%	No



# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences

Staff Placement Goals

as of October 1, 2015

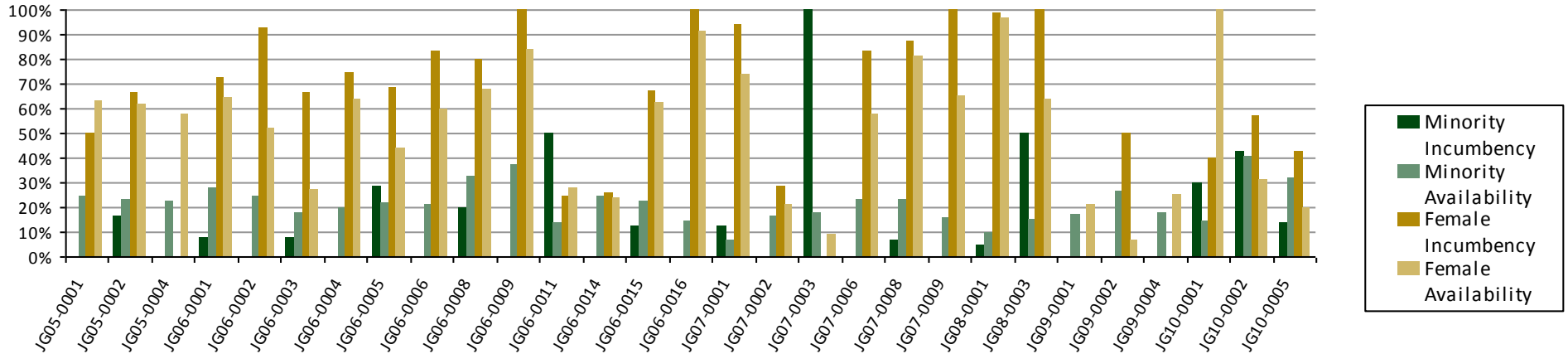
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0001: Accounting Technicians		16	2	12.5%	6.8%	No	15	93.8%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		7	0	0.0%	16.7%	No	2	28.6%	21.1%	No
JG07-0003: Engineering and Electronics Technicians		1	1	100.0%	18.3%	No	0	0.0%	9.3%	No
JG07-0006: Life Science Technicians		12	0	0.0%	23.6%	Yes	10	83.3%	58.0%	No
JG07-0008: Medical and Veterinary Technicians		148	10	6.8%	23.3%	Yes	129	87.2%	81.5%	No
JG07-0009: Secretarial and Human Resources Technicians		4	0	0.0%	16.3%	No	4	100.0%	65.5%	No
JG08-0001: Administrative Assistants and Office Managers		61	3	4.9%	9.8%	No	60	98.4%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks		2	1	50.0%	15.1%	No	2	100.0%	63.8%	No
JG09-0001: Auto and Equipment Mechanics and Operators		1	0	0.0%	17.4%	No	0	0.0%	21.6%	No
JG09-0002: Construction and Carpentry Workers		2	0	0.0%	26.4%	No	1	50.0%	6.7%	No
JG09-0004: Machinists, Printers, and Equipment Operators		1	0	0.0%	18.2%	No	0	0.0%	25.6%	No
JG10-0001: Animal Care Workers		10	3	30.0%	15.0%	No	4	40.0%	100.0%	Yes
JG10-0002: Custodians		7	3	42.9%	40.7%	No	4	57.1%	31.5%	No
JG10-0005: Materials, Stock, and Postal Workers		7	1	14.3%	32.1%	No	3	42.9%	20.2%	No



# Utilization Analysis

College of Veterinary Medicine and Biomedical Sciences  
Staff Placement Goals

as of October 1, 2015





## Placement Goal Progress

College of Veterinary Medicine and Biomedical 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?
JG01-1678: Tenure-Track Faculty - Clinical Sciences	6	NA		NA	11 (66.6%)	4 (66.7%)	Yes
JG01-1680: Tenure-Track Faculty - Biomedical Sciences	1	NA		NA	3 (45.7%)	1 (100%)	Yes
JG01-1681: Tenure-Track Faculty - Environmental and Radiological Health Sciences	2	1 (23.3%)	0 (0%)	No	NA		NA
JG01-1682: Tenure-Track Faculty - Microbiology, Immunology and Pathology	3	4 (24.3%)	1 (33.3%)	Yes	NA		NA
JG06-0001: Academic Administration Professionals	11	5 (28.6%)	0 (0%)	No	NA		NA
JG06-0002: Administrative Services Professionals	6	2 (23.9%)	0 (0%)	No	NA		NA
JG06-0003: Agricultural and Food Science Professionals	11	1 (18.3%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	4	2 (24.2%)	0 (0%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	7	2 (21.9%)	1 (14.3%)	No	NA		NA
JG07-0006: Life Science Technicians	0	1 (25.5%)	0	NA	NA		NA
JG07-0007: Media and Academic Technicians	0	NA		NA	1 (92.7%)	0	NA
JG07-0008: Medical and Veterinary Technicians	19	19 (22.9%)	2 (10.5%)	No	NA		NA
JG10-0001: Animal Care Workers	4	NA		NA	6 (100%)	1 (25%)	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.