

Human Resources 2008-09

Institution: Imperial Valley College (115861)

User ID: P81158611

Human Resources Screening Questions**Does your institution have any part-time staff?**

If you answer **Yes** to this question, you will be provided the screens to report part-time staff in the **Employees by Assigned Position (EAP)** section.

Yes No

Do ALL of the instructional staff at your institution fall into any of the following categories?

If you answer **Yes** to any of the questions below, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.

- No Yes Are ALL of the instructional staff military personnel?
- No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
- No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

The completion of the Fall Staff section is optional this year as it is in even-numbered years.

Do you wish to complete the **Fall Staff** section this year?

If you answer **No**, screens to report **Fall Staff** data will not be displayed.

If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

- No, I will not complete Fall Staff
- Yes, I will complete Fall Staff

You may use the space below to provide context for the data you've reported above.

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Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2008 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2008? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

If you answer Yes to this question and your institution has 15 or more full-time staff, you will be provided the screens to report full-time permanent new hires in the Fall Staff section (long version).

Yes

No

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Screening questions - Method of reporting race and ethnicity for this component**Race/ethnicity question****Which method of reporting race and ethnicity will you use for this component?**

- NEW race/ethnicity categories (9 categories):

Notes:

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Nonresident alienHispanic/LatinoAmerican Indian or Alaska NativeAsianBlack or African AmericanNative Hawaiian or Other Pacific IslanderWhite

Two or more races

Race and ethnicity unknown

- OLD race/ethnicity categories (7 categories):

Nonresident alienBlack, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-HispanicRace and ethnicity unknown

- MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):

NEW categories:

Notes for NEW categories:

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Hispanic/Latino

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

OLD categories:

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Categories used in BOTH New and Old:

Nonresident alien

Race and ethnicity unknown

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Part A - Employees by Assigned Position - Full-time staff**Number of full-time staff by faculty status and primary function/occupational activity****As of November 1, 2008**

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>	97	40	21		158
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	97	40	21	0	158
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	97	40	21	0	158
<u>Executive/administrative/managerial</u>				15	15
<u>Other professionals (support/service)</u>				14	14
<u>Technical and paraprofessionals</u>				33	33
<u>Clerical and secretarial</u>				91	91
<u>Skilled crafts</u>				5	5
<u>Service/Maintenance</u>				26	26
Total full time	97	40	21	184	342
Total from prior year	83	56	37	164	340

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Part B - Employees by Assigned Position - Part-time staff**Number of part-time staff by faculty status and primary function/occupational activity****As of November 1, 2008**

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>			215		215
<u>Instruction/research/public service</u>					0
Primarily instruction + Instruction/research/public service	0	0	215	0	215
<u>Primarily research</u>					0
<u>Primarily public service</u>					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	215	0	215
<u>Executive/administrative/managerial</u>					0
<u>Other professionals (support/service)</u>					0
<u>Technical and paraprofessionals</u>				1	1
<u>Clerical and secretarial</u>				2	2
<u>Skilled crafts</u>					0
<u>Service/Maintenance</u>				2	2
Total part time	0	0	215	5	220
Total from prior year			181	9	190

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Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity****As of November 1, 2008**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Total
<u>Primarily instruction</u>	158	176	215	181	373
<u>Instruction/research/public service</u>	0		0		0
Primarily instruction + Instruction/research/public service	158	176	215	181	373
<u>Primarily research</u>	0		0		0
<u>Primarily public service</u>	0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	158	176	215	181	373
<u>Executive/administrative/managerial</u>	15	13	0	1	15
<u>Other professionals (support/service)</u>	14	8	0		14
<u>Technical and paraprofessionals</u>	33	36	1	1	34
<u>Clerical and secretarial</u>	91	82	2	5	93
<u>Skilled crafts</u>	5	5	0		5
<u>Service/Maintenance</u>	26	20	2	2	28
Grand total	342	340	220	190	562

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Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**Number of full-time instructional staff by contract length/teaching period, gender, and academic rank****As of November 1, 2008**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Instructors	<input type="text"/>	69	12	81
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	69	12	81
Women				
Professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Associate professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Assistant professors	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Instructors	3	43	31	77
Lecturers	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Total women	3	43	31	77
Total (men + women)	3	112	43	158
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				158
Total from prior year (Salaries section)	18	121	37	176

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Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank****As of November 1, 2008**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors	69	4,660,883	67,549	68,138
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
Total men	69	4,660,883		
Women				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors	43	3,012,094	70,049	67,278
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
Total women	43	3,012,094		
Total (men + women)	112	7,672,977		

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Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank****As of November 1, 2008**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors	12	1,049,316	87,443	79,416
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
Total men	12	1,049,316		
Women				
Professors		<input type="text"/>		
Associate professors		<input type="text"/>		
Assistant professors		<input type="text"/>		
Instructors	31	2,727,256	87,976	83,965
Lecturers		<input type="text"/>		
No academic rank		<input type="text"/>		
Total women	31	2,727,256		
Total (men + women)	43	3,776,572		

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Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits**Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods****As of November 1, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	52	26,395	508	
Retirement plans (other than Social Security) - Vested after 5-years	59	39,179	⚠ 664	5,671
Medical/dental plans	111	125,661	⚠ 1,132	10,659
Group life insurance	111	1,185	⚠ 11	104
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	111	3,577	⚠ 32	309
Tuition plan (dependents only)				
Unrestricted				
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes				
Unemployment compensation taxes	111	2,385	⚠ 21	34
Worker's compensation taxes	111	5,086	⚠ 46	738
Other benefits in kind with cash options				
Total expenditures		203,468		

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Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits**Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods****As of November 1, 2008**

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	<input type="text" value="1"/>	<input type="text" value="385"/>	385	
Retirement plans (other than Social Security) - Vested after 5-years	<input type="text" value="8"/>	<input type="text" value="5,223"/>	⚠ 653	6,866
Medical/dental plans	<input type="text" value="9"/>	<input type="text" value="10,189"/>	⚠ 1,132	12,790
Group life insurance	<input type="text" value="9"/>	<input type="text" value="96"/>	⚠ 11	125
<u>Other insurance benefits (cafeteria plan, etc.)</u>	<input type="text"/>	<input type="text"/>		
Guaranteed disability income protection	<input type="text" value="9"/>	<input type="text" value="306"/>	⚠ 34	375
Tuition plan (dependents only)				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Housing plan				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Social Security taxes	<input type="text"/>	<input type="text"/>		
Unemployment compensation taxes	<input type="text" value="9"/>	<input type="text" value="204"/>	⚠ 23	42
Worker's compensation taxes	<input type="text" value="9"/>	<input type="text" value="435"/>	⚠ 48	894
Other benefits in kind with cash options	<input type="text"/>	<input type="text"/>		
Total expenditures		16,838		

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Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	2
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="10"/>	<input type="text"/>	<input type="text"/>	10
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="39"/>	<input type="text"/>	<input type="text"/>	39
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	51	0	0	51
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="12"/>	<input type="text"/>	<input type="text"/>	12
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="32"/>	<input type="text"/>	<input type="text"/>	32
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	1
Total women	0	0	0	46	0	0	46
Total (men+women)	0	0	0	97	0	0	97
Total from EAP							97

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Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	2
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	8	<input type="text"/>	<input type="text"/>	8
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	14	<input type="text"/>	<input type="text"/>	14
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	24	0	0	24
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	<input type="text"/>	<input type="text"/>	1
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	2
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	<input type="text"/>	<input type="text"/>	4
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	9	<input type="text"/>	<input type="text"/>	9
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
Total women	0	0	0	16	0	0	16
Total (men+women)	0	0	0	40	0	0	40
Total from EAP							40

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Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	2
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	<input type="text"/>	<input type="text"/>	4
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
Total men	0	0	0	6	0	0	6
Women							
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	13	<input type="text"/>	<input type="text"/>	13
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	<input type="text"/>	<input type="text"/>	2
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	<input type="text"/>	<input type="text"/>	0
Total women	0	0	0	15	0	0	15
Total (men+women)	0	0	0	21	0	0	21
Total from EAP							21

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Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status**Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Total
Men	
<u>Nonresident alien</u>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>
Total men	0
Women	
<u>Nonresident alien</u>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>
Total women	0
Total (men+women)	0
Total from EAP	0

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Part G - Fall Staff - Full-time instruction/research/public service staff - Totals**Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity****As of November 1, 2008**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	0	1	1
<u>Black, non-Hispanic</u>	2	2	4
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	2	1	3
<u>Hispanic</u>	20	29	49
<u>White, non-Hispanic</u>	57	43	100
<u>Race and ethnicity unknown</u>	0	1	1
Total (must equal Part H (next part))	81	77	158

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Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount
Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching period, gender, and race/ethnicity
(Include all staff from these functions, including those with and without faculty status.)
As of November 1, 2008

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident Alien</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0	0
<u>Black, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	2	2
<u>American Indian/Alaska Native</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0	0
<u>Asian/Pacific Islander</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	2	2
<u>Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="13"/>	<input type="text" value="7"/>	20	20
<u>White, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="53"/>	<input type="text" value="4"/>	57	57
<u>Race/ethnicity unknown</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0	0
Total men	0	69	12	81	81
Women					
<u>Nonresident Alien</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1	1
<u>Black, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	2	2
<u>American Indian/Alaska Native</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0	0
<u>Asian/Pacific Islander</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1	1
<u>Hispanic</u>	<input type="text" value="2"/>	<input type="text" value="6"/>	<input type="text" value="21"/>	29	29
<u>White, non-Hispanic</u>	<input type="text" value="1"/>	<input type="text" value="34"/>	<input type="text" value="8"/>	43	43
<u>Race/ethnicity unknown</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1	1
Total women	3	43	31	77	77
Total (men+women)	<input type="text" value="3"/>	112	43	158	158
Total from EAP				158	
Total (men+women) from Fall 2007	18	121	37		

Institution: Imperial Valley College (115861)

User ID: P81158611

Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals**Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity****(Include all staff from these functions, including those with and without faculty status.)****As of November 1, 2008**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
<u>Nonresident Alien</u>	0		0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0		0	1	1	0	0	2
<u>American Indian/Alaska Native</u>	0		0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0		0	0	1	0	0	1
<u>Hispanic</u>	2		0	8	2	1	0	13
<u>White, non-Hispanic</u>	3		1	12	15	21	1	53
<u>Race/ethnicity unknown</u>	0		0	0	0	0	0	0
Total men	5	0	1	21	19	22	1	69
Women								
<u>Nonresident alien</u>	0		0	1	0	0	0	1
<u>Black, non-Hispanic</u>	0		0	0	1	0	0	1
<u>American Indian/Alaska Native</u>	0		0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0		0	0	0	0	0	0
<u>Hispanic</u>	0		0	2	2	2	0	6
<u>White, non-Hispanic</u>	1		0	10	14	8	1	34
<u>Race/ethnicity unknown</u>	0		0	0	1	0	0	1
Total women	1	0	0	13	18	10	1	43
Total (men+women)	6	0	1	34	37	32	2	112

Institution: Imperial Valley College (115861)

User ID: P81158611

**Part H - Fall Staff - Full-time instruction/research/public service staff on
11/12-month contracts/teaching periods - Salary class intervals**
**Number of full-time staff on 11/12-month contracts/teaching periods whose primary responsibility is instruction,
research, and/or public service by salary class intervals, gender, and race/ethnicity**
(Include all staff from these functions, including those with and without faculty status.)
As of November 1, 2008

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
<u>Nonresident alien</u>	0			0	0	0	0	0
<u>Black, non-Hispanic</u>	0			0	0	0	0	0
<u>American Indian/Alaska Native</u>	0			0	0	0	0	0
<u>Asian/Pacific Islander</u>	0			0	0	0	1	1
<u>Hispanic</u>	0			1	2	1	3	7
<u>White, non-Hispanic</u>	1			1	0	0	2	4
<u>Race and ethnicity unknown</u>	0			0	0	0	0	0
Total men	1	0	0	2	2	1	6	12
Women								
<u>Nonresident alien</u>	0			0	0	0	0	0
<u>Black, non-Hispanic</u>	0			1	0	0	0	1
<u>American Indian/Alaska Native</u>	0			0	0	0	0	0
<u>Asian/Pacific Islander</u>	0			0	0	0	1	1
<u>Hispanic</u>	11			0	3	0	7	21
<u>White, non-Hispanic</u>	0			0	3	3	2	8
<u>Race and ethnicity unknown</u>	0			0	0	0	0	0
Total women	11	0	0	1	6	3	10	31
Total (men+women)	12	0	0	3	8	4	16	43

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals**Number of full-time executive/administrative/managerial staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	1
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	4
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	6
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Total men	0	0	0	0	0	0	11	11
Women								
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	4
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	0
Total women	0	0	0	0	0	0	4	4
Total (men+women)	0	0	0	0	0	0	15	15
Total from EAP								15

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervals**Number of full-time other professional (support/service) staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	2
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	3
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total men	0	0	0	0	2	2	2	6
Women								
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	2
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	2
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	3
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total women	0	0	0	2	2	3	1	8
Total (men+women)	0	0	0	2	4	5	3	14
Total from EAP								14

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals**Number of full-time technical and paraprofessional staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	0	0	0
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0	0	0	0
<u>Hispanic</u>	0	1	4	3	3	11
<u>White, non-Hispanic</u>	0	0	0	2	3	5
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0
Total men	0	1	4	5	6	16
Women						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	0	0	0
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0	0	0	0
<u>Hispanic</u>	1	0	8	2	2	13
<u>White, non-Hispanic</u>	0	0	1	3	0	4
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0
Total women	1	0	9	5	2	17
Total (men+women)	1	1	13	10	8	33
Total from EAP						33

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time clerical and secretarial staff- Salary class intervals**Number of full-time clerical and secretarial staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	0	0	0
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0	0	0	0
<u>Hispanic</u>	1	1	0	3	4	9
<u>White, non-Hispanic</u>	0	0	0	2	0	2
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0
Total men	1	1	0	5	4	11
Women						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	1	1	2
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0	0	1	1
<u>Hispanic</u>	2	5	18	22	17	64
<u>White, non-Hispanic</u>	1	2	2	3	4	12
<u>Race and ethnicity unknown</u>	0	0	0	0	1	1
Total women	3	7	20	26	24	80
Total (men+women)	4	8	20	31	28	91
Total from EAP						91

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals**Number of full-time skilled crafts staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	4
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total men	0	0	0	3	2	5
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total women	0	0	0	0	0	0
Total (men+women)	0	0	0	3	2	5
Total from EAP						5

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals**Number of full-time service/maintenance staff by salary class intervals, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="8"/>	<input type="text" value="4"/>	<input type="text" value="6"/>	<input type="text" value="2"/>	20
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	4
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1
Total men	0	8	5	8	4	25
Women						
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Total women	0	0	0	1	0	1
Total (men+women)	0	8	5	9	4	26
Total from EAP						26

Institution: Imperial Valley College (115861)

User ID: P81158611

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)
- Totals

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	<u>Executive/ administrative/ managerial</u>	<u>Other professionals (support/service)</u>	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>	Total
Men							
<u>Nonresident alien</u>	0	1	0	0	0	0	1
<u>Black, non-Hispanic</u>	0	0	0	0	0	0	0
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	1	0	0	0	0	0	1
<u>Hispanic</u>	4	2	11	9	4	20	50
<u>White, non-Hispanic</u>	6	3	5	2	1	4	21
<u>Race and ethnicity unknown</u>	0	0	0	0	0	1	1
Total men	11	6	16	11	5	25	74
Women							
<u>Nonresident alien</u>	0	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	2	0	2	0	0	4
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	2	0	1	0	0	3
<u>Hispanic</u>	0	3	13	64	0	1	81
<u>White, non-Hispanic</u>	4	1	4	12	0	0	21
<u>Race and ethnicity unknown</u>	0	0	0	1	0	0	1
Total women	4	8	17	80	0	1	110
Total (men+women)	15	14	33	91	5	26	184
Total from EAP	15	14	33	91	5	26	

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Part J - Fall Staff - Part-time professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service		
	<u>Executive/ administrative/ managerial</u>	<u>Other professionals (support/service)</u>	
Men			
<u>Nonresident alien</u>	2		
<u>Black, non-Hispanic</u>	5		
<u>American Indian/Alaska Native</u>	1		
<u>Asian/Pacific Islander</u>	4		
<u>Hispanic</u>	61		
<u>White, non-Hispanic</u>	45		
<u>Race and ethnicity unknown</u>	1		
Total men	119	0	0
Women			
<u>Nonresident alien</u>	1		
<u>Black, non-Hispanic</u>	1		
<u>American Indian/ Alaska Native</u>	2		
<u>Asian/Pacific Islander</u>	2		
<u>Hispanic</u>	57		
<u>White, non-Hispanic</u>	30		
<u>Race and ethnicity unknown</u>	3		
Total women	96	0	0
Total (men+women)	215	0	0
Total from EAP	215	0	0

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Part J - Fall Staff - Part-time non-professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
Men				
<u>Nonresident alien</u>	0	0		0
<u>Black, non-Hispanic</u>	0	0		0
<u>American Indian/Alaska Native</u>	0	0		0
<u>Asian/Pacific Islander</u>	0	0		0
<u>Hispanic</u>	1	0		2
<u>White, non-Hispanic</u>	0	0		0
<u>Race and ethnicity unknown</u>	0	0		0
Total men	1	0	0	2
Women				
<u>Nonresident alien</u>	0	0		0
<u>Black, non-Hispanic</u>	0	0		0
<u>American Indian/Alaska Native</u>	0	0		0
<u>Asian/Pacific Islander</u>	0	0		0
<u>Hispanic</u>	0	2		0
<u>White, non-Hispanic</u>	0	0		0
<u>Race and ethnicity unknown</u>	0	0		0
Total women	0	2	0	0
Total (men+women)	1	2	0	2
Total from EAP	1	2	0	2

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Part K - Fall Staff - Total number of staff**Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2008**

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	1	1	2	1	3	2
<u>Black, non-Hispanic</u>	2	6	5	1	7	7
<u>American Indian/Alaska Native</u>	0	0	1	2	1	2
<u>Asian/Pacific Islander</u>	3	4	4	2	7	6
<u>Hispanic</u>	70	110	64	59	134	169
<u>White, non-Hispanic</u>	78	64	45	30	123	94
<u>Race and ethnicity unknown</u>	1	2	1	3	2	5
Grand total	155	187	122	98	277	285

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Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status**Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity****(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)**

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text"/>	4
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
Total men	0	2	2	0	4
Women					
<u>Nonresident alien</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text"/>	1
<u>Race and ethnicity unknown</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
Total women	0	1	0	0	1
Total (men+women)	0	3	2	0	5

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Part L - Fall Staff - New hires - Full-time staff by position**Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity****(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)**

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
<u>Nonresident alien</u>	0		0	0		0	0
<u>Black, non-Hispanic</u>	0		0	0		0	0
<u>American Indian/Alaska Native</u>	0		0	0		0	0
<u>Asian/Pacific Islander</u>	0		0	0		0	0
<u>Hispanic</u>	0		0	0		1	1
<u>White, non-Hispanic</u>	3		1	0		0	4
<u>Race and ethnicity unknown</u>	0		0	0		0	0
Total men	3	0	1	0	0	1	5
Women							
<u>Nonresident alien</u>	0		0	0		0	0
<u>Black, non-Hispanic</u>	0		0	0		0	0
<u>American Indian/Alaska Native</u>	0		0	0		0	0
<u>Asian/Pacific Islander</u>	0		0	0		0	0
<u>Hispanic</u>	0		0	2		0	2
<u>White, non-Hispanic</u>	1		1	0		0	2
<u>Race and ethnicity unknown</u>	0		0	0		0	0
Total women	1	0	1	2	0	0	4
Total (men+women)	4	0	2	2	0	1	9

Institution: Imperial Valley College (115861)

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Part L - Fall Staff - New hires - Totals**Total number of full-time permanent new hires by gender and race/ethnicity****(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	0	0	0
<u>Black, non-Hispanic</u>	0	0	0
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0
<u>Hispanic</u>	1	2	3
<u>White, non-Hispanic</u>	8	3	11
<u>Race and ethnicity unknown</u>	0	0	0
Grand total	9	5	14

Institution: Imperial Valley College (115861)

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Human Resources Survey Evaluation**Were any staff members difficult to categorize? If so, please explain in the box below.**

Institution: Imperial Valley College (115861)

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Explanation Report

Number	Source	Location	Description	Severity	Accepted
Screen: Full Time					
1	Row 16 Column 4	Upload File	The number entered, 21, has an expected range of between 26 and 48. Please explain this difference.	Explanation	Yes
Reason:	We had more full time temporary faculty members last year. Those members are not on tenure track.				
Screen: Headcount					
2	Row 25 Column 2	Upload File	The number entered, 3, has an expected range of between 13 and 23. Please explain this difference.	Explanation	Yes
Reason:	There are less full time temporary instructors this year.				
Screen: Benefits 9/10 mo					
3	Row 4 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 664, is not within the expected range	Explanation	Yes

			between 3970 and 7372. Please fix or explain.		
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 65, Expenditures: 41,376				
4	Row 5 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 1132, is not within the expected range between 7462 and 13856. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 116, Expenditures: 121,568				
5		Perform Edits	The average expenditure for one of benefits in 9/10 month contracts 11, is not within the expected range between 73 and 135. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 116, Expenditures: 1,239				
6	Row 8 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 32, is not within the expected range between 217 and 401. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 116, Expenditures: 3,612				
7		Perform Edits	The average expenditure for one of benefits in 9/10 month contracts 21, is not within the expected range between 24 and 44. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 116, Expenditures: 401. Also, the unemployment compensation rate was 0.0005 for 2007, and it is 0.003 for 2008. There is a 600% increase.				
8	Row 17 Column 5	Screen Entry	The average expenditure for one of benefits in 9/10 month contracts 46, is not within the expected range between 517 and 959. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 116, Expenditures: 8,621. Also the worker's compensation rate was 0.01074 for 2007, and it is 0.006399 for 2008. The difference is 168%.				
Global Edits					
9		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 653, is not within the expected range between 4807 and 8925. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 6, Expenditures: 4,037				
10		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 1132, is not within the expected range between 8953 and 16627. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 8, Expenditures: 8,384				

11		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 11, is not within the expected range between 88 and 162. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 8, Expenditures: 85				
12		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 34, is not within the expected range between 263 and 487. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 8, Expenditures: 270				
13		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 23, is not within the expected range between 30 and 54. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 8, Expenditures: 30. Also, the unemployment compensation rate was 0.0005 for 2007, and it is 0.003 for 2008. There is a 600% increase.				
14		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 48, is not within the expected range between 626 and 1162. Please fix or explain.	Explanation	Yes
Reason:	Data for 2007 was incorrect. The correct values should be: Number covered: 8, Expenditures: 644. Also the worker's compensation rate was 0.01074 for 2007, and it is 0.006399 for 2008. The difference is 168%.				
Global Edits					
15		Perform Edits	The total number of employees in EAP for part-time executive/administrative /managerial entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason:	There is no part-time this year.				