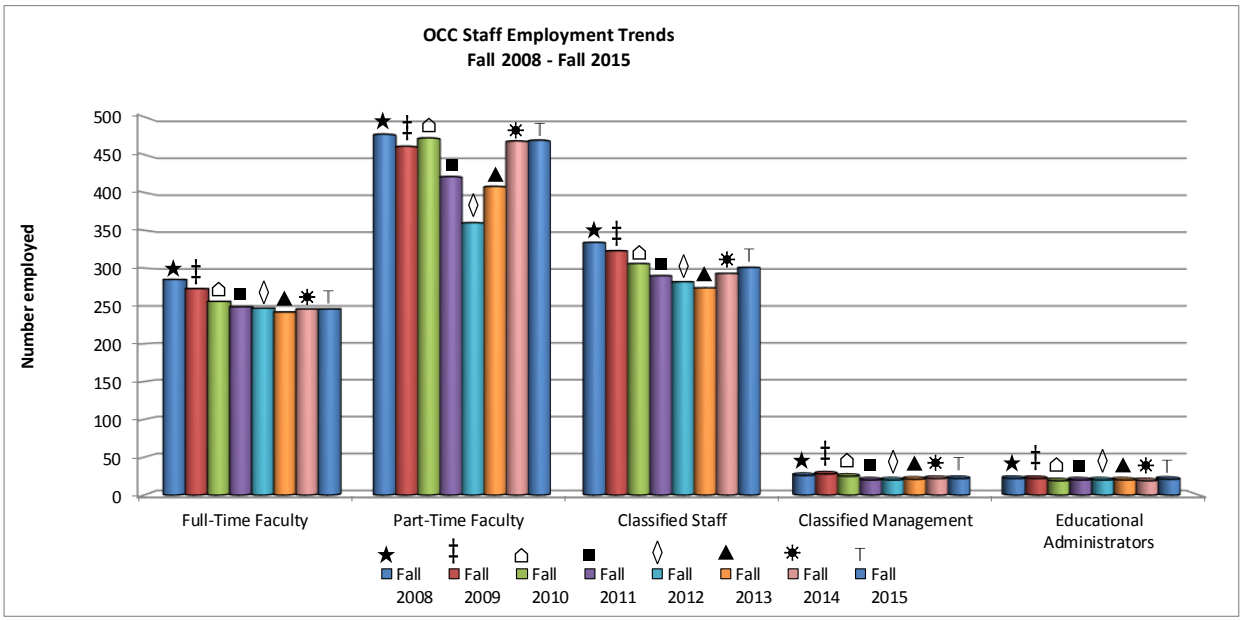
Faculty Demographic Trends

(Excerpt from 2015-2016
Orange Coast College
Atlas)

V. Employee Data

V.1 OCC Staffing Trends

Staffing trends indicate there was a decrease in the number of all OCC employees since fall 2008. Over the past eight years, the largest declines have been observed in the percent of classified management (-15.4%) and full-time faculty (-13.7%). All other employee groups also showed declines of approximately 2-10%. These figures are snapshots that represent the total number of employees as of October 15th of the stated year. These are not cumulative figures for the entire semester. These figures represent headcounts only and do not reflect other workload measures such as faculty overload or staff overtime. Additionally, headcounts for classified staff do not differentiate between full-time and part-time status.



OCC Staff Employment Trends Comparison: 2008-2015										
Number	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	# Change (2008 to 2015)	% Change (2008 to 2015)
Full-Time Faculty	285	273	256	249	247	242	246	246	-39	-13.7%
Part-Time Faculty	477	461	472	421	360	408	468	469	-8	-1.7%
Classified Staff	334	323	306	290	282	274	293	301	-33	-9.9%
Classified Management	26	28	25	20	20	21	22	22	-4	-15.4%
Educational Administrators	22	22	19	20	20	20	19	21	-1	-4.5%
Total Headcount	**1,144**	**1,107**	**1,078**	**1,000**	**929**	**965**	**1,048**	**1,059**	-85	-7.4%

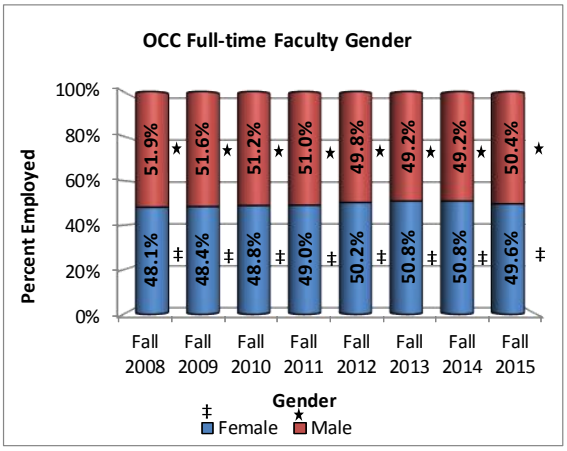
Source: Employee Profile Cube, except for Part-time faculty data taken from OCC MIS Staff Data. (For historical data, please refer to prior year OCC Atlas Reports.)

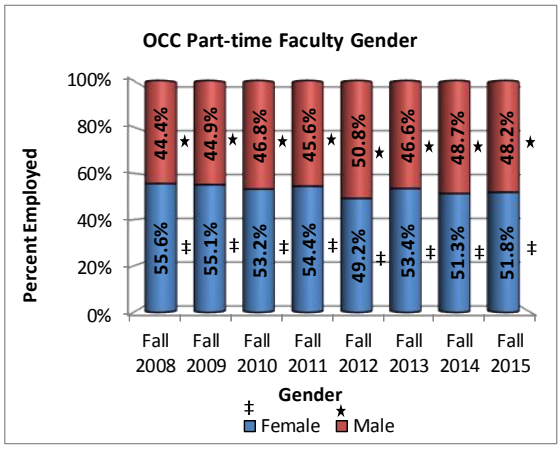
NOTE: Figures represent total number of employees as of October 15th of the stated year.

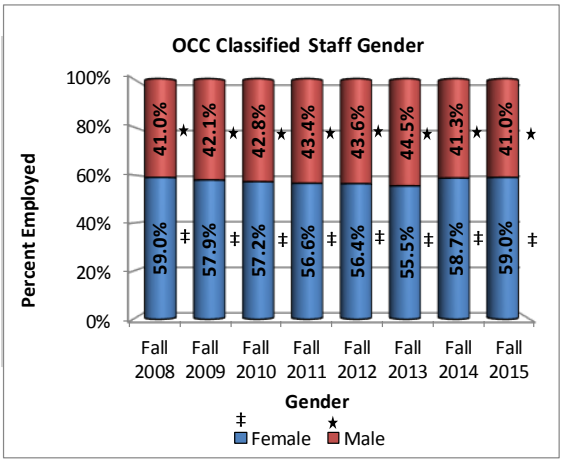
Data since fall 2008 is presented for consistency in reporting after the transition to the Banner data system.

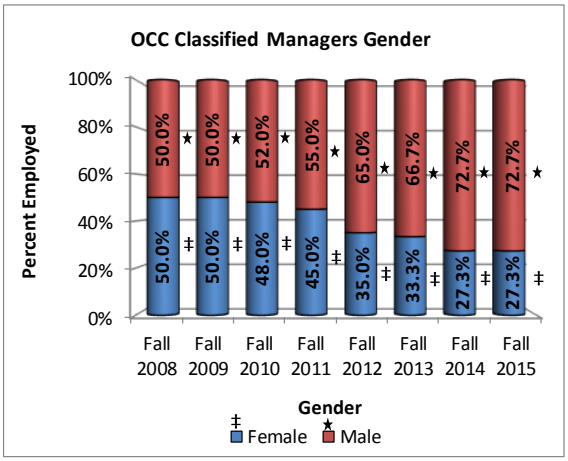
V.2 OCC Staffing Trends by Gender

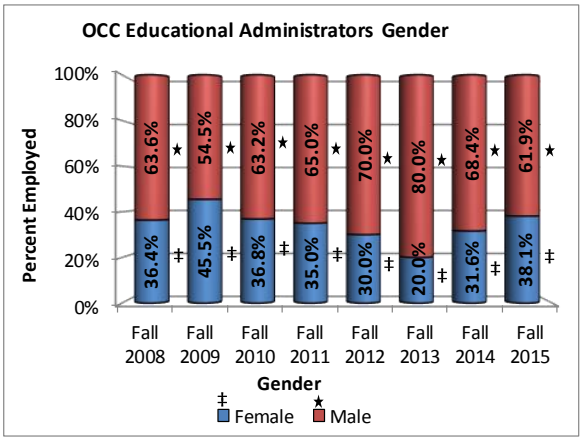
Among faculty, there has been a shift in the male/female ratio over time toward more equitable representations by gender. By fall 2012, both full-time and part-time faculty had approximately equal numbers of males and females, though fall 2015 data show females are slightly overrepresented among part-time faculty. The other employee groups have more discrepant representations, with females overrepresented in classified staff (59.0% in 2015), but underrepresented in classified mangers (27.3% in 2015) and educational administrators (38.1% in 2015). Female representation in classified management has consistently decreased over the past eight years, though it has been more varied for educational administrators.





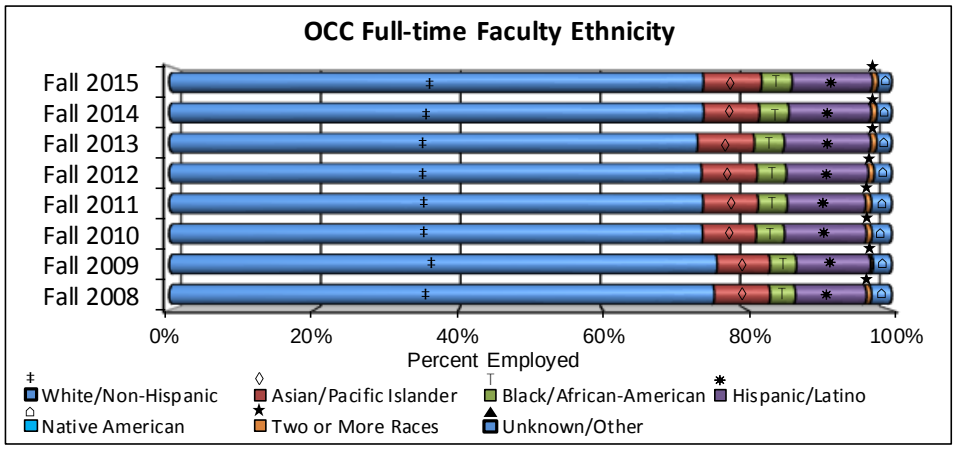


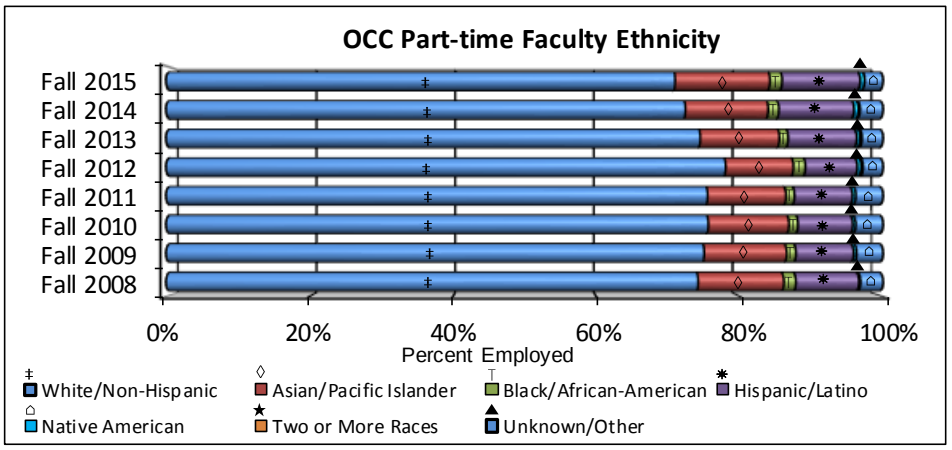


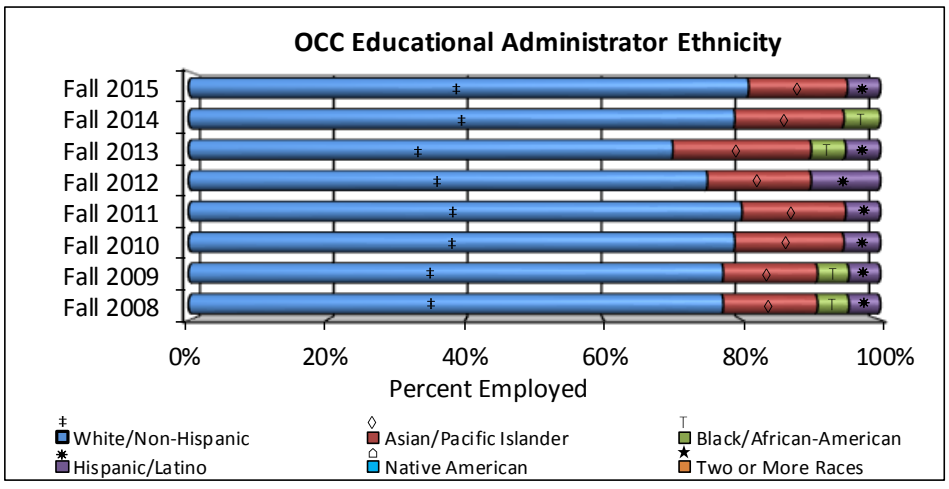


V.4 OCC Staffing Trends by Ethnicity – Faculty and Administrators

Over the past eight years, the ethnic makeup of faculty and educational administrators has remained relatively stable. The majority of current (fall 2015) OCC full-time and part-time faculty are White/Non-Hispanic (73.9% and 71.0%, respectively). Approximately 8-13% are Asian/Pacific Islander and an additional approximately 11% are Hispanic/Latino. Educational administrators have a similar ethnic distribution, although with fewer Hispanic/Latino (4.8%) and more Asian/Pacific Islander (14.3%) employees in 2015.

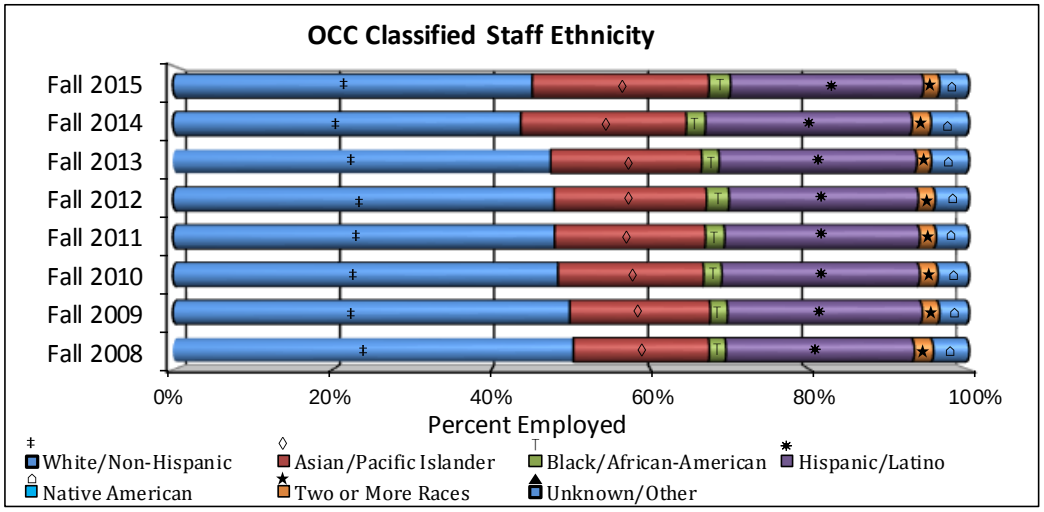


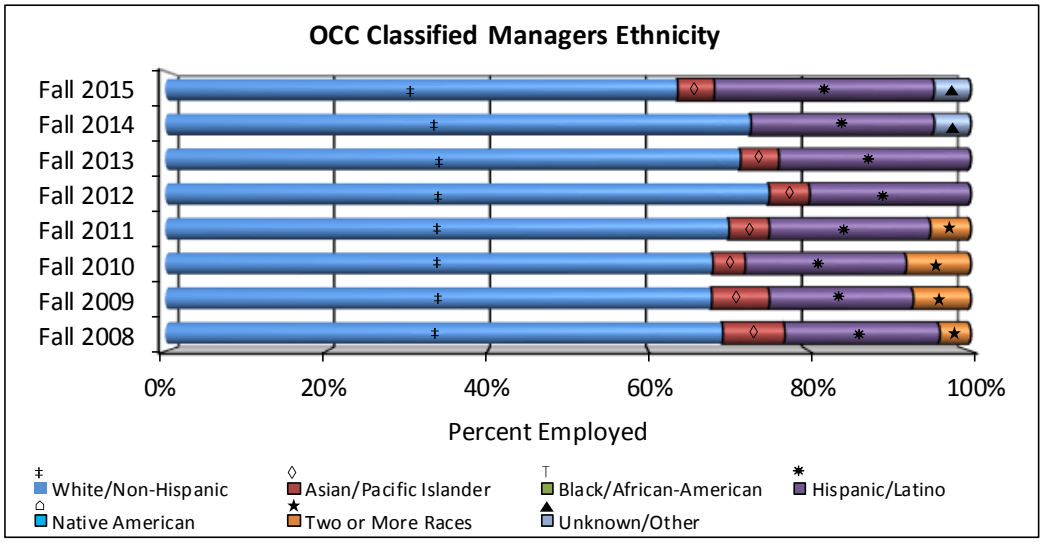




V.5 OCC Staffing Trends by Ethnicity – Classified Staff and Managers

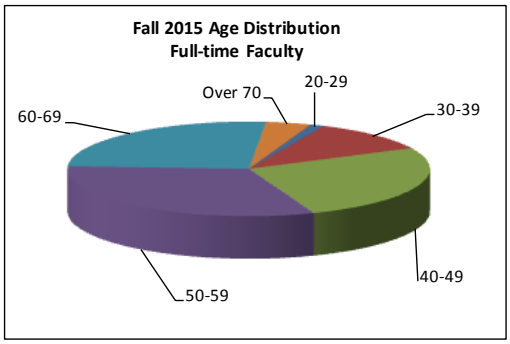
In 2015, a little less than half of all classified staff were White/Non-Hispanic (45.1%), approximately one quarter were Hispanic/Latino (24.2%), and approximately one-fifth were Asian/Pacific Islander (22.2%). In recent years, classified staff have become more diverse, with decreasing percentages of White/Non-Hispanic and increasing numbers of Asian/Pacific Islander and Hispanic/Latino employees. Approximately two-thirds of classified managers (63.6%) were White/Non-Hispanic in 2015. The diversity of classified managers has generally increased over the last eight years, in large part due to increasing percentages of Hispanic/Latino managers from fall 2008 (19.2%) to fall 2015 (27.3%).

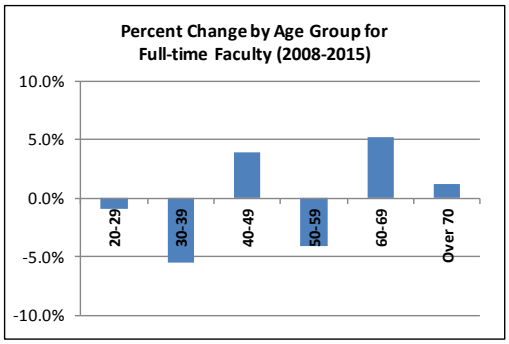




V.7 OCC Staffing Trends by Age – Faculty

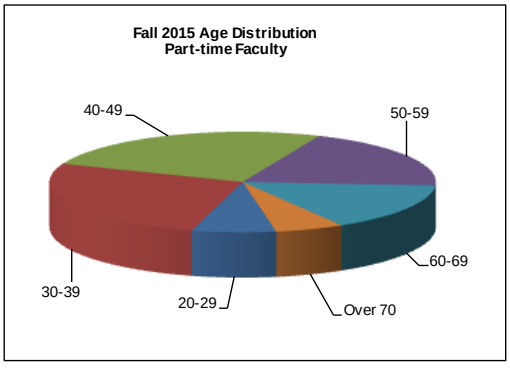
The majority of full-time faculty are age 50 or older (61.4% in 2015), while part-time faculty are somewhat younger (40.7% are 50 or older). Based on percentages, full-time faculty over age 60 have increased since 2008, while those under age 40 have decreased (with fluctuations among faculty between ages 40-59). The percent of OCC's part-time faculty ages 40-49 have increased while those age 50 and older have decreased since fall 2008 (with the exception of those over 70 years old).

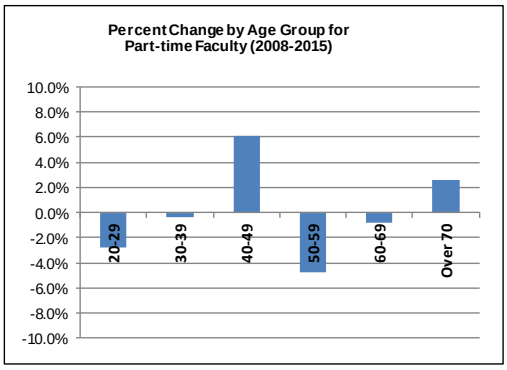




Ages of Full-time Faculty	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Change 2008-2015
Percent									
20-29	2.1%	1.1%	0.4%	0.4%	0.4%	0.4%	0.8%	1.2%	-0.9%
30-39	16.5%	16.5%	14.8%	11.6%	13.0%	11.6%	10.2%	11.0%	-5.5%
40-49	22.5%	24.2%	25.8%	26.1%	26.7%	24.8%	25.6%	26.4%	4.0%
50-59	35.8%	35.9%	35.9%	36.1%	31.2%	33.9%	33.7%	31.7%	-4.1%
60-69	20.4%	20.1%	19.5%	22.5%	25.9%	25.6%	26.0%	25.6%	5.3%
Over 70	2.8%	2.2%	3.5%	3.2%	2.8%	3.7%	3.7%	4.1%	1.3%
Total Headcount	285	273	256	249	247	242	246	246	-39

Source: Employee Profile Cube (For historical data, please refer to prior year OCC Atlas Reports.)
NOTE: Figures represent total number of employees as of October 15th of the stated year.



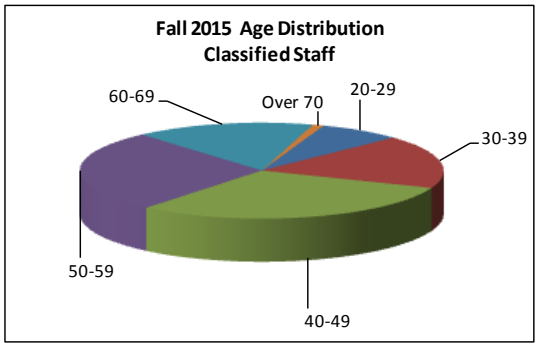


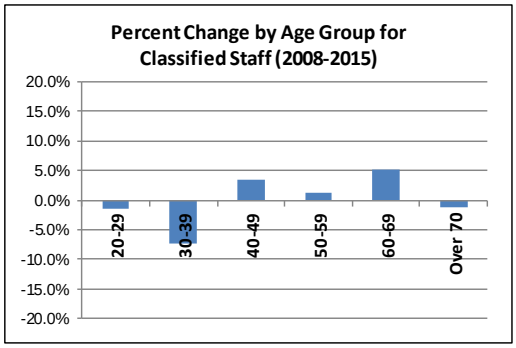
Ages of Part-time Faculty	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Change 2008-2015
Percent									
20-29	9.9%	8.7%	8.7%	8.6%	5.6%	8.6%	9.4%	7.0%	-2.8%
30-39	27.0%	29.7%	27.8%	27.3%	26.4%	25.7%	27.6%	26.7%	-0.4%
40-49	19.5%	17.8%	18.4%	18.8%	19.2%	22.3%	22.0%	25.6%	6.1%
50-59	24.3%	23.4%	22.7%	20.4%	21.7%	18.9%	20.1%	19.6%	-4.7%
60-69	16.1%	17.6%	18.2%	19.7%	22.8%	18.6%	15.8%	15.4%	-0.8%
Over 70	3.1%	2.8%	4.2%	5.2%	4.4%	5.9%	5.1%	5.8%	2.6%
Total Headcount	477	461	472	421	360	408	468	469	-9

Source: OCC MIS Staff Data (For historical data, please refer to prior year OCC Atlas Reports.)
NOTE: Figures represent total number of employees as of October 15th of the stated year.

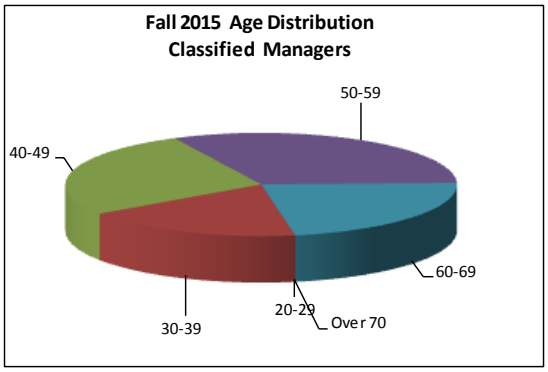
V.8 OCC Staffing Trends by Age – Classified Staff and Managers

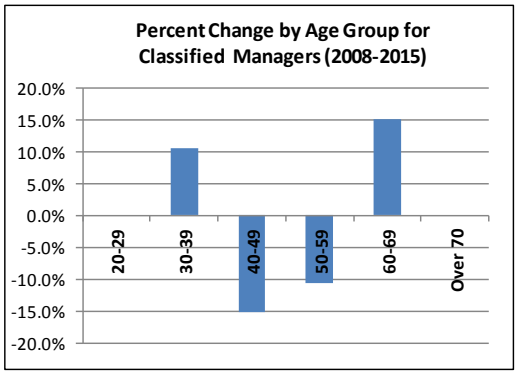
Age distributions of OCC classified staff have shifted to more staff in the 40 and older age range since 2008. Similarly, classified managers showed decreases in employees ages 40-59 and increases in the 60 and above age ranges. These trends likely reflect the longevity of staff who stay at OCC once they begin working at the college.





Ages of Classified Staff									
	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Change 2008-2015
Percent									
20-29	8.7%	6.8%	5.2%	2.4%	1.8%	4.4%	5.8%	7.3%	-1.3%
30-39	25.4%	23.8%	21.9%	21.7%	19.5%	16.8%	18.8%	18.0%	-7.4%
40-49	26.6%	29.1%	32.4%	33.8%	32.6%	32.8%	29.7%	30.0%	3.4%
50-59	26.3%	26.9%	27.8%	29.3%	30.5%	30.3%	30.4%	27.7%	1.3%
60-69	10.8%	11.5%	11.4%	11.4%	13.8%	14.6%	14.3%	16.0%	5.2%
Over 70	2.1%	1.9%	1.3%	1.4%	1.8%	1.1%	1.0%	1.0%	-1.1%
Total Headcount	334	323	306	290	282	274	293	300	-34.00





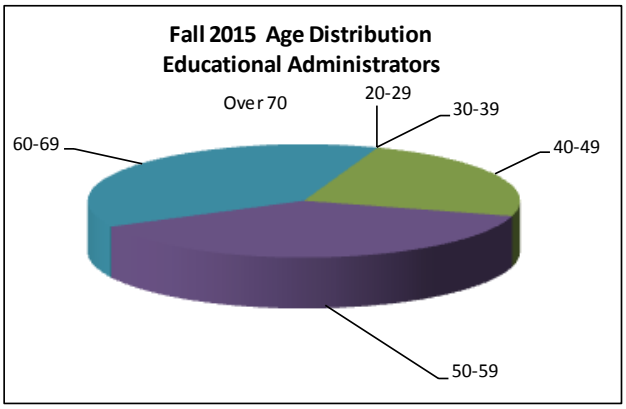
Ages of Classified Managers									
	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Change 2008-2015
Percent									
20-29	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%
30-39	7.7%	7.1%	4.0%	5.0%	5.0%	4.8%	4.5%	18.2%	10.5%
40-49	42.3%	35.7%	36.0%	25.0%	25.0%	23.8%	27.3%	27.3%	-15.0%
50-59	42.3%	50.0%	48.0%	55.0%	50.0%	47.6%	50.0%	31.8%	-10.5%
60-69	7.7%	7.1%	12.0%	15.0%	20.0%	14.3%	18.2%	22.7%	15.0%
Over 70	0.0%	0.0%	0.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%
Total Headcount	26	28	25	20	20	21	22	22	-4

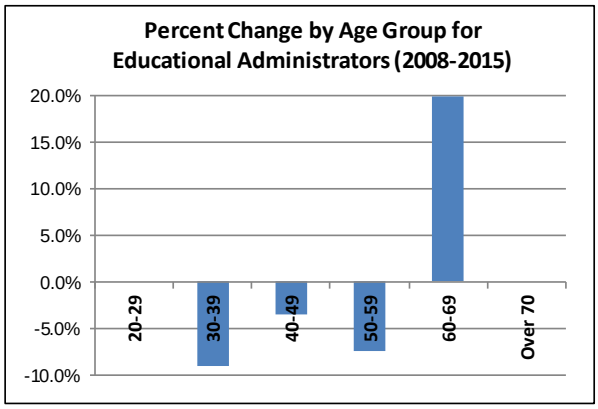
Source: Employee Profile Cube (For historical data, please refer to prior year OCC Atlas Reports.)

NOTE: Figures represent total number of employees as of October 15th of the stated year.

V.9 OCC Staffing Trends by Age – Administrators

The great majority of educational administrators are age 50 or older (76.2% in fall 2015) and this has been a relatively consistent trend for the last eight years. Intermittently between 2008 and 2012, OCC had approximately 35% of administrators in the 30-39 and 40-49 age ranges, but by fall 2015, this percentage had decreased to 23.8%.





Ages of Educational Administrators									
	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Change 2008-2015
Percent									
20-29	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
30-39	9.1%	0.0%	5.3%	0.0%	5.0%	0.0%	0.0%	0.0%	-9.1%
40-49	27.3%	36.4%	36.8%	25.0%	30.0%	20.0%	26.3%	23.8%	-3.5%
50-59	45.5%	31.8%	36.8%	50.0%	45.0%	50.0%	47.4%	38.1%	-7.4%
60-69	18.2%	31.8%	21.1%	25.0%	20.0%	30.0%	26.3%	38.1%	19.9%
Over 70	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Headcount	22	22	19	20	20	20	19	21	-1

Source: Employee Profile Cube (For historical data, please refer to prior year OCC Atlas Reports.)

NOTE: Figures represent total number of employees as of October 15th of the stated year.