

**EXHIBIT 10**

**Western Washington University**

**Incumbency v. Estimated Availability**

# Incumbency v. Estimated Availability

2009 AAP  
10/15/2008

Job Group	Less than 80% ?							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
11 Senior Administrative Officers		Yes						
12 Directors		Yes	Yes	Yes				
13 Administrative Managers				Yes		Yes		Yes
31 Academic Support Professionals		Yes	Yes	Yes	Yes	Yes		
32 Administrative Support Profess					Yes			
33 Student Support Professionals								Yes
34 Other Support Professionals		Yes	Yes		Yes	Yes		Yes
41 Clerical/Secretarial I(23-31)				Yes		Yes		
42 Clerical/Secretarial II(32-36)			Yes					
43 Clerical/Secretary III(37-44)		Yes	Yes					Yes
51 Technical Support Staff		Yes	Yes		Yes			Yes
61 Skilled Craft Support Staff	Yes	Yes	Yes	Yes	Yes			Yes
71 Custodians and Cleaners			Yes			Yes		
72 Service/Maintenance Workers				Yes				
73 Protective Service Workers								
80 CST Tenure-Track & Tenured Fac	Yes	Yes	Yes		Yes			
800 CST Non Tenure-Track Faculty		Yes		Yes	Yes			

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule  
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

# Incumbency v. Estimated Availability

2009 AAP  
10/15/2008

Job Group	Less than 80% ?							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
81 CHSS Tenure-Track & Tenured Fa			Yes	Yes				
810 CHSS Non Tenure-Track Faculty			Yes					
82 CBE Tenure-Track & Tenured Fac	Yes		Yes	Yes				
820 CBE Non Tenure-Track Faculty	Yes	Yes						
83 CFPA Tenure-Track & Tenured Fa		Yes			Yes			
830 CFPA Non Tenure-Track Faculty								
84 Woodring Tenure-Track & Tenure		Yes	Yes					
840 Woodring Non Tenure-Track Facu		Yes	Yes					
85 Huxley Tenure-Track & Tenured	Yes	Yes						
850 Huxley Non Tenure-Track Facult								
86 Fairhaven Tenure-Track & Tenur								
860 Fairhaven Non Tenure-Track Fac								
87 Librarian Tenure-Track & Tenur			Yes					
870 Academic Affairs Non Tenure-Tr		Yes						
90 CST-ENG Tenure-Track & Tenured		Yes						
900 CST-ENG Non Tenure-Track Facul								

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**Western Washington University**

**Exhibit 10**  
**Incumbency v. Estimated Availability**  
**Summary**

## Incumbency v. Estimated Availability Summary

2009 AAP  
10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
11 Senior Administrative Officers	24	Female	8	33.33	36.26	Yes
		Minority	2	8.33	15.16	
		Black	1	4.17	6.38	
		Hispanic	1	4.17	4.25	
		Asian	0	0.00	3.23	
		AmIndian	0	0.00	0.69	
		NHOPI	0	0.00	0.06	
		Two+	0	0.00	0.55	
12 Directors	48	Female	23	47.92	53.41	Yes
		Minority	4	8.33	20.36	
		Black	0	0.00	9.97	
		Hispanic	0	0.00	5.65	
		Asian	3	6.25	3.12	
		AmIndian	1	2.08	0.87	
		NHOPI	0	0.00	0.09	
		Two+	0	0.00	0.66	
13 Administrative Managers	171	Female	108	63.16	54.18	Yes
		Minority	23	13.45	21.23	
		Black	7	4.09	10.67	
		Hispanic	4	2.34	6.11	
		Asian	10	5.85	2.82	
		AmIndian	2	1.17	0.86	
		NHOPI	0	0.00	0.10	
		Two+	0	0.00	0.66	
31 Academic Support Professionals	42	Female	28	66.67	67.29	Yes
		Minority	1	2.38	15.58	
		Black	0	0.00	2.38	
		Hispanic	0	0.00	4.10	
		Asian	1	2.38	5.16	
		AmIndian	0	0.00	2.73	
		NHOPI	0	0.00	0.08	
		Two+	0	0.00	1.12	

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# Incumbency v. Estimated Availability Summary

2009 AAP  
10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
32 Administrative Support Profess	75	Female	54	72.00	51.31	Yes
		Minority	9	12.00	13.64	
		Black	1	1.33	2.41	
		Hispanic	2	2.67	2.86	
		Asian	3	4.00	5.87	
		AmIndian	3	4.00	1.60	
		NHOPI	0	0.00	0.15	
		Two+	0	0.00	0.75	
33 Student Support Professionals	101	Female	70	69.31	59.77	Yes
		Minority	22	21.78	17.18	
		Black	7	6.93	4.67	
		Hispanic	3	2.97	3.71	
		Asian	9	8.91	4.63	
		AmIndian	3	2.97	2.19	
		NHOPI	0	0.00	0.29	
		Two+	0	0.00	1.69	
34 Other Support Professionals	110	Female	57	51.82	47.07	Yes Yes Yes Yes Yes
		Minority	9	8.18	15.01	
		Black	1	0.91	2.44	
		Hispanic	4	3.64	3.85	
		Asian	4	3.64	6.16	
		AmIndian	0	0.00	1.36	
		NHOPI	0	0.00	0.30	
		Two+	0	0.00	0.90	
41 Clerical/Secretarial I(23-31)	62	Female	57	91.94	85.93	Yes Yes
		Minority	5	8.06	9.58	
		Black	0	0.00	0.50	
		Hispanic	1	1.61	5.23	
		Asian	4	6.45	1.22	
		AmIndian	0	0.00	1.60	
		NHOPI	0	0.00	0.45	
		Two+	0	0.00	0.57	

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## Incumbency v. Estimated Availability Summary

2009 AAP  
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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
42 Clerical/Secretarial II(32-36)	77	Female	70	90.91	85.73	Yes
		Minority	11	14.29	15.52	
		Black	0	0.00	2.74	
		Hispanic	4	5.19	3.74	
		Asian	5	6.49	5.73	
		AmIndian	2	2.60	2.09	
		NHOPI	0	0.00	0.34	
		Two+	0	0.00	0.88	
43 Clerical/Secretary III(37-44)	135	Female	123	91.11	55.04	Yes
		Minority	9	6.67	13.91	
		Black	0	0.00	4.47	
		Hispanic	2	1.48	2.07	
		Asian	5	3.70	4.15	
		AmIndian	2	1.48	1.98	
		NHOPI	0	0.00	0.20	
		Two+	0	0.00	1.04	
51 Technical Support Staff	119	Female	42	35.29	42.49	Yes
		Minority	14	11.76	18.08	
		Black	0	0.00	3.22	
		Hispanic	5	4.20	3.68	
		Asian	8	6.72	8.71	
		AmIndian	1	0.84	1.53	
		NHOPI	0	0.00	0.15	
		Two+	0	0.00	0.80	
61 Skilled Craft Support Staff	76	Female	2	2.63	11.11	Yes
		Minority	1	1.32	17.24	
		Black	0	0.00	2.43	
		Hispanic	1	1.32	6.68	
		Asian	0	0.00	4.68	
		AmIndian	0	0.00	1.20	
		NHOPI	0	0.00	0.39	
		Two+	0	0.00	1.86	

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## Incumbency v. Estimated Availability Summary

2009 AAP  
10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
71 Custodians and Cleaners	85	Female	35	41.18	31.75	Yes
		Minority	41	48.24	8.38	
		Black	0	0.00	1.16	
		Hispanic	3	3.53	2.72	
		Asian	37	43.53	0.78	
		AmIndian	1	1.18	3.42	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.31	
72 Service/Maintenance Workers	51	Female	11	21.57	19.07	Yes
		Minority	5	9.80	11.14	
		Black	2	3.92	0.61	
		Hispanic	1	1.96	5.14	
		Asian	2	3.92	3.57	
		AmIndian	0	0.00	1.33	
		NHOPI	0	0.00	0.18	
		Two+	0	0.00	0.32	
73 Protective Service Workers	16	Female	3	18.75	13.56	
		Minority	4	25.00	19.60	
		Black	1	6.25	7.71	
		Hispanic	2	12.50	3.66	
		Asian	0	0.00	2.83	
		AmIndian	1	6.25	2.18	
		NHOPI	0	0.00	0.42	
		Two+	0	0.00	2.80	
80 CST Tenure-Track & Tenured Fac	91	Female	23	25.27	35.00	Yes
		Minority	10	10.99	17.28	
		Black	1	1.10	3.00	
		Hispanic	3	3.30	4.00	
		Asian	6	6.59	10.00	
		AmIndian	0	0.00	0.28	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	

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## Incumbency v. Estimated Availability Summary

2009 AAP  
10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
800 CST Non Tenure-Track Faculty	25	Female	11	44.00	35.00	
		Minority	0	0.00	17.28	Yes
		Black	0	0.00	3.00	
		Hispanic	0	0.00	4.00	Yes
		Asian	0	0.00	10.00	Yes
		AmIndian	0	0.00	0.28	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
81 CHSS Tenure-Track & Tenured Fa	190	Female	95	50.00	56.00	
		Minority	31	16.32	17.00	
		Black	3	1.58	6.00	Yes
		Hispanic	8	4.21	6.00	Yes
		Asian	18	9.47	4.00	
		AmIndian	2	1.05	1.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
810 CHSS Non Tenure-Track Faculty	47	Female	30	63.83	56.00	
		Minority	8	17.02	17.00	
		Black	0	0.00	6.00	Yes
		Hispanic	4	8.51	6.00	
		Asian	4	8.51	4.00	
		AmIndian	0	0.00	1.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
82 CBE Tenure-Track & Tenured Fac	56	Female	14	25.00	33.00	Yes
		Minority	11	19.64	20.38	
		Black	0	0.00	8.00	Yes
		Hispanic	1	1.79	4.00	Yes
		Asian	9	16.07	8.00	
		AmIndian	1	1.79	0.38	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	

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10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
820 CBE Non Tenure-Track Faculty	20	Female	3	15.00	33.00	Yes
		Minority	3	15.00	20.38	Yes
		Black	1	5.00	8.00	
		Hispanic	0	0.00	4.00	
		Asian	2	10.00	8.00	
		AmIndian	0	0.00	0.38	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
83 CFPA Tenure-Track & Tenured Fa	46	Female	21	45.65	53.00	Yes
		Minority	3	6.52	12.00	
		Black	0	0.00	2.00	
		Hispanic	1	2.17	4.00	
		Asian	1	2.17	6.00	Yes
		AmIndian	1	2.17	0.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
830 CFPA Non Tenure-Track Faculty	21	Female	10	47.62	53.00	
		Minority	3	14.29	12.00	
		Black	1	4.76	2.00	
		Hispanic	0	0.00	4.00	
		Asian	1	4.76	6.00	
		AmIndian	1	4.76	0.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
84 Woodring Tenure-Track & Tenure	47	Female	32	68.09	66.00	Yes
		Minority	7	14.89	22.00	Yes
		Black	2	4.26	13.00	
		Hispanic	2	4.26	6.00	
		Asian	1	2.13	2.00	
		AmIndian	2	4.26	1.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
840 Woodring Non Tenure-Track Facu	30	Female	24	80.00	66.00	Yes Yes
		Minority	1	3.33	22.00	
		Black	0	0.00	13.00	
		Hispanic	1	3.33	6.00	
		Asian	0	0.00	2.00	
		AmIndian	0	0.00	1.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
85 Huxley Tenure-Track & Tenured	30	Female	6	20.00	40.00	Yes Yes
		Minority	2	6.67	10.51	
		Black	0	0.00	3.00	
		Hispanic	0	0.00	3.00	
		Asian	2	6.67	4.00	
		AmIndian	0	0.00	0.51	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
850 Huxley Non Tenure-Track Facult	2	Female	2	100.00	40.00	
		Minority	0	0.00	10.51	
		Black	0	0.00	3.00	
		Hispanic	0	0.00	3.00	
		Asian	0	0.00	4.00	
		AmIndian	0	0.00	0.51	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
86 Fairhaven Tenure-Track & Tenur	17	Female	8	47.06	53.00	
		Minority	7	41.18	17.00	
		Black	1	5.88	6.00	
		Hispanic	1	5.88	5.00	
		Asian	2	11.76	5.00	
		AmIndian	3	17.65	1.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	

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2009 AAP  
10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
860 Fairhaven Non Tenure-Track Fac	6	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	3 1 0 0 0 1 0 0	50.00 16.67 0.00 0.00 0.00 16.67 0.00 0.00	53.00 17.00 6.00 5.00 5.00 1.00 0.00 0.00	
87 Librarian Tenure-Track & Tenur	16	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	11 2 0 0 1 1 0 0	68.75 12.50 0.00 0.00 6.25 6.25 0.00 0.00	78.74 14.82 6.26 3.61 3.62 0.68 0.07 0.58	Yes
870 Academic Affairs Non Tenure-Tr	12	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	8 0 0 0 0 0 0 0	66.67 0.00 0.00 0.00 0.00 0.00 0.00 0.00	79.88 14.82 6.77 4.15 2.28 0.92 0.11 0.59	Yes
90 CST-ENG Tenure-Track & Tenured	15	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	4 1 0 0 1 0 0 0	26.67 6.67 0.00 0.00 6.67 0.00 0.00 0.00	20.00 17.52 3.25 3.25 10.75 0.27 0.00 0.00	Yes

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# Incumbency v. Estimated Availability Summary

2009 AAP  
10/15/2008

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than 80% ?
900 CST-ENG Non Tenure-Track Facul	1	Female	0	0.00	20.00	
		Minority	0	0.00	17.52	
		Black	0	0.00	3.25	
		Hispanic	0	0.00	3.25	
		Asian	0	0.00	10.75	
		AmIndian	0	0.00	0.27	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
Facility Total	1864	Female	996			
		Minority	250			
		Black	29			
		Hispanic	54			
		Asian	139			
		AmIndian	28			
		NHOPI	0			
		Two+	0			

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