

Utilization Summary

41 CFR Section 60-2.15

001 : IS TECHNOLOGY SUPPORT (Total Employees : 346)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	82	36	8	8	14	0	0	6
Total Availability %	30.8	14.5	0.9	2.3	10.3	0.1	0.0	1.1
Current %	23.7	10.4	2.3	2.3	4.0	0.0	0.0	1.7
Persons Under, 2 Standard Deviations Test	7.3	1.0	0.0	0.0	10.3	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	No	No	Yes	No	No	No

002 : PROTECTIVE SERVICES (Total Employees : 117)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	29	13	3	4	3	1	0	2
Total Availability %	27.2	8.5	5.2	0.0	0.0	0.0	0.0	3.2
Current %	24.8	11.1	2.6	3.4	2.6	0.9	0.0	1.7
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

003 : FINANCIAL SPECIALISTS (Total Employees : 377)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	281	38	5	9	21	2	0	1
Total Availability %	83.2	4.1	3.6	0.3	0.0	0.0	0.0	0.1
Current %	74.5	10.1	1.3	2.4	5.6	0.5	0.0	0.3
Persons Under, 2 Standard Deviations Test	18.1	0.0	1.3	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	Yes	No	No	No	No	No

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004 : HEALTH PROFESSIONS SUPPORT (Total Employees : 179)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	164	17	2	5	8	0	0	2
Total Availability %	92.5	12.7	0.5	4.1	7.4	0.0	0.0	0.7
Current %	91.6	9.5	1.1	2.8	4.5	0.0	0.0	1.1
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

005 : GENERAL PROGRAM SUPPORT (Total Employees : 393)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	281	42	10	9	18	2	0	2
Total Availability %	84.8	8.6	2.1	2.6	2.0	0.1	0.0	1.9
Current %	71.5	10.7	2.5	2.3	4.6	0.5	0.0	0.5
Persons Under, 2 Standard Deviations Test	38.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	Yes

006 : ADVANCED PROGRAM SUPPORT (Total Employees : 701)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	573	76	18	17	26	2	0	13
Total Availability %	73.3	6.7	1.8	1.6	1.7	0.1	0.0	1.6
Current %	81.7	10.8	2.6	2.4	3.7	0.3	0.0	1.9
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

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007 : FOOD SERVICE WORKERS (Total Employees : 197)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	88	36	10	16	7	1	0	2
Total Availability %	51.4	23.7	2.5	10.9	6.9	1.1	0.0	2.3
Current %	44.7	18.3	5.1	8.1	3.6	0.5	0.0	1.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

008 : SCIENCE SPECIALISTS (Total Employees : 194)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	110	13	1	4	8	0	0	0
Total Availability %	44.5	12.2	1.8	0.8	8.5	0.0	0.0	1.1
Current %	56.7	6.7	0.5	2.1	4.1	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	1.5	0.0	0.0	0.7	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	No	No	Yes	No	No	No

009 : AUDIO PRINT AND GRAPHIC DESIGN (Total Employees : 46)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	10	4	0	2	2	0	0	0
Total Availability %	16.2	22.2	3.5	9.6	8.0	0.2	0.0	0.9
Current %	21.7	8.7	0.0	4.3	4.3	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	No	No	No	No	No	No

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010 : AUTO AND EQUIPMENT STAFF (Total Employees : 57)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	0	4	1	1	0	1	0	1
Total Availability %	5.9	14.2	12.0	2.0	0.1	0.0	0.0	0.0
Current %	0.0	7.0	1.8	1.8	0.0	1.8	0.0	1.8
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.9	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	Yes	No	No	No	No	No

011 : FORESTRY AND GROUNDS STAFF (Total Employees : 127)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	20	5	4	1	0	0	0	0
Total Availability %	17.7	16.2	1.4	13.8	0.9	0.1	0.0	0.0
Current %	15.7	3.9	3.1	0.8	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	7.2	0.0	8.7	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	No	Yes	No	No	No	No

012 : SKILLED CRAFTS (Total Employees : 315)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	9	14	2	2	3	1	1	5
Total Availability %	10.3	4.3	1.6	1.5	0.4	0.1	0.0	0.7
Current %	2.9	4.4	0.6	0.6	1.0	0.3	0.3	1.6
Persons Under, 2 Standard Deviations Test	12.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

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013 : IS TECHNOLOGY SPECIALISTS (Total Employees : 176)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	37	26	5	5	12	0	0	4
Total Availability %	36.8	10.3	1.6	1.0	7.2	0.0	0.0	0.3
Current %	21.0	14.8	2.8	2.8	6.8	0.0	0.0	2.3
Persons Under, 2 Standard Deviations Test	14.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

014 : BUDGET, POLICY AND FINANCE (Total Employees : 140)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	84	23	5	3	13	1	0	1
Total Availability %	57.2	7.1	2.7	1.3	1.9	0.3	0.1	0.8
Current %	60.0	16.4	3.6	2.1	9.3	0.7	0.0	0.7
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

015 : OTHER SCIENCE SPECIALISTS (Total Employees : 282)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	181	28	5	12	8	0	0	3
Total Availability %	66.8	18.0	17.5	0.4	0.0	0.0	0.0	0.0
Current %	64.2	9.9	1.8	4.3	2.8	0.0	0.0	1.1
Persons Under, 2 Standard Deviations Test	0.0	9.8	31.5	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	Yes	No	No	No	No	No

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016 : ARCHITECT/ENGINEER SPECIALISTS (Total Employees : 25)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	8	1	0	0	1	0	0	0
Total Availability %	8.2	6.9	0.1	1.6	3.2	0.0	0.0	2.0
Current %	32.0	4.0	0.0	0.0	4.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

017 : LIBRARIAN STAFF (Total Employees : 80)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	48	7	2	2	3	0	0	0
Total Availability %	66.5	10.8	5.0	3.3	1.2	0.0	0.0	1.3
Current %	60.0	8.8	2.5	2.5	3.8	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

018 : MAINTENANCE STAFF (Total Employees : 786)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	233	411	74	191	134	4	1	7
Total Availability %	25.3	24.0	6.9	13.0	2.7	0.1	0.0	1.4
Current %	29.6	52.3	9.4	24.3	17.0	0.5	0.1	0.9
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

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019 : XPT US MEDICAL PROFESSIONALS (Total Employees : 24)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	19	2	1	1	0	0	0	0
Total Availability %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Current %	79.2	8.3	4.2	4.2	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

020 : DIRECTORS (Total Employees : 125)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	48	13	3	5	4	0	0	1
Total Availability %	58.3	23.9	11.8	7.4	2.9	0.5	0.1	1.3
Current %	38.4	10.4	2.4	4.0	3.2	0.0	0.0	0.8
Persons Under, 2 Standard Deviations Test	13.8	7.3	4.5	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	No	No	No	No	No

021 : EXECUTIVE OFFICERS (Total Employees : 62)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	32	10	5	2	3	0	0	0
Total Availability %	60.4	24.2	12.5	7.1	2.7	0.5	0.1	1.2
Current %	51.6	16.1	8.1	3.2	4.8	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

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022 : ASSOCIATE & ASSISTANT DEANS (Total Employees : 124)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	78	24	12	4	3	2	0	3
Total Availability %	63.8	25.1	13.3	7.4	2.5	0.5	0.1	1.2
Current %	62.9	19.4	9.7	3.2	2.4	1.6	0.0	2.4
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

023 : ASSOC ASST DIRECTORS (Total Employees : 170)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	82	20	6	5	7	1	0	1
Total Availability %	62.8	24.5	12.1	7.5	3.1	0.5	0.1	1.3
Current %	48.2	11.8	3.5	2.9	4.1	0.6	0.0	0.6
Persons Under, 2 Standard Deviations Test	12.1	10.4	6.0	0.8	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	No

024 : ADMIN SPECIALISTS (Total Employees : 885)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	665	76	17	17	26	2	1	13
Total Availability %	69.8	14.7	7.5	4.2	2.6	0.3	0.0	0.2
Current %	75.1	8.6	1.9	1.9	2.9	0.2	0.1	1.5
Persons Under, 2 Standard Deviations Test	0.0	33.0	33.7	8.2	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	Yes	Yes	No	No	No	No

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025 : LEGAL COUNSEL (Total Employees : 9)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	6	1	1	0	0	0	0	0
Total Availability %	33.4	14.2	4.6	4.6	3.6	0.3	0.0	1.2
Current %	66.7	11.1	11.1	0.0	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

026 : CLINICAL HLTH SPECIALISTS (Total Employees : 194)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	161	15	5	3	3	0	0	4
Total Availability %	81.7	10.9	6.1	2.8	1.0	0.5	0.0	0.5
Current %	83.0	7.7	2.6	1.5	1.5	0.0	0.0	2.1
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	Yes	No	No	No	No	No

027 : PROGRAM MANAGERS (Total Employees : 320)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	197	25	5	7	7	1	1	4
Total Availability %	58.5	17.9	8.8	3.7	3.9	0.3	0.0	1.2
Current %	61.6	7.8	1.6	2.2	2.2	0.3	0.3	1.3
Persons Under, 2 Standard Deviations Test	0.0	18.5	13.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	Yes	No	No	No	No	No

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028 : COMMUNICATIONS SPECIALISTS (Total Employees : 226)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	152	13	1	2	6	0	0	4
Total Availability %	66.5	16.8	2.9	5.6	2.8	0.1	0.0	5.6
Current %	67.3	5.8	0.4	0.9	2.7	0.0	0.0	1.8
Persons Under, 2 Standard Deviations Test	0.0	13.7	0.5	3.7	0.0	0.0	0.0	1.7
Placement Goal?, 2 Standard Deviations Test	No	Yes	Yes	Yes	No	No	No	Yes

029 : IT PROFESSIONALS (Total Employees : 666)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	163	75	3	12	47	3	0	10
Total Availability %	28.4	16.4	5.4	3.0	6.8	0.1	0.0	1.0
Current %	24.5	11.3	0.5	1.8	7.1	0.5	0.0	1.5
Persons Under, 2 Standard Deviations Test	2.8	15.1	21.3	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	No	No	No	No	No

030 : STUDENT SERVICES STAFF (Total Employees : 646)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	492	114	32	30	33	3	0	16
Total Availability %	72.3	16.2	9.9	3.2	1.9	0.3	0.0	0.9
Current %	76.2	17.6	5.0	4.6	5.1	0.5	0.0	2.5
Persons Under, 2 Standard Deviations Test	0.0	0.0	16.7	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	Yes	No	No	No	No	No

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031 : RESEARCH STAFF (Total Employees : 1232)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	835	187	31	38	93	6	2	17
Total Availability %	59.9	17.2	9.6	3.2	3.0	0.3	0.0	1.1
Current %	67.8	15.2	2.5	3.1	7.5	0.5	0.2	1.4
Persons Under, 2 Standard Deviations Test	0.0	0.0	66.5	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	Yes	No	No	No	No	No

032 : LIBRARY SPECIALISTS (Total Employees : 137)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	96	17	2	5	7	0	0	3
Total Availability %	80.4	7.9	3.9	1.3	1.9	0.1	0.0	0.8
Current %	70.1	12.4	1.5	3.6	5.1	0.0	0.0	2.2
Persons Under, 2 Standard Deviations Test	4.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

033 : ACADEMIC REC/SPORTS STAFF (Total Employees : 95)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	25	14	9	1	3	0	0	1
Total Availability %	37.4	22.8	9.3	7.8	2.9	0.5	0.1	2.1
Current %	26.3	14.7	9.5	1.1	3.2	0.0	0.0	1.1
Persons Under, 2 Standard Deviations Test	1.1	0.0	0.0	1.1	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	Yes	No	No	No	No

* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

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034 : PROCUREMENT AND RISK MGMT (Total Employees : 12)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	5	0	0	0	0	0	0	0
Total Availability %	15.2	4.2	0.8	2.3	0.5	0.3	0.0	0.2
Current %	41.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

035 : BLDG AND GROUNDS SUPERINTENDEN (Total Employees : 8)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	0	0	0	0	0	0	0	0
Total Availability %	21.3	14.7	12.0	0.0	2.7	0.0	0.0	0.0
Current %	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

040 : CHS FACULTY (Total Employees : 578)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	241	101	7	14	74	3	0	3
Total Availability %	84.9	59.1	22.9	27.5	5.4	0.9	0.5	1.9
Current %	41.7	17.5	1.2	2.4	12.8	0.5	0.0	0.5
Persons Under, 2 Standard Deviations Test	232.5	216.9	105.1	123.4	0.0	0.0	0.0	1.4
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	Yes

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041 : IAS CLINICAL FACULTY (Total Employees : 770)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	422	105	17	18	59	2	0	9
Total Availability %	84.9	59.1	22.9	27.5	5.4	0.9	0.5	1.9
Current %	54.8	13.6	2.2	2.3	7.7	0.3	0.0	1.2
Persons Under, 2 Standard Deviations Test	211.8	322.7	136.0	168.9	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	No

042 : IAS LECTURE SERIES (Total Employees : 275)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	129	40	3	13	20	0	0	4
Total Availability %	49.4	16.7	3.1	3.4	8.4	0.2	0.0	1.6
Current %	46.9	14.5	1.1	4.7	7.3	0.0	0.0	1.5
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

043 : IAS FACULTY ASSOCIATES (Total Employees : 399)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	222	45	5	16	16	1	0	6
Total Availability %	48.3	25.3	6.1	5.5	11.6	0.3	0.1	1.7
Current %	55.6	11.3	1.3	4.0	4.0	0.3	0.0	1.5
Persons Under, 2 Standard Deviations Test	0.0	38.5	9.7	0.0	17.4	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	Yes	No	Yes	No	No	No

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044 : IAS RESEARCHERS/INSTRM INNOV (Total Employees : 1276)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	553	302	14	40	237	2	0	9
Total Availability %	49.3	20.7	8.4	2.6	8.4	0.3	0.0	1.1
Current %	43.3	23.7	1.1	3.1	18.6	0.2	0.0	0.7
Persons Under, 2 Standard Deviations Test	40.3	0.0	73.3	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	Yes	No	No	No	No	No

050 : FAC AG & LIFE SCIENCE (Total Employees : 240)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	58	36	2	12	20	0	0	2
Total Availability %	50.6	17.6	5.5	7.1	1.0	1.6	0.4	1.9
Current %	24.2	15.0	0.8	5.0	8.3	0.0	0.0	0.8
Persons Under, 2 Standard Deviations Test	47.9	0.0	4.1	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	Yes	No	No	No	No	No

051 : FAC SCHOOL OF BUSINESS (Total Employees : 73)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	19	17	2	2	13	0	0	0
Total Availability %	50.0	38.5	16.4	11.8	7.4	0.8	0.4	1.7
Current %	26.0	23.3	2.7	2.7	17.8	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	8.9	2.7	3.6	1.1	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	No

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052 : FAC SCHOOL OF EDUCATION (Total Employees : 153)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	81	43	12	10	12	1	0	8
Total Availability %	76.8	27.5	11.8	9.0	3.6	0.7	0.5	1.8
Current %	52.9	28.1	7.8	6.5	7.8	0.7	0.0	5.2
Persons Under, 2 Standard Deviations Test	26.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

053 : FAC SCHOOL OF ENGINEERING (Total Employees : 184)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	37	47	2	7	37	0	1	0
Total Availability %	18.6	27.7	8.3	8.3	8.4	0.8	0.2	1.7
Current %	20.1	25.5	1.1	3.8	20.1	0.0	0.5	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	5.7	0.7	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	Yes	Yes	No	No	No	No

054 : FAC SCH OF HUMAN ECOLOGY (Total Employees : 37)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	27	8	3	2	3	0	0	0
Total Availability %	82.9	42.8	23.2	13.1	3.4	1.0	0.4	1.6
Current %	73.0	21.6	8.1	5.4	8.1	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	1.8	0.4	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	Yes	Yes	No	No	No	No	No

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055 : FAC ENVIRONMENTAL STUDIES (Total Employees : 7)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	6	0	0	0	0	0	0	0
Total Availability %	55.6	20.0	2.6	7.5	6.2	0.9	0.2	2.5
Current %	85.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

056 : FAC LAW SCHOOL (Total Employees : 23)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	13	8	2	2	2	1	0	1
Total Availability %	46.6	27.6	7.4	9.6	7.4	0.7	0.3	2.2
Current %	56.5	34.8	8.7	8.7	8.7	4.3	0.0	4.3
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

057 : FAC: BIOLOGICAL SCIENCES L & S (Total Employees : 81)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	38	7	1	2	4	0	0	0
Total Availability %	60.3	39.6	8.4	13.7	14.5	0.6	0.3	2.1
Current %	46.9	8.6	1.2	2.5	4.9	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	2.0	16.2	0.8	2.9	1.4	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	Yes	No	No	No

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058 : FAC: HUMANITIES L & S (Total Employees : 302)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	142	57	9	17	25	1	0	4
Total Availability %	72.8	45.8	20.1	18.3	4.0	0.9	0.4	2.0
Current %	47.0	18.9	3.0	5.6	8.3	0.3	0.0	1.3
Persons Under, 2 Standard Deviations Test	62.3	64.0	37.7	24.8	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	No

059 : FAC: PHYSICAL SCIENCES L & S (Total Employees : 236)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	42	63	2	1	55	1	0	4
Total Availability %	45.3	42.4	13.2	13.9	10.6	1.4	0.5	2.9
Current %	17.8	26.7	0.8	0.4	23.3	0.4	0.0	1.7
Persons Under, 2 Standard Deviations Test	49.6	21.8	18.7	21.1	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	No

060 : FAC: SOCIAL STUDIES L & S (Total Employees : 156)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	56	33	5	9	16	1	0	2
Total Availability %	64.0	43.3	12.4	19.3	7.0	1.1	0.8	2.7
Current %	35.9	21.2	3.2	5.8	10.3	0.6	0.0	1.3
Persons Under, 2 Standard Deviations Test	31.8	22.1	6.1	11.2	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	No

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061 : FAC SCH MEDICINE & PUBLIC HLTH (Total Employees : 414)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	126	91	8	11	70	0	0	2
Total Availability %	72.6	44.0	14.3	14.6	12.4	0.7	0.2	1.8
Current %	30.4	22.0	1.9	2.7	16.9	0.0	0.0	0.5
Persons Under, 2 Standard Deviations Test	156.4	70.9	36.9	35.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	Yes	Yes	Yes	No	No	No	Yes

062 : FAC SCHOOL OF NURSING (Total Employees : 14)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	14	4	2	1	0	0	1	0
Total Availability %	89.2	31.6	13.1	9.0	6.4	0.6	0.9	1.7
Current %	100.0	28.6	14.3	7.1	0.0	0.0	7.1	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

063 : FAC SCHOOL OF PHARMACY (Total Employees : 29)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	8	10	1	1	7	0	0	1
Total Availability %	61.3	39.1	7.5	4.9	24.7	0.3	0.3	1.2
Current %	27.6	34.5	3.4	3.4	24.1	0.0	0.0	3.4
Persons Under, 2 Standard Deviations Test	4.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

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064 : FAC SCH VETERINARY MEDICINE (Total Employees : 44)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	13	7	0	2	5	0	0	0
Total Availability %	87.8	18.7	2.8	10.9	1.9	0.9	0.2	2.0
Current %	29.5	15.9	0.0	4.5	11.4	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	21.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	Yes	No	No	No	No	No	No	No

065 : FAC OUTREACH & CONTINUING EDU (Total Employees : 5)

Test Used: Two Standard Deviations

	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More
Current #	4	0	0	0	0	0	0	0
Total Availability %	48.0	25.2	6.1	5.4	11.7	0.3	0.1	1.7
Current %	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Persons Under, 2 Standard Deviations Test	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Placement Goal?, 2 Standard Deviations Test	No	No	No	No	No	No	No	No

Employees	Female	Minority	Black	Hispanic	Asian	American Indian	P. Islander Hawaiian	Two or More	
Company Totals:	14769	7545	2424	385	603	1198	46	8	181

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