

# MPC Employee Demographics

Presented to the Board of Trustees

May 23, 2012

# 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**

MPC 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.

- **Institutional Goals and Objectives, 2011 – 2014**

## Values

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**

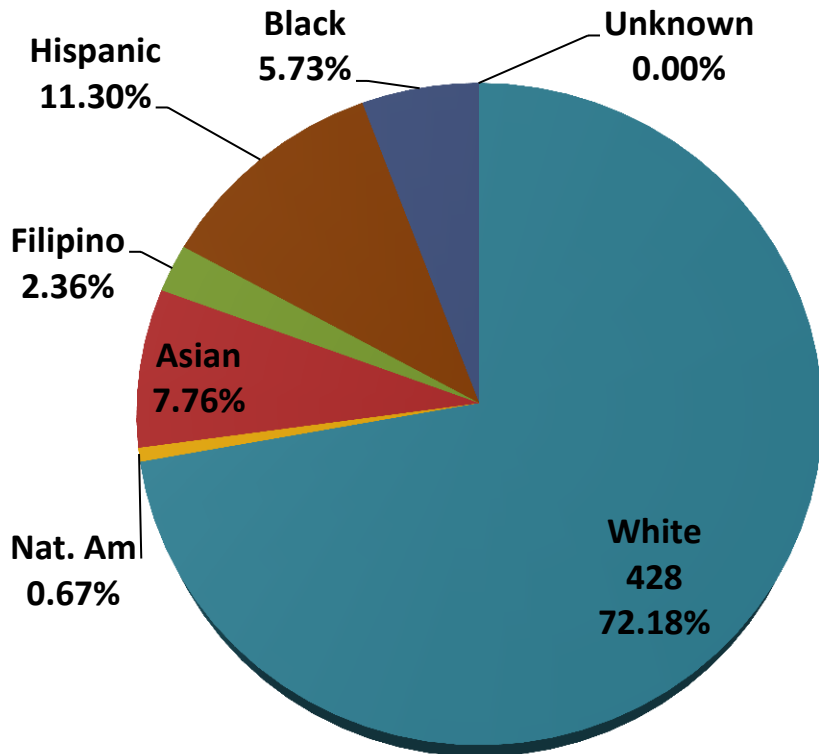
Human Resources will annually survey the District's workforce composition to evaluate progress in implementing the plan, to provide data needed for required reports and to determine if any group is underrepresented.

# History

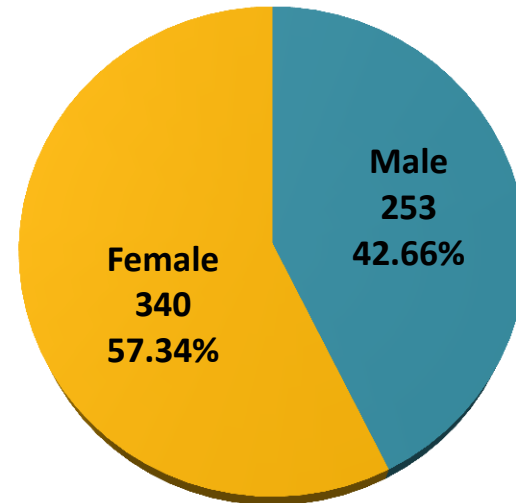
- **Pre-Proposition 209**
  - Affirmative Action Plan
  - Goals and timetables based on availability data
- **Proposition 209**
  - The State shall not discriminate against or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the 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

# 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	593	253	42.66%	340	57.34%	428	72.18%	4	0.67%	46	7.76%	14	2.36%	67	11.30%	34	5.73%	0	0.00%



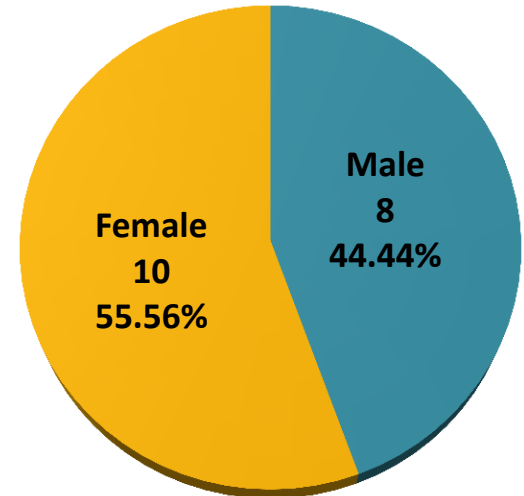
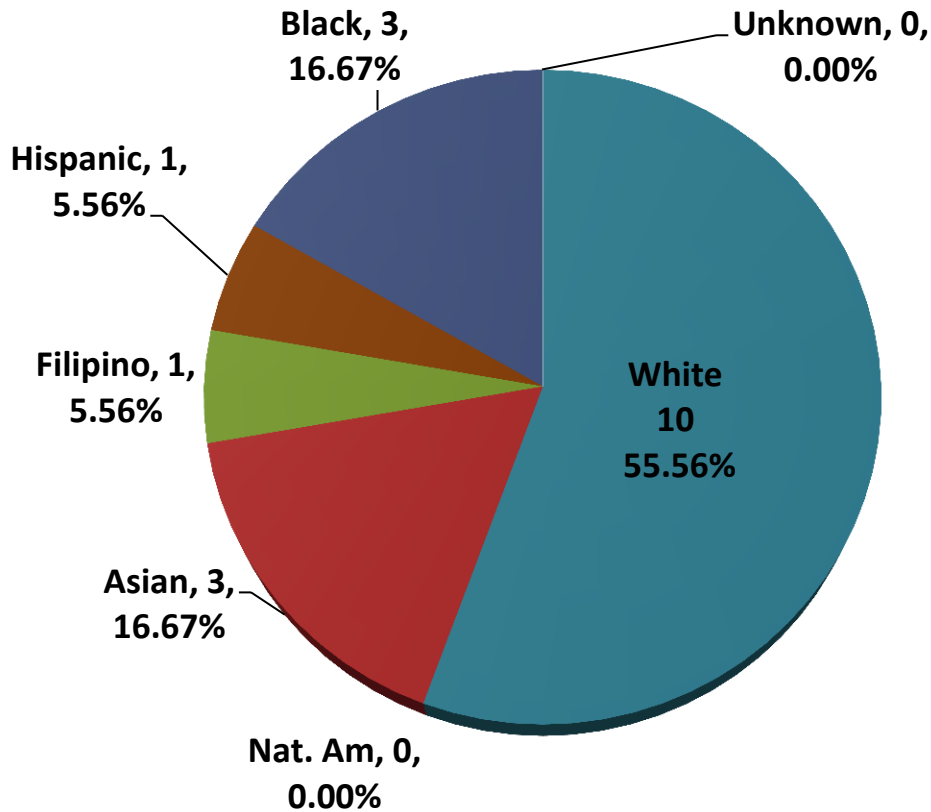
Disability: 18



Census Date: 12/31/2011

# Exec./ Managerial Demographics

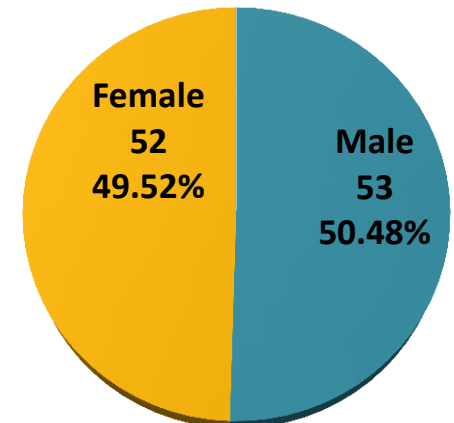
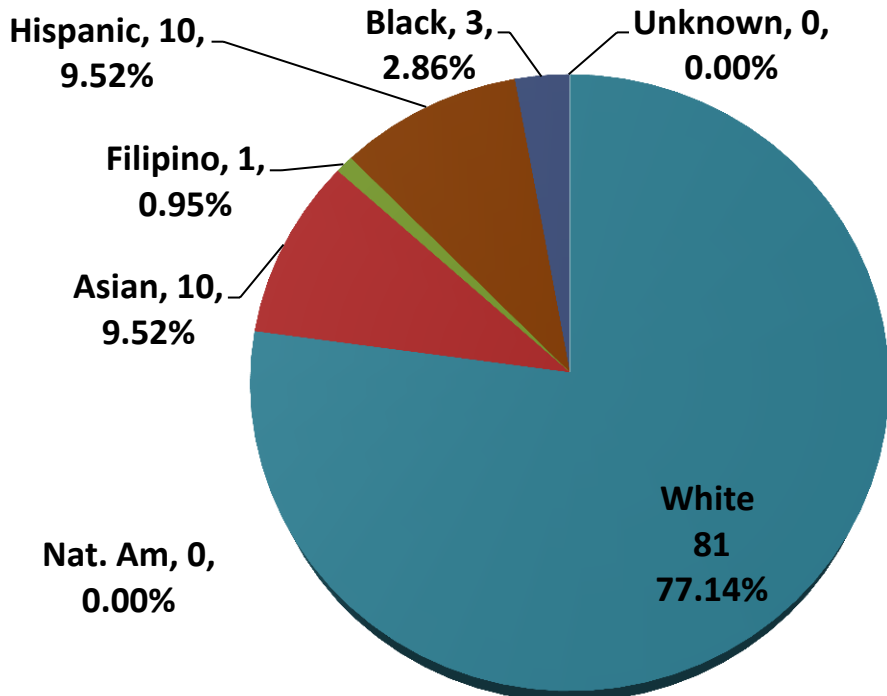
	Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Filipino	%F	Hispanic	%H	Black	%B	Unknown	%U
Exec/ Admin/ Mgmt	18	8	44.44%	10	55.56%	10	55.56%	0	0.00%	3	16.67%	1	5.56%	1	5.56%	3	16.67%	0	0.00%



Census Date: 12/31/2011

# 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	12	8	67%	4	33%	10	83%	0	0%	1	8%	0	0%	1	8%	0	0%	0	0%
Faculty-English	17	8	47%	9	53%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Health & PE	8	6	75%	2	25%	6	75%	0	0%	2	25%	0	0%	0	0%	0	0%	0	0%
Faculty-Humanities	16	7	44%	9	56%	12	75%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%
Faculty-Inst & Spp Srvs	22	8	36%	14	64%	12	55%	0	0%	3	14%	1	5%	4	18%	2	9%	0	0%
Faculty-Mathematics	11	5	45%	6	55%	9	82%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%
Faculty-Natural Sciences	11	7	64%	4	36%	8	73%	0	0%	2	18%	0	0%	1	9%	0	0%	0	0%
Faculty-Social Science	8	4	50%	4	50%	7	88%	0	0%	0	0%	0	0%	0	0%	1	13%	0	0%
	<b>105</b>	<b>53</b>	<b>50.48%</b>	<b>52</b>	<b>49.52%</b>	<b>81</b>	<b>77.14%</b>	<b>0</b>	<b>0%</b>	<b>10</b>	<b>9.52%</b>	<b>1</b>	<b>.95%</b>	<b>10</b>	<b>9.52%</b>	<b>3</b>	<b>2.86%</b>	<b>0</b>	<b>0.00%</b>

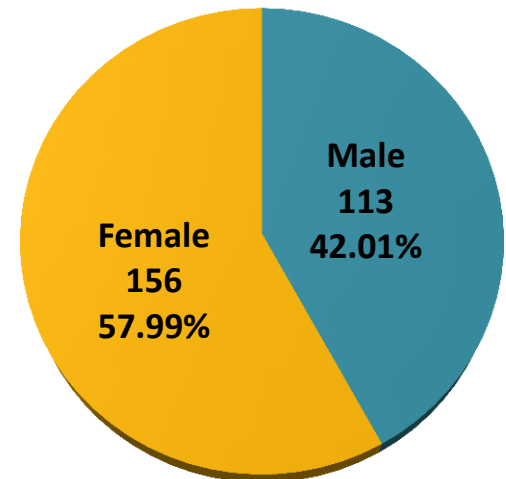
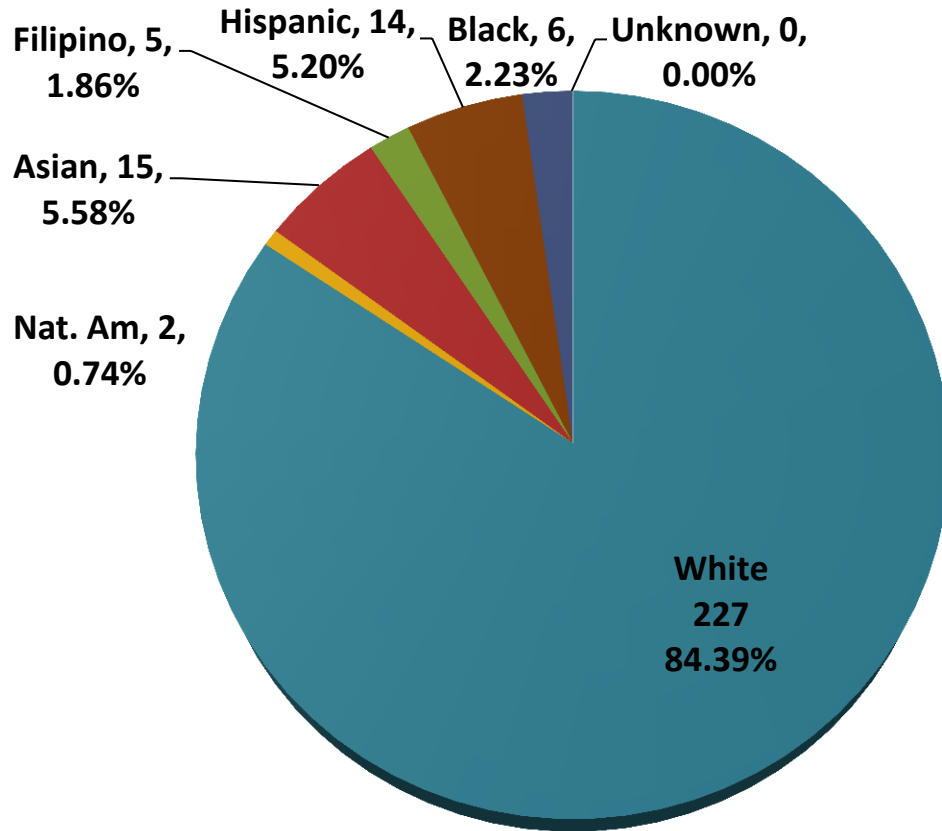


Census Date: 12/31/2011



# Fall 2011 Adjuncts- Demographics

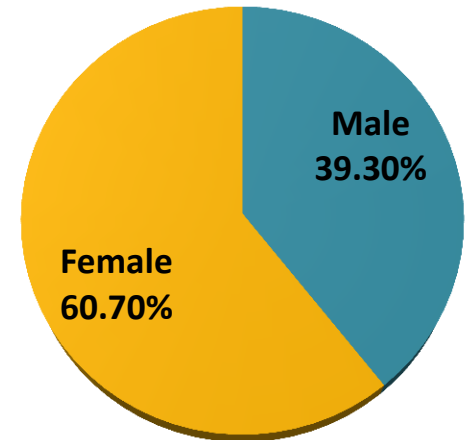
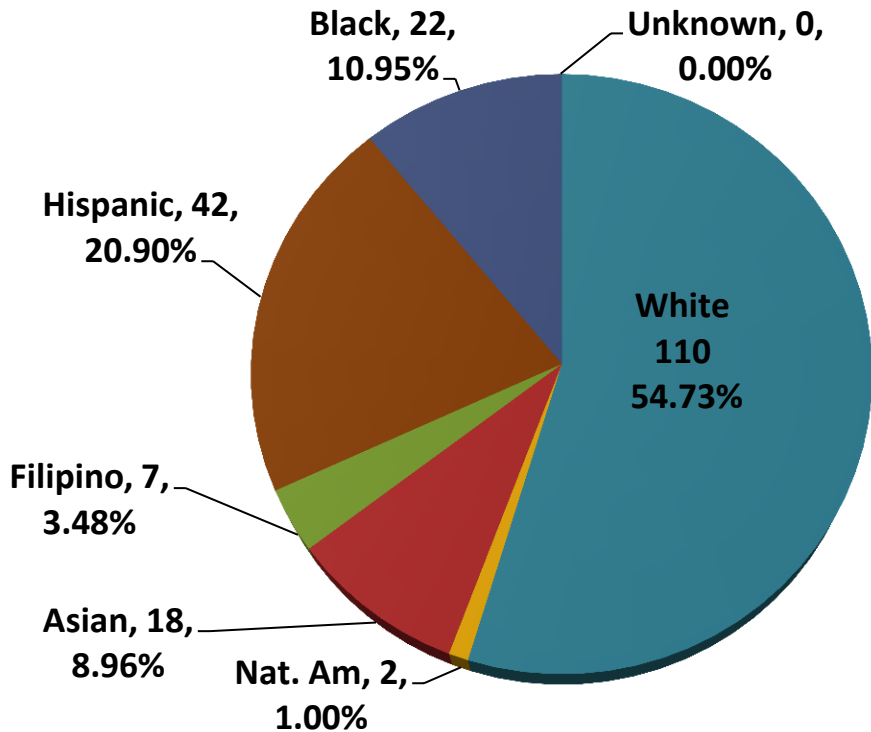
	Total	Male	%Male	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U
Adjunct- Fall 2011	269	113	42.01%	156	57.99%	227	84.39%	2	0.74%	15	5.58%	5	1.86%	14	5.20%	6	2.23%	0	0.00%



Census Date: 12/15/2011

# 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	48	7	15%	41	85%	26	54%	1	2%	3	6%	1	2%	9	19%	8	17%	0	0%
Professional Non-Faculty	19	1	5%	18	95%	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	10	9	90%	1	10%	6	60%	0	0%	1	10%	0	0%	3	30%	0	0%	0	0%
Technical/ Paraprofessional	93	36	39%	57	61%	57	61%	1	1%	12	13%	5	5%	11	12%	7	8%	0	0%
	<b>201</b>	<b>79</b>	<b>39.3%</b>	<b>122</b>	<b>60.7%</b>	<b>110</b>	<b>54.73%</b>	<b>2</b>	<b>1%</b>	<b>18</b>	<b>8.96%</b>	<b>7</b>	<b>3.48%</b>	<b>42</b>	<b>20.90%</b>	<b>22</b>	<b>10.95%</b>	<b>0</b>	<b>0.00%</b>



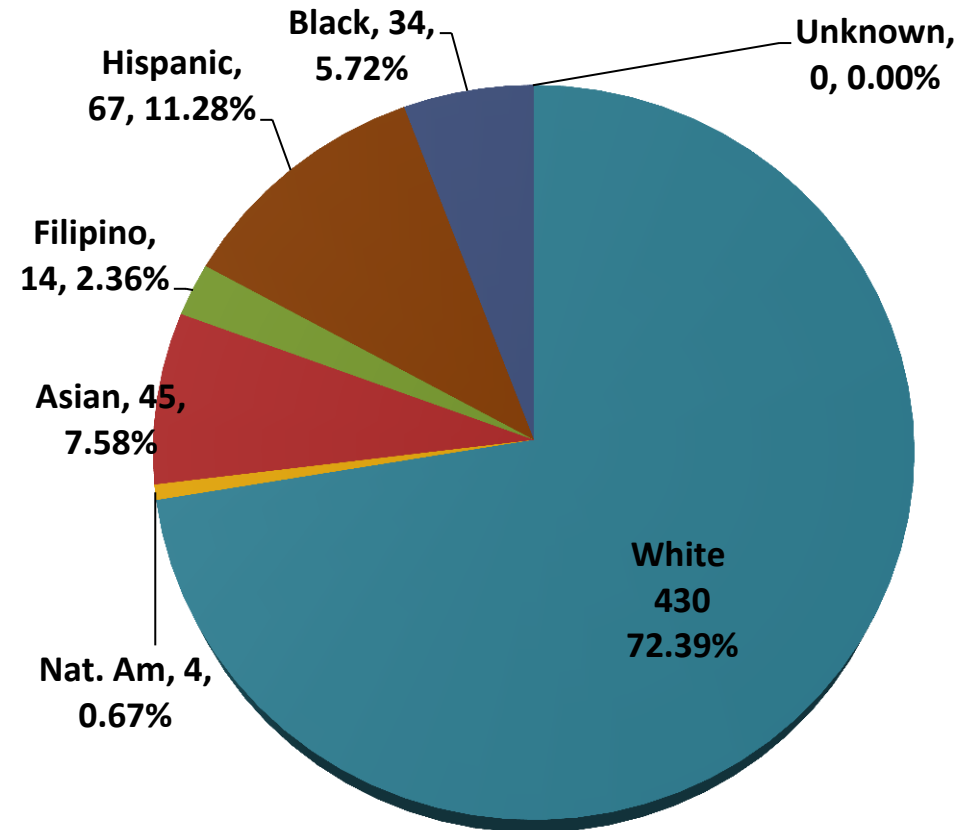
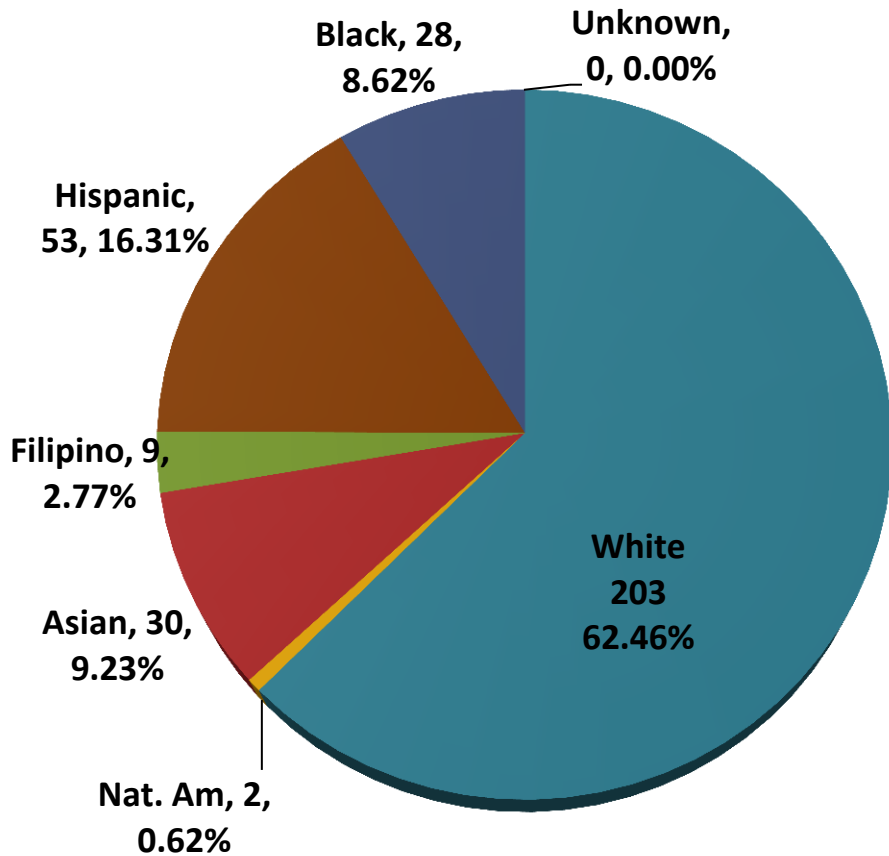
Census Date: 12/31/2011

# Demographics of Current Workforce

Permanent

vs.

All

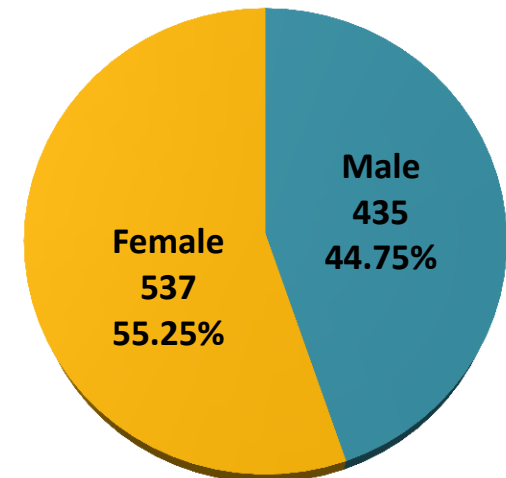
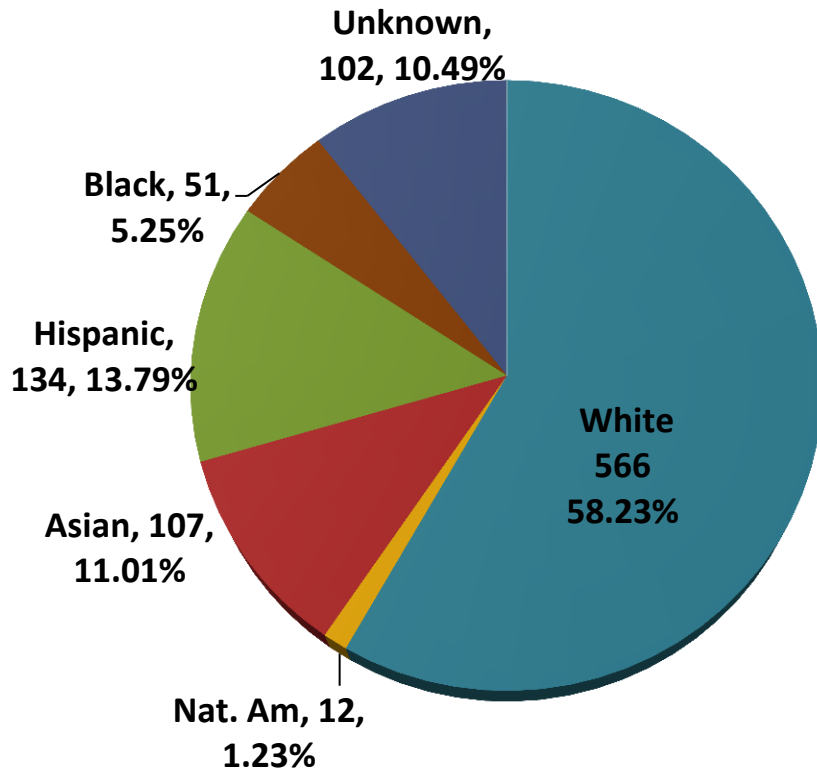


Census Date: 12/15/2011

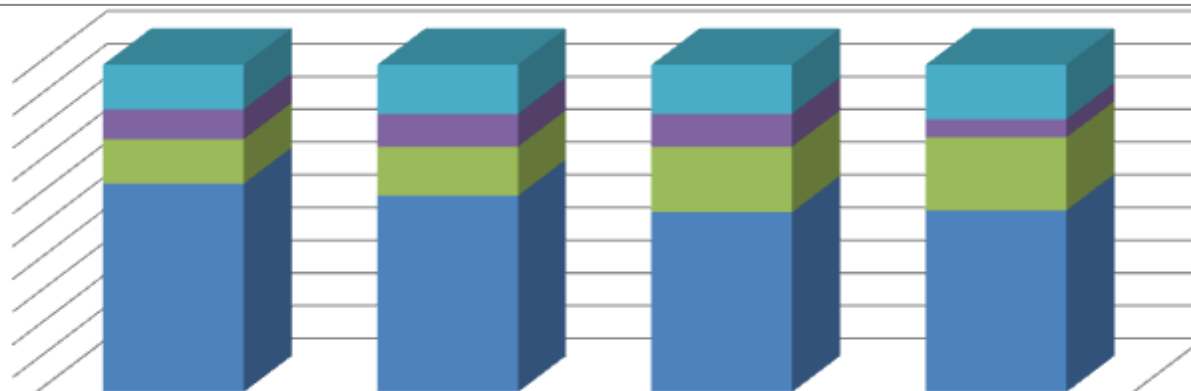
# Demographics of Applicant Pools

	Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Hispanic	%H	Black	%B	Unknown	%U
All Applicant Pools*	972	435	44.75%	537	55.25%	566	58.23%	12	1.23%	107	11.01%	134	13.79%	51	5.25%	102	10.49%

\*Full-Time Faculty recruitments- Spring 2011; Classified Recruitments (completed by 12/31/11); Adjunct Pool as of 5/15/12



# Progress- Administrative Workforce



	Admin-08/09	Admin-09/10	Admin-10/11	Admin-11/12
Black	3	3	3	3
Hispanic	2	2	2	1
Asian	3	3	4	4
Nat. Am.	0	0	0	0
White	14	12	11	10

**TOTALS**

**22**

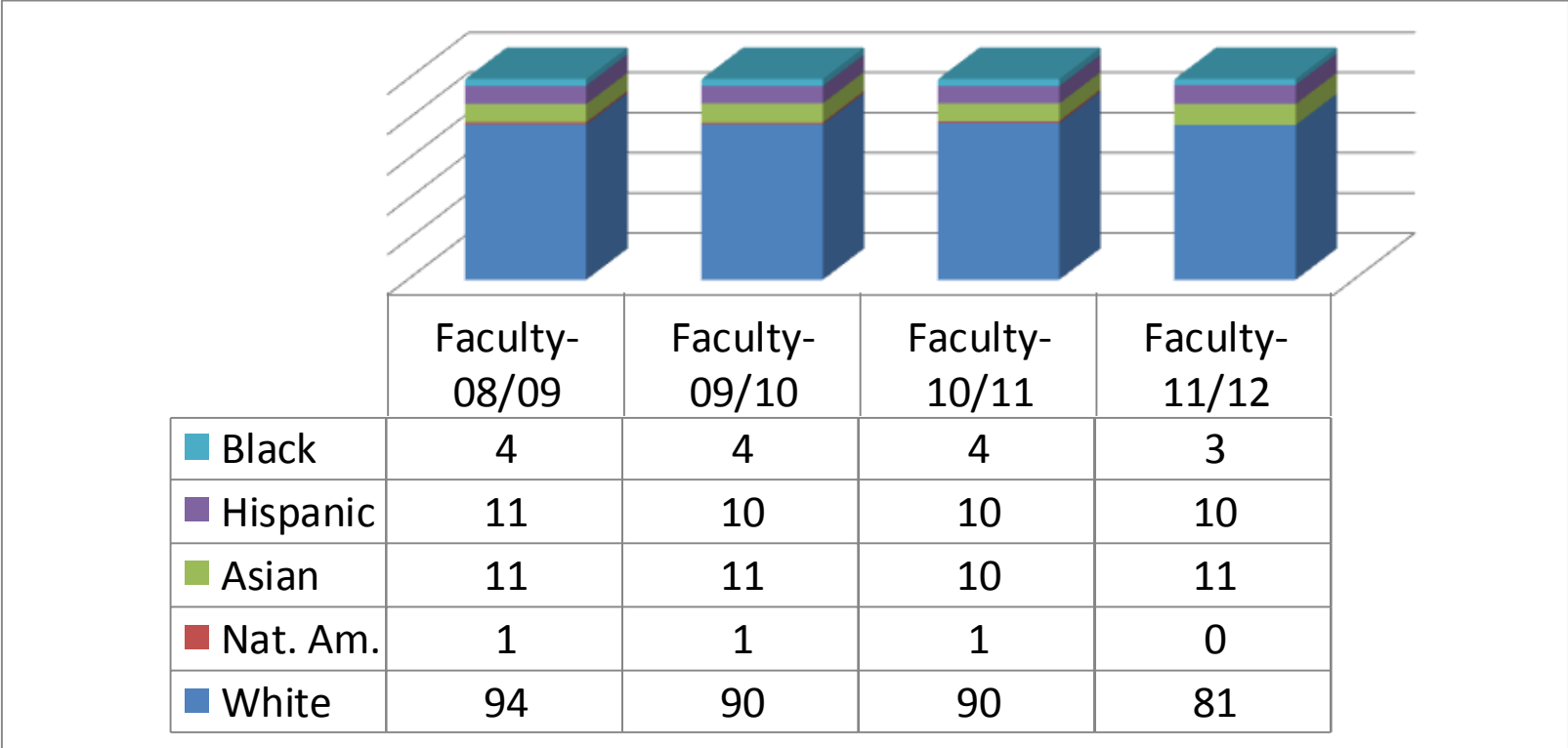
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**20**

**18**

# Progress- Faculty Workforce

Does not include Adjunct Faculty



**TOTALS**

**121**

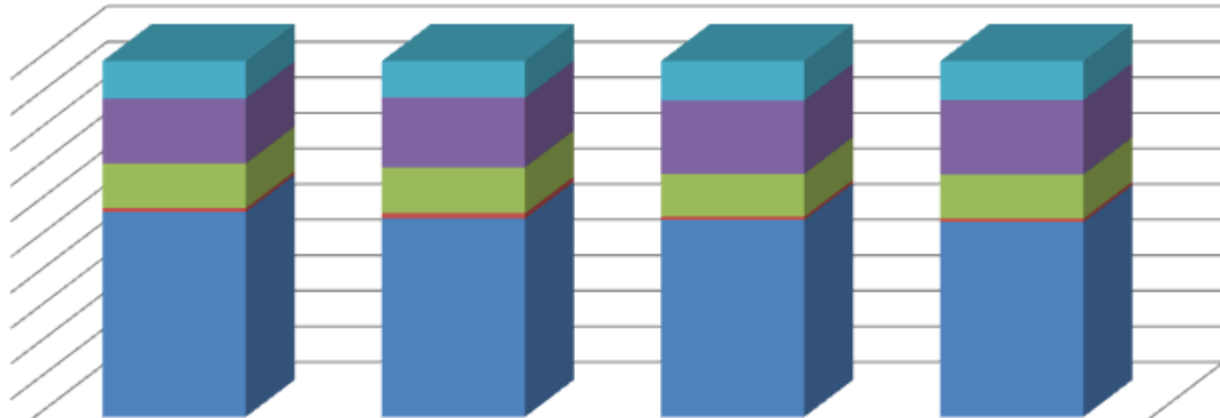
**116**

**115**

**105**

# Progress- Classified Workforce

Includes confidentials



	Clssifd-08/09	Clssifd-09/10	Clssifd-10/11	Clssifd-11/12
Black	20	20	23	22
Hispanic	35	38	43	42
Asian	24	25	25	25
Nat. Am.	2	3	2	2
White	110	108	115	110

**TOTALS**

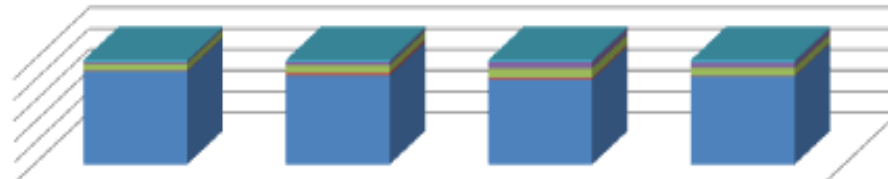
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**194**

**208**

**201**

# Progress- Adjunct Workforce



	Adjunct- 08/09	Adjunct- 09/10	Adjunct- 10/11	Adjunct- 11/12
Black	5	6	5	6
Hispanic	5	8	18	14
Asian	18	20	27	20
Nat. Am.	2	7	5	2
White	250	238	239	227

**TOTALS**

**280**

**279**

**294**

**269**



# 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
  - Thomas Brown, Spring 2012 Flex Day Keynote and Breakout Speaker
- Updated faculty hiring process adopted by Board of Trustees on December 14, 2010
  - EEO Representative specialized training
- Updated adjunct faculty hiring process to Board of Trustees on May 23, 2012

# Future Plans

- 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