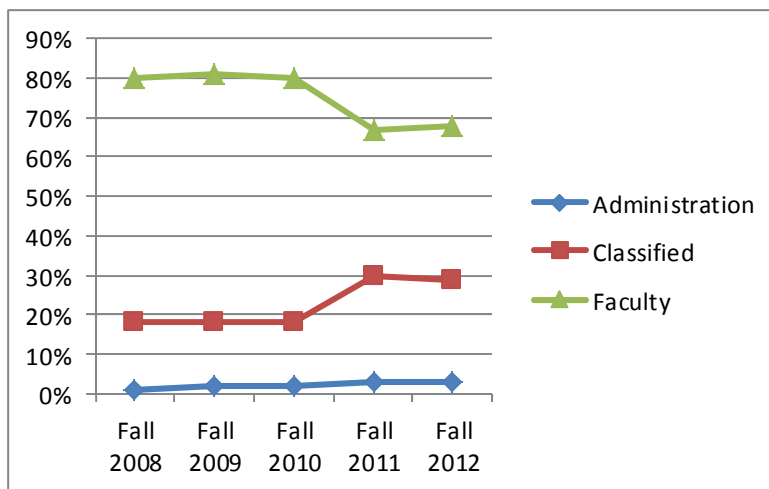
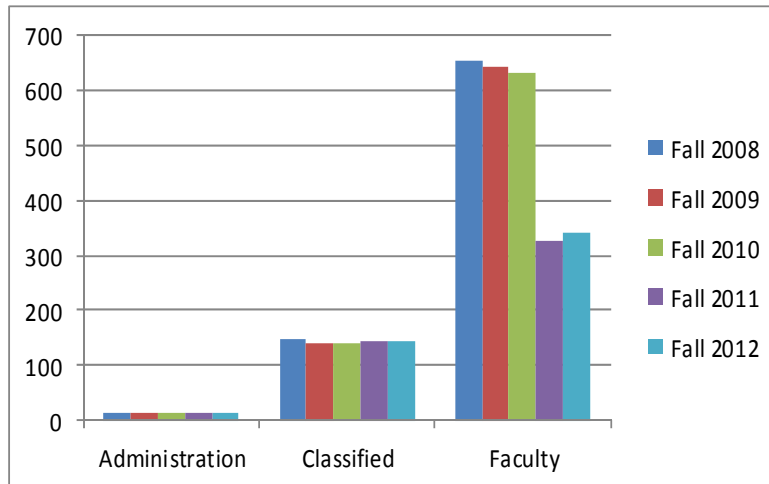


Employee Demographics

Employee Trends Fall 2008—Fall 2009—Fall 2010—Fall 2011—Fall 2012 Overview



	Fall 2008		Fall 2009		Fall 2010		Fall 2011		Fall 2012	
Pres, VPs, Deans	12	1%	15	2%	15	2%	15	3%	14	3%
Crafts	9	1%	8	1%	8	1%	8	2%	8	2%
Maint/ Operations	28	3%	25	3%	31	4%	31	6%	31	6%
Supervisory, Classified Mgmt.	24	3%	23	3%	20	3%	21	4%	22	4%
Technical/ Clerical	87	11%	84	11%	80	10%	83	17%	84	17%
Classified Total	148	18%	140	18%	139	18%	143	30%	145	29%
Adjunct Faculty	526	65%	527	66%	519	66%	214	44%	232	46%
Depart. Chair & Vice Chair	16	2%	15	2%	14	2%	14	3%	11	2%
Non-Teaching, Reg & Adj	41	5%	31	4%	29	4%	28	6%	24	5%
Regular Faculty	71	9%	71	9%	72	9%	70	14%	73	15%
Faculty Total	654	80%	644	81%	634	80%	326	67%	340	68%
Total	814	100%	799	100%	788	100%	484	100%	499	100%

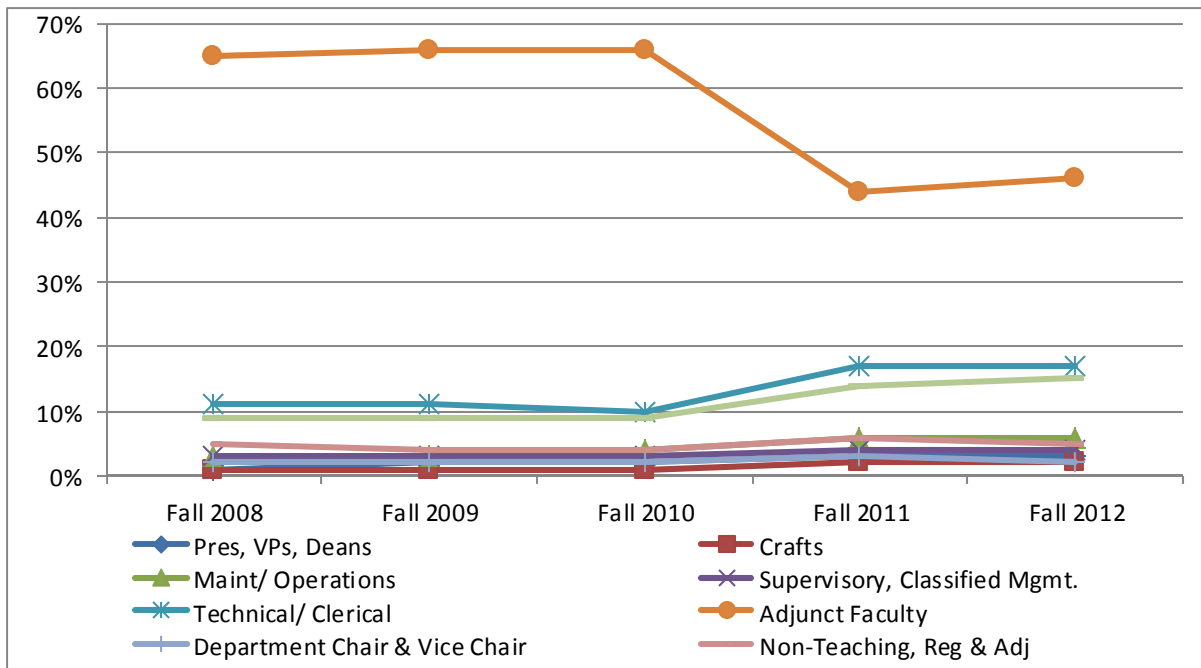
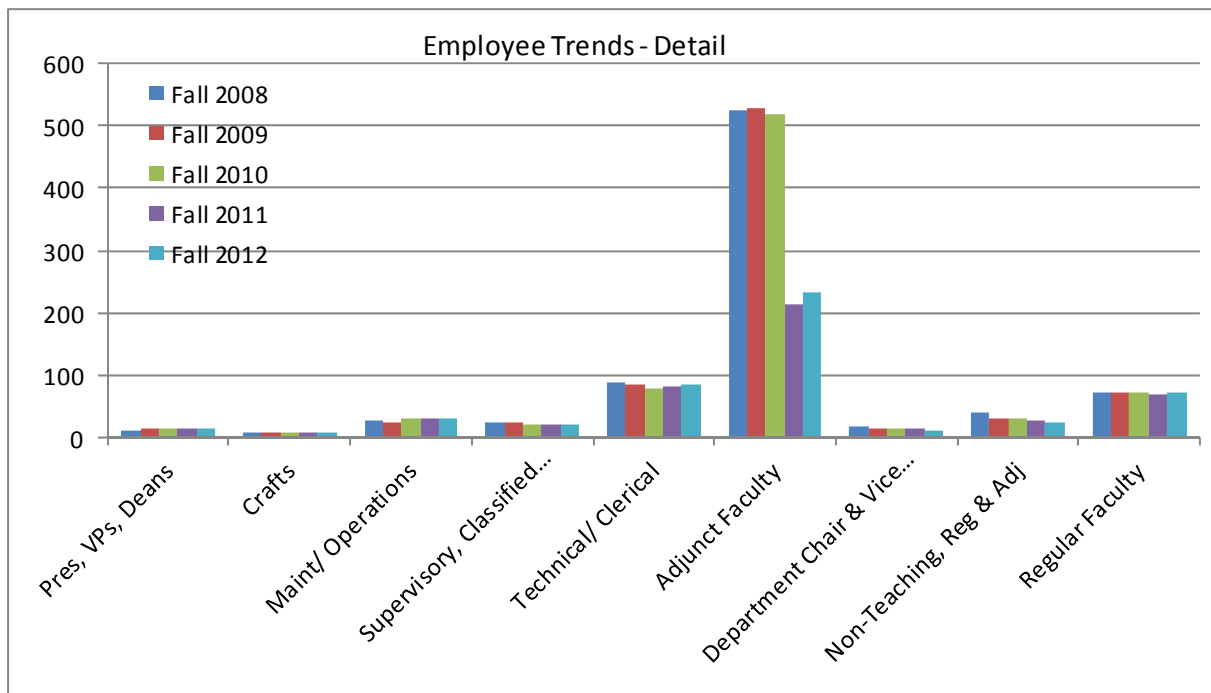
Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2008, Nov. 2009, Nov. 2010, Nov. 2011, Nov. 2012,

Employee Demographics

Employee Trends

Fall 2008—Fall 2009—Fall 2010—Fall 2011—Fall 2012

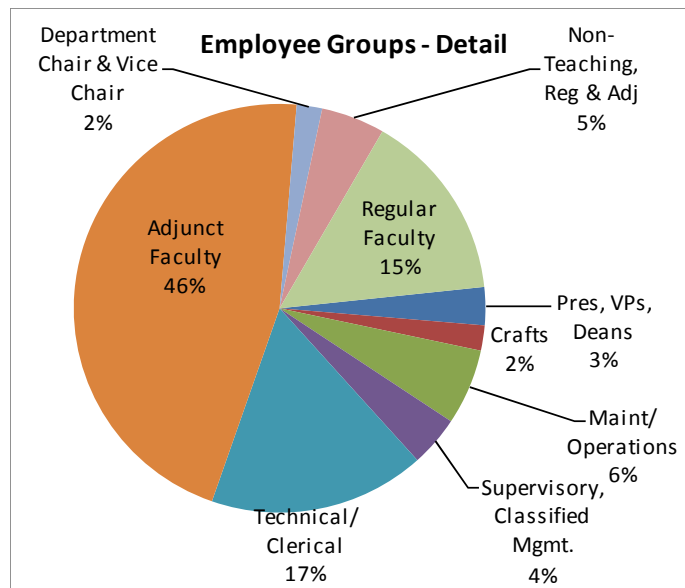
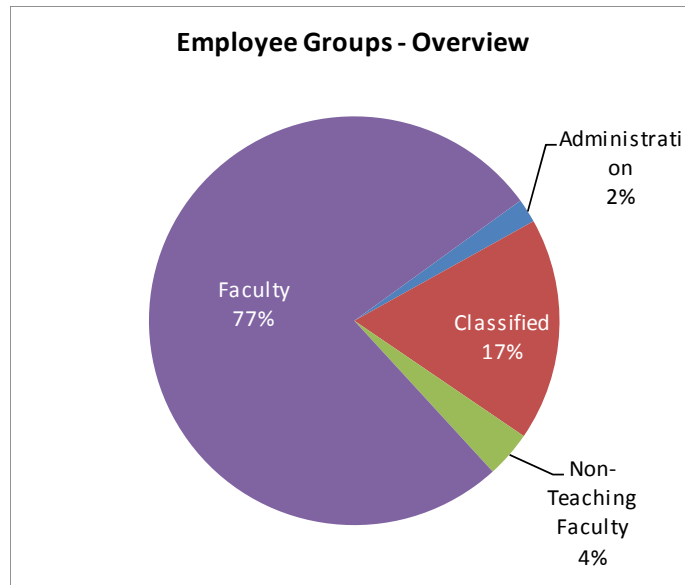


Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2008, Nov. 2009, Nov. 2010, Nov. 2011, Nov. 2012

Employee Groups

Fall 2012



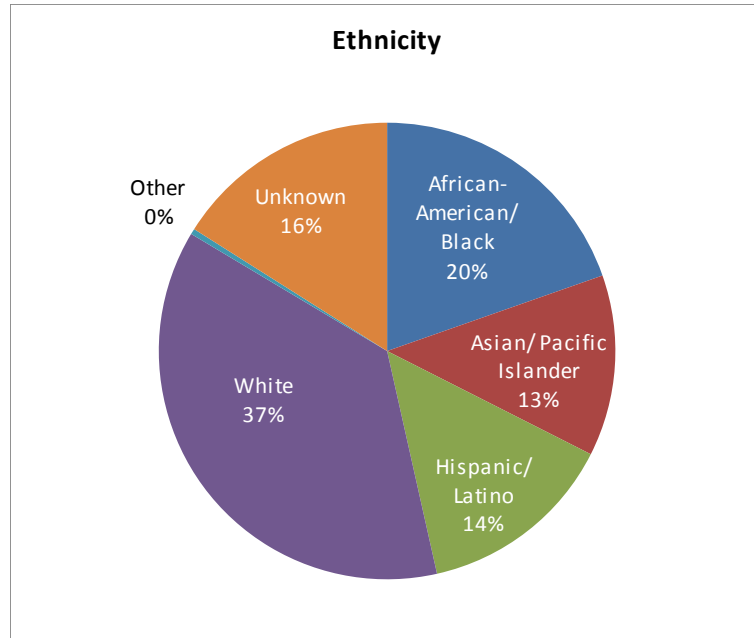
Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2008, Nov. 2009, Nov. 2010, Nov. 2011, Nov. 2012

Employee Demographics

Employees: Ethnicity

Fall 2012



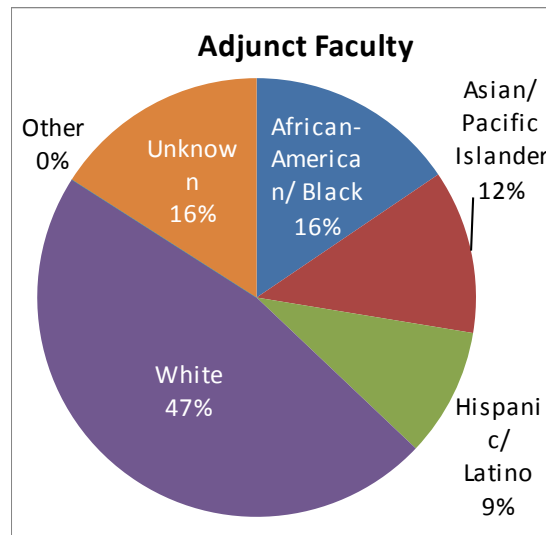
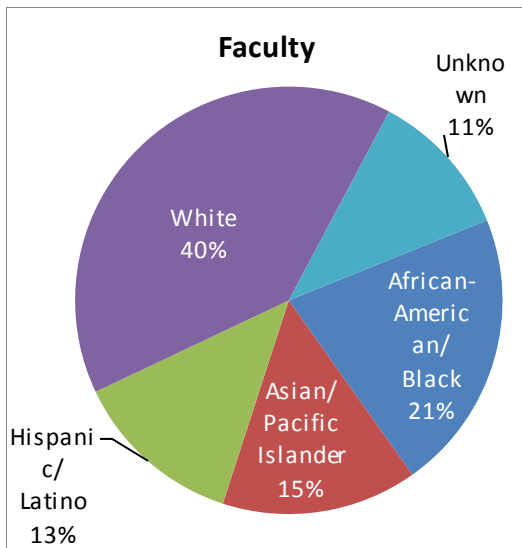
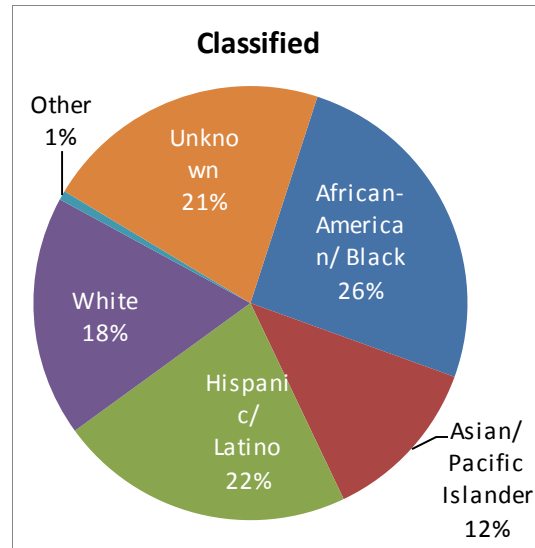
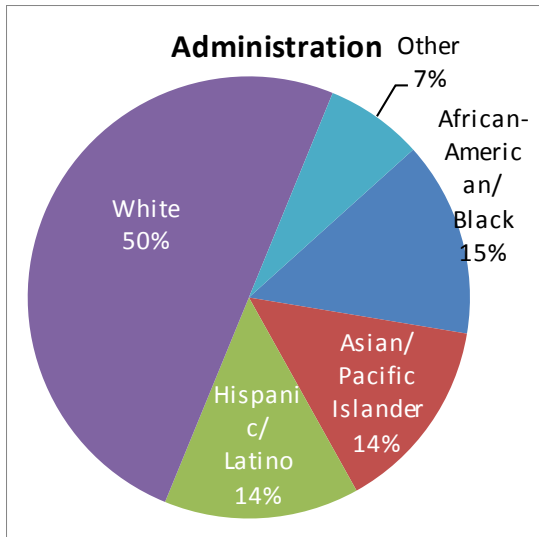
	African-American/Black		Asian/Pacific Islander		Hispanic/Latino		White		xOther		xUnknown		Total	
Pres, VPs, Deans	2	14%	2	14%	2	14%	7	50%	1	7%		0%	14	100%
Crafts	2	25%	1	13%	3	38%	2	25%		0%		0%	8	100%
Maint/ Operations	4	13%	1	3%	4	13%	1	3%		0%	21	68%	31	100%
Supervisory, Classified Mgmt	9	41%	4	18%	3	14%	4	18%		0%	2	9%	22	100%
Technical/ Clerical	22	26%	12	14%	22	26%	19	23%	1	1%	8	10%	84	100%
<i>Classified Total</i>	37	26%	18	12%	32	22%	26	18%	1	1%	31	21%	145	100%
Adjunct Faculty	36	16%	28	12%	22	9%	109	47%		0%	37	16%	232	100%
Depart. Chair & Vice Chair	3	27%	3	27%	1	9%	4	36%		0%		0%	11	100%
Non-Teaching, Reg & Adj	6	25%	3	13%	5	21%	2	8%		0%	8	33%	24	100%
Regular Faculty	14	19%	10	14%	8	11%	37	51%		0%	4	5%	73	100%
<i>Faculty Total</i>	59	17%	44	13%	36	11%	152	45%		0%	49	14%	340	100%
Total	98	20%	64	13%	70	14%	185	37%	2	0%	80	16%	499	100%

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.

Employee Demographics

Ethnicity by Employee Group

Fall 2012

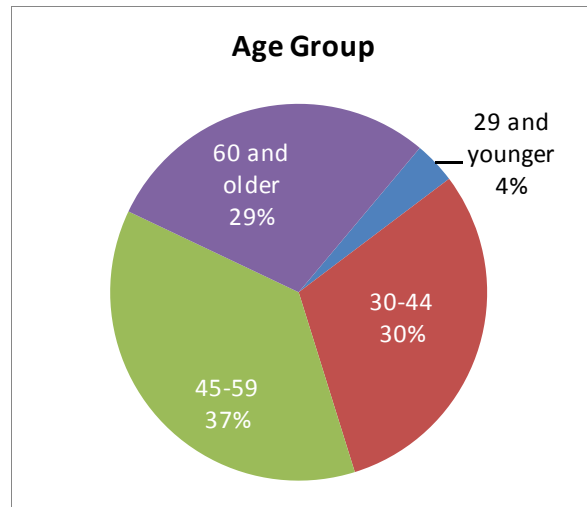


Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members. Employees with unknown ethnicity and Unclassified employees are excluded from the total.

Employee Demographics

Employee: Age

Fall 2012



		29 and younger		30-44		45-59		60 and older		Total	
Administration	Pres, VPs, Deans		0%	4	29%	4	29%	6	43%	14	100%
Classified	Crafts		0%	1	13%	3	38%	4	50%	8	100%
	Maint/ Operations	1	3%	15	48%	13	42%	2	6%	31	100%
	Supervisory, Classified Mgmt.		0%	7	32%	14	64%	1	5%	22	100%
	Technical/ Clerical	8	10%	30	36%	31	37%	15	18%	84	100%
	<i>Classified Total</i>	9	6%	53	37%	61	42%	22	15%	145	100%
Faculty	Adjunct Faculty	6	3%	66	28%	80	34%	80	34%	232	100%
	Depart. Chair & Vice Chair		0%		0%	7	64%	4	36%	11	100%
	Non-Teaching, Reg & Adj	2	8%	12	50%	5	21%	5	21%	24	100%
	Regular Faculty	1	1%	17	23%	27	37%	28	38%	73	100%
	<i>Faculty Total</i>	9	3%	95	28%	119	35%	117	34%	340	100%
	Total	18	4%	152	30%	184	37%	145	29%	499	100%

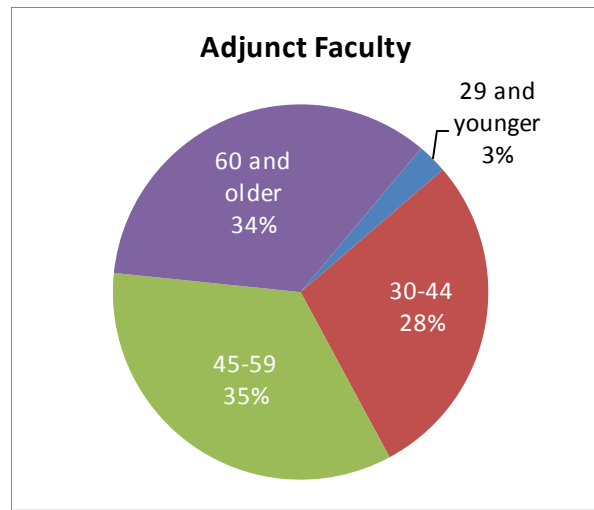
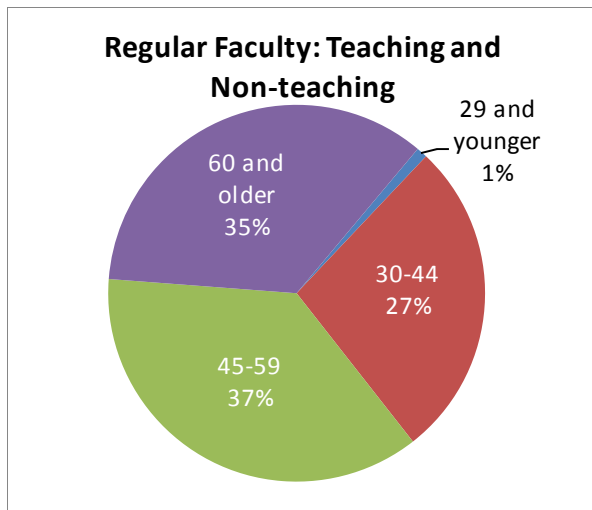
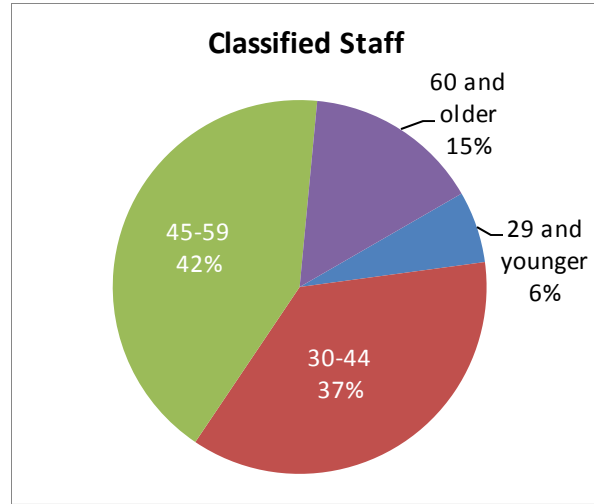
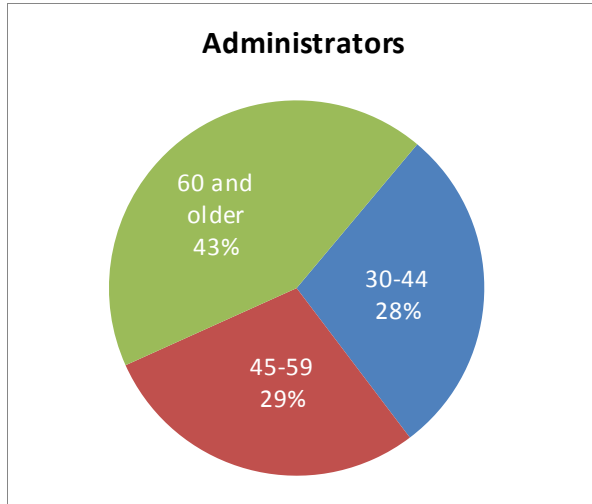
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2012

Employee Demographics

Age by Employee Group

Fall 2012

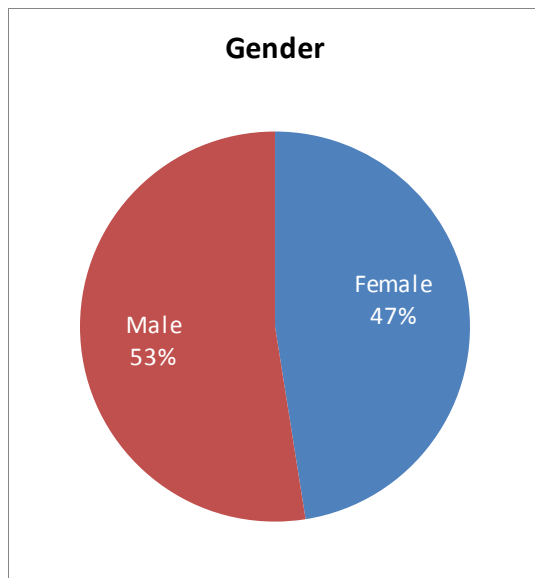


Source: SAP-BW report a62, Assignments by Employee, Nov. 2012

Employee Demographics

Employee: Gender

Fall 2012



		Female		Male		Total	
Administration	Pres, VPs, Deans	6	43%	8	57%	14	100%
Classified	Crafts		0%	8	100%	8	100%
	Maint/ Operations	3	10%	28	90%	31	100%
	Supervisory, Classified Mgmt.	9	41%	13	59%	22	100%
	Technical/ Clerical	56	67%	28	33%	84	100%
	<i>Classified Total</i>	<i>68</i>	<i>47%</i>	<i>77</i>	<i>53%</i>	<i>145</i>	<i>100%</i>
Faculty	Adjunct Faculty	101	44%	131	56%	232	100%
	Depart. Chair & Vice Chair	6	55%	5	45%	11	100%
	Non-Teaching, Reg & Adj	16	67%	8	33%	24	100%
	Regular Faculty	40	55%	33	45%	73	100%
	<i>Faculty Total</i>	<i>163</i>	<i>48%</i>	<i>177</i>	<i>52%</i>	<i>340</i>	<i>100%</i>
	Total	237	47%	262	53%	499	100%

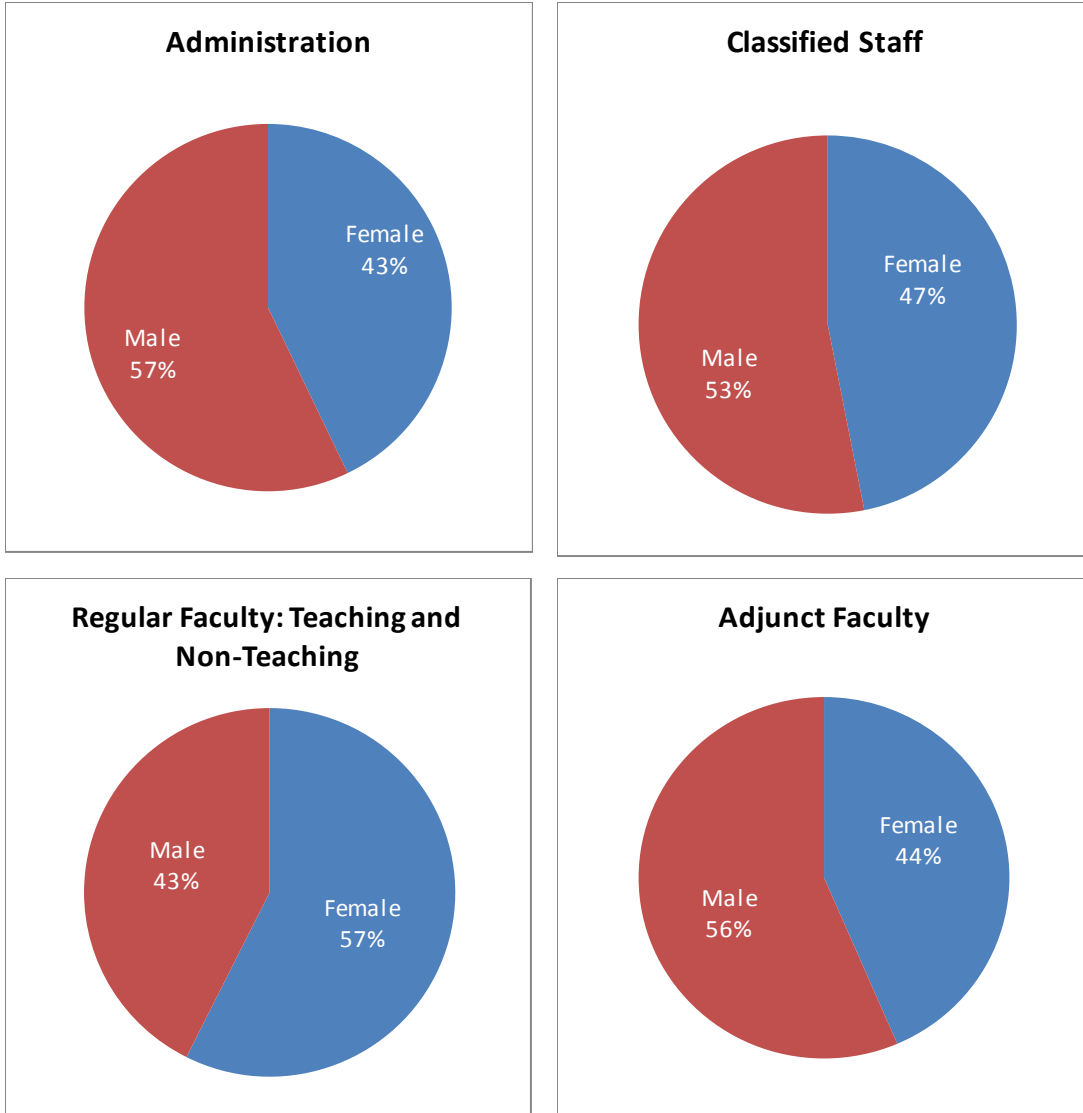
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2012

Employee Demographics

Gender by Employee Group

Fall 2012



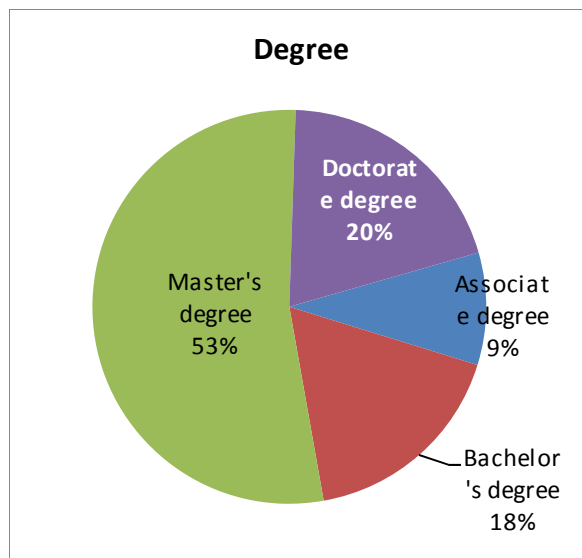
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2012

Employee Demographics

Employee: Highest Degree Earned

Fall 2012



		Associate degree		Bachelor's degree		Master's degree		Doctorate degree		Total	
Administrative	Pres, VPs, Deans	1	7%		0%	9	64%	4	29%	14	100%
Classified	Crafts	3	38%	1	13%	3	38%	1	13%	8	100%
	Maint/ Operations	10	32%	6	19%	8	26%	7	23%	31	100%
	Supervisory, Classified Mgmt.	4	18%	9	41%	8	36%	1	5%	22	100%
	Technical/ Clerical	16	19%	31	37%	31	37%	6	7%	84	100%
	<i>Classified Total</i>	33	23%	47	32%	50	34%	15	10%	145	100%
Faculty	Adjunct Faculty	10	4%	28	12%	136	59%	58	25%	232	100%
	Depart. Chair & Vice Chair		0%	1	9%	9	82%	1	9%	11	100%
	Non-Teaching, Reg & Adj	1	4%		0%	22	92%	1	4%	24	100%
	Regular Faculty	1	1%	11	15%	40	55%	21	29%	73	100%
	<i>Faculty Total</i>	12	4%	40	12%	207	61%	81	24%	340	100%
	Total	46	9%	87	17%	266	53%	100	20%	499	100%

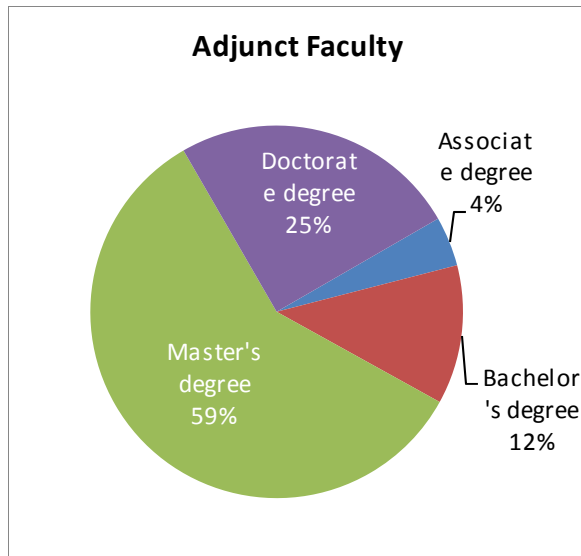
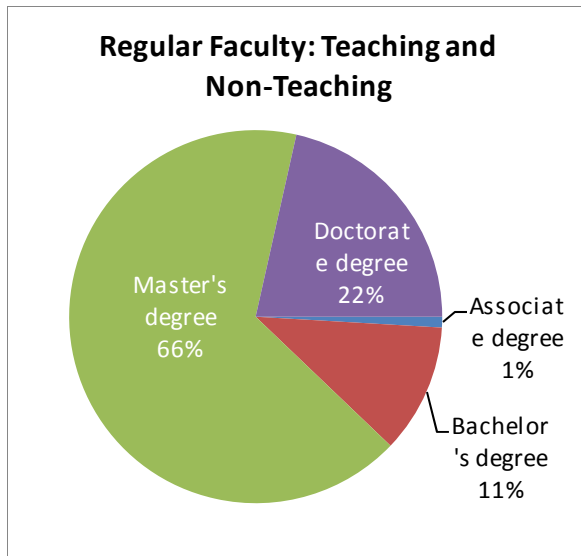
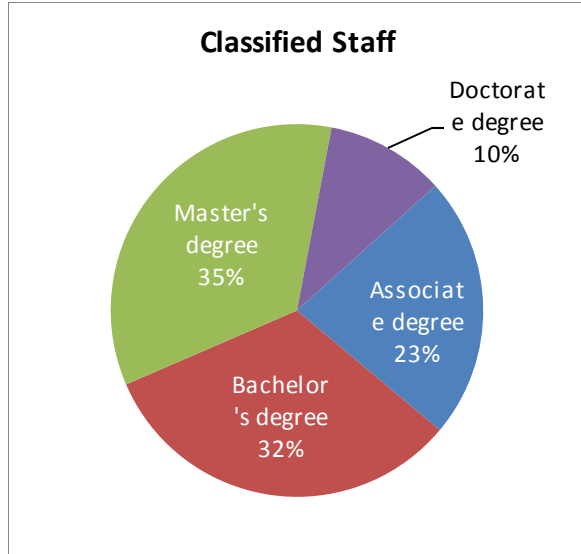
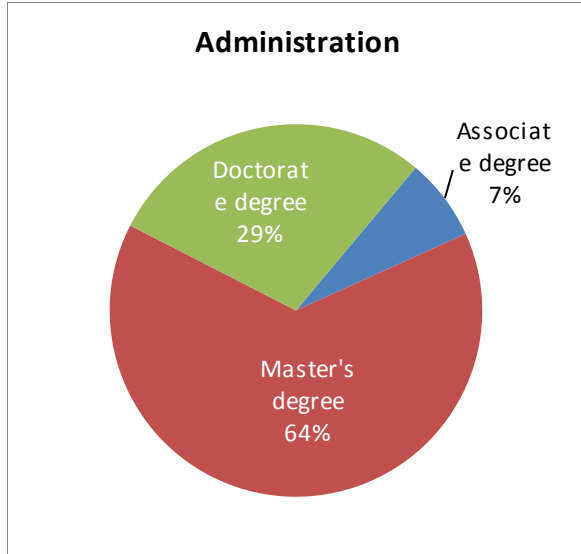
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2012

Employee Demographics

Highest Degree Earned by Employee Group

Fall 2012



Note: Unclassified employees are excluded from the total.
Source: SAP-BW report a62, Assignments by Employee, Nov. 2012