



Utilization Analysis

Engagement

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		5	1	20.0%	24.6%	No	1	20.0%	63.3%	Yes
JG05-0002: Academic Administrators		14	0	0.0%	23.5%	Yes	7	50.0%	61.7%	No
JG05-0003: Service and Athletic Administrators		49	0	0.0%	23.5%	Yes	24	49.0%	57.5%	No
JG06-0001: Academic Administration Professionals		7	0	0.0%	28.2%	Yes	3	42.9%	64.5%	No
JG06-0002: Administrative Services Professionals		16	3	18.8%	24.3%	No	9	56.3%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		9	2	22.2%	19.9%	No	6	66.7%	63.8%	No
JG06-0006: Business and Accounting Professionals		2	0	0.0%	21.5%	No	2	100.0%	60.3%	No
JG06-0007: Conservation and Social Science Professionals		3	0	0.0%	17.3%	No	2	66.7%	21.1%	No
JG06-0012: Extension and Outreach Professionals		122	12	9.8%	25.4%	Yes	80	65.6%	59.0%	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		11	1	9.1%	14.7%	No	10	90.9%	91.6%	No
JG07-0001: Accounting Technicians		4	2	50.0%	6.8%	No	4	100.0%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		1	0	0.0%	16.7%	No	0	0.0%	21.1%	No
JG07-0006: Life Science Technicians		14	14	100.0%	23.6%	No	14	100.0%	58.0%	No
JG08-0001: Administrative Assistants and Office Managers		10	0	0.0%	9.8%	No	9	90.0%	96.9%	No



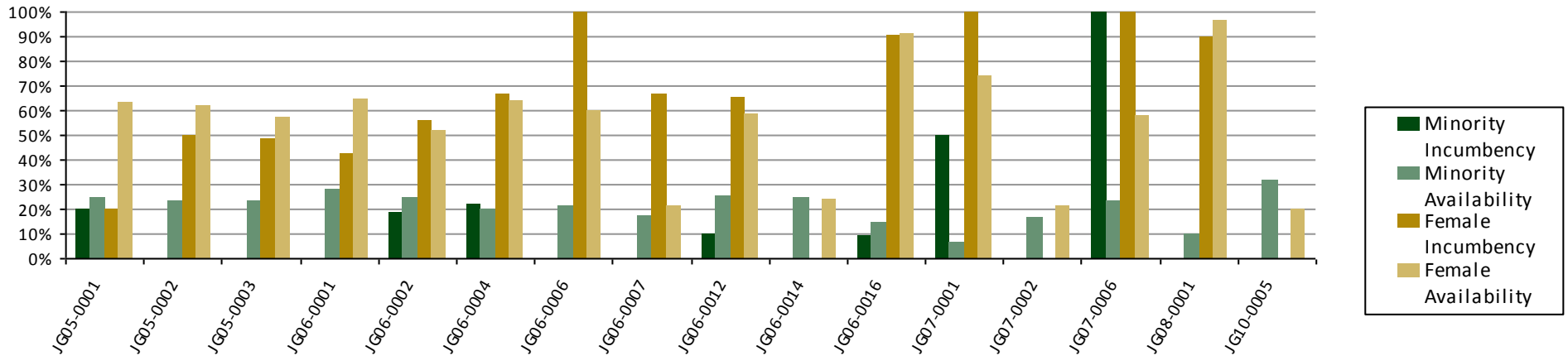
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JG10-0005: Materials, Stock, and Postal Workers		2	0	0.0%	32.1%	No	0	0.0%	20.2%	No





Placement Goal Progress

Engagement

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0002: Academic Administrators	3	1 (23.7%)	0 (0%)	No	NA		NA
JG05-0003: Service and Athletic Administrators	4	7 (23.2%)	0 (0%)	No	NA		NA
JG06-0012: Extension and Outreach Professionals	11	16 (27.1%)	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.