

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

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, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES

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	YES
	Minority	YES
	Black	NO
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Food Science, School 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	NO
Human Development Ctr for Transformational Learning Admin	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Environment, School of the 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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College of Engineering and Architecture	Protected Group	Establish Goal? Yes / No
Design & Construction, School of Arch, Constr Mgmt, ID, LA	Female	NO
	Minority	YES
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Chemical Engr & BioEngr, School 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
Electrical Engr & Comp Sci, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Mechanical & Materials Engr, School 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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College of Arts and Sciences	Protected Group	Establish Goal? Yes / No
Biological Sciences, School 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, School of the Earth Science Ecosystems Geology	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Mathematics & Statistics	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
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
Languages, Cultures & Race, School of Foreign Lang Cultures Crit Cultures Gender Race reorg; some to Eng & Hist	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
History	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Music, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Politics, Philosophy & Public Affairs, School 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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College of Veterinary Medicine	Protected Group	Establish Goal? Yes / No
Integrative Physiology & Neuroscience	Female	NO
	Minority	YES
	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, School 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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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 & Management Sci Finance Mgmt & Operations	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Hospitality Business Mgmt, School 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 Mgmt Systems Info Systems	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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College of Education; College of Communication	Protected Group	Establish Goal? Yes / No
Educ Leadership, Sports Studies & Ed Couns Psych Educ Leadership Sport Management Couns Psych	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
Strategic Communication Advertising, PR Health Comm/Promo	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Journalism & Media Production Broadcast News, Production Multimedia Journalism	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	NO
Communication & Society Comm & Tech Risk/Crisis, Science 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, College 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	NO
Pharmacy, College of PharmD, Pharmaco, Nutr	Female	NO
	Minority	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More	NO
	Disability	YES
Medicine, College of Biomed & Med Ed/Clin Sci	Female	NO
	Minority	YES
	Black	YES
	Hispanic	NO
	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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