





The Board of Governors of the California Community Colleges

PRESENTED TO THE BOARD OF GOVERNORS
DATE: May 16, 2016

SUBJECT: Equal Employment Opportunity Report		Item Number: 4.6	
		Attachment: Yes	
CATEGORY:	Office of General Counsel	TYPE OF BOARD CONSIDERATION:	
Recommended By:	 Thuy Thi Nguyen, Interim General Counsel / Vice Chancellor	Consent/Routine	
		First Reading	
Approved for Consideration:	 Erik Skinner, Acting Chancellor	Action	
		Information	X

ISSUE: This item provides a report on developments in the four Equal Employment Opportunity (EEO) initiatives by the Chancellor’s Office, and recent data showing progress in full-time faculty diversity hiring.

BACKGROUND: The Chancellor “represent(s) the Board [of Governors] in monitoring the use of the Equal Employment Opportunity Fund for the purpose of promoting equal employment opportunities in hiring and promotion at community college districts” (Education Code, Section 87107 and Board of Governors Standing Order 374.)

Due to recent funding increases, we project that in academic years 2014-17 California community colleges will have a dramatic increase in full-time faculty hiring not seen for nearly two decades – with an estimated 1,100 new full-time faculty members this academic year alone. This wave of hiring represents a tremendous opportunity for our system to grow, not only in size but in the talent and diversity of our college personnel. Studies demonstrate the educational benefits of a diverse faculty, which have closed achievement gaps by 20 to 50 percent. Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). *A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom*. American Economic Review, 104(8): 2567-2591. **(Background cont.)**

RECOMMENDATION: This item is presented to the Board for information.

(Background cont.)

Our colleges serve a highly diverse student population, reflective of the broader population of California. Yet, in the past ten years, only 20 to 30 percent of full-time faculty hires were from underrepresented communities.

At the January 2016 board meeting, we presented four major efforts by the Chancellor's Office to increase compliance with legal EEO requirements and provide our students with the educational benefits of a diverse workforce:

1. Professional Development,
2. Peer Review Panel of EEO Plans,
3. New allocation model for EEO Fund, and
4. AA to MA Faculty Diversity Pathway program to encourage community college students to teach at community college.

Office of the General Counsel-CCCCO has renovated its website to provide a webpage for information on all recent EEO activities, including the 3 webinars conducted in September & October 2015; materials of the regional trainings; and the new EEO Fund allocation form: <http://extranet.cccco.edu/Divisions/Legal.aspx>

Update

Initiative one (professional development): Chancellor's Office successfully conducted two summits and seven regional trainings between November 2015 to February 2016.

Initiative two (peer review panel of EEO plans): Human Resources professional have formed regional groups, and will begin reviewing the EEO plans this summer.

Initiative three (new allocation model for EEO Fund):_Districts are preparing their submission of the new allocation form to meet the June 1, 2016 deadline. The new model requires districts to have minimally an EEO plan and EEO advisory committee, and meet 5 of the remaining 8 multiple methods.

Pre-Hiring

1. District's EEO Advisory Committee and EEO Plan
2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

Post-Hiring

7. Professional development focused on diversity

8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

Initiative four: AA to MA Faculty Diversity Pathway

Update: Various statewide constituency groups collaborated and drafted the concept paper which has been distributed statewide. See attachment. The groups are Academic Senate for California Community Colleges, Faculty Association of California Community Colleges, California Community Colleges Chief Instructional Officers, Community College League of California, Association of Chief Human Resources Officers/Equal Employment Opportunity Officers, and CCCCCO.

New Data

First-time Full-time Faculty hiring:

- In 2006, Under-Represented Minority (URM) full-time faculty was 23% and has stayed below 23% for the past ten years. Last Year, URM full-time faculty was 21%.
- This year, URM full-time faculty is 26% -- the highest in 10 years.

Total Full-time Faculty hiring:

- For the past 5 years, total URM full-time faculty was flatlined at 22% each year.
- This year, it is 24%.

The new data reflects hiring by Nov. 1, 2015. Many colleges are continuing to hire this spring, and the data for spring and fall 2016 hires will be provided to the Chancellor's Office in February 2017. Based on positive feedback from the colleges, we anticipate ongoing EEO efforts at the colleges and Chancellor's Office during this period.