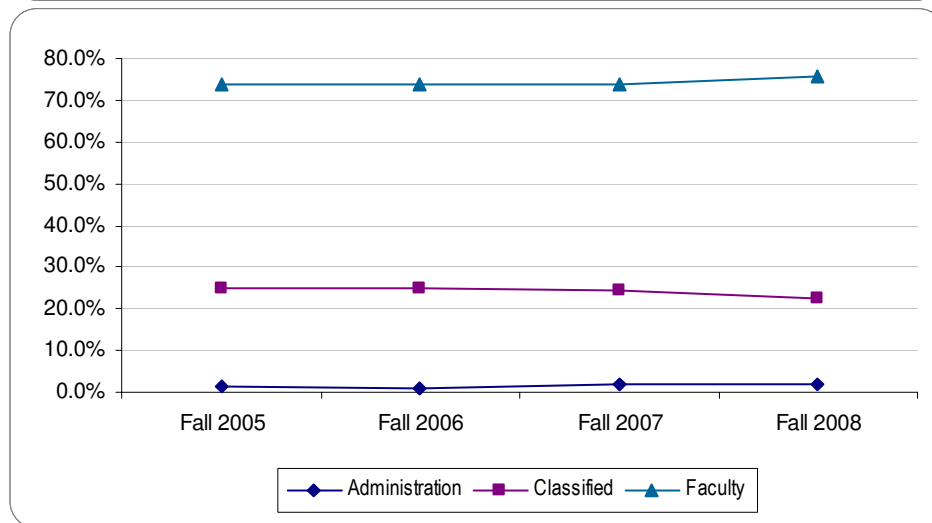
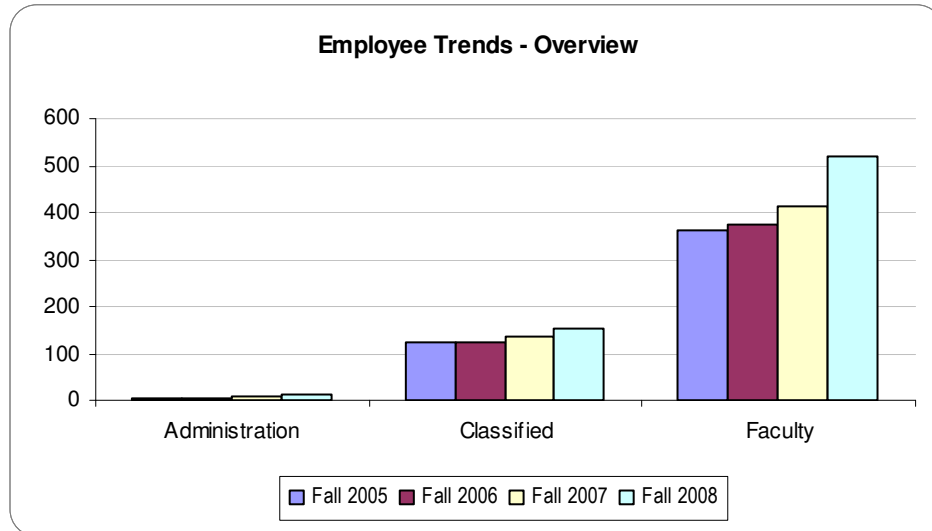


# Employee Trends

# EMPLOYEES

## Employee Trends Fall 2005—Fall 2006—Fall 2007—Fall 2008 Overview



		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
<b>Administration</b>	Pres, VPs, Deans	6	1.2%	6	1.2%	10	1.8%	12	1.7%
<b>Classified</b>	Technical/ Clerical	71	14.5%	75	14.9%	82	14.7%	95	13.8%
	Supervisory, Classified Mgmt.	20	4.1%	18	3.6%	19	3.4%	22	3.2%
	Maint/ Operations	23	4.7%	24	4.8%	25	4.5%	29	4.2%
	Crafts	8	1.6%	8	1.6%	9	1.6%	8	1.2%
	<i>Classified Total</i>	122	24.9%	125	24.8%	135	24.2%	154	22.4%
<b>Faculty</b>	Regular Faculty	53	10.8%	56	11.1%	60	10.8%	63	9.2%
	Non-Teaching, Reg & Adj	22	4.5%	30	6.0%	33	5.9%	49	7.1%
	Department Chair	6	1.2%	4	0.8%	5	0.9%	7	1.0%
	Adjunct Faculty	281	57.3%	283	56.2%	314	56.4%	401	58.5%
	<i>Faculty Total</i>	362	73.9%	373	74.0%	412	74.0%	520	75.8%
	<b>Total</b>	<b>490</b>	<b>100.0%</b>	<b>504</b>	<b>100.0%</b>	<b>557</b>	<b>100.0%</b>	<b>686</b>	<b>100.0%</b>

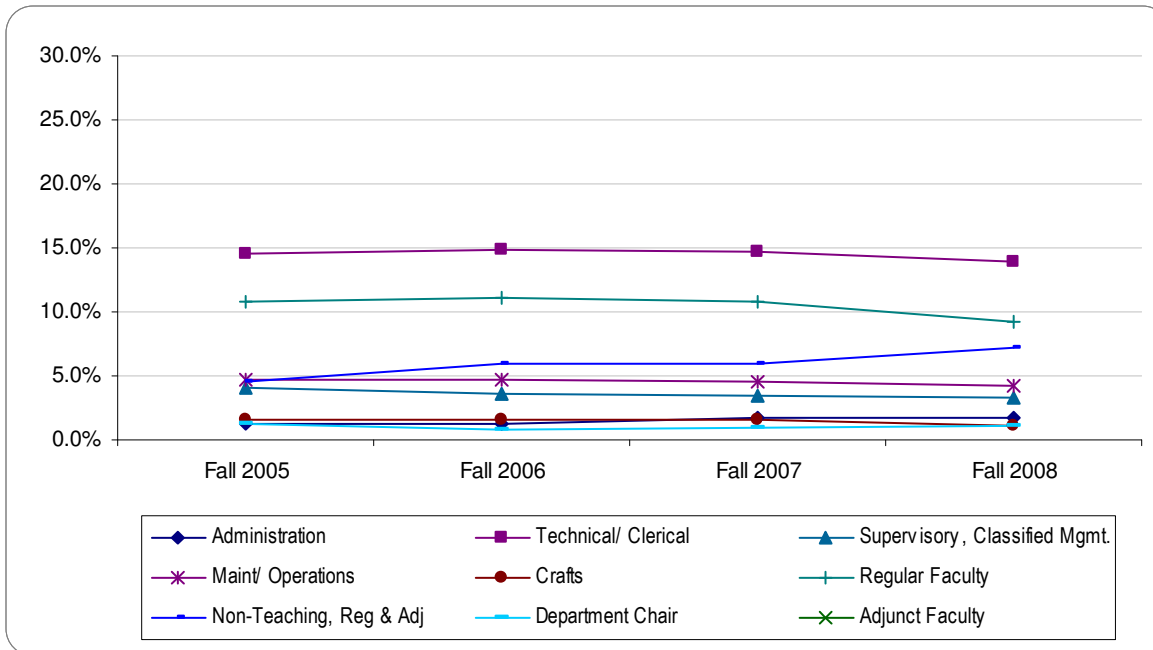
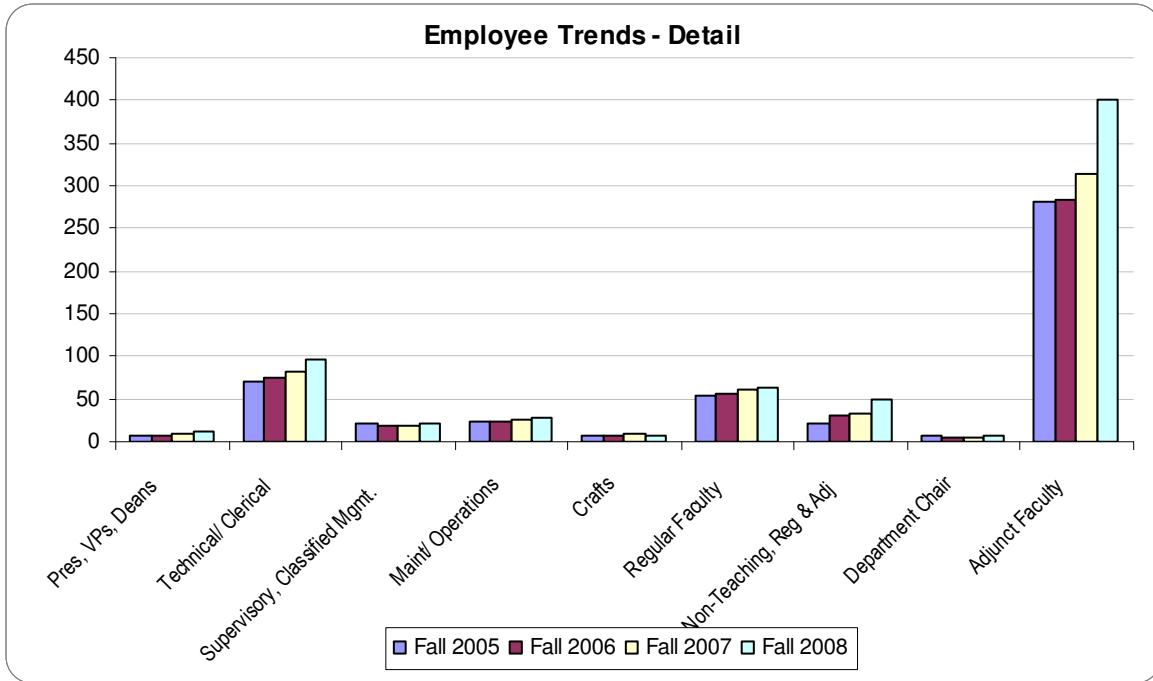
**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2005, Nov. 2006, Nov. 2007, Nov. 2008

# Employee Trends

## Employee Trends

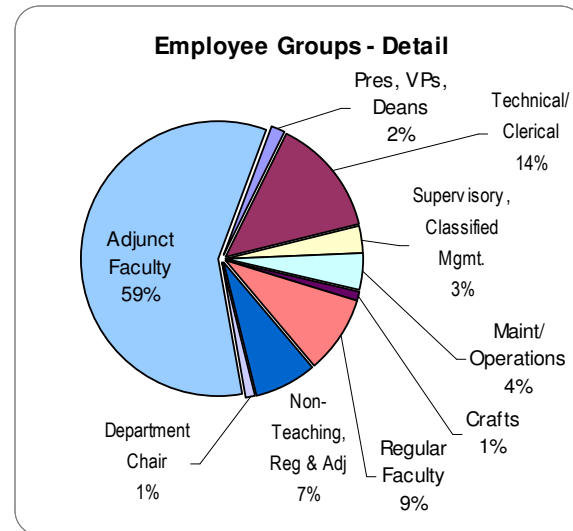
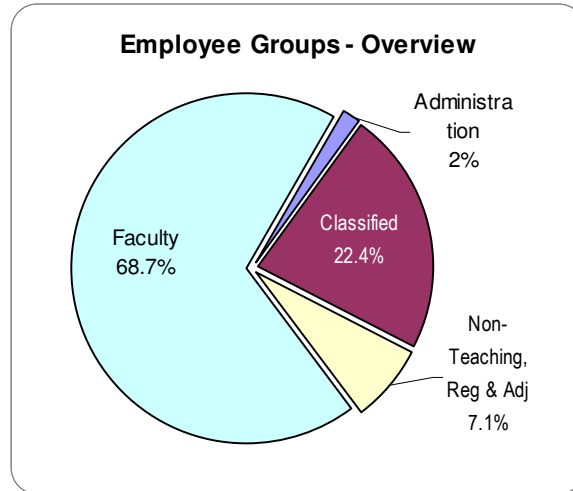
Fall 2005—Fall 2006—Fall 2007—Fall 2008



**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 2008



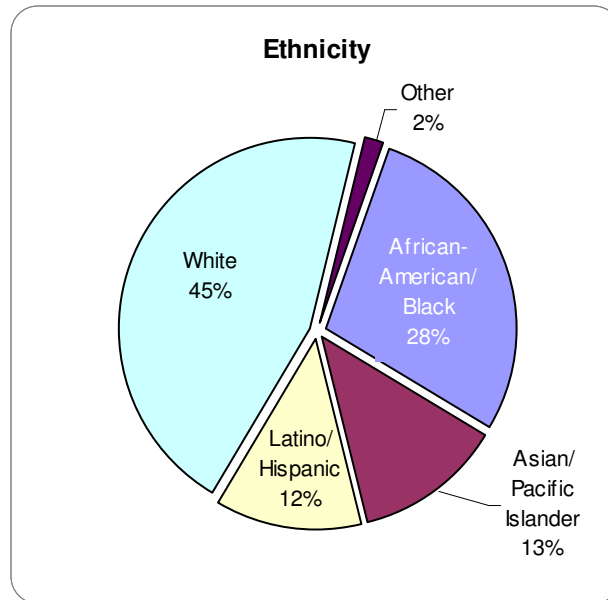
<b>Administration</b>	Pres, VPs, Deans	12	0.9%
<b>Classified</b>	Technical/ Clerical	95	7.4%
	Supervisory, Classified Mgmt.	22	1.7%
	Maint/ Operations	29	2.2%
	Crafts	8	0.6%
	<i>Classified Total</i>		154
<b>Faculty</b>	Regular Faculty	63	4.9%
	Non-Teaching, Reg & Adj	49	3.8%
	Department Chair	7	0.5%
	Adjunct Faculty	401	31.1%
	<i>Faculty Total</i>	520	40.3%
	<i>Subtotal (excludes Unclassified)</i>	686	53.2%
<b>Unclassified</b>	Unclassified	604	46.8%
	<b>Total</b>	<b>1,290</b>	<b>100.0%</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.

# Demographics

## Employees: Ethnicity

Fall 2008

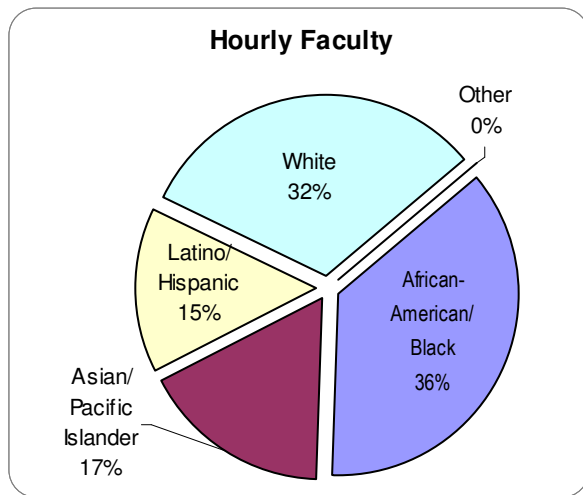
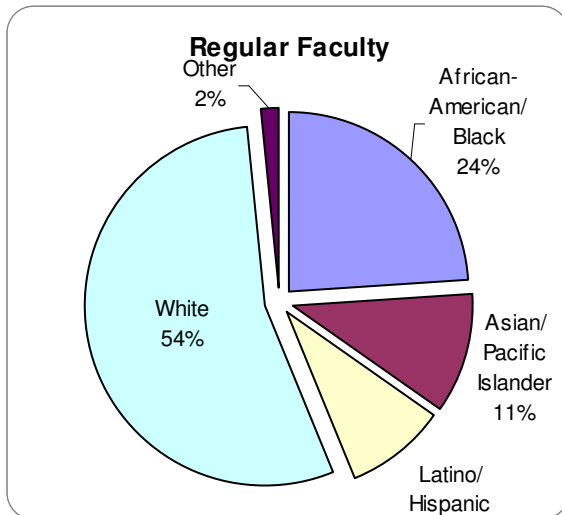
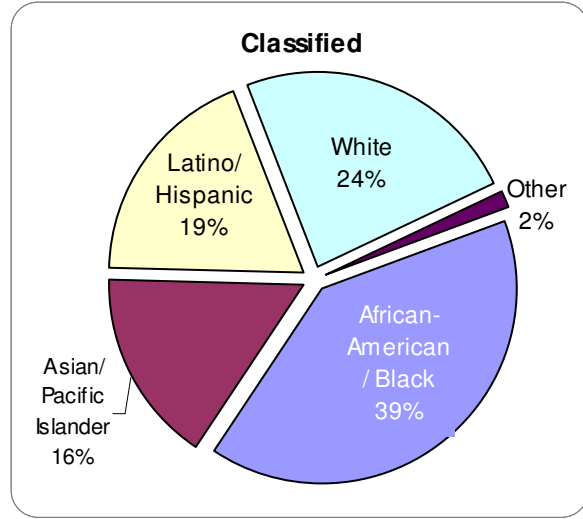
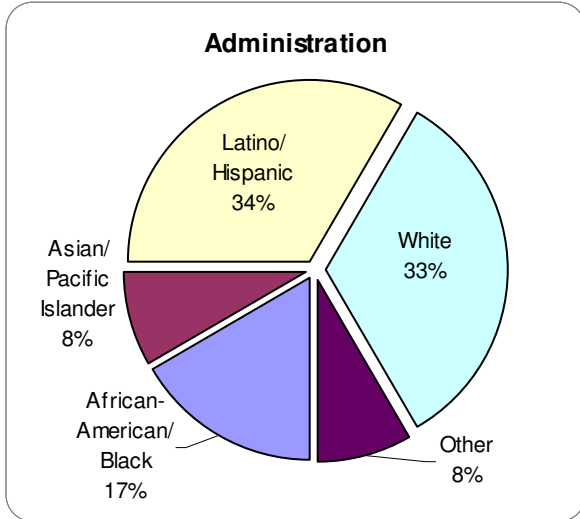


		African-American/ Black	Asian/ Pacific Islander	Latino/ Hispanic	White	Other	Unknown	Total
<b>Administration</b>	Pres, VPs, Deans	2 16.7%	1 8.3%	4 33.3%	4 33.3%	1 8.3%	0	12 100.0%
<b>Classified</b>	Technical/ Clerical	27 28.4%	12 12.6%	19 20.0%	22 23.2%	2 2.1%	13 13.7%	95 100.0%
	Supervisory, Classified Mgmt.	9 40.9%	5 22.7%	1 4.5%	5 22.7%	0 0.0%	2 9.1%	22 100.0%
	Maint/ Operations	14 48.3%	2 6.9%	3 10.3%	2 6.9%	0 0.0%	8 27.6%	29 100.0%
	Crafts	2 25.0%	2 25.0%	2 25.0%	2 25.0%	0 0.0%	0 0.0%	8 100.0%
	<i>Classified Subtotal</i>	52 33.8%	21 13.6%	25 16.2%	31 20.1%	2 1.3%	23 14.9%	154 100.0%
<b>Faculty</b>	Regular Faculty	13 20.6%	7 11.1%	6 9.5%	37 58.7%	0 0.0%	0 0.0%	63 100.0%
	Non-Teaching, Reg & Adj	15 30.6%	7 14.3%	6 12.2%	13 26.5%	0 0.0%	8 16.3%	49 100.0%
	Department Chair	1 14.3%	2 28.6%	0 0.0%	4 57.1%	0 0.0%	0 0.0%	7 100.0%
	Adjunct Faculty	81 20.2%	35 8.7%	30 7.5%	177 44.1%	7 1.7%	71 17.7%	401 100.0%
	<i>Faculty Subtotal</i>	110 21.2%	51 9.8%	42 8.1%	231 44.4%	7 1.3%	79 15.2%	520 100.0%
	<b>Total</b>	<b>164 23.9%</b>	<b>73 10.6%</b>	<b>71 10.3%</b>	<b>266 38.8%</b>	<b>10 1.5%</b>	<b>102 14.9%</b>	<b>686 100.0%</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 with unknown ethnicity and Unclassified employees are excluded from the total.

**Ethnicity by Employee Group**

**Fall 2008**

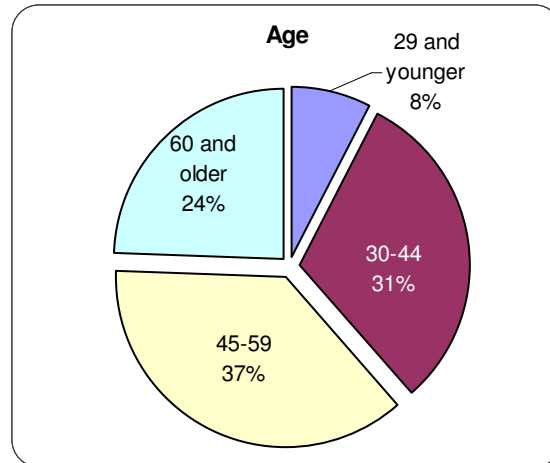


**Note:** Employee groups are based on the bargaining unit of an employee's primary assignment. Administration includes the president, vice presidents, and Teamster's Union members. Employees with unknown ethnicity and Unclassified employees are excluded from the total.

# Demographics

## Employee: Age

Fall 2008



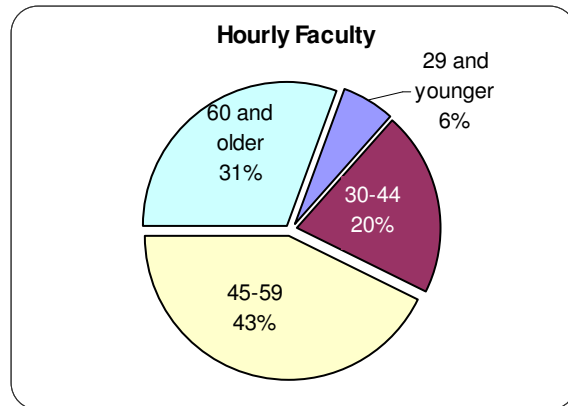
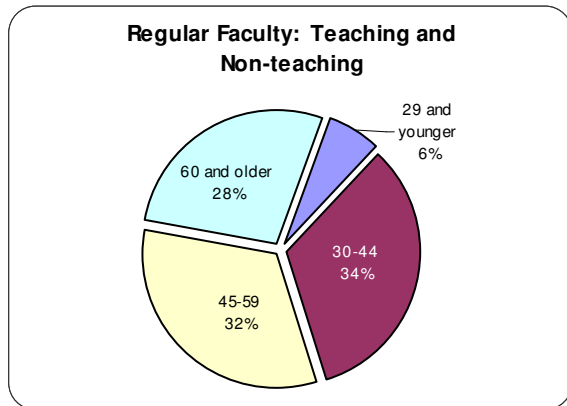
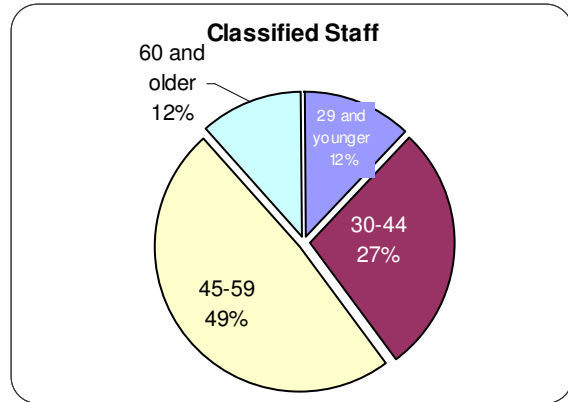
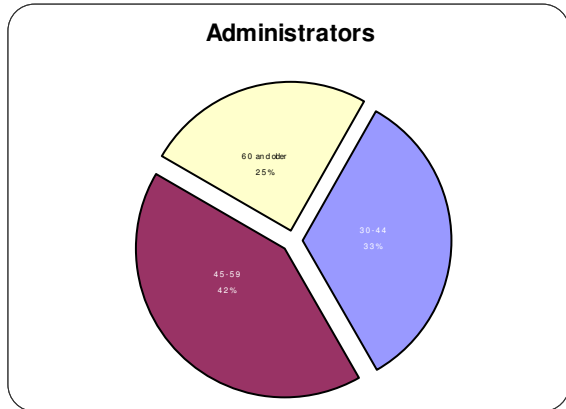
			29 and younger	30-44	45-59	60 and older	Total
<b>Administration</b>	<b>Administration</b>	Pres, VPs, Deans	0 0.0%	4 33.3%	5 41.7%	3 25.0%	12 100.0%
<b>Classified</b>	<b>Classified</b>	Technical/ Clerical	16 16.8%	26 27.4%	44 46.3%	9 9.5%	95 100.0%
		Supervisory, Classified Mgmt.	2 9.1%	6 27.3%	11 50.0%	3 13.6%	22 100.0%
		Maint/ Operations	1 3.4%	9 31.0%	15 51.7%	4 13.8%	29 100.0%
		Crafts	0 0.0%	1 12.5%	5 62.5%	2 25.0%	8 100.0%
<i>Classified Subtotal</i>			19 12.3%	42 27.3%	75 48.7%	18 11.7%	154 100.0%
<b>Faculty</b>	<b>Faculty</b>	Regular Faculty	0 0.0%	15 23.8%	26 41.3%	22 34.9%	63 100.0%
		Non-Teaching, Reg & Adj	3 6.1%	10 20.4%	21 42.9%	15 30.6%	49 100.0%
		Department Chair	0 0.0%	0 0.0%	2 28.6%	5 71.4%	7 100.0%
		Adjunct Faculty	30 7.5%	142 35.4%	125 31.2%	104 25.9%	401 100.0%
<i>Faculty Subtotal</i>			33 6.3%	167 32.1%	174 33.5%	146 28.1%	520 100.0%
<b>Total</b>			<b>52 7.6%</b>	<b>213 31.0%</b>	<b>254 37.0%</b>	<b>167 24.3%</b>	<b>686 100.0%</b>

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

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2008

**Age by Employee Group**

**Fall 2008**

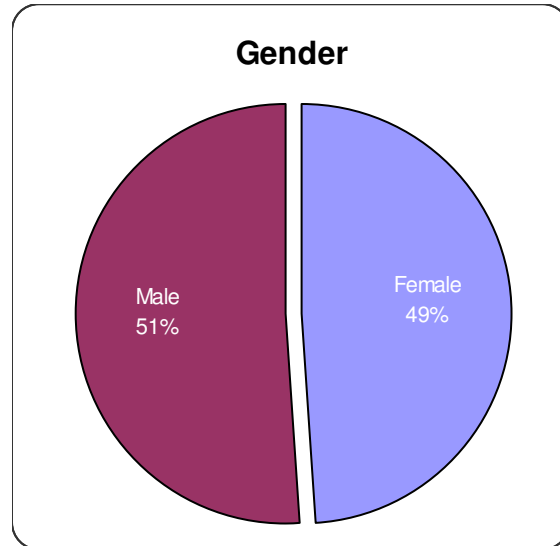


**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2008

# Demographics

## Employee: Gender

Fall 2008



		Female		Male		Total	
<b>Administration</b>	Pres, VPs, Deans	6	50.0%	6	50.0%	12	100.0%
<b>Classified</b>	Technical/ Clerical	61	64.2%	34	35.8%	95	100.0%
	Supervisory, Classified Mgmt.	6	27.3%	16	72.7%	22	100.0%
	Maint/ Operations	7	24.1%	22	75.9%	29	100.0%
	Crafts	0	0.0%	8	100.0%	8	100.0%
<i>Classified Total</i>		74	48.1%	80	51.9%	154	100.0%
<b>Faculty</b>	Regular Faculty	32	50.8%	31	49.2%	63	100.0%
	Non-Teaching, Reg & Adj	29	59.2%	20	40.8%	49	100.0%
	Department Chair	4	57.1%	3	42.9%	7	100.0%
	Adjunct Faculty	191	47.6%	210	52.4%	401	100.0%
<i>Faculty Total</i>		256	49.2%	264	50.8%	520	100.0%
<b>Total</b>		<b>336</b>	<b>49.0%</b>	<b>350</b>	<b>51.0%</b>	<b>686</b>	<b>100.0%</b>

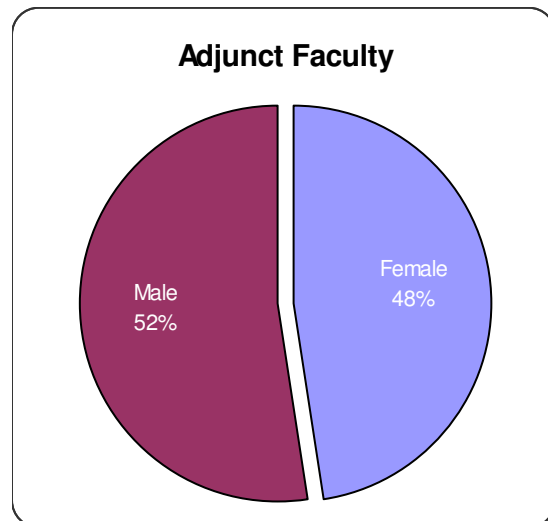
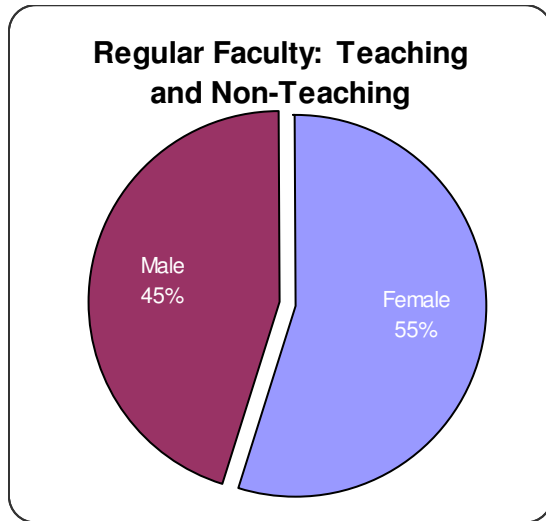
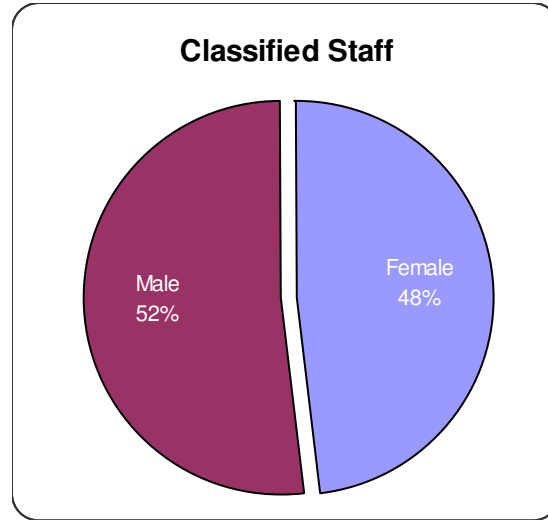
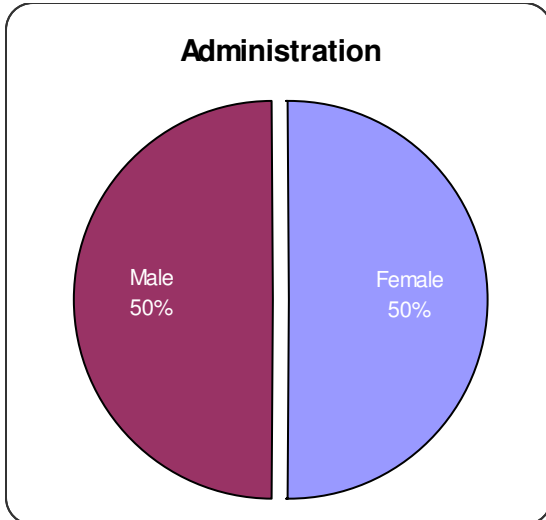
**Note:** Unclassified employees are excluded from the total.

**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2008



**Gender by Employee Group**

**Fall 2008**



**Note:** Unclassified employees are excluded from the total.  
**Source:** SAP-BW report a62, Assignments by Employee, Nov. 2008