

**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	
Executives and Admins - A								
Female:	4.00	23.5%	46.4%	-22.9%	3.89	46.4%		
Total Minority:	5.00	29.4%	21.5%	7.9%	Met			
Black:	4.00	23.5%	7.3%	16.2%	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:	0.00	0.0%	7.9%	-7.9%	1.34	7.9%		
Vietnam Veteran:	1.00	5.9%	7.8%	-1.9%	*	7.8%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%		
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	35.00						0	
Executives and Admins - B								
Female:	20.00	57.1%	46.4%	10.7%	Met			
Total Minority:	6.00	17.1%	21.5%	-4.3%	1.52	21.5%		
Black:	2.00	5.7%	7.3%	-1.6%	0.57	7.3%		
Hispanic:	1.00	2.9%	5.2%	-2.3%	0.81	5.2%		
Asian:	1.00	2.9%	6.4%	-3.6%	1.26	6.4%		
American Indian:	2.00	5.7%	2.4%	3.3%	Met			
Disabled:	5.00	14.3%	7.9%	6.4%	Met			
Vietnam Veteran:	5.00	14.3%	7.8%	6.5%	Met			
Disabled Veteran:	3.00	8.6%	1.1%	7.5%	Met			
Over 40:	29.00	82.9%			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	40.00						0	
Executives and Admins - C								
Female:	24.00	60.0%	46.4%	13.6%	Met			
Total Minority:	9.00	22.5%	21.5%	1.0%	Met			
Black:	1.00	2.5%	7.3%	-4.8%	1.93	7.3%		
Hispanic:	3.00	7.5%	5.2%	2.3%	Met			
Asian:	2.00	5.0%	6.4%	-1.4%	0.58	6.4%		
American Indian:	3.00	7.5%	2.5%	5.0%	Met			
Disabled:	5.00	12.5%	7.9%	4.6%	Met			
Vietnam Veteran:	0.00	0.0%	7.8%	-7.8%	3.12	7.8%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%		
Over 40:	34.00	85.0%			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 %				
		21.00						0	
Faculty - Arts									
		Female:	12.00	57.1%	52.9%	4.2%	Met		
		Total Minority:	7.00	33.3%	14.8%	18.5%	Met		
		Black:	1.00	4.8%	4.3%	0.5%	Met		
		Hispanic:	1.00	4.8%	3.5%	1.3%	Met		
		Asian:	2.00	9.5%	5.6%	3.9%	Met		
		American Indian:	3.00	14.3%	1.5%	12.8%	Met		
		Disabled:	2.00	9.5%	7.2%	2.3%	Met		
		Vietnam Veteran:	0.00	0.0%	2.6%	-2.6%	0.55	2.6%	
		Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%	
		Over 40:	20.00	95.2%			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	32.00						0	
Faculty - Humanities								
Female:	20.00	62.5%	57.6%	4.9%	Met			
Total Minority:	6.00	18.8%	15.9%	2.9%	Met			
Black:	2.00	6.3%	3.8%	2.4%	Met			
Hispanic:	0.00	0.0%	5.1%	-5.1%	1.63	5.1%		
Asian:	3.00	9.4%	5.9%	3.5%	Met			
American Indian:	1.00	3.1%	1.0%	2.1%	Met			
Disabled:	3.00	9.4%	7.2%	2.2%	Met			
Vietnam Veteran:	0.00	0.0%	1.6%	-1.6%	0.51	1.6%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%		
Over 40:	27.00	84.4%			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:	9.00	19.6%	18.1%	1.4%	Met			
Black:	1.00	2.2%	3.4%	-1.2%	0.57	3.4%		
Hispanic:	3.00	6.5%	3.5%	3.0%	Met			
Asian:	5.00	10.9%	10.8%	0.1%	Met			
American Indian:	0.00	0.0%	0.4%	-0.4%	*	0.4%		
Disabled:	1.00	2.2%	7.2%	-5.0%	2.31	7.2%		
Vietnam Veteran:	1.00	2.2%	10.3%	-8.1%	3.74	10.3%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.51	1.1%		
Over 40:	36.00	78.3%			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: 2 4	70.00						0	
Faculty - Social Sci								
Female:	34.00	48.6%	55.1%	-6.5%	4.55	55.1%		
Total Minority:	24.00	34.3%	18.8%	15.5%	Met			
Black:	5.00	7.1%	7.4%	-0.2%	*	7.4%		
Hispanic:	7.00	10.0%	4.4%	5.6%	Met			
Asian:	4.00	5.7%	6.0%	-0.2%	*	6.0%		
American Indian:	8.00	11.4%	1.1%	10.3%	Met			
Disabled:	5.00	7.1%	7.2%	-0.1%	*	7.2%		
Vietnam Veteran:	0.00	0.0%	2.6%	-2.6%	1.82	2.6%		
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	0.77	1.1%		
Over 40:	64.00	91.4%			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: 3 1	79.00						0	
Non-Faculty Professionals -								
Female:	46.00	58.2%	52.4%	5.8%	Met			
Total Minority:	19.00	24.1%	28.4%	-4.3%	3.40	28.4%		
Black:	9.00	11.4%	9.9%	1.5%	Met			
Hispanic:	4.00	5.1%	5.9%	-0.9%	0.68	5.9%		
Asian:	4.00	5.1%	10.5%	-5.5%	4.33	10.5%		
American Indian:	2.00	2.5%	2.0%	0.5%	Met			
Disabled:	6.00	7.6%	7.8%	-0.2%	*	7.8%		
Vietnam Veteran:	3.00	3.8%	5.9%	-2.1%	1.66	5.9%		
Disabled Veteran:	1.00	1.3%	1.1%	0.2%	Met			
Over 40:	48.00	60.8%			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 2	16.00						0
Non-Faculty Professionals -								
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:		3.00	18.8%	7.8%	10.9%	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 in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
Job Group: 3 3	21.00						0	
Non-Faculty Professionals -								
Female:	5.00	23.8%	52.4%	-28.6%	6.01	52.4%		
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%	7.8%	-7.8%	1.64	7.8%		
Vietnam Veteran:	2.00	9.5%	5.9%	3.6%	Met			
Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%		
Over 40:	14.00	66.7%			Met			

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		Total	Percent	Avail %				
Job Group: 4 1	82.00						0	
Admin Support - General								
Female:	70.00	85.4%	67.3%	18.1%	Met			
Total Minority:	20.00	24.4%	33.5%	-9.1%	7.47	33.5%		
Black:	7.00	8.5%	11.6%	-3.1%	2.50	11.6%		
Hispanic:	4.00	4.9%	9.3%	-4.5%	3.65	9.3%		
Asian:	5.00	6.1%	9.1%	-3.0%	2.43	9.1%		
American Indian:	4.00	4.9%	3.5%	1.4%	Met			
Disabled:	10.00	12.2%	10.6%	1.6%	Met			
Vietnam Veteran:	6.00	7.3%	3.9%	3.4%	Met			
Disabled Veteran:	1.00	1.2%	1.1%	0.1%	Met			
Over 40:	60.00	73.2%			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: 4 2	25.00						0	
Admin Support - Fiscal								
Female:	18.00	72.0%	67.3%	4.7%	Met			
Total Minority:	3.00	12.0%	33.5%	-21.5%	5.38	33.5%		
Black:	0.00	0.0%	11.6%	-11.6%	2.90	11.6%		
Hispanic:	2.00	8.0%	9.3%	-1.3%	*	9.3%		
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:	15.00	60.0%			Met			

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		Total	Percent	Avail %				
Job Group: 4 3	18.00						0	
Admin Support - Technical								
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:	13.00	72.2%			Met			

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		Total	Percent	Avail %				
Job Group: 5 0	54.00						0	
Technical / Para-Professionals								
Female:	16.00	29.6%	30.6%	-0.9%	0.51	30.6%		
Total Minority:	10.00	18.5%	23.8%	-5.3%	2.85	23.8%		
Black:	0.00	0.0%	8.1%	-8.1%	4.36	8.1%		
Hispanic:	2.00	3.7%	2.7%	1.0%	Met			
Asian:	8.00	14.8%	11.3%	3.5%	Met			
American Indian:	0.00	0.0%	1.7%	-1.7%	0.92	1.7%		
Disabled:	5.00	9.3%	6.5%	2.8%	Met			
Vietnam Veteran:	3.00	5.6%	6.6%	-1.0%	0.56	6.6%		
Disabled Veteran:	1.00	1.9%	1.1%	0.7%	Met			
Over 40:	30.00	55.6%			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:	6 0	26.00						0
Trades		Female:	2.00	7.7%	20.0%	-12.3%	3.20	20.0%
		Total Minority:	9.00	34.6%	19.6%	15.0%	Met	
		Black:	0.00	0.0%	1.0%	-1.0%	*	1.0%
		Hispanic:	5.00	19.2%	6.1%	13.1%	Met	
		Asian:	3.00	11.5%	10.5%	1.0%	Met	
		American Indian:	1.00	3.8%	2.0%	1.9%	Met	
		Disabled:	2.00	7.7%	6.6%	1.1%	Met	
		Vietnam Veteran:	4.00	15.4%	12.8%	2.6%	Met	
		Disabled Veteran:	1.00	3.8%	2.0%	1.8%	Met	
		Over 40:	23.00	88.5%			Met	

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		Total	Percent	Avail %				
Job Group:	7 1	7.00						0
Campus Police		Female:	4.00	57.1%	20.5%	36.6%	Met	
		Total Minority:	2.00	28.6%	18.8%	9.8%	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	28.6%	7.2%	21.4%	Met	
		American Indian:	0.00	0.0%	2.9%	-2.9%	*	2.9%
		Disabled:	0.00	0.0%	8.6%	-8.6%	0.60	8.6%
		Vietnam Veteran:	1.00	14.3%	18.2%	-3.9%	*	18.2%
		Disabled Veteran:	0.00	0.0%	1.1%	-1.1%	*	1.1%
		Over 40:	4.00	57.1%			Met	

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

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