

WSU 2021 AAP

Faculty Discipline Goals Analysis Summary

Snapshot Date: 09/30/2020

Plan Date: 01/01/2021

Notes:

- 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 Faculty Discipline Group, this chart displays whether or not a utilization goal has been assigned to each of the protected categories of Female, Minority, or Disability. Where there is a substantial disparity among a single race or ethnic group, a sub goal is also assigned for that specific group.
- 3.) Utilization goals are assigned using the 80% Plus Whole Person Rule meaning that 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 person.

Area 1 - Provost & Exec VP	Protected Group Category	Establish Goal or Sub Goal?
Provost & Exec VP Ofc. of Undergrad. Ed. Univ. Writing Prog. Univ. Honors Col. Plat. Ctr. Amer. Indian Stdy.	Female	NO
	Minority	NO
	Disability	NO

Area 3 - College of Agriculture, Human, and Natural Resource Sciences	Protected Group Category	Establish Goal or Sub Goal?
Animal Sciences	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	NO

App., Merch. Design, & Text.	Female	NO
	Minority	NO
	Disability	NO

Biological Systems Engr	Female	NO
	Minority	NO
	Disability	YES

Crop & Soil Sciences	Female	NO
	Minority	NO
	Disability	YES

School of Economic Sciences,	Female	NO
	Minority	NO
	Disability	YES

Entomology	Female	YES
	Minority	NO
	Disability	YES

School of Food Science	Female	NO
Viticulture & Enology	Minority	NO
	Sub Goal	Black
	Disability	NO

Horticulture	Female	NO
	Minority	NO
	Disability	NO

Human Development	Female	NO
Ctr for Transformational Lrn	Minority	NO
	Disability	YES

School of the Environment	Female	NO
	Minority	NO
	Disability	NO

Plant Pathology	Female	NO
	Minority	NO
	Disability	YES

Area 5 - Voiland College of Engineering and Architecture	Protected Group Category	Establish Goal or Sub Goal?
School of Design & Const.	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

School of Chem. Engr & BioEngr,	Female	NO
	Minority	NO
	Disability	YES

Civil & Environmental Engr	Female	NO
	Minority	NO
	Disability	YES

School of Elect. Eng. & Comp. Sci.	Female	NO
	Minority	NO
	Disability	YES

School of Mech. & Mat. Eng.	Female	NO
Mat. Rsrch. Ctr.	Minority	NO
Comp. Mat. Eng. Ctr.	Disability	YES

Area 6 - College of Nursing	Protected Group Category	Establish Goal or Sub Goal?
College of Nursing Community Health Health Pol. & Admin	Female	NO
	Minority	YES
	Sub Goal	Black
	Disability	YES

Area 8 - Elson S. Floyd College of Medicine	Protected Group Category	Establish Goal or Sub Goal?
Biomedical Sciences	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	NO

Medical Ed. & Clin. Sci.	Female	NO
	Minority	YES
	Sub Goal	Black
	Sub Goal	Asian
	Disability	YES

E S Floyd College of Med.	Female	NO
Program in Health Sciences	Minority	NO
Sleep & Perf. Rsr. Ctr.	Sub Goal	Black
ESFCOM- Sim Center	Sub Goal	Asian
	Disability	YES

Speech & Hearing Sciences	Female	NO
	Minority	YES
	Disability	NO

Area 11 - College of Veterinary Medicine	Protected Group Category	Establish Goal or Sub Goal?
Int. Physiology & Neuroscience	Female	NO
	Minority	NO
	Disability	NO

Veterinary Clinical Sciences	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

Vet Microbiology & Pathology	Female	NO
SGAH	Minority	NO
WADDL	Disability	YES

School of Molecular BioS	Female	NO
ATI Reproductive Biology	Minority	NO
	Disability	YES

Area 12 - Carson College of Business	Protected Group Category	Establish Goal or Sub Goal?
Accounting	Female	NO
	Minority	NO
	Disability	YES

Finance & Management Sci	Female	NO
Grad. Prog. Bus. Admin	Minority	NO
	Disability	YES

School of Hosp. Bus. Mgmt	Female	NO
	Minority	NO
	Disability	NO

Mgmt, Info Systems & Entrp.	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

Marketing & International Bus.	Female	YES
	Minority	NO
	Disability	NO

Area 13 - College of Education	Protected Group Category	Establish Goal or Sub Goal?
Educ Ldsp Sports Mgmt	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

Kinesiology, Educ Psych	Female	NO
	Minority	NO
	Disability	YES

Teaching & Learning	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

Area 14 - Murrow College of Communication	Protected Group Category	Establish Goal or Sub Goal?
Strategic Communication	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

Journalism & Media Prod.	Female	NO
	Minority	NO
	Disability	NO

Area 15 - College of Pharmacy	Protected Group Category	Establish Goal or Sub Goal?
Pharmaceutical Sciences Pharmacotherapy Spok. Col. of Pharm. Yak. Ext. Health Phys. Radiation Bio.	Female	YES
	Minority	NO
	Sub Goal	Black
	Sub Goal	Latin x
	Disability	YES

Area 17 - International Programs	Protected Group Category	Establish Goal or Sub Goal?
International Programs IALC	Female	NO
	Minority	NO
	Disability	NO

Area 30 - Ag Research Center Administration	Protected Group Category	Establish Goal or Sub Goal?
Mount Vernon NWREC Prosser IAREC Ins. Biol. Chem. Puyallup REC Wenatchee TFREC Ctr. for Prec. Ag. Sys. WA Stormwater Ctr.	Female	NO
	Minority	NO
	Disability	YES

Area 31 - College of Arts and Sciences	Protected Group Category	Establish Goal or Sub Goal?
School of Biological Sciences	Female	NO
Health Prof. Student Ctr.	Minority	NO
	Disability	YES

Chemistry	Female	NO
	Minority	NO
	Disability	YES

School of the Environment	Female	NO
	Minority	NO
	Disability	NO

Mathematics & Statistics	Female	NO
Ctr Intdis Stat Ed Res	Minority	NO
	Disability	YES

Physics & Astronomy	Female	NO
	Minority	NO
	Disability	YES

Anthropology	Female	NO
	Minority	NO
	Disability	NO

Criminal Justice & Criminology	Female	NO
	Minority	NO
	Disability	NO

English	Female	NO
Digital Tech. and Culture	Minority	NO
	Disability	NO

Fine Arts	Female	YES
	Minority	NO
	Disability	NO

School of Lang. Cult. & Race	Female	NO
	Minority	NO
	Disability	YES

History	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

School of Music	Female	NO
	Minority	NO
	Disability	NO

School of Politics, Phil, & Pub. Aff.	Female	NO
	Minority	NO
	Disability	NO

Psychology	Female	NO
	Minority	NO
	Sub Goal	Black
	Disability	YES

Sociology	Female	NO
	Minority	YES
	Disability	YES

Area 35 - Office of Research	Protected Group Category	Establish Goal or Sub Goal?
Office of Research	Female	NO
Water Research Ctr.	Minority	NO
Innov & Rsrch. Engmt.	Disability	NO
NMR Ctr.		
CEREO		

Area 41 - WSU Extension	Protected Group Category	Establish Goal or Sub Goal?
ANR	Female	NO
Community Econ Dev	Minority	YES
Youth & Families	Sub Goal	Black
Energy Program	Sub Goal	Asian
Gov. Studies & Svcs.	Disability	YES
Ruckelshaus Center		