

Washington State University 2018 Faculty Goals Analysis

College of Agriculture, Human, and Natural Resources	Protected Group	Establish Goal? Yes / No
Animal Sciences	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Apparel, Merchandising, Design & Textiles	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Biological Systems Engr	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Crop & Soil Sciences	Female	NO
	Minority	NO
	Black	NO
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Economic Sciences, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared if the ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of the at issue group exceeds the actual number by at least one whole (1.0) person.

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College of Agriculture, Human, and Natural Resources	Protected Group	Establish Goal? Yes / No
Entomology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Food Science, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Horticulture	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Human Development	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Environment, Schl of the (CAHNRS: NRS, Forestry)	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Plant Pathology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES

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Washington State University 2018 Faculty Goals Analysis

College of Engineering and Architecture	Protected Group	Establish Goal? Yes / No
Design & Construction, Schl of (Arch, Constr Mgmt, ID, LA)	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Chemical Engr & BioEngr, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Civil & Environmental Engr	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Elect Engr & Comp Sci, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Mech & Mat'l Engr, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES

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Washington State University 2018 Faculty Goals Analysis

College of Arts and Sciences	Protected Group	Establish Goal? Yes / No
Biological Sciences, Schl of	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Chemistry	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Environment, Schl of the (CAS: Earth Sci/Geol, Envir, Eco)	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Mathematics	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Physics & Astronomy	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES

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College of Arts and Sciences	Protected Group	Establish Goal? Yes / No
Anthropology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Criminal Justice & Criminology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Crit. Culture, Gender, & Race Studies	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
English	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Fine Arts	Female	YES
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Foreign Languages & Cultures	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO

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College of Arts and Sciences	Protected Group	Establish Goal? Yes / No
History	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Music, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Politics, Philosophy & Public Affairs, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Psychology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Sociology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO

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Washington State University 2018 Faculty Goals Analysis

College of Veterinary Medicine	Protected Group	Establish Goal? Yes / No
Integrative Physiology & Neuroscience	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Veterinary Clinical Sciences	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Veterinary Microbiology & Pathology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	YES
	NHOPI	NO
	Two or More	NO
	Disability	YES
Molecular Biosciences, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES

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Washington State University 2018 Faculty Goals Analysis

College of Business	Protected Group	Establish Goal? Yes / No
Accounting	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Finance and Management Science	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Hospitality Business Mgmt, Schl of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Management, Info Systems & Entrepreneurship	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Marketing & International Business	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO

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Washington State University 2018 Faculty Goals Analysis

College of Education; College of Communication	Protected Group	Establish Goal? Yes / No
Ed Leadership, Sports Studies & Ed/Coun Psych (ELSSECP)	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Teaching & Learning	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Communication, Strategic Comm Advertising, Publ Relations	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Communication, Journalism Broadcast News, Media Prod	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Communication, Com & Society Comm; Sci; Risk/Crisis Comm	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO

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College of Nursing; College of Pharmacy; College of Medicine	Protected Group	Establish Goal? Yes / No
Nursing, Coll of Health Policy/Patient Care	Female	NO
	Minority	YES
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Pharmacy, Coll of PharmD, Pharmacology, Nutr Sci	Female	NO
	Minority	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Medicine, Coll of (Incl Biomed Sci; Med Ed/Clin Sci)	Female	NO
	Minority	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Speech & Hearing Sciences	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO

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