

WSU 2022 AAP  
 Faculty Goals for CCR Website  
 Snapshot Date: 01/31/2022  
 Plan Date: 02/01/2022

1.) The information contained in these charts may be appropriately used to plan recruitment outreach strategies, assess whether or not to extend an active recruitment or identify additional outreach strategies, and to review completed recruitments to determine which outreach strategies were most successful. This information cannot be used to form the basis of any employment decision, including hiring decisions.

2.) For each Faculty Discipline Group, this chart displays whether or not WSU needs to undertake additional action to support its equitable outreach, recruitment, and retention goals for women, people of color, and individuals with disabilities.

3.) Utilization goals are assigned using the 80% with Whole Person Rule. The ratio of the incumbent percentage to the final availability is less than 80% AND the expected number of to reach that percentage is at least one person.

	GROUPS	ACTION NEEDED? YES/NO
Area 3 - Agriculture, Human, and Natural Resources, College of		
Animal Sciences	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	
Apparel, Merchandising, Design, and Textiles	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	
Biological Systems Engineering	Female	NO
	Minority	NO

	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO
Crop and Soil Sciences	Female	NO
	Minority	NO
	Black/African Amer	YES
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Economic Sciences, School of	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Entomology	Female	YES
	Minority	NO
	Black/African Amer	YES
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Food Science, School of	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO

	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO
Horticulture	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO
Human Development	Female	NO
	Minority	NO
	Black/African Amer	YES
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Institute of Biological Chemistry	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO
Plant Pathology	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO

Ind w/Disability NO

Area 5 - Engineering and Architecture, Voiland  
College of

Design and Construction, School of  
Female NO  
Minority NO  
Black/African Amer YES  
Hispanic NO  
Asian NO  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO  
Ind w/Disability NO

Chemical Engr and BioEngr, School of  
Female YES  
Minority NO  
Black/African Amer NO  
Hispanic NO  
Asian NO  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO  
Ind w/Disability NO

Civil and Environmental Engineering  
Female NO  
Minority NO  
Black/African Amer NO  
Hispanic NO  
Asian NO  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO  
Ind w/Disability YES

Electrical Engr and Computer Sci, School of  
Female NO  
Minority NO  
Black/African Amer NO  
Hispanic NO  
Asian NO  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO

Ind w/Disability YES

Mechanical and Materials Engr, School of

Female NO  
Minority NO  
Black/African Amer NO  
Hispanic NO  
Asian NO  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO  
Ind w/Disability YES

Area 6 - Nursing, College of

Nursing

Female NO  
Minority NO  
Black/African Amer YES  
Hispanic NO  
Asian YES  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO  
Ind w/Disability YES

Area 8 - Medicine, Elson S. Floyd College of

Translational Medicine and Physiology

Female NO  
Minority YES  
Black/African Amer YES  
Hispanic NO  
Asian YES  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO  
Two or More NO  
Ind w/Disability NO

Medical Education and Clinical Sciences

Female NO  
Minority YES  
Black/African Amer YES  
Hispanic NO  
Asian YES  
Amer Indian NO  
Nat Hawaiian/Pac Isld NO

Two or More	NO
Ind w/Disability	NO

Nutrition and Exercise

Female	NO
Minority	YES
Black/African Amer	NO
Hispanic	NO
Asian	YES
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	NO

Speech and Hearing Sciences

Female	NO
Minority	YES
Black/African Amer	NO
Hispanic	NO
Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	NO

Area 11 - Veterinary Medicine, College of

Integrative Physiology and Neuroscience

Female	NO
Minority	NO
Black/African Amer	NO
Hispanic	NO
Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	NO

Veterinary Clinical Sciences

Female	NO
Minority	NO
Black/African Amer	YES
Hispanic	NO
Asian	YES
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO

	Ind w/Disability	NO
Veterinary Microbiology and Pathology	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	YES
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Molecular Biosciences, School of	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Area 12 - Business, Carson College of		
Accounting	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO
Finance and Management Science	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES

Hospitality Business Management	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	

Management, Info Sys, and Entrepreneurship	Female	NO
	Minority	NO
	Black/African Amer	YES
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	YES	

Marketing and International Business	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	

### Area 13 - Education, College of

Educational Leadership Sports Management	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	



Kinesiology Educational Psychology	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES

Teaching and Learning	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	YES
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES

Area 14 - Communication, Edward R. Murrow  
College of

Strategic Communication	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO

Journalism and Media Production	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO

Area 15 - Pharmacy and Pharmaceutical Sciences,  
College of

Pharmacotherapy, Pharmaceutical Sciences	Female	NO
	Minority	NO
	Black/African Amer	YES
	Hispanic	YES
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO

Area 17 - International Programs

International Programs	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO

Area 31 - Arts and Sciences, College of

Biological Sciences, School of	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO

Chemistry	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO

	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	NO
Environment, School of	Female	NO
	Minority	YES
	Black/African Amer	NO
	Hispanic	NO
	Asian	YES
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Mathematics and Statistics	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Physics and Astronomy	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES
Anthropology	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Ind w/Disability	YES

Criminal Justice and Criminology	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	
English	Female	NO
	Minority	NO
	Black/African Amer	YES
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	
Fine Arts	Female	YES
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	
Languages, Cultures, and Race	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
Ind w/Disability	NO	
History	Female	NO

Minority	NO
Black/African Amer	YES
Hispanic	NO
Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	YES

Music

Female	NO
Minority	NO
Black/African Amer	NO
Hispanic	NO
Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	YES

Politics, Philosophy, and Public Affairs

Female	NO
Minority	NO
Black/African Amer	NO
Hispanic	NO
Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	NO

Psychology

Female	NO
Minority	NO
Black/African Amer	NO
Hispanic	NO
Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	NO

Sociology

Female	NO
Minority	YES
Black/African Amer	NO
Hispanic	NO

Asian	NO
Amer Indian	NO
Nat Hawaiian/Pac Isld	NO
Two or More	NO
Ind w/Disability	NO