

The reasonable recruitment area is defined as the geographical area from which the university usually seeks or reasonably could seek workers to fill specific positions. Reasonable recruitment area may not be drawn in such a way as to have the effect of excluding underrepresented groups. For each job group, the reasonable recruitment area must be identified.

41 CFR Ch. 60 (7-1-01 edition)

CWU Human Resources, reviews, and when necessary modifies, job group composition and reasonable recruitment area in preparation for development of the CWU Affirmative Action Plan.

**Affirmative Action Goals**  
**June 1, 2023 through May 31, 2024**  
 By Job Group

**1A (EXECUTIVE)**

Total

Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	58%	NO
Total Minorities	27%	NO

**1B (ADMINISTRATIVE)**

Total

Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	45%	NO
Total Minorities	27%	NO

**2A (TENURED/TENURE TRACK FACULTY)**

Total

Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	55%	YES
Total Minorities	26%	YES

**2B (NON-TENURE TRACK FACULTY)**

Total

Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	57%	NO
Total Minorities	25%	YES

**2C (COACHES - NON-TENURE TRACK FACULTY)**Total Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	38%	NO
Total Minorities	26%	NO

**3A (PROFESSIONAL-ACADEMIC/STUDENT SUPPORT)**Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	62%	NO
Total Minorities	24%	NO

**3B (PROFESSIONAL-INSTITUTIONAL SUPPORT)**Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	48%	NO
Total Minorities	26%	YES

**4A (GENERAL OFFICE SUPPORT)**Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Female	76%	NO
Total Minority	30%	YES

**4B (CLERICAL SUPPORT)**Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	86%	NO
Total Minorities	28%	YES

**5A (TECHNICAL/PARAPROFESSIONAL)**Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	65%	NO
Total Minorities	22%	NO

**6A (SKILLED CRAFTS)**Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	3%	NO
Total Minorities	30%	YES

**7A (GENERAL MAINTENANCE)**Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	15%	NO
Total Minorities	48%	YES

**7B (CUSTODIAL/CARETAKING SERVICES)**Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	50%	NO
Total Minorities	45%	YES

**7C (FOOD SERVICES)**Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	57%	NO
Total Minorities	44%	YES

**7D (POLICE SERVICES)**Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	9%	NO
Total Minorities	26%	NO

Total Employees