

EXHIBIT 11

Western Washington University

Utilization and Movement

Analysis/Reports

2009 AAP Movements with Utilization and Goal Summary Report

Western Washington University Administrative Groups																	
Jobs Groups	WWU Administration ¹					Summary Minority & Women ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under utilization for Women ²	WWU Movements ⁴			
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Total	Min	Wom	
	11 Senior Admin Officer	24	14	8	2	0	2	8	8%	33%	15%	2			4	0	2
12 Directors	48	24	20	1	3	4	23	8%	48%	20%	6			8	0	4	
13 Admin Mngrs	171	55	93	8	15	23	108	13%	63%	21%	13			21	3	15	
31 Academic Sup. Pro.	42	14	27	0	1	1	28	2%	67%	16%	6			13	1	9	
32 Admin Support Pro	75	20	46	1	8	9	54	12%	72%					14	2	10	
33 Student Support Pro	101	22	57	9	13	22	70	22%	69%					29	10	16	
34 Other Support Pro	110	48	53	5	4	9	57	8%	52%	15%	8			24	6	13	
41 Clerical Staff I	62	3	54	2	3	5	57	8%	92%					18	0	17	
42 Clerical Staff II	77	6	60	1	10	11	70	14%	91%					23	3	20	
43 Admin Support Staff	135	12	114	0	9	9	123	7%	91%	14%	10			32	2	30	
51 Tech Support Staff	119	67	38	10	4	14	42	12%	35%	18%	7			17	4	5	
61 Skilled Crft. Sup	76	73	2	1	0	1	2	1%	3%	17%	12	11%	6	7	0	0	
71 Custodians	85	25	19	25	16	41	35	48%	41%					23	4	10	
72 Service Maint Wkr	51	35	11	5	0	5	11	10%	22%					7	2	0	
73 Prot Svc Wkrs	16	9	3	4	0	4	3	25%	19%					4	0	0	
EMPLOYEE SUBTOTAL	1192	427	605	74	86									244	37	151	
SUBTOTAL %	100%	36%	51%	6%	7%									100%	15%	62%	

Source of Internal Data: HR

Source of External Availability Data: United States Census Data Disk 2000 (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities.

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

2009 AAP Movements with Utilization and Goal Summary Report

Western Washington University Faculty Groups																	
Jobs Groups		WWU Faculty ¹					Summary Minority & Women ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under utilization for Women ²	WWU Movements ⁴		
FACULTY		Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom
80 CST (w/o ENG) TT Fac		91	62	19	6	4	10	23	11%	25%	17%	6	35%	9	14	0	2
800 CST (w/o ENG) NTT		25	14	11	0	0	0	11	0%	44%	17%	4			6	0	3
81 Hum. & Soc. Sci. TT		190	78	81	17	14	31	95	16%	50%					28	6	15
810 Hum. & Soc. Sci. NTT		47	15	24	2	6	8	30	17%	64%					9	2	5
82 Bus. & Econ. TT Fac.		56	34	11	8	3	11	14	20%	25%			33%	5	8	3	3
820 Bus. & Econ. NTT Fac		20	16	1	1	2	3	3	15%	15%	20%	1	33%	4	9	2	4
83 Fine & Perf Art TT Fac		46	24	19	1	2	3	21	7%	46%	12%	3			6	1	4
830 Fine/Perf Art NTT Fac		21	10	8	1	2	3	10	14%	48%					8	0	6
84 Woodring Coll. TT Fac		47	14	26	1	6	7	32	15%	68%	22%	3			10	2	7
840 Woodring Co NTT Fac		30	6	23	0	1	1	24	3%	80%	22%	6			41	0	26
85 Huxley Coll TT Fac		30	23	5	1	1	2	6	7%	20%	11%	1	40%	6	2	0	1
850 Huxley Coll NTT Fac		2	0	2	0	0	0	2	0%	100%					4	0	2
86 Fairhaven Coll TT Fac		17	5	5	4	3	7	8	41%	47%					2	2	0
860 Fairhaven Col NTT Fac		6	2	3	1	0	1	3	17%	50%					4	0	4
87 Librarian TT Faculty		16	5	9	0	2	2	11	13%	69%					2	1	1
870 Librarian NTT Faculty		12	4	8	0	0	0	8	0%	67%	14%	2			4	1	1
90 CST-Eng TT Faculty		15	10	4	1	0	1	4	7%	27%	18%	2			2	0	1
900 CST-Eng NTT Faculty		1	1	0	0	0	0	0	0%	0%					0	0	0
EMPLOYEE SUBTOTAL		672	323	259	44	46									159	20	85
SUBTOTAL %		100%	48%	39%	7%	7%									100%	13%	53%
EMPLOYEE TOTAL		1864	750	864	118	132									403	57	236
EMPLOYEE %		100%	40%	46%	6%	7%									100%	14%	59%

¹Minority women count as both women and minorities. Employee count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

Academic Affairs

Jobs Groups	Academic Affairs Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Underutilization for Minorities ²	WWU Placement Goals for Women ³	WWU Underutilization for Women ²	WWU Movements ⁴			Academic Affairs Movements ⁴		
	Total	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	11 Senior Admin Officer	2	2	0	0	0	0%	0%	8%	33%	15%	2			4	0	2	2	
12 Directors	14	9	2	1	2	21%	29%	8%	48%	20%	6			8	0	4	2		
13 Admin Mngrs	23	10	11	0	2	9%	57%	13%	63%	21%	13			21	3	15	3		2
31 Ac. Sup. Coord.	12	4	8	0	0	0%	67%	2%	67%	16%	6			13	1	9	5	1	3
32 Admin Support Pro	13	8	4	1	0	8%	31%	12%	72%					14	2	10	3	1	
33 Student Support Pro	1	0	1	0	0	0%	100%	22%	69%					29	10	16	1		1
34 Other Support Pro	45	20	25	0	0	0%	56%	8%	52%	15%	8			24	6	13	6		5
41 Clerical Staff I	4	0	4	0	0	0%	100%	8%	92%					18	0	17	1		1
42 Clerical Staff II	16	3	10	1	2	19%	75%	14%	91%					23	3	20	6	1	4
43 Admin Support	16	1	15	0	0	0%	94%	7%	91%	14%	10			32	2	30	1		1
51 Tech Support Staff	56	33	14	8	1	16%	27%	12%	35%	18%	8			17	4	5	9	3	2
87 Librarian TT Faculty	16	5	9	0	2	13%	69%	13%	69%					2	1	1	2	1	1
870 Librarian NTT Faculty	12	4	8	0	0	0%	67%	0%	67%	15%	2			4	1	1	4	1	1
TOTAL	230	99	111	11	9												45	8	21
PERCENTAGE	100%	43%	48%	5%	4%												100%	18%	47%

Source of Internal Data: HR

Source of External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP 2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

Business and Financial Affairs

Jobs Groups	BFA Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Business and Financial Affairs Movements ⁴		
	Total	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Total	Min	Wom	Total	Min	Wom
	11 Senior Admin Officer	2	1	1	0	0	0%	50%	8%	33%	15%	2			4	0	2	1	
12 Directors	7	3	4	0	0	0%	57%	8%	48%	20%	6			8	0	4	3		1
13 Admin Mngrs	20	11	6	2	1	15%	35%	13%	63%	21%	13			21	3	15	3	1	2
32 Admin Support Pro	20	2	13	0	5	25%	90%	12%	72%	16%	6			14	2	10	3	1	3
34 Other Support Pro	36	19	11	3	3	17%	39%	8%	52%					24	6	13	6	3	2
41 Clerical Staff I	16	1	13	1	1	13%	88%	8%	92%					18	0	17	10		9
42 Clerical Staff II	14	1	11	0	2	14%	93%	14%	91%					23	3	20	7	1	6
43 Admin Support	22	2	19	0	1	5%	91%	7%	92%	14%	10			32	2	30	7		6
51 Tech Support Staff	7	1	5	1	0	14%	71%	12%	35%	18%	8			17	4	5	1	1	
61 Skilled Craft Support	71	70	0	1	0	1%	0%	1%	3%	17%	12	11%	6	7	0	0	7		
71 Custodians	47	12	11	16	8	51%	40%	48%	41%					23	4	10	10		6
72 Service Maint Wkrs	45	31	10	4	0	9%	22%	10%	22%					7	2	0	5	1	
73 Protective Svc Wkrs	16	9	3	4	0	25%	19%	25%	19%					4	0	0	4		
TOTAL	323	163	107	32	21												67	8	36
PERCENTAGE	100%	50%	33%	10%	7%												100%	12%	54%

Source of Internal Data: HR

Source of External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

President/Provost

Jobs Groups	President/Provost Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			President Provost Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	11 Senior Admin Officer	5	3	2	0	0	0%	40%	8%	33%	15%	2			4	0	2	1	0
12 Directors	4	1	3	0	0	0%	75%	8%	48%	20%	6			8	0	4	1	0	1
13 Admin Mngrs	9	4	4	0	1	11%	56%	13%	63%	21%	13			21	3	15	1	0	1
31 Academic Sup. Pro.	2	0	2	0	0	0%	100%	2%	67%	16%	6			13	1	9			
32 Admin Support Pro	14	2	10	0	2	14%	86%	12%	72%					14	2	10	1	0	1
34 Other Support Pro	7	0	5	1	1	29%	86%	8%	52%	15%	8			24	6	13	7	2	4
41 Clerical Staff I	1	0	1	0	0	0%	100%	8%	92%					18	0	17	1	0	1
42 Clerical Staff II	4	0	3	0	1	25%	100%	14%	91%					23	3	20	2	0	2
43 Admin Support	3	0	3	0	0	0%	100%	7%	91%	14%	10			32	2	30	2	0	2
51 Tech Support Staff	1	0	1	0	0	0%	100%	12%	35%	18%	7			17	4	5			
71 Custodians	1	0	1	0	0	0%	100%	48%	41%					23	4	10			
TOTAL	51	10	35	1	5												16	2	13
PERCENTAGE	100%	20%	69%	2%	10%												100%	13%	81%

Source of Data: HR

Source of External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities.

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

Student Affairs

Jobs Groups	Student Affairs Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Student Affairs Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Total	Min	Wom
	11 Senior Admin Officer	3	0	2	1	0	33%	67%	8%	33%	15%	2			4	0	2	0	0
12 Directors	11	3	7	0	1	9%	73%	8%	48%	20%	6			8	0	4	0	0	0
13 Admin Mngrs	52	17	22	6	7	25%	56%	13%	63%	21%	13			21	3	15	7	2	6
31 Academic Sup. Pro.	3	2	0	0	1	33%	33%	2%	67%	16%	6			13	1	9	1	0	0
32 Admin Support Pro	11	4	6	0	1	9%	64%	12%	72%					14	2	10	0	0	0
33 Student Support Pro	94	21	52	9	12	22%	68%	22%	69%					29	10	16	24	9	13
34 Other Support Pro	5	2	3	0	0	0%	60%	8%	52%	15%	8			24	6	13	1	1	1
41 Clerical Staff I	17	0	16	1	0	6%	94%	8%	92%					18	0	17	2	0	2
42 Clerical Staff II	25	2	20	0	3	12%	92%	14%	91%					23	2	20	3	0	3
43 Admin Support	39	5	29	0	5	13%	87%	7%	91%	14%	10			32	2	30	8	2	7
51 Tech Support Staff	20	7	10	1	2	15%	60%	12%	35%	18%	7			17	4	5	2	0	1
71 Custodians	37	13	7	9	8	46%	41%	48%	41%					23	4	10	13	4	4
72 Service Maint Wkr	4	3	0	1	0	25%	0%	10%	22%					7	2	0	1	1	0
TOTAL	321	79	174	28	40												62	19	37
PERCENTAGE	100%	25%	54%	9%	12%												100%	31%	60%

Source of Internal Data: HR

Source of External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities.

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

University Advancement

Jobs Groups	University Advancement Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			University Advancement Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
11 Senior Administrative	1		1	0	0	0%	100%	8%	33%	15%	2			4	0	2			
12 Directors	1		1	0	0	0%	100%	8%	48%	20%	6			8	0	4	2	0	2
13 Admin Mngrs	19	5	14	0	0	0%	74%	13%	63%	21%	13			21	3	15	4	0	2
31 Academic Support Pro.	0	0	0	0	0	0%	0%	2%	67%					13	1	9	1	0	1
32 Academic Sup. Pro	3	1	2	0	0	0%	67%	12%	72%					14	2	10	3	0	3
33 Student Support Pro	1		1	0	0	0%	100%	22%	69%					29	10	16			
34 Other Support Pro	3	1	2	0	0	0%	67%	8%	52%	15%	8			24	6	13			
41 Clerical/Sec Staff I	2		2	0	0	0%	100%	8%	92%					18	0	17			
42 Clerical/Sec Staff II	2		2	0	0	0%	100%	14%	91%					23	3	20			
43 Clerical/Sec Staff III	1		1	0	0	0%	100%	7%	91%	14%	10			32	2	30			
51 Tech Support Staff	1		1	0	0	0%	100%	12%	35%	18%	7			17	4	5	1	0	1
TOTAL	34	7	27	0	0												11	0	9
PERCENTAGE	100%	21%	79%	0%	0%												100%	0%	82%

Source of Job Groups: HR

Source of External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities.

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

University Relations																			
Jobs Groups	External Affairs Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			External Affairs Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	11 Senior Admin Officer	1	0	1	0	0	0%	100%	8%	33%	15%	2			4	0	2		
12 Directors	2	0	0	0	0	0%	0%	8%	48%	20%	6			8	0	4			
13 Admin Mngrs	1	1	0	0	0	0%	0%	13%	63%	21%	13			21	3	15			
32 Admin Support Pro	3	1	2	0	0	0%	67%	12%	72%					14	2	10	2	0	1
34 Other Support Pro	1	0	1	0	0	0%	100%	8%	52%	15%	8			24	6	13			
41 Clerical Staff I	4	1	2	0	1	25%	75%	8%	92%					18	0	17			
42 Clerical Staff II	3	0	3	0	0	0%	100%	14%	91%					23	3	20	1	0	1
43 Admin Support	4	0	3	0	1	25%	100%	7%	91%	14%	10			32	2	30			
51 Tech Support Staff	2	1	1	0	0	0%	50%	12%	35%	18%	7			17	4	5			
61 Skilled Craft Support	4	2	2	0	0	0%	50%	1%	3%	17%	12	11%	6	7	0	0			
72 Service Maint Wkrs	1	0	1	0	0	0%	100%	10%	22%					7	2	0			
TOTAL	26	6	16	0	2												3	0	2
PERCENTAGE	100%	23%	62%	0%	8%												100%	0%	67%

Source of Internal Data: HR
Source of External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008
²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.
³Goals equal 100% of availability when there is a goal per CFR 60-2.16.
⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

College of Business & Economics

Jobs Groups	CBE Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Col of Business & Econ Movements ⁴		
	Total Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Total	Min	Wom	Total	Min	Wom
	82 CBE TT Faculty	56	34	11	8	3	20%	25%	20%	25%			33%	5	8	3	3	8	3
820 NTT (Lect., Visiting)	20	16	1	1	2	15%	15%	15%	15%	20%	1	33%	4	9	2	4	9	2	4
11 Senior Admin Officer	1	1	0	0	0	0%	0%	8%	33%	15%	2			4	0	2			
12 Directors	2	2	0	0	0	0%	0%	8%	48%	20%	6			8	0	4			
13 Admin Mngrs	11	3	7	0	1	9%	73%	13%	63%	21%	13			21	3	15	1		
31 Academic Sup. Pro	4	1	3	0	0	0%	75%	2%	67%	16%	6			13	1	9	3		3
32 Admin Support Pro	1	0	1	0	0	0%	100%	12%	72%					14	2	10			
34 Other Support Pro	5	3	2	0	0	0%	40%	8%	52%	15%	8			24	6	13	2		
42 Clerical/Sec Staff II	1	0	1	0	0	0%	100%	14%	91%					23	3	20			
43 Clerical/Sec Staff III	2	0	2	0	0	0%	100%	7%	91%	14%	10			32	2	30	1		1
TOTAL	103	60	28	9	6												24	5	11
PERCENTAGE	100%	58%	27%	9%	6%												100%	21%	46%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

College of Fine & Performing Arts

Jobs Groups	CFPA Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			College of Fine & Performing Arts Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	83 CFPA TT Faculty	46	24	19	1	2	7%	46%	7%	46%	12%	3			6	1	4	6	1
830 NTT (Lect. Visiting)	21	10	8	1	2	14%	48%	14%	48%					8	1	6	8	1	6
11 Senior Admin Officer	1	1	0	0	0	0%	0%	8%	33%	15%	2			4	0	2			
12 Directors	1	0	1	0	0	0%	100%	8%	48%	20%	6			8	0	4			
13 Admin Mngrs	3	1	2	0	0	0%	67%	13%	63%	21%	13			21	3	15			
31 Academic Sup.Pro.	1	1	0	0	0	0%	0%	2%	67%	16%	6			13	1	9			
32 Admin Support Pro	2	0	2	0	0	0%	100%	12%	72%					14	2	10			
34 Other Support Pro	2	0	1	1	0	50%	50%	8%	52%	15%	8			24	6	13			
41 Clerical Staff I	1	0	1	0	0	0%	100%	8%	92%					18	0	17			
42 Clerical/Sec Staff II	1	0	1	0	0	0%	100%	14%	91%					23	3	20			
43 Admin Support Staff	4	1	3	0	0	0%	75%	7%	91%	14%	10			32	2	30	1		1
51 Tech Sup. Staff	5	4	1	0	0	0%	20%	12%	35%	18%	7			17	4	5	2		1
61 Skilled Crft. Sup	1	1	0	0	0	0%	0%	1%	3%	17%	12	11%	6	7	0	0			
TOTAL	89	43	39	3	4												17	2	12
PERCENTAGE	100%	48%	44%	3%	4%												100%	12%	71%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

2009 AAP Movements with Utilization and Goal Summary Report By College and Administrative Unit

College of Humanities & Social Sciences

Jobs Groups	CHSS Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Coll of Hum. & Social Sci. Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	81 CHSS TT Faculty	190	78	81	17	14	16%	50%	16%	50%					28	6	15	28	6
810 NTT Fac (Lecturers)	47	15	24	2	6	17%	64%	17%	64%					9	2	5	9	2	5
11 Senior Admin Officer	3	2	0	1	0	33%	0%	8%	33%	15%	2			4	0	2			
12 Directors	2	1	1	0	0	0%	50%	8%	48%	20%	6			8	0	4			
13 Admin Mngrs	12	0	10	0	2	17%	100%	13%	63%	21%	13			21	3	15			
31 Academic Sup. Pro	7	0	7	0	0	0%	100%	2%	67%	16%	6			13	1	9	1	0	1
32 Admin Support Pro	2	1	1	0	0	0%	50%	12%	72%					14	2	10			
33 Student Support Pro	2	1	1	0	0	0%	50%	22%	69%					29	10	16	2	0	0
34 Oth Support Pro	2	1	1	0	0	0%	50%	8%	52%	15%	8			24	6	13			
41 Clerical/Sec Staff I	8	1	6	0	1	13%	88%	8%	92%					18	0	17	2	0	2
42 Clerical/Sec Staff II	3	0	3	0	0	0%	100%	14%	91%					23	3	20			
43 Admin Support Staff	10	1	8	0	1	10%	90%	7%	91%	14%	10			32	2	30			
51 Tech Support Staff	5	4	0	0	0	0%	0%	12%	35%	18%	7			17	4	5	1	0	0
72 Serv Maint Wkr	1	1	0	0	0	0%	0%	10%	22%					7	2	1	1	0	0
TOTAL	294	106	143	20	24												44	8	23
PERCENTAGE	100%	36%	49%	7%	8%												100%	18%	52%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

College of Sciences & Technology (without ENG)

Jobs Groups	CST Employees ¹ (without ENG)					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Underutilization for Minorities ²	WWU Placement Goals for Women ³	WWU Underutilization for Women ²	WWU Movements ⁴			Coll of Sci. & Tech. Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
80 Science & Tech TT	91	62	19	6	4	11%	25%	11%	25%	17%	6	35%	9	14	0	2	14	0	2
800 NTT (Lect., Visiting)	25	14	11	0	0	0%	44%	0%	44%	17%	4			6	0	3	6	0	3
11 Senior Admin Officer	1	1	0	0	0	0%	0%	8%	33%	15%	2			4	0	2			
12 Directors	1	1	0	0	0	0%	0%	8%	48%	20%	6			8	0	4			
13 Admin Managers	8	1	7	0	0	0%	88%	13%	63%	21%	13			21	3	15			
31 Academic Sup. Pro.	6	4	2	0	0	0%	33%	2%	67%	16%	6			13	1	9	1		
32 Admin Sup Pro	1	0	1	0	0	0%	100%	12%	72%					29	10	16	1	0	1
34 Other Sup Pro	2	1	1	0	0	0%	50%	8%	52%	15%	8			24	6	13	1	0	1
41 Clerical/Sec Staff I	4	0	4	0	0	0%	100%	8%	92%					18	0	17	1	0	1
42 Clerical/Sec Staff II	1	0	1	0	0	0%	100%	14%	91%					23	3	20	0	0	0
43 Admin Support Staff	7	0	6	0	1	14%	100%	7%	91%	14%	10			32	2	30	2	0	2
51 Tech Sup. Staff	11	8	3	0	0	0%	27%	12%	35%	18%	7			17	4	5			
TOTAL	158	92	55	6	5												26	0	10
PERCENTAGE	100%	58%	35%	4%	3%												100%	0%	38%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

College of Sciences & Technology - Engineering Technology

Jobs Groups	CST Engineering Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			CST - Eng. Tech Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	90 CST-ENG TT	15	10	4	1	0	7%	27%	7%	27%	18%	2			2	0	1	2	0
900 CST-ENG NTT ⁵	1	1	0	0	0	0%	0%	0%	0%					0	0	0	0	0	0
13 Admin Managers	1	0	1	0	0	0%	100%	13%	63%	21%	13			21	3	15			
42 Clerical/Sec Staff II	1	0	1	0	0	0%	100%	14%	91%					23	3	20			
51 Tech Sup. Staff	6	6	0	0	0	0%	0%	12%	35%	18%	7			17	4	5			
TOTAL	24	17	6	1	0												2	0	1
PERCENTAGE	100%	71%	25%	4%	0%												100%	0%	50%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006
and National Science Foundation, Division of Science Resource Statistics, 2001-2005

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)
(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16 .

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

⁵NTT - Lecturers and Visiting Professors

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

Fairhaven College

Jobs Groups	Fairhaven Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Fairhaven Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
86 TT Faculty	17	5	5	4	3	41%	47%	41%	47%					2	2	0	2	2	0
860 NTT (Lect., Visiting)	6	2	3	1	0	17%	50%	17%	50%					4	0	4	4	0	4
11 Senior Admin Officer	1	1				0%	0%	8%	33%	15%	2			4	0	2			
32 Admin Support Pro	2	0	2			0%	100%	12%	72%					14	2	10	1	0	1
33 Student Support Pro	2		1		1	50%	100%	22%	69%					29	10	16	1	1	1
34 Other Support Pro	2	1	1			0%	50%	8%	52%	15%	8			24	6	13			
41 Clerical Staff I	1		1			0%	100%	8%	92%					18	0	17			
TOTAL	31	9	13	5	4												8	3	6
PERCENTAGE	100%	29%	42%	16%	13%												100%	38%	75%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities. Employee Count as of October 15, 2008

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

Huxley College

Jobs Groups	Huxley Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Huxley College Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
	85 Huxley TT Faculty	30	23	5	1	1	7%	20%	7%	20%	11%	1	40%	6	2	0	1	2	0
850 NTT Fac (Lecturers)	2	0	2	0	0	0%	100%	0%	100%					4	0	2	4	0	2
11 Senior Admin Officer	1	1	0	0	0	0%	0%	8%	33%	15%	2			4	0	2			
13 Admin Mngrs	4	0	4	0	0	0%	100%	13%	63%	21%	13			21	3	15	1	0	1
31 Academic Sup. Pro	3	2	1	0	0	0%	33%	2%	67%	16%	6			13	1	9	1	0	1
32 Admin Support Pro	2	0	1	0	0	0%	50%	12%	72%					14	2	10			
42 Clerical/Sec Staff II	1	0	0	0	1	100%	100%	14%	91%					23	3	20			
43 Admin Support Staff	6	0	6	0	0	0%	100%	7%	91%	14%	10			32	2	30	3	0	3
51 Tech Support Staff	2	1	1	0	0	0%	50%	12%	35%	18%	7			17	4	5			
TOTAL	51	27	20	1	2												11	0	8
PERCENTAGE	100%	53%	39%	2%	4%												100%	0%	73%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities.

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to October 15, 2008

**2009 AAP Movements with Utilization and Goal Summary Report
By College and Administrative Unit**

Woodring College

Jobs Groups	Woodring College Employees ¹					Unit Utilization ¹		WWU Utilization ¹		WWU Placement Goals for Minorities ³	WWU Under-utilization for Minorities ²	WWU Placement Goals for Women ³	WWU Under-utilization for Women ²	WWU Movements ⁴			Woodring College Movements ⁴		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	Wom	100%	#	100%	#	Tot	Min	Wom	Tot	Min	Wom
84 TT Faculty	47	14	26	1	6	15%	68%	15%	68%	22%	3			10	2	7	10	2	7
840 NTT (Lect., Visiting)	30	6	23	0	1	3%	80%	3%	80%	22%	6			41	0	26	41	0	26
11 Senior Admin Officer	2	1	1	0	0	0%	50%	8%	33%	15%	2			4	0	2			
12 Directors	3	2	1	0	0	0%	33%	8%	48%	20%	6			8	0	4			
13 Admin Mngrs	8	2	5	0	1	13%	75%	13%	63%	21%	13			21	3	15	1		
31 Academic Sup. Pro	4	0	4	0	0	0%	100%	2%	67%	16%	6			13	1	9			
32 Admin Support Pro	1	0	1	0	0	0%	100%	12%	72%					14	2	10	1	0	1
33 Student Support Pro	1	0	1	0	0	0%	100%	22%	69%					29	10	16			
34 Other Support Pro	0	0	0	0	0	0%	0%	0%	0%								1	0	0
41 Clerical/Sec Staff I	4	0	4	0	0	0%	100%	8%	92%					24	6	13	1		
42 Clerical/Sec Staff II	5	0	4	0	1	20%	100%	14%	91%					18	0	17	4	1	4
43 Admin Support Staff	21	2	19	0	0	0%	90%	7%	91%	14%	10			23	3	20	7	0	7
51 Tech Support Staff	3	2	1	0	0	0%	33%	12%	35%	18%	7			17	4	5	1	0	0
TOTAL	129	29	90	1	9												67	3	45
PERCENTAGE	100%	22%	70%	1%	7%												100%	4%	67%

Source of Internal Data: HR

Source of External Faculty Availability Data: "Doctorate Recipients from United States Universities: Summary Reports" 2002 - 2006

Source of Other External Availability Data: United States Census 2000 Data Disk (PeopleClick Software)

(Rounded to the nearest whole percentage point)

¹Minority women count as both women and minorities.

²Underutilization is computed for entire job group across the University except for Faculty, which is computed based on college.

³Goals equal 100% of availability when there is a goal per CFR 60-2.16.

⁴Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 to

Western Washington University

Exhibit 11
Utilization – Goal Summary Report
& 2008 - 2009 Comparison
Summary

2008 & 2009 AAP GOAL SUMMARY REPORT FOR PROFESSIONAL STAFF; COMPARISON OF DATA

2008

Job Groups	Current Professional Staff ¹					WWU Utilization		WWU Under Utilization				WWU Goals ²		WWU Movements ³			
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom	
Professional Staff																	
11 Senior Admin Officer	25	14	8	2	1	12%	36%	■									
12 Directors	52	24	24	1	3	8%	52%	7	5			21%		9		5	
13 Admin Mngrs	158	55	85	5	13	11%	62%	■						17	3	11	
31 Academic Supp. Pro.	31	12	18	0	1	3%	61%	4	3			15%		8	1	3	
32 Admin Supp. Pro.	76	15	52	1	8	12%	79%	■						16	3	14	
33 Student Support Pro	101	24	57	13	7	20%	63%							18	7	10	
34 Other Supp. Pro.	114	55	53	2	4	5%	50%	11▼	8			15%		37	5	22	
Professional Staff total	557	199	297	24	37	61	334							105	19	65	
Professional Staff Percent	100%	36%	53%	4%	7%	11%	60%							100%	18%	62%	

2009

Job Groups	Current Professional Staff ¹					WWU Utilization		WWU Under Utilization				WWU Goals ²		WWU Movements ³			
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom	
Professional Staff																	
11 Senior Admin Officer	24	14	8	2	0	8%	33%	2▲	1			15%		4	0	2	
12 Directors	48	24	20	1	3	8%	48%	6▼	4			20%		8	0	4	
13 Admin Mngrs	171	55	93	8	15	13%	63%	13▲	6			21%		21	3	15	
31 Academic Supp. Pro.	42	14	27	0	1	2%	67%	6▲	4			16%		13	1	9	
32 Admin Support Pro	75	20	46	1	8	12%	72%							14	2	10	
33 Student Support Pro	101	22	57	9	13	22%	69%							29	10	16	
34 Other Support Pro	110	48	53	5	4	8%	52%	8▼	4			15%		24	6	13	
Professional Staff total	571	197	304	26	44	70	348							113	19	65	
Professional Staff Percent	100%	35%	53%	5%	8%	12%	61%							100%	17%	58%	

The number and percent of women and ethnic minorities in each classified job group as compared to 2006. The symbol ■ indicates the goal has been met. The symbol ▲ means an increase in the underutilization, and the symbol ▼ means decrease in underutilization.

Source of Workforce Internal Data: HR

Source of Availability Data: United States Census 2000 Data Disk (Peopleclick Software)

¹ Minority women count as both women and minorities.

²Goals equal 100% of availability when there is a goal.

³Includes hires, promotions, transfers & appointments recorded by HR from October 16, 2007 - 2008

2008 & 2009 AAP GOAL SUMMARY REPORT FOR CLASSIFIED STAFF; COMPARISON OF DATA

2008

Job Groups	Current Classified Staff ¹					WWU Utilization		WWU Under Utilization				WWU Goals ²		WWU Movements ³		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom
41 Clerical Staff I	71	6	57	2	6	11%	89%							18	1	17
42 Clerical Staff II	78	6	62	1	9	13%	91%	■						12	2	12
43 Admin Support Staff	139	10	119	1	9	7%	92%	9▼	6			14%		18	2	17
51 Tech Support Staff	115	66	37	9	3	10%	35%	9▼	5			18%		14	2	4
61 Skilled Crft. Support	71	68	2	1	0	1%	3%	9▲	9	5▲	4	17%	10%	12		
71 Custodians	83	22	19	26	16	51%	42%							11	3	6
72 Service Maint Workers	48	35	10	3	0	6%	21%	2▼	1			11%		4	1	
73 Prot Service Workers	17	9	3	4	1	29%	24%							5	1	1
Classified Staff total	622	222	309	47	44	91	353							94	12	57
Classified Staff Percent	100%	36%	50%	8%	7%	15%	57%							100%	13%	61%

2009

Job Groups	Current Classified Staff ¹					WWU Utilization		WWU Under Utilization				WWU Goals ²		WWU Movements ³		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom
41 Clerical Staff I	62	3	54	2	3	8%	92%							18	0	17
42 Clerical Staff II	77	6	60	1	10	14%	91%							23	3	20
43 Admin Support Staff	135	12	114	0	9	7%	91%	10▲	6			14%		32	2	30
51 Tech Support Staff	119	67	38	10	4	12%	35%	7▼	3			18%		17	4	5
61 Skilled Crft. Sup	76	73	2	1	0	1%	3%	12▲	9	6▲	5	17%	11%	7	0	0
71 Custodians	85	25	19	25	16	48%	41%							23	4	10
72 Service Maint Wkr	51	35	11	5	0	10%	22%	■						7	2	0
73 Prot Svc Wkrs	16	9	3	4	0	25%	19%							4	0	0
Classified Staff total	621	230	301	48	42	90	343							131	15	82
Classified Staff Percent	100%	37%	48%	8%	7%	14%	55%							100%	11%	63%

The number and percent of women and ethnic minorities in each classified job group as compared to 2006. The symbol ■ indicates the goal has been met. The symbol ▲ means an increase in the underutilization, and the symbol ▼ means decrease in underutilization.

Source of Workforce Internal Data: HR

Source of Availability Data: United States Census 2000 Data Disk (Peopleclick Software)

¹ Minority women count as both women and minorities.

² Goals equal 100% of availability when there is a goal.

³Includes hires, promotions, transfers & appointments recorded by HR

2008 & 2009 AAP GOAL SUMMARY REPORT FOR TT FACULTY; COMPARISON OF DATA

2008

Job Groups	Current Faculty ¹					WWU Utilization		WWU Under Utilization				WWU Goals		WWU Movements		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom
TT FACULTY																
80 Science & Tech TT Fac	105	70	23	8	4	11%	26%	6▼	2	11	3	17%	36%	17	6	3
81 Hum. & Soc. Sci. TT	192	84	75	18	15	17%	47%							23	5	15
82 Bus. & Econ. TT Fac.	56	36	11	6	3	16%	25%			4	0		32%	6	1	
83 Fine & Perf Art TT Fac	47	25	19	1	2	6%	45%	3▲	2			12%		4		2
84 Woodring Coll. TT Fac	41	14	23	2	2	10%	61%	4	2			19%		8	1	6
85 Huxley Coll TT Fac	28	22	4	1	1	7%	18%	1▲	0	5▲	3	10%	37%	4		
86 Fairhaven Coll TT Fac	16	5	5	3	3	38%	50%							1		
87 Librarian TT Faculty	15	5	8	0	2	13%	67%	1▲	0			17%				
TT Faculty total	500	261	168	39	32	71	200							63	13	26
TT Percentage	100%	52%	34%	8%	6%	14%	40%							100%	21%	41%

2009

Job Groups	Current Faculty ¹					WWU Utilization		WWU Under Utilization				WWU Goals		WWU Movements		
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom
TT FACULTY																
80 CST (w/o ENG) TT Fac	91	62	19	6	4	11%	25%	6	4	9▼	2	17%	35%	14	0	2
81 Hum. & Soc. Sci. TT	190	78	81	17	14	16%	50%							28	6	15
82 Bus. & Econ. TT Fac.	56	34	11	8	3	20%	25%			5▲	1		33%	8	3	3
83 Fine & Perf Art TT Fac	46	24	19	1	2	7%	46%	3	1			12%		6	1	4
84 Woodring Coll. TT Fac	47	14	26	1	6	15%	68%	3▼	1			22%		10	2	7
85 Huxley Coll TT Fac	30	23	5	1	1	7%	20%	1	1	6▲	4	11%	40%	2	0	1
86 Fairhaven Coll TT Fac	17	5	5	4	3	41%	47%							2	2	0
87 Librarian TT Faculty	16	5	9	0	2	13%	69%	■						2	1	1
90 CST-Eng TT Faculty	15	10	4	1	0	7%	27%	2	1			18%		2	0	1
TT Faculty total	508	255	179	39	35	74	214							74	15	34
TT Percentage	100%	50%	35%	8%	7%	15%	42%							100%	20%	46%

Chart 9: The number and percent of women and ethnic minorities in each classified job group as compared to 2006. The symbol ■ indicates the goal has been met. The symbol ▲ means an increase in the underutilization, and the symbol ▼ means decrease in underutilization.

Source of Internal Workforce Data: HR

Source of External Availability Data for Staff: United States Census 2000 Data Disc (Peopleclick Software)

For Faculty "Doctorate Recipients from US Universities:summary Reports" 2000-2006 & NSF for CST-ENG TT & NTT Faculty

¹Minority women count as both women and minorities

²Goals equal 100% of availability when there is a goal.

³Includes hires, promotions, transfers & appointments recorded by HR

2008 & 2009 AAP GOAL SUMMARY REPORT FOR NON-TT FACULTY; COMPARISON OF DATA

2008

Job Groups	Current Faculty ¹					WWU Utilization		WWU Under Utilization				WWU Goals ³		WWU Movements			
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom	
NON-TT FACULTY																	
800 Science & Tech NTT	28	15	11	1	1	7%	43%	3▼	2			17%					
810 Hum. & Soc. Sci. NTT	51	15	30	2	4	12%	67%										
820 Bus. & Econ. NTT Fac	16	11	2	2	1	19%	19%	■		2▲	1		32%				
830 Fine/Perf Art NTT Fac	21	10	10	1	0	5%	48%										
840 Woodring Co NTT Fac	35	7	25	0	3	9%	80%	4▼	2			19%					
850 Huxley Coll NTT Fac	2	0	2	0	0	0%	100%										
860 Fairhaven Col NTT Fac	6	3	2	1	0	17%	33%			1▲	0		52%				
870 Librarian Non TT Faculty	11	3	8	0	0	0%	73%	2▲	1			17%					
Non-TT Faculty total	170	64	90	7	9	16	99							0	0	0	
Non-TT Percentage	100%	38%	53%	4%	5%	9%	58%										

2009

Job Groups	Current Faculty ¹					WWU Utilization		WWU Under Utilization				WWU Goals ³		WWU Movements			
	Tot Emp	WM	WF	MM	MF	Min	Wom	Min	80%	Wom	80%	Min	Wom	Tot	Min	Wom	
NON-TT FACULTY																	
800 CST (w/o ENG) NTT	25	14	11	0	0	0%	44%	4▲	3			17%		6	0	3	
810 Hum. & Soc. Sci. NTT	47	15	24	2	6	17%	64%							9	2	5	
820 Bus. & Econ. NTT Fac	20	16	1	1	2	15%	15%	1▲	0	4▲	2	20%	33%	9	2	4	
830 Fine/Perf Art NTT Fac	21	10	8	1	2	14%	48%							8	0	6	
840 Woodring Co NTT Fac	30	6	23	0	1	3%	80%	6▲	4			22%		41	0	26	
850 Huxley Coll NTT Fac	2	0	2	0	0	0%	100%							4	0	2	
860 Fairhaven Col NTT Fac	6	2	3	1	0	17%	50%			■				4	0	4	
870 Non TT Faculty	12	4	8	0	0	0%	67%	2	1			14%		4	1	1	
900 CST-Eng NTT Faculty	1	1	0	0	0	0%	0%							0	0	0	
Non-TT Faculty total	164	68	80	5	11	16	91							85	5	51	
Non-TT Percentage	100%	41%	49%	3%	7%	10%	55%							100%	6%	60%	

Chart 10: The number and percent of women and ethnic minorities in each classified job group as compared to 2006. The symbol ■ indicates the goal has been met. The symbol ▲ means an increase in the underutilization, and the symbol ▼ means decrease in underutilization.

Source of Internal Workforce Data: HR

Source of External Availability Data for Staff: United States Census 2000 Data Disc (Peopleclick Software)

For Faculty "Doctorate Recipients from US Universities:summary Reports" 2000-2006 & NSF for CST-ENG TT & NTT Faculty

¹Minority women count as both women and minorities

²Goals equal 100% of availability when there is a goal.

³Includes hires, promotions, transfers & appointments recorded by HR