



# Student & Employee Diversity

Office of Institutional Research and Planning

September 2010

# Diversity by Institution

Report on Student and Employee Diversity

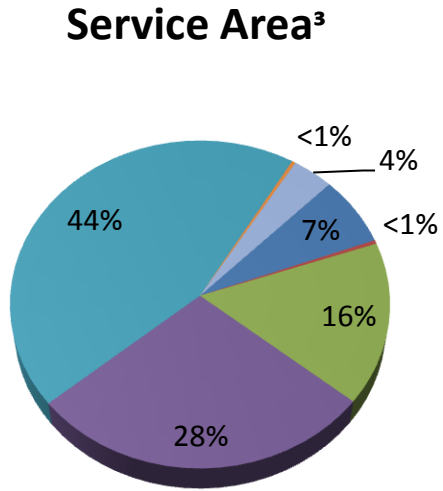
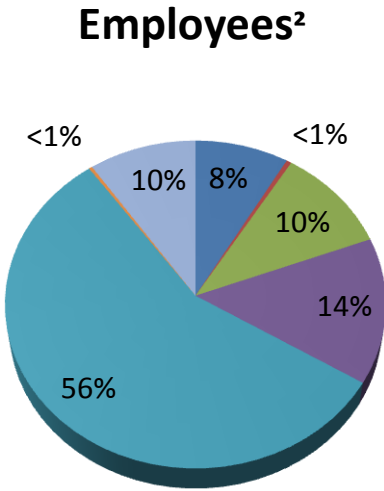
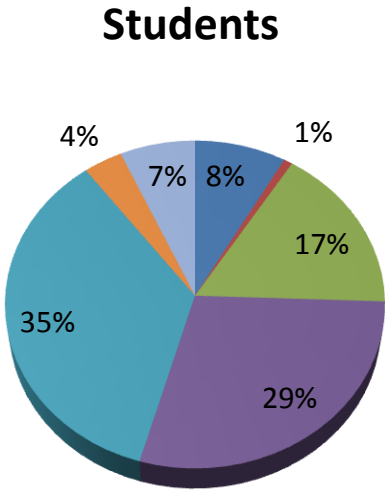
# Districtwide

## 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%).



- African American
- Asian/Pacific Islander<sup>1</sup>
- Other
- Unreported
- American Indian
- Latino
- White

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

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

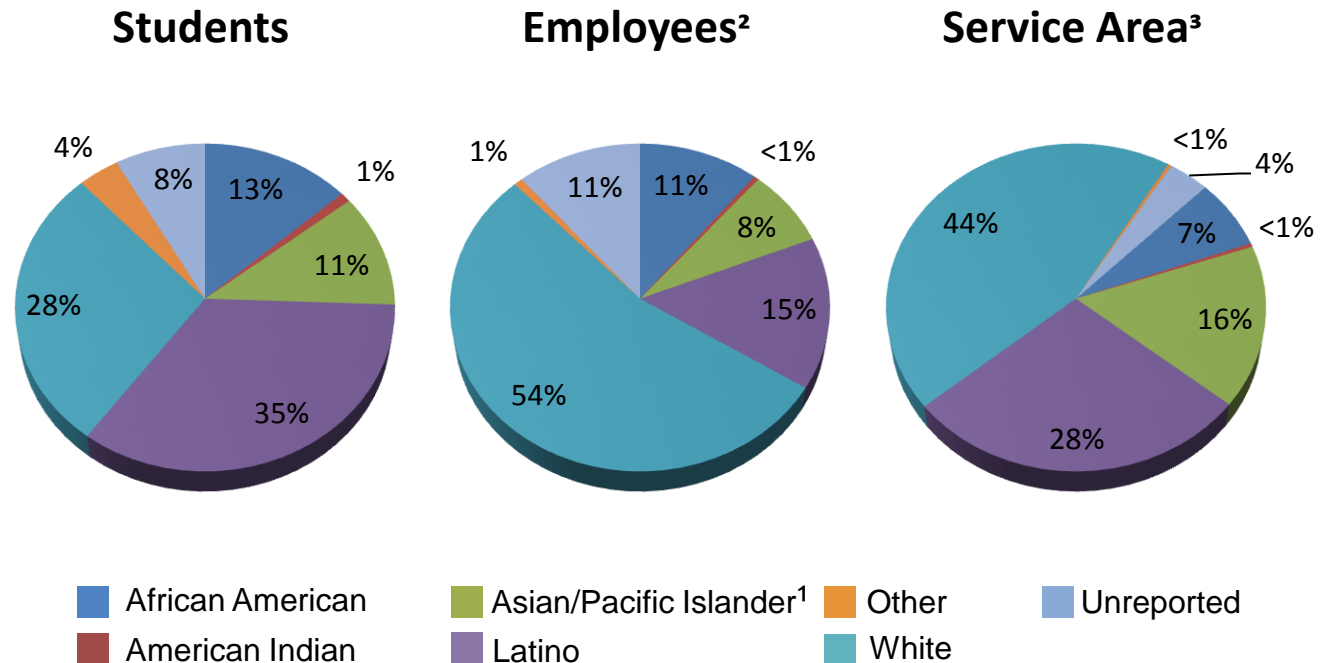
# City College

## 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:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Employment data exclude Non-Academic Hourly Staff

<sup>3</sup>San Diego Service Area data are based on SANDAG 2009 Estimates

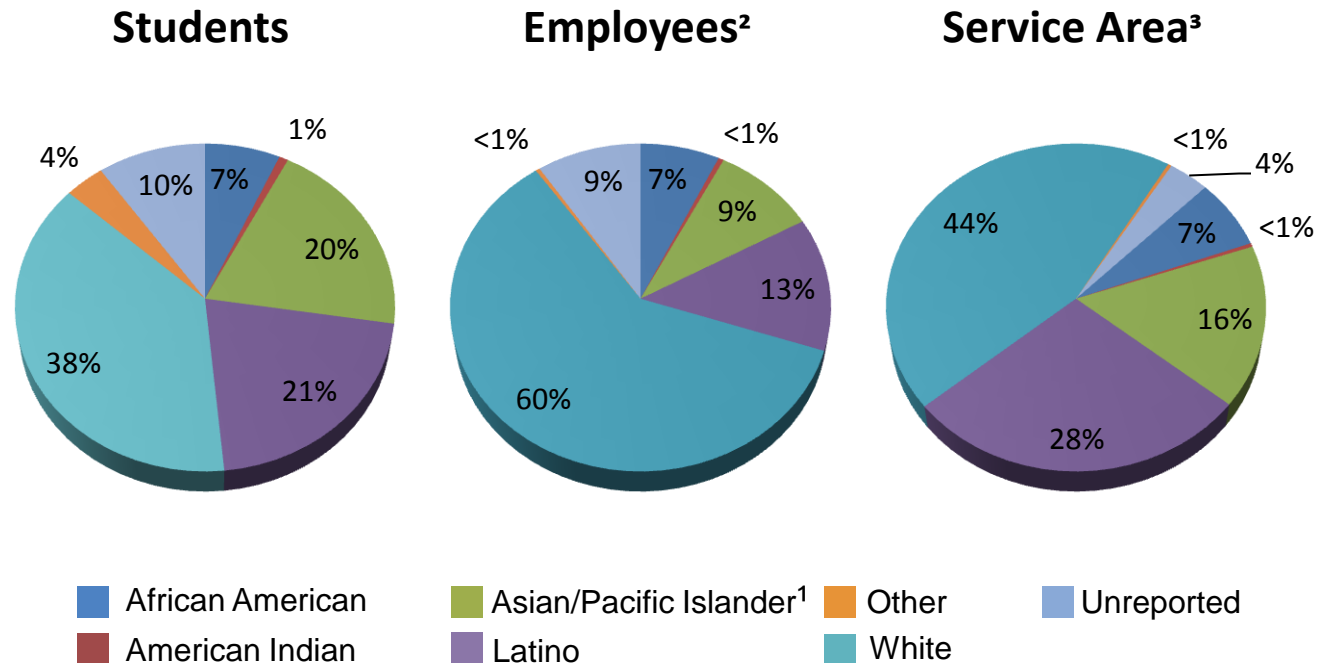
# Mesa College

## 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%).



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

Footnotes:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Employment data exclude Non-Academic Hourly Staff

<sup>3</sup>San Diego Service Area data are based on SANDAG 2009 Estimates

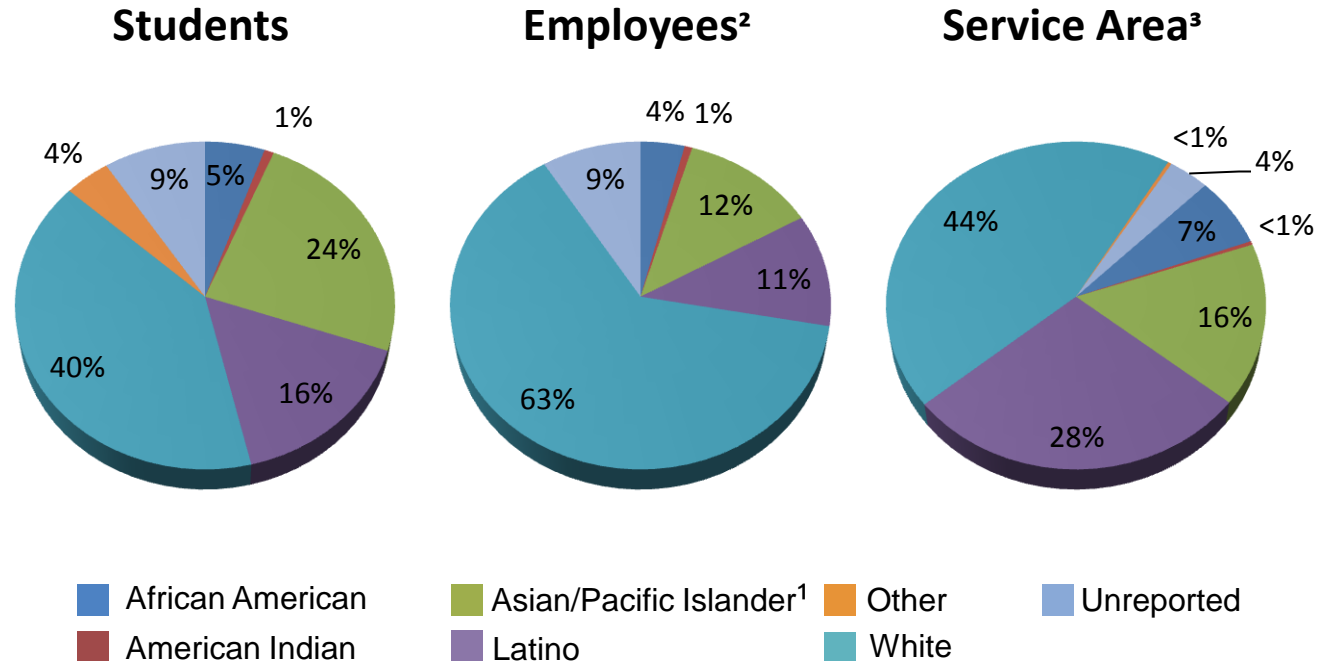
# Miramar College

## 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.



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

Footnotes:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Employment data exclude Non-Academic Hourly Staff

<sup>3</sup>San Diego Service Area data are based on SANDAG 2009 Estimates

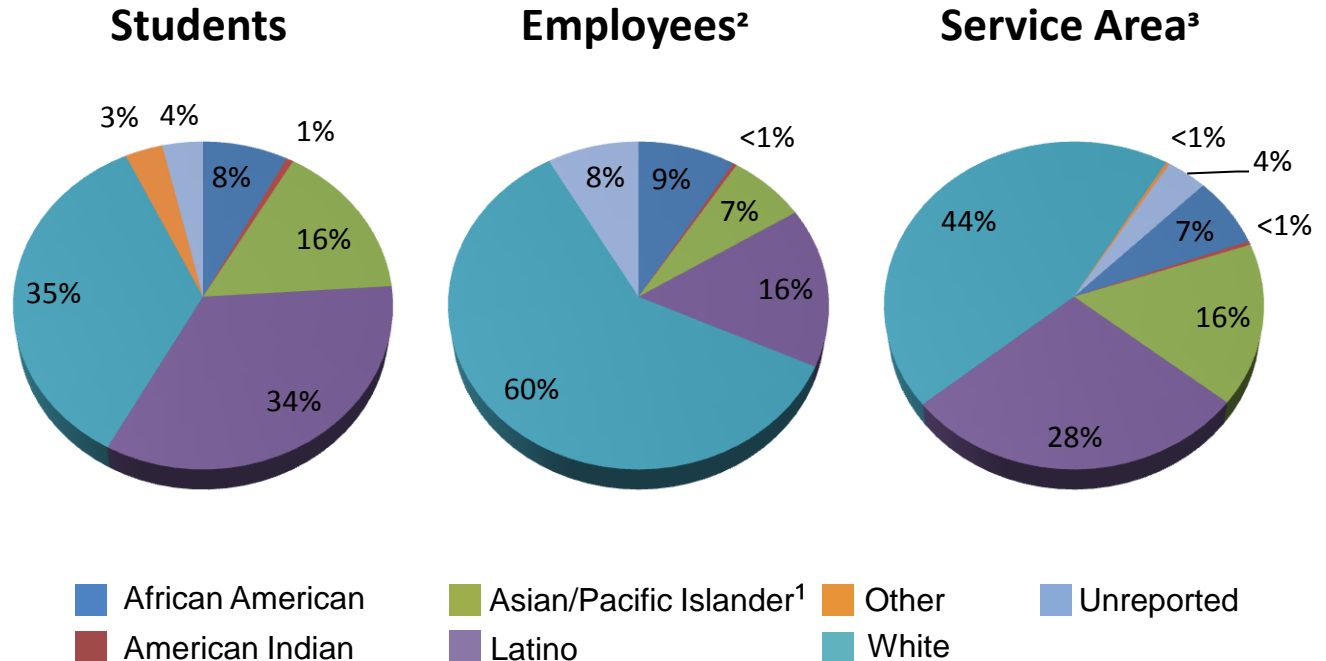
# Continuing Education

## 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:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Employment data exclude Non-Academic Hourly Staff

<sup>3</sup>San Diego Service Area data are based on SANDAG 2009 Estimates



# Diversity by Employee Group

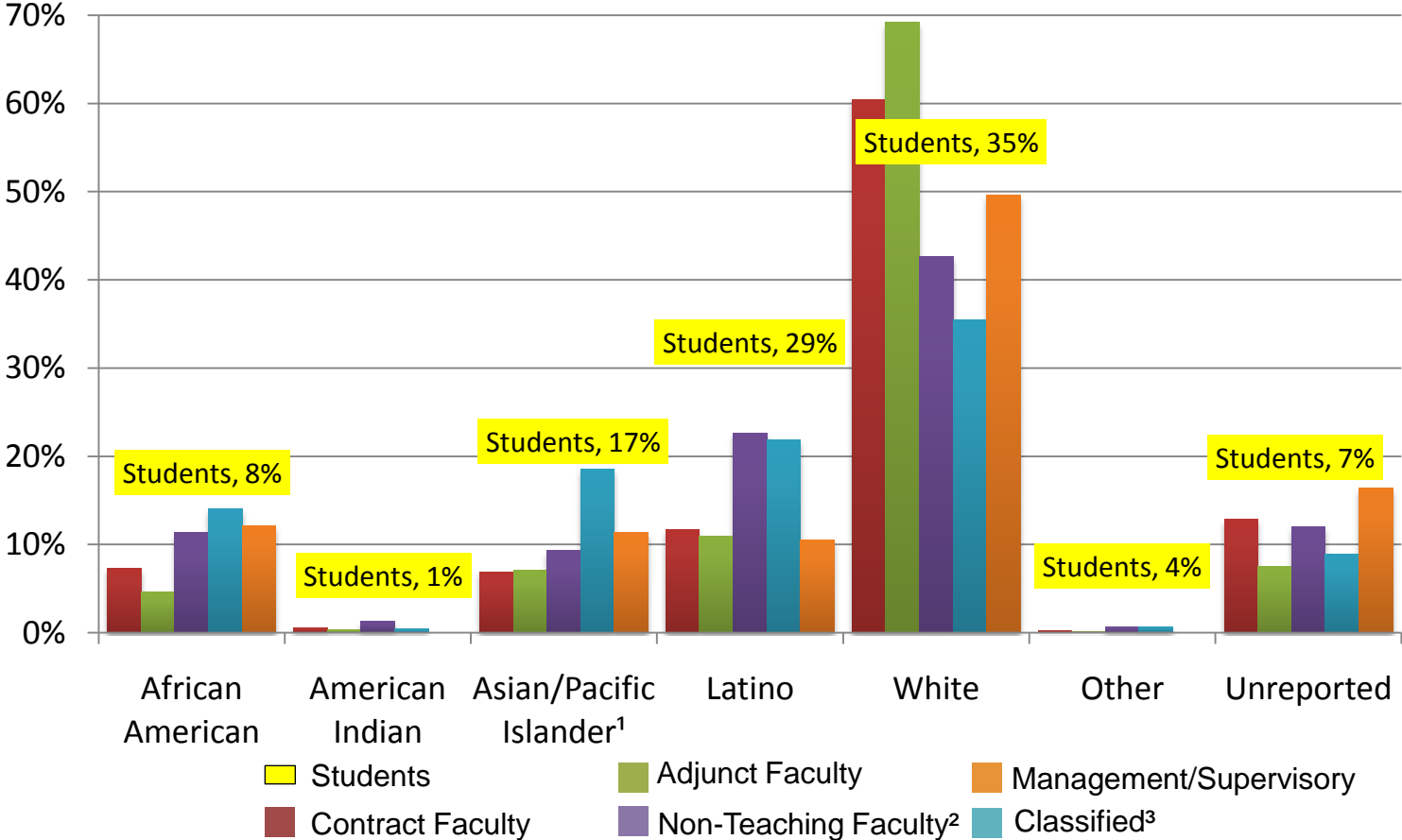
Report on Student and Employee Diversity

# 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

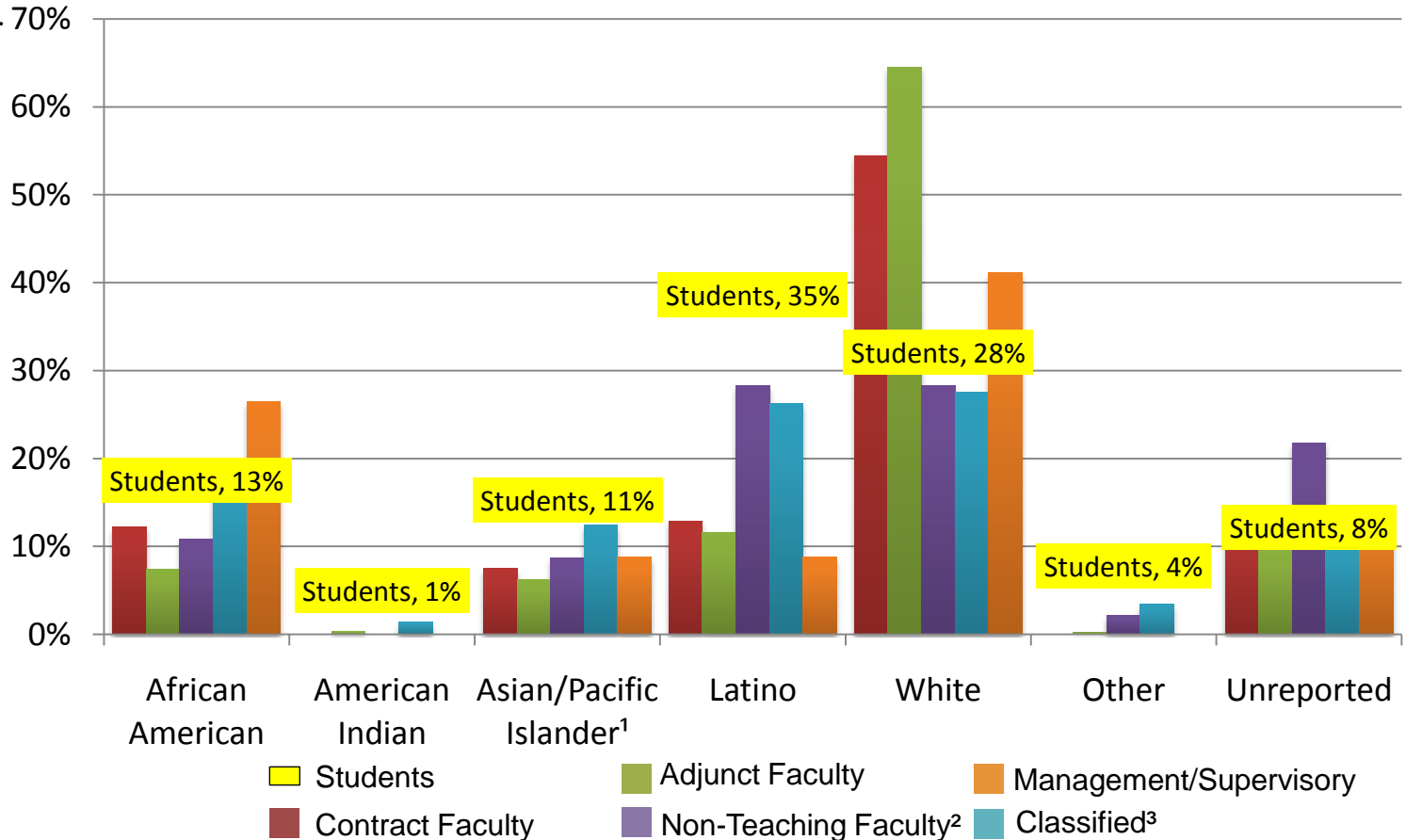
Footnotes:  
<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students  
<sup>2</sup>Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty  
<sup>3</sup>Classified includes Classified Staff, Police Officers, and Community Service Officers

# 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%).



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

Footnotes:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty

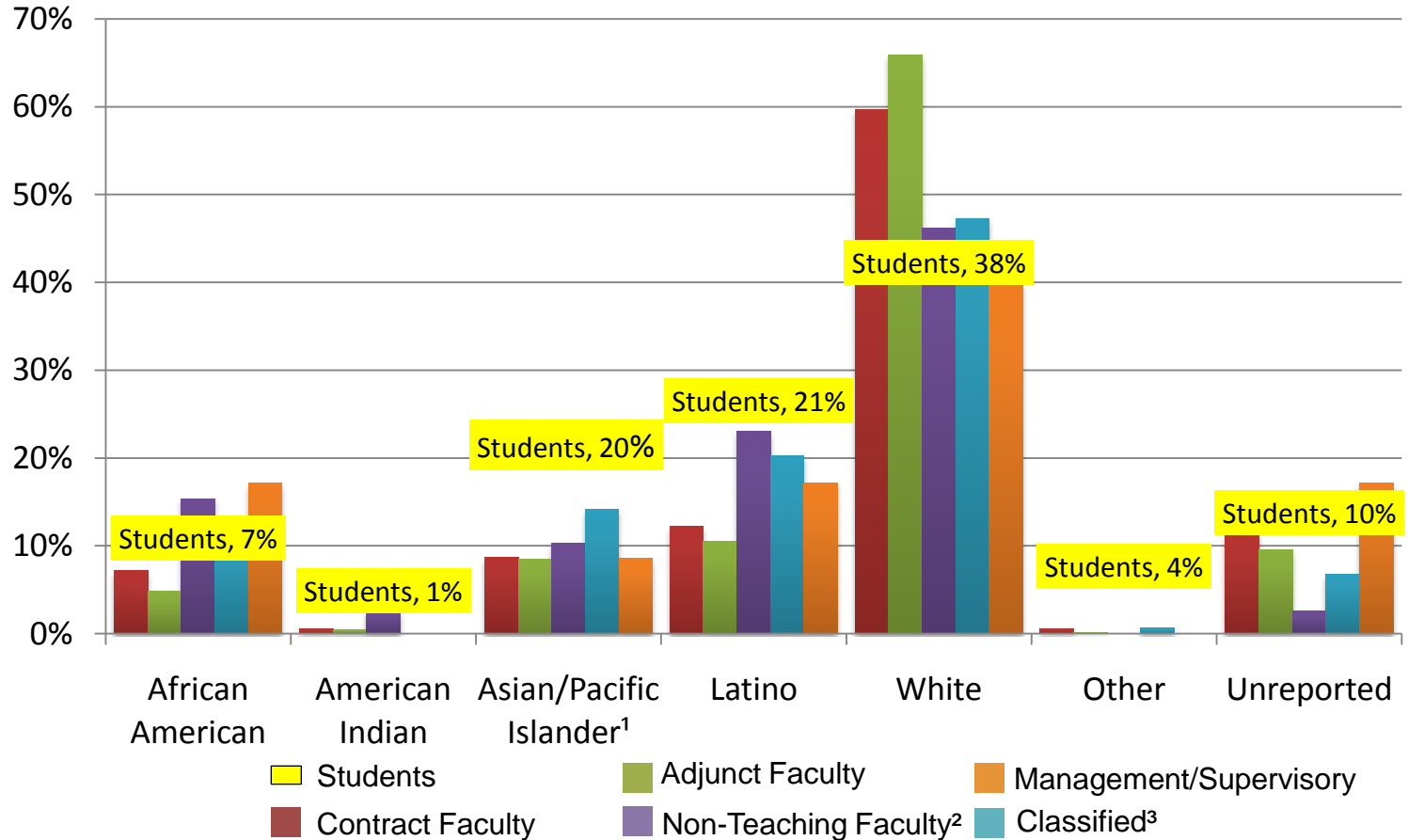
<sup>3</sup>Classified includes Classified Staff, Police Officers, and Community Service Officers

# 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:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty

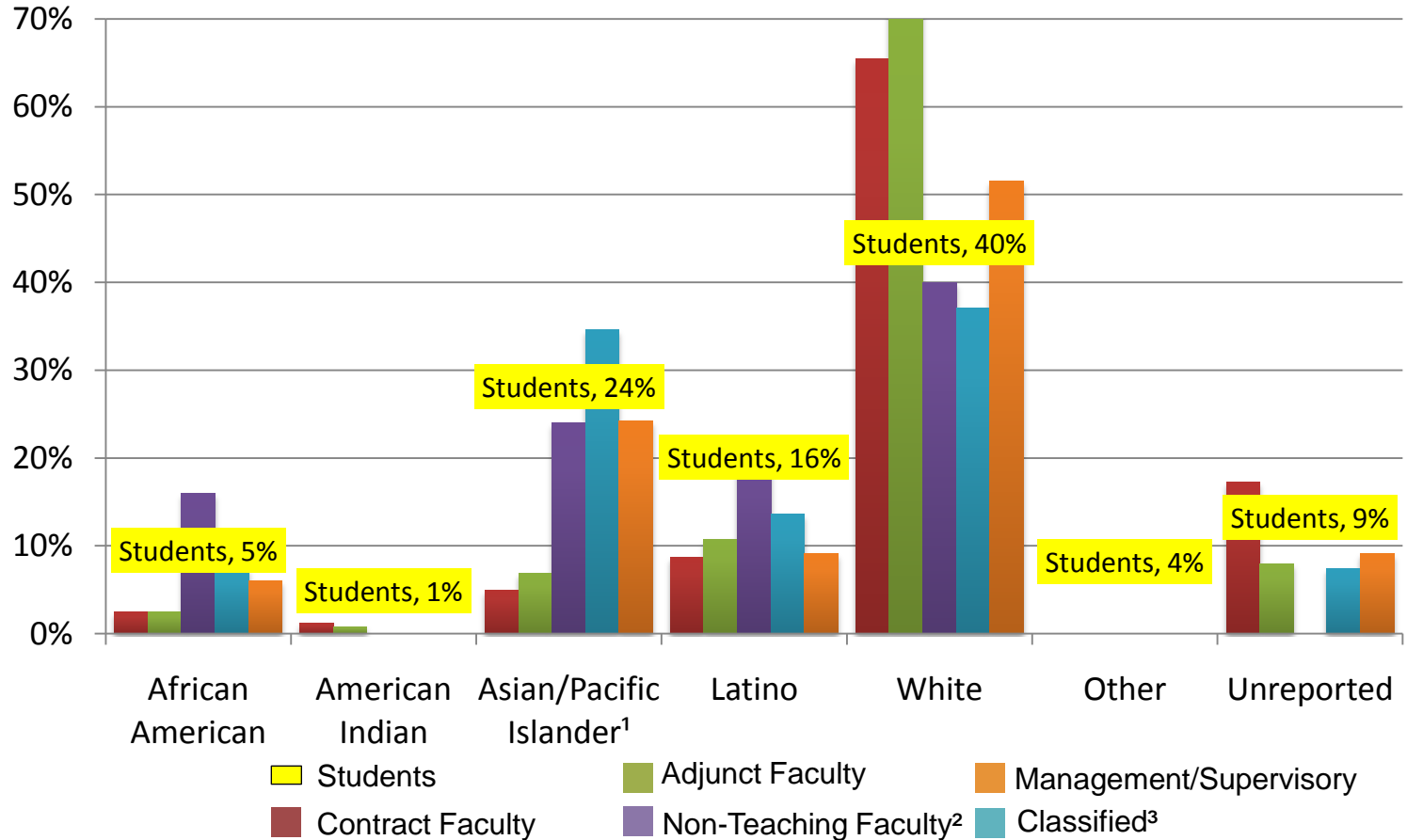
<sup>3</sup>Classified includes Classified Staff, Police Officers, and Community Service Officers

# 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:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty

<sup>3</sup>Classified includes Classified Staff, Police Officers, and Community Service Officers

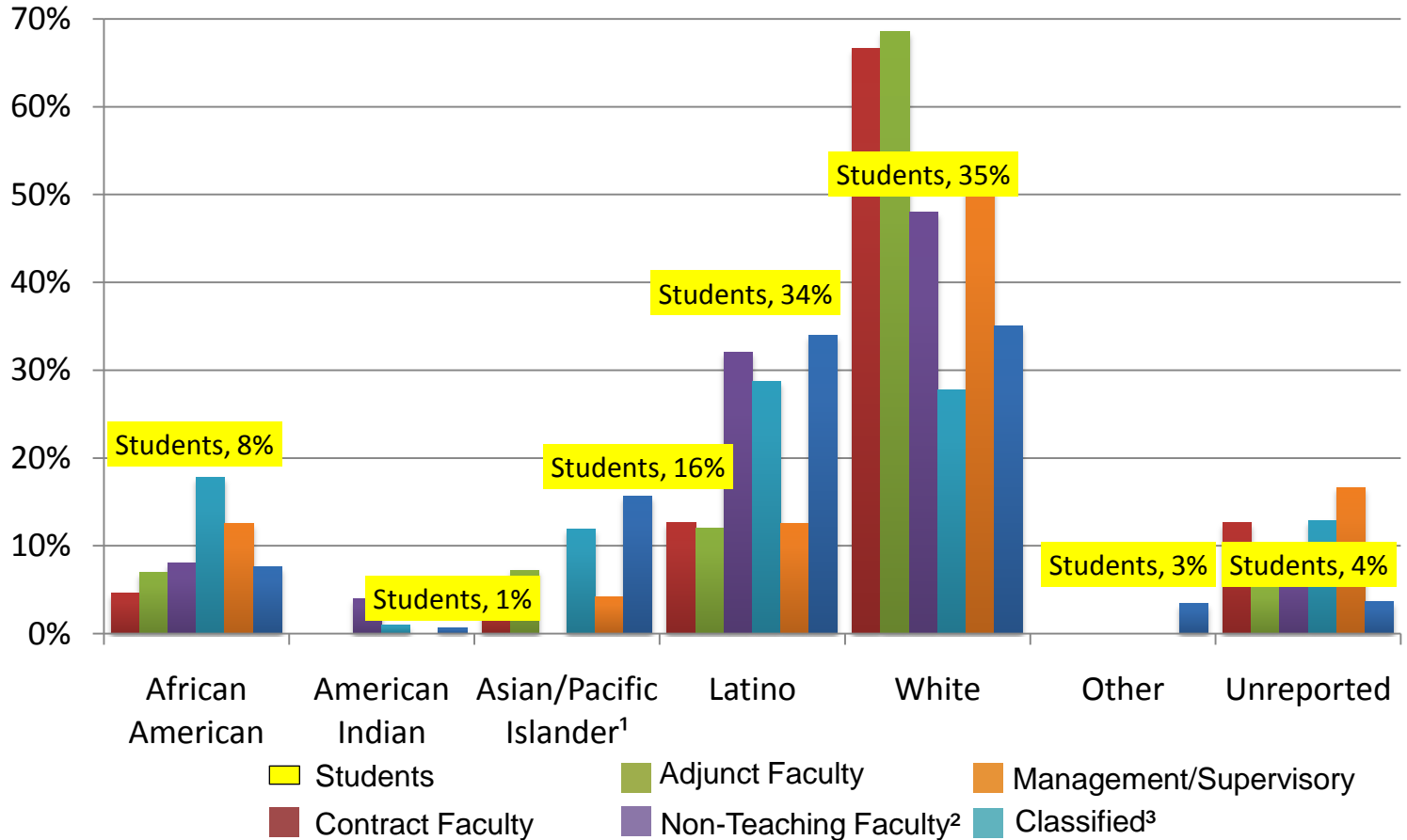
# Continuing Education

## 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:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

<sup>2</sup>Non-Teaching Faculty combines Contract and Adjunct Counseling and Library Faculty

<sup>3</sup>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 <sup>2</sup>		New Employees				Total New Hires	
			Classified <sup>3</sup>		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 <sup>1</sup>	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%
<b>Total</b>	<b>80,376</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>41</b>	<b>100%</b>

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

Footnotes:

<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students

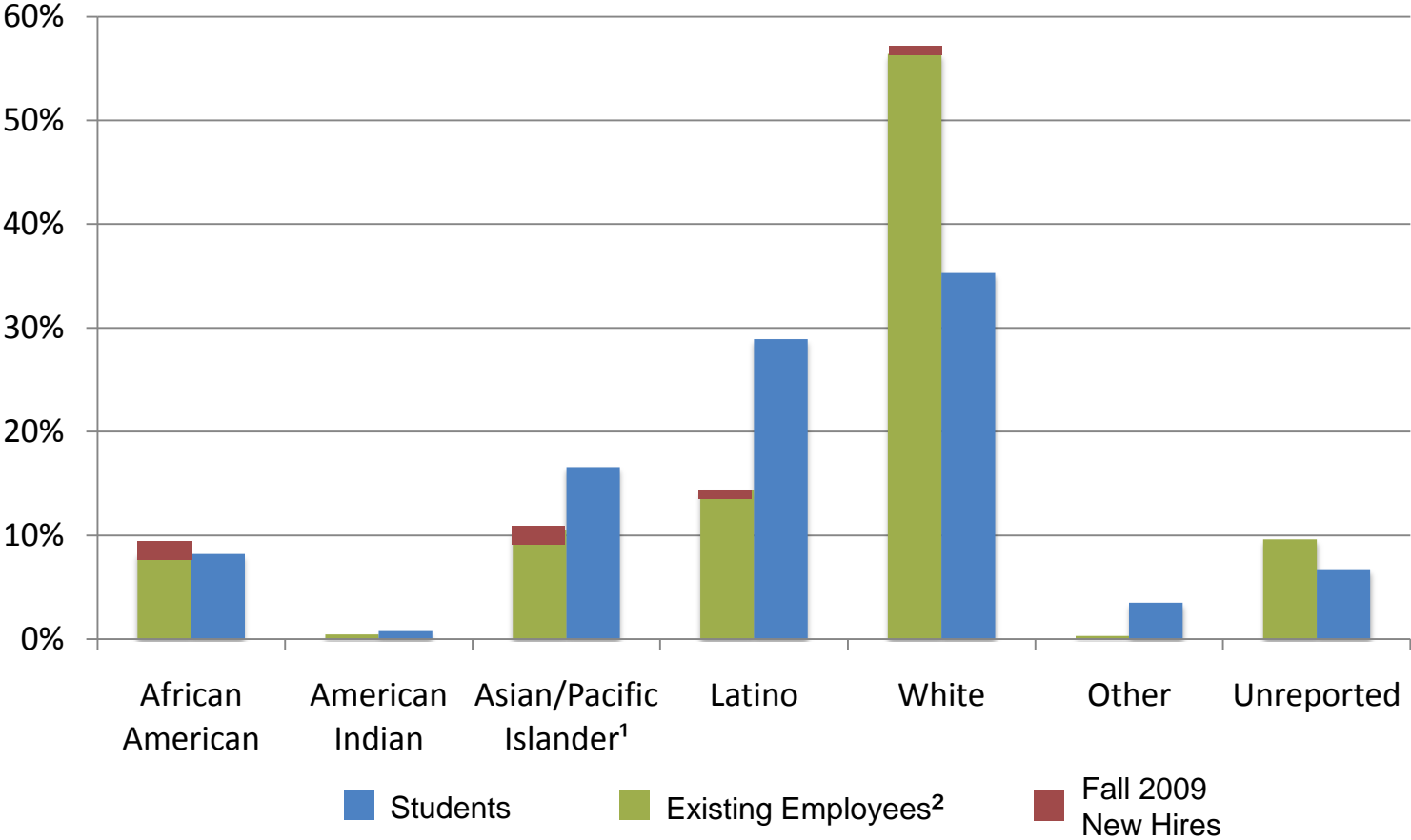
<sup>2</sup>Districtwide data include Continuing Education

<sup>3</sup>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.



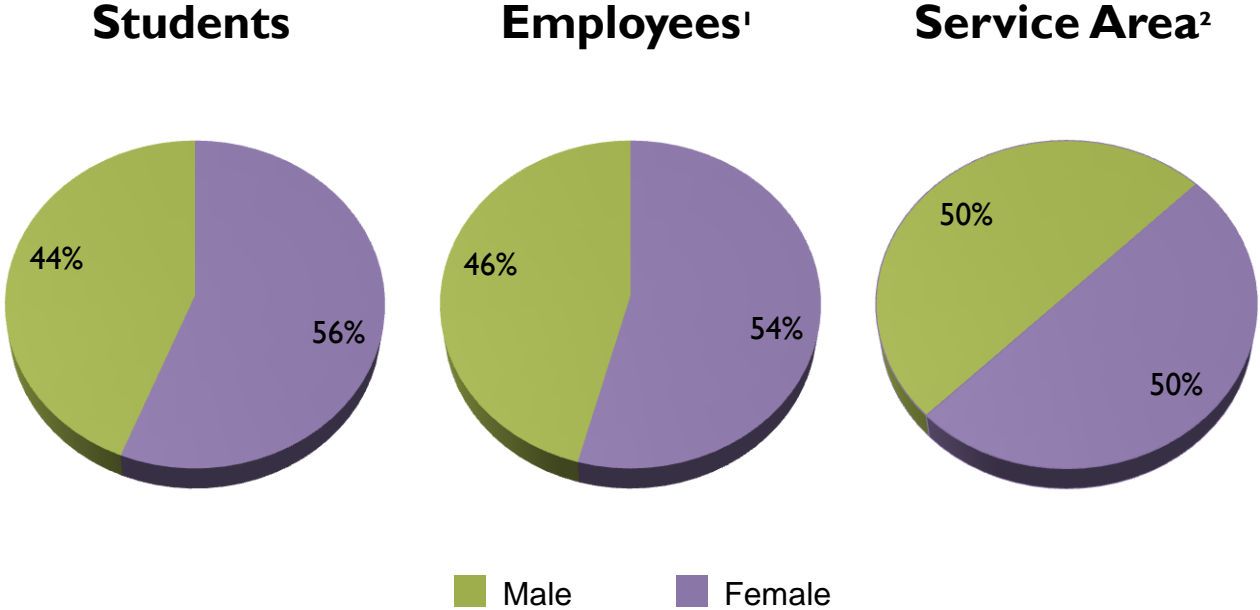
Source: Student and Employee data source from Facts on File Report on Academic Year 2009-10

Footnotes:  
<sup>1</sup>Filipino students are combined with Asian/Pacific Islander students  
<sup>2</sup>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.



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

Footnotes:  
<sup>1</sup>Employment data excludes Non-Academic Hourly staff  
<sup>2</sup>San Diego Service Area data are based on SANDAG 2009 Estimates

# Conclusions

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- ▶ 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.