



# Utilization Analysis

## Information Technology

### 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	1	100.0%	63.3%	No
JG05-0003: Service and Athletic Administrators		3	0	0.0%	23.5%	No	0	0.0%	57.5%	Yes
JG06-0001: Academic Administration Professionals		2	1	50.0%	28.2%	No	0	0.0%	64.5%	No
JG06-0002: Administrative Services Professionals		1	0	0.0%	24.3%	No	0	0.0%	51.8%	No
JG06-0006: Business and Accounting Professionals		2	0	0.0%	21.5%	No	2	100.0%	60.3%	No
JG06-0013: Human Resources Professionals		1	1	100.0%	28.9%	No	1	100.0%	66.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		85	11	12.9%	24.4%	Yes	18	21.2%	24.2%	No
JG06-0016: Office Administrators		3	1	33.3%	14.7%	No	3	100.0%	91.6%	No
JG07-0002: Computer and Telecommunications Technicians		19	1	5.3%	16.7%	No	3	15.8%	21.1%	No
JG07-0003: Engineering and Electronics Technicians		4	0	0.0%	18.3%	No	0	0.0%	9.3%	No
JG07-0009: Secretarial and Human Resources Technicians		1	0	0.0%	16.3%	No	0	0.0%	65.5%	No
JG08-0001: Administrative Assistants and Office Managers		1	0	0.0%	9.8%	No	1	100.0%	96.9%	No
JG08-0004: Telephone and Communications Operators		1	0	0.0%	16.6%	No	1	100.0%	72.6%	No

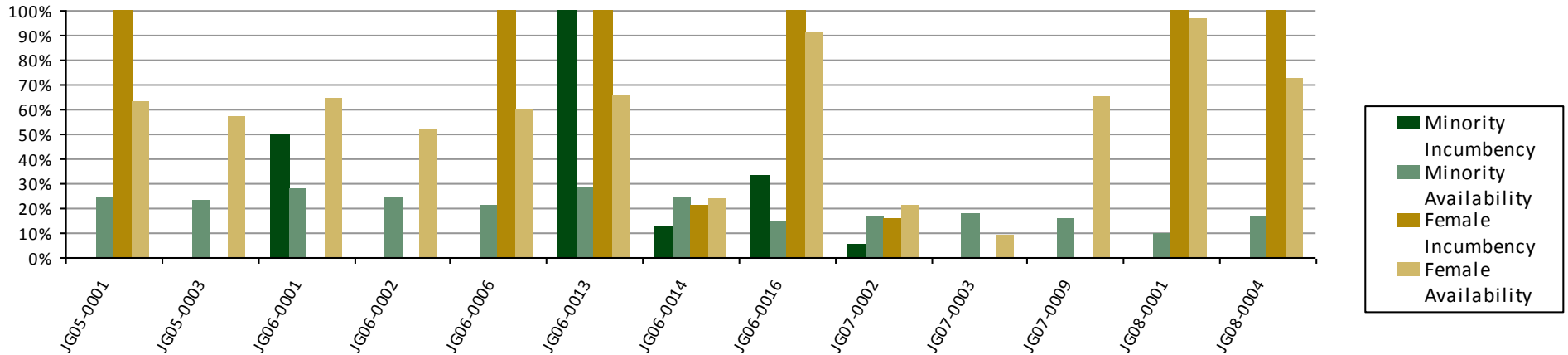


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as of October 1, 2015





## Placement Goal Progress

### Information Technology

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	0	NA		NA	1 (57.2%)	0	NA
JG06-0014: Math, Statistics, and Computer Professionals	19	5 (24.2%)	3 (15.8%)	<b>No</b>	NA		NA
JG07-0002: Computer and Telecommunications Technicians	2	1 (16.5%)	0 (0%)	<b>No</b>	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.