

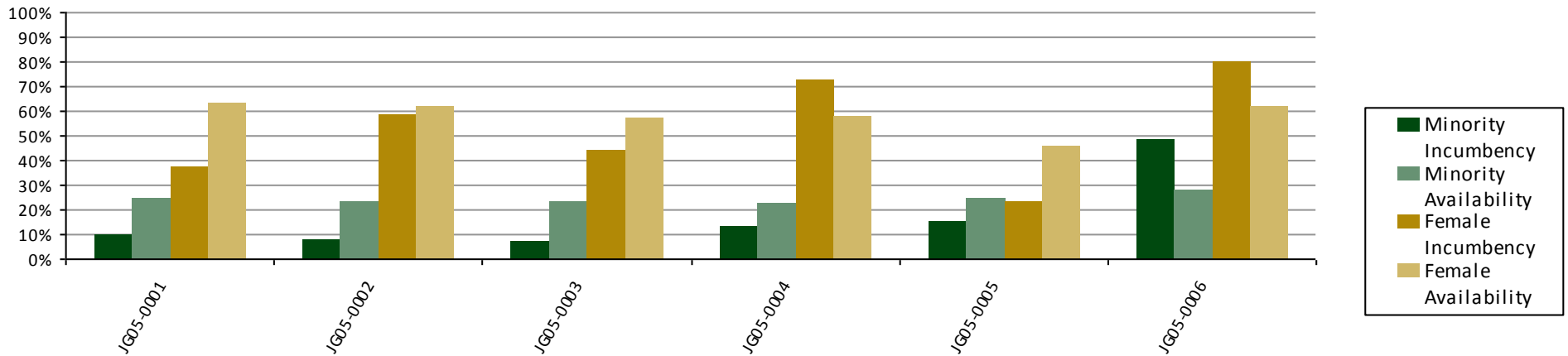


Utilization Analysis

EEO6 5: Executive / Administrative / Managerial
University-Wide Staff Placement Goals

as of October 1, 2015

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	72	7	9.7%	24.6%	Yes	27	37.5%	63.3%	Yes
JG05-0002: Academic Administrators	100	8	8.0%	23.5%	Yes	59	59.0%	61.7%	No
JG05-0003: Service and Athletic Administrators	131	10	7.6%	23.5%	Yes	58	44.3%	57.5%	Yes
JG05-0004: Financial, Business and HR Administrators	22	3	13.6%	22.6%	No	16	72.7%	58.2%	No
JG05-0005: Residential and Facilities Administrators	13	2	15.4%	24.8%	No	3	23.1%	45.9%	Yes
JG05-0006: Student Services Administrators	35	17	48.6%	27.9%	No	28	80.0%	62.1%	No





Utilization Analysis

EEO6 6: Other Professionals (Support/Service)

University-Wide Staff Placement Goals

as of October 1, 2015

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0001: Academic Administration Professionals	356	45	12.6%	28.2%	Yes	253	71.1%	64.5%	No
JG06-0002: Administrative Services Professionals	193	24	12.4%	24.3%	Yes	126	65.3%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals	115	11	9.6%	18.0%	Yes	53	46.1%	27.5%	No
JG06-0004: Arts, Media, and Public Relations Professionals	92	11	12.0%	19.9%	Yes	49	53.3%	63.8%	Yes
JG06-0005: Biological and Chemical Scientists	252	54	21.4%	22.0%	No	143	56.7%	43.7%	No
JG06-0006: Business and Accounting Professionals	126	17	13.5%	21.5%	Yes	89	70.6%	60.3%	No
JG06-0007: Conservation and Social Science Professionals	506	58	11.5%	17.3%	Yes	185	36.6%	21.1%	No
JG06-0008: Counseling and Student Service Professionals	179	55	30.7%	32.5%	No	124	69.3%	68.3%	No
JG06-0009: Educational Service Professionals	14	3	21.4%	37.1%	No	13	92.9%	84.2%	No
JG06-0010: Engineers and Architects	65	17	26.2%	25.4%	No	13	20.0%	17.6%	No
JG06-0011: Environmental and Geoscientists	19	3	15.8%	13.7%	No	6	31.6%	28.1%	No
JG06-0012: Extension and Outreach Professionals	136	12	8.8%	25.4%	Yes	90	66.2%	59.0%	No
JG06-0013: Human Resources Professionals	32	8	25.0%	28.9%	No	24	75.0%	66.1%	No
JG06-0014: Math, Statistics, and Computer Professionals	215	20	9.3%	24.4%	Yes	52	24.2%	24.2%	No
JG06-0015: Medical and Veterinary Professionals	201	28	13.9%	22.7%	Yes	139	69.2%	62.8%	No
JG06-0016: Office Administrators	151	29	19.2%	14.7%	No	140	92.7%	91.6%	No

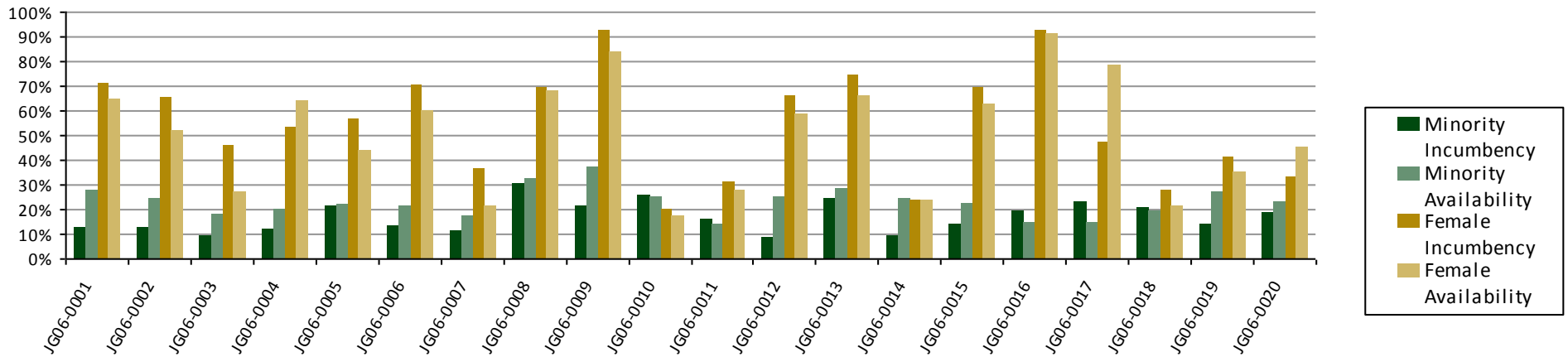


Utilization Analysis

EEO6 6: Other Professionals (Support/Service)
University-Wide Staff Placement Goals

as of October 1, 2015

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0017: Other Service Professionals Including Library Technicians	17	4	23.5%	14.4%	No	8	47.1%	78.8%	Yes
JG06-0018: Physicists and Atmospheric Scientists	136	28	20.6%	19.3%	No	38	27.9%	21.4%	No
JG06-0019: Residential and Dining Professionals	65	9	13.8%	27.2%	Yes	27	41.5%	35.4%	No
JG06-0020: Sports and Recreation Professionals	69	13	18.8%	23.2%	No	23	33.3%	45.2%	Yes





Utilization Analysis

EEO6 7: Technical and Paraprofessionals
University-Wide Staff Placement Goals

as of October 1, 2015

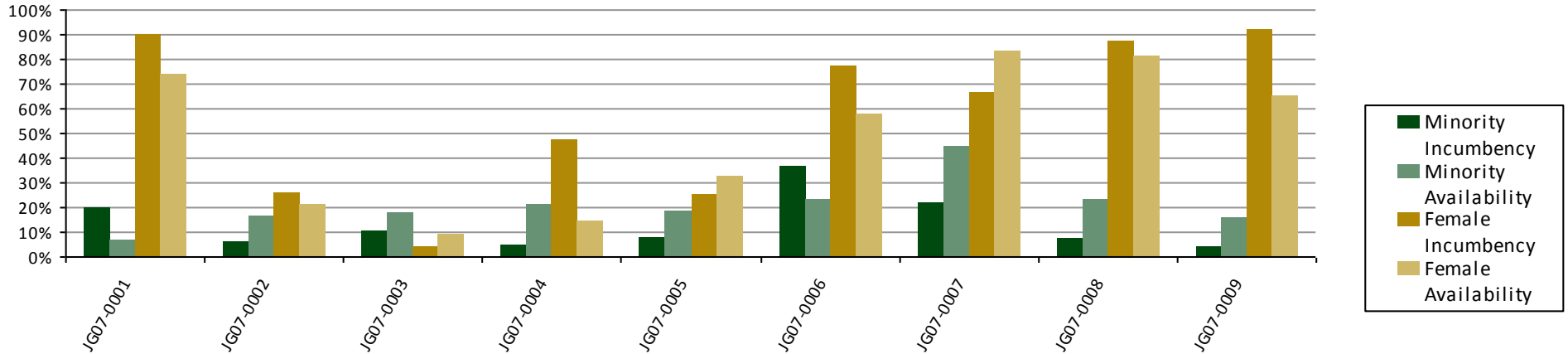
Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0001: Accounting Technicians	128	26	20.3%	6.8%	No	115	89.8%	73.7%	No
JG07-0002: Computer and Telecommunications Technicians	35	2	5.7%	16.7%	Yes	9	25.7%	21.1%	No
JG07-0003: Engineering and Electronics Technicians	47	5	10.6%	18.3%	No	2	4.3%	9.3%	No
JG07-0004: Facilities and Dining Technicians	21	1	4.8%	21.2%	Yes	10	47.6%	14.9%	No
JG07-0005: Protective Services	39	3	7.7%	18.4%	Yes	10	25.6%	32.5%	No
JG07-0006: Life Science Technicians	44	16	36.4%	23.6%	No	34	77.3%	58.0%	No
JG07-0007: Media and Academic Technicians	9	2	22.2%	44.7%	No	6	66.7%	83.3%	No
JG07-0008: Medical and Veterinary Technicians	174	13	7.5%	23.3%	Yes	152	87.4%	81.5%	No
JG07-0009: Secretarial and Human Resources Technicians	24	1	4.2%	16.3%	Yes	22	91.7%	65.5%	No



Utilization Analysis

EEO6 7: Technical and Paraprofessionals
 University-Wide Staff Placement Goals

as of October 1, 2015





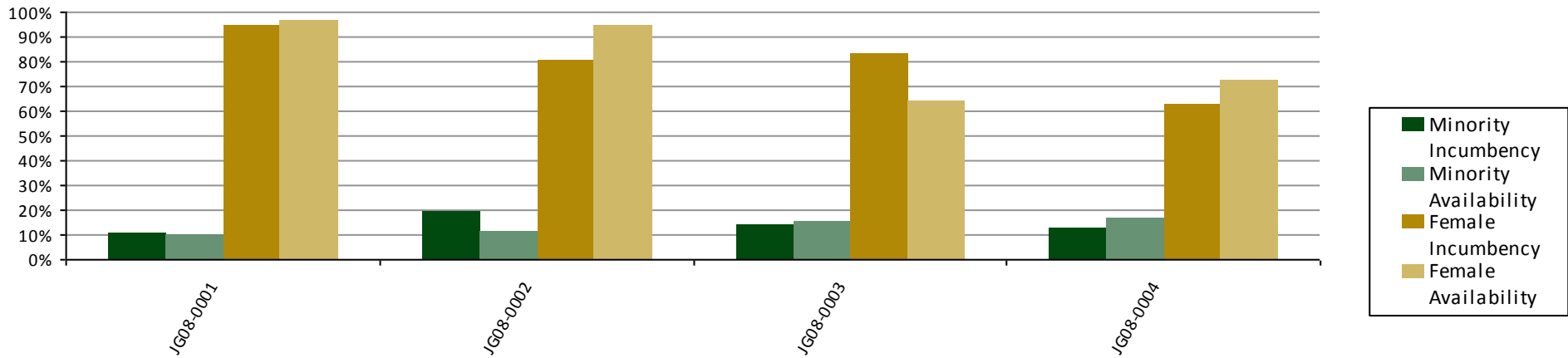
Utilization Analysis

EEO6 8: Clerical and Secretarial

University-Wide Staff Placement Goals

as of October 1, 2015

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG08-0001: Administrative Assistants and Office Managers	329	34	10.3%	9.8%	No	312	94.8%	96.9%	Yes
JG08-0002: Library Technicians	21	4	19.0%	11.1%	No	17	81.0%	94.4%	Yes
JG08-0003: Records, Data, and Sales Clerks	42	6	14.3%	15.1%	No	35	83.3%	63.8%	No
JG08-0004: Telephone and Communications Operators	8	1	12.5%	16.6%	No	5	62.5%	72.6%	No





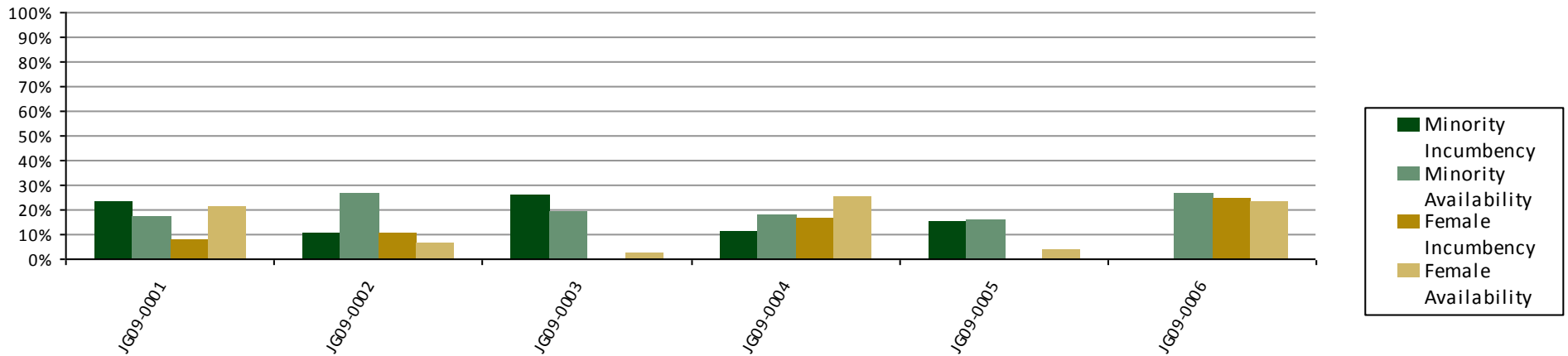
Utilization Analysis

EEO6 9: Skilled Crafts

University-Wide Staff Placement Goals

as of October 1, 2015

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0001: Auto and Equipment Mechanics and Operators	26	6	23.1%	17.4%	No	2	7.7%	21.6%	Yes
JG09-0002: Construction and Carpentry Workers	58	6	10.3%	26.4%	Yes	6	10.3%	6.7%	No
JG09-0003: Electrical Crafts Workers	31	8	25.8%	19.3%	No	0	0.0%	2.9%	No
JG09-0004: Machinists, Printers, and Equipment Operators	18	2	11.1%	18.2%	No	3	16.7%	25.6%	No
JG09-0005: Plumbing and Repair Workers	97	15	15.5%	16.1%	No	0	0.0%	4.2%	Yes
JG09-0006: Residential and Facilities Managers	4	0	0.0%	26.8%	No	1	25.0%	23.4%	No





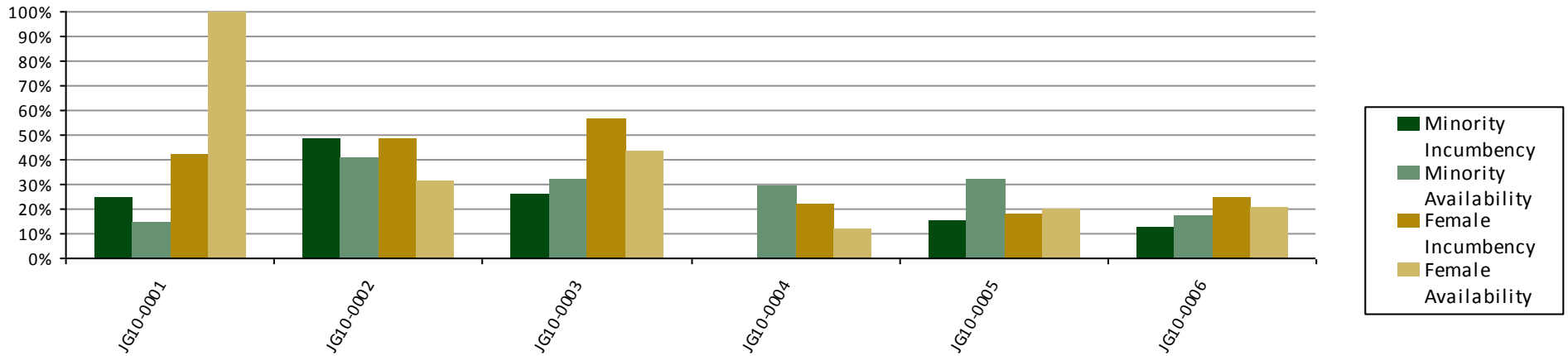
Utilization Analysis

EEO6 10: Service/Maintenance

University-Wide Staff Placement Goals

as of October 1, 2015

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG10-0001: Animal Care Workers	12	3	25.0%	15.0%	No	5	41.7%	100.0%	Yes
JG10-0002: Custodians	263	128	48.7%	40.7%	No	128	48.7%	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	27	0	0.0%	29.7%	Yes	6	22.2%	12.1%	No
JG10-0005: Materials, Stock, and Postal Workers	45	7	15.6%	32.1%	Yes	8	17.8%	20.2%	No
JG10-0006: Other Service/Maintenance Staff	8	1	12.5%	17.4%	No	2	25.0%	20.7%	No





University-Wide Staff Placement Goal Progress

EEO6 5: Executive / Administrative / Managerial

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	14	6 (24.5%)	2 (14.3%)	No	15 (63%)	6 (42.9%)	No
JG05-0002: Academic Administrators	18	12 (23.7%)	2 (11.1%)	No	NA		NA
JG05-0003: Service and Athletic Administrators	23	17 (23.2%)	3 (13%)	No	10 (57.2%)	10 (43.5%)	No
JG05-0004: Financial, Business and HR Administrators	7	2 (22.8%)	0 (0%)	No	NA		NA
JG05-0005: Residential and Facilities Administrators	0	NA		NA	1 (45.9%)	0	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.



University-Wide Staff Placement Goal Progress

EEO6 6: Other Professionals (Support/Service)

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	55	34 (28.6%)	6 (10.9%)	No	NA		NA
JG06-0002: Administrative Services Professionals	57	18 (23.9%)	4 (7%)	No	NA		NA
JG06-0003: Agricultural and Food Science Professionals	26	6 (18.3%)	0 (0%)	No	NA		NA
JG06-0004: Arts, Media, and Public Relations Professionals	10	2 (19.9%)	1 (10%)	No	3 (63.7%)	5 (50%)	No
JG06-0007: Conservation and Social Science Professionals	63	6 (17.9%)	10 (15.9%)	No	NA		NA
JG06-0012: Extension and Outreach Professionals	11	20 (27.1%)	0 (0%)	No	NA		NA
JG06-0014: Math, Statistics, and Computer Professionals	43	25 (24.2%)	4 (9.3%)	No	NA		NA
JG06-0015: Medical and Veterinary Professionals	20	13 (21.9%)	2 (10%)	No	NA		NA
JG06-0017: Other Service Professionals Including Library Technicians	1	NA		NA	3 (71.2%)	0 (0%)	No
JG06-0019: Residential and Dining Professionals	12	4 (28%)	3 (25%)	No	NA		NA
JG06-0020: Sports and Recreation Professionals	20	NA		NA	4 (46.3%)	6 (30%)	No

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University-Wide Staff Placement Goal Progress

EO6 7: Technical and Paraprofessionals

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG07-0002: Computer and Telecommunications Technicians	6	2 (16.5%)	0 (0%)	No	NA		NA
JG07-0003: Engineering and Electronics Technicians	10	1 (14.6%)	1 (10%)	No	NA		NA
JG07-0005: Protective Services	10	1 (17.8%)	0 (0%)	No	NA		NA
JG07-0007: Media and Academic Technicians	3	2 (50.2%)	2 (66.7%)	Yes	1 (92.7%)	2 (66.7%)	No
JG07-0008: Medical and Veterinary Technicians	32	22 (22.9%)	3 (9.4%)	No	NA		NA

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University-Wide Staff Placement Goal Progress

EEO6 8: Clerical and Secretarial

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG08-0001: Administrative Assistants and Office Managers	68	NA		NA	5 (96.9%)	66 (97.1%)	Yes
JG08-0002: Library Technicians	3	NA		NA	1 (94.4%)	2 (66.7%)	No

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University-Wide Staff Placement Goal Progress

EEO6 9: Skilled Crafts

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG09-0001: Auto and Equipment Mechanics and Operators	1	NA		NA	1 (21%)	0 (0%)	No
JG09-0002: Construction and Carpentry Workers	10	4 (27%)	0 (0%)	No	NA		NA

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University-Wide Staff Placement Goal Progress

EEO6 10: Service/Maintenance

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG10-0001: Animal Care Workers	5	NA		NA	7 (100%)	2 (40%)	No
JG10-0004: Grounds and General Laborers	2	5 (29.7%)	0 (0%)	No	NA		NA
JG10-0005: Materials, Stock, and Postal Workers	9	1 (31.3%)	2 (22.2%)	No	NA		NA

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