Annual Written Notice to Community Organizations

The *EEO* Officer will provide **3 years** written notice to appropriate community-based and professional organizations concerning the *Plan*. The notice will include a summary of the *Plan*, inform these organizations how they may obtain a copy, and shall solicit their assistance in identifying diverse qualified candidates. The notice will also include the internet address where the District advertises its job openings and the Human Resources department phone number to call in order to obtain employment information. The District will actively seek to reach those institutions, organizations, and agencies that may be recruitment sources, especially for underrepresented populations. This distribution shall be via the listserve of the South County Collaborative, of which Gavilan College is a member.

Analysis of District Workforce & Applicant Pool

The Human Resources department will annually monitor the District's workforce composition and applicant pools for employment on an ongoing basis to evaluate the District's progress in implementing the *Plan*, to provide data needed for the analysis required by this *Plan*, and to determine whether any monitored group is underrepresented. Monitored groups are men, women, American Indians or Alaskan natives, Asians or Pacific Islanders, Blacks/African-Americans, Hispanics/Latinos, and persons with disabilities.

For the purpose of this analysis, applicants and employees are afforded the opportunity to voluntarily identify her or his gender, ethnic group identification and, if applicable, her or his disability. The composition of the initial applicant pool is recorded and reviewed by *EEO* Officer. Persons may designate as many ethnicities as they identify with. This information is kept confidential and is separated from the applications that are forwarded to the screening/interview committee and hiring administrator(s). At least every three years the *Plan* will be reviewed and, if necessary, revised based on an analysis of the ethnic group identification, gender, and disability composition of existing staff and of those who have applied for employment in each of the following identified job categories:

1. Executive/Administrative/Managerial
2. Faculty and other Instructional Staff
3. Professional Non-faculty
4. Secretarial/Clerical
5. Technical and Paraprofessional
6. Skilled Crafts
7. Service and Maintenance

District Workforce Analysis

From Fall 2018 to Fall 2019 Gavilan College's workforce including administrators, full-time faculty, adjunct faculty and classified staff was 130. The number of full-time faculty was 77, with the number of adjunct faculty numbering 216.

Fall 2019	Total	Native American or Alaska Native	Asian	Filipino	Black	Hispanic	Native Hawaiian or Pacific Islander	Multi-Ethnicity	White	Declined to State	Non-Binary	Male	Female
Administrators	11	0	0	1	0	3	0	0	6	1	0	6	5
Full-time Faculty	77	0	2	0	2	18	0	6	44	5	0	35	42
Adjunct Faculty	216	0	18	2	3	46	1	3	92	51	2	91	123
Classified	130	0	5	3	1	66	0	2	46	7	1	89	40

Longitudinal Analysis – Workforce

In analyzing the longitudinal analysis of GAVILAN COLLEGE's workforce, it is important to view underrepresented minority trends as compared to students to appropriately assess if there is a need to undertake various initiatives to diversify its faculty and staff. In the 2019 Fall semester, Gavilan Student population was 6,556. 73.95% of students represent underrepresented minorities, with 4.58% students from unknown origin and 21.48% self-identifying as white Non-Hispanic.

It is also important to understand the city's community.

Fall 2015 to Fall 2019 student underrepresented minorities rose from just 67.51% to 70.79%. Classified staff, which includes confidential employees as well as directors, decreased from 31.52% in Fall 2015 to 29.95% in Fall 2019 as displayed in the graph below. There was a dramatic increase in faculty diversity numbers, from about 8.57% to about 28.55% for full-time and about 12.56% to about 33.76% for adjuncts, faculty is an area the District will need to focus efforts to increase its diversity. It must be noted that the number of faculty disclosing ethnicity information has increased dramatically, by about 25% overall. Due to the small number of administrators, the ethnicity percentage reflects an increase in diversity from 16.67% in Fall 2015 to 36.36% in Fall 2019. In the event there is an administrator recruitment, GAVILAN COLLEGE will continue to concentrate its efforts in obtaining a diverse pool of applicants in order to continue increasing diversity for its administrators.

The district will work closely with the Equal Employment Opportunity advisory committee and the Equity committee to evaluate and analyze the districts trends. The EEO advisory committee in collaboration with the Dean of Student Success and Equity; Special Programs and Human Resources will work closely to find gaps in areas such as promotion, retention, voluntary resignation, termination and discipline. This information will be obtained from the college's employee system, Banner.

The district's EEO subcommittee is made up of different disciplines such, administration, professional staff, faculty and student body. This will assist in ensuring all areas are represented and work together to bring inclusiveness to the district. The district will make efforts to inform its campus of the Equal Employment Opportunity subcommittee as well as an Equity committee. The district will participate in campus events that will make students aware of the committee specifically student related activities.

The following shows the full breakdown of employee ethnicity trends from Fall 2015 to Fall 2019

	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)
Total	422	100.00%	457	100.00%	655	100.00%	733	100.00%	434	100.00%
Administration	12	2.84%	10	2.19%	12	1.83%	9	1.23%	11	2.53%
Asian	0	0.00 %		0.00 %		0.00 %		0.00 %	1	9.09 %
Hispanic	2	16.67 %	2	20.00 %	2	16.67 %	2	22.22 %	3	27.27 %
Unknown	1	8.33 %	1	10.00 %	0	0.00 %	1	11.11%	1	9.09 %
White Non-Hispanic	9	75.00 %	7	70.00 %	9	75.00 %	6	66.67 %	6	54.54 %
FT Faculty	70	16.59 %	79	17.29 %	81	12.37 %	78	10.64 %	77	17.74 %
African-American	1	1.43 %	1	1.27 %	1	1.23 %	1	1.28%	2	2.59 %
Asian		0.00 %	1	1.27 %	3	3.70 %	3	3.85%	2	2.59 %
Hispanic	5	7.14%	6	7.59%	14	17.28 %	15	19.23 %	18	23.37 %
Unknown	53	75.71 %	55	69.62 %	14	17.28%	15	19.23%	5	6.49 %
Multi-Ethnicity		0.00 %		0.00 %	3	3.70 %		0.00 %	6	7.79 %
White Non-Hispanic	11	15.71%	16	20.25%	16	20.25%	41	52.56%	44	57.14 %
Adjunct Faculty	207	49.05%	231	50.55%	411	62.75 %	490	66.85%	216	49.76 %
African-American		0.00 %	2	0.87%	6	1.46 %	8	1.63 %	3	1.38 %
American Indian/Alaskan Native	1	0.48 %	1	0.43%	2	0.49 %	2	0.41 %	0	0.00 %

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	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)
Asian	2	0.97 %	9	3.90 %	27	6.57%	32	6.53 %	20	9.25 %
Hispanic	20	9.66 %	29	12.55 %	64	15.57%	77	15.71%	46	21.29 %
Pacific Islander	3	1.45 %	3	1.30 %	3	0.73 %	4	0.82 %	1	0.46 %
Multi-Ethnicity		0.00%		0.00%	2	0.00%		0.00%	3	1.38 %
Unknown	128	61.84 %	118	51.08 %	153	37.23 %	186	37.96%	51	23.61 %
White Non-Hispanic	53	25.60 %	69	29.87%	154	37.47%	179	36.53%	92	42.59 %

	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)
Classified	133	31.52 %	137	29.98%	151	23.05 %	156	21.28 %	130	29.95 %
African-American	2	1.50 %	2	1.46%	2	1.32%	2	1.28%	1	0.76 %
Asian	3	2.26 %	6	4.38 %	10	6.62 %	10	6.41 %	8	6.15 %
Hispanic	63	47.37 %	60	43.80 %	67	44.37%	71	45.51 %	66	50.76 %
Pacific Islander		0.00 %	1	0.73 %		0.00%		0.00 %	0	0.00 %
Multi-Ethnicity		0.00%		0.00%	2	1.32%	3	1.92%	2	1.53 %
Unknown	20	15.04 %	21	15.33 %	21	13.91%	21	13.46 %	7	5.38 %
White Non-Hispanic	45	33.83 %	47	34.31%	49	32.45 %	49	31.41 %	46	35.38 %

Gavilan College's gender workforce analysis from Fall 2015 to Fall 2019

There is a strong female representation with employee gender diversity analysis with classified employees being almost 70% from Fall 2015 to Fall 2019. Full time faculty shows decrease in trends as classified showing strong female representation in the high 60% range, only going as low as 68.46% in Fall 2019. Adjunct faculty show little variance with gender diversity, with a heavily female presence, never dipping below 45.74%. Administrators illustrate a strong female representation ranging from 45.45% to 66.67%.

	Fall 2015		Fall 2016		Fall 2017		Fall 2018		Fall 2019	
	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)	Employee Count	Employee Count (%)
Total	422	100.00%	457	100.00%	655	100.00%	733	100.00%	434	100.00%
Administration	12	2.84 %	10	2.19 %	12	1.83%	9	1.23 %	11	2.53 %
Female	7	58.33 %	6	60.00 %	8	66.67%	6	66.67 %	5	45.45 %
Male	5	41.67 %	4	40.00 %	4	33.33%	3	33.33 %	6	54.45 %
FT Faculty	70	16.59 %	79	17.29%	81	12.37%	78	10.64%	77	17.74 %
Female	43	61.43 %	49	62.03%	50	61.73%	46	58.97 %	35	45.45 %
Male	27	38.57 %	30	37.97%	31	38.27 %	32	41.03 %	42	54.54 %
Adjunct Faculty	207	49.05 %	231	50.55 %	411	62.75 %	490	66.85%	216	49.76 %
Female	124	59.90 %	130	56.28%	188	45.74%	226	46.12%	123	56.94 %
Male	83	40.10 %	101	43.72 %	223	54.26%	264	53.88%	91	42.12 %
Classified	133	31.52 %	137	29.98%	151	23.05%	156	21.28%	130	29.95 %
Female	95	71.43 %	98	71.53 %	106	70.20%	108	69.23 %	89	68.46 %
Male	38	28.57 %	39	28.47 %	45	29.80%	48	30.77 %	40	30.76 %

Analysis of Applicant Pools

Gavilan College currently does not have an applicant tracking system. Candidate information is kept in the CCCRegistry applicant tracking system.

Effective January 2018 Gavilan College has implemented all recruitments through the California Community Colleges Registry website cccregistry. Candidates apply for Gavilan College job positions and submit all application materials to cccregistry.org. Applicants can voluntarily disclose ethnicity information when applying for a job. Information is compiled by CCC Registry allowing Gavilan College to run a report on recruitments.

The table below shows the breakdown on information the district is collecting and tracking. Below is **the Job Postings and Ethnicity/ Gender Report for fiscal year 2019-4/2020**:

Gavilan College Job Postings From Sunday, July 1, 2018 through Sunday, June 30, 2019

Job Posting	Number Applicants	Non-Hispanic White	White	Black/African American	Hispanic	Mexican, Mexican-American, Chicano	Central American	South American	Hispanic Other	Asian	Filipino	American Indian / Alaska Native	Pacific Islander	Chinese	Japanese	Vietnamese	Samoan	Laotian	Korean	Cambodian	Hawaiian	Male	Female	No Gender Reported
Academic Scheduling Coordinator Research, Planning and Institutional Effectiveness	26	0	9	1	11	7	0	1	3	1	0	1	0	0	0	0	1	0	0	0	0	3	15	8
Accountant	19	0	8	1	5	4	0	0	1	3	1	3	0	0	0	0	0	0	0	0	0	1	12	6
ACCOUNTING/QUICKBOOKS INSTRUCTOR, PART-TIME	15	0	4	0	2	2	0	1	0	2	1	2	0	0	0	0	0	0	0	0	0	4	4	7
Admissions / Student Records Technician	42	0	14	1	18	18	0	0	1	2	1	2	0	2	0	0	0	0	0	0	1	5	30	7
Admissions/Student Records Technician	5	0	3	0	3	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1
ART HISTORY INSTRUCTOR , PART-TIME	18	0	11	1	1	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	4	10	4
ART INSTRUCTOR (Studio Art/Art History)	44	0	26	0	3	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	19	15	10
ART STUDIO INSTRUCTOR, PART-TIME	9	0	5	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2	2
ASTRONOMY INSTRUCTOR PART-TIME INSTRUCTOR	4	0	3	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	4	0	0
BIOLOGY INSTRUCTOR	36	0	17	0	4	4	0	0	0	3	3	2	0	4	1	1	0	0	1	0	0	17	13	6
Campus Security Officer	9	0	4	1	3	2	0	0	1	1	2	0	0	0	1	0	0	0	0	0	0	8	0	0
Chemistry/Biological Science Laboratory Coordinator	23	0	9	1	8	8	0	1	0	2	1	1	0	0	1	1	0	0	0	0	0	9	12	2
COMMUNICATIONS PART-TIME INSTRUCTOR	3	0	2	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	1	0
DIGITAL MEDIA INSTRUCTOR PART-TIME	8	0	4	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	1	1
Director of Nursing and Allied Health	3	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0
Director of Nursing and Allied Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director of Nursing and Allied Health	6	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	1
Director, Information Technology	37	0	19	2	4	1	1	0	2	5	0	6	0	1	0	0	0	0	1	0	0	29	1	7
Division Assistant, Kinesiology and Athletics, Liberal Arts and Sciences	30	0	12	1	13	9	1	1	4	1	4	1	1	0	0	0	0	0	0	0	1	5	21	4
ECONOMICS PART-TIME INSTRUCTOR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
English Instructor Full-time Tenure Track	52	0	23	0	5	5	0	0	0	3	3	2	1	1	0	0	0	0	0	0	1	13	22	17
Executive Assistant to the Superintendent/President	54	0	20	3	17	17	0	0	0	1	3	1	0	0	2	1	0	0	0	0	0	6	37	11
Executive Technician Office of the Superintendent/President	8	0	5	0	3	3	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	1	5	2
Facilities Maintenance Worker II	13	0	6	0	3	3	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0	12	0	0
Financial Aid Technician	21	0	4	0	12	12	1	0	0	2	0	3	0	0	0	0	0	0	0	0	0	4	11	6
Groundskeeper	12	0	3	0	8	7	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	10	0	2
GUITAR INSTRUCTOR PART-TIME INSTRUCTOR	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
HEAD WOMEN'S SOFTBALL COACH/KINESIOLOGY INSTRUCTOR PART-TIME Instructor	4	0	3	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2	2	0
History Instructor	26	0	17	1	8	7	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	14	9	3
Instructional Program Specialist â€" Learning Commons	14	0	8	0	6	6	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	4	7	3
Instructional Program Specialist â€" Writing Center, Supplemental Instruction	15	0	10	0	3	3	0	0	0	1	1	1	1	0	0	0	0	0	0	0	1	3	9	3
KINESIOLOGY INSTRUCTOR-HEAD WOMENâ€™S VOLLEYBALL/ BEACH VOLLEYBALL COACH TEMPORARY FULL-TIME FACULTY	13	0	5	0	0	0	0	0	3	1	3	0	1	2	0	0	0	0	0	0	0	8	1	4
KINESIOLOGY INSTRUCTOR/HEAD COACH, WOMEN'S BASKETBALL, MEN'S SOCCER, OR MEN'S BASKETBALL	20	0	14	2	6	4	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	20	0	0
MATHEMATICS INSTRUCTOR	51	0	25	1	9	8	0	0	0	10	1	3	0	7	0	0	1	0	3	0	0	33	15	3
Mobility Aide â€" Accessible Education Center	5	0	2	0	2	1	1	0	1	0	1	1	0	0	0	0	0	0	0	0	0	3	1	1
NURSING INSTRUCTOR â€" LVN/RN, (TENURE TRACK)	14	0	7	2	3	2	0	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	12	2
NURSING INSTRUCTOR â€" LVN/RN, (TENURE TRACK)	5	0	3	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	1
NURSING INSTRUCTOR-MATERNITY PART-TIME INSTRUCTOR	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
NURSING INSTRUCTOR-PEDIATRIC PART-TIME INSTRUCTOR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PART-TIME INSTRUCTOR GUITAR INSTRUCTOR	17	0	9	0	2	1	0	0	1	0	0	1	0	1	0	0	0	0	2	0	0	15	0	2
Program Services Specialist Title V	8	0	3	0	5	5	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	2	5	1
Senior Program Services Specialist, Career Education Department	13	0	4	0	7	7	0	0	0	1	1	2	0	1	0	0	0	0	0	0	0	1	10	2
Senior Research Analyst	8	0	1	0	0	0	0	0	0	3	0	2	0	1	0	1	0	0	1	0	0	5	2	1
SOCIAL JUSTICE INSTRUCTOR PART-TIME INSTRUCTOR	6	0	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	2
SOCIAL JUSTICE INSTRUCTOR PART-TIME INSTRUCTOR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATISTICS INSTRUCTOR PART-TIME INSTRUCTOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Vice President of Administrative Services	31	0	10	3	4	0	1	0	2	2	2	0	2	0	0	1	0	0	0	0	0	19	4	8
VOICE INSTRUCTOR, PART-TIME	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	3
WORLD MUSIC INSTRUCTOR, PART-TIME	10	0	5	1	2	0	0	1	0	1	0	2	0	2	0	0	0	0	0	0	0	7	3	0

It is important to note the city of Gilroy's population and the needs of a diverse faculty at our college. Below is the Gilroy's population demographic for 2017, 2018.

Population Demographics for Gilroy, California in 2017, 2018

Other Counties And Cities In California

Population Demographics By Race

Race	Population	% of Total
Total Population	48,821	100
White	28,674	58
Hispanic or Latino	28,214	57
Some Other Race	12,322	25
Asian	3,448	7
Two or More Races	2,493	5
Black or African American	942	1
American Indian	831	1
Three or more races	185	Below 1%
Native Hawaiian Pacific Islander	111	Below 1%

Population Demographics By Race And Gender.

	Male	Female	Total
Total Population	24,229	24,592	48,821
White	14,195	14,479	28,674
Hispanic or Latino	14,123	14,091	28,214
Some Other Race	6,151	6,171	12,322
Asian	1,646	1,802	3,448
Two or More Races	1,260	1,233	2,493
Black or African American	480	462	942
American Indian	434	397	831
Three or more races	96	89	185
Native Hawaiian Pacific Islander	63	48	111

Gavilan College student head count was 10,087 during the fiscal year 2018-2019. Ethnicity/Race numbers were as follows: African American 2.03%, Asian 5.71%, Filipino 2.06%, Hispanic 57.65%, Native American/Alaskan 0.28%, Pacific Islander 0.33%, White, non-Hispanic 2.43%, Multiple or Unknown 5.51%. It is important to make the necessary efforts to ensure faculty and professional staff is diverse to best serve our student population needs. Studies have shown the benefits in student success when having a diverse workforce.

Gavilan College will continue to make efforts in having a diverse faculty and professional staff by continuing to do outreach that will assist in attracting a diversified pool of staff. Job announcements will continue to get posted in diversity websites; this will attract a strong group of diverse applicants to serve unrepresented groups of students. Although the Gilroy community has a low percentage in certain ethnicities such as Asian American, African American, Gavilan College continues to make efforts in attracting employees in specific ethnicities that will serve underrepresented students. Gavilan College has committed in doing outreach to these groups by posting jobs in the Blacks in higher ed, Asians in higher ed websites and other diversity websites that specifically target certain ethnicities and groups such as disabled and LGBT for job positions at our college.

During the 2018-2019 fiscal year employee (FTE) count was as follows: Administrators 11, Full-Time Faculty 77, Part-time Faculty 216, and Professional Support 130.

Analysis of Applicant Pools

During the 2018-2019 fiscal year a total of 26 recruitments were completed which included 1 administrator, 6 full time faculty, 2 directors, and 16 classified searches. The total number of applicants for the 32 recruitments was **624**. This count does not include adjunct (part-time) faculty for whom applications are accepted throughout the year. From the 25 searches there were a total of 26 individuals hired.

Gavilan College's analysis of applicant pool for fiscal year Reporting

Currently Gavilan College does not have its own applicant tracking system however it uses the California Community Colleges Registry system, cccregistry, as an applicant tracking system. Gavilan has implemented all recruitments to be received through CCC Registry effective January 2018, which will allow diversity information to be easily assessable. Not only is this is beneficial to the college as it keeps applicant demographic information for reporting accurately stored but also enables the applicants to submit all application material electronically.

The district will consider the use of the college's information system, Banner to track and analyze promotion, retention, voluntary resignation, termination and discipline patterns based on gender and ethnicity. Using Banner as a reporting tool will allow the district to see diversity patterns and gaps where improvements must be made.

In its efforts to promote diversity and inclusiveness the district is exploring the idea of having employees complete a mandatory diversity training every two years. This will serve as a refresher to employees and faculty on the benefits of a diverse workforce. The type of training will be decided by the EEO subcommittee. The training will be a work in progress and areas of improvement will be discussed by the EEO subcommittee. The district will be providing a monthly training calendar beginning Fall 2020 with different training centered on diversity.

Longitudinal Analysis – Applicants

While using CCC Registry it will allow Gavilan College to analyze trends in the number of applicants. In addition, it will give Gavilan College a clear picture on recruitment trends and needs of staff our district serves.

In analyzing trends in the number of applicants, it is important to note the variation in the total number of recruitments completed during each fiscal year.
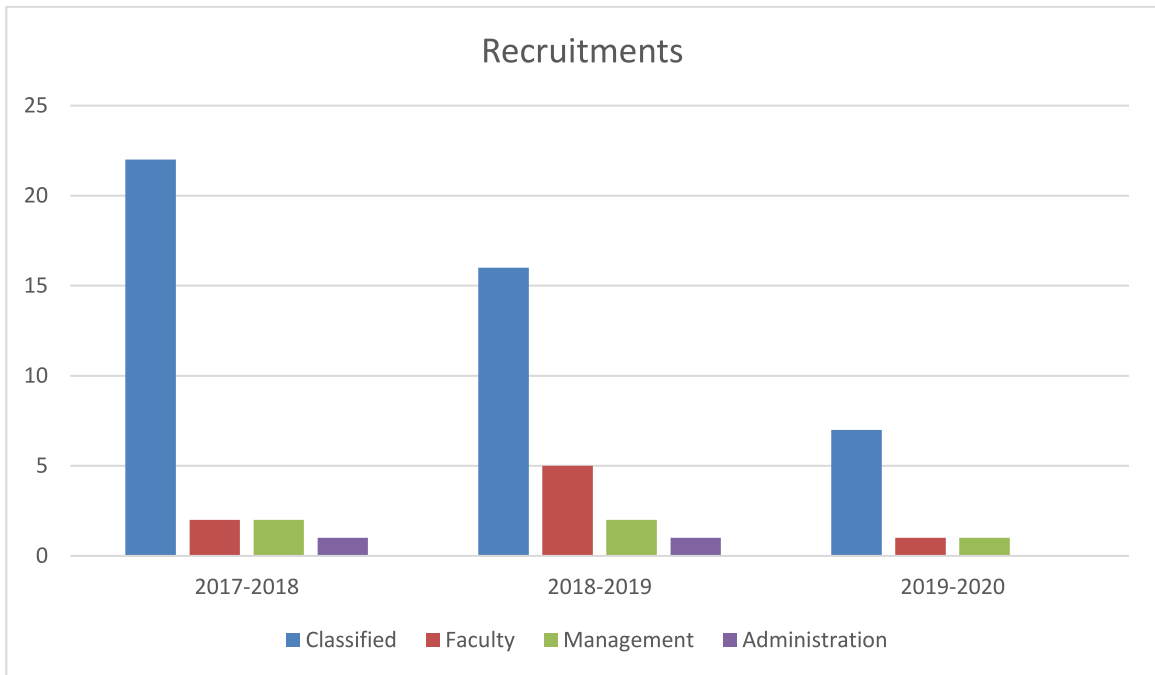
Recruitments

From July 2017 to April 2020 there was increase in recruitments with classified being the highest with a total of 47 recruitments. There has been a decrease in faculty and management from 2017-2020 this continues to be due to low rate in turnover.

Beginning in 2018 analysis of job applications in official recruitments will be conducted on an annual basis as part of EEO reporting requirements. The following represents the information that will be included in analysis of each year.

Permanent Position applicants:
Recruitments for permanent positions include administrator, classified and full time faculty job openings. The diversity of our applicants will be studied by using the following criteria:

ETHNICITY										
Year	Overall diversity	Total	Native American or Alaska Native	Asian	Filipino	Black	Hispanic	Native Hawaiian or Pacific Islander	White	Declined to State

Adjunct faculty applicants:
Applications are accepted year-round for those interested in teaching on a part time basis. Applicant pools are reviewed by the hiring administrator and interviews are conducted if, and when, a need arises to hire new adjunct faculty members. Diversity analysis data for adjunct applicants will be gathered through CCCRegistry.org.