



Utilization Analysis

Athletics

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
JG05-0003: Service and Athletic Administrators		29	4	13.8%	23.5%	No	8	27.6%	57.5%	Yes
JG06-0002: Administrative Services Professionals		13	1	7.7%	24.3%	No	4	30.8%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		3	0	0.0%	19.9%	No	0	0.0%	63.8%	Yes
JG06-0008: Counseling and Student Service Professionals		3	0	0.0%	32.5%	No	0	0.0%	68.3%	Yes
JG06-0016: Office Administrators		2	1	50.0%	14.7%	No	2	100.0%	91.6%	No
JG06-0020: Sports and Recreation Professionals		60	12	20.0%	23.2%	No	18	30.0%	45.2%	Yes
JG08-0001: Administrative Assistants and Office Managers		1	0	0.0%	9.8%	No	1	100.0%	96.9%	No

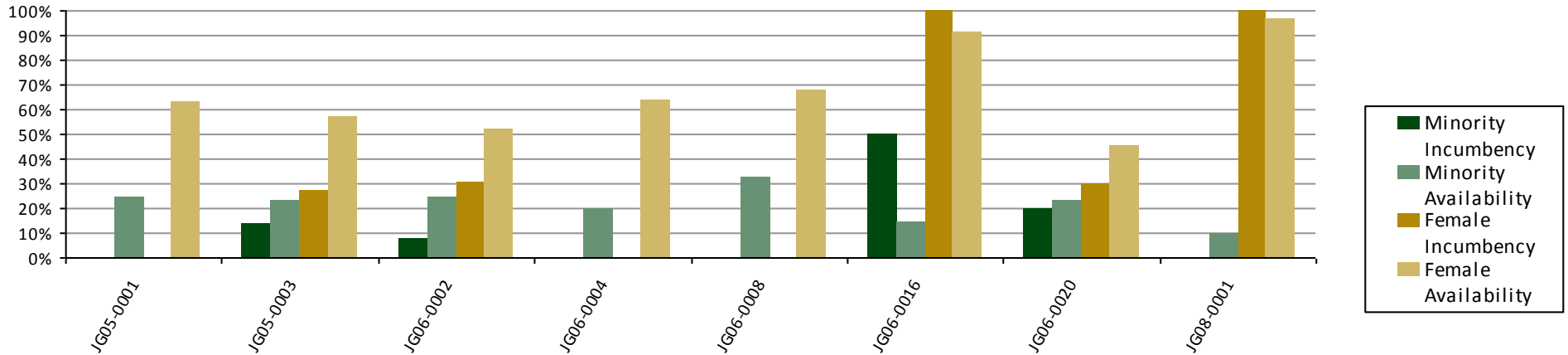


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Placement Goal Progress

Athletics

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0003: Service and Athletic Administrators	7	2 (23.2%)	2 (28.6%)	Yes	7 (57.2%)	2 (28.6%)	No
JG06-0020: Sports and Recreation Professionals	12	NA		NA	5 (46.3%)	2 (16.7%)	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.