

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
10 - Central Administration	Female	YES
	Minority	YES
	Afr. Amer.	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
11 - Administration I	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
12 - Administration II	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	YES
	NHOPI	NO
	Two or More Disability	NO
13 - Administration III	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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.

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
20 - Dept Prog Chairs Dir	Female	YES
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
21 - Instructional Faculty	Female	YES
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
22 - Research Faculty	Female	NO
	Minority	NO
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
30 - Student Affairs	Female	NO
	Minority	NO
	Afr. Amer.	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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.

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
31 - Publ Comm PR Dev	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
32 - Science and Health	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
33 - Computer Specialists	Female	YES
	Minority	YES
	Afr. Amer.	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
34 - Financial Specialists	Female	NO
	Minority	NO
	Afr. Amer.	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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.

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
35 - Engineers and Architects	Female	NO
	Minority	YES
	Afr. Amer.	NO
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
36 - Other Professional Non Faculty	Female	NO
	Minority	NO
	Afr. Amer.	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
37 - Coaches	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
38 - Librarians	Female	YES
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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.

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
39 - Extension Specialists	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
40 - Administrative Support	Female	NO
	Minority	NO
	Afr. Amer.	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	YES
	NHOPI	NO
	Two or More Disability	NO
41 - Secretaries and Assistants	Female	NO
	Minority	YES
	Afr. Amer.	YES
	Hispanic	NO
	Asian	YES
	Amer. Ind.	YES
	NHOPI	YES
	Two or More Disability	NO
42 - Financial Records Assistants	Female	NO
	Minority	NO
	Afr. Amer.	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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.

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
43 - Librarian Assistants	Female	NO
	Minority	NO
	Afr. Amer.	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
51 - Electronic Engineering Technicians	Female	NO
	Minority	NO
	Afr. Amer.	NO
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
53 - Agriculture Biological Field Technicians	Female	NO
	Minority	YES
	Afr. Amer.	NO
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
54 - Other Technicians	Female	NO
	Minority	NO
	Afr. Amer.	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	YES
		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.

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

Job Group	Gender/Race Groups	Establish Goal? Yes/No
60 - Mechanics and Repairers	Female	YES
	Minority	YES
	Afr. Amer.	YES
	Hispanic	YES
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
61 - Construction	Female	YES
	Minority	YES
	Afr. Amer.	NO
	Hispanic	YES
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
62 - Other Trades	Female	YES
	Minority	YES
	Afr. Amer.	NO
	Hispanic	NO
	Asian	NO
	Amer. Ind.	NO
	NHOPI	NO
	Two or More Disability	NO
71 - Operators	Female	YES
	Minority	YES
	Afr. Amer.	NO
	Hispanic	NO
	Asian	YES
	Amer. Ind.	NO
	NHOPI	NO
	Two or More 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.

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

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