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 Isander	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, SMCCD had a total of 1,797 employees. This number shows a decrease in employees of about 6% since Fall 2014. SMCCD is comprised of the following employee groups: academic administrators, classified managers, classified staff (including classified confidential staff and SMCCD 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 SMCCD 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 SMCCD 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	48	55	51	48	48	48	45	45	45	54
	2.4%	2.5%	2.7%	2.6%	2.5%	2.5%	2.7%	2.6%	2.6%	2.53%	3.0%
Classified Manager	47	53	59	52	45	48	47	48	51	51	51
	2.5%	2.7%	2.9%	2.6%	2.3%	2.5%	2.7%	2.8%	2.9%	2.87%	2.8%
Classified Staff	440	452	477	495	467	478	449	445	455	479	481
	23.1%	23.1%	23.7%	24.8%	24.3%	25.0%	25.4%	25.6%	26.2%	26.94%	26.8%
Full-time Faculty	309	324	330	339	317	336	314	309	329	335	334
	16.2%	16.5%	16.4%	17.0%	16.5%	17.6%	17.8%	17.8%	18.9%	18.84%	18.6%
Part-time Faculty	1,062	1,081	1,091	1,061	1,042	1,000	910	893	859	868	877
	55.8%	55.2%	54.2%	53.1%	54.3%	52.4%	51.5%	51.3%	49.4%	48.82%	48.8%
Total	1,904	1,958	2,012	1,998	1,919	1,910	1,768	1,740	1,739	1,778	1,797
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCCO MIS Database

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

2014 (N = 1,904)	2015 (N = 1,958)	2016 (N = 2,012)	2017 (N = 1,998)	2018 (N = 1,919)	2019 (N = 1,910)	2020 (N = 1,768)	2021 (N = 1,740)	2022 (N = 1,739)	2023 (N = 1,778)	2024 (N = 1,797)
23.1%	23.1%	23.7%	24.8%	24.3%	25.0%	25.4%	25.6%	26.2%	26.9%	26.8%
16.2%	16.5%	16.4%	17.0%	16.5%	17.6%	17.8%	17.8%	18.9%	18.8%	18.6%
55.8%	55.2%	54.2%	53.1%	54.3%	52.4%	51.5%	51.3%	49.4%	48.8%	48.8%

Legend: ■ Part-time Faculty ■ Full-time Faculty ■ Classified Staff ■ Academic Administrators ☐ Classified Manager
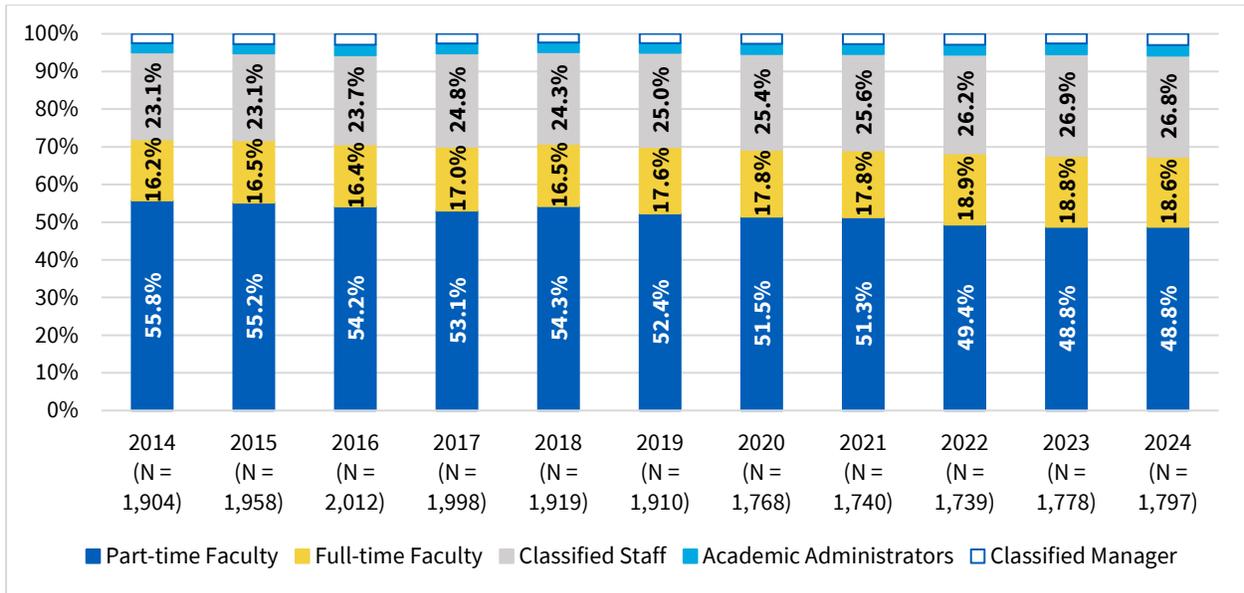
Source: CCCCO MIS Database for report period fall terms

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	85	89	105
	4.5%	5.2%	5.4%	5.8%
Full-time Faculty	327	321	433	334
	22.5%	19.8%	26.3%	18.6%
Part-time Faculty	623	672	727	877
	43.0%	41.4%	44.1%	48.8%
Classified Staff	436	546	398	481
	30.0%	33.6%	24.2%	26.8%
Total	1,451	1,624	1,647	1,797
	100.0%	100.0%	100.0%	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 compromised 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	5	4	2	1	1	2	1	2	4	4
	13.0%	10.4%	7.3%	3.9%	2.1%	2.1%	4.2%	2.2%	4.4%	8.9%	7.41%
Black or African American	9	11	14	15	14	12	14	13	14	13	16
	19.6%	22.9%	25.5%	29.4%	29.2%	25.0%	29.2%	28.9%	31.1%	28.9%	29.63%
Hispanic or Latino	9	9	10	9	9	11	8	10	9	9	11
	19.6%	18.8%	18.2%	17.6%	18.8%	22.9%	16.7%	22.2%	20.0%	20.0%	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	1	1	1	1	1	1	1	1	1	1
	2.2%	2.1%	1.8%	2.0%	2.1%	2.1%	2.1%	2.2%	2.2%	2.2%	1.85%
White	19	20	24	22	20	20	20	17	16	17	18
	41.3%	41.7%	43.6%	43.1%	41.7%	41.7%	41.7%	37.8%	35.6%	37.8%	33.33%
Two or More	1	1	1	0	0	0	0	0	0	0	0
	2.2%	2.1%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unreported	1	1	1	2	3	3	3	3	3	1	4
	2.2%	2.1%	1.8%	3.9%	6.3%	6.3%	6.3%	6.7%	6.7%	2.2%	7.41%
Total	46	48	55	51	48	48	48	45	45	45	54
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCCO MIS Database for report period fall terms

Figure 06. Comparison of Race/Ethnicity of Academic Administrators vs. Student Population (Fall 2024)
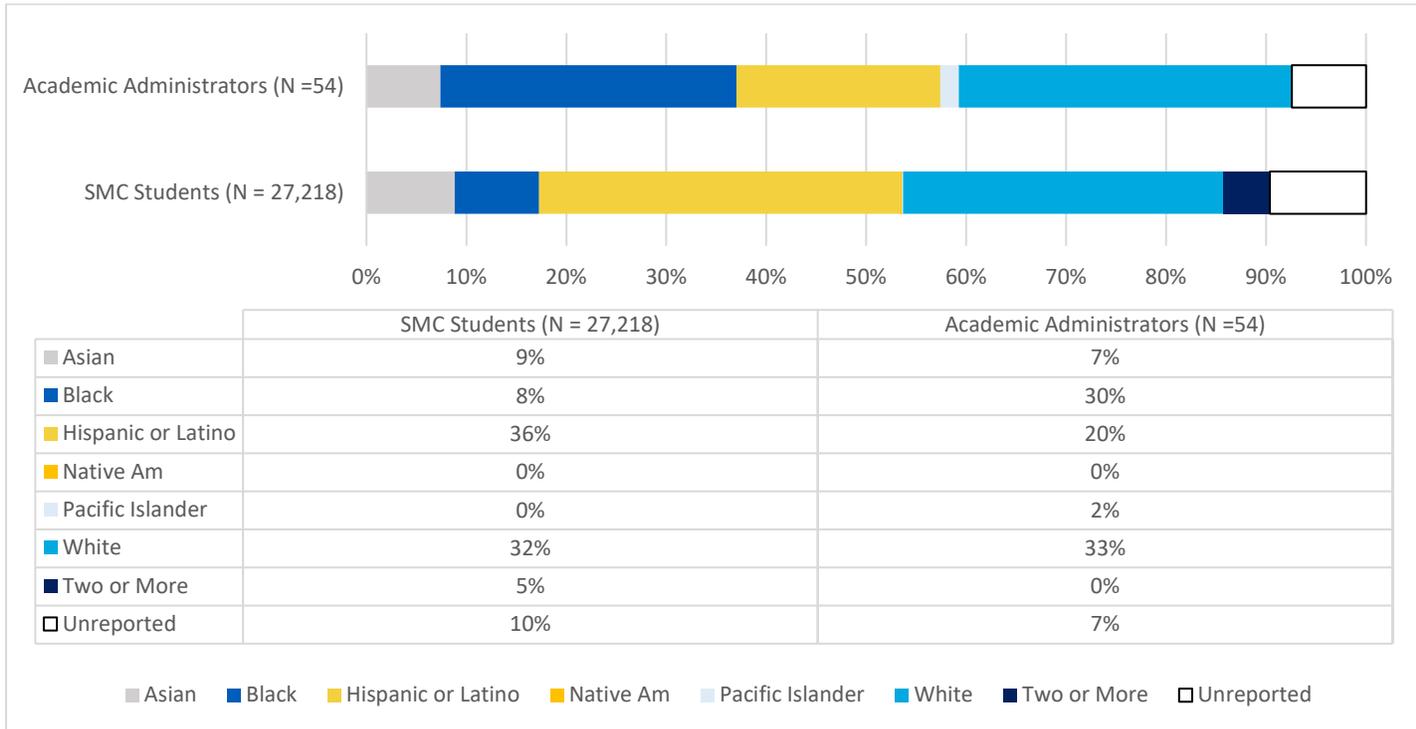
	SMC Students (N = 27,218)	Academic Administrators (N =54)
■ Asian	9%	7%
■ Black	8%	30%
■ Hispanic or Latino	36%	20%
■ Native Am	0%	0%
■ Pacific Islander	0%	2%
■ White	32%	33%
■ Two or More	5%	0%
□ Unreported	10%	7%

■ Asian ■ Black ■ Hispanic or Latino ■ Native Am ■ Pacific Islander ■ White ■ Two or More □ Unreported

Source: CCCCO 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 2043, 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	8	11	8	6	7	7	7	9	9	9
	12.8%	15.1%	18.6%	15.4%	13.3%	14.6%	14.9%	14.6%	17.6%	17.6%	17.6%
Black or African American	8	10	9	11	10	13	11	11	11	11	11
	17.0%	18.9%	15.3%	21.2%	22.2%	27.1%	23.4%	22.9%	21.6%	21.6%	21.6%
Hispanic or Latino	8	7	6	4	6	8	8	8	8	8	8
	17.0%	13.2%	10.2%	7.7%	13.3%	16.7%	17.0%	16.7%	15.7%	15.7%	15.7%
American Indian or Alaskan Native	1	1	1	1	1	1	1	1	1	1	1
	2.1%	1.9%	1.7%	1.9%	2.2%	2.1%	2.1%	2.1%	2.0%	2.0%	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	27	28	25	19	16	17	18	17	17	17
	51.1%	50.9%	47.5%	48.1%	42.2%	33.3%	36.2%	37.5%	33.3%	33.3%	33.3%
Two or More	0	0	2	2	2	2	2	2	2	2	2
	0.0%	0.0%	3.4%	3.8%	4.4%	4.2%	4.3%	4.2%	3.9%	3.9%	3.9%
Unreported	0	0	2	1	1	1	1	1	3	3	3
	0.0%	0.0%	3.4%	1.9%	2.2%	2.1%	2.1%	2.1%	5.9%	5.9%	5.9%
Total	47	53	59	52	45	48	47	48	51	51	51
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCCO MIS Database for report period fall terms

Figure 08. Comparison of Race/Ethnicity of Classified Managers vs. Student Population (Fall 2024)
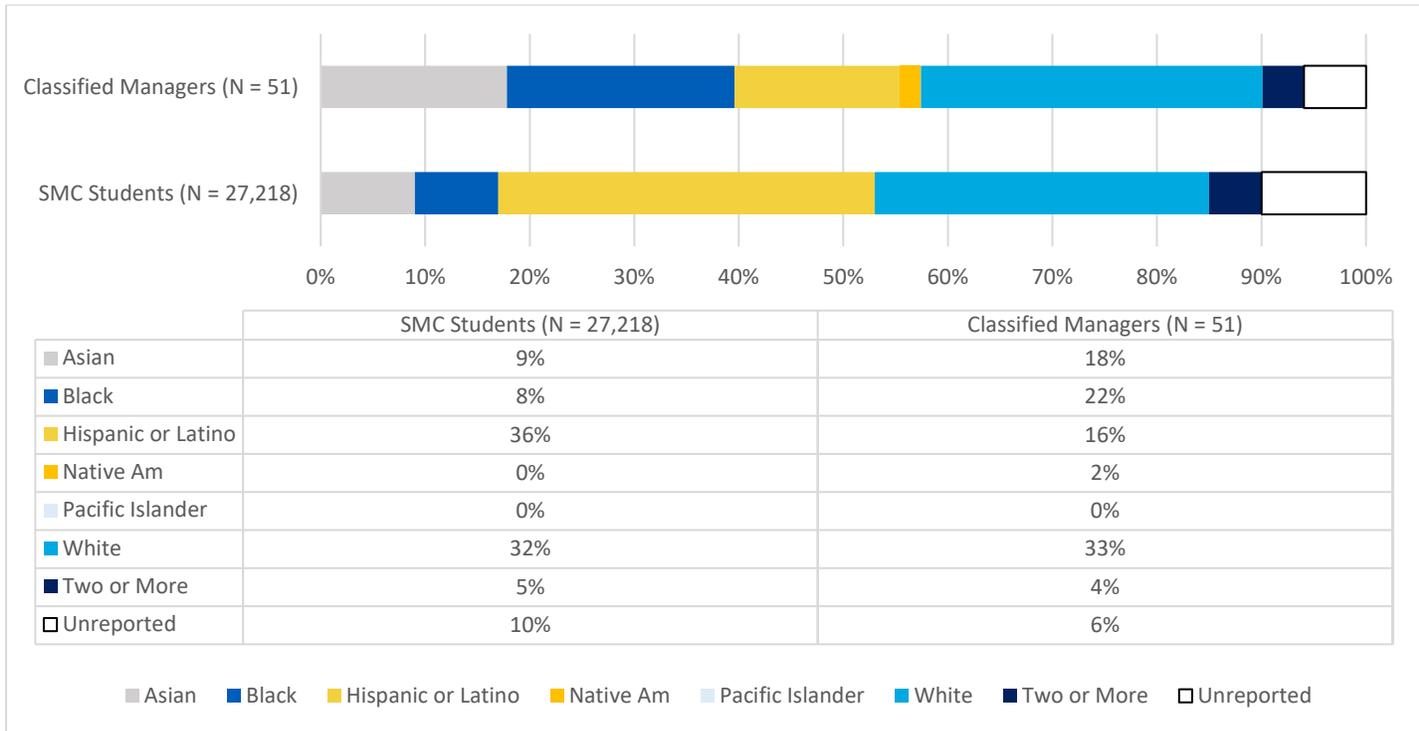
	SMC Students (N = 27,218)	Classified Managers (N = 51)
Asian	9%	18%
Black	8%	22%
Hispanic or Latino	36%	16%
Native Am	0%	2%
Pacific Islander	0%	0%
White	32%	33%
Two or More	5%	4%
Unreported	10%	6%

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

Source: CCCCO MIS Database for report period fall terms

Figure 10. Comparison of Race/Ethnicity of Classified Staff vs. Student Population (Fall 2024)
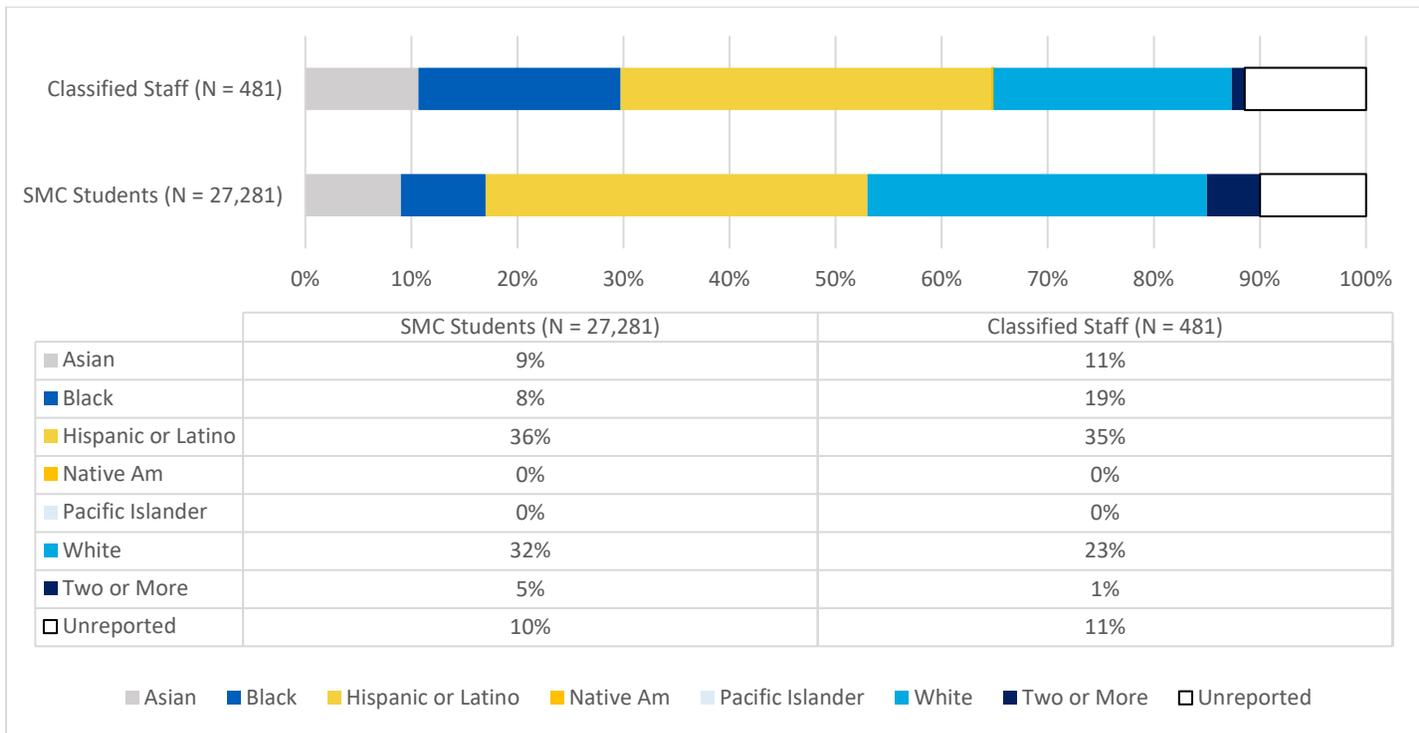
	SMC Students (N = 27,281)	Classified Staff (N = 481)
▨ Asian	9%	11%
■ Black	8%	19%
■ Hispanic or Latino	36%	35%
■ Native Am	0%	0%
▢ Pacific Islander	0%	0%
■ White	32%	23%
■ Two or More	5%	1%
▢ Unreported	10%	11%

■ Asian ■ Black ■ Hispanic or Latino ■ Native Am ▢ Pacific Islander ■ White ■ Two or More ▢ Unreported

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	42	40	39	39	42	43	42	44	46	47
	12.9%	13.0%	12.1%	11.5%	12.3%	12.5%	13.7%	13.6%	13.4%	13.7%	14.1%
Black or African American	35	36	39	42	37	39	35	35	36	41	39
	11.3%	11.1%	11.8%	12.4%	11.7%	11.6%	11.1%	11.3%	10.9%	12.2%	11.7%
Hispanic or Latino	46	50	48	54	50	57	59	57	64	66	71
	14.9%	15.4%	14.5%	15.9%	15.8%	17.0%	18.8%	18.4%	19.5%	19.7%	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	1	1	1	2	2	2	2	2	2
	0.3%	0.0%	0.3%	0.3%	0.3%	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%
White	182	189	195	195	181	188	167	164	169	166	161
	58.9%	58.3%	59.1%	57.5%	57.1%	56.0%	53.2%	53.1%	51.4%	49.6%	48.2%
Two or More	1	1	2	3	3	3	3	3	6	7	6
	0.3%	0.3%	0.6%	0.9%	0.9%	0.9%	1.0%	1.0%	1.8%	2.1%	1.8%
Unreported	4	6	5	5	6	5	5	6	8	7	8
	1.3%	1.9%	1.5%	1.5%	1.9%	1.5%	1.6%	1.9%	2.4%	2.1%	2.4%
Total	309	324	330	339	317	336	314	309	329	335	334
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	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)
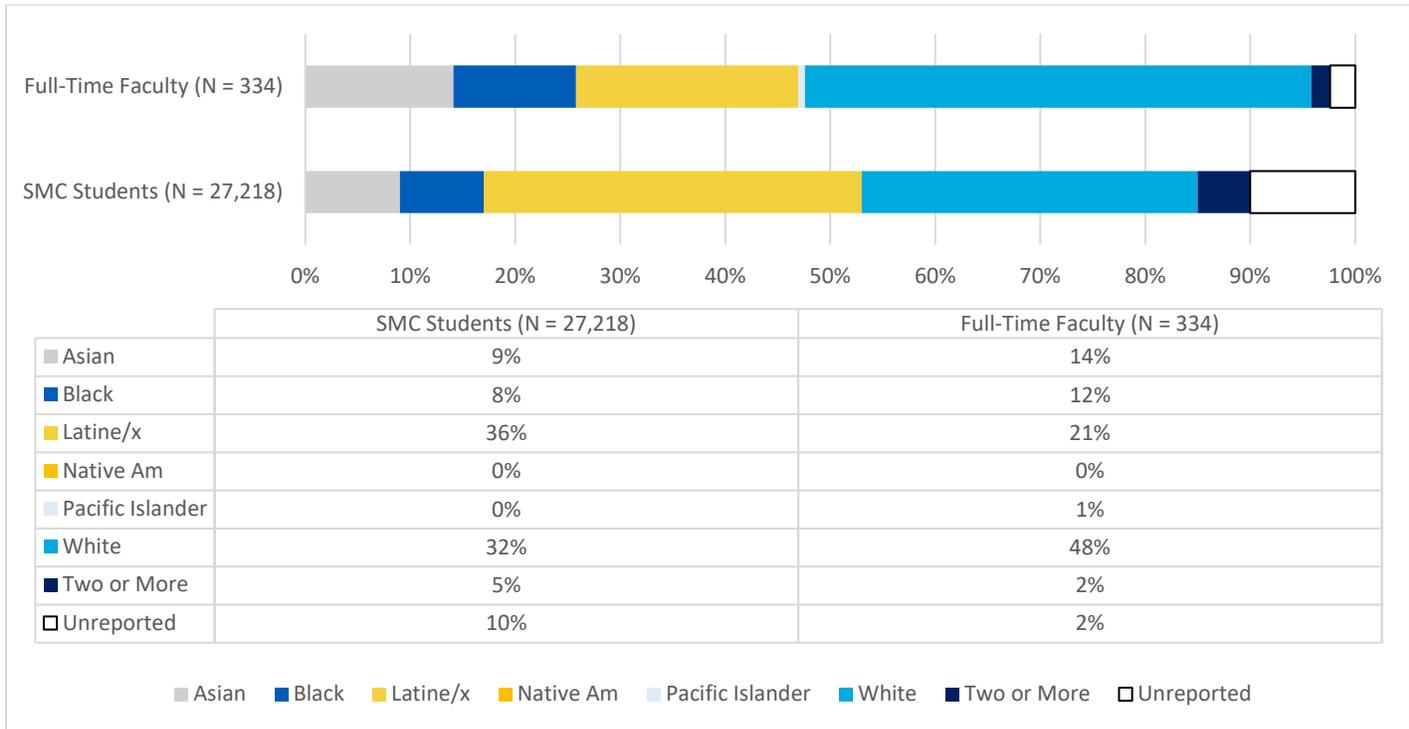
	SMC Students (N = 27,218)	Full-Time Faculty (N = 334)
■ Asian	9%	14%
■ Black	8%	12%
■ Latine/x	36%	21%
■ Native Am	0%	0%
■ Pacific Islander	0%	1%
■ White	32%	48%
■ Two or More	5%	2%
☐ Unreported	10%	2%

■ Asian ■ Black ■ Latine/x ■ Native Am ■ Pacific Islander ■ White ■ Two or More ☐ Unreported

Source: CCCCO 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	106	118	127	124	116	110	114	103	102	105
	9.6%	9.8%	10.8%	12.0%	11.9%	11.6%	12.1%	12.8%	12.0%	11.8%	12.0%
Black or African American	86	90	98	100	99	98	89	85	83	87	87
	8.1%	8.3%	9.0%	9.4%	9.5%	9.8%	9.8%	9.5%	9.7%	10.0%	10.0%
Hispanic or Latino	114	130	139	150	154	144	136	134	146	152	158
	10.7%	12.0%	12.7%	14.1%	14.8%	14.4%	14.9%	15.0%	17.0%	17.5%	18.0%
American Indian or Alaskan Native	1	3	1	1	1	2	2	2	1	2	1
	0.1%	0.3%	0.1%	0.1%	0.1%	0.2%	0.2%	0.2%	0.1%	0.2%	0.1%
Native Hawaiian or Pacific Islander	5	4	5	5	5	5	4	5	6	6	6
	0.5%	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%	0.6%	0.7%	0.7%	0.7%
White	684	682	663	615	593	561	495	493	470	466	467
	64.4%	63.1%	60.8%	58.0%	56.9%	56.1%	54.4%	55.2%	54.7%	53.7%	53.2%
Two or More	14	17	15	15	18	18	17	14	9	12	12
	1.3%	1.6%	1.4%	1.4%	1.7%	1.8%	1.9%	1.6%	1.0%	1.4%	1.3%
Unreported	56	49	52	48	48	56	57	46	41	41	41
	5.3%	4.5%	4.8%	4.5%	4.6%	5.6%	6.3%	5.2%	4.8%	4.7%	4.7%
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: CCCCO MIS Database for report period fall terms

Figure 16. Comparison of Race/Ethnicity of Part-time Faculty vs. Student Population (Fall 2024)
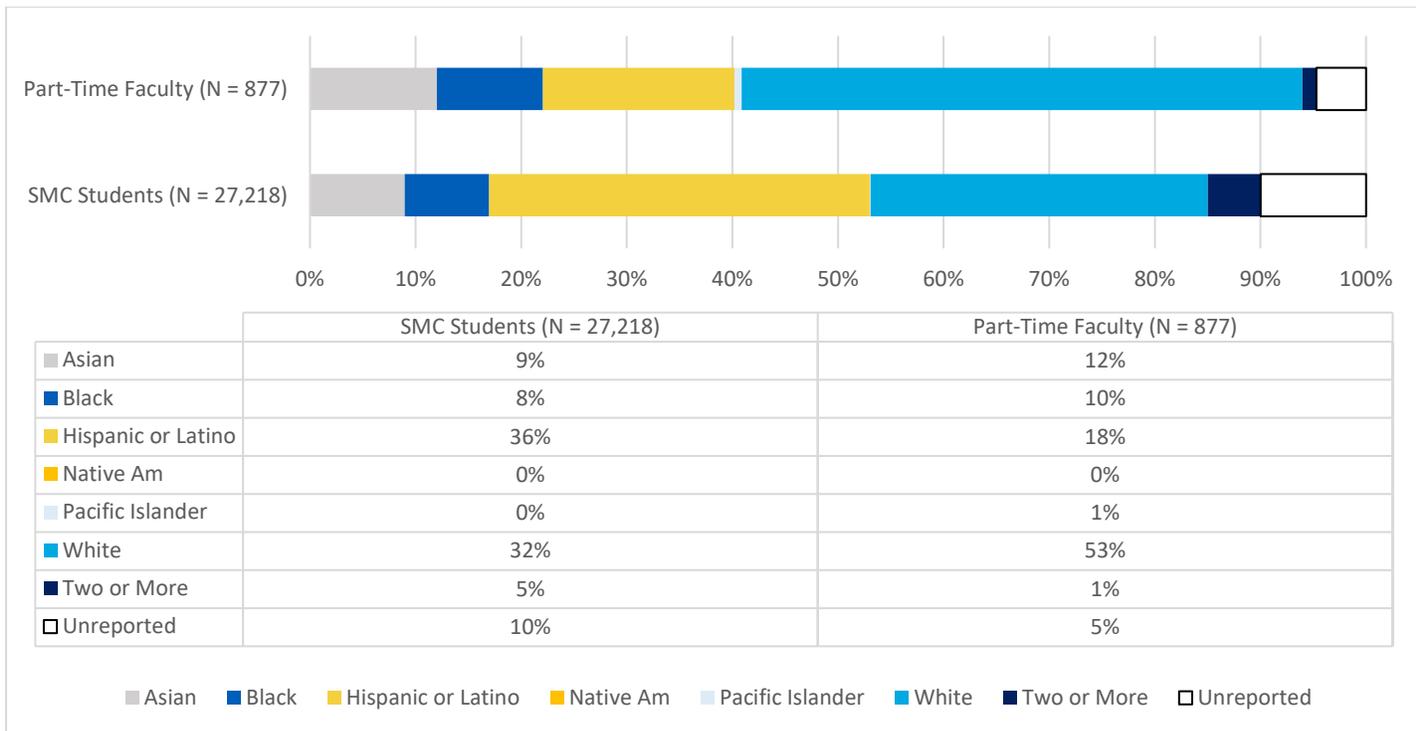
	SMC Students (N = 27,218)	Part-Time Faculty (N = 877)
Asian	9%	12%
Black	8%	10%
Hispanic or Latino	36%	18%
Native Am	0%	0%
Pacific Islander	0%	1%
White	32%	53%
Two or More	5%	1%
Unreported	10%	5%

Legend: Asian, Black, Hispanic or Latino, Native Am, Pacific Islander, White, Two or More, Unreported

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

Source: CCCCO MIS Database for report period fall terms

Figure 18. Comparison of Sex/Gender of Academic Administrators vs. Student Population (Fall 2024)
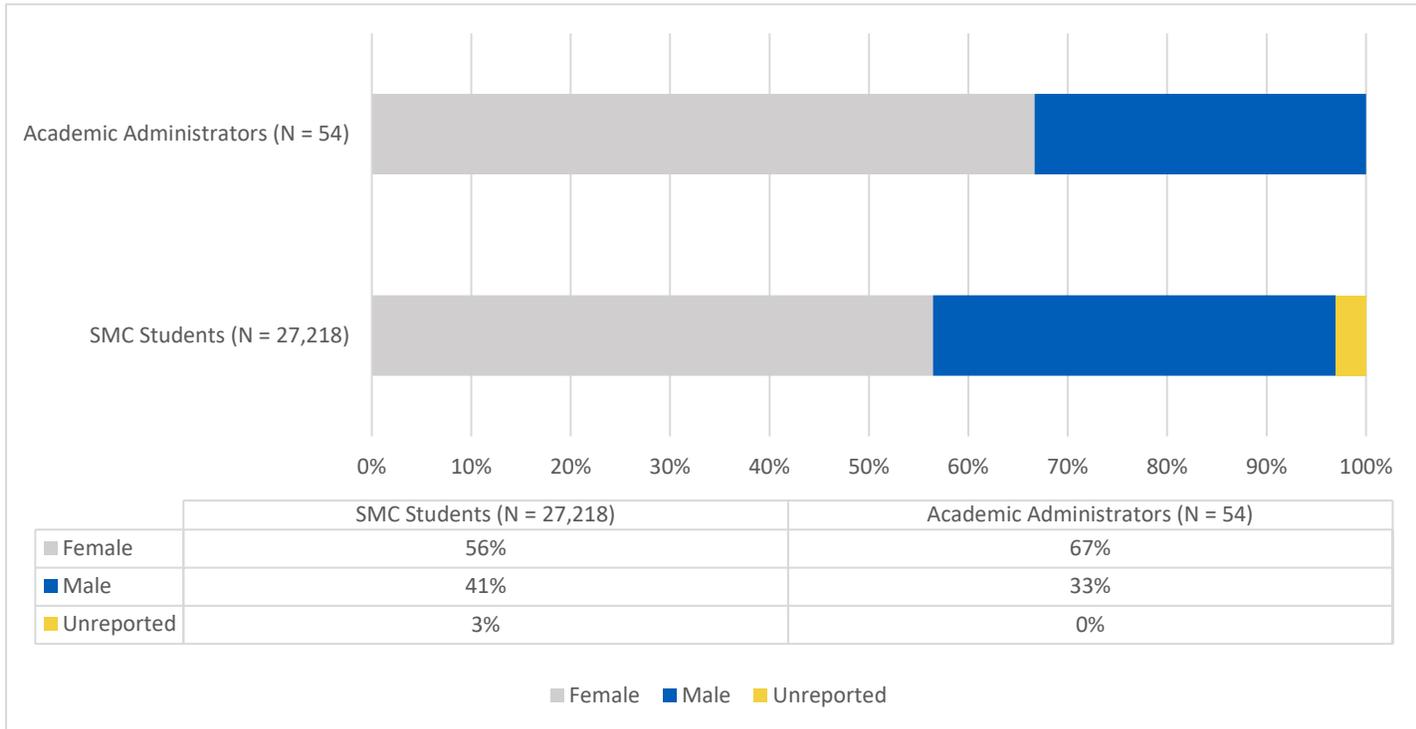
	SMC Students (N = 27,218)	Academic Administrators (N = 54)
Female	56%	67%
Male	41%	33%
Unreported	3%	0%

Source: CCCCO 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	20	21	22	20	21	19	20	22	22	22
	27.7%	37.7%	35.6%	42.3%	44.4%	43.8%	40.4%	41.7%	43.1%	43.1%	43.1%
Male	34	33	38	30	25	27	28	28	29	29	29
	72.3%	62.3%	64.4%	57.7%	55.6%	56.3%	59.6%	58.3%	56.9%	56.9%	56.9%
Total	47	53	59	52	45	48	47	48	51	51	51
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCCO MIS Database for report period fall terms

Figure 20. Comparison of Sex/Gender of Classified Managers vs. Student Population (Fall 2024)
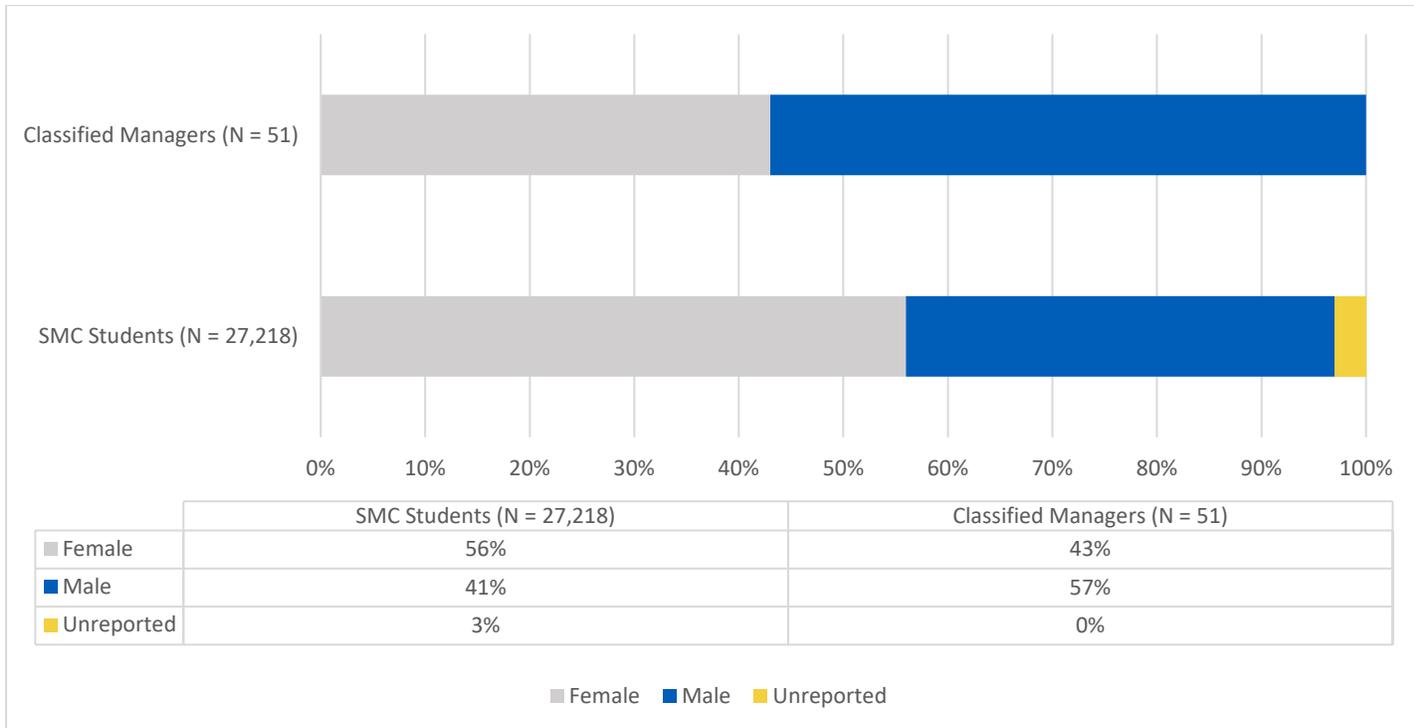
	SMC Students (N = 27,218)	Classified Managers (N = 51)
Female	56%	43%
Male	41%	57%
Unreported	3%	0%

Source: CCCCO 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	243	253	256	234	243	229	224	228	250	250
	53.4%	53.8%	53.0%	51.7%	50.1%	50.8%	51.0%	50.3%	50.1%	52.2%	54.1%
Male	205	209	224	239	233	235	220	221	227	229	231
	46.6%	46.2%	47.0%	48.3%	49.9%	49.2%	49.0%	49.7%	49.9%	47.8%	45.9%
Total	440	452	477	495	467	478	449	445	455	479	481
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Source: CCCCO MIS Database for report period fall terms

Figure 22. Comparison of Sex/Gender of Classified Staff vs. Student Population (Fall 2024)
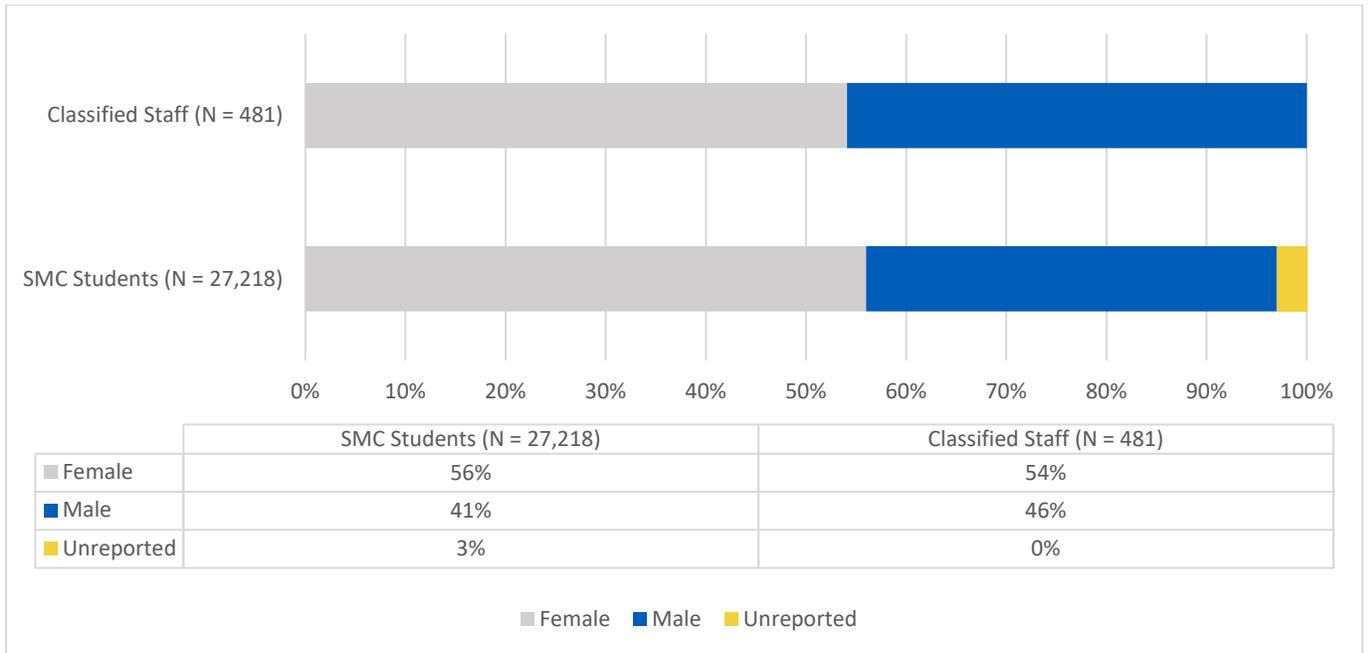
	SMC Students (N = 27,218)	Classified Staff (N = 481)
▨ Female	56%	54%
▨ Male	41%	46%
▨ Unreported	3%	0%

Female   Male   Unreported

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: CCCCO MIS Database for report period fall terms

Figure 24. Comparison of Sex/Gender of Full-time Faculty vs. Student Population (Fall 2024)
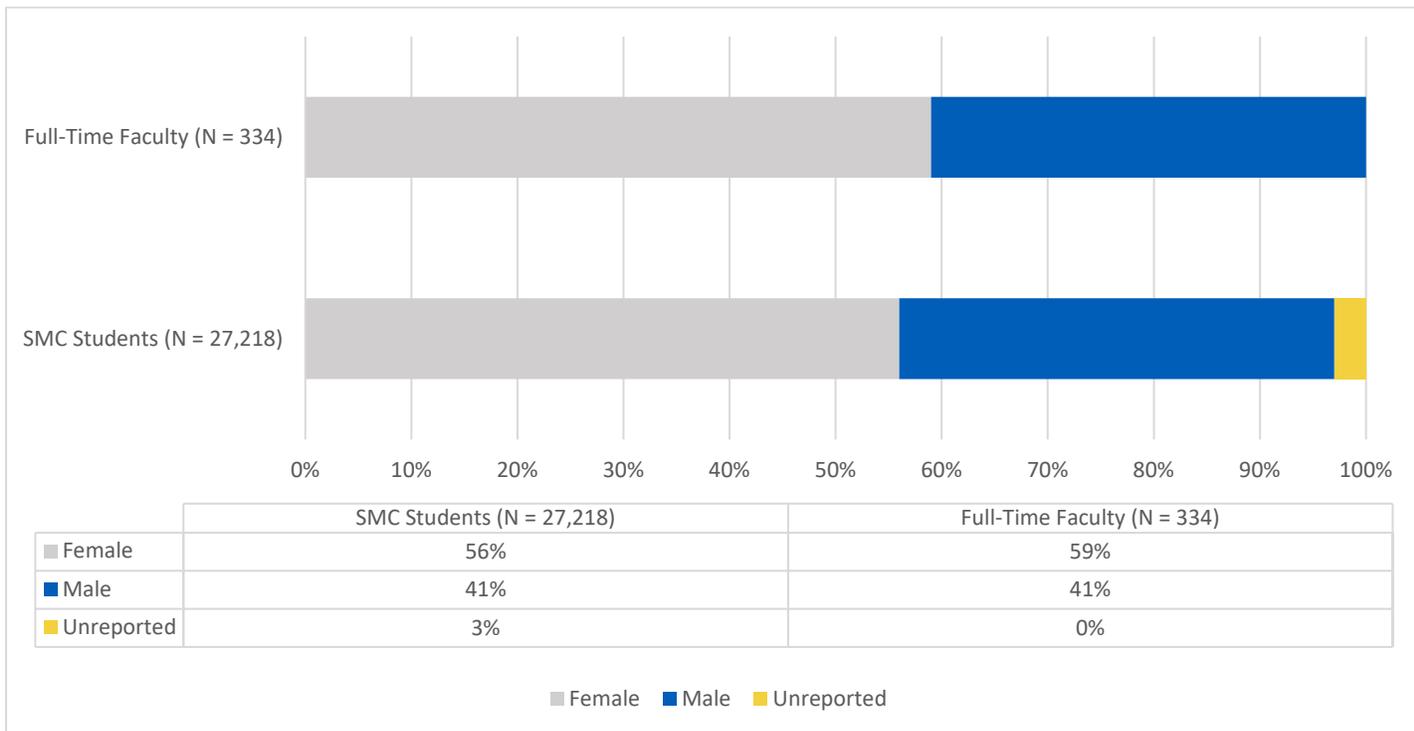
	SMC Students (N = 27,218)	Full-Time Faculty (N = 334)
Female	56%	59%
Male	41%	41%
Unreported	3%	0%

Source: CCCCO 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: CCCCO MIS Database for report period fall terms

Figure 26. Comparison of Sex/Gender of Part-time Faculty vs. Student Population (Fall 2024)
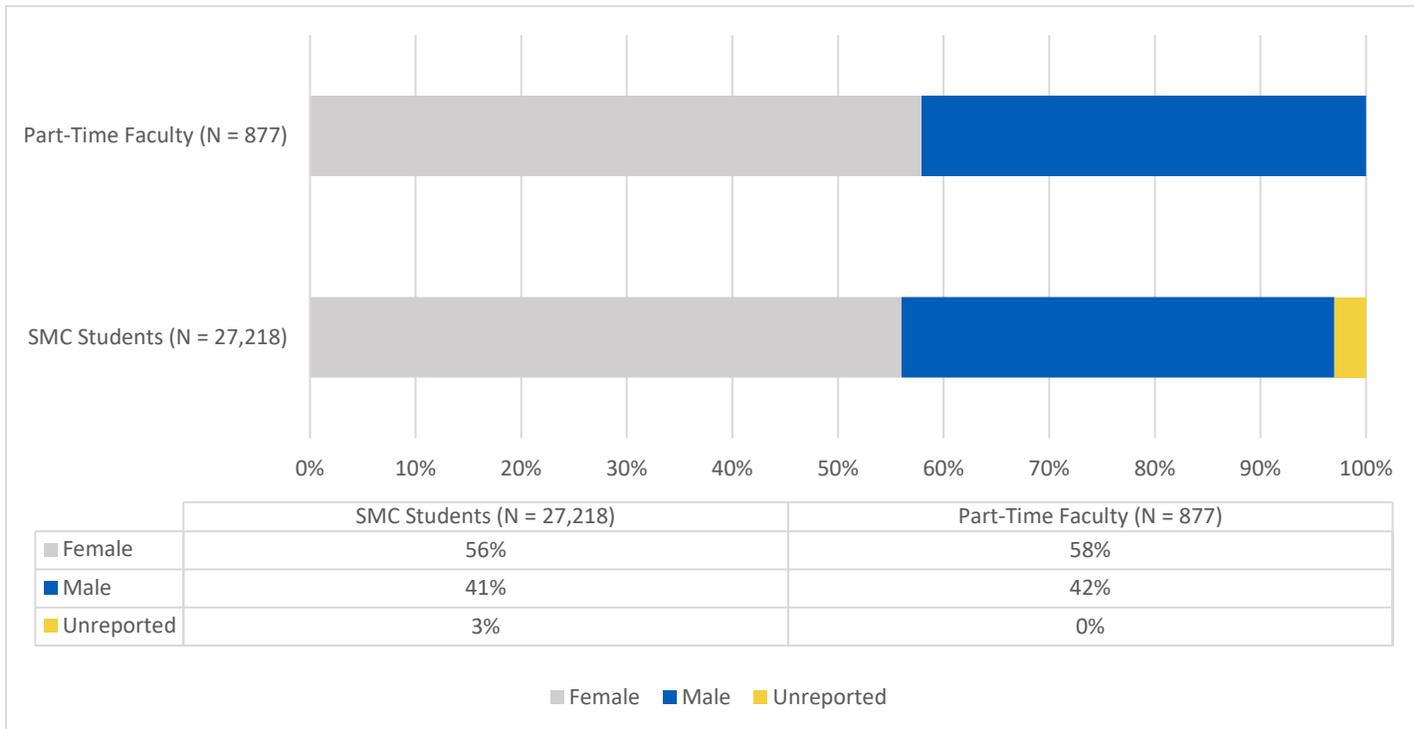
	SMC Students (N = 27,218)	Part-Time Faculty (N = 877)
■ Female	56%	58%
■ Male	41%	42%
■ Unreported	3%	0%

■ Female ■ Male ■ Unreported

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

Source: CCCCO 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 540% 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% 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	2	2	4	3	4	4	3	2	1	1
	4.2%	4.3%	3.8%	6.8%	5.8%	8.9%	8.3%	6.4%	4.2%	2.0%	2.0%
35-39	2	4	2	3	3	3	6	4	4	4	4
	4.3%	7.5%	3.4%	5.8%	6.7%	6.3%	12.8%	8.3%	7.8%	7.8%	7.8%
40-49	13	16	18	14	12	15	11	10	13	13	13
	27.7%	30.2%	30.5%	26.9%	26.7%	31.3%	23.4%	20.8%	25.5%	25.5%	25.5%
50-59	24	25	26	22	21	23	24	25	22	22	22
	51.1%	47.2%	44.1%	42.3%	46.7%	47.9%	51.1%	52.1%	43.1%	43.1%	43.1%
60-64	3	4	7	8	5	3	2	3	8	8	8
	6.4%	7.5%	11.9%	15.4%	11.1%	6.3%	4.3%	6.3%	15.7%	15.7%	15.7%
65+	3	2	2	2	0	0	1	4	3	3	3
	6.4%	3.8%	3.4%	3.8%	0.0%	0.0%	2.1%	8.3%	5.9%	5.9%	5.9%
Total	47	47	53	59	52	45	48	47	48	51	51
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

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

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

Source: CCCCO 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)
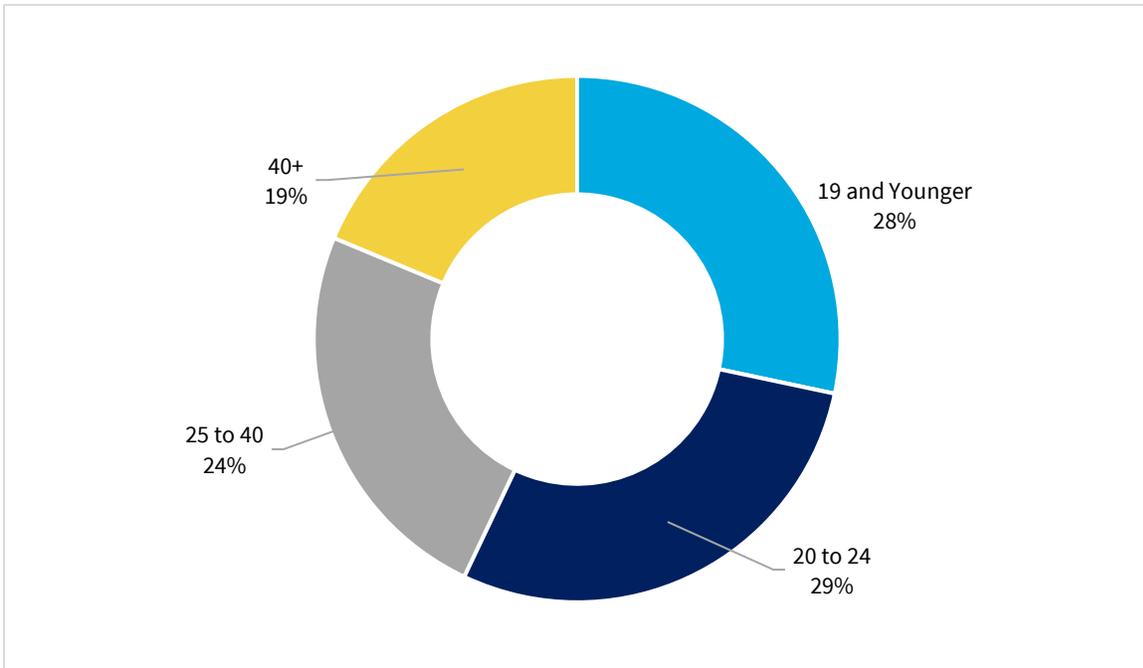
Source: Precision Campus

Comparison Between Employees and Students at SMCCD

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
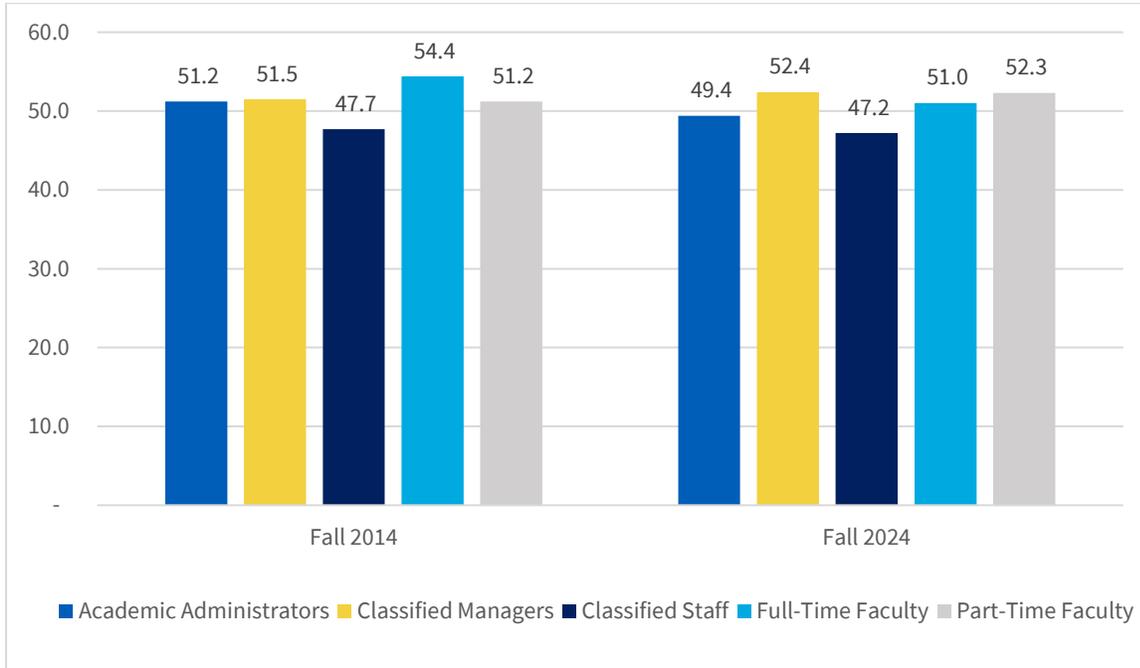
Source: CCCCO MIS Database for report period fall terms

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	54	54	61	59
	11.50%	11.30%	11.30%	12.40%	12.85%
Black or African American	39	41	41	43	36
	8.30%	8.60%	8.60%	8.80%	7.84%
Hispanic or Latino	62	65	65	65	72
	13.20%	13.60%	13.60%	13.30%	15.69%
American Indian or Alaskan Native	1	1	1	1	1
	0.21%	0.21%	0.21%	0.20%	0.22%
Native Hawaiian or Pacific Islander	3	3	3	3	3
	0.64%	0.63%	0.63%	0.61%	0.65%
White	275	279	279	281	256
	58.60%	58.26%	58.26%	57.36%	55.77%
Two or more races	8	8	8	8	8
	1.75%	1.70%	1.70%	1.63%	1.74%
Unreported	27	27	27	28	24
	5.80%	5.70%	5.70%	5.70%	5.23%
Total	469	478	478	490	459
	100%	100%	100%	100%	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	281	281	288	262
	58%	59%	59%	59%	57%
Male	197	197	197	202	197
	42%	41%	41%	41%	43%
Total	469	478	478	490	459
	100%	100%	100%	100%	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	36	36	39	41
	6.80%	7.50%	7.50%	8.00%	8.93%
40-49	95	96	96	100	98
	20.30%	20.10%	20.10%	20.40%	21.35%
50-59	115	118	118	120	94
	24.90%	24.70%	24.70%	24.50%	20.48%
60-69	130	131	131	134	134
	27%	27.40%	27.40%	27.30%	29.19%
70+	97	97	97	97	92
	21%	20.30%	20.30%	19.80%	20.04%
Total	469	478	478	490	459
	100%	100%	100%	100%	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	63
	12.85%	12.50%
Black or African American	36	39
	7.84%	7.74%
Hispanic or Latino	72	81
	15.69%	16.07%
American Indian or Alaskan Native	1	2
	0.22%	0.40%
Native Hawaiian or Pacific Islander	3	3
	0.65%	0.60%
White	256	278
	55.77%	55.16%
Two or more races	8	9
	1.74%	1.79%
Unreported	24	29
	5.23%	5.75%
Total	459	504
	100%	100%

Associated Faculty by Gender

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

Associated Faculty by Age Group

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

Unreported, 59, 7%
Asian, 88, 11%
Two or More, 65, 8%
White, 194, 24%
N = 824
Black or African American, 256, 31%
Paficic Islander, 1, 0%
Native American, 1, 0%
Latine/x or Hispanic, 160, 19%
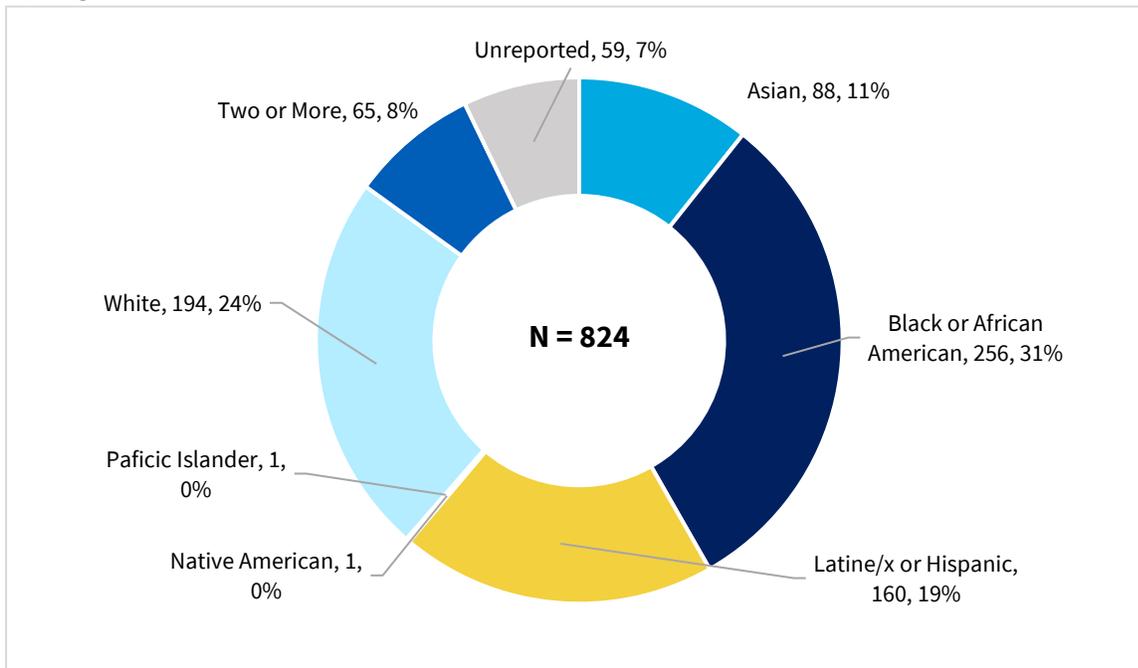
Source: SMC Office of Human Resources

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

Not Disclosed, 27, 3%

Non-Binary/Other, 5, 1%

Male, 379, 46%

Female, 413, 50%

N = 824
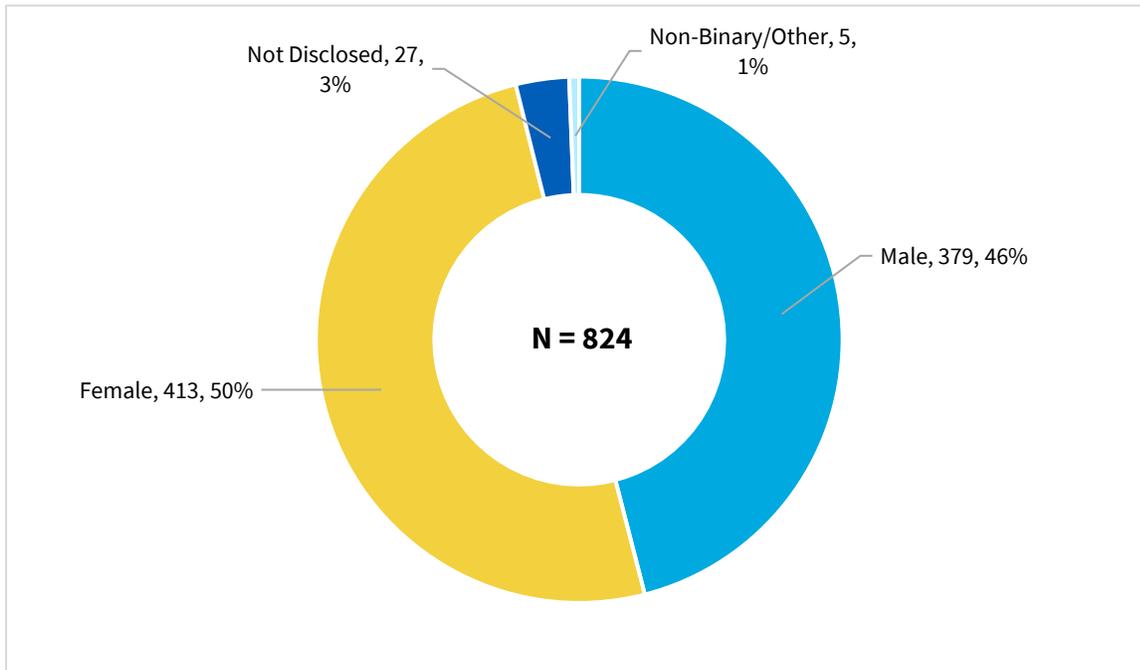
Source: SMC Office of Human Resources

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

Not disclosed, 62, 8%

Under 40, 243, 29%

40 or older, 519, 63%

N = 824
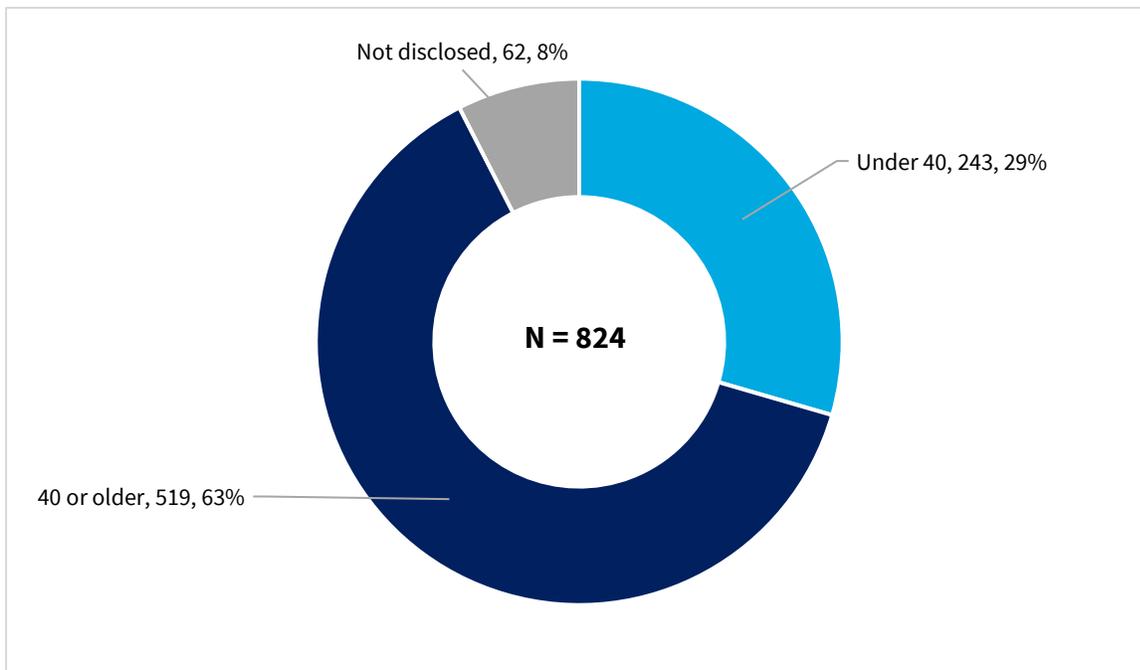
Source: SMC Office of Human Resources

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)
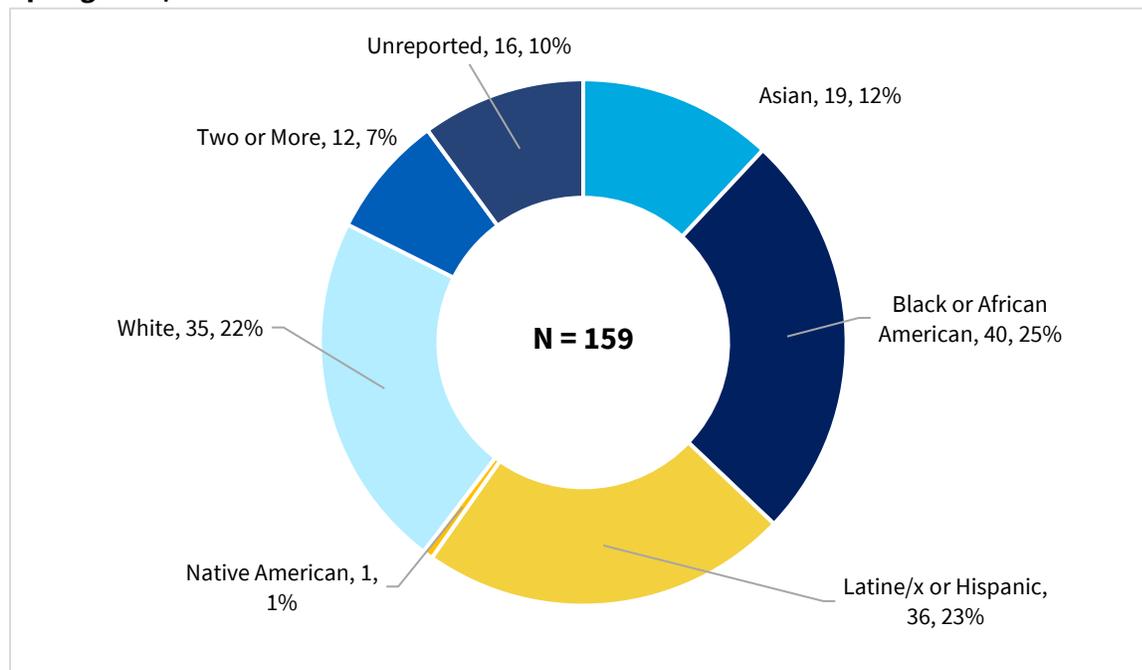
Source: SMC Office of Personnel Commission

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

Not Disclosed, 9, 6%

Non-Binary/Other, 0, 0%

Male, 85, 53%

Female, 65, 41%

N = 159
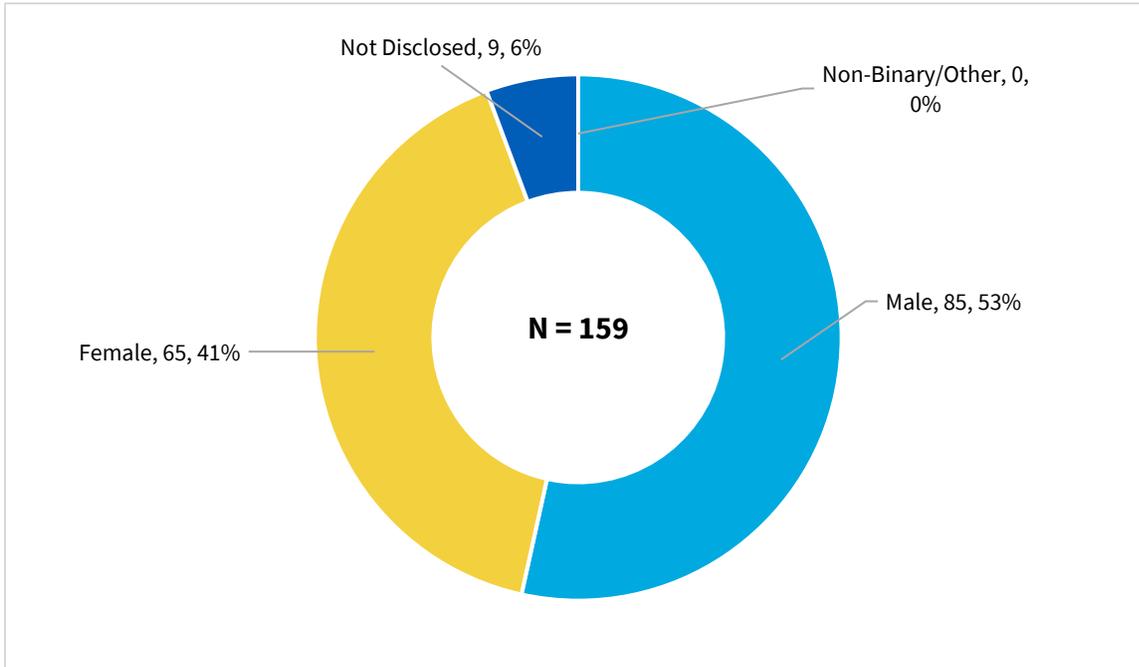
Source: SMC Office of Personnel Commission

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

Not disclosed, 19, 12%

Under 40, 49, 31%

40 or older, 91, 57%

N = 159
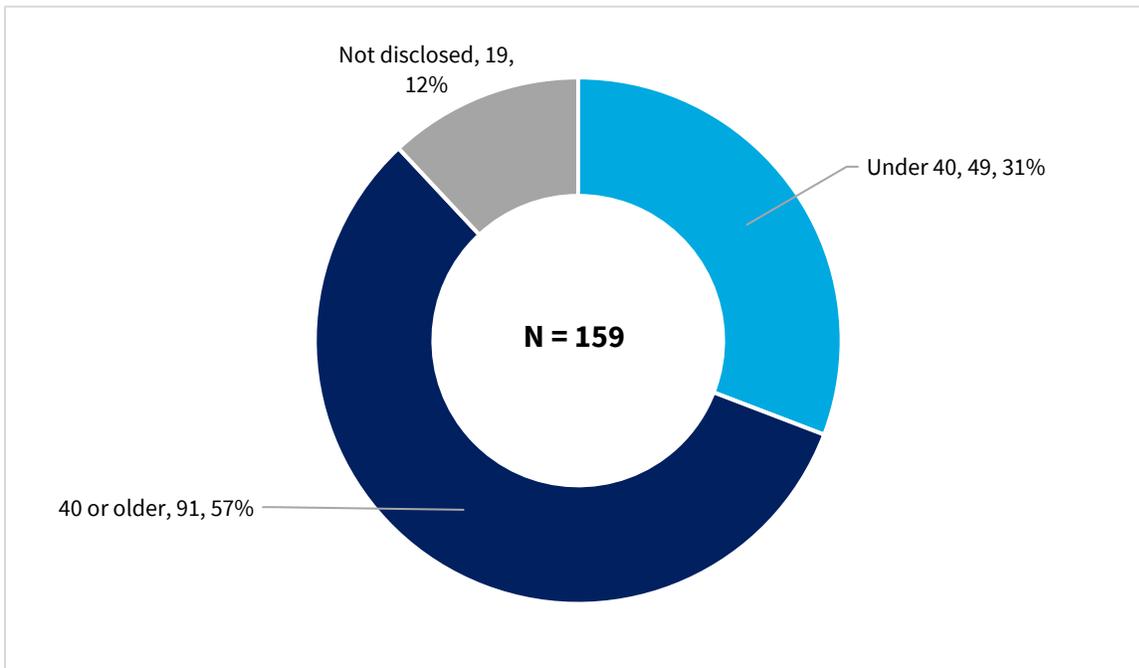
Source: SMC Office of Personnel Commission

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)
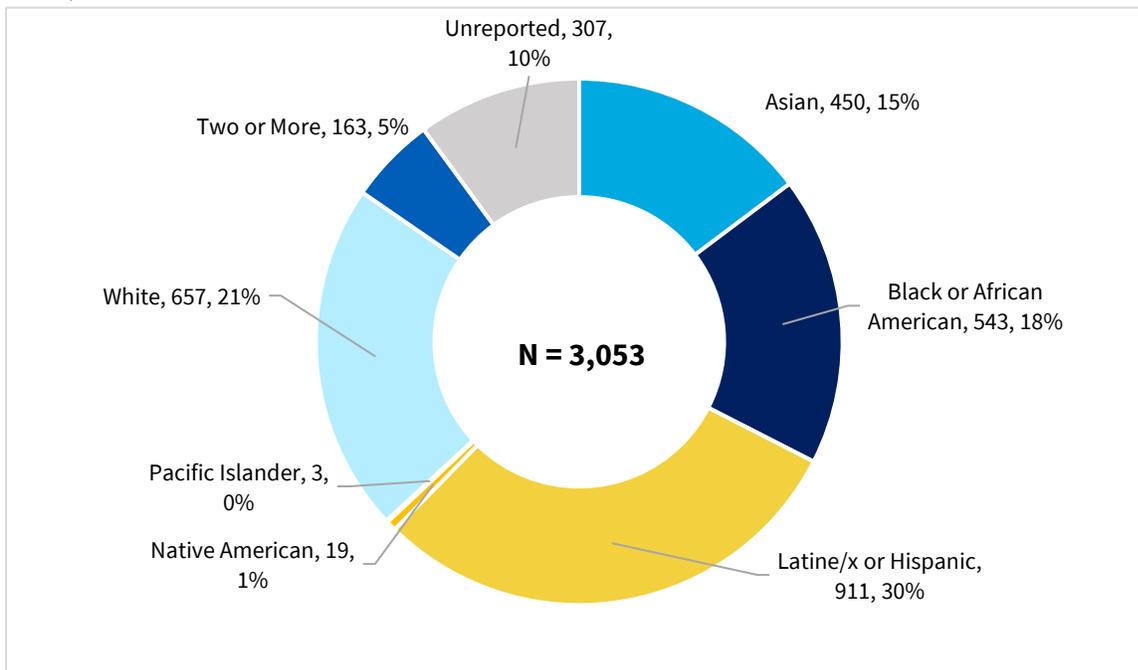
Source: SMC Office of Personnel Commission

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

Not Disclosed, 167, 5%

Non-Binary/Other, 18, 1%

Male, 1496, 49%

Female, 1372, 45%

N = 3,053
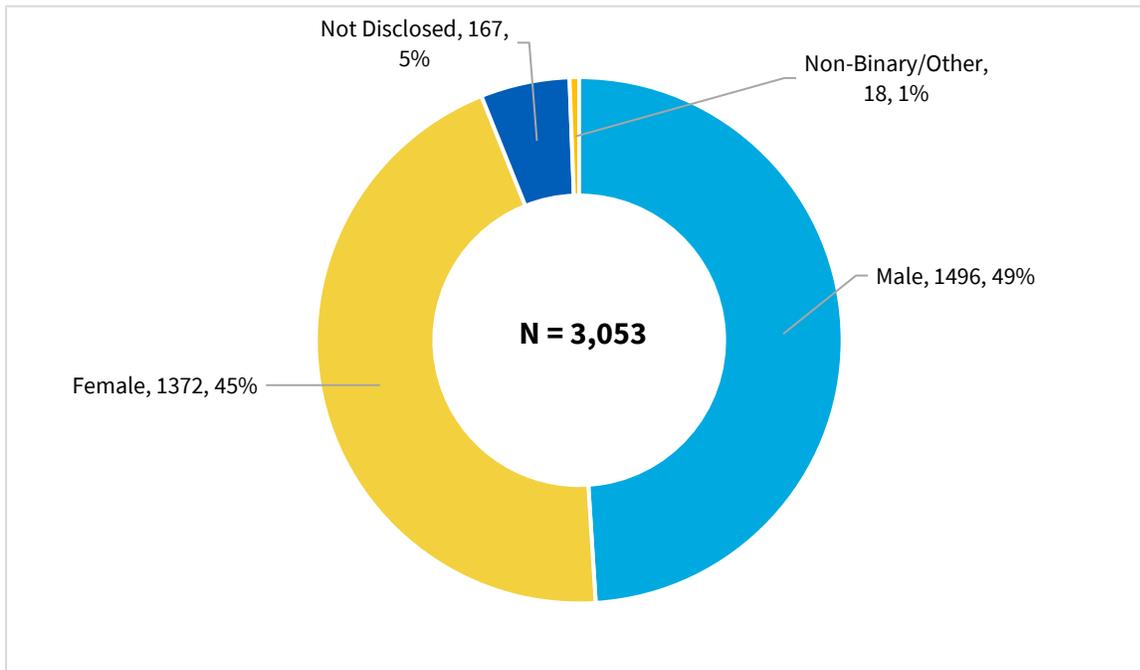
Source: SMC Office of Personnel Commission

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

Not disclosed, 288, 9%

40 or older, 790, 26%

Under 40, 1975, 65%

N = 3,053
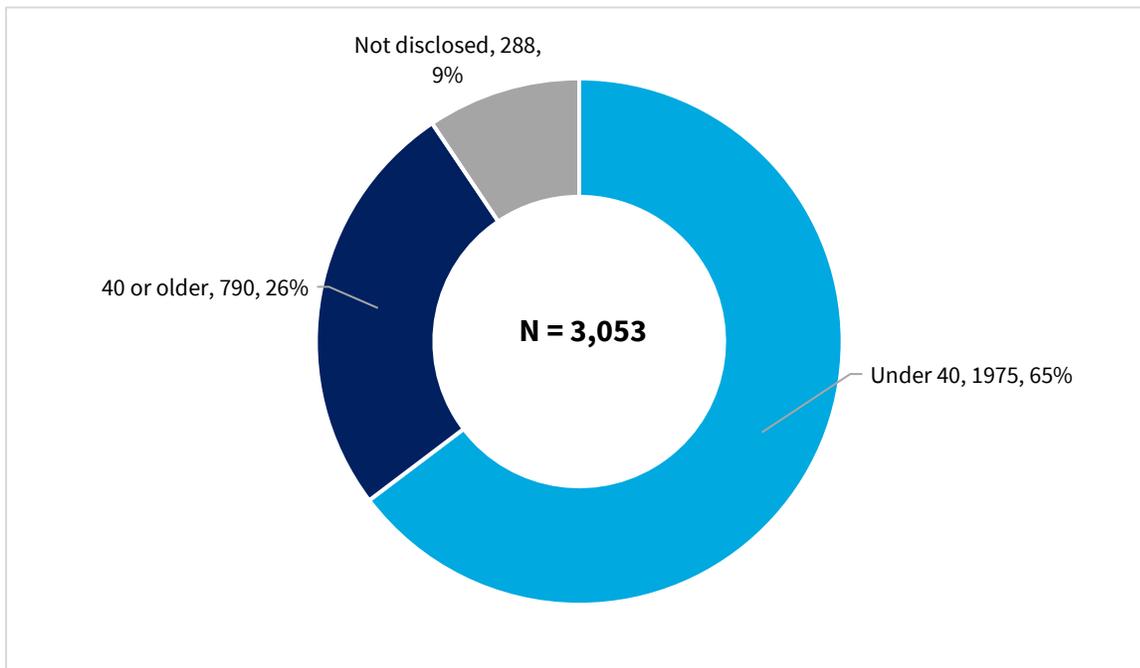
Source: SMC Office of Personnel Commission

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)
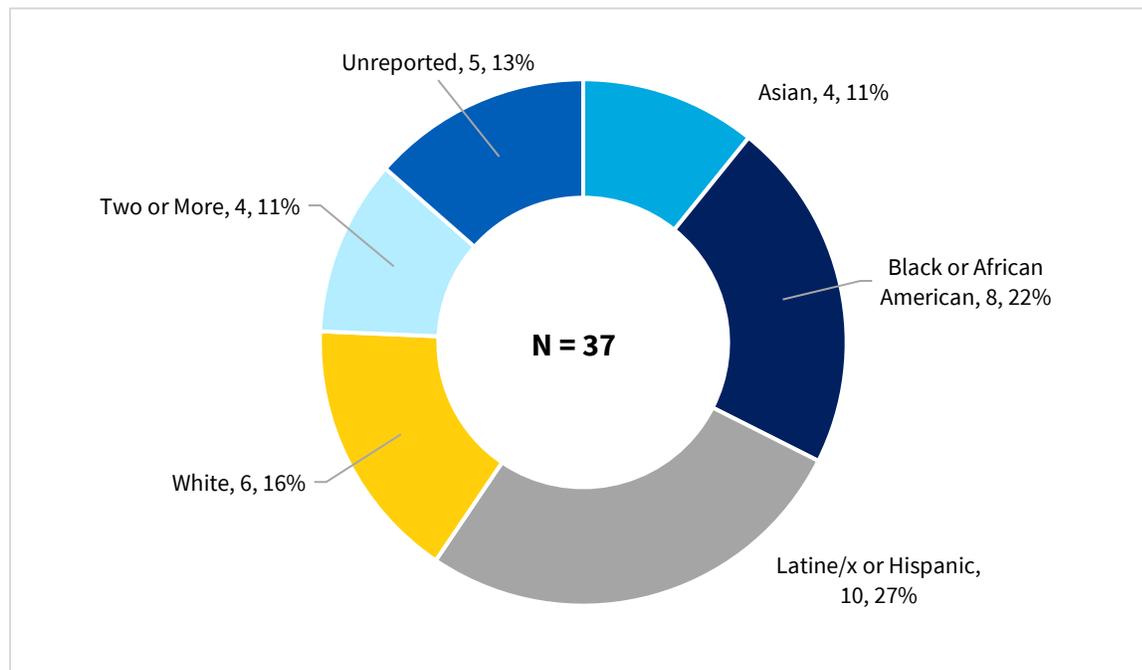
Source: SMC Office of Personnel Commission

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

Not Disclosed, 3, 8%

Non-Binary/Other, 0, 0%

Male, 17, 46%

Female, 17, 46%

N = 37
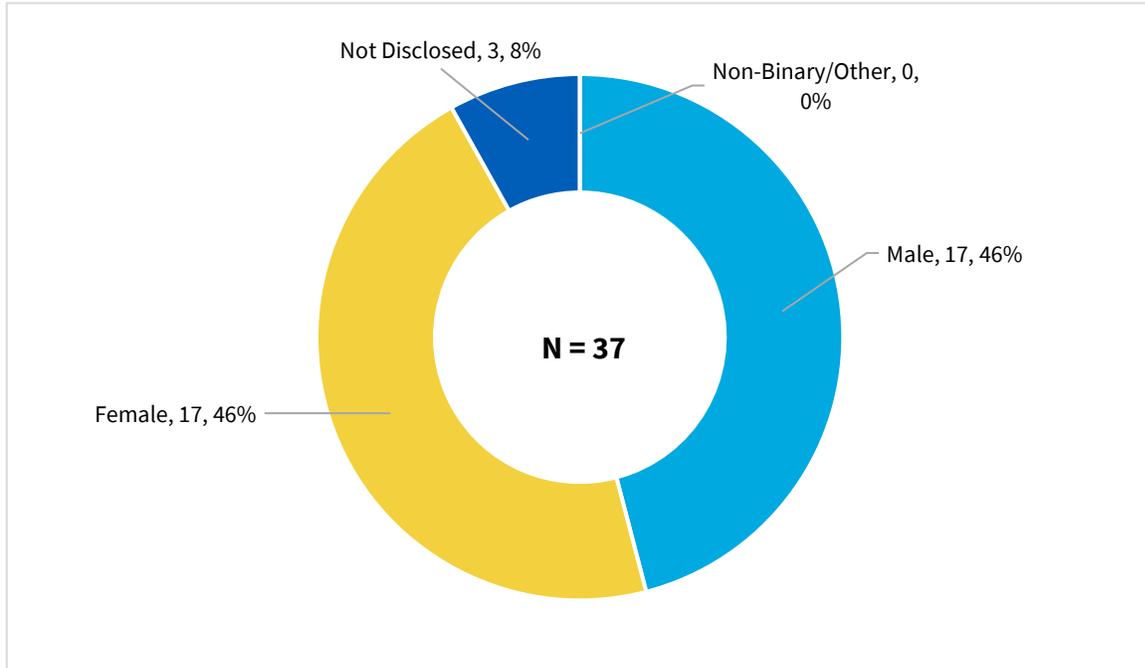
Source: SMC Office of Personnel Commission

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

Not disclosed, 6, 16%

Under 40, 21, 57%

40 or older, 10, 27%

N = 37
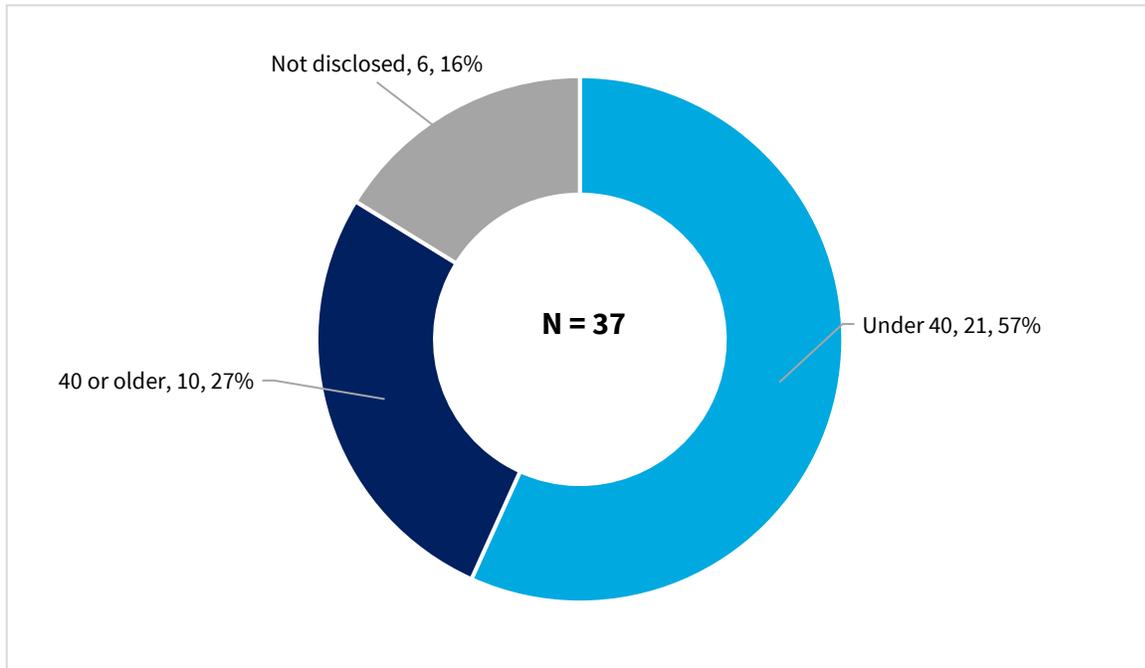
Source: SMC Office of Personnel Commission

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)
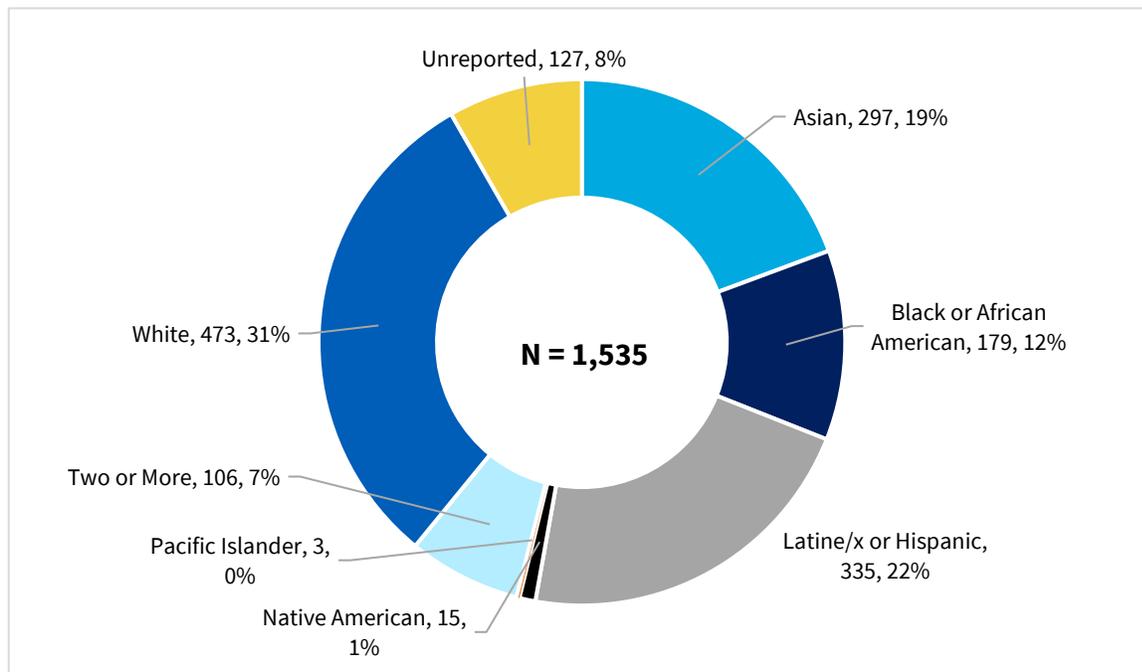
Source: SMC Office of Human Resources

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

Non-Binary/Other, 18, 1%

Not Disclosed, 53, 3%

Male, 824, 54%

Female, 640, 42%

N = 1,535
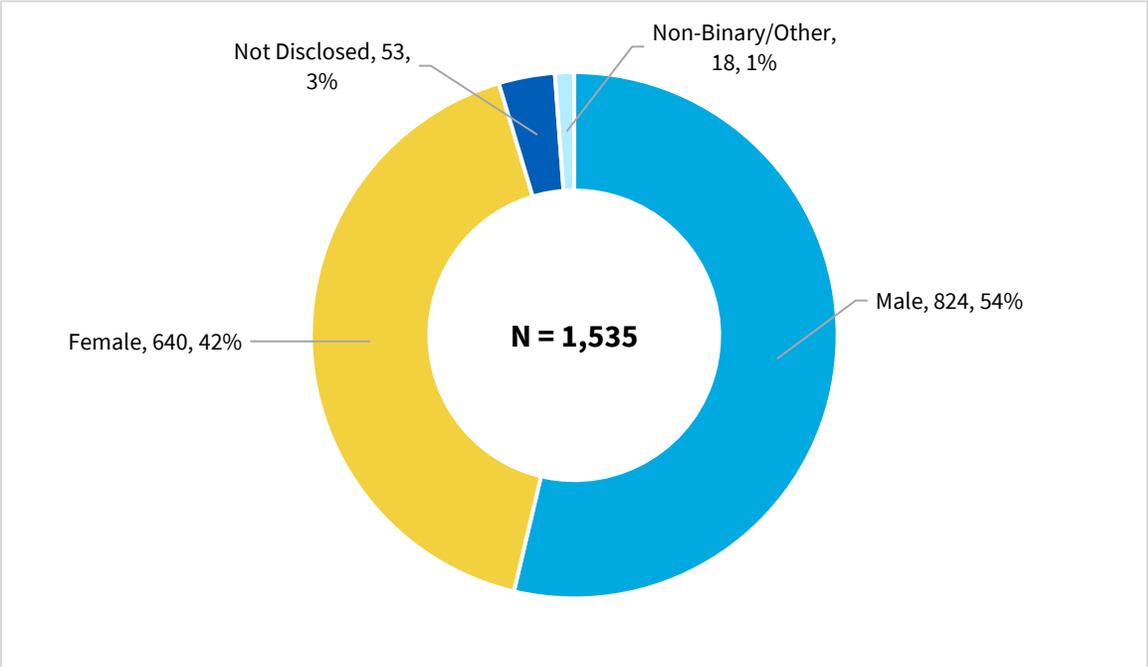
Source: SMC Office of Human Resources

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

Not disclosed, 99, 7%

Under 40, 696, 45%

40 or older, 740, 48%

N = 1,535
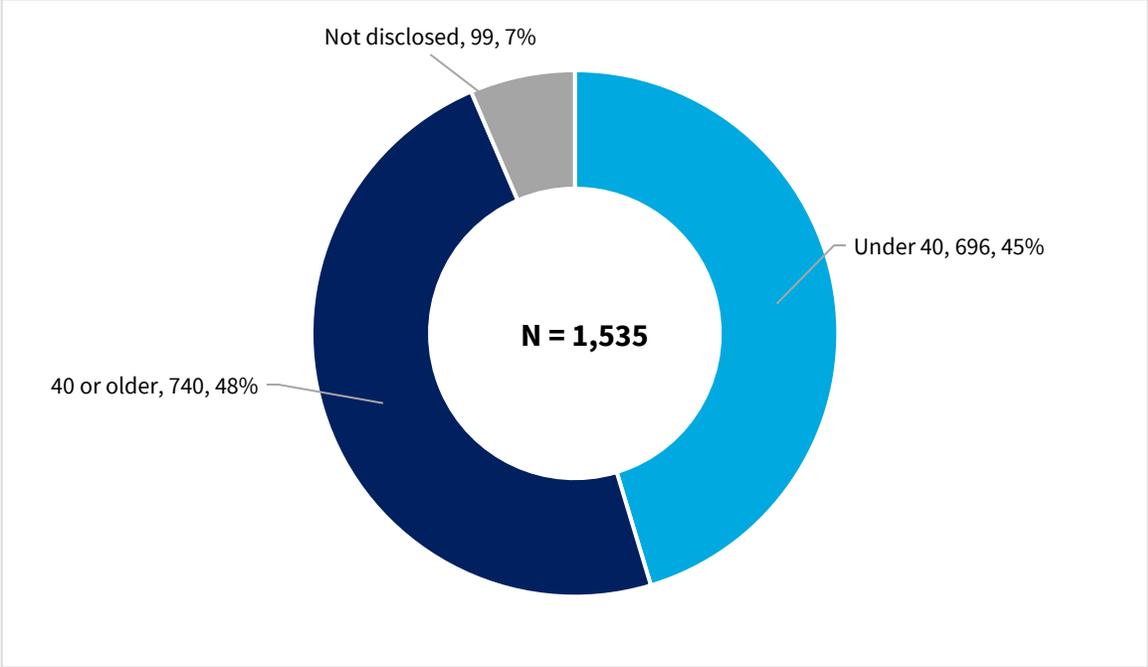
Source: SMC Office of Human Resources

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)
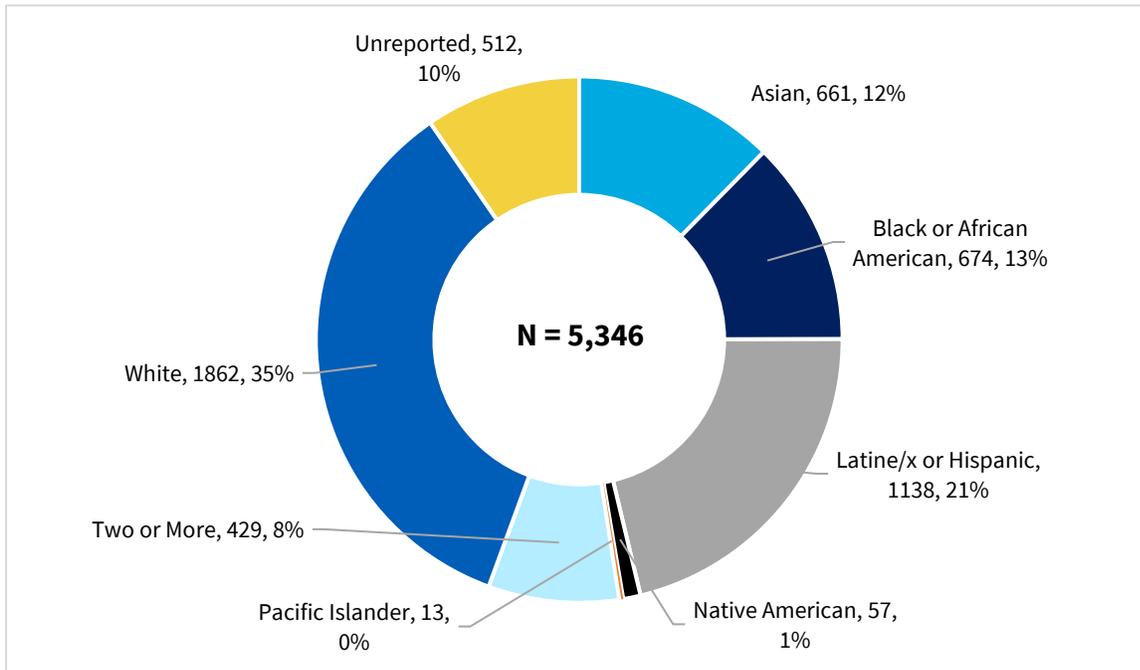
Source: SMC Office of Human Resources

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

Not Disclosed, 150, 3%

Non-Binary/Other, 60, 1%

Male, 2291, 43%

N = 5,346

Female, 2845, 53%
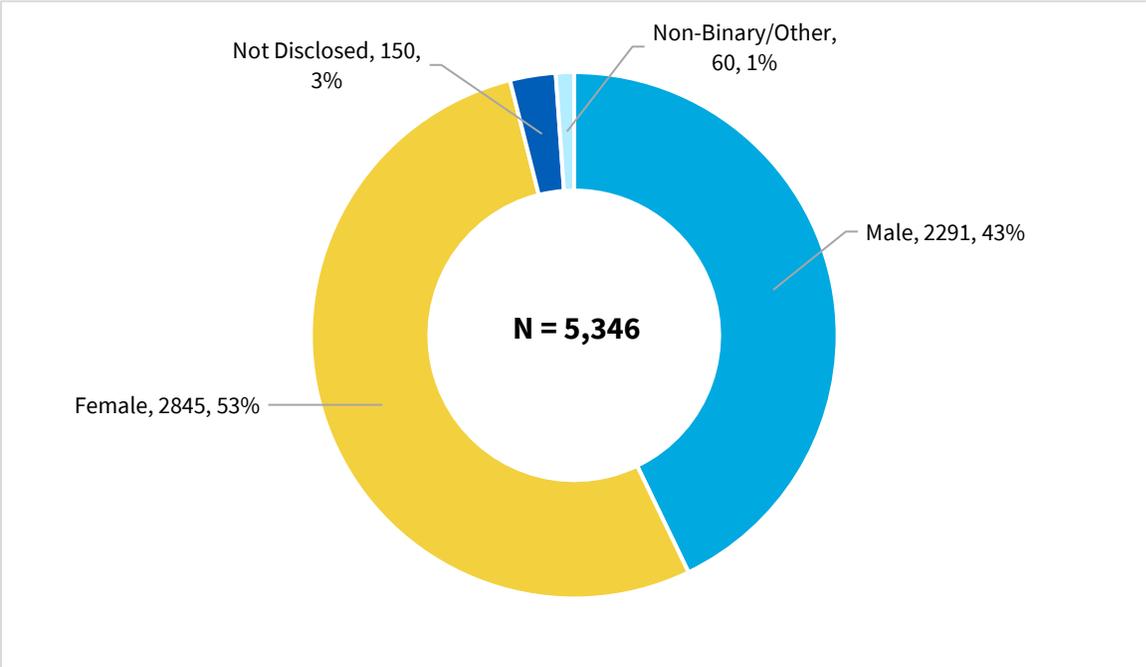
Source: SMC Office of Human Resources

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

Not disclosed, 287, 5%

Under 40, 2826, 53%

40 or older, 2233, 42%

N = 5,346
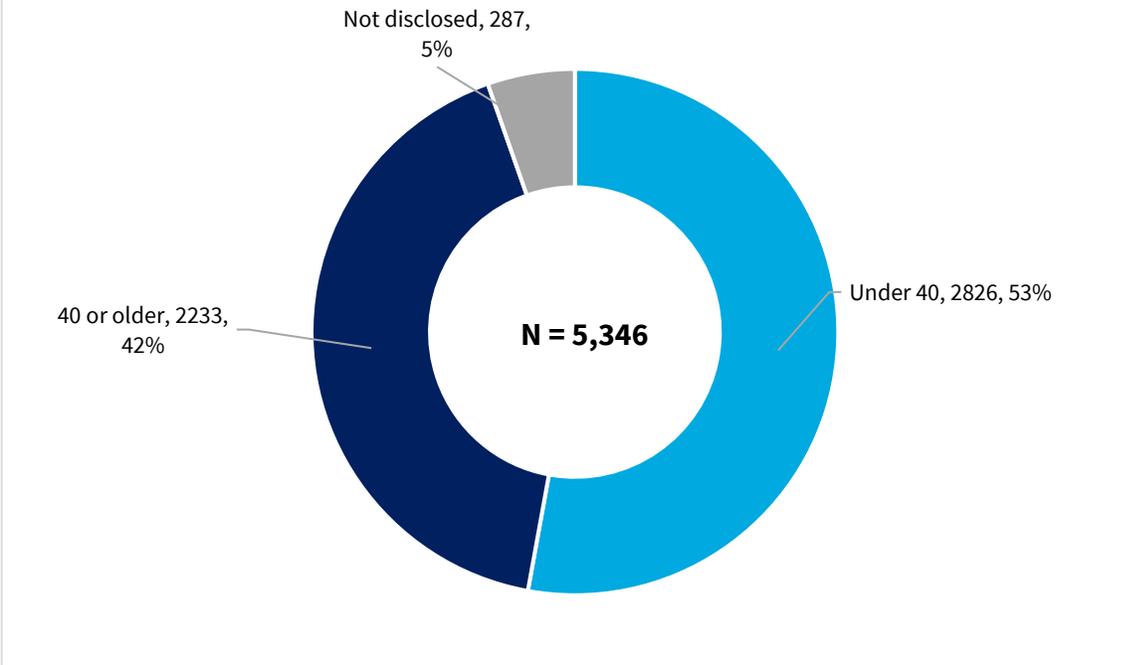
Source: SMC Office of Human Resources

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)
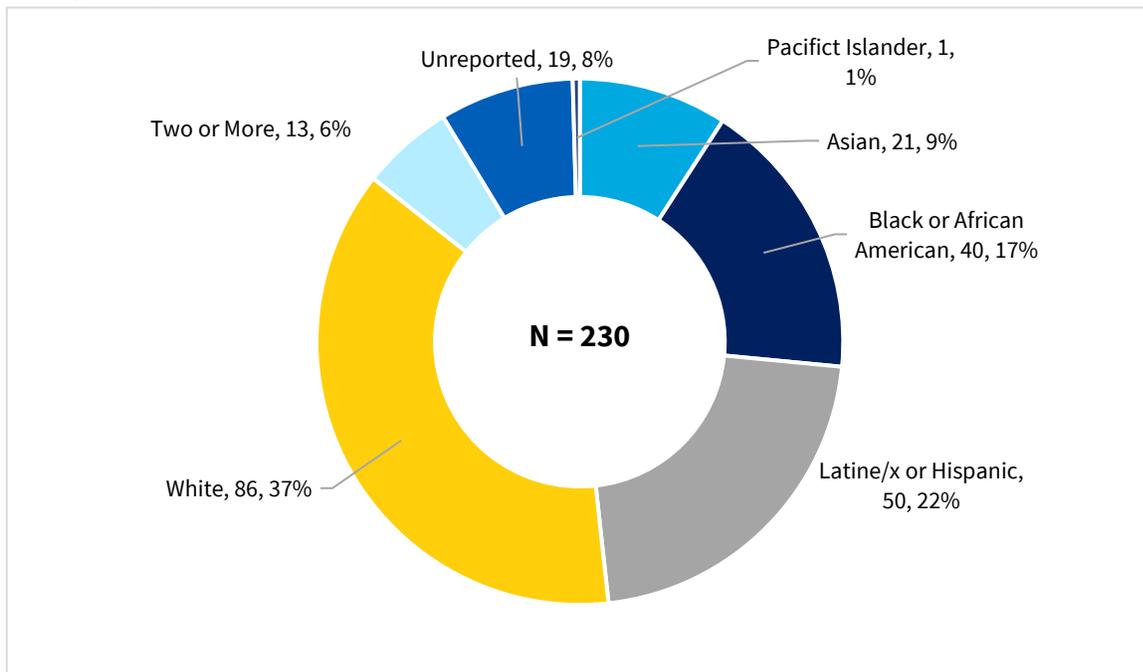
Source: SMC Office of Human Resources

Figure 57. Percentage of Full-Time Faculty Screening Committee by Gender (Fall 2023 to Spring 2025)
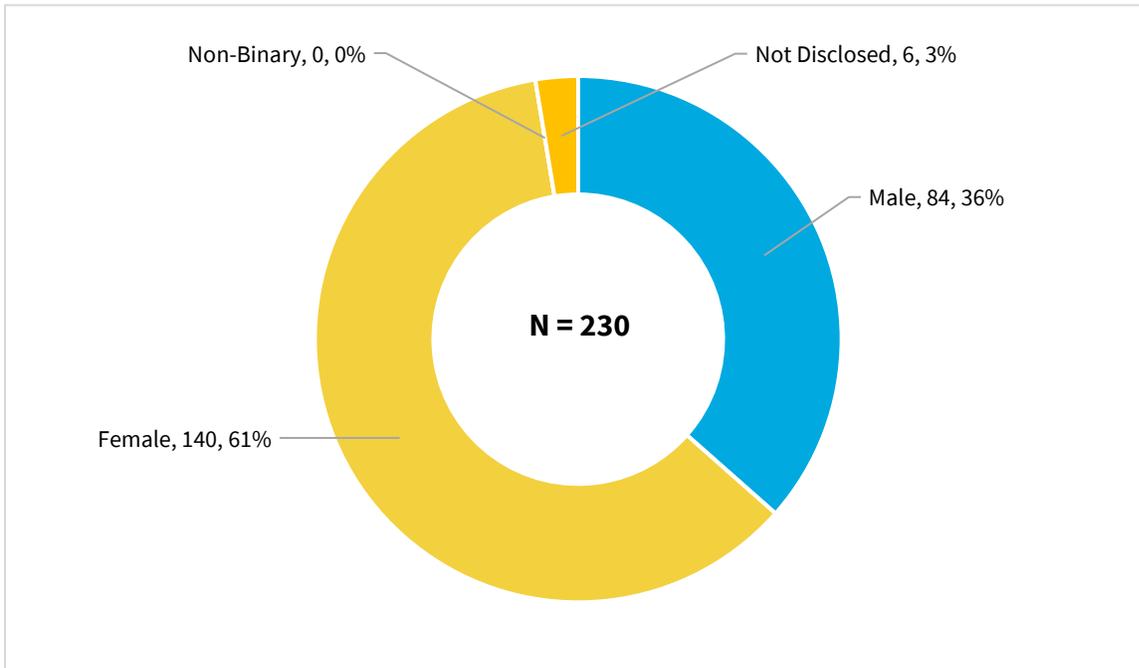
Source: SMC Office of Human Resources

Figure 58. Percentage of Full-Time Faculty Screening Committee by Age (Fall 2023 to Spring 2025)
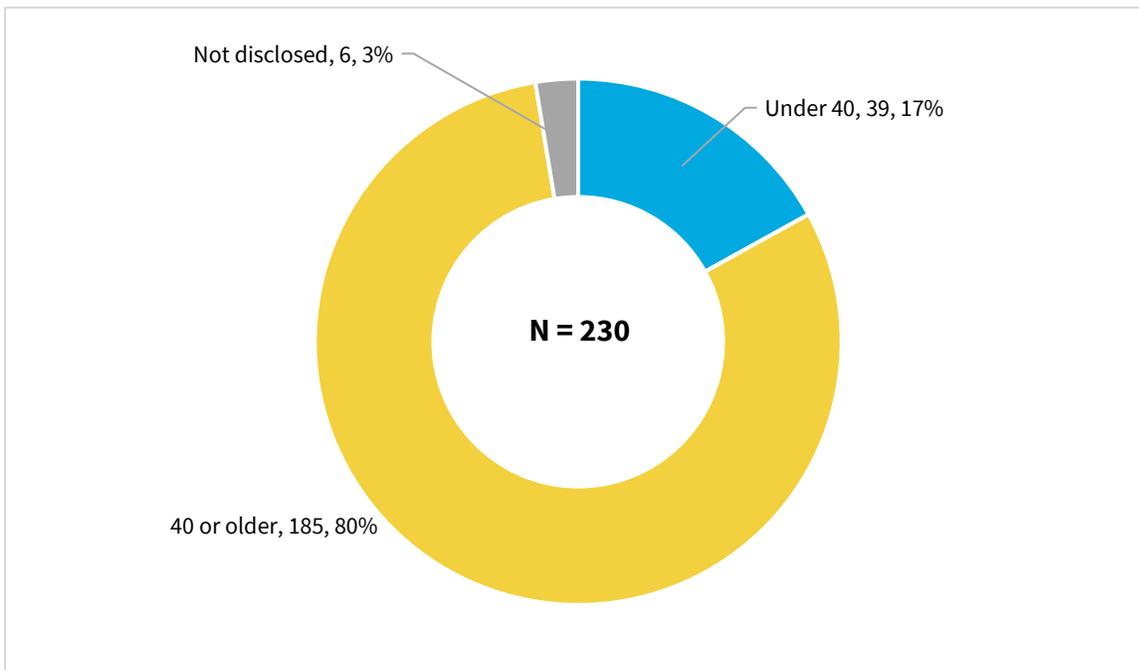
Source: SMC Office of Human Resources

Retirements/Resignations

In 2020, during the pandemic, the SMCCD 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 SMCCD'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
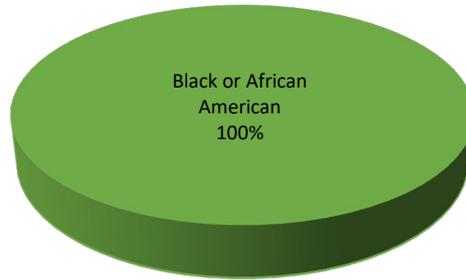
Source: SMC Office of Human Resources

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
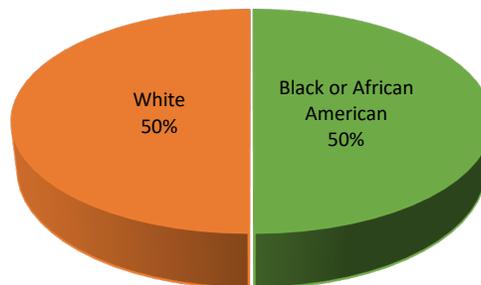
Source: SMC Office of Human Resources

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

Race/Ethnicity	Count
Hispanic or Latino	1
Grand Total	1
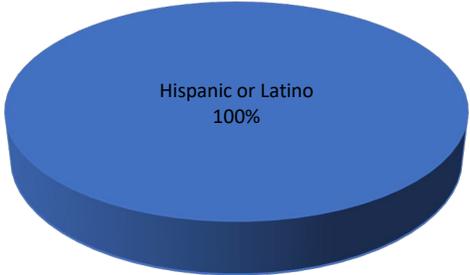
Source: SMC Office of Human Resources

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
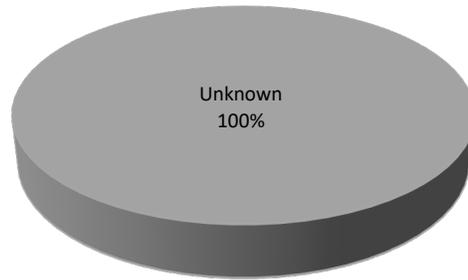
Source: SMC Office of Human Resources

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
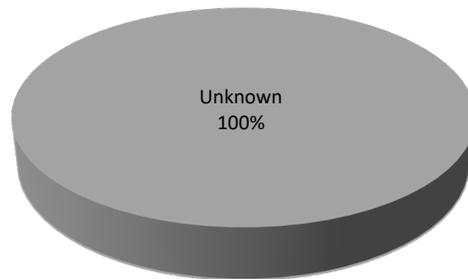
Source: SMC Office of Human Resources

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
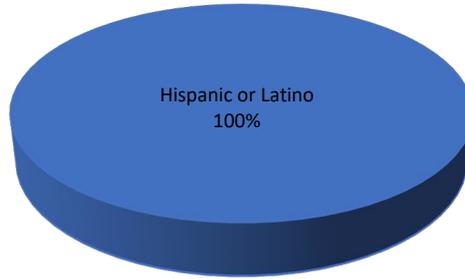
Source: SMC Office of Human Resources

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
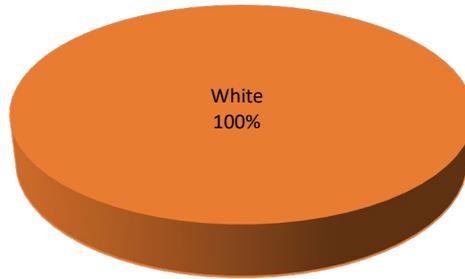
Source: SMC Office of Human Resources

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

Race/Ethnicity	Count
Black or African American	1
Grand Total	1
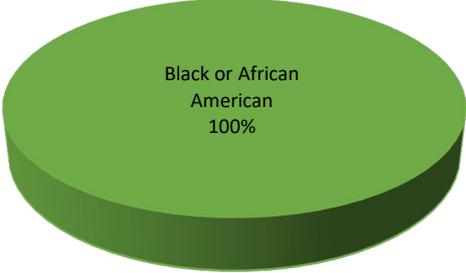
Source: SMC Office of Human Resources

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
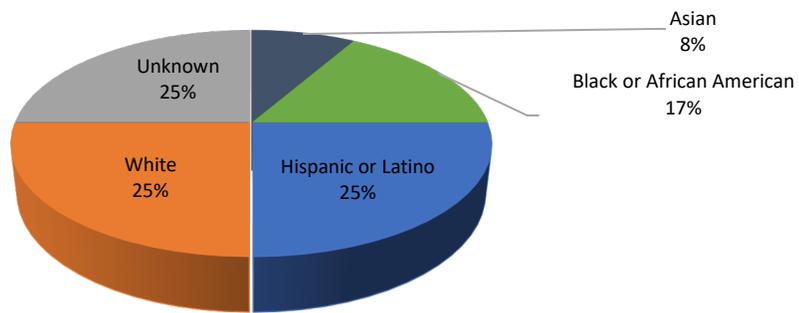
Source: SMC Office of Human Resources

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
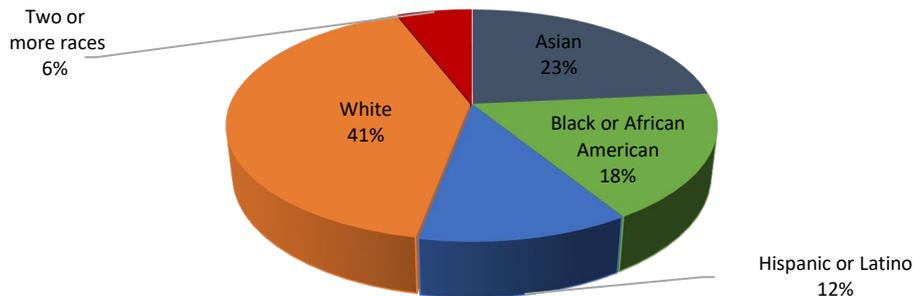
Source: SMC Office of Human Resources

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
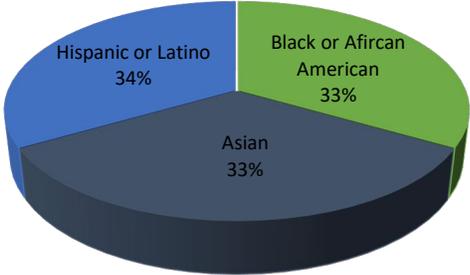
Source: SMC Office of Human Resources

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
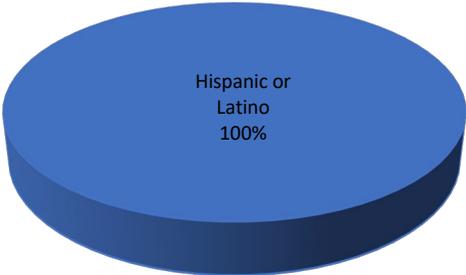
Source: SMC Office of Human Resources

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
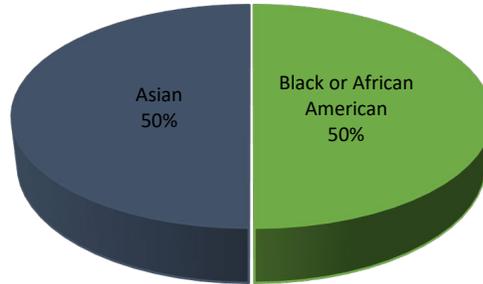
Source: SMC Office of Human Resources

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
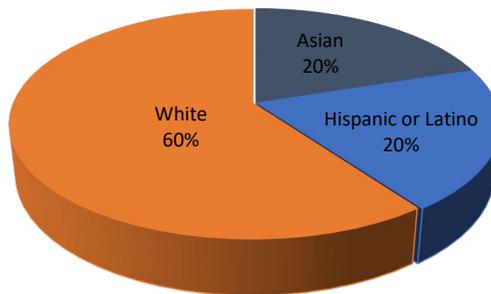
Source: SMC Office of Human Resources

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

Race/Ethnicity	Count
Asian	1
White	1
Grand Total	2
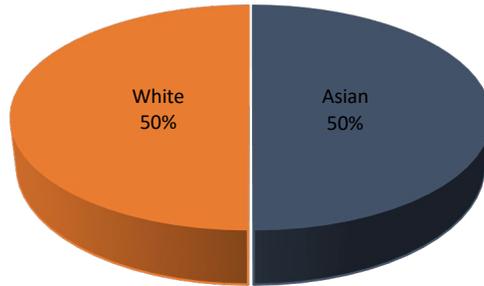
Source: SMC Office of Human Resources

Equal Employment Opportunity At SMCCD

The California Community College Chancellor's Office (CCCCO) requires all Districts to have an Equal Employment Opportunity (EEO) Plan. SMCCD's latest plan was updated in 2020 and approved by the CCCCO. 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 SMCCD's blueprint in addressing diversity in the SMCCD. SMCCD 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.

SMCCD continues to meet the requirements for the EEO Plan components and has been awarded the maximum yearly funds by the CCCCO. 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

SMCCD 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. SMCCD realizes that to improve the diversity of its employees, improves the student experience.

SMCCD 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 SMCCD to continue to provide services and support for our people, programs, and practices.

SMCCD 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 throguh 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

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

Full-time Faculty - Diversity by Department 2014-2024																			
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	6	100%
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%

		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	18	100%
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	25%	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%

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%	3	100%
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

Full-time Faculty - Diversity by Department 2014-2024																			
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	4	100%
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%	5	100%
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%

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%	25	100%
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																		
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	7	100%
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																	
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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	100%
Veterans Success Center	2015	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	100%
Veterans Success Center	2017	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	100%
Veterans Success Center	2019	0	0%	0	0%	1	100%	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%	1	100%
Veterans Success Center	2021	0	0%	0	0%	1	100%	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%	1	100%
Veterans Success Center	2023	0	0%	0	0%	1	100%	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%	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																		
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	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%
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%

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	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%	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	100%
Center of Wellness & Wellbeing	2020	0	0%	1	100%	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%	1	100%
Center of Wellness & Wellbeing	2022	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	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%	3	100%
Center of Wellness & Wellbeing	2024	0	0%	1	33%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	3	100%
Communication	2014	0	0%	4	13%	0	0%	0	0%	1	3%	23	77%	1	3%	1	3%	30	100%
Communication	2015	0	0%	5	15%	1	3%	0	0%	1	3%	24	73%	1	3%	1	3%	33	100%
Communication	2016	0	0%	5	14%	1	3%	0	0%	1	3%	27	75%	1	3%	1	3%	36	100%
Communication	2017	2	5%	5	12%	1	2%	0	0%	1	2%	30	73%	1	2%	1	2%	41	100%
Communication	2018	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	43	100%
Communication	2019	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	43	100%
Communication	2020	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	43	100%
Communication	2021	2	5%	5	12%	1	2%	0	0%	1	2%	32	74%	1	2%	1	2%	43	100%
Communication	2022	2	4%	6	13%	2	4%	0	0%	1	2%	33	72%	1	2%	1	2%	46	100%
Communication	2023	2	4%	6	13%	2	4%	0	0%	1	2%	34	72%	1	2%	1	2%	47	100%
Communication	2024	2	4%	6	13%	2	4%	0	0%	1	2%	34	72%	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%	11	100%
Computer Science & Information Systems	2015	2	18%	2	18%	0	0%	0	0%	0	0%	7	64%	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%	14	100%
Computer Science & Information Systems	2017	3	18%	2	12%	1	6%	0	0%	1	6%	9	53%	0	0%	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%	19	100%
Computer Science & Information Systems	2019	6	30%	2	10%	1	5%	0	0%	1	5%	9	45%	0	0%	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%	22	100%
Computer Science & Information Systems	2021	6	26%	2	9%	1	4%	0	0%	1	4%	12	52%	0	0%	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%	24	100%
Computer Science & Information Systems	2023	6	25%	2	8%	2	8%	0	0%	1	4%	12	50%	0	0%	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%	24	100%
Cosmetology	2014	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Cosmetology	2015	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Cosmetology	2016	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Cosmetology	2017	0	0%	1	14%	1	14%	0	0%	0	0%	5	71%	0	0%	0	0%	7	100%
Cosmetology	2018	0	0%	2	25%	1	13%	0	0%	0	0%	5	63%	0	0%	0	0%	8	100%
Cosmetology	2019	0	0%	3	33%	1	11%	0	0%	0	0%	5	56%	0	0%	0	0%	9	100%
Cosmetology	2020	0	0%	4	40%	1	10%	0	0%	0	0%	5	50%	0	0%	0	0%	10	100%
Cosmetology	2021	0	0%	4	40%	1	10%	0	0%	0	0%	5	50%	0	0%	0	0%	10	100%
Cosmetology	2022	0	0%	4	36%	1	9%	0	0%	0	0%	6	55%	0	0%	0	0%	11	100%
Cosmetology	2023	0	0%	5	42%	1	8%	0	0%	0	0%	6	50%	0	0%	0	0%	12	100%
Cosmetology	2024	0	0%	5	42%	1	8%	0	0%	0	0%	6	50%	0	0%	0	0%	12	100%

Part-time Faculty - Diversity by Department 2014-2024

Part-time Faculty - Diversity by Department 2014-2024																			
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	63	100%
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%

		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	9	100%
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%

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

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	100%
Improving Online Center Pathways	2015	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%	1	100%
Improving Online Center Pathways	2017	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	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%	1	100%
Improving Online Center Pathways	2019	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	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%	1	100%
Improving Online Center Pathways	2021	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	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%	1	100%
Improving Online Center Pathways	2023	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	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%	1	100%
International Student Center	2014	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	100%
International Student Center	2016	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	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%	3	100%
International Student Center	2018	0	0%	0	0%	0	0%	0	0%	0	0%	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%	3	100%
International Student Center	2020	0	0%	0	0%	0	0%	0	0%	0	0%	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%	3	100%
International Student Center	2022	0	0%	0	0%	0	0%	0	0%	0	0%	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%	3	100%
International Student Center	2024	0	0%	0	0%	0	0%	0	0%	0	0%	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%	10	100%
Kinesiology	2015	0	0%	0	0%	1	9%	0	0%	0	0%	10	91%	0	0%	0	0%	11	100%
Kinesiology	2016	0	0%	0	0%	1	8%	0	0%	0	0%	11	92%	0	0%	0	0%	12	100%
Kinesiology	2017	0	0%	0	0%	1	8%	0	0%	0	0%	11	92%	0	0%	0	0%	12	100%
Kinesiology	2018	0	0%	0	0%	1	8%	0	0%	0	0%	12	92%	0	0%	0	0%	13	100%
Kinesiology	2019	0	0%	0	0%	1	7%	0	0%	0	0%	13	93%	0	0%	0	0%	14	100%
Kinesiology	2020	0	0%	0	0%	1	7%	0	0%	0	0%	13	93%	0	0%	0	0%	14	100%
Kinesiology	2021	0	0%	0	0%	1	7%	0	0%	0	0%	14	93%	0	0%	0	0%	15	100%
Kinesiology	2022	0	0%	1	6%	1	6%	0	0%	0	0%	14	88%	0	0%	0	0%	16	100%
Kinesiology	2023	0	0%	1	6%	1	6%	0	0%	0	0%	14	88%	0	0%	0	0%	16	100%
Kinesiology	2024	0	0%	1	6%	1	6%	0	0%	0	0%	14	88%	0	0%	0	0%	16	100%
Library	2014	1	25%	0	0%	0	0%	0	0%	0	0%	2	50%	1	25%	0	0%	4	100%
Library	2015	1	25%	0	0%	0	0%	0	0%	0	0%	2	50%	1	25%	0	0%	4	100%
Library	2016	1	20%	0	0%	1	20%	0	0%	0	0%	2	40%	1	20%	0	0%	5	100%
Library	2017	1	20%	0	0%	1	20%	0	0%	0	0%	2	40%	1	20%	0	0%	5	100%
Library	2018	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	6	100%
Library	2019	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	6	100%
Library	2020	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	6	100%
Library	2021	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	6	100%
Library	2022	1	17%	0	0%	1	17%	0	0%	0	0%	3	50%	1	17%	0	0%	6	100%
Library	2023	2	29%	0	0%	1	14%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%
Library	2024	2	29%	0	0%	1	14%	0	0%	0	0%	3	43%	1	14%	0	0%	7	100%

Part-time Faculty - Diversity by Department 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	%
Life Science	2014	2	14%	1	7%	1	7%	0	0%	0	0%	9	64%	0	0%	1	7%	14	100%
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%

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%	19	100%
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

Part-time Faculty - Diversity by Department 2014-2024																		
		Asian		Black or African American		Hispanic or Latino		American Indian or Alaskan Native		Native Hawaiian or Pacific Islander		White		Two or More		Unreported		Total	
Department	Year	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%	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

SANTA MONICA COLLEGE

CLASSIFIED MANAGERS
Demographic Information

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

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

FULL-TIME FACULTY
Demographic Information

SANTA MONICA COLLEGE

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

STUDENT POLUTATION
Demographic Information

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

No. Students Sp 2016 - Sp 2025

No. Students	Sp. 19	Fa. 19	Sp. 20	Fa. 20	Sp. 21	Fa. 21	Sp. 22	Fa. 22	Sp. 23	Fa. 23	Sp. 24	Fa 24	Sp 25	Fa 25
No. Students	2856	2601	2518	1912	1773	1544	1632	1599	1708	1771	1913	1797	1883	1629
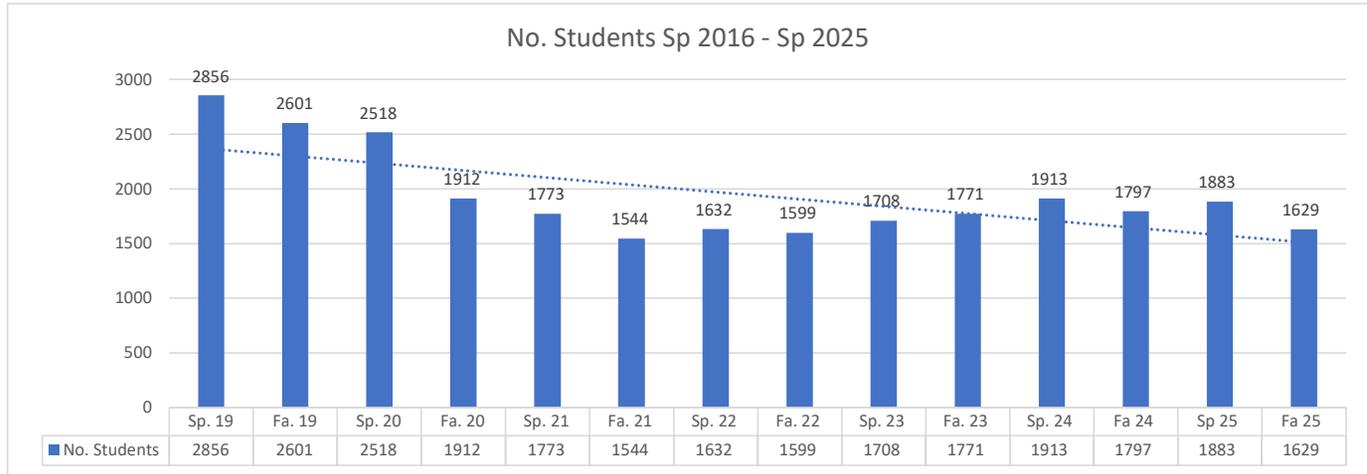
Enrollment Trends by Semester Spring 2019 - Fall 2025

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

Country	No. Students
China	309
France	44
Hong Kong	22
Indonesia	70
Myanmar	36
Brazil	39
Japan	192
Korea	187
Norway	26
Sweden	190
Taiwan	63

Enrollment By Country Fall 2022

Country	No. Students
China	270
France	39
Hong Kong	25
Indonesia	80
Myanmar	57
Brazil	42
Japan	184
Korea	174
Norway	28
Sweden	194
Taiwan	66

Enrollment By Country Spring 2023

Country	No. Students
China	335
France	57
Hong Kong	25
Indonesia	83
Myanmar	76
Brazil	49
Japan	180
Korea	178
Norway	18
Sweden	174
Taiwan	75

Enrollment By Country FAll 2023

Country	No. Students
China	352
France	51
Hong Kong	19
Indonesia	84
Myanmar	82
Brazil	47
Japan	184
Korea	182
Norway	12
Sweden	160
Taiwan	92

Enrollment By CountrySpring 2024

Country	No. Students
China	417
France	75
Hong Kong	20
Indonesia	78
Myanmar	114
Brazil	46
Japan	176
Korea	191
Norway	10
Sweden	145
Taiwan	86

Enrollment By Country Fall 2024

Country	No. Students
China	406
France	57
Hong Kong	13
Indonesia	77
Myanmar	105
Brazil	46
Japan	154
Korea	194
Norway	10
Sweden	113
Taiwan	84

Enrollment Trends by Semester Spring 2019 - Fall 2025

Enrollment By Country Spring 2025	
Country	No. Students
China	443
France	66
Hong Kong	13
Myanmar	134
Brazil	49
Indonesia	75
Japan	159
Korea	187
Norway	10
Sweden	109
Taiwan	79

Enrollment By Country Fall 2025	
Country	No. Students
China	368
France	54
Hong Kong	13
Myanmar	114
Brazil	44
Indonesia	71
Japan	140
Korea	165
Norway	2
Sweden	111
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

https://www.merriam-webster.com/dictionary/nonbinary