

WSU 2021 AAP

Job Group Goals Analysis Summary

Snapshot Date: 09/30/2020

Plan Date: 01/01/2021

Notes:

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 OEO AA Job Group, this chart displays whether or not a utilization goal has been assigned to each of the protected categories of Female, Minority, or Disability. Where there is a substantial disparity among a single race or ethnic group, a sub goal is also assigned for that specific group.

3.) Utilization goals are assigned using the 80% Plus Whole Person Rule meaning that 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 person.

| OEO AA Job Group | Protected Group Category | Establish Goal or Sub Goal? |
|--------------------------------|-----------------------------------------------------|-----------------------------|
| 10 - Central Administration | Female | NO |
| | Minority | NO |
| | Sub Goal | Black |
| | Disability | YES |
| 11 - Administration I | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Disability | YES |
| 12 - Administration II | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Asian |
| | Disability | NO |
| 13 - Administration III | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Latin x |
| | Disability | NO |
| 20 - Department Program Chairs | See Faculty Underutilization/Goals Summary Analysis | |
| 21 - Instructional Faculty | See Faculty Underutilization/Goals Summary Analysis | |
| 22 - Research Faculty | See Faculty Underutilization/Goals Summary Analysis | |

| Job Group | Protected Group Category | Establish Goal? Yes / No |
|-------------------------------------|--------------------------|--------------------------|
| 30 - Student Affairs | Female | NO |
| | Minority | NO |
| | Disability | YES |
| 31 - Public Comm PR Dev | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Asian |
| | Disability | YES |
| 32 - Science and Health | Female | NO |
| | Minority | NO |
| | Sub Goal | Asian |
| | Sub Goal | Native American |
| 33 - Computer Specialists | Female | NO |
| | Minority | NO |
| | Disability | YES |
| 34 - Financial Specialists | Female | NO |
| | Minority | NO |
| | Sub Goal | Black |
| | Disability | YES |
| 35 - Engineers and Architects | Female | NO |
| | Minority | YES |
| | Sub Goal | Latin x |
| | Disability | YES |
| 36 - Other Professional Non Faculty | Female | NO |
| | Minority | NO |
| | Sub Goal | Latin x |
| | Sub Goal | Asian |
| | Disability | YES |
| 37 - Coaches | Female | NO |
| | Minority | NO |
| | Sub Goal | Latin x |
| | Disability | YES |
| 38 - Librarians | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Latin x |
| | Disability | NO |
| 39 - Extension Specialists | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Latin x |
| | Sub Goal | Asian |
| | Disability | YES |

| Job Group | Protected Group Category | Establish Goal? Yes / No |
|------------------------------------------------------|---------------------------------|--------------------------------------------------|
| 40 - Administrative Support | Female | NO |
| | Minority | YES |
| | Sub Goal | Asian |
| | Disability | NO |
| 41 - Secretaries and Assistants | Female | NO |
| | Minority | NO |
| | Sub Goal | Black |
| | Sub Goal | Asian |
| | Sub Goal | Native American |
| | Sub Goal | Native Hawaiian or Other Pacific Islander |
| Disability | NO | |
| 42 - Financial Records Assistants | Female | NO |
| | Minority | YES |
| | Disability | YES |
| 43 - Librarian Assistants | Female | NO |
| | Minority | NO |
| | Disability | NO |
| 51 - Electronic Engineering Technicians | Female | NO |
| | Minority | NO |
| | Sub Goal | Latin x |
| | Disability | NO |
| 53 - Agriculture Biological Field Technicians | Female | NO |
| | Minority | YES |
| | Sub Goal | Latin x |
| 54 - Other Technicians | Disability | YES |
| | Female | NO |
| | Minority | NO |
| | Sub Goal | Asian |
| | Disability | NO |

| Job Group | Protected Group Category | Establish Goal? Yes / No |
|----------------------------------------------------|---------------------------------|---------------------------------|
| 60 - Mechanics and Repairers | Female | YES |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Latin x |
| | Disability | YES |
| 61 - Construction | Female | YES |
| | Minority | YES |
| | Sub Goal | Latin x |
| | Sub Goal | Asian |
| | Disability | NO |
| 62 - Other Trades | Female | YES |
| | Minority | YES |
| | Disability | YES |
| 71 - Operators | Female | YES |
| | Minority | YES |
| | Disability | NO |
| 72 - Police Security | Female | NO |
| | Minority | NO |
| | Disability | YES |
| 73 - Food Services | Female | YES |
| | Minority | NO |
| | Disability | NO |
| 74 - Custodial Services | Female | NO |
| | Minority | YES |
| | Sub Goal | Black |
| | Sub Goal | Latin x |
| | Sub Goal | Native American |
| 75 - Farm Grounds Workers | Disability | YES |
| | Female | NO |
| | Minority | YES |
| | Sub Goal | Latin x |
| 76 - Other Services and Maintenance Workers | Disability | YES |
| | Female | NO |
| | Minority | YES |
| | Sub Goal | Asian |