

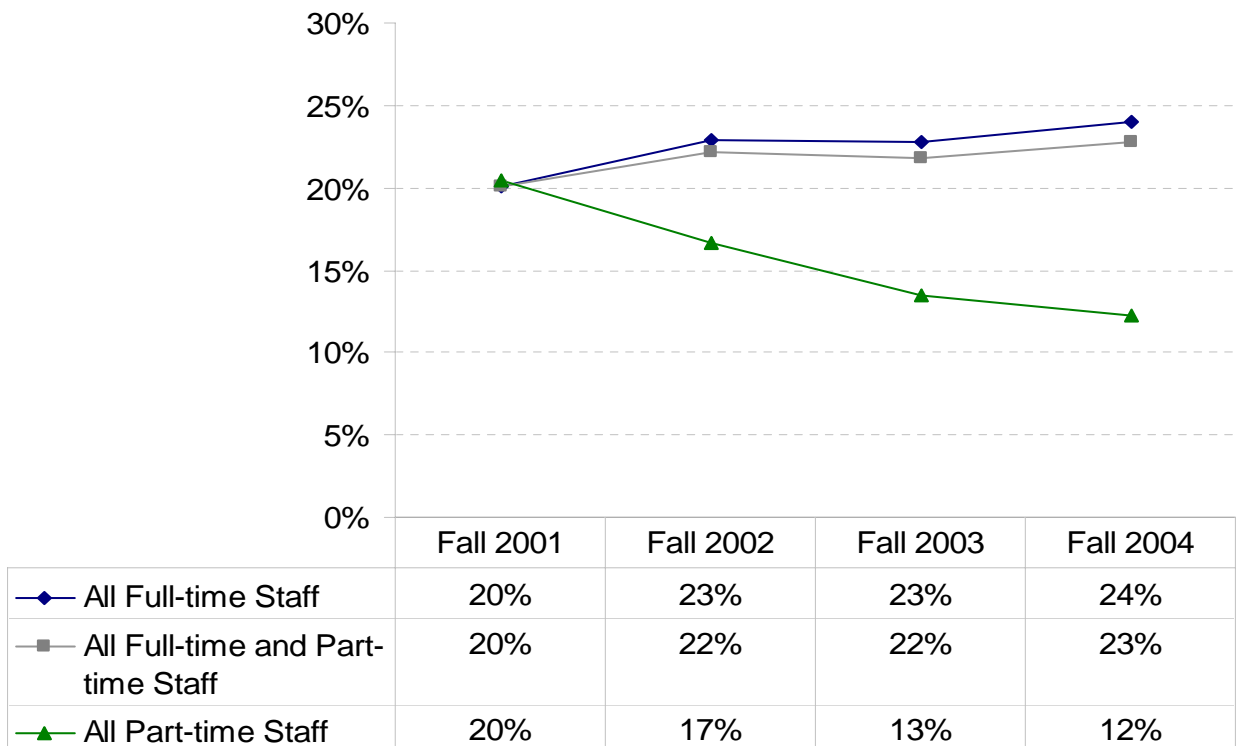
## Evergreen Staff Demographics

Staff demographics presented in this section are based on annual Integrated Postsecondary Education Data System (IPEDS) reports completed by the Office of Institutional Research and Assessment. The data are based on a snapshot of full-time and part-time employees as of November 1 each year; student employees and temporary staff members are excluded.

### Staff Ethnicity/Race Demographics

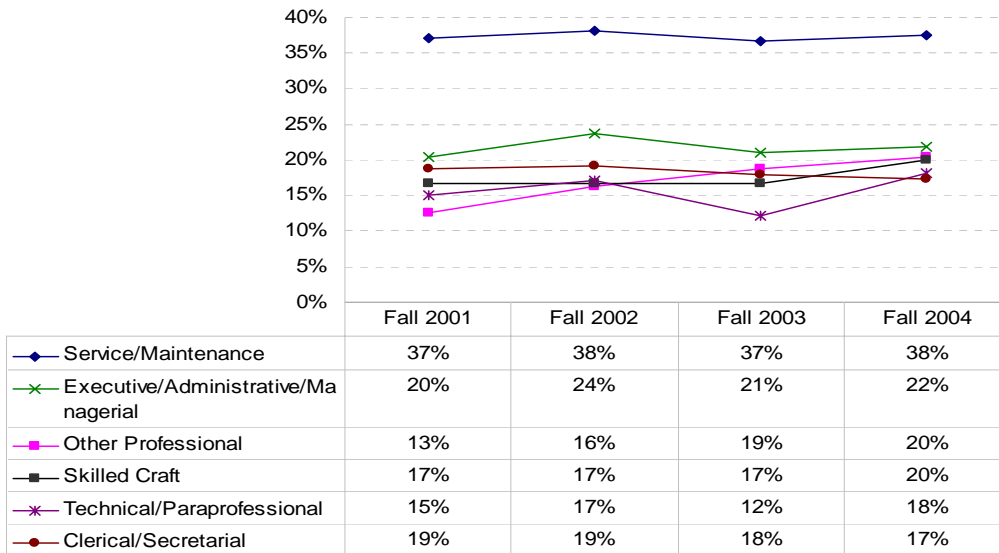
The chart below shows the percentage of minority staff by full-time, part-time, and full-time and part-time combined. There has been an increase in the percentage of minority staff among full-time staff; however, there has been a decrease in the percentage of part-time minority staff.

**Percent Staff of Racial/Ethnic Minority**



The chart below depicts percent minority staff by job type. The percentage of employees who are of an ethnic or racial minority has been consistently highest among Service/Maintenance jobs. The lowest proportions of minority staff were among Technical/Paraprofessional and Clerical/Secretarial jobs in Fall 2004.

**Percent Staff of Racial/Ethnic Minority by Job Type  
(Full-time and Part-time Employees)**



The tables below show full-time and part-time staff. In some cases the number of white and minority staff do not add up to the total due to a small number of staff for whom race/ethnicity are not indicated.

**Full-time Staff Only**

	Fall 2001			Fall 2002			Fall 2003			Fall 2004		
	White staff	Minority Staff	Total	White staff	Minority Staff	Total	White staff	Minority Staff	Total	White staff	Minority Staff	Total
Executive/ Administrative/ Managerial	38	11	54	58	18	76	71	19	90	75	21	96
Other Administrative <sup>1</sup>	14	4	19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other Professional	100	15	126	105	22	127	103	26	129	103	28	131
Technical/ Paraprofessional	20	5	27	25	5	32	25	4	29	24	6	30
Clerical/ Secretarial	89	20	111	86	21	107	83	19	103	87	20	108
Skilled Craft	4	1	5	3	1	4	3	1	4	3	1	4
Service/ Maintenance	44	27	71	45	29	74	46	29	76	45	31	77
<b>Total</b>	<b>309</b>	<b>83</b>	<b>413</b>	<b>322</b>	<b>96</b>	<b>420</b>	<b>331</b>	<b>98</b>	<b>431</b>	<b>337</b>	<b>107</b>	<b>446</b>

<sup>1</sup> Other administrative was no longer an official category after Fall 2001.

**Part-time Staff Only**

	Fall 2001			Fall 2002			Fall 2003			Fall 2004		
	White staff	Minority Staff	Total	White staff	Minority Staff	Total	White staff	Minority Staff	Total	White staff	Minority Staff	Total
Executive/Administrative/Managerial	0	0	0	0	0	0	0	0	0	0	0	0
Other Administrative <sup>2</sup>	0	1	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other Professional	12	3	16	13	1	14	16	2	21	17	3	21
Technical/Paraprofessional	10	1	13	7	2	9	4	0	4	3	0	3
Clerical/Secretarial	8	3	11	11	2	13	12	2	14	12	1	13
Skilled Craft	1	0	1	2	0	2	2	0	2	1	0	1
Service/Maintenance	5	2	7	7	3	10	8	3	11	9	2	11
<b>Total</b>	<b>36</b>	<b>10</b>	<b>49</b>	<b>40</b>	<b>8</b>	<b>48</b>	<b>42</b>	<b>7</b>	<b>52</b>	<b>42</b>	<b>6</b>	<b>49</b>

The charts on the next few pages compare wages of staff who are of a racial or ethnic minority compared to White Staff. Each chart shows wages by level: Executive/Administrative/Managerial, Other Professionals, Technical/Paraprofessional, Clerical-Secretarial, and Service/Maintenance. Under each chart is mean wages/salary by race/ethnicity.

**Comparison of Wages by Race/Ethnicity  
Executive/Administrative/Managerial  
(Fall 2004 - Full-time Staff Only)**

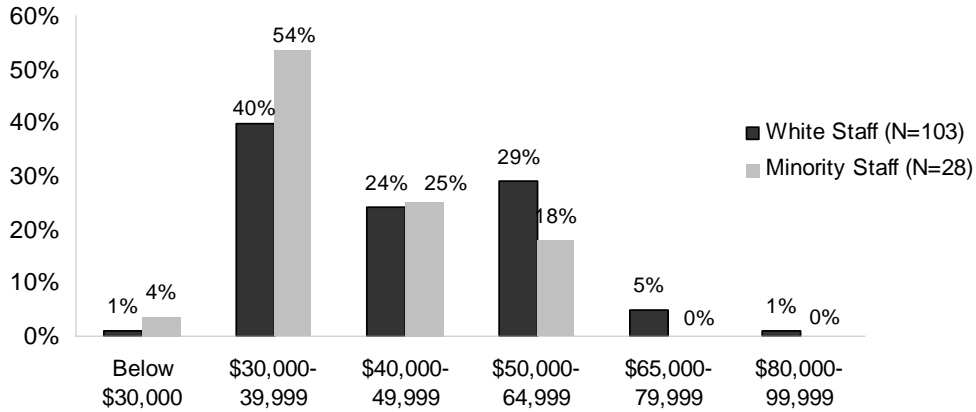


**Median Wage/Salary by Race/Ethnicity  
Full-time Executive/Administrative/Managerial**

Minority Staff	\$ 56,820.00
White Staff	\$ 61,020.00

<sup>2</sup> Other administrative was no longer an official category after Fall 2001.

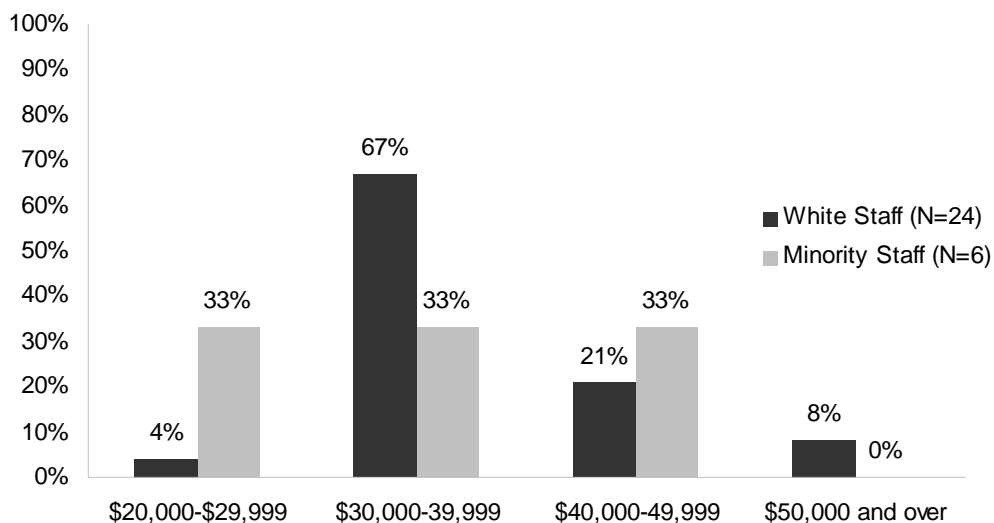
**Comparison of Wages by Race/Ethnicity  
Other Professionals  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Race/Ethnicity  
Other Professionals**

Minority Staff	\$ 38,532
White Staff	\$ 42,588

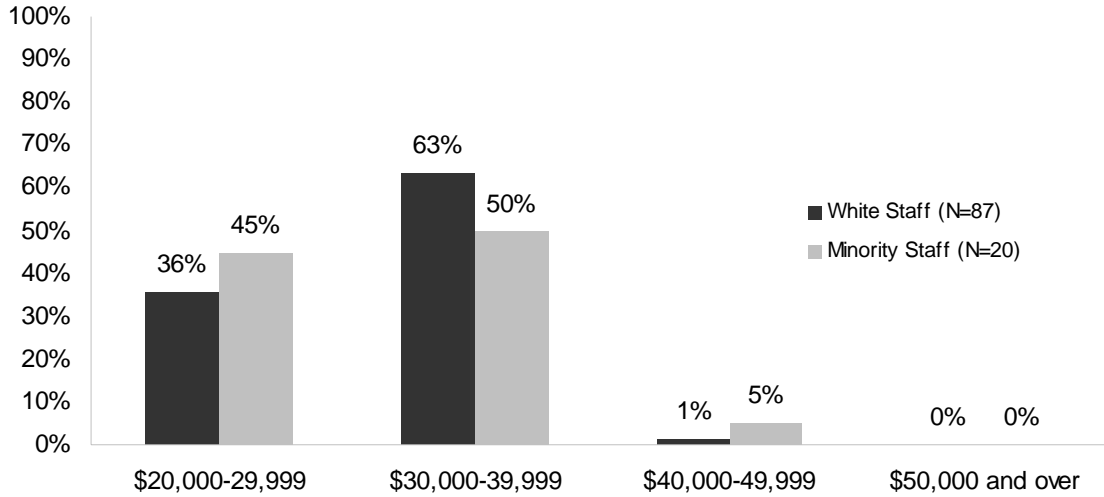
**Comparison of Wages by Race/Ethnicity  
Technical/Para-professional  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Race/Ethnicity  
Technical/Paraprofessional**

Minority Staff	\$ 35,820
White Staff	\$ 37,158

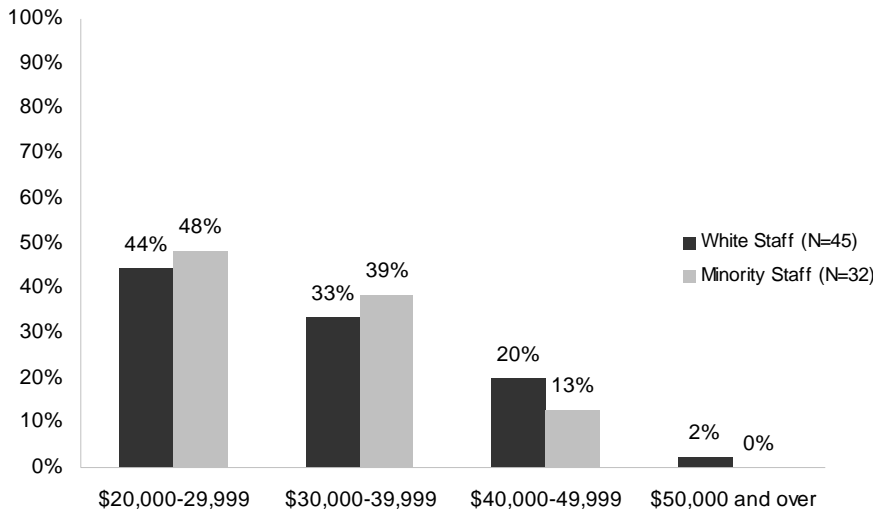
**Comparison of Wages by Race/Ethnicity  
Clerical-Secretarial  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Race/Ethnicity  
Clerical-Secretarial**

Minority Staff	\$ 30,312
White Staff	\$ 31,032

**Wage Comparison by Race/Ethnicity  
Service/Maintenance  
(Fall 2004 - Full-time Staff Only)**



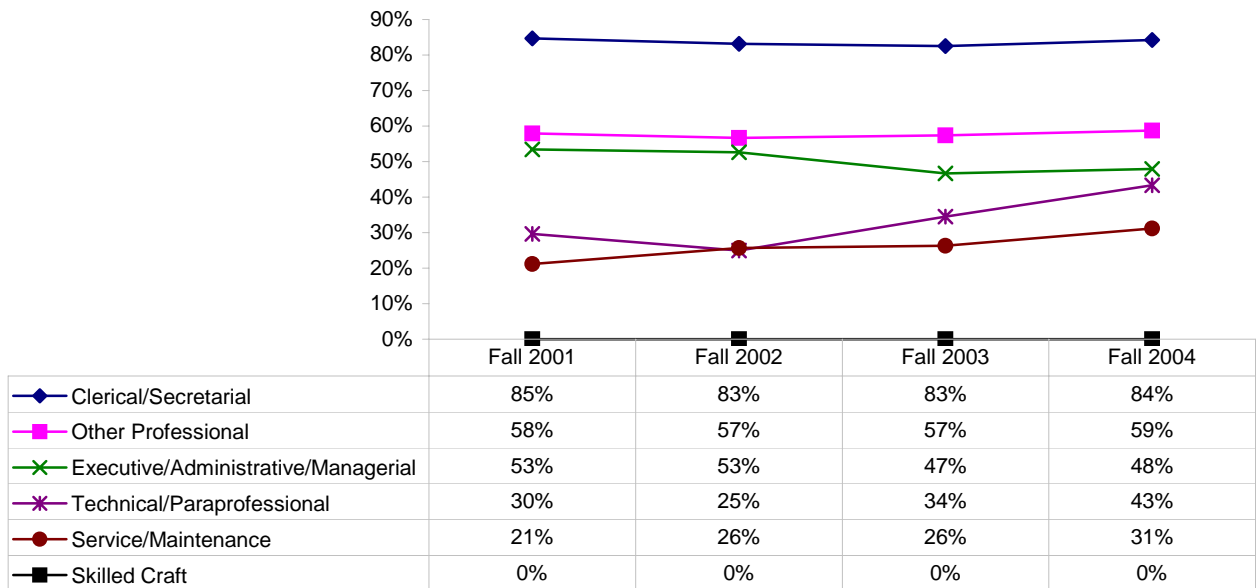
**Median Wage/Salary by Race/Ethnicity  
Service/Maintenance**

Minority Staff	\$ 31,032
White Staff	\$ 34,092

### Percent Staff Females by Job Type

The table below shows the percentage of full-time employees that are female by job classification. Data show that women fill a larger proportion of the Clerical/Secretarial and Other Professional positions than males. The proportion of women filling Executive/Administrative/Managerial positions has vacillated between the years 2001 and 2004, with 53% female in 2001 and 48% female in 2004. Women have had a lower proportion of the full-time positions among the Technical/Paraprofessional, Service/Maintenance, and Skilled Craft job types. There are no female workers among full-time Skilled Craft positions.

**Percent Female by Job Type  
(Full-time Employees Only)**



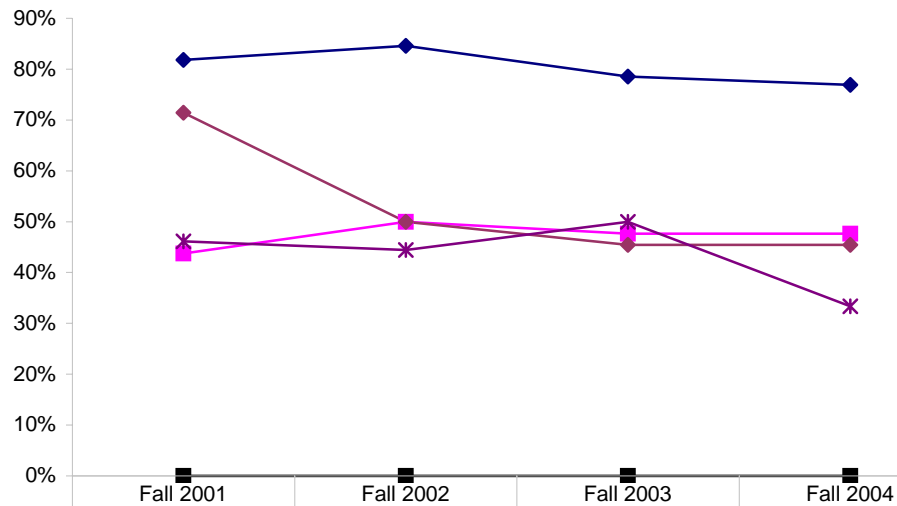
The table below shows the number of men and women by job type, to assist in understanding percentages. For instance, the Skilled Craft job type employs only 4 to 5 full-time employees each year, whereas the Other Professional position employs over 120 full-time employees per year.

### Number of Full-time Employees by Job Type

	Fall 2001			Fall 2002			Fall 2003			Fall 2004		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive/Administrative/Managerial	34	39	73	36	40	76	48	42	90	50	46	96
Other Professional	53	73	126	55	72	127	55	74	129	54	77	131
Technical/Paraprofessional	19	8	27	24	8	32	19	10	29	17	13	30
Clerical/Secretarial	17	94	111	18	89	107	18	85	103	17	91	108
Skilled Craft	5	0	5	4	0	4	4	0	4	4	0	4
Service/Maintenance	56	15	71	55	19	74	56	20	76	53	24	77
<b>Total</b>	<b>184</b>	<b>229</b>	<b>413</b>	<b>192</b>	<b>228</b>	<b>420</b>	<b>200</b>	<b>231</b>	<b>431</b>	<b>195</b>	<b>251</b>	<b>446</b>

Women make up a high proportion of the part-time Clerical/Secretarial positions (82% of Clerical/Secretarial positions). There are no recent part-time employees among Executive/Administrative/Managerial job types, with the exception of one female employee in 2001 (not shown in the chart below). Women fill a slightly lower percentage of the part-time Other Professional and Service/Maintenance positions in recent years. There remain no female workers among part-time Skilled Craft positions.

**Percent Female by Job Type  
(Part-time Employees Only)**



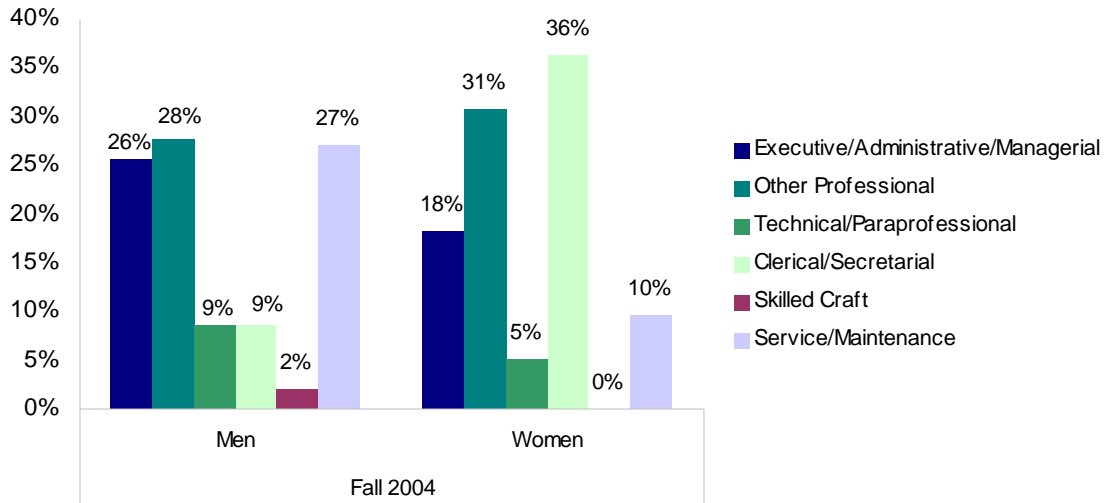
◆ Clerical/Secretarial	82%	85%	79%	77%
■ Other Professional	44%	50%	48%	48%
◆ Service/Maintenance	71%	50%	45%	45%
* Technical/Paraprofessional	46%	44%	50%	33%
■ Skilled Craft	0%	0%	0%	0%

**Number of Part-time Employees by Job Type**

	Fall 2001			Fall 2002			Fall 2003			Fall 2004		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive/Administrative/Managerial	0	1	1	0	0	0	0	0	0	0	0	0
Other Professional	9	7	16	7	7	14	11	10	21	11	10	21
Technical/Paraprofessional	7	6	13	5	4	9	2	2	4	2	1	3
Clerical/Secretarial	2	9	11	2	11	13	3	11	14	3	10	13
Skilled Craft	1	0	1	2	0	2	2	0	2	1	0	1
Service/Maintenance	2	5	7	5	5	10	6	5	11	6	5	11
Total	21	28	49	21	27	48	24	28	52	23	26	49

Another way to look at the gender data is to see how women and men are employed is to view the distribution of women and men among job types. The following charts show a Fall 2004 snapshot of this distribution. Men working full-time are employed in the greatest number and highest proportion among Other Professional (28%), Service/Maintenance (27%) and Executive/Administrative/Managerial (26%) job types. Women working full-time are employed in the greatest numbers among the Clerical Secretarial (36%) and Technical/Paraprofessional (31%) positions.

### Relative Frequencies of Full-time Employees by Profession



Among men working part-time, the greatest proportion is employed in the Other Professional job classification. Women working part-time are employed in the greatest numbers among the Other Professional and Clerical/Secretarial positions.

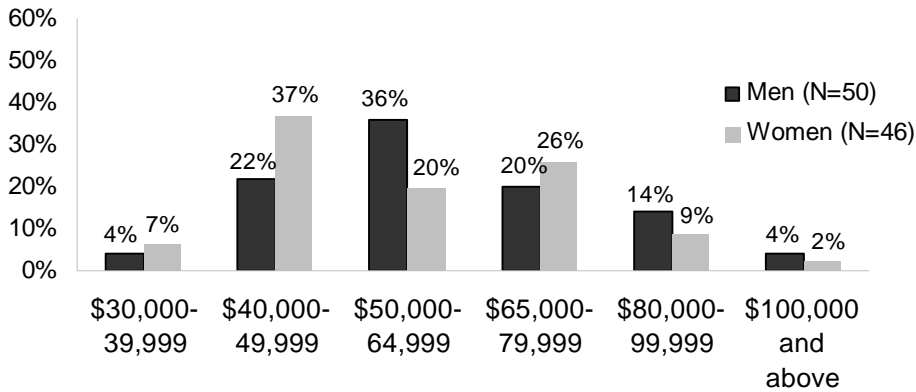
### Relative Frequencies of Part-time Employees by Profession





Charts on the next few pages show wages by gender. Data are shown separately for each job classification. Under each chart is median wages/salary by gender.

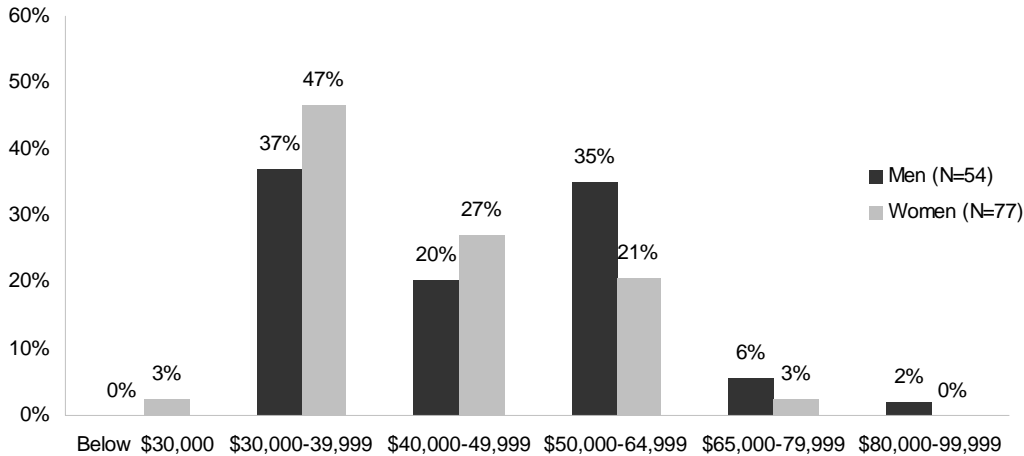
**Comparison of Wages by Gender  
Executive/Administrative/Managerial  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Gender  
Full-time Executive/Administrative/Managerial**

Female	\$ 57,408
Male	\$ 62,712

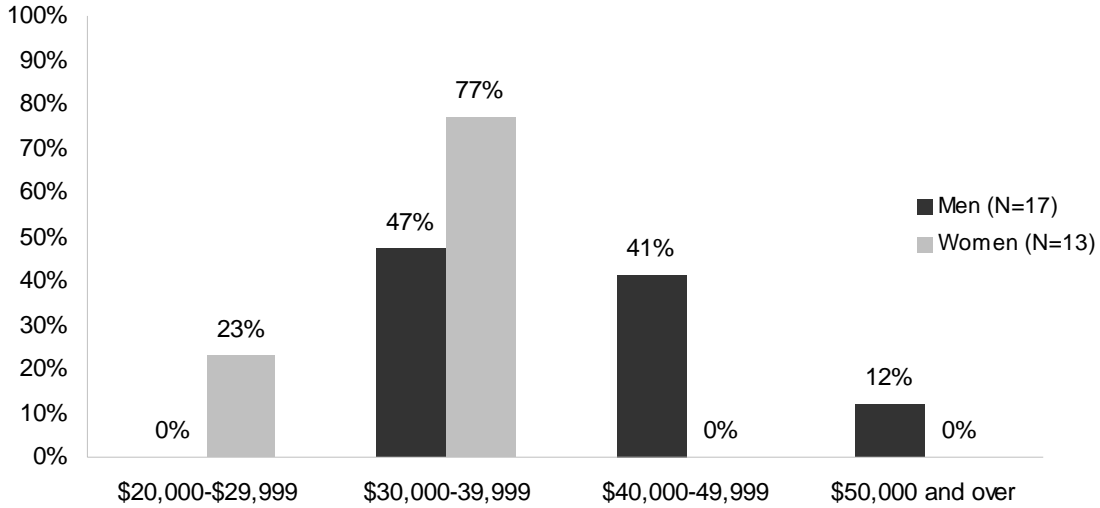
**Comparison on Wages by Gender  
Other Professionals  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Gender  
Other Professional**

Female	\$ 40,301
Male	\$ 43,656

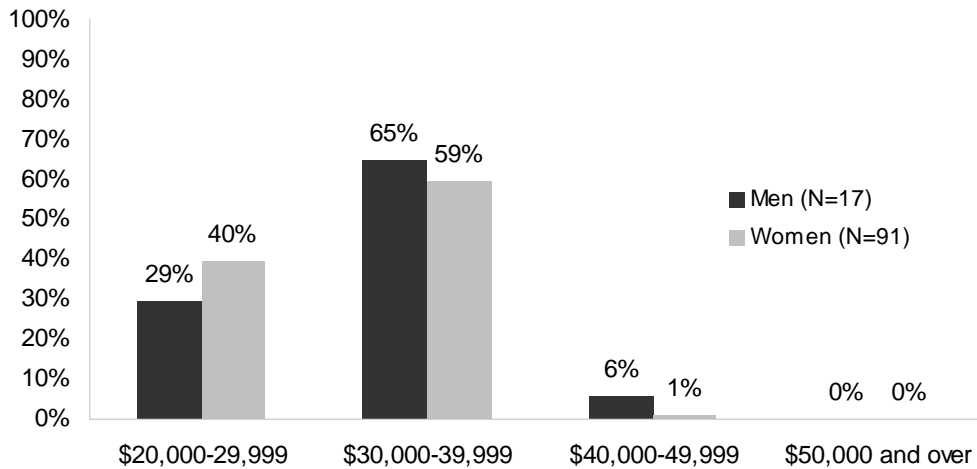
**Comparison of Wages by Gender  
Technical/Para-professional  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Gender  
Technical/Paraprofessional**

Female	\$ 34,932
Male	\$ 40,512

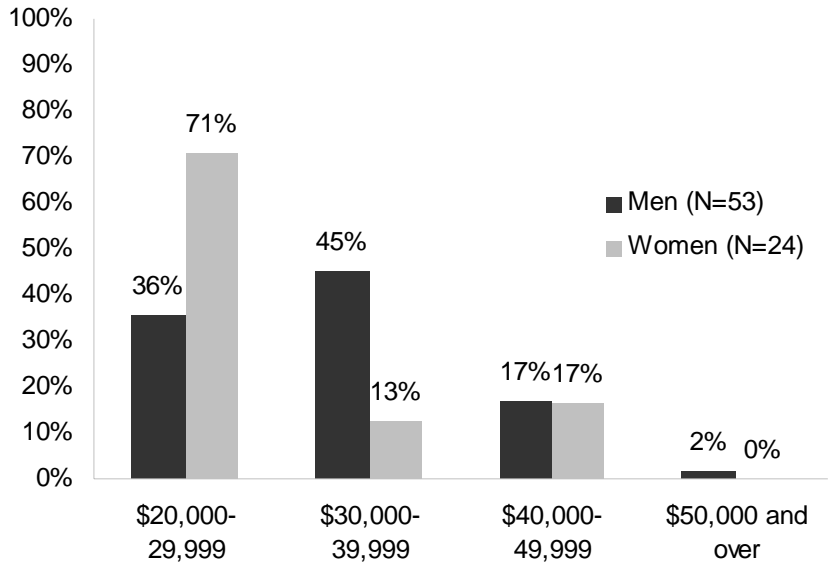
**Comparison of Wages by Gender  
Clerical/Secretarial  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Gender  
Clerical/Secretarial**

Female	\$ 30,348
Male	\$ 31,032

**Wage Comparison by Gender  
Service/Maintenance  
(Fall 2004 - Full-time Staff Only)**



**Median Wage/Salary by Gender  
Service/Maintenance**

Female	\$ 26,376
Male	\$ 34,932

## Diversity and Faculty Hiring

The college has had a long-standing commitment to hiring for a diverse faculty. That commitment was publicly reaffirmed in the mid-1980s under the leadership of then provost Patrick Hill. In addition to convening discussion and review of the curriculum in light of an emphasis on "multiculturalism," Patrick worked very closely with the deans on all phases of hiring - job descriptions, advertising and recruitment, and applicant review - to assure as diverse a pool of applicants as possible.

Prior to the passage of Initiative 200, we were able to select qualified candidates and make decisions about the adequacy of applicant pools with the explicit intention of creating a diverse faculty. Following the passage of I 200, we have continued to write job descriptions that make clear our commitment to diversity and to the inclusion of multicultural emphasis in the curriculum, to recruit and advertise in the nationally recognized publications and also in many publications geared toward particular ethnic and racial populations, to select faculty hiring committee members so as to assure broad and informed review of applicants given our commitment to diversity, and to host all applicants in culturally respectful ways.

Applicants are asked to submit written or other materials that demonstrate the following: (1) the inclusion of race, gender, ethnicity, etc. in their teaching and research, and (2) a statement of their own multicultural experience and how that experience has influenced their teaching. The finalists, when they interview on campus, are asked to expand further on their experience with and knowledge about diverse and underserved student populations. As well, the Faculty Hiring DTF asks applicants to respond to complex classroom scenarios in which they have to think on the spot about cultural issues at stake in a range of teaching situations. In posing such scenarios, DTF members are not looking for a right answer, but rather for evidence of how applicants think about matters of race, ethnicity, gender, etc. and for their insight into the academic issues at stake for student learning. Other people involved in interviewing candidates also ask about diversity and multiculturalism.

There is an ongoing commitment, and practices to support that commitment, in faculty hiring to promote and actively seek candidates who will add to the diversity of our college community and who can bring the academic and artistic insights to help us reflect on and transform the curriculum mindful of cultural forces, stereotypes and traditions.

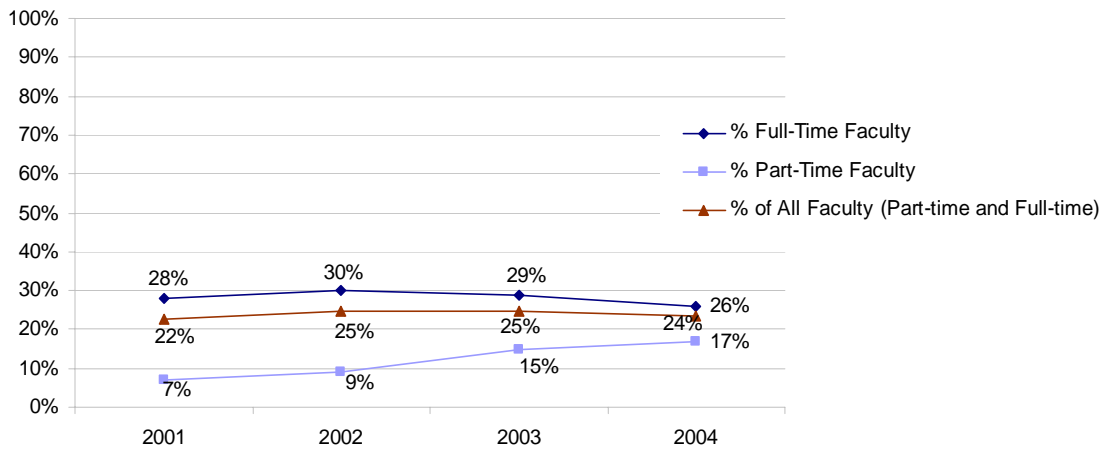
## Evergreen Faculty Demographics

Faculty demographics presented in this section are based on annual Integrated Postsecondary Education Data System (IPEDS) reports completed by the Office of Institutional Research and Assessment. The data are based on a snapshot of full-time and part-time instructional faculty employed on November 1 each year. Since these are faculty whose primary role is instruction, the data do not include Deans, Directors, or staff members who may have been also teaching as adjuncts.

### Faculty Race/Ethnicity Demographics

The chart below shows the percent of full-time and percent of part-time faculty who are of a racial or ethnic minority. The percent of part-time faculty who are of a racial or ethnic minority may be undercounted, as there is a high percentage of part-time faculty who did not indicate a race or ethnicity.

**Percent of Faculty of a Minority Race/Ethnicity 2001-2004**



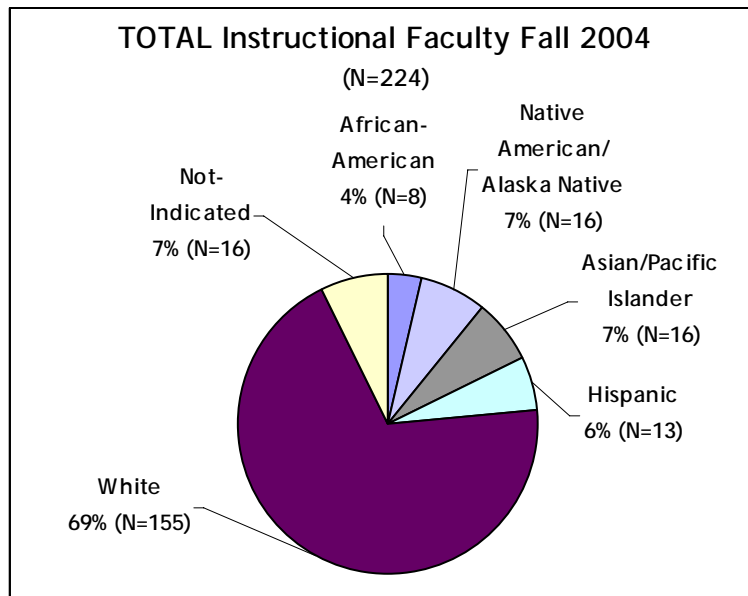
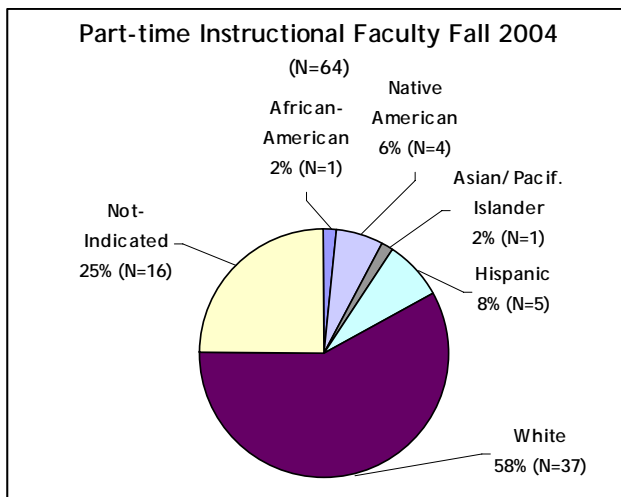
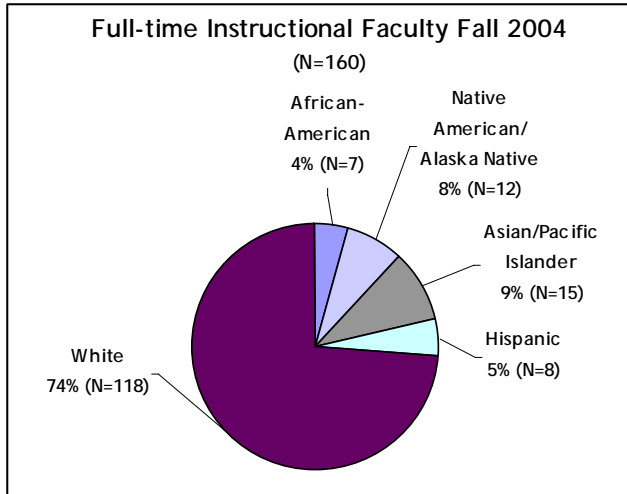
The following tables below show the number of full-time and part-time faculty who are of a minority race/ethnicity, are white, or for whom race or ethnicity is not known.

#### Race/Ethnicity of Full-time Faculty

	Fall 2001		Fall 2002		Fall 2003		Fall 2004	
	N	%	N	%	N	%	N	%
Minority Race/Ethnicity	44	28%	48	30%	45	29%	42	26%
White	115	72%	113	70%	111	71%	118	74%
Race/Ethnicity Unknown	0	0%	0	0%	1	1%	0	0%
Total	159	100%	161	100%	157	100%	160	100%

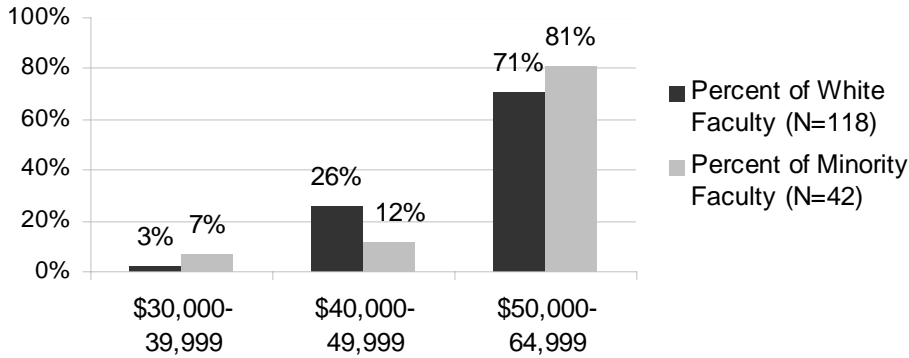
#### Race/Ethnicity of Part-time Faculty

	Fall 2001		Fall 2002		Fall 2003		Fall 2004	
	N	%	N	%	N	%	N	%
Minority Race/Ethnicity	4	7%	5	9%	9	15%	11	17%
White	9	16%	27	49%	35	56%	37	58%
Race/Ethnicity Unknown	42	76%	23	42%	18	29%	16	25%
Total	55	100%	55	100%	62	100%	64	100%



The chart below compares by race/ethnicity the distribution of full-time faculty in each salary range.

**Salary Comparison by Race/Ethnicity**  
**Full-time Faculty- 9/10 month contracts/teaching periods**  
**Fall 2004**



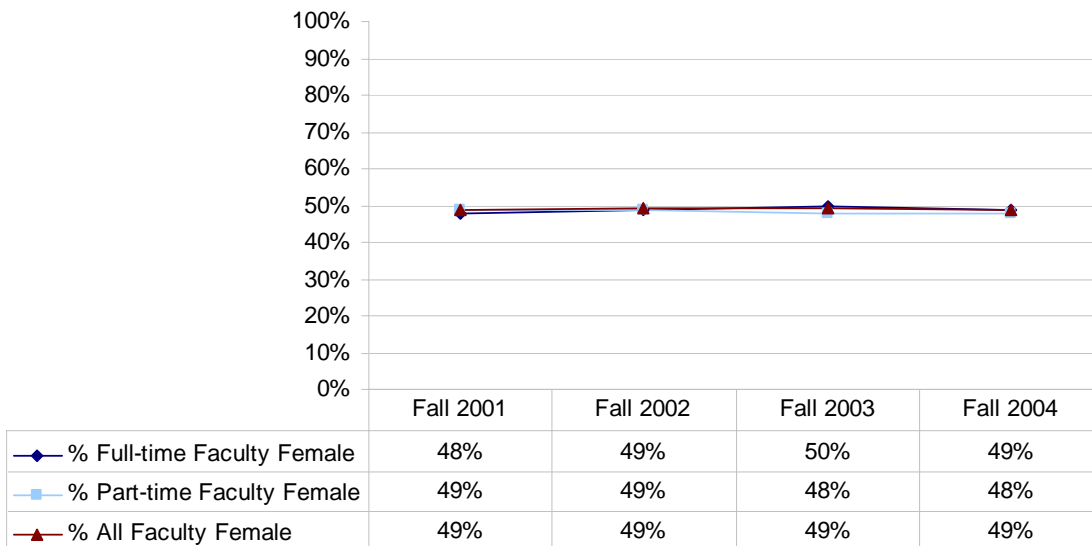
The table below shows the median wage/salary for full-time faculty.

**Full-time Faculty - wages/salary annualized**

	Median Wage/Salary
Minority Faculty	\$ 56,547
White Faculty	\$ 56,205

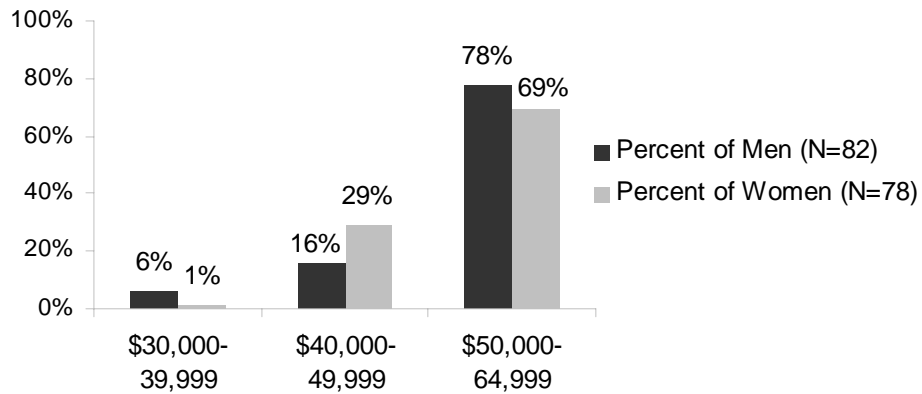
The chart below depicts the percent of the faculty that is female by full-time faculty, part-time faculty, and faculty as a whole. The percent female has remained relatively stable over time.

**Percent Faculty Female**



The chart below compares by gender the distribution of full-time faculty in each salary range.

**Wage Comparison by Gender**  
**Full-time Faculty - 9/10-month contracts/teaching periods**  
**Fall 2004**



The table below shows the median wage/salary for full-time faculty.

**Full-time Faculty - wages/salary annualized**

	Median Wage/Salary
Females	\$ 55,493.00
Males	\$ 57,546.00