

HUMAN RESOURCES REPORT

2008

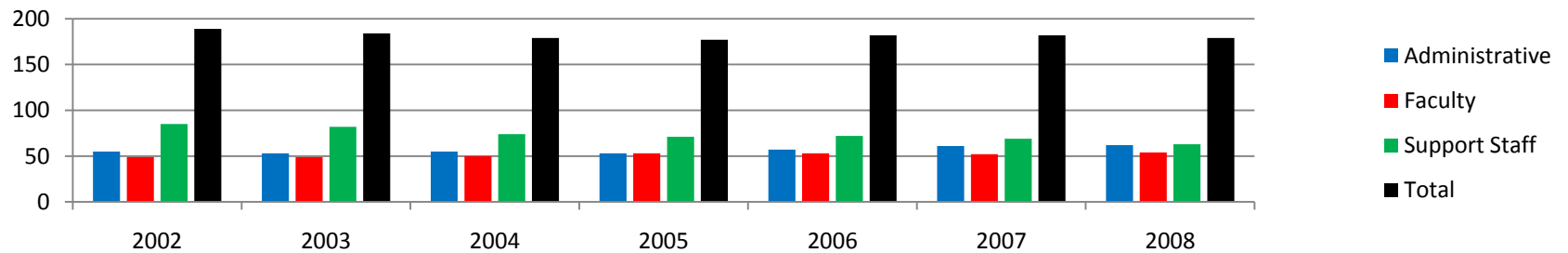
The Human Resources Department is a service department of the College. The department's purpose is to provide services in all areas of employment, including recruitment and retention, training and staff development, contract negotiations, benefit administration, policy interpretation and administration, compliance with legal requirements related to personnel, and to promote the personal and professional activities to enrich the quality of life for all employees.

Human Resources Staff:

Rebecca S. Schlecht, Director, Human Resources and Affirmative Action Officer
 Denise Ligler, Administrative Assistant, Human Resources
 Megan Collins, Administrative Assistant, Human Resources
 Adrian Brown, Student Worker, Human Resources

FULL TIME DACC EMPLOYEES

	2002	2003	2004	2005	2006	2007	2008
Administrative	55	53	55	53	57*	61**	62****
Faculty	49	49	50	53	53	52	54
Support Staff	85	82	74	71	72	69***	63***
Total	189	184	179	177	182	182	179



* Includes 6 Administrative employees from Hill Correctional Center

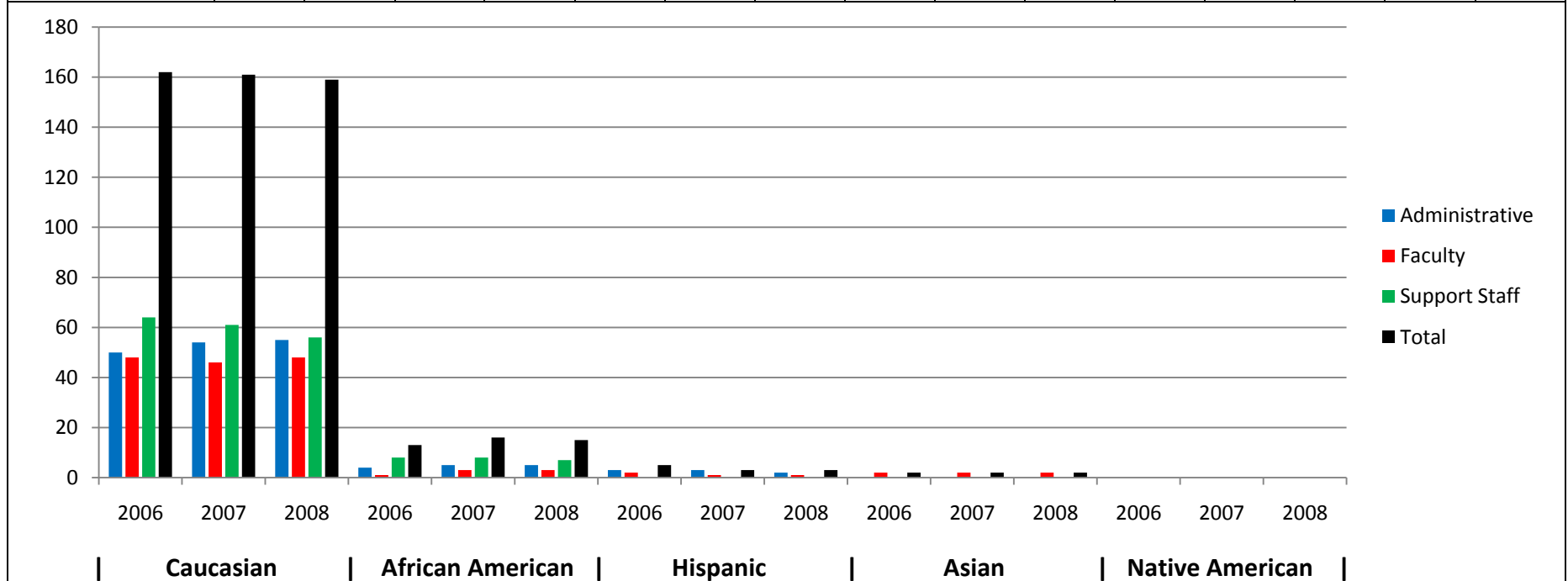
**Includes 6 Administrative employees from Hill Correctional Center and 6 Administrative employees from East Moline Correctional Center

***Includes 1 Support Staff employee from Hill Correctional Center

****Includes 4 Administrative employees from Hill Correctional Center and 6 Administrative employees from East Moline Correctional Center

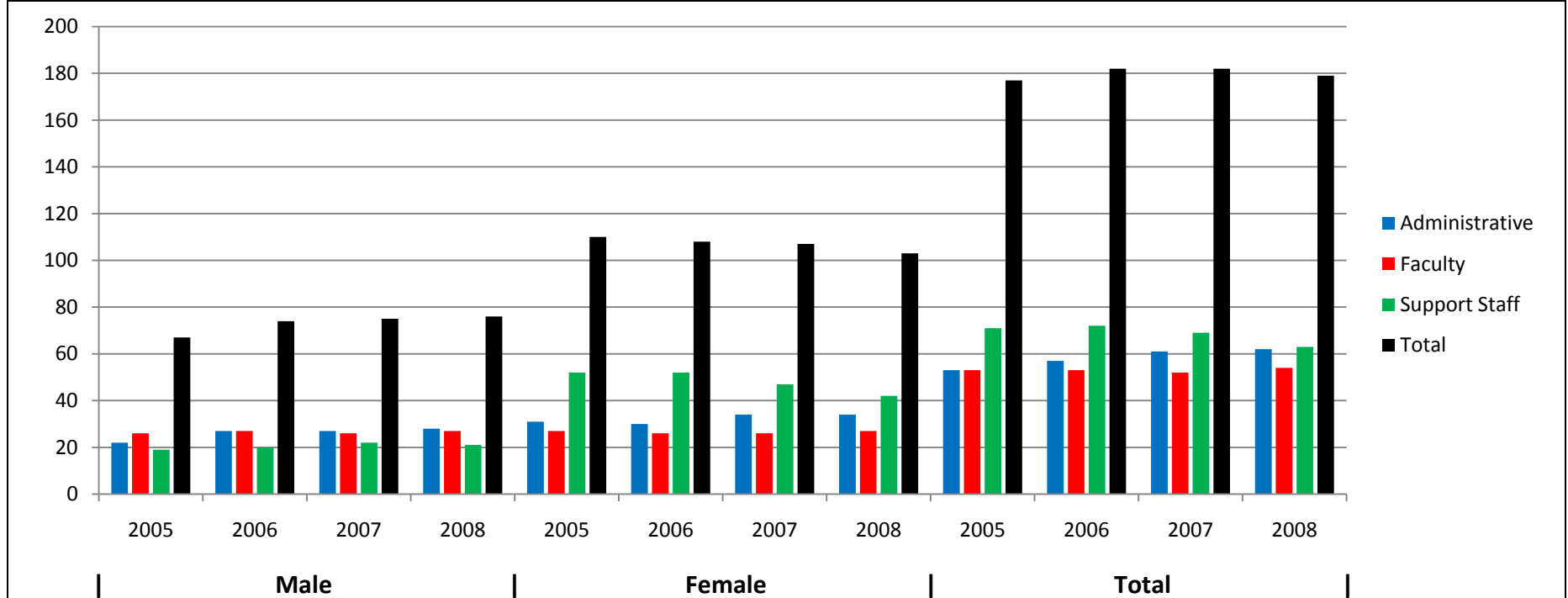
FULL TIME DACC EMPLOYEES – ETHNICITY DISTRIBUTION

	Caucasian			African American			Hispanic			Asian			Native American		
	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008
Administrative	50	54	55	4	5	5	3	2	2	0	0	0	0	0	0
Faculty	48	46	48	1	3	3	2	1	1	2	2	2	0	0	0
Support Staff	64	61	56	8	8	7	0	0	0	0	0	0	0	0	0
Total	162	161	159	13	16	15	5	3	3	2	2	2	0	0	0



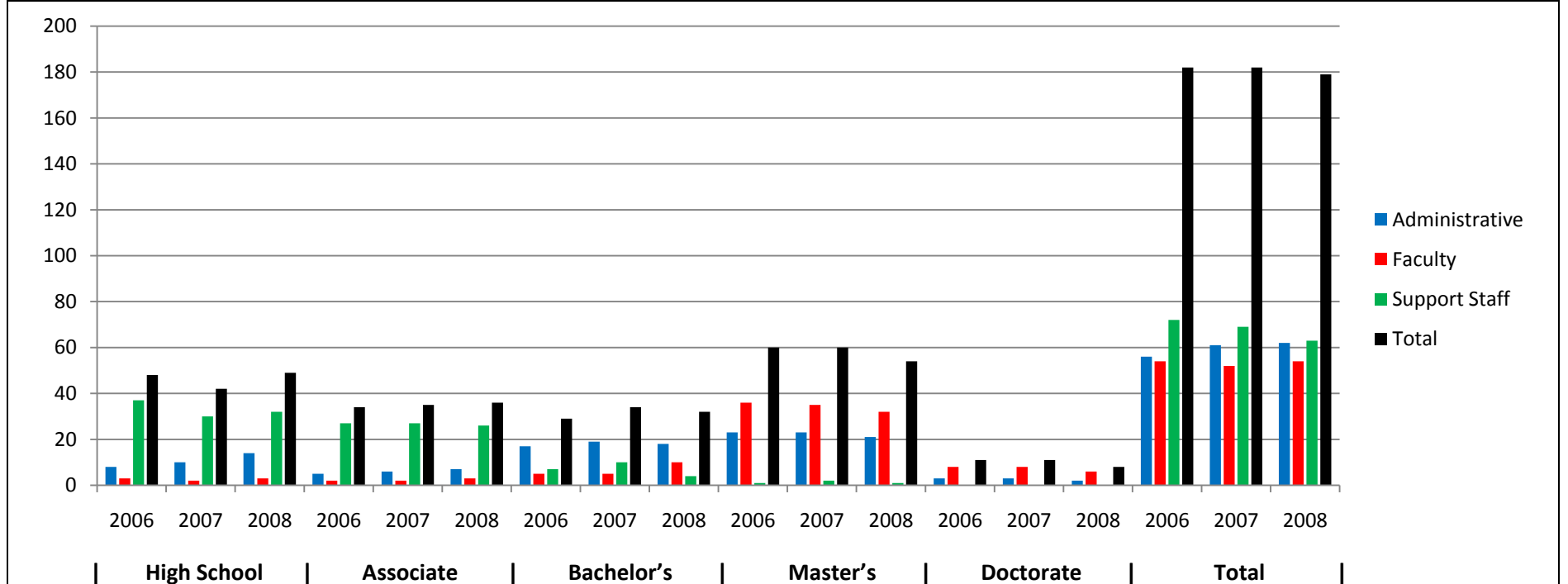
FULL TIME DACC EMPLOYEES – GENDER DISTRIBUTION

	Male				Female				Total			
	2005	2006	2007	2008	2005	2006	2007	2008	2005	2006	2007	2008
Administrative	22	27	27	28	31	30	34	34	53	57	61	62
Faculty	26	27	26	27	27	26	26	27	53	53	52	54
Support Staff	19	20	22	21	52	52	47	42	71	72	69	63
Total	67	74	75	76	110	108	107	103	177	182	182	179
Percentage	37%	41%	41%	42%	63%	59%	59%	58%	100%	100%	100%	100%



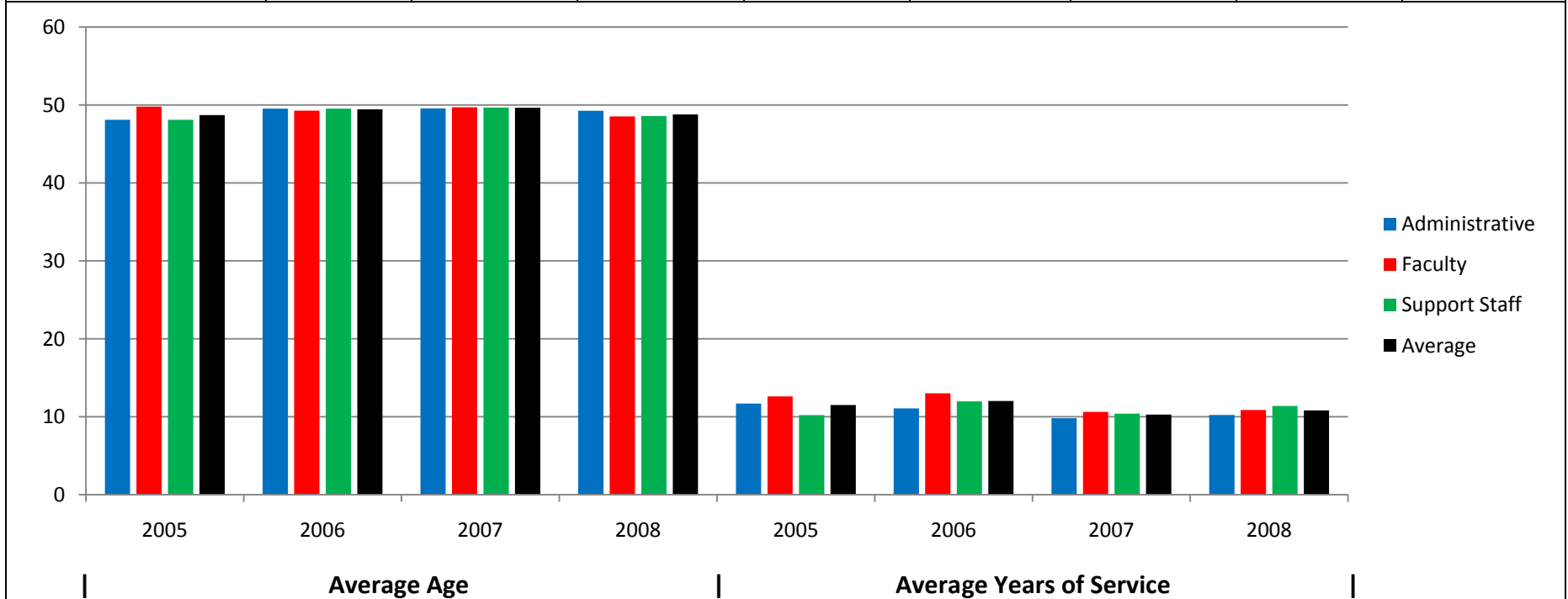
FULL TIME DACC EMPLOYEES – EDUCATION LEVEL

	High School			Associate			Bachelor's			Master's			Doctorate			Total		
	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008	2006	2007	2008
Administrative	8	10	14	5	6	7	17	19	18	23	23	21	3	3	2	56	61	62
Faculty	3	2	3	2	2	3	5	5	10	36	35	32	8	8	6	54	52	54
Support Staff	37	30	32	27	27	26	7	10	4	1	2	1	0	0	0	72	69	63
Total	48	42	49	34	35	36	29	34	29	60	60	55	11	11	8	182	182	179



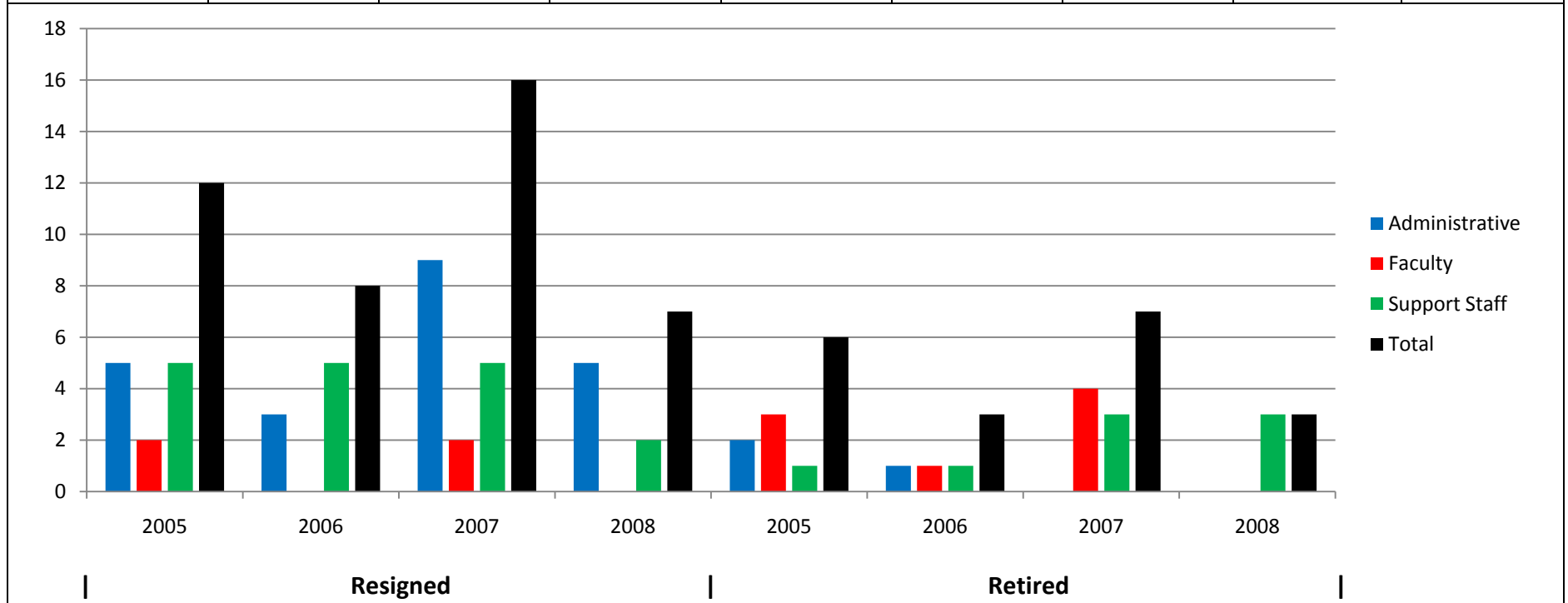
FULL TIME DACC EMPLOYEES – AVERAGE AGE AND YEARS OF SERVICE

	Average Age				Average Years of Service			
	2005	2006	2007	2008	2005	2006	2007	2008
Administrative	48.1	49.53	49.56	49.26	11.7	11.07	9.81	10.23
Faculty	49.8	49.27	49.71	48.54	12.6	13.01	10.62	10.86
Support Staff	48.1	49.54	49.67	48.59	10.2	11.97	10.39	11.38
Overall Average	48.7	49.45	49.65	48.79	11.5	12.02	10.27	10.82



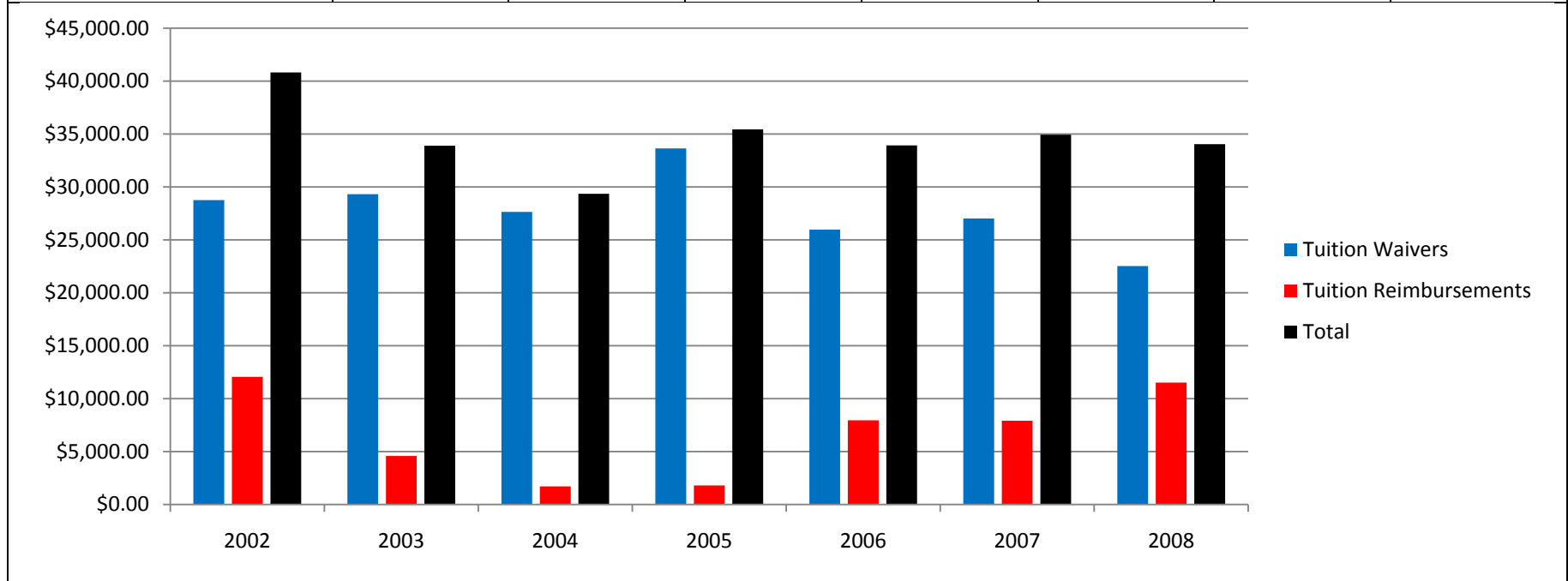
FULL TIME DACC EMPLOYEES – RESIGNATIONS AND RETIREMENTS

	Resigned				Retired			
	2005	2006	2007	2008	2005	2006	2007	2008
Administrative	5	3	9	5	2	1	0	0
Faculty	2	0	2	0	3	1	4	0
Support Staff	5	5	5	2	1	1	3	3
Total	12	8	16	7	6	3	7	3



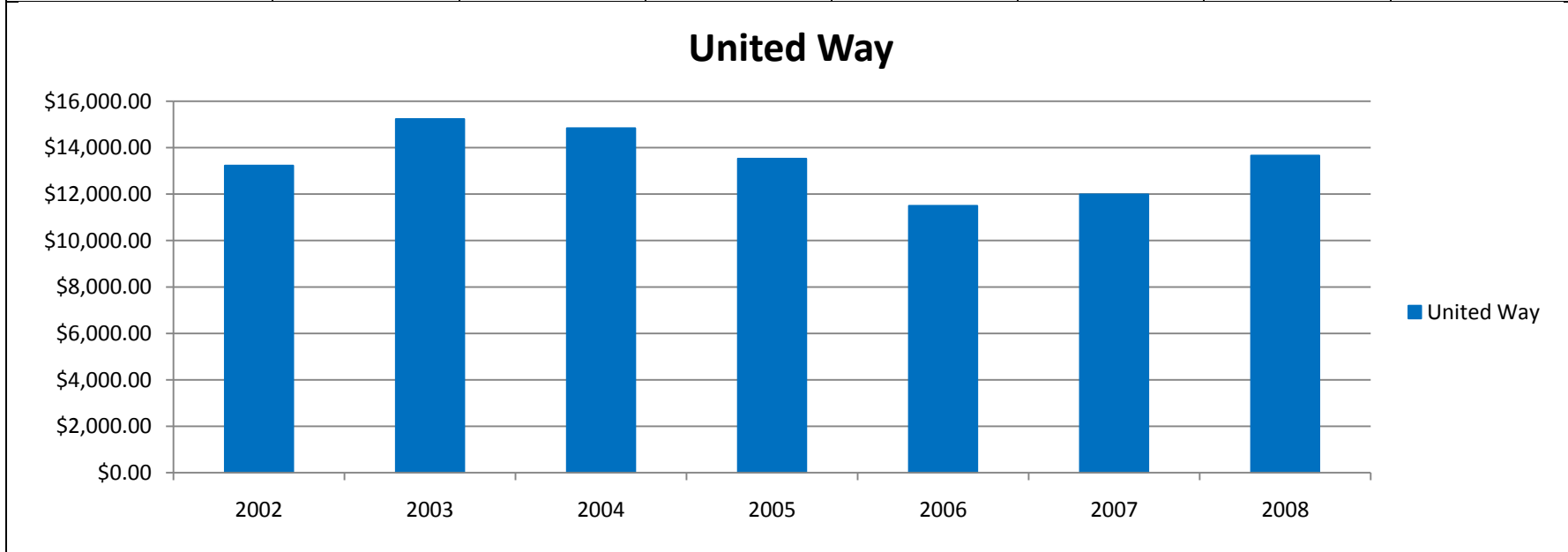
TRAINING AND STAFF DEVELOPMENT

	2002	2003	2004	2005	2006	2007	2008
Tuition Waivers	\$28,751	\$29,314	\$27,644	\$33,634	\$25,970	\$27,016	\$22,529
Tuition Reimbursements	\$12,060	\$4,590	\$1,710	\$1,800	\$7,950	\$7,920	\$11,510
Total	\$40,811	\$33,904	\$29,354	\$35,434	\$33,920	\$34,936	\$34,039



UNITED WAY CAMPAIGN

	2002	2003	2004	2005	2006	2007	2008
DACC College-Wide	\$13,229	\$15,232	\$14,840	\$13,528	\$11,499	\$11,989	\$13,662



COMMUNITY VOLUNTEERISM

- Vermilion Healthcare Foundation, Board Chair
- Work Source Inc., Board Chair
- Downtown Rotary
- College and University Professional Association – Human Resources
- United Way of Danville