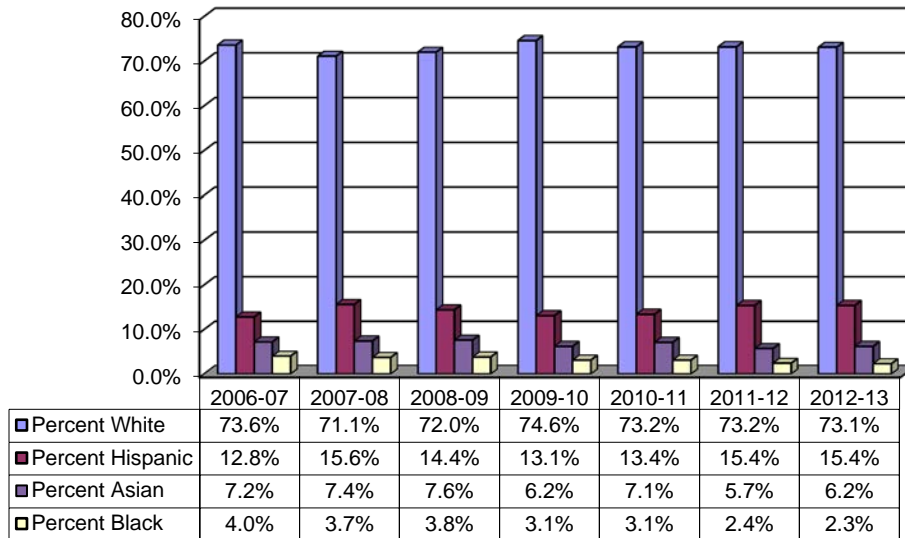


13. Staff

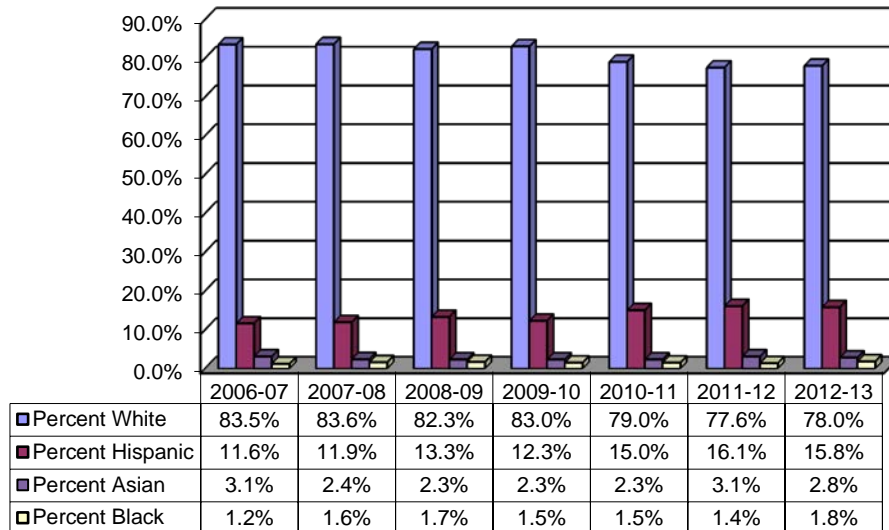
Topic	Page
<i>Staff Employee Historical Ethnicity</i>	<i>13-2</i>
<i>AHC Staff by Ethnicity</i>	<i>13-4</i>
<i>AHC Staff by Age</i>	<i>13-5</i>
<i>AHC Staff by Gender</i>	<i>13-6</i>
<i>Staff Employee Statistical Totals, Historical Comparison</i>	<i>13-7</i>
<i>Staff Employee Statistical Totals, 2011-2012</i>	<i>13-8</i>
<i>Staff Employee Statistical Totals, 2011-2012: New Hires Only</i>	<i>13-10</i>
<i>Staff Employee Statistical Totals, 2012-2013</i>	<i>13-12</i>
<i>Staff Employee Statistical Totals, 2012-2013: New Hires Only</i>	<i>13-14</i>

Staff Employee Historical Ethnicity Data

Full-time Faculty



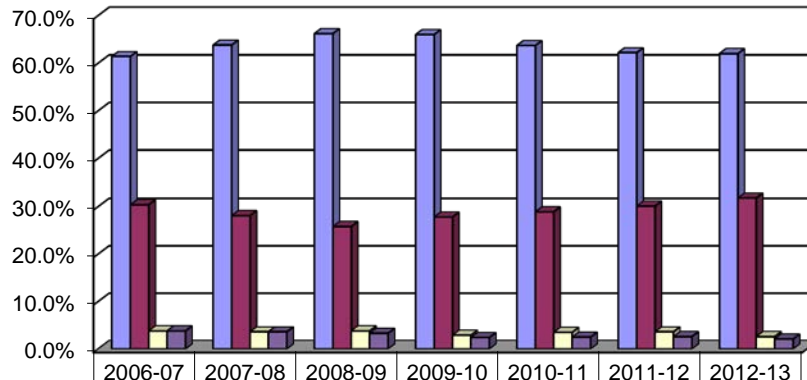
Part-time Faculty



Among all employee groups at Allan Hancock, the largest ethnic groups are White, Hispanic, Asian 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 (26.9%) while 22.0% of part-time faculty are non-white. Noncredit faculty are the most diverse with 38.7% non-white.

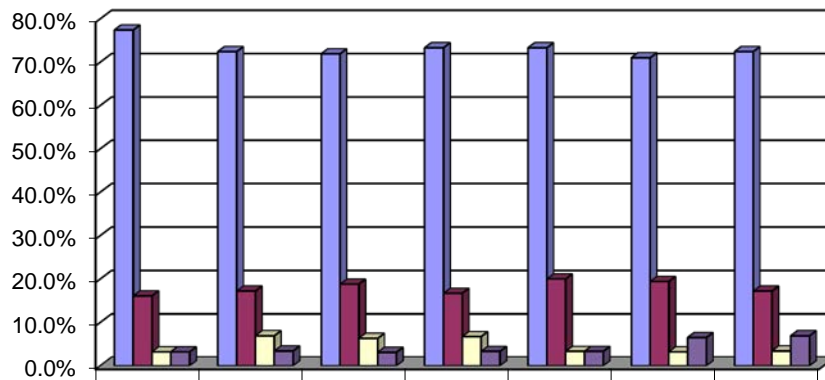
Staff Employee Historical Ethnicity Data

Full-time Classified



■ Percent White	61.4%	63.8%	66.2%	66.0%	63.7%	62.2%	62.0%
■ Percent Hispanic	30.4%	28.1%	25.8%	27.8%	28.9%	30.1%	31.8%
■ Percent Black	3.8%	3.6%	3.8%	2.9%	3.5%	3.6%	2.6%
■ Percent Asian	3.8%	3.6%	3.3%	2.4%	2.5%	2.6%	2.1%

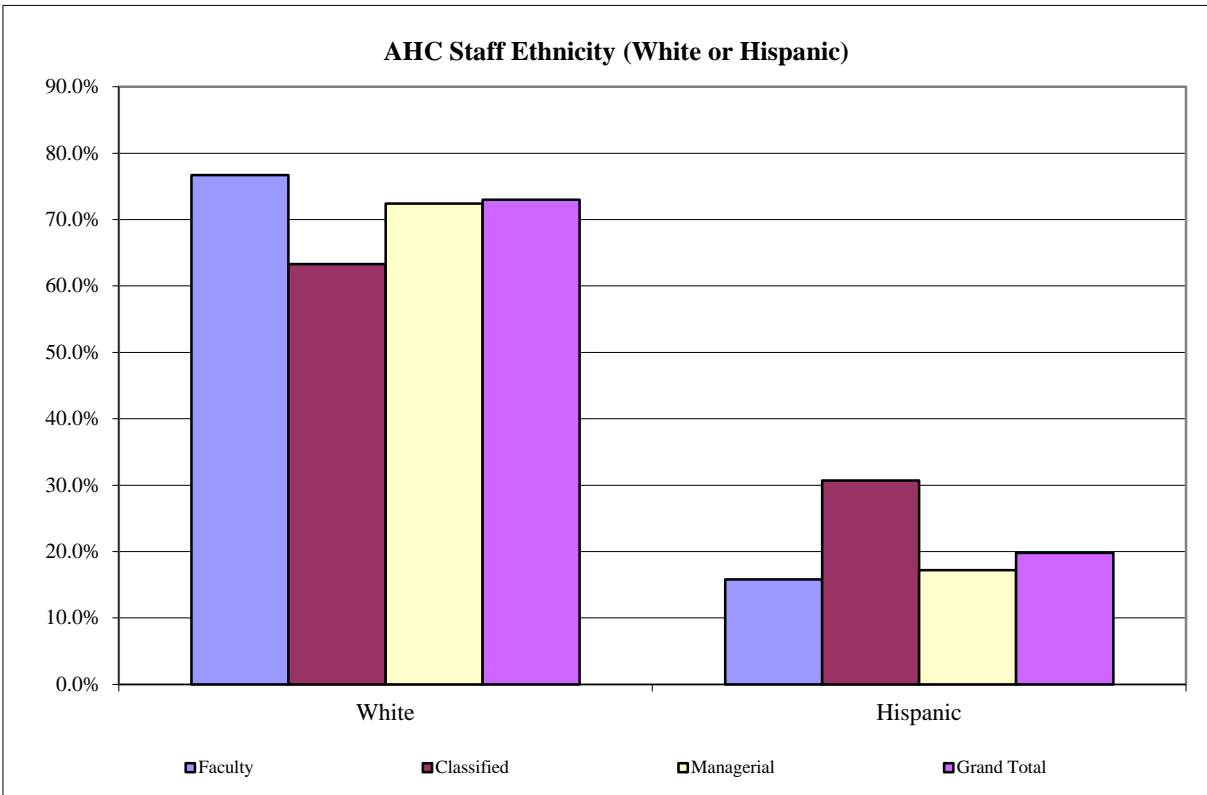
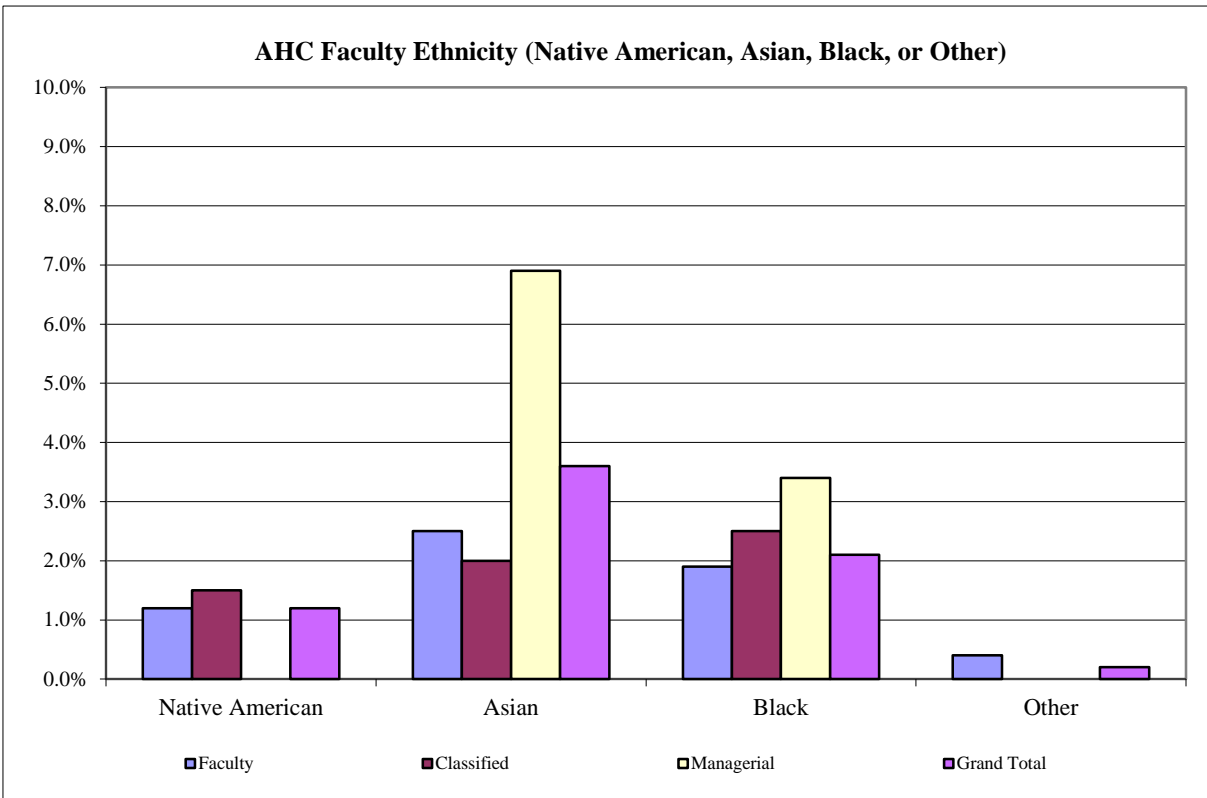
Managerial



■ Percent White	77.4%	72.4%	71.9%	73.3%	73.3%	71.0%	72.4%
■ Percent Hispanic	16.1%	17.2%	18.8%	16.7%	20.0%	19.4%	17.2%
■ Percent Black	3.2%	6.9%	6.3%	6.7%	3.3%	3.2%	3.4%
■ Percent Asian	3.2%	3.4%	3.1%	3.3%	3.3%	6.5%	6.9%

More diversity is found among the full-time classified employees than among faculty. Classified employees were 31.8% Hispanic at the time of the snapshot. Approximately 17% of the managerial staff are.

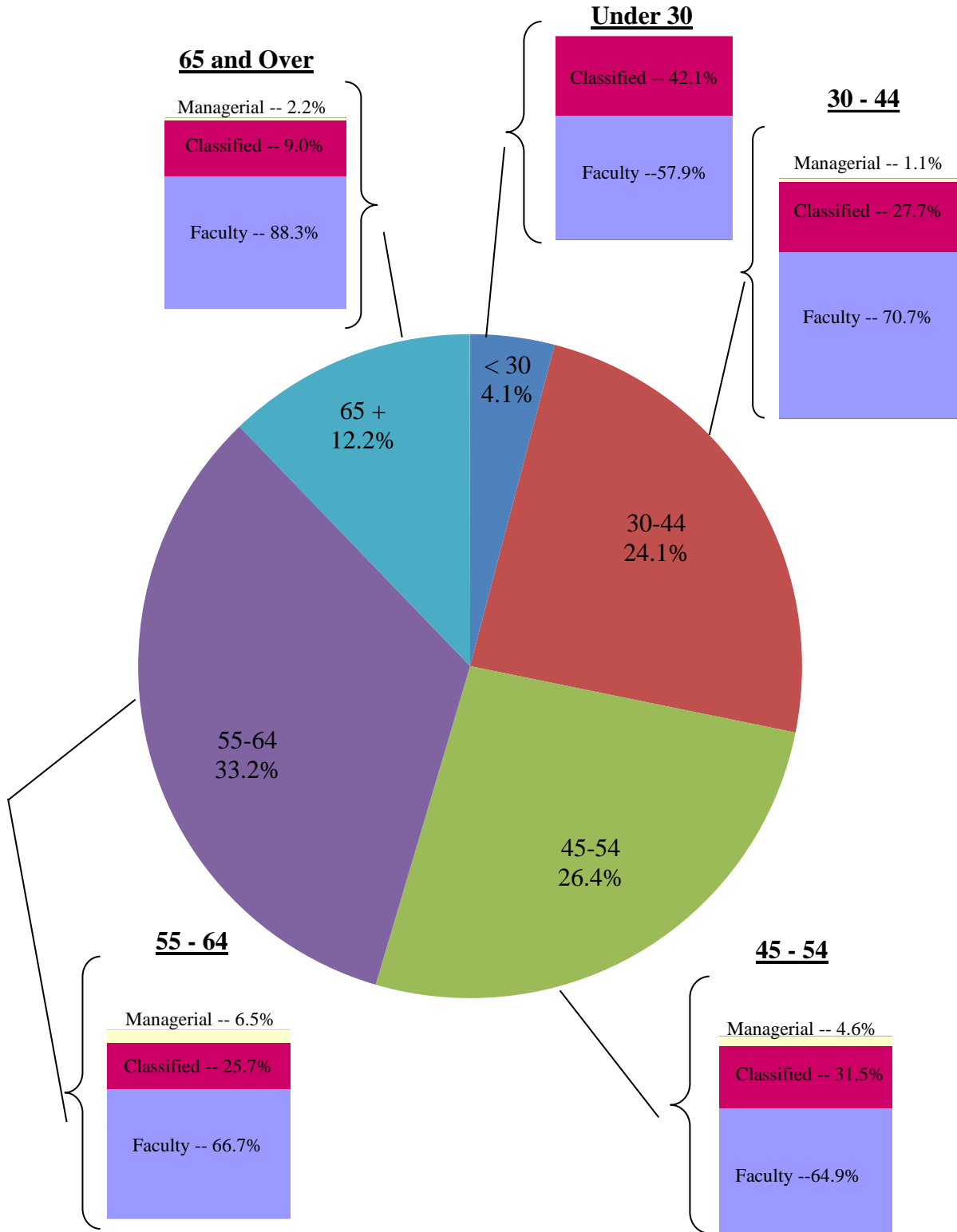
AHC Staff by Ethnicity: 2012 to 2013



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

AHC Staff by Age: 2012 to 2013

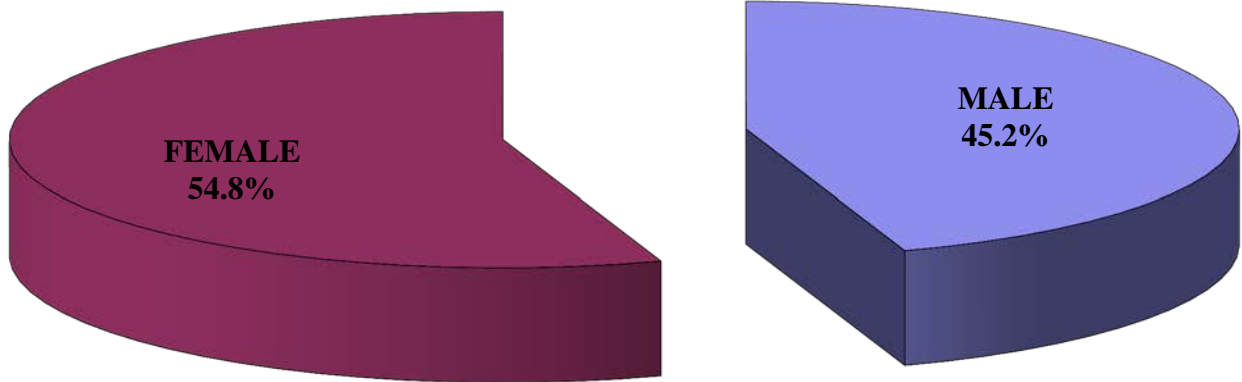
Note: The pie chart represents all AHC Staff. The small bar charts represent the percent of employee classification within each age group



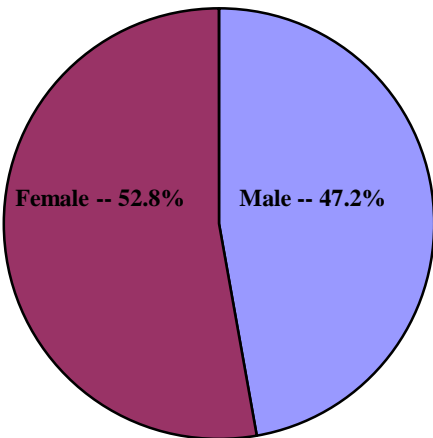
*This report includes staff data from Nov. 1 to Oct. 31

AHC Staff by Gender: 2012 to 2013

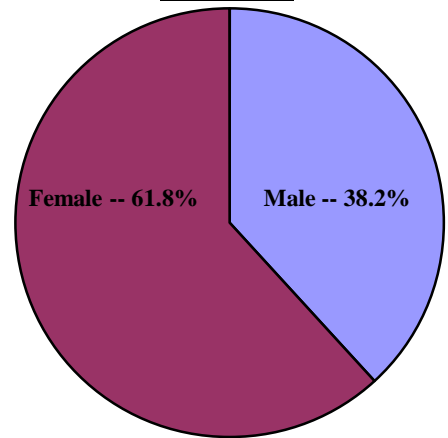
All AHC Staff



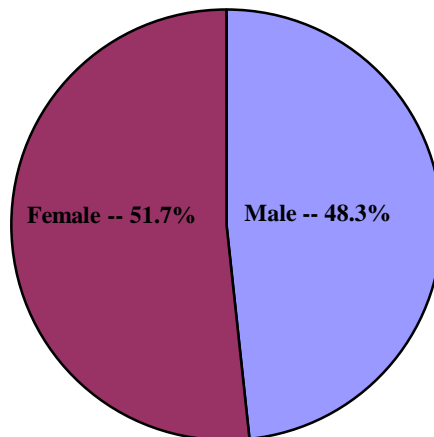
Faculty



Classified



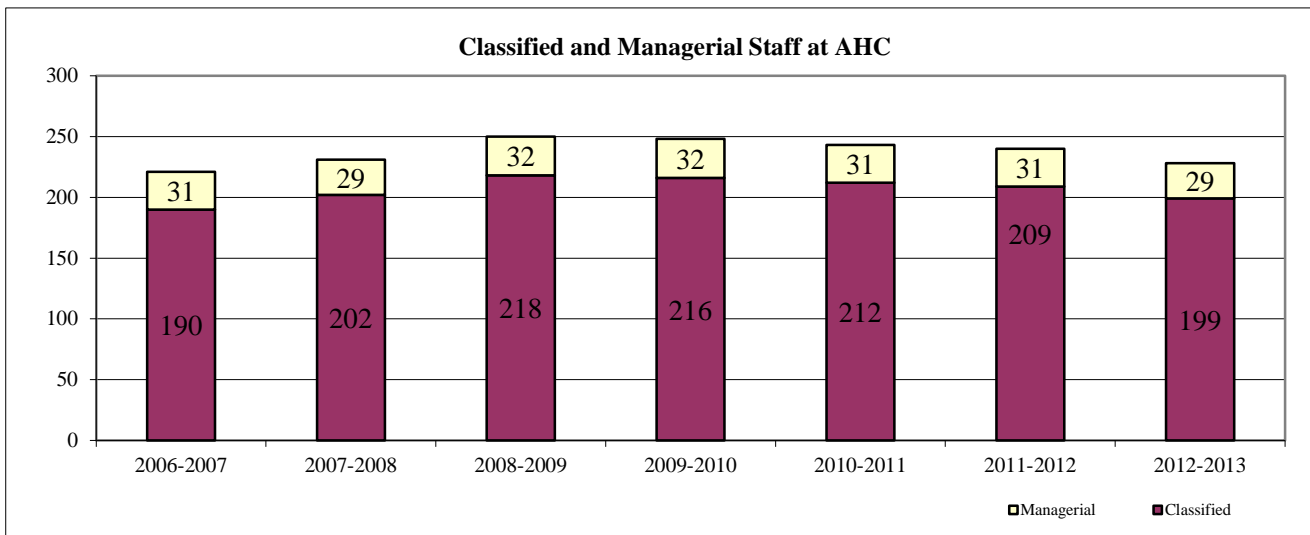
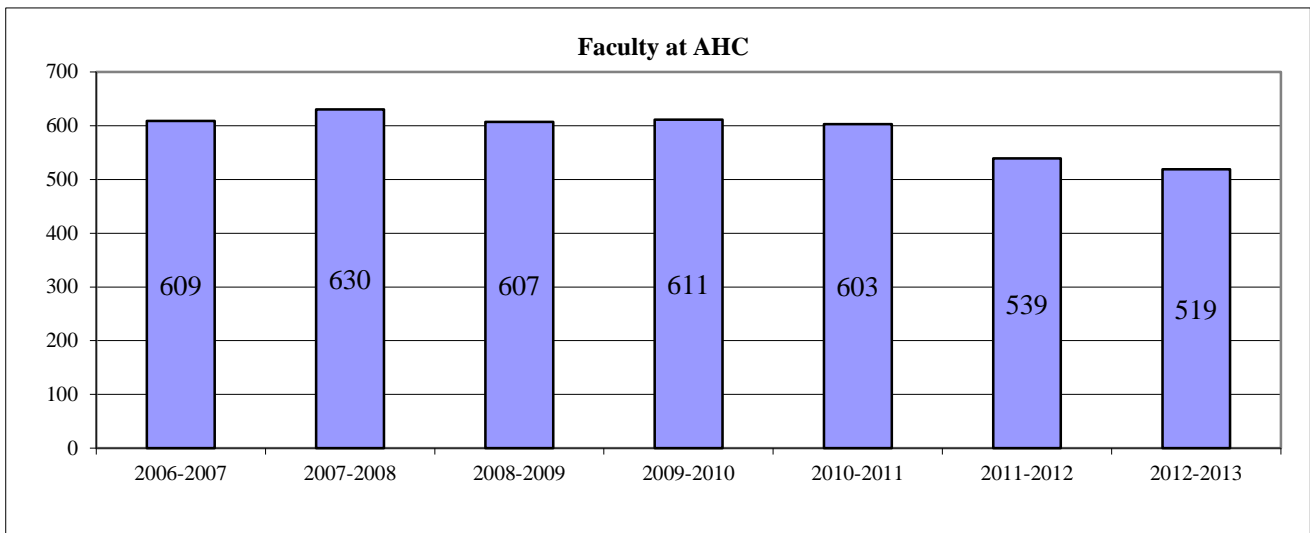
Managerial



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

Staff Employee Statistical Totals: Historical Comparison

	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Faculty							
Full Time	124	131	132	130	123	122	129
Part Time	387	395	362	385	385	335	310
Non-Credit Teaching	98	104	113	96	95	82	80
<i>Sub-Total:</i>	609	630	607	611	603	539	519
Classified							
Full Time Classified	184	196	213	209	201	196	192
Part Time Classified	6	6	5	7	11	13	7
<i>Sub-Total:</i>	190	202	218	216	212	209	199
Managerial	31	29	32	32	31	31	29
Grand Total:	830	861	857	859	846	779	747



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

Staff Employee Statistical Totals: 2011 to 2012

	COUNT	NEW HIRES	Age				
			< 30	30-44	45-54	55-64	65 +
Faculty							
Full Time	122	14	2	32	43	40	5
Part Time	335	104	17	85	87	96	50
Non-Credit Teaching	82	19	3	16	14	30	19
<i>Sub-Total:</i>	539	137	22	133	144	166	74
Classified							
Full Time Classified	196	11	15	50	65	59	7
Part Time Classified	13	7	1	2	5	5	0
<i>Sub-Total:</i>	209	18	16	52	70	64	7
Managerial	31	3	0	3	8	19	1
Grand Total:	779	158	38	188	222	249	82

PERCENT OF EMPLOYMENT CLASSIFICATION							
	% OF TOTAL		< 30	30-44	45-54	55-64	65 +
Faculty							
Full Time	15.7%		1.6%	26.2%	35.2%	32.8%	4.1%
Part Time	43.0%		5.1%	25.4%	26.0%	28.7%	14.9%
Non-Credit Teaching	10.5%		3.7%	19.5%	17.1%	36.6%	23.2%
<i>Sub-Total:</i>	69.2%		4.1%	24.7%	26.7%	30.8%	13.7%
Classified							
Full Time Classified	25.2%		7.7%	25.5%	33.2%	30.1%	3.6%
Part Time Classified	1.7%		7.7%	15.4%	38.5%	38.5%	0.0%
<i>Sub-Total:</i>	26.8%		7.7%	24.9%	33.5%	30.6%	3.3%
Managerial	4.0%		0.0%	1.6%	3.6%	7.6%	1.2%
Grand Total:	100.0%		4.9%	24.1%	28.5%	32.0%	10.5%

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

Staff Employee Statistical Totals: 2011 to 2012

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	3	7	3	89	19	1	54	68
Part Time	4	13	5	269	42	2	175	160
Non-Credit Teaching	0	0	1	55	25	1	29	53
<i>Sub-Total:</i>	7	20	9	413	86	4	258	281
Classified								
Full Time Classified	3	5	7	122	59	0	75	121
Part Time Classified	0	0	1	10	2	0	4	9
<i>Sub-Total:</i>	3	5	8	132	61	0	79	130
Managerial	0	2	1	22	6	0	15	16
Grand Total:	10	27	18	567	153	4	352	427

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	2.5%	5.7%	2.5%	73.0%	15.6%	0.8%	44.3%	55.7%
Part Time	1.2%	3.9%	1.5%	80.3%	12.5%	0.6%	52.2%	47.8%
Non-Credit Teaching	0.0%	0.0%	1.2%	67.1%	30.5%	1.2%	35.4%	64.6%
<i>Sub-Total:</i>	1.3%	3.7%	1.7%	76.6%	16.0%	0.7%	47.9%	52.1%
Classified								
Full Time Classified	1.5%	2.6%	3.6%	62.2%	30.1%	0.0%	38.3%	61.7%
Part Time Classified	0.0%	0.0%	7.7%	76.9%	15.4%	0.0%	30.8%	69.2%
<i>Sub-Total:</i>	1.4%	2.4%	3.8%	63.2%	29.2%	0.0%	37.8%	62.2%
Managerial	0.0%	7.4%	5.6%	3.9%	3.9%	0.0%	4.3%	3.7%
Grand Total:	1.3%	3.5%	2.3%	72.8%	19.6%	0.5%	45.2%	54.8%

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

Staff Employee Statistical Totals: 2011 to 2012

	NEW HIRES	Age				
		< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	14	2	5	3	4	0
Part Time	104	14	42	20	19	9
Non-Credit Teaching	19	3	6	5	4	1
<i>Faculty Sub-Total:</i>	137	19	53	28	27	10
Classified						
Full Time Classified	11	2	7	1	1	0
Part Time Classified	7	1	2	2	2	0
<i>Classified Sub-Total:</i>	18	3	9	3	3	0
Managerial	3	0	0	0	3	0
Grand Total:	158	22	62	31	33	10

PERCENT OF EMPLOYMENT CLASSIFICATION						
	% OF TOTAL	< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	8.9%	14.3%	35.7%	21.4%	28.6%	0.0%
Part Time	65.8%	13.5%	40.4%	19.2%	18.3%	8.7%
Non-Credit Teaching	12.0%	15.8%	31.6%	26.3%	21.1%	5.3%
<i>Faculty Sub-Total:</i>	86.7%	13.9%	38.7%	20.4%	19.7%	7.3%
Classified						
Full Time Classified	7.0%	18.2%	63.6%	9.1%	9.1%	0.0%
Part Time Classified	4.4%	14.3%	28.6%	28.6%	28.6%	0.0%
<i>Classified Sub-Total:</i>	11.4%	16.7%	50.0%	16.7%	16.7%	0.0%
Managerial	1.9%	0.0%	0.0%	0.0%	9.1%	0.0%
Grand Total:	100.0%	13.9%	39.2%	19.6%	20.9%	6.3%

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

Staff Employee Statistical Totals: 2011 to 2012

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0	0	0	11	2	1	7	7
Part Time	1	5	1	74	22	1	49	55
Non-Credit Teaching	0	0	1	11	6	1	5	14
<i>Faculty Sub-Total:</i>	1	5	2	96	30	3	61	76
Classified								
Full Time Classified	0	0	1	5	5	0	7	4
Part Time Classified	0	0	1	5	1	0	2	5
<i>Classified Sub-Total:</i>	0	0	2	10	6	0	9	9
Managerial	0	1	0	1	1	0	1	2
Grand Total:	1	6	4	107	37	3	71	87

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0.0%	0.0%	0.0%	78.6%	14.3%	7.1%	50.0%	50.0%
Part Time	1.0%	4.8%	1.0%	71.2%	21.2%	1.0%	47.1%	52.9%
Non-Credit Teaching	0.0%	0.0%	5.3%	57.9%	31.6%	5.3%	26.3%	73.7%
<i>Faculty Sub-Total:</i>	0.7%	3.6%	1.5%	70.1%	21.9%	2.2%	44.5%	55.5%
Classified								
Full Time Classified	0.0%	0.0%	9.1%	45.5%	45.5%	0.0%	63.6%	36.4%
Part Time Classified	0.0%	0.0%	14.3%	71.4%	14.3%	0.0%	28.6%	71.4%
<i>Classified Sub-Total:</i>	0.0%	0.0%	11.1%	55.6%	33.3%	0.0%	50.0%	50.0%
Managerial	0.0%	16.7%	0.0%	0.9%	2.7%	0.0%	1.4%	2.3%
Grand Total:	0.6%	3.8%	2.5%	67.7%	23.4%	1.9%	44.9%	55.1%

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

Staff Employee Statistical Totals: 2012 to 2013

	COUNT	NEW HIRES	Age				
			< 30	30-44	45-54	55-64	65 +
Faculty							
Full Time	129	12	2	33	39	48	8
Part Time	310	112	13	78	76	94	49
Non-Credit Teaching	80	25	4	14	11	29	21
<i>Sub-Total:</i>	519	149	19	125	126	171	78
Classified							
Full Time Classified	192	18	12	53	60	56	11
Part Time Classified	7	3	0	0	2	5	0
<i>Sub-Total:</i>	199	21	12	53	62	61	11
Managerial	29	3	0	2	9	16	2
Grand Total:	747	173	31	180	197	248	91

PERCENT OF EMPLOYMENT CLASSIFICATION							
	% OF TOTAL		< 30	30-44	45-54	55-64	65 +
Faculty							
Full Time	17.3%		1.6%	25.6%	30.2%	37.2%	6.2%
Part Time	41.5%		4.2%	25.2%	24.5%	30.3%	15.8%
Non-Credit Teaching	10.7%		5.0%	17.5%	13.8%	36.3%	26.3%
<i>Sub-Total:</i>	69.5%		3.7%	24.1%	24.3%	32.9%	15.0%
Classified							
Full Time Classified	25.7%		6.3%	27.6%	31.3%	29.2%	5.7%
Part Time Classified	0.9%		0.0%	0.0%	28.6%	71.4%	0.0%
<i>Sub-Total:</i>	26.6%		6.0%	26.6%	31.2%	30.7%	5.5%
Managerial	3.9%		0.0%	1.1%	4.6%	6.5%	2.2%
Grand Total:	100.0%		4.1%	24.1%	26.4%	33.2%	12.2%

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

Staff Employee Statistical Totals: 2012 to 2013

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	3	8	3	95	20	1	56	74
Part Time	3	12	7	254	35	1	164	146
Non-Credit Teaching	0	1	0	49	27	0	25	54
<i>Sub-Total:</i>	6	21	10	398	82	2	245	274
Classified								
Full Time Classified	3	4	5	119	61	0	75	117
Part Time Classified	0	0	0	7	0	0	1	6
<i>Sub-Total:</i>	3	4	5	126	61	0	76	123
Managerial	0	2	1	21	5	0	14	15
Grand Total:	9	27	16	545	148	2	335	412

PERCENT OF EMPLOYMENT CLASSIFICATION								
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	2.3%	6.2%	2.3%	73.6%	15.5%	0.8%	43.4%	57.4%
Part Time	1.0%	3.9%	2.3%	81.9%	11.3%	0.3%	52.9%	47.1%
Non-Credit Teaching	0.0%	1.3%	0.0%	61.3%	33.8%	0.0%	31.3%	67.5%
<i>Sub-Total:</i>	1.2%	4.0%	1.9%	76.7%	15.8%	0.4%	47.2%	52.8%
Classified								
Full Time Classified	1.6%	2.1%	2.6%	62.0%	31.8%	0.0%	39.1%	60.9%
Part Time Classified	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	14.3%	85.7%
<i>Sub-Total:</i>	1.5%	2.0%	2.5%	63.3%	30.7%	0.0%	38.2%	61.8%
Managerial	0.0%	7.4%	6.3%	3.9%	3.4%	0.0%	4.2%	3.6%
Grand Total:	1.2%	3.6%	2.1%	73.0%	19.8%	0.3%	44.8%	55.2%

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

Staff Employee Statistical Totals: 2012 to 2013

	NEW HIRES	Age				
		< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	12	1	5	2	4	0
Part Time	112	11	49	20	24	8
Non-Credit Teaching	25	4	9	4	6	2
<i>Faculty Sub-Total:</i>	149	16	63	26	34	10
Classified						
Full Time Classified	18	4	11	2	1	0
Part Time Classified	3	0	0	1	2	0
<i>Classified Sub-Total:</i>	21	4	11	3	3	0
Managerial	3	0	0	0	3	0
Grand Total:	173	20	74	29	40	10

PERCENT OF EMPLOYMENT CLASSIFICATION						
	% OF TOTAL	< 30	30-44	45-54	55-64	65 +
Faculty						
Full Time	6.9%	8.3%	41.7%	16.7%	33.3%	0.0%
Part Time	64.7%	9.8%	43.8%	17.9%	21.4%	7.1%
Non-Credit Teaching	14.5%	16.0%	36.0%	16.0%	24.0%	8.0%
<i>Faculty Sub-Total:</i>	86.1%	10.7%	42.3%	17.4%	22.8%	6.7%
Classified						
Full Time Classified	10.4%	22.2%	61.1%	11.1%	5.6%	0.0%
Part Time Classified	1.7%	0.0%	0.0%	33.3%	66.7%	0.0%
<i>Classified Sub-Total:</i>	12.1%	19.0%	52.4%	14.3%	14.3%	0.0%
Managerial	1.7%	0.0%	0.0%	0.0%	7.5%	0.0%
Grand Total:	100.0%	11.6%	42.8%	16.8%	23.1%	5.8%

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

Staff Employee Statistical Totals: 2012 to 2013

	Ethnicity						Gender	
	NATIVE	ASIAN	BLACK	WHITE	HISPANIC	OTHER	MALE	FEMALE
Faculty								
Full Time	0		0	10	1	1	6	6
Part Time	1	6	1	86	18	0	53	59
Non-Credit Teaching	0	1	2	12	10	0	8	17
<i>Faculty Sub-Total:</i>	1	7	3	108	29	1	67	82
Classified								
Full Time Classified	0	0	1	7	10	0	12	6
Part Time Classified	0	0	0	3	0	0	0	3
<i>Classified Sub-Total:</i>	0	0	1	10	10	0	12	9
Managerial	0	1	0	1	1	0	1	2
Grand Total:	1	8	4	119	40	1	80	93

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%	50.0%	50.0%
Part Time	0.9%	5.4%	0.9%	76.8%	16.1%	0.0%	47.3%	52.7%
Non-Credit Teaching	0.0%	4.0%	8.0%	48.0%	40.0%	0.0%	32.0%	68.0%
<i>Faculty Sub-Total:</i>	0.7%	4.7%	2.0%	72.5%	19.5%	0.7%	45.0%	55.0%
Classified								
Full Time Classified	0.0%	0.0%	5.6%	38.9%	55.6%	0.0%	66.7%	33.3%
Part Time Classified	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
<i>Classified Sub-Total:</i>	0.0%	0.0%	4.8%	47.6%	47.6%	0.0%	57.1%	42.9%
Managerial	0.0%	12.5%	0.0%	0.8%	2.5%	0.0%	1.3%	2.2%
Grand Total:	0.6%	4.6%	2.3%	68.8%	23.1%	0.6%	46.2%	53.8%

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