



Utilization Analysis

Research

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		3	0	0.0%	24.6%	No	0	0.0%	63.3%	Yes
JG05-0002: Academic Administrators		5	0	0.0%	23.5%	No	2	40.0%	61.7%	No
JG05-0003: Service and Athletic Administrators		2	0	0.0%	23.5%	No	2	100.0%	57.5%	No
JG05-0004: Financial, Business and HR Administrators		2	0	0.0%	22.6%	No	2	100.0%	58.2%	No
JG06-0001: Academic Administration Professionals		19	2	10.5%	28.2%	Yes	16	84.2%	64.5%	No
JG06-0002: Administrative Services Professionals		7	1	14.3%	24.3%	No	7	100.0%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		1	0	0.0%	19.9%	No	1	100.0%	63.8%	No
JG06-0005: Biological and Chemical Scientists		27	4	14.8%	22.0%	No	15	55.6%	43.7%	No
JG06-0006: Business and Accounting Professionals		3	0	0.0%	21.5%	No	1	33.3%	60.3%	No
JG06-0009: Educational Service Professionals		3	1	33.3%	37.1%	No	3	100.0%	84.2%	No
JG06-0010: Engineers and Architects		1	0	0.0%	25.4%	No	0	0.0%	17.6%	No
JG06-0014: Math, Statistics, and Computer Professionals		7	1	14.3%	24.4%	No	1	14.3%	24.2%	No
JG06-0015: Medical and Veterinary Professionals		27	7	25.9%	22.7%	No	18	66.7%	62.8%	No
JG06-0016: Office Administrators		6	0	0.0%	14.7%	No	6	100.0%	91.6%	No
JG07-0001: Accounting Technicians		8	2	25.0%	6.8%	No	4	50.0%	73.7%	No



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			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0006: Life Science Technicians		1	0	0.0%	23.6%	No	1	100.0%	58.0%	No
JG07-0008: Medical and Veterinary Technicians		1	0	0.0%	23.3%	No	1	100.0%	81.5%	No
JG08-0001: Administrative Assistants and Office Managers		5	0	0.0%	9.8%	No	4	80.0%	96.9%	No
JG09-0005: Plumbing and Repair Workers		2	1	50.0%	16.1%	No	0	0.0%	4.2%	No
JG10-0001: Animal Care Workers		2	0	0.0%	15.0%	No	1	50.0%	100.0%	Yes
JG10-0005: Materials, Stock, and Postal Workers		1	0	0.0%	32.1%	No	0	0.0%	20.2%	No
JG10-0006: Other Service/Maintenance Staff		1	0	0.0%	17.4%	No	0	0.0%	20.7%	No

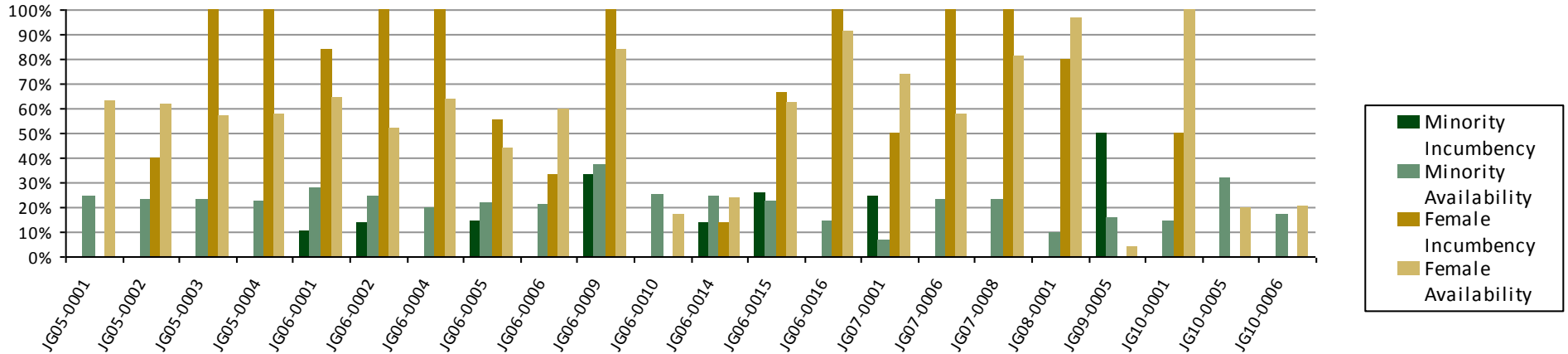


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Placement Goal Progress

Research

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG05-0001: Executives	1	NA		NA	1 (63%)	0 (0%)	No
JG05-0002: Academic Administrators	1	NA		NA	1 (62.3%)	0 (0%)	No
JG10-0001: Animal Care Workers	1	NA		NA	1 (100%)	1 (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.