

Washington State University 2018 Job Group Goals Analysis

| Job Group | Protected Group | Establish Goal? Yes / No |
|------------------------------------|-----------------|--------------------------|
| 10 - Central Administration | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 11 - Administration I | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 12 - Administration II | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 13 - Administration III | Female | NO |
| | Minority | NO |
| | Black | YES |
| | 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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| Job Group | Protected Group | Establish Goal? Yes / No |
|---|-----------------|-----------------------------|
| 20 - Department Program Chairs Directors | Female | YES |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 21 - Instructional Faculty | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | YES |
| 22 - Research Faculty | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | YES |
| 30 - Student Affairs | Female | NO |
| | Minority | NO |
| | Black | NO |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | YES |
| 31 - Publ Comm PR Dev | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 32 - Science and Health | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | YES |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |

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| Job Group | Protected Group | Establish Goal? Yes / No |
|--|-----------------|-----------------------------|
| 33 - Computer Specialists | Female | YES |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 34 - Financial Specialists | Female | NO |
| | Minority | NO |
| | Black | YES |
| | Hispanic | NO |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 35 - Engineers and Architects | Female | NO |
| | Minority | YES |
| | Black | NO |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 36 - Other Professional Non Faculty | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 37 - Coaches | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 38 - Librarians | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | NO |

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|---|-----------------|-----------------------------|
| 39 - Extension Specialists | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | YES |
| 40 - Administrative Support | Female | NO |
| | Minority | YES |
| | Black | NO |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | YES |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | NO |
| 41 - Secretaries and Assistants | Female | NO |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | YES |
| | Amer. Ind. | YES |
| | NHOPI | YES |
| | Two or More | NO |
| | Disability | NO |
| 42 - Financial Record Assistants | Female | NO |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | YES |
| 43 - Librarian Assistants | 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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| Job Group | Protected Group | Establish Goal? Yes / No |
|--|-----------------|-----------------------------|
| 51 - Electronic Engineer Technicians | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 53 - Agriculture Biological Field Technicians | Female | NO |
| | Minority | NO |
| | Black | NO |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 54 - Other Technicians | Female | NO |
| | Minority | NO |
| | Black | NO |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | NO |
| 60 - Mechanics and Repairers | Female | YES |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 61 - Construction | Female | YES |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 62 - Other Crafts | Female | YES |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | NO |

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| Job Group | Protected Group | Establish Goal? Yes / No |
|---|-----------------|-----------------------------|
| 71 - Operators | Female | YES |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | NO |
| 72 - Police Security | Female | NO |
| | Minority | NO |
| | Black | NO |
| | Hispanic | NO |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 73 - Food Services | Female | YES |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | NO |
| 74 - Custodial Services | Female | NO |
| | Minority | YES |
| | Black | YES |
| | Hispanic | YES |
| | Asian | NO |
| | Amer. Ind. | YES |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | YES |
| 75 - Farm Grounds Workers | Female | NO |
| | Minority | YES |
| | Black | NO |
| | Hispanic | YES |
| | Asian | YES |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | NO |
| | Disability | NO |
| 76 - Other Service and Maintenance Workers | Female | NO |
| | Minority | YES |
| | Black | NO |
| | Hispanic | NO |
| | Asian | NO |
| | Amer. Ind. | NO |
| | NHOPI | NO |
| | Two or More | YES |
| | Disability | YES |

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