Narrative Discussion of Goals

The Central Washington University plan has 1442 employees, including 244 minorities and 785 females. The following goals exist for minorities and/or women:

• 1A - Executive - This group consists of 29 employees, of whom 2 are minorities and 15 are females. There is no need to set a placement goal at this time for minorities or females.

• 1B - Administrative - This group consists of 68 employees, of whom 14 are minorities and 32 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 349 employees, of whom 65 are minorities and 156 are females. There is a goal of 42% for minorities and a goal of 58% for females.

• 2B - Non-Tenure Track Facility - This group consists of 134 employees, of whom 17 are minorities and 79 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 15 employees, of whom none are minorities and 5 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.

• 3A - Professional - Academic/Student Support - This group consists of 200 employees, of whom 56 are minorities and 125 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 198 employees, of whom 38 are minorities and 101 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 68 employees, of whom 10 are minorities and 58 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 146 employees, of whom 15 are minorities and 133 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 62 employees, of whom 6 are minorities and 33 are females. There is a goal of 20% for minorities and a goal of 66% for females.

• 6A - Skilled Crafts - This group consists of 57 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 18 employees, of whom 1 is a minority and 2 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 68 employees, of whom 13 are minorities and 35 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 19 employees, of whom 3 are minorities and 8 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 11 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.