

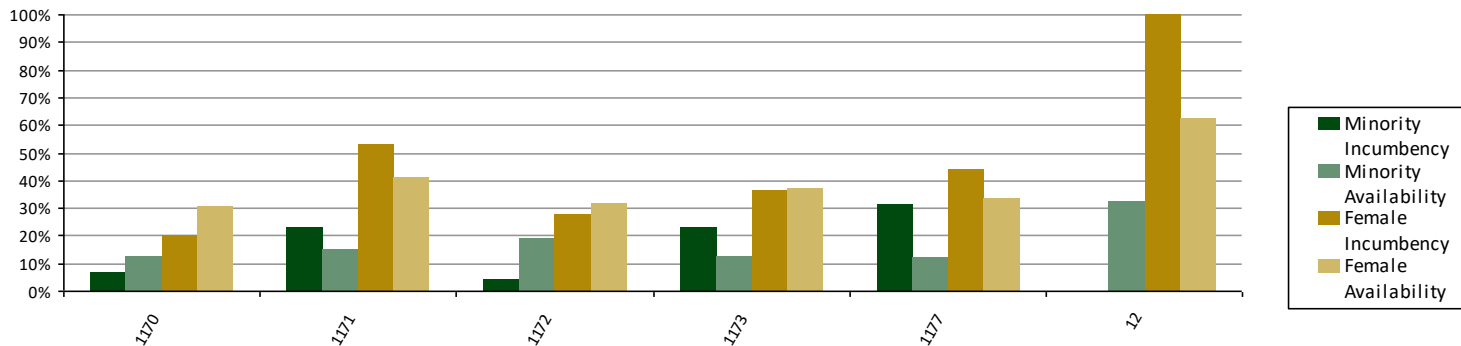


Utilization Analysis

College of Agricultural Sciences - Academic Departments
Tenure-Track Faculty Placement Goals

as of October 1, 2023

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1170: Soil and Crop Sciences	15	1	6.7%	13.0%	No	3	20.0%	30.4%	No
1171: Animal Sciences	30	7	23.3%	14.8%	No	16	53.3%	41.3%	No
1172: Agricultural and Resource Economics	25	1	4.0%	19.0%	Yes	7	28.0%	31.7%	No
1173: Horticulture and Landscape Architecture	30	7	23.3%	12.9%	No	11	36.7%	37.0%	No
1177: Bioagricultural Sciences and Pest Management	16	5	31.3%	12.2%	No	7	43.8%	33.3%	No
0012: Professionals	1	0	0.0%	32.2%	No	1	100.0%	62.7%	No





Utilization Analysis

College of Agricultural Sciences - Academic Departments

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	4	0	0.0%	26.3%	No	2	50.0%	54.0%	No
JG05-0003: Service and Athletic Administrators	1	0	0.0%	27.1%	No	1	100.0%	46.2%	No
JG06-0001: Academic Administration Professionals	21	3	14.3%	35.2%	Yes	11	52.4%	65.4%	No
JG06-0002: Administrative Services Professionals	5	0	0.0%	32.5%	No	5	100.0%	61.7%	No
JG06-0003: Agricultural and Food Science Professionals	108	21	19.4%	31.6%	Yes	66	61.1%	38.0%	No
JG06-0004: Arts, Media, and Public Relations Professionals	4	1	25.0%	32.4%	No	4	100.0%	56.1%	No
JG06-0005: Biological and Chemical Scientists	1	0	0.0%	29.3%	No	1	100.0%	46.5%	No
JG06-0006: Business and Accounting Professionals	9	0	0.0%	28.1%	Yes	8	88.9%	56.7%	No
JG06-0007: Conservation and Social Science Professionals	3	0	0.0%	26.7%	No	3	100.0%	30.4%	No
JG06-0013: Human Resources Professionals	3	0	0.0%	29.9%	No	2	66.7%	61.3%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	1	16.7%	32.1%	No	1	16.7%	25.9%	No
JG06-0015: Medical and Veterinary Professionals	1	0	0.0%	33.3%	No	0	0.0%	67.1%	No
JG06-0016: Office Administrators	4	1	25.0%	25.2%	No	4	100.0%	75.3%	No
JG07-0001: Accounting Technicians	3	0	0.0%	12.7%	No	3	100.0%	72.9%	No
JG07-0005: Protective Services	2	0	0.0%	24.9%	No	1	50.0%	41.6%	No



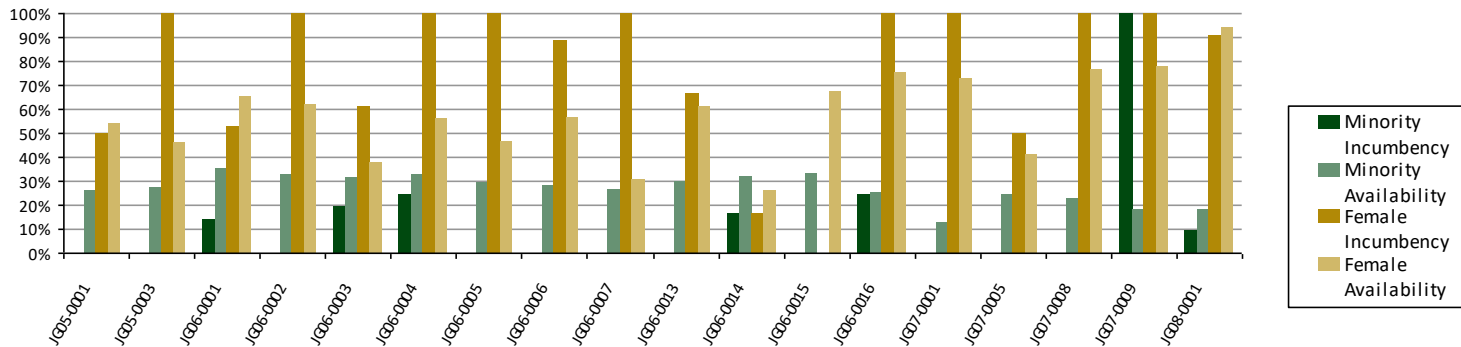
Utilization Analysis

College of Agricultural Sciences - Academic Departments

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG07-0008: Medical and Veterinary Technicians	4	0	0.0%	22.5%	No	4	100.0%	76.6%	No
JG07-0009: Secretarial and Human Resources Technicians	2	2	100.0%	18.3%	No	2	100.0%	77.8%	No
JG08-0001: Administrative Assistants and Office Managers	11	1	9.1%	17.9%	No	10	90.9%	93.7%	No





Placement Goal Progress

College of Agricultural Sciences - Academic Departments

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG01-1172: Tenure-Track Faculty - Agricultural and Resource Economics	3	1 (19%)	0 (0%)	No	NA		NA
JG06-0003: Agricultural and Food Science Professionals	28	4 (31.3%)	4 (14.3%)	No	NA		NA
JG06-0006: Business and Accounting Professionals	1	1 (28.1%)	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

College of Agricultural Sciences - Other Units*

Staff Placement Goals

as of October 1, 2023

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG06-0001: Academic Administration Professionals	9	2	22.2%	35.2%	No	5	55.6%	65.4%	No
JG06-0002: Administrative Services Professionals	1	0	0.0%	32.5%	No	1	100.0%	61.7%	No
JG06-0003: Agricultural and Food Science Professionals	41	6	14.6%	31.6%	Yes	14	34.1%	38.0%	No
JG06-0005: Biological and Chemical Scientists	1	0	0.0%	29.3%	No	0	0.0%	46.5%	No
JG06-0011: Environmental and Geoscientists	1	0	0.0%	20.7%	No	0	0.0%	36.2%	No
JG06-0012: Extension and Outreach Professionals	2	0	0.0%	32.2%	No	0	0.0%	62.7%	No
JG06-0014: Math, Statistics, and Computer Professionals	1	1	100.0%	32.1%	No	1	100.0%	25.9%	No
JG06-0015: Medical and Veterinary Professionals	1	0	0.0%	33.3%	No	0	0.0%	67.1%	No
JG06-0016: Office Administrators	5	2	40.0%	25.2%	No	3	60.0%	75.3%	No
JG07-0001: Accounting Technicians	1	0	0.0%	12.7%	No	1	100.0%	72.9%	No
JG07-0006: Life Science Technicians	2	0	0.0%	24.3%	No	0	0.0%	57.6%	No
JG10-0005: Materials, Stock, and Postal Workers	1	0	0.0%	35.3%	No	0	0.0%	30.5%	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

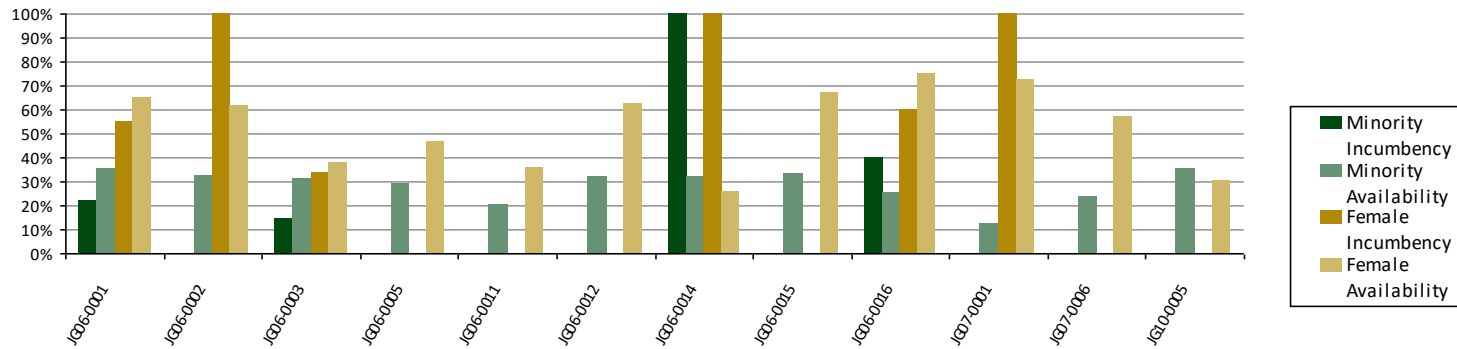


Utilization Analysis

College of Agricultural Sciences - Other Units*

Staff Placement Goals

as of October 1, 2023



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Placement Goal Progress

College of Agricultural Sciences - Other Units*

as of October 1, 2023

Job Group	Total 2023 Hires	Minority			Female		
		Goal 2022	2023 Hires	Goal Met?	Goal 2022	2023 Hires	Goal Met?
JG06-0003: Agricultural and Food Science Professionals	7	4 (31.3%)	2 (28.6%)	No	NA		NA
JG07-0006: Life Science Technicians	0	NA		NA	1 (57.2%)	0	NA

*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

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