

**The Evergreen State College
Utilization Analysis and Goals 1
Institution-Wide by Job Group**

	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
Job Group:	1 1	18.00						0
Execs and Administrators -								
Female:		4.00	22.2%	46.4%	-24.2%	4.35	46.4%	
Total Minority:		5.00	27.8%	21.5%	6.3%	Met		
Black:		4.00	22.2%	7.3%	14.9%	Met		
Hispanic:		1.00	5.6%	5.2%	0.4%	Met		
Asian:		0.00	0.0%	6.4%	-6.4%	1.16	6.4%	
American Indian:		0.00	0.0%	2.5%	-2.5%	*	2.5%	
Disabled:		2.00	11.1%	7.9%	3.2%	Met		
Vietnam Veteran:		2.00	11.1%	7.8%	3.3%	Met		
Disabled Veteran:		1.00	5.6%	1.1%	4.4%	Met		
Over 40:		18.00	100.0%			Met		

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Job Group:	1 2	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
		35.00						0	
Execs and Administrators -									
	Female:	20.00	57.1%	46.4%	10.7%	Met			
	Total Minority:	6.00	17.1%	21.5%	-4.3%	1.52	21.5%		
	Black:	2.00	5.7%	7.3%	-1.6%	0.57	7.3%		
	Hispanic:	1.00	2.9%	5.2%	-2.3%	0.81	5.2%		
	Asian:	1.00	2.9%	6.4%	-3.6%	1.26	6.4%		
	American Indian:	2.00	5.7%	2.4%	3.3%	Met			
	Disabled:	5.00	14.3%	7.9%	6.4%	Met			
	Vietnam Veteran:	5.00	14.3%	7.8%	6.5%	Met			
	Disabled Veteran:	3.00	8.6%	1.1%	7.5%	Met			
	Over 40:	30.00	85.7%			Met			

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	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
Job Group:	1 3	39.00						0
Execs and Administrators -								
Female:		23.00	59.0%	46.4%	12.6%	Met		
Total Minority:		9.00	23.1%	21.5%	1.6%	Met		
Black:		2.00	5.1%	7.3%	-2.2%	0.86	7.3%	
Hispanic:		2.00	5.1%	5.2%	0.0%	*	5.2%	
Asian:		2.00	5.1%	6.4%	-1.3%	0.51	6.4%	
American Indian:		3.00	7.7%	2.5%	5.2%	Met		
Disabled:		3.00	7.7%	7.9%	-0.2%	*	7.9%	
Vietnam Veteran:		0.00	0.0%	7.8%	-7.8%	3.04	7.8%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		34.00	87.2%			Met		

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		Total	Percent	Avail %				
Job Group:	2 1	27.00						0
Faculty - Arts		Female:	15.00	55.6%	52.9%	2.6%	Met	
		Total Minority:	10.00	37.0%	14.8%	22.2%	Met	
		Black:	1.00	3.7%	4.3%	-0.6%	*	4.3%
		Hispanic:	1.00	3.7%	3.5%	0.2%	Met	
		Asian:	5.00	18.5%	5.6%	12.9%	Met	
		American Indian:	3.00	11.1%	1.5%	9.6%	Met	
		Disabled:	2.00	7.4%	7.2%	0.2%	Met	
		Vietnam Veteran:	0.00	0.0%	2.6%	-2.6%	0.70	2.6%
		Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
		Over 40:	26.00	96.3%			Met	

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	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
Job Group:	2 2	36.00						0
Faculty - Humanities								
Female:		22.00	61.1%	57.6%	3.5%	Met		
Total Minority:		6.00	16.7%	15.9%	0.8%	Met		
Black:		2.00	5.6%	3.8%	1.7%	Met		
Hispanic:		1.00	2.8%	5.1%	-2.3%	0.84	5.1%	
Asian:		2.00	5.6%	5.9%	-0.3%	*	5.9%	
American Indian:		1.00	2.8%	1.0%	1.8%	Met		
Disabled:		3.00	8.3%	7.2%	1.1%	Met		
Vietnam Veteran:		0.00	0.0%	1.6%	-1.6%	0.58	1.6%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		28.00	77.8%			Met		

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	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
Job Group: 2 3	50.00						0	
Faculty - Nat Science								
Female:	20.00	40.0%	40.5%	-0.5%	*	40.5%		
Total Minority:	7.00	14.0%	18.1%	-4.1%	2.06	18.1%		
Black:	0.00	0.0%	3.4%	-3.4%	1.70	3.4%		
Hispanic:	2.00	4.0%	3.5%	0.5%	Met			
Asian:	5.00	10.0%	10.8%	-0.8%	*	10.8%		
American Indian:	0.00	0.0%	0.4%	-0.4%	*	0.4%		
Disabled:	0.00	0.0%	7.2%	-7.2%	3.60	7.2%		
Vietnam Veteran:	2.00	4.0%	10.3%	-6.3%	3.15	10.3%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.55	1.1%		
Over 40:	40.00	80.0%			Met			

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		Total	Percent	Avail %				
Job Group: 2 4	78.00						0	
Faculty - Soc Science								
Female:	42.00	53.9%	55.1%	-1.2%	0.95	55.1%		
Total Minority:	27.00	34.6%	18.8%	15.8%	Met			
Black:	6.00	7.7%	7.4%	0.3%	Met			
Hispanic:	7.00	9.0%	4.4%	4.6%	Met			
Asian:	5.00	6.4%	6.0%	0.5%	Met			
American Indian:	9.00	11.5%	1.1%	10.4%	Met			
Disabled:	4.00	5.1%	7.2%	-2.1%	1.61	7.2%		
Vietnam Veteran:	0.00	0.0%	2.6%	-2.6%	2.03	2.6%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.86	1.1%		
Over 40:	69.00	88.5%			Met			

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		Total	Percent	Avail %				
Job Group: 3 1	89.00						0	
Professionals - General								
Female:	53.00	59.5%	52.4%	7.1%	Met			
Total Minority:	24.00	27.0%	28.4%	-1.4%	1.24	28.4%		
Black:	9.00	10.1%	9.9%	0.2%	Met			
Hispanic:	7.00	7.9%	5.9%	2.0%	Met			
Asian:	4.00	4.5%	10.5%	-6.0%	5.38	10.5%		
American Indian:	4.00	4.5%	2.0%	2.5%	Met			
Disabled:	8.00	9.0%	7.8%	1.2%	Met			
Vietnam Veteran:	2.00	2.3%	5.9%	-3.6%	3.25	5.9%		
Disabled Veteran:	1.00	1.1%	1.1%	0.0%	Met			
Over 40:	47.00	52.8%			Met			

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		Total	Percent	Avail %				
Job Group:	3 2	16.00						0
Professionals - Fiscal								
Female:		14.00	87.5%	52.4%	35.1%	Met		
Total Minority:		4.00	25.0%	28.4%	-3.4%	0.54	28.4%	
Black:		1.00	6.3%	9.9%	-3.7%	0.59	9.9%	
Hispanic:		2.00	12.5%	5.9%	6.6%	Met		
Asian:		1.00	6.3%	10.5%	-4.3%	0.69	10.5%	
American Indian:		0.00	0.0%	2.0%	-2.0%	*	2.0%	
Disabled:		2.00	12.5%	7.8%	4.7%	Met		
Vietnam Veteran:		0.00	0.0%	5.9%	-5.9%	0.94	5.9%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		15.00	93.8%			Met		

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		Total	Percent	Avail %				
Job Group:	3 3	22.00						0
Professionals - Technical								
Female:		5.00	22.7%	52.4%	-29.7%	6.53	52.4%	
Total Minority:		1.00	4.5%	28.4%	-23.8%	5.24	28.4%	
Black:		0.00	0.0%	9.9%	-9.9%	2.18	9.9%	
Hispanic:		1.00	4.5%	5.9%	-1.4%	*	5.9%	
Asian:		0.00	0.0%	10.5%	-10.5%	2.32	10.5%	
American Indian:		0.00	0.0%	2.0%	-2.0%	*	2.0%	
Disabled:		0.00	0.0%	7.8%	-7.8%	1.72	7.8%	
Vietnam Veteran:		2.00	9.1%	5.9%	3.2%	Met		
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		15.00	68.2%			Met		

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		Total	Percent	Avail %				
Job Group:	4 1	84.00						0
Admin Support - General								
Female:		73.00	86.9%	67.3%	19.6%	Met		
Total Minority:		22.00	26.2%	33.5%	-7.3%	6.14	33.5%	
Black:		5.00	6.0%	11.6%	-5.6%	4.74	11.6%	
Hispanic:		5.00	6.0%	9.3%	-3.4%	2.84	9.3%	
Asian:		7.00	8.3%	9.1%	-0.7%	0.61	9.1%	
American Indian:		5.00	6.0%	3.5%	2.4%	Met		
Disabled:		9.00	10.7%	10.6%	0.1%	Met		
Vietnam Veteran:		5.00	6.0%	3.9%	2.1%	Met		
Disabled Veteran:		1.00	1.2%	1.1%	0.1%	Met		
Over 40:		60.00	71.4%			Met		

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		Total	Percent	Avail %				
Job Group:	4 2	26.00						0
Admin Support - Fiscal								
Female:		20.00	76.9%	67.3%	9.6%	Met		
Total Minority:		4.00	15.4%	33.5%	-18.1%	4.71	33.5%	
Black:		0.00	0.0%	11.6%	-11.6%	3.01	11.6%	
Hispanic:		3.00	11.5%	9.3%	2.2%	Met		
Asian:		1.00	3.8%	9.1%	-5.2%	1.35	9.1%	
American Indian:		0.00	0.0%	3.5%	-3.5%	0.91	3.5%	
Disabled:		1.00	3.8%	10.6%	-6.8%	1.76	10.6%	
Vietnam Veteran:		1.00	3.8%	3.9%	-0.1%	*	3.9%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		17.00	65.4%			Met		

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		Total	Percent	Avail %				
Job Group: 4 3	18.00						0	
Admin Support - Technical								
Female:	13.00	72.2%	67.3%	4.9%	Met			
Total Minority:	3.00	16.7%	33.5%	-16.8%	3.03	33.5%		
Black:	0.00	0.0%	11.6%	-11.6%	2.09	11.6%		
Hispanic:	1.00	5.6%	9.3%	-3.7%	0.67	9.3%		
Asian:	1.00	5.6%	9.1%	-3.5%	0.64	9.1%		
American Indian:	1.00	5.6%	3.5%	2.1%	Met			
Disabled:	4.00	22.2%	10.6%	11.6%	Met			
Vietnam Veteran:	0.00	0.0%	3.9%	-3.9%	0.70	3.9%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%		
Over 40:	13.00	72.2%			Met			

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	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
Job Group:	5 0	52.00						0
Tech/Para-Professional								
Female:		16.00	30.8%	30.6%	0.2%	Met		
Total Minority:		9.00	17.3%	23.8%	-6.5%	3.37	23.8%	
Black:		0.00	0.0%	8.1%	-8.1%	4.20	8.1%	
Hispanic:		2.00	3.8%	2.7%	1.1%	Met		
Asian:		7.00	13.5%	11.3%	2.2%	Met		
American Indian:		0.00	0.0%	1.7%	-1.7%	0.88	1.7%	
Disabled:		5.00	9.6%	6.5%	3.1%	Met		
Vietnam Veteran:		2.00	3.8%	6.6%	-2.7%	1.43	6.6%	
Disabled Veteran:		1.00	1.9%	1.1%	0.8%	Met		
Over 40:		30.00	57.7%			Met		

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		Total	Percent	Avail %				
Job Group:	6 0	28.00						0
Trades								
	Female:	2.00	7.1%	20.0%	-12.9%	3.60	20.0%	
	Total Minority:	10.00	35.7%	19.6%	16.1%	Met		
	Black:	0.00	0.0%	1.0%	-1.0%	*	1.0%	
	Hispanic:	5.00	17.9%	6.1%	11.8%	Met		
	Asian:	3.00	10.7%	10.5%	0.2%	Met		
	American Indian:	2.00	7.1%	2.0%	5.1%	Met		
	Disabled:	2.00	7.1%	6.6%	0.6%	Met		
	Vietnam Veteran:	4.00	14.3%	12.8%	1.5%	Met		
	Disabled Veteran:	1.00	3.6%	2.0%	1.6%	Met		
	Over 40:	25.00	89.3%			Met		

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		Total	Percent	Avail %				
Job Group:	7 1	8.00						0
Campus Police		Female:	3.00	37.5%	20.5%	17.0%	Met	
		Total Minority:	2.00	25.0%	18.8%	6.2%	Met	
		Black:	0.00	0.0%	5.4%	-5.4%	*	5.4%
		Hispanic:	0.00	0.0%	3.3%	-3.3%	*	3.3%
		Asian:	2.00	25.0%	7.2%	17.8%	Met	
		American Indian:	0.00	0.0%	2.9%	-2.9%	*	2.9%
		Disabled:	0.00	0.0%	8.6%	-8.6%	0.69	8.6%
		Vietnam Veteran:	1.00	12.5%	18.2%	-5.7%	*	18.2%
		Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
		Over 40:	4.00	50.0%			Met	

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		Total	Percent	Avail %				
Job Group: 7 2	62.00						0	
Service and Maintenance								
Female:	23.00	37.1%	34.1%	3.0%	Met			
Total Minority:	27.00	43.5%	33.6%	9.9%	Met			
Black:	2.00	3.2%	7.0%	-3.7%	2.32	7.0%		
Hispanic:	7.00	11.3%	8.3%	3.0%	Met			
Asian:	13.00	21.0%	12.7%	8.2%	Met			
American Indian:	5.00	8.1%	5.6%	2.4%	Met			
Disabled:	7.00	11.3%	10.0%	1.3%	Met			
Vietnam Veteran:	4.00	6.4%	6.3%	0.1%	Met			
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.68	1.1%		
Over 40:	44.00	71.0%			Met			

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