



# Santa Monica College Diversity Report 2017



Santa Monica College

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

Santa Monica College

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11/7/2017

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## FACULTY AND STAFF DIVERSITY REPORT 2017

### EXECUTIVE SUMMARY

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

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

### THE TREND

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 Unpublished data from the Information Technology Department shows the Hispanic student population as of Fall 2017 at 40.29%.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

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

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

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

## **CATEGORIES TO WATCH**

### **ACADEMIC APPLICANT POOL**

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

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

### **FULL-TIME FACULTY**

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

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

### **PART-TIME FACULTY**

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

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

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

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

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

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

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

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

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

## **CLASSIFIED SUPPORT PERSONNEL**

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

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

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

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

## **ACADEMIC ADMINISTRATORS**

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

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

## **FACTORS POTENTIALLY IMPACTING RESULTS**

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

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

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

### **Faculty and Staff Transitions**

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

### **DATA COLLECTION**

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

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

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

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

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

## STATISTICS

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

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

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

## LEGEND

In this report the following abbreviations are used:

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

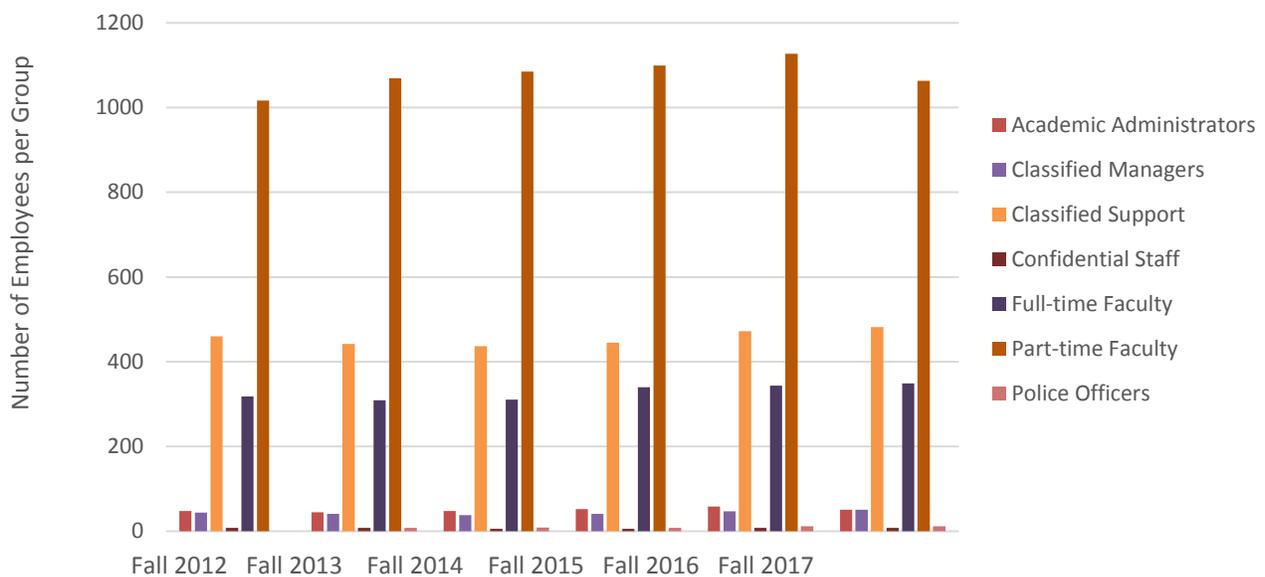
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## OVERVIEW OF SMC PERSONNEL FALL 2012-FALL 2017

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

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

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

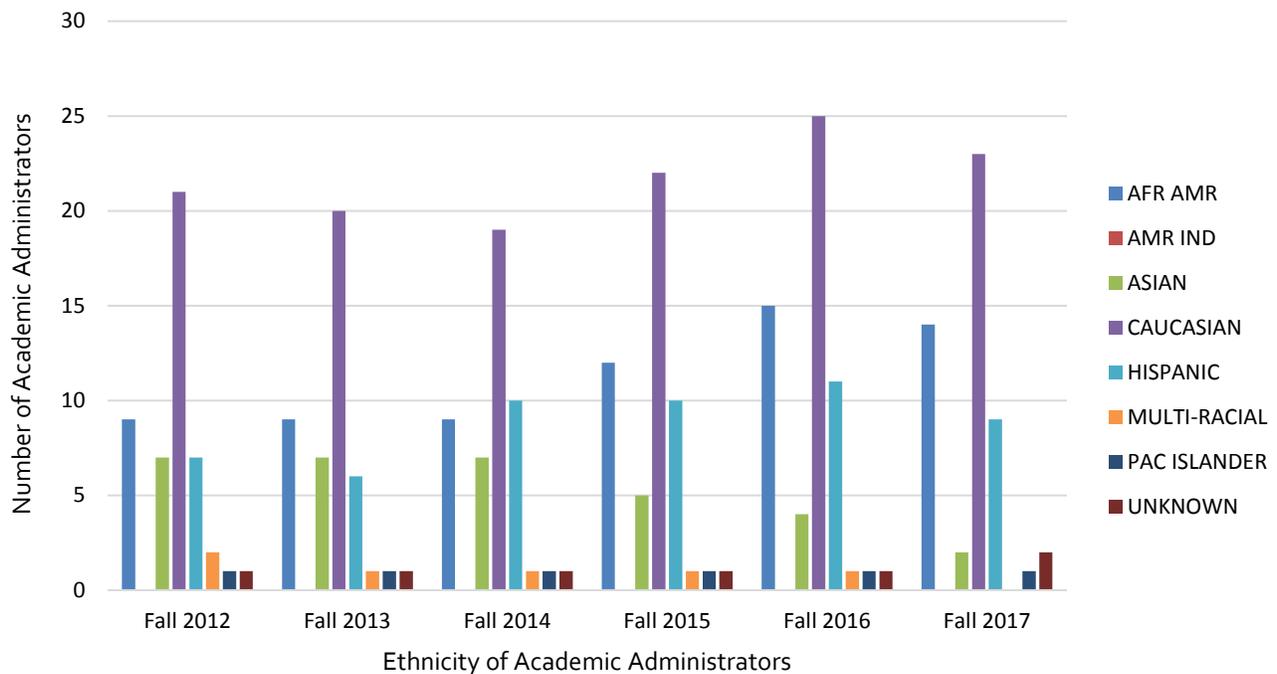


## SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

### ACADEMIC ADMINISTRATORS BY ETHNICITY – 2012-2017

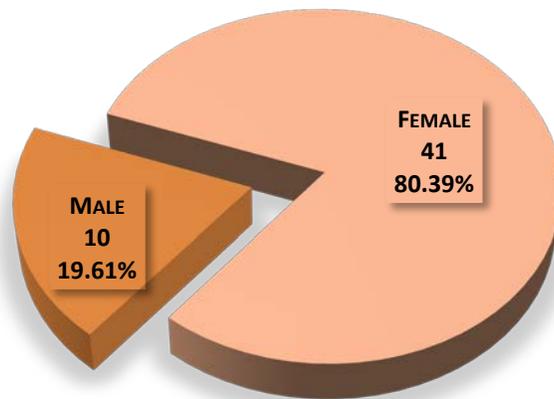
Academic administrators self-identifying as African American have increased from 18.75% in 2012 to 27.45% in 2017; Hispanic administrators have increased from 14.58% in Fall 2012 to 17.65% in Fall 2017.

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



## ACADEMIC ADMINISTRATORS BY GENDER – FALL 2017

Female academic administrators outnumber male administrators four to one:

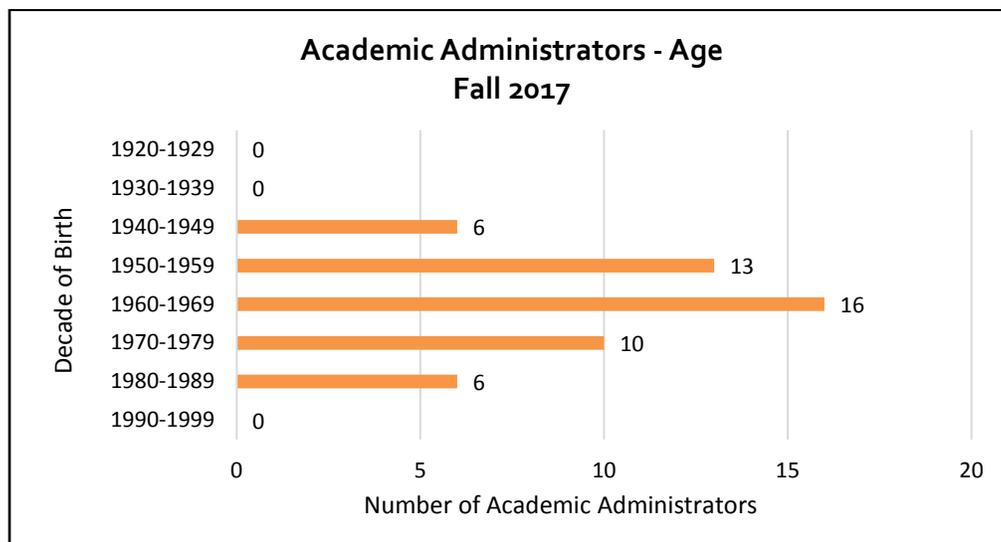


**Total: 51**

## ACADEMIC ADMINISTRATORS BY AGE – FALL 2017

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

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



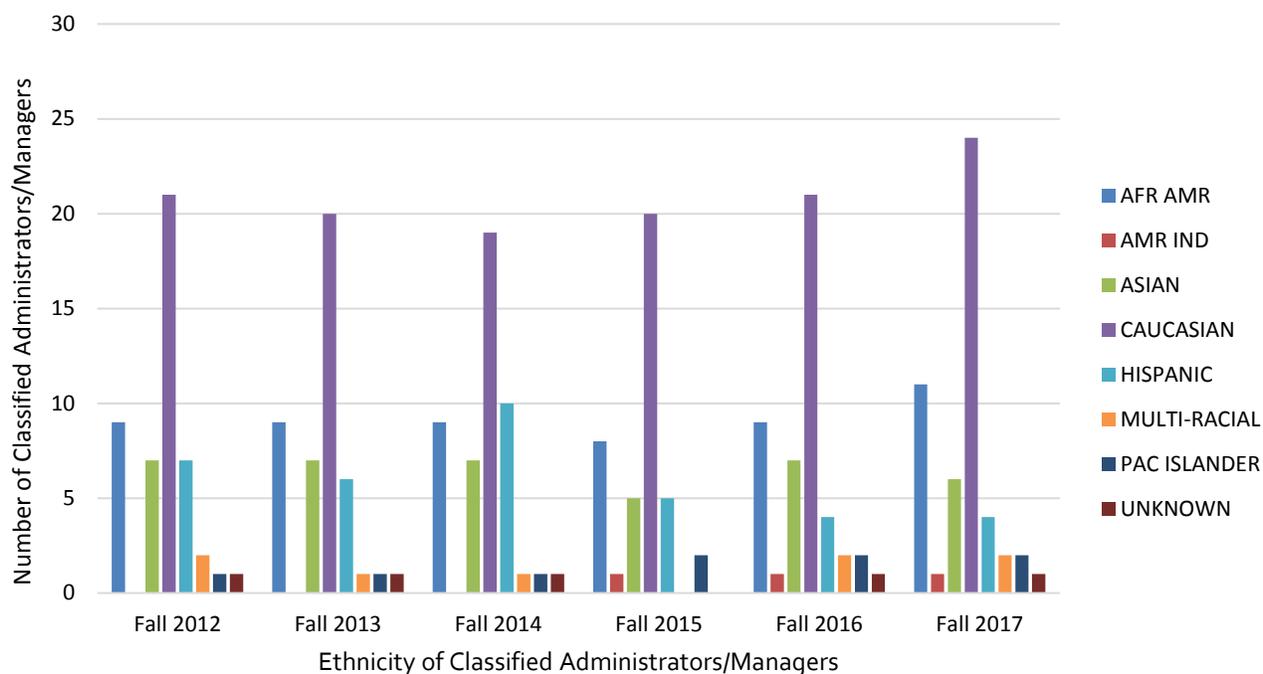
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# SMC EMPLOYEES: CLASSIFIED ADMINISTRATORS/MANAGERS

## CLASSIFIED MANAGERS BY ETHNICITY 2012 -2017

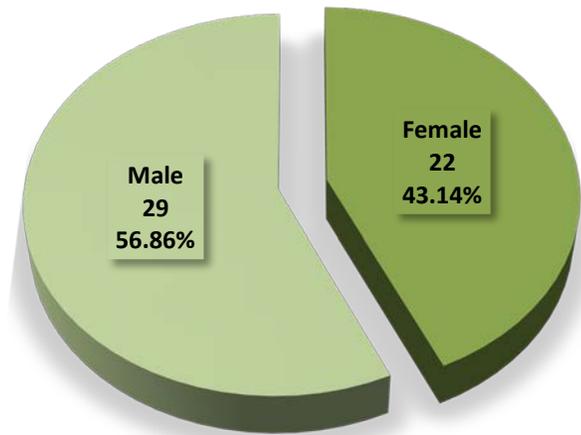
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	9	18.70%	9	20.00%	9	18.80%	8	19.51%	9	19.15%	11	21.57%
AMR IND	0	0.00%	0	0.00%	0	0.00%	1	2.44%	1	2.13%	1	1.96%
ASIAN	7	14.60%	7	15.60%	7	14.60%	5	12.20%	7	14.89%	6	11.77%
CAUCASIAN	21	43.70%	20	44.40%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

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



## CLASSIFIED ADMINISTRATORS/MANAGERS BY GENDER – FALL 2017

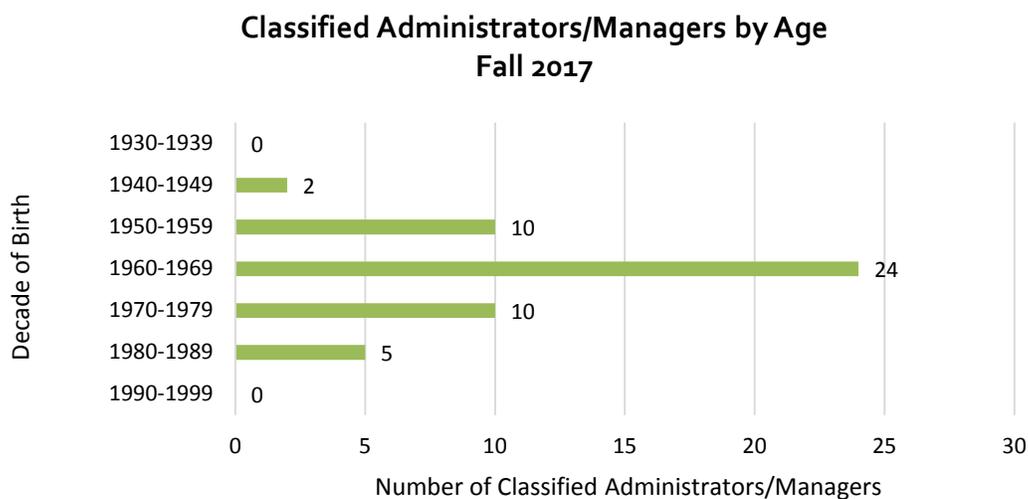
In 2014, male classified administrators/managers comprised 71.05 % (27) of the group, and female classified administrators/managers 28.95% (11). While female classified administrators/managers are still outnumbered by male administrators/managers within this employment category, by Fall 2017, statistics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



**Total: 51**

## CLASSIFIED ADMINISTRATORS/MANAGERS BY AGE – FALL 2017

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



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

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

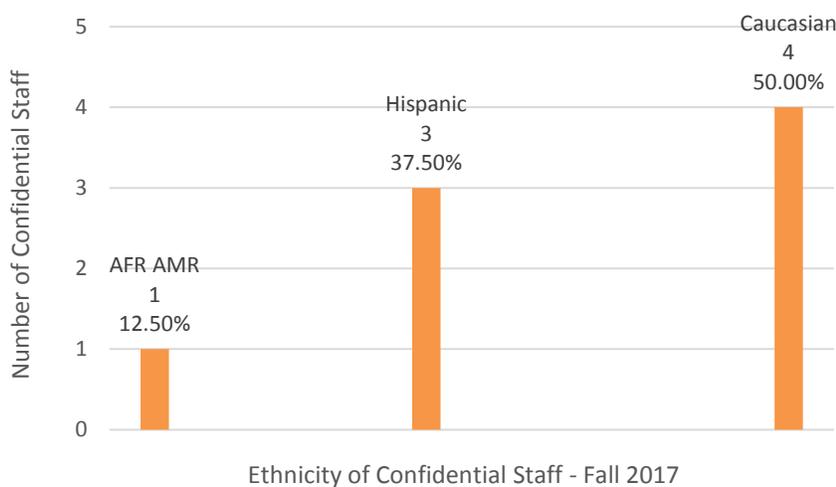


## SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

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

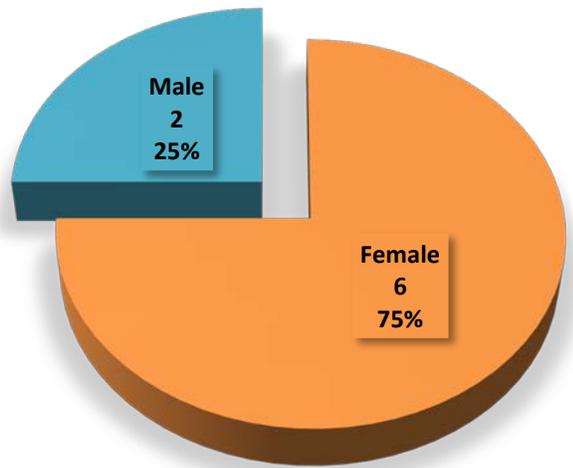
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	2	25.00%	2	25.00%	0	0.00%	1	16.67%	1	12.50%	1	12.50%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	12.50%	2	25.00%	2	33.30%	0	0.00%	0	0.00%	0	0.00%
CAUCASIAN	3	37.50%	3	37.50%	3	50.00%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

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



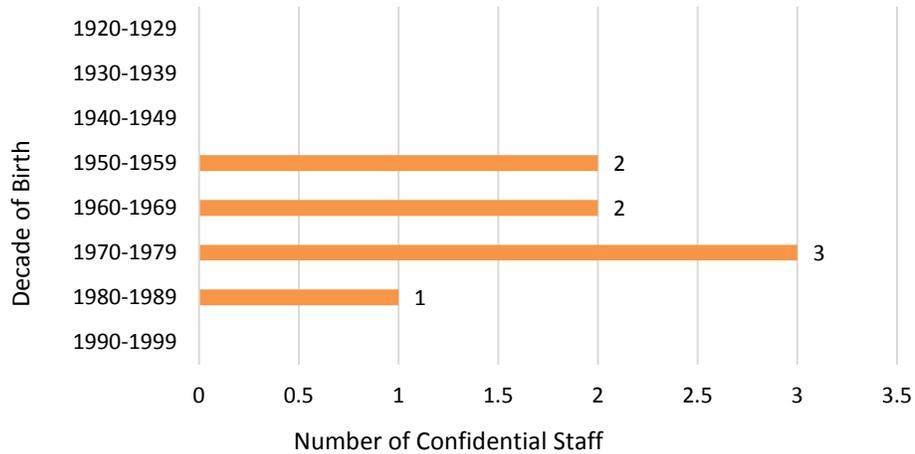
## CONFIDENTIAL STAFF BY GENDER – FALL 2017

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



Total: 8

## CONFIDENTIAL STAFF BY AGE – FALL 2017

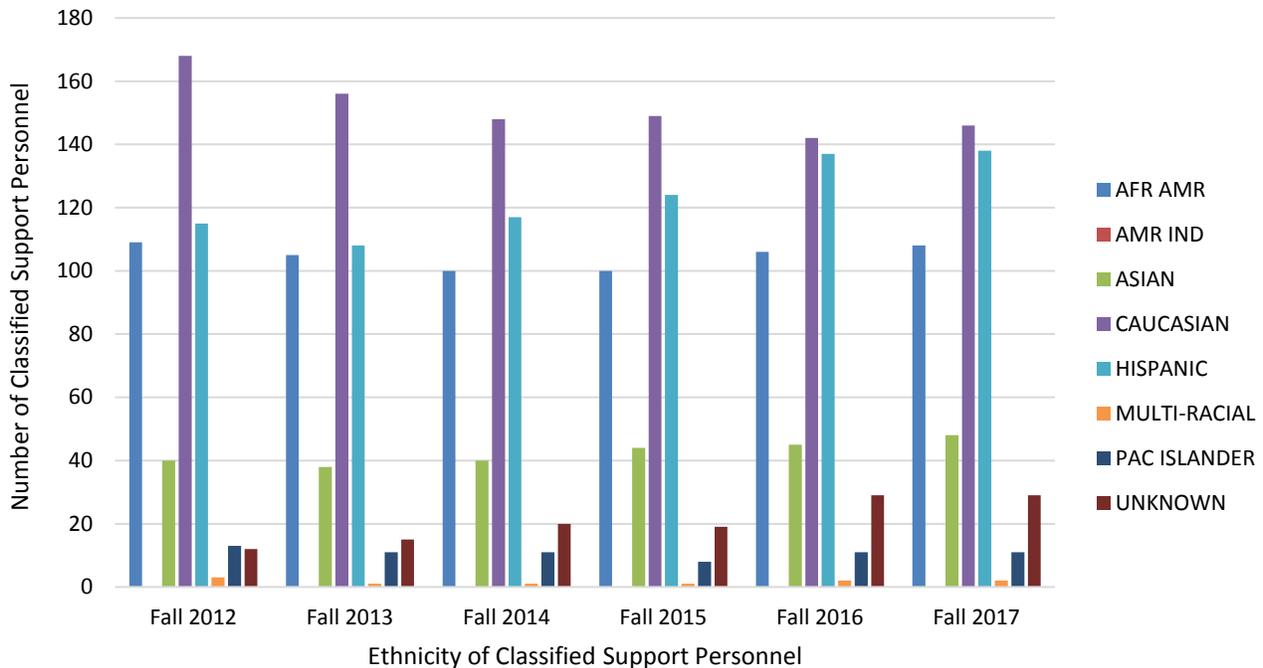


# SMC EMPLOYEES: CLASSIFIED SUPPORT

## CLASSIFIED SUPPORT BY ETHNICITY – 2012-2017

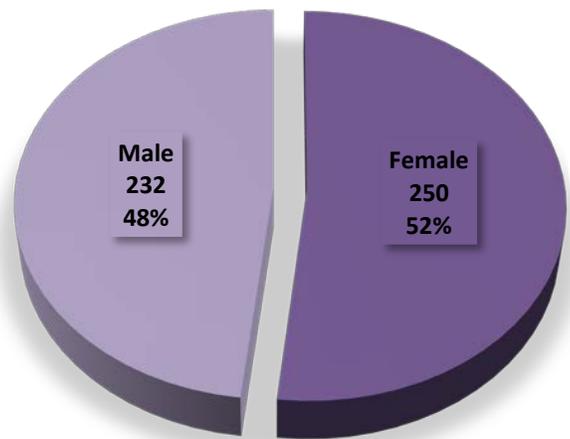
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	109	23.70%	105	24.20%	100	22.90%	100	22.47%	106	22.46%	108	22.41%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	40	8.70%	38	8.80%	40	9.20%	44	9.89%	45	9.53%	48	9.96%
CAUCASIAN	168	36.50%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

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



## CLASSIFIED SUPPORT PERSONNEL BY GENDER – FALL 2017

Females outnumber males within the classified support employment category.

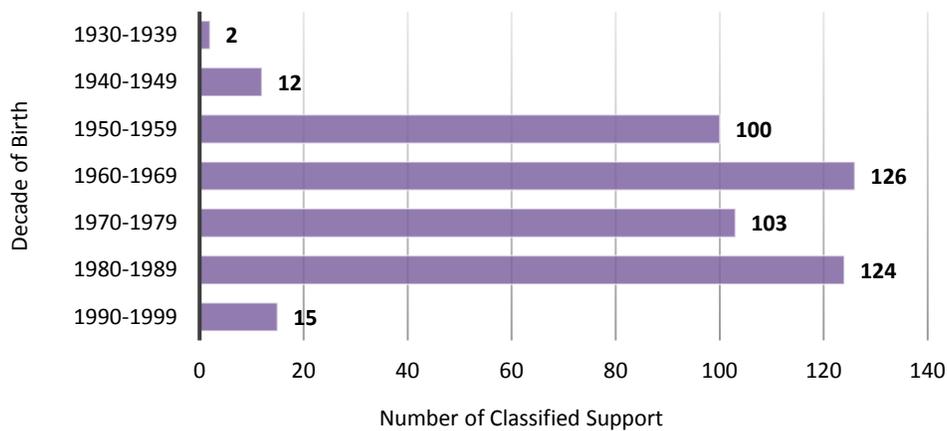


Total: 482

## CLASSIFIED SUPPORT PERSONNEL BY AGE – FALL 2017

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

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



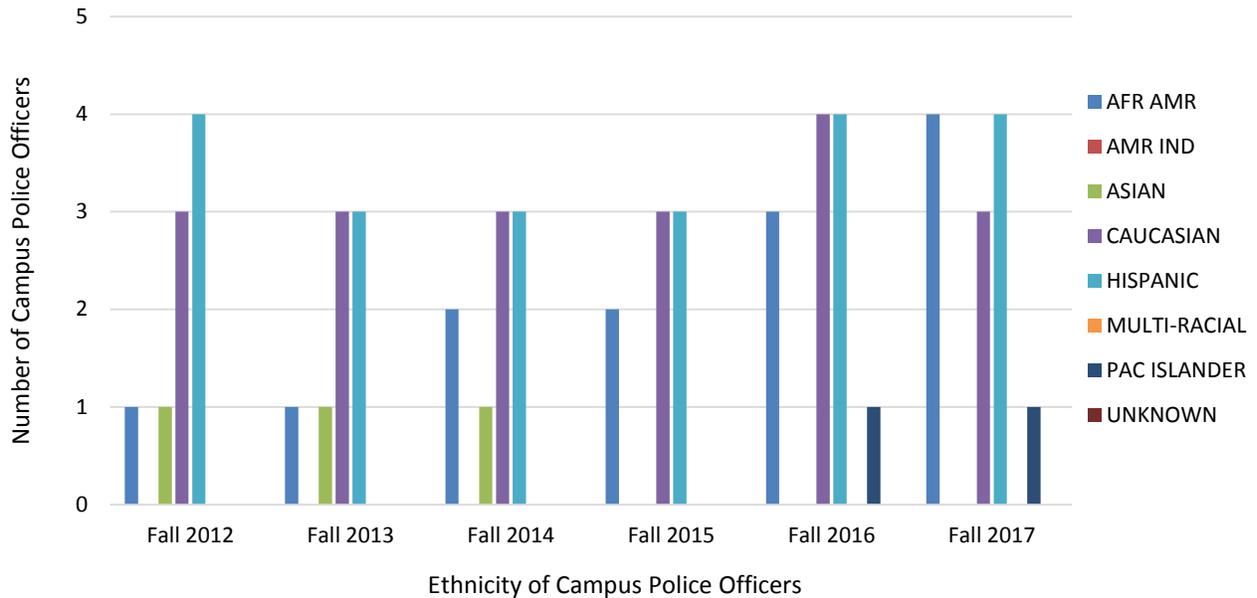
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# SMC COMMUNITY COLLEGE POLICE OFFICERS

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

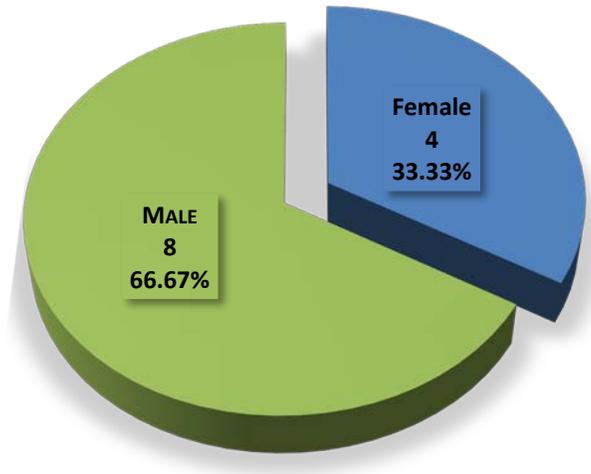
## College Police Officers by Ethnicity 2012-2017

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



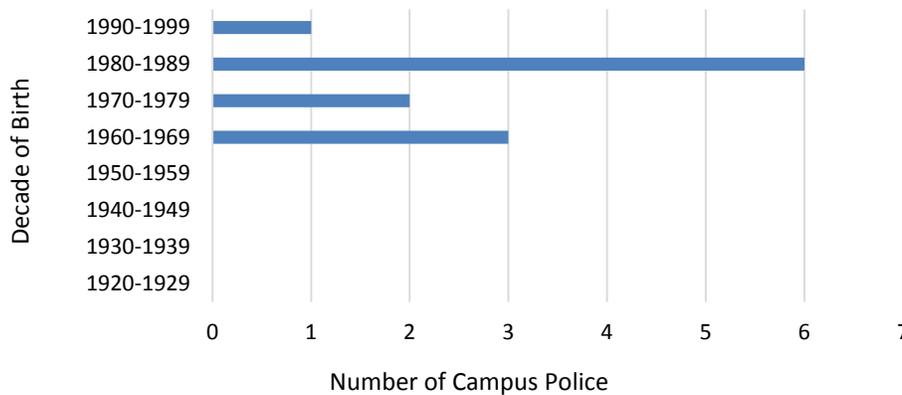
## CAMPUS POLICE OFFICERS BY GENDER – FALL 2017

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



Total:12

## CAMPUS POLICE OFFICERS BY AGE – FALL 2017



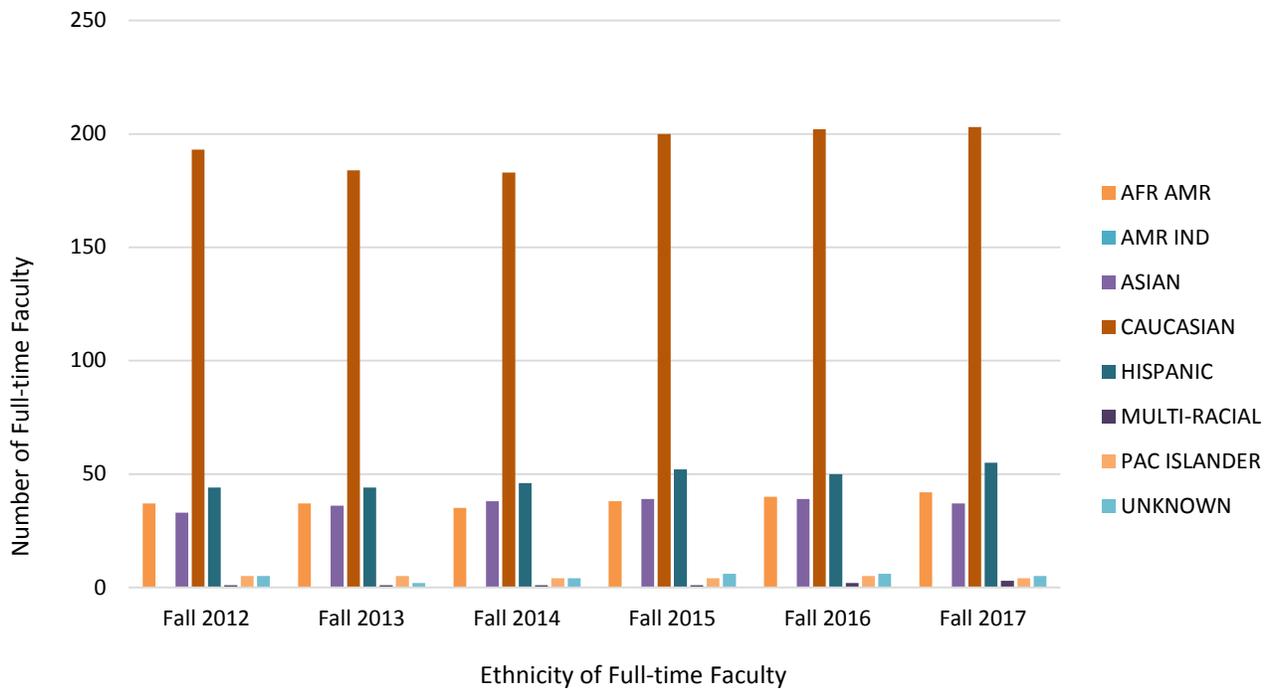
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# SMC EMPLOYEES: FULL-TIME FACULTY

## ETHNICITY 2012 - 2017

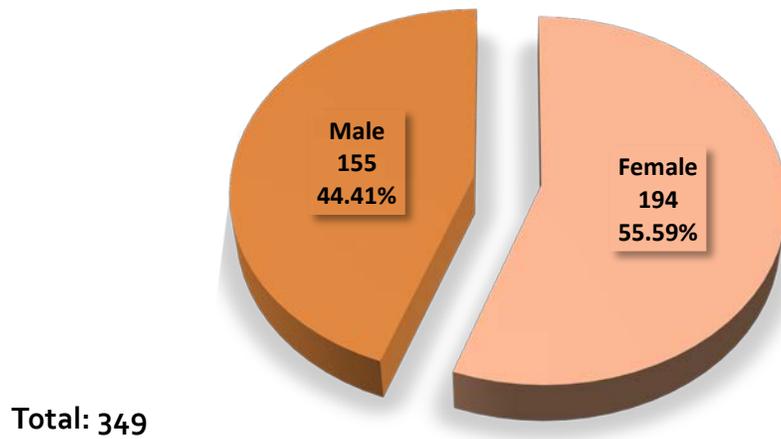
Ethnicity	Fall 2012		Fall 2013		Fall 2014		Fall 2015		Fall 2016		Fall 2017	
	No.	%										
AFR AMR	37	11.64%	37	11.97%	35	11.25%	38	11.18%	40	11.63%	42	12.03%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	33	10.38%	36	11.65%	38	12.22%	39	11.47%	39	11.34%	37	10.60%
CAUCASIAN	193	60.69%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

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



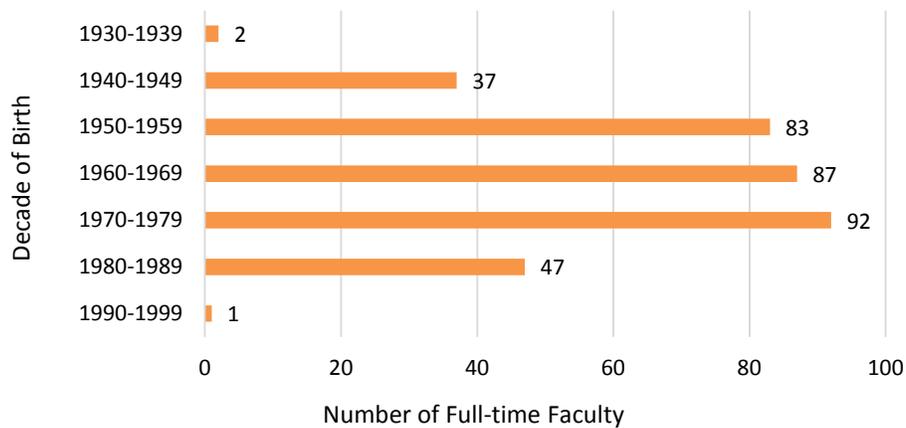
## FULL-TIME FACULTY BY GENDER – FALL 2017

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



## FULL-TIME FACULTY BY AGE – FALL 2017

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



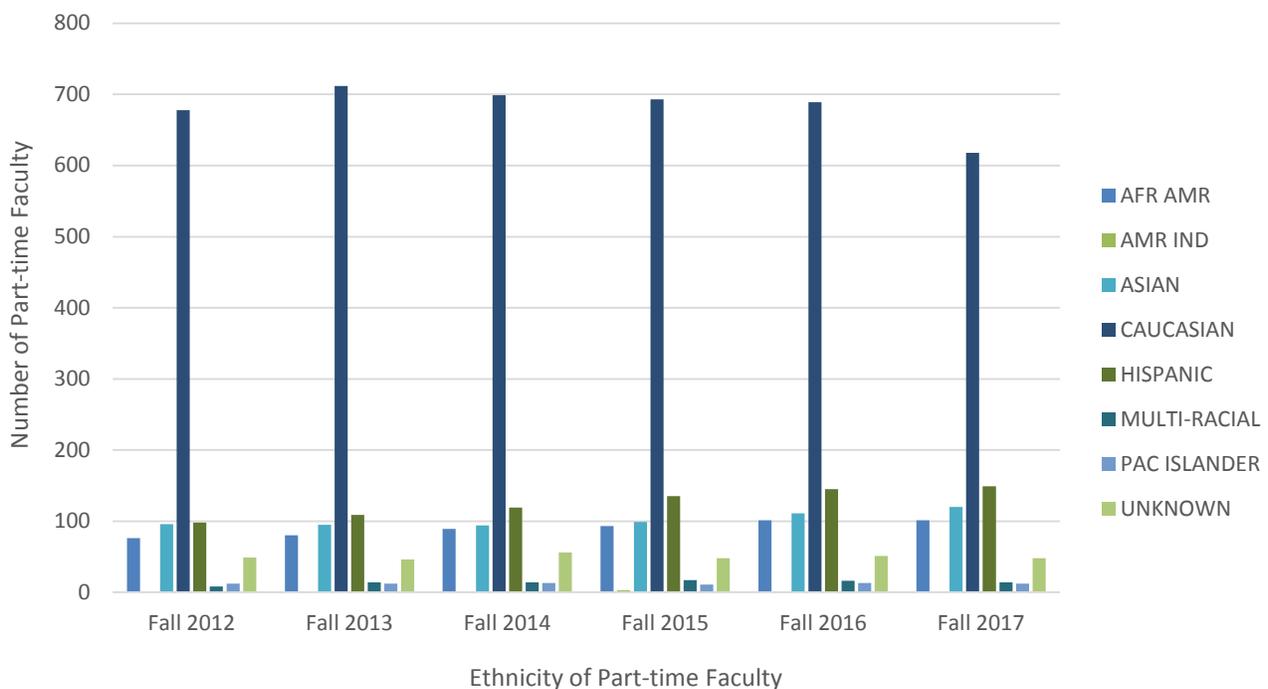
# SMC EMPLOYEES: PART-TIME FACULTY

## PART-TIME FACULTY BY ETHNICITY 2012-2017

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

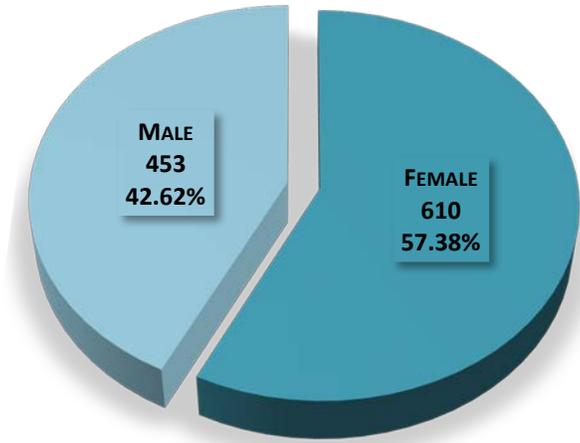
Between 2012 and 2016 the number of part-time faculty increased. While there are still more part-time faculty than in Fall 2012, in response to the increased number of full-time faculty hired during the past several years, the number of part-time faculty have declined from 2016.

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



## PART-TIME FACULTY BY GENDER – FALL 2017

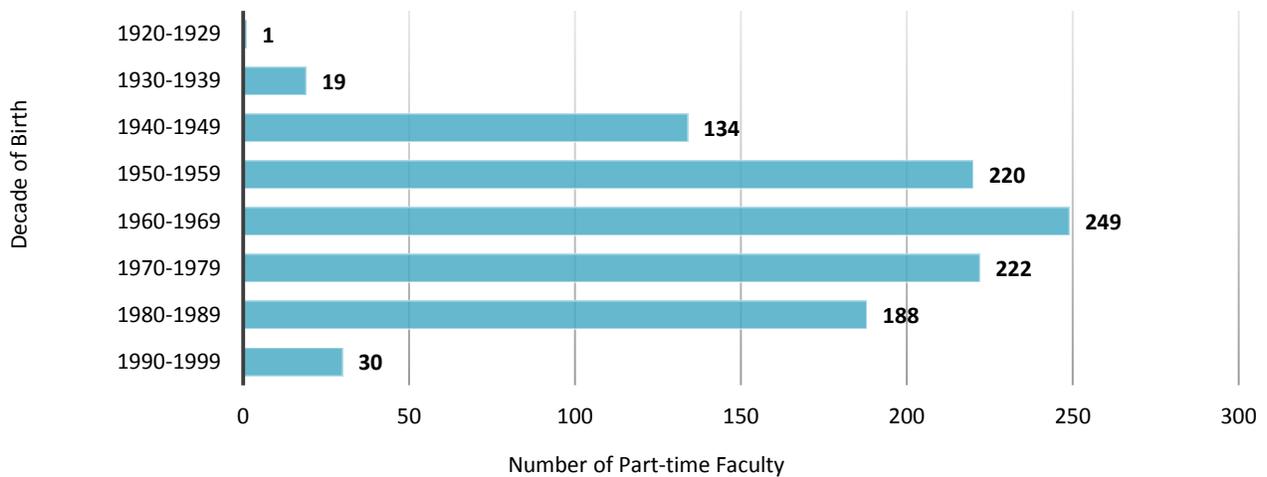
As with full-time faculty, female part-time faculty members outnumber their male counterparts.



Total: 1,063

## PART-TIME FACULTY BY AGE – FALL 2017

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



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

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

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

## ACADEMIC APPLICANT DATA

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

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

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

## ACADEMIC APPLICANT DATA FOR 2015-2017

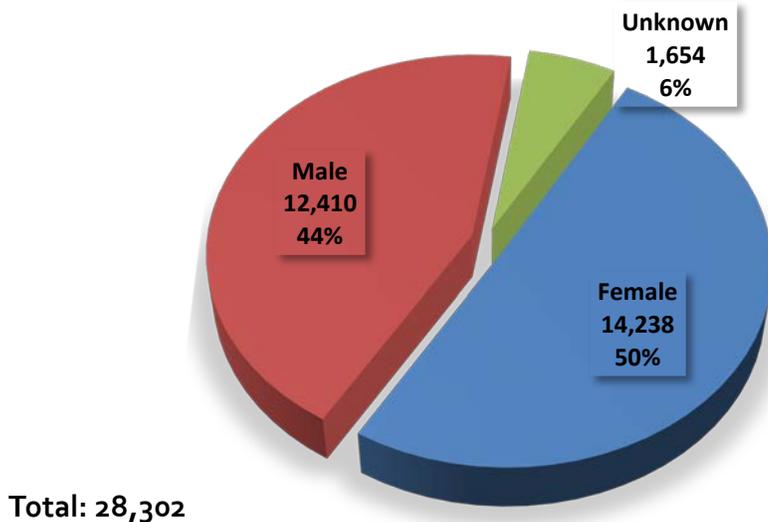
There were a total of 28,302 academic applicants for the period 2015-2017. The breakdown is as follows:

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

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

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

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

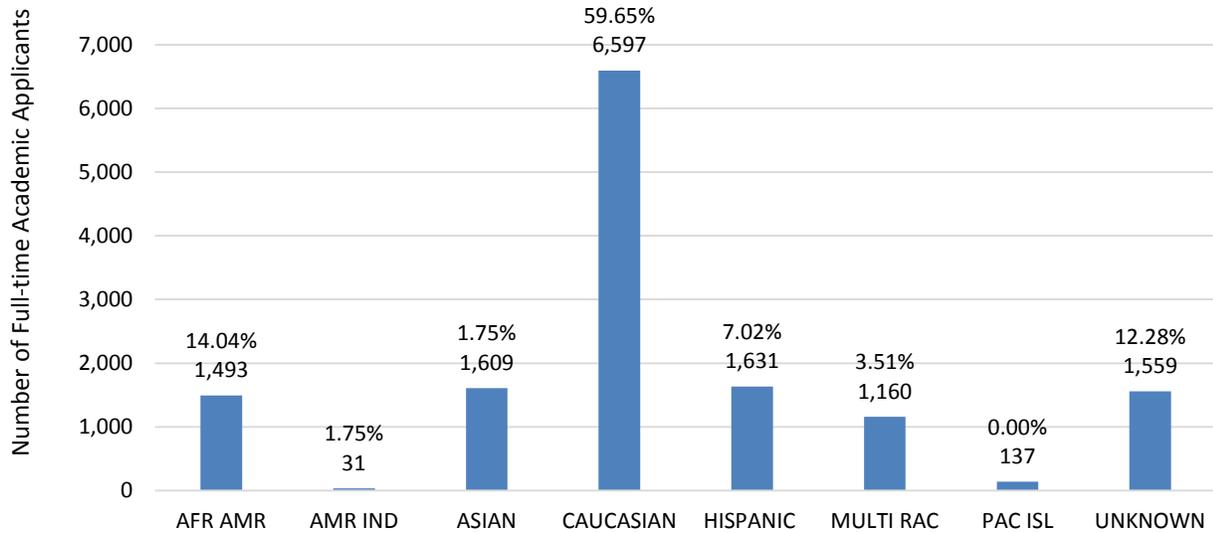


### SUMMARY OF FULL-TIME & PART-TIME ACADEMIC APPLICANTS BY AGE 2015-2017

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

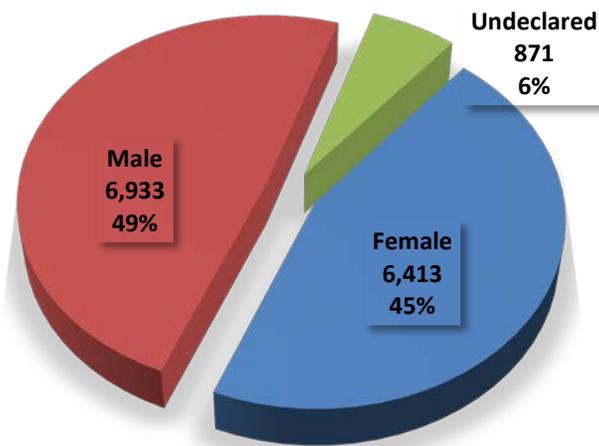
## FULL-TIME ACADEMIC APPLICANTS

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



Ethnicity by Full-time Academic Applicants 2015-2017

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



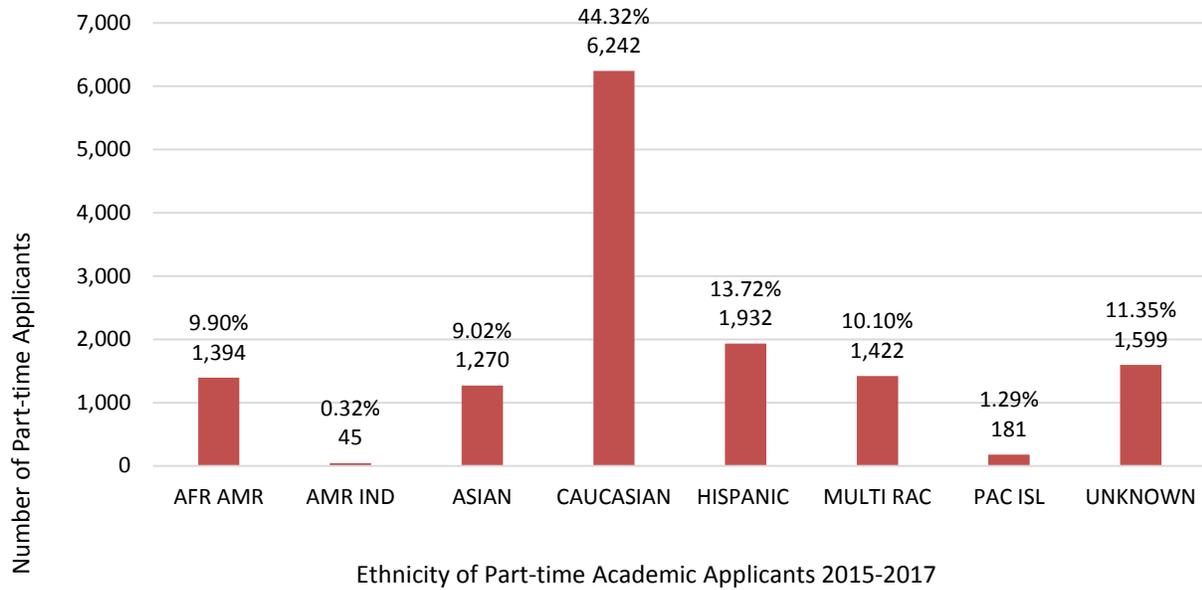
Total: 14,217

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

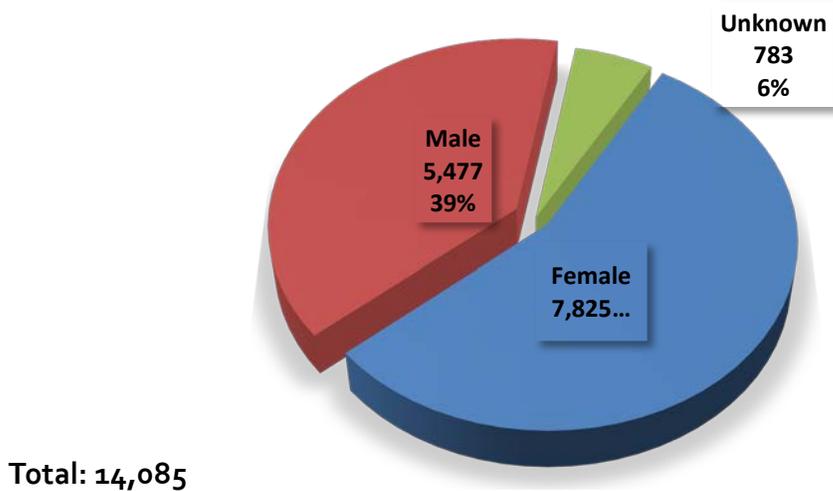
*At the time of publication of this report, age information is pending for Academic Applicants; it is the intent of the report's author that the information will be added to the report when available.*

## PART-TIME ACADEMIC APPLICANTS

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



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



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

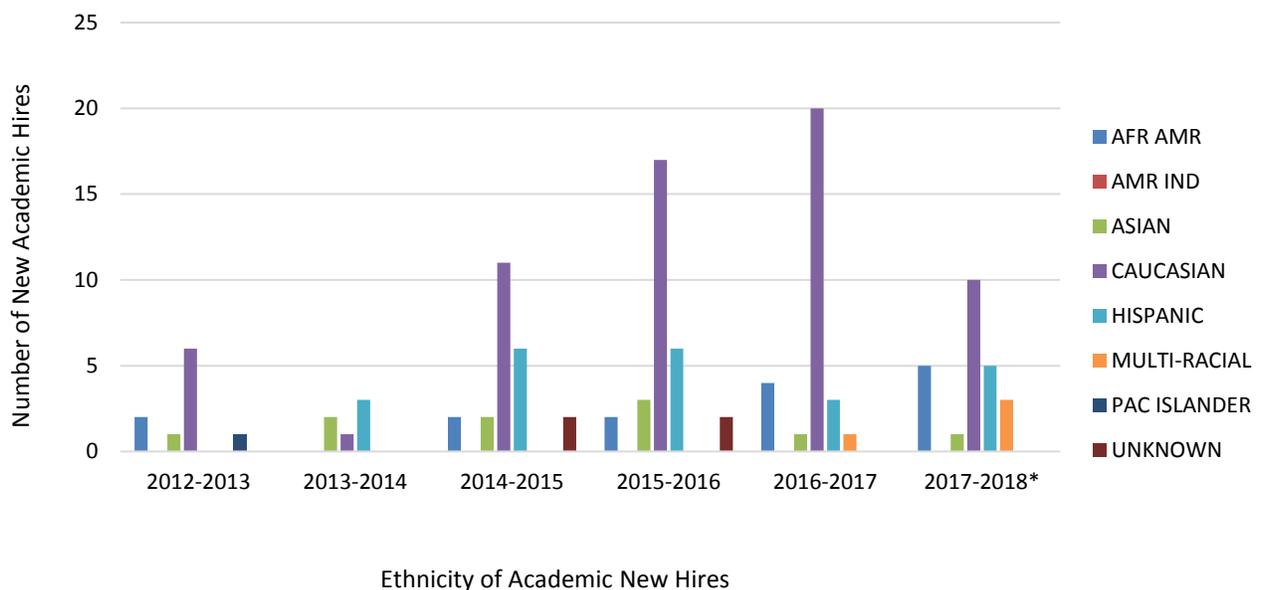
*At the time of publication of this report, age information is pending for Academic Applicants; it is the intent of the report's author that the information will be added to the report when available.*

## FULL-TIME FACULTY NEW HIRES

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

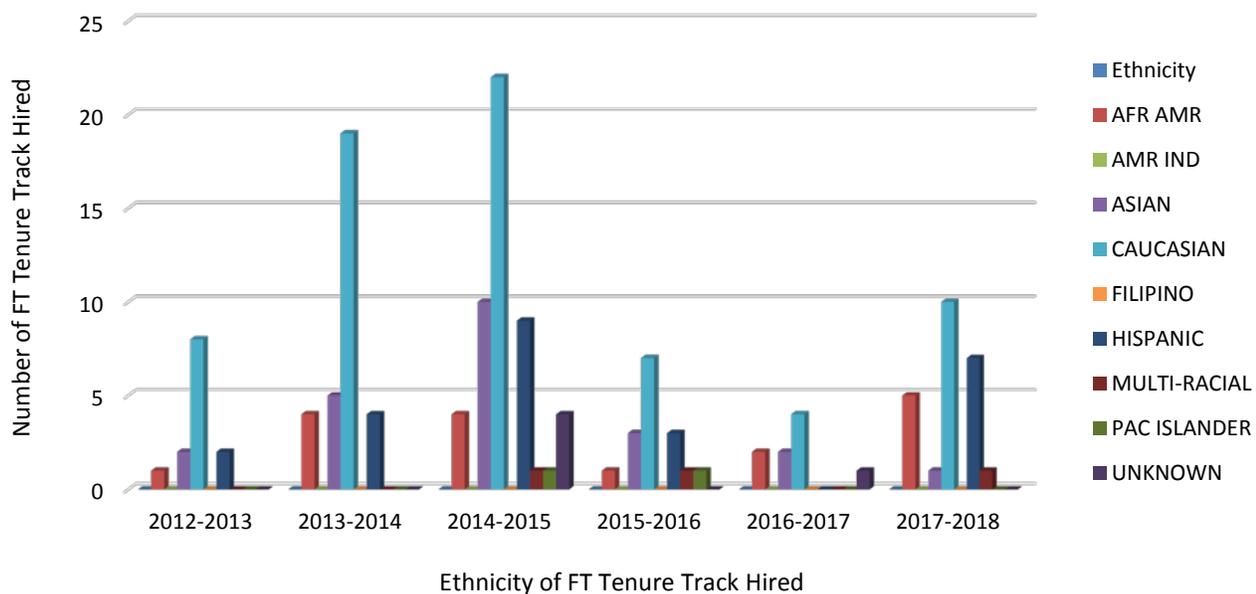
CSIS	1	1
DESIGN TECH	1	1
ENGLISH	1	1
KINESIOLOGY	1	1
MATH	3	1
MODERN LANG/CUL	2	1
MUSIC	3	1
PHILOSOPHY/SOCI	1	1
PHYSICAL SCI	1	1
<b>Grand Total</b>	<b>24</b>	<b>12</b>

### TENURE TRACK FULL-TIME FACULTY

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

### TENURE TRACK FULL-TIME FACULTY BY ETHNICITY

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



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

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

## TENURE TRACK FULL-TIME FACULTY BY GENDER

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

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

## TENURE TRACK FULL-TIME FACULTY BY AGE

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

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

## INTERPRETATION OF THE ACADEMIC DATA

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

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

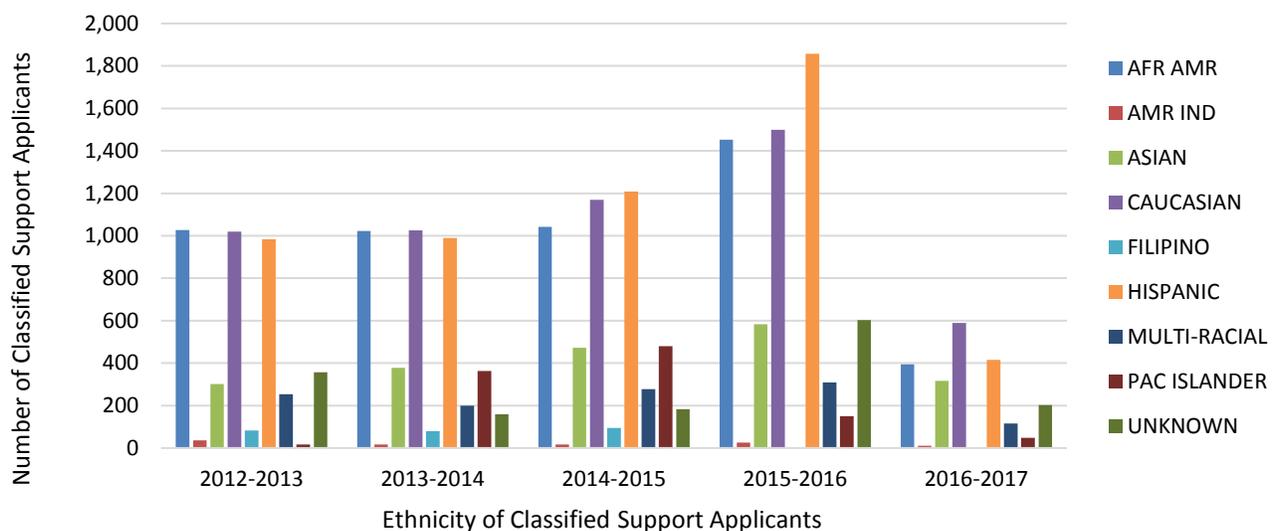
## CLASSIFIED APPLICANT POOLS

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

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

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

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

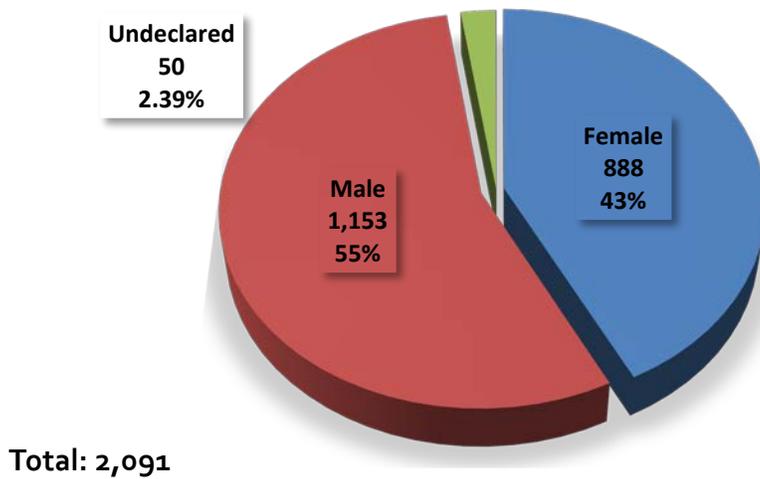


### CLASSIFIED SUPPORT APPLICANTS BY GENDER

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

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

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



### CLASSIFIED SUPPORT APPLICANTS BY AGE

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

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

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

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## **DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN**

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

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

## **SELECTION COMMITTEES AND TRAINING**

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

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

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

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<sup>4</sup> [http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO\\_Documents/EEO\\_Plan-BOT\\_Approved\\_FINAL\\_09.05.2017.pdf](http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Documents/EEO_Plan-BOT_Approved_FINAL_09.05.2017.pdf)

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

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## **GLOBAL CONNECTIVITY**

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

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

## **ACKNOWLEDGEMENT**

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

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



Marcia M. Wade

Vice President, Human Resources

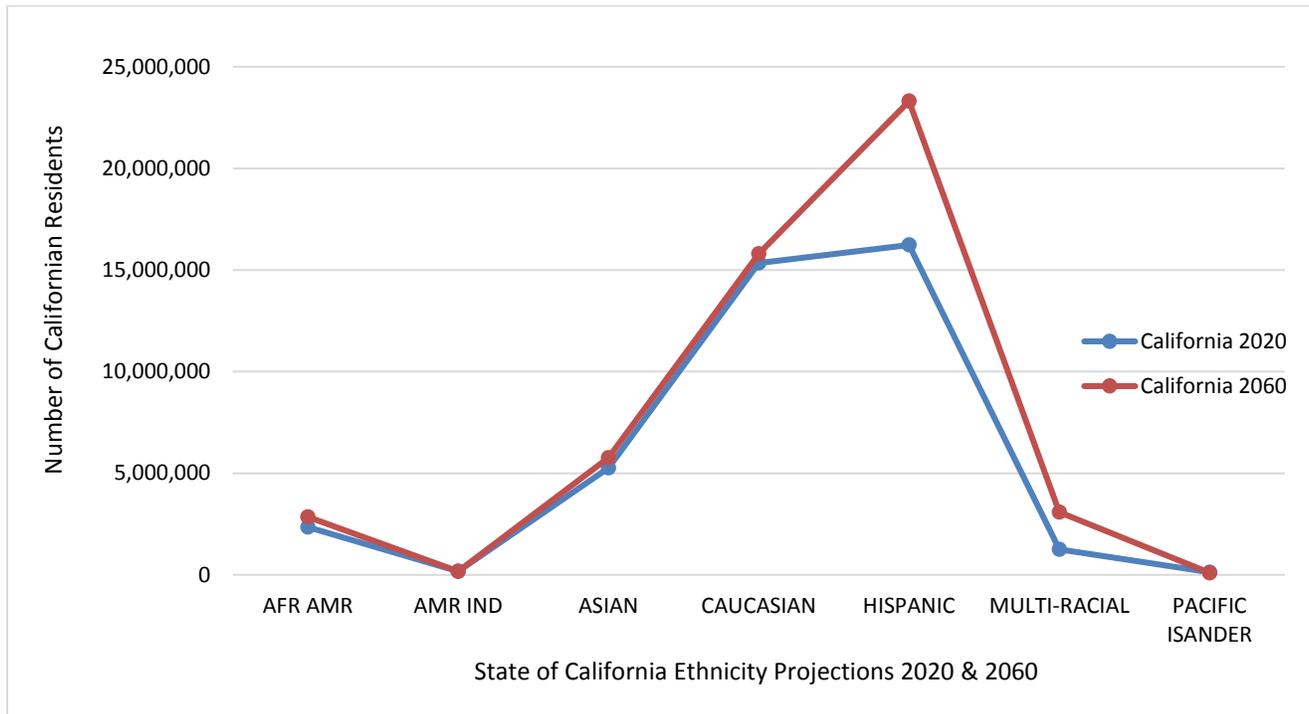
# Appendix 1

## State of California

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

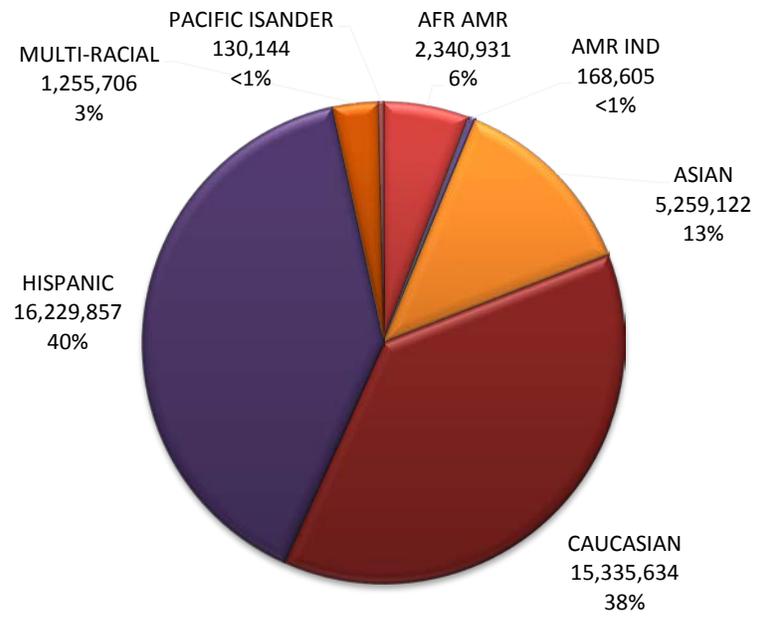
### 2020 & 2060

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

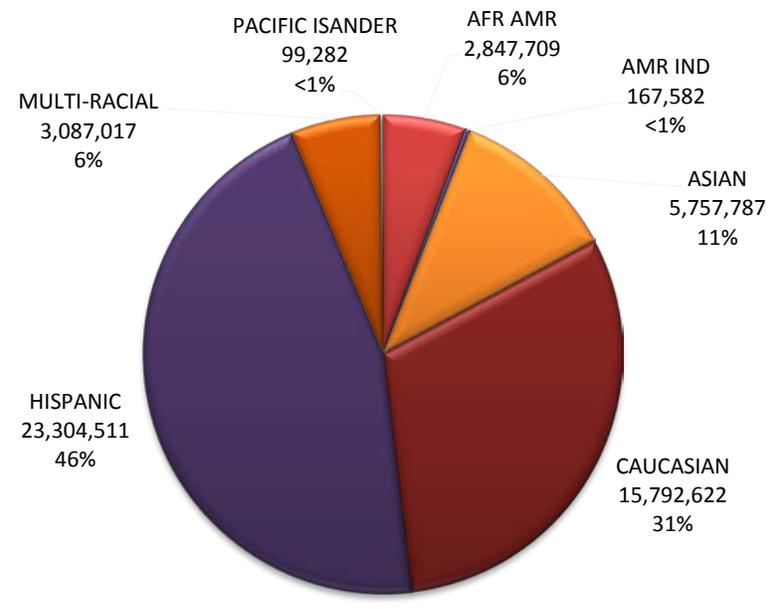


<sup>5</sup> Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

## State of California – Ethnicity Projection for 2020



## State of California – Ethnicity Projection for 2060



# Appendix 2

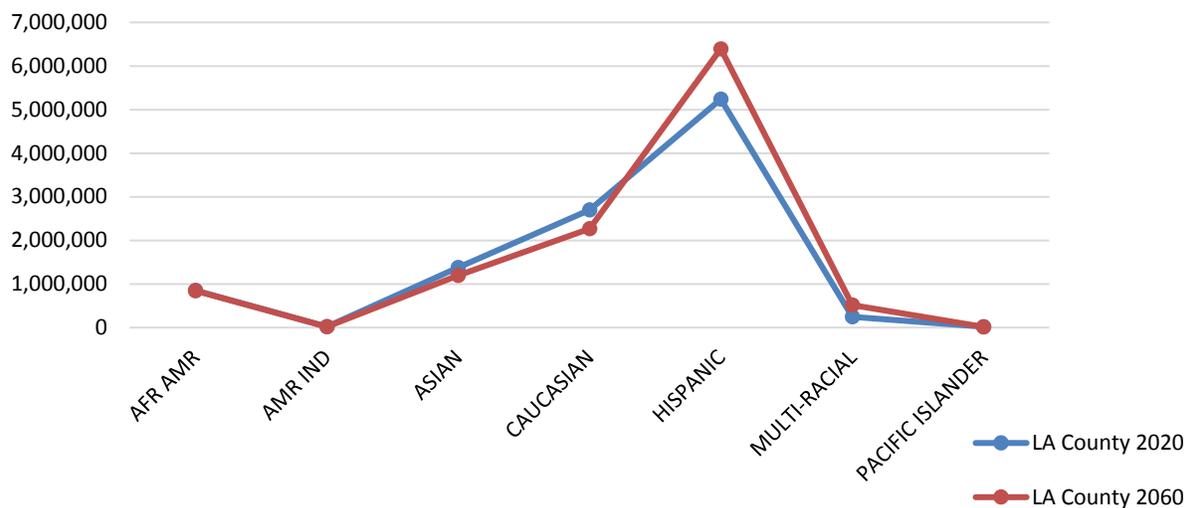
## County of Los Angeles

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

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

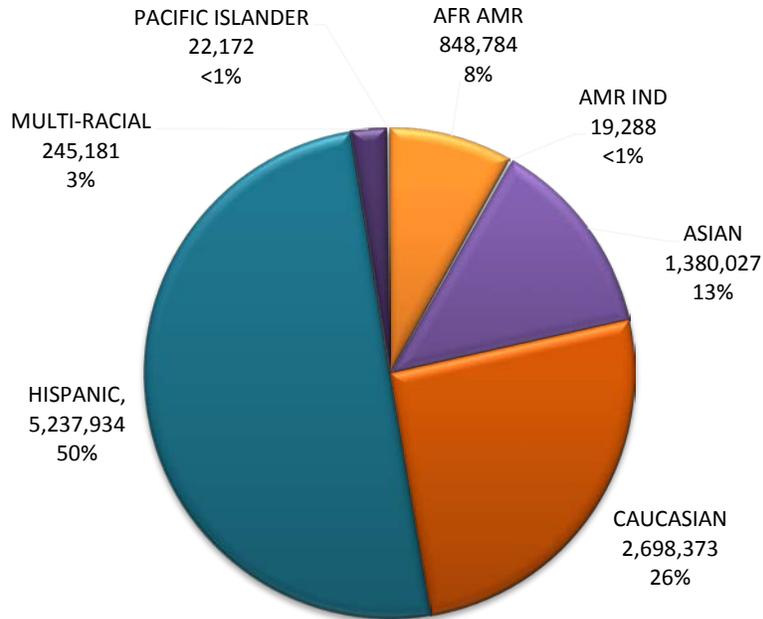
Projection by Decade	<u>AFR</u> <u>AMR</u>	<u>AMR</u> <u>IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-</u> <u>RACIAL</u>	<u>PACIFIC</u> <u>ISLANDER</u>	<u>TOTAL</u>
LA County 2020	848,784	19,288	1,380,027	2,698,373	5,237,934	245,181	22,172	10,451,759
Percentage of total	8.12%	0.18%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

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

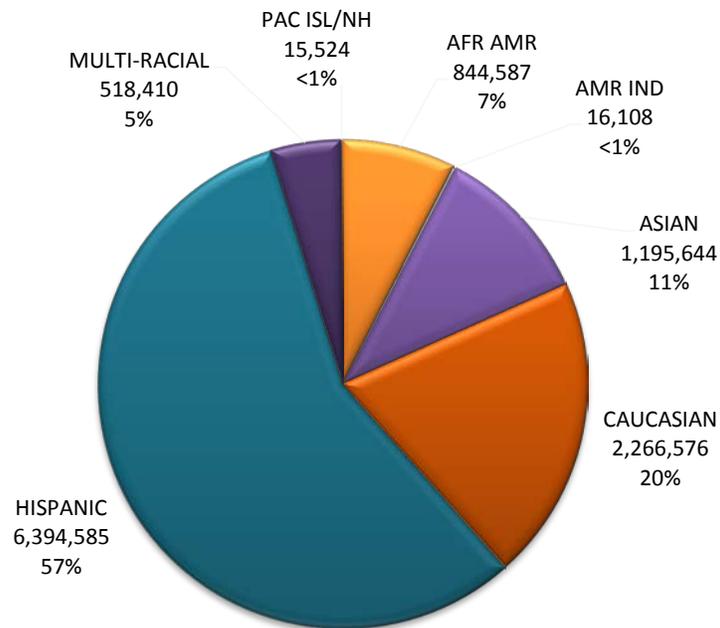


<sup>6</sup>Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, P-1: State Population Projections (2010-2060). <http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

## County of Los Angeles Ethnicity Projection for 2020



## County of Los Angeles Ethnicity Projection for 2060



## Appendix 3

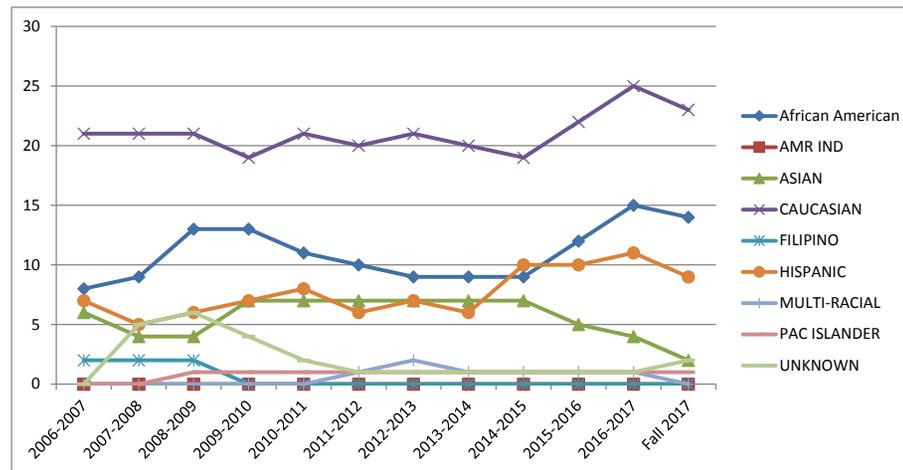
### **Ethnicity by Employee Group 2006-2017**

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

**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

**Academic Administrators**

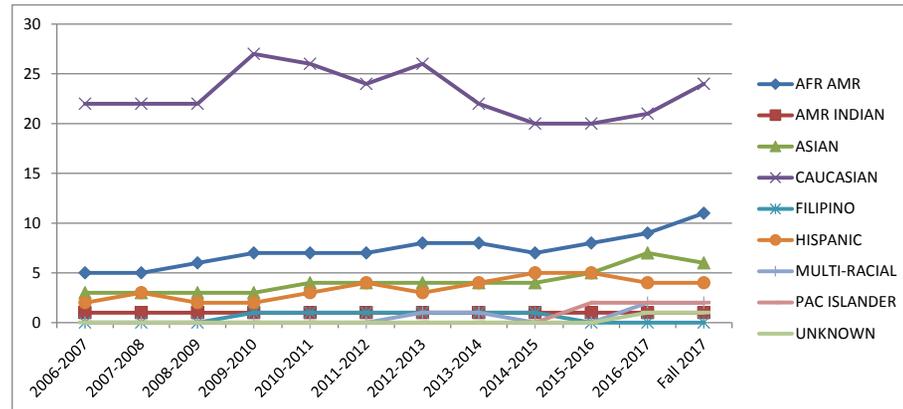
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	8	18.18%	0	0.00%	6	13.64%	21	47.73%	2	4.55%	7	15.91%	0	0.00%	0	0.00%	0	0.00%	44	100%
2007-2008	9	19.57%	0	0.00%	4	8.70%	21	45.65%	2	4.35%	5	10.87%	0	0.00%	0	0.00%	5	10.87%	46	100%
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%
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%
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%
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%
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%
2013-2014	9	20.00%	0	0.00%	7	15.60%	20	44.40%	0	0.00%	6	13.30%	1	2.20%	1	2.20%	1	2.20%	45	100%
2014-2015	9	18.80%	0	0.00%	7	14.60%	19	39.60%	0	0.00%	10	20.80%	1	2.10%	1	2.10%	1	2.10%	48	100%
2015-2016	12	23.08%	0	0.00%	5	9.62%	22	42.31%	0	0.00%	10	19.23%	1	1.92%	1	1.92%	1	1.92%	52	100%
2016-2017	15	25.86%	0	0.00%	4	6.90%	25	43.10%	0	0.00%	11	18.97%	1	1.72%	1	1.72%	1	1.72%	58	100%
Fall 2017	14	27.45%	0	0.00%	2	3.92%	23	45.10%	0	0.00%	9	17.65%	0	0.00%	1	1.96%	2	3.92%	51	100%



**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

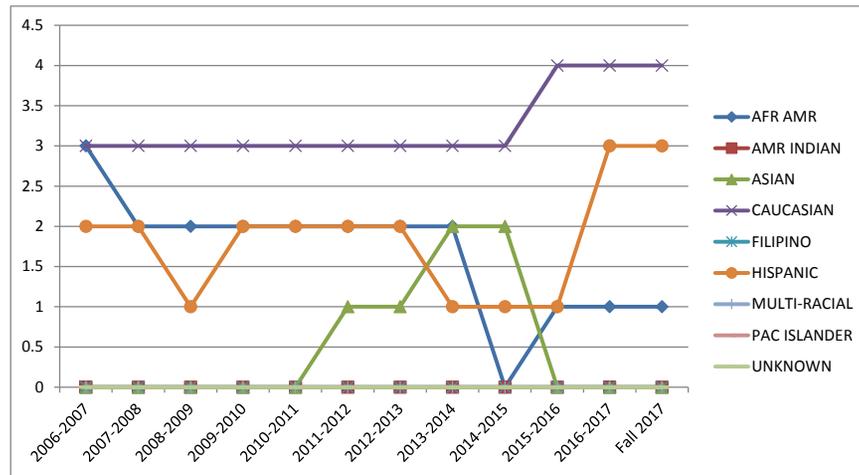
**Classified Administrators/Managers**

	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC 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%
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%
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%
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%
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%
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%
2012-2013	8	18.18%	1	2.27%	4	9.09%	26	59.09%	1	2.27%	3	6.82%	1	2.27%	0	0.00%	0	0.00%	44	100%
2013-2014	8	19.50%	1	2.40%	4	9.80%	22	53.70%	1	2.40%	4	9.80%	1	2.40%	0	0.00%	0	0.00%	41	100%
2014-2015	7	18.40%	1	2.60%	4	10.50%	20	52.60%	1	2.60%	5	13.20%	0	0.00%	0	0.00%	0	0.00%	38	100%
2015-2016	8	19.51%	1	2.44%	5	12.20%	20	48.78%	0	0.00%	5	12.20%	0	0.00%	2	4.87%	0	0.00%	41	100%
2016-2017	9	19.15%	1	2.13%	7	14.89%	21	44.68%	0	0.00%	4	8.51%	2	4.26%	2	4.26%	1	2.12%	47	100%
Fall 2017	11	21.57%	1	1.96%	6	11.77%	24	47.06%	0	0.00%	4	7.84%	2	3.92%	2	3.92%	1	1.96%	51	100%



**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

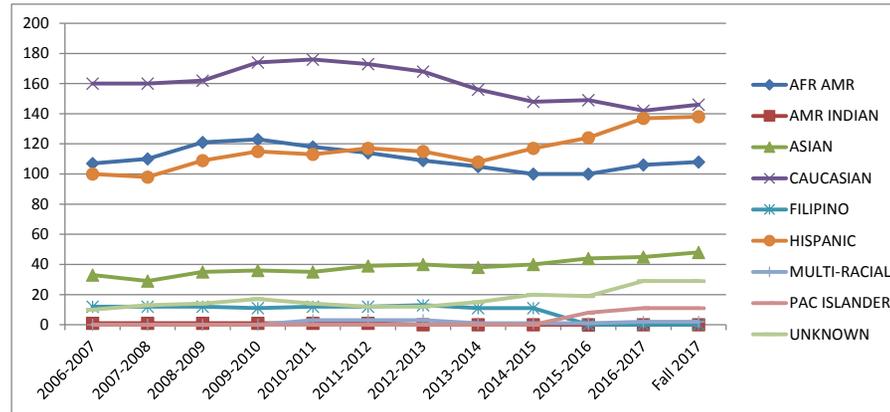
<b>Confidential Staff</b>																					
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
2006-2007	3	37.50%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	8	100%	
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%	7	100%	
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%	6	100%	
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%	7	100%	
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%	7	100%	
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%	8	100%	
2012-2013	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%	8	100%	
2013-2014	2	25.00%	0	0.00%	2	25.00%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	8	100%	
2014-2015	0	0.00%	0	0.00%	2	33.33%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100%	
2015-2016	1	16.67%	0	0.00%	0	0.00%	4	66.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100%	
2016-2017	1	12.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	0	0.00%	8	100%	
Fall 2017	1	12.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	0	0.00%	8	100%	



**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

**Classified Support**

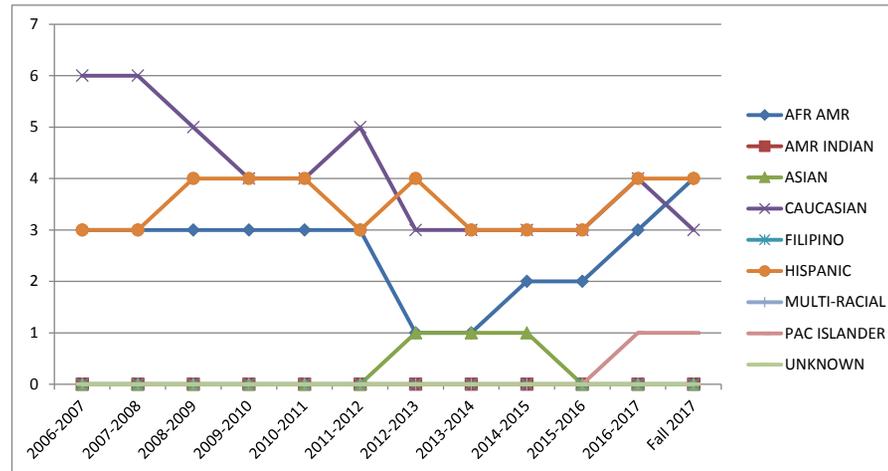
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	107	25.30%	1	0.24%	33	7.80%	160	37.83%	12	2.84%	100	23.64%	0	0.00%	0	0.00%	10	2.36%	423	100%
2007-2008	110	26.00%	1	0.24%	29	6.86%	160	37.83%	12	2.84%	98	23.17%	0	0.00%	0	0.00%	13	3.07%	423	100%
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%
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%
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%
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%
2012-2013	109	23.70%	0	0.00%	40	8.70%	168	36.52%	13	2.83%	115	25.00%	3	0.65%	0	0.00%	12	2.61%	460	100%
2013-2014	105	24.20%	0	0.00%	38	8.80%	156	35.90%	11	2.50%	108	24.90%	1	0.20%	0	0.00%	15	3.50%	434	100%
2014-2015	100	22.90%	0	0.00%	40	9.20%	148	33.90%	11	2.50%	117	26.80%	1	0.20%	0	0.00%	20	4.60%	437	100%
2015-2016	100	22.47%	0	0.00%	44	9.89%	149	33.48%	0	0.00%	124	27.87%	1	0.22%	8	1.80%	19	4.27%	445	100%
2016-2017	106	22.46%	0	0.00%	45	9.53%	142	30.09%	0	0.00%	137	29.03%	2	0.42%	11	2.33%	29	6.14%	472	100%
Fall 2017	108	22.41%	0	0.00%	48	9.96%	146	30.29%	0	0.00%	138	28.63%	2	0.41%	11	2.28%	29	6.02%	482	100%



**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

**Community College Police Officers**

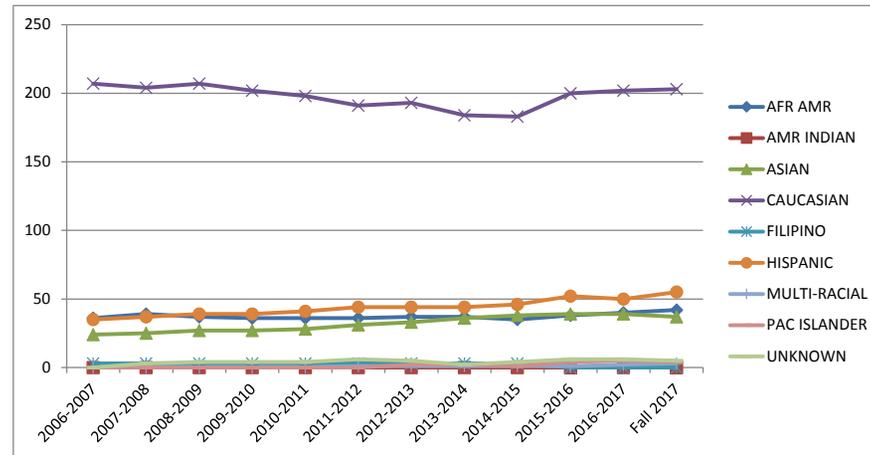
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	25.00%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	12	100%
2007-2008	3	25.00%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	12	100%
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%	12	100%
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%	11	100%
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%	11	100%
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%	11	100%
2012-2013	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%	9	100%
2013-2014	1	12.50%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	0	0.00%	8	100%
2014-2015	2	22.22%	0	0.00%	1	11.11%	3	33.33%	0	0.00%	3	33.33%	0	0.00%	0	0.00%	0	0.00%	9	100%
2015-2016	2	25.00%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	0	0.00%	8	100%
2016-2017	3	25.00%	0	0.00%	0	0.00%	4	33.33%	0	0.00%	4	33.33%	0	0.00%	1	8.33%	0	0.00%	12	100%
Fall 2017	4	33.33%	0	0.00%	0	0.00%	3	25.00%	0	0.00%	4	33.33%	0	0.00%	1	8.33%	0	0.00%	12	100%



**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

**Full-time Faculty**

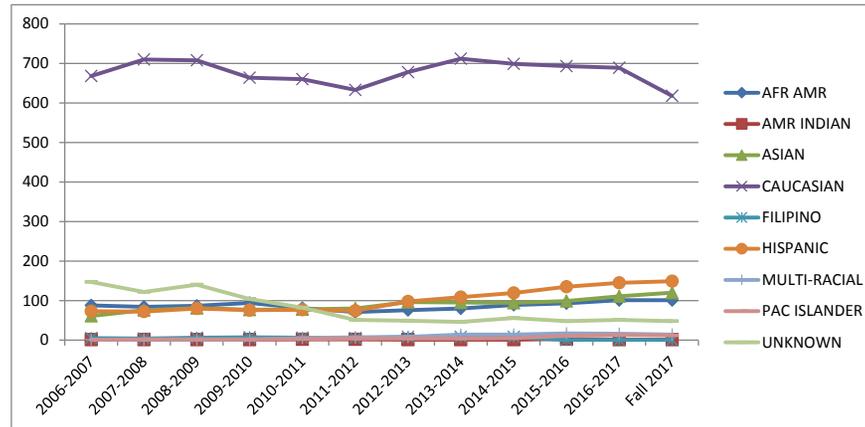
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	36	11.80%	0	0.00%	24	7.87%	207	67.87%	3	0.98%	35	11.48%	0	0.00%	0	0.00%	0	0.00%	305	100%
2007-2008	39	12.54%	0	0.00%	25	8.04%	204	65.59%	3	0.96%	37	11.90%	0	0.00%	0	0.00%	3	0.96%	311	100%
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%	317	100%
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%	311	100%
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%	310	100%
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%	312	100%
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%	318	100%
2013-2014	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	1	0.32%	2	0.65%	2	0.65%	309	100%
2014-2015	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	1	0.32%	4	1.29%	311	100%
2015-2016	38	11.18%	0	0.00%	39	11.47%	200	58.82%	0	0.00%	52	15.29%	1	0.29%	4	1.18%	6	1.76%	340	100%
2016-2017	40	11.63%	0	0.00%	39	11.34%	202	58.72%	0	0.00%	50	14.54%	2	0.58%	5	1.45%	6	1.74%	344	100%
Fall 2017	42	12.03%	0	0.00%	37	10.60%	203	58.17%	0	0.00%	55	15.76%	3	0.86%	4	1.15%	5	1.43%	349	100%



**Santa Monica College  
Ethnicity of Employee Groups  
2006-2017**

**Part-time Faculty**

	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC 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%
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%
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%
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%
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%
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%
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%
2013-2014	80	7.48%	1	0.09%	95	8.89%	712	66.60%	8	0.75%	109	10.20%	14	1.31%	4	0.37%	46	4.30%	1,069	100%
2014-2015	89	8.20%	1	0.09%	94	8.66%	699	64.42%	8	0.74%	119	10.97%	14	1.29%	5	0.46%	56	5.16%	1,085	100%
2015-2016	93	8.46%	3	0.27%	99	9.01%	693	63.06%	0	0.00%	135	12.28%	17	1.55%	11	1.00%	48	4.37%	1099	100%
2016-2017	101	8.96%	1	0.09%	111	9.85%	689	61.14%	0	0.00%	145	12.87%	16	1.42%	13	1.15%	51	4.52%	1127	100%
Fall 2017	101	9.50%	1	0.09%	120	11.29%	618	58.13%	0	0.00%	149	14.02%	14	1.32%	12	1.13%	48	4.52%	1063	100%



## Appendix 4

# Full-Time Faculty by Department

2006-2017

**Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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%
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%
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%
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%
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%
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%
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%
ART	2013	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%
ART	2014	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%
ART	2015	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
ART	2016	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
ART	2017	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%
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%
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%
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%
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%
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%
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%
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%
ATHLETICS	2013	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%
ATHLETICS	2014	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%
ATHLETICS	2015	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%
ATHLETICS	2016	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%
ATHLETICS	2017	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%
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%
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%
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%
BUSINESS	2009	2	14.29%	0	0.00%	3	21.43%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100%
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%
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%
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%
BUSINESS	2013	2	18.18%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
BUSINESS	2014	2	18.18%	0	0.00%	3	27.27%	5	45.50%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
BUSINESS	2015	1	7.69%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	0	0.00%	13	100%
BUSINESS	2016	1	9.09%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100%
BUSINESS	2017	2	12.50%	0	0.00%	3	18.75%	7	43.75%	0	0.00%	4	25.00%	0	0.00%	0	0.00%	16	100%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
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%
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%
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%
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%
CHILD CENTER	2013	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%
CHILD CENTER	2014	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%
CHILD CENTER	2015	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%
CHILD CENTER	2016	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%
CHILD CENTER	2017	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%
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%
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%
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%
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%
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%
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%
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%
COMMUNICATIONS	2013	1	8.33%	0	0.00%	1	8.33%	7	58.33%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100%
COMMUNICATIONS	2014	0	0.00%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100%
COMMUNICATIONS	2015	1	8.33%	0	0.00%	1	8.33%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	1	8.33%	12	100%
COMMUNICATIONS	2016	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%
COMMUNICATIONS	2017	2	14.29%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	3	21.43%	0	0.00%	1	7.14%	14	100%

**Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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%
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%
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%
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%
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%
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%
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%
COSMETOLOGY	2013	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%
COSMETOLOGY	2014	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%
COSMETOLOGY	2015	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%
COSMETOLOGY	2016	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%
COSMETOLOGY	2017	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%
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%
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%
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%
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%
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%
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%
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%
COUNSELING	2013	8	18.60%	0	0.00%	3	6.98%	17	39.53%	1	2.33%	14	32.56%	0	0.00%	0	0.00%	43	100%
COUNSELING	2014	8	18.18%	0	0.00%	4	9.09%	17	38.64%	1	2.27%	14	31.82%	0	0.00%	0	0.00%	44	100%
COUNSELING	2015	8	15.09%	0	0.00%	5	9.43%	20	37.74%	1	1.89%	19	35.85%	0	0.00%	0	0.00%	53	100%
COUNSELING	2016	8	17.78%	0	0.00%	4	8.89%	16	35.56%	1	2.22%	16	35.56%	0	0.00%	0	0.00%	45	100%
COUNSELING	2017	9	20.00%	0	0.00%	3	6.67%	15	33.33%	1	2.22%	17	37.78%	0	0.00%	0	0.00%	45	100%
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%
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%
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%
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%
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%
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%
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%
CSIS	2013	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%
CSIS	2014	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%
CSIS	2015	1	7.69%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100%
CSIS	2016	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
CSIS	2017	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	1	9.09%	0	0.00%	1	9.09%	11	100%

**Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
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%
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%
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%
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%
DANCE	2013	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%
DANCE	2014	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%
DANCE	2015	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%
DANCE	2016	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%
DANCE	2017	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%
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%
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%
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%
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%
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%
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%
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%
DESIGN TECH.	2013	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%
DESIGN TECH.	2014	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%
DESIGN TECH.	2015	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100%
DESIGN TECH.	2016	0	0.00%	0	0.00%	2	22.22%	5	55.56%	1	11.11%	1	11.11%	0	0.00%	0	0.00%	9	100%
DESIGN TECH.	2017	0	0.00%	0	0.00%	2	20.00%	6	60.00%	1	10.00%	1	10.00%	0	0.00%	0	0.00%	10	100%
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%
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%
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%
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%
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%
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%
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%
DISABL STU CTR	2013	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%
DISABL STU CTR	2014	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%
DISABL STU CTR	2015	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%
DISABL STU CTR	2016	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%
DISABL STU CTR	2017	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%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
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%
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%
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%
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%
EARTH SCIENCE	2013	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%
EARTH SCIENCE	2014	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%
EARTH SCIENCE	2015	0	0.00%	0	0.00%	0	0.00%	13	92.86%	0	0.00%	0	0.00%	0	0.00%	1	7.14%	14	100%
EARTH SCIENCE	2016	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	1	7.69%	0	0.00%	1	7.69%	13	100%
EARTH SCIENCE	2017	0	0.00%	0	0.00%	0	0.00%	10	80.00%	0	0.00%	1	10.00%	0	0.00%	1	10.00%	12	100%
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%
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%
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%
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%
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%
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%
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%
EDUCATION/ECE	2013	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%
EDUCATION/ECE	2014	1	20.00%	0	0.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
EDUCATION/ECE	2015	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%
EDUCATION/ECE	2016	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%
EDUCATION/ECE	2017	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%
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%
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%
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%
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%
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%
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%
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%
ENGLISH	2013	3	8.33%	0	0.00%	1	2.78%	28	77.78%	0	0.00%	3	8.33%	1	2.78%	0	0.00%	36	100%
ENGLISH	2014	3	7.69%	0	0.00%	2	5.13%	29	74.36%	0	0.00%	4	10.26%	1	2.56%	0	0.00%	39	100%
ENGLISH	2015	3	7.32%	0	0.00%	2	4.88%	31	75.61%	0	0.00%	4	9.76%	1	2.44%	0	0.00%	41	100%
ENGLISH	2016	4	9.76%	0	0.00%	2	4.88%	31	75.61%	0	0.00%	3	7.32%	1	2.44%	0	0.00%	41	100%
ENGLISH	2017	5	12.82%	0	0.00%	1	2.56%	29	74.36%	0	0.00%	3	7.69%	1	2.56%	0	0.00%	39	100%

**Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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	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%
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%
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%
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%
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%
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%
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%
EOPS	2013	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%
EOPS	2014	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%
EOPS	2015	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%
EOPS	2016	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%
EOPS	2017	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%
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%
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%
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%
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%
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%
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%
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%
ESL	2013	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%
ESL	2014	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100%
ESL	2015	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%
ESL	2016	1	11.11%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100%
ESL	2017	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%
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%
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%
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%
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%
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%
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%
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%
HEALTH SCIENCE	2013	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%
HEALTH SCIENCE	2014	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%
HEALTH SCIENCE	2015	3	37.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
HEALTH SCIENCE	2016	3	37.50%	0	0.00%	0	0.00%	4	50.00%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100%
HEALTH SCIENCE	2017	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%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
HEALTH 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%
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%
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%
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%
HEALTH SERVICES	2013	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%
HEALTH SERVICES	2014	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%
HEALTH SERVICES	2015	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%
HEALTH SERVICES	2016	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%
HEALTH SERVICES	2017	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%
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%
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%
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%
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%
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%
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%
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%
HISTORY	2013	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%
HISTORY	2014	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%
HISTORY	2015	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%
HISTORY	2016	0	0.00%	0	0.00%	2	22.22%	6	66.66%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100%
HISTORY	2017	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%
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%
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%
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%
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%
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%
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%
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%
INT'L STUD CNTR	2013	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%
INT'L STUD CNTR	2014	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%
INT'L STUD CNTR	2015	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%
INT'L STUD CNTR	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
INT'L STUD CNTR	2017	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
ITALIAN	2013	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%
ITALIAN	2014	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%
ITALIAN	2015	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%
ITALIAN	2016	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%
ITALIAN	2017	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%
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%
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%
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%
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%
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%
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%
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%
KINESIOLOGY	2013	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%
KINESIOLOGY	2014	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100%
KINESIOLOGY	2015	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%
KINESIOLOGY	2016	1	16.67%	0	0.00%	0	0.00%	3	50.00%	2	33.33%	0	0.00%	0	0.00%	0	0.00%	6	100%
KINESIOLOGY	2017	2	33.33%	0	0.00%	0	0.00%	3	50.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100%
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%
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%
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%
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%
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%
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%
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%
LIBRARY	2013	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%
LIBRARY	2014	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%
LIBRARY	2015	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%
LIBRARY	2016	2	25.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%
LIBRARY	2017	2	25.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
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%
LIFE SCIENCE	2010	1	4.55%	0	0.00%	4	18.18%	12	54.55%	0	0.00%	3	13.64%	0	0.00%	2	9.09%	22	100%
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%
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%
LIFE SCIENCE	2013	1	4.55%	0	0.00%	5	22.73%	11	50.00%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	22	100%
LIFE SCIENCE	2014	1	4.55%	0	0.00%	5	22.73%	12	54.55%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100%
LIFE SCIENCE	2015	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	4	19.05%	0	0.00%	0	0.00%	21	100%
LIFE SCIENCE	2016	1	4.55%	0	0.00%	4	18.18%	13	59.09%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100%
LIFE SCIENCE	2017	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	4	19.05%	0	0.00%	0	0.00%	21	100%
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%
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%
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%
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%
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%
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%
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%
MATHEMATICS	2013	4	16.00%	0	0.00%	6	24.00%	10	40.00%	0	0.00%	5	20.00%	0	0.00%	0	0.00%	25	100%
MATHEMATICS	2014	4	16.67%	0	0.00%	5	20.83%	10	41.67%	0	0.00%	5	20.83%	0	0.00%	0	0.00%	24	100%
MATHEMATICS	2015	4	15.38%	0	0.00%	5	19.23%	13	50.00%	0	0.00%	4	15.38%	0	0.00%	0	0.00%	26	100%
MATHEMATICS	2016	5	16.13%	0	0.00%	5	16.13%	17	54.84%	0	0.00%	4	12.90%	0	0.00%	0	0.00%	31	100%
MATHEMATICS	2017	5	15.63%	0	0.00%	5	15.63%	18	56.25%	0	0.00%	4	12.50%	0	0.00%	0	0.00%	32	100%

**Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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%
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%
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%
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%
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%
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%
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%
MATRICULATION	2013	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%
MATRICULATION	2014	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%
MATRICULATION	2015	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%
MATRICULATION	2016	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%
MATRICULATION	2017	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%
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%
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%
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%
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%
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%
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%
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%
MODERN LANGUAGE	2013	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2014	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2015	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100%
MODERN LANGUAGE	2016	1	10.00%	0	0.00%	4	40.00%	0	0.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%
MODERN LANGUAGE	2017	1	10.00%	0	0.00%	3	30.00%	1	10.00%	0	0.00%	5	50.00%	0	0.00%	0	0.00%	10	100%
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%
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%
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%
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%
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%
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%
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%
MUSIC	2013	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%
MUSIC	2014	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
MUSIC	2015	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
MUSIC	2016	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%
MUSIC	2017	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%

**Santa Monica College  
Full-time Faculty  
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**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
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%
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%
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%
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%
OFF OF SCH REL	2013	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%
OFF OF SCH REL	2014	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%
OFF OF SCH REL	2015	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%
OFF OF SCH REL	2016	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%
OFF OF SCH REL	2017	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%
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%
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%
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%
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%
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%
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%
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%
PHILOSOPHY/SOCI	2013	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%
PHILOSOPHY/SOCI	2014	0	0.00%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	3	16.67%	0	0.00%	1	5.56%	18	100%
PHILOSOPHY/SOCI	2015	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	2	11.11%	0	0.00%	1	5.56%	18	100%
PHILOSOPHY/SOCI	2016	0	0.00%	0	0.00%	2	10.53%	14	73.68%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100%
PHILOSOPHY/SOCI	2017	0	0.00%	0	0.00%	2	10.00%	14	70.00%	0	0.00%	2	10.00%	0	0.00%	2	10.00%	20	100%
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%
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%
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%
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%
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%
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%
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%
PHOTO - FASHION	2013	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%
PHOTO - FASHION	2014	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%
PHOTO - FASHION	2015	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%
PHOTO - FASHION	2016	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%
PHOTO - FASHION	2017	0	0.00%	0	0.00%	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100%

**Santa Monica College  
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2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
PHYSICAL SCI	2009	2	14.29%	0	0.00%	0	0.00%	11	78.57%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100%
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%
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%
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%
PHYSICAL SCI	2013	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100%
PHYSICAL SCI	2014	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100%
PHYSICAL SCI	2015	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%
PHYSICAL SCI	2016	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%
PHYSICAL SCI	2017	2	10.00%	0	0.00%	3	15.00%	12	60.00%	0	0.00%	1	5.00%	0	0.00%	2	10.00%	20	100%
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%
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%
PHYSICS	2013	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%
PHYSICS	2014	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%
PHYSICS	2015	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%
PHYSICS	2016	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%
PHYSICS	2017	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%
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%
PSYCH SERVICES	2009	1	20.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	5	100%
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%
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%
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%
PSYCH SERVICES	2013	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%
PSYCH SERVICES	2014	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%
PSYCH SERVICES	2015	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%
PSYCH SERVICES	2016	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%
PSYCH SERVICES	2017	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%
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%
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%
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%
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%
PSYCHOLOGY	2010	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%
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%
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%

**Santa Monica College**  
**Full-time Faculty**  
**Ethnicity by Department**  
**2006-2017**

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
PSYCHOLOGY	2013	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
PSYCHOLOGY	2014	1	12.50%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	8	100%
PSYCHOLOGY	2015	2	20.00%	0	0.00%	1	10.00%	3	30.00%	0	0.00%	2	20.00%	0	0.00%	2	20.00%	10	100%
PSYCHOLOGY	2016	1	12.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	2	25.00%	0	0.00%	2	25.00%	8	100%
PSYCHOLOGY	2017	1	14.29%	0	0.00%	1	14.29%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100%
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%
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%
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%
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%
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%
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%
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%
STUDENT LIFE	2013	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%
STUDENT LIFE	2014	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%
STUDENT LIFE	2015	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%
STUDENT LIFE	2016	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%
STUDENT LIFE	2017	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%
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%
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%
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%
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%
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%
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%
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%
THEATRE ARTS	2013	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%
THEATRE ARTS	2014	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%
THEATRE ARTS	2015	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%
THEATRE ARTS	2016	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%
THEATRE ARTS	2017	0	0.00%	0	0.00%	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100%

Santa Monica College  
Full-time Faculty  
Ethnicity by Department  
2006-2017

**Full Time Faculty - Diversity by Department - 2006-2017**

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	%
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%
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%
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%
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%
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%
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%
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%
WELCOME CENTER	2013	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%
WELCOME CENTER	2014	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%
WELCOME CENTER	2015	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%
WELCOME CENTER	2016	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%
WELCOME CENTER	2017	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%
2006 TOTALS	2006	37	12.05%	0	0.00%	25	8.14%	201	65.47%	3	0.98%	38	12.38%	0	0.00%	3	0.98%	307	100%
2007 TOTALS	2007	38	12.03%	0	0.00%	24	7.59%	205	64.87%	3	0.95%	37	11.71%	0	0.00%	9	2.85%	316	100%
2008 TOTALS	2008	36	11.39%	0	0.00%	25	7.91%	201	63.61%	3	0.95%	38	12.03%	0	0.00%	13	4.11%	316	100%
2009 TOTALS	2009	36	11.58%	0	0.00%	28	9.00%	202	64.95%	3	0.96%	39	12.54%	0	0.00%	3	0.96%	311	100%
2010 TOTALS	2010	36	11.61%	0	0.00%	28	9.03%	198	63.87%	3	0.97%	41	13.23%	0	0.00%	4	1.29%	310	100%
2011 TOTALS	2011	36	11.54%	0	0.00%	31	9.94%	191	61.22%	3	0.96%	44	14.10%	0	0.00%	7	2.24%	312	100%
2012 TOTALS	2012	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	2	0.63%	6	1.89%	318	100%
2013 TOTALS	2013	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	2	0.65%	3	0.97%	309	100%
2014 TOTALS	2014	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	5	1.61%	311	100%
2015 TOTALS	2015	38	11.18%	0	0.00%	39	11.47%	200	58.82%	3	0.88%	52	15.29%	1	0.29%	7	2.06%	340	100%
2016 TOTALS	2016	40	11.63%	0	0.00%	39	11.34%	202	58.72%	4	1.16%	50	14.53%	1	0.29%	8	2.33%	344	100%
2017 TOTALS	2017	42	12.03%	0	0.00%	37	10.60%	203	58.17%	3	0.86%	55	15.76%	1	0.29%	8	2.29%	349	100%

## Appendix 5

### Part-Time Faculty by Department

2006-2017

**Santa Monica College  
Diversity Report  
Part-time Faculty Ethnicity by Department  
2006 - 2017**

**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		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%
ACAD OF ENTER	2007	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%
ACAD OF ENTER	2008	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100%
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%
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%
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%
ACAD OF ENTER	2012	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%
ACAD OF ENTER	2013	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%
ACAD OF ENTER	2014	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%
ACAD OF ENTER	2015	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%
ACAD OF ENTER	2016	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%
ACAD OF ENTER	2017	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%
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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	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%
ACAD. AFFAIRS	2013	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%
ACAD. AFFAIRS	2014	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%
ACAD. AFFAIRS	2015	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%
ACAD. AFFAIRS	2016	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%
ACAD. AFFAIRS	2017	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%
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%
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%
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%
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%
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%
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%
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%
ART	2013	3	7.69%	0	0.00%	4	10.26%	27	69.23%	0	0.00%	3	7.69%	0	0.00%	2	5.13%	39	100%
ART	2014	1	2.44%	0	0.00%	4	9.76%	32	78.04%	0	0.00%	2	4.88%	0	0.00%	2	4.88%	41	100%
ART	2015	2	4.65%	0	0.00%	4	9.30%	34	79.07%	0	0.00%	1	2.33%	0	0.00%	2	4.65%	43	100%
ART	2016	2	5.00%	0	0.00%	4	10.00%	30	75.00%	0	0.00%	1	2.50%	0	0.00%	3	7.50%	40	100%
ART	2017	2	5.56%	0	0.00%	4	11.11%	27	75.00%	0	0.00%	1	2.78%	0	0.00%	2	5.56%	36	100%
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%
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%
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%
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%
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%
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%
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%
ATHLETICS	2013	3	18.75%	0	0.00%	0	0.00%	9	56.25%	0	0.00%	2	12.50%	0	0.00%	2	12.50%	16	100%
ATHLETICS	2014	4	22.22%	0	0.00%	0	0.00%	10	55.56%	0	0.00%	2	11.11%	0	0.00%	2	11.10%	18	100%
ATHLETICS	2015	4	20.00%	0	0.00%	0	0.00%	10	50.00%	0	0.00%	5	25.00%	0	0.00%	1	5.00%	20	100%
ATHLETICS	2016	5	21.74%	0	0.00%	0	0.00%	12	52.17%	0	0.00%	5	21.74%	0	0.00%	1	4.35%	23	100%
ATHLETICS	2017	3	16.67%	0	0.00%	0	0.00%	8	44.44%	0	0.00%	5	27.78%	1	5.56%	1	5.56%	18	100%

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**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
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%
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%
BUSINESS	2013	2	4.65%	0	0.00%	4	9.30%	31	72.09%	0	0.00%	4	9.30%	0	0.00%	2	4.65%	43	100%
BUSINESS	2014	2	4.17%	0	0.00%	5	10.42%	35	72.92%	0	0.00%	4	8.33%	0	0.00%	2	4.17%	48	100%
BUSINESS	2015	4	8.00%	0	0.00%	5	10.00%	34	68.00%	0	0.00%	5	10.00%	0	0.00%	2	4.00%	50	100%
BUSINESS	2016	6	11.32%	0	0.00%	4	7.55%	36	67.92%	0	0.00%	5	9.43%	0	0.00%	2	3.77%	53	100%
BUSINESS	2017	6	12.24%	0	0.00%	5	10.20%	31	63.27%	0	0.00%	4	8.16%	0	0.00%	3	6.12%	49	100%
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%
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%
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%
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%
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%
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%
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%
COMMUNICATIONS	2013	7	11.67%	0	0.00%	2	3.33%	47	78.33%	0	0.00%	0	0.00%	1	1.67%	3	5.00%	60	100%
COMMUNICATIONS	2014	8	12.90%	0	0.00%	0	0.00%	47	75.81%	0	0.00%	1	1.61%	1	1.61%	5	8.06%	62	100%
COMMUNICATIONS	2015	10	14.49%	0	0.00%	1	1.45%	49	71.01%	0	0.00%	4	5.80%	0	0.00%	5	7.25%	69	100%
COMMUNICATIONS	2016	10	14.71%	0	0.00%	1	1.47%	50	73.53%	0	0.00%	3	4.41%	1	1.47%	3	4.41%	68	100%
COMMUNICATIONS	2017	11	16.18%	0	0.00%	3	4.41%	45	66.18%	0	0.00%	4	5.88%	1	1.47%	4	5.88%	68	100%
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%
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%
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%
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%
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%
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%
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%
COMMUNITY SERV	2013	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%
COMMUNITY SERV	2014	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%
COMMUNITY SERV	2015	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%
COMMUNITY SERV	2016	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%
COMMUNITY SERV	2017	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%
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%
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%
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%
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%
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%
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%
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%
COSMETOLOGY	2013	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%
COSMETOLOGY	2014	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%
COSMETOLOGY	2015	3	21.43%	0	0.00%	1	7.14%	4	28.57%	0	0.00%	5	35.71%	0	0.00%	1	7.14%	14	100%
COSMETOLOGY	2016	3	23.08%	0	0.00%	1	7.69%	4	30.77%	0	0.00%	4	30.77%	0	0.00%	1	7.69%	13	100%
COSMETOLOGY	2017	3	23.08%	0	0.00%	1	7.69%	5	38.46%	0	0.00%	4	30.77%	0	0.00%	0	0.00%	13	100%

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**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
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%
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%
COUNSELING	2013	18	17.31%	0	0.00%	6	5.77%	42	40.38%	0	0.00%	30	28.85%	0	0.00%	8	7.69%	104	100%
COUNSELING	2014	22	16.79%	0	0.00%	8	6.11%	43	32.82%	0	0.00%	47	35.88%	0	0.00%	11	8.40%	131	100%
COUNSELING	2015	22	15.71%	0	0.00%	8	5.71%	44	31.43%	1	0.71%	55	39.29%	0	0.00%	10	7.14%	140	100%
COUNSELING	2016	26	17.81%	0	0.00%	11	7.53%	38	26.03%	1	0.68%	58	39.73%	0	0.00%	12	8.22%	146	100%
COUNSELING	2017	27	18.12%	0	0.00%	14	9.40%	37	24.83%	2	1.34%	59	39.60%	0	0.00%	10	6.71%	149	100%
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%
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%
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%
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%
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%
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%
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%
CSIS	2013	3	11.54%	0	0.00%	2	7.69%	15	57.69%	1	3.85%	4	15.38%	0	0.00%	1	3.85%	26	100%
CSIS	2014	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	4	15.38%	0	0.00%	3	11.54%	26	100%
CSIS	2015	3	12.50%	0	0.00%	0	0.00%	14	58.33%	1	4.17%	4	16.67%	0	0.00%	2	8.33%	24	100%
CSIS	2016	3	8.33%	0	0.00%	2	0.00%	20	55.56%	1	2.78%	7	19.44%	0	0.00%	3	8.33%	36	94%
CSIS	2017	4	14.29%	0	0.00%	2	0.00%	12	42.86%	2	7.14%	5	17.86%	1	0.00%	2	7.14%	28	89%
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%
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%
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%
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%
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%
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%
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%
DANCE	2013	1	4.76%	0	0.00%	1	4.76%	12	57.14%	0	0.00%	4	19.05%	1	4.76%	2	9.52%	21	100%
DANCE	2014	1	4.00%	0	0.00%	2	8.00%	13	52.00%	0	0.00%	5	20.00%	1	4.00%	3	12.00%	25	100%
DANCE	2015	1	4.76%	0	0.00%	3	14.29%	11	52.38%	0	0.00%	4	19.05%	1	4.76%	1	4.76%	21	100%
DANCE	2016	1	6.25%	0	0.00%	2	12.50%	7	43.75%	0	0.00%	4	25.00%	1	6.25%	1	6.25%	16	100%
DANCE	2017	1	7.14%	0	0.00%	1	7.14%	7	50.00%	0	0.00%	4	28.57%	0	0.00%	1	7.14%	14	100%
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%
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%
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%
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%
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%
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%
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%
DESIGN TECH.	2013	1	2.50%	0	0.00%	3	7.50%	34	85.00%	0	0.00%	1	2.50%	0	0.00%	1	2.50%	40	100%
DESIGN TECH.	2014	1	2.04%	0	0.00%	2	4.08%	41	83.67%	0	0.00%	2	4.08%	0	0.00%	3	6.12%	49	100%
DESIGN TECH.	2015	2	4.55%	0	0.00%	3	6.82%	34	77.27%	0	0.00%	1	2.27%	1	2.27%	3	6.82%	44	100%
DESIGN TECH.	2016	2	3.77%	0	0.00%	4	7.55%	38	71.70%	0	0.00%	2	3.77%	1	1.89%	6	11.32%	53	100%
DESIGN TECH.	2017	2	4.44%	0	0.00%	4	8.89%	35	77.78%	0	0.00%	1	2.22%	0	0.00%	3	6.67%	45	100%

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Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
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%
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%
DISABL STU CTR	2013	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%
DISABL STU CTR	2014	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%
DISABL STU CTR	2015	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%
DISABL STU CTR	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
DISABL STU CTR	2017	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%
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%
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%
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%
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%
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%
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%
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%
EARTH SCIENCE	2013	1	5.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100%
EARTH SCIENCE	2014	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100%
EARTH SCIENCE	2015	2	9.09%	0	0.00%	0	0.00%	17	77.27%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2016	2	9.09%	0	0.00%	0	0.00%	17	77.27%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%
EARTH SCIENCE	2017	2	9.09%	0	0.00%	1	0.00%	16	72.73%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	95%
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%
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%
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%
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%
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%
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%
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%
EDUCATION/ECE	2013	1	5.88%	0	0.00%	0	0.00%	13	76.47%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100%
EDUCATION/ECE	2014	1	5.88%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	1	5.88%	17	100%
EDUCATION/ECE	2015	1	6.25%	0	0.00%	0	0.00%	12	75.00%	0	0.00%	2	12.50%	0	0.00%	1	6.25%	16	100%
EDUCATION/ECE	2016	1	5.26%	0	0.00%	2	10.53%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	1	5.26%	19	100%
EDUCATION/ECE	2017	1	5.26%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	3	15.79%	0	0.00%	1	5.26%	19	100%
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%
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%
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%
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%
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%
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%
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%
EMERITUS	2013	4	6.67%	0	0.00%	4	6.67%	49	81.67%	0	0.00%	2	3.33%	0	0.00%	1	1.67%	60	100%
EMERITUS	2014	4	6.67%	0	0.00%	4	6.67%	48	80.00%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2015	4	6.67%	0	0.00%	5	8.33%	47	78.33%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2016	4	6.67%	0	0.00%	5	8.33%	47	78.33%	0	0.00%	2	3.33%	0	0.00%	2	3.33%	60	100%
EMERITUS	2017	5	8.62%	0	0.00%	4	6.90%	45	77.59%	0	0.00%	3	5.17%	0	0.00%	1	1.72%	58	100%

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**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
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%
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%
ENGLISH	2013	1	0.85%	0	0.00%	8	6.84%	87	74.36%	1	0.85%	12	10.26%	0	0.00%	8	6.84%	117	100%
ENGLISH	2014	1	0.97%	0	0.00%	5	4.85%	76	73.79%	1	0.97%	12	11.65%	0	0.00%	8	7.77%	103	100%
ENGLISH	2015	1	0.94%	0	0.00%	6	5.66%	79	74.53%	1	0.94%	11	10.38%	0	0.00%	8	7.55%	106	100%
ENGLISH	2016	1	1.02%	0	0.00%	6	6.12%	74	75.51%	0	0.00%	12	12.24%	0	0.00%	5	5.10%	98	100%
ENGLISH	2017	0	0.00%	0	0.00%	5	5.95%	64	76.19%	0	0.00%	10	11.90%	0	0.00%	5	5.95%	84	100%
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%
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%
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%
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%
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%
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%
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%
EOPS	2013	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%
EOPS	2014	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%
EOPS	2015	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%
EOPS	2016	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%
EOPS	2017	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%
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%
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%
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%
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%
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%
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%
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%
ESL	2013	0	0.00%	0	0.00%	5	14.71%	24	70.59%	1	2.94%	1	2.94%	1	2.94%	2	5.88%	34	100%
ESL	2014	0	0.00%	0	0.00%	5	16.13%	22	70.97%	1	3.23%	0	0.00%	1	3.23%	2	6.45%	31	100%
ESL	2015	0	0.00%	0	0.00%	3	9.68%	26	83.87%	0	0.00%	1	3.23%	0	0.00%	1	3.23%	31	100%
ESL	2016	0	0.00%	0	0.00%	4	11.11%	28	77.78%	1	2.78%	2	5.56%	0	0.00%	1	2.78%	36	100%
ESL	2017	0	0.00%	0	0.00%	6	16.22%	26	70.27%	1	0.00%	2	5.41%	0	0.00%	2	5.41%	37	97%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	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%
HEALTH SCIENCES	2013	4	16.00%	0	0.00%	2	8.00%	14	56.00%	3	12.00%	2	8.00%	0	0.00%	0	0.00%	25	100%
HEALTH SCIENCES	2014	5	21.74%	0	0.00%	1	4.35%	13	56.52%	3	13.04%	1	4.35%	0	0.00%	0	0.00%	23	100%
HEALTH SCIENCES	2015	3	14.29%	0	0.00%	1	4.76%	14	66.67%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	21	100%
HEALTH SCIENCES	2016	2	9.09%	0	0.00%	1	4.55%	13	59.09%	3	13.64%	3	13.64%	0	0.00%	0	0.00%	22	100%
HEALTH SCIENCES	2017	3	12.50%	0	0.00%	2	8.33%	12	50.00%	1	4.17%	6	25.00%	0	0.00%	0	0.00%	24	100%

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**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
HEALTH SERVICES	2016	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
HEALTH SERVICES	2017	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
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%
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%
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%
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%
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%
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%
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%
HISTORY	2013	1	3.57%	0	0.00%	1	3.57%	17	60.71%	1	3.57%	3	10.71%	0	0.00%	5	17.86%	28	100%
HISTORY	2014	2	7.41%	0	0.00%	1	3.70%	17	62.96%	1	3.70%	3	11.11%	0	0.00%	3	11.11%	27	100%
HISTORY	2015	0	0.00%	0	0.00%	1	4.55%	13	59.09%	1	4.55%	4	18.18%	0	0.00%	3	13.64%	22	100%
HISTORY	2016	2	9.09%	0	0.00%	1	4.55%	14	63.64%	0	0.00%	2	9.09%	0	0.00%	3	13.64%	22	100%
HISTORY	2017	2	9.52%	0	0.00%	1	4.76%	13	61.90%	0	0.00%	2	9.52%	0	0.00%	3	14.29%	21	100%
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%
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%
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%
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%
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%
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%
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%
ISC	2013	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	2	100%
ISC	2014	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%
ISC	2015	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
ISC	2016	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%
ISC	2017	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%
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%
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%
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%
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%
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%
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%
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%
KINESIOLOGY	2013	1	3.70%	0	0.00%	1	3.70%	21	77.78%	0	0.00%	3	11.11%	0	0.00%	1	3.70%	27	100%
KINESIOLOGY	2014	1	4.00%	0	0.00%	0	0.00%	21	84.00%	0	0.00%	3	12.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2015	2	9.09%	0	0.00%	0	0.00%	17	77.27%	1	4.55%	2	9.09%	0	0.00%	0	0.00%	22	100%
KINESIOLOGY	2016	2	8.00%	0	0.00%	1	4.00%	19	76.00%	1	4.00%	2	8.00%	0	0.00%	0	0.00%	25	100%
KINESIOLOGY	2017	2	8.00%	0	0.00%	1	4.00%	18	72.00%	1	4.00%	3	12.00%	0	0.00%	0	0.00%	25	100%
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%
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%
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%
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%
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%
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%
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%
LIBRARY	2013	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%
LIBRARY	2014	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%

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**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
LIBRARY	2015	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%
LIBRARY	2016	0	0.00%	0	0.00%	1	16.67%	3	50.00%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100%
LIBRARY	2017	0	0.00%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100%
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%
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%
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%
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%
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%
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%
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%
LIFE SCIENCE	2013	1	2.86%	0	0.00%	3	8.57%	24	68.57%	0	0.00%	3	8.57%	0	0.00%	4	11.43%	35	100%
LIFE SCIENCE	2014	1	2.78%	0	0.00%	3	8.33%	24	66.67%	0	0.00%	3	8.33%	0	0.00%	5	13.89%	36	100%
LIFE SCIENCE	2015	1	2.63%	0	0.00%	2	5.26%	29	76.32%	0	0.00%	3	7.89%	0	0.00%	3	7.89%	38	100%
LIFE SCIENCE	2016	2	4.55%	0	0.00%	3	6.82%	34	77.27%	0	0.00%	3	6.82%	0	0.00%	2	4.55%	44	100%
LIFE SCIENCE	2017	3	6.38%	0	0.00%	4	8.51%	31	65.96%	0	0.00%	5	10.64%	0	0.00%	4	8.51%	47	100%
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%
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%
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%
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%
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%
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%
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%
MATHEMATICS	2013	12	13.48%	1	1.12%	19	21.35%	51	57.30%	0	0.00%	2	2.25%	1	1.12%	3	3.37%	89	100%
MATHEMATICS	2014	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100%
MATHEMATICS	2015	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100%
MATHEMATICS	2016	11	11.22%	1	1.02%	29	29.59%	47	47.96%	0	0.00%	4	4.08%	2	2.04%	4	4.08%	98	100%
MATHEMATICS	2017	8	9.20%	1	1.15%	27	31.03%	38	43.68%	0	0.00%	7	8.05%	2	2.30%	4	4.60%	87	100%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	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%
MODERN LANG/CUL	2013	2	4.26%	0	0.00%	14	29.79%	21	44.68%	0	0.00%	9	19.15%	0	0.00%	1	2.13%	47	100%
MODERN LANG/CUL	2014	2	4.76%	0	0.00%	16	38.10%	17	40.48%	0	0.00%	6	14.29%	0	0.00%	1	2.38%	42	100%
MODERN LANG/CUL	2015	1	1.92%	1	1.92%	18	34.62%	23	44.23%	0	0.00%	7	13.46%	0	0.00%	2	3.85%	52	100%
MODERN LANG/CUL	2016	3	6.00%	0	0.00%	15	30.00%	24	48.00%	0	0.00%	5	10.00%	0	0.00%	3	6.00%	50	100%
MODERN LANG/CUL	2017	3	6.12%	0	0.00%	14	28.57%	23	46.94%	0	0.00%	5	10.20%	0	0.00%	4	8.16%	49	100%
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%
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%
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%
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%
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%
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%
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%
MUSIC	2013	2	4.17%	0	0.00%	3	6.25%	38	79.17%	0	0.00%	4	8.33%	0	0.00%	1	2.08%	48	100%
MUSIC	2014	3	6.67%	0	0.00%	2	4.44%	34	75.56%	0	0.00%	4	8.89%	0	0.00%	2	4.44%	45	100%

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**Part-time Faculty Ethnicity by Department - 2006-2017**

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MUSIC	2015	3	7.89%	0	0.00%	3	7.89%	26	68.42%	0	0.00%	4	10.53%	0	0.00%	2	5.26%	38	100%
MUSIC	2016	3	8.57%	0	0.00%	3	8.57%	22	62.86%	0	0.00%	4	11.43%	0	0.00%	3	8.57%	35	100%
MUSIC	2017	1	4.35%	0	0.00%	3	13.04%	14	60.87%	0	0.00%	3	13.04%	0	0.00%	2	8.70%	23	100%
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%
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%
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%
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%
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%
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%
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%
NC EDUCATION	2013	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%
NC EDUCATION	2014	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%
NC EDUCATION	2015	0	0.00%	0	0.00%	0	0.00%	3	75.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100%
NC EDUCATION	2016	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%
NC EDUCATION	2017	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%
OFF OF OUTREACH	2015	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%
OFF OF OUTREACH	2016	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%
OFF OF OUTREACH	2017	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%
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%
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%
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%
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%
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%
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%
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%
OFF OF SCH REL	2013	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%
OFF OF SCH REL	2014	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%
OFF OF SCH REL	2015	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%
OFF OF SCH REL	2016	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%
OFF OF SCH REL	2017	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%
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%
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%
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%
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%
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%
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%
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%
PHILOSOPHY/SOCI	2013	2	5.88%	0	0.00%	1	2.94%	27	79.41%	0	0.00%	3	8.82%	0	0.00%	1	2.94%	34	100%
PHILOSOPHY/SOCI	2014	2	6.67%	0	0.00%	0	0.00%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	2	6.67%	30	100%
PHILOSOPHY/SOCI	2015	3	8.11%	1	2.70%	2	5.41%	26	70.27%	0	0.00%	3	8.11%	0	0.00%	2	5.41%	37	100%
PHILOSOPHY/SOCI	2016	2	5.71%	0	0.00%	2	5.71%	23	65.71%	0	0.00%	5	14.29%	0	0.00%	3	8.57%	35	100%
PHILOSOPHY/SOCI	2017	2	6.25%	0	0.00%	2	6.25%	23	71.88%	0	0.00%	3	9.38%	0	0.00%	2	6.25%	32	100%
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%
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%
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%
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%
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%

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Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
PHOTO - FASHION	2013	0	0.00%	0	0.00%	2	5.00%	34	85.00%	0	0.00%	2	5.00%	0	0.00%	2	5.00%	40	100%
PHOTO - FASHION	2014	1	3.13%	0	0.00%	0	0.00%	30	93.75%	0	0.00%	0	0.00%	0	0.00%	1	3.13%	32	100%
PHOTO - FASHION	2015	2	5.71%	0	0.00%	0	0.00%	31	88.57%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100%
PHOTO - FASHION	2016	1	3.45%	0	0.00%	0	0.00%	27	93.10%	0	0.00%	0	0.00%	0	0.00%	1	3.45%	29	100%
PHOTO - FASHION	2017	1	3.23%	0	0.00%	0	0.00%	28	90.32%	0	0.00%	1	3.23%	0	0.00%	1	3.23%	31	100%
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%
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%
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%
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%
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%
PHYSICAL SCI	2011	2	7.69%	0	0.00%	5	19.23%	13	50.00%	1	3.85%	2	7.69%	0	0.00%	3	11.54%	26	100%
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%
PHYSICAL SCI	2013	2	6.25%	0	0.00%	8	25.00%	15	46.88%	1	3.13%	3	9.38%	0	0.00%	3	9.38%	32	100%
PHYSICAL SCI	2014	2	6.45%	0	0.00%	7	22.58%	15	48.39%	1	3.23%	3	9.68%	0	0.00%	3	9.68%	31	100%
PHYSICAL SCI	2015	2	6.90%	0	0.00%	7	24.14%	14	48.28%	0	0.00%	3	10.34%	0	0.00%	3	10.34%	29	100%
PHYSICAL SCI	2016	2	6.45%	0	0.00%	7	22.58%	14	45.16%	1	3.23%	3	9.68%	0	0.00%	4	12.90%	31	100%
PHYSICAL SCI	2017	2	6.06%	0	0.00%	10	30.30%	14	42.42%	0	0.00%	3	9.09%	0	0.00%	4	12.12%	33	100%
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%
PICO PARTNERSHIP	2013	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%
PICO PARTNERSHIP	2014	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%
PICO PARTNERSHIP	2015	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%
PICO PARTNERSHIP	2016	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%
PICO PARTNERSHIP	2017	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%
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%
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%
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%
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%
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%
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%
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%
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%
PSYCH SERVICES	2013	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%
PSYCH SERVICES	2014	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%
PSYCH SERVICES	2015	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%
PSYCH SERVICES	2016	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%
PSYCH SERVICES	2017	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%
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%
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%
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%
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%
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%
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%
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%
PSYCHOLOGY	2013	4	16.67%	0	0.00%	0	0.00%	17	70.83%	0	0.00%	2	8.33%	0	0.00%	1	4.17%	24	100%
PSYCHOLOGY	2014	4	18.18%	0	0.00%	0	0.00%	15	68.18%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PSYCHOLOGY	2015	4	21.05%	0	0.00%	0	0.00%	15	78.95%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	19	100%
PSYCHOLOGY	2016	5	21.74%	0	0.00%	1	4.35%	17	73.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	23	100%
PSYCHOLOGY	2017	6	24.00%	0	0.00%	1	4.00%	17	68.00%	0	0.00%	0	0.00%	0	0.00%	1	4.00%	25	100%
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%
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%
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%
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%
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%
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%
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%
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%
THEATRE ARTS	2013	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%
THEATRE ARTS	2014	0	0.00%	0	0.00%	0	0.00%	13	86.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	15	100%
THEATRE ARTS	2015	0	0.00%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	13	100%
THEATRE ARTS	2016	0	0.00%	0	0.00%	0	0.00%	11	91.67%	0	0.00%	0	0.00%	0	0.00%	1	8.33%	12	100%
THEATRE ARTS	2017	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100%
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%
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%
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%
TITLE V	2013	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%
TITLE V	2014	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%
TITLE V	2015	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%
TITLE V	2016	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%
TITLE V	2017	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%
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%
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%
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%
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%
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%
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%
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%
TRIO	2013	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%
TRIO	2014	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%
TRIO	2015	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%
TRIO	2016	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%
TRIO	2017	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%
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%
WELCOME CENTER	2013	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%
WELCOME CENTER	2014	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%
WELCOME CENTER	2015	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%
WELCOME CENTER	2016	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%
WELCOME CENTER	2017	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%
WELLNESS CENTER	2017	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%
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%
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%

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		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
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%
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%
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%
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%
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%
WORKFORCE/ECON	2013	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%
WORKFORCE/ECON	2014	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%
WORKFORCE/ECON	2015	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%
WORKFORCE/ECON	2016	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%
WORKFORCE/ECON	2017	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%
2006 TOTALS	2006	81	7.81%	1	0.10%	59	5.69%	657	63.36%	4	0.39%	68	6.56%	1	0.10%	166	16.01%	1,037	100%
2007 TOTALS	2007	80	7.44%	1	0.09%	71	6.60%	698	64.93%	4	0.37%	66	6.14%	2	0.19%	153	14.23%	1,075	100%
2008 TOTALS	2008	88	7.92%	1	0.09%	82	7.38%	709	63.82%	6	0.54%	81	7.29%	2	0.18%	142	12.78%	1,111	100%
2009 TOTALS	2009	94	9.16%	1	0.10%	76	7.41%	662	64.52%	7	0.68%	76	7.41%	2	0.19%	108	10.53%	1,026	100%
2010 TOTALS	2010	81	8.15%	2	0.20%	77	7.75%	657	66.10%	6	0.60%	77	7.75%	3	0.30%	91	9.15%	994	100%
2011 TOTALS	2011	70	7.55%	2	0.22%	75	8.09%	613	66.13%	5	0.54%	73	7.87%	4	0.43%	85	9.17%	927	100%
2012 TOTALS	2012	76	7.47%	1	0.10%	96	9.43%	678	66.60%	8	0.79%	98	9.63%	4	0.39%	57	5.60%	1,018	100%
2013 TOTALS	2013	80	7.48%	1	0.09%	95	8.89%	712	66.60%	8	0.75%	109	10.20%	4	0.37%	60	5.61%	1,069	100%
2014 TOTALS	2014	89	8.20%	1	0.09%	94	8.66%	699	64.42%	8	0.74%	119	10.97%	5	0.46%	70	6.45%	1,085	100%
2015 TOTALS	2015	93	8.52%	1	0.09%	99	9.07%	692	63.37%	5	0.46%	134	12.27%	3	0.27%	65	5.95%	1,092	100%
2016 TOTALS	2016	101	9.00%	1	0.09%	111	9.89%	690	61.50%	6	0.53%	143	12.75%	4	0.36%	66	5.88%	1,122	100%
2017 TOTALS	2017	100	9.47%	1	0.09%	119	11.27%	619	58.62%	4	0.38%	148	14.02%	3	0.28%	62	5.87%	1,056	100%

## **Appendix 6**

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

### **ETHNICITY BY JOB POSTING**

**2015-2017**

Santa Monica College  
Academic Full-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Assistant Athletic Director	31	22.14%	1	0.71%	1	0.71%	70	50.00%	11	7.86%	15	10.71%	2	1.43%	9	6.43%	140	100%
Associate Dean, Career and Technical Education (CTE)	12	29.27%	1	2.44%	3	7.32%	15	36.59%	2	4.88%	6	14.63%	0	0.00%	2	4.88%	41	100%
Associate Dean, Emeritus College	18	23.08%	0	0.00%	3	3.85%	33	42.31%	10	12.82%	6	7.69%	3	3.85%	5	6.41%	78	100%
Associate Dean, Financial Aid & Scholarships	4	17.39%	0	0.00%	2	8.70%	4	17.39%	2	8.70%	6	26.09%	0	0.00%	5	21.74%	23	100%
Associate Dean, Health Sciences	3	37.50%	0	0.00%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	2	25.00%	8	100%
Associate Dean, Student Life	12	23.08%	0	0.00%	3	5.77%	11	21.15%	9	17.31%	8	15.38%	5	9.62%	4	7.69%	52	100%
Dean, Noncredit & External Programs	10	17.24%	0	0.00%	6	10.34%	23	39.66%	9	15.52%	6	10.34%	0	0.00%	4	6.90%	58	100%
Dean, Education Enterprise	1	11.11%	0	0.00%	1	11.11%	5	55.56%	1	11.11%	0	0.00%	0	0.00%	1	11.11%	9	100%
Dean, Enrollment Services	10	25.00%	0	0.00%	4	10.00%	12	30.00%	8	20.00%	2	5.00%	0	0.00%	4	10.00%	40	100%
Dean, Institutional Advancement & Santa Monica College Foundation	1	6.67%	0	0.00%	0	0.00%	10	66.67%	1	6.67%	2	13.33%	0	0.00%	1	6.67%	15	100%
DEAN, INSTITUTIONAL ADVANCEMENT/SMC FOUNDATION	1	12.50%	0	0.00%	0	0.00%	3	37.50%	1	12.50%	2	25.00%	0	0.00%	1	12.50%	8	100%
Dean, Instructional Services	13	22.03%	0	0.00%	6	10.17%	24	40.68%	6	10.17%	4	6.78%	0	0.00%	6	10.17%	59	100%
Dean, Learning Resources	23	25.27%	0	0.00%	11	12.09%	30	32.97%	10	10.99%	6	6.59%	1	1.10%	10	10.99%	91	100%
Director of Business Development	9	37.50%	0	0.00%	1	4.17%	7	29.17%	4	16.67%	2	8.33%	0	0.00%	1	4.17%	24	100%
Director of Disabled Student Programs & Services	12	24.00%	0	0.00%	1	2.00%	16	32.00%	8	16.00%	7	14.00%	0	0.00%	6	12.00%	50	100%
Director, Academic Affairs Initiatives	11	23.40%	0	0.00%	2	4.26%	14	29.79%	10	21.28%	8	17.02%	2	4.26%	0	0.00%	47	100%

Santa Monica College  
Academic Full-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
DIRECTOR, ATHLETICS	30	22.56%	0	0.00%	3	2.26%	71	53.38%	6	4.51%	10	7.52%	2	1.50%	11	8.27%	133	100%	
Director, Athletics																			
(INTERNAL RECRUITMENT)	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	0	0.00%	4	100%	
Director, Career & Contract Education	12	29.27%	0	0.00%	2	4.88%	13	31.71%	2	4.88%	9	21.95%	0	0.00%	3	7.32%	41	100%	
Director, Community Relations	9	18.00%	0	0.00%	3	6.00%	22	44.00%	4	8.00%	4	8.00%	1	2.00%	7	14.00%	50	100%	
Director, Health & Wellbeing	4	13.33%	1	3.33%	5	16.67%	14	46.67%	4	13.33%	2	6.67%	0	0.00%	0	0.00%	30	100%	
Director, International Development	12	10.08%	0	0.00%	14	11.76%	55	46.22%	10	8.40%	10	8.40%	2	1.68%	16	13.45%	119	100%	
Director, Library & Information Services	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100%	
DIRECTOR, SMALL BUSINESS DEVELOPMENT CENTER (SBDC)	10	20.83%	0	0.00%	2	4.17%	21	43.75%	8	16.67%	4	8.33%	0	0.00%	3	6.25%	48	100%	
DIRECTOR, SPECIAL PROGRAMS	60	40.27%	0	0.00%	7	4.70%	25	16.78%	37	24.83%	4	2.68%	2	1.34%	14	9.40%	149	100%	
DIRECTOR, STEM (SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS)	18	31.58%	0	0.00%	6	10.53%	18	31.58%	5	8.77%	3	5.26%	1	1.75%	6	10.53%	57	100%	
Director, Supplemental Instruction & Tutoring Programs	13	27.08%	0	0.00%	2	4.17%	11	22.92%	10	20.83%	9	18.75%	2	4.17%	1	2.08%	48	100%	
DIRECTOR, SUPPLEMENTAL INSTRUCTION AND TUTORING PROGRAMS	31	27.93%	0	0.00%	8	7.21%	36	32.43%	18	16.22%	4	3.60%	0	0.00%	14	12.60%	111	100%	
Executive Director, Performing Arts Center	8	14.04%	1	1.75%	1	1.75%	34	59.65%	4	7.02%	2	3.51%	0	0.00%	7	12.28%	57	100%	

Santa Monica College  
Academic Full-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - FASHION DESIGN INSTRUCTOR	6	16.67%	0	0.00%	4	11.11%	18	50.00%	4	11.11%	0	0.00%	1	2.78%	3	8.33%	36	100%
Full-Time/Tenure Track - ZOOLOGY AND GENERAL BIOLOGY INSTRUCTOR	4	4.65%	0	0.00%	10	11.63%	50	58.14%	8	9.30%	6	6.98%	1	1.16%	7	8.14%	86	100%
Full-Time/Tenure Track - ACCOUNTING INSTRUCTOR	5	11.63%	0	0.00%	6	13.95%	20	46.51%	5	11.63%	2	4.65%	0	0.00%	5	11.63%	43	100%
Full-Time/Tenure Track - Anatomy/Human Biology Instructor	3	5.08%	0	0.00%	9	15.25%	32	54.24%	1	1.69%	6	10.17%	2	3.39%	6	10.17%	59	100%
Full-Time/Tenure Track - ANTHROPOLOGY INSTRUCTOR	2	2.04%	2	2.04%	4	4.08%	51	52.04%	7	7.14%	22	22.45%	0	0.00%	10	10.20%	98	100%
Full-Time/Tenure Track - ART HISTORY INSTRUCTOR	1	0.79%	0	0.00%	11	8.73%	67	53.17%	8	6.35%	16	12.70%	0	0.00%	23	18.25%	126	100%
Full-Time/Tenure Track - ART INSTRUCTOR (ART HISTORY)	0	0.00%	0	0.00%	5	6.94%	38	52.78%	9	12.50%	8	11.11%	0	0.00%	12	16.67%	72	100%
Full-Time/Tenure Track - BALLET/MODERN DANCE INSTRUCTOR	3	4.69%	0	0.00%	0	0.00%	28	43.75%	9	14.06%	14	21.88%	0	0.00%	10	15.63%	64	100%
Full-Time/Tenure Track - BUSINESS COMMUNICATIONS INSTRUCTOR	14	16.09%	1	1.15%	4	4.60%	36	41.38%	7	8.05%	12	13.79%	0	0.00%	13	14.94%	87	100%

Santa Monica College  
Academic Full-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - BUSINESS INSTRUCTOR (GENERAL BUSINESS, GLOBAL TRADE & LOGISTICS)	15	21.13%	0	0.00%	9	12.68%	28	39.44%	3	4.23%	9	12.68%	0	0.00%	7	9.86%	71	100%
Full-Time/Tenure Track - BUSINESS INSTRUCTOR (GENERAL BUSINESS, ENTREPRENEURSHIP, SMALL BUS MGMT)	23	21.50%	0	0.00%	8	7.48%	41	38.32%	7	6.54%	14	13.08%	1	0.93%	13	12.15%	107	100%
Full-Time/Tenure Track - BUSINESS INSTRUCTOR (GENERAL ACCOUNTING)	8	14.55%	0	0.00%	16	29.09%	22	40.00%	4	7.27%	2	3.64%	1	1.82%	2	3.64%	55	100%
Full-Time/Tenure Track - BUSINESS LAW INSTRUCTOR	8	14.04%	1	1.75%	4	7.02%	28	49.12%	4	7.02%	2	3.51%	0	0.00%	10	17.54%	57	100%
Full-Time/Tenure Track - Chemistry Instructor	10	5.62%	0	0.00%	53	29.78%	62	34.83%	14	7.87%	21	11.80%	6	3.37%	12	6.74%	178	100%
Full-Time/Tenure Track - COMMUNICATION STUDIES- ORAL COMMUNICATION INSTRUCTOR	5	8.77%	0	0.00%	5	8.77%	29	50.88%	8	14.04%	6	10.53%	1	1.75%	3	5.26%	57	100%
Full-Time/Tenure Track - COMMUNICATIONS (MEDIA STUDIES) INSTRUCTOR	19	12.34%	1	0.65%	10	6.49%	77	50.00%	13	8.44%	12	7.79%	1	0.65%	21	13.64%	154	100%

Santa Monica College  
Academic Full-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - COMPUTER SCIENCE & INFORMATION SYSTEMS (CSIS) INSTRUCTOR - COMPUTER SCIENCE	5	9.80%	0	0.00%	10	19.61%	24	47.06%	4	7.84%	2	3.92%	0	0.00%	6	11.76%	51	100%
Full-Time/Tenure Track - Cosmetology Instructor	28	52.83%	0	0.00%	0	0.00%	14	26.42%	9	16.98%	0	0.00%	0	0.00%	2	3.77%	53	100%
Full-Time/Tenure Track - COUNSELOR - COUNSELING 20 (80% INSTRUCTION)	32	31.68%	0	0.00%	7	6.93%	19	18.81%	23	22.77%	12	11.88%	2	1.98%	6	5.94%	101	100%
Full-Time/Tenure Track - COUNSELOR (GENERAL COUNSELING)	37	30.83%	0	0.00%	5	4.17%	26	21.67%	33	27.50%	6	5.00%	2	1.67%	11	9.17%	120	100%
Full-Time/Tenure Track - COUNSELOR (General)	26	17.45%	0	0.00%	10	6.71%	40	26.85%	43	28.86%	13	8.72%	5	3.36%	12	8.05%	149	100%
Full-Time/Tenure Track - COUNSELOR, DSPS (Disabled Students Program and Services)	50	23.36%	1	0.47%	10	4.67%	70	32.71%	42	19.63%	18	8.41%	4	1.87%	19	8.88%	214	100%
Full-Time/Tenure Track - COUNSELOR, GENERAL	34	15.60%	1	0.46%	14	6.42%	57	26.15%	61	27.98%	24	11.01%	2	0.92%	25	11.47%	218	100%
Full-Time/Tenure Track - DANCE INSTRUCTOR	8	6.61%	0	0.00%	5	4.13%	59	48.76%	15	12.40%	18	14.88%	0	0.00%	16	13.22%	121	100%
Full-Time/Tenure Track - Digital Post Production Instructor	10	7.25%	0	0.00%	8	5.80%	97	70.29%	7	5.07%	0	0.00%	0	0.00%	16	11.59%	138	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - DISABLED STUDENTS (ACQUIRED BRAIN IMPAIRMENTS)	2	11.11%	0	0.00%	2	11.11%	6	33.33%	3	16.67%	4	22.22%	0	0.00%	1	5.56%	18	100%
Full-Time/Tenure Track - DISABLED STUDENTS PROGRAMS SERVICES (HTTC)	6	28.57%	0	0.00%	1	4.76%	8	38.10%	4	19.05%	0	0.00%	0	0.00%	2	9.52%	21	100%
Full-Time/Tenure Track - EARLY CHILDHOOD/EDUCAT ION INSTRUCTOR	13	16.88%	0	0.00%	11	14.29%	25	32.47%	13	16.88%	8	10.39%	1	1.30%	6	7.79%	77	100%
Full-Time/Tenure Track - ECONOMICS INSTRUCTOR	27	8.91%	0	0.00%	103	33.99%	109	35.97%	22	7.26%	10	3.30%	4	1.32%	28	9.24%	303	100%
Full-Time/Tenure Track - English (Developmental/Tran sfer) Instructor	7	6.60%	0	0.00%	9	8.49%	52	49.06%	9	8.49%	12	11.32%	1	0.94%	16	15.09%	106	100%
Full-Time/Tenure Track - English (Transfer) Instructor	8	3.98%	0	0.00%	11	5.47%	122	60.70%	14	6.97%	21	10.45%	2	1.00%	23	11.44%	201	100%
Full-Time/Tenure Track - English as a Second Language (ESL) Instructor	24	3.86%	0	0.00%	60	9.65%	337	54.18%	69	11.09%	40	6.43%	14	2.25%	78	12.54%	622	100%
Full-Time/Tenure Track - ENGLISH BASIC SKILLS INSTRUCTOR	9	8.41%	0	0.00%	4	3.74%	60	56.07%	17	15.89%	6	5.61%	1	0.93%	10	9.35%	107	100%
Full-Time/Tenure Track - ENGLISH COMPOSITION, TRANSFER LEVEL INSTRUCTOR	26	4.43%	1	0.17%	27	4.60%	340	57.92%	73	12.44%	44	7.50%	9	1.53%	67	11.41%	587	100%

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Academic Full-time Applicants by Job Title  
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Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - ENGLISH DEVELOPMENTAL/TR ANSFER COMPOSITION INSTRUCTOR	19	8.37%	0	0.00%	11	4.85%	126	55.51%	19	8.37%	22	9.69%	3	1.32%	27	11.89%	227	100%
Full-Time/Tenure Track - ENGLISH INSTRUCTOR (BASIC SKILLS/TRANSFER)	17	9.20%	0	0.00%	6	3.26%	97	52.72%	21	11.41%	12	6.52%	3	1.63%	28	15.22%	184	100%
Full-Time/Tenure Track - Environmental Biology Instructor	1	1.35%	1	1.35%	9	12.16%	44	59.46%	5	6.76%	6	8.11%	1	1.35%	7	9.46%	74	100%
Full-Time/Tenure Track - FASHION TECHNOLOGY - DESIGN/MERCHANDI SING INSTRUCTOR	2	6.25%	0	0.00%	8	25.00%	13	40.63%	2	6.25%	4	12.50%	1	3.13%	2	6.25%	32	100%
Full-Time/Tenure Track - FILM STUDIES - FILM PRODUCTION INSTRUCTOR	8	5.88%	0	0.00%	8	5.88%	78	57.35%	7	5.15%	10	7.35%	2	1.47%	23	16.91%	136	100%
Full-Time/Tenure Track - FINE ARTS FOUNDATION DESIGN INSTRUCTOR	2	1.82%	0	0.00%	6	5.45%	65	59.09%	10	9.09%	14	12.73%	1	0.91%	12	10.91%	110	100%
Full-Time/Tenure Track - GENERAL BIOLOGY/ENVIRONM ENTAL BIOLOGY INSTRUCTOR	9	9.28%	0	0.00%	20	20.62%	44	45.36%	6	6.19%	4	4.12%	0	0.00%	14	14.43%	97	100%
Full-Time/Tenure Track - GEOGRAPHY INSTRUCTOR	4	4.26%	0	0.00%	18	19.15%	44	46.81%	8	8.51%	12	12.77%	0	0.00%	8	8.51%	94	100%
Full-Time/Tenure Track - GEOLOGY INSTRUCTOR	5	3.88%	0	0.00%	21	16.28%	81	62.79%	5	3.88%	2	1.55%	0	0.00%	15	11.63%	129	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - HEALTH INFORMATION TECHNOLOGY INSTRUCTOR IN OFFICE TECHNOLOGY DISCIPLINE	5	11.63%	0	0.00%	6	13.95%	10	23.26%	4	9.30%	12	27.91%	0	0.00%	6	13.95%	43	100%
Full-Time/Tenure Track - HISTORY - WORLD CIVILIZATION INSTRUCTOR	2	1.54%	2	1.54%	11	8.46%	74	56.92%	16	12.31%	8	6.15%	1	0.77%	16	12.31%	130	100%
Full-Time/Tenure Track - HISTORY- WESTERN CIVILIZATION INSTRUCTOR	5	4.35%	1	0.87%	3	2.61%	73	63.48%	13	11.30%	3	2.61%	0	0.00%	17	14.78%	115	100%
Full-Time/Tenure Track - INTERIOR ARCHITECTURAL DESIGN INSTRUCTOR	1	2.08%	0	0.00%	6	12.50%	30	62.50%	4	8.33%	2	4.17%	0	0.00%	5	10.42%	48	100%
Full-Time/Tenure Track - Italian Instructor	1	1.56%	0	0.00%	1	1.56%	55	85.94%	2	3.13%	0	0.00%	0	0.00%	5	7.81%	64	100%
Full-Time/Tenure Track - JOURNALISM INSTRUCTOR	5	7.94%	0	0.00%	4	6.35%	41	65.08%	3	4.76%	0	0.00%	1	1.59%	9	14.29%	63	100%
Full-Time/Tenure Track - KINESIOLOGY/ATHLE TICS INSTRUCTOR (HEAD COACH, MEN'S BASKETBALL)	25	48.08%	0	0.00%	0	0.00%	15	28.85%	6	11.54%	2	3.85%	0	0.00%	4	7.69%	52	100%
Full-Time/Tenure Track - KOREAN INSTRUCTOR	0	0.00%	0	0.00%	74	90.24%	3	3.66%	0	0.00%	4	4.88%	0	0.00%	1	1.22%	82	100%

Santa Monica College  
Academic Full-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - MATHEMATICS - CROSS LEVEL INSTRUCTOR	8	4.47%	0	0.00%	46	25.70%	72	40.22%	17	9.50%	15	8.38%	0	0.00%	21	11.73%	179	100%
Full-Time/Tenure Track- MATHEMATICS - CROSS LEVEL INSTRUCTOR	6	6.74%	0	0.00%	17	19.10%	43	48.31%	7	7.87%	9	10.11%	0	0.00%	7	7.87%	89	100%
Full-Time/Tenure Track - MATHEMATICS - CROSS LEVEL/STATISTICS INSTRUCTOR	11	10.09%	0	0.00%	31	28.44%	38	34.86%	7	6.42%	11	10.08%	2	1.83%	9	8.26%	109	100%
Full-Time/Tenure Track - MATHEMATICS - DEVELOPMENTAL/CO LLEGE LEVEL	11	7.10%	0	0.00%	39	25.16%	65	41.94%	12	7.74%	12	7.74%	0	0.00%	16	10.32%	155	100%
Full-Time/Tenure Track - MATHEMATICS INSTRUCTOR (APPLIED/CROSS LEVEL)	6	6.98%	0	0.00%	31	36.05%	27	31.40%	7	8.14%	10	11.63%	0	0.00%	5	5.81%	86	100%
Full-Time/Tenure Track - MATHEMATICS INSTRUCTOR (PRECOLLEGIATE LEVEL)	12	10.17%	1	0.85%	24	20.34%	51	43.22%	7	5.93%	8	6.78%	0	0.00%	15	12.71%	118	100%
Full-Time/Tenure Track - MATHEMATICS INSTRUCTOR (PRECOLLEGIATE/TRA NSFER LEVEL)	16	7.73%	0	0.00%	58	28.02%	75	36.23%	19	9.18%	22	10.63%	0	0.00%	17	8.21%	207	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - Mathematics Instructor (Statistics/Applied)	6	7.23%	0	0.00%	11	13.25%	43	51.81%	5	6.02%	4	4.82%	0	0.00%	14	16.87%	83	100%
Full-Time/Tenure Track - MATHEMATICS- DEVELOPMENTAL/CO LLEGE LEVEL INSTRUCTOR	8	6.90%	0	0.00%	37	31.90%	47	40.52%	9	7.76%	2	1.72%	2	1.72%	11	9.48%	116	100%
Full-Time/Tenure Track - MEDIA STUDIES - BROADCASTING INSTRUCTOR	4	7.55%	0	0.00%	2	3.77%	29	54.72%	5	9.43%	4	7.55%	0	0.00%	9	16.98%	53	100%
Full-Time/Tenure Track - MEDICAL LABORATORY TECHNICIAN INSTRUCTOR	0	0.00%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	0	0.00%	0	0.00%	2	22.22%	9	100%
Full-Time/Tenure Track - MODERN LANGUAGES FRENCH INSTRUCTOR	10	14.29%	0	0.00%	3	4.29%	39	55.71%	4	5.71%	6	8.57%	0	0.00%	8	11.43%	70	100%
Full-Time/Tenure Track - MODERN LANGUAGES JAPANESE INSTRUCTOR	1	2.44%	0	0.00%	30	73.17%	5	12.20%	0	0.00%	4	9.76%	0	0.00%	1	2.44%	41	100%
Full-Time/Tenure Track - Music (Piano) Instructor	1	0.53%	1	0.53%	58	30.69%	89	47.09%	9	4.76%	5	2.65%	2	1.06%	24	12.70%	189	100%
Full-Time/Tenure Track - MUSIC INSTRUCTOR CHORAL VOICE	5	6.94%	0	0.00%	9	12.50%	42	58.33%	7	9.72%	3	4.17%	0	0.00%	6	8.33%	72	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - MUSIC INSTRUCTOR (Music Theory, Musicianship and Music Appreciation)	5	2.84%	1	0.57%	18	10.23%	103	58.52%	14	7.95%	3	1.70%	0	0.00%	32	18.18%	176	100%
Full-Time/Tenure Track - MUSIC INSTRUCTOR INSTRUMENTAL HISTORY/THEORY	3	1.43%	0	0.00%	17	8.10%	119	56.67%	22	10.48%	22	10.48%	0	0.00%	27	12.86%	210	100%
Full-Time/Tenure Track - NURSING INSTRUCTOR	17	30.91%	0	0.00%	6	10.91%	20	36.36%	2	3.64%	2	3.64%	3	5.45%	5	9.09%	55	100%
Full-Time/Tenure Track - PHILOSOPHY INSTRUCTOR	5	1.72%	0	0.00%	16	5.50%	178	61.17%	21	7.22%	19	6.53%	0	0.00%	52	17.87%	291	100%
Full-Time/Tenure Track - PHOTOGRAPHY (COMMERCIAL) INSTRUCTOR	4	1.78%	1	0.44%	12	5.33%	136	60.44%	18	8.00%	21	9.33%	3	1.33%	30	13.33%	225	100%
Full-Time/Tenure Track - Physics Instructor	18	5.03%	0	0.00%	93	25.98%	169	47.21%	14	3.91%	25	6.98%	1	0.28%	38	10.61%	358	100%
Full-Time/Tenure Track - Political Science Instructor	25	13.89%	1	0.56%	9	5.00%	81	45.00%	19	10.56%	23	12.78%	2	1.11%	20	11.11%	180	100%
Full-Time/Tenure Track - PSYCHOLOGY INSTRUCTOR	23	11.00%	1	0.48%	17	8.13%	92	44.02%	32	15.31%	18	8.61%	1	0.48%	25	11.96%	209	100%
Full-Time/Tenure Track - PSYCHOLOGY INSTRUCTOR (Cognitive Psychology)	10	12.20%	0	0.00%	4	4.88%	54	65.85%	4	4.88%	2	2.44%	2	2.44%	6	7.32%	82	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - PSYCHOLOGY INSTRUCTOR (Community/Clinical Psychology)	22	14.77%	0	0.00%	8	5.37%	60	40.27%	21	14.09%	19	12.75%	2	1.34%	17	11.41%	149	100%
Full-Time/Tenure Track - PSYCHOLOGY INSTRUCTOR (Health Psychology)	10	10.64%	0	0.00%	12	12.77%	44	46.81%	5	5.32%	11	11.70%	0	0.00%	12	12.77%	94	100%
Full-Time/Tenure Track - Psychology Instructor (Physiological/Neuro science)	3	4.48%	0	0.00%	4	5.97%	45	67.16%	6	8.96%	2	2.99%	1	1.49%	6	8.96%	67	100%
Full-Time/Tenure Track - PSYCHOLOGY INSTRUCTOR APPLIED DEVELOPMENTAL PSYCHOLOGY	16	11.76%	0	0.00%	12	8.82%	63	46.32%	13	9.56%	16	11.76%	2	1.47%	14	10.29%	136	100%
Full-Time/Tenure Track - Renewable Energies-Energy Efficiency Instructor	0	0.00%	0	0.00%	2	11.11%	12	66.67%	3	16.67%	0	0.00%	0	0.00%	1	5.56%	18	100%
Full-Time/Tenure Track - Respiratory Therapy Instructor	0	0.00%	0	0.00%	1	7.69%	5	38.46%	3	23.08%	2	15.38%	0	0.00%	2	15.38%	13	100%
Full-Time/Tenure Track - SOCIAL SCIENCES INSTRUCTOR - WOMEN'S/GENDER STUDIES	6	5.56%	1	0.93%	9	8.33%	55	50.93%	11	10.19%	10	9.26%	1	0.93%	15	13.89%	108	100%
Full-Time/Tenure Track - SOCIOLOGY INSTRUCTOR	9	7.96%	0	0.00%	9	7.96%	45	39.82%	21	18.58%	11	9.73%	2	1.77%	16	14.16%	113	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track - SPANISH INSTRUCTOR	2	1.20%	0	0.00%	6	3.61%	34	20.48%	102	61.45%	7	4.22%	0	0.00%	15	9.04%	166	100%
Full-Time/Tenure Track - THEATRE ARTS- TECHNICAL THEATRE INSTRUCTOR	3	15.00%	1	5.00%	0	0.00%	13	65.00%	1	5.00%	2	10.00%	0	0.00%	0	0.00%	20	100%
Full-Time/Tenure Track - United States History Instructor	26	6.55%	1	0.25%	10	2.52%	238	59.95%	49	12.34%	36	9.07%	0	0.00%	37	9.32%	397	100%
Full-Time/Tenure Track - World History Instructor	10	3.80%	1	0.38%	16	6.08%	147	55.89%	23	8.75%	35	13.31%	0	0.00%	31	11.79%	263	100%
Full-Time/Tenure Track -COMPUTER SCIENCE AND INFORMATION SYSTEMS (CSIS) INSTRUCTOR (COMPUTER SCI)	4	12.90%	0	0.00%	11	35.48%	10	32.26%	1	3.23%	0	0.00%	0	0.00%	5	16.13%	31	100%
Full-Time/Tenure Track Counselor (HEALTH SCIENCES)	15	13.64%	0	0.00%	7	6.36%	33	30.00%	38	34.55%	5	4.55%	1	0.91%	11	10.00%	110	100%
Full-Time/Tenure Track -COUNSELOR, DSPS (Disabled Students Program and Services)	23	24.47%	0	0.00%	3	3.19%	32	34.04%	20	21.28%	10	10.64%	1	1.06%	5	5.32%	94	100%
Full-Time/Tenure Track -EARLY CHILDHOOD EDUCATION INSTRUCTOR	22	26.83%	0	0.00%	6	7.32%	24	29.27%	13	15.85%	6	7.32%	1	1.22%	10	12.20%	82	100%
Full-Time/Tenure Track -ECONOMICS INSTRUCTOR	12	9.02%	0	0.00%	33	24.81%	55	41.35%	10	7.52%	10	7.52%	1	0.75%	12	9.02%	133	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Full-Time/Tenure Track -ENGINEERING / PHYSICS INSTRUCTOR	3	5.36%	0	0.00%	12	21.43%	33	58.93%	3	5.36%	0	0.00%	0	0.00%	5	8.93%	56	100%
Full-Time/Tenure Track -EXERCISE PHYSIOLOGY/KINESIO LOGY INSTRUCTOR	6	6.00%	1	1.00%	5	5.00%	55	55.00%	12	12.00%	10	10.00%	0	0.00%	11	11.00%	100	100%
Full-Time/Tenure Track -GRAPHIC DESIGN INSTRUCTOR	4	6.06%	0	0.00%	6	9.09%	38	57.58%	7	10.61%	2	3.03%	1	1.52%	8	12.12%	66	100%
Full-Time/Tenure Track -INTERIOR ARCHITECTURAL DESIGN INSTRUCTOR	0	0.00%	0	0.00%	6	17.65%	18	52.94%	5	14.71%	0	0.00%	2	5.88%	3	8.82%	34	100%
Full-Time/Tenure Track -KINESIOLOGY INSTRUCTOR/CONDIT IONING COACH	14	11.97%	0	0.00%	4	3.42%	53	45.30%	15	12.82%	22	18.80%	1	0.85%	8	6.84%	117	100%
Full-Time/Tenure Track- Mathematics (Developmental/Colle ge Level) Instructor	10	5.88%	0	0.00%	35	20.59%	70	41.18%	20	11.76%	18	10.59%	1	0.56%	16	9.41%	170	100%
Full-Time/Tenure Track - PHOTOGRAPHY (COMMERICAL) INSTRUCTOR	1	1.96%	0	0.00%	2	3.92%	35	68.63%	7	13.73%	2	3.92%	0	0.00%	4	7.84%	51	100%
Project Manager - The Center for Teaching Excellence PROJECT MANAGER- Veteran Resource Center (INTERNAL RECRUITMENT)	18	25.70%	0	0.00%	4	5.71%	21	30.00%	16	22.86%	2	2.86%	1	1.43%	8	11.43%	70	100%
	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%

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Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Project Manager (Interim), Adult Education Programs	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%
Project Manager-CBJT Recycling- Full-Time/ Temporary (Categorically Funded)	3	16.67%	1	5.56%	1	5.56%	7	38.89%	2	11.11%	2	11.11%	0	0.00%	2	11.11%	18	100%
Project Manager-Early Start Pathway-Part-Time, Temporary (Categorically Funded)	3	27.27%	0	0.00%	1	9.09%	4	36.36%	3	27.27%	0	0.00%	0	0.00%	0	0.00%	11	100%
Project Manager-FIPSE Center of Excellence for Veteran Students	8	25.81%	0	0.00%	2	6.45%	11	35.48%	5	16.13%	0	0.00%	1	3.23%	4	12.90%	31	100%
PROJECT MANAGER, ATHLETIC EVENTS AND GAME MANAGEMENT (INTERNAL RECRUITMENT)	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%
PROJECT MANAGER, CAMPUS AND ALUMNI RELATIONS	7	20.59%	0	0.00%	3	8.82%	15	44.12%	4	11.76%	2	5.88%	0	0.00%	3	8.82%	34	100%
Project Manager, Employment Training Panel (ETP)	2	15.38%	1	7.69%	0	0.00%	8	61.54%	1	7.69%	0	0.00%	0	0.00%	1	7.69%	13	100%
Project Manager, Equity Initiatives	9	31.03%	0	0.00%	1	3.45%	7	24.14%	6	20.69%	2	6.90%	1	3.45%	3	10.34%	29	100%
Project Manager, First Year Student Services	3	37.50%	0	0.00%	1	12.50%	1	12.50%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	8	100%
Project Manager, Supplemental Instruction (Internal Recruitment)	1	10.00%	2	20.00%	2	20.00%	5	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Project Manager, Teaching and Learning Center	12	14.29%	0	0.00%	4	4.76%	29	34.52%	13	15.48%	8	9.52%	1	1.19%	17	20.24%	84	100%
Senior Director, Institutional Advancement/SMC Foundation Director	6	11.11%	0	0.00%	7	12.96%	34	62.96%	2	3.70%	0	0.00%	0	0.00%	5	9.26%	54	100%
Vice President, Academic Affairs	11	17.19%	0	0.00%	9	14.06%	25	39.06%	5	7.81%	6	9.38%	1	1.56%	7	10.94%	64	100%
<b>TOTALS</b>	<b>1,493</b>	<b>10.50%</b>	<b>31</b>	<b>0.22%</b>	<b>1,609</b>	<b>11.32%</b>	<b>6,597</b>	<b>46.40%</b>	<b>1,631</b>	<b>11.47%</b>	<b>1,160</b>	<b>8.16%</b>	<b>137</b>	<b>0.96%</b>	<b>1,559</b>	<b>10.97%</b>	<b>14,217</b>	<b>100%</b>

## Appendix 7

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

### **ETHNICITY BY JOB POSTING**

**2015-2017**

Santa Monica College  
Academic Part-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME - CHEER INSTRUCTOR/COACH	0	0.00%	0	0.00%	0	0.00%	2	40.00%	1	20.00%	2	40.00%	0	0.00%	0	0.00%	5	100%
PART-TIME - COUNSELOR/INSTRUCTOR CONTINUOUS APPLICANT POOL	132	15.51%	3	0.35%	60	7.05%	222	26.09%	249	29.26%	85	9.99%	23	2.70%	77	9.05%	851	100%
PART-TIME - English as a Second Language (ESL) Instructor - CONTINUOUS APPLICANT POOL	27	3.95%	1	0.15%	73	10.69%	312	45.68%	95	13.91%	72	10.54%	13	1.90%	90	13.18%	683	100%
PART-TIME - Health Center Registered Dietitian/Nutritionist (RDN) - CONTINUOUS APPLICANT POOL	1	2.78%	0	0.00%	3	8.33%	25	69.44%	0	0.00%	4	11.11%	0	0.00%	3	8.33%	36	100%
PART-TIME - WOMEN'S SOFTBALL HEAD COACH	0	0.00%	0	0.00%	0	0.00%	5	45.45%	4	36.36%	0	0.00%	0	0.00%	2	18.18%	11	100%
PART-TIME Career Counselor CONTINUOUS APPLICANT POOL	85	17.24%	1	0.20%	32	6.49%	145	29.41%	116	23.53%	51	10.34%	8	1.62%	55	11.16%	493	100%
PART-TIME Counselor - African American Collegian and the Latino Center - CONTINUOUS APPLICANT POOL	30	44.78%	0	0.00%	0	0.00%	5	7.46%	22	32.84%	8	11.94%	1	1.49%	1	1.49%	67	100%
PART-TIME Dual Enrollment Site Coordinator - CONTINUOUS APPLICANT POOL	1	6.25%	0	0.00%	1	6.25%	4	25.00%	6	37.50%	2	12.50%	0	0.00%	2	12.50%	16	100%
PART-TIME INSTRUCTOR - Automotive Technology - CONTINUOUS APPLICANT POOL	1	5.56%	0	0.00%	3	16.67%	10	55.56%	2	11.11%	0	0.00%	1	5.56%	1	5.56%	18	100%
PART-TIME INSTRUCTOR - Botany - CONTINUOUS APPLICANT POOL	1	2.78%	0	0.00%	7	19.44%	20	55.56%	4	11.11%	0	0.00%	1	2.78%	3	8.33%	36	100%
PART-TIME INSTRUCTOR - Environmental Studies - CONTINUOUS APPLICANT POOL	5	5.32%	2	2.13%	8	8.51%	41	43.62%	9	9.57%	12	12.77%	2	2.13%	15	15.96%	94	100%

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Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME INSTRUCTOR - Geography - CONTINUOUS	3	6.00%	1	2.00%	3	6.00%	26	52.00%	5	10.00%	6	12.00%	0	0.00%	6	12.00%	50	100%
PART-TIME INSTRUCTOR - Health - CONTINUOUS	22	12.43%	0	0.00%	27	15.25%	75	42.37%	11	6.21%	23	12.99%	1	0.56%	18	10.17%	177	100%
PART-TIME INSTRUCTOR - Hebrew - CONTINUOUS	0	0.00%	0	0.00%	0	0.00%	9	90.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100%
PART-TIME INSTRUCTOR - Humanities - CONTINUOUS	18	7.32%	1	0.41%	11	4.47%	125	50.81%	30	12.20%	29	11.79%	3	1.22%	29	11.79%	246	100%
PART-TIME INSTRUCTOR - Insurance- CONTINUOUS	12	26.09%	0	0.00%	5	10.87%	18	39.13%	7	15.22%	0	0.00%	0	0.00%	4	8.70%	46	100%
PART-TIME INSTRUCTOR - Interior Architectural Design - CONTINUOUS	3	3.09%	0	0.00%	15	15.46%	58	59.79%	8	8.25%	2	2.06%	3	3.09%	8	8.25%	97	100%
PART-TIME INSTRUCTOR - Marine Biology - CONTINUOUS	0	0.00%	0	0.00%	4	25.00%	9	56.25%	2	12.50%	0	0.00%	0	0.00%	1	6.25%	16	100%
PART-TIME INSTRUCTOR - Medical Laboratory Technology - CONTINUOUS	0	0.00%	0	0.00%	0	0.00%	5	55.56%	0	0.00%	0	0.00%	1	11.11%	3	33.33%	9	100%
PART-TIME INSTRUCTOR - Philosophy - CONTINUOUS	4	3.15%	0	0.00%	6	4.72%	67	52.76%	20	15.75%	11	8.66%	1	0.79%	18	14.17%	127	100%
PART-TIME INSTRUCTOR - Political Science - CONTINUOUS	35	11.22%	0	0.00%	22	7.05%	147	47.12%	34	10.90%	36	11.54%	2	0.64%	36	11.54%	312	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME INSTRUCTOR - Psychology - CONTINUOUS APPLICANT POOL	70	10.97%	2	0.31%	33	5.17%	309	48.43%	79	12.38%	74	11.60%	11	1.72%	60	9.40%	638	100%
PART-TIME INSTRUCTOR - Religious Studies - CONTINUOUS APPLICANT POOL	19	10.44%	0	0.00%	10	5.49%	83	45.60%	17	9.34%	28	15.38%	2	1.10%	23	12.64%	182	100%
PART-TIME INSTRUCTOR - Respiratory Therapy - CONTINUOUS APPLICANT POOL	3	9.09%	0	0.00%	5	15.15%	7	21.21%	4	12.12%	9	27.27%	1	3.03%	4	12.12%	33	100%
PART-TIME INSTRUCTOR - Russian - CONTINUOUS APPLICANT POOL	1	2.04%	0	0.00%	2	4.08%	44	89.80%	0	0.00%	0	0.00%	0	0.00%	2	4.08%	49	100%
PART-TIME INSTRUCTOR - Sociology - CONTINUOUS APPLICANT POOL	46	22.22%	2	0.97%	9	4.35%	57	27.54%	48	23.19%	22	10.63%	2	0.97%	21	10.14%	207	100%
PART-TIME INSTRUCTOR - Spanish - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	0	0.00%	23	19.49%	83	70.34%	2	1.69%	0	0.00%	10	8.47%	118	100%
PART-TIME INSTRUCTOR - Theatre Arts - CONTINUOUS APPLICANT POOL	40	10.61%	3	0.80%	16	4.24%	197	52.25%	30	7.96%	39	10.34%	1	0.27%	51	13.53%	377	100%
PART-TIME INSTRUCTOR - Turkish - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	4	9.76%	33	80.49%	0	0.00%	0	0.00%	0	0.00%	4	9.76%	41	100%
PART-TIME INSTRUCTOR - Women's Studies - CONTINUOUS APPLICANT POOL	26	15.85%	1	0.61%	10	6.10%	63	38.41%	23	14.02%	27	16.46%	2	1.22%	12	7.32%	164	100%
PART-TIME INSTRUCTOR - Accounting - CONTINUOUS APPLICANT POOL	10	10.10%	0	0.00%	20	20.20%	41	41.41%	10	10.10%	7	7.07%	3	3.03%	8	8.08%	99	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME INSTRUCTOR - ADVANCED SOLAR PHOTOVOLTAIC INSTALLATION	1	8.33%	0	0.00%	3	25.00%	5	41.67%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	12	100%
PART-TIME INSTRUCTOR - American Sign Language - CONTINUOUS APPLICANT POOL	1	3.03%	0	0.00%	0	0.00%	17	51.52%	2	6.06%	10	30.30%	0	0.00%	3	9.09%	33	100%
PART-TIME INSTRUCTOR - ANATOMY - Continuous Applicant Pool	11	9.82%	0	0.00%	15	13.39%	49	43.75%	9	8.04%	10	8.93%	3	2.68%	15	13.39%	112	100%
PART-TIME INSTRUCTOR - Anthropology - CONTINUOUS APPLICANT POOL	3	2.54%	1	0.85%	7	5.93%	52	44.07%	12	10.17%	32	27.12%	0	0.00%	11	9.32%	118	100%
PART-TIME INSTRUCTOR - ARABIC- CONTINUOUS APPLICANT POOL	2	4.26%	0	0.00%	1	2.13%	26	55.32%	1	2.13%	8	17.02%	0	0.00%	9	19.15%	47	100%
PART-TIME INSTRUCTOR - Art - CONTINUOUS APPLICANT POOL	16	4.52%	0	0.00%	25	7.06%	206	58.19%	34	9.60%	24	6.78%	2	0.56%	47	13.28%	354	100%
PART-TIME INSTRUCTOR - ART CERAMICS - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	5	20.83%	14	58.33%	2	8.33%	0	0.00%	0	0.00%	3	12.50%	24	100%
PART-TIME INSTRUCTOR - ART HISTORY - APPLICANT POOL	4	3.85%	1	0.96%	6	5.77%	61	58.64%	15	14.42%	2	1.92%	0	0.00%	15	14.42%	104	100%
PART-TIME INSTRUCTOR - ASTRONOMY - APPLICANT POOL	0	0.00%	0	0.00%	3	5.77%	32	61.54%	3	5.77%	9	17.31%	0	0.00%	5	9.62%	52	100%
PART-TIME INSTRUCTOR - Bilingual Studies - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	6	13.95%	6	13.95%	21	48.84%	5	11.63%	1	2.33%	4	9.30%	43	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME INSTRUCTOR - Biological Science - CONTINUOUS																		
APPLICANT POOL	12	4.72%	0	0.00%	44	17.32%	127	50.00%	23	9.06%	23	9.06%	1	0.39%	24	9.45%	254	100%
PART-TIME INSTRUCTOR - Broadcasting - CONTINUOUS																		
APPLICANT POOL	11	11.70%	1	1.06%	5	5.32%	47	50.00%	7	7.45%	12	12.77%	1	1.06%	10	10.64%	94	100%
PART-TIME INSTRUCTOR - Business - CONTINUOUS																		
APPLICANT POOL	77	18.73%	1	0.24%	42	10.22%	160	38.93%	40	9.73%	36	8.76%	3	0.73%	52	12.65%	411	100%
PART-TIME INSTRUCTOR - Chemistry - CONTINUOUS																		
APPLICANT POOL	3	2.52%	0	0.00%	33	27.73%	47	39.50%	16	13.45%	6	5.04%	1	0.84%	13	10.92%	119	100%
PART-TIME INSTRUCTOR - CHEMISTRY- CONTINUOUS																		
APPLICANT POOL	0	0.00%	0	0.00%	9	33.33%	7	25.93%	4	14.81%	6	22.22%	1	3.70%	0	0.00%	27	100%
PART-TIME INSTRUCTOR - Chinese - CONTINUOUS																		
APPLICANT POOL	0	0.00%	0	0.00%	32	72.73%	1	2.27%	0	0.00%	9	20.45%	0	0.00%	2	4.55%	44	100%
PART-TIME INSTRUCTOR - Communication Studies- CONTINUOUS																		
APPLICANT POOL	31	12.16%	1	0.39%	13	5.10%	105	41.18%	33	12.94%	43	16.86%	2	0.78%	27	10.59%	255	100%
PART-TIME INSTRUCTOR - Computer Science & Information Systems - CONTINUOUS																		
APPLICANT POOL	17	11.11%	0	0.00%	23	15.03%	57	37.25%	20	13.07%	17	11.11%	5	3.27%	14	9.15%	153	100%
PART-TIME INSTRUCTOR - Cosmetology - CONTINUOUS																		
APPLICANT POOL	24	24.74%	0	0.00%	0	0.00%	30	30.93%	20	20.62%	15	15.46%	1	1.03%	7	7.22%	97	100%
PART-TIME INSTRUCTOR - Dance - CONTINUOUS																		
APPLICANT POOL	16	11.27%	0	0.00%	10	7.04%	58	40.85%	16	11.27%	29	20.42%	4	2.82%	9	6.34%	142	100%

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PART-TIME INSTRUCTOR - Design/Entertainment Technology - CONTINUOUS APPLICANT POOL	5	7.81%	0	0.00%	10	15.63%	33	51.53%	6	9.38%	2	3.13%	0	0.00%	8	12.50%	64	100%
PART-TIME INSTRUCTOR - DSPS Counselor - CONTINUOUS APPLICANT POOL	49	17.01%	1	0.35%	15	5.21%	99	34.38%	59	20.49%	25	8.68%	5	1.74%	35	12.15%	288	100%
PART-TIME INSTRUCTOR - Early Childhood Education PART-TIME INSTRUCTOR - Economics - CONTINUOUS APPLICANT POOL	42	15.16%	0	0.00%	17	6.14%	103	37.18%	49	17.69%	27	9.75%	6	2.17%	33	11.91%	277	100%
PART-TIME INSTRUCTOR - ENERGY EFFICIENCY- CONTINUOUS APPLICANT POOL	11	11.58%	0	0.00%	16	16.84%	41	43.16%	7	7.37%	8	8.42%	1	1.05%	11	11.58%	95	100%
PART-TIME INSTRUCTOR - Engineering - CONTINUOUS APPLICANT POOL	2	5.11%	0	0.00%	6	15.38%	17	43.59%	3	7.69%	3	7.69%	0	0.00%	8	20.51%	39	100%
PART-TIME INSTRUCTOR - English - CONTINUOUS APPLICANT POOL	7	5.38%	0	0.00%	24	18.46%	64	49.23%	5	3.85%	6	4.62%	1	0.77%	23	17.69%	130	100%
PART-TIME INSTRUCTOR - English - CONTINUOUS APPLICANT POOL	46	6.06%	1	0.13%	38	5.01%	382	50.33%	94	12.38%	78	10.28%	11	1.45%	109	14.36%	759	100%
PART-TIME INSTRUCTOR - Fashion Design and Merchandising - CONTINUOUS APPLICANT POOL	10	11.76%	0	0.00%	12	14.12%	50	58.82%	8	9.41%	0	0.00%	0	0.00%	5	5.88%	85	100%
PART-TIME INSTRUCTOR - French - CONTINUOUS APPLICANT POOL	3	3.57%	0	0.00%	2	2.38%	57	67.86%	9	10.71%	6	7.14%	0	0.00%	7	8.33%	84	100%
PART-TIME INSTRUCTOR - Geography - CONTINUOUS APPLICANT POOL	2	10.53%	0	0.00%	3	15.79%	10	52.63%	2	10.53%	0	0.00%	0	0.00%	2	10.53%	19	100%

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	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME INSTRUCTOR - GEOLOGY - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	6	14.63%	15	36.59%	7	17.07%	3	7.32%	1	2.44%	9	21.95%	41	100%
PART-TIME INSTRUCTOR - GERMAN - CONTINUOUS APPLICANT POOL	1	2.50%	0	0.00%	1	2.50%	26	65.00%	1	2.50%	6	15.00%	0	0.00%	5	12.50%	40	100%
PART-TIME INSTRUCTOR - HEAD COACH, MEN'S SOCCER PART-TIME INSTRUCTOR - HEAD COACH, MEN'S WATER POLO	1	7.69%	0	0.00%	0	0.00%	7	53.85%	3	23.08%	0	0.00%	0	0.00%	2	15.38%	13	100%
PART-TIME INSTRUCTOR - Head Men's Football Coach	8	42.11%	0	0.00%	0	0.00%	4	21.05%	1	5.26%	2	10.53%	0	0.00%	4	21.05%	19	100%
PART-TIME INSTRUCTOR - Head Women's Softball Coach	0	0.00%	1	5.26%	0	0.00%	9	47.37%	4	21.05%	4	21.05%	0	0.00%	1	5.26%	19	100%
PART-TIME INSTRUCTOR - History	1	10.00%	0	0.00%	1	10.00%	5	50.00%	0	0.00%	2	20.00%	0	0.00%	1	10.00%	10	100%
PART-TIME INSTRUCTOR - HISTORY - CONTINUOUS APPLICANT POOL	12	7.32%	2	1.22%	4	2.44%	80	48.78%	25	15.24%	20	12.20%	0	0.00%	21	12.80%	164	100%
PART-TIME INSTRUCTOR - Italian - CONTINUOUS APPLICANT POOL	1	2.27%	0	0.00%	0	0.00%	40	90.91%	1	2.27%	0	0.00%	1	2.27%	1	2.27%	44	100%
PART-TIME INSTRUCTOR - Japanese - CONTINUOUS APPLICANT POOL	2	6.06%	0	0.00%	19	57.58%	7	21.21%	0	0.00%	3	9.09%	0	0.00%	2	6.06%	33	100%
PART-TIME INSTRUCTOR - Journalism - CONTINUOUS APPLICANT POOL	21	17.65%	0	0.00%	6	5.04%	57	47.90%	9	7.56%	6	5.04%	1	0.84%	19	15.97%	119	100%

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PART-TIME INSTRUCTOR - Kinesiology/ Physical Education - CONTINUOUS APPLICANT POOL	22	15.60%	0	0.00%	8	5.67%	58	41.13%	19	13.48%	13	9.22%	6	4.26%	15	10.64%	141	100%
PART-TIME INSTRUCTOR - Korean - CONTINUOUS APPLICANT POOL	1	2.33%	0	0.00%	41	95.35%	1	2.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	43	100%
PART-TIME INSTRUCTOR - Library Studies - CONTINUOUS APPLICANT POOL	4	11.11%	0	0.00%	2	5.56%	21	58.33%	6	16.67%	0	0.00%	0	0.00%	3	8.33%	36	100%
PART-TIME INSTRUCTOR - Life Sciences - CONTINUOUS APPLICANT POOL	7	4.76%	0	0.00%	27	18.37%	73	49.66%	10	6.80%	8	5.44%	1	0.68%	21	14.29%	147	100%
PART-TIME INSTRUCTOR - Mathematics - CONTINUOUS APPLICANT POOL	28	5.97%	0	0.00%	109	23.24%	194	41.36%	43	9.17%	41	8.74%	6	1.28%	48	10.23%	469	100%
PART-TIME INSTRUCTOR - Media Studies - CONTINUOUS APPLICANT POOL	28	17.18%	1	0.61%	7	4.29%	73	44.79%	20	12.27%	12	7.36%	2	1.23%	20	12.27%	163	100%
PART-TIME INSTRUCTOR - Medical Laboratory Technician - Applicant Pool	0	0.00%	0	0.00%	1	16.67%	2	33.33%	2	33.33%	0	0.00%	0	0.00%	1	16.67%	6	100%
PART-TIME INSTRUCTOR - Music - CONTINUOUS APPLICANT POOL	22	5.85%	1	0.27%	49	13.03%	186	49.47%	31	8.24%	34	9.04%	2	0.53%	51	13.56%	376	100%
PART-TIME INSTRUCTOR - Music/Chamber Choir Director - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	1	11.11%	6	66.67%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100%
PART-TIME INSTRUCTOR - Music/Jazz Vocal Ensemble Director - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	0	0.00%	2	28.57%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	7	100%

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PART-TIME INSTRUCTOR - Music/Percussion Ensemble Director - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	2	25.00%	1	12.50%	3	37.50%	2	25.00%	0	0.00%	0	0.00%	8	100%
PART-TIME INSTRUCTOR - NURSING - CONTINUOUS APPLICANT POOL	24	22.64%	0	0.00%	6	5.66%	29	27.36%	15	14.15%	13	12.26%	6	5.66%	13	12.26%	106	100%
PART-TIME INSTRUCTOR - Nutrition - CONTINUOUS APPLICANT POOL	4	3.51%	0	0.00%	22	19.30%	64	56.14%	8	7.02%	2	1.75%	1	0.88%	13	11.40%	114	100%
PART-TIME INSTRUCTOR - Occupational Therapy - CONTINUOUS APPLICANT POOL	4	26.67%	0	0.00%	1	6.67%	6	40.00%	2	13.33%	0	0.00%	1	6.67%	1	6.67%	15	100%
PART-TIME INSTRUCTOR - Office Technology - CONTINUOUS APPLICANT POOL	19	13.87%	0	0.00%	8	5.84%	53	38.69%	19	13.87%	18	13.14%	1	0.73%	19	13.87%	137	100%
PART-TIME INSTRUCTOR - PERSIAN - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	7	12.07%	42	72.41%	0	0.00%	6	10.34%	0	0.00%	3	5.17%	58	100%
PART-TIME INSTRUCTOR - Photography (COMMERCIAL) - CONTINUOUS APPLICANT POOL	5	3.62%	0	0.00%	10	7.25%	75	54.35%	9	6.52%	21	15.22%	2	1.45%	16	11.59%	138	100%
PART-TIME INSTRUCTOR - Physics - CONTINUOUS APPLICANT POOL	4	3.39%	0	0.00%	15	12.71%	72	61.02%	7	5.93%	8	6.78%	1	0.85%	11	9.32%	118	100%
PART-TIME INSTRUCTOR - RECYCLING AND RESOURCE MANAGEMENT PROGRAM	2	8.00%	0	0.00%	0	0.00%	12	48.00%	3	12.00%	3	12.00%	0	0.00%	5	20.00%	25	100%

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PART-TIME INSTRUCTOR - Reference Librarian - CONTINUOUS APPLICANT POOL	4	5.26%	1	1.32%	2	2.63%	36	47.37%	17	22.37%	8	10.53%	0	0.00%	8	10.53%	76	100%
PART-TIME INSTRUCTOR - Renewable Energies - CONTINUOUS APPLICANT POOL	0	0.00%	0	0.00%	4	13.79%	15	51.72%	5	17.24%	0	0.00%	0	0.00%	5	17.24%	29	100%
PART-TIME INSTRUCTOR - RESOURCE MANAGEMENT AND ZERO WASTE FOR COMMUNITIES	1	3.70%	0	0.00%	1	3.70%	16	59.26%	3	11.11%	4	14.81%	0	0.00%	2	7.41%	27	100%
PART-TIME INSTRUCTOR - SOLAR PHOTOVOLTAIC INSTALLATION	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100%
PART-TIME INSTRUCTOR -Athletics - CONTINUOUS APPLICANT POOL	37	21.14%	2	1.14%	5	2.86%	60	34.29%	27	15.43%	31	17.71%	2	1.14%	11	6.29%	175	100%
PART-TIME INSTRUCTOR- EMERITUS COLLEGE - Applicant Pool	22	12.15%	0	0.00%	11	6.08%	77	42.54%	22	12.15%	20	11.05%	2	1.10%	27	14.92%	181	100%
PART-TIME INSTRUCTOR- Film Studies - CONTINUOUS APPLICANT POOL	46	8.53%	2	0.37%	26	4.82%	283	52.50%	47	8.72%	46	8.53%	7	1.30%	82	15.21%	539	100%
PART-TIME INSTRUCTOR- Geographic Information Systems - CONTINUOUS APPLICANT POOL	2	7.41%	0	0.00%	5	18.52%	11	40.74%	3	11.11%	4	14.81%	0	0.00%	2	7.41%	27	100%
PART-TIME INSTRUCTOR- Global Studies - CONTINUOUS APPLICANT POOL	15	9.68%	2	1.29%	13	8.39%	58	37.42%	18	11.61%	25	16.13%	2	1.29%	22	14.19%	155	100%
PART-TIME INSTRUCTOR- Graphic Design - CONTINUOUS APPLICANT POOL	4	3.17%	0	0.00%	15	11.90%	76	60.32%	11	8.73%	11	8.73%	2	1.59%	7	5.56%	126	100%

Santa Monica College  
Academic Part-time Applicants by Job Title  
Fall 2015-Fall 2017

Job Title	AFR AMR		AMR IND		ASIAN		CAUCASIAN		HISPANIC		MULTI RAC		PAC ISL		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PART-TIME INSTRUCTOR- Head Women's Volleyball Coach	1	20.00%	0	0.00%	0	0.00%	1	20.00%	1	20.00%	0	0.00%	0	0.00%	2	40.00%	5	100%
PART-TIME INSTRUCTOR- HISTORY (Western Civilization II)	10	9.09%	3	2.73%	3	2.73%	47	42.73%	23	20.91%	14	12.73%	0	0.00%	10	9.09%	110	100%
PART-TIME INSTRUCTOR- PHYSICS	1	5.88%	0	0.00%	5	29.41%	9	52.94%	0	0.00%	0	0.00%	0	0.00%	2	11.76%	17	100%
PART-TIME INSTRUCTOR- Portuguese - CONTINUOUS APPLICANT POOL	1	5.26%	0	0.00%	0	0.00%	4	21.06%	12	63.16%	0	0.00%	0	0.00%	2	10.53%	19	100%
PART-TIME INSTRUCTOR- US HISTORY - APPLICANT POOL	18	10.78%	3	1.80%	5	2.99%	87	52.10%	24	14.37%	12	7.19%	2	1.20%	16	9.58%	167	100%
PART-TIME INSTRUCTOR- WOMEN'S HEAD SOCCER COACH - CONTINUOUS APPLICANT POOL	1	7.14%	0	0.00%	0	0.00%	8	57.14%	3	21.43%	0	0.00%	0	0.00%	2	14.29%	14	100%
PART-TIME LINGUISTICS INSTRUCTOR - CONTINUOUS APPLICANT POOL	3	6.00%	1	2.00%	5	10.00%	22	44.00%	12	24.00%	2	4.00%	0	0.00%	5	10.00%	50	100%
PART-TIME WORLD/REGIONAL HISTORY INSTRUCTOR - CONTINUOUS APPLICANT POOL	6	5.71%	2	1.90%	2	1.90%	61	58.10%	14	13.33%	10	9.52%	1	0.95%	9	8.57%	105	100%
<b>TOTALS</b>	<b>1,394</b>	<b>9.90%</b>	<b>45</b>	<b>0.32%</b>	<b>1,270</b>	<b>9.02%</b>	<b>6,242</b>	<b>44.32%</b>	<b>1,932</b>	<b>13.72%</b>	<b>1,422</b>	<b>10.10%</b>	<b>181</b>	<b>1.29%</b>	<b>1,599</b>	<b>11.35%</b>	<b>14,085</b>	<b>100.00%</b>

## Appendix 8

### Student Enrollment Data

#### SMC STUDENT ENROLLMENT INFORMATION

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

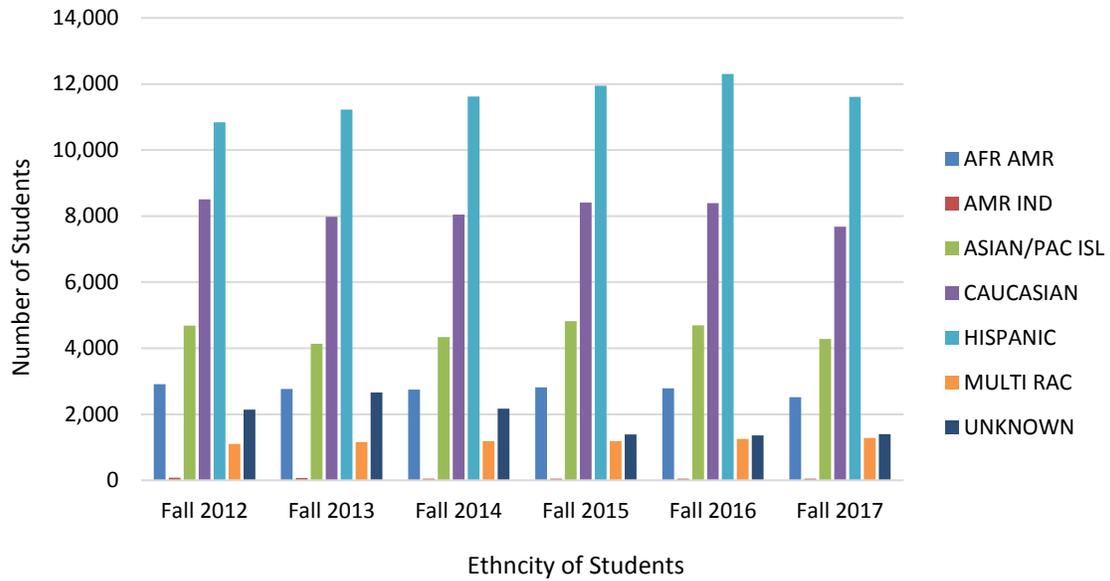
#### STUDENT DIVERSITY 2012 - 2017

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

All other ethnic reporting groups declined against the total population.

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

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



### STUDENT GENDER 2012 - 2017

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

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

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

## **Appendix 9**

**BP 3120 – Equal Employment Opportunity**

**BP 3121 – Diversity**



**ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL**

**BP 3120 Equal Employment Opportunity and Nondiscrimination in Employment**

The Santa Monica Community College District is committed to the principles of equal employment opportunity. The District will provide equal employment opportunity in accordance with all applicable federal, state, and local laws, and will implement a comprehensive program to put those principles into practice.

No person shall be subjected to unlawful discrimination in any program or activity of the District on the basis of ethnic group identification, race, color, national origin (including language and accent), religious creed, age, sex, gender, physical disability, mental disability, ancestry, sexual orientation, citizenship status, gender identity, gender expression, familial status, marital status, socio-economic status, military and veteran status, genetic information, or medical condition. No person shall be subjected to discrimination on the basis of these actual or 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 and welcomes diversity to ensure an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy and free expression of ideas.

The Board of Trustees approves the Equal Employment Opportunity Plan and assumes 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 all applicable federal, state, and local laws.

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

*Approved by DPAC: 2/10/2010*

*Approved: 8/3/2010*

*Revised by DPAC: 6/25/2014 (combined Board Policy sections 3120 and 3122)*

*Approved: 9/2/2014*



**ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL**

**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*