

**EXHIBIT 14**

**Western Washington University**

**New Hire Report**

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data  
Oct 16, 2007 - Oct 15, 2008

JOB GROUP 11	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	104	51	49.04%	2	1.92%	2	1.92%	0	0.00%	5	4.81%	44	42.31%
Interviewed	22	17	77.27%	0	0.00%	1	4.55%	0	0.00%	0	0.00%	4	18.18%
Hired	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>130</b>	<b>72</b>		<b>2</b>		<b>3</b>		<b>0</b>		<b>5</b>		<b>48</b>	

JOB GROUP 11	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	104	25	24.04%	35	33.65%	44	42.31%
Interviewed	22	7	31.82%	11	50.00%	4	18.18%
Hired	4	1	25.00%	3	75.00%	0	0.00%
<b>TOTALS</b>	<b>130</b>	<b>33</b>		<b>49</b>		<b>48</b>	

JOB GROUP 12	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	133	81	60.90%	6	4.51%	2	1.50%	0	0.00%	8	6.02%	36	27.07%
Interviewed	11	9	81.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	18.18%
Hired	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>148</b>	<b>94</b>		<b>6</b>		<b>2</b>		<b>0</b>		<b>8</b>		<b>38</b>	

JOB GROUP 12	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	133	14	10.53%	82	61.65%	37	27.82%
Interviewed	11	2	18.18%	7	63.64%	2	18.18%
Hired	4	2	50.00%	2	50.00%	0	0.00%
<b>TOTALS</b>	<b>148</b>	<b>18</b>		<b>91</b>		<b>39</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 13	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	278	195	70.14%	19	6.83%	0	0.00%	2	0.72%	11	3.96%	51	18.35%
Interviewed	37	25	67.57%	2	5.41%	0	0.00%	0	0.00%	2	5.41%	8	21.62%
Hired	12	9	75.00%	2	16.67%	0	0.00%	0	0.00%	1	8.33%	0	0.00%
<b>TOTALS</b>	<b>327</b>	<b>229</b>		<b>23</b>		<b>0</b>		<b>2</b>		<b>14</b>		<b>59</b>	

JOB GROUP 13	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	278	125	44.96%	107	38.49%	46	16.55%
Interviewed	37	20	54.05%	10	27.03%	7	18.92%
Hired	12	8	66.67%	4	33.33%	0	0.00%
<b>TOTALS</b>	<b>327</b>	<b>153</b>		<b>121</b>		<b>53</b>	

JOB GROUP 21	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	2220	882	39.73%	30	1.35%	51	2.30%	12	0.54%	176	7.93%	1069	48.15%
Interviewed	149	76	51.01%	3	2.01%	3	2.01%	0	0.00%	19	12.75%	48	32.21%
Hired	37	27	72.97%	2	5.41%	2	5.41%	0	0.00%	5	13.51%	1	2.70%
<b>TOTALS</b>	<b>2406</b>	<b>985</b>		<b>35</b>		<b>56</b>		<b>12</b>		<b>200</b>		<b>1118</b>	

JOB GROUP 21	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	2220	434	19.55%	674	30.36%	1112	50.09%
Interviewed	149	56	37.58%	44	29.53%	49	32.89%
Hired	37	20	54.05%	17	45.95%	0	0.00%
<b>TOTALS</b>	<b>2406</b>	<b>510</b>		<b>735</b>		<b>1161</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 31	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	106	68	64.15%	2	1.89%	0	0.00%	3	2.83%	6	5.66%	27	25.47%
Interviewed	24	19	79.17%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	4	16.67%
Hired	8	7	87.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%
<b>TOTALS</b>	<b>138</b>	<b>94</b>		<b>3</b>		<b>0</b>		<b>3</b>		<b>6</b>		<b>32</b>	

JOB GROUP 31	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	106	46	43.40%	35	33.02%	25	23.58%
Interviewed	24	14	58.33%	7	29.17%	3	12.50%
Hired	8	6	75.00%	2	25.00%	0	0.00%
<b>TOTALS</b>	<b>138</b>	<b>66</b>		<b>44</b>		<b>28</b>	

JOB GROUP 32	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	367	255	69.48%	9	2.45%	3	0.82%	11	3.00%	10	2.72%	79	21.53%
Interviewed	45	31	68.89%	2	4.44%	0	0.00%	0	0.00%	2	4.44%	10	22.22%
Hired	14	13	92.86%	1	7.14%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>426</b>	<b>299</b>		<b>12</b>		<b>3</b>		<b>11</b>		<b>12</b>		<b>89</b>	

JOB GROUP 32	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	367	150	40.87%	134	36.51%	83	22.62%
Interviewed	45	25	55.56%	10	22.22%	10	22.22%
Hired	14	10	71.43%	4	28.57%	0	0.00%
<b>TOTALS</b>	<b>426</b>	<b>185</b>		<b>148</b>		<b>93</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 33	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	1029	578	56.17%	41	3.98%	9	0.87%	20	1.94%	32	3.11%	349	33.92%
Interviewed	64	32	50.00%	5	7.81%	1	1.56%	2	3.13%	7	10.94%	17	26.56%
Hired	19	11	57.89%	2	10.53%	1	5.26%	0	0.00%	4	21.05%	1	5.26%
<b>TOTALS</b>	<b>1112</b>	<b>621</b>		<b>48</b>		<b>11</b>		<b>22</b>		<b>43</b>		<b>367</b>	

JOB GROUP 33	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	1029	406	39.46%	312	30.32%	311	30.22%
Interviewed	64	26	40.63%	21	32.81%	17	26.56%
Hired	19	12	63.16%	7	36.84%	0	0.00%
<b>TOTALS</b>	<b>1112</b>	<b>444</b>		<b>340</b>		<b>328</b>	

JOB GROUP 34	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	677	530	78.29%	22	3.25%	5	0.74%	14	2.07%	26	3.84%	80	11.82%
Interviewed	66	54	81.82%	2	3.03%	2	3.03%	0	0.00%	1	1.52%	7	10.61%
Hired	22	20	90.91%	1	4.55%	1	4.55%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>765</b>	<b>604</b>		<b>25</b>		<b>8</b>		<b>14</b>		<b>27</b>		<b>87</b>	

JOB GROUP 34	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	677	367	54.21%	246	36.34%	64	9.45%
Interviewed	66	35	53.03%	24	36.36%	7	10.61%
Hired	22	11	50.00%	11	50.00%	0	0.00%
<b>TOTALS</b>	<b>765</b>	<b>413</b>		<b>281</b>		<b>71</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 41	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	530	452	85.28%	12	2.26%	0	0.00%	15	2.83%	29	5.47%	22	4.15%
Interviewed	75	68	90.67%	1	1.33%	0	0.00%	0	0.00%	3	4.00%	3	4.00%
Hired	14	14	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>619</b>	<b>534</b>		<b>13</b>		<b>0</b>		<b>15</b>		<b>32</b>		<b>25</b>	

JOB GROUP	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER 41		#	%	#	%	#	%
Applied	530	418	78.87%	103	19.43%	9	1.70%
Interviewed	75	58	77.33%	16	21.33%	1	1.33%
Hired	14	13	92.86%	1	7.14%	0	0.00%
<b>TOTALS</b>	<b>619</b>	<b>489</b>		<b>120</b>		<b>10</b>	

JOB GROUP 42	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	546	482	88.28%	9	1.65%	0	0.00%	11	2.01%	27	4.95%	17	3.11%
Interviewed	54	50	92.59%	0	0.00%	0	0.00%	0	0.00%	4	7.41%	0	0.00%
Hired	15	13	86.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	0	0.00%
<b>TOTALS</b>	<b>615</b>	<b>545</b>		<b>9</b>		<b>0</b>		<b>11</b>		<b>33</b>		<b>17</b>	

JOB GROUP 42	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	546	418	76.56%	121	22.16%	7	1.28%
Interviewed	54	50	92.59%	4	7.41%	0	0.00%
Hired	15	14	93.33%	1	6.67%	0	0.00%
<b>TOTALS</b>	<b>615</b>	<b>482</b>		<b>126</b>		<b>7</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 43	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	567	491	86.60%	10	1.76%	0	0.00%	9	1.59%	36	6.35%	21	3.70%
Interviewed	59	56	94.92%	0	0.00%	0	0.00%	1	1.69%	2	3.39%	0	0.00%
Hired	17	16	94.12%	0	0.00%	0	0.00%	0	0.00%	1	5.88%	0	0.00%
<b>TOTALS</b>	<b>643</b>	<b>563</b>		<b>10</b>		<b>0</b>		<b>10</b>		<b>39</b>		<b>21</b>	

JOB GROUP 43	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	567	450	79.37%	109	19.22%	8	1.41%
Interviewed	59	57	96.61%	2	3.39%	0	0.00%
Hired	17	15	88.24%	2	11.76%	0	0.00%
<b>TOTALS</b>	<b>643</b>	<b>522</b>		<b>113</b>		<b>8</b>	

JOB GROUP 51	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	304	228	75.00%	16	5.26%	0	0.00%	6	1.97%	29	9.54%	25	8.22%
Interviewed	37	26	70.27%	0	0.00%	0	0.00%	0	0.00%	7	18.92%	4	10.81%
Hired	13	10	76.92%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	0	0.00%
<b>TOTALS</b>	<b>354</b>	<b>264</b>		<b>16</b>		<b>0</b>		<b>6</b>		<b>39</b>		<b>29</b>	

JOB GROUP 51	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	304	109	35.86%	179	58.88%	16	5.26%
Interviewed	37	16	43.24%	18	48.65%	3	8.11%
Hired	13	6	46.15%	7	53.85%	0	0.00%
<b>TOTALS</b>	<b>354</b>	<b>131</b>		<b>204</b>		<b>19</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 61	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	82	74	90.24%	1	1.22%	0	0.00%	1	1.22%	2	2.44%	4	4.88%
Interviewed	33	31	93.94%	1	3.03%	0	0.00%	0	0.00%	0	0.00%	1	3.03%
Hired	6	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>121</b>	<b>111</b>		<b>2</b>		<b>0</b>		<b>1</b>		<b>2</b>		<b>5</b>	

JOB GROUP 61	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	82	3	3.66%	75	91.46%	4	4.88%
Interviewed	33	0	0.00%	32	96.97%	1	3.03%
Hired	6	0	0.00%	6	100.00%	0	0.00%
<b>TOTALS</b>	<b>121</b>	<b>3</b>		<b>113</b>		<b>5</b>	

JOB GROUP 71	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	199	152	76.38%	7	3.52%	7	3.52%	11	5.53%	14	7.04%	8	4.02%
Interviewed	73	49	67.12%	2	2.74%	3	4.11%	5	6.85%	9	12.33%	5	6.85%
Hired	19	17	89.47%	0	0.00%	1	5.26%	0	0.00%	1	5.26%	0	0.00%
<b>TOTALS</b>	<b>291</b>	<b>218</b>		<b>9</b>		<b>11</b>		<b>16</b>		<b>24</b>		<b>13</b>	

JOB GROUP 71	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	199	50	25.13%	146	73.37%	3	1.51%
Interviewed	73	26	35.62%	46	63.01%	1	1.37%
Hired	19	8	42.11%	11	57.89%	0	0.00%
<b>TOTALS</b>	<b>291</b>	<b>84</b>		<b>203</b>		<b>4</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

## Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

JOB GROUP 72	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	81	71	87.65%	2	2.47%	0	0.00%	1	1.23%	4	4.94%	3	3.70%
Interviewed	13	10	76.92%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	1	7.69%
Hired	4	3	75.00%	0	0.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%
<b>TOTALS</b>	<b>98</b>	<b>84</b>		<b>2</b>		<b>0</b>		<b>1</b>		<b>7</b>		<b>4</b>	

JOB GROUP 72	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	81	17	20.99%	62	76.54%	2	2.47%
Interviewed	13	11	84.62%	2	15.38%	0	0.00%
Hired	4	0	0.00%	4	100.00%	0	0.00%
<b>TOTALS</b>	<b>98</b>	<b>28</b>		<b>68</b>		<b>2</b>	

JOB GROUP 73	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
MINORITIES		#	%	#	%	#	%	#	%	#	%	#	%
Applied	137	121	88.32%	5	3.65%	0	0.00%	3	2.19%	4	2.92%	4	2.92%
Interviewed	27	25	92.59%	2	7.41%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hired	4	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>168</b>	<b>150</b>		<b>7</b>		<b>0</b>		<b>3</b>		<b>4</b>		<b>4</b>	

JOB GROUP 73	TOTAL	FEMALE		MALE		UNKNOWN	
GENDER		#	%	#	%	#	%
Applied	137	30	21.90%	106	77.37%	1	0.73%
Interviewed	27	5	18.52%	22	81.48%	0	0.00%
Hired	4	0	0.00%	4	100.00%	0	0.00%
<b>TOTALS</b>	<b>168</b>	<b>35</b>		<b>132</b>		<b>1</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers  
Data Analysis: EOO

# Personnel Activity Report Annual Comparative Analysis\*

Applicant Flow Data

Oct 16, 2007 - Oct 15, 2008

## PROFESSIONAL/CLASSIFIED TOTALS

	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
		#	%	#	%	#	%	#	%	#	%	#	%
Applied	5140	3829	74.49%	163	3.17%	28	0.54%	107	2.08%	243	4.73%	770	14.98%
Interviewed	640	502	78.44%	18	2.81%	7	1.09%	8	1.25%	39	6.09%	66	10.31%
Hired	175	151	86.29%	6	3.43%	3	1.71%	0	0.00%	13	7.43%	2	1.14%
<b>TOTALS</b>	<b>5955</b>	<b>4482</b>		<b>187</b>		<b>38</b>		<b>115</b>		<b>295</b>		<b>838</b>	

## PROFESSIONAL/CLASSIFIED TOTALS

	TOTAL	FEMALE		MALE		UNKNOWN	
		#	%	#	%	#	%
Applied	5140	2628	51.13%	1852	36.03%	660	12.84%
Interviewed	640	343	53.59%	241	37.66%	56	8.75%
Hired	175	106	60.57%	69	39.43%	0	0.00%
<b>TOTALS</b>	<b>5955</b>	<b>3077</b>		<b>2162</b>		<b>716</b>	

	TOTAL MINORITY	
	#	%
Applied	541	10.53%
Interviewed	72	11.25%
Hired	22	12.57%
<b>TOTALS</b>	<b>635</b>	

## FACULTY (TENURE TRACK) TOTALS

	TOTAL	WHITE		BLACK		HISPANIC		AMER. IND/AK NA		ASIAN/PAC. IS		UNKNOWN	
		#	%	#	%	#	%	#	%	#	%	#	%
Applied	2220	882	39.73%	30	1.35%	51	2.30%	12	0.54%	176	7.93%	1069	48.15%
Interviewed	149	76	51.01%	3	2.01%	3	2.01%	0	0.00%	19	12.75%	48	32.21%
Hired	37	27	72.97%	2	5.41%	2	5.41%	0	0.00%	5	13.51%	1	2.70%
<b>TOTALS</b>	<b>2406</b>	<b>985</b>		<b>35</b>		<b>56</b>		<b>12</b>		<b>200</b>		<b>1118</b>	

## FACULTY (TENURE TRACK) TOTALS

	TOTAL	FEMALE		MALE		UNKNOWN	
		#	%	#	%	#	%
Applied	2220	434	19.55%	674	30.36%	1112	50.09%
Interviewed	149	56	37.58%	44	29.53%	49	32.89%
Hired	37	20	54.05%	17	45.95%	0	0.00%
<b>TOTALS</b>	<b>2406</b>	<b>510</b>		<b>735</b>		<b>1161</b>	

	TOTAL MINORITY	
	#	%
Applied	269	12.12%
Interviewed	25	16.78%
Hired	9	24.32%
<b>TOTALS</b>	<b>303</b>	

Data Source: HR \*Total numbers and % for hires include individuals new to the university, competitive promotions and transfers

Data Analysis: EOO