

October 25, 2005

DRAFT

TO: Brian Murphy
President

FROM: Andrew LaManque
Supervisor, Institutional Research and Planning

SUBJECT: New Faculty Hires by Ethnicity

Per your request, the figures below contain data on new fulltime faculty hired between July 1, 2000 and June 30, 2005. The data was extracted from the live HRS system in September, 2005 and is based on hire date rather than tenure class.

- Of the 96 new fulltime faculty members hired over the period, 52 or 54% were White. (See Figures 1, 2, and 3).
 - During the same time period, the student population was 25-30% White.
 - In Fall 2000, 71% of the teaching faculty were White and in Fall 2004 67% were White.
- As indicated by Figure 4, 59% of the new hires had some previous employment with the district (based on a broad comparison of “original” versus “current” hire dates).
- Over the period, 58% of the new hires were women, which is slightly higher than the De Anza student population. (Figure 5).

Figure 1

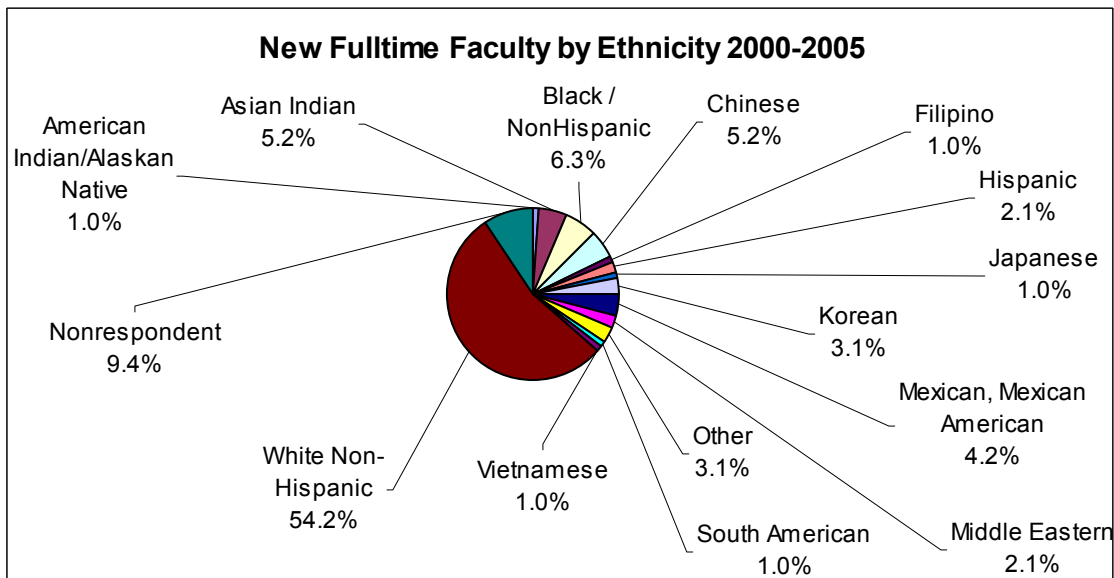


Figure 2

New Fulltime Faculty Hires by Fiscal Year of Hire Date* and Ethnicity
 Percent of New Hires Each Fiscal Year - Fiscal Years 2000-01 thru 2004-05

Self Identified Ethnicity	2000-01		2001-02		2002-03		2003-04		2004-05		Total	
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
American Indian/Alaskan Na			1	5%							1	1%
Asian Indian	2	5%	1	5%	1	5%			1	8%	5	5%
Black / NonHispanic	3	8%	2	9%					1	8%	6	6%
Chinese	2	5%			3	15%					5	5%
Filipino			1	5%							1	1%
Hispanic	2	5%									2	2%
Japanese					1	5%					1	1%
Korean	2	5%			1	5%					3	3%
Mexican, Mexican American	1	3%	2	9%					1	8%	4	4%
Middle Eastern	1	3%	1	5%							2	2%
Other	3	8%									3	3%
South American					1	5%					1	1%
Vietnamese	1	3%									1	1%
White Non-Hispanic	19	51%	11	50%	12	60%	2	50%	8	62%	52	54%
Nonrespondent	1	3%	3	14%	1	5%	2	50%	2	15%	9	9%
Total	37	100%	22	100%	20	100%	4	100%	13	100%	96	100%

* Hire Date may differ from tenure class
 Data extracted from HRS RDB on 9/28/2005
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Figure 3

New Fulltime Faculty Hires by Fiscal Year of Hire Date* and Division
 Percent of New Hires by Ethnicity / Division Fiscal Years 2000-01 thru 2004-05

Division	White Non-Hispanic		All Other Ethnicities		Nonrespondent		Total	
	HC	Percent	HC	Percent	HC	Percent	HC	Percent
Applied Technologies	1	25%	1	25%	2	50%	4	100%
Biological, Health & Environmental	6	100%					6	100%
Business/Computer Systems	6	50%	6	50%			12	100%
Child Development			2	100%			2	100%
Counseling	3	33%	6	67%			9	100%
Creative Arts	3	60%	2	40%			5	100%
Intercultural/International	1	25%	3	75%			4	100%
Language Arts	11	52%	7	33%	3	14%	21	100%
Library Services	1	100%					1	100%
Physical Education	4	100%					4	100%
Physical Sciences, Math & Enginee	8	73%	2	18%	1	9%	11	100%
Social Science	5	50%	4	40%	1	10%	10	100%
Special Education	3	50%	1	17%	2	33%	6	100%
Vice President Student Services			1	100%			1	100%
Total	52	54%	35	36%	9	9%	96	100%

* Hire Date may differ from tenure class
 Data extracted from HRS RDB on 9/28/2005
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Figure 4

**New Fulltime Faculty Hires by Fiscal Year of Hire Date*
and Prior District Employment**

Percent of New Hires by Ethnicity Each Fiscal Year - Fiscal Years 2000-01 thru 2004-05

Self Identified Ethnicity	No Previous District Employment		Previously Employed at the District		Total	
	HC	Percent	HC	Percent	HC	Percent
American Indian/Alaskan Native			1	100%	1	100%
Asian Indian	1	20%	4	80%	5	100%
Black / NonHispanic	4	67%	2	33%	6	100%
Chinese	2	40%	3	60%	5	100%
Filipino	1	100%			1	100%
Hispanic	1	50%	1	50%	2	100%
Japanese			1	100%	1	100%
Korean	2	67%	1	33%	3	100%
Mexican, Mexican American, Chi	2	50%	2	50%	4	100%
Middle Eastern			2	100%	2	100%
Other	1	33%	2	67%	3	100%
South American	1	100%			1	100%
Vietnamese	1	100%			1	100%
White Non-Hispanic	18	35%	34	65%	52	100%
Nonrespondent	5	56%	4	44%	9	100%
Total	39	41%	57	59%	96	100%

* Hire Date may differ from tenure class

Data extracted from HRS RDB on 9/28/2005

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Figure 5

New Fulltime Faculty Hires by Fiscal Year of Hire Date* and Gender

Percent of New Hires Each Fiscal Year - Fiscal Years 2000-01 thru 2004-05

Self Identified Ethnicity	2000-01		2001-02		2002-03		2003-04		2004-05		Total	
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
Female	22	59%	12	55%	13	65%	1	25%	8	62%	56	58%
Male	15	41%	10	45%	7	35%	3	75%	5	38%	40	42%
Total	37	100%	22	100%	20	100%	4	100%	13	100%	96	100%

* Hire Date may differ from tenure class

Data extracted from HRS RDB on 9/28/2005

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