

Goal 3: Diversity Report

We will enrich the educational experience by committing to the development of diversity in our student body, faculty and staff.

Key Measures

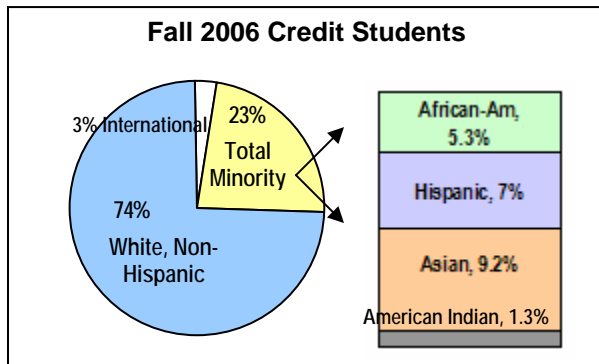
- ❑ Extent student demographics reflect service area demographics
- ❑ Extent PCC employees reflect the service area demographics and PCC student demographics
- ❑ Diversity of recent/new hires by employee group

Report Summary

The proportion of minority students enrolled at PCC is similar to the proportion of minority residents living in the PCC service area.
 The percentage of full-time employees who are minority has increased over the last ten years but does not yet reflect the diversity of the community.

Supporting Detail

Student Demographics



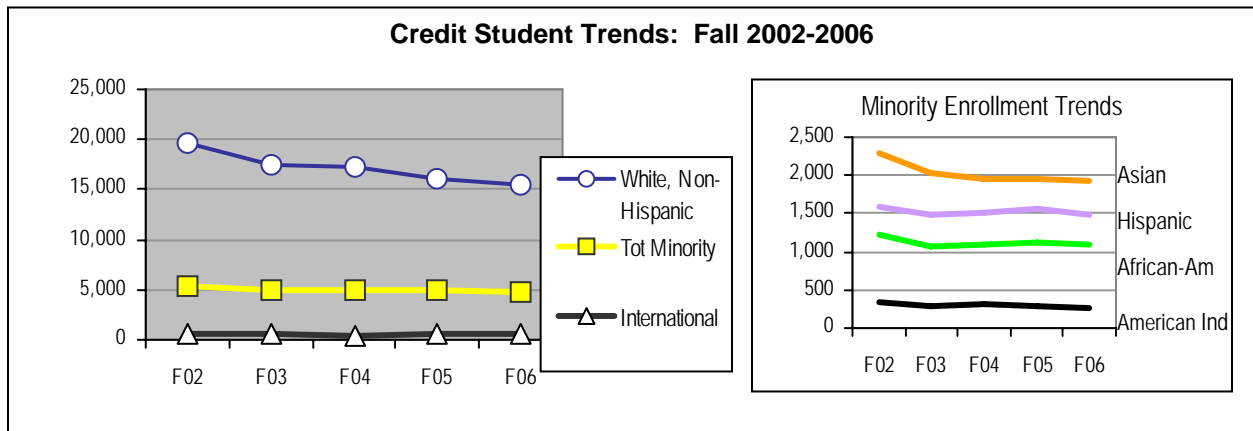
Current Status:

The total minority percentage (23%) of the Fall 2006 credit student population mirrors that of the college population service area¹.

Asian representation is slightly higher and Hispanic representation slightly lower than service area proportions. African-American and American Indian student percentages are similar to the community distribution.

The non-credit student population² is more diverse (26% minority) than the college service area due to the higher proportion of Hispanic students.

Trends:

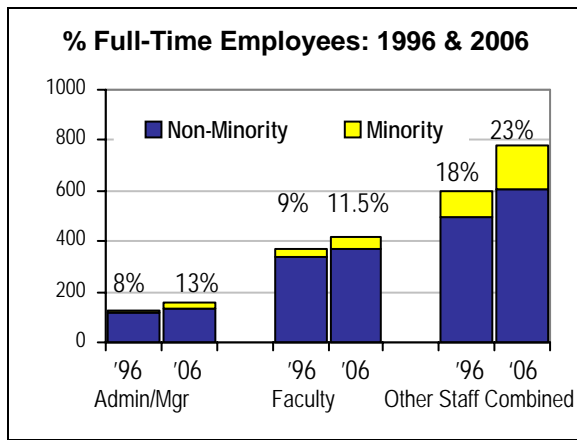


Comparison of Fall 2002 to Fall 2006:

- Since record high enrollments in Fall 2002, the number of White credit students decreased from 19,734 to 15,570 (21%) and enrollments of minority credit students decreased from 5,452 to 4,777 or 12%.
- Among minority students, declines were greatest for Asians (376 fewer students) with African-American and Hispanic student populations each declining by 110 students. Enrollments of American Indians declined by 78 students.
- Enrollments of International students increased during this time from 497 to 603 or 21%.

Full-Time Employee Demographics

For a comprehensive analysis of full/part-time employees, hiring trends by job group, and labor market availability data, see the annual Workforce Analysis Report produced by the PCC Affirmative Action Office.

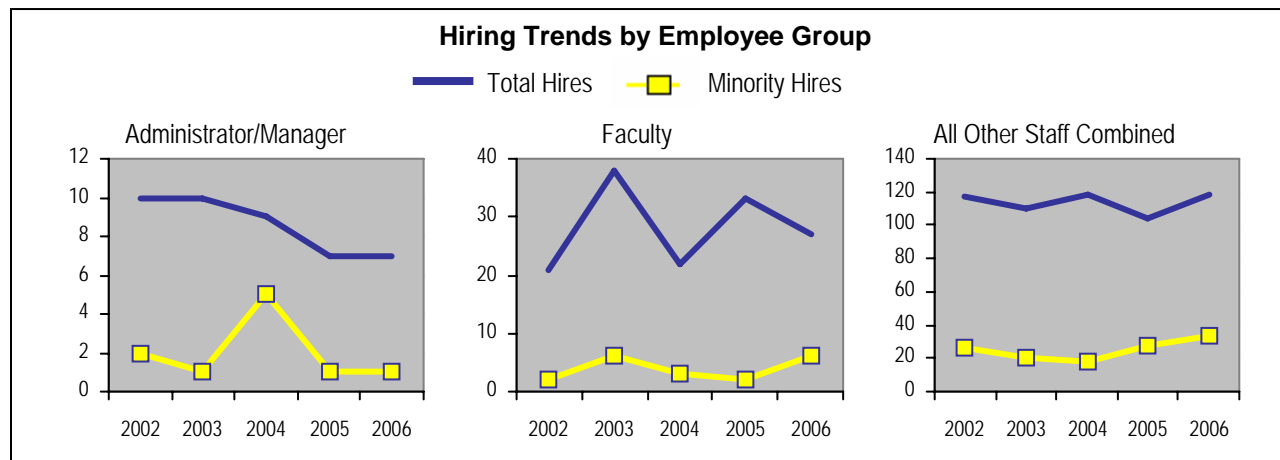


Current Status and Employee Trends:

The proportion of full-time employees who are minority has improved over the last ten years from 14% to 18% but does not yet reflect the diversity of the community.

Minority representation increased among all employee groups. The largest minority percent change occurred among administrators and managers and the greatest increase, in absolute numbers, was found in non-admin/faculty job categories.

Hiring Trends:



Comparison of 2002 to 2006:

- The number of administrators/managers hired declined during this time while the diversity of new hires spiked in 2004 compared to prior and later years.
- Faculty new hires fluctuated in number as did their minority representation. Most recent hires (2006) reflected greater diversity (22% minority) than the prior four years.
- The number of new hires among all other employee groups combined remained relatively stable while minority representation increased in both 2005 and 2006.

Definitions, Notes and Data Resources

Student Demographics

1. Estimates of PCC service area demographics:

White, Non-Hispanic = 75%, Hispanic = 11%, Asian/Pacific Islander = 7%, African-American = 4%, American Indian/Alaskan Native = <1%, Other/Multi-Race = 3%

Source: 2005 American Community Survey, General Demographic Characteristics

2. Fall 2006 Non-Credit Students: White, Non-Hispanic = 71%, African-American = 3.4%, American Indian < 1%, Asian/Pacific Islander = 8.7%, Hispanic = 13%, International 3.5%.

All Fall 2006 student numbers reflect “live” Banner data while Fall 2002 – Fall 2005 data were extracted from official end of term reporting extracts.

Race/Ethnicity percent distributions are based on reported data. Approximately 2,800 of the 23,774 Fall 2006 credit students do not have race/ethnicity on file.

Employee Demographics

Employee numbers include individuals employed full-time in positions supported by either General or Non-General Funds.

“All Faculty” includes Faculty Counselors and Faculty Librarians. These two categories represent a total of 24 employees or 5.7% of the “All Faculty” Fall 2006 total.

“All Staff Combined” includes Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, Service Maintenance and Professional/Non-Technical job categories.

Source: PCC Workforce Analysis Reports