Narrative Discussion of Goals

The Central Washington University plan has 1410 employees, including 161 minorities and 742 females. The following goals exist for minorities and/or women:

• 1A - Executive - This group consists of 27 employees, of whom 4 are minorities and 10 are females. There is a goal of 19.9% for minorities and a goal of 40.2% for females.

• 1B - Administrative - This group consists of 77 employees, of whom 12 are minorities and 38 are females. There is a goal of 22.7% for minorities and a goal of 50.1% for females.

• 2A - Tenured/Tenure Track Faculty - This group consists of 399 employees, of whom 63 are minorities and 157 are females. There is a goal of 19.6% for minorities and a goal of 50.8% for females.

• 2B - Non-Tenure Track Faculty - This group consists of 128 employees, of whom 6 are minorities and 65 are females. There is a goal of 20.2% for minorities, but there is no underutilization present at this time for females.

• 2C - Coaches (Non-Tenure Track Faculty) - This group consists of 14 employees, of whom 3 are minorities and 3 are females. There is a goal of 22.1% for minorities and a goal of 34.8% for females.

• 3A - Professional - Academic/Student Support - This group consists of 125 employees, of whom 25 are minorities and 79 are females. There is a goal of 20.2% for minorities and a goal of 64.0% for females.

• 3B - Professional - Institutional Support - This group consists of 149 employees, of whom 17 are minorities and 77 are females. There is a goal of 18.2% for minorities, but there is no underutilization present at this time for females.

• 4A - General Office Support - This group consists of 77 employees, of whom 3 are minorities and 70 are females. There is a goal of 28.7% for minorities, but there is no underutilization present at this time for females.

• 4B - Clerical Support - This group consists of 163 employees, of whom 11 are minorities and 150 are females. There is a goal of 23.7% for minorities, but there is no underutilization present at this time for females.

• 5A - Technical/Paraprofessional - This group consists of 68 employees, of whom 5 are minorities and 36 are females. There is a goal of 15.5% for minorities and a goal of 65.9% for females.

• 6A - Skilled Crafts - This group consists of 47 employees, of whom 1 is a minority and 1 is a female. There is a goal of 19.6% for minorities and a goal of 3.4% for females.

• 7A - General Maintenance - This group consists of 25 employees, of whom none are minorities and 3 are females. There is a goal of 38.1% for minorities and a goal of 14.4% for females.
• 7B - Custodial/Caretaking Services - This group consists of 66 employees, of whom 8 are minorities and 35 are females. There is a goal of 47.4% for minorities, but there is no underutilization present at this time for females.

• 7C - Food Services - This group consists of 34 employees, of whom 3 are minorities and 18 are females. There is a goal of 40.7% for minorities and a goal of 60.2% for females.

• 7D - Police Services - This group consists of 11 employees, of whom none are minorities and no females. There is a goal of 13.7% for minorities and a goal of 11.5% for 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.