

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

Job Group:	1 1	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
		16.00						0	
<b>Executives &amp;</b>									
		<b>Female:</b>	4.00	25.0%	47.2%	-22.2%	3.56	47.2%	
		<b>Total Minority:</b>	2.00	12.5%	21.9%	-9.4%	1.51	21.9%	
		<b>Black:</b>	2.00	12.5%	7.3%	5.2%	Met		
		<b>Hispanic:</b>	0.00	0.0%	5.2%	-5.2%	0.83	5.2%	
		<b>Asian:</b>	0.00	0.0%	6.4%	-6.4%	1.03	6.4%	
		<b>American Indian:</b>	0.00	0.0%	3.0%	-3.0%	*	3.0%	
		<b>Disabled:</b>	2.00	12.5%	6.7%	5.8%	Met		
		<b>Vietnam Veteran:</b>	1.00	6.3%	7.8%	-1.5%	*	7.8%	
		<b>Disabled Veteran:</b>	1.00	6.3%	1.6%	4.7%	Met		
		<b>Over 40:</b>	15.00	93.8%			Met		

\* - While the goal is less than .5 FTE, there is a goal for which affirmative action can be taken.

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Job Group:	1 2	Total in Group	Affected Groups			Relative	Total Goal	Total	Anticipated Annual Vacancies Vacancies
			Total	Percent	Avail %	Utilization	# or FTE	Goal %	
		33.00						0	
		<b>Female:</b>	23.00	69.7%	47.2%	22.5%	Met		
		<b>Total Minority:</b>	5.00	15.2%	21.9%	-6.8%	2.23	21.9%	
		<b>Black:</b>	2.00	6.1%	7.3%	-1.3%	*	7.3%	
		<b>Hispanic:</b>	1.00	3.0%	5.2%	-2.1%	0.70	5.2%	
		<b>Asian:</b>	1.00	3.0%	6.4%	-3.4%	1.13	6.4%	
		<b>American Indian:</b>	1.00	3.0%	3.0%	0.1%	Met		
		<b>Disabled:</b>	4.00	12.1%	6.7%	5.4%	Met		
		<b>Vietnam Veteran:</b>	3.00	9.1%	7.8%	1.3%	Met		
		<b>Disabled Veteran:</b>	2.00	6.1%	1.6%	4.5%	Met		
		<b>Over 40:</b>	26.00	78.8%			Met		

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Job Group:	1 3	Total in Group	Affected Groups			Relative	Total Goal	Total	Anticipated Annual Vacancies
			Total	Percent	Avail %	Utilization	# or FTE	Goal %	
		37.00						0	
<b>Executives &amp;</b>									
		<b>Female:</b>	21.00	56.8%	47.2%	9.5%	Met		
		<b>Total Minority:</b>	10.00	27.0%	21.9%	5.1%	Met		
		<b>Black:</b>	2.00	5.4%	7.3%	-1.9%	0.71	7.3%	
		<b>Hispanic:</b>	3.00	8.1%	5.2%	3.0%	Met		
		<b>Asian:</b>	2.00	5.4%	6.4%	-1.0%	*	6.4%	
		<b>American Indian:</b>	3.00	8.1%	3.0%	5.1%	Met		
		<b>Disabled:</b>	1.00	2.7%	6.7%	-4.0%	1.49	6.7%	
		<b>Vietnam Veteran:</b>	0.00	0.0%	7.8%	-7.8%	2.89	7.8%	
		<b>Disabled Veteran:</b>	0.00	0.0%	1.6%	-1.6%	0.59	1.6%	
		<b>Over 40:</b>	33.00	89.2%			Met		

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Job Group:	2 1	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
Faculty - Arts		25.00						0	
		<b>Female:</b>	14.00	56.0%	59.1%	-3.2%	0.79	59.1%	
		<b>Total Minority:</b>	8.00	32.0%	18.0%	14.0%	Met		
		<b>Black:</b>	2.00	8.0%	5.2%	2.7%	Met		
		<b>Hispanic:</b>	1.00	4.0%	4.6%	-0.6%	*	4.6%	
		<b>Asian:</b>	3.00	12.0%	7.1%	4.9%	Met		
		<b>American Indian:</b>	2.00	8.0%	1.0%	7.0%	Met		
		<b>Disabled:</b>	2.00	8.0%	1.7%	6.3%	Met		
		<b>Vietnam Veteran:</b>	0.00	0.0%	4.8%	-4.8%	1.20	4.8%	
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
		<b>Over 40:</b>	22.00	88.0%			Met		

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		Total	Percent	Avail %				
2 2 Faculty - Humanities	29.00						0	
	<b>Female:</b>	17.00	58.6%	49.4%	9.3%	Met		
	<b>Total Minority:</b>	6.00	20.7%	12.9%	7.8%	Met		
	<b>Black:</b>	2.00	6.9%	3.8%	3.1%	Met		
	<b>Hispanic:</b>	1.00	3.4%	4.7%	-1.2%	*	4.7%	
	<b>Asian:</b>	2.00	6.9%	3.3%	3.6%	Met		
	<b>American Indian:</b>	1.00	3.4%	1.1%	2.4%	Met		
	<b>Disabled:</b>	3.00	10.3%	1.7%	8.6%	Met		
	<b>Vietnam Veteran:</b>	1.00	3.4%	4.8%	-1.4%	*	4.8%	
	<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
	<b>Over 40:</b>	24.00	82.8%			Met		

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		Total	Percent	Avail %				
<b>2 3</b>	42.00						0	
<b>Faculty - Natural Science</b>								
		<b>Female:</b>	15.00	35.7%	37.3%	-1.6%	0.69	37.3%
		<b>Total Minority:</b>	8.00	19.1%	15.0%	4.0%	Met	
		<b>Black:</b>	1.00	2.4%	3.1%	-0.7%	*	3.1%
		<b>Hispanic:</b>	2.00	4.8%	3.8%	1.0%	Met	
		<b>Asian:</b>	5.00	11.9%	7.8%	4.1%	Met	
		<b>American Indian:</b>	0.00	0.0%	0.4%	-0.4%	*	0.4%
		<b>Disabled:</b>	0.00	0.0%	2.3%	-2.3%	0.97	2.3%
		<b>Vietnam Veteran:</b>	1.00	2.4%	4.8%	-2.4%	1.02	4.8%
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%
		<b>Over 40:</b>	36.00	85.7%			Met	

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		Total	Percent	Avail %				
<b>2 4</b>	70.00						0	
<b>Faculty - Social Science</b>								
		<b>Female:</b>	39.00	55.7%	61.2%	-5.5%	3.84	61.2%
		<b>Total Minority:</b>	25.00	35.7%	18.8%	16.9%	Met	
		<b>Black:</b>	5.00	7.1%	9.0%	-1.9%	1.31	9.0%
		<b>Hispanic:</b>	8.00	11.4%	5.2%	6.2%	Met	
		<b>Asian:</b>	5.00	7.1%	3.2%	4.0%	Met	
		<b>American Indian:</b>	7.00	10.0%	1.4%	8.6%	Met	
		<b>Disabled:</b>	4.00	5.7%	4.3%	1.4%	Met	
		<b>Vietnam Veteran:</b>	1.00	1.4%	4.8%	-3.4%	2.37	4.8%
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.77	1.1%
		<b>Over 40:</b>	62.00	88.6%			Met	

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		Total	Percent	Avail %				
<b>3 1 Non-Faculty Professionals</b>	85.00						0	
<b>Female:</b>	53.00	62.3%	54.2%	8.1%	Met			
<b>Total Minority:</b>	21.00	24.7%	28.4%	-3.6%	3.10	28.4%		
<b>Black:</b>	9.00	10.6%	9.9%	0.7%	Met			
<b>Hispanic:</b>	4.00	4.7%	5.9%	-1.2%	1.03	5.9%		
<b>Asian:</b>	5.00	5.9%	10.5%	-4.7%	3.96	10.5%		
<b>American Indian:</b>	3.00	3.5%	2.0%	1.5%	Met			
<b>Disabled:</b>	6.00	7.1%	5.6%	1.4%	Met			
<b>Vietnam Veteran:</b>	2.00	2.3%	5.9%	-3.6%	3.02	5.9%		
<b>Disabled Veteran:</b>	1.00	1.2%	1.2%	-0.1%	*	1.2%		
<b>Over 40:</b>	46.00	54.1%			Met			

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %	
<b>3 2</b>	16.00							0
<b>Non-Faculty Professionals</b>								
	<b>Female:</b>	14.00	87.5%	54.2%	33.3%	Met		
	<b>Total Minority:</b>	4.00	25.0%	28.4%	-3.4%	0.54	28.4%	
	<b>Black:</b>	1.00	6.3%	9.9%	-3.7%	0.59	9.9%	
	<b>Hispanic:</b>	2.00	12.5%	5.9%	6.6%	Met		
	<b>Asian:</b>	1.00	6.3%	10.5%	-4.3%	0.69	10.5%	
	<b>American Indian:</b>	0.00	0.0%	2.0%	-2.0%	*	2.0%	
	<b>Disabled:</b>	2.00	12.5%	5.6%	6.9%	Met		
	<b>Vietnam Veteran:</b>	0.00	0.0%	5.9%	-5.9%	0.94	5.9%	
	<b>Disabled Veteran:</b>	0.00	0.0%	1.2%	-1.2%	*	1.2%	
	<b>Over 40:</b>	15.00	93.8%			Met		

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Job Group:	3 3	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
Non-Faculty Professionals		21.00						0	
		<b>Female:</b>	5.00	23.8%	54.2%	-30.4%	6.39	54.2%	
		<b>Total Minority:</b>	2.00	9.5%	28.4%	-18.8%	3.96	28.4%	
		<b>Black:</b>	0.00	0.0%	9.9%	-9.9%	2.08	9.9%	
		<b>Hispanic:</b>	1.00	4.8%	5.9%	-1.2%	*	5.9%	
		<b>Asian:</b>	1.00	4.8%	10.5%	-5.8%	1.21	10.5%	
		<b>American Indian:</b>	0.00	0.0%	2.0%	-2.0%	*	2.0%	
		<b>Disabled:</b>	0.00	0.0%	5.6%	-5.6%	1.18	5.6%	
		<b>Vietnam Veteran:</b>	2.00	9.5%	5.9%	3.6%	Met		
		<b>Disabled Veteran:</b>	0.00	0.0%	1.2%	-1.2%	*	1.2%	
		<b>Over 40:</b>	18.00	85.7%			Met		

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		Total	Percent	Avail %				
<b>Administrative Support -</b>	72.00						0	
<b>Female:</b>		64.00	88.9%	67.3%	21.6%	Met		
<b>Total Minority:</b>		18.00	25.0%	32.7%	-7.7%	5.52	32.7%	
<b>Black:</b>		5.00	6.9%	11.6%	-4.7%	3.35	11.6%	
<b>Hispanic:</b>		3.00	4.2%	9.3%	-5.2%	3.72	9.3%	
<b>Asian:</b>		6.00	8.3%	9.1%	-0.7%	0.53	9.1%	
<b>American Indian:</b>		4.00	5.6%	2.7%	2.9%	Met		
<b>Disabled:</b>		6.00	8.3%	8.2%	0.1%	Met		
<b>Vietnam Veteran:</b>		4.00	5.6%	3.9%	1.7%	Met		
<b>Disabled Veteran:</b>		0.00	0.0%	1.1%	-1.1%	0.79	1.1%	
<b>Over 40:</b>		53.00	73.6%			Met		

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		Total	Percent	Avail %				
<b>Administrative Support -</b>	29.00						0	
<b>Female:</b>		22.00	75.9%	67.3%	8.6%	Met		
<b>Total Minority:</b>		3.00	10.3%	32.7%	-22.3%	6.47	32.7%	
<b>Black:</b>		0.00	0.0%	11.6%	-11.6%	3.36	11.6%	
<b>Hispanic:</b>		3.00	10.3%	9.3%	1.0%	Met		
<b>Asian:</b>		0.00	0.0%	9.1%	-9.1%	2.63	9.1%	
<b>American Indian:</b>		0.00	0.0%	2.7%	-2.7%	0.77	2.7%	
<b>Disabled:</b>		1.00	3.4%	8.2%	-4.7%	1.38	8.2%	
<b>Vietnam Veteran:</b>		0.00	0.0%	3.9%	-3.9%	1.13	3.9%	
<b>Disabled Veteran:</b>		0.00	0.0%	1.1%	-1.1%	*	1.1%	
<b>Over 40:</b>		16.00	55.2%			Met		

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		Total	Percent	Avail %				
<b>Administrative Support - Lib</b>	18.00						0	
<b>Female:</b>		13.00	72.2%	67.3%	4.9%	Met		
<b>Total Minority:</b>		3.00	16.7%	32.7%	-16.0%	2.88	32.7%	
<b>Black:</b>		0.00	0.0%	11.6%	-11.6%	2.09	11.6%	
<b>Hispanic:</b>		1.00	5.6%	9.3%	-3.8%	0.68	9.3%	
<b>Asian:</b>		1.00	5.6%	9.1%	-3.5%	0.63	9.1%	
<b>American Indian:</b>		1.00	5.6%	2.7%	2.9%	Met		
<b>Disabled:</b>		4.00	22.2%	8.2%	14.0%	Met		
<b>Vietnam Veteran:</b>		0.00	0.0%	3.9%	-3.9%	0.70	3.9%	
<b>Disabled Veteran:</b>		0.00	0.0%	1.1%	-1.1%	*	1.1%	
<b>Over 40:</b>		16.00	88.9%			Met		

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		Total	Percent	Avail %				
5 0 Para-Professional /	49.00						0	
	<b>Female:</b>	13.00	26.5%	31.3%	-4.8%	2.34	31.3%	
	<b>Total Minority:</b>	8.00	16.3%	25.8%	-9.5%	4.66	25.8%	
	<b>Black:</b>	0.00	0.0%	8.1%	-8.1%	3.95	8.1%	
	<b>Hispanic:</b>	2.00	4.1%	5.0%	-0.9%	*	5.0%	
	<b>Asian:</b>	6.00	12.2%	11.1%	1.2%	Met		
	<b>American Indian:</b>	0.00	0.0%	1.7%	-1.7%	0.83	1.7%	
	<b>Disabled:</b>	6.00	12.2%	7.0%	5.3%	Met		
	<b>Vietnam Veteran:</b>	1.00	2.0%	6.6%	-4.6%	2.23	6.6%	
	<b>Disabled Veteran:</b>	1.00	2.0%	1.1%	0.9%	Met		
	<b>Over 40:</b>	29.00	59.2%			Met		

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %	
6 0	24.00							0
<b>Skilled Craft / Trades</b>								
		<b>Female:</b>	2.00	8.3%	20.0%	-11.7%	2.81	20.0%
		<b>Total Minority:</b>	9.00	37.5%	24.2%	13.3%	Met	
		<b>Black:</b>	0.00	0.0%	1.0%	-1.0%	*	1.0%
		<b>Hispanic:</b>	5.00	20.8%	9.7%	11.2%	Met	
		<b>Asian:</b>	2.00	8.3%	9.9%	-1.6%	*	9.9%
		<b>American Indian:</b>	2.00	8.3%	3.6%	4.7%	Met	
		<b>Disabled:</b>	1.00	4.2%	8.4%	-4.2%	1.02	8.4%
		<b>Vietnam Veteran:</b>	3.00	12.5%	11.7%	0.8%	Met	
		<b>Disabled Veteran:</b>	1.00	4.2%	2.2%	2.0%	Met	
		<b>Over 40:</b>	24.00	100.0%			Met	

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Job Group:	7 1	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
<b>Campus Police</b>		9.00						0	
		<b>Female:</b>	4.00	44.4%	22.6%	21.9%	Met		
		<b>Total Minority:</b>	2.00	22.2%	19.9%	2.3%	Met		
		<b>Black:</b>	0.00	0.0%	4.5%	-4.5%	*	4.5%	
		<b>Hispanic:</b>	0.00	0.0%	3.3%	-3.3%	*	3.3%	
		<b>Asian:</b>	2.00	22.2%	9.2%	13.0%	Met		
		<b>American Indian:</b>	0.00	0.0%	2.9%	-2.9%	*	2.9%	
		<b>Disabled:</b>	0.00	0.0%	8.6%	-8.6%	0.77	8.6%	
		<b>Vietnam Veteran:</b>	1.00	11.1%	13.1%	-2.0%	*	13.1%	
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
		<b>Over 40:</b>	6.00	66.7%			Met		

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		Total	Percent	Avail %				
<b>7 2</b>	58.00						0	
<b>Service &amp; Maintenance</b>								
	<b>Female:</b>	24.00	41.4%	42.6%	-1.3%	0.73	42.6%	
	<b>Total Minority:</b>	27.00	46.5%	30.3%	16.3%	Met		
	<b>Black:</b>	2.00	3.4%	7.0%	-3.5%	2.04	7.0%	
	<b>Hispanic:</b>	7.00	12.1%	7.9%	4.2%	Met		
	<b>Asian:</b>	13.00	22.4%	10.7%	11.7%	Met		
	<b>American Indian:</b>	5.00	8.6%	4.8%	3.8%	Met		
	<b>Disabled:</b>	4.00	6.9%	9.9%	-3.0%	1.76	9.9%	
	<b>Vietnam Veteran:</b>	4.00	6.9%	5.5%	1.4%	Met		
	<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.64	1.1%	
	<b>Over 40:</b>	43.00	74.1%			Met		

\* - While the goal is less than .5 FTE, there is a goal for which affirmative action can be taken.