

FACULTY AND STAFF ETHNIC DIVERSITY Annual Update

August 2018

Board of Trustees Presentation

Longitudinal Classified Recruitments

Ethnic Diversity Applicant Pools & Hires

Ethnicity	2014-2015		2015-2016		2016-2017		2017-2018	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	1025	9	882	8	465	10	624	13
Hispanic or Latino	1436	27	1373	23	647	18	1000	20
Asian/Native Hawaiian or Pacific Islander	821	10	772	16	403	7	452	6
Native American or Alaska Native	58	1	63	0	4	0	21	0
White	1070	23	933	21	426	28	583	19
Two or More	N/A	N/A	N/A	N/A	190	0	314	5
Unknown	252	5	174	0	145	0	175	0
Total Applicants	4662	75	4197	68	2280	63	3169	63
Total Diverse Applicants	3340 76%	47 63%	3090 77%	47 69%	1709 80%	35 56%	2411 81%	44 70%

Current Classified Staff

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Black or African American	14.00%	14.00%	14.00%	14.00%	14.00%	16.00%
Hispanic or Latino	23.00%	24.00%	24.00%	27.00%	27.00%	27.00%
Asian/Native Hawaiian or Pacific Islander	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
Native American or Alaska Native	1.00%	2.00%	2.00%	2.00%	2.00%	2.00%
White	44.00%	42.00%	42.00%	39.00%	39.00%	37.00%
Total Ethnic Diversity	56.00%	58.00%	58.00%	61.00%	61.00%	63.00%
Number of Current Classified	377	394	405	488	480	499

Longitudinal Management Recruitments

Ethnic Diversity Applicant Pools & Hires

	2014-2015		2015-2016		2016-2017		2017-2018	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	130	1	378	4	106	1	77	2
Hispanic or Latino	129	3	413	3	81	4	69	4
Asian/Native Hawaiian or Pacific Islander	78	4	250	4	85	4	48	0
Native American or Alaska Native	12	0	28	0	1	0	4	0
White	198	13	401	8	184	9	155	14
Two or More	N/A	N/A	N/A	N/A	57	0	44	1
Unknown	37	1	101	0	24	0	28	0
Total Applicants	584	22	1571	19	538	18	425	21
Total Diverse Applicants	349 64%	8 36%	1069 73%	11 58%	330 64%	9 50%	242 61%	7 33%

Current Management Team

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Black or African American	14.00%	13.00%	12.00%	14.00%	12.00%	13.00%
Hispanic or Latino	16.00%	15.00%	17.00%	15.00%	17.00%	18.00%
Asian/Native Hawaiian or Pacific Islander	21.00%	21.00%	19.00%	22.00%	19.00%	15.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White	49.00%	51.00%	52.00%	49.00%	52.00%	55.00%
Total Ethnic Diversity	51.00%	49.00%	48.00%	51.00%	48.00%	45.00%
Number of Current Management	91	92	101	106	131	142

Longitudinal Full Time Faculty Recruitments

Ethnic Diversity Applicant Pools & Hires

	2014-2015		2015-2016		2016-2017		2017-2018	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	188	1	412	2	153	0	137	4
Hispanic or Latino	229	11	482	11	162	1	235	7
Asian/Native Hawaiian or Pacific Islander	199	6	395	2	159	4	151	4
Native American or Alaska Native	31	0	60	0	13	0	3	0
White	779	24	1203	21	792	23	583	11
Two or More	N/A	N/A	N/A	N/A	N/A	N/A	118	0
Unknown	25	0	229	0	101	0	99	0
Total Applicants	1451	42	2781	36	1380	28	1326	26
Total Diverse Applicants	647 45%	18 43%	1349 53%	15 42%	487 38%	5 18%	644 53%	15 58%

Current Full Time Faculty

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Black or African American	9.00%	10.00%	8.00%	9.00%	7.00%	8.00%
Hispanic or Latino	12.00%	13.00%	15.00%	16.00%	17.00%	17.00%
Asian/Native Hawaiian or Pacific Islander	14.00%	13.00%	14.00%	13.00%	14.00%	14.00%
Native American or Alaska Native	1.00%	1.00%	1.00%	1.00%	0.00%	0.00%
White	65.00%	63.00%	62.00%	61.00%	62.00%	62.00%
Total Ethnic Diversity	36.00%	37.00%	38.00%	39.00%	38.00%	39.00%
Number of Current Full Time Faculty	306	284	316	343	301	342

Longitudinal Part Time Faculty Recruitments

Ethnic Diversity Applicant Pools & Hires

	2014-2015		2015-2016		2016-2017		2017-2018	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	982	16	761	18	737	14	1042	21
Hispanic or Latino	1011	39	804	33	822	63	1367	37
Asian/Native Hawaiian or Pacific Islander	955	37	775	29	684	43	963	24
Native American or Alaska Native	68	0	81	4	13	0	15	1
White	1977	115	1646	133	1836	125	1749	110
Two or More	N/A	N/A	N/A	N/A	477	0	629	3
Unknown	334	0	296	0	381	0	373	0
Total Applicants	5327	207	4363	217	4950	245	6138	196
Total Diverse Applicants	3016 60%	92 44%	2421 60%	84 39%	2733 59%	120 49%	4016 70%	86 44%

Current Part Time Faculty

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Black or African American	8.00%	7.00%	7.00%	8.00%	7.00%	8.00%
Hispanic or Latino	15.00%	15.00%	16.00%	16.00%	18.00%	17.00%
Asian/Native Hawaiian or Pacific Islander	12.00%	13.00%	15.00%	15.00%	16.00%	16.00%
Native American or Alaska Native	0.29%	1.00%	0.00%	0.00%	1.00%	1.00%
White	65.00%	64.00%	62.00%	61.00%	58.00%	59.00%
Total Ethnic Diversity	35.00%	36.00%	38.00%	39.00%	42.00%	41.00%
Number of Current PT Faculty	696	830	913	1010	951	967

EQUITY MINDED STRATEGIES TO INCREASE CANDIDATE SUCCESS

1. Recruitment Strategies

1. Implemented
 1. Updated Job Postings to include LBCC's Diversity Statement and equity minded language – informs job seekers of the College's commitment
 2. Early Recruitment Process – strategically assess high priority recruitments to start the process as quickly as possible: early entry into the market
 3. Faculty Internship Program – recruit & train individuals interested in instruction
2. In-progress
 1. Enhance the use of marketing bulletins and brochures to further increase excitement and interest in applying
 2. Develop and implement social media recruitment strategies to reach more candidates

2. Selection Strategies

1. Implemented
 1. Reduce the number of written exams, questions per written exam, & time frame per written exam
 2. Increase the use of: performance based testing, situational interviews, scored application screening
 3. Train interview panel members on diversity awareness and bias awareness; provide one on one training when needed
 4. Inform applicants of subject areas on exam
 5. Create module based testing to test single content areas at a time
 6. Ensure panel members are reflective of the LBCC diverse workforce
 7. Integrate concepts of face validity, procedural, and interactive justice
2. In-progress
 1. Implement online testing with practice pre-test sessions

3. Training for Applicants

1. In-progress
 1. Interview Training
 2. Resume & Cover Letter Workshop
 3. Promotional Development Academy