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The Composition of Staff in California's Community Colleges, 1994 to 2002

Elias S. Lopez, Ph.D.

Prepared at the Request of Senator Richard Alarcón

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Internet Access

This paper is also available through the Internet at the California State Library's home page (www.library.ca.gov) under CRB Reports.

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INTRODUCTION

The California Community College (CCC) system is the largest two-year higher education system in the United States, providing courses to over 1.7 million students and employing more than 85,000 persons (in 2002).

The colleges' primary mission is to offer academic and vocational education at the lower division level for both recent high school graduates and individuals returning to school. Another important mission is to advance California's economic growth and global competitiveness through education, training, and services that contribute to continuous workforce improvement. For students, the community colleges are the most affordable of the state's higher education systems. They are also geographically accessible, with 108 community colleges statewide.

At the request of Senator Alarcon, this report analyzes staffing patterns in California's community colleges. Based on data from 1994 to 2002, we present information on the composition of the staff by months worked, full-time and part-time status, gender, ethnicity,* new hires, age, and annual salary, for each of the following employment classifications:

- Educational administrators
- Tenured faculty
- Tenure track faculty
- Temporary faculty
- Classified staff

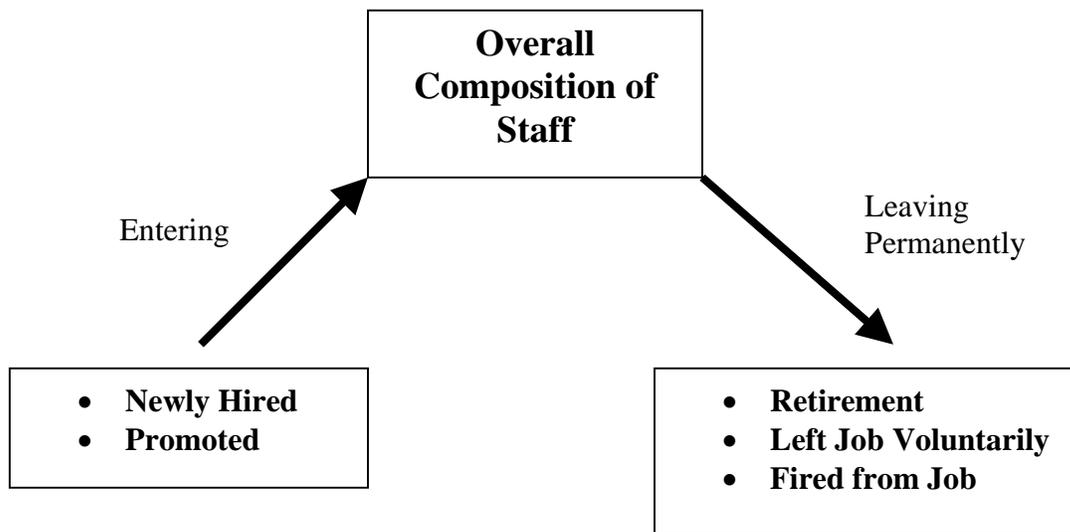
In addition, this report provides information on staffing patterns by types of courses taught and by community college districts.†

* To simplify the presentation, the charts and tables on gender and ethnicity do not show information for the individuals marked as "unknown" or "other." Throughout this report, Whites refer to White non-Hispanic, Asian to Asian non-Hispanic, African American to African American non-Hispanic, and Native American to Native American non-Hispanic. Latinos could be of any race.

† District information is presented in ten tables, each representing one of ten geographic regions.

Structure and Scope of This Report

This report is both comprehensive and analytical. With 98 charts and tables, it is very thorough and can serve as a reference guide. It is also analytical since it seeks to understand how the overall composition of California's community colleges staff is changing. Change can occur when a new person enters or leaves a particular employment classification, as the diagram below shows. Promotion is a variable (derived for this report) that keeps track of who changed employment classification from one year to the next.[‡]



For each community college employment classification, we first present information on the overall composition of the staff. Then we present information on those entering (newly hired and promoted). Data for leavers is more difficult to analyze. Although we could capture those that were not in the system from one year to the next, we were not able to distinguish between those that left permanently and those that left temporarily (maternity leave, sabbatical, etc.). For leavers, we present information indirectly and show only information for persons of retirement age.

[‡] We are assuming that a change in classification is a promotion, as is most likely the case when a Tenure Track Faculty becomes a Tenured Faculty. It can also mean a demotion as when a Tenure Track Faculty becomes a Temporary Faculty. We use the word “promotion” very loosely, because without knowing the context in which it occurs, we do not know if the change is a promotion or demotion.

Employment Classifications Used in this Report

Educational administrators include the top-level leadership of the community colleges, such as the Chancellor, Vice Chancellors, Presidents, Vice Presidents, Deans, Associate Deans, Assistant Deans, and executive officers of academic departments. In 2002, Educational Administrators numbered 1,970 and made up two percent of the statewide staff.

The community colleges have the following three faculty categories: Tenured, Tenure Track, and Temporary. Together they comprise 67 percent of the staff. *Tenured Faculty* have tenure or permanent status. *Tenure Track Faculty* do not yet have permanent status but are expected to get tenure once they meet the terms of their contract. *Temporary Faculty* are hired on a semester-by-semester, or quarter-by-quarter basis, as needed. In 2002, there were 12,524 Tenured Faculty, 5,082 Tenure Track Faculty, and 39,139 Temporary Faculty employed in California community colleges.

Classified Staff includes all the other staff employed by the community colleges. This includes supervisors, other professionals, secretaries, technical paraprofessionals, skilled craftsmen, service maintenance people, and research assistants. In 2002, classified employees made up 31 percent of the total statewide staff.

California's General Population and Community College Student Enrollment

The following table is for those readers interested in making comparisons between community college staffing patterns, the overall population of California, and California's community college student enrollment:

Change from 1994 to 2002							
Community College Student Enrollment				California's Total Population			
Ethnicity	1994	2002	Change 1994 to 2002	Ethnicity	1994	2002	Change 1994 to 2002
White	46%	40%	-6.3%	White	54%	49%	-5.2%
Latino	20%	27%	6.6%	Latino	28%	32%	3.8%
Asian	14%	15%	0.7%	Asian	10%	12%	1.8%
African American	8%	7%	-0.5%	African American	7%	7%	-0.4%
Native American	1%	1%	-0.2%	Native American	1%	1%	-0.01%
No Response	4%	7%	2.7%	TOTAL	100%	100%	
Non Resident Alien	5%	1%	-3.4%				
Other	1%	2%	0.4%				
Total	100%	100%					
Gender				Gender			
Gender	1994	2002	Change 1994 to 2002	Gender	1994	2002	Change 1994 to 2002
Female	56%	56%	-0.5%	Female	50%	50%	-0.2%
Male	43%	43%	0.2%	Male	50%	50%	0.2%
Unknown	1%	1%	0.4%	Total	100%	100%	0.0%
Total	100%	100%	0.0%				

Source: CRB using CPEC enrollment data and 1970-2040 DOF Population Projections.

Data Sources and Methodology

The data analyzed in this report is provided by the California Community College Chancellor's Office, and was made available by legislative request. The California Research Bureau has conducted an independent analysis of the data, the results of which are contained in this report. The appendix holds more information on the methodology.

The dataset is for the most part complete. There are some exceptions, however, and below are the years and the districts for which information was not available.

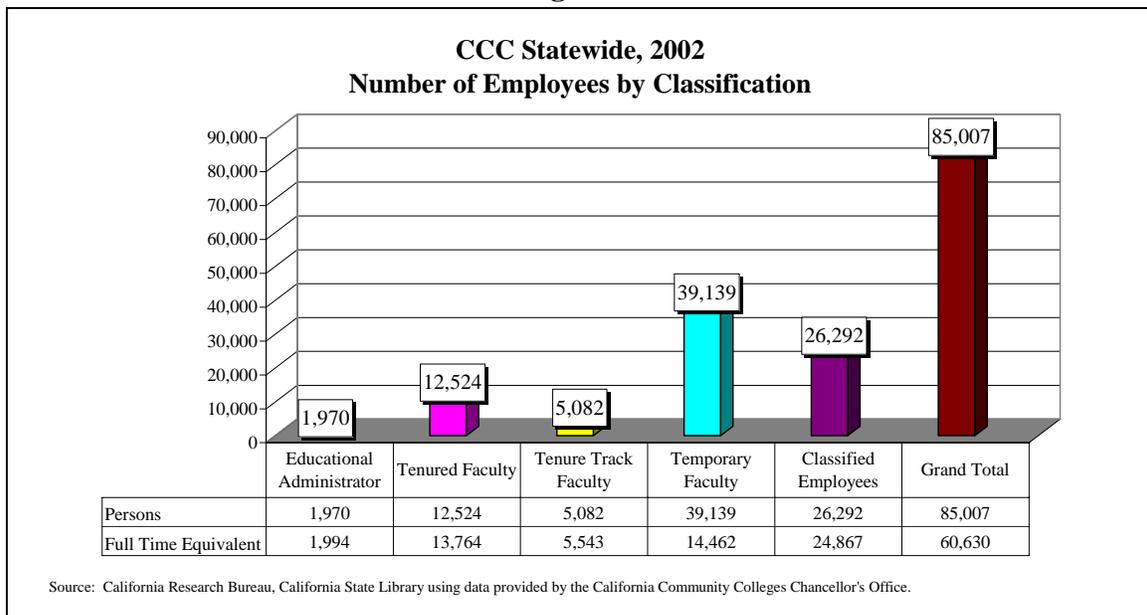
1994:	Lassen
2000:	Lassen Shasta-Tehama-Trinity Joint District
2001:	Lassen San Jose/Evergreen
2002:	Lassen Shasta-Tehama-Trinity Joint District San Jose/Evergreen Compton Barstow

Copper Mountain Community College District began operations in 2000; information was available only for 2000 to 2002.

CHANGES IN OVERALL STAFFING LEVELS

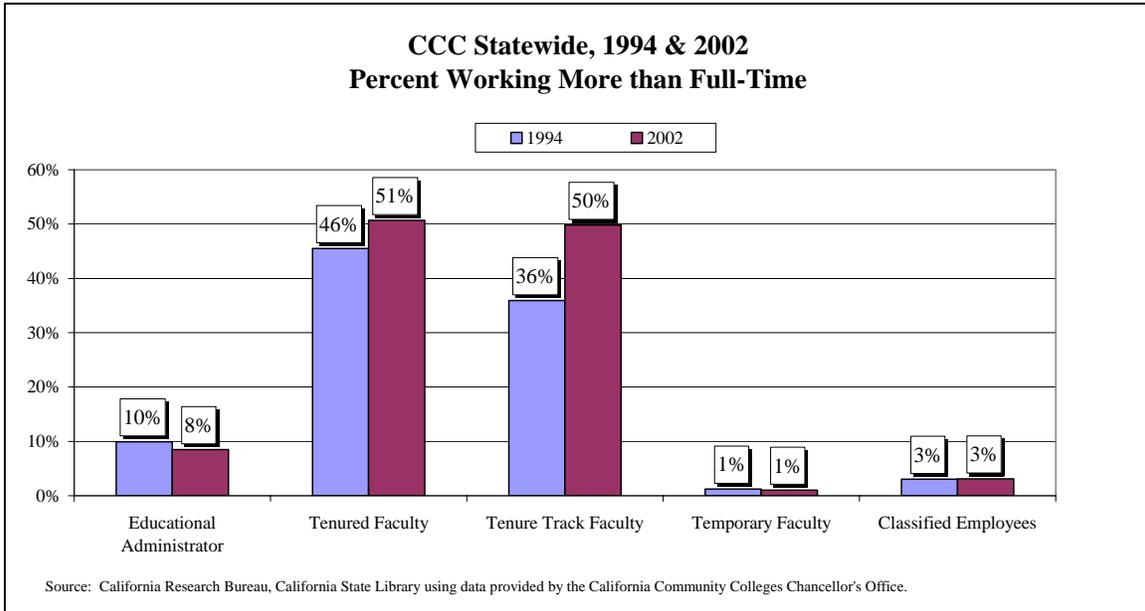
California's community colleges provide employment to over 85,000 persons. The chart below illustrates the number of persons in each category, and also gives the full-time equivalent. In some cases, as with Temporary Faculty, the number of persons is much greater than their full-time equivalent. In other cases, as with Tenured Faculty, their full-time equivalent is actually higher than the number of persons employed. Whether the full-time equivalent is greater or lower than the actual number employed depends on the number of persons working part-time and on the number of persons undertaking extra teaching assignments.

Figure 1



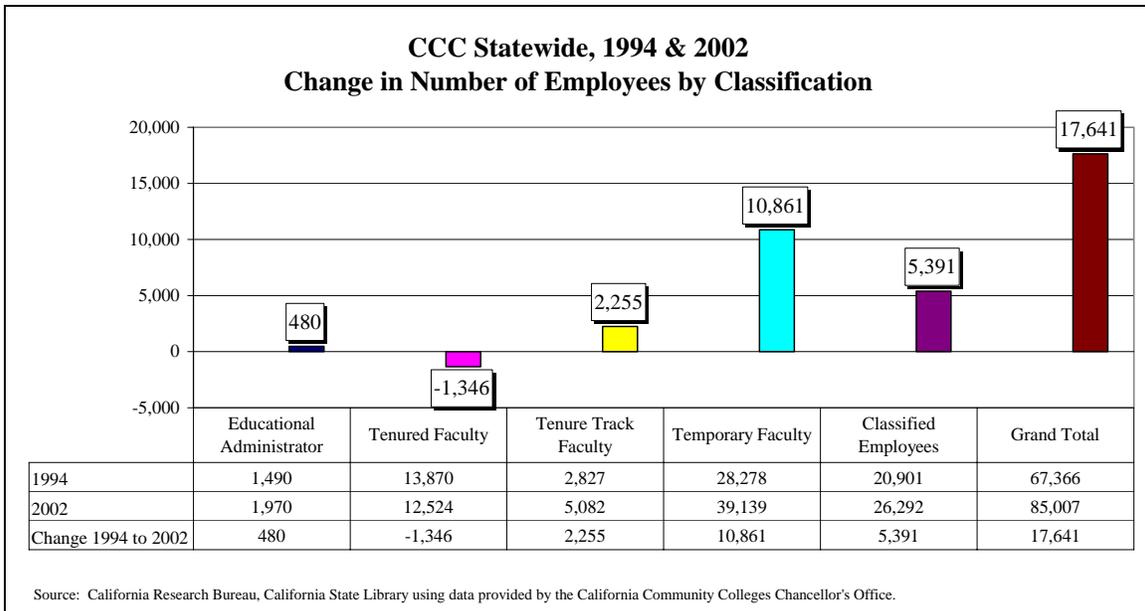
The percent working more than full-time is very high for Tenured and Tenure Track faculty. Currently, about half of the tenured and Tenure Track Faculty are undertaking assignments beyond their normal workload. Moreover, the percent working more than full-time has been increasing over time, as seen in Figure 2.

Figure 2



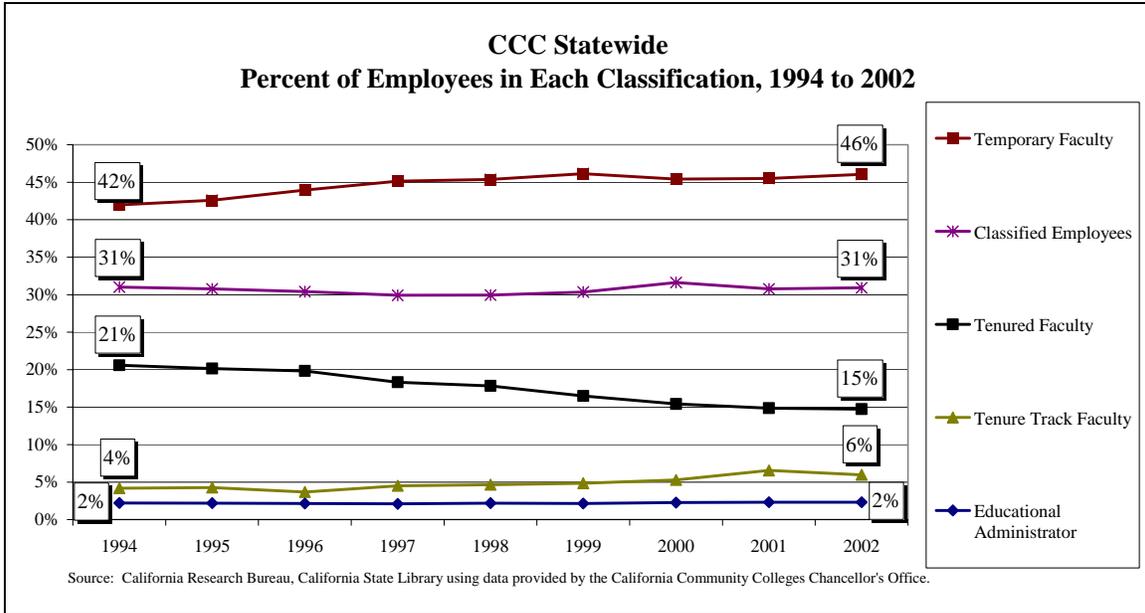
In part, the increased workload can be explained by the net loss of Tenured Faculty to retirement, and the fact that those positions have not been replaced yet. Currently, there are 1,346 fewer persons working as Tenured Faculty than there were in 1994 (Figure 3).

Figure 3



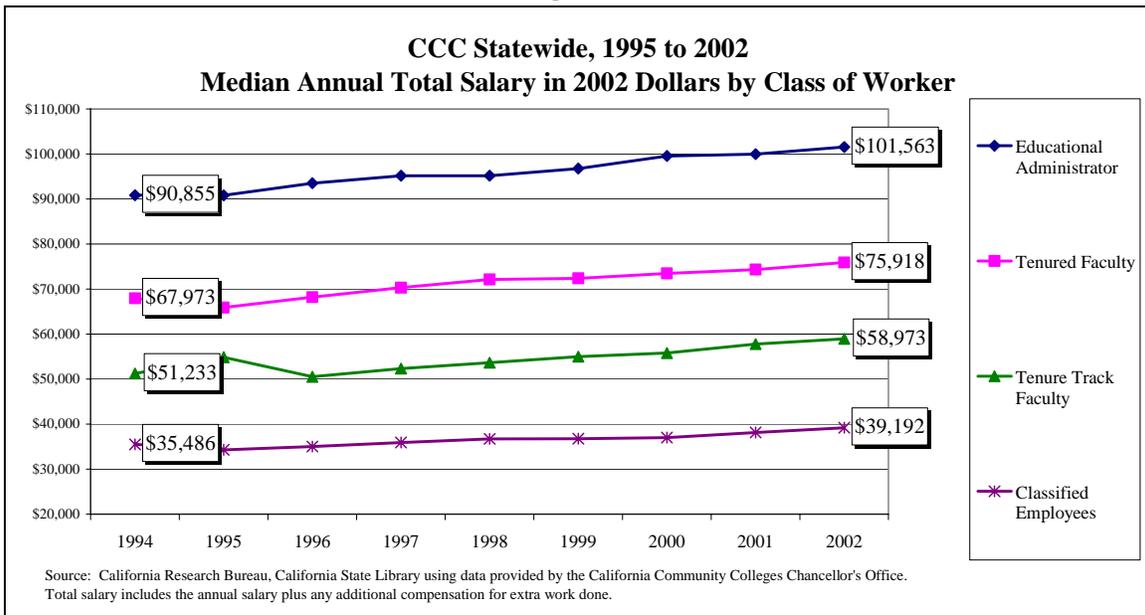
The community colleges appear to be addressing the loss in Tenured Faculty by hiring more Temporary and Tenure Track Faculty. Temporary Faculty increased from 42 to 46 percent of the overall staff, while Tenure Track Faculty increased from 4 to 6 percent.

Figure 4



Below is the trend in median annual salaries* (the amount that Temporary Faculty earn on annual basis was not available).

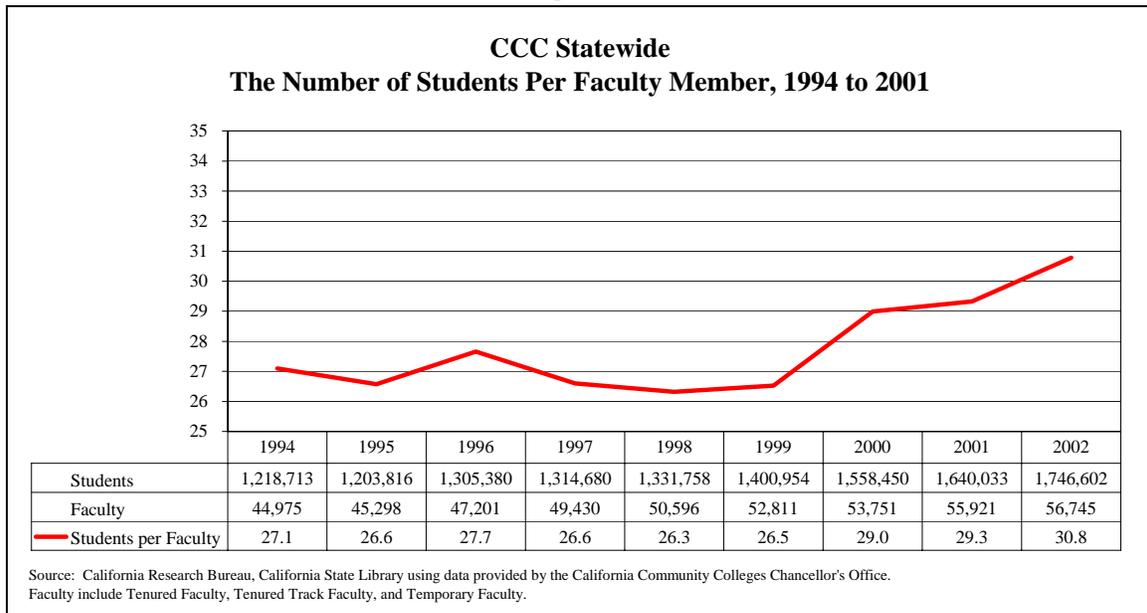
Figure 5



* The annual salary is adjusted for inflation using the Consumer Price Index (CPI) for California.

Since 1994, the community colleges have added 17,641 more staff (Figure 3). Are these increases justified? Figure 6 shows the ratio of students to faculty. Over time, the ratio of students to faculty has increased, but the rate of increase varied. Between 1994 and 1998, the ratio of students to faculty held steady around 27. Since 2000, however, the ratio has been steadily increasing such that student enrollment has been growing faster than the number of faculty.

Figure 6



The community colleges served 1.7 million students in 2002. To serve these students, the community colleges require a variety of staff, ranging from Educational Administrators to Classified Staff. In separate sections that follow, there is more information on Educational Administrators (page 9), Tenured Faculty (page 19), Tenure Track Faculty (page 29), Temporary Faculty (page 39), and Classified Staff (page 48).

EDUCATIONAL ADMINISTRATORS

Current Profile

Educational Administrators are top-level managers, and they comprise 2.3 percent of the overall community college staff. There are 1,970 Educational Administrators and following is a description of this group:

- 99% are on a 11-12 month work year
- 8% are working more than full-time (beyond their normal workload)
- 49% are female
- 66% are White
- 14% are Latino
- 6% are Asian
- 10% are African American
- 1% are Native American
- 45% are age 55 or older (at or close to the retirement age)

Changes Over Time

The composition of community college Educational Administrators is changing over time, but the rate of change is faster in some areas than others.

- Between 1994 and 2002, the percent of Educational Administrators who are age 55 or older increased by 15.6 percentage points.
- Females increased their percentage by 7.1 points.
- Together, Latinos, Asians, African Americans, and Native Americans increased their percentage by 2.9 points. The increase or decrease by ethnic group follows:
 - Whites decreased by 4.8 percent
 - Latinos increased by 2.9 percent
 - Asians increased by 1.2 percent
 - African Americans decreased by 0.8 percent
 - Native Americans decreased by 0.4 percent

The Newly Hired and Promoted

The overall changes above happen when new persons enter the system or when persons leave the system. An analysis of those entering, i.e., promoted and newly hired, between 1995 and 2002 indicates that the percent of females hired or promoted increased by 2 percent. Among the ethnic groups, Whites also increased by 10.5 percent. The percent for all the other groups went down, Latinos by 3.7%, Asians by 0.8%, African Americans by 1.3%, and Native Americans by 1.2%. *This finding is contrary to the overall changes shown above. The composition of the administrative staff is changing not because of the hiring and promotion process, but by those who are leaving these positions. As White males retire, the percentages for all the other groups increase.*

WORK YEAR DURATION

A community college administrator can be hired for less than 9 months, 9-10 months, or 11-12 months. Almost all Educational Administrators are on an 11-12 month work year (Figure 1). Over time, the percent of administrators with an 11-12 month work year has been increasing. In 1994, 96 percent of Educational Administrators were under such a work year. By 2002, the number had increased by 3 percent to 99 percent (Figure 8).

Figure 7

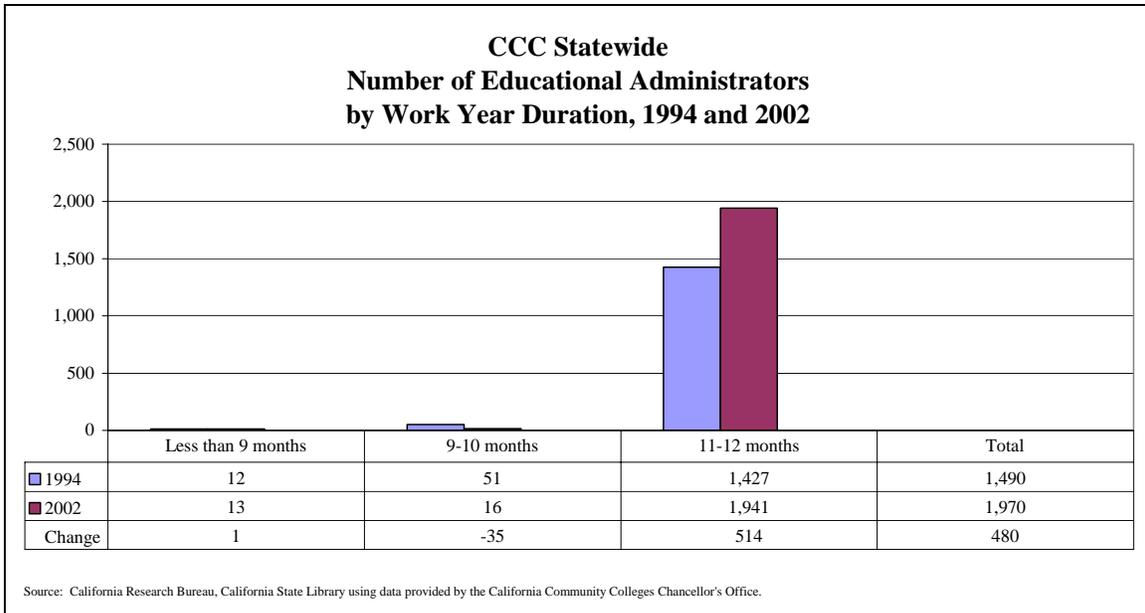
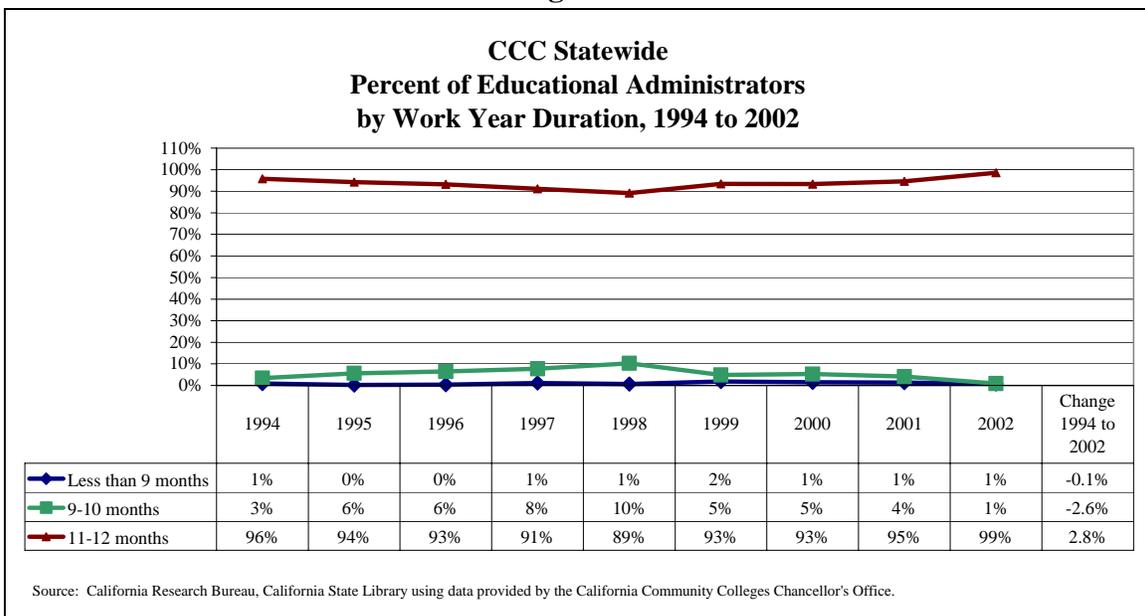


Figure 8



FULL AND PART-TIME STATUS

Most Educational Administrators work full-time (an average of 40 hours a week); 2 percent work less than full-time, and 8 percent work more than full-time. Between 1994 and 2002 there was a 1.5 percent reduction in the number of administrators working more than full-time or in assignments requiring time beyond their regular workload (Figure 10).

Figure 9

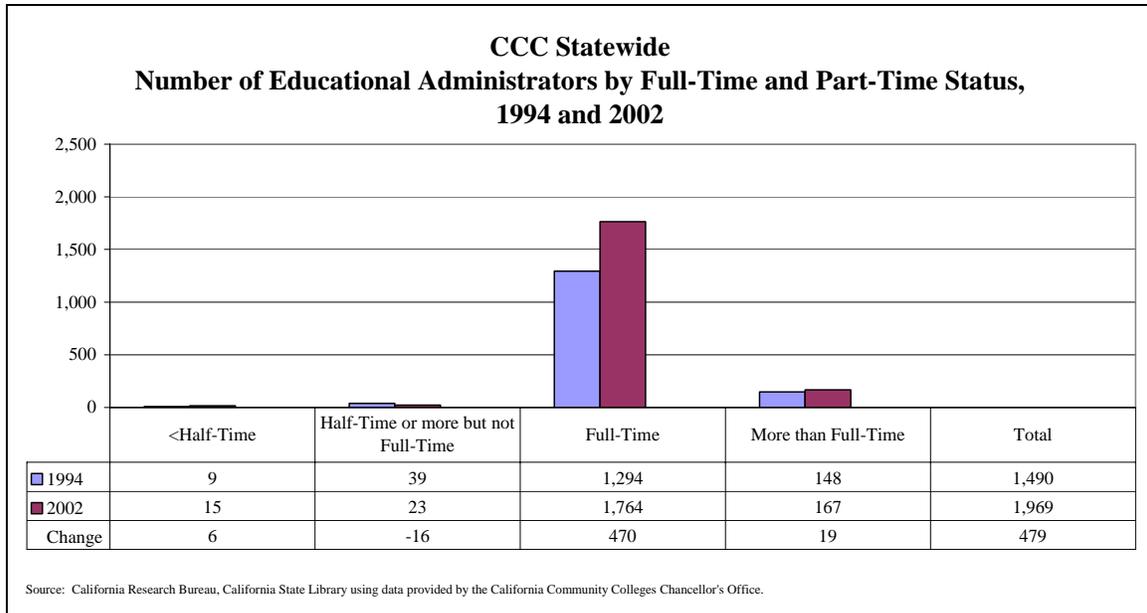
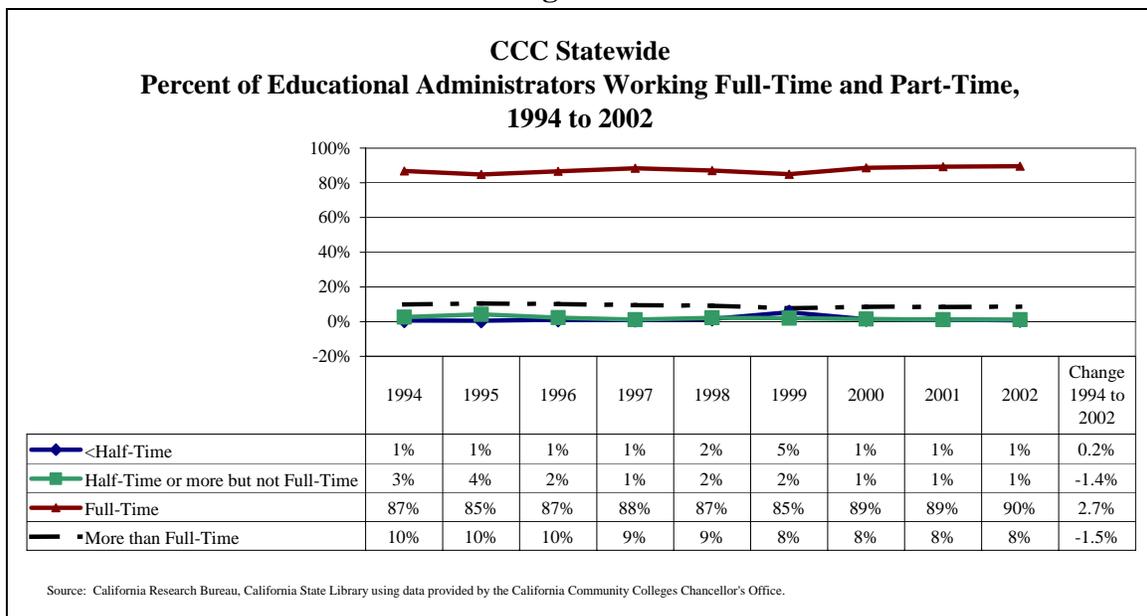


Figure 10



COMPOSITION BY GENDER

Between 1994 and 2002, the number of female Educational Administrators increased by 7.1 percent (Figure 12), a net gain of 341 females compared to 139 males (Figure 11).

Figure 11

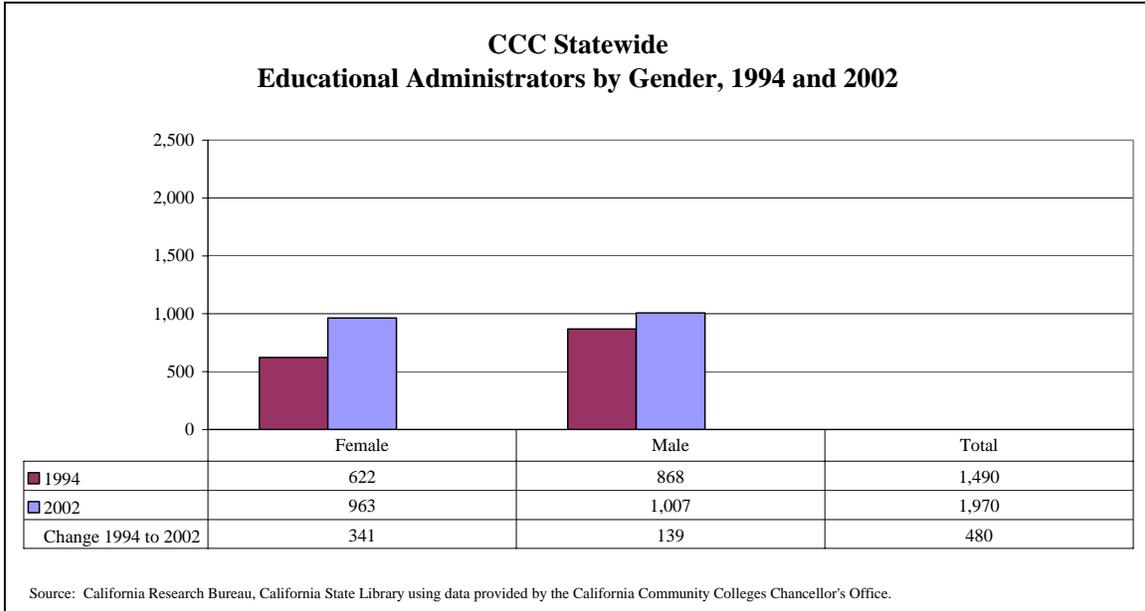
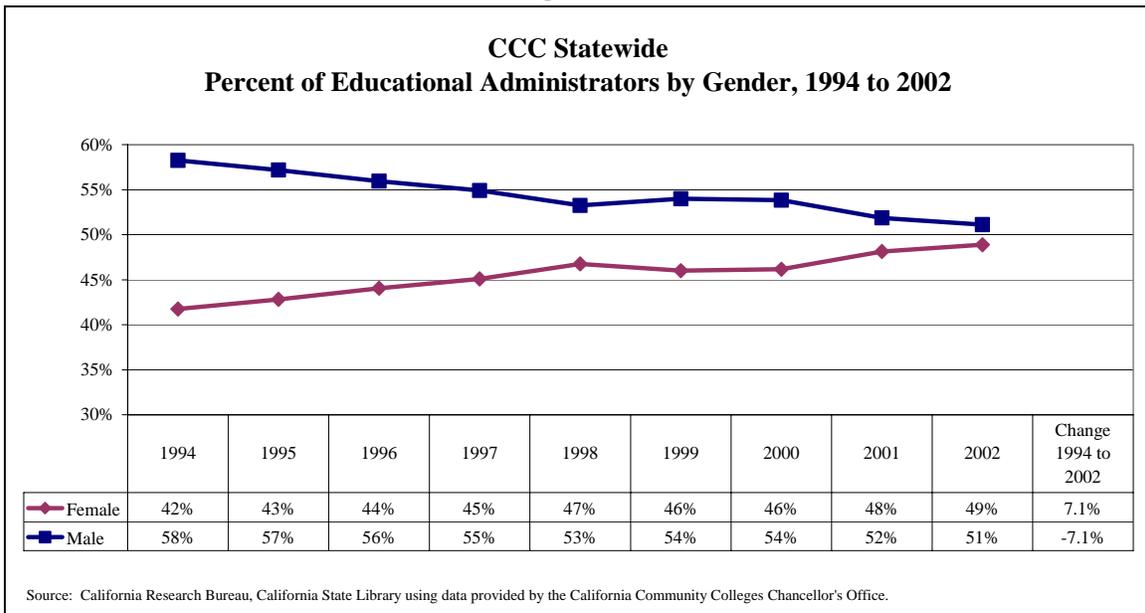


Figure 12



COMPOSITION BY ETHNICITY

The number of White Educational Administrators increased the most, followed by Latinos (Figure 13). However, in relative terms, the percentage of Whites declined by 4.8 percent while that of Latinos and Asians increased by 2.9 and 1.2 percent, respectively.

Figure 13

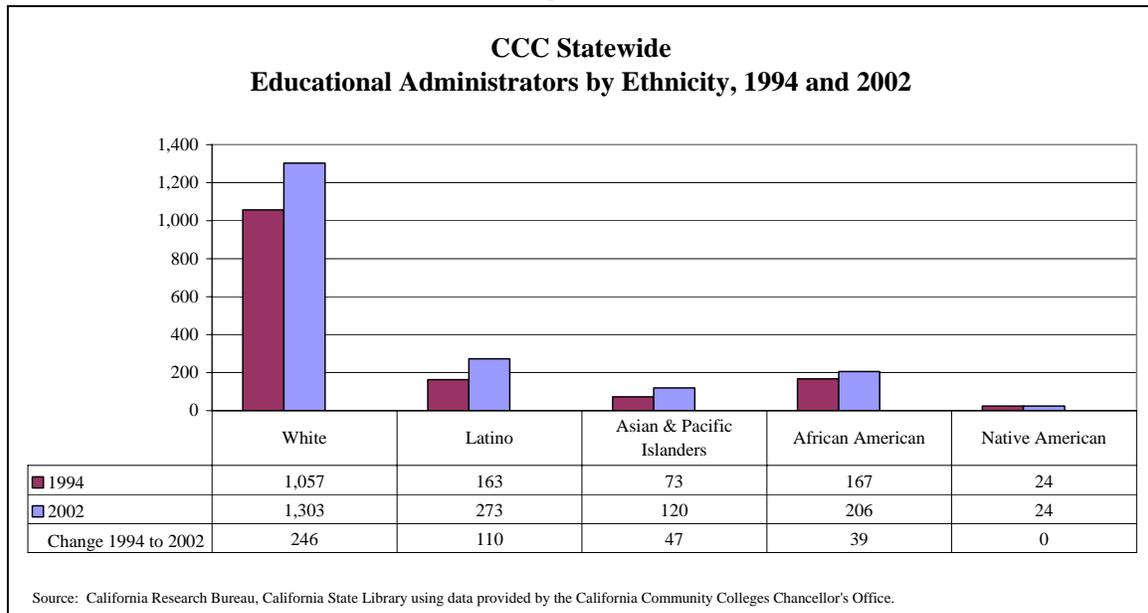
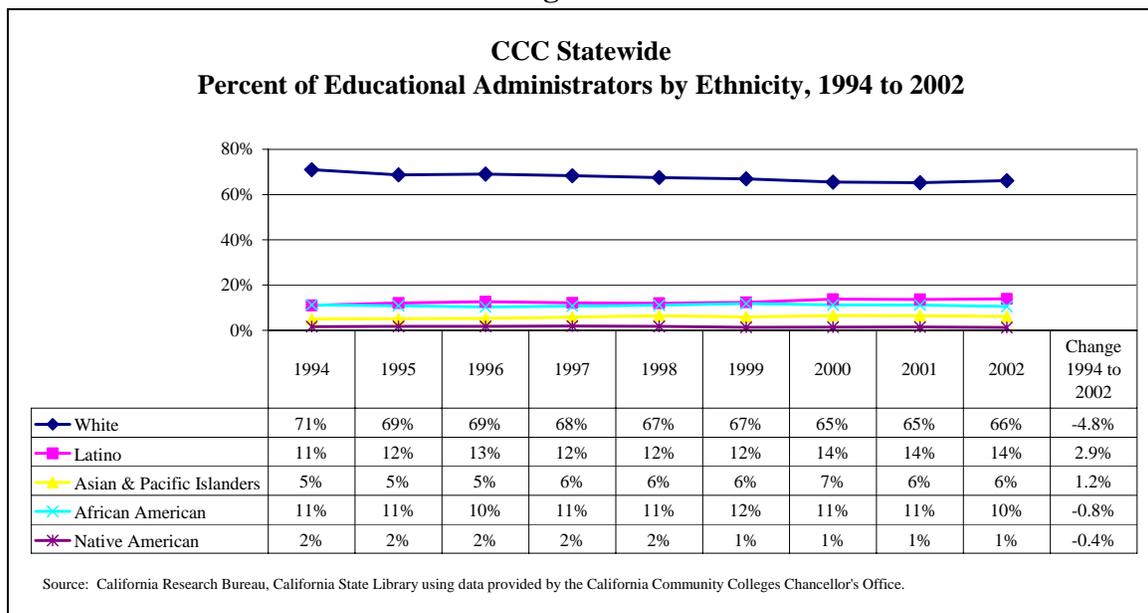


Figure 14



COMPOSITION OF THE PROMOTED AND NEWLY HIRED

Figures 15 and 16 show that among the promoted and newly hired Educational Administrators, the percentage for females increased marginally, by 2 percent (Figure 16).*

Figure 15

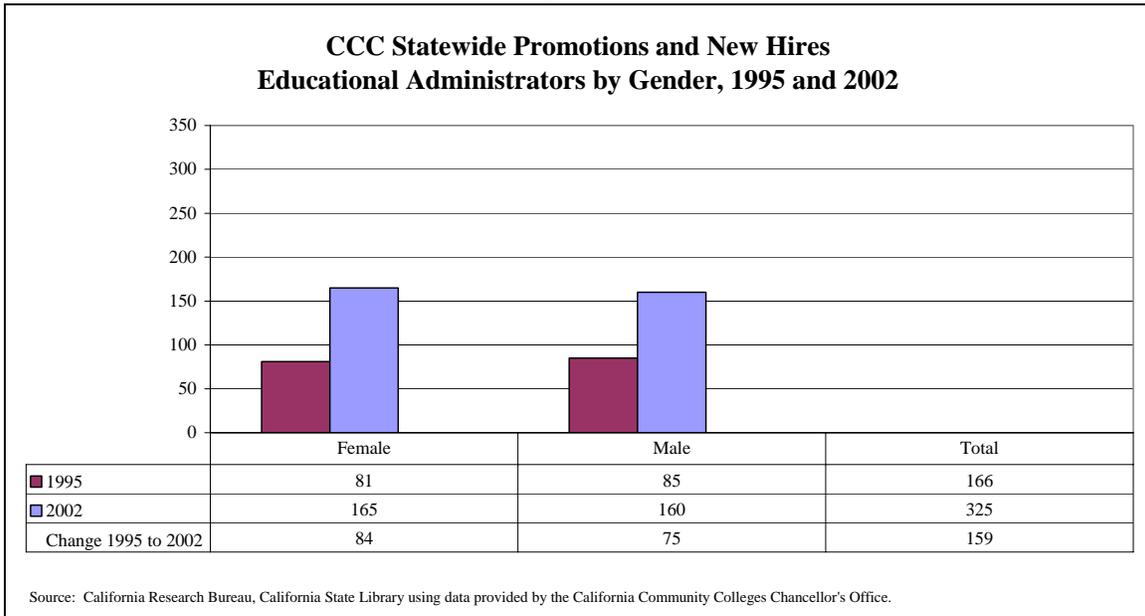
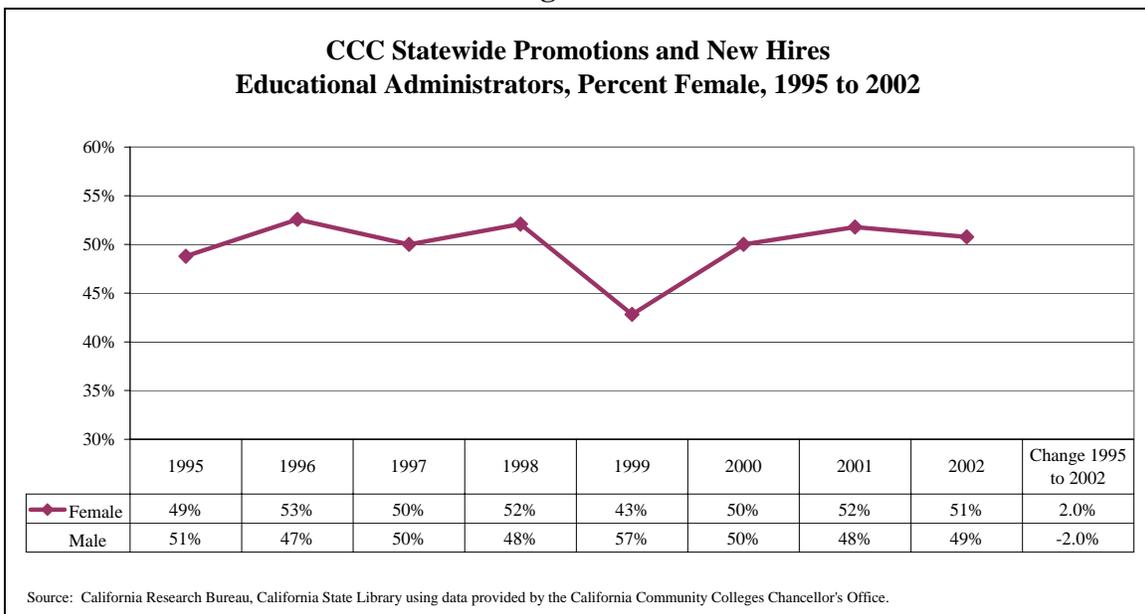


Figure 16



* Of the 325 promotions and new hires in 2002, 49.2 percent are new hires and 50.8 percent are promotions.

Among promoted and newly hired Educational Administrators, the percent of Latinos, Asians, African Americans, and Native Americans declined by 7 percent between 1995 and 2002 (Figure 18). All groups except Native Americans increased in absolute terms (Figure 17).

Figure 17

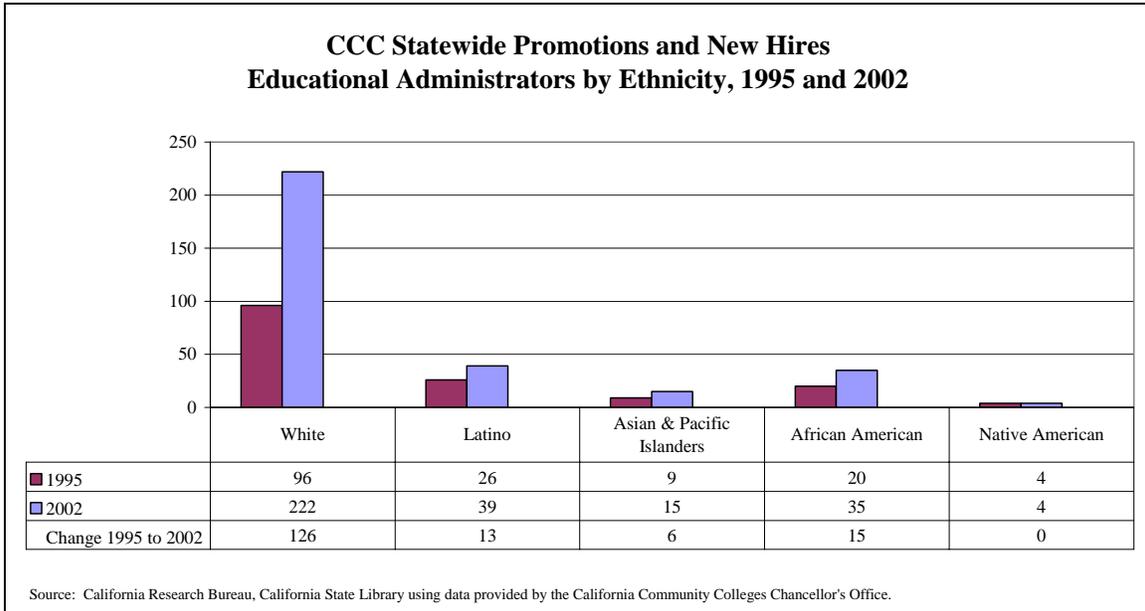
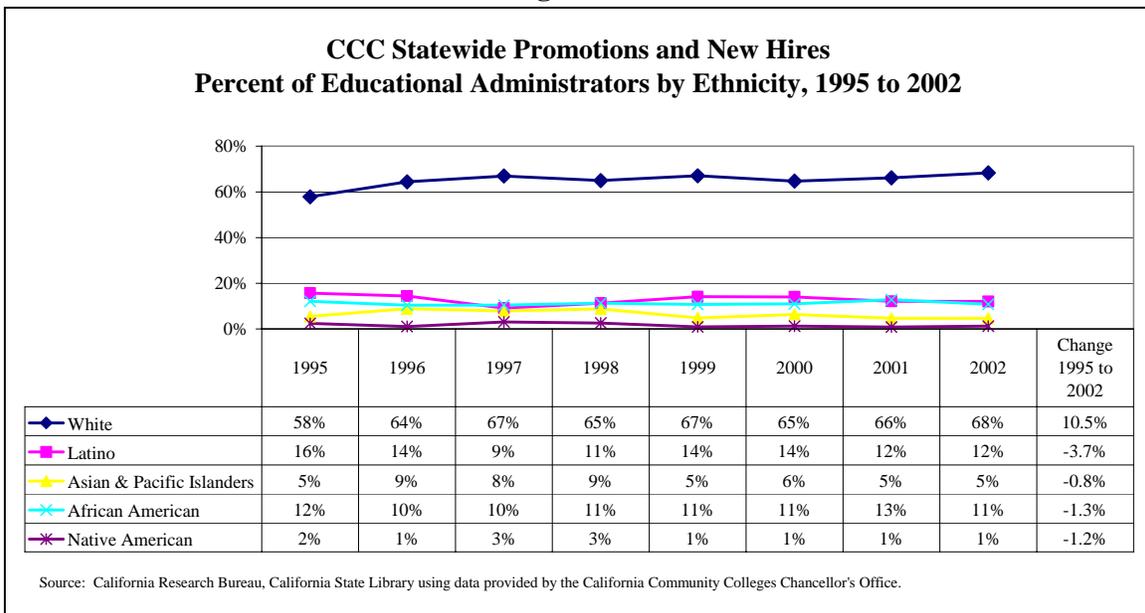


Figure 18[†]



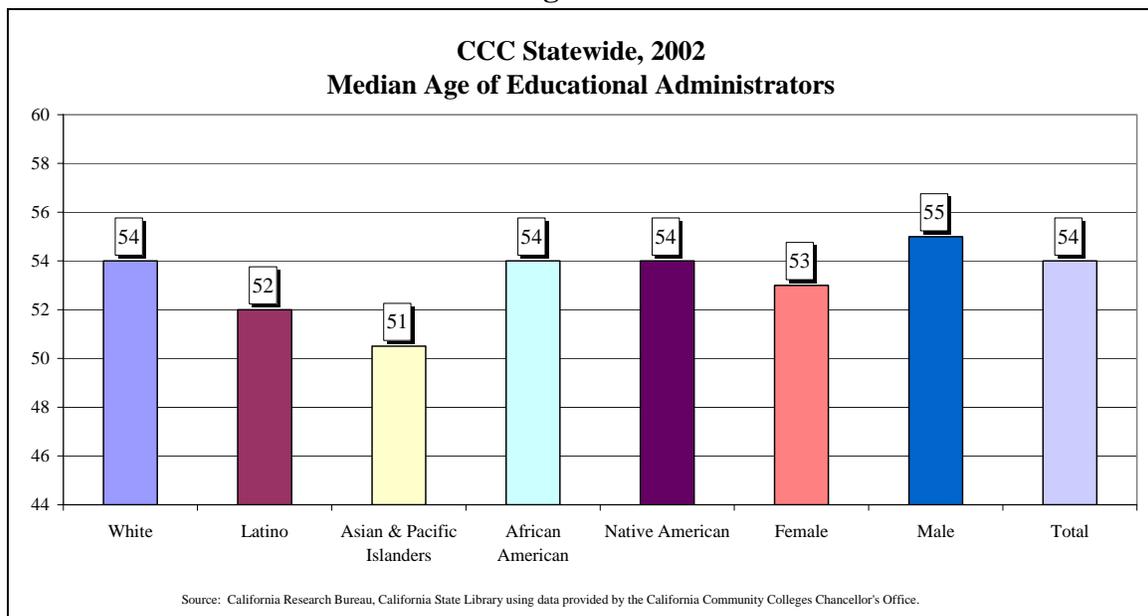
[†] Figures 17 and 18 do not show the numbers for “Unknown” or “Other”. Thus, percentages do not add to 100% in some years.

COMPOSITION BY AGE

The types of individuals who fill community college administrative positions has not changed significantly in nine years. The modest change that has occurred is due to people leaving, most often by retirement.[‡] In this analysis, we present three charts, one on the median age of Educational Administrators, another on their age distribution over time, and a third on the number of persons who are at or near the retirement age.

The median age among administrators is 54 years of age. Males tend to be older (55 years) while females slightly younger (53 years). Among the different ethnic groups, Latinos (52 years) and Asians (51 years) are a bit younger.

Figure 19

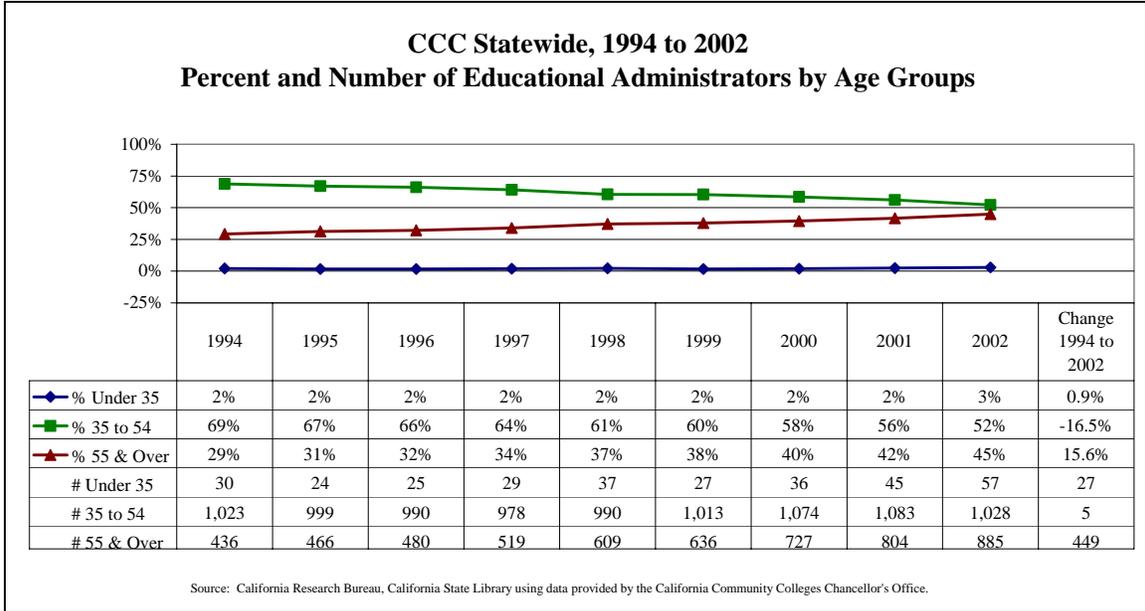


[‡] There are two ways for the composition of the staff to change. One is by hiring or promoting staff that is demographically different from the current staff. As already shown, the composition of the new staff has not changed significantly in nine years. The composition of the staff in the community colleges is changing, not by the new people they are bringing in, but by who is leaving. A person is considered to leave the system when they retire, when they leave for personal reasons, when they find another job, or when they are let go. Unfortunately, the dataset does not have information on why persons left the system. Without more information, it is difficult to determine if they truly left or if they left on a temporary basis and plan to return. Nevertheless, as a proxy, we can look at the age of those still in the system to determine who is currently eligible for retirement.

Of the Educational Administrators that left between 1994 and 2001, 49 percent were 55 years or older. Age is thus an important consideration for this group.

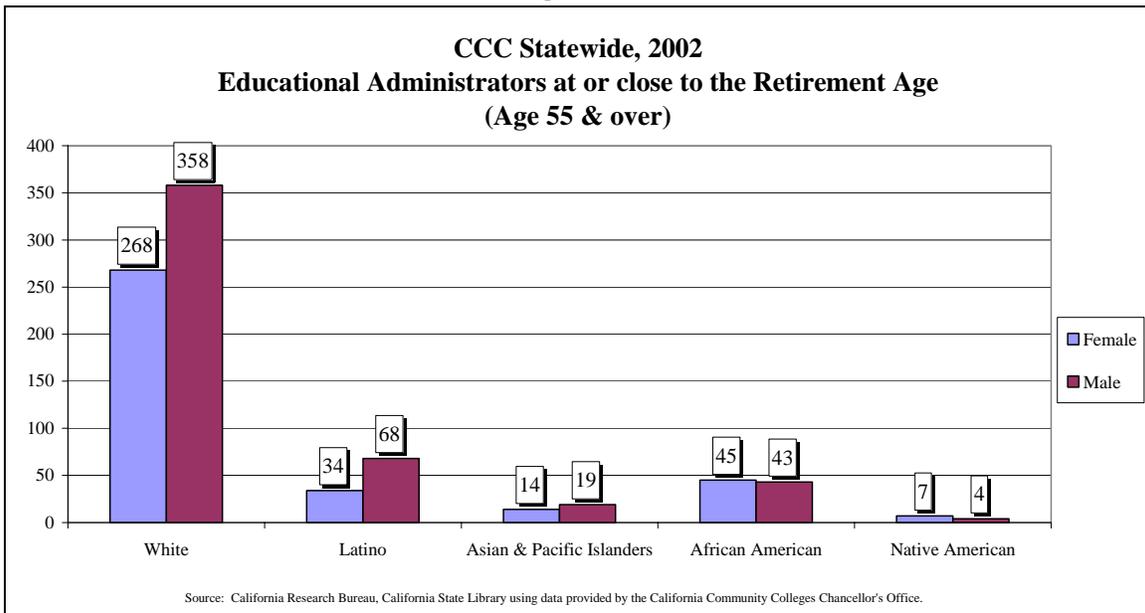
The percent of community college administrators 55 years of age or older is increasing very rapidly. In 1994, 29 percent were age 55 and over. By 2002, the percentage had grown to 45 percent, an increase of 15.6 percentage points.

Figure 20



White males (358 persons), followed by White females (268 persons), comprise the largest group of retirement age.

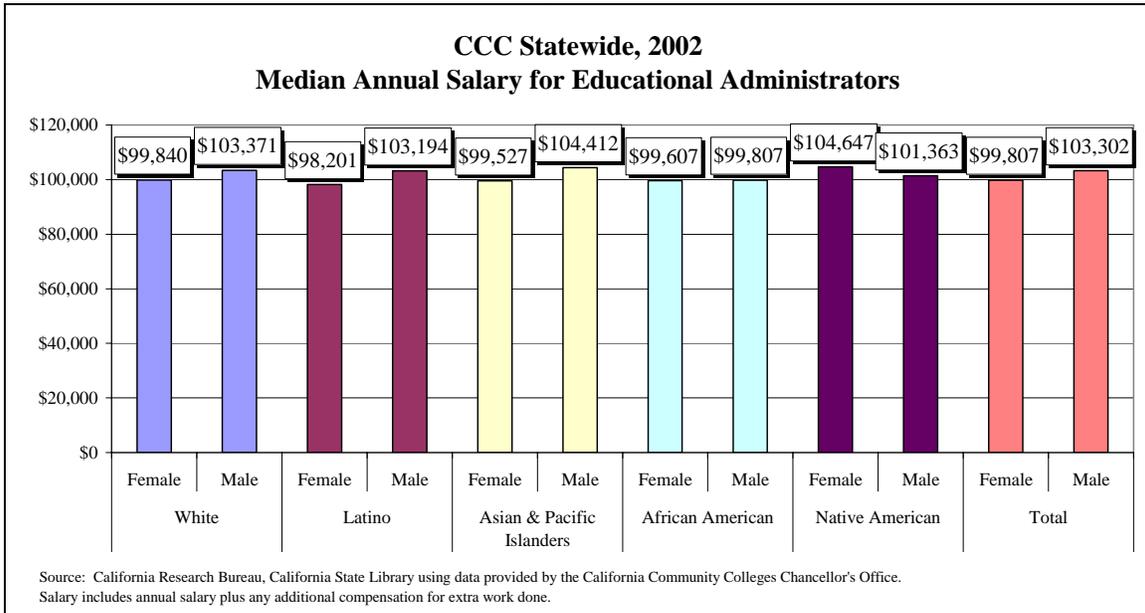
Figure 21



EARNINGS

Analysis of salary data indicates that income differences are larger between males and females than between ethnic groups. In general, males make about \$3,500 more per year than females, with the exception of African and Native Americans. This gender difference may reflect the age difference between males and females (see Figure 19).

Figure 22



TENURED FACULTY

The community college system employs three distinct groups of faculty: Tenured, Tenure Track, and Temporary Faculty. Tenured Faculty have acquired “tenure” or permanent status, and comprise 15 percent of the overall staff.

Current Profile

Of the 12,524 Tenured Faculty:

- 91% are on a 9-10 month work year
- 51% are working more than full-time (beyond their normal workload)
- 48% are female; 52% male
- 73% are White
- 10% are Latino
- 7% are Asian
- 7% are African American
- 1% are Native American
- 48% are age 55 or over (at or close to retirement age)

Changes Over Time

The composition of Tenured Faculty is changing, some areas more than others. Between 1994 and 2002,

- The percent of Tenured Faculty age 55 or over increased by 13.8 percentage points.
- Females increased their percentage by 5.4 percentage points.
- Together, Latinos, Asians, African Americans, and Native Americans increased by 4.3 percentage points. More specifically,
 - Whites decreased by 4.7 percent;
 - Latinos increased by 1.8 percent;
 - Asians increased by 1.8 percent;
 - African Americans increased by 0.5 percent; and
 - Native Americans increased by 0.2 percent

The Newly Hired and Promoted

An analysis of promoted and newly hired Tenured Faculty shows that between 1995 and 2002 the percent of females hired or promoted decreased by 1 percent. Among the ethnic groups, Asians were the only ones with an increase (4.1 percent). The percent for all the other groups went down (Whites by 3.1, Latinos by 0.1%, African Americans by 1.5%, and Native Americans by 0.5%). *The composition of Tenured Faculty is thus changing not so much through the promotion and hiring process, but by those leaving the system, i.e., the retirement process. As White males retire, the overall percentages for all the other groups increase.*

WORK YEAR DURATION

Over 90 percent of the Tenured Faculty in California's community college system are on a 9-10 month work year. This percentage has changed little over time (Figure 24).

Figure 23

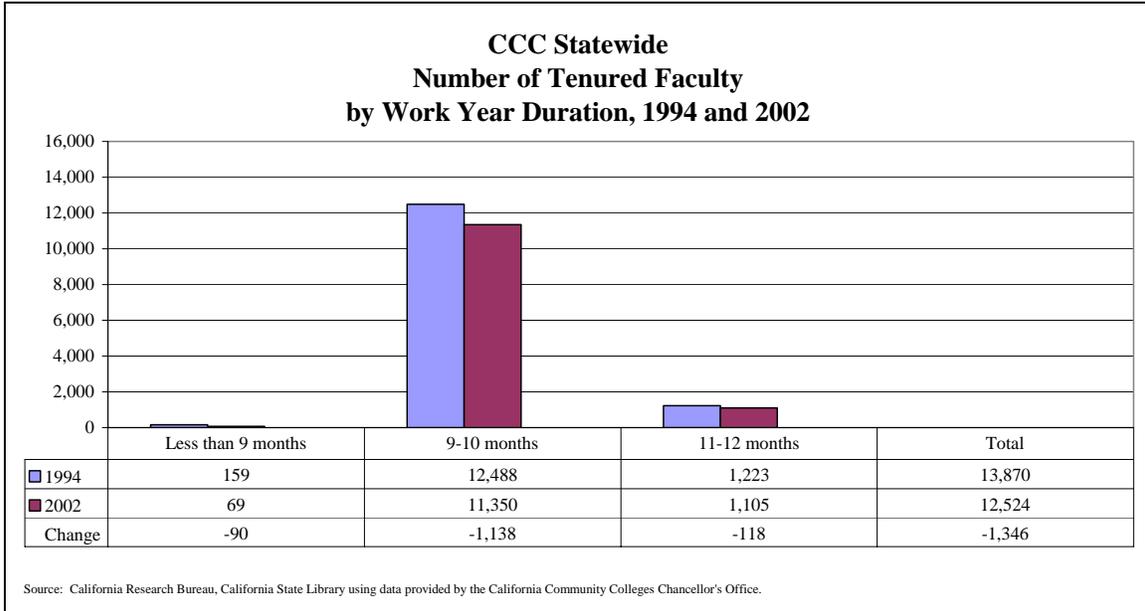
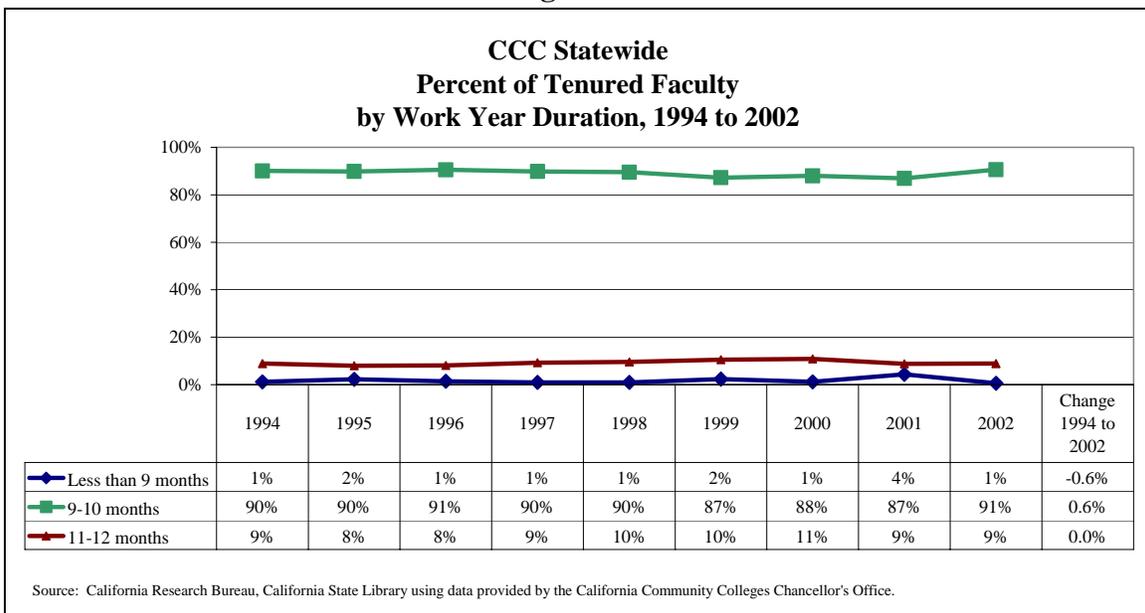


Figure 24



FULL AND PART-TIME STATUS

The percent of Tenured Faculty working more than full-time (work beyond their normal workload) is increasing over time. For faculty, full-time equivalency is determined by the number of hours they spend in a classroom; the full-time workload for most Tenured Faculty is 16 classroom hours a week. In 1994, 46 percent of Tenured Faculty were working more than full-time. By 2002, the percentage had gone up to 51 (Figure 26).

Figure 25

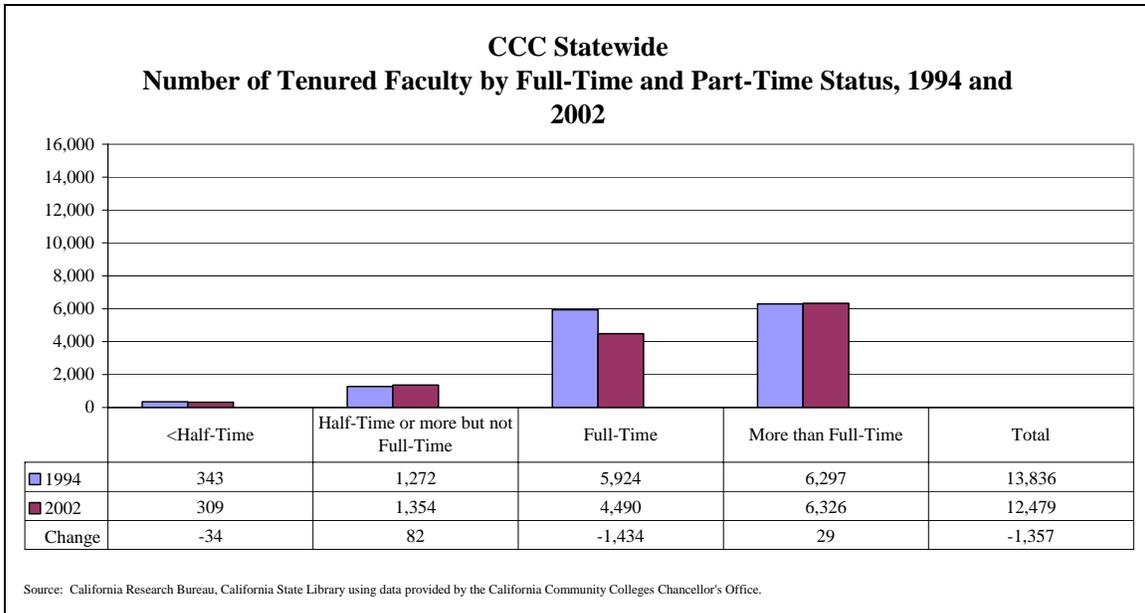
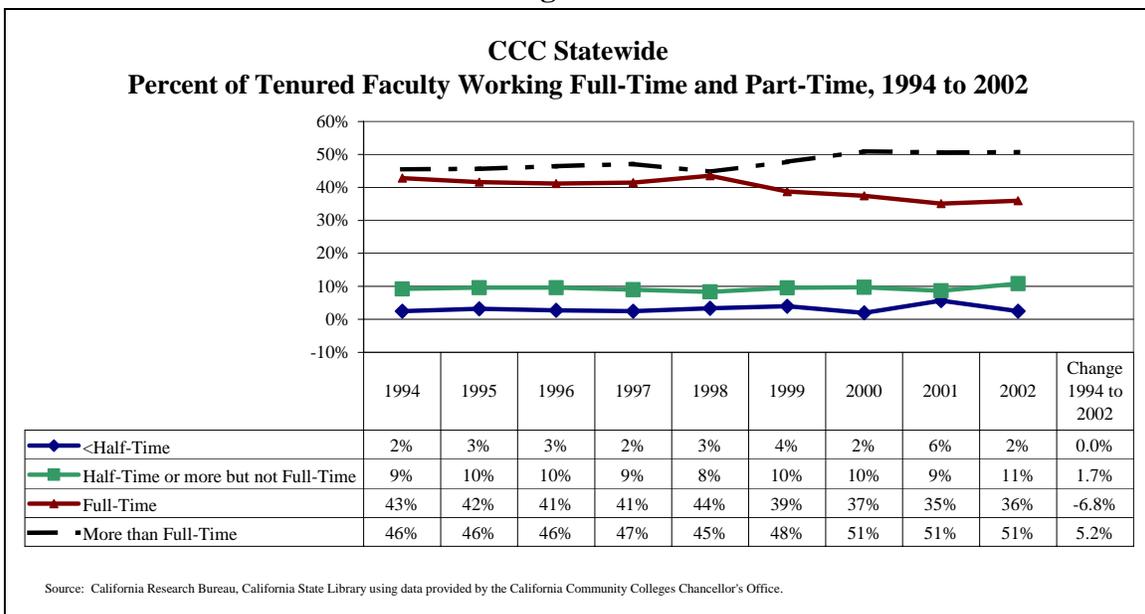


Figure 26



COMPOSITION BY GENDER

The composition of Tenured Faculty is changing rapidly with respect to gender. Between 1994 and 2002, females increased their percentage by 5.4 points (Figure 28). The percentage for females, however, is not increasing because of a large numerical increase in females, but mostly because of a large net loss in males (Figure 27). Females had a net gain of 108 Tenured Faculty while males had a net loss of 1,454.

Figure 27

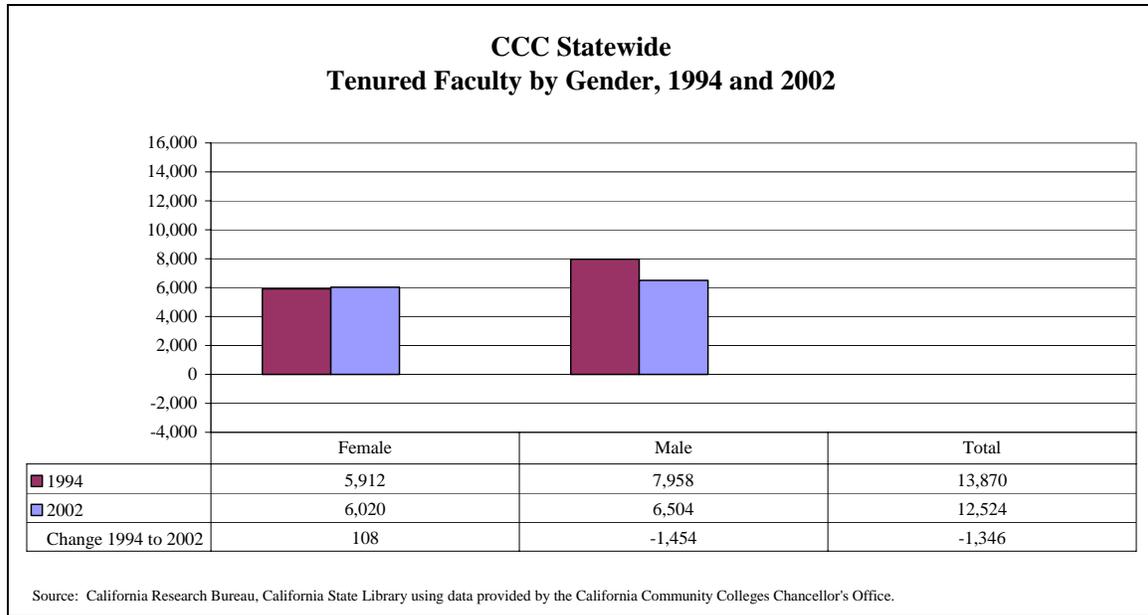
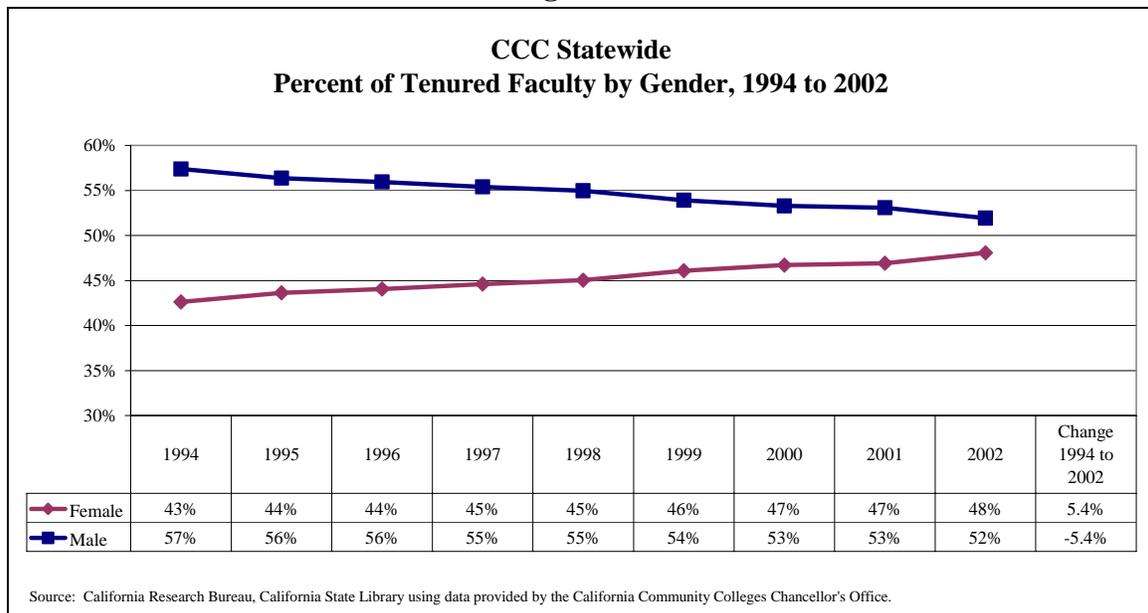


Figure 28



COMPOSITION BY ETHNICITY

Since 1994, the combined percentage of Latinos, Asians, African Americans, and Native Americans has increased by only 4.3 percentage points. This means that Tenured Faculty are not keeping pace with California's rapidly changing student population (the Introduction presents numbers on the student population).

Figure 29

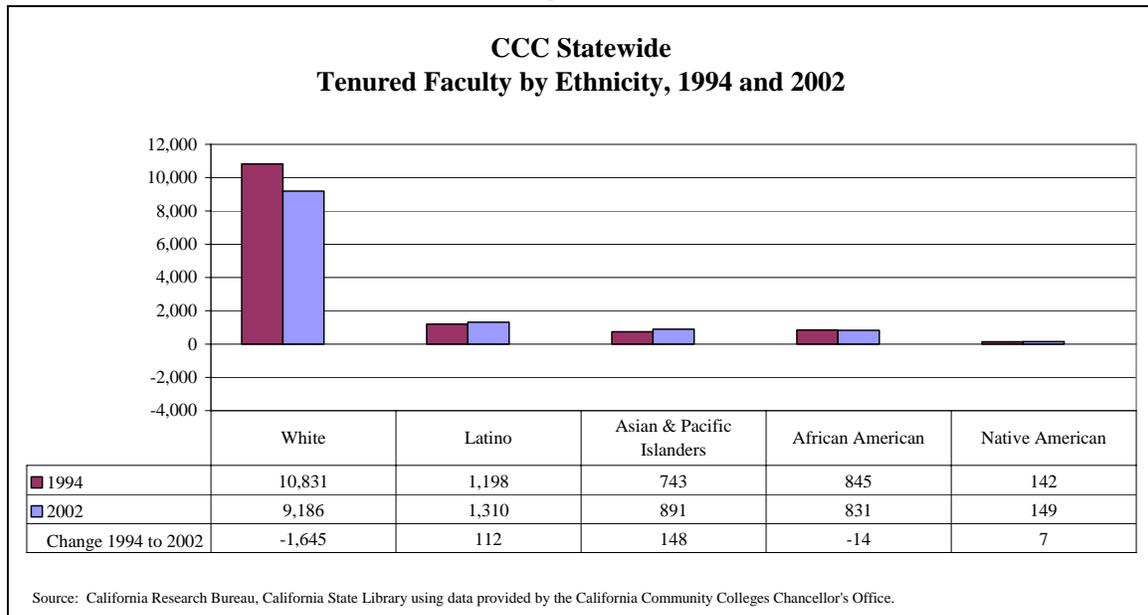
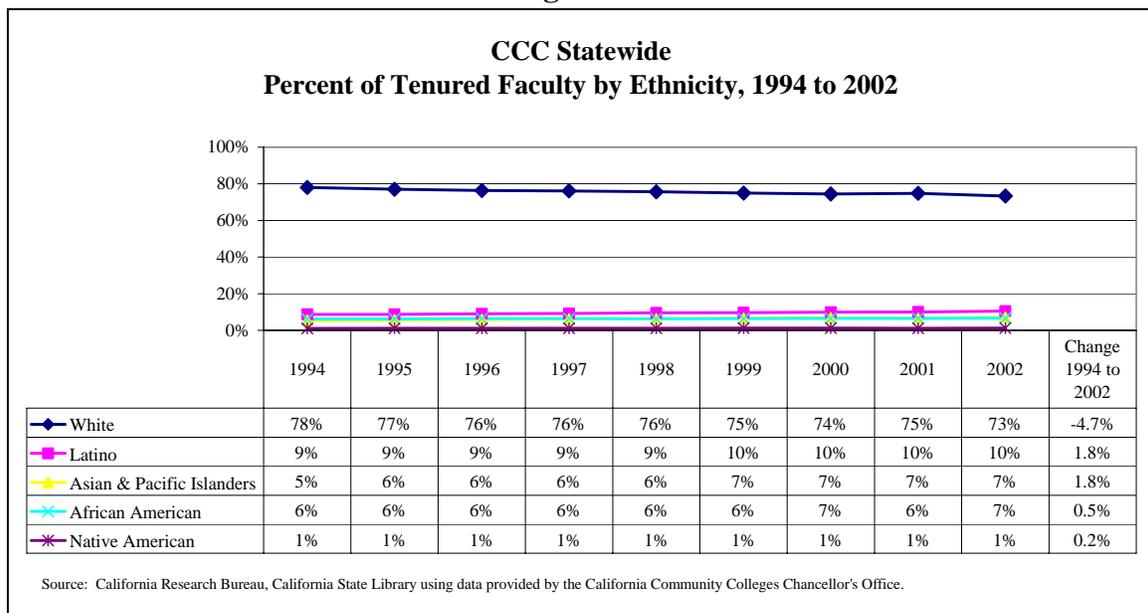


Figure 30



COMPOSITION OF THE PROMOTED AND NEWLY HIRED

About 55 percent of those promoted* and newly hired for Tenured Faculty positions are females (Figure 32).†

Figure 31

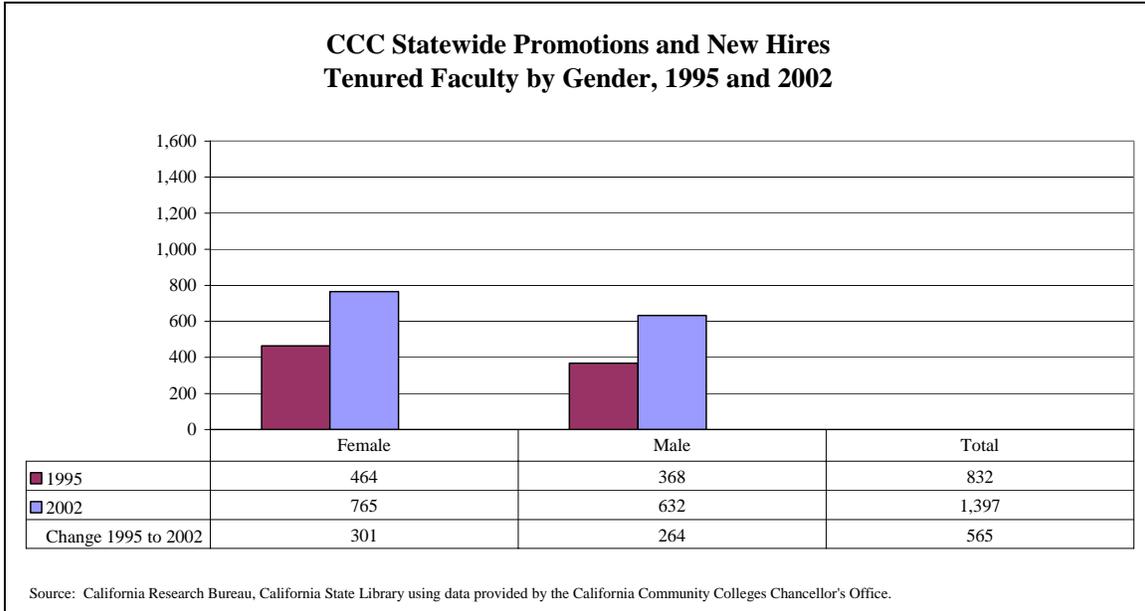
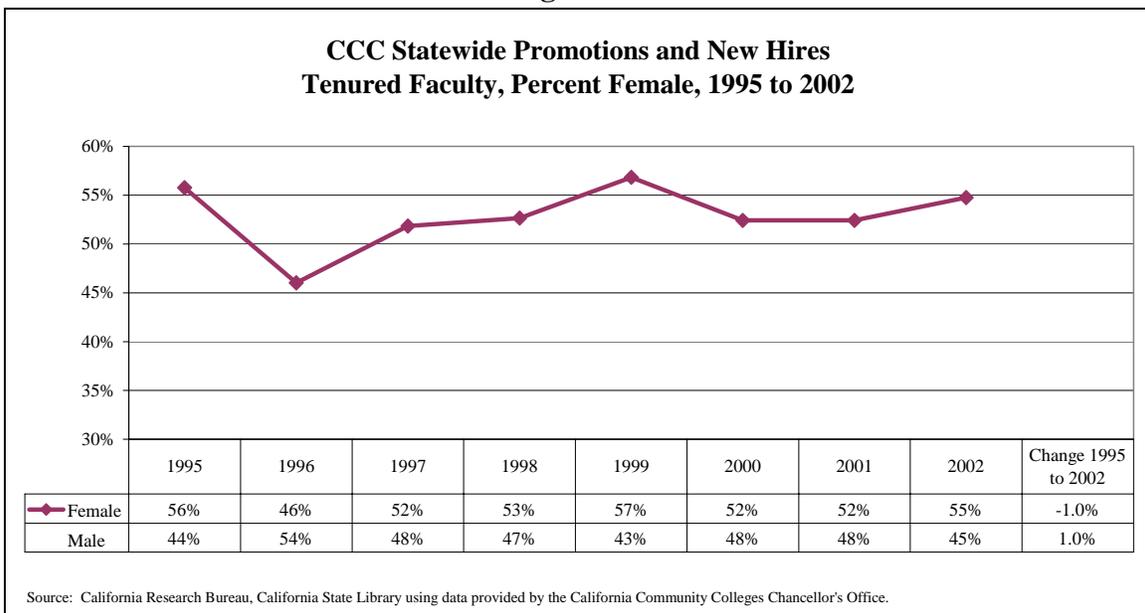


Figure 32



* A person that went from a Tenure Track Faculty position the previous year to a Tenured Faculty position the next is counted as having a promotion.

† Of the 1,397 promotions and new hires in 2002, 3.1 percent are new hires and 96.9 percent are promotions.

Among those promoted and newly hired, Asians were the only ethnic group to increase their share relative to other faculty (Figure 34), although faculty from all ethnic groups benefited from an increase in numbers (Figure 33).

Figure 33

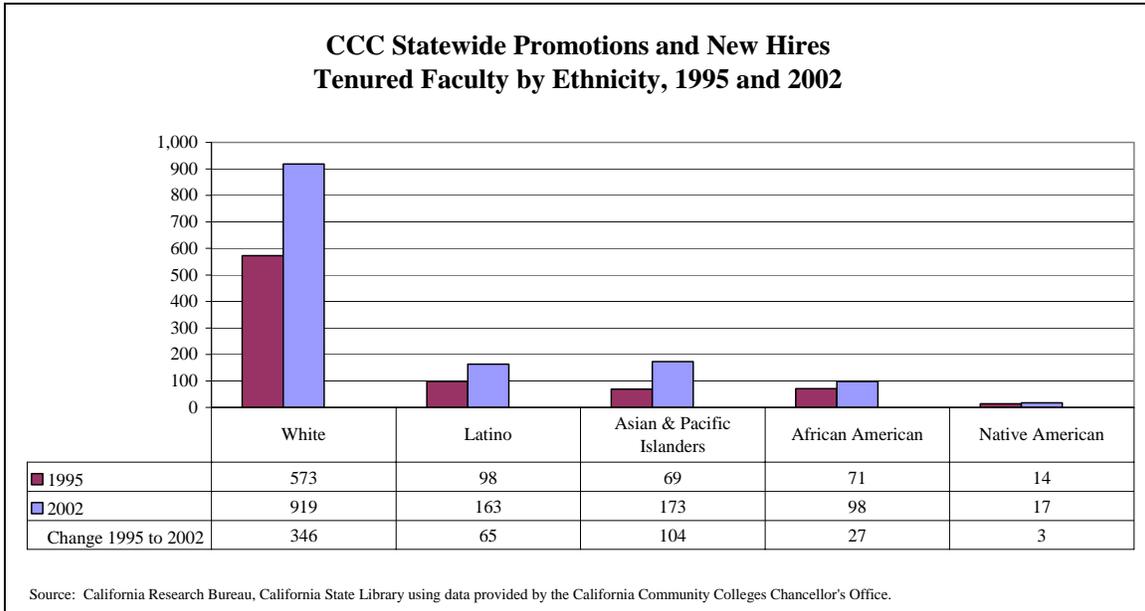
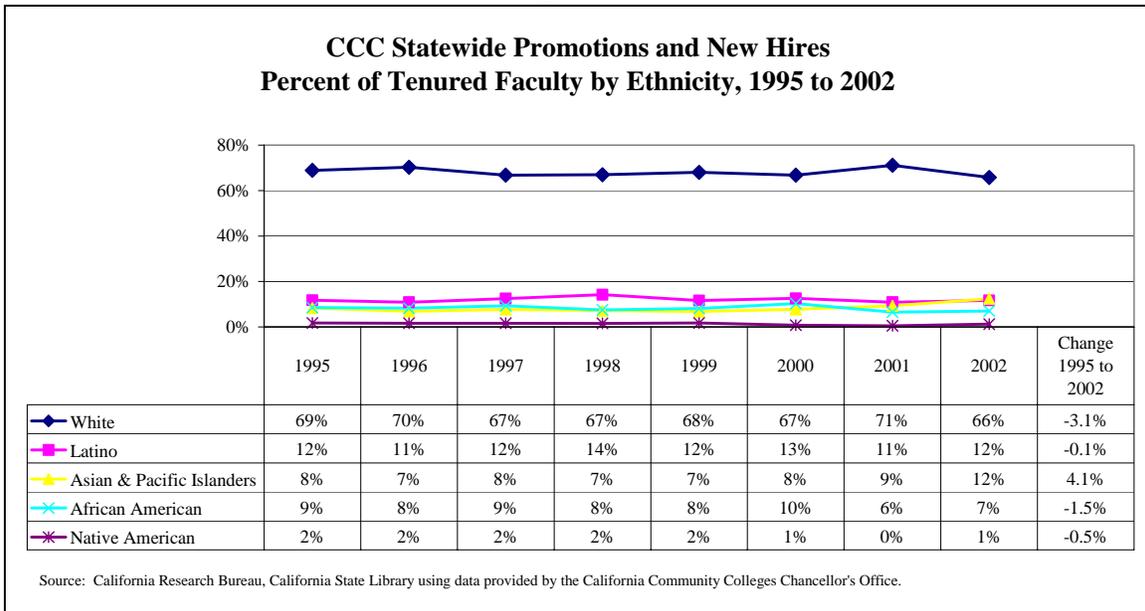


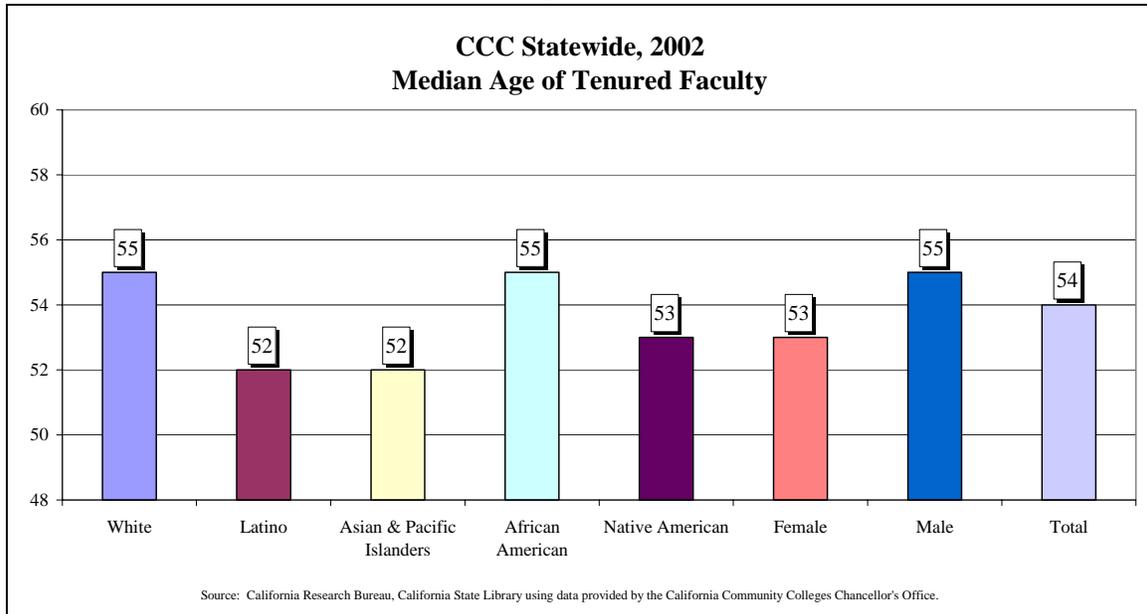
Figure 34



COMPOSITION BY AGE

This section presents information on the age of Tenured Faculty to determine who is eligible for retirement.[‡] As shown in Figure 35, the median age of Tenured Faculty is 54 years old. Males tend to be older (55 years) and females slightly younger (53 years). Latinos (52 years) and Asians (52 years) are the youngest. Given that all major groups of Tenured Faculty are between 50 and 55 years old, it is likely that many will retire in the next several years.

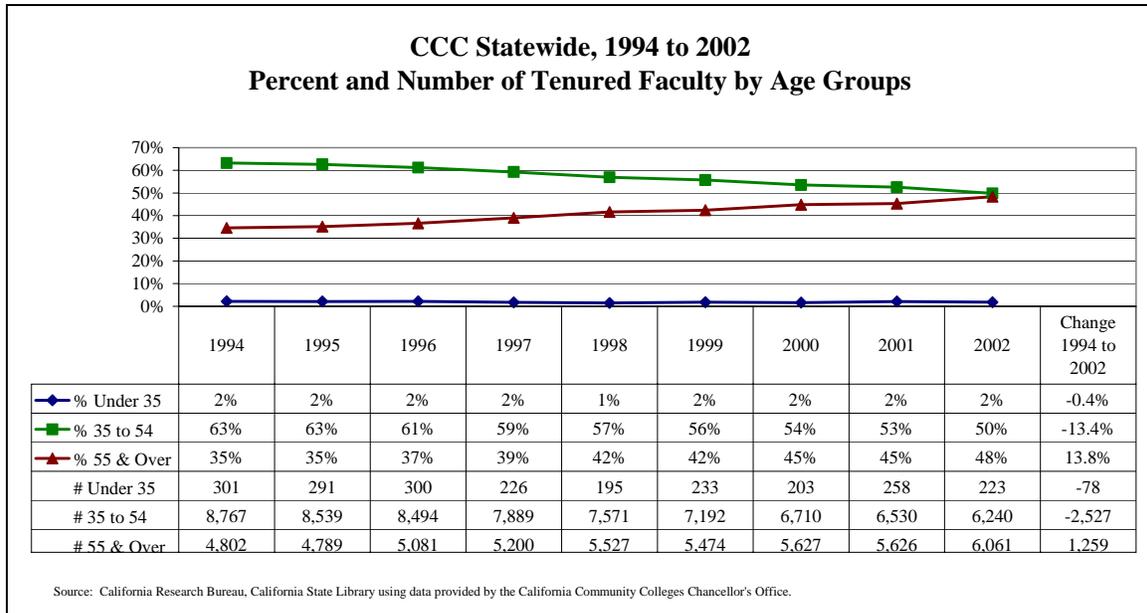
Figure 35



[‡] Of Tenured Faculty that left between 1994 and 2001, 67 percent were 55 years or older; the high percentage shows that age is a very important factor among those that leave. This percentage may be higher when looking only at those that left the system permanently. Unfortunately, we were not able to distinguish between those that left temporarily, say for maternity leave or sabbatical, from those that left permanently. Because of the limitations of the data, we do not present information on those that left, but look rather at the age composition to determine who is at the retirement age.

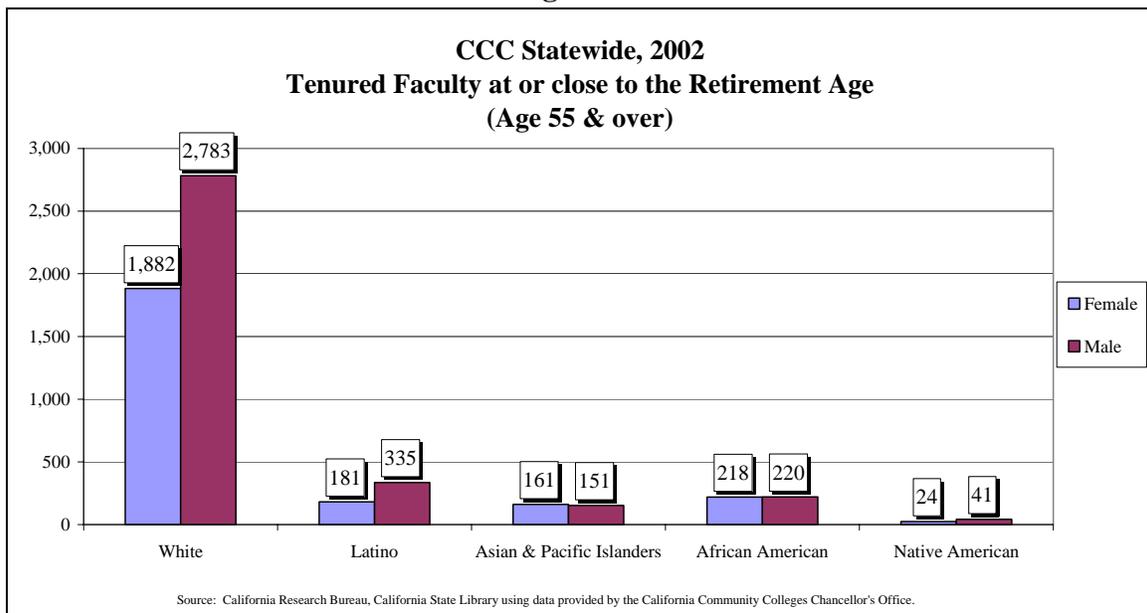
In 1994, 35 percent of Tenured Faculty were age 55 and over. By 2002, the percentage had grown to 48 percent, an increase of nearly 14 percentage points.

Figure 36



Who is currently at or near the retirement age? Although all the groups have persons in the 55 or older group, the numbers are significantly greater for White males (2,783), followed by White females (1,882).

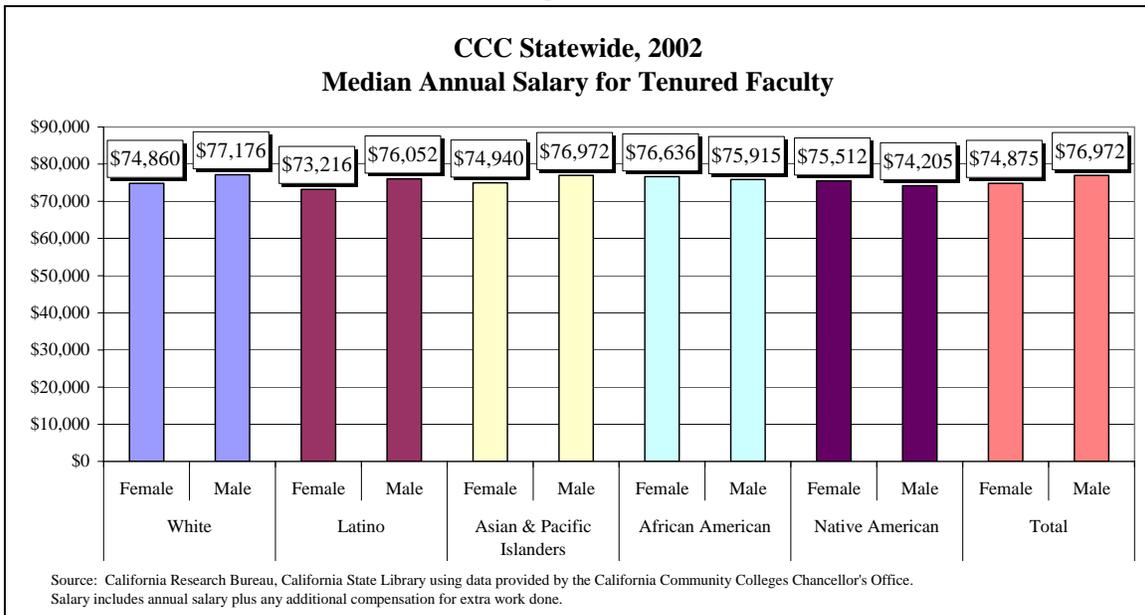
Figure 37



EARNINGS

There are major differences in income between male and female Tenured Faculty. In general, male Tenured Faculty earn about \$2,100 more than females. This may be a function of age since males tend to be slightly older (Figure 35). African Americans and Native Americans are the exception in that females earn more than males.

Figure 38



TENURE TRACK FACULTY

Tenure Track Faculty comprise 6 percent of the overall staff in California's community college system.

Current Profile

There are 5,082 Tenure Track Faculty, with the following composition:

- 89% are on a 9-10 month work year
- 50% are working more than full-time (undertaking work beyond their normal workload)
- 54% are female
- 69% are White
- 11% are Latino
- 9% are Asian
- 6% are African American
- 1% are Native American
- 12% are age 55 or older (at or close to the retirement age)

Changes Over Time

Between 1994 and 2002 the following changes occurred in the composition of Tenure Track Faculty:

- The percent under age 35 increased by 6.4 percentage points.
- Females increased by 3.6 percentage points.
- Together, Latinos, Asians, African Americans, and Native Americans decreased in numbers by 2.5 percentage points. Specifically,
 - Whites increased by 1.1%,
 - Latinos increased by 0.2%,
 - Asians increased by 1.3%,
 - African Americans decreased by 3.7 percent, and
 - Native Americans decreased by 0.3 percent.

The Newly Hired and Promoted

An analysis of promoted and newly hired Tenure Track Faculty between 1995 and 2002 indicates that the percent of females hired or promoted increased by 3 percent. Among the ethnic groups, Asians and African Americans increased by 4.2% and 1.0%, respectively. The percent for all the other ethnic groups decreased (Whites by 3.2%, Latinos by 1.4%, and Native Americans by 1.2%).

WORK YEAR DURATION

Most Tenure Track Faculty (89%) work 9-10 months of the year (Figure 40). This percentage has increased rapidly over time. There are almost 30 percent more Tenure Track Faculty working in a 9-10 month arrangement in 2002 than in 1994.

Figure 39

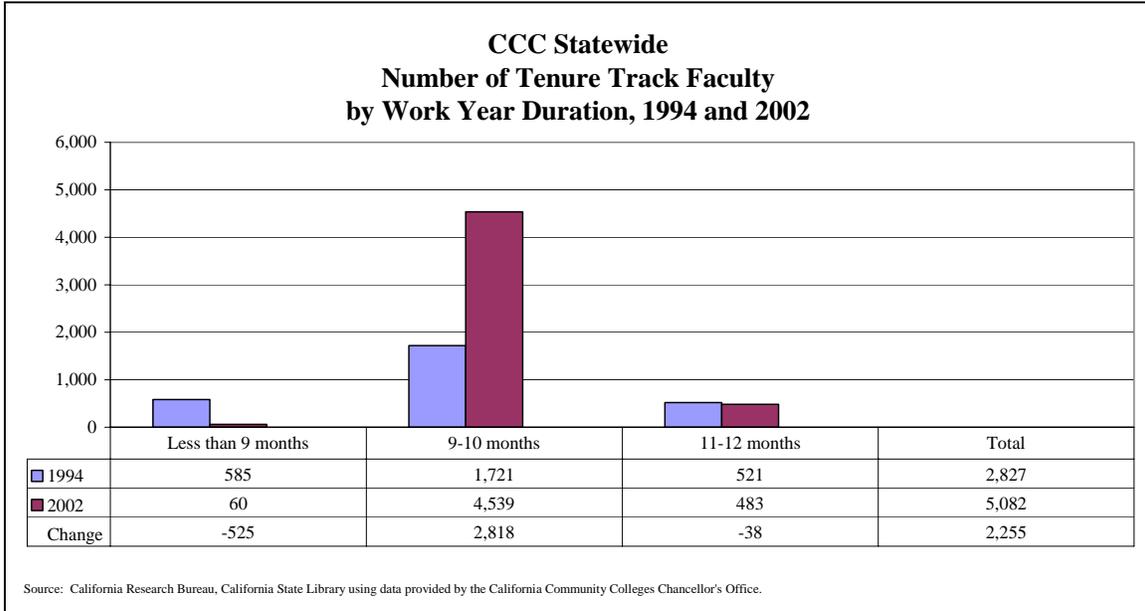
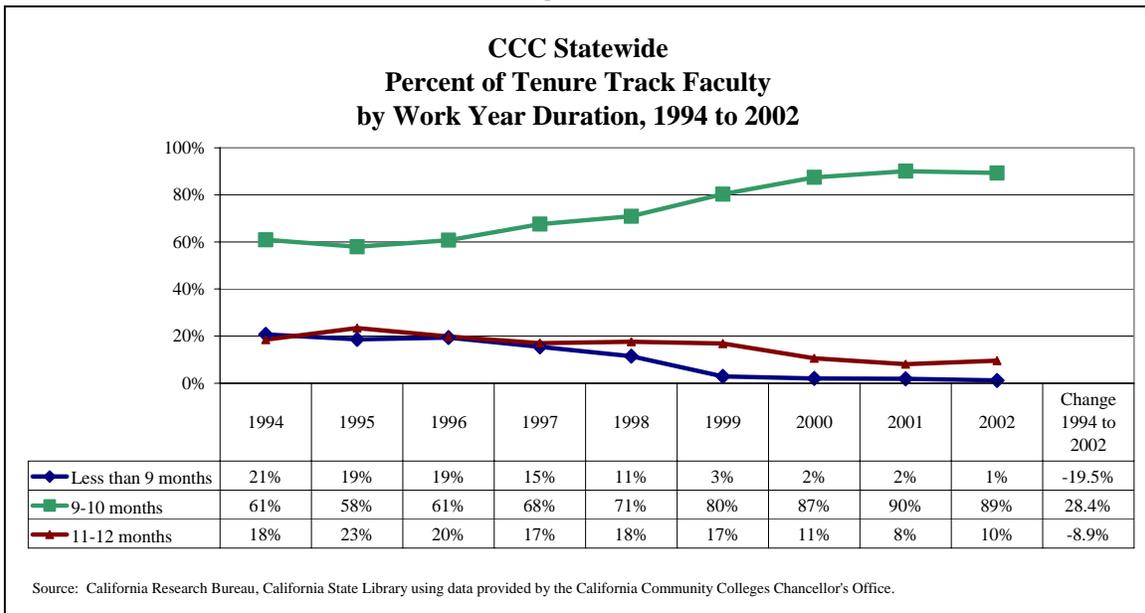


Figure 40



FULL AND PART-TIME STATUS

Since 1994, the percent of Tenure Track Faculty working full-time and more than full-time have also increased (Figure 42). For faculty, full-time equivalency is determined by the number of hours they spend in a classroom; in 2002 the full-time workload for most Tenure Track Faculty was 15 classroom hours a week. Since 1994, the number of Tenure Track Faculty working full-time increased by 6.4 percentage points while the number working more than full-time increased by 13.9 percentage points.

Figure 41

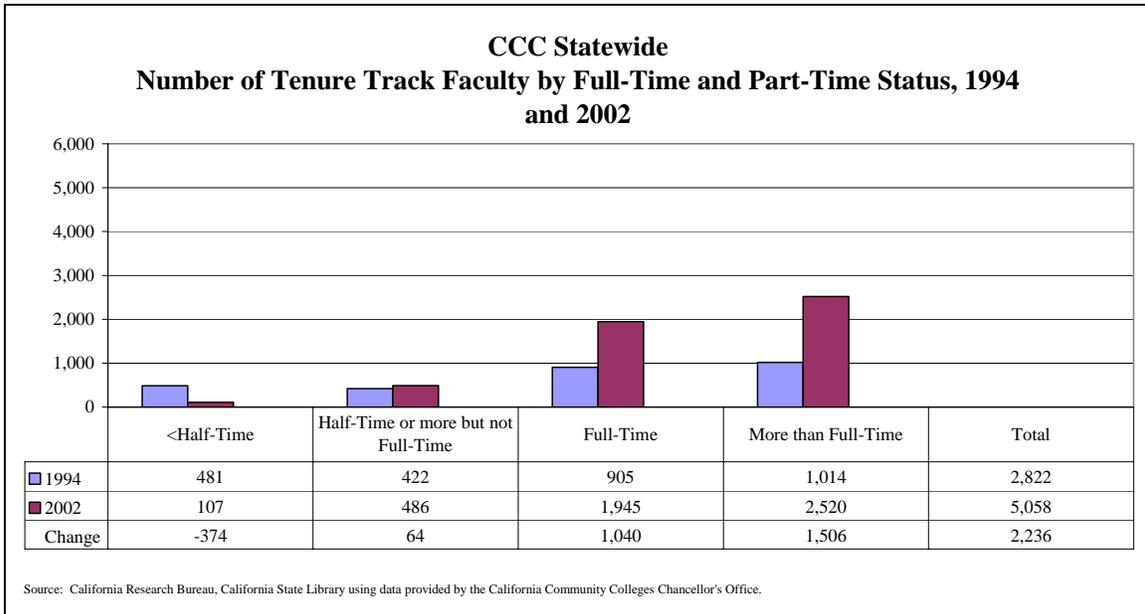
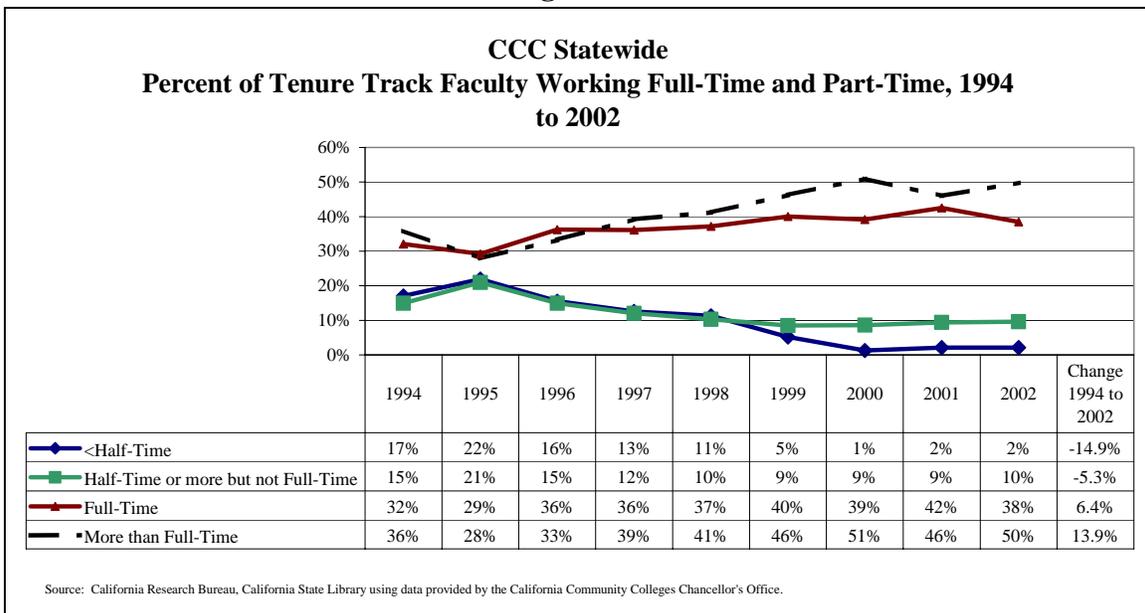


Figure 42



COMPOSITION BY GENDER

The number of female Tenure Track Faculty increased, going from 51 percent to 54 percent between 1994 and 2002 (Figure 44).

Figure 43

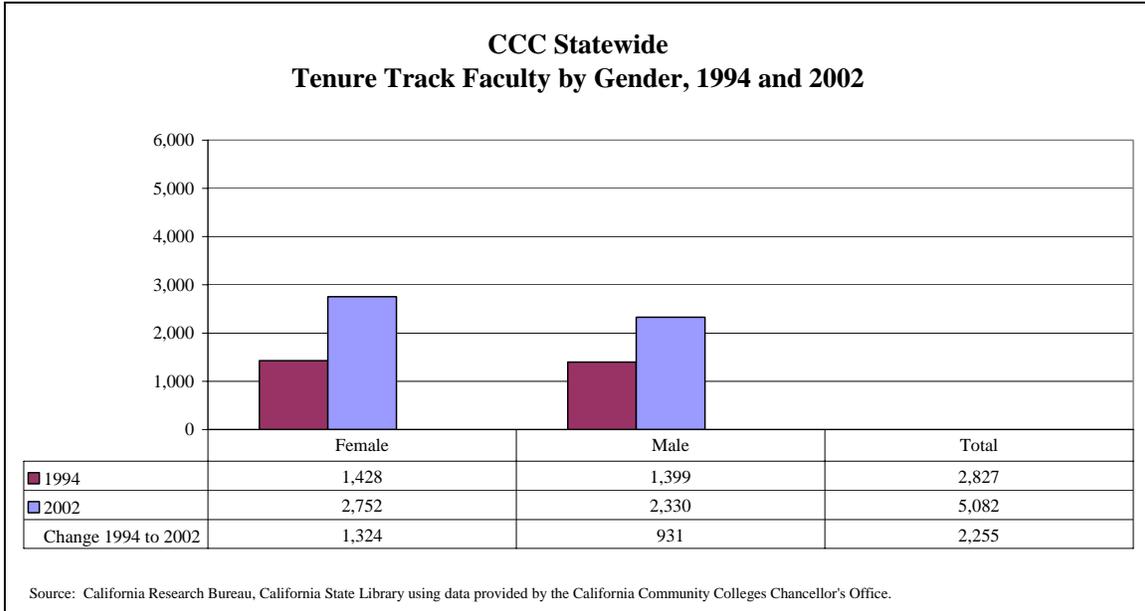
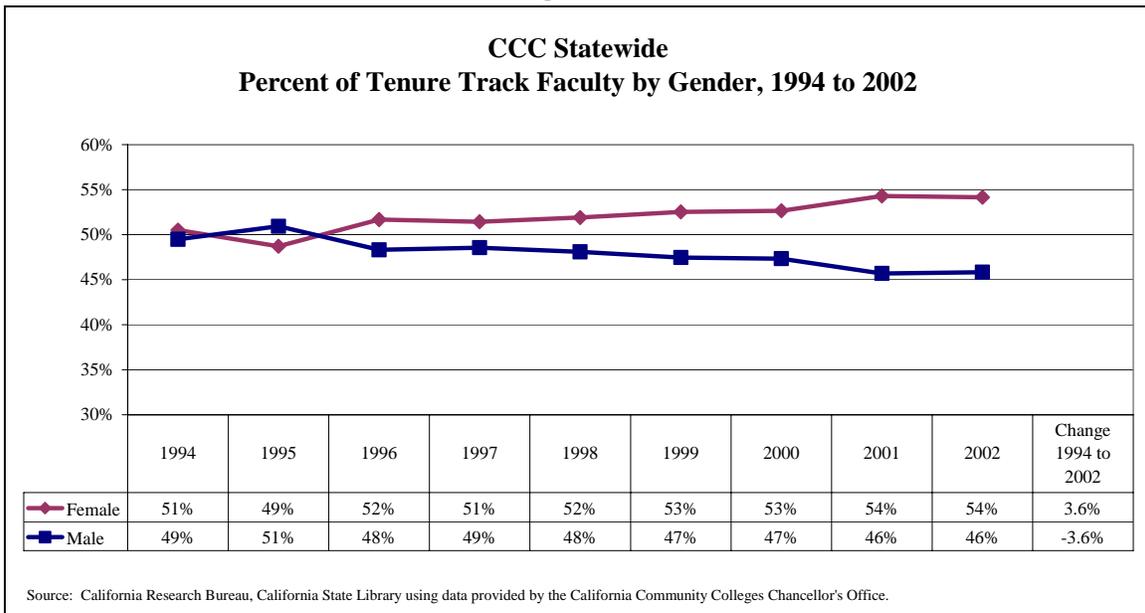


Figure 44



COMPOSITION BY ETHNICITY

The percentage of Whites and Asians among the Tenure Track Faculty increased by 1.1 and 1.3 percentage points, respectively (Figure 46). For Latinos the increase was small (0.2%) and for African Americans and Native Americans it was negative (-3.7% and -0.3 percent, respectively).

Figure 45

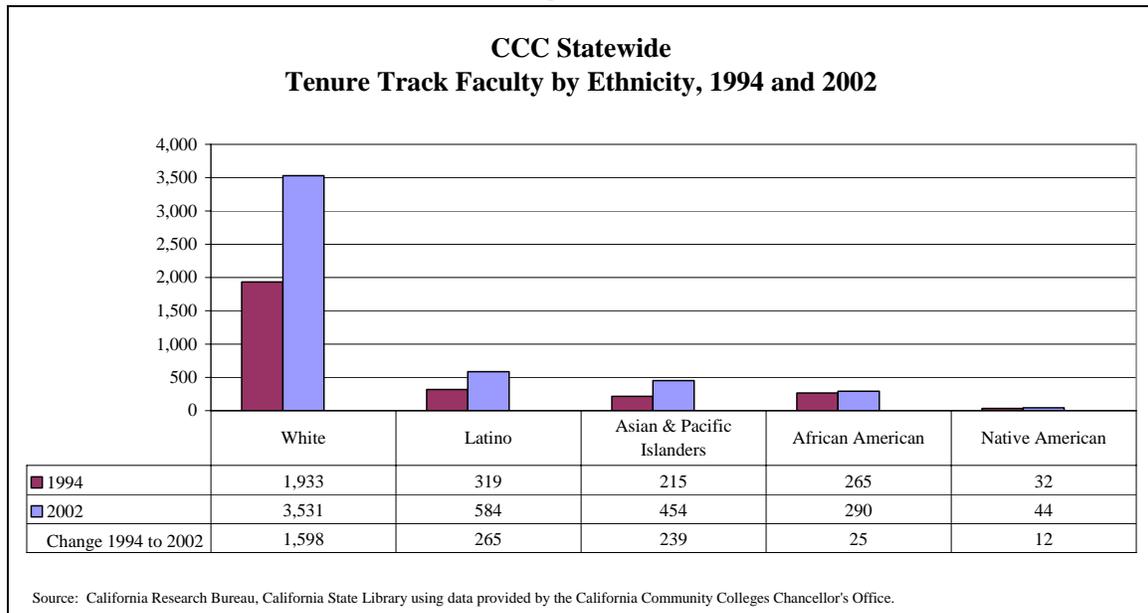
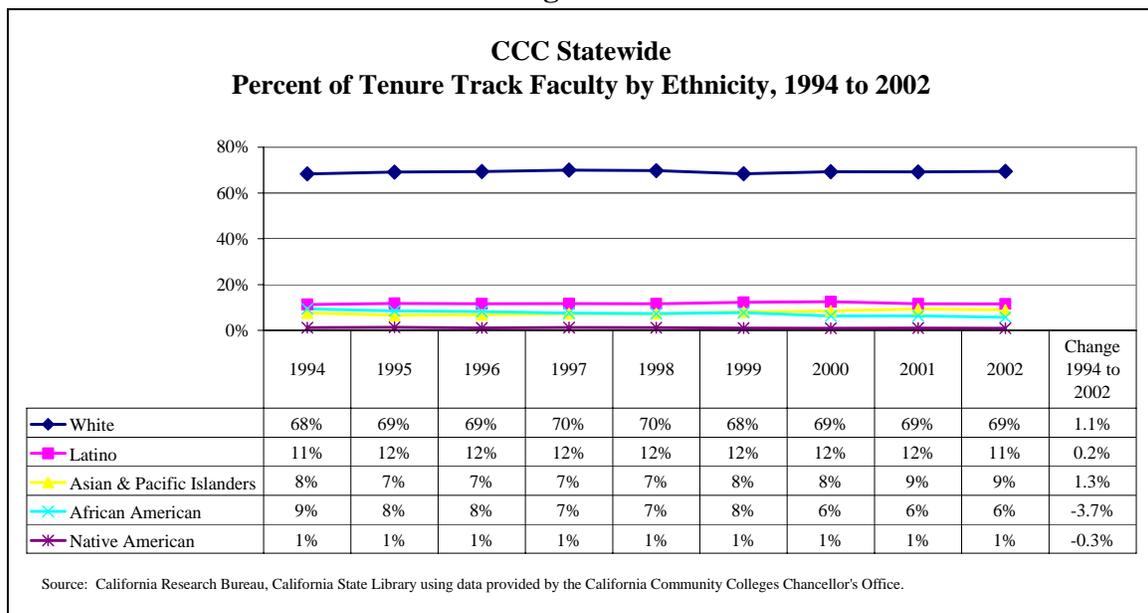


Figure 46



COMPOSITION OF THE PROMOTED AND NEWLY HIRED

The charts that follow show that among promoted and newly hired Tenure Track Faculty, females increased by 3 percentage points (Figure 48).* Since 1994, slightly more females have been hired for Tenure Track Faculty positions than males (Figure 48).

Figure 47

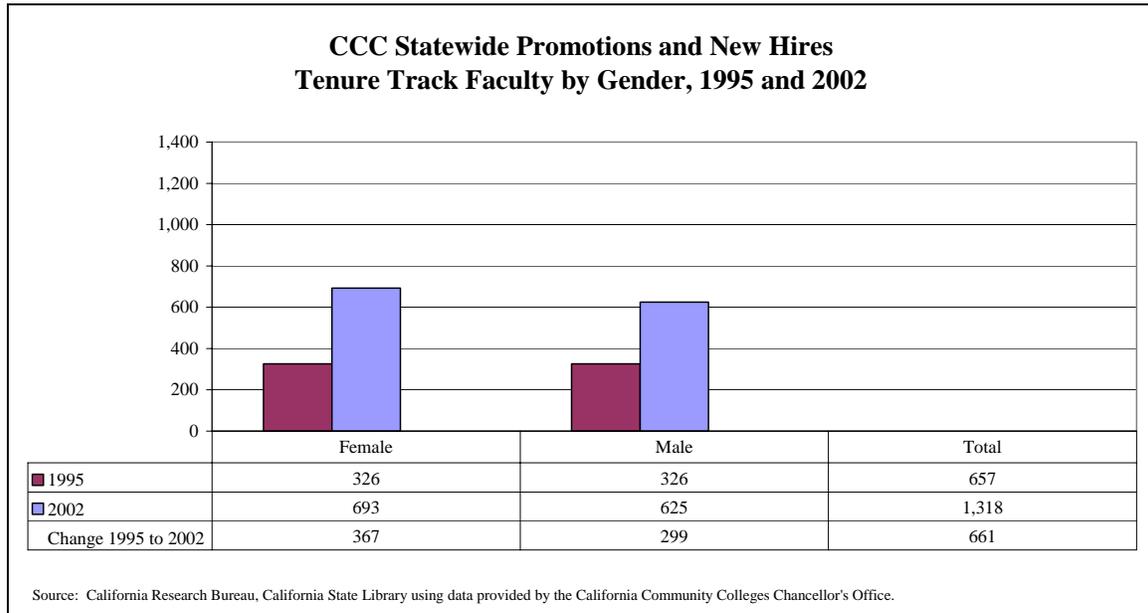
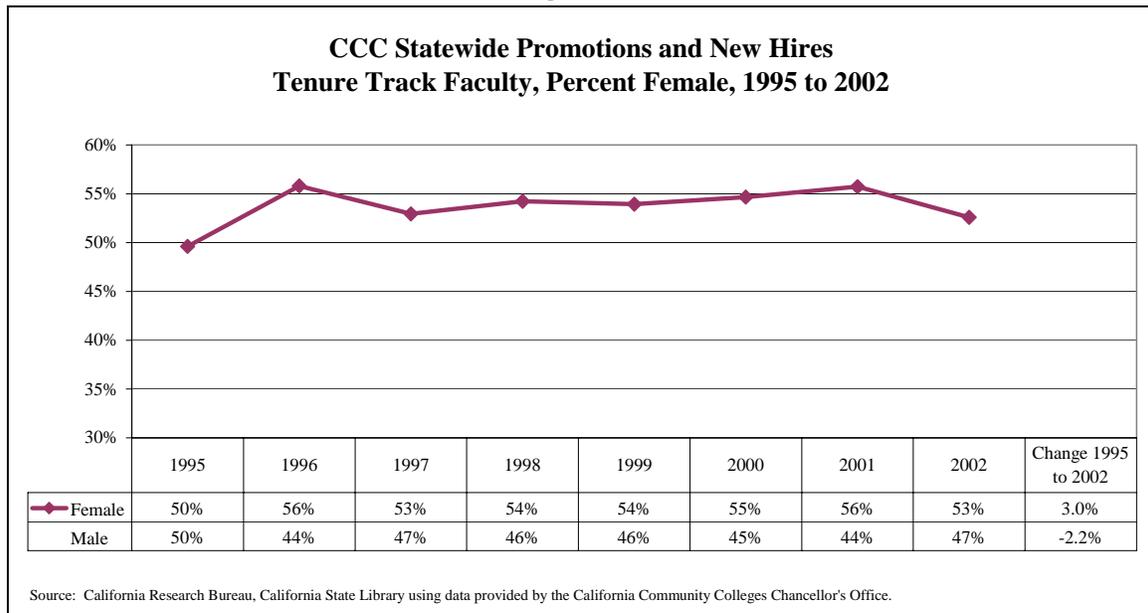


Figure 48



* Of the 1,318 promotions and new hires in 2002, 61.5 percent are new hires and 38.5 percent are promotions.

The ethnic composition of newly hired and promoted faculty has changed little between 1995 and 2002 (Figure 50). Asians are the exception, increasing by 4.2 percentage points relative to other groups.

Figure 49

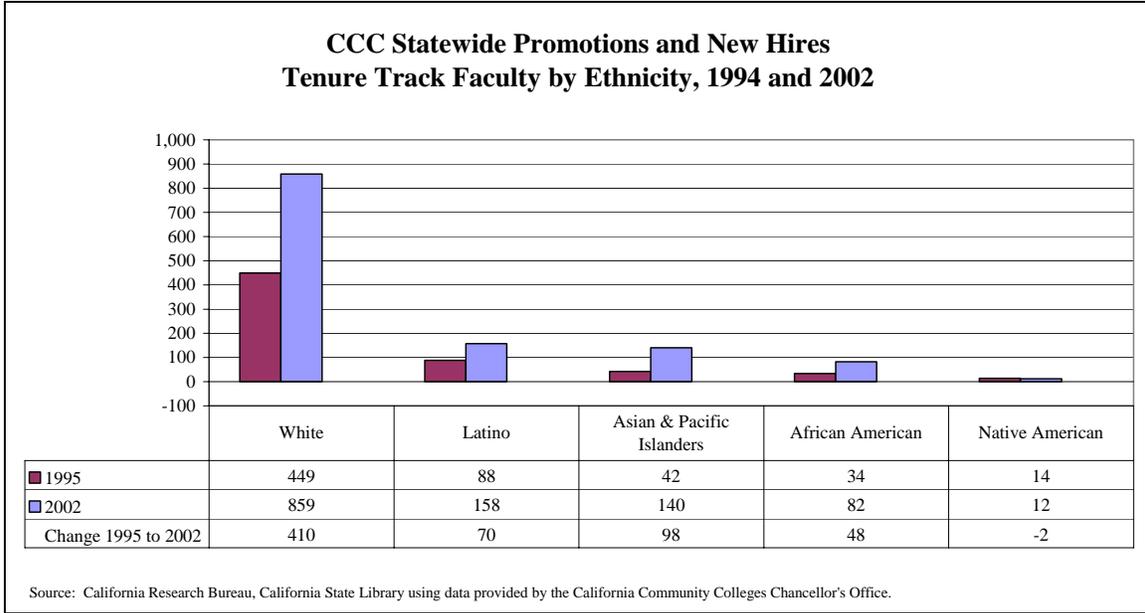
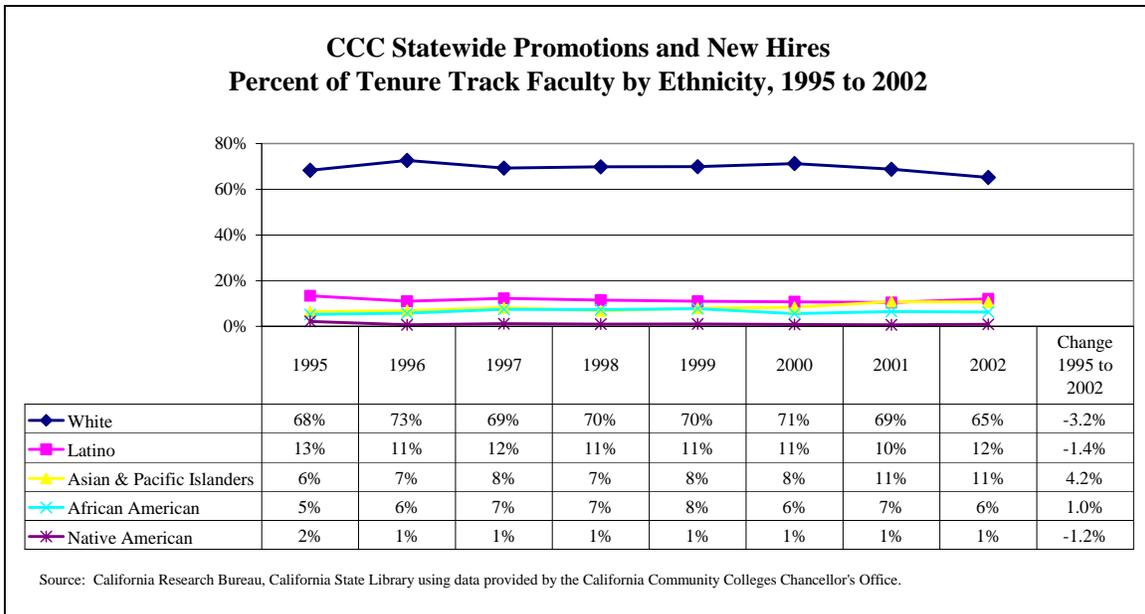


Figure 50

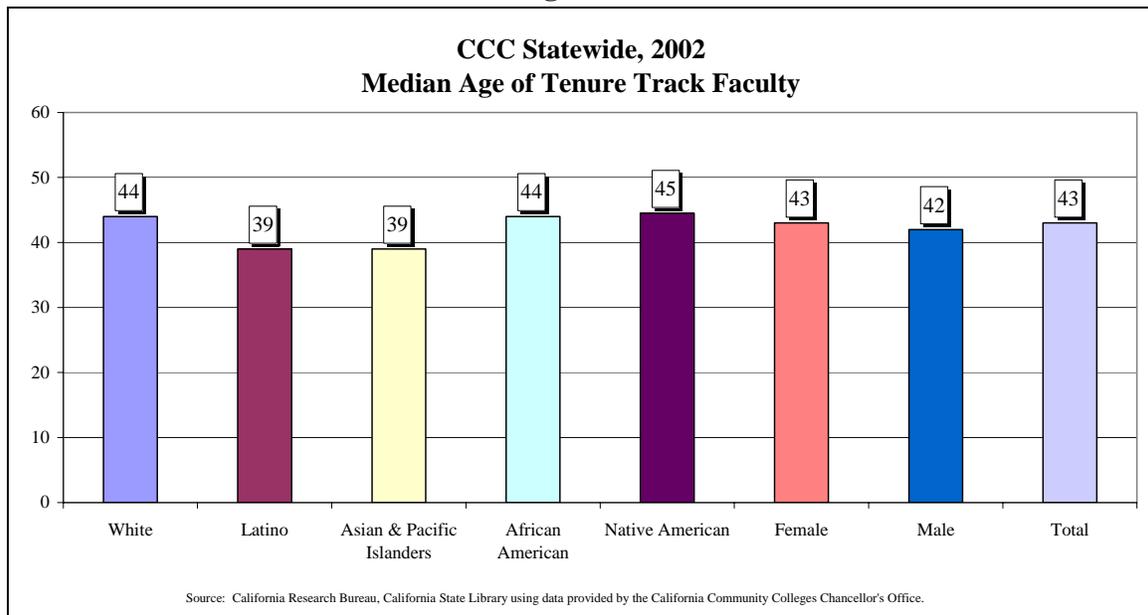


COMPOSITION BY AGE

Age is an important indicator, as it shows who among the Tenure Track Faculty is eligible for retirement.[†] The following three charts show the median age, the age distribution over time, and the number of persons who are at or near the retirement age.

The median age of Tenure Track Faculty is 43 years old. Females are slightly older (43 years) compared to males (42 years). Among the different ethnic groups, Latinos (39 years) and Asians (39 years) are relatively younger.

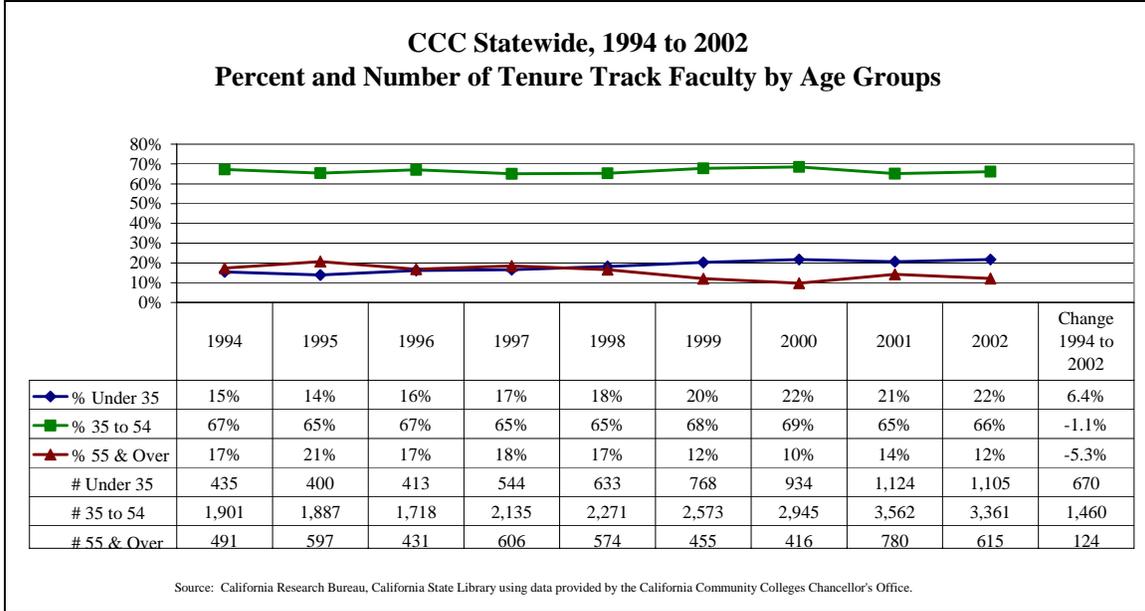
Figure 51



[†] Of the Tenure Track Faculty who left between 1994 and 2001, 26 percent were 55 years or older. The small percentage suggests that most leave for reasons other than retirement.

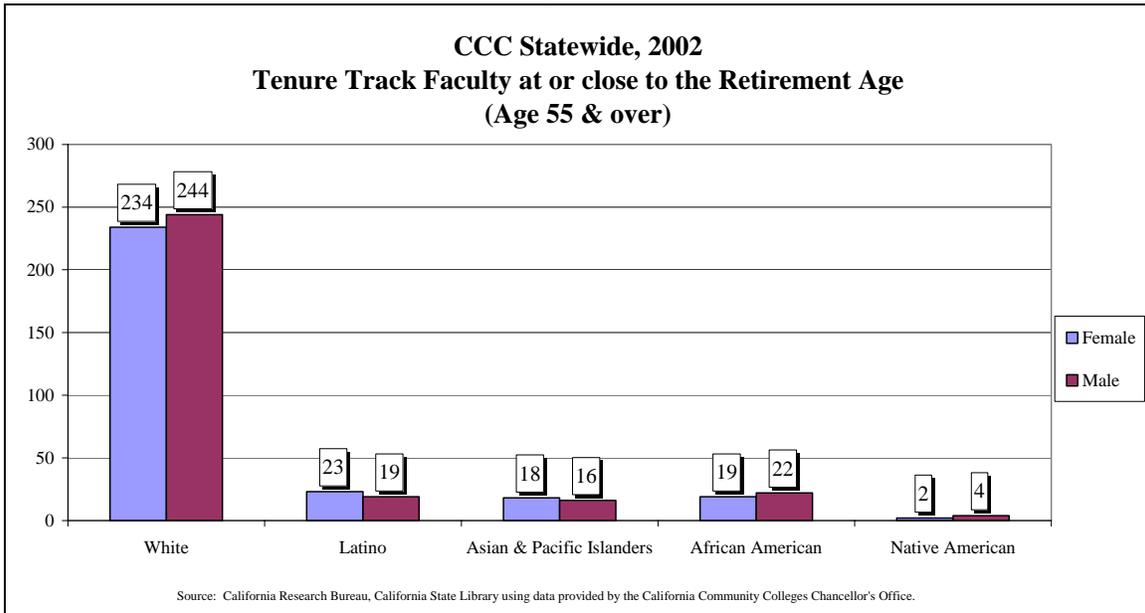
Tenure Track Faculty, as a group, are getting younger. In 1994, 15% were under age 35. By 2002, the percentage had increased to 22%, an increase of 6.4 percentage points.

Figure 52



Who is currently at or near the retirement age? Although all ethnic groups have persons in this category, the numbers are significantly greater for White males (244) and White females (234).

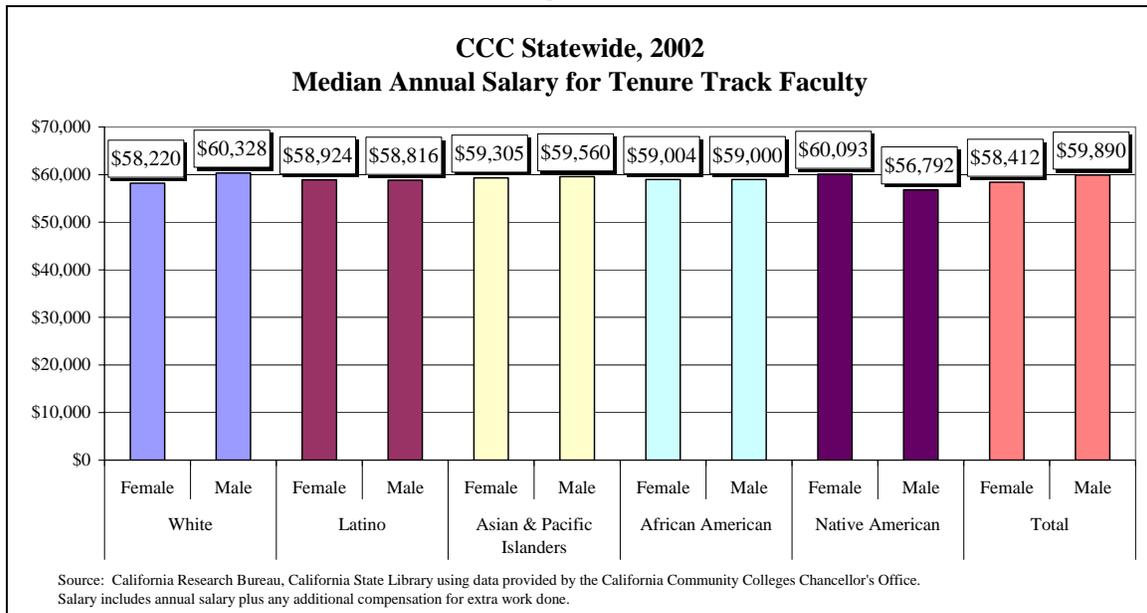
Figure 53



EARNINGS

Are there major differences between what males and females earn, or between the different ethnic groups? The median annual salary of males and females is very similar, although Whites males make more than females. For Native Americans, the reverse is true.

Figure 54



TEMPORARY FACULTY

Temporary Faculty are hired on a semester-by-semester or quarter-by-quarter basis and have no permanent status. They comprise 46 percent of the overall staff.

Current Profile

Of the 39,139 Temporary Faculty in California's Community Colleges:

- 89% work less than 9 months
- 71% work less than full-time
- 49% are female
- 73% are White
- 9% are Latino
- 8% are Asian
- 5% are African American
- 1% are Native American
- 31% are age 55 or older

Changes Over Time

Following are the changes that took place in the composition of Temporary Faculty between 1994 and 2002:

- The percent of Temporary Faculty age 55 or older increased by 9.6 percentage points.
- Together, Latinos, Asians, African Americans, and Native Americans increased by 5.0 percentage points. Specifically,
 - Whites decreased by 6.4%,
 - Latinos increased by 2.3%,
 - Asians increased by 2.4%,
 - African Americans increased by 0.4%,
 - Native Americans decreased by 0.1%.
- Females increased their percentage by less than a percent. However, hiring by gender was roughly equal between males and females.

WORK YEAR DURATION

About 90 percent of Temporary Faculty work less than 9 months of the year for any one Community College (Figure 56).

Figure 55

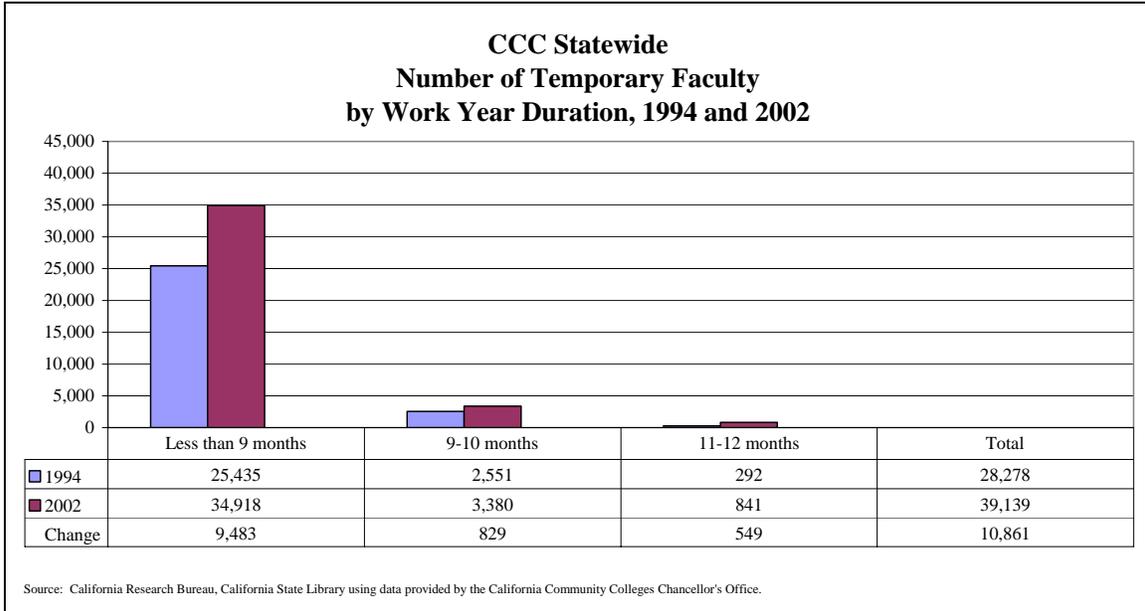
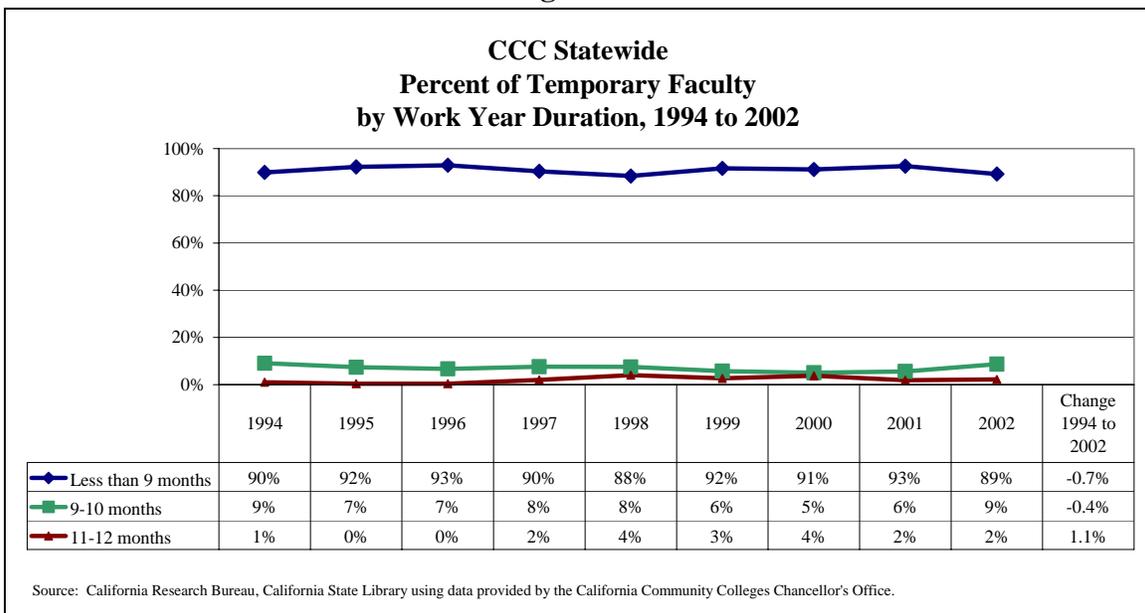


Figure 56



FULL AND PART-TIME STATUS

Although 71% of Temporary Faculty have less than half-time status, 29% work half-time or more.* Employees who work more than half-time are eligible for benefits. Over time, there has been an increased reliance on Temporary Faculty working half-time or more (Figure 58).

Figure 57

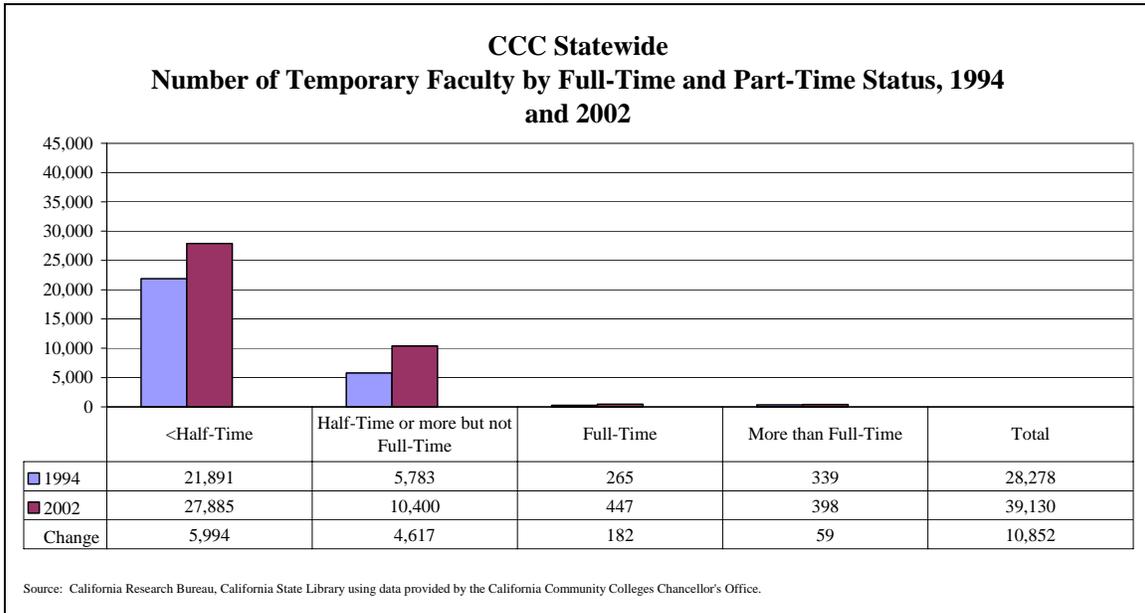
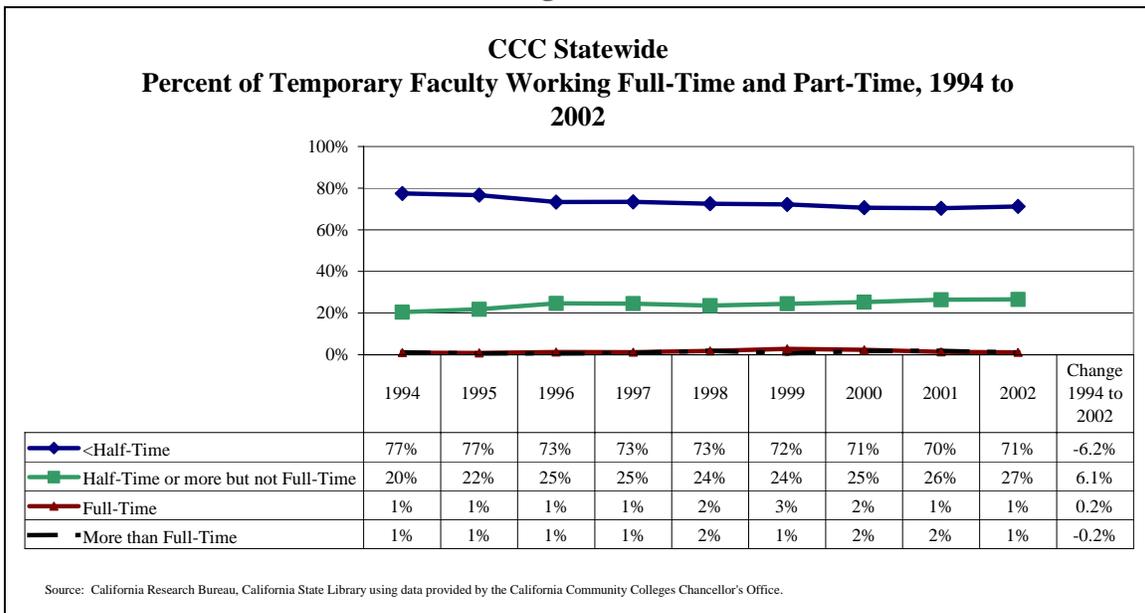


Figure 58



* For faculty, full-time equivalency is determined by the number of hours they spent in a classroom. In 2002, Temporary Faculty taught an average of 6 hours a week.

COMPOSITION BY GENDER

There are slightly more male Temporary Faculty than females. This relationship has changed little over time, with an increase of 0.6% between 1994 and 2002 (Figure 60).

Figure 59

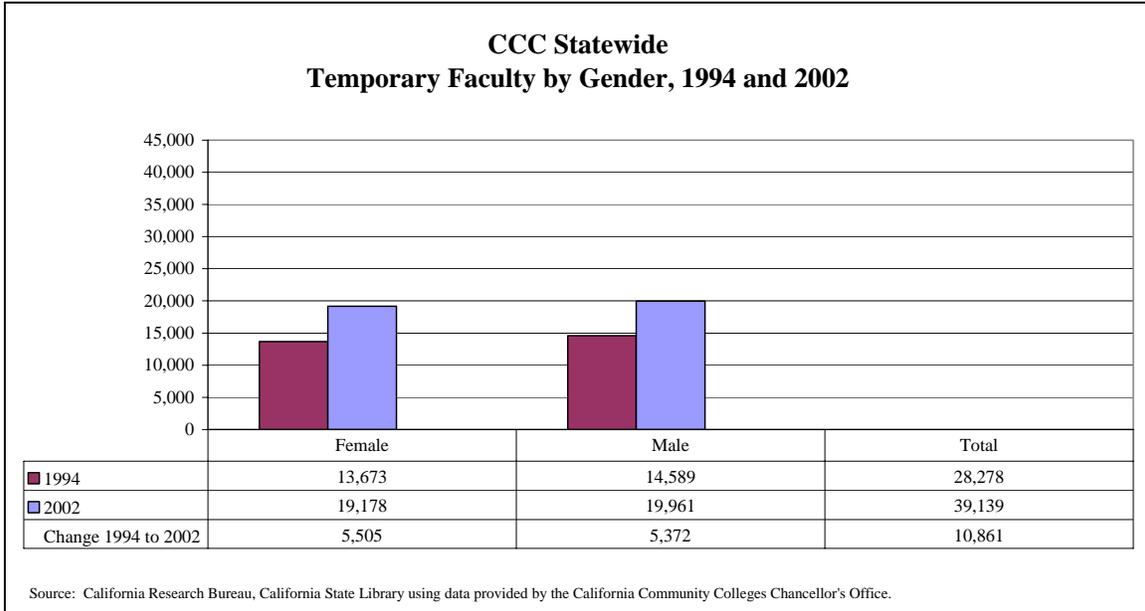
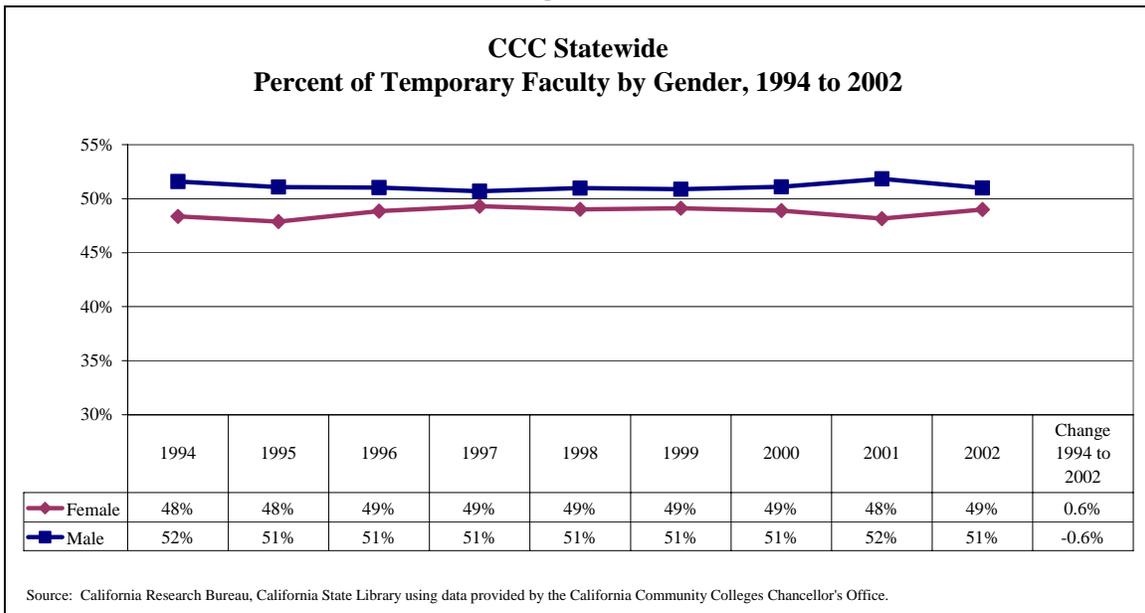


Figure 60



COMPOSITION BY ETHNICITY

Close to three-quarters of the Temporary Faculty are White (Figure 62). Between 1994 and 2002, the number of Latinos, Asians, African Americans, and Native Americans together increased by 5 percentage points, while Whites declined by 6.4 percent.

Figure 61

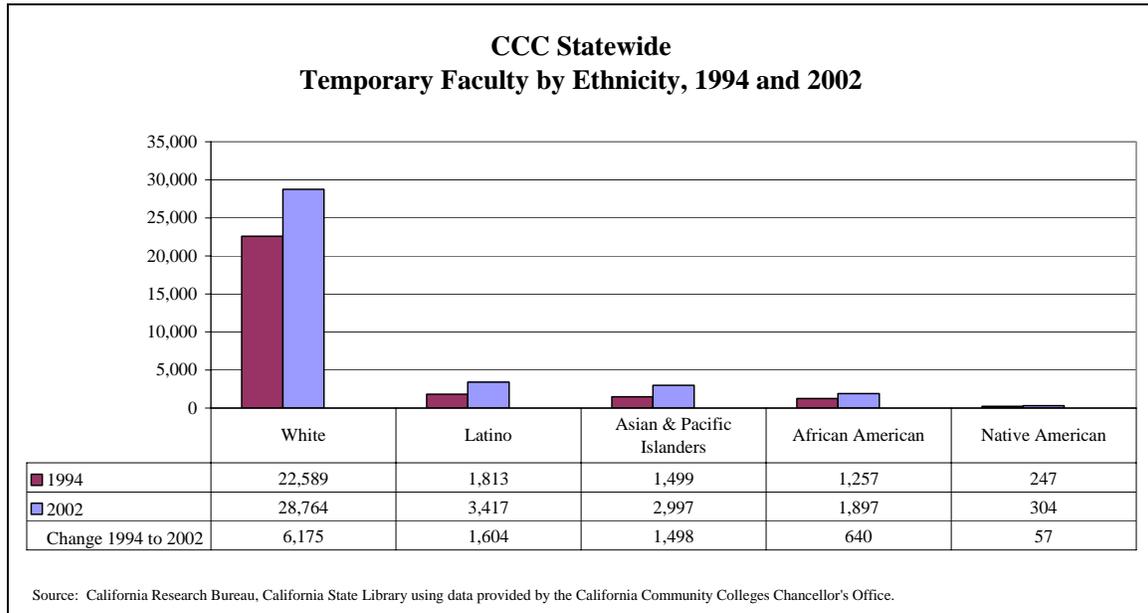
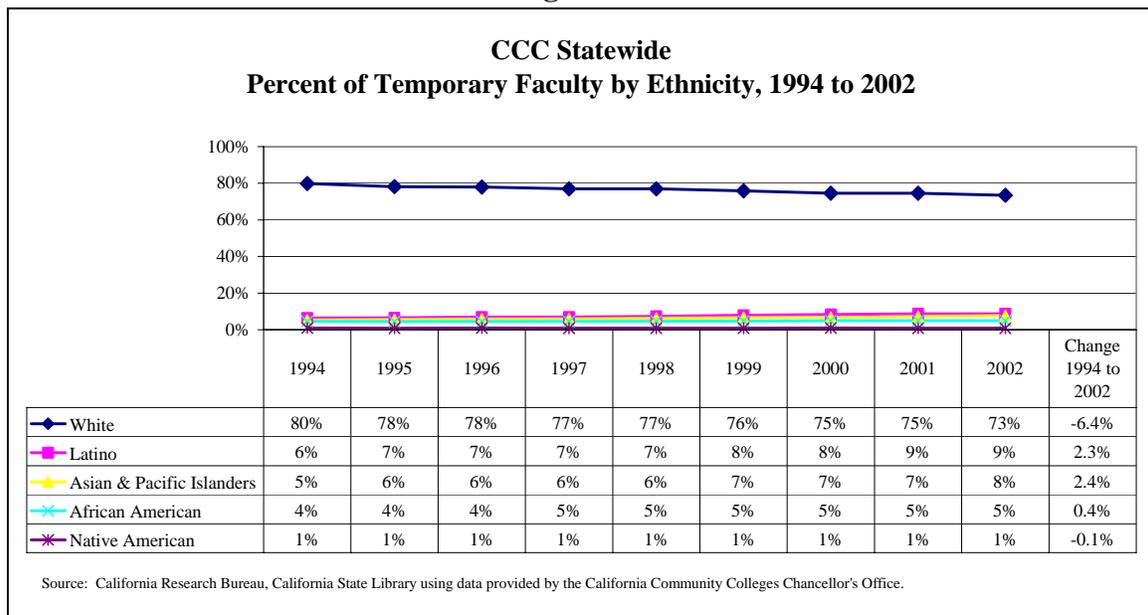


Figure 62



COMPOSITION OF THE PROMOTED AND NEWLY HIRED[†]

When it comes to new hires, female Temporary Faculty are employed in about the same proportion as males (Figure 64). This was true in 1995 and it holds true in 2002.

Figure 63

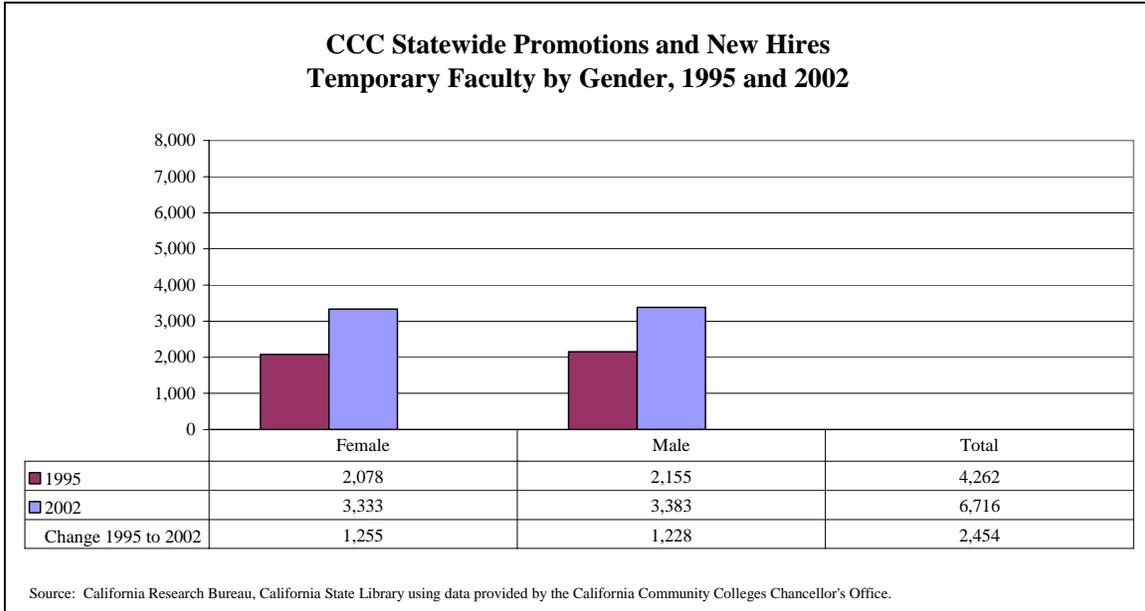
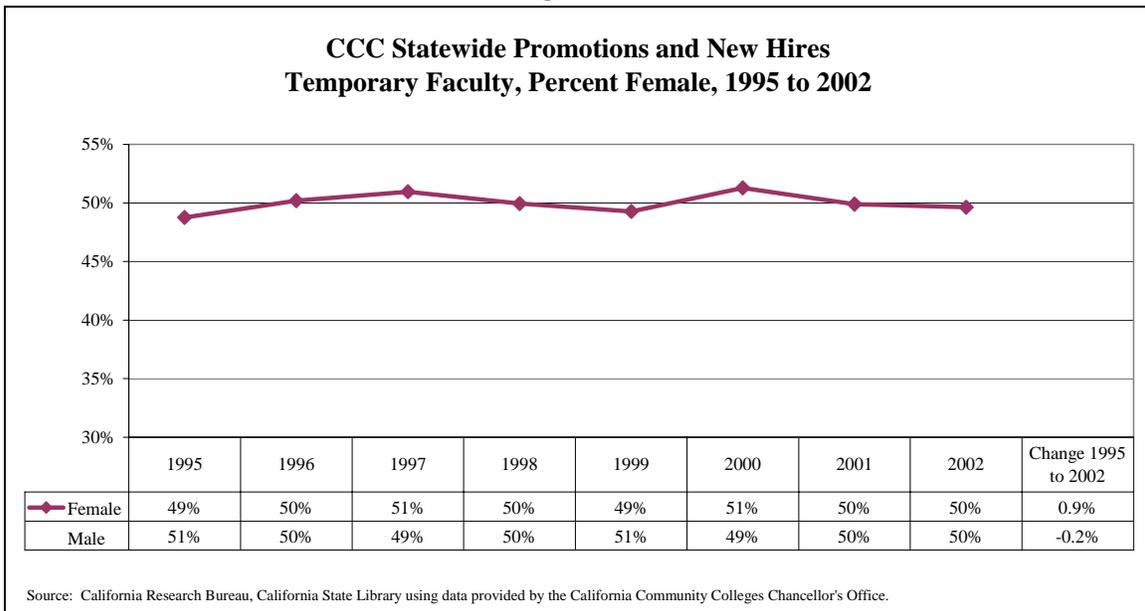


Figure 64



[†] Of the 6,716 Temporary Faculty promotions and new hires in 2002, 88.5 percent are new hires and 11.5 percent are promotions (or demotions). A demotion can occur when a Tenure Track faculty does not get tenure and is given a Temporary Faculty position.

Promoted and newly hired Temporary Faculty are 70 percent White, 9 percent each Latino and Asian, 5 percent African American, and 1 percent Native American (Figure 66). Between 1994 and 2002, Asians increased the most (3.1%), followed by Latinos (1.9%).

Figure 65

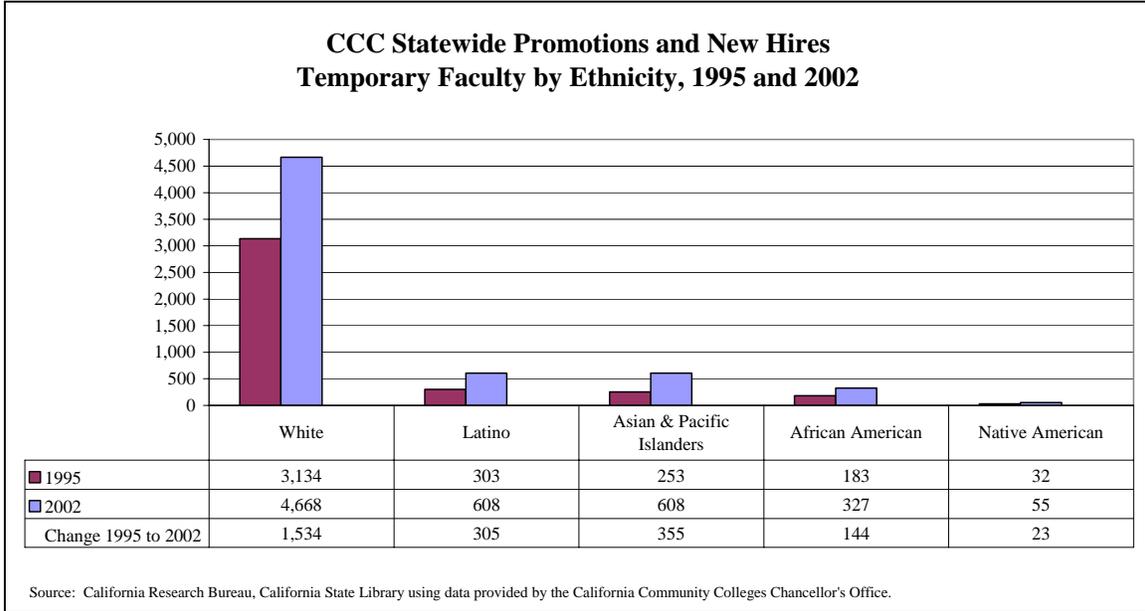
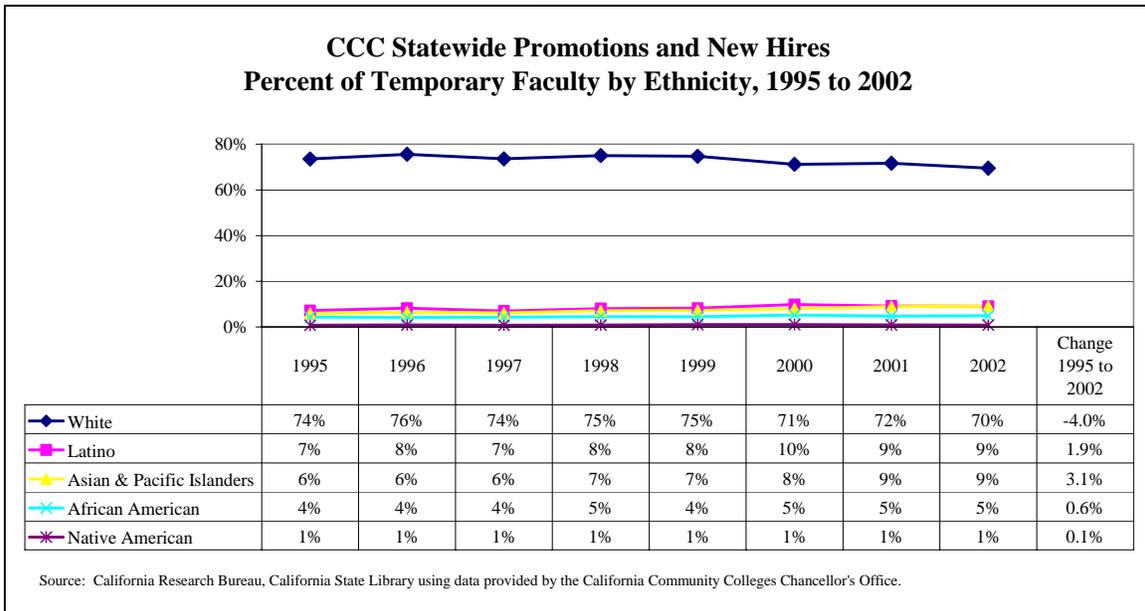


Figure 66

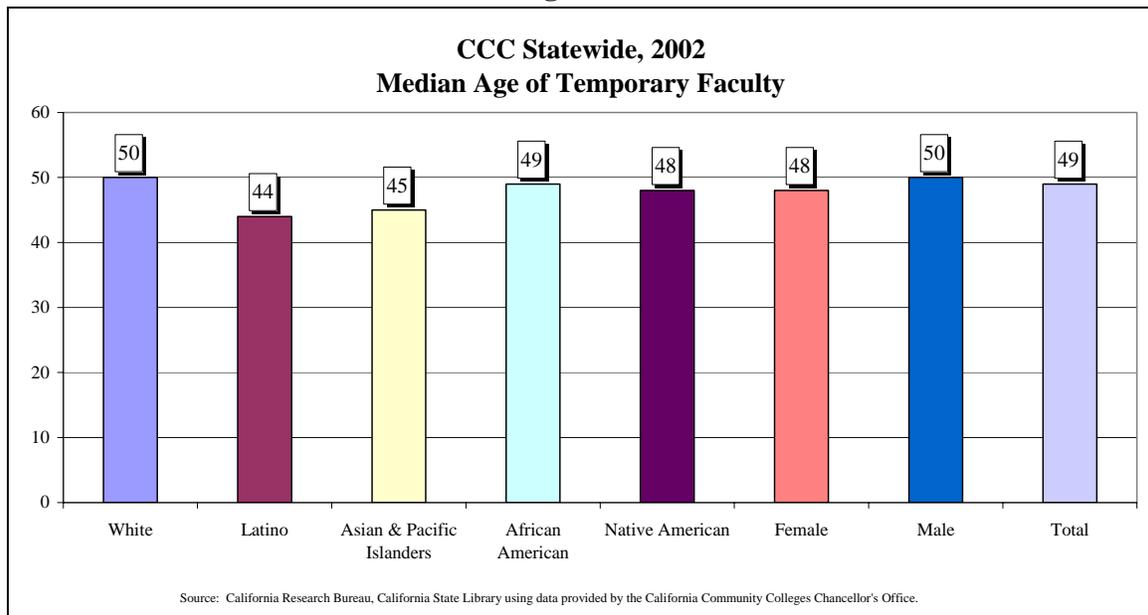


COMPOSITION BY AGE

This section presents information on the age distribution of Temporary Faculty.[‡] Three charts will be presented. One shows the median age, another the age distribution over time, and a third the number of persons at or near the retirement age.

Figure 67 shows that the median age of Temporary Faculty is 49 years old. Males tend to be older (50 years) and females slightly younger (48 years). Latinos (44 years) and Asians (45 years) are relatively younger.

Figure 67



[‡] Of the Temporary Faculty who left between 1994 and 2001, 24 percent were 55 years or older.

The percent of Temporary Faculty 55 years of age or older is increasing over time. In 1994, 22 percent were age 55 or older; by 2002, the percentage had grown to 31 percent, an increase of 9.6 percentage points (Figure 68). White males and females are the most numerous in the 55 and older group (Figure 69).

Figure 68

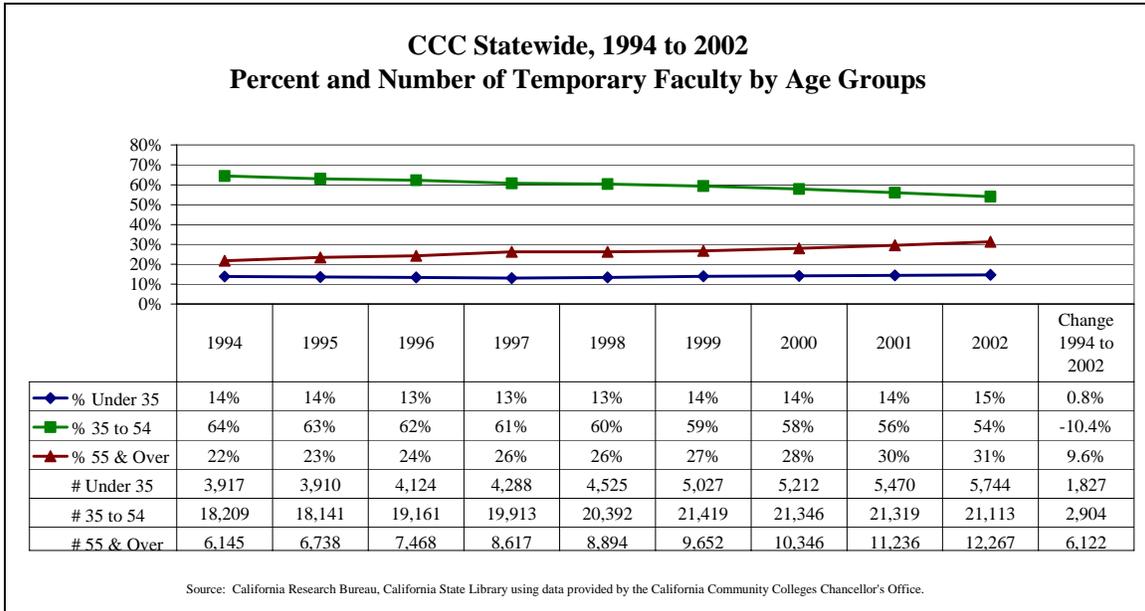
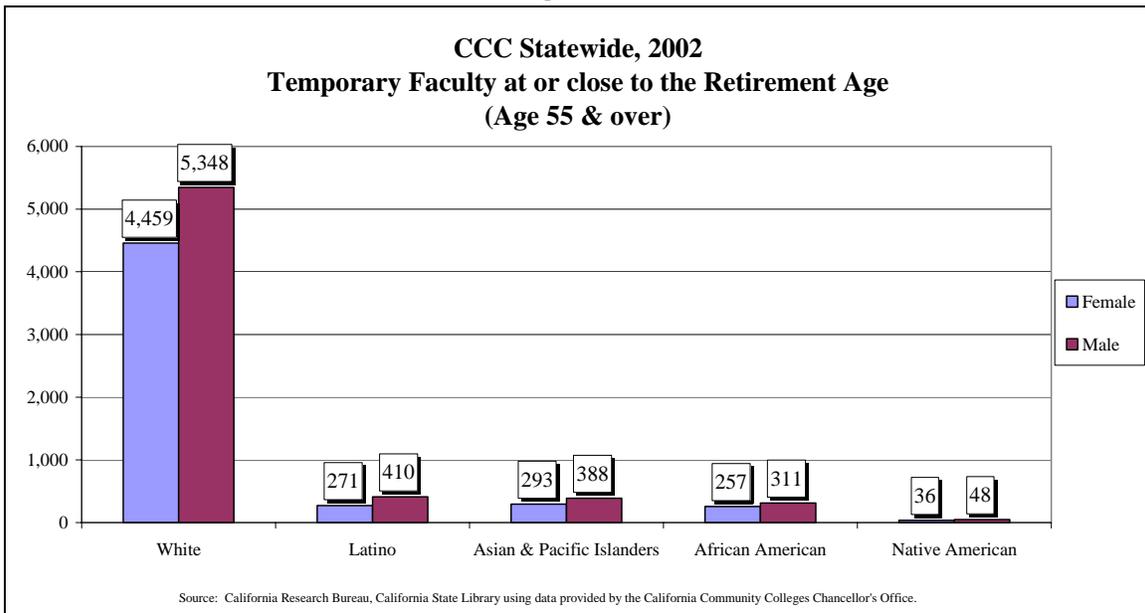


Figure 69



CLASSIFIED STAFF

Classified Staff includes supervisors, other professionals, secretaries, technical paraprofessionals, skilled crafts, service maintenance, and research assistants. They comprise 31 percent of the overall staff.

Current Profile

Following is a description of the 26,292 Classified Staff in California's Community Colleges:

- 89% are on a 11-12 month work year
- 3% are working more than full-time (beyond the normal workload)
- 62% are female
- 55% are White
- 21% are Latino
- 11% are Asian
- 10% are African American
- 1% are Native American
- 22% are age 55 or older (at or close to the retirement age)

Changes Over Time

The composition of Classified Staff has not changed much since 1994. The most significant change is with ethnicity.

- Latinos, Asians, African Americans, and Native Americans together increased 5.1 percentage points. Specifically,
 - Whites decreased by 5.7%,
 - Latinos increased by 4.0%,
 - Asians increased by 2.1%,
 - African Americans decreased by 1.0%, and
 - Native Americans stayed the same.

WORK YEAR DURATION

Most Classified Staff work for 11-12 months of the year. The change since 1994 is slight, with an increase of 2% working an 11-12 month work year (Figure 71).

Figure 70

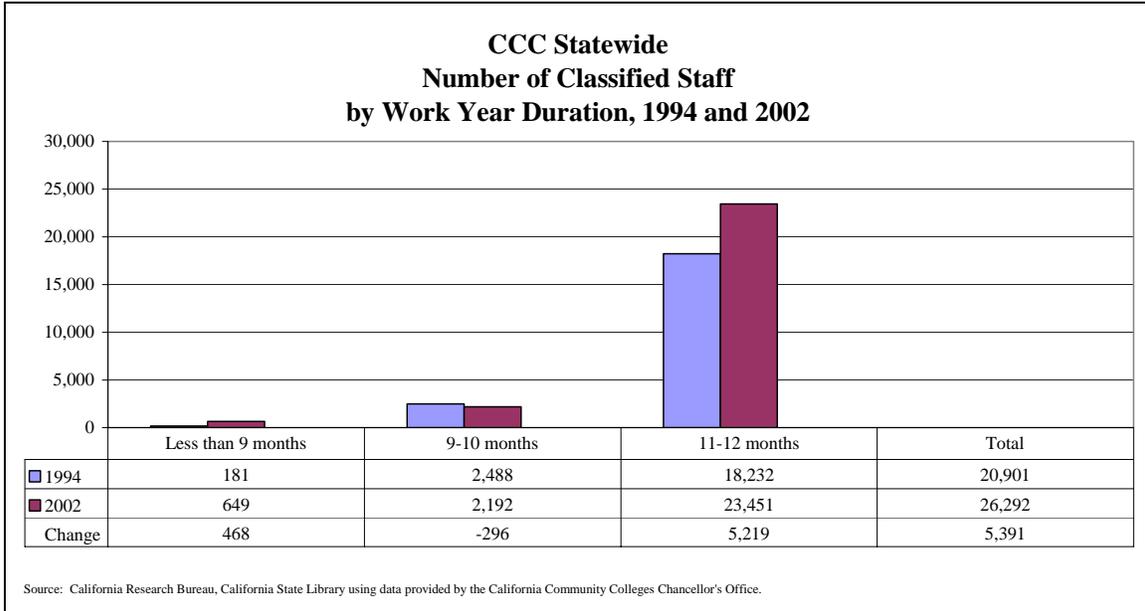
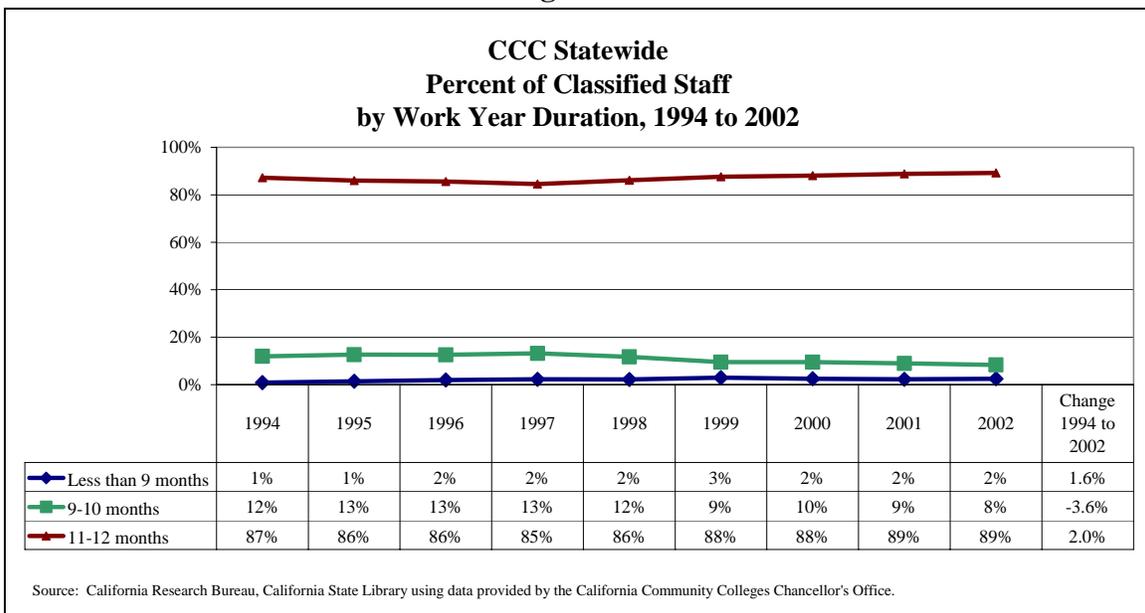


Figure 71



FULL AND PART-TIME STATUS

Most Classified Staff (85%) work full-time (40 hours a week) or more than full-time (Figure 73).

Figure 72

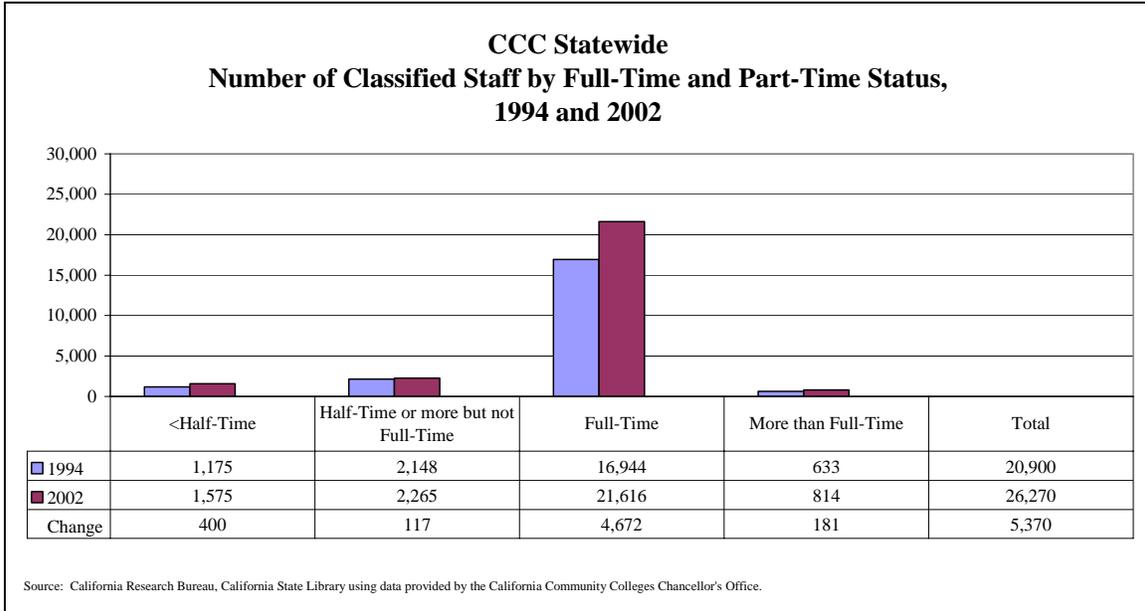
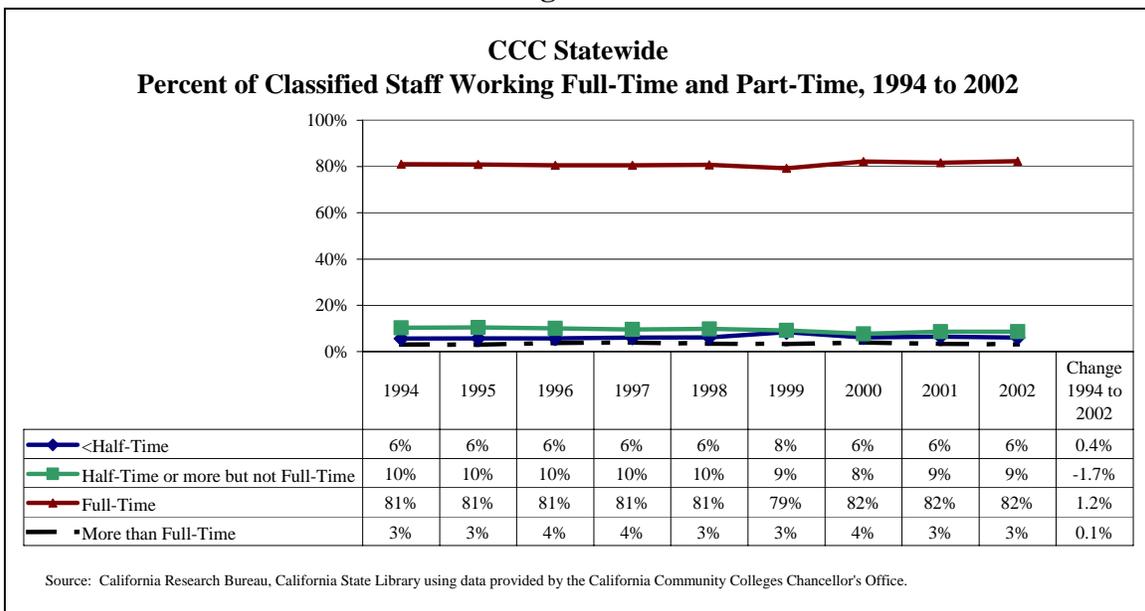


Figure 73



COMPOSITION BY GENDER

Females comprise 62% of the Classified Staff (Figure 75). The ratio of females to males has changed little since 1994.

Figure 74

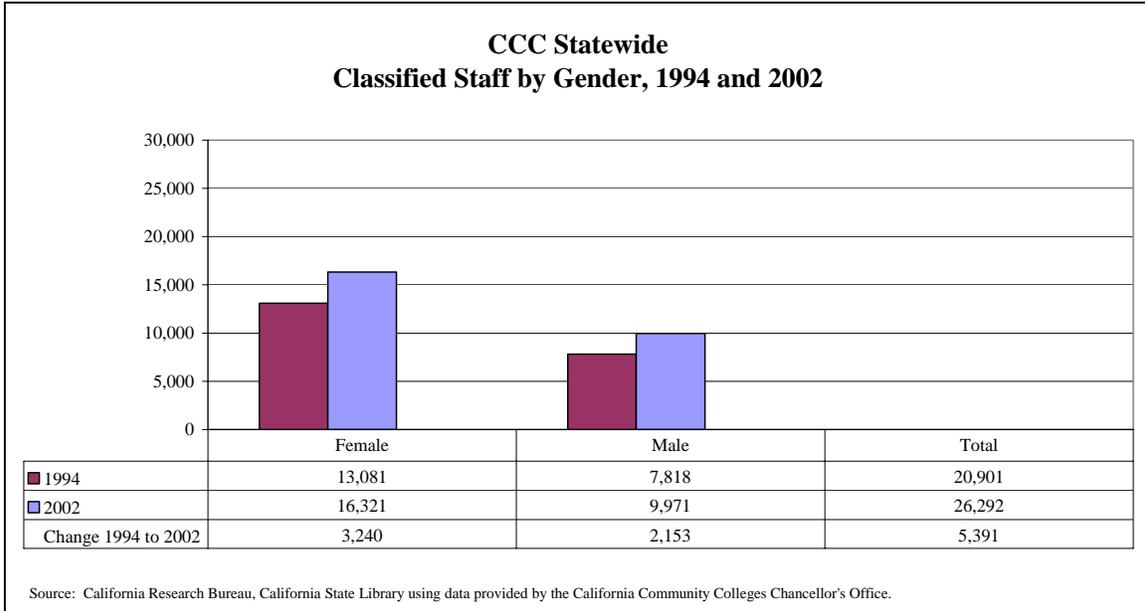
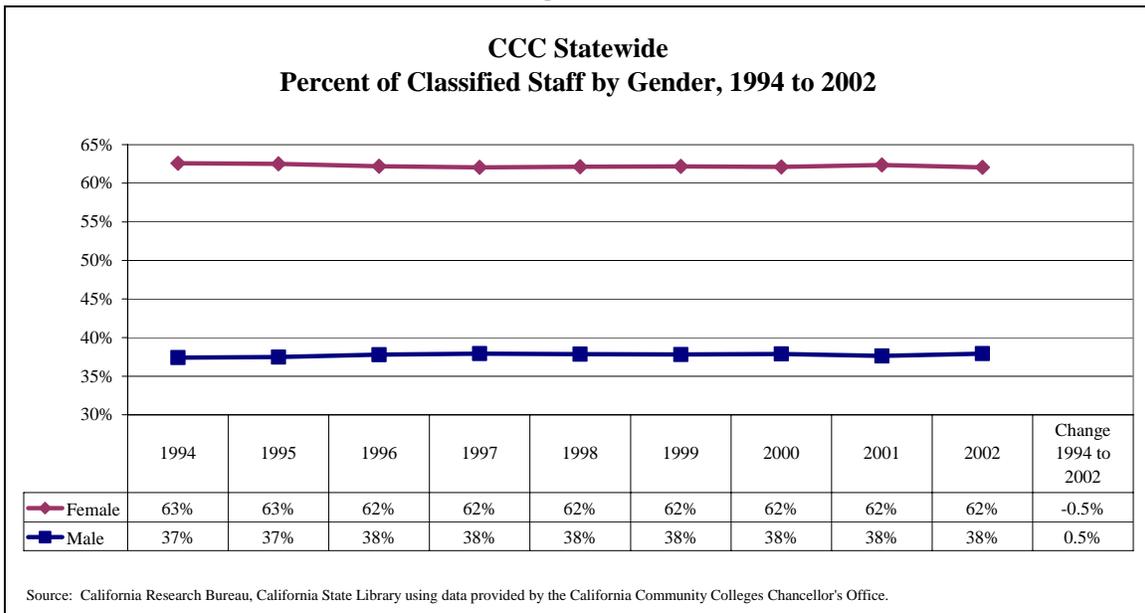


Figure 75



COMPOSITION BY ETHNICITY

Since 1994, the number of Latino staff increased by 4.0% and Asians increased by 2.1% (Figure 77). In contrast, the number of Whites and African Americans decreased by 5.7 and 1.0 percent, respectively.

Figure 76

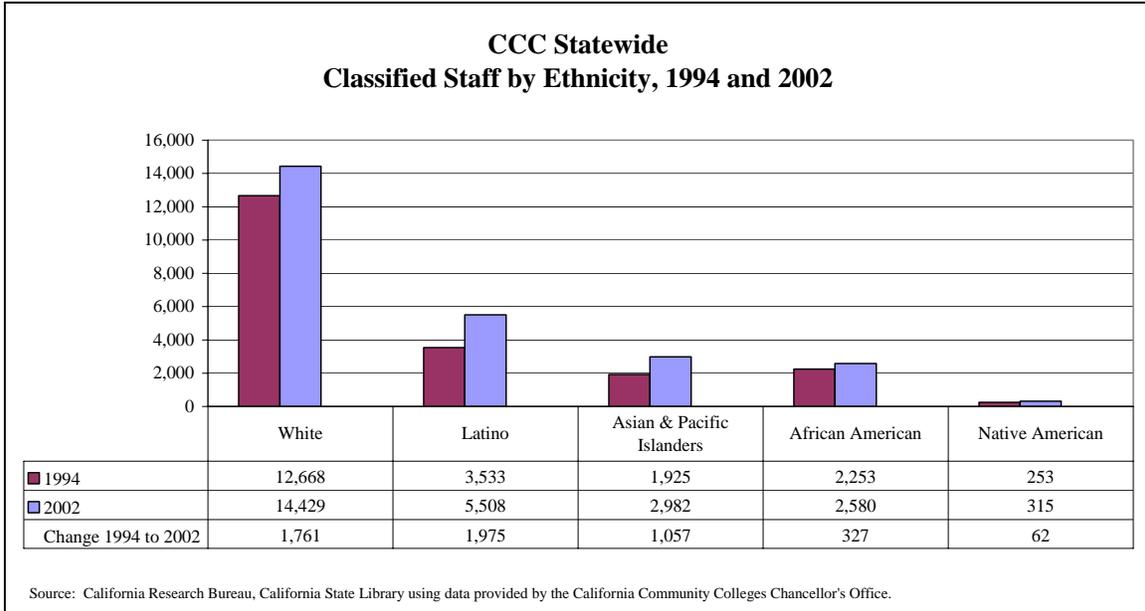
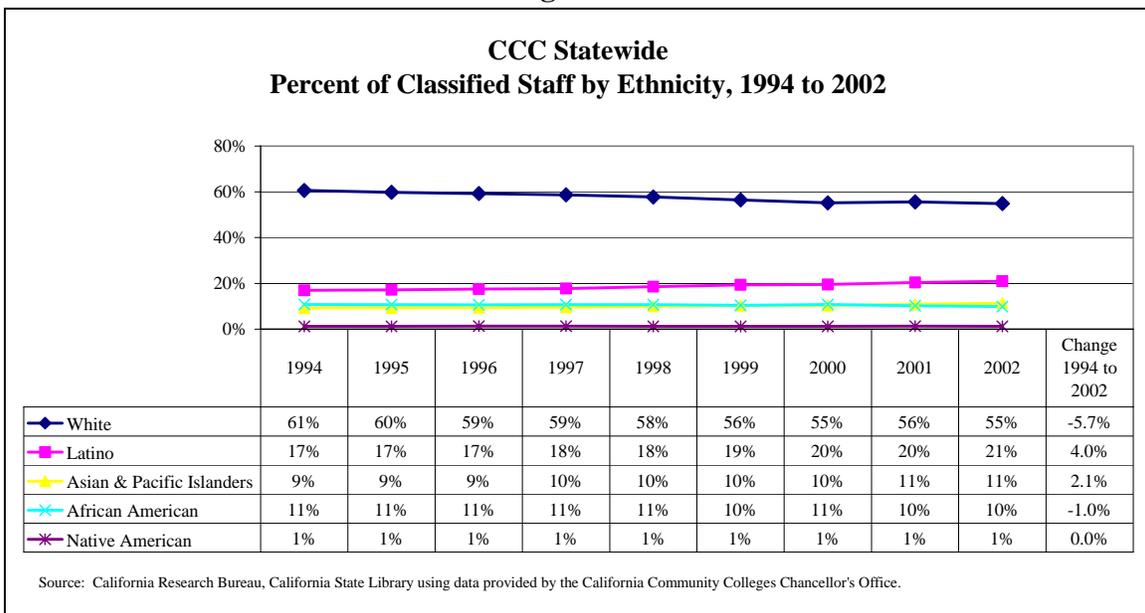


Figure 77



COMPOSITION OF THE PROMOTED AND NEWLY HIRED*

Females tend to be hired or promoted for Classified Staff positions at a higher rate than males (Figure 79). This ratio increased slightly between 1994 and 2002.

Figure 78

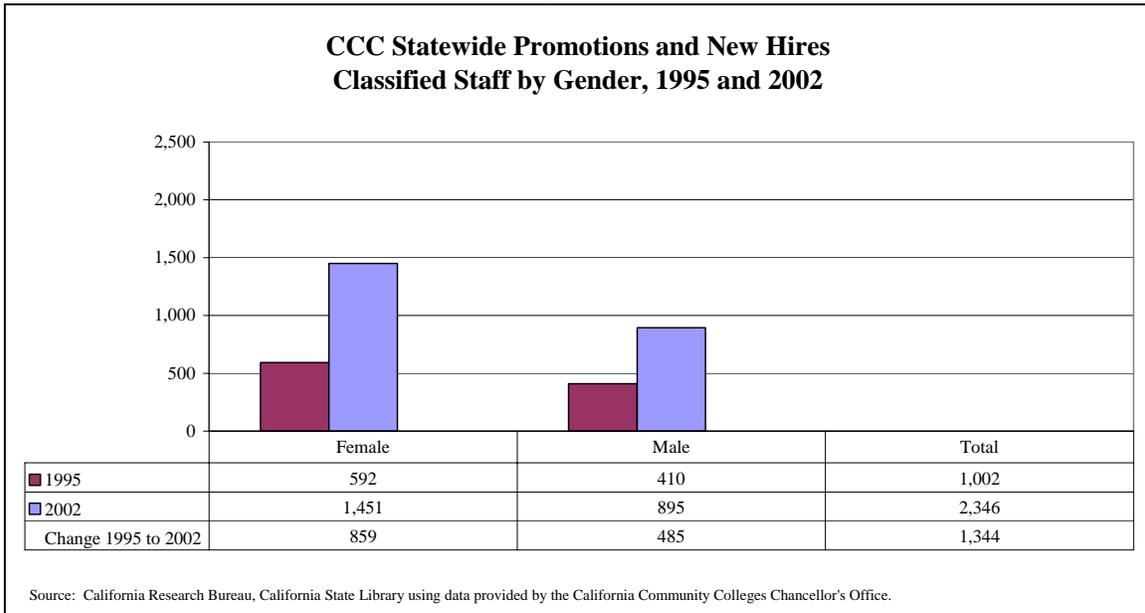
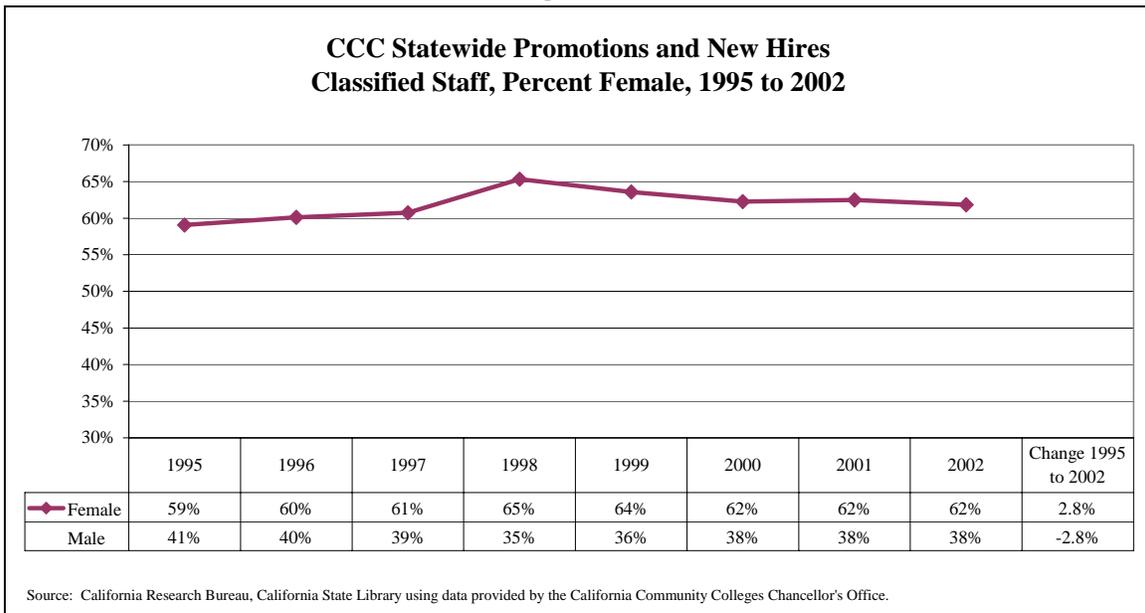


Figure 79



* Of the 2,346 promotions and new hires of staff in 2002, 95.2 percent are new hires and 4.8 percent are promotions. Promotions can occur when a Temporary Faculty gets a full-time job as a Classified Staff.

The percent of Latinos and Asians hired or promoted to Classified Staff positions has increased since 1994 (Figure 81). In contrast, the percent of Whites, African Americans, and Native Americans decreased. Whites, however, are still the largest group hired or promoted to Classified Staff positions (Figure 80).

Figure 80

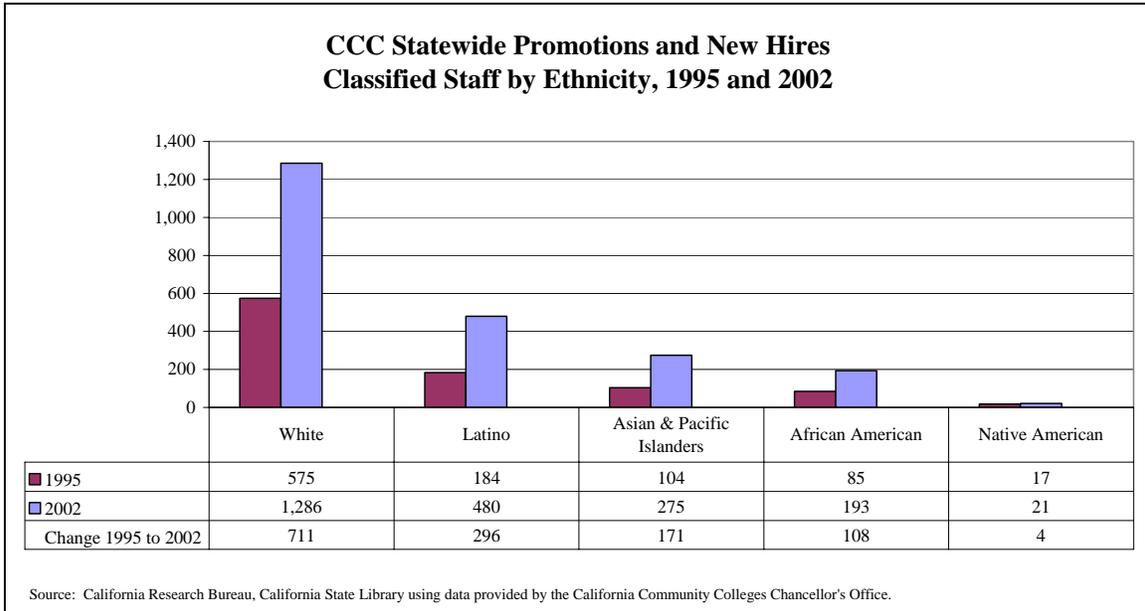
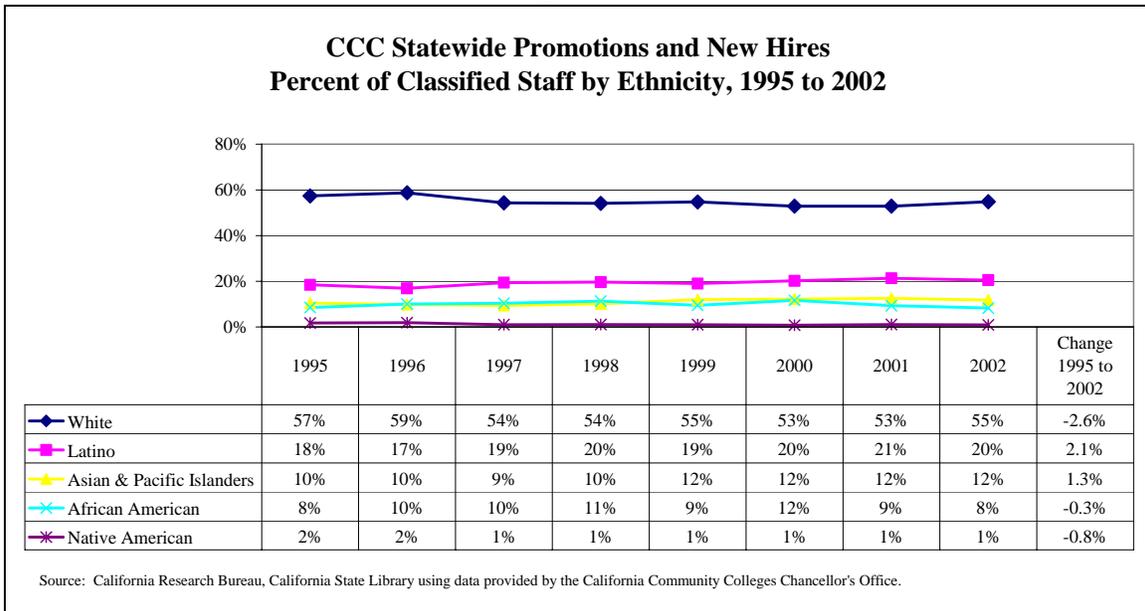


Figure 81

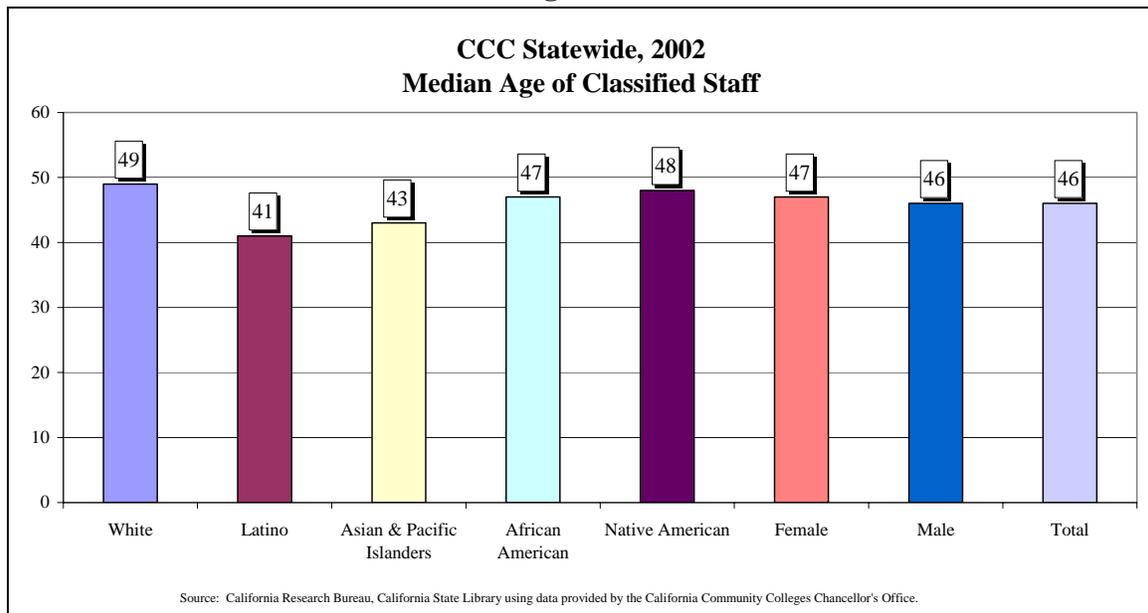


COMPOSITION BY AGE

This section presents information on the age distribution of Classified Staff.[†] Three charts will be presented. One shows the median age, another the age distribution over time, and a third the number of persons at or near the retirement age.

According to the data presented in figure 82, the median age of Classified Staff is 46 years old. Females are slightly older (47 years) than males (46 years). Latinos (41 years) and Asians (43 years) are the youngest ethnic groups.

Figure 82



[†] Of Classified Staff that left between 1994 and 2001, 27 percent were 55 years or older. This is an indication that most Classified Staff leave for reasons other than retirement.

There is very little change in the age distribution among Classified Staff. Between 1994 and 2002, the percent of persons age 55 or older increased by 2.6 percentage points (Figure 83).

Figure 83

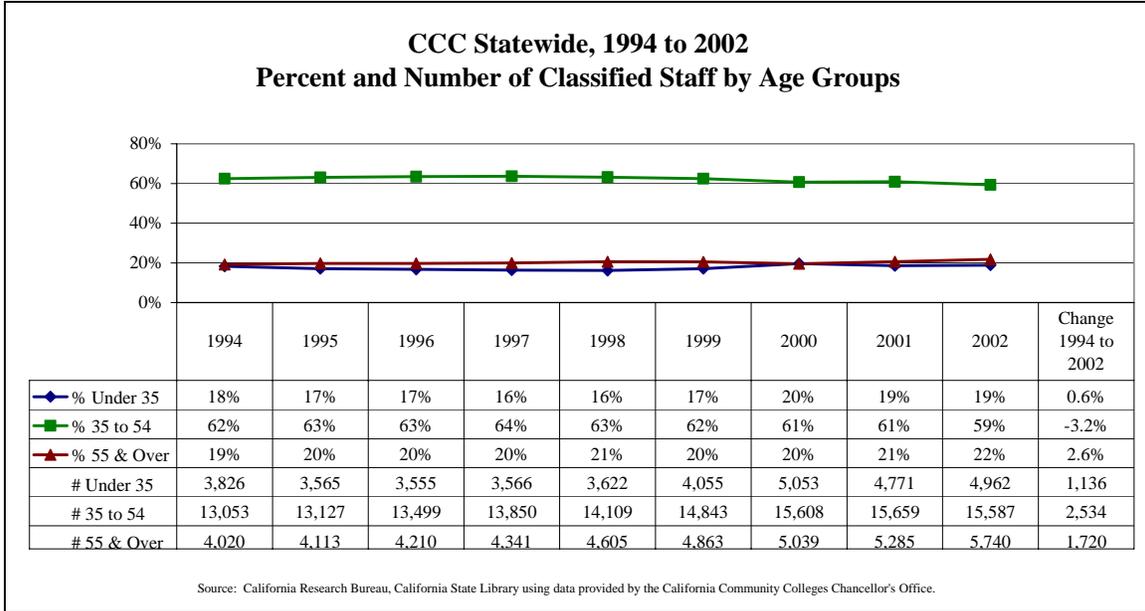
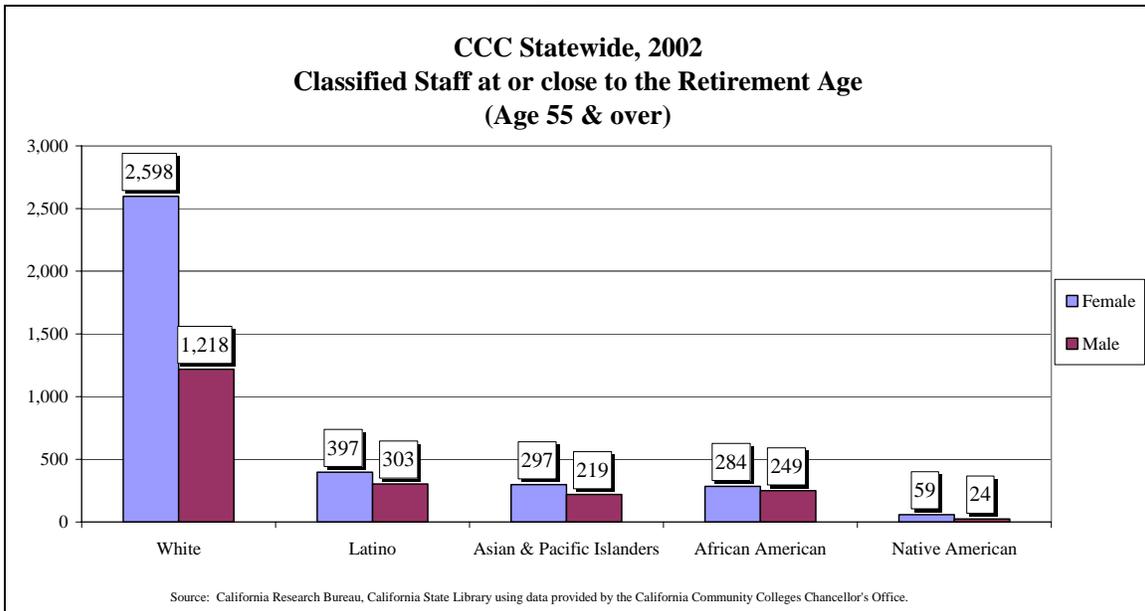


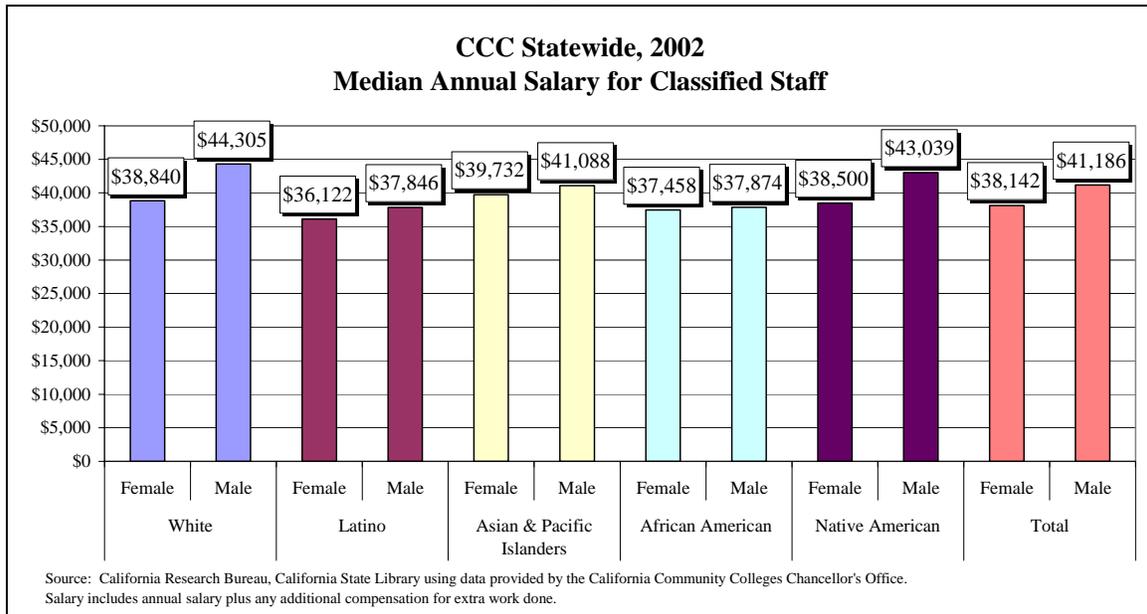
Figure 84



EARNINGS

Female staff earn less than their male counterparts and Whites and Asians earn more as a group than Latinos and African Americans.

Figure 85

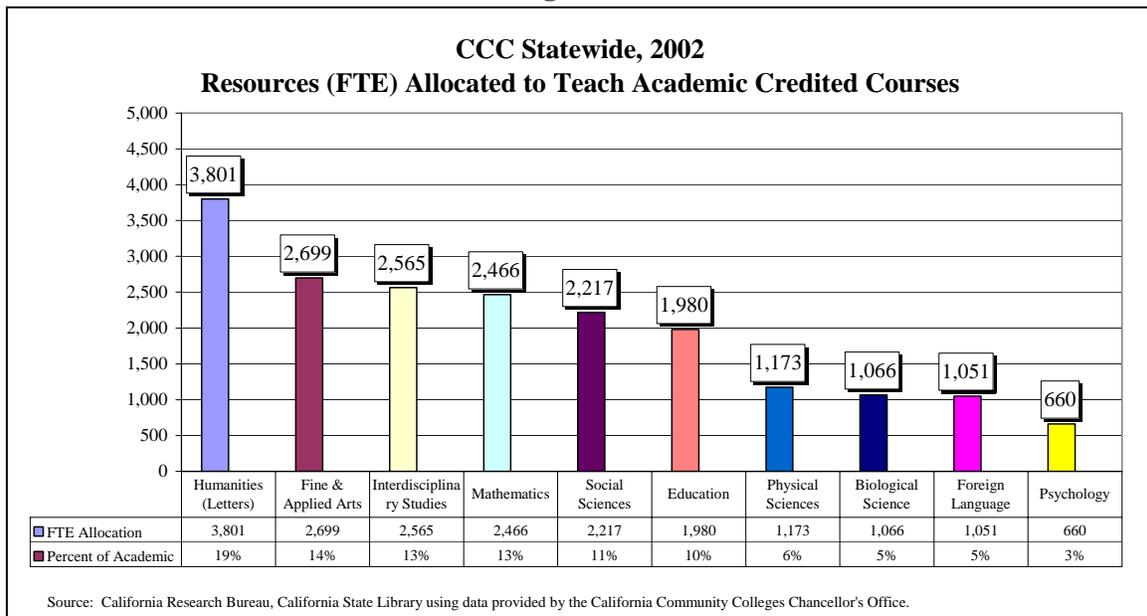


STAFFING PATTERNS BY ACADEMIC AND VOCATIONAL COURSES TAUGHT

Courses in the Community Colleges are usually of two types: courses leading to an academic degree or courses leading to a vocational certificate/degree. This section presents information on the staffing patterns* by type of courses taught.

More than two-thirds of the staff is dedicated to teaching academic courses, while 31.8% teach vocational courses. In the academic area, the largest concentration of staff is in the Humanities (19%), with 3,801 full-time staff. Other large areas of concentration are Fine and Applied Arts, Interdisciplinary Studies, Mathematics, the Social Sciences, and Education. If Physical and Biological Sciences are combined, then they also would have more than 2,000 full-time equivalent positions.

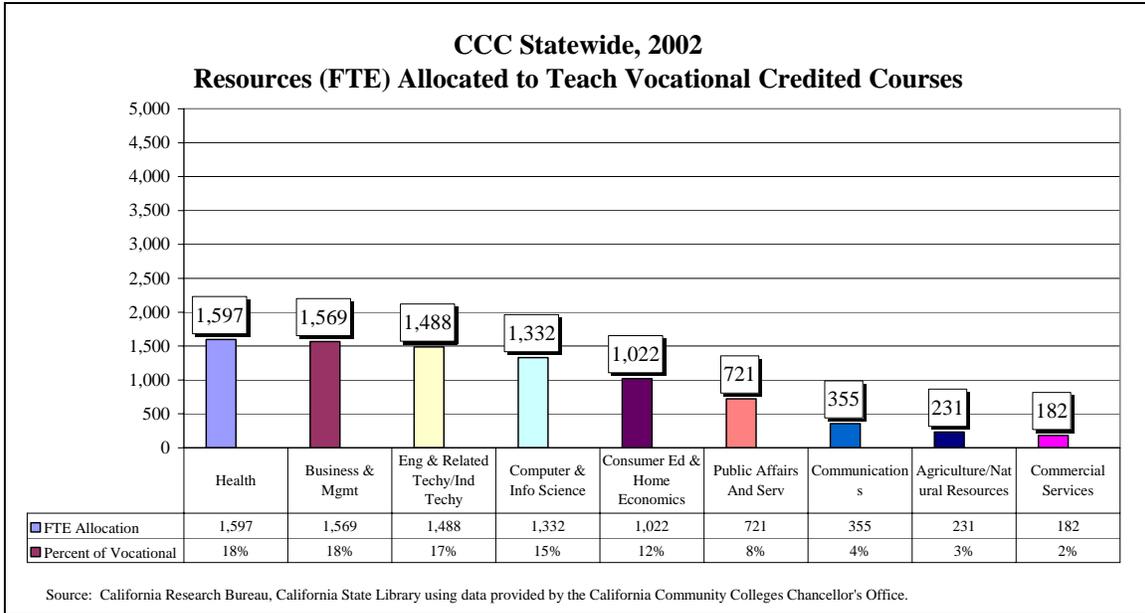
Figure 86



* All staff that is assigned to help with courses are counted and shown in the charts above, including Faculty, Educational Administrators, and Classified Staff. Faculty usually account for over 95 percent of the staff. Educational Administrators and Classified Staff may teach courses depending on their expertise and educational background. Only credited courses are counted.

In the vocational area, the four largest areas of concentration are Health, Business and Management, Engineering and Industrial Technology, and Computer and Information Science.

Figure 87



The table below provides the staffing pattern for each course grouping.

Figure 88

Full-Time Equivalent Positions Dedicated to Credited Courses in 2002											
Course Groupings		FTE	% Female	% White	% Latino	% Asian & Pacific Islanders	% African American	% Tenured Faculty	% Track Faculty	% Temporary Faculty	% Vocational
Academic	Humanities (Letters)	3,801	55.2%	79.5%	7.1%	4.5%	4.3%	37.3%	17.7%	44.5%	0.0%
	Fine & Applied Arts	2,699	41.3%	80.9%	7.0%	5.0%	3.1%	35.3%	14.0%	49.2%	16.1%
	Interdisciplinary Studies	2,565	64.0%	72.4%	9.2%	8.8%	5.3%	35.9%	15.2%	47.6%	1.4%
	Mathematics	2,466	33.5%	71.2%	6.6%	14.9%	3.6%	41.4%	19.0%	39.3%	0.0%
	Social Sciences	2,217	36.3%	69.0%	12.0%	5.9%	8.3%	41.7%	15.7%	42.0%	0.0%
	Education	1,980	40.9%	76.9%	8.3%	4.6%	6.0%	39.6%	14.3%	44.1%	4.5%
	Physical Sciences	1,173	26.7%	76.5%	4.3%	12.1%	3.3%	49.3%	18.4%	31.5%	0.2%
	Biological Science	1,066	44.9%	79.6%	4.7%	8.6%	2.9%	51.7%	16.5%	31.0%	0.6%
	Foreign Language	1,051	67.7%	41.8%	38.6%	14.1%	1.2%	33.8%	12.2%	53.7%	0.0%
	Psychology	660	51.2%	75.2%	7.4%	5.6%	7.0%	46.5%	14.5%	38.5%	0.0%
Vocational	Health	1,597	81.9%	76.0%	6.4%	7.7%	7.3%	42.4%	20.8%	36.4%	97.4%
	Business & Mgmt	1,569	48.1%	74.6%	7.3%	6.2%	8.2%	43.3%	12.5%	42.2%	100.0%
	Eng & Related Techy/Ind Techy	1,488	6.1%	75.9%	10.1%	5.4%	3.8%	44.4%	15.7%	39.0%	95.8%
	Computer & Info Science	1,332	30.6%	72.4%	5.8%	11.8%	5.8%	31.7%	22.9%	42.7%	100.0%
	Consumer Ed & Home Economics	1,022	81.0%	75.0%	8.2%	5.7%	7.6%	32.5%	18.4%	47.3%	97.3%
	Public Affairs And Serv	721	20.2%	78.4%	9.0%	1.9%	5.5%	20.0%	11.5%	67.8%	97.9%
	Communications	355	36.6%	80.3%	6.8%	2.3%	4.8%	44.2%	15.8%	38.6%	83.7%
	Agriculture/Natural Resources	231	30.3%	87.4%	4.3%	3.5%	0.9%	40.3%	17.3%	41.1%	100.0%
	Commercial Services	182	76.9%	62.1%	17.6%	3.8%	12.6%	35.2%	18.1%	45.1%	100.0%
	Arch & Environmental Design	88	14.8%	65.9%	14.8%	15.9%	0.0%	43.2%	13.6%	42.0%	100.0%
	Law	74	39.2%	75.7%	12.2%	4.1%	8.1%	40.5%	6.8%	52.7%	89.2%
	Total FTE Dedicated for Accredited Courses	28,375	46.1%	74.4%	8.9%	7.5%	5.1%	39.2%	16.4%	43.3%	31.8%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.
Groupings based on 2-digit Taxonomy of Programs Code.

STAFFING PATTERNS BY COMMUNITY COLLEGE DISTRICT

The Chancellor’s Office has divided the state into ten regions, Region 0 through Region 9. Below and in the pages that follow are the staffing patterns for community college districts by region.

Note that in the tables that follow, information is not shown if there are less than 10 persons in that cell, thus the symbol “LT10.” This is done to conceal individual identities.

STAFF COMPOSITION IN REGION 0

Figure 89

Community College Districts in Region 0									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Grossmont District	37	56.8%	67.6%	LT10	LT10	LT10	43.2%	83.8%
	Imperial District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Mira Costa District	12	LT10	83.3%	LT10	LT10	LT10	LT10	100.0%
	Palomar District	26	50.0%	65.4%	LT10	LT10	LT10	42.3%	100.0%
	San Diego District	70	52.9%	48.6%	18.6%	LT10	14.3%	55.7%	100.0%
	Southwestern College Dis	29	62.1%	51.7%	LT10	LT10	LT10	LT10	100.0%
	Subtotal for Region	176	54.0%	58.0%	18.2%	6.8%	8.0%	47.7%	96.6%
Tenured Faculty	Grossmont District	232	47.0%	76.3%	11.6%	6.0%	LT10	44.8%	87.9%
	Imperial District	34	41.2%	76.5%	LT10	LT10	LT10	44.1%	79.4%
	Mira Costa District	77	46.8%	80.5%	LT10	LT10	LT10	46.8%	68.8%
	Palomar District	231	42.4%	81.0%	11.3%	LT10	LT10	45.5%	99.6%
	San Diego District	472	50.2%	65.0%	12.3%	6.6%	10.2%	47.7%	91.1%
	Southwestern College Dis	146	51.4%	64.4%	22.6%	LT10	LT10	45.2%	65.1%
	Subtotal for Region	1,192	47.7%	71.6%	13.2%	5.8%	5.9%	46.2%	87.2%
Tenure Track Facu	Grossmont District	70	55.7%	77.1%	LT10	LT10	LT10	LT10	95.7%
	Imperial District	29	55.2%	72.4%	LT10	LT10	LT10	LT10	96.6%
	Mira Costa District	36	55.6%	80.6%	LT10	LT10	LT10	LT10	50.0%
	Palomar District	64	59.4%	87.5%	LT10	LT10	LT10	LT10	100.0%
	San Diego District	158	65.8%	58.2%	11.4%	9.5%	6.3%	12.7%	92.4%
	Southwestern College Dis	79	62.0%	63.3%	19.0%	LT10	LT10	LT10	75.9%
	Subtotal for Region	436	61.0%	69.3%	12.6%	7.3%	4.1%	7.6%	87.8%
Temporary Faculty	Grossmont District	895	53.0%	77.4%	9.4%	6.1%	2.7%	24.9%	1.2%
	Imperial District	180	41.7%	40.6%	54.4%	LT10	LT10	21.7%	LT10
	Mira Costa District	294	56.1%	85.4%	7.1%	LT10	LT10	25.9%	LT10
	Palomar District	784	50.8%	80.5%	6.9%	4.8%	1.4%	31.5%	LT10
	San Diego District	2,042	47.0%	70.6%	9.7%	5.3%	4.9%	30.3%	0.5%
	Southwestern College Dis	634	47.8%	68.6%	18.0%	7.9%	3.3%	22.6%	2.1%
	Subtotal for Region	4,829	49.2%	73.0%	11.8%	5.5%	3.5%	27.9%	0.9%
Classified employees	Grossmont District	451	68.1%	70.1%	14.0%	8.2%	4.9%	20.8%	76.9%
	Imperial District	161	64.0%	25.5%	68.3%	LT10	LT10	8.1%	78.9%
	Mira Costa District	233	67.0%	67.8%	15.9%	8.6%	6.0%	18.0%	75.1%
	Palomar District	516	66.9%	69.8%	18.4%	7.0%	3.7%	20.2%	81.8%
	San Diego District	1,112	59.9%	42.7%	18.0%	15.6%	15.6%	21.0%	85.8%
	Southwestern College Dis	368	62.5%	37.5%	44.6%	12.0%	4.3%	16.6%	97.0%
	Subtotal for Region	2,841	63.6%	52.4%	23.5%	11.1%	8.7%	19.3%	83.8%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.
 LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 1

Figure 90

Community College Districts in Region 1									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Butte District	19	LT10	73.7%	LT10	LT10	LT10	57.9%	100.0%
	Feather River District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Mendocino District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Redwoods District	13	LT10	84.6%	LT10	LT10	LT10	LT10	100.0%
	Siskiyou District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Subtotal for Region	52	44.2%	82.7%	LT10	LT10	LT10	40.4%	98.1%
Tenured Faculty	Butte District	138	42.8%	86.2%	7.2%	LT10	LT10	42.8%	93.4%
	Feather River District	25	LT10	92.0%	LT10	LT10	LT10	48.0%	72.0%
	Mendocino District	44	40.9%	95.5%	LT10	LT10	LT10	59.1%	95.5%
	Redwoods District	102	37.3%	83.3%	LT10	LT10	LT10	35.3%	80.4%
	Siskiyou District	38	39.5%	84.2%	LT10	LT10	LT10	42.1%	68.4%
	Subtotal for Region	347	39.5%	86.7%	7.2%	LT10	LT10	42.9%	85.5%
Tenure Track Facul	Butte District	56	50.0%	85.7%	LT10	LT10	LT10	LT10	82.1%
	Feather River District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Mendocino District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Redwoods District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Siskiyou District	14	LT10	78.6%	LT10	LT10	LT10	LT10	78.6%
	Subtotal for Region	85	42.4%	87.1%	LT10	LT10	LT10	LT10	80.0%
Temporary Faculty	Butte District	498	52.2%	89.4%	6.0%	2.4%	LT10	25.5%	LT10
	Feather River District	54	42.6%	87.0%	LT10	LT10	LT10	22.2%	LT10
	Mendocino District	188	48.9%	94.1%	LT10	LT10	LT10	33.0%	LT10
	Redwoods District	310	49.4%	81.9%	3.9%	LT10	LT10	30.0%	LT10
	Siskiyou District	103	37.9%	87.4%	LT10	LT10	LT10	22.3%	LT10
	Subtotal for Region	1,153	49.2%	87.9%	4.9%	2.0%	LT10	27.5%	LT10
Classified employees	Butte District	261	53.3%	85.1%	6.5%	LT10	LT10	19.2%	85.8%
	Feather River District	66	75.8%	87.9%	LT10	LT10	LT10	22.7%	56.1%
	Mendocino District	98	68.4%	79.6%	12.2%	LT10	LT10	17.3%	84.5%
	Redwoods District	207	64.3%	87.0%	4.8%	LT10	LT10	21.7%	77.3%
	Siskiyou District	122	71.3%	82.8%	LT10	LT10	LT10	18.9%	70.5%
	Subtotal for Region	754	63.1%	84.7%	6.6%	2.5%	1.9%	19.9%	78.2%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.
 LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 2

Figure 91

Community College Districts in Region 2									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Lake Tahoe District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Los Rios District	79	54.4%	75.9%	LT10	LT10	LT10	34.2%	100.0%
	Napa Valley College Distr	19	68.4%	73.7%	LT10	LT10	LT10	52.6%	100.0%
	Sonoma County District	37	29.7%	86.5%	LT10	LT10	LT10	37.8%	97.3%
	Sierra District	24	50.0%	75.0%	LT10	LT10	LT10	41.7%	100.0%
	Solano County District	14	LT10	LT10	LT10	LT10	LT10	LT10	100.0%
	Yuba District	24	41.7%	70.8%	LT10	LT10	LT10	LT10	95.8%
	Subtotal for Region	204	48.0%	76.0%	8.8%	6.9%	5.4%	38.7%	99.0%
Tenured Faculty	Lake Tahoe District	24	45.8%	87.5%	LT10	LT10	LT10	LT10	91.7%
	Los Rios District	489	52.4%	68.9%	10.2%	8.6%	9.0%	42.3%	95.7%
	Napa Valley College Distr	84	44.0%	81.0%	13.1%	LT10	LT10	52.4%	96.4%
	Sonoma County District	314	51.3%	86.6%	4.8%	3.8%	LT10	39.8%	80.6%
	Sierra District	140	48.6%	87.1%	LT10	LT10	LT10	39.3%	88.6%
	Solano County District	110	46.4%	79.1%	LT10	LT10	10.0%	49.1%	100.0%
	Yuba District	106	44.3%	71.7%	10.4%	10.4%	LT10	48.1%	79.2%
	Subtotal for Region	1,267	49.8%	77.6%	8.1%	5.7%	6.1%	42.8%	90.1%
Tenure Track Facul	Lake Tahoe District	26	50.0%	88.5%	LT10	LT10	LT10	LT10	88.5%
	Los Rios District	383	51.4%	70.0%	7.6%	11.0%	5.2%	10.2%	100.0%
	Napa Valley College Distr	30	56.7%	63.3%	LT10	LT10	LT10	LT10	100.0%
	Sonoma County District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Sierra District	52	57.7%	92.3%	LT10	LT10	LT10	LT10	82.7%
	Solano County District	47	61.7%	80.9%	LT10	LT10	LT10	LT10	100.0%
	Yuba District	18	55.6%	83.3%	LT10	LT10	LT10	LT10	72.2%
	Subtotal for Region	560	53.0%	74.1%	7.1%	9.5%	4.6%	10.0%	96.3%
Temporary Faculty	Lake Tahoe District	154	48.1%	91.6%	6.5%	LT10	LT10	22.1%	LT10
	Los Rios District	1,399	49.2%	73.8%	5.6%	5.9%	4.3%	29.7%	LT10
	Napa Valley College Distr	249	55.0%	89.6%	LT10	LT10	LT10	34.9%	LT10
	Sonoma County District	976	55.3%	90.1%	3.8%	3.1%	LT10	37.2%	LT10
	Sierra District	736	44.8%	95.5%	2.0%	LT10	LT10	27.9%	LT10
	Solano County District	275	44.0%	78.5%	8.0%	6.9%	4.0%	38.5%	LT10
	Yuba District	307	40.7%	81.4%	7.8%	LT10	LT10	39.1%	LT10
	Subtotal for Region	4,096	49.2%	84.1%	4.7%	3.9%	2.5%	32.5%	0.8%
Classified employee	Lake Tahoe District	96	68.8%	88.5%	LT10	LT10	LT10	14.6%	99.0%
	Los Rios District	1,053	63.6%	62.9%	10.6%	11.5%	10.7%	20.7%	76.6%
	Napa Valley College Distr	163	68.1%	67.5%	15.3%	8.0%	6.7%	18.4%	83.3%
	Sonoma County District	486	65.2%	83.5%	7.0%	3.3%	4.9%	24.1%	73.5%
	Sierra District	256	50.4%	86.7%	6.6%	3.9%	LT10	16.8%	85.2%
	Solano County District	180	67.2%	68.3%	7.2%	10.6%	12.2%	30.0%	87.8%
	Yuba District	219	69.9%	71.7%	15.5%	5.5%	LT10	18.7%	84.5%
	Subtotal for Region	2,453	63.9%	72.0%	9.8%	8.0%	7.4%	21.1%	79.7%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.

LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 3

Figure 92

Community College Districts in Region 3									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Contra Costa District	68	33.8%	47.1%	LT10	LT10	23.5%	54.4%	97.1%
	Marin District	16	68.8%	87.5%	LT10	LT10	LT10	LT10	93.8%
	Peralta District	35	54.3%	37.1%	LT10	LT10	40.0%	48.6%	100.0%
	San Francisco District	45	44.4%	42.2%	LT10	26.7%	LT10	57.8%	100.0%
	San Mateo District	48	58.3%	64.6%	LT10	LT10	LT10	45.8%	100.0%
	Subtotal for Region	212	47.6%	51.4%	9.4%	9.4%	22.6%	51.4%	98.6%
Tenured Faculty	Contra Costa District	380	47.9%	65.5%	10.3%	8.2%	9.7%	45.5%	75.5%
	Marin District	103	47.6%	82.5%	LT10	LT10	LT10	65.0%	99.0%
	Peralta District	200	49.0%	51.0%	11.0%	8.0%	30.0%	65.0%	86.9%
	San Francisco District	575	56.9%	60.2%	9.2%	20.7%	7.8%	55.5%	73.7%
	San Mateo District	313	49.8%	71.9%	11.2%	8.9%	7.0%	51.4%	65.8%
	Subtotal for Region	1,571	51.7%	64.1%	9.9%	12.6%	10.9%	54.1%	75.9%
Tenure Track Facul	Contra Costa District	109	52.3%	62.4%	LT10	LT10	10.1%	22.9%	63.3%
	Marin District	32	62.5%	78.1%	LT10	LT10	LT10	LT10	100.0%
	Peralta District	105	55.2%	53.3%	9.5%	13.3%	20.0%	23.8%	82.7%
	San Francisco District	179	55.3%	62.0%	10.1%	18.4%	8.4%	19.0%	70.9%
	San Mateo District	95	57.9%	64.2%	13.7%	13.7%	LT10	15.8%	62.1%
	Subtotal for Region	520	55.6%	61.7%	9.0%	12.9%	10.2%	19.8%	71.9%
Temporary Faculty	Contra Costa District	986	49.9%	65.6%	4.8%	6.5%	6.4%	27.4%	8.0%
	Marin District	269	59.1%	90.0%	LT10	LT10	LT10	43.9%	LT10
	Peralta District	788	50.9%	58.1%	5.7%	11.4%	20.3%	36.0%	LT10
	San Francisco District	1,230	52.4%	61.2%	7.6%	19.7%	7.6%	38.3%	1.1%
	San Mateo District	672	50.3%	74.4%	6.1%	11.8%	6.3%	33.2%	LT10
	Subtotal for Region	3,945	51.6%	65.9%	5.9%	12.3%	9.3%	34.6%	2.6%
Classified employee	Contra Costa District	493	60.0%	55.4%	13.0%	10.5%	15.0%	25.8%	94.5%
	Marin District	210	58.1%	75.2%	7.1%	10.5%	6.7%	31.4%	81.0%
	Peralta District	414	64.0%	22.7%	13.0%	19.8%	40.1%	29.7%	97.6%
	San Francisco District	943	59.0%	24.3%	14.6%	45.5%	13.6%	22.1%	70.9%
	San Mateo District	494	58.3%	55.5%	17.4%	19.2%	4.9%	23.9%	86.2%
	Subtotal for Region	2,554	59.8%	40.3%	14.0%	26.6%	15.9%	25.1%	83.6%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.

LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 4

Figure 93

Community College Districts in Region 4									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Cabrillo District	21	57.1%	66.7%	LT10	LT10	LT10	LT10	100.0%
	Foothill District	47	66.0%	57.4%	LT10	LT10	LT10	40.4%	100.0%
	Fremont-Newark District	28	53.6%	67.9%	LT10	LT10	LT10	50.0%	92.9%
	Gavilan District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Hartnell District	17	LT10	58.8%	LT10	LT10	LT10	LT10	88.2%
	Monterey Peninsula District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Chabot-Las Positas District	20	55.0%	70.0%	LT10	LT10	LT10	LT10	100.0%
	West Valley District	21	LT10	66.7%	LT10	LT10	LT10	52.4%	100.0%
	Subtotal for Region	166	53.6%	65.1%	10.8%	7.8%	12.0%	45.2%	97.0%
Tenured Faculty	Cabrillo District	164	53.7%	85.4%	11.0%	LT10	LT10	42.7%	78.7%
	Foothill District	347	51.0%	67.7%	9.8%	11.0%	6.9%	45.8%	98.8%
	Fremont-Newark District	87	42.5%	66.7%	LT10	14.9%	LT10	33.3%	85.1%
	Gavilan District	37	51.4%	75.7%	LT10	LT10	LT10	59.5%	43.2%
	Hartnell District	71	31.0%	76.1%	22.5%	LT10	LT10	54.9%	95.8%
	Monterey Peninsula District	110	47.3%	83.6%	LT10	LT10	LT10	57.3%	56.4%
	Chabot-Las Positas District	196	46.4%	75.5%	9.7%	7.7%	6.6%	48.5%	88.3%
	West Valley District	234	57.7%	72.2%	9.0%	13.2%	LT10	53.8%	79.9%
	Subtotal for Region	1,246	49.8%	74.2%	10.4%	9.0%	4.2%	48.4%	84.4%
Tenure Track Faculty	Cabrillo District	60	63.3%	75.0%	LT10	LT10	LT10	LT10	80.0%
	Foothill District	177	62.7%	60.5%	9.0%	13.6%	5.6%	11.9%	98.9%
	Fremont-Newark District	60	63.3%	66.7%	LT10	18.3%	LT10	LT10	91.5%
	Gavilan District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Hartnell District	40	65.0%	55.0%	25.0%	LT10	LT10	LT10	95.0%
	Monterey Peninsula District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Chabot-Las Positas District	83	49.4%	74.7%	LT10	14.5%	LT10	13.3%	92.7%
	West Valley District	104	56.7%	72.1%	LT10	12.5%	LT10	12.5%	76.9%
	Subtotal for Region	528	59.5%	66.9%	9.8%	12.7%	4.5%	12.5%	90.3%
Temporary Faculty	Cabrillo District	401	58.1%	88.0%	6.2%	3.0%	LT10	27.2%	LT10
	Foothill District	964	47.0%	70.1%	5.2%	11.4%	2.3%	35.7%	LT10
	Fremont-Newark District	305	51.1%	63.3%	5.6%	21.6%	LT10	21.3%	LT10
	Gavilan District	285	60.0%	47.0%	LT10	LT10	LT10	29.1%	52.3%
	Hartnell District	268	50.7%	58.2%	19.0%	9.0%	LT10	27.2%	LT10
	Monterey Peninsula District	204	51.0%	89.7%	LT10	7.4%	LT10	58.1%	LT10
	Chabot-Las Positas District	576	43.2%	73.3%	7.1%	11.6%	5.6%	29.2%	LT10
	West Valley District	505	51.3%	71.3%	4.6%	13.5%	3.6%	33.9%	3.0%
	Subtotal for Region	3,508	50.2%	70.6%	6.2%	10.3%	2.9%	32.2%	5.6%
Classified employees	Cabrillo District	277	68.2%	66.4%	21.7%	5.8%	LT10	22.4%	83.8%
	Foothill District	665	55.9%	50.8%	18.5%	18.0%	6.0%	20.3%	92.9%
	Fremont-Newark District	164	54.3%	59.1%	15.2%	15.9%	LT10	23.2%	93.9%
	Gavilan District	40	80.0%	45.0%	35.0%	LT10	LT10	40.0%	67.5%
	Hartnell District	177	61.6%	40.7%	42.4%	12.4%	LT10	15.9%	88.1%
	Monterey Peninsula District	300	68.7%	57.3%	12.3%	14.0%	13.3%	51.2%	55.3%
	Chabot-Las Positas District	363	63.6%	59.2%	13.5%	14.0%	10.2%	26.7%	86.0%
	West Valley District	339	61.7%	60.2%	18.3%	14.5%	5.6%	26.0%	93.2%
	Subtotal for Region	2,325	61.8%	55.9%	19.1%	14.1%	6.8%	26.6%	85.2%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.
 LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 5

Figure 94

Community College Districts in Region 5									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Kern District	26	53.8%	65.4%	LT10	LT10	LT10	42.3%	96.2%
	Merced District	11	LT10	LT10	LT10	LT10	LT10	LT10	100.0%
	San Joaquin Delta Dist	21	47.6%	57.1%	LT10	LT10	LT10	52.4%	100.0%
	Sequoias District	35	37.1%	71.4%	LT10	LT10	LT10	34.3%	100.0%
	State Center District	32	37.5%	53.1%	LT10	LT10	LT10	50.0%	93.8%
	West Hills District	24	50.0%	75.0%	LT10	LT10	LT10	LT10	95.8%
	Yosemite District	27	44.4%	59.3%	LT10	LT10	LT10	40.7%	100.0%
	Subtotal for Region	176	43.2%	64.2%	16.5%	LT10	11.4%	40.9%	97.7%
Tenured Faculty	Kern District	257	49.4%	77.0%	9.7%	LT10	4.3%	37.0%	79.2%
	San Joaquin Delta Dist	188	48.4%	55.9%	11.7%	7.4%	5.9%	42.0%	98.4%
	Sequoias District	120	45.0%	80.0%	8.3%	LT10	LT10	37.5%	86.7%
	State Center District	230	37.8%	67.8%	13.5%	6.5%	6.1%	41.7%	72.1%
	West Hills District	32	LT10	93.8%	LT10	LT10	LT10	59.4%	58.1%
	Yosemite District	135	35.6%	88.1%	LT10	LT10	LT10	61.5%	97.8%
	Subtotal for Region	962	43.2%	73.2%	9.7%	4.9%	4.9%	43.3%	84.1%
	Tenure Track Facul	Kern District	100	50.0%	68.0%	14.0%	LT10	LT10	12.0%
San Joaquin Delta Dist		39	35.9%	56.4%	LT10	LT10	LT10	LT10	100.0%
Sequoias District		29	48.3%	86.2%	LT10	LT10	LT10	LT10	86.2%
State Center District		111	37.8%	63.1%	14.4%	LT10	LT10	LT10	74.8%
West Hills District		35	45.7%	85.7%	LT10	LT10	LT10	LT10	42.9%
Yosemite District		181	53.0%	76.2%	12.7%	LT10	LT10	15.5%	98.9%
Subtotal for Region		495	46.9%	71.3%	12.5%	4.2%	2.6%	12.1%	82.6%
Temporary Faculty		Kern District	493	44.2%	77.9%	6.7%	2.4%	LT10	33.3%
	Merced District	49	46.9%	69.4%	LT10	LT10	LT10	36.7%	63.3%
	San Joaquin Delta Dist	376	46.3%	63.8%	6.9%	6.4%	2.9%	38.8%	LT10
	Sequoias District	260	43.5%	93.1%	5.8%	LT10	LT10	61.5%	LT10
	State Center District	994	50.3%	68.8%	14.0%	5.5%	3.0%	27.5%	7.7%
	West Hills District	125	40.8%	72.0%	11.2%	LT10	LT10	31.2%	8.0%
	Yosemite District	436	46.3%	79.4%	7.8%	3.0%	LT10	28.9%	LT10
	Subtotal for Region	2,733	46.9%	73.9%	9.8%	4.2%	2.5%	33.9%	4.8%
Classified employee	Kern District	606	69.8%	61.1%	21.8%	4.3%	5.1%	21.3%	79.4%
	Merced District	303	61.4%	60.7%	25.1%	6.9%	4.6%	20.1%	92.7%
	San Joaquin Delta Dist	505	68.9%	46.5%	21.0%	13.9%	8.5%	20.8%	93.9%
	Sequoias District	229	75.5%	59.0%	31.4%	LT10	LT10	24.0%	100.0%
	State Center District	505	59.8%	57.2%	24.6%	5.0%	8.1%	16.0%	90.3%
	West Hills District	152	71.1%	45.4%	48.0%	LT10	LT10	10.5%	86.8%
	Yosemite District	565	66.7%	70.1%	16.1%	3.5%	4.2%	18.8%	81.8%
	Subtotal for Region	2,865	66.9%	58.6%	23.5%	6.0%	5.6%	19.3%	87.8%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.

LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 6

Figure 95

Community College Districts in Region 6									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Allan Hancock District	22	45.5%	81.8%	LT10	LT10	LT10	54.5%	95.5%
	Antelope Valley District	28	46.4%	57.1%	LT10	LT10	LT10	46.4%	100.0%
	San Luis Obispo District	17	LT10	82.4%	LT10	LT10	LT10	58.8%	100.0%
	Santa Barbara District	27	63.0%	88.9%	LT10	LT10	LT10	40.7%	100.0%
	Santa Clarita District	39	56.4%	82.1%	LT10	LT10	LT10	LT10	92.1%
	Ventura County District	42	45.2%	64.3%	LT10	LT10	LT10	50.0%	100.0%
	West Kern District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Subtotal for Region	183	50.8%	74.9%	14.2%	LT10	6.0%	42.1%	97.3%
Tenured Faculty	Allan Hancock District	108	43.5%	84.3%	LT10	LT10	LT10	42.6%	83.3%
	Antelope Valley District	111	46.8%	84.7%	LT10	LT10	9.0%	45.9%	91.9%
	San Luis Obispo District	104	49.0%	91.3%	LT10	LT10	LT10	37.5%	96.2%
	Santa Barbara District	174	47.7%	80.5%	14.9%	LT10	LT10	46.6%	85.1%
	Santa Clarita District	61	54.1%	86.9%	LT10	LT10	LT10	39.3%	85.2%
	Ventura County District	353	48.2%	67.4%	17.8%	5.7%	6.2%	48.2%	90.7%
	West Kern District	16	LT10	87.5%	LT10	LT10	LT10	68.8%	100.0%
	Subtotal for Region	927	47.8%	78.2%	11.8%	3.2%	5.0%	45.5%	89.3%
Tenure Track Facu	Allan Hancock District	49	46.9%	77.6%	LT10	LT10	LT10	LT10	81.6%
	Antelope Valley District	39	53.8%	66.7%	LT10	LT10	LT10	LT10	100.0%
	San Luis Obispo District	47	55.3%	93.6%	LT10	LT10	LT10	LT10	100.0%
	Santa Barbara District	52	55.8%	78.8%	LT10	LT10	LT10	LT10	90.4%
	Santa Clarita District	103	50.5%	68.9%	9.7%	LT10	LT10	10.7%	78.6%
	Ventura County District	57	59.6%	64.9%	22.8%	LT10	LT10	LT10	91.2%
	West Kern District	28	39.3%	89.3%	LT10	LT10	LT10	LT10	100.0%
	Subtotal for Region	375	52.3%	75.2%	10.9%	4.0%	LT10	10.4%	89.1%
Temporary Faculty	Allan Hancock District	471	52.7%	86.4%	9.3%	2.8%	LT10	32.9%	2.1%
	Antelope Valley District	444	43.2%	66.7%	3.6%	5.2%	7.4%	26.6%	LT10
	San Luis Obispo District	313	56.2%	94.2%	3.5%	LT10	LT10	29.1%	LT10
	Santa Barbara District	783	60.2%	88.0%	6.5%	2.6%	1.5%	42.3%	4.5%
	Santa Clarita District	330	52.4%	69.7%	7.6%	5.5%	LT10	18.8%	LT10
	Ventura County District	1,144	44.1%	71.2%	9.5%	5.2%	3.3%	33.0%	1.7%
	West Kern District	44	40.9%	90.9%	LT10	LT10	LT10	29.5%	LT10
	Subtotal for Region	3,529	50.5%	78.5%	7.3%	3.9%	2.8%	32.5%	2.0%
Classified employee	Allan Hancock District	202	65.8%	66.8%	25.2%	5.0%	LT10	24.3%	94.1%
	Antelope Valley District	214	68.7%	68.2%	10.3%	LT10	13.1%	14.5%	92.5%
	San Luis Obispo District	242	66.9%	85.5%	8.3%	LT10	LT10	15.3%	83.5%
	Santa Barbara District	337	59.1%	64.1%	27.3%	5.3%	LT10	22.0%	90.2%
	Santa Clarita District	176	56.3%	68.8%	18.8%	5.7%	LT10	15.3%	98.9%
	Ventura County District	620	65.0%	61.5%	25.3%	5.8%	3.1%	22.3%	83.9%
	West Kern District	154	72.7%	84.4%	11.7%	LT10	LT10	17.5%	47.4%
	Subtotal for Region	1,945	64.5%	68.7%	20.2%	5.0%	3.7%	19.7%	85.4%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.

LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 7

Figure 96

Community College Districts in Region 7									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	El Camino District	53	47.2%	64.2%	LT10	LT10	18.9%	45.3%	100.0%
	Glendale District	31	67.7%	90.3%	LT10	LT10	LT10	35.5%	96.8%
	Los Angeles District	134	52.2%	49.3%	20.9%	10.4%	18.7%	46.3%	97.8%
	Pasadena Area District	28	LT10	60.7%	LT10	LT10	LT10	57.1%	96.4%
	Santa Monica District	48	70.8%	56.3%	LT10	LT10	20.8%	41.7%	93.8%
	Subtotal for Region	294	54.1%	58.5%	15.0%	8.5%	17.7%	45.2%	97.3%
Tenured Faculty	El Camino District	266	47.7%	76.3%	8.6%	7.5%	6.8%	50.8%	72.9%
	Glendale District	168	45.8%	79.2%	7.1%	8.3%	LT10	39.9%	88.7%
	Los Angeles District	1,075	46.0%	64.0%	13.0%	8.3%	14.1%	61.6%	96.8%
	Pasadena Area District	294	50.0%	68.0%	9.9%	10.9%	9.5%	47.3%	81.5%
	Santa Monica District	229	54.1%	67.2%	12.2%	8.3%	11.8%	45.0%	90.4%
	Subtotal for Region	2,032	47.7%	67.8%	11.4%	8.6%	11.4%	54.4%	90.0%
Tenure Track Facult	El Camino District	80	53.8%	81.3%	LT10	LT10	LT10	17.5%	86.3%
	Glendale District	62	56.5%	79.0%	LT10	LT10	LT10	LT10	82.3%
	Los Angeles District	411	54.5%	57.4%	16.3%	11.9%	13.1%	18.0%	98.7%
	Pasadena Area District	84	60.7%	53.6%	15.5%	21.4%	LT10	LT10	81.7%
	Santa Monica District	108	52.8%	75.0%	LT10	9.3%	LT10	12.0%	96.3%
	Subtotal for Region	745	55.0%	63.9%	13.2%	11.8%	10.5%	15.8%	93.7%
Temporary Faculty	El Camino District	595	45.4%	64.7%	11.3%	13.8%	9.2%	32.1%	LT10
	Glendale District	514	48.4%	80.0%	4.7%	10.3%	3.5%	28.8%	LT10
	Los Angeles District	2,477	42.0%	63.7%	11.7%	10.1%	13.8%	39.7%	3.2%
	Pasadena Area District	724	47.7%	66.6%	11.3%	13.7%	7.6%	29.6%	8.4%
	Santa Monica District	897	52.7%	72.9%	7.6%	8.1%	8.6%	28.4%	LT10
	Subtotal for Region	5,207	45.7%	67.4%	10.2%	10.7%	10.5%	34.4%	2.9%
Classified employees	El Camino District	431	61.0%	42.9%	18.1%	16.5%	21.6%	24.1%	97.7%
	Glendale District	401	67.6%	61.3%	22.7%	9.2%	5.5%	24.7%	75.3%
	Los Angeles District	2,207	52.9%	31.2%	25.1%	15.4%	27.5%	24.2%	95.0%
	Pasadena Area District	380	54.7%	46.3%	24.5%	6.6%	21.3%	30.5%	97.9%
	Santa Monica District	486	46.1%	44.7%	21.4%	8.6%	24.7%	24.1%	78.4%
	Subtotal for Region	3,905	54.6%	38.7%	23.6%	13.2%	23.7%	24.8%	91.5%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.
 LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 8

Figure 97

Community College Districts in Region 8									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Cerritos District	23	LT10	65.2%	LT10	LT10	LT10	LT10	100.0%
	Citrus District	20	LT10	85.0%	LT10	LT10	LT10	60.0%	100.0%
	Coast District	90	36.7%	82.2%	LT10	LT10	LT10	48.9%	98.9%
	Long Beach District	27	51.9%	55.6%	LT10	LT10	LT10	37.0%	100.0%
	Mt. San Antonio District	38	55.3%	73.7%	LT10	LT10	LT10	36.8%	100.0%
	North Orange District	50	50.0%	80.0%	LT10	LT10	LT10	46.0%	98.0%
	Rancho Santiago District	42	59.5%	61.9%	28.6%	LT10	LT10	42.9%	100.0%
	Rio Hondo District	21	61.9%	61.9%	LT10	LT10	LT10	61.9%	100.0%
	South Orange County	27	37.0%	88.9%	LT10	LT10	LT10	55.6%	100.0%
	Subtotal for Region	338	45.9%	74.6%	15.7%	5.0%	3.8%	46.7%	99.4%
Tenured Faculty	Cerritos District	212	45.8%	73.6%	13.2%	6.1%	6.6%	44.3%	96.7%
	Citrus District	113	43.4%	78.8%	LT10	LT10	LT10	40.7%	97.3%
	Coast District	449	47.0%	87.3%	6.5%	4.7%	LT10	60.8%	91.3%
	Long Beach District	196	49.0%	76.5%	6.1%	6.6%	8.7%	52.6%	93.4%
	Mt. San Antonio District	242	46.7%	76.0%	10.7%	6.2%	5.4%	36.8%	84.7%
	North Orange District	393	49.9%	77.1%	9.9%	8.1%	LT10	43.5%	84.5%
	Rancho Santiago District	266	52.3%	72.2%	13.5%	7.9%	3.8%	50.8%	74.7%
	Rio Hondo District	122	46.7%	62.3%	25.4%	LT10	LT10	44.3%	99.2%
	South Orange County	267	46.4%	79.8%	9.4%	4.9%	4.1%	48.7%	91.4%
	Subtotal for Region	2,260	47.9%	77.7%	10.4%	6.3%	4.1%	48.5%	88.9%
Tenure Track Facu	Cerritos District	75	64.0%	68.0%	20.0%	LT10	LT10	LT10	98.7%
	Citrus District	52	44.2%	67.3%	LT10	LT10	LT10	LT10	100.0%
	Coast District	119	58.0%	80.7%	11.8%	LT10	LT10	8.4%	98.3%
	Long Beach District	144	50.7%	70.8%	11.8%	9.7%	LT10	12.5%	98.6%
	Mt. San Antonio District	122	45.9%	73.0%	12.3%	10.7%	LT10	9.0%	84.4%
	North Orange District	167	52.7%	70.7%	12.0%	9.6%	LT10	6.6%	73.7%
	Rancho Santiago District	70	60.0%	74.3%	14.3%	LT10	LT10	LT10	72.9%
	Rio Hondo District	74	48.6%	55.4%	24.3%	13.5%	LT10	LT10	100.0%
	South Orange County	63	55.6%	82.5%	LT10	LT10	LT10	LT10	85.7%
	Subtotal for Region	886	53.0%	71.8%	13.9%	9.1%	4.0%	8.6%	89.2%
Temporary Faculty	Cerritos District	582	47.8%	66.7%	14.9%	10.8%	7.0%	24.1%	LT10
	Citrus District	370	43.8%	73.8%	9.2%	11.1%	3.8%	31.6%	LT10
	Coast District	1,037	49.6%	79.2%	6.8%	11.0%	1.4%	31.5%	LT10
	Long Beach District	651	48.7%	61.0%	6.5%	10.4%	5.8%	29.6%	LT10
	Mt. San Antonio District	832	49.9%	64.4%	14.3%	14.1%	5.5%	23.9%	LT10
	North Orange District	1,185	51.3%	77.6%	9.8%	9.4%	2.2%	26.4%	1.1%
	Rancho Santiago District	1,186	57.3%	67.6%	17.1%	10.3%	2.3%	31.7%	1.0%
	Rio Hondo District	292	43.2%	62.7%	17.8%	13.0%	4.8%	32.2%	LT10
	South Orange County	728	53.7%	84.2%	4.4%	7.8%	1.5%	32.8%	LT10
	Subtotal for Region	6,863	50.9%	71.9%	11.0%	10.7%	3.4%	29.1%	0.7%
Classified employees	Cerritos District	348	63.2%	50.3%	35.3%	7.2%	6.6%	17.2%	93.7%
	Citrus District	348	68.1%	64.1%	23.3%	4.9%	4.3%	19.5%	68.7%
	Coast District	878	62.6%	65.3%	17.1%	13.9%	2.8%	24.9%	88.2%
	Long Beach District	481	56.8%	55.9%	15.2%	13.7%	12.1%	23.1%	85.2%
	Mt. San Antonio District	435	55.6%	50.3%	31.3%	8.5%	8.3%	18.4%	98.9%
	North Orange District	667	62.2%	56.4%	26.1%	10.8%	4.8%	16.5%	81.0%
	Rancho Santiago District	851	65.7%	38.1%	37.4%	19.9%	3.9%	20.3%	73.7%
	Rio Hondo District	251	66.1%	33.5%	55.4%	8.8%	LT10	18.3%	80.5%
	South Orange County	510	59.6%	70.2%	15.5%	7.8%	3.5%	25.5%	81.2%
	Subtotal for Region	4,769	62.2%	54.5%	26.7%	12.0%	5.1%	20.9%	83.1%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.
 LT10 = Less than 10 persons in this category and thus number or percentage not shown.

STAFF COMPOSITION IN REGION 9

Figure 98

Community College Districts in Region 9									
Employment Category	Community College District	Persons	% Female	% White	% Latino	% Asian & Pacific Islander	% African American	% Age 55+	Working Full-Time or More
Educational Admin	Chaffey District	23	47.8%	78.3%	LT10	LT10	LT10	52.2%	100.0%
	Desert District	15	LT10	66.7%	LT10	LT10	LT10	73.3%	93.3%
	Mt. San Jacinto District	16	LT10	75.0%	LT10	LT10	LT10	LT10	100.0%
	Palo Verde District	12	LT10	83.3%	LT10	LT10	LT10	83.3%	100.0%
	Riverside District	41	46.3%	65.9%	LT10	LT10	LT10	36.6%	97.6%
	Copper Mountain District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	San Bernardino District	48	45.8%	54.2%	20.8%	LT10	LT10	39.6%	100.0%
	Victor Valley District	LT10	LT10	LT10	LT10	LT10	LT10	LT10	LT10
	Subtotal for Region	169	43.8%	66.3%	17.2%	5.9%	8.3%	45.6%	98.8%
Tenured Faculty	Chaffey District	128	52.3%	76.6%	10.2%	LT10	LT10	50.0%	96.9%
	Desert District	81	42.0%	91.4%	LT10	LT10	LT10	56.8%	97.5%
	Mt. San Jacinto District	67	43.3%	80.6%	LT10	LT10	LT10	23.9%	65.7%
	Palo Verde District	17	LT10	58.8%	LT10	LT10	LT10	LT10	88.2%
	Riverside District	188	49.5%	72.9%	11.2%	6.4%	7.4%	41.0%	99.5%
	Copper Mountain District	13	LT10	84.6%	LT10	LT10	LT10	LT10	100.0%
	San Bernardino District	149	48.3%	72.5%	12.1%	6.7%	8.1%	55.0%	84.9%
	Victor Valley District	77	40.3%	83.1%	LT10	LT10	LT10	36.4%	90.9%
	Subtotal for Region	720	47.2%	77.2%	9.9%	5.3%	6.0%	45.3%	91.5%
Tenure Track Faculty	Chaffey District	76	64.5%	72.4%	14.5%	LT10	LT10	LT10	98.6%
	Desert District	22	LT10	81.8%	LT10	LT10	LT10	LT10	100.0%
	Mt. San Jacinto District	36	52.8%	86.1%	LT10	LT10	LT10	LT10	75.0%
	Palo Verde District	19	52.6%	73.7%	LT10	LT10	LT10	LT10	68.4%
	Riverside District	137	52.6%	66.4%	17.5%	9.5%	LT10	8.8%	99.3%
	Copper Mountain District	13	LT10	84.6%	LT10	LT10	LT10	LT10	100.0%
	San Bernardino District	99	53.5%	60.6%	14.1%	LT10	15.2%	14.1%	84.7%
	Victor Valley District	50	46.0%	78.0%	LT10	LT10	LT10	LT10	92.0%
	Subtotal for Region	452	53.5%	70.6%	14.4%	5.3%	7.5%	12.2%	92.0%
Temporary Faculty	Chaffey District	553	52.8%	70.7%	10.7%	7.8%	9.4%	24.1%	LT10
	Desert District	279	52.7%	83.5%	11.8%	LT10	LT10	41.9%	3.9%
	Mt. San Jacinto District	431	45.9%	78.4%	7.2%	4.2%	5.1%	28.1%	LT10
	Palo Verde District	88	34.1%	73.9%	20.5%	LT10	LT10	39.8%	13.6%
	Riverside District	1,044	42.2%	74.9%	12.0%	5.1%	6.9%	24.7%	1.7%
	Copper Mountain District	86	46.5%	94.2%	LT10	LT10	LT10	37.2%	LT10
	San Bernardino District	464	44.2%	65.1%	10.3%	7.8%	8.2%	26.7%	LT10
	Victor Valley District	331	41.7%	84.0%	6.3%	3.6%	4.5%	28.7%	LT10
	Subtotal for Region	3,276	45.5%	75.4%	10.3%	5.2%	6.3%	27.9%	1.7%
Classified employees	Chaffey District	229	67.7%	53.7%	27.5%	8.3%	8.7%	21.4%	96.9%
	Desert District	207	64.3%	62.3%	27.5%	LT10	LT10	26.1%	75.4%
	Mt. San Jacinto District	257	73.2%	68.9%	20.2%	LT10	4.7%	15.2%	81.3%
	Palo Verde District	53	79.2%	43.4%	47.2%	LT10	LT10	LT10	98.1%
	Riverside District	507	61.1%	54.4%	28.8%	4.3%	11.2%	15.8%	94.3%
	Copper Mountain District	51	72.5%	84.3%	LT10	LT10	LT10	25.5%	70.6%
	San Bernardino District	377	62.1%	45.9%	28.6%	6.1%	15.1%	22.8%	93.1%
	Victor Valley District	200	68.5%	69.0%	16.5%	5.5%	7.0%	17.5%	95.5%
	Subtotal for Region	1,881	65.7%	57.5%	25.8%	4.9%	9.3%	19.4%	90.1%

Source: California Research Bureau, California State Library using data provided by the California Community Colleges Chancellor's Office.

LT10 = Less than 10 persons in this category and thus number or percentage not shown.

CONCLUSION

This report provides information on the staffing patterns of California's community colleges by months work, full-time and part-time status, gender, ethnicity, new hires, age, annual salary, and courses taught. It separately analyzes Educational Administrators, Tenured Faculty, Tenure Track Faculty, Temporary Faculty, and Classified Staff.

The following trends are evident from the data presented in this report:

- Change in the composition of staff in the community colleges is occurring primarily through the retirement process. Age is a major factor in how the composition of the staff is changing, especially for Educational Administrators and Tenured Faculty. Almost 50 percent of Administrators and Tenured Faculty are eligible for retirement. With White males being the largest group at retirement age, as they leave, the composition of the staff changes, increasing the percent for females and some of the ethnic groups.
- The composition is changing less because of promotions and those newly hired. For instance, in the case of Tenured Faculty, the percentage of Latinos promoted and newly hired did not increase from the 1994 levels. Yet, the overall percentage for Latinos increased slightly, going from 8.6 to 10.5 percent during that time, a result of the retirement process.
- The Community Colleges have been able to close the gender gap in the highest paying employment categories. In the case of Educational Administrators, women went from being 42 to 49 percent, and among Tenured Faculty, they went from 43 to 48 percent.

APPENDIX

Several corrections were made to the data. The annual salary (EB12) and additional compensation (EB13) variables use the six-digit 888888 to denote missing information. In a number of cases, missing information was denoted with five digits (88888). These cases were corrected and listed with six digits. Without such correction, annual salaries and additional compensation would show up as erroneously higher. Since 888888 could be mistaken for an annual salary of \$888,888, the income variables were analyzed using only those records with incomes less than \$800,000.

The full-time and part-time status is a derived variable from the Work Assignment File. The full-time equivalent (FTE) is computed per person per year and then assigned one of the following four categories: less than half-time ($FTE < .5$), half-time or more but not full-time ($.5 \leq FTE < 1$), full-time ($FTE = 1$), and more than full-time ($FTE > 1$).

Corrections were made to the Employee-Employment-Status variable (EB09). In some cases, persons were listed as new hires even though they were working the year before under the same employment classification. This could be the case of a person working the year before as a Temporary Faculty, let go, but rehired the subsequent year as a Temporary Faculty. For these records we changed the status of "New Hires" to "Continuing."

Some sections in this report present information on the promoted and newly hired. The newly hired come from the corrected Employee-Employment-Status variable (corrected EB09). The promoted is derived from the Employee-Employment-Classification variable (EB08). For instance, a person working as a Tenure Track Faculty one year and then as a Tenured Faculty the next we denoted as having a promotion.