PCC Diversity Recruiting Update – Human Resources

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PCC Strategic Intentions Impacted

Think Proud: Create a Nationally Renowned Culture for Diversity, Equity and Inclusion

Think Bold: Drive Student Success

Think Smart: Provide Outstanding, Affordable Education

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Agenda

- ▸ What have we been doing?

- ▸ What are our plans?

- ▸ What impact have we seen so far?
  - ◦ All data is based on Fiscal Year

- ▸ Offer Data summaries – disaggregated by race and ethnicity

- ▸ Questions?

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Diversity Recruiting Milestones

2015

- <u>Main focus</u>: Full-time Faculty Hiring / Block Hire
- Intentional outreach –all jobs– to increase visibility to diverse candidates
- Began sourcing for diversity for Block Hire recruitments

2016

- <u>Main focus</u>: Full-time Faculty & Management Hiring
- Diversity, Bias & Inclusion training for all screening committees
- Began social media sourcing in management recruitments
- Inclusion Advocates program/training kicked-off
- *Diversity Recruiter on-boarded in December 2016*

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Diversity Recruiting Milestones

2017

▸ First PCC Diversity Recruiting Plan Developed for 2017-18 Academic Year (Gregory Dockery)

Key Strategies:

- Marketing and Social Media strategies (sourcing and pipeline building)
- Career Fairs and Recruitment Events plan
- Networking – local diversity organizations and events
- Inclusion Advocacy – PCC screening committees
- Faculty Recruitment for diversity (full-time and adjunct)
- Retention/Connection efforts for new hires
  - Diversity Resource Guide (connection to local communities & resources)
  - Inclusion Partners pilot (personal connection for new hires)

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Diversity Recruiting Milestones

2017 (continued)

- <u>Main focus:</u> Management & Executive Hiring
- Direct sourcing to increase diversity of management & executive applicant pools
- Proactive recruiting and sourcing to increase diversity and PCC visibility
- Inclusion Advocates for FT Faculty & Management screening committees
- Intensified focus on Equity & Inclusion in the screening process
  - Screening centered on what "success" in the job looks like (preferred qualifications)
  - Inclusive and description job posting language/summaries
  - Inclusion Advocates trained to test bias, assumptions and thinking in screening committee discussions

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Diversity Recruiting Milestones

2018 – Plans

▸ <u>Main focus</u>: Management, Academic Professional & Adjunct Faculty Hiring

▸ Equity & Inclusion training/coaching for all hiring managers, committee chairs and Faculty Department Chairs

▸ Direct sourcing to increase diversity of *management, FT faculty & AP applicant pools*
  ◦ HR strategies/targets informed by disaggregated Workforce Analysis data

▸ Proactive recruiting and sourcing to increase diversity and PCC visibility
  ◦ Job Fairs, Networking Events, Partnerships / Social Media
  ◦ *Build targeted candidate pipelines based on forecasted hiring needs*

▸ Evolution of Diversity, Bias and Inclusion training for screening committees AND hiring departments

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Diversity Recruiting Milestones

2018 – Plans (cont)

- Leverage HR's Diversity Recruiting efforts systematically in Adjunct Faculty hiring process
  - Annual Recruitment Plan for each department (communication tool)
  - Equity and Inclusion training for FDCs and interviewers
  - Screening questions for culturally responsive teaching/cultural competency (as part of application process)
  - Process and tool improvements for more effective search, screen and candidate management
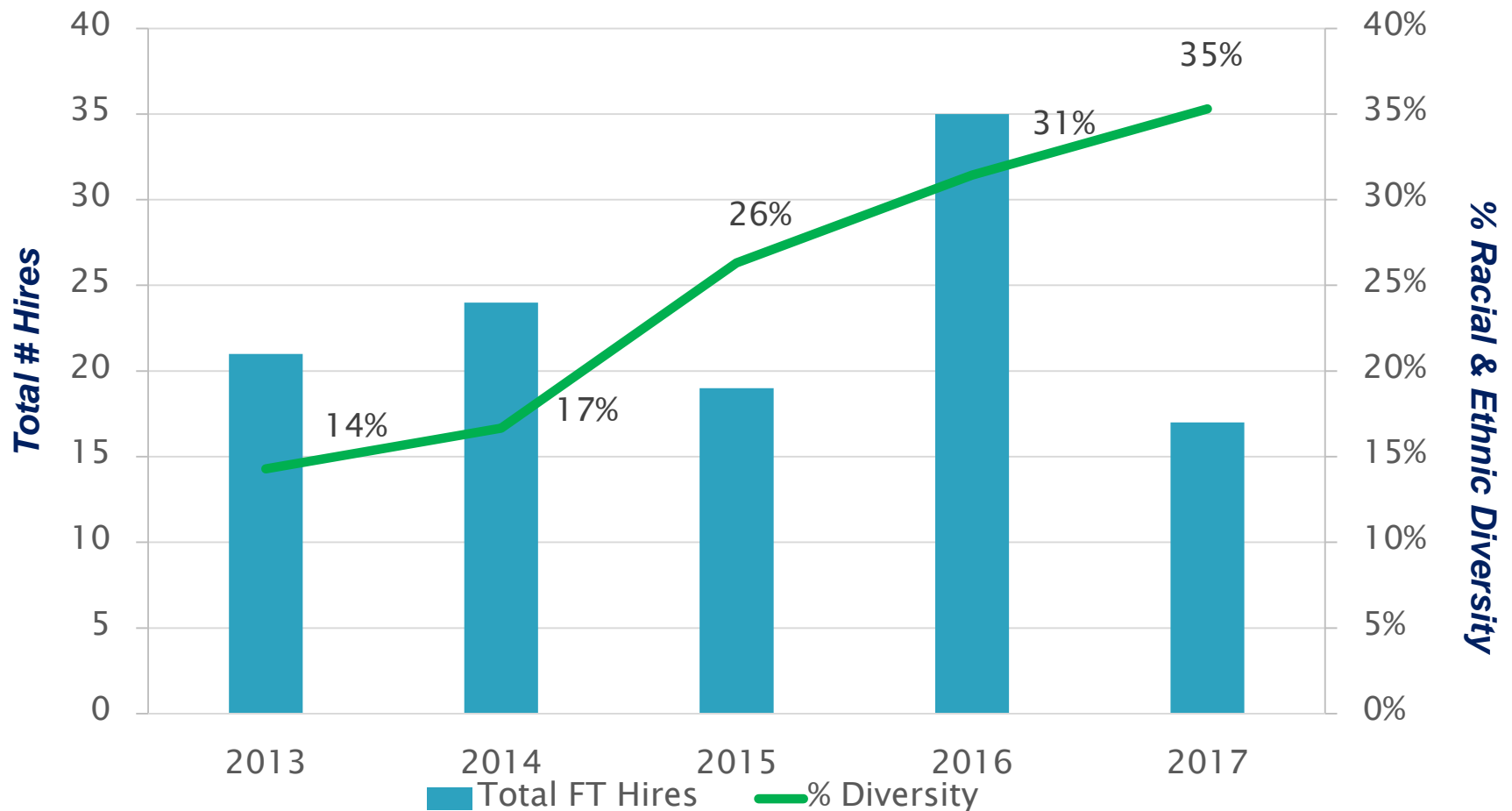
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What Impact Have We Seen?

Full-time Faculty hiring

▸ All-time high for Block Hire diversity – 35%

▸ Sustained increase in diversity of applicant pools and hires

▸ Diversity from both Adjunct Faculty conversion and external hires

* Where we focus our efforts, we are seeing results

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Block Hire Results 2013 – 2017 (Full Time Faculty)

Chart showing Total FT Hires (bars) and % Diversity (line) from 2013 to 2017.

- 2013: 21 hires, 14% diversity
- 2014: 24 hires, 17% diversity
- 2015: 19 hires, 26% diversity
- 2016: 35 hires, 31% diversity
- 2017: 17 hires, 35% diversity

Left axis: Total # Hires (0–40)
Right axis: % Racial & Ethnic Diversity (0%–40%)

Legend: Total FT Hires, % Diversity

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Full–time Faculty Offers – 2013–2017
# of Offers / % Diversity

| # Offers | % Diversity |

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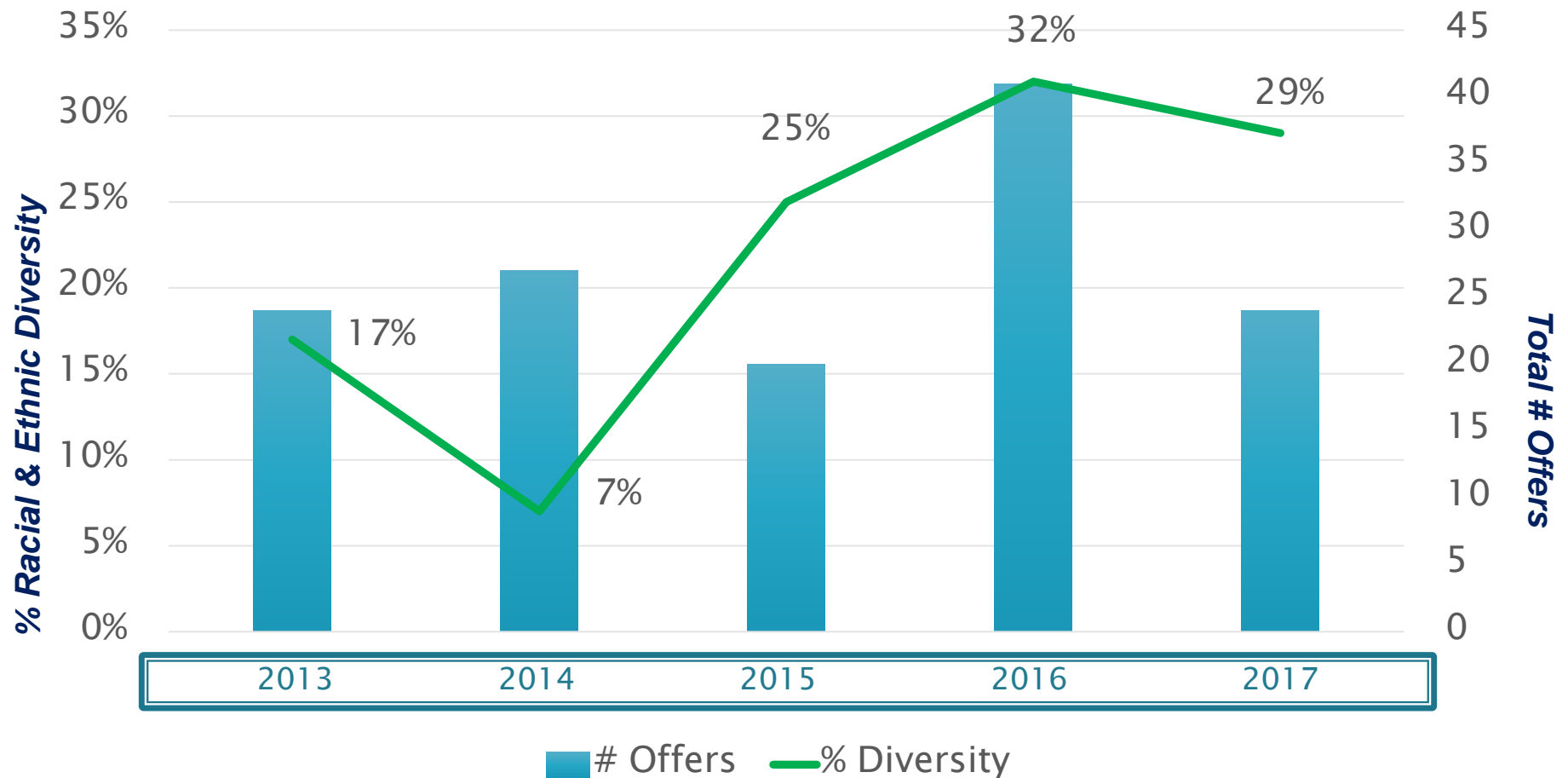
Full–Time Faculty % Diversity by Screening Stage
2013–2017

% Racial & Ethnic Diversity

Year	Applied	Interview	Offer
2013	22%	18%	17%
2014	22%	18%	7%
2015	22%	24%	25%
2016	26%	23%	32%
2017	24%	23%	29%

Applied   Interview   Offer

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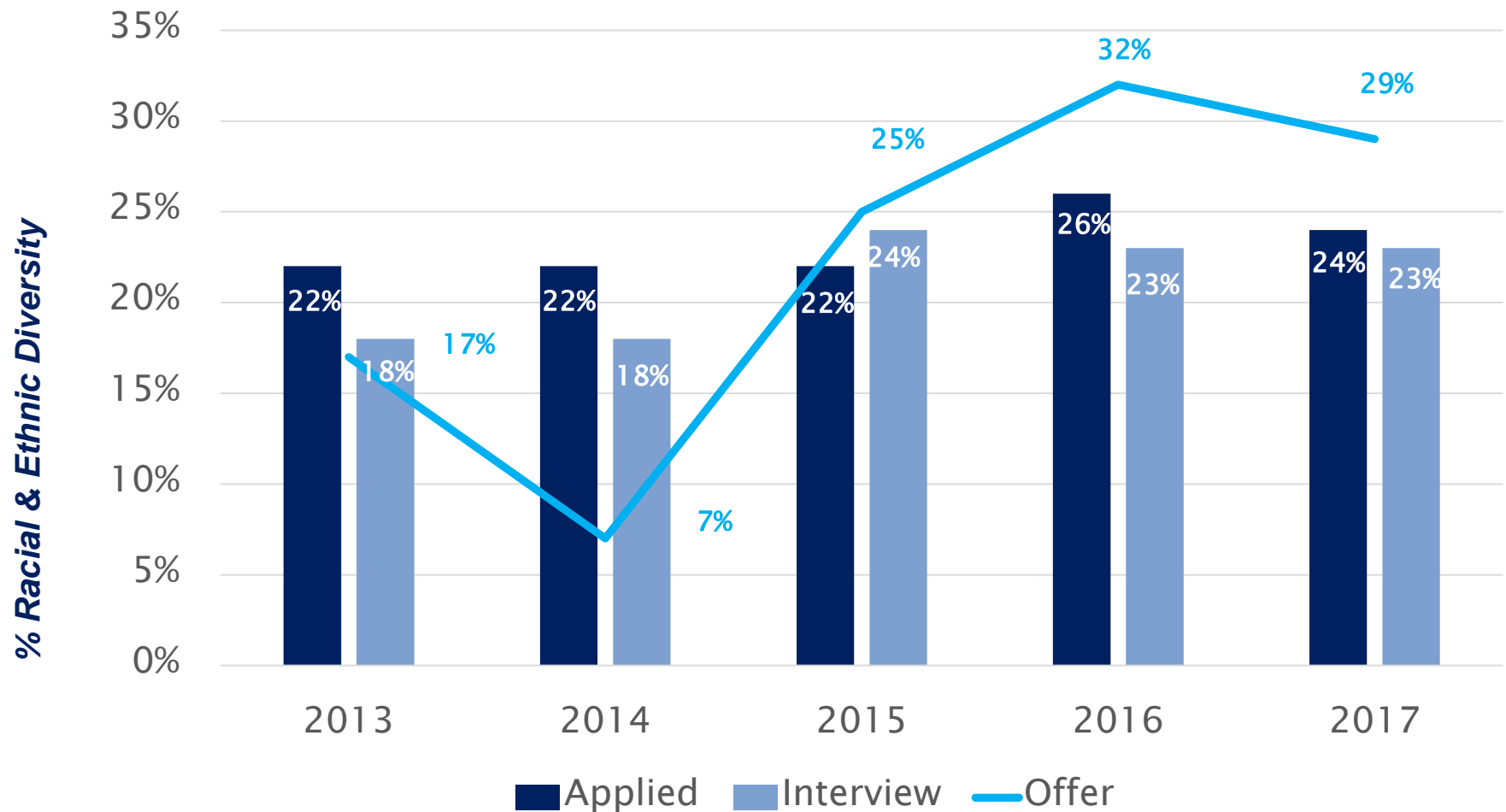
2017 Block Hire – Full Time Faculty
Where do they come from?
17 Hires / 6 EEO Diversity Hires (35%)

0 EEO Diversity Hires

~ 59% of 2017 Block Hires are initially from PT Faculty Ranks

External 40%

PT Faculty 60%

Temp FT Faculty 29 %

2017 Faculty Block Hires

External 29%

PT Faculty 41%

3 EEO Diversity Hires

3 EEO Diversity Hires

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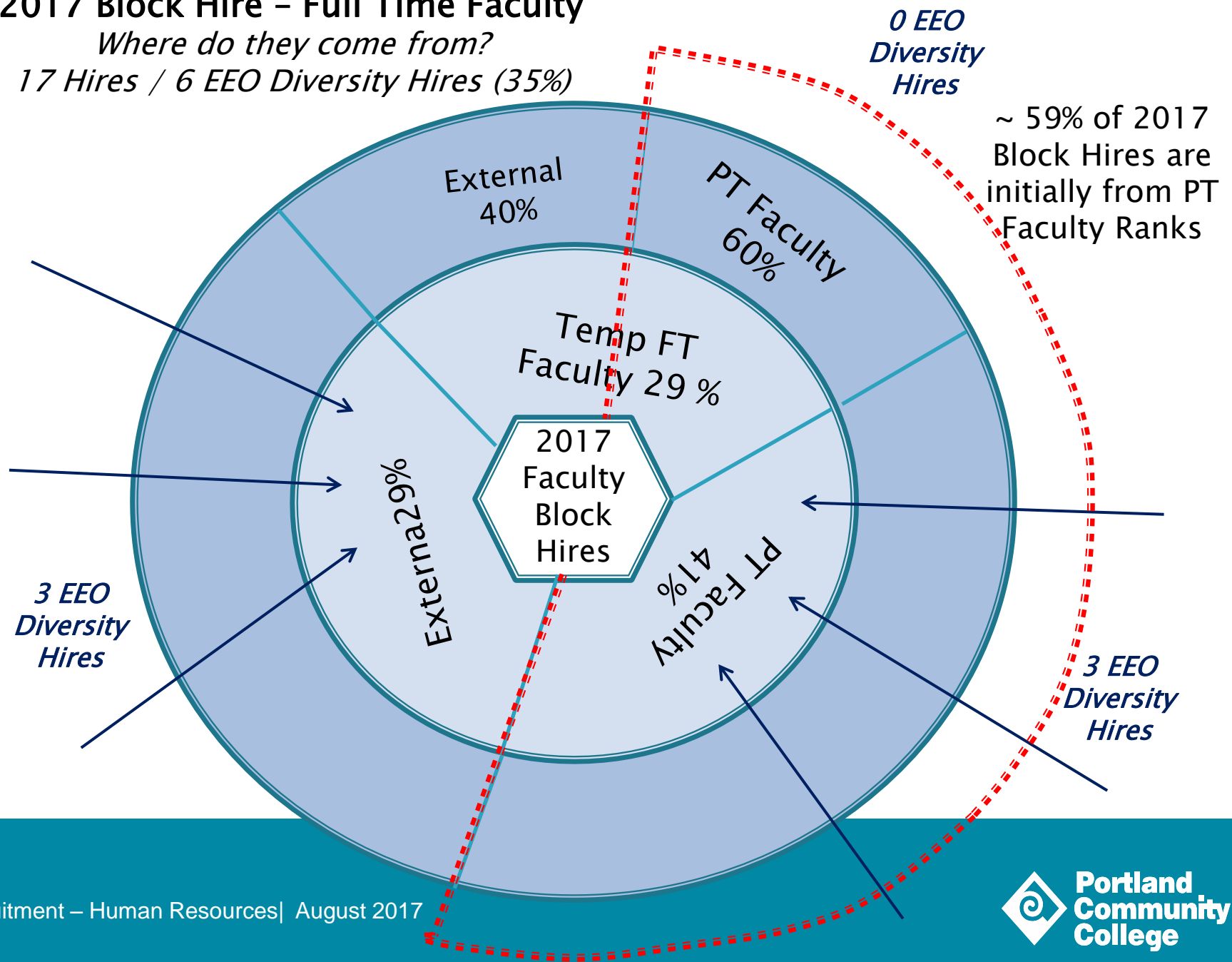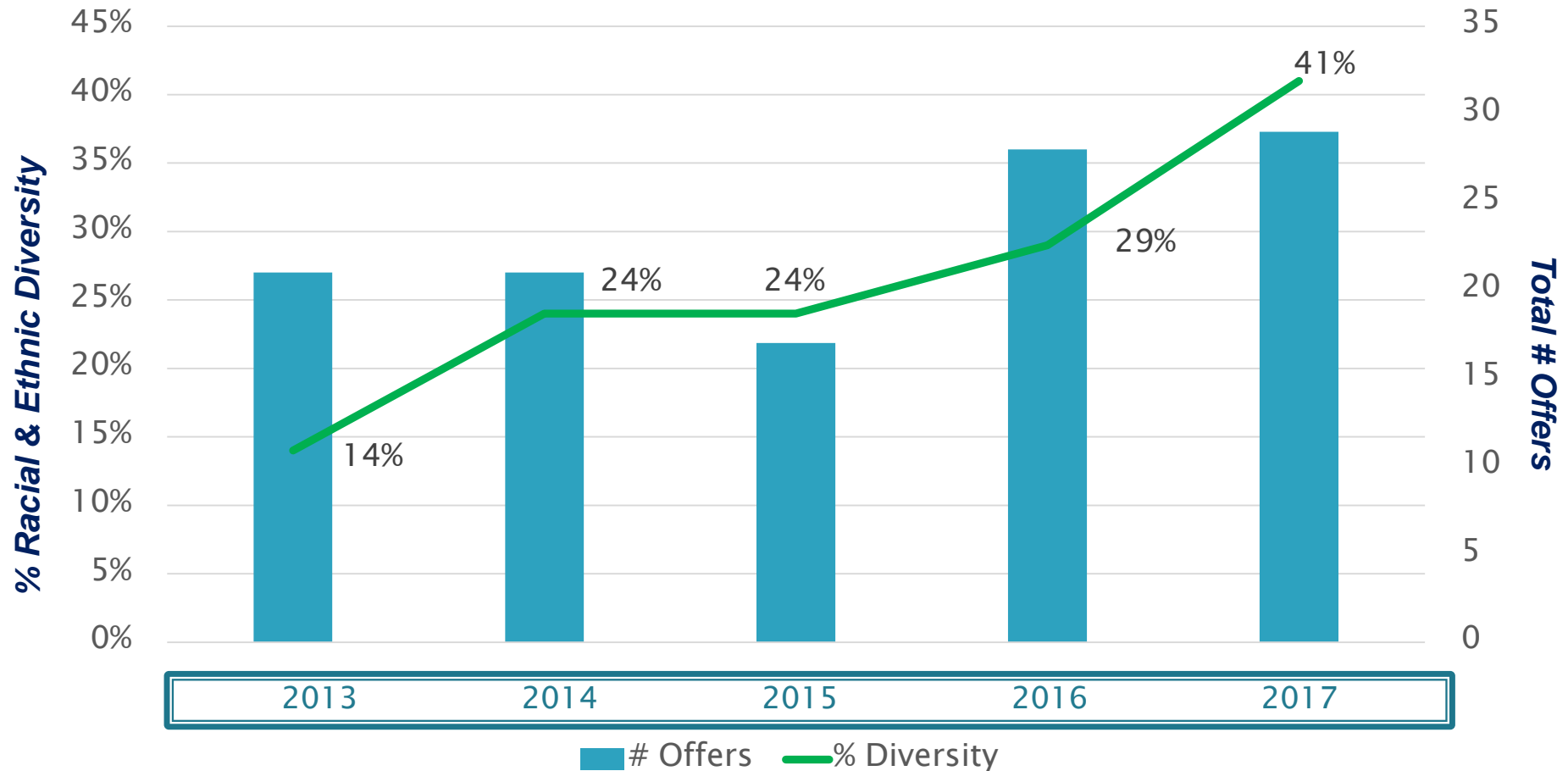
What Impact Have We Seen?

Management hiring

- Significant jump in diversity of hires in 2017
  - 12% increase from 2016–2017 for similar hiring volume

- Gradual increase in applicant pool diversity

- Diversity sustained in applicant pools through screening process

Note: The Diversity Recruiter has sourced for 23 management recruitments since Dec 2016

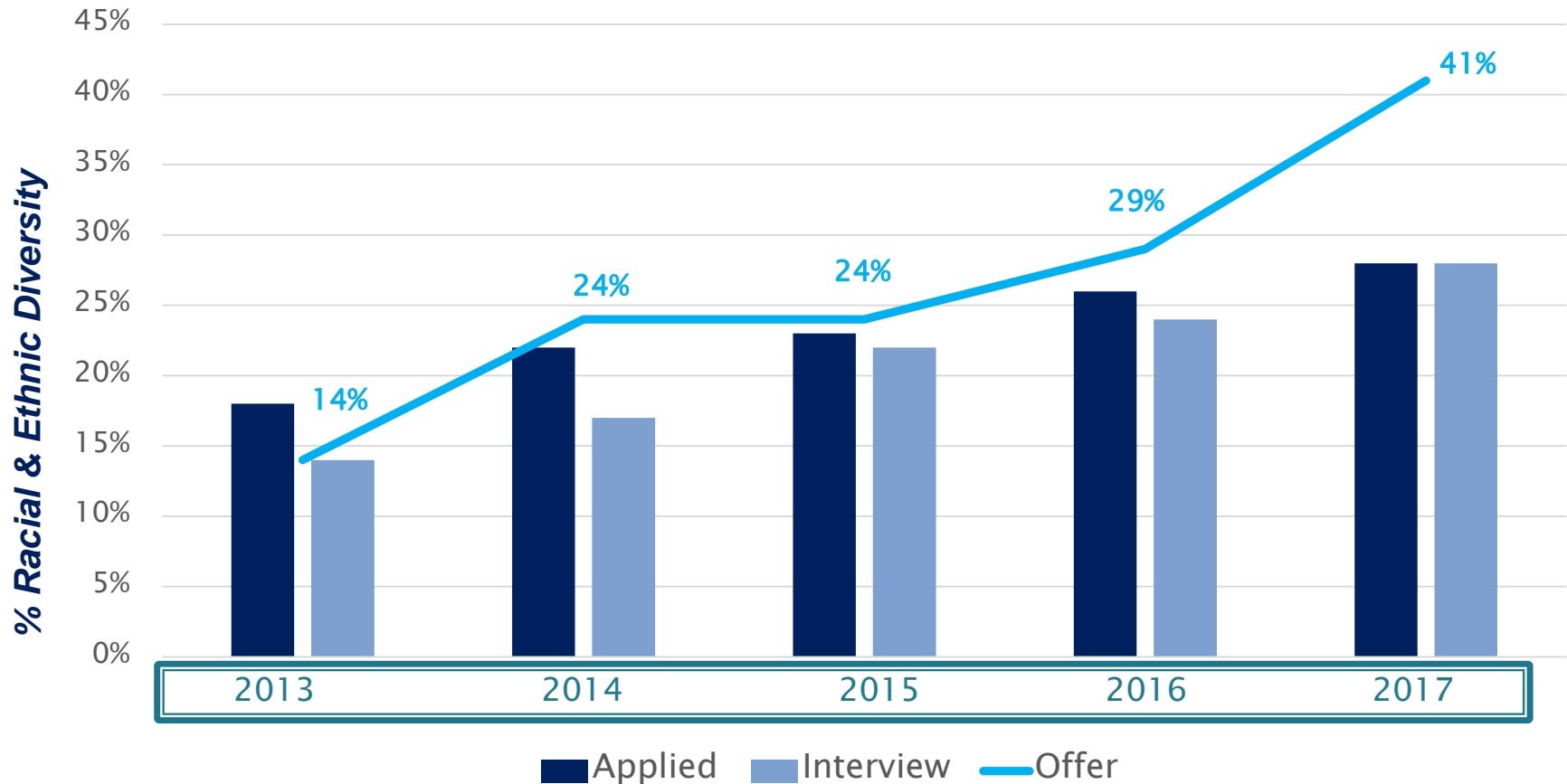* Where we focus our efforts, we are seeing results

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Management Offers– 2013–2017
# of Offers / % Diversity

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Management % Diversity by Screening Stage 2013–2017
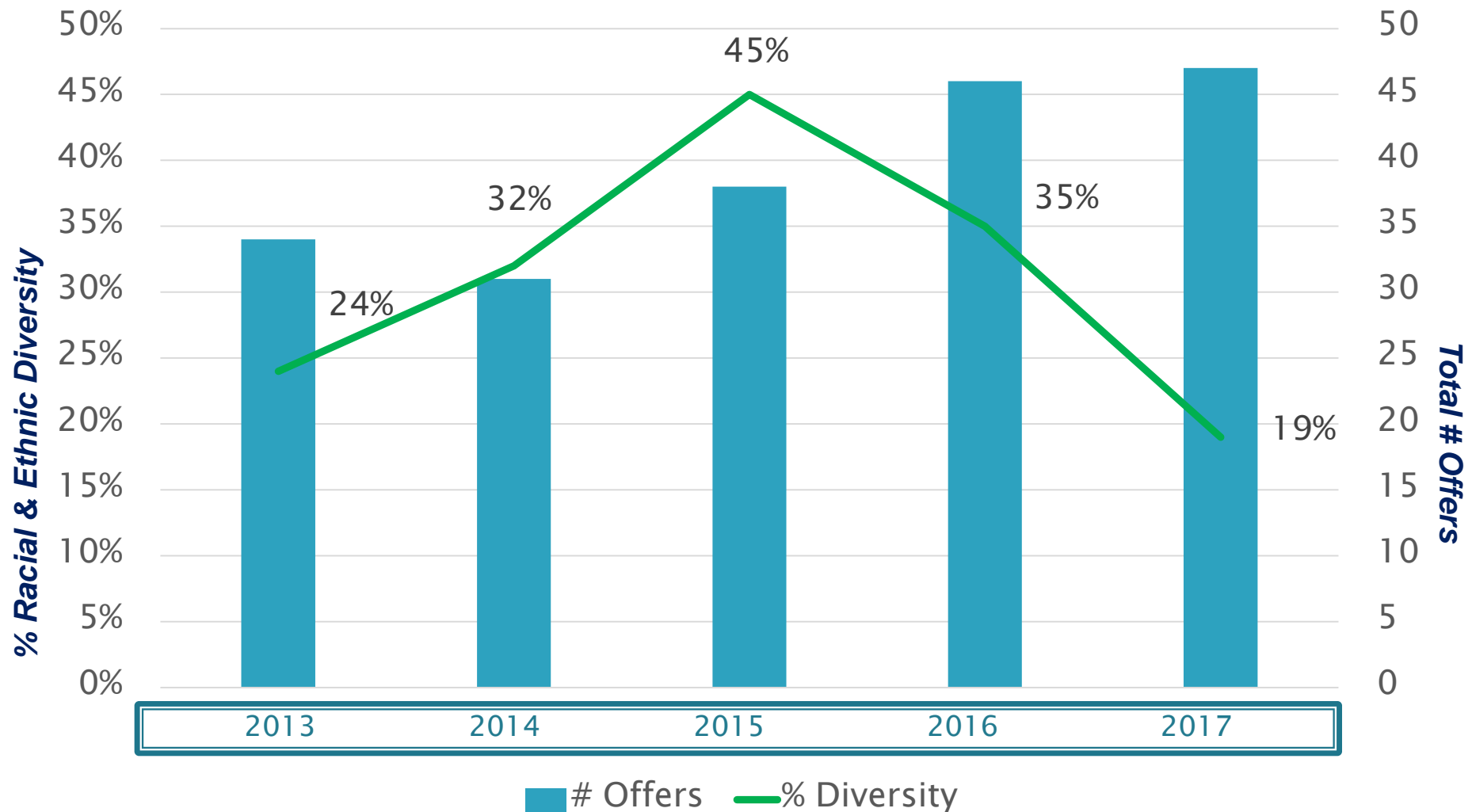
What Impact Have We Seen?

Academic Professional hiring
- All time hire for diversity in 2015 – 45%

- Significant decrease in diversity in 2017 – need to understand causes

- Focus area for direct sourcing and diversity recruiting for 2018

Classified hiring
- Upward trend in diversity, but not as significant as in FT Faculty and Management hiring

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Academic Professional Offers 2013–2017

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Classified Offers 2013–2017

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Disaggregated Offer Data 2013-2017

ALL Offers	2013	2014	2015	2016	2017
American Indian or Alaskan Native	3%	1%	1%	2%	
Asian or Pacific Islander	9%	6%	6%	8%	10%
Black or African American	3%	5%	7%	6%	5%
Hispanic	6%	12%	16%	15%	15%
Native Hawaiian or Other Pacific Islander	2%	1%		2%	
Two or More Races	1%	1%	5%	3%	3%
Not Disclosed	7%	10%	8%	11%	10%
White	67%	66%	56%	54%	57%

* All Offers include Classified, AP, Management, Confidential & Full-time Faculty

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Disaggregated Offer Data 2013-2017

Full-time Faculty Offers	2013	2014	2015	2016	2017
American Indian or Alaskan Native	4%			2%	
Asian or Pacific Islander		4%	5%	7%	13%
Black or African American			10%	2%	4%
Hispanic	9%	4%	10%	10%	8%
Native Hawaiian or Other Pacific Islander				5%	
Two or More Races	4%			5%	4%
Not Disclosed	4%	15%	15%	15%	13%
White	79%	78%	60%	54%	58%

Management Offers	2013	2014	2015	2016	2017
American Indian or Alaskan Native	5%				
Asian or Pacific Islander				4%	7%
Black or African American	10%	10%	6%	14%	10%
Hispanic		14%	12%	11%	14%
Native Hawaiian or Other Pacific Islander					
Two or More Races			6%		10%
Not Disclosed	5%	5%	6%	14%	
White	81%	71%	70%	57%	59%

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Disaggregated Offer Data 2013-2017

Classified Offers	2013	2014	2015	2016	2017
American Indian or Alaskan Native	3%	1%	2%	3%	
Asian or Pacific Islander	13%	7%	5%	10%	11%
Black or African American	6%	5%	8%	5%	4%
Hispanic	9%	12%	17%	17%	21%
Native Hawaiian or Other Pacific Islander	3%			2%	
Two or More Races		1%	5%	4%	2%
Not Disclosed	7%	8%	8%	6%	13%
White	58%	65%	55%	53%	48%

Academic Professional Offers	2013	2014	2015	2016	2017
American Indian or Alaskan Native	3%			2%	
Asian or Pacific Islander	12%	6%	16%	7%	4%
Black or African American	6%	6%	5%	4%	4%
Hispanic	3%	16%	18%	22%	9%
Native Hawaiian or Other Pacific Islander		3%	3%		2%
Two or More Races			3%		
Not Disclosed	12%	16%	3%	22%	9%
White	65%	52%	53%	54%	72%

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Questions?

BACK UP

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2016 Block Hire – Full Time Faculty
Where do they come from?
35 Hires / 11 EEO Diversity Hires (31%)

2 EEO Diversity Hires

~ 57% of 2016 Block Hires are initially from PT Faculty Ranks

FT–Cont 9%

Ext 9%

PT Faculty 82%

Temp/Cont FT Faculty 32 %

External 37%

2016 Faculty Block Hires

PT Faculty 31%

7 EEO Diversity Hires

2 EEO Diversity Hires

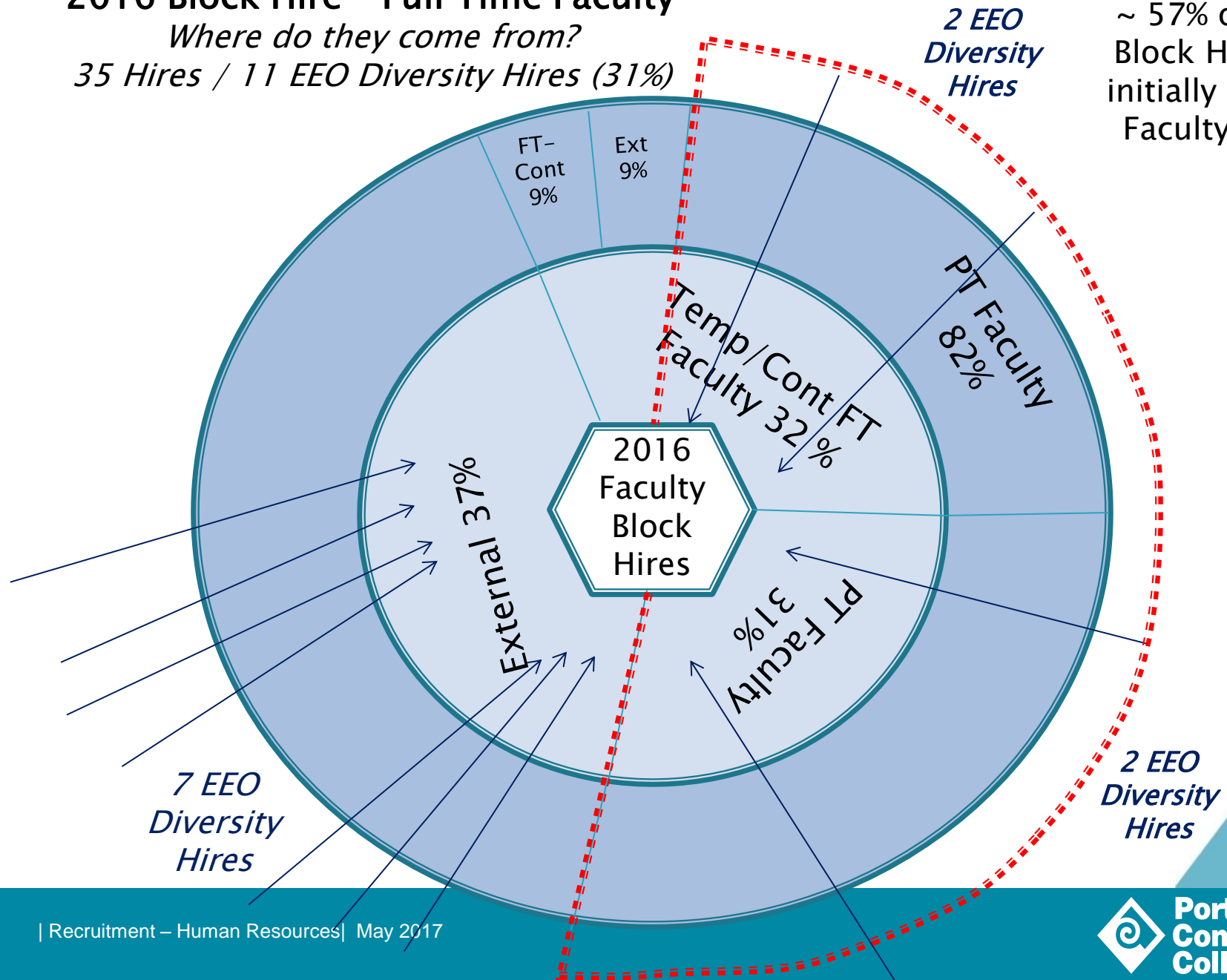| Recruitment – Human Resources| May 2017

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2015 Block Hire – Full Time Faculty
Where do they come from?
19 Hires / 5 EEO Diversity Hires (26%)

~ 47% of 2015 Block Hires are initially from PT Faculty Ranks

External 17%

Temp FT 17%

PT Faculty 66%

Temp FT Faculty 32%

External 42%

PT Faculty 26%

2015 Faculty Block Hires

1 EEO Diversity Hire

4 EEO Diversity Hires

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