



Santa Monica College Diversity Report 2012-2013



Santa Monica College

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Office of Human
Resources

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"Santa Monica College (SMC) 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, 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 two-year institution of higher education continues to reinforce its popularity and respected status with educators, students and the communities which this college serves."

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EMPLOYEE DIVERSITY REPORT

JULY 2013

EXECUTIVE SUMMARY

“Diversity” is a broad term and includes, but is not limited to race, ethnicity, gender, sexual orientation, socio-economic status, age, disability, culture, religion, immigrant status, marital status, parenting status, and veteran status. It is because of the rich and diverse environment for which Santa Monica College (SMC) is renown that it continues to be an energized, global, learning environment. SMC is an attractive employer within Los Angeles County that facilitates recruitment and retention of faculty, staff and administration but most importantly, it makes this District extremely attractive to students.

This report is provided to assist in monitoring Santa Monica College’s commitment and progress to achieving a workforce that is representative of the varied populations within the State of California, County of Los Angeles, and the students of SMC. Personnel data is tabulated from fall semesters 2009, 2010, 2011 and 2012.

NOTICEABLE TREND

In reviewing the College’s student population data for the periods of this report, the number of Hispanic students increased from 28.61% of the total student body to 35.82%. Hispanic students have become the predominant ethnic group of students at SMC. All other ethnic student populations decreased. The increase of Hispanic students is reflective of the overall population dynamics occurring within California and Los Angeles County. Population projections by the U.S. Census Bureau to the year 2060 indicate that Hispanics will comprise 58% of L.A. County’s population.¹ This is a significant shift in population dynamics within a short period of time. (See Student Population data and Appendix 2 for Los Angeles County census data).

¹ http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf

CATEGORIES TO WATCH

Academic Applicant Pool

Within the past four years the total number of academic applications increased. Outreach efforts have been moderately successful as the applicant pools are now more closely reflective of Los Angeles County's ethnic diversity. Please refer to the Academic Applicant Pool Section of this report for specific details.

Full-Time Faculty

From Fall 2009 to Fall 2012, the number of full-time faculty at SMC increased from 311 to 318. Minority populations remain significantly under-represented. Though Caucasian/White populations are the dominant ethnic group among full-time faculty, minute progress was made to diversify faculty. The creation of new faculty positions and replacement of existing faculty continues for full-time faculty and this employee group has not been impacted by the District's hiring freeze. Approximately one third of full-time faculty members are 60 or more years of age.

Part-Time Faculty

During the same period of time, there has been a slight decrease in the number of part-faculty within the District. Part-time faculty members decreased from 1026 to 1018. Caucasians remain the dominant ethnic group among part-time faculty members and represent two thirds (2/3) of all part-time faculty at SMC. Hispanics have increased representation from 7.98% to 9.6%. Remaining ethnic groups are also significantly under-represented given the total number of faculty in this employee category.

Two hundred and ninety-three (293) or 28.78% of SMC's part-time faculty members are 60 years of age or greater. As a feeder group for the full-time faculty, greater outreach for broader representation is needed when positions do become available.

Classified Managers

From Fall 2009 to Fall 2012, the number of classified managers remained steady. Caucasians remain the dominant ethnic group representing about 59% of the all classified managers. In reviewing the age ranges of the forty-two (42) classified managers presently employed, five (5) are sixty plus (60+) years of age. As this category of employee has been impacted by the hiring

freeze, attrition and retirement will allow a limited opportunity to improve diversity representation. Refer to the SMC Employees: Classified Managers section.

Community College Police Officers

This is a newly articulated employee category for this report. With nine (9) police officers and a recruitment process in progress for more officers, there is an opportunity for the District to continue to improve its diverse ethnic representation. SMC community college police officers better reflect the general population with 44.4% Hispanic, 33.33% Caucasian, 11.11% Asian and 11.11% African American. Refer to the SMC Employees: Community College Police Officers section.

Classified Support Personnel

Classified Support employees remain the most ethnically diverse employee category within this District. All ethnic groups are well represented. With a total of 460 classified support employees eighty-two (82) or roughly 18% are at 60 years of age or more.

Employees Designated as “Confidential”

SMC continues to have a very limited number of employees with confidential status. Presently there are eight (8) ethnically diverse employees. Three (3) confidential employees are at 60 years of age or more.



STUDENT POPULATION DATA

SMC's student enrollment totals declined during the height of the fiscal crisis of 2010 and 2011. This trend affected other community college districts and validates the highly competitive nature of college admittance and matriculation for students. The decrease in student enrollment is attributed to reduced apportionment funding from the State of California and the general reduction in the number of courses being offered. Despite the reductions, Fall 2012 enrollment grew over the previous two years underscoring the point that SMC continues to be a very popular option for students.

DATA COLLECTION

Census information for the State of California and the County of Los Angeles was drawn from the website of the U.S. Census Bureau² as well as the California Department of Finance³. Population projections for 2012, based on the 2010 Census, indicate an overall population increase from 37,253,956 to 38,041,430 - a 2.1% increase. The percentage of change in California's population by race is highlighted in Appendix 1.

Los Angeles County population projection shows that as of July 01, 2012, the county population will have grown by 144,184 persons over the 2010 Census numbers to 9,962,789, a 1.5% increase. In 2012 persons of Hispanic or Latino origin comprised 48.1% of the total population... an increase from 47.74% in 2010. The percentage of female residents remained steady at 50.7% of the county which is just over half of the total population.

SMC employee and student information was collected from the College's database. All information within this report is based on the first day of each Fall Semester from 2009 through 2012. The data is comprehensive and current.

Ethnicity and gender data is collected through an optional Equal Employment Opportunity (EEO) Survey given to each applicant and newly hired employee. Respondents identify whether or not they are Hispanic/Latino or of Spanish origin and then if their race is African American/Black, American Indian/Native American, Asian, Caucasian/White, Filipino, Hispanic, Multi-Racial, or Pacific Islander. If there is no response or the survey is left blank, the data is identified as Unknown. Within the last two years there was significant decrease in the number of unknown responses.

² <http://quickfacts.census.gov/qfd/states/06/06037.html>[4/2/2013 11:01:23 AM]

³ <http://www.dof.ca.gov/research/demographic/reports/projections/> & http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf

STATISTICS

During the past several years, the California Community College System has experienced severe and continuing funding reductions. SMC instituted a hiring freeze for classified and management positions. However, for those positions deemed essential to sustain a mission-critical or compliance function for the college, hiring has taken place with the result that overall there has been a slight increase of the SMC employee base.

Data in this report is summarized by employee group and covers the academic years 2009-2010, through 2012-2013. All employee data is based on the first day of the Fall semester in each of those academic years.

In-depth statistical information can be found in the Appendices at the end of this report and covers Academic Years 2006-2007 through 2012-2013. This more extensive information is presented to facilitate discussion on employee diversity at Santa Monica College.

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

LEGEND

In this report the following abbreviations are used:

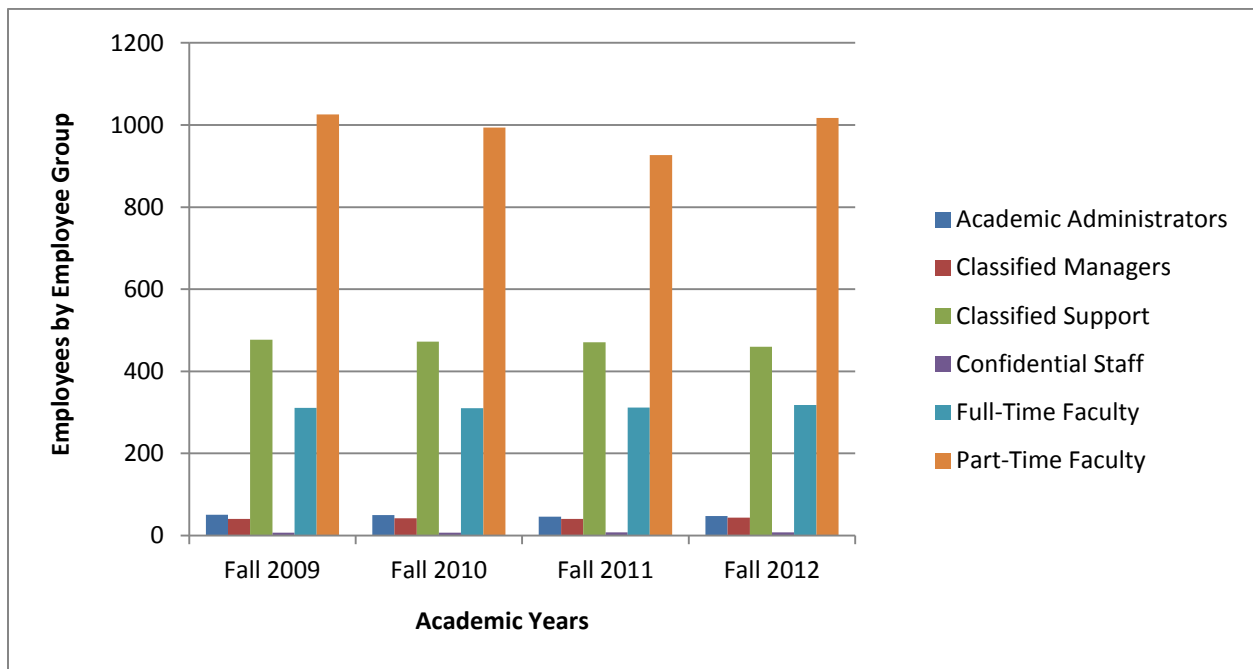
Abbreviations	Description
AFR AMR	African American/Black
AMR IND	American Indian/Native American
ASIAN	Asian (Chinese, Japanese, Vietnamese, etc.)
CAUCASIAN	Caucasian/White
FILIPINO	Filipino
HISPANIC	Hispanic (Mexican, South American, Central American, etc.)
MULTI-RACIAL	Two or more races
PACIFIC ISLANDER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

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OVERVIEW OF SMC PERSONNEL 2009-2012

SMC Employee Groups	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
Academic Administrators	51	2.67%	50	2.67%	46	2.55%	48	2.53%
Classified Managers	41	2.14%	42	2.24%	41	2.27%	44	2.32%
Classified Support	477	24.93%	472	25.17%	471	26.09%	460	24.27%
Confidential Staff	7	0.37%	7	0.37%	8	0.44%	8	0.42%
Full-time Faculty	311	16.26%	310	16.53%	312	17.29%	318	16.78%
<u>Part-time Faculty</u>	<u>1,026</u>	<u>53.63%</u>	<u>994</u>	<u>53.01%</u>	<u>927</u>	<u>51.36%</u>	<u>1,017</u>	<u>53.67%</u>
Totals	1,913	100.00%	1,875	100.00%	1,805	100.00%	1,895	100.00%

The graph below shows the number of SMC employees in each group from Fall 2009 through Fall 2012.



SMC Employee Groups – Ethnicity 2009-2012



SMC STUDENT ENROLLMENT INFORMATION

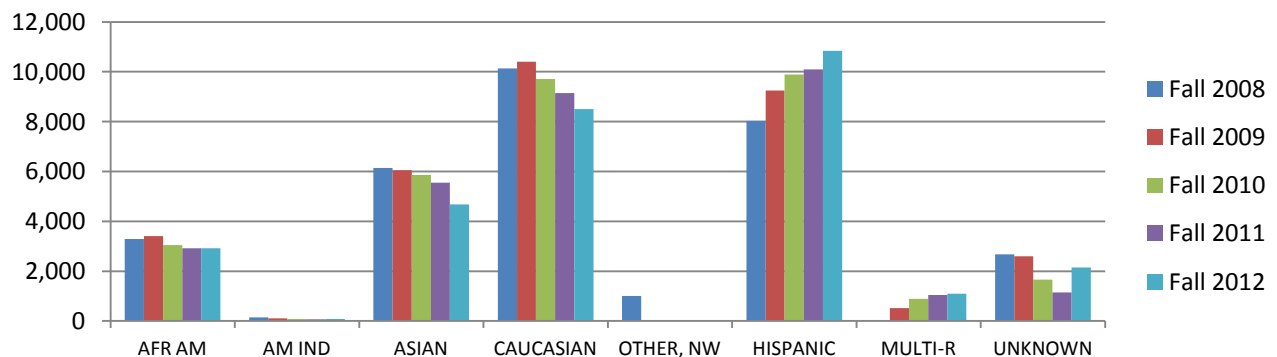
Student information is included for comparison purposes with the District workforce. Student enrollment information is drawn from college database sources and can be found on the SMC website.⁴ Total student enrollment is a combination of credit and non-credit student headcount data and is included for reference purposes. Student diversity in this report was based on credit student count only.

STUDENT DIVERSITY

In reviewing data from Fall 2009 through Fall 2012, students identifying themselves as Hispanic increased from 28.61% of the total student population to more than one-third of the student population (35.82%). The Multi-Racial (sometimes known as the 'Two or More' category) also increased from 1.59% to 3.64% in the same time period. This may be explained by the change in category reporting during the 2009-2010 period allowing for a designation of Hispanic versus non-Hispanic as the first ethnicity question.⁵

All other ethnic reporting groups declined against the total population.

<u>Ethnicity</u>	<u>Fall 2009</u>		<u>Fall 2010</u>		<u>Fall 2011</u>		<u>Fall 2012</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	3,406	10.54%	3,047	9.79%	2,925	9.76%	2,914	9.63%
AMR IND	110	0.34%	83	0.27%	74	0.25%	79	0.26%
ASIAN/PAC ISL	6,048	18.71%	5,860	18.82%	5,545	18.50%	4,680	15.47%
CAUCASIAN	10,399	32.17%	9,710	31.18%	9,149	30.52%	8,504	28.10%
HISPANIC	9,250	28.61%	9,889	31.76%	10,096	33.68%	10,838	35.82%
MULTI-RACIAL	514	1.59%	889	2.86%	1,041	3.47%	1,100	3.64%
<u>UNKNOWN</u>	<u>2,600</u>	<u>8.04%</u>	<u>1,660</u>	<u>5.33%</u>	<u>1,147</u>	<u>3.83%</u>	<u>2,145</u>	<u>7.09%</u>
TOTALS	32,327	100.00%	31,138	100.00%	29,977	100.00%	30,260	100.00%



⁴ <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Pages/Stu-Background-Demo.aspx>

⁵ Note: The reporting categories for ethnicity/race changed in fall term of 2009

STUDENT GENDER

Although female students continue to outnumber male students in all study years, the percentage of male students against the total number has been rising over the past 4 years.⁶

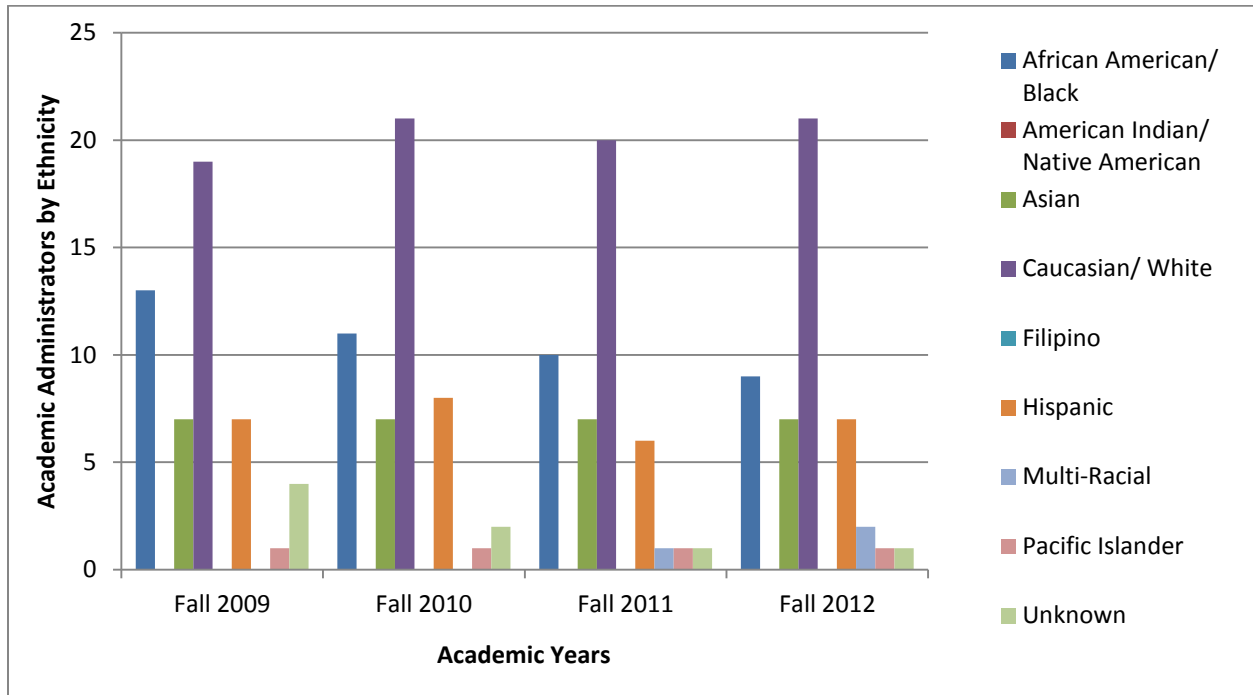
Gender	Fall 2009	%	Fall 2010	%	Fall 2011	%	Fall 2012	%
Female	17,831	55.16%	17,102	54.92%	16,195	54.02%	16,019	52.94%
Male	14,496	44.84%	14,036	45.08%	13,782	45.98%	14,241	47.06%
Total	32,327		31,138		29,977		30,260	

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⁶ http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Documents/Fall%202012%20Website%20Docs/Gender_fa12.pdf

SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	13	25.49%	10	22.00%	10	21.74%	9	18.75%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	7	13.73%	7	14.00%	7	15.22%	7	14.58%
CAUCASIAN	19	37.25%	21	42.00%	20	43.48%	21	43.75%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	7	13.73%	8	16.00%	6	13.04%	7	14.58%
MULTI-RACIAL	0	0.00%	0	0.00%	1	2.17%	2	4.17%
PAC ISLANDER	1	1.96%	1	2.00%	1	2.17%	1	2.08%
<u>UNKNOWN</u>	<u>4</u>	<u>7.84%</u>	<u>2</u>	<u>4.00%</u>	<u>1</u>	<u>2.17%</u>	<u>1</u>	<u>2.08%</u>
TOTALS	51	100.00%	49	100.00%	46	100.00%	48	100.00%



Academic Administrators by Ethnicity – 2009-2012

Hispanic populations could be better represented among SMC's academic administrators.

GENDER

During Fall Semester 2012, female academic administrators outnumber male administrators almost three to one:

FEMALE: 72.92% (35)
MALE: 27.08% (13)

AGE

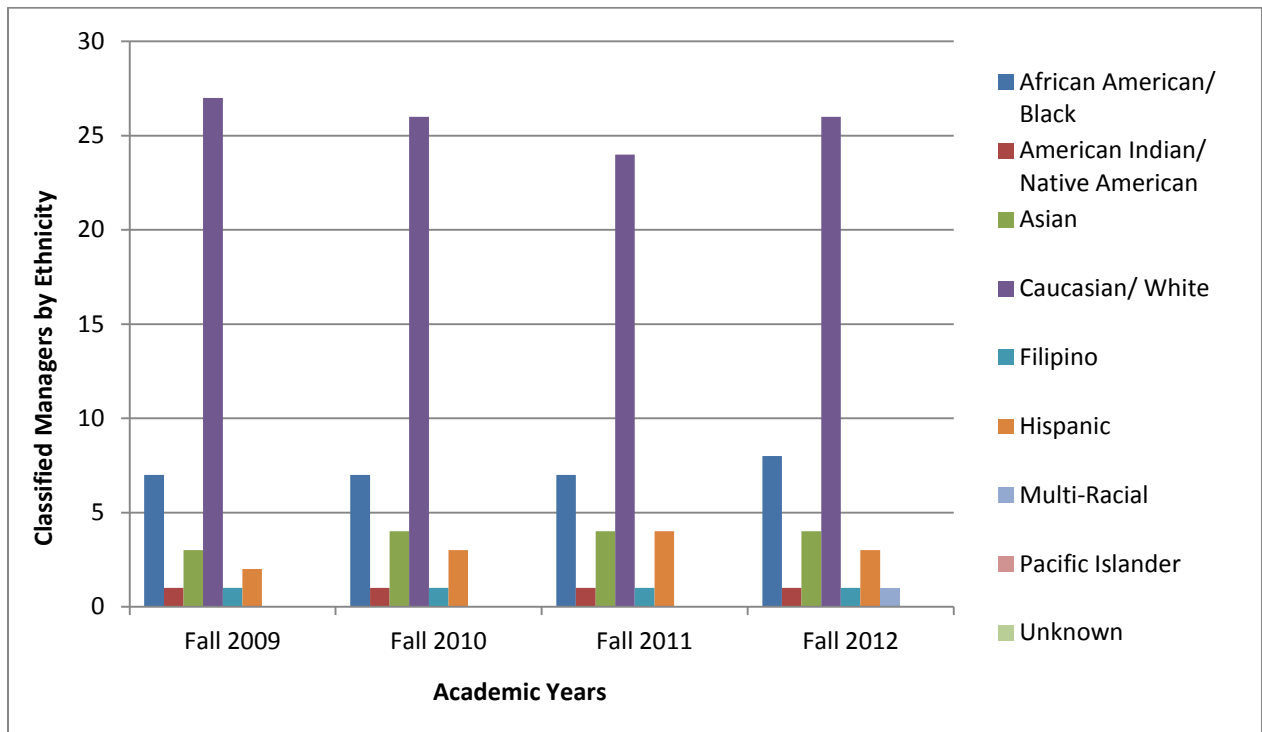
The age spread for Academic Administrators is consistent and indicates reasonable coverage for succession planning.

<u>Ages 18-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>+80</u>
1	10	14	13	10	0	0
			∞∞∞∞			

SMC EMPLOYEES: CLASSIFIED MANAGERS

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	7	17.07%	7	16.67%	7	17.07%	8	18.18%
AMR IND	1	2.44%	1	2.38%	1	2.44%	1	2.27%
ASIAN	3	7.32%	4	9.52%	4	9.76%	4	9.09%
CAUCASIAN	27	65.85%	26	61.90%	24	58.54%	26	59.09%
FILIPINO	1	2.44%	1	2.38%	1	2.44%	1	2.27%
HISPANIC	2	4.88%	3	7.14%	4	9.74%	3	6.82%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	1	2.27%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%
UNKNOWN	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TOTALS	41	100.00%	42	100.00%	41	100.00%	44	100.00%

This category remained less racially and ethnically diverse compared to college employees overall and the data indicates that more outreach is needed to qualified non-Caucasian/White populations as vacancies become available.



Classified Managers by Ethnicity – 2009-2012

GENDER

In contrast to academic administrators, female classified managers are outnumbered by male managers two to one:

FEMALE: 37.21% (16)

MALE: 62.79% (27)

AGE

The age spread for Classified Managers indicates reasonable coverage for succession planning.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
0	3	17	19	5	0	0

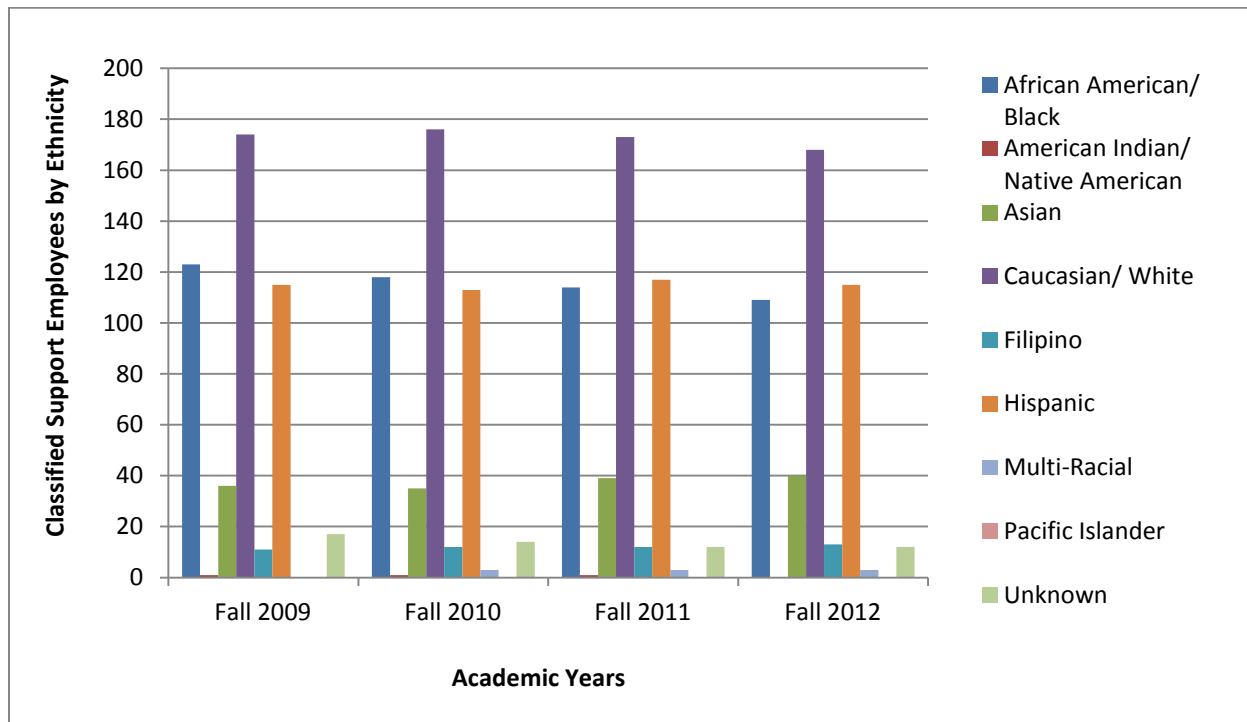
As SMC is a Merit District, classified employees have a generous longevity incentive which encourages employees to stay with the District. This impacts representation totals.

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SMC EMPLOYEES: CLASSIFIED SUPPORT

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	123	25.79%	118	25.00%	114	24.20%	109	23.70%
AMR IND	1	0.21%	1	0.21%	1	0.21%	0	0.00%
ASIAN	36	7.55%	35	7.42%	39	8.28%	40	8.70%
CAUCASIAN	174	36.48%	176	37.29%	173	36.73%	168	36.52%
FILIPINO	11	2.31%	12	2.54%	12	2.55%	13	2.83%
HISPANIC	115	24.11%	113	23.94%	117	24.84%	115	25.00%
MULTI-RACIAL	0	0.00%	3	0.64%	3	0.64%	3	0.65%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>UNKNOWN</u>	<u>17</u>	<u>3.56%</u>	<u>14</u>	<u>2.97%</u>	<u>12</u>	<u>2.55%</u>	<u>12</u>	<u>2.61%</u>
TOTALS	477	100.00%	472	100.00%	471	100.00%	460	100.00%

African Americans and Latinos are evenly represented in classified support positions. Underrepresentation is evident in the other minority categories of Native American, Asian, Filipino, Multi-Racial, and Pacific Islander in respect to current SMC Classified Support personnel.



Classified Support by Ethnicity – 2009-2012

GENDER

The gender numbers are nearly even in the classified support staff group. Females slightly outnumber males:

FEMALE: 52.83% (243)

MALE: 47.17% (217)

AGE

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
41	81	119	134	69	13	3

Slightly more than half of the classified support personnel are within the age to retire or to separate from the District.

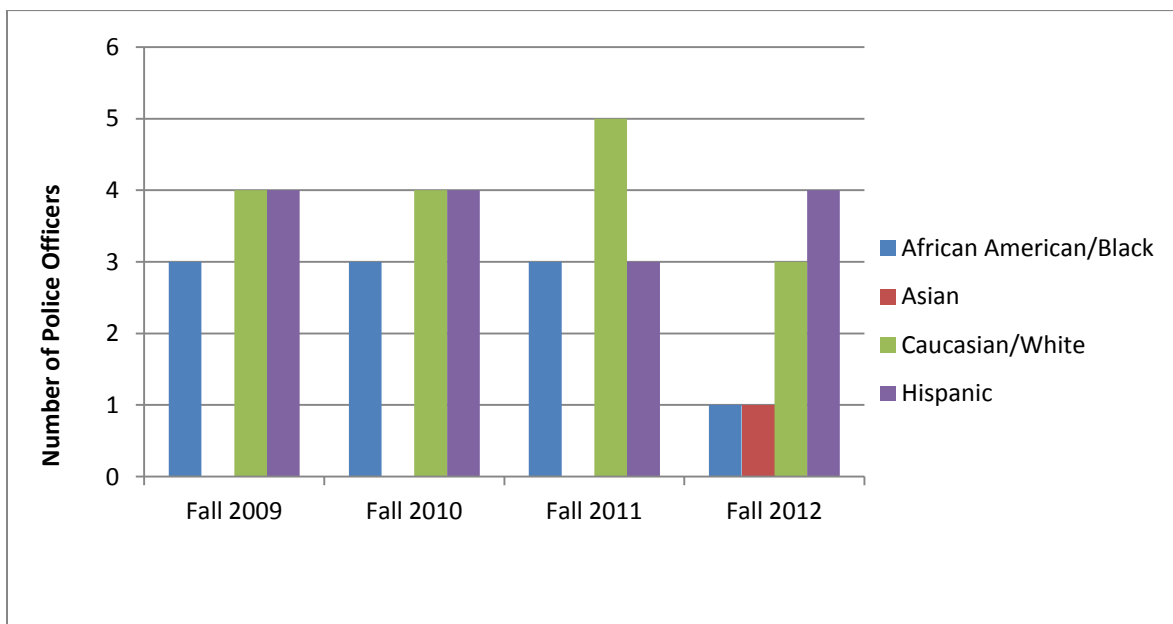
As SMC is a Merit District, classified employees have a generous longevity incentive which encourages employees to stay with the District. This impacts representation totals.

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SMC COMMUNITY COLLEGE POLICE OFFICERS

In July 2012, the Board of Trustees approved the adoption of a new bargaining unit, the Santa Monica College Police Officers' Association (SMCPOA), representing the campus police officers. This group of individuals, formerly part of the classified support staff, is now an independent bargaining unit. Although SMCPOA ethnicity and gender statistics are still reported under classified support staff, for the purposes of this report we have broken out their information, as follows:

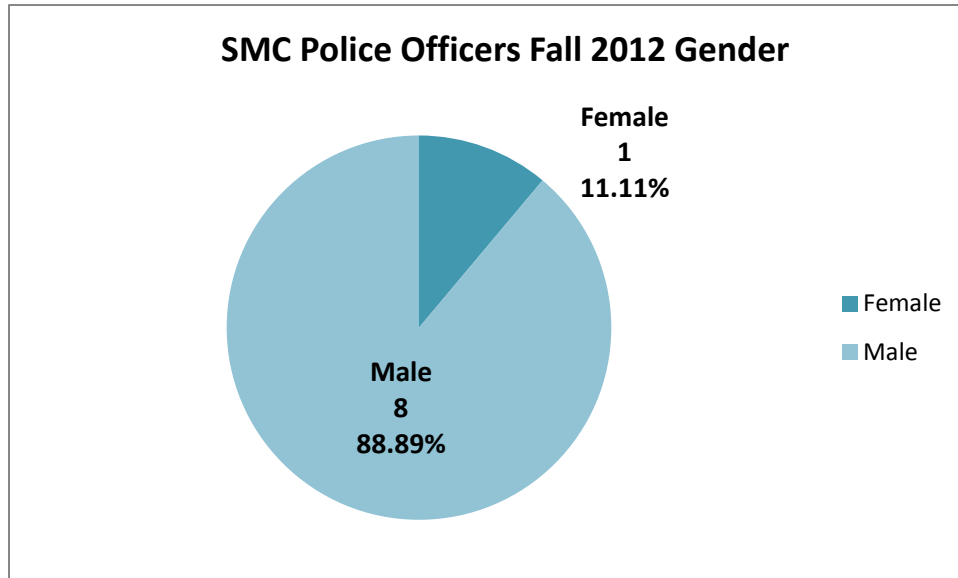
<u>Ethnicity</u>	<u>Fall 2009</u>		<u>Fall 2010</u>		<u>Fall 2011</u>		<u>Fall 2012</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	3	27.27%	3	27.27%	3	27.27%	1	11.11%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	0	0.00%	0	0.00%	0	0.00%	1	11.11%
CAUCASIAN	4	36.36%	4	36.36%	5	45.45%	3	33.33%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	4	36.36%	4	36.36%	3	27.27%	4	44.44%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
TOTALS	11	100.00%	11	100.00%	11	100.00%	9	100.00%



College Police Officer Ethnicity 2009-2012

GENDER

In May, 2012, the first female police officer was recruited, thereby changing the previously all male police officers category to 88.89% male, 11.11% female.



AGE

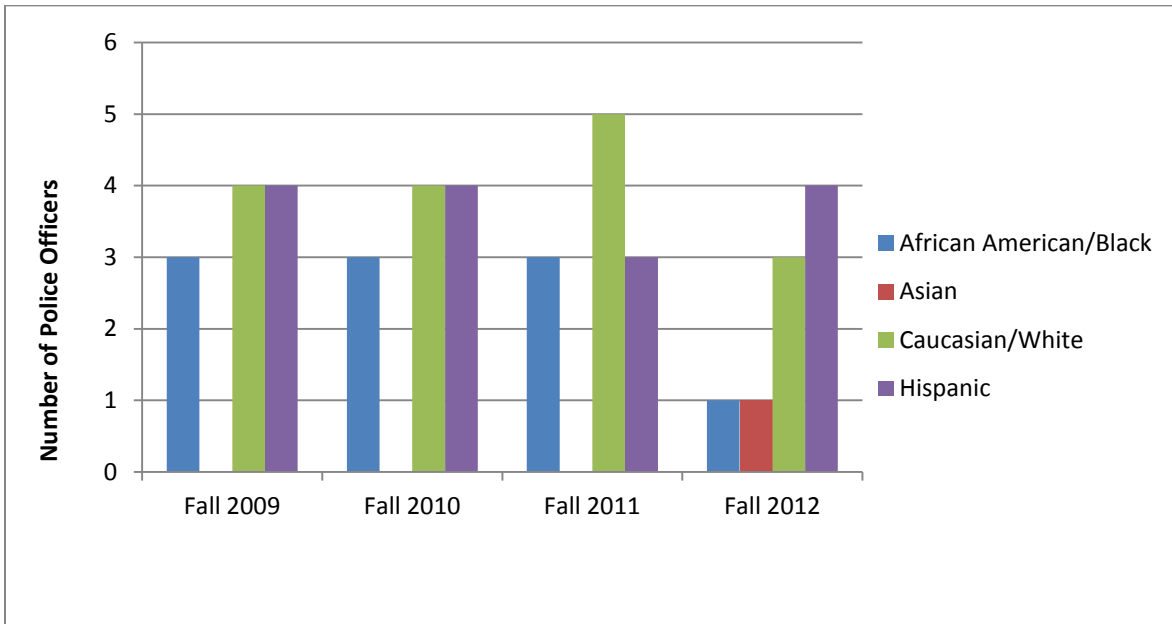
Ages 20-29	Ages 30-39	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70-79	80+
1	4	2	1	0	0	0

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SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	2	28.57%	2	28.57%	2	25.00%	2	25.00%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	0	0.00%	0	0.00%	1	12.50%	1	12.50%
CAUCASIAN	3	42.86%	3	42.86%	3	37.50%	3	37.50%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	2	28.57%	2	28.57%	2	25.00%	2	25.00%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
TOTALS	7	100.00%	7	100.00%	8	100.00%	8	100.00%

The Confidential Staff group is an unusually stable group despite its small size and is reflective of extant populations in both the student group and County.



Confidential Support Staff by Ethnicity - 2009-2012

GENDER

All eight employees designated as confidential are female.

AGE

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
1	1	0	3	3	0	0

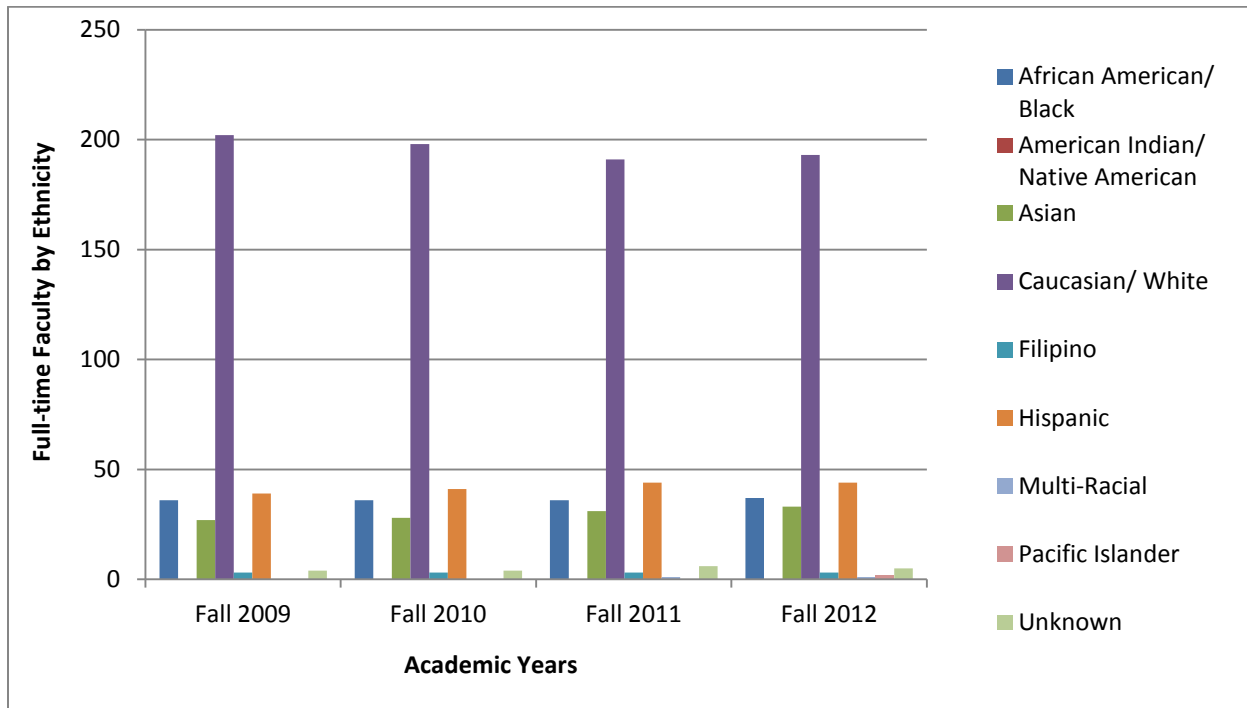
As SMC is a Merit District, classified employees have a generous longevity incentive which encourages employees to stay with the District. This impacts representation totals.

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SMC EMPLOYEES: FULL-TIME FACULTY

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	36	11.58%	36	11.61%	36	11.54%	37	11.64%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	28	9.00%	28	9.03%	31	9.94%	33	10.38%
CAUCASIAN	202	64.95%	198	63.87%	191	61.22%	193	60.69%
FILIPINO	3	0.96%	3	1.52%	3	1.57%	3	0.94%
HISPANIC	39	12.54%	41	13.23%	44	14.10%	44	13.84%
MULTI-RACIAL	0	0.00%	0	0.00%	1	0.32%	1	0.31%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	2	0.63%
<u>UNKNOWN</u>	<u>3</u>	<u>0.96%</u>	<u>4</u>	<u>1.29%</u>	<u>6</u>	<u>1.92%</u>	<u>5</u>	<u>1.57%</u>
TOTALS	311	100.00%	310	100.00%	312	100.00%	318	100.00%

Minority populations are under-represented within SMC's Full-Time faculty and are not reflective of either the SMC student or County of Los Angeles ethnic populations. However, gains were made to improve diversification with new faculty hires for Fall 2012.



Full-time Faculty by Ethnicity 2009 - 2012

GENDER

There are 50 more full-time faculty females to full-time faculty males.

FEMALES: 57.86% (184)

MALES: 42.14% (134)

AGE

The age spread for full-time faculty indicates reasonable coverage for succession planning.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
2	42	77	97	89	11	0

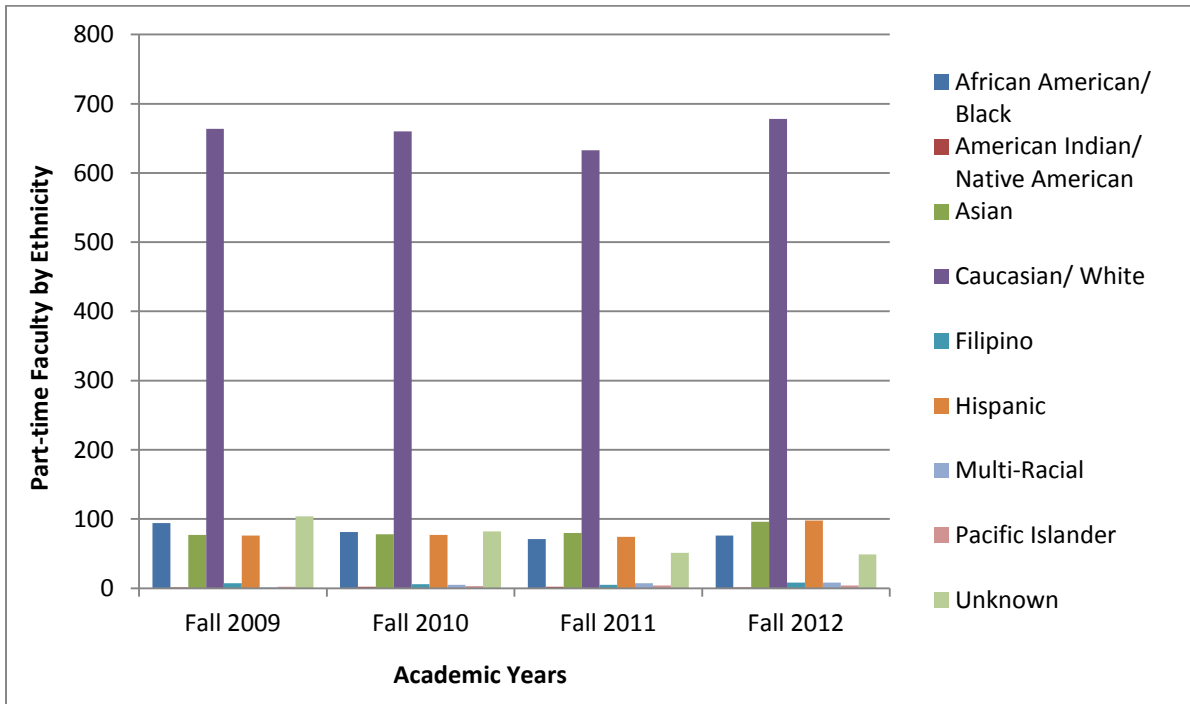
More than half of the full time faculty members are within the ages to retire or to separate from the District.

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SMC EMPLOYEES: PART-TIME FACULTY

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	94	9.16%	81	8.15%	71	7.66%	76	7.47%
AMR IND	1	0.10%	2	0.20%	2	0.22%	1	0.10%
ASIAN	77	7.50%	78	7.85%	80	8.63%	96	9.43%
CAUCASIAN	664	64.72%	660	66.40%	633	68.28%	678	66.60%
FILIPINO	7	0.68%	6	0.60%	5	0.54%	8	0.79%
HISPANIC	76	7.41%	77	7.75%	74	7.98%	98	9.63%
MULTI-RACIAL	1	0.10%	5	0.50%	7	0.76%	8	0.79%
PAC ISLANDER	2	0.19%	3	0.30%	4	0.43%	4	0.39%
<u>UNKNOWN</u>	<u>104</u>	<u>10.14%</u>	<u>82</u>	<u>8.25%</u>	<u>51</u>	<u>5.50%</u>	<u>49</u>	<u>4.81%</u>
TOTALS	1026	100.00%	994	100.00%	927	100.00%	1018	100.00%

Minority populations are under-represented within SMC's Part-time Faculty and are not reflective of either the SMC student or County of Los Angeles ethnic populations.



Part-time Faculty by Ethnicity 2009 - 2012

GENDER

As with full-time faculty, female part-time faculty members outnumber their male counterparts. Females represent 53.73% (547) of part-time faculty and males represent 46.27% (471).

FEMALES: 53.73% (547)

MALES: 46.27% (471)

AGE

The age ranges for part-time faculty members indicates reasonable spread.

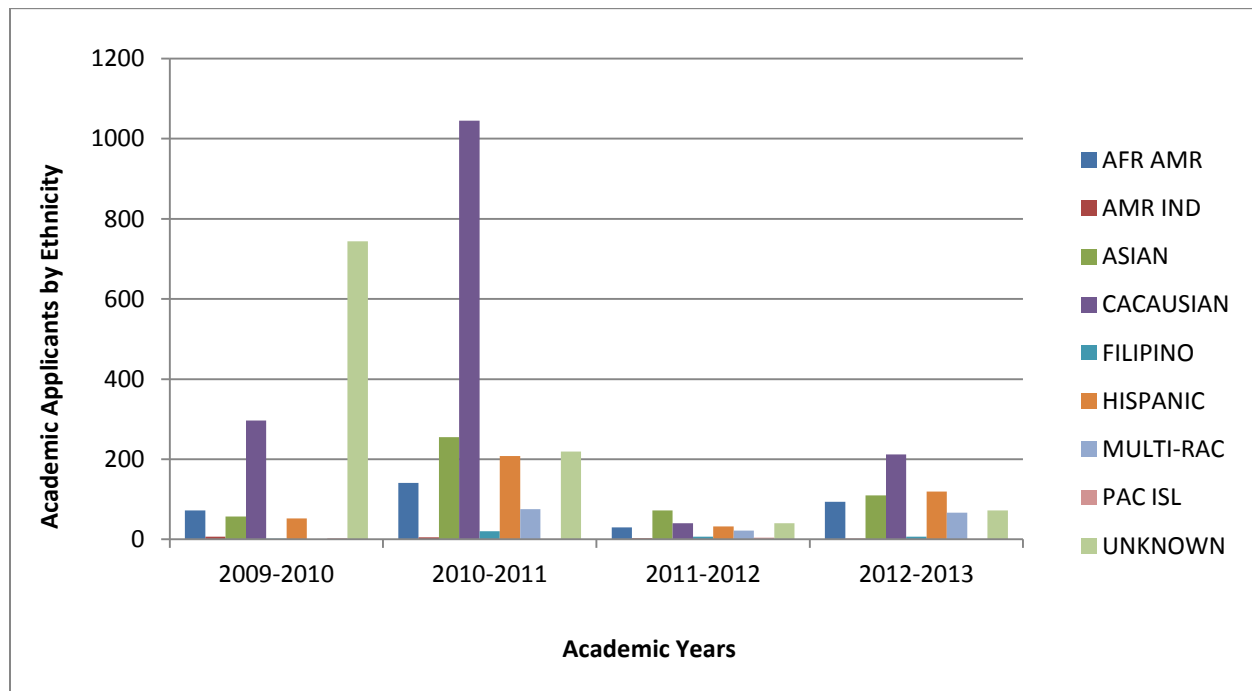
<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
42	207	217	259	230	51	12

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ACADEMIC APPLICANT POOLS

In contrast to the academic applicant pool data for Fall 2009 to Fall 2012 where the applicants who did not respond to the EEO survey form seriously outnumbered applicants who choose to self identify ethnicity, 84.00% of the academic applicant pool of 2011-2012, and 89.47% of the applicant pool during the 2012-2013 fiscal year self identified. This result can be directly attributed to the online application system now in-place.

Caucasian applicants constituted 30.99% of the pool, African Americans 13.74% and Asians 16.08%. Hispanics made up 17.40% of the total pool of academic applicants during 2012-2013. (Note, these statistics reflect applicants for specific job postings and do not include those for open postings.)



Academic Applicants by Ethnicity – 2009 – 2012

Academic applicants in the 2011-2012 period were more evenly distributed gender-wise, with 46.80% female and 40.00% male (although with 13.20% non-disclosing, it is difficult to accurately report gender in this group); in the 2012-2013 period, a more accurate percentage of 57.60% of the gender-identified pool were female (4.53% did not gender identify).

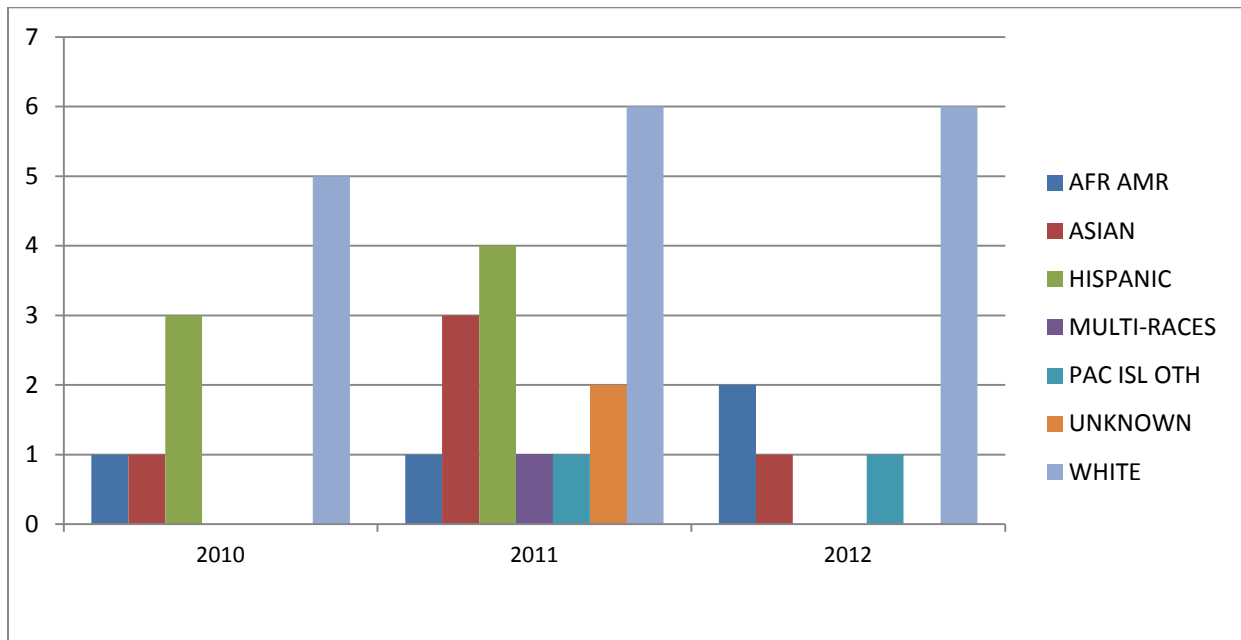
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ACADEMIC NEW HIRE INFORMATION

In spite of the fiscal difficulties facing the District, SMC has made a concerted effort to hire additional new faculty during the past several years. Whereas in the Fall semester 2010, ten (10) new faculty were hired. In Fall 2011, sixteen (16) new hires started and an additional two (2) full-time faculty members started their probationary terms in Spring 2012 semester*. In Fall 2012, ten (10) full-time faculty were hired.

<u>Ethnicity</u>	<u>2009-2010</u>		<u>2010-2011</u>		<u>2011-2012</u>		<u>2012-2013</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	0	0.00%	1	10.00%	1	5.56%	2	20.00%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	0	0.00%	1	10.00%	3	16.67%	1	10.00%
CAUCASIAN	0	0.00%	5	50.00%	6	33.33%	6	60.00%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	0	0.00%	3	30.00%	4	22.22%	0	0.00%
MULTI-RACIAL	0	0.00%	0	0.00%	1	5.56%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	1	5.56%	1	10.00%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>2</u>	<u>11.11%</u>	<u>0</u>	<u>0.00%</u>
TOTALS	0	0.00%	10	100.00%	18	100.00%	10	100.00%

* Ethnicity and Gender data for the two new hires in Spring 2012 are part of the Fall 2011 (2011-2012) group.



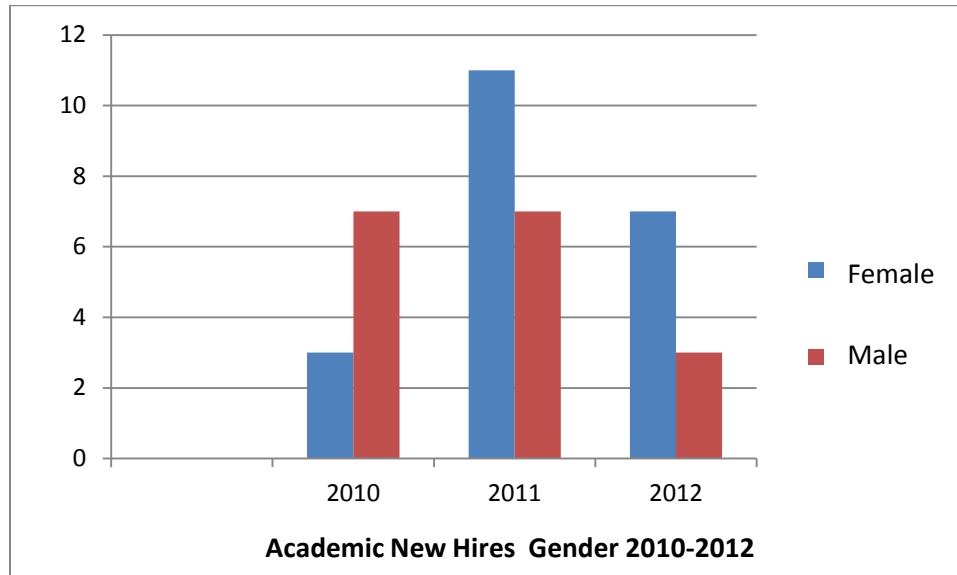
Ethnicity of Academic New Hires 2010-2012

GENDER

Female newly hired faculty members outnumbered their male counterparts in two of the past three years.

FEMALES: 55.26% (21)

MALES: 44.747% (17)



AGE

The age ranges for part-time faculty members indicates reasonable spread.

Between 2010 and 2012, the predominant age range of the thirty eight (38) newly hired full-time faculty was between 31 to 39 years of age (21 individuals). Nine faculty members were in their 40's, four were in their 50's and one individual was in his 60's. Conversely, three (3) hires were in their 20's.

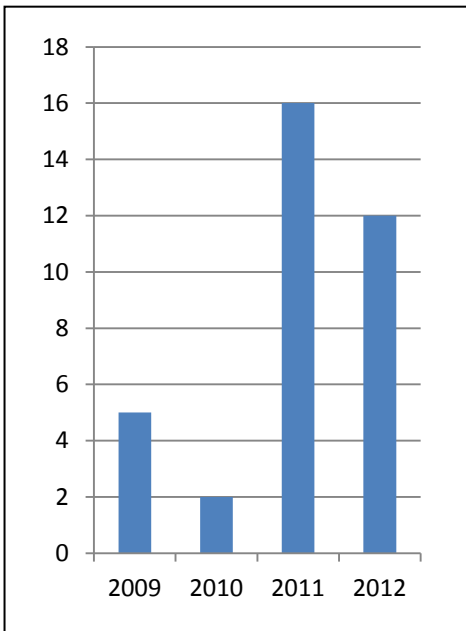
<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
3	21	9	4	0	0	0

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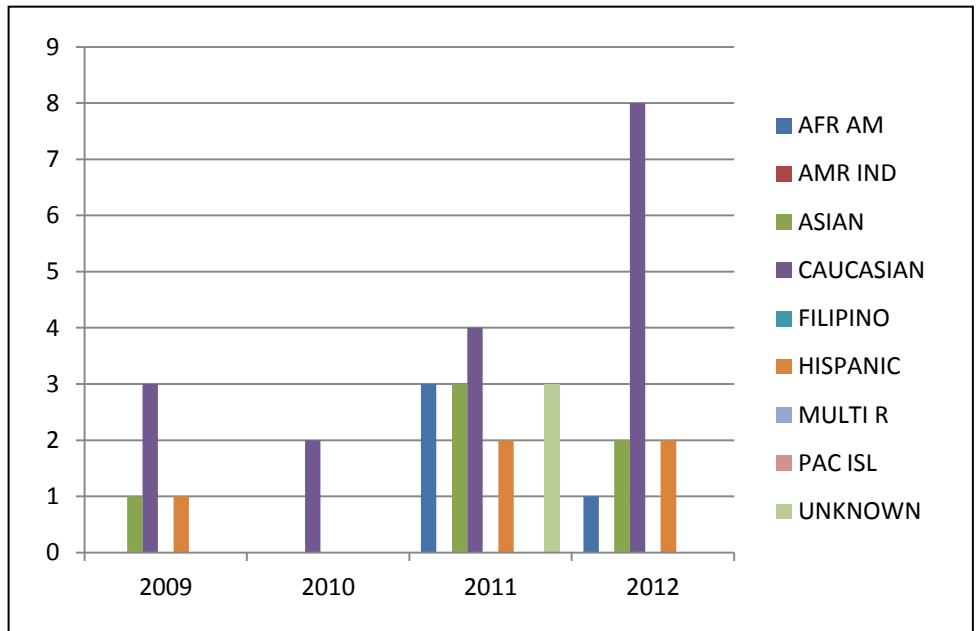
TENURED FULL-TIME FACULTY

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

Ethnicity	2009-2010		2010-2011		2011-2012		2012-2013	
	No.	%	No.	%	No.	%	No.	%
AFR AMR	0	0.00%	0	0.00%	3	20.00%	1	7.69%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	20.00%	0	0.00%	3	20.00%	2	15.38%
CAUCASIAN	3	60.00%	2	100.00%	4	26.67%	8	61.54%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	1	20.00%	0	0.00%	2	13.33%	2	15.38%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%
UNKNOWN	0	0.00%	0	0.00%	3	20.00%	0	0.00%
TOTALS	5	100.00%	2	100.00%	15	100.00%	13	100.00%



Number of Tenured FT Faculty



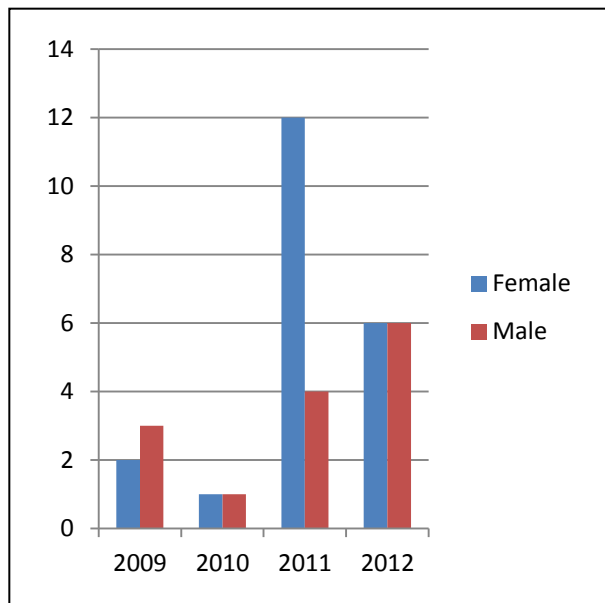
Ethnicity of Tenured Full-time Faculty

During the 2011-2012 and 2012-2013 academic years a total of 28 full-time probationary Faculty were tenured. When this group is analyzed as an aggregate, African Americans comprised 14.29%, Asians 17.86%, Caucasians 42.86% and Hispanics 14.29%. Faculty members who did not declare ethnicity were 10.71% of the group of these two years, a high enough percentage to effect conclusions.

GENDER

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

<u>Year</u>	<u>Female</u>	<u>Male</u>	<u>Totals</u>
2009	2	3	5
2010	1	1	2
2011	12	4	16
2012	6	6	12
Total	21	14	35



AGE

The age ranges for newly tenured faculty members indicates reasonable spread.

Ages 20-29 Ages 30-39 Ages 40-49 Ages 50-59 Ages 60-69 Ages 70-79 80+

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6

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2

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CLASSIFIED APPLICANT POOLS

The Personnel Commission Office manages classified employment processes. It uses NEOGOV as its online application system to process classified employment applications. During the period from July 01, 2012 to April 01, 2013, four thousand and seventy-nine (4,079) classified applications were submitted for a total of 28 positions:

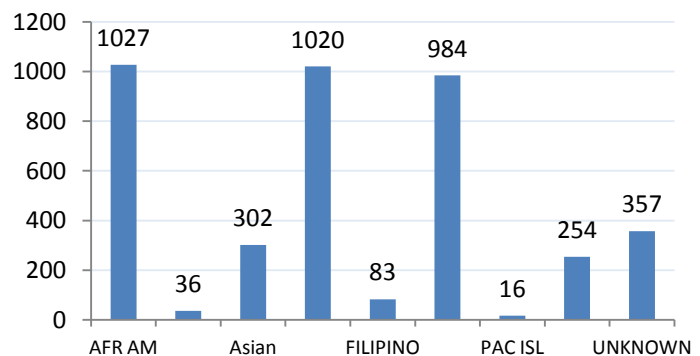
<u>Type of Classified Position</u>	<u>Number of Positions Opened</u>
Classified support	24
Classified manager	1
Confidential	1
<u>Police</u>	<u>2</u>
Totals	28

ETHNICITY

Within the applicant pool, only 8.75% of the applicants did not self identify ethnicity, a remarkable decrease from the Unknown group in 2011 which comprised half of all classified applicants. Even more remarkable, the percentage of applications received from African American, Caucasian and Hispanic populations was 25.18%, 25.01% and 24.12% respectively. Asian applicants comprised 7.40% of classified applicants, slightly under the current percentage (8.70%) of classified support staff self-identifying as Asian.

Ethnicity of Classified Applicants July 2012-April 2013

<u>Ethnicity</u>	<u>No.</u>	<u>%</u>
AFR AMR	1,027	25.18%
AMR IND	36	0.88%
ASIAN	302	7.40%
CAUCASIAN	1,020	25.01%
FILIPINO	83	2.03%
HISPANIC	984	24.12%
MULTI-RACIAL	254	6.23%
PAC ISLANDER	16	0.39%
<u>UNKNOWN</u>	<u>357</u>	<u>8.75%</u>
TOTALS	4,079	100.00%



GENDER

A significantly greater number of females continue to apply for classified support positions than male applicants – 60.58% female vs. 36.77% male; 2.65% of applicants listing themselves as 'unknown'.

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INTERPRETATION OF THE ACADEMIC DATA

In reviewing the Faculty Diversity Data by department, it is apparent that minority populations are seriously under-represented within SMC's full-time and part-time faculty membership. Insuring fair and impartial non-discriminatory recruitment processes is a responsibility which is taken seriously and responsibly by the Office of Human Resources and Administration. Progress to improve representation is being made as positions become available for recruitment.

DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN

An Equal Employment Opportunity Board Policy and a Diversity Board Policy were approved in April 2010. In March, 2012, the District Policy Advisory Committee (DPAC) unanimously approved and accepted the EEO Plan recommended by its Human Resources subcommittee. Since that time, Federal Americans with Disabilities laws and regulations have been updated. Although the EEO Plan is not mandatory, the Board of Trustees accepted and approved an EEO plan in November, 2012; it can be found on the Santa Monica College-Human Resources website.⁷

SELECTION COMMITTEES

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

TRAINING

Specialized training emphasizing the benefits of diversity awareness, tolerance and ethical behavior are planned for faculty and staff. The District's Professional Development Coordinator position remains vacant. However, academic, classified and management professional development training options

⁷<http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/Reports%20and%20Presentations/EEO%20Plan%20Approved%2011.13.2012.pdf>

continue to be planned and are made available to employees through the efforts of designated professional development committees and the Human Resources Office.

HISTORICAL SUMMARY FROM 1990-2012

The District is making progress towards a diverse employee base. The pace of change, however, is slow. Several factors inherent in the Santa Monica Community College employment structure impact historical data.

The first factor to consider when reviewing employment category data is longevity. Just over a quarter of all full-time faculty members, classified support personnel, and classified managers have been employed with the District for 20 years or more.

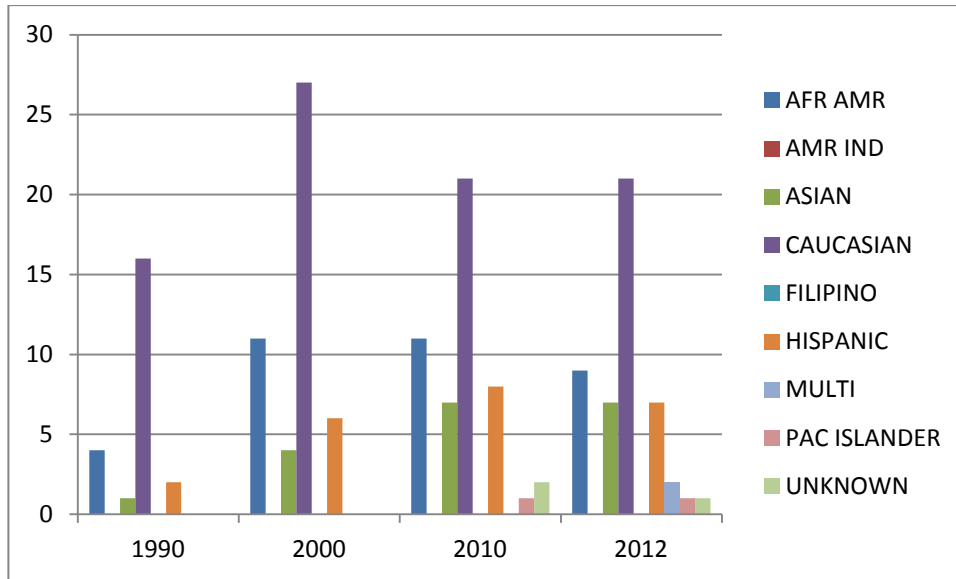
The second factor to consider is the age range of existing employees. Except for Academic Administrators, employees at 50 or more years of age comprise more than half of each employee group:

Academic Administrators	45%
Classified Managers	55%
Classified Support	52%
Confidential Support	75%
Full-time Faculty	62%
Part-time Faculty	54%

The third factor is the fiscal situation of the past 4 years and its effect on the ability of the employee to change jobs. With a reduced number of job openings throughout the county and indeed the nation, employed people are more prepared to remain in their existing positions thus supporting the status quo and slowing the opportunity for change. Though there have been incremental changes historically, the hiring freeze of the past three years has contributed to the glacial pace of change.

ACADEMIC ADMINISTRATORS 1990-2012

<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2012</u>	
AFR AMR	4	17.39%	11	22.92%	11	22.00%	9	18.75%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	4.35%	4	8.33%	7	14.00%	7	14.58%
CAUCASIAN	16	69.75%	27	56.25%	21	42.00%	21	43.75%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	2	8.70%	6	12.50%	8	16.00%	7	14.58%
MULTI	0	0.00%	0	0.00%	0	0.00%	2	4.17%
PAC ISLANDER	0	0.00%	0	0.00%	1	2.00%	1	2.08%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>2</u>	<u>4.00%</u>	<u>1</u>	<u>2.08%</u>
Totals	23	100.00%	48	100.00%	50	100.00%	48	100.00%

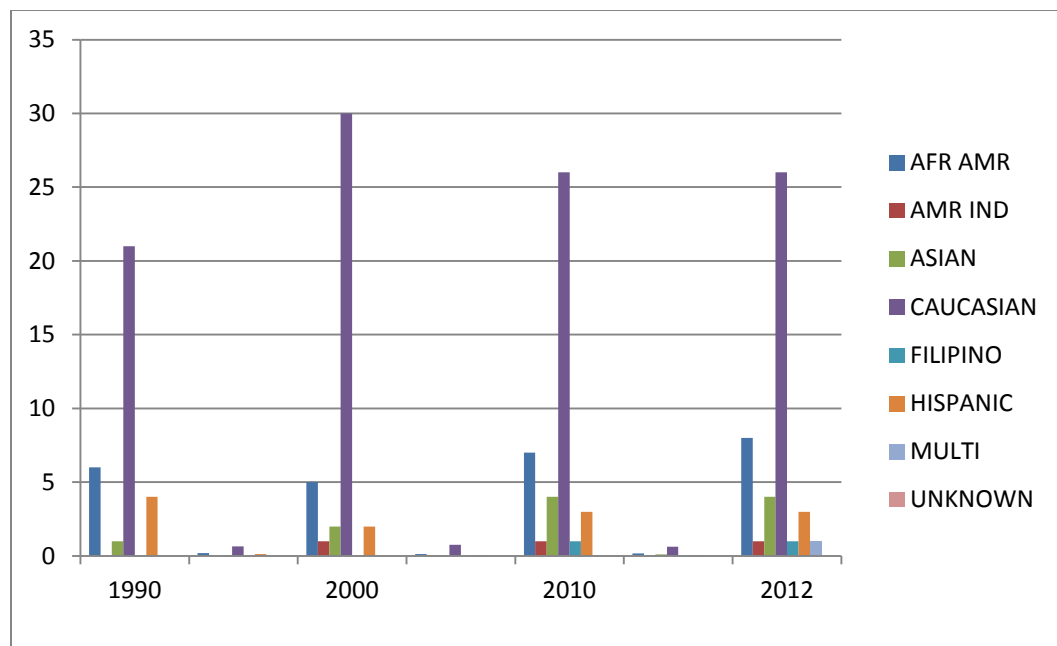


Academic Administrators Ethnicity 1990-2012

CLASSIFIED MANAGERS 1990-2012

In 1990, 65.63% of Classified Managers were Caucasian/White. By 2012, that percentage was 59.09%. Significantly, the percentage of Hispanic Classified Managers went from 12.50% in 1990 to 6.82% in 2012. The only group to see a significant increase in ethnicity was the Asian managers who went from 3.13% to 9.09%.

<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2012</u>	
AFR AMR	6	18.75%	5	12.50%	7	16.67%	8	18.18%
AMR IND	0	0.00%	1	2.50%	1	2.38%	1	2.27%
ASIAN	1	3.13%	2	5.00%	4	9.52%	4	9.09%
CAUCASIAN	21	65.63%	30	75.00%	26	61.90%	26	59.09%
FILIPINO	0	0.00%	0	0.00%	1	2.38%	1	2.27%
HISPANIC	4	12.50%	2	5.00%	3	7.14%	3	6.82%
MULTI	0	0.00%	0	0.00%	0	0.00%	1	2.27%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>
Totals	32	100.00%	40	100.00%	42	100.00%	44	100.00%

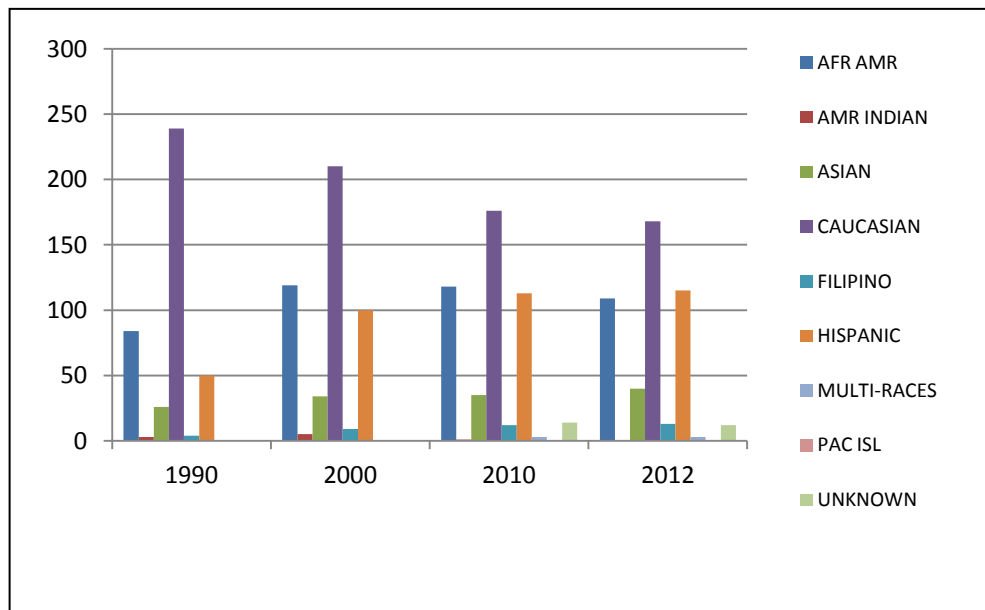


Classified Managers Ethnicity 1990-2012

CLASSIFIED SUPPORT PERSONNEL 1990-2012

Over the past three decades diversity efforts have been successful mostly in the Classified Support staff area where African American and Asian groups have made minor gains, and the Hispanic employee group grew from 12.32% in 1990 to 25.00% of the workforce in 2012.

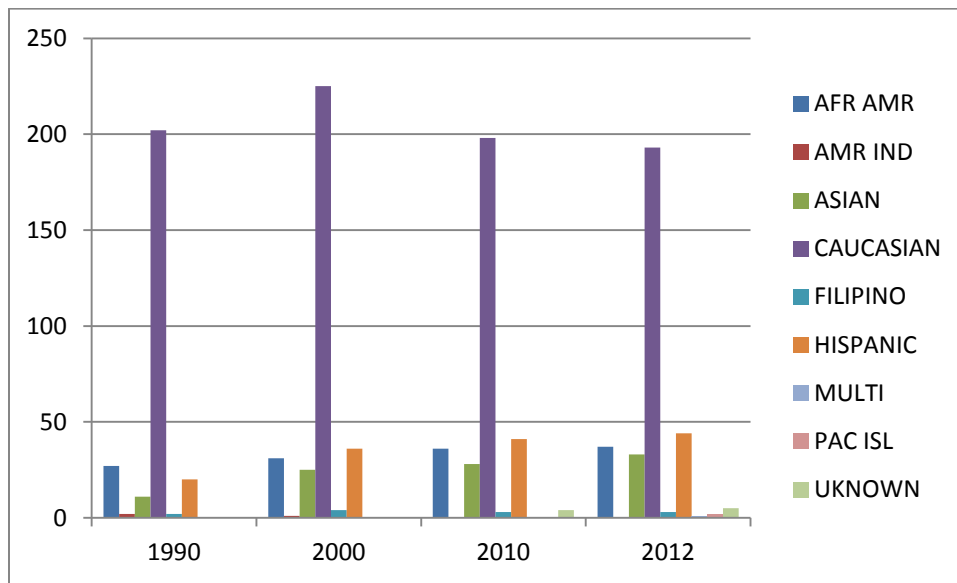
Ethnicity	1990		2000		2010		2012	
AFR AMR	84	20.69%	119	24.95%	118	25.00%	109	23.70%
AMR INDIAN	3	0.74%	5	1.05%	1	0.21%	0	0.00%
ASIAN	26	6.40%	34	7.13%	35	7.42%	40	8.70%
CAUCASIAN	239	58.87%	210	44.03%	176	37.29%	168	36.52%
FILIPINO	4	0.99%	9	1.89%	12	2.54%	13	2.83%
HISPANIC	50	12.32%	100	20.96%	113	23.94%	115	25.00%
MULTI-RACES	0	0.00%	0	0.00%	3	0.64%	3	0.65%
PAC ISL	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>14</u>	<u>2.97%</u>	<u>12</u>	<u>2.61%</u>
TOTALS	406	100.00%	477	100.00%	472	100.00%	460	100.00%



Classified Support Personnel 1990-2012

FULL-TIME FACULTY 1990-2012

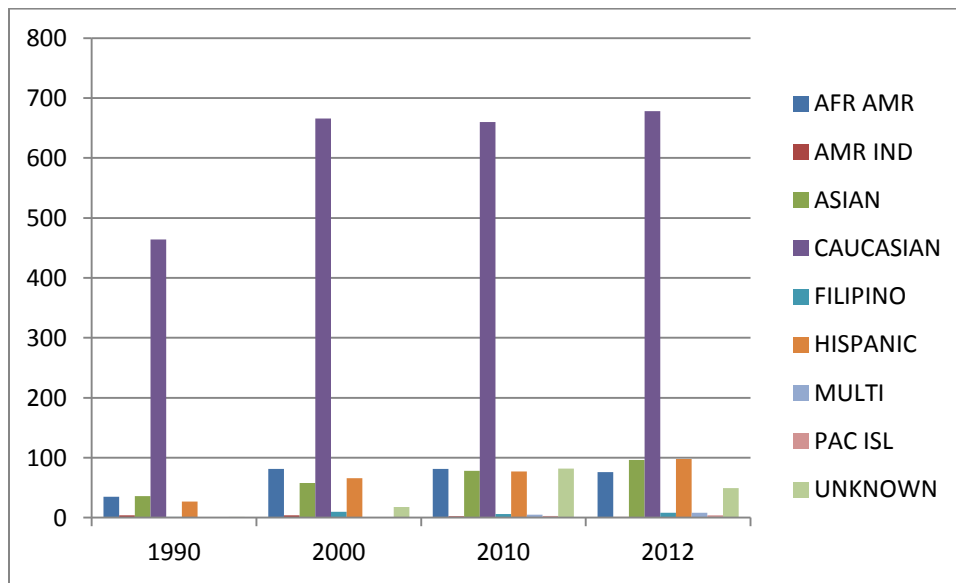
Ethnicity	1990		2000		2010		2012	
AFR AMR	27	10.23%	31	9.63%	36	11.61%	37	11.64%
AMR IND	2	0.76%	1	0.31%	0	0.10%	0	0.00%
ASIAN	11	4.17%	25	7.76%	28	9.03%	33	10.38%
CAUCASIAN	202	76.52%	225	69.88%	198	63.87%	193	60.69%
FILIPINO	2	0.76%	4	1.24%	3	1.52%	3	0.94%
HISPANIC	20	7.58%	36	11.18%	41	13.23%	44	13.84%
MULTI	0	0.00%	0	0	0	0.00%	1	0.31%
PAC ISLANDER	0	0.00%	0	0	0	0.00%	2	0.63%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>1.29%</u>	<u>5</u>	<u>1.57%</u>
Totals	264	100.00%	322	100.00%	310	100.00%	318	100.00%



Full-time Faculty Ethnicity 1990-2012

PART-TIME FACULTY 1990-2012

<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2012</u>	
AFR AMR	35	6.16%	81	8.97%	81	8.15%	76	7.47%
AMR IND	4	0.70%	4	0.44%	2	0.20%	1	0.10%
ASIAN	36	6.34%	58	6.42%	78	7.85%	96	9.43%
CAUCASIAN	464	81.69%	666	73.75%	660	66.40%	678	66.60%
FILIPINO	1	0.18%	10	1.11%	6	0.60%	8	0.79%
HISPANIC	27	4.75%	66	7.31%	77	7.75%	98	9.63%
MULTI	0	0.00%	0	0.00%	5	0.50%	8	0.79%
PAC ISLANDER	0	0.00%	0	0.00%	3	0.30%	4	0.39%
<u>UNKNOWN</u>	<u>1</u>	<u>0.18%</u>	<u>18</u>	<u>1.99%</u>	<u>82</u>	<u>8.25%</u>	<u>49</u>	<u>4.81%</u>
Totals	568	100.00%	903	100.00%	994	100.00%	1,018	100.00%



Part-time Faculty Ethnicity 1990-2012

Diversification efforts in all employee categories are evidenced by slow but steady progress towards a diverse ethnicity more representative of the county and student body. In a county whose Hispanic demographic majority is currently at 48% and growing, however, it is clear that SMC must continue to expand its outreach to the Hispanic community.



GLOBAL CONNECTIVITY

Incorporating Web-based and more focused print advertising has helped SMC to generate more diverse applicant pools from national and international sources.

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

ACKNOWLEDGEMENT

Sincere gratitude and acknowledgement is expressed to Laurie Heyman of the Human Resources Office for design and analytical assistance in the preparation of this report, to Dr. Hannah Lawler of the Office of Institutional Research, Delia Padilla Acosta of the HR Office and to Carol Long and the staff of the Personnel Commission Office for assisting in the collection of the data.



Marcia M. Wade

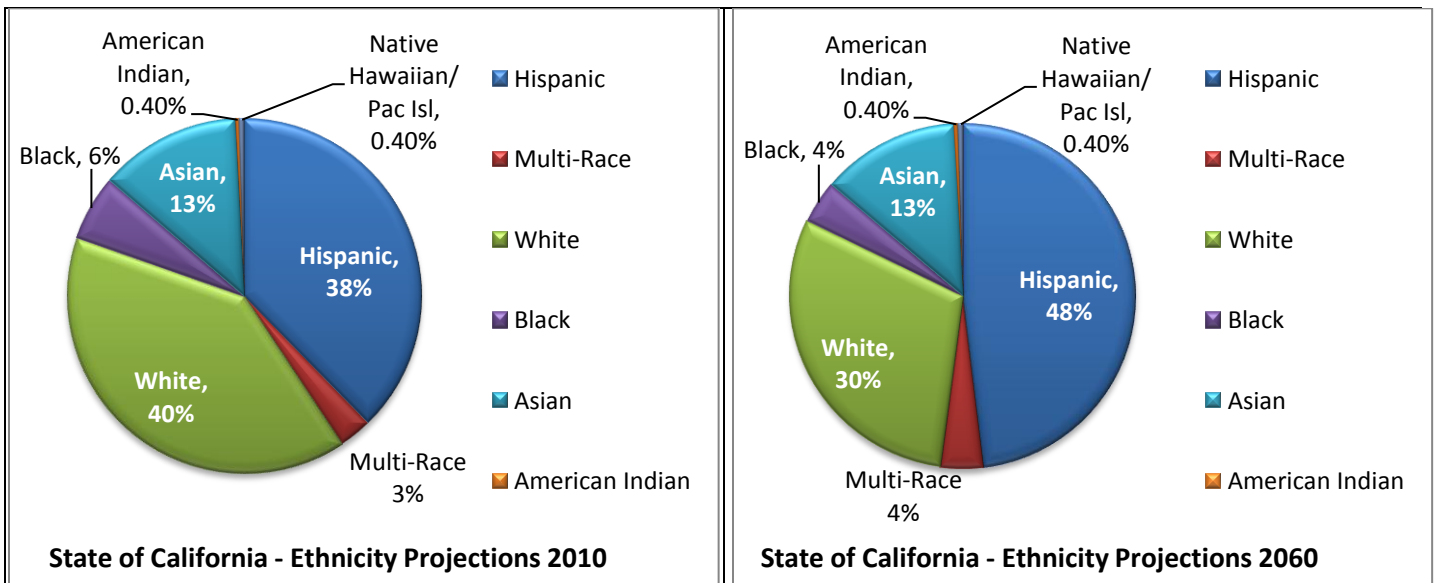
Vice President, Human Resources

Appendix 1

State of California

Census 2010 Results & Ethnicity Projections⁸

2010 - 2060



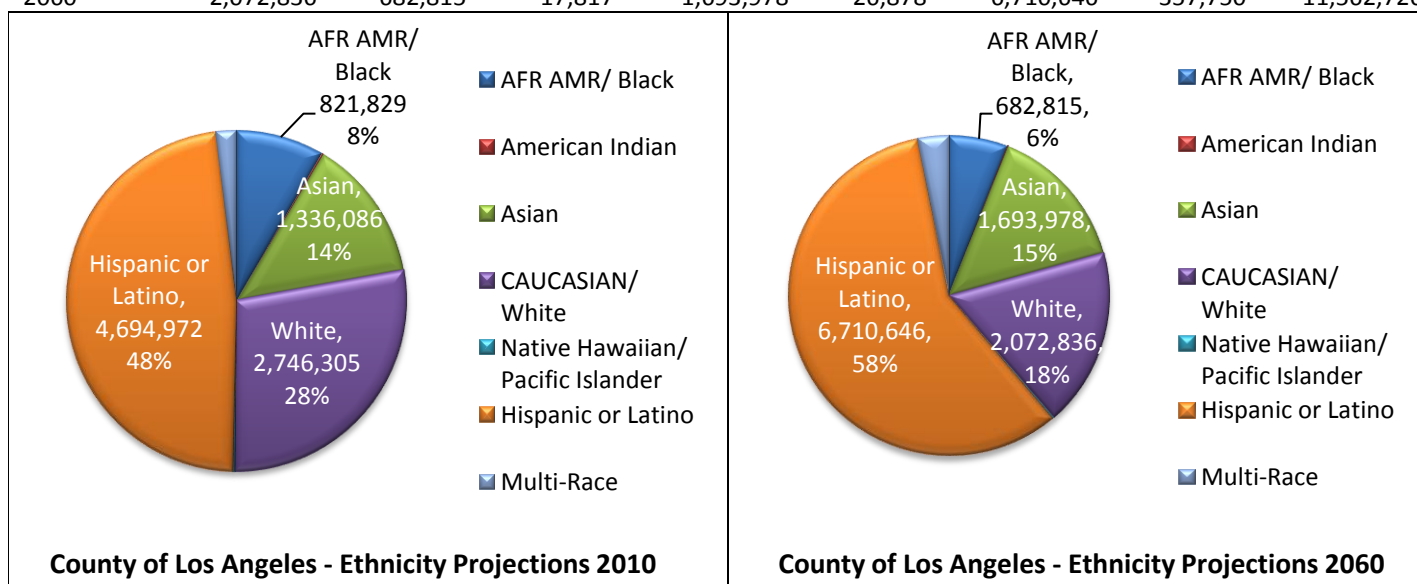
⁸ Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, 2010 Baseline Series. http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf

Appendix 2

County of Los Angeles Ethnic Projections 2010-2060^{9, 10}

Ethnicity projections over the next five decades show an increase in the Hispanic population, and a corresponding decrease in the Caucasian/White population of almost equal proportions. In the Asian and Native Hawaiian/Pacific Islander populations, a slight increase is projected while other ethnic groups' numbers are projected to decrease slightly in the county. The exception to this is the Multi-Race category which is slated to grow from 1.86% to 3.07% of the total population.

Projection by Decade	CAUCASIAN/ White	AFR AMR/ Black	American Indian	Asian	Native Hawaiian/ Pacific Islander	Hispanic or Latino	Multi-Race	Total (All race groups)
2010	2,746,305	821,829	19,527	1,336,086	23,152	4,694,972	183,035	9,824,906
2020	2,537,542	777,840	20,677	1,482,966	26,325	5,361,579	234,512	10,441,441
2030	2,417,921	762,208	21,031	1,590,167	27,194	5,856,169	275,645	10,950,335
2040	2,273,602	737,743	20,415	1,646,963	27,167	6,226,973	310,158	11,243,022
2050	2,150,895	710,257	19,306	1,681,513	27,031	6,508,771	336,793	11,434,565
2060	2,072,836	682,815	17,817	1,693,978	26,878	6,710,646	357,750	11,562,720



⁹ Source: State of California, Department of Finance, Report P-1 (Race): State and County Population Projections by Race/Ethnicity, 2010-2060. Sacramento, California, January 2013. <http://www.dof.ca.gov/research/demographic/reports/projections/P-1/>

¹⁰ Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, 2010 Baseline Series. http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf

Appendix 3

Ethnicity by Employee Group 2006-2012

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

Santa Monica College
Ethnicity of Employee Groups
2006-2012*

Academic Administrators - 2006-2012 - Ethnicity

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	8	18.18%	0	0.00%	6	13.64%	21	47.73%	2	4.55%	7	15.91%	0	0.00%	0	0.00%	0	0.00%	44	100.00%
2007-2008	9	19.57%	0	0.00%	4	8.70%	21	45.65%	2	4.35%	5	10.87%	0	0.00%	0	0.00%	5	10.87%	46	100.00%
2008-2009	13	24.53%	0	0.00%	4	7.55%	21	39.62%	2	3.77%	6	11.32%	0	0.00%	1	1.89%	6	11.32%	53	100.00%
2009-2010	13	25.49%	0	0.00%	7	13.73%	19	37.25%	0	0.00%	7	13.73%	0	0.00%	1	1.96%	4	7.84%	51	100.00%
2010-2011	11	22.00%	0	0.00%	7	14.00%	21	42.00%	0	0.00%	8	16.00%	0	0.00%	1	2.00%	2	4.00%	50	100.00%
2011-2012	10	21.74%	0	0.00%	7	15.22%	20	43.48%	0	0.00%	6	13.04%	1	2.17%	1	2.17%	1	2.17%	46	100.00%
2012-2013	9	18.75%	0	0.00%	7	14.58%	21	43.75%	0	0.00%	7	14.58%	2	4.17%	1	2.08%	1	2.08%	48	100.00%

Classified Managers - 2006-2012- Ethnicity

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	5	15.15%	1	3.03%	3	9.09%	22	66.67%	0	0.00%	2	6.06%	0	0.00%	0	0.00%	0	0.00%	33	100.00%
2007-2008	5	14.71%	1	2.94%	3	8.82%	22	64.71%	0	0.00%	3	8.82%	0	0.00%	0	0.00%	0	0.00%	34	100.00%
2008-2009	6	17.65%	1	2.94%	3	8.82%	22	64.71%	0	0.00%	2	5.88%	0	0.00%	0	0.00%	0	0.00%	34	100.00%
2009-2010	7	17.07%	1	2.44%	3	7.32%	27	65.85%	1	2.44%	2	4.88%	0	0.00%	0	0.00%	0	0.00%	41	100.00%
2010-2011	7	16.67%	1	2.38%	4	9.52%	26	61.90%	1	2.38%	3	7.14%	0	0.00%	0	0.00%	0	0.00%	42	100.00%
2011-2012	7	17.07%	1	2.44%	4	9.76%	24	58.54%	1	2.44%	4	9.76%	0	0.00%	0	0.00%	0	0.00%	41	100.00%
2012-2013	8	18.18%	1	2.27%	4	9.09%	26	59.09%	1	2.27%	3	6.82%	1	2.27%	0	0%	0	0%	44	100.00%

Classified Support - 2006-2012 - Ethnicity

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	107	25.30%	1	0.24%	33	7.80%	160	37.83%	12	2.84%	100	23.64%	0	0.00%	0	0.00%	10	2.36%	423	100.00%
2007-2008	110	26.00%	1	0.24%	29	6.86%	160	37.83%	12	2.84%	98	23.17%	0	0.00%	0	0.00%	13	3.07%	423	100.00%
2008-2009	121	26.65%	1	0.22%	35	7.71%	162	35.68%	12	2.64%	109	24.01%	0	0.00%	0	0.00%	14	3.08%	454	100.00%
2009-2010	123	25.79%	1	0.21%	36	7.55%	174	36.48%	11	2.31%	115	24.11%	0	0.00%	0	0.00%	17	3.56%	477	100.00%
2010-2011	118	25.00%	1	0.21%	35	7.42%	176	37.29%	12	2.54%	113	23.94%	3	0.64%	0	0.00%	14	2.97%	472	100.00%
2011-2012	114	24.20%	1	0.21%	39	8.28%	173	36.73%	12	2.55%	117	24.84%	3	0.64%	0	0.00%	12	2.55%	471	100.00%
2012-2013	109	23.70%	0	0%	40	8.70%	168	36.52%	13	2.83%	115	25.00%	3	0.65%	0	0%	12	2.61%	460	100.01%

Santa Monica College
Ethnicity of Employee Groups
2006-2012*

Community College Police Officers - 2009-2012 - Ethnicity

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2006-2007	3	25.00%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
2007-2008	3	25.00%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
2008-2009	3	25.00%	0	0.00%	0	0.00%	5	41.67%	0	0.00%	4	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
2009-2010	3	27.27%	0	0.00%	0	0.00%	4	36.36%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
2010-2011	3	27.27%	0	0.00%	0	0.00%	4	36.36%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
2011-2012	3	27.27%	0	0.00%	0	0.00%	5	45.45%	0	0.00%	3	27.27%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
2011-2012	1	11.11%	0	0.00%	1	11.11%	3	33.33%	0	0.00%	4	44.44%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%

Confidential Staff - 2006-2012 - Ethnicity

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2006-2007	3	37.50%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2007-2008	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2008-2009	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
2009-2010	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2010-2011	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2011-2012	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2011-2012	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%

Full-time Faculty - 2006-2012 - Ethnicity

	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		
2006-2007	36	11.80%	0	0.00%	24	7.87%	207	67.87%	3	0.98%	35	11.48%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	305	100.00%
2007-2008	39	12.54%	0	0.00%	25	8.04%	204	65.59%	3	0.96%	37	11.90%	0	0.00%	0	0.00%	3	0.96%	3	0.96%	311	100.00%
2008-2009	37	11.67%	0	0.00%	27	8.52%	207	65.30%	3	0.95%	39	12.30%	0	0.00%	0	0.00%	4	1.26%	4	1.26%	317	100.00%
2009-2010	36	11.58%	0	0.00%	27	8.68%	202	64.95%	3	0.96%	39	12.54%	0	0.00%	0	0.00%	4	1.29%	4	1.29%	311	100.00%
2010-2011	36	11.61%	0	0.00%	28	9.03%	198	63.87%	3	0.97%	41	13.23%	0	0.00%	0	0.00%	4	1.29%	4	1.29%	310	100.00%
2011-2012	36	11.54%	0	0.00%	31	9.94%	191	61.22%	3	0.96%	44	14.10%	1	0.32%	0	0.00%	6	1.92%	6	1.92%	312	100.00%
2012-2013	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	1	0.31%	2	0.63%	5	1.57%	5	1.57%	318	100.00%

Santa Monica College
Ethnicity of Employee Groups
2006-2012*

Part-time Faculty - 2006-2012 - Ethnicity																				
	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Multi-Racial		Pacific Islander		Unknown		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	88	8.42%	1	0.10%	61	5.84%	668	63.92%	5	0.48%	73	6.99%	1	0.10%	1	0.10%	147	14.07%	1,045	100.00%
2007-2008	84	7.84%	1	0.09%	76	7.09%	710	66.23%	4	0.37%	72	6.72%	1	0.09%	2	0.19%	122	11.38%	1,072	100.00%
2008-2009	87	7.87%	1	0.09%	81	7.32%	708	64.01%	6	0.54%	80	7.23%	1	0.09%	2	0.18%	140	12.66%	1,106	100.00%
2009-2010	94	9.16%	1	0.10%	77	7.50%	664	64.72%	7	0.68%	76	7.41%	1	0.10%	2	0.19%	104	10.14%	1,026	100.00%
2010-2011	81	8.15%	2	0.20%	78	7.85%	660	66.40%	6	0.60%	77	7.75%	5	0.50%	3	0.30%	82	8.25%	994	100.00%
2011-2012	71	7.66%	2	0.22%	80	8.63%	633	68.28%	5	0.54%	74	7.98%	7	0.76%	4	0.43%	51	5.50%	927	100.00%
2012-2013	76	7.47%	1	0.10%	96	9.43%	678	66.60%	8	0.79%	98	9.63%	8	0.79%	4	0.39%	49	4.81%	1,018	100.00%

Appendix 4

Full-Time Faculty by Department

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2012**

Full Time Faculty - Diversity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ART	2006	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ART	2007	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2008	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2009	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2010	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ART	2011	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ART	2012	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ATHLETICS	2006	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
ATHLETICS	2007	3	75.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
ATHLETICS	2008	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
ATHLETICS	2009	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
ATHLETICS	2010	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
ATHLETICS	2011	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
ATHLETICS	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
BUSINESS	2006	2	16.67%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
BUSINESS	2007	3	21.43%	0	0.00%	1	7.14%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	1	7.14%	14	100.00%
BUSINESS	2008	2	14.29%	0	0.00%	1	7.14%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	2	14.29%	14	100.00%
BUSINESS	2009	2	14.29%	0	0.00%	2	14.29%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	1	7.14%	14	100.00%
BUSINESS	2010	2	15.38%	0	0.00%	2	15.38%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	1	7.69%	13	100.00%
BUSINESS	2011	2	15.38%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
BUSINESS	2012	2	15.38%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
CHILD CENTER	2006	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2007	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2008	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2009	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2010	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNICATIONS	2006	1	10.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100.00%
COMMUNICATIONS	2007	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
COMMUNICATIONS	2008	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
COMMUNICATIONS	2009	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
COMMUNICATIONS	2010	1	8.33%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	12	100.00%
COMMUNICATIONS	2011	1	9.09%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100.00%
COMMUNICATIONS	2012	1	9.09%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2012**

Full Time Faculty - Diversity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
COSMETOLOGY	2006	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2007	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2008	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2009	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2010	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2011	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100.00%
COSMETOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100.00%
COUNSELING	2006	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	8	32.00%	0	0.00%	1	4.00%	25	100.00%
COUNSELING	2007	4	15.38%	0	0.00%	1	3.85%	12	46.15%	0	0.00%	8	30.77%	0	0.00%	1	3.85%	26	100.00%
COUNSELING	2008	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	8	32.00%	0	0.00%	1	4.00%	25	100.00%
COUNSELING	2009	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	9	36.00%	0	0.00%	0	0.00%	25	100.00%
COUNSELING	2010	4	16.67%	0	0.00%	1	4.17%	10	41.67%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100.00%
COUNSELING	2011	5	20.83%	0	0.00%	1	4.17%	9	37.50%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100.00%
COUNSELING	2012	5	20.83%	0	0.00%	1	4.17%	9	37.50%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100.00%
CSIS	2006	2	16.67%	0	0.00%	0	0.00%	9	75.00%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2007	2	15.38%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
CSIS	2008	2	15.38%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
CSIS	2009	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2010	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2011	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2012	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
DANCE	2006	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
DANCE	2007	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
DANCE	2008	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
DANCE	2009	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DANCE	2010	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DANCE	2011	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
DANCE	2012	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DESIGN TECH.	2006	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2007	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2008	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2009	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2010	0	0.00%	0	0.00%	0	0.00%	5	71.43%	1	14.29%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
DESIGN TECH.	2011	0	0.00%	0	0.00%	0	0.00%	4	66.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	6	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2012**

Full Time Faculty - Diversity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
DESIGN TECH.	2012	0	0.00%	0	0.00%	1	12.50%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	1	12.50%	8	100.00%
DISABL STU CTR	2006	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	9	100.00%
DISABL STU CTR	2007	0	0.00%	0	0.00%	1	12.50%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100.00%
DISABL STU CTR	2008	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	9	100.00%
DISABL STU CTR	2009	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2010	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2011	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2012	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
EARTH SCIENCE	2006	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100.00%
EARTH SCIENCE	2007	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2008	0	0.00%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
EARTH SCIENCE	2009	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2010	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2011	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2012	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
EDUCATION/ECE	2006	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
EDUCATION/ECE	2007	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2008	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2009	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2010	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2011	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2012	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
ENGLISH	2006	3	8.57%	0	0.00%	1	2.86%	28	80.00%	0	0.00%	3	8.57%	0	0.00%	0	0.00%	35	100.00%
ENGLISH	2007	3	7.89%	0	0.00%	1	2.63%	30	78.95%	0	0.00%	3	7.89%	0	0.00%	1	2.63%	38	100.00%
ENGLISH	2008	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	0	0.00%	2	5.41%	37	100.00%
ENGLISH	2009	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100.00%
ENGLISH	2010	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100.00%
ENGLISH	2011	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100.00%
ENGLISH	2012	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	1	2.70%	1	2.70%	37	100.00%
EOPS	2006	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2007	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2008	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2009	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
EOPS	2010	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2012**

Full Time Faculty - Diversity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
EOPS	2011	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
EOPS	2012	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
ESL	2006	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2007	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2008	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2009	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2010	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2011	1	11.11%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
ESL	2012	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
HEALTH SCIENCE	2006	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2007	3	37.50%	0	0.00%	0	0.00%	5	62.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
HEALTH SCIENCE	2008	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2009	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2010	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2011	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2012	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HEALTH SERVICES	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HISTORY	2006	1	11.11%	0	0.00%	1	11.11%	5	55.56%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100.00%
HISTORY	2007	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2008	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2009	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2010	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HISTORY	2011	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HISTORY	2012	0	0.00%	0	0.00%	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
INT'L STUD CNTR	2006	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2007	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2008	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2009	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2012**

Full Time Faculty - Diversity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
INT'L STUD CNTR	2010	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2011	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2012	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
ITALIAN	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
ITALIAN	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
KINESIOLOGY	2006	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2007	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
KINESIOLOGY	2008	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2009	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2010	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2011	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
LIBRARY	2006	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2007	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2008	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2009	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2010	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2011	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2012	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIFE SCIENCE	2006	1	5.26%	0	0.00%	4	21.05%	12	63.16%	0	0.00%	2	10.53%	0	0.00%	0	0.00%	19	100.00%
LIFE SCIENCE	2007	1	5.00%	0	0.00%	4	20.00%	12	60.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
LIFE SCIENCE	2008	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	2	9.52%	0	0.00%	2	9.52%	21	100.00%
LIFE SCIENCE	2009	1	5.00%	0	0.00%	4	20.00%	12	60.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
LIFE SCIENCE	2010	1	4.76%	0	0.00%	4	19.05%	11	52.38%	0	0.00%	3	14.29%	0	0.00%	2	9.52%	21	100.00%
LIFE SCIENCE	2011	1	4.76%	0	0.00%	5	23.81%	10	47.62%	0	0.00%	4	19.05%	0	0.00%	1	4.76%	21	100.00%
LIFE SCIENCE	2012	1	4.55%	0	0.00%	5	22.73%	10	45.45%	0	0.00%	4	18.18%	1	4.55%	1	4.55%	22	100.00%
MATHEMATICS	2006	3	11.54%	0	0.00%	5	19.23%	14	53.85%	0	0.00%	3	11.54%	0	0.00%	1	3.85%	26	100.00%
MATHEMATICS	2007	3	11.11%	0	0.00%	4	14.81%	15	55.56%	0	0.00%	3	11.11%	0	0.00%	2	7.41%	27	100.00%
MATHEMATICS	2008	3	10.71%	0	0.00%	5	17.86%	14	50.00%	0	0.00%	4	14.29%	0	0.00%	2	7.14%	28	100.00%
MATHEMATICS	2009	3	10.71%	0	0.00%	5	17.86%	15	53.57%	0	0.00%	4	14.29%	0	0.00%	1	3.57%	28	100.00%
MATHEMATICS	2010	3	11.11%	0	0.00%	5	18.52%	14	51.85%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100.00%
MATHEMATICS	2011	3	11.11%	0	0.00%	5	18.52%	14	51.85%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100.00%
MATHEMATICS	2012	4	14.81%	0	0.00%	5	18.52%	13	48.15%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100.00%

**Santa Monica College
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Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MATRICULATION	2006	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2007	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2008	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2009	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2010	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2011	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2012	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MODERN LANGUAGE	2006	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2007	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2008	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2009	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2010	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2011	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	1	9.09%	11	100.00%
MODERN LANGUAGE	2012	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	5	45.45%	0	0.00%	0	0.00%	11	100.00%
MUSIC	2006	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
MUSIC	2007	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2008	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2009	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2010	1	20.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2011	1	16.67%	0	0.00%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	6	100.00%
MUSIC	2012	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
OFF OF SCH REL	2006	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2007	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2008	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2009	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2010	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
OFF OF SCH REL	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
OFF OF SCH REL	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
PHILOSOPHY/SOCI	2006	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100.00%
PHILOSOPHY/SOCI	2007	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2008	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2009	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2010	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2011	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2012	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2012**

Full Time Faculty - Diversity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PHOTO - FASHION	2006	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2007	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2008	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2009	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2010	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHOTO - FASHION	2011	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHOTO - FASHION	2012	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHYSICAL SCI	2006	3	17.65%	0	0.00%	1	5.88%	12	70.59%	0	0.00%	1	5.88%	0	0.00%	0	0.00%	17	100.00%
PHYSICAL SCI	2007	2	13.33%	0	0.00%	1	6.67%	11	73.33%	0	0.00%	1	6.67%	0	0.00%	0	0.00%	15	100.00%
PHYSICAL SCI	2008	2	11.76%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	0	0.00%	17	100.00%
PHYSICAL SCI	2009	2	13.33%	0	0.00%	1	6.67%	11	73.33%	0	0.00%	1	6.67%	0	0.00%	0	0.00%	15	100.00%
PHYSICAL SCI	2010	2	12.50%	0	0.00%	2	12.50%	11	68.75%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	16	100.00%
PHYSICAL SCI	2011	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	1	5.56%	0	0.00%	1	5.56%	18	100.00%
PHYSICAL SCI	2012	2	10.53%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100.00%
PHYSICS	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%
PHYSICS	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2008	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
PSYCH SERVICES	2009	1	11.11%	1	11.11%	1	11.11%	1	11.11%	1	11.11%	1	11.11%	1	11.11%	2	22.22%	9	100.00%
PSYCH SERVICES	2010	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
PSYCH SERVICES	2011	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
PSYCH SERVICES	2012	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
PSYCHOLOGY	2006	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2007	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2008	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2009	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
PSYCHOLOGY	2010	1	14.29%	0	0.00%	1	14.29%	3	42.86%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
PSYCHOLOGY	2011	1	12.50%	0	0.00%	1	12.50%	4	50.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2012	1	12.50%	0	0.00%	1	12.50%	4	50.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
STUDENT LIFE	2006	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2007	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2008	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2009	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2010	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
STUDENT LIFE	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
THEATRE ARTS	2006	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2007	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2008	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2009	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2010	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2011	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2012	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
WELCOME CENTER	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%

Appendix 5

Part-Time Faculty by Department

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ACAD OF ENTER	2006	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	3	100.00%
ACAD OF ENTER	2007	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
ACAD OF ENTER	2008	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
ACAD OF ENTER	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
ACAD. AFFAIRS	2006	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
ART	2006	3	6.98%	0	0.00%	4	9.30%	28	65.12%	0	0.00%	2	4.65%	0	0.00%	6	13.95%	43	100.00%
ART	2007	3	7.50%	0	0.00%	5	12.50%	26	65.00%	0	0.00%	1	2.50%	0	0.00%	5	12.50%	40	100.00%
ART	2008	2	4.88%	0	0.00%	6	14.63%	28	68.29%	0	0.00%	0	0.00%	0	0.00%	5	12.20%	41	100.00%
ART	2009	2	5.56%	0	0.00%	6	16.67%	23	63.89%	0	0.00%	0	0.00%	0	0.00%	5	13.89%	36	100.00%
ART	2010	3	7.89%	0	0.00%	6	15.79%	25	65.79%	0	0.00%	0	0.00%	0	0.00%	4	10.53%	38	100.00%
ART	2011	3	9.38%	0	0.00%	5	15.63%	21	65.63%	0	0.00%	0	0.00%	0	0.00%	3	9.38%	32	100.00%
ART	2012	3	8.57%	0	0.00%	5	14.29%	25	71.43%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100.00%
ATHLETICS	2006	2	14.29%	0	0.00%	0	0.00%	4	28.57%	0	0.00%	1	7.14%	0	0.00%	7	50.00%	14	100.00%
ATHLETICS	2007	1	7.69%	0	0.00%	0	0.00%	5	38.46%	0	0.00%	1	7.69%	0	0.00%	6	46.15%	13	100.00%
ATHLETICS	2008	0	0.00%	0	0.00%	0	0.00%	5	38.46%	0	0.00%	2	15.38%	0	0.00%	6	46.15%	13	100.00%
ATHLETICS	2009	1	7.69%	0	0.00%	0	0.00%	6	46.15%	0	0.00%	2	15.38%	0	0.00%	4	30.77%	13	100.00%
ATHLETICS	2010	1	6.67%	0	0.00%	0	0.00%	7	46.67%	0	0.00%	3	20.00%	0	0.00%	4	26.67%	15	100.00%
ATHLETICS	2011	1	8.33%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	1	8.33%	0	0.00%	4	33.33%	12	100.00%
ATHLETICS	2012	2	15.38%	0	0.00%	0	0.00%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	2	15.38%	13	100.00%
BUSINESS	2006	4	9.52%	0	0.00%	2	4.76%	31	73.81%	0	0.00%	1	2.38%	0	0.00%	4	9.52%	42	100.00%
BUSINESS	2007	3	6.67%	0	0.00%	3	6.67%	33	73.33%	0	0.00%	2	4.44%	0	0.00%	4	8.89%	45	100.00%
BUSINESS	2008	3	6.82%	0	0.00%	4	9.09%	32	72.73%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100.00%
BUSINESS	2009	4	9.09%	0	0.00%	3	6.82%	31	70.45%	0	0.00%	3	6.82%	0	0.00%	3	6.82%	44	100.00%
BUSINESS	2010	2	5.13%	0	0.00%	3	7.69%	30	76.92%	0	0.00%	2	5.13%	0	0.00%	2	5.13%	39	100.00%
BUSINESS	2011	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	3	7.32%	0	0.00%	3	7.32%	41	100.00%
BUSINESS	2012	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	4	9.76%	0	0.00%	2	4.88%	41	100.00%
COMMUNICATIONS	2006	3	6.67%	0	0.00%	0	0.00%	29	64.44%	0	0.00%	2	4.44%	1	2.22%	10	22.22%	45	100.00%
COMMUNICATIONS	2007	3	6.98%	0	0.00%	0	0.00%	30	69.77%	0	0.00%	2	4.65%	1	2.33%	7	16.28%	43	100.00%
COMMUNICATIONS	2008	3	6.67%	0	0.00%	0	0.00%	32	71.11%	0	0.00%	2	4.44%	1	2.22%	7	15.56%	45	100.00%
COMMUNICATIONS	2009	3	6.82%	0	0.00%	0	0.00%	31	70.45%	0	0.00%	2	4.55%	1	2.27%	7	15.91%	44	100.00%
COMMUNICATIONS	2010	4	8.70%	0	0.00%	0	0.00%	33	71.74%	0	0.00%	1	2.17%	1	2.17%	7	15.22%	46	100.00%
COMMUNICATIONS	2011	3	6.52%	0	0.00%	0	0.00%	35	76.09%	0	0.00%	1	2.17%	1	2.17%	6	13.04%	46	100.00%
COMMUNICATIONS	2012	6	11.32%	0	0.00%	0	0.00%	42	79.25%	0	0.00%	1	1.89%	1	1.89%	3	5.66%	53	100.00%
COMMUNITY SERV	2006	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNITY SERV	2007	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNITY SERV	2008	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
COMMUNITY SERV	2009	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNITY SERV	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COMMUNITY SERV	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COMMUNITY SERV	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COSMETOLOGY	2006	1	5.26%	0	0.00%	1	5.26%	9	47.37%	0	0.00%	3	15.79%	0	0.00%	5	26.32%	19	100.00%
COSMETOLOGY	2007	5	22.73%	0	0.00%	1	4.55%	8	36.36%	0	0.00%	4	18.18%	0	0.00%	4	18.18%	22	100.00%
COSMETOLOGY	2008	5	22.73%	0	0.00%	2	9.09%	6	27.27%	0	0.00%	6	27.27%	0	0.00%	3	13.64%	22	100.00%
COSMETOLOGY	2009	5	26.32%	0	0.00%	1	5.26%	6	31.58%	0	0.00%	4	21.05%	0	0.00%	3	15.79%	19	100.00%
COSMETOLOGY	2010	4	23.53%	0	0.00%	1	5.88%	5	29.41%	0	0.00%	4	23.53%	0	0.00%	3	17.65%	17	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
COSMETOLOGY	2011	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	4	25.00%	0	0.00%	2	12.50%	16	100.00%
COSMETOLOGY	2012	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100.00%
COUNSELING	2006	14	20.29%	0	0.00%	3	4.35%	24	34.78%	0	0.00%	12	17.39%	0	0.00%	16	23.19%	69	100.00%
COUNSELING	2007	14	19.18%	0	0.00%	4	5.48%	32	43.84%	0	0.00%	11	15.07%	0	0.00%	12	16.44%	73	100.00%
COUNSELING	2008	13	16.46%	0	0.00%	4	5.06%	33	41.77%	0	0.00%	17	21.52%	0	0.00%	12	15.19%	79	100.00%
COUNSELING	2009	13	18.06%	0	0.00%	4	5.56%	29	40.28%	0	0.00%	17	23.61%	0	0.00%	9	12.50%	72	100.00%
COUNSELING	2010	14	19.44%	0	0.00%	3	4.17%	28	38.89%	0	0.00%	17	23.61%	0	0.00%	10	13.89%	72	100.00%
COUNSELING	2011	10	15.15%	0	0.00%	3	4.55%	27	40.91%	0	0.00%	17	25.76%	0	0.00%	9	13.64%	66	100.00%
COUNSELING	2012	13	19.12%	0	0.00%	2	2.94%	26	38.24%	0	0.00%	21	30.88%	0	0.00%	6	8.82%	68	100.00%
CSIS	2006	2	10.53%	0	0.00%	0	0.00%	14	73.68%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100.00%
CSIS	2007	2	11.11%	0	0.00%	0	0.00%	14	77.78%	0	0.00%	1	5.56%	0	0.00%	1	5.56%	18	100.00%
CSIS	2008	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
CSIS	2009	3	17.65%	0	0.00%	0	0.00%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100.00%
CSIS	2010	3	17.65%	0	0.00%	0	0.00%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100.00%
CSIS	2011	3	15.79%	0	0.00%	0	0.00%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	1	5.26%	19	100.00%
CSIS	2012	3	17.65%	0	0.00%	0	0.00%	11	64.71%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100.00%
DANCE	2006	4	23.53%	0	0.00%	0	0.00%	9	52.94%	0	0.00%	2	11.76%	0	0.00%	2	11.76%	17	100.00%
DANCE	2007	2	11.76%	0	0.00%	1	5.88%	8	47.06%	0	0.00%	2	11.76%	0	0.00%	4	23.53%	17	100.00%
DANCE	2008	5	20.00%	0	0.00%	1	4.00%	14	56.00%	0	0.00%	2	8.00%	0	0.00%	3	12.00%	25	100.00%
DANCE	2009	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	3	15.00%	0	0.00%	0	0.00%	20	100.00%
DANCE	2010	3	10.71%	0	0.00%	3	10.71%	17	60.71%	0	0.00%	4	14.29%	0	0.00%	1	3.57%	28	100.00%
DANCE	2011	2	9.52%	0	0.00%	2	9.52%	13	61.90%	0	0.00%	3	14.29%	0	0.00%	1	4.76%	21	100.00%
DANCE	2012	2	8.70%	0	0.00%	2	8.70%	12	52.17%	0	0.00%	5	21.74%	1	4.35%	1	4.35%	23	100.00%
DESIGN TECH.	2006	2	5.13%	0	0.00%	0	0.00%	35	89.74%	0	0.00%	0	0.00%	0	0.00%	2	5.13%	39	100.00%
DESIGN TECH.	2007	0	0.00%	0	0.00%	0	0.00%	31	91.18%	0	0.00%	1	2.94%	0	0.00%	2	5.88%	34	100.00%
DESIGN TECH.	2008	2	4.55%	0	0.00%	0	0.00%	37	84.09%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100.00%
DESIGN TECH.	2009	2	4.76%	0	0.00%	1	2.38%	32	76.19%	0	0.00%	3	7.14%	0	0.00%	4	9.52%	42	100.00%
DESIGN TECH.	2010	1	2.70%	0	0.00%	1	2.70%	32	86.49%	0	0.00%	1	2.70%	0	0.00%	2	5.41%	37	100.00%
DESIGN TECH.	2011	1	2.38%	0	0.00%	3	7.14%	36	85.71%	0	0.00%	0	0.00%	0	0.00%	2	4.76%	42	100.00%
DESIGN TECH.	2012	2	5.13%	0	0.00%	5	12.82%	31	79.49%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	39	100.00%
DISABL STU CTR	2006	1	5.88%	0	0.00%	1	5.88%	10	58.82%	0	0.00%	1	5.88%	0	0.00%	4	23.53%	17	100.00%
DISABL STU CTR	2007	1	6.25%	0	0.00%	1	6.25%	10	62.50%	0	0.00%	0	0.00%	0	0.00%	4	25.00%	16	100.00%
DISABL STU CTR	2008	1	7.69%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100.00%
DISABL STU CTR	2009	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
DISABL STU CTR	2010	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
DISABL STU CTR	2011	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100.00%
DISABL STU CTR	2012	1	9.09%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2006	0	0.00%	0	0.00%	0	0.00%	19	79.17%	0	0.00%	0	0.00%	0	0.00%	5	20.83%	24	100.00%
EARTH SCIENCE	2007	0	0.00%	0	0.00%	0	0.00%	20	83.33%	0	0.00%	0	0.00%	0	0.00%	4	16.67%	24	100.00%
EARTH SCIENCE	2008	1	4.17%	0	0.00%	0	0.00%	21	87.50%	0	0.00%	0	0.00%	0	0.00%	2	8.33%	24	100.00%
EARTH SCIENCE	2009	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	0	0.00%	0	0.00%	1	5.00%	20	100.00%
EARTH SCIENCE	2010	1	4.76%	0	0.00%	1	4.76%	18	85.71%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	21	100.00%
EARTH SCIENCE	2011	2	10.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	0	0.00%	0	0.00%	2	10.00%	20	100.00%
EARTH SCIENCE	2012	1	4.35%	0	0.00%	1	4.35%	18	78.26%	0	0.00%	1	4.35%	0	0.00%	2	8.70%	23	100.00%

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Part Time Faculty Ethnicity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
EDUCATION/ECE	2006	0	0.00%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
EDUCATION/ECE	2007	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
EDUCATION/ECE	2008	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100.00%
EDUCATION/ECE	2009	1	10.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	2	20.00%	0	0.00%	0	0.00%	10	100.00%
EDUCATION/ECE	2010	1	9.09%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100.00%
EDUCATION/ECE	2011	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
EDUCATION/ECE	2012	0	0.00%	0	0.00%	1	8.33%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
EMERITUS	2006	3	3.95%	0	0.00%	5	6.58%	59	77.63%	0	0.00%	3	3.95%	0	0.00%	6	7.89%	76	100.00%
EMERITUS	2007	3	3.61%	0	0.00%	5	6.02%	65	78.31%	0	0.00%	3	3.61%	0	0.00%	7	8.43%	83	100.00%
EMERITUS	2008	3	3.75%	0	0.00%	6	7.50%	60	75.00%	0	0.00%	3	3.75%	0	0.00%	8	10.00%	80	100.00%
EMERITUS	2009	4	5.33%	0	0.00%	6	8.00%	56	74.67%	0	0.00%	3	4.00%	0	0.00%	6	8.00%	75	100.00%
EMERITUS	2010	4	5.48%	0	0.00%	6	8.22%	56	76.71%	0	0.00%	2	2.74%	0	0.00%	5	6.85%	73	100.00%
EMERITUS	2011	4	5.41%	0	0.00%	5	6.76%	58	78.38%	0	0.00%	3	4.05%	0	0.00%	4	5.41%	74	100.00%
EMERITUS	2012	4	5.48%	0	0.00%	5	6.85%	59	80.82%	0	0.00%	2	2.74%	0	0.00%	3	4.11%	73	100.00%
ENGLISH	2006	1	0.90%	0	0.00%	4	3.60%	84	75.68%	0	0.00%	4	3.60%	0	0.00%	18	16.22%	111	100.00%
ENGLISH	2007	4	3.36%	0	0.00%	4	3.36%	92	77.31%	0	0.00%	3	2.52%	0	0.00%	16	13.45%	119	100.00%
ENGLISH	2008	5	4.20%	0	0.00%	4	3.36%	95	79.83%	0	0.00%	4	3.36%	0	0.00%	11	9.24%	119	100.00%
ENGLISH	2009	4	3.67%	0	0.00%	4	3.67%	89	81.65%	0	0.00%	4	3.67%	0	0.00%	8	7.34%	109	100.00%
ENGLISH	2010	4	3.64%	0	0.00%	3	2.73%	89	80.91%	0	0.00%	5	4.55%	0	0.00%	9	8.18%	110	100.00%
ENGLISH	2011	2	1.89%	0	0.00%	4	3.77%	86	81.13%	0	0.00%	5	4.72%	0	0.00%	9	8.49%	106	100.00%
ENGLISH	2012	1	0.88%	0	0.00%	7	6.14%	88	77.19%	1	0.88%	9	7.89%	0	0.00%	8	7.02%	114	100.00%
EOPS	2006	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2007	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2008	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2009	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2010	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2012	1	25.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	4	100.00%
ESL	2006	1	4.00%	0	0.00%	0	0.00%	23	92.00%	0	0.00%	0	0.00%	0	0.00%	1	4.00%	25	100.00%
ESL	2007	1	3.57%	0	0.00%	1	3.57%	25	89.29%	0	0.00%	0	0.00%	0	0.00%	1	3.57%	28	100.00%
ESL	2008	1	3.33%	0	0.00%	1	3.33%	23	76.67%	0	0.00%	1	3.33%	0	0.00%	4	13.33%	30	100.00%
ESL	2009	0	0.00%	0	0.00%	0	0.00%	27	87.10%	0	0.00%	0	0.00%	0	0.00%	4	12.90%	31	100.00%
ESL	2010	0	0.00%	0	0.00%	2	7.41%	19	70.37%	0	0.00%	1	3.70%	0	0.00%	5	18.52%	27	100.00%
ESL	2011	0	0.00%	0	0.00%	4	13.79%	20	68.97%	0	0.00%	2	6.90%	1	3.45%	2	6.90%	29	100.00%
ESL	2012	0	0.00%	0	0.00%	3	9.09%	22	66.67%	1	3.03%	5	15.15%	1	3.03%	1	3.03%	33	100.00%
HEALTH SCIENCE	2006	4	22.22%	0	0.00%	0	0.00%	9	50.00%	2	11.11%	0	0.00%	0	0.00%	3	16.67%	18	100.00%
HEALTH SCIENCE	2007	5	22.73%	0	0.00%	4	18.18%	10	45.45%	1	4.55%	0	0.00%	0	0.00%	2	9.09%	22	100.00%
HEALTH SCIENCE	2008	5	17.86%	0	0.00%	3	10.71%	15	53.57%	2	7.14%	1	3.57%	0	0.00%	2	7.14%	28	100.00%
HEALTH SCIENCE	2009	6	20.69%	0	0.00%	3	10.34%	14	48.28%	4	13.79%	1	3.45%	0	0.00%	1	3.45%	29	100.00%
HEALTH SCIENCE	2010	2	7.41%	0	0.00%	2	7.41%	16	59.26%	2	7.41%	2	7.41%	0	0.00%	3	11.11%	27	100.00%
HEALTH SCIENCE	2011	2	9.52%	0	0.00%	1	4.76%	10	47.62%	2	9.52%	3	14.29%	0	0.00%	3	14.29%	21	100.00%
HEALTH SCIENCE	2012	3	12.50%	0	0.00%	2	8.33%	14	58.33%	3	12.50%	2	8.33%	0	0.00%	0	0.00%	24	100.00%
HISTORY	2006	4	11.76%	0	0.00%	2	5.88%	14	41.18%	1	2.94%	4	11.76%	0	0.00%	9	26.47%	34	100.00%
HISTORY	2007	2	8.00%	0	0.00%	1	4.00%	13	52.00%	1	4.00%	3	12.00%	0	0.00%	5	20.00%	25	100.00%
HISTORY	2008	3	11.11%	0	0.00%	1	3.70%	13	48.15%	1	3.70%	4	14.81%	0	0.00%	5	18.52%	27	100.00%
HISTORY	2009	3	12.50%	0	0.00%	1	4.17%	12	50.00%	1	4.17%	3	12.50%	0	0.00%	4	16.67%	24	100.00%
HISTORY	2010	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100.00%
HISTORY	2011	1	4.17%	0	0.00%	1	4.17%	13	54.17%	1	4.17%	3	12.50%	0	0.00%	5	20.83%	24	100.00%

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Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
HISTORY	2012	1	3.85%	0	0.00%	1	3.85%	16	61.54%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100.00%
ISC	2006	0	0.00%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100.00%
ISC	2007	0	0.00%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100.00%
ISC	2008	0	0.00%	0	0.00%	3	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100.00%
ISC	2009	0	0.00%	0	0.00%	3	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100.00%
ISC	2010	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	6	100.00%
ISC	2011	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	6	100.00%
ISC	2012	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100.00%
KINESIOLOGY	2006	2	6.90%	0	0.00%	0	0.00%	17	58.62%	0	0.00%	1	3.45%	0	0.00%	9	31.03%	29	100.00%
KINESIOLOGY	2007	2	5.56%	0	0.00%	1	2.78%	22	61.11%	0	0.00%	2	5.56%	0	0.00%	9	25.00%	36	100.00%
KINESIOLOGY	2008	1	2.86%	0	0.00%	2	5.71%	22	62.86%	0	0.00%	3	8.57%	0	0.00%	7	20.00%	35	100.00%
KINESIOLOGY	2009	2	6.90%	0	0.00%	3	10.34%	20	68.97%	0	0.00%	1	3.45%	0	0.00%	3	10.34%	29	100.00%
KINESIOLOGY	2010	1	4.17%	0	0.00%	2	8.33%	17	70.83%	0	0.00%	3	12.50%	0	0.00%	1	4.17%	24	100.00%
KINESIOLOGY	2011	0	0.00%	0	0.00%	2	10.53%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	2	10.53%	19	100.00%
KINESIOLOGY	2012	1	4.00%	0	0.00%	1	4.00%	19	76.00%	0	0.00%	3	12.00%	0	0.00%	1	4.00%	25	100.00%
LIBRARY	2006	1	12.50%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100.00%
LIBRARY	2007	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%
LIBRARY	2008	1	14.29%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100.00%
LIBRARY	2009	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%
LIBRARY	2010	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%
LIBRARY	2011	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
LIBRARY	2012	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
LIFE SCIENCE	2006	1	3.03%	0	0.00%	1	3.03%	21	63.64%	0	0.00%	2	6.06%	0	0.00%	8	24.24%	33	100.00%
LIFE SCIENCE	2007	1	2.78%	0	0.00%	1	2.78%	25	69.44%	0	0.00%	2	5.56%	0	0.00%	7	19.44%	36	100.00%
LIFE SCIENCE	2008	1	2.63%	0	0.00%	2	5.26%	21	55.26%	0	0.00%	2	5.26%	0	0.00%	12	31.58%	38	100.00%
LIFE SCIENCE	2009	1	3.03%	0	0.00%	3	9.09%	19	57.58%	0	0.00%	0	0.00%	0	0.00%	10	30.30%	33	100.00%
LIFE SCIENCE	2010	1	2.86%	0	0.00%	3	8.57%	22	62.86%	0	0.00%	2	5.71%	0	0.00%	7	20.00%	35	100.00%
LIFE SCIENCE	2011	1	3.45%	0	0.00%	2	6.90%	19	65.52%	0	0.00%	1	3.45%	0	0.00%	6	20.69%	29	100.00%
LIFE SCIENCE	2012	1	3.13%	0	0.00%	3	9.38%	22	68.75%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100.00%
MATHEMATICS	2006	10	13.89%	1	1.39%	10	13.89%	42	58.33%	0	0.00%	4	5.56%	0	0.00%	5	6.94%	72	100.00%
MATHEMATICS	2007	9	11.39%	1	1.27%	12	15.19%	47	59.49%	0	0.00%	3	3.80%	1	1.27%	6	7.59%	79	100.00%
MATHEMATICS	2008	11	15.28%	1	1.39%	12	16.67%	40	55.56%	0	0.00%	3	4.17%	1	1.39%	4	5.56%	72	100.00%
MATHEMATICS	2009	15	19.23%	1	1.28%	13	16.67%	42	53.85%	0	0.00%	3	3.85%	1	1.28%	3	3.85%	78	100.00%
MATHEMATICS	2010	13	16.25%	2	2.50%	13	16.25%	47	58.75%	0	0.00%	1	1.25%	2	2.50%	2	2.50%	80	100.00%
MATHEMATICS	2011	13	16.05%	2	2.47%	12	14.81%	49	60.49%	0	0.00%	1	1.23%	2	2.47%	2	2.47%	81	100.00%
MATHEMATICS	2012	12	13.79%	1	1.15%	20	22.99%	48	55.17%	0	0.00%	3	3.45%	1	1.15%	2	2.30%	87	100.00%
MODERN LANGUAGE	2006	1	2.08%	0	0.00%	14	29.17%	20	41.67%	0	0.00%	8	16.67%	0	0.00%	5	10.42%	48	100.00%
MODERN LANGUAGE	2007	2	3.57%	0	0.00%	16	28.57%	24	42.86%	0	0.00%	8	14.29%	0	0.00%	6	10.71%	56	100.00%
MODERN LANGUAGE	2008	1	1.64%	0	0.00%	18	29.51%	20	32.79%	0	0.00%	6	9.84%	0	0.00%	16	26.23%	61	100.00%
MODERN LANGUAGE	2009	2	4.17%	0	0.00%	14	29.17%	20	41.67%	0	0.00%	6	12.50%	0	0.00%	6	12.50%	48	100.00%
MODERN LANGUAGE	2010	2	4.55%	0	0.00%	12	27.27%	19	43.18%	0	0.00%	7	15.91%	0	0.00%	4	9.09%	44	100.00%
MODERN LANGUAGE	2011	2	4.55%	0	0.00%	14	31.82%	16	36.36%	0	0.00%	8	18.18%	0	0.00%	4	9.09%	44	100.00%
MODERN LANGUAGE	2012	2	4.00%	0	0.00%	19	38.00%	19	38.00%	0	0.00%	7	14.00%	0	0.00%	3	6.00%	50	100.00%

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Part Time Faculty Ethnicity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MUSIC	2006	2	3.85%	0	0.00%	4	7.69%	37	71.15%	0	0.00%	3	5.77%	0	0.00%	6	11.54%	52	100.00%
MUSIC	2007	3	5.26%	0	0.00%	4	7.02%	41	71.93%	1	1.75%	3	5.26%	0	0.00%	5	8.77%	57	100.00%
MUSIC	2008	5	8.20%	0	0.00%	3	4.92%	45	73.77%	1	1.64%	3	4.92%	0	0.00%	4	6.56%	61	100.00%
MUSIC	2009	4	7.55%	0	0.00%	3	5.66%	39	73.58%	0	0.00%	3	5.66%	0	0.00%	4	7.55%	53	100.00%
MUSIC	2010	2	4.55%	0	0.00%	3	6.82%	34	77.27%	1	2.27%	2	4.55%	0	0.00%	2	4.55%	44	100.00%
MUSIC	2011	1	2.78%	0	0.00%	3	8.33%	28	77.78%	0	0.00%	2	5.56%	0	0.00%	2	5.56%	36	100.00%
MUSIC	2012	2	4.00%	0	0.00%	3	6.00%	39	78.00%	0	0.00%	4	8.00%	0	0.00%	2	4.00%	50	100.00%
NC EDUCATION	2006	0	0.00%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	2	18.18%	11	100.00%
NC EDUCATION	2007	0	0.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	2	20.00%	0	0.00%	1	10.00%	10	100.00%
NC EDUCATION	2008	0	0.00%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100.00%
NC EDUCATION	2009	2	13.33%	0	0.00%	0	0.00%	8	53.33%	0	0.00%	1	6.67%	0	0.00%	4	26.67%	15	100.00%
NC EDUCATION	2010	0	0.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100.00%
NC EDUCATION	2011	0	0.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100.00%
NC EDUCATION	2012	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2006	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2007	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2008	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2009	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2010	3	42.86%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	7	100.00%
OFF OF SCH REL	2011	3	42.86%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	7	100.00%
OFF OF SCH REL	2012	2	33.33%	0	0.00%	0	0.00%	2	33.33%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100.00%
PHILOSOPHY/SOCI	2006	4	8.89%	0	0.00%	1	2.22%	29	64.44%	0	0.00%	2	4.44%	0	0.00%	9	20.00%	45	100.00%
PHILOSOPHY/SOCI	2007	3	6.98%	0	0.00%	0	0.00%	29	67.44%	0	0.00%	2	4.65%	0	0.00%	9	20.93%	43	100.00%
PHILOSOPHY/SOCI	2008	3	6.38%	0	0.00%	0	0.00%	34	72.34%	0	0.00%	3	6.38%	0	0.00%	7	14.89%	47	100.00%
PHILOSOPHY/SOCI	2009	3	8.11%	0	0.00%	0	0.00%	28	75.68%	0	0.00%	3	8.11%	0	0.00%	3	8.11%	37	100.00%
PHILOSOPHY/SOCI	2010	3	9.38%	0	0.00%	0	0.00%	23	71.88%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100.00%
PHILOSOPHY/SOCI	2011	2	8.70%	0	0.00%	0	0.00%	17	73.91%	0	0.00%	2	8.70%	0	0.00%	2	8.70%	23	100.00%
PHILOSOPHY/SOCI	2012	2	6.67%	0	0.00%	1	3.33%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	1	3.33%	30	100.00%
PHOTO - FASHION	2006	0	0.00%	0	0.00%	2	6.90%	19	65.52%	1	3.45%	1	3.45%	0	0.00%	6	20.69%	29	100.00%
PHOTO - FASHION	2007	0	0.00%	0	0.00%	1	3.23%	23	74.19%	0	0.00%	1	3.23%	0	0.00%	6	19.35%	31	100.00%
PHOTO - FASHION	2008	0	0.00%	0	0.00%	1	3.45%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	3	10.34%	29	100.00%
PHOTO - FASHION	2009	1	3.57%	0	0.00%	1	3.57%	21	75.00%	1	3.57%	1	3.57%	0	0.00%	3	10.71%	28	100.00%
PHOTO - FASHION	2010	0	0.00%	0	0.00%	2	6.90%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	2	6.90%	29	100.00%
PHOTO - FASHION	2011	0	0.00%	0	0.00%	2	7.69%	20	76.92%	1	3.85%	1	3.85%	0	0.00%	2	7.69%	26	100.00%
PHOTO - FASHION	2012	0	0.00%	0	0.00%	1	3.57%	23	82.14%	1	3.57%	1	3.57%	0	0.00%	2	7.14%	28	100.00%
PHYSICAL SCI	2006	3	10.34%	0	0.00%	2	6.90%	13	44.83%	1	3.45%	1	3.45%	0	0.00%	9	31.03%	29	100.00%
PHYSICAL SCI	2007	3	8.82%	0	0.00%	3	8.82%	15	44.12%	1	2.94%	1	2.94%	0	0.00%	11	32.35%	34	100.00%
PHYSICAL SCI	2008	3	10.00%	0	0.00%	5	16.67%	14	46.67%	1	3.33%	1	3.33%	0	0.00%	6	20.00%	30	100.00%
PHYSICAL SCI	2009	2	6.45%	0	0.00%	5	16.13%	15	48.39%	1	3.23%	2	6.45%	0	0.00%	6	19.35%	31	100.00%
PHYSICAL SCI	2010	2	6.45%	0	0.00%	7	22.58%	16	51.61%	1	3.23%	2	6.45%	0	0.00%	3	9.68%	31	100.00%
PHYSICAL SCI	2011	2	7.69%	0	0.00%	4	15.38%	13	50.00%	2	7.69%	2	7.69%	0	0.00%	3	11.54%	26	100.00%
PHYSICAL SCI	2012	2	7.14%	0	0.00%	6	21.43%	16	57.14%	1	3.57%	2	7.14%	0	0.00%	1	3.57%	28	100.00%
PICO PARTNERSHIP	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	2	100.00%
PROGRAM DEVELOP	2006	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
PSYCH SERVICES	2006	2	66.67%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
PSYCH SERVICES	2007	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%

Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012



Part Time Faculty Ethnicity by Department - 2006-2012

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PSYCH SERVICES	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
PSYCH SERVICES	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCHOLOGY	2006	1	4.76%	0	0.00%	0	0.00%	20	95.24%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	21	100.00%
PSYCHOLOGY	2007	1	5.26%	0	0.00%	0	0.00%	18	94.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	19	100.00%
PSYCHOLOGY	2008	1	5.00%	0	0.00%	0	0.00%	19	95.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	20	100.00%
PSYCHOLOGY	2009	2	8.70%	0	0.00%	0	0.00%	19	82.61%	0	0.00%	2	8.70%	0	0.00%	0	0.00%	23	100.00%
PSYCHOLOGY	2010	2	10.00%	0	0.00%	0	0.00%	17	85.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100.00%
PSYCHOLOGY	2011	2	10.53%	0	0.00%	0	0.00%	16	84.21%	0	0.00%	1	5.26%	0	0.00%	0	0.00%	19	100.00%
PSYCHOLOGY	2012	2	11.11%	0	0.00%	0	0.00%	15	83.33%	0	0.00%	1	5.56%	0	0.00%	0	0.00%	18	100.00%
STUDENT LIFE	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100.00%
THEATRE ARTS	2006	0	0.00%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	1	7.69%	0	0.00%	2	15.38%	13	100.00%
THEATRE ARTS	2007	0	0.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100.00%
THEATRE ARTS	2008	0	0.00%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	13	100.00%
THEATRE ARTS	2009	0	0.00%	0	0.00%	0	0.00%	8	66.67%	0	0.00%	0	0.00%	0	0.00%	4	33.33%	12	100.00%
THEATRE ARTS	2010	0	0.00%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	2	18.18%	11	100.00%
THEATRE ARTS	2011	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	2	18.18%	11	100.00%
THEATRE ARTS	2012	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100.00%
TITLE V	2010	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
TITLE V	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TITLE V	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TRIO	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TRIO	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WELCOME CENTER	2012	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	3	100.00%
WORKFORCE/ECON	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%
WORKFORCE/ECON	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Appendix 6

BP 3120 – Equal Employment Opportunity

BP 3121 – Diversity



ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL

BP 3120 Equal Employment Opportunity

The Santa Monica Community College District is committed to the principles of equal employment opportunity and will implement a comprehensive program to put those principles into practice. All qualified applicants for employment and employees shall have full and equal access to employment opportunity. No person shall be subjected to discrimination in any program or activity of the District on the basis of ethnic group identification, race, color, national origin, religion, age, gender, disability, ancestry, sexual orientation, language, accent, citizenship status, transgender, parental status, marital status, economic status, veteran status, or medical condition. No person shall be subject to discrimination on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The Board commits the District to vigorous equal employment opportunity in all aspects of its academic and classified employment programs, including recruitment, selection, assignment, retention, promotion, and transfer. The District will strive to achieve a workforce that reflects the diversity of the state's adult population and is welcoming to men, women, persons with disabilities and individuals from all ethnic and other groups as specified in the preceding paragraph to ensure the District provides an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy and free expression of ideas.

The Board of Trustees shall approve the Equal Employment Opportunity Plan, and assume overall responsibility for the success or failure of the Plan. The Board delegates to the Superintendent/President the responsibility for implementing this policy consistent with all applicable provisions of the Education Code and Title 5. The Equal Employment Opportunity Plan will be maintained to ensure principles that conform to federal and state laws.

Reference: Education Code 87100, et seq., Title 5, 53000, et seq

Approved by DPAC: 2/1020/10

Approved: 8/3/2010

BP 3121 Diversity

The Santa Monica Community College District is committed to building an inclusive and diverse environment and maintains a comprehensive program to ensure that practice reflects these principles. Diversity within the college environment provides opportunity to foster mutual awareness, knowledge, and sensitivity, to challenge ingrained stereotypes, and to promote mutual understanding and respect. The District is committed to a work and learning environment conducive to open discussion and the free exchange of ideas. Global awareness and exploring the diversity of the local communities served by the college are both important components of the College's commitment to diversity. Embodying, promoting and celebrating diversity inspires innovative ideas, practical solutions, and team-building in achieving the District's goal of professional and educational excellence.

Approved by DPAC: 6/9/10

Approved: 8/3/2010