

Placement Goals

Plan Date: 06/01/2022

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	50	26	56	No ¹	No ¹		
1B - Administrative	62	21	48	27	47	No ²	No ²		
2A - Tenured/Tenure Track Faculty	335	20	45	26	56	Yes ²	Yes ²	26	56
2B - Non-Tenure Track Faculty	142	14	58	25	55	Yes ²	No ²	25	
2C - Coaches (Non-Tenure Track Faculty)	19	5	26	29	44	Yes ¹	No ¹	29	
3A - Professional - Academic/Student Sup	185	25	61	23	62	No ²	No ²		
3B - Professional - Institutional Suppor	191	19	54	26	48	Yes ²	No ²	26	
4A - General Office Support	61	18	85	32	74	Yes ²	No ²	32	
4B - Clerical Support	137	9	89	29	83	Yes ²	No ²	29	
5A - Technical/Paraprofessional	69	16	57	22	64	No ²	No ²		
6A - Skilled Crafts	58	3	3	22	6	Yes ²	No ¹	22	
7A - General Maintenance	19	16	11	46	14	Yes ¹	No ¹	46	
7B - Custodial/Caretaking Services	72	22	57	53	52	Yes ²	No ²	53	
7C - Food Services	26	19	46	50	57	Yes ¹	No ¹	50	
7D - Police Services	12	25	17	21	13	No ¹	No ¹		

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.