## **WSU 2023 AAP**

**Faculty Goals Analysis Summary** 

Snapshot Date: 09/30/2022 Plan Date: 01/01/2023

- 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 REQUIRED? YES/NO
Agriculture, Human, and Natural Resources College of		ACTION REQUIRED: TES/NO
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
	Individual w/Disability	NO
Apparel, Merchandising,	Female	NO
Design & Textiles	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO

D. L 10	- 1	110
Biological Systems Engr	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Crop & 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
	Individual w/Disability	YES
	, ,	
Economic Sciences,	Female	NO
School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
	marriada. N/ 2 isas mey	, 10
Entomology	Female	YES
Littomology	Minority	NO
	Black/African Amer	YES
		NO
	Hispanic Asian	
	Asian Amer Indian	NO NO
		NO NO
	Nat Hawaiian/Pac Isld Two or More	NO NO
		NO
	Individual w/Disability	YES
	· · · · · · · · · · · · · · · · · · ·	

Female

NO

Food Science,

School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO
	marriadar w, z.saz.me,	
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
	Individual w/Disability	YES
	, ,	
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
	Individual w/Disability	YES
	· /	
Institute of Biological	Female	NO
Chemistry	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
		_
Plant Pathology	Female	NO
Trant Tathology	Minority	NO
	•	NO NO
	Black/African Amer	
	Hispanic	NO

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

Engineering and Architecture, Voilan College of	d	
Design & Construction,	Female	NO
School of	Minority	YES
	Black/African Amer	YES
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Chemical Engr & BioEngr,	Female	NO
School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Civil & Environmental Engr	Female	NO
0 0. 2 0	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
		NO.
Electrical Engr & Comp Sci,	Female	NO
School of	Minority	NO
	Black/African Amer	NO

	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Mechanical & Materials Engr,	Female	NO
School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES

Nursing, College of	
College of Nursing	Female

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

## Medicine, Elson S. Floyd College of

Translational Medicine and	Female	YES
Physiology	Minority	YES
	Black/African Amer	YES
	Hispanic	NO
	Asian	YES
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO

Medical Education and	Female	NO
Clinical Sciences	Minority	YES
	Black/African Amer	YES
	Hispanic	NO
	Asian	YES
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Nutrition & 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
	Individual w/Disability	NO
Speech & 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
	Individual w/Disability	NO

Integrative Physiology &	Female	NO
Neuroscience	Minority	YES
	Black/African Amer	NO

Veterinary Medicine, College of

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

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
	Individual w/Disability	YES
Veterinary Microbiology &	Female	NO
Pathology	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	YES
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Molecular Biosciences,	Female	NO
School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES

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
	Individual w/Disability	YES

Finance & Management Sci	Female	NO
G	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO
	,	
Hospitality Business Mgmt,	Female	NO
School of	Minority	NO
36.166.161	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO
	marviadar w/ Disability	NO
Management Info Systems &	Female	NO
Entrepreneurship	Minority	NO
Littlepreneursnip	The state of the s	
	Rlack/African Amer	VFC
	Black/African Amer	YES
	Hispanic	NO
	Hispanic Asian	NO NO
	Hispanic Asian Amer Indian	NO NO NO
	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld	NO NO NO NO
	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More	NO NO NO NO NO
	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld	NO NO NO NO
	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More	NO NO NO NO NO
Marketing & International	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability	NO NO NO NO NO YES
Marketing & International	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female	NO NO NO NO YES
Marketing & International Business	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority	NO NO NO NO VES
_	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority Black/African Amer	NO NO NO NO NO YES  NO NO
_	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority Black/African Amer Hispanic	NO NO NO NO YES  NO
_	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority Black/African Amer Hispanic Asian	NO NO NO NO YES  NO
_	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority Black/African Amer Hispanic Asian Amer Indian	NO NO NO NO YES  NO
_	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority Black/African Amer Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld	NO NO NO NO NO YES  NO
_	Hispanic Asian Amer Indian Nat Hawaiian/Pac Isld Two or More Individual w/Disability  Female Minority Black/African Amer Hispanic Asian Amer Indian	NO NO NO NO YES  NO

Ed Ldsp Sports Mgmt	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO
Kinesiology, Ed Psych	Female	NO
Killesiology, Lu i sycii	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Teaching & 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
	Individual w/Disability	YES

Communication, Murrow College of	f	
Strategic Communication	Female	NO
on acegie communication	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaijan/Pac Isld	NO

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

Journalism & Media Prod.	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO

## Pharmacy and Pharmaceutical Sciences, College of

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

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

Arts and Sciences, College of		Goal? Yes/No
Biological Sciences,	Female	NO
School of	Minority	NO

Two or More

Individual w/Disability

NO

NO

	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Chemistry	Female	NO
Chemistry	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
		NO
	Nat Hawaiian/Pac Isld	
	Two or More	NO
	Individual w/Disability	YES
Environment,	Female	NO
School of the	Minority	YES
	Black/African Amer	NO
	Hispanic	NO
	Asian	YES
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Mathematics & Statistics	Female	NO
Mathematics & Statistics	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
	maividal w/ Disability	TLJ
	- 1	NO
Physics & 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
	Individual w/Disability	YES
	marriada ny bisabinty	. 20
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
	Individual w/Disability	NO
	marriada w/ Disability	110
Criminal Justice &	Female	NO
Criminology	Minority	NO
<b>.</b> ,	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO
	marriadar W/ 213a3mty	110
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
	Individual 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

	Individual w/Disability	NO
Languages, Cultures & Race, School of	Female Minority	NO NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
History	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	NO
Music,	Female	NO
School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO
	Two or More	NO
	Individual w/Disability	YES
Politics, Philosophy &	Female	NO NO
Public Affairs, School of	Minority	NO NO
	Black/African Amer	NO NO
	Hispanic	NO NO
	Asian	NO NO
	Amer Indian	NO NO
	Nat Hawaiian/Pac Isld	NO NO
	Two or More	NO VEC
	Individual w/Disability	YES

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
	Individual w/Disability	YES
Sociology	Female	NO
	Minority	YES
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isld	NO

Two or More

Individual w/Disability

NO

NO