

MPC Employee Demographics

Presented to the Board of Trustees

May 24, 2011

Background

- Education Code

Academic excellence can best be sustained in a climate of acceptance and with the inclusion of persons from a wide variety of backgrounds and preparations to provide service to an increasingly diverse student body. [EC87100(a)(2)]

- Accreditation

The institution regularly assesses that its record in employment equity and diversity is consistent with its mission. [Standard IIIa, 4b]

Background, continued

- Mission Statement

Monterey Peninsula College is committed to fostering student learning and success by providing excellence in instructional programs, facilities, and services to support the goals of students pursuing transfer, career, basic skills, and life-long learning opportunities. Through these efforts MPC seeks to enhance the intellectual, cultural, and economic vitality of our diverse community.

Background, continued

- Institutional Goals, 2007 – 2010
 2. Foster a climate that promotes diversity throughout the institution.

Objectives:

1. Actively seek and enhance diversity in all college programs, curricula, extra-curricula, outreach and community events, and in the college population, students, employees and Board of Trustees.
2. Recruit and retain a diverse college-wide community.

Background, continued

Proposed Institutional Goals and Objectives,
2011-2014

Values Statement

We hold the following as vital to the attaining of our Mission:

- Recruiting and retaining highly qualified and diverse faculty and staff.

Background, continued

MPC Equal Employment Opportunity Plan

HR will annually survey the District's workforce composition to evaluate progress in implementing the plan, to provide data needed for required reports and to determine if any group is underrepresented.

History

- **Pre-Proposition 209**
 - Affirmative Action Plan
 - Goals and timetables based on availability data
- **Proposition 209**
 - The State shall not discriminate against or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education , or public contracting.
- **Post-Proposition 209**
 - Equal Employment Opportunity Plan
 - No goals or timetables
 - Availability data currently not available

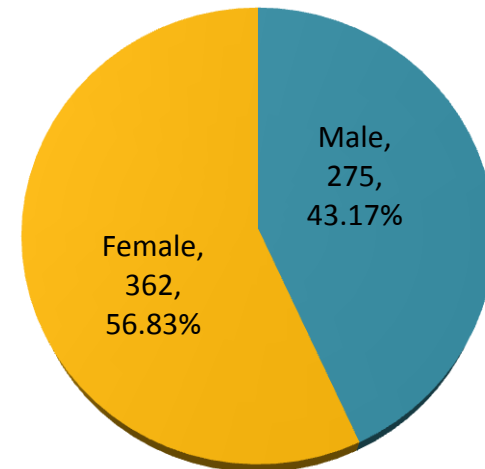
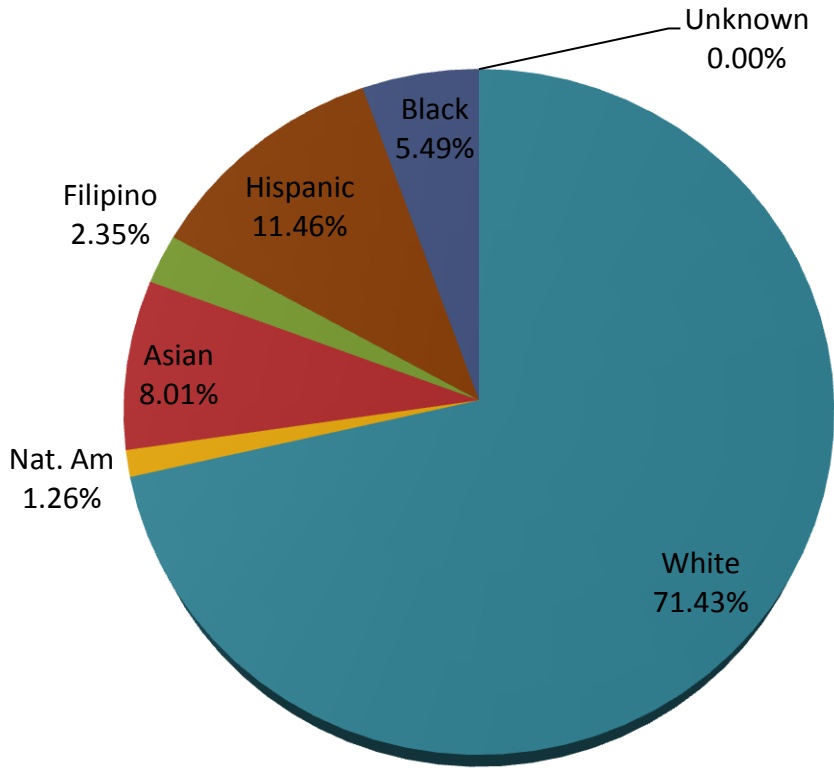
CCR Title 5

The Title 5 regulations are currently undergoing revisions to focus more on practices rather than on numerical outcomes, while retaining the commitment to increasing the inclusion of traditionally under-represented groups in employment in California's community college system.

Workforce by Category

	Total	Male	%M	Female	%F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U
All Employees-Fall 2011	637	275	43.17%	362	56.83%	455	71.43%	8	1.26%	51	8.01%	15	2.35%	73	11.46%	35	5.49%	0	0.00%

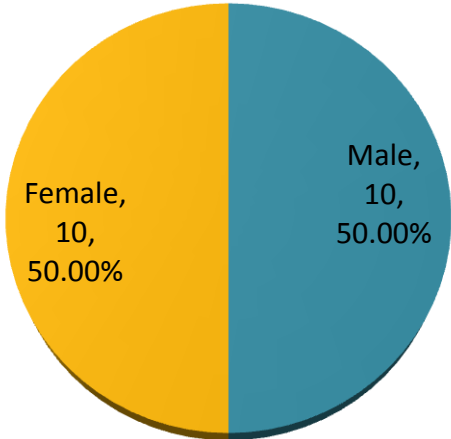
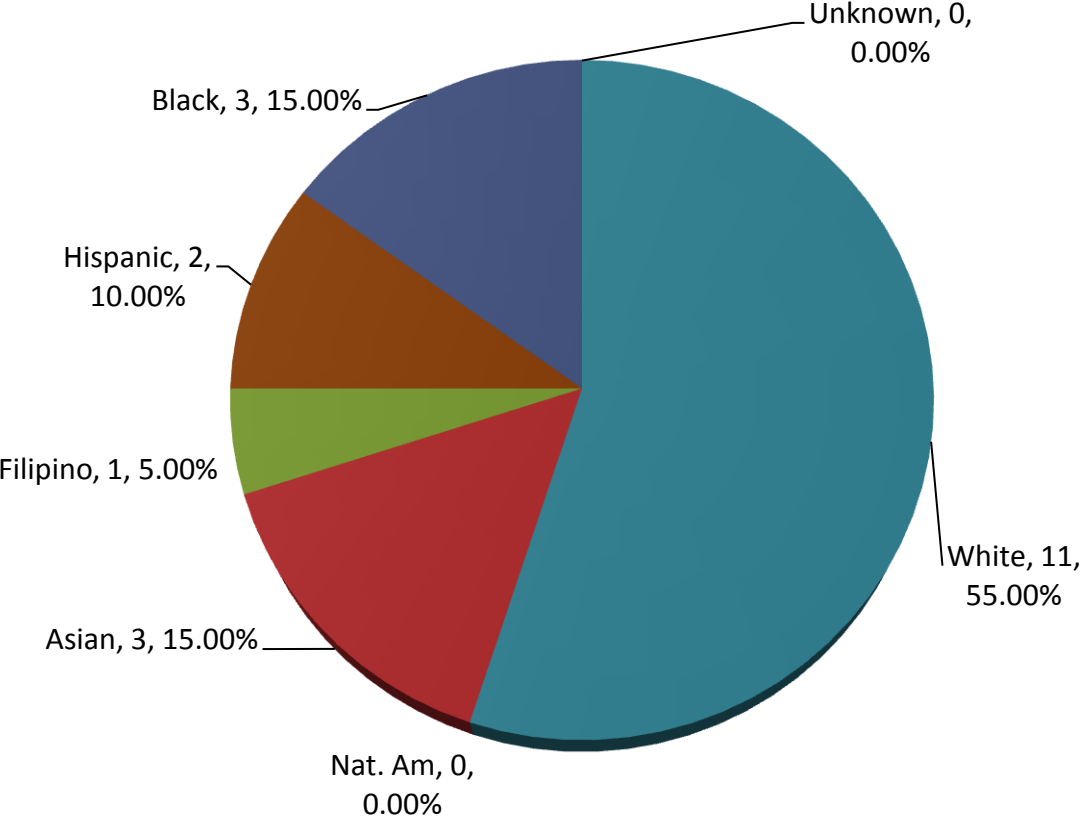
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Census Date: 12/17/2010

Exec./ Managerial Demographics

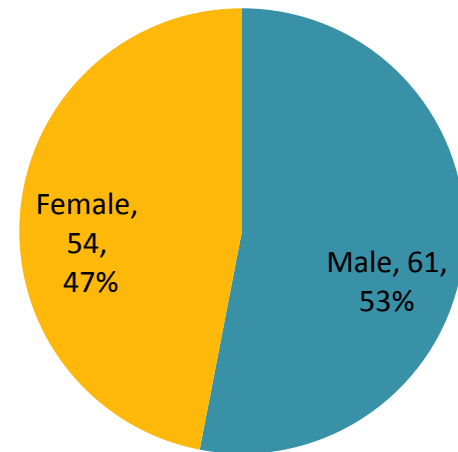
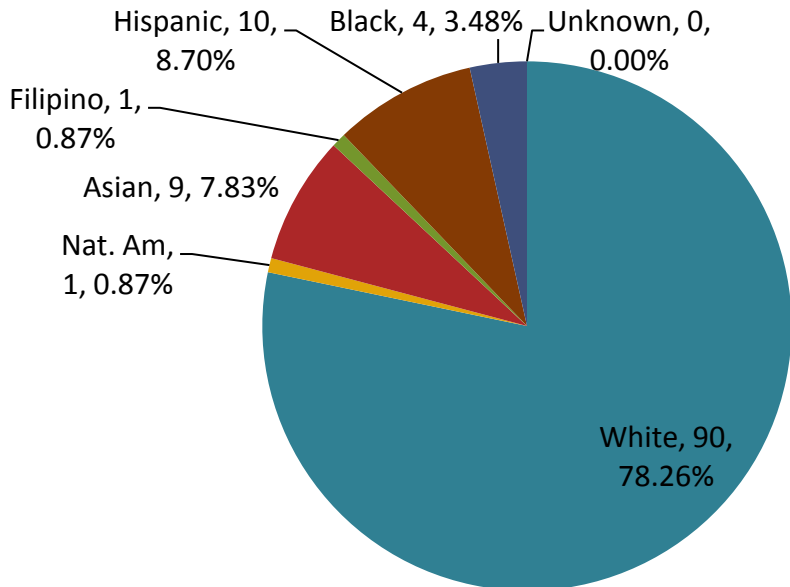
	Total	Male	%M	Female	%F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U
Exec/ Admin/ Mgmt	20	10	50.00%	10	50.00%	11	55.00%	0	0.00%	3	15.00%	1	5.00%	2	10.00%	3	15.00%	0	0.00%



Census Date: 12/17/2010

Full Time Faculty- Demographics

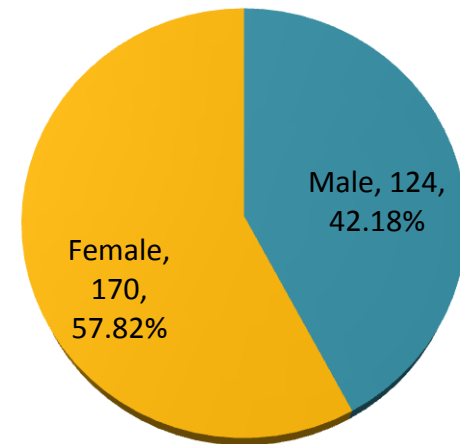
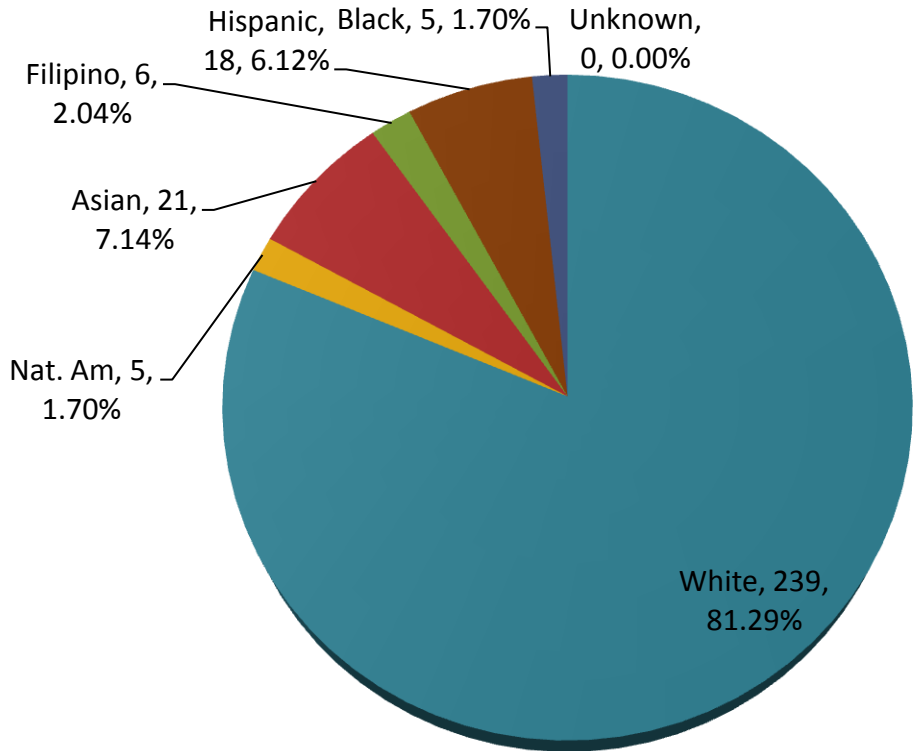
	Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Filipino	%F	Hispanic	%H	Black	%B	Unknown	%U
Faculty-Career Education	13	8	62%	5	38%	12	92%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%
Faculty-English	19	10	53%	9	47%	19	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Health & PE	9	7	78%	2	22%	6	67%	0	0%	2	22%	0	0%	0	0%	1	11%	0	0%
Faculty-Humanities	16	8	50%	8	50%	12	75%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%
Faculty-Inst & Spp Srvs	25	8	32%	17	68%	15	60%	0	0%	3	12%	1	4%	4	16%	2	8%	0	0%
Faculty-Mathematics	11	5	45%	6	60%	9	82%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%
Faculty-Natural Sciences	13	9	69%	4	31%	10	77%	0	0%	2	15%	0	0%	1	8%	0	0%	0	0%
Faculty-Social Science	9	6	67%	3	33%	7	78%	1	11%	0	0%	0	0%	0	0%	1	11%	0	0%
	115	61	53.45%	54	46.55%	90	78.26%	1	0.87%	9	7.83%	1	0.87%	10	8.70%	4	3.48%	0	0.00%



Census Date: 12/17/2010

Fall 2010 Adjuncts- Demographics

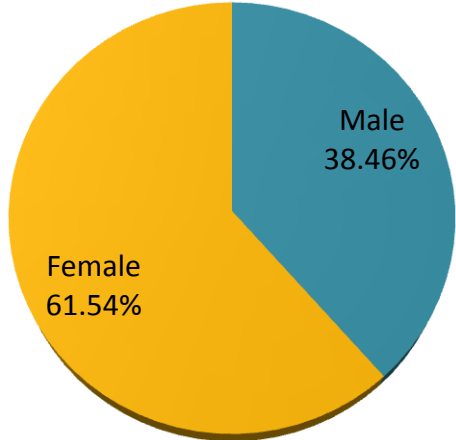
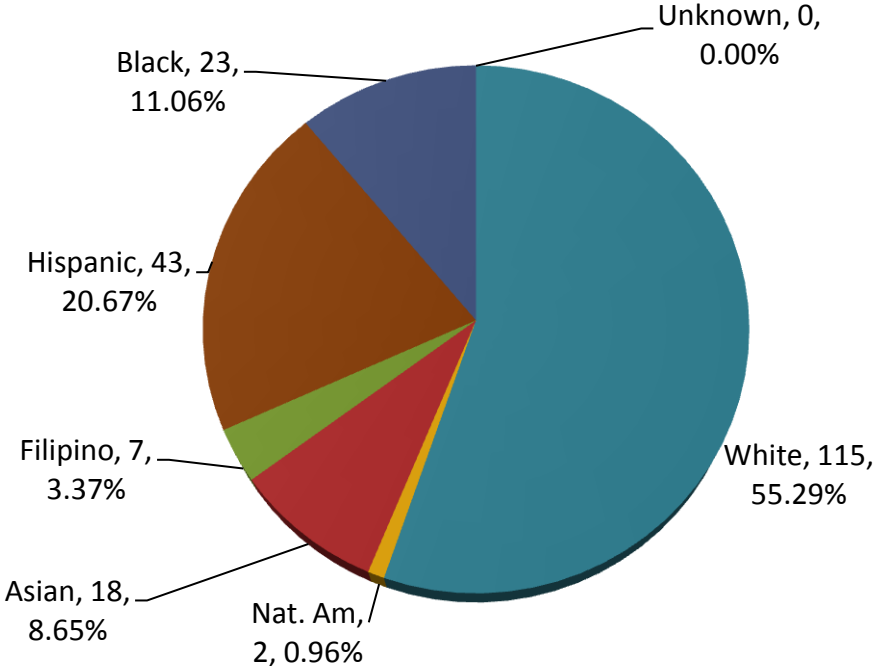
	Total	Male	%Male	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U
Adjunct- Fall 2010	294	124	42.18%	170	57.82%	239	81.29%	5	1.70%	21	7.14%	6	2.04%	18	6.12%	5	1.70%	0	0.00%



Census Date: 12/17/2010

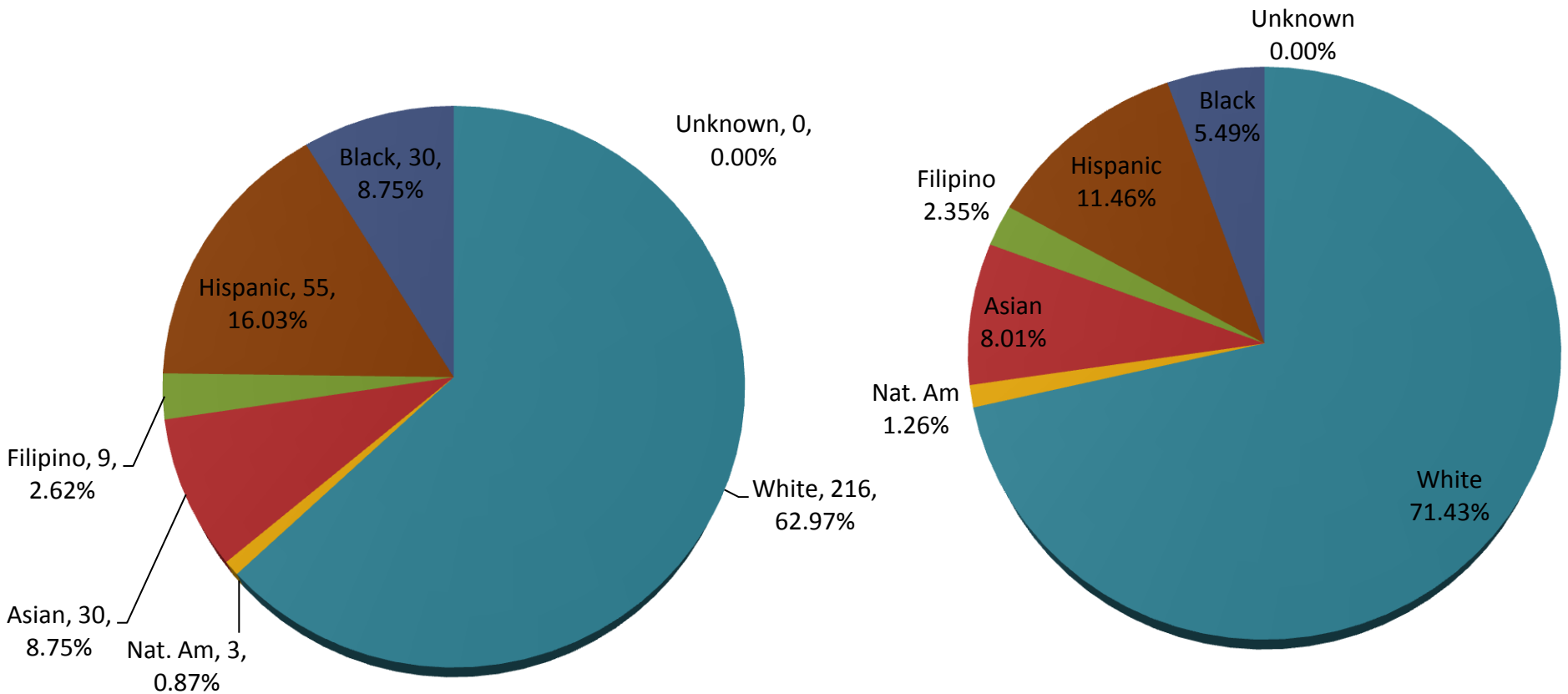
Classified Workforce- Demographics

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U
Clerical/ Secretarial	51	7	14%	44	86%	28	55%	1	2%	3	8%	1	4%	10	19%	8	16%	0	0%
Professional Non-Faculty	19	2	11%	17	89%	10	53%	0	0%	2	11%	1	5%	5	26%	1	5%	0	0%
Service/ Maintenance	31	26	84%	5	16%	11	35%	0	0%	0	0%	0	0%	14	45%	6	19%	0	0%
Skilled Crafts	11	10	91%	1	9%	7	64%	0	0%	1	9%	0	0%	3	27%	0	0%	0	0%
Technical/ Paraprofessional	96	35	36%	61	64%	59	61%	1	1%	12	13%	5	5%	11	11%	8	8%	0	0%
	208	80	38.46%	128	61.54%	115	55.29%	2	0.96%	18	8.65%	7	3.37%	43	20.67%	23	11.06%	0	0.00%



Census Date: 12/17/2010

Demographics of Current Workforce Permanent vs. All

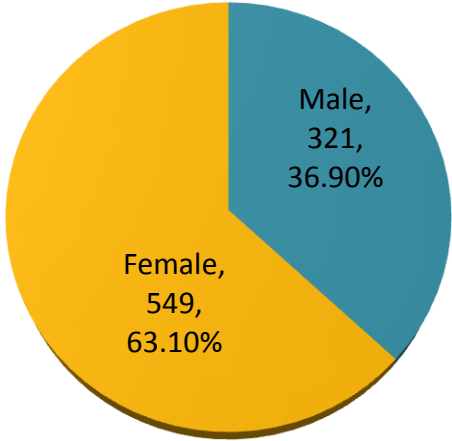
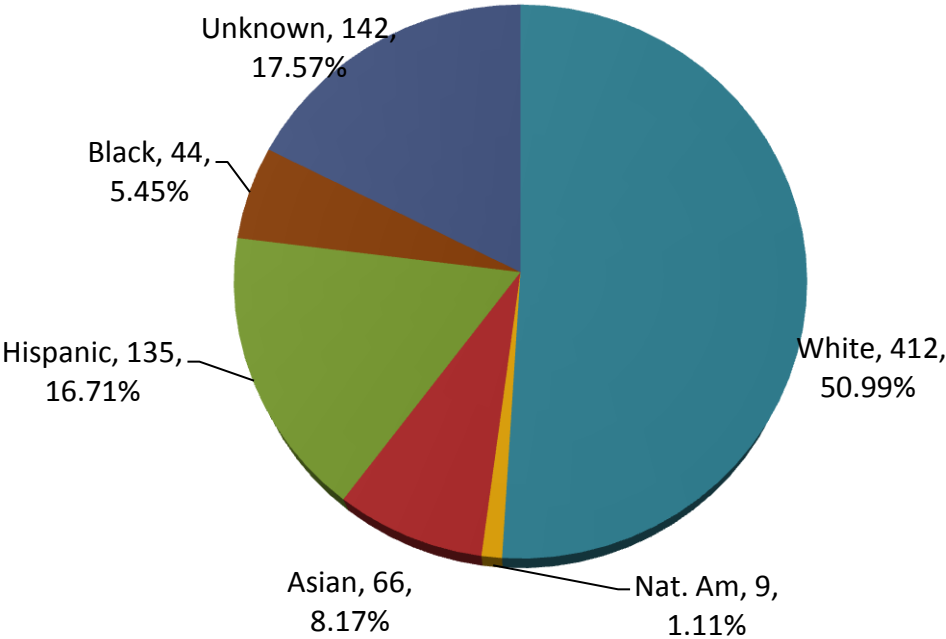


Census Date: 12/17/2010

Demographics of Applicant Pools

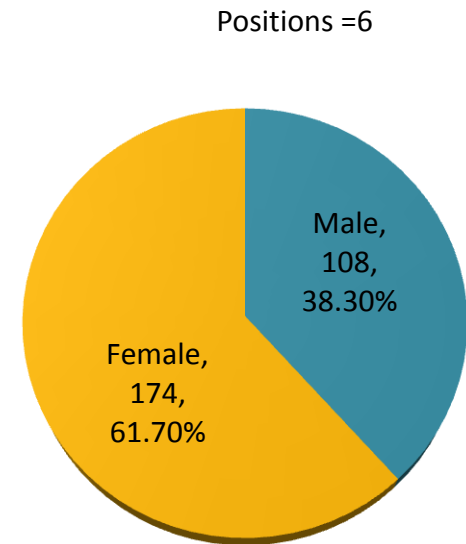
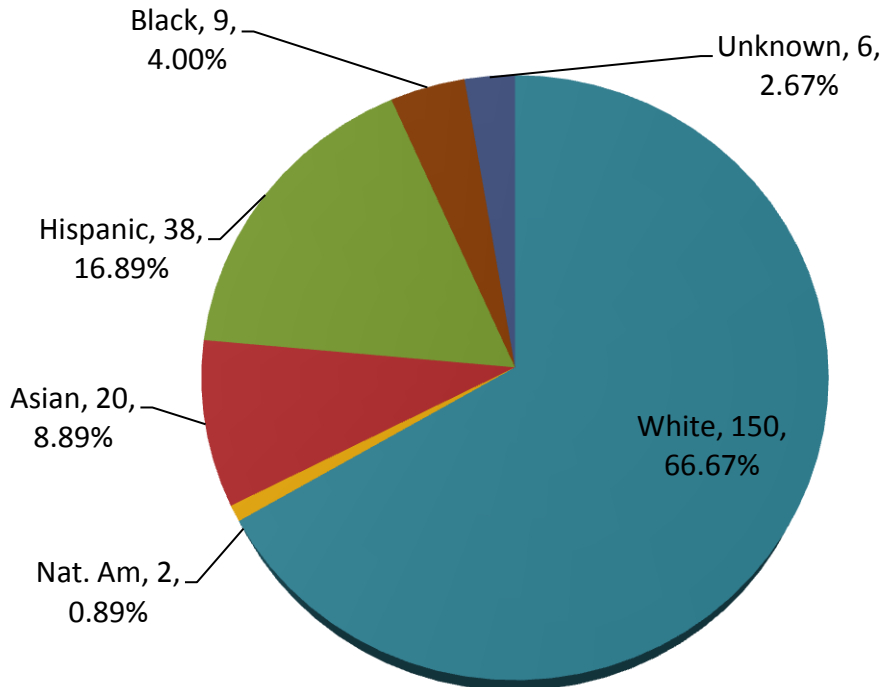
	Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Hispanic	%H	Black	%B	Unknown	%U
All Applicant Pools*	872	321	36.90%	549	63.10%	412	50.99%	9	1.11%	66	8.17%	135	16.71%	44	5.45%	142	17.57%

*Full-Time Faculty recruitments- Spring 2010; Classified Recruitments (completed by 12/31/10); Adjunct Pool as of 4/1/11



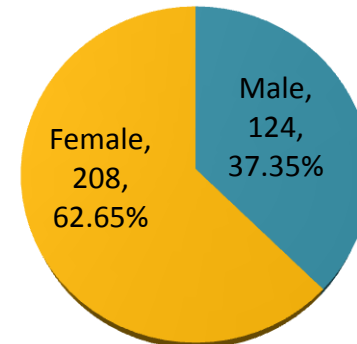
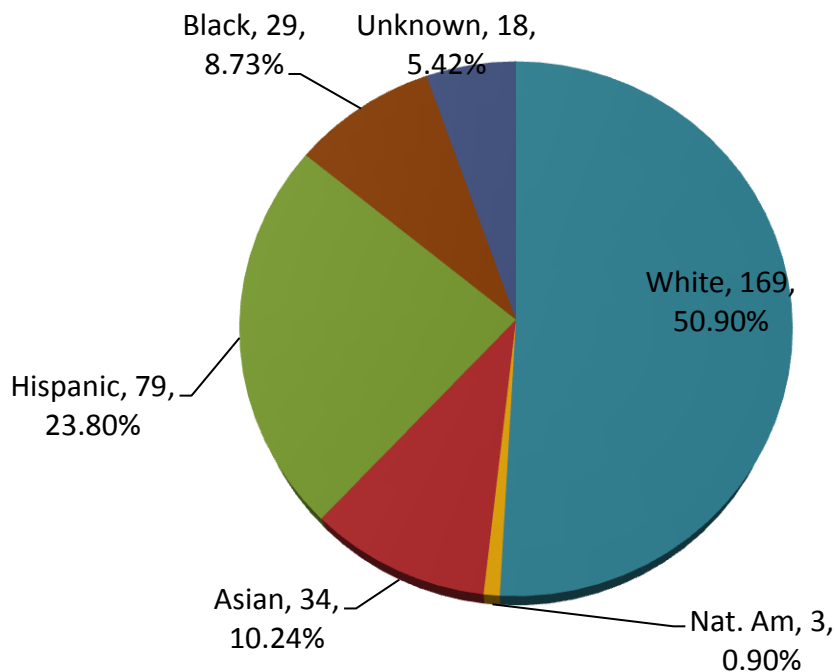
Applicant Pool- FT Faculty

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Faculty-Career Education	5	1	20%	4	80%	3	60%	0	0%	0	0%	0	0%	0	0%	2	40%
Faculty-English	29	6	21%	23	79%	21	72%	0	0%	1	3%	4	14%	2	7%	0	0%
Faculty-Health & PE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Faculty-Humanities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Faculty-Inst. & Spprt Serv.	163	43	26%	120	74%	92	56%	2	1%	16	10%	30	18%	5	3%	2	1%
Faculty-Mathematics	19	12	63%	7	37%	15	79%	0	0	1	5%	0	0%	1	5%	0	0
Faculty-Natural Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Faculty-Social Science	66	46	70%	20	30%	19	29%	0	0	2	3%	4	6%	1	2%	2	3%
	282	108	38.30%	174	61.70%	150	66.67%	2	0.89%	20	8.89%	38	16.89%	9	4.00%	6	2.67%



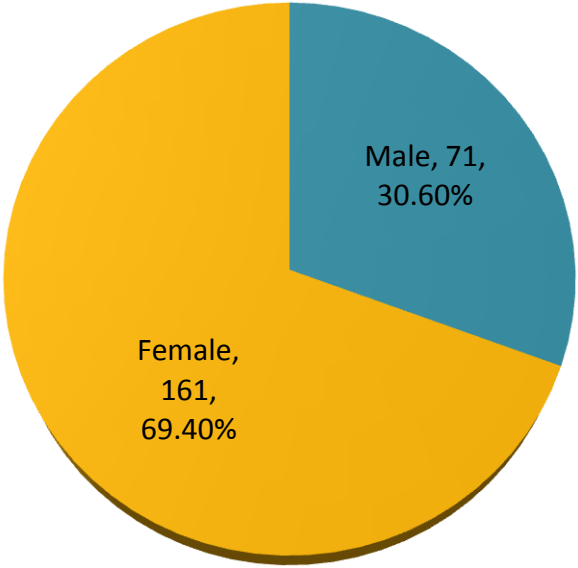
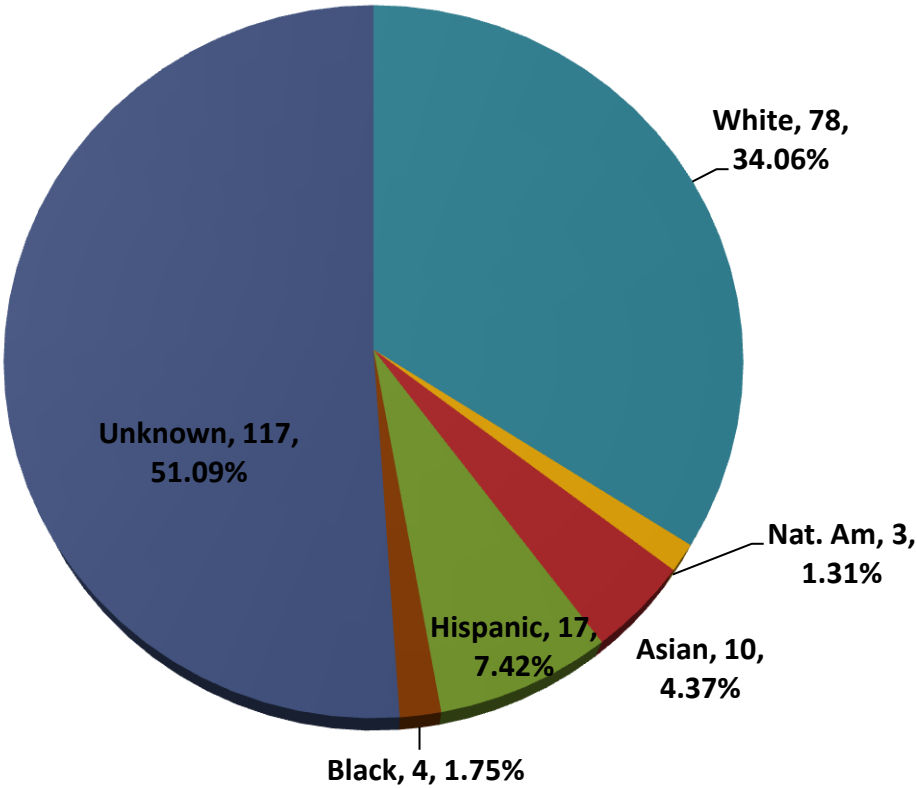
Applicant Pool- Classified

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Clerical/ Secretarial	168	32	19%	136	81%	78	46%	2	1%	19	11%	47	28%	14	8%	8	5%
Professional Non-Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/ Maintenance	78	59	76%	19	24%	32	41%	0	0%	8	10%	20	26%	14	18%	4	5%
Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technical/ Paraprofessional	88	33	38%	53	60%	59	67%	1	1%	7	8%	12	14%	1	1%	6	7%
	334	124	37.35%	209	62.65%	169	50.90%	3	0.90%	34	10.24%	79	23.80%	29	8.73%	18	5.42%

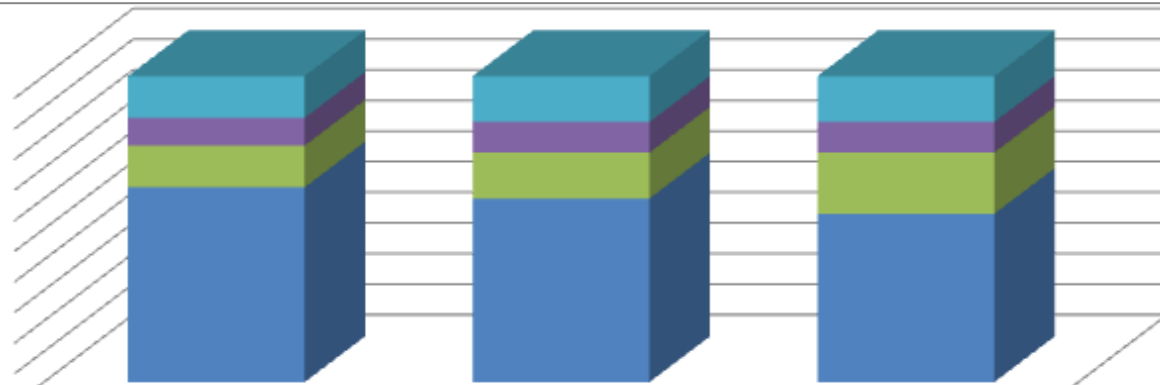


Applicant Pool- Adjuncts

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Adjunct- As of 4/1/2011	232	71	30.60%	161	69.40%	78	34.06%	3	1.31%	10	4.37%	17	7.42%	4	1.75%	117	51.09%



Progress- Administrative Workforce



	Admin-08/09	Admin-09/10	Admin-10/11
Black	3	3	3
Hispanic	2	2	2
Asian	3	3	4
Nat. Am.	0	0	0
White	14	12	11

TOTALS

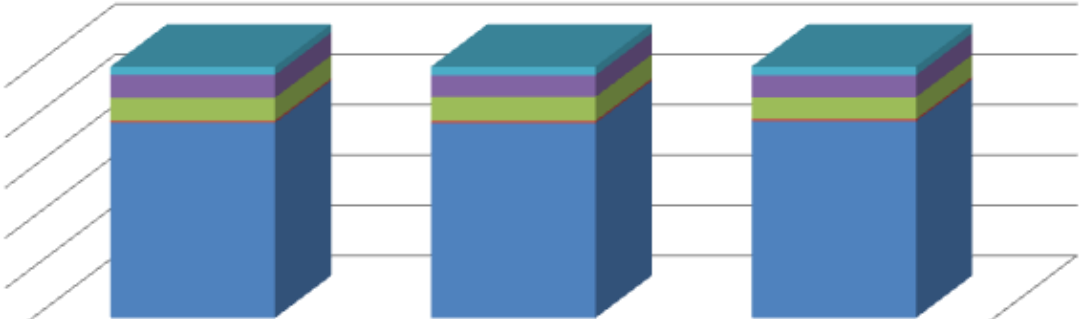
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Progress- Faculty Workforce

Does not include Adjunct Faculty



	Faculty-08/09	Faculty-09/10	Faculty-10/11
Black	4	4	4
Hispanic	11	10	10
Asian	11	11	10
Nat. Am.	1	1	1
White	94	90	90

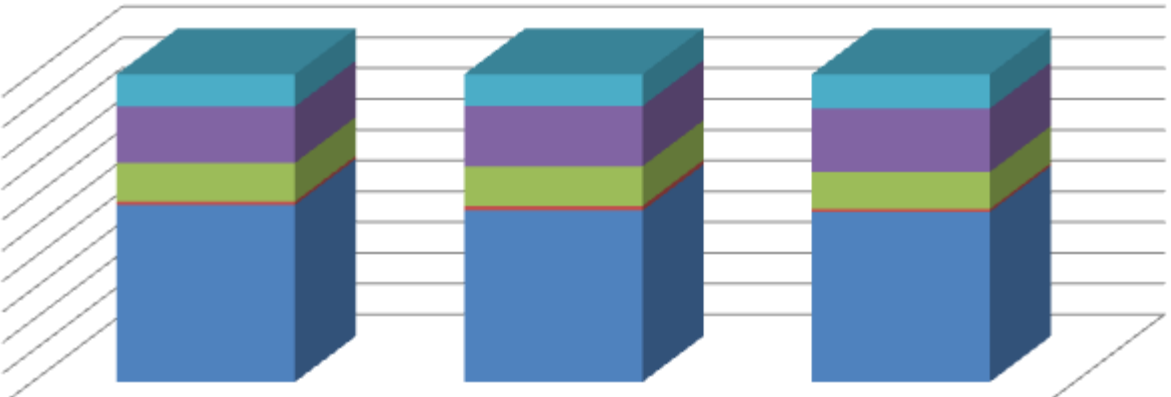
TOTALS

121

116

115

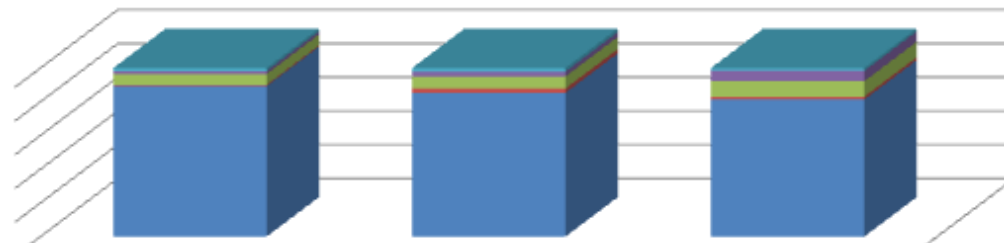
Progress- Classified Workforce



	Clssifd-08/09	Clssifd-09/10	Clssifd-10/11
Black	20	20	23
Hispanic	35	38	43
Asian	24	25	25
Nat. Am.	2	3	2
White	110	108	115

TOTALS **191** **194** **208**

Progress- Adjunct Workforce



	Adjunct-08/09	Adjunct-09/10	Adjunct-10/11
Black	5	6	5
Hispanic	5	8	18
Asian	18	20	27
Nat. Am.	2	7	5
White	250	238	239

TOTALS

280

279

294

What MPC is doing. . .

- Requirement for all positions:
 - demonstrate an understanding of, sensitivity to and appreciation for the academic, ethnic, socio-economic, disability and gender diversity of community college students (required by EC87360 for administrators and faculty)
- Broad recruitment
- Training for all hiring committees on the principles of Equal Employment Opportunity
- Speakers and activities on diversity related topics
 - Sue Parris, NCBI, Cultural Competency, Spring 2011 Flex Day
- Updated faculty hiring process adopted by Board of Trustees on December 14, 2010

Future Plans

- Update adjunct faculty hiring process
- Continue exploring new recruitment sources
- Working with the EEO Advisory Committee, continue to investigate programs and speakers which may enhance understanding of and appreciation for diversity
- Monitor and report demographics on an annual basis