

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

Report Summary

Credit Students

The percentage (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, PCC enrolls higher percentages of Asian and Black students and a lower percentage of Hispanic students compared to community populations. The proportion of students who are American Indian/Alaskan Native reflects the community distribution.

Non-Credit Students

PCC non-credit students tend to be 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 increased but 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 (17%) and Faculty (12%).

Relationship to Legislative 2007-09 Key Performance Measures

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

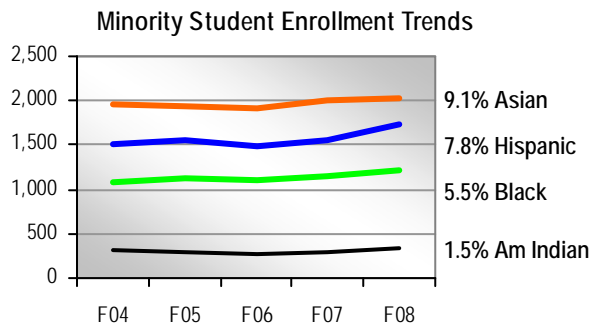
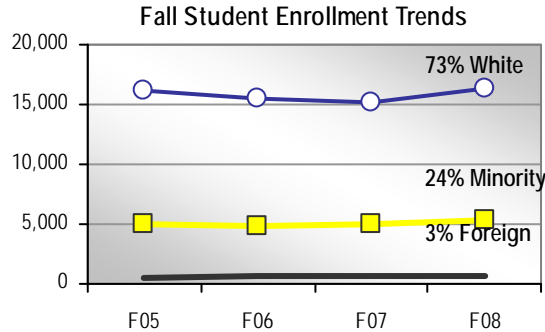
“each minority’s proportion of total community college enrollment as a percentage of each minority’s proportion in the total population” is greater than or equal to 100%.

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

Supporting Detail

Credit Students

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



Credit students in each race/ethnicity category increased Fall 2008. Prior to this term, the number of White students had declined since Fall 2005 while minority and foreign student counts increased.

The minority percentage (24%) of the Fall 2008 credit student population is similar to the college population service area.

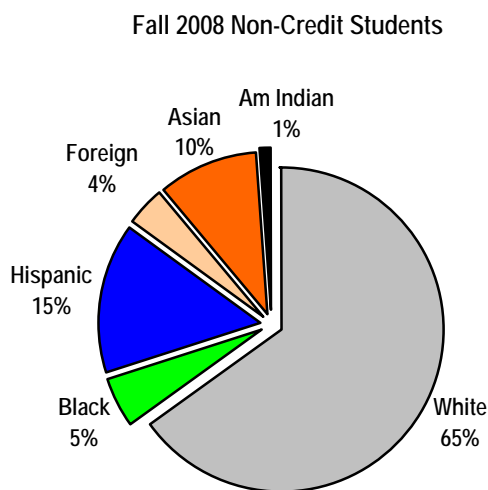
Asian and Black student representation are higher and Hispanic representation lower than service area proportions.

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

Most credit enrollments are in Lower Division Transfer and Career & Technical Education. The student race/ethnicity distributions 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.



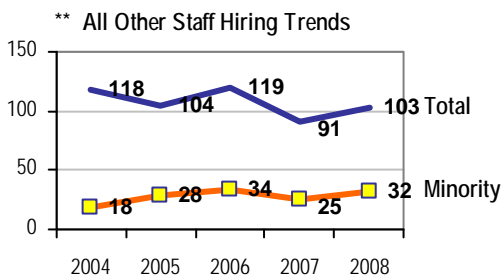
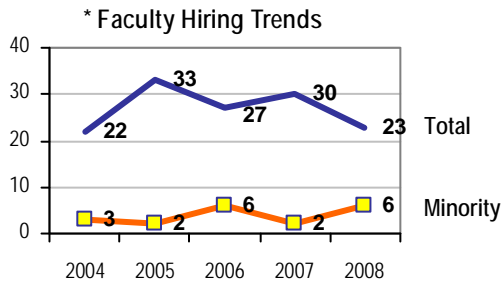
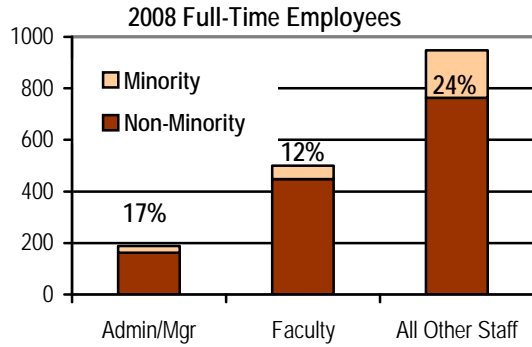
The non-credit student population is more diverse than the College service area.

English as a Second Language enrolls the largest number and percentage of minorities with 50% Hispanic, 29% Asian and 6% Black.

Adult Basic Ed/GED represents the next most diverse student group with 28% Hispanic, 10% Asian, 17% Black, 3% American Indian, 3% Foreign/International, and 38% White.

Community Education and Continuing Education are the least diverse with 85% White, 6% Asian and all other groups combined totaling the remaining 9%.

Full-Time Employees



Approximately 19% or 264 full-time employees at PCC are Black, Hispanic, Asian and/or American Indian.

Over 9% of full-time employees working in 2008 at PCC were hired in 2008. More than one-quarter (28%) of these new employees are minority.

The impact of recent hirings combined with that of retirements has increased the proportion of full-time employees who are minority although the total employee group does not yet reflect the diversity of the community or student population.

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.

* Faculty includes librarians and counselors

** All Other Staff combined includes Secretarial/Clerical, Skilled Craft, Technical/Paraprofessional, Service Maintenance and Professional/Non-Technical job categories.

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 2008 credit student numbers reflect end of 4th week Banner data; non-credit data was extracted from "live" Banner 1/15/08.

Notes and Additional Details (cont.)

Student Race/Ethnicity percentages are 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.

Faculty hiring trends includes Counselors and Librarians.

Full-Time Employee Counts by Funding Source and Job Category

Administrator/Manager										
Full-Time Employees	General Fund					Non-General Fund				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
African-American	9	9	8	10	11	1	1	1	1	1
Hispanic	4	2	2	3	4	2	2	2	3	3
Asian/Pacific Isd	4	5	5	5	5	0	0	0	0	0
Amer Indian/Alaskn Ntv	2	2	2	3	3	0	0	0	0	0
Total Minority	19	18	17	21	23	3	3	3	4	4
Total Employees	127	134	132	128	135	30	25	22	24	27

Faculty, Counselors and Librarians										
Full-Time Employees	General Fund					Non-General Fund				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
African-American	7	7	8	7	7	0	0	0	0	0
Hispanic	14	14	16	15	19	0	0	0	0	0
Asian/Pacific Isd	18	20	20	22	24	1	1	1	0	0
Amer Indian/Alaskn Ntv	1	1	3	2	2	0	0	0	0	0
Total Minority	40	42	47	46	52	1	1	1	0	0
Total Employees	398	404	418	420	439	9	1	1	8	9

All Others Combined*										
Full-Time Employees	General Fund					Non-General Fund				
	2004	2005	2006	2007	2008	2004	2005	2006	2007	2008
African-American	31	33	32	34	38	25	24	24	16	12
Hispanic	25	27	30	34	40	18	19	17	16	15
Asian/Pacific Isd	55	53	55	60	62	9	11	11	11	10
Amer Indian/Alaskn Ntv	6	7	8	7	7	2	3	3	2	1
Total Minority	117	120	125	135	147	54	57	55	45	38
Total Employees	571	575	598	609	632	172	182	185	148	131

*Consists of Secretarial/Clerical, Technical/Paraprofessional, Skilled Craft, Service Maintenance and Professional/Non-Technical job categories. See the *Annual Workforce Analysis Report* produced by the PCC Affirmative Action Office for comprehensive details of each job category.

Source: PCC Human Resource Department