

STAFF DIVERSITY Annual Update

November 10, 2015
Board of Trustees Presentation

Presentation

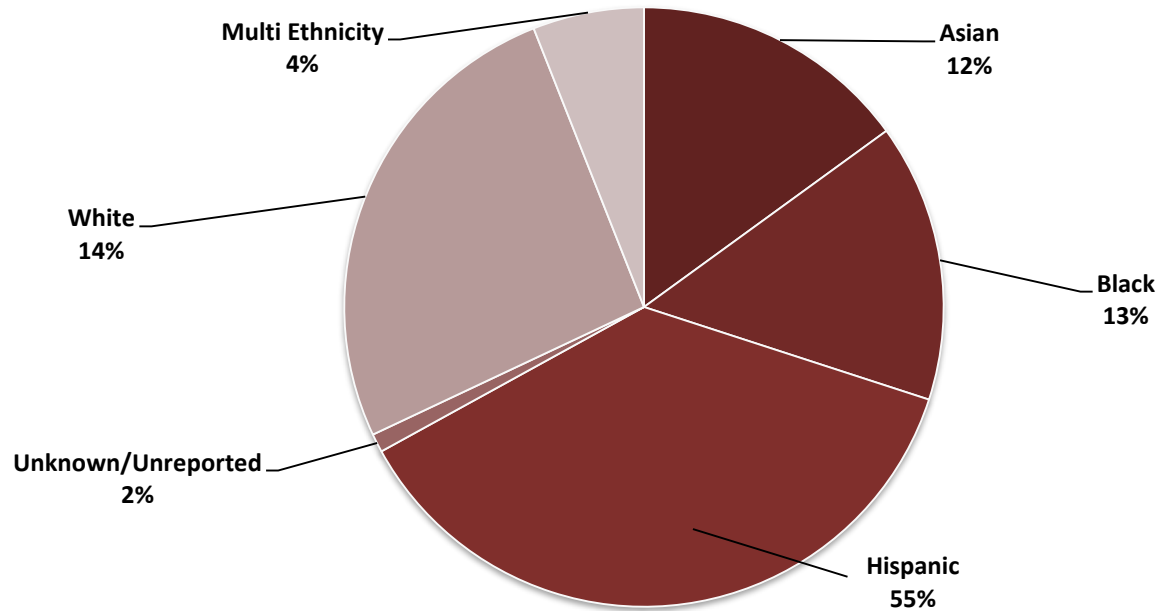
Overview

1. Student Profile
2. Hiring Demographics
3. Initiatives
4. Questions/Discussion

Student Profile

**SPRING 2015
STUDENT PROFILE**

(24,739 students: 45% male / 55% female)



2010/2011 -
 2014/2015

Management
 Diversity

Demographics

Management	2010/11	2011/12	2012/13	2013/14	2014/15	Current Fall 2015
African American	13.33%	12.24%	14.00%	13.00%	12.00%	15.00%
Hispanic	20.01%	14.29%	16.00%	15.00%	17.00%	15.00%
Asian/Pacific Islander	13.33%	22.45%	21.00%	21.00%	19.00%	23.00%
Caucasian	53.33%	51.02%	49.00%	51.00%	52.00%	47.00%
Native American	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Diversity	46.67%	48.98%	51.00%	49.00%	48.00%	53.00%
Number Hired	8	19	10	5	22	5
Number of Management	105	103	91	92	101	79

2010/2011 -
2014/2015

**Classified Staff
Diversity**

Demographics

Classified	2010/11	2011/12	2012/13	2013/14	2014/15	Current Fall 2015
African American	16.06%	14.93%	14.00%	14.00%	14.00%	14.00%
Hispanic	22.55%	21.75%	23.00%	24.00%	24.00%	24.00%
Asian/Pacific Islander	16.32%	15.14%	18.00%	18.00%	18.00%	17.00%
Caucasian	43.52%	46.70%	44.00%	42.00%	42.00%	41.00%
Native American	1.55%	1.48%	1.00%	2.00%	2.00%	4.00%
Total Diversity	56.48%	53.30%	56.00%	58.00%	58.00%	59.00%
Number Hired	21	31	32	91	75	21
Number of Classified	448	416	377	394	405	440

2010/2011 -
 2014/2015

Full-Time Faculty
 Diversity

Demographics

Full-Time Faculty	2010/11	2011/12	2012/13	2013/14	2014/15	Current Fall 2015
African American	9.46%	9.42%	9.00%	10.00%	8.00%	8.00%
Hispanic	12.93%	12.02%	11.76%	13.00%	15.00%	17.00%
Asian/Pacific Islander	10.73%	11.36%	13.73%	13.00%	14.00%	13.00%
Caucasian	65.93%	66.23%	65.00%	63.00%	62.00%	61.00%
Native American	.95%	.97%	.51%	1.00%	1.00%	1.00%
Total Diversity	34.07%	33.77%	35.00%	37.00%	38.00%	39.00%
Number Hired	10	5	2	15	42	36
Number of FT Faculty	312	308	306	284	316	337

2010/2011 -
2014/2015

Part-Time Faculty
Diversity

Demographics

Part-Time Faculty	2010/11	2011/12	2012/13	2013/14	2014/15	Current Fall 2015
African American	5.50%	6.56%	7.61%	7.00%	7.00%	7.00%
Hispanic	13.70%	12.65%	14.80%	15.00%	16.00%	15.00%
Asian/Pacific Islander	11.80%	10.07%	12.07%	13.00%	15.00%	14.00
Caucasian	68.40%	70.49%	65.23%	64.00%	62.00%	63.00%
Native American	.60%	.23%	0.29%	1.00%	0.00%	1.00%
Total Diversity	31.60%	30.02%	34.77%	36.00%	38.00%	37.00%
Number Hired	74	49	187	301	207	130
Number of PT Faculty	553	423	696	830	913	762

Diversity Applicant Pools/Hires

2011-2012
Fall-2015

Longitudinal
Management
Recruitments

	2011-2012		2012-2013		2013-2014		2014-2015		Fall-2015	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	116	3	61	0	73	0	130	1	118	1
Hispanic	103	3	49	3	39	3	129	3	113	1
Asian/ Pacific Islander	49	1	32	3	14	2	78	4	66	0
Caucasian	173	12	117	3	176	7	198	13	234	3
Native American	19	0	2	1	7	0	12	0	6	0
Unknown	25	0	14	0	15	0	37	1	46	0
Total	485	19	275	10	324	12	584	22	583	5
Total Diversity	59%	37%	57%	70%	41%	42%	60%	36%	52%	40%

Diversity Applicant Pools/Hires

2011-2012
Fall-2015

Longitudinal
Classified
Recruitments

	2011-2012		2012-2013		2013-2014		2014-2015		Fall-2015	
Ethnicity	App. Pool	Hired	App. Pool	Hired	App. Pool	Hired	App. Pool	Hired	App. Pool	Hired
African American	319	0	547	2	716	12	1025	9	126	3
Hispanic	429	8	732	12	859	31	1436	27	283	8
Asian/ Pacific Islander	235	3	355	4	425	12	821	10	229	3
Caucasian	436	18	499	13	743	35	1070	23	265	4
Native American	27	2	9	1	22	1	58	1	16	0
Unknown	72	0	142	0	201	0	252	5	45	3
Total	1518	31	2314	32	2966	91	4662	75	964	21
Total Diversity	67%	42%	71%	59%	68%	62%	72%	63%	68%	67%

Diversity Applicant Pools/Hires

2011-2012
Fall -2015

Longitudinal
Full-time Faculty
Recruitments

	2011-12		2012-13		2013-14		2014-15		Fall 2015	
Ethnicity	App Pool	Hired	App Pool	Hired	App Pool	Hired	App Pool	Hired	App Pool	Hired
African American	22	0	2	0	374	1	188	1	412	2
Hispanic	38	1	12	1	461	5	229	11	482	11
Asian/ Pacific Islander	25	1	21	0	406	3	199	6	395	2
Caucasian	128	3	37	1	1111	6	779	24	1203	21
Native American	3	0	1	0	56	0	31	0	60	0
Unknown	0	0	5	0	192	0	25	0	229	0
Total	216	5	83	2	2600	15	1451	42	2781	36
Total Diversity	41%	40%	55%	50%	50%	60%	46%	43%	57%	46%

Diversity Applicant Pools/Hires

2011-2012
Fall-2015

Longitudinal
Part-time Faculty
Recruitments

	2011-2012		2012-2013		2013-2014		2014-2015		Fall-2015	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	468	6	330	15	473	26	982	16	270	10
Hispanic	442	8	398	41	426	56	1011	39	241	23
Asian/ Pacific Islander	463	8	354	29	346	44	955	37	243	17
Caucasian	1145	27	952	101	985	171	1977	115	473	78
Native American	63	0	7	1	47	4	68	0	26	2
Unknown	193	0	155	0	152	0	334	0	76	0
Total	2774	49	2196	187	2429	301	5327	207	1329	130
Total Diversity	52%	44%	57%	46%	53%	43%	63%	44%	64%	40%

Fall - 2015

Current
 Diversity
 of
 All Employee
 Groups

Demographics

Diversity	Management	Classified	Full-Time Faculty	Part-Time Faculty
African American	12	62	27	55
Hispanic	12	109	56	116
Asian/Pacific Islander	18	73	45	106
Caucasian	37	179	207	481
Native American	0	17	2	4
Total Employees	79	440	337	762
Total Diversity	53%	59%	39%	37%

Staff Equity
Plan

**FACULTY
INTERNSHIP
PROGRAM**

Faculty
Internship
Program

Fall 2010-2014

- 31 Program Graduates
- 71% Diversity
- 55% Hired as Part-Time Faculty
- 71% Diversity

Staff Equity Plan
Initiatives

2015/2016
Faculty
Internship
Program

Mentor
Dr. Steven
Wallech

Francesca Chaboya - History



Discipline	Degree	Institution
History	Bachelor of Arts	CSULA
History	Master of Arts	CSULA

Staff Equity Plan
Initiatives

2015/2016
Faculty
Internship
Program

Mentor
Tim Shoemaker

Kevin Warren – Sheet Metal



Discipline	Degree	Institution
Business Administration	Bachelor of Arts	CSUF
Sheet Metal	Certificate	LBCC

Staff Equity Plan
Initiatives

2015/2016
Faculty
Internship
Program

Mentor
Dr. Steven
Wallech

Mellisa O'Malley – History



Discipline	Degree	Institution
History	Bachelor of Arts	CSULB
History	Master of Arts	CSULB

Staff Equity Plan
 Initiatives

2015/2016
 Faculty
 Internship
 Program

Mentor
 Kirsten Moreno

Kathryn King - English



Discipline	Degree	Institution
English	Bachelor of Arts	CSULB
English	Master of Arts	Loyola Marymount University

Staff Equity Plan
Initiatives

2015/2016
Faculty
Internship
Program

Mentor
David Lehman

Melissa Archibald – History



Discipline	Degree	Institution
History	Bachelor of Arts	CSULB
History	Master of Arts	CSULB

Staff Equity Plan
Initiatives

2015/2016
Faculty
Internship
Program

Mentor
Dr. Steven
Wallech

Paloma Hernandez - History



Discipline	Degree	Institution
History	Bachelor of Arts	UCSB
History	Master of Arts	CSULB

Staff Equity Plan
Initiatives

2015/2016
Faculty
Internship
Program

Mentor
Janet Hund

Tara De La Cruz - Sociology



Discipline	Degree	Institution
Sociology	Bachelor of Arts	CSUF
Sociology	Master of Arts	CSUF

Questions/Discussion