



AMENDED 04/24/19

**San Francisco Community College District
City College of San Francisco**

Human Resources Department

HIRING DATA REPORTS
Spring 2018, Fall 2018
& Spring 2019 (as of April 2019)

&

EMPLOYEE DATA REPORT
(as of April 2019)



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HIRING DATA REPORT

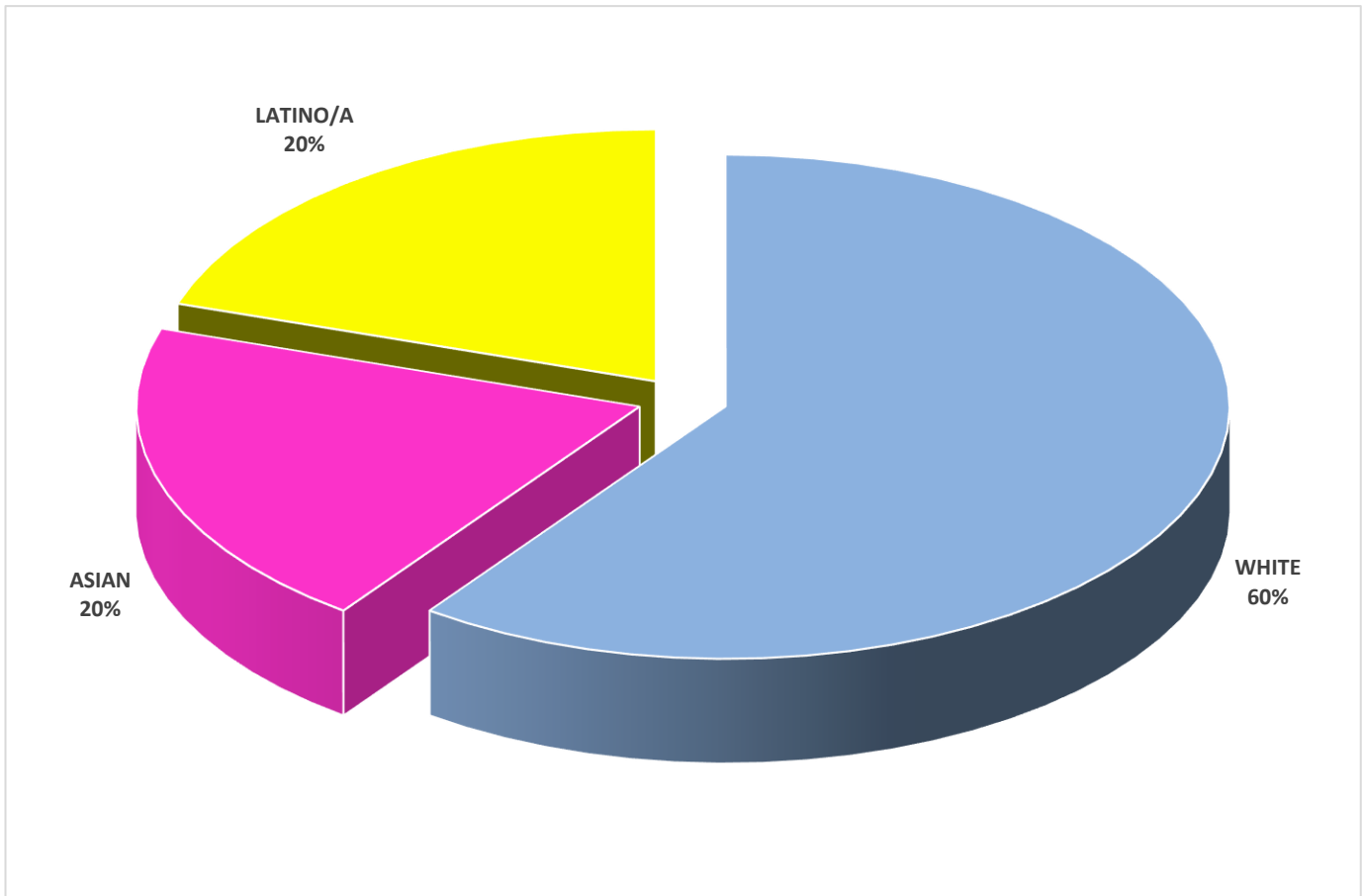
FT TENURE-TRACK FACULTY HIRES

Spring 2018

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS			
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.		
FEMALE	0	0%	1	20%	3	60%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	1	20%	3	60%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	5	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.



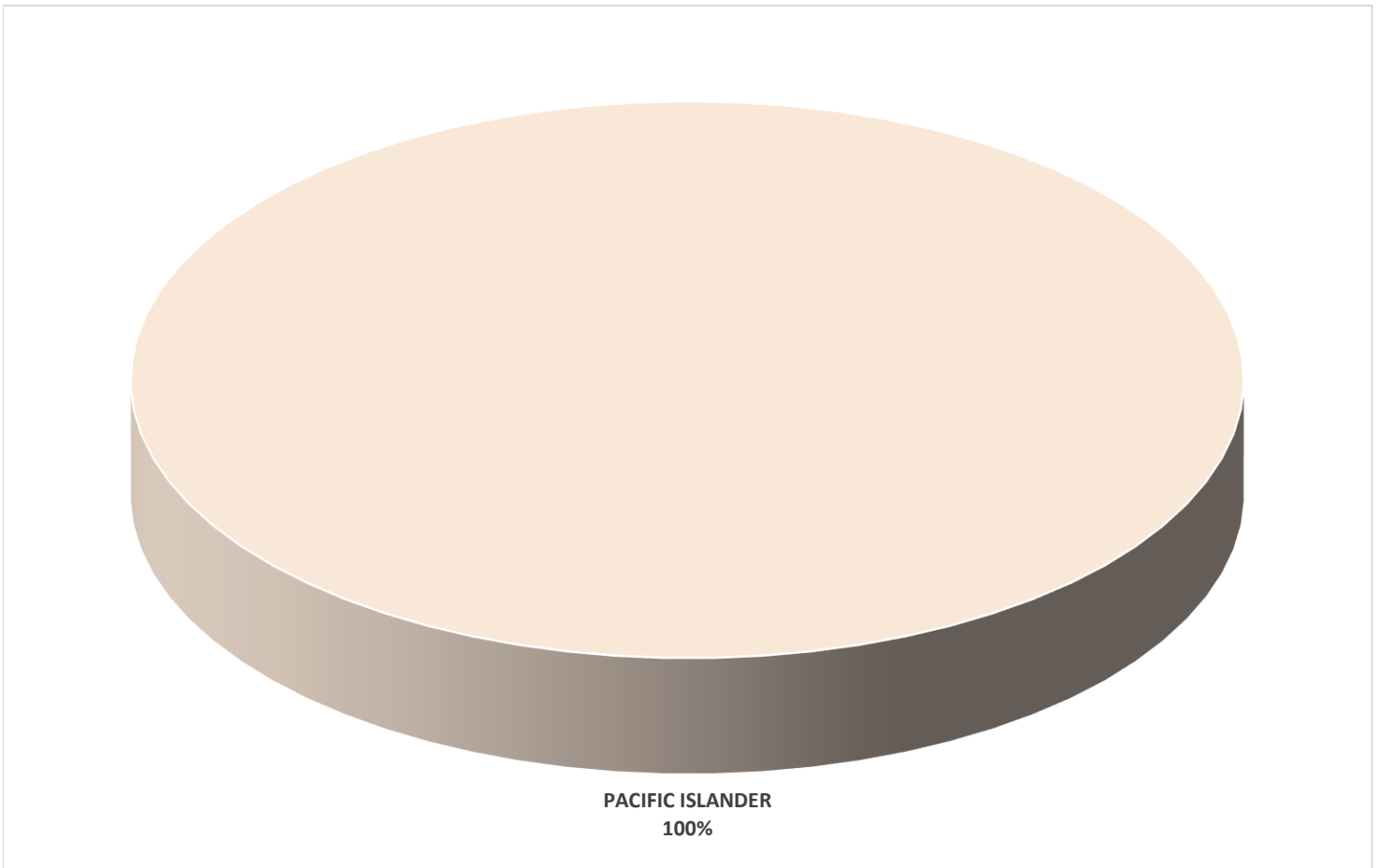
FT CATEGORICAL NEW HIRE

Spring 2018

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0	0	0%	1	100%	0	0%	1	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.



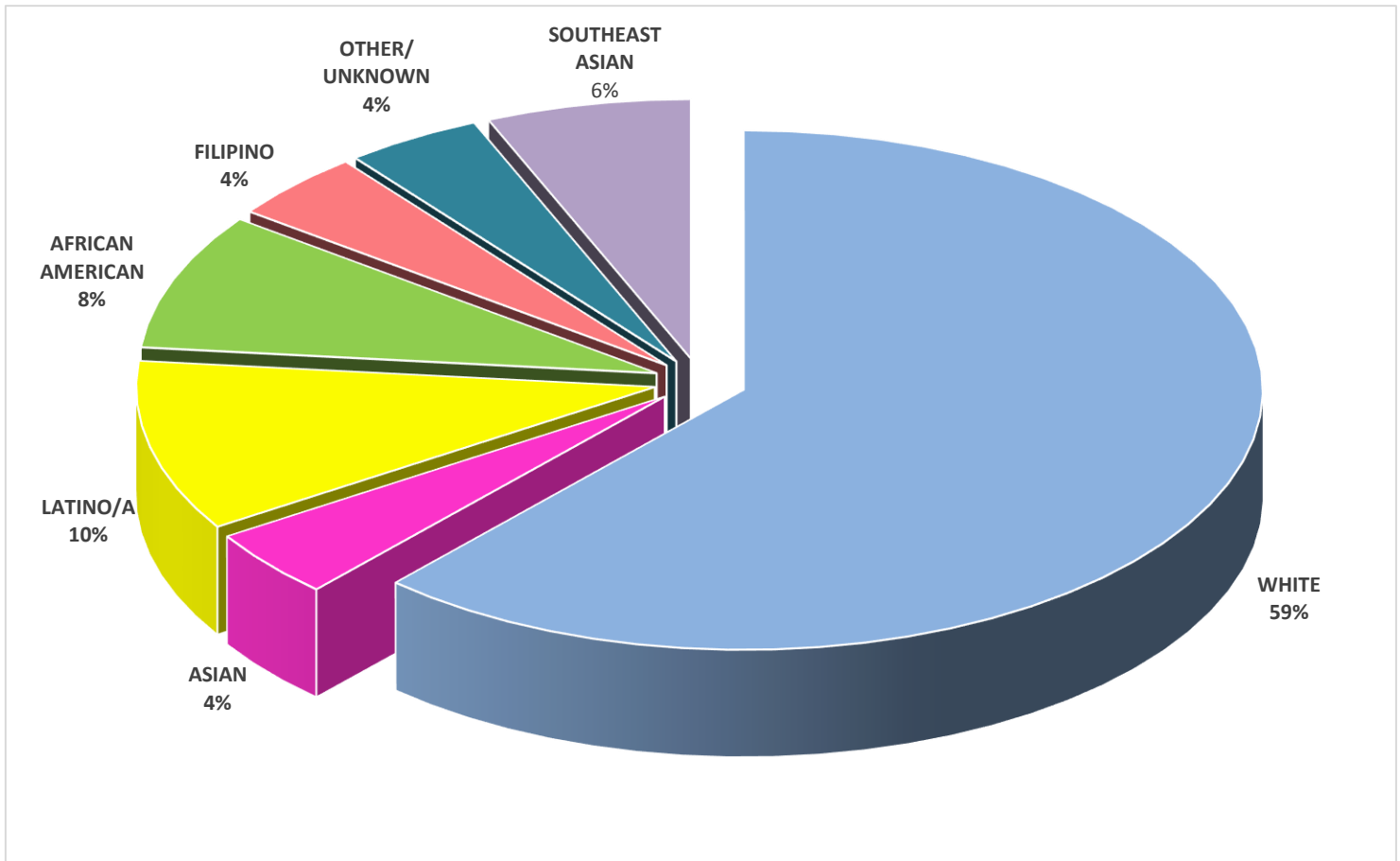
TENURE-TRACK NEW HIRES

Fall 2018

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	3	6%	2	4%	20	41%	2	4%	3	6%	0	0%	2	4%	0	0%	3	6%	35	71%
MALE	1	2%	0	0%	9	18%	0	0%	2	4%	0	0%	1	0%	0	0%	0	0%	13	27%
NON-BINARY	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
TOTAL	4	8%	2	4%	29	59%	2	4%	5	10%	0	0	3	4%	0	0%	3	6%	49	100%
DISABLED	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
GAY/LESBIAN	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
VETERAN	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%

Note: Percentages may not be exact due to rounding.



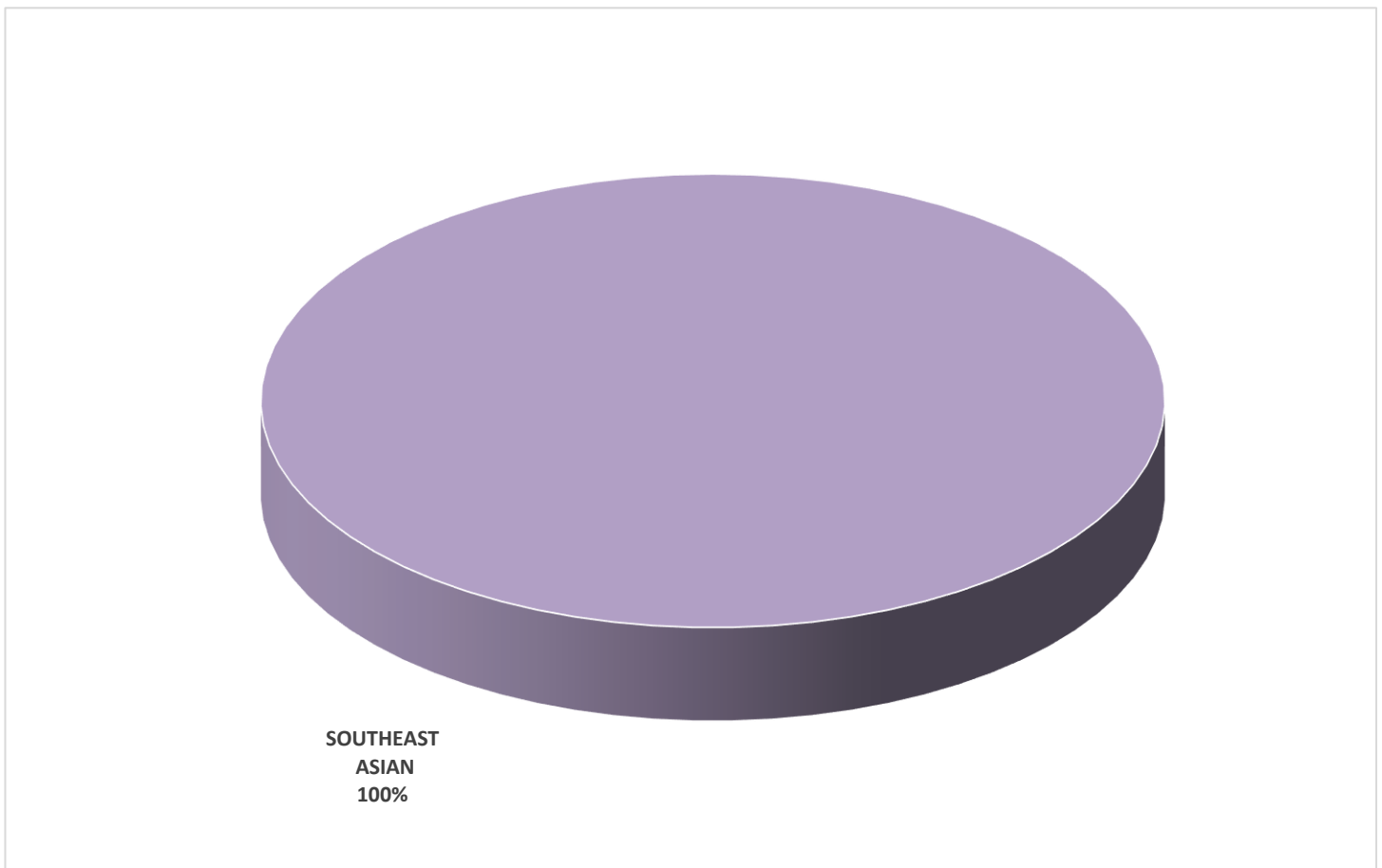
LONG TERM SUBSTITUTE HIRE

Fall 2018

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	1	100%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0	0	0%	0	0%	1	100%	1	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.



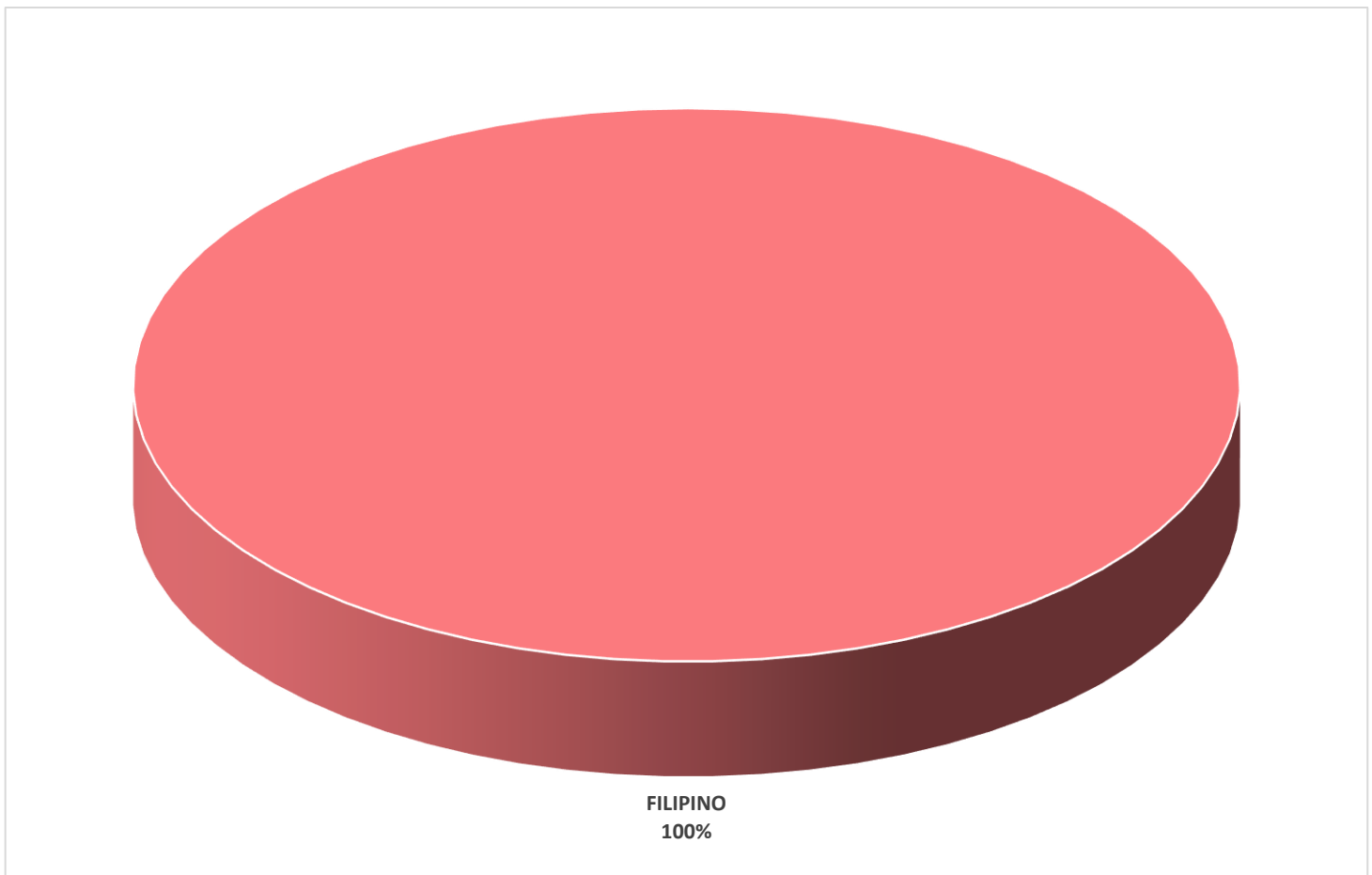
FT CATEGORICAL NEW HIRE

Fall 2018

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.



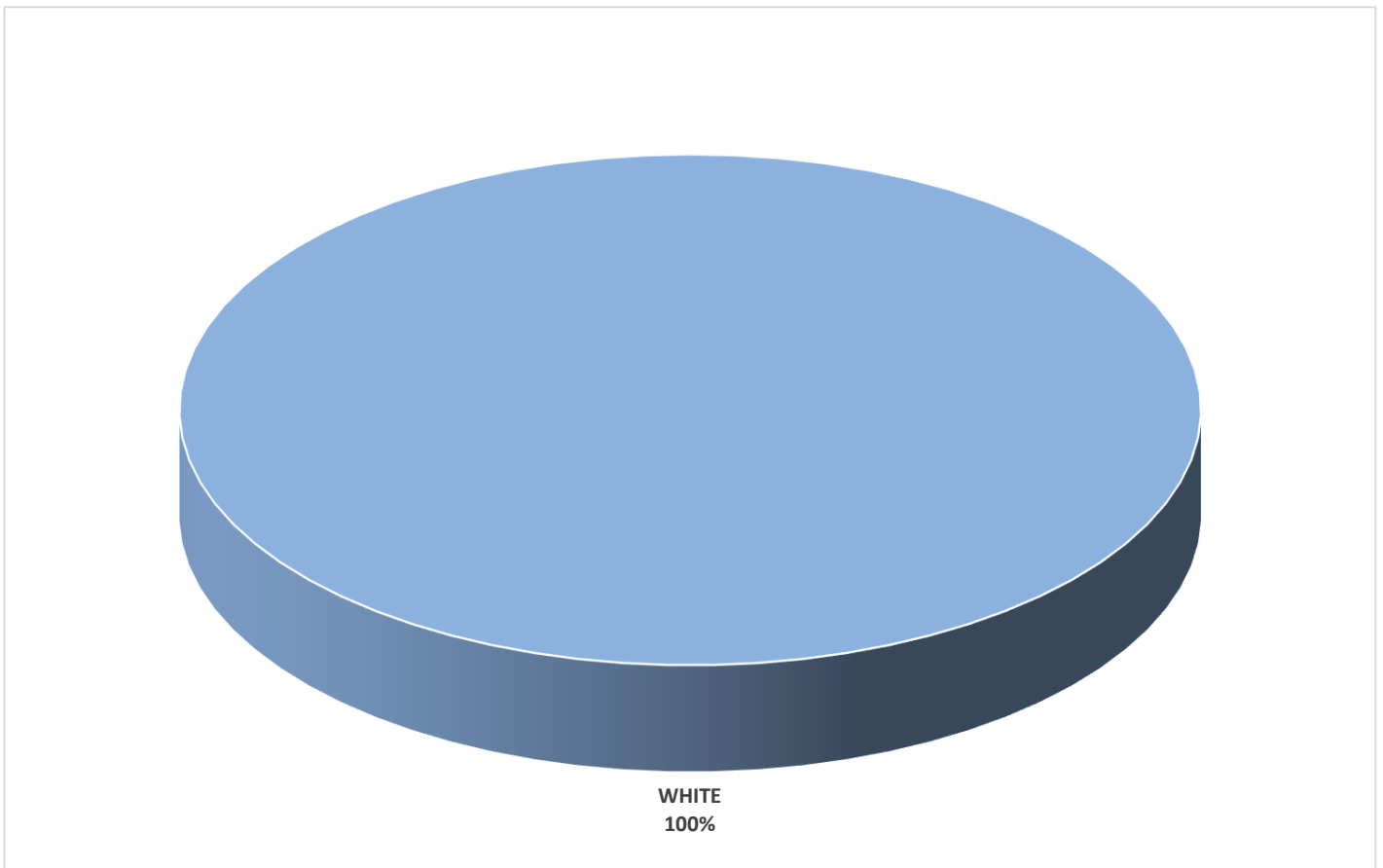
TENURE-TRACK NEW HIRES

Spring 2019 (as of April 2019)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	67%
MALE	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
TOTAL	0	0%	0	0%	3	100%	0	0%	0	0%	0	0	0	0%	0	0%	0	0%	3	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.



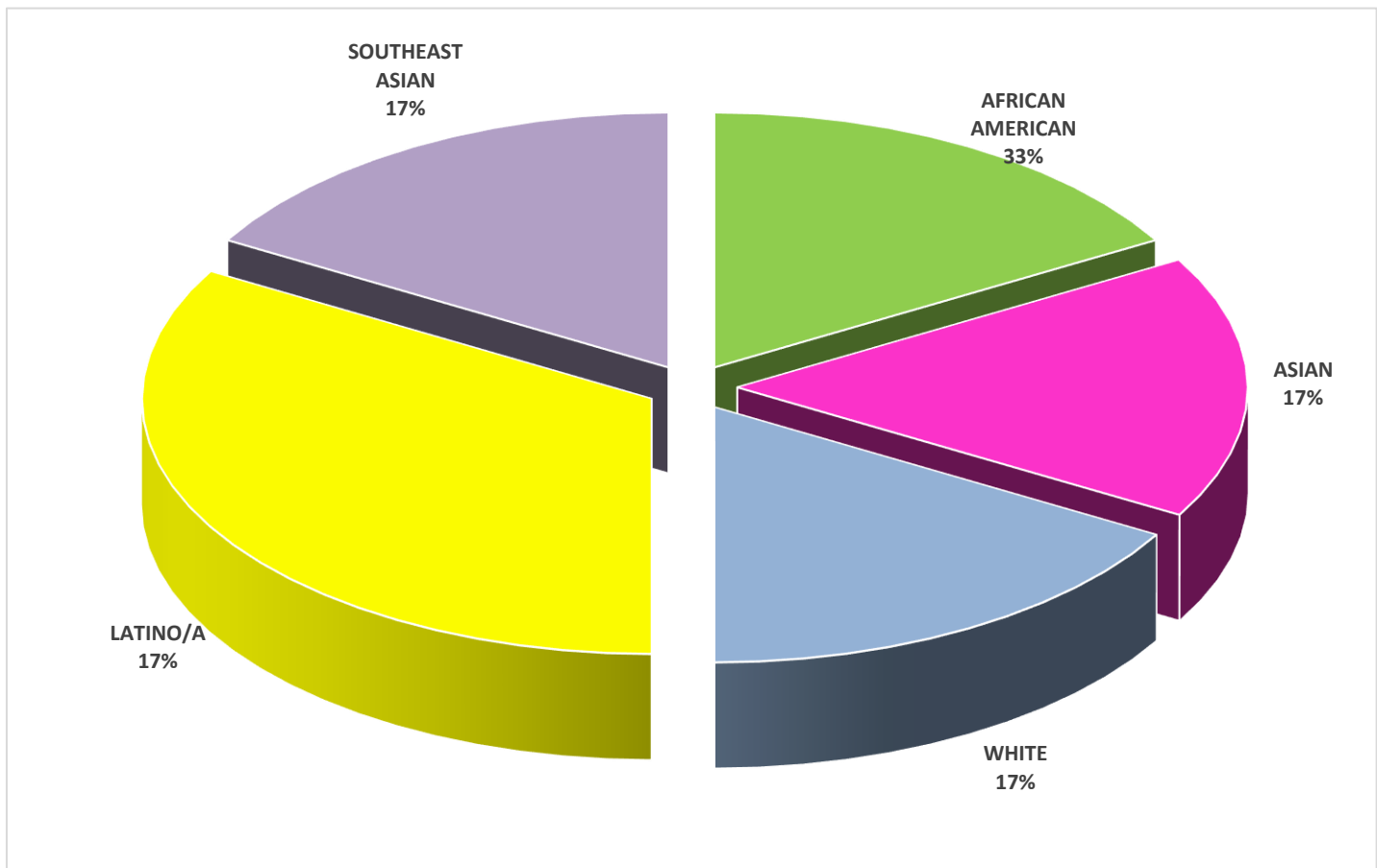
FT CATEGORICAL HIRES

Spring 2019 (as of April 2019)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS			
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.		
FEMALE	2	33%	1	17%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	1	17%	6	100%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	2	33%	1	17%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	1	17%	6	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIAN	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	17%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.

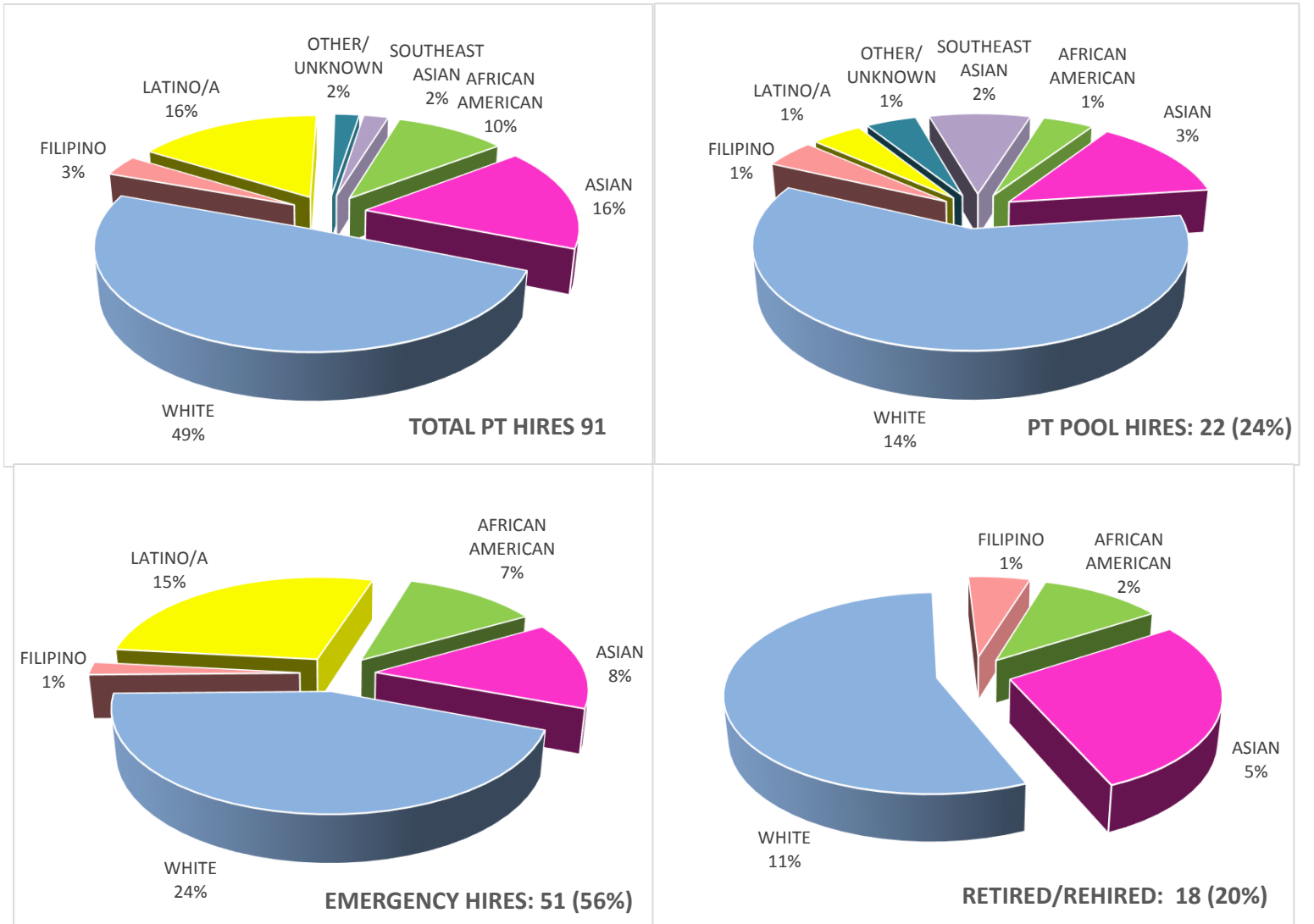


PT FACULTY HIRES

Spring 2018

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
TOTAL HIRES																						
FEMALE	5	5%	9	10%	28	31%	1	1%	7	8%	0	0%	2	2%	0	0%	2	2%	54	59%		
MALE	4	4%	6	7%	17	19%	2	2%	8	9%	0	0%	0	0%	0	0%	0	0%	37	41%		
TOTAL	9	10%	15	16%	45	49%	3	3%	15	16%	0	0%	2	2%	0	0%	2	2%	91	100%		
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	2	0%	10	11%	0	0%	1	1%	0	0%	1	1%	0	0%	2	2%	16	18%		
MALE	1	0%	1	0%	3	3%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	6	7%		
TOTAL	1	1%	3	3%	13	14%	1	1%	1	1%	0	0%	1	1%	0	0%	2	2%	22	24%		
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	3	3%	3	3%	13	14%	1	1%	6	7%	0	0%	1	1%	0	0%	0	0%	27	30%		
MALE	3	3%	4	4%	9	10%	0	0%	8	9%	0	0%	0	0%	0	0%	0	0%	24	26%		
TOTAL	6	7%	7	8%	22	24%	1	1%	14	15%	0	0%	1	1%	0	0%	0	0%	51	56%		
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	2	2%	4	4%	5	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	12%		
MALE	0	0%	1	1%	5	5%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	7	8%		
TOTAL	2	2%	5	5%	10	11%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	18	20%		

Note: Percentages may not be exact due to rounding.

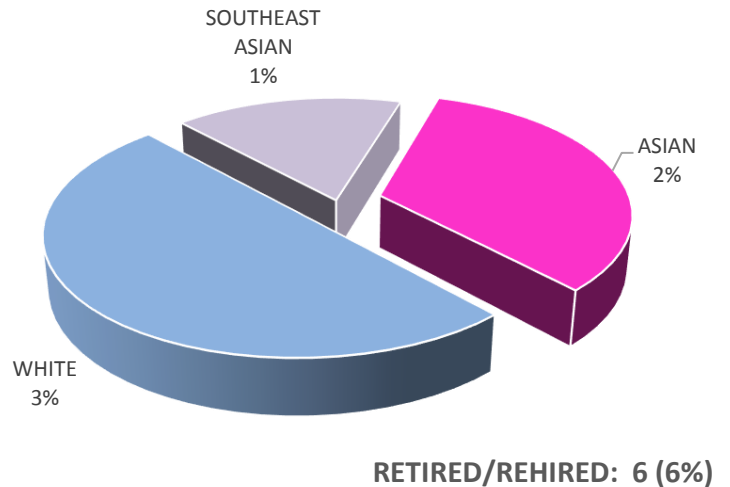
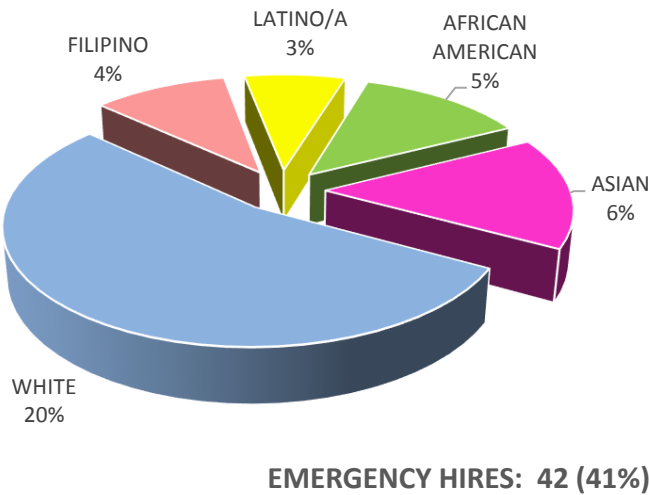
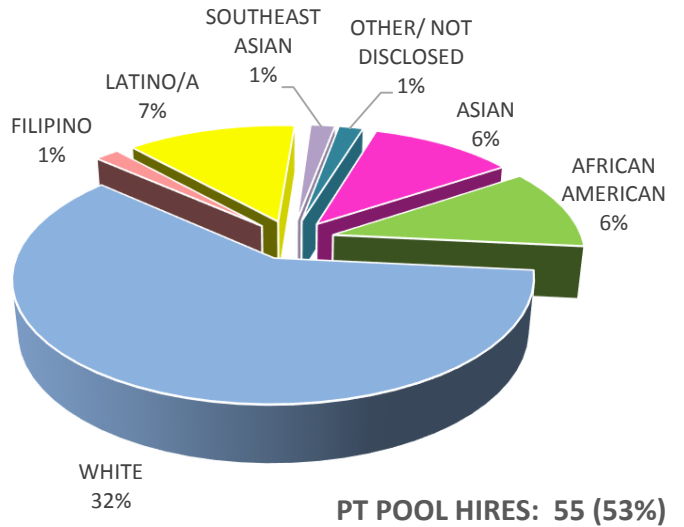
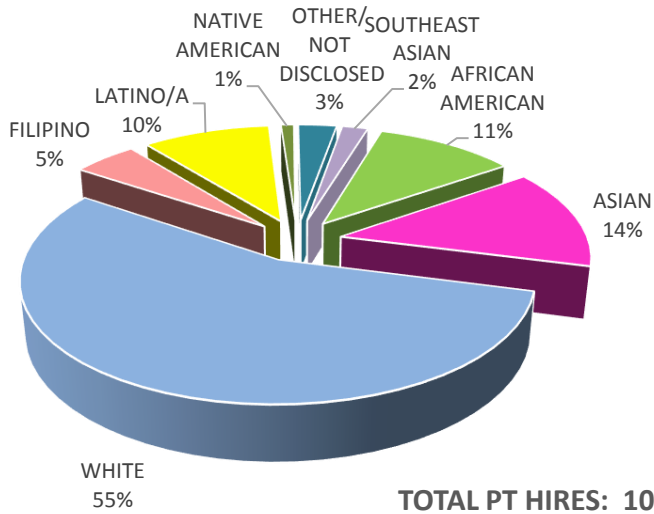


PT FACULTY HIRES

Fall 2018

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL HIRES	5	5%	6	6%	32	31%	5	5%	5	5%	1	1%	2	2%	0	0%	2	2%	58	56%		
FEMALE	6	6%	8	8%	25	24%	0	0%	5	5%	0	0%	1	1%	0	0%	0	0%	45	44%		
MALE	11	11%	14	14%	57	55%	5	5%	10	10%	1	1%	3	3%	0	0%	2	2%	103	100%		
TOTAL	11	11%	14	14%	57	55%	5	5%	10	10%	1	1%	3	3%	0	0%	2	2%	103	100%		
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	2	2%	2	0%	17	17%	1	1%	4	4%	0	0%	0	0%	0	0%	1	1%	27	26%		
MALE	4	0%	4	0%	16	16%	0	0%	3	3%	0	0%	1	1%	0	0%	0	0%	28	27%		
TOTAL	6	6%	6	6%	33	32%	1	1%	7	7%	0	0%	1	1%	0	0%	1	1%	55	53%		
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	3	3%	4	4%	12	12%	4	4%	1	1%	1	1%	2	2%	0	0%	0	0%	27	26%		
MALE	2	2%	2	2%	9	9%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	15	15%		
TOTAL	5	5%	6	6%	21	20%	4	4%	3	3%	1	1%	2	2%	0	0%	0	0%	42	41%		
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	4	4%		
MALE	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%		
TOTAL	0	0%	2	2%	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	6	6%		

Note: Percentages may not be exact due to rounding.

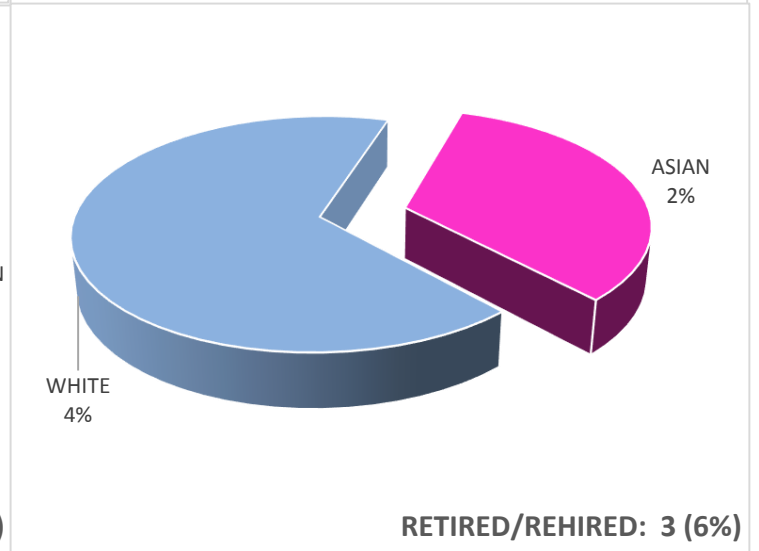
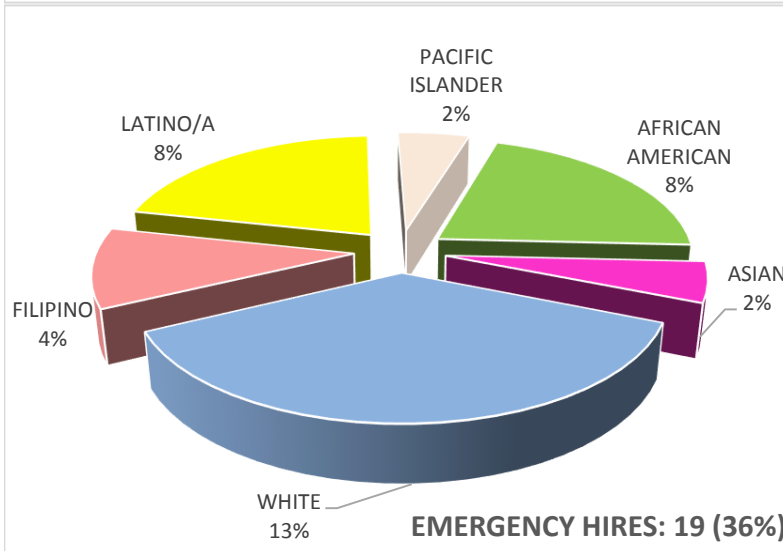
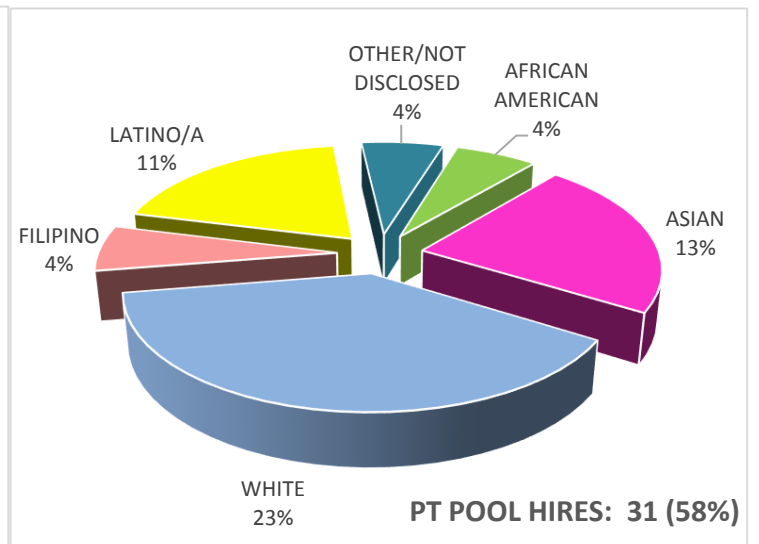
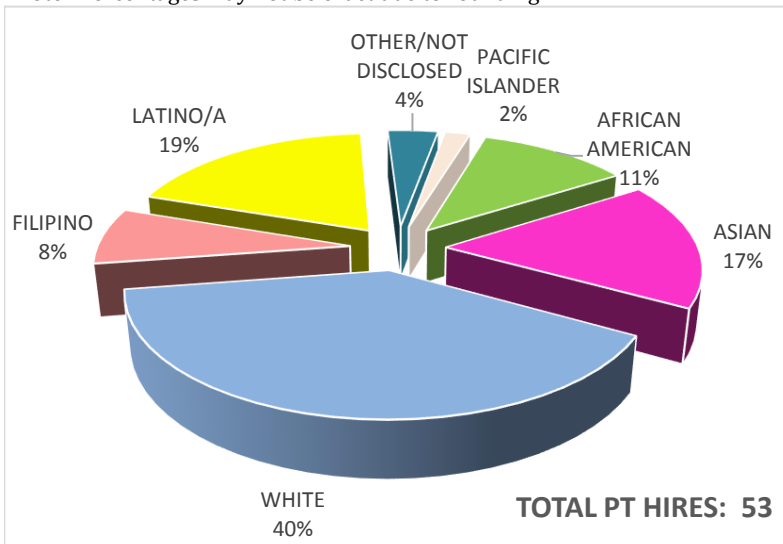


PT FACULTY HIRES

Spring 2019 (as of April 2019)

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL HIRES	6	11%	9	17%	21	40%	4	8%	10	19%	0	0%	2	4%	1	2%	0	0%	53	100%
FEMALE	2	4%	6	11%	11	21%	2	4%	3	6%	0	0%	1	2%	1	2%	0	0%	26	49%
MALE	4	8%	3	6%	10	19%	2	4%	7	13%	0	0%	1	2%	0	0%	0	0%	27	51%
TOTAL	6	11%	9	17%	21	40%	4	8%	10	19%	0	0%	2	4%	1	2%	0	0%	53	100%
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	5	0%	6	11%	1	2%	1	2%	0	0%	1	2%	0	0%	0	0%	14	26%
MALE	2	0%	2	0%	6	11%	1	2%	5	9%	0	0%	1	2%	0	0%	0	0%	17	32%
TOTAL	2	4%	7	13%	12	23%	2	4%	6	11%	0	0%	2	4%	0	0%	0	0%	31	58%
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	2	4%	0	0%	3	6%	1	2%	2	4%	0	0%	0	0%	1	2%	0	0%	9	17%
MALE	2	4%	1	2%	4	8%	1	2%	2	4%	0	0%	0	0%	0	0%	0	0%	10	19%
TOTAL	4	8%	1	2%	7	13%	2	4%	4	8%	0	0%	0	0%	1	2%	0	0%	19	36%
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	1	2%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	6%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	1	2%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	6%

Note: Percentages may not be exact due to rounding.



PT FACULTY HIRES (EEO data)
SP18 F18 SP19

SPRING 2018	AFRICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	TOTAL HIRES	5	5%	9	10%	28	31%	1	1%	7	8%	0	0%	2	2%	0	0%	2	2%	54
FEMALE	4	4%	6	7%	17	19%	2	2%	8	9%	0	0%	0	0%	0	0%	0	0%	37	41%
MALE	9	10%	15	16%	45	49%	3	3%	15	16%	0	0%	2	2%	0	0%	2	2%	91	100%
TOTAL	2	2%	0	0%	1	1%	0	0%	3	3%	0	0%	0	0%	0	0%	0	0%	6	7%
DISABLED	0	0%	1	1%	3	3%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	5	5%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN																				

FALL 2018	AFRICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	TOTAL HIRES	5	9%	6	11%	32	59%	5	9%	5	9%	1	2%	2	4%	0	0%	2	4%	58
FEMALE	6	11%	8	15%	25	46%	0	0%	5	9%	0	0%	1	2%	0	0%	0	0%	45	83%
MALE	11	20%	14	26%	57	106%	5	9%	10	19%	1	2%	3	6%	0	0%	2	4%	103	191%
TOTAL	1	1%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	3%
DISABLED	0	0%	0	0%	2	2%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	3	3%
GAY/LESBIAN	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%
VETERAN																				

SPRING 2019	AFRICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	TOTAL HIRES	2	4%	6	11%	11	20%	2	4%	3	6%	0	0%	1	2%	1	2%	0	0%	26
FEMALE	4	7%	3	6%	10	19%	2	4%	7	13%	0	0%	1	2%	0	0%	0	0%	27	50%
MALE	6	11%	9	17%	21	39%	4	7%	10	19%	0	0%	2	4%	1	2%	0	0%	53	98%
TOTAL	1	2%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
DISABLED	0	0%	0	0%	1	2%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	3	6%
GAY/LESBIAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN																				

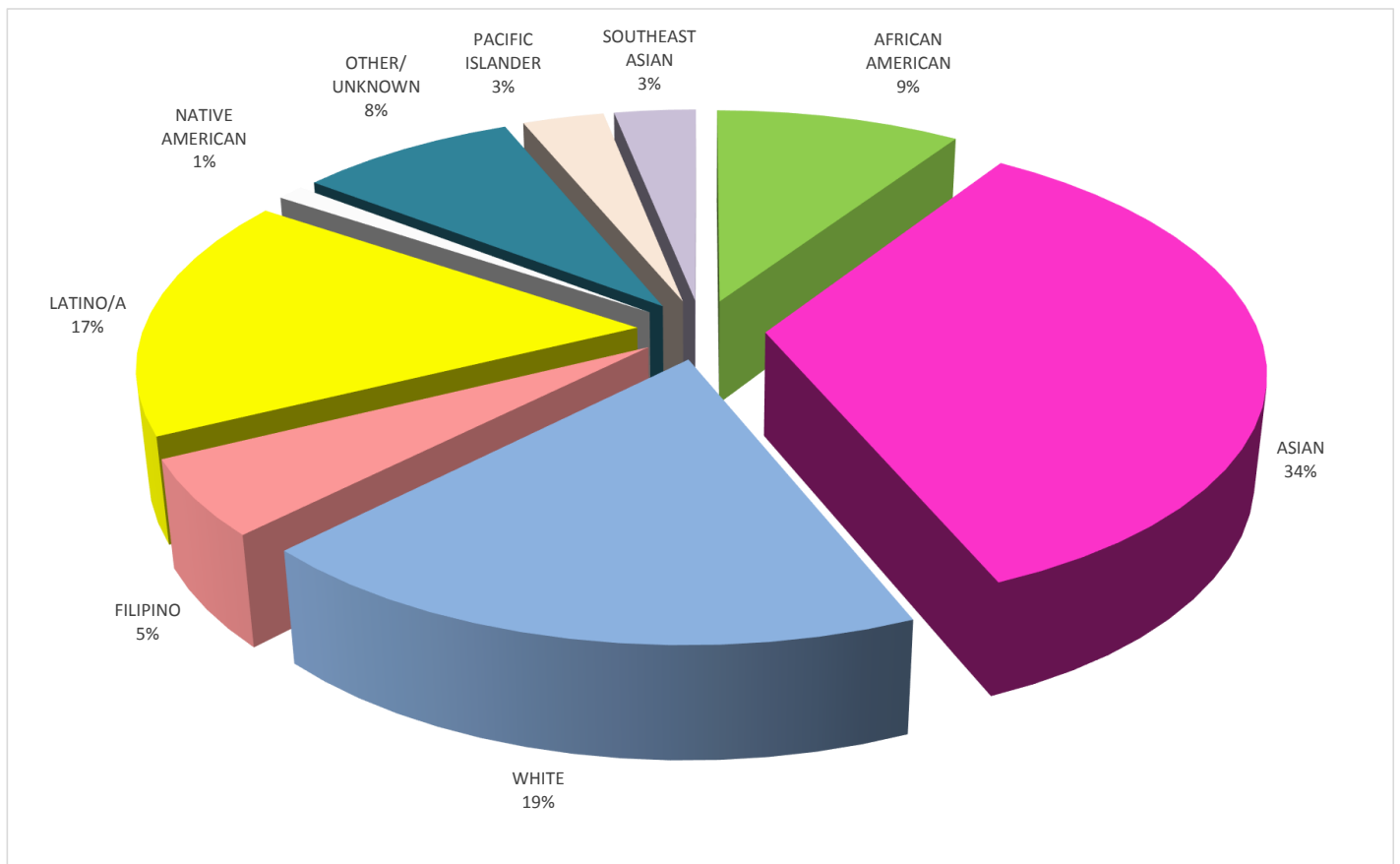
Note: Percentages may not be exact due to rounding.

ALL CLASSIFIED
Classified Hiring FY1819
(as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	5	5%	22	23%	12	13%	3	3%	10	10%	0	0%	3	3%	0	0%	2	2%	57	59%
MALE	4	4%	11	11%	6	6%	2	2%	6	6%	1	1%	5	5%	3	3%	1	1%	39	41%
TOTAL	9	9%	33	34%	18	19%	5	5%	16	17%	1	1%	8	8%	3	3%	3	3%	96	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	1	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%

Note: Percentages may not be exact due to rounding.

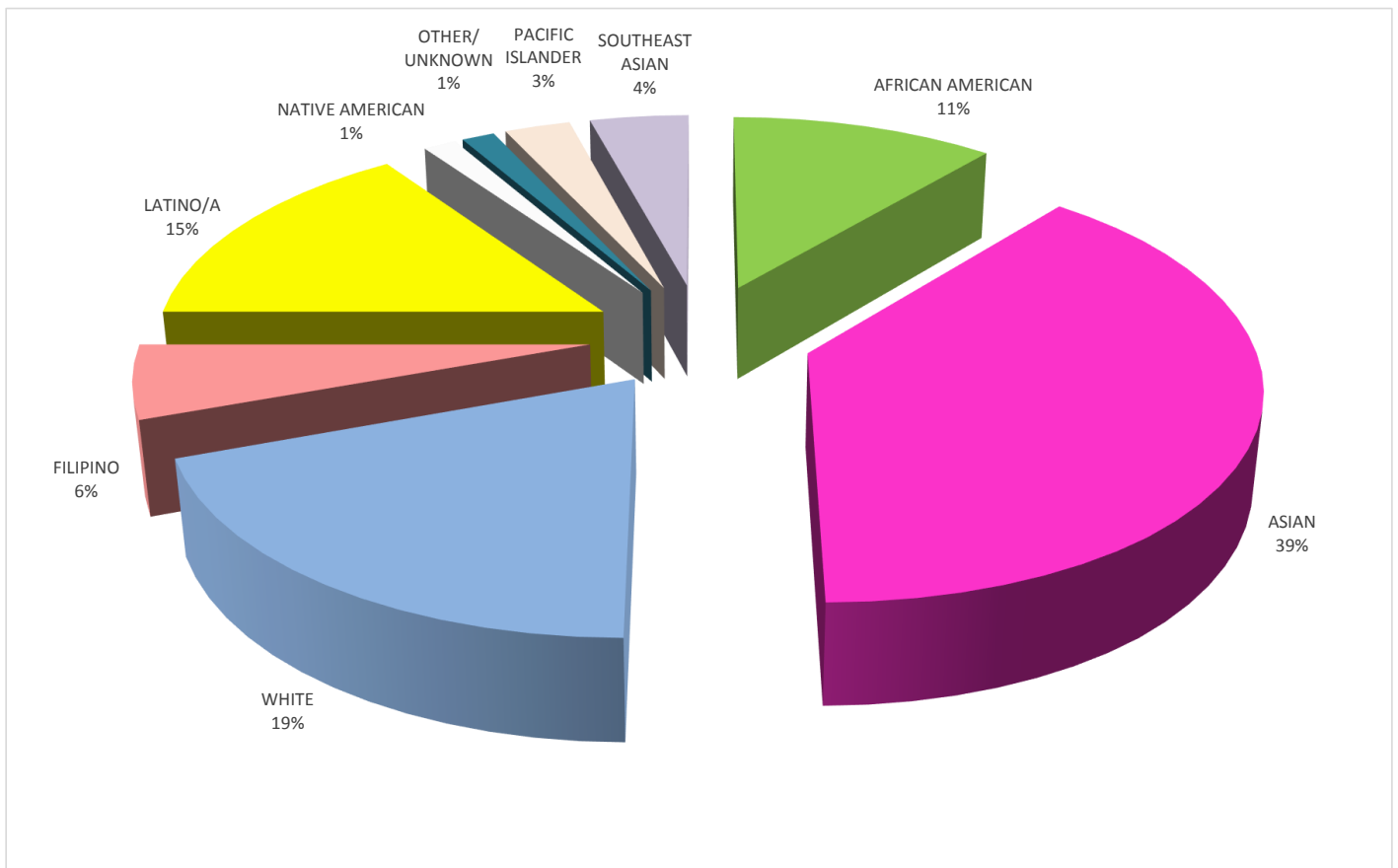


CLASSIFIED FULL TIME
Classified Hiring FY1819
(as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	4	6%	19	26%	8	11%	2	3%	7	10%	0	0%	0	0%	0	0%	2	3%	42	58%
MALE	4	6%	9	13%	6	8%	2	3%	4	6%	1	1%	1	1%	2	3%	1	1%	30	42%
TOTAL	8	11%	28	39%	14	19%	4	6%	11	15%	1	1%	1	1%	2	3%	3	4%	72	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	1	1%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%

Note: Percentages may not be exact due to rounding.



CLASSIFIED PART TIME

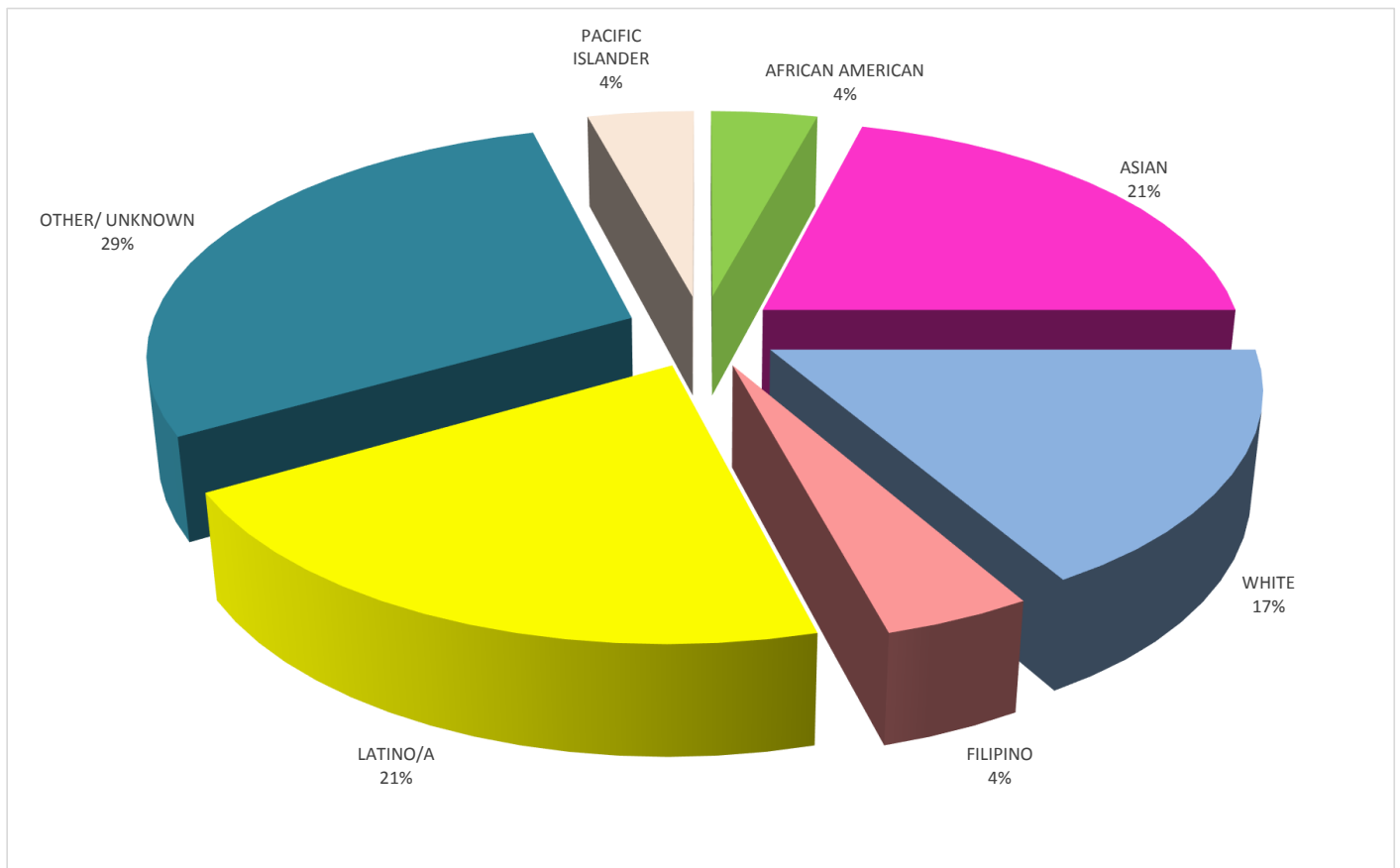
Classified Hiring FY1819

(as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	1	4%	3	13%	4	17%	1	4%	3	13%	0	0%	3	13%	0	0%	0	0%	15	63%
MALE	0	0%	2	8%	0	0%	0	0%	2	8%	0	0%	4	17%	1	4%	0	0%	9	38%
TOTAL	1	4%	5	21%	4	17%	1	4%	5	21%	0	0%	7	29%	1	4%	0	0%	24	100%
DISABLED	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.



EMPLOYEE DATA REPORT

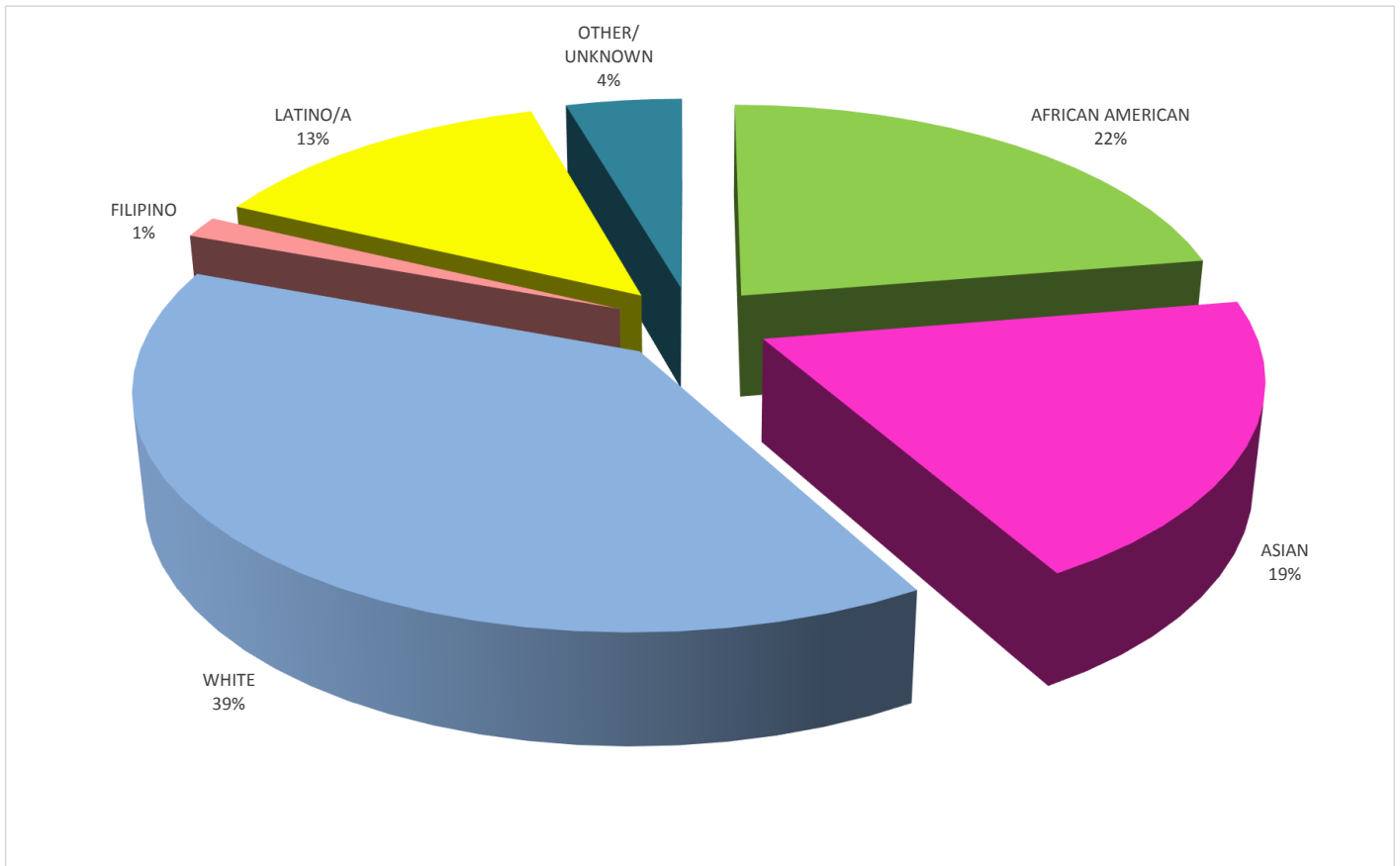
The data represented on the *Employee Data Report* reflects the number of employees sorted by department by employee type, gender, and ethnicity.

ADMINISTRATORS (as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	9	13%	7	10%	17	25%	0	0%	4	6%	0	0%	1	1%	0	0%	0	0%	38	57%
MALE	6	9%	6	9%	9	13%	1	1%	5	7%	0	0%	2	3%	0	0%	0	0%	29	43%
TOTAL	15	22%	13	19%	26	39%	1	1%	9	13%	0	0%	3	4%	0	0%	0	0%	67	100%
DISABLED	0	0%	0	0%	2	3%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	4	6%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	2	3%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	3	4%

Note: Percentages may not be exact due to rounding.

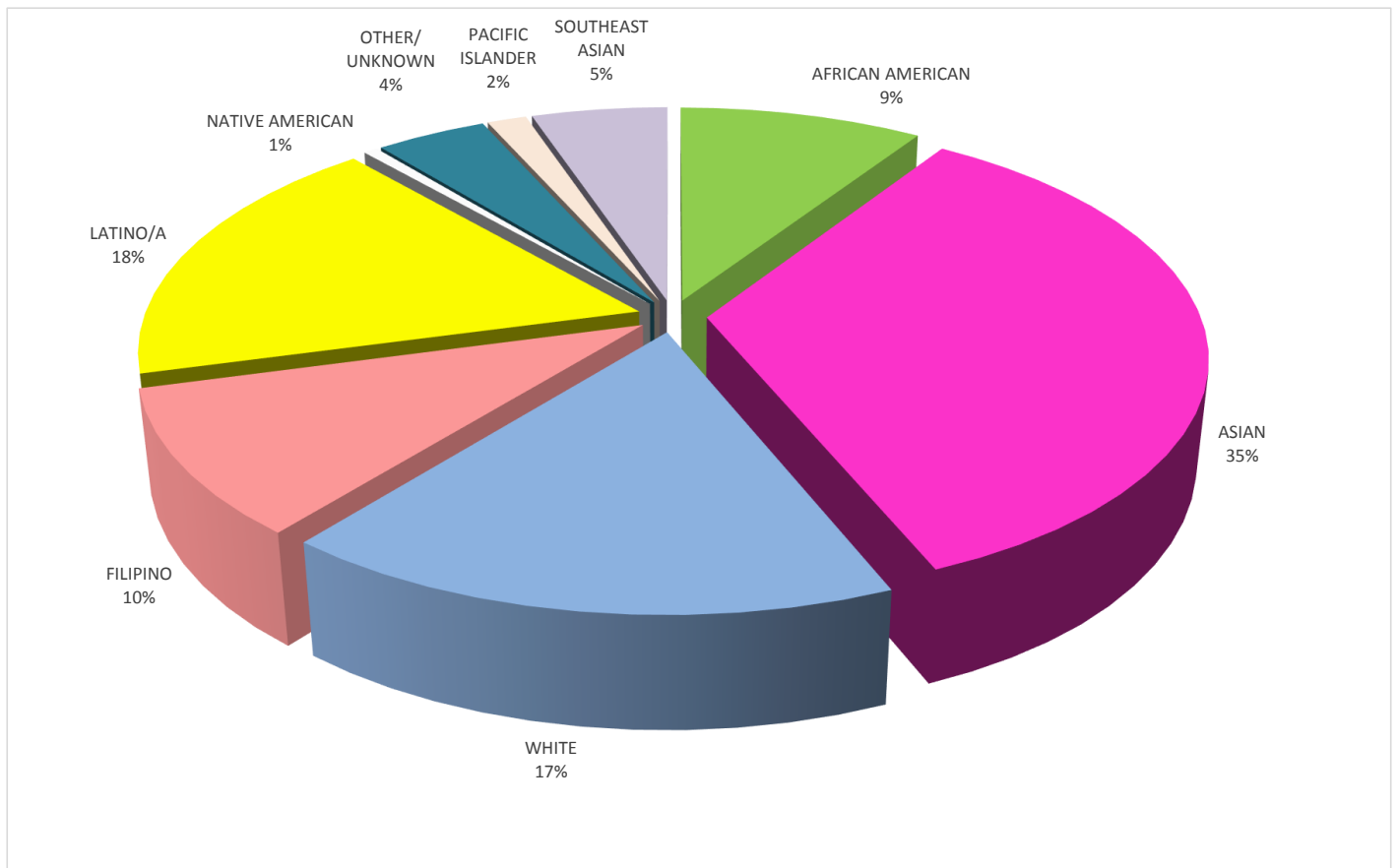


ALL CLASSIFIED
(as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	39	5%	174	24%	56	8%	36	5%	72	10%	2	0%	17	2%	5	1%	19	3%	420	57%
MALE	29	4%	79	11%	69	9%	37	5%	58	8%	2	0%	14	2%	6	1%	19	3%	313	43%
TOTAL	68	9%	253	35%	125	17%	73	10%	130	18%	4	1%	31	4%	11	2%	38	5%	733	100%
DISABLED	3	0%	5	1%	5	1%	1	0%	6	1%	0	0%	2	0%	0	0%	1	0%	23	3%
VETERAN	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GAY/LESBIA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.

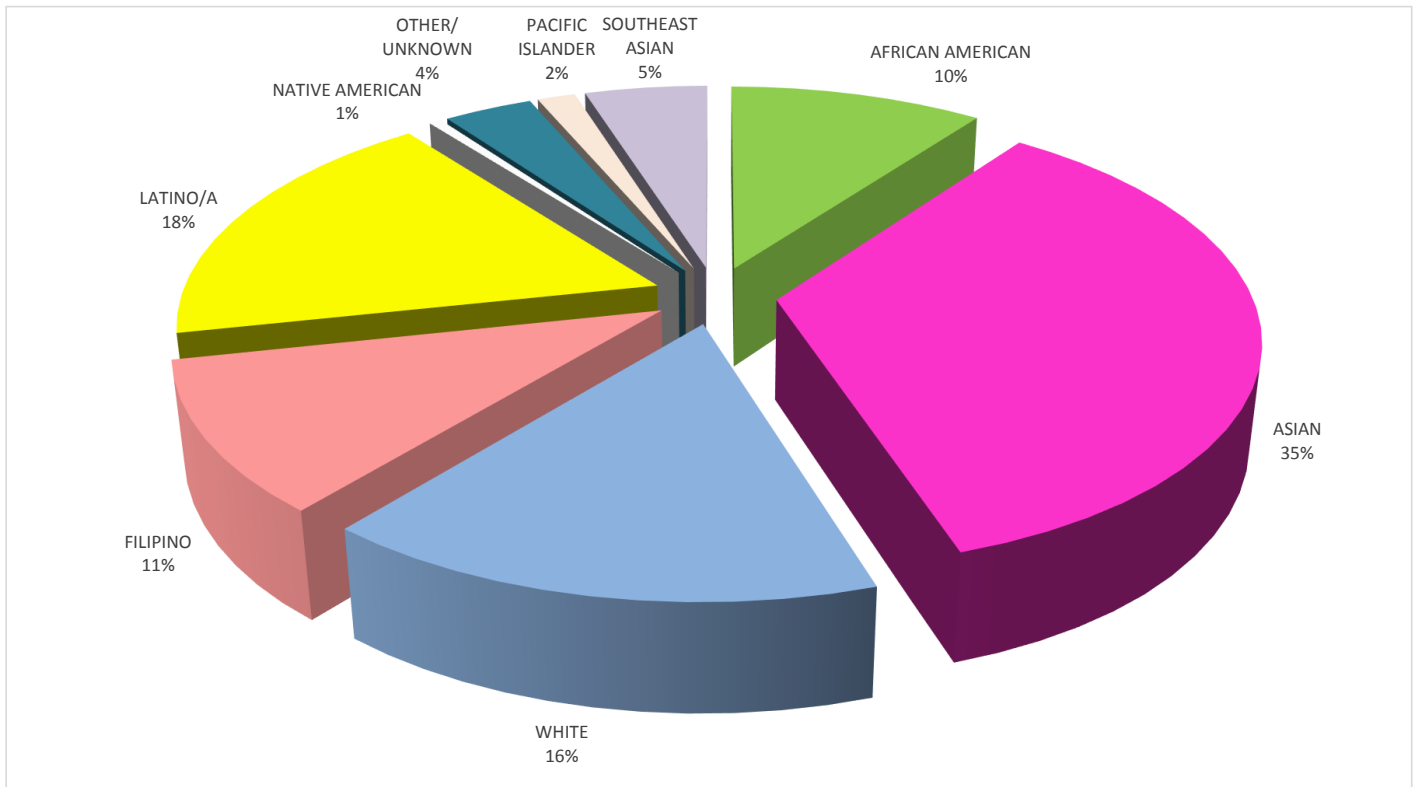


CLASSIFIED FULL TIME
(as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	35	6%	144	24%	40	7%	29	5%	55	9%	1	0%	11	2%	5	1%	13	2%	333	56%
MALE	25	4%	63	11%	54	9%	34	6%	51	9%	2	0%	10	2%	4	1%	16	3%	259	44%
TOTAL	60	10%	207	35%	94	16%	63	11%	106	18%	3	1%	21	4%	9	2%	29	5%	592	100%
DISABLED	3	1%	3	1%	4	1%	1	0%	6	1%	0	0%	2	0%	0	0%	0	0%	19	3%
VETERAN	2	0%	2	0%	4	1%	1	0%	2	0%	0	0%	0	0%	0	0%	1	0%	12	2%
GAY/LESBIA	0	0%	0	0%	4	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	1%

Note: Percentages may not be exact due to rounding.

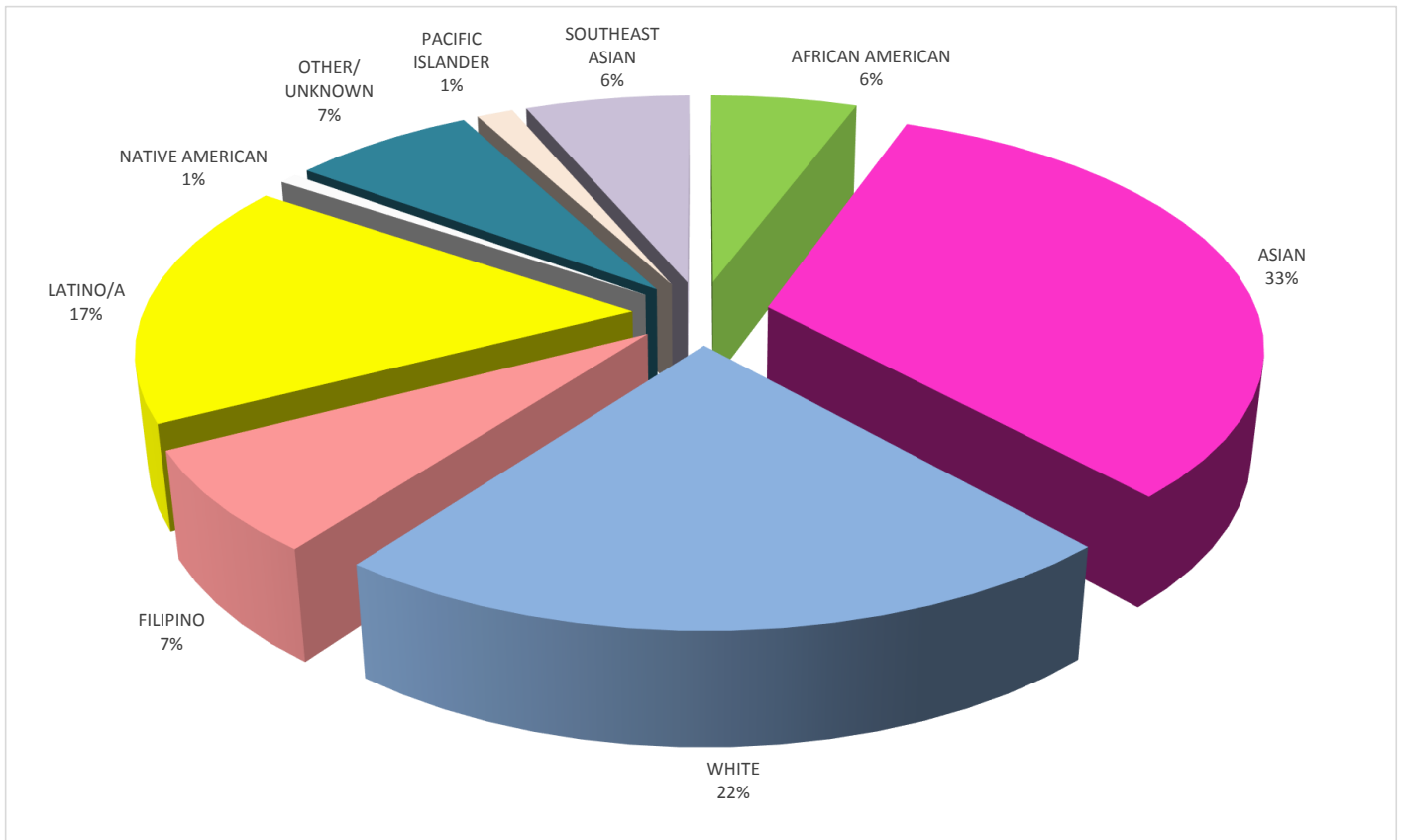


CLASSIFIED PART TIME (as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	4	3%	30	21%	16	11%	7	5%	17	12%	1	1%	6	4%	0	0%	6	4%	87	62%
MALE	4	3%	16	11%	15	11%	3	2%	7	5%	0	0%	4	3%	2	1%	3	2%	54	38%
TOTAL	8	6%	46	33%	31	22%	10	7%	24	17%	1	1%	10	7%	2	1%	9	6%	141	100%
DISABLED	0	0%	2	1%	1	1%	0	0%		0%	0	0%	0	0%	0	0%	1	1%	4	3%
VETERAN	0	0%	2	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	3	2%
GAY/LESBIA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Note: Percentages may not be exact due to rounding.

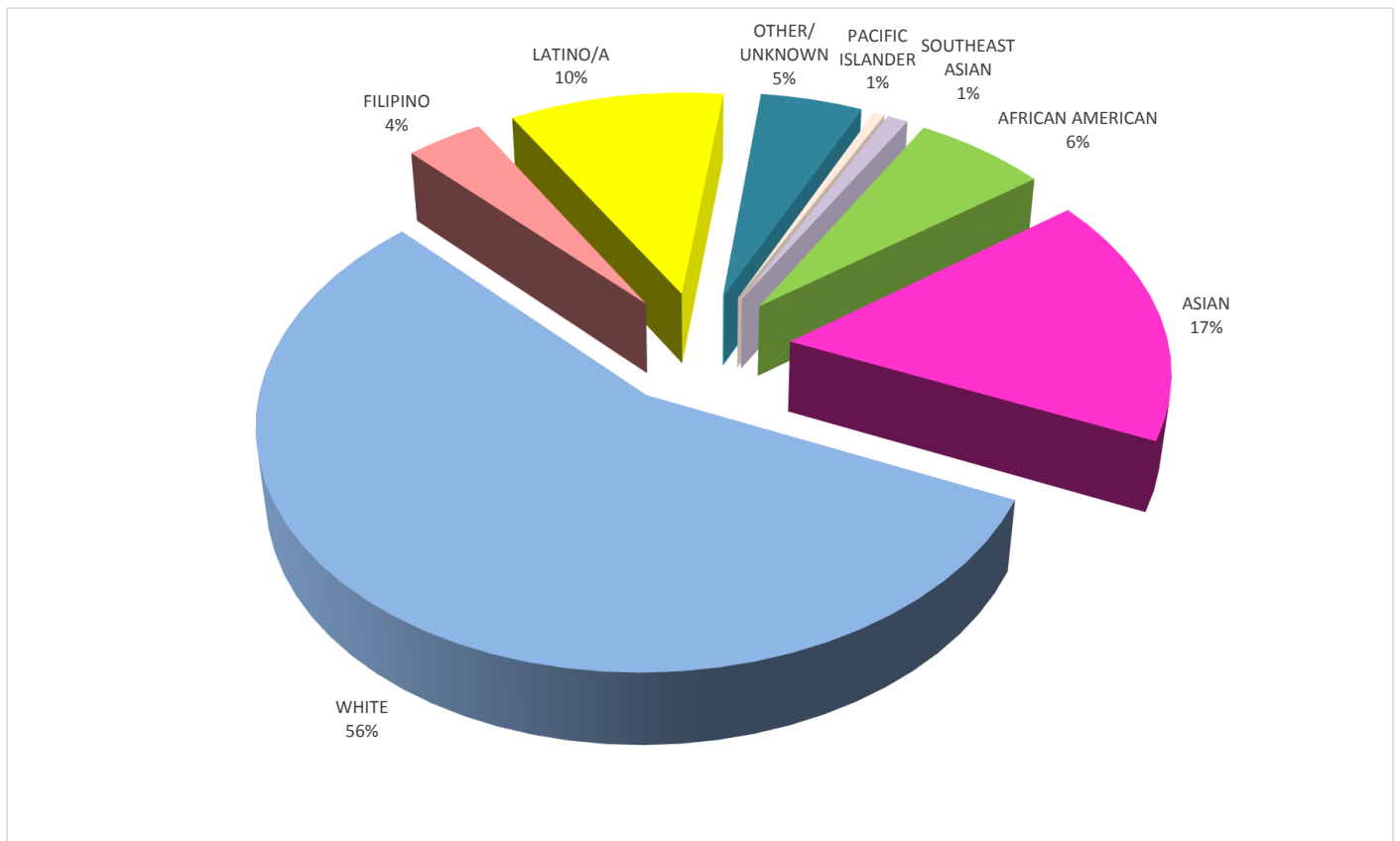


ALL FACULTY (as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	51	3%	142	9%	483	32%	35	2%	79	5%	0	0%	44	3%	4	0%	12	1%	850	57%
MALE	45	3%	111	7%	356	24%	21	1%	76	5%	2	0%	29	2%	4	0%	3	0%	647	43%
TOTAL	96	6%	253	17%	839	56%	56	4%	155	10%	2	0%	73	5%	8	1%	15	1%	1497	100%
DISABLED	3	0%	4	0%	39	3%	0	0%	3	0%	0	0%	7	0%	0	0%	0	0%	56	4%
VETERAN	4	0%	1	0%	18	1%	0	0%	8	1%	0	0%	1	0%	2	0%	0	0%	34	2%
GAY/LESBIA	2	0%	5	0%	80	5%	2	0%	9	1%	0	0%	5	0%	0	0%	1	0%	104	7%

Note: Percentages may not be exact due to rounding.

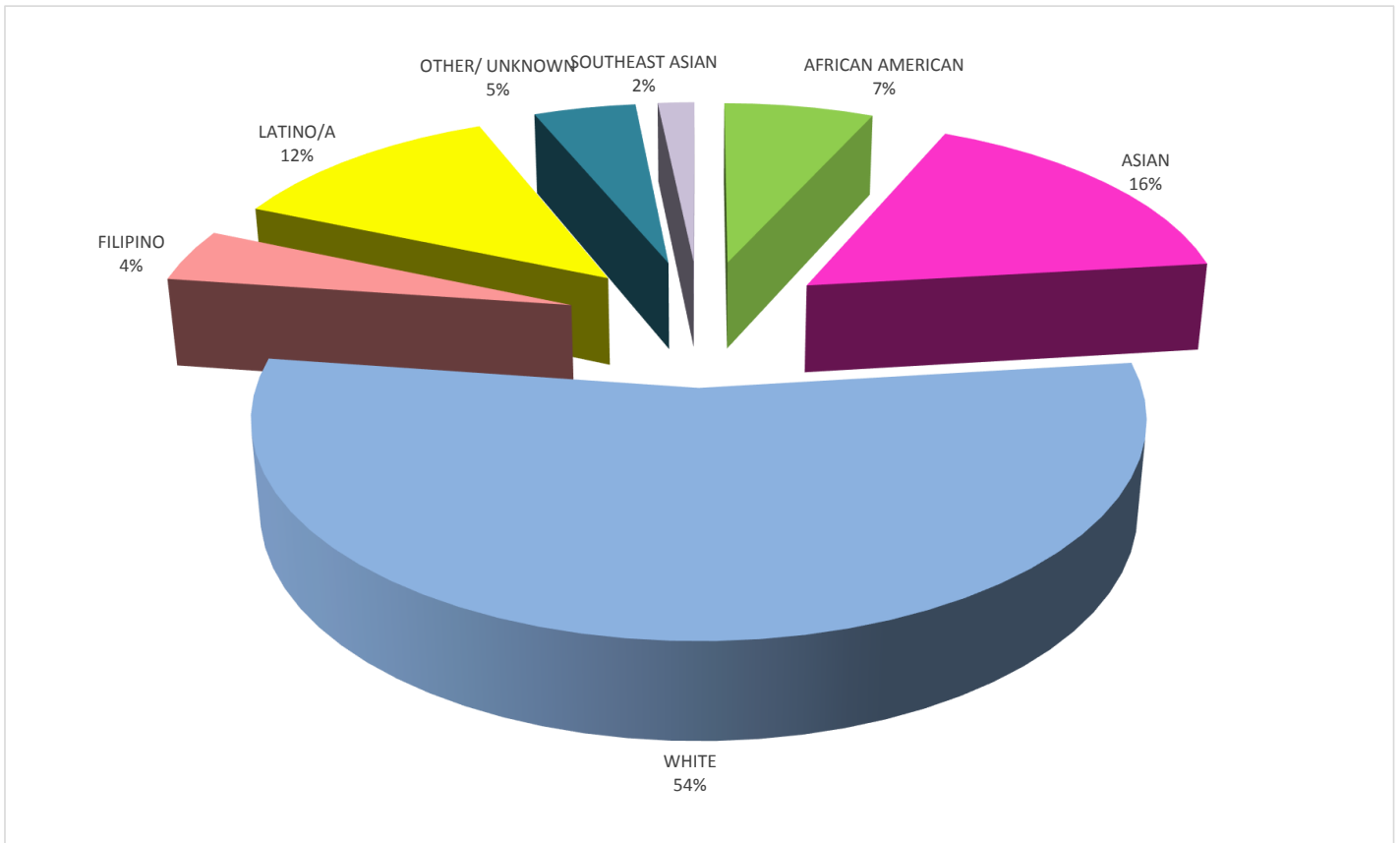


FACULTY FULL TIME (as of April 2019)

ETHNIC/GENDER/EEO DATA

	AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		AMERICAN		UNKNOWN		ISLANDER		ASIAN		POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	23	4%	59	10%	203	33%	16	3%	44	7%	0	0%	18	3%	1	0%	7	1%	371	61%
MALE	18	3%	41	7%	127	21%	10	2%	31	5%	1	0%	10	2%	1	0%	3	0%	242	39%
TOTAL	41	7%	100	16%	330	54%	26	4%	75	12%	1	0%	28	5%	2	0%	10	2%	613	100%
DISABLED	2	0%	1	0%	21	3%	0	0%	1	0%	0	0%	3	0%	0	0%	0	0%	28	5%
VETERAN	2	0%	1	0%	6	1%	0	0%	3	0%	0	0%	0	0%	0	0%	0	0%	12	2%
GAY/LESBIA	1	0%	1	0%	44	7%	2	0%	3	0%	0	0%	3	0%	0	0%	0	0%	54	9%

Note: Percentages may not be exact due to rounding.

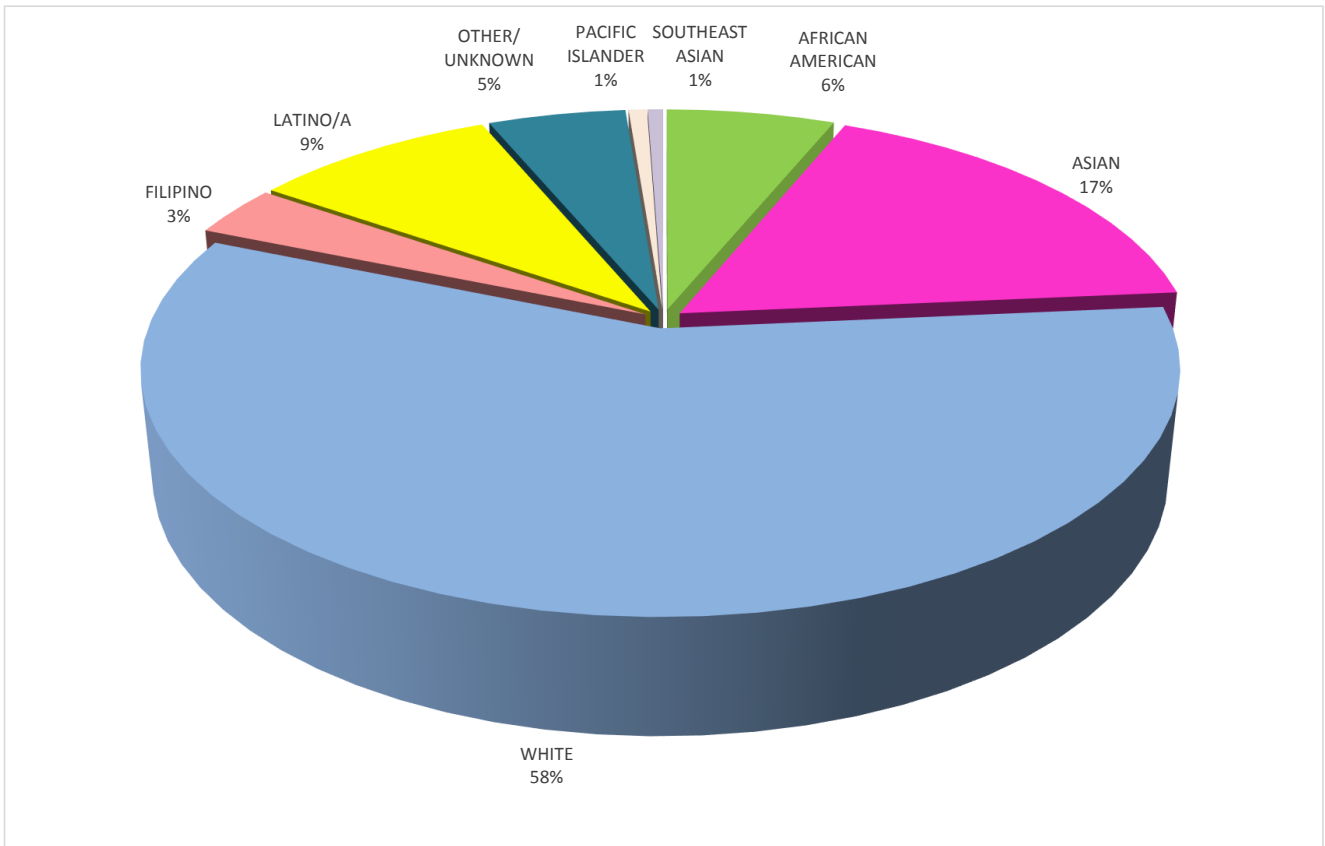


FACULTY PART TIME (as of April 2019)

ETHNIC/GENDER/EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	28	3%	83	9%	280	32%	19	2%	35	4%	0	0%	26	3%	3	0%	5	1%	479	54%
MALE	27	3%	70	8%	229	26%	11	1%	45	5%	1	0%	19	2%	3	0%	0	0%	405	46%
TOTAL	55	6%	153	17%	509	58%	30	3%	80	9%	1	0%	45	5%	6	1%	5	1%	884	100%
DISABLED	1	0%	3	0%	18	2%	0	0%	2	0%	0	0%	4	0%	0	0%	0	0%	28	3%
VETERAN	2	0%	0	0%	12	1%	0	0%	5	1%	0	0%	1	0%	2	0%	0	0%	22	2%
GAY/LESBIA	1	0%	4	0%	36	4%	0	0%	6	1%	0	0%	2	0%	0	0%	0	0%	49	6%

Note: Percentages may not be exact due to rounding.



CORE SUBJECTS FACULTY DATA

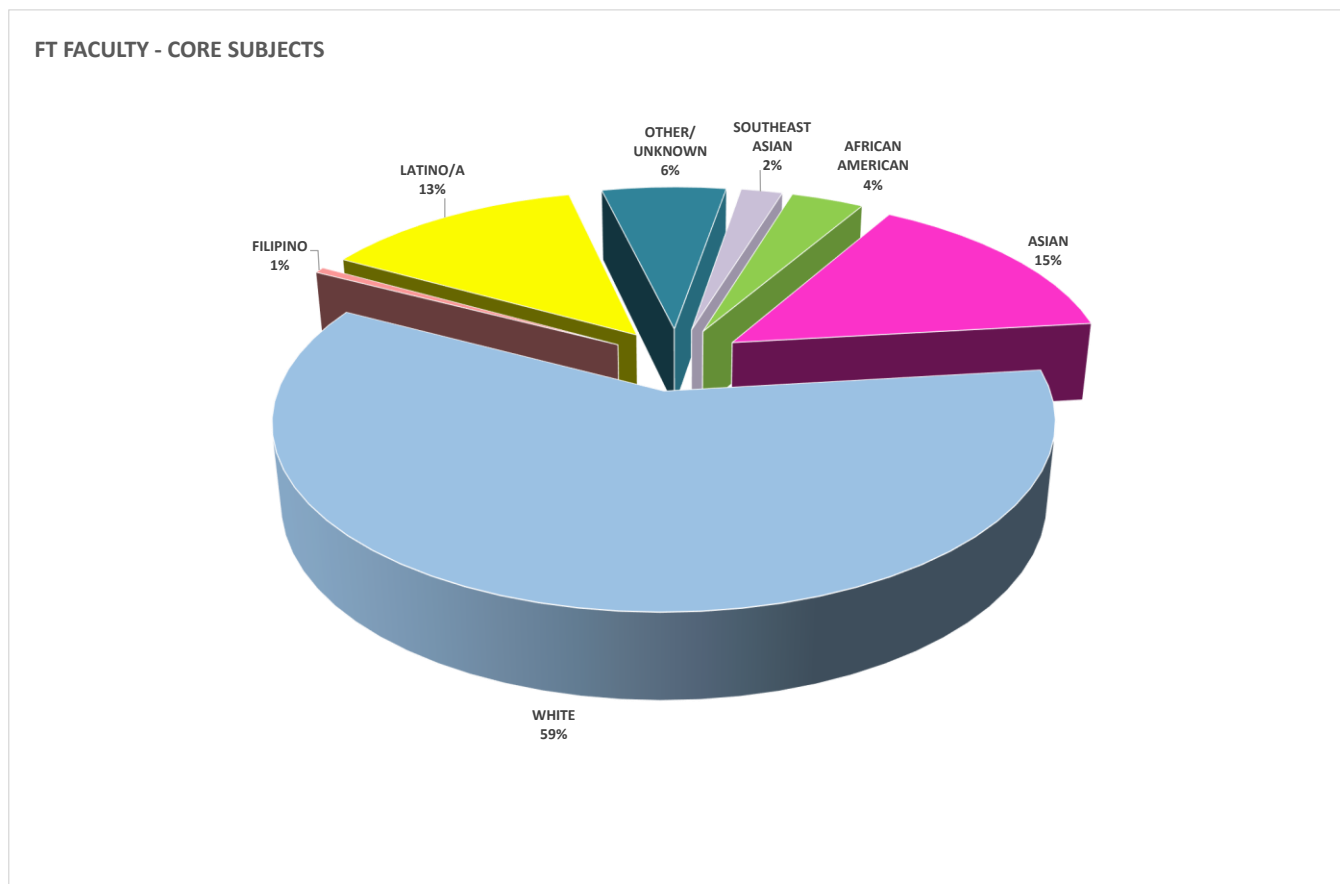
**by ethnicity & gender
(as of April 2019)**

**FULL TIME FACULY - CORE SUBJECTS
by ethnicity & gender**

(as of April 2019)
v1

Department / Program	African American		Asian		White		Filipino		Latino/a		Native American		Other/ Unknown		Pacific Islander		Southeast Asian		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	Art			1		8	1			2	2								
Behavioral Sciences	1		4	1	5								2						13
Biological Sciences			3	1	5	7			1	1							1		19
Computer Science		1			2	6													9
English		1		1	24	14	1		2	3			3	1					50
Foreign Languages			3	1	1	2			4	1									12
Mathematics		1	4	4	10	10			1	2			1					2	35
Physical Education & Dance		1	1	4	3	7			1	1			1	1				1	21
Social Sciences	1	1			6	2			1	3				3					17
SUB-TOTAL	2	5	16	12	64	49	1	0	12	13	0	0	6	6	0	0	1	3	190
TOTAL	7		28		113		1		25		0		12		0		4		
PERCENTAGE	4%		15%		59%		1%		13%		0%		6%		0%		2%		

Note: Percentages may not be exact due to rounding.

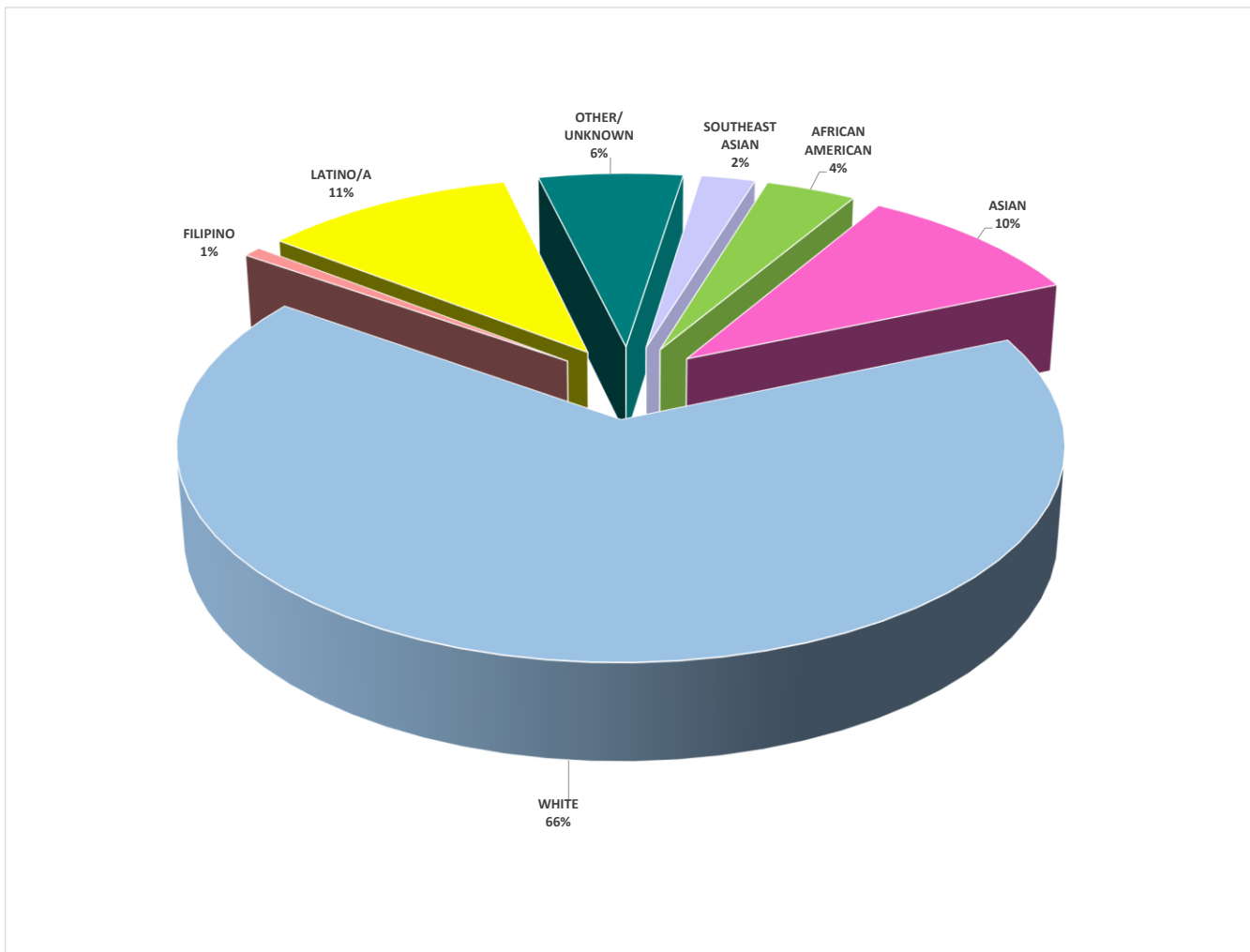


**FT FACULTY - CORE SUBJECTS
by ethnicity & gender**

(as of April 2019)
v2

Department / Program	African American		Asian		White		Filipino		Latino/a		Native American		Other/ Unknown		Pacific Islander		Southeast Asian		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	Biological Sciences			3	1	5	7			1	1								
Computer Science		1			2	6													9
English		1		1	24	14	1		2	3			3	1					50
Mathematics		1	4	4	10	10			1	2				1				2	35
Social Sciences	1	1			6	2			1	3				3					17
SUB-TOTAL	1	4	7	6	47	39	1	0	5	9	0	0	3	5	0	0	1	2	
TOTAL	5		13		86		1		14		0		8		0		3		130
PERCENTAGE	4%		10%		66%		1%		11%		0%		6%		0%		2%		

Note: Percentages may not be exact due to rounding.

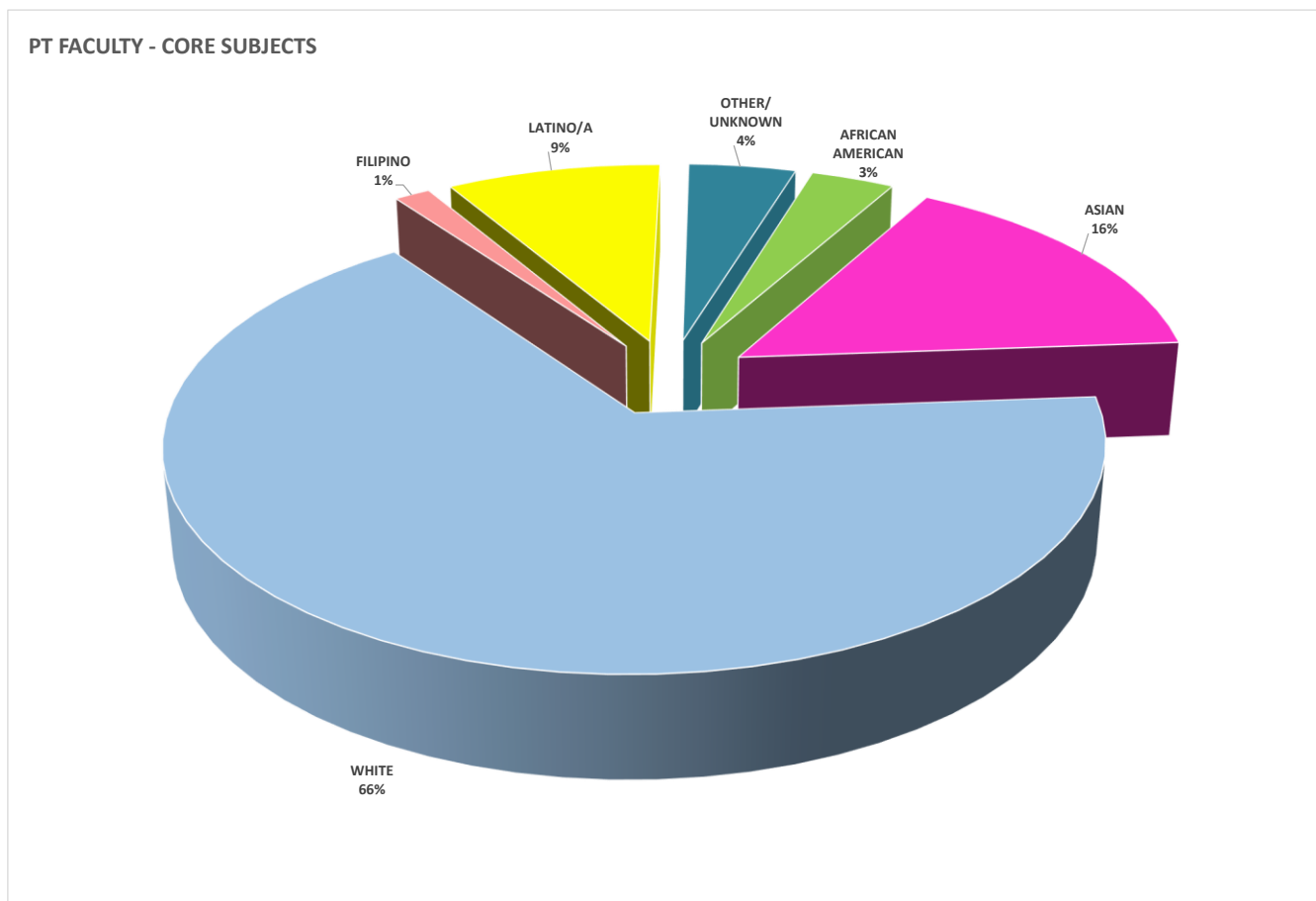


**PT FACULTY - CORE SUBJECTS
by ethnicity & gender**

(as of April 2019)
v1

Department / Program	African American		Asian		White		Filipino		Latino/a		Native American		Other/ Unknown		Pacific Islander		Southeast Asian		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	Art			1		13	3							1	1				
Behavioral Sciences	4				3	4	1		2				1	1					16
Biological Sciences			1	1	3	3			1										9
Business				1	1	1													3
Computer Science			3	3	4	12													22
English		1	2		14	8	1			3			1						30
Foreign Languages			8		12	9	1		1	2			1						34
Mathematics			1	3	2	15			1					1					23
Physical Education & Dance			4	1	7	8			1	5				1					27
Social Sciences	1	1		3	5	8				2				1					21
SUB-TOTAL	5	2	19	13	64	71	3	0	6	12	0	0	4	5	0	0	0	0	
TOTAL	7		32		135		3		18		0		9		0		0		204
PERCENTAGE	3%		16%		66%		1%		9%		0%		4%		0%		0%		

Note: Percentages may not be exact due to rounding.

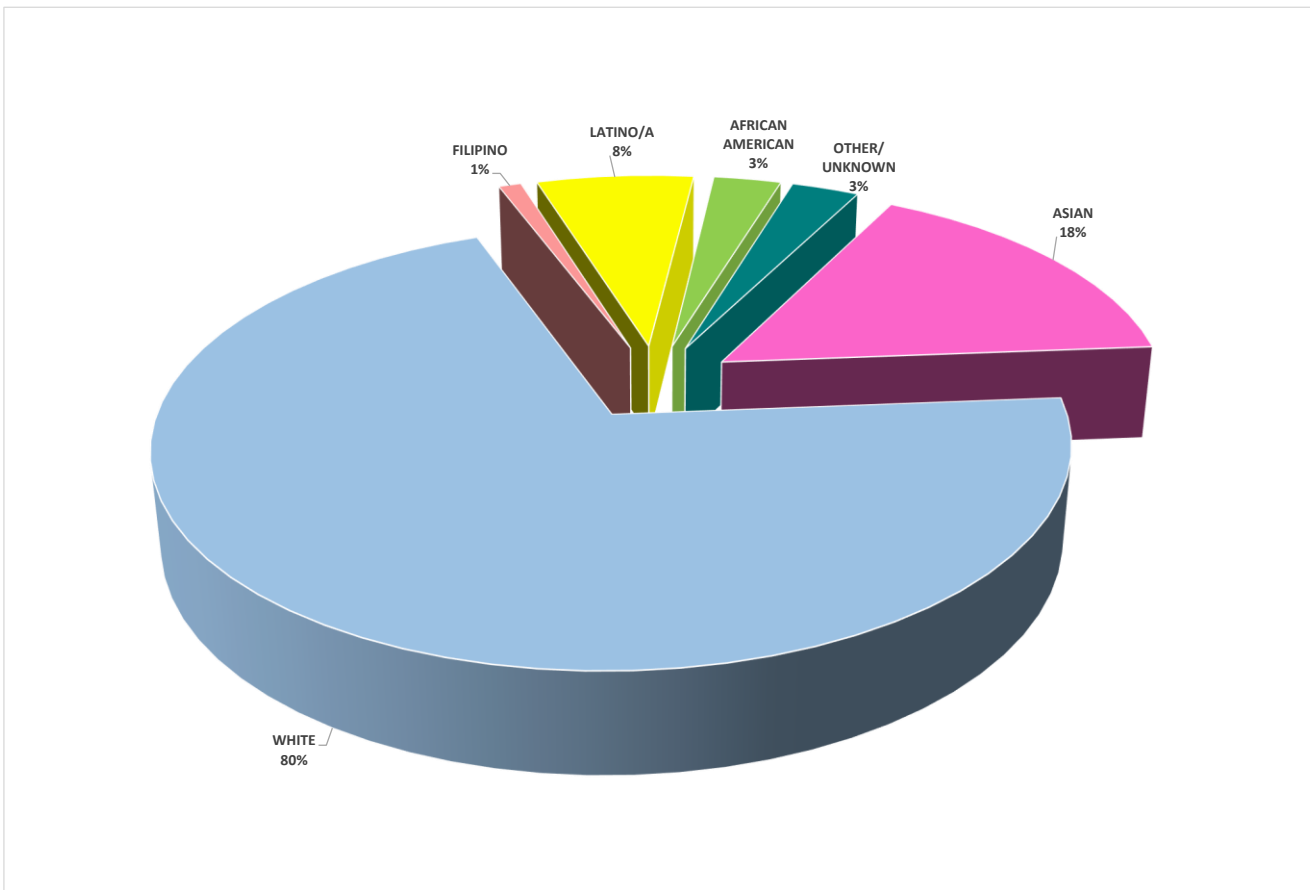


**PT FACULTY - CORE SUBJECTS
by ethnicity & gender**

(as of April 2019)
v2

Department / Program	African American		Asian		White		Filipino		Latino/a		Native American		Other/ Unknown		Pacific Islander		Southeast Asian		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
	Biological Sciences			1	1	3	3			1									
Computer Science			3	3	4	12													9
English		1	2		14	8	1			3			1						30
Mathematics			1	3	2	15			1					1					23
Social Sciences	1	1		3	5	8				2				1					21
SUB-TOTAL	1	2	7	10	28	46	1	0	2	5	0	0	1	2	0	0	0	0	
TOTAL	3		17		74		1		7		0		3		0		0		92
PERCENTAGE	3%		18%		80%		1%		8%		0%		3%		0%		0%		

Note: Percentages may not be exact due to rounding.



Future Plans to increase Hiring from Underrepresented Groups

- Begin recruitment for FT Faculty in early Fall to attract larger and more diverse applicant pools
- Re-open and extend recruitment if applicant pools are not diverse
- Recommend Implicit Bias Training for all search committee members
- Increase targeted advertising in publications/job posting sites that target diverse applicants (i.e. Minority Academic and Professionals Associations)
- Allocate new EEO funding for increased targeted recruitment of underrepresented groups
- Implement the Diversity Statement Rubric
- Implement Employee Mentorship Programs; re-institutionalize the Faculty Diversity Internship Program (FDIP) and the Grow Your Own (GYO)
- Support ongoing professional development trainings on: equity-oriented teaching strategies; the importance of diverse faculty and leaders; providing students' with a sense of belonging and inclusivity; and improved academic engagement of students