OVERVIEW AND DEMOGRAPHICS

GENERAL COMMENTS

Las Positas College is one of two separately accredited colleges in the Chabot-Las Positas Community College District. Las Positas College principally serves citizens from the communities of Dublin, Livermore, and Pleasanton, and several unincorporated areas including Sunol and North Livermore. Chabot College, located in Hayward, serves the western portion of the district, which includes the communities of Ashland, Castro Valley, Cherryland, Fairview, Hayward, San Leandro, San Lorenzo, and Union City.

Three community college districts- Contra Costa Community College District, Peralta Community College District, and Ohlone Community College District—flank the Chabot-Las Positas Community College District to the north and south.

This report includes data published by various city, county, regional, state, and national sources, as well as data from our district Institutional Database. Much of the data comes from the Association of Bay Area Government (ABAG) research unit 2005 Projections. This report includes data through 2015 in most cases. Data from Census 2000 as well as from the CCBenefits Strategic Planner Tool were also used. Student data comes from the Institutional Research Data Base and data on staff comes from the Employee Data File.

The college began as an extension center of Chabot College in 1963, offering 24 classes and enrolling 820 students at Livermore High School and two other sites. By 1965, the program had expanded and moved to Granada High School in Livermore; it subsequently grew to include Amador and Dublin High Schools as well. The district purchased the 147 acre Livermore site that same year, intending to develop a comprehensive community college. However, in 1970 and again in 1972, bond issues to build the rural college failed -despite the Tri-Valley voters' overwhelming support- because the district 's largest voting population lived outside the service area for the proposed college. Lacking funds to develop a comprehensive community college, the Board of Trustees voted to develop a small education center at the Livermore site. On March 31, 1975, "Valley Campus" opened as the Livermore Education Center of Chabot College.

Las Positas College has since developed into a fully accredited, comprehensive institution. In 1988, the college was designated by the Board of Governors to be an independent college. Las Positas College received full accreditation on January 7, 1991, from the Accrediting Commission of Community and Junior Colleges of the Western Association of Schools and Colleges. Accreditation was reaffirmed in 1997 and 2003.

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As of 2008, LPC offers 21 Associate of Arts degrees, 17 Associate of Science degrees, and 46 certificate programs. A majority of our courses transfer, as well. In addition, the college offers community education course geared toward personal development.

On March 2, 2004, Alameda County voters and those Contra Costa County voters within the district's boundaries approved Measure B, the $498 million dollar Chabot-Las Positas Community College District capital improvement (construction) bond, which provided the college with $217 million dollars. The college has been fully engaged in the process of designing and building new facilities, redesigning older facilities, and building programs and services to fill these spaces to meet the needs of students and the community.

OVERVIEW OF TRI-VALLEY AREA

POPULATION

Table 1 displays projected populations increases to 2015 [source: Association of Bay Area Governments (ABAG)]. Generally, the Las Positas College service and surrounding areas will experience large increases in total population. Both Alameda and nearby Contra Costa counties are expected to experience 8% increases in population between 2005 and 2015. However, the Las Positas College service area will have a more accelerated increase in population. Combined, the sub-regional areas of Dublin, Livermore, and Pleasanton will experience a nearly 20% increase in population in just 10 years. Dublin will have the largest increase with 16,300 or 40% new residents. Livermore will have a gain of 12,200 or 16% new residents. Pleasanton is projected to add 8,300 residents, which is a 12% increase in population.

The adjacent area of Danville is expected to add only 1000 new residents, or 2%. San Ramon's increase will be much larger, adding 12,201 or 23% new residents.

Although projections were revised down in 2005, the Tri-Valley continues to grow in the number of residents and businesses. The pace of that growth may ebb and flow, but Las Positas College serves an ever-increasing number of residents and businesses seeking trained workers, and it strives to accommodate that growth.

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TABLE 1: PROJECTED TOTAL POPULATION 2005-2015

	2005	2010	2015	# Change from 2005	% Change from 2005
County					
Alameda County	1,517,100	1,584,500	1,648,800	131,700	8%
Contra Costa County	1,016,300	1,055600	1,102,300	86,000	8%
Subregional Study Area					
Dublin	40,700	50,000	57,000	16,300	40%
Livermore	78,000	84,300	90,200	12,200	16%
Pleasanton	68,200	72,600	76,500	8,300	12%
Adjacent Service Area					
Danville	43,100	43,400	44,100	1000	2%
San Ramon	52,200	58,700	64,400	12,201	23%

Source: Association of Bay Area Governments (ABAG) Projections 2005

Race/Ethnicity

Table 2 shows the population of the state, county, and service-area cities based upon Census 2000 figures. The Census 2000 Race/Ethnicity categories were different from previous census collections. For the first time, respondents were able to choose more than one race to identify themselves. Additionally, for the purpose of this table, Hispanic or Latino is not considered a racial category. Being of Hispanic or Latino origin is considered an ethnicity that does not indicate any race. Those who indicated Hispanic origin formed one category, and all others formed a "Not Hispanic or Latino" category, which was then subdivided by racial categories. Reading the categories down the left column, Hispanics and Latinos are 32.4% of the population of California. The remaining 67.6% of the non-Hispanic residents of the state break down into the following racial categories: White - 46.7%, Black - 6.4%, American Indian - .5%, Asian - 10.8%, Native Hawaiian/Other Pac. Islander - .3%, some other race - .2%, and Two or more races – 2.7%. While 46.7% of California, 50.0% of the Bay Area, and 40.9% of Alameda County are White, in the Las Positas Service Area cities of Livermore, Pleasanton and Dublin 74.4%, 75.8%, and 62.3% of residents are White. These cities have grown more diverse in recent years, but are still more racially homogeneous than the county or state. However, the Las Positas College student body was roughly 54% White in 2007. Las Positas College draws a student body that is somewhat more diverse than its two closest surrounding cities.

TABLE 2: RACE/ETHNICITY

	California		Bay Area		Alameda County		Livermore		Pleasanton		Dublin	
Total Population	33,871,648	100.0%	6,783,760	100.0%	1,443,741	100.0%	73,345	100.0%	63,654	100.0%	29,973	100.0%
Hispanic or Latino (of any race)	10,966,556	32.4%	1,315,175	19.4%	273,910	19.0%	10,541	14.4%	5,011	7.9%	4,059	13.5%
Not Hispanic or Latino	22,905,092	67.6%	5,468,585	80.6%	1,169,831	81.0%	62,804	85.6%	58,643	92.1%	25,914	86.5%
White	15,816,790	46.7%	3,392,204	50.0%	591,095	40.9%	54,587	74.4%	48,253	75.8%	18,669	62.3%
Black or African American	2,181,926	6.4%	497,205	7.3%	211,124	14.6%	1,094	1.5%	845	1.3%	2,995	10.0%
American Indian/ Alaska Native	178,984	0.5%	24,733	0.4%	5,306	0.4%	315	0.4%	147	0.2%	156	0.5%
Asian	3,648,860	10.8%	1,278,515	18.8%	292,673	20.3%	4,171	5.7%	7,387	11.6%	3,050	10.2%
Native Hawaiian/ Other Pac. Island	103,736	0.3%	33,640	0.5%	8,458	0.6%	189	0.3%	74	0.1%	85	0.3%
Some other race	71,681	0.2%	18,451	0.3%	4,676	0.3%	185	0.3%	143	0.2%	61	0.2%
Two or more races	903,115	2.7%	223,837	3.3%	56,499	3.9%	2,263	3.1%	1,794	2.8%	898	3.0%

Source: 2000 Census

Table 3 shows projections based upon race/ethnicity for the year 2002-2015. This data is for the county of Alameda. White non-Hispanics and African Americans will have the least growth at 9% and 5% respectively. American Indians/Alaskan Natives will have a 13% increase, although this is only about 700 individuals. There will be a large increase in the percentage of White Hispanics (40%) and Asians (42%). There will also be a sizable increase is the percentage of White Hispanics (40%) and Native Hawaiian/Pacific Islander (34%), although this is only roughly 3000 people. There will also be a sizable increase in the percentage of people who are two or more races (33%). As the county of Alameda continues to increase in racial diversity, our local area will undoubtedly increase in racial diversity as well. It is important that Las Positas College continue to increase its ability to meet the needs of diverse populations.

TABLE 3: RACE/ETHNICITY PROJECTIONS

	2002	2015	Change	% Change
White, Non-Hispanic	593,413	645,960	52,547	9%
White Hispanic	266,140	373,589	107,449	40%
Non-White Hispanic	27,972	37,674	9,702	35%
Black or African American	212,332	222,490	10,158	5%
American Indian or Alaska Native	5,575	6,301	726	13%
Asian	331,899	471,234	139,335	42%
Native Hawaiian and other Pacific Islander	9,135	12,267	3,132	34%
Two or more races	45,535	60,475	14,940	33%

Source: CCBenefits Inc. Strategic Planner Tool

OVERVIEW AND DEMOGRAPHICS

Labor Market

Table 4 shows the total projected number of jobs between 2005 and 2015. Alameda County is expected to add 137,470 jobs, which is 18%. This should be compared to the 8% population growth. Contra Costa County is expected to add 66,020 jobs, or 18%, in ten years. The expected population increase for Contra Costa County is 8%. Dublin is expected to add 46% more jobs, compared to a projected 40% population increase. Livermore is expected to add 37% more jobs, and Pleasanton is expected to add 23% more jobs. Danville and San Ramon are expected to add 10% and 24% more jobs, respectively. These 2005 job projections are higher than the 2002 projections forecasted by ABAG. It is interesting to note that while job forecasts increased, population forecasts were revised down in 2005 from the 2002 projections.

TABLE 4: PROJECTED TOTAL JOBS 2005-2015

	2005	2010	2015	# Change from 2005	% Change from 2005
County					
Alameda County	747,500	818,840	884,970	137,470	18%
Contra Costa County	373,000	406,010	439,020	66,020	18%
Subregional Study Area					
Dublin	19,950	24,700	29,170	9,220	46%
Livermore	33,660	40,420	46,170	12,510	37%
Pleasanton	58,670	66,050	72,020	13,350	23%
Adjacent Service Area					
Danville	13,910	14,920	15,350	1,440	10%
San Ramon	39,700	46,460	49,100	9,400	24%

Source: ABAG Projections 2005

Table 5 displays projected job growth by occupation from 2005 to 2015 for the county of Alameda. Occupations have been sorted from most additional new and replacement jobs to the least. Occupations with the highest expected number of jobs will be "Office and administrative support and occupations" and "Sales and related occupations," with 47,701 and 42,622 new and replacement jobs expected in the next 10 years. "Food Preparations and serving related occupations" is expected to add 27,084 jobs. However, many of these jobs do not require a college education or specialized training. "Production occupations" and "Transportation and material moving occupations" will add 19,983 and 18,014 new jobs respectively. "Management occupations" will add 13,506 jobs, and these occupations do require a college degree or some specialized training. "Education, training, and library occupations," which do require a college degree or specialized training, will add 12,730 jobs. "Business and financial operations occupations" and "Healthcare practitioners and technical occupations," both of which require a college degree or specialized training, will add 9,690 and 9,165 new positions respectively. Computer and mathematical science occupations will add roughly 500 jobs.

OVERVIEW AND DEMOGRAPHICS

TABLE 5: JOBS BY OCCUPATION 2005-2015

Name	2002	2015	New Jobs	Replacement Jobs	% New	% Rep.	% New and Rep.
Office and administrative support occupations	150,022	161,568	11,546	**47,701**	8%	32%	39%
Sales and related occupations	104,960	119,561	14,601	**42,622**	14%	41%	55%
Food preparation and serving related occupations	51,884	63,419	11,535	**27,084**	22%	52%	74%
Production occupations	57,869	56,626	-1,243	**19,983**	-2%	35%	32%
Transportation and material moving occupations	61,937	70,490	8,553	**18,014**	14%	29%	43%
Management occupations	55,567	66,686	11,119	**13,506**	20%	24%	44%
Education, training, and library occupations	49,633	60,062	10,428	**12,730**	21%	26%	47%
Construction and extraction occupations	47,453	65,802	18,349	**11,901**	39%	25%	64%
Business and financial operations occupations	42,323	59,427	17,104	**9,690**	40%	23%	63%
Installation, maintenance, and repair occupations	30,613	35,328	4,715	**9,226**	15%	30%	46%
Healthcare practitioners and technical occupations	36,901	51,846	14,946	**9,165**	41%	25%	65%
Arts, design, entertainment, sports, and media occupations	28,201	38,250	10,049	**6,860**	36%	24%	60%
Building and grounds cleaning and maintenance occupations	25,381	28,055	2,674	**6,588**	11%	26%	36%
Protective service occupations	17,312	19,816	2,504	**6,219**	14%	36%	50%
Architecture and engineering occupations	22,635	22,755	120	**6,063**	1%	27%	27%
Personal care and service occupations	18,444	22,578	4,134	**5,755**	22%	31%	54%
Computer and mathematical science occupations	30,436	40,993	10,557	**5,061**	35%	17%	51%
Healthcare support occupations	16,646	26,468	9,822	**3,692**	59%	22%	81%
Military Occupations	3,871	1,591	-2,280	**3,355**	-59%	87%	28%
Life, physical, and social science occupations	7,863	8,428	565	**2,927**	7%	37%	44%
Community and social services occupations	10,985	14,936	3,951	**2,825**	36%	26%	62%
Legal occupations	6,916	7,776	860	**1,047**	12%	15%	28%
Farming, fishing, and forestry occupations	1,872	1,959	87	**825**	5%	44%	49%

Source: CCBenefits Strategic Planner Tool

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Tables 6 and 7 show projected job growth based on industries. Table 6 shows the industries with high growth projected between 2005 and 2015, and Table 7 shows industries expected to have medium growth. In some cases certain industries are shown with subcategories, while others display only the major category total. Industries with subcategories are of particular interest to Las Positas College because they likely require post-secondary training or a college degree. The industry of "Health care and social assistance" will experience a 47% increase, or 38,014 jobs. This industry includes the subcategories of ambulatory health care services (47%), hospitals (46%), nursing and residential care facilities (51%), and social assistance (47%). There will be a 29% increase in the industry of "Professional and technical services" or 24,359 jobs. Subcategories that are likely to see large increases are accounting and bookkeeping services (213%), computer systems design and related services (28%), management and technical consulting services (35%), and other professional and technical services (65%).

TABLE 6: INDUSTRIES WITH HIGH GROWTH 2002-2013

Major Industry	Sub-Category	2002	2013	Change	% Change
Health care and social assistance		**80,332**	**118,346**	**38,014**	**47%**
	Ambulatory health care services	29,320	43,202	13,882	47%
	Hospitals	22,870	33,345	10,475	46%
	Nursing and residential care facilities	10,901	16,469	5,567	51%
	Social assistance	17,240	25,331	8,091	47%
Construction		**49,172**	**67,826**	**18,655**	**38%**
Professional and technical services		**82,763**	**107,122**	**24,359**	**29%**
	Legal services	7,183	7,674	491	7%
	Accounting and bookkeeping services	7,409	23,159	15,749	213%
	Architectural and engineering services	13,471	11,074	-2,397	-18%
	Specialized design services	2,873	2,970	97	3%
	Computer systems design and related services	18,152	23,164	5,011	28%
	Management and technical consulting services	10,179	13,787	3,608	35%
	Scientific research and development services	11,693	8,274	-3,418	-29%
	Advertising and related services	2,568	1,770	-798	-31%
	Other professional and technical services	9,234	15,249	6,015	65%

Source: CCBenefits Strategic Planner Tool

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Table 7 shows the industries projected to have medium growth. As with the previous table, certain industries of interest include subcategory projections. "Arts, entertainment, and recreation" will experience a 24% overall increase, which is 5,227 jobs. Subcategory projections are as follows: performing arts and spectator sports (30%), museums, historical sites, zoos, and parks (51%), and amusements, gambling, and recreation (11%). "Information" is projected to have a 22% (5,601 jobs) increase by 2015. Subcategories of "Information" that are expected to grow are as follows: publishing industries, except Internet (33%), motion picture and sound recording industries (362%), broadcasting, except Internet (78%) and Internet publishing and broadcasting (140%). The other "Information" subcategories that are expected to drop are telecommunications (-53%), and ISPs, search portals, and data processing (-39%). The industry of "Finance and insurance" is expected to grow 18% (5,439 jobs). Growth subcategories of "Finance" are monetary authorities - central bank (165%), securities, commodity contracts, investments (34%), and insurance carriers and related activities (31%).

TABLE 7: INDUSTRIES WITH MEDIUM GROWTH

Major Industry	Sub-Category	2002	2013	Change	% Change
Arts, entertainment, and recreation		**22,044**	**27,271**	**5,227**	**24%**
	Performing arts and spectator sports	13,380	17,377	3,997	30%
	Museums, historical sites, zoos, and parks	637	965	328	51%
	Amusements, gambling, and recreation	8,027	8,929	903	11%
Wholesale trade		**47,977**	**58,889**	**10,912**	**23%**
Information		**25,106**	**30,707**	**5,601**	**22%**
	Publishing industries, except Internet	8,066	10,743	2,677	33%
	Motion picture and sound recording industries	1,952	9,025	7,073	362%
	Broadcasting, except Internet	2,236	3,985	1,749	78%
	Internet publishing and broadcasting	241	579	338	140%
	Telecommunications	9,935	4,692	-5,243	-53%
	ISPs, search portals, and data processing	2,551	1,567	-984	-39%
	Other information services	126	116	-10	-8%
Administrative and waste services		**50,507**	**61,066**	**10,560**	**21%**

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Accommodation and food services	**Advertising and related services**	**2,568**	**1,770**	**-798**	**-31%**
	Other professional and technical services	9,234	15,249	6,015	65%
		47,994	56,576	8,582	18%
Finance and insurance		**29,767**	**35,206**	**5,439**	**18%**
	Monetary authorities - central bank	2	6	3	165%
	Credit intermediation and related activities	11,163	11,406	243	2%
	Securities, commodity contracts, investments	5,495	7,366	1,871	34%
	Insurance carriers and related activities	11,848	15,483	3,635	31%
	Funds, trusts, and other financial vehicles	1,259	945	-314	-25%

Summary

The population will increase at a much higher rate in the Tri-Valley area compared to the county of Alameda. Although this population increase is somewhat less than was projected in 2002, the Las Positas College service area will continue to see strong growth in population between 2002-2015. The three cities of Dublin, Livermore, and Pleasanton will see a 20% increase in population by 2015.

Racial diversity will continue to increase. Although the Las Positas College service area is less diverse than the county, its student body is more diverse than its surrounding cities. The service area is expected to increase in diversity, especially in the proportion of Asians and Hispanics (White and non-White).

Jobs projections are larger in 2005 than they were in the 2002. There will be large increases in the numbers of jobs in the county (18%) and our service area (31%). Occupations that will experience particular growth will be office and administrative support occupations; sales and related occupations; management occupations; education, training, and library occupations; and business and financial operations occupations. Industries that will experience growth are health care and social assistance; professional and technical services; arts, entertainment, and recreation; information; and finance and insurance.

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STUDENT DEMOGRAPHICS

The headcount at Las Positas College experienced a drop in fall 2003 as a direct result of the midyear cuts in spring 2003. The headcount is just now recovering from that drop. However, enrollments are increasing at a faster rate. The college has roughly the same number of students as it did in fall 2002 at the college's peak, but those students are taking more units.

Chart 1: Headcounts and Enrollments Fall 1997-Fall 2007

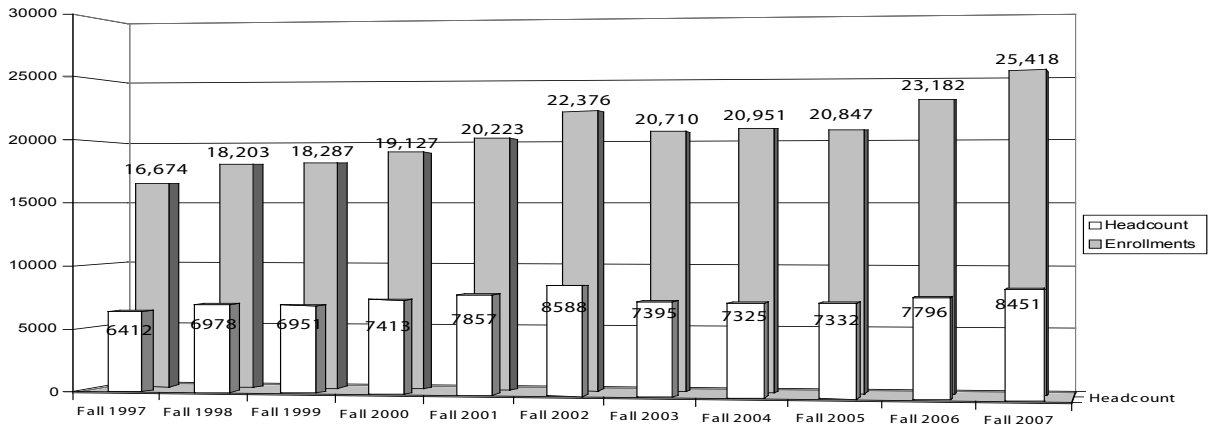
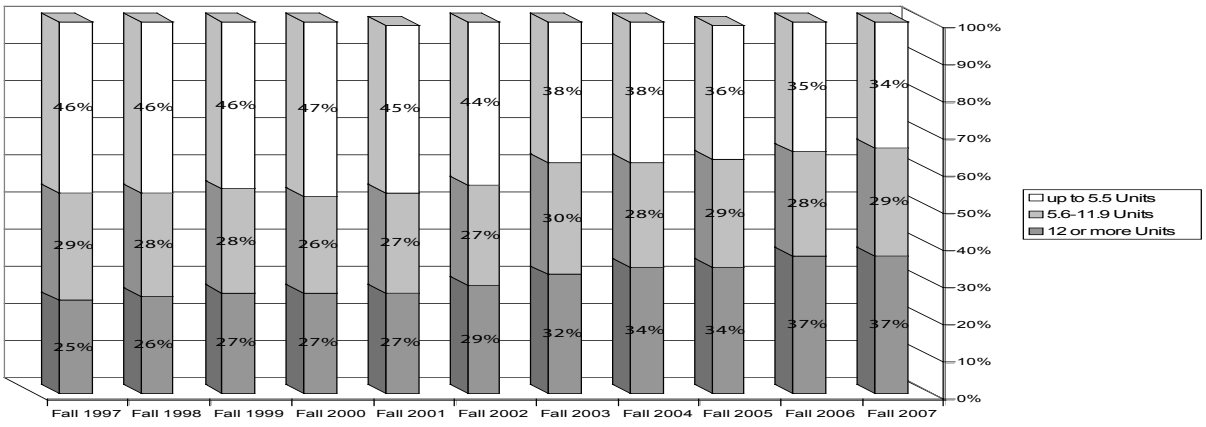


Chart 2 shows that the number of students attending full-time (12 units or more) increased from 23% in 1997 to 37% in fall 2007. The proportion of students enrolling in less than 6 units has fallen from 49% in fall 1997 to 34% in fall 2007.

Chart 2: Number of Units Fall 1997-Fall 2007



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This increase in the number of fulltime students coincides with the decrease in the number of students who worked fulltime. Students working 40 hours or more comprised 40% of the incoming student population in 1997 (new, returning, and transferring-in students). In fall 2003 and 2004, the number of students working fulltime was down to 21%. Starting in fall 2005, that number started to rise, and in fall 2007 it was back up to 44%. However, in fall 2007, 22% of students reported that they did not work at all. This is a substantial increase from the amount who did not work at all the previous few semesters.

Chart 3: Hours Worked
(New and Retunring Students Only)

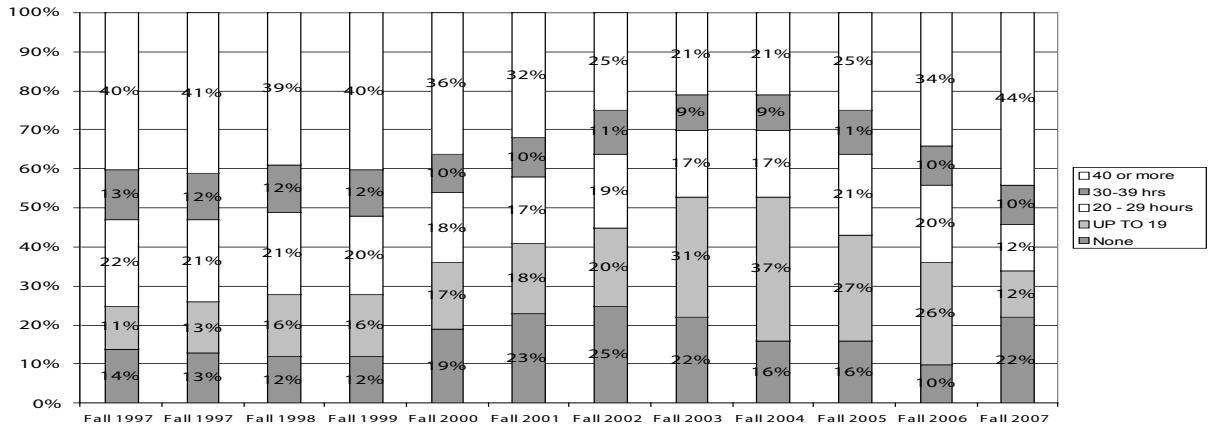
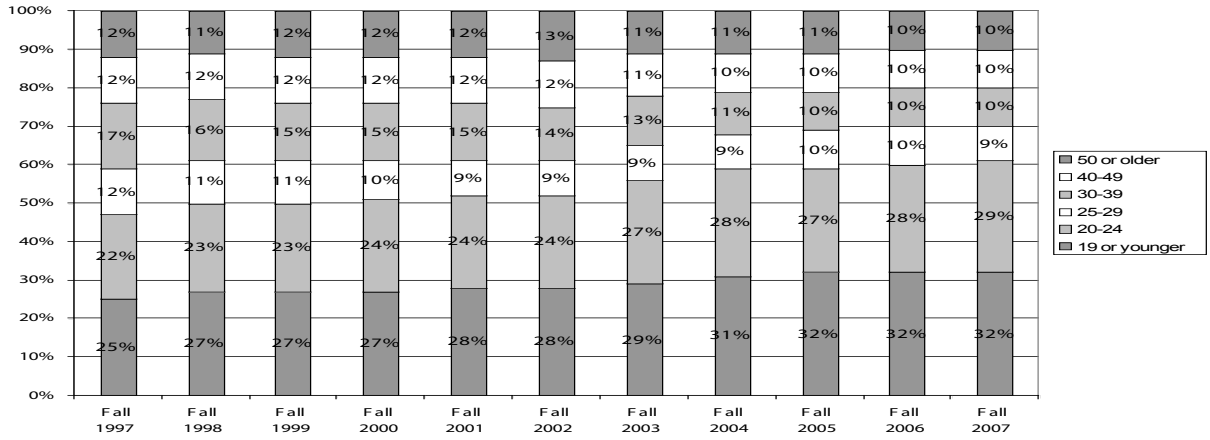


Chart 4 shows the age distribution of LPC students. The proportion of students 19 or younger has increased steadily, as has the proportion of students 20-24. The proportion of students who are 25+ has steadily declined. This is consistent with other trends such as the number of fulltime students, the number of students who do not work at all, and the declining proportion of returning students (see chart 5).

Chart 4: Age Distribution



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The most remarkable trend in Student Type over the past 10 years is the dramatic decrease in the number of "Returning" students (students who have been out of the college for at least one semester). There has also been a steady increase in the proportion of "New" students (students who have never attended college), and "Continuing" students (students who attended LPC the prior semester).

Chart 5: Student Type

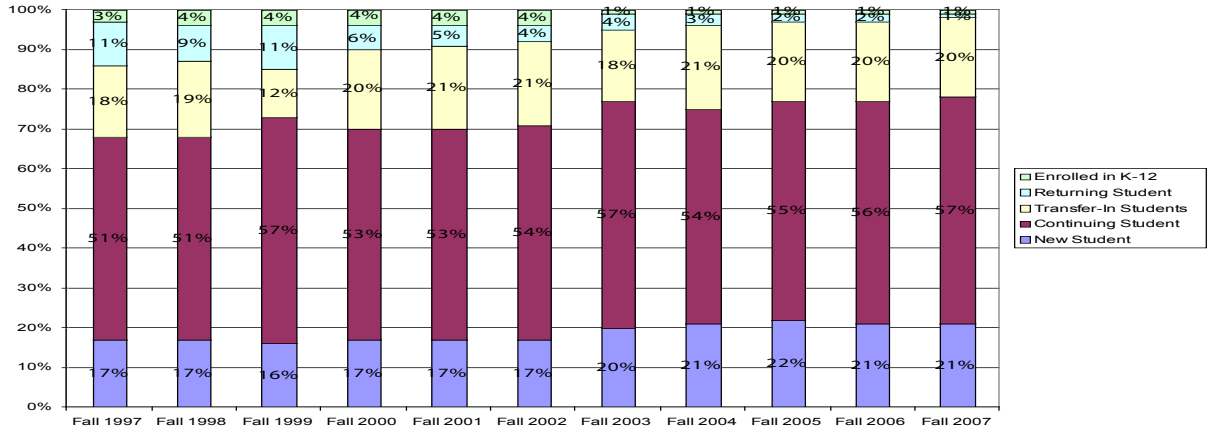

Chart 6 shows the race/ethnicity of LPC students. The proportion of self-indentified White students has gone from 74% to 54 % in 10 years. The proportion of Hispanic students has gone up from 10% in 1997 to 16% in 2007. Additionally, the proportion of Asian students has more than doubled from 5% in 1997 to 11% in 2007. The proportion of African America students has remained steady at roughly 3% each semester. LPC is becoming increasingly diverse primarily in the larger numbers of Hispanic and Asian students. The number of Other/Unknown has also increased from 9% to 16%. This is more a manifestation of students declining to state their race than an increase in diverse groups. This is a trend also seen in staff data. On surveys, people are increasingly not indicating their race/ethnicity.

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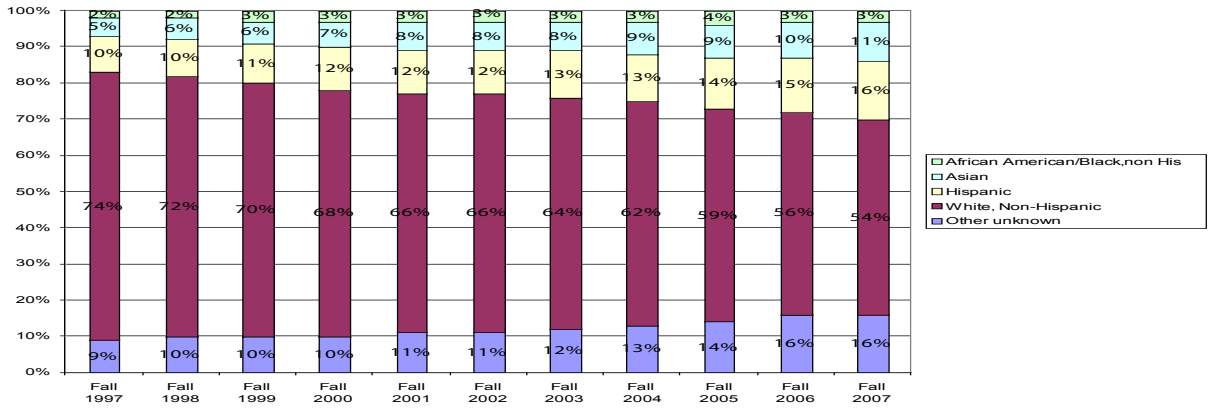
Chart 6:Race/Ethnicity



The proportion of students wishing to obtain a BA after completing an AA degree has increased from 27% in fall 1997 to 36% in fall 2007. The proportion of students pursuing a terminal AA degree has decreased, as has the proportion of students enrolled to gain job-related skills. The proportion of students who are undecided about the educational goal has remained relatively steady at 21%.

Chart 7: Educational Goal

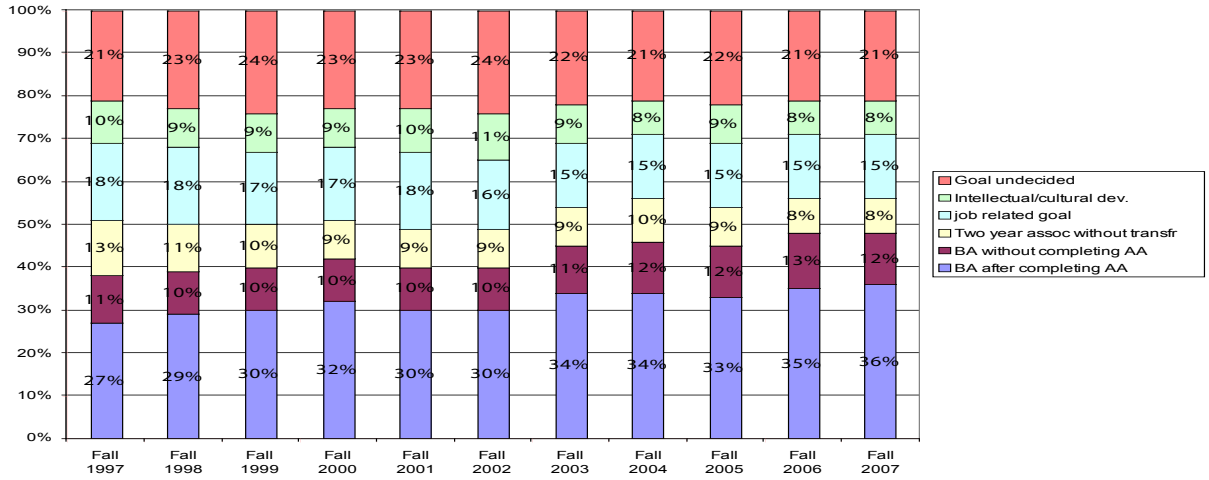


Chart 8 shows course success rates for all LPC courses. Course success is a grade of C or better. Nonsuccess is a D or an F. The course success rate has declined slightly over the past few years. While the withdrawal rate has remained the same, the non-success rate had increased from 9% in 1997 to 14% in 2007. Part of the reason is possibly the addition of Distance Education (DE) courses, which have a much higher non-Success rate than face-to-face courses. It's also possible that with more students taking more units, they are not able to keep up with their coursework.

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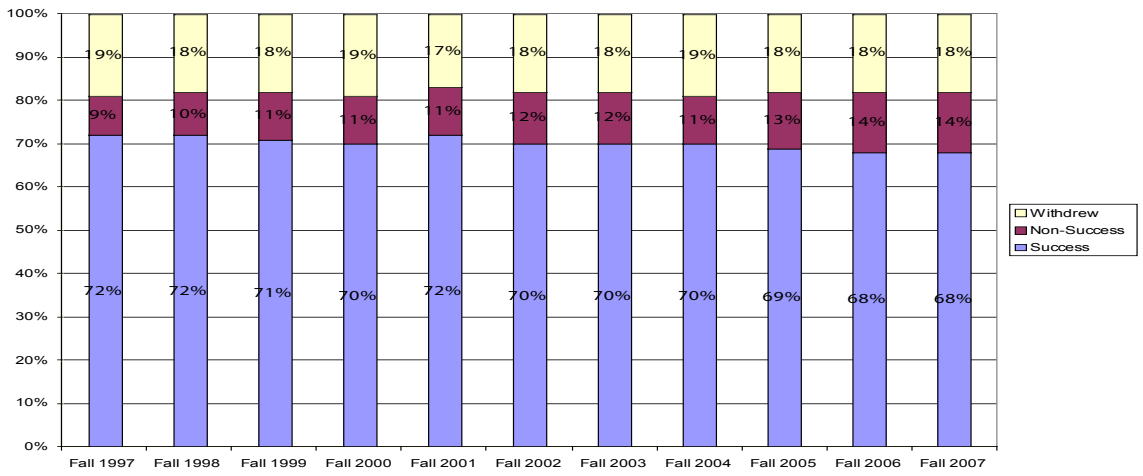
Chart 8: Overall Course Success



English Basic Skills course success rates are presented in Chart 9. After a rise in fall 2003 to 77%, the success rate dropped to a low of 66% in fall 2006, and in fall 2007 it rose to 74%. The rate of withdrawal has declined over the years, while the rate of non-success is increasing.

Chart 9: Course Success in Basic Skills English

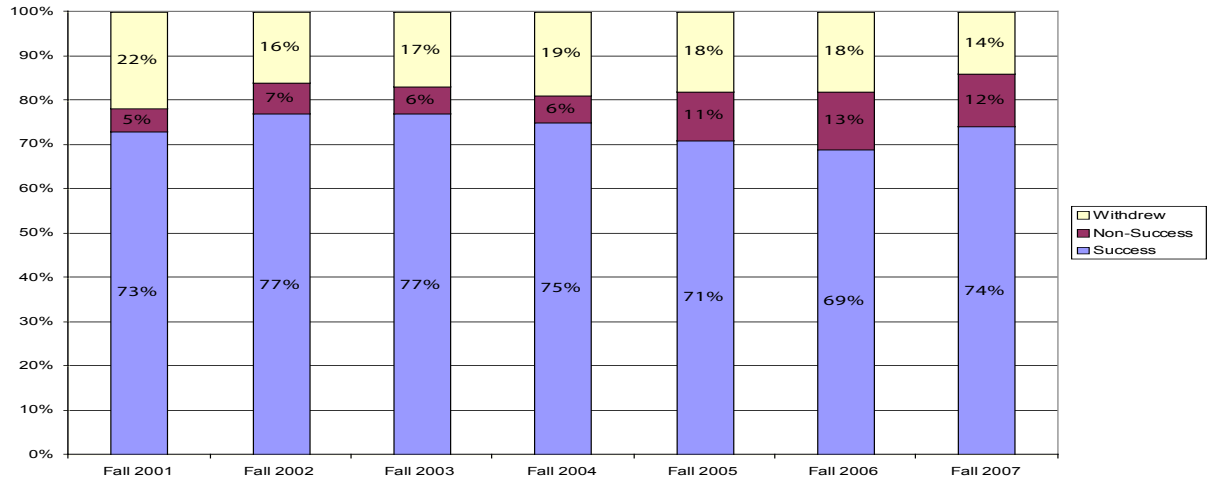


Chart 10 shows success rates in basic skills math courses. Since fall 1997, success rates have dropped from 62% to 48%. This is due to increases in both non-success and withdrawal rates. Faculty in both English and math courses are in the process of studying basic skills courses and developing strategies and changes to the programs to increase retention. Currently there are work groups focusing on assessment test scores and cut-offs, curriculum, text books, and examination of the number of levels in the developmental education programs.

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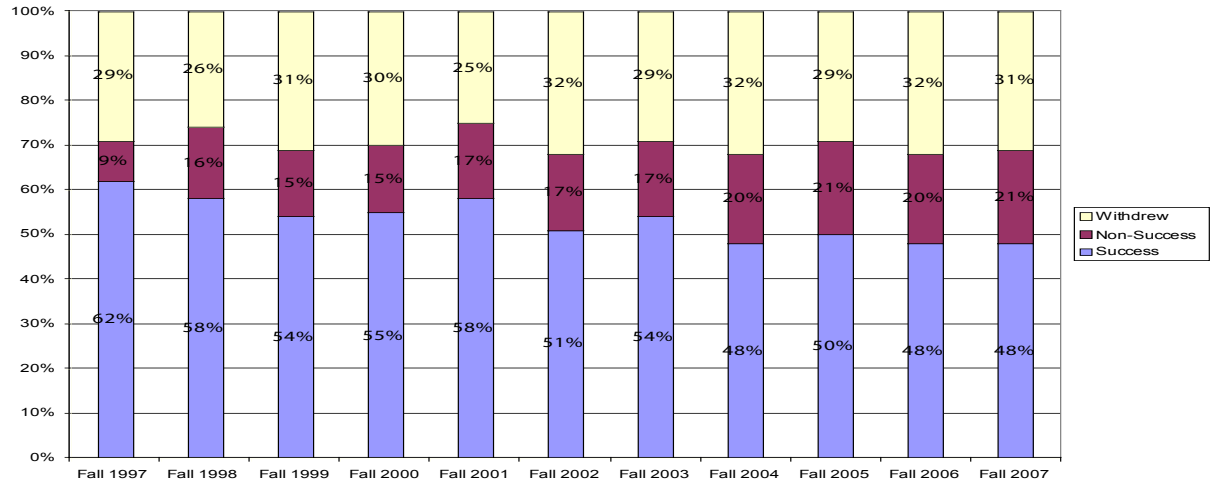
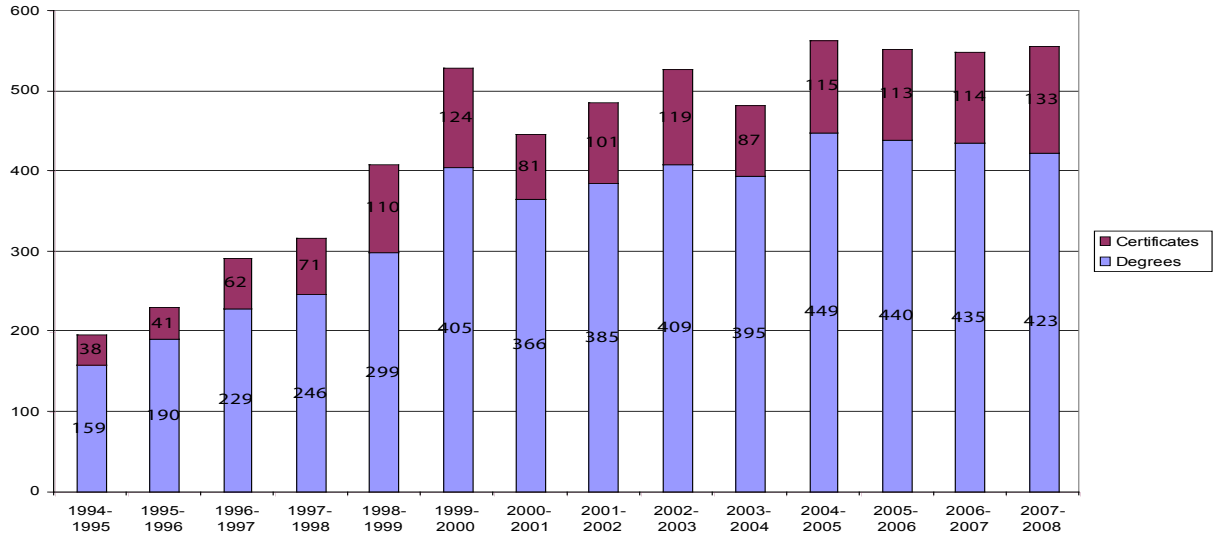
Chart 10: Course Success in Basic Skills Math



While there are some annual fluctuations, there has been a steady increase in the number of certificates and awards. In the past three years we have seen less growth and, in fact, some decrease in the number of AA/AS awards. This is likely due to the cuts made in 2003 when the college cut courses and lost enrollments. We are now seeing the effect of those cuts. The "lag" time between those cuts and the number of degrees awarded would be a few years. Since enrollments have only recently stabilized, we may see this lag continue for a few years before it reverses itself.

Chart 11: Number of Awards



OVERVIEW AND DEMOGRAPHICS

Chart 12 shows the number of transfers to CSU/UC. There is a steady increase in the number of transfers to both CSU and UC.

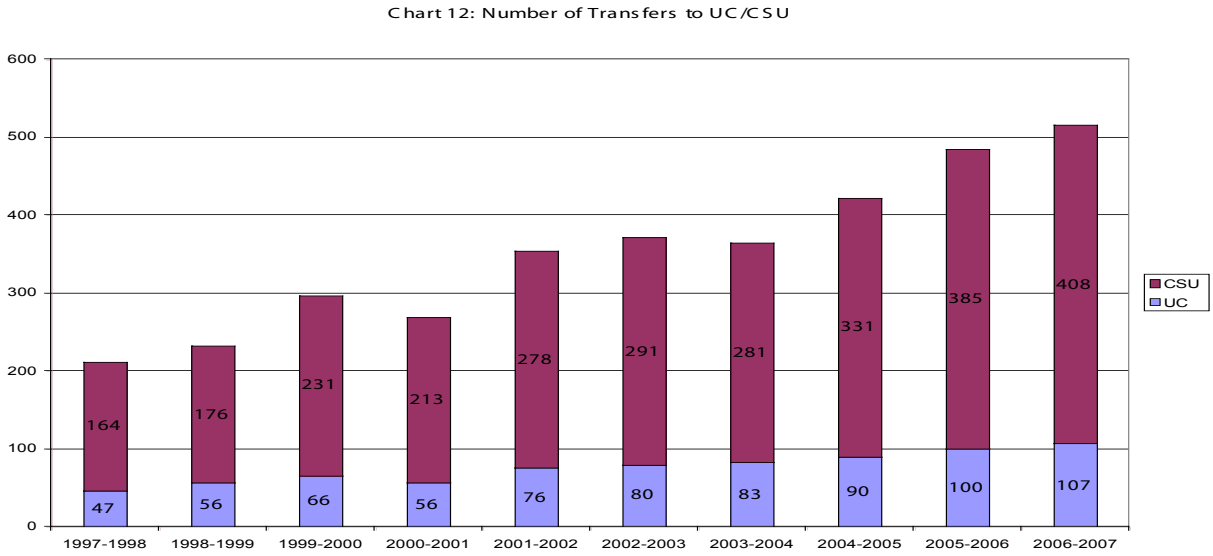


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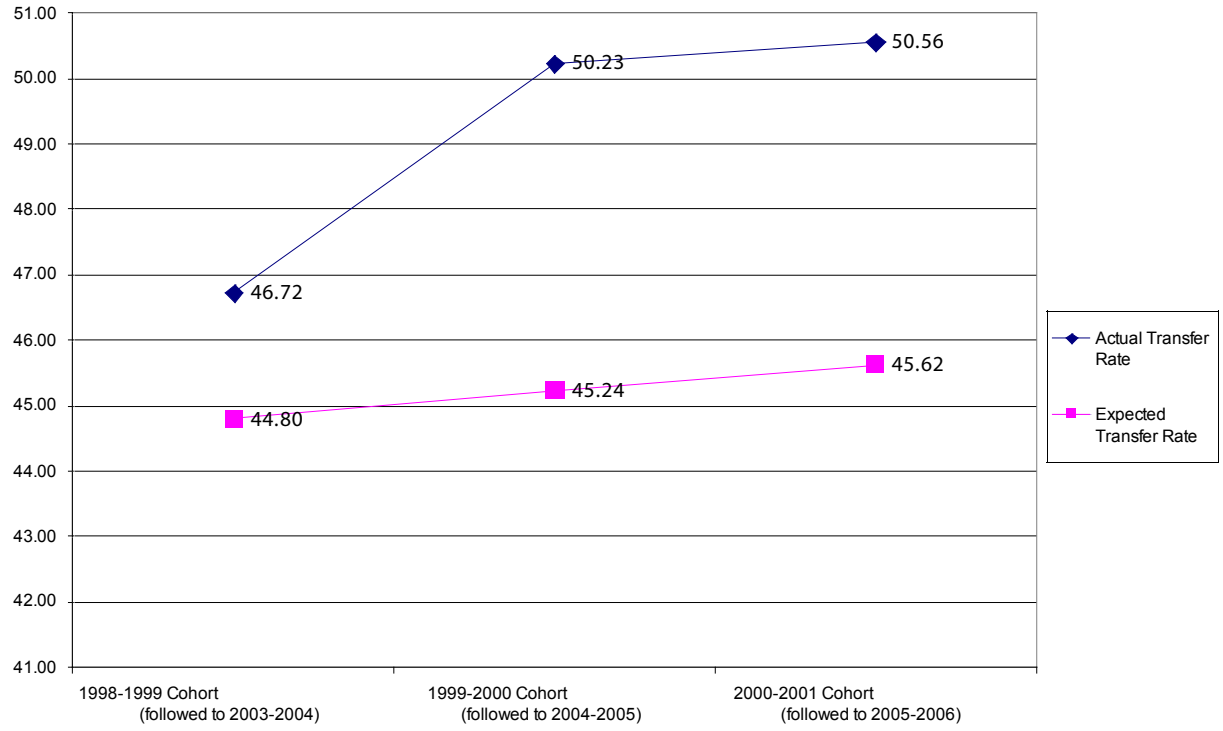
Chart 13 shows the actual vs. expected transfer rate for LPC. This data comes from the Transfer Rate Study of California Community Colleges (2005-06 Report) produced by the California Community College Chancellor's Office.

Actual transfer rate: Of those who enrolled in a California Community College (CCC) as a first-time student in a fall term and, who, within a period of six years 1) attempted transfer-level math or English (regardless of outcome) and 2) completed at least 12 units in the CCC system, the percentage who transferred to a four-year college or university nationwide.

Expected transfer rate: The actual transfer rate is calculated for each community college and adjusted for five factors that are outside the control of local colleges: academic preparedness index, percentage of students over the age of 25, county per capita income, county unemployment rate, and miles to the nearest CSU.

LPC's actual transfer rate is higher than the expected transfer rate.

Chart 13: Actual vs. Expected Transfer Rates



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FACULTY AND STAFF

The data for staff comes from the Employee Data File, an extract from the dynamic Banner Human Resource files. As such, it contains only hired positions, not vacant positions. This represents a limitation to interpreting this information. There is a considerable undercount of classified employees. Often, classified positions are hourly-on call, and those positions tend not to be in the employee data file. As such, specific data on classified is not presented. The counts of administrators and faculty in the employee data file tend to be closer to the actual number and are considered reliable to use in this analysis. For a true count of positions, the College Organizational chart should be used, and vacant positions should be counted; however, this analysis is aimed at employee demographics. The Organization Chart data does not contain demographic data.

Chart 19 shows the proportion of staff by hiring year in 2001 and 2007. As of fall 2007 over 57% of staff and faculty had been hired in the past 7 years. 32% were hired between 2005-2007.

Chart 14: Staff Hiring Years 2001/2007

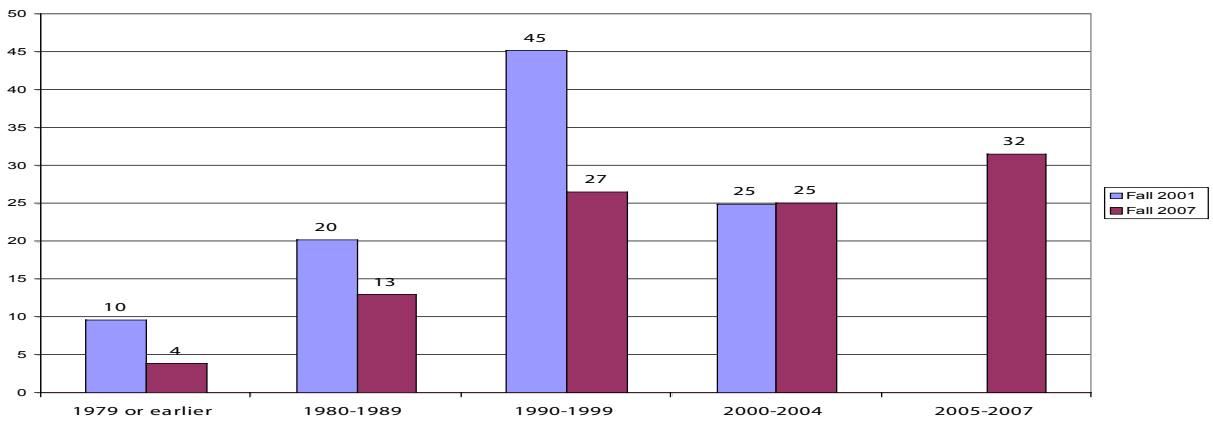

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Chart 18 shows the age distribution of LPC staff in1995/2001/2007. The 2007 data shows 30% are age 56 or older. These employees will likely retire in the next 5-10 years.

Chart 15: Staff Age Distribution 1995/2001/2007

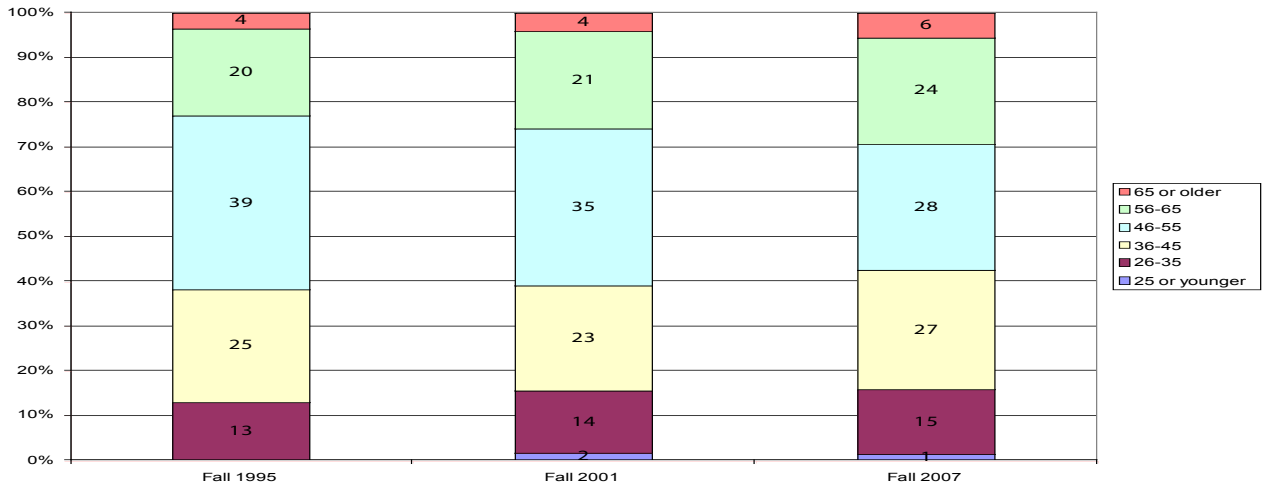

Chart 16 shows the number of full-time to part-time faculty. Given our increasing enrollment, LPC has been hiring both fulltime and part-time faculty to keep up with that demand.

Chart 16: Number of Full-Time vs. Part-Time Faculty 195/2001/2007

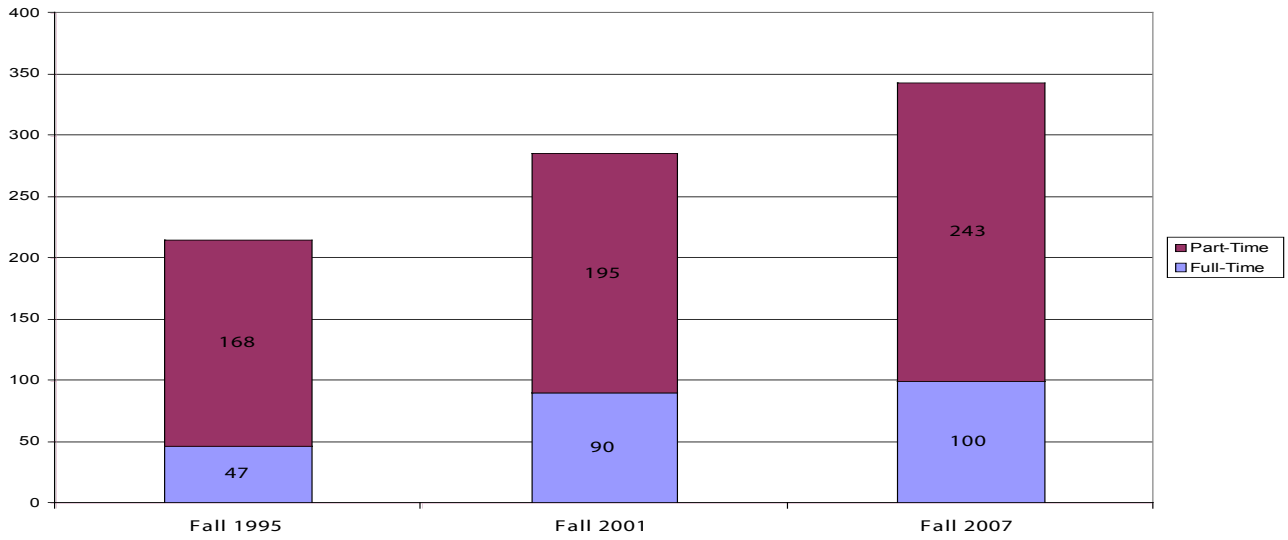

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Chart 17 shows the proportion of full-time faculty to part-time faculty. LPC makes a consistent effort to meet or exceed the 75/25% rule.

Chart 17: Percentage of Full-Time vs. Part-Time Faculty 1995/2001/2007

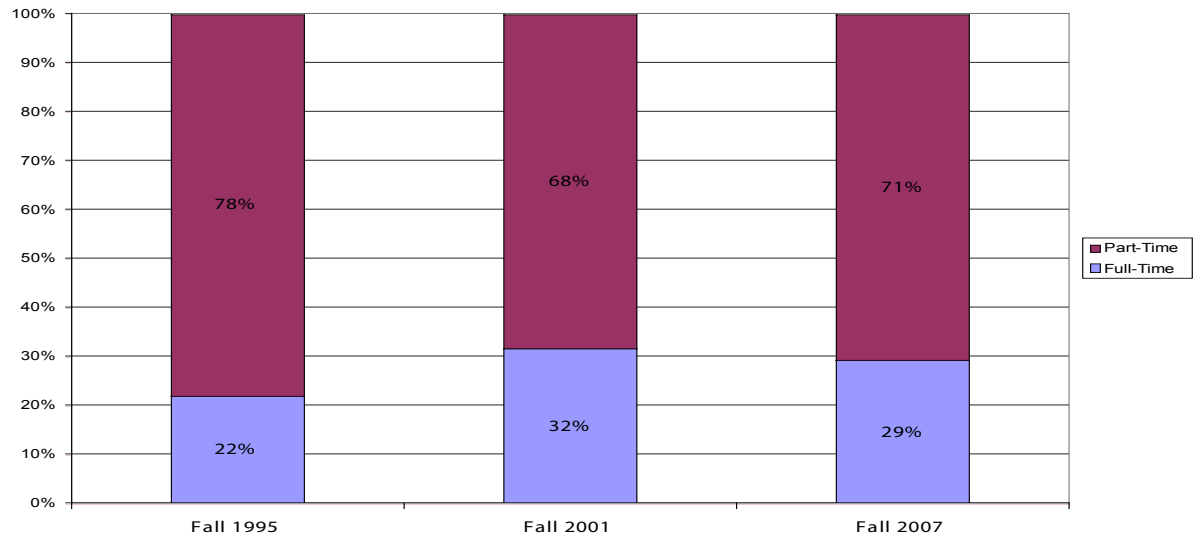

Chart 18 shows the proportion of administrators to faculty. While in 1995 and 2001 Administrators were 4%, in 2007 they fell a percentage point.

Chart 18: All Faculty/Administrator Ratio

OVERVIEW AND DEMOGRAPHICS

Chart 19 shows the proportion of administrators to fulltime faculty. Each year the proportion of administrators decreases relative to the proportion of fulltime faculty. In recent years the college has not hired new administrative positions while hiring roughly 4-7 new faculty positions a year.

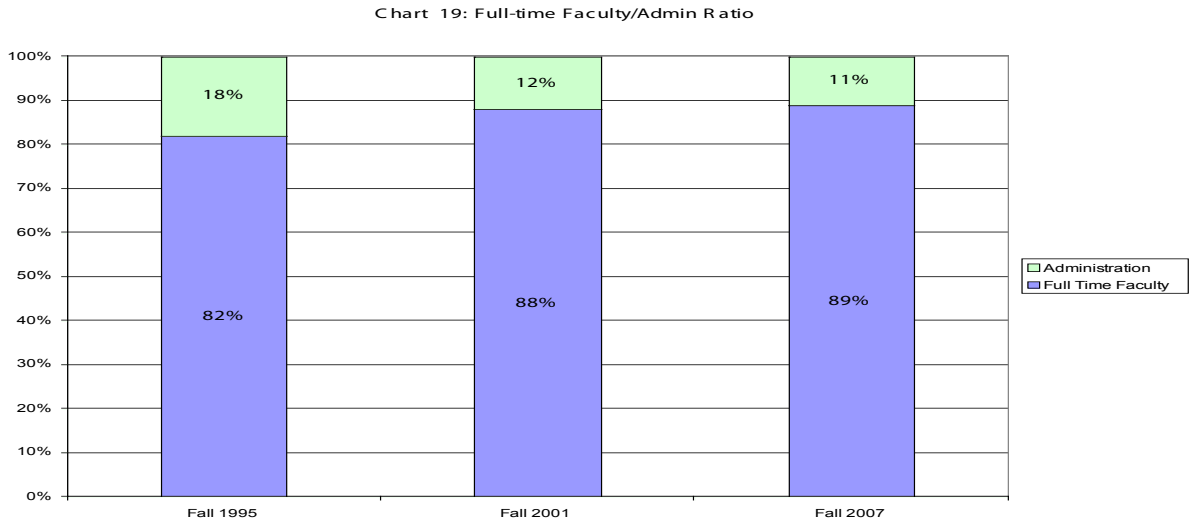

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Chart 20 shows the race/ethnicity distribution of all staff. In 1995 and 2001, the proportion of White staff to all other categories was 79%. While that portion goes down in 2007 to 70%, that move was entirely the result of more staff declining to state race, not a true increase in diversity.

Chart 20: Race/Ethnicity Distribution of LPC Staff 1995/2001/2007