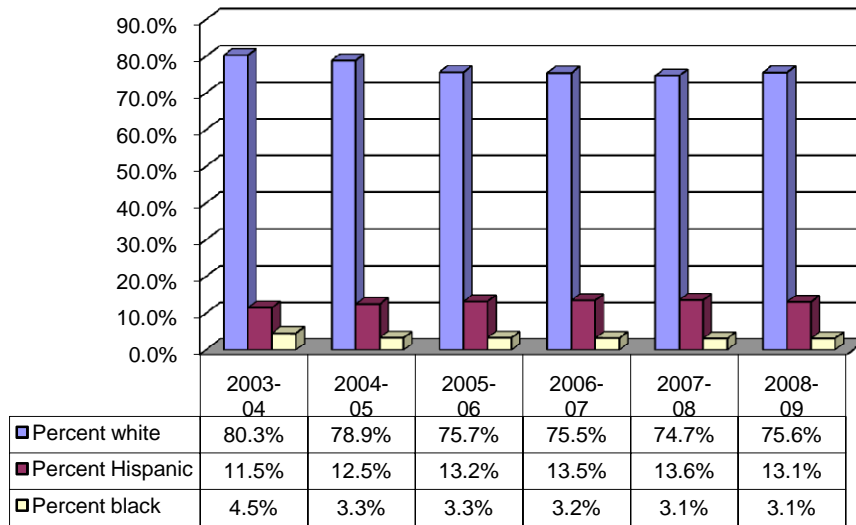


13. Staff

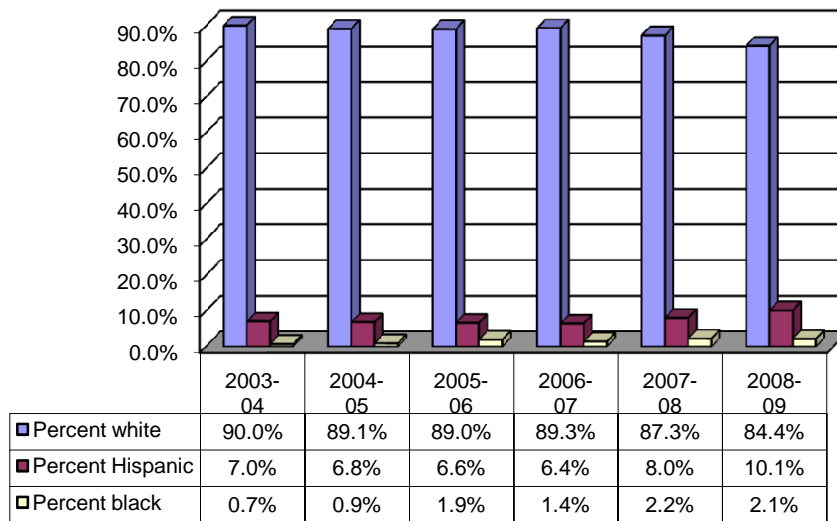
Topic	Page
<i>Staff Employee Historical Ethnicity</i>	<i>13-2</i>
<i>AHC Staff by Ethnicity</i>	<i>13-4</i>
<i>AHC Staff by Age</i>	<i>13-5</i>
<i>AHC Staff by Gender</i>	<i>13-6</i>
<i>Staff Employee Statistical Totals, Historical Comparison</i>	<i>13-7</i>
<i>Staff Employee Statistical Totals, 2007-2008</i>	<i>13-8</i>
<i>Staff Employee Statistical Totals, 2007-2008: New Hires Only</i>	<i>13-10</i>
<i>Staff Employee Statistical Totals, 2008-2009</i>	<i>13-12</i>
<i>Staff Employee Statistical Totals, 2008-2009: New Hires Only</i>	<i>13-14</i>

Staff Employee Historical Ethnicity Data

Full-time Faculty



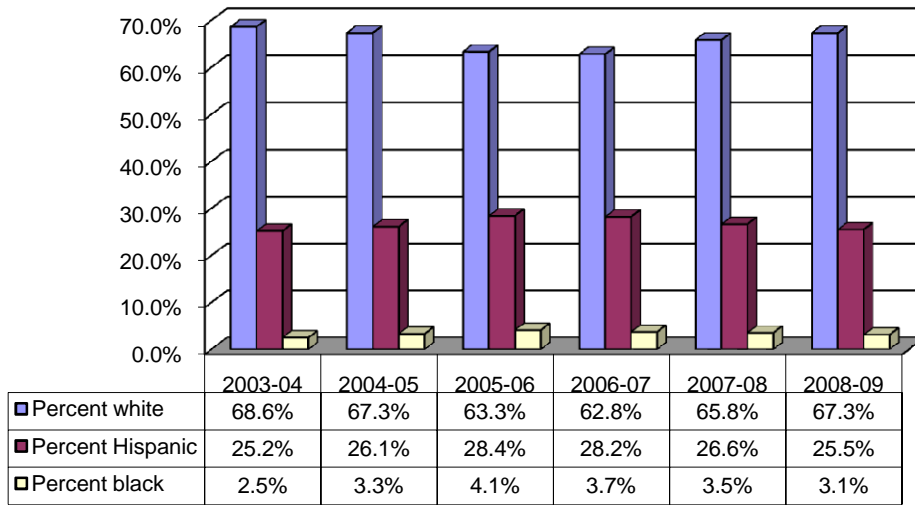
Part-time Faculty



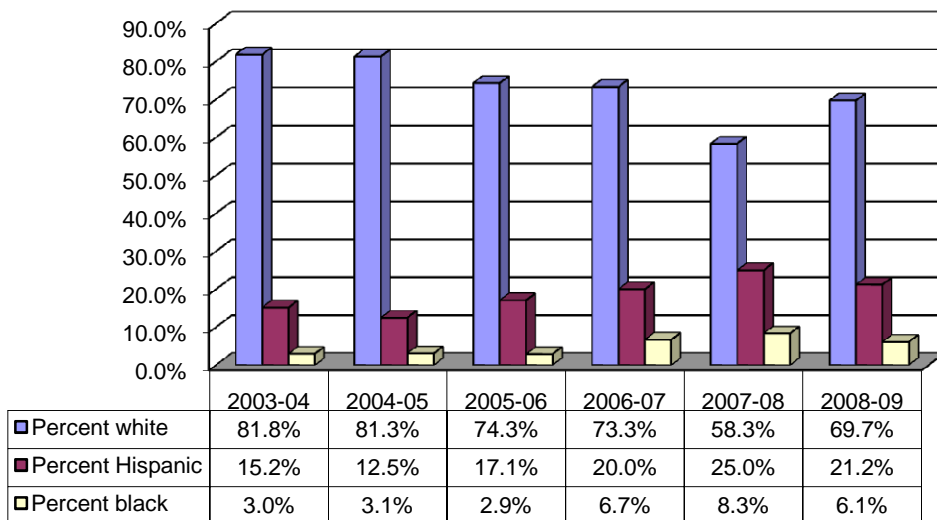
Among all employee groups at Allan Hancock, the largest ethnic groups are white, Hispanic, and black. The percent of representation of each ethnic group varies by employee group and over time. Data for full and part-time faculty shows that full-time faculty are increasingly more non-white (24.4%) while 15.6% of part-time faculty are non-white. Noncredit faculty are the most diverse with 28.4% non-white. The percent of full-time faculty that are Hispanic increased from 8.8% in 1996-97 to 13.1% in 2008-09.

Staff Employee Historical Ethnicity Data

Full-time Classified

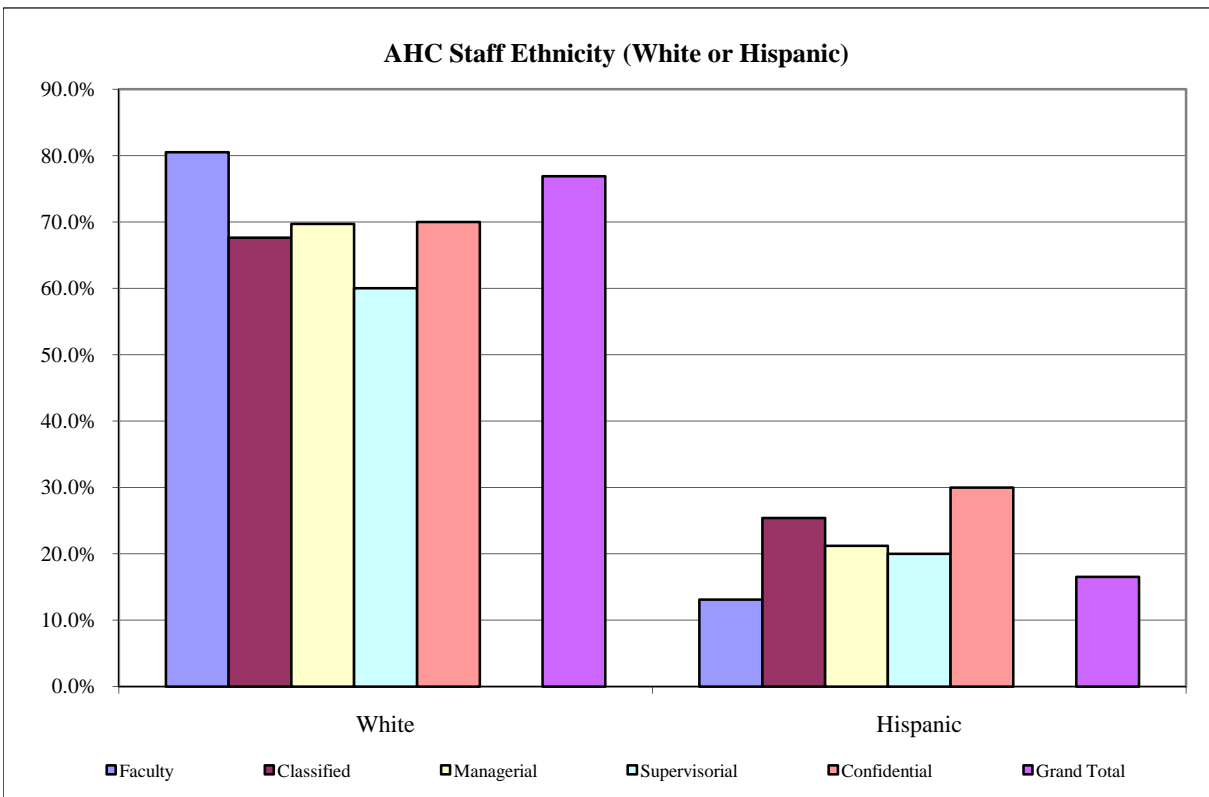
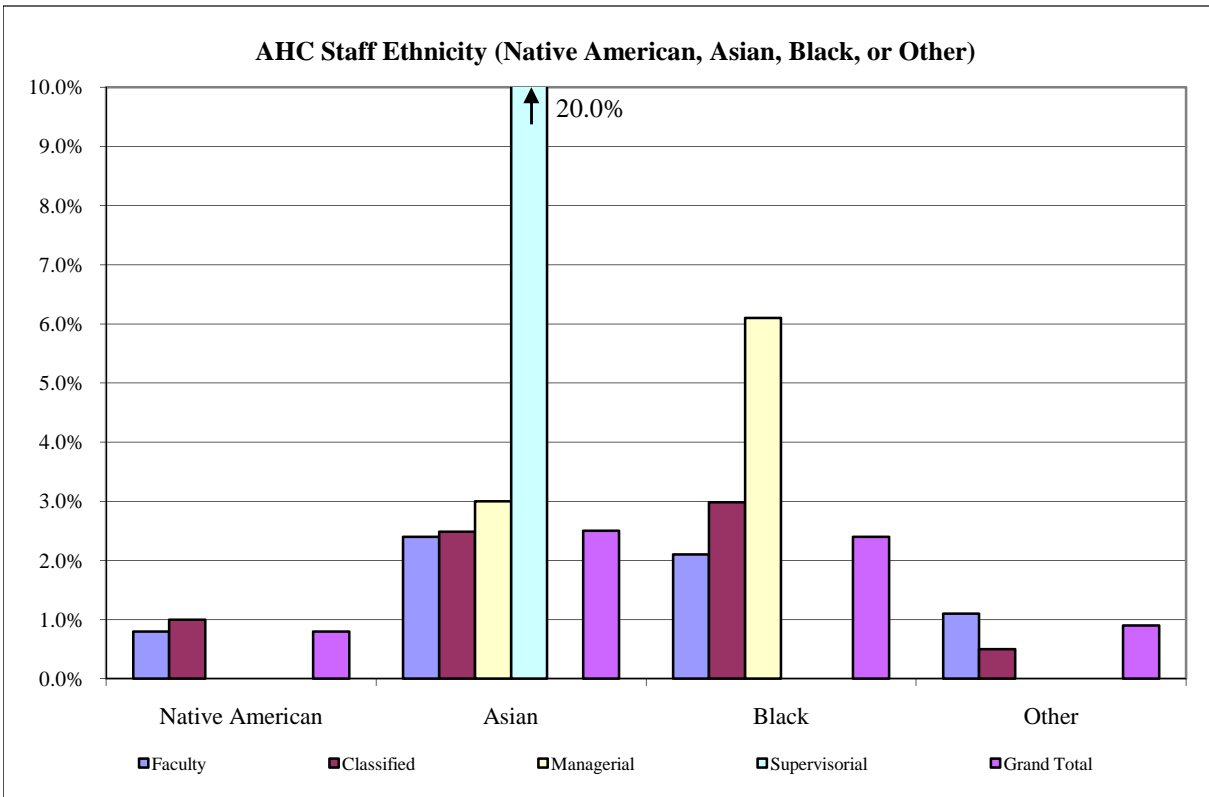


Managerial



More diversity is found among the full-time classified employees than among faculty. Classified employees were 25.5% Hispanic and 3.1% black at the time of the snap shot. Approximately 30% of the managerial staff are non-white, and this percentage fell a bit after a high of 41.7% in 2007-2008. Not shown in a chart on this page are the confidential and supervisory groups. Small in numbers, these two groups are typically the most diverse. As the data indicate on the next few pages, 40% of the supervisory and 30.0% of the confidential employees are non-white.

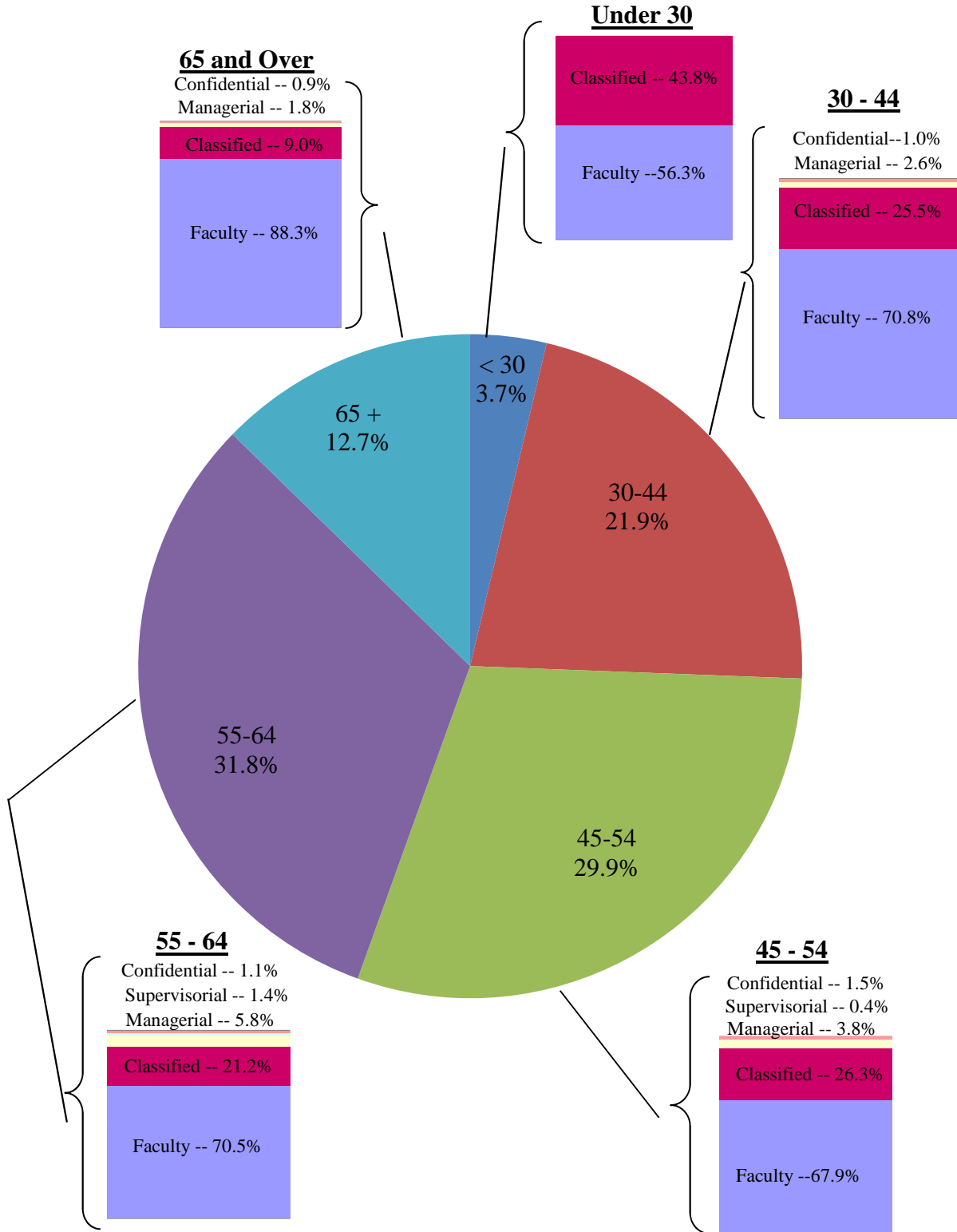
AHC Staff by Ethnicity: 2008-2009



**This report includes staff data from Nov. 1, 2008 to Oct. 31, 2009.*

AHC Staff by Age: 2008 to 2009

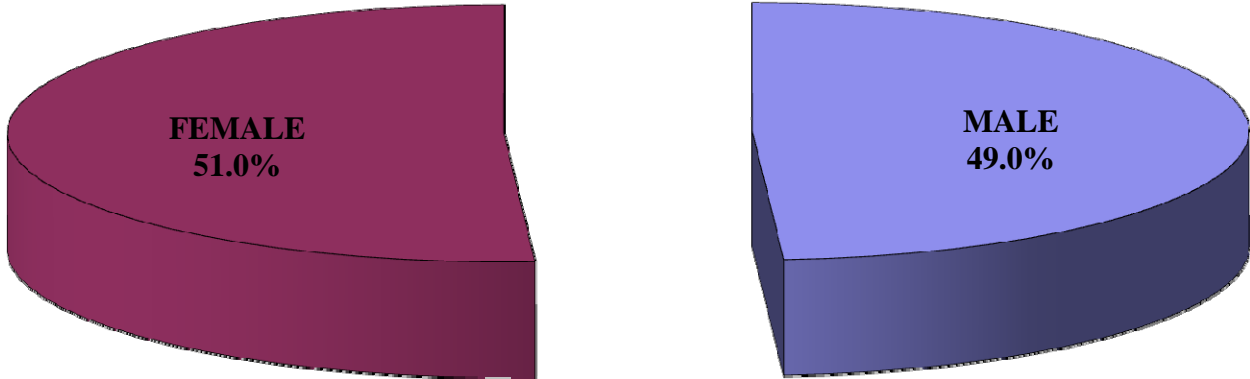
Note: The pie chart represents all AHC Staff. The small bar charts represent the percent of employee classification within each age group



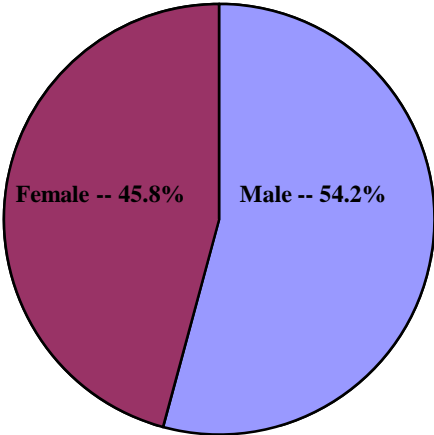
*This report includes staff data from Nov. 1, 2008 to Oct. 31, 2009.

AHC Staff by Gender: 2008 to 2009

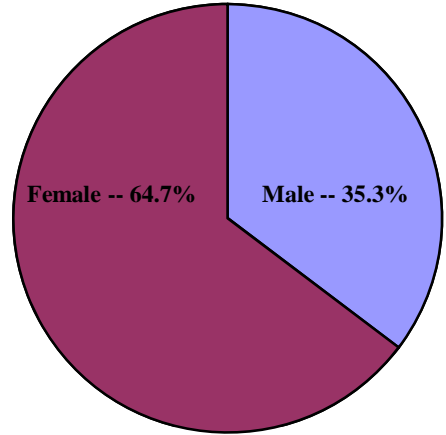
All AHC Staff



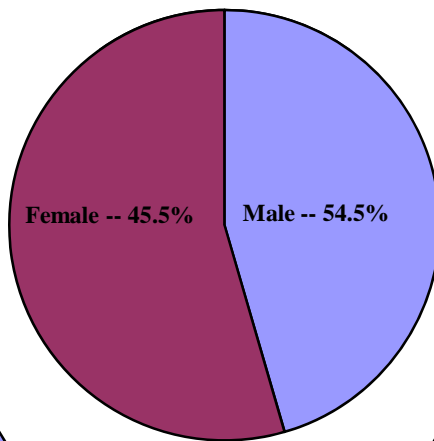
Faculty



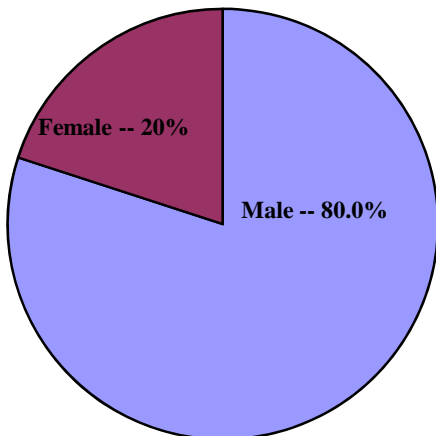
Classified



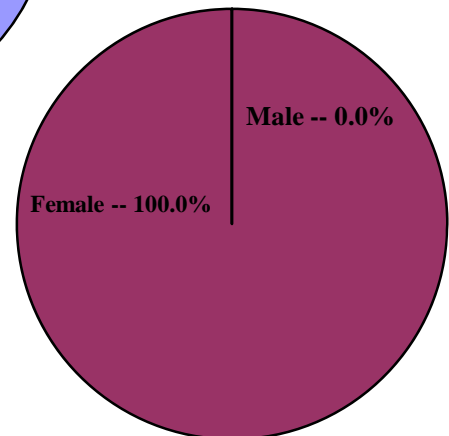
Managerial



Supervisory



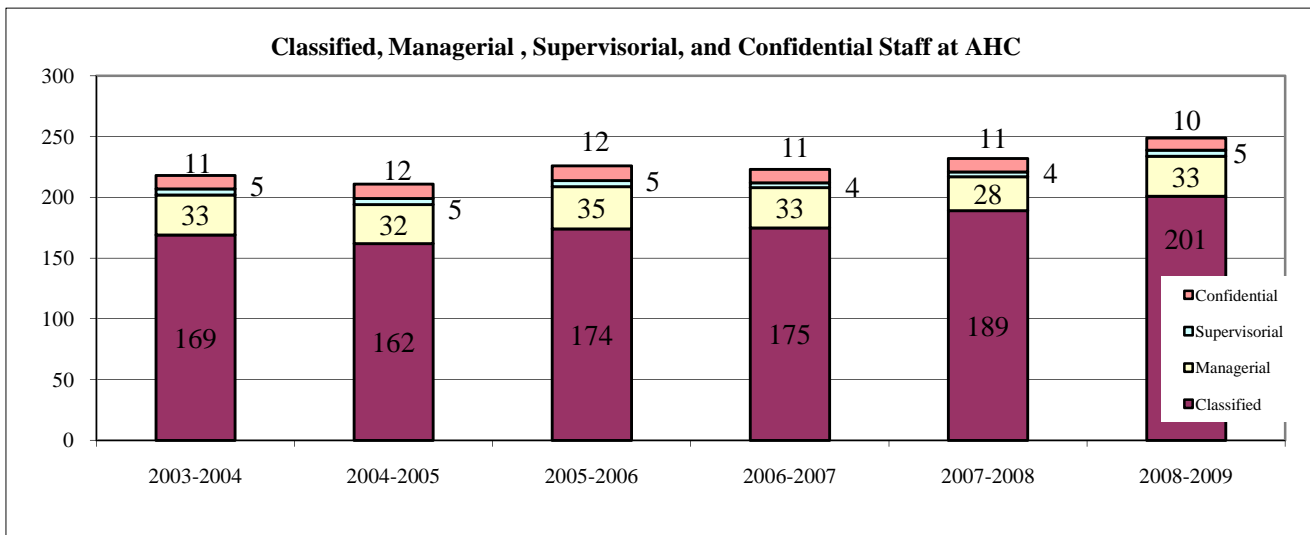
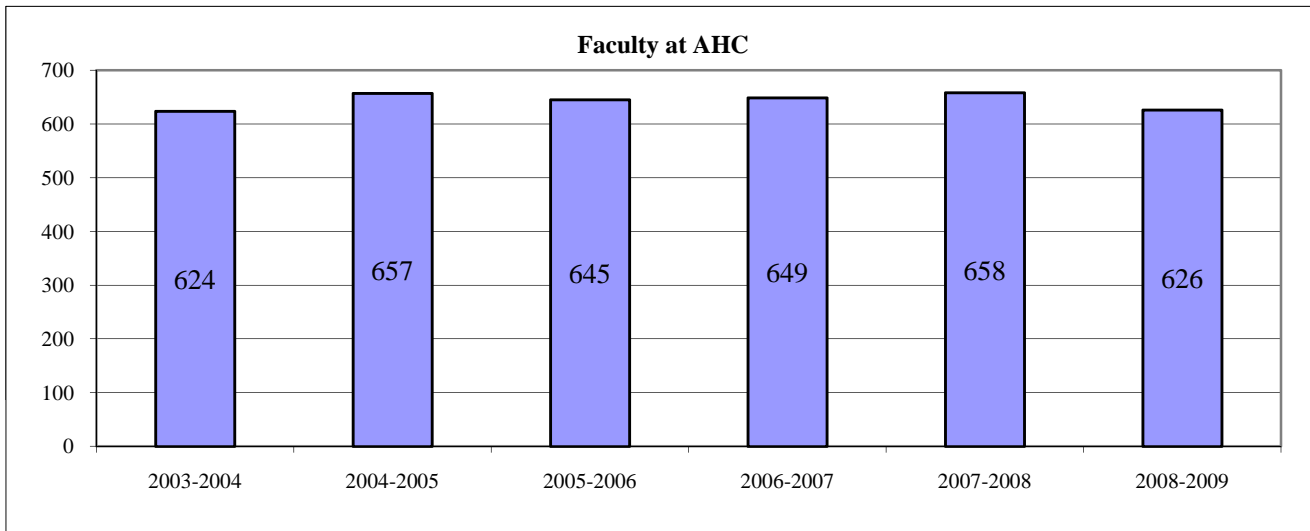
Confidential



**This report includes staff data from Nov. 1, 2008 to Oct. 31, 2009.*

Staff Employee Statistical Totals: Historical Comparison

	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009
Faculty						
Full Time	157	152	152	155	162	160
Part Time	402	442	426	419	412	385
Non-Credit Teaching	65	63	67	75	84	81
<i>Sub-Total:</i>	624	657	645	649	658	626
Classified						
Full Time Classified	159	153	169	170	183	196
Part Time Classified	10	9	5	5	6	5
<i>Sub-Total:</i>	169	162	174	175	189	201
Managerial						
Academic	20	17	17	15	12	17
Classified	13	15	18	18	16	16
<i>Sub-Total:</i>	33	32	35	33	28	33
Supervisory	5	5	5	4	4	5
Confidential	11	12	12	11	11	10
Grand Total:	842	868	871	872	890	875



*All staff data is from Nov. 1 to Oct. 31

Staff Employee Statistical Totals: 2007-2008

	COUNT	NEW HIRES	LEAVERS	Age				
				< 30	30-44	45-54	55-64	65 +
Faculty								
Full Time	162	14	12	1	47	44	57	13
Part Time	412	131	157	17	90	126	121	58
Non-Credit Teaching	84	27	28	3	12	31	25	13
<i>Sub-Total:</i>	658	172	197	21	149	201	203	84
Classified								
Full Time Classified	183	25	11	13	48	68	46	8
Part Time Classified	6	1	1	1	1	1	3	0
<i>Sub-Total:</i>	189	26	12	14	49	69	49	8
Managerial								
Academic	12	6	2	0	4	3	5	0
Classified	16	4	3	0	2	7	6	1
<i>Sub-Total:</i>	28	10	5	0	6	10	11	1
Supervisory	4	0	0	0	0	2	2	0
Confidential	11	1	1	0	2	3	5	1
Grand Total:	890	209	215	35	206	285	270	94

PERCENT OF EMPLOYMENT CLASSIFICATION								
	% OF TOTAL			< 30	30-44	45-54	55-64	65 +
Faculty								
Full Time	18.2%			0.6%	29.0%	27.2%	35.2%	8.0%
Part Time	46.3%			4.1%	21.8%	30.6%	29.4%	14.1%
Non-Credit Teaching	9.4%			3.6%	14.3%	36.9%	29.8%	15.5%
<i>Sub-Total:</i>	73.9%			3.2%	22.6%	30.5%	30.9%	12.8%
Classified								
Full Time Classified	20.6%			7.1%	26.2%	37.2%	25.1%	4.4%
Part Time Classified	0.7%			16.7%	16.7%	16.7%	50.0%	0.0%
<i>Sub-Total:</i>	21.2%			7.4%	25.9%	36.5%	25.9%	4.2%
Managerial								
Academic	1.3%			0.0%	33.3%	25.0%	41.7%	0.0%
Classified	1.8%			0.0%	12.5%	43.8%	37.5%	6.3%
<i>Sub-Total:</i>	3.1%			0.0%	21.4%	35.7%	39.3%	3.6%
Supervisory	0.4%			0.0%	0.0%	50.0%	50.0%	0.0%
Confidential	1.2%			0.0%	18.2%	27.3%	45.5%	9.1%
Grand Total:	100.0%			3.9%	23.1%	32.0%	30.3%	10.6%

Staff Employee Statistical Totals: 2007-2008

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	3	8	5	121	22	3	80	82
Part Time	1	7	9	360	33	2	231	181
Non-Credit Teaching	0	0	1	57	25	1	31	53
<i>Sub-Total:</i>	4	15	15	538	80	6	342	316
Classified								
Full Time Classified	1	5	7	118	50	2	65	118
Part Time Classified	0	0	0	5	1	0	1	5
<i>Sub-Total:</i>	1	5	7	123	51	2	66	123
Managerial								
Academic	0	1	1	7	3	0	8	4
Classified	0	0	0	13	3	0	4	12
<i>Sub-Total:</i>	0	1	1	20	6	0	12	16
Supervisory	0	1	0	2	1	0	4	0
Confidential	0	0	0	7	4	0	0	11
Grand Total:	5	22	23	690	142	8	424	466

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	1.9%	4.9%	3.1%	74.7%	13.6%	1.9%	49.4%	50.6%
Part Time	0.2%	1.7%	2.2%	87.4%	8.0%	0.5%	56.1%	43.9%
Non-Credit Teaching	0.0%	0.0%	1.2%	67.9%	29.8%	1.2%	36.9%	63.1%
<i>Sub-Total:</i>	0.6%	2.3%	2.3%	81.8%	12.2%	0.9%	52.0%	48.0%
Classified								
Full Time Classified	0.5%	2.7%	3.8%	64.5%	27.3%	1.1%	35.5%	64.5%
Part Time Classified	0.0%	0.0%	0.0%	83.3%	16.7%	0.0%	16.7%	83.3%
<i>Sub-Total:</i>	0.5%	2.6%	3.7%	65.1%	27.0%	1.1%	34.9%	65.1%
Managerial								
Academic	0.0%	8.3%	8.3%	58.3%	25.0%	0.0%	66.7%	33.3%
Classified	0.0%	0.0%	0.0%	81.3%	18.8%	0.0%	25.0%	75.0%
<i>Sub-Total:</i>	0.0%	3.6%	3.6%	71.4%	21.4%	0.0%	42.9%	57.1%
Supervisory	0.0%	25.0%	0.0%	50.0%	25.0%	0.0%	100.0%	0.0%
Confidential	0.0%	0.0%	0.0%	63.6%	36.4%	0.0%	0.0%	100.0%
Grand Total:	0.6%	2.5%	2.6%	77.5%	16.0%	0.9%	47.6%	52.4%

Staff Employee Statistical Totals: New Hires Only, 2007-2008

	NEW HIRES	Age				
		< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	14	2	4	2	4	2
Part Time	131	11	51	30	26	13
Non-Credit Teaching	27	3	8	7	4	5
<i>Sub-Total:</i>	172	16	63	39	34	20
Classified						
Full Time Classified	25	6	8	10	1	0
Part Time Classified	1	0	1	0	0	0
<i>Sub-Total:</i>	26	6	9	10	1	0
Managerial						
Academic	6	1	1	1	2	1
Classified	4	0	0	2	2	0
<i>Sub-Total:</i>	10	1	1	3	4	1
Supervisory	0	0	0	0	0	0
Confidential	1	0	1	0	0	0
Grand Total:	209	23	74	52	39	21

PERCENT OF EMPLOYMENT CLASSIFICATION						
	% OF TOTAL	< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	6.7%	14.3%	28.6%	14.3%	28.6%	14.3%
Part Time	62.7%	8.4%	38.9%	22.9%	19.8%	9.9%
Non-Credit Teaching	12.9%	11.1%	29.6%	25.9%	14.8%	18.5%
<i>Sub-Total:</i>	82.3%	9.3%	36.6%	22.7%	19.8%	11.6%
Classified						
Full Time Classified	12.0%	24.0%	32.0%	40.0%	4.0%	0.0%
Part Time Classified	0.5%	0.0%	100.0%	0.0%	0.0%	0.0%
<i>Sub-Total:</i>	12.4%	23.1%	34.6%	38.5%	3.8%	0.0%
Managerial						
Academic	2.9%	16.7%	16.7%	16.7%	33.3%	16.7%
Classified	1.9%	0.0%	0.0%	50.0%	50.0%	0.0%
<i>Sub-Total:</i>	4.8%	10.0%	10.0%	30.0%	40.0%	10.0%
Supervisory	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Confidential	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total:	100.0%	11.0%	35.4%	24.9%	18.7%	10.0%

*This report includes staff data from Nov. 1, 2007 to Oct. 31, 2008.

Staff Employee Statistical Totals: New Hires Only, 2007-2008

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0	0	0	12	2	0	5	9
Part Time	2	3	1	107	18	0	86	45
Non-Credit Teaching	0	0	1	19	7	0	12	15
<i>Sub-Total:</i>	2	3	2	138	27	0	103	69
Classified								
Full Time Classified	0	0	0	21	4	0	9	16
Part Time Classified	0	0	0	0	1	0	1	0
<i>Sub-Total:</i>	0	0	0	21	5	0	10	16
Managerial								
Academic	0	0	0	4	2	0	2	4
Classified	0	0	1	3	0	0	3	1
<i>Sub-Total:</i>	0	0	1	7	2	0	5	5
Supervisory	0	0	0	0	0	0	0	0
Confidential	0	0	0	1	0	0	0	1
Grand Total:	2	3	3	167	34	0	118	91

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0.0%	0.0%	0.0%	85.7%	14.3%	0.0%	35.7%	64.3%
Part Time	1.5%	2.3%	0.8%	81.7%	13.7%	0.0%	65.6%	34.4%
Non-Credit Teaching	0.0%	0.0%	3.7%	70.4%	25.9%	0.0%	44.4%	55.6%
<i>Sub-Total:</i>	1.2%	1.7%	1.2%	80.2%	15.7%	0.0%	59.9%	40.1%
Classified								
Full Time Classified	0.0%	0.0%	0.0%	84.0%	16.0%	0.0%	36.0%	64.0%
Part Time Classified	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
<i>Sub-Total:</i>	0.0%	0.0%	0.0%	80.8%	19.2%	0.0%	38.5%	61.5%
Managerial								
Academic	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	33.3%	66.7%
Classified	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	75.0%	25.0%
<i>Sub-Total:</i>	0.0%	0.0%	10.0%	70.0%	20.0%	0.0%	50.0%	50.0%
Supervisory	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Confidential	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total:	1.0%	1.4%	1.4%	79.9%	16.3%	0.0%	56.5%	43.5%

*This report includes staff data from Nov. 1, 2007 to Oct. 31, 2008.

Staff Employee Statistical Totals: 2008-2009

	COUNT	NEW HIRES	LEAVERS	Age				
				< 30	30-44	45-54	55-64	65 +
Faculty								
Full Time	160	12	14	3	42	44	58	13
Part Time	385	100	150	11	85	109	110	70
Non-Credit Teaching	81	11	22	4	9	25	28	15
<i>Sub-Total:</i>	626	123	186	18	136	178	196	98
Classified								
Full Time Classified	196	12	13	14	47	69	57	9
Part Time Classified	5	2	1	0	2	0	2	1
<i>Sub-Total:</i>	201	14	14	14	49	69	59	10
Managerial								
Academic	17	2	1	0	3	3	10	1
Classified	16	2	3	0	2	7	6	1
<i>Sub-Total:</i>	33	4	4	0	5	10	16	2
Supervisory	5	1	2	0	0	1	4	0
Confidential	10	0	0	0	2	4	3	1
Grand Total:	875	142	206	32	192	262	278	111

PERCENT OF EMPLOYMENT CLASSIFICATION								
	% OF TOTAL			< 30	30-44	45-54	55-64	65 +
Faculty								
Full Time	18.3%			1.9%	26.3%	27.5%	36.3%	8.1%
Part Time	44.0%			2.9%	22.1%	28.3%	28.6%	18.2%
Non-Credit Teaching	9.3%			4.9%	11.1%	30.9%	34.6%	18.5%
<i>Sub-Total:</i>	71.5%			2.9%	21.7%	28.4%	31.3%	15.7%
Classified								
Full Time Classified	22.4%			7.1%	24.0%	35.2%	29.1%	4.6%
Part Time Classified	0.6%			0.0%	40.0%	0.0%	40.0%	20.0%
<i>Sub-Total:</i>	23.0%			7.0%	24.4%	34.3%	29.4%	5.0%
Managerial								
Academic	1.9%			0.0%	17.6%	17.6%	58.8%	5.9%
Classified	1.8%			0.0%	12.5%	43.8%	37.5%	6.3%
<i>Sub-Total:</i>	3.8%			0.0%	15.2%	30.3%	48.5%	6.1%
Supervisory	0.6%			0.0%	0.0%	20.0%	80.0%	0.0%
Confidential	1.1%			0.0%	20.0%	40.0%	30.0%	10.0%
Grand Total:	100.0%			3.7%	21.9%	29.9%	31.8%	12.7%

Staff Employee Statistical Totals: 2008-2009

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	3	7	5	121	21	3	78	82
Part Time	2	8	8	325	39	3	232	153
Non-Credit Teaching	0	0	0	58	22	1	29	52
<i>Sub-Total:</i>	5	15	13	504	82	7	339	287
Classified								
Full Time Classified	2	5	6	132	50	1	69	127
Part Time Classified	0	0	0	4	1	0	2	3
<i>Sub-Total:</i>	2	5	6	136	51	1	71	130
Managerial								
Academic	0	1	1	12	3	0	10	7
Classified	0	0	1	11	4	0	5	11
<i>Sub-Total:</i>	0	1	2	23	7	0	15	18
Supervisory	0	1	0	3	1	0	4	1
Confidential	0	0	0	7	3	0	0	10
Grand Total:	7	22	21	673	144	8	429	446

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	1.9%	4.4%	3.1%	75.6%	13.1%	1.9%	48.8%	51.3%
Part Time	0.5%	2.1%	2.1%	84.4%	10.1%	0.8%	60.3%	39.7%
Non-Credit Teaching	0.0%	0.0%	0.0%	71.6%	27.2%	1.2%	35.8%	64.2%
<i>Sub-Total:</i>	0.8%	2.4%	2.1%	80.5%	13.1%	1.1%	54.2%	45.8%
Classified								
Full Time Classified	1.0%	2.6%	3.1%	67.3%	25.5%	0.5%	35.2%	64.8%
Part Time Classified	0.0%	0.0%	0.0%	80.0%	20.0%	0.0%	40.0%	60.0%
<i>Sub-Total:</i>	1.0%	2.5%	3.0%	67.7%	25.4%	0.5%	35.3%	64.7%
Managerial								
Academic	0.0%	5.9%	5.9%	70.6%	17.6%	0.0%	58.8%	41.2%
Classified	0.0%	0.0%	6.3%	68.8%	25.0%	0.0%	31.3%	68.8%
<i>Sub-Total:</i>	0.0%	3.0%	6.1%	69.7%	21.2%	0.0%	45.5%	54.5%
Supervisory	0.0%	20.0%	0.0%	60.0%	20.0%	0.0%	80.0%	20.0%
Confidential	0.0%	0.0%	0.0%	70.0%	30.0%	0.0%	0.0%	100.0%
Grand Total:	0.8%	2.5%	2.4%	76.9%	16.5%	0.9%	49.0%	51.0%

Staff Employee Statistical Totals: New Hires Only, 2008-2009

	NEW HIRES	Age				
		< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	12	0	6	4	2	0
Part Time	100	11	40	24	15	10
Non-Credit Teaching	11	1	5	3	1	1
<i>Faculty Sub-Total:</i>	123	12	51	31	18	11
Classified						
Full Time Classified	12	3	7	0	2	0
Part Time Classified	2	0	1	1	0	0
<i>Classified Sub-Total:</i>	14	3	8	1	2	0
Managerial						
Academic	2	0	1	0	1	0
Classified	2	0	0	1	1	0
<i>Managerial Sub-Total:</i>	4	0	1	1	2	0
Supervisory	1	0	0	1	0	0
Confidential	0	0	0	0	0	0
Grand Total:	142	15	60	34	22	11

PERCENT OF EMPLOYMENT CLASSIFICATION						
	% OF TOTAL	< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	8.5%	0.0%	50.0%	33.3%	16.7%	0.0%
Part Time	70.4%	11.0%	40.0%	24.0%	15.0%	10.0%
Non-Credit Teaching	7.7%	9.1%	45.5%	27.3%	9.1%	9.1%
<i>Faculty Sub-Total:</i>	86.6%	9.8%	41.5%	25.2%	14.6%	8.9%
Classified						
Full Time Classified	8.5%	25.0%	58.3%	0.0%	16.7%	0.0%
Part Time Classified	1.4%	0.0%	50.0%	50.0%	0.0%	0.0%
<i>Classified Sub-Total:</i>	9.9%	21.4%	57.1%	7.1%	14.3%	0.0%
Managerial						
Academic	1.4%	0.0%	50.0%	0.0%	50.0%	0.0%
Classified	1.4%	0.0%	0.0%	50.0%	50.0%	0.0%
<i>Managerial Sub-Total:</i>	2.8%	0.0%	25.0%	25.0%	50.0%	0.0%
Supervisory	0.7%	0.0%	0.0%	100.0%	0.0%	0.0%
Confidential	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total:	100.0%	10.6%	42.3%	23.9%	15.5%	7.7%

*This report includes staff data from Nov. 1, 2008 to Oct. 31, 2009.

Staff Employee Statistical Totals: New Hires Only, 2008-2009

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0	0	0	10	1	1	4	8
Part Time	2	0	2	84	12	0	52	48
Non-Credit Teaching	0	0	0	7	4	0	4	7
<i>Faculty Sub-Total:</i>	2	0	2	101	17	1	60	63
Classified								
Full Time Classified	0	0	1	6	5	0	4	8
Part Time Classified	0	0	0	1	1	0	0	2
<i>Classified Sub-Total:</i>	0	0	1	7	6	0	4	10
Managerial								
Academic	0	0	1	1	0	0	1	1
Classified	0	0	0	2	0	0	2	0
<i>Managerial Sub-Total:</i>	0	0	1	3	0	0	3	1
Supervisory	0	0	0	1	0	0	1	0
Confidential	0	0	0	0	0	0	0	0
Grand Total:	2	0	4	112	23	1	68	74

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0.0%	0.0%	0.0%	83.3%	8.3%	8.3%	33.3%	66.7%
Part Time	2.0%	0.0%	2.0%	84.0%	12.0%	0.0%	52.0%	48.0%
Non-Credit Teaching	0.0%	0.0%	0.0%	63.6%	36.4%	0.0%	36.4%	63.6%
<i>Faculty Sub-Total:</i>	1.6%	0.0%	1.6%	82.1%	13.8%	0.8%	48.8%	51.2%
Classified								
Full Time Classified	0.0%	0.0%	8.3%	50.0%	41.7%	0.0%	33.3%	66.7%
Part Time Classified	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	100.0%
<i>Classified Sub-Total:</i>	0.0%	0.0%	7.1%	50.0%	42.9%	0.0%	28.6%	71.4%
Managerial								
Academic	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%
Classified	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
<i>Managerial Sub-Total:</i>	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	75.0%	25.0%
Supervisory	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Confidential	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total:	1.4%	0.0%	2.8%	78.9%	16.2%	0.7%	47.9%	52.1%