

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	17.00						0
Execs & Administrators (A)		Female:	4.00	23.5%	46.4%	-22.9%	3.89	46.4%
		Total Minority:	4.00	23.5%	21.5%	2.1%	Met	
		Black:	3.00	17.6%	7.3%	10.3%	Met	
		Hispanic:	1.00	5.9%	5.2%	0.7%	Met	
		Asian:	0.00	0.0%	6.4%	-6.4%	1.10	6.4%
		American Indian:	0.00	0.0%	2.5%	-2.5%	*	2.5%
		Disabled:	2.00	11.8%	7.9%	3.9%	Met	
		Vietnam Veteran:	2.00	11.8%	7.8%	4.0%	Met	
		Disabled Veteran:	1.00	5.9%	1.1%	4.8%	Met	
		Over 40:	17.00	100.0%			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 2	34.00						0
Execs & Administrators (B)								
Female:		20.00	58.8%	46.4%	12.4%	Met		
Total Minority:		6.00	17.6%	21.5%	-3.8%	1.30	21.5%	
Black:		2.00	5.9%	7.3%	-1.4%	*	7.3%	
Hispanic:		1.00	2.9%	5.2%	-2.2%	0.75	5.2%	
Asian:		1.00	2.9%	6.4%	-3.5%	1.19	6.4%	
American Indian:		2.00	5.9%	2.4%	3.4%	Met		
Disabled:		5.00	14.7%	7.9%	6.8%	Met		
Vietnam Veteran:		5.00	14.7%	7.8%	6.9%	Met		
Disabled Veteran:		3.00	8.8%	1.1%	7.7%	Met		
Over 40:		29.00	85.3%			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:	1 3	38.00						0
Execs & Administrators (C)								
Female:		22.00	57.9%	46.4%	11.5%	Met		
Total Minority:		9.00	23.7%	21.5%	2.2%	Met		
Black:		2.00	5.3%	7.3%	-2.1%	0.79	7.3%	
Hispanic:		2.00	5.3%	5.2%	0.1%	Met		
Asian:		2.00	5.3%	6.4%	-1.2%	*	6.4%	
American Indian:		3.00	7.9%	2.5%	5.4%	Met		
Disabled:		2.00	5.3%	7.9%	-2.6%	1.00	7.9%	
Vietnam Veteran:		0.00	0.0%	7.8%	-7.8%	2.96	7.8%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		35.00	92.1%			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 1	25.00						0
Faculty - Arts								
Female:		14.00	56.0%	52.9%	3.1%	Met		
Total Minority:		9.00	36.0%	14.8%	21.2%	Met		
Black:		1.00	4.0%	4.3%	-0.3%	*	4.3%	
Hispanic:		2.00	8.0%	3.5%	4.5%	Met		
Asian:		4.00	16.0%	5.6%	10.4%	Met		
American Indian:		2.00	8.0%	1.5%	6.5%	Met		
Disabled:		2.00	8.0%	7.2%	0.8%	Met		
Vietnam Veteran:		0.00	0.0%	2.6%	-2.6%	0.65	2.6%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		24.00	96.0%			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	33.00						0	
Faculty - Humanities								
Female:	20.00	60.6%	57.6%	3.0%	Met			
Total Minority:	6.00	18.2%	15.9%	2.3%	Met			
Black:	2.00	6.1%	3.8%	2.2%	Met			
Hispanic:	1.00	3.0%	5.1%	-2.1%	0.68	5.1%		
Asian:	2.00	6.1%	5.9%	0.2%	Met			
American Indian:	1.00	3.0%	1.0%	2.0%	Met			
Disabled:	4.00	12.1%	7.2%	4.9%	Met			
Vietnam Veteran:	0.00	0.0%	1.6%	-1.6%	0.53	1.6%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%		
Over 40:	27.00	81.8%			Met			

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		Total	Percent	Avail %				
Job Group: 2 3	46.00						0	
Faculty - Natural Sci								
Female:	17.00	37.0%	40.5%	-3.5%	1.61	40.5%		
Total Minority:	8.00	17.4%	18.1%	-0.7%	*	18.1%		
Black:	1.00	2.2%	3.4%	-1.2%	0.57	3.4%		
Hispanic:	2.00	4.3%	3.5%	0.9%	Met			
Asian:	5.00	10.9%	10.8%	0.1%	Met			
American Indian:	0.00	0.0%	0.4%	-0.4%	*	0.4%		
Disabled:	0.00	0.0%	7.2%	-7.2%	3.31	7.2%		
Vietnam Veteran:	2.00	4.3%	10.3%	-6.0%	2.74	10.3%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.51	1.1%		
Over 40:	37.00	80.4%			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 4	74.00						0
Faculty - Social Sci								
Female:		42.00	56.8%	55.1%	1.7%	Met		
Total Minority:		26.00	35.1%	18.8%	16.3%	Met		
Black:		6.00	8.1%	7.4%	0.7%	Met		
Hispanic:		7.00	9.5%	4.4%	5.1%	Met		
Asian:		4.00	5.4%	6.0%	-0.5%	*	6.0%	
American Indian:		9.00	12.2%	1.1%	11.0%	Met		
Disabled:		5.00	6.8%	7.2%	-0.4%	*	7.2%	
Vietnam Veteran:		0.00	0.0%	2.6%	-2.6%	1.92	2.6%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	0.81	1.1%	
Over 40:		65.00	87.8%			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: 3 1	84.00						0	
Professionals - General								
Female:	50.00	59.5%	52.4%	7.1%	Met			
Total Minority:	24.00	28.6%	28.4%	0.2%	Met			
Black:	8.00	9.5%	9.9%	-0.4%	*	9.9%		
Hispanic:	8.00	9.5%	5.9%	3.6%	Met			
Asian:	4.00	4.8%	10.5%	-5.8%	4.86	10.5%		
American Indian:	4.00	4.8%	2.0%	2.8%	Met			
Disabled:	9.00	10.7%	7.8%	2.9%	Met			
Vietnam Veteran:	2.00	2.4%	5.9%	-3.5%	2.96	5.9%		
Disabled Veteran:	1.00	1.2%	1.1%	0.1%	Met			
Over 40:	49.00	58.3%			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:	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	20.00						0	
Professionals - Technical								
Female:		5.00	25.0%	52.4%	-27.4%	5.48	52.4%	
Total Minority:		1.00	5.0%	28.4%	-23.4%	4.67	28.4%	
Black:		0.00	0.0%	9.9%	-9.9%	1.98	9.9%	
Hispanic:		1.00	5.0%	5.9%	-0.9%	*	5.9%	
Asian:		0.00	0.0%	10.5%	-10.5%	2.11	10.5%	
American Indian:		0.00	0.0%	2.0%	-2.0%	*	2.0%	
Disabled:		0.00	0.0%	7.8%	-7.8%	1.56	7.8%	
Vietnam Veteran:		2.00	10.0%	5.9%	4.1%	Met		
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		14.00	70.0%			Met		

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		Total	Percent	Avail %				
Job Group: 4 1	85.00						0	
Admin Support - General								
Female:		74.00	87.1%	67.3%	19.8%	Met		
Total Minority:		22.00	25.9%	33.5%	-7.6%	6.48	33.5%	
Black:		4.00	4.7%	11.6%	-6.9%	5.85	11.6%	
Hispanic:		5.00	5.9%	9.3%	-3.4%	2.93	9.3%	
Asian:		7.00	8.2%	9.1%	-0.8%	0.70	9.1%	
American Indian:		6.00	7.1%	3.5%	3.6%	Met		
Disabled:		8.00	9.4%	10.6%	-1.2%	1.02	10.6%	
Vietnam Veteran:		5.00	5.9%	3.9%	2.0%	Met		
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	0.94	1.1%	
Over 40:		59.00	69.4%			Met		

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		Total	Percent	Avail %				
Job Group:	4 2	25.00						0
Admin Support - Fiscal								
Female:		19.00	76.0%	67.3%	8.7%	Met		
Total Minority:		5.00	20.0%	33.5%	-13.5%	3.38	33.5%	
Black:		0.00	0.0%	11.6%	-11.6%	2.90	11.6%	
Hispanic:		4.00	16.0%	9.3%	6.7%	Met		
Asian:		1.00	4.0%	9.1%	-5.1%	1.26	9.1%	
American Indian:		0.00	0.0%	3.5%	-3.5%	0.88	3.5%	
Disabled:		1.00	4.0%	10.6%	-6.6%	1.65	10.6%	
Vietnam Veteran:		0.00	0.0%	3.9%	-3.9%	0.98	3.9%	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:		16.00	64.0%			Met		

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		Total	Percent	Avail %				
Job Group:	4 3	18.00						0
Admin Support - Tech								
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:		14.00	77.8%			Met		

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		Total	Percent	Avail %				
Job Group:	5 0	51.00						0
Para-Professionals								
Female:		14.00	27.5%	30.6%	-3.1%	1.59	30.6%	
Total Minority:		9.00	17.6%	23.8%	-6.1%	3.13	23.8%	
Black:		0.00	0.0%	8.1%	-8.1%	4.12	8.1%	
Hispanic:		2.00	3.9%	2.7%	1.2%	Met		
Asian:		7.00	13.7%	11.3%	2.4%	Met		
American Indian:		0.00	0.0%	1.7%	-1.7%	0.87	1.7%	
Disabled:		6.00	11.8%	6.5%	5.3%	Met		
Vietnam Veteran:		2.00	3.9%	6.6%	-2.7%	1.37	6.6%	
Disabled Veteran:		1.00	2.0%	1.1%	0.9%	Met		
Over 40:		29.00	56.9%			Met		

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		Total	Percent	Avail %				
Job Group:	6 0	27.00						0
Skilled Crafts/Trades								
Female:		2.00	7.4%	20.0%	-12.6%	3.40	20.0%	
Total Minority:		9.00	33.3%	19.6%	13.7%	Met		
Black:		0.00	0.0%	1.0%	-1.0%	*	1.0%	
Hispanic:		5.00	18.5%	6.1%	12.4%	Met		
Asian:		2.00	7.4%	10.5%	-3.1%	0.83	10.5%	
American Indian:		2.00	7.4%	2.0%	5.4%	Met		
Disabled:		2.00	7.4%	6.6%	0.9%	Met		
Vietnam Veteran:		4.00	14.8%	12.8%	2.0%	Met		
Disabled Veteran:		1.00	3.7%	2.0%	1.7%	Met		
Over 40:		25.00	92.6%			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	60.00							0
Service & Maintenance								
Female:		22.00	36.7%	34.1%	2.6%	Met		
Total Minority:		26.00	43.3%	33.6%	9.7%	Met		
Black:		1.00	1.7%	7.0%	-5.3%	3.18	7.0%	
Hispanic:		6.00	10.0%	8.3%	1.7%	Met		
Asian:		14.00	23.3%	12.7%	10.6%	Met		
American Indian:		5.00	8.3%	5.6%	2.7%	Met		
Disabled:		5.00	8.3%	10.0%	-1.7%	1.00	10.0%	
Vietnam Veteran:		4.00	6.7%	6.3%	0.4%	Met		
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	0.66	1.1%	
Over 40:		44.00	73.3%			Met		

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