

**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 %				
<b>Job Group: 1 1</b>	17.00						0	
<b>Executives and Admins - A</b>								
<b>Female:</b>	4.00	23.5%	46.4%	-22.9%	3.89	46.4%		
<b>Total Minority:</b>	5.00	29.4%	21.5%	7.9%	<b>Met</b>			
<b>Black:</b>	4.00	23.5%	7.3%	16.2%	<b>Met</b>			
<b>Hispanic:</b>	1.00	5.9%	5.2%	0.7%	<b>Met</b>			
<b>Asian:</b>	0.00	0.0%	6.4%	-6.4%	1.10	6.4%		
<b>American Indian:</b>	0.00	0.0%	2.5%	-2.5%	*	2.5%		
<b>Disabled:</b>	0.00	0.0%	7.9%	-7.9%	1.34	7.9%		
<b>Vietnam Veteran:</b>	1.00	5.9%	7.8%	-1.9%	*	7.8%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	17.00	100.0%			<b>Met</b>			

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

**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 %				
<b>Job Group: 1 2</b>	35.00						0	
<b>Executives and Admins - B</b>								
<b>Female:</b>	20.00	57.1%	46.4%	10.7%	<b>Met</b>			
<b>Total Minority:</b>	6.00	17.1%	21.5%	-4.3%	1.52	21.5%		
<b>Black:</b>	2.00	5.7%	7.3%	-1.6%	0.57	7.3%		
<b>Hispanic:</b>	1.00	2.9%	5.2%	-2.3%	0.81	5.2%		
<b>Asian:</b>	1.00	2.9%	6.4%	-3.6%	1.26	6.4%		
<b>American Indian:</b>	2.00	5.7%	2.4%	3.3%	<b>Met</b>			
<b>Disabled:</b>	5.00	14.3%	7.9%	6.4%	<b>Met</b>			
<b>Vietnam Veteran:</b>	5.00	14.3%	7.8%	6.5%	<b>Met</b>			
<b>Disabled Veteran:</b>	3.00	8.6%	1.1%	7.5%	<b>Met</b>			
<b>Over 40:</b>	29.00	82.9%			<b>Met</b>			

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

**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 %				
<b>Job Group: 1 3</b>	40.00						0	
<b>Executives and Admins - C</b>								
<b>Female:</b>	24.00	60.0%	46.4%	13.6%	<b>Met</b>			
<b>Total Minority:</b>	9.00	22.5%	21.5%	1.0%	<b>Met</b>			
<b>Black:</b>	1.00	2.5%	7.3%	-4.8%	1.93	7.3%		
<b>Hispanic:</b>	3.00	7.5%	5.2%	2.3%	<b>Met</b>			
<b>Asian:</b>	2.00	5.0%	6.4%	-1.4%	0.58	6.4%		
<b>American Indian:</b>	3.00	7.5%	2.5%	5.0%	<b>Met</b>			
<b>Disabled:</b>	5.00	12.5%	7.9%	4.6%	<b>Met</b>			
<b>Vietnam Veteran:</b>	0.00	0.0%	7.8%	-7.8%	3.12	7.8%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	34.00	85.0%			<b>Met</b>			

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

**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 %				
<b>Job Group:</b>	<b>2 1</b>	21.00						0
<b>Faculty - Arts</b>								
	<b>Female:</b>	12.00	57.1%	52.9%	4.2%	<b>Met</b>		
	<b>Total Minority:</b>	7.00	33.3%	14.8%	18.5%	<b>Met</b>		
	<b>Black:</b>	1.00	4.8%	4.3%	0.5%	<b>Met</b>		
	<b>Hispanic:</b>	1.00	4.8%	3.5%	1.3%	<b>Met</b>		
	<b>Asian:</b>	2.00	9.5%	5.6%	3.9%	<b>Met</b>		
	<b>American Indian:</b>	3.00	14.3%	1.5%	12.8%	<b>Met</b>		
	<b>Disabled:</b>	2.00	9.5%	7.2%	2.3%	<b>Met</b>		
	<b>Vietnam Veteran:</b>	0.00	0.0%	2.6%	-2.6%	0.55	2.6%	
	<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
	<b>Over 40:</b>	20.00	95.2%			<b>Met</b>		

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

**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 %				
<b>Job Group: 2 2</b>	32.00						0	
<b>Faculty - Humanities</b>								
<b>Female:</b>	20.00	62.5%	57.6%	4.9%	<b>Met</b>			
<b>Total Minority:</b>	6.00	18.8%	15.9%	2.9%	<b>Met</b>			
<b>Black:</b>	2.00	6.3%	3.8%	2.4%	<b>Met</b>			
<b>Hispanic:</b>	0.00	0.0%	5.1%	-5.1%	1.63	5.1%		
<b>Asian:</b>	3.00	9.4%	5.9%	3.5%	<b>Met</b>			
<b>American Indian:</b>	1.00	3.1%	1.0%	2.1%	<b>Met</b>			
<b>Disabled:</b>	3.00	9.4%	7.2%	2.2%	<b>Met</b>			
<b>Vietnam Veteran:</b>	0.00	0.0%	1.6%	-1.6%	0.51	1.6%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	27.00	84.4%			<b>Met</b>			

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

**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 %				
<b>Job Group: 2 3</b>	46.00						0	
<b>Faculty - Natural Sci</b>								
<b>Female:</b>	17.00	37.0%	40.5%	-3.5%	1.61	40.5%		
<b>Total Minority:</b>	9.00	19.6%	18.1%	1.4%	<b>Met</b>			
<b>Black:</b>	1.00	2.2%	3.4%	-1.2%	0.57	3.4%		
<b>Hispanic:</b>	3.00	6.5%	3.5%	3.0%	<b>Met</b>			
<b>Asian:</b>	5.00	10.9%	10.8%	0.1%	<b>Met</b>			
<b>American Indian:</b>	0.00	0.0%	0.4%	-0.4%	*	0.4%		
<b>Disabled:</b>	1.00	2.2%	7.2%	-5.0%	2.31	7.2%		
<b>Vietnam Veteran:</b>	1.00	2.2%	10.3%	-8.1%	3.74	10.3%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.51	1.1%		
<b>Over 40:</b>	36.00	78.3%			<b>Met</b>			

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

**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 %				
<b>Job Group:</b> 2 4	70.00						0	
<b>Faculty - Social Sci</b>								
<b>Female:</b>	34.00	48.6%	55.1%	-6.5%	4.55	55.1%		
<b>Total Minority:</b>	24.00	34.3%	18.8%	15.5%	<b>Met</b>			
<b>Black:</b>	5.00	7.1%	7.4%	-0.2%	*	7.4%		
<b>Hispanic:</b>	7.00	10.0%	4.4%	5.6%	<b>Met</b>			
<b>Asian:</b>	4.00	5.7%	6.0%	-0.2%	*	6.0%		
<b>American Indian:</b>	8.00	11.4%	1.1%	10.3%	<b>Met</b>			
<b>Disabled:</b>	5.00	7.1%	7.2%	-0.1%	*	7.2%		
<b>Vietnam Veteran:</b>	0.00	0.0%	2.6%	-2.6%	1.82	2.6%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.77	1.1%		
<b>Over 40:</b>	64.00	91.4%			<b>Met</b>			

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

**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 %				
<b>Job Group: 3 1</b>	79.00						0	
<b>Non-Faculty Professionals -</b>								
<b>Female:</b>	46.00	58.2%	52.4%	5.8%	<b>Met</b>			
<b>Total Minority:</b>	19.00	24.1%	28.4%	-4.3%	3.40	28.4%		
<b>Black:</b>	9.00	11.4%	9.9%	1.5%	<b>Met</b>			
<b>Hispanic:</b>	4.00	5.1%	5.9%	-0.9%	0.68	5.9%		
<b>Asian:</b>	4.00	5.1%	10.5%	-5.5%	4.33	10.5%		
<b>American Indian:</b>	2.00	2.5%	2.0%	0.5%	<b>Met</b>			
<b>Disabled:</b>	6.00	7.6%	7.8%	-0.2%	*	7.8%		
<b>Vietnam Veteran:</b>	3.00	3.8%	5.9%	-2.1%	1.66	5.9%		
<b>Disabled Veteran:</b>	1.00	1.3%	1.1%	0.2%	<b>Met</b>			
<b>Over 40:</b>	48.00	60.8%			<b>Met</b>			

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

**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 %				
<b>Job Group: 3 2</b>	16.00						0	
<b>Non-Faculty Professionals -</b>								
<b>Female:</b>	14.00	87.5%	52.4%	35.1%	<b>Met</b>			
<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%	<b>Met</b>			
<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>	3.00	18.8%	7.8%	10.9%	<b>Met</b>			
<b>Vietnam Veteran:</b>	0.00	0.0%	5.9%	-5.9%	0.94	5.9%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	15.00	93.8%			<b>Met</b>			

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

**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 %				
<b>Job Group: 3 3</b>	21.00						0	
<b>Non-Faculty Professionals -</b>								
<b>Female:</b>	5.00	23.8%	52.4%	-28.6%	6.01	52.4%		
<b>Total Minority:</b>	1.00	4.8%	28.4%	-23.6%	4.96	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>	0.00	0.0%	10.5%	-10.5%	2.21	10.5%		
<b>American Indian:</b>	0.00	0.0%	2.0%	-2.0%	*	2.0%		
<b>Disabled:</b>	0.00	0.0%	7.8%	-7.8%	1.64	7.8%		
<b>Vietnam Veteran:</b>	2.00	9.5%	5.9%	3.6%	<b>Met</b>			
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	14.00	66.7%			<b>Met</b>			

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

**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 %				
<b>Job Group: 4 1</b>	82.00						0	
<b>Admin Support - General</b>								
<b>Female:</b>	70.00	85.4%	67.3%	18.1%	<b>Met</b>			
<b>Total Minority:</b>	20.00	24.4%	33.5%	-9.1%	7.47	33.5%		
<b>Black:</b>	7.00	8.5%	11.6%	-3.1%	2.50	11.6%		
<b>Hispanic:</b>	4.00	4.9%	9.3%	-4.5%	3.65	9.3%		
<b>Asian:</b>	5.00	6.1%	9.1%	-3.0%	2.43	9.1%		
<b>American Indian:</b>	4.00	4.9%	3.5%	1.4%	<b>Met</b>			
<b>Disabled:</b>	10.00	12.2%	10.6%	1.6%	<b>Met</b>			
<b>Vietnam Veteran:</b>	6.00	7.3%	3.9%	3.4%	<b>Met</b>			
<b>Disabled Veteran:</b>	1.00	1.2%	1.1%	0.1%	<b>Met</b>			
<b>Over 40:</b>	60.00	73.2%			<b>Met</b>			

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

**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 %				
<b>Job Group: 4 2</b>	25.00						0	
<b>Admin Support - Fiscal</b>								
<b>Female:</b>	18.00	72.0%	67.3%	4.7%	<b>Met</b>			
<b>Total Minority:</b>	3.00	12.0%	33.5%	-21.5%	5.38	33.5%		
<b>Black:</b>	0.00	0.0%	11.6%	-11.6%	2.90	11.6%		
<b>Hispanic:</b>	2.00	8.0%	9.3%	-1.3%	*	9.3%		
<b>Asian:</b>	1.00	4.0%	9.1%	-5.1%	1.26	9.1%		
<b>American Indian:</b>	0.00	0.0%	3.5%	-3.5%	0.88	3.5%		
<b>Disabled:</b>	1.00	4.0%	10.6%	-6.6%	1.65	10.6%		
<b>Vietnam Veteran:</b>	0.00	0.0%	3.9%	-3.9%	0.98	3.9%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	15.00	60.0%			<b>Met</b>			

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

**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 %				
<b>Job Group: 4 3</b>	18.00						0	
<b>Admin Support - Technical</b>								
<b>Female:</b>	13.00	72.2%	67.3%	4.9%	<b>Met</b>			
<b>Total Minority:</b>	3.00	16.7%	33.5%	-16.8%	3.03	33.5%		
<b>Black:</b>	0.00	0.0%	11.6%	-11.6%	2.09	11.6%		
<b>Hispanic:</b>	1.00	5.6%	9.3%	-3.7%	0.67	9.3%		
<b>Asian:</b>	1.00	5.6%	9.1%	-3.5%	0.64	9.1%		
<b>American Indian:</b>	1.00	5.6%	3.5%	2.1%	<b>Met</b>			
<b>Disabled:</b>	4.00	22.2%	10.6%	11.6%	<b>Met</b>			
<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>	13.00	72.2%			<b>Met</b>			

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

**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 %				
<b>Job Group: 5 0</b>	54.00						0	
<b>Technical / Para-Professionals</b>								
<b>Female:</b>	16.00	29.6%	30.6%	-0.9%	0.51	30.6%		
<b>Total Minority:</b>	10.00	18.5%	23.8%	-5.3%	2.85	23.8%		
<b>Black:</b>	0.00	0.0%	8.1%	-8.1%	4.36	8.1%		
<b>Hispanic:</b>	2.00	3.7%	2.7%	1.0%	<b>Met</b>			
<b>Asian:</b>	8.00	14.8%	11.3%	3.5%	<b>Met</b>			
<b>American Indian:</b>	0.00	0.0%	1.7%	-1.7%	0.92	1.7%		
<b>Disabled:</b>	5.00	9.3%	6.5%	2.8%	<b>Met</b>			
<b>Vietnam Veteran:</b>	3.00	5.6%	6.6%	-1.0%	0.56	6.6%		
<b>Disabled Veteran:</b>	1.00	1.9%	1.1%	0.7%	<b>Met</b>			
<b>Over 40:</b>	30.00	55.6%			<b>Met</b>			

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

**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 %				
<b>Job Group:</b>	<b>6 0</b>	26.00						0
<b>Trades</b>		<b>Female:</b>	2.00	7.7%	20.0%	-12.3%	3.20	20.0%
		<b>Total Minority:</b>	9.00	34.6%	19.6%	15.0%	<b>Met</b>	
		<b>Black:</b>	0.00	0.0%	1.0%	-1.0%	*	1.0%
		<b>Hispanic:</b>	5.00	19.2%	6.1%	13.1%	<b>Met</b>	
		<b>Asian:</b>	3.00	11.5%	10.5%	1.0%	<b>Met</b>	
		<b>American Indian:</b>	1.00	3.8%	2.0%	1.9%	<b>Met</b>	
		<b>Disabled:</b>	2.00	7.7%	6.6%	1.1%	<b>Met</b>	
		<b>Vietnam Veteran:</b>	4.00	15.4%	12.8%	2.6%	<b>Met</b>	
		<b>Disabled Veteran:</b>	1.00	3.8%	2.0%	1.8%	<b>Met</b>	
		<b>Over 40:</b>	23.00	88.5%			<b>Met</b>	

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

**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 %				
<b>Job Group:</b>	<b>7 1</b>	7.00						0
<b>Campus Police</b>		<b>Female:</b>	4.00	57.1%	20.5%	36.6%	<b>Met</b>	
		<b>Total Minority:</b>	2.00	28.6%	18.8%	9.8%	<b>Met</b>	
		<b>Black:</b>	0.00	0.0%	5.4%	-5.4%	*	5.4%
		<b>Hispanic:</b>	0.00	0.0%	3.3%	-3.3%	*	3.3%
		<b>Asian:</b>	2.00	28.6%	7.2%	21.4%	<b>Met</b>	
		<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%	0.60	8.6%
		<b>Vietnam Veteran:</b>	1.00	14.3%	18.2%	-3.9%	*	18.2%
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%
		<b>Over 40:</b>	4.00	57.1%			<b>Met</b>	

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

**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 %				
<b>Job Group:</b> 7 2	64.00						0	
<b>Service and Maintenance</b>								
<b>Female:</b>	25.00	39.1%	34.1%	5.0%	<b>Met</b>			
<b>Total Minority:</b>	28.00	43.8%	33.6%	10.1%	<b>Met</b>			
<b>Black:</b>	2.00	3.1%	7.0%	-3.8%	2.46	7.0%		
<b>Hispanic:</b>	7.00	10.9%	8.3%	2.6%	<b>Met</b>			
<b>Asian:</b>	14.00	21.9%	12.7%	9.1%	<b>Met</b>			
<b>American Indian:</b>	5.00	7.8%	5.6%	2.2%	<b>Met</b>			
<b>Disabled:</b>	7.00	10.9%	10.0%	0.9%	<b>Met</b>			
<b>Vietnam Veteran:</b>	4.00	6.3%	6.3%	-0.1%	*	6.3%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.70	1.1%		
<b>Over 40:</b>	44.00	68.8%			<b>Met</b>			

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