

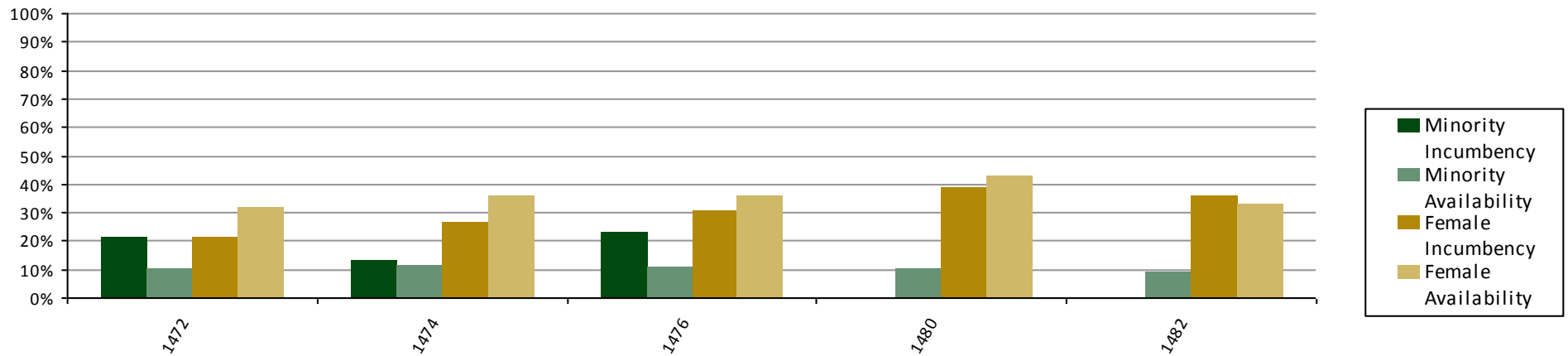


# Utilization Analysis

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

as of October 1, 2015

Department	Number of Employees	Minority				Female			
		Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
1472: Forest Rangeland Watershed Stewardship	14	3	21.4%	10.1%	No	3	21.4%	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	3	23.1%	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, 2015

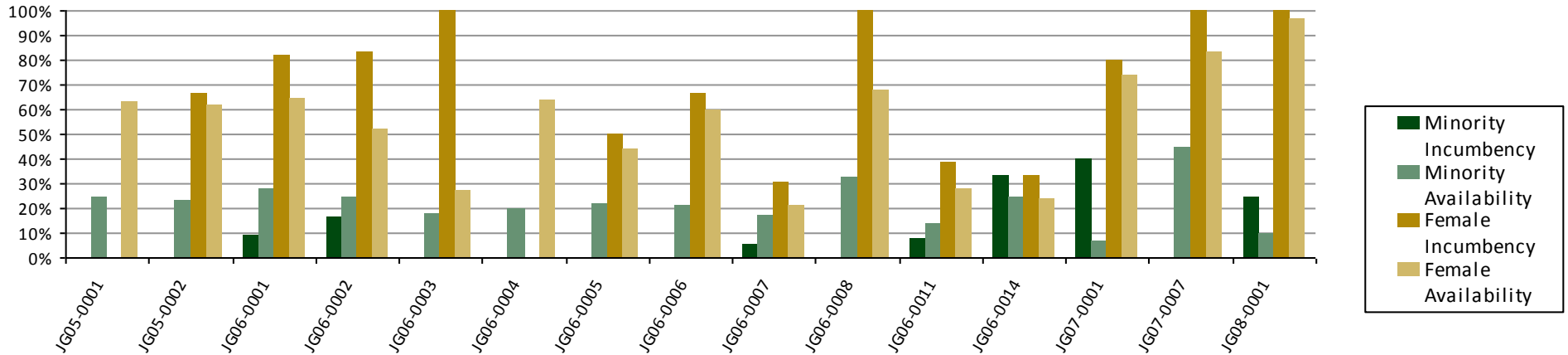
Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0001: Executives		2	0	0.0%	24.6%	No	0	0.0%	63.3%	No
JG05-0002: Academic Administrators		3	0	0.0%	23.5%	No	2	66.7%	61.7%	No
JG06-0001: Academic Administration Professionals		11	1	9.1%	28.2%	No	9	81.8%	64.5%	No
JG06-0002: Administrative Services Professionals		6	1	16.7%	24.3%	No	5	83.3%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals		1	0	0.0%	18.0%	No	1	100.0%	27.5%	No
JG06-0004: Arts, Media, and Public Relations Professionals		1	0	0.0%	19.9%	No	0	0.0%	63.8%	No
JG06-0005: Biological and Chemical Scientists		2	0	0.0%	22.0%	No	1	50.0%	43.7%	No
JG06-0006: Business and Accounting Professionals		3	0	0.0%	21.5%	No	2	66.7%	60.3%	No
JG06-0007: Conservation and Social Science Professionals		36	2	5.6%	17.3%	Yes	11	30.6%	21.1%	No
JG06-0008: Counseling and Student Service Professionals		6	0	0.0%	32.5%	Yes	6	100.0%	68.3%	No
JG06-0011: Environmental and Geoscientists		13	1	7.7%	13.7%	No	5	38.5%	28.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		3	1	33.3%	24.4%	No	1	33.3%	24.2%	No
JG07-0001: Accounting Technicians		5	2	40.0%	6.8%	No	4	80.0%	73.7%	No
JG07-0007: Media and Academic Technicians		1	0	0.0%	44.7%	No	1	100.0%	83.3%	No
JG08-0001: Administrative Assistants and Office Managers		4	1	25.0%	9.8%	No	4	100.0%	96.9%	No



# Utilization Analysis

Warner College of Natural Resources - Academic Departments  
Staff Placement Goals

as of October 1, 2015





# Utilization Analysis

Warner College of Natural Resources - Other Units\*

Staff Placement Goals

as of October 1, 2015

Group	Job	Number of Employees	Minority			Female				
			Incumbency	Availability	Placement Goal	Incumbency	Availability	Placement Goal		
JG05-0002: Academic Administrators		1	0	0.0%	23.5%	No	0	0.0%	61.7%	No
JG05-0003: Service and Athletic Administrators		1	0	0.0%	23.5%	No	0	0.0%	57.5%	No
JG06-0001: Academic Administration Professionals		2	0	0.0%	28.2%	No	1	50.0%	64.5%	No
JG06-0002: Administrative Services Professionals		10	0	0.0%	24.3%	Yes	5	50.0%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals		5	0	0.0%	18.0%	No	2	40.0%	27.5%	No
JG06-0004: Arts, Media, and Public Relations Professionals		1	0	0.0%	19.9%	No	1	100.0%	63.8%	No
JG06-0005: Biological and Chemical Scientists		60	9	15.0%	22.0%	No	24	40.0%	43.7%	No
JG06-0006: Business and Accounting Professionals		1	1	100.0%	21.5%	No	1	100.0%	60.3%	No
JG06-0007: Conservation and Social Science Professionals		456	56	12.3%	17.3%	Yes	164	36.0%	21.1%	No
JG06-0013: Human Resources Professionals		4	1	25.0%	28.9%	No	3	75.0%	66.1%	No
JG06-0014: Math, Statistics, and Computer Professionals		1	0	0.0%	24.4%	No	0	0.0%	24.2%	No
JG06-0016: Office Administrators		1	1	100.0%	14.7%	No	1	100.0%	91.6%	No
JG07-0001: Accounting Technicians		7	2	28.6%	6.8%	No	7	100.0%	73.7%	No
JG07-0004: Facilities and Dining Technicians		2	0	0.0%	21.2%	No	0	0.0%	14.9%	No
JG07-0006: Life Science Technicians		2	0	0.0%	23.6%	No	2	100.0%	58.0%	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

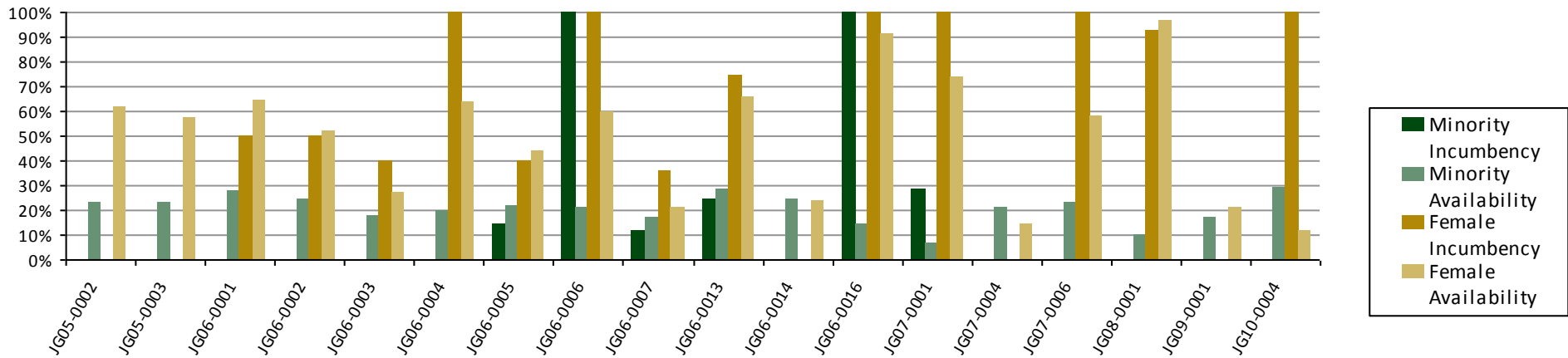


# Utilization Analysis

Warner College of Natural Resources - Other Units\*  
Staff Placement Goals

as of October 1, 2015

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%	9.8%	No	13	92.9%	96.9%	No
JG09-0001: Auto and Equipment Mechanics and Operators		1	0	0.0%	17.4%	No	0	0.0%	21.6%	No
JG10-0004: Grounds and General Laborers		2	0	0.0%	29.7%	No	2	100.0%	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



## Placement Goal Progress

Warner College of Natural Resources - Academic Departments

as of October 1, 2015

Job Group	Total 2015 Hires	Minority			Female		
		Goal 2014	2015 Hires	Goal Met?	Goal 2014	2015 Hires	Goal Met?
JG06-0008: Counseling and Student Service Professionals	2	1 (33.3%)	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.



## Placement Goal Progress

Warner College of Natural Resources - Other Units\*

as of October 1, 2015

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	56	2 (17.9%)	10 (17.9%)	<b>No</b>	NA		NA

\*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 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.