

**THE EVERGREEN STATE COLLEGE
Utilization Analysis and Goals 1
Institution-Wide by Job Group**

Job Group:	Total in Group	Affected Groups			Relative	Total Goal	Total
		Total	Percent	Avail %	Utilization	# or FTE	Goal %
EXECS & ADMIN - 1	16.00						
Female:		4.00	25.0%	47.2%	-22.2%	3.56	47.2%
Total Minority:		2.00	12.5%	21.9%	-9.4%	1.51	21.9%
Black:		2.00	12.5%	7.3%	5.2%	Met	
Hispanic:		0.00	0.0%	5.2%	-5.2%	0.83	5.2%
Asian:		0.00	0.0%	6.4%	-6.4%	1.03	6.4%
American Indian:		0.00	0.0%	3.0%	-3.0%	*	3.0%
Disabled:		1.00	6.3%	6.7%	-0.5%	*	6.7%
Vietnam Veteran:		1.00	6.3%	7.8%	-1.5%	*	7.8%
Disabled Veteran:		1.00	6.3%	1.6%	4.7%	Met	
Over 40:		15.00	93.8%			Met	

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
1 2 EXECS & ADMIN - 2	33.00						
	Female:	23.00	69.7%	47.2%	22.5%	Met	
	Total Minority:	5.00	15.2%	21.9%	-6.8%	2.23	21.9%
	Black:	2.00	6.1%	7.3%	-1.3%	*	7.3%
	Hispanic:	1.00	3.0%	5.2%	-2.1%	0.70	5.2%
	Asian:	1.00	3.0%	6.4%	-3.4%	1.13	6.4%
	American Indian:	1.00	3.0%	3.0%	0.1%	Met	
	Disabled:	4.00	12.1%	6.7%	5.4%	Met	
	Vietnam Veteran:	3.00	9.1%	7.8%	1.3%	Met	
	Disabled Veteran:	2.00	6.1%	1.6%	4.5%	Met	
	Over 40:	26.00	78.8%			Met	

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
1 3 EXECS & ADMIN - 3	38.00						
	Female:	21.00	55.3%	47.2%	8.0%	Met	
	Total Minority:	10.00	26.3%	21.9%	4.4%	Met	
	Black:	2.00	5.3%	7.3%	-2.1%	0.79	7.3%
	Hispanic:	3.00	7.9%	5.2%	2.7%	Met	
	Asian:	2.00	5.3%	6.4%	-1.2%	*	6.4%
	American Indian:	3.00	7.9%	3.0%	4.9%	Met	
	Disabled:	1.00	2.6%	6.7%	-4.1%	1.56	6.7%
	Vietnam Veteran:	0.00	0.0%	7.8%	-7.8%	2.96	7.8%
	Disabled Veteran:	0.00	0.0%	1.6%	-1.6%	0.61	1.6%
	Over 40:	34.00	89.5%			Met	

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
FACULTY - ARTS	25.00						
Female:	14.00	56.0%	59.1%	-3.2%	0.79	59.1%	
Total Minority:	8.00	32.0%	18.0%	14.0%	Met		
Black:	2.00	8.0%	5.2%	2.7%	Met		
Hispanic:	1.00	4.0%	4.6%	-0.6%	*	4.6%	
Asian:	3.00	12.0%	7.1%	4.9%	Met		
American Indian:	2.00	8.0%	1.0%	7.0%	Met		
Disabled:	2.00	8.0%	1.7%	6.3%	Met		
Vietnam Veteran:	0.00	0.0%	4.8%	-4.8%	1.20	4.8%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:	22.00	88.0%			Met		

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %
FACULTY - HUMANITIES	29.00						
Female:	17.00	58.6%	49.4%	9.3%	Met		
Total Minority:	6.00	20.7%	12.9%	7.8%	Met		
Black:	2.00	6.9%	3.8%	3.1%	Met		
Hispanic:	1.00	3.4%	4.7%	-1.2%	*	4.7%	
Asian:	2.00	6.9%	3.3%	3.6%	Met		
American Indian:	1.00	3.4%	1.1%	2.4%	Met		
Disabled:	3.00	10.3%	1.7%	8.6%	Met		
Vietnam Veteran:	1.00	3.4%	4.8%	-1.4%	*	4.8%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:	24.00	82.8%			Met		

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
2 3	42.00						
FACULTY - NATURAL SCI							
	Female:	15.00	35.7%	37.3%	-1.6%	0.69	37.3%
	Total Minority:	8.00	19.1%	15.0%	4.0%	Met	
	Black:	1.00	2.4%	3.1%	-0.7%	*	3.1%
	Hispanic:	2.00	4.8%	3.8%	1.0%	Met	
	Asian:	5.00	11.9%	7.8%	4.1%	Met	
	American Indian:	0.00	0.0%	0.4%	-0.4%	*	0.4%
	Disabled:	0.00	0.0%	2.3%	-2.3%	0.97	2.3%
	Vietnam Veteran:	1.00	2.4%	4.8%	-2.4%	1.02	4.8%
	Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
	Over 40:	36.00	85.7%			Met	

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
FACULTY - SOCIAL SCI	70.00						
Female:	39.00	55.7%	61.2%	-5.5%	3.84	61.2%	
Total Minority:	25.00	35.7%	18.8%	16.9%	Met		
Black:	5.00	7.1%	9.0%	-1.9%	1.31	9.0%	
Hispanic:	8.00	11.4%	5.2%	6.2%	Met		
Asian:	5.00	7.1%	3.2%	4.0%	Met		
American Indian:	7.00	10.0%	1.4%	8.6%	Met		
Disabled:	4.00	5.7%	4.3%	1.4%	Met		
Vietnam Veteran:	1.00	1.4%	4.8%	-3.4%	2.37	4.8%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.77	1.1%	
Over 40:	62.00	88.6%			Met		

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
3 1 PROFESSIONALS - GEN	88.00						
	Female:	55.00	62.5%	54.2%	8.3%	Met	
	Total Minority:	24.00	27.3%	28.4%	-1.1%	0.96	28.4%
	Black:	10.00	11.4%	9.9%	1.4%	Met	
	Hispanic:	5.00	5.7%	5.9%	-0.2%	*	5.9%
	Asian:	5.00	5.7%	10.5%	-4.9%	4.28	10.5%
	American Indian:	4.00	4.5%	2.0%	2.6%	Met	
	Disabled:	6.00	6.8%	5.6%	1.2%	Met	
	Vietnam Veteran:	2.00	2.3%	5.9%	-3.6%	3.19	5.9%
	Disabled Veteran:	1.00	1.1%	1.2%	-0.1%	*	1.2%
	Over 40:	46.00	52.3%			Met	

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		Total	Percent	Avail %			
3 2	16.00						
PROFESSIONALS - FISCAL							
Female:	14.00	87.5%	54.2%	33.3%	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%	5.6%	6.9%	Met		
Vietnam Veteran:	0.00	0.0%	5.9%	-5.9%	0.94	5.9%	
Disabled Veteran:	0.00	0.0%	1.2%	-1.2%	*	1.2%	
Over 40:	15.00	93.8%			Met		

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
PROFESSIONALS - TECH	20.00						
Female:	5.00	25.0%	54.2%	-29.2%	5.84	54.2%	
Total Minority:	2.00	10.0%	28.4%	-18.4%	3.67	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:	1.00	5.0%	10.5%	-5.5%	1.11	10.5%	
American Indian:	0.00	0.0%	2.0%	-2.0%	*	2.0%	
Disabled:	0.00	0.0%	5.6%	-5.6%	1.12	5.6%	
Vietnam Veteran:	2.00	10.0%	5.9%	4.1%	Met		
Disabled Veteran:	0.00	0.0%	1.2%	-1.2%	*	1.2%	
Over 40:	17.00	85.0%			Met		

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %
ADMIN SUPPORT - GEN	75.00						
Female:		66.00	88.0%	67.3%	20.7%	Met	
Total Minority:		17.00	22.7%	32.7%	-10.0%	7.49	32.7%
Black:		5.00	6.7%	11.6%	-4.9%	3.69	11.6%
Hispanic:		3.00	4.0%	9.3%	-5.3%	4.00	9.3%
Asian:		6.00	8.0%	9.1%	-1.1%	0.80	9.1%
American Indian:		3.00	4.0%	2.7%	1.3%	Met	
Disabled:		6.00	8.0%	8.2%	-0.2%	*	8.2%
Vietnam Veteran:		4.00	5.3%	3.9%	1.4%	Met	
Disabled Veteran:		0.00	0.0%	1.1%	-1.1%	0.82	1.1%
Over 40:		53.00	70.7%			Met	

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		Total	Percent	Avail %			
4 2	28.00						
ADMIN SUPPORT - FISCAL							
Female:	21.00	75.0%	67.3%	7.7%	Met		
Total Minority:	3.00	10.7%	32.7%	-22.0%	6.15	32.7%	
Black:	0.00	0.0%	11.6%	-11.6%	3.25	11.6%	
Hispanic:	3.00	10.7%	9.3%	1.4%	Met		
Asian:	0.00	0.0%	9.1%	-9.1%	2.54	9.1%	
American Indian:	0.00	0.0%	2.7%	-2.7%	0.75	2.7%	
Disabled:	1.00	3.6%	8.2%	-4.6%	1.30	8.2%	
Vietnam Veteran:	0.00	0.0%	3.9%	-3.9%	1.09	3.9%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:	16.00	57.1%			Met		

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		Total	Percent	Avail %			
ADMIN SUPPORT / LIB	18.00						
Female:	13.00	72.2%	67.3%	4.9%	Met		
Total Minority:	3.00	16.7%	32.7%	-16.0%	2.88	32.7%	
Black:	0.00	0.0%	11.6%	-11.6%	2.09	11.6%	
Hispanic:	1.00	5.6%	9.3%	-3.8%	0.68	9.3%	
Asian:	1.00	5.6%	9.1%	-3.5%	0.63	9.1%	
American Indian:	1.00	5.6%	2.7%	2.9%	Met		
Disabled:	4.00	22.2%	8.2%	14.0%	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:	16.00	88.9%			Met		

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %
TECH/PARA-	5 0	48.00					
	Female:	13.00	27.1%	31.3%	-4.2%	2.03	31.3%
	Total Minority:	8.00	16.7%	25.8%	-9.2%	4.40	25.8%
	Black:	0.00	0.0%	8.1%	-8.1%	3.87	8.1%
	Hispanic:	2.00	4.2%	5.0%	-0.8%	*	5.0%
	Asian:	6.00	12.5%	11.1%	1.4%	Met	
	American Indian:	0.00	0.0%	1.7%	-1.7%	0.82	1.7%
	Disabled:	5.00	10.4%	7.0%	3.5%	Met	
	Vietnam Veteran:	0.00	0.0%	6.6%	-6.6%	3.17	6.6%
	Disabled Veteran:	1.00	2.1%	1.1%	1.0%	Met	
	Over 40:	28.00	58.3%			Met	

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6 0 TRADES/SKILLED CRAFT	24.00						
	Female:	2.00	8.3%	20.0%	-11.7%	2.81	20.0%
	Total Minority:	9.00	37.5%	24.2%	13.3%	Met	
	Black:	0.00	0.0%	1.0%	-1.0%	*	1.0%
	Hispanic:	5.00	20.8%	9.7%	11.2%	Met	
	Asian:	2.00	8.3%	9.9%	-1.6%	*	9.9%
	American Indian:	2.00	8.3%	3.6%	4.7%	Met	
	Disabled:	1.00	4.2%	8.4%	-4.2%	1.02	8.4%
	Vietnam Veteran:	3.00	12.5%	11.7%	0.8%	Met	
	Disabled Veteran:	1.00	4.2%	2.2%	2.0%	Met	
	Over 40:	24.00	100.0%			Met	

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		Total	Percent	Avail %			
CAMPUS POLICE	9.00						
Female:	4.00	44.4%	22.6%	21.9%	Met		
Total Minority:	2.00	22.2%	19.9%	2.3%	Met		
Black:	0.00	0.0%	4.5%	-4.5%	*	4.5%	
Hispanic:	0.00	0.0%	3.3%	-3.3%	*	3.3%	
Asian:	2.00	22.2%	9.2%	13.0%	Met		
American Indian:	0.00	0.0%	2.9%	-2.9%	*	2.9%	
Disabled:	0.00	0.0%	8.6%	-8.6%	0.77	8.6%	
Vietnam Veteran:	1.00	11.1%	13.1%	-2.0%	*	13.1%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:	8.00	88.9%			Met		

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		Total	Percent	Avail %			
Job Group:	7 2						
SERVICE/MAINTENANCE	58.00						
Female:	24.00	41.4%	42.6%	-1.3%	0.73	42.6%	
Total Minority:	27.00	46.5%	30.3%	16.3%	Met		
Black:	2.00	3.4%	7.0%	-3.5%	2.04	7.0%	
Hispanic:	7.00	12.1%	7.9%	4.2%	Met		
Asian:	13.00	22.4%	10.7%	11.7%	Met		
American Indian:	5.00	8.6%	4.8%	3.8%	Met		
Disabled:	4.00	6.9%	9.9%	-3.0%	1.76	9.9%	
Vietnam Veteran:	4.00	6.9%	5.5%	1.4%	Met		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.64	1.1%	
Over 40:	43.00	74.1%			Met		

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