



MPC

MONTEREY PENINSULA
COLLEGE

Equal Employment Opportunity Annual Applicant Pool and Employee Demographics Report

DRAFT

2015

Revision 6: 3/10/16

Commitment to Diversity and Inclusion

The Legislature finds and declares all of the following:

*(1) In fulfilling its mission within California's system of public higher education, the California Community Colleges are **committed to academic excellence and to providing all students with the opportunity to succeed in their chosen educational pursuits.***

*(2) Academic excellence can best be sustained in a **climate of acceptance and with the inclusion of persons from a wide variety of backgrounds and preparations to provide service to an increasingly diverse student population.***

Education Code Section 87100 (a).

Mission Statement

Monterey Peninsula College is an **open-access institution that fosters student learning and achievement within its diverse community**. MPC provides high quality instructional programs, services, and infrastructure to support the goals of students pursuing transfer, career training, basic skills, and lifelong learning opportunities.

Commitment to Equal Employment Opportunity

"Equal employment opportunity" means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and fully enjoy the benefits of employment by a community college district. Ensuring equal employment opportunity is advanced in an inclusive environment that fosters cooperation, acceptance, democracy, and the free expression of ideas. An inclusive environment is welcoming to men and women, persons with disabilities, individuals from all ethnic groups, and individuals from all other groups protected from discrimination by this article.

Education Code Section 87101 (a)

Federal & State Laws & Regulations

There are numerous federal, state, and systems laws and regulations that prohibit discrimination, including but not limited to:

Title VI & VII Civil Rights Act of 1964, Title IX, Americans with Disabilities Act, the Age Discrimination Act, Accreditation Standards, Ca. Government Code, Ca. Constitution, Ca. Education Code, Ca. Code of Regulations-Title 5, MPC Board Policies and Procedures.

Post Proposition 209

Added Section 31 to Article I of the state Constitution. The major provision in Article 31 reads: (a) The state shall **not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education or public contracting.**

Legislative Response to 209

- Government Code 11139.6

“It is the intent of this section that all governmental agencies shall engage in **general recruitment and outreach programs to all individuals, including persons who are economically disadvantaged.**”

“...**recruitment that should result in increasing diversity of the public sector workforce**” to include general circulation newspapers, radio and TV, electronic media, and in the same recruitment sources whose primary audience are audience is comprised of **minority and low-income communities and women.**

Accreditation Standard III.A.12

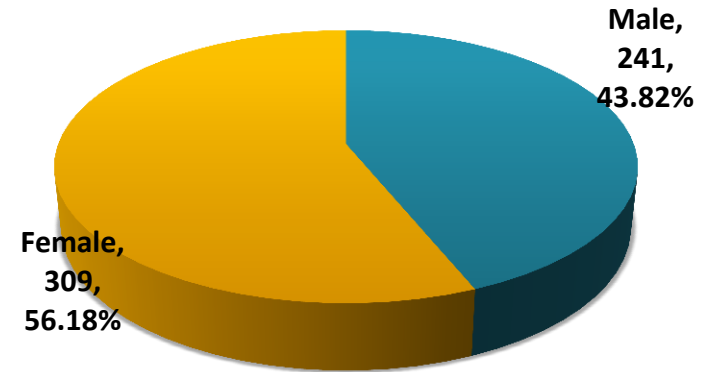
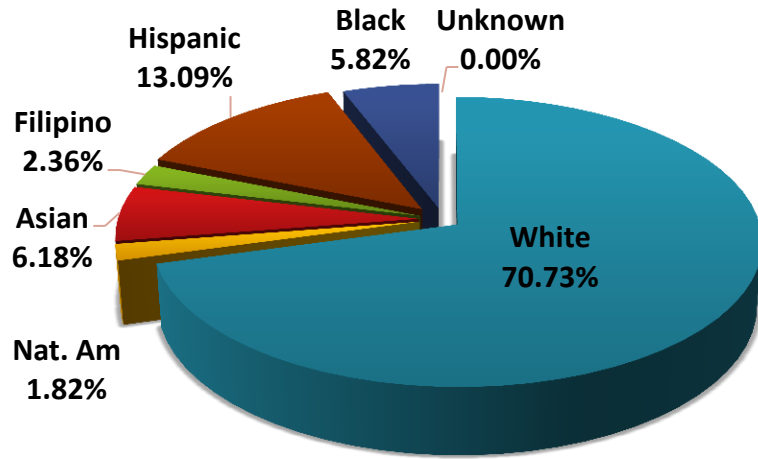
*Through its policies and practices, the institution creates and maintains appropriate programs, practices, and services that **support its diverse personnel. The institution regularly assesses its record in employment equity and diversity consistent with its mission.***

Equal Employment Opportunity Plan

Human Resources will annually survey the District's applicant pool and workforce composition to evaluate progress in implementing the plan, to provide data needed for longitudinal analysis and to determine if any group is underrepresented in recruitment, hiring, retention, and promotion.

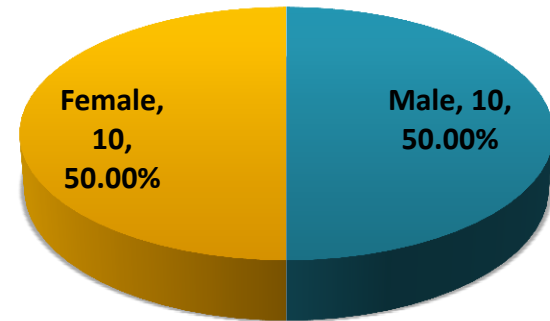
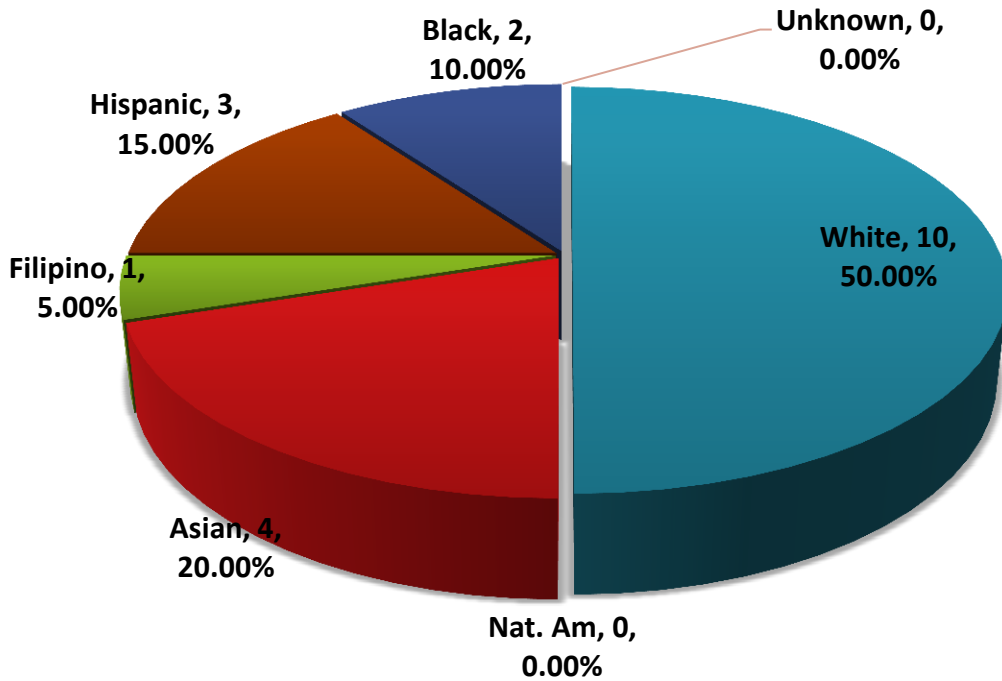
California Code of Regulations, Title 5 §53000(c)(6), §53004, and §53006

Snapshot of Total Workforce 2015



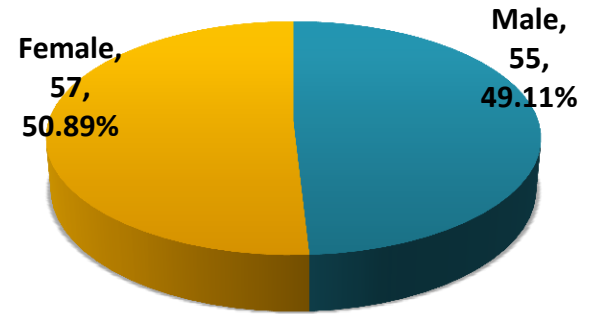
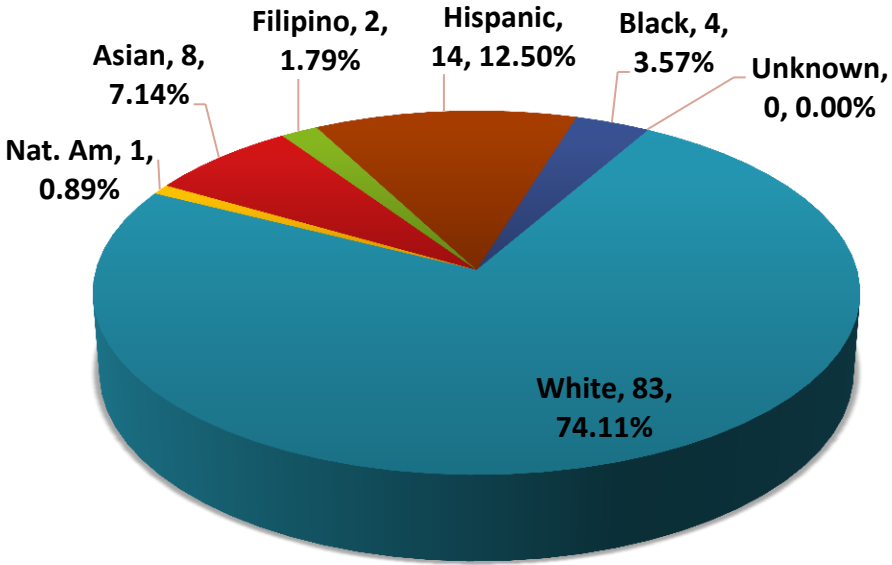
	Total	Male	%M	Female	%F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U	Disability	% D
Executive/ Admin/ Managerial	20	10	50%	10	50%	10	50%	0	0%	4	20%	1	5%	3	15%	2	10%	0	0%	1	5%
Faculty-Career Education	12	8	67%	4	33%	10	83%	0	0%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%
Faculty-English	17	8	47%	9	53%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Health & PE	7	5	71%	2	29%	6	86%	0	0%	1	14%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Humanities	14	8	57%	6	43%	10	71%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	1	7%
Faculty-Instr. & Support Services	26	8	31%	18	69%	14	54%	1	4%	3	12%	1	4%	5	19%	2	8%	0	0%	2	8%
Faculty-Mathematics	12	6	50%	6	50%	8	67%	0	0%	2	17%	1	8%	1	8%	0	0%	0	0%	1	8%
Faculty-Natural Sciences	12	7	58%	5	42%	8	67%	0	0%	1	8%	0	0%	2	17%	1	8%	0	0%	0	0%
Faculty-Social Science	12	5	42%	7	58%	10	83%	0	0%	0	0%	0	0%	1	8%	1	8%	0	0%	0	0%
Clerical/ Secretarial	39	5	13%	34	87%	21	54%	1	3%	1	3%	3	8%	7	18%	6	15%	0	0%	2	5%
Professional Non-Faculty	17	4	24%	13	76%	11	65%	0	0%	1	6%	1	6%	4	24%	0	0%	0	0%	2	12%
Service/ Maintenance	26	20	77%	6	23%	6	23%	0	0%	0	0%	1	4%	14	54%	5	19%	0	0%	0	0%
Skilled Crafts	9	8	89%	1	11%	4	44%	0	0%	2	22%	0	0%	3	33%	0	0%	0	0%	0	0%
Technical/ Paraprofessional	68	32	47%	36	53%	39	57%	1	1%	9	13%	4	6%	11	16%	4	6%	0	0%	0	0%
Adjuncts- Fall 2015	259	107	41%	152	59%	215	83%	7	3%	9	3%	1	0%	16	6%	11	4%	0	0%	0	0%
Total	550	241	43.82%	309	56.18%	389	70.73%	10	1.82%	34	6.18%	13	2.36%	72	13.09%	32	5.82%	0	0.00%	9	1.64%

Administrators and Managers 2015



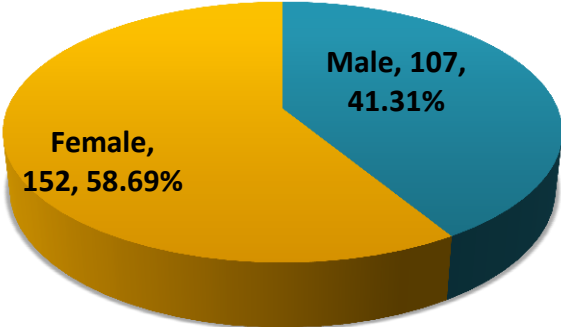
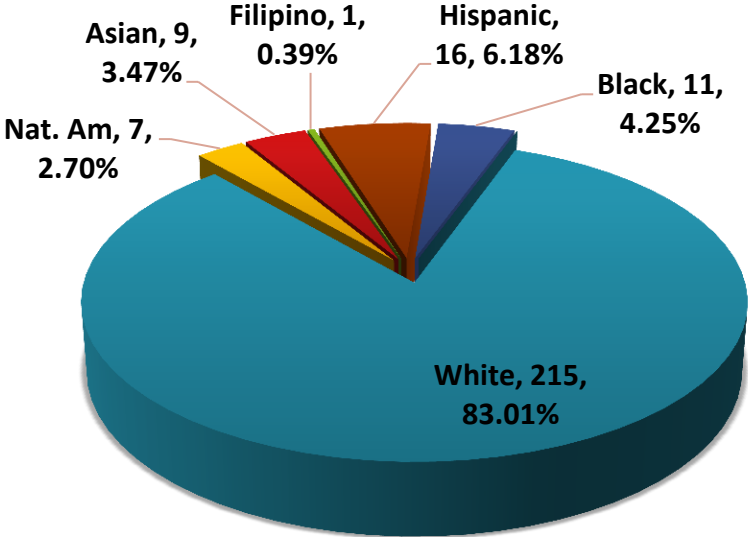
Total	Male	%M	Female	%F	White	%W	Nat. Am	%NA	Asian	%A	Filipino	%F	Hispanic	%H	Black	%B	Unknown	%U
20	10	50.00%	10	50.00%	10	50.00%	0	0.00%	4	20.00%	1	5.00%	3	15.00%	2	10.00%	0	0.00%

Full Time Faculty 2015



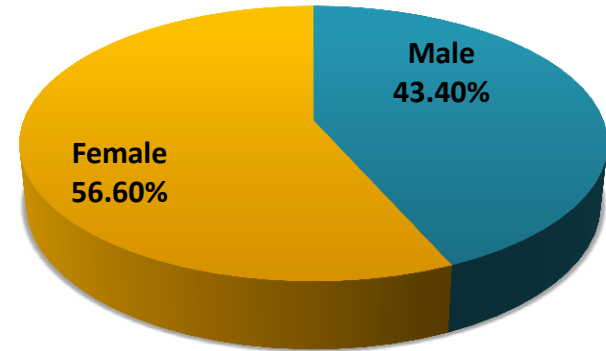
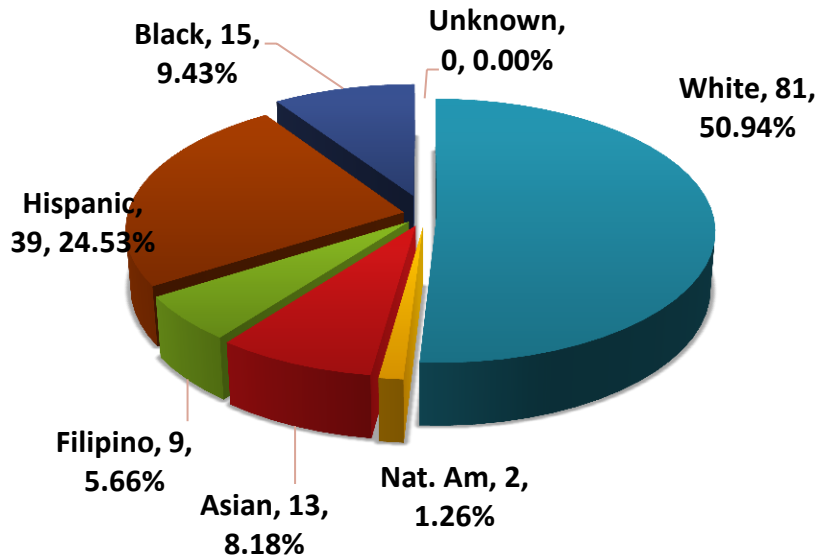
	Total	Male	%M	Female	% F	White	% W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U	Disability	% D
Faculty-Career Education	12	8	67%	4	33%	10	83%	0	0%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%
Faculty-English	17	8	47%	9	53%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Health & PE	7	5	71%	2	29%	6	86%	0	0%	1	14%	0	0%	0	0%	0	0%	0	0%	0	0%
Faculty-Humanities	14	8	57%	6	43%	10	71%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	1	7%
Faculty-Instl & Support Svcs	26	8	31%	18	69%	14	54%	1	4%	3	12%	1	4%	5	19%	2	8%	0	0%	2	8%
Faculty-Mathematics	12	6	50%	6	50%	8	67%	0	0%	2	17%	1	8%	1	8%	0	0%	0	0%	1	8%
Faculty-Natural Sciences	12	7	58%	5	42%	8	67%	0	0%	1	8%	0	0%	2	17%	1	8%	0	0%	0	0%
Faculty-Social Science	12	5	42%	7	58%	10	83%	0	0%	0	0%	0	0%	1	8%	1	8%	0	0%	0	0%
Total	112	55	49.11%	57	50.89%	83	74.11%	1	0.89%	8	7.14%	2	1.79%	14	12.50%	4	3.57%	0	0.00%	4	3.57%

Adjunct Faculty 2015



	Total	Male	% Male	Female	% F	White	% W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U	Disability	% D
Adjuncts- Fall 2015	259	107	41.31%	152	58.69%	215	83.01%	7	2.70%	9	3.47%	1	0.39%	16	6.18%	11	4.25%	0	0.00%	0	0.00%

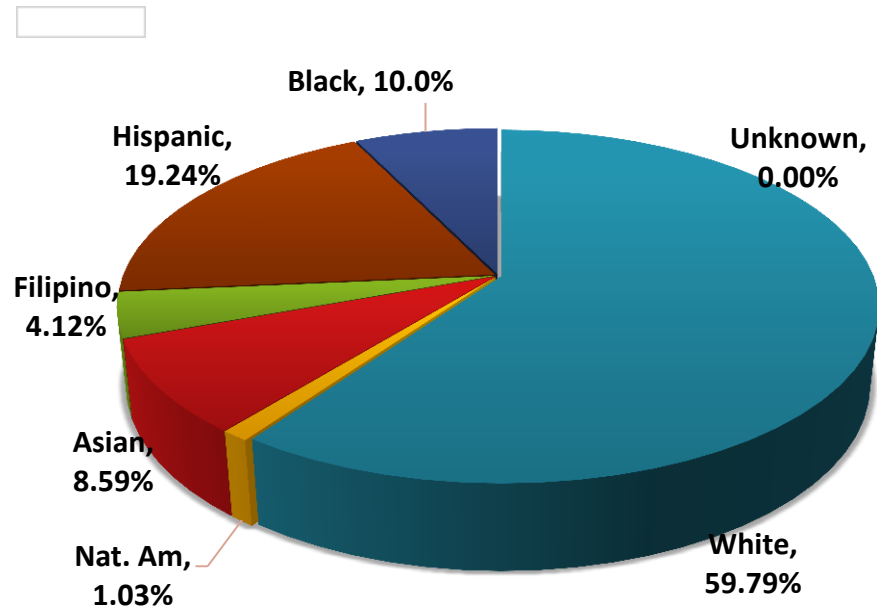
Classified Workforce 2015



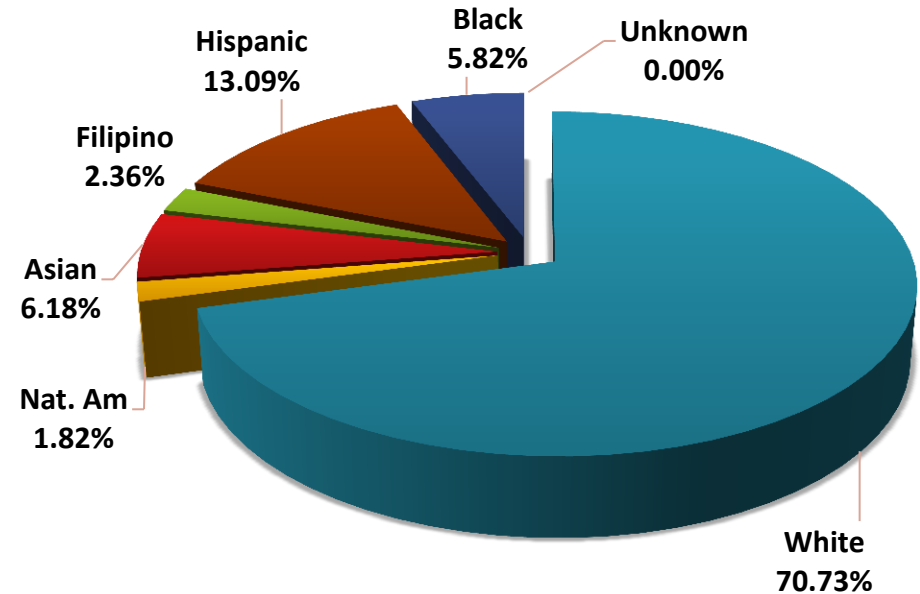
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Filipino	% F	Hispanic	% H	Black	% B	Unknown	% U	Disability	% D
Clerical/ Secretarial	39	5	13%	34	87%	21	54%	1	3%	1	3%	3	8%	7	18%	6	15%	0	0%	2	5%
Professional Non-Faculty	17	4	24%	13	76%	11	65%	0	0%	1	6%	1	6%	4	24%	0	0%	0	0%	2	12%
Service/ Maintenance	26	20	77%	6	23%	6	23%	0	0%	0	0%	1	4%	14	54%	5	19%	0	0%	0	0%
Skilled Crafts	9	8	89%	1	11%	4	44%	0	0%	2	22%	0	0%	3	33%	0	0%	0	0%	0	0%
Technical/ Paraprofessional	68	32	47%	36	53%	39	57%	1	1%	9	13%	4	6%	11	16%	4	6%	0	0%	0	0%
Total	159	69	43.40%	90	56.60%	81	50.94%	2	1.26%	13	8.18%	9	5.66%	39	24.53%	15	9.43%	0	0.00%	4	2.52%

Total Workforce Comparison 2015

Permanent



All Including Adjuncts



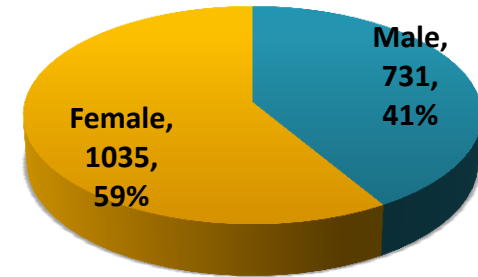
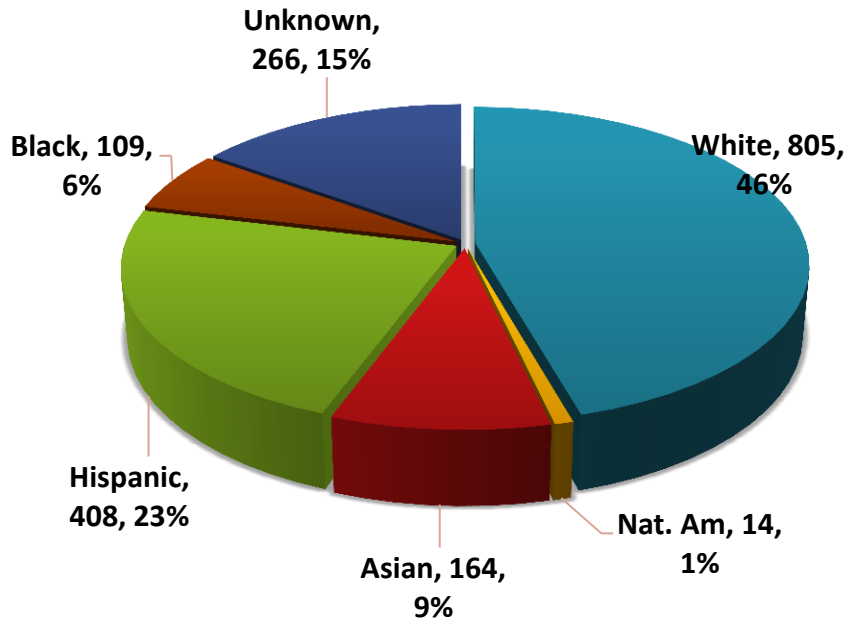
Recruitment Sources

- Academic Positions
 - Chronicle of Higher Ed Online and Print
 - Higher Ed Jobs.com (annual subscription)
 - Inside Higher Ed (annual subscription)
 - CommunityCollegeJobs.com
 - UCSC/CSUMB Placement Centers
- Specialized Recruitments
 - Trade or professional organizations
 - List Serves
- All
 - MPC Employment Site
 - Edjoin.org (annual subscription)
 - Monterey Herald
 - Monterey Weekly
 - Craigslist
 - EDD/CalJobs
 - One Stop Career Centers Monterey/Monterey County Dept of Social Services
 - MontereyBayJobs.com (annual subscription)
 - CCC Registry
 - ALL USERS emails
 - NEOGOV emails candidates who signed up for alerts

Monterey Peninsula College Hiring Summary 2015

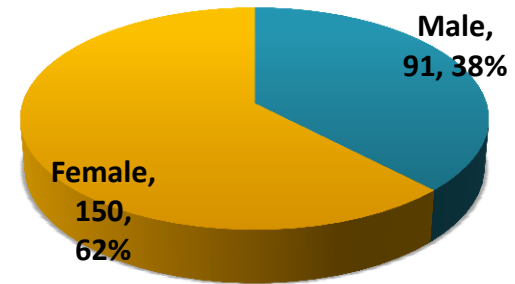
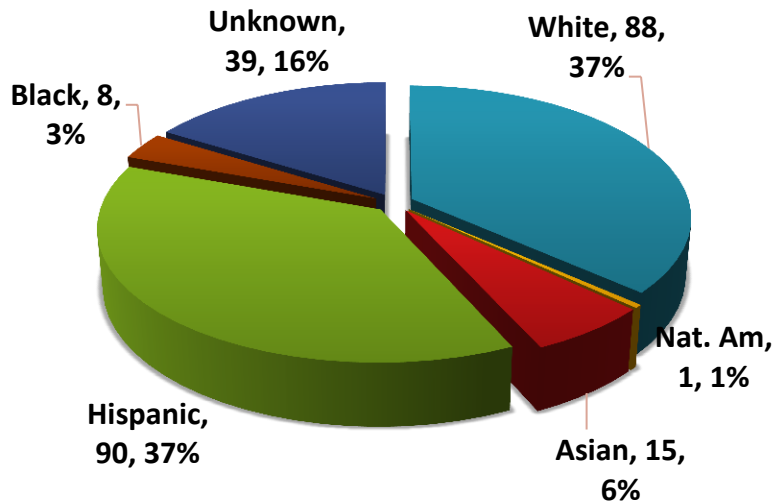
Workforce	Applicants			Hired				
	Recruitments	Male	Female	Positions Filled	Male	% Male	Female	%Female
Executive/Administrative/Managerial	6	109	67	5	2	40%	3	60%
Clerical/Secretarial	9	39	157	5	2	40%	3	60%
Professional Non-Faculty	7	62	206	5	1	20%	4	80%
Faculty	3	91	150	5	2	50%	3	60%
Service/Maintenance	4	77	31	4	4	100%	0	0%
Skilled Crafts	0	0	0	0	0	0	0	0
Technical/Paraprofessional	15	48	60	12	4	33%	8	67%
Adjuncts	94	305	364	51	26	51%	25	49%
Totals	138	731	1035	87	41	40%	46	52%

Demographics of Total Applicant Pool 2015



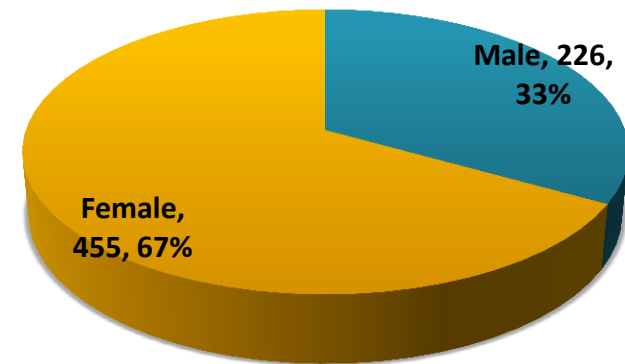
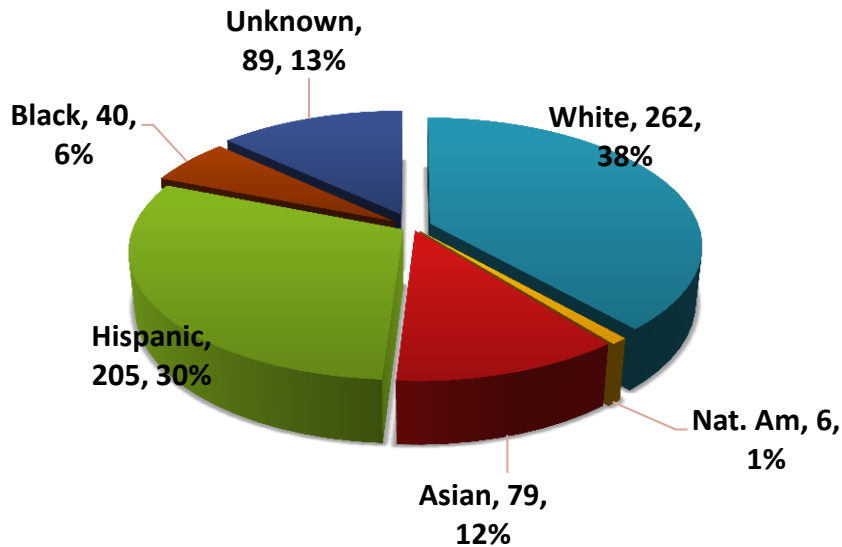
Total	Male	%M	Female	% F	White	% W	Nat. Am.	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
1766	731	41%	1035	59%	805	46%	14	1%	164	9%	408	23%	109	6%	266	15%

FT Faculty Applicant Pool 2015



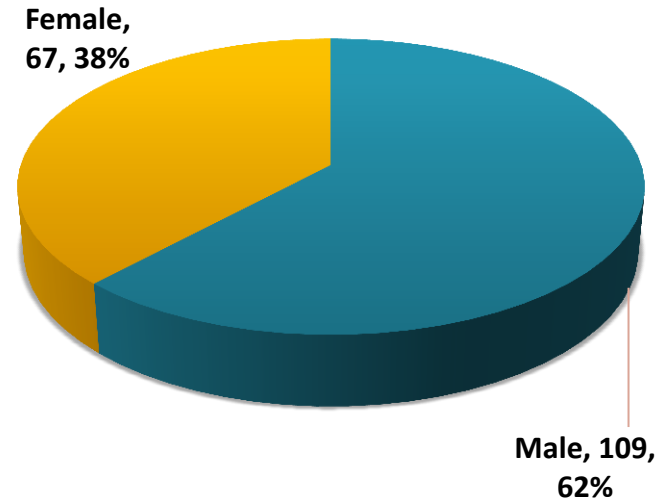
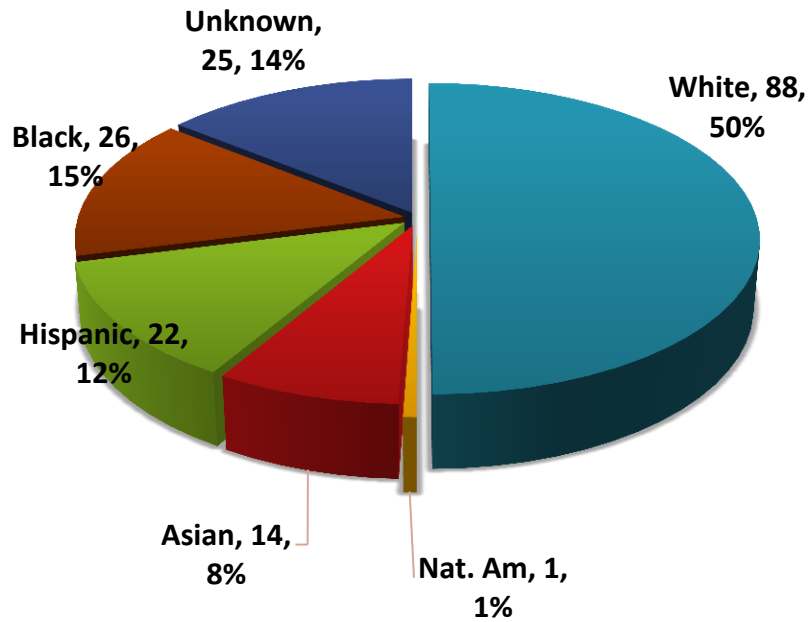
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Faculty-Career Education	0	0		0		0		0		0		0		0		0	
Faculty-English	0	0		0		0		0		0		0		0		0	
Faculty-Health & PE	0	0		0		0		0		0		0		0		0	
Faculty-Humanities	121	52	43%	69	57%	36	30%	0	0%	1	1%	66	55%	3	2%	15	12%
Faculty-Inst. & Spprt Serv.	83	10	12%	73	88%	34	41%	1	1%	5	6%	22	27%	3	4%	18	22%
Faculty-Mathematics	37	29	78%	8	22%	18	49%	0	0%	9	24%	2	5%	2	5%	6	16%
Faculty-Natural Sciences	0	0		0		0		0		0		0		0		0	
Faculty-Social Science	0	0		0		0		0		0		0		0		0	
	241	91	38%	150	62%	88	37%	1	0%	15	6%	90	37%	8	3%	39	16%
2015 New Hires	5	2	40%	3	60%	3	60%	1	20%	0	0%	1	20%	0	0%	0	0%

Classified Applicant Pool 2015



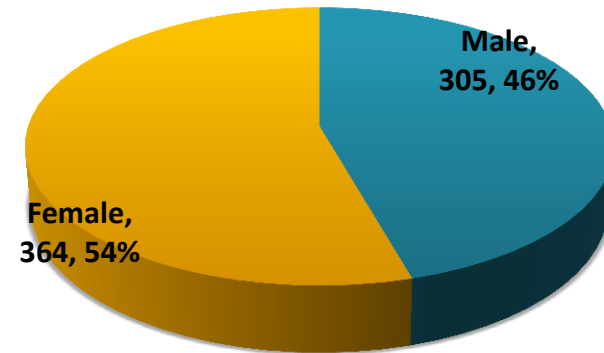
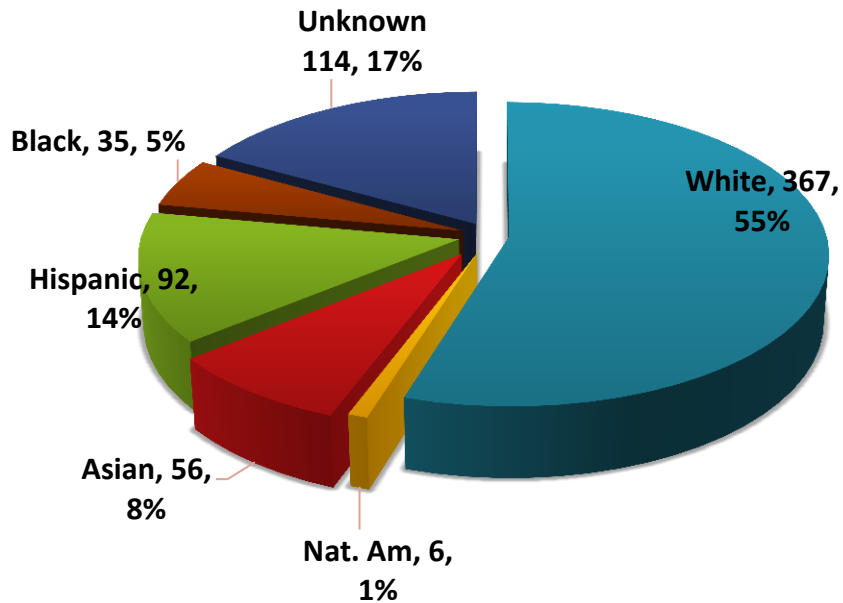
	Total	Male	Female	White	Nat. Am	Asian	Hispanic	Black	Unknown
Clerical/ Secretarial	196	39	157	73	1	6	77	11	28
Professional Non-Faculty	268	62	206	112	4	37	72	15	28
Service/ Maintenance	108	77	31	30	1	19	36	8	14
Skilled Crafts	0	0	0	0	0	0	0	0	0
Technical/ Paraprofessional	108	48	60	47	0	17	20	6	18
Total	681	226	455	262	6	79	205	40	89
2015 New Hires	26	10	16	11	0	6	6	3	0

Administrators and Managers Applicant Pool 2015



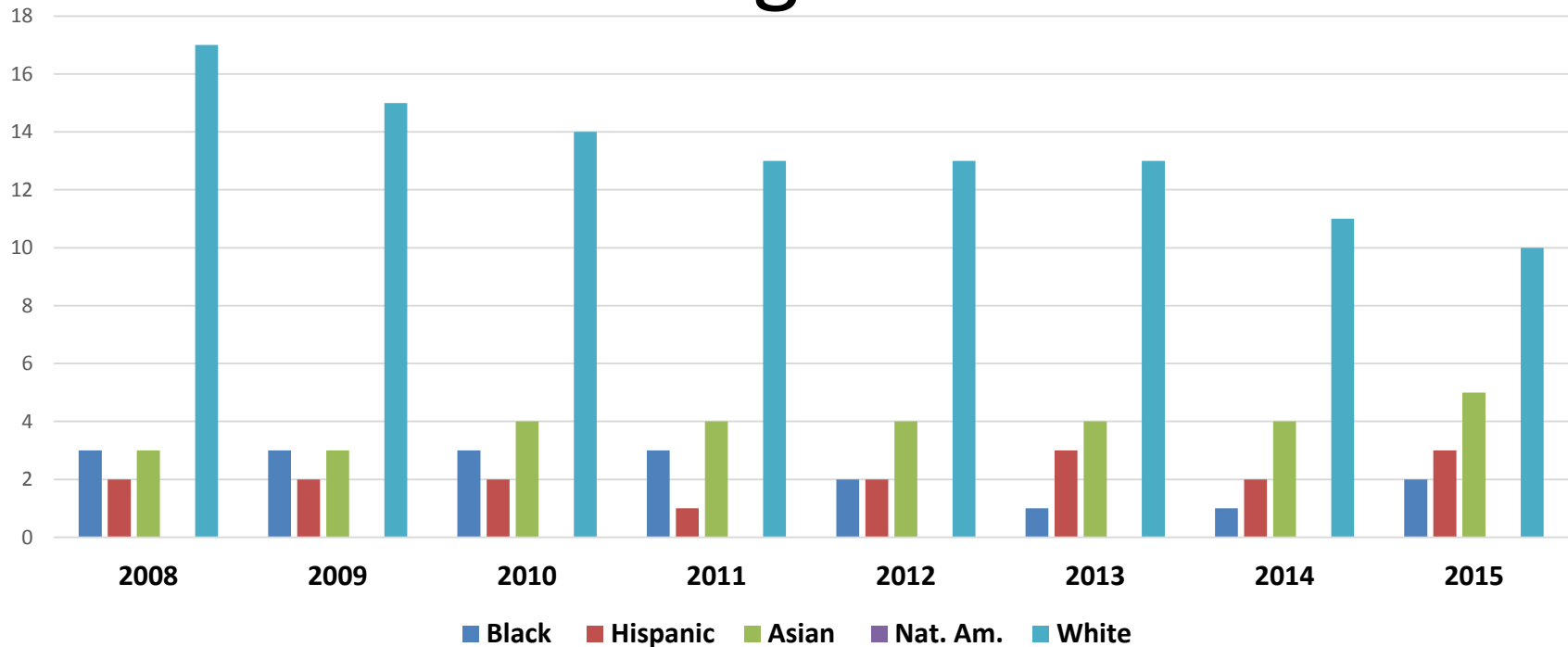
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Executive/ Administrative/ Managerial	176	109	61.93%	67	13.07%	88	50.00%	1	0.57%	14	7.95%	22	12.50%	26	14.77%	25	14.20%
2015 New Hires	5	2	40.00%	3	60.00%	2	40.00%	0	0.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%

Adjunct Applicant Pool 2015



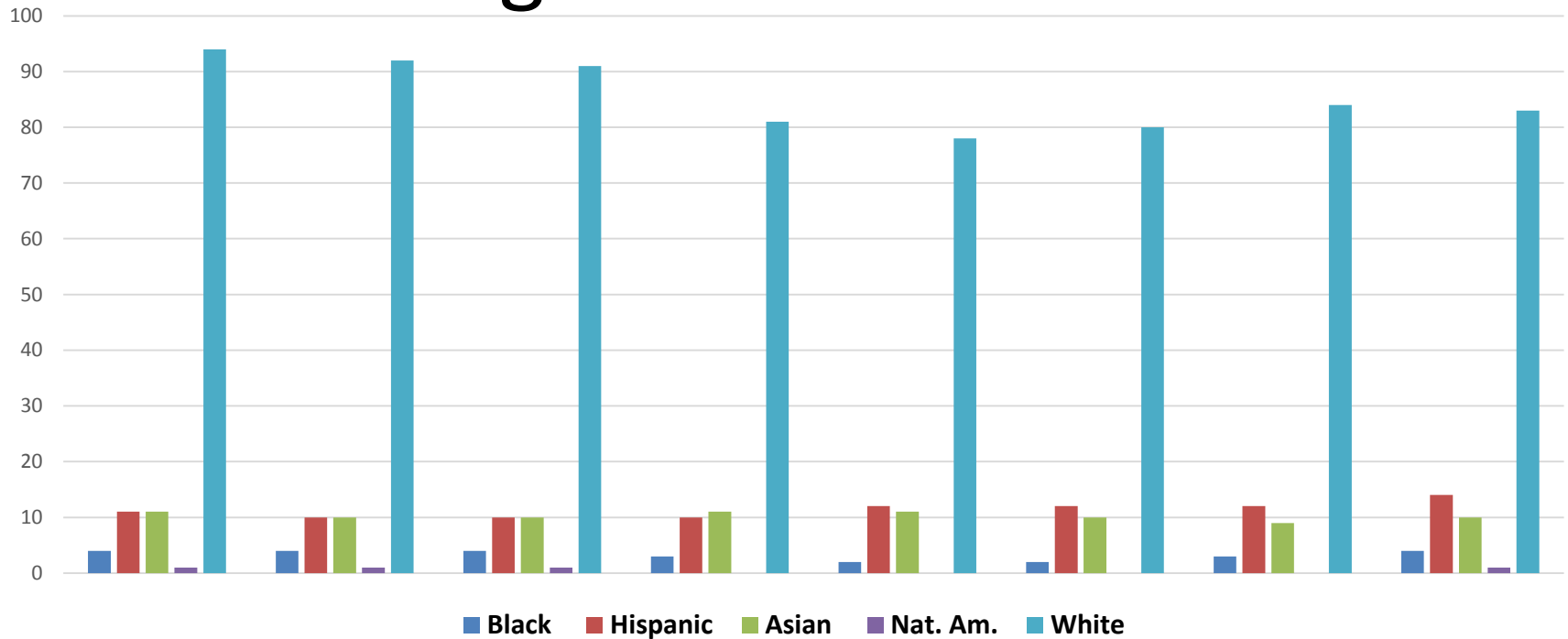
	Total	Male	%M	Female	% F	White	%W	Nat. Am	% NA	Asian	% A	Hispanic	% H	Black	% B	Unknown	% U
Adjuncts	669	305	45.59%	364	54.41%	367	54.86%	6	0.90%	56	8.37%	92	31.02%	35	5.23%	114	16.89%
2015 New Hires	51	26	50.98%	25	49.02%	34	66.67%	0	0.00%	5	9.80%	0	0.00%	4	7.84%	8	15.69%

Administrators and Managers Workforce Longitudinal Overview



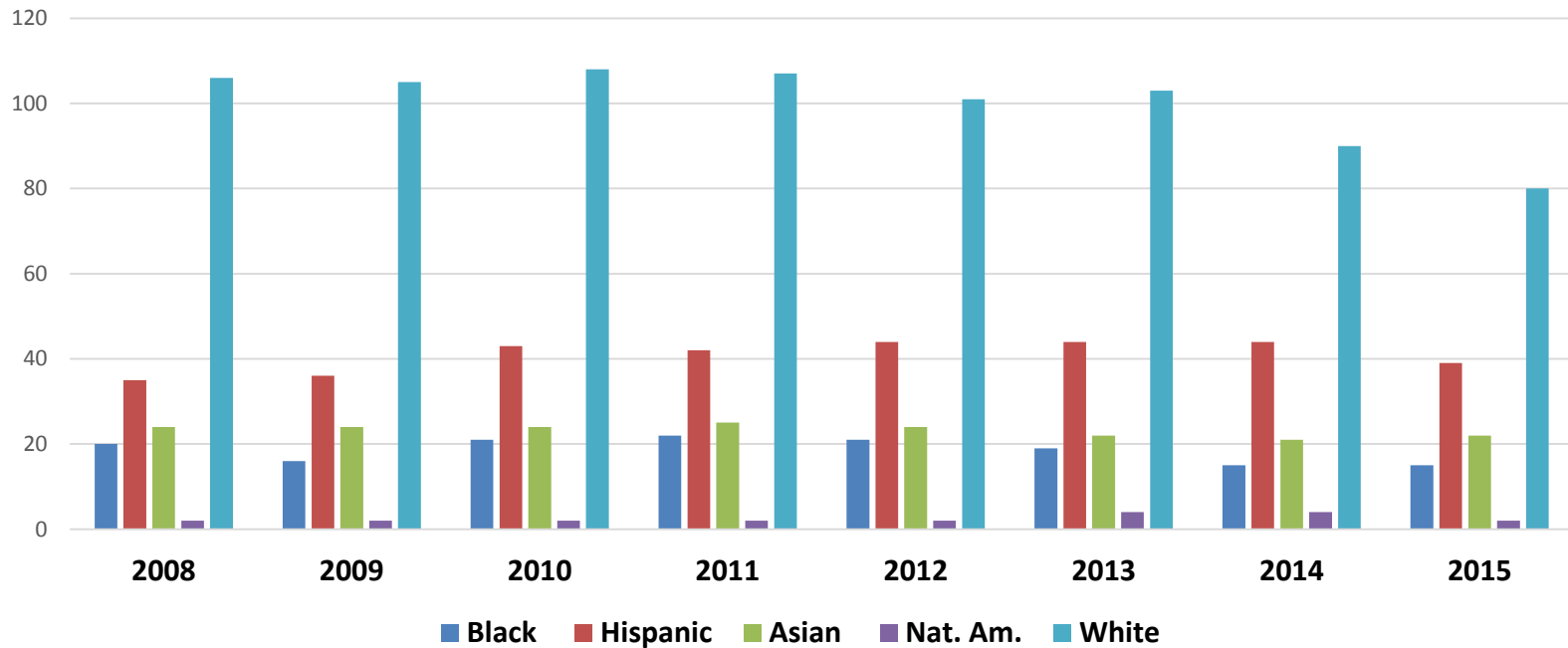
	2008	2009	2010	2011	2012	2013	2014	2015
Black	3	3	3	3	2	1	1	2
Hispanic	2	2	2	1	2	3	2	3
Asian	3	3	4	4	4	4	4	5
Nat. Am.	0	0	0	0	0	0	0	0
White	17	15	14	13	13	13	11	10
Total	25	23	23	21	21	21	18	20

Full Time Faculty Workforce Longitudinal Overview



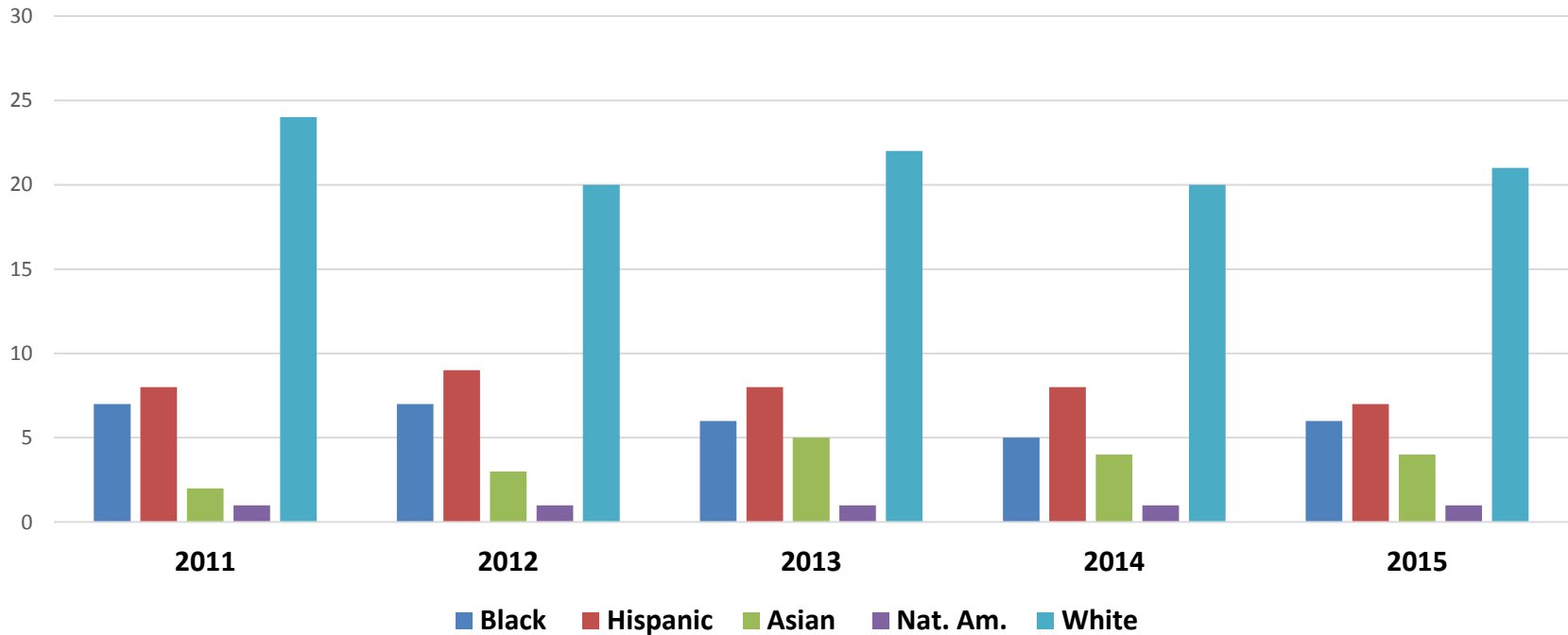
	2008	2009	2010	2011	2012	2013	2014	2015
Black	4	4	4	3	2	2	3	4
Hispanic	11	10	10	10	12	12	12	14
Asian	11	10	10	11	11	10	9	10
Nat. Am.	1	1	1	0	0	0	0	1
White	94	92	91	81	78	80	84	83
Total	121	117	116	105	103	104	108	112

Classified Workforce Longitudinal Overview



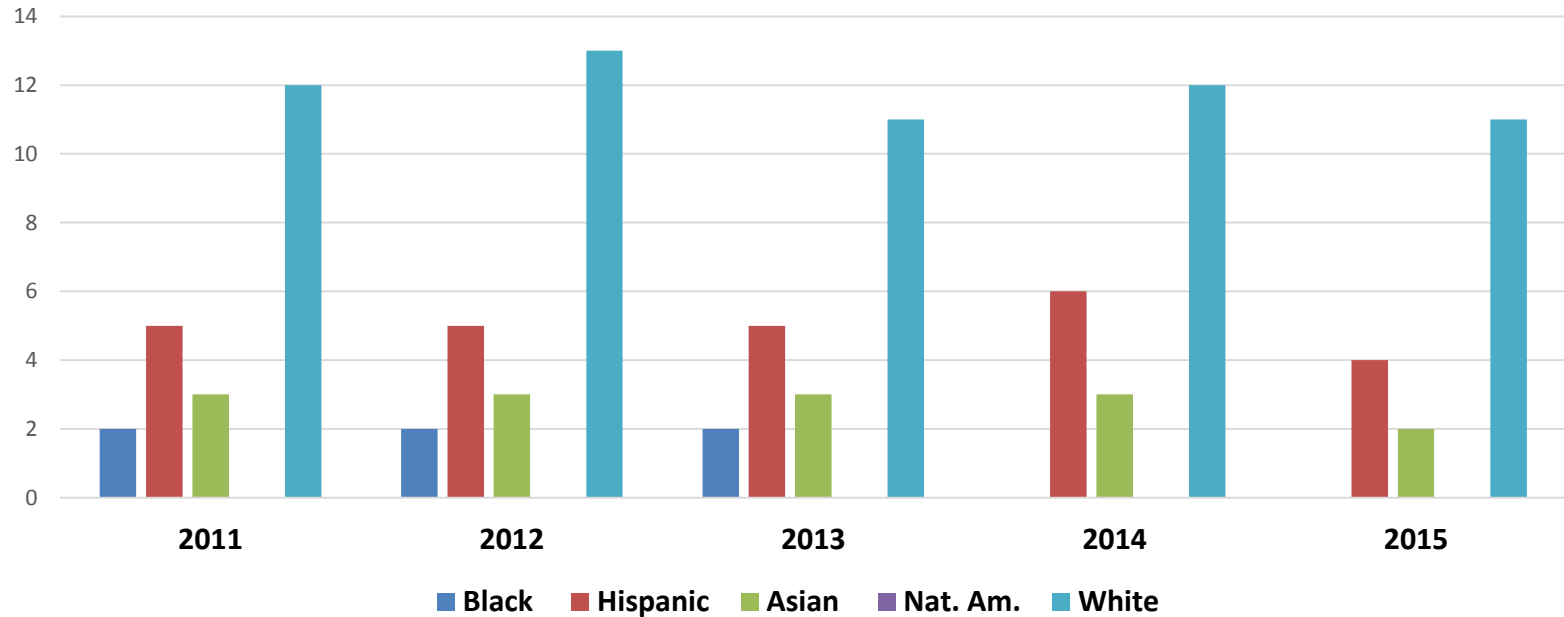
	2008	2009	2010	2011	2012	2013	2014	2015
Black	20	16	21	22	21	19	15	15
Hispanic	35	36	43	42	44	44	44	39
Asian	24	24	24	25	24	22	21	22
Nat. Am.	2	2	2	2	2	4	4	2
White	106	105	108	107	101	103	90	80
Total	187	183	198	198	192	192	174	158

Clerical -Secretarial Workforce Longitudinal Overview



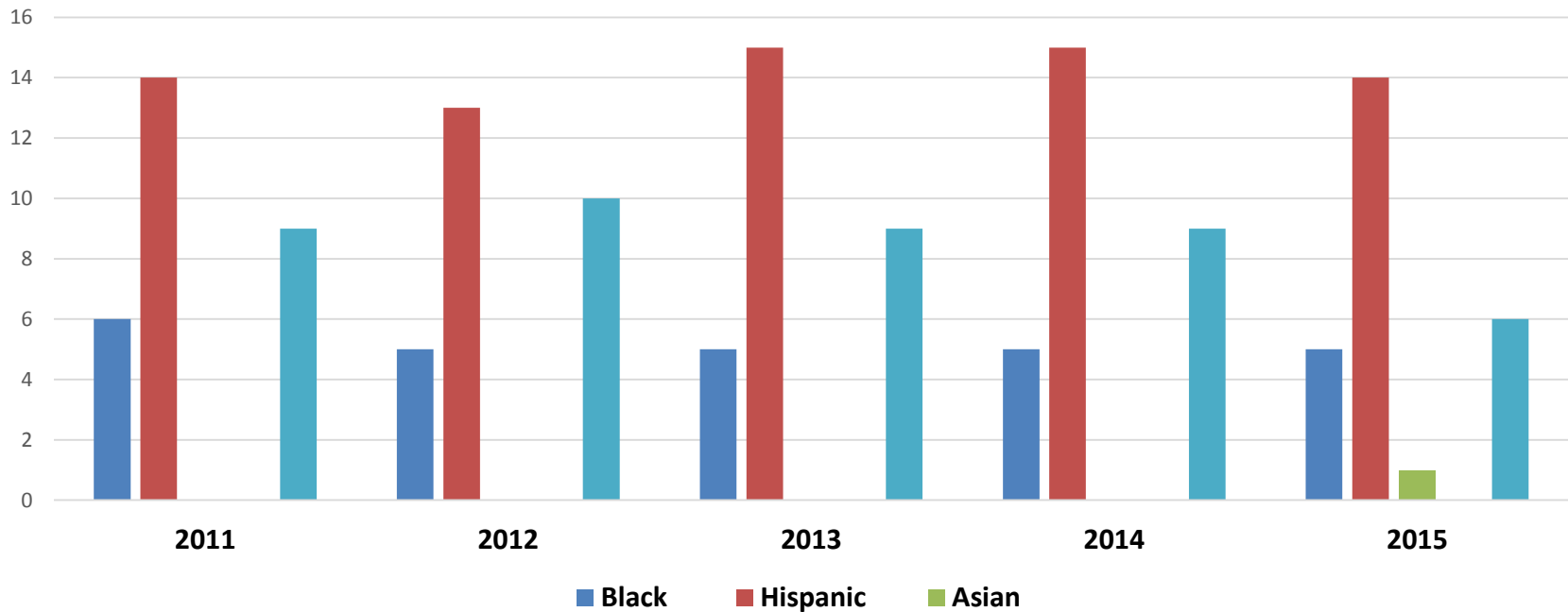
	2011	2012	2013	2014	2015
Black	7	7	6	5	6
Hispanic	8	9	8	8	7
Asian	2	3	5	4	4
Nat. Am.	1	1	1	1	1
White	24	20	22	20	21
Total	42	40	42	38	39

Professional Non-Faculty Longitudinal Overview



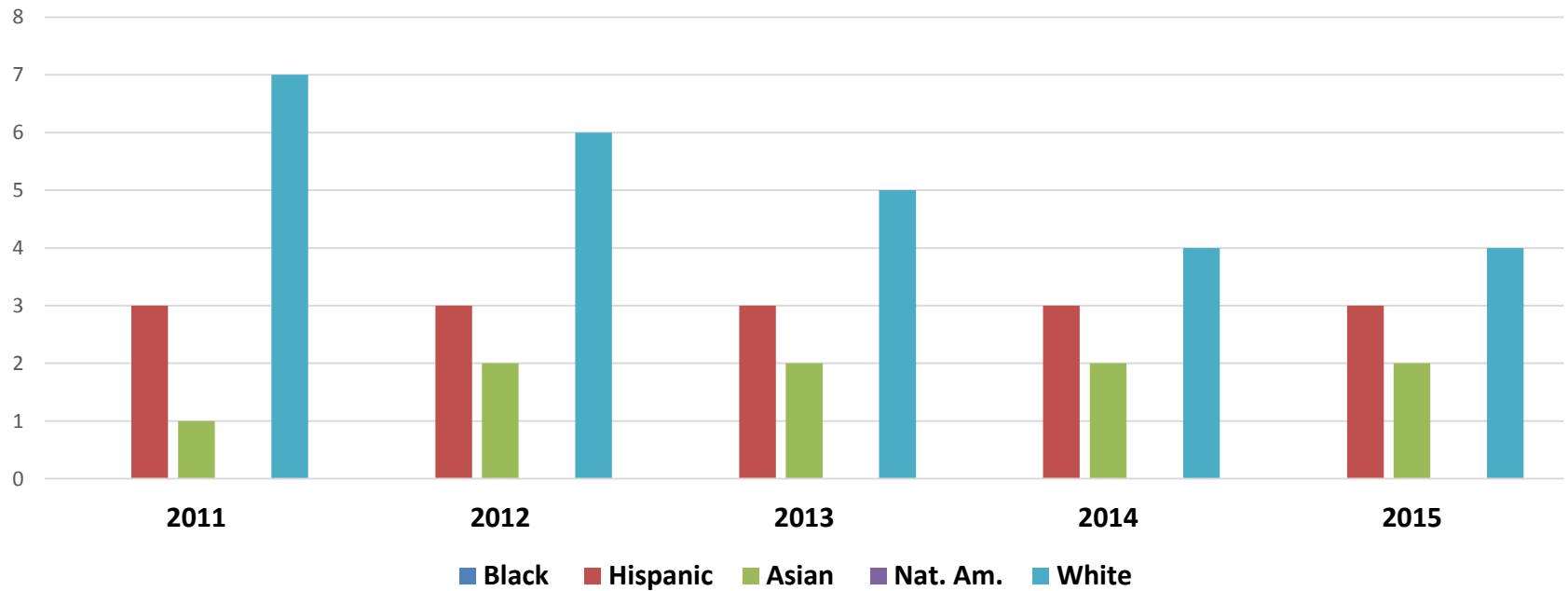
	2011	2012	2013	2014	2015
Black	2	2	2	0	0
Hispanic	5	5	5	6	4
Asian	3	3	3	3	2
Nat. Am.	0	0	0	0	0
White	12	13	11	12	11
Total	22	23	21	21	17

Service-Maintenance Longitudinal Overview



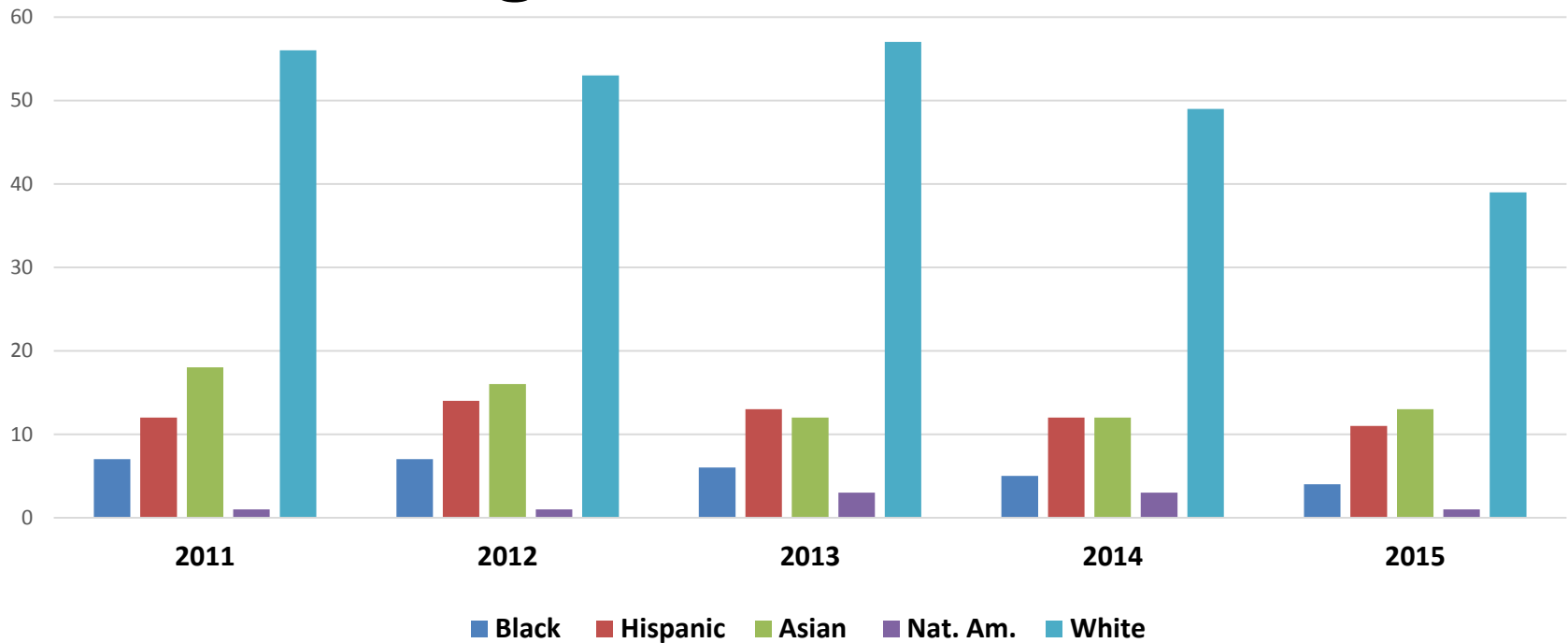
	11	12	13	14	15
Black	6	5	5	5	5
Hispanic	14	13	15	15	15
Asian	0	0	0	0	0
Nat. Am.	0	0	0	0	0
White	9	10	9	9	6
Total	29	28	29	29	26

Skilled Crafts Longitudinal Overview



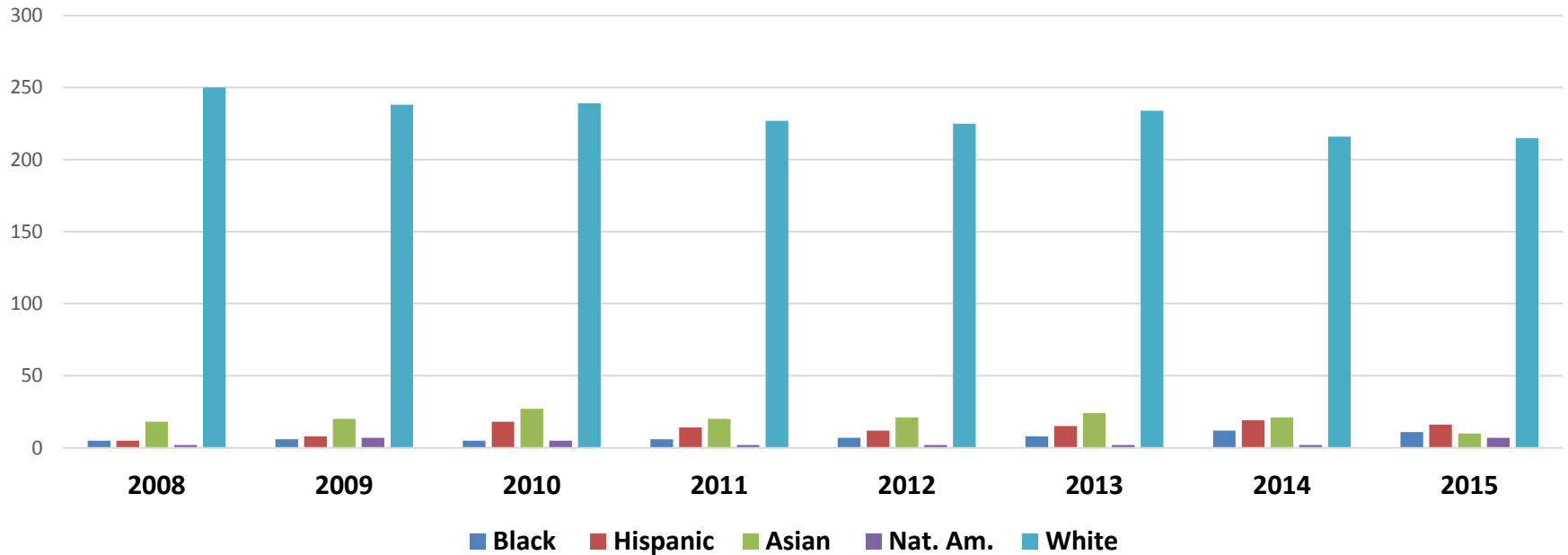
	11	12	13	14	15
Black	0	0	0	0	0
Hispanic	3	3	3	3	3
Asian	1	2	2	2	2
Nat. Am.	0	0	0	0	0
White	7	6	5	4	4
Total	11	11	10	9	9

Technical Paraprofessionals Longitudinal Overview



	2011	2012	2013	2014	2015
Black	7	7	6	5	4
Hispanic	12	14	13	12	11
Asian	18	16	12	12	13
Nat. Am.	1	1	3	3	1
White	56	53	57	49	39
Total	94	91	91	81	68

Adjunct Longitudinal Overview



	2008	2009	2010	2011	2012	2013	2014	2015
Black	5	6	5	6	7	8	12	11
Hispanic	5	8	18	14	12	15	19	16
Asian	18	20	27	20	21	24	21	10
Nat. Am.	2	7	5	2	2	2	2	7
White	250	238	239	227	225	234	216	215
Total	280	279	294	269	267	283	270	259

Best Practices

- Requirement for all positions:
 - Demonstrate an understanding of, sensitivity to and appreciation for the academic, ethnic, socio-economic, disability and gender diversity of community college students in interview process and/or application process
- Broad recruitment. Explore new recruitment sources and analyze ROI and effectiveness
- Targeted recruitment for difficult to hire positions
- Train all search committees on the laws and principles of Equal Employment Opportunity, bias in interviews, effective interview techniques, and value of diversity
- Conduct specialized training for EEO Representatives on FT Faculty search committees revised in 2016
- Attended the CCC Registry Job Fair in San Francisco in January

- Work with the EEO Advisory Committee to develop community list serves and diversity initiatives
- Conduct longitudinal analysis of applicant pools and workforce groups
- Conduct ongoing analyses of initial pools, qualified pools, candidate receiving interviews, finalists, and hires
- Track and analyze reasons candidates withdraw from search processes
- Review search procedures, local requirements, assessments, interview questions for adverse impact and effectiveness
- Update EEO Plan and Board Policies
- Complete CCCCO Multiple Method Allocation Model
- Review hiring procedures for all groups of employees