

OCCC Workforce Snapshot
May 15, 2024
Board of Education Meeting

Presented by Joy Gutknecht, Director Human Resources

Employees are at the Center



Oregon Coast Community College

105 College Employees



1 President

3 Vice Presidents

10 Full Time Faculty

43 Part Time Faculty

31 Support/Professional Staff

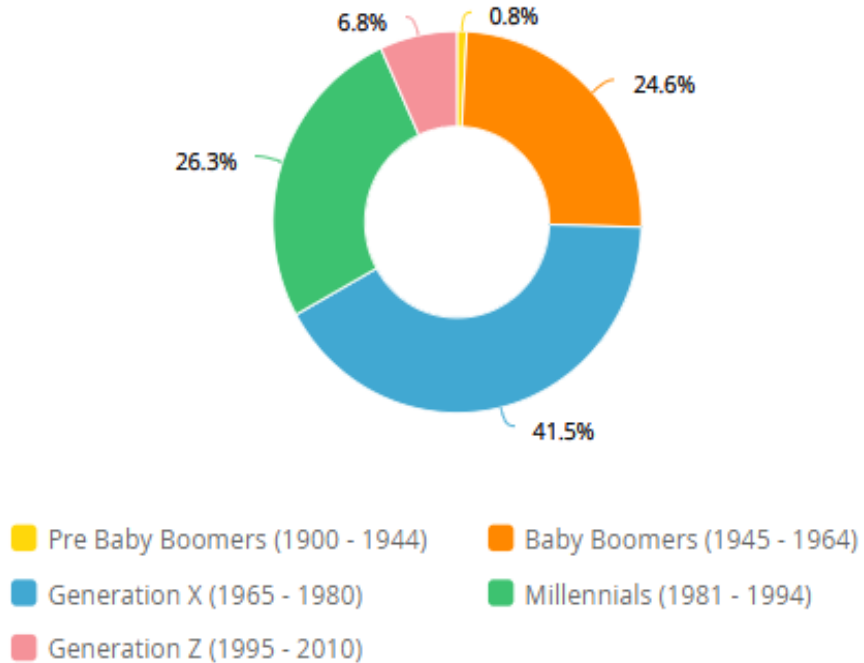
17 Dean/Director

Oregon Coast Community College



Generation

Current Trends

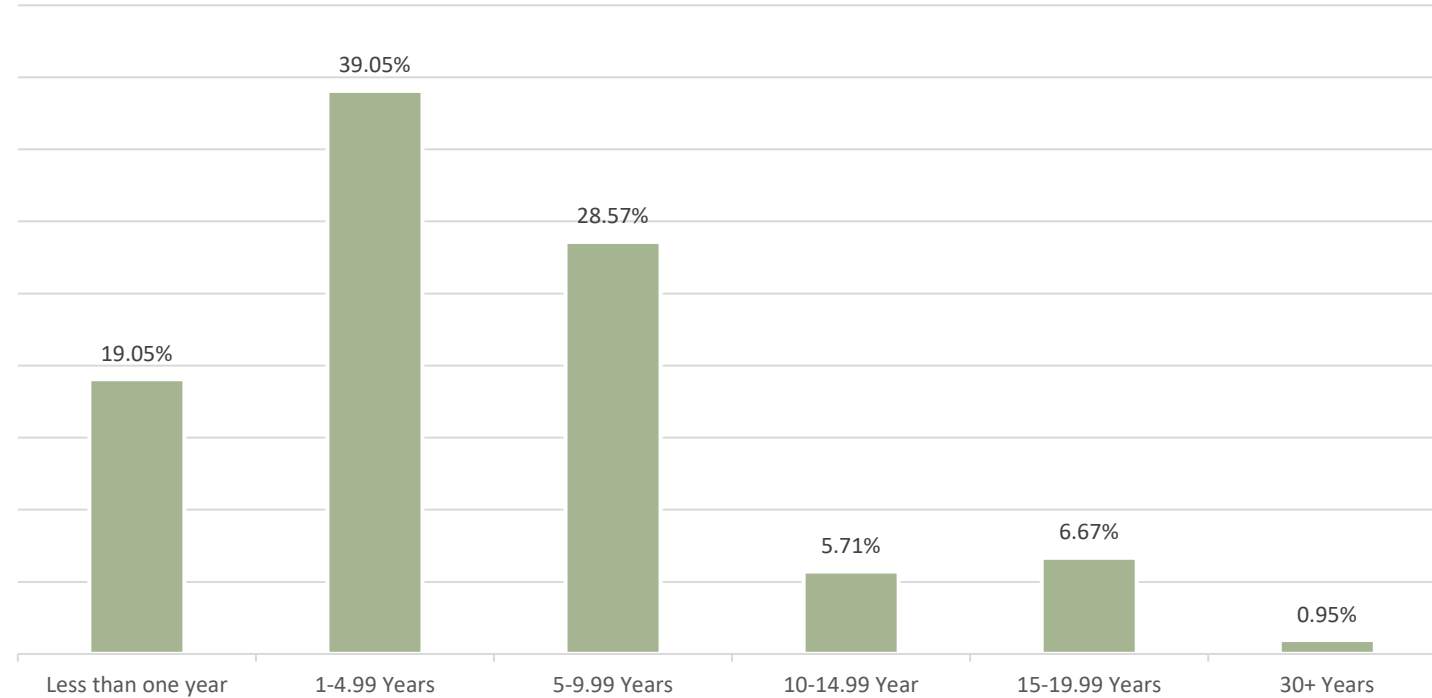


Generation	2022	2024	Trend
Pre-Baby Boomer (1900-1944)	1.9%	0.8%	-1.1%
Baby Boomer (1945-1964)	32.1%	24.6%	-7.5%
Generation X (1965-1980)	37.7%	41.5%	3.8%
Millennials (1981-1994)	23.6%	26.3%	2.7%
Generation Z (1995-2010)	4.7%	6.8%	2.1%

Oregon Coast Community College



Duration of OCCC Employment



Oregon Coast Community College

NWCCU Recommendation 4: Fall 2019 Initial Accreditation Assess the performance evaluation process, implementation, and feedback mechanisms, professional growth and development, and support resources for employees necessary for improvement of its operational functions (2020 Standards: 2.F.2, 2.F.4)

- Performance Review assessment by 3 employee groups
 - Faculty
 - Support/Professional Staff
 - Administration

OUTCOME-

- Faculty developed comprehensive review documents- piloting with FT faculty
 - PT Faculty – continuing with current format
- Support/Profession Staff developed a 30, 60, 90 and annual Evaluation tool that has been implemented
- Administration- adopted 30, 60, 90 and annual Evaluation tool that has been implemented
- Performance review is now automated in our HR/Payroll system
 - The performance process is a very interactive with the employee and their supervisor.
 - The consistence, tracking, notifications and availability of the completed document is greatly enhanced
 - 93 reviews have been completed electronically since May 2023.
- Performance on this recommendation will be assessed by the NWCCU visiting team in 2026.
 - Goal is to have the recommendation marked as “fulfilled”.



Is there any additional information you would like to see in the next annual Workforce Snapshot?

