



Utilization Analysis

University Advancement

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		7	1	14.3%	24.6%	No	3	42.9%	63.3%	No
JG05-0003: Service and Athletic Administrators		12	0	0.0%	23.5%	Yes	8	66.7%	57.5%	No
JG05-0004: Financial, Business and HR Administrators		7	2	28.6%	22.6%	No	6	85.7%	58.2%	No
JG06-0001: Academic Administration Professionals		14	2	14.3%	28.2%	No	11	78.6%	64.5%	No
JG06-0002: Administrative Services Professionals		8	2	25.0%	24.3%	No	6	75.0%	51.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals		7	2	28.6%	19.9%	No	4	57.1%	63.8%	No
JG06-0006: Business and Accounting Professionals		12	2	16.7%	21.5%	No	7	58.3%	60.3%	No
JG06-0013: Human Resources Professionals		1	0	0.0%	28.9%	No	1	100.0%	66.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		5	0	0.0%	24.4%	No	1	20.0%	24.2%	No
JG06-0016: Office Administrators		13	4	30.8%	14.7%	No	10	76.9%	91.6%	Yes
JG07-0007: Media and Academic Technicians		1	0	0.0%	44.7%	No	0	0.0%	83.3%	No
JG08-0001: Administrative Assistants and Office Managers		5	1	20.0%	9.8%	No	5	100.0%	96.9%	No
JG08-0003: Records, Data, and Sales Clerks		1	1	100.0%	15.1%	No	1	100.0%	63.8%	No

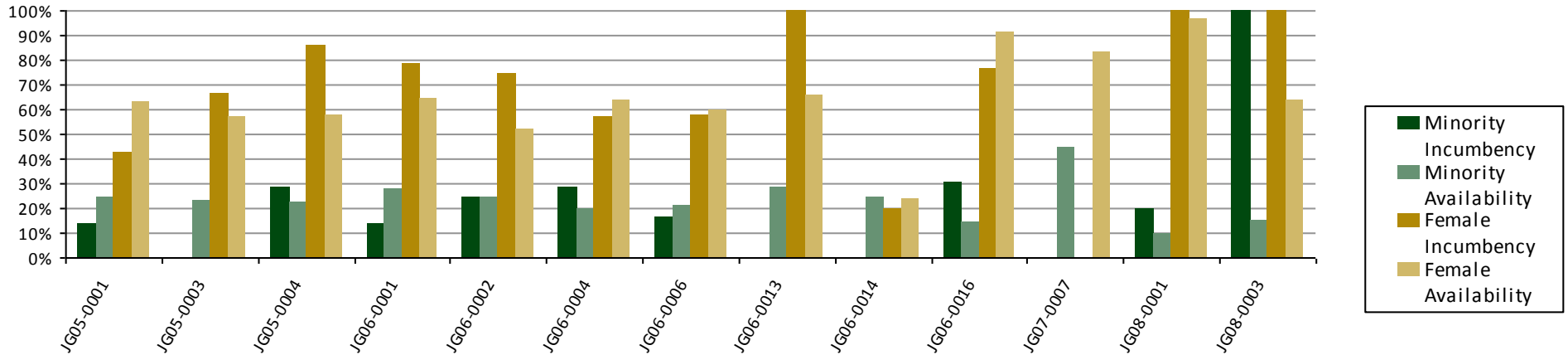


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Placement Goal Progress

University Advancement

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	6	1 (23.2%)	0 (0%)	No	NA		NA
JG06-0002: Administrative Services Professionals	1	1 (23.9%)	1 (100%)	Yes	NA		NA
JG06-0016: Office Administrators	6	NA		NA	1 (91.6%)	6 (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.