

Narrative Discussion of Goals

The Central Washington University plan has 1416 employees, including 251 minorities and 770 females. The following goals exist for minorities and/or women:

- 1A - Executive - This group consists of 28 employees, of whom 3 are minorities and 14 are females. There is no need to set a placement goal at this time for minorities or females.
- 1B - Administrative - This group consists of 62 employees, of whom 13 are minorities and 30 are females. There is no need to set a placement goal at this time for minorities or females.
- 2A - Tenured/Tenure Track Faculty - This group consists of 335 employees, of whom 68 are minorities and 151 are females. There is a goal of 26% for minorities and a goal of 56% for females.
- 2B - Non-Tenure Track Faculty - This group consists of 142 employees, of whom 20 are minorities and 82 are females. There is a goal of 25% for minorities, but there is no need to set a placement goal at this time for females.
- 2C - Coaches (Non-Tenure Track Faculty) - This group consists of 19 employees, of whom 1 is a minority and 5 are females. There is a goal of 29% for minorities, but there is no need to set a placement goal at this time for females.
- 3A - Professional - Academic/Student Support - This group consists of 185 employees, of whom 46 are minorities and 113 are females. There is no need to set a placement goal at this time for minorities or females.
- 3B - Professional - Institutional Support - This group consists of 191 employees, of whom 36 are minorities and 103 are females. There is a goal of 26% for minorities, but there is no need to set a placement goal at this time for females.
- 4A - General Office Support - This group consists of 61 employees, of whom 11 are minorities and 52 are females. There is a goal of 32% for minorities, but there is no need to set a placement goal at this time for females.
- 4B - Clerical Support - This group consists of 137 employees, of whom 13 are minorities and 122 are females. There is a goal of 29% for minorities, but there is no need to set a placement goal at this time for females.
- 5A - Technical/Paraprofessional - This group consists of 69 employees, of whom 11 are minorities and 39 are females. There is no need to set a placement goal at this time for minorities or females.
- 6A - Skilled Crafts - This group consists of 58 employees, of whom 2 are minorities and 2 are females. There is a goal of 22% for minorities, but there is no need to set a placement goal at this time for females.
- 7A - General Maintenance - This group consists of 19 employees, of whom 3 are minorities and 2 are females. There is a goal of 46% for minorities, but there is no need to set a placement goal at this time for females.

- 7B - Custodial/Caretaking Services - This group consists of 72 employees, of whom 16 are minorities and 41 are females. There is a goal of 53% for minorities, but there is no need to set a placement goal at this time for females.

- 7C - Food Services - This group consists of 26 employees, of whom 5 are minorities and 12 are females. There is a goal of 50% for minorities, but there is no need to set a placement goal at this time for females.

- 7D - Police Services - This group consists of 12 employees, of whom 3 are minorities and 2 are females. There is no need to set a placement goal at this time for minorities or 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.