

Goal 3 – Diversity

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
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Report Summary

Credit Students

The overall proportion (24%) of PCC credit students who are Black, Hispanic, Asian/Pacific Islander or American Indian/Alaskan Native is similar to the proportion of PCC service area minority residents. Within the individual race/ethnicity groups, higher percentages of Asian and Black students are enrolled than in the community while the percent of Hispanic students enrolled is less than the proportion of Hispanic residents.

Non-Credit Students

The total PCC non-credit student population is more diverse than the service area community. The numbers of minority students enrolled in English as a Second Language and Adult Basic Education/GED account for the majority of minority non-credit enrollments.

Full-Time Employees

The overall percentage (19%) of PCC minority full-time employees does not yet reflect the diversity of the community. While the proportion (24%) of minorities employed in Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, Service Maintenance and Professional/Non-Technical positions is similar to the area minority percentage, less diversity is found among Administrators/Managers (16%) and Faculty (11%).

Relationship to Legislative 2007-09 Key Performance Measures

The Oregon Legislature's KPM 18 addresses minority student enrollment and sets as a target that

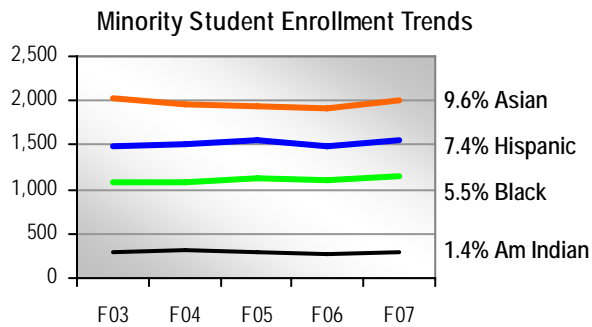
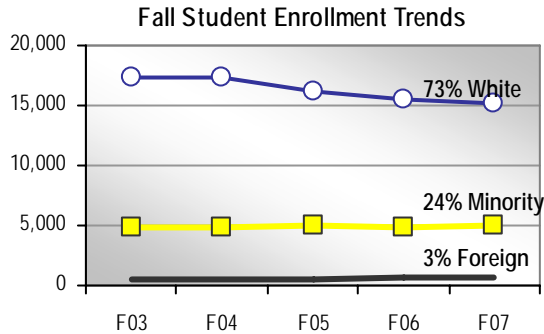
“each minority’s proportion of total community college enrollment as a percentage of each minority’s proportion in the total population” is greater than or equal to 100%.

The total enrollment at PCC (combined credit/non-credit students) meets these targets for each minority population.

Supporting Detail

Credit Students

Credit instruction includes Lower Division Transfer, Career & Technical Education, Developmental Education and some English as a Second Language courses.



The total minority percentage (24%) of the Fall 2007 credit student population is similar to the college population service area.

Asian and Black student representation are higher and Hispanic representation lower than service area proportions.

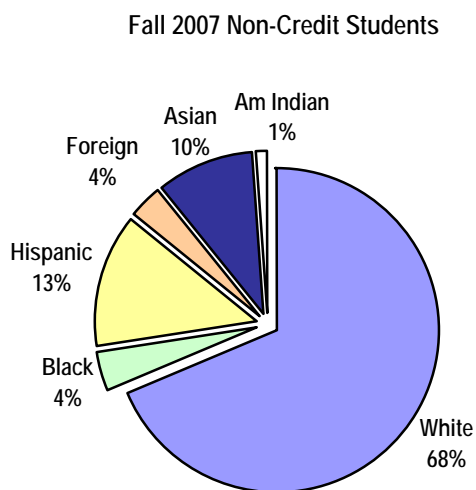
White, American Indian and Foreign/International student percentages mirror the community distribution.

Five-year trends reflect decreasing enrollments of White students with all other groups at or above Fall 2003 levels.

The vast majority of credit enrollments are in Lower Division Transfer and Career & Technical Education courses. The race/ethnicity distributions of students enrolled in these areas are similar.

Non-Credit Students

Non-credit instruction includes Community Education, English as a Second Language, Adult Basic Ed/GED, Continuing Education or Workforce Development.



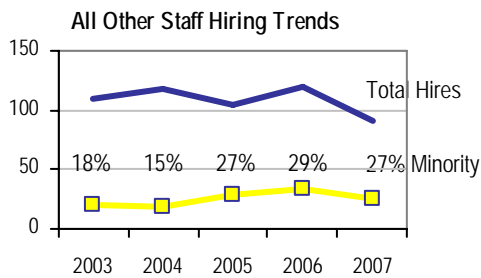
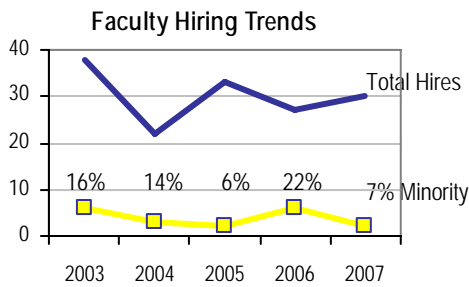
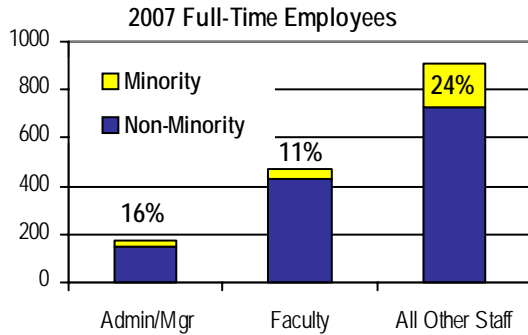
In general, the total non-credit student population is more diverse than the College service area.

English as a Second Language enrolls the highest percentage of minorities with 52% Hispanic, 26% Asian and 5.5% Black.

Community Education and Continuing Education are the least diverse with 87% White, 6% Asian and all other groups combined totaling the remaining 7%.

Adult Basic Ed/GED represents the most diverse student group with 29% Hispanic, 11% Asian, 13% Black, 3% American Indian, 5% Foreign/International, and 37% White.

Full-Time Employees



The proportion of full-time employees who are minority has improved from 14% to 19% in the last decade but does not yet reflect the diversity of the community.

Approximately 19% or 251 individuals employed full-time at PCC are Black, Hispanic, Asian and/or American Indian.

The largest absolute number (53) of minorities is employed in professional/non-faculty positions. The greatest diversity within employee groups is among Service/Maintenance positions (Black=12%, Hispanic=12%, Asian=12%, and American Indian=3%).

Sixteen percent (25 of 152) of administrators/managers and 11% (46 of 428) faculty are minority.

Since 2003, the numbers of new hires has fluctuated for all job groups and were below 2003 levels in 2007.

The minority percentage of Administrator/Manager (20%) and "All Other Staff" (27%) new hires in 2007 exceeded the minority percentage in these current employee groups.

For a comprehensive analysis of full and 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.

Notes and Additional Details

Est. PCC Service Area: White = 74%, Hispanic = 12%, Asian/Pacific Islander = 7.5%, Black = 4%, American Indian/Alaskan Native = 1%, Other/Multi-Race = 3% Source: 2006 American Community Survey, General Demographic Characteristics, estimates based on Multnomah and Washington Counties

Fall 2007 credit student numbers reflect end of 4th week Banner data; Fall 2007 non-credit were extracted from "live" Banner 12/14/07.

Notes and Additional Details (cont.)

Race/Ethnicity percentage is based on reported data; the denominator excludes those with no race/ethnicity on file.

Full-time employee counts include positions supported by either General or Non-General Funds.

“All Faculty” includes Counselors and Librarians.

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

The following tables detail the 2007 total number of employees by job category represented in the “2007 Employees” graph as well as the prior 4 years of data by corresponding category.

Full-Time Employee Trends										
Administrator/Manager	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	5	9	9	8	10	2	1	1	1	1
Hispanic	3	4	2	2	3	2	2	2	2	3
Asian	5	4	5	5	5	0	0	0	0	0
American Indian	1	2	2	2	3	0	0	0	0	0
Total Minority	14	19	18	17	21	4	3	3	3	4
Total Employees	130	127	134	132	128	24	30	25	22	24
Faculty (includes Counselors & Librarians, 2007: 18 Counselors, 6 Librarians in GF)	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	9	7	7	8	7	1	0	0	0	0
Hispanic	16	14	14	16	15	0	0	0	0	0
Asian	17	18	20	20	22	0	1	1	1	0
American Indian	1	1	1	3	2	0	0	0	0	0
Total Minority	43	40	42	47	46	1	1	1	1	0
Total Employees	402	398	404	418	420	8	9	1	1	8
Professional/Non-Faculty	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	2	2	2	1	2	18	18	18	19	12
Hispanic	5	5	6	9	11	12	13	15	12	10
Asian	5	5	4	5	9	5	6	7	7	7
American Indian	0	0	0	0	1	1	1	2	1	1
Total Minority	12	12	12	15	23	36	38	42	39	30
Total Employees	78	75	76	83	95	106	117	121	124	98
Secretarial/Clerical	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	8	9	11	8	11	5	6	5	4	3
Hispanic	4	3	4	5	5	3	5	4	5	6
Asian	15	17	19	17	18	3	2	3	2	2
American Indian	1	1	1	2	2	0	0	0	1	0
Total Minority	28	30	35	32	36	11	13	12	12	11
Total Employees	209	210	212	206	216	40	47	52	53	42
Technical/Paraprofessional	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	4	5	5	9	6	1	1	1	1	1
Hispanic	2	2	3	2	3	0	0	0	0	0
Asian	15	16	13	16	16	1	1	1	2	2
American Indian	0	0	1	1	1	0	1	1	1	1
Total Minority	21	23	22	28	26	2	3	3	4	4
Total Employees	141	150	148	171	156	5	8	9	8	8

Skilled Craft	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	0	0	0	0	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0	0	0	0	0
Asian	1	1	1	1	1	0	0	0	0	0
American Indian	0	0	0	0	0	0	0	0	0	0
Total Minority	1	1	1	1	1	0	0	0	0	0
Total Employees	13	13	13	10	12	0	0	0	0	0
Service/Maintenance	General Fund					Non-General Fund				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Black	17	15	15	14	15	0	0	0	0	0
Hispanic	11	15	14	14	15	0	0	0	0	0
Asian	15	16	16	16	16	0	0	0	0	0
American Indian	2	5	5	5	3	0	0	0	0	0
Total Minority	45	51	50	49	49	0	0	0	0	0
Total Employees	115	123	126	128	129	0	0	0	0	0

Source: PCC Human Resource Department