

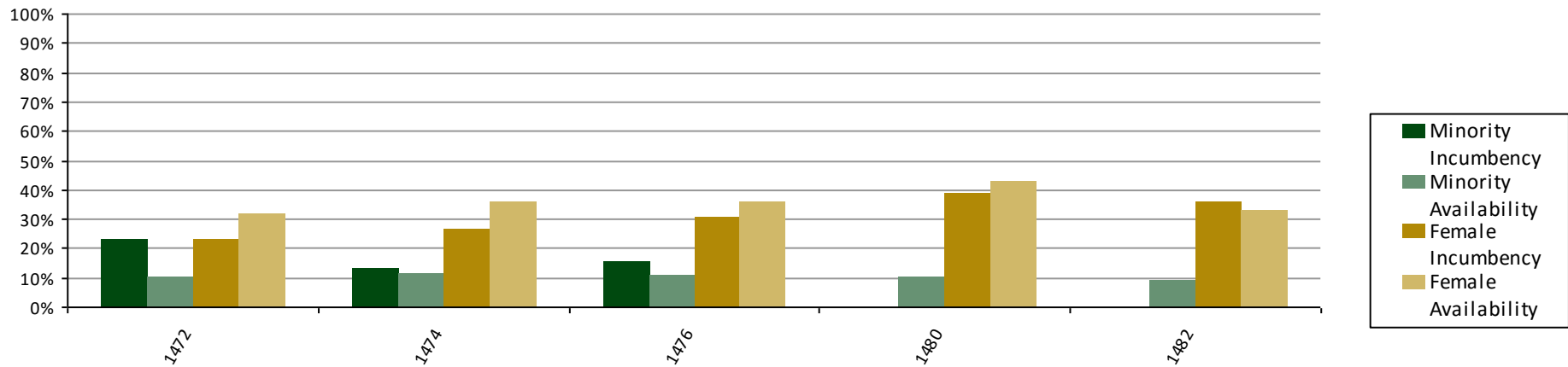


Utilization Analysis

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

as of October 1, 2016

| Department | Number of Employees | Minority | | | Female | | | | |
|---|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
| | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| 1472: Forest Rangeland Watershed Stewardship | 13 | 3 | 23.1% | 10.1% | No | 3 | 23.1% | 31.7% | No |
| 1474: Fish, Wildlife and Conservation Biology | 15 | 2 | 13.3% | 11.4% | No | 4 | 26.7% | 35.8% | No |
| 1476: Ecosystem Science and Sustainability | 13 | 2 | 15.4% | 11.1% | No | 4 | 30.8% | 36.1% | No |
| 1480: Human Dimensions of Natural Resources | 13 | 0 | 0.0% | 10.3% | No | 5 | 38.5% | 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, 2016

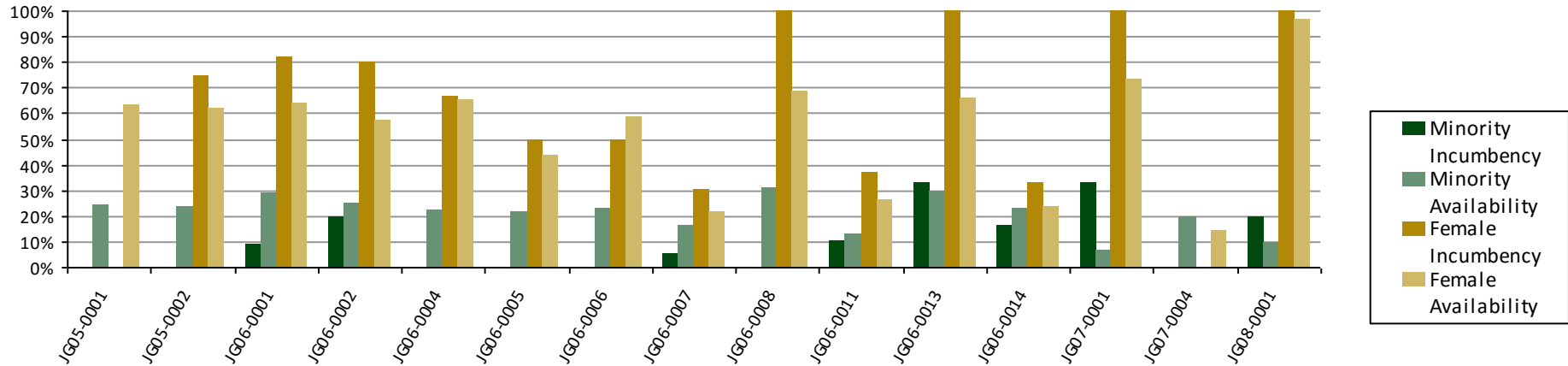
| Group | Job | Number of Employees | Minority | | | Female | | | | |
|--|-----|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
| | | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG05-0001: Executives | | 2 | 0 | 0.0% | 24.6% | No | 0 | 0.0% | 63.3% | No |
| JG05-0002: Academic Administrators | | 4 | 0 | 0.0% | 23.6% | No | 3 | 75.0% | 61.9% | No |
| JG06-0001: Academic Administration Professionals | | 11 | 1 | 9.1% | 28.9% | No | 9 | 81.8% | 64.5% | No |
| JG06-0002: Administrative Services Professionals | | 5 | 1 | 20.0% | 25.1% | No | 4 | 80.0% | 57.3% | No |
| JG06-0004: Arts, Media, and Public Relations Professionals | | 3 | 0 | 0.0% | 22.2% | No | 2 | 66.7% | 65.3% | No |
| JG06-0005: Biological and Chemical Scientists | | 2 | 0 | 0.0% | 22.1% | No | 1 | 50.0% | 43.6% | No |
| JG06-0006: Business and Accounting Professionals | | 2 | 0 | 0.0% | 23.0% | No | 1 | 50.0% | 59.0% | No |
| JG06-0007: Conservation and Social Science Professionals | | 36 | 2 | 5.6% | 16.6% | Yes | 11 | 30.6% | 21.9% | No |
| JG06-0008: Counseling and Student Service Professionals | | 4 | 0 | 0.0% | 31.2% | No | 4 | 100.0% | 69.0% | No |
| JG06-0011: Environmental and Geoscientists | | 19 | 2 | 10.5% | 13.3% | No | 7 | 36.8% | 26.3% | No |
| JG06-0013: Human Resources Professionals | | 3 | 1 | 33.3% | 29.7% | No | 3 | 100.0% | 66.3% | No |
| JG06-0014: Math, Statistics, and Computer Professionals | | 6 | 1 | 16.7% | 23.4% | No | 2 | 33.3% | 23.7% | No |
| JG07-0001: Accounting Technicians | | 3 | 1 | 33.3% | 6.8% | No | 3 | 100.0% | 73.7% | No |
| JG07-0004: Facilities and Dining Technicians | | 1 | 0 | 0.0% | 19.9% | No | 0 | 0.0% | 14.6% | No |
| JG08-0001: Administrative Assistants and Office Managers | | 5 | 1 | 20.0% | 9.7% | No | 5 | 100.0% | 96.9% | No |



Utilization Analysis

Warner College of Natural Resources - Academic Departments
Staff Placement Goals

as of October 1, 2016





Placement Goal Progress

Warner College of Natural Resources - Academic Departments

as of October 1, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|-----------|------------|-----------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG06-0007: Conservation and Social Science Professionals | 3 | 1 (17.3%) | 0 (0%) | No | NA | | NA |
| JG06-0008: Counseling and Student Service Professionals | 2 | 1 (32.5%) | 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, 2016

| Group | Job | Number of Employees | Minority | | | Female | | | | |
|--|-----|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|----|
| | | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG05-0002: Academic Administrators | | 1 | 0 | 0.0% | 23.6% | No | 0 | 0.0% | 61.9% | No |
| JG05-0003: Service and Athletic Administrators | | 1 | 0 | 0.0% | 23.8% | No | 0 | 0.0% | 57.2% | No |
| JG06-0001: Academic Administration Professionals | | 1 | 0 | 0.0% | 28.9% | No | 1 | 100.0% | 64.5% | No |
| JG06-0002: Administrative Services Professionals | | 8 | 0 | 0.0% | 25.1% | Yes | 4 | 50.0% | 57.3% | No |
| JG06-0003: Agricultural and Food Science Professionals | | 5 | 0 | 0.0% | 17.9% | No | 2 | 40.0% | 27.5% | No |
| JG06-0004: Arts, Media, and Public Relations Professionals | | 2 | 0 | 0.0% | 22.2% | No | 2 | 100.0% | 65.3% | No |
| JG06-0005: Biological and Chemical Scientists | | 55 | 8 | 14.5% | 22.1% | No | 19 | 34.5% | 43.6% | No |
| JG06-0006: Business and Accounting Professionals | | 2 | 0 | 0.0% | 23.0% | No | 1 | 50.0% | 59.0% | No |
| JG06-0007: Conservation and Social Science Professionals | | 465 | 49 | 10.5% | 16.6% | Yes | 163 | 35.1% | 21.9% | No |
| JG06-0013: Human Resources Professionals | | 2 | 0 | 0.0% | 29.7% | No | 2 | 100.0% | 66.3% | No |
| JG06-0014: Math, Statistics, and Computer Professionals | | 1 | 0 | 0.0% | 23.4% | No | 0 | 0.0% | 23.7% | No |
| JG06-0016: Office Administrators | | 1 | 1 | 100.0% | 15.0% | No | 1 | 100.0% | 91.2% | No |
| JG07-0001: Accounting Technicians | | 6 | 2 | 33.3% | 6.8% | No | 6 | 100.0% | 73.7% | No |
| JG07-0004: Facilities and Dining Technicians | | 1 | 0 | 0.0% | 19.9% | No | 0 | 0.0% | 14.6% | No |
| JG07-0005: Protective Services | | 1 | 1 | 100.0% | 16.2% | No | 1 | 100.0% | 29.2% | No |

*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



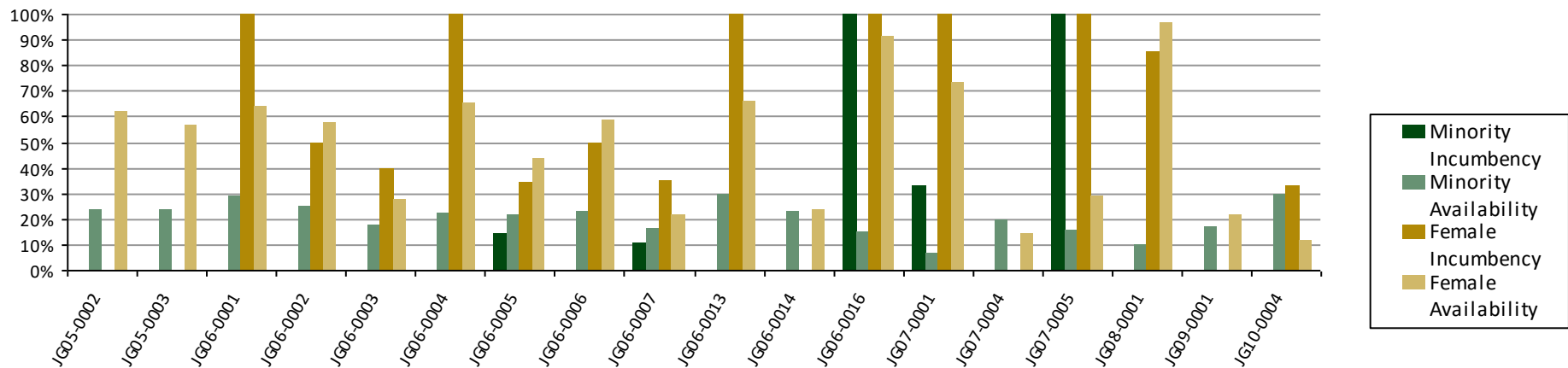
Utilization Analysis

Warner College of Natural Resources - Other Units*

Staff Placement Goals

as of October 1, 2016

| Group | Job | Number of Employees | Minority | | | Female | | | | |
|--|-----|---------------------|------------|--------------|----------------|------------|--------------|----------------|-------|-----|
| | | | Incumbency | Availability | Placement Goal | Incumbency | Availability | Placement Goal | | |
| JG08-0001: Administrative Assistants and Office Managers | | 14 | 0 | 0.0% | 9.7% | No | 12 | 85.7% | 96.9% | Yes |
| JG09-0001: Auto and Equipment Mechanics and Operators | | 1 | 0 | 0.0% | 17.5% | No | 0 | 0.0% | 21.8% | 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, 2016

| Job Group | Total 2015 Hires | Minority | | | Female | | |
|--|------------------|------------|------------|------------|-----------|------------|-----------|
| | | Goal 2014 | 2015 Hires | Goal Met? | Goal 2014 | 2015 Hires | Goal Met? |
| JG06-0002: Administrative Services Professionals | 1 | 1 (24.3%) | 0 (0%) | No | NA | | NA |
| JG06-0007: Conservation and Social Science Professionals | 56 | 13 (17.3%) | 10 (17.9%) | Yes | NA | | NA |

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