

WSU 2023 AAP

Job Group 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 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 REQUIRED? YES/NO
Job Group: 10 Central Administration	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
	Disability	YES
Job Group: 11 Administration I	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES

Disability 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
Disability NO

Job Group: 13 Administration III

Females NO
Minority Total YES
Afr Am YES
Hispanic NO
Asian YES
Am Ind NO
Pac Isl NO
Two + NO
Disability YES

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
Disability YES

Job Group: 21 Instructional Faculty

Females NO
Minority Total YES
Afr Am YES
Hispanic YES
Asian NO
Am Ind NO
Pac Isl NO
Two + YES
Disability 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
	Disability	YES

Job Group: 30 Student Affairs Officers	Females	NO
	Minority Total	NO
	Afr Am	YES
	Hispanic	NO
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
	Disability	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
	Disability	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 +	YES
	Disability	YES

Job Group: 33 Computer Specialists	Females	NO
	Minority Total	YES
	Afr Am	NO

Hispanic	NO
Asian	YES
Am Ind	NO
Pac Isl	NO
Two +	YES
Disability	YES

Job Group: 34 Financial Specialists	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
	Disability	NO

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
	Disability	NO

Job Group: 36 Oth Prof'l Non-Fac	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	YES
	Two +	NO
	Disability	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
Disability	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
Disability	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 +	NO
Disability	NO

Job Group: 40 Administrative Support

Females	NO
Minority Total	YES
Afr Am	NO
Hispanic	YES
Asian	YES
Am Ind	NO
Pac Isl	NO
Two +	NO
Disability	YES

Job Group: 41 Secretaries, Assistants

Females	NO
Minority Total	NO
Afr Am	YES
Hispanic	NO
Asian	YES
Am Ind	NO
Pac Isl	NO
Two +	NO
Disability	NO

Job Group: 42 Extension Specialists	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	YES
	Disability	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
	Disability	NO

Job Group: 51 Electr/Engr Technicians	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
	Disability	NO

Job Group: 53 Ag/Biol/Field Technician	Females	NO
	Minority Total	YES
	Afr Am	YES
	Hispanic	YES
	Asian	YES
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
	Disability	YES

Job Group: 54 Other Technicians	Females	NO
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Minority Total	YES
Afr Am	YES
Hispanic	NO
Asian	NO
Am Ind	NO
Pac Isl	NO
Two +	NO
Disability	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
	Disability	YES

Job Group: 61 Construction	Females	NO
	Minority Total	YES
	Afr Am	NO
	Hispanic	YES
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
	Disability	YES

Job Group: 62 Other Crafts	Females	NO
	Minority Total	NO
	Afr Am	NO
	Hispanic	NO
	Asian	NO
	Am Ind	NO
	Pac Isl	NO
	Two +	NO
	Disability	NO

Job Group: 71 Operators	Females	YES
	Minority Total	YES
	Afr Am	NO
	Hispanic	NO

Asian	YES
Am Ind	NO
Pac Isl	NO
Two +	NO
Disability	YES

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
Disability	NO

Job Group: 73 Food Services

Females	YES
Minority Total	YES
Afr Am	YES
Hispanic	YES
Asian	YES
Am Ind	NO
Pac Isl	NO
Two +	YES
Disability	NO

Job Group: 74 Custodial Services

Females	NO
Minority Total	YES
Afr Am	YES
Hispanic	YES
Asian	NO
Am Ind	YES
Pac Isl	NO
Two +	YES
Disability	NO

Job Group: 75 Farm/Grounds Workers

Females	NO
Minority Total	YES
Afr Am	NO
Hispanic	YES
Asian	YES
Am Ind	NO
Pac Isl	NO

Two + Disability	YES YES
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Job Group: 76 Oth Svc/Maint Workers Females	NO
Minority Total	YES
Afr Am	YES
Hispanic	YES
Asian	YES
Am Ind	NO
Pac Isl	YES
Two + Disability	NO YES