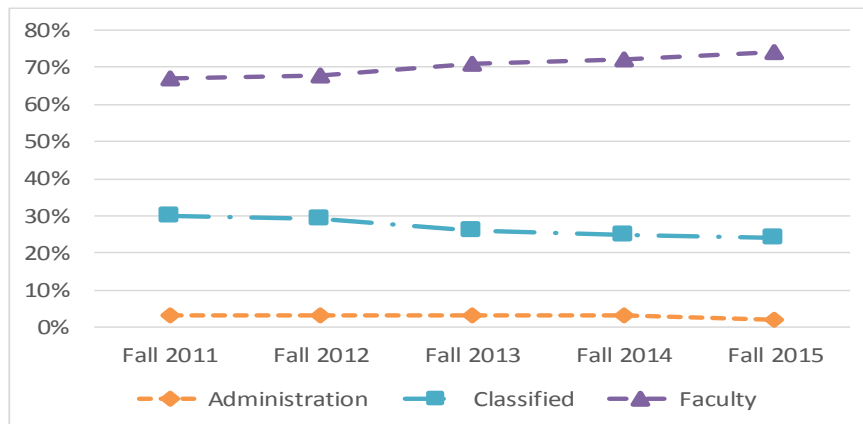
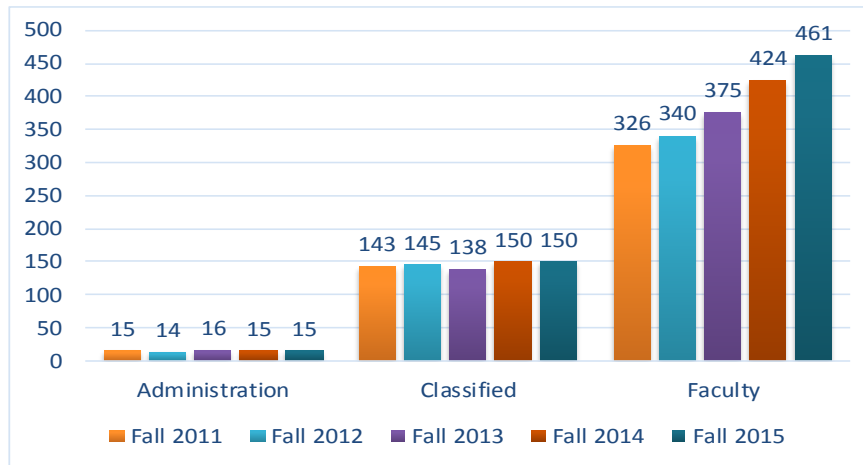


# Employee Demographics

## Employee Trends Fall 2011—Fall 2012—Fall 2013—Fall 2014—Fall 2015 Overview



	Fall 2011		Fall 2012		Fall 2013		Fall 2014		Fall 2015	
<i>Pres, VPs, Deans</i>	15	3%	14	3%	16	3%	15	3%	15	2%
Crafts	8	2%	8	2%	7	1%	9	2%	7	1%
Maint/ Operations	31	6%	31	6%	29	5%	29	5%	31	5%
Supervisory, Classified Mgmt.	21	4%	22	4%	19	4%	22	4%	20	3%
Technical/ Clerical	83	17%	84	17%	83	16%	90	15%	92	15%
<i>Classified Total</i>	<b>143</b>	<b>30%</b>	<b>145</b>	<b>29%</b>	<b>138</b>	<b>26%</b>	<b>150</b>	<b>25%</b>	<b>150</b>	<b>24%</b>
Adjunct Faculty	214	44%	232	46%	260	49%	300	51%	312	50%
Depart. Chair & Vice Chair	14	3%	11	2%	10	2%	9	2%	12	2%
Non-Teaching, Adj	23	5%	20	4%	22	4%	21	4%	25	4%
Non-Teaching, Reg	5	1%	4	1%	7	1%	17	3%	33	5%
Regular Faculty	70	14%	73	15%	76	14%	77	13%	79	13%
<i>Faculty Total</i>	<b>326</b>	<b>67%</b>	<b>340</b>	<b>68%</b>	<b>375</b>	<b>71%</b>	<b>424</b>	<b>72%</b>	<b>461</b>	<b>74%</b>
<b>Total</b>	<b>484</b>	<b>100%</b>	<b>499</b>	<b>100%</b>	<b>529</b>	<b>100%</b>	<b>589</b>	<b>100%</b>	<b>626</b>	<b>100%</b>

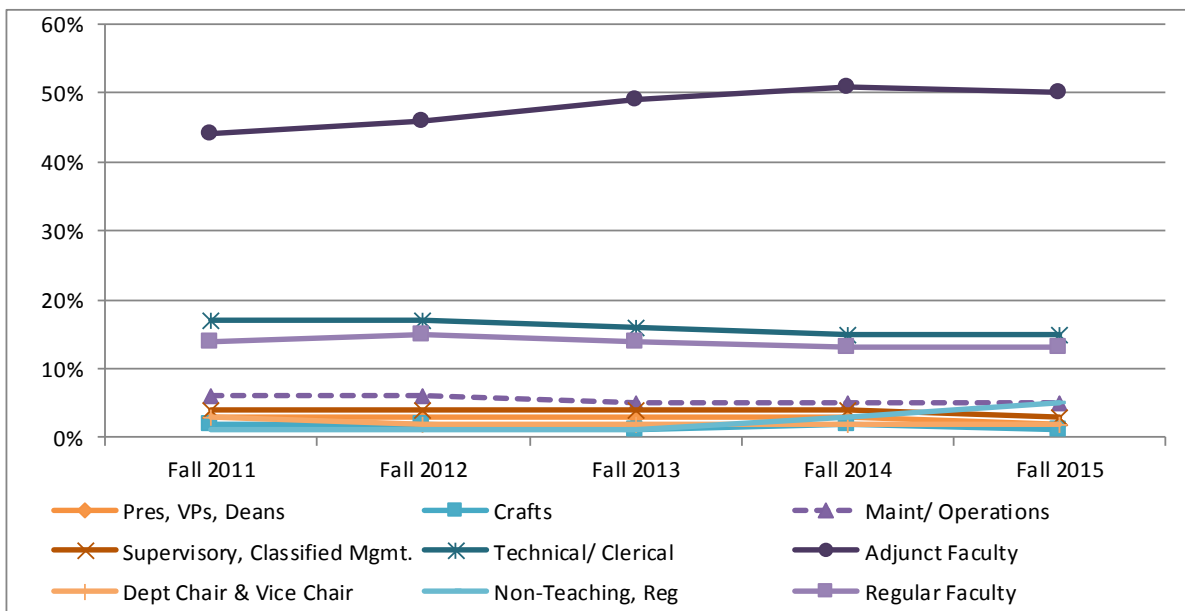
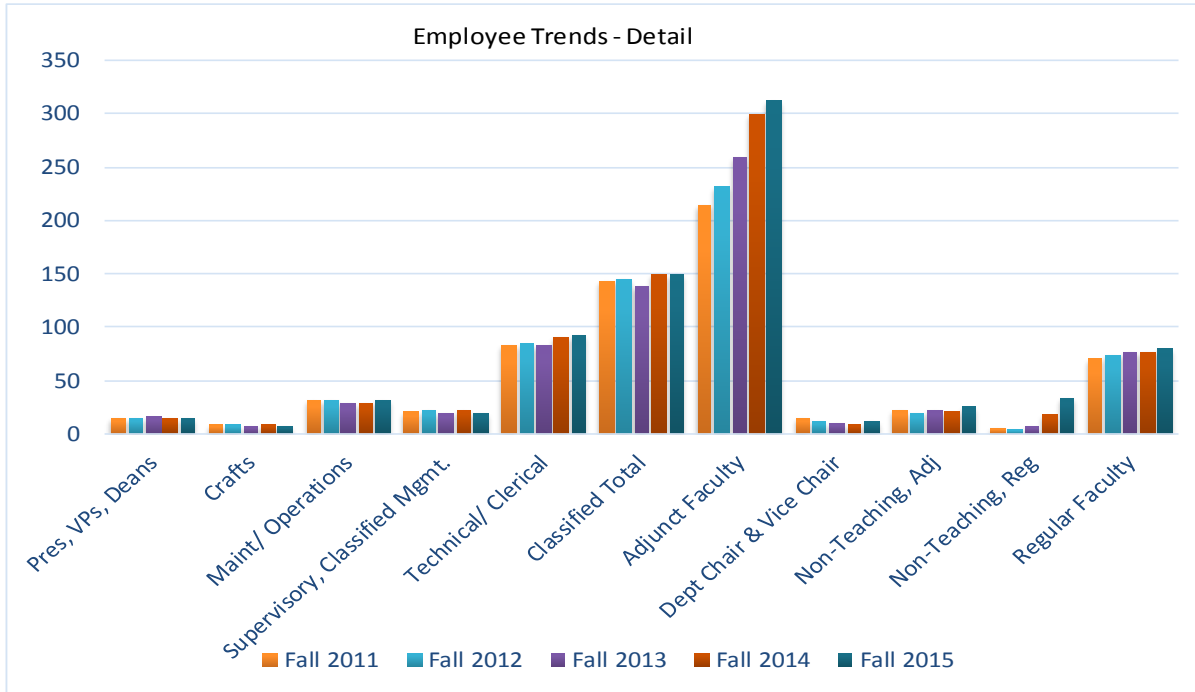
**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2011, Nov. 2012, Nov. 2013, Nov. 2014, Nov. 2015

# Employee Demographics

## Employee Trends

Fall 2011—Fall 2012—Fall 2013—Fall 2014—Fall 2015



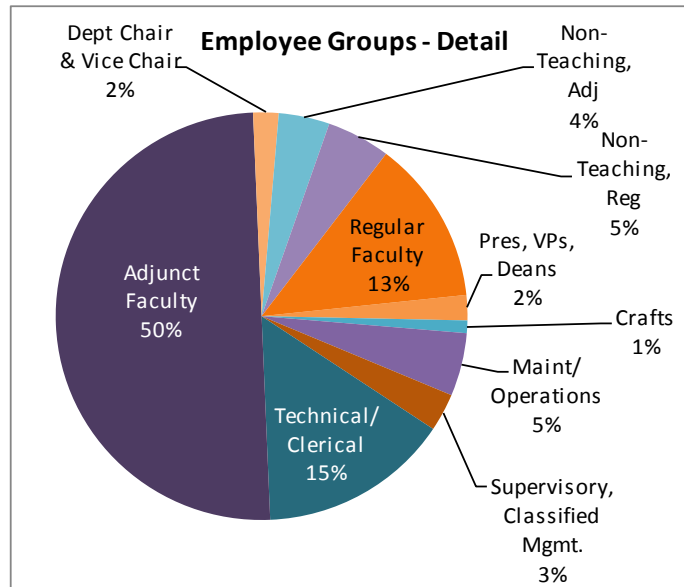
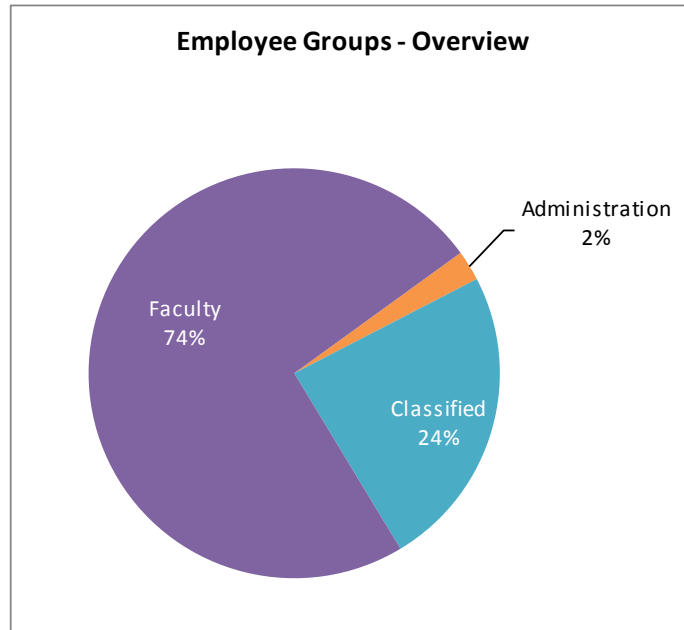
**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2011, Nov. 2012, Nov. 2013, Nov. 2014, Nov. 2015

# Employee Demographics

## Employee Groups

Fall 2015



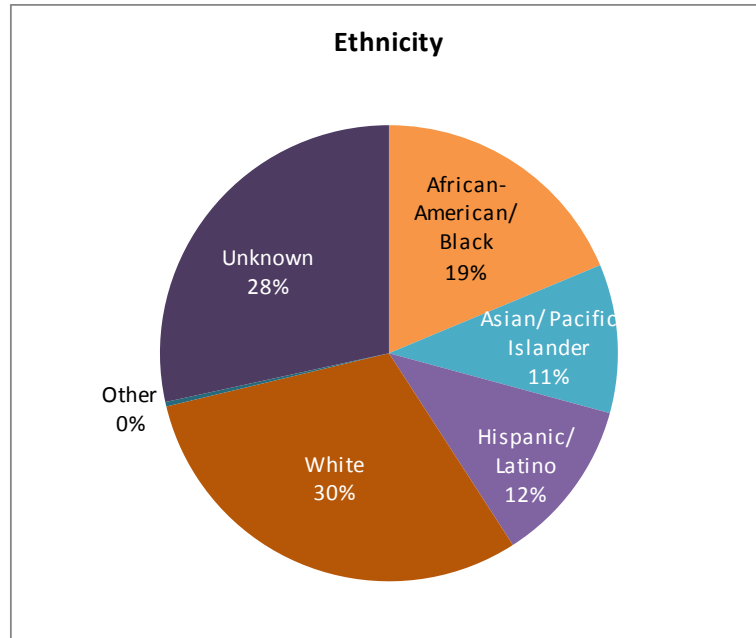
**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Employees: Ethnicity

Fall 2015



	African-American/Black		Asian/Pacific Islander		Hispanic/Latino		White		Other		Unknown		Total	
<i>Pres, VPs, Deans</i>	4	27%	1	7%	3	20%	6	40%		0%	1	7%	15	100%
Crafts	1	14%	1	14%	2	29%	2	29%		0%	1	14%	7	100%
Maint/ Operations	4	13%	1	3%	3	10%	1	3%		0%	22	71%	31	100%
Supervisory, Classified Mgmt.	8	40%	2	10%	3	15%	4	20%		0%	3	15%	20	100%
Technical/ Clerical	26	28%	6	7%	23	25%	16	17%	2	2%	19	21%	92	100%
<i>Classified Total</i>	<i>39</i>	<i>26%</i>	<i>10</i>	<i>7%</i>	<i>31</i>	<i>21%</i>	<i>23</i>	<i>15%</i>	<i>2</i>	<i>1%</i>	<i>45</i>	<i>30%</i>	<i>150</i>	<i>100%</i>
Adjunct Faculty	44	14%	38	12%	19	6%	117	38%		0%	94	30%	312	100%
Depart. Chair & Vice Chair	2	17%	4	33%	1	8%	5	42%		0%		0%	12	100%
Non-Teaching, Adj	7	28%	2	8%	7	28%	1	4%		0%	8	32%	25	100%
Non-Teaching, Reg	11	33%	1	3%	3	9%	1	3%		0%	17	52%	33	100%
Regular Faculty	10	13%	10	13%	9	11%	37	47%		0%	13	16%	79	100%
<i>Faculty Total</i>	<i>74</i>	<i>16%</i>	<i>55</i>	<i>12%</i>	<i>39</i>	<i>8%</i>	<i>161</i>	<i>35%</i>		<i>0%</i>	<i>132</i>	<i>29%</i>	<i>461</i>	<i>100%</i>
<b>Total</b>	<b>117</b>	<b>19%</b>	<b>66</b>	<b>11%</b>	<b>73</b>	<b>12%</b>	<b>190</b>	<b>30%</b>	<b>2</b>	<b>0%</b>	<b>178</b>	<b>28%</b>	<b>626</b>	<b>100%</b>

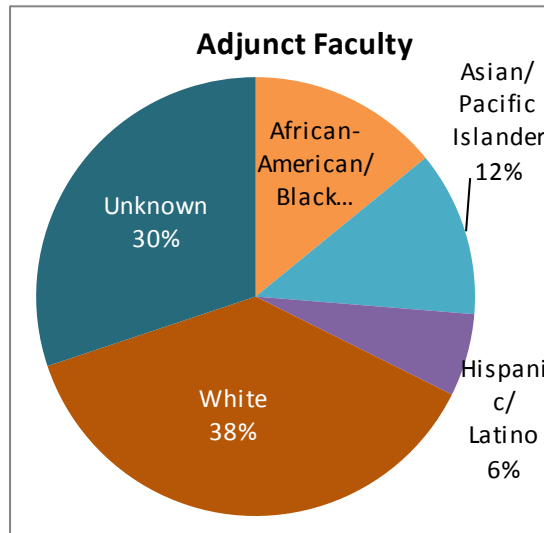
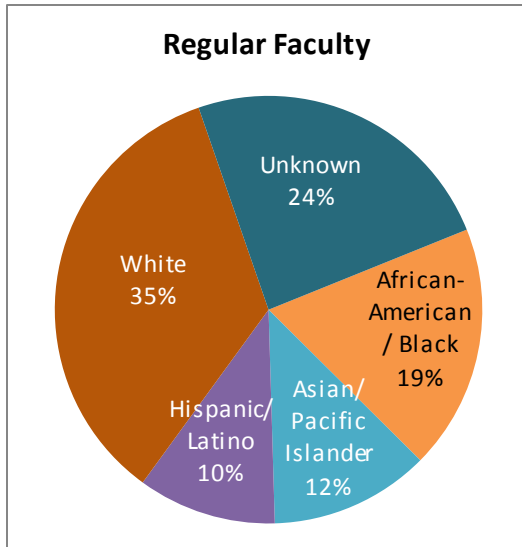
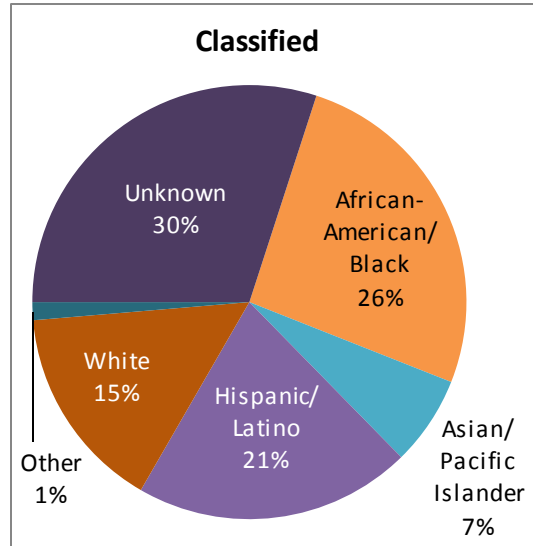
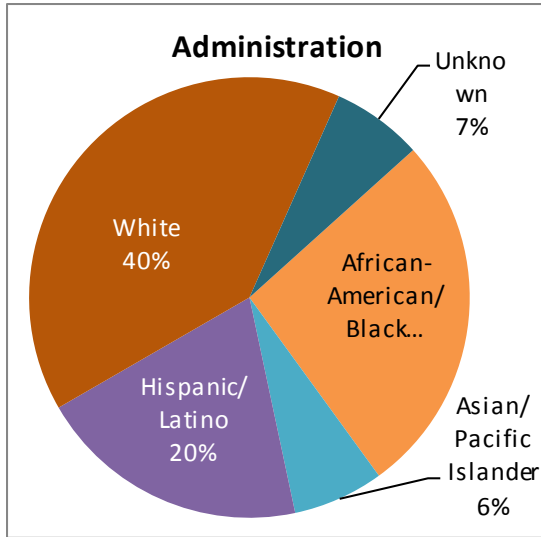
**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members. Employees Unclassified employees are excluded from the total.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Ethnicity by Employee Group

Fall 2015



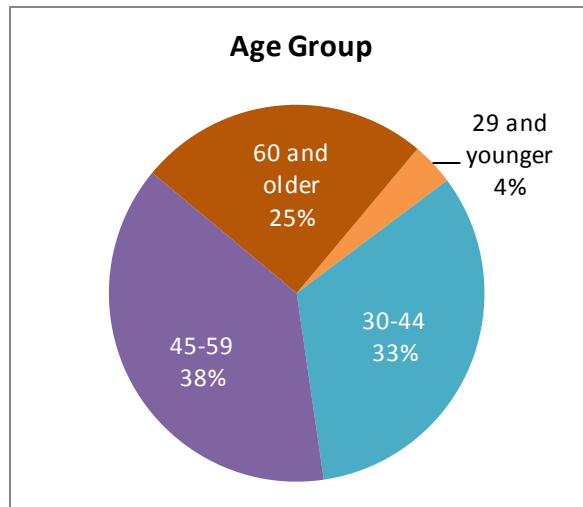
**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members. Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Employee: Age

Fall 2015



		29 and younger		30-44		45-59		60 and older		Total	
Administration	Pres, VPs, Deans		0%	4	27%	5	33%	6	40%	15	100%
Classified	Crafts		0%	1	14%	3	43%	3	43%	7	100%
	Maint/ Operations	3	10%	11	35%	13	42%	4	13%	31	100%
	Supervisory, Classified Mgmt.		0%	8	40%	12	60%		0%	20	100%
	Technical/ Clerical	12	13%	31	34%	31	34%	18	20%	92	100%
	<b>Classified Total</b>	<b>15</b>	<b>10%</b>	<b>51</b>	<b>34%</b>	<b>59</b>	<b>39%</b>	<b>25</b>	<b>17%</b>	<b>150</b>	<b>100%</b>
Faculty	Adjunct Faculty	5	2%	92	29%	125	40%	90	29%	312	100%
	Depart. Chair & Vice Chair		0%	2	17%	4	33%	6	50%	12	100%
	Non-Teaching, Adj		0%	9	36%	10	40%	6	24%	25	100%
	Non-Teaching, Reg	2	6%	25	76%	6	18%		0%	33	100%
	Regular Faculty	1	1%	23	29%	31	39%	24	30%	79	100%
	<b>Faculty Total</b>	<b>8</b>	<b>2%</b>	<b>151</b>	<b>33%</b>	<b>176</b>	<b>38%</b>	<b>126</b>	<b>27%</b>	<b>461</b>	<b>100%</b>
	<b>Total</b>	<b>23</b>	<b>4%</b>	<b>206</b>	<b>33%</b>	<b>240</b>	<b>38%</b>	<b>157</b>	<b>25%</b>	<b>626</b>	<b>100%</b>

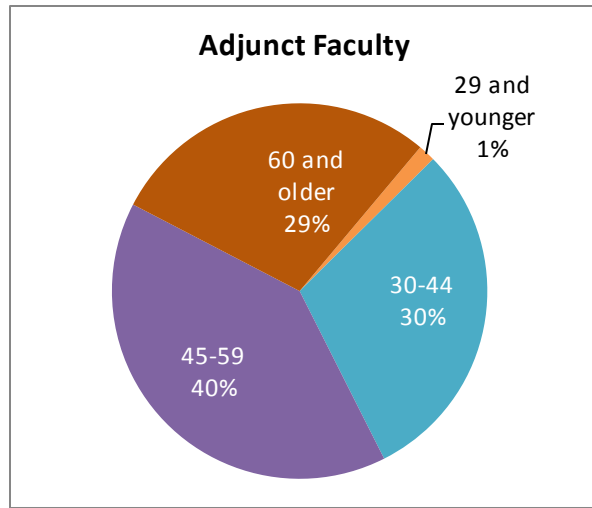
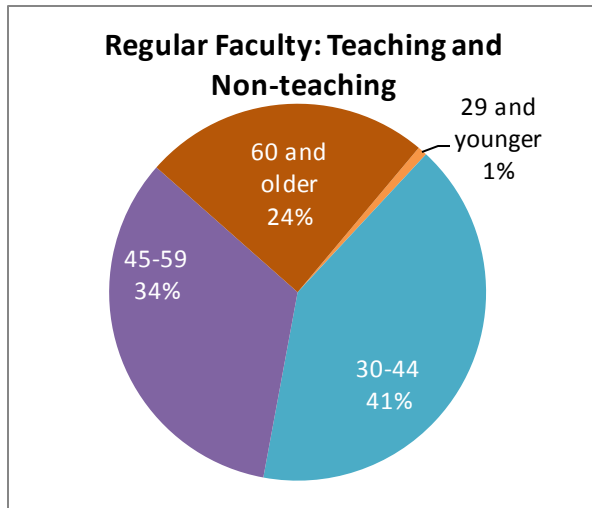
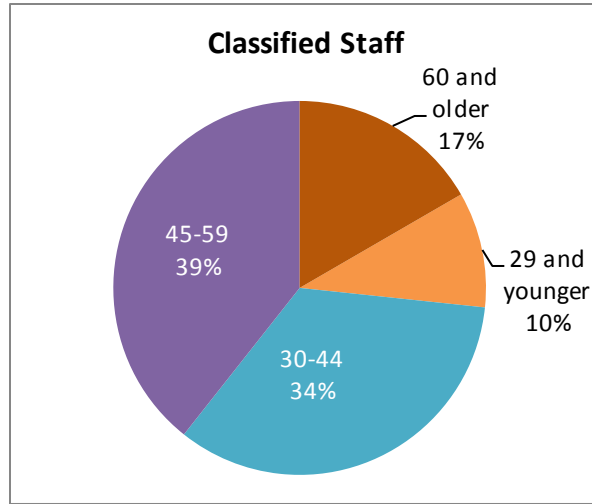
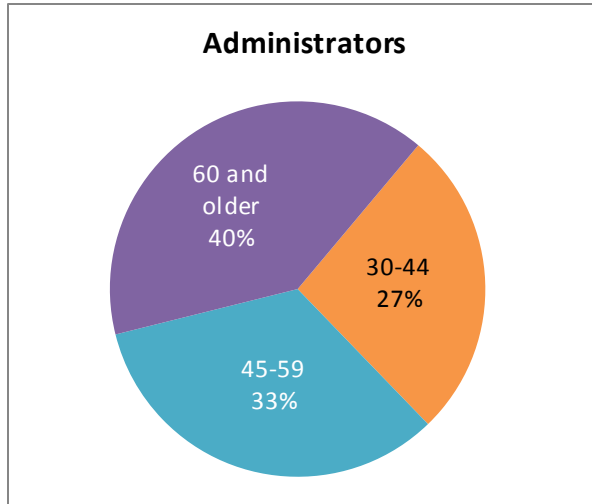
**Note:** Unclassified employees are excluded from the total.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Age by Employee Group

Fall 2015

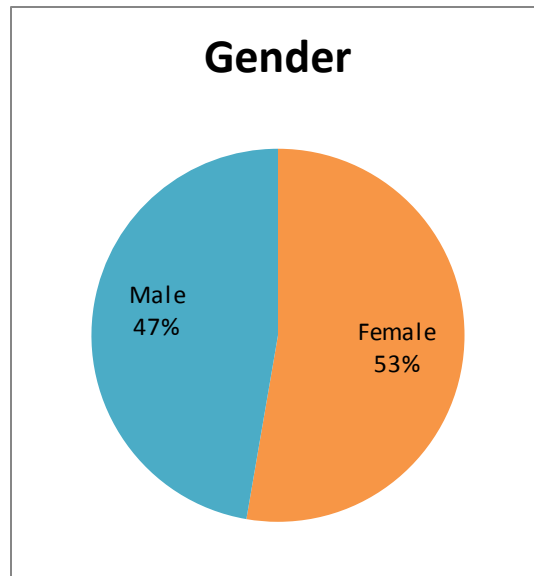


Source: SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Employee: Gender

Fall 2015



		Female		Male		Total	
<i>Administration</i>	<i>Pres, VPs, Deans</i>	7	47%	8	53%	15	100%
Classified	Crafts	7	47%	8	53%	15	100%
	Maint/ Operations		0%	7	100%	7	100%
	Supervisory, Classified Mgmt.	8	26%	23	74%	31	100%
	Technical/ Clerical	9	45%	11	55%	20	100%
<i>Classified Total</i>		<b>59</b>	<b>64%</b>	<b>33</b>	<b>36%</b>	<b>92</b>	<b>100%</b>
Faculty	Adjunct Faculty	76	51%	74	49%	150	100%
	Depart. Chair & Vice Chair	153	49%	159	51%	312	100%
	Non-Teaching, Adj	6	50%	6	50%	12	100%
	Non-Teaching, Reg	18	72%	7	28%	25	100%
	Regular Faculty	24	73%	9	27%	33	100%
<i>Faculty Total</i>		<b>42</b>	<b>53%</b>	<b>37</b>	<b>47%</b>	<b>79</b>	<b>100%</b>
<b>Total</b>		<b>243</b>	<b>53%</b>	<b>218</b>	<b>47%</b>	<b>461</b>	<b>100%</b>

**Note:** Unclassified employees are excluded from the total.

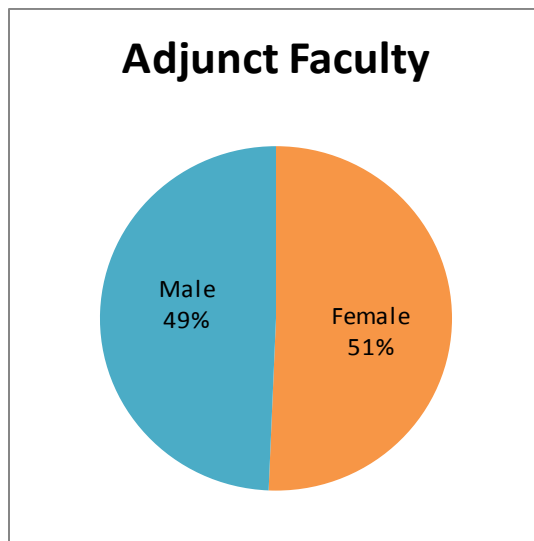
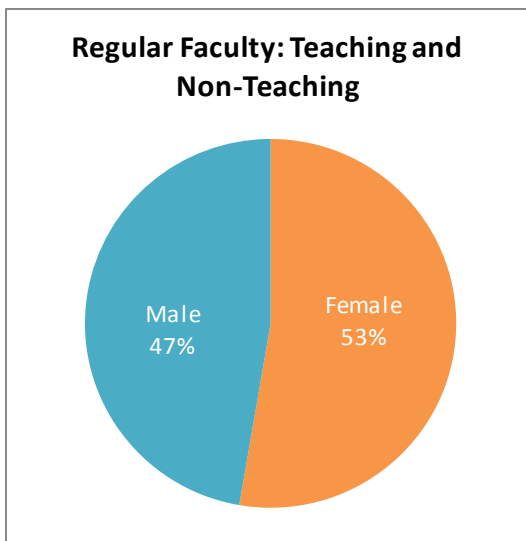
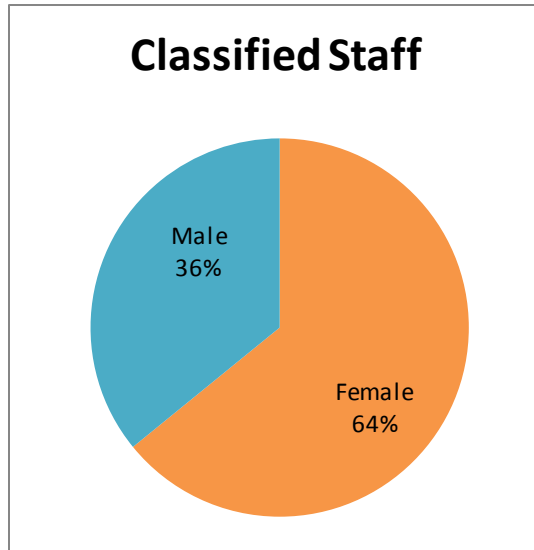
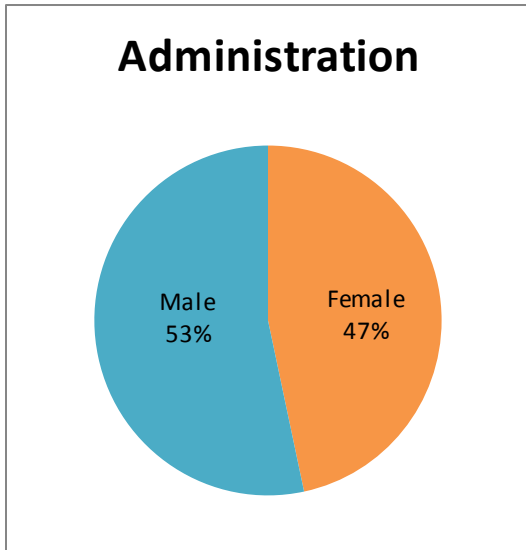
**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015



# Employee Demographics

## Gender by Employee Group

Fall 2015



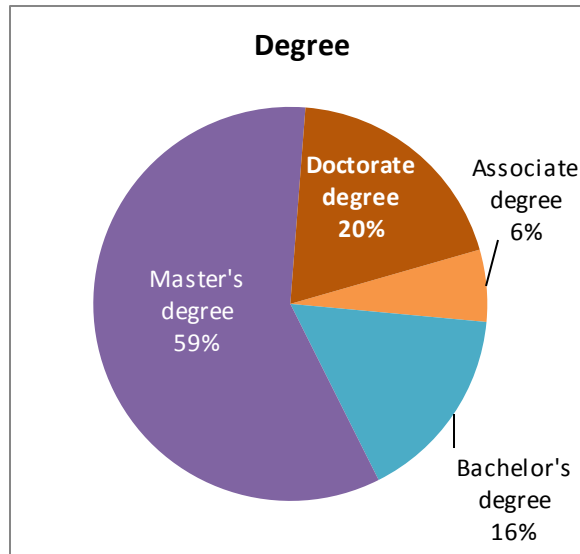
**Note:** Unclassified employees are excluded from the total.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Employee: Highest Degree Earned

Fall 2015



		Associate degree		Bachelor's degree		Master's degree		Doctorate degree		Total	
Administration	Pres, VPs, Deans		0%	1	7%	9	60%	5	33%	15	100%
Classified	Crafts	4	57%	1	14%	2	29%		0%	7	100%
	Maint/ Operations	6	19%	7	23%	13	42%	5	16%	31	100%
	Supervisory, Classified Mgmt.	3	15%	6	30%	10	50%	1	5%	20	100%
	Technical/ Clerical	13	14%	38	41%	34	37%	7	8%	92	100%
	<b>Classified Total</b>	<b>26</b>	<b>17%</b>	<b>52</b>	<b>35%</b>	<b>59</b>	<b>39%</b>	<b>13</b>	<b>9%</b>	<b>150</b>	<b>100%</b>
Faculty	Adjunct Faculty	9	3%	35	11%	197	63%	71	23%	312	100%
	Depart. Chair & Vice Chair		0%	1	8%	9	75%	2	17%	12	100%
	Non-Teaching, Adj	1	4%	2	8%	20	80%	2	8%	25	100%
	Non-Teaching, Reg		0%	1	3%	30	91%	2	6%	33	100%
	Regular Faculty	1	1%	9	11%	43	54%	26	33%	79	100%
	<b>Faculty Total</b>	<b>11</b>	<b>2%</b>	<b>48</b>	<b>10%</b>	<b>299</b>	<b>65%</b>	<b>103</b>	<b>22%</b>	<b>461</b>	<b>100%</b>
	<b>Total</b>	<b>37</b>	<b>6%</b>	<b>101</b>	<b>16%</b>	<b>367</b>	<b>59%</b>	<b>121</b>	<b>19%</b>	<b>626</b>	<b>100%</b>

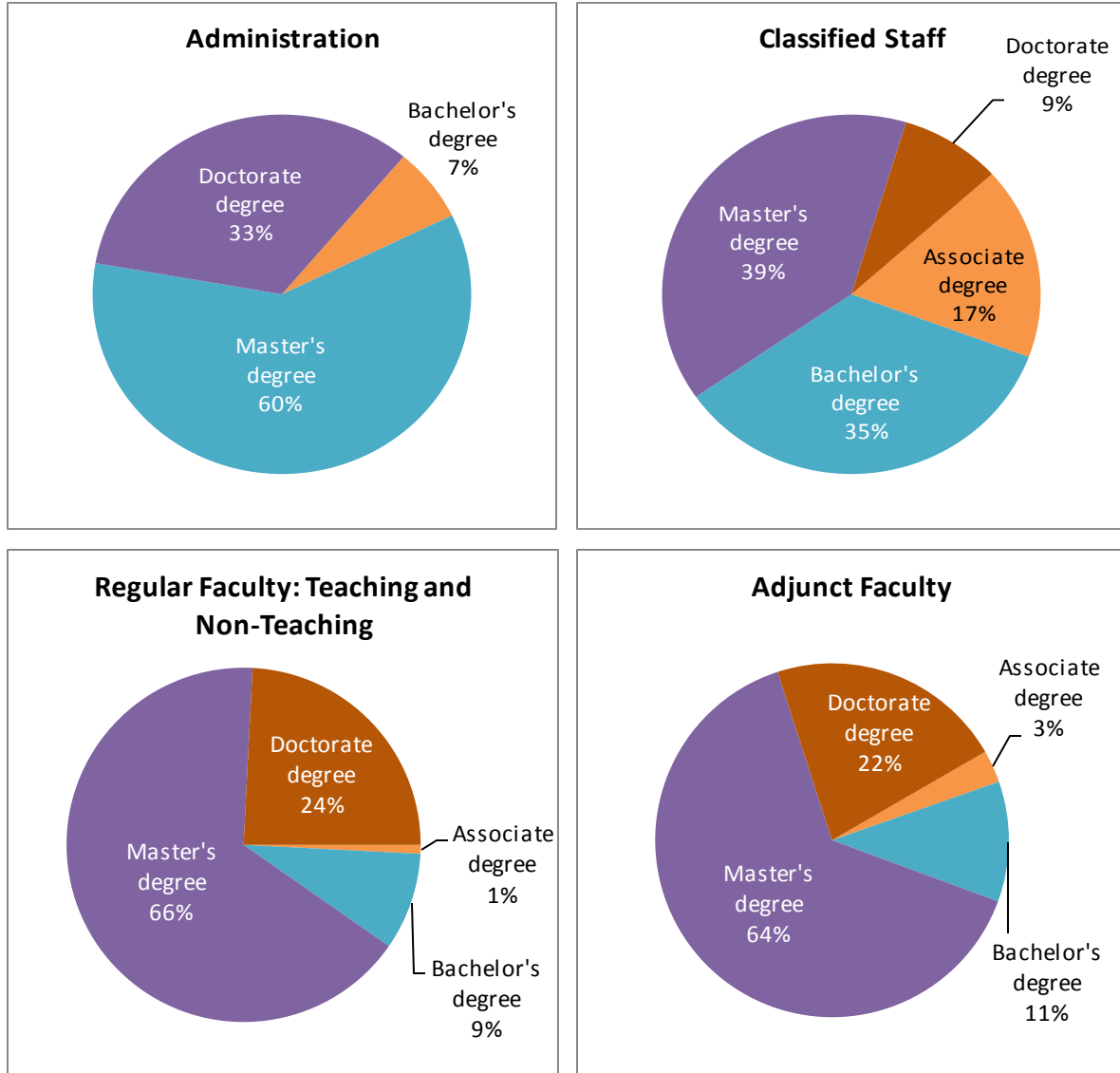
**Note:** Unclassified employees are excluded from the total.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015

# Employee Demographics

## Highest Degree Earned by Employee Group

Fall 2015



**Note:** Unclassified employees are excluded from the total.  
**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2015