



# Utilization Analysis

Student Affairs

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		12	2	16.7%	24.6%	No	6	50.0%	63.3%	No
JG05-0002: Academic Administrators		1	1	100.0%	23.5%	No	1	100.0%	61.7%	No
JG05-0003: Service and Athletic Administrators		19	3	15.8%	23.5%	No	10	52.6%	57.5%	No
JG05-0005: Residential and Facilities Administrators		8	2	25.0%	24.8%	No	3	37.5%	45.9%	No
JG05-0006: Student Services Administrators		28	13	46.4%	27.9%	No	22	78.6%	62.1%	No
JG06-0001: Academic Administration Professionals		8	2	25.0%	28.2%	No	6	75.0%	64.5%	No
JG06-0002: Administrative Services Professionals		22	5	22.7%	24.3%	No	14	63.6%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		8	1	12.5%	19.9%	No	5	62.5%	63.8%	No
JG06-0006: Business and Accounting Professionals		22	2	9.1%	21.5%	No	13	59.1%	60.3%	No
JG06-0007: Conservation and Social Science Professionals		1	0	0.0%	17.3%	No	0	0.0%	21.1%	No
JG06-0008: Counseling and Student Service Professionals		97	36	37.1%	32.5%	No	60	61.9%	68.3%	No
JG06-0013: Human Resources Professionals		2	0	0.0%	28.9%	No	2	100.0%	66.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		9	1	11.1%	24.4%	No	1	11.1%	24.2%	No
JG06-0015: Medical and Veterinary Professionals		61	5	8.2%	22.7%	Yes	47	77.0%	62.8%	No
JG06-0016: Office Administrators		27	5	18.5%	14.7%	No	26	96.3%	91.6%	No



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JG06-0019: Residential and Dining Professionals		37	6	16.2%	27.2%	Yes	18	48.6%	35.4%	No
JG06-0020: Sports and Recreation Professionals		9	1	11.1%	23.2%	No	5	55.6%	45.2%	No
JG07-0001: Accounting Technicians		23	6	26.1%	6.8%	No	22	95.7%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians		3	0	0.0%	16.7%	No	3	100.0%	21.1%	No
JG07-0003: Engineering and Electronics Technicians		1	0	0.0%	18.3%	No	0	0.0%	9.3%	No
JG07-0004: Facilities and Dining Technicians		8	1	12.5%	21.2%	No	6	75.0%	14.9%	No
JG07-0005: Protective Services		1	0	0.0%	18.4%	No	1	100.0%	32.5%	No
JG07-0006: Life Science Technicians		1	1	100.0%	23.6%	No	1	100.0%	58.0%	No
JG07-0008: Medical and Veterinary Technicians		22	2	9.1%	23.3%	Yes	21	95.5%	81.5%	No
JG07-0009: Secretarial and Human Resources Technicians		7	0	0.0%	16.3%	No	7	100.0%	65.5%	No
JG08-0001: Administrative Assistants and Office Managers		52	7	13.5%	9.8%	No	45	86.5%	96.9%	Yes
JG08-0003: Records, Data, and Sales Clerks		28	4	14.3%	15.1%	No	24	85.7%	63.8%	No
JG09-0002: Construction and Carpentry Workers		18	3	16.7%	26.4%	No	5	27.8%	6.7%	No
JG09-0003: Electrical Crafts Workers		3	0	0.0%	19.3%	No	0	0.0%	2.9%	No
JG09-0005: Plumbing and Repair Workers		33	3	9.1%	16.1%	No	0	0.0%	4.2%	No



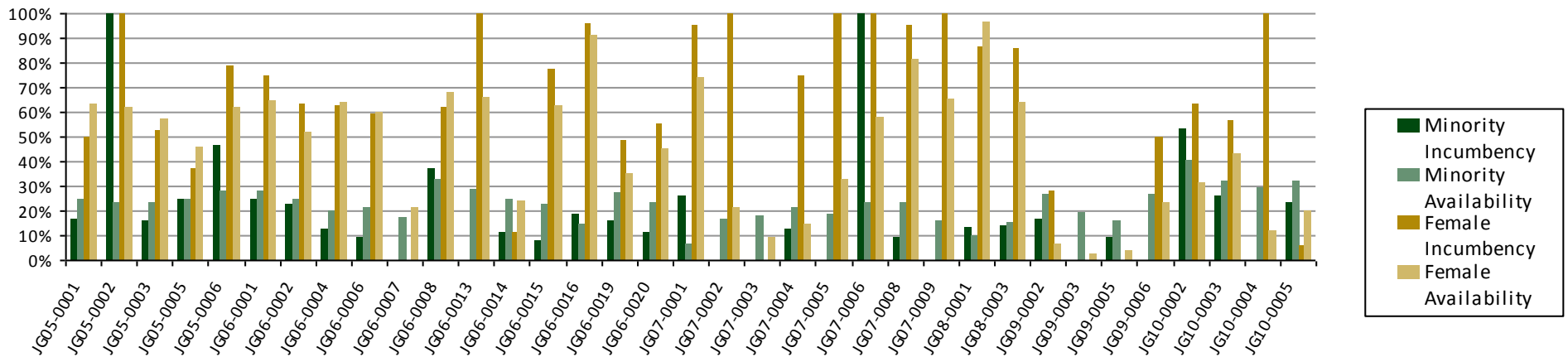
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JG09-0006: Residential and Facilities Managers		2	0	0.0%	26.8%	No	1	50.0%	23.4%	No
JG10-0002: Custodians		114	61	53.5%	40.7%	No	72	63.2%	31.5%	No
JG10-0003: Food Service Workers		122	32	26.2%	32.2%	Yes	69	56.6%	43.2%	No
JG10-0004: Grounds and General Laborers		1	0	0.0%	29.7%	No	1	100.0%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers		17	4	23.5%	32.1%	No	1	5.9%	20.2%	No





## Placement Goal Progress

### Student Affairs

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0006: Business and Accounting Professionals	2	1 (21.1%)	0 (0%)	<b>No</b>	NA		NA
JG06-0015: Medical and Veterinary Professionals	3	7 (21.9%)	0 (0%)	<b>No</b>	NA		NA
JG07-0008: Medical and Veterinary Technicians	8	1 (22.9%)	1 (12.5%)	<b>No</b>	NA		NA
JG08-0001: Administrative Assistants and Office Managers	9	NA		NA	3 (96.9%)	9 (100%)	<b>Yes</b>
JG10-0005: Materials, Stock, and Postal Workers	5	NA		NA	1 (21.1%)	0 (0%)	<b>No</b>

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.