Narrative Discussion of Goals

The Central Washington University plan has 1602 employees, including 260 minorities and 863 females. The following goals exist for minorities and/or women:

- **1A** - Executive - This group consists of 30 employees, of whom 3 are minorities and 17 are females. There is no need to set a placement goal at this time for minorities or females.

- **1B** - Administrative - This group consists of 75 employees, of whom 17 are minorities and 35 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 358 employees, of whom 64 are minorities and 157 are females. There is a goal of 42% for minorities and a goal of 58% for females.

- **2B** - Non-Tenure Track Faculty - This group consists of 166 employees, of whom 20 are minorities and 88 are females. There is a goal of 43% 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 14 employees, of whom none are minorities and 5 are females. There is no need to set a placement goal at this time for minorities or females.

- **3A** - Professional - Academic/Student Support - This group consists of 227 employees, of whom 59 are minorities and 141 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 212 employees, of whom 38 are minorities and 107 are females. There is no need to set a placement goal at this time for minorities or females.

- **4A** - General Office Support - This group consists of 80 employees, of whom 9 are minorities and 71 are females. There is a goal of 31% for minorities, but there is no need to set a placement goal at this time for females.

- **4B** - Clerical Support - This group consists of 153 employees, of whom 17 are minorities and 140 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.

- **5A** - Technical/Paraprofessional - This group consists of 69 employees, of whom 5 are minorities and 39 are females. There is a goal of 19% for minorities, but there is no need to set a placement goal at this time for females.

- **6A** - Skilled Crafts - This group consists of 62 employees, of whom 2 are minorities and 2 are females. There is a goal of 19% for minorities, but there is no need to set a placement goal at this time for females.

- **7A** - General Maintenance - This group consists of 24 employees, of whom 1 is a minority and 3 are females. There is a goal of 42% 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 82 employees, of whom 18 are minorities and 40 are females. There is a goal of 41% for minorities, but there is no need to set a placement goal at this time for females.

• 7C - Food Services - This group consists of 37 employees, of whom 5 are minorities and 17 are females. There is a goal of 41% for minorities, but there is no need to set a placement goal at this time for females.

• 7D - Police Services - This group consists of 13 employees, of whom 2 are minorities and 1 is a female. 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.