

WSU 2022 AAP

Job Group 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 WSU Job 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
Job Group: 10 Central Administration	Females	YES
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 11 Administration I	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 12 Administration II	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	NO

Job Group: 13 Administration III	Females	NO
	Minority Total	NO
	Afr Am	YES
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 20 Dept/Prog Chairs or Dir	Females	YES
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 21 Instructional Faculty	Females	YES
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 22 Research Faculty	Females	NO
	Minority Total	NO
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 30 Student Affairs Officers	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES

Job Group: 31 Publ/Comm/PR/Dev	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 32 Science and Health	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	YES
	Am Ind	YES
	Pac Isl	NO
	Two +	NO
Job Group: 33 Computer Specialists	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 34 Financial Specialists	Females	NO
	Minority Total	YES
	Afr Am	NO
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	YES
	Two +	YES
Job Group: 35 Science and Health	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO

Job Group: 36 Oth Prof'l Non-Fac	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 37 Coaches	Females	YES
	Minority Total	YES
	Afr Am	NO
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 38 Librarians	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 39 Extension Specialists	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 40 Administrative Support	Females	NO
	Minority Total	YES
	Afr Am	NO
	Hispanic	YES
	Asian	NO
	Am Ind	YES
	Pac Isl	NO
	Two +	NO

Job Group: 41 Secretaries, Assistants	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	YES
	Two +	NO
Job Group: 42 Extension Specialists	Females	NO
	Minority Total	NO
	Afr Am	YES
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 43 Librarian Assistants	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 51 Electr/Engr Technicians	Females	NO
	Minority Total	NO
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 53 Ag/Biol/Field Technicians	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	NO

Job Group: 54 Other Technicians	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 60 Mechanics, Repairers	Females	YES
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 61 Construction	Females	NO
	Minority Total	YES
	Afr Am	NO
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 62 Other Crafts	Females	NO
	Minority Total	YES
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 71 Operators	Females	YES
	Minority Total	YES
	Afr Am	NO
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	NO

Job Group: 72 Police Security	Females	NO
	Minority Total	YES
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 73 Food Services	Females	YES
	Minority Total	YES
	Afr Am	NO
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
Job Group: 74 Custodial Services	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	YES
	Pac Isl	NO
	Two +	NO
Job Group: 75 Farm/Grounds Workers	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
Job Group: 76 Oth Svc/Maint Workers	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	NO