

# Compton College Employee Analysis Report 2020



Fall 2015 – Fall 2019

## Introduction

This report provides an analysis of the trends in employment demographics at Compton College between Fall 2015 and Fall 2019. 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 2019 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 2015 through Fall 2019).

## Compton College Employee Population & Classification

There was a total of 438 employees in Fall 2019, a slight increase compared to Fall 2018(see Figure 1).

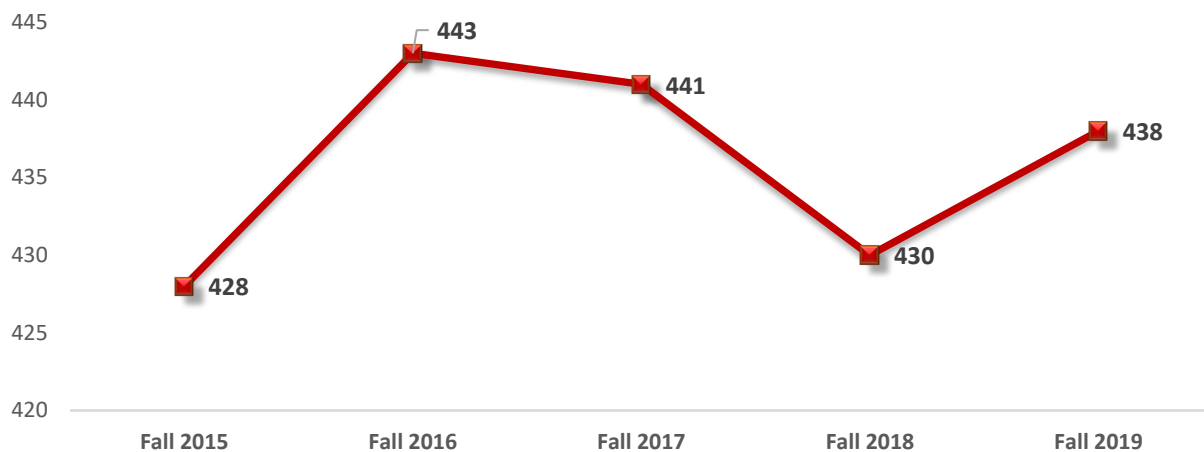


Figure 1. Trend in Total Number of Compton College Employees

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).

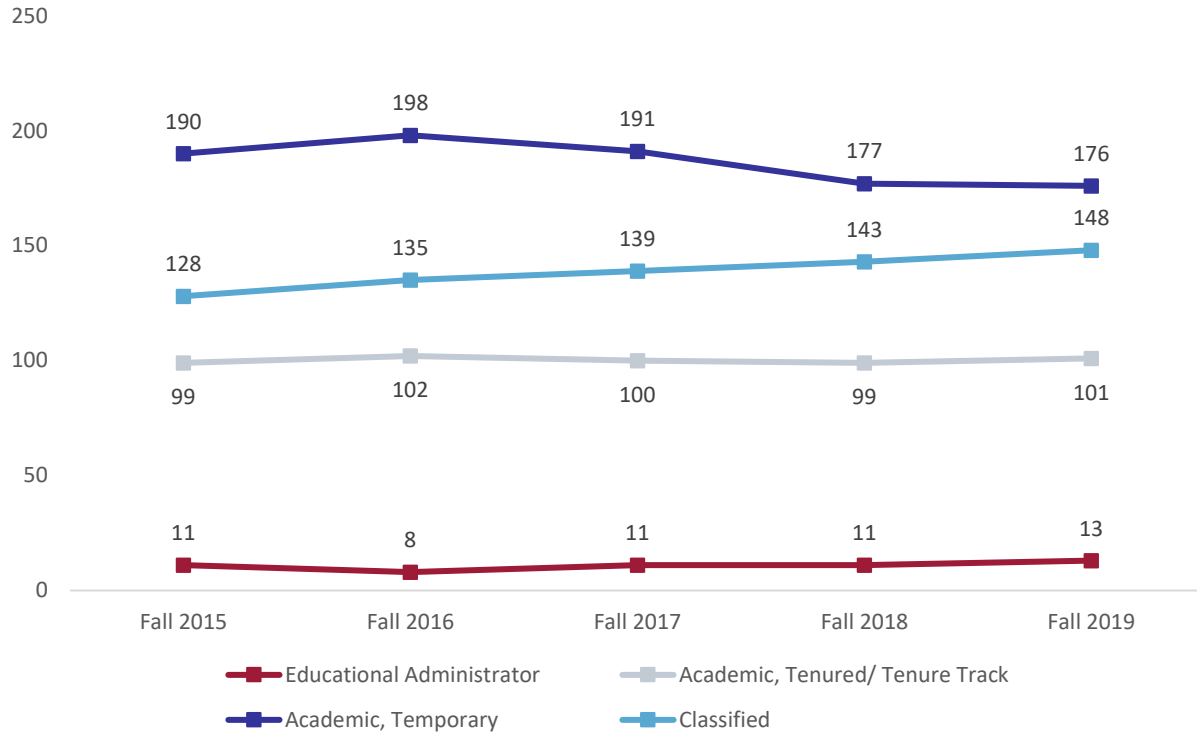


Figure 2. Trends in Distribution of Compton College Employee Groups

As shown in Figure 3, part-time faculty and full-time faculty comprised approximately two-thirds of the Compton College employees in Fall 2019 (63%), followed by classified staff (34%) and educational administrators (3%).

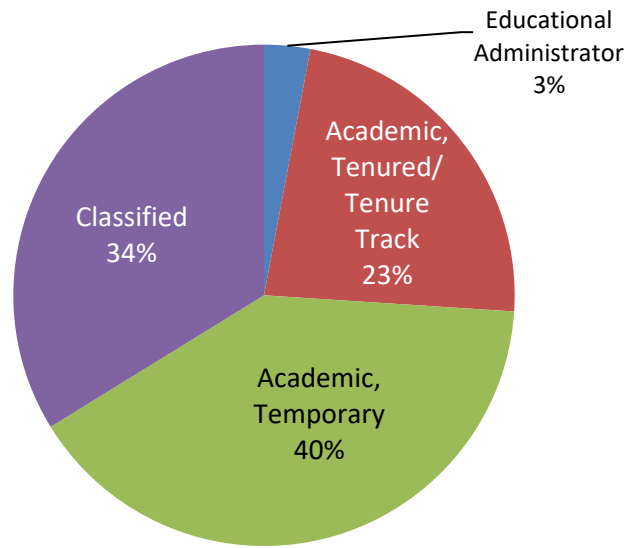


Figure 3. Fall 2019 Compton College Employee Population by Employee Group

## Gender Distribution of Compton College Employees

There is a higher percentage of female employees compared to male employees. As shown in Figure 4, there has been a steady decrease in the number of female employees, while the number of male employees has been increased this year. Compared to Fall 2015, the number of female employees has been decreased, but the number of male employees has been increased. In Fall 2019, 51% of Compton College employees were female, and 47% of employees were male (see Figure 5).

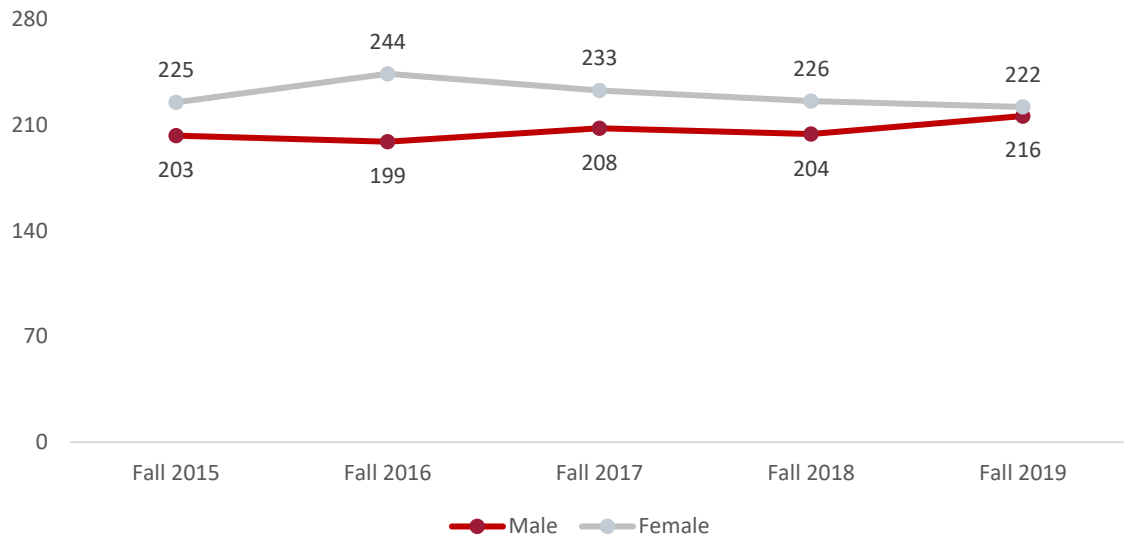


Figure 4. Trend in Gender Distribution of Compton College Employees

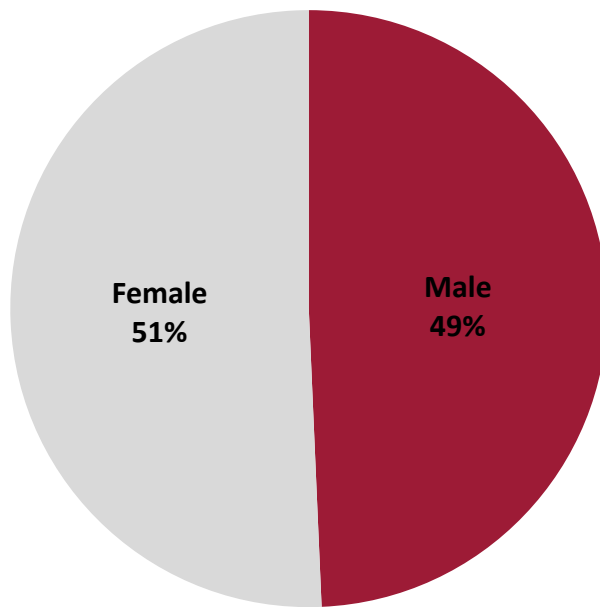


Figure 5. Fall 2019 Gender Distribution of Compton College Employees

As shown in Figure 6, the gender distribution for most employee groups reflects the proportions seen in the overall workforce. In Fall 2019, there were more female employees among administrators (77%), full-time faculty (56%), and classified staff (53%). However, there were fewer female employees among part-time faculty (43%).

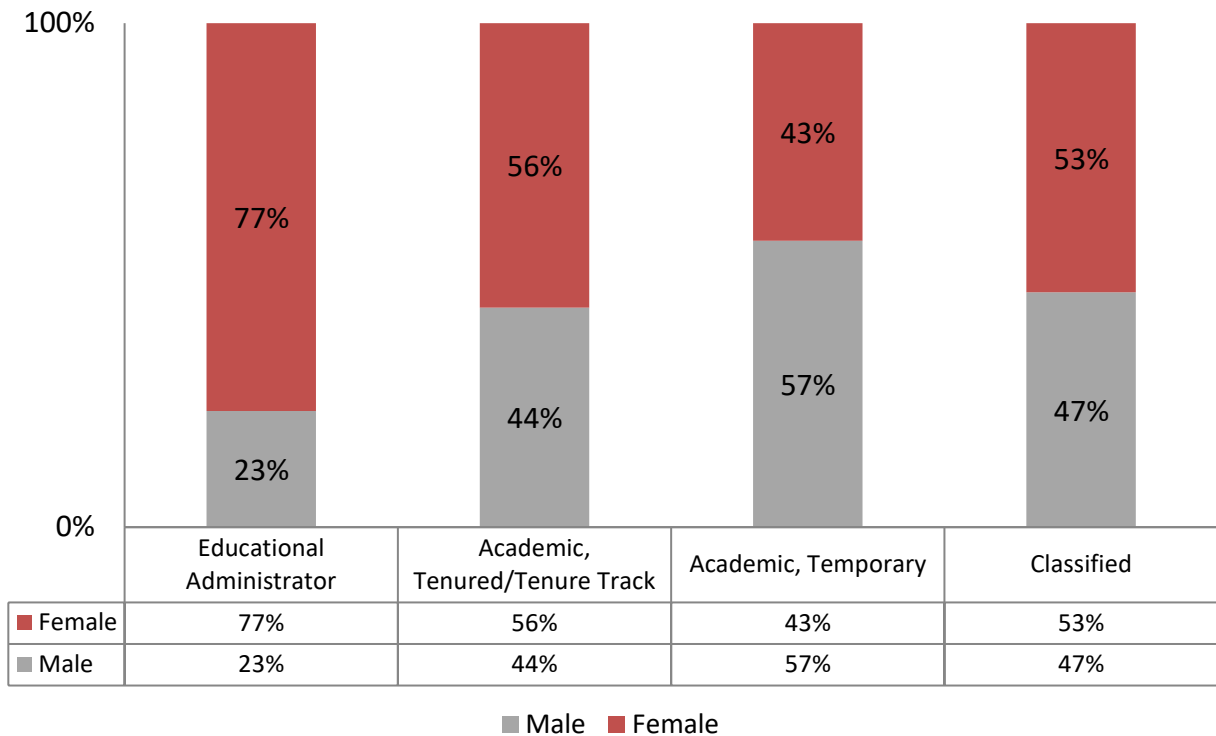


Figure 6. Fall 2019 Gender Distribution by Employee Group

## 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 Hispanic (or Latino) employees and non-Hispanic White employees. Hispanic employees and non-Hispanic White employees have interchangeably been the second-largest ethnic group of employees, although there has been a consistent increase of Hispanic employees in recent terms (see Figure 7).

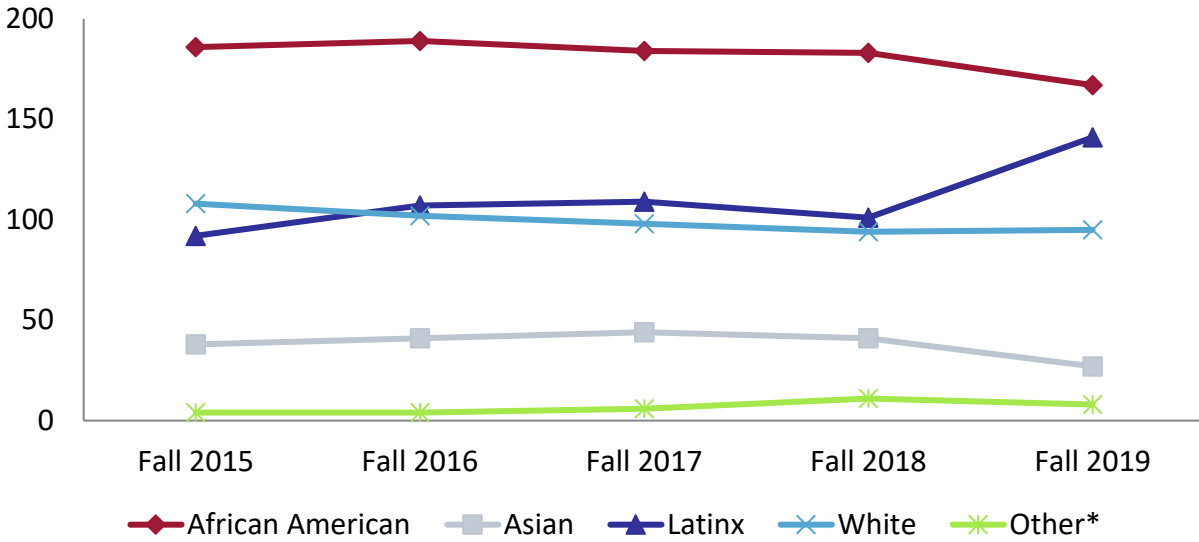


Figure 7. Trend in Ethnic Group Distribution of Compton College Employees

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

In Fall 2019, 38% of Compton College employees were African American; 32% were Hispanic; 22% were White (non-Hispanic); 6% were Asian; and 2% were other ethnicities (see Figure 8).

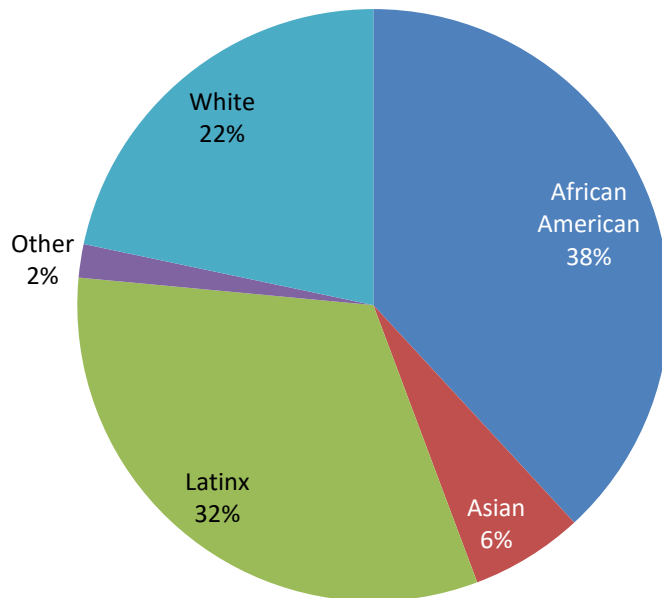
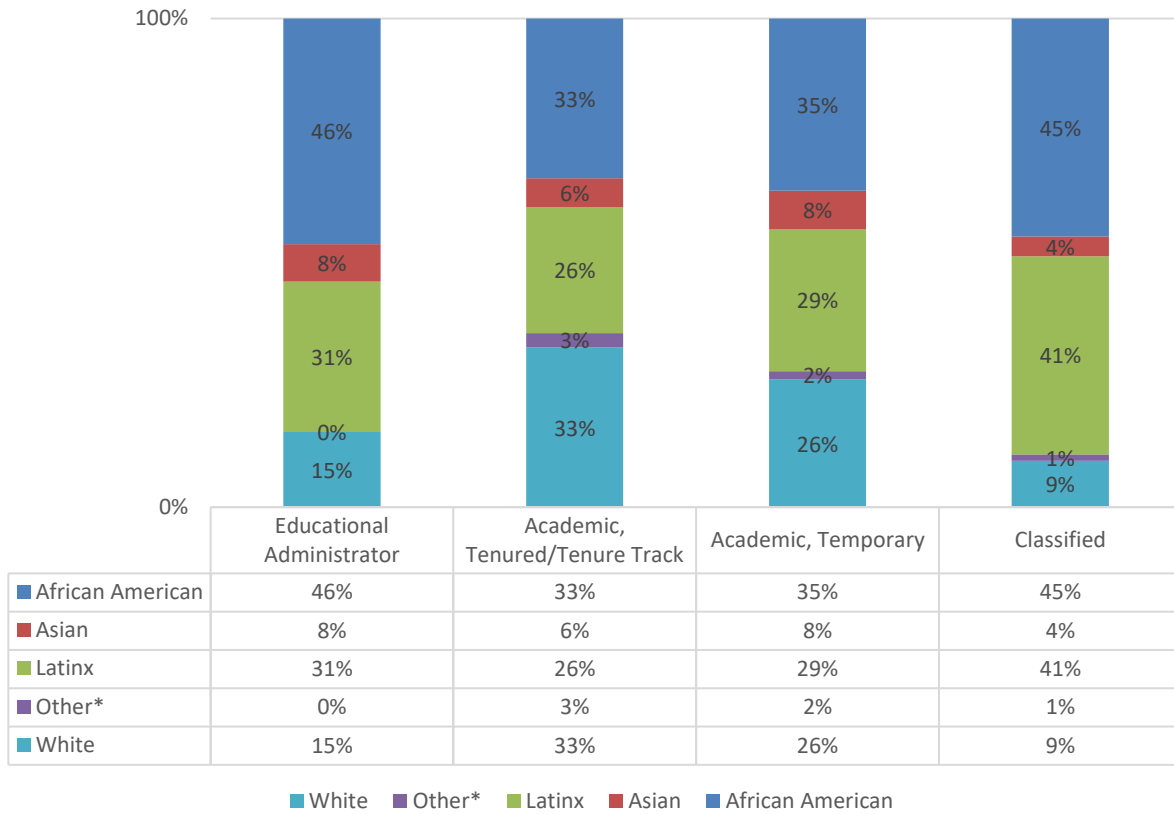


Figure 8. Fall 2019 Ethnic Group Distribution of Compton College Employees

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

As shown in Figure 9, African American employees do comprise the largest ethnic group for each employee classification, the proportion of each ethnic group tends to differ from the overall proportions for Fall 2019, and this difference varies by employment category.



**Figure 9. Fall 2019 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 2015 (see Figure 10).

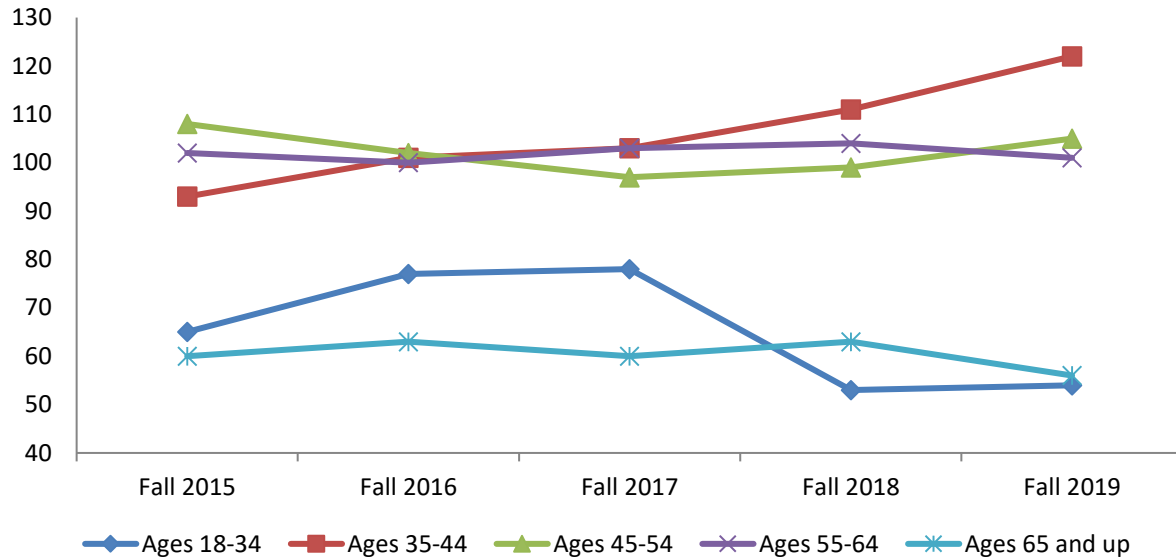


Figure 10. Trend in Age Distribution of Compton College Employees

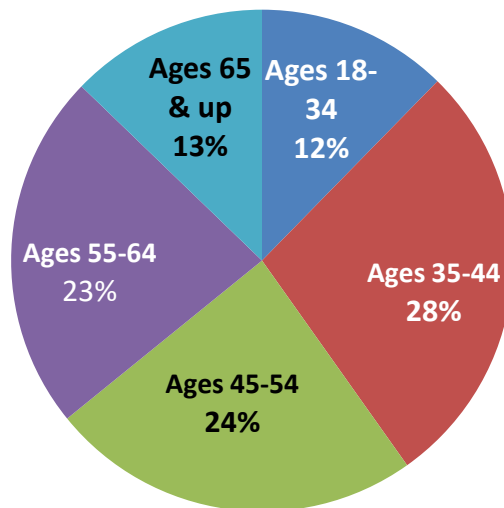


Figure 11. Fall 2019 Age Distribution of Compton College Employees



Figure 11 shows the distribution of employee age groups during the Fall 2019 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.

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).

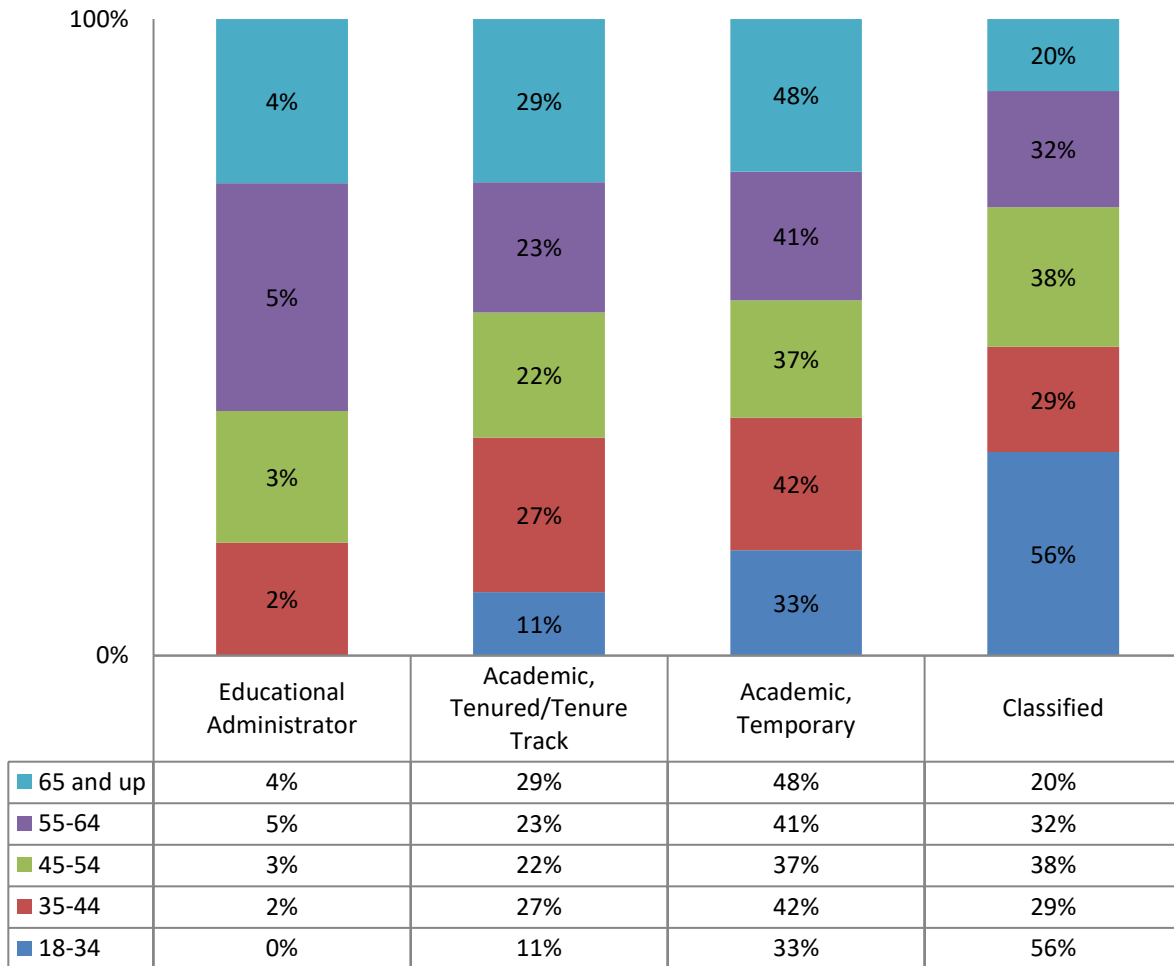


Figure 12. Fall 2019 Age Distribution by Employee Group

## Conclusion

Compton College has experienced steady growth in its employee population since Fall 2015. In Fall 2019, about two-thirds of the employee population were part-time faculty or full-time faculty, although part-time faculty consistently comprised the largest employee group over the past five years.

The gender distribution has been decreasing in the number of female employees while the number of male employees has been increasing. This overall gender distribution is reflected in most employee groups, although there is a larger proportion of male employees than female employees among part-time faculty, despite a lower overall proportion of male employees. Considering part-time faculty comprise the largest category of employment, male employees may be particularly concentrated within this group.

Over the past five years, three-quarters of the Compton College employees have been represented by non-White ethnic groups. African American (or Black) employees consistently comprise the largest group, while Hispanic (or Latino) employees have recently become the second-largest group in terms of overall representation.

Most Compton College employees (73%) are between 35 and 64 years old.

Altogether, this reflects Compton College's growth as an institution over the past several years. The college engages in various restructuring and reorganization of its positions in order to achieve milestones such as accreditation and attain institutional goals in line with statewide initiatives. This indicates employment decisions, including the choices of prospective employees who decide to apply to Compton College, are seeking a workforce distribution that meets institutional needs as well as the diversity and equitable access necessary in order to better serve the needs of the community.

## Appendix: Employee Demographic Trends, 2015 – 2019

Table 1. Compton Employee Trend by Employee Group

|                                | Fall 2015  |     | Fall 2016  |     | Fall 2017  |     | Fall 2018  |     | Fall 2019  |     |
|--------------------------------|------------|-----|------------|-----|------------|-----|------------|-----|------------|-----|
|                                | n          | %   | n          | %   | n          | %   | n          | %   | n          | %   |
| Educational Administrator      | 11         | 3%  | 8          | 2%  | 11         | 2%  | 11         | 3%  | 13         | 3%  |
| Academic, Tenured/Tenure Track | 99         | 23% | 102        | 23% | 100        | 23% | 99         | 23% | 101        | 23% |
| Academic, Temporary            | 190        | 44% | 198        | 45% | 191        | 43% | 177        | 41% | 176        | 40% |
| Classified                     | 128        | 30% | 135        | 30% | 139        | 32% | 143        | 33% | 148        | 34% |
| <b>Total</b>                   | <b>428</b> |     | <b>443</b> |     | <b>441</b> |     | <b>430</b> |     | <b>438</b> |     |

Table 2. Trend in Gender Distribution of Compton Employees

|              | Fall 2015  | Fall 2016  | Fall 2017  | Fall 2018  | Fall 2019  |
|--------------|------------|------------|------------|------------|------------|
| Male         | 203        | 199        | 208        | 204        | 216        |
| Female       | 225        | 244        | 233        | 226        | 222        |
| <b>Total</b> | <b>428</b> | <b>443</b> | <b>441</b> | <b>430</b> | <b>438</b> |

Table 3. Trend in Ethnic Group Distribution of Compton Employees

|                    | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 |
|--------------------|-----------|-----------|-----------|-----------|-----------|
| African American   | 43%       | 43%       | 42%       | 43%       | 38%       |
| Asian              | 9%        | 9%        | 10%       | 10%       | 6%        |
| Hispanic           | 21%       | 24%       | 25%       | 23%       | 32%       |
| White Non-Hispanic | 25%       | 23%       | 22%       | 22%       | 22%       |
| Other*             | 1%        | 1%        | 1%        | 3%        | 2%        |

Table 4. Trend in Age Group Distribution of Compton Employees

|                | Fall 2015 | Fall 2016 | Fall 2017 | Fall 2018 | Fall 2019 |
|----------------|-----------|-----------|-----------|-----------|-----------|
| Ages 18-34     | 15%       | 17%       | 18%       | 12%       | 12%       |
| Ages 35-44     | 22%       | 23%       | 23%       | 26%       | 28%       |
| Ages 45-54     | 25%       | 23%       | 22%       | 23%       | 24%       |
| Ages 55-64     | 24%       | 23%       | 23%       | 24%       | 23%       |
| Ages 65 and up | 14%       | 14%       | 14%       | 15%       | 13%       |