



**San Francisco Community College District  
City College of San Francisco**

**Human Resources Department**

# **HIRING DATA REPORT**



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## EMPLOYEE HIRING AND STAFF COUNT REPORT

The Human Resources Department has been reporting employee hiring and staff data since the academic year 1992/1993. Staff have recorded the EEO data for new hires for all employee groups (Faculty, Classified, and Administrators). Staff data is provided in compliance to the State Chancellor's Office by the Office of Research.

This report contains charts that reflect data for academic years 1992/1993, 1997/1998, 2002/2003, 2007/2008, 2012/2013, 2017/2018, and 2020/2021. Data sources include: 1) the Human Resources Hiring and Employee Data Reports ([Hiring & Employee Data Report \(ccsf.edu\)](#)); 2) Human Resources Hiring and Employee Data Reports Archives; and 3) California Community Colleges State Chancellor's Office – Student Enrollment Status Summary Report ([California Community Colleges Chancellor's Office - Data Mart \(cccco.edu\)](#));

The Board of Trustees adopted the latest update to the College's Equal Employment Opportunity Plan on May 30, 2019. EEO Plan Component 1: Introduction states in part, "To properly serve a growing, diverse student population, the District will endeavor to hire, retain, and promote a diverse faculty and staff who are sensitive to, and knowledgeable of, the needs of the continually changing student body it serves." Charts in this report will show that classified and administrative staff hiring is fairly representative of the College's student enrollment population; however, as a College we have not been as successful in faculty hiring over the course of the last 28 years despite our decreasing student enrollment. Little progress has been made in diverse hiring of faculty as shown on the charts on page 5, and the staff data tables and charts on pages 7 to 11.

Especially notable in faculty hiring is a consistent trend for departments to rely on the emergency hire process when hiring adjunct faculty. Data also reflects that the majority of full-time tenure-track new hires are selected from internal candidate rankings. Refer to the chart on page 6.

When considering diversity in hiring, specifically in regards to faculty hiring it is necessary to review search committee member composition. The Faculty Hiring Procedures, adopted by the Academic Senate and Board of Trustees on June 27, 1991, outline in section, "Search Committee" that the backgrounds of members of the search committee should be consistent with Federal and State guidelines on race and sex, and whenever possible members of protected groups shall be included and it is recommended that the committee reflect the diversity of the student-population, the work force, and the groups named in the non-discrimination statement. We find that despite efforts to attain diverse representation on search committees, we regularly see

the same individuals serving. This is usual for faculty and administrative hiring. See tables on pages

**Future Plans** to increase hiring from underrepresented groups include:

- Encourage the Board of Trustees to include diversity, equity, and inclusion in developing the College Mission Statement
- Establish reporting measures and accountability by leadership to monitor equity goals and outcomes in hiring pools while in progress
  - Encourage the Board of Trustees and the Academic Senate to review and the Faculty Hiring Document adopted in 1991
  - Re-open and extend recruitment if applicant pools are not diverse
- Commit to workforce enhancements, including working toward a welcoming Campus Environment and put in place a mechanism for continuous feedback
- Establish a comprehensive diversity framework that promotes social justice and equity throughout the College
- Begin recruitment for FT Faculty in early Fall to attract larger and more diverse applicant pools
- Recommend Implicit Bias Training for all search committee members
- Increase targeted advertising in publications/job posting sites that target diverse applicants (i.e. Minority Academic and Professionals Associations)
  - Allocate new EEO funding for increased targeted recruitment of underrepresented groups
- Continue implementing the Diversity Statement Rubric
- Implement Employee Mentorship Programs; re-institutionalize the Faculty Diversity Internship Program (FDIP) and the Grow Your Own (GYO)
- Support ongoing professional development trainings on: equity-oriented teaching strategies; the importance of diverse faculty and leaders; providing students' with a sense of belonging and inclusivity; and improved academic engagement of students

## Advertising Job Boards

### DISTRICT ADVERTISEMENT JOB BOARDS

#### **FREE: Jobelephant Recruitment Advertising Agent**

CCCRegistry.org  
CSU East Bay JOBS4U  
CSU Sacramento J.O.B.  
Berkeley-csm.symplicity

#### **PUBLISHERS: (Used only through: registration, membership or District recommendations)**

AMATYC.org (Math instructor)  
American Nursing Association  
Careerbuilder.com  
Listjobs.com- (only library related)  
Mla.org  
Modern Language Association (Mla.org)  
Myinterfase.com/sfsu  
National Association for Developmental Education (NADE)  
National Council for Workforce Education - [www.ncwe.org](http://www.ncwe.org)  
StackOverflow.com (IT)

#### **OTHER PUBLICATIONS/Newspapers, Trade Journals, and Online Boards - PAID ADVERTISEMENT** (Case-by-case basis for departmental needs)

AcademicCareers.com  
Acfcchefs.org  
Advance for Nursing/Nurseweek  
Aeaweb.org/The American Economic Association  
Affirmative Action Register  
American Association of Community Colleges ([aacc.nche.edu](http://aacc.nche.edu))  
American Institute of Biological Sciences (AIBS) ([aibs.org/bioscience/advertise.html](http://aibs.org/bioscience/advertise.html))  
American Political Science Association ([apsanet.org](http://apsanet.org))  
American Recreational Military Services ([Arms.org](http://Arms.org) Math Instructor)  
American Society for Engineering Education ([ASEE.com](http://ASEE.com))  
Anatomy.org  
Artweek.com  
AsiansInHigherEd.com  
Asian American Bar Association of the Greater Bay Area- ([aaba-bay.com](http://aaba-bay.com))  
Bay Area Lawyers for Individual Freedoms (BALIF.org)  
Bar Association of San Francisco- [sfbar.org](http://sfbar.org)  
Bay Area News Group  
Blacksinhighered.com  
California Association of Student Financial Aid Administrators ([casfaa.org](http://casfaa.org))  
California Bar Journal  
California Community Colleges Job Registry ([cocco.edu/jobs/jobs.htm](http://cocco.edu/jobs/jobs.htm))  
Charles Houston Bar.org (Association)  
Chronicle of Higher Education  
Chronicle.Vitae.com  
Community College Times  
Community College Week  
CounselingJobsinHigherEd.com  
Craigslist.com  
Dice.com  
Disableperson.com  
Diverse  
Diverseeducation.com

Econ-jobs.com  
Edjoin.org  
Educause.edu  
ERN- Economic Research Network  
HBCUCareerCenter.com  
Health-care-jobs.advanceweb.com  
Hispanic Outlook in Higher Education  
hotjobs.com  
IMDiversity.com  
ITJobsinHigherEd.com  
Journal of Blacks in Higher Education  
La Raza Lawyers .org (Association)  
Latinosinhighered.com  
LinkedIn  
LGBTcareerlink.com  
Minoritynurse.com  
Monster.com  
National Association of Biology Teachers  
(nabt.org) National Council of Teachers of English  
(NCTE.org) Nursingfacultyjobs.com  
Out & Equal - outandequal.org  
Pepperdine University  
San Jose Mercury News  
Sciencefaculty Jobs. Com  
SF Chronicle (physical display/or online)  
Sfbay.craigslist  
Smdailyjournal.com  
Social Science Research Network  
Society for Human Resources Management  
(shrm.org) The American Physiological Society-  
(the aps.org) Tribalcollegejournal.org  
Women In Higher Education  
Womenjobboard.com

**Education Law List Serve:**

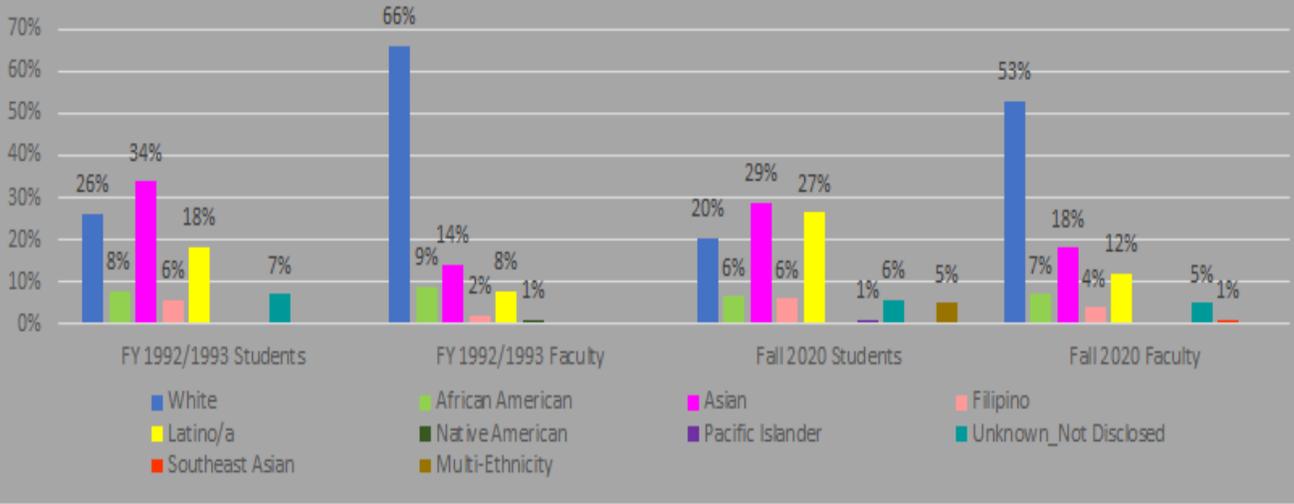
California Bar Journal  
Charles Houston Bar.org (Association)  
La Raza Lawyers .org (Association)  
Asian American Bar Association of the Greater Bay Area- aaba-bay.com  
BALIF.org  
Bar Association of San Francisco- sfbar.org

**ANNUAL PAID AGREEMENTS:**

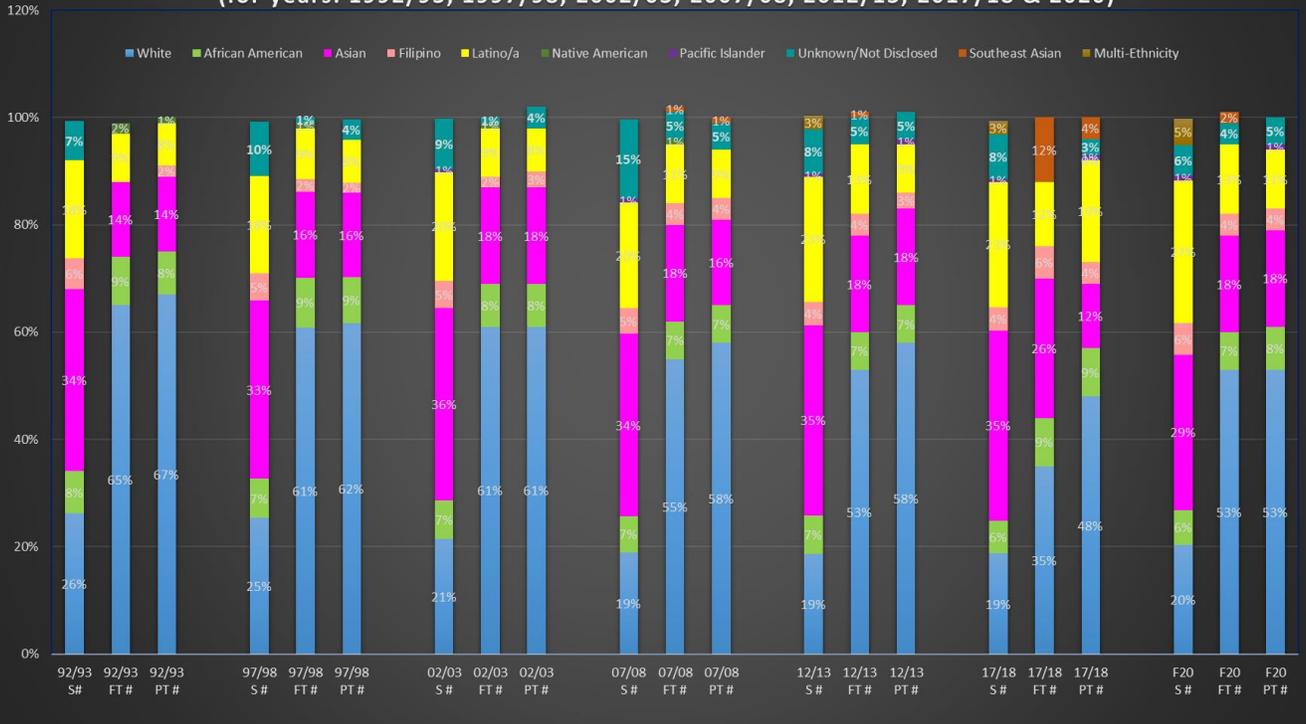
HigherEdJobs.com  
ACCCA.com

# **TABLES & CHARTS**

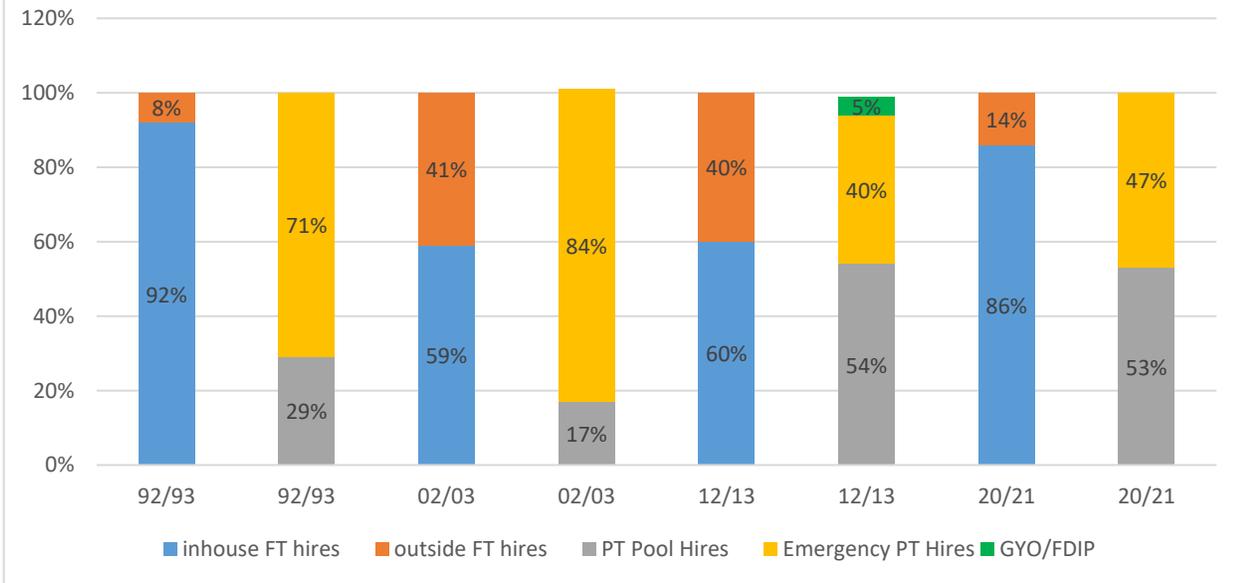
### Student / Faculty Total Count 1992/93 & Fall 2020



### STUDENT / FACULTY by % Ethnicity of Total Count (for years: 1992/93, 1997/98, 2002/03, 2007/08, 2012/13, 2017/18 & 2020)



**FT Inhouse vs Outside Hires &  
PT Pool vs Emergency Hires  
Academic Years: 92/93, 02/03, 12/13 & 20/21**



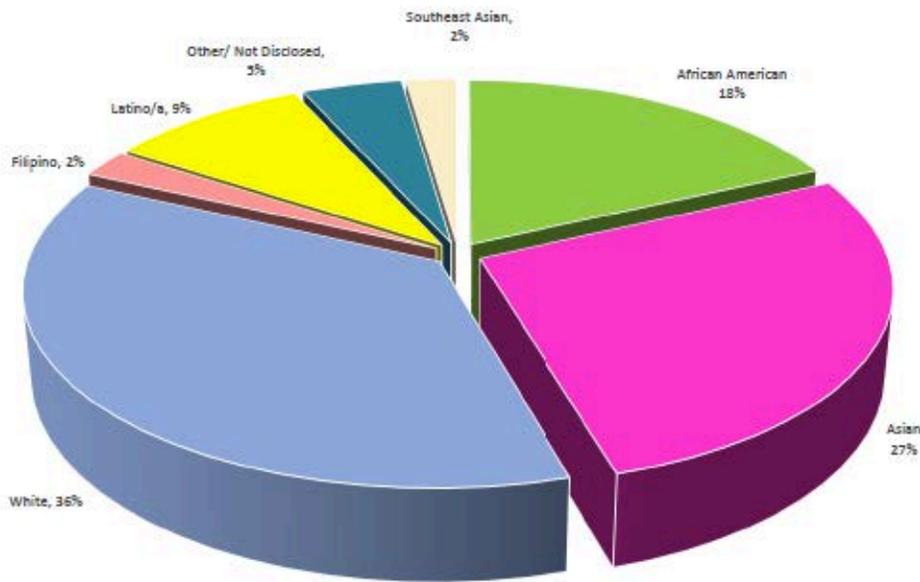
# **EMPLOYEE STAFF DATA**

**ADMINISTRATOR**  
(as of 03/18/21)

**EEO DATA**

	AFRICAN AMERICAN		ASIAN		CAUCASIAN		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
<b>FEMALE</b>	5	11%	7	16%	13	30%	1	2%	1	2%	0	0%	1	2%	0	0%	0	0%	28	64%
<b>MALE</b>	3	7%	5	11%	3	7%	0	0%	3	7%	0	0%	1	2%	0	0%	1	2%	16	36%
<b>TOTAL</b>	<b>8</b>	<b>18%</b>	<b>12</b>	<b>27%</b>	<b>16</b>	<b>36%</b>	<b>1</b>	<b>2%</b>	<b>4</b>	<b>9%</b>	<b>0</b>	<b>0%</b>	<b>2</b>	<b>5%</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>2%</b>	<b>44</b>	<b>100%</b>
<b>DISABLED</b>	1	2%	0	0%	1	2%	0	0%	1	2%	0	0%	1	2%	0	0%	0	0%	4	9%
<b>VETERAN</b>	1	0%	0	0%	1	2%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	3	7%
<b>GAY/LESBIA</b>	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%

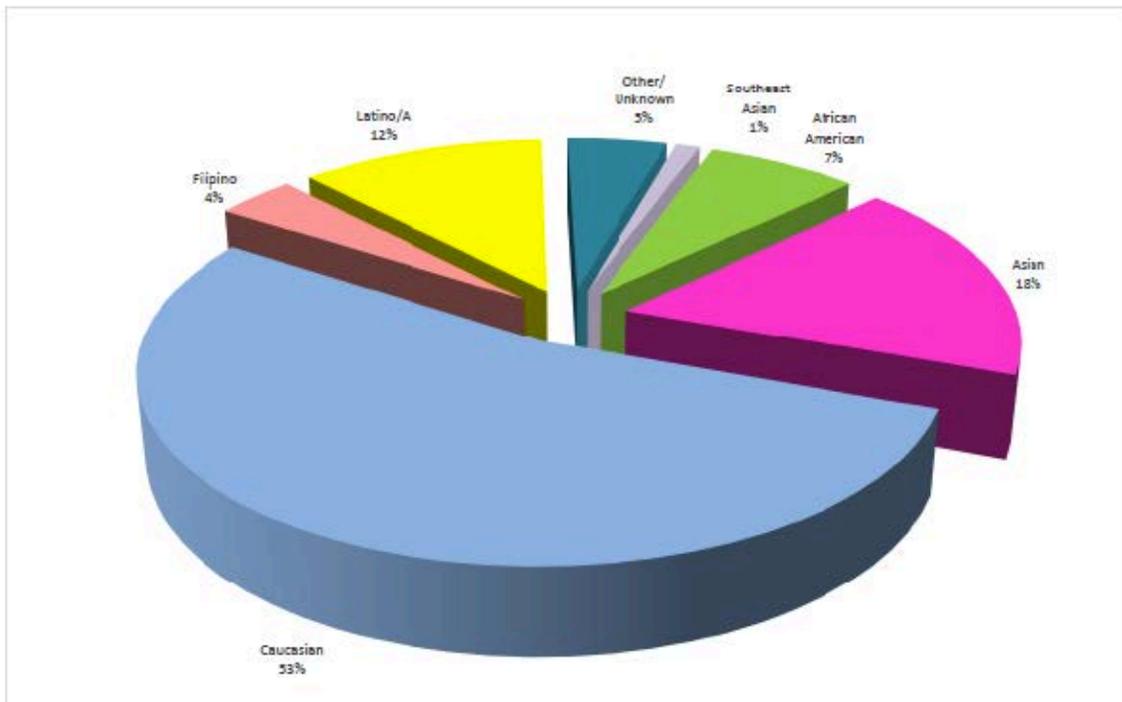
Note: Percentages may not be exact due to rounding.



**ALL FACULTY  
FALL 2020  
EEO DATA**

	AFRICAN AMERICAN		ASIAN		CAUCASIAN		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
<b>FEMALE</b>	37	3%	110	10%	324	30%	28	3%	65	6%	0	0%	29	3%	3	0%	8	1%	604	57%
<b>MALE</b>	39	4%	77	7%	240	23%	12	1%	59	6%	2	0%	22	2%	2	0%	4	0%	457	43%
<b>UNKNOWN</b>	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0%
<b>TOTAL</b>	77	7%	187	18%	565	53%	40	4%	124	12%	2	0%	51	5%	5	0%	12	1%	1063	100%
<b>DISABLED</b>	3	0%	3	0%	30	3%	0	0%	2	0%	0	0%	4	0%	0	0%	0	0%	42	4%
<b>VETERAN</b>	3	0%	1	0%	13	1%	0	0%	6	1%	0	0%	0	0%	1	0%	0	0%	24	2%
<b>GAY/LESBIA</b>	2	0%	3	0%	61	6%	1	0%	8	1%	0	0%	3	0%	0	0%	2	0%	80	8%

Note: Percentages may not be exact due to rounding.

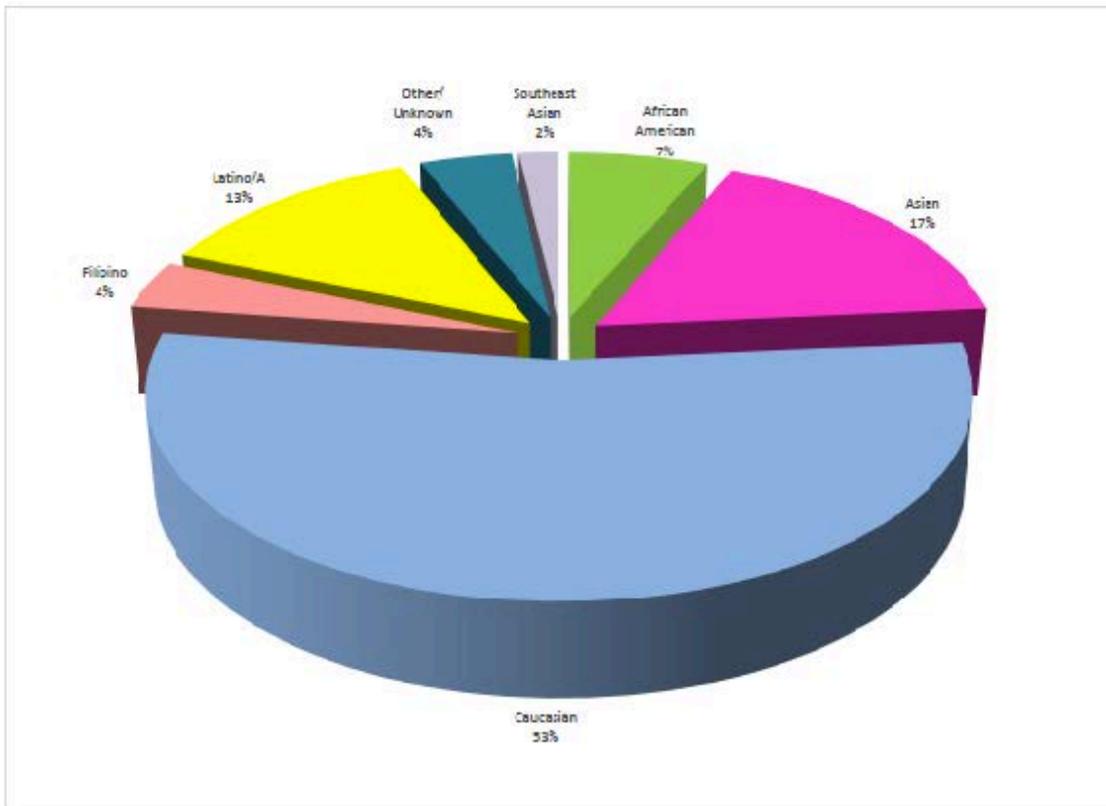


**FULL-TIME FACULTY  
FALL 2020**

**EEO DATA**

	AFRICAN AMERICAN		ASIAN		CAUCASIAN		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
<b>FEMALE</b>	18	3%	54	10%	171	32%	12	2%	40	7%	8	0%	14	3%	1	0%	7	1%	317	59%
<b>MALE</b>	17	3%	37	7%	116	22%	9	2%	28	5%	1	0%	9	2%	1	0%	3	1%	221	41%
<b>TOTAL</b>	<b>35</b>	<b>7%</b>	<b>91</b>	<b>17%</b>	<b>287</b>	<b>53%</b>	<b>21</b>	<b>4%</b>	<b>68</b>	<b>13%</b>	<b>9</b>	<b>0%</b>	<b>23</b>	<b>4%</b>	<b>2</b>	<b>0%</b>	<b>10</b>	<b>2%</b>	<b>538</b>	<b>100%</b>
<b>DISABLED</b>	2	0%	1	0%	18	3%	0	0%	1	0%	8	0%	1	0%	0	0%	0	0%	24	4%
<b>VETERAN</b>	3	0%	1	0%	6	1%	0	0%	3	1%	8	0%	0	0%	0	0%	0	0%	13	2%
<b>GA+/LESBIA</b>	1	0%	1	0%	38	7%	1	0%	4	1%	8	0%	1	0%	0	0%	1	0%	48	9%

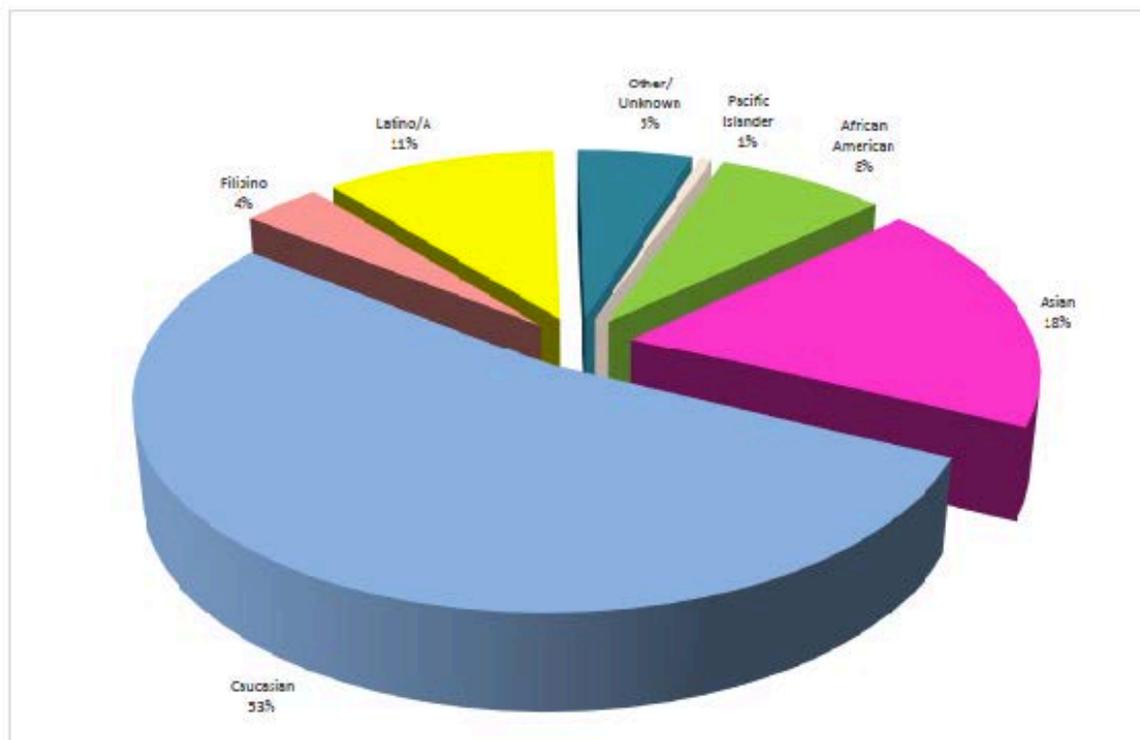
Note: Percentages may not be exact due to rounding.



**PART-TIME FACULTY  
FALL 2020  
EEO DATA**

	AFRICAN AMERICAN		ASIAN		CAUCASIAN		FILIPINO		LATINOA		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	19	4%	56	11%	153	29%	16	3%	25	5%	0	0%	15	3%	2	0%	1	0%	287	55%
MALE	22	4%	40	8%	124	24%	3	1%	31	6%	1	0%	13	2%	1	0%	1	0%	236	45%
UNKNOWN	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	0%
<b>TOTAL</b>	<b>42</b>	<b>8%</b>	<b>96</b>	<b>18%</b>	<b>278</b>	<b>53%</b>	<b>19</b>	<b>4%</b>	<b>56</b>	<b>11%</b>	<b>1</b>	<b>0%</b>	<b>28</b>	<b>5%</b>	<b>3</b>	<b>1%</b>	<b>2</b>	<b>0%</b>	<b>525</b>	<b>100%</b>
DISABLED	1	0%	2	0%	12	2%	0	0%	1	0%	0	0%	2	0%	0	0%	0	0%	18	3%
VETERAN	0	0%	0	0%	7	1%	0	0%	3	5%	0	0%	0	0%	1	0%	0	0%	11	2%
GAY/LESBIA	1	0%	2	0%	17	2%	0	0%	4	7%	0	0%	1	0%	0	0%	1	0%	22	4%

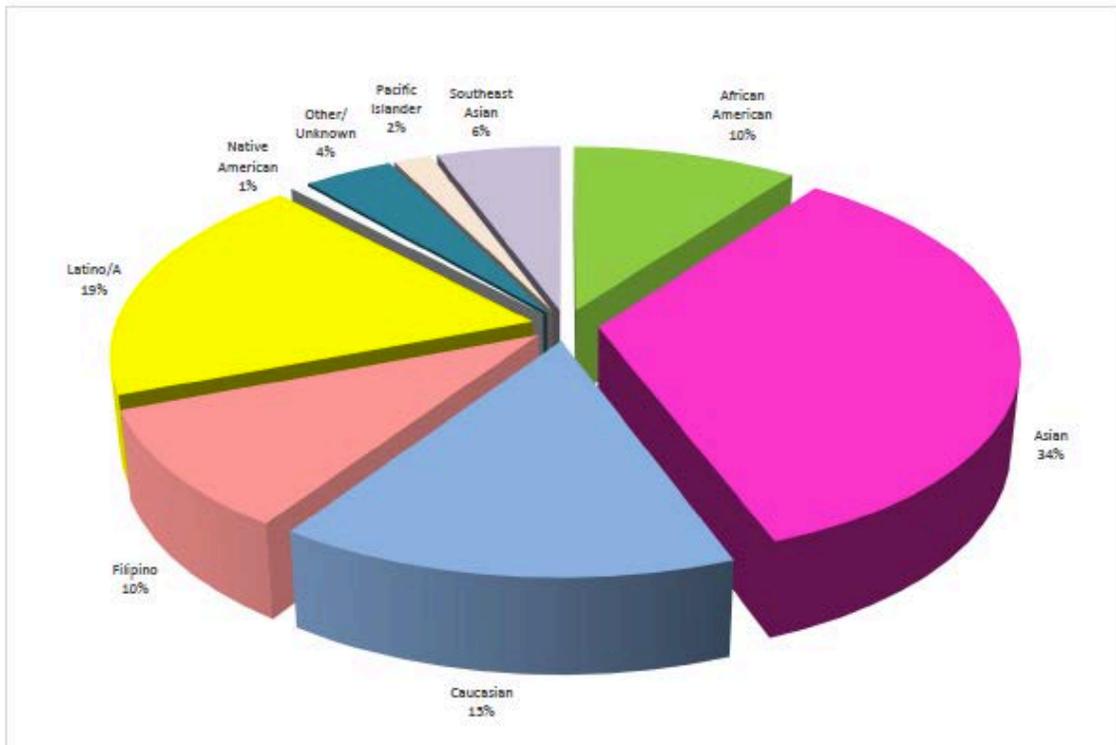
Note: Percentages may not be exact due to rounding.



**ALL CLASSIFIED  
FALL 2020  
EEO DATA**

	AFRICAN AMERICAN		ASIAN		CAUCASIAN		FILIPINO		LATINO/A		NATIVE AMERICAN		OTHER/ UNKNOWN		PACIFIC ISLANDER		SOUTHEAST ASIAN		TOTAL FILLED POSITIONS	
	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.	#	PCT.
FEMALE	32	5%	137	23%	38	6%	24	4%	62	10%	2	0%	10	2%	5	1%	17	3%	327	55%
MALE	28	5%	66	11%	51	9%	34	6%	50	8%	2	0%	14	2%	5	1%	16	3%	266	45%
TOTAL	60	10%	203	34%	89	15%	58	10%	112	19%	4	1%	24	4%	10	2%	33	6%	593	100%
DISABLED	2	0%	4	1%	2	0%	1	0%	4	1%	0	0%	1	0%	0	0%	1	0%	15	3%
VETERAN	2	0%	3	1%	4	1%	0	0%	3	1%	0	0%	1	0%	0	0%	1	0%	14	2%
GAY/LESBIA	0	0%	0	0%	3	1%	2	0%	1	0%	0	0%	1	0%	0	0%	0	0%	7	1%

Note: Percentages may not be exact due to rounding.



# **HIRING SEARCH COMMITTEE COMPOSITION REPORT**

## SEARCH COMMITTEE MEMBERS BY ETHNICITY/GENDER

### (Tenure-Track Full-Time Faculty Positions for FPAC 2015 cycle)

AA: African American; AP: Asian/Pacific Islander; CA: Caucasian; FI: Filipino; HI: Hispanic; NA: American Indian/Alaskan Native; OT: Other; ND: Not Disclosed  
M: Male; F: Female; T: Tenure-Track; L: Long-Term Substitute; C: Categorically-Funded

	Department/Position Title	Job #	AA		AP		CA		FI		HI		NA		OT/ND		TOTAL	
			M	F	M	F	M	F	M	F	M	F	M	F	M	F		
FPAC approved 3/6/15	Counselors - Student Success & Support Prgms NSCD	150113							1			2				1		4
approved 13/14	Biology - Nutrition Instructor	150199				1	2	1										4
fpac 2014 #28 & fpac 2015 #44 & 45	Librarian	140126				3			2			1						6
<b>FPAC 2015</b>																		
1	Construction	150205					2	1	1									4
3	Automotive	150206					2	1								1		4
5	Philippine Studies	160010						1	1	1	1	1						5
6	Interdisciplinary Studies	105022				1		2				1						4
8	Fashion	150125		1			2	2										5
9	Fashion	150126		1				3										4
10	Health Information Tech - HIT	150103				1		3										4
12	Cinema Production	150229					1	3	1									5
14	Geography	150225	1				2	1										4
15	Child Development	150191				2		1				1						4
16	Child Development	150192		1								1	1				1	4
17	Child Development	150217		1	1			1				1						4

## SEARCH COMMITTEE MEMBERS BY ETHNICITY/GENDER

(Tenure-Track Full-Time Faculty Positions for FPAC 2015 cycle)

AA: African American; AP: Asian/Pacific Islander; CA: Caucasian; FI: Filipino; HI: Hispanic; NA: American Indian/Alaskan Native; OT: Other; ND: Not Disc  
M: Male; F: Female; T: Tenure-Track; L: Long-Term Substitute; C: Categorically-Funded

	Department/Position Title	Job #	AA		AP		CA		FI		HI		NA		OT/ND		TOTAL
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	
19	Nursing RN - Medical Surgical	150182				1	1	1				1					4
22	American Government	150102					2	1	1							1	5
24	PE - Head Football Coach	150151			2	1									1		4
25, 26, 27	Computer Science	150133					2	1			1						4
28	Media Studies	150195	1				1	2									4
29, 30	Mathematics	150204		1			1	1							1		4
31, 32, 33	ESL	150230			1	1	1	2									5
35	Learning Assistance Coord	150148					1	2						1			4
39	Culinary DTN	150169		1			2	2									5
40	Culinary CHNB	150172		1	1		1	2									5
42, 43	Career Counselors	150168															0
46	Chemistry	150203	1	1			4	3							1		10
47, 48	Nursing LVN - Medical Surgical	150119		1			1	2									4
29, 50	English	150186					2	2		1							5
<b>SUB TOTAL</b>			3	9	6	6	28	40	4	2	5	4	0	1	4	2	<b>114</b>
<b>TOTAL</b>			<b>12</b>		<b>12</b>		<b>68</b>		<b>6</b>		<b>9</b>		<b>1</b>		<b>6</b>		
<b>% of the Total Members Served</b>			<b>10.5%</b>		<b>10.5%</b>		<b>59.6%</b>		<b>5.3%</b>		<b>7.9%</b>		<b>0.9%</b>		<b>5.3%</b>		



**SEARCH COMMITTEE MEMBERS BY ETHNICITY/GENDER  
(Tenure-Track Full-Time Faculty Positions)**

AA: African American; AP: Asian/Pacific Islander; CA: Caucasian; FI: Filipino; HI: Hispanic; NA: American Indian/Alaskan Native; OT: Other; ND: Not Disclosed

M: Male; F: Female; T: Tenure-Track; L: Long-Term Substitute; C: Categorically-Funded

FPAC year & #	Department/Position Title	Job #	AA		AP		CA		FI		HI		NA		OT/ND		TOTAL
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	
2016 #11	ENGLISH INSTRUCTOR	160174	1	1			1	2									5
2016 #13,#14,#15	ENGLISH AS A SECOND LANGUAGE INSTRUCTOR	160173			1		1	3									5
2014 #3	EMERGENCY MEDICAL TECHNICIAN INSTRUCTOR	160089		1				2					1				4
2016 #17	MEDICAL ASSISTING PROGRAM INSTRUCTOR	160172				1		2						1			4
2016 #18	HEALTH EDUCATION INSTRUCTOR	160153				1		2			1						4
2016 #29	HEALTH ED INSTRUCTOR/HEALTH CARE INTERPRETER COORDIN	160200				1		2			1						4
2014 #8	COUNSELOR (INTERNATIONAL STUDENT COUNS PROGRAM)	160032		2			1	1									4
2016 #19	MATHEMATICS INSTRUCTOR	160160			1	1		1							1		4
2016 #2, #3, #5, #16, #21	COUNSELOR (NEW STUDENT COUNSELING DEPARTMENT)	160210				1					2	1					4
3/6/2015	COUNSELOR - STUDENT SUCCESS & SUPPORT PROGRAM (NEW STUDENT COUNSELING DEPARTMENT)	150113				1			1			2			1		5
3/6/2015	COUNSELOR - STUDENT SUCCESS & SUPPORT PROGRAM (NEW STUDENT COUNSELING DEPARTMENT)	160072	1	1		1		1				1					5
2015 #48	NURSING MEDICAL SURGICAL INSTRUCTOR (NURSING - LVN)	150119		1			1	2									4
2015 #22	NURSING INSTRUCTOR (MEDICAL-SURGICAL) - NURSING - RN DEPARTMENT	150182				1	1	1				1					4
2015 #20	NURSING INSTRUCTOR (PSYCHOSOCIAL) - NURSING RN DEPARTMENT	150181				1	1	1				1					4

<b>Fall 2018</b>					
<b>Positions</b>	<b>Job #</b>	<b>Committee Members</b>	<b>Ethnicity</b>	<b>Gender</b>	<b>Position A-Administrator C-Classified F-Faculty</b>
Aircraft Maintenance Technology	0180067	4			
		member 1	Hispanic	M	F
		member 2	White/*Middle East	F	F
		member 3	White	M	F
		member 4	White	F	F
Anthropology	0180063	4			
		member 1	Hispanic	M	F
		member 2	Asian	M	F
		member 3	White	F	F
		member 4	White	F/*NB	F
Architecture	0180041	4			
		member 1	Hispanic	M	F
		member 2	Asian	F	F
		member 3	White	F	F
		member 4	Asian	M	F
Architecture	0170103	4			
		member 1	Black	F	F
		member 2	Chinese	M	F
		member 3	Chinese	F	F
		member 4	Hispanic	M	F
Art/Art History	0170129	4			
		member 1	White	F	F
		member 2	Hispanic	F	F
		member 3	White	F	F
		member 4	Hispanic	M	F
Art/Printmaking/Basic Design	0180040	4			

Fall 2018					
Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C-Classified F-Faculty
		member 1	White	M	F
		member 2	White	F	F
		member 3	Hispanic	F	F
		member 4	White	F	F
Behavioral Sciences/Psychology	0170176	5			
		member 1	White	NB	F
		member 2	White/African American	F	F
		member 3	Chinese	F	F
		member 4	Chinese	F	F
		Member 5	Chinese	F	F
Behavioral Sciences/Sociology	0170193	5			
		member 1	White	NB	F
		member 2	White/African American	F	F
		member 3	Chinese	F	F
		member 4	Chinese	F	F
		Member 5	Chinese	F	F
Biological Sci/Anatomy & Physiology	0180057	4			
Biological Sci/Anatomy & Physiology	0180057	member 1	White	M	F
		member 2	Hispanic	F	F
		member 3	White	F	F
		member 4	White	M	F
Bus/Ofc Tech/Small Bus/Center for Entrepreneurship Innovation (CEI) Coord.	0180054	6			

Fall 2018					
Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C-Classified F-Faculty
		member 1	Asian	F	F
		member 2	Hispanic	M	F
		member 3	White	F	F
		member 4	White	F	F
		Member 5	Asian	M	F
		Member 6	White	F	F
Child Development & Family Studies	0180055	4			
		member 1	White	F	F
		member 2	Asian	F	F
		member 3	Hispanic	M	F
		member 4	Hispanic	F	F
Cinema/Cinema Production/Studies	0180049	4			
		member 1	White	F	F
		member 2	White	M	F
		member 3	AI - American Indian	F	F
		member 4	White	F	F
Computer Networking & Info. Tech	0170111	5			
		member 1	White	M	F
		member 2	White	M	F
		member 3	White	F	F
		member 4	White	F	F
		Member 5	Hispanic	F	F
Computer Science	0180051	4			
		member 1	White	M	F
		member 2	White	M	F
		member 3	Asian	M	F

Fall 2018					
Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C-Classified F-Faculty
		member 4	White	F	F
Cont. Student Counseling	0180089	5			
Cont. Student Counseling	0180089	member 1	Asian	F	F
		member 2	Pacific-Islander	M	F
		member 3	White	M	F
		member 4	White	M	F
		Member 5	Hispanic	F	F
DSPS	0180084	4			
		member 1	White	F	F
		member 2	White	M	F
		member 3	Asian	M	F
		member 4	White	F	F
English	0170160	5			
		member 1	White	F	F
		member 2	Mexican	M	F
		member 3	Korean	M	F
		member 4	White	F	F
		Member 5	White	F	F
ESL	0170156	5			
		member 1	White	F	F
		member 2	White	F	F
		member 3	White	F	F
		member 4	White	M	F
		Member 5	Asian	F	F
Foreign Languages	0180052	4			
		member 1	Hispanic	F	F

<b>Fall 2018</b>					
<b>Positions</b>	<b>Job #</b>	<b>Committee Members</b>	<b>Ethnicity</b>	<b>Gender</b>	<b>Position A-Administrator C-Classified F-Faculty</b>
		member 2	White	F	F
		member 3	Hispanic	F	F
		member 4	Asian	M	F
<b>Interdisciplinary Studies/LGBT</b>	<b>0180072</b>	<b>5</b>			
		member 1	Chinese	F	F
		member 2	Hispanic	M	F
		member 3	White	F	F
		member 4	Mexican	M	F
		Member 5	White	F	F
<b>Library &amp; Learning Resources</b>	<b>0170169</b>	<b>5</b>			
		member 1	White	F	F
		member 2	Asian Pacifica	M	F
		member 3	Mexican	F	F
		member 4	White	F	F
		Member 5	Hispanic	M	F
<b>Mathematics</b>	<b>0170136</b>	<b>4</b>			
		member 1	White	M	F
		member 2	White	F	F
		member 3	Asian	F	F
		member 4	Asian	M	F
<b>Nursing - Registered/Medical-Surgical</b>	<b>0180025</b>	<b>4</b>			
		member 1	White	F	F
		member 2		F	F
		member 3	White	F	F
		member 4	White	M	F
<b>Nursing-LVN/Maternity/Pedia</b>	<b>0170171</b>				

<b>Fall 2018</b>					
<b>Positions</b>	<b>Job #</b>	<b>Committee Members</b>	<b>Ethnicity</b>	<b>Gender</b>	<b>Position A-Administrator C-Classified F-Faculty</b>
		member 4	Mexican	N/A	F
Theatre Arts	0170150	5			
		member 1	White	M	F
		member 2	White	M	F
		member 3	White	F	F
		member 4	Hispanic	F	F
		Member 5	Asian	M	F
Extended Opportunity Programs & Serv	0180035	5			
		member 1	Hispanic	F	F
		member 2	Hispanic	M	F
		member 3	Asian	M	F
		member 4	Asian	M	F
		Member 5	Black	F	F
Broadcast Eletronic Media Art / Sound	0180028	4			
		member 1	White	F	F
		member 2	White	M	F
		member 3	Asian	F	F
		member 4	Caucasian	F	F

Fall 2018					
Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C-Classified F-Faculty
		member 1	White	F	F
		member 2	White	M	F
		member 3	White	F	F
		member 4	White	F	F
Nursing-LVN/Medical-Surgical	0180053	4			
		member 1	White	F	F
		member 2	White	M	F
		member 3	White	F	F
		member 4	White	F	F
Physical Education & Dance/Dance	0170149	4			
		David Blood	White	M	F
		Jeanette Male	Other	F	F
		Jamie Hayes	Asian	F	F
		Theresa Gensler	Hispanic	F	F
Physics	0180031	7			
		member 1	White	M	F
		member 2	White	M	F
		member 3	AI - American Indian	F	F
		member 4	Asian	M	F
		Member 5	White	M	F
		Member 6	White	M	F
		Member 7	White	M	F
Social Sciences/Economics	0160164	4			
		member 1	White	F	F
		member 2	Black	M	F
		member 3	Hispanic	M	F

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
Senior Director, Budget & Finance	AD00011P				
		Member 1	White	F	A
		Member 2	Black	F	A
		Member 3	White	F	F
		Member 4	Asian Indian	F	C
		Member 5	Central American	F	C
		Member 6	Asian Indian	M	A
Interim Chancellor	AD00034P				
		Member 1	White	F	C
		Member 2	White	F	C
		Member 3	White	F	F
		Member 4	N/A	N/A	F
		Member 5	Black	F	A
		Member 6	Asian Chinese	F	A
		Member 7	South African	M	C
		Member 8	South African	F	C
		Member 9	Black	F	Governing Board
		Member 10	Asian Chinese	F	F
		Member 11	Black	F	A
		Member 12	White	M	Governing Board
		Member 13			
		Member 14			
		Member 15			
AVC, Finance & Administration	#0180130				
		Member 1	Asian Japanese	F	A
		Member 2	Black	F	A
		Member 3	Hispanic Mexican	M	F
		Member 4	White	M	C
		Member 5	White	F	F
		Member 6	Asian	M	A
		Member 7	N/A	F	no record
Associate Dean of HR	AD00004P				

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 1	White	F	A
		Member 2	Asian	M	A
		Member 3	White	F	F
		Member 4	White	F	F
		Member 5	Asian Japanese	F	A
AVC, Business Continuity, Strategy & Effectiveness	AD00006P				
		Member 1	N/A	F	F
		Member 2	White	M	F
		Member 3	White	M	A
		Member 4	Black	M	A
		Member 5	African American	F	A
Interim Dean, Academic Affairs- Mission and Transitional Studies	AD00009P				
		Member 1	White	M	A
		Member 2	Central American	M	A
		Member 3	Black	F	A
		Member 4	White	F	F
		Member 5	White	M	F
		Member 6	Asian Chinese	F	F
		Member 7	Hispanic Mexican	F	C
		Member 8	South American	M	C
		Member 9	Hispanic	M	C
		Member 10			
Director, Corporate & Continuing Education	AD00015P				
		Member 1	AC	M	A
		Member 2	White	F	A
		Member 3	White	F	F
		Member 4	N/A	F	C
		Member 5	Hispanic	M	A
Director of Media, Governmental Relations and Marketing	AD00040P				

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 1	White	M	A
		Member 2	White	F	A
		Member 3	White	F	A
		Member 4	White	F	F
		Member 5	Vietnamese	NA	Student
		Member 6	Irish	M	C
		Member 7	Egyptian	F	C
AVC Chief Technology Officer	AD00036P				
		Member 1	Other	F	A
		Member 2	N/A	M	A
		Member 3	White	F	A
		Member 4	White	F	A
		Member 5	White	M	F
		Member 6	White	F	C
		Member 7	Asian	M	C
		Member 8	Filipino	M	C
VC Student Affairs- AMENDED	AD00039P				
		Member 1	Latino	M	A
		Member 2	Asian	F	A
		Member 3	Black	M	A
		Member 4	White	F	A
		Member 5	Other	F	F
		Member 6	Asian Chinese	F	F
		Member 7	African American	M	Student
		Member 8	White	M	C
VC of Finance & Administration	AD00038P				
		Member 1	White	M	A
		Member 2	Black	F	A
		Member 3	Asian Chinese	M	A
		Member 4	White	M	F
		Member 5	White	F	C
		Member 6	South American	M	C

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 7			Student
		Member 8	White	F	A
Executive Director Internal Auditor/Controller	AD00041P				
		Member 1	Asian Chinese	F	A
		Member 2	Other	M	A
		Member 3	White	M	A
		Member 4	White	F	Retried F
		Member 5	White	F	C
		Member 6	Hispanic	M	C
		Member 7	Central American	M	A
AVC of Instruction- Enrollment Management & Instructional Support Services	AD00003P				
		Member 1	White	M	A
		Member 2	African American	F	A
		Member 3	White	F	F
		Member 4	White	F	F
		Member 5	White	F	A
		Member 6	Asian	M	A
		Member 7	Mexican	F	C
Dean Academic Affairs, Health, PE & Social Services	#0180120				
		Member 1	South American	F	F
		Member 2	White	M	F
		Member 3	Asian	M	A
		Member 4	Mexican	F	C
		Member 5	Mexican	M	F
		Member 6	White	M	F
		Member 7	Asian Japanese	F	A
		Member 8	White	M	A
VC Finance & Administration	#0180022				
		Member 1	White	F	A

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 2	Asian Japanese	F	A
		Member 3	White	M	F
		Member 4	Asian	F	A
		Member 5	Hispanic	M	A
		Member 6	Asian	M	A
		Member 7	Mexican	F	C
		Member 8	N/A	M	no entry in banner
		Member 9	Asian Chinese	F	A
Dean, High School	#180077				
		Member 1	White	F	F
		Member 2	White	F	F
		Member 3	Asian	M	A
		Member 4	Mexican	F	C
		Member 5	Japanese	F	A
		Member 6	Mexican	M	A
		Member 7	White	M	A
		Member 8	Asian Japanese	F	A
CTO	#0180079				
		Member 1	Asian	M	A
		Member 2	Asian Chinese	F	A
		Member 3	White	F	F
		Member 4	Hispanic	M	F
		Member 5	Hispanic	M	A
		Member 6	Asian Japanese	F	A
		Member 7	N/A	M	no entry in banner
		Member 8	Mexican	F	C
Dean, Online Learning	#0180082				
		Member 1	Asian Japanese	F	A
		Member 2	White	M	F
		Member 3	Japanese	F	F

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 4	Japanese	F	A
		Member 5	Asian	M	A
		Member 6	Mexican	F	C
		Member 7	White	F	A
		Member 8	White	M	A
		Member 9	N/A	M	no entry in banner
			White	F	F
Director Media Relations	#0180096				
		Member 1	Asian Japanese	F	A
		Member 2	White	F	F
		Member 3	African American	F	A
		Member 4	Asian	M	A
		Member 5	Mexican	F	C
		Member 6	N/A	N/A	A
		Member 7	White	F	F
		Member 8	Hispanic	M	A
Dean Academic Affairs English Communications & World Languages	#0180119				
		Member 1	Asian Japanese	F	A
		Member 2	Asian Chinese	F	A
		Member 3	Asian	M	A
		Member 4	Mexican	F	C
		Member 5	Mexican	F	F
		Member 6	White	F	F
		Member 7	White	M	A
		Member 8	Other	F	F
Chief of Staff	AD00002P				
		Member 1	Asian Japanese	F	A
		Member 2	African American	F	A

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 3	White	F	A
		Member 4	White	F	F
		Member 5	White	F	F
		Member 6	Asian	M	A
		Member 7	South American	M	C
Associate Dean of Nursing Pathways	#0170064				
		Member 1	White	F	A
		Member 2	Asian Chinese	F	A
		Member 3	Asian	M	A
		Member 4	White	F	F
		Member 5	White	F	A
		Member 6	White	F	F
		Member 7	Asian Chinese	F	no entry in banner
Associate Dean, Academic Affairs- CA Career Pathways Trust & High School Programs	#0170128				
		Member 1	White	F	F
		Member 2	White	F	C
		Member 3	White	F	A
		Member 4	N/A	M	A
		Member 5	Mexican	M	A
		Member 6	Black	F	F
Dean of Administrative Services Finance & Administration	#0180129				
		Member 1	Asian Japanese	F	A
		Member 2	Hispanic Mexican	M	F
		Member 3	Hispanic	F	A
		Member 4	Asian Chinese	M	A
		Member 5	White	F	no entry in banner
		Member 6	Asian	M	A
Associate Dean Adult Ed Program	#0170131				

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 1	Asian Chinese	M	A
		Member 2	Central American	F	F
		Member 3	Asian Chinese	M	F
		Member 4	Black	F	A
		Member 5	White	M	A
		Member 6	White	F	C
AVC Student Development	#0180088				
		Member 1	Black	F	A
		Member 2	N/A	N/A	F
		Member 3	White	F	A
		Member 4	Asian	M	A
		Member 5	Mexican	F	C
		Member 6	N/A	M	no entry in banner
Associate Dean of Student Equity	#0170010				
		Member 1	Mexicano	M	C
		Member 2	Latin	M	A
		Member 3	Chinese	F	C
		Member 4	White	F	A
		Member 5	Latina	F	A
		Member 6	Black/Latino	F	F
Assistant Director of Adult Education Block Grant	#0170034				
		Member 1	White	F	A
		Member 2	Other	F	A
		Member 3	Latino	M	A
		Member 4	White	F	C
Director of Apprenticeship	#0170047				
		Member 1	White	F	A
		Member 2	White	M	A

## 2017-2021 Administrative Hires

Positions	Job #	Committee Members	Ethnicity	Gender	Position A-Administrator C- Classified F- Faculty
		Member 3	Black	F	A
		Member 4	N/A	F	C
		Member 5	White	M	F
		Member 6	Black	F	F
VC Student Development	#0170068				
		Member 1	Asian Japanese	F	A
		Member 2	Black	M	A
		Member 3	White	M	A
		Member 4	Other Asian	F	F
		Member 5	N/A	F	F
		Member 6	Asian	M	A
		Member 7	White	F	S
Director of Research	#0170059				
		Member 1	White	F	A
		Member 2	South American	F	A
		Member 3	Other	M	A
		Member 4	White	M	F
		Member 5	Asian Chinese	F	C
		Member 6	White	M	C
		Member 7			S
Information Security Apprenticeship Grant Manager	#0170083				
		Member 1	White	F	A
		Member 2	Chinese	F	A
		Member 3	Hispanic	M	A
		Member 4	Black	F	F
		Member 5	Male	W	C
		Member 6	Male	W	C



**FALL 2018 select JOB POSTINGS**

**APPLICANT STATUS SCREENINGREPORT**







**Job Title: Psychology Job #0170176**

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed  
M: Male; F: Female; N: Not Disclosed

APPLICATION STATUS	AA			AP			W			F			H			NA			O			ND			TOTAL
	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	
Total Application Received		3	1		3		8	13			1		3	3					3	3		1	2	3	47
Rejected Application(s) - Did not pass EQ								1																	1
Rejected Application(s) – No Minimum Qualifications							1	4																	5
Rejected Application(s) – Incomplete Application Materials			1		1		4	2						1											9
Rejected Application(s) – withdrew and/or canceled applying								2																	2
Total Application(s) Submitted to the Search Committee		3			2		3	4			1		3	2					3	3		1	2	3	30
Not Approved for Interview					2		1	1					1	2					1	1				2	11
Applicants Selected for Interview		3					2	3			1		2						2	2		1	2	1	19
Applicant(s) Not Selected for Interview					2		1	1					1	2					1	1				2	11
Applicant(s) Withdrew, Declined Interview, and/or Declined Positions		2						2											1			1	1		7
Applicant(s) Recommended for Final Interview		1											1							1					3
Applicant(s) Not Recommended for Final Interview							2	1			1		2						1	1		1	1		10
Applicant(s) - Not Hired													1												1
Applicant(s) Selected for the Position(s)		1																		1					2



**Job Title: Sociology Job #0170192**

AA: Black/African American; AP: Asian/Pacific Islander; W: White; F: Filipino; H: Hispanic; NA: American Indian/Alaskan Native; O: Other; ND: Not Disclosed  
M: Male; F: Female; N: Not Disclosed

APPLICATION STATUS	AA			AP			W			F			H			NA			O			ND			TOTAL	
	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N	M	F	N		
Total Application Received		4		3	2		10	11		1	1		4	2					1	1	1	1			3	45
Rejected Application(s) - Did not pass EQ				1																					1	
Rejected Application(s) – No Minimum Qualifications		1			1		2	5					1											1	11	
Rejected Application(s) – Incomplete Application Materials		1						1			1														3	
Rejected Application(s) – withdrew and/or canceled applying													1												1	
Total Application(s) Submitted to the Search Committee		2		2			8	5		1			2	3					1	1	1	1		2	29	
Not Approved for Interview																									0	
Applicants Selected for Interview		2					2	2					1	2							1	1	1		12	
Applicant(s) Not Selected for Interview				2			6	3		1			1	1					1					2	17	
Applicant(s) Withdrew, Declined Interview, and/or Declined Positions							2	1					1	1							1				6	
Applicant(s) Recommended for Final Interview		1						1														1			3	
Applicant(s) Not Recommended for Final Interview		1			1		1	1						1							1		1		7	
Applicant(s) - Not Hired		1																							1	
Applicant(s) Selected for the Position(s)								1															1		2	

