

# University of California, Santa Barbara

Snapshot Date: 11/01/2016

## Placement Goals Summary

Test: Exact Binomial

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>A05 - Faculty - College of Engineering - Tenure</b> <i>Total Employees: 139</i>	Females	25	18.0%	22.4%	NO
	Minority	33	23.7%	25.2%	NO
	Afr. Amer.	1	0.7%	4.2%	YES
	Hispanic	4	2.9%	5.1%	NO
	Asian	28	20.1%	14.4%	NO
	Nat. Amer.	0	0.0%	0.1%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	1.4%	NO
<b>A06 - Faculty - College of Engineering - Non-Tenure</b> <i>Total Employees: 12</i>	Females	3	25.0%	22.7%	NO
	Minority	7	58.3%	28.1%	NO
	Afr. Amer.	0	0.0%	4.3%	NO
	Hispanic	2	16.7%	5.6%	NO
	Asian	5	41.7%	15.7%	NO
	Nat. Amer.	0	0.0%	0.2%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	2.3%	NO

The Statistical Significance Test (i.e. exact binomial) was followed in declaring underutilization and establishing goals. When the probability value is .05 or lower, then a goal is established.

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>A07 - Faculty - Division of Humanities &amp; Fine Arts - Tenure</b> <i>Total Employees: 209</i>	Females	99	47.4%	50.7%	<b>NO</b>
	Minority	45	21.5%	15.8%	<b>NO</b>
	Afr. Amer.	7	3.3%	4.0%	<b>NO</b>
	Hispanic	15	7.2%	6.2%	<b>NO</b>
	Asian	20	9.6%	4.1%	<b>NO</b>
	Nat. Amer.	3	1.4%	0.2%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	1.3%	<b>NO</b>
<b>A08 - Faculty - Division of Humanities &amp; Fine Arts - Non-Tenure</b> <i>Total Employees: 62</i>	Females	35	56.5%	51.4%	<b>NO</b>
	Minority	21	33.9%	18.6%	<b>NO</b>
	Afr. Amer.	3	4.8%	4.0%	<b>NO</b>
	Hispanic	7	11.3%	7.2%	<b>NO</b>
	Asian	10	16.1%	4.5%	<b>NO</b>
	Nat. Amer.	0	0.0%	0.4%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	1	1.6%	2.5%	<b>NO</b>

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>A09 - Faculty - Division of Math, Life &amp; Physical Sciences - Tenure</b> <i>Total Employees: 213</i>	Females	42	19.7%	41.5%	<b>YES</b>
	Minority	34	16.0%	19.7%	<b>NO</b>
	Afr. Amer.	2	0.9%	4.1%	<b>YES</b>
	Hispanic	10	4.7%	4.8%	<b>NO</b>
	Asian	19	8.9%	9.3%	<b>NO</b>
	Nat. Amer.	3	1.4%	0.1%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	1.5%	<b>NO</b>
<b>A10 - Faculty - Division of Math, Life &amp; Physical Sciences - Non-Tenure</b> <i>Total Employees: 22</i>	Females	7	31.8%	42.2%	<b>NO</b>
	Minority	7	31.8%	23.1%	<b>NO</b>
	Afr. Amer.	0	0.0%	4.5%	<b>NO</b>
	Hispanic	0	0.0%	5.5%	<b>NO</b>
	Asian	5	22.7%	10.5%	<b>NO</b>
	Nat. Amer.	2	9.1%	0.3%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	2.5%	<b>NO</b>

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>A11 - Faculty - Division of Social Sciences - Tenure</b> <i>Total Employees: 113</i>	Females	54	47.8%	59.5%	YES
	Minority	36	31.9%	20.7%	NO
	Afr. Amer.	7	6.2%	6.5%	NO
	Hispanic	15	13.3%	6.8%	NO
	Asian	13	11.5%	5.6%	NO
	Nat. Amer.	1	0.9%	0.3%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	1.5%	NO
<b>A12 - Faculty - Division of Social Sciences - Non-Tenure</b> <i>Total Employees: 18</i>	Females	11	61.1%	58.8%	NO
	Minority	8	44.4%	23.7%	NO
	Afr. Amer.	3	16.7%	6.5%	NO
	Hispanic	4	22.2%	7.5%	NO
	Asian	1	5.6%	6.5%	NO
	Nat. Amer.	0	0.0%	0.5%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	2.7%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>A13 - Faculty - Graduate School of Education - Tenure</b> <i>Total Employees: 32</i>	Females	18	56.3%	72.1%	NO
	Minority	9	28.1%	22.6%	NO
	Afr. Amer.	0	0.0%	13.2%	YES
	Hispanic	4	12.5%	5.4%	NO
	Asian	5	15.6%	2.9%	NO
	Nat. Amer.	0	0.0%	0.5%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	0.8%	NO
<b>A14 - Faculty - Graduate School of Education - Non-Tenure</b> <i>Total Employees: 4</i>	Females	3	75.0%	73.1%	NO
	Minority	1	25.0%	24.9%	NO
	Afr. Amer.	0	0.0%	13.1%	NO
	Hispanic	1	25.0%	5.4%	NO
	Asian	0	0.0%	4.3%	NO
	Nat. Amer.	0	0.0%	0.4%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	1.8%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>B01 - Academic Administrators</b> <i>Total Employees: 61</i>	Females	41	67.2%	47.8%	NO
	Minority	13	21.3%	20.8%	NO
	Afr. Amer.	1	1.6%	6.4%	NO
	Hispanic	8	13.1%	5.6%	NO
	Asian	4	6.6%	7.3%	NO
	Nat. Amer.	0	0.0%	0.2%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	1.3%	NO
<b>B02 - Lecturers (Non-Senate)</b> <i>Total Employees: 224</i>	Females	122	54.5%	49.1%	NO
	Minority	34	15.2%	21.3%	YES
	Afr. Amer.	4	1.8%	4.9%	YES
	Hispanic	9	4.0%	6.6%	NO
	Asian	17	7.6%	7.0%	NO
	Nat. Amer.	3	1.3%	0.4%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	1	0.4%	2.5%	YES

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>B03 - Researchers</b> <i>Total Employees: 227</i>	Females	80	35.2%	39.6%	NO
	Minority	62	27.3%	23.9%	NO
	Afr. Amer.	3	1.3%	4.6%	YES
	Hispanic	13	5.7%	5.6%	NO
	Asian	45	19.8%	11.0%	NO
	Nat. Amer.	1	0.4%	0.3%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	2.4%	YES
<b>B04 - Librarians</b> <i>Total Employees: 39</i>	Females	26	66.7%	81.2%	YES
	Minority	8	20.5%	16.1%	NO
	Afr. Amer.	2	5.1%	4.6%	NO
	Hispanic	2	5.1%	6.0%	NO
	Asian	4	10.3%	3.6%	NO
	Nat. Amer.	0	0.0%	0.5%	NO
	NHOPI	0	0.0%	0.1%	NO
	Two or More	0	0.0%	1.3%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>B05 - University Extension</b> <i>Total Employees: 120</i>	Females	75	62.5%	33.0%	NO
	Minority	18	15.0%	33.4%	YES
	Afr. Amer.	2	1.7%	8.1%	YES
	Hispanic	9	7.5%	7.6%	NO
	Asian	6	5.0%	14.7%	YES
	Nat. Amer.	1	0.8%	0.4%	NO
	NHOPI	0	0.0%	0.2%	NO
	Two or More	0	0.0%	2.4%	NO
<b>B06 - Postdoc Scholar</b> <i>Total Employees: 223</i>	Females	55	24.7%	32.7%	YES
	Minority	94	42.2%	25.7%	NO
	Afr. Amer.	2	0.9%	4.5%	YES
	Hispanic	8	3.6%	5.6%	NO
	Asian	84	37.7%	13.0%	NO
	Nat. Amer.	0	0.0%	0.2%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	2.4%	YES

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C01 - Senior Executives</b> <i>Total Employees: 5</i>	Females	1	20.0%	38.7%	NO
	Minority	2	40.0%	17.3%	NO
	Afr. Amer.	1	20.0%	5.3%	NO
	Hispanic	0	0.0%	6.2%	NO
	Asian	1	20.0%	4.0%	NO
	Nat. Amer.	0	0.0%	0.4%	NO
	NHOPI	0	0.0%	0.1%	NO
	Two or More	0	0.0%	1.2%	NO
<b>C02.1 - Officials &amp; Managers - Management</b> <i>Total Employees: 195</i>	Females	108	55.4%	65.3%	YES
	Minority	48	24.6%	33.2%	YES
	Afr. Amer.	6	3.1%	4.4%	NO
	Hispanic	28	14.4%	20.7%	YES
	Asian	11	5.6%	7.4%	NO
	Nat. Amer.	3	1.5%	0.4%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	0.3%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C02.2 - Officials &amp; Managers - Professional</b> <i>Total Employees: 67</i>	Females	30	44.8%	54.1%	NO
	Minority	15	22.4%	34.4%	YES
	Afr. Amer.	2	3.0%	3.3%	NO
	Hispanic	6	9.0%	14.1%	NO
	Asian	6	9.0%	15.0%	NO
	Nat. Amer.	1	1.5%	0.5%	NO
	NHOPI	0	0.0%	0.2%	NO
	Two or More	0	0.0%	1.4%	NO
<b>C02.3 - Officials &amp; Managers - Advancement Services</b> <i>Total Employees: 49</i>	Females	37	75.5%	66.1%	NO
	Minority	9	18.4%	17.9%	NO
	Afr. Amer.	0	0.0%	0.0%	NO
	Hispanic	4	8.2%	10.7%	NO
	Asian	4	8.2%	0.0%	NO
	Nat. Amer.	0	0.0%	0.0%	NO
	NHOPI	0	0.0%	7.1%	NO
	Two or More	1	2.0%	0.0%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C02.4 - Officials &amp; Managers - Computer Network Technologist</b> <i>Total Employees: 102</i>	Females	12	11.8%	22.5%	YES
	Minority	15	14.7%	25.5%	YES
	Afr. Amer.	1	1.0%	1.7%	NO
	Hispanic	5	4.9%	8.9%	NO
	Asian	9	8.8%	14.4%	NO
	Nat. Amer.	0	0.0%	0.4%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	0.0%	NO
<b>C02.5 - Officials &amp; Managers - Health Services</b> <i>Total Employees: 3</i>	Females	2	66.7%	49.6%	NO
	Minority	1	33.3%	30.5%	NO
	Afr. Amer.	0	0.0%	1.3%	NO
	Hispanic	1	33.3%	14.2%	NO
	Asian	0	0.0%	11.5%	NO
	Nat. Amer.	0	0.0%	1.5%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	2.0%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C03.1 - Professionals - Student Services</b> <i>Total Employees: 326</i>	Females	233	71.5%	69.2%	NO
	Minority	129	39.6%	35.5%	NO
	Afr. Amer.	20	6.1%	2.6%	NO
	Hispanic	88	27.0%	24.2%	NO
	Asian	20	6.1%	8.0%	NO
	Nat. Amer.	1	0.3%	0.1%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	0.6%	NO
<b>C03.2 - Professionals - Communications Arts &amp; Graphics</b> <i>Total Employees: 36</i>	Females	20	55.6%	60.6%	NO
	Minority	7	19.4%	31.5%	NO
	Afr. Amer.	0	0.0%	2.1%	NO
	Hispanic	2	5.6%	18.0%	YES
	Asian	4	11.1%	9.4%	NO
	Nat. Amer.	1	2.8%	0.2%	NO
	NHOPI	0	0.0%	1.0%	NO
	Two or More	0	0.0%	0.8%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C03.3 - Professionals - Architecture, Engineering and Allied Services</b> <i>Total Employees: 92</i>	Females	11	12.0%	13.2%	NO
	Minority	16	17.4%	15.4%	NO
	Afr. Amer.	0	0.0%	0.8%	NO
	Hispanic	12	13.0%	4.5%	NO
	Asian	3	3.3%	7.2%	NO
	Nat. Amer.	1	1.1%	0.0%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	2.9%	NO
<b>C03.4 - Professionals - Fiscal, Management and Staff Services</b> <i>Total Employees: 542</i>	Females	422	77.9%	61.6%	NO
	Minority	176	32.5%	29.9%	NO
	Afr. Amer.	13	2.4%	4.0%	YES
	Hispanic	108	19.9%	20.0%	NO
	Asian	51	9.4%	5.6%	NO
	Nat. Amer.	4	0.7%	0.2%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	0.2%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C03.5 - Professionals - Computer Network Technologist</b> <i>Total Employees: 186</i>	Females	39	21.0%	47.0%	<b>YES</b>
	Minority	54	29.0%	19.3%	<b>NO</b>
	Afr. Amer.	4	2.2%	0.9%	<b>NO</b>
	Hispanic	19	10.2%	9.8%	<b>NO</b>
	Asian	30	16.1%	8.3%	<b>NO</b>
	Nat. Amer.	1	0.5%	0.3%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	0.0%	<b>NO</b>
<b>C03.6 - Professionals - Health Care &amp; Allied Services</b> <i>Total Employees: 35</i>	Females	24	68.6%	70.0%	<b>NO</b>
	Minority	7	20.0%	29.8%	<b>NO</b>
	Afr. Amer.	0	0.0%	3.1%	<b>NO</b>
	Hispanic	3	8.6%	17.8%	<b>NO</b>
	Asian	4	11.4%	8.8%	<b>NO</b>
	Nat. Amer.	0	0.0%	0.2%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	0.0%	<b>NO</b>

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C03.7 - Professionals - Sciences, Laboratory &amp; Allied Services</b> <i>Total Employees: 61</i>	Females	30	49.2%	30.4%	NO
	Minority	14	23.0%	28.7%	NO
	Afr. Amer.	1	1.6%	0.0%	NO
	Hispanic	4	6.6%	3.5%	NO
	Asian	9	14.8%	23.5%	NO
	Nat. Amer.	0	0.0%	0.0%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	1.7%	NO
<b>C04 - Technicians</b> <i>Total Employees: 146</i>	Females	81	55.5%	61.1%	NO
	Minority	67	45.9%	32.8%	NO
	Afr. Amer.	7	4.8%	2.6%	NO
	Hispanic	42	28.8%	20.2%	NO
	Asian	18	12.3%	8.7%	NO
	Nat. Amer.	0	0.0%	0.2%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	0	0.0%	1.2%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C05 - Administrative Support</b> <i>Total Employees: 495</i>	Females	376	76.0%	69.8%	NO
	Minority	191	38.6%	53.4%	YES
	Afr. Amer.	20	4.0%	1.3%	NO
	Hispanic	116	23.4%	47.3%	YES
	Asian	52	10.5%	3.4%	NO
	Nat. Amer.	1	0.2%	0.8%	NO
	NHOPI	0	0.0%	0.0%	NO
	Two or More	2	0.4%	0.6%	NO
<b>C06 - Skilled Craft</b> <i>Total Employees: 138</i>	Females	4	2.9%	6.3%	NO
	Minority	73	52.9%	62.9%	YES
	Afr. Amer.	3	2.2%	3.5%	NO
	Hispanic	66	47.8%	54.2%	NO
	Asian	4	2.9%	2.5%	NO
	Nat. Amer.	0	0.0%	0.1%	NO
	NHOPI	0	0.0%	1.1%	NO
	Two or More	0	0.0%	1.5%	NO

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Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C07 - Operatives / Laborers</b> <i>Total Employees: 76</i>	Females	9	11.8%	34.5%	<b>YES</b>
	Minority	72	94.7%	81.7%	<b>NO</b>
	Afr. Amer.	4	5.3%	2.4%	<b>NO</b>
	Hispanic	68	89.5%	75.4%	<b>NO</b>
	Asian	0	0.0%	3.3%	<b>NO</b>
	Nat. Amer.	0	0.0%	0.6%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	0.1%	<b>NO</b>
<b>C08 - Service Workers</b> <i>Total Employees: 331</i>	Females	129	39.0%	35.4%	<b>NO</b>
	Minority	279	84.3%	71.7%	<b>NO</b>
	Afr. Amer.	8	2.4%	1.0%	<b>NO</b>
	Hispanic	257	77.6%	65.7%	<b>NO</b>
	Asian	12	3.6%	4.0%	<b>NO</b>
	Nat. Amer.	2	0.6%	0.0%	<b>NO</b>
	NHOPI	0	0.0%	0.0%	<b>NO</b>
	Two or More	0	0.0%	0.9%	<b>NO</b>

The Statistical Significance Test (i.e. exact binomial) was followed in declaring underutilization and establishing goals. When the probability value is .05 or lower, then a goal is established.

# University of California, Santa Barbara

Snapshot Date: 11/01/2016

## Placement Goals Summary

Test: Exact Binomial

Job Group	Gender / Race Groups	Employees (#)	Employees (%)	Availability (%)	Establish Goal? Yes / No
<b>C09 - Protective Service Workers</b> <i>Total Employees: 34</i>	Females	6	17.6%	18.4%	<b>NO</b>
	Minority	7	20.6%	35.2%	<b>NO</b>
	Afr. Amer.	2	5.9%	7.9%	<b>NO</b>
	Hispanic	3	8.8%	19.2%	<b>NO</b>
	Asian	2	5.9%	4.2%	<b>NO</b>
	Nat. Amer.	0	0.0%	0.9%	<b>NO</b>
	NHOPI	0	0.0%	0.1%	<b>NO</b>
	Two or More	0	0.0%	2.9%	<b>NO</b>

The Statistical Significance Test (i.e. exact binomial) was followed in declaring underutilization and establishing goals. When the probability value is .05 or lower, then a goal is established.