

WSU 2019 AAP  
 Goals Analysis Summary  
 Snapshot Date: 09/30/2018  
 Plan Date: 01/01/2019

Job Group	Protected Group Category	Establish Goal? Yes / No
10 - Central Administration	Female	YES
	Total Min	YES
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
11 - Administration I	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
	Disability	YES
12 - Administration II	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
13 - Administration III	Female	NO
	Total Min	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	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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20 - Department Program Chairs	Female	YES
	Total Min	NO
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
21 - Instructional Faculty	Female	YES
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
22 - Research Faculty	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
	Disability	YES
30 - Student Affairs	Female	NO
	Total Min	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
	Disability	NO
31 - Publ Comm PR Dev	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES

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32 - Science and Health	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
33 - Computer Specialists	Disability	YES
	Female	YES
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
34 - Financial Specialists	Two +	NO
	Disability	YES
	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
35 - Engineers and Architects	NHOPI	NO
	Two +	YES
	Disability	YES
	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	YES
	Asian	NO
36 - Other Professional Non Faculty	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES

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37 - Coaches	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
38 - Librarians	Female	YES
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	NO
39 - Extension Specialists	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
	Disability	YES
40 - Administrative Support	Female	NO
	Total Min	NO
	Black	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	YES
	NHOPI	NO
	Two +	NO
	Disability	NO
41 - Secretaries and Assistants	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	YES
	NHOPI	YES
	Two +	YES
	Disability	NO

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42 - Financial Record Assistants	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two + Disability	YES
43 - Librarian Assistants	Female	NO
	Total Min	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two + Disability	NO
51 - Electronic Engineer Technicians	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two + Disability	YES
53 - Agriculture Biological Field	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two + Disability	YES
54 - Other Technicians	Female	NO
	Total Min	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two + Disability	YES

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60 - Mechanics and Repairers	Female	YES
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	YES
61 - Construction	Female	YES
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
	Disability	YES
62 - Other Crafts	Female	YES
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	NO
71 - Operators	Female	YES
	Total Min	YES
	Black	NO
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
	Disability	NO

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72 - Police Security	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
73 - Food Services	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
74 - Custodial Services	Female	NO
	Total Min	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	YES
	NHOPI	NO
	Two +	NO
75 - Farm Grounds Workers	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two +	NO
76 - Other Service and Maintenance Workers	Female	NO
	Total Min	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two +	YES
Disability	YES	

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