



Utilization Analysis

Enrollment and Access
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		2	1	50.0%	24.6%	No	1	50.0%	63.3%	No
JG05-0002: Academic Administrators		7	1	14.3%	23.5%	No	6	85.7%	61.7%	No
JG05-0004: Financial, Business and HR Administrators		3	0	0.0%	22.6%	No	1	33.3%	58.2%	No
JG05-0006: Student Services Administrators		4	3	75.0%	27.9%	No	4	100.0%	62.1%	No
JG06-0001: Academic Administration Professionals		44	10	22.7%	28.2%	No	31	70.5%	64.5%	No
JG06-0002: Administrative Services Professionals		22	5	22.7%	24.3%	No	17	77.3%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		2	0	0.0%	19.9%	No	2	100.0%	63.8%	No
JG06-0006: Business and Accounting Professionals		8	4	50.0%	21.5%	No	6	75.0%	60.3%	No
JG06-0008: Counseling and Student Service Professionals		14	10	71.4%	32.5%	No	8	57.1%	68.3%	No
JG06-0009: Educational Service Professionals		8	2	25.0%	37.1%	No	7	87.5%	84.2%	No
JG06-0013: Human Resources Professionals		5	3	60.0%	28.9%	No	4	80.0%	66.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		10	1	10.0%	24.4%	No	2	20.0%	24.2%	No
JG06-0016: Office Administrators		6	3	50.0%	14.7%	No	6	100.0%	91.6%	No
JG06-0019: Residential and Dining Professionals		2	1	50.0%	27.2%	No	0	0.0%	35.4%	No
JG07-0007: Media and Academic Technicians		2	1	50.0%	44.7%	No	2	100.0%	83.3%	No

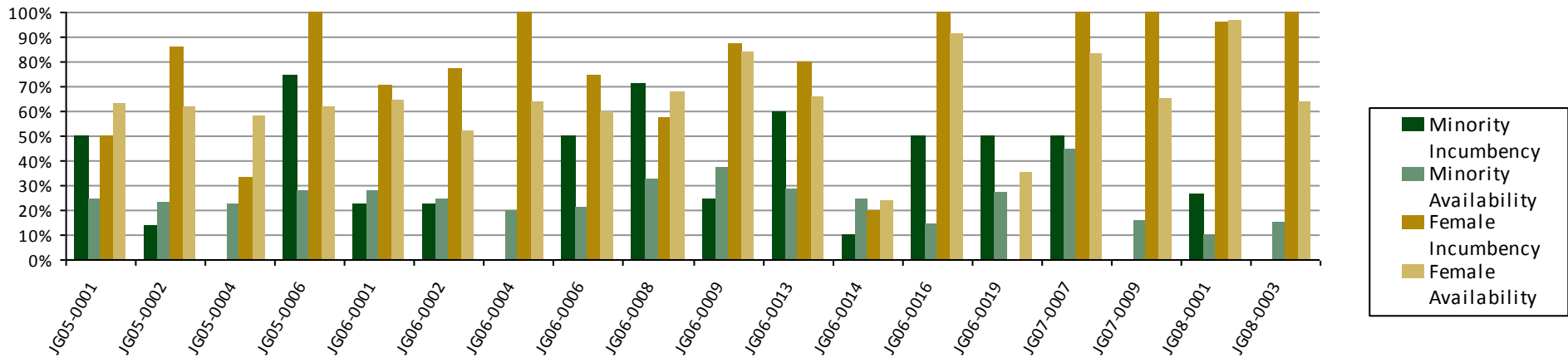


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JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	16.3%	No	1	100.0%	65.5%	No
JG08-0001: Administrative Assistants and Office Managers		26	7	26.9%	9.8%	No	25	96.2%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks		3	0	0.0%	15.1%	No	3	100.0%	63.8%	No





Placement Goal Progress

Enrollment and Access

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	1	1 (28.6%)	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.