

**WSU 2020 AAP
Goals Analysis Summary
Snapshot Date: 09/30/2019
Plan Date: 01/01/2020**

College of Agriculture, Human, and Natural Resources	Gender/Race Groups	Establish Goal? Yes/No
Animal Sciences	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Apparel, Merchandising, Design & Textiles	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Biological Systems Engr	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Crop & Soil Sciences	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Economic Sciences, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
		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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Entomology	Female	YES
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
Food Science, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Horticulture	Female	NO
	Minority	NO
	Black	NO
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Human Development	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Environment, School of the	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Plant Pathology	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES

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College of Engineering and Architecture	Gender/Race Groups	Establish Goal? Yes/No
Design & Construction, School of	Female	NO
	Minority	YES
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Chemical Engr & BioEngr, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Civil & Environmental Engr	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Electrical Engr & Comp Sci, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Mechanical & Materials Engr, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO

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College of Arts and Sciences	Gender/Race Groups	Establish Goal? Yes/No
Biological Sciences, School of	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
		YES
Chemistry	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
		YES
Environment, School of the	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
		NO
Mathematics & Statistics	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
		NO
		YES
Physics & Astronomy	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
		NO
		YES

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

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College of Arts and Sciences	Gender/Race Groups	Establish Goal? Yes/No
History	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Music, School of	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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 Disability	YES
Psychology	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
Sociology	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO

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

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College of Business	Gender/Race Groups	Establish Goal? Yes/No
Accounting	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Finance & Management Sci	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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 Disability	NO
Management, Info Systems & Entrepreneurship	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
Marketing & International Business	Female	YES
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO

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College of Education; College of Communication	Gender/Race Groups	Establish Goal? Yes/No
Kinesiology, Educ Psych Educ Ldsp Sports Mgmt	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO YES
Teaching & Learning	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO YES
Communication	Female	NO
	Minority	NO
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO NO

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Coll of Nursing; Coll of Pharm PharmSci; Coll of Medicine	Gender/Race Groups	Establish Goal? Yes/No
Nursing, College of	Female	NO
	Minority	NO
	Black	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
Pharmacy, College of	Female	YES
	Minority	YES
	Black	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO YES
Medicine, College of	Female	NO
	Minority	YES
	Black	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO NO
Speech & Hearing Sciences	Female	NO
	Minority	YES
	Black	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO NO

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