



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

Human Resources Department

**HIRING DATA REPORT
FYs: 20/21, 21/22, 22/23 (as of 03/31/23)**

**EMPLOYEE DATA REPORT
Fall 2021 & Fall 2022**



HIRING DATA REPORT

ADMINISTRATIVE HIRING

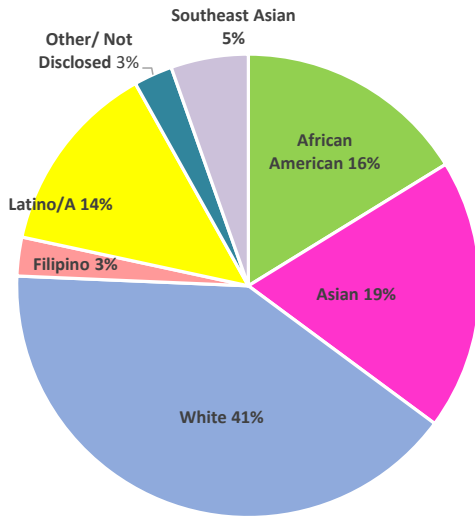
ADMINISTRATORS

internal -v- external recruits (as of 02/2023)

EEO DATA

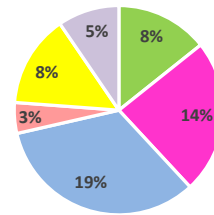
	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ Not Disclosed		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	4	11%	4	11%	10	27%	1	3%	2	5%	0	0%	0	0%	0	0%	2	5%	0	0%	23	62%
MALE	2	5%	3	8%	3	8%	0	0%	3	8%	0	0%	1	3%	0	0%	0	0%	0	0%	12	32%
OTHER/ NOT DISCLOSED	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
TOTAL	6	16%	7	19%	15	41%	1	3%	5	14%	0	0%	1	3%	0	0%	2	5%	0	0%	37	100%
prio Classified	1	3%	2	5%	2	5%	1	3%	1	3%	0	0%	0	0%	0	0%	1	3%	0	0%	7	19%
prior faculty	2	0%	3	8%	5	14%	0	0%	2	5%	0	0%	0	0%	0	0%	1	0%	0	0%	11	30%
total internal	3	8%	5	14%	7	19%	1	3%	3	8%	0	0%	0	0%	0	0%	2	5%	0	0%	18	49%
external hire	3	8%	2	5%	8	22%	0	0%	2	5%	0	0%	1	3%	0	0%	0	0%	0	0%	13	35%
TOTAL	6	11%	7	19%	15	41%	1	3%	5	14%	0	0%	1	3%	0	0%	2	3%	0	0%	31	84%

TOTAL ADMINISTRATORS

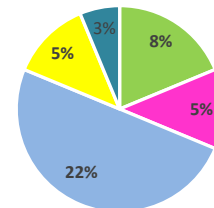


- African American
- Asian
- White
- Filipino
- Latino/A
- Other/ Not Disclosed

internal recruits



external recruits



internal -v- external recruits

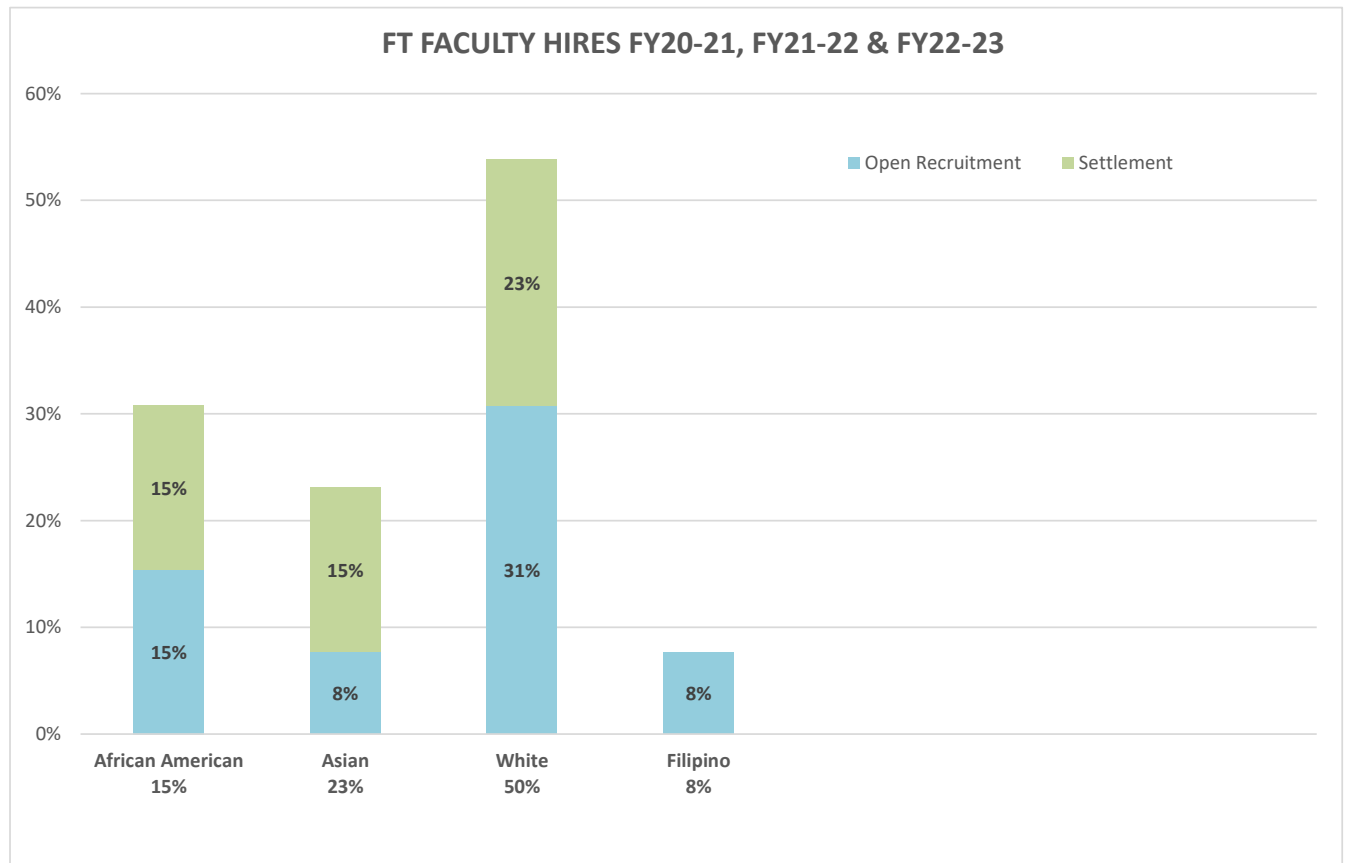


FACULTY HIRING

FULL TIME FACULTY

HIRES - FY20-21, FY21-22, FY22-23

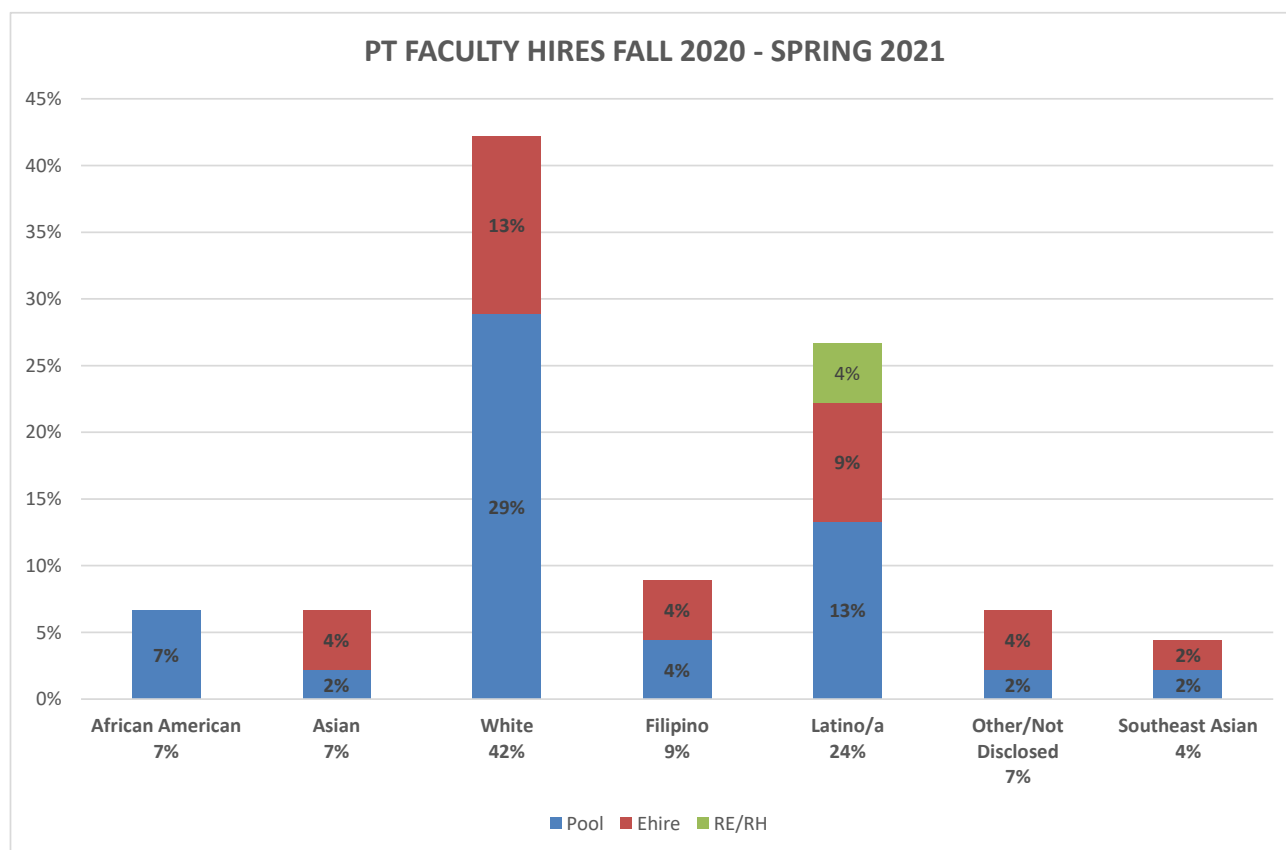
	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL HIRES	1	8%	2	15%	6	46%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	77%
FEMALE	1	8%	1	8%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	23%
MALE	1	8%	1	8%	5	38%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	54%
TOTAL	2	15%	3	23%	7	54%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	100%
RECRUITMENT	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	1	8%	1	0%	3	23%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	46%
MALE	1	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	15%
TOTAL	2	15%	1	8%	4	31%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	62%
SETTLEMENT	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	1	8%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	31%
MALE	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
TOTAL	0	0%	2	15%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	38%
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.

PART TIME FACULTY HIRES - Fall 2020-Spring 2021

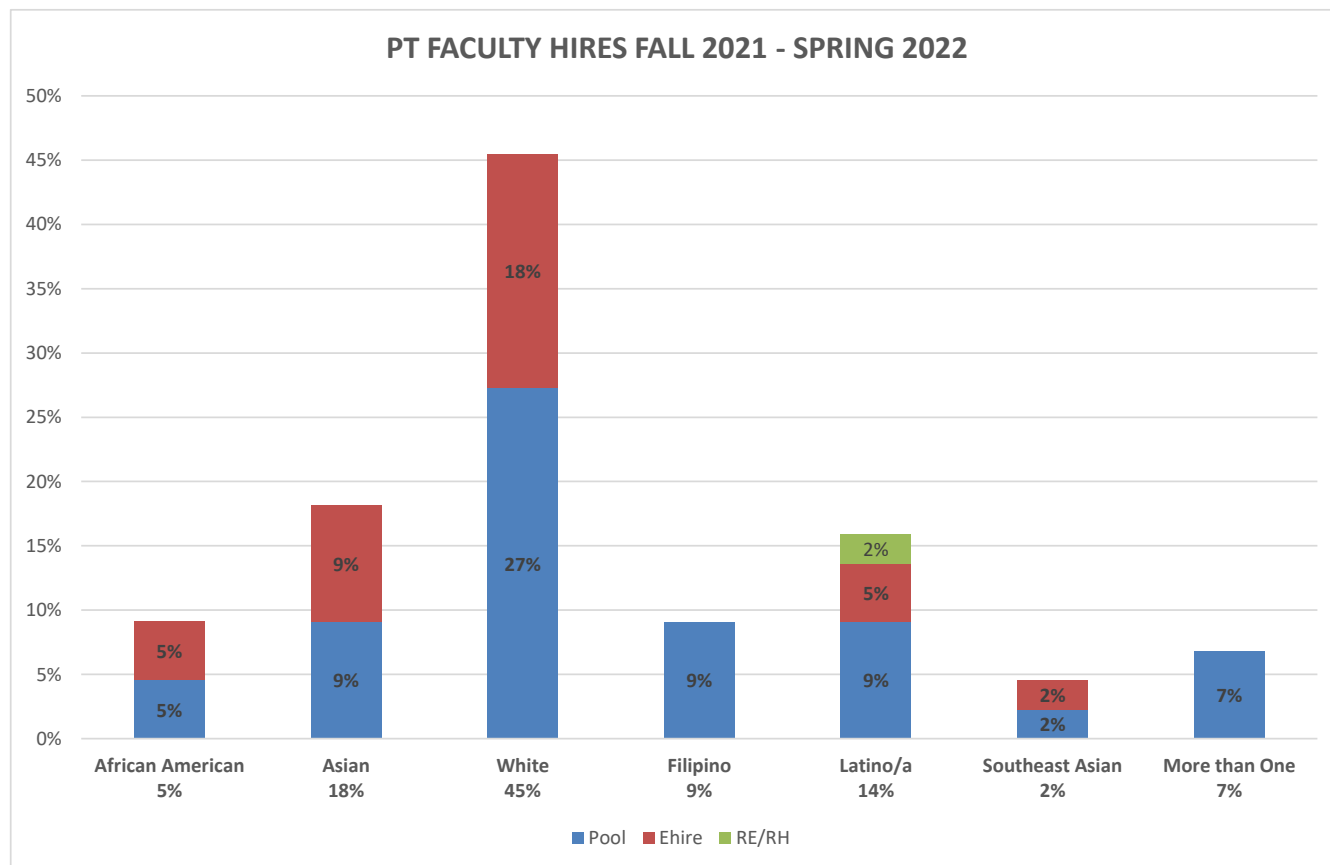
	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
TOTAL HIRES	2	4%	3	7%	14	31%	3	7%	6	13%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	29	64%		
FEMALE	1	2%	0	0%	5	11%	1	2%	5	11%	0	0%	2	4%	0	0%	2	4%	0	0%	0	0%	16	36%		
MALE	3	7%	3	7%	19	42%	4	9%	11	24%	0	0%	3	7%	0	0%	2	4%	0	0%	0	0%	45	100%		
TOTAL	3	7%	3	7%	19	42%	4	9%	11	24%	0	0%	3	7%	0	0%	2	4%	0	0%	0	0%	45	100%		
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	2	4%	1	0%	9	20%	1	2%	4	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	17	38%		
MALE	1	0%	0	0%	4	9%	1	2%	2	4%	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%	10	22%		
TOTAL	3	7%	1	2%	13	29%	2	4%	6	13%	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%	27	60%		
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	0	0%	2	4%	5	11%	2	4%	1	2%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	11	24%		
MALE	0	0%	0	0%	1	2%	0	0%	3	7%	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%	6	13%		
TOTAL	0	0%	2	4%	6	13%	2	4%	4	9%	0	0%	2	4%	0	0%	1	2%	0	0%	0	0%	17	38%		
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *		
FEMALE	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
MALE	0	0%	0	0%	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%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
DISABLED	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
GAY/LESBIAN	1	2%	0	0%	1	0%	0	0%	2	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	5	11%		
VETERAN	0	0%	0	0%	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.

PART TIME FACULTY HIRES - Fall 2021-Spring 2022

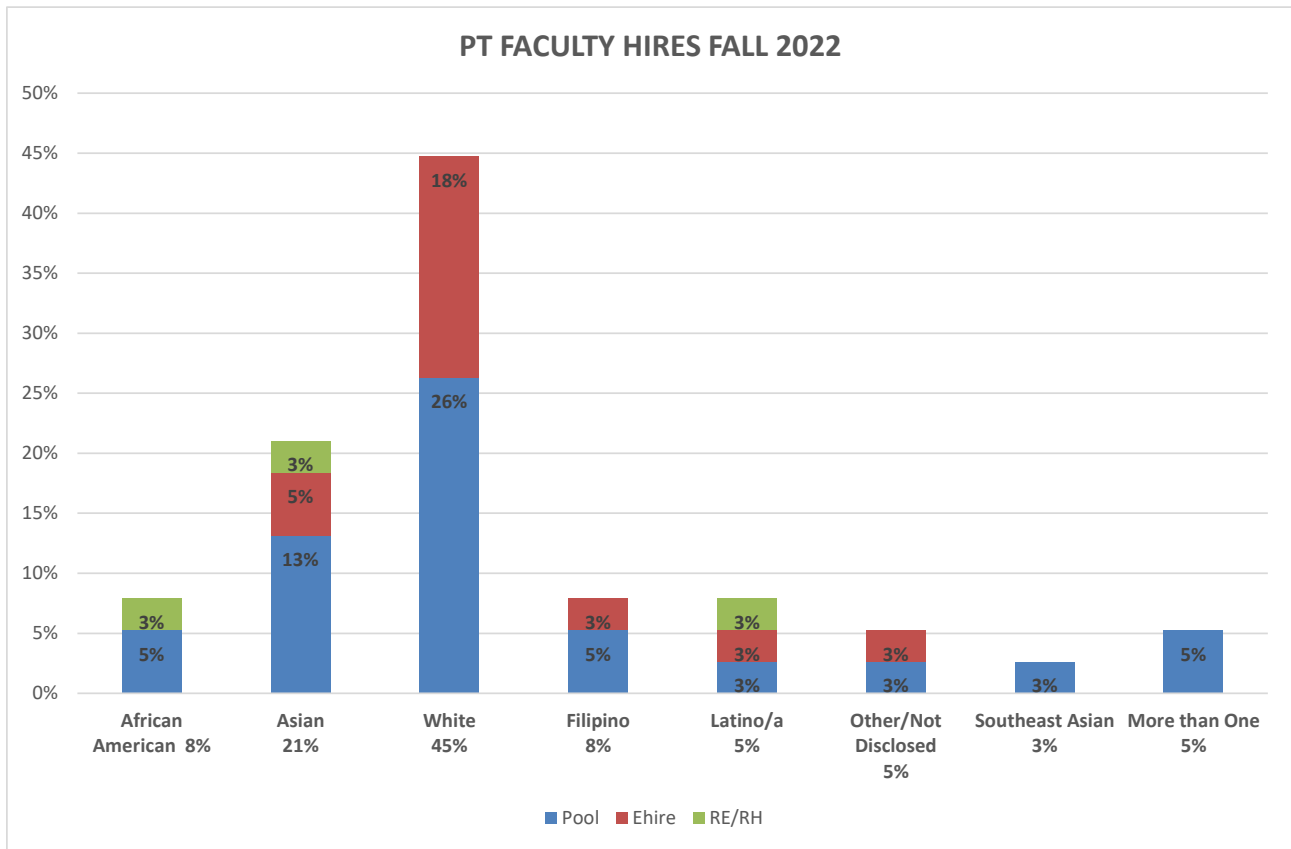
	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL HIRES	2	5%	8	18%	20	45%	4	9%	6	14%	0	0%	0	0%	0	0%	1	2%	3	7%	44	100%
FEMALE	1	2%	5	11%	9	20%	1	2%	4	9%	0	0%	0	0%	0	0%	1	2%	2	5%	23	52%
MALE	1	2%	3	7%	10	23%	3	7%	2	5%	0	0%	0	0%	0	0%	0	0%	1	2%	20	45%
NOT DISCLOSED	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
TOTAL	2	5%	8	18%	20	45%	4	9%	6	14%	0	0%	0	0%	0	0%	1	2%	3	7%	44	100%
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	1	2%	3	0%	4	9%	1	2%	2	5%	0	0%	0	0%	0	0%	1	2%	2	5%	14	32%
MALE	1	0%	1	0%	8	18%	3	7%	2	5%	0	0%	0	0%	0	0%	0	0%	1	2%	16	36%
TOTAL	2	5%	4	9%	12	27%	4	9%	4	9%	0	0%	0	0%	0	0%	1	2%	3	7%	30	68%
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	2	5%	5	11%	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	9	20%
MALE	0	0%	2	5%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	9%
NOT DISCLOSED	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
TOTAL	0	0%	4	9%	8	18%	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	14	32%
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
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%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
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%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
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.

PART TIME FACULTY HIRES - Fall 2022

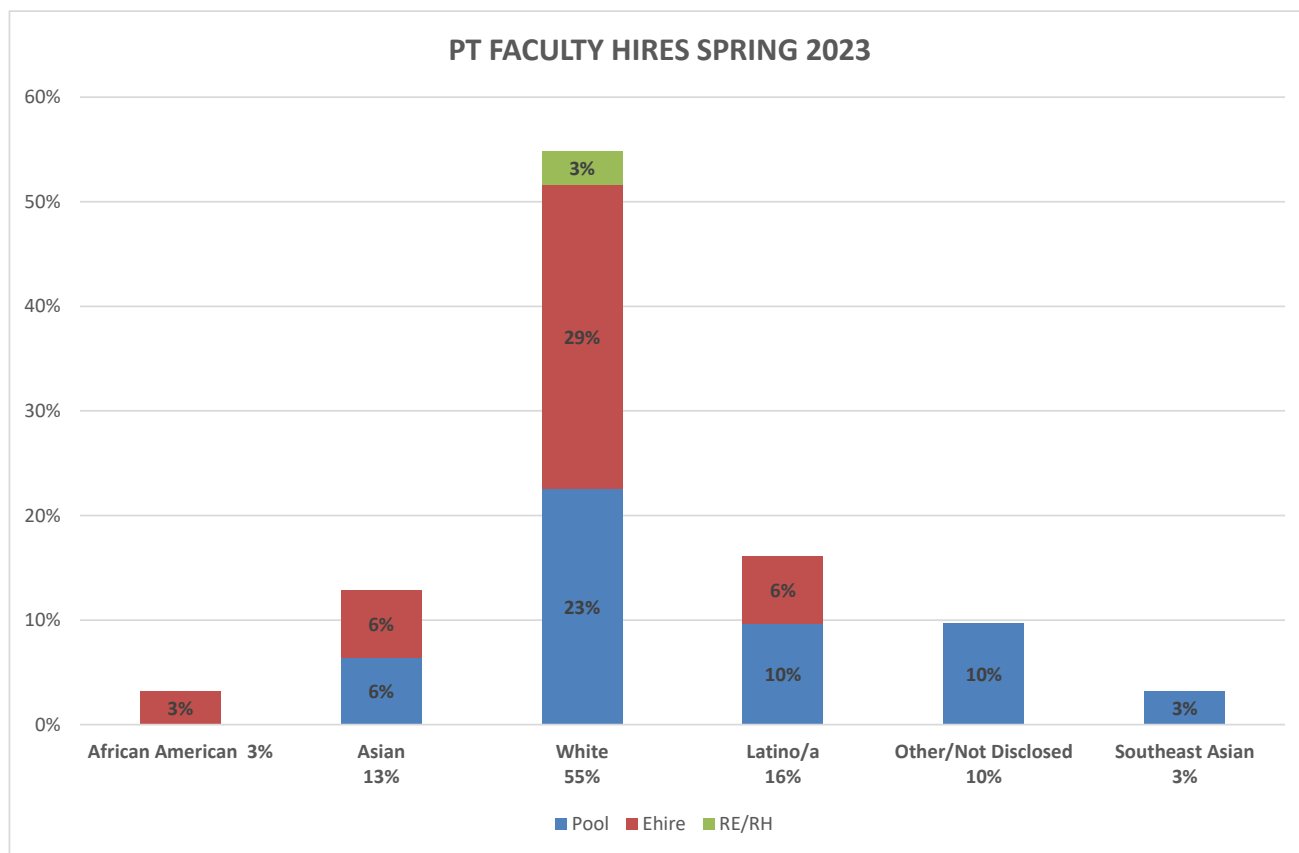
	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL HIRES	3	8%	8	21%	17	45%	3	8%	2	5%	0	0%	2	5%	0	0%	1	3%	2	5%	38	100%
FEMALE	1	3%	5	13%	11	29%	1	3%	0	0%	0	0%	1	3%	0	0%	1	3%	1	3%	21	55%
MALE	2	5%	3	8%	6	16%	2	5%	2	5%	0	0%	1	3%	0	0%	0	0%	1	3%	17	45%
TOTAL	3	8%	8	21%	17	45%	3	8%	2	5%	0	0%	2	5%	0	0%	1	3%	2	5%	38	100%
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	2	0%	7	18%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%	1	3%	11	29%
MALE	2	0%	3	0%	3	8%	2	5%	1	3%	0	0%	1	3%	0	0%	0	0%	1	3%	13	34%
TOTAL	2	5%	5	13%	10	26%	2	5%	1	3%	0	0%	1	3%	0	0%	1	3%	2	5%	24	63%
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	2	5%	4	11%	1	3%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	8	21%
MALE	0	0%	0	0%	3	8%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	4	11%
TOTAL	0	0%	2	5%	7	18%	1	3%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%	12	32%
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	1	3%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
MALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	3%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
DISABLED	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
GAY/LESBIAN	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	1	0%	0	0%	1	0%	0	0%	3	8%
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.

PART TIME FACULTY HIRES - Spring 2023 (as of 03/31/23)

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/NOT DISCLOSED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL HIRES	1	3%	4	13%	17	55%	0	0%	5	16%	0	0%	3	10%	0	0%	1	3%	0	0%	31	100%
FEMALE	0	0%	3	10%	7	23%	0	0%	4	13%	0	0%	2	6%	0	0%	0	0%	0	0%	16	52%
MALE	1	3%	1	3%	10	32%	0	0%	1	3%	0	0%	1	3%	0	0%	1	3%	0	0%	15	48%
TOTAL	1	3%	4	13%	17	55%	0	0%	5	16%	0	0%	3	10%	0	0%	1	3%	0	0%	31	100%
POOL HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	2	0%	4	13%	0	0%	2	6%	0	0%	2	6%	0	0%	0	0%	0	0%	10	32%
MALE	0	0%	0	0%	3	10%	0	0%	1	3%	0	0%	1	3%	0	0%	1	3%	0	0%	6	19%
TOTAL	0	0%	2	6%	7	23%	0	0%	3	10%	0	0%	3	10%	0	0%	1	3%	0	0%	16	52%
EMERG. HIRES	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	1	3%	3	10%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	6	19%
MALE	1	3%	1	3%	6	19%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	26%
TOTAL	1	3%	2	6%	9	29%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	14	45%
RETIRED/REHIRED	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%TOT *
FEMALE	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
MALE	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
TOTAL	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
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%	1	3%	3	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	16%
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.

CLASSIFIED HIRING

FY 20/21

FY 21/22

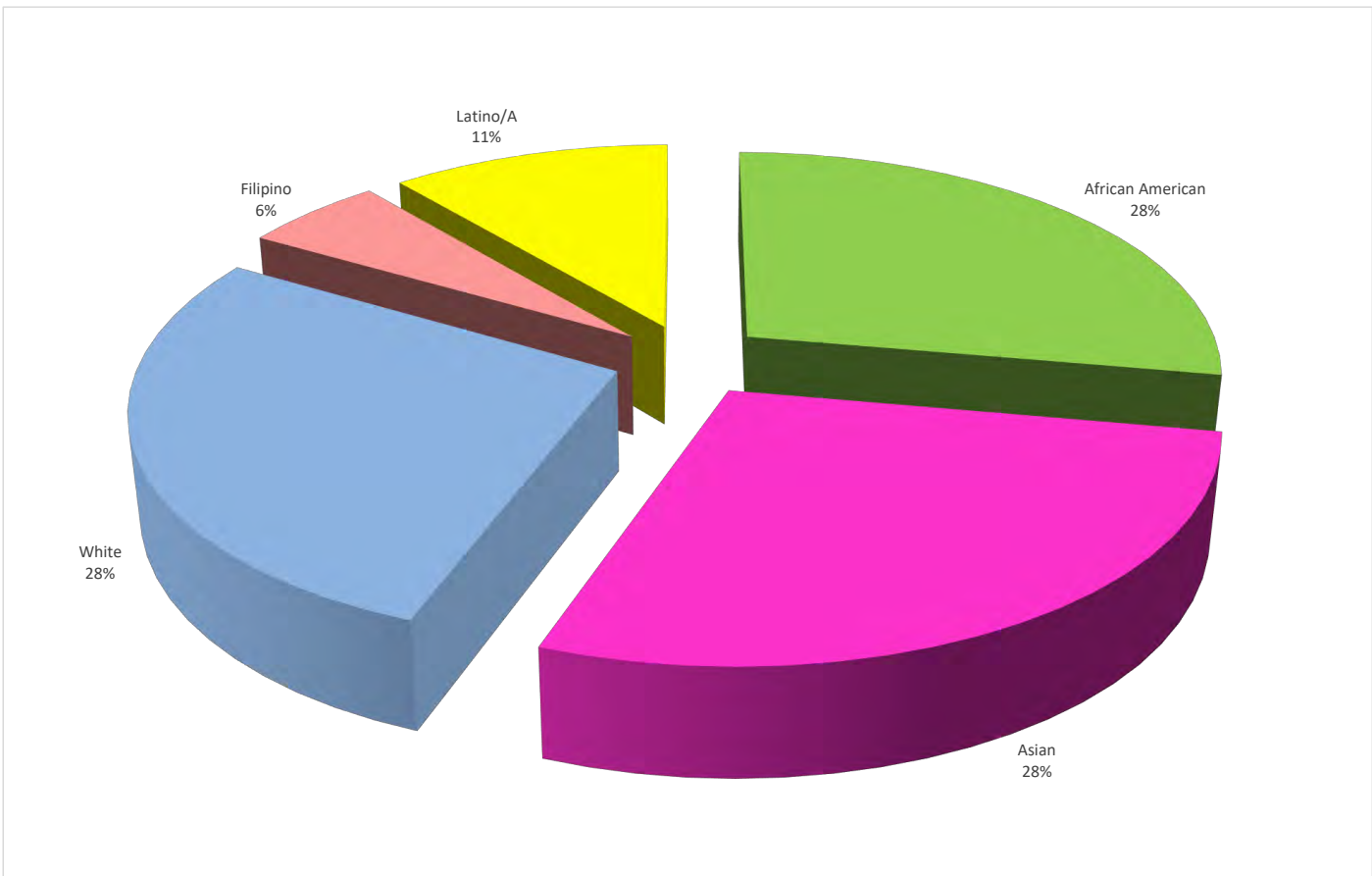
FY 22/23

CLASSIFIED
NEW HIRES - FY20-21 (07/01/20 to 06/30/21)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	3	17%	2	11%	2	11%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	8	44%
MALE	2	11%	3	17%	3	17%	1	6%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	10	56%
TOTAL	5	28%	5	28%	5	28%	1	6%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	18	100%
DISABLED	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%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
GAY/LESBIAN	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.

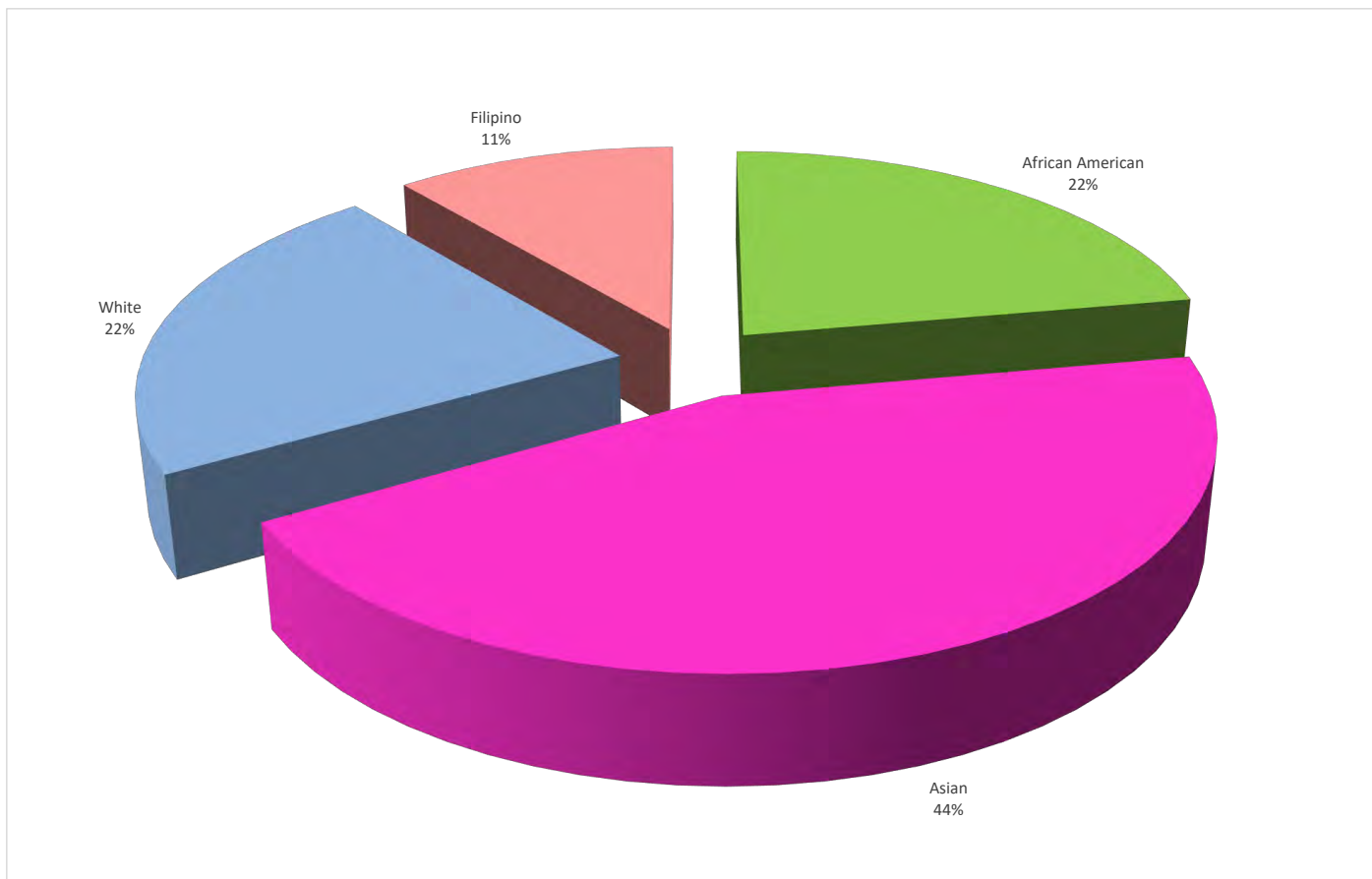


CLASSIFIED
FULL-TIME
NEW HIRES - FY20-21 (07/01/20 to 06/30/21)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	2	22%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	33%
MALE	0	0%	3	33%	2	22%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	67%
TOTAL	2	22%	4	44%	2	22%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	100%
DISABLED	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%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	11%
GAY/LESBIAN	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.

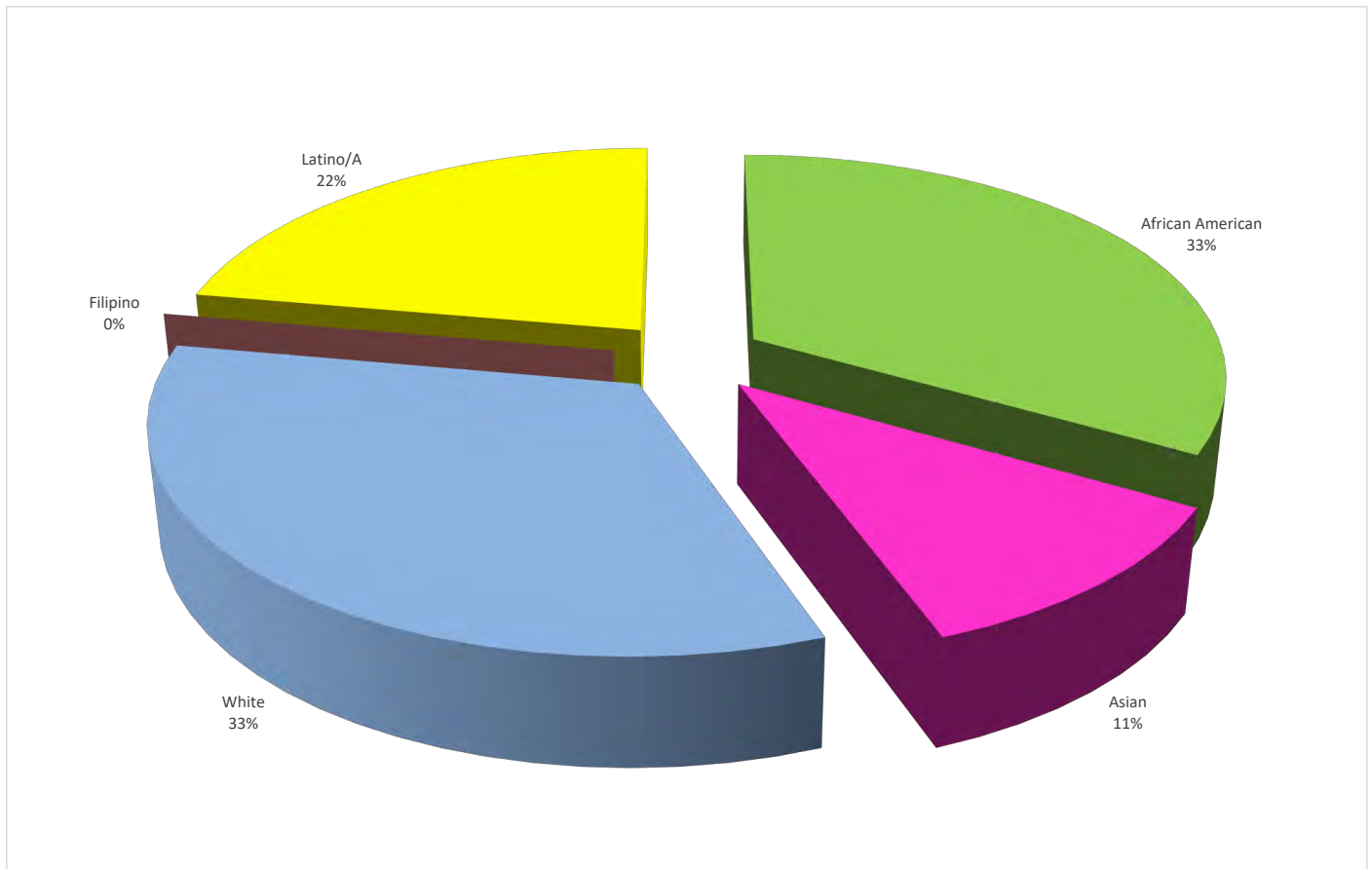


CLASSIFIED
PART-TIME
NEW HIRES - FY20-21 (07/01/20 to 06/30/21)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	1	11%	1	11%	2	22%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	5	56%
MALE	2	22%	0	0%	1	11%	0	0%	1	11%	0	0%	0	0%	0	0%	0	0%	0	0%	4	44%
TOTAL	3	33%	1	11%	3	33%	0	0%	2	22%	0	0%	0	0%	0	0%	0	0%	0	0%	9	100%
DISABLED	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%
GAY/LESBIAN	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.

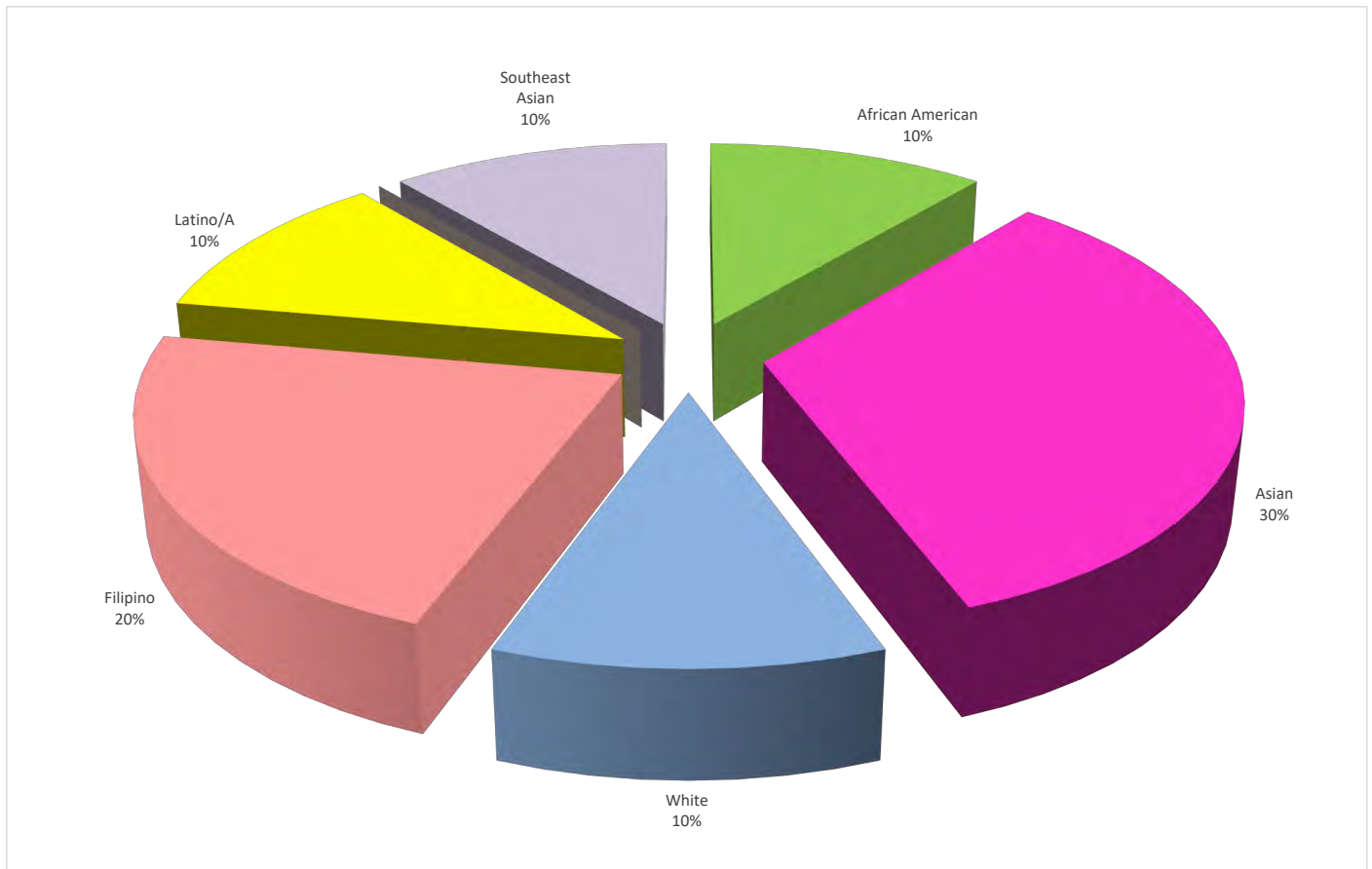


CLASSIFIED
POSITION MOVEMENT
NEW HIRES - FY20-21 (07/01/20 to 06/30/21)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	1	10%	0	0%	1	10%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
MALE	1	10%	2	20%	1	10%	1	10%	0	0%	1	10%	0	0%	0	0%	1	10%	1	10%	7	70%
TOTAL	1	10%	3	30%	1	10%	2	20%	1	10%	1	10%	0	0%	0	0%	1	10%	1	10%	10	100%
DISABLED	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%
GAY/LESBIAN	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.

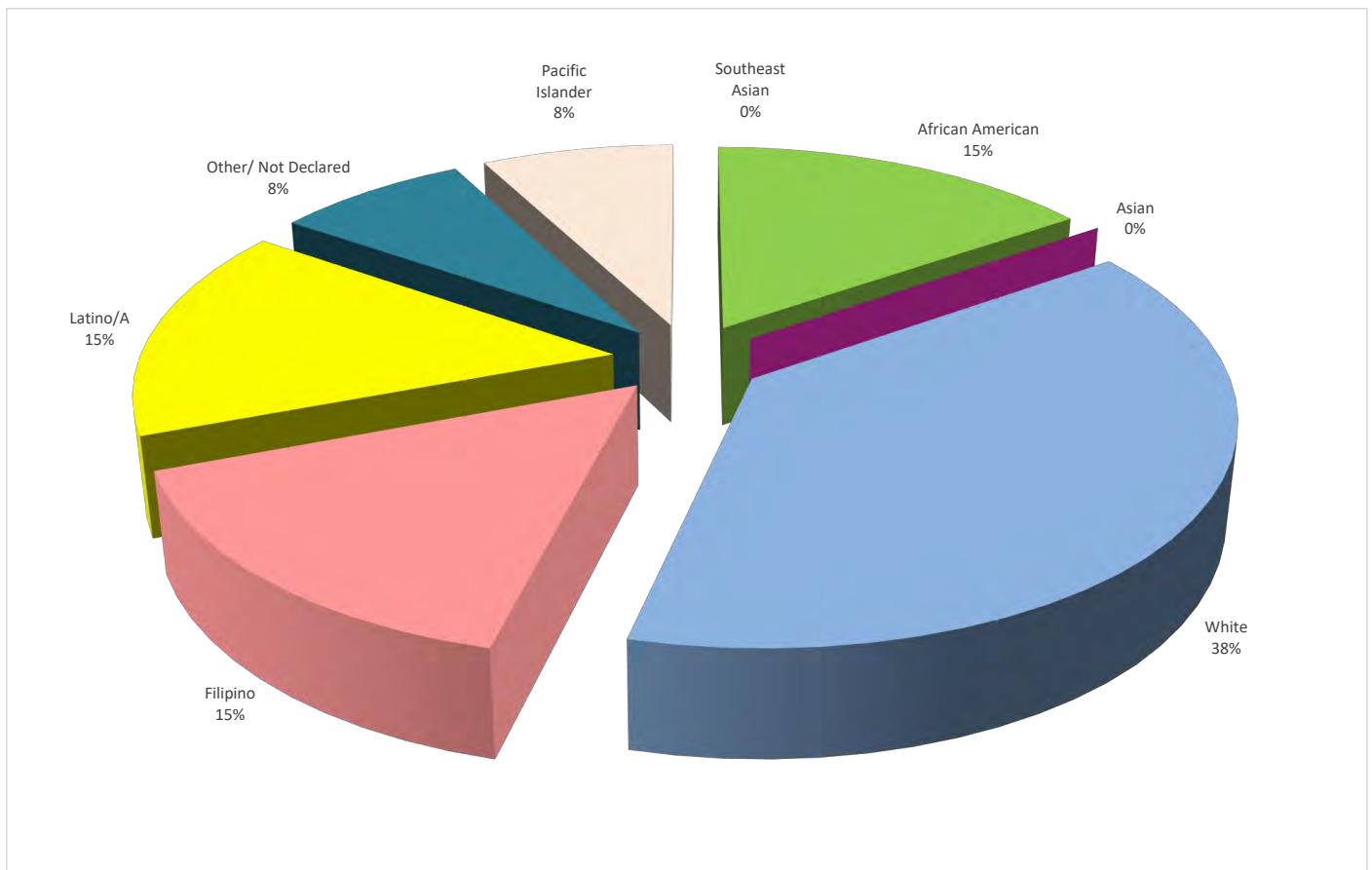


CLASSIFIED
NEW HIRES - FY21-22 (07/01/21 to 06/30/22)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	1	8%	0	0%	2	15%	2	15%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%	7	54%
MALE	1	8%	0	0%	3	23%	0	0%	1	8%	0	0%	0	0%	1	8%	0	0%	0	0%	6	46%
TOTAL	2	15%	0	0%	5	38%	2	15%	2	15%	0	0%	1	8%	1	8%	0	0%	0	0%	13	100%
DISABLED	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%
GAY/LESBIAN	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.

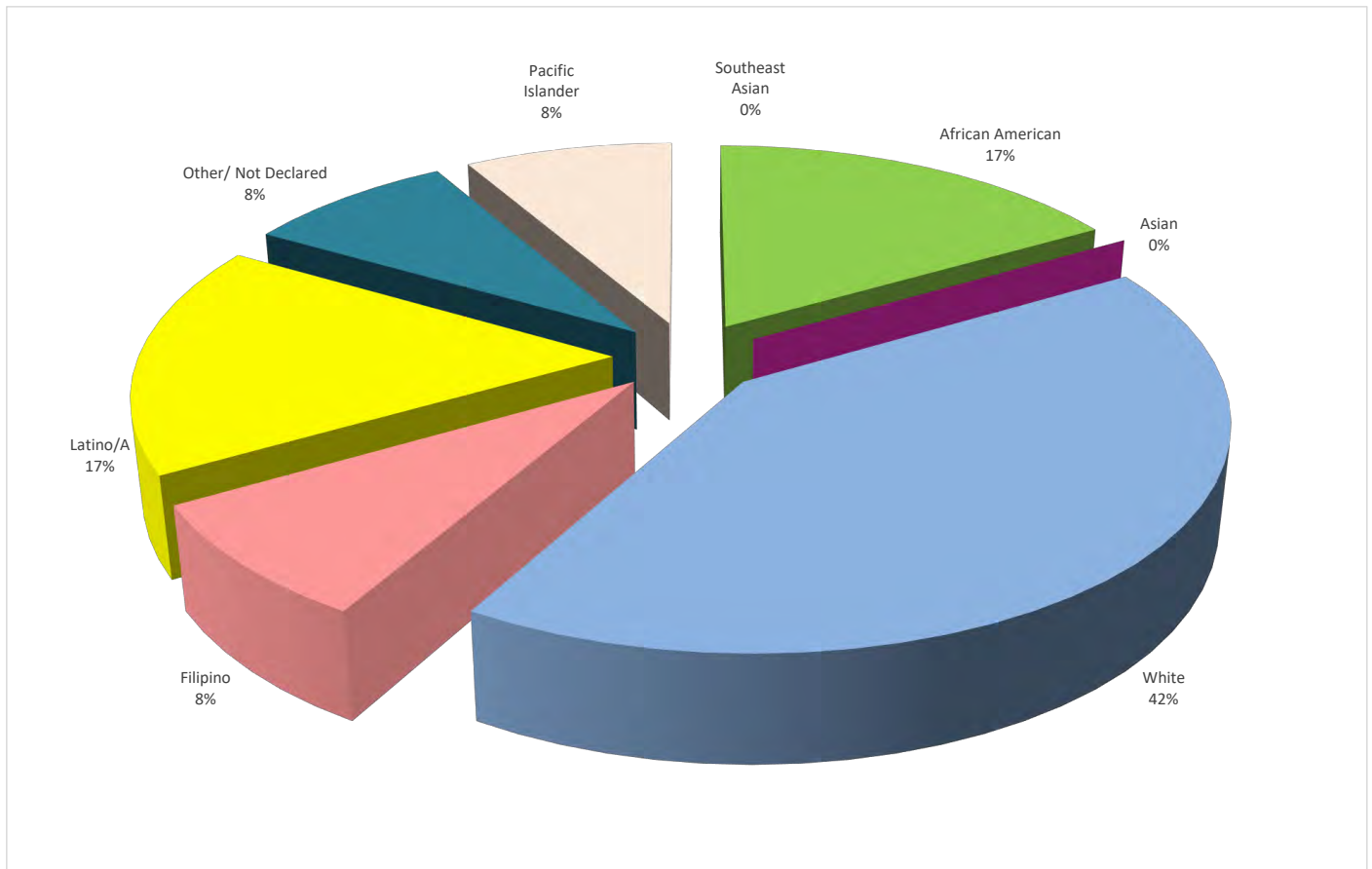


CLASSIFIED
FULL-TIME
NEW HIRES - FY21-22 (07/01/21 to 06/30/22)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	1	8%	0	0%	2	17%	1	8%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%	6	50%
MALE	1	8%	0	0%	3	25%	0	0%	1	8%	0	0%	0	0%	1	8%	0	0%	0	0%	6	50%
TOTAL	2	17%	0	0%	5	42%	1	8%	2	17%	0	0%	1	8%	1	8%	0	0%	0	0%	12	100%
DISABLED	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%
GAY/LESBIAN	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.

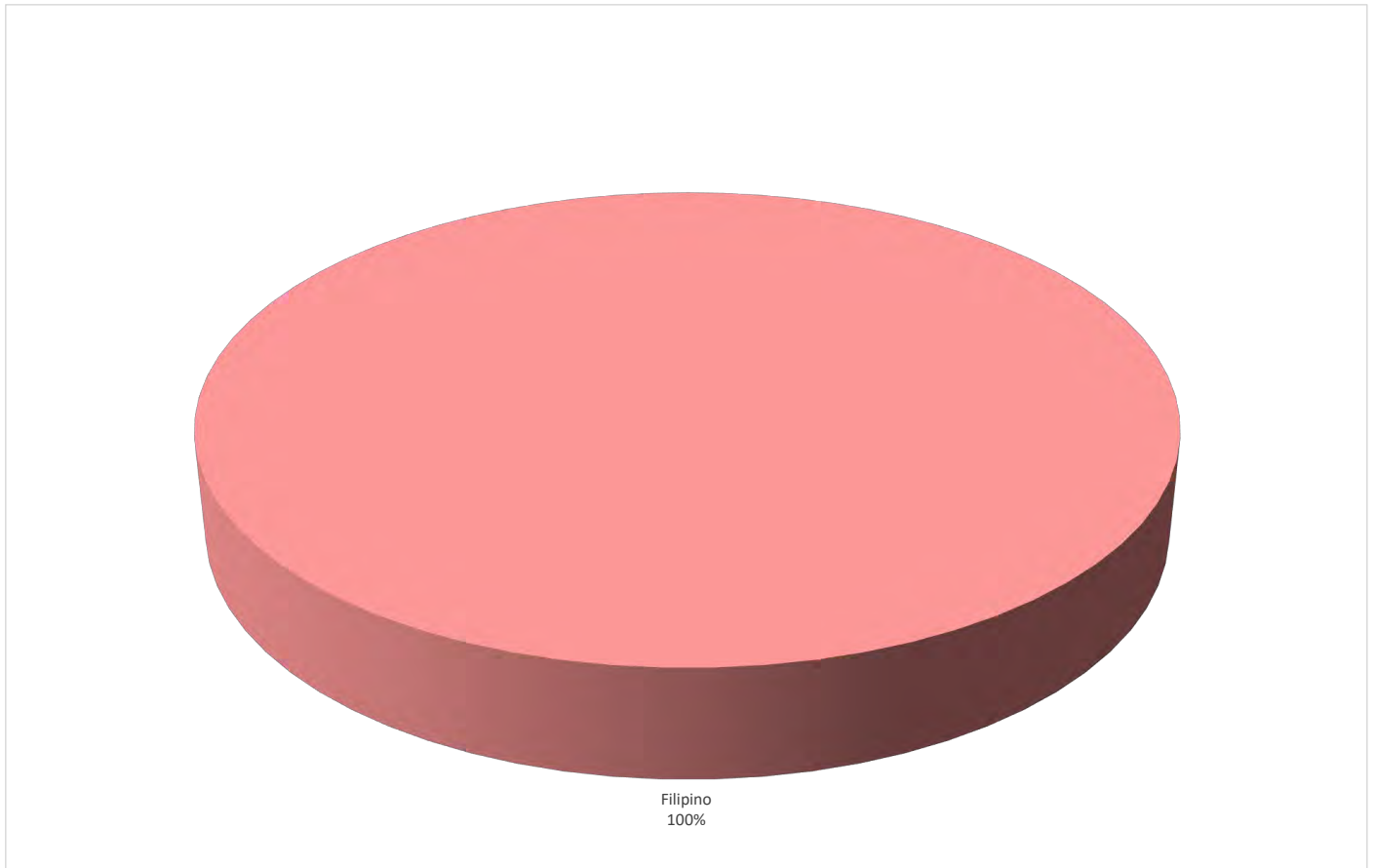


CLASSIFIED
PART-TIME
NEW HIRES - FY21-22 (07/01/21 to 06/30/22)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	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%	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%	0	0%
TOTAL	0	0%	0	0%	0	0%	1	100%	0	0%	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%	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%
GAY/LESBIAN	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.

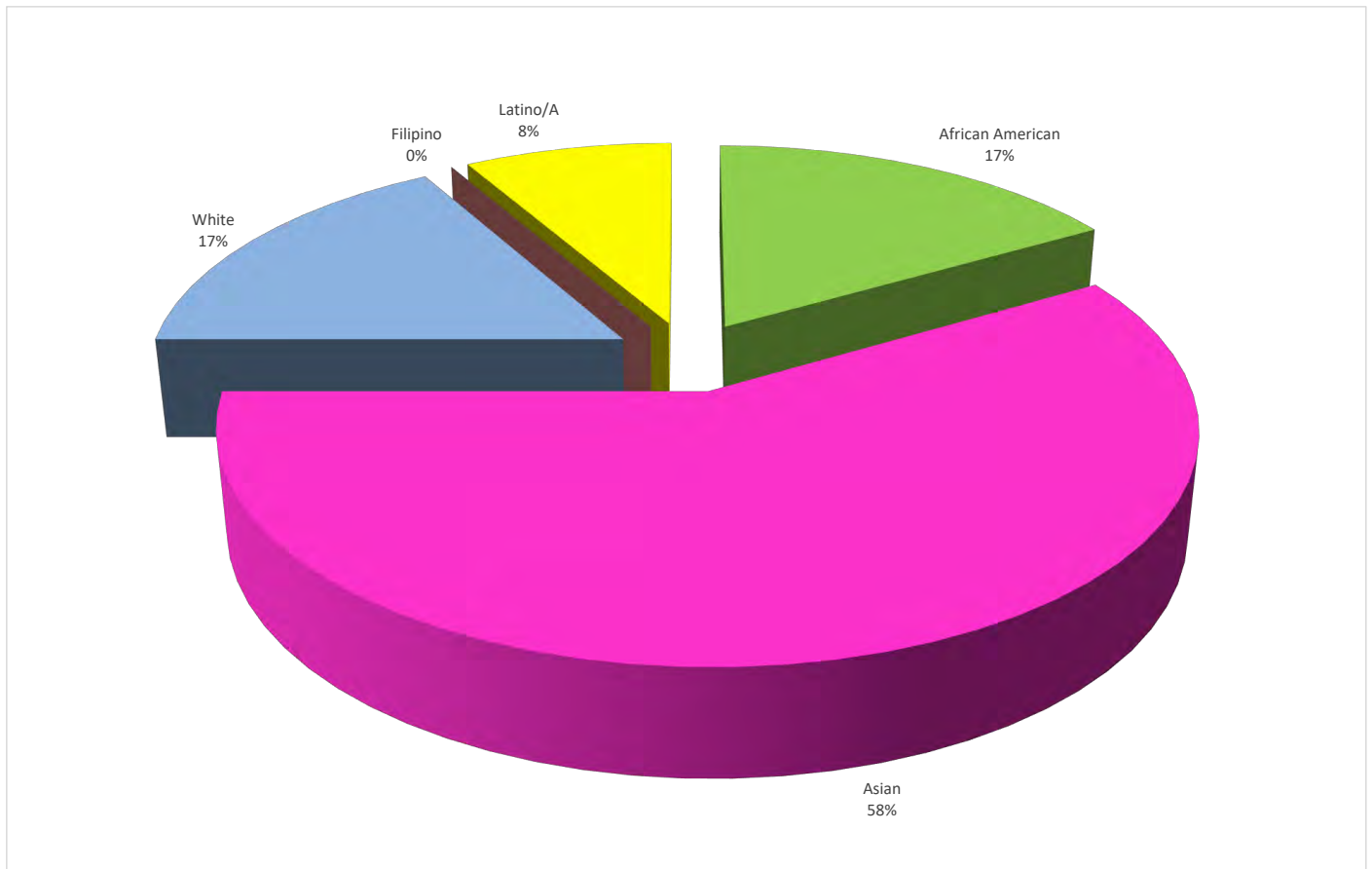


CLASSIFIED
POSITION MOVEMENT
NEW HIRES - FY21-22 (07/01/21 to 06/30/22)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	2	17%	6	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	67%
MALE	0	0%	1	8%	2	17%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	4	33%
TOTAL	2	17%	7	58%	2	17%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	12	100%
DISABLED	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%
GAY/LESBIAN	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.



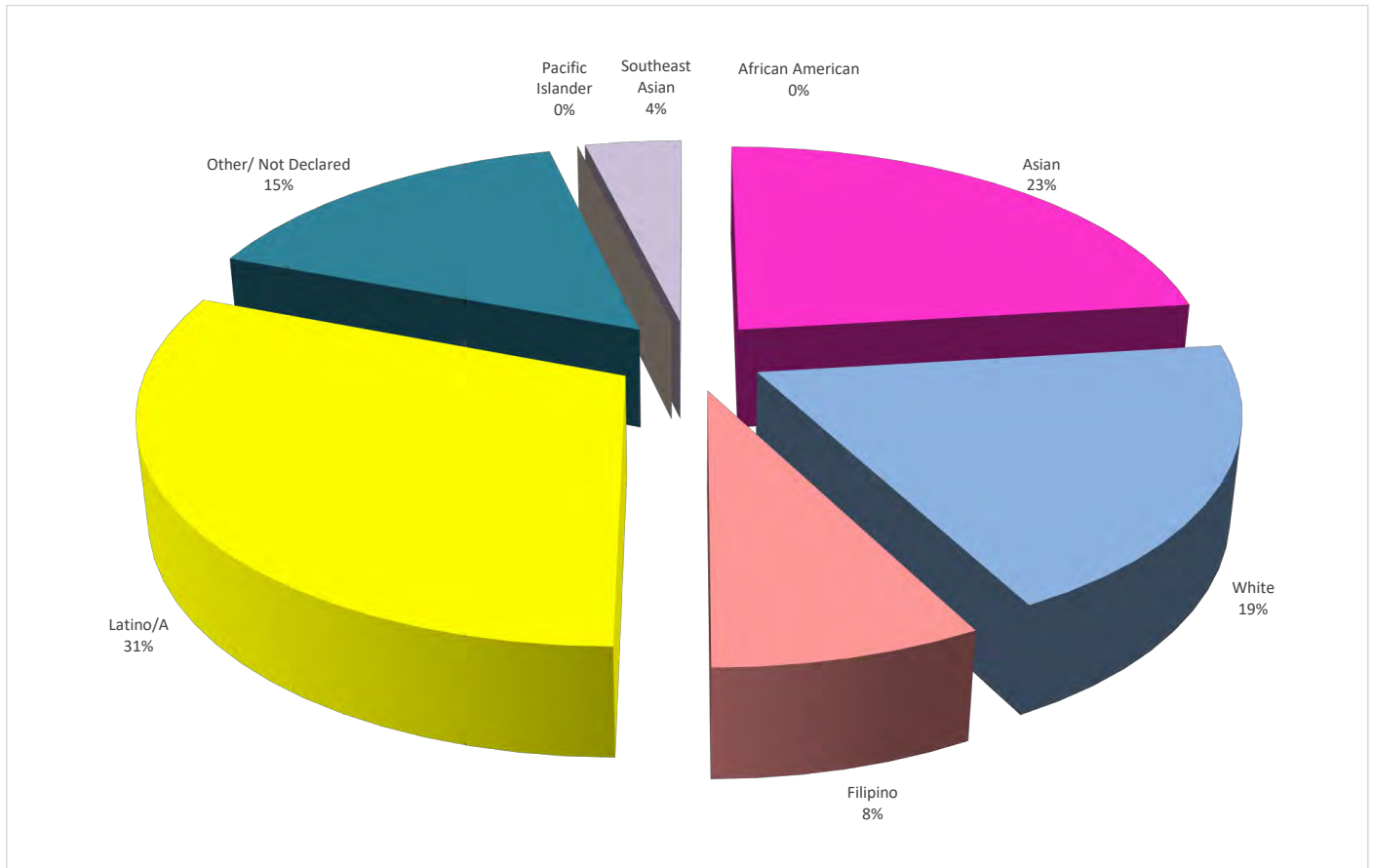
CLASSIFIED

NEW HIRES - FY22-23 (07/01/22 to 06/30/23) As of 02/01/2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	4	15%	1	4%	1	4%	4	15%	0	0%	1	4%	0	0%	1	4%	0	0%	12	46%
MALE	0	0%	2	8%	4	15%	1	4%	4	15%	0	0%	2	8%	0	0%	0	0%	0	0%	13	50%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	1	4%
TOTAL	0	0%	6	23%	5	19%	2	8%	8	31%	0	0%	4	15%	0	0%	1	4%	0	0%	26	100%
DISABLED	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%	2	8%	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%
GAY/LESBIAN	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.



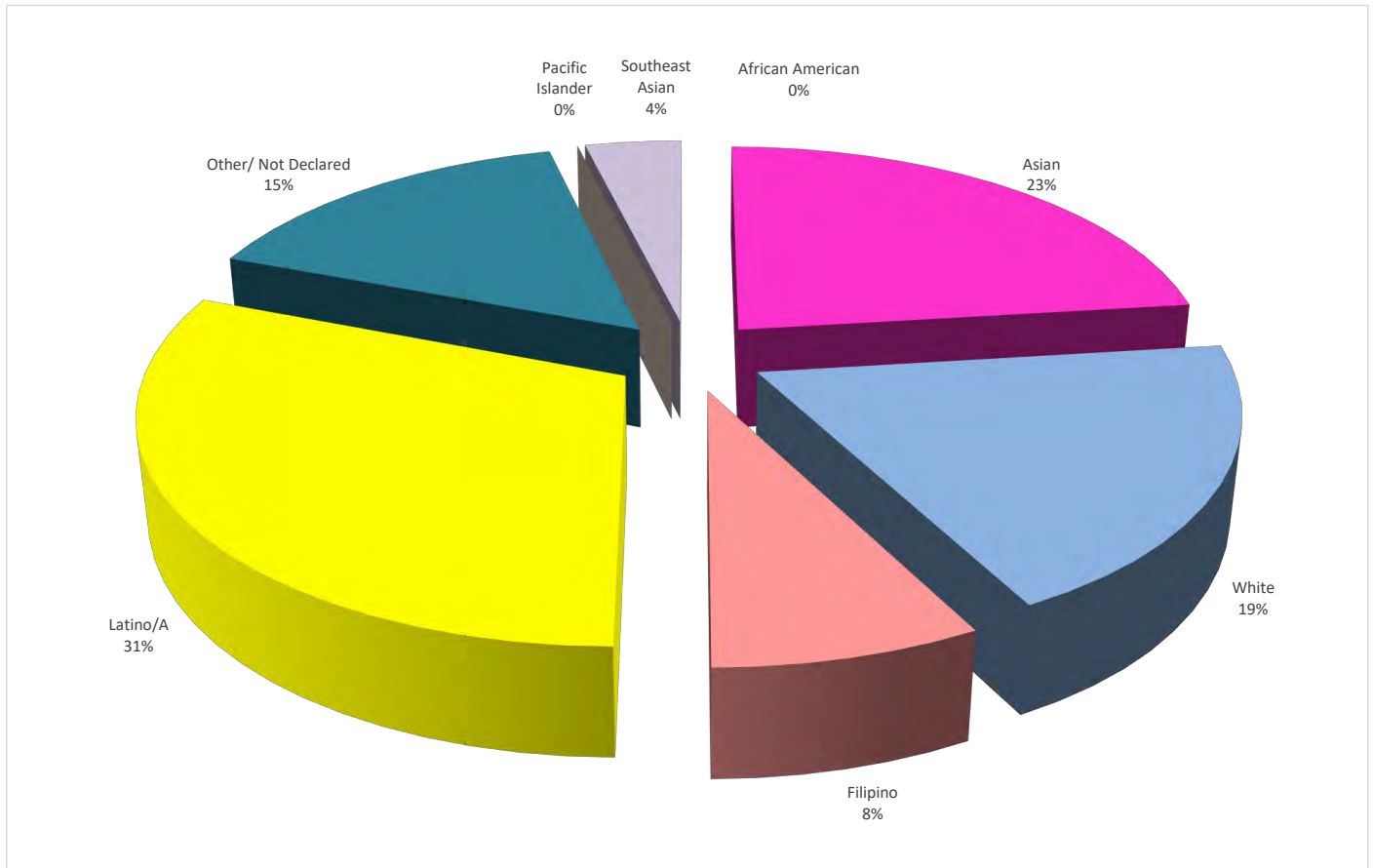
CLASSIFIED

NEW HIRES - FY22-23 (07/01/22 to 06/30/23) As of 02/01/2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	4	15%	1	4%	1	4%	4	15%	0	0%	1	4%	0	0%	1	4%	0	0%	12	46%
MALE	0	0%	2	8%	4	15%	1	4%	4	15%	0	0%	2	8%	0	0%	0	0%	0	0%	13	50%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	1	4%
TOTAL	0	0%	6	23%	5	19%	2	8%	8	31%	0	0%	4	15%	0	0%	1	4%	0	0%	26	100%
DISABLED	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%	2	8%	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%
GAY/LESBIAN	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.

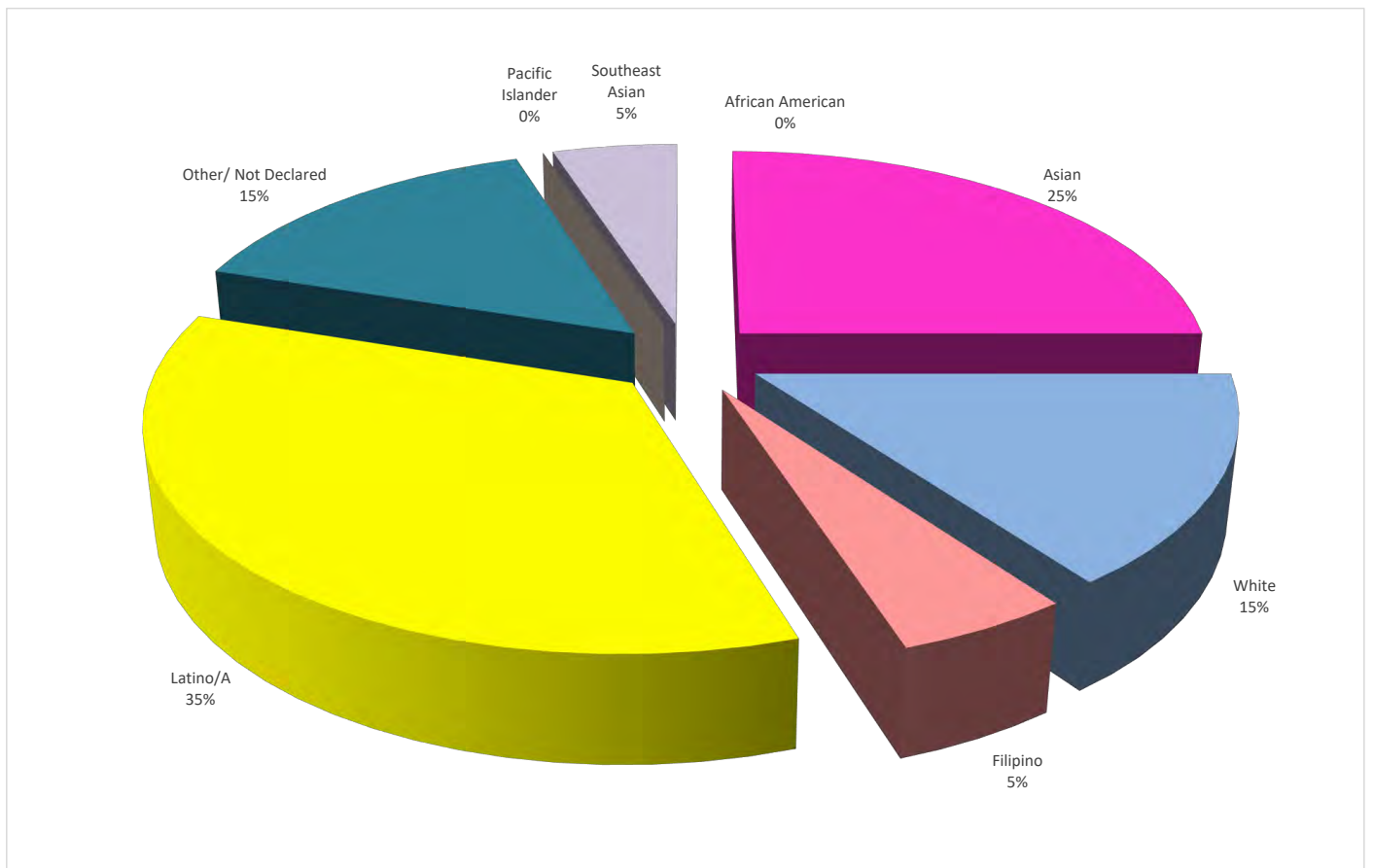


CLASSIFIED
FULL-TIME
NEW HIRES - FY22-23 (07/01/22 to 06/30/23)

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	3	15%	1	5%	0	0%	4	20%	0	0%	1	5%	0	0%	1	5%	0	0%	10	50%
MALE	0	0%	2	10%	2	10%	1	5%	3	15%	0	0%	1	5%	0	0%	0	0%	0	0%	9	45%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	1	5%
TOTAL	0	0%	5	25%	3	15%	1	5%	7	35%	0	0%	3	15%	0	0%	1	5%	0	0%	20	100%
DISABLED	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%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	10%
GAY/LESBIAN	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.

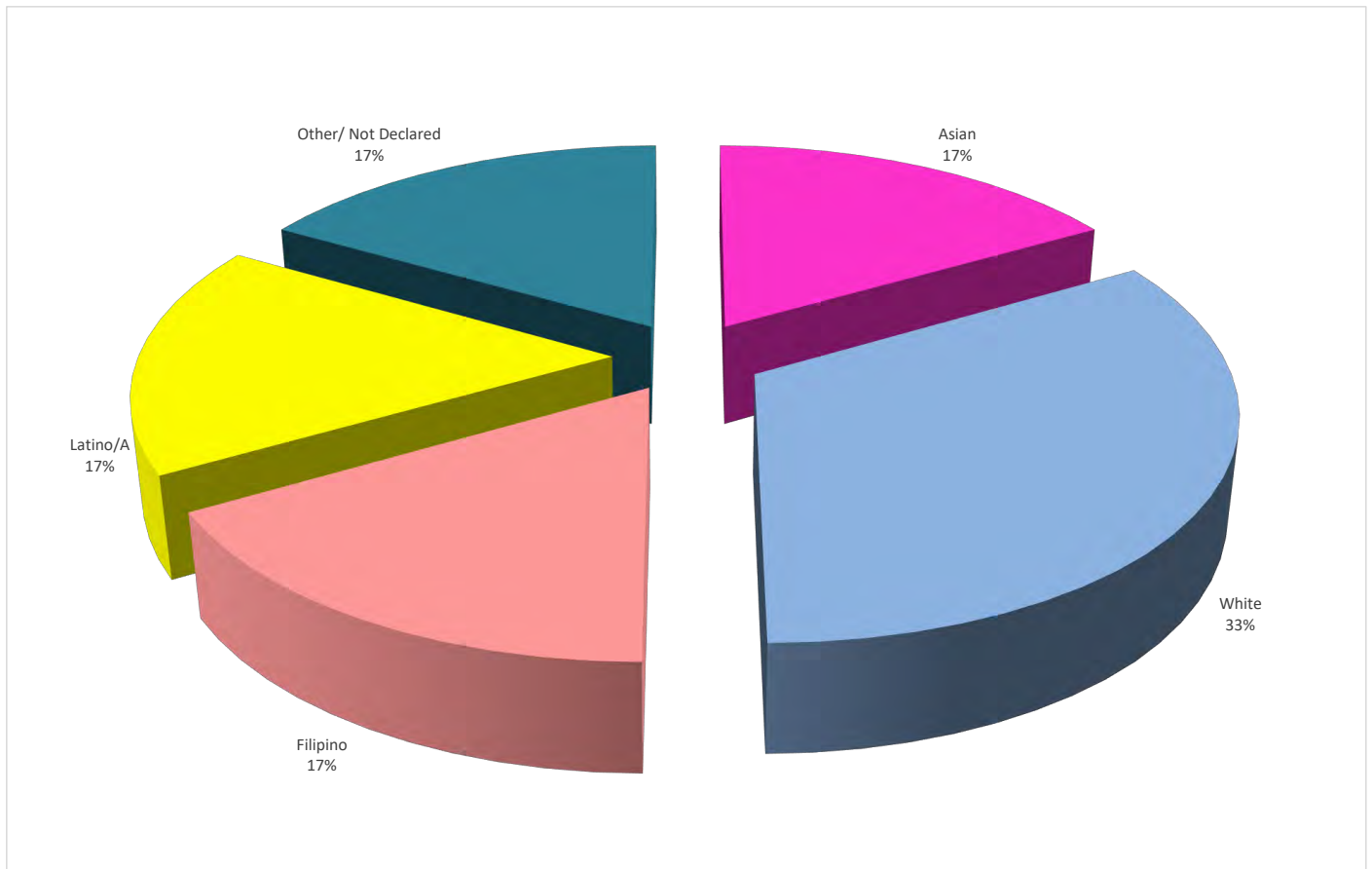


CLASSIFIED
PART-TIME
NEW HIRES - FY22-23 (07/01/22 to 06/30/23) As of 02/01/2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	33%
MALE	0	0%	0	0%	2	33%	0	0%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	4	67%
TOTAL	0	0	1	17%	2	33%	1	17%	1	17%	0	0	1	17%	0	0%	0	0%	0	0%	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%
VETERAN	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%

Note: Percentages may not be exact due to rounding.

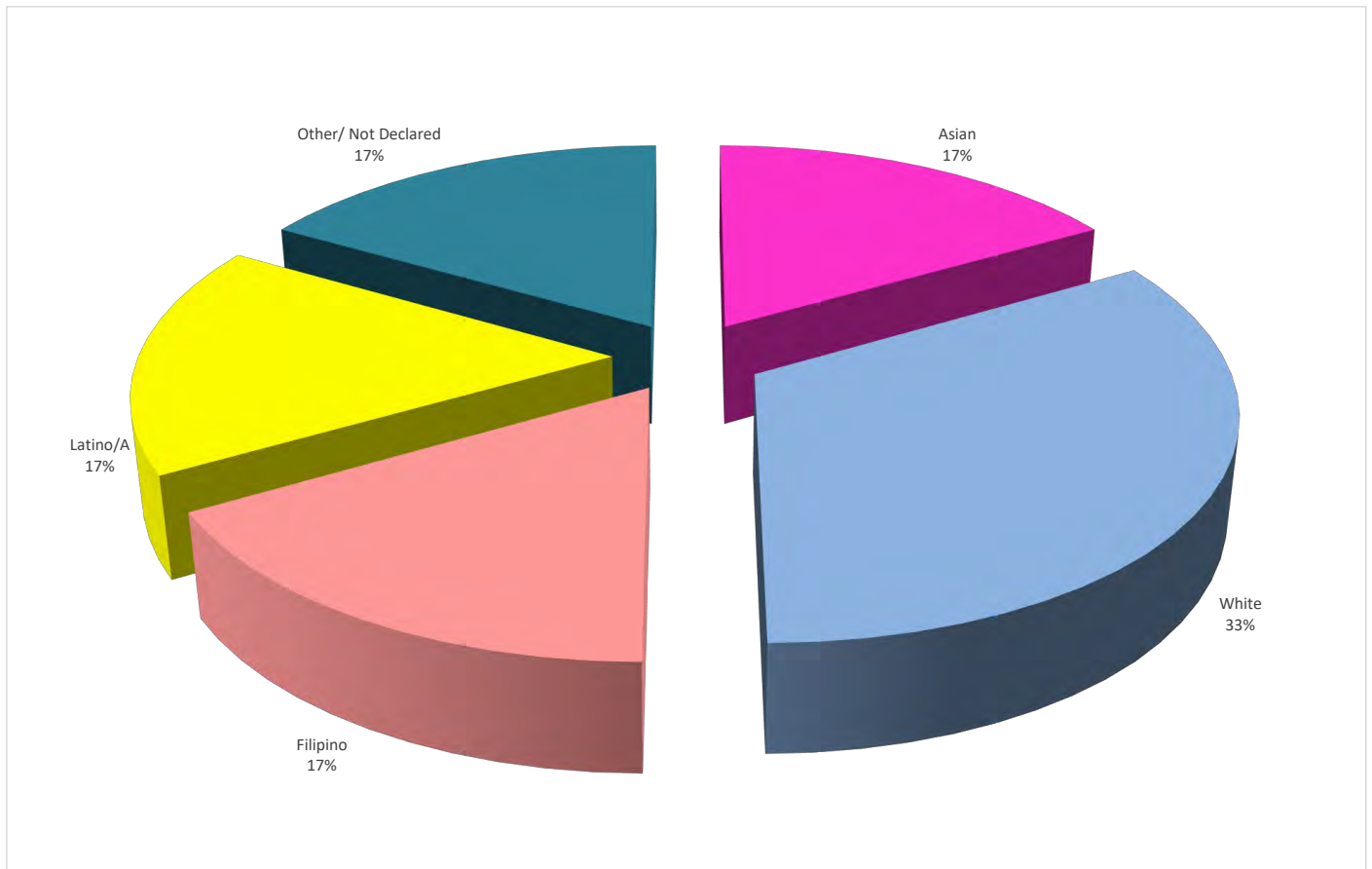


CLASSIFIED
PART-TIME
NEW HIRES - FY22-23 (07/01/22 to 06/30/23) As of 02/01/2023

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	0	0%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	33%
MALE	0	0%	0	0%	2	33%	0	0%	1	17%	0	0%	1	17%	0	0%	0	0%	0	0%	4	67%
TOTAL	0	0	1	17%	2	33%	1	17%	1	17%	0	0	1	17%	0	0%	0	0%	0	0%	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%
VETERAN	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%

Note: Percentages may not be exact due to rounding.



APPLICANT STATUS SCREENING REPORT

TOTAL ACADEMIC /ADMINISTRATIVE FACULTY POSTINGS - APPLICANT DATA - Ethnicity

Racial/Ethnic Group	HIRING PROCESS: STEP ONE: Applications Received	HIRING PROCESS STEP TWO: HR Screens for MQ		HIRING PROCESS STEP THREE: Committee completes applicant review		HIRING PROCESS STEP FOUR: First-level Interviews		HIRING PROCESS STEP FIVE: Second-level Interviews		HIRING PROCESS STEP SIX: Recommended for Hire		% Converts
	#	#	%	#	%	#	%	#	%	#	%	
African American	46	46	100	30	65.2%	14	46.7%	6	42.9%	4	66.7%	8.7%
Asian/Pacific Islander	33	33	100	26	78.8%	16	61.5%	8	50.0%	4	50.0%	12.1%
White	38	38	100	29	76.3%	18	62.1%	12	66.7%	5	41.7%	13.2%
Filipino	4	4	100	3	75.0%	1	33.3%	1	100.0%	0	0.0%	0.0%
Latino/a	21	21	100	16	76.2%	7	43.8%	2	28.6%	2	100.0%	9.5%
American Indian/ Alaskan Native	0	0	100	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%
Other	6	6	100	6	100.0%	3	50.0%	0	0.0%	0	0.0%	0.0%
Not Disclosed	18	18	100	11	61.1%	5	45.5%	3	60.0%	1	33.3%	5.6%
More than one race	33	33	100	22	66.7%	13	59.1%	6	46.2%	3	50.0%	9.1%

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: _____

Job Title: Associate Dean of Online Learning

Job Number: AD00057P

(Fall: _____ 21 - Spring: _____ 22)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	4	3			2	3			2	3	1																										5	2	3	1	23
Rejected Application(s) - Did not pass EQ					1																																				1
Rejected Application(s) - No Minimum		1			1	1			1	1																											1	1			7
Rejected Application(s) - Incomplete																													2								2				2
Rejected Application(s) - withdrew and/or	1																												1								2				2
Total Application(s) Submitted to the	3	2				2			1	2	1																		2	1	2	1									17
Applicants Approved for Interview	1					2			1																				1	1	2	1									9
Applicants Not Approved for Interview	2	2								2	1																		1												8
Applicant(s) Withdrew, Declined Interview,																																									1
Applicant(s) Recommended for Final						1																																		1	2
Applicant(s) Not Recommended for Final	1								1																				1	1	2										6
Applicant(s) - Approved for the																																								1	1
Applicant(s) - Hired																																								1	1

Disabled					1	1			1	2																											1				6
Veteran																																									0
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: X

Job Title: Chief Public Safety - AMENDED

Job Number: AD00049P

(Fall 20 21 - Spring 22)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One

M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	1				1				2	1							1												1												7
Rejected Application(s) - Did not pass																																									0
Rejected Application(s) - No Minimum																																									0
Rejected Application(s) - Incomplete									1																																1
Rejected Application(s) - withdrew																																									0
Total Application(s) Submitted to the	1				1				1	1							1												1												6
Applicants Approved for Interview					1					1							1												1												4
Applicants Not Approved for Interview	1								1																																2
Applicant(s) Withdrew, Declined																																									0
Applicant(s) Recommended for Final																	1												1												2
Applicant(s) Not Recommended for Final					1					1																															2
Applicant(s) - Approved for the																	1																								1
Applicant(s) - Hired																	1																								1

Disabled									1																																1
Veteran									1																																1
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: Administrator Hires:

Job Title: Director of Buildings & Grounds

Job Number: AD00053P

(Fall 21 - Spring 22)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	1				2				2												1								1								1				8
Rejected Application(s) - Did not pass EQ																																									0
Rejected Application(s) - No Minimum									1												1																				2
Rejected Application(s) - Incomplete									1																																1
Rejected Application(s) - withdrew and/or																																									0
Total Application(s) Submitted to the	1				2																				1								1								5
Applicants Approved for Interview	1				2																												1								4
Applicants Not Approved for Interview																									1																1
Applicant(s) Withdrew, Declined Interview,																																									0
Applicant(s) Recommended for Final	1																																1								2
Applicant(s) Not Recommended for Final					2																																				2
Applicant(s) - Approved for the	1																																								1
Applicant(s) - Hired	1																																								1

Disabled																					1																				1				
Veteran																																													0
Gay/Lesbian																																													0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: X

Job Title: Interim Chief of Staff to the Chancellor

Job Number: AD00061P

(Fall 20 21 - Spring 22)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One

M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	1	1			1				2				1				1	2																							10
Rejected Application(s) - Did not pass EQ																																									0
Rejected Application(s) - No Minimum																																									0
Rejected Application(s) - Incomplete																	1																								1
Rejected Application(s) - withdrew and/or	1	1			1				2				1				1	1																			1				9
Total Application(s) Submitted to the	1	1			1				2				1				1	1																			1				9
Applicants Approved for Interview																																									0
Applicants Not Approved for Interview																																									0
Applicant(s) Withdrew, Declined Interview,																																									0
Applicant(s) Recommended for Final									2																																2
Applicant(s) Not Recommended for Final	1	1			1								1				1	1																			1				7
Applicant(s) - Approved for the Position(s)									1																																1
Applicant(s) - Hired									1																																1

Disabled													1				1																								2
Veteran													1																												1
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: X

Job Title: Senior Director of Budget & Accounting

Job Number: AD00059P

(Fall 20 21 - Spring 22)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One

M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received		1			2				1																																5
Rejected Application(s) - Did not pass EQ																																									0
Rejected Application(s) - No Minimum																																									0
Rejected Application(s) - Incomplete																																									0
Rejected Application(s) - withdrew and/or																																									1
Total Application(s) Submitted to the		1			2				1																																4
Applicants Approved for Interview		1			2				1																																4
Applicants Not Approved for Interview																																									0
Applicant(s) Withdrew, Declined Interview,		1			1																																				2
Applicant(s) Recommended for Final					1																																				1
Applicant(s) Not Recommended for Final									1																																1
Applicant(s) - Approved for the Position(s)					1																																				1
Applicant(s) - Hired					1																																				1

Disabled																																									0
Veteran																																									0
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: x

Job Title: Dean, Mission Center & School of ESL & Transitional Studies

Job Number: AD00073P

(Fall 2 22 - Sprii 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	
Total Application Received	1				1				2								1												1				2	3			11
Rejected Application(s) - Did not pass																																					0
Rejected Application(s) - No Minimum																																	1	1			2
Rejected Application(s) - Incomplete																																					0
Rejected Application(s) - withdrew																																		1			1
Total Application(s) Submitted to the	1				1				2								1								1				1	1			8				
Applicants Approved for Interview									1								1																1				3
Applicants Not Approved for Interview	1				1				1																1				1				5				
Applicant(s) Withdrew, Declined																																					0
Applicant(s) Recommended for Final									1																								1				2
Applicant(s) Not Recommended for Final																	1																				1
Applicant(s) - Approved for the																																	1				1
Applicant(s) - Hired																																	1				1

Disabled																									1				1				2				
Veteran													1																				1				1
Gay/Lesbian																																					0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: _____

Job Title: Dean, School of Social Sciences, Behavioral Sciences, Ethnic Studies, & Social Justice

Job Number: AD00065P

(Fall: 22 - Spring: 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	
Total Application Received	1	1			2				3	4		2					3								1					1			4	2			24
Rejected Application(s) - Did not pass																																					0
Rejected Application(s) - No Minimum									2								1													1							4
Rejected Application(s) - Incomplete																																					0
Rejected Application(s) - withdrew																																					0
Total Application(s) Submitted to the	1	1			2				3	2		2					2								1				1	3	2						20
Applicants Approved for Interview	1	1			1				1	2		2					2													1	1						12
Applicants Not Approved for Interview					1				2																1				1	2	1						8
Applicant(s) Withdrew, Declined																																					0
Applicant(s) Recommended for Final		1			1							1																									3
Applicant(s) Not Recommended for Final	1								1	2		1					2												1	1							9
Applicant(s) - Approved for the												1																									1
Applicant(s) - Hired												1																									1

Disabled												2																									2
Veteran																	1																				1
Gay/Lesbian																																					0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: x

Job Title: Interim Dean, Downtown Center & School of Business, Child Development, Culinary, Fashion, & h

Job Number: AD00070P

(Fall 2 22 - Spri 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received					1	1			2		1						1																				3				9
Rejected Application(s) - Did not pass																																									0
Rejected Application(s) - No Minimum																																					1				1
Rejected Application(s) - Incomplete																																									0
Rejected Application(s) - withdrew																																									0
Total Application(s) Submitted to the					1	1			2		1						1																				2				8
Applicants Approved for Interview						1			1		1																										1				4
Applicants Not Approved for Interview					1				1								1																				1				4
Applicant(s) Withdrew, Declined																																									0
Applicant(s) Recommended for Final						1					1																														2
Applicant(s) Not Recommended for Final									1																												1				2
Applicant(s) - Approved for the						1																																			1
Applicant(s) - Hired						1																																			1

Disabled											1																														1
Veteran																																									0
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: X

Job Title: Interim Dean, Mission Center & School of ESL & Transitional Studies

Job Number: AD00066P

(Fall 20 22 - Spring 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One

M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL								
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O									
Total Application Received				1							2								2																1				1	2					9
Rejected Application(s) - Did not pass EQ																																									0				
Rejected Application(s) - No Minimum											1																				1										2				
Rejected Application(s) - Incomplete																																									0				
Rejected Application(s) - withdrew and/or																																									0				
Total Application(s) Submitted to the				1							1								2																1	2					7				
Applicants Approved for Interview																			2																	1					3				
Applicants Not Approved for Interview				1							1																								1	1					4				
Applicant(s) Withdrew, Declined Interview,																																									0				
Applicant(s) Recommended for Final																			1																	1					2				
Applicant(s) Not Recommended for Final																			1																						1				
Applicant(s) - Approved for the Position(s)																			1																						1				
Applicant(s) - Hired																			1																						1				

Disabled																																									0
Veteran															1																										1
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: X

Job Title: Interim Vice Chancellor of Academic & Institutional Affairs

Job Number: AD00067P

(Fall 20 22 - Spring 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One

M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	
Total Application Received				3					1																								1				5
Rejected Application(s) - Did not pass																																					0
Rejected Application(s) - No Minimum				1																																	1
Rejected Application(s) - Incomplete																																					0
Rejected Application(s) - withdrew																																					0
Total Application(s) Submitted to the				2					1																								1				4
Applicants Approved for Interview				2					1																								1				4
Applicants Not Approved for Interview																																					0
Applicant(s) Withdrew, Declined																																					0
Applicant(s) Recommended for Final				2					1																												3
Applicant(s) Not Recommended for Final																																	1				1
Applicant(s) - Approved for the				1																																	1
Applicant(s) - Hired				1																																	1

Disabled																																					0
Veteran																																					0
Gay/Lesbian																																					0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: _____ Administrator Hires: 8

Job Title: Manager V - Senior Director (Dean) of Grants & Resource Development

Job Number: AD00072P

(Fall 20 22 - Spring 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	1				1				1				1																1												5
Rejected Application(s) - Did not pass EQ																																									0
Rejected Application(s) - No Minimum	1																																								1
Rejected Application(s) - Incomplete																																									0
Rejected Application(s) - withdrew and/or																																									0
Total Application(s) Submitted to the Search					1				1				1																1												4
Applicants Approved for Interview					1				1				1																1												4
Applicants Not Approved for Interview																																									0
Applicant(s) Withdrew, Declined Interview,																																									0
Applicant(s) Recommended for Final Interview									1				1																1												3
Applicant(s) Not Recommended for Final					1																																				1
Applicant(s) - Approved for the Position(s)																													1												1
Applicant(s) - Hired																													1												1

Disabled	1												1																1												3
Veteran	1												1																												2
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: X

Administrator Hires:

Job Title: Counselor (Extended Opportunity Programs & Services) Full-Time, Tenure-Track (50% EOPS & 50% General Unrestricted Funds)

Job Number: AC00034P

(Fall 20 19 Spring 20)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	
Total Application Received	1	2			1	4			1								4	4							3					1			1	4		1	27
Rejected Application(s) - Did not pass EQ																																					0
Rejected Application(s) - No Minimum					1																								1	1		1	4				
Rejected Application(s) - Incomplete													1	1																							2
Rejected Application(s) - withdrew and/or																																					0
Total Application(s) Submitted to the Search	1	2			1	3			1				3	3							3					1			3				21				
Applicants Approved for Interview		1				1			1				1								2								1				7				
Applicants Not Approved for Interview	1	1			1	2							2	3							1					1			2				14				
Applicant(s) Withdrew, Declined Interview,													1								1																2
Applicant(s) Recommended for Final Interview		1							1																					1			3				
Applicant(s) Not Recommended for Final						1																				1							2				
Applicant(s) - Approved for the Position(s)		1																															1				
Applicant(s) - Hired		1																															1				

Disabled																																					0
Veteran																																					0
Gay/Lesbian																																					0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: Administrator Hires:

Job Title: Nursing-Registered (Medical Surgical Nursing) Instructor, (Full-Time, Tenure Track)

Job Number: AC00043P

(Fall 20 19 Spring 20)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received									1																																2
Rejected Application(s) - Did not pass EQ																																									0
Rejected Application(s) - No Minimum																																									0
Rejected Application(s) - Incomplete Application																																									0
Rejected Application(s) - withdrew and/or																																									0
Total Application(s) Submitted to the Search									1																												1				2
Applicants Approved for Interview									1																												1				2
Applicants Not Approved for Interview																																									0
Applicant(s) Withdrew, Declined Interview, and/or																																									0
Applicant(s) Recommended for Final Interview									1																												1				2
Applicant(s) Not Recommended for Final Interview																																									0
Applicant(s) - Approved for the Position(s)									1																												1				1
Applicant(s) - Hired									1																												1				1

Disabled									1																																1
Veteran																																									0
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: Administrator Hires: _____

Job Title: African American Studies Instructor, (Full-Time, Tenure Track)

Job Number: AC00071P

Fall 20 _____ Spring 21 _____)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	11	7			1				1																																21
Rejected Application(s) - Did not pass EQ	2	1																																							3
Rejected Application(s) - No Minimum	1	2			1				1																												0				
Rejected Application(s) - Incomplete	3																																				0				
Rejected Application(s) - withdrew and/or																																					0				
Total Application(s) Submitted to the Search	5	4																																			10				
Applicants Approved for Interview	3	2																																			5				
Applicants Not Approved for Interview	2	2																																			5				
Applicant(s) Withdrew, Declined Interview,																																					0				
Applicant(s) Recommended for Final	1	1																																			2				
Applicant(s) Not Recommended for Final	2	1																																			3				
Applicant(s) - Approved for the Position(s)	1																																				1				
Applicant(s) - Hired	1																																				1				

Disabled			1																																		1
Veteran																																					0
Gay/Lesbian																																					0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: Administrator Hires: _____

Job Title: Nursing (Licensed Vocational Nursing) and/or CNA (Certified Nursing Assistant) Instructor, (Full-Time, Tenure Track) Amended & Extended

Job Number: AC00051P

Fall 20 Spring 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	5				1				4				1	1																							2				14
Rejected Application(s) - Did not pass EQ																																									0
Rejected Application(s) - No Minimum	1																																								1
Rejected Application(s) - Incomplete	2								3				1																												6
Rejected Application(s) - withdrew and/or					1																																1				2
Total Application(s) Submitted to the Search	2								1				1																								1				5
Applicants Approved for Interview	2								1																												1				4
Applicants Not Approved for Interview													1																												1
Applicant(s) Withdrew, Declined Interview,	1																																								1
Applicant(s) Recommended for Final	1								1																												1				3
Applicant(s) Not Recommended for Final																																									0
Applicant(s) - Approved for the Position(s)	1								1																												1				3
Applicant(s) - Hired	1								1																												1				3

Disabled	2																																								2
Veteran																																									0
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: Administrator Hires: _____

Job Title: Counselor (Disabled Students Programs & Services) - Full-Time

Job Number: AC00085P

Fall 22 Spring 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
 M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL								
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O									
Total Application Received	1				1	4			1								1												1								2								11
Rejected Application(s) - Did not pass EQ																																									0				
Rejected Application(s) - No Minimum																																					0								
Rejected Application(s) - Incomplete																																					0								
Rejected Application(s) - withdrew and/or																																					0								
Total Application(s) Submitted to the	1				1	4			1								1												1								2								11
Applicants Approved for Interview						3			1																				1				1								6				
Applicants Not Approved for Interview	1				1	1											1																1								5				
Applicant(s) Withdrew, Declined Interview,																													1												1				
Applicant(s) Recommended for Final						2			1																																3				
Applicant(s) Not Recommended for Final						1																											1								2				
Applicant(s) - Approved for the						1																																			1				
Applicant(s) - Hired						1																																			1				

Disabled	1																																								1
Veteran																																									0
Gay/Lesbian																																									0

POSITIONS SCREENING REPORT (By Department/Job announcement)

Full Time Faculty Hires: Administrator Hires: _____

Job Title: Nursing - Registered (Maternal/Newborn) Instructor, (Full-Time, Tenure-Track)

Job Number: AC00042P

Fall 22 Spring 23)

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed; MTO: More Than One
M: Male; F: Female; O: Other; N: Not Disclosed

APPLICATION STATUS	AA				AP				W				F				H				NA				O				ND				MTO				TOTAL				
	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O	M	F	N	O					
Total Application Received	1	2							1																				1												5
Rejected Application(s) - Did not pass																																									0
Rejected Application(s) - No Minimum																																									0
Rejected Application(s) - Incomplete	1																																								1
Rejected Application(s) - withdrew																													1												1
Total Application(s) Submitted to the		2							1																																3
Applicants Approved for Interview		1							1																																2
Applicants Not Approved for Interview		1																																							1
Applicant(s) Withdrew, Declined		1																																							1
Applicant(s) Recommended for Final									1																																1
Applicant(s) Not Recommended for																																									0
Applicant(s) - Approved for the									1																																1
Applicant(s) - Hired									1																																1

Disabled																																									0
Veteran																													1												1
Gay/Lesbian																																									0

SEARCH/SCREENING COMMITTEE MEMBERS

COMPOSITION REPORT

SEARCH COMMITTEE COMPOSITION REPORT

2021-2023 Administrative Hires					
Positions	Job #	Committee Members	Ethnicity	Gender	A-Administrator C-Classified F-Faculty S-Student
Chief Public Safety / Chief of Police	AD00049P	6			
		Member 1	White	F	F
		Member 2	White	F	C
		Member 3	Cental American	M	C
		Member 4	Japanese	F	A
		Member 5	Chinese	F	A
		Member 6	Mexican	M	A
Chancellor	AD00052P	18			
		Member 1	African American	F	A
		Member 2	Hispanic	M	A
		Member 3	Chinese	F	A
		Member 4	Black/African American	F	Governing Board
		Member 5	White	M	Governing Board
		Member 6	White	F	Governing Board
		Member 7	Mexican-American	F	C
		Member 8	White	F	C
		Member 9	Chinese	M	C
		Member 10	White	F	F
		Member 11	White	F	F
		Member 12	White	M	F
		Member 13	Not Disclosed	F	Community Member
		Member 14	Not Disclosed	F	Community Member
		Member 15	Not Disclosed	M	Community Member
		Member 16	Hispanic	M	S
		Member 17	Not Disclosed	N	S
		Member 18	Hispanic	F	S
Director of Buildings & Grounds	AD00053P	6			
		Member 1	American Indian/Alaskan Native	M	F
		Member 2	White	F	C
		Member 3	White	M	C
		Member 4	African American	M	A
		Member 5	Mexican	M	A
		Member 6	White	F	A

SEARCH COMMITTEE COMPOSITION REPORT

Positions	Job #	Committee Members	Ethnicity	Gender	A-Administrator C-Classified F-Faculty S-Student
Associate Dean of Online Learning	AD00057P	6			
		Member 1	White	F	A
		Member 2	Asian	M	A
		Member 3	Asian	M	A
		Member 4	White	M	C
		Member 5	White	M	F
		Member 6	White	F	F
Senior Director of Budget & Accounting	AD00059P	6			
		Member 1	African American	M	A
		Member 2	White	F	A
		Member 3	Filipino	M	A
		Member 4	White	F	F
		Member 5	Hispanic	M	C
		Member 6	Asian/Indian	F	C
Interim Chief of Staff to the Chancellor	AD00061P	7			
		Member 1	White	M	A
		Member 2	White	F	A
		Member 3	White	F	A
		Member 4	African American	M	A
		Member 5	Other	F	F
		Member 6	White	M	F
		Member 7			S
Dean, School of Social Science, Behavioral Science, Ethnic Stud	AD00065P	7			
		Member 1	Chinese	F	F
		Member 2	Samoan	M	F
		Member 3	Hispanic	F	S
		Member 4	Chinese	M	A
		Member 5	White	F	A
		Member 6	White	F	A
		Member 7	White	M	C

SEARCH COMMITTEE COMPOSITION REPORT

Positions	Job #	Committee Members	Ethnicity	Gender	A-Administrator C-Classified F-Faculty S-Student
Interim, Dean Mission Center, School of ESL, TRST	AD00066P	6			
		Member 1	Other	F	F
		Member 2	Hispanic	F	S
		Member 3	African American	F	A
		Member 4	Hispanic	M	A
		Member 5	Hispanic	F	C
		Member 6	Hispanic	M	F
Interim Vice Chancellor, Academic and Institutional Affairs	AD00067P	7			
		Member 1	Filipino	F	F
		Member 2	African American	F	F
		Member 3	Hispanic	M	S
		Member 4	Other	F	A
		Member 5	White	M	A
		Member 6	White	F	A
		Member 7	White	M	C
Interim Dean, Downtown Center	AD00070P	7			
		Member 1	White	M	A
		Member 2	White	F	A
		Member 3	African American	M	A
		Member 4	Chinese	F	F
		Member 5	American Indian/Alaskan Native	M	F
		Member 6	White	M	C
		Member 7			S
Manager V - Senior Director (Dean) of Grants & Resource Development	AD00072P	7			
		Member 1	White	F	A
		Member 2	White	F	A
		Member 3	Black/African American	F	A
		Member 4	White	F	F
		Member 5	White	M	C
		Member 6	Chinese	F	C
		Member 7	Asian	F	S

SEARCH COMMITTEE COMPOSITION REPORT

Positions	Job #	Committee Members	Ethnicity	Gender	A-Administrator C-Classified F-Faculty S-Student
Counselor (Disabled Students Programs & Services) Full-Time	AC00085P	4			
		Member 1	White	F	F
		Member 2	Central American	F	F
		Member 3	Chinese	M	F
		Member 4	White	F	F
Counselor (Extended Opportunity Programs & Services) Full-Time, Tenure Track	AC00034P	4			
		Member 1	Hispanic	F	F
		Member 2	Hispanic	M	F
		Member 3	Chinese	M	F
		Member 4	Filipino	F	F

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.

DISTRICT WORKFORCE 6 -YR Comparison

Table provides a comparison of CCSF's workforce change from Fall 2017 to Fall 2022

Faculty & Staff Demographic Report					
	Fall 2017	Fall 2017	Fall 2022	Fall 2022	6-YR CHANGE
	Employee count	Emp Count %	Employee count	Emp Count %	
Administrator	49	100%	37	100%	1%
African American	8	16%	7	19%	3%
Asian	7	14%	9	24%	10%
White	23	47%	14	38%	-9%
Filipino	1	2%	1	3%	1%
Latino/a	8	16%	4	11%	-5%
Native American	0	0%	0	0%	0%
Other	2	4%	2	5%	1%
Pacific Islander	0	0%	0	0%	0%
Southeast Asian	0	0%	0	0%	0%
FT Tenure Track Faculty	548	99%	426	100%	
African American	38	7%	25	6%	-1%
Asian	95	17%	71	17%	0%
White	290	53%	228	54%	1%
Filipino	23	4%	14	3%	-1%
Latino/a	67	12%	57	13%	1%
Native American	1	0%	1	0%	0%
Other	25	5%	20	5%	0%
Pacific Islander	2	0%	1	0%	0%
Southeast Asian	7	1%	9	2%	1%
PT/adjunct Faculty	885	99%	479	100%	
African American	62	7%	34	7%	0%
Asian	147	17%	93	19%	2%
White	506	57%	250	52%	-5%
Filipino	29	3%	24	5%	2%
Latino/a	83	9%	46	10%	1%
Native American	3	0%	1	0%	0%
Other	42	5%	22	5%	0%
Pacific Islander	9	1%	5	1%	0%
Southeast Asian	4	0%	4	1%	1%
Classified	586	101%	545	101%	
African American	65	11%	46	8%	-3%
Asian	203	35%	189	35%	0%
White	99	17%	80	15%	-2%
Filipino	63	11%	52	10%	-1%
Latino/a	97	17%	109	20%	3%
Native American	1	0%	3	1%	1%
Other	23	4%	22	4%	0%
Pacific Islander	8	1%	10	2%	1%
Southeast Asian	27	5%	34	6%	1%
Total Workforce	2068	99%	1487	100%	
African American	173	8%	112	8%	0%
Asian	452	22%	362	24%	2%
White	918	44%	572	39%	-5%
Filipino	116	6%	91	6%	0%
Latino/a	255	12%	216	15%	3%
Native American	5	0%	5	0%	0%
Other	92	5%	66	4%	-1%
Pacific Islander	19	0%	16	1%	1%
Southeast Asian	38	2%	47	3%	1%

**DISTRICT WORKFORCE comparison to STUDENT COUNT
FALL 2022**

Faculty & Staff Demographic Report		
	Fall 2022	Fall 2022
	Employee count	Emp Count %
Administrator	37	100%
African American	7	19%
Asian	9	24%
Southeast Asian	0	0%
White	14	38%
Filipino	1	3%
Latino/a	4	11%
Native American	0	0%
Other / Unknown	2	5%
Pacific Islander	0	0%
FT Tenure Track Faculty	426	100%
African American	25	6%
Asian	71	17%
Southeast Asian	9	2%
White	228	54%
Filipino	14	3%
Latino/a	57	13%
Native American	1	0%
Other / Unknown	20	5%
Pacific Islander	1	0%
PT/adjunct Faculty	479	100%
African American	34	7%
Asian	93	19%
Southeast Asian	4	1%
White	250	52%
Filipino	24	5%
Latino/a	46	10%
Native American	1	0%
Other	22	5%
Pacific Islander	5	1%
Classified	545	101%
African American	46	8%
Asian	189	35%
White	80	15%
Filipino	52	10%
Latino/a	109	20%
Native American	3	1%
Other	22	4%
Pacific Islander	10	2%
Southeast Asian	34	6%
Total Workforce	1487	100%
African American	112	8%
Asian	362	24%
White	572	39%
Filipino	91	6%
Latino/a	216	15%
Native American	5	0%
Other	66	4%
Pacific Islander	16	1%
Southeast Asian	47	3%

STUDENT COUNT	Fall 2022	Fall 2022
	Student Count	Student Count %
SFCCD Total	20,733	100.00 %
African American	1,277	6.16 %
Asian	6,116	29.50 %
White Non-Hispanic	4,250	20.50 %
Filipino	981	4.73 %
Hispanic	5,638	27.19 %
American Indian/Ala	58	0.28 %
Pacific Islander	103	0.50 %
Unknown	1,407	6.79 %
Multi-Ethnicity	903	4.36 %

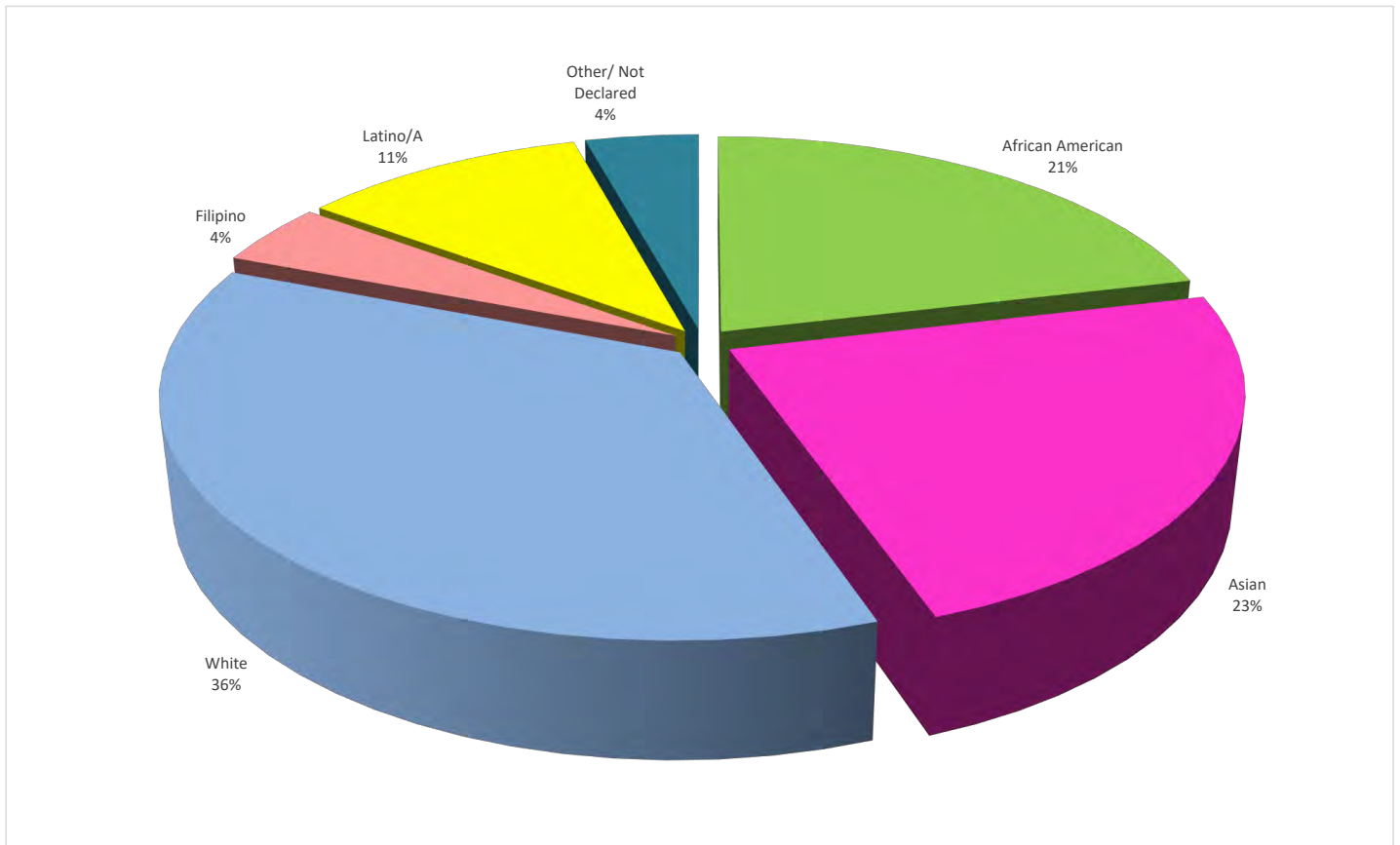
Source: CA State Chancellor data bank

ADMINISTRATOR Fall 2021

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	7	15%	6	13%	12	26%	1	2%	1	2%	0	0%	1	2%	0	0%	0	0%	0	0%	28	60%
MALE	3	6%	5	11%	5	11%	1	2%	4	9%	0	0%	1	2%	0	0%	0	0%	0	0%	19	40%
TOTAL	10	21%	11	23%	17	36%	2	4%	5	11%	0	0%	2	4%	0	0%	0	0%	0	0%	47	100%
DISABLED	0	0%	0	0%	3	6%	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%	0	0%	5	11%
VETERAN	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
GAY/LESBIAN	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%

Note: Percentages may not be exact due to rounding.



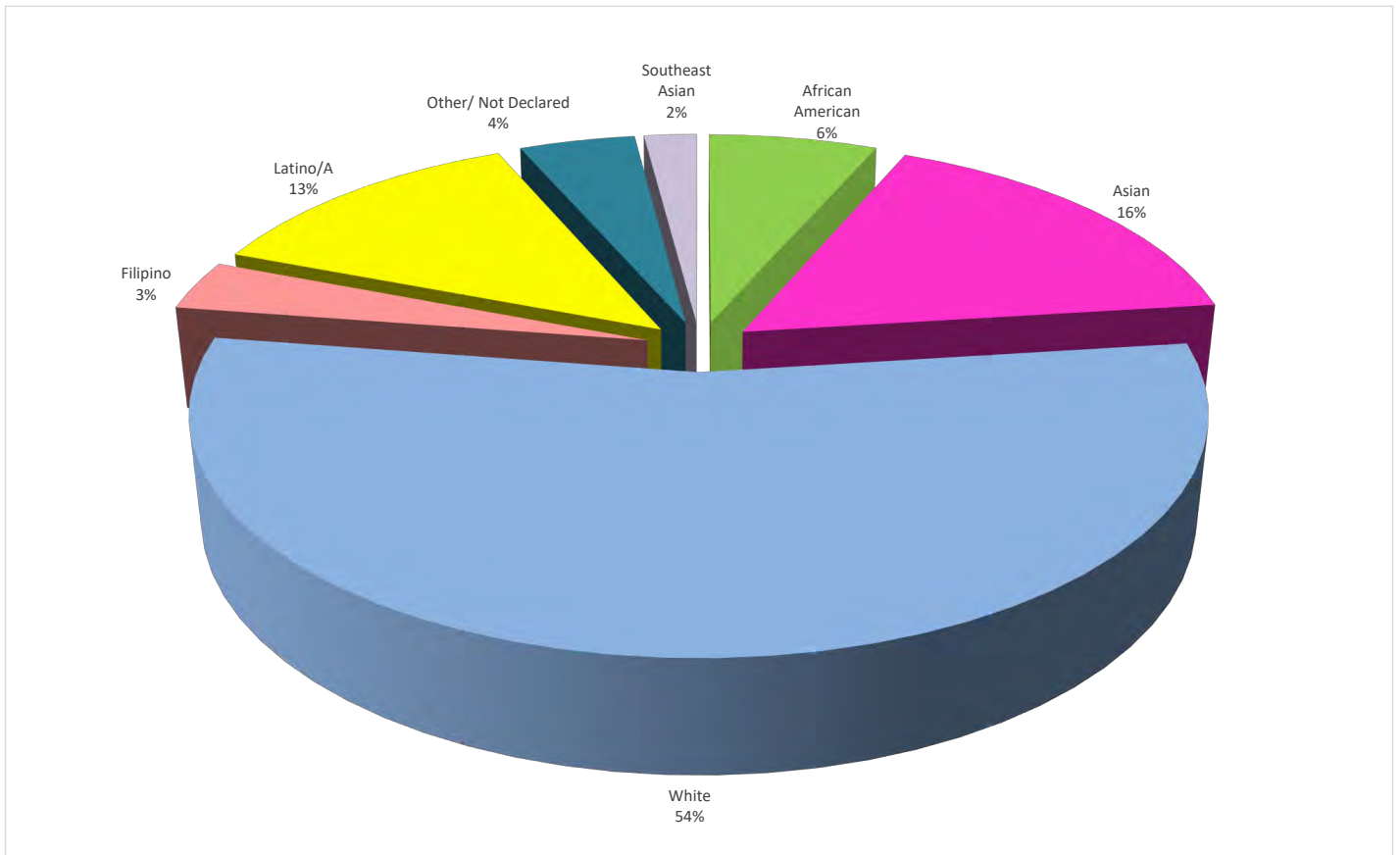
FULL-TIME FACULTY Fall 2021

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	15	3%	48	10%	165	33%	10	2%	38	8%	0	0%	13	3%	1	0%	7	1%	0	0%	297	60%
MALE	17	3%	33	7%	101	20%	7	1%	24	5%	1	0%	9	2%	1	0%	3	1%	0	0%	196	40%
NON-BINARY	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
TOTAL	32	6%	81	16%	267	54%	17	3%	62	13%	1	0%	22	4%	2	0%	10	2%	0	0%	494	100%
DISABLED	2	0%	1	0%	15	3%	0	0%	1	0%	0	0%	2	0%	0	0%	0	0%	0	0%	21	4%
VETERAN	2	0%	0	0%	5	1%	0	0%	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	10	2%
GAY/LESBIAN	0	0%	1	0%	36	7%	1	0%	4	1%	0	0%	3	1%	0	0%	1	0%	0	0%	46	9%

6% 16% 54% 3% 13% 4% 2%

Note: Percentages may not be exact due to rounding.



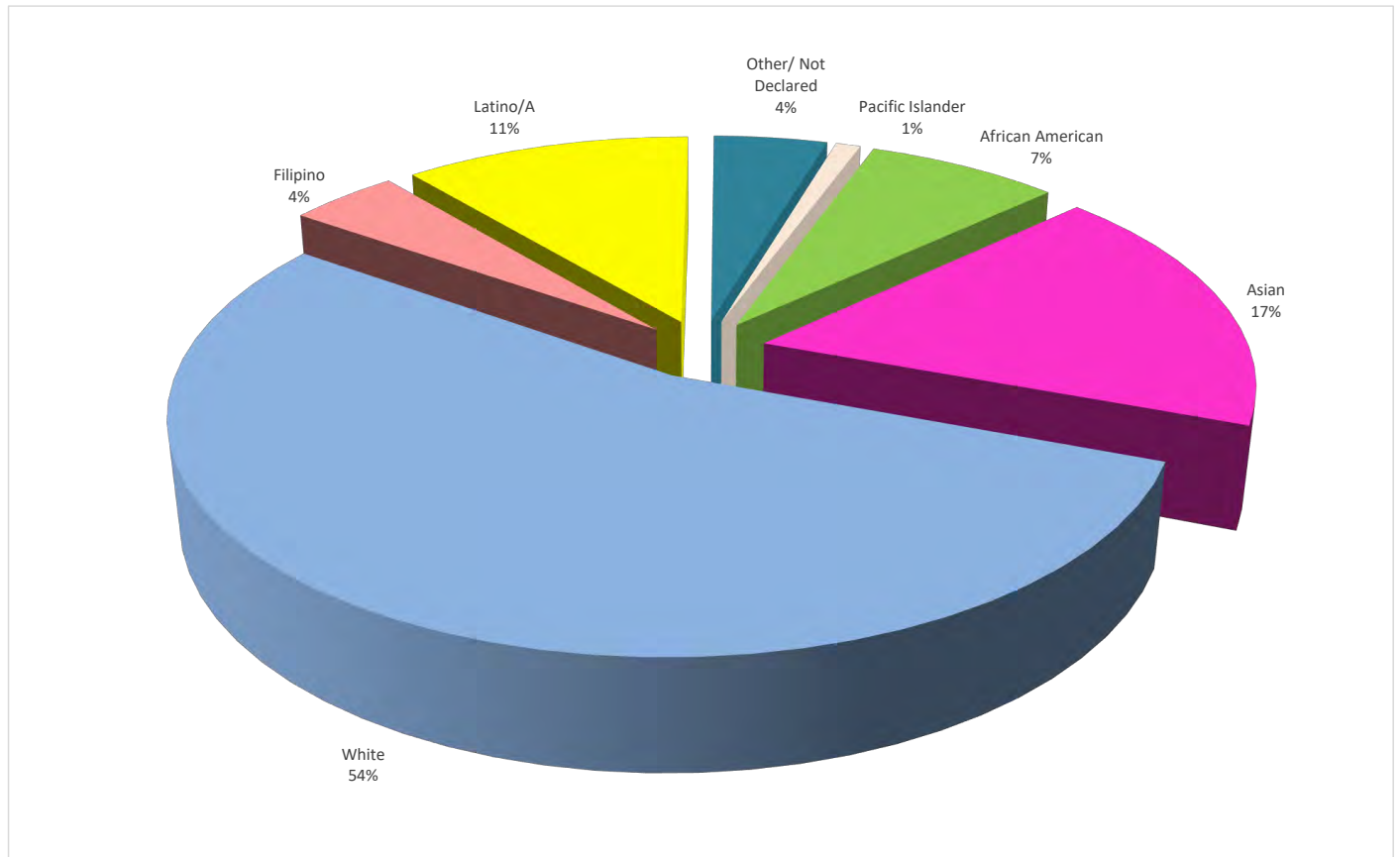
PART-TIME FACULTY

Fall 2021

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	19	4%	51	10%	152	29%	17	3%	30	6%	0	0%	14	3%	3	1%	2	0%	0%	0%	288	55%
MALE	20	4%	40	8%	127	24%	5	1%	28	5%	1	0%	9	2%	2	0%	1	0%	0%	0%	233	45%
NON-BINARY	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0%	0%	1	0%
TOTAL	39	7%	91	17%	280	54%	22	4%	58	11%	1	0%	23	4%	5	1%	3	1%	0%	0%	522	100%
DISABLED	1	0%	1	0%	11	2%	0	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	15	3%
VETERAN	1	0%	0	0%	8	2%	0	0%	3	1%	0	0%	0	0%	1	0%	0	0%	0	0%	13	2%
GAY/LESBIAN	2	0%	3	1%	21	4%	0	0%	6	1%	0	0%	0	0%	0	0%	1	0%	0	0%	33	6%

Note: Percentages may not be exact due to rounding.

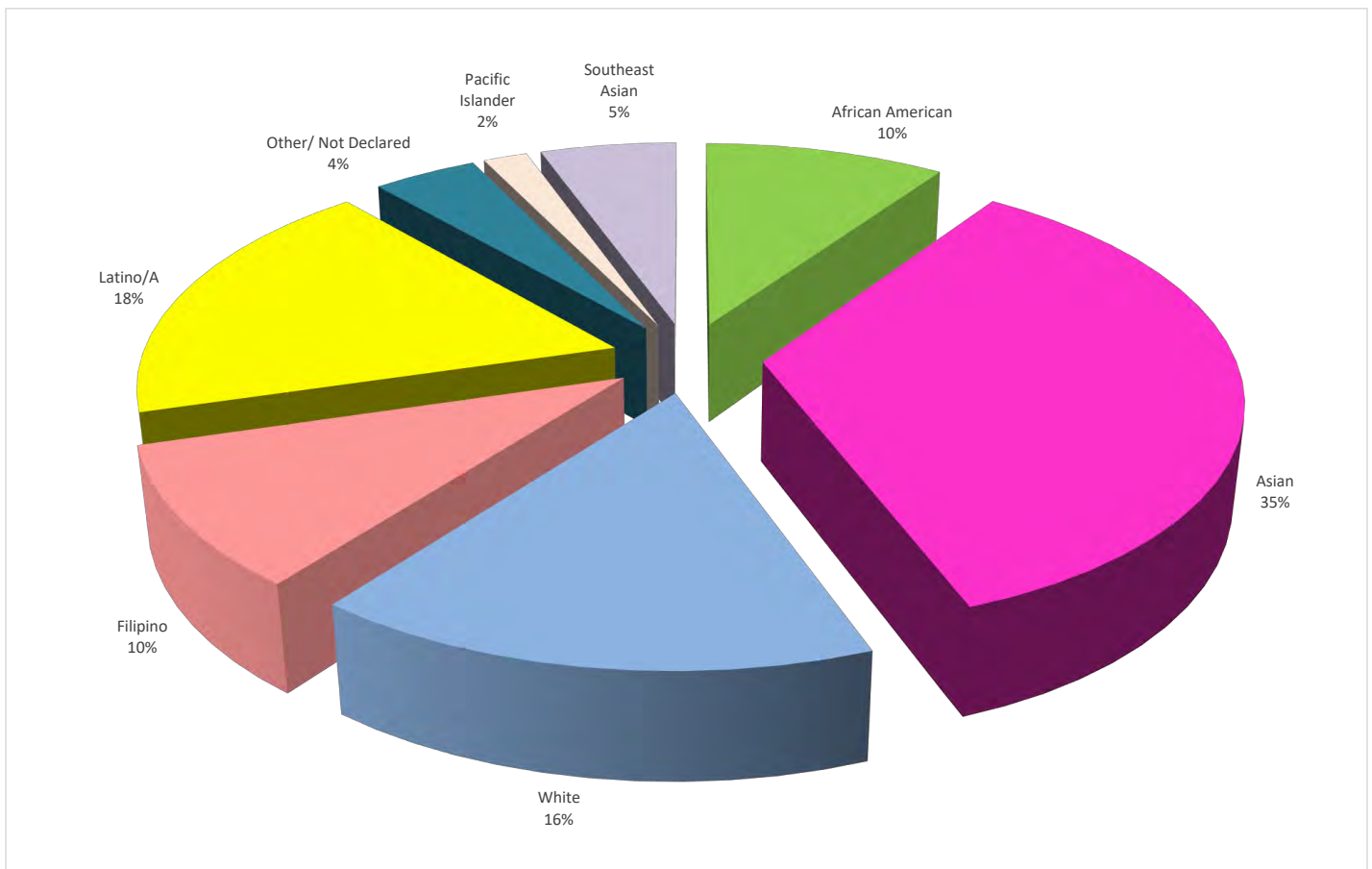


**ALL CLASSIFIED
Fall 2021**

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	32	5%	145	23%	43	7%	27	4%	60	10%	1	0%	13	2%	5	1%	18	3%	0%	0%	344	55%
MALE	28	4%	71	11%	57	9%	35	6%	53	8%	2	0%	13	2%	6	1%	16	3%	0%	0%	281	45%
TOTAL	60	10%	216	35%	100	16%	62	10%	113	18%	3	0%	26	4%	11	2%	34	5%	0%	0%	625	100%
DISABLED	2	0%	4	1%	2	0%	1	0%	4	1%	0	0%	1	0%	0	0%	1	0%	0%	0%	15	2%
VETERAN	1	0%	3	0%	5	1%	0	0%	3	0%	0	0%	1	0%	0	0%	1	0%	0%	0%	14	2%
GAY/LESBIA	0	0%	0	0%	3	0%	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0%	0%	7	1%

Note: Percentages may not be exact due to rounding.

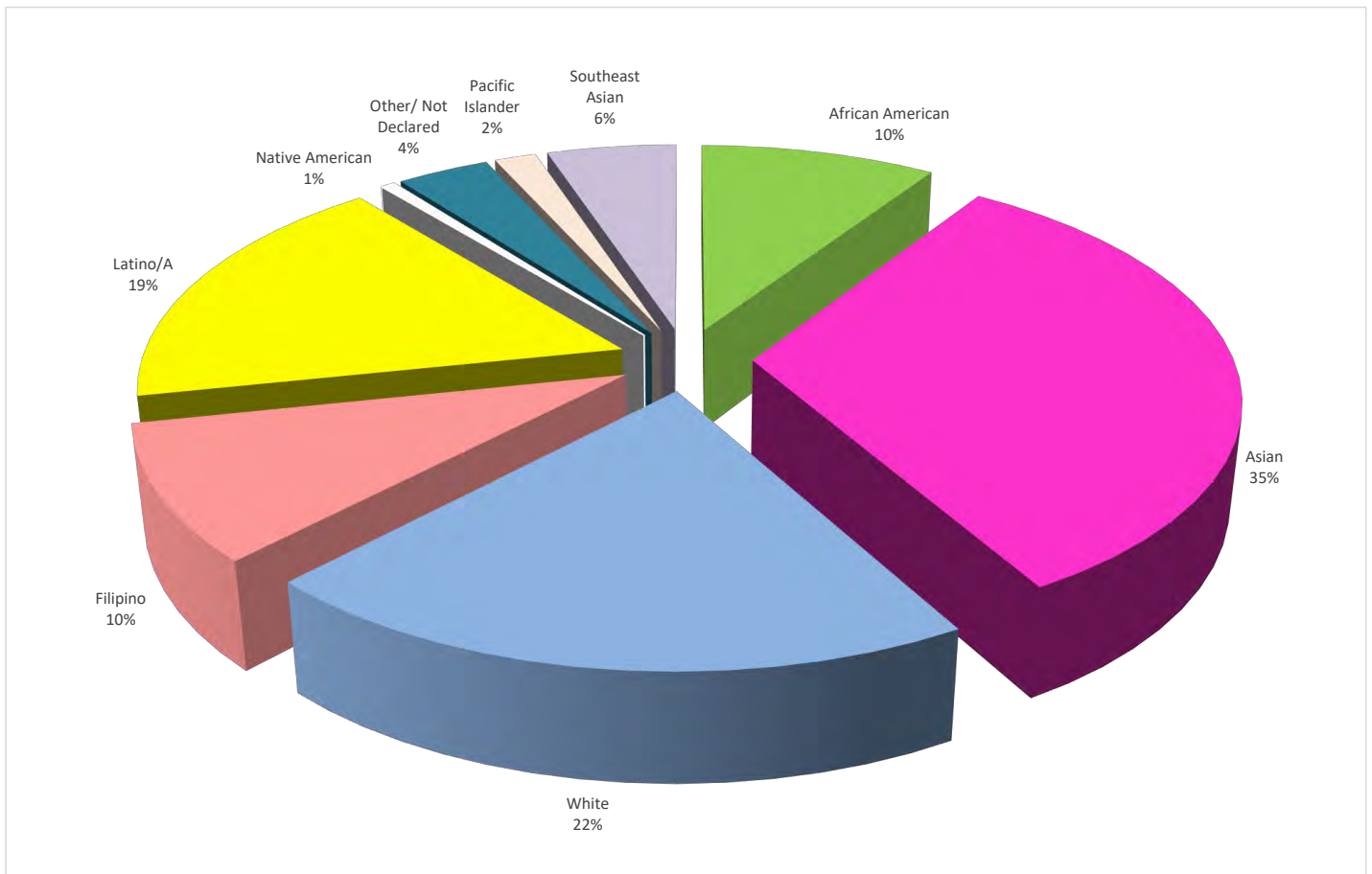


FULL-TIME CLASSIFIED Fall 2021

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	28	6%	120	24%	28	6%	20	4%	48	9%	1	0%	10	2%	5	1%	13	3%	0%	0%	273	54%
MALE	23	5%	58	11%	45	16%	32	6%	47	9%	2	0%	10	2%	4	1%	15	3%	0%	0%	236	46%
TOTAL	51	10%	178	35%	73	22%	52	10%	95	19%	3	1%	20	4%	9	2%	28	6%	0%	0%	509	100%
DISABLED	2	1%	2	1%	2	1%	1	0%	4	1%	0	0%	1	0%	0	0%	0	0%	0%	0%	12	4%
VETERAN	1	0%	1	0%	5	2%	3	1%	0	0%	0	0%	0	0%	0	0%	1	0%	0%	0%	11	4%
GAY/LESBIA	0	0%	0	0%	3	1%	2	1%	1	0%	0	0%	1	0%	0	0%	0	0%	0%	0%	7	3%

Note: Percentages may not be exact due to rounding.

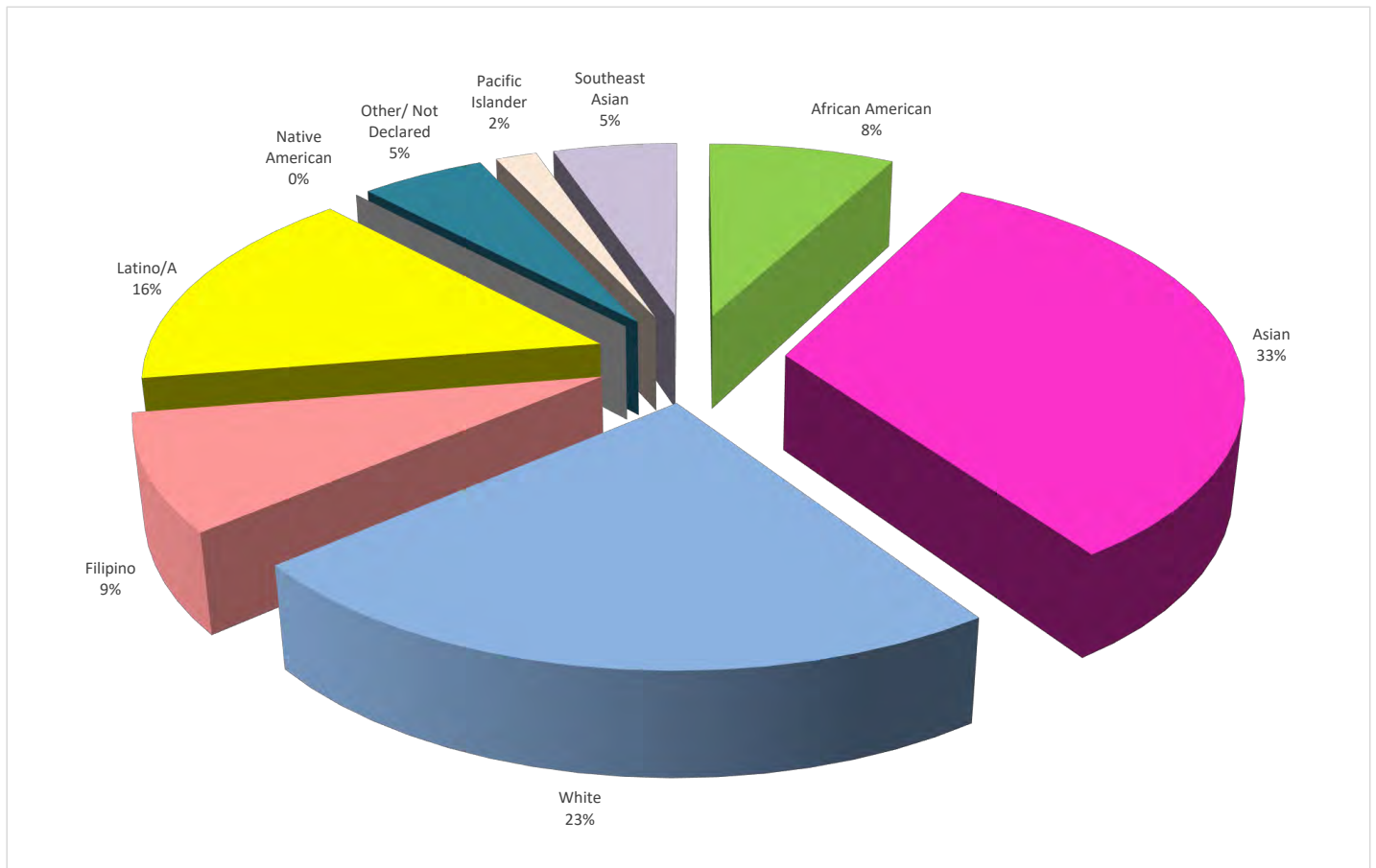


PART-TIME CLASSIFIED Fall 2021

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	4	3%	25	22%	15	13%	7	6%	12	10%	0	0%	3	3%	0	0%	5	4%	0%	0%	71	61%
MALE	5	4%	13	11%	12	10%	3	3%	6	5%	0	0%	3	3%	2	2%	1	1%	0%	0%	45	39%
TOTAL	9	8%	38	33%	27	23%	10	9%	18	16%	0	0%	6	5%	2	2%	6	5%	0%	0%	116	100%
DISABLED	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0%	0%	3	3%
VETERAN	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0%	0%	3	3%
GAY/LESBIA	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.



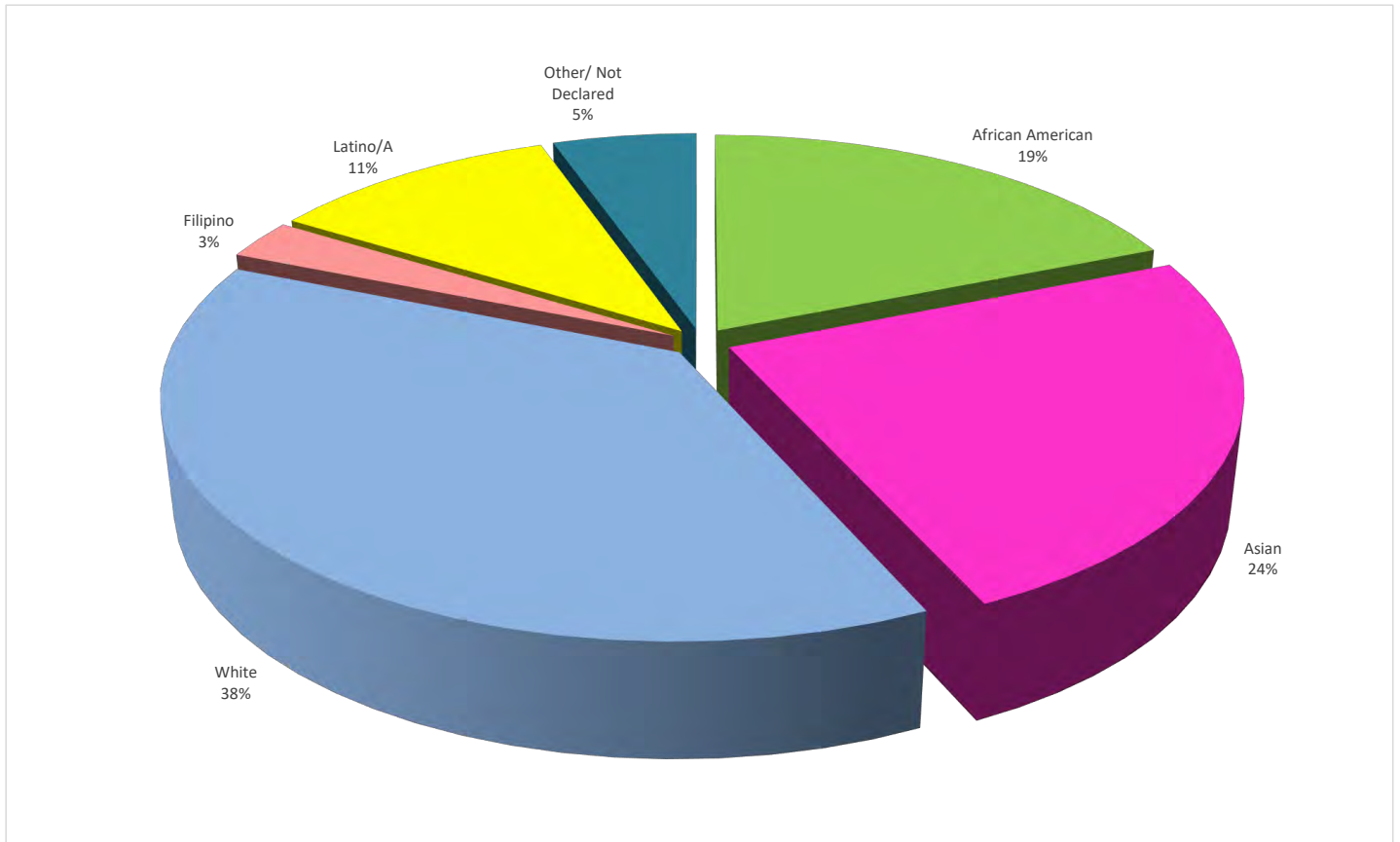
ADMINISTRATOR

Fall 2022

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	5	14%	5	14%	10	27%	1	3%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	22	59%
MALE	2	5%	4	11%	3	8%	0	0%	4	11%	0	0%	1	3%	0	0%	0	0%	0	0%	14	38%
NON-BINARY	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
TOTAL	7	19%	9	24%	14	38%	1	3%	4	11%	0	0%	2	5%	0	0%	0	0%	0	0%	37	100%
DISABLED	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	4	11%
VETERAN	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
GAY/LESBIAN	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%

Note: Percentages may not be exact due to rounding.

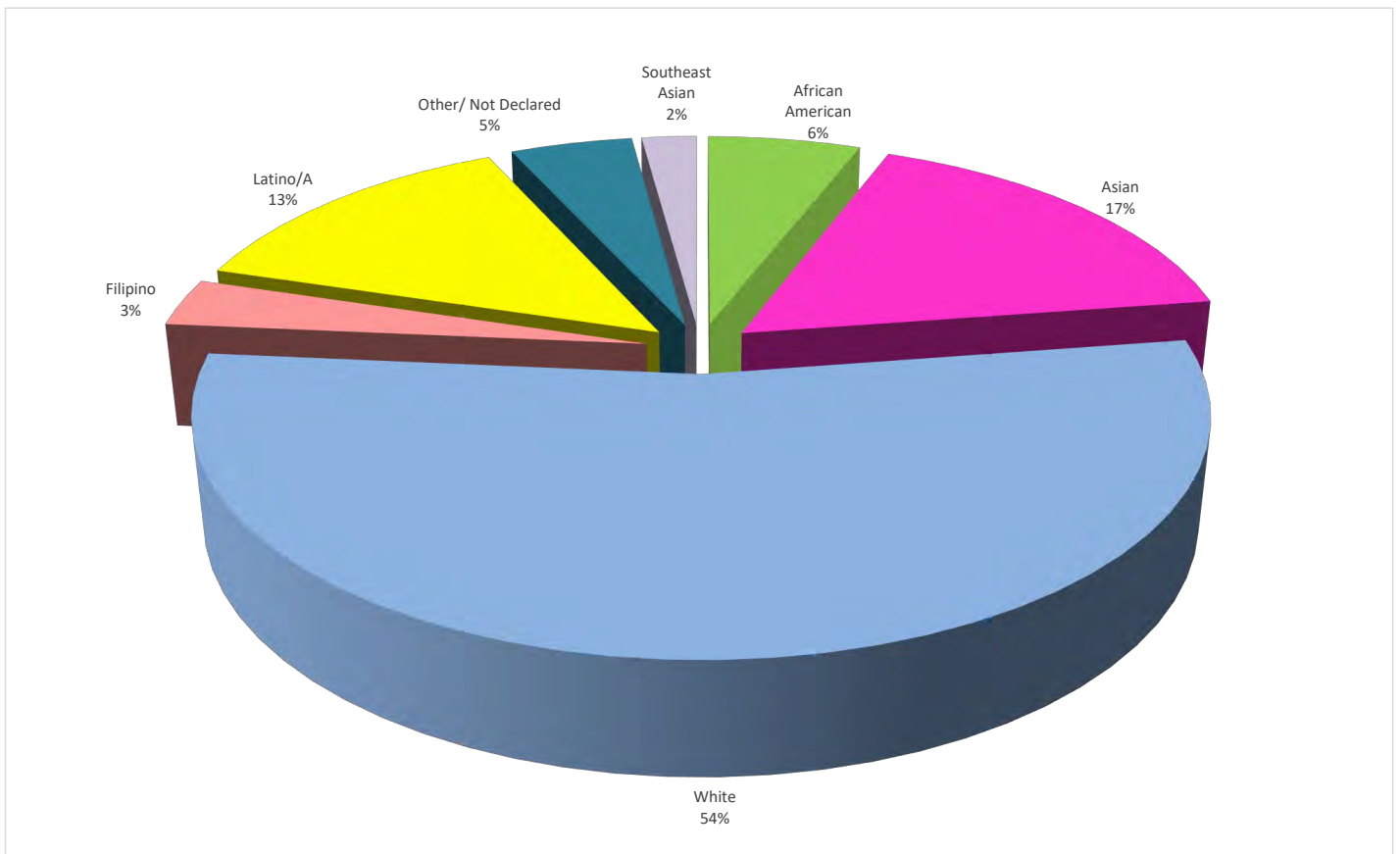


FULL-TIME FACULTY Fall 2022

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	13	3%	43	10%	141	33%	9	2%	36	8%	0	0%	12	3%	0	0%	6	1%	0	0%	260	61%
MALE	12	3%	28	7%	87	20%	5	1%	21	5%	1	0%	8	2%	1	0%	3	1%	0	0%	166	39%
TOTAL	25	6%	71	17%	228	54%	14	3%	57	13%	1	0%	20	5%	1	0%	9	2%	0	0%	426	100%
DISABLED	2	0%	1	0%	12	3%	0	0%	1	0%	0	0%	2	0%	0	0%	0	0%	0	0%	18	4%
VETERAN	2	0%	0	0%	4	1%	0	0%	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	9	2%
GAY/LESBIAN	0	0%	1	0%	28	7%	1	0%	4	1%	0	0%	2	0%	0	0%	1	0%	0	0%	37	9%

Note: Percentages may not be exact due to rounding.



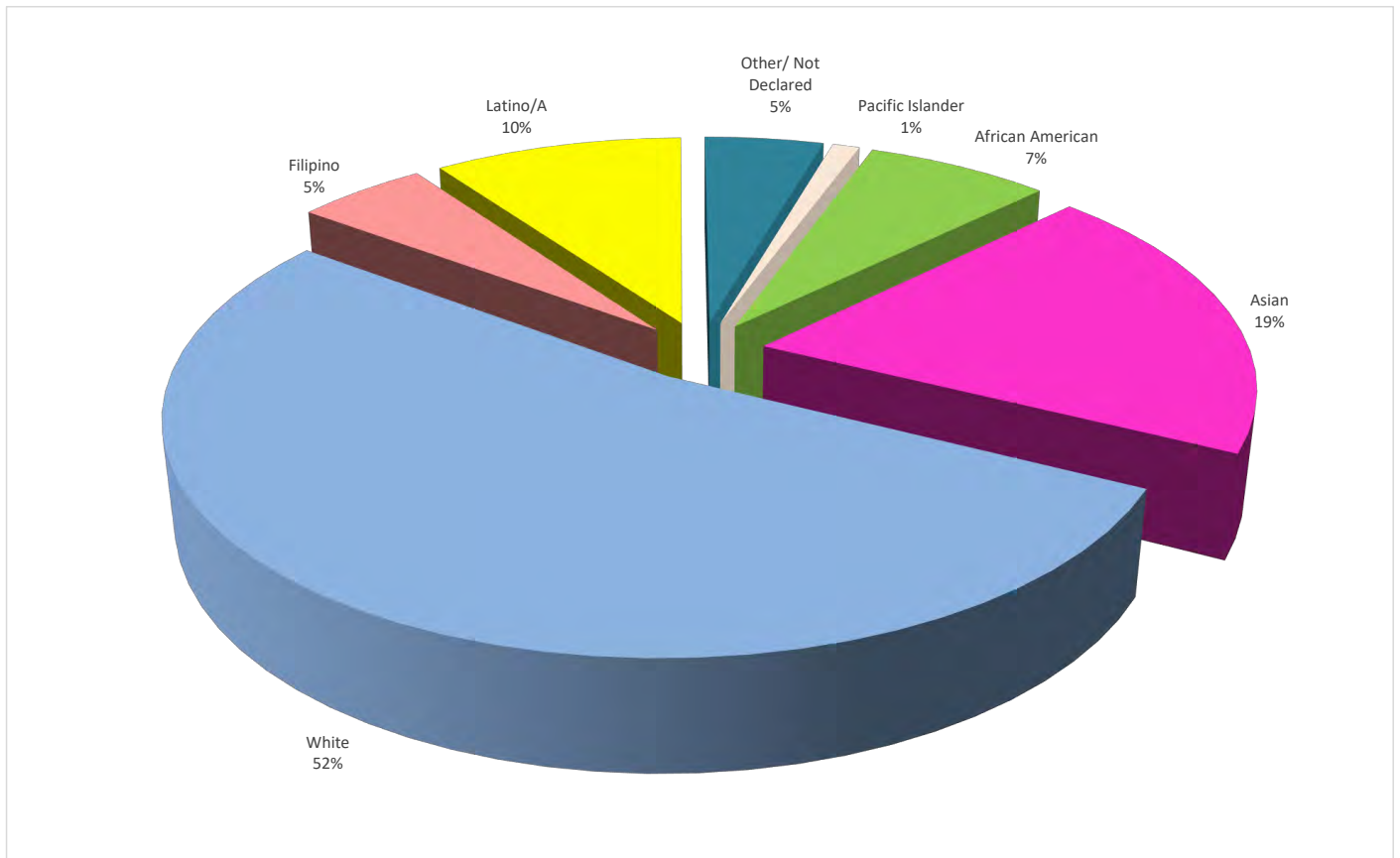
PART-TIME FACULTY

Fall 2022

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	19	4%	55	11%	136	28%	16	3%	23	5%	0	0%	11	2%	3	1%	2	0%	0	0%	265	55%
MALE	15	3%	38	8%	114	24%	8	2%	23	5%	1	0%	11	2%	2	0%	2	0%	0	0%	214	45%
TOTAL	34	7%	93	19%	250	52%	24	5%	46	10%	1	0%	22	5%	5	1%	4	1%	0	0%	479	100%
DISABLED	1	0%	1	0%	12	3%	0	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	16	3%
VETERAN	2	0%	1	0%	6	1%	0	0%	2	0%	0	0%	0	0%	1	0%	0	0%	0	0%	12	3%
GAY/LESBIAN	1	0%	3	1%	23	5%	0	0%	3	1%	0	0%	1	0%	0	0%	1	0%	0	0%	32	7%

Note: Percentages may not be exact due to rounding.

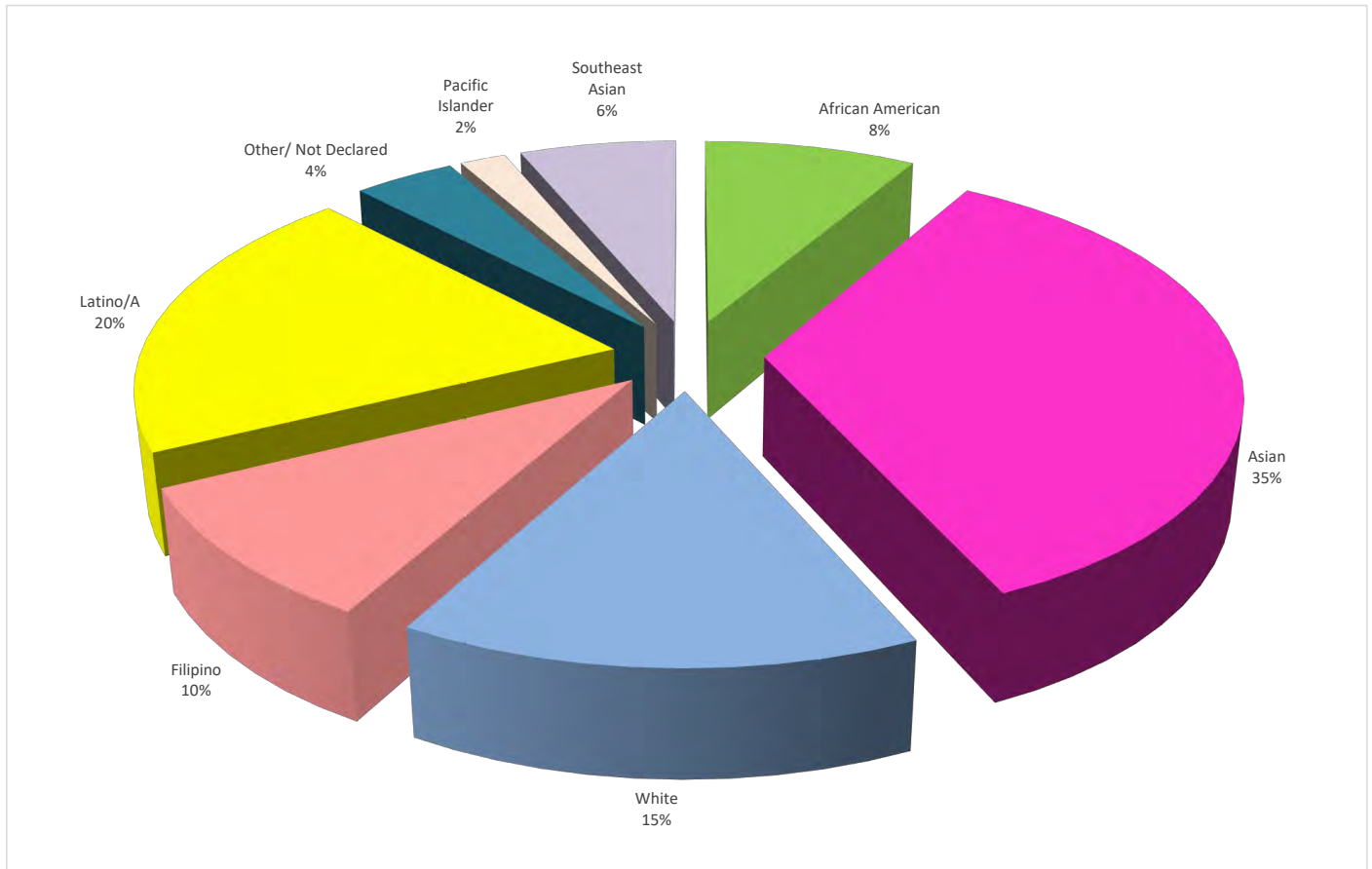


ALL CLASSIFIED
Fall 2022

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	24	4%	124	23%	31	6%	23	4%	56	10%	1	0%	11	2%	4	1%	18	3%	0	0%	292	54%
MALE	22	4%	65	12%	49	9%	29	5%	53	10%	2	0%	10	2%	6	1%	16	3%	0	0%	252	46%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	1	0%
TOTAL	46	8%	189	35%	80	15%	52	10%	109	20%	3	1%	22	4%	10	2%	34	6%	0	0%	545	100%
DISABLED	2	0%	3	1%	2	0%	0	0%	3	1%	0	0%	1	0%	0	0%	1	0%	0	0%	12	2%
VETERAN	1	0%	3	1%	5	1%	0	0%	4	1%	0	0%	1	0%	0	0%	1	0%	0	0%	15	3%
GAY/LESBIAN	0	0%	0	0%	2	0%	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	6	1%

Note: Percentages may not be exact due to rounding.



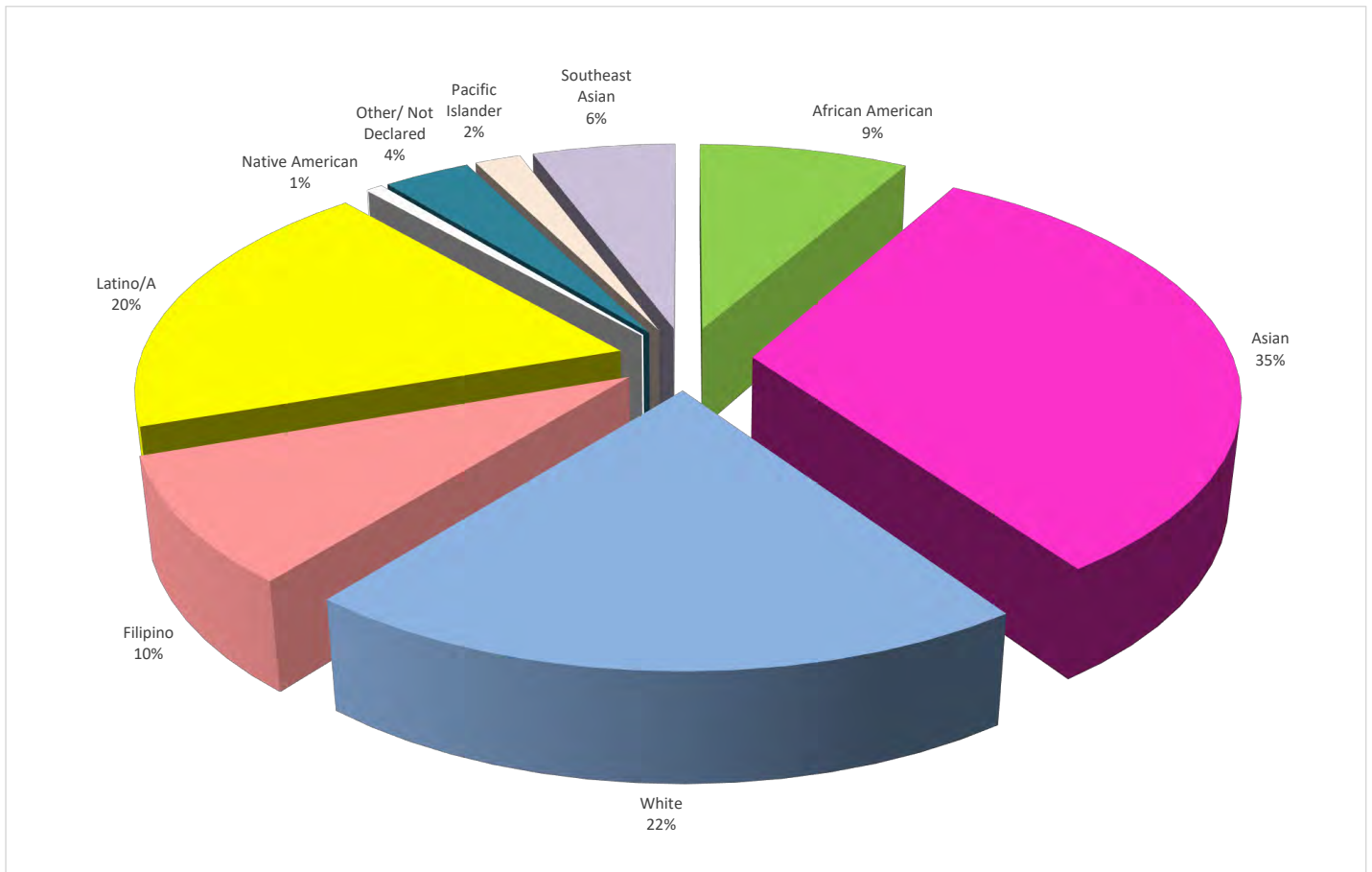
FULL-TIME CLASSIFIED

Fall 2022

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	22	5%	106	23%	26	6%	17	4%	47	10%	1	0%	8	2%	4	1%	13	3%	0	0%	244	53%
MALE	19	4%	53	12%	40	16%	27	6%	46	10%	2	0%	8	2%	5	1%	15	3%	0	0%	215	47%
NON-BINARY	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	1	0%
TOTAL	41	9%	159	35%	66	22%	44	10%	93	20%	3	1%	17	4%	9	2%	28	6%	0	0%	460	100%
DISABLED	2	1%	1	0%	2	1%	0	0%	3	1%	0	0%	1	0%	0	0%	0	0%	0	0%	9	4%
VETERAN	1	0%	1	0%	5	2%	4	2%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	12	5%
GAY/LESBIA	0	0%	0	0%	2	1%	2	1%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	6	2%

Note: Percentages may not be exact due to rounding.

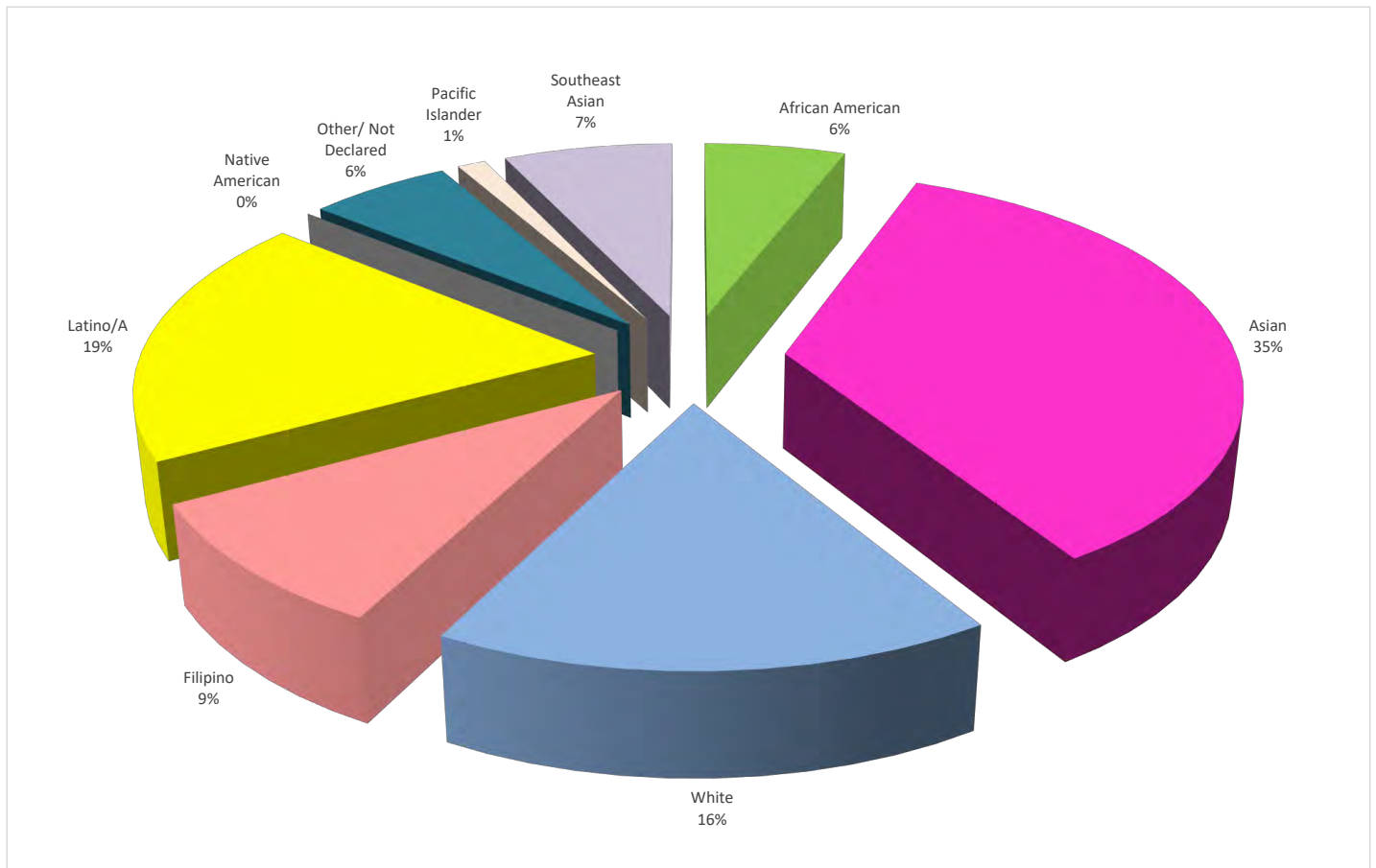


PART-TIME CLASSIFIED Fall 2022

ETHNICITY / GENDER / EEO DATA

	AFRICAN AMERICAN		ASIAN		WHITE		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ NOT DECLARED		PACIFIC ISLANDER		SOUTHEAST ASIAN		MORE THAN ONE		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	2	2%	18	21%	5	6%	6	7%	9	11%	0	0%	3	4%	0	0%	5	6%	0	0%	48	56%
MALE	3	4%	12	14%	9	11%	2	2%	7	8%	0	0%	2	2%	1	1%	1	1%	0	0%	37	44%
TOTAL	5	6%	30	35%	14	16%	8	9%	16	19%	0	0%	5	6%	1	1%	6	7%	0	0%	85	100%
DISABLED	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	3	4%
VETERAN	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	3	4%
GAY/LESBIA	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.



RECRUITMENT

Recruitment for all open positions shall include but not limited to placement of job announcements in the following media:

JobElephant Recruitment Advertising Agents: CCCRegistry.org / Handshake / CSU Sacramento J.O.B. Board / Berkeley.joinhandshake.com / Diverse Issues in Higher Education / csus.joinhandshake.com / Berkeley.joinandshake.com / Post.CA.gov

Annual Paid Service: ACCCA

Publications used through: Faculty registration, membership or District/ Chancellor's recommendation: CCCCCO & CCLC listserves:

Aoe-all@cccco.edu / Asp-all@cccco.edu / Bot-all@cccco.edu / Cbo-all@cccco.edu / Ceo-all@cccco.edu / Chro-all@cccco.edu / Cio-all@cccco.edu / Csso-all@cccco.edu / Eeo-all@cccco.edu

PAID PUBLICATIONS/Newspapers, Trade Journals, and Online Job Boards & Faculty membership registration:

AAG.org	HRinHigherEd.com
American Association of Community Colleges	Indeed.com
AAOC.NCHE.edu	InsideHigherEd.com
AdministratorJob.com	InsightintoDiversity.com
AsiansInHigherEd.com	JobsInAcademicAffairs.com
BlacksinHigherEd.com	JobsinStudentAffairs.com
CCUPCA.com	JBHE.com
Chronicle of Higher Education	LinkedIn.com
COLEGAS	myACPA.org
Community College Times	NativeAmericansinhigherEd.com
Community College Week	NursingFacultyJobs.com
Craigslist.com	PORAC.org
DisabledPerson.com	POST.CA.GOV
Diversityjobs.com	sfbay.craigslist.org
Diverseeducation.com	TribalCollegeJournal.org
Edjoin.org	Women in Higher Education
HigherEdJobs.com	
Higher Education Recruitment Consortium (HERC)	
Hispanic Outlook in Higher Education	
HispanicsinHigherEd.com	

**COMMITMENT
TO
DIVERSITY**

Establishing and maintaining a richly diverse workforce is an on-going process requiring continued institutionalized efforts, including:

- Establishing reporting measures and accountability by leadership to monitor equity goals and outcomes in hiring pools while in progress
- Committing to workforce enhancements, including working toward a welcoming Campus Environment and put in place a mechanism for continuous feedback
- Establishing a comprehensive diversity framework that promotes social justice and equity throughout the College

The following shows progress on identified indicators reflecting the District’s continued commitment to hiring from underrepresented groups.

<p>Faculty Hiring Process document:</p> <ul style="list-style-type: none">• Implemented (<i>PENDING Board approval</i>): The Academic Senate has worked with HR to update the Faculty Hiring Process. The document is on the May 18, 2023 agenda for Board of Trustees’ approval
<p>Recruitment:</p> <ul style="list-style-type: none">• Implemented: recruitment for FT Faculty positions begins in early Fall and is extended when applicant pools are not sufficiently diverse.• Continued: The HR department works with hiring departments to increase targeted advertising of job postings/announcements in media targeting underrepresented communities/prospective applicants• Implemented: Thanks to the collaborative efforts of the Diversity Committee (DEIA), HR and the Grants Office, the District was recently awarded an EEO Grant, the Innovated Best Practices Grant. Funding will be used in part for increased targeted recruitment of underrepresented groups.
<p>Search/Screening Committee Training:</p> <ul style="list-style-type: none">• Implemented: implicit bias training is a component of search/screening committees’ orientations/trainings.• Implemented: the Diversity Statement rubric is incorporated in the applicant paper screening process.

Employee Mentorship:

- **Implementing:** EEO funding received through the Innovated Best Practices Grant will also be used to implement the Employee Mentorship Programs, including the Faculty Diversity Internship Program (FDIP).
- **Future Plans:** to restart the Grow Your Own (GYO) Program, pending future EEO funding and potential future EEO grant funds.

Professional/Staff Development:

- **Continue:** to 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