

FACULTY AND STAFF ETHNIC DIVERSITY Annual Update

September 2019

Board of Trustees Presentation

SELECT INCLUSION & DIVERSITY ENHANCEMENT INITIATIVES

1. Retention & Culture Impact

1. **2018-2019 Awareness & Inclusivity Series** – topics covered included biases, stereotypes, gendered language, and cultural sensitivity
2. **LGBTQ+ SafeZone & Ally Training** - topics covered included LGBTQ+ identity, development, sexual orientation, gender identity and expression, inclusive language, & improving equity and inclusion on campus
3. **Webpage improvements**
4. **Inclusivity initiatives & improvements**

2. Outreach Impact:

1. Conviction question eliminated
2. Improve Your Marketability – academic & classified
3. Job Fairs – academic & classified
4. Streamlined recruitment process
5. Established visually appealing, high impact job postings
6. Elimination of official transcriptions & overuse of supplemental application questions
7. More efficient & responsive, more branded, more professionalized

Ethnic Diversity Applicant Pools/Hires



Longitudinal Full Time Faculty Recruitments

Ethnicity	2015-2016		2016-2017		2017-2018		2018-2019	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	412	2	153	0	137	4	45	2
Hispanic or Latino	482	11	162	1	235	7	57	2
Asian/Native Hawaiian or Pacific Islander	395	2	159	4	151	4	59	0
Native American or Alaska Native	60	0	13	0	3	0	1	0
White	1203	21	792	23	575	11	117	2
Two or More	N/A	N/A	N/A	N/A	112	0	24	1
Unknown	229	0	101	0	125	0	27	1
Total Applicants	2781	36	1380	28	1226	26	330	8
Total Ethnic Diversity*	1349	15	487	5	638	15	186	5
	53%	42%	38%	18%	53%	58%	61%	71%
*Unknown are not included in these percentages.								

Demographics

Full Time Faculty Ethnic Diversity

	2014/15	2015/16	2016/17	2017/18	2018/19
Black or African American	8.00%	9.00%	7.00%	8.00%	8.00%
Hispanic or Latino	15.00%	16.00%	17.00%	17.00%	17.00%
Asian/Native Hawaiian or Pacific Islander	14.00%	13.00%	14.00%	14.00%	14.00%
Native American or Alaska Native	1.00%	1.00%	0.00%	0.00%	1.00%
White	62.00%	61.00%	62.00%	62.00%	60.00%
Total Ethnic Diversity	38.00%	39.00%	38.00%	39.00%	40.00%
Number of Current Full Time Faculty	316	343	301	342	325

Ethnic Diversity Applicant Pools/Hires

	2015-2016		2016-2017		2017-2018		2018-2019	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	761	18	737	14	1042	21	715	24
Hispanic or Latino	804	33	822	63	1367	37	962	21
Asian/Native Hawaiian or Pacific Islander	775	29	684	43	963	24	793	35
Native American or Alaska Native	81	4	13	0	15	1	25	2
White	1646	133	1836	125	1749	110	1828	82
Two or More <small>*Primary Ethnicity reported above, not included in Total.</small>	N/A	N/A	477	0	629	3	433	N/A
Unknown	296	0	381	0	373	0	475	0
Total Applicants	4363	217	4950	245	6138	196	5231	164
Total Ethnic Diversity*	2421	84	2733	120	4016	86	2928	82
<small>*Unknown are not included in these percentages.</small>	60%	39%	59%	49%	70%	44%	62%	50%

Demographics

Part Time Faculty Ethnic Diversity

	2014/15	2015/16	2016/17	2017/18	2018/19
Black or African American	7.00%	8.00%	7.00%	8.00%	9.00%
Hispanic or Latino	16.00%	16.00%	18.00%	17.00%	16.00%
Asian/Native Hawaiian or Pacific Islander	15.00%	15.00%	16.00%	16.00%	17.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	1.00%	1.00%
White	62.00%	61.00%	58.00%	59.00%	57.00%
Total Ethnic Diversity	38.00%	39.00%	42.00%	41.00%	43.00%
Number of Current PT Faculty	913	1010	951	967	894

Ethnic Diversity Applicant Pools/Hires

Longitudinal Management Recruitments

	2015-2016		2016-2017		2017-2018		2018-2019	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	378	4	106	1	24	0	180	3
Hispanic or Latino	413	3	81	4	22	3	92	9
Asian/Native Hawaiian or Pacific Islander	250	4	85	4	11	0	92	4
Native American or Alaska Native	28	0	1	0	4	0	9	0
White	401	8	184	9	56	2	282	6
Two or More	N/A	N/A	57	0	17	0	167	1
Unknown	101	0	24	0	12	0	63	0
Total Applicants	1571	19	481	18	146	5	885	23
Total Ethnic Diversity*	1069	11	330	9	78	3	540	17
	73%	58%	64%	50%	58%	60%	65%	74%
*Unknown are not included in these percentages.								

Demographics

Management Ethnic Diversity

	2014/15	2015/16	2016/17	2017/18	2018/19
Black or African American	12.00%	14.00%	12.00%	13.00%	16.00%
Hispanic or Latino	17.00%	15.00%	17.00%	18.00%	19.00%
Asian/Native Hawaiian or Pacific Islander	19.00%	22.00%	19.00%	16.00%	16.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%
White	52.00%	49.00%	52.00%	53.00%	49.00%
Total Ethnic Diversity	48.00%	51.00%	48.00%	47.00%	51%
Number of Current Management	101	106	131	148	127

Longitudinal Classified Recruitments

Ethnic Diversity Applicant Pools/Hires

Ethnicity	2015-2016		2016-2017		2017-2018		2018-2019	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	882	8	465	10	624	13	269	11
Hispanic or Latino	1373	23	647	18	1000	20	82	18
Asian/Native Hawaiian or Pacific Islander	772	16	403	7	452	6	200	10
Native American or Alaska Native	63	0	4	0	21	0	13	0
White	933	21	426	28	583	19	364	16
Two or More	N/A	N/A	190	0	314	5	357	1
Decline to State	174	0	145	0	175	0	73	0
Total Applicants	4197	68	2280	63	3169	63	1358	56
Total	3090	47	1709	35	2411	44	921	40
Ethnic Diversity*	77%	69%	80%	56%	81%	70%	68%	72%
*Unknown are not included in these percentages.								

Demographics

Classified Staff Ethnic Diversity

	2014/15	2015/16	2016/17	2017/18	2018/19
Black or African American	14.00%	14.00%	14.37%	16.00%	17.00%
Hispanic or Latino	24.00%	27.00%	26.45%	27.00%	27.00%
Asian/Native Hawaiian or Pacific Islander	18.00%	18.00%	17.70%	18.00%	18.00%
Native American or Alaska Native	2.00%	2.00%	1.87%	2.00%	2.00%
White	42.00%	39.00%	39.58%	37.00%	35.00%
Total Ethnic Diversity	58.00%	61.00%	60.42%	63.00%	65.00%
Number of Current Classified	405	488	480	499	472