

The reasonable recruitment area is defined as the geographical area from which the university usually seeks or reasonably could seek workers to fill specific positions. Reasonable recruitment area may not be drawn in such a way as to have the effect of excluding underrepresented groups. For each job group, the reasonable recruitment area must be identified.

41 CFR Ch. 60 (7-1-01 edition)

CWU Human Resources, reviews, and when necessary modifies, job group composition and reasonable recruitment area in preparation for development of the CWU Affirmative Action Plan.

Affirmative Action Goals
June 1, 2022 through May 31, 2023
 By Job Group

1A (EXECUTIVE)

Total

Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	56%	NO
Total Minorities	26%	NO

1B (ADMINISTRATIVE)

Total

Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	47%	NO
Total Minorities	27%	NO

2A (TENURED/TENURE TRACK FACULTY)

Total

Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	56%	YES
Total Minorities	26%	YES

2B (NON-TENURE TRACK FACULTY)

Total

Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	55%	NO
Total Minorities	25%	YES

2C (COACHES - NON-TENURE TRACK FACULTY)Total Typical Recruitment Area: *National*

Affected Group	Availability	Goal?
Females	44%	NO
Total Minorities	29%	YES

3A (PROFESSIONAL-ACADEMIC/STUDENT SUPPORT)Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	62%	NO
Total Minorities	23%	NO

3B (PROFESSIONAL-INSTITUTIONAL SUPPORT)Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	48%	NO
Total Minorities	26%	YES

4A (GENERAL OFFICE SUPPORT)Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Female	74%	NO
Total Minority	32%	YES

4B (CLERICAL SUPPORT)Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	83%	NO
Total Minorities	29%	YES

5A (TECHNICAL/PARAPROFESSIONAL)Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	64%	NO
Total Minorities	22%	NO

6A (SKILLED CRAFTS)Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	6%	NO
Total Minorities	22%	YES

7A (GENERAL MAINTENANCE)Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	14%	NO
Total Minorities	46%	YES

7B (CUSTODIAL/CARETAKING SERVICES)Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	52%	NO
Total Minorities	53%	YES

7C (FOOD SERVICES)Total Typical Recruitment Area: *Yakima/Kittitas County*

Affected Group	Availability	Goal?
Females	57%	NO
Total Minorities	50%	YES

7D (POLICE SERVICES)Total Typical Recruitment Area: *Washington State/Regional*

Affected Group	Availability	Goal?
Females	13%	NO
Total Minorities	21%	NO

Total Employees