

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

Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		Total	Percent	Avail %			
1 1 EXECS & ADMINS - A	17.00						
Female:	4.00	23.5%	47.2%	-23.7%	4.03	47.2%	
Total Minority:	4.00	23.5%	21.9%	1.6%	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%	3.0%	-3.0%	0.50	3.0%	
Disabled:	1.00	5.9%	6.7%	-0.9%	*	6.7%	
Vietnam Veteran:	2.00	11.8%	7.8%	4.0%	Met		
Disabled Veteran:	1.00	5.9%	1.6%	4.3%	Met		
Over 40:	17.00	100.0%			Met		

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1 2 EXECS & ADMINS - B	32.00						
	Female:	18.00	56.3%	47.2%	9.0%	Met	
	Total Minority:	6.00	18.8%	21.9%	-3.2%	1.01	21.9%
	Black:	2.00	6.3%	7.3%	-1.1%	*	7.3%
	Hispanic:	1.00	3.1%	5.2%	-2.0%	0.65	5.2%
	Asian:	1.00	3.1%	6.4%	-3.3%	1.07	6.4%
	American Indian:	2.00	6.3%	3.0%	3.3%	Met	
	Disabled:	5.00	15.6%	6.7%	8.9%	Met	
	Vietnam Veteran:	5.00	15.6%	7.8%	7.8%	Met	
	Disabled Veteran:	3.00	9.4%	1.6%	7.8%	Met	
	Over 40:	26.00	81.3%			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 AND ADMINS - C	38.00						
	Female:	21.00	55.3%	47.2%	8.0%	Met	
	Total Minority:	9.00	23.7%	21.9%	1.8%	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%	3.0%	4.9%	Met	
	Disabled:	2.00	5.3%	6.7%	-1.5%	0.56	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:	36.00	94.7%			Met	

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		Total	Percent	Avail %			
2 1	24.00						
FACULTY - ARTS							
	Female:	13.00	54.2%	59.1%	-5.0%	1.20	59.1%
	Total Minority:	7.00	29.2%	18.0%	11.2%	Met	
	Black:	1.00	4.2%	5.2%	-1.1%	*	5.2%
	Hispanic:	1.00	4.2%	4.6%	-0.4%	*	4.6%
	Asian:	3.00	12.5%	7.1%	5.4%	Met	
	American Indian:	2.00	8.3%	1.0%	7.3%	Met	
	Disabled:	2.00	8.3%	1.7%	6.6%	Met	
	Vietnam Veteran:	0.00	0.0%	4.8%	-4.8%	1.15	4.8%
	Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
	Over 40:	23.00	95.8%			Met	

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %
FACULTY - HUMANITIES	32.00						
Female:	19.00	59.4%	49.4%	10.0%	Met		
Total Minority:	6.00	18.8%	12.9%	5.9%	Met		
Black:	2.00	6.3%	3.8%	2.4%	Met		
Hispanic:	1.00	3.1%	4.7%	-1.6%	0.50	4.7%	
Asian:	2.00	6.3%	3.3%	3.0%	Met		
American Indian:	1.00	3.1%	1.1%	2.0%	Met		
Disabled:	4.00	12.5%	1.7%	10.8%	Met		
Vietnam Veteran:	0.00	0.0%	4.8%	-4.8%	1.54	4.8%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%	
Over 40:	26.00	81.3%			Met		

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		Total	Percent	Avail %			
2 3 FACULTY - NATURAL SCI	38.00						
	Female:	15.00	39.5%	37.3%	2.1%	Met	
	Total Minority:	6.00	15.8%	15.0%	0.7%	Met	
	Black:	0.00	0.0%	3.1%	-3.1%	1.17	3.1%
	Hispanic:	2.00	5.3%	3.8%	1.5%	Met	
	Asian:	4.00	10.5%	7.8%	2.7%	Met	
	American Indian:	0.00	0.0%	0.4%	-0.4%	*	0.4%
	Disabled:	0.00	0.0%	2.3%	-2.3%	0.87	2.3%
	Vietnam Veteran:	0.00	0.0%	4.8%	-4.8%	1.83	4.8%
	Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
	Over 40:	30.00	78.9%			Met	

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		Total	Percent	Avail %			
FACULTY - SOCIAL SCI	65.00						
Female:	36.00	55.4%	61.2%	-5.8%	3.78	61.2%	
Total Minority:	21.00	32.3%	18.8%	13.5%	Met		
Black:	5.00	7.7%	9.0%	-1.3%	0.86	9.0%	
Hispanic:	6.00	9.2%	5.2%	4.0%	Met		
Asian:	5.00	7.7%	3.2%	4.5%	Met		
American Indian:	5.00	7.7%	1.4%	6.3%	Met		
Disabled:	4.00	6.2%	4.3%	1.9%	Met		
Vietnam Veteran:	0.00	0.0%	4.8%	-4.8%	3.13	4.8%	
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.71	1.1%	
Over 40:	57.00	87.7%			Met		

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		Total	Percent	Avail %	Utilization	# or FTE	Goal %
PROFESSIONALS -	80.00						
Female:	50.00	62.5%	54.2%	8.3%	Met		
Total Minority:	24.00	30.0%	28.4%	1.6%	Met		
Black:	9.00	11.2%	9.9%	1.3%	Met		
Hispanic:	6.00	7.5%	5.9%	1.6%	Met		
Asian:	4.00	5.0%	10.5%	-5.5%	4.43	10.5%	
American Indian:	5.00	6.3%	2.0%	4.3%	Met		
Disabled:	8.00	10.0%	5.6%	4.4%	Met		
Vietnam Veteran:	2.00	2.5%	5.9%	-3.4%	2.72	5.9%	
Disabled Veteran:	1.00	1.3%	1.2%	0.0%	Met		
Over 40:	50.00	62.5%			Met		

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Job Group:	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %
		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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PROFESSIONALS - TECH	21.00						
Female:		5.00	23.8%	54.2%	-30.4%	6.39	54.2%
Total Minority:		1.00	4.8%	28.4%	-23.6%	4.96	28.4%
Black:		0.00	0.0%	9.9%	-9.9%	2.08	9.9%
Hispanic:		1.00	4.8%	5.9%	-1.2%	*	5.9%
Asian:		0.00	0.0%	10.5%	-10.5%	2.21	10.5%
American Indian:		0.00	0.0%	2.0%	-2.0%	*	2.0%
Disabled:		0.00	0.0%	5.6%	-5.6%	1.18	5.6%
Vietnam Veteran:		2.00	9.5%	5.9%	3.6%	Met	
Disabled Veteran:		0.00	0.0%	1.2%	-1.2%	*	1.2%
Over 40:		16.00	76.2%			Met	

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ADMIN SUPPORT -	78.00						
	Female:	71.00	91.0%	67.3%	23.7%	Met	
	Total Minority:	22.00	28.2%	32.7%	-4.5%	3.47	32.7%
	Black:	5.00	6.4%	11.6%	-5.2%	4.04	11.6%
	Hispanic:	5.00	6.4%	9.3%	-2.9%	2.28	9.3%
	Asian:	6.00	7.7%	9.1%	-1.4%	1.07	9.1%
	American Indian:	6.00	7.7%	2.7%	5.0%	Met	
	Disabled:	7.00	9.0%	8.2%	0.8%	Met	
	Vietnam Veteran:	4.00	5.1%	3.9%	1.2%	Met	
	Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.86	1.1%
	Over 40:	54.00	69.2%			Met	

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		Total	Percent	Avail %			
4 2	26.00						
ADMIN SUPPORT - FISCAL							
	Female:	18.00	69.2%	67.3%	1.9%	Met	
	Total Minority:	5.00	19.2%	32.7%	-13.4%	3.49	32.7%
	Black:	0.00	0.0%	11.6%	-11.6%	3.01	11.6%
	Hispanic:	4.00	15.4%	9.3%	6.0%	Met	
	Asian:	1.00	3.8%	9.1%	-5.2%	1.35	9.1%
	American Indian:	0.00	0.0%	2.7%	-2.7%	0.69	2.7%
	Disabled:	1.00	3.8%	8.2%	-4.3%	1.13	8.2%
	Vietnam Veteran:	0.00	0.0%	3.9%	-3.9%	1.01	3.9%
	Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
	Over 40:	16.00	61.5%			Met	

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		Total	Percent	Avail %			
ADMIN SUPPORT -	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-	50.00						
	Female:	14.00	28.0%	31.3%	-3.3%	1.65	31.3%
	Total Minority:	9.00	18.0%	25.8%	-7.8%	3.91	25.8%
	Black:	0.00	0.0%	8.1%	-8.1%	4.03	8.1%
	Hispanic:	2.00	4.0%	5.0%	-1.0%	0.50	5.0%
	Asian:	7.00	14.0%	11.1%	3.0%	Met	
	American Indian:	0.00	0.0%	1.7%	-1.7%	0.85	1.7%
	Disabled:	6.00	12.0%	7.0%	5.0%	Met	
	Vietnam Veteran:	1.00	2.0%	6.6%	-4.6%	2.30	6.6%
	Disabled Veteran:	1.00	2.0%	1.1%	0.9%	Met	
	Over 40:	28.00	56.0%			Met	

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SKILLED CRAFT &	26.00						
Female:		2.00	7.7%	20.0%	-12.3%	3.21	20.0%
Total Minority:		10.00	38.5%	24.2%	14.3%	Met	
Black:		0.00	0.0%	1.0%	-1.0%	*	1.0%
Hispanic:		5.00	19.2%	9.7%	9.6%	Met	
Asian:		3.00	11.5%	9.9%	1.6%	Met	
American Indian:		2.00	7.7%	3.6%	4.1%	Met	
Disabled:		1.00	3.8%	8.4%	-4.5%	1.18	8.4%
Vietnam Veteran:		4.00	15.4%	11.7%	3.7%	Met	
Disabled Veteran:		1.00	3.8%	2.2%	1.7%	Met	
Over 40:		26.00	100.0%			Met	

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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:	5.00	55.6%			Met		

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SERVICE AND	60.00							
		Female:	23.00	38.3%	42.6%	-4.3%	2.59	42.6%
		Total Minority:	26.00	43.3%	30.3%	13.0%	Met	
		Black:	1.00	1.7%	7.0%	-5.3%	3.18	7.0%
		Hispanic:	7.00	11.7%	7.9%	3.8%	Met	
		Asian:	13.00	21.7%	10.7%	11.0%	Met	
		American Indian:	5.00	8.3%	4.8%	3.5%	Met	
		Disabled:	5.00	8.3%	9.9%	-1.6%	0.97	9.9%
		Vietnam Veteran:	4.00	6.7%	5.5%	1.2%	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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