

Human Resources Plan

- I. Introduction and Purpose
- II. Planning Assumptions
- III. Planning Inputs
 - A. Human Resources Data
 - 1. Current Number of full-time employees
 - a. Faculty
 - b. Classified
 - c. Management
 - 2. Trend Analysis
 - a. Staffing Ratios
 - (1) San Bernardino Valley College
 - (a) Faculty
 - (b) Classified
 - (c) Management
 - (2) Crafton Hills College
 - (a) Faculty
 - (b) Classified
 - (c) Management
 - (3) District
 - (a) DETS
 - (b) KVCR
 - (c) Police
 - b. FTES and Headcount
 - (1) San Bernardino Valley College
 - (2) Crafton Hills College
 - c. Faculty Load by Discipline
 - (1) San Bernardino Valley College
 - (2) Crafton Hills College
 - d. Projected Availability of part-time instructors by discipline
 - (1) San Bernardino Valley College
 - (2) Crafton Hills College
 - e. Full-time and Part-time ratios and faculty obligations
 - f. Length of Service
 - (1) San Bernardino Valley College
 - (a) Faculty
 - (b) Classified
 - (c) Management
 - (2) Crafton Hills College
 - (a) Faculty
 - (b) Classified
 - (c) Management
 - (3) District
 - (a) DETs
 - (b) KVCR
 - (c) Police
 - g. Turnover Rates
 - (1) San Bernardino Valley College
 - (a) Faculty

- (b) Classified
- (c) Management
- (2) Crafton Hills College
 - (a) Faculty
 - (b) Classified
 - (c) Management
- (3) District
 - (a) DETs
 - (b) KVCR
 - (c) Police

- h. Average Cost of Hires
 - (1) San Bernardino Valley College
 - (a) Faculty
 - (b) Classified
 - (c) Management
 - (2) Crafton Hills College
 - (a) Faculty
 - (b) Classified
 - (c) Management
 - (3) District
 - (a) DETs
 - (b) KVCR
 - (c) Police

IV. Relationship

V. Conclusion

- A. Projections of hiring needs and internal supply
 - 1. San Bernardino Valley College
 - a. Faculty
 - b. Classified
 - c. Management
 - 2. Crafton Hills College
 - a. Faculty
 - b. Classified
 - c. Management
 - 3. District
 - a. DETS
 - b. KVCR
 - c. Police