

Washington State University
Faculty Utilization and Goals Analysis - OEO
2017 Affirmative Action Plan

Agriculture, Human, and Natural Resource Sciences, College of	Demographic Groups	Establish Goal? Yes/No
Animal Sciences	Female	NO
	Minority	NO
	Disability	NO
Apparel, Merchandise, Design, and Textiles	Female	NO
	Minority	NO
	Disability	NO
Biological Systems Engineering	Female	NO
	Minority	NO
	Disability	YES
Crop and Soil Sciences	Female	NO
	Minority	NO
	Disability	NO
Economic Sciences, School of	Female	NO
	Minority	NO
	Disability	NO
Entomology	Female	NO
	Minority	YES
	Disability	YES
Food Science, School of	Female	NO
	Minority	NO
	Disability	NO
Horticulture	Female	NO
	Minority	NO
	Disability	YES
Human Development	Female	NO
	Minority	NO
	Disability	NO
Design and Construction, School of (Interior Design/Landscape Architecture)	Female	NO
	Minority	YES
	Disability	NO
Environment, School of the (Natural Resources/Forestry)	Female	NO
	Minority	NO
	Disability	NO
Plant Pathology	Female	NO
	Minority	NO
	Disability	YES

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.

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Arts and Sciences, College of	Demographic Groups	Establish Goal? Yes/No
Biological Sciences, School of	Female	NO
	Minority	YES
	Disability	YES
Chemistry	Female	NO
	Minority	NO
	Disability	YES
Environment, School of the (Earth Sciences, Geology, Environment, Ecosystems)	Female	NO
	Minority	YES
	Disability	NO
Mathematics (Statistics)	Female	NO
	Minority	NO
	Disability	YES
Physics and Astronomy (Institute for Shock Physics)	Female	NO
	Minority	NO
	Disability	YES
Anthropology	Female	NO
	Minority	NO
	Disability	NO
Criminal Justice and Criminology	Female	NO
	Minority	NO
	Disability	NO
Critical Culture, Gender, and Race Studies	Female	NO
	Minority	NO
	Disability	NO
English	Female	NO
	Minority	NO
	Disability	NO
Fine Arts	Female	YES
	Minority	NO
	Disability	NO
Foreign Languages and Cultures	Female	NO
	Minority	NO
	Disability	NO
History	Female	NO
	Minority	NO
	Disability	YES
Music, School of	Female	NO
	Minority	NO
	Disability	NO
Politics, Philosophy, and Public Affairs, School of	Female	NO
	Minority	NO
	Disability	YES
Psychology	Female	NO
	Minority	NO
	Disability	YES
Sociology	Female	NO
	Minority	YES
	Disability	NO

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Business, Carson College of	Demographic Groups	Establish Goal? Yes/No
Accounting	Female	NO
	Minority	NO
	Disability	YES
Finance and Management Science	Female	NO
	Minority	YES
	Disability	NO
Hospitality Business Management, School of	Female	NO
	Minority	NO
	Disability	NO
Management, Information Systems, and Entrepreneurship	Female	NO
	Minority	NO
	Disability	NO
Marketing and International Business	Female	YES
	Minority	NO
	Disability	YES

Communication, Edward R. Murrow College of	Demographic Groups	Establish Goal? Yes/No
Communication/Broadcast/Journalism	Female	NO
	Minority	NO
	Disability	NO

Education, College of	Demographic Groups	Establish Goal? Yes/No
Ed Leadership, Sports Studies, and Educational/Counseling Psychology	Female	NO
	Minority	YES
	Disability	YES
Teaching and Learning	Female	NO
	Minority	NO
	Disability	YES

Engineering and Architecture, Voiland College of	Demographic Groups	Establish Goal? Yes/No
Design and Construction, School of (Architecture/Construction Management) (director is tenured in Architecture)	Female	YES
	Minority	NO
	Disability	YES
Chemical Engineering and Bioengineering, School of	Female	NO
	Minority	NO
	Disability	YES
Civil and Environmental Engineering	Female	NO
	Minority	YES
	Disability	YES
Electrical Engineering and Computer Sciences, School of	Female	NO
	Minority	NO
	Disability	YES
Mechanical and Materials Engineering, School of	Female	NO
	Minority	NO
	Disability	YES

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Medicine, Elson S. Floyd College of	Demographic Groups	Establish Goal? Yes/No
Biomedical/Clinical Sciences	Female	NO
	Minority	YES
	Disability	NO
Speech and Hearing Sciences (transitioned from College of Arts and Sciences)	Female	NO
	Minority	NO
	Disability	NO

Nursing, College of	Demographic Groups	Establish Goal? Yes/No
Nursing/Health Policy/Patient Care	Female	NO
	Minority	YES
	Disability	YES

Pharmacy, College of	Demographic Groups	Establish Goal? Yes/No
Pharmacy/Dietetics/Nutrition/Exercise Physiology	Female	NO
	Minority	YES
	Disability	YES

Veterinary Medicine, College of	Demographic Groups	Establish Goal? Yes/No
Integrative Physiology and Neuroscience (formerly VCAPP)	Female	NO
	Minority	YES
	Disability	NO
Veterinary Clinical Sciences	Female	NO
	Minority	NO
	Disability	YES
Veterinary Microbiology and Pathology	Female	NO
	Minority	NO
	Disability	YES
Molecular Biosciences, School of	Female	NO
	Minority	NO
	Disability	YES

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