

# Compton College Employee Analysis Report 2019



Fall 2014 – Fall 2018

This report provides an analysis of the trends in employment demographics at Compton College between Fall 2014 and Fall 2018. Results are discussed in terms of employee classification, gender, ethnic group, and age group. In addition to the trend analyses, the report provides a detailed examination of the Fall 2018 composition of staff. California Community Colleges Chancellor’s Office (CCCCO) Management Information Systems (MIS) data was used to produce information for this report. CCCCCO MIS data is provided according to the following employee groups:

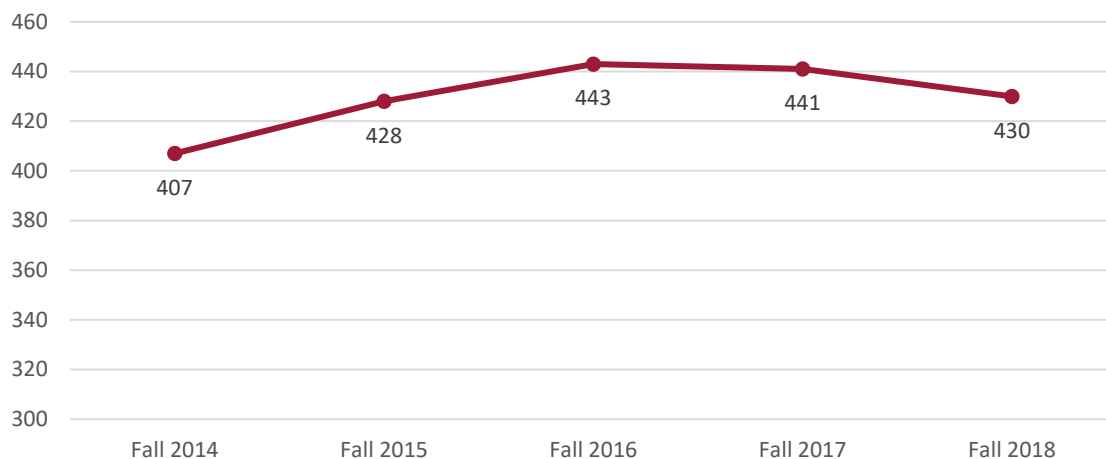
- Educational Administrator
- Full-Time Faculty and Other Instructional Staff (“Academic, Tenured/Tenure Track”; includes instructors, counselors and librarians)
- Part-Time/Temporary Faculty and Other Instructional Staff (“Academic, Temporary”)
- Classified Staff

The Appendix provides tables showing the number and percentage of employees, categorized by different demographic variables, across the five Fall terms (Fall 2014 through Fall 2018).

## Compton College Employee Population & Classification

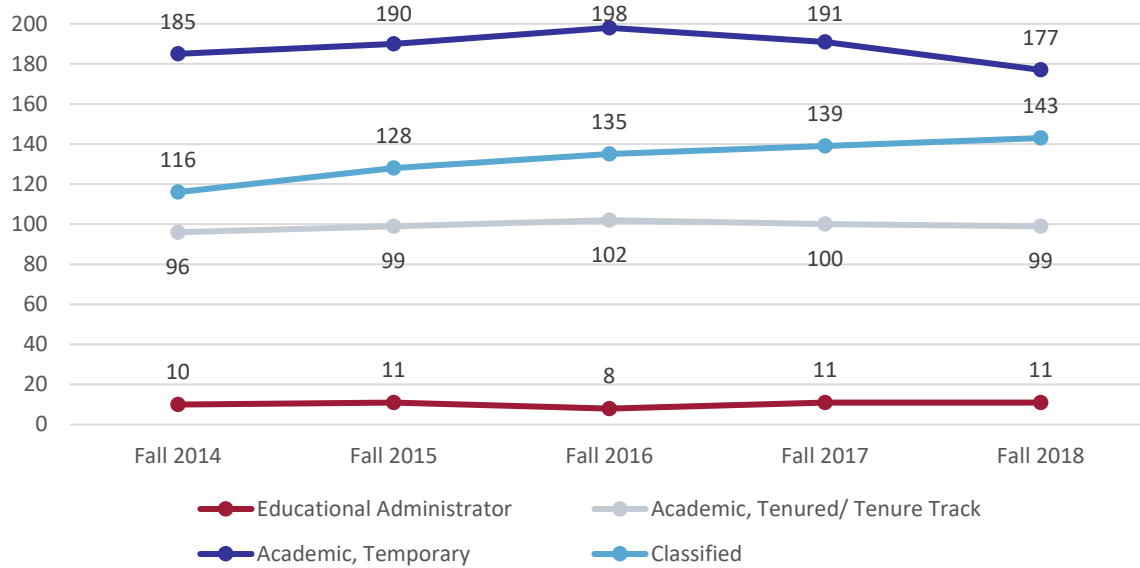
There was a total of 430 employees in Fall 2018, a slight decrease compared to Fall 2017 (see Figure 1).

*Figure 1. Trend in Total Number of Compton College Employees*



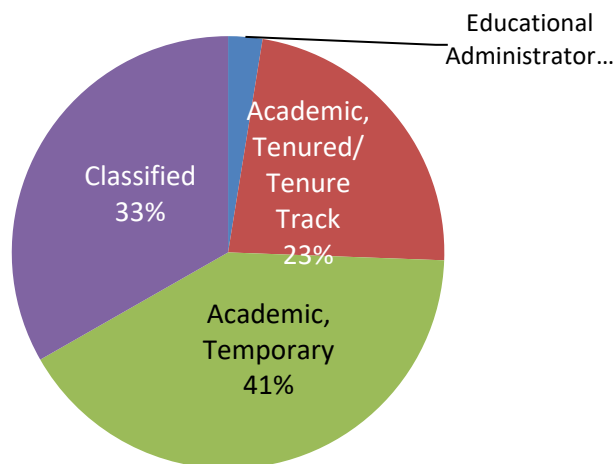
The largest employee group at Compton College is the “Academic, Temporary” category (i.e., part-time faculty). The next-largest group is classified staff, followed by the “Academic, Tenured/Tenure Track” category (i.e., full-time faculty and other instructional staff). Educational administrators make up the smallest group of employees. The trend in distribution of employee groups indicates that the number of employees within each group has been relatively stable over the past five years (see Figure 2).

Figure 2. Trends in Distribution of Compton College Employee Groups



As shown in Figure 3, part-time faculty and full-time faculty comprised approximately two-thirds of the Compton College employees in Fall 2018 (64%), followed by classified staff (33%) and educational administrators (3%).

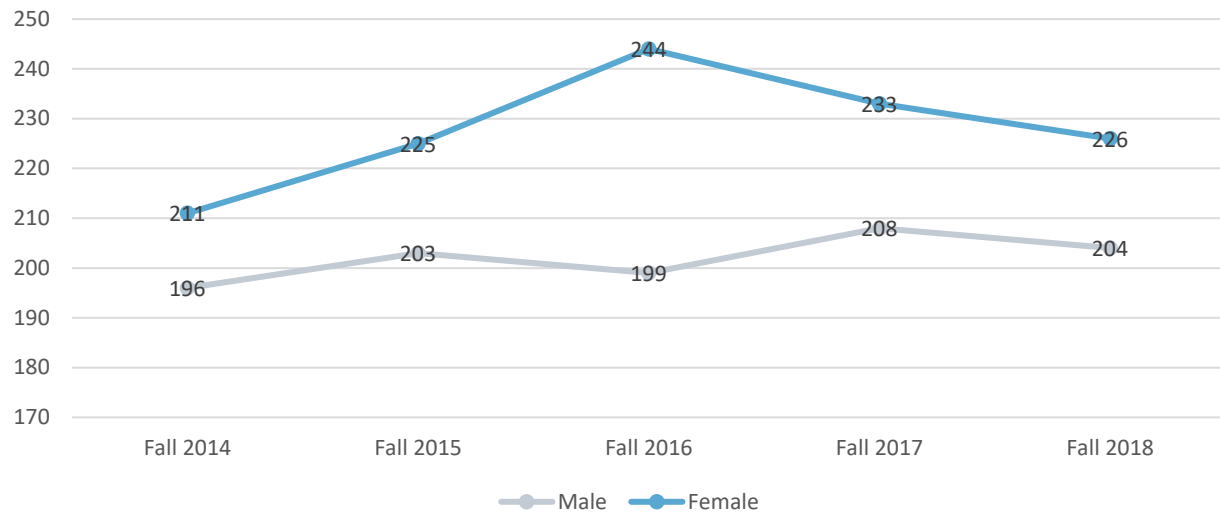
Figure 3. Fall 2018 Compton College Employee Population by Employee Group



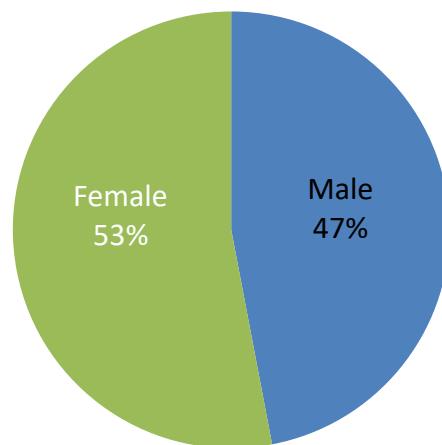
## Gender Distribution of Compton College Employees

There has been a consistently higher percentage of female employees compared to male employees. As shown in Figure 4, the number of female employees peaked in Fall 2016, while the number of male employees has remained relatively stable. Compared to Fall 2014, both groups have seen an overall increase in the number of employees, although the increase among female employees has been slightly larger. In Fall 2018, 53% of Compton College employees were female, and 47% of employees were male (see Figure 5).

*Figure 4. Trend in Gender Distribution of Compton College Employees*

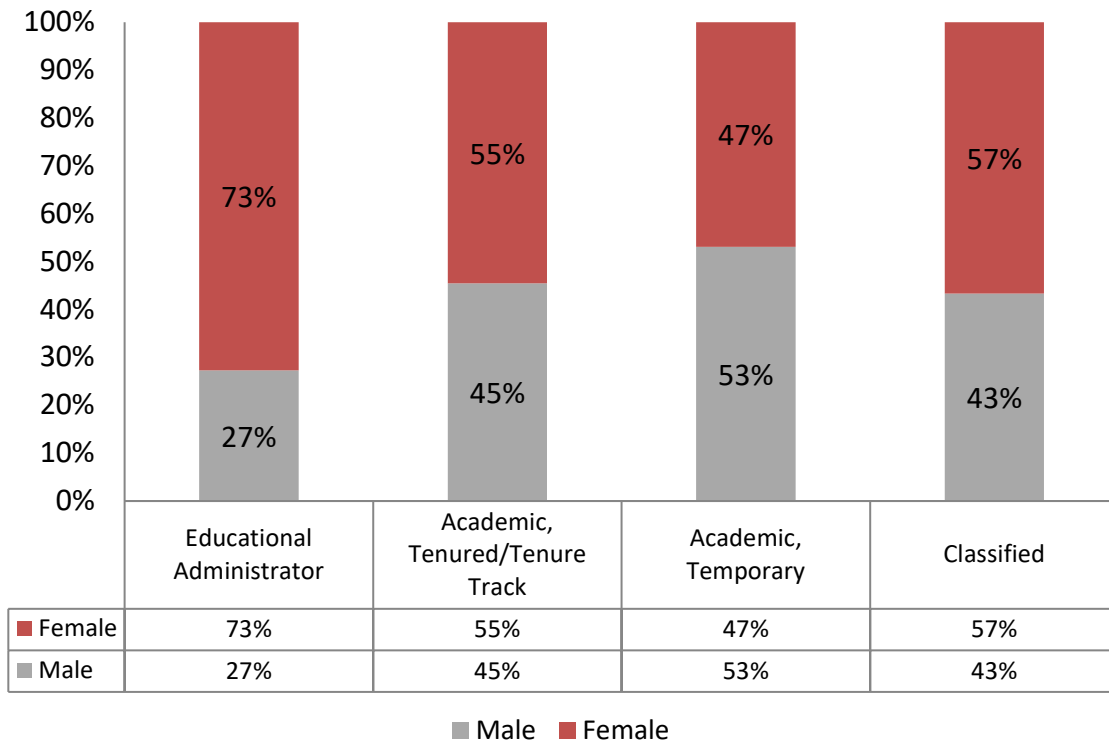


*Figure 5. Fall 2018 Gender Distribution of Compton College Employees*



As shown in Figure 6, the gender distribution for most employee groups reflects the proportions seen in the overall workforce. In Fall 2018, there were more female employees among administrators (73%), full-time faculty (55%), and classified staff (57%). However, there were fewer female employees among part-time faculty (47%).

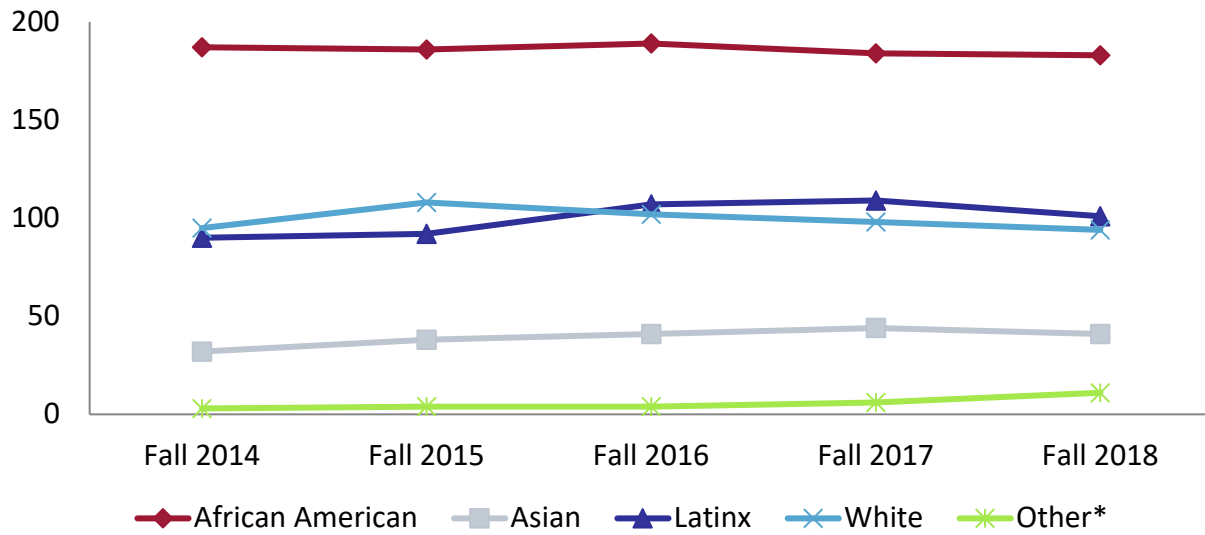
Figure 6. Fall 2018 Gender Distribution by Employee Group



## Ethnic Group Distribution of Compton College Employees

Non-White ethnic groups consistently comprised at least 78% of Compton College’s employee population in the past five Fall terms. African American or black employees were the largest ethnic group of employees, followed by Latinx employees and white employees. Latinx employees have overtaken white employees as the second-largest ethnic group of employees, (see Figure 7).

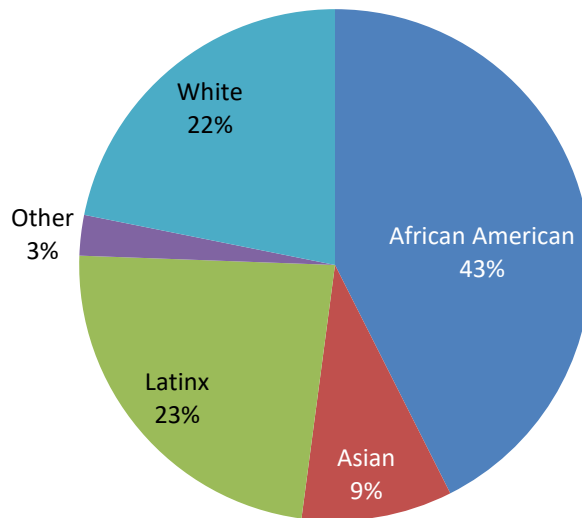
Figure 7. Trend in Ethnic Group Distribution of Compton College Employees



\*Other includes American Indian/Alaskan Native, Pacific Islander, Multi-Ethnic, and Unknown.

In Fall 2018, 43% of Compton College employees were African American or black; 23% were Latinx; 22% were white; 9% were Asian; and 3% were other ethnicities (see Figure 8).

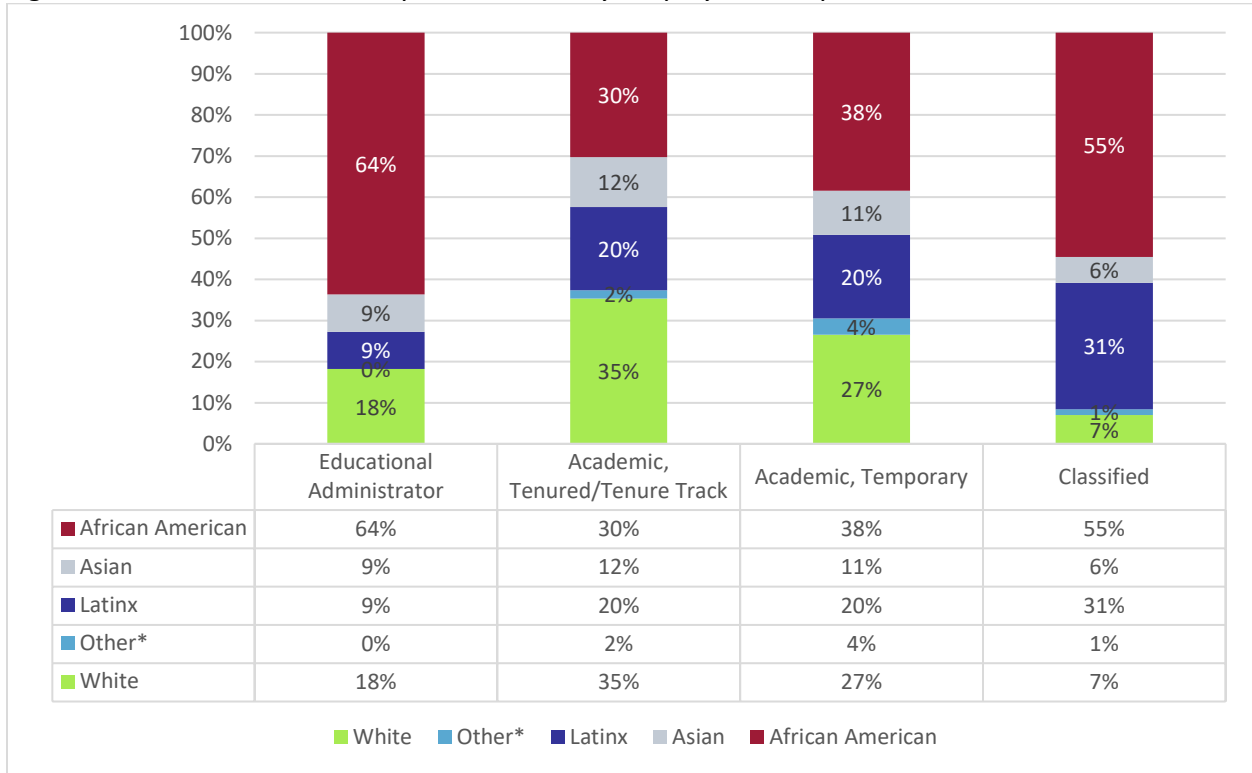
Figure 8. Fall 2018 Ethnic Group Distribution of Compton College Employees



\* Other includes American Indian/Alaskan Native, Pacific Islander, Multi-Ethnic, and Unknown.

As shown in Figure 9, African American or black employees do comprise the largest ethnic group for each employee classification. The proportion of each ethnic group tends to differ by employment category.

Figure 9. Fall 2018 Ethnic Group Distribution by Employee Group



\* Other includes American Indian/Alaskan Native, Pacific Islander, Multi-Ethnic, and Unknown.

### Age Distribution of Compton College Employees

Compton College has mostly consisted of employees within the 35- to 64-year-old age groups since Fall 2014 (see Figure 10).

Figure 10. Trend in Age Distribution of Compton College Employees

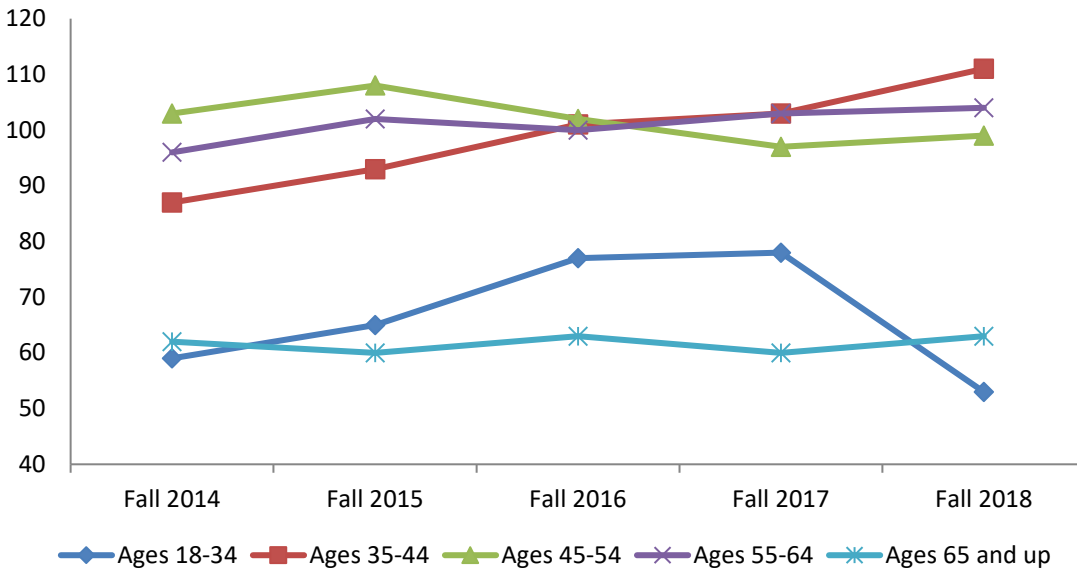
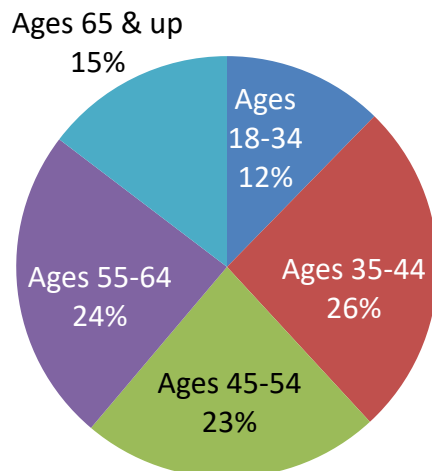


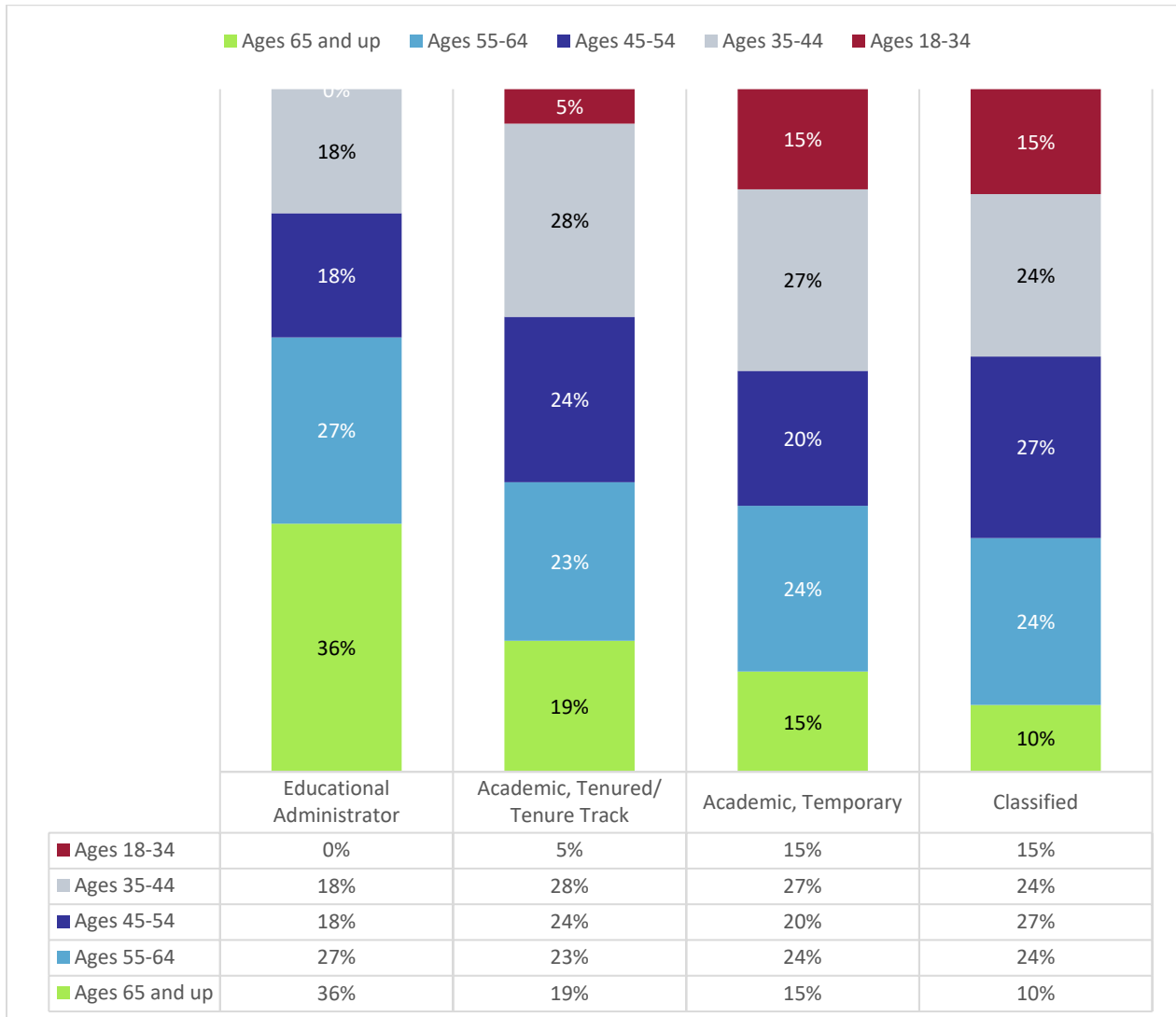
Figure 11 shows the distribution of employee age groups during the Fall 2018 term. Most employees are between 35 and 64 years of age, collectively representing 73% of Compton College’s employee population. Each of these age groups (i.e., 35-44, 45-54, and 55-64) are relatively evenly distributed in comparison to each other. Fifteen percent (15%) of Compton College’s employees are 65 years old or older, suggesting that one out of 6 or over 60 employees could soon retire.

Figure 11. Fall 2018 Age Distribution of Compton College Employees



Although the overall proportions of age groups are closely reflected in some employment categories (e.g., classified staff), there are certain employment categories with disproportionate representation of the listed age groups (see Figure 12).

Figure 12. Fall 2018 Age Distribution by Employee Group





## Appendix: Employee Demographic Trends, 2014 – 2018

Table 1. Compton Employee Trend by Employee Group

	Fall 2014		Fall 2015		Fall 2016		Fall 2017		Fall 2018	
	n	%	n	%	n	%	n	%	n	%
Educational Administrator	10	2%	11	3%	8	2%	11	2%	11	3%
Academic, Tenured/Tenure Track	96	24%	99	23%	102	23%	100	23%	99	23%
Academic, Temporary	185	45%	190	44%	198	45%	191	43%	177	41%
Classified	116	29%	128	30%	135	30%	139	32%	143	33%
<b>Total</b>	<b>407</b>		<b>428</b>		<b>443</b>		<b>441</b>		<b>430</b>	

Table 2. Trend in Gender Distribution of Compton Employees

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Male	196	203	199	208	204
Female	211	225	244	233	226
<b>Total</b>	<b>407</b>	<b>428</b>	<b>443</b>	<b>441</b>	<b>430</b>

Table 3. Trend in Ethnic Group Distribution of Compton Employees

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
African American	46%	43%	43%	42%	43%
Asian	8%	9%	9%	10%	10%
Hispanic	22%	21%	24%	25%	23%
White Non-Hispanic	23%	25%	23%	22%	22%
Other*	1%	1%	1%	1%	3%

Table 4. Trend in Age Group Distribution of Compton Employees

	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
Ages 18-34	14%	15%	17%	18%	12%
Ages 35-44	21%	22%	23%	23%	26%
Ages 45-54	25%	25%	23%	22%	23%
Ages 55-64	24%	24%	23%	23%	24%
Ages 65 and up	15%	14%	14%	14%	15%