



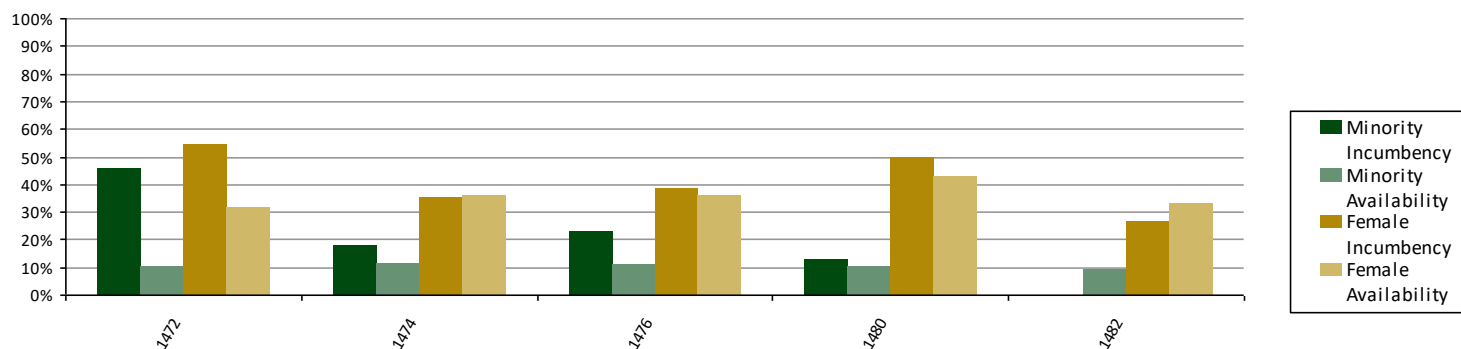
Utilization Analysis

Warner College of Natural Resources - Academic Departments

Tenure-Track Faculty Placement Goals

as of October 1, 2022

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
1472: Forest Rangeland Watershed Stewardship	11	5	45.5%	10.1%	No	6	54.5%	31.7%	No
1474: Fish, Wildlife and Conservation Biology	17	3	17.6%	11.4%	No	6	35.3%	35.8%	No
1476: Ecosystem Science and Sustainability	13	3	23.1%	11.1%	No	5	38.5%	36.1%	No
1480: Human Dimensions of Natural Resources	16	2	12.5%	10.3%	No	8	50.0%	42.9%	No
1482: Geosciences	15	0	0.0%	9.0%	No	4	26.7%	32.8%	No





Utilization Analysis

Warner College of Natural Resources - Academic Departments

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG05-0001: Executives	4	0	0.0%	26.5%	No	1	25.0%	54.7%	No
JG06-0001: Academic Administration Professionals	12	3	25.0%	35.0%	No	10	83.3%	65.0%	No
JG06-0002: Administrative Services Professionals	6	2	33.3%	32.3%	No	5	83.3%	60.6%	No
JG06-0003: Agricultural and Food Science Professionals	2	0	0.0%	31.3%	No	2	100.0%	38.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	5	0	0.0%	32.3%	No	2	40.0%	55.8%	No
JG06-0006: Business and Accounting Professionals	3	0	0.0%	28.1%	No	3	100.0%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	45	3	6.7%	26.3%	Yes	26	57.8%	30.7%	No
JG06-0011: Environmental and Geoscientists	13	0	0.0%	22.3%	Yes	7	53.8%	35.1%	No
JG06-0013: Human Resources Professionals	3	1	33.3%	29.8%	No	3	100.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	8	0	0.0%	31.8%	Yes	0	0.0%	26.1%	Yes
JG06-0016: Office Administrators	1	0	0.0%	24.6%	No	1	100.0%	77.7%	No
JG07-0001: Accounting Technicians	2	0	0.0%	12.7%	No	2	100.0%	72.9%	No
JG07-0004: Facilities and Dining Technicians	1	0	0.0%	22.6%	No	0	0.0%	16.2%	No
JG08-0001: Administrative Assistants and Office Managers	6	0	0.0%	17.9%	No	6	100.0%	93.7%	No

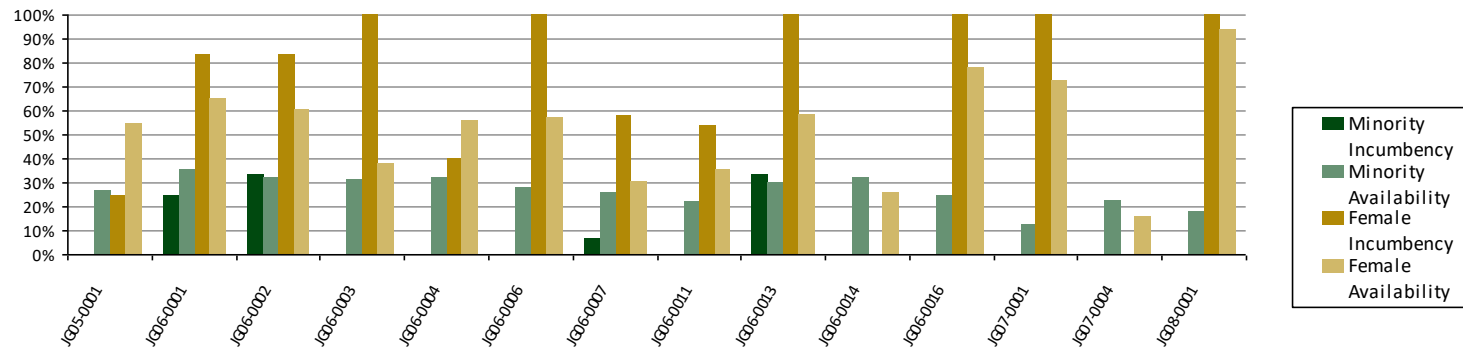


Utilization Analysis

Warner College of Natural Resources - Academic Departments

Staff Placement Goals

as of October 1, 2022





Placement Goal Progress

Warner College of Natural Resources - Academic Departments

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0001: Academic Administration Professionals	1	1 (35.7%)	0 (0%)	No	NA		NA
JG06-0007: Conservation and Social Science Professionals	13	4 (30.3%)	2 (15.4%)	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, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal		Incumbency	Availability	Placement Goal	
JG05-0002: Academic Administrators	1	0	0.0%	26.3%	No	0	0.0%	48.7%	No
JG06-0001: Academic Administration Professionals	4	1	25.0%	35.0%	No	1	25.0%	65.0%	No
JG06-0002: Administrative Services Professionals	10	3	30.0%	32.3%	No	7	70.0%	60.6%	No
JG06-0003: Agricultural and Food Science Professionals	4	0	0.0%	31.3%	No	2	50.0%	38.1%	No
JG06-0004: Arts, Media, and Public Relations Professionals	7	0	0.0%	32.3%	Yes	4	57.1%	55.8%	No
JG06-0005: Biological and Chemical Scientists	50	10	20.0%	29.0%	No	19	38.0%	46.3%	No
JG06-0006: Business and Accounting Professionals	2	0	0.0%	28.1%	No	2	100.0%	57.5%	No
JG06-0007: Conservation and Social Science Professionals	592	99	16.7%	26.3%	Yes	182	30.7%	30.7%	No
JG06-0011: Environmental and Geoscientists	5	0	0.0%	22.3%	No	4	80.0%	35.1%	No
JG06-0013: Human Resources Professionals	1	1	100.0%	29.8%	No	1	100.0%	58.8%	No
JG06-0014: Math, Statistics, and Computer Professionals	6	2	33.3%	31.8%	No	1	16.7%	26.1%	No
JG06-0016: Office Administrators	1	1	100.0%	24.6%	No	1	100.0%	77.7%	No
JG07-0001: Accounting Technicians	6	2	33.3%	12.7%	No	6	100.0%	72.9%	No
JG07-0002: Computer and Telecommunications Technicians	1	0	0.0%	15.2%	No	1	100.0%	24.2%	No
JG08-0001: Administrative Assistants and Office Managers	6	0	0.0%	17.9%	No	5	83.3%	93.7%	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



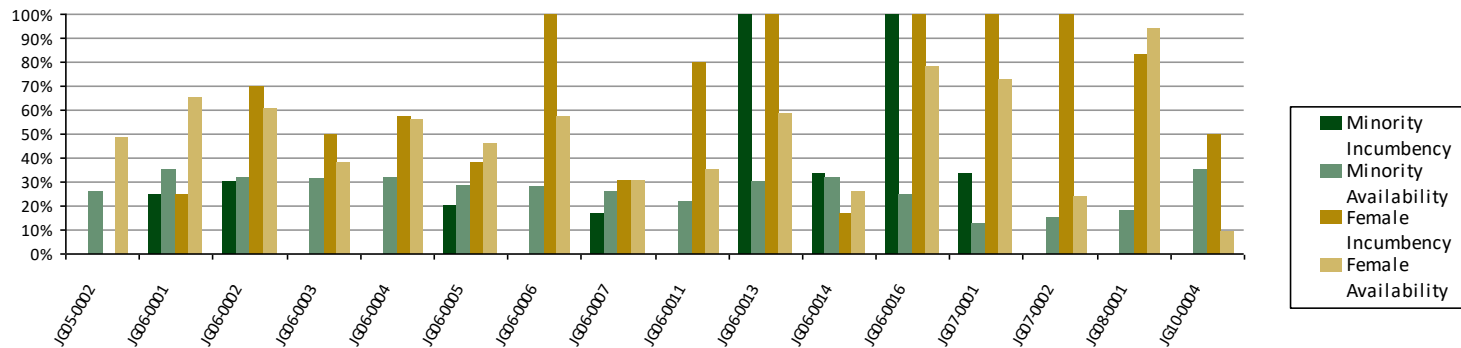
Utilization Analysis

Warner College of Natural Resources - Other Units*

Staff Placement Goals

as of October 1, 2022

Job Group	Number of Employees	Minority				Female			
		Incumbency		Availability	Placement Goal	Incumbency		Availability	Placement Goal
JG10-0004: Grounds and General Laborers	2	0	0.0%	35.7%	No	1	50.0%	9.6%	No



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Placement Goal Progress

Warner College of Natural Resources - Other Units*

as of October 1, 2022

Job Group	Total 2022 Hires	Minority			Female		
		Goal 2021	2022 Hires	Goal Met?	Goal 2021	2022 Hires	Goal Met?
JG06-0005: Biological and Chemical Scientists	9	3 (31.8%)	2 (22.2%)	No	NA		NA
JG06-0007: Conservation and Social Science Professionals	96	61 (30.3%)	15 (15.6%)	No	21 (39.5%)	33 (34.4%)	No
JG08-0001: Administrative Assistants and Office Managers	1	NA		NA	1 (96.9%)	1 (100%)	Yes

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