

Washington State University
Job Group Utilization Analysis - OEO
2016 Affirmative Action Plan

Job Group	Demographic Groups	Establish Goal? Yes/No
10 - Central Administration	Female	NO
	Minority	YES
	Disability	YES
11 - Administration I	Female	NO
	Minority	YES
	Disability	YES
12 - Administration II	Female	NO
	Minority	NO
	Disability	YES
13 - Administration III	Female	YES
	Minority	NO
	Disability	NO
20 - Department Program Chairs Directors	Female	NO
	Minority	NO
	Disability	NO
21 - Instructional Faculty	Female	YES
	Minority	NO
	Disability	NO
22 - Research Faculty	Female	NO
	Minority	YES
	Disability	YES
30 - Student Affairs	Female	NO
	Minority	NO
	Disability	YES
31 - Publications Comm PR Development	Female	NO
	Minority	YES
	Disability	YES
32 - Science and Health	Female	NO
	Minority	YES
	Disability	YES
33 - Computer Specialists	Female	YES
	Minority	YES
	Disability	YES
34 - Financial Specialists	Female	NO
	Minority	YES
	Disability	YES
35 - Engineers Architects	Female	NO
	Minority	YES
	Disability	NO
36 - Other Professional Non Faculty	Female	NO
	Minority	YES
	Disability	YES
37 - Coaches	Female	NO
	Minority	YES
	Disability	YES
38 - Librarians	Female	NO
	Minority	YES
	Disability	YES
39 - Extension Specialists	Female	NO
	Minority	YES
	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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40 - Administrative Support	Females	NO
	Minority	YES
	Disability	YES
41 - Secretaries and Assistants	Females	NO
	Minority	YES
	Disability	YES
42 - Financial Record Assistants	Females	NO
	Minority	YES
	Disability	YES
43 - Librarian Assistants	Females	NO
	Minority	NO
	Disability	NO
51 - Electronic Engineer Techs	Females	NO
	Minority	YES
	Disability	NO
53 - Agriculture Biological Field Techs	Females	NO
	Minority	YES
	Disability	NO
54 - Other Technicians	Females	NO
	Minority	NO
	Disability	NO
60 - Mechanics and Repairers	Females	YES
	Minority	YES
	Disability	YES
61 - Construction	Females	YES
	Minority	YES
	Disability	YES
62 - Other Crafts	Females	YES
	Minority	YES
	Disability	YES
71 - Operators	Females	YES
	Minority	YES
	Disability	YES
72 - Police Security	Females	NO
	Minority	NO
	Disability	NO
73 - Food Services	Females	YES
	Minority	YES
	Disability	YES
74 - Custodial Services	Females	NO
	Minority	YES
	Disability	YES
75 - Farm Grounds Workers	Females	NO
	Minority	YES
	Disability	NO
76 - Other Serv/Maintenance Workers	Females	NO
	Minority	YES
	Disability	NO

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