

Washington State University
Utilization/Placement Goal Summary
2014 Affirmative Action Plan

	Female	African Amer	Hispanic	Asian	Amer Indian	NH OPI	2+	Disabled	Veteran*	40+
10 Cent Adm		X						X		
11 Adm I		X						X		
12 Adm II			X	X				X	X	
13 Adm III		X	X					X		
30 Stdt Affrs		X		X				X	X	X
31 PR/Com		X		X		X	X	X	X	
32 Sci/Hlth		X		X	X		X	X	X	X
33 Comp Spec				X				X		
34 Fin Svcs				X			X	X	X	
35 Engr/Arch				X					X	
36 Oth Profssnl		X		X	X			X	X	
37 Coach/Athl	X	X	X	X				X	X	X
38 Librarian		X	X					X	X	
39 Ext Coord		X	X	X	X		X	X		
40 Adm Sup				X	X			X	X	
41 Sec/Asst				X	X	X		X	X	
42 Fin Rec Asst			X				X	X		
43 Lib Asst								X		
51 Elect Tech		X	X	X				X		
53 Ag Tech			X				X	X		
54 Other Tech								X	X	
60 Mech/Repr	X	X	X					X		
61 Construction	X		X	X				X		
62 Other Crafts	X							X		
71 Operators		X					X	X		
72 Security										
73 Food Svcs	X		X					X		
74 Custodial Svcs		X	X		X			X		
75 Farm/Grnds			X	X				X	X	
76 Other Svcs			X				X	X	X	X

Eighty-Percent (80%) Plus Whole Person Rule – Underutilization is declared 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 (1.0) person. *Disabled Vet included with Veteran due to new VEVRAA hiring benchmark guidance