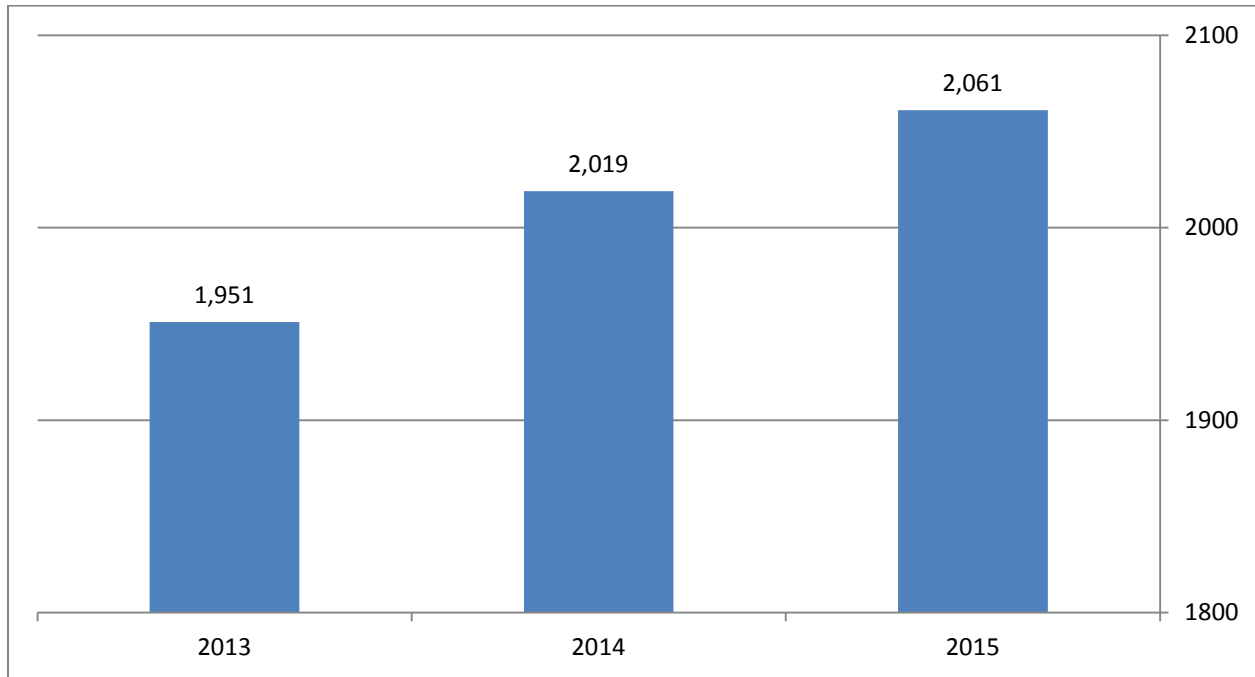


## 10.1 Workforce Distribution by Headcount

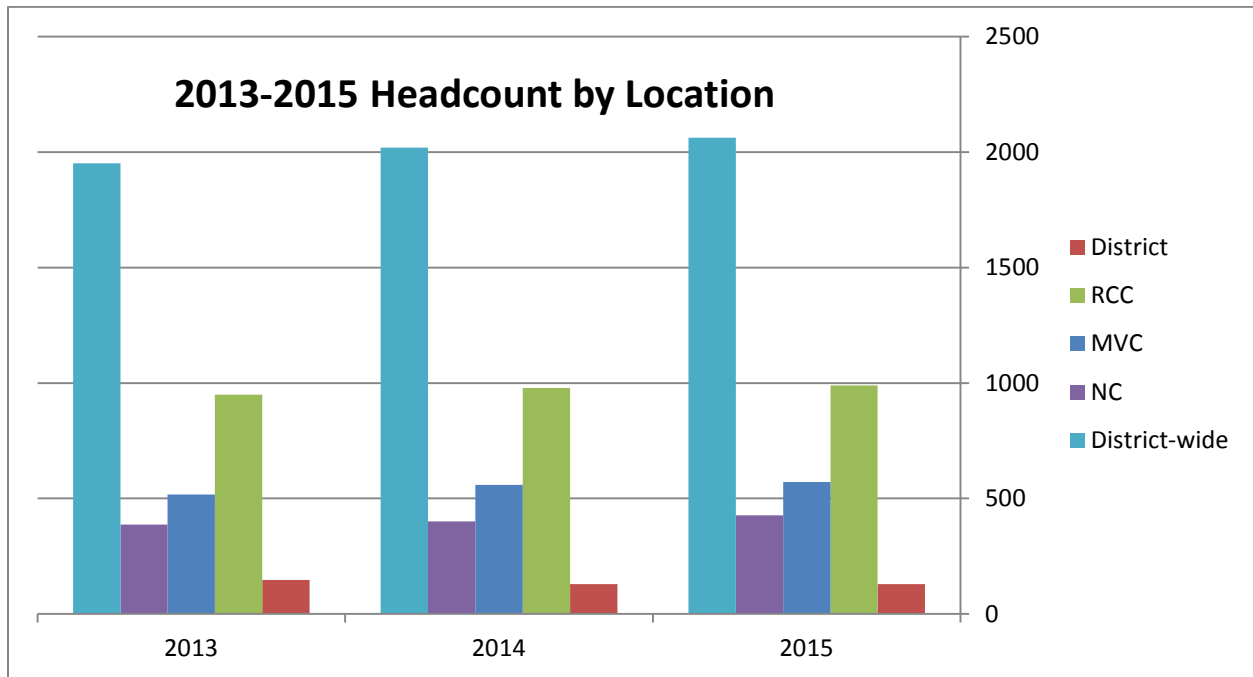
2013-15 Riverside Community College District Overall Workforce



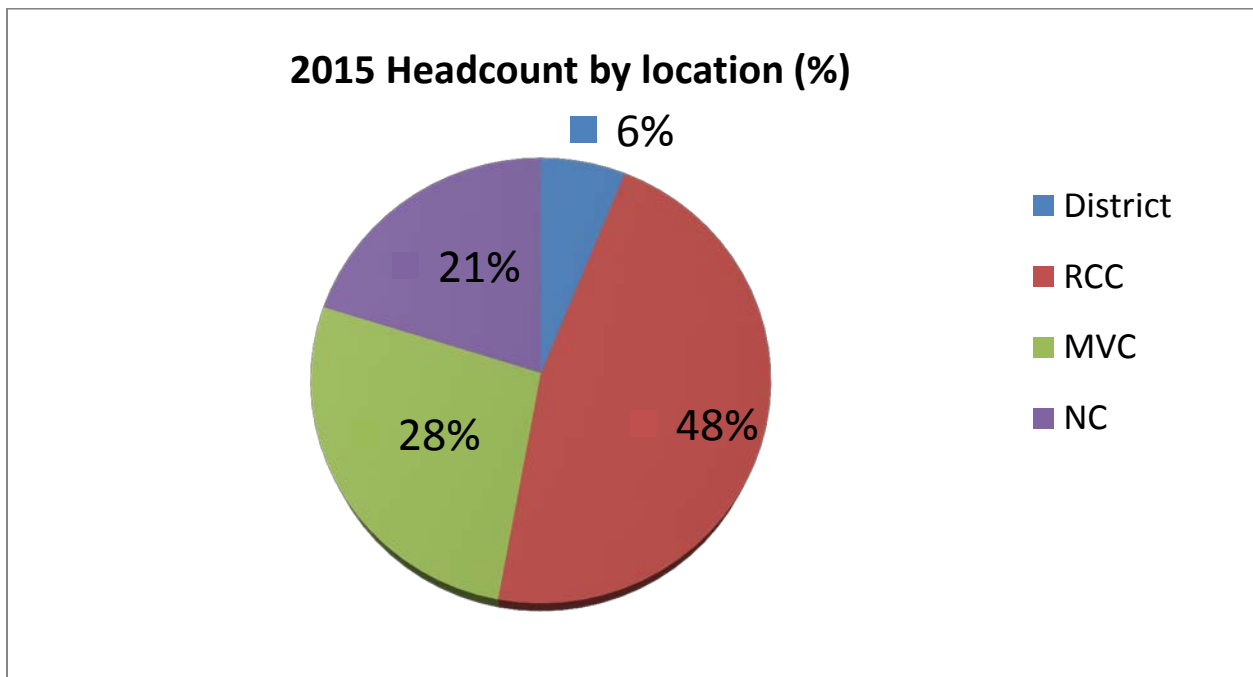
2013-15 Riverside Community College District Overall Workforce by Location

	2013	2014	2015
<b>District</b>	147	129	130
<b>MVC</b>	517	559	571
<b>NC</b>	387	401	427
<b>RCC</b>	949	978	990
<b>Total</b>	<b>1951</b>	<b>2019</b>	<b>2061</b>

2013-15 Riverside Community College District Overall Workforce by Location



2013-15 Riverside Community College District Overall Workforce % by Location



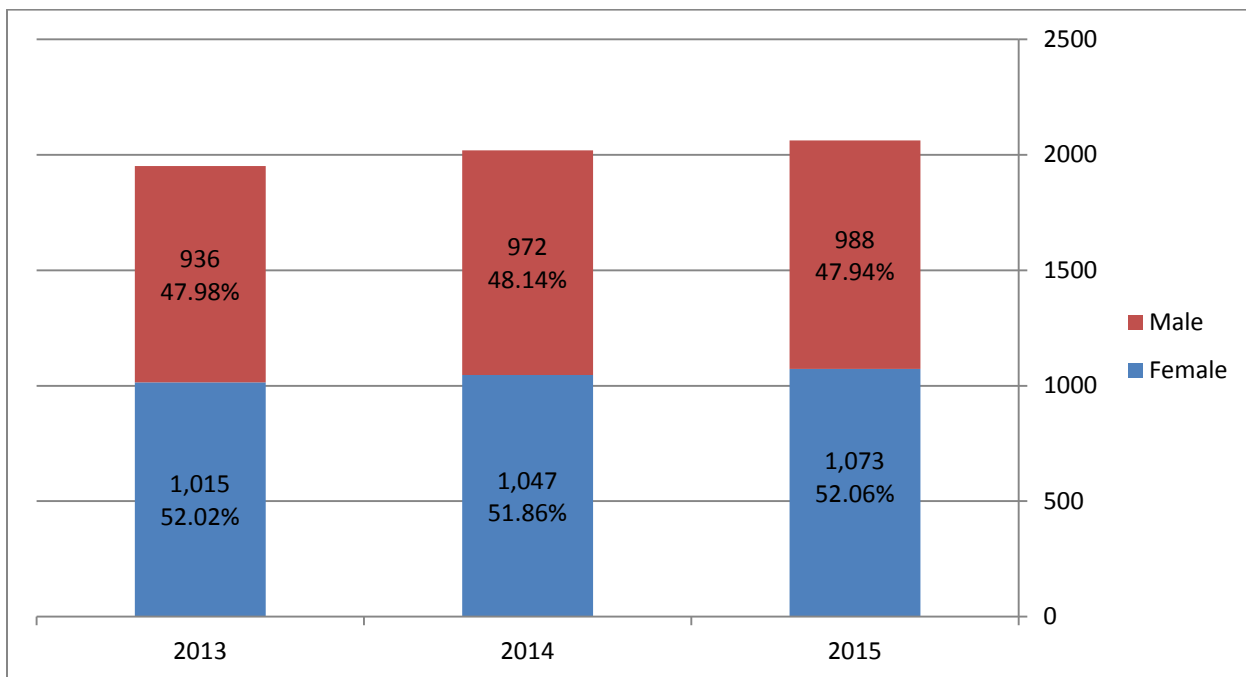
## 10.2 Overall Workforce by Age

2013-15 Riverside Community College District Overall Workforce by Age

	18-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2013	306	229	242	234	264	251	182	104	54
2014	310	225	255	229	264	265	179	117	56
2015	329	235	255	261	272	263	198	107	56

## 10.3 Overall Workforce Gender Distribution by Percentage

2013-15 Riverside Community College District Overall Workforce by Gender %



## 10.4 Overall Workforce Gender Distribution and Job Categories

District employees are represented as follows:

- Faculty
  - Tenured/Tenure Track
  - Part-Time
- Executive/ Administrator
- Classified
  - Professional
  - Clerical
  - Technical & Professional
  - Skilled & Service

2013-15 Riverside Community College District Overall Workforce by Job Category and Gender

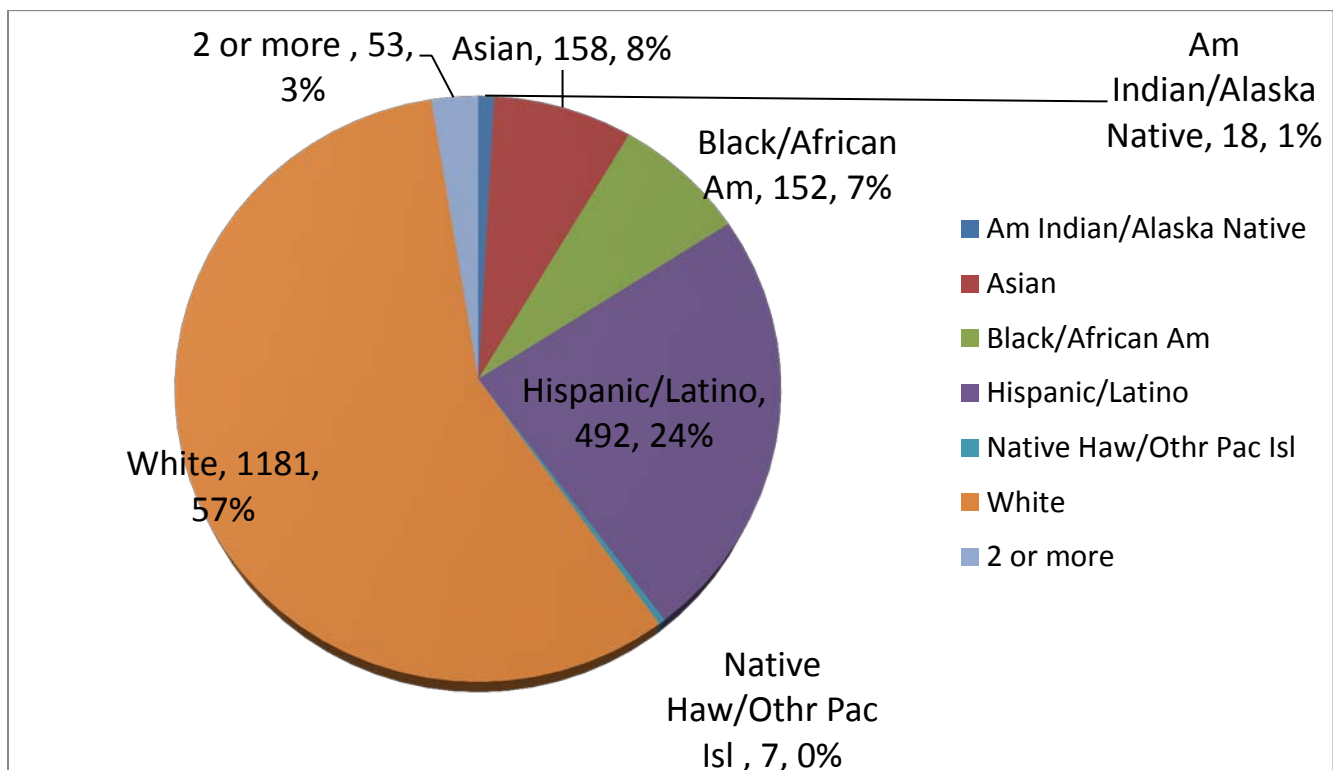
	Professional	Clerical	Technical	Skilled	Service	Executive	Faculty	Total
2013 Female	17	237	45	5	26	62	623	1015
2013 Male	9	47	73	21	78	65	643	936
2014 Female	25	212	63	5	20	61	661	1047
2014 Male	10	42	74	24	79	64	679	972
2015 Female	26	213	67	4	21	64	678	1073
2015 Male	8	41	74	23	80	65	697	988

## 10.5 Overall Workforce Distribution by Ethnicity

2013-15 Riverside Community College District Overall Workforce by Ethnicity

	American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	Native Hawaiian/Pacific Islander	White	2 or more
<b>2013</b>	0.86%	7.18%	8.20%	22.88%	0.32%	58.41%	2.09%
<b>2014</b>	0.86%	7.61%	8.31%	23.26%	0.27%	57.77%	1.93%
<b>2015</b>	0.78%	8.10%	7.63%	23.56%	0.26%	57.39%	2.23%

2015 Overall Workforce Distribution by Ethnicity %



## 10.6 Statewide Community College District/Regional Workforce Data Comparison

Riverside Community College District*		
American Indian or Alaska Native	18	1.0%
Asian	158	8.0%
Black or African American	152	7.0%
Hispanic/Latino	492	24.0%
Native Hawaiian or Pacific Islander	7	0.0%
Two or More Races	53	3.0%
White	1,181	57.0%
Declined to State	0	0.0%
<b>Grand Total*</b>	<b>2,061</b>	<b>100.0%</b>
Female Employees	1,073	52.1%

California Community Colleges Statewide*		
American Indian or Alaska Native	545	0.7%
Asian	8,618	10.8%
Black or African American	5,168	6.5%
Hispanic/Latino	14,243	17.8%
Native Hawaiian or Pacific Islander	350	0.4%
Two or More Races	850	1.1%
White	44,029	55.0%
Declined to State	6,157	7.7%
<b>Grand Total*</b>	<b>79,960</b>	<b>100.0%</b>
Female Employees	43,986	55.0%

Riverside Community College District*		
American Indian or Alaska Native	18	1.0%
Asian	158	8.0%
Black or African American	152	7.0%
Hispanic/Latino	492	24.0%
Native Hawaiian or Pacific Islander	7	0.0%
Two or More Races	53	3.0%
White	1,181	57.0%
Declined to State	0	0.0%
<b>Grand Total*</b>	<b>2,061</b>	<b>100.0%</b>
Female Employees	1,073	52.1%

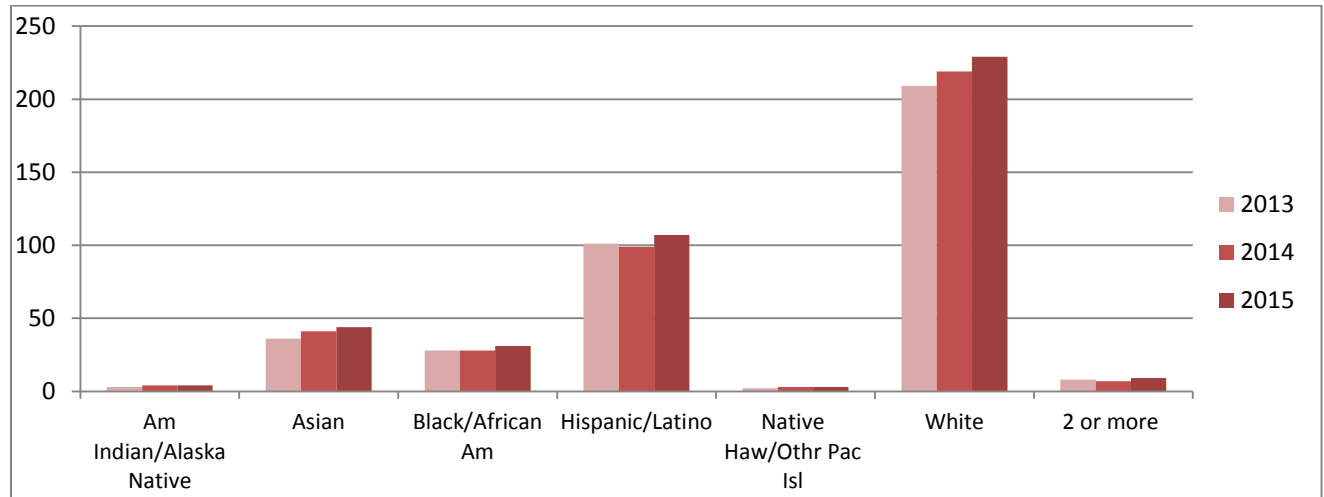
Civilian Labor Force Greater Riverside Metropolitan Area**		
American Indian or Alaska Native	3,966	0.4%
Asian	58,146	6.2%
Black or African American	57,319	6.1%
Hispanic/Latino	405,929	43.2%
Native Hawaiian or Pacific Islander	2,887	0.3%
Two or More Races	15,088	1.6%
White	392,479	41.7%
Other Race	4,898	0.5%
<b>Grand Total*</b>	<b>940,712</b>	<b>100.0%</b>
Female Employees	242,360	25.8%

\*Includes Adjunct Faculty. Data Source: CCCC MIS Database for reporting period Fall Term 2015; statewide data reflects data reported through June 30, 2016 for Fall Term 2015.

\*\* Data Source: EDD data for Affirmative Action/EEO Plans derived from US Census Bureau's EEO tabulation (5 year ACS data) 2006-2010. [www.labormarketinfo.edd.ca.gov/geography/demoaa.html](http://www.labormarketinfo.edd.ca.gov/geography/demoaa.html) Metropolitan Riverside statistical area comprises Riverside and San Bernardino Counties.

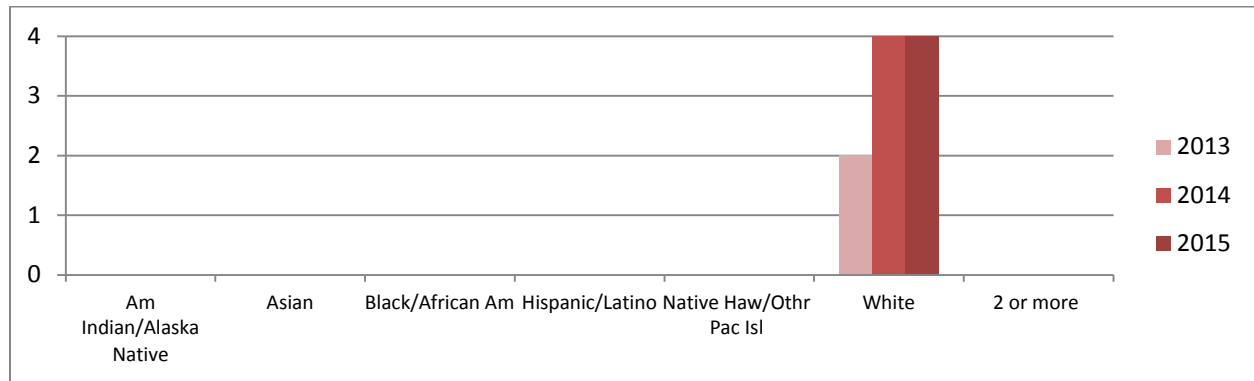
## 10.9 Norco College Workforce and Applicant Data

2013-15 Norco College Workforce by Ethnicity



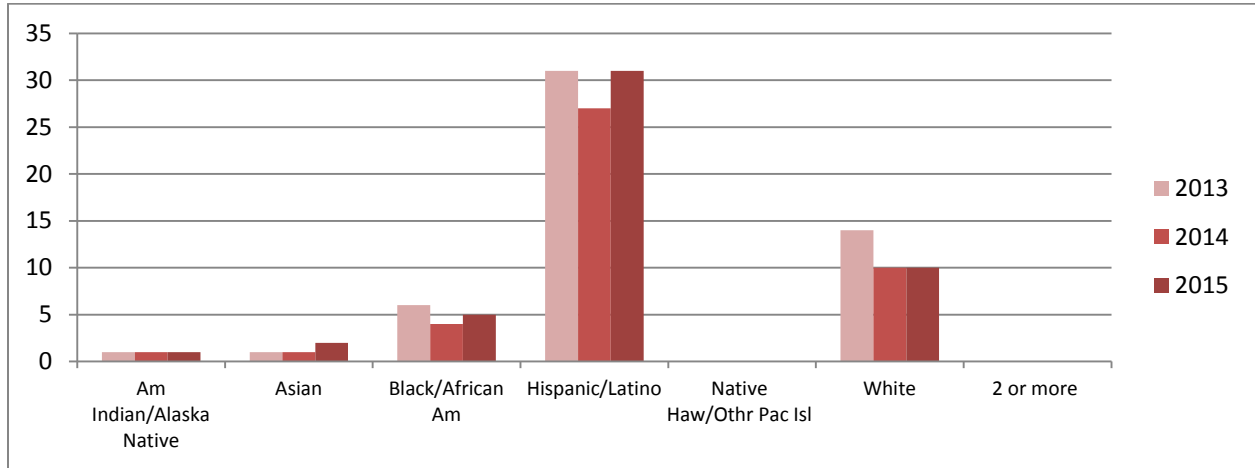
	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	1%	9%	7%	26%	1%	54%	2%
<b>2014</b>	1%	10%	7%	25%	1%	55%	2%
<b>2015</b>	1%	10%	7%	25%	1%	54%	2%

2013-15 Norco College Professional Workforce by Ethnicity



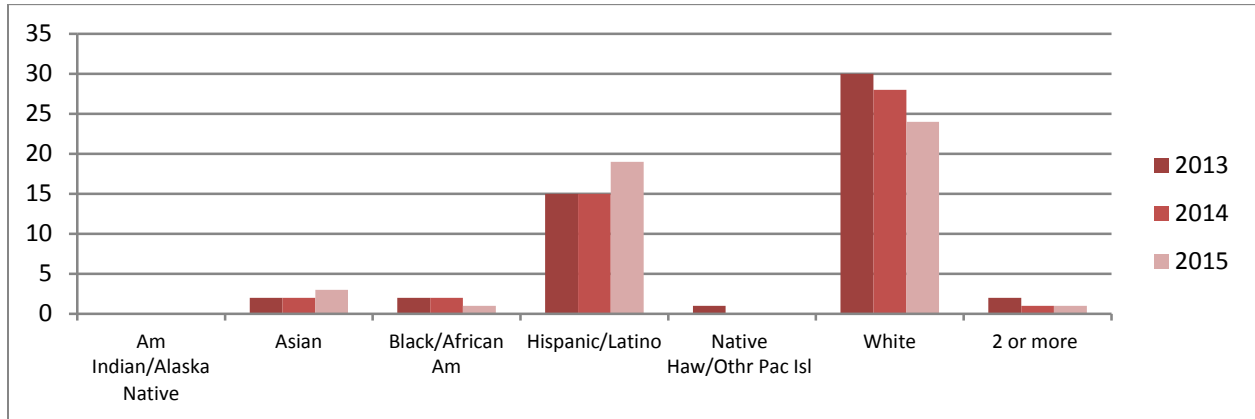
	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	0	0	0	0	0	2	0
<b>2014</b>	0	0	0	0	0	4	0
<b>2015</b>	0	0	0	0	0	4	0

2013-15 Norco College Clerical Workforce by Ethnicity



	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	1	1	6	31	0	14	0
<b>2014</b>	1	1	4	27	0	10	0
<b>2015</b>	1	2	5	31	0	10	0

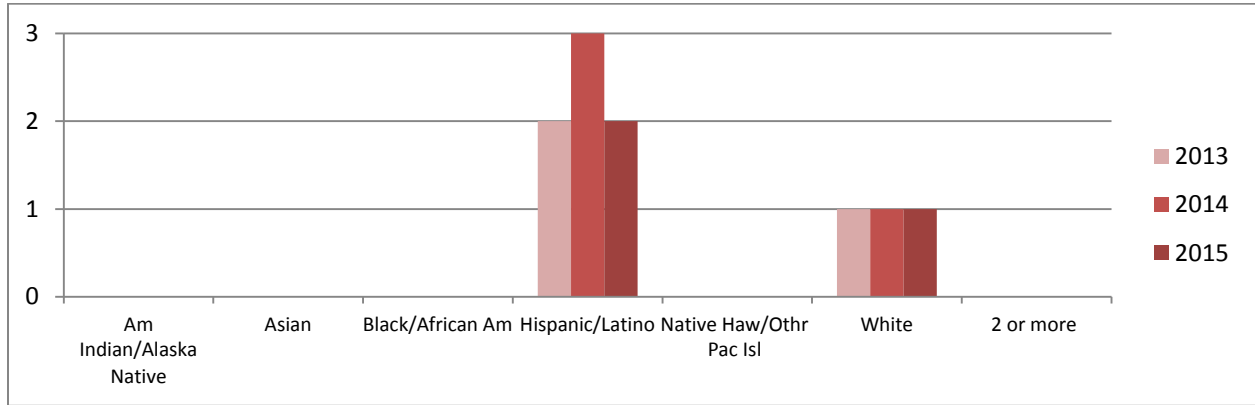
2013-15 Norco College Technical Workforce by Ethnicity



	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	0	3	1	5	0	7	0
<b>2014</b>	0	5	2	9	0	10	0
<b>2015</b>	0	3	1	10	0	12	0

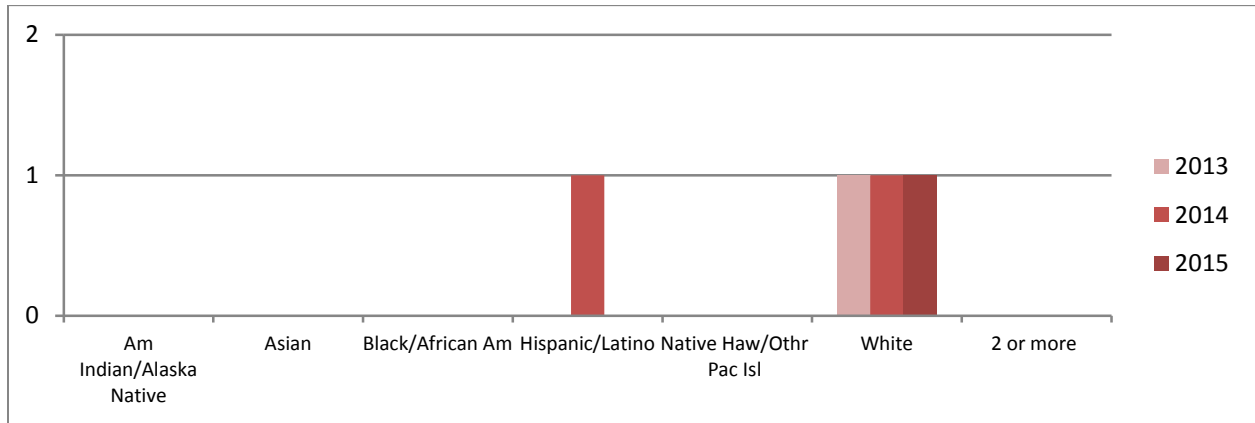


2013-15 Norco College Skilled Craft Workforce by Ethnicity



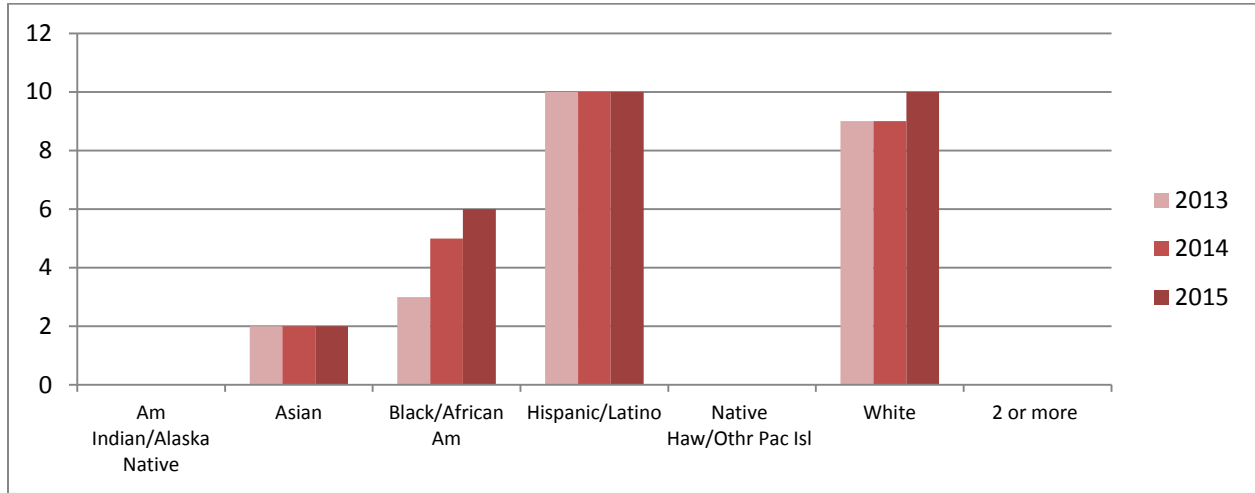
	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	0	0	0	2	0	1	0
<b>2014</b>	0	0	0	3	0	1	0
<b>2015</b>	0	0	0	2	0	1	0

2013-15 Norco College Service and Maintenance Workforce by Ethnicity



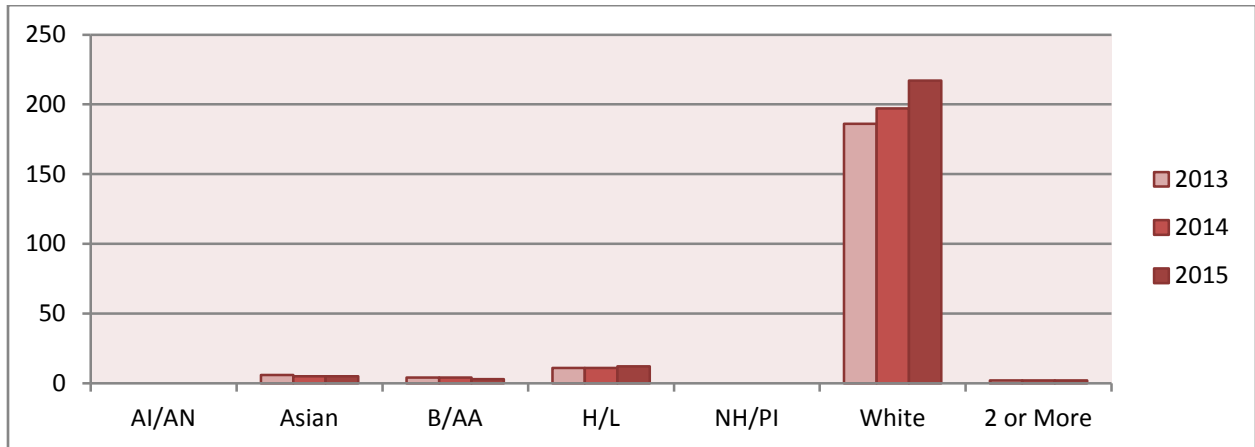
	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	0	2	2	11	2	3	1
<b>2014</b>	0	2	2	9	3	3	1
<b>2015</b>	0	3	2	8	3	4	1

2013-15 Norco College Executive Workforce by Ethnicity



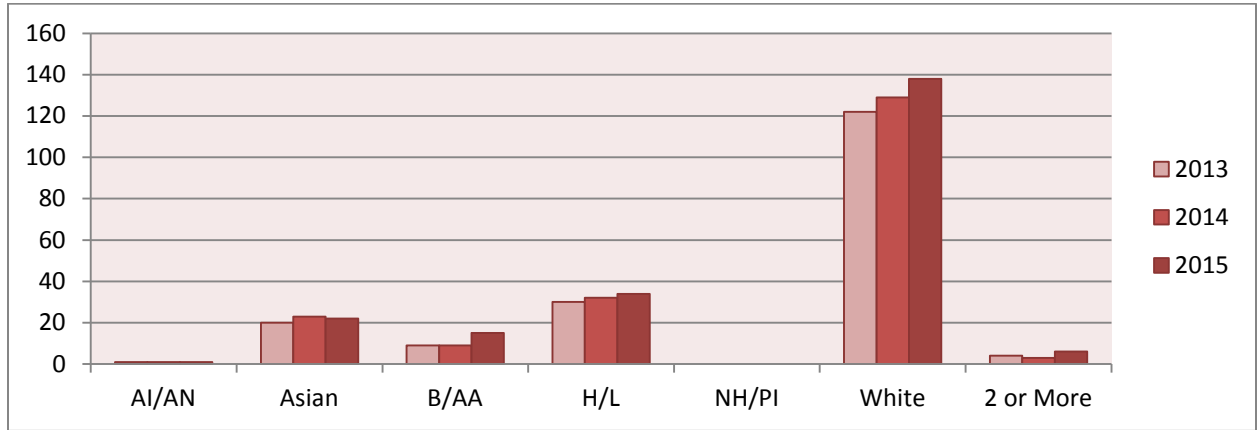
	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	0	2	3	10	0	9	0
<b>2014</b>	0	2	5	10	0	9	0
<b>2015</b>	0	2	6	10	0	10	0

2013-15 Norco College Full-Time Faculty Workforce by Ethnicity



	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	0%	9%	6%	16%	0%	50%	3%
<b>2014</b>	0%	7%	6%	16%	0%	51%	3%
<b>2015</b>	0%	7%	4%	17%	0%	52%	3%

2013-15 Norco College Adjunct Faculty Workforce by Ethnicity



	AI/NA	Asian	B/AA	H/L	NH/PI	White	2 or more
<b>2013</b>	1%	11%	5%	16%	0%	66%	2%
<b>2014</b>	1%	12%	5%	16%	0%	66%	2%
<b>2015</b>	0%	10%	7%	16%	0%	64%	3%

Applicant Data for Norco College for the period covering January 1, 2015-August 31, 2016

Data based on 65 total job postings in all job categories.

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
<b>Total Applications</b>	<b>2993</b>																											
<b>PT Classified</b>	<b>1104</b>	832	249	23	389	130	3	43	13	0	102	40	0	2	0	0	4	0	0	215	43	0	44	15	0	33	8	20
<b>FT Classified</b>	<b>909</b>	591	297	21	246	122	0	41	25	1	94	40	1	1	1	0	7	1	0	160	90	2	26	9	0	15	9	16
<b>Classified Managers</b>	<b>6</b>	1	5	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0
<b>Academic Managers</b>	<b>46</b>	23	21	2	3	1	0	1	0	0	9	7	0	1	0	0	0	0	0	7	9	0	1	3	0	1	1	2
<b>FT Faculty</b>	<b>928</b>	334	545	49	103	108	1	48	63	2	33	36	0	1	1	0	1	0	0	124	272	4	8	29	0	15	36	42
<b>Qualified Applicant Pool</b>	<b>2205</b>																											
<b>PT Classified</b>	<b>762</b>	565	182	15	265	96	3	34	6	0	65	32	0	1	0	0	2	0	0	144	34	0	32	9	0	22	5	12
<b>FT Classified</b>	<b>628</b>	381	231	16	163	92	1	25	18	1	55	36	0	1	1	0	3	1	0	105	68	1	17	6	1	10	8	12

	# Apps	TOTAL GENDER			Hispanic/Latino			Asian			Black/African American			American Indian/Alaskan Native			Native Hawaiian/Pacific Islander			White			Two or More			Undisclosed		
		F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND	F	M	ND
<b>Classified Managers</b>	<b>2</b>	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<b>Academic Managers</b>	<b>44</b>	21	21	2	2	1	0	1	0	0	8	7	0	1	0	0	0	0	0	6	9	0	1	3	0	1	1	2
<b>FT Faculty</b>	<b>769</b>	259	467	43	64	71	0	42	58	2	28	32	0	1	1	0	1	0	0	104	244	4	6	27	0	13	32	37
<b><u>Interviewed</u></b>	<b><u>392</u></b>																											
<b>PT Classified</b>	<b>153</b>	114	38	1	56	24	0	5	1	0	14	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>FT Classified</b>	<b>85</b>	36	49	0	19	18	0	0	3	0	4	7	0	0	1	0	0	1	0	12	15	0	0	1	0	1	3	0
<b>Classified Managers</b>	<b>16</b>	10	6	0	5	2	0	0	0	0	1	1	0	0	0	0	0	0	0	3	3	0	1	0	0	0	0	0
<b>Academic Managers</b>	<b>9</b>	4	4	1	0	1	0	0	0	0	1	2	0	0	0	0	0	0	0	3	1	0	0	0	0	0	0	1
<b>FT Faculty</b>	<b>129</b>	57	67	5	21	14	0	6	10	0	3	4	0	0	0	0	1	0	0	23	30	2	0	4	0	3	5	3
<b><u>Hired</u></b>	<b><u>61</u></b>																											