

## From the Chancellor's Desk



Thanksgiving 2022

November 24, 2022

Dear Colleagues,

Happy Thanksgiving! I hope you are all enjoying some well-deserved time off with your loved ones.

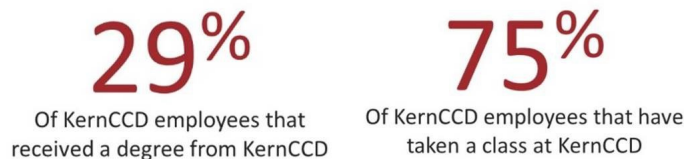
As I look around the Kern Community College District, I am filled with deep gratitude for each and every one of you and for what we have accomplished in supporting our students reach their educational goals.

I am grateful that our students chose Bakersfield College, Porterville College and Cerro Coso Community College for their education. I am grateful that our faculty and staff have been agile and creative in addressing our students' needs as we navigated the pandemic and in anticipating changes to the future workforce. I am grateful that our Board of Trustees has provided the stability for our colleges and employees so that we could do our very best work for our students and community.

There is so much to be thankful for in the Kern Community College District.

### KCCD Employees

I thought you might enjoy these data snippets from Bob Ngo.



Our employee tenure, from the first hire date.

	Less than 1 year	1-4 years	5-9 years	10-19 years	20+ years
KernCCD Employees by Total Tenure (First Hire Date)	12%	28%	26%	18%	17%

Data from Fall 2022 (as of Nov 18<sup>th</sup>, 2022)

	Tenure Category	Headcount	% of Total
DO	Less than 1 Year	17	15%
	1 to 4 Years	23	20%
	5 to 9 Years	32	28%
	10 to 19 Years	26	22%
	20+ years	18	16%
	Total	116	100%
BC	Less than 1 Year	148	12%
	1 to 4 Years	358	30%
	5 to 9 Years	304	25%
	10 to 19 Years	205	17%
	20+ years	189	16%
	Total	1,204	100%
CC	Less than 1 Year	32	12%
	1 to 4 Years	69	25%
	5 to 9 Years	67	24%
	10 to 19 Years	57	21%
	20+ years	51	18%
	Total	276	100%
PC	Less than 1 Year	30	10%
	1 to 4 Years	71	25%
	5 to 9 Years	79	27%
	10 to 19 Years	48	17%
	20+ years	60	21%
	Total	288	100%
All KCCD	<b>Less than 1 Year</b>	<b>227</b>	<b>12%</b>
	<b>1 to 4 Years</b>	<b>521</b>	<b>28%</b>
	<b>5 to 9 Years</b>	<b>482</b>	<b>26%</b>
	<b>10 to 19 Years</b>	<b>336</b>	<b>18%</b>
	<b>20+ years</b>	<b>318</b>	<b>17%</b>
	<b>Total</b>	<b>1,884</b>	<b>100%</b>

The future remains bright at KCCD!

With much warmth and collegiality.  
sonya

[See all issues \*From the Chancellor's Desk\*](#)

#KCCDDaringMightyThings

