

CHAPTER 11

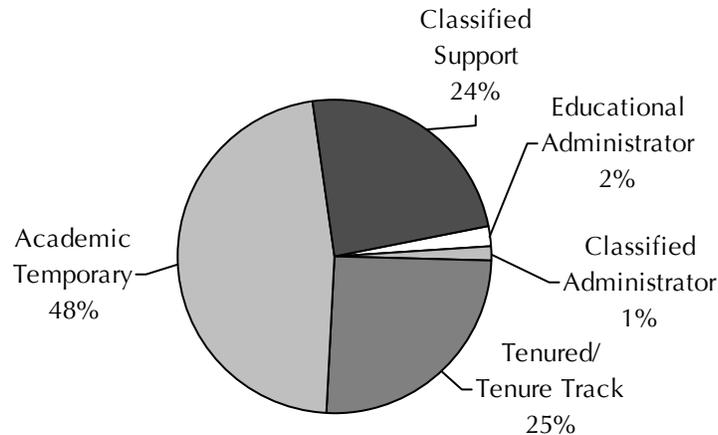
FACULTY/STAFF/ADMINISTRATION



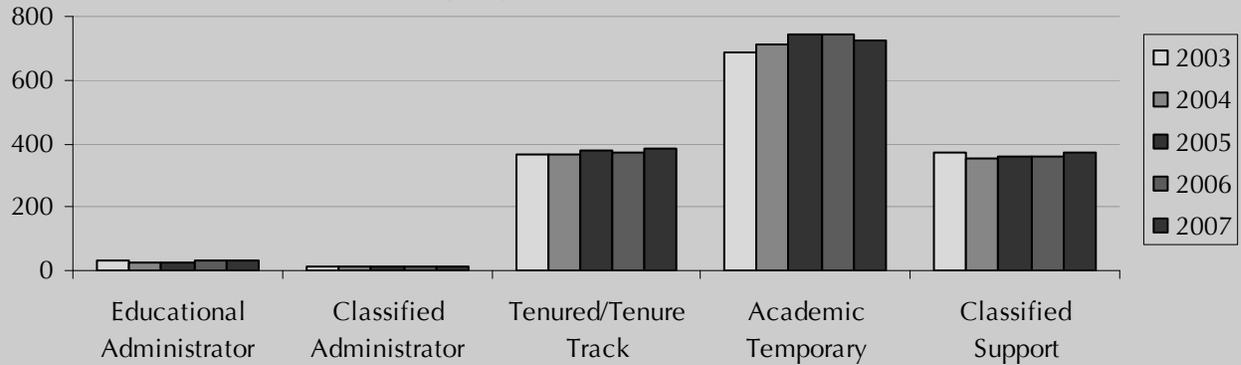
Employees

The data in this chapter are obtained from the California Community College Chancellor's Office regarding PCC employees. The data include all employees except hourly unclassified employees and student workers. Academic temporary faculty, which are adjunct (hourly) instructors, represent nearly half (48%) of the employees in this data set. Tenured or tenure track faculty and classified support staff are approximately the same size, each representing about a quarter of all employees. Educational and classified administrators account for 3% of employees. Data for the past five years are provided in most cases. The exception is data on ethnicity as presented on pages 178 and 179. In this case, only data for the past four years were presented, because of space limitation.

Figure 11-1
Fall 2007 Personnel by
Employment Classification



**Figure 11-2
Personnel by
Employment Classification**



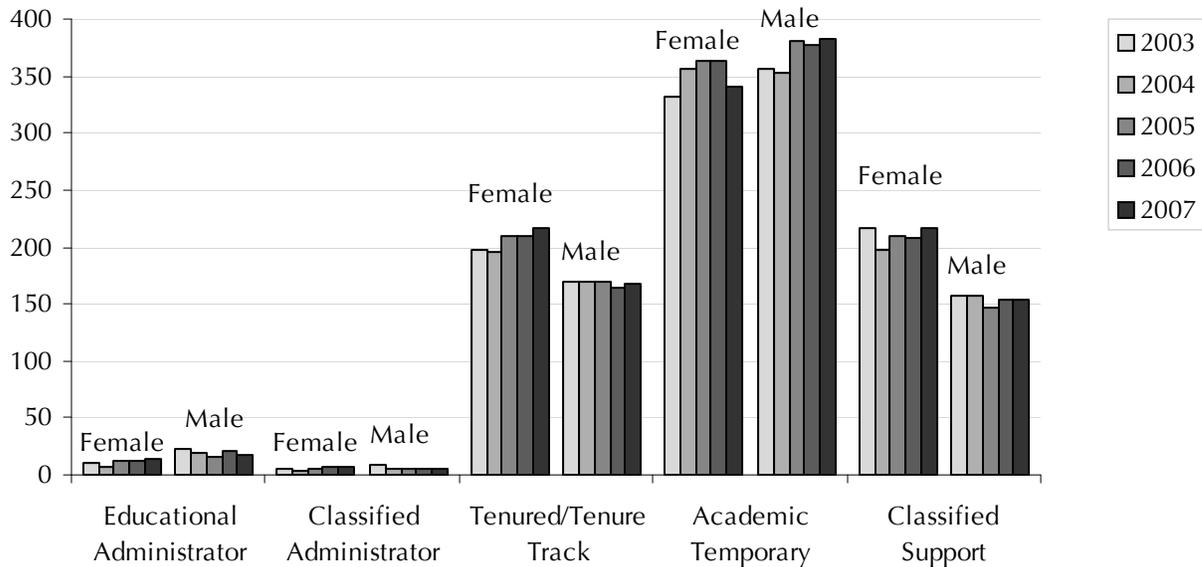
**Table 11-1
Personnel by
Employment Classification**

	2003	2004	2005	2006	2007
<i>Number</i>					
Educational Administrator	33	27	28	34	32
Classified Administrator	14	10	11	12	12
Tenured/Tenure Track	368	366	378	374	384
Academic Temporary	689	710	743	741	723
Classified Support	374	355	356	361	370
<i>Total</i>	<i>1478</i>	<i>1468</i>	<i>1516</i>	<i>1522</i>	<i>1521</i>
<i>Percent</i>					
Educational Administrator	2.2	1.8	1.8	2.2	2.1
Classified Administrator	0.9	0.7	0.7	0.8	0.8
Tenured/Tenure Track	24.9	24.9	24.9	24.6	25.2
Academic Temporary	46.6	48.4	49.0	48.7	47.5
Classified Support	25.3	24.2	23.5	23.7	24.3

Gender

In Fall 2007, female employees outnumbered male employees by four percentage points. There were more female than male classified support employees and tenured/tenure track faculty. There were more male than female educational administrators and academic temporary employees (adjunct faculty). In Fall 2007, 56% of the educational administrators were male, while the percentage was 62% the year before. In contrast, 44% of the educational administrators were female in Fall 2007, a six percentage point increase from that of the previous year. Gender composition has remained very stable for classified administrators for the last five years, with 58% being female.

Figure 11-3
Employment Classifications by Gender



**Table 11-2
Employment Classifications by
Gender**

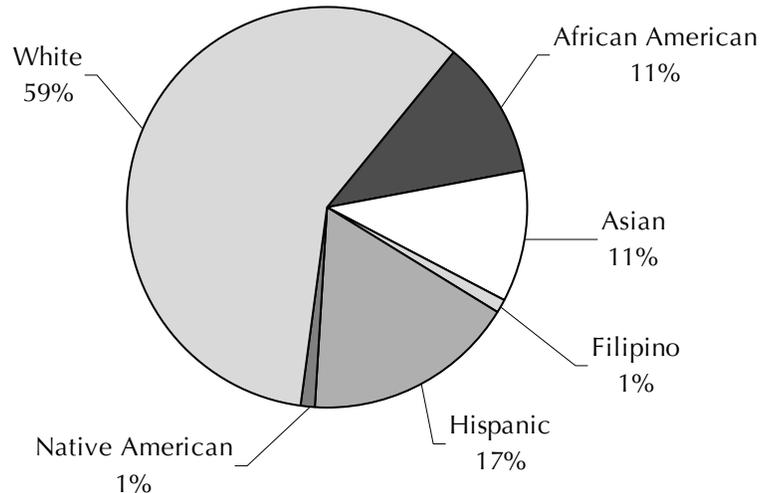
	Female					Male				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
<i>Number</i>										
Educational Administrator	11	7	12	13	14	22	20	16	21	18
Classified Administrator	5	4	6	7	7	9	6	5	5	5
Tenured/Tenure Track	198	196	209	209	216	170	170	169	165	168
Academic Temporary	332	357	363	363	341	357	353	380	378	382
Classified Support	217	197	209	207	216	157	158	147	154	154
<i>Total</i>	763	761	799	799	794	715	707	717	723	727
<i>Percent</i>										
Educational Administrator	33.3	25.9	42.9	38.2	43.8	66.7	74.1	57.1	61.8	56.3
Classified Administrator	35.7	40.0	54.5	58.3	58.3	64.3	60.0	45.5	41.7	41.7
Tenured/Tenure Track	53.8	53.6	55.3	55.9	56.3	46.2	46.4	44.7	44.1	43.8
Academic Temporary	48.2	50.3	48.9	49.0	47.2	51.8	49.7	51.1	51.0	52.8
Classified Support	58.0	55.5	58.7	57.3	58.4	42.0	44.5	41.3	42.7	41.6
<i>Total</i>	51.6	51.8	52.7	52.5	52.2	48.4	48.2	47.3	47.5	47.8

Ethnicity

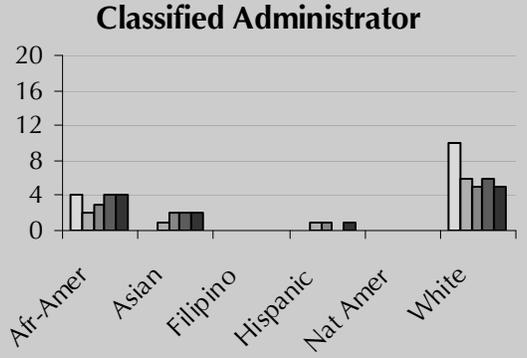
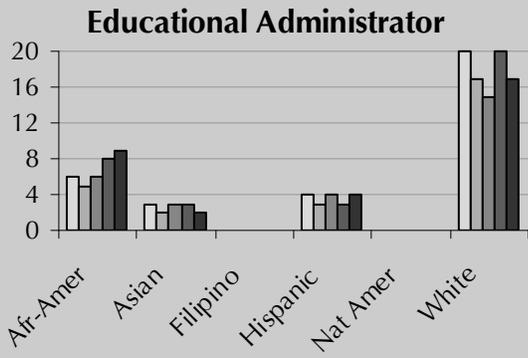
In Fall 2007, the majority (59%) of PCC's employees were Whites, followed by Hispanics, Asians, and African Americans. As can be seen in Figure 11-5, of the different employee categories, classified support had the most even ethnic mix. The ethnic categories reported here are from the California Community College Chancellor's Office and vary slightly from the categories used at PCC.

Figure 11-5 shows the ethnic composition in percentages of Classified Support, Tenured/Tenure Track, and Academic Temporary employees for the past four years. Due to the small count of Educational Administrators and Classified Administrators, these two categories are reported in numbers rather than percentages.

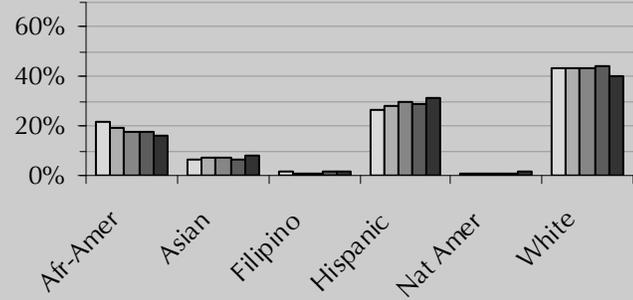
Figure 11-4
Fall 2007 Personnel by
Ethnicity



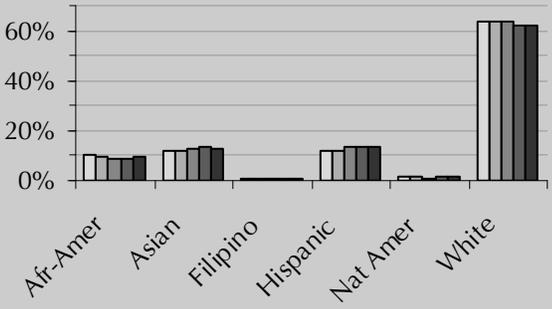
**Figure 11-5
Employment Classifications by**



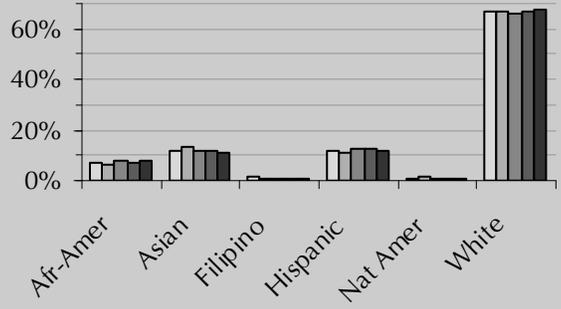
Classified Support



Tenured/Tenure Track



Academic Temporary



Ethnicity

**Table 11-3
Percent of Employment Classifications by
Ethnicity**

		Afr-Amer	Asian	Filipino	Hispanic	Nat Amer	White	Unknown
<i>Fall 2007</i>								
	Educational Administrator	28.1	6.3	0.0	12.5	0.0	53.1	0.0
	Classified Administrator	33.3	16.7	0.0	8.3	0.0	41.7	0.0
	Tenured/Tenure Track	9.4	13.0	0.8	13.8	1.3	61.7	0.0
	Academic Temporary	8.2	10.7	0.7	11.8	0.8	67.9	0.0
	Classified Support	16.2	8.4	1.9	31.1	1.4	40.5	0.5
<i>Fall 2006</i>								
	Educational Administrator	23.5	8.8	0.0	8.8	0.0	58.8	0.0
	Classified Administrator	33.3	16.7	0.0	0.0	0.0	50.0	0.0
	Tenured/Tenure Track	9.1	13.4	0.8	13.6	1.3	61.8	0.0
	Academic Temporary	6.9	11.7	0.8	12.4	0.9	67.2	0.0
	Classified Support	17.5	6.4	1.4	28.8	1.1	44.6	0.3
<i>Fall 2005</i>								
	Educational Administrator	21.4	10.7	0.0	14.3	0.0	53.6	0.0
	Classified Administrator	27.3	18.2	0.0	9.1	0.0	45.5	0.0
	Tenured/Tenure Track	8.7	12.4	0.8	13.2	1.1	63.8	0.0
	Academic Temporary	7.7	11.8	0.8	12.4	1.1	66.2	0.0
	Classified Support	17.4	7.3	1.1	29.5	0.8	43.8	0.0
<i>Fall 2004</i>								
	Educational Administrator	18.5	7.4	0.0	11.1	0.0	63.0	0.0
	Classified Administrator	20.0	10.0	0.0	10.0	0.0	60.0	0.0
	Tenured/Tenure Track	9.3	12.3	0.8	12.3	1.4	63.9	0.0
	Academic Temporary	6.6	13.1	0.8	11.3	1.3	66.9	0.0
	Classified Support	19.4	7.0	0.8	27.9	0.8	43.4	0.6

**Table 11-4
Number of Employment Classifications by
Ethnicity**

	Afr-Amer	Asian	Filipino	Hispanic	Nat Amer	White	Unknown	Total
<i>Fall 2007</i>								
Educational Administrator	9	2	0	4	0	17	0	32
Classified Administrator	4	2	0	1	0	5	0	12
Tenured/Tenure Track	36	50	3	53	5	237	0	384
Academic Temporary	59	77	5	85	6	491	0	723
Classified Support	60	31	7	115	5	150	2	370
<i>Total</i>	<i>168</i>	<i>162</i>	<i>15</i>	<i>258</i>	<i>16</i>	<i>900</i>	<i>2</i>	<i>1521</i>
<i>Fall 2006</i>								
Educational Administrator	8	3	0	3	0	20	0	34
Classified Administrator	4	2	0	0	0	6	0	12
Tenured/Tenure Track	34	50	3	51	5	231	0	374
Academic Temporary	51	87	6	92	7	498	0	741
Classified Support	63	23	5	104	4	161	1	361
<i>Total</i>	<i>160</i>	<i>165</i>	<i>14</i>	<i>250</i>	<i>16</i>	<i>916</i>	<i>1</i>	<i>1522</i>
<i>Fall 2005</i>								
Educational Administrator	6	3	0	4	0	15	0	28
Classified Administrator	3	2	0	1	0	5	0	11
Tenured/Tenure Track	33	47	3	50	4	241	0	378
Academic Temporary	57	88	6	92	8	492	0	743
Classified Support	62	26	4	105	3	156	0	356
<i>Total</i>	<i>161</i>	<i>166</i>	<i>13</i>	<i>252</i>	<i>15</i>	<i>909</i>	<i>0</i>	<i>1516</i>
<i>Fall 2004</i>								
Educational Administrator	5	2	0	3	0	17	0	27
Classified Administrator	2	1	0	1	0	6	0	10
Tenured/Tenure Track	34	45	3	45	5	234	0	366
Academic Temporary	47	93	6	80	9	475	0	710
Classified Support	69	25	3	99	3	154	2	355
<i>Total</i>	<i>157</i>	<i>166</i>	<i>12</i>	<i>228</i>	<i>17</i>	<i>886</i>	<i>2</i>	<i>1468</i>