How does my work support federal, state, and local initiatives?



Employee Demographics

Employee demographics, such as gender and race/ethnicity are used to monitor equal employment opportunity outcomes by occupation (EB07) and employment classification (EB08)



Federal Guidelines

Equal Employment Opportunity Reporting

Trends in employee demographics over time and by employee classification help monitor EEO goals for the District

Local Initiatives

NOCCCD 2019-2022 Equal Employment Opportunity Plan

Action steps and data review to determine if the District has met its EEO, diversity, equity, and inclusion goals

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT MIS Data Desk Guide: Employee Demographics (EB-EJ Files)

Intended Audience: Responsible for data entry; Accountable for data integrity

MIS Element	MIS Description	Banner Form	Banner Field Name	Banner Validation	NOCCCD Description/Comments			
Employee Demographic Data (EB)								
EB00	EMPLOYEE-IDENTIFIER	SPAPERS	SPBPERS_SSN	None				
EB01	EMPLOYEE-IDENTIFIER-STATUS				Calculated field			
EB02	EMPLOYEE-BIRTH-DATE	SPAPERS	SPBPERS_BIRTH_DATE	None				
EB03	EMPLOYEE-GENDER	SPAPERS	SPBPERS_SEX	None				
EB04	EMPLOYEE-ETHNICITY	SPAPERS	SPBPERS_ETHN_CODE	None				
EB05	EMPLOYEE-CITIZENSHIP	SPAPERS	SPBPERS_CITZ_IND	None				
EB06	EMPLOYEE-DISABILITY-STATUS	GOAMEDI	SPRMEDI_DISB_IND	STVMEDI				
	EMPLOYEE-EEO6-OCCUPATIONAL-				See PTVEEOG for crosswalk from ECLS code to EEOG code to EEO6			
EB07	ACTIVITY	PEAEMPL	PTVEEOG_MIS_EEOG_CODE	PTVEEOG	Category			
EB08	EMPLOYEE-EMPLOYMENT-CLASS	PEAEMPL	PEBEMPL_EGRP_CODE	PTVEGRP				
EB09	EMPLOYEE-EMPLOYMENT-STATUS	PDADEMO	PERDEMO_EMPLOYMENT_STATUS	PTVJCTY	CHECK DATA SOURCE			
EB11	EMPLOYEE-EMPLOYMENT- CONTRACT-DURATION	PDADEMO	PERDEMO_CONTRACT_DURATION		CHECK DATA SOURCE			
		PEISTAN	PERSTAN_ANNUAL_SALARY					
EB12	EMPLOYEE-ANNUAL-SALARY	PDADEMO	PERDEMO_ANNUAL_SALARY					
		PHAHOUR	PHREARN_AMT		CHECK DATA SOURCE			
EB13	EMPLOYEE-ANNUAL-STIPEND	PDADEMO	PERDEMO_ANNUAL_STIPEND					
EB14	EMPLOYEE-MULTI-ETHNICITY	SPAPERS	GORPRAC_RACE_CDE	GTVRRCE				

NOTE: EB10 is deleted.

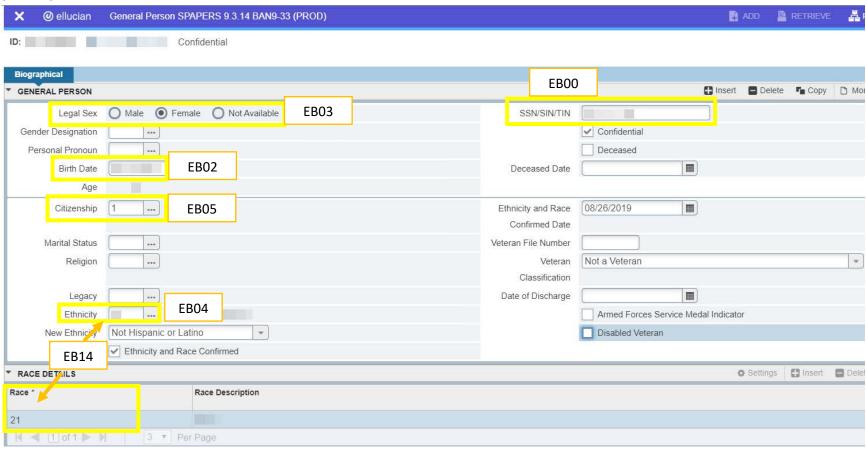


NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT MIS Data Desk Guide: Employee Demographics (EB-EJ Files)

MIS	MIS Description	Banner	Banner Field Name	Banner	NOCCCD Description/Comments				
Element		Form		Validation					
Employee	Employee Assignment Data (EJ)								
EJ01	EMPLOYEE-ASSIGNMENT-TYPE	SIAASGN PEAJACT	SIRASGN_ASTY_CODE, SIRNIST_ASTY_CODE PERJACT ASTY CODE	STVASTY	Instructional: SIAASGN; Non-instructional: PEAJACT				
EJ02	EMPLOYEE-ASSIGNMENT-LEAVE- STATUS	??			CHECK DATA SOURCE				
EJ03	EMPLOYEE-ASSIGNMENT- ACCOUNT-CODE	SIAASGN/ SCADETL PEAJACT	SCBSUPP_TOPS_CODE / SIRNIST_TOPS_CODE PERJACT JACT CODE	STVTOPS PTVJACT	Instructional :TOPS code from SCADETL Supplemental block; Non-instructional: ASA code from PEAJACT				
EJ04	EMPLOYEE-ASSIGNMENT-WEEKLY- HOURS	SIAASGN	SIRNIST_WEEKLY_HOURS		Instructional hours is calculated Non-instructional: CHECK DATA SOURCE				
EJ05	EMPLOYEE-ASSIGMENT-HOURLY- RATE	NBAJOBS	NBRJOBS_REG_RATE		CHECK DATA SOURCE				
EJ06	EMPLOYEE-ASSIGNMENT-TOTAL- ANNUAL-HOURS		PERJTOT_HRS		Calculated				
EJ07	EMPLOYEE-ASSIGNMENT-TOTAL- PAYMENT		PERJTOT_GRS		Calculated				
EJ08	EMPLOYEE-ASSIGNMENT-FTE	SIAASGN	SIRASGN_???/SIRNIST_NIST_WOR KLOAD		Instructional load is calculated Non-instructional: CHECK DATA SOURCE				

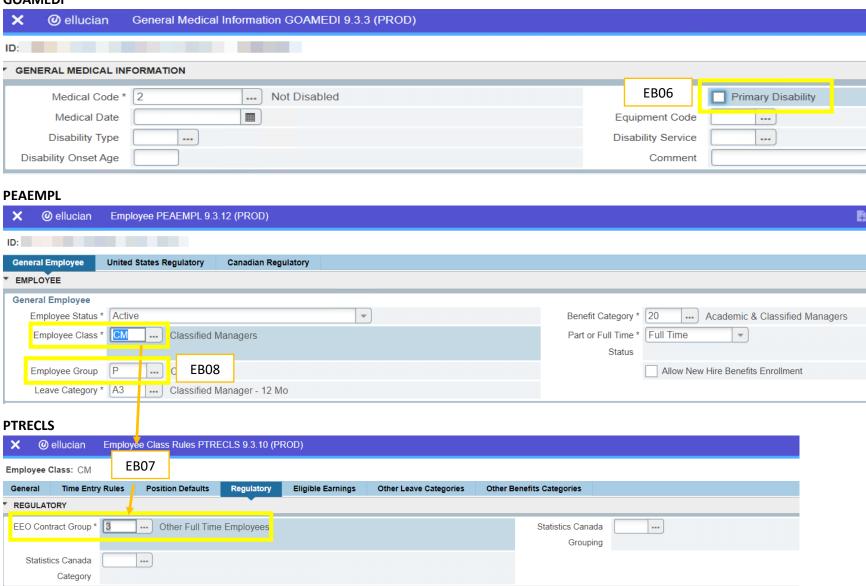


SPAPERS

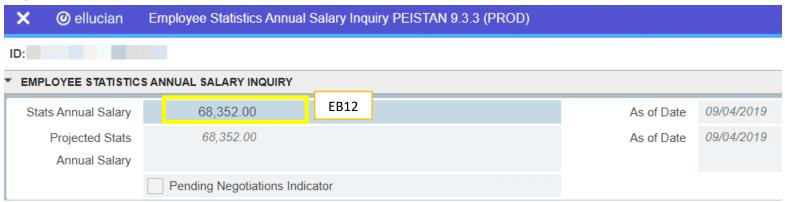




GOAMEDI



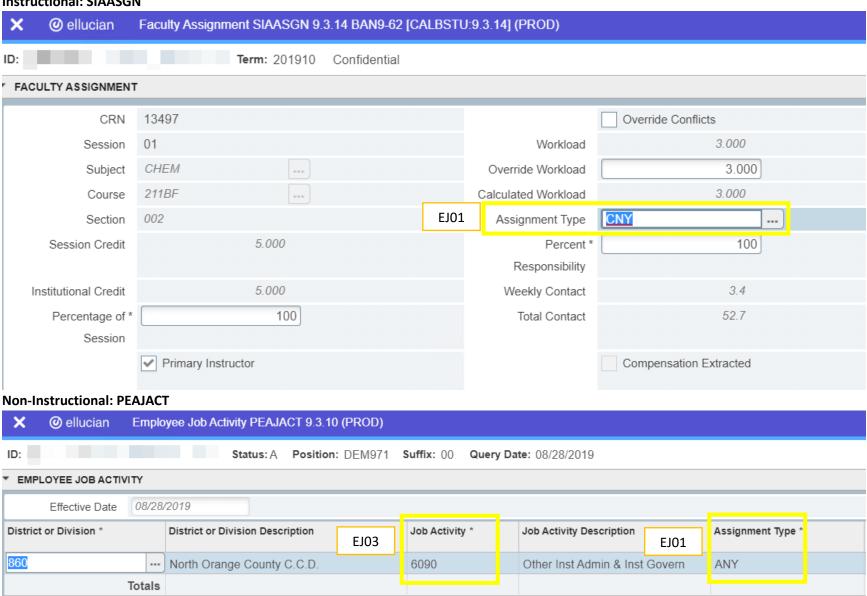
PEISTAN



PHAHOUR



Instructional: SIAASGN





Instructional: SCADETL

