



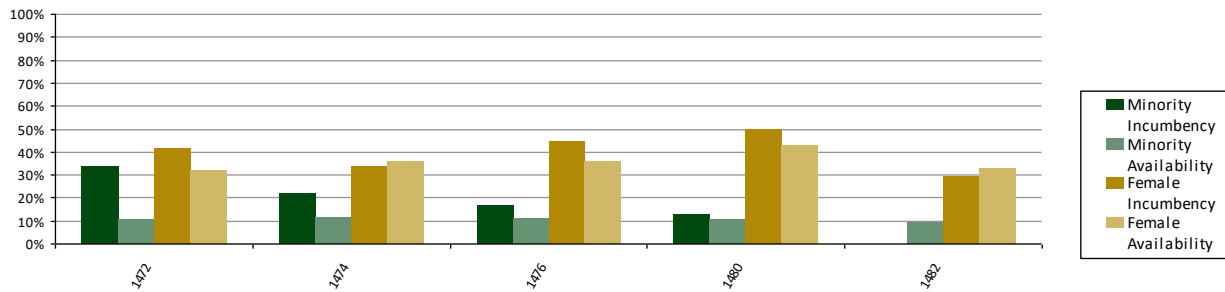
# Utilization Analysis

Warner College of Natural Resources - Academic Departments

Tenure-Track Faculty Placement Goals

as of October 1, 2020

Department	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1472: Forest Rangeland Watershed Stewardship	12	4	33.3%	10.1%	No	5	41.7%	31.7%	No
1474: Fish, Wildlife and Conservation Biology	18	4	22.2%	11.4%	No	6	33.3%	35.8%	No
1476: Ecosystem Science and Sustainability	18	3	16.7%	11.1%	No	8	44.4%	36.1%	No
1480: Human Dimensions of Natural Resources	16	2	12.5%	10.3%	No	8	50.0%	42.9%	No
1482: Geosciences	17	0	0.0%	9.0%	No	5	29.4%	32.8%	No





# Utilization Analysis

Warner College of Natural Resources - Academic Departments

Staff Placement Goals

as of October 1, 2020

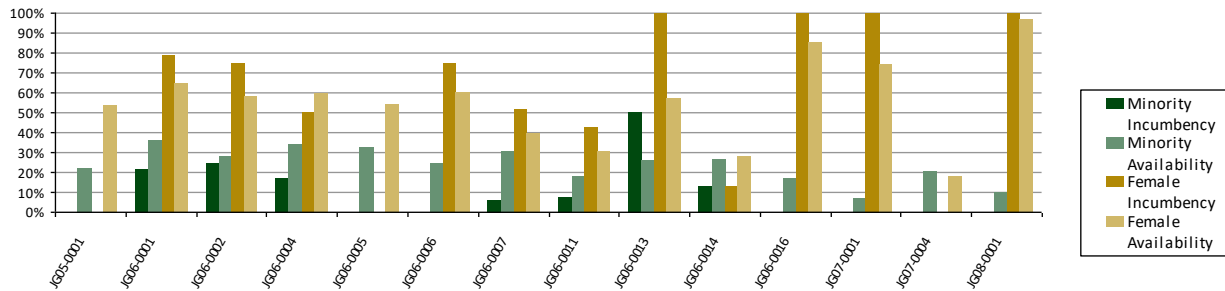
Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives	3	0	0.0%	22.3%	No	0	0.0%	53.4%	No
JG06-0001: Academic Administration Professionals	14	3	21.4%	36.1%	No	11	78.6%	64.5%	No
JG06-0002: Administrative Services Professionals	8	2	25.0%	27.7%	No	6	75.0%	58.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	6	1	16.7%	34.3%	No	3	50.0%	59.2%	No
JG06-0005: Biological and Chemical Scientists	1	0	0.0%	32.6%	No	0	0.0%	54.1%	No
JG06-0006: Business and Accounting Professionals	4	0	0.0%	24.9%	No	3	75.0%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	49	3	6.1%	30.7%	Yes	25	51.0%	39.6%	No
JG06-0011: Environmental and Geoscientists	14	1	7.1%	18.2%	No	6	42.9%	30.8%	No
JG06-0013: Human Resources Professionals	2	1	50.0%	25.8%	No	2	100.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	8	1	12.5%	26.6%	No	1	12.5%	27.8%	No
JG06-0016: Office Administrators	1	0	0.0%	17.0%	No	1	100.0%	85.1%	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%	20.5%	No	0	0.0%	18.0%	No
JG08-0001: Administrative Assistants and Office Managers	4	0	0.0%	9.7%	No	4	100.0%	96.9%	No



# Utilization Analysis

Warner College of Natural Resources - Academic Departments  
Staff Placement Goals

as of October 1, 2020





## Placement Goal Progress

Warner College of Natural Resources - Academic Departments

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG05-0001: Executives	0	NA		NA	1 (53.8%)	0	NA
JG06-0004: Arts, Media, and Public Relations Professionals	1	1 (34.2%)	1 (100%)	Yes	NA		NA
JG06-0007: Conservation and Social Science Professionals	3	7 (30%)	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, 2020

Job Group	Number of Employees	Minority			Female				
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0003: Service and Athletic Administrators	1	0	0.0%	22.7%	No	0	0.0%	45.7%	No
JG06-0001: Academic Administration Professionals	3	1	33.3%	36.1%	No	1	33.3%	64.5%	No
JG06-0002: Administrative Services Professionals	8	4	50.0%	27.7%	No	6	75.0%	58.1%	No
JG06-0003: Agricultural and Food Science Professionals	5	0	0.0%	34.4%	No	2	40.0%	37.7%	No
JG06-0004: Arts, Media, and Public Relations Professionals	4	0	0.0%	34.3%	No	2	50.0%	59.2%	No
JG06-0005: Biological and Chemical Scientists	40	8	20.0%	32.6%	Yes	17	42.5%	54.1%	Yes
JG06-0006: Business and Accounting Professionals	2	0	0.0%	24.9%	No	2	100.0%	59.8%	No
JG06-0007: Conservation and Social Science Professionals	577	95	16.5%	30.7%	Yes	193	33.4%	39.6%	Yes
JG06-0011: Environmental and Geoscientists	5	0	0.0%	18.2%	No	2	40.0%	30.8%	No
JG06-0013: Human Resources Professionals	2	0	0.0%	25.8%	No	1	50.0%	57.0%	No
JG06-0014: Math, Statistics, and Computer Professionals	3	1	33.3%	26.6%	No	1	33.3%	27.8%	No
JG06-0016: Office Administrators	2	1	50.0%	17.0%	No	2	100.0%	85.1%	No
JG07-0001: Accounting Technicians	6	2	33.3%	6.8%	No	6	100.0%	73.7%	No
JG08-0001: Administrative Assistants and Office Managers	12	0	0.0%	9.7%	No	10	83.3%	96.9%	Yes
JG10-0004: Grounds and General Laborers	4	0	0.0%	29.7%	No	1	25.0%	12.1%	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

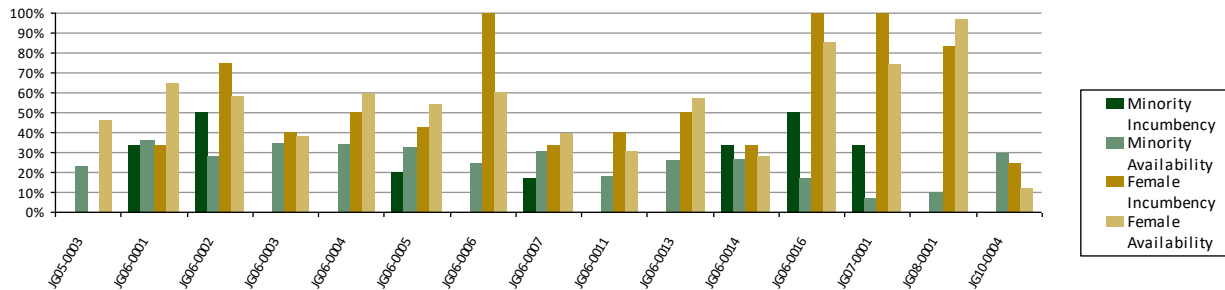


# Utilization Analysis

Warner College of Natural Resources - Other Units\*

Staff Placement Goals

as of October 1, 2020



\*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



## Placement Goal Progress

Warner College of Natural Resources - Other Units\*

as of October 1, 2020

Job Group	Total 2020 Hires	Minority			Female		
		Goal 2019	2020 Hires	Goal Met?	Goal 2019	2020 Hires	Goal Met?
JG06-0005: Biological and Chemical Scientists	5	6 (33.4%)	1 (20%)	No	4 (54.4%)	2 (40%)	No
JG06-0007: Conservation and Social Science Professionals	91	89 (30%)	30 (33%)	Yes	17 (39.1%)	33 (36.3%)	No
JG08-0001: Administrative Assistants and Office Managers	0	NA		NA	1 (96.9%)	0	NA

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