



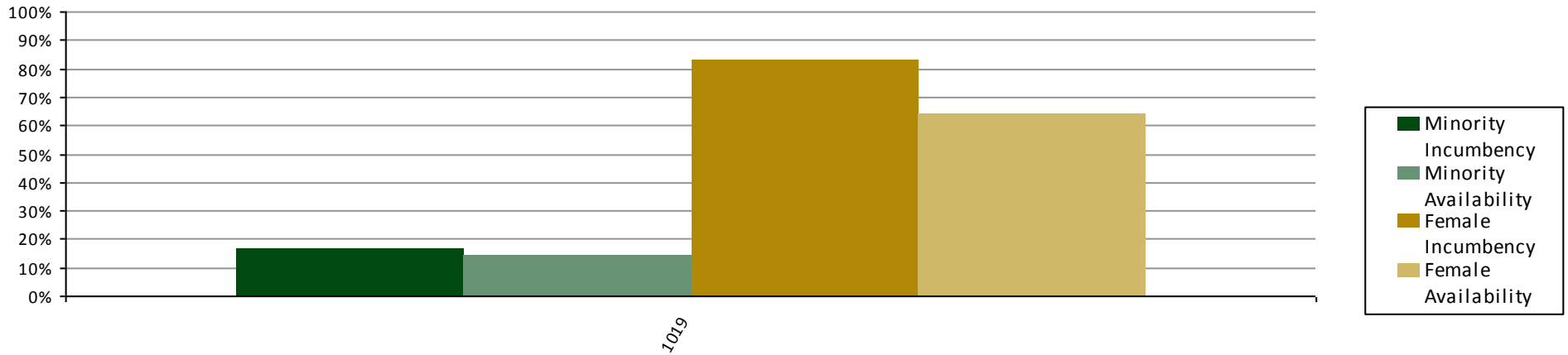
# Utilization Analysis

Libraries

Tenure-Track Faculty Placement Goals

as of October 1, 2015

Department	Number of Employees	Minority			Female		
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal
1019: Library	18	3 16.7%	14.3%	No	15 83.3%	64.0%	No





# Utilization Analysis

Libraries

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		1	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		6	0	0.0%	23.5%	No	2	33.3%	61.7%	No
JG06-0001: Academic Administration Professionals		6	1	16.7%	28.2%	No	4	66.7%	64.5%	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		3	0	0.0%	14.7%	No	2	66.7%	91.6%	No
JG06-0017: Other Service Professionals Including Library Technicians		11	2	18.2%	14.4%	No	5	45.5%	78.8%	Yes
JG08-0001: Administrative Assistants and Office Managers		1	0	0.0%	9.8%	No	1	100.0%	96.9%	No
JG08-0002: Library Technicians		21	4	19.0%	11.1%	No	17	81.0%	94.4%	Yes

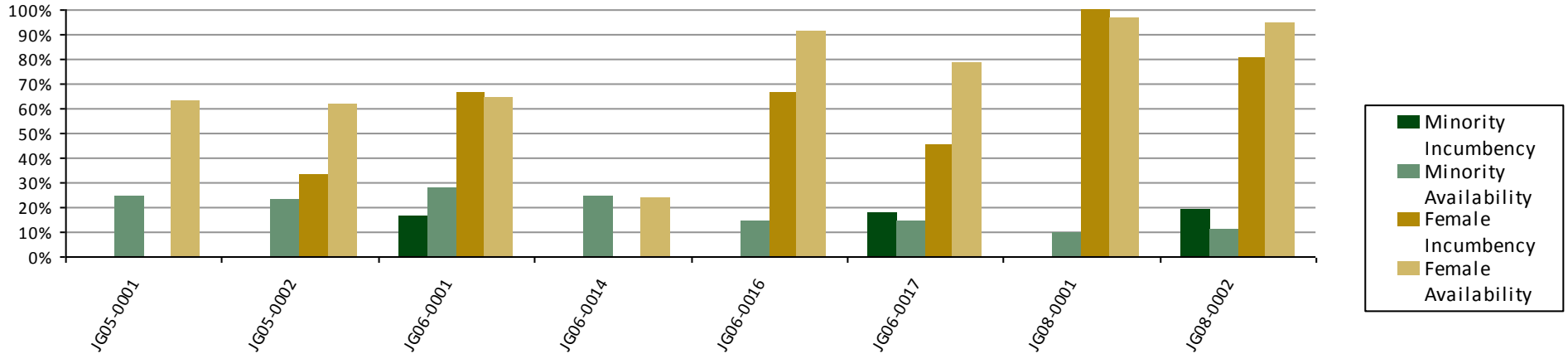


# Utilization Analysis

## Libraries

### Staff Placement Goals

as of October 1, 2015





## Placement Goal Progress

### Libraries

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0017: Other Service Professionals Including Library Technicians	0	NA		NA	1 (71.2%)	0	NA
JG08-0002: Library Technicians	2	NA		NA	1 (94.4%)	2 (100%)	Yes

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.