

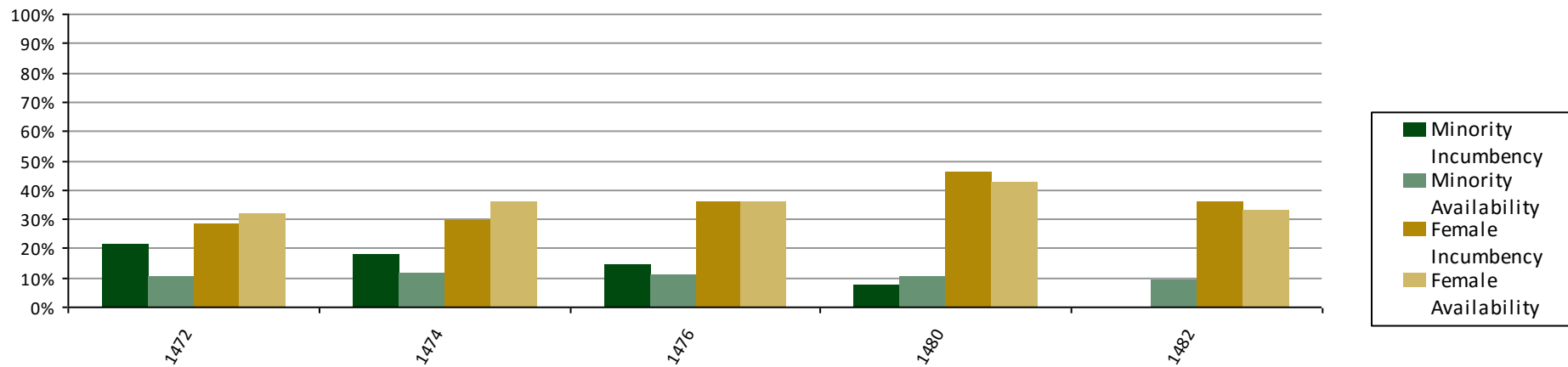


Utilization Analysis

Warner College of Natural Resources - Academic Departments
 Tenure-Track Faculty Placement Goals

as of October 1, 2017

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1472: Forest Rangeland Watershed Stewardship	14	3	21.4%	10.1%	No	4	28.6%	31.7%	No
1474: Fish, Wildlife and Conservation Biology	17	3	17.6%	11.4%	No	5	29.4%	35.8%	No
1476: Ecosystem Science and Sustainability	14	2	14.3%	11.1%	No	5	35.7%	36.1%	No
1480: Human Dimensions of Natural Resources	13	1	7.7%	10.3%	No	6	46.2%	42.9%	No
1482: Geosciences	14	0	0.0%	9.0%	No	5	35.7%	32.8%	No





Utilization Analysis

Warner College of Natural Resources - Academic Departments

Staff Placement Goals

as of October 1, 2017

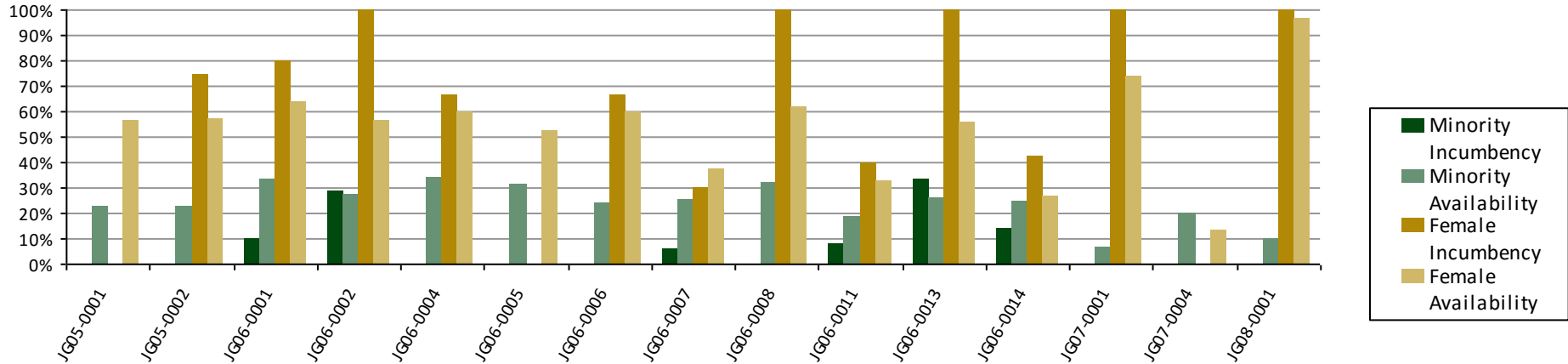
Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	2	0	0.0%	22.9%	No	0	0.0%	56.6%	No
JG05-0002: Academic Administrators	4	0	0.0%	22.6%	No	3	75.0%	57.4%	No
JG06-0001: Academic Administration Professionals	10	1	10.0%	33.3%	No	8	80.0%	64.1%	No
JG06-0002: Administrative Services Professionals	7	2	28.6%	27.0%	No	7	100.0%	56.8%	No
JG06-0004: Arts, Media, and Public Relations Professionals	6	0	0.0%	34.1%	Yes	4	66.7%	60.1%	No
JG06-0005: Biological and Chemical Scientists	1	0	0.0%	31.3%	No	0	0.0%	52.4%	No
JG06-0006: Business and Accounting Professionals	3	0	0.0%	23.8%	No	2	66.7%	59.7%	No
JG06-0007: Conservation and Social Science Professionals	33	2	6.1%	25.2%	Yes	10	30.3%	37.1%	No
JG06-0008: Counseling and Student Service Professionals	1	0	0.0%	32.0%	No	1	100.0%	62.1%	No
JG06-0011: Environmental and Geoscientists	25	2	8.0%	19.0%	No	10	40.0%	32.3%	No
JG06-0013: Human Resources Professionals	3	1	33.3%	26.1%	No	3	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	7	1	14.3%	24.6%	No	3	42.9%	26.5%	No
JG07-0001: Accounting Technicians	3	0	0.0%	6.8%	No	3	100.0%	73.7%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	19.7%	No	0	0.0%	13.5%	No
JG08-0001: Administrative Assistants and Office Managers	6	0	0.0%	9.7%	No	6	100.0%	96.9%	No



Utilization Analysis

Warner College of Natural Resources - Academic Departments
Staff Placement Goals

as of October 1, 2017





Placement Goal Progress

Warner College of Natural Resources - Academic Departments

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0007: Conservation and Social Science Professionals	3	1 (16.6%)	0 (0%)	No	NA		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.



Utilization Analysis

Warner College of Natural Resources - Other Units*

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0002: Academic Administrators	1	0	0.0%	22.6%	No	0	0.0%	57.4%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	23.5%	No	0	0.0%	55.2%	No
JG06-0001: Academic Administration Professionals	2	0	0.0%	33.3%	No	2	100.0%	64.1%	No
JG06-0002: Administrative Services Professionals	11	0	0.0%	27.0%	Yes	7	63.6%	56.8%	No
JG06-0003: Agricultural and Food Science Professionals	5	0	0.0%	35.9%	No	2	40.0%	41.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	5	0	0.0%	34.1%	No	3	60.0%	60.1%	No
JG06-0005: Biological and Chemical Scientists	56	8	14.3%	31.3%	Yes	22	39.3%	52.4%	Yes
JG06-0007: Conservation and Social Science Professionals	507	63	12.4%	25.2%	Yes	177	34.9%	37.1%	No
JG06-0011: Environmental and Geoscientists	6	0	0.0%	19.0%	No	4	66.7%	32.3%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	26.1%	No	1	50.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	2	0	0.0%	24.6%	No	0	0.0%	26.5%	No
JG06-0016: Office Administrators	3	1	33.3%	16.3%	No	3	100.0%	86.4%	No
JG07-0001: Accounting Technicians	7	2	28.6%	6.8%	No	7	100.0%	73.7%	No
JG07-0005: Protective Services	1	1	100.0%	19.8%	No	1	100.0%	33.0%	No
JG08-0001: Administrative Assistants and Office Managers	14	0	0.0%	9.7%	No	12	85.7%	96.9%	Yes

*Comprised of the Center for Environmental Management of Military Lands, the Colorado Natural Heritage Program, the Colorado State Forest Service, the Cooperative Fish and Wildlife Research Unit, and the Natural Resource Ecology Laboratory



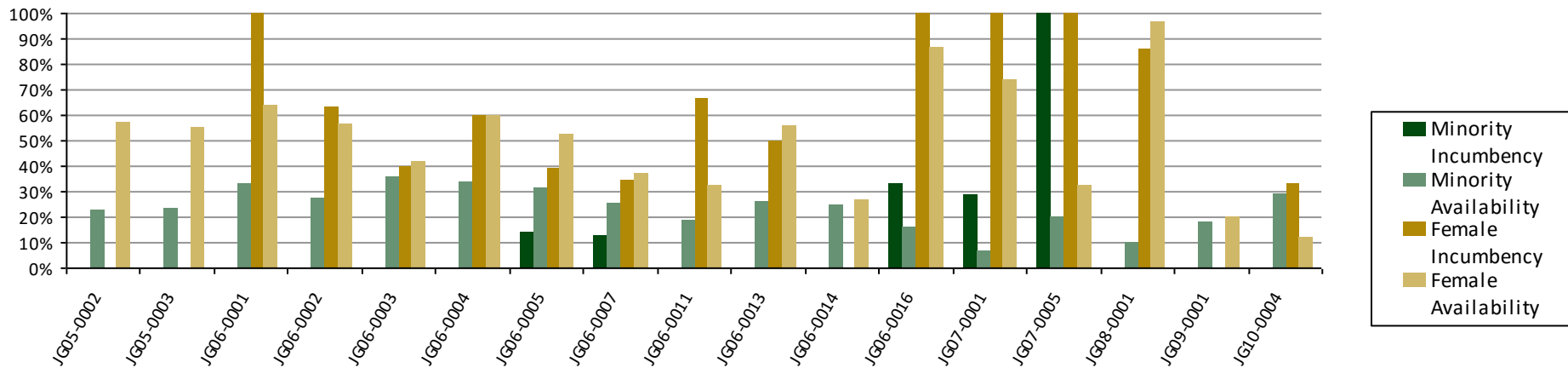
Utilization Analysis

Warner College of Natural Resources - Other Units*

Staff Placement Goals

as of October 1, 2017

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG09-0001: Auto and Equipment Mechanics and Operators	1	0	0.0%	18.0%	No	0	0.0%	20.0%	No
JG10-0004: Grounds and General Laborers	3	0	0.0%	29.7%	No	1	33.3%	12.1%	No



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Placement Goal Progress

Warner College of Natural Resources - Other Units*

as of October 1, 2017

Job Group	Total 2016 Hires	Minority			Female		
		Goal 2015	2016 Hires	Goal Met?	Goal 2015	2016 Hires	Goal Met?
JG06-0002: Administrative Services Professionals	3	1 (25.1%)	1 (33.3%)	Yes	NA		NA
JG06-0007: Conservation and Social Science Professionals	80	18 (16.6%)	10 (12.5%)	No	NA		NA
JG08-0001: Administrative Assistants and Office Managers	1	NA		NA	1 (96.9%)	1 (100%)	Yes

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