

VII. EMPLOYEE DATA

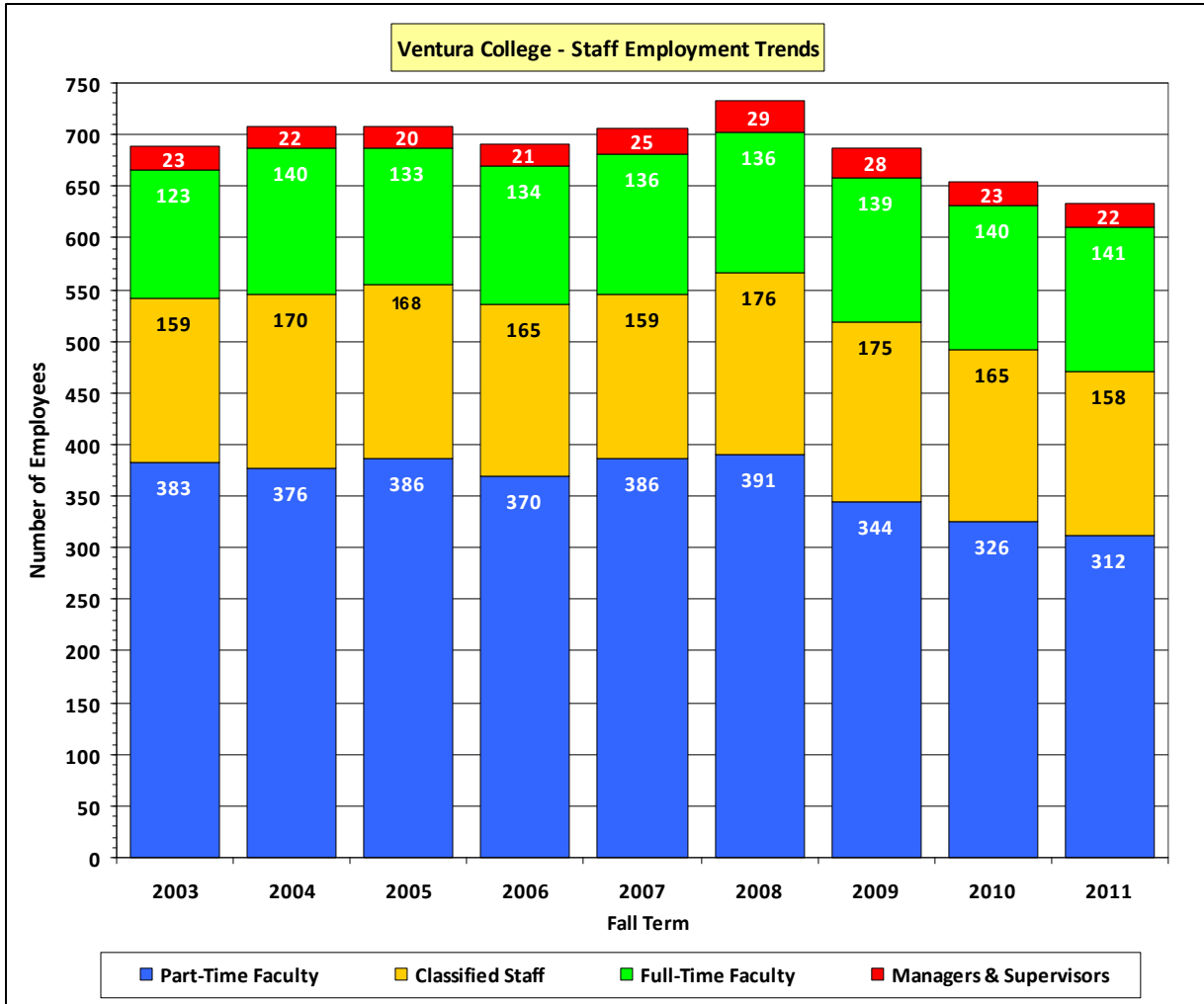
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A. Staffing by Employee Category

Since fall 2008, the total number of Ventura College employees has fallen from 732 to 633 (fall 2011); a loss of 99 individuals, or 13.5% of the college workforce. Of the four employee groups identified in the table below, only Full-Time Faculty have experienced a *growth* in ranks: from 136 in fall 2008 to 141 in fall 2011. During that period, Classified Staff *decreased* by 10%, Part-Time Faculty ranks were *reduced* by 20%, and the number of Managers and Supervisors went from 29 to 22, a *reduction* of 24%.



Ventura College – Staff Employment Trends									
Fall Terms: 2003 through 2011									
Employee Category	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty	123	140	133	134	136	136	139	140	141
Part-Time Faculty	383	376	386	370	386	391	344	326	312
Classified Staff	159	170	168	165	159	176	175	165	158
Managers & Supervisors	23	22	20	21	25	29	28	23	22
Total	688	708	707	690	706	732	686	654	633

Source: VCCCD – District Institutional Research, Internal Reports
 Ventura College – Office of Research and Evaluation

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B-1. Gender – Faculty

Full-Time Faculty

Over the **nine** fall terms detailed in the table below, gender ratios for Full-Time Faculty have fluctuated between **54.5 / 45.6** (female / male) in fall 2008 and **50.4 / 49.6** in fall 2003 and fall 2011.

In the last two fall terms (**2010** and **2011**), the gender ratios for Full-Time Faculty were close to **50 / 50**.

Part-Time Faculty

Gender ratios for Part-Time Faculty have generally favored males by a few percentage points up to 10 percentage points in fall 2003.

In the last two fall terms (**2010** and **2011**), Part-Time Faculty gender ratios were slightly more equitable: **50.0 / 50.0** in fall 2010 and **48.4 / 51.6** in fall 2011.

Ventura College – Faculty by Gender									
Fall Terms: 2003 through 2011									
Number by Gender	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty									
Female	62	71	69	72	N/A	74	71	71	71
Male	61	69	64	62	N/A	62	68	69	70
Total	123	140	133	134	136	136	139	140	141
Part-Time Faculty									
Female	170	173	195	480	N/A	187	164	163	151
Male	213	203	191	190	N/A	204	180	163	161
Total	383	376	386	370	386	391	344	326	312
Percent by Gender	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty									
Female	50.4%	50.7%	51.9%	53.7%	---	54.4%	51.1%	50.7%	50.4%
Male	49.6%	49.3%	48.1%	46.3%	---	45.6%	48.9%	49.3%	49.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Part-Time Faculty									
Female	44.4%	46.0%	50.5%	48.6%	---	47.8%	47.7%	50.0%	48.4%
Male	55.6%	54.0%	49.5%	51.4%	---	52.2%	52.3%	50.0%	51.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: VCCCD – District Institutional Research, Internal Reports
Ventura College – Office of Research and Evaluation

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B-2. Gender – Managers/Supervisors and Classified

Managers/Supervisors

Over the **nine** fall terms detailed in the table below, gender ratios for Managers and Supervisors have fluctuated between **45.5 / 54.5** (female / male) in fall 2011 and **55.0 / 45.0** in fall 2005.

In the last two fall terms (**2010** and **2011**), the gender ratios for Managers and Supervisors favored males by 4.5 percentage points in 2010 and 10.0 percentage points in 2011.

Classified Staff

Gender ratios for Classified Staff have favored females throughout the **nine** fall terms.

In the last two fall terms (**2010** and **2011**), Classified Staff gender ratios were in the **60.6 / 39.4** in fall 2010 and **62.0 / 38.0** in fall 2011.

Ventura College – Managers/Supervisors and Classified by Gender									
Fall Terms: 2003 through 2011									
Number by Gender	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Managers/Supervisors									
Female	12	11	11	11	N/A	14	14	11	10
Male	11	11	9	10	N/A	15	14	12	12
Total	23	22	20	21	25	29	28	23	22
Classified									
Female	103	108	105	102	N/A	115	113	100	98
Male	56	62	63	63	N/A	61	62	65	60
Total	159	170	168	165	159	176	175	165	158
Percent by Gender	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Managers/Supervisors									
Female	52.2%	50.0%	55.0%	52.4%	---	48.3%	50.0%	47.8%	45.5%
Male	47.8%	50.0%	45.0%	47.6%	---	51.7%	50.0%	52.2%	54.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Classified									
Female	64.8%	63.5%	62.5%	61.8%	---	65.3%	64.6%	60.6%	62.0%
Male	35.2%	36.5%	37.5%	38.2%	---	34.7%	35.4%	39.4%	38.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: VCCCD – District Institutional Research, Internal Reports
Ventura College – Office of Research and Evaluation

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C-1. Ethnicity – Faculty

Over the **nine** fall terms, the ethnic majority of both the **Full-Time** and the **Part-Time** faculties has been White. In **fall 2011**, Whites accounted for **65%** of the **Full-Time Faculty** and **73%** of **Part-Timers**.

Ventura College – Faculty by Ethnic Group									
Fall Terms: 2003 through 2011									
Number by Ethnic Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty									
Asian / Pacific Islander	10	10	9	9	N/A	9	10	11	12
Black – African/American	6	7	7	7	N/A	6	5	5	7
Hispanic	21	25	24	24	N/A	23	23	23	24
Native American	1	1	1	1	N/A	1	1	1	1
White	84	94	89	89	N/A	90	94	94	91
Other	0	0	0	0	N/A	1	0	0	0
Unreported	1	3	3	6	N/A	6	6	6	6
Total	123	140	133	134	136	136	139	140	141
Part-Time Faculty									
Asian / Pacific Islander	16	17	23	16	N/A	16	17	14	10
Black – African/American	9	11	13	11	N/A	13	8	8	7
Hispanic	44	43	43	44	N/A	46	39	34	33
Native American	3	1	2	3	N/A	1	0	1	1
White	270	266	262	251	N/A	261	236	229	227
Other	5	2	3	4	N/A	2	0	0	0
Unreported	36	36	40	41	N/A	52	44	40	34
Total	383	376	386	370	386	391	344	326	312
Percent by Ethnic Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty									
Asian / Pacific Islander	8.1%	7.1%	6.8%	6.7%	---	6.6%	7.2%	7.9%	8.5%
Black – African/American	4.9%	5.0%	5.3%	5.2%	---	4.4%	3.6%	3.6%	5.0%
Hispanic	17.1%	17.9%	18.0%	17.9%	---	16.9%	16.5%	16.4%	17.0%
Native American	0.8%	0.7%	0.8%	0.7%	---	0.7%	0.7%	0.7%	0.7%
White	68.3%	67.1%	66.9%	66.4%	---	66.2%	67.6%	67.1%	64.5%
Other	0.0%	0.0%	0.0%	0.7%	---	0.7%	0.0%	0.0%	0.0%
Unreported	0.8%	2.1%	2.3%	2.2%	---	4.4%	4.3%	4.3%	4.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Part-Time Faculty									
Asian / Pacific Islander	4.2%	4.5%	6.0%	4.3%	---	4.1%	4.9%	4.3%	3.2%
Black – African/American	2.3%	2.9%	3.4%	3.0%	---	3.3%	2.3%	2.5%	2.2%
Hispanic	11.5%	11.4%	11.1%	11.9%	---	11.8%	11.3%	10.4%	10.6%
Native American	0.8%	0.3%	0.5%	0.8%	---	0.3%	0.0%	0.3%	0.3%
White	70.5%	70.7%	67.9%	67.8%	---	66.8%	68.6%	70.2%	72.8%
Other	1.3%	0.5%	0.8%	1.1%	---	0.5%	0.0%	0.0%	0.0%
Unreported	9.4%	9.6%	10.4%	11.1%	---	13.3%	12.8%	12.3%	10.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: VCCCD – District Institutional Research, Internal Reports
Ventura College – Office of Research and Evaluation

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C-2. Ethnicity – Managers/Supervisors and Classified

In fall 2011, Managers/Supervisors were predominately White (64%) or Hispanic (32%). For Classified Staff in fall 2011, the ethnic groups with the highest representation were Whites (48%) and Hispanics (36%).

Ventura College – Managers/Supervisors and Classified by Ethnic Group									
Fall Terms: 2003 through 2011									
Number by Ethnic Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Managers/Supervisors									
Asian / Pacific Islander	0	0	0	0	N/A	1	0	0	0
Black – African/American	0	0	0	0	N/A	0	0	0	0
Hispanic	6	3	4	4	N/A	6	7	7	7
Native American	1	1	1	1	N/A	1	1	1	1
White	16	18	15	16	N/A	19	18	14	14
Other	0	0	0	0	N/A	0	0	0	0
Unreported	0	0	0	0	N/A	2	2	1	0
Total	23	22	20	21	25	29	28	23	22
Classified									
Asian / Pacific Islander	8	9	10	10	N/A	8	7	8	7
Black – African/American	3	3	4	4	N/A	3	2	3	4
Hispanic	46	51	48	48	N/A	54	55	58	56
Native American	6	6	6	5	N/A	5	5	5	4
White	95	97	95	91	N/A	88	91	78	75
Other	0	1	1	1	N/A	2	0	0	0
Unreported	1	3	4	6	N/A	16	15	13	12
Total	159	170	168	165	159	176	175	165	158
Percent by Ethnic Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Managers/Supervisors									
Asian / Pacific Islander	0.05	0.0%	0.0%	0.0%	---	3.4%	0.0%	0.0%	0.0%
Black – African/American	0.0%	0.0%	0.05	0.0%	---	0.0%	0.0%	0.0%	0.0%
Hispanic	26.1%	13.6%	20.0%	19.0%	---	3.4%	25.05	30.4%	31.8%
Native American	4.3%	4.5%	5.0%	4.85	---	20.7%	3.6%	4.4%	4.6%
White	69.6%	81.8%	75.0%	76.2%	---	65.5%	64.3%	60.9%	63.6%
Other	0.0%	0.0%	0.0%	0.0%	---	0.0%	0.0%	0.0%	0.0%
Unreported	0.0%	0.0%	0.0%	0.0%	---	6.9%	7.1%	4.3%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Classified									
Asian / Pacific Islander	5.0%	5.3%	6.0%	6.1%	---	4.5%	4.0%	4.8%	4.4%
Black – African/American	1.9%	1.8%	2.45	2.4%	---	1.7%	1.1%	1.85	2.5%
Hispanic	28.9%	30.0%	28.6%	29.1%	---	30.7%	31.4%	35.2%	35.5%
Native American	3.8%	3.5%	3.6%	3.0%	---	2.8%	2.9%	3.0%	2.5%
White	59.7%	57.1%	56.5%	55.2%	---	50.0%	52.0%	47.3%	47.5%
Other	0.0%	0.6%	0.6%	0.6%	---	1.1%	0.0%	0.0%	0.0%
Unreported	0.6%	1.8%	2.4%	3.6%	---	1.1%	0.0%	7.9%	7.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: VCCCD – District Institutional Research, Internal Reports
Ventura College – Office of Research and Evaluation

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D-1. Age Group – Faculty

In fall 2011, 77% of Full-Time Faculty were between the ages of 40 and 64. The majority of Part-Time Faculty (71%) in fall 2011 was 50 years of age or older.

Ventura College – Faculty by Age Group									
Fall Terms: 2003 through 2011									
Age in Years Number by Age Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty									
29 or younger	0	2	2	4	N/A	2	5	2	1
30 to 39	8	11	11	10	N/A	15	17	22	23
40 to 49	33	36	37	34	N/A	33	29	25	31
50 to 59	64	66	62	62	N/A	54	51	50	48
60 to 64	13	19	15	18	N/A	22	27	31	29
65 or older	5	6	6	6	N/A	10	10	10	9
Total	123	140	133	134	136	136	139	140	141
Part-Time Faculty									
29 or younger	16	7	19	13	N/A	13	11	9	7
30 to 39	49	48	51	45	N/A	42	37	22	26
40 to 49	98	84	85	81	N/A	62	63	67	58
50 to 59	131	153	134	138	N/A	143	115	111	96
60 to 64	45	43	52	50	N/A	70	53	53	62
65 or older	44	41	45	43	N/A	61	65	64	63
Total	383	376	386	370	386	391	344	326	312
Age in Years Percent by Age Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Full-Time Faculty									
29 or younger	0.0%	1.4%	1.5%	3.0%	---	1.5%	3.6%	1.5%	0.7%
30 to 39	6.55	7.9%	8.3%	7.5%	---	11.0%	12.2%	15.7%	16.3%
40 to 49	26.85	25.7%	27.85	25.4%	---	24.3%	20.9%	17.9%	22.0%
50 to 59	52.0%	47.1%	46.6%	46.3%	---	39.7%	36.7%	35.7%	34.0%
60 to 64	10.6%	13.6%	11.3%	13.4%	---	16.2%	19.4%	22.1%	20.6%
65 or older	4.1%	4.3%	4.5%	4.5%	---	7.4%	7.2%	7.1%	6.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Part-Time Faculty									
29 or younger	4.2%	1.9%	4.9%	3.5%	---	3.3%	3.2%	2.8%	2.2%
30 to 39	12.8%	12.8%	13.2%	12.2%	---	3.3%	10.8%	6.7%	8.3%
40 to 49	25.6%	22.3%	22.0%	21.9%	---	10.7%	18.3%	20.5%	18.6%
50 to 59	34.2%	40.7%	34.7%	37.3%	---	15.9%	33.4%	34.1%	30.8%
60 to 64	11.7%	11.4%	13.5%	13.5%	---	36.6%	15.4%	16.3%	19.9%
65 or older	11.5%	10.9%	11.7%	11.6%	---	17.9%	18.9%	19.6%	20.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: VCCCD – District Institutional Research, Internal Reports
Ventura College – Office of Research and Evaluation

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D-2. Age Group – Managers/Supervisors and Classified

In fall 2011, 68% of Managers and Supervisors were between 40 and 59 years of age. The majority of Classified Staff (61%) in fall 2011 were in the 40 to 59 year age range.

Ventura College – Managers/Supervisors and Classified by Age Group									
Fall Terms: 2003 through 2011									
Age in Years Number by Age Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Managers/Supervisors									
29 or younger	0	0	0	0	N/A	0	0	0	0
30 to 39	2	1	0	0	N/A	1	1	2	1
40 to 49	4	5	3	2	N/A	6	8	5	5
50 to 59	16	15	15	14	N/A	12	12	11	10
60 to 64	1	1	2	4	N/A	8	5	4	4
65 or older	0	0	0	1	N/A	2	2	1	2
Total	23	22	20	21	25	29	28	23	22
Classified									
29 or younger	5	10	6	8	N/A	13	14	14	14
30 to 39	23	22	23	16	N/A	30	32	28	23
40 to 49	52	50	52	54	N/A	43	36	34	33
50 to 59	63	68	68	62	N/A	67	66	62	64
60 to 64	12	14	13	19	N/A	18	22	24	17
65 or older	4	6	6	6	N/A	5	5	3	7
Total	159	170	168	165	159	176	175	165	158
Age in Years Percent by Age Group	Fall Term								
	2003	2004	2005	2006	2007	2008	2009	2010	2011
Managers/Supervisors									
29 or younger	0.0%	0.0%	0.0%	0.0%	---	3.4%	0.0%	0.0%	0.0%
30 to 39	8.7%	4.5%	0.0%	0.0%	---	20.7%	3.6%	8.7%	4.6%
40 to 49	17.4%	22.7%	15.0%	9.5%	---	41.4%	28.6%	21.7%	22.7%
50 to 59	69.6%	68.2%	75.0%	66.7%	---	41.4%	42.9%	47.8%	45.4%
60 to 64	4.3%	4.5%	10.0%	19.0%	---	27.6%	17.9%	17.4%	18.2%
65 or older	0.0%	0.0%	0.0%	4.8%	---	6.9%	7.1%	4.4%	9.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Classified									
29 or younger	3.1%	5.9%	3.6%	4.8%	---	7.4%	8.0%	8.5%	8.8%
30 to 39	14.5%	12.9%	13.7%	9.7%	---	17.0%	18.3%	17.0%	14.6%
40 to 49	32.7%	29.4%	31.0%	32.7%	---	24.4%	20.6%	20.6%	20.9%
50 to 59	39.6%	40.0%	40.5%	37.6%	---	38.1%	37.7%	37.6%	40.5%
60 to 64	7.5%	8.2%	7.7%	11.5%	---	10.2%	12.6%	14.5%	10.8%
65 or older	2.5%	3.5%	3.6%	3.6%	---	2.8%	2.9%	1.8%	4.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: VCCCD – District Institutional Research, Internal Reports
Ventura College – Office of Research and Evaluation