

Narrative Discussion of Goals

The Central Washington University plan has 1408 employees, including 280 minorities and 753 females. The following goals exist for minorities and/or women:

- 1A - Executive - This group consists of 28 employees, of whom 5 are minorities and 13 are females. There is no need to set a placement goal at this time for minorities or females.
- 1B - Administrative - This group consists of 62 employees, of whom 16 are minorities and 33 are females. There is no need to set a placement goal at this time for minorities or females.
- 2A - Tenured/Tenure Track Faculty - This group consists of 309 employees, of whom 64 are minorities and 140 are females. There is a goal of 26% for minorities and a goal of 55% for females.
- 2B - Non-Tenure Track Faculty - This group consists of 122 employees, of whom 19 are minorities and 69 are females. There is a goal of 25% for minorities, but there is no need to set a placement goal at this time for females.
- 2C - Coaches (Non-Tenure Track Faculty) - This group consists of 19 employees, of whom 3 are minorities and 5 are females. There is no need to set a placement goal at this time for minorities or females.
- 3A - Professional - Academic/Student Support - This group consists of 180 employees, of whom 51 are minorities and 109 are females. There is no need to set a placement goal at this time for minorities or females.
- 3B - Professional - Institutional Support - This group consists of 217 employees, of whom 43 are minorities and 111 are females. There is a goal of 26% for minorities, but there is no need to set a placement goal at this time for females.
- 4A - General Office Support - This group consists of 59 employees, of whom 10 are minorities and 52 are females. There is a goal of 30% for minorities, but there is no need to set a placement goal at this time for females.
- 4B - Clerical Support - This group consists of 141 employees, of whom 25 are minorities and 123 are females. There is a goal of 28% for minorities, but there is no need to set a placement goal at this time for females.
- 5A - Technical/Paraprofessional - This group consists of 64 employees, of whom 11 are minorities and 38 are females. There is no need to set a placement goal at this time for minorities or females.
- 6A - Skilled Crafts - This group consists of 68 employees, of whom 5 are minorities and 4 are females. There is a goal of 30% for minorities, but there is no need to set a placement goal at this time for females.
- 7A - General Maintenance - This group consists of 22 employees, of whom 2 are minorities and 1 is a female. There is a goal of 48% for minorities, but there is no need to set a placement goal at this time for females.

- 7B - Custodial/Caretaking Services - This group consists of 75 employees, of whom 16 are minorities and 39 are females. There is a goal of 45% for minorities, but there is no need to set a placement goal at this time for females.

- 7C - Food Services - This group consists of 31 employees, of whom 6 are minorities and 14 are females. There is a goal of 44% for minorities, but there is no need to set a placement goal at this time for females.

- 7D - Police Services - This group consists of 11 employees, of whom 4 are minorities and 2 are females. There is no need to set a placement goal at this time for minorities or females.

CWU will use alternate recruitment sources when necessary to attract more qualified external applicants. In those instances where statistical adverse impact is indicated, CWU will take action as outlined in the Action-Oriented Programs Section to monitor and eliminate any problem areas, as well as other similar actions.