



Diversity Update Perkins SDCCD

Data Briefing

September 16, 2021

Context

In compliance with Perkins and Comprehensive Local Needs Assessment (CLNA) the Office of Institutional Effectiveness and Research prepared this data briefing to support the districtwide and local biennial assessment on efforts regarding diversity.

This briefing focuses on Race/Ethnicity of three major groups: a) faculty, b) classified staff and c) managers.

The employee data was provided by Human Resources as the OIER does not have access to this information in its databases. The student data was extracted from OIER databases. The data reported is for the Spring 2021 term.

The purpose of this briefing is to examine compliance issues by analyzing the demographic trends of the personnel that support student success. Given the limited access to the other terms data or historical trends, this report is not conclusive and allows only an exploration in the ethnicity/race, thus further investigation is recommended.

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Highlights

Faculty Ethnicity/Race Representation

1. Faculty are not racially/ethnically representative of the students’ race/ethnicity.

- Districtwide there is overrepresentation of White faculty by 25% and underrepresentation of Latinx faculty by the same percentage.

The following table shows the differences by institution and districtwide.

Table 1. Overrepresentation of White and underrepresentation of Hispanic/Latinx by institution

Institution	Ethnicity	Students	Faculty	Diff. (Students-Faculty)
Districtwide	White	30%	55%	-25%
	Latinx	38%	13%	25%
City College	White	24%	47%	-23%
	Latinx	46%	18%	28%
Mesa College	White	30%	56%	-26%
	Latinx	39%	11%	28%
Miramar College	White	32%	58%	-26%
	Latinx	32%	13%	19%
SDCCE	White	30%	57%	-27%
	Latinx	34%	13%	21%

- Black faculty representation is at the same level with the student population across most of the institutions. Districtwide the difference is -1% (Students: 7% vs. faculty: 6%). Even though the proportion is level, there is a very small representation of Black faculty across the District.

The following figures compare the ethnicity of faculty with students at each institution.

Figure 1. Faculty Race/Ethnicity Districtwide

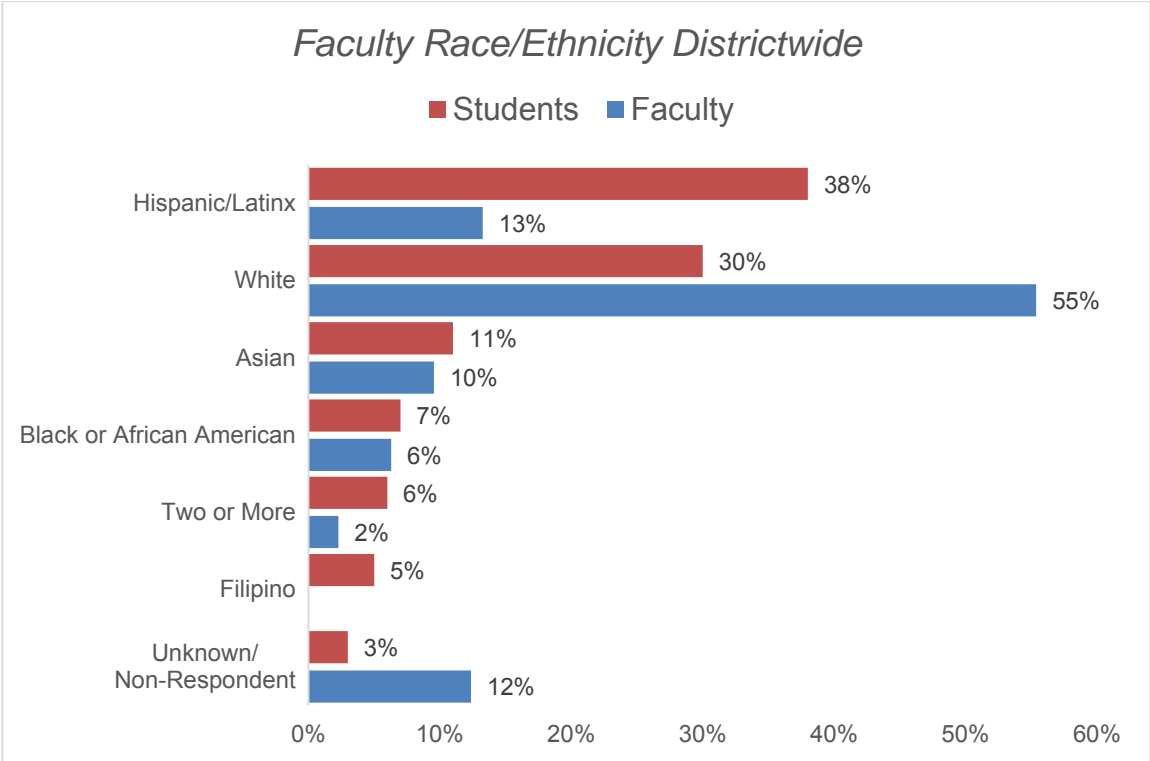


Figure 2. Faculty Race/Ethnicity City College

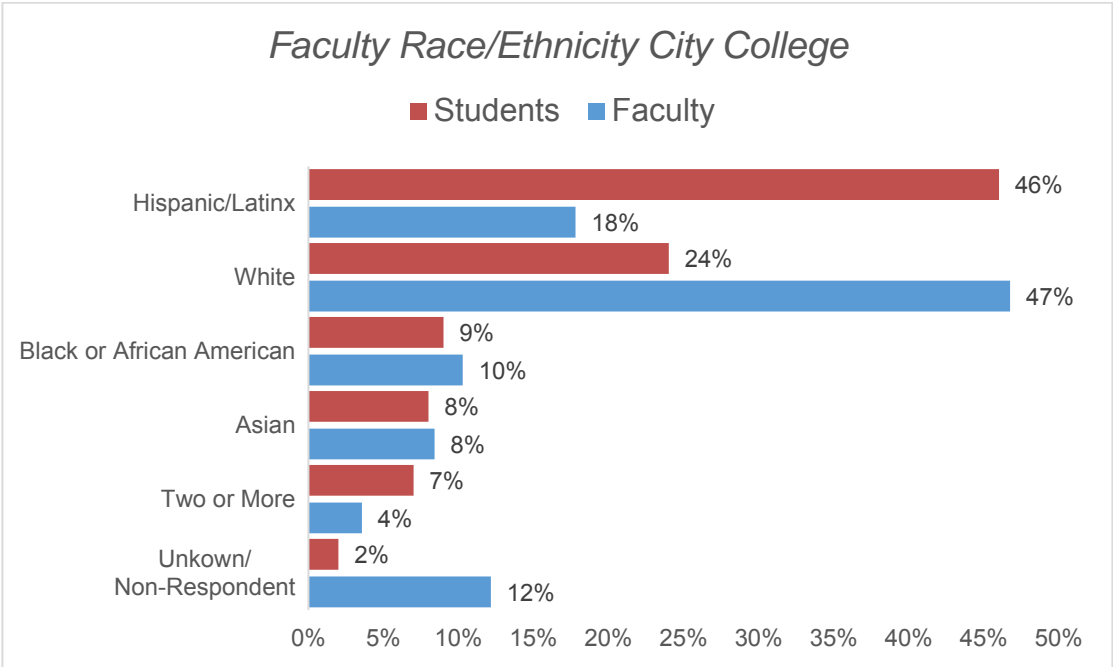


Figure 3. Faculty Race/Ethnicity Mesa College

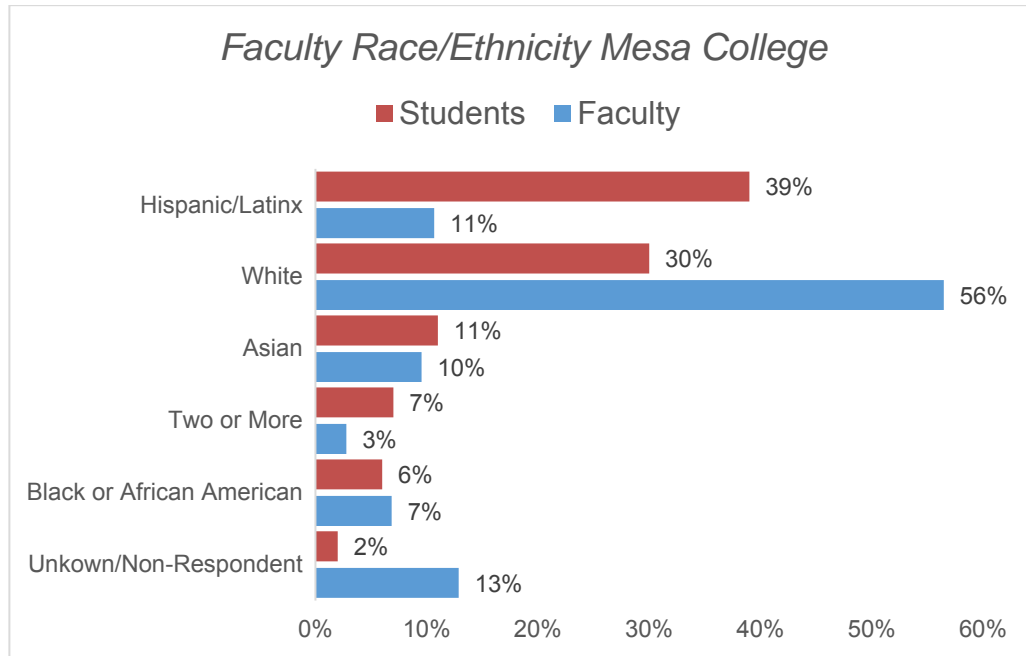


Figure 4. Faculty Race/Ethnicity Miramar College

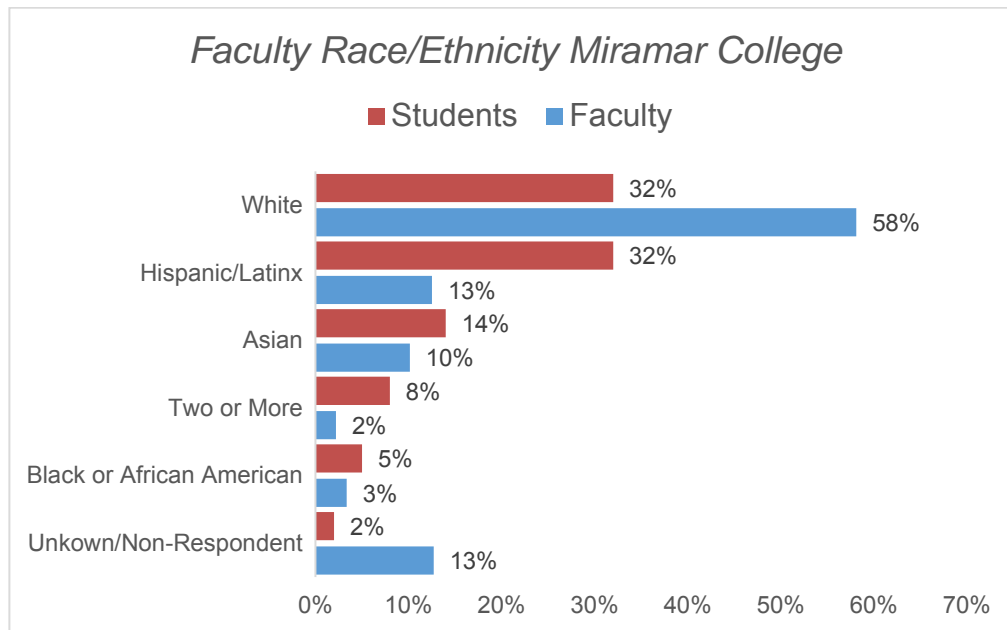
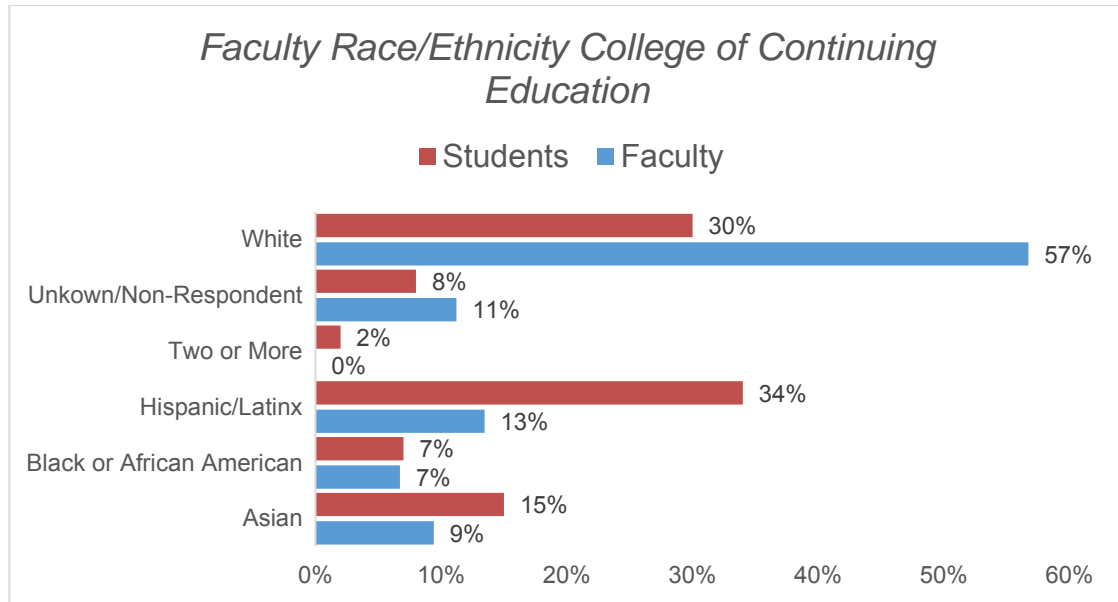


Figure 5. Faculty Race/Ethnicity College of Continuing Education



Faculty Ethnicity/Race Representation by Contract and Classroom

2. **Seventy five percent of the faculty are Adjunct (1,947/2,588). More than half of them are White (1,098/1,947).** This proportion is maintained for the classroom and non-classroom faculty. (1,053/1,812).

Table 2. Race/Ethnicity by type of contract
(Green cells indicate highest volume. Blue cells indicate denominator per category)

Type of Contract	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unknown/ Non-Respondent	White	Grand Total
Adjunct									
Classroom	12	169	103	213	< 10	34	224	1,053	1,812
Non Classroom	< 10	15	16	32	< 10	< 10	18	45	135
Adjunct Total	14	184	119	245	< 10	40	242	1,098	1,947
Contract									
Classroom	< 10	48	26	62	< 10	16	68	290	512
Non Classroom	< 10	15	18	36	< 10	< 10	10	45	129
Contract Total	< 10	63	44	98	< 10	19	78	335	641
Grand Total	16	247	163	343	< 10	59	320	1,433	2,588
Percentage of Total	1%	10%	6%	13%	--	2%	12%	55%	100%

Faculty Ethnicity/Race Representation by Subject

3. **City:** Arts, Humanities, and Communications has a diverse pool. MESA (Mathematics, Engineering, and Science support program) has a high proportion of Asian faculty. Many of the subjects have fewer than 10 faculty members.

Table 3. City College race/ethnicity by discipline/program
(Green cells indicate highest volume)

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Arts, Humanities, and Communications (AHCT)		13	16	47			37	142	266
MESA	< 10	42	13	23	< 10	< 10	33	114	235
Behavioral & Social Sci, Cons & Fa			10	22			10	70	124
School of Business		< 10	18	< 10	< 10	< 10	< 10	33	78
Student Development		< 10	17	25	< 10	< 10	< 10	19	74
Health, Exercise Science & Athletics		< 10		17	< 10	< 10	14	29	67
President's Office		< 10	< 10	< 10		< 10	< 10	13	35
Extended Studies		< 10	< 10	12			< 10	< 10	33
Business Services		< 10	< 10	< 10		< 10	< 10	17	29
Student Services		< 10	< 10	< 10		< 10		< 10	23
Instruction			< 10	< 10			< 10	< 10	14
EOPS	< 10		< 10	< 10			< 10	< 10	13
Grand Total		85	104	180		36	123	473	1,012
Percentage of Total	0%	8%	10%	18%	0%	4%	12%	47%	100%

See table 9 in Appendix for breakdown per position type (adjunct vs. contract) for City College. (Pages 19 to 24).

- Mesa:** Faculty seems to lack Hispanic/Latinx representation at Mesa College. PE and Student development have higher Black faculty representation compared to other programs/subjects. (Black: 104, Asian: 85, Two or More races: 36)

Table 4. Mesa College race/ethnicity by discipline/program
(Green cells indicate highest volume)

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Math & Natural Sciences		20	< 10	20		< 10	36	141	230
Soc/Beh Sci & Multi St		15	13	22		< 10	25	83	166
Health Science & Public Service	< 10	13	< 10	< 10		< 10	12	98	139
Humanities & Lang	< 10	17	< 10	< 10		< 10	19	77	133
School of Business		12	< 10	11	< 10	< 10	24	77	131
Arts & Languages		18	< 10	18		< 10	15	67	122
PE, Hth Ed & Athletics		< 10	15	13		< 10	< 10	69	107
GF Matric & Student Dev		< 10	18	20	< 10	< 10	< 10	27	85
CARES ACT Mesa	< 10	< 10	< 10	< 10			< 10	27	44
Student Services	< 10	< 10	< 10	< 10	< 10	< 10	< 10	< 10	15
Learning Res & Inst Supp		< 10	< 10				< 10	< 10	15
Grand Total	< 10	117	84	131	< than 10	34	158	693	1,227
Percentage of Total	--	10%	7%	11%	--	3%	13%	56%	100%

See table 10 in Appendix for breakdown per position type (adjunct vs. contract) for Mesa College. (Pages 25 to 34).

5. **Miramar:** School of math, biological sciences and physical exercise have a diverse pool compared to other programs/subjects.

Table 5. Miramar College race/ethnicity by discipline/program
(Green cells indicate highest volume)

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respon dent	White	Grand Total
Public Safety	< 10	13	< 10	46	< 10	< 10	33	200	304
Liberal Arts	< 10	26	13	42		14	44	122	265
School of Mathematics, Biological Exercise, and Physical Science	< 10	35	< 10	14		< 10	30	170	255
Business, Technical Careers, & Workforce Initiatives (BTCWI)	< 10	21	10	15		< 10	27	99	175
Instruction	< 10	< 10	< 10	10		< 10	< 10	42	68
Student Services		10	< 10	15		< 10	< 10	23	59
Grand Total	10	115	38	142	< 10	25	144	659	1,134
Percentage of Total	1%	10%	3%	13%	--	2%	13%	58%	100%

See table 11 in Appendix for breakdown per position type (adjunct vs. contract) for Miramar College. (Pages 35 to 37).

6. **SDCCE:** The proportion of Hispanic/Latinx faculty is lower compared to the student body representation.

Table 6. College of Continuing Education race/ethnicity by discipline/program
(Green cells indicate highest volume)

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Two or More	Unkown/No n-Respon dent	White	Grand Total
English as a Second Language		< 10	< 10	17	< 10	< 10	78	112
Business Information Tech (BIT)		< 10	< 10	< 10	< 10	< 10	41	70
Emeritus Program (EME)		< 10		< 10	< 10	< 10	50	68
Instructional Services	< 10	< 10	< 10	15	< 10	11	21	59
Career Technical Education (CTE)		12	< 10	< 10		< 10	12	33
ABE/GED/High School		< 10	< 10	< 10		< 10	< 10	23
Hospitality Program		< 10	< 10	< 10		< 10	15	23
DSPS Program		< 10		< 10	< 10		12	17
Allied Health			< 10	< 10		< 10	< 10	16
Parenting Education		< 10	< 10	< 10	< 10		< 10	15
Grand Total	< 10	42	30	60	< than 10	50	253	446
Percentage of Total	--	9%	7%	13%	--	11%	57%	100%

See table 12 in Appendix for breakdown per position type (adjunct vs. contract) for Continuing Education. (Pages 38 to 42).

Staff Ethnicity/Race

7. Staff is more closely racially/ethnically representative of the student body compared to faculty. However, there are still 14% more Hispanic/Latinx students compared to staff (Staff: 24%, Students 38%).

- Asian and White representation is slightly higher for classified staff. (Students: 11%, Staff: 17%).
- Black/African American staff are pretty representative of the proportion of Black/African American students (Students: 7%, Staff: 8%).

The following table shows the rates per most frequent racial/ethnic groups and the differences between the proportions of staff and students.

Table 7. Main Ethnic/Racial differences.

Classification	Hispanic/Latinx	White	Asian	Black/ African American
Classified Staff	30%	25%	18%	10%
Non-Academic Hourly	23%	37%	18%	8%
Supervisory Staff	19%	39%	14%	7%
Average Staff	24%	34%	17%	8%
Students	38%	30%	11%	7%
Diff. (Students- Staff)	14%	-4%	-6%	-1%

The following figures show the breakdown by ethnicity/race per institution.

Figure 6. Classified Staff Race/Ethnicity Districtwide

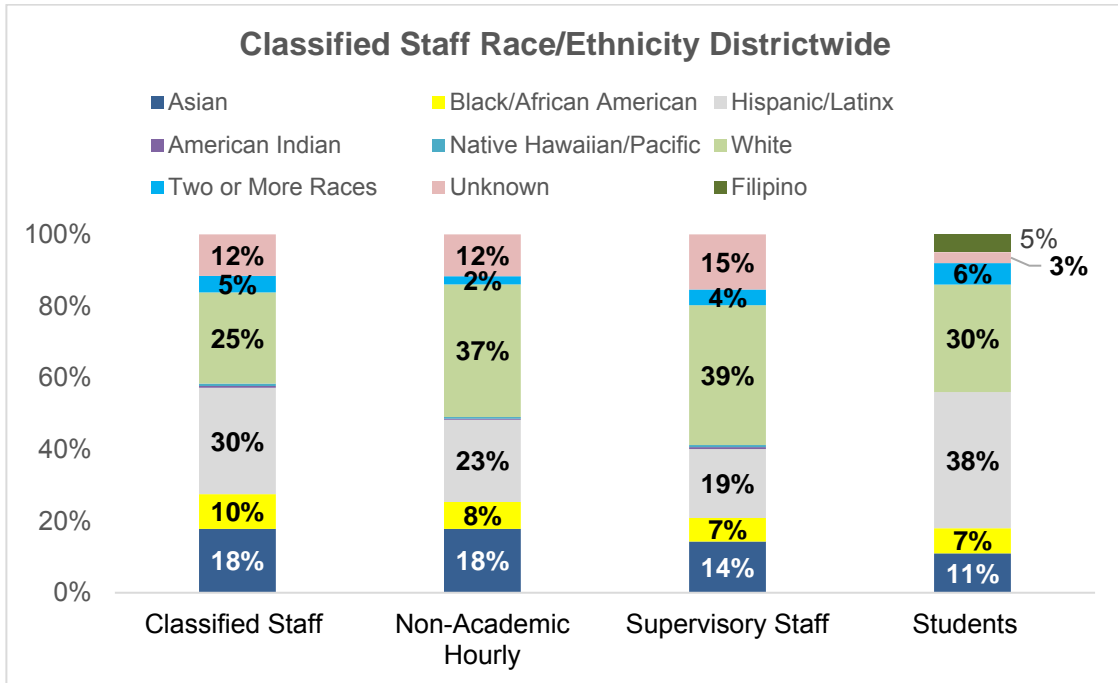


Figure 7. Classified Staff Race/Ethnicity City College

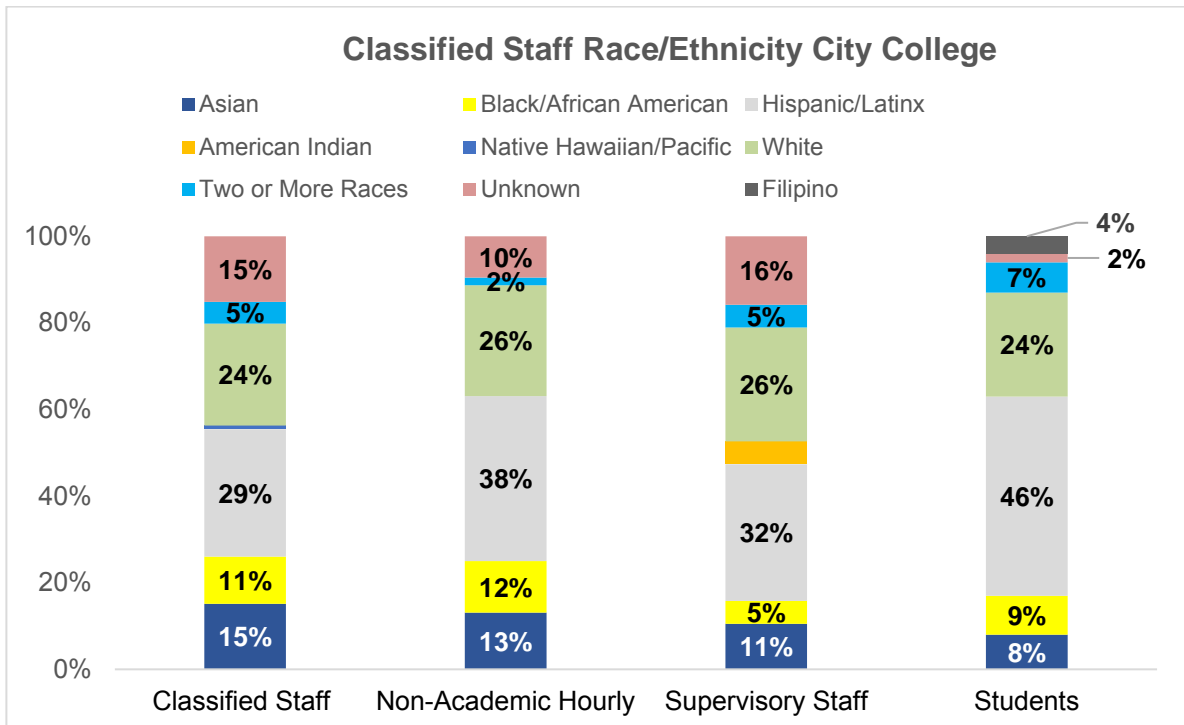


Figure 8. Classified Staff Race/Ethnicity Mesa College

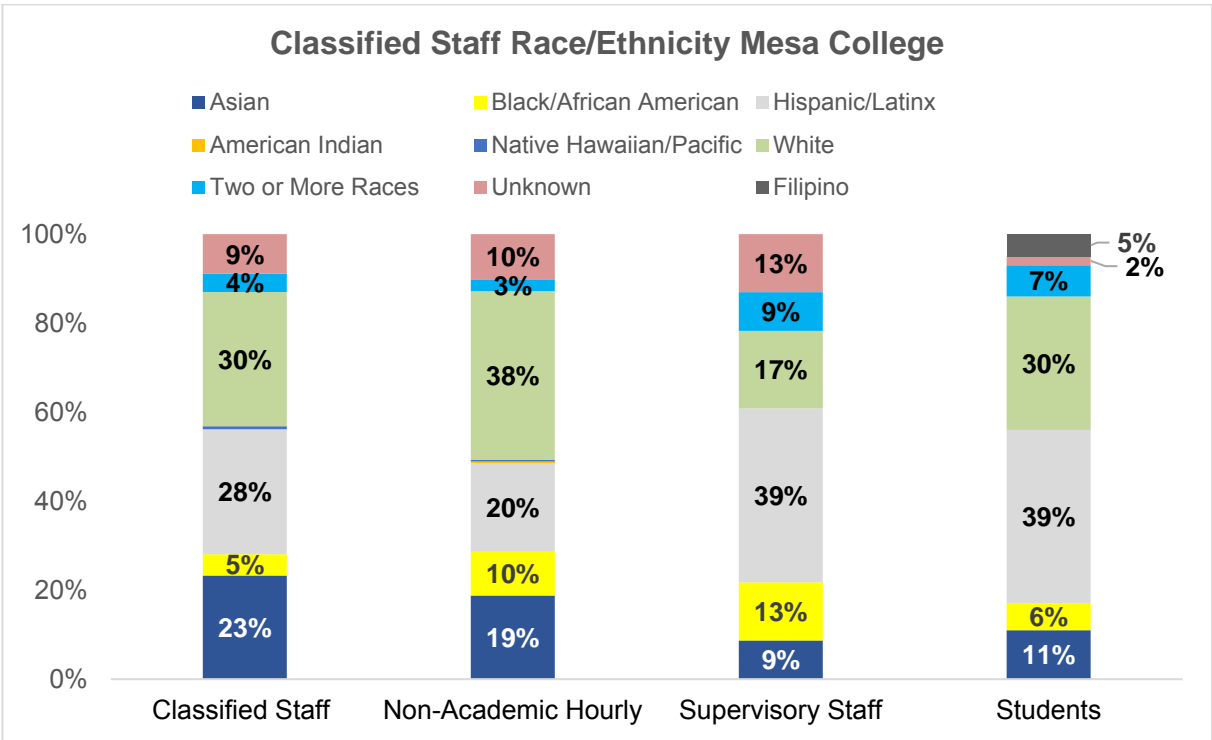


Figure 9. Classified Staff Race/Ethnicity Miramar College

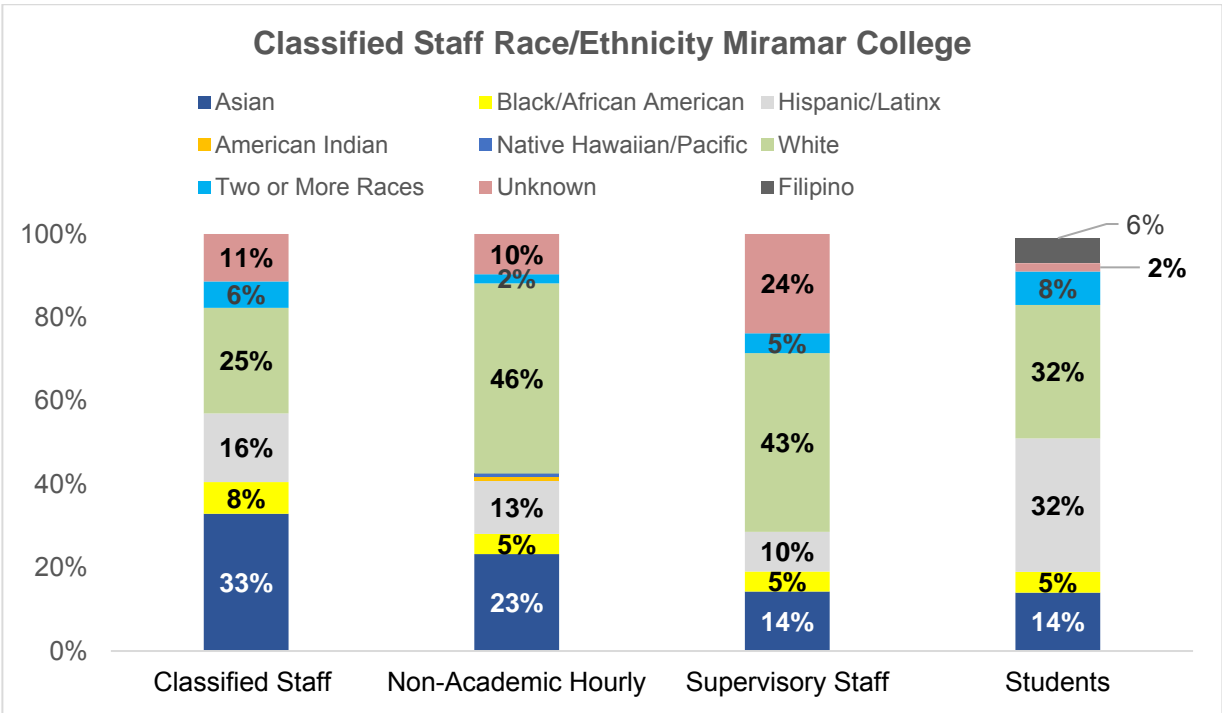
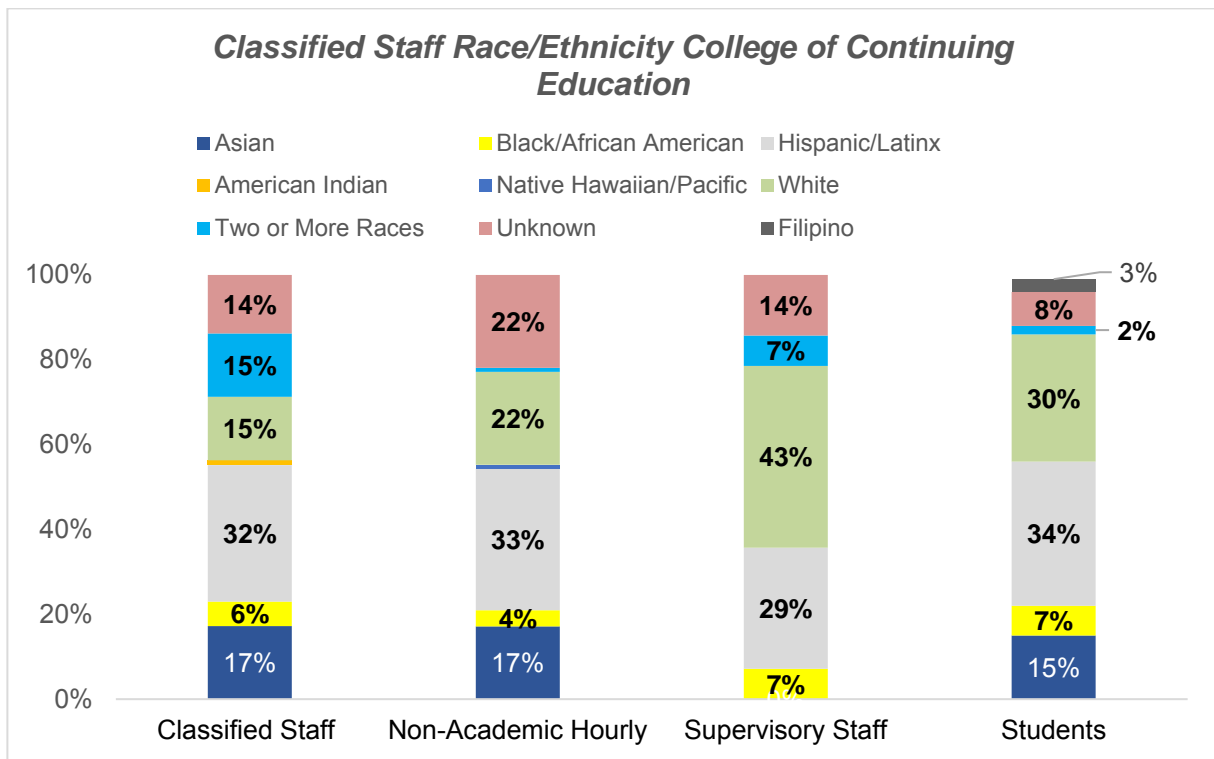


Figure 10. Classified Staff Race/Ethnicity College of Continuing Education



Management Race/Ethnicity

8. The proportions of management race/ethnicity differ greatly from several students groups at each institution of the district. Districtwide there is overrepresentation of White and under representation of Asian and Latinx managerial staff.

- Black leadership representation at Miramar College seems to be lacking. Black students represent about 5% of the population (n~732 black students).
- There is no clear representation of Asian leadership at College of Continuing Education. The student representation is about 15%. (~1,659 Asian students).

The following table shows the racial/ethnic breakdown for managers compared to students per institution.

Table 8. Under and Overrepresentation of Managers per Institution

(Salmon colored cells indicates overrepresentation and gray colored cells indicated lack of representation)

Institution	Group	Asian	Black/ African American	Hispanic/ Latinx	White	Two or More Races	Unknown
District	Management (n=104)	7%	10%	25%	38%	5%	15%
	Students (n=47,577)	11%	7%	38%	30%	6%	3%
City	Management (n=17)	6%	29%	35%	18%	12%	0%
	Students (n=13,765)	8%	9%	46%	24%	7%	2%
Mesa	Management (n=18)	6%	6%	17%	44%	6%	17%
	Students (n=20,936)	11%	6%	39%	30%	7%	2%
Miramar	Management (n=14)	21%	0%	29%	36%	0%	14%
	Students (n=14,641)	14%	5%	32%	32%	8%	2%
SDCCE	Management (n=18)	0%	6%	44%	28%	6%	17%
	Students (n=11,060)	15%	7%	34%	30%	2%	8%

The following figures illustrate all races/ethnicities of managers compared to students per institution and districtwide.

Figure 11. Management Race/Ethnicity Districtwide

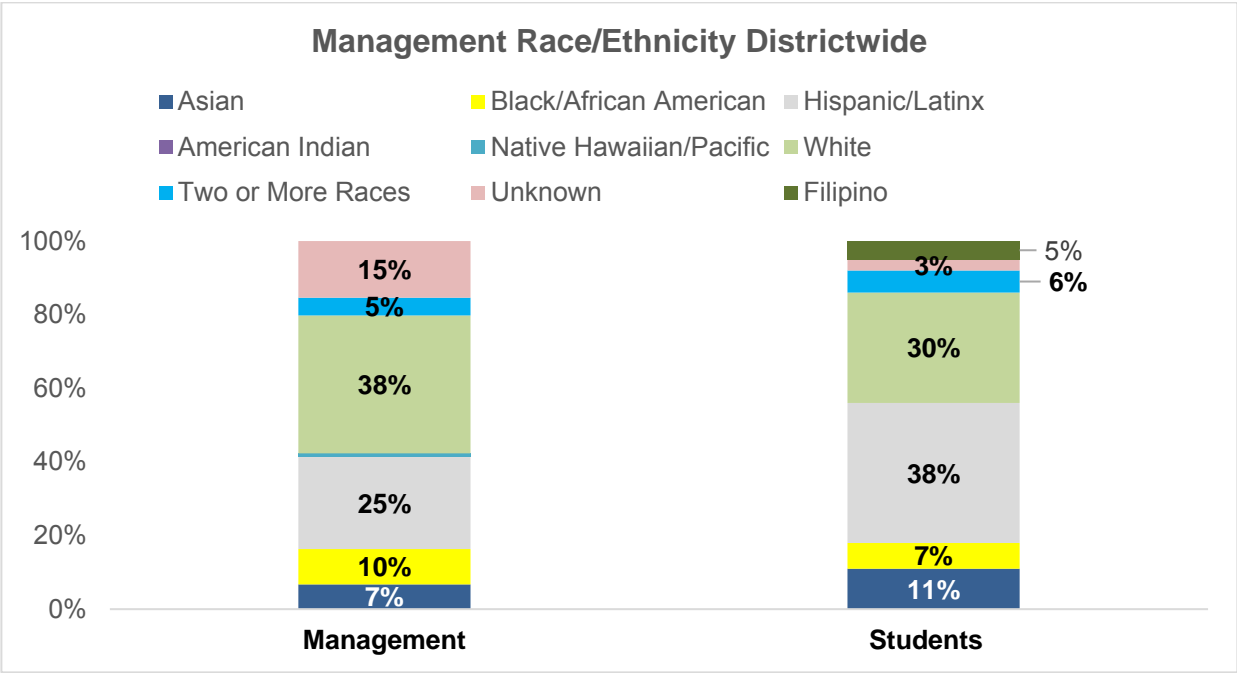


Figure 12. Management Race/Ethnicity City College

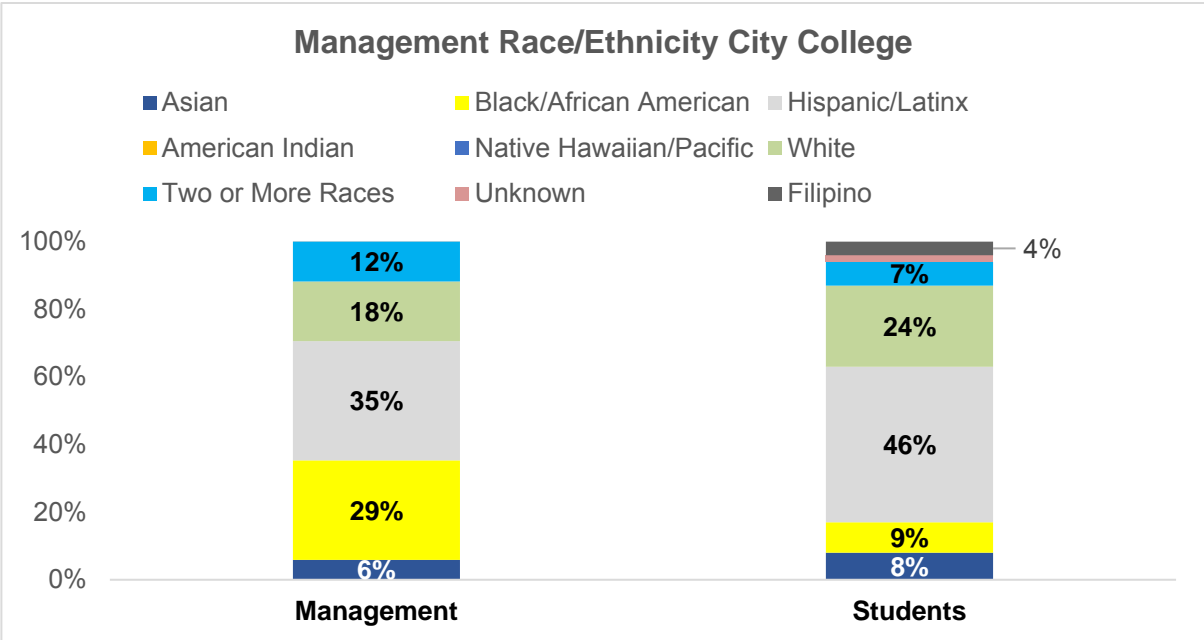


Figure 13. Management Race/Ethnicity Mesa College

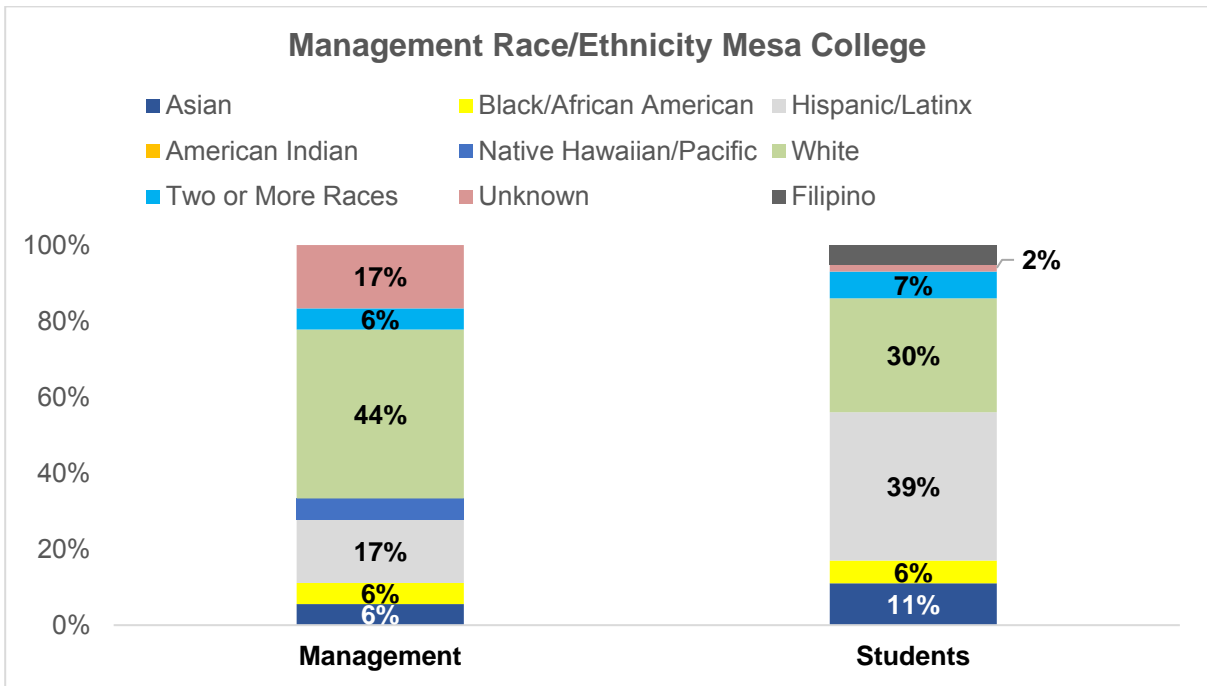


Figure 14. Management Race/Ethnicity Miramar College

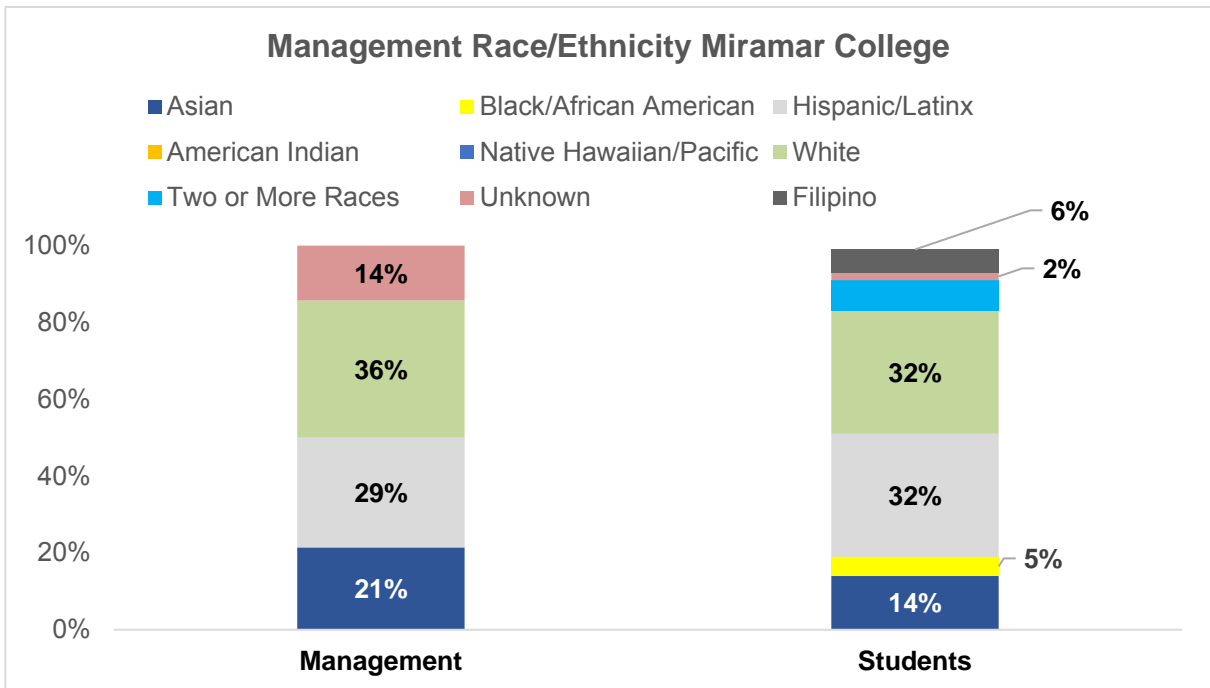
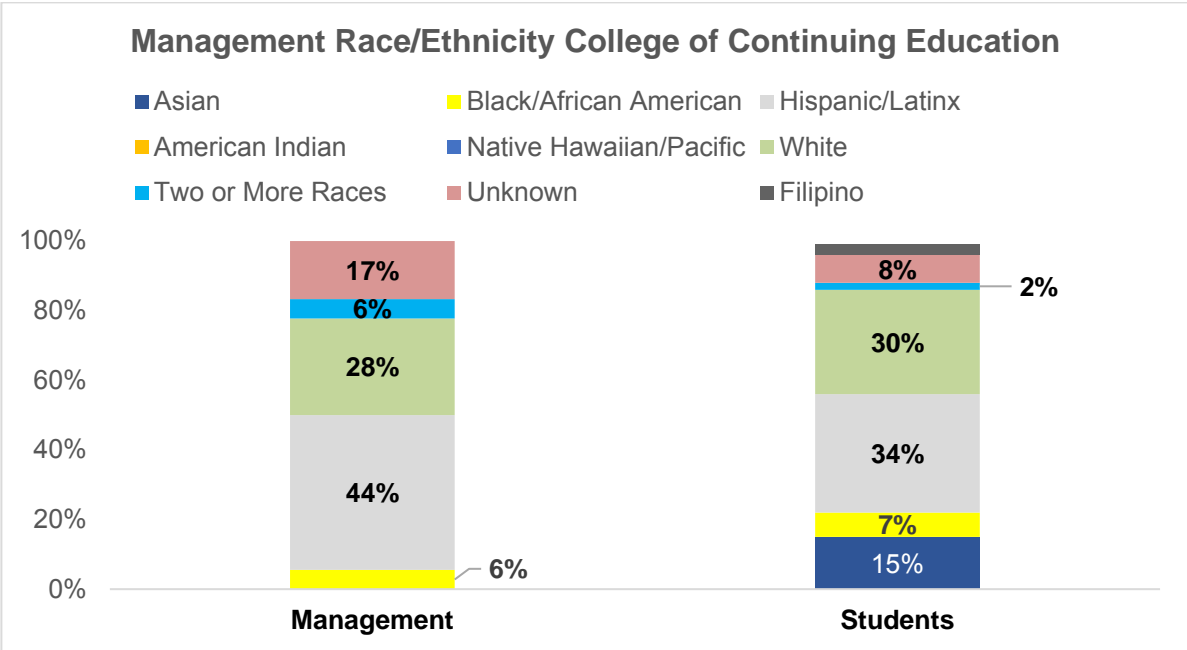


Figure 15. Management Race/Ethnicity College of Continuing Education



Summary

Faculty Ethnicity/Race Representation

1. **Faculty's race/ethnicity is not fully representative of the students' race/ethnicity.** Districtwide there is overrepresentation of White faculty by 25% and underrepresentation of Latinx faculty by the same percentage.

Faculty Ethnicity/Race Representation by Contract and Classroom

2. **Seventy five percent of the faculty is Adjunct (1,947/2,588). More than half of them are White (1,098/1,947).** This proportion is maintained for the classroom and non-classroom faculty. (1,053/1,812).

Faculty Ethnicity/Race Representation by Subject

3. **City:** Arts, Humanities, and Communications has a diverse pool. MESA program has a high proportion of Asian faculty.
4. **Mesa:** There seems to lack Hispanic/Latinx representation at Mesa College. PE and Student development have good Black faculty representation.
5. **Miramar:** School of math, biological sciences and physical exercise have a diverse pool.
6. **SDCCE:** The proportion of Hispanic/Latinx faculty seems small for the student body representation.

Staff Ethnicity/Race

7. **Staff has a closer representation of ethnicity to the student body. The difference on Hispanic/Latinx rate is 14% more for students (Staff: 24%, Students 38%).** Asian and White representation is slightly high for classified staff. (Students: 11%, Staff: 17%). Black/African American is pretty representative (Students: 7%, Staff: 8%).

Management Ethnicity

8. **The race/ethnicity of management differ greatly in several students groups at each institution of the district. Districtwide there is overrepresentation of White and under representation of Asian and "Latinx".**
9. Black leadership representation at Miramar College seems to be lacking. The Black students represent about 5% of the population (n~732 black students).
10. There is not clear representation of Asian leadership at College of Continuing Education. The student representation is about 15%. (~1,659 Asian students).

Appendix

The following tables show the number of faculty per race/ethnicity by the type of contract and **program/subjects**. The tables provide further detail on the proportion of faculty per subject/program per adjunct and contract. The classification of programs was not modified from the original list submitted by Human Resources.

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Table 9. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- City College

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/ Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respondent	White	Grand Total
American Federation of Teachers (AFT)									
Adjunct									
Non Classroom		< 10							< 10
Adjunct Total		< 10							< 10
AFT Total									
Arts, Humanities, and Communications (AHCT)									
Adjunct									
Classroom	< 10	< 10	12	35		< 10	31	107	204
Non Classroom		< 10	< 10	< 10			< 10	10	17
Adjunct Total	< 10	< 10	13	38		< 10	33	117	221
Contract									
Classroom		< 10	< 10	< 10			< 10	25	45
Contract Total		< 10	< 10	< 10			< 10	25	45
AHCT Total		13	16	47			37	142	266
Behavioral & Social Sciences and Consumer & Family Studies									
Adjunct									
Classroom	< 10	< 10	< 10	17	< 10	< 10	< 10	51	92
Non Classroom			< 10	< 10			< 10	< 10	10
Adjunct Total	< 10	< 10	< 10	19	< 10	< 10	< 10	57	102
Contract									
Classroom		< 10	< 10	< 10			< 10	13	22
Contract Total		< 10	< 10	< 10			< 10	13	22
Beh & Soc Sci, Cons & Fa Total			10	22			10	70	124

Table 9. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- City College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respondent	White	Grand Total
Business Services									
Adjunct									
Non Classroom		< 10	< 10	< 10		< 10	< 10	17	29
Adjunct Total		< 10	< 10	< 10		< 10	< 10	17	29
Business Services Total		< 10	< 10	< 10		< 10	< 10	17	29
Career Technical Education (CTE) Strong Workforce Instuction									
Adjunct									
Non Classroom							< 10		< 10
Adjunct Total							< 10		< 10
CTE Strong Workforce Instuction Total							< 10		< 10
Extended Opportunity Programs and Services (EOPS)									
Adjunct									
Non Classroom	< 10		< 10	< 10			< 10		10
Adjunct Total	< 10		< 10	< 10			< 10		10
Contract									
Non Classroom			< 10					< 10	< 10
Contract Total			< 10					< 10	< 10
EOPS Total	< 10		< 10	< 10			< 10	< 10	13

Table 9. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- City College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respondent	White	Grand Total
Extended Studies									
Adjunct									
Classroom		< 10	< 10	12			< 10	< 10	31
Non Classroom			< 10						< 10
Adjunct Total		< 10	< 10	12			< 10	< 10	32
Contract									
Classroom								< 10	< 10
Contract Total								< 10	< 10
Extended Studies Total		< 10	< 10	12			< 10	< 10	33
Health, Exercise Science, and Athletics									
Adjunct									
Classroom		< 10		< 10		< 10	< 10	19	34
Non Classroom		< 10		< 10	< 10		< 10	< 10	24
Adjunct Total		< 10		15	< 10	< 10	13	24	58
Contract									
Classroom		< 10		< 10			< 10	< 10	< 10
Contract Total		< 10		< 10			< 10	< 10	< 10
Health, Exer Sci & Ath Total		< 10		17	< 10	< 10	14	29	67
Instruction									
Adjunct									
Classroom			< 10	< 10			< 10	< 10	10
Non Classroom				< 10			< 10	< 10	< 10
Adjunct Total			< 10	< 10			< 10	< 10	13
Contract									
Classroom								< 10	< 10
Contract Total								< 10	< 10
Instruction Total			< 10	< 10			< 10	< 10	14

Table 9. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- City College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respondent	White	Grand Total
MESA									
Adjunct									
Classroom	< 10	34	12	18	< 10	< 10	25	95	190
Non Classroom		< 10		< 10			< 10	< 10	< 10
Adjunct Total	< 10	35	12	19	< 10	< 10	26	96	194
Contract									
Classroom		< 10	< 10	< 10	< 10	< 10	< 10	18	40
Non Classroom				< 10					< 10
Contract Total		< 10	< 10	< 10	< 10	< 10	< 10	18	41
MESA Total	< 10	42	13	23	< 10	< 10	33	114	235
President's Office									
Adjunct									
Non Classroom		< 10	< 10	< 10		< 10	< 10	13	35
Adjunct Total		< 10	< 10	< 10		< 10	< 10	13	35
President's Office Total		< 10	< 10	< 10		< 10	< 10	13	35
School of Information and Learning Technology									
Adjunct									
Classroom								< 10	< 10
Adjunct Total								< 10	< 10
Contract									
Classroom							< 10		< 10
Non Classroom								< 10	< 10
Contract Total							< 10	< 10	< 10
School of Information and Learning Technology Total							< 10	< 10	< 10

Table 9. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- City College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respondent	White	Grand Total
School of Business									
Adjunct									
Classroom		< 10	15	< 10	< 10	< 10	< 10	26	64
Non Classroom						< 10			< 10
Adjunct Total		< 10	15	< 10	< 10	< 10	< 10	26	65
Contract									
Classroom			< 10			< 10	< 10	< 10	13
Contract Total			< 10			< 10	< 10	< 10	13
School of Business Total		< 10	18	< 10	< 10	< 10	< 10	33	78
Student Affairs									
Adjunct									
Non Classroom				< 10			< 10	< 10	< 10
Adjunct Total				< 10			< 10	< 10	< 10
Student Affairs Total				< 10			< 10	< 10	< 10
Student Development									
Adjunct									
Classroom		< 10	10	11		< 10	< 10	< 10	33
Non Classroom		< 10	< 10	< 10	< 10			< 10	17
Adjunct Total		< 10	12	18	< 10	< 10	< 10	12	50
Contract									
Classroom						< 10			< 10
Non Classroom		< 10	< 10	< 10			< 10	< 10	23
Contract Total		< 10	< 10	< 10		< 10	< 10	< 10	24
Student Development Total		< 10	17	25	< 10	< 10	< 10	19	74

Table 9. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- City College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/ Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/ Non-Respondent	White	Grand Total
Student Services									
Adjunct									
Classroom		< 10							< 10
Non Classroom		< 10	< 10	< 10		< 10		< 10	18
Adjunct Total		< 10	< 10	< 10		< 10		< 10	19
Contract									
Non Classroom				< 10				< 10	< 10
Contract Total				< 10				< 10	< 10
Student Services Total		< 10	< 10	< 10		< 10		< 10	23
Title V									
Adjunct									
Non Classroom			< 10	< 10			< 10	< 10	< 10
Adjunct Total			< 10	< 10			< 10	< 10	< 10
Title V Total			< 10	< 10			< 10	< 10	< 10
Tutorial Center									
Adjunct									
Non Classroom				< 10					< 10
Adjunct Total				< 10					< 10
Tutorial Center Total				< 10					< 10
Grand Total		85	104	180		36	123	473	1,012
Percentage of Total	0%	8%	10%	18%	0%	4%	12%	47%	100%

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Administrative Services									
Adjunct									
Non Classroom			< 10						< 10
Adjunct Total			< 10						< 10
Administrative Services Total			< 10						< 10
Arts & Languages									
Adjunct									
Classroom		14	< 10	14		< 10	10	46	87
Non Classroom		< 10		< 10			< 10	< 10	14
Adjunct Total		16	< 10	15		< 10	13	54	101
Contract									
Classroom		< 10	< 10	< 10			< 10	13	21
Contract Total		< 10	< 10	< 10			< 10	13	21
Arts & Languages Total		18	< 10	18		< 10	15	67	122
Cooperating Agencies Foster Youth Educational Support (CAFYES)									
Adjunct									
Non Classroom			< 10						< 10
Adjunct Total			< 10						< 10
Contract									
Non Classroom			< 10						< 10
Contract Total			< 10						< 10
CAFYES Total			< 10						< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Cooperative Agencies Resources for Education (CARES) ACT Mesa									
Adjunct									
Non Classroom	< 10	< 10	< 10	< 10			< 10	27	44
Adjunct Total	< 10	< 10	< 10	< 10			< 10	27	44
CARES ACT Mesa Total	< 10	< 10	< 10	< 10			< 10	27	44
Career Technical Education (CTE) Strong Workforce Instruction									
Adjunct									
Non Classroom								< 10	< 10
Adjunct Total								< 10	< 10
CTE Strong Workforce Instr Total								< 10	< 10
CTE Strong Workforce Non-Instr									
Adjunct									
Non Classroom		< 10					< 10	< 10	< 10
Adjunct Total		< 10					< 10	< 10	< 10
Contract									
Classroom		< 10							< 10
Contract Total		< 10							< 10
CTE Strong Workforce Non-Instr Total		< 10					< 10	< 10	< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
DEBER Project									
Adjunct									
Non Classroom					< 10		< 10	< 10	< 10
Adjunct Total					< 10		< 10	< 10	< 10
DEBER Project Total					< 10		< 10	< 10	< 10
GF Matriculation & Student Development									
Adjunct									
Classroom		< 10	< 10	< 10	< 10	< 10	< 10	< 10	24
Non Classroom		< 10	< 10	< 10		< 10	< 10	10	30
Adjunct Total		< 10	12	12	< 10	< 10	< 10	17	54
Contract									
Non Classroom		< 10	< 10	< 10	< 10	< 10	< 10	10	31
Contract Total		< 10	< 10	< 10	< 10	< 10	< 10	10	31
GF Matric & Student Dev Total		< 10	18	20	< 10	< 10	< 10	27	85
GF Strong Workforce									
Contract									
Classroom								< 10	< 10
Contract Total								< 10	< 10
GF Strong Workforce Total								< 10	< 10
Guided Pathways									
Adjunct									
Non Classroom				< 10				< 10	< 10
Adjunct Total				< 10				< 10	< 10
Guided Pathways Total				< 10				< 10	< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Health Sciences & Public Service									
Adjunct									
Classroom	< 10	< 10	< 10	< 10		< 10	< 10	65	97
Non Classroom		< 10	< 10				< 10	20	27
Adjunct Total	< 10	12	< 10	< 10		< 10	12	85	124
Contract									
Classroom		< 10	< 10					13	15
Contract Total		< 10	< 10					13	15
Health Science & Public Service Total	< 10	13	< 10	< 10		< 10	12	98	139
Humanities & Language									
Adjunct									
Classroom	< 10	10	< 10	< 10		< 10	13	56	93
Non Classroom		< 10					< 10	< 10	< 10
Adjunct Total	< 10	12	< 10	< 10		< 10	14	60	100
Contract									
Classroom	< 10	< 10	< 10	< 10			< 10	17	33
Contract Total	< 10	< 10	< 10	< 10			< 10	17	33
Humanities & Lang Total	< 10	17	< 10	< 10		< 10	19	77	133
Institutional Effectiveness Partnership Initiative (IEPI) Innovation Grant									
Adjunct									
Non Classroom							< 10		< 10
Adjunct Total							< 10		< 10
IEPI Innovation Grant Total							< 10		< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Instruction									
Adjunct									
Non Classroom		< 10						< 10	< 10
Adjunct Total		< 10						< 10	< 10
Contract									
Non Classroom			< 10						< 10
Contract Total			< 10						< 10
Instruction Total		< 10	< 10					< 10	< 10
Instructional Services Planning									
Adjunct									
Non Classroom		< 10							< 10
Adjunct Total		< 10							< 10
Instructional Services Planning Total		< 10							< 10
Learning Resources & (Academic) Inst Support									
Adjunct									
Classroom								< 10	< 10
Non Classroom								< 10	< 10
Adjunct Total								< 10	< 10
Contract									
Classroom			< 10					< 10	< 10
Non Classroom		< 10	< 10				< 10	< 10	< 10
Contract Total		< 10	< 10				< 10	< 10	< 10
Learning Res & Inst Supp Total		< 10	< 10				< 10	< 10	12

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Math & Natural Sciences									
Adjunct									
Classroom		15	< 10	12		< 10	25	101	161
Non Classroom		< 10		< 10		< 10	< 10	11	19
Adjunct Total		16	< 10	15		< 10	27	112	180
Contract									
Classroom		< 10	< 10	< 10		< 10	< 10	29	50
Contract Total		< 10	< 10	< 10		< 10	< 10	29	50
Math & Natural Sciences Total		20	< 10	20		< 10	36	141	230
Mesa Catalyst									
Adjunct									
Non Classroom				< 10					< 10
Adjunct Total				< 10					< 10
Mesa Catalyst Total				< 10					< 10
National Science Foundation (NSF) Stem Core Alliance									
Adjunct									
Non Classroom							< 10		< 10
Adjunct Total							< 10		< 10
NSF Stem Core Alliance Total							< 10		< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Physical Education (PE), Health Education & Athletics									
Adjunct									
Classroom		< 10	< 10	< 10		< 10	< 10	34	54
Non Classroom		< 10	< 10	< 10			< 10	25	38
Adjunct Total		< 10	13	10		< 10	< 10	59	92
Contract									
Classroom			< 10	< 10				10	15
Contract Total			< 10	< 10				10	15
PE, Hth Ed & Athletics Total		< 10	15	13		< 10	< 10	69	107
Presidents's Office									
Adjunct									
Non Classroom								< 10	< 10
Adjunct Total								< 10	< 10
Presidents's Office Total								< 10	< 10
School of Business									
Adjunct									
Classroom		11	< 10	< 10	< 10	< 10	14	60	95
Non Classroom				< 10		< 10	< 10	< 10	12
Adjunct Total		11	< 10	< 10	< 10	< 10	19	64	107
Contract									
Classroom		< 10	< 10	< 10		< 10	< 10	13	24
Contract Total		< 10	< 10	< 10		< 10	< 10	13	24
School of Business Total		12	< 10	11	< 10	< 10	24	77	131

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Social Behavioral Sciences and Multi-cultural Studies									
Adjunct									
Classroom		< 10	10	14		< 10	20	66	123
Non Classroom		< 10	< 10	< 10		< 10		< 10	10
Adjunct Total		10	11	16		< 10	20	70	133
Contract									
Classroom		< 10	< 10	< 10		< 10	< 10	13	33
Contract Total		< 10	< 10	< 10		< 10	< 10	13	33
Soc/Beh Sci & Multi St Total		15	13	22		< 10	25	83	166
Science, Technology, Engineering, and Mathematics (STEM) Hispanic Serving Institution (HSI) Title III-Non-Instr									
Adjunct									
Non Classroom							< 10	< 10	< 10
Adjunct Total							< 10	< 10	< 10
STEM HSI Title III-Non-Instr Total							< 10	< 10	< 10
Student Affairs									
Adjunct									
Non Classroom		< 10	< 10						< 10
Adjunct Total		< 10	< 10						< 10
Contract									
Non Classroom							< 10	< 10	< 10
Contract Total							< 10	< 10	< 10
Student Affairs Total		< 10	< 10				< 10	< 10	< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Student Services									
Adjunct									
Non Classroom	< 10	< 10	< 10	< 10	< 10			< 10	11
Adjunct Total	< 10	< 10	< 10	< 10	< 10			< 10	11
Contract									
Classroom						< 10	< 10		< 10
Non Classroom				< 10				< 10	< 10
Contract Total				< 10		< 10	< 10	< 10	< 10
Student Services Total	< 10	< 10	< 10	< 10	< 10	< 10	< 10	< 10	15
Strong Workforce (SW) Job Placement Case Mgmt									
Adjunct									
Non Classroom				< 10					< 10
Adjunct Total				< 10					< 10
SW Job Placement Case Mgmt Total				< 10					< 10
Strong Workforce Program (SWP)- Student Retention									
Adjunct									
Non Classroom			< 10						< 10
Adjunct Total			< 10						< 10
SWP-Student Retention Total			< 10						< 10

Table 10. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Mesa College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
SWR Work-Based Learning (WBL) Coordinator									
Adjunct									
Non Classroom				< 10					< 10
Adjunct Total				< 10					< 10
SWR WBL Coordinator Total				< 10					< 10
Grand Total	< 10	117	84	131	< 10	34	158	693	1,227
Percentage of Total	--	10%	7%	11%	--	3%	13%	56%	100%

Table 11. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Miramar College

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/ Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Business, Technical Careers, & Workforce Initiatives (BTCWI)									
Adjunct									
Classroom	< 10	13	< 10	10			20	75	127
Non Classroom		< 10	< 10	< 10		< 10	< 10	12	26
Adjunct Total	< 10	18	< 10	13		< 10	23	87	153
Contract									
Classroom		< 10	< 10	< 10			< 10	12	21
Non Classroom		< 10							< 10
Contract Total		< 10	< 10	< 10			< 10	12	22
BTCWI Total	< 10	21	10	15		< 10	27	99	175
Instruction									
Adjunct									
Non Classroom	< 10	< 10	< 10	10		< 10	< 10	42	67
Adjunct Total	< 10	< 10	< 10	10		< 10	< 10	42	67
Contract									
Non Classroom		< 10							< 10
Contract Total		< 10							< 10
Instruction Total	< 10	< 10	< 10	10		< 10	< 10	42	68
Liberal Arts									
Adjunct									
Classroom	< 10	23	13	33		13	34	105	225
Non Classroom		< 10		< 10			< 10	< 10	11
Adjunct Total	< 10	24	13	35		13	37	110	236
Contract									
Classroom		< 10		< 10		< 10	< 10	12	29
Contract Total		< 10		< 10		< 10	< 10	12	29
Lib Arts Total	< 10	26	13	42		14	44	122	265

Table 11. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Miramar College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
School of Mathematics, Biological Exercise, and Physical Science									
Adjunct									
Classroom	< 10	28	< 10	12		< 10	21	127	193
Non Classroom		< 10		< 10		< 10	< 10	20	29
Adjunct Total	< 10	31	< 10	13		< 10	25	147	222
Contract									
Classroom		< 10		< 10			< 10	23	33
Contract Total		< 10		< 10			< 10	23	33
School of Mathematics, Biological Exercise, and Physical Science Total	< 10	35	< 10	14		< 10	30	170	255
President's Office									
Adjunct									
Non Classroom		< 10					< 10	< 10	< 10
Adjunct Total		< 10					< 10	< 10	< 10
Contract									
Non Classroom		< 10					< 10	< 10	< 10
Contract Total		< 10					< 10	< 10	< 10
President's Office Total		< 10					< 10	< 10	< 10

Table 11. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- Miramar College -continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Native Hawaiian or Other Pacific Islander	Two or More	Unkown/Non-Respondent	White	Grand Total
Public Safety									
Adjunct									
Classroom	< 10	13	< 10	44	< 10	< 10	31	188	288
Non Classroom				< 10			< 10	< 10	< 10
Adjunct Total	< 10	13	< 10	45	< 10	< 10	32	194	296
Contract									
Classroom				< 10			< 10	< 10	< 10
Contract Total				< 10			< 10	< 10	< 10
Public Safety Total	< 10	13	< 10	46	< 10	< 10	33	200	304
Student Services									
Adjunct									
Classroom			< 10					< 10	< 10
Non Classroom		< 10	< 10	11		< 10	< 10	11	35
Adjunct Total		< 10	< 10	11		< 10	< 10	13	38
Contract									
Non Classroom		< 10	< 10	< 10		< 10	< 10	10	21
Contract Total		< 10	< 10	< 10		< 10	< 10	10	21
Student Services Total		10	< 10	15		< 10	< 10	23	59
Grand Total	10	115	38	142	< 10	25	144	659	1,134
Percentage of Total	1%	10%	3%	13%	--	2%	13%	58%	100%

Table 12. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- SDCCE College

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Two or More	Unkown/Non-Respondent	White	Grand Total
Adult Basic Education (ABE)/General Educational Development (GED)/High School								
Adjunct								
Classroom		< 10	< 10	< 10		< 10	< 10	11
Non Classroom			< 10			< 10	< 10	< 10
Adjunct Total		< 10	< 10	< 10		< 10	< 10	16
Contract								
Classroom			< 10			< 10	< 10	< 10
Contract Total			< 10			< 10	< 10	< 10
ABE/GED/High School Total		< 10	< 10	< 10		< 10	< 10	23
Allied Health								
Adjunct								
Classroom			< 10	< 10		< 10	< 10	< 10
Non Classroom			< 10					< 10
Adjunct Total			< 10	< 10		< 10	< 10	< 10
Contract								
Classroom			< 10	< 10		< 10	< 10	< 10
Contract Total			< 10	< 10		< 10	< 10	< 10
Allied Health Total			< 10	< 10		< 10	< 10	16
Apprenticeship Program								
Adjunct								
Classroom							< 10	< 10
Adjunct Total							< 10	< 10
Apprenticeship Program Total							< 10	< 10

Table 12. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- SDCCE College

-continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Two or More	Unkown/Non-Respondent	White	Grand Total
Business Information Tech (BIT) Total								
Adjunct								
Classroom		< 10	< 10	< 10	< 10	< 10	25	42
Non Classroom		< 10	< 10	< 10	< 10	< 10	< 10	13
Adjunct Total		< 10	< 10	< 10	< 10	< 10	33	55
Contract								
Classroom		< 10	< 10	< 10	< 10	< 10	< 10	15
Contract Total		< 10	< 10	< 10	< 10	< 10	< 10	15
Business Information Tech (BIT) Total		< 10	< 10	< 10	< 10	< 10	41	70
Career Technical Education (CTE)								
Adjunct								
Classroom		< 10		< 10		< 10	< 10	20
Non Classroom		< 10					< 10	< 10
Adjunct Total		10		< 10		< 10	< 10	23
Contract								
Classroom		< 10	< 10	< 10		< 10	< 10	10
Contract Total		< 10	< 10	< 10		< 10	< 10	10
Career Technical Education (CTE) Total		12	< 10	< 10		< 10	12	33

Table 12. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- SDCCE College

-continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Two or More	Unkown/Non-Respondent	White	Grand Total
Disability Support Programs and Services (DSPS) Program								
Adjunct								
Classroom		< 10		< 10	< 10		11	15
Non Classroom		< 10						< 10
Adjunct Total		< 10		< 10	< 10		11	16
Contract								
Classroom							< 10	< 10
Contract Total							< 10	< 10
DSPS Program Total		< 10		< 10	< 10		12	17
Emeritus Program (EME)								
Adjunct								
Classroom		< 10		< 10	< 10	< 10	37	54
Non Classroom							< 10	< 10
Adjunct Total		< 10		< 10	< 10	< 10	41	58
Contract								
Classroom		< 10					< 10	10
Contract Total		< 10					< 10	10
Emeritus Program (EME) Total		< 10		< 10	< 10	< 10	50	68

Table 12. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- SDCCE College

-continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Two or More	Unkown/Non-Respondent	White	Grand Total
English as a Second Language								
Adjunct								
Classroom		< 10	< 10	11		< 10	53	77
Non Classroom				< 10		< 10	< 10	< 10
Adjunct Total		< 10	< 10	12		< 10	60	86
Contract								
Classroom		< 10		< 10	< 10		18	26
Contract Total		< 10		< 10	< 10		18	26
English as a Second Language Total		< 10	< 10	17	< 10	< 10	78	112
Hospitality Program								
Adjunct								
Classroom		< 10	< 10	< 10			< 10	12
Non Classroom			< 10				< 10	< 10
Adjunct Total		< 10	< 10	< 10			10	17
Contract								
Classroom						< 10	< 10	< 10
Contract Total						< 10	< 10	< 10
Hospitality Program Total		< 10	< 10	< 10		< 10	15	23
Instructional Services								
Adjunct								
Classroom						< 10		< 10
Non Classroom	< 10	< 10	< 10	< 10	< 10	< 10	14	33
Adjunct Total	< 10	< 10	< 10	< 10	< 10	< 10	14	34
Contract								
Classroom						< 10	< 10	< 10
Non Classroom	< 10	< 10		12		< 10	< 10	22
Contract Total	< 10	< 10		12		< 10	< 10	25
Instructional Services Total	< 10	< 10	< 10	15	< 10	11	21	59

Table 12. Ethnicity/Race for Adjunct and Contract Faculty Positions, Spring 2021- SDCCE College

-continued

Discipline	American Indian or Alaskan Native	Asian	Black or African American	Hispanic/Latinx	Two or More	Unkown/Non-Respondent	White	Grand Total
Parenting Education								
Adjunct								
Classroom		< 10	< 10	< 10	< 10		< 10	10
Adjunct Total		< 10	< 10	< 10	< 10		< 10	10
Contract								
Classroom				< 10	< 10		< 10	< 10
Contract Total				< 10	< 10		< 10	< 10
Parenting Education Total		< 10	< 10	< 10	< 10		< 10	15
President's Office								
Adjunct								
Non Classroom				< 10		< 10	< 10	< 10
Adjunct Total				< 10		< 10	< 10	< 10
Contract								
Classroom							< 10	< 10
Non Classroom			< 10					< 10
Contract Total			< 10				< 10	< 10
President's Office Total			< 10	< 10		< 10	< 10	< 10
Grand Total	< 10	42	30	60	< 10	50	253	446
Percentage of Total	--	9%	7%	13%	--	11%	57%	100%