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The Human Resources Allocation Plan be updated and governance processes. Recommendations will be made by Human Resources & Employee Relations each spring. The Human Resources Allocation Plan will be posted on the

This plan is an overview of current staffing levels, ratios and needs for San Bernardino Valley College, Crafton Hills College and other colleges with issue statements and recommendations for

The Human Resources Allocation Plan will be the number of staff needed for each program (projections given enrollment growth, program changes, etc.); plans for securing staff and methods for hiring; and programs which are rapidly changing in terms of funding and external sources (grants and categorical). The Human Resources Allocation Plan will include components to assure that the San Bernardino Community College District continues its commitment to diversity.

The goal is to develop a Human Resources Allocation Plan that aligns with the District's Strategic Plan to ensure that the human resources needs based on the future goals

The Human Resources Allocation Plan will assist the District in anticipating and planning for departmental staffing priorities.

ff.

Data

District employs a well-qualified faculty and staff
r students and our community.

s needs of the district office and the colleges, it is
f employee demographics within the district. The
for planning purposes.

----- --, 2010 and were used for decision-making
ocation model.

March 1, 2010

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hics

	Pacific islander	White	Unknown	Decline to State	TOTAL
	1	177	3	0	417
	0%	42%	1%	0%	100%

	2%	48%	2%	3%	100%
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	Pacific islander	White	Unknown	Decline to State	TOTAL
	0	4	0	0	7
	0%	4%	0%	0%	100%

	Pacific islander	White	Unknown	Decline to State	TOTAL
	1	5	0	0	10
	1%	5%	0%	0%	100%

staffing

	2008-2009		
MANAGEMENT	FACULTY	CLASSIFIED	MANAGEMENT
4	176	201	31

21	80	97	17
17	0	60	16
70	249	357	62

Headcount (PENDING DATA)

Bernardino Valley College

San Bernardino Hills College

Faculty by Discipline (PENDING DATA)

Bernardino Valley College

San Bernardino Hills College

Availability of Part-Time Instructors by Discipline
(PENDING DATA)

Bernardino Valley College

San Bernardino Hills College

ceeded the targeted 75.25 faculty obligation.

continuance (PENDING DATA)

PROGRAM DISCONTINUANCE		
FACULTY	CLASSIFIED	MANAGEMENT

service (PENDING DATA)

CRAFTON HILLS COLLEGE			DISTRICT	
FACULTY	CLASSIFIED	MANAGEMENT	CLASSIFIED	MANAGEMENT

	2008-2009		
MANAGEMENT	FACULTY	CLASSIFIED	MANAGEMENT

st of Hires

	2008-2009		
MANAGEMENT	FACULTY	CLASSIFIED	MANAGEMENT
	8	9	2
	4	5	2
	0	25	8
2	12	39	12

0	
	\$872.30
	\$500.00
	\$5,000.00
0	\$6372.30

Plan

n will enable us to deliver our educational programs
the capacity to secure, support, and develop the
achieve our mission.

source Management for Efficiency, Effectiveness and
to develop systems to deploy human resources
ies.

Plan is to provide insight to a wide array of human
impact the colleges, and identify how the Office of
resources needs of the colleges.

n should be a component of the District Strategic
all operational plan.

In the District there are a growing percentage of older

and more diverse than it is today, based on the demographic trends of recently immigrated and globalization.

Employees are more transient leading to a decrease in the length of a career with one organization.

According to the Center of Excellence, the Occupational Outlook of the Bureau of Labor Statistics, the industry net job growth from 2008 to 2013 in the following categories are:

- Information Technology: 23,000 jobs
- Health Care and Hospitals: 16,000 jobs
- Manufacturing: 14,600 jobs
- Finance, and Insurance: 11,000 jobs
- Professional/Technical: 7,000 jobs