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## ABSTRACT

This report provides fall 1993 data on student enrollment and staffing and salaries at the City College of San Francisco (CCSF), incorporating data from reports produced by the Office of the Chancellor of the California Community Colleges (CCC). Data on student enrollment are presented on the gender, ethnicity, and age of the total CCSF enrollment and for 11 large and urban districts in California and CCSF; and on CCSF student credit load, status, and educational level compared to the state average. Information on staffing is then provided related to the gender, ethnicity, and age of administrative, faculty, and classified staff at CCSF. Comparative tables are also provided for CCSF and the 11 large and urban districts showing ratios of students to faculty, faculty to administrators, and faculty and staff to administrators; numbers of full- and part-time faculty; full-time and hourly faculty gender; full-time and hourly faculty age; full-time faculty ethnicity; and hourly faculty ethnicity. Report highlights include the following: (1) approximately 14% of the total CCSF faculty are Asian, while almost 43% of the student body is Asian; (2) African Americans comprise approximately 8% of the faculty, equal to the percentage of African American students; (3) Hispanic/Latino faculty members represent 8% of the total full-time faculty, while Hispanic students represent 18.2%; (4) CCSF's student to faculty ratio is 36:1, and the statewide average for large and/or urban community college districts is 33:1; and (5) the ratio of faculty to administrators for CCSF is 43:1, the largest ratio of faculty to administrators of all the large and/or urban community college districts in the state. (KP)

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# CALIFORNIA COMMUNITY COLLEGES ENROLLMENT AND STAFFING REPORT, FALL 1993

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## INSTITUTIONAL DEVELOPMENT, RESEARCH AND PLANNING REPORT 946-03, FEBRUARY 1995

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## DATA HIGHLIGHTS

- City College of San Francisco has one of the most ethnically diverse student populations in the California Community College system.
- City College's credit students are more similar to the statewide student profile than our noncredit student population.
- Approximately 14% of the total City College faculty are Asian, while almost 43% of the student body is Asian (36.7% Asian / Pacific Islander and 6.0% Filipino).
- African Americans comprise approximately 8% of the faculty which is equal to the percentage of African American students at City College.
- Hispanic / Latino faculty members represent 8% of the total full-time faculty, whereas Hispanic / Latino students represent 18.2% of the total student body.
- City College of San Francisco's student to faculty ratio is 36:1. The average for large and/or urban community college districts statewide is 33:1.
- The ratio of faculty to administrators for City College is 43:1. This is the largest ratio of faculty to administrators of all the large and/or urban community college districts in the state.

## CALIFORNIA COMMUNITY COLLEGES ENROLLMENT AND STAFFING REPORT, FALL 1993

The California Community Colleges (CCC) State Chancellor's Office has released two annual reports on Student Enrollment, and Staffing and Salaries for Fall 1993. The Student Enrollment report outlines information on the State's community college enrollments for the 1990-1993 Fall terms. The Staffing and Salaries report highlights salary information for the state's community colleges, as well as demographic information about each college's faculty and staff.

This report highlights information from these two state reports which is pertinent to City College of San Francisco. Information from the Enrollment report focuses on enrollment by gender, ethnicity, age, load, student status, and student educational level. Information from the Staffing report shows ratios (students to faculty, faculty to administrators and faculty/staff to administrators), and demographic information about full-time and hourly faculty. Statewide enrollment and staffing comparisons are made among large and/or urban districts. Statewide averages are provided in order to give a student profile of a California community college student.

### STUDENT ENROLLMENT

Are City College students similar or different from the statewide profile of community college students? The CCC's *Report on Enrollment 1990-1993* provides data to make comparisons between CCSF credit and noncredit students and the California Community College student profile. Although there are similarities between CCSF credit and noncredit students and the statewide student profile, CCSF credit students are different from the state profile in regards to ethnicity, load and student status, while our noncredit students differ in regards to age.

When reviewing these Statewide comparisons, two caveats should be kept in mind. First, the State Chancellor's Office combines credit and noncredit programs in their Statewide comparisons. Most districts separate their credit and noncredit programs while CCSF integrates both programs throughout the district. Second, comparisons made with other districts, or with a Statewide average do not take into account the different ethnic composition of each college's service area. For example, our Asian student population is higher than other community colleges in the State, but City College also has a large Asian population in its service area.<sup>1</sup>

<sup>1</sup> City College's service area is defined by the zip code of residence of its student body. The service area consists of San Francisco city/county, and parts of San Mateo and Alameda counties.

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City College of San Francisco enrollment for both Credit and Noncredit students for the Fall 1993 term is shown below.

**Total CCSF Enrollment (Credit and Noncredit), Fall 1993**

	CREDIT		NONCREDIT	
	Number	%	Number	%
<b>GENDER:</b>				
Female	14,967	54.1%	18,054	56.6%
Male	12,684	45.8	12,334	38.7
Unknown	23	0.1	1,482	4.7
<b>ETHNICITY:</b>				
African American	2,445	8.8	2,189	6.9
American Indian	174	0.6	69	0.2
Asian / Pacific Islander	9,142	33.1	12,687	39.8
Filipino	2,612	9.4	977	3.1
Hispanic	3,951	14.3	6,897	21.7
Other Non-White	303	1.1	34	0.1
White, Non-Hispanic	7,905	28.6	6,767	21.2
Unknown / No Response	1,142	4.1	2,250	7.0
<b>AGE:</b>				
19 and under	3,759	13.6	1,682	5.3
20 - 24	9,042	32.7	3,596	11.3
25 - 29	5,264	19.0	3,922	12.3
30 - 34	3,430	12.4	3,921	12.3
35 - 39	2,338	8.4	3,382	10.6
40 - 49	2,463	8.9	4,795	15.0
50 and over	1,207	4.4	8,706	27.3
Unknown	171	0.6	1,866	5.9
<b>TOTAL</b>	<b>27,674</b>	<b>100%</b>	<b>31,870</b>	<b>100%</b>

SOURCE: MIS Full-term Reporting (FTR) for Fall Semester, 1993 (Report Run: 5/27/94)

**NOTE:** Full-term Reporting (FTR) includes students with at least 1/2 unit attempted or 8 hours of positive attendance.  
Disability information is not yet being collected.

## Gender

The table below provides a comparison of student enrollments by gender. As an institution, CCSF closely matches the statewide average as well as other large and/or urban districts. There are some variations between our credit and noncredit student enrollments. This may be due in part to the fact that demographic information is not yet recorded as accurately in Noncredit as it is in the Credit mode. Almost 5% of the CCSF Noncredit students in Fall 1993 reported Gender as "Unknown".

### Student Enrollment By Gender: Large<sup>1</sup> and Urban<sup>2</sup> District Comparisons, Fall 1993

DISTRICT	GENDER *	
	Male	Female
Coast <sup>1</sup>	45.1%	54.9%
Contra Costa <sup>1</sup>	43.1	56.9
Foothill <sup>1</sup>	45.7	54.3
Los Angeles <sup>1,2</sup>	43.5	56.5
Los Rios <sup>1,2</sup>	43.8	56.2
North Orange <sup>1</sup>	43.2	56.8
Peralta <sup>2</sup>	41.2	58.8
Rancho Santiago <sup>1</sup>	54.2	45.8
San Diego	44.4	55.6
<b>San Francisco (Total)<sup>1,2</sup></b>	<b>43.1</b>	<b>56.9</b>
Credit	45.8	54.1
Noncredit	38.7	56.6
San Jose <sup>2</sup>	46.6	53.4
Sonoma <sup>1</sup>	43.3	56.7
<b>STATEWIDE AVERAGE:</b>	<b>44.1%</b>	<b>55.9%</b>

SOURCE: Report on Enrollment 1990-1993; California Community Colleges, November 1994.

- <sup>1</sup> LARGE DISTRICTS: Districts which employ over 1,000 faculty members.  
<sup>2</sup> URBAN DISTRICTS: Districts in major urban areas in California.

\* Gender percentages may not add up to 100% for districts which report an "Unknown Gender" figure.

## Ethnicity

City College of San Francisco has one of the most ethnically diverse student populations in the California Community College system. CCSF has three times the statewide average of Asian/Pacific Islanders, and almost half as many whites as the statewide average. In both the credit and noncredit programs, Asian/Pacific Islander enrollments are significantly above the statewide average. Filipino enrollment in the credit program is twice the statewide average. Hispanic enrollments however, are below the state profile, most significantly in the credit program.

### Student Enrollment By Ethnicity: Large and Urban District Comparisons, Fall 1993

DISTRICT	ETHNICITY						
	Am.Indian / Alaskan	Asian / Pacif. Isl	African American	Filipino	Hispanic / Latino	White	Other / Unknown
Coast	1.1%	21.9%	1.6%	1.5%	10.4%	57.0%	6.5%
Contra Costa	0.8	9.9	9.8	4.9	11.4	58.7	4.5
Foothill	0.8	21.3	4.0	4.0	9.3	50.7	9.8
Los Angeles	0.5	12.5	17.7	3.8	36.3	24.9	4.3
Los Rios	2.0	11.8	9.5	2.5	11.1	58.2	4.9
North Orange	0.9	13.1	2.7	2.7	20.8	48.8	11.0
Peralta	1.0	20.3	34.9	3.8	10.0	23.4	6.6
Rancho Santiago	1.6	13.7	2.3	0.9	36.8	40.3	4.4
San Diego	1.1	12.8	9.5	4.5	20.1	46.5	5.6
<b>San Francisco</b>	<b>0.4</b>	<b>36.7</b>	<b>7.8</b>	<b>6.0</b>	<b>18.2</b>	<b>24.6</b>	<b>6.3</b>
Credit	0.6	33.1	8.8	9.4	14.3	28.6	4.1
Noncredit	0.2	39.8	6.9	3.1	21.7	21.2	7.0
San Jose	1.0	27.9	5.8	5.2	21.0	22.2	16.8
Sonoma	1.3	3.5	2.0	0.7	10.1	76.5	6.0
<b>STATEWIDE AVERAGE:</b>	<b>1.1%</b>	<b>12.5%</b>	<b>7.4%</b>	<b>3.3%</b>	<b>21.2%</b>	<b>48.8%</b>	<b>5.7%</b>

SOURCE: Report on Enrollment 1990-1993; California Community Colleges, November 1994.

## Age

The aggregated CCSF enrollments of credit and noncredit students are older than the statewide average. The major reason for the difference is our older noncredit student enrollments. Over 42% of CCSF's noncredit students are 40 or older compared to the statewide average of 20% for the same age cohort. CCSF credit students are slightly younger than the statewide averages, 65% are less than 30 years old, while 61% of the total community college enrollments are in that age cohort.

### Student Enrollment By Age: Large and Urban District Comparisons, Fall 1993

DISTRICT	AGE*						
	Under 19	20-24	25-29	30-34	35-39	40-49	50+
Coast	17.0%	29.4%	15.6%	10.4%	7.4%	9.3%	10.7%
Contra Costa	23.7	26.5	12.2	9.8	8.3	11.6	7.8
Foothill	18.7	25.0	14.5	10.4	7.4	8.4	13.8
Los Angeles	15.9	31.6	17.6	12.2	8.7	9.5	4.5
Los Rios	19.4	27.4	15.0	12.3	9.4	11.6	4.8
North Orange	19.2	28.3	13.3	9.0	6.8	8.6	14.9
Peralta	13.5	27.9	16.7	12.1	9.5	12.8	6.9
Rancho Santiago	14.5	26.4	16.9	12.1	9.1	10.9	10.0
San Diego	13.3	23.6	16.1	11.9	8.5	10.4	16.3
<b>San Francisco</b>	<b>9.1</b>	<b>21.2</b>	<b>15.4</b>	<b>12.3</b>	<b>9.6</b>	<b>12.2</b>	<b>16.6</b>
Credit	13.6	32.7	19.0	12.4	8.4	8.9	4.4
Noncredit	5.3	11.3	12.3	12.3	10.6	15.0	27.3
San Jose	15.3	30.0	17.4	12.7	9.2	10.6	4.8
Sonoma	17.7	21.1	12.0	10.1	9.5	14.3	15.3
<b>STATEWIDE AVERAGE:</b>	<b>18.8%</b>	<b>27.4%</b>	<b>14.2%</b>	<b>10.9%</b>	<b>8.5%</b>	<b>10.3%</b>	<b>9.3%</b>

SOURCE: Report on Enrollment 1990-1993; California Community Colleges, November 1994.

\* Age Percentages may not add up to 100% for districts which report an "Unknown Age" figure.



### ***Student Load***

Compared to statewide data, there are fewer full-time students enrolled in CCSF credit and noncredit programs. One quarter of the total number of community college students are enrolled full-time, whereas only 15% of CCSF students are full-time.

The results are dramatically different if noncredit students are removed from both the statewide and CCSF data. Then CCSF has more full-time enrolled students (32.3%) than the statewide average of 29.3%.

#### **Fall 1993 Student Load: CCSF Compared to the State Average**

<b>LOAD</b>	<b>STATE AVERAGE</b>	<b>CCSF</b>
Full-time	25.3%	15.0%
Part-time	31.5%	60.9%
Noncredit	53.5%	13.8%

#### **Fall 1993 Student Load - CREDIT ONLY: CCSF Compared to the State Average**

<b>LOAD</b>	<b>STATE AVERAGE</b>	<b>CCSF</b>
Full-time	29.3%	32.3%
Part-time	70.7%	67.7%

**SOURCE:** Report on Enrollment 1990-1993; California Community Colleges, November 1994.

#### **State Definitions**

- Full-Time: Students taking 12 or more units.
- Part-Time: Students taking less than 12 units.
- Noncredit: Students taking all noncredit courses.

## *Student Status*

CCSF closely resembles the state profile in the aggregate (Credit and Noncredit combined), but there are some differences when comparing the credit enrollment student status with the statewide profile. There are fewer first time students and returning students in the credit program, and more continuing students than the state profile. Such a high percentage may be due in part to the inability of students to complete their educational goals in a timely manner. This may be because students cannot get access to the appropriate courses at the appropriate times, because they are not certain of their educational goals, or because they attend college part-time.

### **Fall 1993 Enrollment by Student Status: CCSF Compared to the State Average**

	<b>STATE AVERAGE</b>	<b>CCSF Credit</b>	<b>CCSF Noncredit</b>	<b>CCSF (Total)</b>
First Time Student	19.0%	13.2%	25.6%	19.8%
Transfer	9.3%	9.8%	2.1%	5.7%
Returning Transfer	2.7%	7.2%	2.0%	4.5%
Returning Student	11.7%	5.0%	15.6%	10.7%
Continuing Student	51.9%	61.6%	54.2%	57.6%
Unknown	5.3%	3.2%	0.5%	1.8%

**SOURCE:** Report on Enrollment 1990-1993, California Community Colleges, November 1994.

### State Definitions

- First Time:** A student enrolled in any college for the first time after high school and exclusive of summer term enrollment.
- Transfer:** A student enrolled at the reporting college for the first time, and who transferred from another institution of higher education.
- Returning Transfer:** A student who has previously attended the reporting college, transferred to another college, and has now returned to the reporting college.
- Returning Student:** A student enrolled at the reporting college after an absence of one or more regular sessions without interim attendance at another college.
- Continuing:** A student who is enrolled in the current session and who was enrolled in the previous regular session.

## *Educational Level*

The CCSF aggregates for educational level are at some variance with the state figures because of the large numbers of students enrolled in adult basic education at CCSF. When the credit program is compared to the state profile, there are fewer freshmen at CCSF than in other community colleges. There is a significantly larger number of special admit K-12 students attending CCSF in the credit mode. The number of BA holders at City College however, is proportionately the same as the statewide profile.

### Fall 1993 Enrollment by Educational Level: CCSF Compared to State Average

	STATE AVERAGE	CCSF Credit	CCSF Noncredit	CCSF (Total)
Freshman	56.2%	53.7%	15.6%	33.3%
Sophomore	13.3%	16.7%	0.0%	7.8%
AA/AS Degree	4.8%	3.5%	0.4%	1.8%
BA/BS Degree	4.8%	6.4%	1.4%	3.7%
Other	6.6%	9.8%	0.0%	4.5%
Special Admit K-12	1.8%	3.2%	0.5%	1.8%
Unknown	12.6%	6.8%	82.1%	47.1%

**SOURCE:** Report on Enrollment 1990-1993; California Community Colleges, November 1994.

#### State Definitions

- Freshman: Student with less than 30 cumulative units (45 for quarter system colleges).  
Sophomore: Students with cumulative units between 30 and 59.99 units (45 and 89.99 units for quarter system colleges).  
AA/AS: Received an Associate degree.  
BA/BS: Received a Bachelor degree or higher.  
Special Admit: Student currently enrolled in K-12.

#### **SUMMARY**

From the student data presented in this report, it is possible to sketch a picture of a typical City College student. The average credit student at City College is Asian between the ages of 20 and 24. S/he attends college part-time, and is a continuing student with less than 30 cumulative units. The average noncredit student is also Asian, over the age of 40 and a continuing student.

## STAFFING

The table below shows City College staffing by gender, ethnicity and age for Fall 1993. Several ethnic groups are underrepresented on the faculty in comparison to the ethnic composition of the student body (please refer to the enrollment table on page 3). Approximately 15% of the faculty are Asian (14% Asian / Pacific Islander and 1% Filipino) while over 42% of City College students are Asian (over 36% Asian / Pacific Islander and 6% Filipino). Hispanic / Latino faculty (8% full-time and 7.3% part-time) are also underrepresented when compared to Hispanic / Latino students at City College (18.2%).

The college's administrators are also underrepresented in some ethnic groups when compared to the ethnic distribution of the student body. For example, 29% of the administrators are Asian (23.7% Asian / Pacific Islander and 5.3% Filipino) as compared to the 42% of the student body that is Asian (36% Asian / Pacific Islander and 6% Filipino). The percentage of Hispanic / Latino administrators (13%) is also lower than the percentage of Hispanic / Latino students at City College. On the other hand, African American administrators (15.8%) are well represented when compared to the student body. City College's classified staff (both full-time and part-time) more closely resembles the student body in terms of ethnic distribution.

**City College Staffing by Gender, Ethnicity and Age: Fall 1993 (In Percentages)**

	ADMIN.	FACULTY		CLASSIFIED STAFF	
		Full-time	Hourly	Full-time	Part-time
<b>GENDER:</b>					
Female	50.0%	52.5%	49.0%	47.6%	39.8%
Male	50.0	47.4	51.0	52.4	60.2
<b>ETHNICITY:</b>					
African American	15.8	9.6	8.1	17.4	16.0
Am. Indian/Alaskan Native	0.0	20.	0.7	0.0	0.4
Asian / Pacific Islander	23.7	15.1	15.4	31.9	30.0
Filipino	5.3	2.0	1.8	13.7	5.5
Hispanic / Latino	13.1	8.9	7.2	11.4	21.9
White	42.1	62.4	66.8	25.6	27.3
<b>AGE:</b>					
Under 30	2.6	0.6	2.1	8.0	30.1
30 - 39	10.5	8.5	17.5	24.9	29.0
40 - 49	44.7	36.9	37.8	33.3	20.8
50 - 59	39.5	42.3	28.7	22.7	12.4
60 and Over	2.6	11.7	13.9	11.0	7.7

SOURCE: Report on Staffing and Salaries, Fall 1993; MIS Staff Data, Fall 1993.

**Bay Area Population (30 Mile Radius) By Ethnicity, 1990**

ETHNICITY	PERSONS 18 YEARS AND OLDER
African American	10.6%
American Indian/Alaskan Native	0.4%
Asian / Pacific Islander *	15.4%
Hispanic / Latino	11.9%
Other Non-White	0.1%
White	61.4%

SOURCE: CCC Chancellor's Office: Local Staff Availability Data (1990 Census).

\* Filipinos are included in the Asian / Pacific Islander category in the 1990 Census information.

This table shows the Bay Area population (persons 18 years and older) by ethnicity for a 30-mile radius from City College. The CCC State Chancellor's Office has designated a 30-mile radius to compare the ethnicity of a college's faculty and staff to the population which lives in the district's employee service area. The State Chancellor's Office chose this distance because most employees live within a 30-mile radius of the campus where they work.

***Statewide Comparisons***

The CCC's *Report on Staffing and Salaries, Fall 1993* provides statewide data to make comparisons between City College and other community colleges in the state. The tables on the following pages highlight staffing information for large and urban districts in California Community College system, as well as statewide averages.

The tables on page 12 provide comparisons on the ratio of students to faculty, the ratio of faculty and faculty/staff to administrators, and the number of full-time to part-time faculty for the Fall 1993 term. City College of San Francisco has the largest ratios of faculty and faculty/staff to administrators of the large and urban community college districts in the state. This means that at CCSF, there are 43 faculty members for every administrator. However, City College also has a comparatively high ratio of students to faculty members (36:1).

Gender, age and ethnicity faculty information on large and urban Community College districts is provided in the tables on pages 13 and 14. City College has a much larger percentage of full-time female faculty members than the statewide average (51% compared to 43%). City College has fewer faculty members (both full-time and part-time) under the age of 40 than the state averages. 50% of CCSF's full-time faculty belongs to the 50 and Older age group. City College has the largest percentage of Asian/Pacific Islander faculty members (both full-time and part-time) of the large and urban districts, and much larger than the statewide averages. However, the percentage of Asian/Pacific Islander faculty at CCSF is still lower than the percentage of Asian/Pacific Islander students at the college

**Large<sup>1</sup> and Urban<sup>2</sup> District Comparisons, Fall 1993**

<b>DISTRICT (# of Colleges in District)</b>	<b>RATIO OF STUDENTS TO FACULTY</b>	<b>RATIO OF FACULTY TO ADMIN.<sup>3</sup></b>	<b>RATIO OF FACULTY &amp; STAFF TO ADMIN.</b>
Coast <sup>1</sup> (3)	35:1	15:1	24:1
Contra Costa <sup>1</sup> (3)	32:1	14:1	19:1
Foothill <sup>1</sup> (2)	33:1	18:1	27:1
Los Angeles <sup>1,2</sup> (9)	33:1	24:1	38:1
Los Rios <sup>1,2</sup> (3)	32:1	22:1	32:1
North Orange <sup>1</sup> (3)	38:1	15:1	21:1
Peralta <sup>2</sup> (4)	30:1	16:1	23:1
RanchoSantiago <sup>1</sup> (2)	38:1	39:1	56:1
San Diego <sup>1,2</sup> (4)	41:1	26:1	38:1
<b>San Francisco<sup>1,2</sup> (1)</b>	<b>36:1</b>	<b>43:1</b>	<b>63:1</b>
San Jose <sup>2</sup> (2)	26:1	16:1	23:1
Sonoma <sup>1</sup> (1)	24:1	16:1	22:1

**SOURCE:** Report on Staffing and Salaries, Fall 1993; California Community Colleges, June 1994

<sup>1</sup> LARGE DISTRICTS: Districts which employ over 1,000 faculty members.

<sup>2</sup> URBAN DISTRICTS: Districts in major urban areas in California.

<sup>3</sup> RATIO OF FAC. TO ADMIN: Number of faculty includes all Full-time and Part-time employees, Counselors, Librarians and Nurses.

**Large and Urban District Comparisons, Fall 1993**

<b>DISTRICT (# of Colleges in District)</b>	<b>NUMBER OF FULL-TIME FACULTY<sup>1</sup></b>	<b>NUMBER OF PART-TIME FACULTY</b>
Coast (3)	511	925
Contra Costa (3)	460	685
Foothill (2)	568	618
Los Angeles (9)	1,740	1,467
Los Rios (3)	650	967
North Orange (3)	519	914
Peralta (4)	416	416
RanchoSantiago (2)	628	777
San Diego (4)	617	1,291
<b>San Francisco (1)</b>	<b>810</b>	<b>837</b>
San Jose (2)	252	513
Sonoma (1)	326	780

**SOURCE:** Report on Staffing and Salaries, Fall 1993; California Community Colleges, June 1994

<sup>1</sup> NUMBER OF FULL-TIME FACULTY: Full-time employees, Counselors, Librarians & Nurses.

**Large and Urban District Comparisons: Full-Time and Hourly Faculty By Gender, Fall 1993**

DISTRICT (# of Colleges in District)	GENDER			
	Male		Female	
	Full-time	Hourly	Full-time	Hourly
Coast (3)	54.7%	48.9%	42.6%	51.1%
Contra Costa (3)	60.1	52.6	39.9	47.4
Foothill (2)	53.8	48.5	46.2	51.5
Los Angeles (9)	58.5	64.1	41.5	35.9
Los Rios (3)	58.0	52.4	42.0	47.6
North Orange (3)	55.3	47.5	44.7	52.5
Peralta (4)	62.4	52.9	37.6	47.1
RanchoSantiago (2)	46.7	46.3	53.3	53.7
San Diego (4)	55.4	41.3	44.6	58.7
<b>San Francisco (1)</b>	<b>49.0</b>	<b>51.9</b>	<b>51.0</b>	<b>48.1</b>
San Jose (2)	52.0	60.5	48.0	39.5
Sonoma (1)	64.1	53.3	35.9	46.7
<b>STATEWIDE AVERAGE:</b>	<b>57.3%</b>	<b>52.9%</b>	<b>42.7%</b>	<b>47.1%</b>

SOURCE: Report on Staffing and Salaries, Fall 1993; California Community Colleges, June 1994

**Large and Urban District Comparisons: Full-time and Hourly Faculty By Age, Fall 1993**

DISTRICT	AGE									
	Under 29		30 - 39		40 - 49		50 - 59		60 and Older	
	F/T	Hourly	F/T	Hourly	F/T	Hourly	F/T	Hourly	F/T	Hourly
Coast	1.1%	4.4%	8.3%	26.5%	41.5%	36.9%	39.1%	21.4%	10.0%	10.8%
Contra Costa	2.1	4.8	16.5	23.5	33.8	36.4	35.2	24.2	12.5	11.1
Foothill	3.5	5.2	16.2	26.6	34.8	35.0	35.2	23.1	10.2	10.2
Los Angeles	0.7	3.3	7.3	19.1	32.2	29.0	38.7	27.5	21.0	21.2
Los Rios	1.8	5.4	16.2	23.9	32.5	38.9	39.7	19.4	9.8	12.4
North Orange	2.2	5.5	14.7	28.5	32.4	33.4	35.8	22.5	14.9	10.1
Peralta	0.6	5.3	5.4	26.2	24.9	37.5	43.1	22.6	26.0	8.4
RanchoSantiago	0.6	6.2	17.1	21.5	36.4	39.4	33.3	23.9	12.4	9.2
San Diego	1.5	4.7	16.1	25.0	36.6	34.1	33.5	22.4	12.2	13.8
<b>San Francisco</b>	<b>0.6</b>	<b>2.9</b>	<b>10.1</b>	<b>19.1</b>	<b>38.9</b>	<b>39.1</b>	<b>40.0</b>	<b>26.7</b>	<b>10.4</b>	<b>12.2</b>
San Jose	2.2	4.5	14.6	29.4	35.1	40.8	36.9	16.7	11.1	8.6
Sonoma	0.7	2.6	12.8	24.0	44.3	46.2	34.8	20.0	7.3	7.3
<b>STATE AVE:</b>	<b>1.5%</b>	<b>5.3%</b>	<b>13.6%</b>	<b>25.7%</b>	<b>37.4%</b>	<b>36.9%</b>	<b>35.9%</b>	<b>21.0%</b>	<b>11.5%</b>	<b>11.1%</b>

SOURCE: Report on Staffing and Salaries, Fall 1993; California Community Colleges, June 1994



**Large and Urban District Comparisons: Full-Time Faculty By Ethnicity, Fall 1993**

DISTRICT (#of Colleges in District)		ETHNICITY					
		Am.Indian / Alaskan	Asian / Pacif. Isl	African American	Filipino	Hispanic / Latino	White
Coast	(3)	0.4%	3.3%	0.9%	0.0%	4.6%	90.8%
Contra Costa	(3)	0.2	5.7	11.1	0.2	8.5	74.3
Foothill	(2)	0.7	7.6	3.7	0.0	6.1	81.8
Los Angeles	(9)	0.5	6.0	12.2	0.7	10.9	69.7
Los Rios	(3)	1.5	6.3	7.7	0.5	8.2	75.8
North Orange	(3)	1.6	5.0	1.4	0.4	5.0	86.5
Peralta	(4)	0.3	5.0	24.9	0.6	8.7	60.5
RanchoSantiago	(2)	1.2	5.9	5.0	0.3	11.5	76.0
San Diego	(4)	1.0	5.3	9.0	0.2	10.0	74.6
<b>San Francisco</b>	<b>(1)</b>	<b>2.1</b>	<b>14.0</b>	<b>8.0</b>	<b>1.5</b>	<b>8.0</b>	<b>66.4</b>
San Jose	(2)	1.3	6.2	5.8	0.0	10.2	76.4
Sonoma	(1)	1.5	2.2	1.5	0.4	3.3	91.2
<b>STATE AVERAGE:</b>		<b>1.0%</b>	<b>4.9%</b>	<b>6.0%</b>	<b>0.5%</b>	<b>8.0%</b>	<b>79.6%</b>

**SOURCE:** Report on Staffing and Salaries, Fall 1993; California Community Colleges, June 1994

**Large and Urban District Comparisons: Hourly Faculty By Ethnicity, Fall 1993**

DISTRICT (#of Colleges in District)		ETHNICITY					
		Am.Indian / Alaskan	Asian / Pacif. Isl	African American	Filipino	Hispanic / Latino	White
Coast	(3)	0.5%	5.0%	1.4%	0.3%	5.7%	87.0%
Contra Costa	(3)	0.3	4.7	6.6	0.4	3.6	84.4
Foothill	(2)	0.3	6.0	2.9	0.0	2.6	88.2
Los Angeles	(9)	0.6	8.3	10.2	0.8	8.3	71.9
Los Rios	(3)	1.1	4.6	3.9	0.2	5.4	84.8
North Orange	(3)	0.3	4.7	1.5	0.4	6.3	86.7
Peralta	(4)	1.9	7.0	17.1	1.9	6.5	65.6
RanchoSantiago	(2)	1.0	5.5	1.9	0.1	12.2	79.2
San Diego	(4)	0.5	2.9	6.2	0.5	7.6	82.3
<b>San Francisco</b>	<b>(1)</b>	<b>0.5</b>	<b>14.3</b>	<b>7.8</b>	<b>1.9</b>	<b>7.3</b>	<b>68.0</b>
San Jose	(2)	0.6	4.9	5.1	0.4	8.2	80.9
Sonoma	(1)	1.2	1.2	0.9	0.0	2.6	94.2
<b>STATE AVERAGE:</b>		<b>0.8%</b>	<b>4.6%</b>	<b>4.0%</b>	<b>0.5%</b>	<b>6.4%</b>	<b>83.7%</b>

**SOURCE:** Report on Staffing and Salaries, Fall 1993; California Community Colleges, June 1994



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