

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		
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, Design & 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
	Individual w/Disability	NO

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, 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
Individual 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
Individual w/Disability	YES	

Food Science,	Female	NO
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School of	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isl	NO
	Two or More	NO
	Individual w/Disability	NO
Horticulture	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isl	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 Isl	NO
	Two or More	NO
Individual 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 Isl	NO
	Two or More	NO
Individual w/Disability	YES	
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
Individual w/Disability	YES

Engineering and Architecture, Voiland
College of

Design & Construction, School of	Female	NO
	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, 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
	Individual w/Disability	YES

Civil & Environmental 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

Electrical Engr & Comp 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
Individual w/Disability	YES

Mechanical & 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
Individual w/Disability	YES

Nursing, College of

College of Nursing

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
Physiology

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

Veterinary Medicine, College of

Integrative Physiology & Neuroscience	Female	NO
	Minority	YES
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isl	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 Isl	NO
	Two or More	NO
	Individual w/Disability	YES

Veterinary Microbiology & Pathology	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	YES
	Nat Hawaiian/Pac Isl	NO
	Two or More	NO
	Individual 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 Isl	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 Isl	NO
	Two or More	NO
	Individual w/Disability	YES

Finance & Management Sci	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

Hospitality Business Mgmt, 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
	Individual w/Disability	NO

Management Info Systems & 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
	Individual w/Disability	YES

Marketing & 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
	Individual w/Disability	NO

Ed Ldsp Sports Mgmt	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isl	NO
	Two or More	NO
	Individual w/Disability	NO

Kinesiology, Ed Psych	Female	NO
	Minority	NO
	Black/African Amer	NO
	Hispanic	NO
	Asian	NO
	Amer Indian	NO
	Nat Hawaiian/Pac Isl	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 Isl	NO
	Two or More	NO
	Individual w/Disability	YES

Communication, Murrow College of

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

Arts and Sciences, College of Goal? Yes/No

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
Individual w/Disability	YES

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
Individual w/Disability	YES

Environment,
School of the

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	YES

Mathematics & 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
Individual w/Disability	YES

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
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
Criminal Justice & 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
	Individual 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
	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	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
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, 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
	Individual w/Disability	YES
Politics, Philosophy & Public Affairs, 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
	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	NO
Individual w/Disability	NO	