

SANTA MONICA COLLEGE

Faculty & Staff Diversity Report

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 that this college serves.

2025



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Faculty and Staff Diversity Report 2025

Executive Summary

Santa Monica Community College District (SMCCD, District) is a significant employer within the city of Santa Monica, CA, and Los Angeles County. The District is a community of students, faculty, and staff, which is committed to providing a safe, inclusive, and vigorous learning and working environment to all, while being dedicated to its students and employees. The District is a leader in student transfers to the University of California, California State Universities, and private colleges and universities. Additionally, the District offers several certificate programs and is one of the few community colleges that has a bachelor's degree program.

The District has over 1,700 employees with a variety of educational and cultural backgrounds. The employee population at SMCCD is diverse. This report presents the most recent employment data at SMCCD.

SMCCD is dedicated to achieving a highly representative workforce that is reflective of its student population. This report presents data for the last decade in the following areas: race/ethnicity, sex/gender, and age. Please refer to the prior Diversity Report for years not highlighted in this report. SMCCD's Diversity Reports can be found here: [Santa Monica College Diversity Reports](#).

The Trend

Over the last decade, students who identified as Hispanic or Latino have been the predominant ethnic group at SMCCD. As of Fall 2024, out of 27,218 enrolled students, 9,837 identified as Hispanic or Latino. This represented over 35% of the total student population. The next major student group were students who identified as White with a headcount of 8,725, this represented approximately 32% of the student population. Students who identified as Black or African American numbers have remained relatively steady since 2016 at about 8%. The number of students who identified as Asian have dropped significantly since 2016. As of Fall 2024, they represented about 8% of the total student population. In 2016, it was 15%.

Please see the table below for a headcount per race/ethnicity in the fall semesters from 2016-2024.

Table 01. Student Headcount (Fall Terms 2016 to 2024)

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	5,055	4,711	4,057	3,278	2,717	2,596	2,450	2,468	2,400
Black or African American	2,866	2,766	2,638	2,436	2,193	2,088	2,085	2,217	2,305
Hispanic or Latino	12,557	12,320	11,960	11,660	11,127	10,128	9,601	9,783	9,837
American Indian or Alaskan Native	57	63	60	62	47	48	38	41	34
Native Hawaiian or Pacific Islander	82	85	57	61	55	47	37	32	37
White	10,654	10,311	10,110	9,080	9,015	8,285	7,758	8,410	8,725
Two or More	1,259	1,337	1,418	1,259	1,320	1,288	1,224	1,290	1,263
Unreported	1,696	1,709	2,267	3,656	2,860	2,304	2,323	2,521	2,617
Total*	34,226	33,302	32,567	31,492	29,334	26,784	25,516	26,762	27,218

Source: Precision Campus

*Data for Fall 2023 has been updated from the previous Diversity Report

Categories to Watch

Overall Employee Statistics

As of Fall 2024, SMCCCD had a total of 1,797 employees. This number shows a decrease in employees of about 6% since Fall 2014. SMCCCD is comprised of the following employee groups: academic administrators, classified managers, classified staff (including classified confidential staff and SMCCCD police officers), full-time faculty, and part-time faculty. During that time, all employee groups' numbers fluctuated up and down.

The largest employee group at SMCCCD were part-time faculty, representing almost half of all employees at 48.8% as of Fall 2024. They showed a decrease of 7%, from 55.8% to 48.8% in the last ten years.

The second largest employee group at SMCCCD was classified staff representing 26.8% of all employees as of Fall 2024. This was an increase of 3.7% in the last ten years.

Three other employee groups had increased by Fall 2024 – academic administrators, classified managers, and full-time faculty.

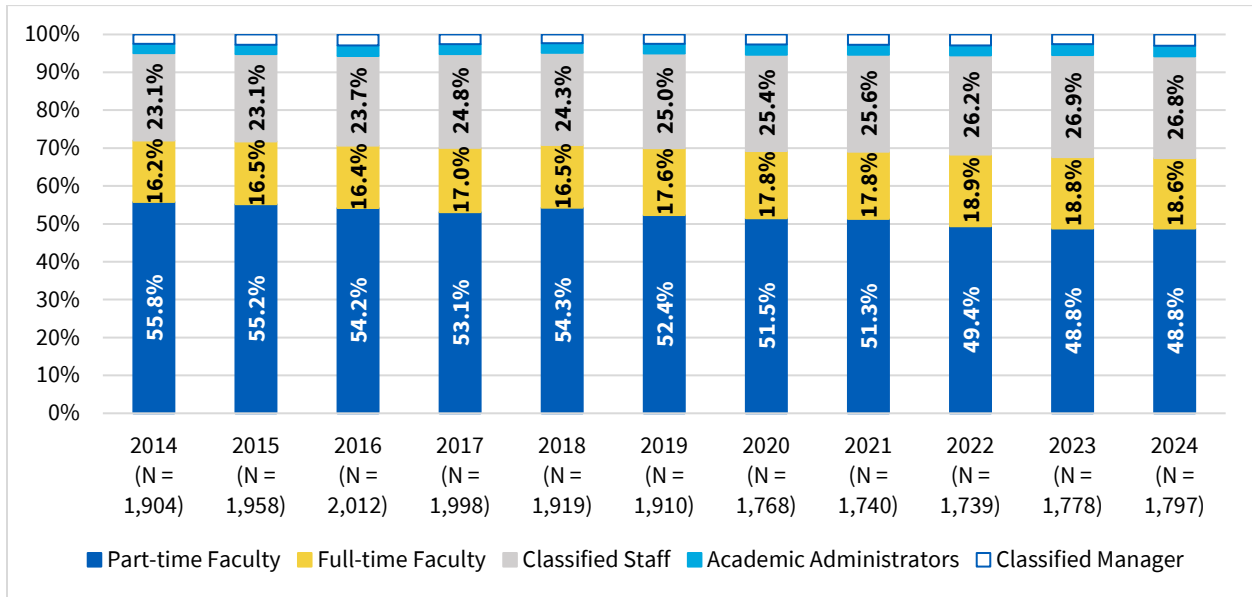
The manager groups, academic administrators, and classified managers were the smallest employee group at 5.8% as of Fall 2024.

Table 02. Number and Percentage of Employees by Employee Category (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Academic Administrator	46 2.4%	48 2.5%	55 2.7%	51 2.6%	48 2.5%	48 2.5%	48 2.7%	45 2.6%	45 2.6%	45 2.53%	54 3.0%
Classified Manager	47 2.5%	53 2.7%	59 2.9%	52 2.6%	45 2.3%	48 2.5%	47 2.7%	48 2.8%	51 2.9%	51 2.87%	51 2.8%
Classified Staff	440 23.1%	452 23.1%	477 23.7%	495 24.8%	467 24.3%	478 25.0%	449 25.4%	445 25.6%	455 26.2%	479 26.94%	481 26.8%
Full-time Faculty	309 16.2%	324 16.5%	330 16.4%	339 17.0%	317 16.5%	336 17.6%	314 17.8%	309 17.8%	329 18.9%	335 18.84%	334 18.6%
Part-time Faculty	1,062 55.8%	1,081 55.2%	1,091 54.2%	1,061 53.1%	1,042 54.3%	1,000 52.4%	910 51.5%	893 51.3%	859 49.4%	868 48.82%	877 48.8%
Total	1,904 100%	1,958 100%	2,012 100%	1,998 100%	1,919 100%	1,910 100%	1,768 100%	1,740 100%	1,739 100%	1,778 100%	1,797 100%

Source: CCCC MIS Database

Figure 03. Number of SMC Employees by Employee Category (Fall Terms 2014 to 2024)



Source: CCCC MIS Database for report period fall terms

In comparison to similar-sized single-college districts such as El Camino Community College District (ECCD), Long Beach Community College District (LBCCD), and Pasadena City College District (PCCD) within the Los Angeles County (in terms of student annual FTES), SMCCD employed more people in Fall 2024, SMCCD has more part-time faculty than other colleges, but fewer full-time faculty compared to the same colleges. The full-time faculty at SMCCD represented 18.6%, in comparison to smaller districts; LBCCD with a full-time faculty population of 19.8%, ECCD with 22.5%, and PCCD with 26.3%. The number of employees who identified as classified staff was higher at SMCCD when compared to two of the three similar districts, ECCD, and PCCD. However, the percentage of employees who identified as managers was slightly higher at SMCCD when compared to the other Districts, with a manager population of 5.8%. In recent years, the District has seen an increase in the number of project managers who were hired to manage a grant throughout its duration.

Figure 04. Comparison # Employees Similar Sized Single-College Districts in Los Angeles County (2024-2025)

Single College Districts in Los Angeles County	El Camino College Community College District (ECCD)	Long Beach Community College District (LBCCD)	Pasadena Community College District (PCCD)	Santa Monica Community College District (SMCCD)
FTES 2024-2025*	21,875.16	22,237.87	23,879.97	20,632.19
Managers**	65 4.5%	85 5.2%	89 5.4%	105 5.8%
Full-time Faculty	327 22.5%	321 19.8%	433 26.3%	334 18.6%
Part-time Faculty	623 43.0%	672 41.4%	727 44.1%	877 48.8%
Classified Staff	436 30.0%	546 33.6%	398 24.2%	481 26.8%
Total	1,451 100.0%	1,624 100.0%	1,647 100.0%	1,797 100.0%

*FTES value is calculated by summing the “total hours” in all enrollment records reported to CCCCO MIS during 2022-2023, then dividing by 525. All activities in classes eligible for state apportionment funding are included. This methodology is not the same as the methodology used in calculating FTES for CCFS-320 report.

**Includes both Academic Administrators and classified managers

Factors Potentially Impacting Student Populations

SMCCD, like many other community colleges, attracts traditional college students aged 18 to 24 as well as adult students 25 and older, and tends to serve low-income students and students of color. Political decisions affecting international travel, the lasting effects of the COVID-19 worldwide pandemic especially on low income and people of color, the financial situations families experienced which meant students delayed their education in favor of work, and the rising expenses in cost of living in Los Angeles (has been designated as one of the most expensive urban areas) has highly influenced the enrollment of all students, especially, international students.

Furthermore, an article published by The Hill and linked here: [more impacts](#), has listed an unwelcoming environment, higher enrollment in 4-year institutions, and devalue in education which is leading students to skip college and to start working sooner.

As with other institutions of higher education, student enrollment is critical at SMCCD. Student headcount at SMCCD has continued to decline in the last few years. The headcount in Fall 2016 was 34,226; and the headcount in Fall 2024 was 27,218, representing a decrease of more than 20%, however, enrollment did slightly increase in Fall 2023 and Fall 2024.

The District's largest loss has been with international students who in Fall 2016 had a headcount of 3,305 and in Fall 2024 had a headcount of only 1,955, representing a decrease of approximately 40%. Though there had been a significant drop in international students at SMCCD, since Fall 2022 their numbers have been steadily increasing. The top four countries where international students came from were China, Korea, Japan, and Sweden. Though the order fluctuates, the same countries have remained the top four since 2016, with China consistently at number one.

Forecasting future attendance for all students is difficult to predict as many political decisions are pending, and the lasting effects of the COVID-19 pandemic are still being evaluated and will reshape the community college landscape. For example:

The National Student Clearinghouse, a research center has indicated that enrollment is stabilizing in community colleges, but it is not enough to turn around the longer-term decline. The trend shows that students who identified as males whose enrollment numbers had been falling, are coming back to community colleges, while the number of students who identified as female is continuing to fall. Additionally, the dual enrollment population (students under 18 years old) is growing, while adult student enrollment is still on the decline. Enrollment trends for all races/ethnicities have steadied. However, students who identified as Black or African America, American Indian and Alaska Native, and White were still experiencing enrollment declines in fall 2022, with students who identified as White showing the largest drop (-3.2%). Community college students who identified as Hispanic or Latino were showing growth rates of 3.5%; Students who identified as male and Hispanic or Latino accounted for most of this growth in fall 2022. The age of students was also shifting, with community college students now younger than they were pre-pandemic. Dual enrollment students were the only age group that grew in fall 2022, growing 11.7% (+87,900). In contrast, traditionally aged college student enrollment steadied (+0.3%), while older student enrollment continued multi-year declines that began before the pandemic (-5%, -77,800 in fall 2022).

Source: <https://nscresearchcenter.org/current-term-enrollment-estimates/>

The decrease in student headcount can lead to a decrease in resources provided to and from the District, which may impact on employees, wages, benefits, and recruitment. Budget cuts have limited what the District can do to attract and retain students, which also impacts transfer and graduation rates. The number of students enrolled at SMCCD also affects SMCCD's funding and employee numbers.

Census Data

This report has included the most recent census data to provide an overall picture of California and Los Angeles County. As state and county numbers of impact college enrollments. The diversity within California and Los Angeles County is also relevant as most SMCCD students are from that geographic area, when addressing diversity within SMCCD.

Census information for California and the County of Los Angeles was drawn from the website of the [US Census Bureau](#). The current 2020 census results showed that the overall population for California was 39,782,419. In Los Angeles County, the 2020 Census results showed that as of July 1, 2020, the population grew to 10,171,593, an increase of 2% over the previous year.

State of California	39,782,419
County of Los Angeles, California	10,171,593

In 2020, persons who identified as Hispanic or Latino comprised 49% of the total population of the Los Angeles County. By 2030, persons who identified as Hispanic or Latino are projected to represent 51%, and by 2060, 54% of the total number of people living in the Los Angeles County. Persons who identified as Black or African Americans are projected to decrease slightly from 8% to 7.8%, and persons who identified as Asians are projected to decrease from 13% to 11%. Persons who identified as White represented approximately 26% in 2020 and is expected to decline to about 23% in 2060.

Additionally, persons who identified as female represented more than 50% of the population in the Los Angeles County.

Ethnicity	California	Los Angeles County	United States
Asian	15.5%	15.4%	5.9%
Black or African American	6.5%	9.0%	13.4%
Hispanic or Latino	39.4%	48.6%	18.5%
American Indian and Alaska Native	1.6%	1.4%	1.3%
Native Hawaiian or Pacific Islanders	0.5%	0.4%	0.2%
White	36.5%	26.1%	60.1%
Two or More Races	4.0%	3.1%	2.8%

Source: <https://www.census.gov/quickfacts/fact/table/CA,losangelescountycalifornia,US/POP010220>

Data Collection

The data in this report was collected by multiple departments at SMCCD, including Human Resources, Institutional Research, International Education Center, Management Information Systems, Academic Affairs, and the Personnel Commission. The data is divided by employee category and covers the academic years starting in Fall 2014 and ending in Fall 2024. Please refer to the prior Diversity Report for years not highlighted here. SMCCD's Diversity Reports can be found here: [Santa Monica College Diversity Reports](#).

The following information demonstrates race/ethnic, gender, and age data within the District's employee groups and compares it to the student population.

Data for 2023 has been updated on this report for the previous version.

Comparison of Employee Groups by Race/Ethnicity

Academic Administrators

The trend for the last decade has demonstrated that academic administrators at SMCCD have become more racially diverse.

The number of academic administrators who identified as White has decreased by almost 8% over the last ten years from 41.3% to 33.33%. During the same period, the percentage of academic administrators who identified as Black or African American has increased by 10%, from 19.6% in Fall 2014 to 29.63% as of Fall 2024.

The number of academic administrators who identified as Hispanic or Latino also experienced growth over the last ten years. As of Fall 2023, employees who identified as Hispanic or Latino represented 20% of all academic administrators, a slight increase when compared to Fall 2014.

The representation of academic administrators who identified as Asian has decreased by about 5.5% in the last ten years. This has been one of the largest declines experienced by a racial/ethnic group during the period, falling from 13% in Fall 2014 to 7.41% as of Fall 2024.

In the last decade, academic administrators who identified as Native Hawaiian or Pacific Islander has remained at approximately 2%, while academic administrators who identified as two or more races has decreased from 2.2%, in Fall 2014, to 0% as of Fall 2024. No academic administrators have identified as American Indian or Alaskan Native in the last decade.

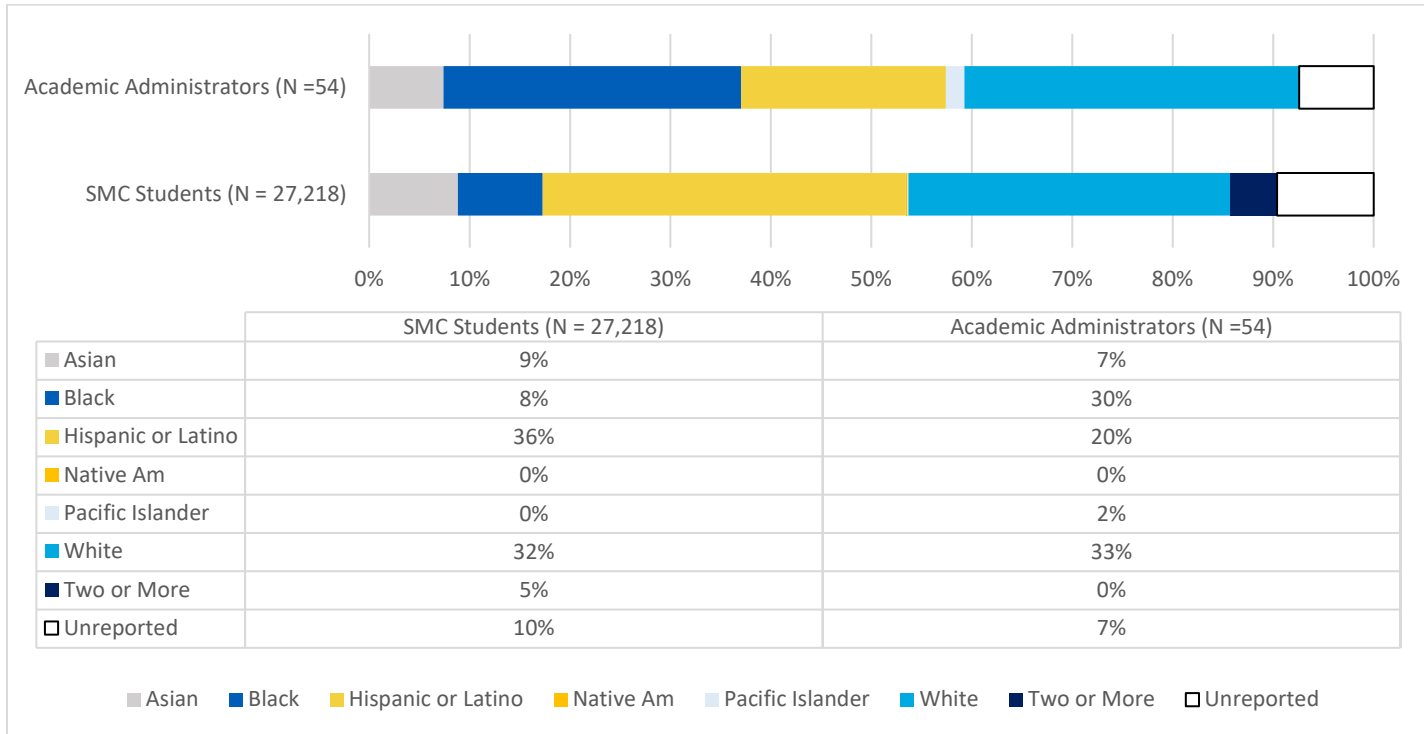
Academic administrators who identified as Asian and Hispanic or Latino were lower when compared to the student representation of the same racial/ethnic groups during the same term as of Fall 2024.

Table 05. Number of Academic Administrators by Race/Ethnicity (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	6 13.0%	5 10.4%	4 7.3%	2 3.9%	1 2.1%	1 2.1%	2 4.2%	1 2.2%	2 4.4%	4 8.9%	4 7.41%
Black or African American	9 19.6%	11 22.9%	14 25.5%	15 29.4%	14 29.2%	12 25.0%	14 29.2%	13 28.9%	14 31.1%	13 28.9%	16 29.63%
Hispanic or Latino	9 19.6%	9 18.8%	10 18.2%	9 17.6%	9 18.8%	11 22.9%	8 16.7%	10 22.2%	9 20.0%	9 20.0%	11 20.37%
American Indian or Alaskan Native	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian or Pacific Islander	1 2.2%	1 2.1%	1 1.8%	1 2.0%	1 2.1%	1 2.1%	1 2.1%	1 2.2%	1 2.2%	1 2.2%	1 1.85%
White	19 41.3%	20 41.7%	24 43.6%	22 43.1%	20 41.7%	20 41.7%	20 41.7%	17 37.8%	16 35.6%	17 37.8%	18 33.33%
Two or More	1 2.2%	1 2.1%	1 1.8%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Unreported	1 2.2%	1 2.1%	1 1.8%	2 3.9%	3 6.3%	3 6.3%	3 6.3%	3 6.7%	3 6.7%	1 2.2%	4 7.41%
Total	46 100%	48 100%	55 100%	51 100%	48 100%	48 100%	48 100%	45 100%	45 100%	45 100%	54 100%

Source: CCCC MIS Database for report period fall terms

Figure 06. Comparison of Race/Ethnicity of Academic Administrators vs. Student Population (Fall 2024)



Source: CCCC MIS Database for report period fall terms (Academic Administrators); SMC Institutional Research (Students)

Classified Managers

Similarly, to the trends observed with academic administrators, classified managers have become more racially diverse over the last decade, with an increase in representation of those who identified as Black or African American by 4.6% and Asian by about 5%.

The number of classified managers who identified as White has decreased in the last decade. In Fall 2014, classified managers who identified as White represented 51.1% of all classified managers; however, as of Fall 2024, that percentage dropped to 33.3%. Although there has been a significant decrease over the last ten years, classified managers who identified as White continue to represent the largest racial/ethnic group amongst classified managers.

In the last decade, classified managers who identified as American Indian or Alaskan Native has remained steady at approximately 2%, while classified managers who identified as two or more races has increased from 0%, in Fall 2014, to 3.9% as of Fall 2024. No classified managers have identified as Native Hawaiian or Pacific Islander in the last decade.

As of Fall 2024, classified managers who identified as Hispanic or Latino represented about 16% of the total number of classified managers; however, their number was not representative of the diversity of SMCCD students when compared to the number of students who identified as Hispanic or Latino. Students who identified as Hispanic or Latino represented approximately 36% of the student population, therefore classified managers who identified as Hispanic or Latino were lower by 20%.

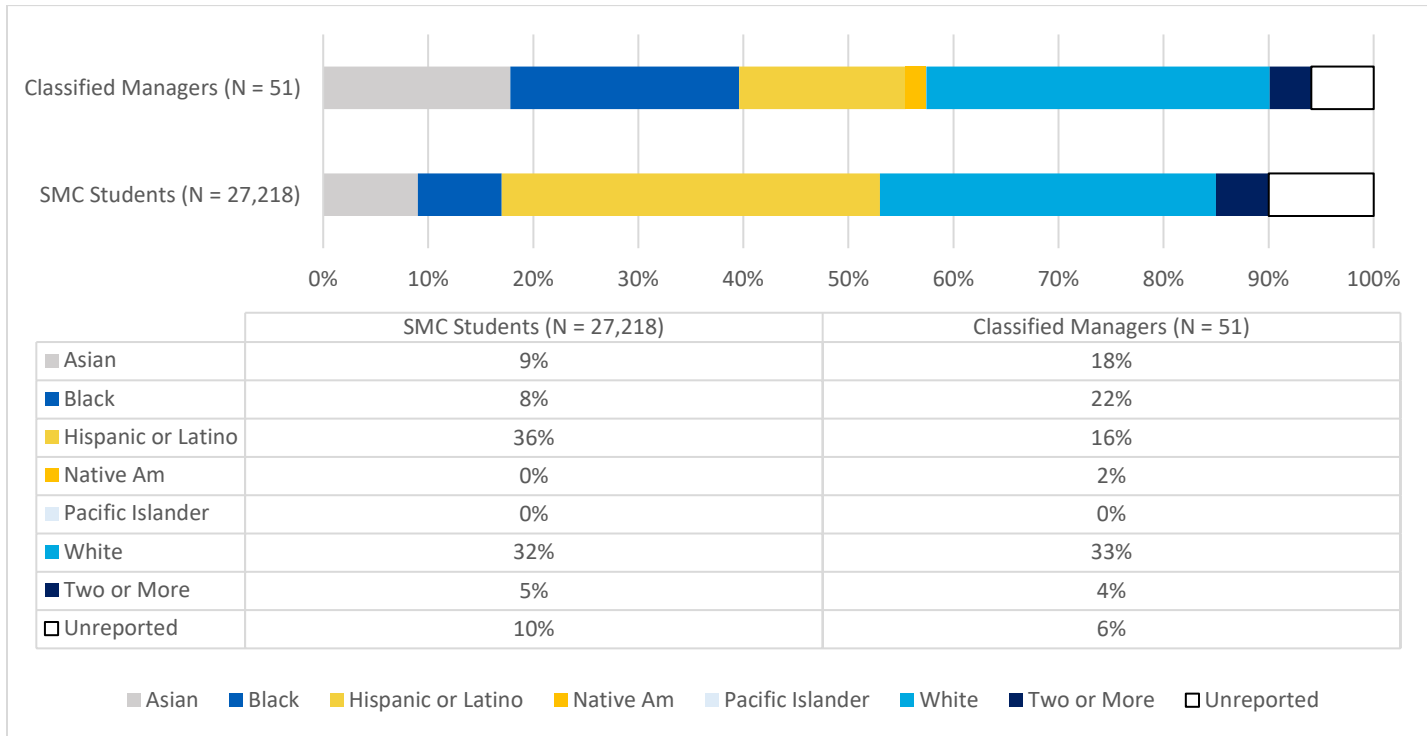
Employees who identified as Asian, Black or African American, and White were higher among classified managers when compared to the same racial/ethnic groups in the student population.

Table 07. Number of Classified Managers by Race/Ethnicity (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	6 12.8%	8 15.1%	11 18.6%	8 15.4%	6 13.3%	7 14.6%	7 14.9%	7 14.6%	9 17.6%	9 17.6%	9 17.6%
Black or African American	8 17.0%	10 18.9%	9 15.3%	11 21.2%	10 22.2%	13 27.1%	11 23.4%	11 22.9%	11 21.6%	11 21.6%	11 21.6%
Hispanic or Latino American	8 17.0%	7 13.2%	6 10.2%	4 7.7%	6 13.3%	8 16.7%	8 17.0%	8 16.7%	8 15.7%	8 15.7%	8 15.7%
Indian or Alaskan Native	1 2.1%	1 1.9%	1 1.7%	1 1.9%	1 2.2%	1 2.1%	1 2.1%	1 2.1%	1 2.0%	1 2.0%	1 2.0%
Native Hawaiian or Pacific Islander	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
White	24 51.1%	27 50.9%	28 47.5%	25 48.1%	19 42.2%	16 33.3%	17 36.2%	18 37.5%	17 33.3%	17 33.3%	17 33.3%
Two or More	0 0.0%	0 0.0%	2 3.4%	2 3.8%	2 4.4%	2 4.2%	2 4.3%	2 4.2%	2 3.9%	2 3.9%	2 3.9%
Unreported	0 0.0%	0 0.0%	2 3.4%	1 1.9%	1 2.2%	1 2.1%	1 2.1%	1 2.1%	3 5.9%	3 5.9%	3 5.9%
Total	47 100%	53 100%	59 100%	52 100%	45 100%	48 100%	47 100%	48 100%	51 100%	51 100%	51 100%

Source: CCCC MIS Database for report period fall terms

Figure 08. Comparison of Race/Ethnicity of Classified Managers vs. Student Population (Fall 2024)



Source: CCCCO MIS Database for report period fall terms (Classified Managers); SMC Institutional Research (Students)

Classified Staff

Classified staff were the most diverse of all the employee groups at SMCCD.

The largest representation in this employee group was classified staff who identified as Hispanic or Latino with 35% as of Fall 2024. Followed by classified staff who identified as White with 23%, followed by Black or African American with 19%.

The percentage of classified staff who identified as Hispanic or Latino increased by more than 8% over the last decade. During the same period, the percentage of classified staff who identified as White decreased by about 11%. The percentage of classified staff who identified as Black or African American also decreased by about 3% over the last decade, from 22.5% in Fall 2014 to 19.1% as of Fall 2024.

Classified staff who identified as Hispanic or Latino almost match the representation of the same racial/ethnic groups in the student population with only a different of 1%.

Additionally, classified staff who identified as Black or African American were higher at 19% among classified staff when compared to the representation of students who identified as Black or African American in the student population of 8%; while classified staff who identified as White were lower at 23% when compared to the representation of student who identified as White at 32%.

Classified staff and students have comparable representation in terms of the representation of those who identified as Asian at 11% (employees) and 9% (students).

In the last decade, classified staff who identified as two or more races has increased from 0.2%, in Fall 2014, to 1.25% as of Fall 2024. Classified staff who identified as American Indian or Alaskan Native has slightly increased, while no classified staff have identified as Native Hawaiian or Pacific Islander in the last decade.

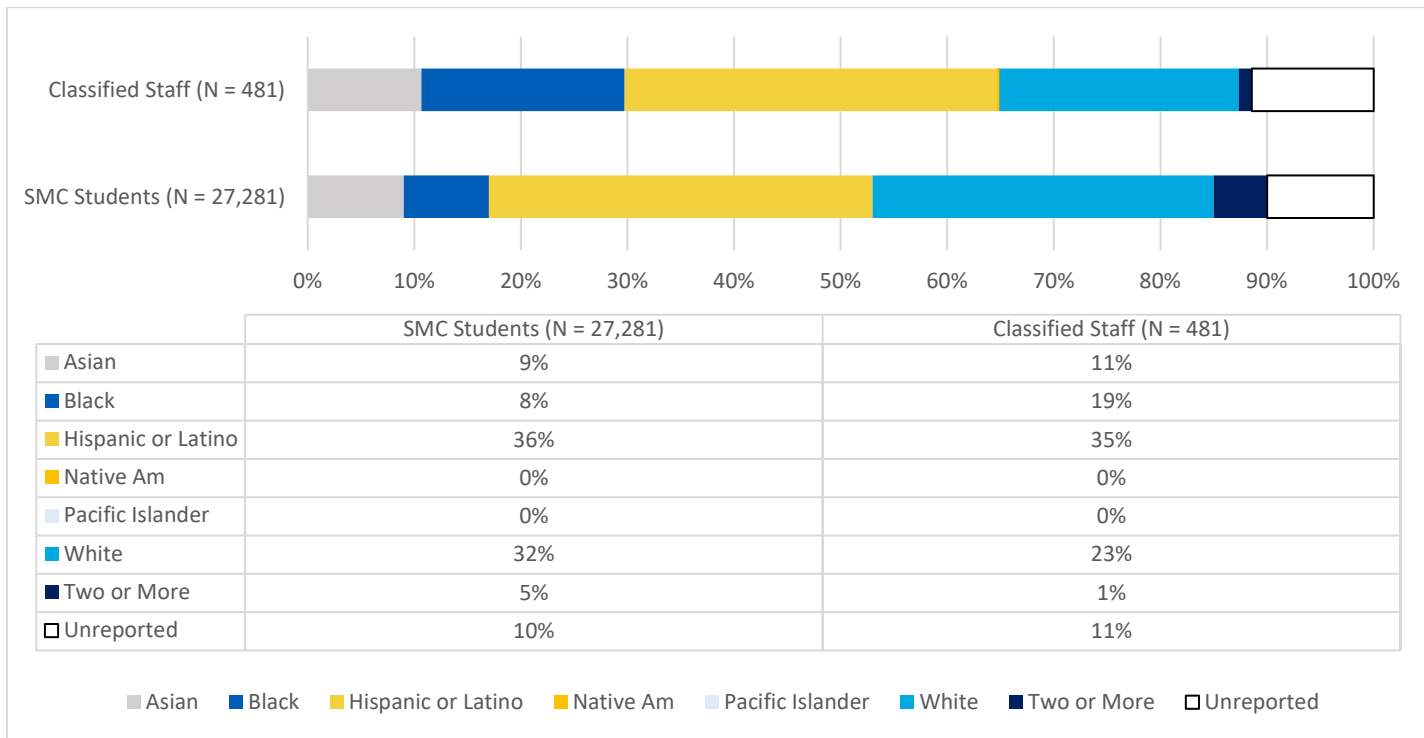
The following data for classified staff includes classified confidential staff and campus police officers. The District has also provided the race/ethnicity data for both groups in their own subsection.

Table 09. Number of Classified Staff by Race/Ethnicity (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	53 12.0%	57 12.6%	54 11.3%	59 11.9%	57 12.2%	57 11.9%	52 11.6%	50 11.2%	51 11.2%	51 10.7%	50 10.5%
Black or African American	99 22.5%	98 21.7%	106 22.2%	109 22.0%	101 21.6%	102 21.3%	96 21.4%	93 20.9%	95 20.9%	93 19.4%	92 19.1%
Hispanic or Latino American	118 26.8%	126 27.9%	141 29.6%	145 29.3%	138 29.6%	149 31.2%	145 32.3%	146 32.8%	154 33.8%	165 34.4%	169 35.0%
Indian or Alaskan Native	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 0.2%	1 0.2%
Native Hawaiian or Pacific Islander	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
White	149 33.9%	150 33.2%	146 30.6%	151 30.5%	137 29.3%	135 28.2%	122 27.2%	123 27.6%	119 26.2%	114 23.8%	108 22.5%
Two or More	1 0.2%	1 0.2%	2 0.4%	2 0.4%	3 0.6%	3 0.6%	3 0.7%	3 0.7%	2 0.4%	6 1.3%	6 1.25%
Unreported	20 4.5%	20 4.4%	28 5.9%	29 5.9%	31 6.6%	32 6.7%	31 6.9%	30 6.7%	34 7.5%	49 10.2%	55 11.45%
Total	440 100%	452 100%	477 100%	495 100%	467 100%	478 100%	449 100%	445 100%	455 100%	479 100%	481 100%

Source: CCCC MIS Database for report period fall terms

Figure 10. Comparison of Race/Ethnicity of Classified Staff vs. Student Population (Fall 2024)



Source: CCCCO MIS Database for report period fall terms (Classified Staff); SMC Institutional Research (Students)

Classified Confidential

The Educational Employment Relations Act (EERA) defines “confidential employee” to mean: any employee who is 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. [Gov. Code sec. 3540.l(c).] (EERA is codified at Gov. Code sec. 3540, et seq.)

As of Fall 2024, there were five confidential employees in the following positions: Administrative Assistant III, Administrative Assistant IV, and Coordinator to District/Board of Trustees Office.

The largest representation of classified confidential staff identified as Hispanic or Latino by 50%.

Table 11. Number of Classified Confidential Staff by Race/Ethnicity (Fall 2024)

		2024
Asian		0 0.0%
Black or African American		1 20.0%
Hispanic or Latino		3 60.0%
American Indian or Alaskan Native		0 0.0%
Native Hawaiian or Pacific Islander		0 0.0%
White		1 20.0%
Two or More		0 0.0%
Unreported		0 0.0%
Total		5 100%

Source: SMC Office of Human Resources

SMCCD Police Officers

As of Fall 2024, there were 15 police officers at SMCCD.

SMCCD police officers are one of the most diverse groups in the District. The largest representation of police officers was equal between those who identified as Black or African American, Hispanic or Latino, and White at about 26%.

Table 12. Number of SMCCD Police Officers by Race/Ethnicity (Fall 2024)

2024	
Asian	1 6.7%
Black or African American	4 26.7%
Hispanic or Latino	4 26.7%
American Indian or Alaskan Native	0 0.0%
Native Hawaiian or Pacific Islander	0 0.0%
White	4 26.6%
Two or More	1 6.7%
Unreported	1 6.6%
Total	15 100%

Source: SMC Office of Human Resources

Full-time Faculty

Full-time faculty as an employee group are the least racially/ethnically diverse of all employee groups, however, the latest numbers as of Fall 2024 showed that the racial/ethnicity diversity within this group is changing.

Full-time faculty who identified as Hispanic or Latino represented approximately 21% (the second largest within this employee group) of all full-time faculty. This group has increased by over 6% in the last decade.

The representation of full-time faculty who identified as Black or African American has increased slightly over the last decade by 0.4%, as well as full-time faculty who identified as Asian by 1.2%.

Although the percentage of full-time faculty who identified as White has decreased by almost 10% over the last decade, this racial/ethnic group continues to represent the largest group amongst full-time faculty at 48% as of Fall 2024.

Full-time faculty are the least racially/ethnically diverse employee group compared to SMCCD's student population. When compared to the racial/ethnic makeup of the student population as of Fall 2024, full-time faculty who identified as White were higher by about 16% (White faculty = 48% and White students = 32%).

The numbers/percentages of full-time faculty who identified as Asian, and Black or African American was also higher compared to the student population; however, this margin was only by a few percentage points of 5% (Asian), and 4% (Black or African American).

In the last decade, compared to the student population, full-time faculty who identified as Native Hawaiian or Pacific Islander has remained at approximately 0.6%, while full-time faculty who identified as two or more races has increased from 0.3% in Fall 2014, to 1.8% as of Fall 2024. No full-time faculty have identified as American Indian or Alaskan Native in the last decade.

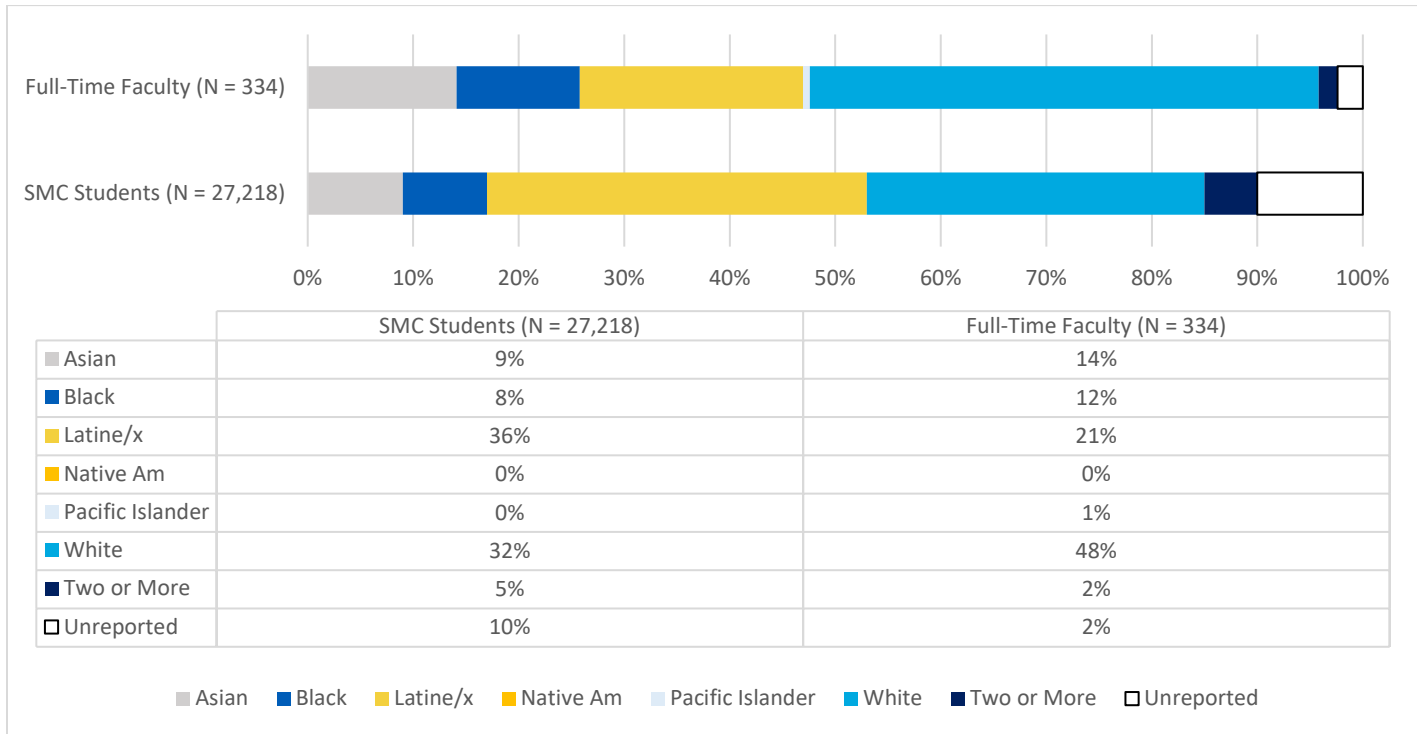
Full-time faculty who identified as Hispanic or Latino was lower at 21% when compared to the percentage of students who identified as Hispanic or Latino at 36%.

Table 13. Number of Full-time Faculty by Race/Ethnicity (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	40 12.9%	42 13.0%	40 12.1%	39 11.5%	39 12.3%	42 12.5%	43 13.7%	42 13.6%	44 13.4%	46 13.7%	47 14.1%
Black or African American	35 11.3%	36 11.1%	39 11.8%	42 12.4%	37 11.7%	39 11.6%	35 11.1%	35 11.3%	36 10.9%	41 12.2%	39 11.7%
Hispanic or Latino	46 14.9%	50 15.4%	48 14.5%	54 15.9%	50 15.8%	57 17.0%	59 18.8%	57 18.4%	64 19.5%	66 19.7%	71 21.2%
American Indian or Alaskan Native	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Native Hawaiian or Pacific Islander	1 0.3%	0 0.0%	1 0.3%	1 0.3%	1 0.3%	2 0.6%	2 0.6%	2 0.6%	2 0.6%	2 0.6%	2 0.6%
White	182 58.9%	189 58.3%	195 59.1%	195 57.5%	181 57.1%	188 56.0%	167 53.2%	164 53.1%	169 51.4%	166 49.6%	161 48.2%
Two or More	1 0.3%	1 0.3%	2 0.6%	3 0.9%	3 0.9%	3 0.9%	3 1.0%	3 1.0%	6 1.8%	7 2.1%	6 1.8%
Unreported	4 1.3%	6 1.9%	5 1.5%	5 1.5%	6 1.9%	5 1.5%	5 1.6%	6 1.9%	8 2.4%	7 2.1%	8 2.4%
Total	309 100%	324 100%	330 100%	339 100%	317 100%	336 100%	314 100%	309 100%	329 100%	335 100%	334 100%

Source: CCCCO MIS Database for report period fall terms

Figure 14. Comparison of Race/Ethnicity of Full-time Faculty vs. Student Population (Fall 2024)



Source: CCCC MIS Database for report period fall terms (Full-time Faculty); SMC Institutional Research (Students)

Part-time Faculty

Part-time faculty are the second least racially/ethnically diverse employee group at SMCCD behind full-time faculty. However, the trend has shown that racial/ethnic diversity among part-time faculty is changing.

The racial/ethnic trends of part-time faculty were also similar to full-time faculty, with part-time faculty who identified as White representing the largest racial/ethnic group at 53% as of Fall 2024. However, the percentage of part-time faculty who identified as White has experienced a decline of about 11% over the last decade.

During the same period, the percentage of part-time faculty who identified as Asian, Black or African American, and Hispanic or Latino have increased.

Part-time faculty are also the least racially/ethnically diverse compared to SMCCD's student population. When compared to the racial/ethnic makeup of the student population as of Fall 2024, part-time faculty who identified as White were higher by 21% (White faculty = 53% and White students = 32%).

Part-time faculty who identified as Asian and Black or African American were slightly higher compared to these student groups, by a few percentage points of 3% (Asian) and 2% (Black or African American).

The largest employee group were part-time faculty who identified as Hispanic or Latino, which was lower when compared to the equivalent student group. Part-time faculty who identified as Hispanic or Latino represented 18% of all part-time faculty, and students make up 36%.

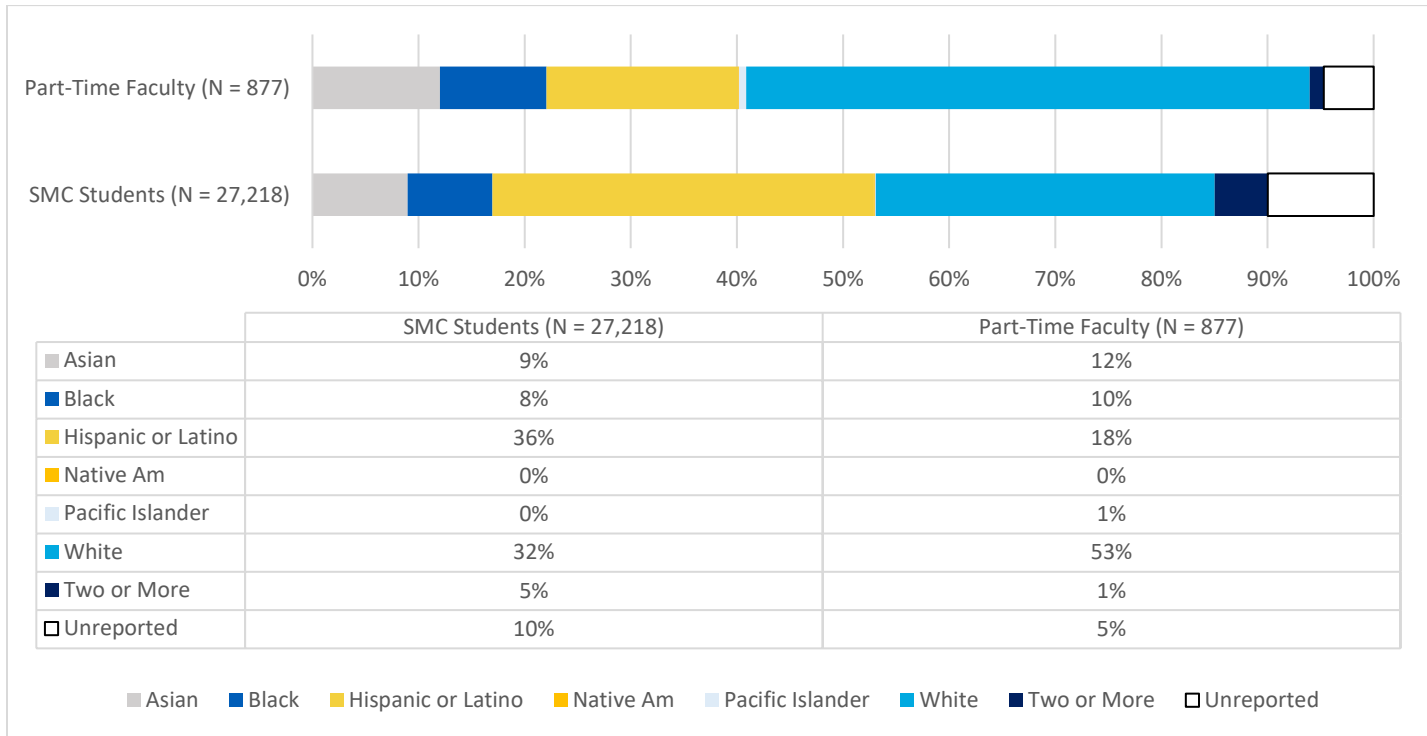
In the last decade, part-time faculty who identified as Native Hawaiian or Pacific Islander has increased from 0.5% in Fall 2014, to 0.7% as of Fall 2024, while part-time faculty who identified as two or more races and as American Indian or Alaskan Native has remained approximately the same at 1.3% and 0.1%.

Table 15. Number of Part-time Faculty by Race/Ethnicity (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Asian	102 9.6%	106 9.8%	118 10.8%	127 12.0%	124 11.9%	116 11.6%	110 12.1%	114 12.8%	103 12.0%	102 11.8%	105 12.0%
Black or African American	86 8.1%	90 8.3%	98 9.0%	100 9.4%	99 9.5%	98 9.8%	89 9.8%	85 9.5%	83 9.7%	87 10.0%	87 10.0%
Hispanic or Latino	114 10.7%	130 12.0%	139 12.7%	150 14.1%	154 14.8%	144 14.4%	136 14.9%	134 15.0%	146 17.0%	152 17.5%	158 18.0%
American Indian or Alaskan Native	1 0.1%	3 0.3%	1 0.1%	1 0.1%	1 0.1%	2 0.2%	2 0.2%	2 0.2%	1 0.1%	2 0.2%	1 0.1%
Native Hawaiian or Pacific Islander	5 0.5%	4 0.4%	5 0.5%	5 0.5%	5 0.5%	5 0.5%	4 0.4%	5 0.6%	6 0.7%	6 0.7%	6 0.7%
White	684 64.4%	682 63.1%	663 60.8%	615 58.0%	593 56.9%	561 56.1%	495 54.4%	493 55.2%	470 54.7%	466 53.7%	467 53.2%
Two or More	14 1.3%	17 1.6%	15 1.4%	15 1.4%	18 1.7%	18 1.8%	17 1.9%	14 1.6%	9 1.0%	12 1.4%	12 1.3%
Unreported	56 5.3%	49 4.5%	52 4.8%	48 4.5%	48 4.6%	56 5.6%	57 6.3%	46 5.2%	41 4.8%	41 4.7%	41 4.7%
Total	1,062 100%	1,081 100%	1,091 100%	1,061 100%	1,042 100%	1,000 100%	910 100%	893 100%	859 100%	868 100%	877 100%

Source: CCCCO MIS Database for report period fall terms

Figure 16. Comparison of Race/Ethnicity of Part-time Faculty vs. Student Population (Fall 2024)



Source: CCCCO MIS Database for report period fall terms (Part-time Faculty); SMC Institutional Research (Students)

Comparison of Employee Groups by Sex/Gender

This report is using the words “female” and “male” to represent information on sex/gender. See the glossary for a definition.

Academic Administrators

As of Fall 2024, most academic administrators who identified as female represented about 67% of the total number of academic administrators; however, over the last decade the percentage of academic administrators who identified as female has decreased by over 7%.

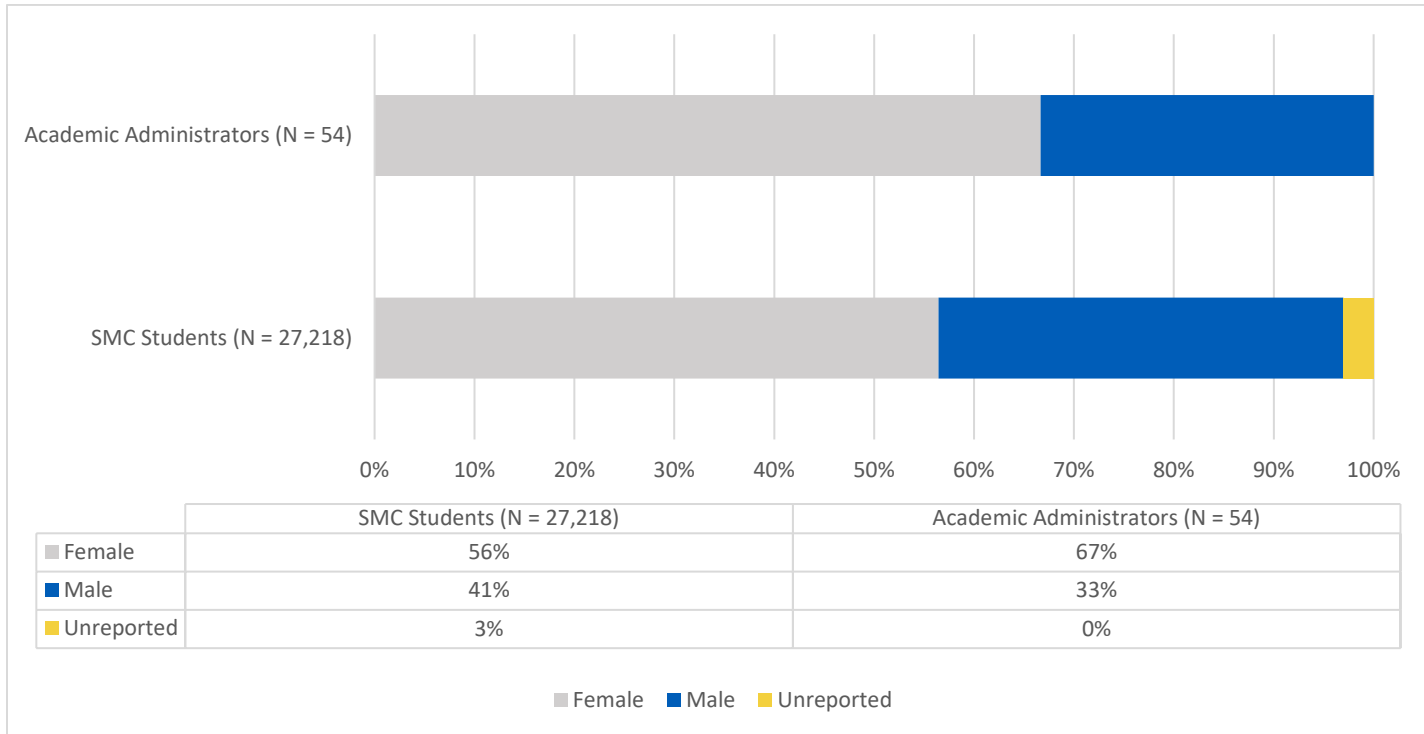
When compared to the sex/gender makeup of the student population, more academic administrators identified as female at 67%, compared to students who identified as female represented 56% of the student population.

Table 17. Number of Academic Administrators by Sex/Gender (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	34 73.9%	35 72.9%	40 72.7%	41 80.4%	38 79.2%	36 75.0%	34 70.8%	28 62.2%	30 66.7%	29 64.4%	36 66.67%
Male	12 26.1%	13 27.1%	15 27.3%	10 19.6%	10 20.8%	12 25.0%	14 29.2%	17 37.8%	15 33.3%	16 35.6%	18 33.33%
Total	46 100%	48 100%	55 100%	51 100%	48 100%	48 100%	48 100%	45 100%	45 100%	45 100%	54 100%

Source: CCCC MIS Database for report period fall terms

Figure 18. Comparison of Sex/Gender of Academic Administrators vs. Student Population (Fall 2024)



Source: CCCC MIS Database for report period fall terms (Academic Administrators); SMC Institutional Research (Students)

Classified Managers

Classified managers were the only employee group that had more male identified employees. All the other employee groups had more female identified employees. The percentage of classified managers who identified as male was 56.9% compared to females at 43.1%.

The percentage of classified managers who identified as male also decreased by over 15% in the last decade. In recent years, the gap between the number of classified managers who identified as female to those who identified as male has become closer.

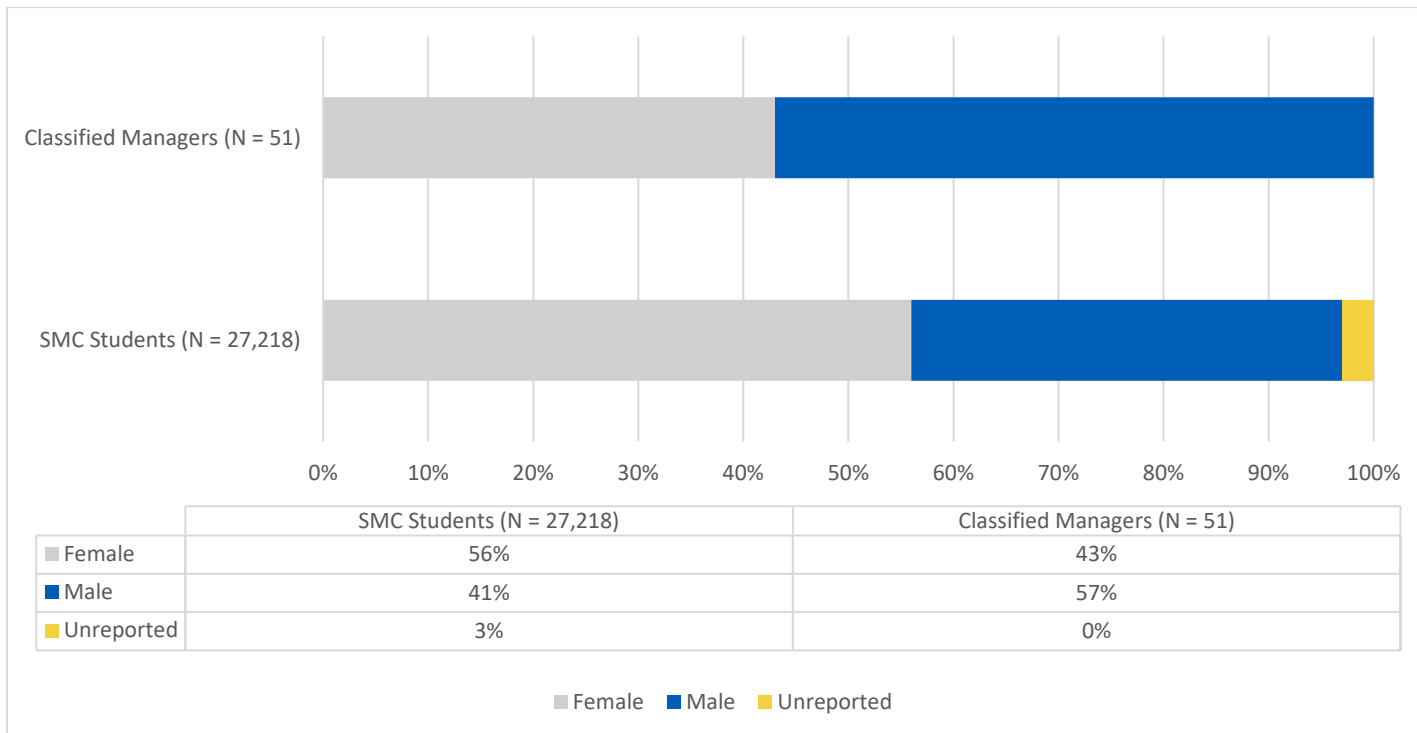
Additionally, more classified managers identified as male at 57% when compared to students who identified as male at 41%.

Table 19. Number of Classified Managers by Sex/Gender (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	13 27.7%	20 37.7%	21 35.6%	22 42.3%	20 44.4%	21 43.8%	19 40.4%	20 41.7%	22 43.1%	22 43.1%	22 43.1%
Male	34 72.3%	33 62.3%	38 64.4%	30 57.7%	25 55.6%	27 56.3%	28 59.6%	28 58.3%	29 56.9%	29 56.9%	29 56.9%
Total	47 100%	53 100%	59 100%	52 100%	45 100%	48 100%	47 100%	48 100%	51 100%	51 100%	51 100%

Source: CCCC MIS Database for report period fall terms

Figure 20. Comparison of Sex/Gender of Classified Managers vs. Student Population (Fall 2024)



Source: CCCC MIS Database for report period fall terms (Classified Managers); SMC Institutional Research (Students)

Classified Staff

In Fall 2014, there were more classified staff who identified as female at 53.4% compared to classified staff who identified as male at 46.6%, reflecting an 6.8% difference. As of Fall 2024, the sex/gender gap has increased to to 8.2%, with females at 54.1% compared to males at 45.9%.

The sex/gender gap between classified staff and SMCD students was smaller compared to academic and classified managers. The other employee groups where the gap was closer between those who identified as males and females were with full-time and part-time faculty. When compared to the sex/gender breakdown of the student population as of Fall 2024, those identified as male students were higher by 5%, and those identified as females were higher by 2% amongst classified staff.

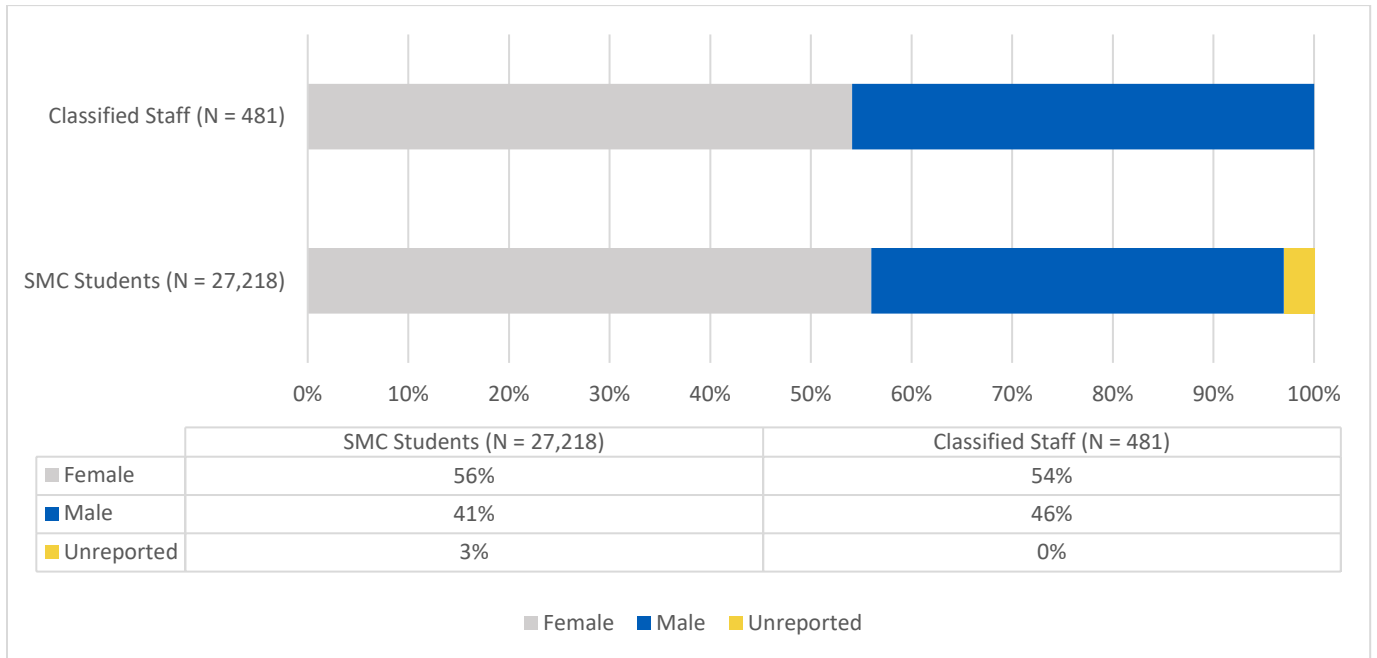
The following data for classified staff includes classified confidential staff and SMCCD police officers. As of Fall 2024, 100% of classified staff identified as female. Additionally, more SMCCD police officers including two sergeants identified as female than in the previous decade.

Table 21. Number of Classified Staff by Sex/Gender (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	235 53.4%	243 53.8%	253 53.0%	256 51.7%	234 50.1%	243 50.8%	229 51.0%	224 50.3%	228 50.1%	250 52.2%	250 54.1%
Male	205 46.6%	209 46.2%	224 47.0%	239 48.3%	233 49.9%	235 49.2%	220 49.0%	221 49.7%	227 49.9%	229 47.8%	231 45.9%
Total	440 100%	452 100%	477 100%	495 100%	467 100%	478 100%	449 100%	445 100%	455 100%	479 100%	481 100%

Source: CCCC MIS Database for report period fall terms

Figure 22. Comparison of Sex/Gender of Classified Staff vs. Student Population (Fall 2024)



Source: CCCCO MIS Database for report period fall terms (Classified Staff); SMC Institutional Research (Students)

Full-time Faculty

As of Fall 2024, full-time faculty who identified as female represented 59% compared to male at 41%. The sex/gender breakdown of full-time faculty has not changed over the last decade.

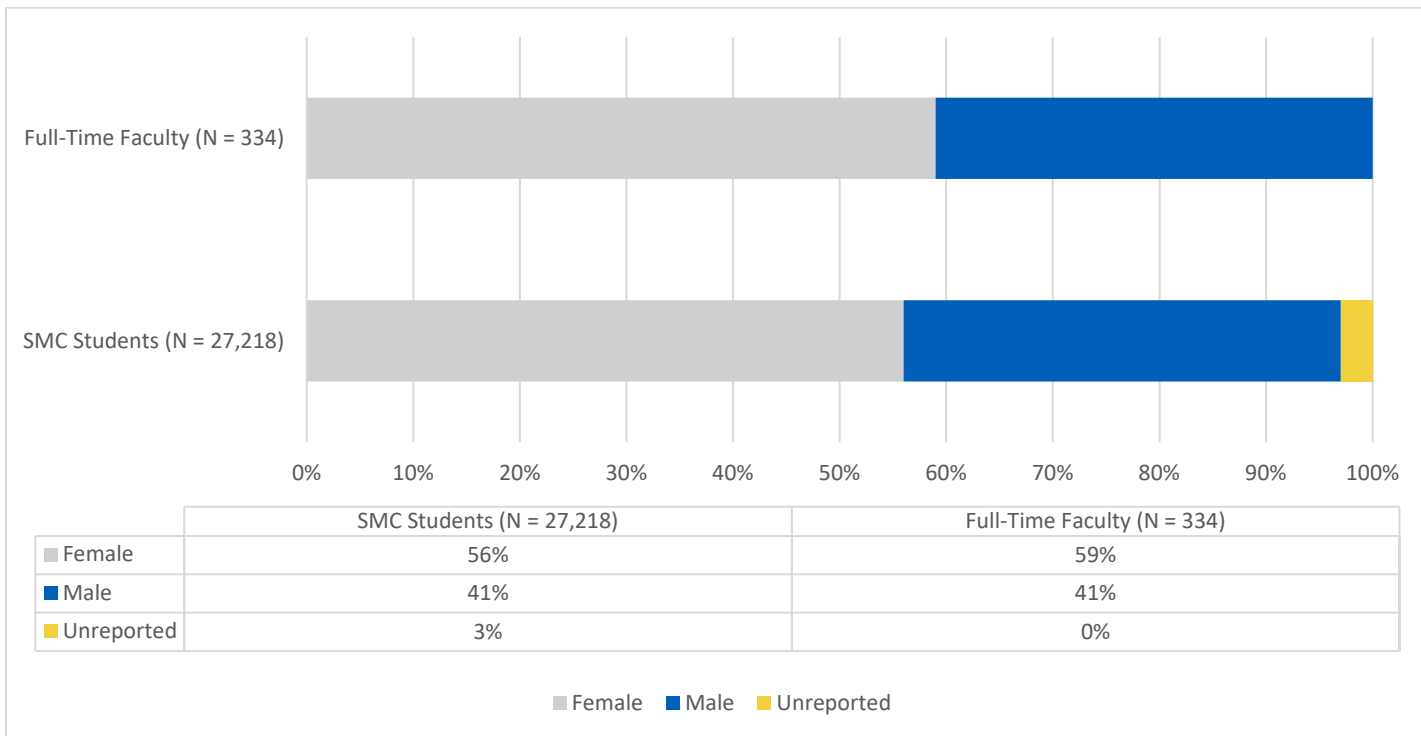
The sex/gender gap between full-time faculty who identified as female (59%) and SMCCD students (56%) who identified as female was 3%. Students who identified as male were equally represented amongst full-time faculty coming in at 41% in both groups.

Table 23. Number of Full-time Faculty by Sex/Gender (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	174	182	187	190	178	190	178	177	188	192	197
	56.3%	56.2%	56.7%	56.0%	56.2%	56.5%	56.7%	57.3%	57.1%	57.3%	59.0%
Male	135	142	143	149	139	146	136	132	141	143	137
	43.7%	43.8%	43.3%	44.0%	43.8%	43.5%	43.3%	42.7%	42.9%	42.7%	41.0%
Total	309	324	330	339	317	336	314	309	329	335	334
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCC MIS Database for report period fall terms

Figure 24. Comparison of Sex/Gender of Full-time Faculty vs. Student Population (Fall 2024)



Source: CCCC MIS Database for report period fall terms (Full-time Faculty); SMC Institutional Research (Students)

Part-time Faculty

As of Fall 2024, part-time faculty who identified as female represented 57.9% compared to males at 42.1%. The number of part-time faculty who identified as female increased by about 4% over the last decade.

The sex/gender makeup of full-time and part-time faculty were similar.

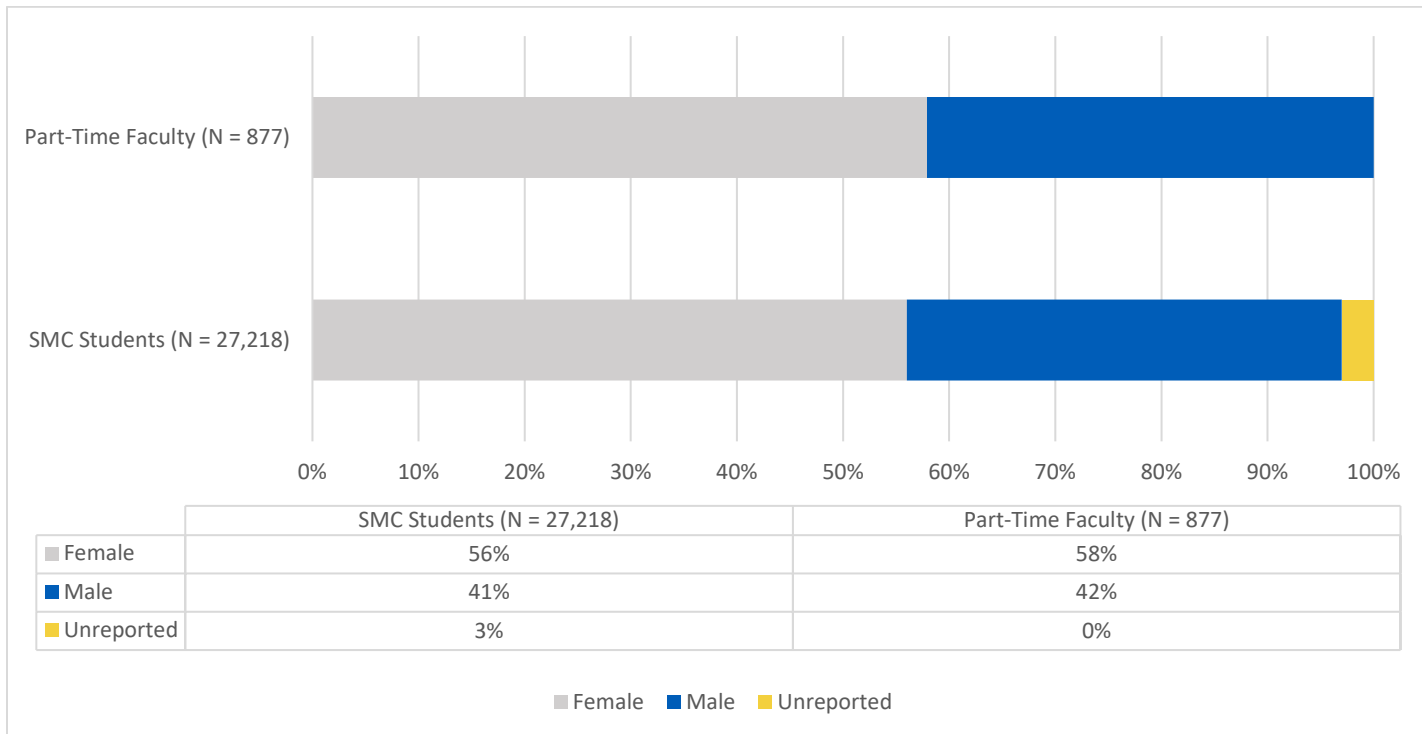
The sex/gender gap between part-time faculty who identified as female (58%) and SMCCD students (56%) who identified as female was 2%. This gap is slightly smaller than the sex/gender gap with full-time faculty. Students who identified as male were almost equally represented amongst full-time faculty both being at approximately 41%.

Table 25. Number of Part-time Faculty by Race/Ethnicity (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Female	574	597	607	608	600	565	532	510	491	502	508
	54.0%	55.2%	55.6%	57.3%	57.6%	56.5%	58.5%	57.1%	57.2%	57.8%	57.9%
Male	488	484	484	453	442	435	378	383	368	366	368
	46.0%	44.8%	44.4%	42.7%	42.4%	43.5%	41.5%	42.9%	42.8%	42.2%	42.1%
Total	1,062	1,081	1,091	1,061	1,042	1,000	910	893	859	868	877
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCC MIS Database for report period fall terms

Figure 26. Comparison of Sex/Gender of Part-time Faculty vs. Student Population (Fall 2024)



Source: CCCC MIS Database for report period fall terms (Part-time Faculty); SMC Institutional Research (Students)

Comparison of Employee Groups by Age

Academic Administrators

As of Fall 2024, the largest number of academic administrators were between the ages of 40 to 49 and the ages 50 to 59, at 29.6% (40 to 49) and 33.3% (50 to 59) respectively. Academic administrators between the ages of 60 to 64 represented the smallest age group at 7.4%.

In recent years, the number of academic administrators between the ages of 60 to 64 has declined by 10%, when compared to a decade ago. This decrease may be due to retirements, including those academic administrators who participated in the Supplemental Retirement Program (SRP) in 2020.

Table 27. Number of Academic Administrators by Age Group (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<=34	3 6.5%	2 4.2%	3 5.5%	2 3.9%	3 6.3%	5 10.4%	5 10.4%	2 4.4%	3 6.7%	4 8.9%	5 9.3%
35-39	5 10.9%	4 8.3%	4 7.3%	6 11.8%	8 16.7%	4 8.3%	4 8.3%	5 11.1%	4 8.9%	3 6.7%	6 11.1%
40-49	14 30.4%	14 29.2%	14 25.5%	11 21.6%	9 18.8%	13 27.1%	14 29.2%	18 40.0%	15 33.3%	14 31.1%	16 29.6%
50-59	11 23.9%	13 27.1%	16 29.1%	16 31.4%	16 33.3%	13 27.1%	13 27.1%	12 26.7%	15 33.3%	15 33.3%	18 33.3%
60-64	8 17.4%	9 18.8%	9 16.4%	7 13.7%	5 10.4%	6 12.5%	5 10.4%	3 6.7%	3 6.7%	4 8.9%	4 7.4%
65+	5 10.9%	6 12.5%	9 16.4%	9 17.6%	7 14.6%	7 14.6%	7 14.6%	5 11.1%	5 11.1%	5 11.1%	5 9.3%
Total	46 100%	48 100%	55 100%	51 100%	48 100%	48 100%	48 100%	45 100%	45 100%	45 100%	54 100%

Source: CCCC MIS Database for report period fall terms

Classified Managers

The largest number of classified managers were between the ages of 50 to 59, representing over 54.0% of all employees in this group.

Classified managers who were under the age of 35 and the age of 65 years and older represented the smallest age groups at 2.0% and 5.9%.

Table 28. Number of Classified Managers by Age Group (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<=34	2 4.2%	2 4.3%	2 3.8%	4 6.8%	3 5.8%	4 8.9%	4 8.3%	3 6.4%	2 4.2%	1 2.0%	1 2.0%
35-39	2 4.3%	4 7.5%	2 3.4%	3 5.8%	3 6.7%	3 6.3%	6 12.8%	4 8.3%	4 7.8%	4 7.8%	4 7.8%
40-49	13 27.7%	16 30.2%	18 30.5%	14 26.9%	12 26.7%	15 31.3%	11 23.4%	10 20.8%	13 25.5%	13 25.5%	13 25.5%
50-59	24 51.1%	25 47.2%	26 44.1%	22 42.3%	21 46.7%	23 47.9%	24 51.1%	25 52.1%	22 43.1%	22 43.1%	22 43.1%
60-64	3 6.4%	4 7.5%	7 11.9%	8 15.4%	5 11.1%	3 6.3%	2 4.3%	3 6.3%	8 15.7%	8 15.7%	8 15.7%
65+	3 6.4%	2 3.8%	2 3.4%	2 3.8%	0 0.0%	0 0.0%	1 2.1%	4 8.3%	3 5.9%	3 5.9%	3 5.9%
Total	47 100%	47 100%	53 100%	59 100%	52 100%	45 100%	48 100%	47 100%	48 100%	51 100%	51 100%

Source: CCCC MIS Database for report period fall terms

Classified Staff

As of Fall 2024, the largest number of classified staff were between the ages of 40 to 49 at 25.3% and the ages of 50 to 59 at 26.2%. These two age groups have consistently been the largest age group amongst classified staff over the last decade.

The number of employees between the ages of 35 to 39 has slightly increased over the last decade by 4%, while the number of employees between the ages 60 to 64 has decreased by 2.4%.

The following data for classified staff includes classified confidential staff and SMCCD police officers.

Table 29. Number of Classified Staff by Age Group (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<=34	81 18.4%	96 21.2%	101 21.2%	100 20.2%	98 21.0%	99 20.7%	89 19.8%	73 16.4%	76 16.7%	79 16.5%	80 16.6%
35-39	44 10.0%	52 11.5%	57 11.9%	63 12.7%	67 14.3%	69 14.4%	69 15.4%	65 14.6%	65 14.3%	67 14.0%	67 14.0%
40-49	100 22.7%	98 21.7%	113 23.7%	120 24.2%	120 25.7%	110 23.0%	110 24.5%	113 25.4%	113 24.8%	120 25.1%	122 25.3%
50-59	129 29.3%	120 26.5%	127 26.6%	127 25.7%	120 25.7%	126 26.4%	124 27.6%	129 29.0%	125 27.5%	125 26.1%	126 26.2%
60-64	52 11.8%	54 11.9%	51 10.7%	49 9.9%	38 8.1%	48 10.0%	35 7.8%	39 8.8%	44 9.7%	49 10.2%	45 9.4%
65+	34 7.7%	32 7.1%	28 5.9%	36 7.3%	24 5.1%	26 5.4%	22 4.9%	26 5.8%	32 7.0%	39 8.1%	41 8.5%
Total	440 100%	452 100%	477 100%	495 100%	467 100%	478 100%	449 100%	445 100%	455 100%	479 100%	481 100%

Source: CCCC MIS Database for report period fall terms

Full-time Faculty

As of Fall 2024, the largest number of full-time faculty were between the ages of 40 to 49 at 34.7%, and the ages 50 to 59 at 29.9%. These two age groups were consistently the largest age groups amongst full-time faculty over the last decade. The number of employees between the ages of 60 to 64, and the age of 65 years and older has decreased over the last decade.

At the same time, the number of employees aged 35 or younger, and between the ages of 35 to 39, has increased, suggesting that the full-time faculty group has become younger over time, however, full-time Faculty 40 years of age and older still represented the majority of faculty at 86.2%.

Table 30. Number of Full-time Faculty by Age Group (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<=34	13 4.2%	20 6.2%	27 8.2%	27 8.0%	22 6.9%	17 5.1%	14 4.5%	10 3.2%	17 5.2%	20 6.0%	15 4.5%
35-39	30 9.7%	41 12.7%	42 12.7%	43 12.7%	41 12.9%	50 14.9%	51 16.2%	44 14.2%	42 12.8%	38 11.3%	31 9.3%
40-49	69 22.3%	66 20.4%	76 23.0%	84 24.8%	85 26.8%	97 28.9%	97 30.9%	93 30.1%	103 31.3%	107 31.9%	116 34.7%
50-59	88 28.5%	93 28.7%	89 27.0%	88 26.0%	89 28.1%	92 27.4%	92 29.3%	99 32.0%	103 31.3%	96 28.7%	100 29.9%
60-64	51 16.5%	43 13.3%	38 11.5%	45 13.3%	43 13.6%	40 11.9%	35 11.1%	34 11.0%	31 9.4%	38 11.3%	38 11.4%
65+	58 18.8%	61 18.8%	58 17.6%	52 15.3%	37 11.7%	40 11.9%	25 8.0%	29 9.4%	33 10.0%	36 10.8%	34 10.2%
Total	309 100%	324 100%	330 100%	339 100%	317 100%	336 100%	314 100%	309 100%	329 100%	335 100%	334 100%

Source: CCCC MIS Database for report period fall terms

Part-time Faculty

As of Fall 2024, the largest number of part-time faculty were between the ages of 40 to 49 at 23.5%, and the ages 65 and older 21.6%.

At the same time, the number of employees aged 35 or younger, and the ages of 35 to 39, has slightly decreased in the last decade. Part-time faculty 40 years of age and older still represented the majority of part-time faculty at 77.5%.

Table 31. Number of Part-time Faculty by Age Group (Fall Terms 2014 to 2024)

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<=34	143 13.5%	154 14.2%	172 15.8%	166 15.6%	156 15.0%	144 14.4%	129 14.2%	102 11.4%	92 10.7%	90 10.4%	95 10.9%
35-39	121 11.4%	127 11.7%	118 10.8%	109 10.3%	111 10.7%	115 11.5%	101 11.1%	104 11.6%	100 11.6%	99 11.4%	102 11.6%
40-49	219 20.6%	223 20.6%	208 19.1%	212 20.0%	214 20.5%	199 19.9%	198 21.8%	202 22.6%	208 24.2%	204 23.5%	206 23.5%
50-59	261 24.6%	246 22.8%	255 23.4%	246 23.2%	228 21.9%	228 22.8%	213 23.4%	193 21.6%	185 21.5%	186 21.4%	176 20.0%
60-64	118 11.1%	128 11.8%	121 11.1%	116 10.9%	116 11.1%	102 10.2%	91 10.0%	95 10.6%	86 10.0%	100 11.5%	109 12.4%
65+	200 18.8%	203 18.8%	217 19.9%	212 20.0%	217 20.8%	212 21.2%	178 19.6%	197 22.1%	188 21.9%	189 21.8%	189 21.6%
Total	1,062 100%	1,081 100%	1,091 100%	1,061 100%	1,042 100%	1,000 100%	910 100%	893 100%	859 100%	859 100%	877 100%

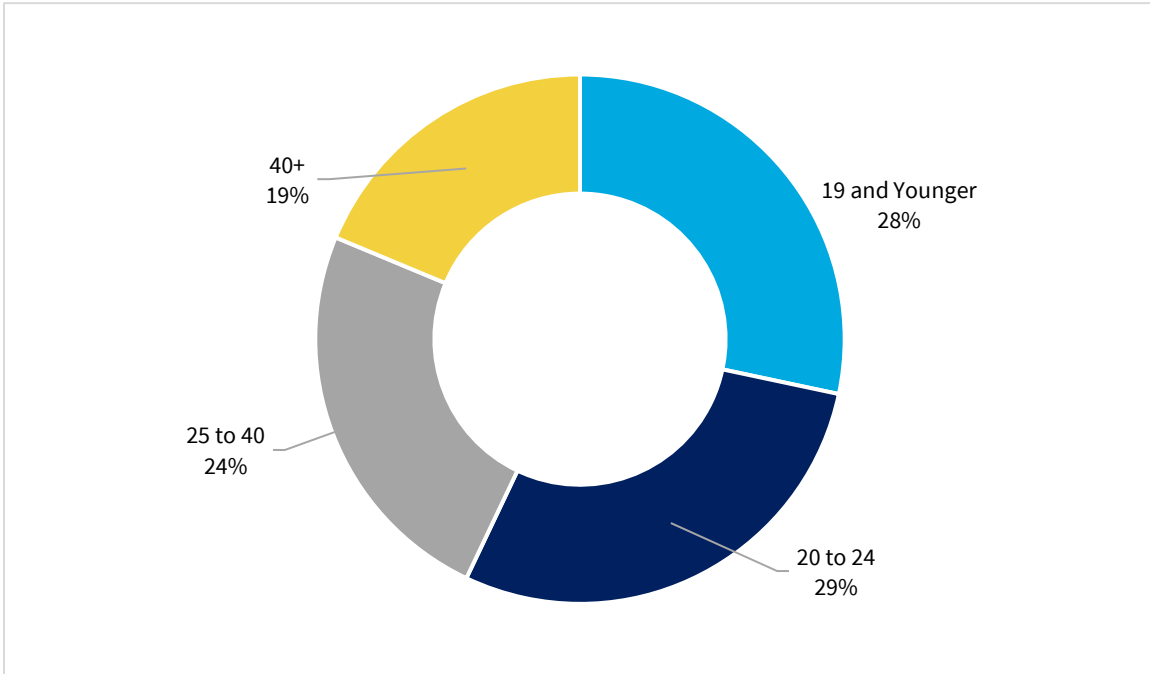
Source: CCCC MIS Database for report period fall terms

Student Population by Age Group

The following table provides an age breakdown of all enrolled students as of Fall 2024.

The two largest student groups by age range were those between the ages of 20 to 24 at 29%, and the ages of 19 and younger at 28%. 57% of students at SMCCD were 24 years of age and younger. 43% of students at SMCCD were 25 years of age and older. Approximately 60% of the student population were 24 years of age or younger.

Figure 32. Student Population by Age Group (Fall 2024)



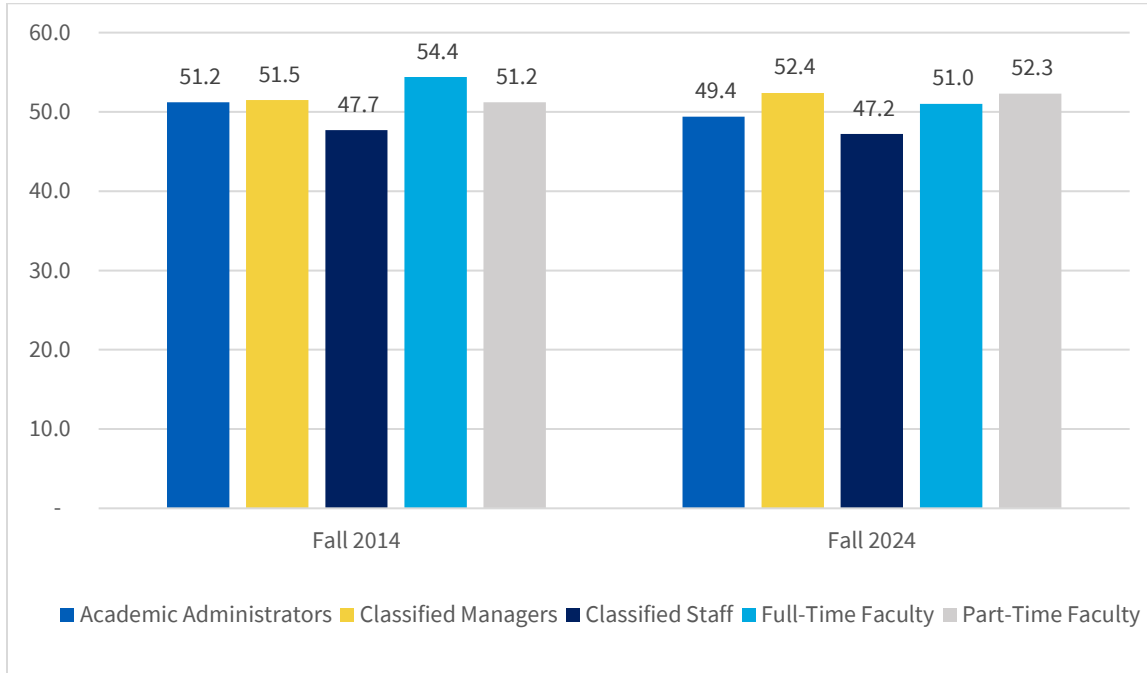
Source: Precision Campus

Comparison Between Employees and Students at SMCCCD

On average, classified staff were the youngest group at an average of 47.4 years old, then any of the other employee groups. The average age range of the other employee groups fell between 49 to 55.

The average age of academic administrators and full-time faculty slightly decreased in Fall 2024 when compared to Fall 2014. However, the average age of classified managers and part-time faculty has increased.

Table 33. COMPARISON AVERAGE AGE BY EMPLOYEE GROUP



Source: CCCCO MIS Database for report period fall terms

Associate Faculty

The report has analyzed the diversity within associate faculty separately to other faculty groups.

Associate faculty are part-time faculty who have been granted the status of “Associate Faculty” by the District. Article 6.6 of the Agreement between the Santa Monica College Faculty Association (SMCFA) and SMCCD defines the purpose of the designation is to “grant, on an annual basis, some degree of employment stability for eligible part-time faculty members within the limitations imposed by the District’s needs to create course schedules that match current student demand and provide appropriate assignments for full-time faculty members.”

As long as they are qualified for the available assignments, part-time faculty with associate faculty status shall be offered an assignment before any part-time faculty member without associate faculty status is offered an assignment (Article 6.6.5). However, associate faculty status is a non-renewable status, and must be renewed annually if there are available assignments. Additionally, associate faculty have the right to an assignment which displaces another part-time faculty member who does not have associate faculty member status under specific conditions (Article 6.6.6).

Comparison of Associate Faculty by Race/Ethnicity

As of Fall 2024, there were more associate faculty who identified as White (55.77%) than any other racial/ethnic group, with a decrease of about 1.5% from the previous year. The second largest racial/ethnic group were those who identified as Hispanic or Latino (15.69%), with an increase over 2% from the previous year.

Table 34. Number of Associate Faculty by Race/Ethnicity* and Year Obtained Status

	2020	2021	2022	2023	2024
Asian	54 11.50%	54 11.30%	54 11.30%	61 12.40%	59 12.85%
Black or African American	39 8.30%	41 8.60%	41 8.60%	43 8.80%	36 7.84%
Hispanic or Latino	62 13.20%	65 13.60%	65 13.60%	65 13.30%	72 15.69%
American Indian or Alaskan Native	1 0.21%	1 0.21%	1 0.21%	1 0.20%	1 0.22%
Native Hawaiian or Pacific Islander	3 0.64%	3 0.63%	3 0.63%	3 0.61%	3 0.65%
White	275 58.60%	279 58.26%	279 58.26%	281 57.36%	256 55.77%
Two or more races	8 1.75%	8 1.70%	8 1.70%	8 1.63%	8 1.74%
Unreported	27 5.80%	27 5.70%	27 5.70%	28 5.70%	24 5.23%
Total	469 100%	478 100%	478 100%	490 100%	459 100%

Source: SMC Office of Academic Affairs and SMC MIS

Comparison of Associate Faculty Sex/Gender

As of Fall 2024, over half of associate faculty identified as female, with a decrease of about 2% from the previous year.

Table 35. Number of Associate Faculty by Gender and Year Obtained Status

	2020	2021	2022	2023	2024
Female	272 58%	281 59%	281 59%	288 59%	262 57%
Male	197 42%	197 41%	197 41%	202 41%	197 43%
Total	469 100%	478 100%	478 100%	490 100%	459 100%

Source: SMC Office of Academic Affairs and SMC MIS

Comparison of Associate Faculty Age Group

As of Fall 2024, associate faculty over the age of 60 represented the largest population.

Table 36. Number of Associate Faculty by Age Group and Year Obtained Status

	2020	2021	2022	2023	2024
30-39	32 6.80%	36 7.50%	36 7.50%	39 8.00%	41 8.93%
40-49	95 20.30%	96 20.10%	96 20.10%	100 20.40%	98 21.35%
50-59	115 24.90%	118 24.70%	118 24.70%	120 24.50%	94 20.48%
60-69	130 27%	131 27.40%	131 27.40%	134 27.30%	134 29.19%
70+	97 21%	97 20.30%	97 20.30%	97 19.80%	92 20.04%
Total	469 100%	478 100%	478 100%	490 100%	459 100%

Source: SMC Office of Academic Affairs and SMC MIS

Projections of Associate Faculty by Race/Ethnicity, Sex/Gender, and Age Group

The retirement and resignations of associate faculty may provide the District with an opportunity to diversify in the future if those who are pending associate faculty status are from a diverse group.

Faculty awaiting associate faculty status for Fall 2024, will show an increase in those who identify as Unreported by about .5% and those who identify as Hispanic or Latino by about .4%, with those who identify as American Indian or Alaskan Native almost doubling; and a decrease by those who identify as White, Black or African American, and Native Hawaiian or Pacific Islander.

Additionally, they will also show for the first time an increase in the ages of 20-29 by about .4%, and a decrease in the ages of 60-69 by about 1.2%, and 70 and older by over 1%; while the female to male ratio will remain almost the same.

Table 37. Number of Associate Faculty by Race/Ethnicity, Gender, & Age Group* and Year To Be Obtained in 2025

Associated Faculty by Race/Ethnicity

	2024	2025
Asian	59 12.85%	63 12.50%
Black or African American	36 7.84%	39 7.74%
Hispanic or Latino	72 15.69%	81 16.07%
American Indian or Alaskan Native	1 0.22%	2 0.40%
Native Hawaiian or Pacific Islander	3 0.65%	3 0.60%
White	256 55.77%	278 55.16%
Two or more races	8 1.74%	9 1.79%
Unreported	24 5.23%	29 5.75%
Total	459 100%	504 100%

Associated Faculty by Gender

	2024	2025
Female	262 57%	294 58%
Male	197 43%	210 42%
Total	459 100%	504 100%

Associated Faculty by Age Group

	2024	2025
20-29	0 0.00%	2 0.40%
30-39	41 8.93%	52 10.32%
40-49	98 21.35%	111 22.02%
50-59	94 20.48%	104 20.63%
60-69	134 29.19%	141 27.98%
70+	92 20.04%	94 18.65%
Total	459 100%	504 100%

Source: SMC Office of Academic Affairs and SMC MIS

Applicant Pools

Academic Administrators

Among the 824 applicants between 2023-2025 for academic administrators' positions, the largest number of applicants identified as Black or African American at 31% (an increase of 5% from 2021-2023), followed by White at 24%, Hispanic or Latino at 19% (a decrease of 3% from 2021-2023), and Asian at 11%.

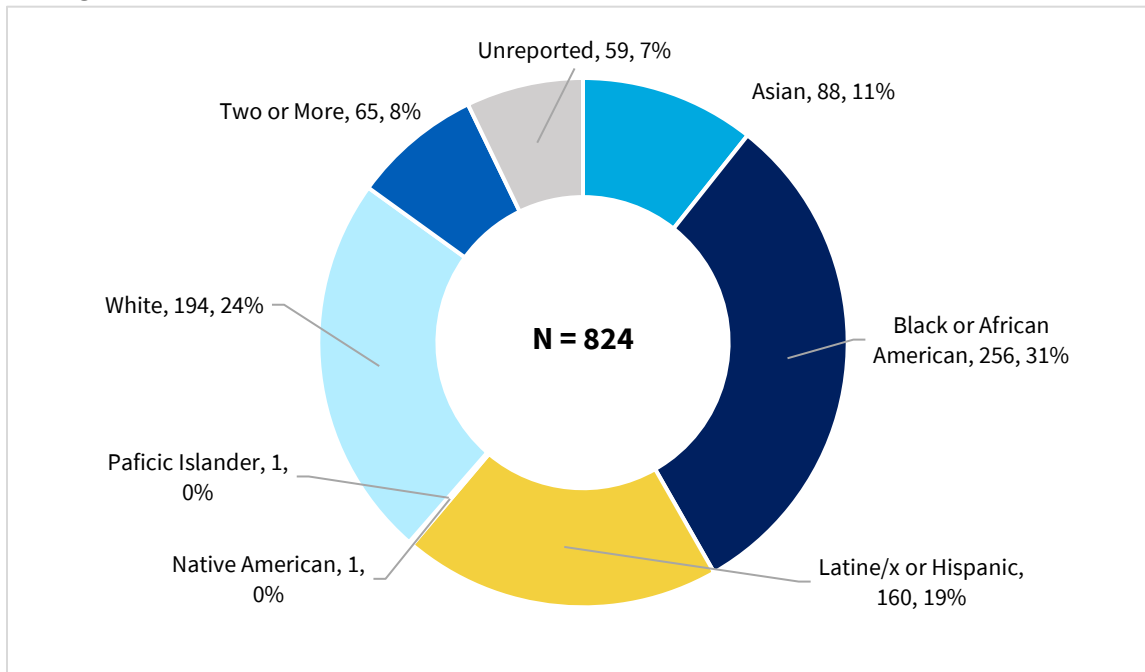
In comparing the race/ethnic applicant data between academic administrators and classified managers, more classified manager applicants identified as Hispanic or Latino by 4%, however, more administrators identified as Black or African American by 6%.

The applicant pool based on sex/gender for academic administrators' positions were applicants who identify as female at 50%, and applicants who identified as male at 46%.

The applicant pool based on age for academic administrators' positions showed that over half of the applicants were 40 years of age or older at 63%, with those under 40 years of age at 29%.

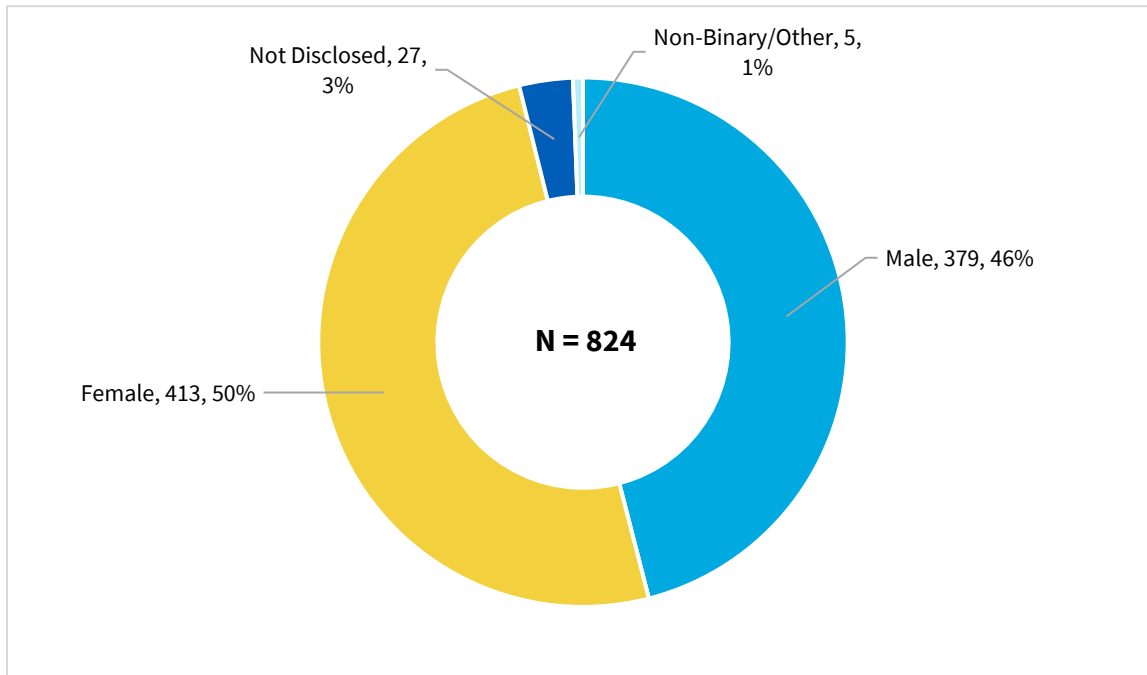
When compared to the classified manager application pool the data suggests that the applicant pool for academic administrators positions was, on average, older than the applicant pool for classified managers.

Figure 38. Percentage of Applicant Pool by Race/Ethnicity – Academic Administrators (Fall 2023 to Spring 2025)



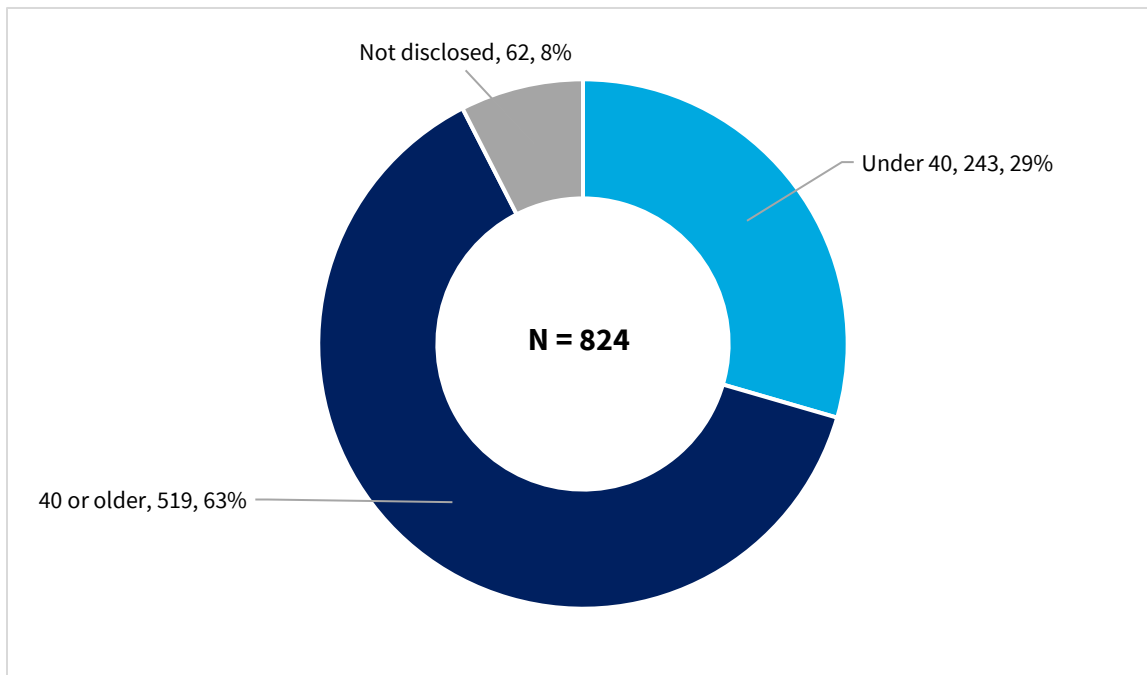
Source: SMC Office of Human Resources

Figure 39. Percentage of Applicant Pool by Gender – Academic Administrators (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Figure 40. Percentage of Applicant Pool by Age Group – Academic Administrators (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Classified Managers

Among the 159 applicants between 2023-2025 for classified manager positions, the largest number of applicants identified as Black or African American at 25% (an increase of 9% from 2021-2023), followed by Hispanic or Latino at 23% (an increase of 6% from 2021-2023), White at 22% (a decrease of 9% from 2021-2023), and Asian 12% (a decrease of 7% from 2021-2023).

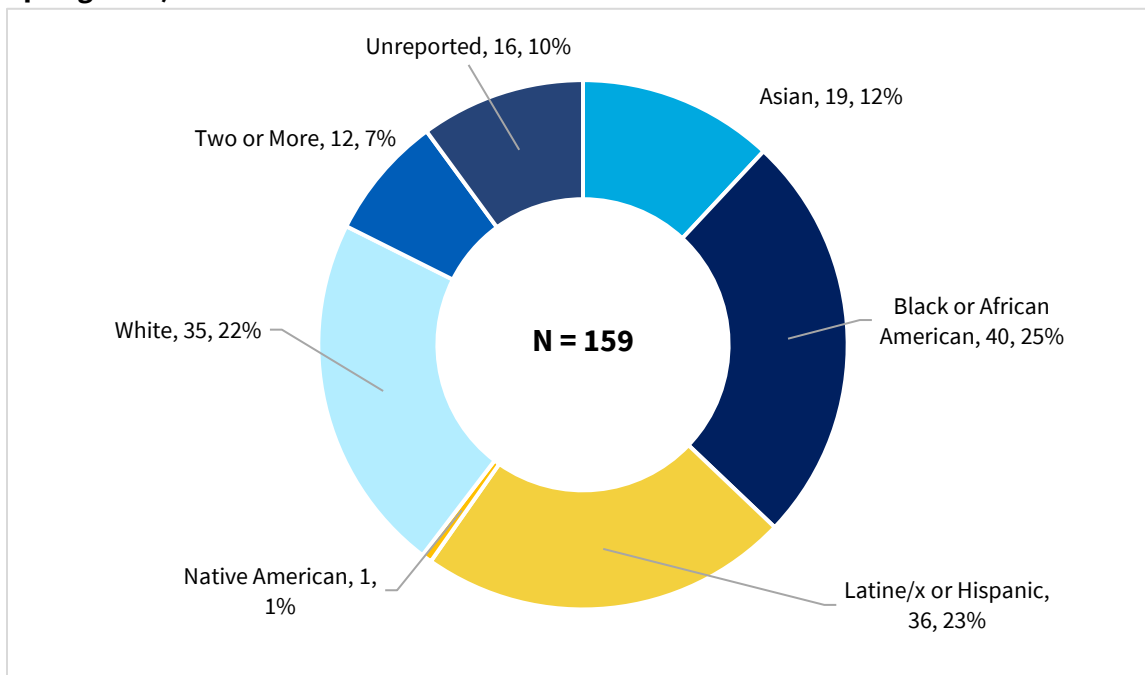
In comparing the race/ethnic applicant data between classified managers positions and classified staff positions more classified managers identified as Black or African American by 7%, however, less identified as Hispanic or Latino by 7%.

The sex/gender applicant pool for classified manager positions were dominated by male identified applicants at 53% (a decrease of 7% from 2021-2023), and female identified applicants at 41% (an increase of 8% from 2021-2023). This was also similar when compared to applicant pool for classified staff positions with male identified applicants at 49% and female identified applicants at 45%.

Additionally, over half of classified manager applicants were 40 years of age or older at 57%, than under the age of 40 at 31%.

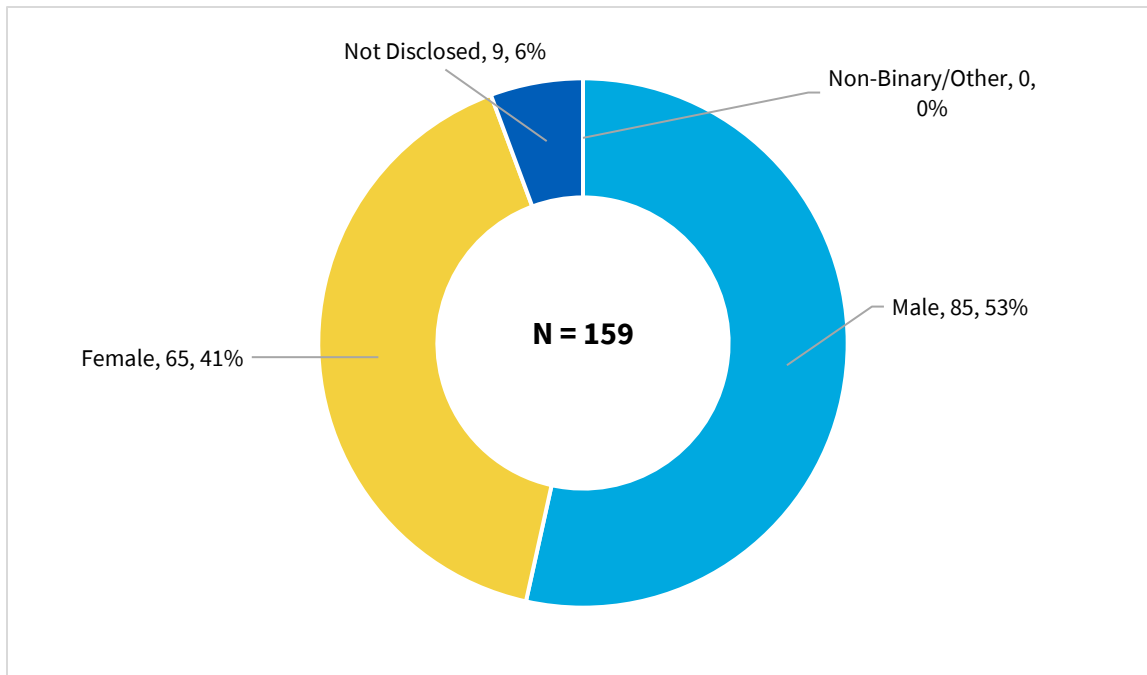
The data suggests that the applicant pool for classified manager positions was, on average, older than the applicant pool for classified staff.

Figure 41. Percentage of Applicant Pool by Race/Ethnicity – Classified Management (Fall 2023 to Spring 2025)



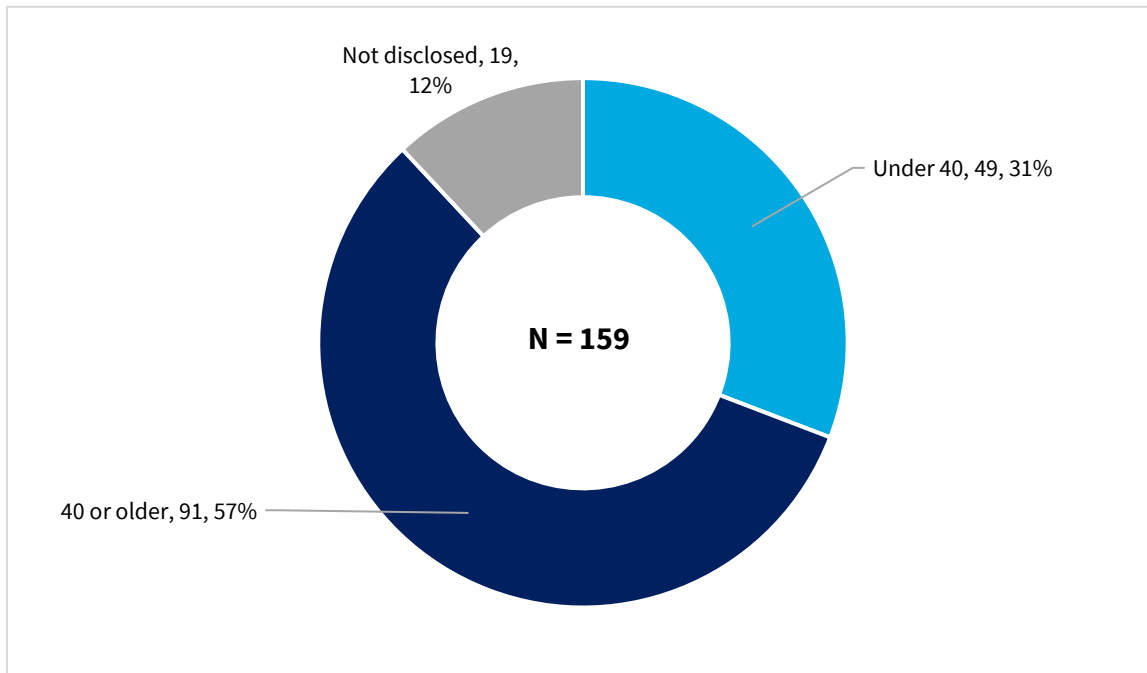
Source: SMC Office of Personnel Commission

Figure 42. Percentage of Applicant Pool by Gender – Classified Managers (Fall 2023 to Spring 2025)



Source: SMC Office of Personnel Commission

Figure 43. Percentage of Applicant Pool by Age Group – Classified Management (Fall 2023 to Spring 2025)



Source: SMC Office of Personnel Commission

Classified Staff

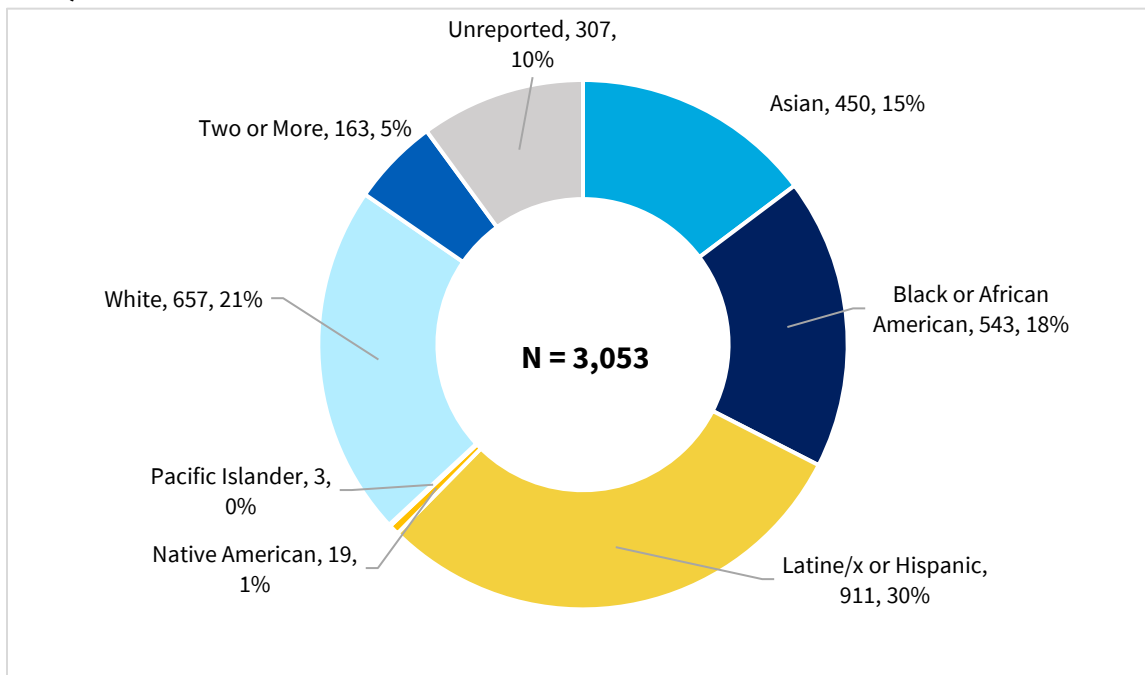
Among the 3,053 applicants between 2023-2025 for classified staff positions, the largest number of applicants identified as Hispanic or Latino at 30% (a decrease of 7% from 2021-2023), followed by White at 21% (an increase of 3% from 2021-2023), and Black or African American at 18%.

The race/ethnic pool of applicants for classified staff was more diverse than the other employee group especially in the numbers and percentages of applicants who identified as Hispanic or Latino. When compared to the applicant pools for faculty positions, the pool for classified staff positions were less for those who identified as White and more for those who identified as Black or African American and Hispanic or Latino.

The sex/gender applicant pool for classified staff positions were dominated by male identified applicants at 49%, and female identified applicants at 45%. This was also similar when compared to applicant pool for classified managers' positions with male identified applicants at 53% and female identified applicants at 41%.

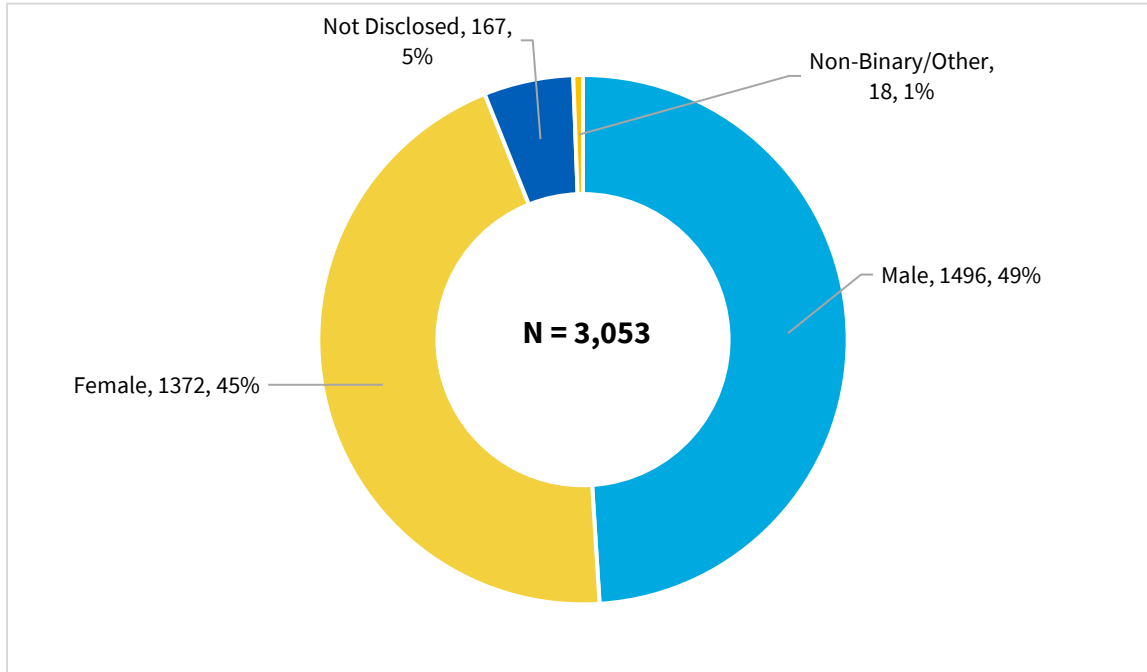
About two-thirds of all classified staff applicants were under the age of 40, making up 65% of the applicant pool. Applicants aged 40 or older made up 26% of all applicants.

Figure 44. Percentage of Applicant Pool by Race/Ethnicity – Classified Staff (Fall 2023 to Spring 2025)



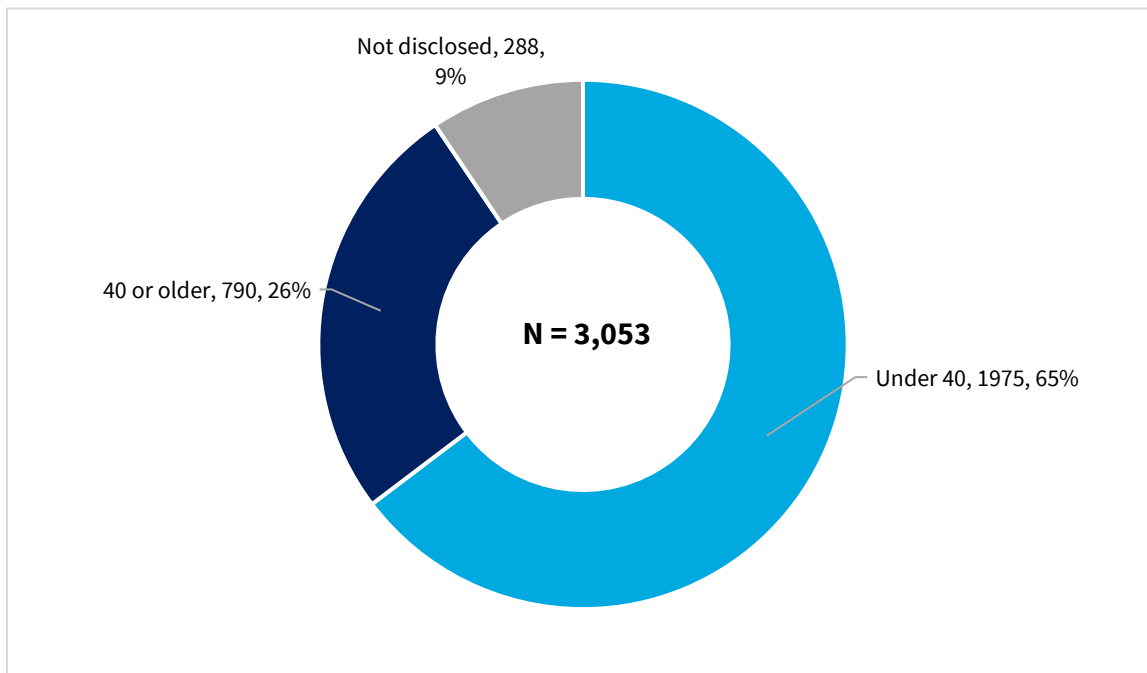
Source: SMC Office of Personnel Commission

Figure 45. Percentage of Applicant Pool by Gender – Classified Staff (Fall 2023 to Spring 2025)



Source: SMC Office of Personnel Commission

Figure 46. Percentage of Applicant Pool by Age Group – Classified Staff (Fall 2023 to Spring 2025)



Source: SMC Office of Personnel Commission

Classified Confidential

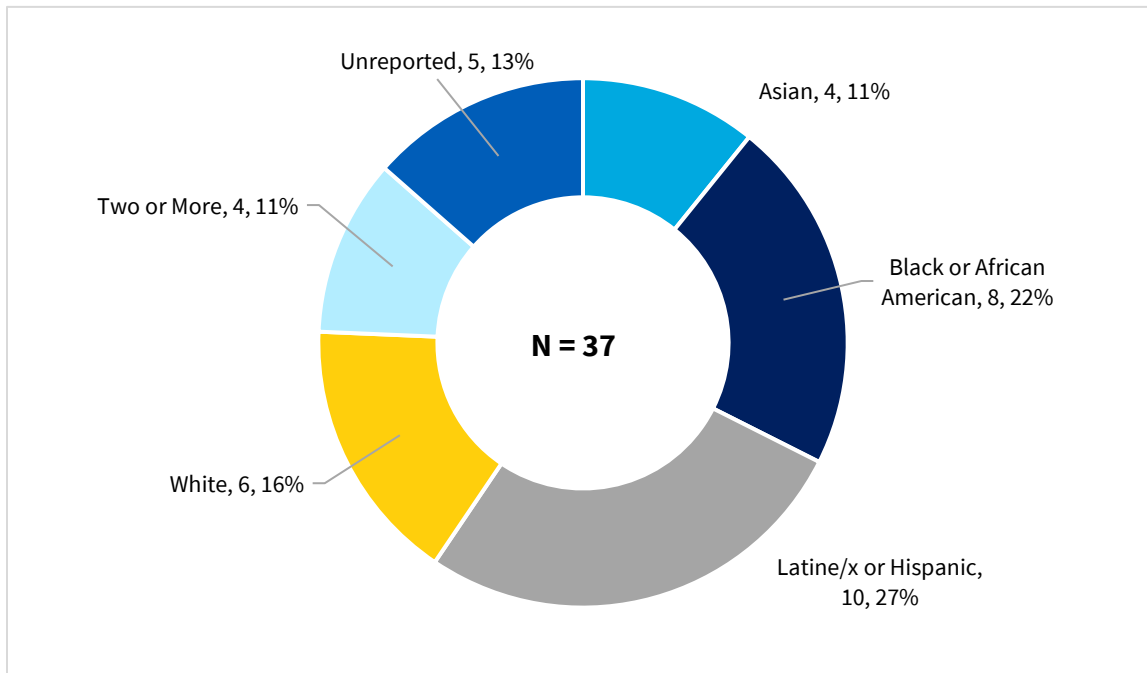
Among the 37 applicants between 2023-2025 for classified confidential positions, the largest number of applicants identified as Hispanic or Latino at 27% (an increase of 3% from 2021-2023), followed by Black or African American at 22% (an increase of 2% from 2021-2023), and White at 16% (an increase of 3% from 2021-2023).

The race/ethnic pool of applicants for classified confidential positions was more diverse than the other employee group except for academic administrators and classified staff. When compared to the applicant pools for faculty positions, the pool for classified confidential positions were less for those who identified as White and more for those who identified as Black or African American and Hispanic or Latino.

The sex/gender applicant pool for classified confidential positions were equal between females and males at 46% for both. Female identified applicants were previously dominant in this category.

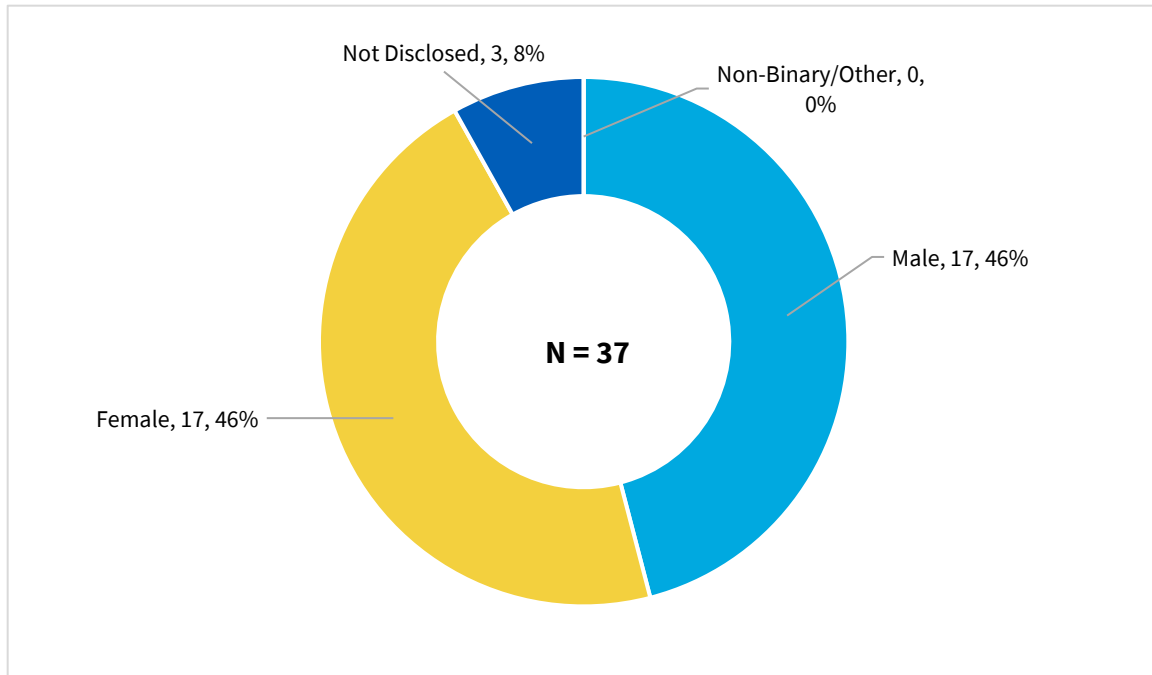
Over half of all applicants for classified confidential positions were under the age of 40 at 57%. Applicants aged 40 or older made up 27% of all applicants.

Figure 47. Percentage of Applicant Pool by Race/Ethnicity – Classified Confidential (Fall 2023 to Spring 2025)



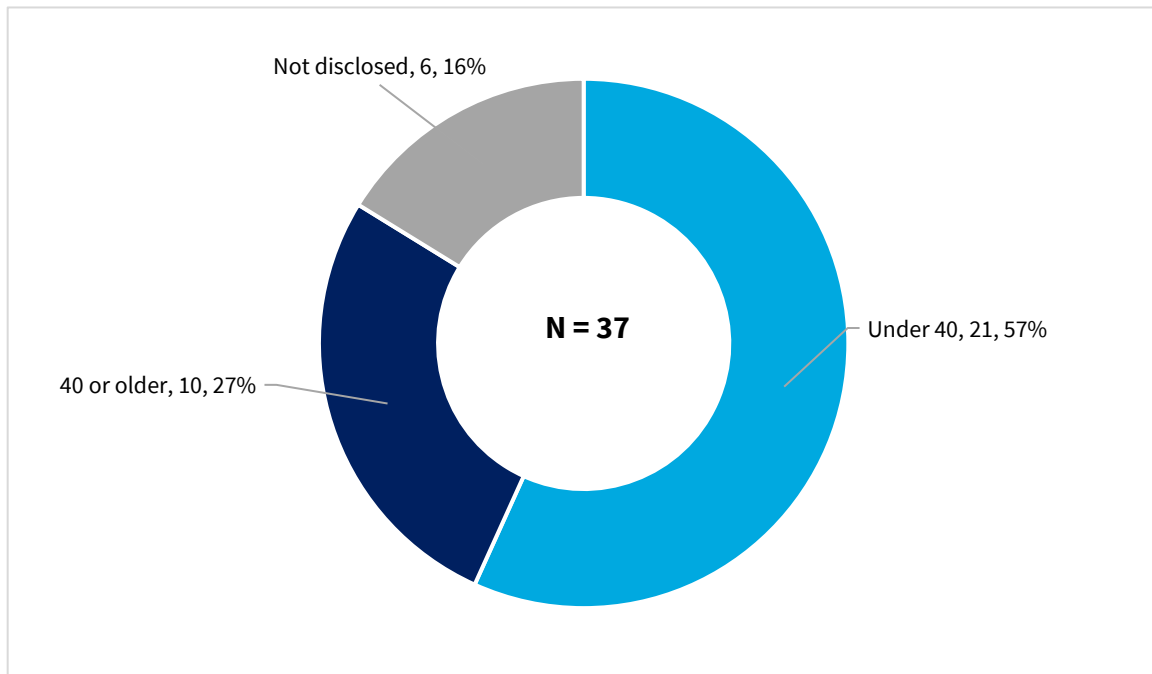
Source: SMC Office of Personnel Commission

Figure 48. Percentage of Applicant Pool by Gender – Classified Confidential (Fall 2023 to Spring 2025)



Source: SMC Office of Personnel Commission

Figure 49. Percentage of Applicant Pool by Age Group – Classified Confidential (Fall 2023 to Spring 2025)



Source: SMC Office of Personnel Commission

Full-time Faculty

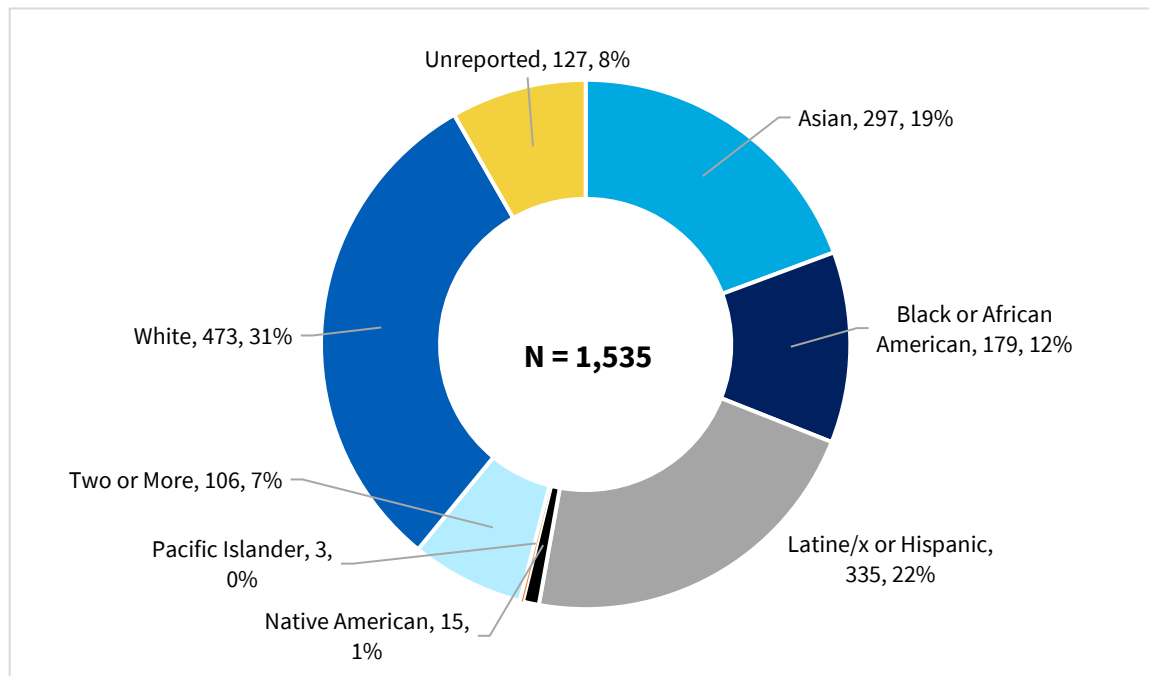
Among the 1,535 applicants for tenure-track, full-time faculty positions in the last two academic years (Fall 2023 to Spring 2025), the largest number identified as White at 31% (a decrease of 9% from 2021-2023, followed by Hispanic or Latino at 22% (an increase of 4% from 2021-2023). Applicants who identified as Asian represented 19% of the pool, while Black or African American applicants represented 12% of the pool.

The race/ethnic pool of applicants for tenure-track, full-time faculty positions was the least diverse group compared to all other employee groups, except part-time faculty.

The sex/gender applicant pool for tenure-track, full-time faculty positions were dominated by male identified applicants at 54%, and female identified applicants at 42%.

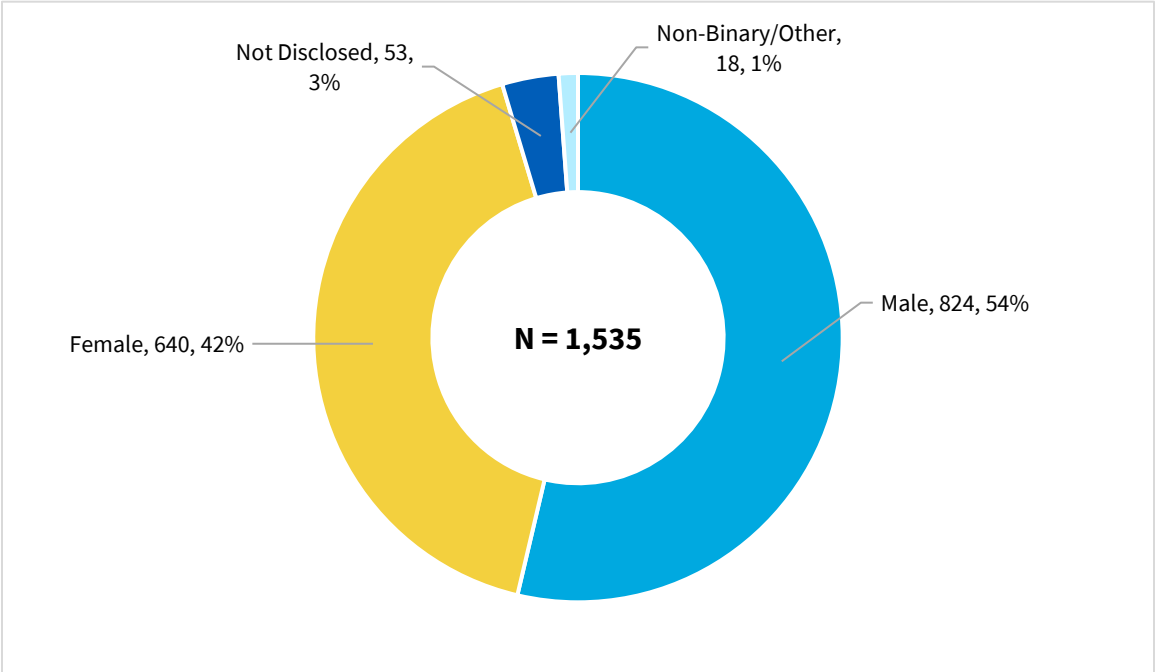
Applicants aged 40 or older made were almost equal to those applied under 40 years old, at 48% and 45%.

Figure 50. Percentage of Applicant Pool by Race/Ethnicity – Full-Time Faculty (Fall 2023 to Spring 2025)



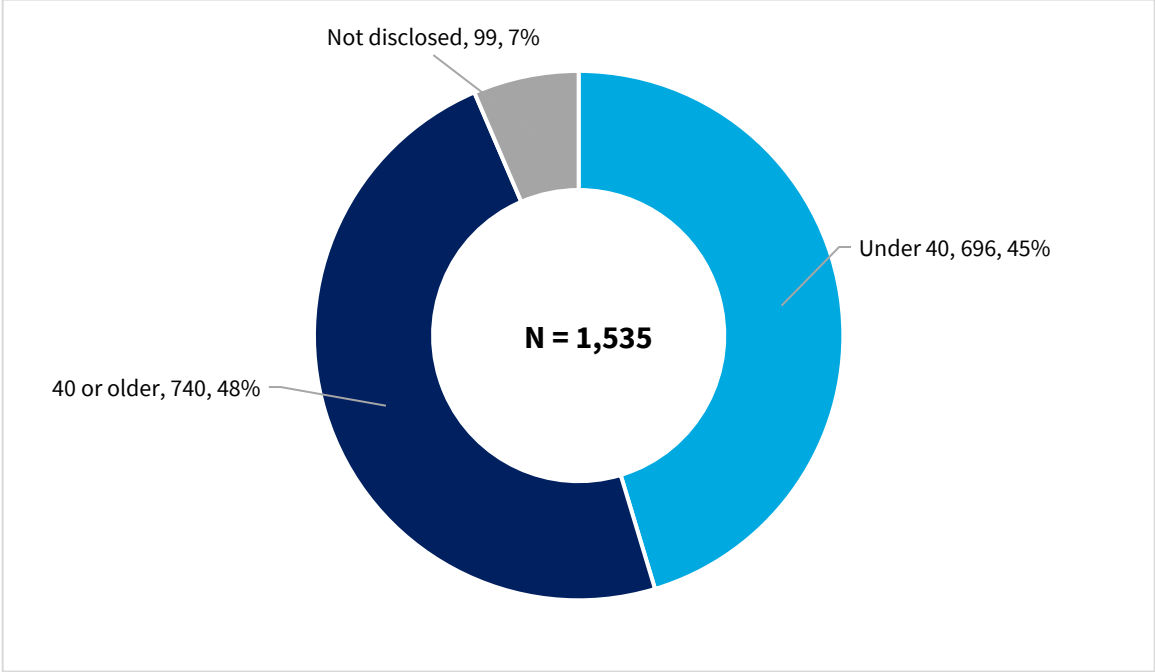
Source: SMC Office of Human Resources

Figure 51. Percentage of Applicant Pool by Gender – Full-Time Faculty (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Figure 52. Percentage of Applicant Pool by Age Group – Full-Time Faculty (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

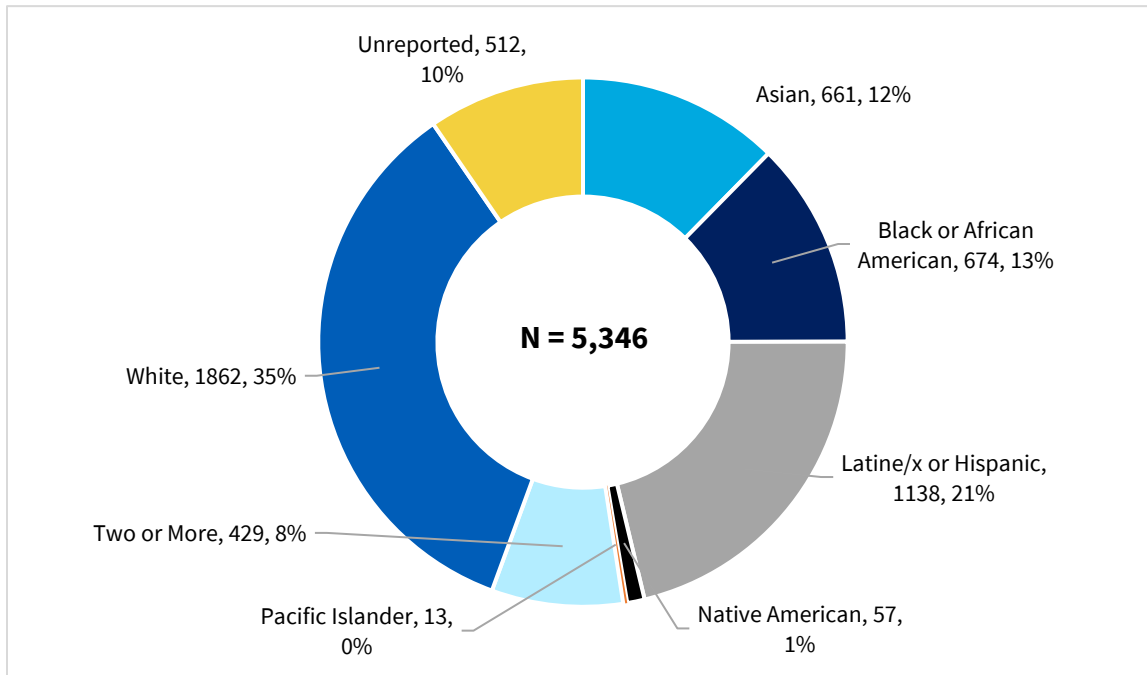
Part-time Faculty

The race/ethnic pool of applicants for part-time faculty positions was the least diverse group compared to all other employee groups. Among the 5,346 applicants for part-time faculty positions in the last two academic years (Fall 2023 to Spring 2025), the largest number identified as White at 35%, followed by Hispanic or Latino at 21%. Applicants who identified as Asian represented 12% of the pool, and Black or African American applicants represented 13% of the pool.

The sex/gender applicant pool for part-time faculty positions was dominated by female identified applicants at 53% and male identified applicants at 43%.

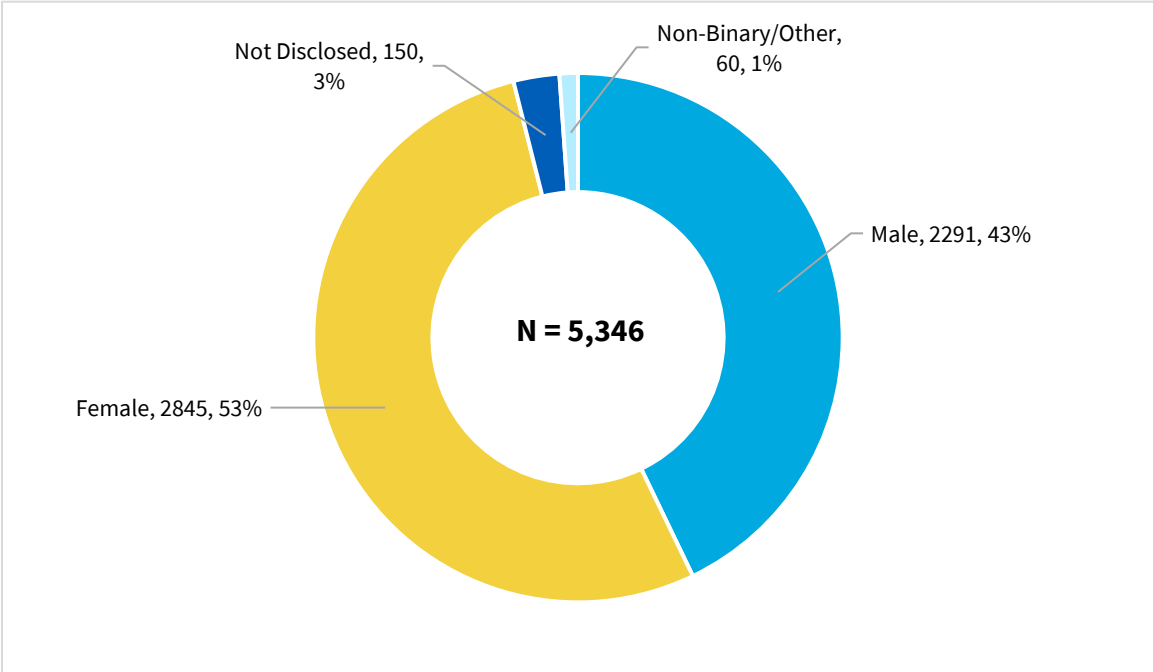
Over half of all applicants for part-time faculty were under the age of 40 at 53%. Applicants aged 40 or older made up 43% of all applicants.

Figure 53. Percentage of Applicant Pool by Race/Ethnicity – Part-Time Faculty (Fall 2023 to Spring 2025)



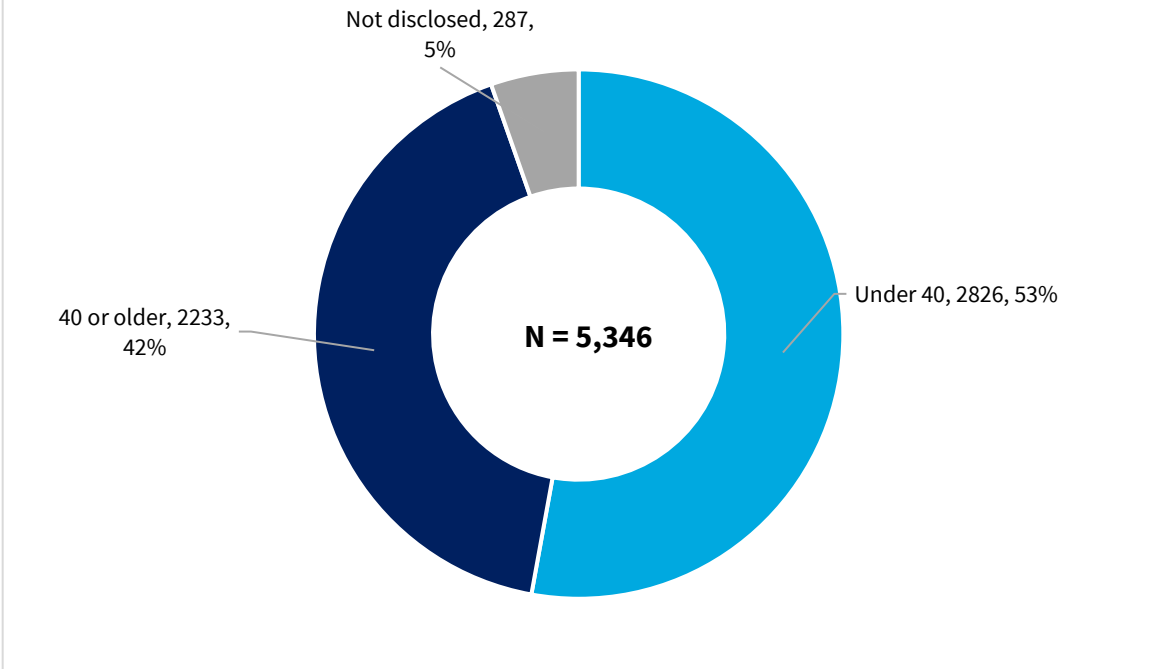
Source: SMC Office of Human Resources

Figure 54. Percentage of Applicant Pool by Gender – Part-Time Faculty (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Figure 55. Percentage of Applicant Pool by Age Group – Part-Time Faculty (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Screening Committee

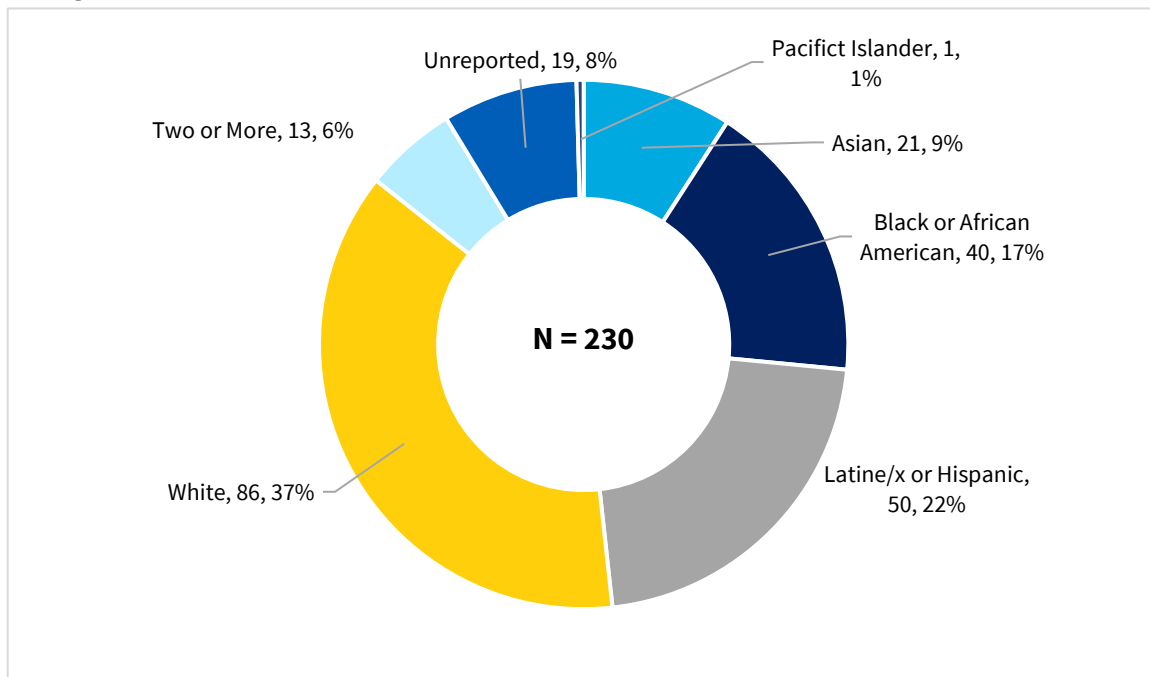
Full-time Faculty

The full-time faculty applicant screening committees consisted of both faculty and administrators. Among those who served on a screening committee in academic years 2022-2024 and 2024-2025 (N = 230), the largest number of screening committee members identified as White at 37% (a decrease of 9% from 2021-2023), followed by those who identified as Hispanic or Latino at 22% (an increase of 4% from 2021-2023), and those who identified as Black or African American at 17%.

More full-time faculty screening committee members identified as female at 61% than identified as male at 36%.

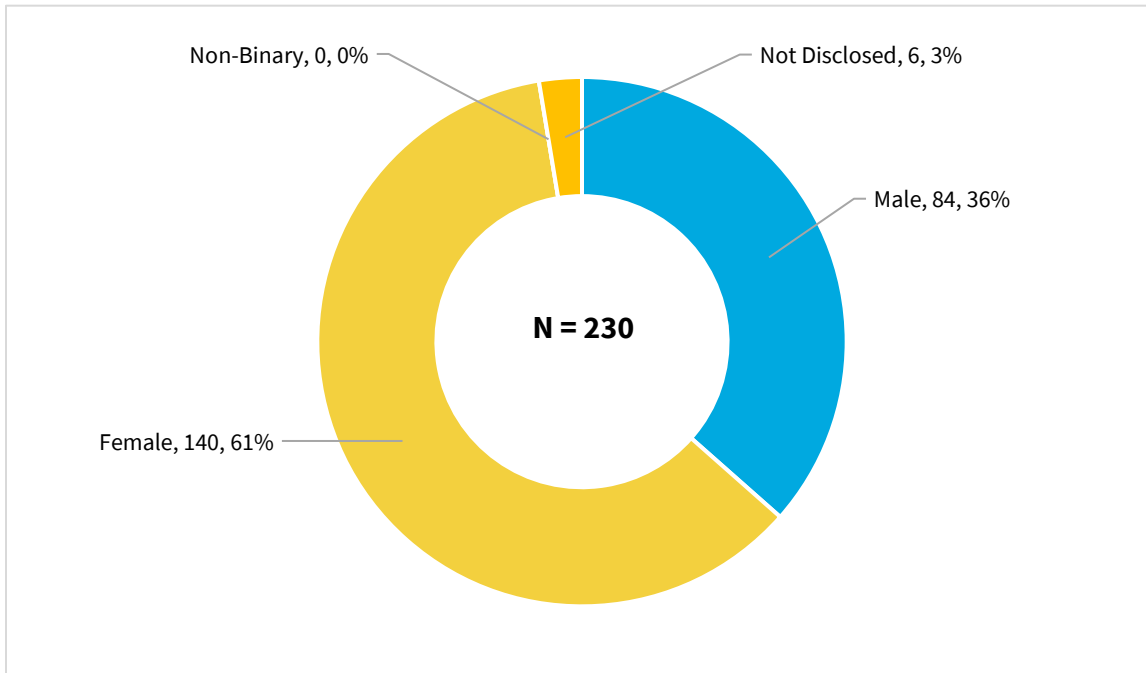
Most of the screening committee members were over the age of 40 at 80%.

Figure 56. Percentage of Full-Time Faculty Screening Committee by Race/Ethnicity (Fall 2023 to Spring 2025)



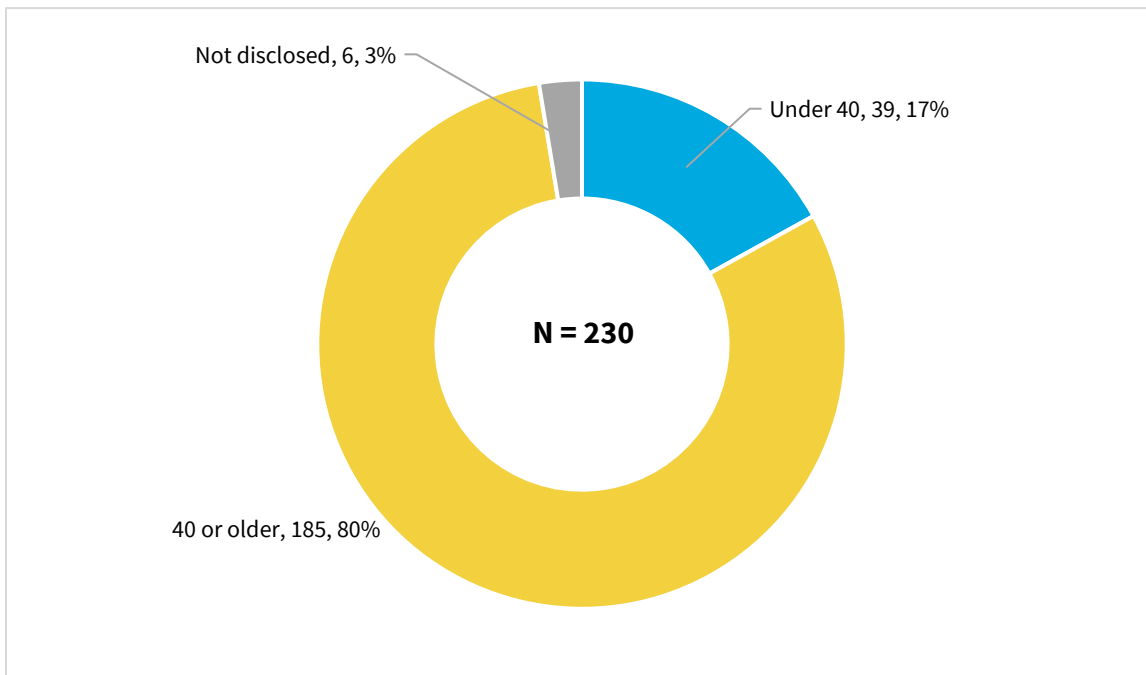
Source: SMC Office of Human Resources

Figure 57. Percentage of Full-Time Faculty Screening Committee by Gender (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Figure 58. Percentage of Full-Time Faculty Screening Committee by Age (Fall 2023 to Spring 2025)



Source: SMC Office of Human Resources

Retirements/Resignations

In 2020, during the pandemic, the SMCCCD Board of Trustees passed resolutions to proceed with a Supplemental Retirement Program (SRP) that offered an early retirement incentive to eligible employees. The program processed 97 retirees. In particular, the SRP resulted in the loss of several long-term full-time and adjunct faculty. This program provided the District with an opportunity to diversify the faculty workforce.

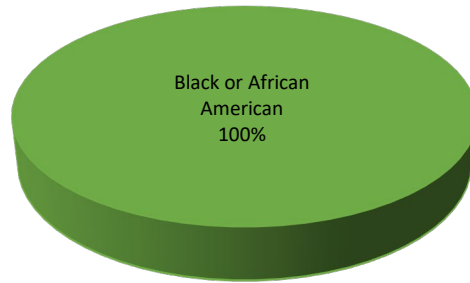
As of January 01, 2024, through June 30, 2025, the District experienced retirements and resignations (adjunct faculty retiree/resignation information is not included in this report). In classified staff had the largest number of retirements (17) and resignations (12). The total number of retirements and resignations and other separations from January 01, 2024, through June 30, 2025, was 57.

These resignations, retirements, and other separations provide an additional opportunity to diversify SMCCCD's workforce.

Academic Administrators

Between January 01, 2024, to June 30, 2025, one academic administrator **resigned**. Their race/ethnicity is outlined below.

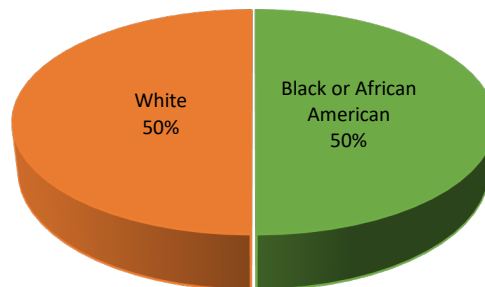
Race/Ethnicity	Count
Black or African American	1
Grand Total	1



Source: SMC Office of Human Resources

Between January 01, 2024, to June 30, 2025, two academic administrators **retired**. Their race/ethnicity is outlined below.

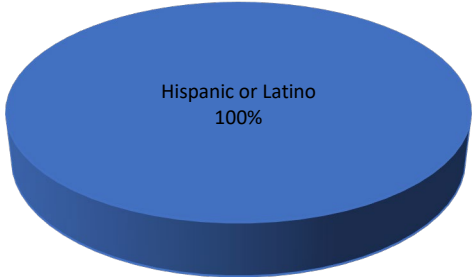
Race/Ethnicity	Count
Black or African American	1
White	1
Grand Total	2



Source: SMC Office of Human Resources

Other Separations: one end of assignment. Their race/ethnicity is outlined below.

Race/Ethnicity	Count
Hispanic or Latino	1
Grand Total	1

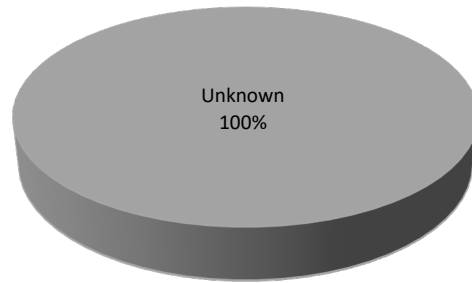


Source: SMC Office of Human Resources

Board of Trustees

Between January 01, 2024, to June 30, 2025, one board member **resigned**. Their race/ethnicity is outlined below.

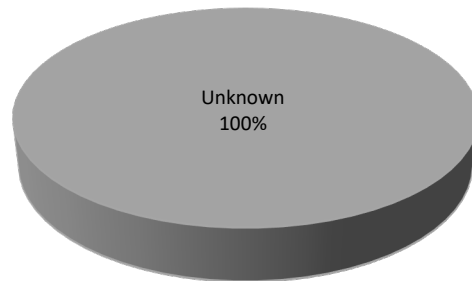
Race/Ethnicity	Count
Unknown	1
Grand Total	1



Source: SMC Office of Human Resources

Between January 01, 2024, to June 30, 2025, one board member **retired**. Their race/ethnicity is outlined below.

Race/Ethnicity	Count
Unknown	1
Grand Total	1

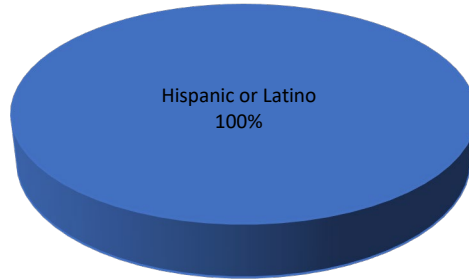


Source: SMC Office of Human Resources

Classified Managers

Between January 01, 2024, to June 30, 2025, one classified manager **resigned**. Their race/ethnicity is outlined below.

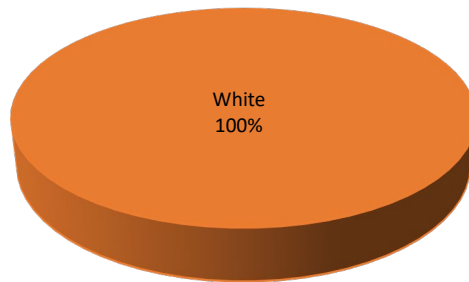
Race/Ethnicity	Count
Hispanic or Latino	1
Grand Total	1



Source: SMC Office of Human Resources

Between January 01, 2024, to June 30, 2025, two classified managers **retired**. Their race/ethnicity is outlined below.

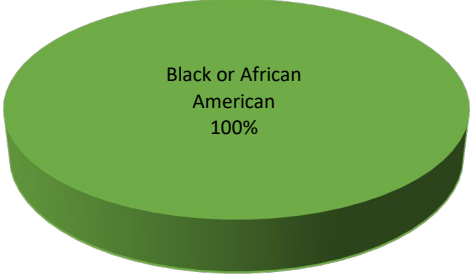
Race/Ethnicity	Count
White	2
Grand Total	2



Source: SMC Office of Human Resources

Other Separations: one deceased. Their race/ethnicity is outlined below.

Race/Ethnicity	Count
Black or African American	1
Grand Total	1

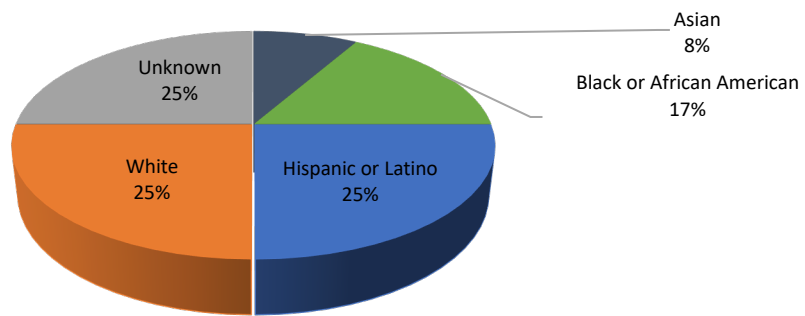


Source: SMC Office of Human Resources

Classified Staff

Between January 01, 2024, to June 30, 2025, twelve classified staff **resigned**. Their race/ethnicity is outlined below.

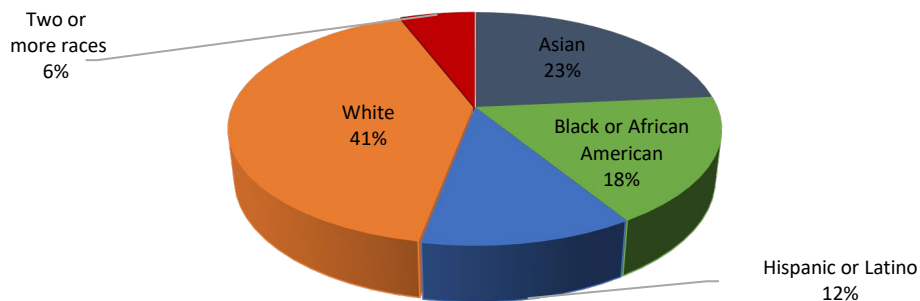
Race/Ethnicity	Count
Asian	1
Black or African American	2
Hispanic or Latino	3
White	3
Unknown	3
Grand Total	12



Source: SMC Office of Human Resources

Between January 01, 2024, to June 30, 2025, seventeen classified staff **retired**. Their race/ethnicity is outlined below.

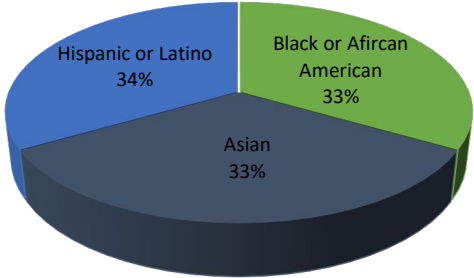
Race/Ethnicity	Count
Asian	4
Black or African American	3
Hispanic or Latino	2
Two or more races	1
White	7
Grand Total	17



Source: SMC Office of Human Resources

Other Separations: one deceased and two 39-month reemployment list. Their race/ethnicity is outlined below.

Race/Ethnicity	Count
Asian	1
Black or African American	1
Hispanic or Latino	1
Grand Total	3



Source: SMC Office of Human Resources

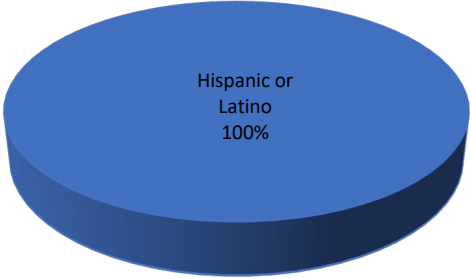
Classified Confidential

Between January 01, 2024, to June 30, 2025, there were no separations.

SMCCD Police Officers

Between January 01, 2024, to June 30, 2025, one SMCCD police officer **retired**. There were no resignations. Their race/ethnicity is outlined below.

Race/Ethnicity	Count
Hispanic or Latino	1
Grand Total	1

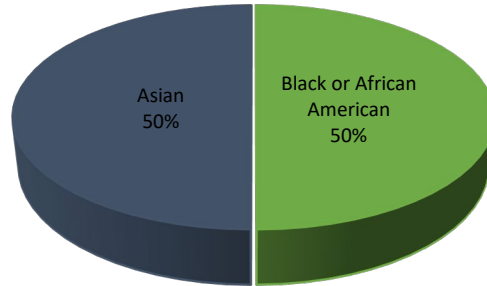


Source: SMC Office of Human Resources

Full-time Faculty

Between January 01, 2024, to June 30, 2025, two full-time faculty **resigned**. Their race/ethnicity is outlined below.

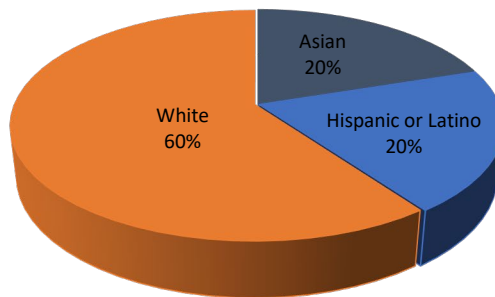
Race/Ethnicity	Count
Asian	1
Black or African American	1
Grand Total	2



Source: SMC Office of Human Resources

Between January 01, 2024, to June 30, 2025, ten full-time faculty **retired**. Their race/ethnicity is outlined below.

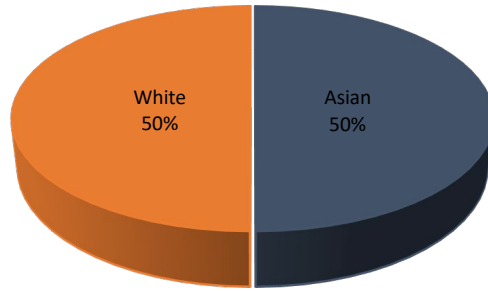
Race/Ethnicity	Count
Asian	2
Hispanic or Latino	2
White	6
Grand Total	10



Source: SMC Office of Human Resources

Other Separations: two deceased. Their race/ethnicity is outlined below.

Race/Ethnicity	Count
Asian	1
White	1
Grand Total	2



Source: SMC Office of Human Resources

Equal Employment Opportunity At SMCCCD

The California Community College Chancellor's Office (CCCCO) requires all Districts to have an [Equal Employment Opportunity \(EEO\) Plan](#). SMCCCD's latest plan was updated in 2020 and approved by the CCCCCO. The EEO Committee is a subcommittee of the District Planning Advisory Counting (DPAC) that meets multiple times a year to discuss EEO policies, regulations, activities, and projects. The EEO Plan is under review and scheduled for another update to be completed for Fall 2026. The EEO Plan is SMCCCD's blueprint in addressing diversity in the SMCCCD. SMCCCD is highly committed to finding the best candidate for each employment position, with an emphasis on recruiting, in a fair and impartial manner, the best and most qualified candidates including from non-traditional and underrepresented populations.

The Chancellor's Office updated program regulations for the EEO Plan to enhance and ensure compliance with EEO laws and regulations has also resulted in improved and innovative processes at SMC. We continuously look to find ways to improve and grow our people-centered and equity-centered processes. We have also identified best practices, historically done, like using diversified recruitment sources to be integrated into the new practices and procedures.

SMCCCD continues to meet the requirements for the EEO Plan components and has been awarded the maximum yearly funds by the CCCCCO. The funding has been used to implement new EEO policies, regulations, programs, as well as to enhance the knowledge base of existing employees in a manner that has contributed to our EEO endeavors.

Recruitment and Retention Efforts

SMCCCD is committed to promoting an environment that focuses on identifying the most qualified candidates to serve our student population, while remaining committed to our mission to "eliminate racial equity gaps and recognizes the critical importance of each individual's contribution, ensuring that each person feels seen, affirmed, and valued". This is accomplished through establishing an environment that gives a sense of belonging and is grounded in equity-minded practices. SMCCCD realizes that to improve the diversity of its employees, improves the student experience.

SMCCCD has received numerous grants from the Chancellor's Office to help our efforts – the latest was the renewal of the Equal Employment Opportunities (EEO) Innovative Best Practices grant, totaling \$150,000. The grants will allow the SMCCCD to continue to provide services and support for our people, programs, and practices.

SMCCCD HR leadership is currently closing out previous grants awarded, including the Culturally Responsive Pedagogy and Practices Grants that funded multiple programs including equal employment opportunities based recruitment videos, faculty mentor and internship programs, professional development for all employee groups, professional development day key-note speakers, and other culturally responsive and EEO focused pre-hiring, post-hiring, and retention efforts.

The SMCCD HR leadership continues to serve on various California State Community College DEIA workgroups focused on improving diversity and inclusion in recruitment, hiring, retention, performance, and professional development. The efforts lead to improved and effective processes and best practices to be used across the California Community College system. A member of the HR leadership also serves as the President of the Association of Chief Human Resources Officers (ACHRO) and Equal Employment Officers State Association and is a part of the team leading change to our EEO efforts within the California Community College system.

The HR team is also using a growth mindset approach to better serve the SMCCD community through trainings, conferences, retreats and webinars that build competencies and understanding of DEIA and EEO principals. The professional development opportunities helped in growing a knowledge base centered on diverse cultures, backgrounds, and perspectives, fostering cultural competencies and sensitivities. By improving understanding and respect for diversity, the HR team is better equipped to serve employees at the College through informed decision making, process review and improvement, knowledge sharing, enhanced EEO practices, and DEIA focused professional development. Conferences, trainings, and workshops attended include ACHRO, SWACC, NCORE, ACCCA, ACHRO Academies, Nandi, A2MEND, and the LGBTQ+ Summit.

Conclusion

Santa Monica Community College District (SMCCD) is a leader in academics, employment, and diversity and will continue to find ways to improve. SMCCD is a commitment that acknowledges that improving diversity for all employee groups is a continuum.

Hispanic or Latino students continue to represent the largest group in the SMCCD student population. This report, like previous reports, shows that the racial/ethnic gap between employees and students continues to need improvement (although the trend is moving in the right direction). We towards improving the diversity in all of the SMCCD employee groups to be more reflective of our student population. Classified staff continue to be the only group with racial/ethnic representation that is close to the student population at 7%.

Additionally, SMCCD is experiencing a budget deficit. As a cost saving measure, we are in a hiring freeze, part-time assignments have been reduced, and we are facing a reduction in force. These measures have slowed our efforts towards building a more diverse workforce.

In the meantime, SMCCD will continue to focus on creating a more inclusive and welcoming environment for students and staff, through professional development and support. The District will also take this time to review processing and identify new recruitment strategies aimed at attracting talent from underrepresented groups, while providing opportunities for our current employees to increase their knowledgebase.

SMCCD's Diversity report has outlined the current diversity climate at SMCCD. It reflects an inclusive focus, recognizing that SMCCD students are predominantly Hispanic or Latino and the intentional efforts towards diversifying the District's employee groups.

The institution's commitment to diversity, equity, inclusion, and accessibility (DEIA) is evident through various initiatives, outcomes, and programming. The District promotes cultural competency among faculty, staff, managers and students through training programs, workshops, and resources designed to enhance understanding and appreciation of diverse cultures and perspectives. Future goals include expanding recruitment efforts to further diversify the pools of applicants and by fostering a more inclusive and welcoming environment for all employees through DEIA focused pre-boarding, onboarding, retention, and exit practices.

Acknowledgements

This report was a collaborative effort with several departments at SMCCD. Data collection, analysis, and writing were completed by Hannah Lawler, Dean of Institutional Research, and Rebecca Pena, Research and Planning Analyst in Institutional Research. Data collection was also provided by Michael Chitgar, Senior Program Analyst in Management Information Services (MIS), Maral Hyeler, Director of Instructional Services/External Programs, Teresita Rodriguez, Vice President of Enrollment Development, Chris Bonvenuto, Vice President of Business and Administration, and Pressian Nicolov, Dean of International Education Center. The cover was created by Ming-Yea Wei, Marketing Design Coordinator.

Further data collection, analysis, and writing was completed by several staff in the Department of Human Resources and the Personnel Commission. Special acknowledgment to Diana Pennington, Executive Assistant to the Vice President of Human Resources, and Dr. Tre'Shawn Hall-Baker, Vice President of Human Resources.

Appendix 1:
Departmental Information – Full-time Faculty Ethnicity 2014 – 2024

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Art	2014	0	0%	0	0%	1	1%	0	0%	0	0%	5	83%	0	0%	0	0%
Art	2015	0	0%	0	0%	1	1%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Art	2016	0	0%	0	0%	1	1%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Art	2017	0	0%	0	0%	1	1%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Art	2018	0	0%	0	0%	1	1%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Art	2019	0	0%	1	11%	1	1%	0	0%	0	0%	7	78%	0	0%	0	0%	9	100%
Art	2020	0	0%	1	1%	1	2%	0	0%	0	0%	7	78%	0	0%	0	0%	9	100%
Art	2021	0	0%	1	1%	1	2%	0	0%	0	0%	7	78%	0	0%	0	0%	9	100%
Art	2022	0	0%	1	10%	2	4%	0	0%	0	0%	7	70%	0	0%	0	0%	10	100%
Art	2023	0	0%	2	18%	2	5%	0	0%	0	0%	7	64%	0	0%	0	0%	11	100%
Art	2024	0	0%	3	25%	2	6%	0	0%	0	0%	7	58%	0	0%	0	0%	12	100%
Athletics	2014	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Athletics	2015	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Athletics	2016	0	0%	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Athletics	2017	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2018	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2019	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2020	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2021	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2022	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2023	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Athletics	2024	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Business	2014	3	33%	1	11%	2	22%	0	0%	0	0%	3	33%	0	0%	0	0%	9	100%
Business	2015	3	25%	1	8%	3	25%	0	0%	0	0%	5	42%	0	0%	0	0%	12	100%
Business	2016	3	25%	1	8%	3	25%	0	0%	0	0%	5	42%	0	0%	0	0%	12	100%
Business	2017	3	25%	1	8%	3	25%	0	0%	0	0%	5	42%	0	0%	0	0%	12	100%
Business	2018	3	25%	1	8%	3	25%	0	0%	0	0%	5	42%	0	0%	0	0%	12	100%
Business	2019	3	23%	1	8%	4	31%	0	0%	0	0%	5	38%	0	0%	0	0%	13	100%
Business	2020	3	23%	1	8%	4	31%	0	0%	0	0%	5	38%	0	0%	0	0%	13	100%
Business	2021	3	23%	1	8%	4	31%	0	0%	0	0%	5	38%	0	0%	0	0%	13	100%
Business	2022	3	23%	1	8%	4	31%	0	0%	0	0%	5	38%	0	0%	0	0%	13	100%
Business	2023	3	23%	1	8%	4	31%	0	0%	0	0%	5	38%	0	0%	0	0%	13	100%
Business	2024	3	23%	1	8%	3	23%	0	0%	0	0%	6	46%	0	0%	0	0%	13	100%
Center of Wellness & Wellbeing	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2016	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2017	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2018	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Center of Wellness & Wellbeing	2019	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Center of Wellness & Wellbeing	2020	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Center of Wellness & Wellbeing	2021	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Center of Wellness & Wellbeing	2022	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Center of Wellness & Wellbeing	2023	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Center of Wellness & Wellbeing	2024	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Communication	2014	1	6%	2	11%	1	6%	0	0%	0	0%	13	72%	0	0%	1	6%
Communication	2015	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2016	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2017	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2018	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2019	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2020	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2021	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2022	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2023	1	5%	2	11%	2	11%	0	0%	0	0%	13	68%	0	0%	1	5%	19	100%
Communication	2024	1	5%	2	11%	3	16%	0	0%	0	0%	12	63%	0	0%	1	5%	19	100%
Computer Science & Information Systems	2014	0	0%	1	13%	1	13%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Computer Science & Information Systems	2015	0	0%	1	11%	2	22%	0	0%	0	0%	6	67%	0	0%	0	0%	9	100%
Computer Science & Information Systems	2016	0	0%	1	11%	2	22%	0	0%	0	0%	6	67%	0	0%	0	0%	9	100%
Computer Science & Information Systems	2017	1	9%	1	9%	2	18%	0	0%	0	0%	6	55%	1	9%	0	0%	11	100%
Computer Science & Information Systems	2018	1	8%	1	8%	2	17%	0	0%	0	0%	7	58%	1	8%	0	0%	12	100%
Computer Science & Information Systems	2019	1	8%	1	8%	2	17%	0	0%	0	0%	7	58%	1	8%	0	0%	12	100%
Computer Science & Information Systems	2020	1	8%	1	8%	2	17%	0	0%	0	0%	7	58%	1	8%	0	0%	12	100%
Computer Science & Information Systems	2021	1	8%	1	8%	2	17%	0	0%	0	0%	7	58%	1	8%	0	0%	12	100%
Computer Science & Information Systems	2022	1	8%	1	8%	2	17%	0	0%	0	0%	7	58%	1	8%	0	0%	12	100%
Computer Science & Information Systems	2023	1	8%	1	8%	2	15%	0	0%	0	0%	8	62%	1	8%	0	0%	13	100%
Computer Science & Information Systems	2024	1	8%	1	8%	2	15%	0	0%	0	0%	8	62%	1	8%	0	0%	13	100%
Cosmetology	2014	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2015	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2016	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2017	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2018	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2019	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2020	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2021	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2022	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2023	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Cosmetology	2024	0	0%	0	0%	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	4	100%
Counseling	2014	4	12%	5	15%	15	45%	0	0%	0	0%	8	24%	1	3%	0	0%	33	100%
Counseling	2015	4	12%	6	18%	15	44%	0	0%	0	0%	8	24%	1	3%	0	0%	34	100%
Counseling	2016	4	11%	7	19%	16	44%	0	0%	0	0%	8	22%	1	3%	0	0%	36	100%
Counseling	2017	4	11%	7	18%	16	42%	0	0%	0	0%	8	21%	2	3%	1	3%	38	100%
Counseling	2018	5	12%	7	17%	17	41%	0	0%	0	0%	8	20%	3	2%	1	2%	41	100%
Counseling	2019	5	12%	7	17%	17	41%	0	0%	0	0%	8	20%	3	2%	1	2%	41	100%
Counseling	2020	5	12%	7	17%	17	41%	0	0%	0	0%	8	20%	3	2%	1	2%	41	100%
Counseling	2021	5	12%	7	17%	17	41%	0	0%	0	0%	8	20%	3	2%	1	2%	41	100%
Counseling	2022	5	12%	7	17%	17	41%	0	0%	0	0%	8	20%	3	2%	1	2%	41	100%
Counseling	2023	5	12%	7	17%	17	41%	0	0%	0	0%	8	20%	3	2%	1	2%	41	100%
Counseling	2024	5	12%	7	17%	18	43%	0	0%	0	0%	8	19%	3	2%	1	2%	42	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Dance	2014	2	33%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Dance	2015	2	33%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Dance	2016	2	25%	0	0%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Dance	2017	2	25%	0	0%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Dance	2018	2	25%	0	0%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Dance	2019	3	20%	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%	5	100%
Dance	2020	3	20%	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%	5	100%
Dance	2021	3	20%	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%	5	100%
Dance	2022	3	20%	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%	5	100%
Dance	2023	3	20%	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%	5	100%
Dance	2024	4	17%	0	0%	0	0%	0	0%	0	0%	2	33%	0	0%	0	0%	6	100%
Design Technology	2014	2	33%	0	0%	1	17%	0	0%	0	0%	3	50%	0	0%	0	0%	6	100%
Design Technology	2015	2	33%	0	0%	1	17%	0	0%	0	0%	3	50%	0	0%	0	0%	6	100%
Design Technology	2016	2	29%	0	0%	1	14%	0	0%	0	0%	4	57%	0	0%	0	0%	7	100%
Design Technology	2017	3	33%	0	0%	1	11%	0	0%	0	0%	5	56%	0	0%	0	0%	9	100%
Design Technology	2018	3	30%	0	0%	1	10%	0	0%	0	0%	6	60%	0	0%	0	0%	10	100%
Design Technology	2019	3	30%	0	0%	1	10%	0	0%	0	0%	6	60%	0	0%	0	0%	10	100%
Design Technology	2020	3	27%	0	0%	2	18%	0	0%	0	0%	6	55%	0	0%	0	0%	11	100%
Design Technology	2021	3	27%	0	0%	2	18%	0	0%	0	0%	6	55%	0	0%	0	0%	11	100%
Design Technology	2022	3	27%	0	0%	2	18%	0	0%	0	0%	6	55%	0	0%	0	0%	11	100%
Design Technology	2023	3	27%	0	0%	2	18%	0	0%	0	0%	6	55%	0	0%	0	0%	11	100%
Design Technology	2024	3	27%	0	0%	2	18%	0	0%	0	0%	6	55%	0	0%	0	0%	11	100%
Disabled Students Center	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Disabled Students Center	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Disabled Students Center	2016	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Disabled Students Center	2017	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	2	100%
Disabled Students Center	2018	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	2	100%
Disabled Students Center	2019	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	2	100%
Disabled Students Center	2020	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	2	100%
Disabled Students Center	2021	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	1	33%	0	0%	3	100%
Disabled Students Center	2022	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	1	33%	0	0%	3	100%
Disabled Students Center	2023	1	33%	0	0%	1	33%	0	0%	0	0%	0	0%	1	33%	0	0%	3	100%
Disabled Students Center	2024	1	25%	0	0%	1	25%	0	0%	0	0%	0	0%	1	25%	1	0%	4	100%
Earth Science	2014	0	0%	0	0%	0	0%	0	0%	0	0%	7	100%	0	0%	0	0%	7	100%
Earth Science	2015	1	11%	0	0%	0	0%	0	0%	0	0%	8	89%	0	0%	0	0%	9	100%
Earth Science	2016	1	9%	0	0%	0	0%	0	0%	0	0%	9	82%	1	9%	0	0%	11	100%
Earth Science	2017	1	9%	0	0%	0	0%	0	0%	0	0%	9	82%	1	9%	0	0%	11	100%
Earth Science	2018	1	9%	0	0%	0	0%	0	0%	0	0%	9	82%	1	9%	0	0%	11	100%
Earth Science	2019	1	9%	0	0%	0	0%	0	0%	0	0%	9	82%	1	9%	0	0%	11	100%
Earth Science	2020	1	9%	0	0%	0	0%	0	0%	0	0%	9	82%	1	9%	0	0%	11	100%
Earth Science	2021	1	9%	0	0%	0	0%	0	0%	0	0%	9	82%	1	9%	0	0%	11	100%
Earth Science	2022	1	8%	0	0%	0	0%	0	0%	0	0%	10	83%	1	8%	0	0%	12	100%
Earth Science	2023	1	8%	0	0%	0	0%	0	0%	0	0%	10	83%	1	8%	0	0%	12	100%
Earth Science	2024	1	8%	0	0%	0	0%	0	0%	0	0%	10	83%	1	8%	0	0%	12	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Education/ECE	2014	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%
Education/ECE	2015	1	20%	1	20%	0	0%	0	0%	0	0%	3	60%	0	0%	0	0%	5	100%
Education/ECE	2016	1	20%	1	20%	0	0%	0	0%	0	0%	3	60%	0	0%	0	0%	5	100%
Education/ECE	2017	1	20%	1	20%	0	0%	0	0%	0	0%	3	60%	0	0%	0	0%	5	100%
Education/ECE	2018	1	17%	1	17%	0	0%	0	0%	0	0%	3	50%	0	0%	1	17%	6	100%
Education/ECE	2019	1	17%	1	17%	0	0%	0	0%	0	0%	3	50%	0	0%	1	17%	6	100%
Education/ECE	2020	1	17%	1	17%	0	0%	0	0%	0	0%	3	50%	0	0%	1	17%	6	100%
Education/ECE	2021	1	17%	1	17%	0	0%	0	0%	0	0%	3	50%	0	0%	1	17%	6	100%
Education/ECE	2022	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	0	0%	1	14%	7	100%
Education/ECE	2023	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	0	0%	1	14%	7	100%
Education/ECE	2024	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	0	0%	1	14%	7	100%
English	2014	0	0%	3	11%	1	4%	0	0%	1	4%	20	74%	2	7%	0	0%	27	100%
English	2015	0	0%	4	14%	1	3%	0	0%	1	3%	21	72%	2	7%	0	0%	29	100%
English	2016	0	0%	4	13%	1	3%	0	0%	1	3%	22	73%	2	7%	0	0%	30	100%
English	2017	0	0%	5	16%	1	3%	0	0%	1	3%	22	71%	2	6%	0	0%	31	100%
English	2018	0	0%	6	18%	1	3%	0	0%	1	3%	22	67%	3	9%	0	0%	33	100%
English	2019	0	0%	7	21%	1	3%	0	0%	1	3%	22	65%	3	9%	0	0%	34	100%
English	2020	0	0%	7	21%	1	3%	0	0%	1	3%	22	65%	3	9%	0	0%	34	100%
English	2021	0	0%	7	21%	1	3%	0	0%	1	3%	22	65%	3	9%	0	0%	34	100%
English	2022	1	3%	7	19%	2	6%	0	0%	1	3%	22	61%	3	8%	0	0%	36	100%
English	2023	1	3%	8	22%	2	5%	0	0%	1	3%	22	59%	3	8%	0	0%	37	100%
English	2024	1	3%	8	22%	2	5%	0	0%	1	3%	22	59%	3	8%	0	0%	37	100%
ESL	2014	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2015	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2016	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2017	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2018	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2019	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2020	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2021	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2022	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2023	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
ESL	2024	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Health Sciences	2014	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	2	100%
Health Sciences	2015	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	2	100%
Health Sciences	2016	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	2	100%
Health Sciences	2017	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Health Sciences	2018	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Health Sciences	2019	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Health Sciences	2020	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Health Sciences	2021	0	0%	2	40%	1	20%	0	0%	0	0%	2	40%	0	0%	0	0%	5	100%
Health Sciences	2022	1	14%	2	29%	2	29%	0	0%	0	0%	2	29%	0	0%	0	0%	7	100%
Health Sciences	2023	1	14%	2	29%	2	29%	0	0%	0	0%	2	29%	0	0%	0	0%	7	100%
Health Sciences	2024	3	33%	2	22%	2	22%	0	0%	0	0%	2	22%	0	0%	0	0%	9	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		History	2014	1	20%	0	0%	1	20%	0	0%	0	0%	3	60%	0	0%	0	0%
History	2015	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2016	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2017	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2018	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2019	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2020	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2021	1	17%	0	0%	1	17%	0	0%	0	0%	4	67%	0	0%	0	0%	6	100%
History	2022	1	13%	1	13%	1	13%	0	0%	0	0%	5	63%	0	0%	0	0%	8	100%
History	2023	1	11%	1	11%	2	22%	0	0%	0	0%	5	56%	0	0%	0	0%	9	100%
History	2024	2	18%	1	9%	2	18%	0	0%	0	0%	5	45%	1	0%	0	0%	11	100%
Kinesiology	2014	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Kinesiology	2015	1	50%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Kinesiology	2016	1	33%	0	0%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Kinesiology	2017	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2018	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2019	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2020	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2021	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2022	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2023	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Kinesiology	2024	1	25%	1	25%	0	0%	0	0%	0	0%	2	50%	0	0%	0	0%	4	100%
Library	2014	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Library	2015	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Library	2016	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Library	2017	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	1	100%
Library	2018	0	0%	0	0%	1	33%	0	0%	0	0%	1	33%	0	0%	1	33%	3	100%
Library	2019	0	0%	0	0%	1	33%	0	0%	0	0%	1	33%	0	0%	1	33%	3	100%
Library	2020	0	0%	0	0%	1	33%	0	0%	0	0%	1	33%	0	0%	1	33%	3	100%
Library	2021	0	0%	0	0%	1	25%	0	0%	0	0%	1	25%	0	0%	2	50%	4	100%
Library	2022	0	0%	0	0%	2	40%	0	0%	0	0%	1	20%	0	0%	2	40%	5	100%
Library	2023	0	0%	0	0%	2	40%	0	0%	0	0%	1	20%	0	0%	2	40%	5	100%
Library	2024	0	0%	0	0%	2	40%	0	0%	0	0%	1	20%	0	0%	2	40%	5	100%
Life Science	2014	3	21%	0	0%	3	21%	0	0%	0	0%	7	50%	1	7%	0	0%	14	100%
Life Science	2015	3	21%	0	0%	3	21%	0	0%	0	0%	7	50%	1	7%	0	0%	14	100%
Life Science	2016	3	21%	0	0%	3	21%	0	0%	0	0%	7	50%	1	7%	0	0%	14	100%
Life Science	2017	3	21%	0	0%	3	21%	0	0%	0	0%	7	50%	1	7%	0	0%	14	100%
Life Science	2018	3	19%	0	0%	3	19%	0	0%	0	0%	9	56%	1	6%	0	0%	16	100%
Life Science	2019	3	18%	1	6%	3	18%	0	0%	0	0%	9	53%	1	6%	0	0%	17	100%
Life Science	2020	3	19%	0	0%	3	19%	0	0%	0	0%	9	56%	1	6%	0	0%	16	100%
Life Science	2021	3	19%	0	0%	3	19%	0	0%	0	0%	9	56%	1	6%	0	0%	16	100%
Life Science	2022	3	19%	0	0%	3	19%	0	0%	0	0%	9	56%	1	6%	0	0%	16	100%
Life Science	2023	3	18%	0	0%	3	18%	0	0%	0	0%	10	59%	1	6%	0	0%	17	100%
Life Science	2024	2	13%	0	0%	3	20%	0	0%	0	0%	9	60%	1	7%	0	0%	15	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Mathematics	2014	5	20%	4	16%	3	12%	0	0%	1	4%	12	48%	0	0%	0	0%
Mathematics	2015	6	22%	4	15%	3	11%	0	0%	1	4%	13	48%	0	0%	0	0%	27	100%
Mathematics	2016	7	23%	4	13%	3	10%	0	0%	1	3%	15	50%	0	0%	0	0%	30	100%
Mathematics	2017	7	23%	4	13%	3	10%	0	0%	1	3%	15	48%	1	3%	0	0%	31	100%
Mathematics	2018	7	22%	4	13%	4	13%	0	0%	1	3%	15	47%	1	3%	0	0%	32	100%
Mathematics	2019	7	22%	4	13%	4	13%	0	0%	1	3%	15	47%	1	3%	0	0%	32	100%
Mathematics	2020	7	22%	4	13%	4	13%	0	0%	1	3%	15	47%	1	3%	0	0%	32	100%
Mathematics	2021	7	22%	4	13%	4	13%	0	0%	1	3%	15	47%	1	3%	0	0%	32	100%
Mathematics	2022	7	21%	4	12%	4	12%	0	0%	1	3%	15	45%	2	6%	0	0%	33	100%
Mathematics	2023	7	21%	4	12%	4	12%	0	0%	1	3%	15	45%	2	6%	0	0%	33	100%
Mathematics	2024	7	21%	4	12%	4	12%	0	0%	1	3%	15	45%	2	6%	0	0%	33	100%
Modern Languages & Cultures	2014	2	67%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	3	100%
Modern Languages & Cultures	2015	2	67%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	3	100%
Modern Languages & Cultures	2016	2	50%	0	0%	1	25%	0	0%	0	0%	0	0%	1	25%	0	0%	4	100%
Modern Languages & Cultures	2017	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2018	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2019	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2020	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2021	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2022	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2023	2	40%	0	0%	1	20%	0	0%	0	0%	1	20%	1	20%	0	0%	5	100%
Modern Languages & Cultures	2024	2	33%	0	0%	2	33%	0	0%	0	0%	1	17%	1	17%	0	0%	6	100%
Music	2014	1	14%	1	14%	0	0%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Music	2015	1	14%	1	14%	0	0%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Music	2016	1	14%	1	14%	0	0%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Music	2017	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2018	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2019	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2020	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2021	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2022	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2023	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Music	2024	1	13%	1	13%	0	0%	0	0%	0	0%	6	75%	0	0%	0	0%	8	100%
Philosophy & Social Sciences	2014	1	9%	0	0%	2	18%	0	0%	0	0%	8	73%	0	0%	0	0%	11	100%
Philosophy & Social Sciences	2015	1	9%	0	0%	2	18%	0	0%	0	0%	8	73%	0	0%	0	0%	11	100%
Philosophy & Social Sciences	2016	1	7%	0	0%	2	13%	0	0%	0	0%	11	73%	1	7%	0	0%	15	100%
Philosophy & Social Sciences	2017	1	6%	0	0%	3	19%	0	0%	0	0%	11	69%	1	6%	0	0%	16	100%
Philosophy & Social Sciences	2018	1	6%	0	0%	3	19%	0	0%	0	0%	11	69%	1	6%	0	0%	16	100%
Philosophy & Social Sciences	2019	1	6%	1	6%	4	22%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Philosophy & Social Sciences	2020	1	6%	1	6%	4	22%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Philosophy & Social Sciences	2021	1	6%	1	6%	4	22%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Philosophy & Social Sciences	2022	1	6%	1	6%	4	22%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Philosophy & Social Sciences	2023	1	6%	1	6%	4	22%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Philosophy & Social Sciences	2024	1	6%	1	6%	4	25%	0	0%	0	0%	9	56%	1	6%	0	0%	16	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Photography & Fashion	2014	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%
Photography & Fashion	2015	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Photography & Fashion	2016	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Photography & Fashion	2017	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Photography & Fashion	2018	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Photography & Fashion	2019	0	0%	1	13%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Photography & Fashion	2020	0	0%	1	13%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Photography & Fashion	2021	0	0%	1	13%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Photography & Fashion	2022	0	0%	1	13%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Photography & Fashion	2023	0	0%	1	13%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Photography & Fashion	2024	0	0%	1	13%	0	0%	0	0%	0	0%	7	88%	0	0%	0	0%	8	100%
Physical Science	2014	2	14%	2	14%	0	0%	0	0%	0	0%	9	64%	1	7%	0	0%	14	100%
Physical Science	2015	3	19%	2	13%	1	6%	0	0%	0	0%	9	56%	1	6%	0	0%	16	100%
Physical Science	2016	3	18%	2	12%	1	6%	0	0%	0	0%	10	59%	1	6%	0	0%	17	100%
Physical Science	2017	3	18%	2	12%	1	6%	0	0%	0	0%	10	59%	1	6%	0	0%	17	100%
Physical Science	2018	3	18%	2	12%	1	6%	0	0%	0	0%	10	59%	1	6%	0	0%	17	100%
Physical Science	2019	3	17%	2	11%	1	6%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Physical Science	2020	3	17%	2	11%	1	6%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Physical Science	2021	3	17%	2	11%	1	6%	0	0%	0	0%	11	61%	1	6%	0	0%	18	100%
Physical Science	2022	3	16%	2	11%	1	5%	0	0%	0	0%	12	63%	1	5%	0	0%	19	100%
Physical Science	2023	3	14%	2	10%	2	10%	0	0%	0	0%	13	62%	1	5%	0	0%	21	100%
Physical Science	2024	3	15%	2	10%	2	10%	0	0%	0	0%	12	60%	1	5%	0	0%	20	100%
Psychology	2014	1	20%	1	20%	0	0%	0	0%	0	0%	2	40%	1	20%	0	0%	5	100%
Psychology	2015	1	17%	1	17%	0	0%	0	0%	0	0%	2	33%	1	17%	1	17%	6	100%
Psychology	2016	1	20%	1	20%	0	0%	0	0%	0	0%	2	40%	1	20%	0	0%	5	100%
Psychology	2017	1	20%	1	20%	0	0%	0	0%	0	0%	2	40%	1	20%	0	0%	5	100%
Psychology	2018	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Psychology	2019	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Psychology	2020	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Psychology	2021	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Psychology	2022	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Psychology	2023	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Psychology	2024	1	14%	2	29%	0	0%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Theater Arts	2014	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2015	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2016	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2017	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2018	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2019	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2020	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2021	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2022	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2023	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%
Theater Arts	2024	1	25%	0	0%	0	0%	0	0%	0	0%	3	75%	0	0%	0	0%	4	100%

Full-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
		Veterans Success Center	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Veterans Success Center	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Veterans Success Center	2016	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Veterans Success Center	2017	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Veterans Success Center	2018	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Veterans Success Center	2019	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Veterans Success Center	2020	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Veterans Success Center	2021	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Veterans Success Center	2022	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Veterans Success Center	2023	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Veterans Success Center	2024	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
2014 Totals	2014	37	14%	27	10%	40	15%	0	0%	2	1%	148	56%	10	4%	1	0%			265	100%
2015 Totals	2015	39	14%	29	10%	41	15%	0	0%	2	1%	154	55%	14	5%	2	1%			281	100%
2016 Totals	2016	40	13%	31	10%	44	15%	0	0%	2	1%	159	54%	17	6%	4	1%			297	100%
2017 Totals	2017	41	13%	34	11%	47	15%	0	0%	2	1%	162	53%	17	6%	4	1%			307	100%
2018 Totals	2018	41	13%	33	11%	48	16%	0	0%	2	1%	162	53%	17	6%	4	1%			307	100%
2019 Totals	2019	41	13%	35	11%	49	16%	0	0%	2	1%	163	52%	17	5%	5	2%			312	100%
2020 Totals	2020	43	13%	37	11%	52	16%	0	0%	2	1%	166	51%	18	6%	5	2%			323	100%
2021 Totals	2021	43	13%	38	12%	54	16%	0	0%	2	1%	169	51%	18	5%	5	2%			329	100%
2022 Totals	2022	46	14%	38	11%	57	17%	0	0%	2	1%	165	50%	19	6%	6	2%			333	100%
2023 Totals	2023	43	13%	39	12%	55	17%	0	0%	2	1%	169	51%	18	5%	5	2%			331	100%
2024 Totals	2024	46	14%	40	12%	57	17%	0	0%	2	1%	165	49%	19	6%	6	2%			335	100%

Appendix 2:
Departmental Information – Part-time Faculty Ethnicity 2014 – 2024

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Art	2014	3	17%	1	6%	0	0%	0	0%	0	0%	13	72%	0	0%	1	6%
Art	2015	4	19%	1	5%	0	0%	0	0%	0	0%	15	71%	0	0%	1	5%	21	100%
Art	2016	4	19%	1	5%	0	0%	0	0%	0	0%	15	71%	0	0%	1	5%	21	100%
Art	2017	4	17%	1	4%	1	4%	0	0%	0	0%	17	71%	0	0%	1	4%	24	100%
Art	2018	4	17%	1	4%	1	4%	0	0%	0	0%	17	71%	0	0%	1	4%	24	100%
Art	2019	4	13%	3	10%	2	7%	0	0%	0	0%	19	63%	1	3%	1	3%	30	100%
Art	2020	4	13%	3	10%	3	10%	0	0%	0	0%	19	61%	1	3%	1	3%	31	100%
Art	2021	4	12%	3	9%	3	9%	0	0%	0	0%	20	61%	2	6%	1	3%	33	100%
Art	2022	4	9%	4	9%	6	14%	0	0%	0	0%	26	59%	3	7%	1	2%	44	100%
Art	2023	4	9%	4	9%	6	14%	0	0%	0	0%	26	59%	3	7%	1	2%	44	100%
Art	2024	4	9%	4	9%	6	14%	0	0%	0	0%	26	59%	3	7%	1	2%	44	100%
Art	2014	3	17%	1	6%	0	0%	0	0%	0	0%	13	72%	0	0%	1	6%	18	100%
Art	2015	4	19%	1	5%	0	0%	0	0%	0	0%	15	71%	0	0%	1	5%	21	100%
Art	2016	4	19%	1	5%	0	0%	0	0%	0	0%	15	71%	0	0%	1	5%	21	100%
Art	2017	4	17%	1	4%	1	4%	0	0%	0	0%	17	71%	0	0%	1	4%	24	100%
Art	2018	4	17%	1	4%	1	4%	0	0%	0	0%	17	71%	0	0%	1	4%	24	100%
Art	2019	4	13%	3	10%	2	7%	0	0%	0	0%	19	63%	1	3%	1	3%	30	100%
Art	2020	4	13%	3	10%	3	10%	0	0%	0	0%	19	61%	1	3%	1	3%	31	100%
Art	2021	4	12%	3	9%	3	9%	0	0%	0	0%	20	61%	2	6%	1	3%	33	100%
Art	2022	4	9%	4	9%	6	14%	0	0%	0	0%	26	59%	3	7%	1	2%	44	100%
Art	2023	4	9%	4	9%	6	14%	0	0%	0	0%	26	59%	3	7%	1	2%	44	100%
Art	2024	4	9%	4	9%	6	14%	0	0%	0	0%	26	59%	3	7%	1	2%	44	100%
Athletics	2014	0	0%	0	0%	2	29%	0	0%	0	0%	4	57%	0	0%	1	14%	7	100%
Athletics	2015	0	0%	1	11%	3	33%	0	0%	0	0%	4	44%	0	0%	1	11%	9	100%
Athletics	2016	0	0%	1	9%	4	36%	0	0%	0	0%	5	45%	0	0%	1	9%	11	100%
Athletics	2017	0	0%	1	9%	4	36%	0	0%	0	0%	5	45%	0	0%	1	9%	11	100%
Athletics	2018	0	0%	1	8%	4	33%	0	0%	0	0%	6	50%	0	0%	1	8%	12	100%
Athletics	2019	0	0%	1	8%	4	33%	0	0%	0	0%	6	50%	0	0%	1	8%	12	100%
Athletics	2020	0	0%	1	8%	4	33%	0	0%	0	0%	6	50%	0	0%	1	8%	12	100%
Athletics	2021	1	8%	1	8%	4	31%	0	0%	0	0%	6	46%	0	0%	1	8%	13	100%
Athletics	2022	1	6%	1	6%	5	29%	0	0%	0	0%	8	47%	1	6%	1	6%	17	100%
Athletics	2023	1	6%	1	6%	5	29%	0	0%	0	0%	8	47%	1	6%	1	6%	17	100%
Athletics	2024	1	6%	1	6%	5	29%	0	0%	0	0%	8	47%	1	6%	1	6%	17	100%
Business	2014	3	11%	3	11%	1	4%	0	0%	0	0%	19	68%	0	0%	2	7%	28	100%
Business	2015	3	10%	4	14%	1	3%	0	0%	0	0%	19	66%	0	0%	2	7%	29	100%
Business	2016	3	10%	4	13%	1	3%	0	0%	0	0%	21	68%	0	0%	2	6%	31	100%
Business	2017	3	9%	5	15%	1	3%	0	0%	0	0%	21	64%	0	0%	3	9%	33	100%
Business	2018	3	8%	6	17%	2	6%	0	0%	0	0%	22	61%	0	0%	3	8%	36	100%
Business	2019	3	8%	6	16%	2	5%	0	0%	0	0%	22	59%	0	0%	4	11%	37	100%
Business	2020	4	10%	6	15%	2	5%	0	0%	0	0%	23	59%	0	0%	4	10%	39	100%
Business	2021	4	10%	6	15%	2	5%	0	0%	0	0%	23	59%	0	0%	4	10%	39	100%
Business	2022	5	12%	6	14%	2	5%	0	0%	0	0%	25	60%	0	0%	4	10%	42	100%
Business	2023	5	12%	6	14%	2	5%	0	0%	0	0%	25	60%	0	0%	4	10%	42	100%
Business	2024	5	12%	6	14%	2	5%	0	0%	0	0%	25	60%	0	0%	4	10%	42	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
		Center of Wellness & Wellbeing	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Center of Wellness & Wellbeing	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2016	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2017	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2018	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2019	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Center of Wellness & Wellbeing	2020	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Center of Wellness & Wellbeing	2021	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Center of Wellness & Wellbeing	2022	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%	3	100%
Center of Wellness & Wellbeing	2023	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%	3	100%
Center of Wellness & Wellbeing	2024	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%	3	100%
Communication	2014	0	0%	4	13%	0	0%	0	0%	1	3%	23	77%	1	3%	1	3%	1	3%	30	100%
Communication	2015	0	0%	5	15%	1	3%	0	0%	1	3%	24	73%	1	3%	1	3%	1	3%	33	100%
Communication	2016	0	0%	5	14%	1	3%	0	0%	1	3%	27	75%	1	3%	1	3%	1	3%	36	100%
Communication	2017	2	5%	5	12%	1	2%	0	0%	1	2%	30	73%	1	2%	1	2%	1	2%	41	100%
Communication	2018	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	1	2%	43	100%
Communication	2019	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	1	2%	43	100%
Communication	2020	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	1	2%	43	100%
Communication	2021	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	1	2%	43	100%
Communication	2022	2	4%	6	13%	2	4%	0	0%	1	2%	33	72%	1	2%	1	2%	1	2%	46	100%
Communication	2023	2	4%	6	13%	2	4%	0	0%	1	2%	34	72%	1	2%	1	2%	1	2%	47	100%
Communication	2024	2	4%	6	13%	2	4%	0	0%	1	2%	34	72%	1	2%	1	2%	1	2%	47	100%
Computer Science & Information Systems	2014	2	18%	2	18%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%	11	100%
Computer Science & Information Systems	2015	2	18%	2	18%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%	11	100%
Computer Science & Information Systems	2016	3	21%	2	14%	0	0%	0	0%	0	0%	9	64%	0	0%	0	0%	0	0%	14	100%
Computer Science & Information Systems	2017	3	18%	2	12%	1	6%	0	0%	1	6%	9	53%	0	0%	1	6%	1	6%	17	100%
Computer Science & Information Systems	2018	5	26%	2	11%	1	5%	0	0%	1	5%	9	47%	0	0%	1	5%	1	5%	19	100%
Computer Science & Information Systems	2019	6	30%	2	10%	1	5%	0	0%	1	5%	9	45%	0	0%	1	5%	1	5%	20	100%
Computer Science & Information Systems	2020	6	27%	2	9%	1	5%	0	0%	1	5%	11	50%	0	0%	1	5%	1	5%	22	100%
Computer Science & Information Systems	2021	6	26%	2	9%	1	4%	0	0%	1	4%	12	52%	0	0%	1	4%	1	4%	23	100%
Computer Science & Information Systems	2022	6	25%	2	8%	2	8%	0	0%	1	4%	12	50%	0	0%	1	4%	1	4%	24	100%
Computer Science & Information Systems	2023	6	25%	2	8%	2	8%	0	0%	1	4%	12	50%	0	0%	1	4%	1	4%	24	100%
Computer Science & Information Systems	2024	6	25%	2	8%	2	8%	0	0%	1	4%	12	50%	0	0%	1	4%	1	4%	24	100%
Cosmetology	2014	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	0	0%	7	100%
Cosmetology	2015	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	0	0%	7	100%
Cosmetology	2016	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	0	0%	7	100%
Cosmetology	2017	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	0	0%	7	100%
Cosmetology	2018	0	0%	2	25%	1	13%	0	0%	0	0%	5	63%	0	0%	0	0%	0	0%	8	100%
Cosmetology	2019	0	0%	3	33%	1	11%	0	0%	0	0%	5	56%	0	0%	0	0%	0	0%	9	100%
Cosmetology	2020	0	0%	4	40%	1	10%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	10	100%
Cosmetology	2021	0	0%	4	40%	1	10%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	10	100%
Cosmetology	2022	0	0%	4	36%	1	9%	0	0%	0	0%	6	55%	0	0%	0	0%	0	0%	11	100%
Cosmetology	2023	0	0%	5	42%	1	8%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%	12	100%
Cosmetology	2024	0	0%	5	42%	1	8%	0	0%	0	0%	6	50%	0	0%	0	0%	0	0%	12	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Counseling	2014	2	3%	12	19%	23	37%	0	0%	0	0%	17	27%	4	6%	5	8%
Counseling	2015	2	3%	13	18%	30	42%	0	0%	0	0%	18	25%	4	6%	5	7%	72	100%
Counseling	2016	6	7%	14	15%	37	40%	0	0%	0	0%	23	25%	6	7%	6	7%	92	100%
Counseling	2017	9	9%	14	14%	40	41%	0	0%	0	0%	23	23%	6	6%	6	6%	98	100%
Counseling	2018	11	11%	14	13%	43	41%	0	0%	0	0%	24	23%	6	6%	6	6%	104	100%
Counseling	2019	11	10%	14	12%	48	42%	0	0%	0	0%	28	24%	6	5%	8	7%	115	100%
Counseling	2020	11	9%	14	12%	49	42%	0	0%	0	0%	29	25%	6	5%	8	7%	117	100%
Counseling	2021	11	9%	14	12%	51	43%	0	0%	1	1%	29	24%	6	5%	8	7%	120	100%
Counseling	2022	11	9%	15	12%	57	44%	0	0%	1	1%	30	23%	6	5%	9	7%	129	100%
Counseling	2023	12	9%	15	11%	59	44%	0	0%	1	1%	32	24%	6	4%	9	7%	134	100%
Counseling	2024	12	9%	15	11%	60	44%	0	0%	1	1%	33	24%	6	4%	9	7%	136	100%
Dance	2014	0	0%	1	9%	3	0%	0	0%	1	9%	5	45%	0	0%	1	9%	11	100%
Dance	2015	0	0%	1	9%	3	0%	0	0%	1	9%	5	45%	0	0%	1	9%	11	100%
Dance	2016	0	0%	1	9%	3	0%	0	0%	1	9%	5	45%	0	0%	1	9%	11	100%
Dance	2017	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2018	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2019	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2020	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2021	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2022	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2023	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Dance	2024	0	0%	1	8%	3	0%	0	0%	1	8%	6	50%	0	0%	1	8%	12	100%
Design Technology	2014	0	0%	2	0%	1	0%	0	0%	0	0%	17	81%	0	0%	1	5%	21	100%
Design Technology	2015	0	0%	2	8%	1	4%	0	0%	0	0%	20	83%	0	0%	1	4%	24	100%
Design Technology	2016	0	0%	2	8%	1	4%	0	0%	0	0%	21	84%	0	0%	1	4%	25	100%
Design Technology	2017	0	0%	2	8%	1	4%	0	0%	0	0%	22	85%	0	0%	1	4%	26	100%
Design Technology	2018	0	0%	2	7%	2	7%	0	0%	0	0%	22	81%	0	0%	1	4%	27	100%
Design Technology	2019	1	3%	2	7%	3	10%	0	0%	0	0%	23	77%	0	0%	1	3%	30	100%
Design Technology	2020	2	6%	2	6%	4	11%	0	0%	0	0%	26	74%	0	0%	1	3%	35	100%
Design Technology	2021	3	8%	2	5%	4	11%	0	0%	0	0%	27	73%	0	0%	1	3%	37	100%
Design Technology	2022	4	10%	3	7%	4	10%	0	0%	0	0%	29	71%	0	0%	1	2%	41	100%
Design Technology	2023	4	10%	3	7%	4	10%	0	0%	0	0%	29	71%	0	0%	1	2%	41	100%
Design Technology	2024	4	10%	3	7%	4	10%	0	0%	0	0%	29	71%	0	0%	1	2%	41	100%
Disabled Students Center	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Disabled Students Center	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Disabled Students Center	2016	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Disabled Students Center	2017	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Disabled Students Center	2018	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Disabled Students Center	2019	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Disabled Students Center	2020	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Disabled Students Center	2021	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Disabled Students Center	2022	0	0%	0	0%	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%	2	100%
Disabled Students Center	2023	0	0%	0	0%	1	33%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Disabled Students Center	2024	0	0%	0	0%	1	33%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Earth Science	2014	0	0%	0	0%	0	0%	0	0%	0	0%	9	0%	0	0%	0	0%
Earth Science	2015	0	0%	1	9%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	11	100%
Earth Science	2016	0	0%	1	0%	0	0%	0	0%	0	0%	11	92%	0	0%	0	0%	12	100%
Earth Science	2017	0	0%	1	7%	1	7%	0	0%	0	0%	13	87%	0	0%	0	0%	15	100%
Earth Science	2018	0	0%	1	6%	1	6%	0	0%	0	0%	15	88%	0	0%	0	0%	17	100%
Earth Science	2019	0	0%	1	5%	1	5%	0	0%	0	0%	17	89%	0	0%	0	0%	19	100%
Earth Science	2020	0	0%	1	4%	1	4%	0	0%	0	0%	22	88%	0	0%	1	4%	25	100%
Earth Science	2021	0	0%	1	3%	1	3%	0	0%	0	0%	28	90%	0	0%	1	3%	31	100%
Earth Science	2022	0	0%	1	3%	1	3%	0	0%	0	0%	35	92%	0	0%	1	3%	38	100%
Earth Science	2023	0	0%	1	3%	1	3%	0	0%	0	0%	35	92%	0	0%	1	3%	38	100%
Earth Science	2024	0	0%	1	3%	1	3%	0	0%	0	0%	35	92%	0	0%	1	3%	38	100%
Education/ECE	2014	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Education/ECE	2015	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Education/ECE	2016	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Education/ECE	2017	0	0%	1	14%	0	0%	0	0%	0	0%	6	86%	0	0%	0	0%	7	100%
Education/ECE	2018	0	0%	1	10%	2	20%	0	0%	0	0%	7	70%	0	0%	0	0%	10	100%
Education/ECE	2019	0	0%	1	10%	2	20%	0	0%	0	0%	7	70%	0	0%	0	0%	10	100%
Education/ECE	2020	0	0%	1	10%	2	20%	0	0%	0	0%	7	70%	0	0%	0	0%	10	100%
Education/ECE	2021	0	0%	1	9%	2	18%	0	0%	0	0%	8	73%	0	0%	0	0%	11	100%
Education/ECE	2022	0	0%	1	8%	2	17%	0	0%	0	0%	9	75%	0	0%	0	0%	12	100%
Education/ECE	2023	0	0%	1	8%	2	17%	0	0%	0	0%	9	75%	0	0%	0	0%	12	100%
Education/ECE	2024	0	0%	1	8%	2	17%	0	0%	0	0%	9	75%	0	0%	0	0%	12	100%
Emeritus	2014	4	10%	4	10%	2	5%	0	0%	0	0%	31	74%	0	0%	1	2%	42	100%
Emeritus	2015	5	11%	4	9%	2	4%	0	0%	0	0%	34	74%	0	0%	1	2%	46	100%
Emeritus	2016	5	11%	4	9%	2	4%	0	0%	0	0%	34	74%	0	0%	1	2%	46	100%
Emeritus	2017	5	10%	5	10%	2	4%	0	0%	0	0%	35	73%	0	0%	1	2%	48	100%
Emeritus	2018	5	10%	5	10%	2	4%	0	0%	0	0%	35	73%	0	0%	1	2%	48	100%
Emeritus	2019	5	10%	5	10%	2	4%	0	0%	0	0%	38	75%	0	0%	1	2%	51	100%
Emeritus	2020	5	9%	5	9%	2	4%	0	0%	0	0%	40	75%	0	0%	1	2%	53	100%
Emeritus	2021	5	9%	5	9%	2	4%	0	0%	0	0%	40	75%	0	0%	1	2%	53	100%
Emeritus	2022	5	9%	5	9%	2	4%	0	0%	0	0%	42	75%	0	0%	2	4%	56	100%
Emeritus	2023	5	9%	5	9%	2	4%	0	0%	0	0%	43	75%	0	0%	2	4%	57	100%
Emeritus	2024	5	9%	5	9%	2	3%	0	0%	0	0%	44	76%	0	0%	2	3%	58	100%
English	2014	2	4%	1	2%	5	11%	0	0%	0	0%	32	71%	2	4%	3	7%	45	100%
English	2015	2	4%	1	2%	5	11%	0	0%	0	0%	33	72%	2	4%	3	7%	46	100%
English	2016	2	4%	1	2%	6	13%	0	0%	0	0%	33	70%	2	4%	3	6%	47	100%
English	2017	2	4%	1	2%	6	13%	0	0%	0	0%	33	70%	2	4%	3	6%	47	100%
English	2018	2	4%	1	2%	7	15%	0	0%	0	0%	33	69%	2	4%	3	6%	48	100%
English	2019	2	4%	1	2%	8	15%	0	0%	0	0%	36	69%	2	4%	3	6%	52	100%
English	2020	3	6%	2	4%	8	15%	0	0%	0	0%	36	67%	2	4%	3	6%	54	100%
English	2021	3	6%	2	4%	8	15%	0	0%	0	0%	36	67%	2	4%	3	6%	54	100%
English	2022	3	6%	2	4%	8	15%	0	0%	0	0%	36	67%	2	4%	3	6%	54	100%
English	2023	3	6%	2	4%	8	15%	0	0%	0	0%	36	67%	2	4%	3	6%	54	100%
English	2024	3	6%	2	4%	8	15%	0	0%	0	0%	36	67%	2	4%	3	6%	54	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
		EOPS	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
EOPS	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2016	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2017	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2018	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2019	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2020	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2021	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
EOPS	2022	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
EOPS	2023	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
EOPS	2024	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
ESL	2014	3	14%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%	21	100%
ESL	2015	3	14%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%	21	100%
ESL	2016	4	17%	0	0%	1	4%	0	0%	0	0%	18	78%	0	0%	0	0%	0	0%	23	100%
ESL	2017	4	17%	0	0%	1	4%	0	0%	0	0%	18	78%	0	0%	0	0%	0	0%	23	100%
ESL	2018	4	17%	0	0%	1	4%	0	0%	0	0%	18	78%	0	0%	0	0%	0	0%	23	100%
ESL	2019	4	17%	0	0%	1	4%	0	0%	0	0%	18	75%	1	4%	0	0%	0	0%	24	100%
ESL	2020	4	17%	0	0%	1	4%	0	0%	0	0%	18	75%	1	4%	0	0%	0	0%	24	100%
ESL	2021	4	17%	0	0%	1	4%	0	0%	0	0%	18	75%	1	4%	0	0%	0	0%	24	100%
ESL	2022	4	17%	0	0%	1	4%	0	0%	0	0%	18	75%	1	4%	0	0%	0	0%	24	100%
ESL	2023	4	17%	0	0%	1	4%	0	0%	0	0%	18	75%	1	4%	0	0%	0	0%	24	100%
ESL	2024	4	16%	0	0%	1	4%	0	0%	0	0%	19	76%	1	4%	0	0%	0	0%	25	100%
Health Sciences	2014	0	0%	2	40%	2	40%	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%	5	100%
Health Sciences	2015	0	0%	2	40%	2	40%	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%	5	100%
Health Sciences	2016	0	0%	2	33%	3	50%	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%	6	100%
Health Sciences	2017	0	0%	2	22%	4	44%	0	0%	0	0%	2	22%	1	11%	0	0%	0	0%	9	100%
Health Sciences	2018	0	0%	3	27%	4	36%	0	0%	0	0%	3	27%	1	9%	0	0%	0	0%	11	100%
Health Sciences	2019	0	0%	3	23%	4	31%	0	0%	0	0%	5	38%	1	8%	0	0%	0	0%	13	100%
Health Sciences	2020	0	0%	4	27%	4	27%	0	0%	0	0%	5	33%	2	13%	0	0%	0	0%	15	100%
Health Sciences	2021	2	10%	4	19%	8	38%	0	0%	0	0%	5	24%	2	10%	0	0%	0	0%	21	100%
Health Sciences	2022	3	9%	6	19%	10	31%	0	0%	0	0%	10	31%	2	6%	1	3%	0	0%	32	100%
Health Sciences	2023	3	9%	6	19%	10	31%	0	0%	0	0%	10	31%	2	6%	1	3%	0	0%	32	100%
Health Sciences	2024	3	9%	6	19%	10	31%	0	0%	0	0%	10	31%	2	6%	1	3%	0	0%	32	100%
History	2014	1	8%	0	0%	2	15%	0	0%	0	0%	7	54%	1	8%	2	15%	0	0%	13	100%
History	2015	1	8%	0	0%	2	15%	0	0%	0	0%	7	54%	1	8%	2	15%	0	0%	13	100%
History	2016	1	7%	0	0%	3	20%	0	0%	0	0%	8	53%	1	7%	2	13%	0	0%	15	100%
History	2017	1	6%	0	0%	3	19%	0	0%	0	0%	9	56%	1	6%	2	13%	0	0%	16	100%
History	2018	1	6%	0	0%	3	19%	0	0%	0	0%	9	56%	1	6%	2	13%	0	0%	16	100%
History	2019	1	6%	0	0%	3	17%	0	0%	0	0%	11	61%	1	6%	2	11%	0	0%	18	100%
History	2020	1	6%	0	0%	3	17%	0	0%	0	0%	11	61%	1	6%	2	11%	0	0%	18	100%
History	2021	1	5%	0	0%	3	16%	0	0%	0	0%	12	63%	1	5%	2	11%	0	0%	19	100%
History	2022	1	5%	0	0%	3	16%	0	0%	0	0%	12	63%	1	5%	2	11%	0	0%	19	100%
History	2023	1	5%	0	0%	3	15%	0	0%	1	0%	12	60%	1	5%	2	10%	0	0%	20	100%
History	2024	1	5%	0	0%	4	19%	0	0%	1	0%	12	57%	1	5%	2	10%	0	0%	21	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total			
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
		Improving Online Center Pathways	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Improving Online Center Pathways	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
Improving Online Center Pathways	2016	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2017	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2018	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2019	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2020	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2021	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2022	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2023	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
Improving Online Center Pathways	2024	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
International Student Center	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
International Student Center	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	100%
International Student Center	2016	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
International Student Center	2017	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2018	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2019	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2020	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2021	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2022	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2022	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
International Student Center	2024	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	1	33%	1	33%	1	33%	3	100%
Kinesiology	2014	0	0%	0	0%	1	10%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%	10	100%
Kinesiology	2015	0	0%	0	0%	1	9%	0	0%	0	0%	10	91%	0	0%	0	0%	0	0%	11	100%
Kinesiology	2016	0	0%	0	0%	1	8%	0	0%	0	0%	11	92%	0	0%	0	0%	0	0%	12	100%
Kinesiology	2017	0	0%	0	0%	1	8%	0	0%	0	0%	11	92%	0	0%	0	0%	0	0%	12	100%
Kinesiology	2018	0	0%	0	0%	1	8%	0	0%	0	0%	12	92%	0	0%	0	0%	0	0%	13	100%
Kinesiology	2019	0	0%	0	0%	1	7%	0	0%	0	0%	13	93%	0	0%	0	0%	0	0%	14	100%
Kinesiology	2020	0	0%	0	0%	1	7%	0	0%	0	0%	13	93%	0	0%	0	0%	0	0%	14	100%
Kinesiology	2021	0	0%	0	0%	1	7%	0	0%	0	0%	14	93%	0	0%	0	0%	0	0%	15	100%
Kinesiology	2022	0	0%	1	6%	1	6%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%	16	100%
Kinesiology	2023	0	0%	1	6%	1	6%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%	16	100%
Kinesiology	2024	0	0%	1	6%	1	6%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%	16	100%
Library	2014	1	25%	0	0%	0	0%	0	0%	0	0%	2	50%	1	25%	0	0%	0	0%	4	100%
Library	2015	1	25%	0	0%	0	0%	0	0%	0	0%	2	50%	1	25%	0	0%	0	0%	4	100%
Library	2016	1	20%	0	0%	1	20%	0	0%	0	0%	2	40%	1	20%	0	0%	0	0%	5	100%
Library	2017	1	20%	0	0%	1	20%	0	0%	0	0%	2	40%	1	20%	0	0%	0	0%	5	100%
Library	2018	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	0	0%	6	100%
Library	2019	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	0	0%	6	100%
Library	2020	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	0	0%	6	100%
Library	2021	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	0	0%	6	100%
Library	2022	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	0	0%	6	100%
Library	2023	2	29%	0	0%	1	14%	0	0%	0	0%	3	43%	1	14%	0	0%	0	0%	7	100%
Library	2024	2	29%	0	0%	1	14%	0	0%	0	0%	3	43%	1	14%	0	0%	0	0%	7	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Life Science	2014	2	14%	1	7%	1	7%	0	0%	0	0%	9	64%	0	0%	1	7%
Life Science	2015	2	14%	1	7%	1	7%	0	0%	0	0%	9	64%	0	0%	1	7%	14	100%
Life Science	2016	3	19%	1	6%	1	6%	0	0%	0	0%	10	63%	0	0%	1	6%	16	100%
Life Science	2017	3	16%	1	5%	1	5%	0	0%	0	0%	12	63%	1	5%	1	5%	19	100%
Life Science	2018	3	16%	1	5%	1	5%	0	0%	0	0%	12	63%	1	5%	1	5%	19	100%
Life Science	2019	5	20%	3	12%	1	4%	1	4%	0	0%	12	48%	1	4%	2	8%	25	100%
Life Science	2020	5	19%	3	12%	1	4%	1	4%	0	0%	12	46%	1	4%	3	12%	26	100%
Life Science	2021	5	19%	3	12%	1	4%	1	4%	0	0%	12	46%	1	4%	3	12%	26	100%
Life Science	2022	5	19%	3	11%	1	4%	1	4%	0	0%	13	48%	1	4%	3	11%	27	100%
Life Science	2023	5	19%	3	11%	1	4%	1	4%	0	0%	13	48%	1	4%	3	11%	27	100%
Life Science	2024	5	19%	3	11%	1	4%	1	4%	0	0%	13	48%	1	4%	3	11%	27	100%
Mathematics	2014	15	33%	4	9%	1	2%	1	2%	1	2%	21	47%	0	0%	2	4%	45	100%
Mathematics	2015	15	33%	4	9%	1	2%	1	2%	1	2%	21	47%	0	0%	2	4%	45	100%
Mathematics	2016	15	32%	4	9%	1	2%	1	2%	1	2%	23	49%	0	0%	2	4%	47	100%
Mathematics	2017	15	31%	4	8%	1	2%	1	2%	1	2%	24	50%	0	0%	2	4%	48	100%
Mathematics	2018	15	30%	4	8%	1	2%	1	2%	1	2%	26	52%	0	0%	2	4%	50	100%
Mathematics	2019	15	30%	4	8%	1	2%	1	2%	1	2%	26	52%	0	0%	2	4%	50	100%
Mathematics	2020	15	30%	4	8%	1	2%	1	2%	1	2%	26	52%	0	0%	2	4%	50	100%
Mathematics	2021	17	33%	4	8%	1	2%	1	2%	1	2%	26	50%	0	0%	2	4%	52	100%
Mathematics	2022	17	32%	4	8%	1	2%	1	2%	1	2%	26	49%	0	0%	3	6%	53	100%
Mathematics	2023	17	31%	4	7%	1	2%	1	2%	1	2%	26	47%	1	2%	4	7%	55	100%
Mathematics	2024	17	31%	4	7%	1	2%	1	2%	1	2%	26	47%	1	2%	4	7%	55	100%
Modern Languages & Cultures	2014	6	30%	2	10%	3	15%	0	0%	0	0%	8	40%	0	0%	1	5%	20	100%
Modern Languages & Cultures	2015	6	30%	2	10%	3	15%	0	0%	0	0%	8	40%	0	0%	1	5%	20	100%
Modern Languages & Cultures	2016	6	29%	2	10%	3	14%	0	0%	0	0%	9	43%	0	0%	1	5%	21	100%
Modern Languages & Cultures	2017	7	30%	2	9%	3	13%	0	0%	0	0%	10	43%	0	0%	1	4%	23	100%
Modern Languages & Cultures	2018	7	29%	2	8%	3	13%	0	0%	0	0%	11	46%	0	0%	1	4%	24	100%
Modern Languages & Cultures	2019	8	31%	2	8%	3	12%	0	0%	0	0%	12	46%	0	0%	1	4%	26	100%
Modern Languages & Cultures	2020	8	30%	2	7%	3	11%	0	0%	0	0%	13	48%	0	0%	1	4%	27	100%
Modern Languages & Cultures	2021	10	32%	2	6%	5	16%	0	0%	0	0%	13	42%	0	0%	1	3%	31	100%
Modern Languages & Cultures	2022	10	30%	2	6%	5	15%	0	0%	0	0%	15	45%	0	0%	1	3%	33	100%
Modern Languages & Cultures	2023	10	30%	2	6%	5	15%	0	0%	0	0%	15	45%	0	0%	1	3%	33	100%
Modern Languages & Cultures	2024	11	31%	2	6%	5	14%	0	0%	0	0%	16	46%	0	0%	1	3%	35	100%
Music	2014	2	15%	1	8%	2	15%	0	0%	0	0%	8	62%	0	0%	0	0%	13	100%
Music	2015	3	20%	1	7%	3	20%	0	0%	0	0%	8	53%	0	0%	0	0%	15	100%
Music	2016	3	19%	1	6%	3	19%	0	0%	0	0%	9	56%	0	0%	0	0%	16	100%
Music	2017	3	19%	1	6%	3	19%	0	0%	0	0%	9	56%	0	0%	0	0%	16	100%
Music	2018	3	19%	1	6%	3	19%	0	0%	0	0%	9	56%	0	0%	0	0%	16	100%
Music	2019	3	19%	1	6%	3	19%	0	0%	0	0%	9	56%	0	0%	0	0%	16	100%
Music	2020	3	19%	1	6%	3	19%	0	0%	0	0%	9	56%	0	0%	0	0%	16	100%
Music	2021	3	19%	1	6%	3	19%	0	0%	0	0%	9	56%	0	0%	0	0%	16	100%
Music	2022	3	16%	1	5%	4	21%	0	0%	0	0%	11	58%	0	0%	0	0%	19	100%
Music	2023	3	16%	1	5%	4	21%	0	0%	0	0%	11	58%	0	0%	0	0%	19	100%
Music	2024	3	16%	1	5%	4	21%	0	0%	0	0%	11	58%	0	0%	0	0%	19	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		Philosophy & Social Sciences	2014	1	5%	2	11%	2	11%	0	0%	0	0%	14	74%	0	0%	0	0%
Philosophy & Social Sciences	2015	1	5%	2	10%	2	10%	0	0%	0	0%	16	76%	0	0%	0	0%	21	100%
Philosophy & Social Sciences	2016	1	5%	2	10%	2	10%	0	0%	0	0%	16	76%	0	0%	0	0%	21	100%
Philosophy & Social Sciences	2017	1	5%	2	9%	2	9%	0	0%	0	0%	17	77%	0	0%	0	0%	22	100%
Philosophy & Social Sciences	2018	1	5%	2	9%	2	9%	0	0%	0	0%	17	77%	0	0%	0	0%	22	100%
Philosophy & Social Sciences	2019	1	4%	2	8%	2	8%	0	0%	0	0%	20	80%	0	0%	0	0%	25	100%
Philosophy & Social Sciences	2020	4	14%	2	7%	2	7%	0	0%	0	0%	20	71%	0	0%	0	0%	28	100%
Philosophy & Social Sciences	2021	4	14%	2	7%	2	7%	0	0%	0	0%	20	71%	0	0%	0	0%	28	100%
Philosophy & Social Sciences	2022	4	14%	2	7%	2	7%	0	0%	0	0%	20	71%	0	0%	0	0%	28	100%
Philosophy & Social Sciences	2023	4	14%	2	7%	2	7%	0	0%	0	0%	20	71%	0	0%	0	0%	28	100%
Philosophy & Social Sciences	2024	4	14%	2	7%	2	7%	0	0%	0	0%	20	71%	0	0%	0	0%	28	100%
Photography & Fashion	2014	0	0%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	10	100%
Photography & Fashion	2015	0	0%	0	0%	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	13	100%
Photography & Fashion	2016	0	0%	0	0%	0	0%	0	0%	0	0%	13	100%	0	0%	0	0%	13	100%
Photography & Fashion	2017	0	0%	0	0%	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	15	100%
Photography & Fashion	2018	0	0%	0	0%	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	15	100%
Photography & Fashion	2019	0	0%	0	0%	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	15	100%
Photography & Fashion	2020	0	0%	0	0%	0	0%	0	0%	0	0%	15	100%	0	0%	0	0%	15	100%
Photography & Fashion	2021	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	16	100%
Photography & Fashion	2022	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	16	100%
Photography & Fashion	2023	0	0%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	16	100%
Photography & Fashion	2024	0	0%	0	0%	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	17	100%
Physical Science	2014	5	33%	0	0%	1	7%	0	0%	0	0%	8	53%	0	0%	1	7%	15	100%
Physical Science	2015	6	38%	0	0%	1	6%	0	0%	0	0%	8	50%	0	0%	1	6%	16	100%
Physical Science	2016	7	35%	0	0%	1	5%	0	0%	0	0%	9	45%	0	0%	3	15%	20	100%
Physical Science	2017	7	33%	0	0%	1	5%	0	0%	0	0%	10	48%	0	0%	3	14%	21	100%
Physical Science	2018	7	33%	0	0%	1	5%	0	0%	0	0%	10	48%	0	0%	3	14%	21	100%
Physical Science	2019	8	35%	0	0%	1	4%	0	0%	0	0%	11	48%	0	0%	3	13%	23	100%
Physical Science	2020	8	35%	0	0%	1	4%	0	0%	0	0%	11	48%	0	0%	3	13%	23	100%
Physical Science	2021	8	35%	0	0%	1	4%	0	0%	0	0%	11	48%	0	0%	3	13%	23	100%
Physical Science	2022	8	33%	0	0%	1	4%	0	0%	0	0%	12	50%	0	0%	3	13%	24	100%
Physical Science	2023	9	33%	0	0%	2	7%	0	0%	0	0%	13	48%	0	0%	3	11%	27	100%
Physical Science	2024	9	32%	0	0%	2	7%	0	0%	0	0%	14	50%	0	0%	3	11%	28	100%
Psychology	2014	0	0%	3	43%	0	0%	0	0%	0	0%	4	57%	0	0%	0	0%	7	100%
Psychology	2015	0	0%	3	43%	0	0%	0	0%	0	0%	4	57%	0	0%	0	0%	7	100%
Psychology	2016	0	0%	3	38%	0	0%	0	0%	0	0%	4	50%	0	0%	1	13%	8	100%
Psychology	2017	0	0%	3	38%	0	0%	0	0%	0	0%	4	50%	0	0%	1	13%	8	100%
Psychology	2018	0	0%	3	38%	0	0%	0	0%	0	0%	4	50%	0	0%	1	13%	8	100%
Psychology	2019	0	0%	3	33%	0	0%	0	0%	0	0%	4	44%	0	0%	2	22%	9	100%
Psychology	2020	0	0%	3	27%	0	0%	0	0%	0	0%	5	45%	0	0%	3	27%	11	100%
Psychology	2021	0	0%	3	27%	0	0%	0	0%	0	0%	5	45%	0	0%	3	27%	11	100%
Psychology	2022	0	0%	3	27%	0	0%	0	0%	0	0%	5	45%	0	0%	3	27%	11	100%
Psychology	2023	0	0%	3	27%	0	0%	0	0%	0	0%	5	45%	0	0%	3	27%	11	100%
Psychology	2024	0	0%	3	27%	0	0%	0	0%	0	0%	5	45%	0	0%	3	27%	11	100%

Part-time Faculty - Diversity by Department 2014-2024

Department	Year	Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		SMC/UCLA STEM Initiative	2014	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
SMC/UCLA STEM Initiative	2015	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2016	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2017	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2018	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2019	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2020	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2021	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2022	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2023	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
SMC/UCLA STEM Initiative	2024	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
Theater Arts	2014	0	0%	0	0%	0	0%	0	0%	0	0%	4	80%	1	20%	0	0%	5	100%
Theater Arts	2015	0	0%	0	0%	0	0%	0	0%	0	0%	4	80%	1	20%	0	0%	5	100%
Theater Arts	2016	0	0%	0	0%	0	0%	0	0%	0	0%	4	80%	1	20%	0	0%	5	100%
Theater Arts	2017	0	0%	0	0%	0	0%	0	0%	0	0%	4	80%	1	20%	0	0%	5	100%
Theater Arts	2018	0	0%	1	17%	0	0%	0	0%	0	0%	4	67%	1	17%	0	0%	6	100%
Theater Arts	2019	0	0%	1	14%	0	0%	0	0%	0	0%	5	71%	1	14%	0	0%	7	100%
Theater Arts	2020	0	0%	2	22%	0	0%	0	0%	0	0%	6	67%	1	11%	0	0%	9	100%
Theater Arts	2021	0	0%	2	22%	0	0%	0	0%	0	0%	6	67%	1	11%	0	0%	9	100%
Theater Arts	2022	0	0%	2	22%	0	0%	0	0%	0	0%	6	67%	1	11%	0	0%	9	100%
Theater Arts	2023	0	0%	2	22%	0	0%	0	0%	0	0%	6	67%	1	11%	0	0%	9	100%
Theater Arts	2024	0	0%	2	22%	0	0%	0	0%	0	0%	6	67%	1	11%	0	0%	9	100%
Welcome Center	2014	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Welcome Center	2015	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2016	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2017	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2018	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2019	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2020	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2021	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2022	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2023	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
Welcome Center	2024	0	0%	1	33%	1	33%	0	0%	0	0%	1	33%	0	0%	0	0%	3	100%
2013 Totals	2014	52	10%	48	10%	53	11%	1	0%	3	1%	311	62%	10	2%	24	5%	502	100%
2014 Totals	2015	56	10%	53	10%	64	12%	1	0%	3	1%	330	61%	10	2%	24	4%	541	100%
2015 Totals	2016	64	11%	54	9%	77	13%	1	0%	3	1%	355	60%	12	2%	28	5%	594	100%
2016 Totals	2017	70	11%	56	9%	84	13%	1	0%	4	1%	375	59%	15	2%	31	5%	636	100%
2017 Totals	2018	74	11%	60	9%	93	14%	1	0%	4	1%	390	58%	15	2%	31	5%	668	100%
2018 Totals	2019	80	11%	65	9%	101	14%	2	0%	4	1%	416	58%	17	2%	36	5%	721	100%
2019 Totals	2020	86	11%	70	9%	104	14%	2	0%	4	1%	433	57%	18	2%	39	5%	756	100%
2020 Totals	2021	94	12%	70	9%	112	14%	2	0%	5	1%	446	57%	19	2%	39	5%	787	100%
2021 Totals	2022	97	11%	77	9%	127	15%	2	0%	5	1%	485	57%	21	2%	43	5%	857	100%
2022 Totals	2023	100	11%	78	9%	130	15%	2	0%	6	1%	491	56%	22	3%	44	5%	873	100%
2023 Totals	2024	101	11%	78	9%	132	15%	2	0%	6	1%	497	56%	22	2%	44	5%	882	100%

Appendix 3:
Infographics on Employee Information

ACADEMIC ADMINISTRATOR

Demographic Information

Race/Ethnic Group

Total Count

54

SUBHEADING

33.33%

The largest represented
race/ethnic group (White)



Sex/Gender

66.67%
to
33.33%

Female to Male Population



Average Age Fall 2022

49.4

Race/Ethnic Group

Total Count

51

SUBHEADING

33.3%

The largest represented race/ethnic group (White)



Sex/Gender

56.9%
to
43.1%

Male to Female Population



Average Age Fall 2022

52.4

CLASSIFIED STAFF

Demographic Information

Race/Ethnic Group

Total Count

481

SUBHEADING

35.0%

The largest represented race/ethnic group (Hispanic or Latino)



Sex/Gender

54.1%
to
45.9%

Female to Male Population



Average Age Fall 2022

47.2

Race/Ethnic Group

Total Count

334

SUBHEADING

48.2%

The largest represented race/ethnic group (White)



Sex/Gender

59%
to
41%

Female to Male Population



Average Age Fall 2022

51

Race/Ethnic Group

Total Count

877

SUBHEADING

53.2%

The largest represented race/ethnic group (White)



Sex/Gender

57.9%
to
42.1%

Female to Male Population



Average Age Fall 2022

52.3

Race/Ethnic Group

Total Count

27,218

SUBHEADING

36.1%

The largest represented race/ethnic group (Hispanic or Latino)



Sex/Gender

**56.5%
to
41%**

Female to Male Population
(about 2.5% unreported)



Largest Age Group Fall

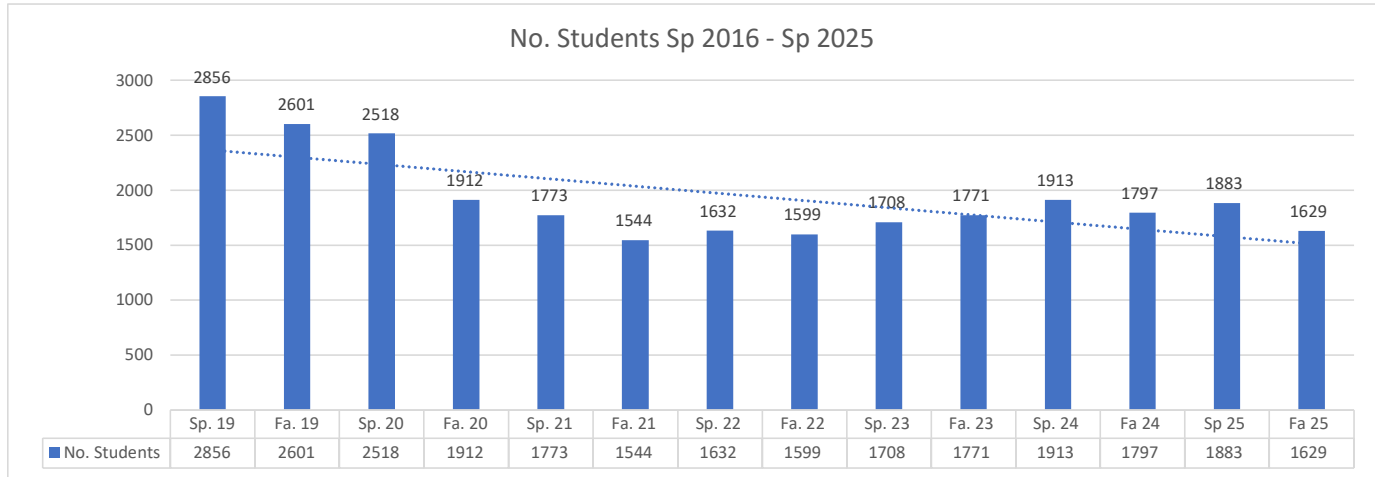
29%

20 to 24 years of age

Appendix 4:
IEC Student Enrollment Data

International Student Enrollment Spring 2019 - Fall 2025

Semester	No. Students
Sp. 19	2856
Fa. 19	2601
Sp. 20	2518
Fa. 20	1912
Sp. 21	1773
Fa. 21	1544
Sp. 22	1632
Fa. 22	1599
Sp. 23	1708
Fa. 23	1771
Sp. 24	1913
Fa. 24	1797
Sp. 25	1883
Fa. 25	1629



Enrollment Trends by Semester Spring 2019 - Fall 2025

Enrollment By Country Spring 2019		
Country	No. Students	
China	1006	
France	76	
Hong Kong	68	
Indonesia	84	
Japan	280	
Myanmar	9	
Brazil	74	
Korea	270	
Norway	44	
Sweden	255	
Taiwan	68	

Enrollment By Country Fall 2019		
Country	No. Students	
China	779	
France	54	
Hong Kong	47	
Indonesia	96	
Japan	325	
Myanmar	11	
Brazil	72	
Korea	261	
Norway	47	
Sweden	279	
Taiwan	64	

Enrollment By Country Spring 2020		
Country	No. Students	
China	772	
France	54	
Hong Kong	47	
Indonesia	94	
Japan	316	
Myanmar	12	
Brazil	69	
Korea	285	
Norway	31	
Sweden	256	
Taiwan	64	

Enrollment By Country FALL 2020		
Country	No. Students	
China	537	
France	39	
Hong Kong	34	
Indonesia	69	
Myanmar	8	
Brazil	63	
Japan	262	
Korea	248	
Norway	17	
Sweden	168	
Taiwan	45	

Enrollment By Country Spring 2021		
Country	No. Students	
China	492	
France	34	
Hong Kong	33	
Indonesia	63	
Myanmar	8	
Brazil	55	
Japan	215	
Korea	238	
Norway	18	
Sweden	164	
Taiwan	41	

Enrollment By Country Fall 2021		
Country	No. Students	
China	299	
France	41	
Hong Kong	26	
Indonesia	67	
Myanmar	15	
Brazil	50	
Japan	197	
Korea	192	
Norway	29	
Sweden	155	
Taiwan	55	

Enrollment Trends by Semester Spring 2019 - Fall 2025

Enrollment By Country Spring 2022			Enrollment By Country Fall 2022			Enrollment By Country Spring 2023		
Country	No. Students		Country	No. Students		Country	No. Students	
China	309		China	270		China	335	
France	44		France	39		France	57	
Hong Kong	22		Hong Kong	25		Hong Kong	25	
Indonesia	70		Indonesia	80		Indonesia	83	
Myanmar	36		Myanmar	57		Myanmar	76	
Brazil	39		Brazil	42		Brazil	49	
Japan	192		Japan	184		Japan	180	
Korea	187		Korea	174		Korea	178	
Norway	26		Norway	28		Norway	18	
Sweden	190		Sweden	194		Sweden	174	
Taiwan	63		Taiwan	66		Taiwan	75	
Enrollment By Country FALL 2023			Enrollment By Country Spring 2024			Enrollment By Country Fall 2024		
Country	No. Students		Country	No. Students		Country	No. Students	
China	352		China	417		China	406	
France	51		France	75		France	57	
Hong Kong	19		Hong Kong	20		Hong Kong	13	
Indonesia	84		Indonesia	78		Indonesia	77	
Myanmar	82		Myanmar	114		Myanmar	105	
Brazil	47		Brazil	46		Brazil	46	
Japan	184		Japan	176		Japan	154	
Korea	182		Korea	191		Korea	194	
Norway	12		Norway	10		Norway	10	
Sweden	160		Sweden	145		Sweden	113	
Taiwan	92		Taiwan	86		Taiwan	84	

Enrollment Trends by Semester Spring 2019 - Fall 2025

Enrollment By Country Spring 2025			Enrollment By Country Fall 2025		
Country	No. Students		Country	No. Students	
China	443		China	368	
France	66		France	54	
Hong Kong	13		Hong Kong	13	
Myanmar	134		Myanmar	114	
Brazil	49		Brazil	44	
Indonesia	75		Indonesia	71	
Japan	159		Japan	140	
Korea	187		Korea	165	
Norway	10		Norway	2	
Sweden	109		Sweden	111	
Taiwan	79		Taiwan	63	

Glossary

Accessibility – means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.

American Indian or Alaskan Native – All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition.

Asian – All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American – All persons having origins in any of the “Black” racial groups of Africa. "African American" refers to people who were born in the United States and have African ancestry.

Decade – A decade represents the time between the last ten years. In this report a decade represents Fall 2013 to Fall 2023.

DEIA – Diversity, Equity, Inclusion and Accessibility (See separate words for definitions)

Diversity – The myriad of ways in which people differ, including the psychological, physical, cognitive, and social differences that occur among a ll individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

Equity – The condition under which individuals are provided the resources they need to have access to the same opportunities as the general population. Equity accounts for systematic inequalities, meaning the distribution of resources provides more for those who need it most. Conversely, equality indicates uniformity where everything is evenly distributed among people.

Female and Male – generally the terms female and male relate only to sex (the biological forms), while the terms masculine/masculinity, feminine/femininity, woman/girl, and man/boy relate only to gender (psychological and sociocultural traits).

Gender – Is separate from ‘sex,’ which is the biological classification of male and female based on physiological and biological features. Gender is socially constructed roles, behaviors, activities, and attributes that society considers “appropriate” for man and women. A person’s gender may not necessarily correspond to their birth assigned sex or be limited to the gender binary (women/man).

Headcount – The total number of students enrolled in that term.

Hispanic or Latino – All persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Inclusion – Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.

Native Hawaiian or Pacific Islander – All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Non-Binary – Relating to or being a person who identifies with or expresses a gender identity that is neither entirely male nor entirely female.

Persons of Two or More Races – All persons who identified with two or more of the above race categories.

Race/Ethnicity – Race refers to outward physical characteristics. Ethnicity is linked with cultural expression and identification including nationality, regional culture, ancestry, and language. However, both are social constructs used to categorize and characterize seemingly distinct populations. According to the United States Census Bureau there are five minimum racial groups American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or Pacific Islander and White. When referring to ethnicity it means either Hispanic or Latino and Not Hispanic or Latino. Which is why race and ethnicity are often combined and regarded as the same.

Racially Ethnic Group – the social or cultural group a person identifies with.

Sex – Is the biological classification of male or female based on physiological and biological features. A person's sex may differ from their gender identity.

Tenure-Track – Newly hired full-time faculty member serving a probationary period of four (4) academic years (Fall and Spring semesters only). The tenure-track process begins in the fall semester immediately following the hire of a full-time faculty member.

Underrepresented – Is an insufficient representation of a group.

Unreported/Unknown – This is used when a value is unable to be determined.

White – All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Glossary Sources

<https://www.cccco.edu/-/media/CCCCO-Website/Files/Communications/vision-for-success/8-dei-glossary-of-terms.pdf>

<https://www.census.gov/programs-surveys/decennial-census/decade/2020/planning-management/release/faqs-race-ethnicity.html>

<https://www.cde.ca.gov/ds/sp/cl/refaq.asp#q1>

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