

# Placement Goals

Plan Date: 06/01/2023

Central Washington University

Job Group	Group Size	Employment (%)		Availability (%)		Placement Goals* Needed		Annual Goal (%)	
		Minority	Female	Minority	Female	Minority	Female	Minority	Female
1A - Executive	28	18	46	27	58	No <sup>1</sup>	No <sup>1</sup>		
1B - Administrative	62	26	53	27	45	No <sup>2</sup>	No <sup>2</sup>		
2A - Tenured/Tenure Track Faculty	309	21	45	26	55	Yes <sup>2</sup>	Yes <sup>2</sup>	26	55
2B - Non-Tenure Track Faculty	122	16	57	25	57	Yes <sup>2</sup>	No <sup>2</sup>	25	
2C - Coaches (Non-Tenure Track Faculty)	19	16	26	26	38	No <sup>1</sup>	No <sup>1</sup>		
3A - Professional - Academic/Student Sup	180	28	61	24	62	No <sup>2</sup>	No <sup>2</sup>		
3B - Professional - Institutional Suppor	217	20	51	26	48	Yes <sup>2</sup>	No <sup>2</sup>	26	
4A - General Office Support	59	17	88	30	76	Yes <sup>2</sup>	No <sup>2</sup>	30	
4B - Clerical Support	141	18	87	28	86	Yes <sup>2</sup>	No <sup>2</sup>	28	
5A - Technical/Paraprofessional	64	17	59	22	65	No <sup>2</sup>	No <sup>2</sup>		
6A - Skilled Crafts	68	7	6	30	3	Yes <sup>2</sup>	No <sup>1</sup>	30	
7A - General Maintenance	22	9	5	48	15	Yes <sup>1</sup>	No <sup>1</sup>	48	
7B - Custodial/Caretaking Services	75	21	52	45	50	Yes <sup>2</sup>	No <sup>2</sup>	45	
7C - Food Services	31	19	45	44	57	Yes <sup>1</sup>	No <sup>1</sup>	44	
7D - Police Services	11	36	18	26	9	No <sup>1</sup>	No <sup>1</sup>		

1 - Binomial Distribution

2 - Two Standard Deviations

\*The establishment of a "Placement Goal" does not amount to an admission of impermissible conduct. It is neither a finding of lawful discrimination nor a finding of a lack of a good faith affirmative action efforts. Nor does the establishment of a Placement Goal permit unlawful discrimination. Rather the establishment of a "Placement Goal" is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.