Student & Employee Diversity

Office of Institutional Research and Planning

September 2010

Diversity by Institution

Report on Student and Employee Diversity
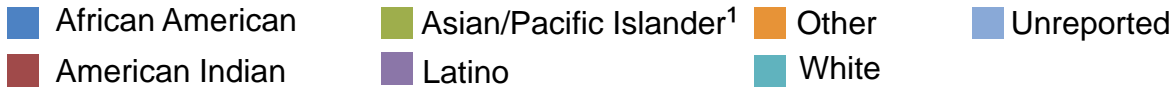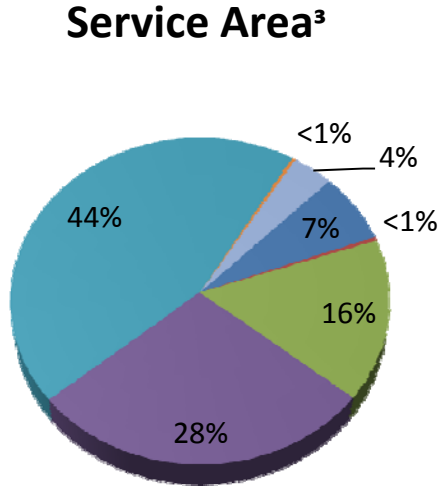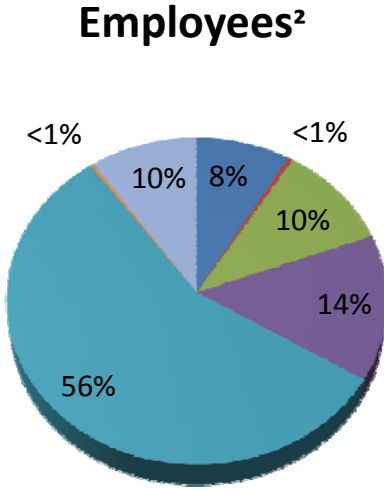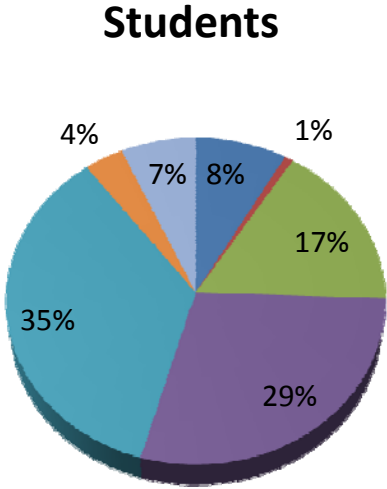
Students, Employees and Service Area by Ethnicity

Districtwide, the number of both students and employees decreased by 5% and 7% from fall 08 to fall 09.

The most significant decline among students was Asian/Pacific Islanders (6%) and Whites (5%).

The largest decline among employees was African Americans (10%) and Asian/Pacific Islanders (6%). The decline among employees was largely from adjunct faculty (8%).

Students

- 1%
- 8%
- 17%
- 29%
- 35%
- 7%
- 4%

Employees²

- <1%
- <1%
- 8%
- 10%
- 14%
- 56%
- 10%

Service Area³

- <1%
- 4%
- <1%
- 7%
- 16%
- 28%
- 44%

Legend:
- ■ African American
- ■ American Indian
- ■ Asian/Pacific Islander¹
- ■ Latino
- ■ Other
- ■ White
- ■ Unreported

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:

¹Filipino students are combined with Asian/Pacific Islander students

²Employment data exclude Non-Academic Hourly Staff

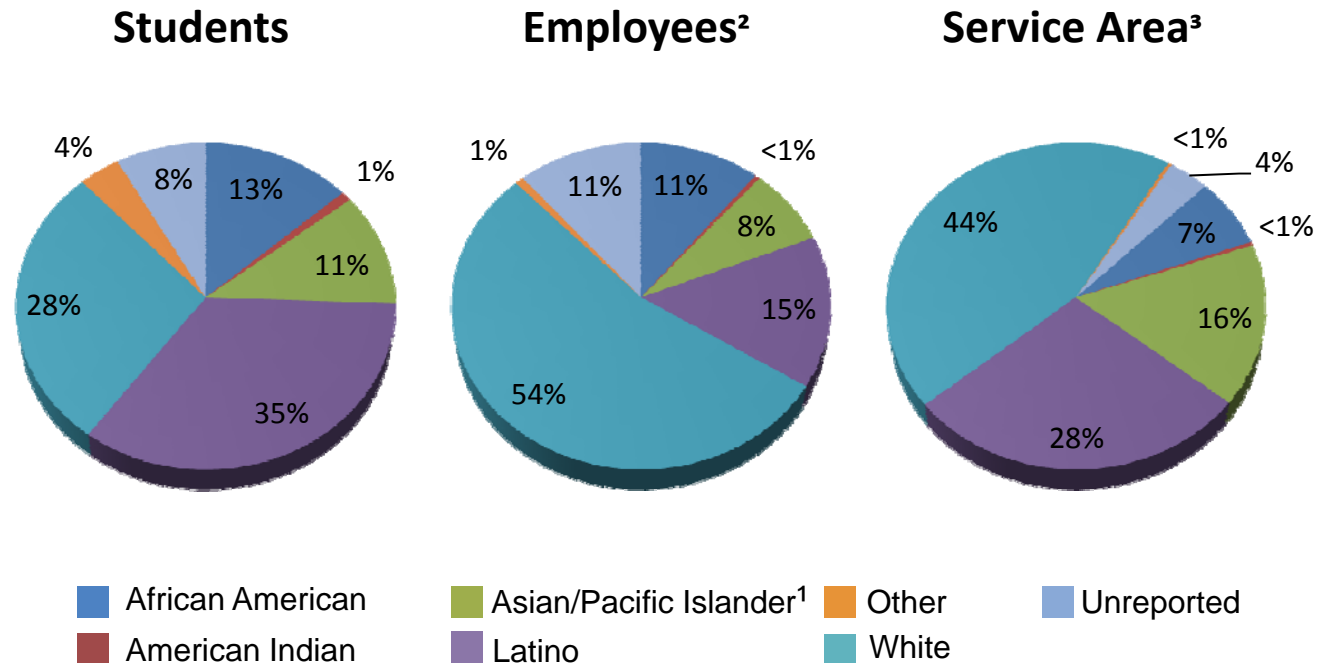³San Diego Service Area data are based on SANDAG 2009 Estimates

Students, Employees and Service Area by Ethnicity

Overall, the number of students increased less than 1% and employees decreased by 4% from fall 08 to fall 09.

The most significant decline among students was Asian/Pacific Islanders and Whites (7%, each).

The largest decline among employees was Asian/Pacific Islanders (13%) and African Americans (10%). Adjunct counseling had the largest decline (55%).

Students

- 13% African American
- 1%
- 11% Asian/Pacific Islander
- 35% Latino
- 28% White
- 4% Other
- 8% Unreported

Employees[2]

- 11% African American
- <1%
- 8% Asian/Pacific Islander
- 15% Latino
- 54% White
- 1% Other
- 11% Unreported

Service Area[3]

- <1%
- 4%
- 7% African American
- <1%
- 16% Asian/Pacific Islander
- 28% Latino
- 44% White

Legend:
- African American
- American Indian
- Asian/Pacific Islander[1]
- Latino
- Other
- White
- Unreported

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
[1] Filipino students are combined with Asian/Pacific Islander students
[2] Employment data exclude Non-Academic Hourly Staff
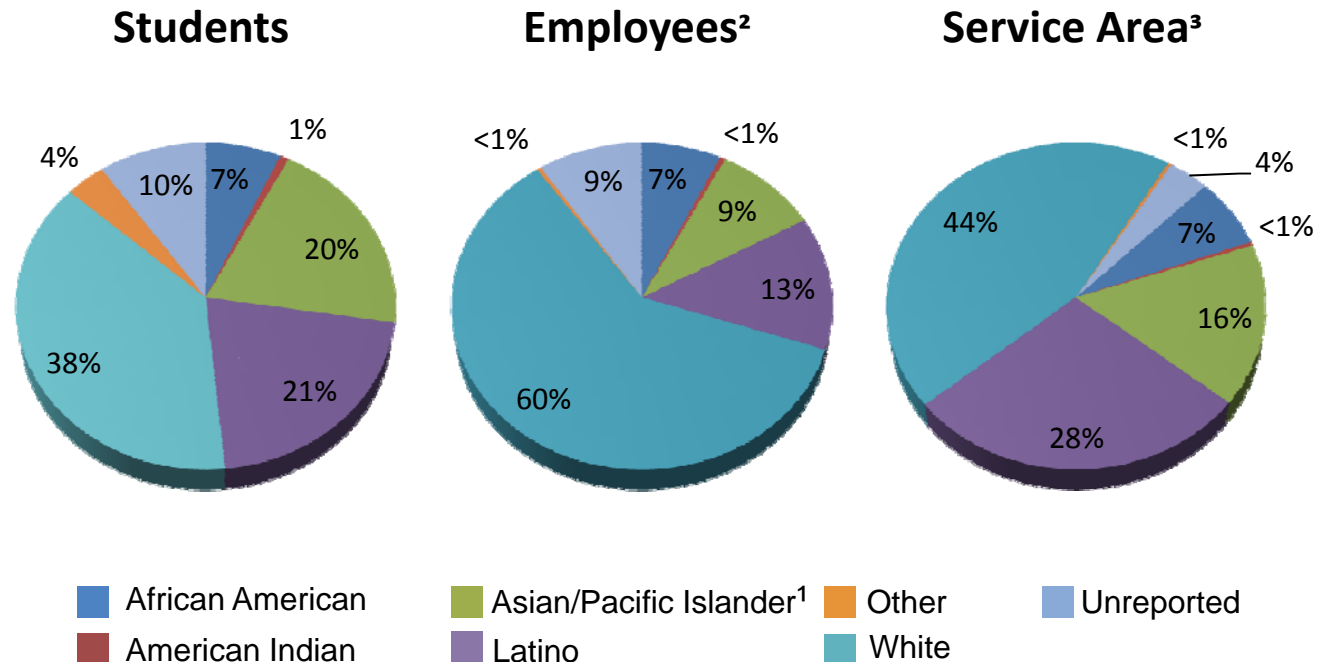[3] San Diego Service Area data are based on SANDAG 2009 Estimates

Mesa College
Students, Employees and Service Area by Ethnicity

Overall, the number of students increased by 4% and employees decreased by 6% from fall 08 to fall 09.

The largest increase among students was African Americans (14%) and Latinos (12%).

Among employees, Whites had the largest decline (8%). The largest decline among employee groups was the adjunct faculty (10%).

Students

- 1%
- 7%
- 4%
- 10%
- 20%
- 38%
- 21%

Employees[2]

- <1%
- <1%
- 7%
- 9%
- 9%
- 13%
- 60%

Service Area[3]

- <1%
- 4%
- <1%
- 44%
- 7%
- 16%
- 28%

Legend:
- African American
- Asian/Pacific Islander[1]
- Other
- Unreported
- American Indian
- Latino
- White

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:

[1]Filipino students are combined with Asian/Pacific Islander students

[2]Employment data exclude Non-Academic Hourly Staff

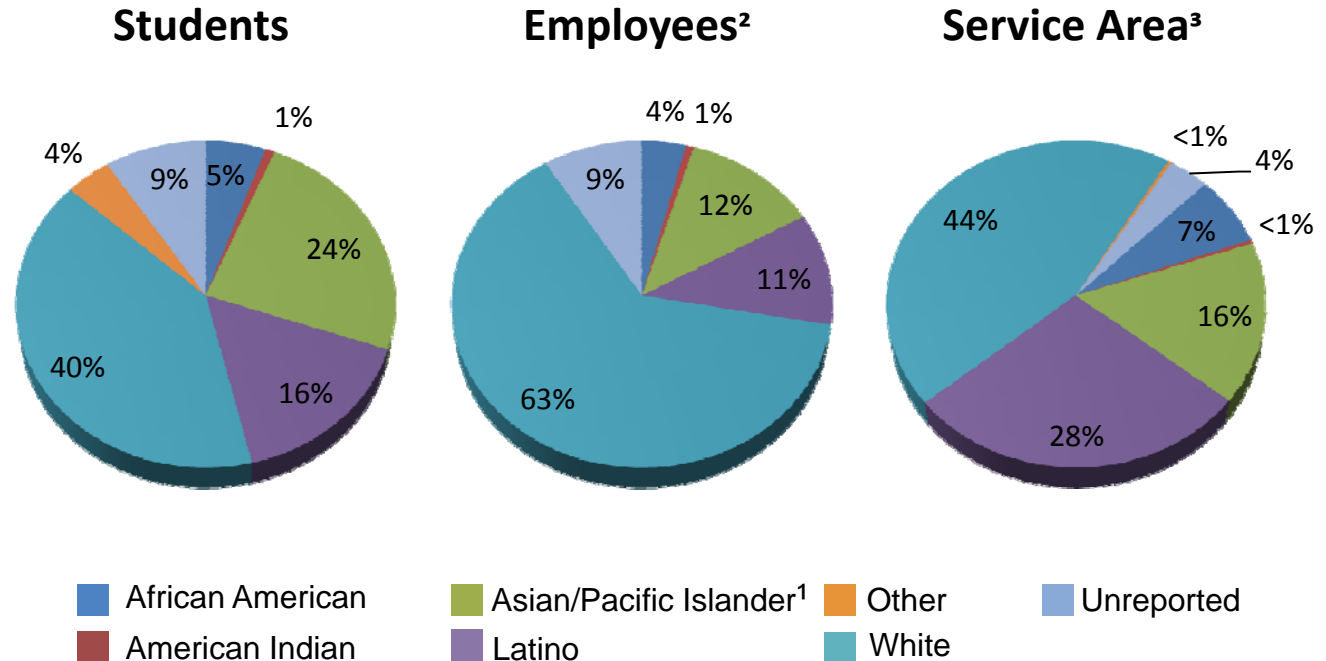[3]San Diego Service Area data are based on SANDAG 2009 Estimates

Miramar College
Students, Employees and Service Area by Ethnicity

Overall, the number of students increased by less than 1% and employees decreased by 6% from fall 08 to fall 09.

The most notable increase among students was Asian/Pacific Islanders (4%).

Among employees, Latinos and African Americans had the largest decline (19% and 14%, respectively). The largest decline among employees was the adjunct faculty.

Students

1%
5%
4%
9%
24%
40%
16%

Employees²

4% 1%
9%
12%
11%
63%

Service Area³

<1%
4%
7%
<1%
44%
16%
28%

Legend:
- African American
- American Indian
- Asian/Pacific Islander¹
- Latino
- Other
- White
- Unreported

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
¹Filipino students are combined with Asian/Pacific Islander students
²Employment data exclude Non-Academic Hourly Staff
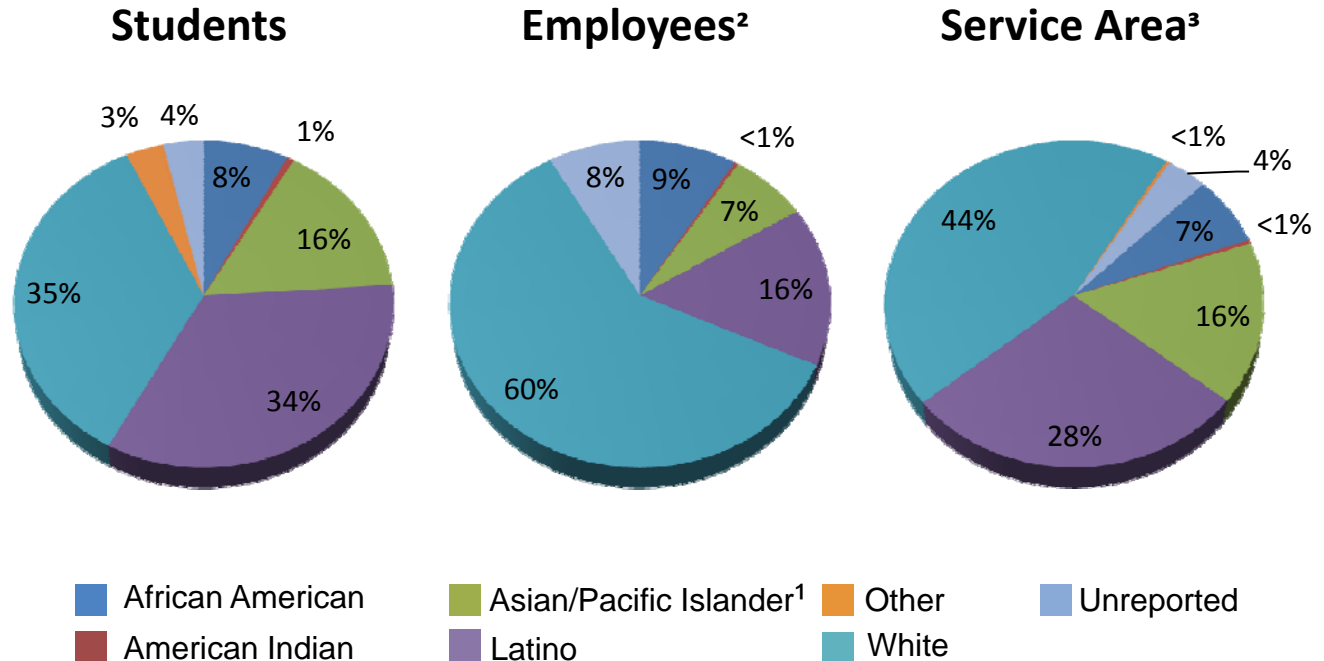³San Diego Service Area data are based on SANDAG 2009 Estimates

Continuing Education
Students, Employees and Service Area by Ethnicity

Overall, the number of students decreased by 11% and employees decreased by 15% from fall 08 to fall 09.

The most significant decline among students was Asian/Pacific Islanders (8%) and African Americans (14%).

The largest decline among employees was Asian/Pacific Islanders (15%). Adjunct faculty had the largest decline (20%).

Students

- 3%
- 4%
- 1%
- 8%
- 16%
- 35%
- 34%

Employees[2]

- <1%
- 8%
- 9%
- 7%
- 16%
- 60%

Service Area[3]

- <1%
- 4%
- 44%
- 7%
- <1%
- 16%
- 28%

Legend:
- African American
- American Indian
- Asian/Pacific Islander[1]
- Latino
- Other
- White
- Unreported

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:

[1]Filipino students are combined with Asian/Pacific Islander students

[2]Employment data exclude Non-Academic Hourly Staff

[3]San Diego Service Area data are based on SANDAG 2009 Estimates
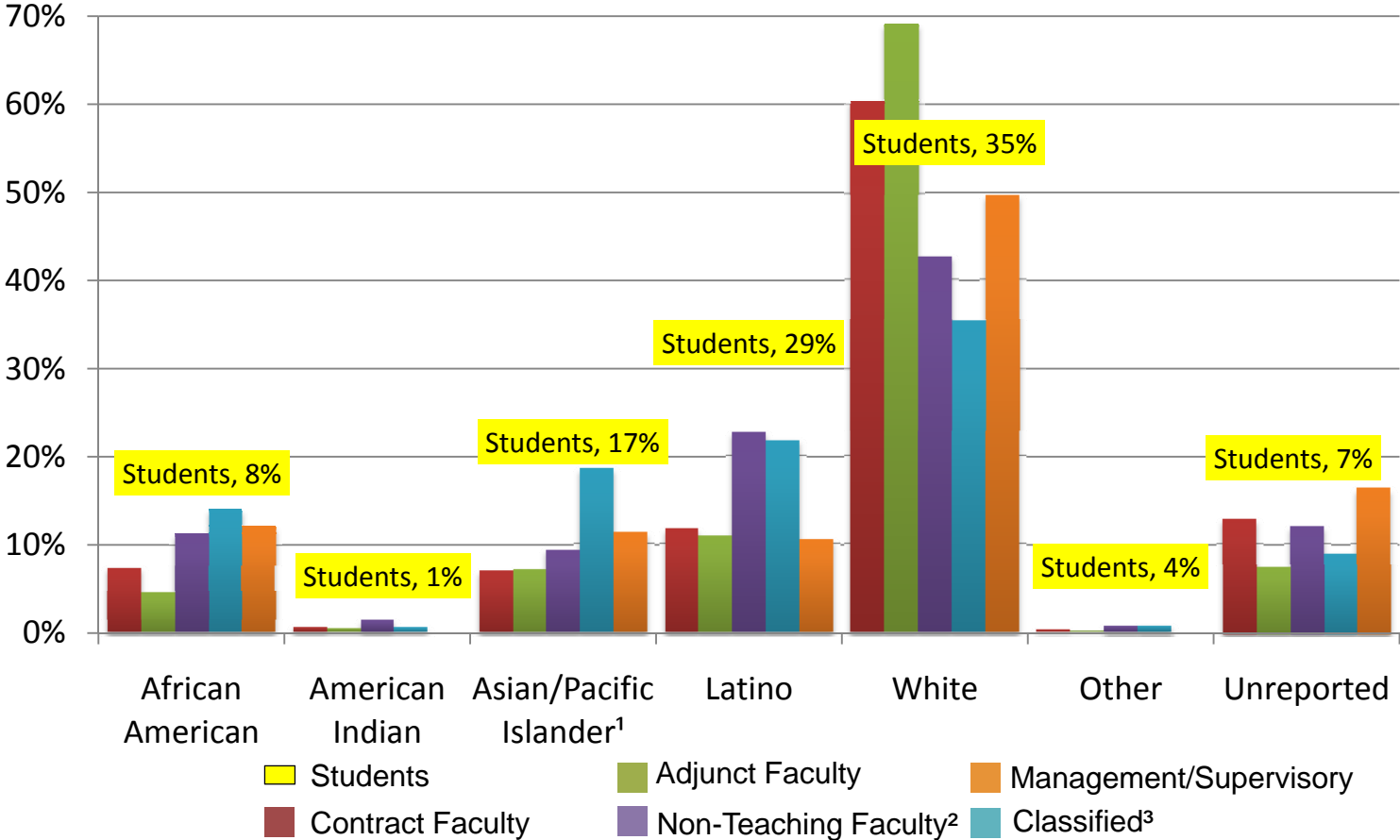
Diversity by Employee Group

Report on Student and Employee Diversity

Districtwide

Students compared to Employee Groups by Ethnicity

Districtwide, the number of employees decreased by 7% from fall 08 to fall 09.

Faculty declined 7%, largely due to the decrease in adjunct faculty. Within the faculty group, Latinos declined by 5%, Whites by 7% and African Americans 10%.

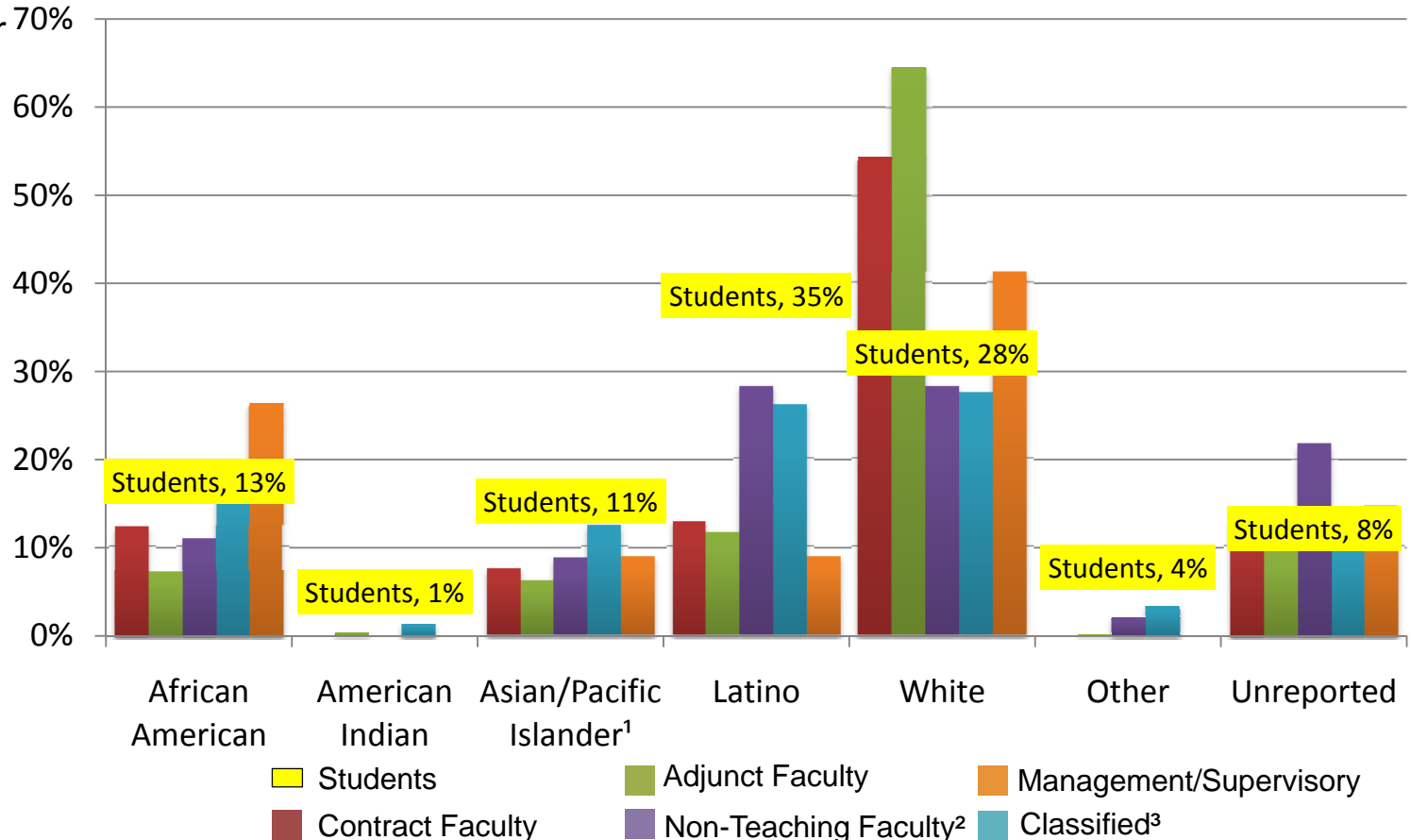Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
[1]Filipino students are combined with Asian/Pacific Islander students
[2]Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty
[3]Classified includes Classified Staff, Police Officers, and Community Service Officers

City College
Students compared to Employee Groups by Ethnicity

Overall, the number of employees decreased by 4% from fall 08 to fall 09.

The employee decrease was largely due to the decline in adjunct counselors (55%). The decrease in faculty was less for Whites (2%) and Latinos (1%), but higher for African Americans (10%).

Legend:
- Students
- Contract Faculty
- Adjunct Faculty
- Non-Teaching Faculty²
- Management/Supervisory
- Classified³

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
¹Filipino students are combined with Asian/Pacific Islander students
²Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty
³Classified includes Classified Staff, Police Officers, and Community Service Officers

Mesa College
Students compared to Employee Groups by Ethnicity

Overall, the number of employees decreased by 6% from fall 08 to fall 09.

Faculty declined 9%, largely due to the decrease in adjunct faculty (10%). The most significant declines among faculty were White and African American employees (8% and 7%, respectively).

Students, 7%

Students, 1%

Students, 20%

Students, 21%

Students, 38%

Students, 4%

Students, 10%

African American | American Indian | Asian/Pacific Islander¹ | Latino | White | Other | Unreported

Legend:
- Students
- Contract Faculty
- Adjunct Faculty
- Non-Teaching Faculty²
- Management/Supervisory
- Classified³

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10
Footnotes:
¹Filipino students are combined with Asian/Pacific Islander students
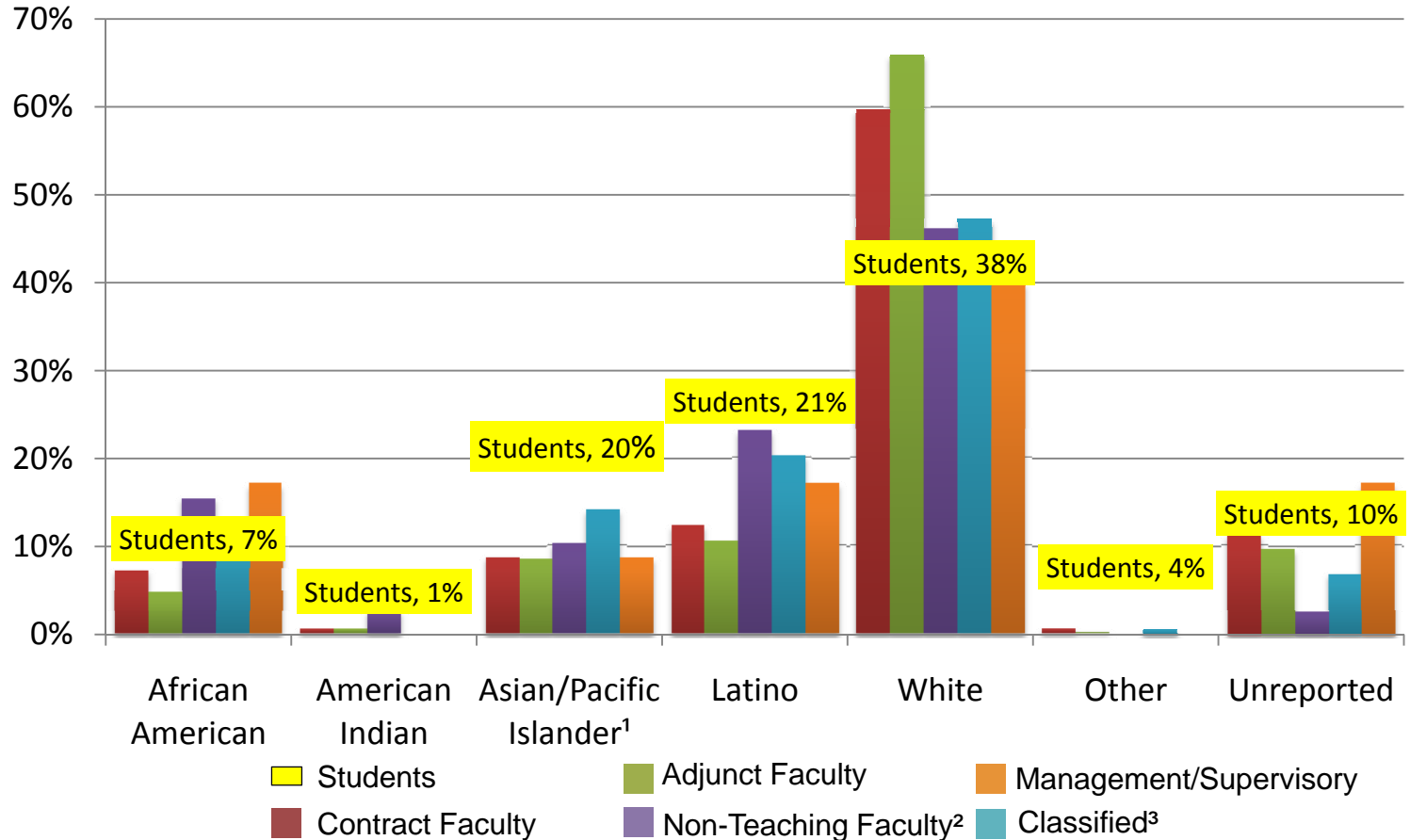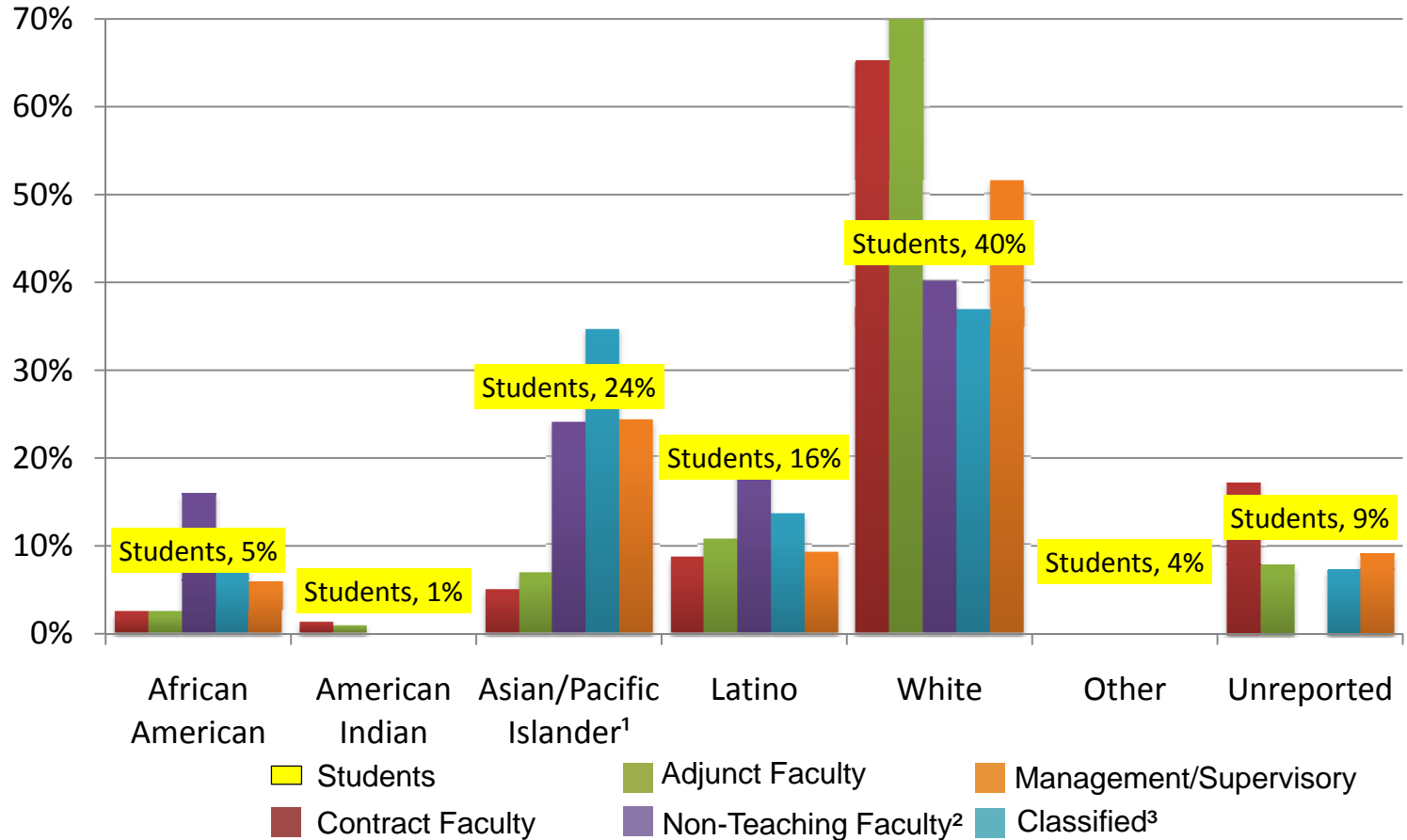²Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty
³Classified includes Classified Staff, Police Officers, and Community Service Officers

Office of Institutional Research and Planning

Miramar College
Students compared to Employee Groups by Ethnicity

Overall, the number of employees decreased by 6% from fall 08 to fall 09.

Faculty declined by 6%, largely due to a decrease in adjunct faculty (6%). The decrease in faculty was greatest among the Latino and African American employees (19% and 14%, respectively).

Bar chart: Students compared to Employee Groups by Ethnicity

Student percentages shown:
- African American, Students 5%
- American Indian, Students 1%
- Asian/Pacific Islander[1], Students 24%
- Latino, Students 16%
- White, Students 40%
- Other, Students 4%
- Unreported, Students 9%

Legend: Students | Contract Faculty | Adjunct Faculty | Non-Teaching Faculty[2] | Management/Supervisory | Classified[3]

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10
Footnotes:
[1]Filipino students are combined with Asian/Pacific Islander students
[2]Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty
[3]Classified includes Classified Staff, Police Officers, and Community Service Officers
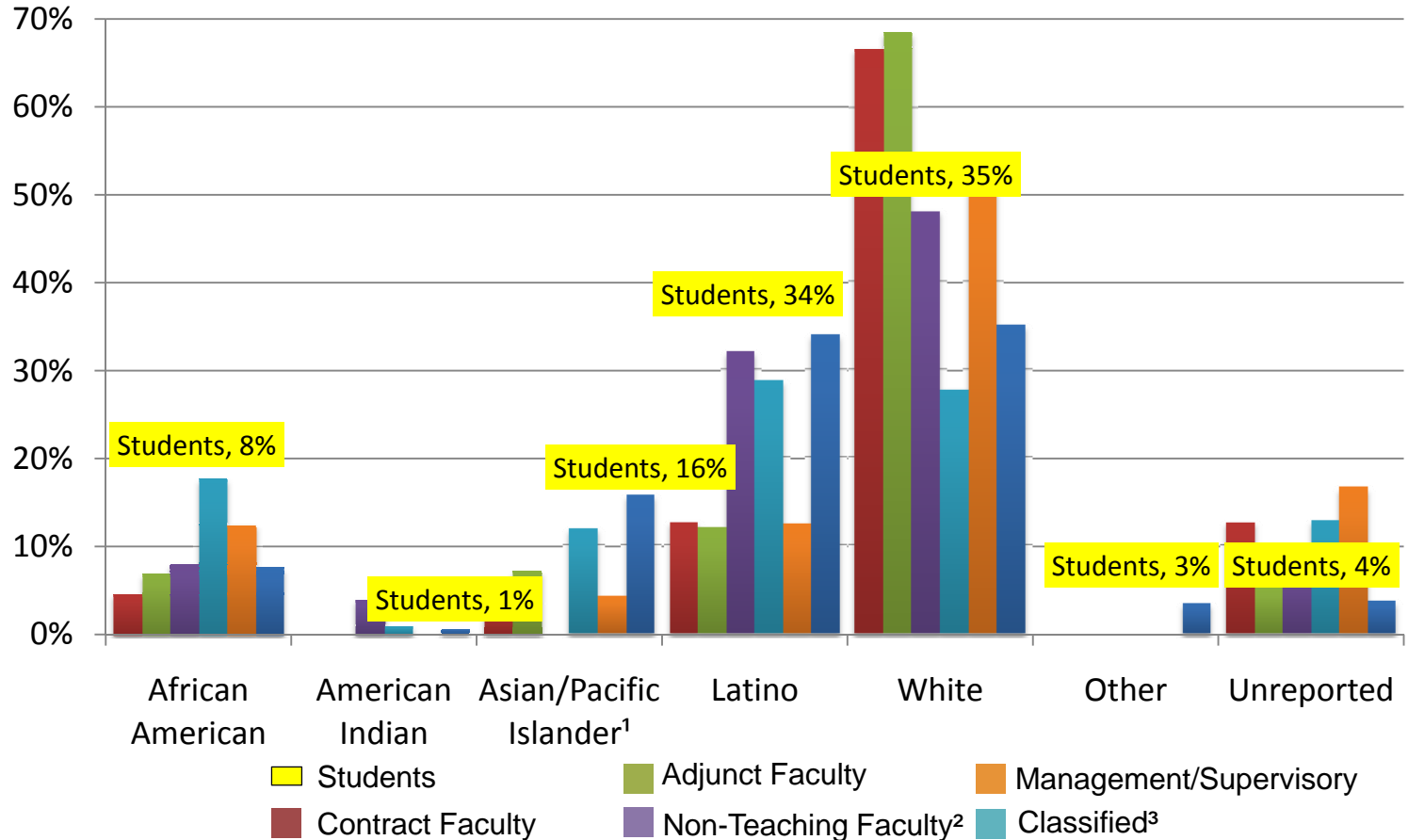
Continuing Education
Students compared to Employee Groups by Ethnicity

Overall, the number of employees decreased by 15%.

Faculty declined by 18%, largely due to a decrease in adjunct faculty (20%).

This percentage decrease in faculty was similar for African Americans and Whites (16%, each) and less for all other groups.

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10
Footnotes:
[1]Filipino students are combined with Asian/Pacific Islander students
[2]Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty
[3]Classified includes Classified Staff, Police Officers, and Community Service Officers

Existing and New Employees

Report on Student and Employee Diversity

Districtwide
Students compared to New Hires by Ethnicity

The district hired 41 employees in 2009-10. Over half of the new hires were a result of in-sourcing Information Technology and 15% were internal hires.

Among the new hires, 18 (44%) were Classified and 23 (56%) were Management/ Supervisory.

Race/Ethnicity	Districtwide Students[2]		New Employees				Total New Hires	
			Classified[3]		Management/ Supervisory			
African American	6,589	8%	1	6%	5	22%	6	15%
American Indian	623	1%	0	0%	0	0%	0	0%
Asian/Pacific Islander[1]	13,331	17%	8	44%	7	30%	15	37%
Latino	23,237	29%	1	6%	0	0%	1	2%
White	28,360	35%	8	44%	11	48%	19	46%
Other	2,819	4%	0	0%	0	0%	0	0%
Unreported	5,417	7%	0	0%	0	0%	0	0%
Total	**80,376**	**100%**	**18**	**100%**	**23**	**100%**	**41**	**100%**

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
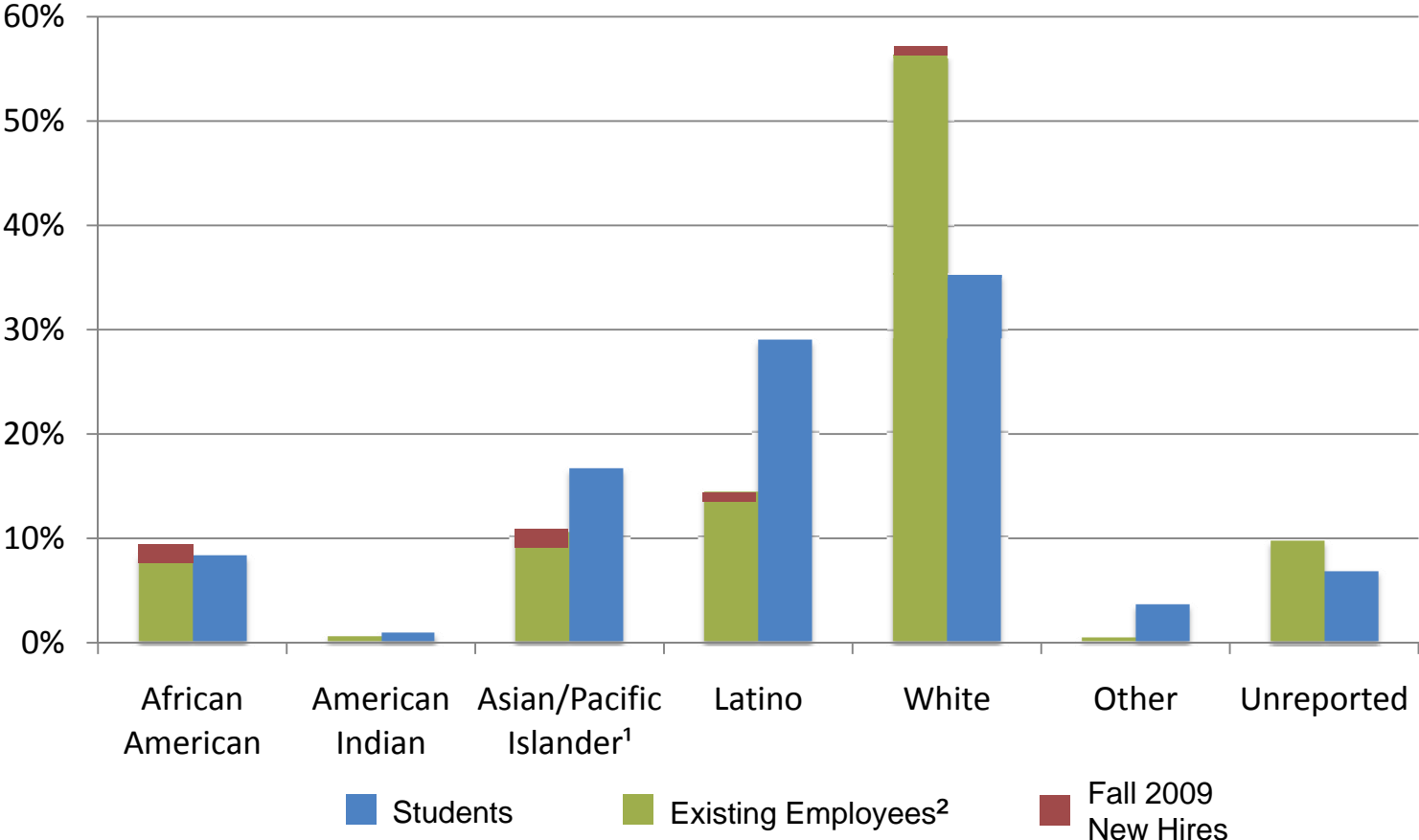[1]Filipino students are combined with Asian/Pacific Islander students
[2]Districtwide data include Continuing Education
[3]Classified includes Classified Staff, Police Officers, and Community Service Officers

Districtwide

Students compared to Employees (Existing and New Hires)

Of the 41 employees hired, 46% (n=19) were White, 37% (n=15) were Asian/Pacific Islander, 15% (n=6) were African American and 2% (n=1) were Latino.

Legend: Students (blue), Existing Employees[2] (green), Fall 2009 New Hires (red)

Categories: African American, American Indian, Asian/Pacific Islander[1], Latino, White, Other, Unreported

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
[1]Filipino students are combined with Asian/Pacific Islander students
[2]Employment data exclude Non-Academic Hourly Staff

Districtwide
Students compared to Employees by Gender

Of the 41 employees hired in 2009-10, 41% (17) were female, 53% (22) were male, and 5% (2) unreported.

Students

44%
56%

Employees[1]

46%
54%

Service Area[2]

50%
50%

■ Male   ■ Female

Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:
[1]Employment data excludes Non-Academic Hourly staff
[2]San Diego Service Area data are based on SANDAG 2009 Estimates

Conclusions

▸ Although there has been an overall decrease in the number of employees due to a hiring freeze and retirements, the ethnic proportions for employees has remained relatively unchanged.

▸ Of the new hires, half were the result of in-sourcing Information Technology and 15% were from internal recruiting .

▸ Overall, the ethnic composition of students continues to reflect that of the service area.

▸ Districtwide, the Asian/Pacific Islander and Latino employee groups continue to be underrepresented when compared to the student groups. However, the African American student and employee groups are proportionally the same.