



Santa Monica College Diversity Report 2014-2015



Santa Monica College

Santa Monica College is within one of the most racially and ethnically diverse counties within the United States. The diversity of Los Angeles County is enhanced by its location in the State of California, the comfortable climate, the stunning geography, the variety of things to do and most importantly the easy access to a multitude of options and opportunities for the people who live here. Santa Monica College's reputation as a premier institution of higher education continues to reinforce its popularity and respected status with educators, students and the communities which this college serves.

Santa Monica College

1900 Pico Boulevard
Santa Monica, CA 90405

Office of Human Resources

310-434-4415

10/1/2015

TABLE OF CONTENTS

Page

Executive Summary	3
The Trend	3
Categories to Watch	4
Student Population Data	6
Data Collection	6
Statistics	6
Overview of SMC Personnel 2009-2012	8
SMC Student Enrollment Information	9
Student Diversity	9
SMC Employees	
Academic Administrators	11
Classified Managers	13
Confidential Support Staff	15
Classified Support Staff	16
SMC Police Officers	18
Full-Time Faculty	20
Part-Time Faculty	22
Academic Applicant Data	25
Academic New Hire Information	26
Tenured Full-time Faculty	28
Classified Applicant Pools	30
Interpretation of the Academic Data	32
District Equal Employment Opportunity Plan	32
Selection Committees	32
Training	32
Historical Summary from 1990-2014	33
Global Connectivity	39
Acknowledgement	39
Appendix 1: State of California - Census 2010	40
Appendix 2: County of Los Angeles - Ethnic Projections 2010-2060	42
Appendix 3: Ethnicity by Employee Group 2006-2012	44
Appendix 4: Full-Time Faculty by Department	45
Appendix 5: Part-Time Faculty by Department	46
Appendix 6: BP 3120 – Equal Employment Opportunity	47
BP 3121 – Diversity	



FACULTY AND STAFF DIVERSITY REPORT

EXECUTIVE SUMMARY

As one of the largest employers within the City of Santa Monica, CA, Santa Monica Community College District is known for its rich, inclusive, global, higher education learning environment and for its commitment to excellence and dedication to its diverse student population. Santa Monica College attracts and retains an outstanding workforce of faculty, staff and administrators.

This report is provided to assist in monitoring Santa Monica College's progress towards achieving a workforce representative of the diverse populations within the State of California, County of Los Angeles, and the students of SMC. To allow for comparisons ethnicity data is displayed within a six-year window from fall semesters 2009 through 2014.

THE TREND

In reviewing the College's student population data from the previous report, Hispanic students remain the predominant ethnic group of students at SMC. As of the Fall 2014 Semester, enrollment data indicates that Hispanic students now represent 38.5% of the total credit student population.¹ The preponderance of Hispanic students attending SMC mirrors population dynamics occurring within California and Los Angeles County. Population projections by the U.S. Census Bureau to the year 2060 indicate that Hispanics will comprise 58% of L.A. County's population.² (See Student Population data and Appendix 2 for Los Angeles County census data).

SMC's Office of Institutional Research "Fast Facts Fall 2014" data reveal that Asian/Pacific Islander is the next largest ethnic minority group representing 14.4% of the total credit student population.

¹ <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Documents/FastFactsFa2014.pdf>

² http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf

CATEGORIES TO WATCH

Academic Applicant Pool

Within the past four years the total number of academic applications increased as there were more faculty openings. Outreach efforts have been successful as the applicant pools are moving to be more reflective of Los Angeles County's ethnic diversity. Please refer to the Academic Applicant Section of this report for specific details.

Full-Time Faculty

As of the Fall 2014 Semester, there were 311 full-time faculty members which comprised 16.2% of the employee categories reviewed in this report. The number of new hires during the period of this report include the following: zero (0) full-time faculty were hired in Academic Year 2009-2010, ten (10) in 2010-2011, eighteen (18) in 2011-2012, twelve (12) in 2012-2013, and seven (7) in 2013-2014. These new hires were counterbalanced by full-time faculty retirements and attrition. The majority of full-time faculty members identified as Caucasian/White. Minority populations remain significantly under-represented but progress has been made towards diversification. The Board of Trustees has made hiring more full-time faculty members a priority for the District. As recruitment processes are opened, the opportunity for improved representation increases. Progress, though incremental, is being made. Approximately 35.36% of full-time faculty members are sixty (60) or more years of age.

Special Note: Though not incorporated within this faculty and staff diversity report as it did not happen last Fall, twenty-nine (29) tenure track, full-time faculty hires started in Fall 2015. These faculty members are representative of all ethnic minorities and 51.72% were existing adjunct faculty members prior to their selection as full-time faculty for Fall 2015 semester.

Part-Time Faculty

From Fall 2012 through Fall 2014 the total number of part-time faculty increased from 1018 to 1085. Caucasians remain the dominant ethnic group among part-time faculty members and represent 64.42% of all part-time faculty at SMC. Hispanic representation increased from 9.6% to 11%. Remaining ethnic groups are also significantly under-represented given the total number of faculty in this employee category. However slight representation improvements were made towards diversity.

As part-time faculty members are a primary resource group for full-time faculty, greater outreach for broader representation must continue when tenure track, full-time positions do become available. Three hundred and twenty five (325) or 29.95% of SMC's part-time faculty members are sixty (60) years of age or greater.

Classified Managers

From Fall 2012 to Fall 2014, the number of classified managers declined from forty-four (44) to thirty-eight (38). Caucasians remain the dominant ethnic group and represent 52.6% of the managers. Hispanic and Asian representation increased. African American representation decreased by one. With the number of separations and retirements within this category, it is anticipated that there will be opportunities for constructive impacts to diversity. Refer to the SMC Employees: Classified Managers section.

Community College Police Officers

There are nine (9) police officers at the time of this report. Recruitments are ongoing for officers. SMC community college police officers continue to best reflect ethnic diversity with 33.3% Hispanic, 33.3% Caucasian, 11.11% Asian and 22.2% African American. Refer to the SMC Employees: Community College Police Officers section.

Classified Support Personnel

Classified Support employees are the most ethnically diverse employee category within this District. All ethnic groups are well represented. The total number of classified support employees declined from four hundred-sixty (460) in Fall 2012 to four hundred-thirty-seven (437) in Fall 2014. Approximately 19.9% are at sixty (60) years of age or more.

Employees Designated as “Confidential”

SMC continues to have a very limited number of employees with confidential status. Over the past two years retirements claimed two (2) positions. New confidential employees were hired to fill these positions but their hire does not impact this report. Presently there are six (6) ethnically diverse employees. Three (3) confidential employees are at sixty (60) years of age or more.

Academic Administrators

In Fall 2012 the number of Academic Administrators fell from forty-eight (48) to forty-five (45). By Fall 2014 the number rose back to forty-eight (48). The ethnic group of most of the administrators is Caucasian/White. Hispanic representation increased from seven (7) at 14.6% to ten (10) at 20.8%. The number of African American administrators remained constant with nine (9) and represent 18.8% of the group. The number of Asian/Pacific Islander administrators also remained constant with eight (8) identifying within these groups reflecting 16.6% of all administrators. One administrator self-identified as multi-racial and one chose not to identify race/ethnicity.

STUDENT POPULATION DATA

SMC's student enrollment has grown slightly since the years of the fiscal crisis. The number of international students, though highly representative, has declined and this is a result of global economic impacts. Competition for students is very high among Southern California community college districts. Despite this Santa Monica College has been able to maintain a strong student population.

DATA COLLECTION

Census information for the State of California and the County of Los Angeles was drawn from the website of the U.S. Census Bureau³ as well as the California Department of Finance⁴. Population projections for 2014 based on the 2010 Census, indicate an overall population increase to 38,802,500 - a 4.2% increase between April 1, 2010 and July 1, 2014. The percentage of change in California's population by race is highlighted in Appendix 1.

Los Angeles County population projection shows that as of July 1, 2014 the county population will have grown by 298,041 persons over the 2010 Census numbers to 10,116,705, a 3.0% increase. In 2014 persons of Hispanic or Latino origin comprised 48.4% of the total population...an increase from 47.74% in 2010. The percentage of female residents remained steady at 50.7% of the county which is just over half of the total population.

SMC employee and student information was collected from the College's database. All information within this report is based on the first day of each Fall Semester from 2009 through 2014. The data is comprehensive and current.

Ethnicity and gender data is collected through an optional voluntary Equal Employment Opportunity (EEO) Survey given to each applicant and newly hired employee. Respondents identify whether or not they are Hispanic/Latino or of Spanish origin and then if their race is African American/Black, American Indian/Native American, Asian, Caucasian/White, Filipino, Hispanic, Multi-Racial, or Pacific Islander. If there is no response or the survey is left blank, the data is identified as Unknown. Significant effort has been made for employees to self-identify ethnicity. However, there are instances where the choice made by the applicant or employee is to leave the category as "unknown".

STATISTICS

In response to challenging economic situation of the past five years within the California Community College System and the effect of resulting funding reductions, SMC had instituted a hiring freeze for classified and management positions. Exceptions were made for vacant positions deemed essential

³ <http://quickfacts.census.gov/qfd/states/06/06037.html>

⁴ <http://www.dof.ca.gov/research/demographic/reports/projections/> & http://www.dof.ca.gov/research/demographic/reports/projections/P-1/documents/Projections_Press_Release_2010-2060.pdf

to sustain a mission-critical or compliance function for the college. Hiring has continued and overall there has been an increase of the SMC employee base.

Data in this report is summarized by employee category and covers the academic years 2009-2010, through 2013-2014. All employee data is based on the first day of the Fall semester in each of those academic years.

In-depth statistical information can be found in the Appendices at the end of this report and covers Academic Years 2009-2010 through 2013-2014. This more extensive information is presented to facilitate discussion on employee diversity at Santa Monica College.

Ethnicity and Gender information is presented by employee category. Total numbers of employees by category are shown on the right side of each chart. The number of employees within each ethnic group and corresponding percentage to the total are listed by academic year. Race and ethnicity information is followed by gender and age data.

LEGEND

In this report the following abbreviations are used:

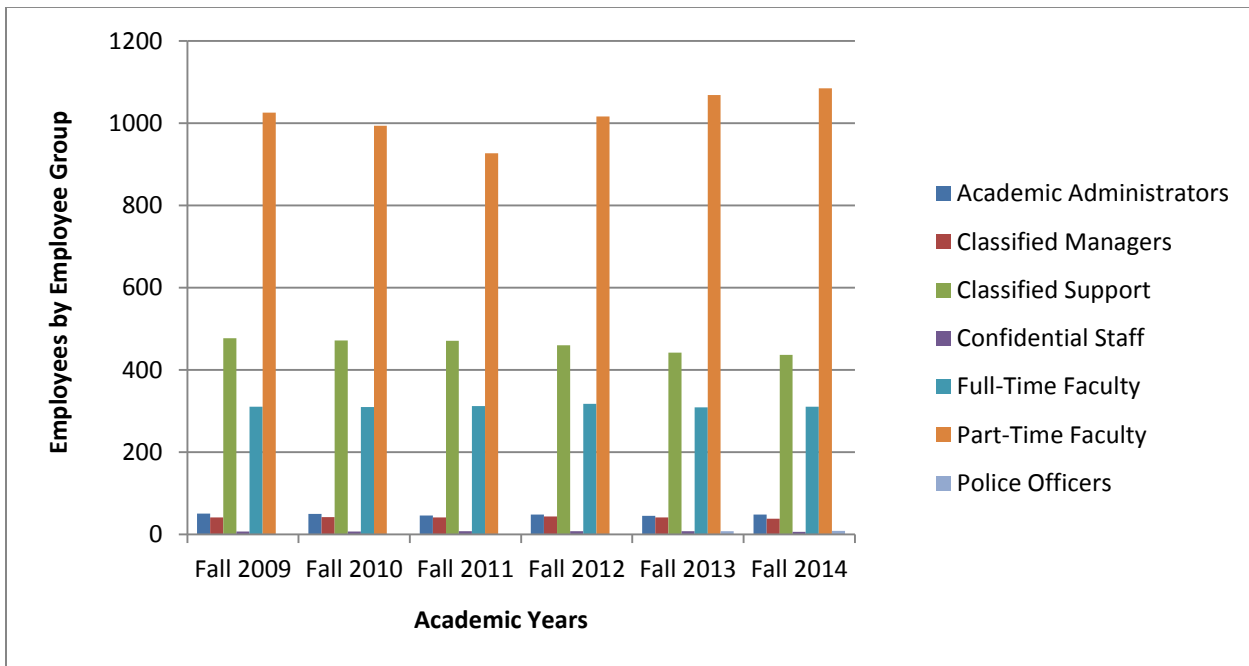
Abbreviations	Description
AFR AMR	African American/Black
AMR IND	American Indian/Native American
ASIAN	Asian (Chinese, Japanese, Vietnamese, etc.)
CAUCASIAN	Caucasian/White
FILIPINO	Filipino
HISPANIC	Hispanic (Mexican, South American, Central American, etc.)
MULTI-RACIAL	Two or more races
PACIFIC ISLANDER	Native Hawaiian, Other Pacific Islander
UNKNOWN	Declined to State/Unreported



OVERVIEW OF SMC PERSONNEL 2009-2014

SMC Employee Groups	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Academic Administrators	51	2.7%	50	2.7%	46	2.5%	48	2.5%	45	2.3%	48	2.4%
Classified Managers	41	2.1%	42	2.2%	41	2.3%	44	2.3%	41	2.1%	38	1.9%
Classified Support	477	24.9%	472	25.2%	471	26.1%	460	24.3%	442	23.0%	437	23.7%
Confidential Staff	7	0.4%	7	0.4%	8	0.4%	8	0.4%	8	0.4%	6	0.3%
Full-time Faculty	311	16.3%	310	16.5%	312	17.3%	318	16.8%	309	16.1%	311	16.2%
Part-time Faculty	1,026	53.6%	994	53.0%	927	51.4%	1,017	53.7%	1,069	55.6%	1,085	55.1%
Police Officers	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	8	0.4%	9	0.4%
Totals	1,913	100%	1,875	100%	1,805	100%	1,895	100%	1,922	100%	1,934	100%

The graph below shows the number of SMC employees in each group from Fall 2009 through Fall 2014.



SMC Employee Groups – Ethnicity 2009-2014



SMC STUDENT ENROLLMENT INFORMATION

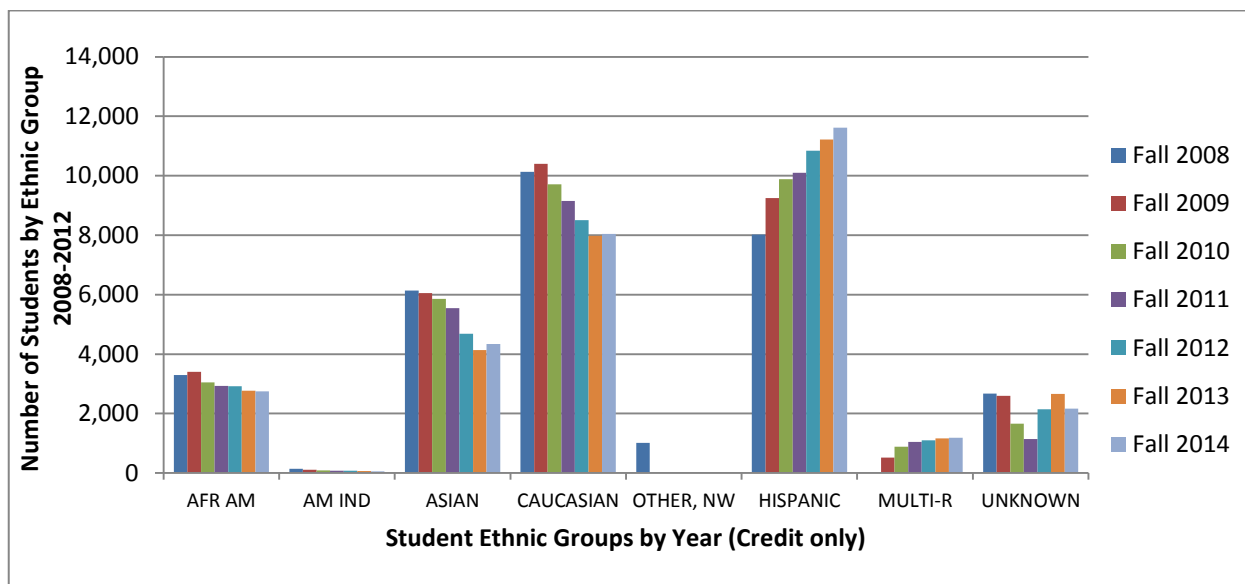
Student information is included for comparison purposes with the District workforce. Student enrollment information is drawn from college database sources and can be found on the SMC website.⁵ Total student enrollment is a combination of credit and non-credit student headcount data and is included for reference purposes. Student diversity in this report was based on credit student count only.

STUDENT DIVERSITY

In reviewing data from Fall 2009 through Fall 2014, students identifying themselves as Hispanic increased from 28.61% of the total student population to more than one-third of the student population (38.5%). The Multi-Racial identification (sometimes known as the 'Two or More' category) also increased from 1.6% to 3.9% in the same time period. African American and Asian students decreased during the same period as did Caucasian students.

All other ethnic reporting groups declined against the total population.

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	3,406	10.5%	3,047	9.8%	2,925	9.8%	2,914	9.6%	2,769	9.2%	2,748	9.1%
AMR IND	110	0.3%	83	0.2%	74	0.2%	79	0.3%	66	0.2%	55	0.2%
ASIAN/PAC ISL	6,048	18.7%	5,860	18.8%	5,545	18.5%	4,680	15.5%	4,136	13.8%	4,339	14.4%
CAUCASIAN	10,399	32.2%	9,710	31.2%	9,149	30.5%	8,504	28.1%	7,982	26.6%	8,046	26.7%
HISPANIC	9,250	28.6%	9,889	31.8%	10,096	33.7%	10,838	35.8%	11,221	37.4%	11,616	38.5%
MULTI-RACIAL	514	1.6%	889	2.9%	1,041	3.5%	1,100	3.6%	1,163	3.9%	1,190	3.9%
UNKNOWN	2,600	8.0%	1,660	5.3%	1,147	3.8%	2,145	7.1%	2,663	8.9%	2,165	7.2%
TOTALS	32,327	100%	31,138	100%	29,977	100%	30,260	100%	30,000	100%	30,159	100%



⁵ <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Pages/Stu-Background-Demo.aspx>

STUDENT GENDER

Although female students continue to outnumber male students in all study years, the percentage of male students against the total number has been rising over the past 4 years.⁶

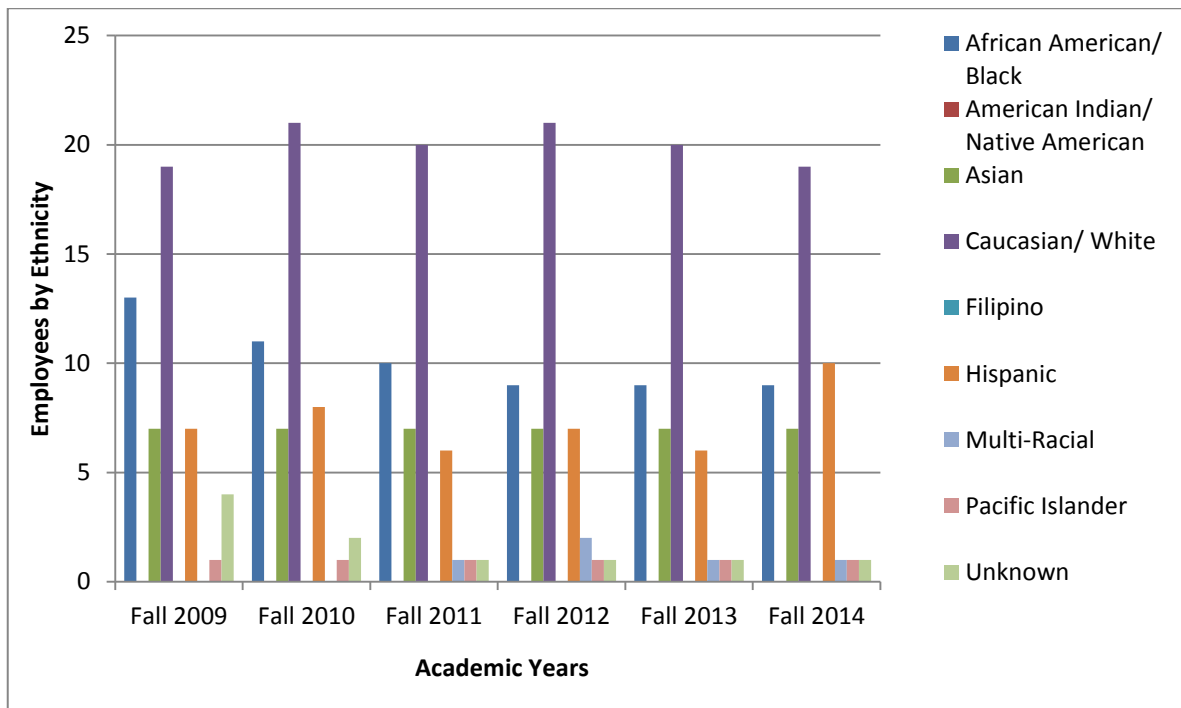
Gender	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
Female	17,831	55.2%	17,102	54.9%	16,195	54.0%	16,019	52.9%	15,694	52.3%	15,819	52.5%
Male	14,496	44.8%	14,036	45.1%	13,782	46.0%	14,241	47.1%	14,306	47.7%	14,340	47.5%
Total	32,327	100%	31,138	100%	29,977	100%	30,260	100%	30,000	100%	30,159	100%

∞∞∞∞

⁶ <http://www.smc.edu/EnrollmentDevelopment/InstitutionalResearch/Documents/Fall%20Documents/Gender.pdf>

SMC EMPLOYEES: ACADEMIC ADMINISTRATORS

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	13	25.5%	10	22.0%	10	21.7%	9	18.7%	9	20.0%	9	18.8%
AMR IND	0	0.00%	0	0.0%	0	0.00%	0	0.0%	0	0.0%	0	0.0%
ASIAN	7	13.7%	7	14.0%	7	15.2%	7	14.6%	7	15.6%	7	14.6%
CAUCASIAN	19	37.3%	21	42.0%	20	43.5%	21	43.7%	20	44.4%	19	39.6%
FILIPINO	0	0.00%	0	0.0%	0	0.00%	0	0.0%	0	0.0%	0	0.0%
HISPANIC	7	13.7%	8	16.0%	6	13.0%	7	14.6%	6	13.3%	10	20.8%
MULTI-RACIAL	0	0.00%	0	0.0%	1	2.2%	2	4.2%	1	2.2%	1	2.1%
PAC	1	2%	1	2.0%	1	2.2%	1	2.1%	1	2.2%	1	2.1%
ISLANDER												
UNKNOWN	4	7.8%	2	4.0%	1	2.2%	1	2.1%	1	2.2%	1	2.1%
TOTALS	51	100%	49	100%	46	100%	48	100%	45	100%	48	100%



Academic Administrators by Ethnicity – 2009-2014

Academic administrators self-identifying as Hispanic have increased from 14.6% in Fall 2012 to 20.8% in Fall 2014.

GENDER

Gender statistics remained fairly constant over the past 3 years with female academic administrators outnumbering male administrators almost three to one:

FEMALE: 72.92% (35)
 MALE: 27.08% (13)

AGE

The age spread for Academic Administrators in Fall 2014 is consistent and indicates reasonable coverage for succession planning.

<u>Ages 18-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>+80</u>
1	10	14	13	10	0	0

However, seven (14.58%) of the forty-eight Academic Administrators in Fall 2015 are age 65 or older.

<u>Decade</u>	<u>No./Age Group</u>	<u>Age in 2014*</u>	<u>% of Total</u>
1900-1920	0	0	0.00%
1921-1930	0	0	0.00%
1931-1940	0	0	0.00%
1941-1950	7	64	14.58%
1951-1960	14	54	29.17%
1961-1970	12	44	25.00%
1971-1980	13	34	27.08%
1981-1990	2	24	4.17%
1991-2000	0	0	0.00%
Total	48		100.00%

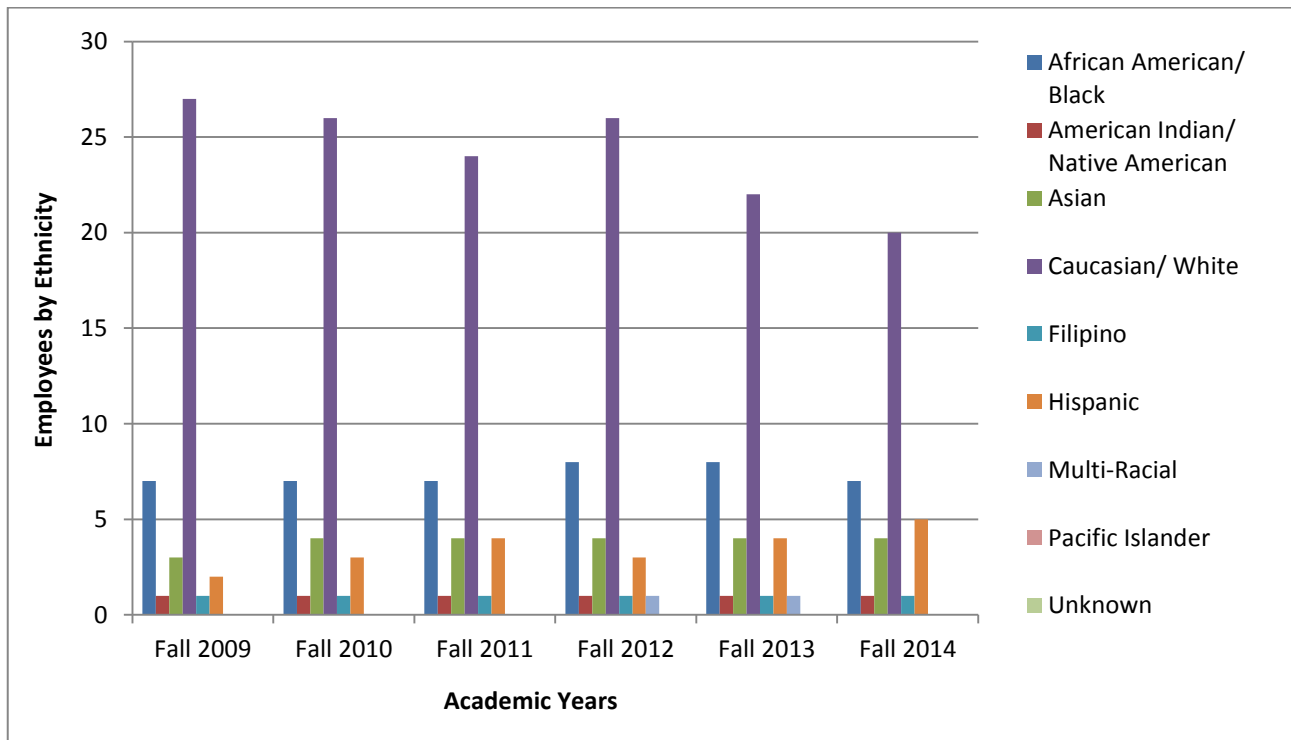
**Age is calculated based on the last year of the decade (i.e., Age 64 during the decade of 1941-1950 is calculated as 2014-1950=64.)*



SMC EMPLOYEES: CLASSIFIED MANAGERS

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	7	17.1%	7	16.7%	7	17.1%	8	18.2%	8	19.5%	7	18.4%
AMR IND	1	2.4%	1	2.4%	1	2.4%	1	2.3%	1	2.4%	1	2.6%
ASIAN	3	7.3%	4	9.5%	4	9.8%	4	9.1%	4	9.8%	4	10.5%
CAUCASIAN	27	65.9%	26	61.9%	24	58.5%	26	59.1%	22	53.7%	20	52.6%
FILIPINO	1	2.4%	1	2.4%	1	2.4%	1	2.3%	1	2.4%	1	2.6%
HISPANIC	2	4.9%	3	7.1%	4	9.8%	3	6.8%	4	9.8%	5	13.2%
MULTI-RACIAL	0	0.0%	0	0.0%	0	0.0%	1	2.3%	1	2.4%	0	0.0%
PAC ISLANDER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UNKNOWN	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTALS	41	100%	42	100%	41	100%	44	100%	41	100%	38	100%

This category remained less racially and ethnically diverse compared to college employees overall and the data indicates that more outreach is needed to qualified non-Caucasian/White populations as vacancies become available.



Classified Managers by Ethnicity – 2009-2014

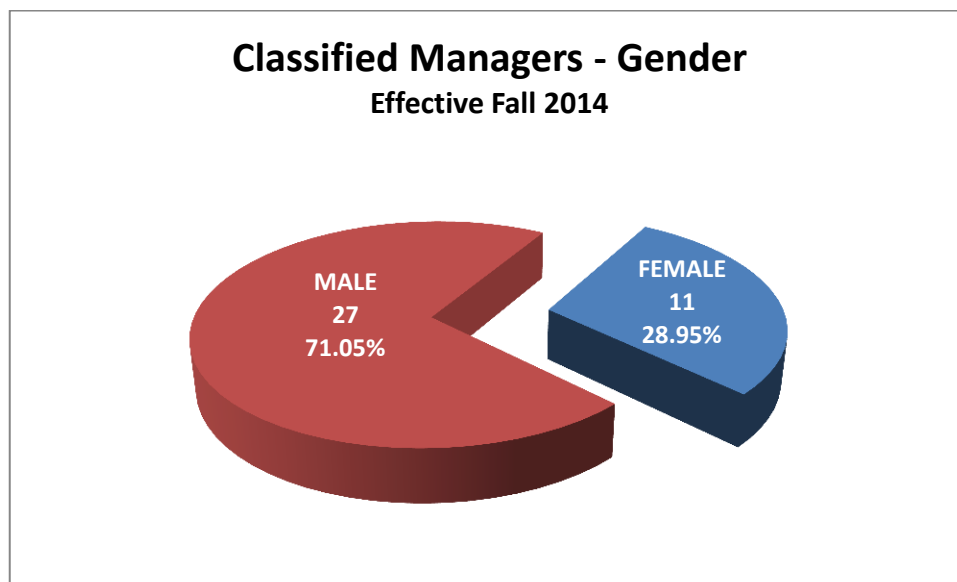
GENDER

In Fall 2012, female classified managers are outnumbered by male managers two to one based on a total manager count of 44 within this employment category.

FEMALE: 37.21% (16)

MALE: 62.79% (27)

Over the next two years, the number of classified managers decreased from 44 to 41 in 2013 and from 41 to 38 in 2014. In 2014, male classified managers comprised 71.05 % (27) of the group, and female classified managers 28.95% (11).



AGE

During Fall 2014, 73.68% of classified managers are 50 years of age or older. As separations occur, there is reasonable expectation that recruitment opportunities will develop.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
0	4	6	22	5	1	0

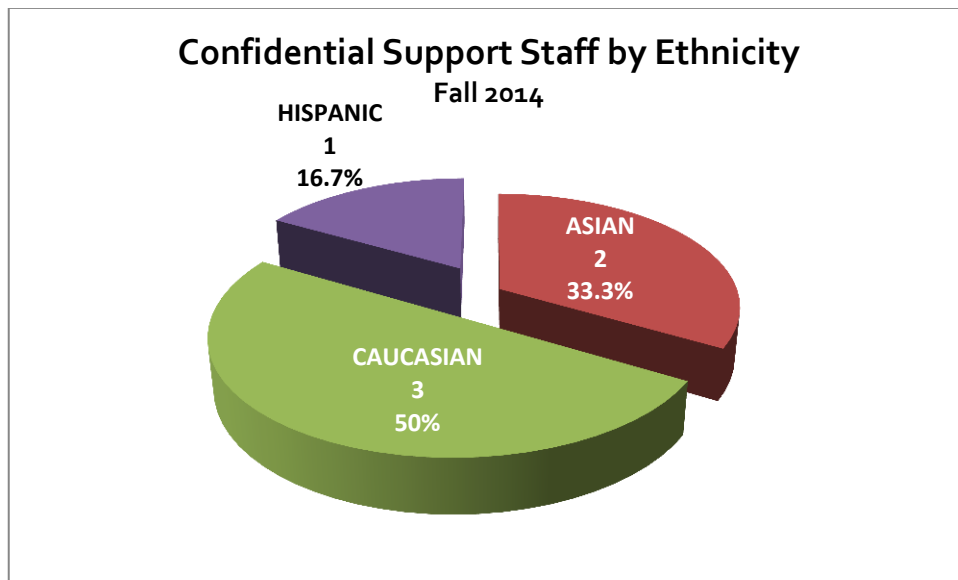
SMC is a Merit District with a generous longevity incentive for permanent classified employees. This has encouraged employees to remain within the District.



SMC EMPLOYEES: CONFIDENTIAL SUPPORT STAFF

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	2	28.8%	2	28.6%	2	25.0%	2	25.0%	2	25.0%	0	0.0%
AMR IND	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN	0	0.0%	0	0.0%	1	12.5%	1	12.5%	2	25.0%	2	33.3%
CAUCASIAN	3	42.9%	3	42.9%	3	37.5%	3	37.5%	3	37.5%	3	50.0%
FILIPINO	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HISPANIC	2	28.6%	2	28.6%	2	25.0%	2	25.0%	1	12.5%	1	16.7%
MULTI-RACIAL	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PAC ISLANDER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UNKNOWN	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTALS	7	100%	7	100%	8	100%	8	100%	8	100%	6	100%

The number of staff designated as confidential is very limited. Separations via retirement and attrition directly impacted diversity.



GENDER

During this report period all six employees designated as confidential are female.

AGE

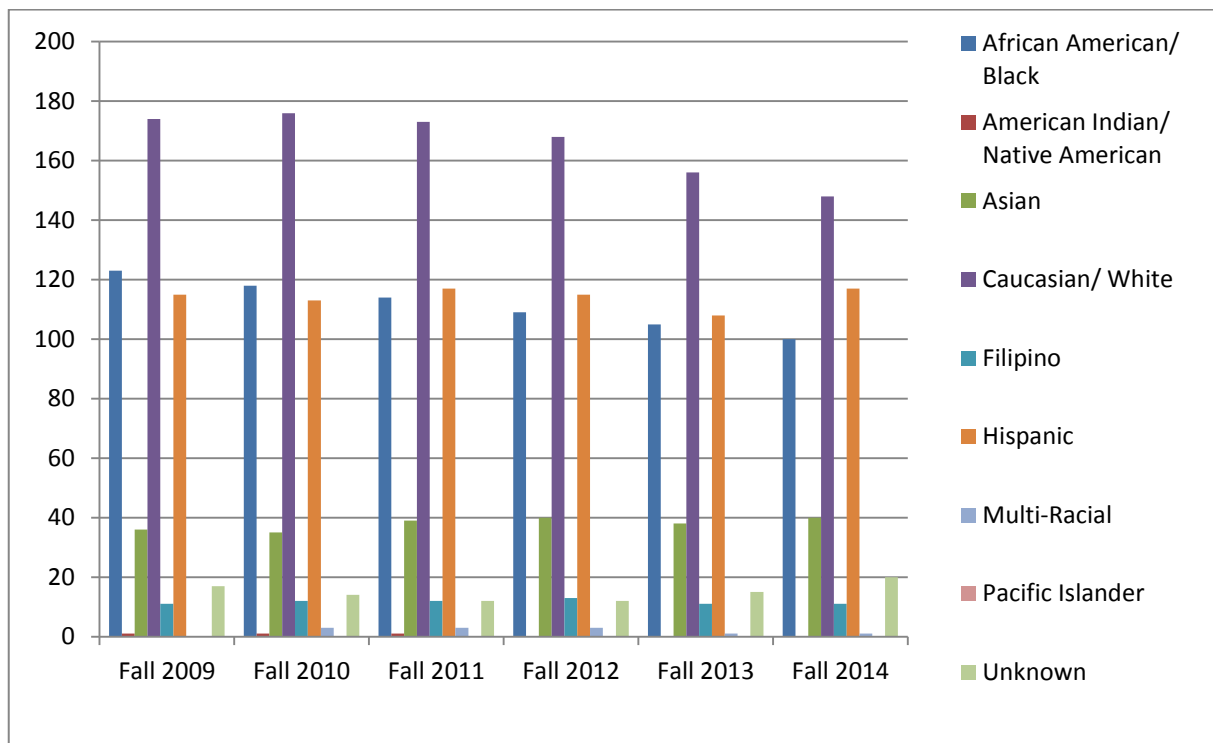
Ages 20-29	Ages 30-39	Ages 40-49	Ages 50-59	Ages 60-69	Ages 70-79	80+
1	1	0	1	3	0	0

∞∞∞∞

SMC EMPLOYEES: CLASSIFIED SUPPORT

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	123	25.8%	118	25.0%	114	24.2%	109	23.7%	105	24.2%	100	22.9%
AMR IND	1	0.2%	1	0.2%	1	0.2%	0	0.0%	0	0.0%	0	0.0%
ASIAN	36	7.5%	35	7.4%	39	8.3%	40	8.7%	38	8.8%	40	9.2%
CAUCASIAN	174	36.5%	176	37.3%	173	36.7%	168	36.5%	156	35.9%	148	33.9%
FILIPINO	11	2.3%	12	2.5%	12	2.5%	13	2.8%	11	2.5%	11	2.5%
HISPANIC	115	24.1%	113	23.9%	117	24.8%	115	25.0%	108	24.9%	117	26.8%
MULTI-RACIAL	0	0.0%	3	0.6%	3	0.6%	3	0.7%	1	0.2%	1	0.2%
PAC ISLANDER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ISLANDER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UNKNOWN	17	3.6%	14	3.0%	12	2.5%	12	2.6%	15	3.5%	20	4.6%
TOTALS	477	100%	472	100%	471	100%	460	100%	434	100%	437	100%

Hispanics and African Americans are well represented in classified support positions. Underrepresentation is evident in the other minority categories of Native American, Asian, Filipino, Multi-Racial, and Pacific Islander in respect to current SMC Classified Support personnel but overall the statistics are improving.



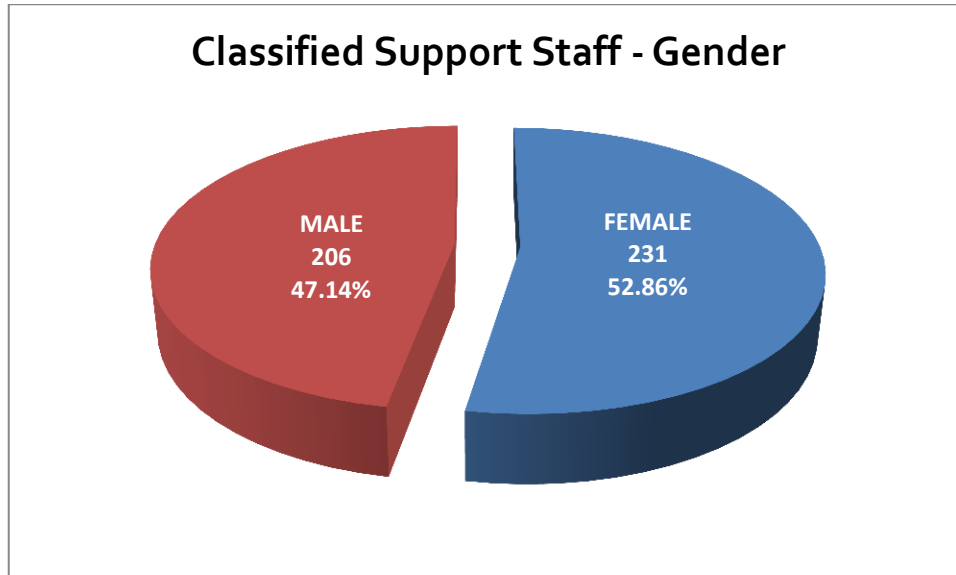
Classified Support by Ethnicity – 2009-2014

GENDER

Females outnumber males within the classified support employment category.

FEMALE: 52.86% (231)

MALE: 47.14% (206)



AGE

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
25	93	104	128	76	6	5

More than half of the classified support personnel are within the age to retire or to separate from the District.

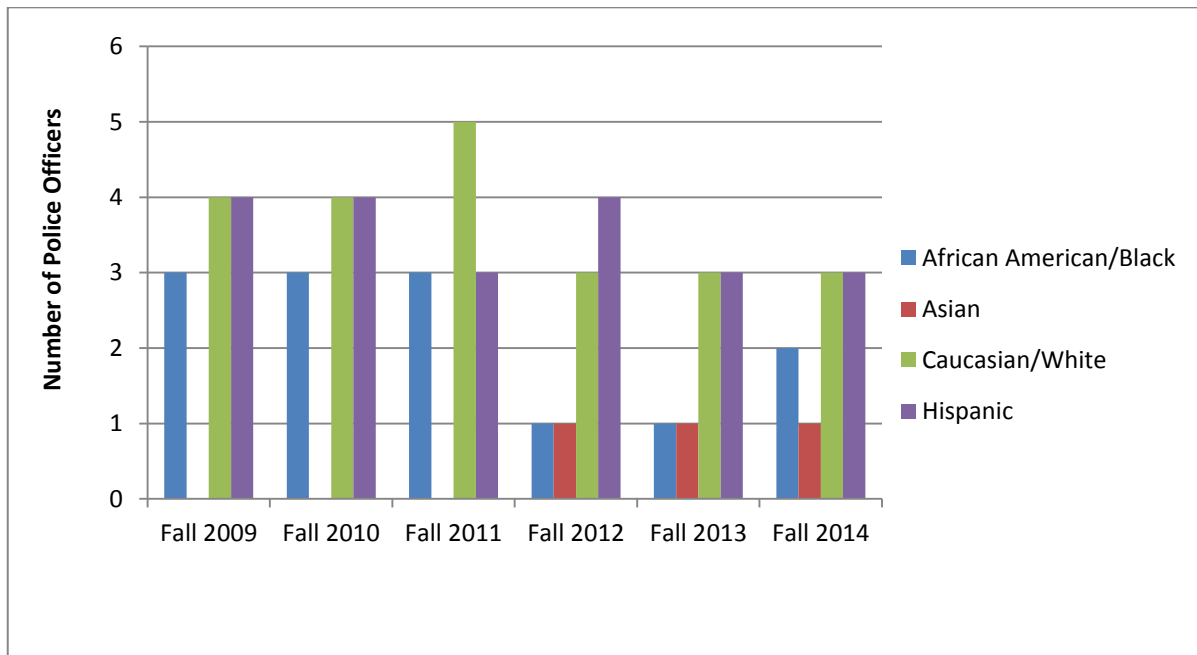
The District's generous longevity program for classified employees has encouraged ongoing long term employment within the District.

∞∞∞∞

SMC COMMUNITY COLLEGE POLICE OFFICERS

Recruitment for community college police officers is continuous. It is anticipated that more police officers will be hired by the District. The SMC Police Officers are sworn classified employees with their own bargaining unit that is separate from the classified support employees. The SMC Police Officer ethnicity and gender statistics are still reported under classified support staff. For the purpose of this report, racial and ethnic data is listed below:

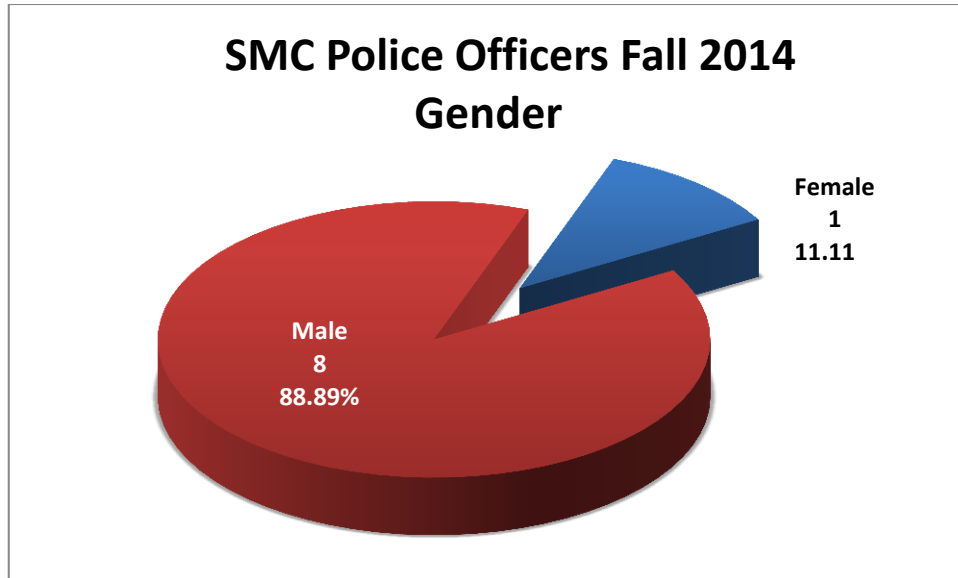
Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	3	27.3%	3	27.3%	3	27.3%	1	11.1%	1	12.5%	2	22.2%
AMR IND	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN	0	0.0%	0	0.0%	0	0.0%	1	11.1%	1	12.5%	1	11.1%
CAUCASIAN	4	36.4%	4	36.4%	5	45.5%	3	33.3%	3	37.5%	3	33.3%
FILIPINO	0	0.00%	0	0.00%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HISPANIC	4	36.4%	4	36.4%	3	27.3%	4	44.4%	3	37.5%	3	33.3%
MULTI-RACIAL	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PAC ISLANDER	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
UNKNOWN	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTALS	11	100%	11	100%	11	100%	9	100%	8	100%	9	100%



College Police Officer Ethnicity 2009-2014

GENDER

As of Fall Semester 2014 there is one female officer (11.11%) and eight male officers (88.89%).



AGE

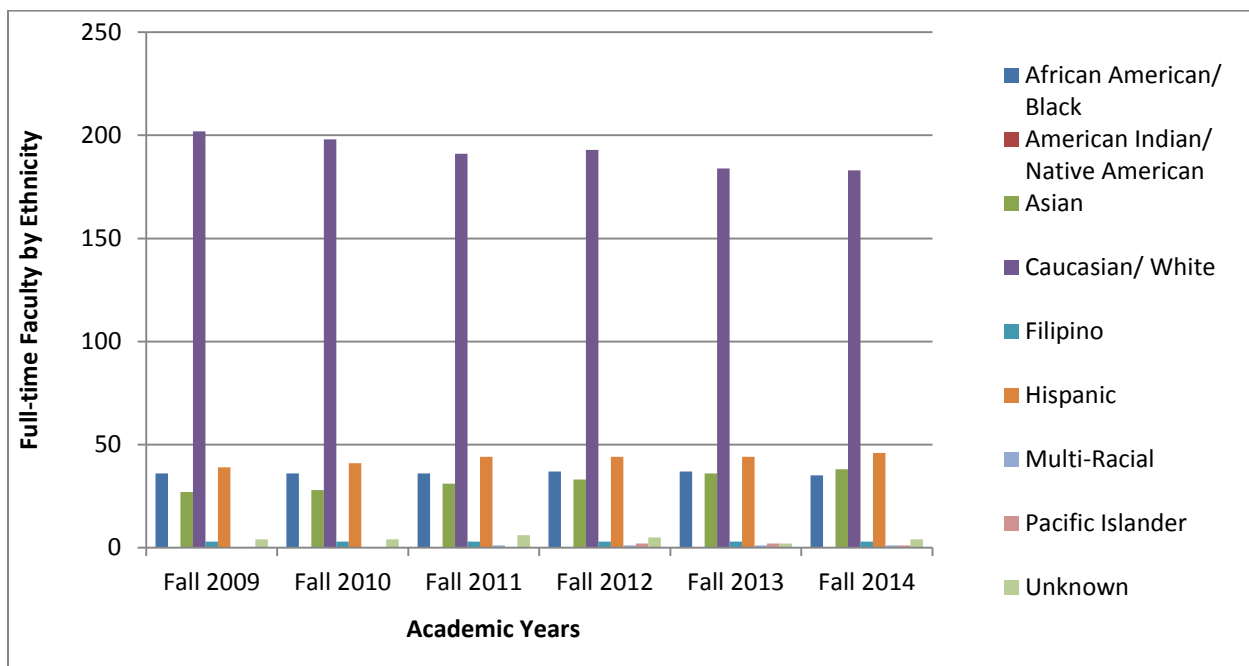
<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
1	4	2	2	0	0	0

∞∞∞∞

SMC EMPLOYEES: FULL-TIME FACULTY

Ethnicity	Fall 2009		Fall 2010		Fall 2011		Fall 2012		Fall 2013		Fall 2014	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	36	11.6%	36	11.6%	36	11.5%	37	11.6%	37	12.0%	35	11.3%
AMR IND	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN	28	9.0%	28	9.0%	31	9.9%	33	10.4%	36	11.7%	38	12.2%
CAUCASIAN	202	65.0%	198	63.9%	191	61.2%	193	60.7%	184	59.5%	183	58.8%
FILIPINO	3	1.0%	3	1.0%	3	1.0%	3	0.9%	3	1.0%	3	1.0%
HISPANIC	39	12.5%	41	13.2%	44	14.1%	44	13.8%	44	14.2%	46	14.8%
MULTI-RACIAL	0	0.0%	0	0.0%	1	0.3%	1	0.3%	1	0.3%	1	0.3%
PAC	0	0.0%	0	0.0%	0	0.0%	2	0.6%	2	0.6%	1	0.3%
ISLANDER												
UNKNOWN	3	1.0%	4	1.3%	6	1.9%	5	1.6%	2	0.6%	4	1.3%
TOTALS	311	100%	310	100%	312	100%	318	100%	309	100%	311	100%

Minority populations are under-represented within SMC's full-time faculty members and are not reflective of either the SMC student or County of Los Angeles ethnic populations. However, gains were made to improve diversification with new faculty hires.



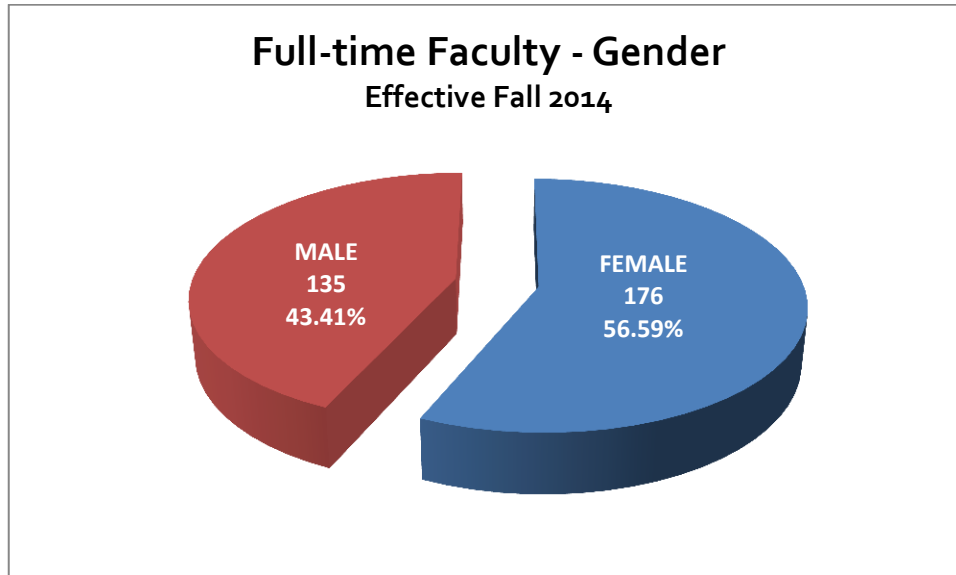
Full-time Faculty by Ethnicity 2009 - 2014

GENDER

There are 41 more full-time faculty females to full-time faculty males as of Fall 2014.

FEMALES: 56.59% (176)

MALES: 43.41% (135)



AGE

The age spread for full-time faculty indicates reasonable coverage for succession planning.

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
2	42	67	90	90	20	0

More than half of the full-time faculty members are within the ages to retire or to separate from the District.

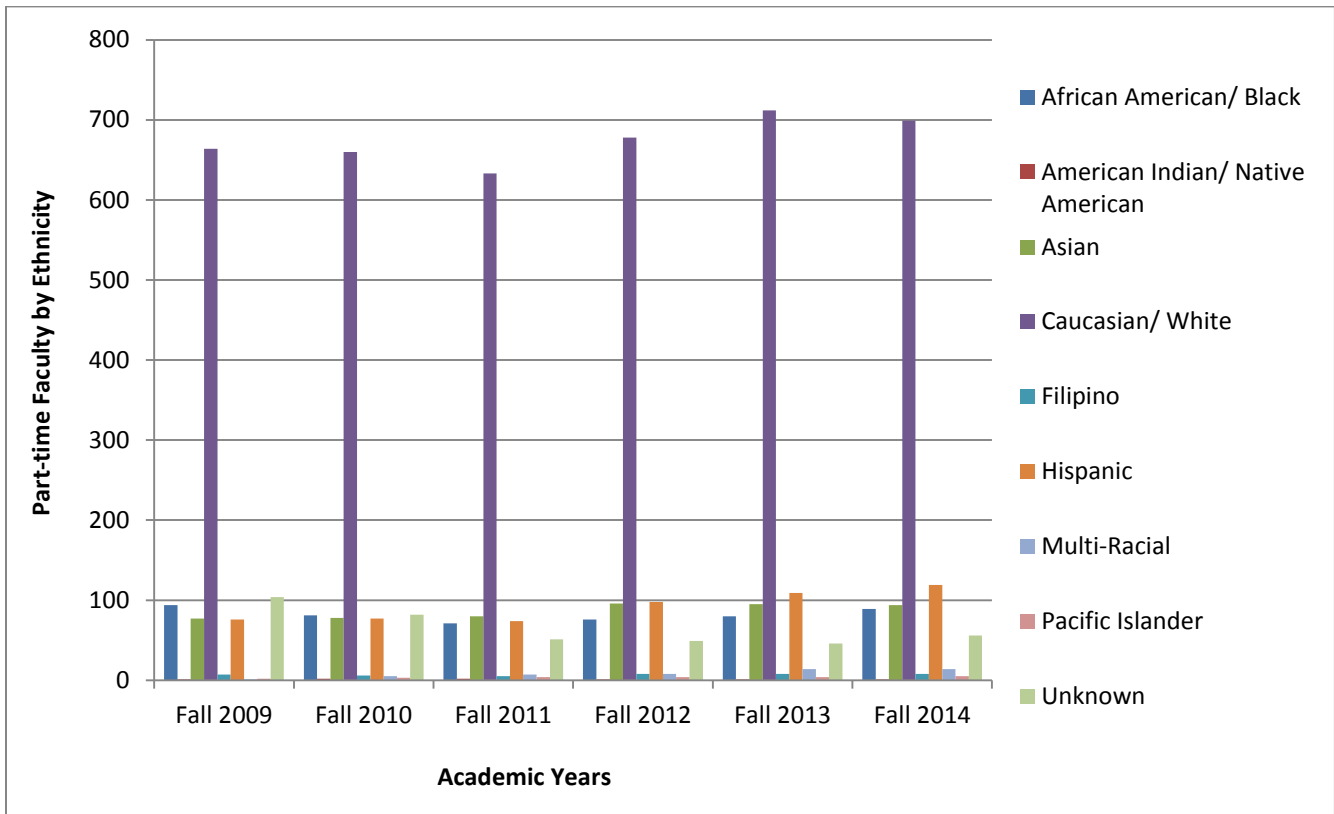
∞∞∞∞

SMC EMPLOYEES: PART-TIME FACULTY

<u>Ethnicity</u>	<u>Fall 2009</u>		<u>Fall 2010</u>		<u>Fall 2011</u>		<u>Fall 2012</u>		<u>Fall 2013</u>		<u>Fall 2014</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	94	9.2%	81	8.2%	71	7.7%	76	7.5%	80	7.5%	89	8.2%
AMR IND	1	0.1%	2	0.2%	2	0.2%	1	0.1%	1	0.1%	1	0.1%
ASIAN	77	7.5%	78	7.9%	80	8.6%	96	9.4%	95	8.9%	94	8.7%
CAUCASIAN	664	64.7%	660	66.4%	633	68.3%	678	66.6%	712	66.6%	699	64.4%
FILIPINO	7	0.7%	6	0.6%	5	0.5%	8	0.8%	8	0.7%	8	0.7%
HISPANIC	76	7.4%	77	7.8%	74	8.0%	98	9.6%	109	10.2%	119	11.0%
MULTI-RACIAL	1	0.1%	5	0.5%	7	0.8%	8	0.8%	14	1.3%	14	1.3%
PAC ISLANDER	2	0.2%	3	0.3%	4	0.4%	4	0.4%	4	0.4%	5	0.5%
<u>UNKNOWN</u>	<u>104</u>	<u>10.1%</u>	<u>82</u>	<u>8.3%</u>	<u>51</u>	<u>5.5%</u>	<u>49</u>	<u>4.8%</u>	<u>46</u>	<u>4.3%</u>	<u>56</u>	<u>5.2%</u>
TOTALS	1,026	100%	994	100%	927	100%	1,018	100%	1,069	100%	1,085	100%

Minority populations are under-represented within SMC’s part-time faculty and are not reflective of either the SMC student or County of Los Angeles ethnic populations. This category has been a key resource for full-time faculty hires. A number of newly hired full-time, tenure track faculty come from the adjunct (part-time) faculty base. The influence is evident when reviewing the number of new full-time faculty hired since academic years 2007-2008 through 2014-2015. The following lists the percentage of part-time faculty members who transitioned from part-time status to full-time tenure track faculty members:

Academic Year	2007-2008	66.66%
	2008-2009	38.46%
	2009-2010	No full time faculty hires
	2010-2011	60.00%
	2011-2012	38.88%
	2012-2013	41.66%
	2013-2014	42.85%
	2014-2015	37.50%



Part-Time Faculty by Ethnicity 2009 - 2014

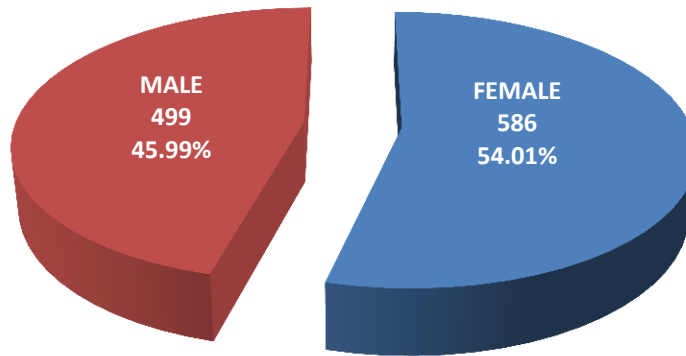
GENDER

As with full-time faculty, female part-time faculty members outnumber their male counterparts.

FEMALES: 54.01% (586)

MALES: 45.99% (499)

Part-Time Faculty - Gender Effective Fall 2014



AGE

The following statistics reflect the aging of the part-time faculty as a whole in all categories except the 20-29 year old age range.

Fall 2012:

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
42	207	217	259	230	51	12

Fall 2014:

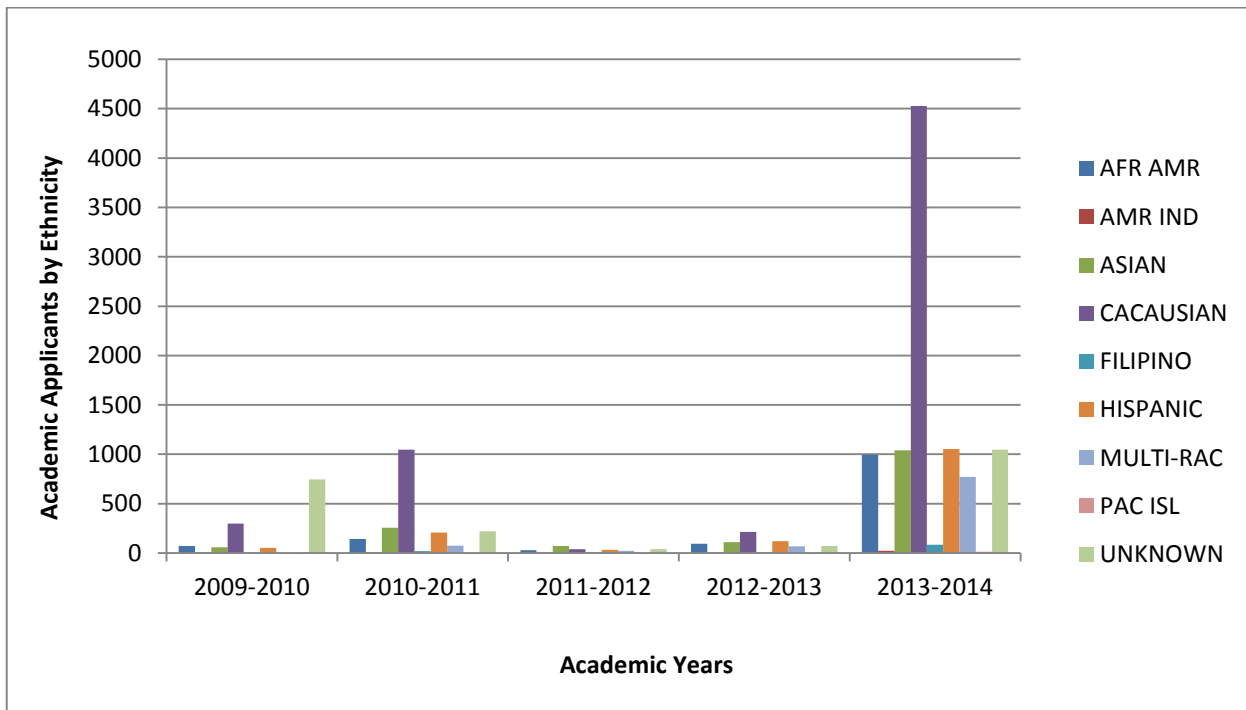
<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
39	225	224	272	236	73	16

∞∞∞∞

ACADEMIC APPLICANT DATA

Academic applicant data for Fall 2009 to Fall 2012 contained a number of people who did not respond to the voluntary EEO survey form. Recent data revealed that 84.00% of the academic applicant pool for 2011-2012, and 89.47% of the applicant pool during 2012-2013 chose to self-identify ethnicity. This result may be attributed to the online application system now in-place.

During the 2014-2015 academic year, Caucasian applicants constituted 47.39% of all full-time academic applicants, African Americans dropped from 13.74% to 10.42% and Asians from 16.08% to 10.90%. Hispanics made up 11.03% of the total pool of academic applicants during 2014-2015. (Note, these statistics reflect applicants for specific job postings and do not include those for part-time postings.)



Academic Applicants by Ethnicity – 2009 – 2014

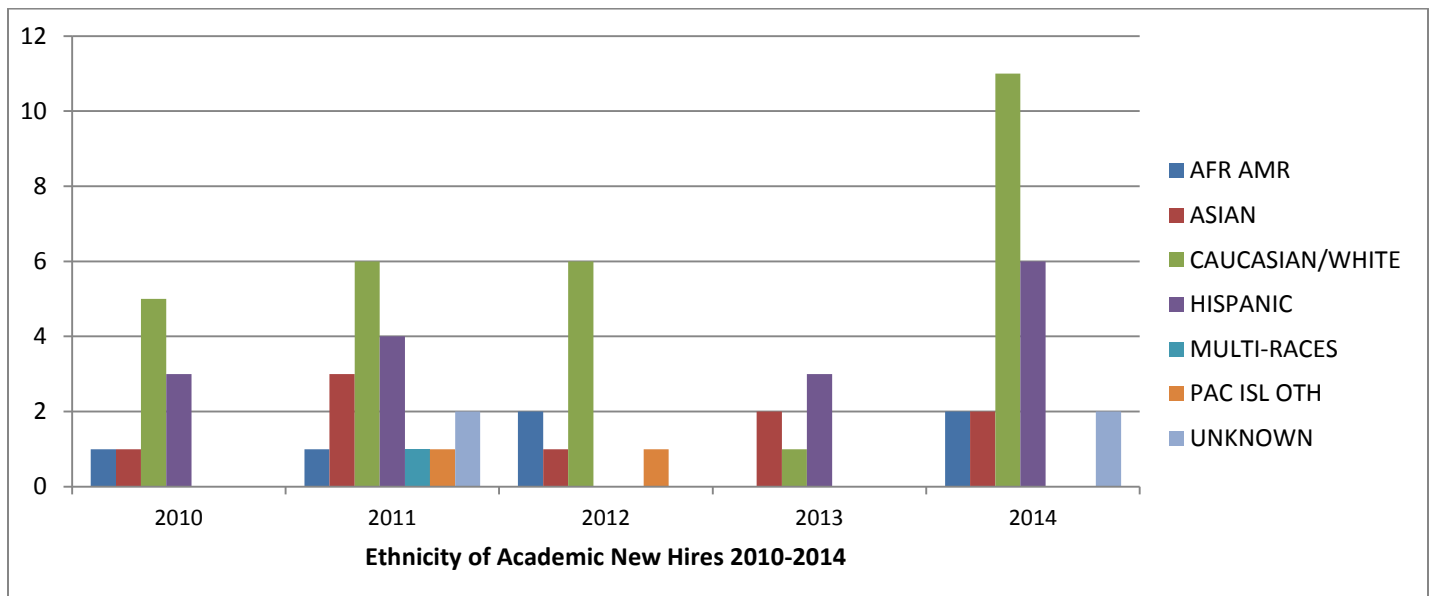
During the 2014-2015 academic year, female applicants comprised 45.59%, male 48.65%, and those choosing not to disclose were 5.76% of all full-time applicants.

∞∞∞

ACADEMIC NEW HIRE INFORMATION

In spite of the fiscal difficulties facing the District, SMC made a concerted effort to hire additional new faculty during the past several years. Since Fall 2012 through Fall of 2014 twenty-nine (29) full-time faculty were hired.

Ethnicity	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	0	0.00%	1	10.00%	1	5.56%	2	20.00%	0	0.00%	2	8.70%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	0	0.00%	1	10.00%	3	16.67%	1	10.00%	2	33.33%	2	8.70%
CAUCASIAN	0	0.00%	5	50.00%	6	33.33%	6	60.00%	1	16.67%	11	47.83%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	0	0.00%	3	30.00%	4	22.22%	0	0.00%	3	50.00%	6	26.09%
MULTI-RACIAL	0	0.00%	0	0.00%	1	5.56%	0	0.00%	0	0.00%	0	0.00%
PAC ISLANDER	0	0.00%	0	0.00%	1	5.56%	1	10.00%	0	0.00%	0	0.00%
UNKNOWN	0	0.00%	0	0.00%	2	11.11%	0	0.00%	0	0.00%	2	8.70%
TOTALS	0	0.00%	10	100%	18	100%	10	100%	6	100%	23	100%

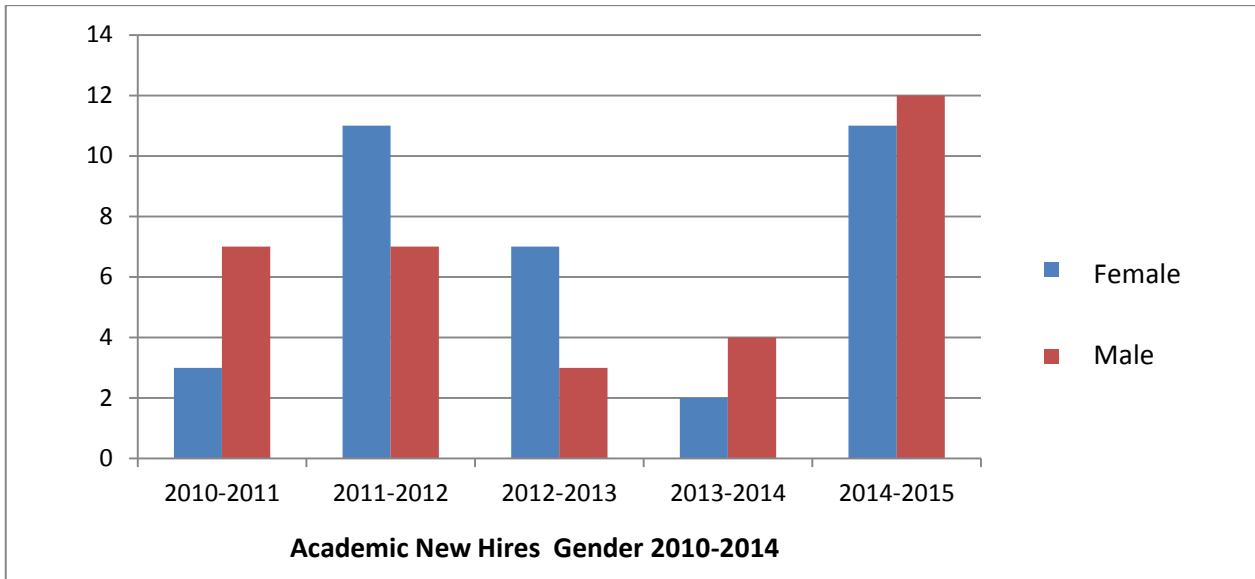


Ethnicity of Academic New Hires 2010-2014

GENDER

In Fall 2013 there were six (6) newly hired faculty of which two (2) female and four (4) male.

For Fall 2014 there were 23 newly hired faculty: female faculty members comprised 47.83%, and male newly hired faculty were at 52.17%.



AGE

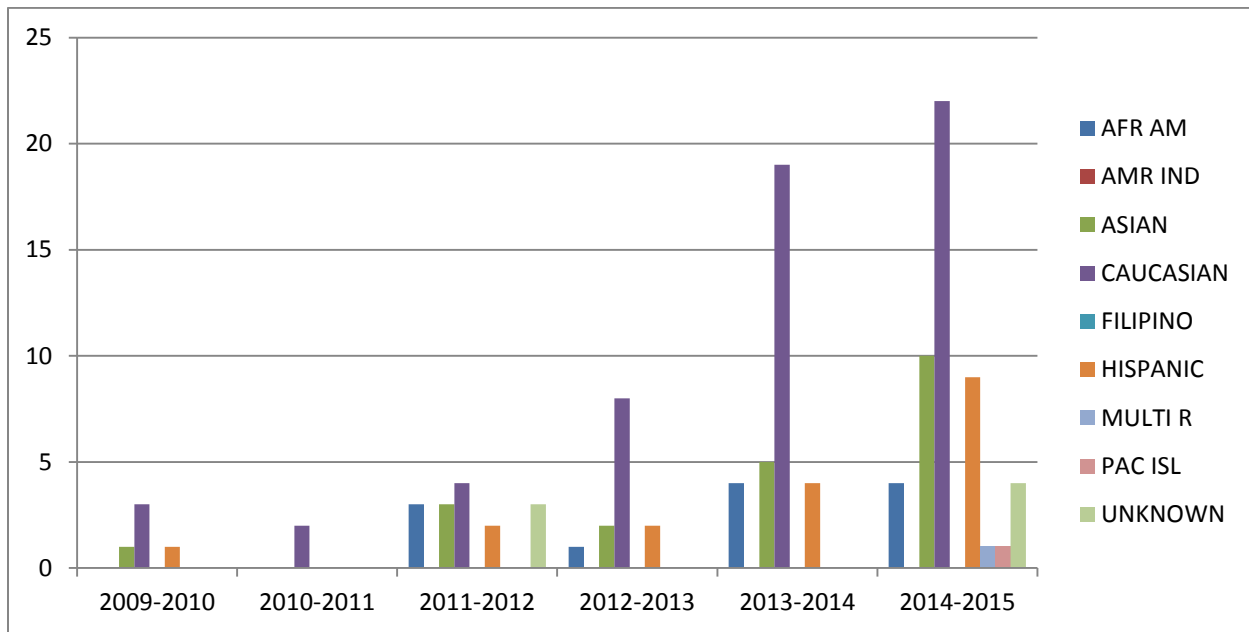
The age range spread for newly hired full-time faculty for Fall 2014 was as follows:

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
1	12	6	3	1	0	0
∞∞∞∞						

TENURE TRACK FULL-TIME FACULTY

Tenured faculty are those full-time faculty members who have been under contract with the District for four (4) years in probationary status. During each probationary year, the non-tenured faculty member is evaluated by his/her peers. At the end of four years tenure may be offered.

Ethnicity	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
AFR AMR	0	0.00%	0	0.00%	3	20.00%	1	7.69%	4	12.50%	4	7.84%
AMR IND	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ASIAN	1	20.00%	0	0.00%	3	20.00%	2	15.38%	5	15.63%	10	19.61%
CAUCASIAN	3	60.00%	2	100.00%	4	26.67%	8	61.54%	19	59.38%	22	43.14%
FILIPINO	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISPANIC	1	20.00%	0	0.00%	2	13.33%	2	15.38%	4	12.50%	9	17.65%
MULTI-RACIAL	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.96%
PAC ISLANDER	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.96%
UNKNOWN	0	0.00%	0	0.00%	3	20.00%	0	0.00%	0	0.00%	4	7.84%
TOTALS	5	100%	2	100%	15	100%	13	100%	32	100%	51	100%



Ethnicity of Tenure Track Full-time Faculty

A review of the tenured faculty data clearly reflects the efforts of the District to increase full-time faculty. Full-time faculty recruitment is now done almost exclusively online. Coupled with increased advertising dollars and focused outreach efforts, gains have been made to reach a broad and diverse qualified applicant pool. Recruitments are discipline focused and website postings are a good venue for outreach. Successful recruitment efforts on websites such as the Chronicle for Higher Learning, HigherEdJobs.com, JobTarget.com, National Black Nurses Association, the Association of Black

Psychologists, National Association of Hispanic MBA's, National Association of Asian American Professionals, Association of Latino Professionals in Finance & Accounting, Society of Women Engineers, and the National Black MBA Association reflect the District's commitment to ethnic diversity as seen in the statistics in this report.

To further educate and promote diversity, the District continues to ensure that its search and selection committee members are diverse and are trained in Equal Employment Opportunity laws. It is also reinforced that committee members are aware that they are charged with finding faculty who are cognizant, open and most importantly, sensitive to understanding the socio-economic, academic, cultural and ethnic diversity within the community college student populations, including students with physical and/or learning disabilities, as these factors relate to differences in learning styles.

GENDER

As with full-time faculty, female newly tenure track faculty members outnumber their male counterparts in most years.

Gender	2009-2010		2010-2011		2011-2012		2012-2013		2013-2014		2014-2015	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Female	2	40.00%	1	50.00%	12	75.00%	6	50%	20	62.50%	30	58.82%
Male	3	60.00%	1	50.00%	4	25.00%	6	50%	12	37.50%	21	41.18%
Totals	5	100%	2	100%	16	100%	12	100%	32	100%	51	100%

AGE

The age range of the tenure track faculty reflected in the 2014-2015 data are as follows:

<u>Ages 20-29</u>	<u>Ages 30-39</u>	<u>Ages 40-49</u>	<u>Ages 50-59</u>	<u>Ages 60-69</u>	<u>Ages 70-79</u>	<u>80+</u>
2	26	15	6	2	0	0

∞∞∞∞

CLASSIFIED APPLICANT POOLS

The Personnel Commission Office manages classified employment processes using NEOGOV as its online application tracking system to process classified employment applications. During the 2013-2014 as well as the 2014-2015 fiscal years there were 54 classified positions (not including internal transfer positions) posted online:

<u>Type of Classified Position</u>	<u>2012 - 2013</u>	<u>2013 - 2014</u>	<u>2014 - 2015</u>
Classified support	24	45	43
Classified manager	1	8	9
Confidential	1	0	1
<u>Police</u>	<u>2</u>	<u>1</u>	<u>1</u>
Totals	28	54	54

ETHNICITY

The number of applications received increased significantly during the review period of this report and that the ethnicity of applicants shows great interest in employment opportunities with Santa Monica College.

Without knowing whether or not the applicants are actually qualified for the positions for which they applied, the statistics show that during the past two fiscal years, African American applicants declined from 25.18% in 2013 to 21.07% in the 2014-2015 period; Caucasians declined from 25.01% to 23.66%, and Filipino applications declined from 2.03% to 1.92%. However, the same period saw an increase in the following ethnic group applications: Asian applications increased from 7.40% to 9.56%, Hispanic from 24.12% to 24.42%, and Pacific Islanders (Hawaii, Guam, Sumatra, etc.) increased from 0.39% to 9.70%.

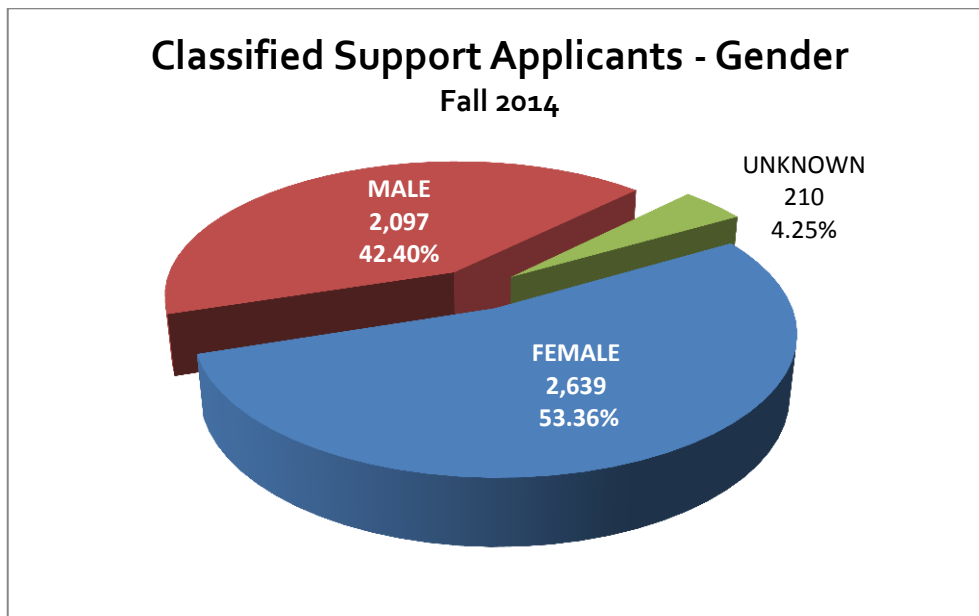
Ethnicity of Classified Applicants

<u>Ethnicity</u>	<u>2012-2013</u>		<u>2013-2014</u>		<u>2014-2015</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	1,027	25.18%	1,022	24.16%	1,042	21.07%
AMR IND	36	0.88%	16	0.38%	17	0.34%
ASIAN	302	7.40%	378	8.94%	473	9.56%
CAUCASIAN	1,020	25.01%	1,025	24.23%	1,170	23.66%
FILIPINO	83	2.03%	79	1.87%	95	1.92%
HISPANIC	984	24.12%	989	23.38%	1,208	24.42%
MULTI-RACIAL	254	6.23%	199	4.70%	278	5.62%
PAC ISLANDER	16	0.39%	363	8.58%	480	9.70%
<u>UNKNOWN</u>	<u>357</u>	<u>8.75%</u>	<u>159</u>	<u>3.76%</u>	<u>183</u>	<u>3.70%</u>
TOTALS	4,079	100%	4,230	100%	4,946	100%

GENDER

In the previous report, a significantly greater number of females applied for classified support positions than male applicants – 60.58% female vs. 36.77% male; 2.65% of applicants listing themselves as ‘unknown’.

Classified support applications reflect a closing of this ‘gender gap’ for the current report. The unknown designation for gender increased. This could possibly be a sign of more awareness about gender identification. It could also mean that the applicant tracking system may need review to ensure there is an option for better self-identification.



AGE

The NeoGov system used by the Personnel Commission reports age of classified applicants using the following three categories: “Under 40”, “40 or Older”, or “Unknown”.

The past two academic year reporting periods reflect the following information:

Age Group	2013-2014		2014-2015	
	No.	%	No.	%
Under 40	2,732	64.59%	3,293	66.58%
40 or Older	1,082	25.58%	1,223	24.73%
Unknown	416	9.83%	430	8.69%
Total	4,230	100%	4,946	100%

∞∞∞∞

INTERPRETATION OF THE ACADEMIC DATA

In reviewing the Faculty Diversity Data by department, it was apparent that minority populations are under-represented within SMC's full-time and part-time faculty membership. Ensuring fair and impartial non-discriminatory recruitment processes is a responsibility which is taken seriously and responsibly by the Office of Human Resources and Administration. Progress to improve representation is being made as positions become available for recruitment.

DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN

An Equal Employment Opportunity Board Policy and a Diversity Board Policy were approved in April 2010. In March, 2012, the District Policy Advisory Committee (DPAC) unanimously approved and accepted the EEO Plan recommended by its Human Resources subcommittee. Since that time, Federal Americans with Disabilities laws and regulations have been updated. Although the EEO Plan is not mandatory, the Board of Trustees accepted and approved an EEO plan in November, 2012; it can be found on the Santa Monica College-Human Resources website.⁷

SELECTION COMMITTEES

All participants serving on selection committees go through an orientation with Human Resources in which they receive training on equal employment opportunity requirements, federal and state non-discrimination laws. Training is presented in a manner to help committee members understand SMC's commitment to diversity and to non-discrimination. The Office of Human Resources and the Personnel Commission Office ensure that committee members for all academic and classified recruitments receive appropriate training prior to interaction with candidates.

TRAINING

Specialized training emphasizing the benefits of diversity awareness, tolerance and ethical behavior are ongoing for faculty and staff and are available through the Office of Human Resources. While the District's Professional Development Coordinator position remains vacant, academic, classified and management professional development training options continue to be offered to employees through the efforts of designated professional development committees and the Human Resources Office.

⁷ http://www.smc.edu/HumanResources/HumanResourcesDepartment/Documents/EEO_Plan.pdf

HISTORICAL SUMMARY FROM 1990-2014

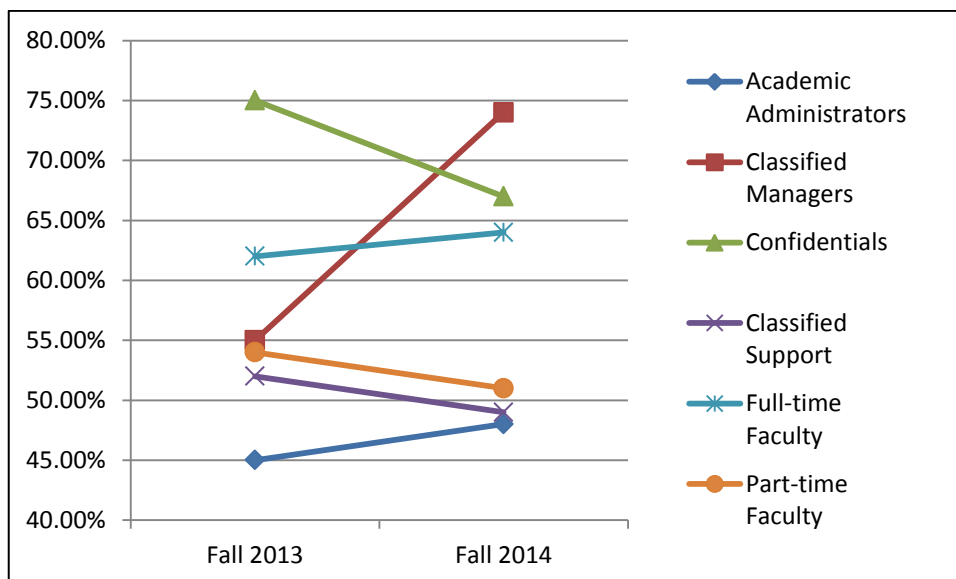
The District is making progress towards a diverse employee base but the pace is dependent of the number of positions that become available for hires. Several factors inherent in the Santa Monica Community College employment structure impact historical data.

One factor when reviewing employment category data is longevity. Just over a quarter of all full-time faculty members, classified support personnel, and classified managers have been employed with the District for 20 years or more. This is significant.

A second factor to consider is the age range of existing employees. When considering all employee groups except the Police Officers (22% are over age 50), those age 50 and over comprise 59% of all employees.

Another factor that influenced the historic overview of faculty and staff members has been career advancement possibilities generated by transitional and promotional opportunities.

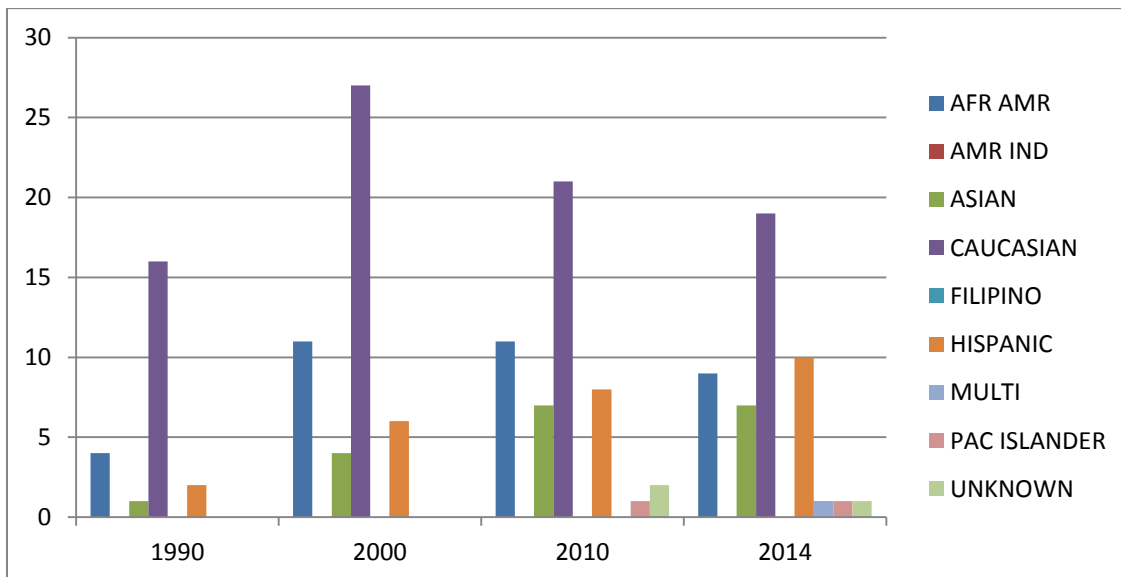
Employee Group	Fall 2013	Fall 2014
Academic Administrators	45%	48%
Classified Managers	55%	74%
Confidential Staff	75%	67%
Classified Support Staff	52%	49%
Full-time Faculty	62%	64%
Part-time Faculty	54%	51%
Average of all employee groups	57%	59%



ACADEMIC ADMINISTRATORS 1990-2014

The historic review indicated there has been an increase in the number of academic administrators, and the numbers do reflect ethnic diversity. Efforts will continue to ensure diverse outreach as positions become available.

<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2014</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
AFR AMR	4	17.4%	11	22.9%	11	22.0%	9	18.8%
AMR IND	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ASIAN	1	4.3%	4	8.3%	7	14.0%	7	14.6%
CAUCASIAN	16	69.8%	27	56.2%	21	42.0%	19	39.6%
FILIPINO	0	0.0%	0	0.0%	0	0.0%	0	0.0%
HISPANIC	2	8.7%	6	12.5%	8	16.0%	10	20.8%
MULTI	0	0.0%	0	0.0%	0	0.0%	1	2.1%
PAC ISLANDER	0	0.0%	0	0.0%	1	2.0%	1	2.1%
<u>UNKNOWN</u>	<u>0</u>	<u>0.0%</u>	<u>0</u>	<u>0.0%</u>	<u>2</u>	<u>4.0%</u>	<u>1</u>	<u>2.1%</u>
Totals	23	100%	48	100%	50	100%	48	100%

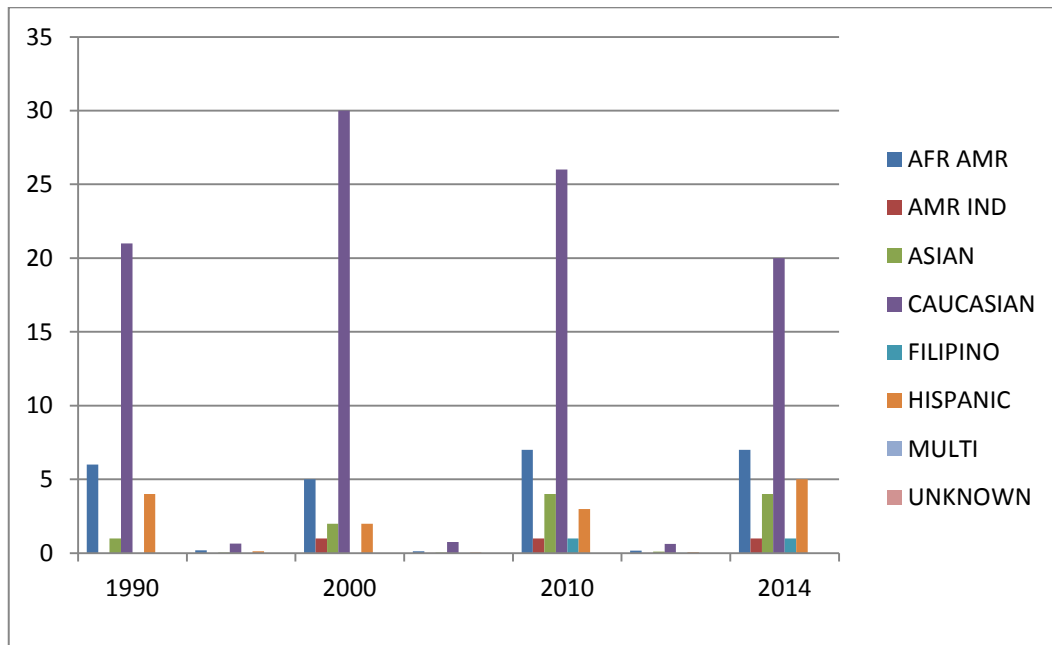


Academic Administrators Ethnicity 1990-2014

CLASSIFIED MANAGERS 1990-2014

In 1990, 65.6% of Classified Managers identified as Caucasian/White. In 2014 the percentage decreased to 52.6% Caucasian. This has meant that there has been an incremental increase in the ethnic diversity of classified managers. The percentage of Hispanic Classified Managers went from 12.50% in 1990 to 13.2% in 2014. Another more prominent increase is seen with Asian Classified Managers who went from 3.13% to 10.5% during the same time period.

Ethnicity	1990		2000		2010		2014	
AFR AMR	6	18.7%	5	12.5%	7	16.7%	7	18.4%
AMR IND	0	0.0%	1	2.5%	1	2.4%	1	2.6%
ASIAN	1	3.1%	2	5.0%	4	9.5%	4	10.5%
CAUCASIAN	21	65.6%	30	75.0%	26	61.9%	20	52.6%
FILIPINO	0	0.0%	0	0.0%	1	2.4%	1	2.6%
HISPANIC	4	12.5%	2	5.0%	3	7.1%	5	13.2%
MULTI	0	0.0%	0	0.0%	0	0.0%	0	0.0%
PAC ISLANDER	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<u>UNKNOWN</u>	<u>0</u>	<u>0.0%</u>	<u>0</u>	<u>0.0%</u>	<u>0</u>	<u>0.0%</u>	<u>0</u>	<u>0.0%</u>
Totals	32	100%	40	100%	42	100%	38	100%

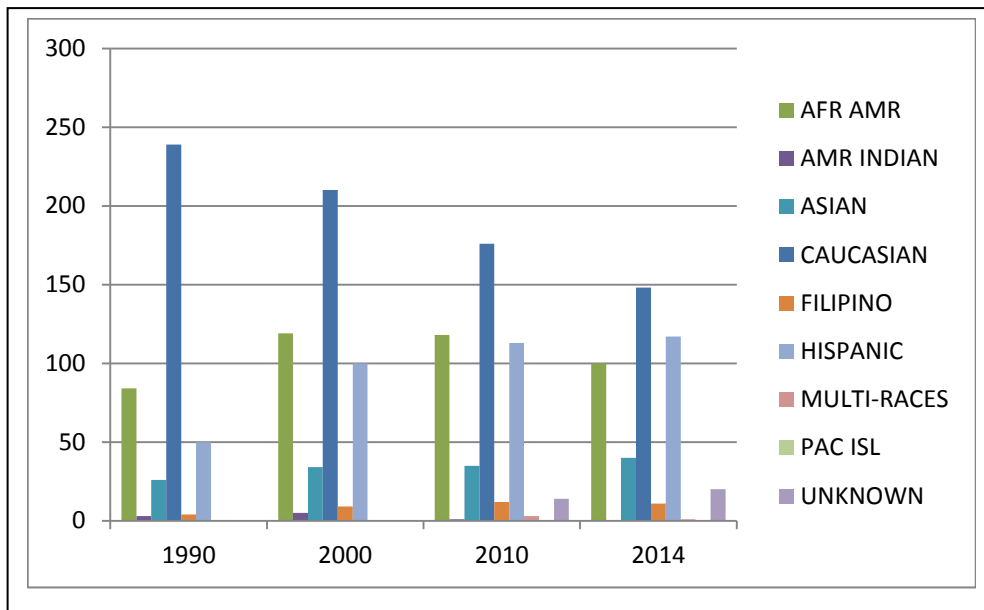


Classified Managers Ethnicity 1990-2014

CLASSIFIED SUPPORT PERSONNEL 1990-2014

Over the past three decades diversity outreach efforts have been most successful in the Classified Support Staff employment group. The applicant data does not indicate whether the applicants meet qualifications for the positions for which they applied; but, the fact that the District had a large number of ethnically diverse classified support personnel does suggest that the implementation of the online application system expanded the District's outreach which increased ethnic representation within this employment group. There has been an increase in the unknown ethnic data indicating that the employees chose not to self-identify their ethnicity.

<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2014</u>	
AFR AMR	84	20.69%	119	24.95%	118	25.00%	100	22.9%
AMR INDIAN	3	0.74%	5	1.05%	1	0.21%	0	0.0%
ASIAN	26	6.40%	34	7.13%	35	7.42%	40	9.2%
CAUCASIAN	239	58.87%	210	44.03%	176	37.29%	148	33.9%
FILIPINO	4	0.99%	9	1.89%	12	2.54%	11	2.5%
HISPANIC	50	12.32%	100	20.96%	113	23.94%	117	26.8%
MULTI-RACES	0	0.00%	0	0.00%	3	0.64%	1	0.2%
PAC ISL	0	0.00%	0	0.00%	0	0.00%	0	0.0%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0.00%</u>	<u>14</u>	<u>2.97%</u>	<u>20</u>	<u>4.6%</u>
TOTALS	406	100.00%	477	100.00%	472	100.00%	437	100%



Classified Support Personnel 1990-2014

FULL-TIME FACULTY 1990-2014

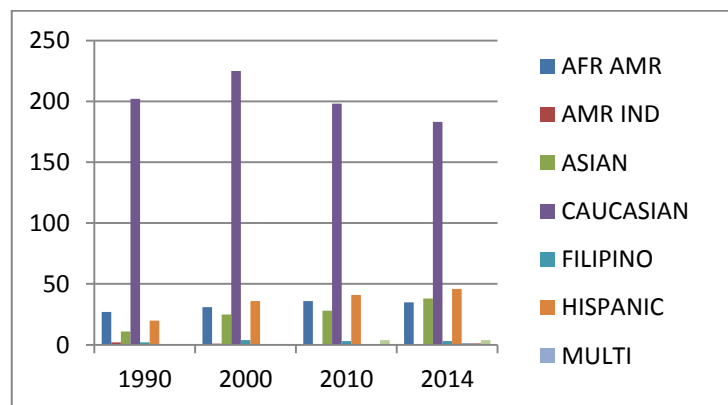
Santa Monica Community College District wants more full-time faculty. The Board of Trustees has set the hiring of more full-time faculty as a priority over the years. Administration fully supports this goal and approved recruitments have yielded good results with improving ethnically diverse representation. There is much work to do in terms of extending outreach to disciplines which have limited or no ethnically diverse faculty within departments.

Annually academic and student support departments identify and request the number of full-time faculty positions needed. A list is generated and positions are ranked through a collaborate process between the Academic Senate and Administration. From this list the Superintendent/President selects the disciplines which will be granted approval for recruitments and the number of full-time faculty that are hired for the next academic year.

The Superintendent/President is ultimately responsible for and selects all new full-time, tenure track faculty.

In reviewing the new hires that have occurred during the time frame of this report and the data that will be used for Fall 2015 (which is not contained in this report), immediate past Superintendent/President Chui L. Tsang helped make progress towards a more ethnically diverse full-time, tenure track faculty group.

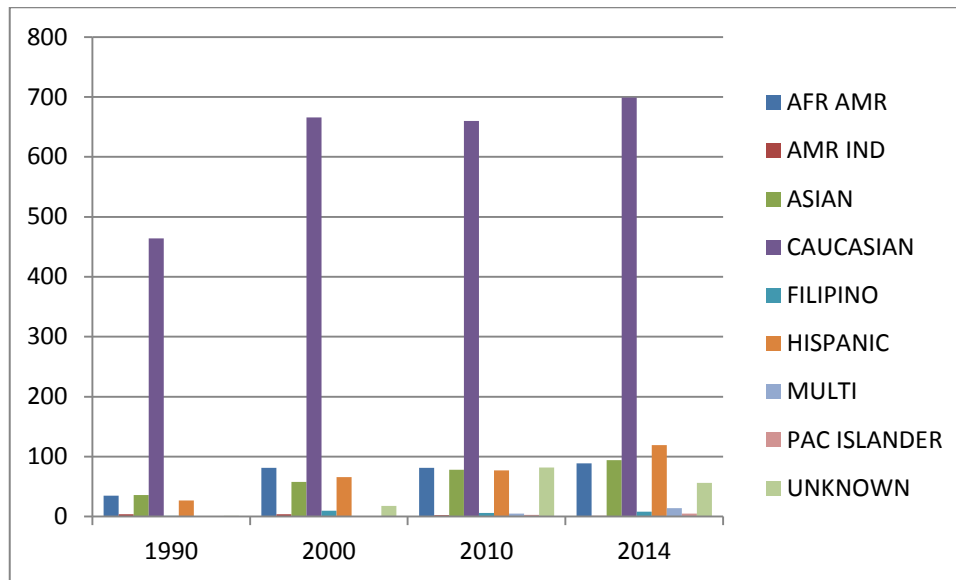
<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2014</u>	
AFR AMR	27	10.23%	31	9.63%	36	11.61%	35	11.3%
AMR IND	2	0.76%	1	0.31%	0	0.10%	0	0.0%
ASIAN	11	4.17%	25	7.76%	28	9.03%	38	12.2%
CAUCASIAN	202	76.52%	225	69.88%	198	63.87%	183	58.8%
FILIPINO	2	0.76%	4	1.24%	3	1.52%	3	1.0%
HISPANIC	20	7.58%	36	11.18%	41	13.23%	46	14.8%
MULTI	0	0.00%	0	0	0	0.00%	1	0.3%
PAC ISLANDER	0	0.00%	0	0	0	0.00%	1	0.3%
<u>UNKNOWN</u>	<u>0</u>	<u>0.00%</u>	<u>0</u>	<u>0</u>	<u>4</u>	<u>1.29%</u>	<u>4</u>	<u>1.3%</u>
Totals	264	100.00%	322	100.00%	310	100.00%	311	100%



Full-time Faculty Ethnicity 1990-2014

PART-TIME FACULTY 1990-2014

<u>Ethnicity</u>	<u>1990</u>		<u>2000</u>		<u>2010</u>		<u>2014</u>	
AFR AMR	35	6.2%	81	9.0%	81	8.1%	89	8.2%
AMR IND	4	0.7%	4	0.4%	2	0.2%	1	0.1%
ASIAN	36	6.3%	58	6.4%	78	7.8%	94	8.7%
CAUCASIAN	464	81.7%	666	73.7%	660	66.4%	699	64.4%
FILIPINO	1	0.2%	10	1.1%	6	0.6%	8	0.7%
HISPANIC	27	4.7%	66	7.3%	77	7.7%	119	11.0%
MULTI	0	0.0%	0	0.0%	5	0.5%	14	1.3%
PAC ISLANDER	0	0.0%	0	0.0%	3	0.3%	5	0.5%
<u>UNKNOWN</u>	<u>1</u>	<u>0.2%</u>	<u>18</u>	<u>2.0%</u>	<u>82</u>	<u>8.2%</u>	<u>56</u>	<u>5.2%</u>
Totals	568	100%	903	100%	994	100%	1,085	100%



Part-time Faculty Ethnicity 1990-2014

Diversification efforts in all employee categories are evidenced by slow but steady progress towards a diverse ethnicity more representative of the county and student body. In a county whose Hispanic demographic majority is currently at 48% and growing, however, it is clear that SMC must continue to expand its outreach not only to the Hispanic community but to all ethnic minority populations.



GLOBAL CONNECTIVITY

Incorporating Web-based and more focused print advertising for specific, hard to fill positions has helped SMC to generate more diverse applicant pools from national and international sources.

In conclusion, Santa Monica College is nestled within one of the most diverse regions of our country. The student body reflects this diversity on a global scale. SMC is committed to insuring that its employees reflect the diversity of the students and communities served by this unique Community College District. To that end, we are focused on creating an environment that recognizes and welcomes all members of the college community. The Board of Trustees supports efforts initiated by the Human Resources Office and the Personnel Commission Office to ensure equitable and responsible hiring processes and practices.

ACKNOWLEDGEMENT

Sincere gratitude and acknowledgement is expressed to Laurie Heyman of the Human Resources Office for design and analytical assistance in the preparation of this report, to the Office of Institutional Research, Dean Sherri Lee-Lewis, Delia Padilla Acosta and Alan Kuykendall, of the HR Office and to Personnel Commission Director Carol Long and the staff of the Personnel Commission Office for assisting in the collection of the data.



Marcia M. Wade

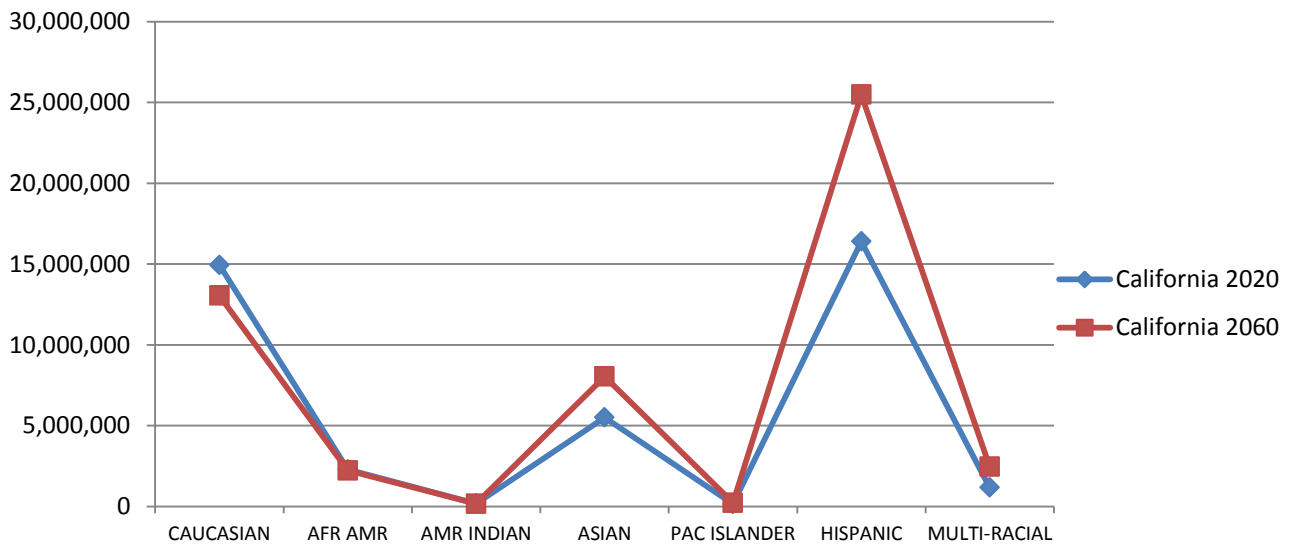
Vice President, Human Resources

Appendix 1

State of California

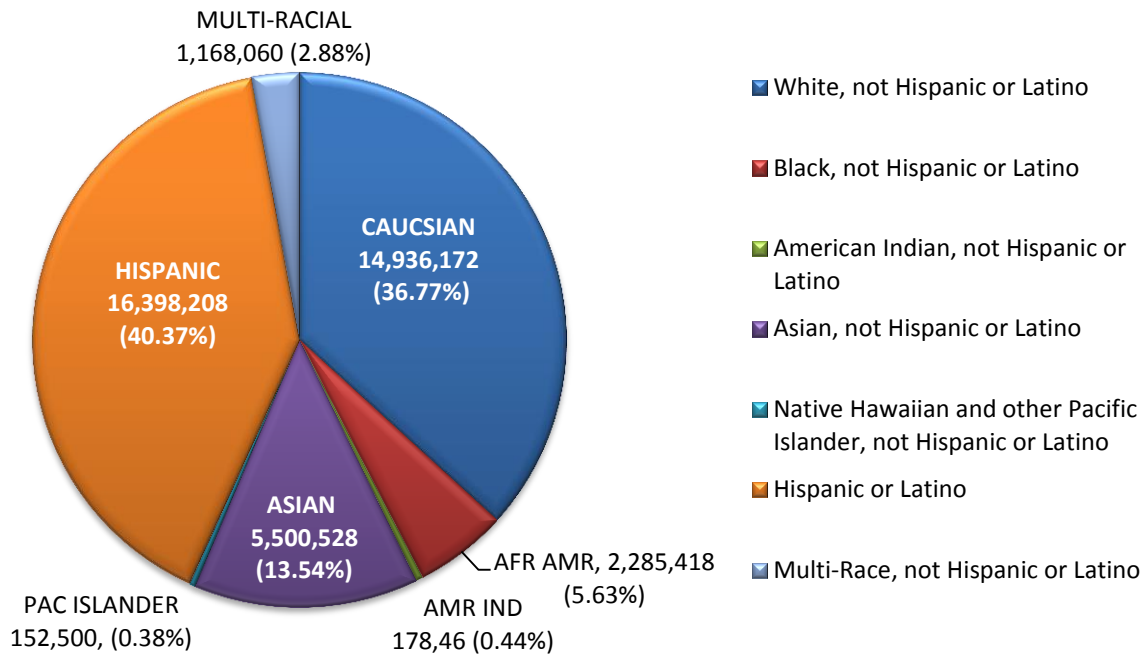
Census 2010 Results & Ethnicity Projections⁸ 2020 & 2060

Projection by Decade	<u>AFR AMR</u>	<u>AMR IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-RACIAL</u>	<u>PACIFIC ISLANDER</u>	<u>TOTAL</u>
California 2020	2,285,418	178,460	5,500,528	14,396,172	16,398,208	1,168,060	152,500	40,619,346
	36.77%	0.44%	13.54%	36.77%	40.37%	2.88%	0.38%	100.00%
California 2060	2,225,050	171,759	8,040,692	13,051,009	25,486,948	2,464,795	223,518	51,663,771
	4.31%	0.33%	15.56%	25.26%	49.33%	4.77%	0.43%	100.00%

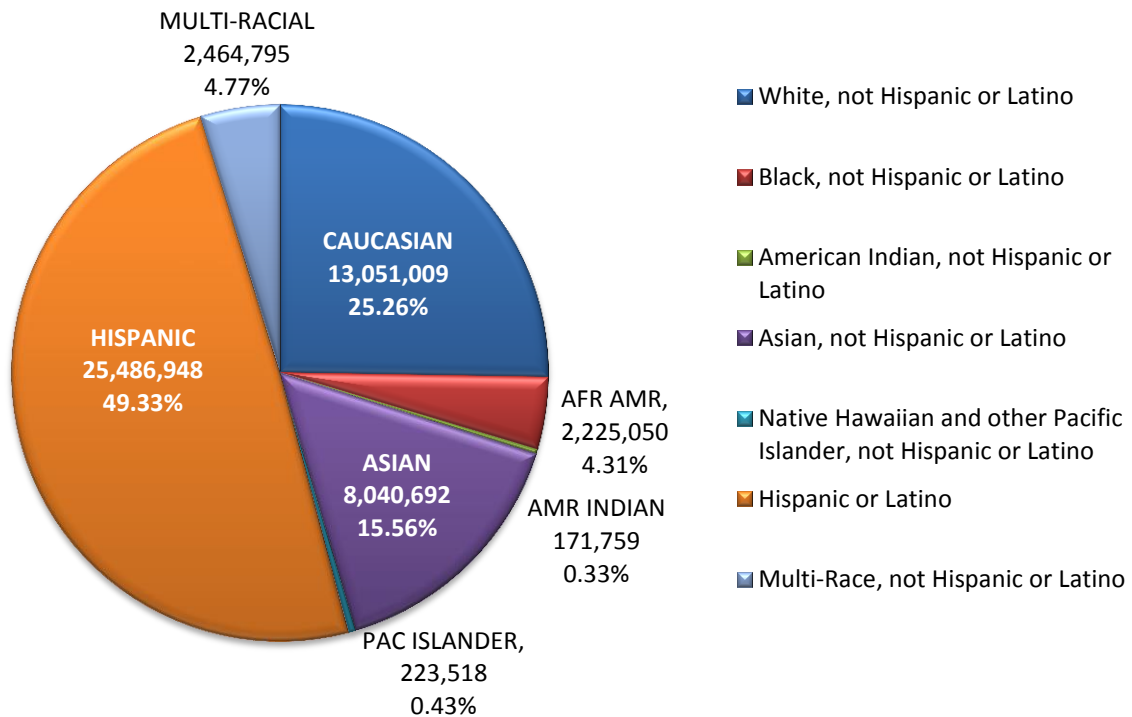


⁸ Source: U.S. Census Bureau, 2010 Census and California Department of Finance, Population Projections for California, 2010 Baseline Series. <http://www.dof.ca.gov/research/demographic/reports/projections/P-1/>

State of California – Ethnicity Projection 2020



State of California – Ethnicity Projection 2060

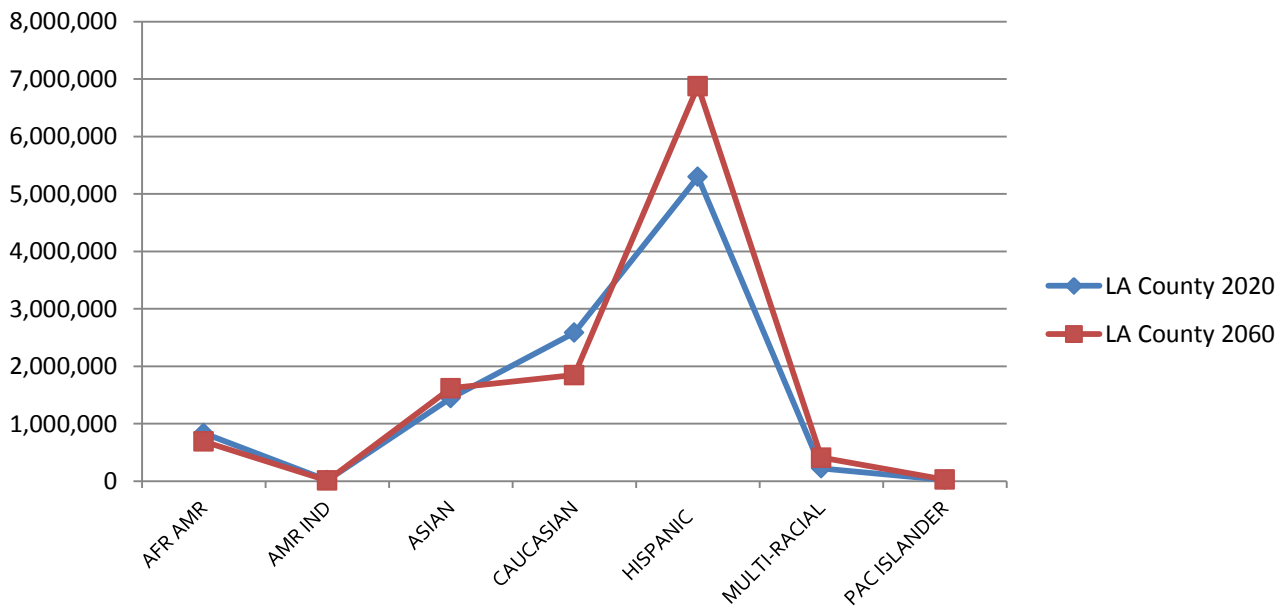


Appendix 2

County of Los Angeles Ethnic Projections 2020 & 2060⁹

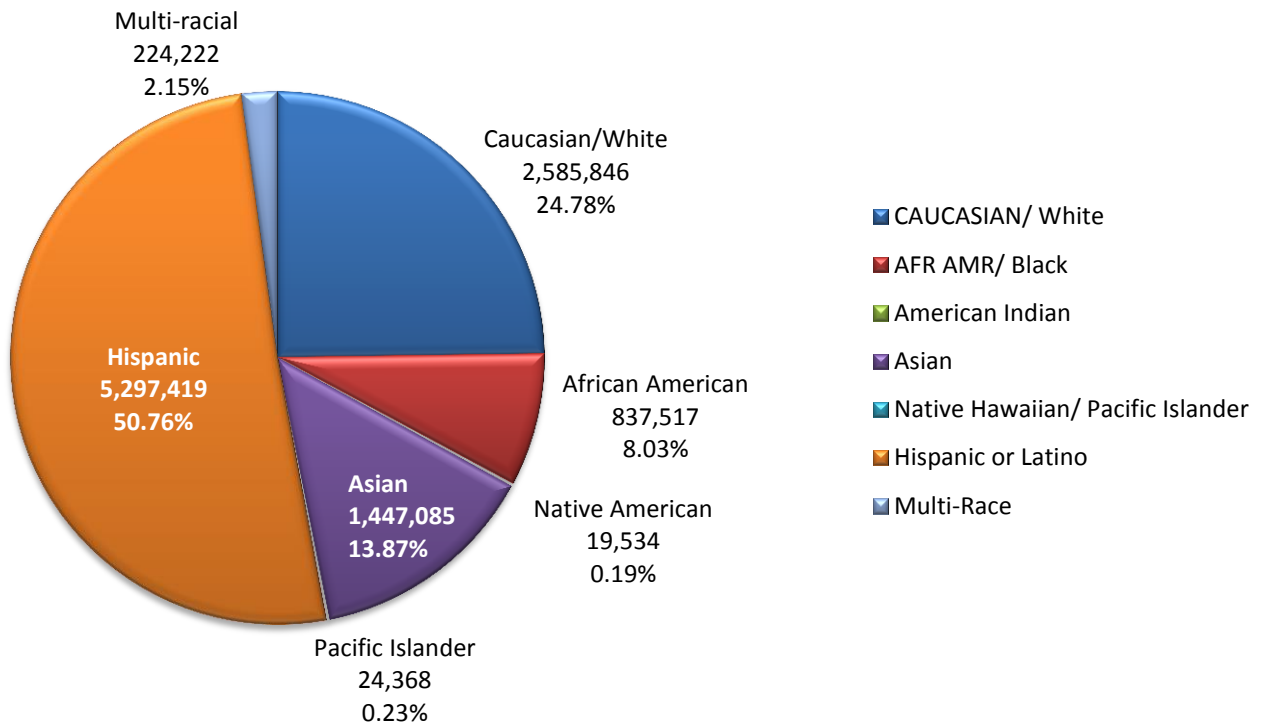
Ethnicity projections over the next five decades show an increase in the Hispanic population, and a corresponding decrease in the Caucasian/White population of almost equal proportions. In the Asian and Native Hawaiian/Pacific Islander populations, a slight increase is projected while other ethnic groups' numbers are projected to decrease slightly in the county. The exception to this is the Multi-Race category which is slated to grow from 1.86% to 3.07% of the total population.

Projection by Decade	<u>AFR AMR</u>	<u>AMR IND</u>	<u>ASIAN</u>	<u>CAUCASIAN</u>	<u>HISPANIC</u>	<u>MULTI-RACIAL</u>	<u>PACIFIC ISLANDER</u>	<u>TOTAL</u>
LA County 2020	837,517 8.03%	19,534 0.19%	1,447,085 13.87%	2,585,846 24.78%	5,297,419 50.76%	224,222 2.15%	24,368 0.23%	10,435,991 100.00%
LA County 2060	692,070 6.02%	13,355 0.12%	1,619,015 14.09%	1,846,766 16.07%	6,877,707 59.86%	411,901 3.59%	28,313 0.25%	11,489,127 100.00%

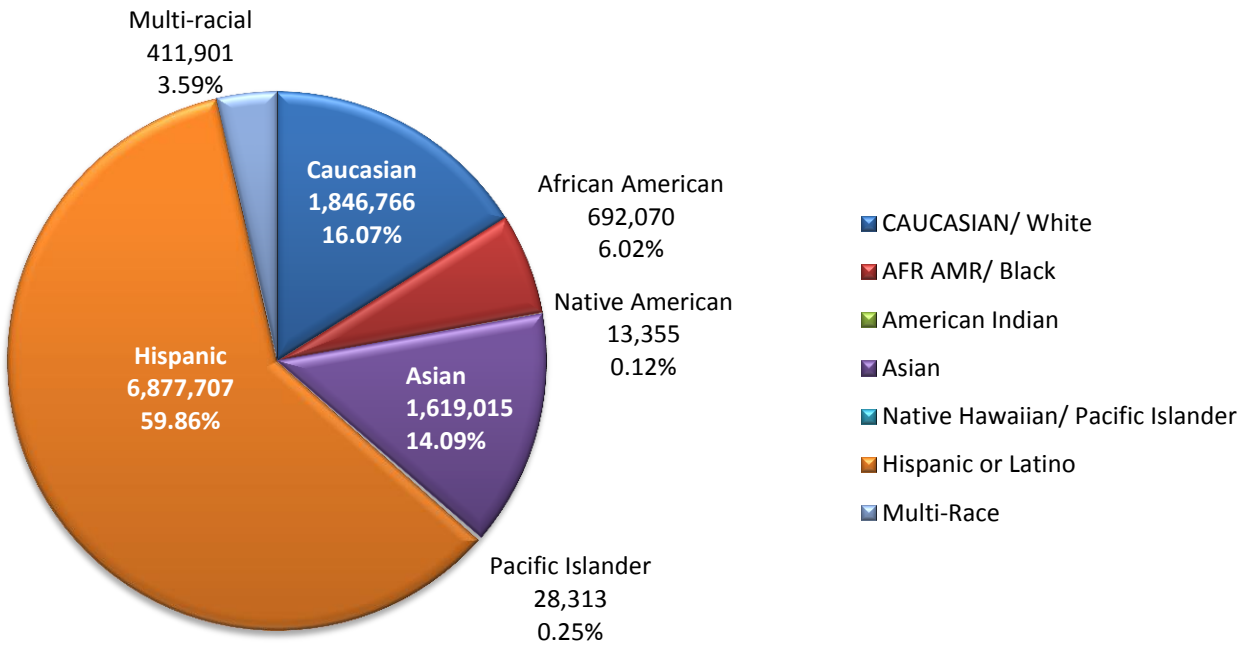


County of Los Angeles - Ethnicity Projection 2020

⁹Source: State of California, Department of Finance, Report P-1 (Race): State and County Population Projections by Race/Ethnicity, 2010-2060. Sacramento, California, January 2013. <http://www.dof.ca.gov/research/demographic/reports/projections/P-1/>



County of Los Angeles - Ethnicity Projection 2060



Appendix 3

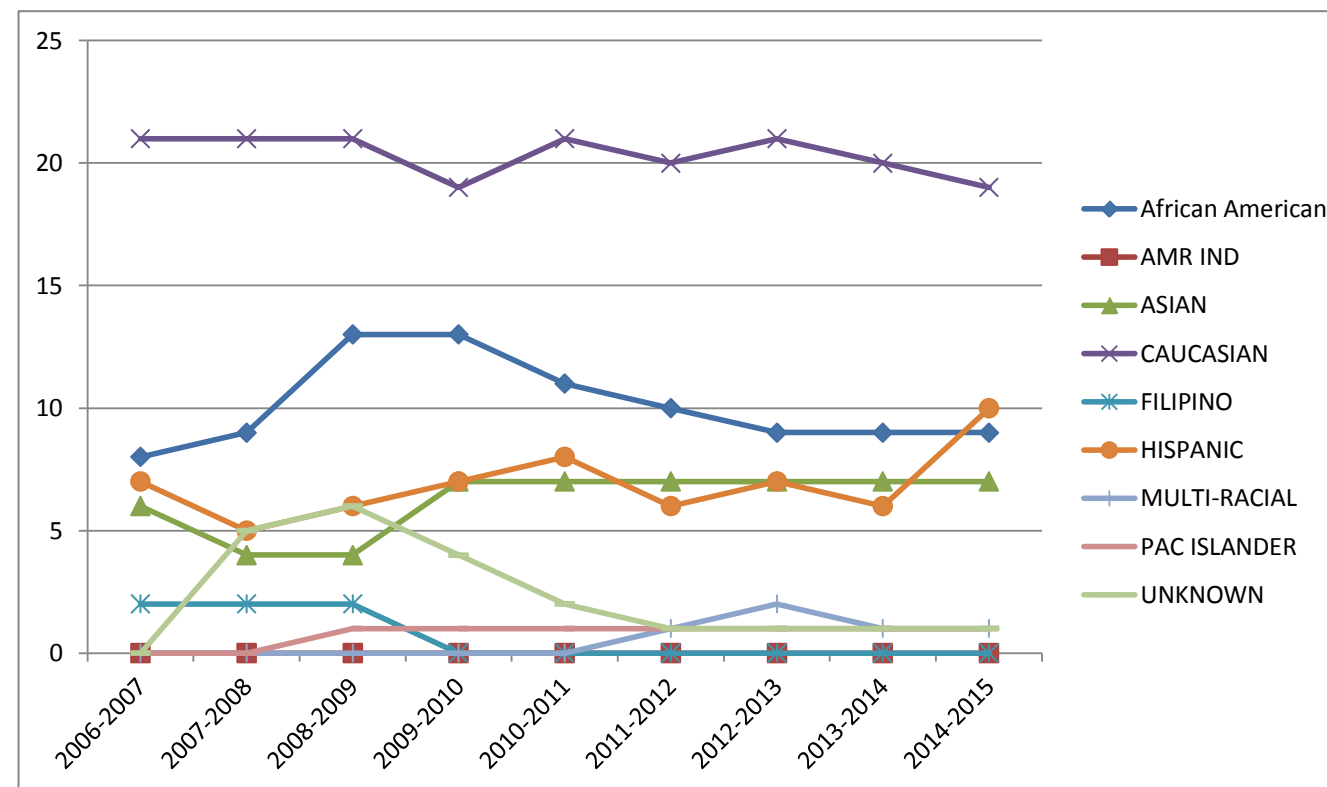
Ethnicity by Employee Group 2006-2014

- Academic Administrators
- Classified Managers
- Confidential Support Staff
- Classified Support Staff
- Community College Police Officers
- Full-Time Faculty
- Part-Time Faculty

**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

Academic Administrators

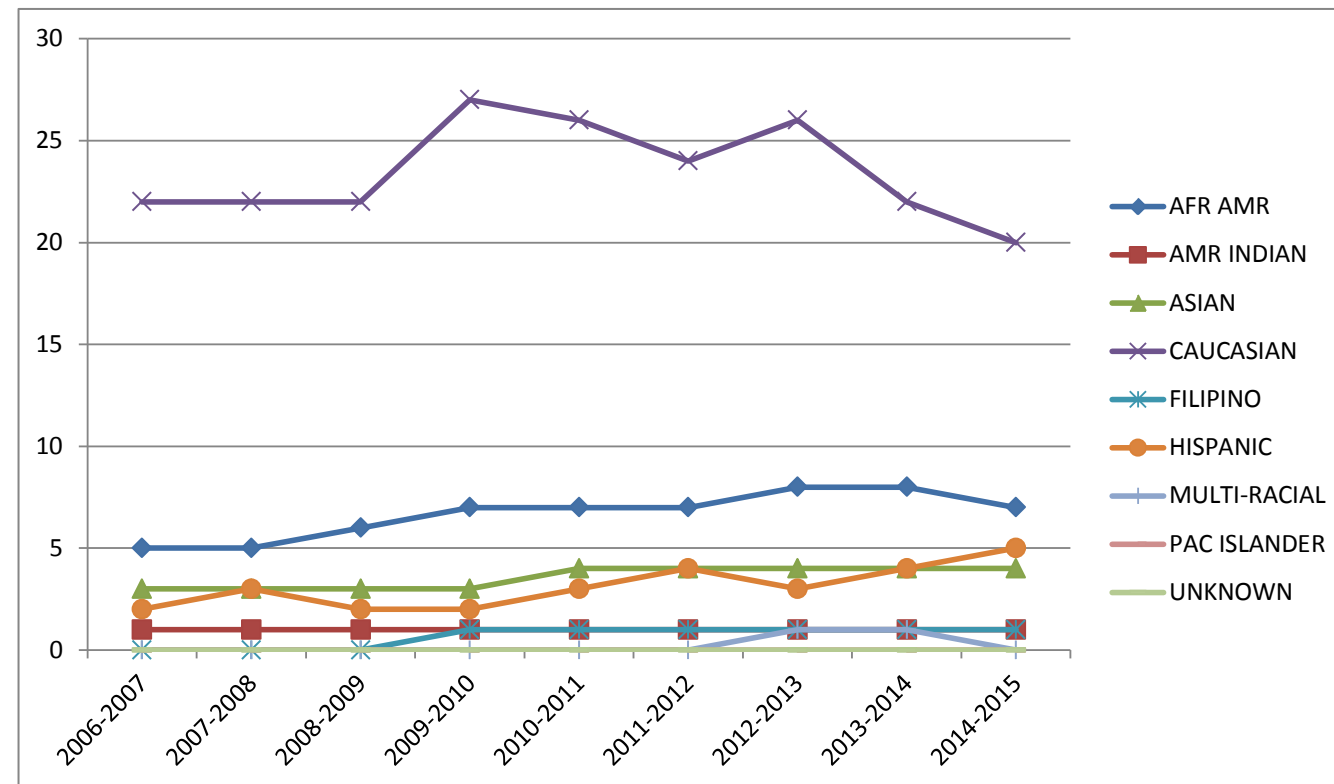
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	8	18.18%	0	0.00%	6	13.64%	21	47.73%	2	4.55%	7	15.91%	0	0.00%	0	0.00%	0	0.00%	44	100.00%
2007-2008	9	19.57%	0	0.00%	4	8.70%	21	45.65%	2	4.35%	5	10.87%	0	0.00%	0	0.00%	5	10.87%	46	100.00%
2008-2009	13	24.53%	0	0.00%	4	7.55%	21	39.62%	2	3.77%	6	11.32%	0	0.00%	1	1.89%	6	11.32%	53	100.00%
2009-2010	13	25.49%	0	0.00%	7	13.73%	19	37.25%	0	0.00%	7	13.73%	0	0.00%	1	1.96%	4	7.84%	51	100.00%
2010-2011	11	22.00%	0	0.00%	7	14.00%	21	42.00%	0	0.00%	8	16.00%	0	0.00%	1	2.00%	2	4.00%	50	100.00%
2011-2012	10	21.74%	0	0.00%	7	15.22%	20	43.48%	0	0.00%	6	13.04%	1	2.17%	1	2.17%	1	2.17%	46	100.00%
2012-2013	9	18.75%	0	0.00%	7	14.58%	21	43.75%	0	0.00%	7	14.58%	2	4.17%	1	2.08%	1	2.08%	48	100.00%
2013-2014	9	20.00%	0	0.00%	7	15.60%	20	44.40%	0	0.00%	6	13.30%	1	2.20%	1	2.20%	1	2.20%	45	100.00%
2014-2015	9	18.80%	0	0.00%	7	14.60%	19	39.60%	0	0.00%	10	20.80%	1	2.10%	1	2.10%	1	2.10%	48	100.00%



**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

Classified Managers

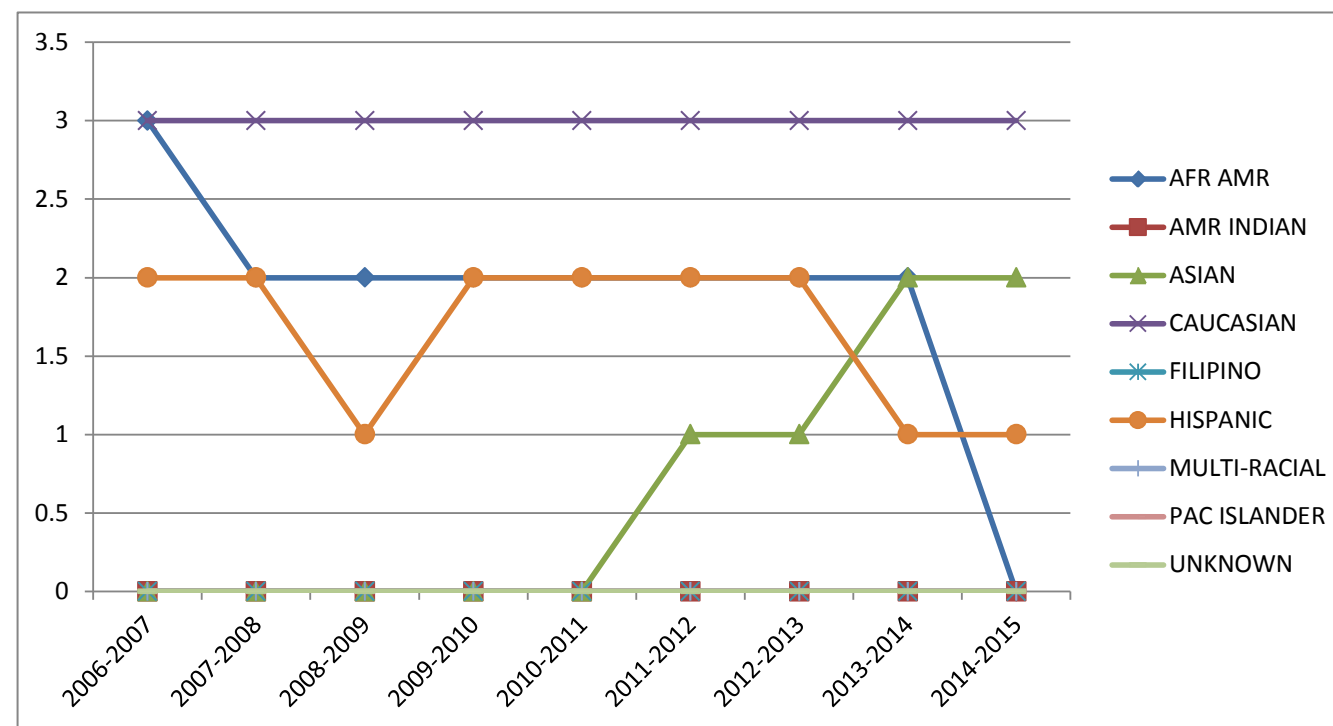
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	5	15.15%	1	3.03%	3	9.09%	22	66.67%	0	0.00%	2	6.06%	0	0.00%	0	0.00%	0	0.00%	33	100.00%
2007-2008	5	14.71%	1	2.94%	3	8.82%	22	64.71%	0	0.00%	3	8.82%	0	0.00%	0	0.00%	0	0.00%	34	100.00%
2008-2009	6	17.65%	1	2.94%	3	8.82%	22	64.71%	0	0.00%	2	5.88%	0	0.00%	0	0.00%	0	0.00%	34	100.00%
2009-2010	7	17.07%	1	2.44%	3	7.32%	27	65.85%	1	2.44%	2	4.88%	0	0.00%	0	0.00%	0	0.00%	41	100.00%
2010-2011	7	16.67%	1	2.38%	4	9.52%	26	61.90%	1	2.38%	3	7.14%	0	0.00%	0	0.00%	0	0.00%	42	100.00%
2011-2012	7	17.07%	1	2.44%	4	9.76%	24	58.54%	1	2.44%	4	9.76%	0	0.00%	0	0.00%	0	0.00%	41	100.00%
2012-2013	8	18.18%	1	2.27%	4	9.09%	26	59.09%	1	2.27%	3	6.82%	1	2.27%	0	0.00%	0	0.00%	44	100.00%
2013-2014	8	19.50%	1	2.40%	4	9.80%	22	53.70%	1	2.40%	4	9.80%	1	2.40%	0	0.00%	0	0.00%	41	100.00%
2014-2015	7	18.40%	1	2.60%	4	10.50%	20	52.60%	1	2.60%	5	13.20%	0	0.00%	0	0.00%	0	0.00%	38	100.00%



**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

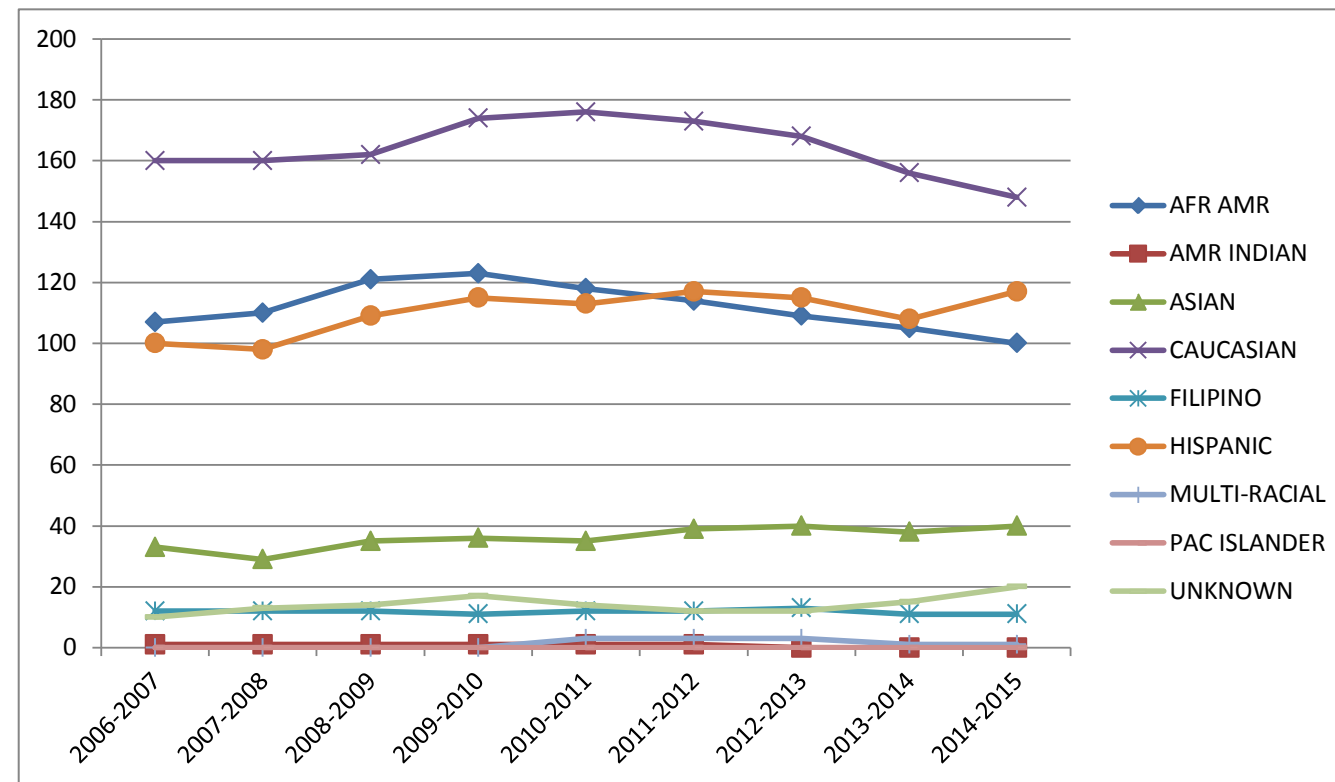
Confidential Staff

	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	37.50%	0	0.00%	0	0.00%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2007-2008	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2008-2009	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
2009-2010	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2010-2011	2	28.57%	0	0.00%	0	0.00%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
2011-2012	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2012-2013	2	25.00%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2013-2014	2	25.00%	0	0.00%	2	25.00%	3	37.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2014-2015	0	0.00%	0	0.00%	2	33.33%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	6	100.00%



**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

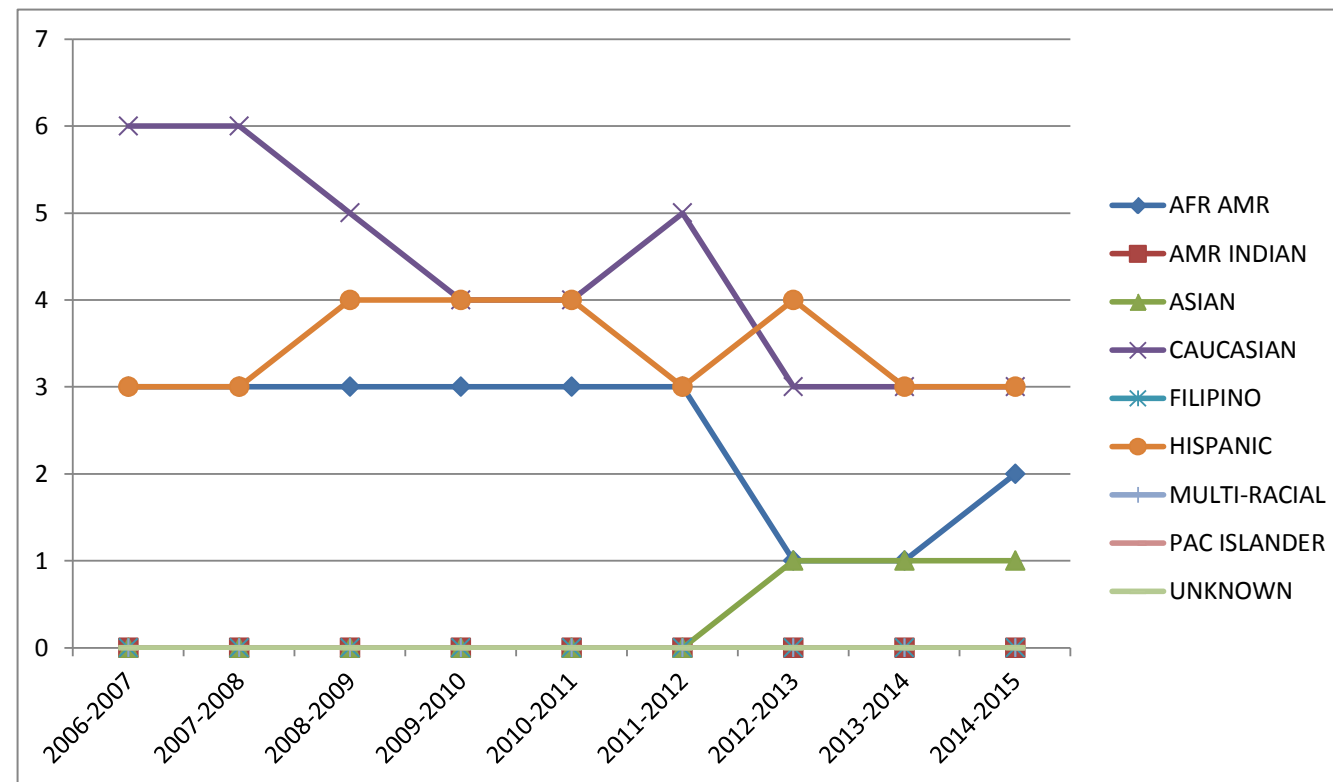
Classified Support																				
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	107	25.30%	1	0.24%	33	7.80%	160	37.83%	12	2.84%	100	23.64%	0	0.00%	0	0.00%	10	2.36%	423	100.00%
2007-2008	110	26.00%	1	0.24%	29	6.86%	160	37.83%	12	2.84%	98	23.17%	0	0.00%	0	0.00%	13	3.07%	423	100.00%
2008-2009	121	26.65%	1	0.22%	35	7.71%	162	35.68%	12	2.64%	109	24.01%	0	0.00%	0	0.00%	14	3.08%	454	100.00%
2009-2010	123	25.79%	1	0.21%	36	7.55%	174	36.48%	11	2.31%	115	24.11%	0	0.00%	0	0.00%	17	3.56%	477	100.00%
2010-2011	118	25.00%	1	0.21%	35	7.42%	176	37.29%	12	2.54%	113	23.94%	3	0.64%	0	0.00%	14	2.97%	472	100.00%
2011-2012	114	24.20%	1	0.21%	39	8.28%	173	36.73%	12	2.55%	117	24.84%	3	0.64%	0	0.00%	12	2.55%	471	100.00%
2012-2013	109	23.70%	0	0.00%	40	8.70%	168	36.52%	13	2.83%	115	25.00%	3	0.65%	0	0.00%	12	2.61%	460	100.01%
2013-2014	105	24.20%	0	0.00%	38	8.80%	156	35.90%	11	2.50%	108	24.90%	1	0.20%	0	0.00%	15	3.50%	434	100.00%
2014-2015	100	22.90%	0	0.00%	40	9.20%	148	33.90%	11	2.50%	117	26.80%	1	0.20%	0	0.00%	20	4.60%	437	100.10%



**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

Community College Police Officers

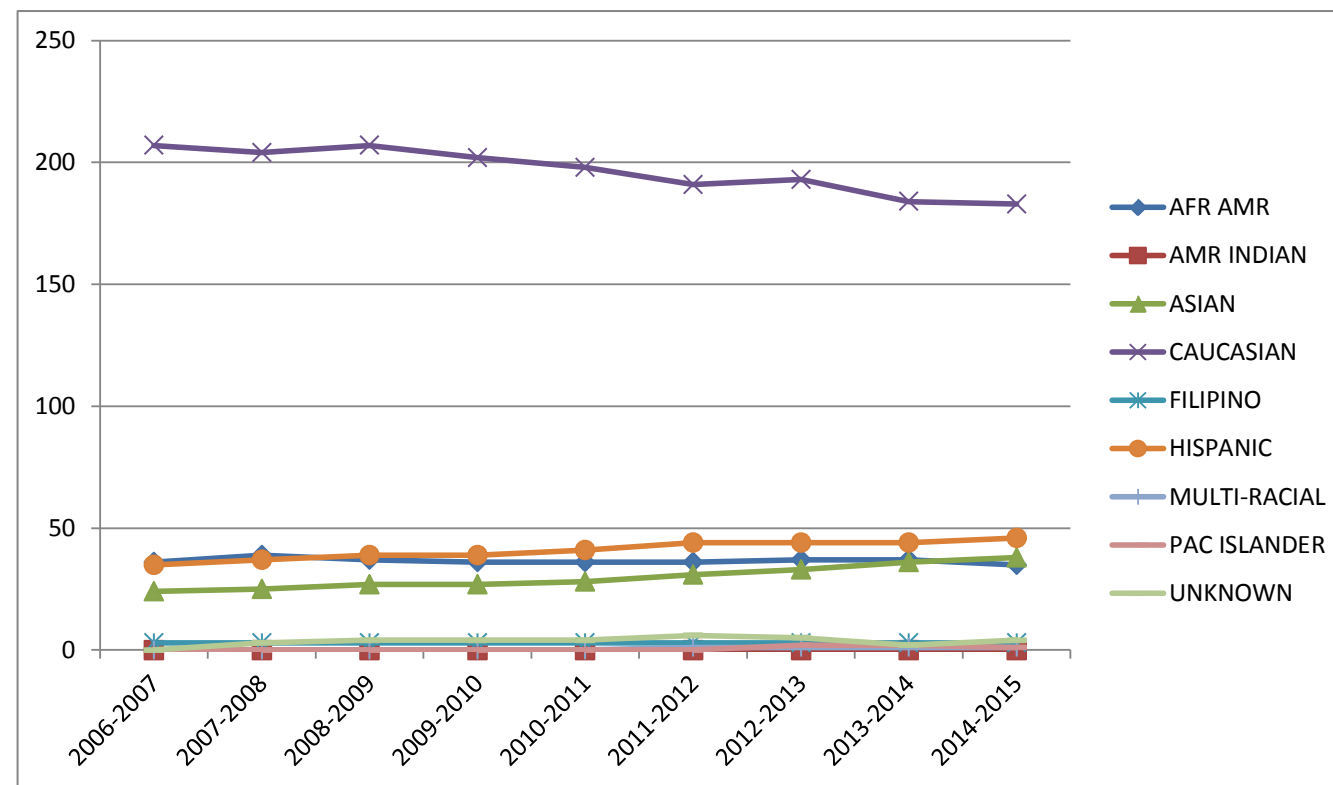
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	3	25.00%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
2007-2008	3	25.00%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	3	25.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
2008-2009	3	25.00%	0	0.00%	0	0.00%	5	41.67%	0	0.00%	4	33.33%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
2009-2010	3	27.27%	0	0.00%	0	0.00%	4	36.36%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
2010-2011	3	27.27%	0	0.00%	0	0.00%	4	36.36%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
2011-2012	3	27.27%	0	0.00%	0	0.00%	5	45.45%	0	0.00%	3	27.27%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
2012-2013	1	11.11%	0	0.00%	1	11.11%	3	33.33%	0	0.00%	4	44.44%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
2013-2014	1	12.50%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
2014-2015	2	22.22%	0	0.00%	1	11.11%	3	33.33%	0	0.00%	3	33.33%	0	0.00%	0	0.00%	0	0.00%	9	100.00%



**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

Full-time Faculty

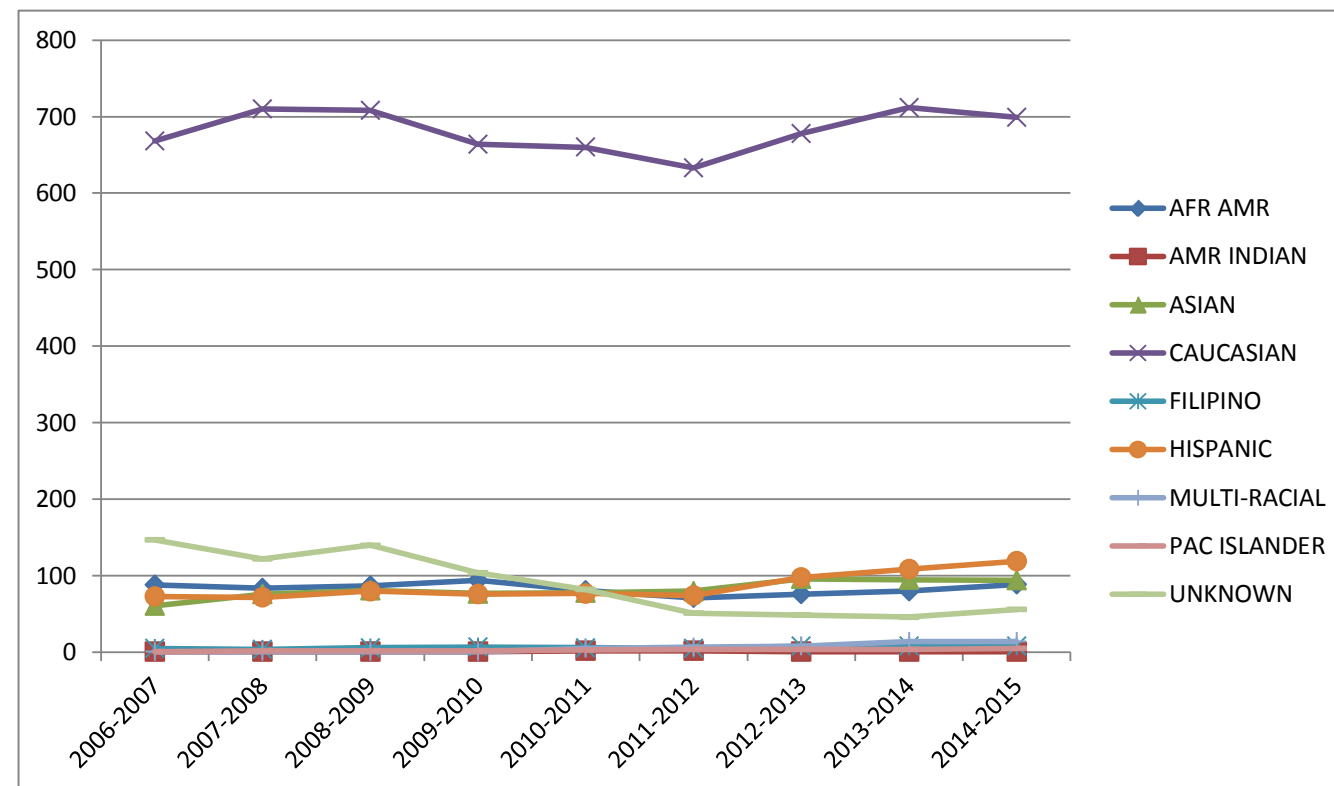
	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	36	11.80%	0	0.00%	24	7.87%	207	67.87%	3	0.98%	35	11.48%	0	0.00%	0	0.00%	0	0.00%	305	100.00%
2007-2008	39	12.54%	0	0.00%	25	8.04%	204	65.59%	3	0.96%	37	11.90%	0	0.00%	0	0.00%	3	0.96%	311	100.00%
2008-2009	37	11.67%	0	0.00%	27	8.52%	207	65.30%	3	0.95%	39	12.30%	0	0.00%	0	0.00%	4	1.26%	317	100.00%
2009-2010	36	11.58%	0	0.00%	27	8.68%	202	64.95%	3	0.96%	39	12.54%	0	0.00%	0	0.00%	4	1.29%	311	100.00%
2010-2011	36	11.61%	0	0.00%	28	9.03%	198	63.87%	3	0.97%	41	13.23%	0	0.00%	0	0.00%	4	1.29%	310	100.00%
2011-2012	36	11.54%	0	0.00%	31	9.94%	191	61.22%	3	0.96%	44	14.10%	1	0.32%	0	0.00%	6	1.92%	312	100.00%
2012-2013	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	1	0.31%	2	0.63%	5	1.57%	318	100.00%
2013-2014	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	1	0.32%	2	0.65%	2	0.65%	309	100.00%
2014-2015	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	1	0.32%	4	1.29%	311	100.00%



**Santa Monica College
Ethnicity of Employee Groups
2006-2014**

Part-time Faculty

	AFR AMR		AMR INDIAN		ASIAN		CAUCASIAN		FILIPINO		HISPANIC		MULTI-RACIAL		PAC ISLANDER		UNKNOWN		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
2006-2007	88	8.42%	1	0.10%	61	5.84%	668	63.92%	5	0.48%	73	6.99%	1	0.10%	1	0.10%	147	14.07%	1,045	100.00%
2007-2008	84	7.84%	1	0.09%	76	7.09%	710	66.23%	4	0.37%	72	6.72%	1	0.09%	2	0.19%	122	11.38%	1,072	100.00%
2008-2009	87	7.87%	1	0.09%	81	7.32%	708	64.01%	6	0.54%	80	7.23%	1	0.09%	2	0.18%	140	12.66%	1,106	100.00%
2009-2010	94	9.16%	1	0.10%	77	7.50%	664	64.72%	7	0.68%	76	7.41%	1	0.10%	2	0.19%	104	10.14%	1,026	100.00%
2010-2011	81	8.15%	2	0.20%	78	7.85%	660	66.40%	6	0.60%	77	7.75%	5	0.50%	3	0.30%	82	8.25%	994	100.00%
2011-2012	71	7.66%	2	0.22%	80	8.63%	633	68.28%	5	0.54%	74	7.98%	7	0.76%	4	0.43%	51	5.50%	927	100.00%
2012-2013	76	7.47%	1	0.10%	96	9.43%	678	66.60%	8	0.79%	98	9.63%	8	0.79%	4	0.39%	49	4.81%	1,018	100.00%
2013-2014	80	7.48%	1	0.09%	95	8.89%	712	66.60%	8	0.75%	109	10.20%	14	1.31%	4	0.37%	46	4.30%	1,069	100.00%
2014-2015	89	8.20%	1	0.09%	94	8.66%	699	64.42%	8	0.74%	119	10.97%	14	1.29%	5	0.46%	56	5.16%	1,085	100.00%



Appendix 4

Full-Time Faculty by Department

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ART	2006	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ART	2007	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2008	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2009	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2010	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ART	2011	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ART	2012	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2013	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
ART	2014	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ATHLETICS	2006	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
ATHLETICS	2007	3	75.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
ATHLETICS	2008	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
ATHLETICS	2009	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
ATHLETICS	2010	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
ATHLETICS	2011	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
ATHLETICS	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
ATHLETICS	2013	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
ATHLETICS	2014	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
BUSINESS	2006	2	16.67%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
BUSINESS	2007	3	21.43%	0	0.00%	1	7.14%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	1	7.14%	14	100.00%
BUSINESS	2008	2	14.29%	0	0.00%	1	7.14%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	2	14.29%	14	100.00%
BUSINESS	2009	2	14.29%	0	0.00%	3	21.43%	8	57.14%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100.00%
BUSINESS	2010	2	15.38%	0	0.00%	2	15.38%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	1	7.69%	13	100.00%
BUSINESS	2011	2	15.38%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
BUSINESS	2012	2	15.38%	0	0.00%	3	23.08%	7	53.85%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
BUSINESS	2013	2	18.18%	0	0.00%	3	27.27%	5	45.45%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	99.99%
BUSINESS	2014	2	18.18%	0	0.00%	3	27.27%	5	45.50%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100.04%
CHILD CENTER	2006	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2007	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2008	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2009	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2010	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
CHILD CENTER	2013	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
CHILD CENTER	2014	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNICATIONS	2006	1	10.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100.00%
COMMUNICATIONS	2007	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
COMMUNICATIONS	2008	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
COMMUNICATIONS	2009	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
COMMUNICATIONS	2010	1	8.33%	0	0.00%	1	8.33%	8	66.67%	0	0.00%	2	16.67%	0	0.00%	0	0.00%	12	100.00%
COMMUNICATIONS	2011	1	9.09%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100.00%
COMMUNICATIONS	2012	1	9.09%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100.00%
COMMUNICATIONS	2013	1	8.33%	0	0.00%	1	8.33%	7	58.33%	0	0.00%	2	16.67%	0	0.00%	1	8.33%	12	100.00%
COMMUNICATIONS	2014	0	0.00%	0	0.00%	1	9.09%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100.00%
COSMETOLOGY	2006	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2007	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2008	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2009	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2010	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
COSMETOLOGY	2011	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100.00%
COSMETOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100.00%
COSMETOLOGY	2013	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100.00%
COSMETOLOGY	2014	1	25.00%	0	0.00%	0	0.00%	2	50.00%	0	0.00%	1	25.00%	0	0.00%	0	0.00%	4	100.00%
COUNSELING	2006	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	8	32.00%	0	0.00%	1	4.00%	25	100.00%
COUNSELING	2007	4	15.38%	0	0.00%	1	3.85%	12	46.15%	0	0.00%	8	30.77%	0	0.00%	1	3.85%	26	100.00%
COUNSELING	2008	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	8	32.00%	0	0.00%	1	4.00%	25	100.00%
COUNSELING	2009	4	16.00%	0	0.00%	1	4.00%	11	44.00%	0	0.00%	9	36.00%	0	0.00%	0	0.00%	25	100.00%
COUNSELING	2010	4	16.67%	0	0.00%	1	4.17%	10	41.67%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100.00%
COUNSELING	2011	5	20.83%	0	0.00%	1	4.17%	9	37.50%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100.00%
COUNSELING	2012	5	20.83%	0	0.00%	1	4.17%	9	37.50%	0	0.00%	9	37.50%	0	0.00%	0	0.00%	24	100.00%
COUNSELING	2013	8	18.60%	0	0.00%	3	6.98%	17	39.53%	1	2.33%	14	32.56%	0	0.00%	0	0.00%	43	100.00%
COUNSELING	2014	8	18.18%	0	0.00%	4	9.09%	17	38.64%	1	2.27%	14	31.82%	0	0.00%	0	0.00%	44	100.00%
CSIS	2006	2	16.67%	0	0.00%	0	0.00%	9	75.00%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2007	2	15.38%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
CSIS	2008	2	15.38%	0	0.00%	0	0.00%	10	76.92%	0	0.00%	1	7.69%	0	0.00%	0	0.00%	13	100.00%
CSIS	2009	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2010	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2011	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2012	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
CSIS	2013	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
CSIS	2014	1	8.33%	0	0.00%	0	0.00%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
DANCE	2006	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
DANCE	2007	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
DANCE	2008	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
DANCE	2009	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DANCE	2010	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DANCE	2011	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
DANCE	2012	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DANCE	2013	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DANCE	2014	0	0.00%	0	0.00%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
DESIGN TECH.	2006	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2007	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2008	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2009	0	0.00%	0	0.00%	0	0.00%	5	62.50%	1	12.50%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2010	0	0.00%	0	0.00%	0	0.00%	5	71.43%	1	14.29%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
DESIGN TECH.	2011	0	0.00%	0	0.00%	0	0.00%	4	66.67%	1	16.67%	1	16.67%	0	0.00%	0	0.00%	6	100.00%
DESIGN TECH.	2012	0	0.00%	0	0.00%	1	12.50%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	1	12.50%	8	100.00%
DESIGN TECH.	2013	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
DESIGN TECH.	2014	0	0.00%	0	0.00%	2	25.00%	4	50.00%	1	12.50%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
DISABL STU CTR	2006	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	9	100.00%
DISABL STU CTR	2007	0	0.00%	0	0.00%	1	12.50%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100.00%
DISABL STU CTR	2008	0	0.00%	0	0.00%	1	11.11%	7	77.78%	0	0.00%	0	0.00%	0	0.00%	1	11.11%	9	100.00%
DISABL STU CTR	2009	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2010	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2011	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2012	0	0.00%	0	0.00%	1	11.11%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
DISABL STU CTR	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
DISABL STU CTR	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EARTH SCIENCE	2006	0	0.00%	0	0.00%	0	0.00%	10	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	10	100.00%
EARTH SCIENCE	2007	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2008	0	0.00%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
EARTH SCIENCE	2009	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2010	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
EARTH SCIENCE	2011	0	0.00%	0	0.00%	0	0.00%	11	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
EARTH SCIENCE	2012	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
EARTH SCIENCE	2013	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
EARTH SCIENCE	2014	0	0.00%	0	0.00%	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	12	100.00%
EDUCATION/ECE	2006	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
EDUCATION/ECE	2007	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2008	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2009	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2010	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2011	1	20.00%	0	0.00%	1	20.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
EDUCATION/ECE	2012	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
EDUCATION/ECE	2013	1	25.00%	0	0.00%	1	25.00%	2	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
EDUCATION/ECE	2014	1	20.00%	0	0.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
ENGLISH	2006	3	8.57%	0	0.00%	1	2.86%	28	80.00%	0	0.00%	3	8.57%	0	0.00%	0	0.00%	35	100.00%
ENGLISH	2007	3	7.89%	0	0.00%	1	2.63%	30	78.95%	0	0.00%	3	7.89%	0	0.00%	1	2.63%	38	100.00%
ENGLISH	2008	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	0	0.00%	2	5.41%	37	100.00%
ENGLISH	2009	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100.00%
ENGLISH	2010	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100.00%
ENGLISH	2011	3	8.11%	0	0.00%	1	2.70%	29	78.38%	0	0.00%	3	8.11%	0	0.00%	1	2.70%	37	100.00%
ENGLISH	2012	3	8.11%	0	0.00%	1	2.70%	28	75.68%	0	0.00%	3	8.11%	1	2.70%	1	2.70%	37	100.00%
ENGLISH	2013	3	8.33%	0	0.00%	1	2.78%	28	77.78%	0	0.00%	3	8.33%	1	2.78%	0	0.00%	36	100.00%
ENGLISH	2014	3	7.69%	0	0.00%	2	5.13%	29	74.36%	0	0.00%	4	10.26%	1	2.56%	0	0.00%	39	100.00%
EOPS	2006	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2007	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2008	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
EOPS	2009	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
EOPS	2010	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
EOPS	2011	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
EOPS	2012	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
EOPS	2013	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ESL	2006	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2007	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2008	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2009	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%
ESL	2010	1	10.00%	0	0.00%	0	0.00%	8	80.00%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	10	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ESL	2011	1	11.11%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	9	100.00%
ESL	2012	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
ESL	2013	1	9.09%	0	0.00%	0	0.00%	10	90.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
ESL	2014	1	9.09%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	1	9.09%	0	0.00%	0	0.00%	11	100.00%
HEALTH SCIENCE	2006	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2007	3	37.50%	0	0.00%	0	0.00%	5	62.50%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	8	100.00%
HEALTH SCIENCE	2008	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2009	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2010	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2011	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2012	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2013	2	28.57%	0	0.00%	0	0.00%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HEALTH SCIENCE	2014	2	33.33%	0	0.00%	0	0.00%	3	50.00%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	6	100.00%
HEALTH SERVICES	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HEALTH SERVICES	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
HEALTH SERVICES	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HEALTH SERVICES	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
HISTORY	2006	1	11.11%	0	0.00%	1	11.11%	5	55.56%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100.00%
HISTORY	2007	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2008	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2009	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2010	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HISTORY	2011	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HISTORY	2012	0	0.00%	0	0.00%	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
HISTORY	2013	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
HISTORY	2014	0	0.00%	0	0.00%	2	28.57%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
INT'L STUD CNTR	2006	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2007	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2008	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2009	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
INT'L STUD CNTR	2010	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2011	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2012	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	3	100.00%
INT'L STUD CNTR	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
INT'L STUD CNTR	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ITALIAN	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
ITALIAN	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ITALIAN	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ITALIAN	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
KINESIOLOGY	2006	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2007	0	0.00%	0	0.00%	0	0.00%	3	75.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
KINESIOLOGY	2008	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2009	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2010	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2011	0	0.00%	0	0.00%	0	0.00%	2	66.67%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2012	1	25.00%	0	0.00%	0	0.00%	2	50.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
KINESIOLOGY	2013	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
KINESIOLOGY	2014	1	33.33%	0	0.00%	0	0.00%	1	33.33%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
LIBRARY	2006	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2007	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2008	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2009	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2010	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2011	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2012	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2013	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIBRARY	2014	2	28.57%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
LIFE SCIENCE	2006	1	5.26%	0	0.00%	4	21.05%	12	63.16%	0	0.00%	2	10.53%	0	0.00%	0	0.00%	19	100.00%
LIFE SCIENCE	2007	1	5.00%	0	0.00%	4	20.00%	12	60.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
LIFE SCIENCE	2008	1	4.76%	0	0.00%	4	19.05%	12	57.14%	0	0.00%	2	9.52%	0	0.00%	2	9.52%	21	100.00%
LIFE SCIENCE	2009	1	5.00%	0	0.00%	4	20.00%	12	60.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
LIFE SCIENCE	2010	1	4.55%	0	0.00%	4	18.18%	12	54.55%	0	0.00%	3	13.64%	0	0.00%	2	9.09%	22	100.00%
LIFE SCIENCE	2011	1	4.76%	0	0.00%	5	23.81%	10	47.62%	0	0.00%	4	19.05%	0	0.00%	1	4.76%	21	100.00%
LIFE SCIENCE	2012	1	4.55%	0	0.00%	5	22.73%	10	45.45%	0	0.00%	4	18.18%	1	4.55%	1	4.55%	22	100.00%
LIFE SCIENCE	2013	1	4.55%	0	0.00%	5	22.73%	11	50.00%	0	0.00%	4	18.18%	1	4.55%	0	0.00%	22	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
LIFE SCIENCE	2014	1	4.55%	0	0.00%	5	22.73%	12	54.55%	0	0.00%	4	18.18%	0	0.00%	0	0.00%	22	100.00%
MATHEMATICS	2006	3	11.54%	0	0.00%	5	19.23%	14	53.85%	0	0.00%	3	11.54%	0	0.00%	1	3.85%	26	100.00%
MATHEMATICS	2007	3	11.11%	0	0.00%	4	14.81%	15	55.56%	0	0.00%	3	11.11%	0	0.00%	2	7.41%	27	100.00%
MATHEMATICS	2008	3	10.71%	0	0.00%	5	17.86%	14	50.00%	0	0.00%	4	14.29%	0	0.00%	2	7.14%	28	100.00%
MATHEMATICS	2009	3	10.71%	0	0.00%	5	17.86%	15	53.57%	0	0.00%	4	14.29%	0	0.00%	1	3.57%	28	100.00%
MATHEMATICS	2010	3	11.11%	0	0.00%	5	18.52%	14	51.85%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100.00%
MATHEMATICS	2011	3	11.11%	0	0.00%	5	18.52%	14	51.85%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100.00%
MATHEMATICS	2012	4	14.81%	0	0.00%	5	18.52%	13	48.15%	0	0.00%	4	14.81%	0	0.00%	1	3.70%	27	100.00%
MATHEMATICS	2013	4	16.00%	0	0.00%	6	24.00%	10	40.00%	0	0.00%	5	20.00%	0	0.00%	0	0.00%	25	100.00%
MATHEMATICS	2014	4	16.67%	0	0.00%	5	20.83%	10	41.67%	0	0.00%	5	20.83%	0	0.00%	0	0.00%	24	100.00%
MATRICULATION	2006	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2007	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2008	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2009	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2010	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2011	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2012	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
MATRICULATION	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MATRICULATION	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MODERN LANGUAGE	2006	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2007	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2008	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2009	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2010	1	9.09%	0	0.00%	3	27.27%	3	27.27%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2011	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	1	9.09%	11	100.00%
MODERN LANGUAGE	2012	1	9.09%	0	0.00%	3	27.27%	2	18.18%	0	0.00%	5	45.45%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2013	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MODERN LANGUAGE	2014	1	9.09%	0	0.00%	4	36.36%	2	18.18%	0	0.00%	4	36.36%	0	0.00%	0	0.00%	11	100.00%
MUSIC	2006	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
MUSIC	2007	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2008	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2009	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2010	1	20.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
MUSIC	2011	1	16.67%	0	0.00%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	1	16.67%	6	100.00%
MUSIC	2012	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MUSIC	2013	1	16.67%	0	0.00%	1	16.67%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
MUSIC	2014	1	14.29%	0	0.00%	1	14.29%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	7	100.00%
OFF OF SCH REL	2006	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2007	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2008	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2009	1	33.33%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
OFF OF SCH REL	2010	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
OFF OF SCH REL	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
OFF OF SCH REL	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
OFF OF SCH REL	2013	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
OFF OF SCH REL	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PHILOSOPHY/SOCI	2006	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100.00%
PHILOSOPHY/SOCI	2007	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2008	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2009	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2010	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2011	0	0.00%	0	0.00%	2	11.76%	12	70.59%	0	0.00%	3	17.65%	0	0.00%	0	0.00%	17	100.00%
PHILOSOPHY/SOCI	2012	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100.00%
PHILOSOPHY/SOCI	2013	0	0.00%	0	0.00%	2	11.11%	13	72.22%	0	0.00%	3	16.67%	0	0.00%	0	0.00%	18	100.00%
PHILOSOPHY/SOCI	2014	0	0.00%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	3	16.67%	0	0.00%	1	5.56%	18	100.00%
PHOTO - FASHION	2006	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2007	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2008	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2009	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHOTO - FASHION	2010	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHOTO - FASHION	2011	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHOTO - FASHION	2012	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHOTO - FASHION	2013	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
PHOTO - FASHION	2014	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
PHYSICAL SCI	2006	3	17.65%	0	0.00%	1	5.88%	12	70.59%	0	0.00%	1	5.88%	0	0.00%	0	0.00%	17	100.00%
PHYSICAL SCI	2007	2	13.33%	0	0.00%	1	6.67%	11	73.33%	0	0.00%	1	6.67%	0	0.00%	0	0.00%	15	100.00%
PHYSICAL SCI	2008	2	11.76%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	0	0.00%	17	100.00%
PHYSICAL SCI	2009	2	14.29%	0	0.00%	0	0.00%	11	78.57%	0	0.00%	1	7.14%	0	0.00%	0	0.00%	14	100.00%
PHYSICAL SCI	2010	2	12.50%	0	0.00%	2	12.50%	11	68.75%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	16	100.00%
PHYSICAL SCI	2011	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	1	5.56%	0	0.00%	1	5.56%	18	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PHYSICAL SCI	2012	2	10.53%	0	0.00%	2	10.53%	12	63.16%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100.00%
PHYSICAL SCI	2013	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100.00%
PHYSICAL SCI	2014	2	11.11%	0	0.00%	2	11.11%	12	66.67%	0	0.00%	0	0.00%	0	0.00%	2	11.11%	18	100.00%
PHYSICS	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%
PHYSICS	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PHYSICS	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PHYSICS	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2008	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
PSYCH SERVICES	2009	1	20.00%	1	20.00%	1	20.00%	1	20.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	5	100.00%
PSYCH SERVICES	2010	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
PSYCH SERVICES	2011	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
PSYCH SERVICES	2012	1	50.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
PSYCH SERVICES	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCHOLOGY	2006	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2007	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2008	1	12.50%	0	0.00%	1	12.50%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2009	1	14.29%	0	0.00%	1	14.29%	4	57.14%	0	0.00%	1	14.29%	0	0.00%	0	0.00%	7	100.00%
PSYCHOLOGY	2010	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100.00%
PSYCHOLOGY	2011	1	12.50%	0	0.00%	1	12.50%	4	50.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2012	1	12.50%	0	0.00%	1	12.50%	4	50.00%	0	0.00%	2	25.00%	0	0.00%	0	0.00%	8	100.00%
PSYCHOLOGY	2013	1	14.29%	0	0.00%	1	14.29%	3	42.86%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	7	100.00%
PSYCHOLOGY	2014	1	12.50%	0	0.00%	1	12.50%	3	37.50%	0	0.00%	2	25.00%	0	0.00%	1	12.50%	8	100.00%
STUDENT LIFE	2006	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2007	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2008	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2009	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2010	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2012	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
STUDENT LIFE	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
STUDENT LIFE	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
THEATRE ARTS	2006	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2007	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%

**Santa Monica College
Full-time Faculty
Ethnicity by Department
2006-2014**

Full Time Faculty - Diversity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Multi-Racial/ Unknown		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
THEATRE ARTS	2008	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2009	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2010	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2011	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2012	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2013	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
THEATRE ARTS	2014	0	0.00%	0	0.00%	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
WELCOME CENTER	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
WELCOME CENTER	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WELCOME CENTER	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2006 TOTALS	2006	37	12.05%	0	0.00%	25	8.14%	201	65.47%	3	0.98%	38	12.38%	0	0.00%	3	0.98%	307	100.00%
2007 TOTALS	2007	38	12.03%	0	0.00%	24	7.59%	205	64.87%	3	0.95%	37	11.71%	0	0.00%	9	2.85%	316	100.00%
2008 TOTALS	2008	36	11.39%	0	0.00%	25	7.91%	201	63.61%	3	0.95%	38	12.03%	0	0.00%	13	4.11%	316	100.00%
2009 TOTALS	2009	36	11.58%	0	0.00%	28	9.00%	202	64.95%	3	0.96%	39	12.54%	0	0.00%	3	0.96%	311	100.00%
2010 TOTALS	2010	36	11.61%	0	0.00%	28	9.03%	198	63.87%	3	0.97%	41	13.23%	0	0.00%	4	1.29%	310	100.00%
2011 TOTALS	2011	36	11.54%	0	0.00%	31	9.94%	191	61.22%	3	0.96%	44	14.10%	0	0.00%	7	2.24%	312	100.00%
2012 TOTALS	2012	37	11.64%	0	0.00%	33	10.38%	193	60.69%	3	0.94%	44	13.84%	2	0.63%	6	1.89%	318	100.00%
2013 TOTALS	2013	37	11.97%	0	0.00%	36	11.65%	184	59.55%	3	0.97%	44	14.24%	2	0.65%	3	0.97%	309	100.00%
2014 TOTALS	2014	35	11.25%	0	0.00%	38	12.22%	183	58.84%	3	0.96%	46	14.79%	1	0.32%	5	1.61%	311	100.00%

Appendix 5

Part-Time Faculty by Department

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
ACAD OF ENTER	2006	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	3	100.00%
ACAD OF ENTER	2007	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
ACAD OF ENTER	2008	1	33.33%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
ACAD OF ENTER	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2012	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
ACAD OF ENTER	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD OF ENTER	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2006	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
ACAD. AFFAIRS	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ACAD. AFFAIRS	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ART	2006	3	6.98%	0	0.00%	4	9.30%	28	65.12%	0	0.00%	2	4.65%	0	0.00%	6	13.95%	43	100.00%
ART	2007	3	7.50%	0	0.00%	5	12.50%	26	65.00%	0	0.00%	1	2.50%	0	0.00%	5	12.50%	40	100.00%
ART	2008	2	4.88%	0	0.00%	6	14.63%	28	68.29%	0	0.00%	0	0.00%	0	0.00%	5	12.20%	41	100.00%
ART	2009	2	5.56%	0	0.00%	6	16.67%	23	63.89%	0	0.00%	0	0.00%	0	0.00%	5	13.89%	36	100.00%
ART	2010	3	7.89%	0	0.00%	6	15.79%	25	65.79%	0	0.00%	0	0.00%	0	0.00%	4	10.53%	38	100.00%
ART	2011	3	9.38%	0	0.00%	5	15.63%	21	65.63%	0	0.00%	0	0.00%	0	0.00%	3	9.38%	32	100.00%
ART	2012	3	8.57%	0	0.00%	5	14.29%	25	71.43%	0	0.00%	0	0.00%	0	0.00%	2	5.71%	35	100.00%
ART	2013	3	7.69%	0	0.00%	4	10.26%	27	69.23%	0	0.00%	3	7.69%	0	0.00%	2	5.13%	39	100.00%
ART	2014	1	2.44%	0	0.00%	4	9.76%	32	78.04%	0	0.00%	2	4.88%	0	0.00%	2	4.88%	41	100.00%
ATHLETICS	2006	2	14.29%	0	0.00%	0	0.00%	4	28.57%	0	0.00%	1	7.14%	0	0.00%	7	50.00%	14	100.00%
ATHLETICS	2007	1	7.69%	0	0.00%	0	0.00%	5	38.46%	0	0.00%	1	7.69%	0	0.00%	6	46.15%	13	100.00%
ATHLETICS	2008	0	0.00%	0	0.00%	0	0.00%	5	38.46%	0	0.00%	2	15.38%	0	0.00%	6	46.15%	13	100.00%
ATHLETICS	2009	1	7.69%	0	0.00%	0	0.00%	6	46.15%	0	0.00%	2	15.38%	0	0.00%	4	30.77%	13	100.00%
ATHLETICS	2010	1	6.67%	0	0.00%	0	0.00%	7	46.67%	0	0.00%	3	20.00%	0	0.00%	4	26.67%	15	100.00%
ATHLETICS	2011	1	8.33%	0	0.00%	0	0.00%	6	50.00%	0	0.00%	1	8.33%	0	0.00%	4	33.33%	12	100.00%
ATHLETICS	2012	2	15.38%	0	0.00%	0	0.00%	7	53.85%	0	0.00%	2	15.38%	0	0.00%	2	15.38%	13	100.00%
ATHLETICS	2013	3	18.75%	0	0.00%	0	0.00%	9	56.25%	0	0.00%	2	12.50%	0	0.00%	2	12.50%	16	100.00%
ATHLETICS	2014	4	22.22%	0	0.00%	0	0.00%	10	55.56%	0	0.00%	2	11.11%	0	0.00%	2	11.10%	18	99.99%
BUSINESS	2006	4	9.52%	0	0.00%	2	4.76%	31	73.81%	0	0.00%	1	2.38%	0	0.00%	4	9.52%	42	100.00%
BUSINESS	2007	3	6.67%	0	0.00%	3	6.67%	33	73.33%	0	0.00%	2	4.44%	0	0.00%	4	8.89%	45	100.00%
BUSINESS	2008	3	6.82%	0	0.00%	4	9.09%	32	72.73%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100.00%
BUSINESS	2009	4	9.09%	0	0.00%	3	6.82%	31	70.45%	0	0.00%	3	6.82%	0	0.00%	3	6.82%	44	100.00%
BUSINESS	2010	2	5.13%	0	0.00%	3	7.69%	30	76.92%	0	0.00%	2	5.13%	0	0.00%	2	5.13%	39	100.00%
BUSINESS	2011	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	3	7.32%	0	0.00%	3	7.32%	41	100.00%
BUSINESS	2012	2	4.88%	0	0.00%	3	7.32%	30	73.17%	0	0.00%	4	9.76%	0	0.00%	2	4.88%	41	100.00%
BUSINESS	2013	2	4.65%	0	0.00%	4	9.30%	31	72.09%	0	0.00%	4	9.30%	0	0.00%	2	4.65%	43	100.00%
BUSINESS	2014	2	4.17%	0	0.00%	5	10.42%	35	72.92%	0	0.00%	4	8.33%	0	0.00%	2	4.17%	48	100.00%
COMMUNICATIONS	2006	3	6.67%	0	0.00%	0	0.00%	29	64.44%	0	0.00%	2	4.44%	1	2.22%	10	22.22%	45	100.00%
COMMUNICATIONS	2007	3	6.98%	0	0.00%	0	0.00%	30	69.77%	0	0.00%	2	4.65%	1	2.33%	7	16.28%	43	100.00%
COMMUNICATIONS	2008	3	6.67%	0	0.00%	0	0.00%	32	71.11%	0	0.00%	2	4.44%	1	2.22%	7	15.56%	45	100.00%
COMMUNICATIONS	2009	3	6.82%	0	0.00%	0	0.00%	31	70.45%	0	0.00%	2	4.55%	1	2.27%	7	15.91%	44	100.00%
COMMUNICATIONS	2010	4	8.70%	0	0.00%	0	0.00%	33	71.74%	0	0.00%	1	2.17%	1	2.17%	7	15.22%	46	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
COMMUNICATIONS	2011	3	6.52%	0	0.00%	0	0.00%	35	76.09%	0	0.00%	1	2.17%	1	2.17%	6	13.04%	46	100.00%
COMMUNICATIONS	2012	6	11.32%	0	0.00%	0	0.00%	42	79.25%	0	0.00%	4	1.89%	1	1.89%	3	5.66%	53	100.00%
COMMUNICATIONS	2013	7	11.67%	0	0.00%	2	3.33%	47	78.33%	0	0.00%	0	0.00%	1	1.67%	3	5.00%	60	100.00%
COMMUNICATIONS	2014	8	12.90%	0	0.00%	0	0.00%	47	75.81%	0	0.00%	1	1.61%	1	1.61%	5	8.06%	62	100.00%
COMMUNITY SERV	2006	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNITY SERV	2007	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNITY SERV	2008	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
COMMUNITY SERV	2009	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
COMMUNITY SERV	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COMMUNITY SERV	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COMMUNITY SERV	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COMMUNITY SERV	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COMMUNITY SERV	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
COSMETOLOGY	2006	1	5.26%	0	0.00%	1	5.26%	9	47.37%	0	0.00%	3	15.79%	0	0.00%	5	26.32%	19	100.00%
COSMETOLOGY	2007	5	22.73%	0	0.00%	1	4.55%	8	36.36%	0	0.00%	4	18.18%	0	0.00%	4	18.18%	22	100.00%
COSMETOLOGY	2008	5	22.73%	0	0.00%	2	9.09%	6	27.27%	0	0.00%	6	27.27%	0	0.00%	3	13.64%	22	100.00%
COSMETOLOGY	2009	5	26.32%	0	0.00%	1	5.26%	6	31.58%	0	0.00%	4	21.05%	0	0.00%	3	15.79%	19	100.00%
COSMETOLOGY	2010	4	23.53%	0	0.00%	1	5.88%	5	29.41%	0	0.00%	4	23.53%	0	0.00%	3	17.65%	17	100.00%
COSMETOLOGY	2011	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	4	25.00%	0	0.00%	2	12.50%	16	100.00%
COSMETOLOGY	2012	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100.00%
COSMETOLOGY	2013	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100.00%
COSMETOLOGY	2014	4	25.00%	0	0.00%	1	6.25%	5	31.25%	0	0.00%	5	31.25%	0	0.00%	1	6.25%	16	100.00%
COUNSELING	2006	14	20.29%	0	0.00%	3	4.35%	24	34.78%	0	0.00%	12	17.39%	0	0.00%	16	23.19%	69	100.00%
COUNSELING	2007	14	19.18%	0	0.00%	4	5.48%	32	43.84%	0	0.00%	11	15.07%	0	0.00%	12	16.44%	73	100.00%
COUNSELING	2008	13	16.46%	0	0.00%	4	5.06%	33	41.77%	0	0.00%	17	21.52%	0	0.00%	12	15.19%	79	100.00%
COUNSELING	2009	13	18.06%	0	0.00%	4	5.56%	29	40.28%	0	0.00%	17	23.61%	0	0.00%	9	12.50%	72	100.00%
COUNSELING	2010	14	19.44%	0	0.00%	3	4.17%	28	38.89%	0	0.00%	17	23.61%	0	0.00%	10	13.89%	72	100.00%
COUNSELING	2011	10	15.15%	0	0.00%	3	4.55%	27	40.91%	0	0.00%	17	25.76%	0	0.00%	9	13.64%	66	100.00%
COUNSELING	2012	13	19.12%	0	0.00%	2	2.94%	26	38.24%	0	0.00%	21	30.88%	0	0.00%	6	8.82%	68	100.00%
COUNSELING	2013	18	17.31%	0	0.00%	6	5.77%	42	40.38%	0	0.00%	30	28.85%	0	0.00%	8	7.69%	104	100.00%
COUNSELING	2014	22	16.79%	0	0.00%	8	6.11%	43	32.82%	0	0.00%	47	35.88%	0	0.00%	11	8.40%	131	100.00%
CSIS	2006	2	10.53%	0	0.00%	0	0.00%	14	73.68%	0	0.00%	1	5.26%	0	0.00%	2	10.53%	19	100.00%
CSIS	2007	2	11.11%	0	0.00%	0	0.00%	14	77.78%	0	0.00%	1	5.56%	0	0.00%	1	5.56%	18	100.00%
CSIS	2008	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
CSIS	2009	3	17.65%	0	0.00%	0	0.00%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100.00%
CSIS	2010	3	17.65%	0	0.00%	0	0.00%	12	70.59%	0	0.00%	2	11.76%	0	0.00%	0	0.00%	17	100.00%
CSIS	2011	3	15.79%	0	0.00%	0	0.00%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	1	5.26%	19	100.00%
CSIS	2012	3	17.65%	0	0.00%	0	0.00%	11	64.71%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100.00%
CSIS	2013	3	11.54%	0	0.00%	2	7.69%	15	57.69%	1	3.85%	4	15.38%	0	0.00%	1	3.85%	26	100.00%
CSIS	2014	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	4	15.38%	0	0.00%	3	11.54%	26	100.00%
DANCE	2006	4	23.53%	0	0.00%	0	0.00%	9	52.94%	0	0.00%	2	11.76%	0	0.00%	2	11.76%	17	100.00%
DANCE	2007	2	11.76%	0	0.00%	1	5.88%	8	47.06%	0	0.00%	2	11.76%	0	0.00%	4	23.53%	17	100.00%
DANCE	2008	5	20.00%	0	0.00%	1	4.00%	14	56.00%	0	0.00%	2	8.00%	0	0.00%	3	12.00%	25	100.00%
DANCE	2009	3	15.00%	0	0.00%	1	5.00%	13	65.00%	0	0.00%	3	15.00%	0	0.00%	0	0.00%	20	100.00%
DANCE	2010	3	10.71%	0	0.00%	3	10.71%	17	60.71%	0	0.00%	4	14.29%	0	0.00%	1	3.57%	28	100.00%
DANCE	2011	2	9.52%	0	0.00%	2	9.52%	13	61.90%	0	0.00%	3	14.29%	0	0.00%	1	4.76%	21	100.00%
DANCE	2012	2	8.70%	0	0.00%	2	8.70%	12	52.17%	0	0.00%	5	21.74%	1	4.35%	1	4.35%	23	100.00%
DANCE	2013	1	4.76%	0	0.00%	1	4.76%	12	57.14%	0	0.00%	4	19.05%	1	4.76%	2	9.52%	21	100.00%
DANCE	2014	1	4.00%	0	0.00%	2	8.00%	13	52.00%	0	0.00%	5	20.00%	1	4.00%	3	12.00%	25	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
DESIGN TECH.	2006	2	5.13%	0	0.00%	0	0.00%	35	89.74%	0	0.00%	0	0.00%	0	0.00%	2	5.13%	39	100.00%
DESIGN TECH.	2007	0	0.00%	0	0.00%	0	0.00%	31	91.18%	0	0.00%	1	2.94%	0	0.00%	2	5.88%	34	100.00%
DESIGN TECH.	2008	2	4.55%	0	0.00%	0	0.00%	37	84.09%	0	0.00%	2	4.55%	0	0.00%	3	6.82%	44	100.00%
DESIGN TECH.	2009	2	4.76%	0	0.00%	1	2.38%	32	76.19%	0	0.00%	3	7.14%	0	0.00%	4	9.52%	42	100.00%
DESIGN TECH.	2010	1	2.70%	0	0.00%	1	2.70%	32	86.49%	0	0.00%	1	2.70%	0	0.00%	2	5.41%	37	100.00%
DESIGN TECH.	2011	1	2.38%	0	0.00%	3	7.14%	36	85.71%	0	0.00%	0	0.00%	0	0.00%	2	4.76%	42	100.00%
DESIGN TECH.	2012	2	5.13%	0	0.00%	5	12.82%	31	79.49%	0	0.00%	0	0.00%	0	0.00%	1	2.56%	39	100.00%
DESIGN TECH.	2013	1	2.50%	0	0.00%	3	7.50%	34	85.00%	0	0.00%	1	2.50%	0	0.00%	1	2.50%	40	100.00%
DESIGN TECH.	2014	1	2.04%	0	0.00%	2	4.08%	41	83.67%	0	0.00%	2	4.08%	0	0.00%	3	6.12%	49	100.00%
DISABL STU CTR	2006	1	5.88%	0	0.00%	1	5.88%	10	58.82%	0	0.00%	1	5.88%	0	0.00%	4	23.53%	17	100.00%
DISABL STU CTR	2007	1	6.25%	0	0.00%	1	6.25%	10	62.50%	0	0.00%	0	0.00%	0	0.00%	4	25.00%	16	100.00%
DISABL STU CTR	2008	1	7.69%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100.00%
DISABL STU CTR	2009	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
DISABL STU CTR	2010	1	9.09%	0	0.00%	1	9.09%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	1	9.09%	11	100.00%
DISABL STU CTR	2011	1	10.00%	0	0.00%	1	10.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100.00%
DISABL STU CTR	2012	1	9.09%	0	0.00%	1	9.09%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	100.00%
DISABL STU CTR	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
DISABL STU CTR	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
EARTH SCIENCE	2006	0	0.00%	0	0.00%	0	0.00%	19	79.17%	0	0.00%	0	0.00%	0	0.00%	5	20.83%	24	100.00%
EARTH SCIENCE	2007	0	0.00%	0	0.00%	0	0.00%	20	83.33%	0	0.00%	0	0.00%	0	0.00%	4	16.67%	24	100.00%
EARTH SCIENCE	2008	1	4.17%	0	0.00%	0	0.00%	21	87.50%	0	0.00%	0	0.00%	0	0.00%	2	8.33%	24	100.00%
EARTH SCIENCE	2009	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	0	0.00%	0	0.00%	1	5.00%	20	100.00%
EARTH SCIENCE	2010	1	4.76%	0	0.00%	1	4.76%	18	85.71%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	21	100.00%
EARTH SCIENCE	2011	2	10.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	0	0.00%	0	0.00%	2	10.00%	20	100.00%
EARTH SCIENCE	2012	1	4.35%	0	0.00%	1	4.35%	18	78.26%	0	0.00%	1	4.35%	0	0.00%	2	8.70%	23	100.00%
EARTH SCIENCE	2013	1	5.00%	0	0.00%	0	0.00%	16	80.00%	0	0.00%	2	10.00%	0	0.00%	1	5.00%	20	100.00%
EARTH SCIENCE	2014	1	5.00%	0	0.00%	0	0.00%	18	90.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
		EDUCATION/ECE	2006	0	0.00%	0	0.00%	0	0.00%	8	88.89%	0	0.00%	1	11.11%	0	0.00%	0	0.00%
EDUCATION/ECE	2007	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
EDUCATION/ECE	2008	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	2	18.18%	0	0.00%	0	0.00%	11	100.00%
EDUCATION/ECE	2009	1	10.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	2	20.00%	0	0.00%	0	0.00%	10	100.00%
EDUCATION/ECE	2010	1	9.09%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	1	9.09%	11	100.00%
EDUCATION/ECE	2011	1	11.11%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	9	100.00%
EDUCATION/ECE	2012	0	0.00%	0	0.00%	1	8.33%	10	83.33%	0	0.00%	1	8.33%	0	0.00%	0	0.00%	12	100.00%
EDUCATION/ECE	2013	1	5.88%	0	0.00%	0	0.00%	13	76.47%	0	0.00%	2	11.76%	0	0.00%	1	5.88%	17	100.00%
EDUCATION/ECE	2014	1	5.88%	0	0.00%	1	5.88%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	1	5.88%	17	100.00%
EMERITUS	2006	3	3.95%	0	0.00%	5	6.58%	59	77.63%	0	0.00%	3	3.95%	0	0.00%	6	7.89%	76	100.00%
EMERITUS	2007	3	3.61%	0	0.00%	5	6.02%	65	78.31%	0	0.00%	3	3.61%	0	0.00%	7	8.43%	83	100.00%
EMERITUS	2008	3	3.75%	0	0.00%	6	7.50%	60	75.00%	0	0.00%	3	3.75%	0	0.00%	8	10.00%	80	100.00%
EMERITUS	2009	4	5.33%	0	0.00%	6	8.00%	56	74.67%	0	0.00%	3	4.00%	0	0.00%	6	8.00%	75	100.00%
EMERITUS	2010	4	5.48%	0	0.00%	6	8.22%	56	76.71%	0	0.00%	2	2.74%	0	0.00%	5	6.85%	73	100.00%
EMERITUS	2011	4	5.41%	0	0.00%	5	6.76%	58	78.38%	0	0.00%	3	4.05%	0	0.00%	4	5.41%	74	100.00%
EMERITUS	2012	4	5.48%	0	0.00%	5	6.85%	59	80.82%	0	0.00%	2	2.74%	0	0.00%	3	4.11%	73	100.00%
EMERITUS	2013	4	6.67%	0	0.00%	4	6.67%	49	81.67%	0	0.00%	2	3.33%	0	0.00%	1	1.67%	60	100.00%
EMERITUS	2014	4	6.67%	0	0.00%	4	6.67%	48	80.00%	0	0.00%	2	3.33%	0	0.00%	2	3.30%	60	100.00%
ENGLISH	2006	1	0.90%	0	0.00%	4	3.60%	84	75.68%	0	0.00%	4	3.60%	0	0.00%	18	16.22%	111	100.00%
ENGLISH	2007	4	3.36%	0	0.00%	4	3.36%	92	77.31%	0	0.00%	3	2.52%	0	0.00%	16	13.45%	119	100.00%
ENGLISH	2008	5	4.20%	0	0.00%	4	3.36%	95	79.83%	0	0.00%	4	3.36%	0	0.00%	11	9.24%	119	100.00%
ENGLISH	2009	4	3.67%	0	0.00%	4	3.67%	89	81.65%	0	0.00%	4	3.67%	0	0.00%	8	7.34%	109	100.00%
ENGLISH	2010	4	3.64%	0	0.00%	3	2.73%	89	80.91%	0	0.00%	5	4.55%	0	0.00%	9	8.18%	110	100.00%
ENGLISH	2011	2	1.89%	0	0.00%	4	3.77%	86	81.13%	0	0.00%	5	4.72%	0	0.00%	9	8.49%	106	100.00%
ENGLISH	2012	1	0.88%	0	0.00%	7	6.14%	88	77.19%	1	0.88%	9	7.89%	0	0.00%	8	7.02%	114	100.00%
ENGLISH	2013	1	0.85%	0	0.00%	8	6.84%	87	74.36%	1	0.85%	12	10.26%	0	0.00%	8	6.84%	117	100.00%
ENGLISH	2014	1	0.97%	0	0.00%	5	4.85%	76	73.79%	1	0.97%	12	11.65%	0	0.00%	8	7.77%	103	100.00%
EOPS	2006	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2007	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2008	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2009	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2010	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2011	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2012	1	25.00%	0	0.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	0	0.00%	1	25.00%	4	100.00%
EOPS	2013	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
EOPS	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ESL	2006	1	4.00%	0	0.00%	0	0.00%	23	92.00%	0	0.00%	0	0.00%	0	0.00%	1	4.00%	25	100.00%
ESL	2007	1	3.57%	0	0.00%	1	3.57%	25	89.29%	0	0.00%	0	0.00%	0	0.00%	1	3.57%	28	100.00%
ESL	2008	1	3.33%	0	0.00%	1	3.33%	23	76.67%	0	0.00%	1	3.33%	0	0.00%	4	13.33%	30	100.00%
ESL	2009	0	0.00%	0	0.00%	0	0.00%	27	87.10%	0	0.00%	0	0.00%	0	0.00%	4	12.90%	31	100.00%
ESL	2010	0	0.00%	0	0.00%	2	7.41%	19	70.37%	0	0.00%	1	3.70%	0	0.00%	5	18.52%	27	100.00%
ESL	2011	0	0.00%	0	0.00%	4	13.79%	20	68.97%	0	0.00%	2	6.90%	1	3.45%	2	6.90%	29	100.00%
ESL	2012	0	0.00%	0	0.00%	3	9.09%	22	66.67%	1	3.03%	5	15.15%	1	3.03%	1	3.03%	33	100.00%
ESL	2013	0	0.00%	0	0.00%	5	14.71%	24	70.59%	1	2.94%	1	2.94%	1	2.94%	2	5.88%	34	100.00%
ESL	2014	0	0.00%	0	0.00%	5	16.13%	22	70.97%	1	3.23%	0	0.00%	1	3.23%	2	6.45%	31	100.00%
HEALTH SCIENCES	2006	4	22.22%	0	0.00%	0	0.00%	9	50.00%	2	11.11%	0	0.00%	0	0.00%	3	16.67%	18	100.00%
HEALTH SCIENCES	2007	5	22.73%	0	0.00%	4	18.18%	10	45.45%	1	4.55%	0	0.00%	0	0.00%	2	9.09%	22	100.00%
HEALTH SCIENCES	2008	5	17.86%	0	0.00%	3	10.71%	15	53.57%	2	7.14%	1	3.57%	0	0.00%	2	7.14%	28	100.00%
HEALTH SCIENCES	2009	6	20.69%	0	0.00%	3	10.34%	14	48.28%	4	13.79%	1	3.45%	0	0.00%	1	3.45%	29	100.00%


**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
HEALTH SCIENCES	2010	2	7.41%	0	0.00%	2	7.41%	16	59.26%	2	7.41%	2	7.41%	0	0.00%	3	11.11%	27	100.00%
HEALTH SCIENCES	2011	2	9.52%	0	0.00%	1	4.76%	10	47.62%	2	9.52%	3	14.29%	0	0.00%	3	14.29%	21	100.00%
HEALTH SCIENCES	2012	3	12.50%	0	0.00%	2	8.33%	14	58.33%	3	12.50%	2	8.33%	0	0.00%	0	0.00%	24	100.00%
HEALTH SCIENCES	2013	4	16.00%	0	0.00%	2	8.00%	14	56.00%	3	12.00%	2	8.00%	0	0.00%	0	0.00%	25	100.00%
HEALTH SCIENCES	2014	5	21.74%	0	0.00%	1	4.35%	13	56.52%	3	13.04%	1	4.35%	0	0.00%	0	0.00%	23	100.00%
HISTORY	2006	4	11.76%	0	0.00%	2	5.88%	14	41.18%	1	2.94%	4	11.76%	0	0.00%	9	26.47%	34	100.00%
HISTORY	2007	2	8.00%	0	0.00%	1	4.00%	13	52.00%	1	4.00%	3	12.00%	0	0.00%	5	20.00%	25	100.00%
HISTORY	2008	3	11.11%	0	0.00%	1	3.70%	13	48.15%	1	3.70%	4	14.81%	0	0.00%	5	18.52%	27	100.00%
HISTORY	2009	3	12.50%	0	0.00%	1	4.17%	12	50.00%	1	4.17%	3	12.50%	0	0.00%	4	16.67%	24	100.00%
HISTORY	2010	3	11.54%	0	0.00%	1	3.85%	14	53.85%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100.00%
HISTORY	2011	1	4.17%	0	0.00%	1	4.17%	13	54.17%	1	4.17%	3	12.50%	0	0.00%	5	20.83%	24	100.00%
HISTORY	2012	1	3.85%	0	0.00%	1	3.85%	16	61.54%	1	3.85%	3	11.54%	0	0.00%	4	15.38%	26	100.00%
HISTORY	2013	1	3.57%	0	0.00%	1	3.57%	17	60.71%	1	3.57%	3	10.71%	0	0.00%	5	17.86%	28	100.00%
HISTORY	2014	2	7.41%	0	0.00%	1	3.70%	17	62.96%	1	3.70%	3	11.11%	0	0.00%	3	11.11%	27	100.00%
ISC	2006	0	0.00%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100.00%
ISC	2007	0	0.00%	0	0.00%	2	28.57%	2	28.57%	0	0.00%	2	28.57%	0	0.00%	1	14.29%	7	100.00%
ISC	2008	0	0.00%	0	0.00%	3	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100.00%
ISC	2009	0	0.00%	0	0.00%	3	42.86%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	1	14.29%	7	100.00%
ISC	2010	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	6	100.00%
ISC	2011	0	0.00%	0	0.00%	2	33.33%	2	33.33%	0	0.00%	1	16.67%	0	0.00%	1	16.67%	6	100.00%
ISC	2012	0	0.00%	0	0.00%	3	42.86%	3	42.86%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100.00%
ISC	2013	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	2	100.00%
ISC	2014	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
KINESIOLOGY	2006	2	6.90%	0	0.00%	0	0.00%	17	58.62%	0	0.00%	1	3.45%	0	0.00%	9	31.03%	29	100.00%
KINESIOLOGY	2007	2	5.56%	0	0.00%	1	2.78%	22	61.11%	0	0.00%	2	5.56%	0	0.00%	9	25.00%	36	100.00%
KINESIOLOGY	2008	1	2.86%	0	0.00%	2	5.71%	22	62.86%	0	0.00%	3	8.57%	0	0.00%	7	20.00%	35	100.00%
KINESIOLOGY	2009	2	6.90%	0	0.00%	3	10.34%	20	68.97%	0	0.00%	1	3.45%	0	0.00%	3	10.34%	29	100.00%
KINESIOLOGY	2010	1	4.17%	0	0.00%	2	8.33%	17	70.83%	0	0.00%	3	12.50%	0	0.00%	1	4.17%	24	100.00%
KINESIOLOGY	2011	0	0.00%	0	0.00%	2	10.53%	13	68.42%	0	0.00%	2	10.53%	0	0.00%	2	10.53%	19	100.00%
KINESIOLOGY	2012	1	4.00%	0	0.00%	1	4.00%	19	76.00%	0	0.00%	3	12.00%	0	0.00%	1	4.00%	25	100.00%
KINESIOLOGY	2013	1	3.70%	0	0.00%	1	3.70%	21	77.78%	0	0.00%	3	11.11%	0	0.00%	1	3.70%	27	100.00%
KINESIOLOGY	2014	1	4.00%	0	0.00%	0	0.00%	21	84.00%	0	0.00%	3	12.00%	0	0.00%	0	0.00%	25	100.00%
LIBRARY	2006	1	12.50%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	1	12.50%	8	100.00%
LIBRARY	2007	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%
LIBRARY	2008	1	14.29%	0	0.00%	0	0.00%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	1	14.29%	7	100.00%
LIBRARY	2009	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%
LIBRARY	2010	0	0.00%	0	0.00%	0	0.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	5	100.00%
LIBRARY	2011	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	3	100.00%
LIBRARY	2012	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
LIBRARY	2013	0	0.00%	0	0.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
LIBRARY	2014	0	0.00%	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
LIFE SCIENCE	2006	1	3.03%	0	0.00%	1	3.03%	21	63.64%	0	0.00%	2	6.06%	0	0.00%	8	24.24%	33	100.00%
LIFE SCIENCE	2007	1	2.78%	0	0.00%	1	2.78%	25	69.44%	0	0.00%	2	5.56%	0	0.00%	7	19.44%	36	100.00%
LIFE SCIENCE	2008	1	2.63%	0	0.00%	2	5.26%	21	55.26%	0	0.00%	2	5.26%	0	0.00%	12	31.58%	38	100.00%
LIFE SCIENCE	2009	1	3.03%	0	0.00%	3	9.09%	19	57.58%	0	0.00%	0	0.00%	0	0.00%	10	30.30%	33	100.00%
LIFE SCIENCE	2010	1	2.86%	0	0.00%	3	8.57%	22	62.86%	0	0.00%	2	5.71%	0	0.00%	7	20.00%	35	100.00%
LIFE SCIENCE	2011	1	3.45%	0	0.00%	2	6.90%	19	65.52%	0	0.00%	1	3.45%	0	0.00%	6	20.69%	29	100.00%
LIFE SCIENCE	2012	1	3.13%	0	0.00%	3	9.38%	22	68.75%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100.00%
LIFE SCIENCE	2013	1	2.86%	0	0.00%	3	8.57%	24	68.57%	0	0.00%	3	8.57%	0	0.00%	4	11.43%	35	100.00%
LIFE SCIENCE	2014	1	2.78%	0	0.00%	3	8.33%	24	66.67%	0	0.00%	3	8.33%	0	0.00%	5	13.89%	36	100.00%

Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012

 Part Time Faculty Ethnicity by Department - 2006-2014																			
Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MATHEMATICS	2006	10	13.89%	1	1.39%	10	13.89%	42	58.33%	0	0.00%	4	5.56%	0	0.00%	5	6.94%	72	100.00%
MATHEMATICS	2007	9	11.39%	1	1.27%	12	15.19%	47	59.49%	0	0.00%	3	3.80%	1	1.27%	6	7.59%	79	100.00%
MATHEMATICS	2008	11	15.28%	1	1.39%	12	16.67%	40	55.56%	0	0.00%	3	4.17%	1	1.39%	4	5.56%	72	100.00%
MATHEMATICS	2009	15	19.23%	1	1.28%	13	16.67%	42	53.85%	0	0.00%	3	3.85%	1	1.28%	3	3.85%	78	100.00%
MATHEMATICS	2010	13	16.25%	2	2.50%	13	16.25%	47	58.75%	0	0.00%	1	1.25%	2	2.50%	2	2.50%	80	100.00%
MATHEMATICS	2011	13	16.05%	2	2.47%	12	14.81%	49	60.49%	0	0.00%	1	1.23%	2	2.47%	2	2.47%	81	100.00%
MATHEMATICS	2012	12	13.79%	1	1.15%	20	22.99%	48	55.17%	0	0.00%	3	3.45%	1	1.15%	2	2.30%	87	100.00%
MATHEMATICS	2013	12	13.48%	1	1.12%	19	21.35%	51	57.30%	0	0.00%	2	2.25%	1	1.12%	3	3.37%	89	100.00%
MATHEMATICS	2014	13	13.13%	1	1.01%	25	25.25%	50	50.51%	0	0.00%	3	3.03%	2	2.02%	5	5.05%	99	100.00%
MODERN LANG/CUL	2006	1	2.08%	0	0.00%	14	29.17%	20	41.67%	0	0.00%	8	16.67%	0	0.00%	5	10.42%	48	100.00%
MODERN LANG/CUL	2007	2	3.57%	0	0.00%	16	28.57%	24	42.86%	0	0.00%	8	14.29%	0	0.00%	6	10.71%	56	100.00%
MODERN LANG/CUL	2008	1	1.64%	0	0.00%	18	29.51%	20	32.79%	0	0.00%	6	9.84%	0	0.00%	16	26.23%	61	100.00%
MODERN LANG/CUL	2009	2	4.17%	0	0.00%	14	29.17%	20	41.67%	0	0.00%	6	12.50%	0	0.00%	6	12.50%	48	100.00%
MODERN LANG/CUL	2010	2	4.55%	0	0.00%	12	27.27%	19	43.18%	0	0.00%	7	15.91%	0	0.00%	4	9.09%	44	100.00%
MODERN LANG/CUL	2011	2	4.55%	0	0.00%	14	31.82%	16	36.36%	0	0.00%	8	18.18%	0	0.00%	4	9.09%	44	100.00%
MODERN LANG/CUL	2012	2	4.00%	0	0.00%	19	38.00%	19	38.00%	0	0.00%	7	14.00%	0	0.00%	3	6.00%	50	100.00%
MODERN LANG/CUL	2013	2	4.26%	0	0.00%	14	29.79%	21	44.68%	0	0.00%	9	19.15%	0	0.00%	1	2.13%	47	100.00%
MODERN LANG/CUL	2014	2	4.76%	0	0.00%	16	38.10%	17	40.48%	0	0.00%	6	14.29%	0	0.00%	1	2.38%	42	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
MUSIC	2006	2	3.85%	0	0.00%	4	7.69%	37	71.15%	0	0.00%	3	5.77%	0	0.00%	6	11.54%	52	100.00%
MUSIC	2007	3	5.26%	0	0.00%	4	7.02%	41	71.93%	1	1.75%	3	5.26%	0	0.00%	5	8.77%	57	100.00%
MUSIC	2008	5	8.20%	0	0.00%	3	4.92%	45	73.77%	1	1.64%	3	4.92%	0	0.00%	4	6.56%	61	100.00%
MUSIC	2009	4	7.55%	0	0.00%	3	5.66%	39	73.58%	0	0.00%	3	5.66%	0	0.00%	4	7.55%	53	100.00%
MUSIC	2010	2	4.55%	0	0.00%	3	6.82%	34	77.27%	1	2.27%	2	4.55%	0	0.00%	2	4.55%	44	100.00%
MUSIC	2011	1	2.78%	0	0.00%	3	8.33%	28	77.78%	0	0.00%	2	5.56%	0	0.00%	2	5.56%	36	100.00%
MUSIC	2012	2	4.00%	0	0.00%	3	6.00%	39	78.00%	0	0.00%	4	8.00%	0	0.00%	2	4.00%	50	100.00%
MUSIC	2013	2	4.17%	0	0.00%	3	6.25%	38	79.17%	0	0.00%	4	8.33%	0	0.00%	1	2.08%	48	100.00%
MUSIC	2014	3	6.67%	0	0.00%	2	4.44%	34	75.56%	0	0.00%	4	8.89%	0	0.00%	2	4.44%	45	100.00%
NC EDUCATION	2006	0	0.00%	0	0.00%	0	0.00%	7	63.64%	0	0.00%	2	18.18%	0	0.00%	2	18.18%	11	100.00%
NC EDUCATION	2007	0	0.00%	0	0.00%	0	0.00%	7	70.00%	0	0.00%	2	20.00%	0	0.00%	1	10.00%	10	100.00%
NC EDUCATION	2008	0	0.00%	0	0.00%	0	0.00%	7	77.78%	0	0.00%	2	22.22%	0	0.00%	0	0.00%	9	100.00%
NC EDUCATION	2009	2	13.33%	0	0.00%	0	0.00%	8	53.33%	0	0.00%	1	6.67%	0	0.00%	4	26.67%	15	100.00%
NC EDUCATION	2010	0	0.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100.00%
NC EDUCATION	2011	0	0.00%	0	0.00%	0	0.00%	6	75.00%	0	0.00%	1	12.50%	0	0.00%	1	12.50%	8	100.00%
NC EDUCATION	2012	0	0.00%	0	0.00%	0	0.00%	7	87.50%	0	0.00%	1	12.50%	0	0.00%	0	0.00%	8	100.00%
NC EDUCATION	2013	0	0.00%	0	0.00%	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	6	100.00%
NC EDUCATION	2014	0	0.00%	0	0.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	100.00%
OFF OF SCH REL	2006	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2007	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2008	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2009	3	37.50%	0	0.00%	0	0.00%	2	25.00%	0	0.00%	3	37.50%	0	0.00%	0	0.00%	8	100.00%
OFF OF SCH REL	2010	3	42.86%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	7	100.00%
OFF OF SCH REL	2011	3	42.86%	0	0.00%	0	0.00%	1	14.29%	0	0.00%	3	42.86%	0	0.00%	0	0.00%	7	100.00%
OFF OF SCH REL	2012	2	33.33%	0	0.00%	0	0.00%	2	33.33%	0	0.00%	2	33.33%	0	0.00%	0	0.00%	6	100.00%
OFF OF SCH REL	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OFF OF SCH REL	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PHILOSOPHY/SOCI	2006	4	8.89%	0	0.00%	1	2.22%	29	64.44%	0	0.00%	2	4.44%	0	0.00%	9	20.00%	45	100.00%
PHILOSOPHY/SOCI	2007	3	6.98%	0	0.00%	0	0.00%	29	67.44%	0	0.00%	2	4.65%	0	0.00%	9	20.93%	43	100.00%
PHILOSOPHY/SOCI	2008	3	6.38%	0	0.00%	0	0.00%	34	72.34%	0	0.00%	3	6.38%	0	0.00%	7	14.89%	47	100.00%
PHILOSOPHY/SOCI	2009	3	8.11%	0	0.00%	0	0.00%	28	75.68%	0	0.00%	3	8.11%	0	0.00%	3	8.11%	37	100.00%
PHILOSOPHY/SOCI	2010	3	9.38%	0	0.00%	0	0.00%	23	71.88%	0	0.00%	3	9.38%	0	0.00%	3	9.38%	32	100.00%
PHILOSOPHY/SOCI	2011	2	8.70%	0	0.00%	0	0.00%	17	73.91%	0	0.00%	2	8.70%	0	0.00%	2	8.70%	23	100.00%
PHILOSOPHY/SOCI	2012	2	6.67%	0	0.00%	1	3.33%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	1	3.33%	30	100.00%
PHILOSOPHY/SOCI	2013	2	5.88%	0	0.00%	1	2.94%	27	79.41%	0	0.00%	3	8.82%	0	0.00%	1	2.94%	34	100.00%
PHILOSOPHY/SOCI	2014	2	6.67%	0	0.00%	0	0.00%	24	80.00%	0	0.00%	2	6.67%	0	0.00%	2	6.67%	30	100.00%
PHOTO - FASHION	2006	0	0.00%	0	0.00%	2	6.90%	19	65.52%	1	3.45%	1	3.45%	0	0.00%	6	20.69%	29	100.00%
PHOTO - FASHION	2007	0	0.00%	0	0.00%	1	3.23%	23	74.19%	0	0.00%	1	3.23%	0	0.00%	6	19.35%	31	100.00%
PHOTO - FASHION	2008	0	0.00%	0	0.00%	1	3.45%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	3	10.34%	29	100.00%
PHOTO - FASHION	2009	1	3.57%	0	0.00%	1	3.57%	21	75.00%	1	3.57%	1	3.57%	0	0.00%	3	10.71%	28	100.00%
PHOTO - FASHION	2010	0	0.00%	0	0.00%	2	6.90%	23	79.31%	1	3.45%	1	3.45%	0	0.00%	2	6.90%	29	100.00%
PHOTO - FASHION	2011	0	0.00%	0	0.00%	2	7.69%	20	76.92%	1	3.85%	1	3.85%	0	0.00%	2	7.69%	26	100.00%
PHOTO - FASHION	2012	0	0.00%	0	0.00%	1	3.57%	23	82.14%	1	3.57%	1	3.57%	0	0.00%	2	7.14%	28	100.00%
PHOTO - FASHION	2013	0	0.00%	0	0.00%	2	5.00%	34	85.00%	0	0.00%	2	5.00%	0	0.00%	2	5.00%	40	100.00%
PHOTO - FASHION	2014	1	3.13%	0	0.00%	0	0.00%	30	93.75%	0	0.00%	0	0.00%	0	0.00%	1	3.13%	32	100.00%
PHYSICAL SCI	2006	3	10.34%	0	0.00%	2	6.90%	13	44.83%	1	3.45%	1	3.45%	0	0.00%	9	31.03%	29	100.00%
PHYSICAL SCI	2007	3	8.82%	0	0.00%	3	8.82%	15	44.12%	1	2.94%	1	2.94%	0	0.00%	11	32.35%	34	100.00%
PHYSICAL SCI	2008	3	10.00%	0	0.00%	5	16.67%	14	46.67%	1	3.33%	1	3.33%	0	0.00%	6	20.00%	30	100.00%
PHYSICAL SCI	2009	2	6.45%	0	0.00%	5	16.13%	15	48.39%	1	3.23%	2	6.45%	0	0.00%	6	19.35%	31	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
PHYSICAL SCI	2010	2	6.45%	0	0.00%	7	22.58%	16	51.61%	1	3.23%	2	6.45%	0	0.00%	3	9.68%	31	100.00%
PHYSICAL SCI	2011	2	7.69%	0	0.00%	5	19.23%	13	50.00%	1	3.85%	2	7.69%	0	0.00%	3	11.54%	26	100.00%
PHYSICAL SCI	2012	2	7.14%	0	0.00%	6	21.43%	16	57.14%	1	3.57%	2	7.14%	0	0.00%	1	3.57%	28	100.00%
PHYSICAL SCI	2013	2	6.25%	0	0.00%	8	25.00%	15	46.88%	1	3.13%	3	9.38%	0	0.00%	3	9.38%	32	100.00%
PHYSICAL SCI	2014	2	6.45%	0	0.00%	7	22.58%	15	48.39%	1	3.23%	3	9.68%	0	0.00%	3	9.68%	31	100.00%
PICO PARTNERSHIP	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	1	50.00%	2	100.00%
PICO PARTNERSHIP	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
PICO PARTNERSHIP	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
PROGRAM DEVELOP	2006	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
PSYCH SERVICES	2006	2	66.67%	0	0.00%	0	0.00%	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%
PSYCH SERVICES	2007	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	0	0.00%	0	0.00%	2	100.00%
PSYCH SERVICES	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
PSYCH SERVICES	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCH SERVICES	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
PSYCHOLOGY	2006	1	4.76%	0	0.00%	0	0.00%	20	95.24%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	21	100.00%
PSYCHOLOGY	2007	1	5.26%	0	0.00%	0	0.00%	18	94.74%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	19	100.00%
PSYCHOLOGY	2008	1	5.00%	0	0.00%	0	0.00%	19	95.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	20	100.00%
PSYCHOLOGY	2009	2	8.70%	0	0.00%	0	0.00%	19	82.61%	0	0.00%	2	8.70%	0	0.00%	0	0.00%	23	100.00%
PSYCHOLOGY	2010	2	10.00%	0	0.00%	0	0.00%	17	85.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	20	100.00%
PSYCHOLOGY	2011	2	10.53%	0	0.00%	0	0.00%	16	84.21%	0	0.00%	1	5.26%	0	0.00%	0	0.00%	19	100.00%
PSYCHOLOGY	2012	2	11.11%	0	0.00%	0	0.00%	15	83.33%	0	0.00%	1	5.56%	0	0.00%	0	0.00%	18	100.00%
PSYCHOLOGY	2013	4	16.67%	0	0.00%	0	0.00%	17	70.83%	0	0.00%	2	8.33%	0	0.00%	1	4.17%	24	100.00%
PSYCHOLOGY	2014	4	18.18%	0	0.00%	0	0.00%	15	68.18%	0	0.00%	2	9.09%	0	0.00%	1	4.55%	22	100.00%
STUDENT LIFE	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%	2	100.00%
THEATRE ARTS	2006	0	0.00%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	1	7.69%	0	0.00%	2	15.38%	13	100.00%
THEATRE ARTS	2007	0	0.00%	0	0.00%	1	10.00%	8	80.00%	0	0.00%	0	0.00%	0	0.00%	1	10.00%	10	100.00%
THEATRE ARTS	2008	0	0.00%	0	0.00%	1	7.69%	9	69.23%	0	0.00%	0	0.00%	0	0.00%	3	23.08%	13	100.00%
THEATRE ARTS	2009	0	0.00%	0	0.00%	0	0.00%	8	66.67%	0	0.00%	0	0.00%	0	0.00%	4	33.33%	12	100.00%
THEATRE ARTS	2010	0	0.00%	0	0.00%	0	0.00%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	2	18.18%	11	100.00%
THEATRE ARTS	2011	1	9.09%	0	0.00%	0	0.00%	8	72.73%	0	0.00%	0	0.00%	0	0.00%	2	18.18%	11	100.00%
THEATRE ARTS	2012	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100.00%
THEATRE ARTS	2013	0	0.00%	0	0.00%	0	0.00%	11	84.62%	0	0.00%	0	0.00%	0	0.00%	2	15.38%	13	100.00%
THEATRE ARTS	2014	0	0.00%	0	0.00%	0	0.00%	13	86.67%	0	0.00%	0	0.00%	0	0.00%	2	13.33%	15	100.00%
TITLE V	2010	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%
TITLE V	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TITLE V	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TITLE V	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TITLE V	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TRIO	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%
TRIO	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	0	0.00%	1	100.00%

**Santa Monica College
Diversity Report
Part-time Faculty Ethnicity by Department
Fall 2006-2012**



Part Time Faculty Ethnicity by Department - 2006-2014

Department	Year	African American/ Black		American Indian/ Native American		Asian		Caucasian/ White		Filipino		Hispanic		Pacific Islander		Unknown/Multi-Races		Total	
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
TRIO	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TRIO	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TRIO	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
TRIO	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WELCOME CENTER	2012	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	66.67%	0	0.00%	0	0.00%	3	100.00%
WELCOME CENTER	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WELCOME CENTER	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2006	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	1	100.00%
WORKFORCE/ECON	2007	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2008	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2009	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2010	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2011	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2012	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2013	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
WORKFORCE/ECON	2014	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
2006 TOTALS	2006	81	7.81%	1	0.10%	59	5.69%	657	63.36%	4	0.39%	68	6.56%	1	0.10%	166	16.01%	1,037	100.00%
2007 TOTALS	2007	80	7.44%	1	0.09%	71	6.60%	698	64.93%	4	0.37%	66	6.14%	2	0.19%	153	14.23%	1,075	100.00%
2008 TOTALS	2008	88	7.92%	1	0.09%	82	7.38%	709	63.82%	6	0.54%	81	7.29%	2	0.18%	142	12.78%	1,111	100.00%
2009 TOTALS	2009	94	9.16%	1	0.10%	76	7.41%	662	64.52%	7	0.68%	76	7.41%	2	0.19%	108	10.53%	1,026	100.00%
2010 TOTALS	2010	81	8.15%	2	0.20%	77	7.75%	657	66.10%	6	0.60%	77	7.75%	3	0.30%	91	9.15%	994	100.00%
2011 TOTALS	2011	70	7.55%	2	0.22%	75	8.09%	613	66.13%	5	0.54%	73	7.87%	4	0.43%	85	9.17%	927	100.00%
2012 TOTALS	2012	76	7.47%	1	0.10%	96	9.43%	678	66.60%	8	0.79%	98	9.63%	4	0.39%	57	5.60%	1,018	100.00%
2013 TOTALS	2013	80	7.48%	1	0.09%	95	8.89%	712	66.60%	8	0.75%	109	10.20%	4	0.37%	60	5.61%	1,069	100.00%
2014 TOTALS	2014	89	8.20%	1	0.09%	94	8.66%	699	64.42%	8	0.74%	119	10.97%	5	0.46%	70	6.45%	1,085	100.00%

Appendix 6

BP 3120 – Equal Employment Opportunity

BP 3121 – Diversity



ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL

BP 3120 Equal Employment Opportunity and Nondiscrimination in Employment

The Santa Monica Community College District is committed to the principles of equal employment opportunity. The District will provide equal employment opportunity in accordance with all applicable federal, state, and local laws, and will implement a comprehensive program to put those principles into practice.

No person shall be subjected to unlawful discrimination in any program or activity of the District on the basis of ethnic group identification, race, color, national origin (including language and accent), religious creed, age, sex, gender, physical disability, mental disability, ancestry, sexual orientation, citizenship status, gender identity, gender expression, familial status, marital status, socio-economic status, military and veteran status, genetic information, or medical condition. No person shall be subjected to discrimination on the basis of these actual or perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The Board commits the District to vigorous equal employment opportunity in all aspects of its academic and classified employment programs, including recruitment, selection, assignment, retention, promotion, and transfer. The District will strive to achieve a workforce that reflects and welcomes diversity to ensure an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy and free expression of ideas.

The Board of Trustees approves the Equal Employment Opportunity Plan and assumes overall responsibility for the success or failure of the Plan. The Board delegates to the Superintendent/President the responsibility for implementing this policy consistent with all applicable provisions of the Education Code and Title 5. The Equal Employment Opportunity Plan will be maintained to ensure principles that conform to all applicable federal, state, and local laws.

Reference: Education Code 87100, et seq., Title 5, 53000, et seq

Approved by DPAC: 2/10/2010

Approved: 8/3/2010

Revised by DPAC: 6/25/2014 (combined Board Policy sections 3120 and 3122)

Approved: 9/2/2014



ARTICLE 3100 GENERAL PROVISIONS ALL PERSONNEL

BP 3121 Diversity

The Santa Monica Community College District is committed to building an inclusive and diverse environment and maintains a comprehensive program to ensure that practice reflects these principles. Diversity within the college environment provides opportunity to foster mutual awareness, knowledge, and sensitivity, to challenge ingrained stereotypes, and to promote mutual understanding and respect. The District is committed to a work and learning environment conducive to open discussion and the free exchange of ideas. Global awareness and exploring the diversity of the local communities served by the college are both important components of the College's commitment to diversity. Embodying, promoting and celebrating diversity inspires innovative ideas, practical solutions, and team-building in achieving the District's goal of professional and educational excellence.

Approved by DPAC: 6/9/10

Approved: 8/3/2010
