



Student & Employee Diversity

Office of Institutional Research and Planning

September 2010

Diversity by Institution

Report on Student and Employee Diversity

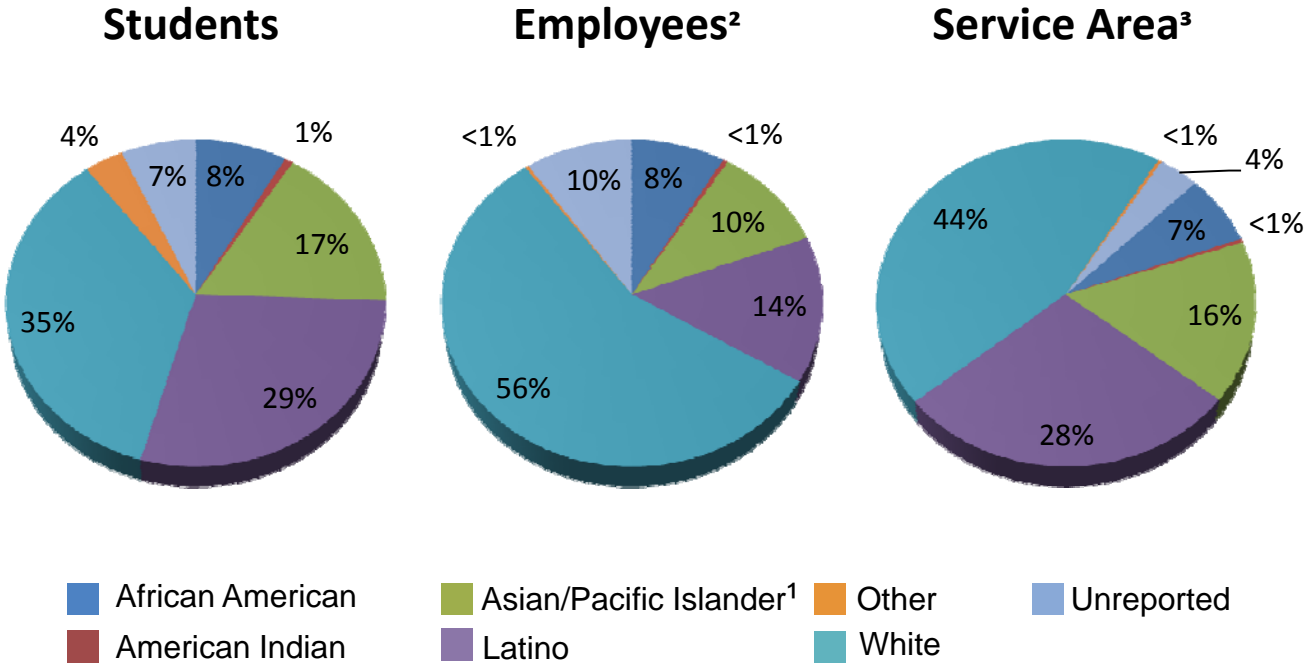
Districtwide

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%).



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

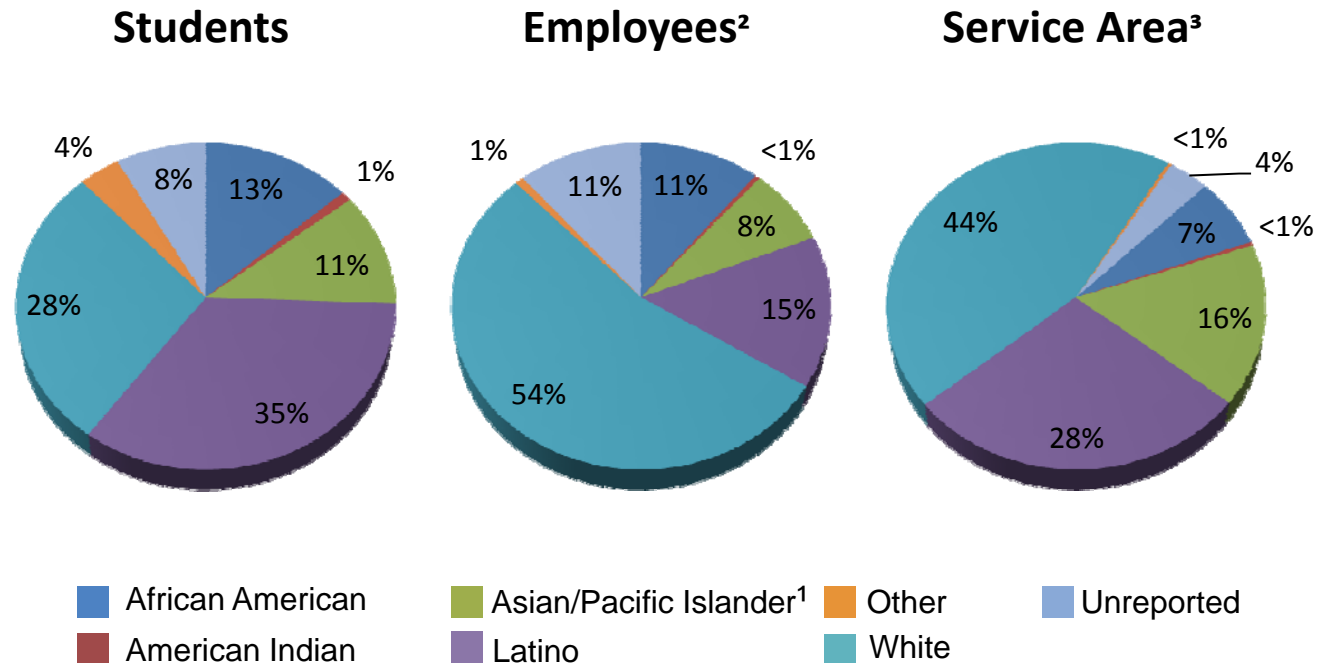
City College

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%).



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

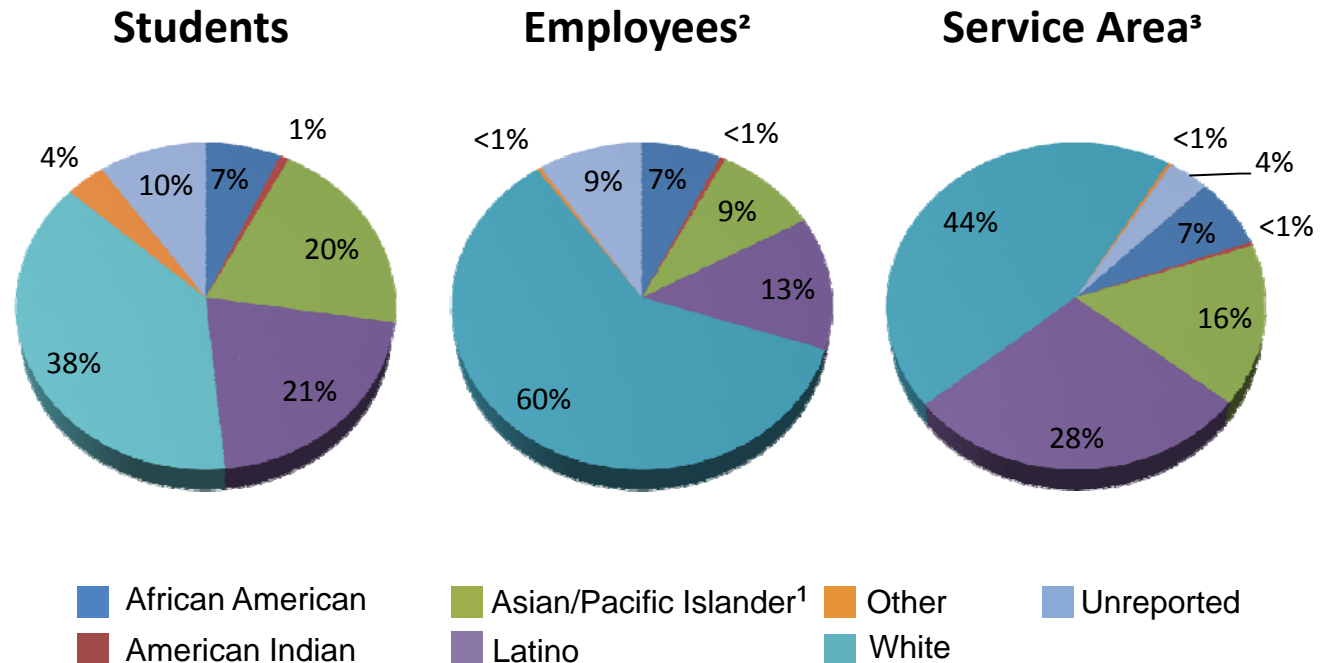
Mesa College

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%).



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

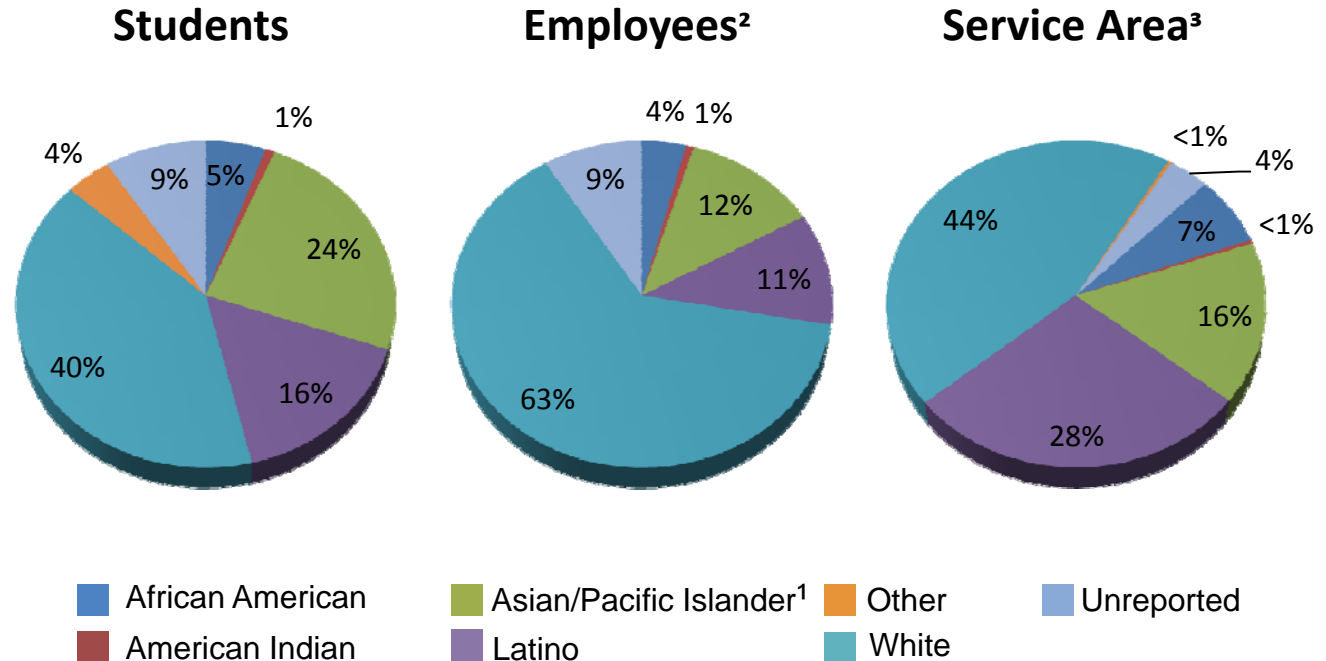
Miramar College

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.



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

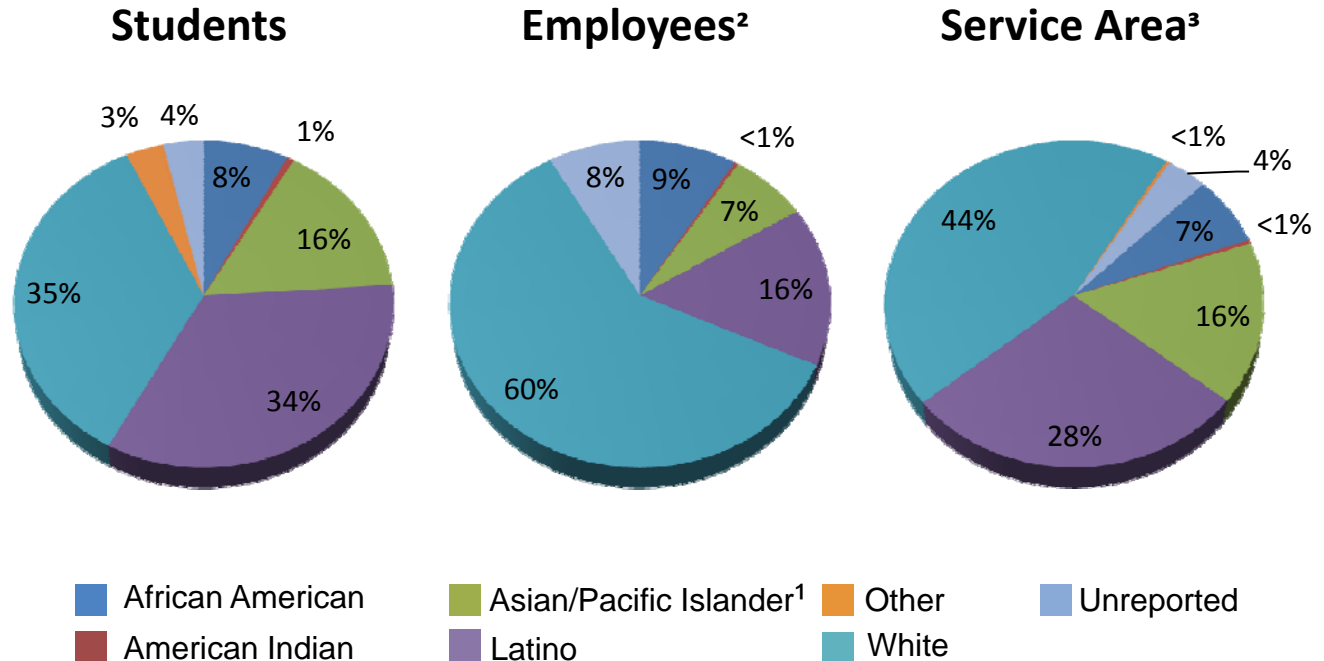
Continuing Education

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%).



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

Diversity by Employee Group

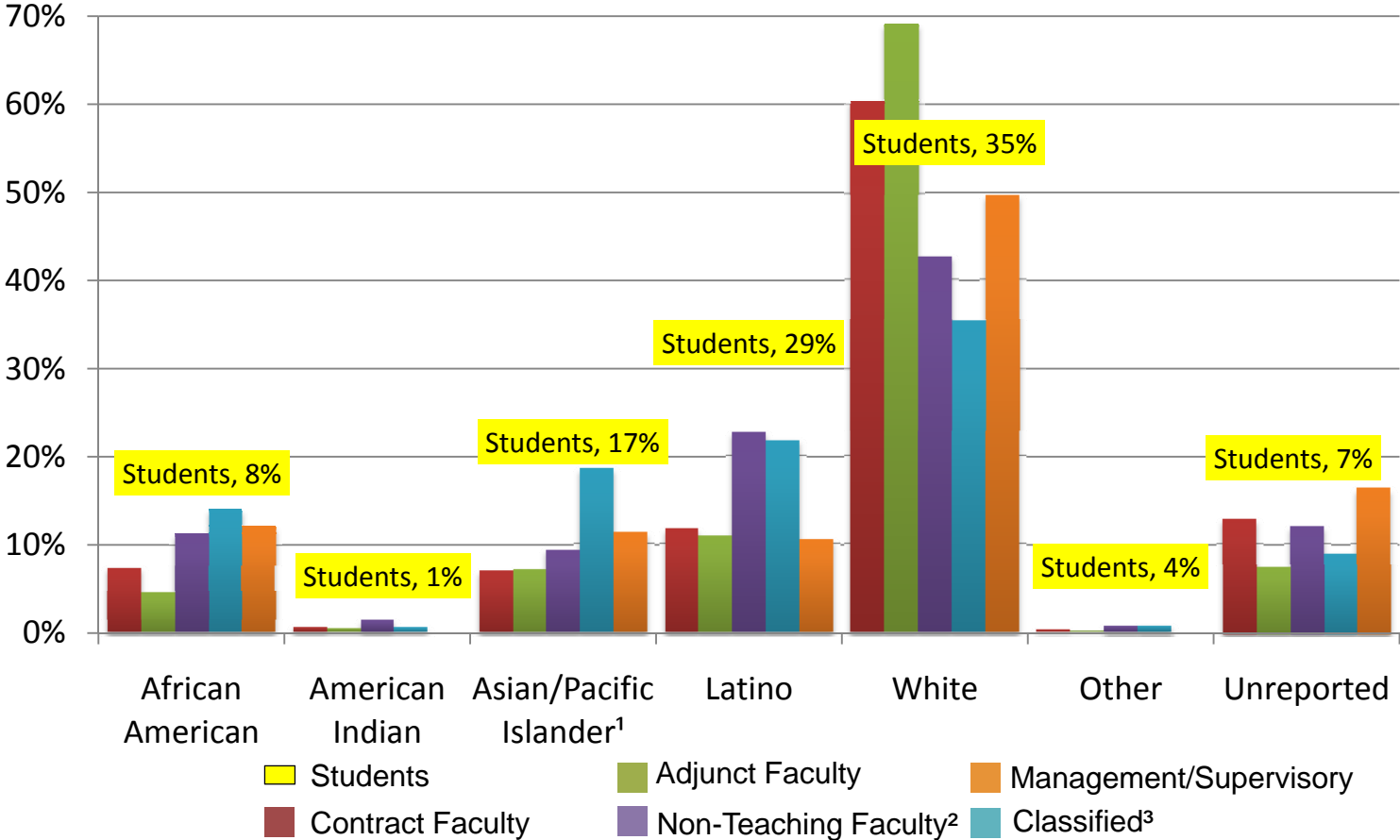
Report on Student and Employee Diversity

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

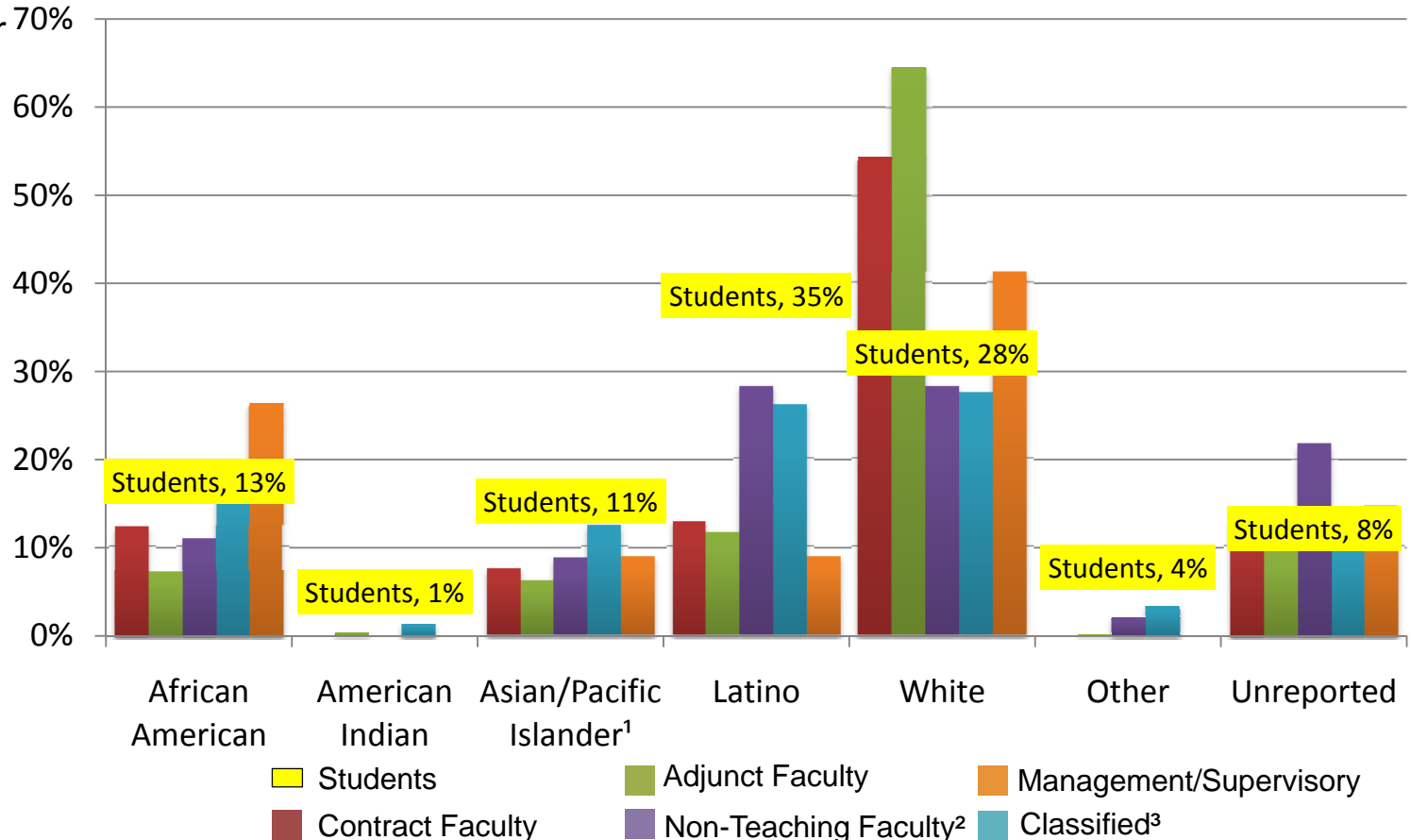
Footnotes:
¹Filipino students are combined with Asian/Pacific Islander students
²Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty
³Classified includes Classified Staff, Police Officers, and Community Service Officers

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%).



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

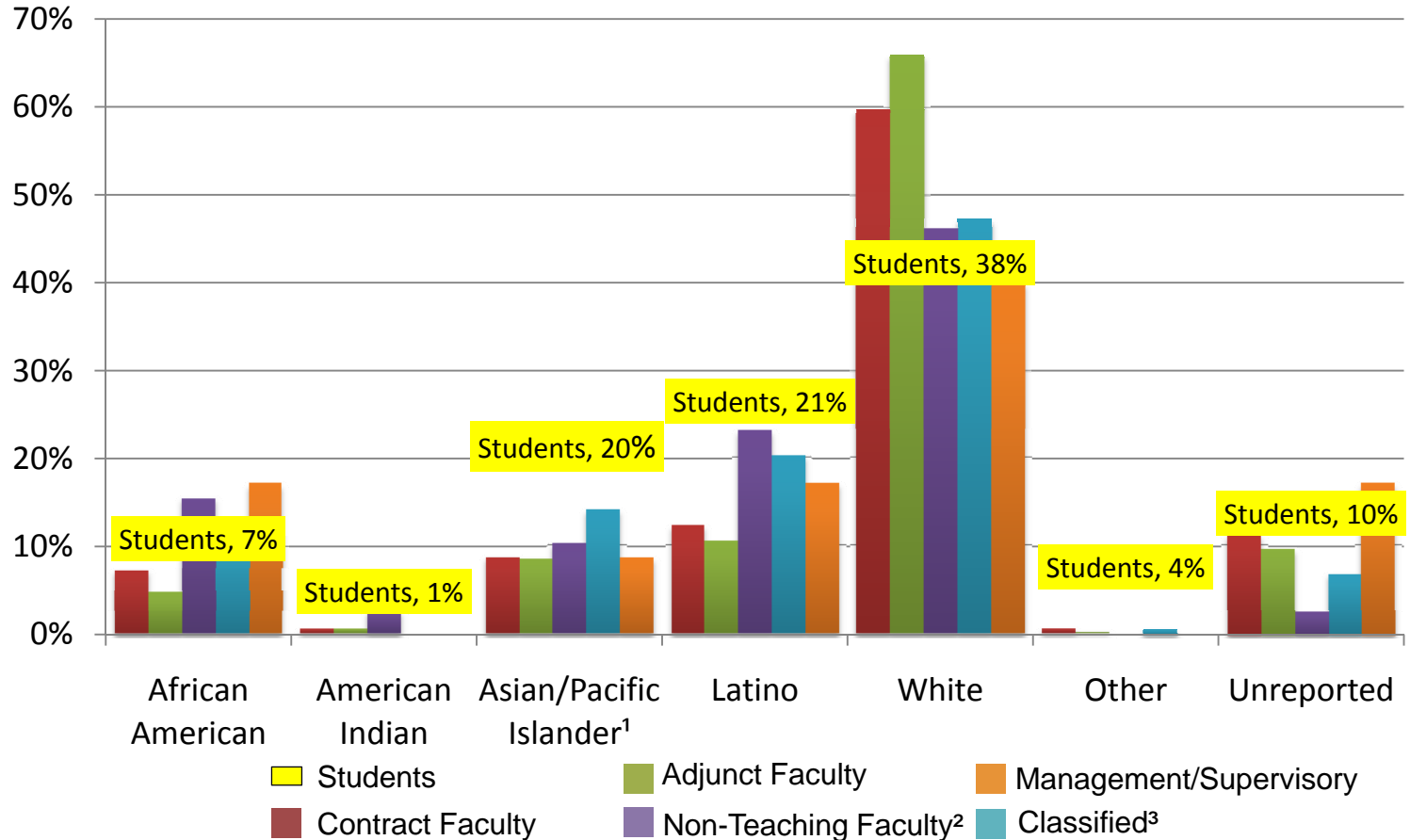
³Classified includes Classified Staff, Police Officers, and Community Service Officers

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).



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

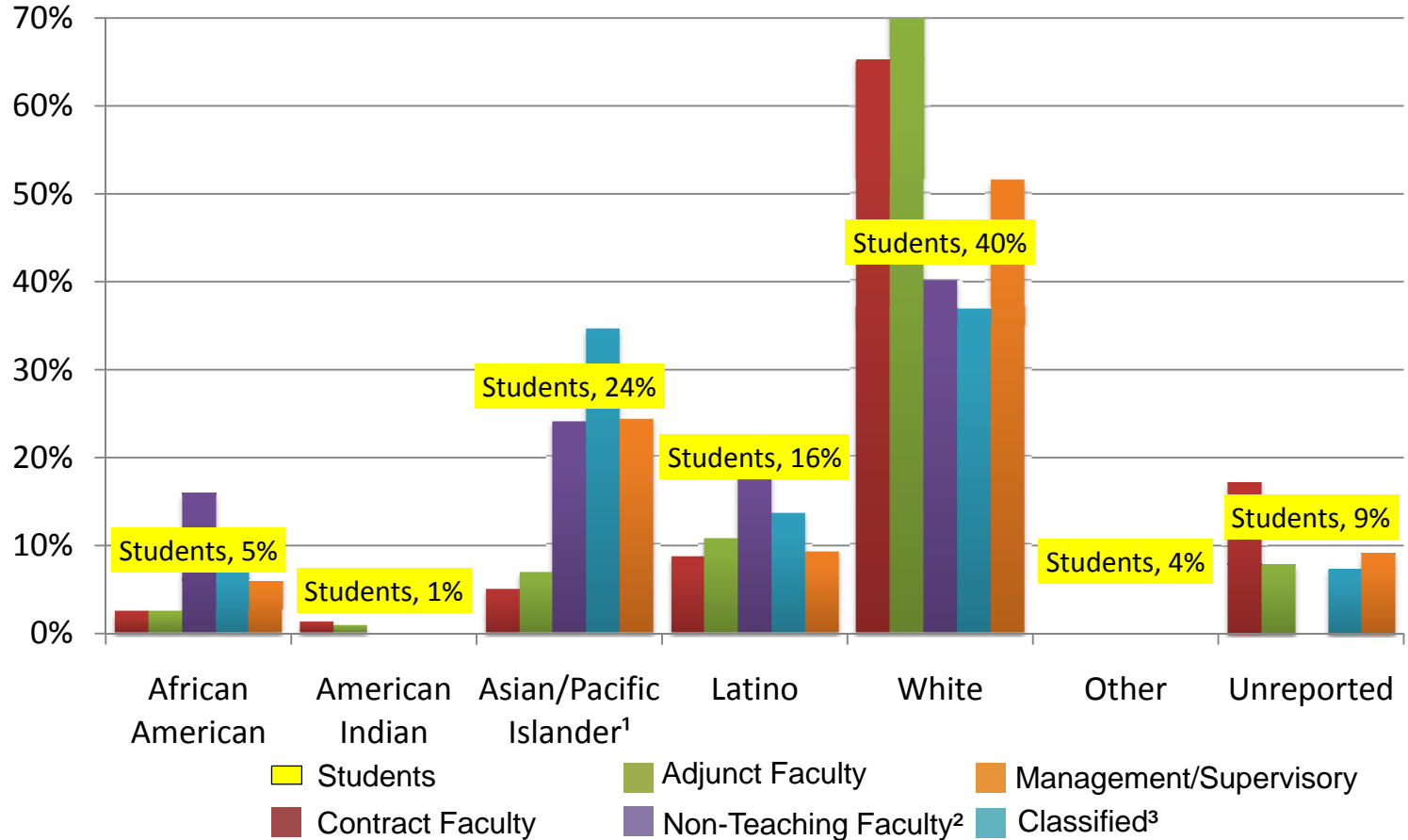
³Classified includes Classified Staff, Police Officers, and Community Service Officers

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).



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

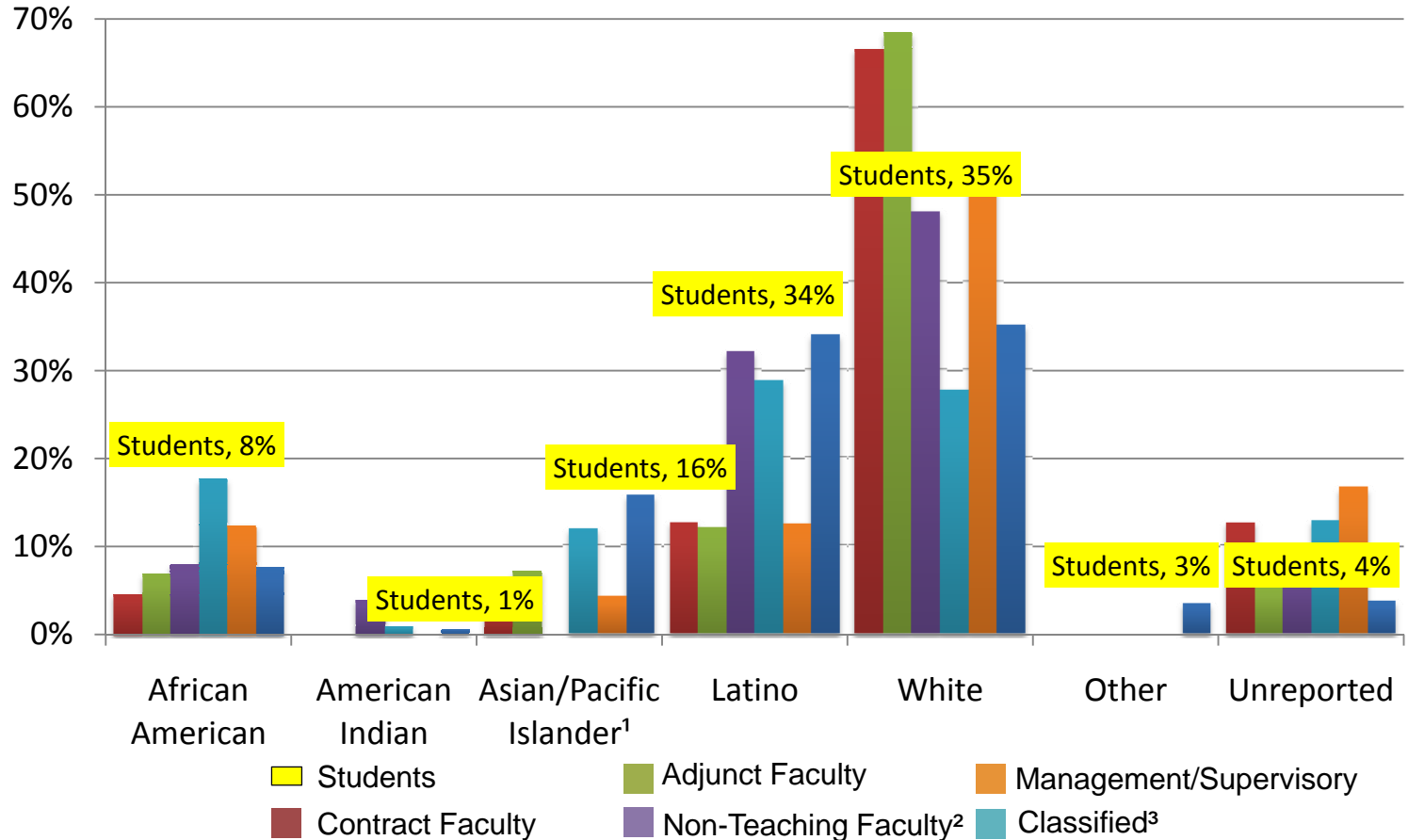
Continuing Education

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:

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

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:

¹Filipino students are combined with Asian/Pacific Islander students

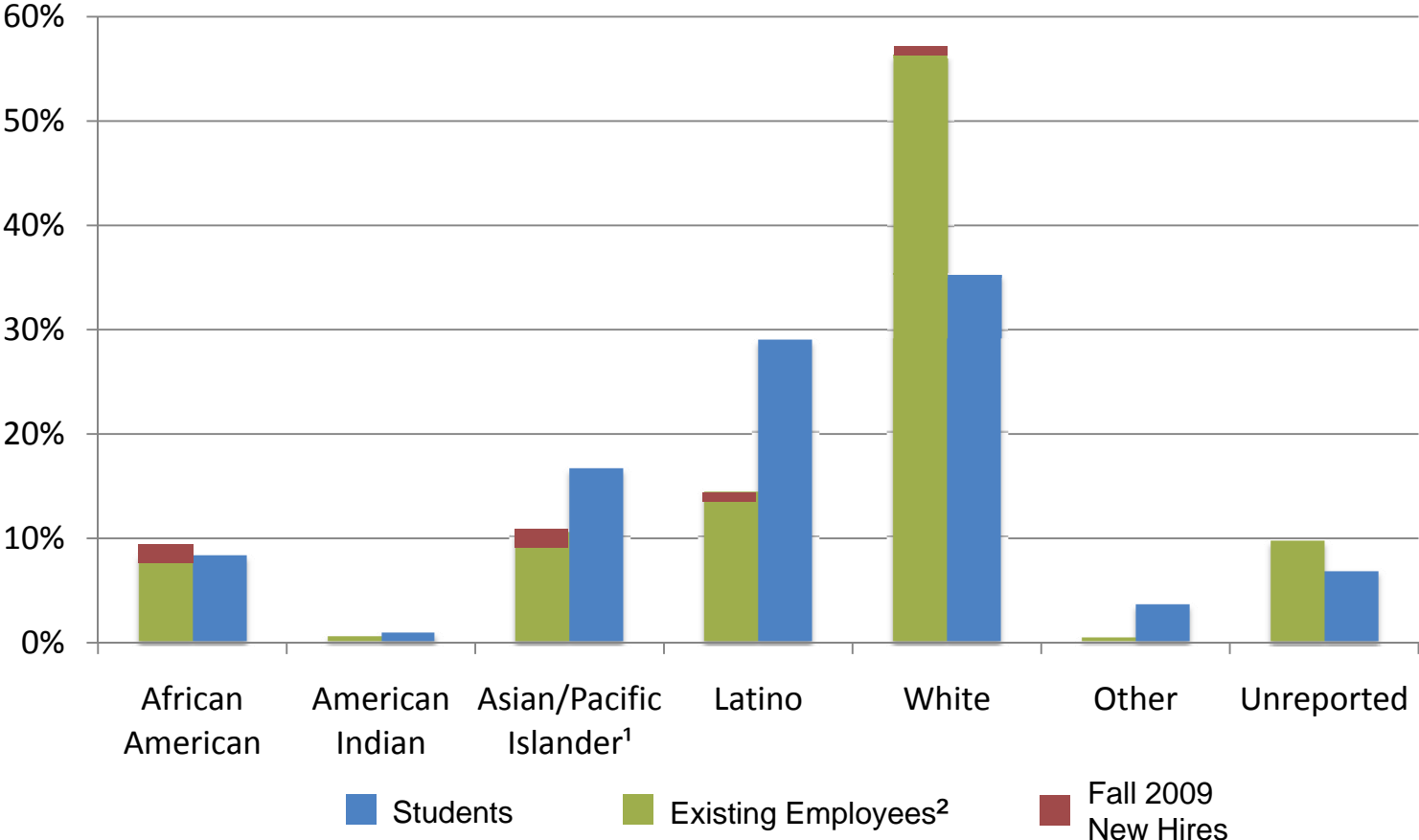
²Districtwide data include Continuing Education

³Classified 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.



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

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.



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

Footnotes:
¹Employment data excludes Non-Academic Hourly staff
²San 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.