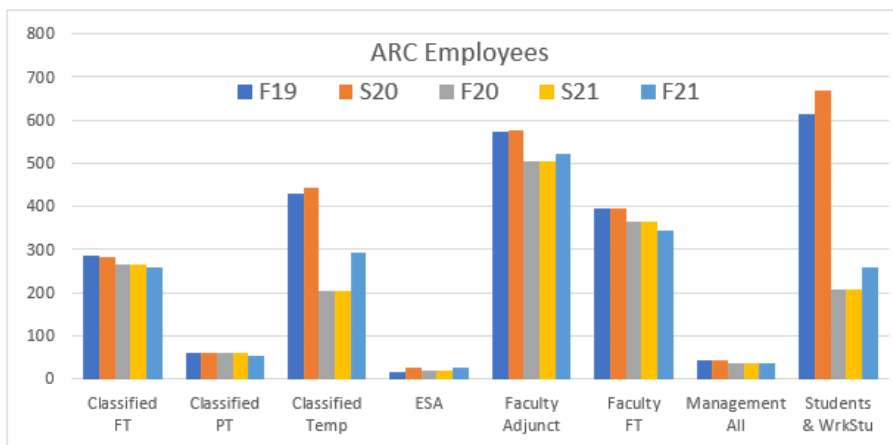




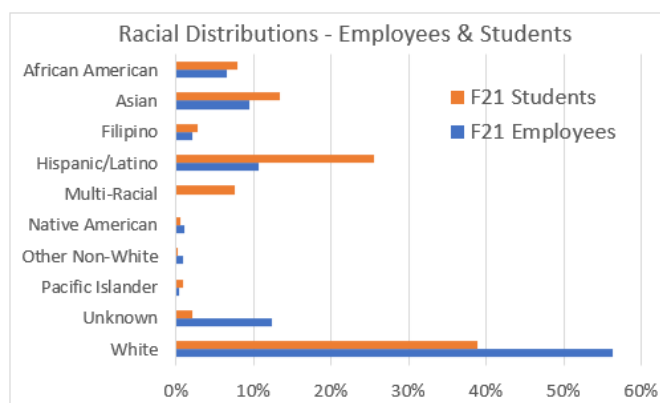
American River College

Performance Metrics Executive Summaries Employees – Reflects F21 Counts

ARC employed approximately 1,791 employees in Fall 2021, a decline of 26% from Fall 2019, two years prior. Most of this decline is due to the sharp reduction in the number of temporary classified (-31%) and student workers/work study (-58%) that were employed, reductions directly related to the pandemic. Over these two years, the number of FT faculty, Adjunct faculty, and FT Classified declined by 13%, 9%, and 10%, respectively.



Comparing student and employee racial identities for Fall 2021, African Americans comprised 8.0% of students and 6.6% of employees. Asians comprised 13.4% of students and 9.4% of employees. Hispanics/Latinos comprised 25.6% of students and 10.7% of employees. Native Americans comprised 0.6% of students and 1.2% of employees. Students of color comprised 61% of the student body while employees of color comprised 44% of employees.



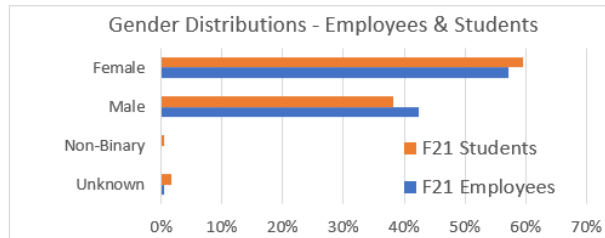
For some employment groups, losses were greater among employees of color. For instance, among full-time classifieds, losses exceeded 20% for African American, Asian, Filipino, and Native American employees. Among the full-time faculty, losses consisted predominantly of Asian and white employees. The number of managers at ARC is sufficiently small that loss percentages can be misleading, but most racial groups showed a loss between F19 and F21. However, note that between F19 and F20, the number of African American managers declined from 5 to 2.

	F19	S20	F20	S21	F21	% chg. F19-F21
Classified-FT	285	284	266	266	257	-9.8%
Classified-PT	60	60	60	60	54	-10.0%
Classified-Temp	428	442	205	205	294	-31.3%
ESA	16	26	18	18	27	68.8%
Faculty-Adjunct	572	575	503	503	521	-8.9%
Faculty-FT	395	394	364	364	343	-13.2%
Management-All	42	42	36	36	35	-16.7%
Students & WrkStu	613	670	208	208	260	-57.6%
Total Employees	2,411	2,493	1,660	1,660	1,791	-25.7%

With regard to gender, between F19 and F21 the number of female employees declined 25% compared to a 27% decline in the number of male employees.

	F19	S20	F20	S21	F21	% chg. F19-F21
Female	1,362	1,408	960	961	1,022	-25.0%
Male	1,036	1,075	695	695	760	-26.6%
Unknown	13	10	5	4	9	-30.8%
Total Employees	2,411	2,493	1,660	1,660	1,791	-25.7%

Comparing student and employee gender identities for Fall 2021, females comprised 60% of students and 57% of employees. Males comprised 38% of students and 42% of employees. Non-Binary students comprised 0.5% of the student body and a comparison of employees is not currently available. Unknown gender accounted for 1.7% of students and 0.5% of employees. - ARC OIR



	-F19-	-F20-	-F21-	% chg.
Classified FT	285	266	257	-9.8%
African Amer.	30	27	24	-20.0%
Asian	22	19	17	-22.7%
Filipino	8	8	6	-25.0%
Hisp./Lat.	27	25	26	-3.7%
Native Amer.	4	4	3	-25.0%
Other	23	23	27	17.4%
Pacific Isl.	1	1	1	0.0%
White	170	159	153	-10.0%
Classified PT	60	60	54	-10.0%
African Amer.	5	5	4	-20.0%
Asian	7	7	7	0.0%
Filipino	2	2	2	0.0%
Hisp./Lat.	5	5	4	-20.0%
Native Amer.	1	1	1	0.0%
Other	7	7	7	0.0%
Pacific Isl.	1	1	1	0.0%
White	32	32	28	-12.5%
Classified Temp	428	205	294	-31.3%
African Amer.	26	14	21	-19.2%
Asian	32	15	19	-40.6%
Filipino	11	5	6	-45.5%
Hisp./Lat.	55	33	40	-27.3%
Native Amer.	0	0	1	0.0%
Other	68	36	47	-30.9%
Pacific Isl.	1	1	1	0.0%
White	235	101	159	-32.3%
ESA	16	18	27	68.8%
African Amer.	3	3	4	33.3%
Asian	0	0	0	
Filipino	0	0	0	
Hisp./Lat.	2	1	0	-100.0%
Native Amer.	1	1	1	0.0%
Other	1	3	6	500.0%
Pacific Isl.	0	0	0	
White	9	10	16	77.8%
Faculty Adj	572	503	521	-8.9%
African Amer.	27	19	25	-7.4%
Asian	38	37	37	-2.6%
Filipino	7	7	10	42.9%
Hisp./Lat.	40	42	41	2.5%
Native Amer.	8	6	5	-37.5%
Other	73	73	76	4.1%
Pacific Isl.	2	1	2	0.0%
White	377	318	325	-13.8%
Faculty FT	395	364	343	-13.2%
African Amer.	18	16	17	-5.6%
Asian	35	33	31	-11.4%
Filipino	5	6	6	20.0%
Hisp./Lat.	37	36	38	2.7%
Native Amer.	5	4	4	-20.0%
Other	61	54	52	-14.8%
Pacific Isl.	1	1	1	0.0%
White	233	214	194	-16.7%
Management All	42	36	35	-16.7%
African Amer.	5	2	4	-20.0%
Asian	4	4	4	0.0%
Filipino	1	1	1	0.0%
Hisp./Lat.	5	5	4	-20.0%
Native Amer.	1	1	1	0.0%
Other	6	4	5	-16.7%
Pacific Isl.	0	0	0	
White	20	19	16	-20.0%
Students & Wrk S	613	208	260	-57.6%
African Amer.	55	16	19	-65.5%
Asian	89	39	54	-39.3%
Filipino	8	3	6	-25.0%
Hisp./Lat.	66	32	38	-42.4%
Native Amer.	3	2	5	66.7%
Other	63	20	20	-68.3%
Pacific Isl.	6	2	0	-100.0%
White	323	94	118	-63.5%

The following is a screen shot from ARC's Precision Campus Employee Headcount report, with Ethnicity/Race filters (selected races only) applied. The following screenshot demonstrates the filtering and even intersectionality capabilities of this system. Note that the counts shown here are unduplicated enrollments. (See at <https://arc.precisioncampus.com/>.)

