

## Environmental Scan – Analytical Summary

### District

- The Ohlone Community College District is characterized by a culture of attainment. In Fremont, where 54.4% of students live, 29.9% of the residents aged 25+ possess baccalaureate degrees, and an additional 21.3% also have graduate or professional degrees. Nearly half (49.8%) of the employed civilian population work as management or professionals. In such an environment, children are expected to attend college, and high standards are expected of schools and colleges.
- Thirty-eight percent of district residents are foreign born and in 56.7% of the district households, English is not the first language. Educationally, Ohlone must excel in English and ESL as well as in cross-cultural communication and understanding.
- The current ethnic distribution within the district is 4.0% African-American, 36.0% Asian, 18.0% Hispanic, 0.3% Native American, 0.5% Pacific Islander, 37.0% White, and 4.8% Other/multi-ethnic. Comparatively, students at Ohlone College are distributed 4.5% African American, 34.6% Asian, 12.4% Hispanic, 0.5% Native American, 8.4% Pacific Islander, 30.4% White, and 9.1% Other/multi-ethnic. The college is significantly over represented among Pacific Islanders and Other/multi-ethnic students compared to the district, but significantly underrepresented among Hispanic and White students.
- Hispanic students are the third largest ethnic group on campus at 11.4% of the student population, but are under-represented by 6.6%, below the district resident average of 18.0%.
- Between 2000-2030, the growth rate for 15-19 year olds will be 12.75% and for 20-24 year olds it will be 6.56%; however, there will be a decline for all age groups between 25-49 and 100+% growth for age groups between 60-85+.
- Public high school graduates in Alameda County are projected to decline by 16.28% between 2007-2016.
- In 2007, Alameda County had the 8<sup>th</sup> largest K-12 enrollment of California's 58 counties, but ranked 55<sup>th</sup> in numeric growth (down 1848 students since 2006) and 34<sup>th</sup> in growth rate (down 0.9%); by 2016 the county will be the 10<sup>th</sup> largest, having lost 18,218 students for a growth rate of -8.6%, the fifth worst growth rate in the state for K-12 enrollment.
- The college's projected ten year growth rate of 14.1%, as estimated by the Chancellor's Office, is 65<sup>th</sup> among 72 California community college districts, despite a 39.7% projected growth for 18-19 year olds in the county over the same period. This suggests the district is "aging" and families with children are increasingly likely to reside elsewhere in the county.
- Although high school enrollments in the district have increased slightly (0.9%), high school graduation rates have declined by 3.5%, suggesting a smaller pool of college-prepared students and an increased demand for basic skills. English

learners and socio-economically disadvantaged students pass the high school exit exam at rates well below other students.

- Of those high school students that do graduate, students from six of the seven district high schools complete CSU/UC entry requirements at a rate higher than the state average. One quarter of all district high school graduates enroll at the college. For these students, the college must maintain a strong transfer focus and continue to increase transfer opportunities, programs, and articulation.
- Mission San Jose High School continues to rank academically as one of the top high schools in the state, but only 10% of their graduates enroll at Ohlone after graduation. Conversely, XXX Mission San Jose students are concurrently enrolled at Ohlone, preparing themselves for universities after high school graduation.
- Six district high schools have an Academic Performance Index score below the state's target of 800, but five of the six increased their API between 2006-07 and 2007-08. Ohlone College students are diverse academically as well as ethnically and culturally.

## **Economy and Housing**

- Unemployment fell from 2003 to 2006, but rose from 4.5% in March 2006, to 5.5% in March 2008, and rose again in August 2008 to 6.9%. In times of unemployment, college enrollments often increase as residents seek retraining.
- As employment in the district changes to meet the changing populations, college programs may also need to change. For instance, despite the growing need for such services, child day care jobs are in decline; but as the district ages, the need for home health care and for community care facilities for the elderly increase.
- Much of the employment growth is in computer, electronic, and technical services, consistent with the Silicon Valley environment. However, computer and semiconductor manufacturing industries are in decline, reflecting increased outsourcing in those industries.
- Many of those industries projected to add the greatest number of jobs by 2014 do not align with current college programs, but many, too, do not require college preparation. Of those occupations that are consistent with college programs, those in health sciences, business, and technology are the most common.
- 63.5% of area jobs are in the mid-wage level (\$30,000-\$80,000). These are jobs that are often accessible with an associate's degree, even those at the higher end of the scale. Two of the growth areas also correspond to emerging programs in multimedia and environmental science.
- The East Bay continues to be one of the least affordable regions in the country for home ownership and renters. About 53% of the East Bay homeowners and renters in 2006 paid more than 30% of their household income for housing, up from 48% in 2003.
- A flood of foreclosures, falling home prices, and rising unemployment numbers in October 2008 have increased the likelihood that home prices will continue to fall in the Bay Area. In the East Bay, there is a 94.4% likelihood of home prices

declining in the next two years, up from the 75.7% likelihood in the first quarter of 2008.

- Five-year migration patterns from within the continental US reveal that more people leave Alameda County than arrive and the county loses residents at a 6.8% rate over five years. For new residents coming to the county from out of state, the most come from Texas (8.5%), New York (7.8%), Washington (6.0%), Illinois (5.9%), and Massachusetts (5.0%); residents moving out of state are most likely to choose Washington (9.2%), Texas (7.2%), Nevada (6.6%), Oregon (6.0%), or Arizona (6.0%). Residents moving to Alameda County from within California come from Santa Clara (18.6%), San Francisco (15.2%), Contra Costa (12.9%), San Mateo (11.8%), or Los Angeles (10.6%) counties. When leaving Alameda to another California county, residents are most likely to go to Contra Costa (24.6%), Santa Clara (10.0%) or San Joaquin (8.9%).

### **Community Colleges**

- University of California undergraduate enrollment will grow 17.8% between 2005-2015; California State University undergraduate enrollment will grow by 16.4%; by comparison, California Community College enrollment will grow by 24.5%.
- Among the 21 community colleges that comprise the Bay 10 districts, Ohlone is mid-sized with an annual headcount enrollment slightly above 18,000. Four of the Bay 10 colleges enroll 30,000+. Full time equivalent student (FTES) enrollment for the college ranks seventh at 4000+ and is one of only eight Bay 10 colleges that have increased FTES since 2003-04.
- With 27.0% of all students enrolled for 12 or more units, Ohlone ranks in the middle of Bay 10 district colleges for rate of full time students. Four area colleges are above 35% full time enrollment, Ohlone's stated goal.
- The 2008 Accountability Reporting for Community Colleges report saw Ohlone rate above its peers on five of seven success indicators. The college remains strong in the areas of transfer preparation, vocational course completion, completion of 30 units, persistence, and basic skills improvement rate; however, the college is not as strong in ESL improvement or in basic skills completion rates.
- Ohlone is mid-level in the Bay 10 for percentage of students transferring to California State Universities (9<sup>th</sup> of 21) but in the top third (7<sup>th</sup> of 21) in sending students to Universities of California. The college's percent of students earning associate's degrees (2.0%) ranks in the bottom third of Bay 10 colleges within the overall range of 0.9%-3.8%.
- Ohlone students who transfer to CSUs do so with entering grade point averages at or above the state average for all community colleges. CSU students who transferred in from Ohlone as upper division students have a first year GPA above the state average, although the first year GPA for lower division transfers from Ohlone is below the state average. Ohlone's upper division transfers persist to a second year at CSUs above the state average, but below for lower division

transfers. Completing a comprehensive 60 unit transfer curriculum portends better-than-state-average success rates for students.

- Average salaries for Ohlone full time faculty are the highest among Bay 10 colleges, but the hourly rate for adjuncts and for full time overload is the lowest in the Bay 10. Administrator salaries are fourth highest among the ten Bay Area districts, as are salaries for classified staff.

## **Staff**

- The percentage of classified staff aged 50+ has declined by 3% since 2006-07, but almost two-thirds (64%) of management are older than 50 years of age. Among full time faculty, 55% are 50+, but Ohlone has 4% more full time faculty under age 34 than the state average.
- In most categories of employment, the number of staff has increased more than proportionately to student enrollment so that staff in 2007 are serving fewer students per staff member than in Fall 2002. A notable exception is the categories of administration/management where the proportionate student-to-administration/management ratio has risen. Most dramatically, the ratio of students to administrators has risen 57.4% (from 411 students/administrator to 647 students/administrator) since Fall 2002.

## **Students**

- 68.9% of students come from within the Ohlone Community College District; 11.6% come from other areas within Alameda County; 10.9% are from Santa Clara County.
- There are 11% more female students than male students. About three-fifths (59.7%) of students are under the age of 25, but the average student age is 28.4. 17.9% of students are still K-12 students concurrently enrolled. Over half (51.9%) of Ohlone students enroll for less than 6 units.
- Annual FTES has increased 10.9% since 2005-06 despite a decline in overall headcount in 2007-08. Fewer students are taking more units, so the percent of full time students has increased 2% since 2006-07.
- 8.1% of FTES is generated through distance learning. Since Fall 2004, online sections have increased almost 200% (192.9%) and online enrollment has increased 174.7%.
- 78.3% of all course enrollments in Fall 2007 was in CSU/UC transferable courses. Vocational course enrollments have declined 3% from Fall 2006. Basic skills enrollments have increased 43.6% over Fall 2006, reflecting an increased demand and the focus of the goals of Title III and the Basic Skills Initiative.
- There are about 30% (29.2%) more students aged 19 or less than there was in Fall 2005. There was also a 7.7% decline for all age groups over age 25, most dramatically among students age 40-49.

- The highest percentage of entering students is freshman high school graduates at 39%; 18% are concurrently enrolled K-12 students. At the other end of the spectrum, 16% of students already possess a bachelor's degree or higher.
- Only 15% of Fall 2007 students were first time college students; 67% of students had been enrolled at Ohlone prior to Fall 2007.

### **Student Success**

- All program awards (degrees and certificates awarded) have been in decline for each of the past four years, and degrees awarded have declined 20% since 2004-05.
- Although the numbers have risen and fallen over the last six years, the total number of transfers to CSU/UC campuses is exactly the same as in 2002-03. There are now more transfers to UCs and less transfers to CSUs.
- Ohlone's course retention and success rates are below the state averages and both have been in decline for each of the past three years, although the rates still compare favorably to those colleges identified by the Chancellor's Office as "peers."
- The college's persistence (year-to-year retention) rate is above both the California Community College average and above those "peer" colleges as identified by the Chancellor's Office.
- The percentage of students successfully completing vocational courses is above both the CCC and peer group averages; however, the percentage of students successfully completing basic skills courses is below both the CCC and peer group averages.

### **Courses and Sections**

- Weekly student contact hours (WSCH) increased by 26.6% in 2007-08 over the previous five year average, while full time equivalent faculty (FTEF) only increased by 10.9%. This resulted in a 14.4% increased efficiency in WSCH/FTEF.
- Fifteen academic departments had an increase in WSCH greater than 50% over the previous five year average; six departments saw a decrease in WSCH over the same period.
- Half of all the weekly student contact hours is produced by eight departments
- The average load efficiency (WSCH/FTEF) for 2007-08 was 581; 22 departments were above that average. Conversely, 26 departments were below the efficiency benchmark of 525.
- English and Mathematics are, by far, the two highest enrolled departments and have the highest numbers of faculty.
- The most efficient (WSCH/FTEF) departments are those foreign languages that have large concurrent enrollment offerings at district high schools where faculty are school district, rather than college, employees.
- Nine departments saw declines in weekly student contact hours in 2007-08 from the previous five year average.

- Basic skills enrollments have increased 45.5% in English but have declined 8.3% in mathematics compared to the previous five year average.