Employees
Employee Trends: Fall 2008 to Fall 2014

Detailed Categories

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.

Employee Groups – Fall 2014

Employee Groups - Overview

Faculty 77%

Classified 17%

Non-Teaching Faculty 4%

Administration 2%

Employee Groups - Detail

Adjunct Faculty 46%

Technical/Clerical 17%

Regular Faculty 15%

Dept Chair & Vice Chair 2%

Non-Teaching, Reg & Adj 5%

Pres, VPs, Deans 3%

Crafts 2%

Maint/Operations 6%

Classified Mgmt. 4%

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: Ethnicity – Fall 2014

### Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>African-American/Black</th>
<th>Asian/Pacific Islander</th>
<th>Hispanic/Latino</th>
<th>White</th>
<th>Other</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>113</td>
<td>66</td>
<td>73</td>
<td>194</td>
<td>2</td>
<td>142</td>
<td>589</td>
</tr>
</tbody>
</table>

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

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2014
Employee Demographics

Employee Group by Ethnicity – Fall 2014

Administration

- White: 44%
- African-American/Black: 25%
- Hispanic/Pacific Islander: 12%
- Other: 6%

Classified

- White: 16%
- African-American/Black: 26%
- Hispanic/Pacific Islander: 9%
- Unknown: 26%

Faculty

- White: 34%
- African-American/Black: 22%
- Hispanic/Pacific Islander: 13%
- Unknown: 17%

Adjunct Faculty

- White: 7%
- Asian/Pacific Islander: 11%
- Hispanic/Pacific Islander: 14%
- Unknown: 27%

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 with unknown ethnicity and Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2014
Employees: Age – Fall 2014

### Employee Demographics

#### Age Group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>29 and younger</th>
<th>30-44</th>
<th>45-59</th>
<th>60 and older</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Administration</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pres, VPs, Deans</td>
<td>0%</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td><strong>Classified</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crafts</td>
<td>0%</td>
<td>1</td>
<td>5</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>Maint/ Operations</td>
<td>2</td>
<td>10</td>
<td>15</td>
<td>2</td>
<td>29</td>
</tr>
<tr>
<td>Supervisory, Class</td>
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</tr>
<tr>
<td>Technical/ Clerical</td>
<td>13</td>
<td>31</td>
<td>30</td>
<td>17</td>
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<td><strong>Classified Total</strong></td>
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<td>64</td>
<td>22</td>
<td>150</td>
</tr>
<tr>
<td><strong>Faculty</strong></td>
<td></td>
<td></td>
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<tr>
<td>Adjunct Faculty</td>
<td>5</td>
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<td>112</td>
<td>90</td>
<td>300</td>
</tr>
<tr>
<td>Depart. Chair &amp; Vice Chair</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>Non-Teaching, Reg &amp; Adj</td>
<td>3</td>
<td>20</td>
<td>11</td>
<td>4</td>
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<tr>
<td>Regular Faculty</td>
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<td>151</td>
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<tr>
<td><strong>Total</strong></td>
<td>23</td>
<td>190</td>
<td>220</td>
<td>156</td>
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</tbody>
</table>

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

*Source:* SAP-BW report a62, Assignments by Employee, Nov. 2014
Employee Demographics

Employee Group and Age

Administrators
- 60 and older: 40%
- 45-59: 33%
- 30-44: 27%

Classified Staff
- 60 and older: 15%
- 45-59: 43%
- 29 and younger: 9%

Regular Faculty: Teaching and Non-Teaching
- 60 and older: 31%
- 45-59: 32%
- 30-44: 36%

Adjunct Faculty
- 60 and older: 30%
- 45-59: 37%
- 30-44: 31%

Note: Unclassified employees are excluded from the total.
Source: SAP-BW report a62, Assignments by Employee, Nov. 2014
Employees: Gender – Fall 2014

Gender

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Administration</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Pres, VPs, Deans</td>
<td>6</td>
<td>9</td>
<td>15</td>
</tr>
<tr>
<td>Classified</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Crafts</td>
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<td>100%</td>
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</tr>
<tr>
<td>Maint/ Operations</td>
<td>6</td>
<td>23</td>
<td>29</td>
</tr>
<tr>
<td>Supervisory, Classified Mgmt.</td>
<td>10</td>
<td>12</td>
<td>22</td>
</tr>
<tr>
<td>Technical/ Clerical</td>
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<td>31</td>
<td>90</td>
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<tr>
<td><strong>Classified Total</strong></td>
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<td>Faculty</td>
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<tr>
<td>Adjunct Faculty</td>
<td>149</td>
<td>151</td>
<td>300</td>
</tr>
<tr>
<td>Depart. Chair &amp; Vice Chair</td>
<td>3</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Non-Teaching, Reg &amp; Adj</td>
<td>27</td>
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<tr>
<td>Regular Faculty</td>
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<tr>
<td><strong>Faculty Total</strong></td>
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<td>424</td>
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<tr>
<td><strong>Total</strong></td>
<td>305</td>
<td>284</td>
<td>589</td>
</tr>
</tbody>
</table>

Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2014
Employee Group by Gender

Administration

Female 40%
Male 60%

Classified Staff

Female 50%
Male 50%

Regular Faculty: Teaching and Non-Teaching

Male 40%
Female 60%

Adjunct Faculty

Male 50%
Female 50%

Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2014
## Employee Demographics

### Employees: Highest Degree Earned – Fall 2014

#### Degree Distribution

- **Master's Degree**: 56%
- **Bachelor's Degree**: 17%
- **Associate Degree**: 8%
- **Doctorate Degree**: 19%

#### Employee Categories and Degree Distribution

<table>
<thead>
<tr>
<th>Category</th>
<th>Associate degree</th>
<th>Bachelor's degree</th>
<th>Master's degree</th>
<th>Doctorate degree</th>
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<td>Administration</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pres, VPs, Deans</td>
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<td>0</td>
<td>10</td>
<td>4</td>
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<tr>
<td>Classified</td>
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<tr>
<td>Crafts</td>
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<td>2</td>
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<tr>
<td>Maint/ Operations</td>
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<td>5</td>
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<tr>
<td>Supervisory, Classified Mgmt.</td>
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<td><strong>Classified Total</strong></td>
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<tr>
<td>Adjunct Faculty</td>
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<td>Non-Teaching, Reg &amp; Adj</td>
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<td>38</td>
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<tr>
<td>Regular Faculty</td>
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<td><strong>Faculty Total</strong></td>
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<td><strong>Total</strong></td>
<td>49</td>
<td>98</td>
<td>332</td>
<td>110</td>
<td>589</td>
</tr>
</tbody>
</table>

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

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2014
**Employee Demographics**

**Employee Group by Highest Degree Earned**

**Administration**
- Master’s degree: 67%
- Doctorate degree: 27%
- Associate degree: 6%

**Classified Staff**
- Bachelor’s degree: 36%
- Master’s degree: 35%
- Associate degree: 19%
- Doctorate degree: 10%

**Regular Faculty: Teaching and Non-Teaching**
- Master’s degree: 68%
- Doctorate degree: 21%
- Associate degree: 1%
- Bachelor’s degree: 10%

**Adjunct Faculty**
- Master’s degree: 62%
- Doctorate degree: 22%
- Associate degree: 6%
- Bachelor’s degree: 10%

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

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2014