PCC EQUITY INVESTMENTS
2012 Full-Time Employees

- **Admin**: 18%
- **Faculty**: 14% (144% represented)
- **Prof, Non-Fac**: 28%
- **Secretarial**: 25%
- ***Service Maint**: 33%
- **Tech/Paraprof**: 20%

- Minority (% displayed)
- Non-Minority
Develop a College-wide strategic plan ensuring that equity is applied throughout the College
Strategies

- Educate managers and supervisors on the workforce analysis and placement goals.
- Develop a more robust diversity outreach program and enlist managers and supervisors in networking to maximize diversity of applicant pools.
- Assess hiring processes to identify and eliminate potential barriers to diversity.
Strategies (cont.)

• Ensure that the environment is welcoming and inclusive to support recruitment and retention.

• Continue the Faculty Diversity Internship Program to create a pipeline for diverse faculty candidates.

• Create a recruitment “team” (including staff, faculty, deans, etc.) to conduct recruiting trips for potential applicants. Continue to follow up and cultivate these potential applicants.
Strategies (cont.)

- Conduct informal visits to introduce potential applicants to PCC and provide a more informal atmosphere to get to know us.

- As part of a national recruitment plan, create an annual calendar with prominent events to expand recruitment efforts.

- Continue College-wide Mentoring Program.
Strategies (cont.)

- Reconstitute part time (and full time) faculty job fairs geared toward people of color; expand these to allow time for Q & A and interviews.

- Revisit the use of part time faculty pools to ensure all applicants are given consideration. Create a level of oversight on pools that requires accountability.

- Provide training to hiring managers on leadership and facilitation of the recruitment and selection process, and incorporate diversity goals into the process.
Strategies (cont.)

- Create an “oversight committee” to work with AA/HR to create benchmarks for progress, review outcomes, and recommend changes to the President and Cabinet.

- Expand size and scope of the faculty mentorship program, to bring in more faculty of color.

- Implement stronger controls over direct/temporary appointments (justification, limits, select moratoria, stricter limitations and requirements for temporary appointment to permanent hires).
## Achievement Gaps
(2011-12 Enrollments)

### Race/Ethnicity

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<tr>
<th></th>
<th>MTH 20 (65%)</th>
<th>MTH 60 (66%)</th>
<th>MTH 65 (70%)</th>
<th>MTH 95 (70%)</th>
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<tbody>
<tr>
<td></td>
<td>Headcount Total</td>
<td>Pass %</td>
<td>HC Total</td>
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<tr>
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QUESTIONS?