

**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 | 18.00 | | | | | | 0 |
| Execs and Administrators - | | | | | | | | |
| | Female: | 4.00 | 22.2% | 46.4% | -24.2% | 4.35 | 46.4% | |
| | Total Minority: | 5.00 | 27.8% | 21.5% | 6.3% | Met | | |
| | Black: | 4.00 | 22.2% | 7.3% | 14.9% | Met | | |
| | Hispanic: | 1.00 | 5.6% | 5.2% | 0.4% | Met | | |
| | Asian: | 0.00 | 0.0% | 6.4% | -6.4% | 1.16 | 6.4% | |
| | American Indian: | 0.00 | 0.0% | 2.5% | -2.5% | * | 2.5% | |
| | Disabled: | 2.00 | 11.1% | 7.9% | 3.2% | Met | | |
| | Vietnam Veteran: | 2.00 | 11.1% | 7.8% | 3.3% | Met | | |
| | Disabled Veteran: | 1.00 | 5.6% | 1.1% | 4.4% | Met | | |
| | Over 40: | 18.00 | 100.0% | | | Met | | |

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| | | Total | Percent | Avail % | | | | |
| Job Group: 1 2 | 35.00 | | | | | | 0 | |
| Execs and Administrators - | | | | | | | | |
| 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: | 30.00 | 85.7% | | | Met | | | |

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|-----------------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: | 1 3 | 39.00 | | | | | | 0 |
| Execs and Administrators - | | | | | | | | |
| Female: | | 23.00 | 59.0% | 46.4% | 12.6% | Met | | |
| Total Minority: | | 9.00 | 23.1% | 21.5% | 1.6% | Met | | |
| Black: | | 2.00 | 5.1% | 7.3% | -2.2% | 0.86 | 7.3% | |
| Hispanic: | | 2.00 | 5.1% | 5.2% | 0.0% | * | 5.2% | |
| Asian: | | 2.00 | 5.1% | 6.4% | -1.3% | 0.51 | 6.4% | |
| American Indian: | | 3.00 | 7.7% | 2.5% | 5.2% | Met | | |
| Disabled: | | 3.00 | 7.7% | 7.9% | -0.2% | * | 7.9% | |
| Vietnam Veteran: | | 0.00 | 0.0% | 7.8% | -7.8% | 3.04 | 7.8% | |
| Disabled Veteran: | | 0.00 | 0.0% | 1.1% | -1.1% | * | 1.1% | |
| Over 40: | | 34.00 | 87.2% | | | Met | | |

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|-----------------------|----------------|--------------------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: | 2 1 | 27.00 | | | | | | 0 |
| Faculty - Arts | | Female: | 15.00 | 55.6% | 52.9% | 2.6% | Met | |
| | | Total Minority: | 10.00 | 37.0% | 14.8% | 22.2% | Met | |
| | | Black: | 1.00 | 3.7% | 4.3% | -0.6% | * | 4.3% |
| | | Hispanic: | 1.00 | 3.7% | 3.5% | 0.2% | Met | |
| | | Asian: | 5.00 | 18.5% | 5.6% | 12.9% | Met | |
| | | American Indian: | 3.00 | 11.1% | 1.5% | 9.6% | Met | |
| | | Disabled: | 2.00 | 7.4% | 7.2% | 0.2% | Met | |
| | | Vietnam Veteran: | 0.00 | 0.0% | 2.6% | -2.6% | 0.70 | 2.6% |
| | | Disabled Veteran: | 0.00 | 0.0% | 1.1% | -1.1% | * | 1.1% |
| | | Over 40: | 26.00 | 96.3% | | | Met | |

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|-----------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: | 2 2 | 36.00 | | | | | | 0 |
| Faculty - Humanities | | | | | | | | |
| Female: | | 22.00 | 61.1% | 57.6% | 3.5% | Met | | |
| Total Minority: | | 6.00 | 16.7% | 15.9% | 0.8% | Met | | |
| Black: | | 2.00 | 5.6% | 3.8% | 1.7% | Met | | |
| Hispanic: | | 1.00 | 2.8% | 5.1% | -2.3% | 0.84 | 5.1% | |
| Asian: | | 2.00 | 5.6% | 5.9% | -0.3% | * | 5.9% | |
| American Indian: | | 1.00 | 2.8% | 1.0% | 1.8% | Met | | |
| Disabled: | | 3.00 | 8.3% | 7.2% | 1.1% | Met | | |
| Vietnam Veteran: | | 0.00 | 0.0% | 1.6% | -1.6% | 0.58 | 1.6% | |
| Disabled Veteran: | | 0.00 | 0.0% | 1.1% | -1.1% | * | 1.1% | |
| Over 40: | | 28.00 | 77.8% | | | Met | | |

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|------------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: 2 3 | 50.00 | | | | | | 0 | |
| Faculty - Nat Science | | | | | | | | |
| Female: | 20.00 | 40.0% | 40.5% | -0.5% | * | 40.5% | | |
| Total Minority: | 7.00 | 14.0% | 18.1% | -4.1% | 2.06 | 18.1% | | |
| Black: | 0.00 | 0.0% | 3.4% | -3.4% | 1.70 | 3.4% | | |
| Hispanic: | 2.00 | 4.0% | 3.5% | 0.5% | Met | | | |
| Asian: | 5.00 | 10.0% | 10.8% | -0.8% | * | 10.8% | | |
| American Indian: | 0.00 | 0.0% | 0.4% | -0.4% | * | 0.4% | | |
| Disabled: | 0.00 | 0.0% | 7.2% | -7.2% | 3.60 | 7.2% | | |
| Vietnam Veteran: | 2.00 | 4.0% | 10.3% | -6.3% | 3.15 | 10.3% | | |
| Disabled Veteran: | 0.00 | 0.0% | 1.1% | -1.1% | 0.55 | 1.1% | | |
| Over 40: | 40.00 | 80.0% | | | Met | | | |

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|------------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: 2 4 | 78.00 | | | | | | 0 | |
| Faculty - Soc Science | | | | | | | | |
| Female: | 42.00 | 53.9% | 55.1% | -1.2% | 0.95 | 55.1% | | |
| Total Minority: | 27.00 | 34.6% | 18.8% | 15.8% | Met | | | |
| Black: | 6.00 | 7.7% | 7.4% | 0.3% | Met | | | |
| Hispanic: | 7.00 | 9.0% | 4.4% | 4.6% | Met | | | |
| Asian: | 5.00 | 6.4% | 6.0% | 0.5% | Met | | | |
| American Indian: | 9.00 | 11.5% | 1.1% | 10.4% | Met | | | |
| Disabled: | 4.00 | 5.1% | 7.2% | -2.1% | 1.61 | 7.2% | | |
| Vietnam Veteran: | 0.00 | 0.0% | 2.6% | -2.6% | 2.03 | 2.6% | | |
| Disabled Veteran: | 0.00 | 0.0% | 1.1% | -1.1% | 0.86 | 1.1% | | |
| Over 40: | 69.00 | 88.5% | | | Met | | | |

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|--------------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: 3 1 | 89.00 | | | | | | 0 | |
| Professionals - General | | | | | | | | |
| Female: | 53.00 | 59.5% | 52.4% | 7.1% | Met | | | |
| Total Minority: | 24.00 | 27.0% | 28.4% | -1.4% | 1.24 | 28.4% | | |
| Black: | 9.00 | 10.1% | 9.9% | 0.2% | Met | | | |
| Hispanic: | 7.00 | 7.9% | 5.9% | 2.0% | Met | | | |
| Asian: | 4.00 | 4.5% | 10.5% | -6.0% | 5.38 | 10.5% | | |
| American Indian: | 4.00 | 4.5% | 2.0% | 2.5% | Met | | | |
| Disabled: | 8.00 | 9.0% | 7.8% | 1.2% | Met | | | |
| Vietnam Veteran: | 2.00 | 2.3% | 5.9% | -3.6% | 3.25 | 5.9% | | |
| Disabled Veteran: | 1.00 | 1.1% | 1.1% | 0.0% | Met | | | |
| Over 40: | 47.00 | 52.8% | | | Met | | | |

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| | | Total | Percent | Avail % | | | | |
| Job Group: | 3 2 | 16.00 | | | | | | 0 |
| Professionals - Fiscal | | | | | | | | |
| 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: | | 2.00 | 12.5% | 7.8% | 4.7% | 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 | Percent | Avail % | | | | |
| Job Group: 3 3 | 22.00 | | | | | | 0 | |
| Professionals - Technical | | | | | | | | |
| Female: | 5.00 | 22.7% | 52.4% | -29.7% | 6.53 | 52.4% | | |
| Total Minority: | 1.00 | 4.5% | 28.4% | -23.8% | 5.24 | 28.4% | | |
| Black: | 0.00 | 0.0% | 9.9% | -9.9% | 2.18 | 9.9% | | |
| Hispanic: | 1.00 | 4.5% | 5.9% | -1.4% | * | 5.9% | | |
| Asian: | 0.00 | 0.0% | 10.5% | -10.5% | 2.32 | 10.5% | | |
| American Indian: | 0.00 | 0.0% | 2.0% | -2.0% | * | 2.0% | | |
| Disabled: | 0.00 | 0.0% | 7.8% | -7.8% | 1.72 | 7.8% | | |
| Vietnam Veteran: | 2.00 | 9.1% | 5.9% | 3.2% | Met | | | |
| Disabled Veteran: | 0.00 | 0.0% | 1.1% | -1.1% | * | 1.1% | | |
| Over 40: | 15.00 | 68.2% | | | Met | | | |

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|--------------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: 4 1 | 84.00 | | | | | | 0 | |
| Admin Support - General | | | | | | | | |
| Female: | 73.00 | 86.9% | 67.3% | 19.6% | Met | | | |
| Total Minority: | 22.00 | 26.2% | 33.5% | -7.3% | 6.14 | 33.5% | | |
| Black: | 5.00 | 6.0% | 11.6% | -5.6% | 4.74 | 11.6% | | |
| Hispanic: | 5.00 | 6.0% | 9.3% | -3.4% | 2.84 | 9.3% | | |
| Asian: | 7.00 | 8.3% | 9.1% | -0.7% | 0.61 | 9.1% | | |
| American Indian: | 5.00 | 6.0% | 3.5% | 2.4% | Met | | | |
| Disabled: | 9.00 | 10.7% | 10.6% | 0.1% | Met | | | |
| Vietnam Veteran: | 5.00 | 6.0% | 3.9% | 2.1% | Met | | | |
| Disabled Veteran: | 1.00 | 1.2% | 1.1% | 0.1% | Met | | | |
| Over 40: | 60.00 | 71.4% | | | Met | | | |

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|-------------------------------|----------------|-----------------|---------|---------|----------------------|---------------------|--------------|------------------------------|
| | | Total | Percent | Avail % | | | | |
| Job Group: | 4 2 | 26.00 | | | | | | 0 |
| Admin Support - Fiscal | | | | | | | | |
| Female: | | 20.00 | 76.9% | 67.3% | 9.6% | Met | | |
| Total Minority: | | 4.00 | 15.4% | 33.5% | -18.1% | 4.71 | 33.5% | |
| Black: | | 0.00 | 0.0% | 11.6% | -11.6% | 3.01 | 11.6% | |
| Hispanic: | | 3.00 | 11.5% | 9.3% | 2.2% | Met | | |
| Asian: | | 1.00 | 3.8% | 9.1% | -5.2% | 1.35 | 9.1% | |
| American Indian: | | 0.00 | 0.0% | 3.5% | -3.5% | 0.91 | 3.5% | |
| Disabled: | | 1.00 | 3.8% | 10.6% | -6.8% | 1.76 | 10.6% | |
| Vietnam Veteran: | | 1.00 | 3.8% | 3.9% | -0.1% | * | 3.9% | |
| Disabled Veteran: | | 0.00 | 0.0% | 1.1% | -1.1% | * | 1.1% | |
| Over 40: | | 17.00 | 65.4% | | | 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 | 52.00 | | | | | | 0 |
| Tech/Para-Professional | | | | | | | | |
| Female: | | 16.00 | 30.8% | 30.6% | 0.2% | Met | | |
| Total Minority: | | 9.00 | 17.3% | 23.8% | -6.5% | 3.37 | 23.8% | |
| Black: | | 0.00 | 0.0% | 8.1% | -8.1% | 4.20 | 8.1% | |
| Hispanic: | | 2.00 | 3.8% | 2.7% | 1.1% | Met | | |
| Asian: | | 7.00 | 13.5% | 11.3% | 2.2% | Met | | |
| American Indian: | | 0.00 | 0.0% | 1.7% | -1.7% | 0.88 | 1.7% | |
| Disabled: | | 5.00 | 9.6% | 6.5% | 3.1% | Met | | |
| Vietnam Veteran: | | 2.00 | 3.8% | 6.6% | -2.7% | 1.43 | 6.6% | |
| Disabled Veteran: | | 1.00 | 1.9% | 1.1% | 0.8% | Met | | |
| Over 40: | | 30.00 | 57.7% | | | Met | | |

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| | | Total | Percent | Avail % | | | | |
| Job Group: | 6 0 | 28.00 | | | | | | 0 |
| Trades | | | | | | | | |
| | Female: | 2.00 | 7.1% | 20.0% | -12.9% | 3.60 | 20.0% | |
| | Total Minority: | 10.00 | 35.7% | 19.6% | 16.1% | Met | | |
| | Black: | 0.00 | 0.0% | 1.0% | -1.0% | * | 1.0% | |
| | Hispanic: | 5.00 | 17.9% | 6.1% | 11.8% | Met | | |
| | Asian: | 3.00 | 10.7% | 10.5% | 0.2% | Met | | |
| | American Indian: | 2.00 | 7.1% | 2.0% | 5.1% | Met | | |
| | Disabled: | 2.00 | 7.1% | 6.6% | 0.6% | Met | | |
| | Vietnam Veteran: | 4.00 | 14.3% | 12.8% | 1.5% | Met | | |
| | Disabled Veteran: | 1.00 | 3.6% | 2.0% | 1.6% | Met | | |
| | Over 40: | 25.00 | 89.3% | | | Met | | |

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| | | Total | Percent | Avail % | | | | |
| Job Group: | 7 1 | 8.00 | | | | | | 0 |
| Campus Police | | Female: | 3.00 | 37.5% | 20.5% | 17.0% | Met | |
| | | Total Minority: | 2.00 | 25.0% | 18.8% | 6.2% | 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 | 25.0% | 7.2% | 17.8% | Met | |
| | | American Indian: | 0.00 | 0.0% | 2.9% | -2.9% | * | 2.9% |
| | | Disabled: | 0.00 | 0.0% | 8.6% | -8.6% | 0.69 | 8.6% |
| | | Vietnam Veteran: | 1.00 | 12.5% | 18.2% | -5.7% | * | 18.2% |
| | | Disabled Veteran: | 0.00 | 0.0% | 1.1% | -1.1% | * | 1.1% |
| | | Over 40: | 4.00 | 50.0% | | | Met | |

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| | | Total | Percent | Avail % | | | | |
| Job Group: | 7 2 | 62.00 | | | | | | 0 |
| Service and Maintenance | | | | | | | | |
| Female: | | 23.00 | 37.1% | 34.1% | 3.0% | Met | | |
| Total Minority: | | 27.00 | 43.5% | 33.6% | 9.9% | Met | | |
| Black: | | 2.00 | 3.2% | 7.0% | -3.7% | 2.32 | 7.0% | |
| Hispanic: | | 7.00 | 11.3% | 8.3% | 3.0% | Met | | |
| Asian: | | 13.00 | 21.0% | 12.7% | 8.2% | Met | | |
| American Indian: | | 5.00 | 8.1% | 5.6% | 2.4% | Met | | |
| Disabled: | | 7.00 | 11.3% | 10.0% | 1.3% | Met | | |
| Vietnam Veteran: | | 4.00 | 6.4% | 6.3% | 0.1% | Met | | |
| Disabled Veteran: | | 0.00 | 0.0% | 1.1% | -1.1% | 0.68 | 1.1% | |
| Over 40: | | 44.00 | 71.0% | | | Met | | |

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