



# Santa Monica College Diversity Report 2017



Santa Monica College

*Santa Monica College is within one of the most racially and ethnically diverse counties within the United States. The diversity of Los Angeles County is enhanced by its location in the State of California, the comfortable climate, the stunning geography, the variety of things to do and most importantly the easy access to a multitude of options and opportunities for the people who live here. Santa Monica College's reputation as a premier institution of higher education continues to reinforce its popularity and respected status with educators, students and the communities which this college serves.*

Santa Monica College

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## FACULTY AND STAFF DIVERSITY REPORT 2017

### EXECUTIVE SUMMARY

Santa Monica Community College District is one of the largest employers within the City of Santa Monica, CA. The District has a rich, inclusive, global, higher education learning environment known for its commitment to excellence and dedication to student success. It is also known for its high transfer rate of students to the University of California, California State Universities, private colleges and universities, and for its successful career technology education certificate programs. SMC attracts and retains an outstanding workforce of faculty, staff, and management team members.

This report will assist in monitoring Santa Monica College's progress made towards achieving a workforce representative of the diverse populations within the State of California, County of Los Angeles, and the students of SMC. To allow for comparisons ethnicity, data is displayed within a six-year window from information collected on the first business day after the Labor Day Holidays from fall semesters 2012 through 2017.

### THE TREND

Students of Hispanic descent remain the predominant ethnic group at SMC. This has been the trend for several years. As of the Fall 2016 semester, enrollment data from the District's Institutional Research Department indicates that Hispanic students now represent 39.90% of the total credit student population.<sup>1</sup> Unpublished data from the Information Technology Department shows the Hispanic student population as of Fall 2017 at 40.29%. The preponderance of Hispanic students attending SMC mirrors population dynamics occurring within the state of California and Los Angeles County. Projections by the U.S. Census Bureau to the year 2060 indicate that Hispanics will comprise 58% of L.A. County's population.<sup>2</sup> (See Student Population data and Appendix 2 for Los Angeles County census data).

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<sup>1</sup> <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Documents/FastFactsFall2016.pdf>

<sup>2</sup> [http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections\\_Press\\_Release\\_2010-2060.pdf](http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf)

SMC's Office of Institutional Research "Fast Facts Fall 2016" data reveal that Asian/Pacific Islander is the next largest ethnic minority group representing 15.2% of the total credit student population. Caucasian students represent 26.65% of the student population.

## **CATEGORIES TO WATCH**

### **ACADEMIC APPLICANT POOL**

In reviewing the data since the last Diversity Report (2014-2015), it was evident that as recruitment processes for academic personnel opened, the academic discipline had been a factor in the number of applications received during the period when the search opens, closes and the selection process is completed. Outreach efforts for Fall 2016 hires were so successful in attracting highly qualified candidate pools, that Superintendent/President Kathryn E. Jeffery, during the first six months of her employment in 2016, hired more full-time faculty members than originally planned.

Please refer to the Academic Applicant Section of this report for specific details.

### **FULL-TIME FACULTY**

As of the Fall 2017 Semester, there are 349 full-time faculty members which comprise 17.30% of the employee categories reviewed in this report. In Fall 2017, there are 24 new faculty hires. In 2016 there were 30 faculty hires and in 2015, there were 32 new faculty hires. The new hires are counterbalanced by full-time faculty attrition and retirements.

The majority of full-time faculty members however, identified as Caucasian/White. Minority populations remain under-represented but progress has been made towards diversification. In the 2017-2018 Institutional Objectives, within the District's Master Plan for Education, Objective #2, which supports strategic initiatives is, "Increase the number and percentage of full-time faculty and non-instructional faculty, while at the same time increasing the number of applicants from diverse backgrounds." As full-time faculty recruitment processes are opened, the opportunity for improved representation increases. At the time of this report, approximately 60.0% of the District's full-time faculty members are sixty (60) or more years of age.

### **PART-TIME FACULTY**

Between Fall Semester 2015 through Fall 2017 the total number of part-time faculty decreased from 1099 to 1063. Though Caucasian part-time faculty numbers decreased, this group remains the dominant ethnic group among part-time faculty members and represents 58.13% of all part-time

faculty at SMC. Hispanic representation increased from 12.28% to 14.02%. Asian part-time faculty increased from 9.01% to 11.29% and Black part-time faculty increased from 8.46% to 9.50%. Overall progress has been made towards diversity.

SMC's part-time faculty members continue to be a primary resource group for its full-time, tenure track faculty pools. Outreach for broader representation, must continue when tenure-track full-time positions do become available. In 2015-2016, nineteen (19) of the full-time faculty hires were adjunct faculty. In 2016-17, thirteen (13) of 30 full-time hires were selected from part-time faculty and in Fall 2017, sixteen (16) of the 24 new hires were originally part-time faculty members.

Though the number of part-time faculty members has decreased, the data indicates that overall representation of part-time faculty members is gradually improving. Women adjunct faculty members predominate males. Six hundred and twenty-three (623) part-time faculty members or 59.9% are sixty (60) years of age or greater.

#### **CLASSIFIED ADMINISTRATORS/MANAGERS**

From Fall 2015 to Fall 2017, the number of classified managers increased from forty-one (41) to fifty-one (51). Caucasians remain the dominant ethnic group with 24 people and represent 47.06% of the managers. Hispanic classified managers decreased by one and represent 7.85%; African American representation increased by three (3) to 21.57% of the classified managers. Asian representation increased to six (6), representing 11.77% of the managers. Multi-Racial ethnicities increased from zero to two (2) and represent 3.92%. With the number of separations and retirements anticipated within this category, there will be opportunities for constructive impacts to diversity.

Males continue to dominate this category, but the number of female classified managers has increased. As of Fall 2017, 70.59% of the classified managers are age 50 or older. Refer to the SMC Employees: Classified Administrators/Managers section.

#### **COMMUNITY COLLEGE POLICE OFFICERS**

There are twelve (12) police officers at the time of this report and women now comprise four of the twelve officers. Police management personnel are not included in this section as they are categorized as "Classified Managers". Recruitments for police officers tend to be continuous or extended due to extensive pre-employment testing and selection processing. There are also minimum staffing requirements with sworn personnel. SMC community college police officers continue to best reflect diversity as an employment group with 33.3% Hispanic, 33% African American, 25.00% Caucasian and 8.33% Pacific Islander. There are no police officers identifying as Asian at this time. Refer to the SMC Employees: Community College Police Officers section.

## **CLASSIFIED SUPPORT PERSONNEL**

The total number of Classified Support employees has increased during this reporting period to 482. This group remains one of the most ethnically diverse employee categories within this District. There is no self-identification by the Native American group, and limited representation - two (2) - of the Multi-Racial group. One hundred and forty-six (146), or 30.29% of classified support employees are Caucasian; 28.63% or one hundred and thirty-eight (138) are Hispanic; 22.41% or one hundred and eight (108) are African American and eleven (11) or 2.28% identify as Pacific Islander. Twenty-nine (29), or 6.02% of classified support personnel chose not to identify their ethnicity. As with most other employment categories in this District, women outnumber males and almost 50% of classified support personnel are at 50 years of age or older. Refer to the SMC Employees: Classified Support Personnel section.

## **EMPLOYEES DESIGNATED AS "CONFIDENTIAL"**

Confidential positions, in accordance to Government Code 3562(d) and Educational Employment Relations Act 3540.1(c), are required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

SMC continues to have a very limited number of employees with confidential status. Presently there are eight (8) confidential employees. Four (4) or 50% are Caucasian, three (3) are Hispanic (37.5%) and one (1) is Black (12.5%). Two (2) confidential employees are male and six (6) are female. Two confidential employee are 60 years of age or older.

## **ACADEMIC ADMINISTRATORS**

As of Fall 2017, there are fifty-one (51) Academic Administrators. This number decreased by 7 since Fall 2016. The ethnic group of most of the administrators is Caucasian/White which represents 45.10% of the administrators; African Americans represent 27.45% or fourteen (14) of this employee group. Nine (9) or 17.65% of this group is Hispanic, while two (2) or 3.92% are Asian. There is one (1) Pacific Islander and no (0) Native American or Multi-Racial administrators. Two (2) academic administrators chose not to identify their ethnicity.

Female academic administrators outnumber males by four to one and 37.25% of administrators are age 60 or greater.

## **FACTORS POTENTIALLY IMPACTING RESULTS**

### **STUDENT ENROLLMENT AND POPULATION DATA**

Student enrollment at SMC and at most community college districts in California has been steadily declining. This is a state-wide issue. The number of international students, though highly representative, has also declined. Global economics and national politics are considered factors impacting this trend. Competition for students is very high among Southern California community college districts. Despite this Santa Monica College has been able to maintain a strong student population.

The appropriation of fiscal resources from the State of CA is directly related to the number of full-time equivalent students within a District. Fiscal stability within the District is impacted by a number of factors including the number of its employees, wages, benefits, etc. Technically, as student enrollment declines so do resources including employees...which can impact diversity within each employee category.

### **Faculty and Staff Transitions**

A significant number of SMC faculty and staff have the number of years of service and are at or over age 55. As retirement-eligible faculty and staff separate from District service, this will greatly impact the framework of ethnic minority representation in the District's employment categories.

### **DATA COLLECTION**

Census information for the State of California and the County of Los Angeles was drawn from the website of the U.S. Census Bureau<sup>3</sup>. Population projections for 2016 based on the 2010 Census, indicate an overall population increase for the State of California estimated to be 39,250,017. The percentage of change in California's population by race is highlighted in Appendix 1.

Los Angeles County population projection shows that as of July 1, 2016 the county population will have grown by 319,215 persons over the 2010 Census numbers to 10,137,915, a 3.3% increase. In 2016 persons of Hispanic or Latino origin comprised 48.5% of the total population. The percentage of female residents remained steady at 50.7% of the county which is just over half of the total population.

SMC employee and student information were collected from the College's database. All information within this report is based on the first day of each Fall Semester from 2012 through 2017. The data is comprehensive and current.

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<sup>3</sup> <https://www.census.gov/quickfacts/fact/table/CA,losangelescountycalifornia,US#viewtop>

Ethnicity and gender data is collected through an optional voluntary Equal Employment Opportunity (EEO) Survey given to each applicant and newly hired employee. Respondents identify whether or not they are Hispanic/Latino or of Spanish origin and then if their race is African American/Black, American Indian/Native American, Asian, Caucasian/White, Hispanic, Multi-Racial, or Pacific Islander/Hawaiian/Filipino. If there is no response or the survey is left blank, the data is identified as Unknown. Significant effort has been made for employees to self-identify ethnicity. However, there are instances where the choice made by the applicant or employee is to leave the category as “unknown”.

## STATISTICS

Data in this report is summarized by employment category and covers the academic years 2012-2013, through Fall 2017. The employee data is based on the first day of the Fall semester following the Labor Day Holiday in each of those academic years.

In-depth statistical information can be found in the Appendices at the end of this report. This more extensive information is presented to facilitate discussion on employee diversity at Santa Monica College.

Ethnicity and Gender information is presented by employee category. Total numbers of employees by category are shown on the right side of each chart. The number of employees within each ethnic group and corresponding percentage to the total are listed by academic year. Race and ethnicity information is followed by gender and age data.

## LEGEND

In this report the following abbreviations are used:

Abbreviations	Description
AFR AMR	African American/Black
AMR IND	American Indian/Native American
ASIAN	Asian (Chinese, Japanese, Vietnamese, etc.)
CAUCASIAN	Caucasian/White
HISPANIC	Hispanic (Mexican, South American, Central American, etc.)
MULTI-RACIAL	Two or more races
PACIFIC ISLANDER	Native Hawaiian, Samoan, Guamanians, & Other Pacific Islanders, Filipino
UNKNOWN	Declined to State/Unreported

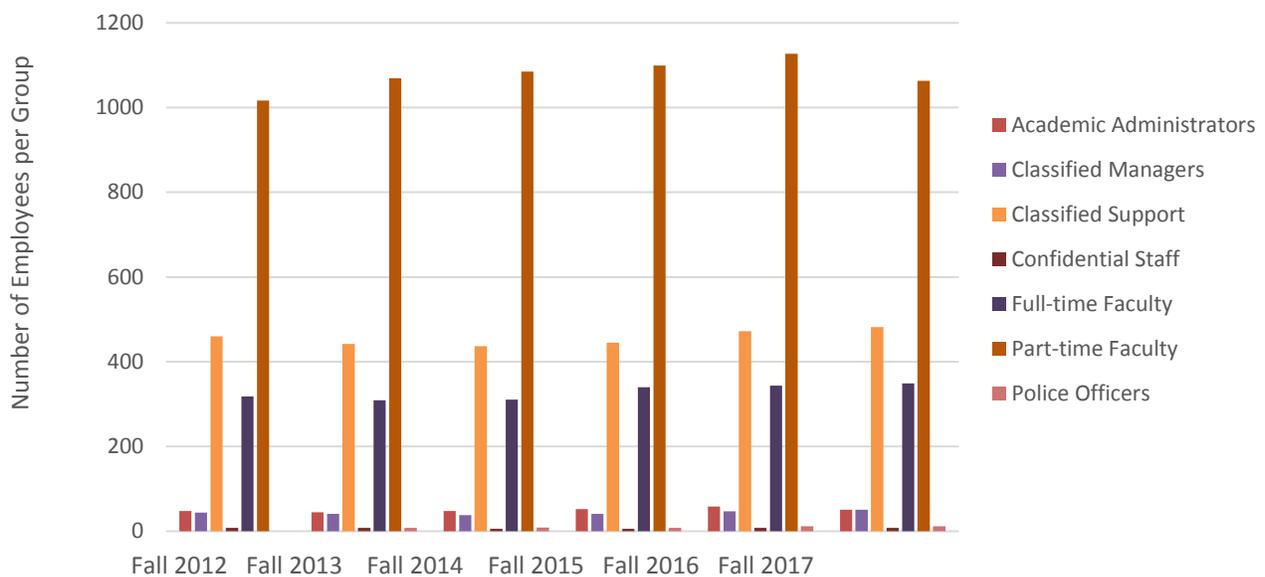
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## OVERVIEW OF SMC PERSONNEL FALL 2012-FALL 2017

The chart and graph below show the number of SMC employees in each group.

SMC Employee Groups	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Sept 5, 2017	
	No.	%										
Academic Administrators	48	2.50%	45	2.30%	48	2.40%	52	2.61%	58	2.80%	51	2.53%
Classified Managers	44	2.30%	41	2.10%	38	1.90%	41	2.06%	47	2.27%	51	2.53%
Classified Support	460	24.30%	442	23.00%	437	23.70%	445	22.35%	472	22.82%	482	23.91%
Confidential Staff	8	0.40%	8	0.40%	6	0.30%	6	0.30%	8	0.39%	8	0.40%
Full-time Faculty	318	16.80%	309	16.10%	311	16.20%	340	17.08%	344	16.63%	349	17.30%
Part-time Faculty	1,017	53.70%	1,069	55.60%	1,085	55.10%	1,099	55.20%	1,127	54.50%	1,063	52.73%
Police Officers	n/a	n/a	8	0.40%	9	0.40%	8	0.40%	12	0.58%	12	0.60%
<b>Totals</b>	<b>1,895</b>	<b>100%</b>	<b>1,922</b>	<b>100%</b>	<b>1,934</b>	<b>100%</b>	<b>1,991</b>	<b>100%</b>	<b>2,068</b>	<b>100%</b>	<b>2,016</b>	<b>100%</b>

### NUMBER OF EMPLOYEES BY EMPLOYEE GROUP - 2012 - 2017

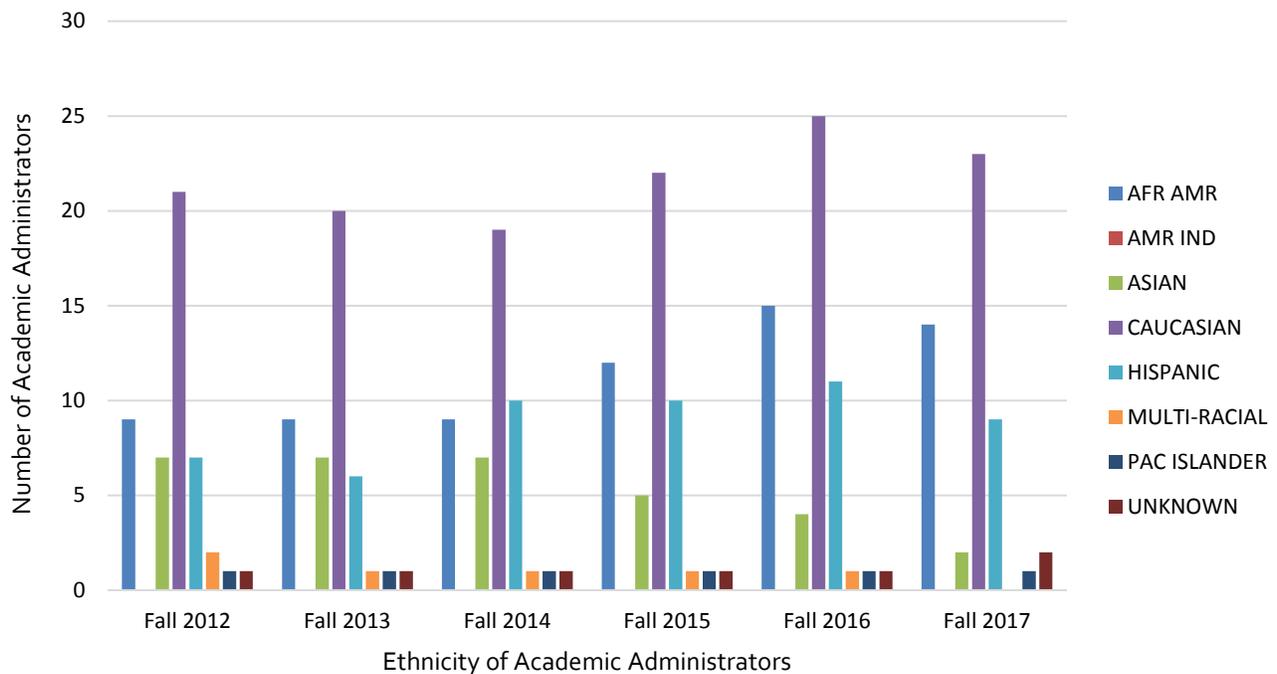


## SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

### ACADEMIC ADMINISTRATORS BY ETHNICITY – 2012-2017

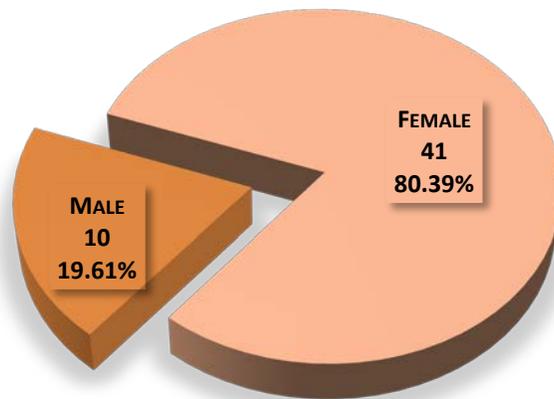
Academic administrators self-identifying as African American have increased from 18.75% in 2012 to 27.45% in 2017; Hispanic administrators have increased from 14.58% in Fall 2012 to 17.65% in Fall 2017.

SMC Employee Groups	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	9	18.75%	9	20.00%	9	18.75%	12	23.08%	15	25.86%	14	27.45%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	7	14.58%	7	15.56%	7	14.58%	5	9.62%	4	6.90%	2	3.92%
CAUCASIAN	21	43.75%	20	44.44%	19	39.58%	22	42.31%	25	43.10%	23	45.10%
HISPANIC	7	14.58%	6	13.33%	10	20.83%	10	19.23%	11	18.97%	9	17.65%
MULTI-RACIAL	2	4.17%	1	2.22%	1	2.08%	1	1.92%	1	1.72%	0	0.00%
PAC ISLANDER	1	2.08%	1	2.22%	1	2.08%	1	1.92%	1	1.72%	1	1.96%
UNKNOWN	1	2.08%	1	2.22%	1	2.08%	1	1.92%	1	1.72%	2	3.92%
<b>Totals</b>	<b>48</b>	<b>100%</b>	<b>45</b>	<b>100%</b>	<b>48</b>	<b>100%</b>	<b>52</b>	<b>100%</b>	<b>58</b>	<b>100%</b>	<b>51</b>	<b>100%</b>



## ACADEMIC ADMINISTRATORS BY GENDER – FALL 2017

Female academic administrators outnumber male administrators four to one:

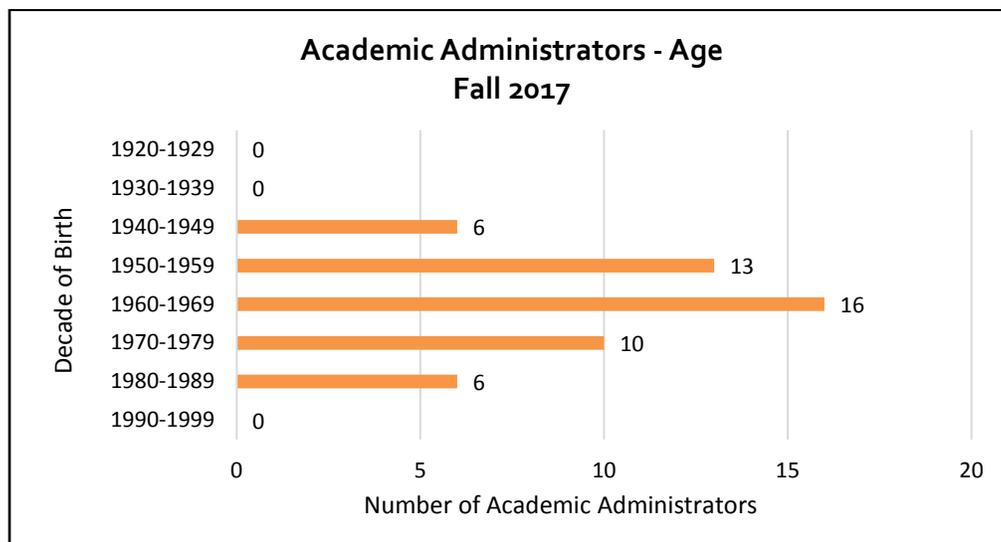


**Total: 51**

## ACADEMIC ADMINISTRATORS BY AGE – FALL 2017

The age spread for Academic Administrators in Fall 2017 is consistent and indicates reasonable coverage for succession planning.

Nineteen (37.25%) of the fifty-one Academic Administrators in Fall 2017 are age 60 or older.



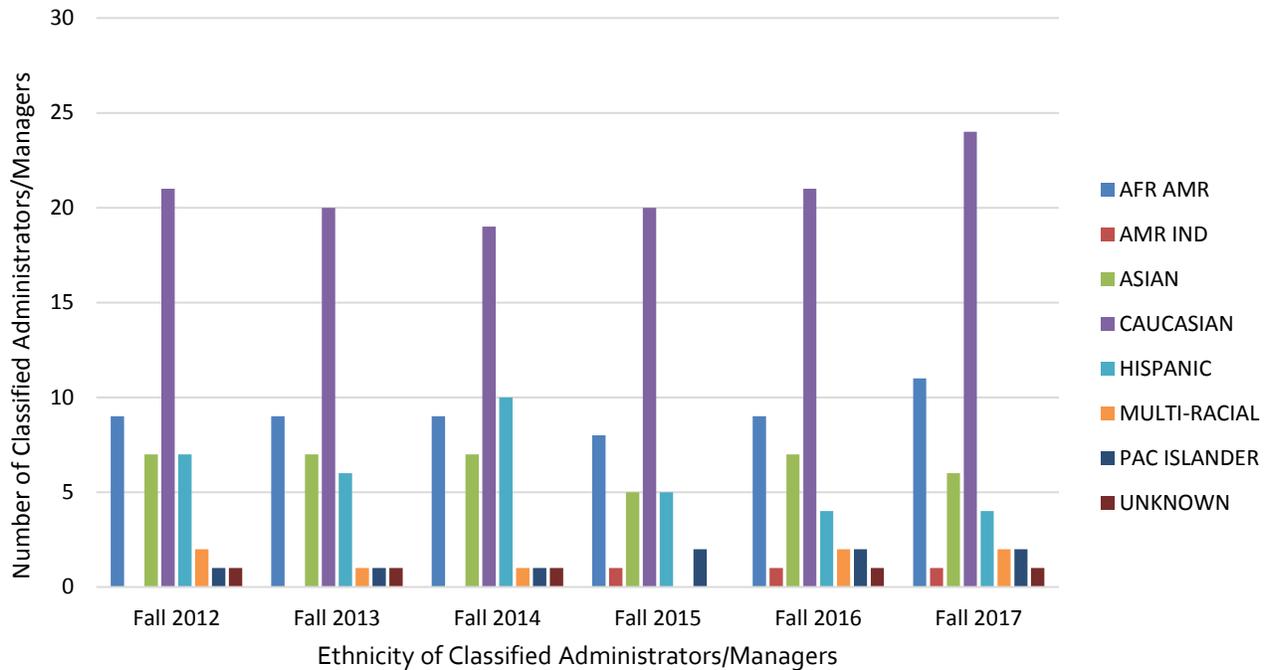
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# SMC EMPLOYEES: CLASSIFIED ADMINISTRATORS/MANAGERS

## CLASSIFIED MANAGERS BY ETHNICITY 2012 -2017

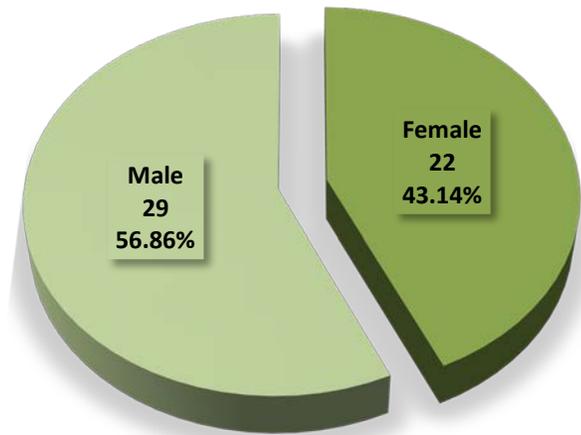
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	9	18.70%	9	20.00%	9	18.80%	8	19.51%	9	19.15%	11	21.57%
AMR IND	0	0.00%	0	0.00%	0	0.00%	1	2.44%	1	2.13%	1	1.96%
ASIAN	7	14.60%	7	15.60%	7	14.60%	5	12.20%	7	14.89%	6	11.77%
CAUCASIAN	21	43.70%	20	44.40%	19	39.60%	20	48.78%	21	44.68%	24	47.06%
HISPANIC	7	14.60%	6	13.30%	10	20.80%	5	12.20%	4	8.51%	4	7.84%
MULTI-RACIAL	2	4.20%	1	2.20%	1	2.10%	0	0.00%	2	4.26%	2	3.92%
PAC ISLANDER	1	2.10%	1	2.20%	1	2.10%	2	4.87%	2	4.26%	2	3.92%
UNKNOWN	1	2.10%	1	2.20%	1	2.10%	0	0.00%	1	2.12%	1	1.96%
<b>TOTALS</b>	<b>48</b>	<b>100%</b>	<b>45</b>	<b>100%</b>	<b>48</b>	<b>100%</b>	<b>41</b>	<b>100%</b>	<b>47</b>	<b>100%</b>	<b>51</b>	<b>100%</b>

This category remained less racially and ethnically diverse compared to college employees overall and the data.



## CLASSIFIED ADMINISTRATORS/MANAGERS BY GENDER – FALL 2017

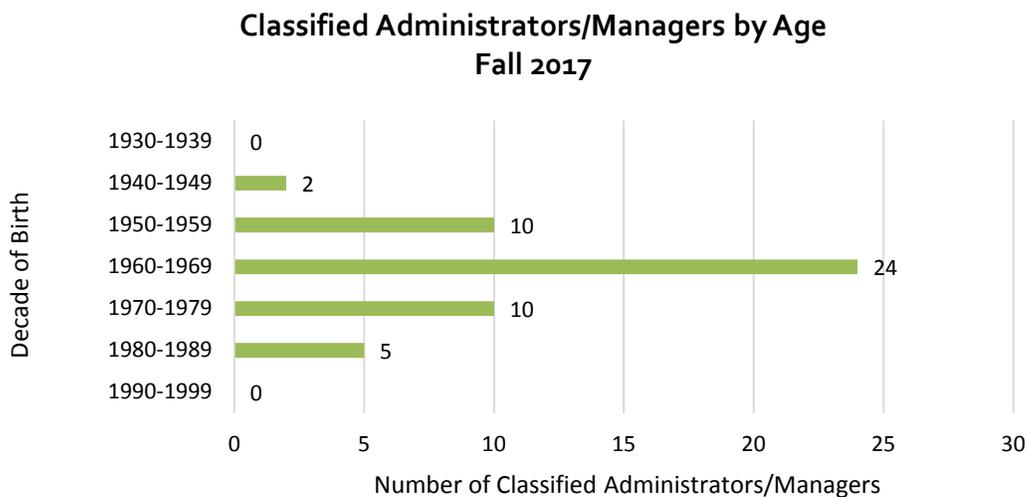
In 2014, male classified administrators/managers comprised 71.05 % (27) of the group, and female classified administrators/managers 28.95% (11). While female classified administrators/managers are still outnumbered by male administrators/managers within this employment category, by Fall 2017, statistics reveal a more balanced picture:



**Total: 51**

## CLASSIFIED ADMINISTRATORS/MANAGERS BY AGE – FALL 2017

During Fall 2014, 73.68% of classified administrators/managers were 50 years of age or older. By Fall 2017, thirty-six (36), or 70.59% of all classified administrators/managers are age 50 or older.



SMC is a Merit District with a longevity incentive for permanent classified management employees. Employees in this category tend to remain within the District for enduring tenures of service.

Additionally many of the employees within this category promoted into management from classified support positions.

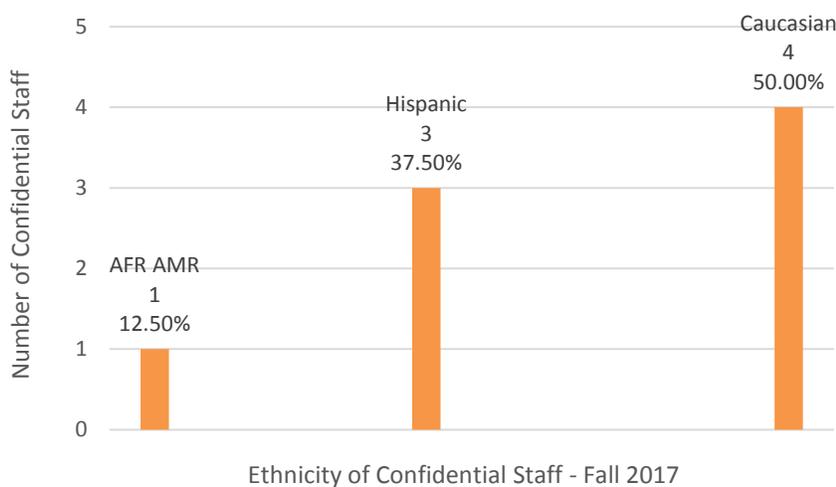


## SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

### CONFIDENTIAL SUPPORT STAFF BY ETHNICITY – FALL 2017 - 2017

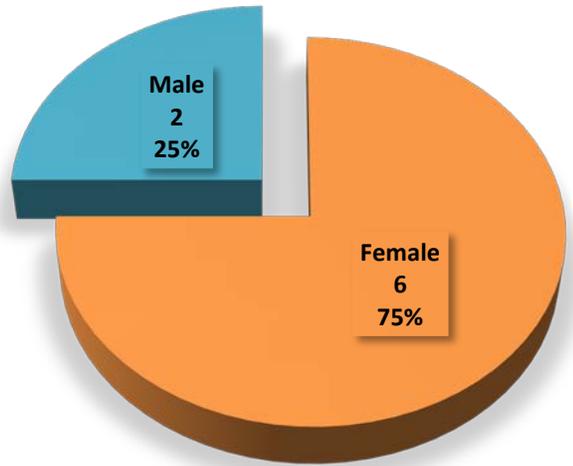
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	2	25.00%	2	25.00%	0	0.00%	1	16.67%	1	12.50%	1	12.50%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	12.50%	2	25.00%	2	33.30%	0	0.00%	0	0.00%	0	0.00%
CAUCASIAN	3	37.50%	3	37.50%	3	50.00%	4	66.67%	4	50.00%	4	50.00%
HISPANIC	2	25.00%	1	12.50%	1	16.70%	1	16.67%	3	37.50%	3	37.50%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
UNKNOWN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>8</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>8</b>	<b>100%</b>

The number of staff designated as confidential is very limited. Separations via retirement and attrition, while rare, directly impact diversity. Confidential support staff also receive longevity increments for years of service to the District.



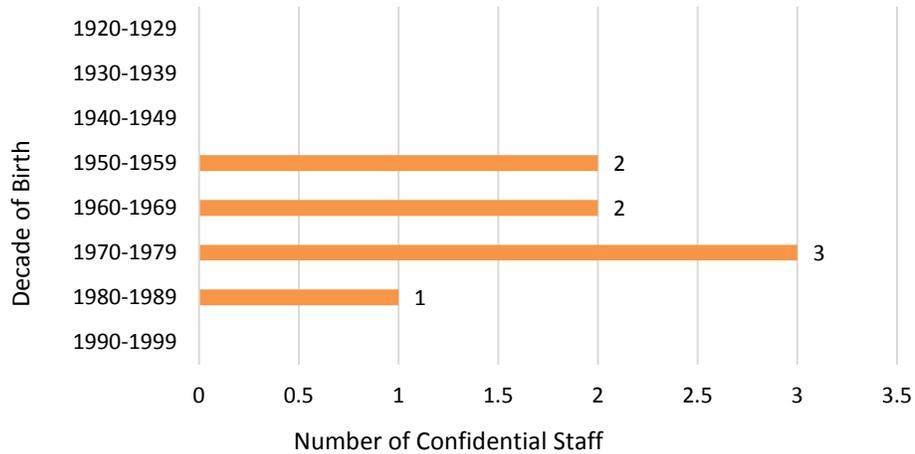
## CONFIDENTIAL STAFF BY GENDER – FALL 2017

As of Fall Semester 2017, six (6) or 75% of these employees are female and two (2) or 25% are male.



Total: 8

## CONFIDENTIAL STAFF BY AGE – FALL 2017



# SMC EMPLOYEES: CLASSIFIED SUPPORT

## CLASSIFIED SUPPORT BY ETHNICITY – 2012-2017

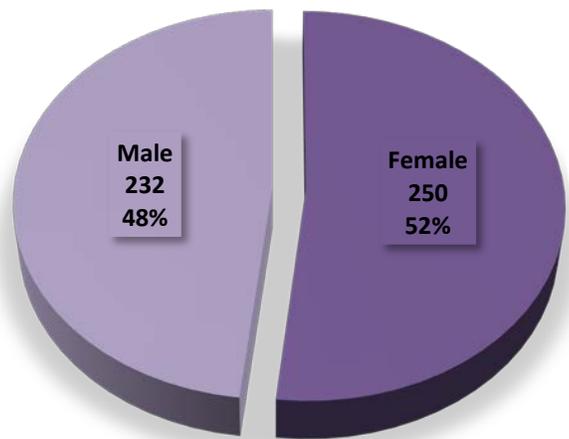
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	109	23.70%	105	24.20%	100	22.90%	100	22.47%	106	22.46%	108	22.41%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	40	8.70%	38	8.80%	40	9.20%	44	9.89%	45	9.53%	48	9.96%
CAUCASIAN	168	36.50%	156	35.90%	148	33.90%	149	33.48%	142	30.08%	146	30.29%
HISPANIC	115	25.00%	108	24.90%	117	26.80%	124	27.87%	137	29.03%	138	28.63%
MULTI-RACIAL	3	0.70%	1	0.20%	1	0.20%	1	0.22%	2	0.42%	2	0.41%
PAC ISLANDER	13	2.80%	11	2.50%	11	2.50%	8	1.80%	11	2.33%	11	2.28%
UNKNOWN	12	2.60%	15	3.50%	20	4.60%	19	4.27%	29	6.14%	29	6.02%
<b>TOTALS</b>	<b>460</b>	<b>100%</b>	<b>434</b>	<b>100%</b>	<b>437</b>	<b>100%</b>	<b>445</b>	<b>100%</b>	<b>472</b>	<b>100%</b>	<b>482</b>	<b>100%</b>

Hispanics and African Americans are well represented in classified support positions. Under-representation is evident in the other minority categories of Native American, Asian, Multi-Racial, and Pacific Islander in respect to current SMC Classified Support personnel. However, overall the ethnicity statistics for this group indicate a diverse employment group.



## CLASSIFIED SUPPORT PERSONNEL BY GENDER – FALL 2017

Females outnumber males within the classified support employment category.

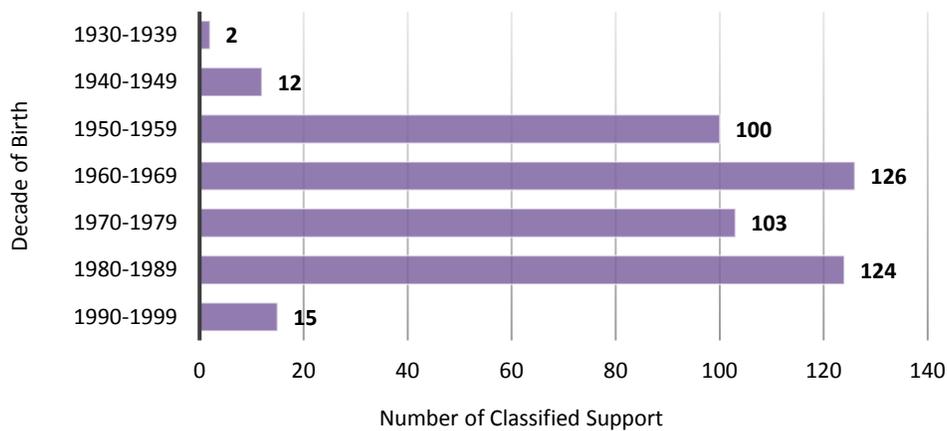


Total: 482

## CLASSIFIED SUPPORT PERSONNEL BY AGE – FALL 2017

Almost half of the classified support personnel are 50 years of age or older.

The District's longevity program for classified employees may contribute to long term employment within the District.



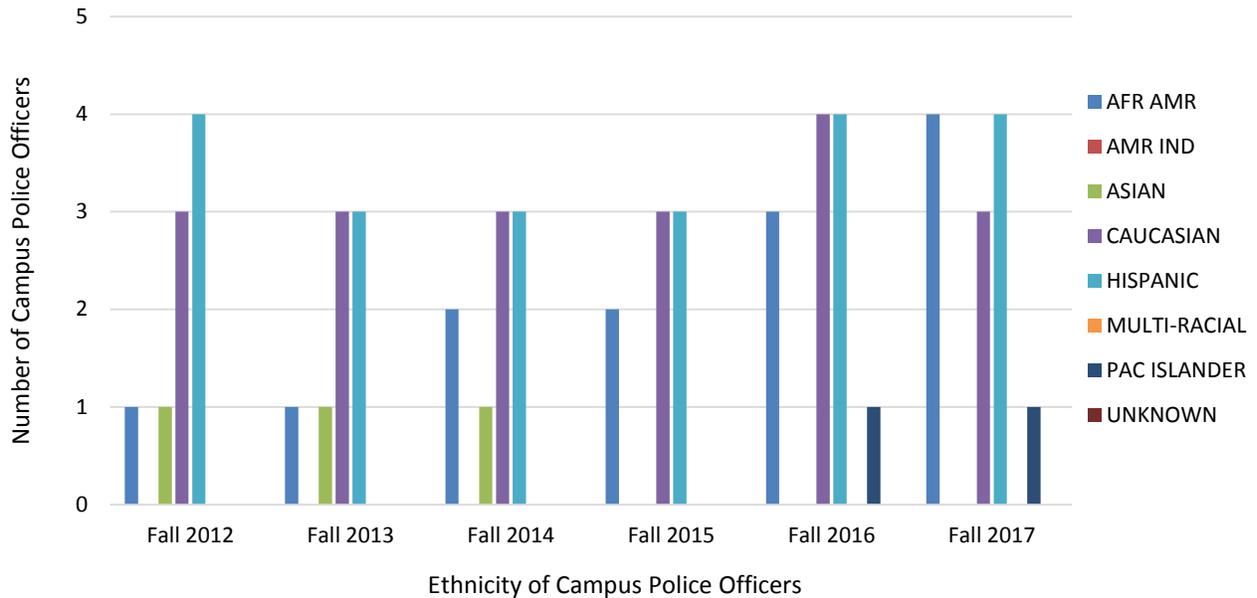
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# SMC COMMUNITY COLLEGE POLICE OFFICERS

Recruitment for community college police officers is continuous. The SMC Community College Police Officers are sworn classified personnel with their own collective bargaining unit.

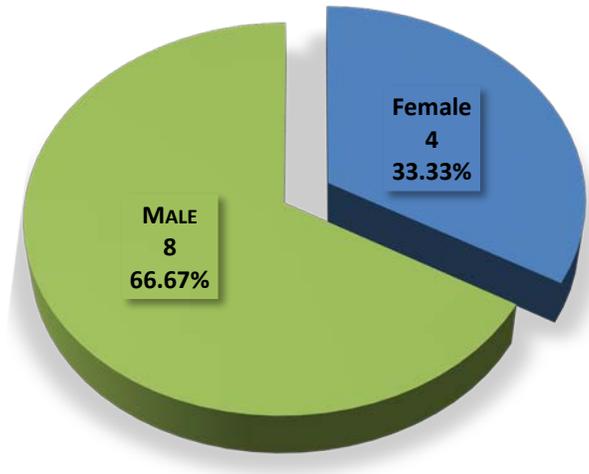
## College Police Officers by Ethnicity 2012-2017

Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	1	11.10%	1	12.50%	2	22.20%	2	25.00%	3	25.00%	4	33.33%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	11.10%	1	12.50%	1	11.10%	0	0.00%	0	0.00%	0	0.00%
CAUCASIAN	3	33.30%	3	37.50%	3	33.30%	3	37.50%	4	33.33%	3	25.00%
HISPANIC	4	44.40%	3	37.50%	3	33.30%	3	37.50%	4	33.33%	4	33.33%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	8.33%	1	8.33%
UNKNOWN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>9</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>9</b>	<b>100%</b>	<b>8</b>	<b>100%</b>	<b>12</b>	<b>100%</b>	<b>12</b>	<b>100%</b>



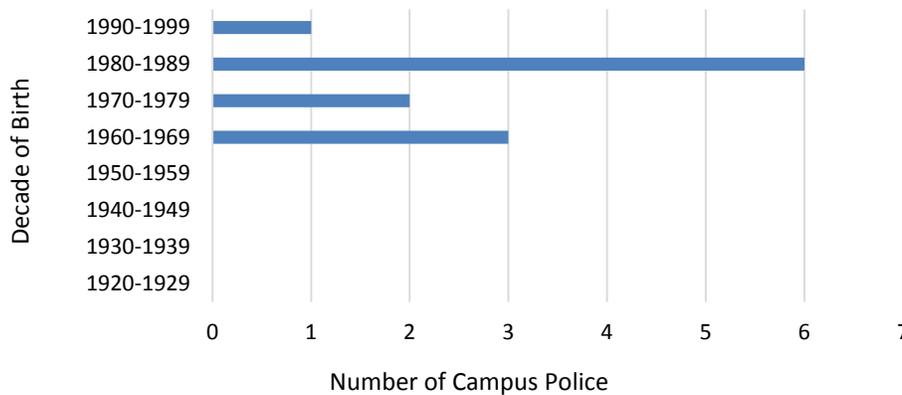
## CAMPUS POLICE OFFICERS BY GENDER – FALL 2017

In Fall 2014, there was one female officer (11.11%) and eight male officers (88.89%). Through 2016 and 2017, diligent recruiting efforts to fill Community Police Officers vacancies resulted in an increase of female Community Police Officers to four (4) out of twelve (12).



Total:12

## CAMPUS POLICE OFFICERS BY AGE – FALL 2017



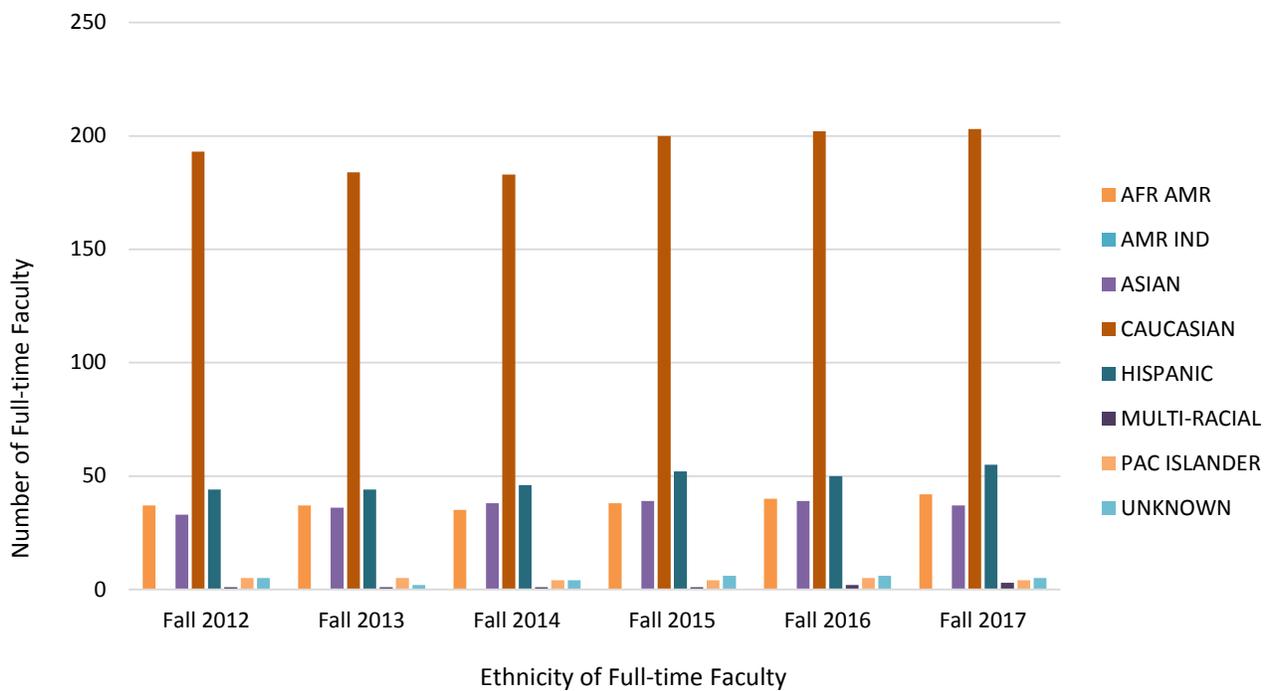
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# SMC EMPLOYEES: FULL-TIME FACULTY

## ETHNICITY 2012 - 2017

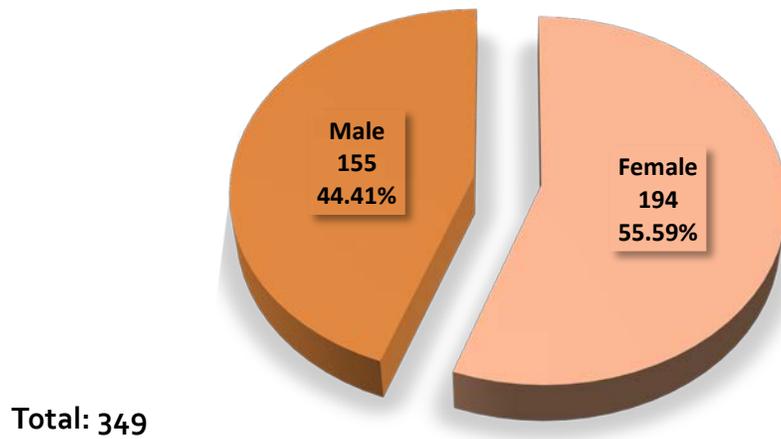
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	37	11.64%	37	11.97%	35	11.25%	38	11.18%	40	11.63%	42	12.03%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	33	10.38%	36	11.65%	38	12.22%	39	11.47%	39	11.34%	37	10.60%
CAUCASIAN	193	60.69%	184	59.55%	183	58.84%	200	58.82%	202	58.72%	203	58.17%
HISPANIC	44	13.84%	44	14.24%	46	14.79%	52	15.29%	50	14.53%	55	15.76%
MULTI-RACIAL	1	0.31%	1	0.32%	1	0.32%	1	0.29%	2	0.58%	3	0.86%
PAC ISLANDER	5	1.57%	5	1.62%	4	1.29%	4	1.18%	5	1.45%	4	1.15%
UNKNOWN	5	1.57%	2	0.65%	4	1.29%	6	1.76%	6	1.74%	5	1.43%
<b>TOTALS</b>	<b>318</b>	<b>100%</b>	<b>309</b>	<b>100%</b>	<b>311</b>	<b>100%</b>	<b>340</b>	<b>100%</b>	<b>344</b>	<b>100%</b>	<b>349</b>	<b>100%</b>

Non-white populations are under-represented within SMC's full-time faculty. Diversification gains are gradually being made as new tenure track faculty are hired.



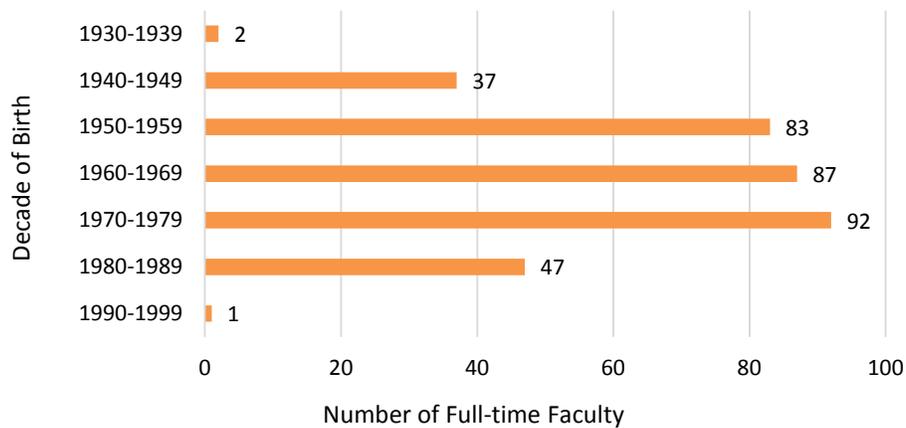
## FULL-TIME FACULTY BY GENDER – FALL 2017

There are 39 more full-time faculty females to full-time faculty males as of Fall 2017.



## FULL-TIME FACULTY BY AGE – FALL 2017

Almost 60% of the full-time faculty members are age 60 and over.



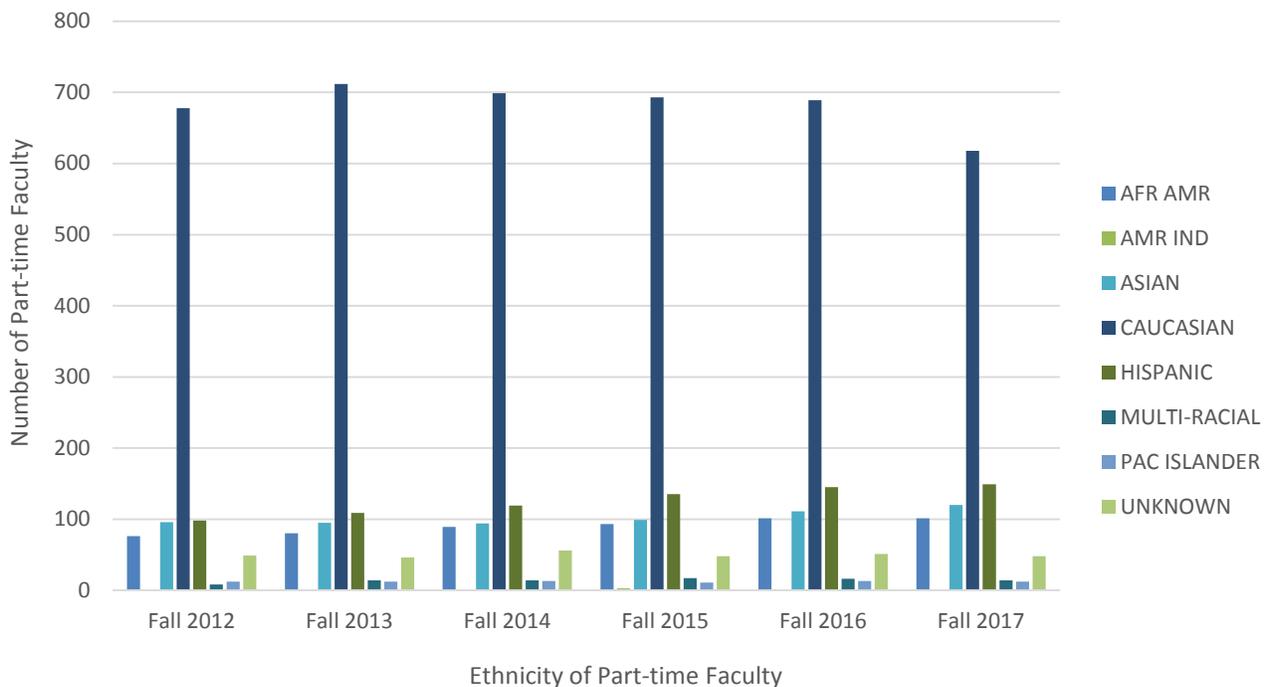
# SMC EMPLOYEES: PART-TIME FACULTY

## PART-TIME FACULTY BY ETHNICITY 2012-2017

Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	76	7.50%	80	7.50%	89	8.20%	93	8.46%	101	8.96%	101	9.50%
AMR IND	1	0.10%	1	0.10%	1	0.09%	3	0.27%	1	0.09%	1	0.09%
ASIAN	96	9.40%	95	8.90%	94	8.66%	99	9.01%	111	9.85%	120	11.29%
CAUCASIAN	678	66.60%	712	66.60%	699	64.42%	693	63.06%	689	61.14%	618	58.13%
HISPANIC	98	9.60%	109	10.20%	119	10.97%	135	12.28%	145	12.87%	149	14.02%
MULTI-RACIAL	8	0.80%	14	1.30%	14	1.29%	17	1.55%	16	1.42%	14	1.32%
PAC ISLANDER	12	1.18%	12	1.12%	13	1.20%	11	1.00%	13	1.15%	12	1.13%
UNKNOWN	49	4.80%	46	4.30%	56	5.16%	48	4.37%	51	4.52%	48	4.52%
<b>TOTALS</b>	<b>1,018</b>	<b>100%</b>	<b>1,069</b>	<b>100%</b>	<b>1,085</b>	<b>100%</b>	<b>1,099</b>	<b>100%</b>	<b>1,127</b>	<b>100%</b>	<b>1,063</b>	<b>100%</b>

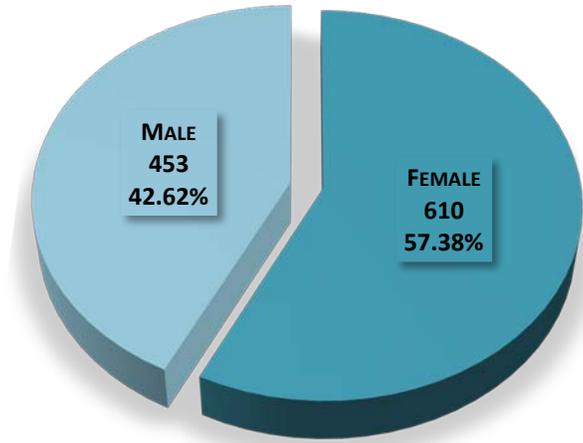
Between 2012 and 2016 the number of part-time faculty increased. While there are still more part-time faculty than in Fall 2012, in response to the increased number of full-time faculty hired during the past several years, the number of part-time faculty have declined from 2016.

Most of the traditionally under-represented minority populations – African American, Asian, and Hispanic - increased.



## PART-TIME FACULTY BY GENDER – FALL 2017

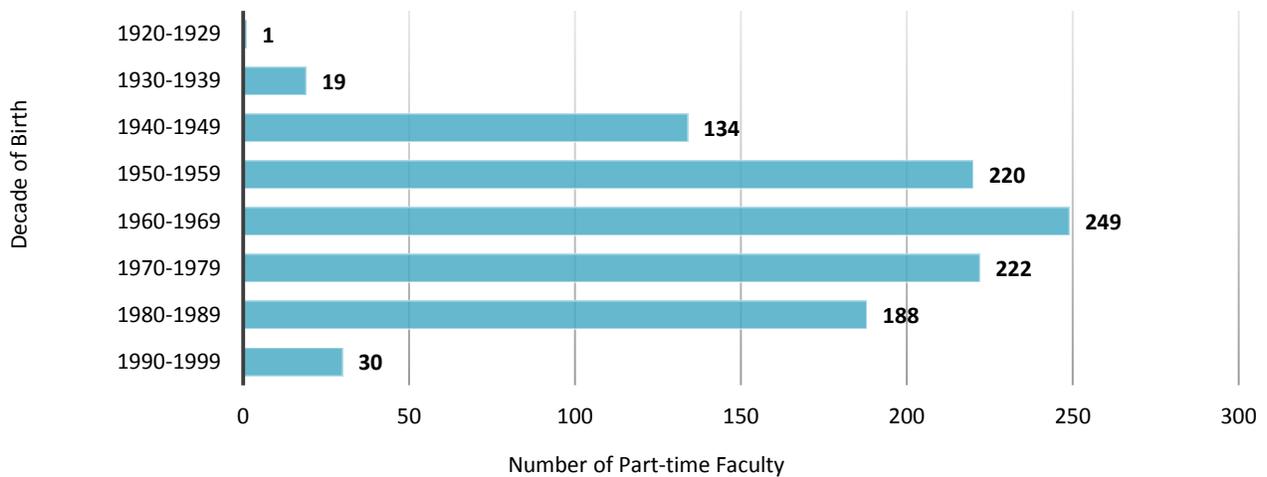
As with full-time faculty, female part-time faculty members outnumber their male counterparts.



Total: 1,063

## PART-TIME FACULTY BY AGE – FALL 2017

Almost 623 (59%) of the 1,063 part-time faculty are over the age of 60.



## PERCENTAGE OF PART-TIME FACULTY HIRED AS FULL-TIME FACULTY

A number of newly hired full-time, tenure track faculty come from the District's adjunct (part-time) faculty base. The influence is evident when reviewing the number of new full-time faculty hired since academic years 2007-2008 through Fall semester 2017. The illustration below lists the percentage of adjunct faculty members who transitioned from part-time status to full-time, tenure track faculty members at SMC:

Academic Year	Percentage of New Hires from Part-time Faculty Status
2007-2008	66.66%
2008-2009	38.46%
2009-2010	No full time faculty hires
2010-2011	60.00%
2011-2012	38.88%
2012-2013	41.66%
2013-2014	42.85%
2014-2015	37.50%
2015-2016	59.37%
2016-2017	43.33%
Fall 2017	66.66%

## ACADEMIC APPLICANT DATA

Applicant data was compiled for all academic searches from Fall 2015 through Fall 2017 (academic administrator, full-time and part-time faculty). Reports were generated to show applicants' diversity for each recruitment process. In "Appendix 8 - Academic Full-time Applicants by Job Title," applicant ethnicity data for each academic administrator and full-time search process is included. The ethnicity for part-time faculty applicants is contained within "Appendix 9" identifying "Academic Part-Time Applicants by Job Title".

There is always a small percentage of applicants who chose not to respond to the voluntary EEO survey form included in the application process. Fortunately the vast majority of applicants do self-identify their ethnicity when filing their application for employment on SMC's website.

The following charts show ethnicity and gender for all academic applicants, followed by statistics for full-time academic applicants and then part-time applicants.

## ACADEMIC APPLICANT DATA FOR 2015-2017

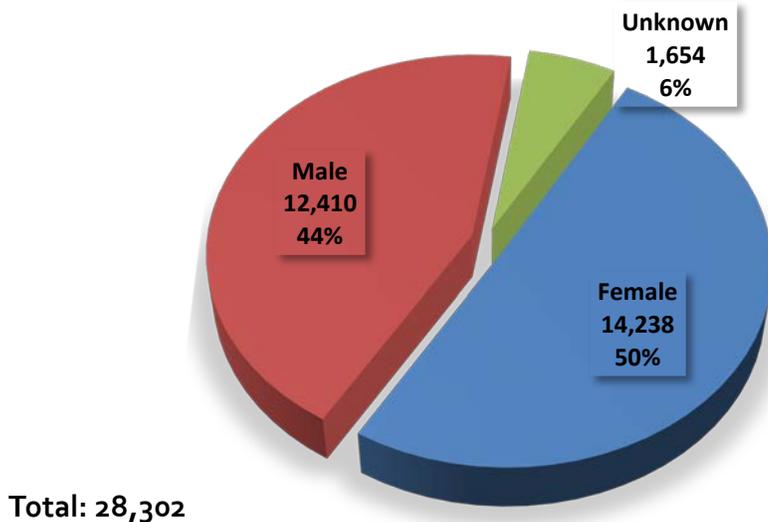
There were a total of 28,302 academic applicants for the period 2015-2017. The breakdown is as follows:

Full-time Academic Applicants: 14,217  
 Part-time Academic Applicants: 14,085

### SUMMARY OF FULL-TIME & PART-TIME ACADEMIC APPLICANTS BY ETHNICITY 2015-2017

Full-time Academic Applicants			Part-time Academic Applicants			All Academic Applicants		
Ethnicity	No.	%	Ethnicity	No.	%	Ethnicity	No.	%
AFR AMR	1,493	14.04%	AFR AMR	1,394	9.90%	AFR AMR	2,887	10.20%
AMR IND	31	1.75%	AMR IND	45	0.32%	AMR IND	76	0.27%
ASIAN	1,609	1.75%	ASIAN	1,270	9.02%	ASIAN	2,879	10.17%
CAUCASIAN	6,597	59.65%	CAUCASIAN	6,242	44.32%	CAUCASIAN	12,839	45.36%
HISPANIC	1,631	7.02%	HISPANIC	1,932	13.72%	HISPANIC	3,563	12.59%
MULTI RAC	1,160	3.51%	MULTI RAC	1,422	10.10%	MULTI RAC	2,582	9.12%
PAC ISL	137	0.00%	PAC ISL	181	1.29%	PAC ISL	318	1.12%
UNKNOWN	1,559	12.28%	UNKNOWN	1,599	11.35%	UNKNOWN	3,158	11.16%
<b>TOTAL</b>	<b>14,217</b>	<b>100%</b>	<b>TOTAL</b>	<b>14,085</b>	<b>100%</b>	<b>TOTAL</b>	<b>28,302</b>	<b>100%</b>

### SUMMARY OF FULL-TIME & PART-TIME ACADEMIC APPLICANTS BY GENDER 2015-2017

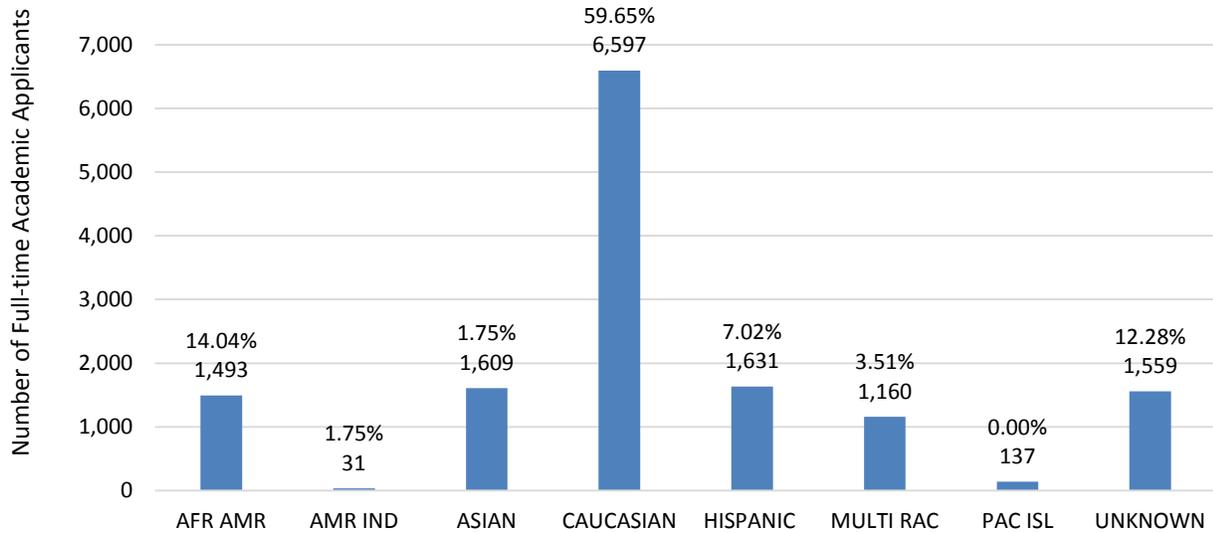


### SUMMARY OF FULL-TIME & PART-TIME ACADEMIC APPLICANTS BY AGE 2015-2017

*At the time of publication of this report, age information is pending for Academic Applicants; it is the intent of the report's author that the information will be added to the report when available.*

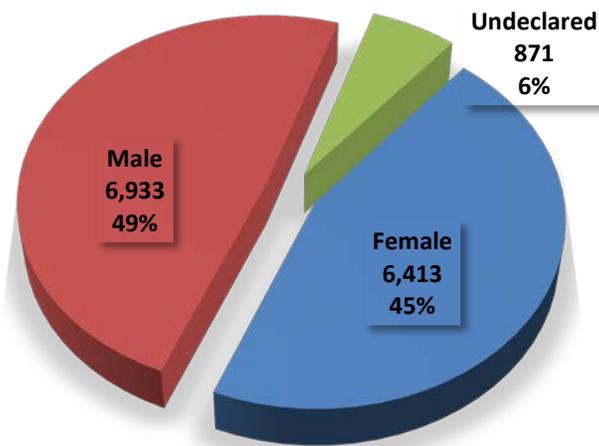
## FULL-TIME ACADEMIC APPLICANTS

### FULL-TIME ACADEMIC APPLICANTS BY ETHNICITY 2015-2017



Ethnicity by Full-time Academic Applicants 2015-2017

### FULL-TIME ACADEMIC APPLICANTS BY GENDER 2015-2017



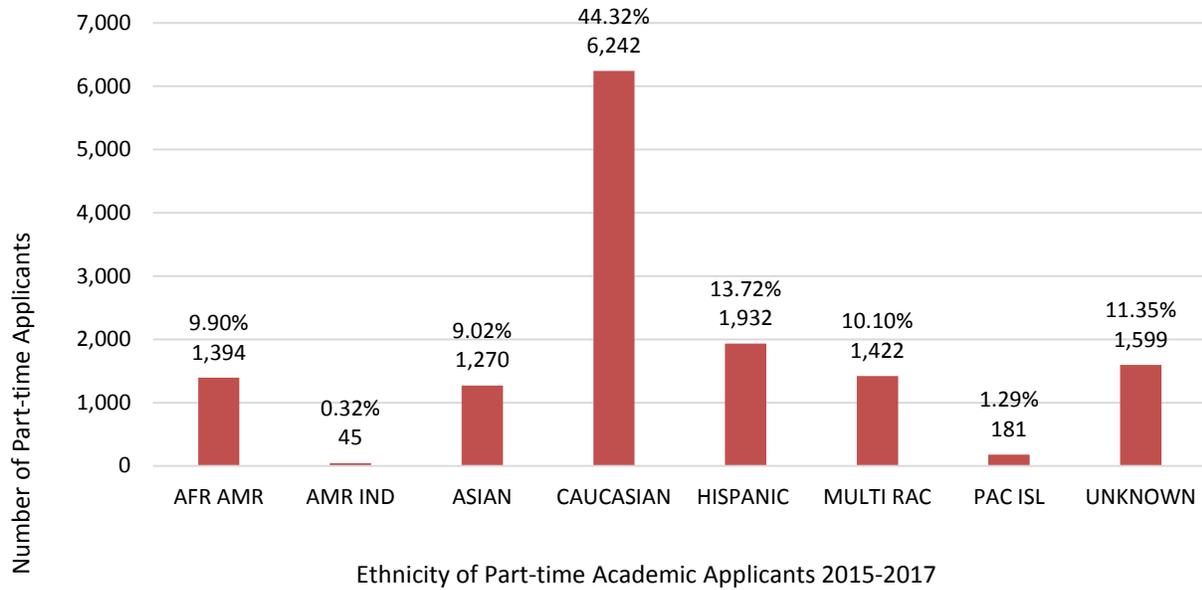
Total: 14,217

### FULL-TIME ACADEMIC APPLICANTS BY AGE 2015-2017

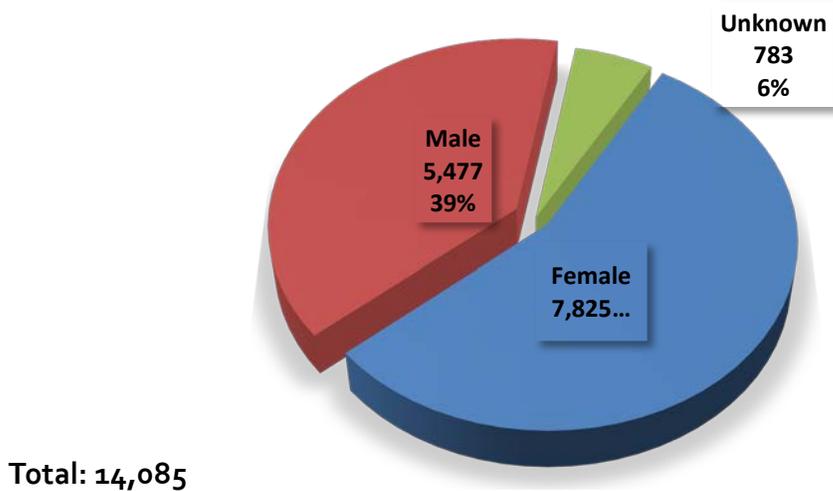
*At the time of publication of this report, age information is pending for Academic Applicants; it is the intent of the report's author that the information will be added to the report when available.*

## PART-TIME ACADEMIC APPLICANTS

### PART-TIME ACADEMIC APPLICANTS BY ETHNICITY 2015-2017



### PART-TIME ACADEMIC APPLICANTS BY GENDER 2015-2017



### PART-TIME ACADEMIC APPLICANTS BY AGE 2015-2017

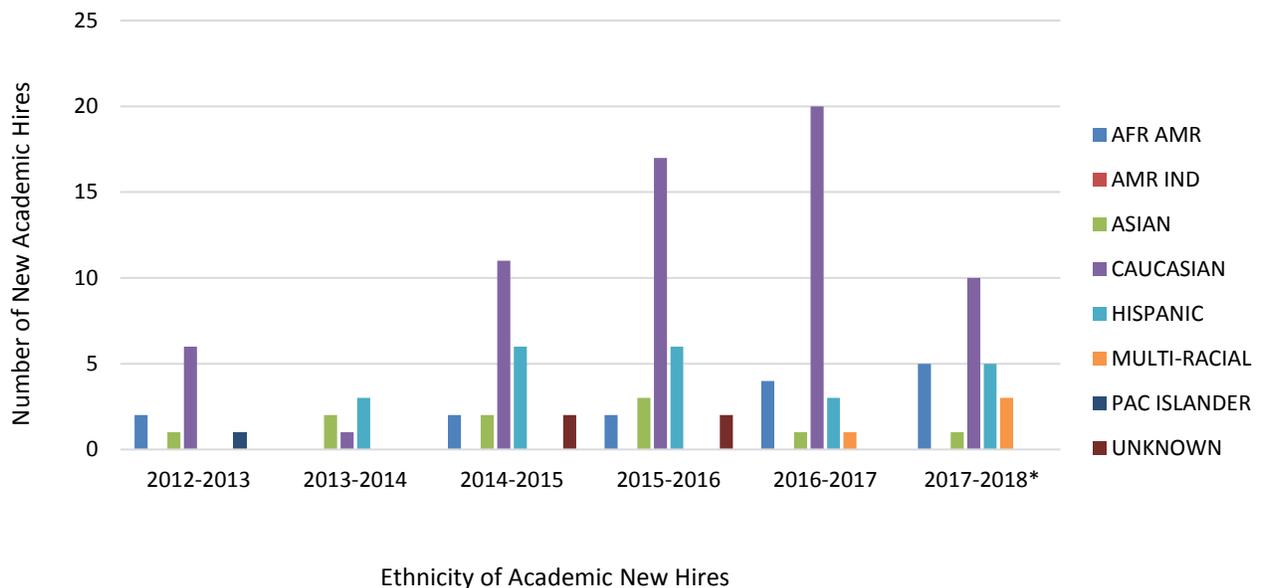
*At the time of publication of this report, age information is pending for Academic Applicants; it is the intent of the report's author that the information will be added to the report when available.*

## FULL-TIME FACULTY NEW HIRES

In spite of the fiscal challenges facing the District, SMC made a concerted effort to hire additional new full-time faculty during the past several years. Additional funding was allocated for recruitment and allowed the Office of Human Resource to better identify potential advertising/outreach sources. The result can be seen in the graph below in increased full-time faculty hiring: since Fall 2015 through Fall of 2017, 83 full-time faculty were hired.

### FULL-TIME FACULTY NEW HIRES BY ETHNICITY 2015-2017

Ethnicity	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-2018*	
	No.	%	No.	%								
AFR AMR	2	20.00%	0	0.00%	2	8.70%	2	6.67%	4	13.79%	5	20.83%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	10.00%	2	33.33%	2	8.70%	3	10.00%	1	3.45%	1	4.17%
CAUCASIAN	6	60.00%	1	16.67%	11	47.83%	17	56.67%	20	68.97%	10	41.67%
HISPANIC	0	0.00%	3	50.00%	6	26.09%	6	20.00%	3	10.34%	5	20.83%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	3.45%	3	12.50%
PAC ISLANDER	1	10.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
UNKNOWN	0	0.00%	0	0.00%	2	8.70%	2	6.67%	0	0.00%	0	0.00%
<b>TOTALS</b>	<b>10</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>23</b>	<b>100%</b>	<b>30</b>	<b>100%</b>	<b>29</b>	<b>100%</b>	<b>24</b>	<b>100%</b>



**FULL-TIME FACULTY NEW HIRES BY GENDER 2015-2017**

Academic Year	Female		Male		Total	
	No	%	No.	%	No.	%
2012-2013	7	70.00%	3	30.00%	10	100%
2013-2014	2	33.33%	4	66.67%	6	100%
2014-2015	11	47.83%	12	52.17%	23	100%
2015-2016	17	56.67%	13	43.33%	30	100%
2016-2017	20	68.97%	9	31.03%	29	100%
2017-2018	13	54.17%	11	45.83%	24	100%

**FULL-TIME FACULTY NEW HIRES BY AGE 2015-2017**

The age range spread for newly hired full-time faculty for Fall 2016 was as follows:

Ages 20-29	Ages 30-39	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70-79	80+
1	15	10	3	0	0	0

The age range spread for newly hired full-time faculty for Fall 2017 was as follows:

Ages 20-29	Ages 30-39	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70-79	80+
0	12	6	3	2	0	0

**FULL-TIME FACULTY NEW HIRES BY DEPARTMENT 2015**

Fall 2015 - a total of 30 new full-time faculty were hired: 17 female (56.6%), and 13 male faculty (43.33%) in 18 different departments:

Departments	Hires/Dept.	No. Depts.
ART	1	1
BUSINESS	3	1
COMMUNICATION	3	1
COUNSELING	3	1
DISABL STU CTR	1	1
EARTH SCIENCE	2	1
EDUCATION/ECE	2	1
ENGLISH	1	1
ESL	1	1
HEALTH SCIENCES	2	1
HISTORY	1	1
ISC	1	1
KINESIOLOGY	1	1

MATH	2	1
PHOTO - FASHION	1	1
PHYSICAL SCI	3	1
PSYCHOLOGY	1	1
WELCOME CENTER	1	1
<b>Grand Total</b>	<b>30</b>	<b>18</b>

#### FULL-TIME FACULTY NEW HIRES BY DEPARTMENT 2016

Fall 2016 - 29 newly hired full-time faculty: 20 female (68.97%), and 9 male faculty (31.03%) in 14 different departments:

Departments	Hires/Dept.	No. Depts.
COMMUNICATION	2	1
DANCE	2	1
DESIGN TECH.	1	1
DISABL STU CTR	1	1
EARTH SCIENCE	2	1
ENGLISH	4	1
HISTORY	1	1
KINESIOLOGY	1	1
LIFE SCIENCE	2	1
MATH	5	1
MODERN LANG/CUL	2	1
PHILOSOPHY/SOCI	4	1
PHOTO - FASHION	1	1
THEATRE ARTS	1	1
<b>Grand Total</b>	<b>29</b>	<b>14</b>

#### FULL-TIME FACULTY NEW HIRES BY DEPARTMENT 2017

Fall 2017 - 24 newly hired full-time faculty: 13 female (54.17%), and 11 male faculty (45.83%) in 12 different departments:

Departments	Hires/Dept.	No. Depts.
ART	1	1
BUSINESS	4	1
COUNSELING	5	1

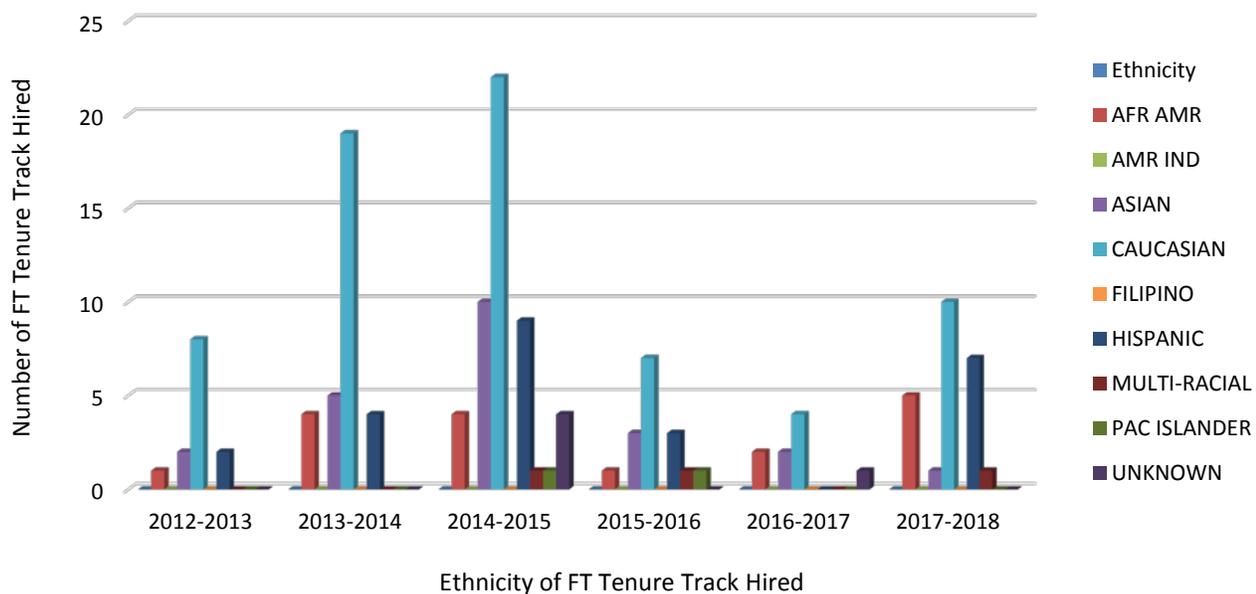
CSIS	1	1
DESIGN TECH	1	1
ENGLISH	1	1
KINESIOLOGY	1	1
MATH	3	1
MODERN LANG/CUL	2	1
MUSIC	3	1
PHILOSOPHY/SOCI	1	1
PHYSICAL SCI	1	1
<b>Grand Total</b>	<b>24</b>	<b>12</b>

### TENURE TRACK FULL-TIME FACULTY

Tenure track faculty are those full-time faculty members who have been under contract with the District for four (4) years in probationary status. During each probationary year, the non-tenured faculty member is evaluated by his/her peers. At the end of four years tenure may be offered.

### TENURE TRACK FULL-TIME FACULTY BY ETHNICITY

Ethnicity	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	No.	%										
AFR AMR	1	7.69%	4	12.50%	4	7.84%	1	6.25%	2	22.22%	5	20.83%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	2	15.38%	5	15.63%	10	19.61%	3	18.75%	2	22.22%	1	4.17%
CAUCASIAN	8	61.54%	19	59.38%	22	43.14%	7	43.75%	4	44.45%	10	41.67%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	2	15.38%	4	12.50%	9	17.65%	3	18.75%	0	0.00%	7	29.17%
MULTI- RACIAL	0	0.00%	0	0.00%	1	1.96%	1	6.25%	0	0.00%	1	4.17%
PAC ISLANDER	0	0.00%	0	0.00%	1	1.96%	1	6.25%	0	0.00%	0	0.00%
UNKNOWN	0	0.00%	0	0.00%	4	7.84%	0	0.00%	1	11.11%	0	0.00%
<b>TOTALS</b>	<b>13</b>	<b>100%</b>	<b>32</b>	<b>100%</b>	<b>51</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>9</b>	<b>100%</b>	<b>24</b>	<b>100%</b>



A review of the tenured faculty data clearly reflects the efforts of the District to increase full-time faculty. Full-time faculty recruitment is now done almost exclusively online. Coupled with increased advertising dollars and focused outreach efforts, gains have been made to reach a broad and diverse qualified applicant pool. Recruitments are discipline focused and website postings are a good venue for outreach. Successful recruitment efforts on websites such as the Chronicle for Higher Learning, HigherEdJobs.com, LinkedIn, CommunityCollegeJobs.com, Indeed.com, AsiansinHigherEd.com, BlacksInHigherEd.com, blacktheatreNetwork.org, InsightintoDiversity.com, DSPSjobs.com, DisabledPerson.com, NativeAmericansinHigherEd.com, DisabledinHigherEd.com, WomenAndHigherEd.com, HispanicsinHigherEd.com, LGBTinHigherEd.com, National Black Nurses Association, the Association of Black Psychologists, National Association of Hispanic MBA's, National Association of Asian American Professionals, Association of Latino Professionals in Finance & Accounting, Society of Women Engineers, National Women's Studies, and the National Black MBA Association reflect the District's commitment to ethnic diversity as seen in the statistics in this report.

To further educate and promote diversity, the District continues to ensure that its search and selection committee members are diverse and are trained in Equal Employment Opportunity laws. It is also reinforced that committee members are aware that they are charged with finding faculty who are cognizant, open and most importantly, sensitive to understanding the socio-economic, academic, cultural and ethnic diversity within the community college student populations, including students with physical and/or learning disabilities, as these factors relate to differences in learning styles.

## TENURE TRACK FULL-TIME FACULTY BY GENDER

As with full-time faculty, female newly tenure track faculty members outnumber their male counterparts in most years.

Gender	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	6	50%	20	62.50%	30	58.82%	17	56.67%	4	44.44%	13	54.17%
Male	<u>6</u>	<u>50%</u>	<u>12</u>	<u>37.50%</u>	<u>21</u>	<u>41.18%</u>	<u>13</u>	<u>43.33%</u>	<u>5</u>	<u>55.56%</u>	<u>11</u>	<u>45.83%</u>
Totals	12	100%	32	100%	51	100%	30	100%	9	100%	24	100%

## TENURE TRACK FULL-TIME FACULTY BY AGE

The age range of the tenure track faculty reflected in the 2017-2018 data are as follows:

Ages 20-29	Ages 30-39	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70-79	80+
0	13	6	3	0	0	0
			∞∞∞∞			

## INTERPRETATION OF THE ACADEMIC DATA

Ensuring fair and impartial non-discriminatory recruitment processes is a responsibility which is taken seriously and responsibly by the Office of Human Resources and Administration. Progress to improve representation is being made as positions become available for recruitment. From Fall 2015 through Fall 2017 SMC's Academic Senate teamed with the Office of Human Resources to ensure representation at the conferences and job fairs. Faculty member participation and outreach for discipline related conferences was wholeheartedly supported. There has also been more outreach to graduate schools when seeking potential applicants. Internship programs exist at SMC with counseling services now and a goal is to expand internship opportunities for hard-to-fill disciplines.

Plans are also underway with the Office of Academic Affairs to establish yearly open house/job fairs on campus to increase interest in multiple faculty openings. This is also would be an opportunity to increase ethnically diverse interests.

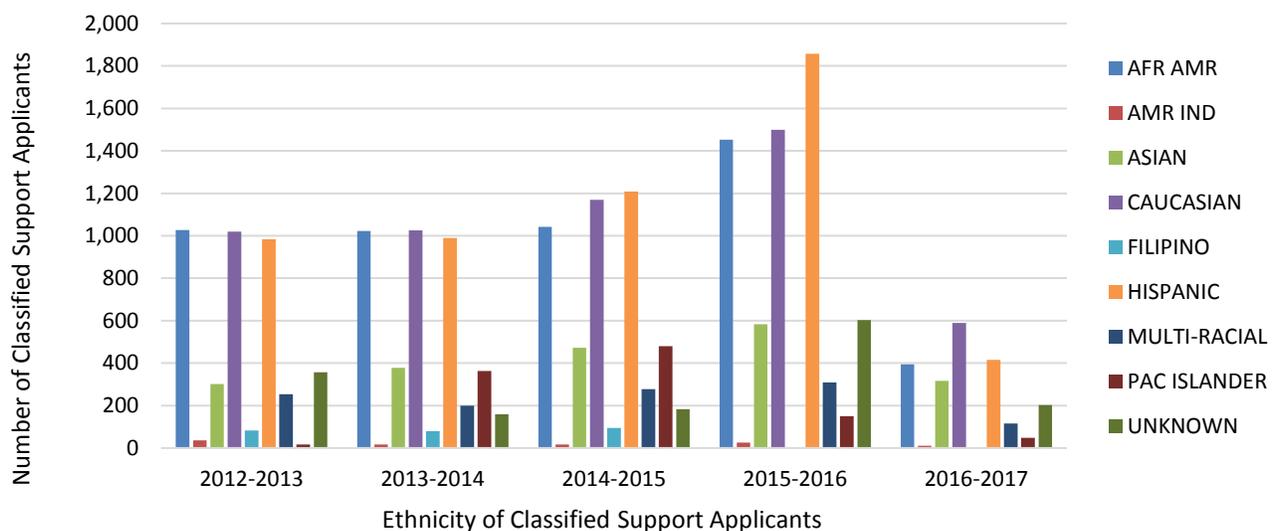
## CLASSIFIED APPLICANT POOLS

The Personnel Commission Office manages classified employment processes using NEOGOV as its online application tracking system to process classified employment applications.

### CLASSIFIED SUPPORT APPLICANT POOL BY ETHNICITY 2012-2017

Ethnicity	2012-2013		2013-2014		2014-2015		2015-2016		2016-2017	
	No.	%								
AFR AMR	1,027	25.18%	1,022	24.16%	1,042	21.07%	1,453	22.42%	394	18.84%
AMR IND	36	0.88%	16	0.38%	17	0.34%	25	0.39%	10	0.48%
ASIAN	302	7.40%	378	8.94%	473	9.56%	583	9.00%	316	15.11%
CAUCASIAN	1,020	25.01%	1,025	24.23%	1,170	23.66%	1,499	23.13%	590	28.22%
FILIPINO*	83	2.03%	79	1.87%	95	1.92%	0	0.00%	0	0.00%
HISPANIC	984	24.12%	989	23.38%	1,208	24.42%	1,858	28.67%	416	19.89%
MULTI-RACIAL	254	6.23%	199	4.70%	278	5.62%	309	4.77%	115	5.50%
PAC ISLANDER	16	0.39%	363	8.58%	480	9.70%	150	2.31%	48	2.30%
UNKNOWN	357	8.75%	159	3.76%	183	3.70%	603	9.31%	202	9.66%
<b>TOTALS</b>	<b>4,079</b>	<b>100%</b>	<b>4,230</b>	<b>100%</b>	<b>4,946</b>	<b>100%</b>	<b>6,480</b>	<b>100%</b>	<b>2,091</b>	<b>100%</b>

\*Starting in 2015, Filipino data has been incorporated in the Pacific Islander (PAC ISL) group.

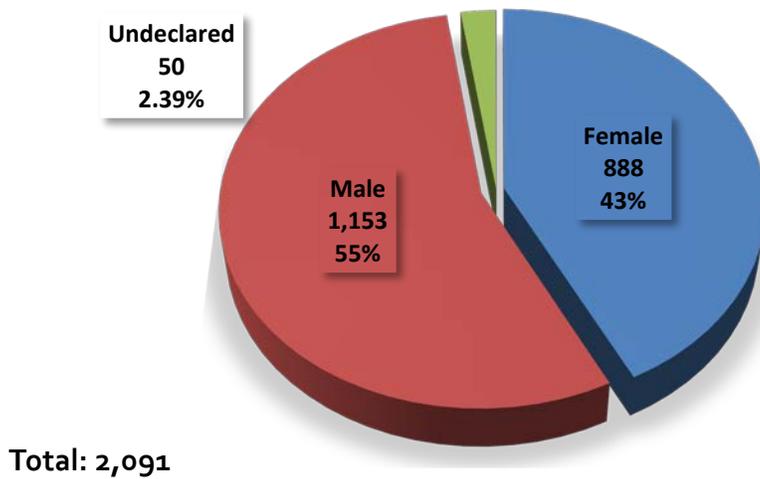


### CLASSIFIED SUPPORT APPLICANTS BY GENDER

In the previous report, a significantly greater number of females applied for classified support positions than male applicants – 60.58% female vs. 36.77% male; 2.65% of applicants listing themselves as ‘unknown’.

Classified support applications reflect a closing of this ‘gender gap’ for the current report. The unknown designation for gender increased. This could possibly be a sign of more awareness about gender identification. It could also mean that the applicant tracking system may need review to ensure there is an option for better self-identification.

**CLASSIFIED SUPPORT APPLICANTS BY GENDER 2016-2017**



### CLASSIFIED SUPPORT APPLICANTS BY AGE

The NeoGov system used by the Personnel Commission reports age of classified applicants using the following three categories: “Under 40”, “40 or Older”, or “Unknown”.

The academic reporting periods 2013-2017 reflect the following information:

Age Group	2013-2014		2014-2015		2015-2016		2016-2017	
	No.	%	No.	%	No.	%	No.	%
Under 40	2,732	64.59%	3,293	66.58%	4,598	70.96%	1,301	62.22%
40 or Older	1,082	25.58%	1,223	24.73%	1,529	23.60%	660	31.56%
Unknown	416	9.83%	430	8.69%	353	5.45%	130	6.22%
<b>Total</b>	<b>4,230</b>	<b>100%</b>	<b>4,946</b>	<b>100%</b>	<b>6,480</b>	<b>100%</b>	<b>2,091</b>	<b>100%</b>

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## **DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN**

The California Community College Chancellor's Office (CCCCO) requests all Districts to have an Equal Employment Opportunity Plan. SMC's 2014 EEO plan was scheduled to be reviewed and updated in Fall 2017. The members of the Human Resources Subcommittee for the District Planning Advisory Council (DPAC-HR) worked collaboratively for two years to ensure the District's EEO plan was updated, timely reviewed, accepted, and approved by the Board of Trustees. The Board approved the plan in August 2017. The EEO Plan can be found on the Santa Monica College website.<sup>4</sup>

To monitor the Equal Employment Opportunity Plans, the CCCCCO developed a Multiple Measures Certification process in 2015 for the allocation of equal employment opportunity (EEO) funding. The certification is comprised of nine methods which incorporate ways for engaging in and complying with processes that promote EEO measures in the community colleges. The nine methods include changes to procedures that support equal employment best practices and professional development strategies. As of academic year 2016-2017, Santa Monica College met eight of nine multiple methods. By doing this, the Chancellor's Office provided additional EEO funding to SMC.

## **SELECTION COMMITTEES AND TRAINING**

All participants serving on selection committees go through an orientation with either Human Resources or Personnel Commission staff in which training is received on equal employment opportunity requirements, federal and state non-discrimination laws. Training is presented in a manner to help committee members understand SMC's commitment to diversity and to non-discrimination. The Office of Human Resources and the Personnel Commission Office ensure that committee members for all academic and classified recruitments receive appropriate training prior to interaction with applicants and candidates.

Specialized training emphasizing the benefits of diversity awareness, tolerance and ethical behavior are ongoing for faculty and staff and are available through the Office of Human Resources. Academic, classified and management professional development training options continue to be offered to employees through the efforts of designated professional development committees and the Human Resources Office.

Diversification efforts in all employee categories are evidenced by slow but steady progress towards a diverse ethnicity more representative of the county and student body. In a county whose Hispanic

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<sup>4</sup> [http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO\\_Plan.pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Plan.pdf)

demographic majority is currently at 48% and growing, however, it is clear that SMC must continue to expand its outreach not only to the Hispanic community but to all ethnic minority populations.

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## **GLOBAL CONNECTIVITY**

Incorporating Web-based and more focused print advertising for specific, hard to fill positions has helped SMC to generate more diverse applicant pools from national and international sources.

In conclusion, Santa Monica College is nestled within one of the most diverse regions of our country. The student body reflects this diversity on a global scale. SMC is committed to insuring that its employees reflect the diversity of the students and communities served by this unique Community College District. To that end, we are focused on creating an environment that recognizes and welcomes all members of the college community. The Board of Trustees supports efforts initiated by the Human Resources Office and the Personnel Commission Office to ensure equitable and responsible hiring processes and practices.

## **ACKNOWLEDGEMENT**

Sincere gratitude and acknowledgement is expressed to Laurie Heyman of the Human Resources Office for design and analytical assistance in the preparation of this report. Human Resources management team members, Dean Sherri Lee-Lewis, and Director Tre'Shawn Hall-Baker, DPAC-HR and Equity Committee members are acknowledged for their on-going commitment to the importance and goals of equal employment opportunity within the District.

Kudos are also given to the staff of the Office of Human Resources, including Lisa Winter, Lugina Rogers, Delia Padilla- Acosta, and Katie Colimitras; Carol Long of the Personnel Commission and the staff of the Personnel Commission Office; the offices of Institutional Research and Information Technology for assisting in the collection of the data, and to all of the District employees who have been assigned as EEO representatives on selection committees.



Marcia M. Wade

Vice President, Human Resources

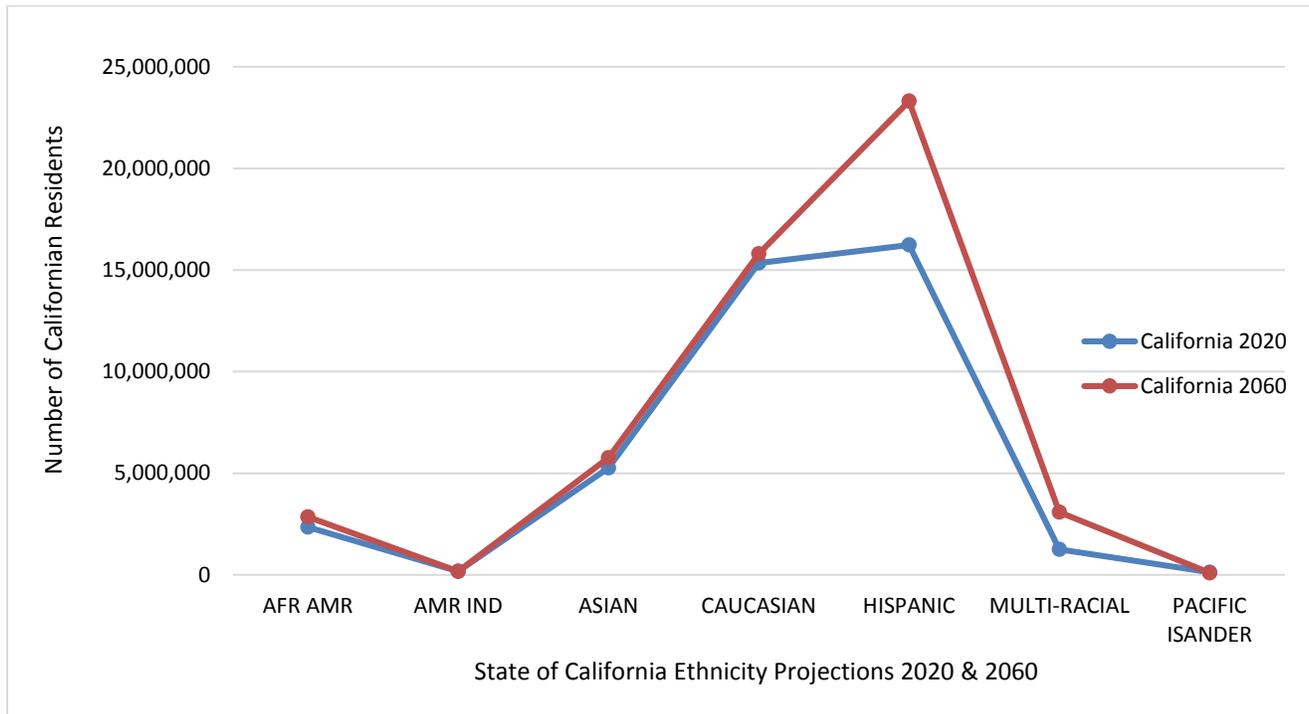
# Appendix 1

## State of California

### Census 2010 Results & Ethnicity Projections<sup>5</sup>

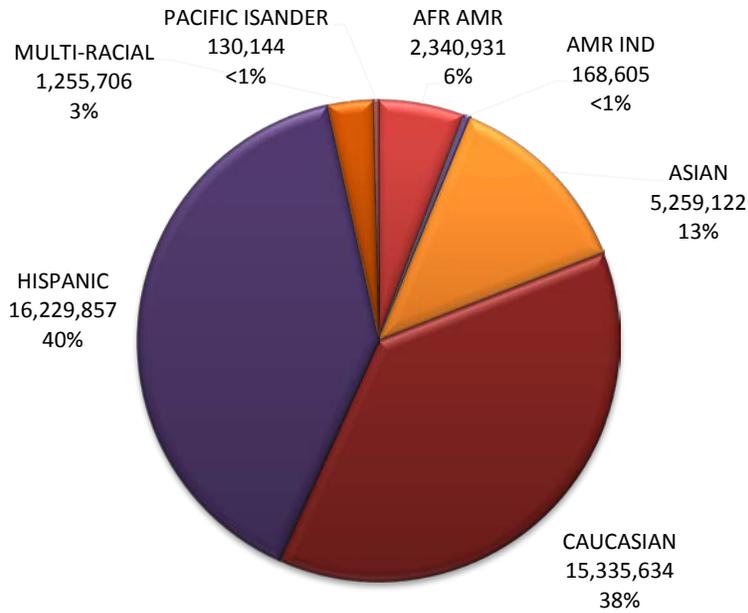
### 2020 & 2060

Projection by Decade	<u>AFR AMR</u>	<u>AMR IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-RACIAL</u>	<u>PACIFIC ISLANDER</u>	<u>TOTAL</u>
California 2020	2,340,931	168,605	5,259,122	15,335,634	16,229,857	1,255,706	130,144	40,719,999
Percentage of total	5.75%	0.41%	12.92%	37.66%	39.86%	3.08%	0.32%	100.00%
California 2060	2,847,709	167,582	5,757,787	15,792,622	23,304,511	3,087,017	99,282	51,056,510
Percentage of total	5.58%	0.33%	11.28%	30.93%	45.64%	6.05%	0.19%	100.00%

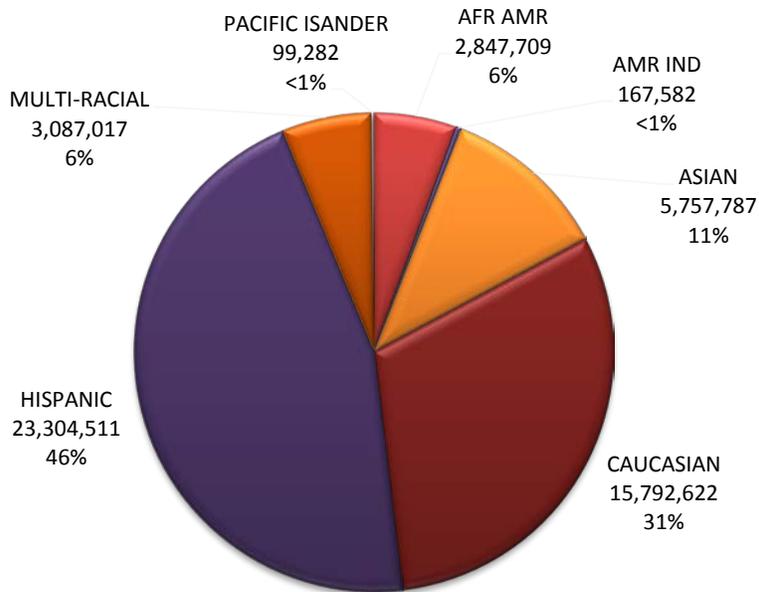


<sup>5</sup> Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

## State of California – Ethnicity Projection for 2020



## State of California – Ethnicity Projection for 2060



# Appendix 2

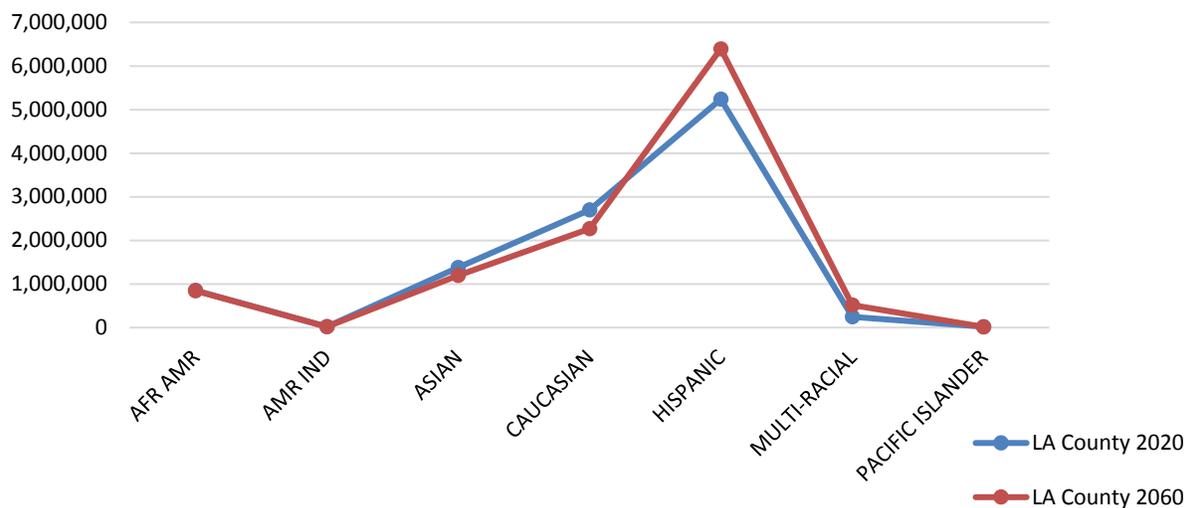
## County of Los Angeles

### Ethnicity Projections 2020 & 2060<sup>6</sup>

Ethnicity projections over the next five decades show an increase in the Hispanic population from 50.12% in 2020 to 56.83% projected in 2060; all other categories except the Multi-Racial (Two or More) ethnic category are projected to decrease in population within Los Angeles County.

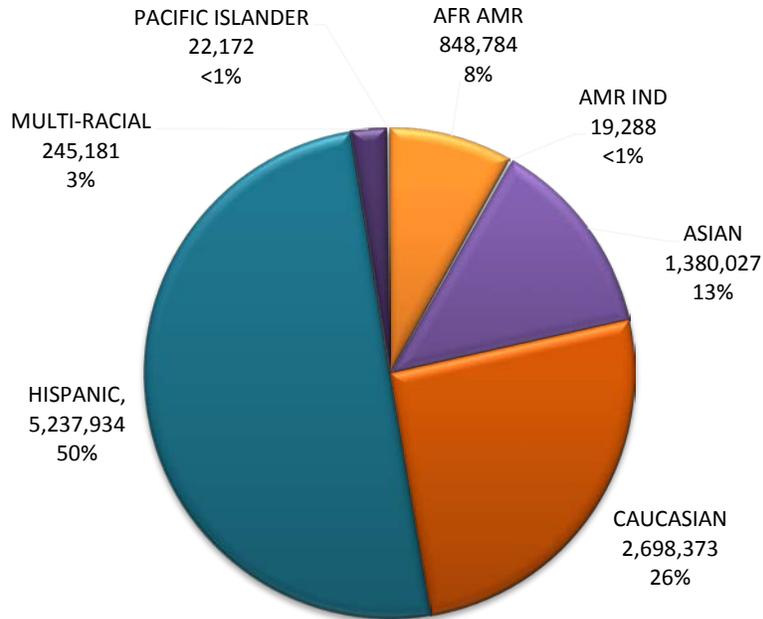
Projection by Decade	<u>AFR</u> <u>AMR</u>	<u>AMR</u> <u>IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-</u> <u>RACIAL</u>	<u>PACIFIC</u> <u>ISLANDER</u>	<u>TOTAL</u>
LA County 2020	848,784	19,288	1,380,027	2,698,373	5,237,934	245,181	22,172	10,451,759
Percentage of total	8.12%	0.18%	13.20%	25.82%	50.12%	2.35%	0.21%	100.00%
LA County 2060	844,587	16,108	1,195,644	2,266,576	6,394,585	518,410	15,524	11,251,434
Percentage of total	7.51%	0.14%	10.63%	20.14%	56.83%	4.61%	0.14%	100.00%

### County of Los Angeles Population Projections 2020 & 2060

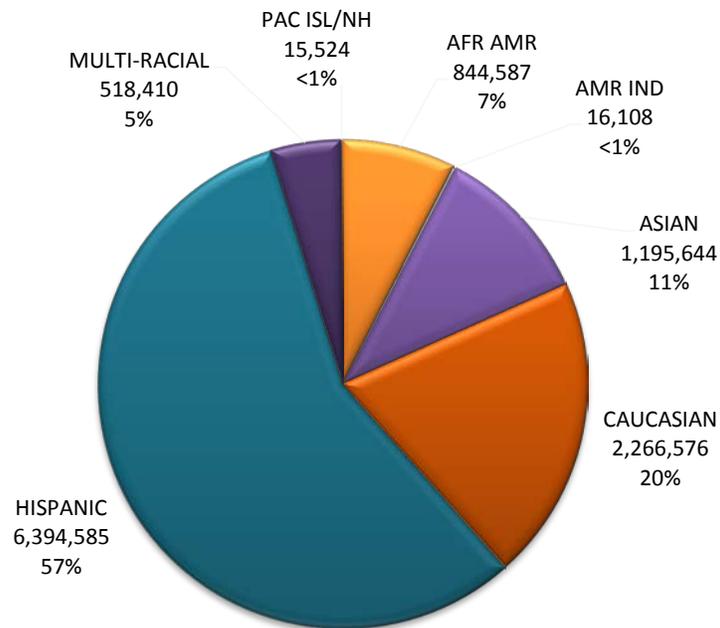


<sup>6</sup>Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

## County of Los Angeles Ethnicity Projection for 2020



## County of Los Angeles Ethnicity Projection for 2060



## Appendix 3

### **Ethnicity by Employee Group 2006-2017**

- Academic Administrators
- Classified Managers
- Confidential Support Staff
- Classified Support Staff
- Community College Police Officers
- Full-Time Faculty
- Part-Time Faculty

## Appendix 4

# Full-Time Faculty by Department

2006-2017

## Appendix 5

### Part-Time Faculty by Department

2006-2017

## **Appendix 6**

### **FULL-TIME ACADEMIC RECRUITMENT**

### **ETHNICITY BY JOB POSTING**

**2015-2017**

## Appendix 7

### **PART-TIME ACADEMIC RECRUITMENT**

### **ETHNICITY BY JOB POSTING**

**2015-2017**

## Appendix 8

### Student Enrollment Data

#### SMC STUDENT ENROLLMENT INFORMATION

Student information is included for comparison purposes with the District workforce. Student enrollment information is drawn from college database sources and can be found on the SMC website.<sup>7</sup> Total student enrollment is a combination of credit and non-credit student headcount data and is included for reference purposes. Student diversity in this report was based on credit student count only.

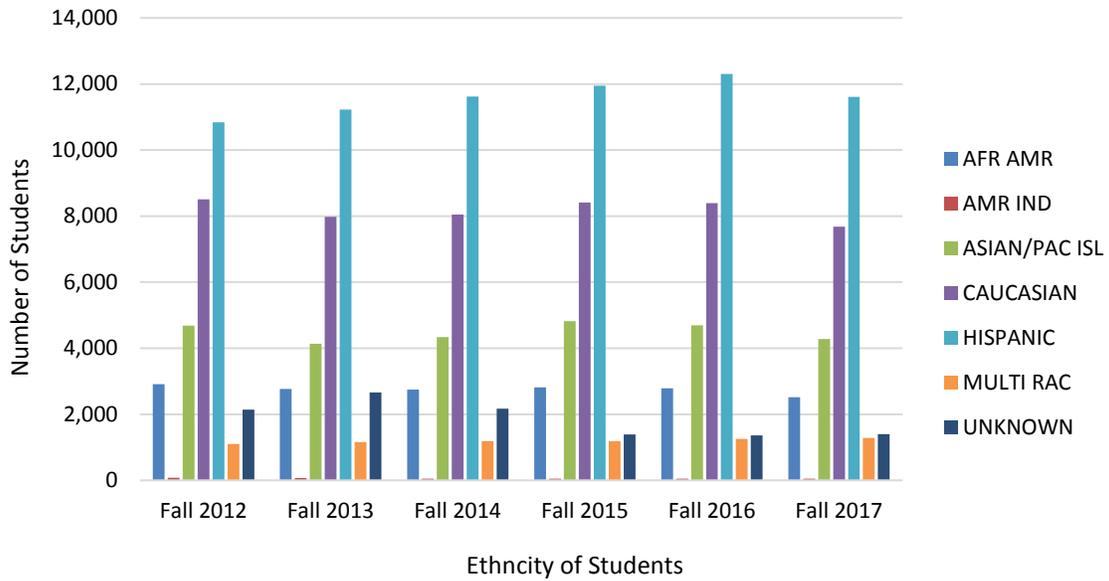
#### STUDENT DIVERSITY 2012 - 2017

In reviewing data from Fall 2012 through Fall 2017, students identifying themselves as Hispanic increased from 28.61% of the total student population to more than one-third of the student population (40.29%). The Multi-Racial identification (sometimes known as the 'Two or More' category) also increased from 1.6% to 4.4% in the same time period, and the Unknown group increased to 4.84%.

All other ethnic reporting groups declined against the total population.

Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	2,914	9.60%	2,769	9.20%	2,748	9.10%	2,815	9.20%	2,782	9.00%	2,519	8.74%
AMR IND	79	0.30%	66	0.20%	55	0.20%	52	0.20%	48	0.20%	53	0.18%
ASIAN/PAC ISL	4,680	15.50%	4,136	13.80%	4,339	14.40%	4,817	15.70%	4,695	15.20%	4,282	14.86%
CAUCASIAN	8,504	28.10%	7,982	26.60%	8,046	26.70%	8,416	27.50%	8,390	27.20%	7,679	26.65%
HISPANIC	10,838	35.80%	11,221	37.40%	11,616	38.50%	11,945	39.00%	12,303	39.90%	11,609	40.29%
MULTI RAC	1,100	3.60%	1,163	3.90%	1,190	3.90%	1,187	3.90%	1,251	4.10%	1,279	4.44%
UNKNOWN	2,145	7.10%	2,663	8.90%	2,165	7.20%	1,387	4.50%	1,361	4.40%	1,396	4.84%
<b>TOTAL</b>	<b>30,260</b>	<b>100%</b>	<b>30,000</b>	<b>100%</b>	<b>30,159</b>	<b>100%</b>	<b>30,619</b>	<b>100%</b>	<b>30,830</b>	<b>100%</b>	<b>28,817</b>	<b>100%</b>

<sup>7</sup> <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Pages/Stu-Background-Demo.aspx>



### STUDENT GENDER 2012 - 2017

Female students continue to outnumber male students in all study years. <sup>8</sup>

Gender	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
Female	16,019	52.90%	15,694	52.30%	15,819	52.50%	16,168	52.80%	16,367	53.10%	15,352	53.27%
Male	14,241	47.10%	14,306	47.70%	14,340	47.50%	14,451	47.20%	14,463	46.90%	13,359	46.36%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	106	0.37%
<b>Total</b>	<b>30,260</b>	<b>100%</b>	<b>30,000</b>	<b>100%</b>	<b>30,159</b>	<b>100%</b>	<b>30,619</b>	<b>100%</b>	<b>30,830</b>	<b>100%</b>	<b>28,817</b>	<b>100%</b>

<sup>8</sup> <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Documents/Fall%20Documents/Gender.pdf>

## **Appendix 9**

**BP 3120 – Equal Employment Opportunity**

**BP 3121 – Diversity**