

Placement Goals

Plan Date: 06/01/2017

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	11	57	22	56	Yes ¹	No ¹	22	
1B - Administrative	72	13	44	23	48	Yes ¹	Yes ¹	23	48
2A - Tenured/Tenure Track Faculty	371	15	43	23	51	Yes ¹	Yes ¹	23	51
2B - Non-Tenure Track Faculty	139	8	47	20	49	Yes ¹	Yes ¹	20	49
2C - Coaches (Non-Tenure Track Faculty)	18	17	22	22	35	Yes ¹	Yes ¹	22	35
3A - Professional - Academic/Student Sup	166	22	63	18	57	No ¹	No ¹		
3B - Professional - Institutional Suppor	177	17	47	21	46	Yes ¹	No ¹	21	
4A - General Office Support	76	9	89	29	79	Yes ¹	No ¹	29	
4B - Clerical Support	164	5	88	25	83	Yes ¹	No ¹	25	
5A - Technical/Paraprofessional	72	7	54	19	66	Yes ¹	Yes ¹	19	66
6A - Skilled Crafts	51	4	2	19	5	Yes ¹	Yes ¹	19	5
7A - General Maintenance	19	0	16	42	14	Yes ¹	No ¹	42	
7B - Custodial/Caretaking Services	73	18	53	42	32	Yes ¹	No ¹	42	
7C - Food Services	36	6	47	39	57	Yes ¹	Yes ¹	39	57
7D - Police Services	12	0	8	16	13	Yes ¹	Yes ¹	16	13

1 - Any Difference

*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.