

# MPC Employee Demographics

Presented to the Board of Trustees

May 22, 2013

# 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

- **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**

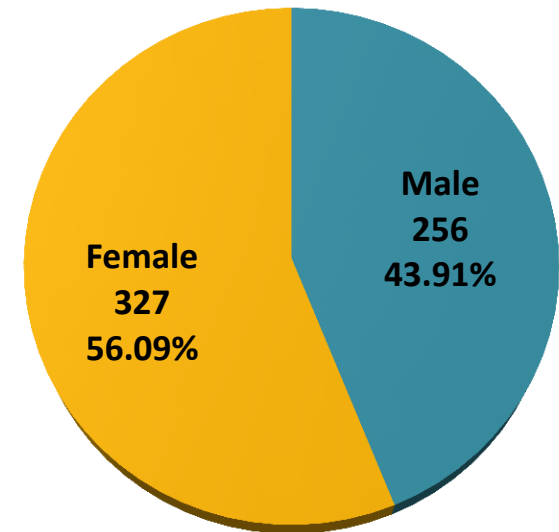
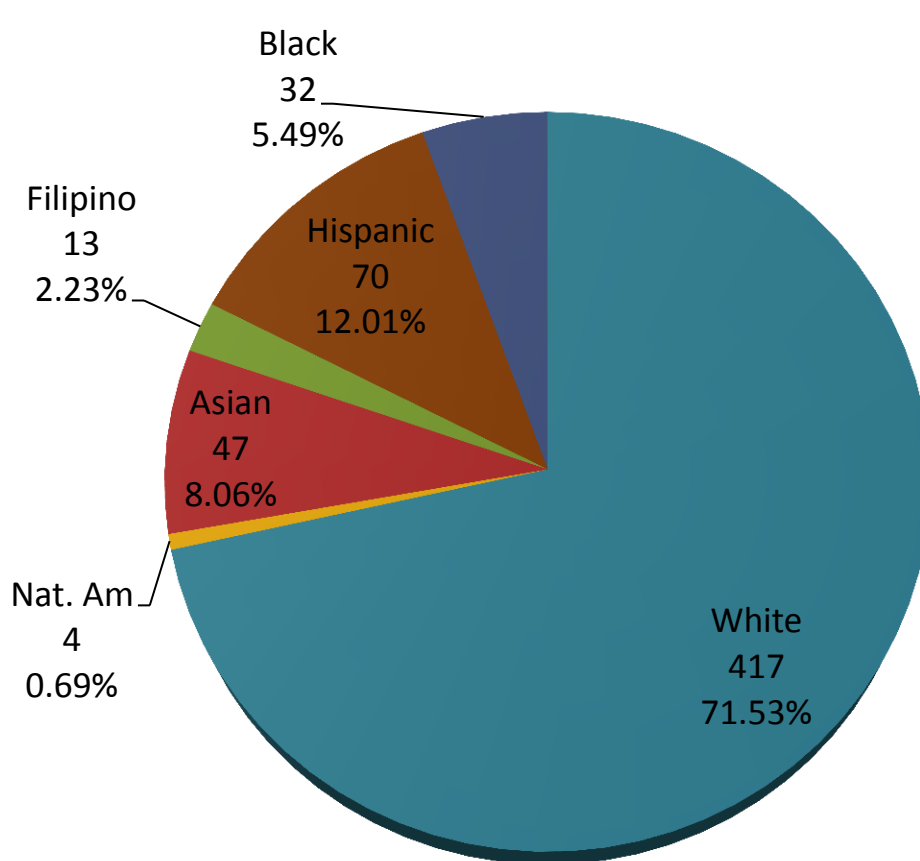
Human Resources will annually survey the District's workforce composition to evaluate progress in implementing the plan, to provide data needed for required reports and to determine if any group is underrepresented.

# 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

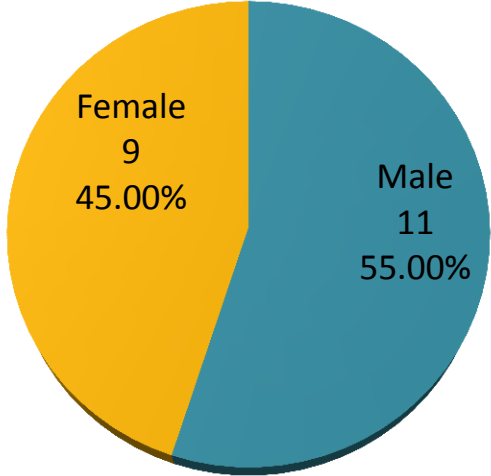
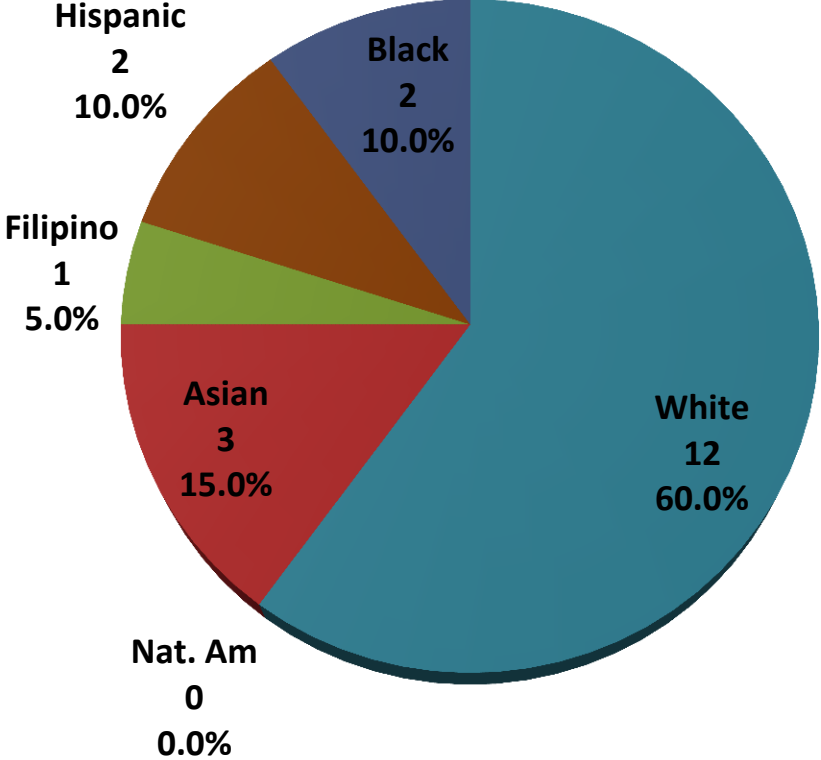
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B
All Employees-Fall 2012	583	256	43.91%	327	56.09%	417	71.53%	4	0.69%	47	8.06%	13	2.23%	70	12.01%	32	5.49%



Census Date: 12/31/2012

# Exec./ Managerial Demographics

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B
Exec/ Admin/ Mgmt	20	11	55.0%	9	45.0%	12	60.0%	0	0.0%	3	15.0%	1	5.0%	2	10.0%	2	10.0%

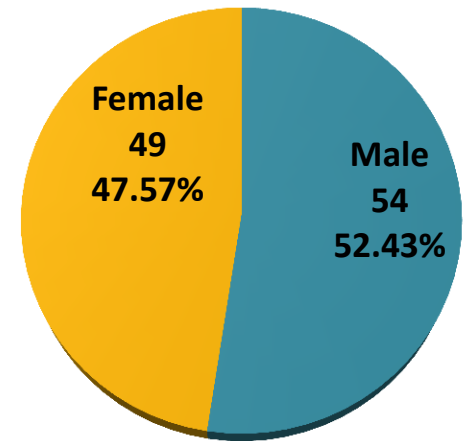
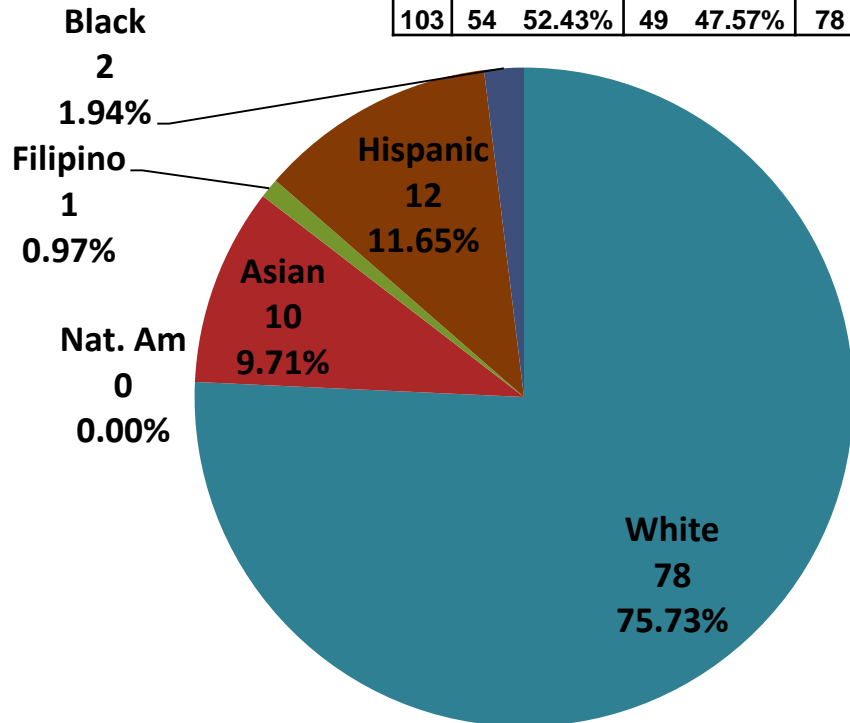


Census Date: 12/31/2012



# Full Time Faculty- Demographics

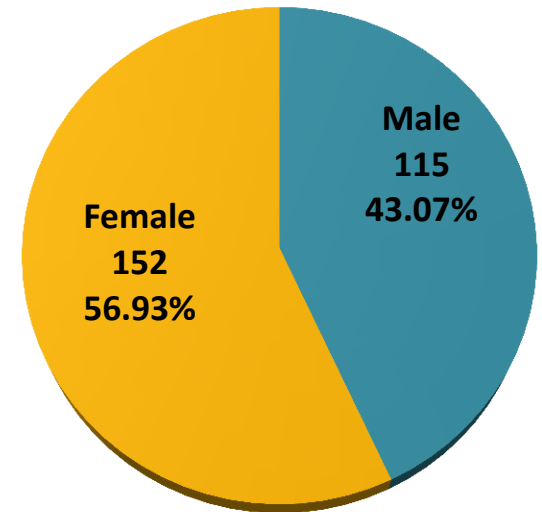
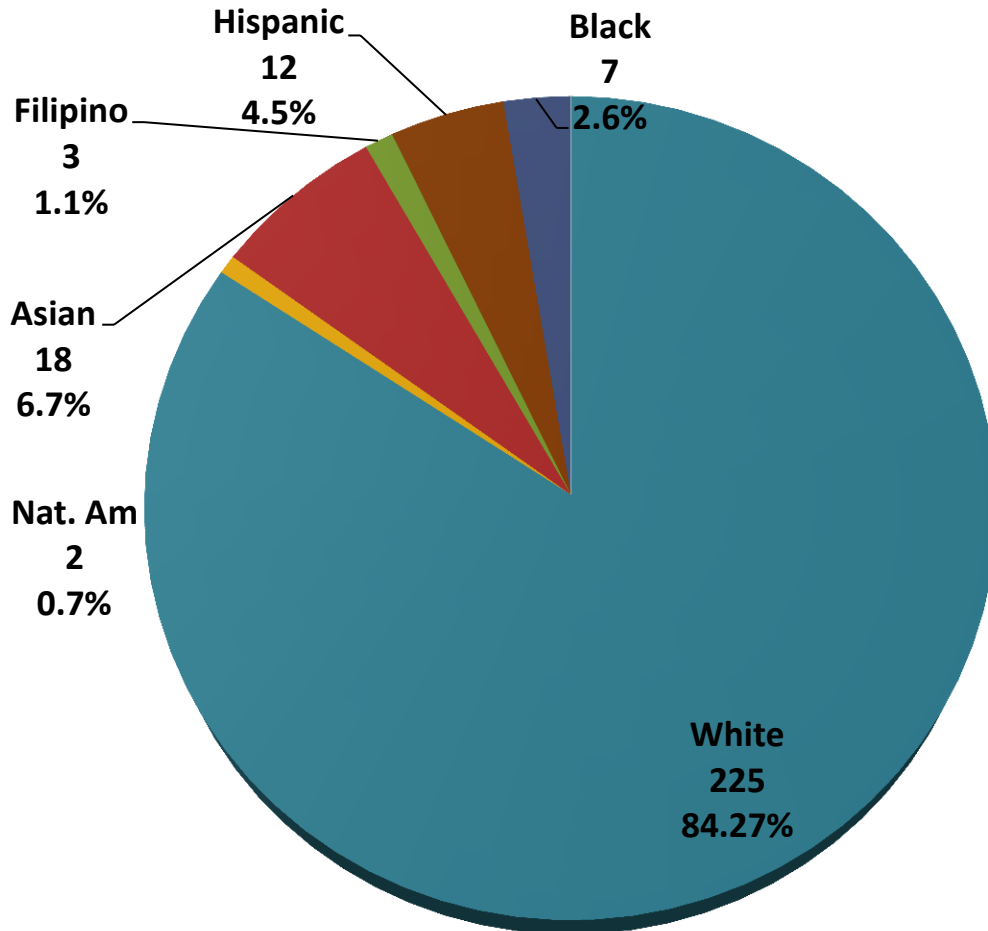
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B
Faculty-Career Education	11	8	73%	3	27%	9	82%	0	0%	1	9%	0	0%	1	9%	0	0%
Faculty-English	18	9	50%	9	50%	18	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Health & PE	8	6	75%	2	25%	6	75%	0	0%	2	25%	0	0%	0	0%	0	0%
Faculty-Humanities	14	7	50%	7	50%	10	71%	0	0%	0	0%	0	0%	4	29%	0	0%
Faculty-Inst & Spp Srvs	22	8	36%	14	64%	13	59%	0	0%	3	14%	1	5%	4	18%	1	5%
Faculty-Mathematics	9	4	44%	5	56%	6	67%	0	0%	2	22%	0	0%	1	11%	0	0%
Faculty-Natural Sciences	11	7	64%	4	36%	8	73%	0	0%	2	18%	0	0%	1	9%	0	0%
Faculty-Social Science	10	5	50%	5	50%	8	80%	0	0%	0	0%	0	0%	1	10%	1	10%
<b>Total</b>	<b>103</b>	<b>54</b>	<b>52.43%</b>	<b>49</b>	<b>47.57%</b>	<b>78</b>	<b>75.73%</b>	<b>0</b>	<b>0.00%</b>	<b>10</b>	<b>9.71%</b>	<b>1</b>	<b>0.97%</b>	<b>12</b>	<b>11.65%</b>	<b>2</b>	<b>1.94%</b>



Census Date: 12/31/2012

# Fall 2012 Adjuncts- Demographics

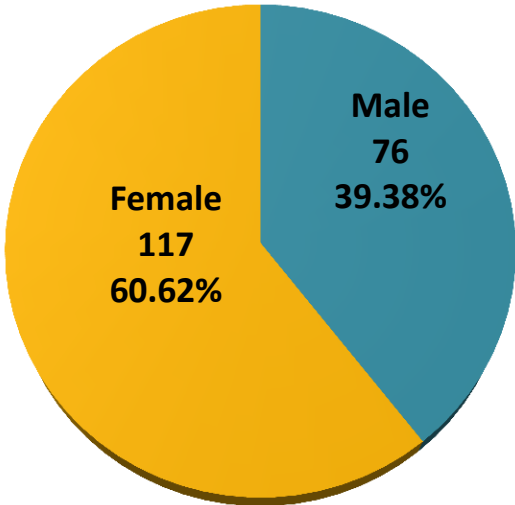
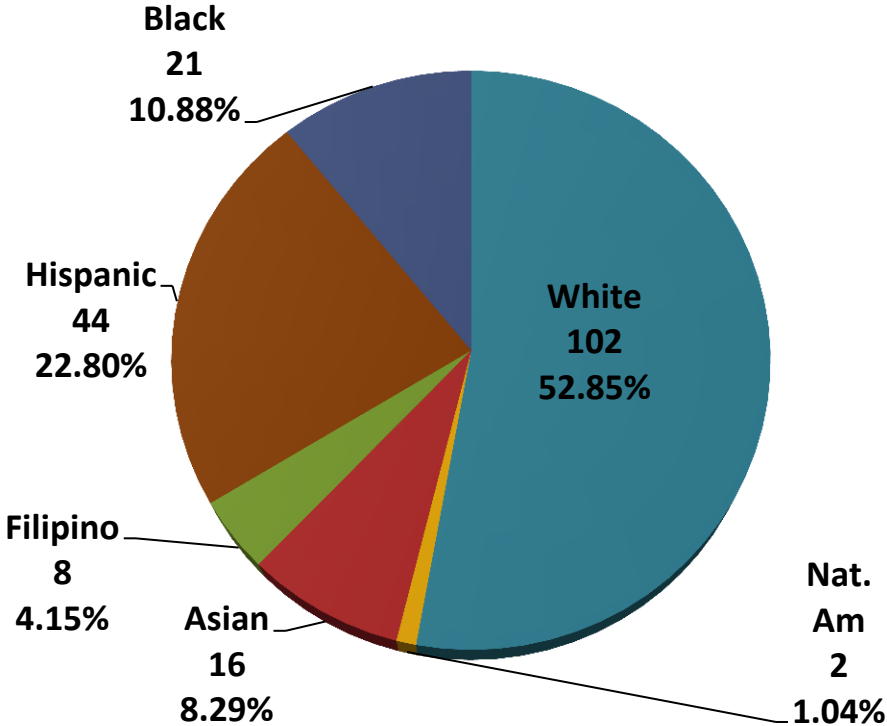
	Total	Male	%Male	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B
Adjunct- Fall 2012	267	115	43.07%	152	56.93%	225	84.27%	2	0.75%	18	6.74%	3	1.12%	12	4.49%	7	2.62%



Census Date: 12/15/2012

# Classified Workforce- Demographics

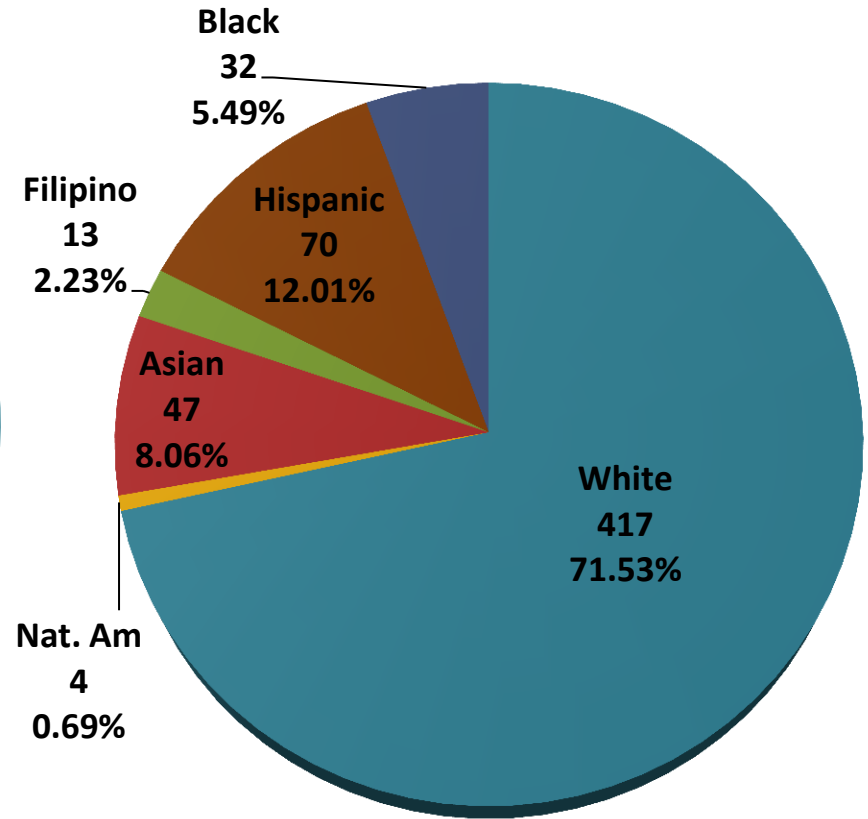
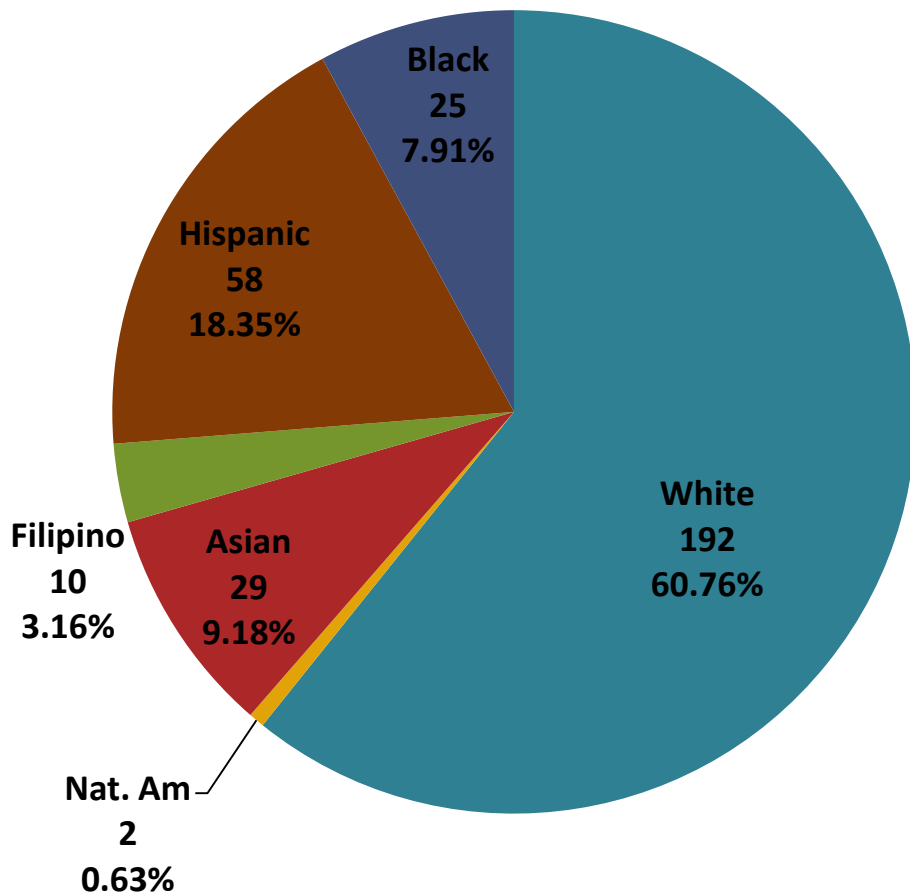
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B
Clerical/ Secretarial	47	7	15%	40	85%	21	45%	1	2%	4	9%	2	4%	11	23%	8	17%
Professional Non-Faculty	19	1	5%	18	95%	11	58%	0	0%	1	5%	1	5%	5	26%	1	5%
Service/ Maintenance	28	22	79%	6	21%	10	36%	0	0%	0	0%	0	0%	13	46%	5	18%
Skilled Crafts	10	9	90%	1	10%	5	50%	0	0%	2	20%	0	0%	3	30%	0	0%
Technical/ Paraprofessional	89	37	42%	52	58%	55	62%	1	1%	9	10%	5	6%	12	13%	7	8%
	<b>193</b>	<b>76</b>	<b>39.38%</b>	<b>117</b>	<b>60.62%</b>	<b>102</b>	<b>52.85%</b>	<b>2</b>	<b>1.04%</b>	<b>16</b>	<b>8.29%</b>	<b>8</b>	<b>4.15%</b>	<b>44</b>	<b>22.80%</b>	<b>21</b>	<b>10.88%</b>



Census Date: 12/31/2012

# Demographics of Current Workforce

## Permanent vs. All

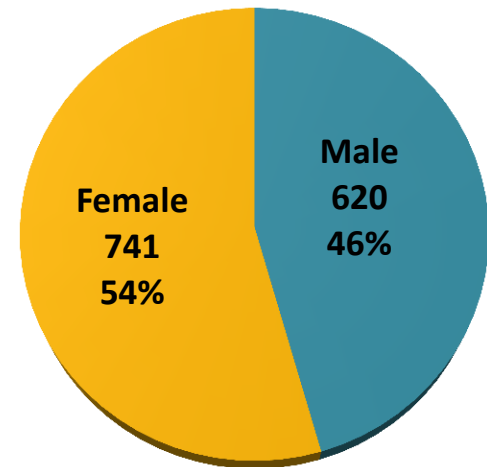
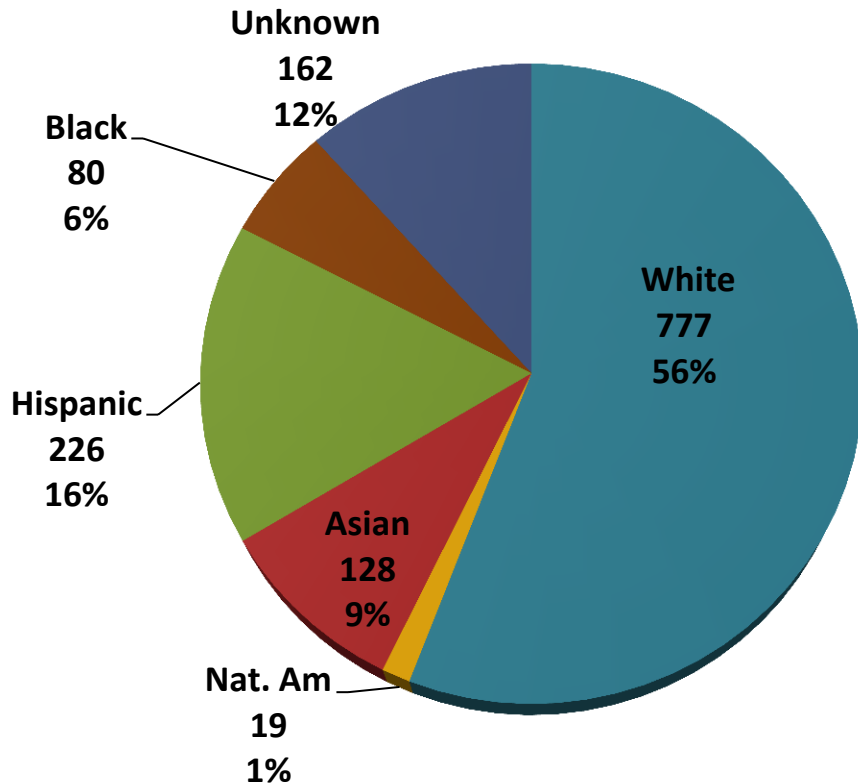


Census Date: 12/15/2012

# Demographics of Applicant Pools

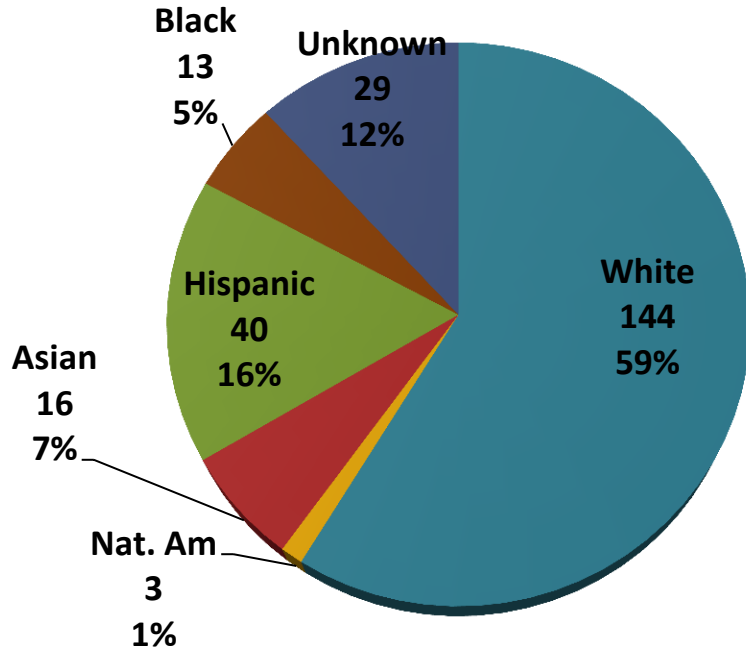
	Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Hispanic	%H	Black	%B	Unknown	%U
All Applicant Pools*	1392	620	45.55%	741	54.45%	777	55.82%	19	1.36%	128	9.20%	226	16.24%	80	5.75%	162	11.64%

\*Full-Time Faculty recruitments- Spring 2012; Classified Recruitments (completed 1/1/12- 12/31/12); Adjunct Pool as of 12/31/12

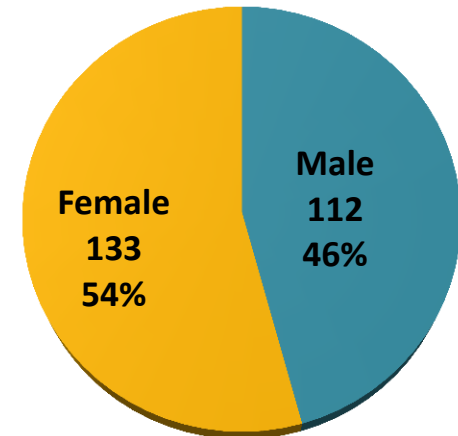


# Applicant Pool- FT Faculty

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Faculty-Career Education	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-English	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Health & PE	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Humanities	21	7	33%	14	67%	17	81%	0	0%	2	10%	1	5%	0	0%	1	5%
Faculty-Inst. & Spprt Serv.	85	27	32%	58	68%	43	51%	0	0%	6	7%	20	24%	4	5%	12	14%
Faculty-Mathematics	41	31	76%	10	24%	24	59%	1	2%	4	10%	7	17%	2	5%	3	7%
Faculty-Natural Sciences	0	0	0%!	0	0%	0	0%	0	0%	0	0%!	0	0%	0	0%!	0	0%
Faculty-Social Science	98	47	48%	51	52%	60	61%	2	2%	4	4%	12	12%	7	7%	13	13%
	<b>245</b>	<b>112</b>	<b>45.71%</b>	<b>133</b>	<b>54.29%</b>	<b>144</b>	<b>58.78%</b>	<b>3</b>	<b>1.22%</b>	<b>16</b>	<b>6.53%</b>	<b>40</b>	<b>16.33%</b>	<b>13</b>	<b>5.31%</b>	<b>29</b>	<b>11.84%</b>

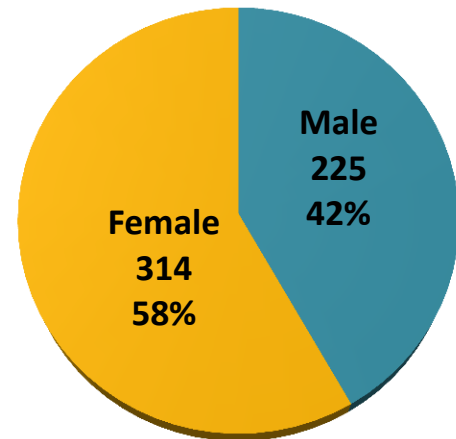
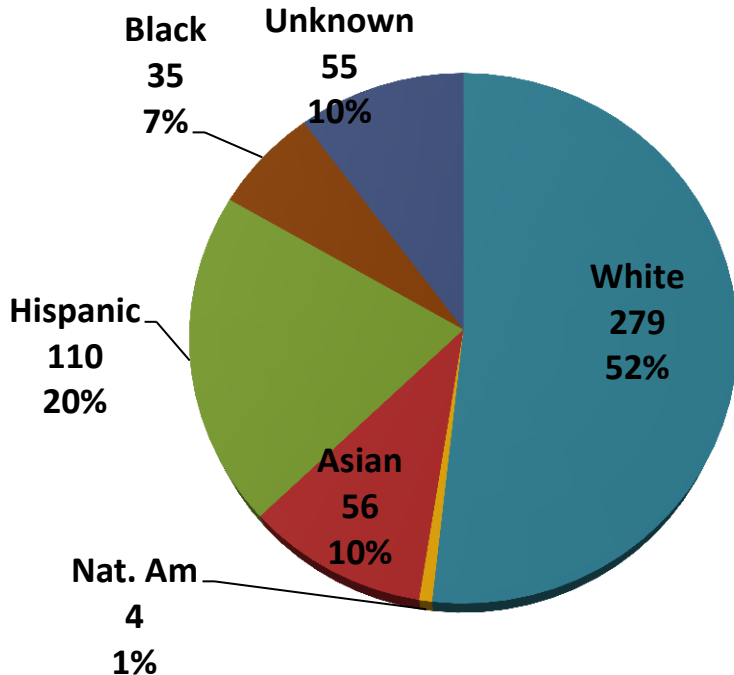


Positions =5 recruitments; 4 were filled



# Applicant Pool- Classified

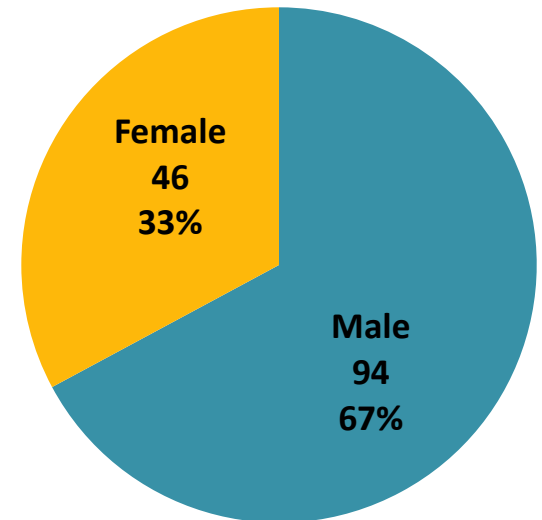
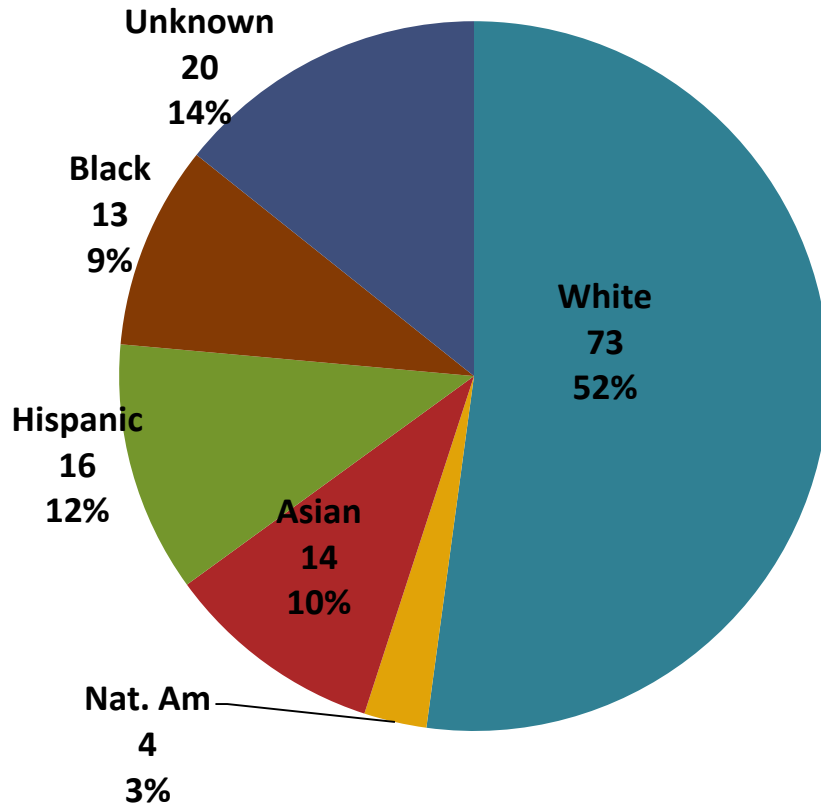
	Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Hispanic	%H	Black	%B	Unknown	%U
Clerical/ Secretarial	209	73	35%	136	65%	107	51%	1	0%	21	10%	46	22%	7	3%	27	13%
Professional Non-Faculty	52	5	10%	47	90%	25	48%	0	0%	10	19%	10	19%	3	6%	4	8%
Service/ Maintenance	83	66	80%	17	20%	22	27%	0	0%	15	18%	27	33%	12	14%	7	8%
Skilled Crafts	15	11	73%	4	27%	7	47%	0	0%	2	13%	2	13%	2	13%	2	13%
Technical/ Paraprofessional	180	70	39%	110	61%	118	66%	3	2%	8	4%	25	14%	11	6%	15	8%
	<b>539</b>	<b>225</b>	<b>41.74%</b>	<b>314</b>	<b>58.26%</b>	<b>279</b>	<b>51.76%</b>	<b>4</b>	<b>0.74%</b>	<b>56</b>	<b>10.39%</b>	<b>110</b>	<b>20.41%</b>	<b>35</b>	<b>6.49%</b>	<b>55</b>	<b>10.20%</b>



# Applicant Pool- Administrative

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Executive/Admin/Managerial	140	94	67.14%	46	33.00%	73	52.14%	4	2.86%	14	10.00%	16	11.43%	13	9.29%	20	14.29%

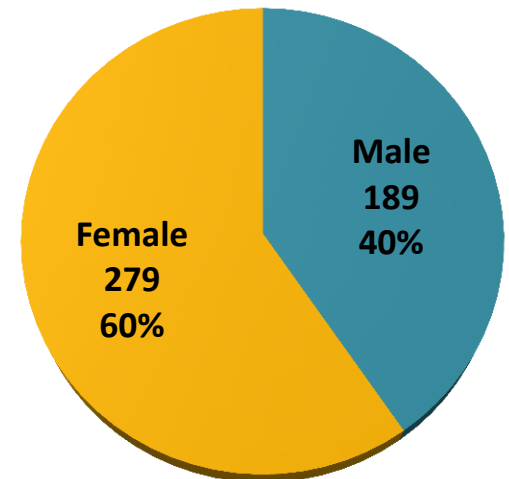
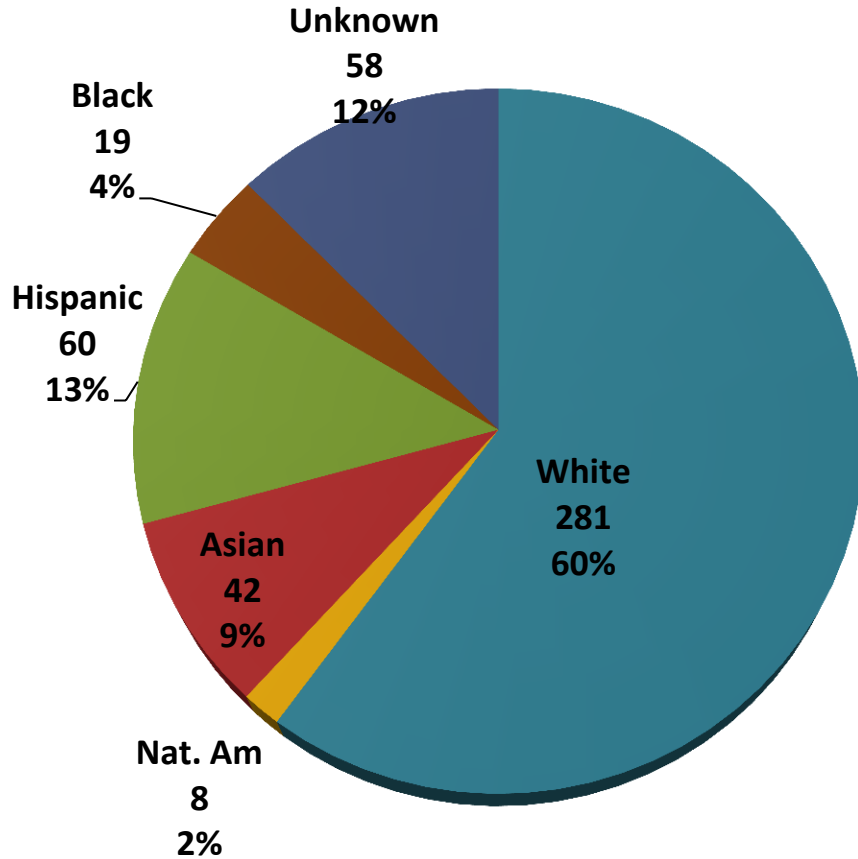
Recruitments =6



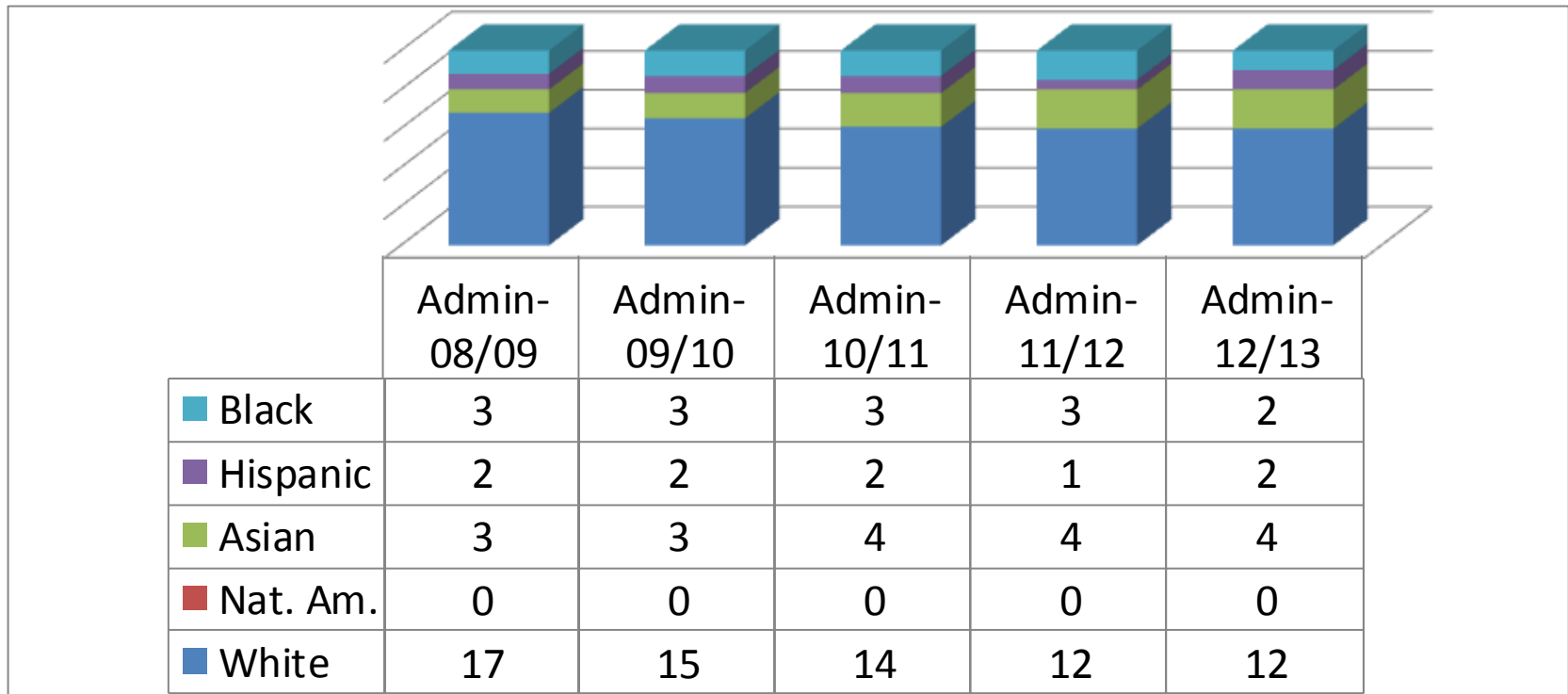


# Applicant Pool- Adjuncts

	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Adjunct- As of 12/31/2012	468	189	40.38%	279	59.62%	281	60.04%	8	1.71%	42	8.97%	60	33.40%	19	4.06%	58	12.39%



# Progress- Administrative Workforce



**TOTALS**

**25**

**23**

**23**

**20**

**20**

Does not include Adjunct Faculty

# Progress- Faculty Workforce



2008-09

2009-10

2010-11

2011-12

2012-13

Black

4

4

4

3

2

Hispanic

11

10

10

10

12

Asian

11

11

10

11

11

Nat. Am.

1

1

1

0

0

White

94

91

91

81

78

**TOTALS**

**121**

**117**

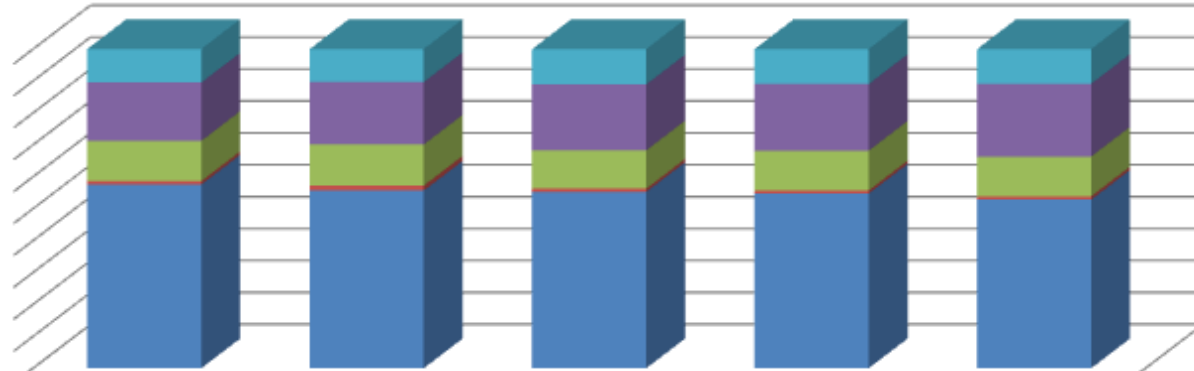
**116**

**105**

**103**

# Progress- Classified Workforce

Includes Conf staff



	Clsifd-08/09	Clsifd-09/10	Clsifd-10/11	Clsifd-11/12	Clsifd-12/13
Black	20	20	23	22	21
Hispanic	35	38	43	42	44
Asian	24	25	25	25	24
Nat. Am.	2	3	2	2	2
White	110	108	115	110	102

**TOTALS**

**191**

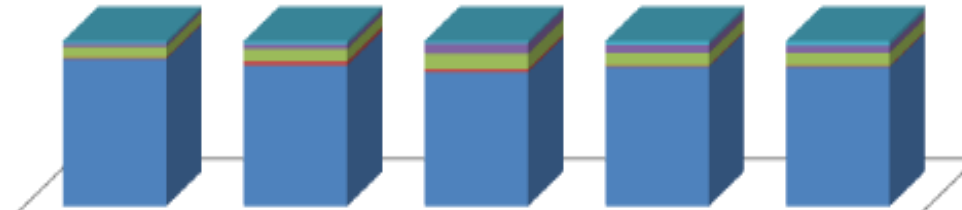
**194**

**208**

**201**

**193**

# Progress- Adjunct Workforce



- Black
- Hispanic
- Asian
- Nat. Am.
- White

	2008-09	2009-10	2010-11	2011-12	2012-13
Black	5	6	5	6	7
Hispanic	5	8	18	14	12
Asian	18	20	27	20	21
Nat. Am.	2	7	5	2	2
White	250	238	239	227	225

**TOTALS**      **280**      **279**      **294**      **269**      **267**

# 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
- Implemented updated adjunct hiring procedures Fall 2012
- Speakers and activities on diversity related topics
  - William Allen Young, Spring 2013 Flex Day Keynote
- EEO Representatives on Faculty recruitments received specialized training. Ten (10) faculty members have been trained.

# 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