

**Washington State University**  
**Job Group Utilization Analysis - OEO**  
**2017 Affirmative Action Plan**

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

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