

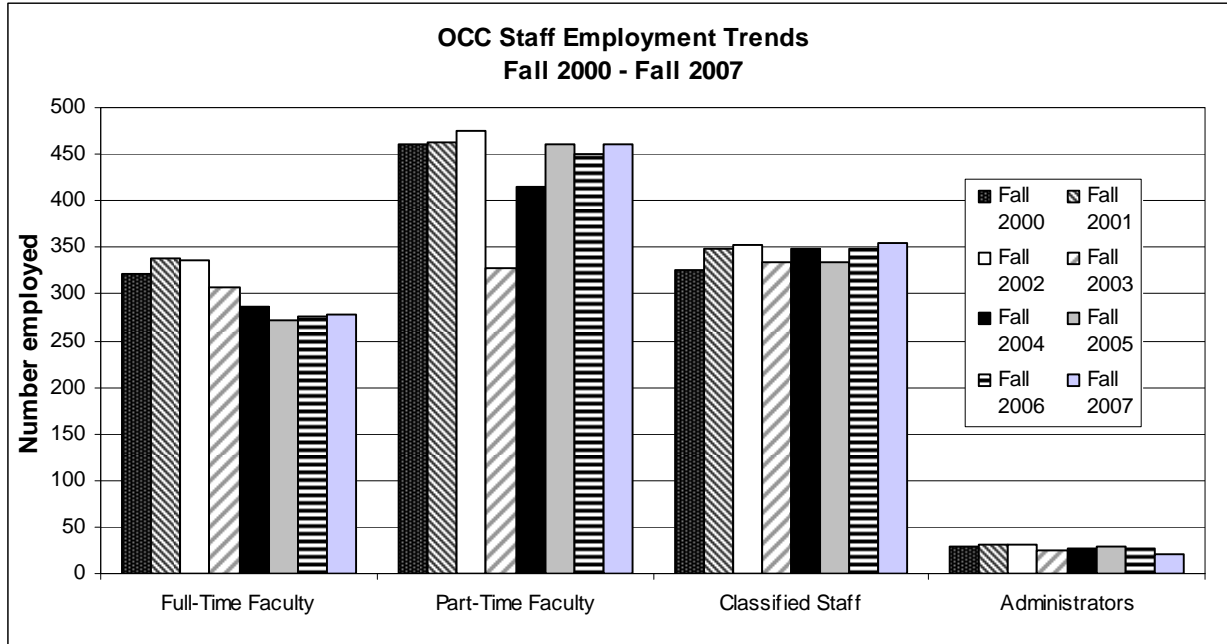
Employee Data

***Atlas
2007-2008***



OCC Staffing Trends

From Fall 2000 through Fall 2002 there was an overall increase in the number of full-time faculty, part-time faculty, classified staff, and administrators at OCC. However, there was a decrease in the number of all OCC staff employees in Fall 2003. In Fall 2004, part-time faculty and classified staff showed increases in headcount which have maintained through Fall 2007. Starting Fall 2006 and continuing through Fall 2007, slight increases have been observed in full-time faculty. These figures only represent headcounts. These figures are a snapshot that represents 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 headcount 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										
Number	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Comparison: 2000-2007	
									# Change (2000 to 2007)	% Change (2000 to 2007)
Full-Time Faculty	322	339	336	308	287	271	276	279	-43	-13%
Part-Time Faculty	461	462	475	328	414	461	451	461	0	0%
Classified Staff	325	348	353	335	349	333	349	355	30	9%
Administrators	30	31	31	25	26	29	28	21	-9	-30%
Total	1,138	1,180	1,195	996	1,076	1,094	1,104	1,116	-22	-2%

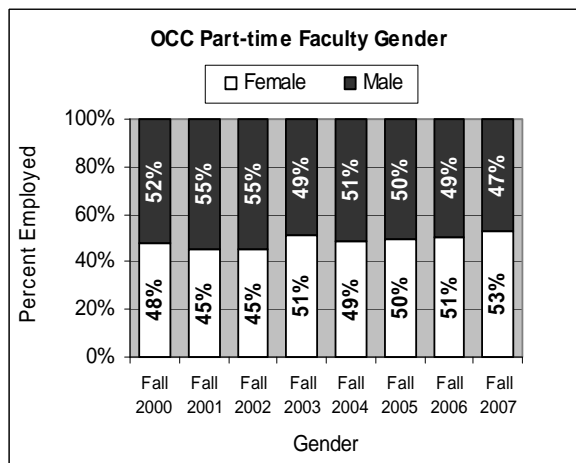
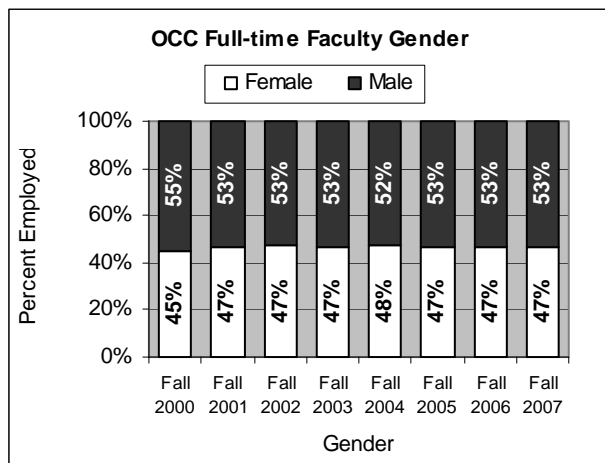
Source: OCC MIS Staff Data, Fall 2000-Fall 2007

NOTE 1: Figures represent total number of employees as of October 15th of the stated year.

NOTE 2: Classified staff figures include full-time classified, part-time classified and classified management/supervisory.

Gender – OCC Faculty

A higher percentage of men comprise both full- and part-time faculty. Among full-time faculty, there has been an increase in the percent of females from 45% in Fall 2000 to 47% in Fall 2007. Among part-time faculty, the percent of females has fluctuated slightly but did show an increase through Fall 2007 as females became a slight majority (53%).



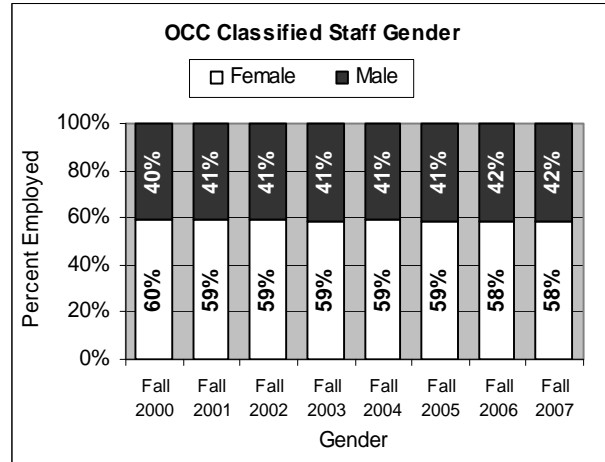
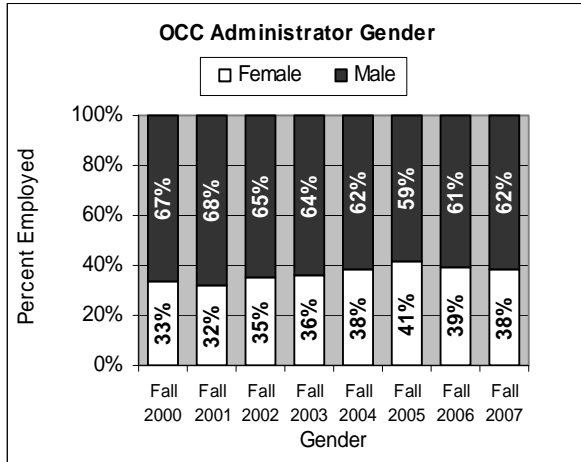
OCC Staff Gender								
Fall 2000 - Fall 2007								
Number	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Full-time Faculty								
Female	145	159	159	144	137	127	129	130
Male	177	180	177	164	150	144	147	149
Total	322	339	336	308	287	271	276	279
Part-time Faculty								
Female	222	210	215	167	203	229	229	244
Male	239	252	260	161	211	232	222	217
Total	461	462	475	328	414	461	451	461
Percent	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Full-time Faculty								
Female	45%	47%	47%	47%	48%	47%	47%	47%
Male	55%	53%	53%	53%	52%	53%	53%	53%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Part-time Faculty								
Female	48%	45%	45%	51%	49%	50%	51%	53%
Male	52%	55%	55%	49%	51%	50%	49%	47%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: OCC MIS Staff Data, Fall 2000-Fall 2007

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

Gender – OCC Administrators and Classified Staff

While more men than women are administrators, the reverse holds true for classified staff. The male and female distribution of classified staff has remained fairly stable over the past five years. Classified staff, on the other hand, has seen a gradual increase of males. Only 40% of classified staff were male in Fall 2000 compared to 42% in Fall 2007. The percentage of female administrators has been increasing since Fall 2002 (35%) reaching a high of 41% in Fall 2005.



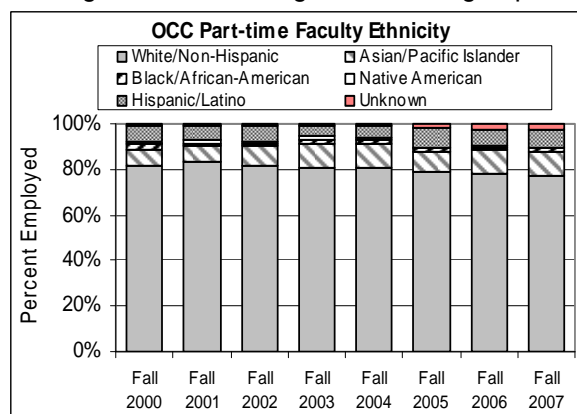
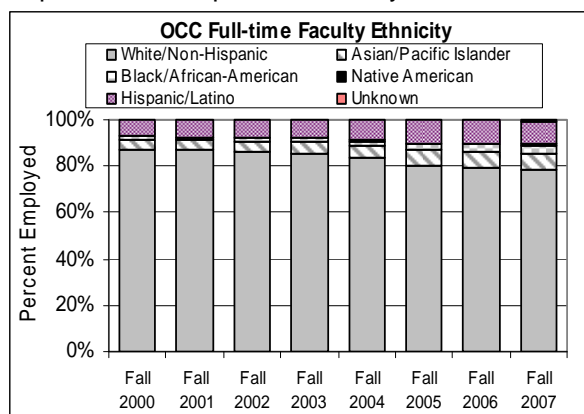
OCC Staff Gender Fall 2000 - Fall 2007								
Number	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Administrators								
Female	10	10	11	9	10	12	11	8
Male	20	21	20	16	16	17	17	13
Total	30	31	31	25	26	29	28	21
Classified Staff								
Female	194	206	210	197	207	196	203	207
Male	131	142	143	138	142	137	146	148
Total	325	348	353	335	349	333	349	355
Percent	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Administrators								
Female	33%	32%	35%	36%	38%	41%	39%	38%
Male	67%	68%	65%	64%	62%	59%	61%	62%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Classified Staff								
Female	60%	59%	59%	59%	59%	59%	58%	58%
Male	40%	41%	41%	41%	41%	41%	42%	42%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: OCC MIS Staff Data, Fall 2000-Fall 2007

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

Ethnicity – OCC Faculty

Since 2000, the full- and part-time faculty has become more diverse. The percentage of White/Non-Hispanic full- and part-time faculty has decreased, allowing increases among other ethnic groups.



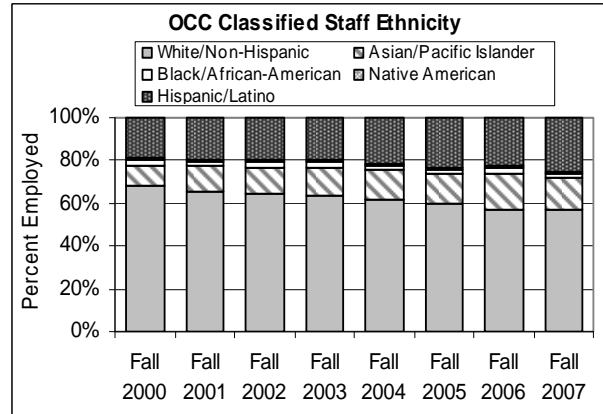
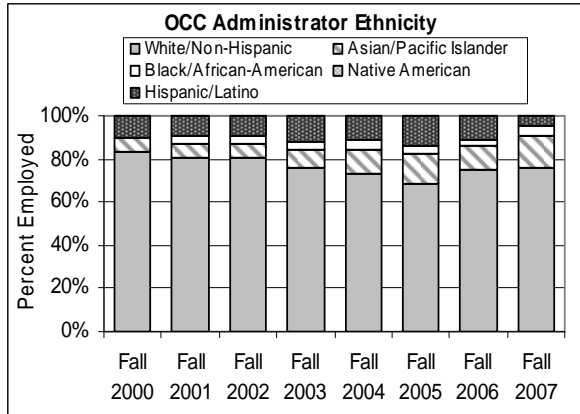
OCC Staff Ethnicity Fall 2000 - Fall 2007								
Number	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Full-time Faculty								
White/Non-Hispanic	280	295	289	262	239	218	218	219
Asian/Pacific Islander	14	14	15	16	16	19	21	20
Black/African-American	5	5	5	5	6	6	8	9
Native American	0	0	0	0	1	1	1	1
Hispanic/Latino	23	24	26	24	24	26	27	28
Unknown	0	1	1	1	1	1	1	2
Total	322	339	336	308	287	271	276	279
Part-time Faculty								
White/Non-Hispanic	377	384	388	266	335	365	352	356
Asian/Pacific Islander	33	34	40	32	44	40	46	50
Black/African-American	9	4	6	6	5	6	5	5
Native American	7	6	5	6	6	3	4	1
Hispanic/Latino	32	31	33	16	22	38	31	38
Unknown	3	3	3	2	2	9	13	11
Total	461	462	475	328	414	461	451	461
Percent	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Full-time Faculty								
White/Non-Hispanic	87%	87%	86%	85%	83%	80%	79%	78%
Asian/Pacific Islander	4%	4%	4%	5%	6%	7%	8%	7%
Black/African-American	2%	1%	1%	2%	2%	2%	3%	3%
Native American	0%	0%	0%	0%	0%	0%	0%	0%
Hispanic/Latino	7%	7%	8%	8%	8%	10%	10%	10%
Unknown	0%	0%	0%	0%	0%	0%	0%	1%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Part-time Faculty								
White/Non-Hispanic	82%	83%	82%	81%	81%	79%	78%	77%
Asian/Pacific Islander	7%	7%	8%	10%	11%	9%	10%	11%
Black/African-American	2%	1%	1%	2%	1%	1%	1%	1%
Native American	2%	1%	1%	2%	1%	1%	1%	0%
Hispanic/Latino	7%	7%	7%	5%	5%	8%	7%	8%
Unknown	1%	1%	1%	1%	0%	2%	3%	2%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: OCC MIS Staff Data, Fall 2000-Fall 2007

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

Ethnicity – OCC Administrators and Classified Staff

The composition of administrators has become more diverse as the number in the White/Non-Hispanic group has declined since Fall 2000. The percentage of White/Non-Hispanic classified staff has also decreased, while growth has occurred among other ethnic groups. In Fall 2000, 83% of administrators were Caucasian compared to 76% in Fall 2007. Similar trends are observed for classified staff with 68% Caucasian in Fall 2000 compared to 57% in Fall 2007.



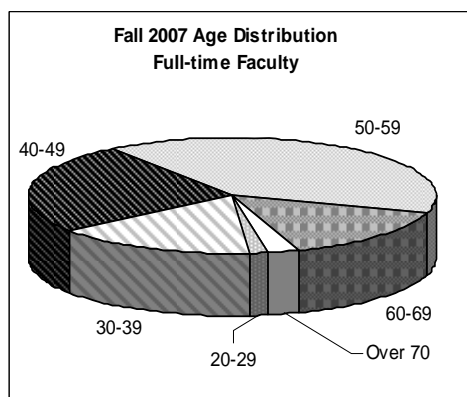
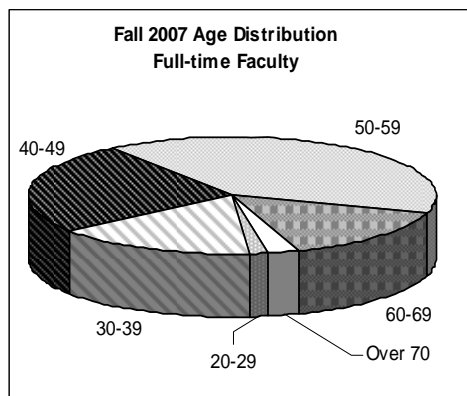
OCC Administrators and Classified Staff Ethnicity								
Fall 2000 - Fall 2006								
Number	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Administrators								
White/Non-Hispanic	25	25	25	19	19	20	21	16
Asian/Pacific Islander	2	2	2	2	3	4	3	3
Black/African-American	0	1	1	1	1	1	1	1
Native American	0	0	0	0	0	0	0	0
Hispanic/Latino	3	3	3	3	3	4	3	1
Total	30	31	31	25	26	29	28	21
Classified Staff								
White/Non-Hispanic	222	229	227	212	215	198	198	201
Asian/Pacific Islander	31	40	44	44	50	49	57	52
Black/African-American	8	9	11	9	7	6	9	8
Native American	2	2	1	3	3	3	3	3
Hispanic/Latino	62	68	70	67	74	77	78	88
Total	325	348	353	335	349	333	345	352
Percent	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Administrators								
White/Non-Hispanic	83%	81%	81%	76%	73%	69%	75%	76%
Asian/Pacific Islander	7%	6%	6%	8%	12%	14%	11%	14%
Black/African-American	0%	3%	3%	4%	4%	3%	4%	5%
Native American	0%	0%	0%	0%	0%	0%	0%	0%
Hispanic/Latino	10%	10%	10%	12%	12%	14%	11%	5%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Classified Staff								
White/Non-Hispanic	68%	66%	64%	63%	62%	59%	57%	57%
Asian/Pacific Islander	10%	11%	12%	13%	14%	15%	17%	15%
Black/African-American	2%	3%	3%	3%	2%	2%	3%	2%
Native American	1%	1%	0%	1%	1%	1%	1%	1%
Hispanic/Latino	19%	20%	20%	20%	21%	23%	23%	25%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: OCC MIS Staff Data, Fall 2000-Fall 2007

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

Age – OCC Faculty

The percent OCC's full-time faculty under 40 has increased, those between 40-49 and those over 60 have remained fairly stable, and those 50-59 have decreased since Fall 2000. The percent of OCC's part-time faculty under 40 has also increased, those between 40-49 have decreased, those between 50-59 and 60-69 have increased.



Ages of Full-time Faculty								
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Number								
20-29	1	4	4	4	3	2	3	4
30-39	40	43	42	36	38	36	42	45
40-49	79	78	72	70	74	73	69	70
50-59	143	144	148	136	125	114	110	111
60-69	49	59	55	55	43	40	45	42
Over 70	10	9	12	7	4	6	7	7
Unknown	0	2	3	0	0	0	0	0
Total	322	339	336	308	287	271	276	279
Percent								
20-29	0%	1%	1%	1%	1%	1%	1%	1%
30-39	12%	13%	13%	12%	13%	13%	15%	16%
40-49	25%	23%	21%	23%	26%	27%	25%	25%
50-59	44%	42%	44%	44%	44%	42%	40%	40%
60-69	15%	17%	16%	18%	15%	15%	16%	15%
Over 70	3%	3%	4%	2%	1%	2%	3%	3%
Unknown	0%	1%	1%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
Ages of Part-time Faculty								
	Fall 2000	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005	Fall 2006	Fall 2007
Number								
20-29	27	25	34	22	44	49	41	59
30-39	93	95	87	67	82	98	110	105
40-49	140	142	143	98	123	105	101	108
50-59	128	124	131	88	100	118	111	109
60-69	51	56	49	39	51	75	70	71
Over 70	15	13	17	14	14	16	18	9
Unknown	7	7	14	0	0	0	0	0
Total	461	462	475	328	414	461	451	461
Percent								
20-29	6%	5%	7%	7%	11%	11%	9%	13%
30-39	20%	21%	18%	20%	20%	21%	24%	23%
40-49	30%	31%	30%	30%	30%	23%	22%	23%
50-59	28%	27%	28%	27%	24%	26%	25%	24%
60-69	11%	12%	10%	12%	12%	16%	16%	15%
Over 70	3%	3%	4%	4%	3%	3%	4%	2%
Unknown	2%	2%	3%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Source: OCC MIS Staff Data, Fall 2000-Fall 2007

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