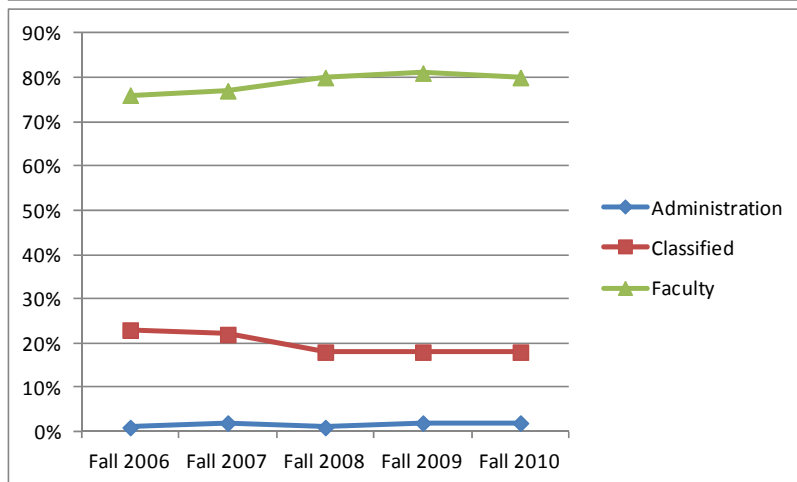
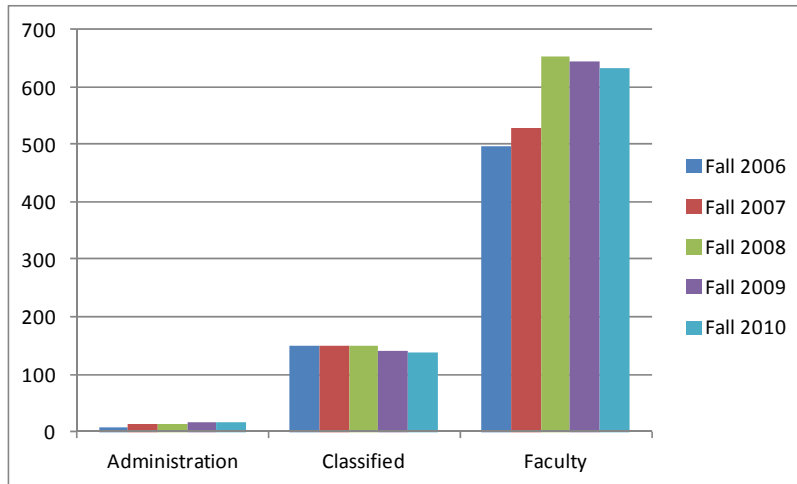


Employee Demographics

Employee Trends Fall 2006—Fall 2007—Fall 2008—Fall 2009—Fall 2010 Overview



	Fall 2006		Fall 2007		Fall 2008		Fall 2009		Fall 2010	
Pres, VPs, Deans	8	1%	12	2%	12	1%	15	2%	15	2%
Crafts	9	1%	9	1%	9	1%	8	1%	8	1%
Maint/ Operations	25	4%	26	4%	28	3%	25	3%	31	4%
Supervisory, Classified Mgmt.	24	4%	25	4%	24	3%	23	3%	20	3%
Technical/ Clerical	91	14%	89	13%	87	11%	84	11%	80	10%
Classified Total	149	23%	149	22%	148	18%	140	18%	139	18%
Adjunct Faculty	364	56%	410	60%	526	65%	527	66%	519	66%
Depart. Chair & Vice Chair	19	3%	17	2%	16	2%	15	2%	14	2%
Non-Teaching, Reg & Adj	43	7%	31	4%	41	5%	31	4%	29	4%
Regular Faculty	71	11%	70	10%	71	9%	71	9%	72	9%
Faculty Total	497	76%	528	77%	654	80%	644	81%	634	80%
Total	654	100%	689	100%	814	100%	799	100%	788	100%

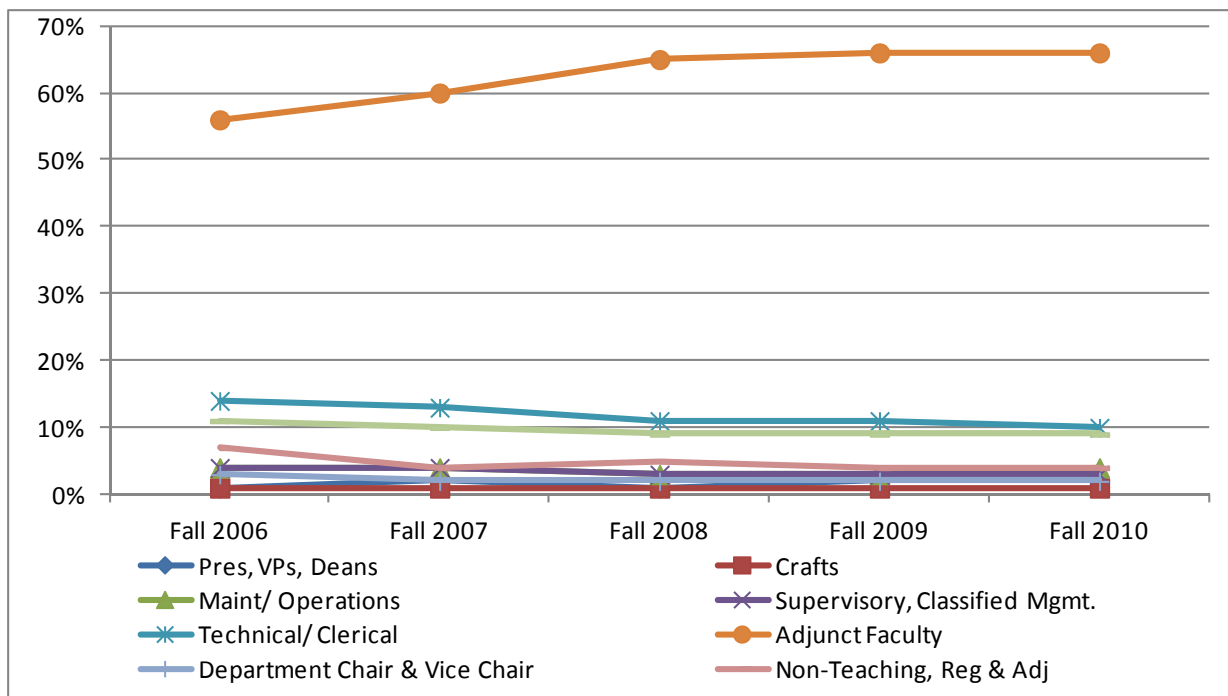
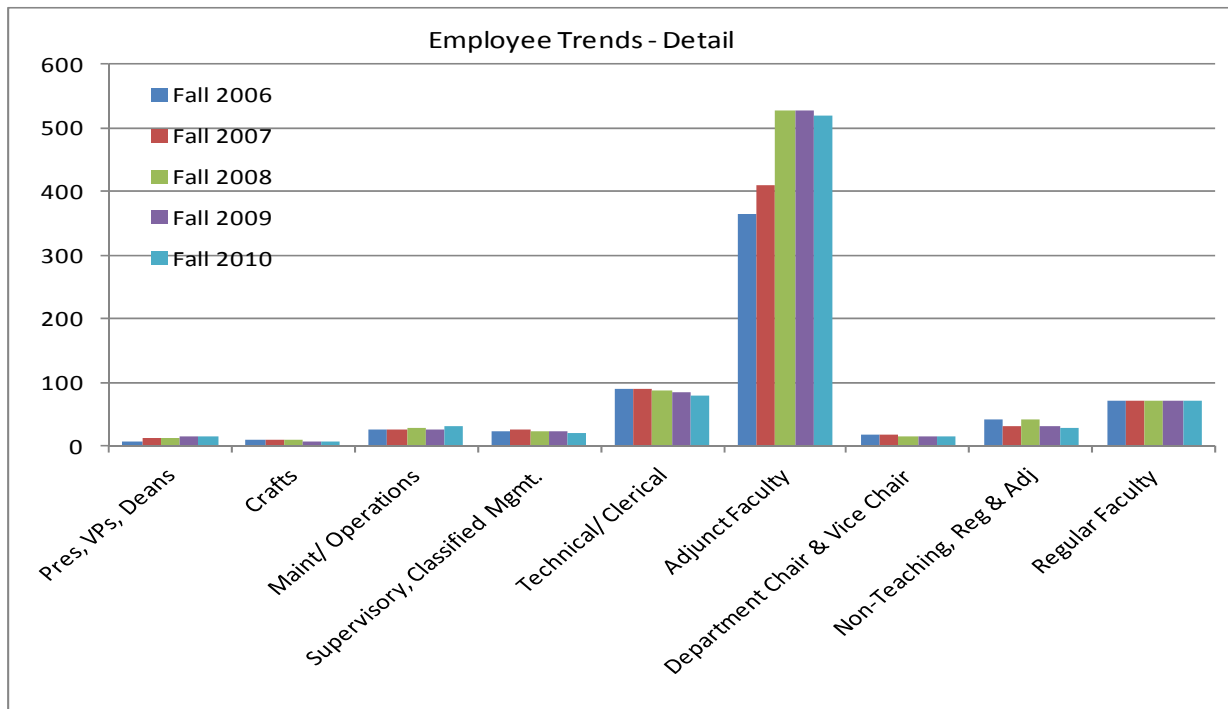
Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2006, Nov. 2007, Nov. 2008, Nov. 2009, Nov. 2010

Employee Demographics

Employee Trends

Fall 2006—Fall 2007—Fall 2008—Fall 2009—Fall 2010



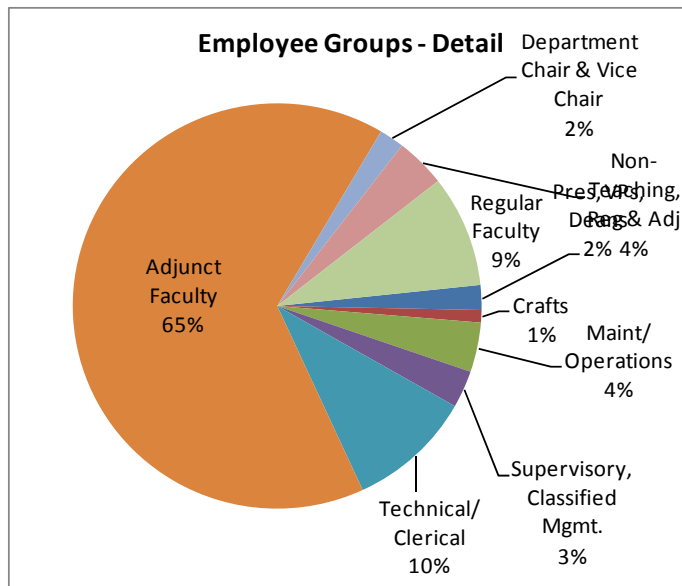
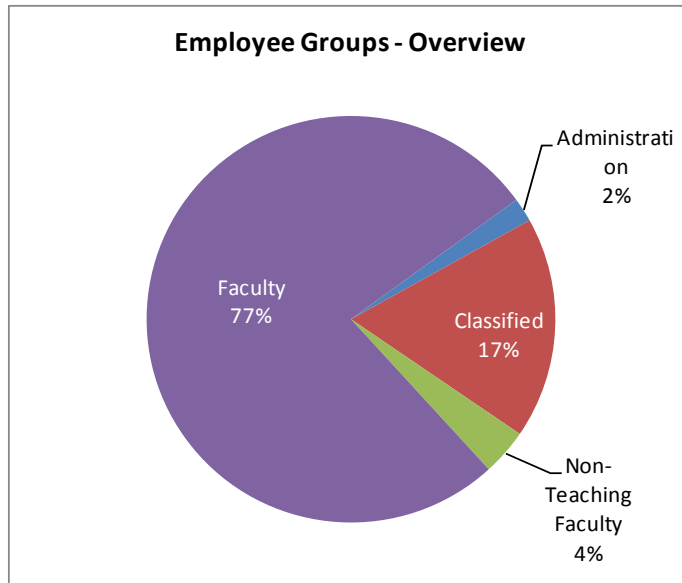
Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2006, Nov. 2007, Nov. 2008, Nov. 2009, Nov. 2010

Employee Demographics

Employee Groups

Fall 2010



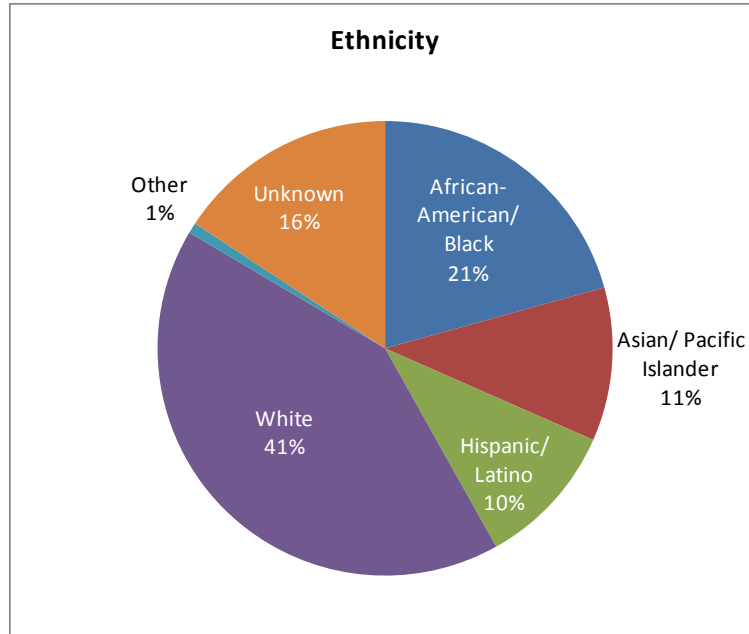
Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2006, Nov. 2007, Nov. 2008, Nov. 2009, Nov. 2010

Employee Demographics

Employees: Ethnicity

Fall 2010



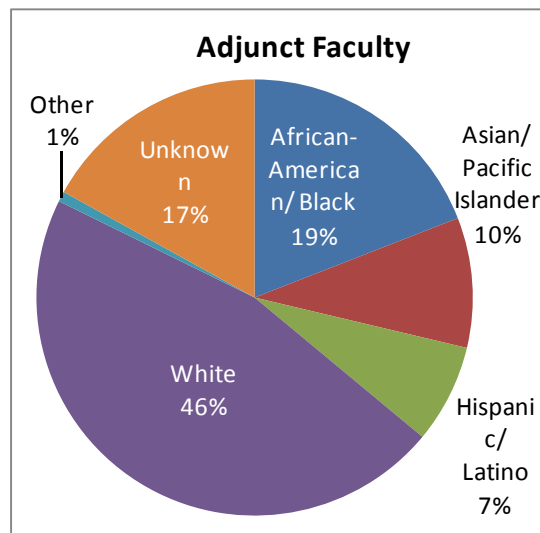
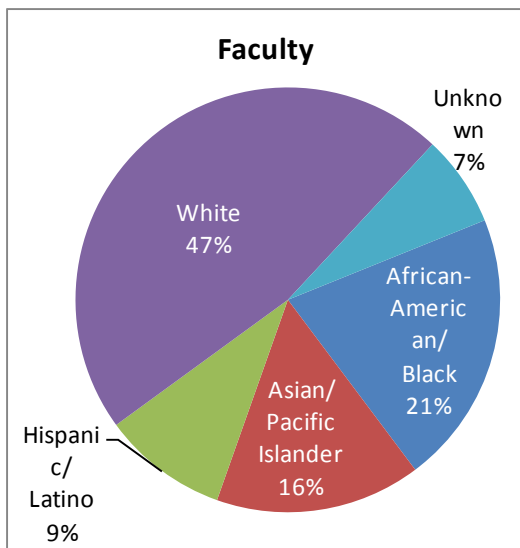
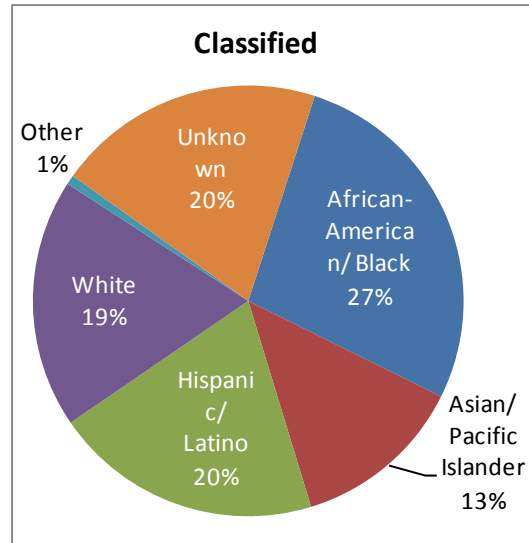
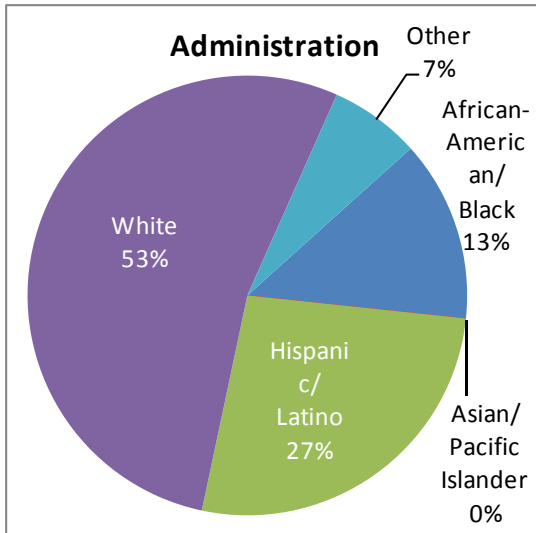
	African-American/Black		Asian/Pacific Islander		Hispanic/Latino		White		xOther		xUnknown		Total	
Pres, VPs, Deans	2	13%			4	27%	8	53%	1	7%			15	100%
Crafts	2	25%	1	13%	3	38%	2	25%					8	100%
Maint/ Operations	7	23%	1	3%	4	13%	1	3%			18	58%	31	100%
Supervisory, Classified Mgmt	8	40%	4	20%	3	15%	3	15%			2	10%	20	100%
Technical/ Clerical	21	26%	12	15%	18	23%	20	25%	1	1%	8	10%	80	100%
<i>Classified Total</i>	38	27%	18	13%	28	20%	26	19%	1	1%	28	20%	139	100%
Adjunct Faculty	99	19%	50	10%	38	7%	240	46%	4	1%	88	17%	519	100%
Depart. Chair & Vice Chair	3	21%	3	21%	1	7%	7	50%					14	100%
Non-Teaching, Reg & Adj	7	24%	5	17%	4	14%	7	24%			6	21%	29	100%
Regular Faculty	14	19%	10	14%	6	8%	40	56%			2	3%	72	100%
<i>Faculty Total</i>	123	19%	68	11%	49	8%	294	46%	4	1%	96	15%	634	100%
Total	163	21%	86	11%	81	10%	328	42%	6	1%	124	16%	788	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 2010

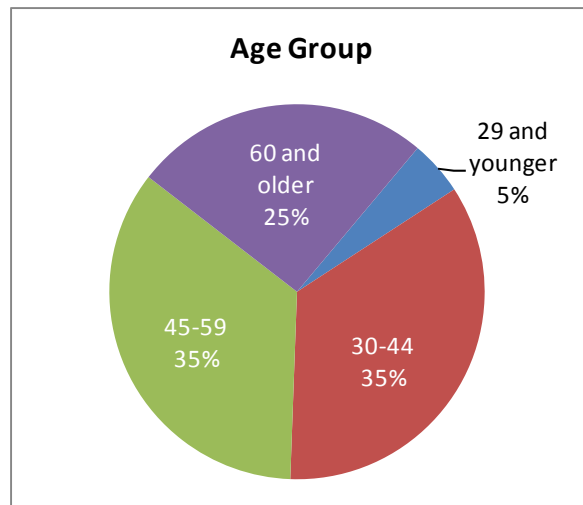


Note: Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members. Employees with unknown ethnicity and Unclassified employees are excluded from the total.

Employee Demographics

Employee: Age

Fall 2010



		29 and younger		30-44		45-59		60 and older		Total	
Administration	Pres, VPs, Deans			5	33%	5	33%	5	33%	15	100%
Classified	Crafts			1	13%	6	75%	1	13%	8	100%
	Maint/ Operations	2	6%	14	45%	13	42%	2	6%	31	100%
	Supervisory, Classified Mgmt.	1	5%	7	35%	11	55%	1	5%	20	100%
	Technical/ Clerical	6	8%	30	38%	35	44%	9	11%	80	100%
	<i>Classified Total</i>	9	6%	52	37%	65	47%	13	9%	139	100%
Faculty	Adjunct Faculty	27	5%	183	35%	164	32%	145	28%	519	100%
	Depart. Chair & Vice Chair			1	7%	7	50%	6	43%	14	100%
	Non-Teaching, Reg & Adj	1	3%	14	48%	9	31%	5	17%	29	100%
	Regular Faculty			19	26%	25	35%	28	39%	72	100%
	<i>Faculty Total</i>	28	4%	217	34%	205	32%	184	29%	634	100%
	Total	37	5%	274	35%	275	35%	202	26%	788	100%

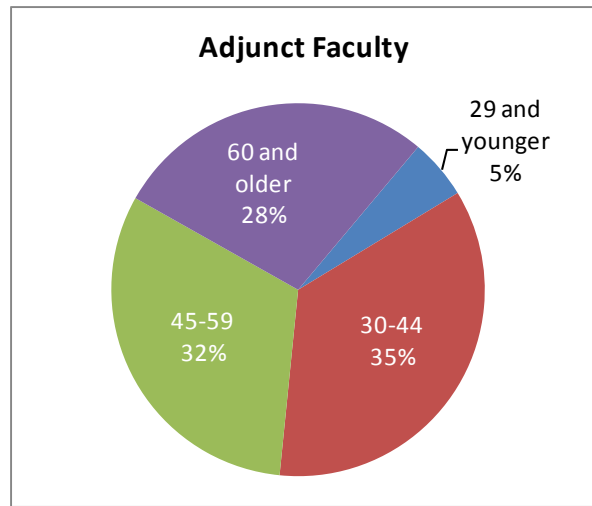
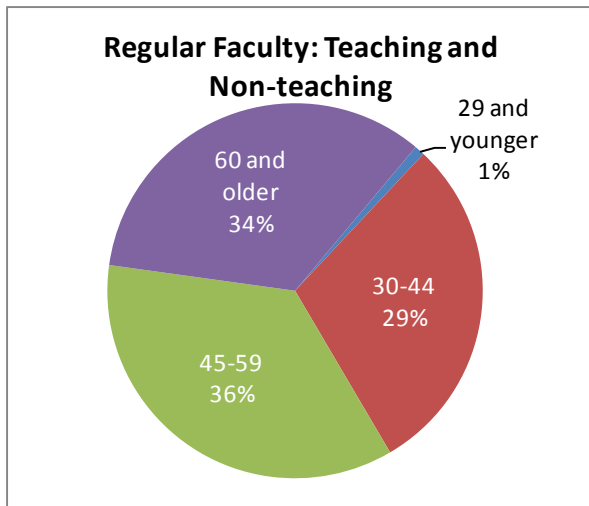
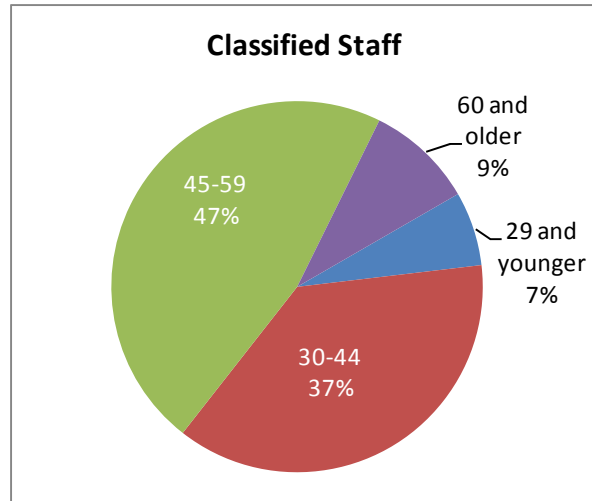
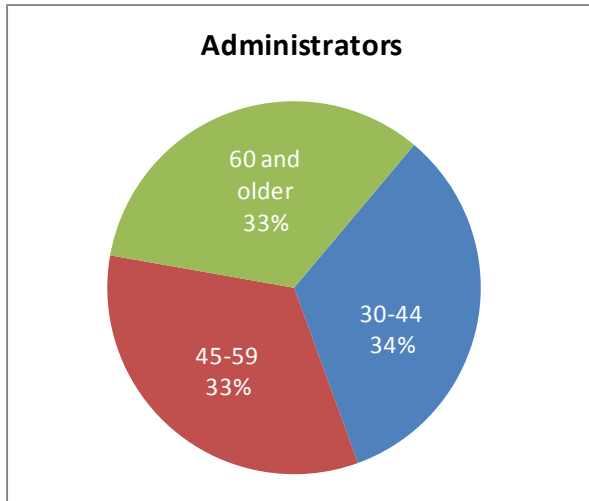
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2010

Employee Demographics

Age by Employee Group

Fall 2010

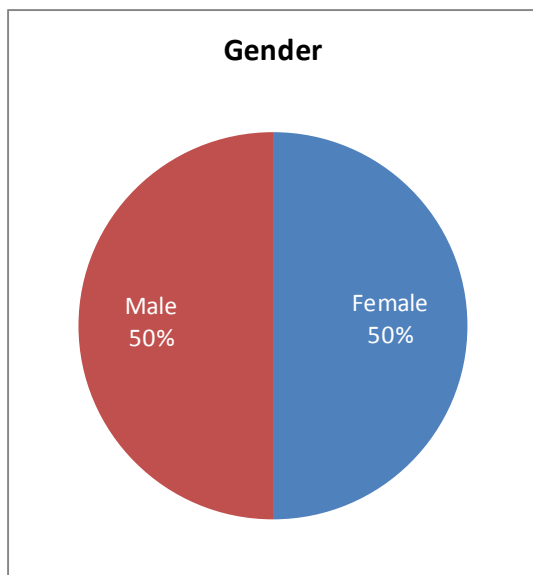


Source: SAP-BW report a62, Assignments by Employee, Nov. 2010

Employee Demographics

Employee: Gender

Fall 2010



		Female		Male		Total	
Administration	Pres, VPs, Deans	8	53%	7	47%	15	100%
Classified	Crafts			8	100%	8	100%
	Maint/ Operations	4	13%	27	87%	31	100%
	Supervisory, Classified Mgmt.	7	35%	13	65%	20	100%
	Technical/ Clerical	57	71%	23	29%	80	100%
	<i>Classified Total</i>	<i>68</i>	<i>49%</i>	<i>71</i>	<i>51%</i>	<i>139</i>	<i>100%</i>
Faculty	Adjunct Faculty	250	48%	269	52%	519	100%
	Depart. Chair & Vice Chair	8	57%	6	43%	14	100%
	Non-Teaching, Reg & Adj	21	72%	8	28%	29	100%
	Regular Faculty	39	54%	33	46%	72	100%
	<i>Faculty Total</i>	<i>318</i>	<i>50%</i>	<i>316</i>	<i>50%</i>	<i>634</i>	<i>100%</i>
	Total	394	50%	394	50%	788	100%

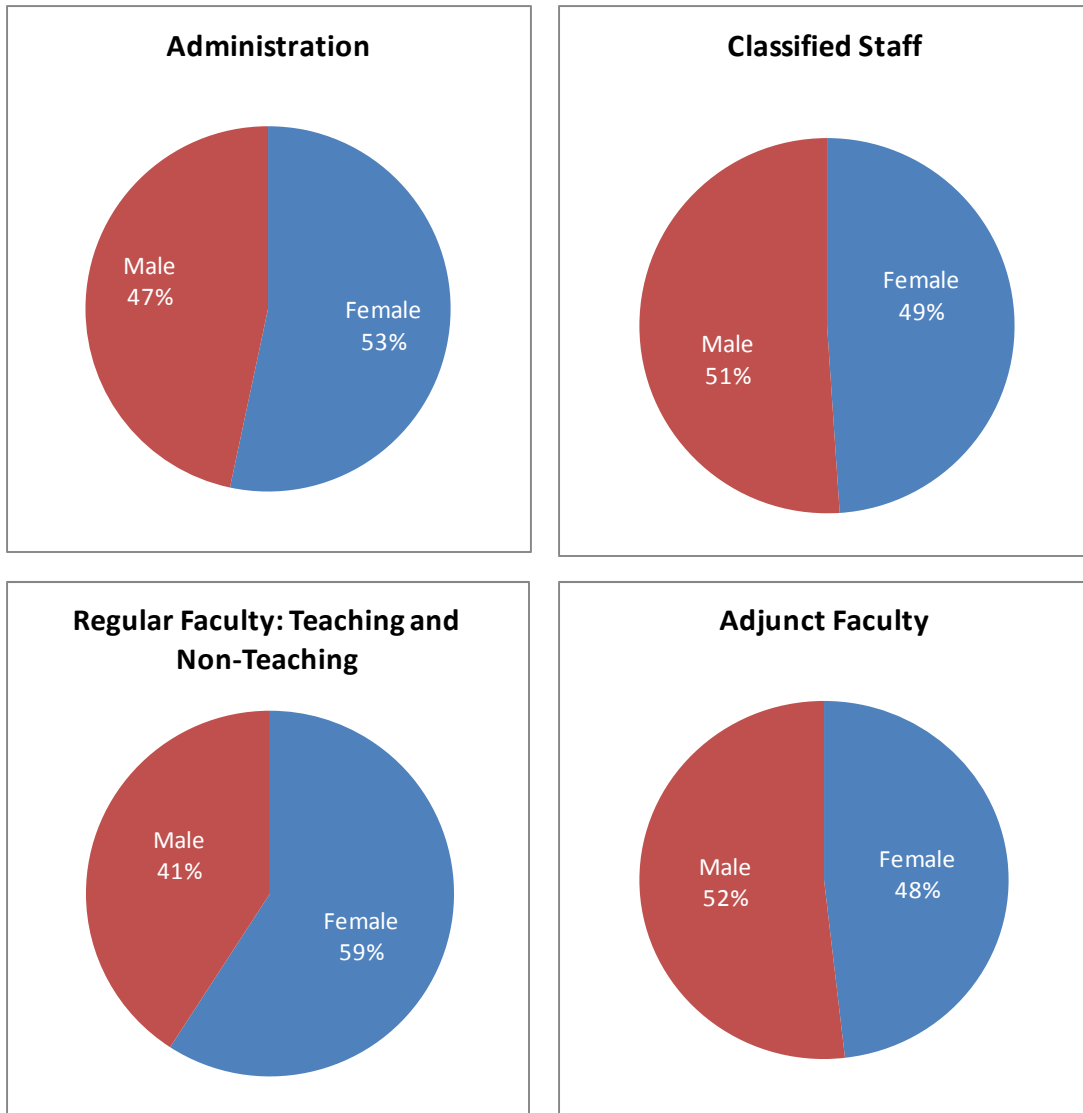
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2010

Employee Demographics

Gender by Employee Group

Fall 2010



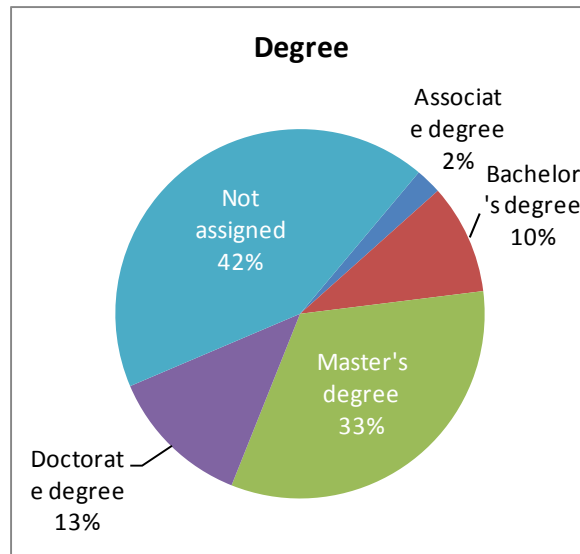
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2010

Employee Demographics

Employee: Highest Degree Earned

Fall 2010



		Associate degree		Bachelor's degree		Master's degree		Doctorate degree		Not assigned		Total	
Administrator	Pres, VPs, Deans					8	53%	3	20%	4	27%	15	100%
Classified	Crafts									8	100%	8	100%
	Maint/ Operations	2	6%							29	94%	31	100%
	Supervisory, Classified Mgmt.	3	15%	2	10%	1	5%			14	70%	20	100%
	Technical/ Clerical	8	10%	27	34%	11	14%			34	43%	80	100%
	<i>Classified Total</i>	<i>13</i>	<i>9%</i>	<i>29</i>	<i>21%</i>	<i>12</i>	<i>9%</i>			<i>85</i>	<i>61%</i>	<i>139</i>	<i>100%</i>
Faculty	Adjunct Faculty	4	1%	34	7%	166	32%	74	14%	241	46%	519	100%
	Depart. Chair & Vice Chair			1	7%	11	79%	2	14%			14	100%
	Non-Teaching, Reg & Adj			2	7%	25	86%	1	3%	1	3%	29	100%
	Regular Faculty	1	1%	10	14%	38	53%	19	26%	4	6%	72	100%
	<i>Faculty Total</i>	<i>5</i>	<i>1%</i>	<i>47</i>	<i>7%</i>	<i>240</i>	<i>38%</i>	<i>96</i>	<i>15%</i>	<i>246</i>	<i>39%</i>	<i>634</i>	<i>100%</i>
	Total	18	2%	76	10%	260	33%	99	13%	335	43%	788	100%

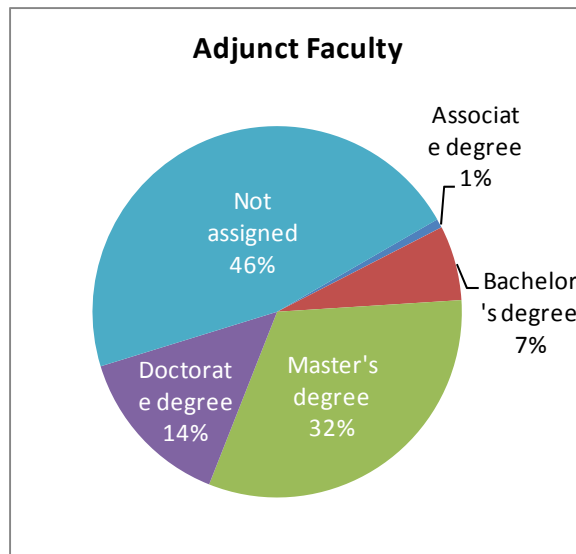
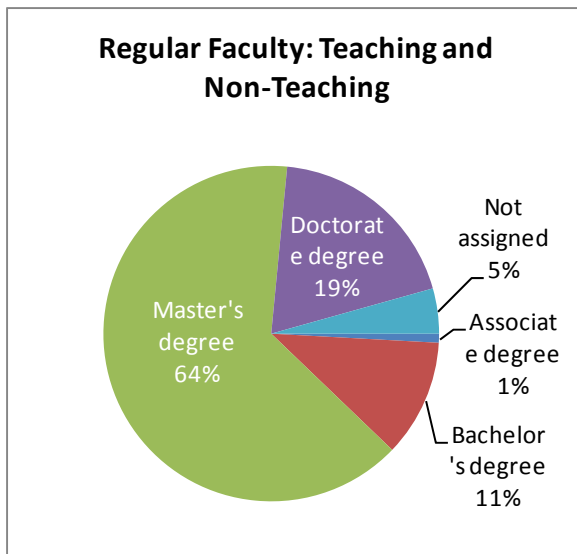
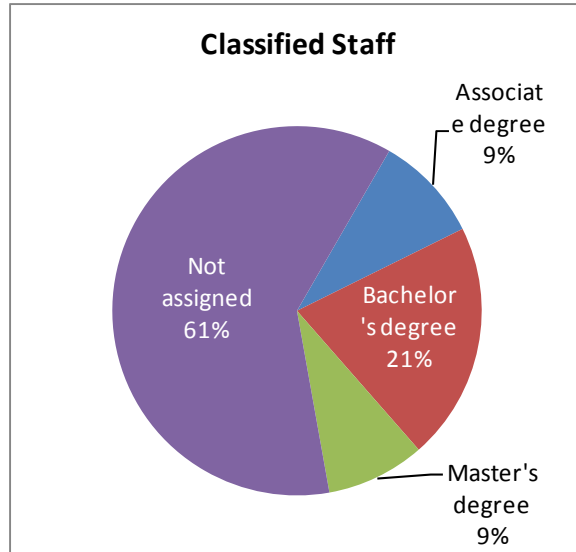
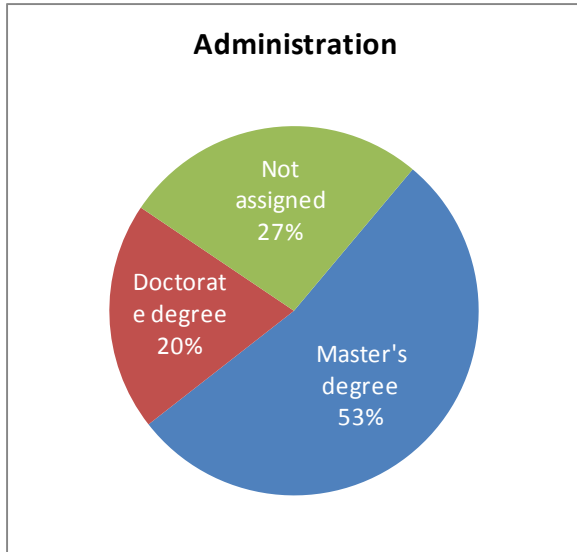
Note: Unclassified employees are excluded from the total.

Source: SAP-BW report a62, Assignments by Employee, Nov. 2010

Employee Demographics

Highest Degree Earned by Employee Group

Fall 2010



Note: Unclassified employees are excluded from the total.
Source: SAP-BW report a62, Assignments by Employee, Nov. 2010