

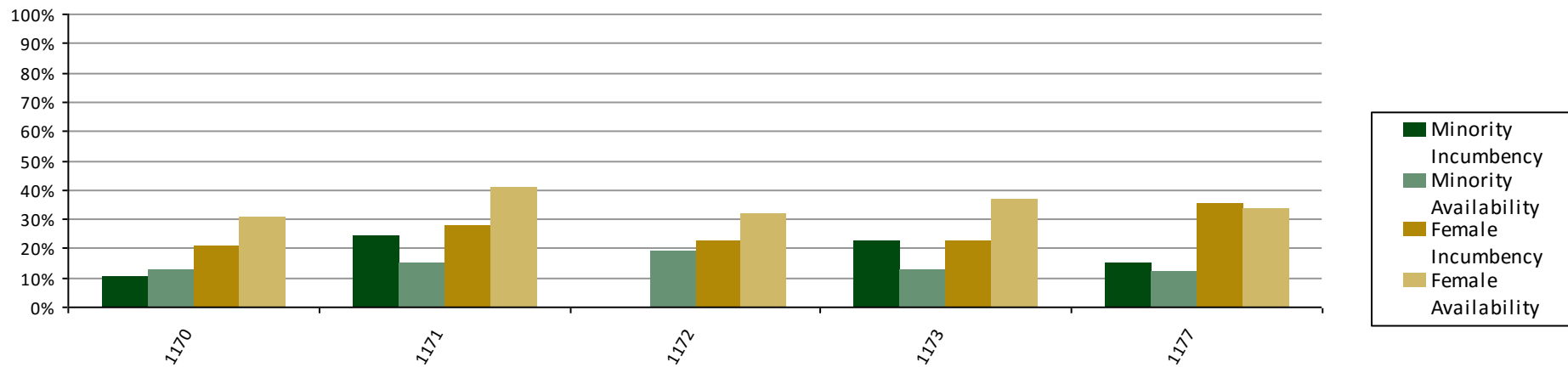


Utilization Analysis

College of Agricultural Sciences - 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		
1170: Soil and Crop Sciences	19	2	10.5%	13.0%	No	4	21.1%	30.4%	No
1171: Animal Sciences	25	6	24.0%	14.8%	No	7	28.0%	41.3%	No
1172: Agricultural and Resource Economics	22	0	0.0%	19.0%	Yes	5	22.7%	31.7%	No
1173: Horticulture and Landscape Architecture	22	5	22.7%	12.9%	No	5	22.7%	37.0%	No
1177: Bioagricultural Sciences and Pest Management	20	3	15.0%	12.2%	No	7	35.0%	33.3%	No





Utilization Analysis

College of Agricultural Sciences - 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	1	1	100.0%	22.9%	No	0	0.0%	56.6%	No
JG05-0002: Academic Administrators	3	0	0.0%	22.6%	No	0	0.0%	57.4%	Yes
JG05-0003: Service and Athletic Administrators	2	0	0.0%	23.5%	No	1	50.0%	55.2%	No
JG06-0001: Academic Administration Professionals	15	3	20.0%	33.3%	No	9	60.0%	64.1%	No
JG06-0002: Administrative Services Professionals	6	1	16.7%	27.0%	No	6	100.0%	56.8%	No
JG06-0003: Agricultural and Food Science Professionals	66	9	13.6%	35.9%	Yes	35	53.0%	41.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	1	0	0.0%	34.1%	No	0	0.0%	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	4	0	0.0%	23.8%	No	3	75.0%	59.7%	No
JG06-0013: Human Resources Professionals	1	0	0.0%	26.1%	No	1	100.0%	55.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	2	1	50.0%	24.6%	No	0	0.0%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	1	0	0.0%	29.6%	No	1	100.0%	64.7%	No
JG06-0016: Office Administrators	4	1	25.0%	16.3%	No	4	100.0%	86.4%	No
JG07-0001: Accounting Technicians	2	0	0.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0006: Life Science Technicians	2	1	50.0%	28.2%	No	2	100.0%	57.7%	No



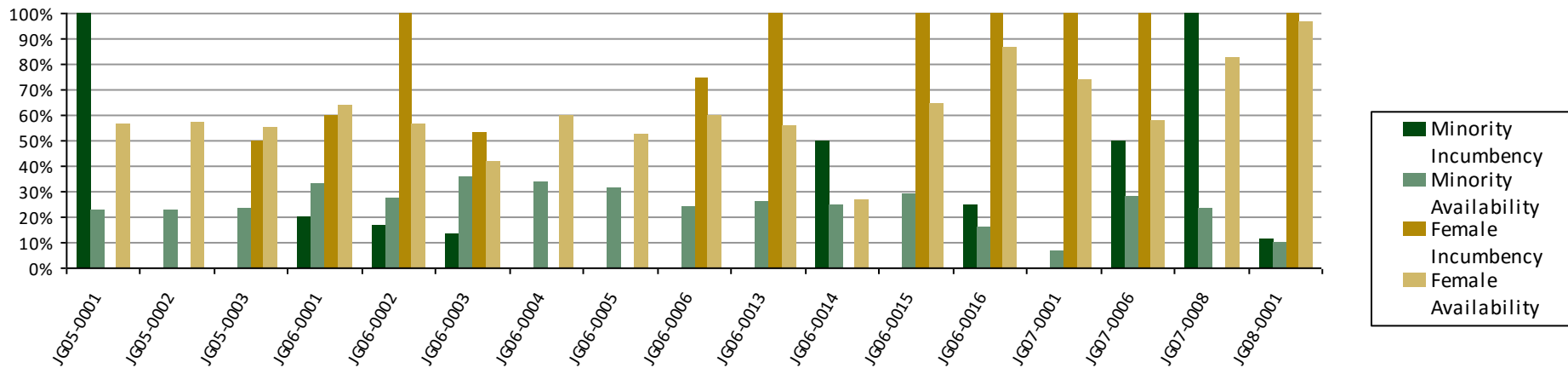
Utilization Analysis

College of Agricultural Sciences - 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		
JG07-0008: Medical and Veterinary Technicians	1	1	100.0%	23.2%	No	0	0.0%	82.9%	No
JG08-0001: Administrative Assistants and Office Managers	9	1	11.1%	9.7%	No	9	100.0%	96.9%	No





Placement Goal Progress

College of Agricultural Sciences - 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?
JG01-1171: Tenure-Track Faculty - Animal Sciences	1	NA		NA	1 (41.3%)	0 (0%)	No
JG01-1172: Tenure-Track Faculty - Agricultural and Resource Economics	3	1 (19%)	0 (0%)	No	NA		NA
JG01-1173: Tenure-Track Faculty - Horticulture and Landscape Architecture	0	NA		NA	1 (37%)	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.



Utilization Analysis

College of Agricultural Sciences - 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
JG06-0001: Academic Administration Professionals	5	0	0.0%	33.3%	No	2	40.0%	64.1%	No
JG06-0002: Administrative Services Professionals	4	0	0.0%	27.0%	No	2	50.0%	56.8%	No
JG06-0003: Agricultural and Food Science Professionals	29	4	13.8%	35.9%	Yes	11	37.9%	41.7%	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	1	0	0.0%	23.8%	No	1	100.0%	59.7%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	19.0%	No	0	0.0%	32.3%	No
JG06-0012: Extension and Outreach Professionals	2	0	0.0%	26.6%	No	1	50.0%	68.1%	No
JG06-0014: Math, Statistics, and Computer Professionals	1	1	100.0%	24.6%	No	1	100.0%	26.5%	No
JG06-0015: Medical and Veterinary Professionals	2	0	0.0%	29.6%	No	0	0.0%	64.7%	No
JG06-0016: Office Administrators	4	0	0.0%	16.3%	No	3	75.0%	86.4%	No
JG07-0001: Accounting Technicians	2	0	0.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0006: Life Science Technicians	4	0	0.0%	28.2%	No	0	0.0%	57.7%	Yes
JG08-0001: Administrative Assistants and Office Managers	1	0	0.0%	9.7%	No	1	100.0%	96.9%	No
JG10-0005: Materials, Stock, and Postal Workers	2	1	50.0%	32.0%	No	0	0.0%	18.7%	No

*Comprised of the Agricultural Experiment Station, the Agricultural Research Development and Education Center, the Arkansas Valley Research Center, the Eastern Colorado Research Center, the Mountain Meadow Research Center, the Plainsman Research Center, the Plant Growth Facility, the San Juan Basin Research Center, the San Luis Valley Research Center, the Soil, Water and Plant Testing Lab, the Southwestern Colorado Research Center, and the Western Colorado Research Center

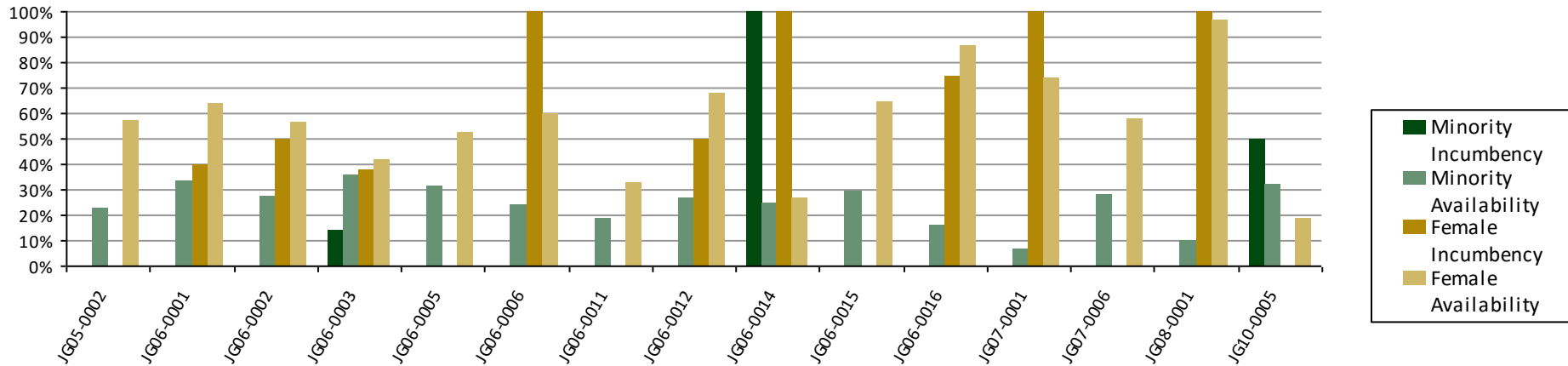


Utilization Analysis

College of Agricultural Sciences - Other Units*

Staff Placement Goals

as of October 1, 2017



*Comprised of the Agricultural Experiment Station, the Agricultural Research Development and Education Center, the Arkansas Valley Research Center, the Eastern Colorado Research Center, the Mountain Meadow Research Center, the Plainsman Research Center, the Plant Growth Facility, the San Juan Basin Research Center, the San Luis Valley Research Center, the Soil, Water and Plant Testing Lab, the Southwestern Colorado Research Center, and the Western Colorado Research Center



Placement Goal Progress

College of Agricultural Sciences - 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?
JG07-0006: Life Science Technicians	0	NA		NA	1 (49.6%)	0	NA

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