



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



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	
EB07	EMPLOYEE-EE06-OCCUPATIONAL-ACTIVITY	PEAEMPL	PTVEEOG_MIS_EEOG_CODE	PTVEEOG	See PTVEEOG for crosswalk from ECLS code to EEOG code to EE06 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
EB12	EMPLOYEE-ANNUAL-SALARY	PEISTAN PDADEMO	PERSTAN_ANNUAL_SALARY PERDEMO_ANNUAL_SALARY		
EB13	EMPLOYEE-ANNUAL-STIPEND	PHAHOUR PDADEMO	PHREARN_AMT PERDEMO_ANNUAL_STIPEND		CHECK DATA SOURCE
EB14	EMPLOYEE-MULTI-ETHNICITY	SPAPERS	GORPRAC_RACE_CDE	GTVRRCE	

NOTE: EB10 is deleted.



MIS Element	MIS Description	Banner Form	Banner Field Name	Banner Validation	NOCCCD Description/Comments
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-ASSIGNMENT-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

ID: Confidential

Biographical EB00

GENERAL PERSON Insert Delete Copy Mo

Legal Sex <input type="radio"/> Male <input checked="" type="radio"/> Female <input type="radio"/> Not Available EB03	SSN/SIN/TIN <input type="text"/>
Gender Designation <input type="text"/>	<input checked="" type="checkbox"/> Confidential
Personal Pronoun <input type="text"/>	<input type="checkbox"/> Deceased
Birth Date <input type="text"/> EB02	Deceased Date <input type="text"/>
Age <input type="text"/>	
Citizenship <input type="text"/> 1 EB05	Ethnicity and Race <input type="text"/> 08/26/2019
Marital Status <input type="text"/>	Confirmed Date <input type="text"/>
Religion <input type="text"/>	Veteran File Number <input type="text"/>
Legacy <input type="text"/>	Veteran <input type="text"/> Not a Veteran
Ethnicity <input type="text"/> EB04	Classification <input type="text"/>
New Ethnicity <input type="text"/> Not Hispanic or Latino	Date of Discharge <input type="text"/>
<input checked="" type="checkbox"/> Ethnicity and Race Confirmed	<input type="checkbox"/> Armed Forces Service Medal Indicator
	<input type="checkbox"/> Disabled Veteran

RACE DETAILS Settings Insert Delet

Race *	Race Description
21	

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PEISTAN

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Employee Statistics Annual Salary Inquiry PEISTAN 9.3.3 (PROD)

ID: [REDACTED]

EMPLOYEE STATISTICS ANNUAL SALARY INQUIRY			
Stats Annual Salary	68,352.00	EB12	As of Date 09/04/2019
Projected Stats Annual Salary	68,352.00		As of Date 09/04/2019
<input type="checkbox"/> Pending Negotiations Indicator			

PHAHOUR

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On-line Time Entry PHAHOUR 9.3.6 BAN9-10 (PROD)

Year: 2019 Payroll ID: MB Payroll Number: 1

HISTORY JOBS			
ID	[REDACTED]	Status	Active
Organization	6130	Effective Date	10/01/2018
Disposition	70 Complete	Rate	30.242889
Position	[REDACTED]	Method	Payroll Time Entry

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HISTORY EARNINGS							
Total Units		1.00	Total Hours		3.00		
Earnings *	Shift *	Hours or Units *	Generated	Special Rate	Amount	Attendance	
006	1	1.00	N	5,242.000000	5,242.00		
501	1	1.00	N	610.500000	610.50	EB13	
716	1	1.00	N	524.000000	524.00		
720	1	1.00	N	100.000000	100.00		



Instructional: SIAASGN

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Faculty Assignment SIAASGN 9.3.14 BAN9-62 [CALBSTU:9.3.14] (PROD)

ID: [REDACTED] Term: 201910 Confidential

FACULTY ASSIGNMENT

CRN	13497	<input type="checkbox"/> Override Conflicts
Session	01	Workload 3.000
Subject	CHEM ...	Override Workload 3.000
Course	211BF ...	Calculated Workload 3.000
Section	002	EJ01 Assignment Type CNY ...
Session Credit	5.000	Percent * 100
Institutional Credit	5.000	Responsibility
Percentage of * Session	100	Weekly Contact 3.4
<input checked="" type="checkbox"/> Primary Instructor		Total Contact 52.7
		<input type="checkbox"/> Compensation Extracted

Non-Instructional: PEAJACT

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Employee Job Activity PEAJACT 9.3.10 (PROD)

ID: [REDACTED] Status: A Position: DEM971 Suffix: 00 Query Date: 08/28/2019

EMPLOYEE JOB ACTIVITY

Effective Date	08/28/2019			
District or Division *	District or Division Description	Job Activity *	Job Activity Description	Assignment Type *
860 ...	North Orange County C.C.D.	EJ03 6090	EJ01 Other Inst Admin & Inst Govern	ANY
Totals				



Instructional: SCADETL

ellucian Course Detail Information SCADETL 9.3.16 [CALBSTU:9.3.17] (PROD)

Subject: CHEM Chemistry Course: 211BF Term: 201910 Course Title: Organic Chemistry II

Corequisites and Equivalents Fee Codes Degree Attributes Transfer Institutions **Supplemental Data**

▼ SUPPLEMENTAL DATA

From Term	201610	Ma
Course Control Number	CCC000194648	EJ03
Taxonomy of Program	190500	Chemistry General
Occupational Course Classification	E	Non-Occupational
	Y	Credit Course