

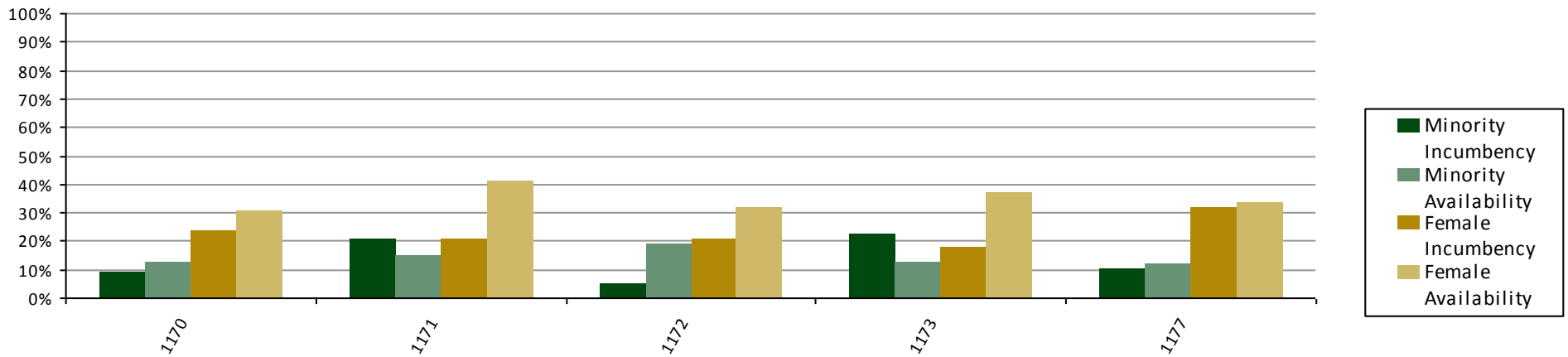


# Utilization Analysis

College of Agricultural Sciences - 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		
1170: Soil and Crop Sciences	21	2	9.5%	13.0%	No	5	23.8%	30.4%	No
1171: Animal Sciences	24	5	20.8%	14.8%	No	5	20.8%	41.3%	Yes
1172: Agricultural and Resource Economics	19	1	5.3%	19.0%	No	4	21.1%	31.7%	No
1173: Horticulture and Landscape Architecture	22	5	22.7%	12.9%	No	4	18.2%	37.0%	Yes
1177: Bioagricultural Sciences and Pest Management	19	2	10.5%	12.2%	No	6	31.6%	33.3%	No





# Utilization Analysis

College of Agricultural Sciences - 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	1	50.0%	24.6%	No	1	50.0%	63.3%	No
JG05-0002: Academic Administrators		6	0	0.0%	23.5%	No	2	33.3%	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		13	3	23.1%	28.2%	No	9	69.2%	64.5%	No
JG06-0002: Administrative Services Professionals		6	0	0.0%	24.3%	No	5	83.3%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals		58	5	8.6%	18.0%	Yes	24	41.4%	27.5%	No
JG06-0006: Business and Accounting Professionals		2	0	0.0%	21.5%	No	1	50.0%	60.3%	No
JG06-0008: Counseling and Student Service Professionals		1	0	0.0%	32.5%	No	1	100.0%	68.3%	No
JG06-0012: Extension and Outreach Professionals		2	0	0.0%	25.4%	No	1	50.0%	59.0%	No
JG06-0014: Math, Statistics, and Computer Professionals		1	1	100.0%	24.4%	No	0	0.0%	24.2%	No
JG06-0015: Medical and Veterinary Professionals		1	0	0.0%	22.7%	No	1	100.0%	62.8%	No
JG06-0016: Office Administrators		4	1	25.0%	14.7%	No	4	100.0%	91.6%	No
JG07-0001: Accounting Technicians		3	1	33.3%	6.8%	No	2	66.7%	73.7%	No
JG07-0006: Life Science Technicians		2	1	50.0%	23.6%	No	2	100.0%	58.0%	No
JG07-0008: Medical and Veterinary Technicians		1	1	100.0%	23.3%	No	0	0.0%	81.5%	No



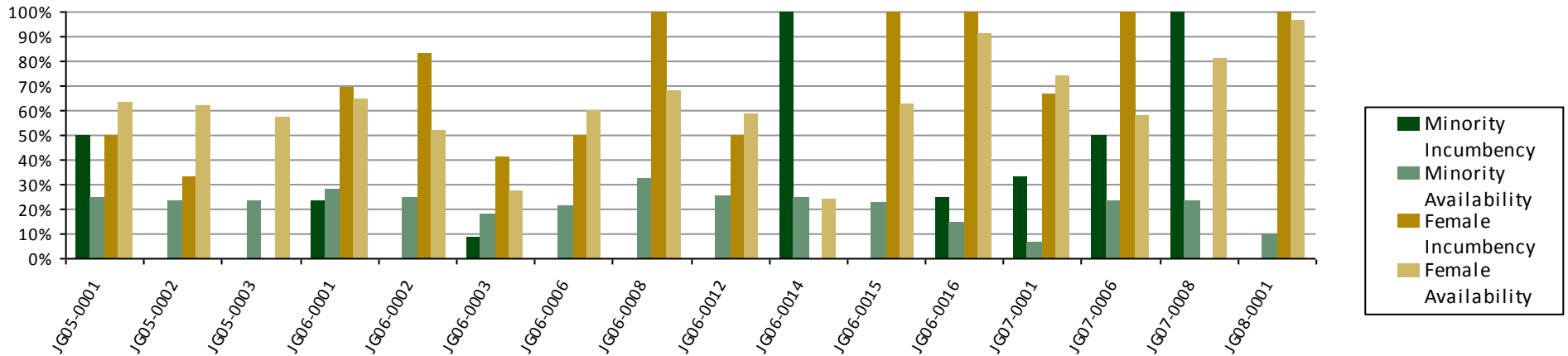
# Utilization Analysis

College of Agricultural Sciences - 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		
JG08-0001: Administrative Assistants and Office Managers		10	0	0.0%	9.8%	No	10	100.0%	96.9%	No





# Utilization Analysis

## College of Agricultural Sciences - 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		4	0	0.0%	28.2%	No	2	50.0%	64.5%	No
JG06-0002: Administrative Services Professionals		6	1	16.7%	24.3%	No	2	33.3%	51.8%	No
JG06-0003: Agricultural and Food Science Professionals		26	4	15.4%	18.0%	No	9	34.6%	27.5%	No
JG06-0012: Extension and Outreach Professionals		3	0	0.0%	25.4%	No	1	33.3%	59.0%	No
JG06-0014: Math, Statistics, and Computer Professionals		1	1	100.0%	24.4%	No	1	100.0%	24.2%	No
JG06-0015: Medical and Veterinary Professionals		2	0	0.0%	22.7%	No	0	0.0%	62.8%	No
JG06-0016: Office Administrators		4	0	0.0%	14.7%	No	3	75.0%	91.6%	No
JG07-0001: Accounting Technicians		2	0	0.0%	6.8%	No	2	100.0%	73.7%	No
JG07-0006: Life Science Technicians		3	0	0.0%	23.6%	No	0	0.0%	58.0%	Yes
JG08-0001: Administrative Assistants and Office Managers		1	0	0.0%	9.8%	No	1	100.0%	96.9%	No
JG09-0001: Auto and Equipment Mechanics and Operators		1	0	0.0%	17.4%	No	0	0.0%	21.6%	No
JG10-0005: Materials, Stock, and Postal Workers		1	0	0.0%	32.1%	No	0	0.0%	20.2%	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

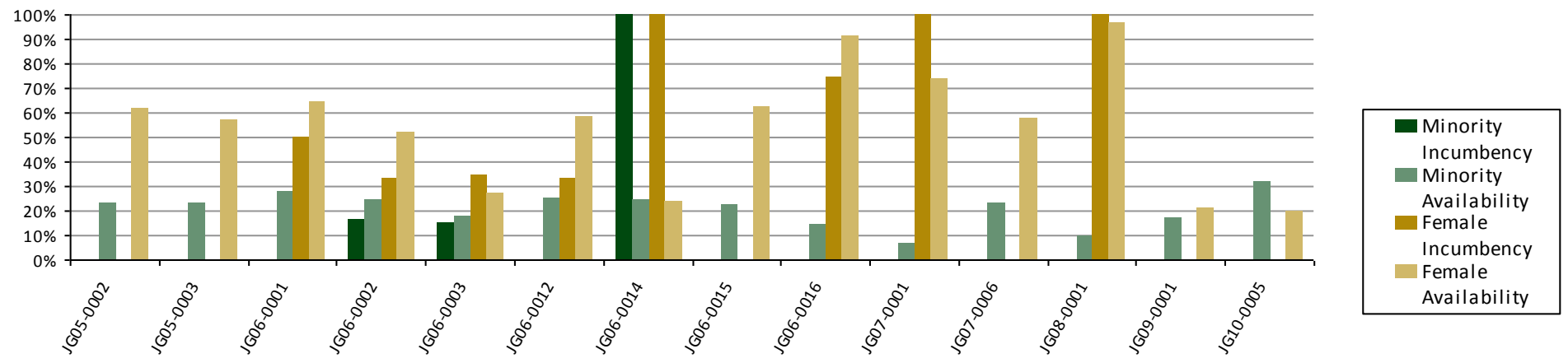


# Utilization Analysis

College of Agricultural Sciences - Other Units\*

## Staff Placement Goals

as of October 1, 2015



\*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 - 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?
JG01-1171: Tenure-Track Faculty - Animal Sciences	1	NA		NA	2 (41.3%)	1 (100%)	Yes
JG01-1172: Tenure-Track Faculty - Agricultural and Resource Economics	3	1 (19%)	0 (0%)	No	NA		NA
JG06-0003: Agricultural and Food Science Professionals	8	3 (18.3%)	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

College of Agricultural Sciences - 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?
JG07-0006: Life Science Technicians	0	NA		NA	1 (63.6%)	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

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.