

**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>1 1</b>	26.00						0
<b>Execs &amp; Administrators - A</b>		<b>Female:</b>	10.00	38.5%	46.4%	-7.9%	2.06	46.4%
		<b>Total Minority:</b>	9.00	34.6%	21.5%	13.1%	<b>Met</b>	
		<b>Black:</b>	6.00	23.1%	7.3%	15.7%	<b>Met</b>	
		<b>Hispanic:</b>	1.00	3.8%	5.2%	-1.3%	*	5.2%
		<b>Asian:</b>	1.00	3.8%	6.4%	-2.6%	0.68	6.4%
		<b>American Indian:</b>	1.00	3.8%	2.5%	1.3%	<b>Met</b>	
		<b>Disabled:</b>	2.00	7.7%	7.9%	-0.2%	*	7.9%
		<b>Vietnam Veteran:</b>	2.00	7.7%	7.8%	-0.1%	*	7.8%
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%
		<b>Over 40:</b>	25.00	96.1%			<b>Met</b>	

\* - 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 Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
		32.00						0	
<b>Execs &amp; Administrators - B</b>									
	<b>Female:</b>	17.00	53.1%	46.4%	6.7%	<b>Met</b>			
	<b>Total Minority:</b>	5.00	15.6%	21.5%	-5.9%	1.88	21.5%		
	<b>Black:</b>	1.00	3.1%	7.3%	-4.2%	1.35	7.3%		
	<b>Hispanic:</b>	1.00	3.1%	5.2%	-2.0%	0.65	5.2%		
	<b>Asian:</b>	1.00	3.1%	6.4%	-3.3%	1.07	6.4%		
	<b>American Indian:</b>	2.00	6.3%	2.4%	3.8%	<b>Met</b>			
	<b>Disabled:</b>	4.00	12.5%	7.9%	4.6%	<b>Met</b>			
	<b>Vietnam Veteran:</b>	4.00	12.5%	7.8%	4.7%	<b>Met</b>			
	<b>Disabled Veteran:</b>	2.00	6.3%	1.1%	5.2%	<b>Met</b>			
	<b>Over 40:</b>	29.00	90.6%			<b>Met</b>			

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	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
<b>Job Group:</b> 1 3	40.00						0	
<b>Execs &amp; Administrators - C</b>								
<b>Female:</b>	25.00	62.5%	46.4%	16.1%	<b>Met</b>			
<b>Total Minority:</b>	11.00	27.5%	21.5%	6.0%	<b>Met</b>			
<b>Black:</b>	2.00	5.0%	7.3%	-2.3%	0.93	7.3%		
<b>Hispanic:</b>	2.00	5.0%	5.2%	-0.2%	*	5.2%		
<b>Asian:</b>	4.00	10.0%	6.4%	3.6%	<b>Met</b>			
<b>American Indian:</b>	3.00	7.5%	2.5%	5.0%	<b>Met</b>			
<b>Disabled:</b>	6.00	15.0%	7.9%	7.1%	<b>Met</b>			
<b>Vietnam Veteran:</b>	2.00	5.0%	7.8%	-2.8%	1.12	7.8%		
<b>Disabled Veteran:</b>	2.00	5.0%	1.1%	3.9%	<b>Met</b>			
<b>Over 40:</b>	36.00	90.0%			<b>Met</b>			

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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 %				
		25.00						0	
<b>Faculty - Arts</b>									
		<b>Female:</b>	15.00	60.0%	52.9%	7.1%	<b>Met</b>		
		<b>Total Minority:</b>	8.00	32.0%	14.8%	17.1%	<b>Met</b>		
		<b>Black:</b>	1.00	4.0%	4.3%	-0.3%	*	4.3%	
		<b>Hispanic:</b>	1.00	4.0%	3.5%	0.5%	<b>Met</b>		
		<b>Asian:</b>	3.00	12.0%	5.6%	6.4%	<b>Met</b>		
		<b>American Indian:</b>	3.00	12.0%	1.5%	10.5%	<b>Met</b>		
		<b>Disabled:</b>	2.00	8.0%	7.2%	0.8%	<b>Met</b>		
		<b>Vietnam Veteran:</b>	0.00	0.0%	2.6%	-2.6%	0.65	2.6%	
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
		<b>Over 40:</b>	24.00	96.0%			<b>Met</b>		

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Job Group:	2 2	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
		31.00						0	
<b>Faculty - Humanities</b>									
		<b>Female:</b>	17.00	54.8%	57.6%	-2.7%	0.85	57.6%	
		<b>Total Minority:</b>	3.00	9.7%	15.9%	-6.2%	1.92	15.9%	
		<b>Black:</b>	0.00	0.0%	3.8%	-3.8%	1.19	3.8%	
		<b>Hispanic:</b>	0.00	0.0%	5.1%	-5.1%	1.58	5.1%	
		<b>Asian:</b>	2.00	6.4%	5.9%	0.5%	<b>Met</b>		
		<b>American Indian:</b>	1.00	3.2%	1.0%	2.2%	<b>Met</b>		
		<b>Disabled:</b>	3.00	9.7%	7.2%	2.5%	<b>Met</b>		
		<b>Vietnam Veteran:</b>	0.00	0.0%	1.6%	-1.6%	*	1.6%	
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
		<b>Over 40:</b>	27.00	87.1%			<b>Met</b>		

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Job Group:	2 3	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
			Total	Percent	Avail %				
		48.00						0	
<b>Faculty - Natural Sciences</b>									
	<b>Female:</b>	16.00	33.3%	40.5%	-7.1%	3.43	40.5%		
	<b>Total Minority:</b>	7.00	14.6%	18.1%	-3.5%	1.70	18.1%		
	<b>Black:</b>	1.00	2.1%	3.4%	-1.3%	0.63	3.4%		
	<b>Hispanic:</b>	2.00	4.2%	3.5%	0.7%	<b>Met</b>			
	<b>Asian:</b>	4.00	8.3%	10.8%	-2.5%	1.19	10.8%		
	<b>American Indian:</b>	0.00	0.0%	0.4%	-0.4%	*	0.4%		
	<b>Disabled:</b>	1.00	2.1%	7.2%	-5.1%	2.46	7.2%		
	<b>Vietnam Veteran:</b>	2.00	4.2%	10.3%	-6.1%	2.94	10.3%		
	<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.53	1.1%		
	<b>Over 40:</b>	33.00	68.8%			<b>Met</b>			

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		Total	Percent	Avail %				
	64.00						0	
<b>Faculty - Social Sciences</b>								
	<b>Female:</b>	34.00	53.1%	55.1%	-2.0%	1.25	55.1%	
	<b>Total Minority:</b>	22.00	34.4%	18.8%	15.5%	<b>Met</b>		
	<b>Black:</b>	6.00	9.4%	7.4%	2.0%	<b>Met</b>		
	<b>Hispanic:</b>	5.00	7.8%	4.4%	3.4%	<b>Met</b>		
	<b>Asian:</b>	5.00	7.8%	6.0%	1.9%	<b>Met</b>		
	<b>American Indian:</b>	6.00	9.4%	1.1%	8.2%	<b>Met</b>		
	<b>Disabled:</b>	6.00	9.4%	7.2%	2.2%	<b>Met</b>		
	<b>Vietnam Veteran:</b>	0.00	0.0%	2.6%	-2.6%	1.66	2.6%	
	<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.70	1.1%	
	<b>Over 40:</b>	59.00	92.2%			<b>Met</b>		

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		Total	Percent	Avail %				
<b>Job Group: 3 1</b>	81.00						0	
<b>Professionals - General</b>								
<b>Female:</b>	50.00	61.7%	52.4%	9.3%	<b>Met</b>			
<b>Total Minority:</b>	18.00	22.2%	28.4%	-6.1%	4.97	28.4%		
<b>Black:</b>	9.00	11.1%	9.9%	1.2%	<b>Met</b>			
<b>Hispanic:</b>	4.00	4.9%	5.9%	-1.0%	0.79	5.9%		
<b>Asian:</b>	4.00	4.9%	10.5%	-5.6%	4.54	10.5%		
<b>American Indian:</b>	1.00	1.2%	2.0%	-0.8%	0.62	2.0%		
<b>Disabled:</b>	9.00	11.1%	7.8%	3.3%	<b>Met</b>			
<b>Vietnam Veteran:</b>	2.00	2.5%	5.9%	-3.4%	2.78	5.9%		
<b>Disabled Veteran:</b>	1.00	1.2%	1.1%	0.1%	<b>Met</b>			
<b>Over 40:</b>	50.00	61.7%			<b>Met</b>			

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		Total	Percent	Avail %				
<b>Job Group: 3 2</b>	14.00						0	
<b>Professionals - Fiscal</b>								
<b>Female:</b>	11.00	78.6%	52.4%	26.2%	<b>Met</b>			
<b>Total Minority:</b>	2.00	14.3%	28.4%	-14.1%	1.97	28.4%		
<b>Black:</b>	0.00	0.0%	9.9%	-9.9%	1.39	9.9%		
<b>Hispanic:</b>	2.00	14.3%	5.9%	8.4%	<b>Met</b>			
<b>Asian:</b>	0.00	0.0%	10.5%	-10.5%	1.48	10.5%		
<b>American Indian:</b>	0.00	0.0%	2.0%	-2.0%	*	2.0%		
<b>Disabled:</b>	3.00	21.4%	7.8%	13.6%	<b>Met</b>			
<b>Vietnam Veteran:</b>	0.00	0.0%	5.9%	-5.9%	0.83	5.9%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	12.00	85.7%			<b>Met</b>			

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		Total	Percent	Avail %				
<b>Job Group: 3 3</b>	18.00						0	
<b>Professionals - Tech</b>								
<b>Female:</b>		4.00	22.2%	52.4%	-30.2%	5.44	52.4%	
<b>Total Minority:</b>		1.00	5.6%	28.4%	-22.8%	4.10	28.4%	
<b>Black:</b>		0.00	0.0%	9.9%	-9.9%	1.79	9.9%	
<b>Hispanic:</b>		1.00	5.6%	5.9%	-0.4%	*	5.9%	
<b>Asian:</b>		0.00	0.0%	10.5%	-10.5%	1.90	10.5%	
<b>American Indian:</b>		0.00	0.0%	2.0%	-2.0%	*	2.0%	
<b>Disabled:</b>		1.00	5.6%	7.8%	-2.2%	*	7.8%	
<b>Vietnam Veteran:</b>		1.00	5.6%	5.9%	-0.3%	*	5.9%	
<b>Disabled Veteran:</b>		1.00	5.6%	1.1%	4.5%	<b>Met</b>		
<b>Over 40:</b>		13.00	72.2%			<b>Met</b>		

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	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>	85.00						0	
<b>Admin Support - General</b>								
<b>Female:</b>		72.00	84.7%	67.3%	17.4%	<b>Met</b>		
<b>Total Minority:</b>		17.00	20.0%	33.5%	-13.5%	11.48	33.5%	
<b>Black:</b>		3.00	3.5%	11.6%	-8.1%	6.85	11.6%	
<b>Hispanic:</b>		3.00	3.5%	9.3%	-5.8%	4.93	9.3%	
<b>Asian:</b>		7.00	8.2%	9.1%	-0.8%	0.70	9.1%	
<b>American Indian:</b>		4.00	4.7%	3.5%	1.2%	<b>Met</b>		
<b>Disabled:</b>		14.00	16.5%	10.6%	5.9%	<b>Met</b>		
<b>Vietnam Veteran:</b>		7.00	8.2%	3.9%	4.3%	<b>Met</b>		
<b>Disabled Veteran:</b>		1.00	1.2%	1.1%	0.1%	<b>Met</b>		
<b>Over 40:</b>		62.00	72.9%			<b>Met</b>		

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	Total in Group	Affected Groups			Relative Utilization	Total Goal # or FTE	Total Goal %	Anticipated Annual Vacancies
		Total	Percent	Avail %				
<b>Job Group:</b>	<b>4 2</b>	26.00						0
<b>Admin Support - Fiscal</b>								
<b>Female:</b>		18.00	69.2%	67.3%	1.9%	<b>Met</b>		
<b>Total Minority:</b>		3.00	11.5%	33.5%	-22.0%	5.71	33.5%	
<b>Black:</b>		0.00	0.0%	11.6%	-11.6%	3.01	11.6%	
<b>Hispanic:</b>		1.00	3.8%	9.3%	-5.5%	1.42	9.3%	
<b>Asian:</b>		2.00	7.7%	9.1%	-1.4%	*	9.1%	
<b>American Indian:</b>		0.00	0.0%	3.5%	-3.5%	0.91	3.5%	
<b>Disabled:</b>		1.00	3.8%	10.6%	-6.8%	1.76	10.6%	
<b>Vietnam Veteran:</b>		1.00	3.8%	3.9%	-0.1%	*	3.9%	
<b>Disabled Veteran:</b>		0.00	0.0%	1.1%	-1.1%	*	1.1%	
<b>Over 40:</b>		17.00	65.4%			<b>Met</b>		

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	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>	17.00						0	
<b>Admin Support - Library</b>								
<b>Female:</b>	13.00	76.5%	67.3%	9.2%	<b>Met</b>			
<b>Total Minority:</b>	3.00	17.6%	33.5%	-15.9%	2.69	33.5%		
<b>Black:</b>	0.00	0.0%	11.6%	-11.6%	1.97	11.6%		
<b>Hispanic:</b>	1.00	5.9%	9.3%	-3.4%	0.58	9.3%		
<b>Asian:</b>	1.00	5.9%	9.1%	-3.2%	0.55	9.1%		
<b>American Indian:</b>	1.00	5.9%	3.5%	2.4%	<b>Met</b>			
<b>Disabled:</b>	4.00	23.5%	10.6%	12.9%	<b>Met</b>			
<b>Vietnam Veteran:</b>	0.00	0.0%	3.9%	-3.9%	0.66	3.9%		
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%		
<b>Over 40:</b>	12.00	70.6%			<b>Met</b>			

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		Total	Percent	Avail %				
<b>Job Group: 5 0</b>	58.00						0	
<b>Tech &amp; Paraprofessionals</b>								
<b>Female:</b>	19.00	32.8%	30.6%	2.2%	<b>Met</b>			
<b>Total Minority:</b>	12.00	20.7%	23.8%	-3.1%	1.80	23.8%		
<b>Black:</b>	1.00	1.7%	8.1%	-6.4%	3.68	8.1%		
<b>Hispanic:</b>	3.00	5.2%	2.7%	2.4%	<b>Met</b>			
<b>Asian:</b>	8.00	13.8%	11.3%	2.5%	<b>Met</b>			
<b>American Indian:</b>	0.00	0.0%	1.7%	-1.7%	0.99	1.7%		
<b>Disabled:</b>	4.00	6.9%	6.5%	0.4%	<b>Met</b>			
<b>Vietnam Veteran:</b>	3.00	5.2%	6.6%	-1.4%	0.83	6.6%		
<b>Disabled Veteran:</b>	1.00	1.7%	1.1%	0.6%	<b>Met</b>			
<b>Over 40:</b>	35.00	60.3%			<b>Met</b>			

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		Total	Percent	Avail %				
<b>Job Group: 6 0</b>	22.00						0	
<b>Skill Crafts &amp; Trades</b>								
<b>Female:</b>		1.00	4.5%	20.0%	-15.4%	3.40	20.0%	
<b>Total Minority:</b>		8.00	36.4%	19.6%	16.7%	<b>Met</b>		
<b>Black:</b>		0.00	0.0%	1.0%	-1.0%	*	1.0%	
<b>Hispanic:</b>		4.00	18.2%	6.1%	12.1%	<b>Met</b>		
<b>Asian:</b>		3.00	13.6%	10.5%	3.1%	<b>Met</b>		
<b>American Indian:</b>		1.00	4.5%	2.0%	2.5%	<b>Met</b>		
<b>Disabled:</b>		3.00	13.6%	6.6%	7.1%	<b>Met</b>		
<b>Vietnam Veteran:</b>		6.00	27.3%	12.8%	14.5%	<b>Met</b>		
<b>Disabled Veteran:</b>		1.00	4.5%	2.0%	2.5%	<b>Met</b>		
<b>Over 40:</b>		21.00	95.5%			<b>Met</b>		

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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 %				
		8.00						0	
<b>Campus Police</b>									
		<b>Female:</b>	4.00	50.0%	20.5%	29.5%	<b>Met</b>		
		<b>Total Minority:</b>	3.00	37.5%	18.8%	18.7%	<b>Met</b>		
		<b>Black:</b>	1.00	12.5%	5.4%	7.1%	<b>Met</b>		
		<b>Hispanic:</b>	0.00	0.0%	3.3%	-3.3%	*	3.3%	
		<b>Asian:</b>	2.00	25.0%	7.2%	17.8%	<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%	0.69	8.6%	
		<b>Vietnam Veteran:</b>	1.00	12.5%	18.2%	-5.7%	*	18.2%	
		<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	*	1.1%	
		<b>Over 40:</b>	6.00	75.0%			<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: 7 2</b>	61.00						0	
<b>Service &amp; Maintenance</b>								
<b>Female:</b>	25.00	41.0%	34.1%	6.9%	<b>Met</b>			
<b>Total Minority:</b>	24.00	39.3%	33.6%	5.7%	<b>Met</b>			
<b>Black:</b>	1.00	1.6%	7.0%	-5.3%	3.25	7.0%		
<b>Hispanic:</b>	6.00	9.8%	8.3%	1.5%	<b>Met</b>			
<b>Asian:</b>	12.00	19.7%	12.7%	6.9%	<b>Met</b>			
<b>American Indian:</b>	5.00	8.2%	5.6%	2.6%	<b>Met</b>			
<b>Disabled:</b>	5.00	8.2%	10.0%	-1.8%	1.10	10.0%		
<b>Vietnam Veteran:</b>	4.00	6.6%	6.3%	0.2%	<b>Met</b>			
<b>Disabled Veteran:</b>	0.00	0.0%	1.1%	-1.1%	0.67	1.1%		
<b>Over 40:</b>	43.00	70.5%			<b>Met</b>			

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