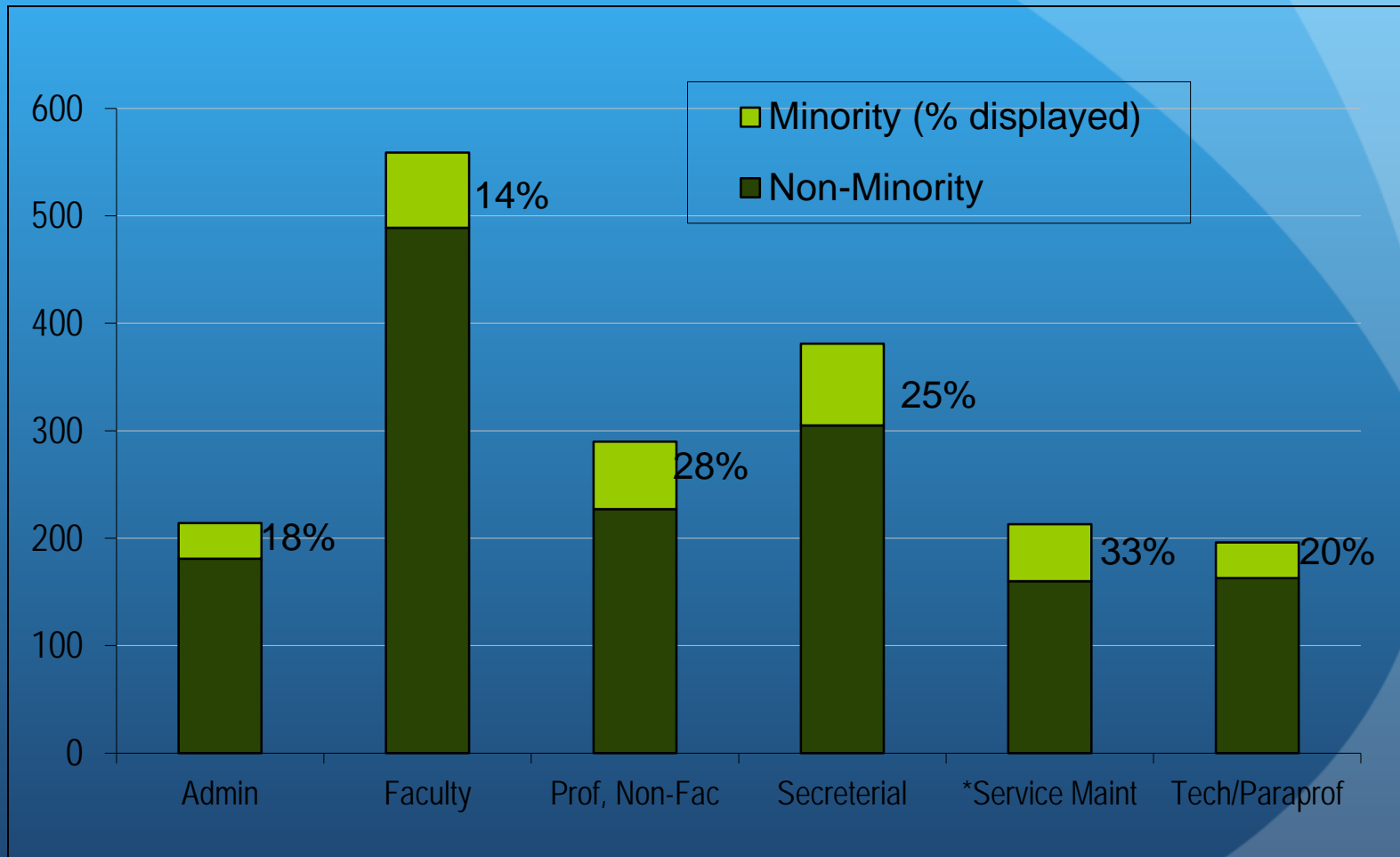


PCC EQUITY INVESTMENTS

2012 Full-Time Employees



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

	MTH 20 (65%)		MTH 60 (66%)		MTH 65 (70%)		MTH 95 (70%)		MTH 111 (66%)	
Headcount Total	Pass %	HC Total	Pass %	HC Total	Pass %	HC Total	Pass %	HC Total	Pass %	
White	2,843	68%	5,174	67%	3,685	71%	3,241	70%	2,393	67%
Asian	160	79%	295	72%	239	78%	316	72%	259	74%
Hispanic	440	70%	587	67%	411	74%	326	68%	209	57%
Black	685	49%	561	49%	280	58%	200	59%	114	46%
Native American	69	51%	115	58%	86	65%	73	70%	43	58%
Pacific Islander	36	72%	61	67%	48	67%	37	68%	18	50%
Multiracial	468	63%	746	67%	438	68%	338	67%	204	66%
Foreign/International	44	82%	73	82%	63	79%	74	85%	83	75%

QUESTIONS?