**NOTE:** 12 employees, less than 1% districtwide, selected Hmong as their ethnicity. 12 of those employees make up 5% of the Asian/Pacific Islander category. 8 of the 12 are FCC employees and the remaining 4 are split between CCC (2), and RC (2).

# Table 1 | Workforce Data as of February 2022

Table 1.1 | Districtwide Workforce Data

<sup>\*\*</sup>added non-binary to hire inforamtion in January 2020

			Ame	rican	Afri	can-																			
	Asian/	Pacific	Indian/	'Alaskan	America	an/Non-																			
EEO Category	Islar	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-H	lispanic	Multi-	-Racial	Unk	nown	Fem	ale	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	7	5%	2	2%	7	5%	46	35%	63	47%	4	3%	4	3%	66	50%	67	50%	0	0%	0	0%	0	0%	133
Faculty/Other Instructional	185	11%	14	1%	92	5%	449	26%	883	51%	44	3%	76	4%	940	54%	794	46%	3	0%	6	0%	0	0%	1743
Professional (Non-Faculty)	27	15%	0	0%	6	3%	73	39%	73	39%	4	2%	2	1%	134	72%	50	27%	0	0%	1	1%	0	0%	185
Secretarial/Clerical	2	2%	0	0%	7	6%	60	53%	43	38%	2	2%	0	0%	100	88%	14	12%	0	0%	0	0%	0	0%	114
Technical/Paraprofessional	22	11%	2	1%	9	4%	77	38%	80	40%	5	2%	7	3%	114	56%	88	44%	0	0%	0	0%	0	0%	202
Skilled Crafts	0	0%	1	6%	0	0%	4	24%	11	65%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	17
Service/Maintenance	8	7%	0	0%	10	8%	65	55%	32	27%	1	1%	3	3%	13	11%	106	89%	0	0%	0	0%	2	2%	119
Total	251	10%	19	1%	131	5%	774	31%	1185	47%	61	2%	92	4%	1367	54%	1136	45%	3	0%	7	0%	2	0%	2513

Table 1.2 | Fresno City College Workforce Data

	Asian/	Pacific		erican /Alaskan		can- an/Non-																			
EEO Category	-	nder	-	tive		anic	Hisp	anic	White/Non-H	lispanic	Multi-	Racial	Unkı	nown	Fem	nale	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	1	2%	0	0%	4	9%	19	44%	16	37%	1	2%	2	5%	19	44%	24	56%	0	0%	0	0%	0	0%	43
Faculty/Other Instructional	110	11%	10	1%	68	7%	230	23%	503	51%	20	2%	38	4%	515	53%	460	47%	2	0%	2	0%	0	0%	979
Professional (Non-Faculty)	10	15%	0	0%	1	2%	25	38%	26	40%	2	3%	1	2%	49	75%	15	23%	0	0%	1	2%	0	0%	65
Secretarial/Clerical	1	2%	0	0%	5	9%	29	51%	21	37%	1	2%	0	0%	51	89%	6	11%	0	0%	0	0%	0	0%	57
Technical/Paraprofessional	9	9%	1	1%	7	7%	36	37%	37	38%	2	2%	6	6%	53	54%	45	46%	0	0%	0	0%	0	0%	98
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Service/Maintenance	3	7%	0	0%	9	20%	24	53%	7	16%	0	0%	2	4%	5	11%	40	89%	0	0%	0	0%	0	0%	45
Total	134	10%	11	1%	94	7%	363	28%	610	47%	26	2%	49	4%	692	54%	590	46%	2	0%	3	0%	0	0%	1287

Table 1.3 | Clovis Community College Workforce Data

	Asian	/Pacific		erican /Alaskan		can- an/Non-																			
EEO Category	-	nder	-	tive	Hisp	-	Hisp	anic	White/Non-H	lispanic	Multi-	Racial	Unkr	nown	Fem	nale	Ma	ile	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	5	24%	0	0%	1	5%	7	33%	7	33%	1	5%	0	0%	12	57%	9	43%	0	0%	0	0%	0	0%	21
Faculty/Other Instructional	27	10%	0	0%	8	3%	56	21%	155	57%	11	4%	15	6%	159	58%	113	42%	0	0%	0	0%	0	0%	272
Professional (Non-Faculty)	4	14%	0	0%	1	3%	11	38%	13	45%	0	0%	0	0%	23	79%	6	21%	0	0%	0	0%	0	0%	29
Secretarial/Clerical	0	0%	0	0%	0	0%	6	43%	7	50%	1	7%	0	0%	13	93%	1	7%	0	0%	0	0%	0	0%	14
Technical/Paraprofessional	5	24%	0	0%	0	0%	6	29%	10	48%	0	0%	0	0%	15	71%	6	29%	0	0%	0	0%	0	0%	21
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Service/Maintenance	1	11%	0	0%	0	0%	6	67%	2	22%	0	0%	0	0%	1	11%	8	89%	0	0%	0	0%	0	0%	9
Total	42	11%	0	0%	10	3%	92	25%	194	53%	13	4%	15	4%	223	61%	143	39%	0	0%	0	0%	0	0%	366

	Asian/	Pacific		erican /Alaskan		can-																			
EEO Category	•	nder		tive		anic	Hisp	anic	White/Non-I	Hispanic	Multi	Racial	Unk	nown	Fen	nale	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	0	0%	1	4%	1	4%	10	38%	12	46%	1	4%	1	4%	12	46%	14	54%	0	0%	0	0%	0	0%	26
Faculty/Other Instructional	27	8%	3	1%	12	4%	117	36%	144	44%	6	2%	19	6%	172	52%	151	46%	1	0%	4	1%	1	0%	328
Professional (Non-Faculty)	4	13%	0	0%	1	3%	15	47%	11	34%	1	3%	0	0%	25	78%	7	22%	0	0%	0	0%	0	0%	32
Secretarial/Clerical	0	0%	0	0%	1	6%	12	71%	4	24%	0	0%	0	0%	15	88%	2	12%	0	0%	0	0%	0	0%	17
Technical/Paraprofessional	3	8%	1	3%	1	3%	17	43%	17	43%	0	0%	1	3%	22	55%	18	45%	0	0%	0	0%	0	0%	40
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Service/Maintenance	1	5%	0	0%	0	0%	13	68%	5	26%	0	0%	0	0%	6	32%	13	68%	0	0%	0	0%	1	5%	19
Total	35	8%	5	1%	16	3%	184	40%	193	42%	8	2%	21	5%	252	55%	205	44%	1	0%	4	1%	2	0%	462

Table 1.5 | Madera Community College Workforce Data

	Asian/	Pacific		erican /Alaskan		can- an/Non-																			
EEO Category	Isla	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-H	Hispanic	Multi	-Racial	Unk	nown	Fen	nale	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	1	9%	0	0%	0	0%	4	36%	6	55%	0	0%	0	0%	7	64%	4	36%	0	0%	0	0%	0	0%	11
Faculty/Other Instructional	21	13%	1	1%	4	2%	44	27%	80	50%	7	4%	4	2%	92	57%	69	43%	0	0%	0	0%	0	0%	161
Professional (Non-Faculty)	2	11%	0	0%	1	5%	14	74%	2	11%	0	0%	0	0%	14	74%	5	26%	0	0%	0	0%	0	0%	19
Secretarial/Clerical	0	0%	0	0%	1	11%	5	56%	3	33%	0	0%	0	0%	7	78%	2	22%	0	0%	0	0%	0	0%	9
Technical/Paraprofessional	1	11%	0	0%	0	0%	4	44%	3	33%	1	11%	0	0%	4	44%	5	56%	0	0%	0	0%	0	0%	9
Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Service/Maintenance	0	0%	0	0%	1	14%	4	57%	1	14%	1	14%	0	0%	0	0%	7	100%	0	0%	0	0%	0	0%	7
Total	25	12%	1	0%	7	3%	75	35%	95	44%	9	4%	4	2%	124	57%	92	43%	0	0%	0	0%	0	0%	216

Table 1.7 | District Office Workforce Data

	Asiar	/Pacific		erican /Alaskan		can- an/Non-																			
EEO Category	Isla	nder	Na	itive	Hisp	anic	Hisp	anic	White/Non-H	Hispanic	Multi	-Racial	Unk	nown	Fen	nale	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	0	0%	1	3%	1	3%	6	19%	22	69%	1	3%	1	3%	16	50%	16	50%	0	0%	0	0%	0	0%	32
Faculty/Other Instructional	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3
Professional (Non-Faculty)	7	18%	0	0%	2	5%	8	20%	21	53%	1	3%	1	3%	23	58%	17	43%	0	0%	0	0%	0	0%	40
Secretarial/Clerical	1	6%	0	0%	0	0%	8	47%	8	47%	0	0%	0	0%	14	82%	3	18%	0	0%	0	0%	1	6%	17
Technical/Paraprofessional	4	12%	0	0%	1	3%	14	41%	13	38%	2	6%	0	0%	20	59%	14	41%	0	0%	0	0%	0	0%	34
Skilled Crafts	0	0%	1	6%	0	0%	4	24%	11	65%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	17
Service/Maintenance	3	8%	0	0%	0	0%	18	46%	17	44%	0	0%	1	3%	1	3%	38	97%	0	0%	0	0%	0	0%	39
Total	15	8%	2	1%	4	2%	60	33%	93	51%	5	3%	3	2%	76	42%	106	58%	0	0%	0	0%	1	1%	182

# Table 2 | Classified Applicant Data for the 2020-21 Fiscal Year

Classified applicant data cannot be reported for each college individually as the majority of Classified recruitments are conducted districwide.

Table 2.1 | Districtwide Classified Applicant Pool Data

2020-2021

1		Asian/	Pacific	_	rican Alaskan	Afric America	-																			
	EEO Category	Islan		-	tive	Hisp	-	Hisp	anic	White/Non-H	Hispanic	Multi-	Racial	Unkı	nown	Fem	ale	Ma	ıle	Nonb	inary	Unkr	nown	Disa	bility	Total
ſ	Executive, Administrative, & Managerial	59	9%	8	1%	68	11%	247	39%	160	25%	0	0%	93	15%	259	41%	362	57%	0	0%	14	2%	18	3%	635
ſ	Professional (Non-Faculty)	267	14%	15	1%	120	6%	792	40%	610	31%	2	0%	168	9%	1352	68%	577	29%	2	0%	43	2%	40	2%	1974
Ī	Secretarial/Clerical	320	16%	29	1%	111	5%	925	45%	430	21%	0	0%	223	11%	1628	80%	377	18%	8	0%	25	1%	17	1%	2038
	Technical/Paraprofessional	220	10%	20	1%	155	7%	967	44%	574	26%	0	0%	251	11%	1452	66%	705	32%	5	0%	25	1%	30	1%	2187

Skille	d Crafts	14	39%	0	0%	0	0%	12	33%	8	22%	0	0%	2	6%	0	0%	36	100%	0	0%	0	0%	0	0%	36
Service/Mair	enance	38	6%	11	2%	21	4%	321	54%	134	23%	1	0%	69	12%	175	29%	413	69%	4	1%	3	1%	2	0%	595
	Total	918	12%	83	1%	475	6%	3264	44%	1916	26%	3	0%	806	11%	4866	65%	2470	33%	19	0%	110	1%	107	1%	7465

# Table 3: Academic Applicant Data for the 2020-21 Fiscal Year

This does not include part-time faculty data.

# Table 3.1 | Districtwide Academic Applicant Pool Data

2020-2021

21				Ame	rican	Afri	can-																			
		Asian/	Pacific	Indian/	Alaskan	America	an/Non-																			A
	EEO Category	Islar	nder	Na	tive	Hisp	anic	Hispa	anic	White/Non-H	lispanic	Multi-	Racial	Unkı	nown	Fer	nale	Ma	ile	Nonb	inary	Unkn	iown	Disa	bility	Total
	Executive, Administrative, & Managerial	80	8%	10	1%	95	10%	396	40%	320	33%	35	4%	48	5%	424	43%	521	53%	5	1%	34	3%	11	1%	984
	Faculty/Other Instructional	225	9%	15	1%	160	6%	625	24%	1288	49%	110	4%	210	8%	1106	42%	1324	50%	45	2%	158	6%	32	1%	2633
	Total	305	8%	25	1%	255	7%	1021	28%	1608	44%	145	4%	258	7%	1530	42%	1845	51%	50	1%	192	5%	43	1%	3617

# Table 3.2 | Fresno City College Academic Applicant Pool Data

2020-2021

)21		Asian/	Pacific	_	rican Alaskan		can- n/Non-																			
	EEO Category	Islar	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-H	lispanic	Multi-	Racial	Unkn	own	Fem	ale	Ma	le	Nonb	inary	Unkn	own	Disal	oility	Total
	Executive, Administrative, & Managerial	22	6%	2	1%	34	9%	111	31%	124	34%	7	2%	14		136	38%	209	58%	5	1%	10	3%	18	5%	360
	Faculty/Other Instructional	161	12%	15	1%	100	7%	325	24%	603	45%	53	4%	125		622	47%	630	47%	12	1%	72	5%	40	3%	1336
	Total	183	11%	17	1%	134	8%	436	26%	727	43%	60	4%	139		758	45%	839	49%	17	1%	82	5%	58	3%	1696

## Table 3.3 | Clovis Community College Academic Applicant Pool Data

	Asian/	Pacific		erican 'Alaskan		ican- an/Non-																			
EEO Category	•	nder	•	tive		panic	Hisp	anic	White/Non-H	lispanic	Multi-	Racial	Unk	nown	Fen	nale	Ma	ale	Nonb	inary	Unkr	own	Disa	bility	Total
Executive, Administrative, & Managerial	6	9%	0	0%	10	14%	20	29%	30	43%	0	0%	3	4%	32	46%	35	51%	0	0%	2	3%	2	3%	69
Faculty/Other Instructional	98	12%	3	0%	61	7%	186	23%	405	49%	21	3%	51	6%	410	50%	388	47%	15	2%	12	1%	7	1%	825
Total	104	12%	3	0%	71	8%	206	23%	435	49%	21	2%	54	6%	442	49%	423	47%	15	2%	14	2%	9	1%	894

## Table 3.4 | Reedley College Academic Applicant Pool Data

				erican		can-																			
	Asian/	Pacific	Indian/	'Alaskan	America	an/Non-																			
EEO Category	Islan	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-H	Hispanic	Multi-	-Racial	Unkı	nown	Fem	ale	Ma	ile	Nonb	inary	Unkr	own	Disa	bility	Total
Executive, Administrative, & Managerial	22	8%	1	0%	12	4%	170	64%	44	16%	0	0%	18	7%	130	49%	129	48%	0	0%	8	3%	1	0%	267
Faculty/Other Instructional	98	16%	4	1%	52	9%	196	32%	226	37%	12	2%	20	3%	242	40%	311	51%	11	2%	44	7%	17	3%	608
Total	120	14%	5	1%	64	7%	366	42%	270	31%	12	1%	38	4%	372	43%	440	50%	11	1%	52	6%	18	2%	875

## Table 3.5 | Madera Community College Academic Applicant Pool Data

			Ame	rican	Afri	can-																			
	Asian/	Pacific	Indian/	'Alaskan	America	an/Non-																			
EEO Category	Islar	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-H	Hispanic	Multi-	Racial	Unkı	nown	Fer	nale	Ma	ile	Nonb	inary	Unkr	nown	Disa	bility	Total
Executive, Administrative, & Managerial	32	20%	2	1%	12	7%	68	42%	45	28%	1	1%	2	1%	87	54%	74	46%	0	0%	1	1%	2	1%	162
Faculty/Other Instructional	44	14%	1	0%	11	4%	82	26%	120	38%	21	7%	33	11%	153	49%	142	46%	10	3%	7	2%	17	5%	312
Total	76	16%	3	1%	23	5%	150	32%	165	35%	22	5%	35	7%	240	51%	216	46%	10	2%	8	2%	19	4%	474

Table 3.6 | District Office Academic Applicant Pool Data

	Acian	Pacific		rican		ican- can/Non-																			
EEO Category	•	nder	•	tive		panic		oanic	White/Non-H	lispanic	Multi	-Racial	Unk	nown	Fen	nale	Ma	ile	Nonb	inary	Unkı	nown	Disa	bility	Total
Executive, Administrative, & Managerial	16	41%	0	0%	1	3%	17	44%	5	13%	0	0%	0	0%	15	38%	24	62%	0	0%	0	0%	5	13%	39
Faculty/Other Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Total	16	41%	0	0%	1	3%	17	44%	5	13%	0	0%	0	0%	15	38%	24	62%	0	0%	0	0%	5	13%	39

# **3a. Longitudinal Worforce and Applicant Pool Data**

# Table 4 | Longitudinal Workforce Data

Workforce data is reported as of February of each year.
We started tracking disability data in 2017; added non-binary to hire inforamtion in January 2020

Table 4.1 | Districtwide Longitudinal Workforce Data

Var   EEO Category   Asian/Pacific Islander   Indian/Pacific Islande					Ame	erican	<b>Afri</b>	can-																			
Very   Secretive   Administrative   & Managerial   7   5%   7   2%   7   5%   64   83%   63   47%   4   3%   4   3%   4   3%   64   940   54%   7   97%   0   0   0   0   0   0   0   0   0			Asian/	/Pacific																							
Executive, Administrative, & Managerial   7   5%   2   2%   7   5%   46   35%   63   47%   4   3%   4   3%   66   50%   67   50%   0   0%   0   0%   0   0%   133   13%   13	Year	FFO Category	•			-		•	Hisp	anic	White/Non-	Hispanic	Multi	-Racial	Unkı	nown	Fen	nale	Ma	ıle	Nonb	inary	Unk	nown	Disa	bility	Total
Faculty/Other Instructional   185   11%   14   14%   82   5%   449   26%   883   51%   44   3%   76   46%   940   54%   794   46%   3   0%   6   0%   1   0%   1743													11101101										J			<u> </u>	10101
Faculty/Other Instructional   185   11%   14   14%   82   5%   449   26%   883   51%   44   3%   76   46%   940   54%   794   46%   3   0%   6   0%   1   0%   1743		Executive, Administrative, & Managerial	7	5%	2	2%	7	5%	46	35%	63	47%	4	3%	4	3%	66	50%	67	50%	0	0%	0	0%	0	0%	133
Secretarial/Clerical   2   2%   0   0%   7   6%   60   53%   43   38%   2   2%   0   0%   100   88%   14   12%   0   0%   0   0%   0   0%   0   0%   0   0			185	11%	14	1%	92		449		883	51%	44		76	4%	940		794		3	0%	6		1	0%	
Secretaria/Clerical   2   2%   0   0%   7   6%   66   33%   43   38%   2   2%   0   0   0%   10   18%   114   12%   0   0%   0   0%   0   0%   0   0%   0   0		Professional (Non-Faculty)	27	15%	0	0%	6	3%	73	39%	73	39%	4	2%	2	1%	134	72%	50	27%	0	0%	1	1%	0	0%	185
Skilled Crafts   O   O   O   O   O   O   O   O   O		Secretarial/Clerical	2	2%	0	0%	7	6%	60	53%	43	38%	2	2%	0	0%	100	88%	14	12%	0	0%	0	0%	1	1%	114
Service/Maintenance		Technical/Paraprofessional	22	11%	2	1%	9	4%	77	38%	80	40%	5	2%	7	3%	114	56%	88	44%	0	0%	0	0%	0	0%	202
Total   251   10%   19   13%   131   5%   774   21%   1185   47%   61   2%   92   4%   1367   54%   1136   45%   3   0%   7   0%   3   0%   2513		Skilled Crafts	0	0%	1	6%	0	0%	4	24%	11	65%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	17
Executive, Administrative, & Managerial   6   5%   2   2%   7   5%   43   33%   64   50%   4   3%   3   2%   64   50%   64   50%   64   50%   0   0   0   1   1%   0   0   0   1691		Service/Maintenance	8	7%	0	0%	10	8%	65	55%	32	27%	1	1%	3	3%	13	11%	106	89%	0	0%	0	0%	1	1%	119
Executive, Administrative, & Managerial   6   5%   2   2%   7   5%   43   33%   64   50%   4   3%   3   2%   70   4%   489   53%   786   46%   30%   0   0%   1   1%   0   0%   1691   170   1		Total	251	10%	19	1%	131	5%	774	31%	1185	47%	61	2%	92	4%	1367	54%	1136	45%	3	0%	7	0%	3	0%	2513
Faculty/Other Instructional   173   10%   15   1%   75   4%   434   26%   891   53%   33   2%   70   4%   898   53%   786   46%   3   0%   4   0%   0   0%   1691	2021	<u>.</u>		•			•						•														
Professional (Non-Faculty)   26   15%   0   0%   6   3%   66   38%   70   40%   5   3%   3   2%		Executive, Administrative, & Managerial	6	5%	2	2%	7	5%	43	33%	64	50%	4	3%	3	2%	64	50%	64	50%	0	0%	1	1%	0	0%	129
Secretarial/Clerical   3   3%   0   0%   10   9%   56   48%   45   39%   2   2%   0   0%   100   86%   14   12%   0   0%   2   2%   0   0%   116		Faculty/Other Instructional	173	10%	15	1%	75	4%	434	26%	891	53%	33	2%	70	4%	898	53%	786	46%	3	0%	4	0%	0	0%	1691
Technical/Paraprofessional   22   11%   2   1%   8   4%   73   36%   88   43%   5   2%   5   2%   5   2%   120   59%   82   40%   0   0   0   0   0   0   0   0   0		Professional (Non-Faculty)	26	15%	0	0%	6	3%	66	38%	70	40%	5	3%	3	2%	127	72%	47	27%	0	0%	2	1%	0	0%	176
Skilled Crafts		Secretarial/Clerical	3	3%	0	0%	10	9%	56	48%	45	39%	2	2%	0	0%	100	86%	14	12%	0	0%	2	2%	0	0%	116
Service/Maintenance   10   8%   0   0%   10   8%   65   55%   29   25%   1   1%   3   3%   12   10%   106   90%   0   0%   0   0%   0   0%   0   0%   2   2%   118		Technical/Paraprofessional	22	11%	2	1%	8	4%	73	36%	88	43%	5	2%	5	2%	120	59%	82	40%	0	0%	1	0%	0	0%	203
Total   240   10%   20   1%   116   5%   741   30%   1199   49%   51   2%   84   3%   1321   54%   1117   46%   3   0%   10   0%   2   0%   2451		Skilled Crafts	0	0%	1	6%	0	0%	4	22%	12	67%	1	6%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%	18
Executive, Administrative, & Managerial   5   4%   2   2%   5   4%   40   33%   64   52%   4   3%   2   2%   77   4%   4%   77   4%   996   54%   37   2%   77   4%   995   52%   889   48%   N/A   0%   1   1%   0   0   0%   1846   1		Service/Maintenance	10	8%	0	0%	10	8%	65	55%	29	25%	1	1%	3	3%	12	10%	106	90%	0	0%	0	0%	2	2%	118
Executive, Administrative, & Managerial   5   4%   2   2%   5   4%   40   33%   64   52%   4   3%   2   2%   5   58   48%   N/A   0%   1   1%   0   0%   122		Total	240	10%	20	1%	116	5%	741	30%	1199	49%	51	2%	84	3%	1321	54%	1117	46%	3	0%	10	0%	2	0%	2451
Faculty/Other Instructional   184   10%   15   1%   87   5%   450   24%   996   54%   37   2%   77   4%   955   52%   889   48%   N/A   0%   2   0%   0   0%   1846	2020																								_		_
Professional (Non-Faculty)   26   16%   0   0%   4   2%   56   34%   73   45%   3   2%   1   1%   114   70%   47   29%   N/A   0%   2   1%   0   0%   104			5	4%	2	2%	5	4%	40	33%		52%	4	3%	2	2%	63	52%	58		N/A	0%	1	1%	0	0%	122
Secretarial/Clerical   3   3%   0   0%   10   10%   50   48%   39   38%   2   2%   0   0%   93   89%   10   10%   N/A   0%   1   1%   0   0%   10   10%		Faculty/Other Instructional	184	10%	15	1%	87	5%	450	24%	996	54%	37	2%	77	4%	955	52%	889	48%	N/A	0%	2	0%	0	0%	1846
Technical/Paraprofessional   21   10%   2   1%   8   4%   71   35%   88   43%   7   3%   6   3%   121   60%   81   40%   N/A   0%   1   0%   0   0%   0   0%   16   100%   N/A   0%   0   0%   0   0%   16   100%   N/A   0%   0   0%   0   0%   16   100%   0   0%   0   0%   0   0%   0   0%   0   0		Professional (Non-Faculty)	26	16%	0	0%	4		56				3	2%	1	1%	114		47	29%		0%	2	1%	0	0%	163
Skilled Crafts   O   O%   1   6%   O   O%   3   19%   11   69%   1   6%   O   O%   O   O%   16   100%   N/A   O%   O   O%   O   O   O   O   O   O		Secretarial/Clerical	3	3%	0	0%	10	10%	50	48%	39	38%	2	2%	0	0%	93	89%	10	10%	N/A	0%	1	1%	0	0%	104
Service/Maintenance   9   7%   1   1%   9   7%   68   55%   34   27%   1   1%   2   2%   15   12%   109   88%   N/A   0%   0   0%   1   1%   124		Technical/Paraprofessional	21	10%	2		8	4%	71		88	43%	7	3%	6	3%	121	60%	81	40%	N/A	0%	1		0	0%	203
Total 248 10% 21 1% 123 5% 738 29% 1305 51% 55 2% 88 3% 1361 53% 1210 47% 0 0% 7 0% 1 0% 2578  2019  Executive, Administrative, & Managerial 5 4% 2 2% 5 4% 37 32% 62 54% 2 2% 2 2% 63 55% 51 44% N/A 0% 1 1% 0 0% 115  Faculty/Other Instructional 169 9% 19 1% 75 4% 409 23% 1003 56% 35 2% 81 5% 933 52% 856 48% N/A 0% 2 0% 0 0% 1791		Skilled Crafts	0	0%	1	6%	0	0%	3	19%	11	69%	1	6%	0	0%	0	0%	16	100%	N/A	0%	0	0%	0	0%	16
2019  Executive, Administrative, & Managerial 5 4% 2 2% 5 4% 37 32% 62 54% 2 2% 2 2% 63 55% 51 44% N/A 0% 1 1% 0 0% 115  Faculty/Other Instructional 169 9% 19 1% 75 4% 409 23% 1003 56% 35 2% 81 5% 933 52% 856 48% N/A 0% 2 0% 0 0% 1791		Service/Maintenance	9	7%	1	1%	9	7%	68	55%	34	27%	1	1%	2	2%	15	12%	109	88%	N/A	0%	0	0%	1	1%	124
Executive, Administrative, & Managerial 5 4% 2 2% 5 4% 37 32% 62 54% 2 2% 2 2% 63 55% 51 44% N/A 0% 1 1% 0 0% 115 Faculty/Other Instructional 169 9% 19 1% 75 4% 409 23% 1003 56% 35 2% 81 5% 933 52% 856 48% N/A 0% 2 0% 0 0% 1791		Total	248	10%	21	1%	123	5%	738	29%	1305	51%	55	2%	88	3%	1361	53%	1210	47%	0	0%	7	0%	1	0%	2578
Faculty/Other Instructional 169 9% 19 1% 75 4% 409 23% 1003 56% 35 2% 81 5% 933 52% 856 48% N/A 0% 2 0% 0 0% 1791	2019															_											
			5	1			_								2								1		0		
Professional (Non-Faculty)  5   17%   0   0%   0   0%   6   20%   19   63%   0   0%   0   0%   20   67%   9   30%   N/A   0%   1   3%   0   0%   30		Faculty/Other Instructional	169		19		75		409				35		81	5%			856				2		0		
		Professional (Non-Faculty)	5	17%	0	0%	0	0%	6	20%	19	63%	0	0%	0	0%	20	67%	9	30%	N/A	0%	1	3%	0	0%	30

Ι Γ	Secretarial/Clerical	21	8%	1	0%	17	7%	99	39%	107	42%	10	4%	2	1%	226	88%	30	12%	N/A	0%	1	0%	0	0%	257
-	·							55				2	10/		20/									-	070	
	Technical/Paraprofessional	26	13%	2	1%	11	5%	66	33%	88	44%	2	1%	ь	3%	104	52%	95	47%	N/A	0%	2	1%	U	0%	201
	Skilled Crafts	0	0%	1	11%	0	0%	2	22%	6	67%	0	0%	0	0%	0	0%	9	100%	N/A	0%	0	0%	0	0%	9
	Service/Maintenance	9	7%	1	1%	13	9%	66	48%	46	34%	1	1%	1	1%	18	13%	119	87%	N/A	0%	0	0%	1	1%	137
	Total	235	9%	26	1%	121	5%	685	27%	1331	52%	50	2%	92	4%	1364	54%	1169	46%	0	0%	7	0%	1	0%	2540
2018							•		•		•	•								•	-			•		·
	Executive, Administrative, & Managerial	6	6%	3	3%	4	4%	32	29%	60	55%	2	2%	2	2%	60	55%	48	44%	N/A	0%	1	1%	0	0%	109
	Faculty/Other Instructional	169	10%	18	1%	74	4%	391	22%	974	56%	32	2%	81	5%	908	52%	830	48%	N/A	0%	1	0%	0	0%	1739
	Professional (Non-Faculty)	5	19%	1	4%	0	0%	6	23%	14	54%	0	0%	0	0%	18	69%	7	27%	N/A	0%	1	4%	0	0%	26
	Secretarial/Clerical	22	8%	1	0%	15	5%	101	37%	119	44%	12	4%	3	1%	245	90%	27	10%	N/A	0%	1	0%	0	0%	273
	Technical/Paraprofessional	25	12%	2	1%	9	4%	64	31%	99	48%	3	1%	6	3%	106	51%	100	48%	N/A	0%	2	1%	0	0%	208
	Skilled Crafts	0	0%	0	0%	0	0%	2	33%	4	67%	0	0%	0	0%	0	0%	6	100%	N/A	0%	0	0%	0	0%	6
	Service/Maintenance	8	6%	2	1%	13	9%	62	45%	51	37%	1	1%	1	1%	21	15%	117	85%	N/A	0%	0	0%	1	1%	138
	Total	235	9%	27	1%	115	5%	658	26%	1321	53%	50	2%	93	4%	1358	54%	1135	45%	0	0%	6	0%	1	0%	2499

Table 4.2 | Fresno City College Longitudinal Workforce Data

FCC

				Am	erican	Afr	ican-																			
		Asian	/Pacific	Indian	/Alaskan	Americ	an/Non-																			
Year	EEO Category	Isla	nder	Na	itive	His	panic	Hisp	anic	White/Non-	Hispanic	Multi	-Racial	Unkı	nown	Fem	ale	Ma	ile	Nonk	oinary	Unk	nown	Disa	bility	Total
2022											<u> </u>												·			
	Executive, Administrative, & Managerial	1	2%	0	0%	4	9%	19	44%	16	37%	1	2%	2	5%	19	44%	24	56%	0	0%	0	0%	0	0%	43
	Faculty/Other Instructional	110	11%	10	1%	68	7%	230	23%	503	51%	20	2%	38	4%	515	53%	460	47%	2	0%	2	0%	0	0%	979
	Professional (Non-Faculty)	10	15%	0	0%	1	2%	25	38%	26	40%	2	3%	1	2%	49	75%	15	23%	0	0%	1	2%	0	0%	65
	Secretarial/Clerical	1	2%	0	0%	5	9%	29	51%	21	37%	1	2%	0	0%	51	89%	6	11%	0	0%	0	0%	0	0%	57
	Technical/Paraprofessional	9	9%	1	1%	7	7%	36	37%	37	38%	2	2%	6	6%	53	54%	45	46%	0	0%	0	0%	0	0%	98
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	3	7%	0	0%	9	20%	24	53%	7	16%	0	0%	2	4%	5	11%	40	89%	0	0%	0	0%	0	0%	45
	Total	134	10%	11	1%	94	7%	363	28%	610	47%	26	2%	49	4%	692	54%	590	46%	2	0%	3	0%	0	0%	1287
2021	÷																									
	Executive, Administrative, & Managerial	1	2%	0	0%	2	5%	16	38%	19	45%	3	7%	1	2%	24	57%	18	43%	0	0%	0	0%	0	0%	42
	Faculty/Other Instructional	102	10%	10	1%	55	6%	236	24%	517	53%	18	2%	37	4%	499	51%	471	48%	2	0%	3	0%	0	0%	975
	Professional (Non-Faculty)	12	18%	0	0%	2	3%	23	35%	25	38%	2	3%	1	2%	49	75%	15	23%	0	0%	1	2%	0	0%	65
	Secretarial/Clerical	1	2%	0	0%	8	13%	29	45%	25	39%	1	2%	0	0%	56	88%	8	13%	0	0%	0	0%	0	0%	64
	Technical/Paraprofessional	10	10%	1	1%	5	5%	30	30%	46	46%	3	3%	5	5%	54	54%	45	45%	0	0%	1	1%	0	0%	100
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	4	9%	0	0%	9	20%	23	52%	7	16%	0	0%	1	2%	3	7%	41	93%	0	0%	0	0%	1	2%	44
	Total	130	10%	11	1%	81	6%	357	28%	639	50%	27	2%	45	3%	685	53%	598	46%	2	0%	5	0%	1	0%	1290
2020				,						•	•	-				•	•							•		
	Executive, Administrative, & Managerial	1	2%	0	0%	1	2%	16	38%	20	48%	3	7%	1	2%	24	57%	18	43%	0	0%	0	0%	0	0%	42
	Faculty/Other Instructional	114	11%	9	1%	61	6%	237	22%	579	55%	18	2%	39	4%	518	49%	537	51%	0	0%	2	0%	0	0%	1057
	Professional (Non-Faculty)	11	18%	0	0%	2	3%	18	30%	30	49%	0	0%	0	0%	46	75%	14	23%	0	0%	1	2%	0	0%	61
	Secretarial/Clerical	2	3%	0	0%	8	14%	26	44%	22	37%	1	2%	0	0%	54	92%	5	8%	0	0%	0	0%	0	0%	59
	Technical/Paraprofessional	10	10%	1	1%	5	5%	32	32%	43	43%	5	5%	5	5%	56	55%	44	44%	0	0%	1	1%	0	0%	101
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	3	7%	0	0%	8	20%	23	56%	7	17%	0	0%	0	0%	3	7%	38	93%	0	0%	0	0%	0	0%	41
	Total	141	10%	10	1%	85	6%	352	26%	701	52%	27	2%	45	3%	701	52%	656	48%	0	0%	4	0%	0	0%	1361
2019																										
	Executive, Administrative, & Managerial	1	3%	0	0%	2	5%	14	37%	19	50%	1	3%	1	3%	24	63%	14	37%	0	0%	0	0%	0	0%	38
	Faculty/Other Instructional	100	10%	13	1%	57	5%	223	21%	594	57%	21	2%	40	4%	526	50%	520	50%	0	0%	2	0%	0	0%	1048
	Professional (Non-Faculty)	2	20%	0	0%	0	0%	2	20%	6	60%	0	0%	0	0%	8	80%	2	20%	0	0%	0	0%	0	0%	10
	Secretarial/Clerical	10	8%	0	0%	14	11%	45	35%	55	42%	4	3%	2	2%	111	85%	19	15%	0	0%	0	0%	0	0%	130

	Technical/Paraprofessional	11	11%	1	1%	4	4%	31	31%	46	46%	2	2%	4	4%	51	52%	46	46%	0	0%	2	2%	0	0%	99
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	3	6%	0	0%	11	23%	25	53%	8	17%	0	0%	0	0%	5	11%	42	89%	0	0%	0	0%	0	0%	47
	Total	127	9%	14	1%	88	6%	340	25%	728	53%	28	2%	47	3%	725	53%	643	47%	0	0%	4	0%	0	0%	1372
2018																										
	Executive, Administrative, & Managerial	1	3%	0	0%	1	3%	11	31%	20	56%	1	3%	2	6%	24	67%	12	33%	0	0%	0	0%	N/A	0%	36
	Faculty/Other Instructional	102	10%	10	1%	53	5%	218	22%	561	56%	18	2%	45	4%	504	50%	503	50%	0	0%	0	0%	N/A	0%	1007
	Professional (Non-Faculty)	2	25%	0	0%	0	0%	2	25%	4	50%	0	0%	0	0%	6	75%	2	25%	0	0%	0	0%	N/A	0%	8
	Secretarial/Clerical	13	9%	0	0%	12	8%	47	33%	63	44%	5	3%	3	2%	127	89%	16	11%	0	0%	0	0%	N/A	0%	143
	Technical/Paraprofessional	11	11%	1	1%	3	3%	30	29%	53	51%	2	2%	5	5%	52	50%	51	50%	0	0%	0	0%	N/A	0%	103
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	N/A	0%	0
	Service/Maintenance	3	7%	0	0%	11	24%	21	47%	8	18%	0	0%	0	0%	6	13%	37	82%	0	0%	2	4%	N/A	0%	45
	Total	132	10%	11	1%	80	6%	329	25%	709	53%	26	2%	55	4%	719	54%	621	46%	0	0%	2	0%	0	0%	1342

Table 4.3 | Clovis Community College District Longitudinal Workforce Data

CCC

				Am	erican	Afr	ican-																			
		Asian/	/Pacific		/Alaskan	Americ	an/Non-																			
Year	EEO Category		nder		ative		oanic	Hisp	anic	White/Non-	Hispanic	Multi	Racial	Unk	nown	Fen	nale	М	ale	Nonk	oinarv	Unk	nown	Disa	ability	Tot
2022				1								11101101									,				,	
	Executive, Administrative, & Managerial	5	24%	0	0%	1	5%	7	33%	7	33%	1	5%	0	0%	12	57%	9	43%	0	0%	0	0%	0	0%	2:
•	Faculty/Other Instructional	27	10%	0	0%	8	3%	56	21%	155	57%	11	4%	15	6%	159	58%	113	42%	0	0%	0	0%	0	0%	27
-	Professional (Non-Faculty)	4	14%	0	0%	1	3%	11	38%	13	45%	0	0%	0	0%	23	79%	6	21%	0	0%	0	0%	0	0%	29
-	Secretarial/Clerical	0	0%	0	0%	0	0%	6	43%	7	50%	1	7%	0	0%	13	93%	1	7%	0	0%	0	0%	0	0%	1.
•	Technical/Paraprofessional	5	24%	0	0%	0	0%	6	29%	10	48%	0	0%	0	0%	15	71%	6	29%	0	0%	0	0%	0	0%	2
•	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
•	Service/Maintenance	1	11%	0	0%	0	0%	6	67%	2	22%	0	0%	0	0%	1	11%	8	89%	0	0%	0	0%	0	0%	9
	Total	42	11%	0	0%	10	3%	92	25%	194	53%	13	4%	15	4%	223	61%	143	39%	0	0%	0	0%	0	0%	30
2021			•		•	•					•				, ,		.,				•	•	•			
	Executive, Administrative, & Managerial	4	24%	0	0%	1	6%	6	35%	6	35%	0	0%	0	0%	10	59%	7	41%	0	0%	0	0%	0	0%	1
•	Faculty/Other Instructional	33	13%	0	0%	7	3%	50	19%	152	58%	7	3%	12	5%	152	58%	109	42%	0	0%	0	0%	0	0%	2
•	Professional (Non-Faculty)	4	15%	0	0%	1	4%	10	37%	12	44%	0	0%	0	0%	22	81%	5	19%	0	0%	0	0%	0	0%	2
•	Secretarial/Clerical	1	9%	0	0%	0	0%	3	27%	6	55%	1	9%	0	0%	10	91%	1	9%	0	0%	0	0%	0	0%	
•	Technical/Paraprofessional	4	18%	0	0%	1	5%	7	32%	10	45%	0	0%	0	0%	16	73%	6	27%	0	0%	0	0%	0	0%	2
-	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
-	Service/Maintenance	1	13%	0	0%	0	0%	5	63%	2	25%	0	0%	0	0%	1	13%	7	88%	0	0%	0	0%	0	0%	-
	Total	47	14%	0	0%	10	3%	81	23%	188	54%	8	2%	12	3%	211	61%	135	39%	0	0%	0	0%	0	0%	34
2020	·																									
	Executive, Administrative, & Managerial	3	17%	1	6%	1	6%	6	33%	7	39%	0	0%	0	0%	11	61%	7	39%	0	0%	0	0%	0	0%	1
	Faculty/Other Instructional	30	10%	0	0%	6	2%	62	21%	174	59%	8	3%	14	5%	168	57%	126	43%	0	0%	0	0%	0	0%	2
	Professional (Non-Faculty)	5	21%	0	0%	0	0%	7	29%	12	50%	0	0%	0	0%	19	79%	5	21%	0	0%	0	0%	0	0%	2
	Secretarial/Clerical	1	10%	0	0%	1	10%	3	30%	4	40%	1	10%	0	0%	9	90%	1	10%	0	0%	0	0%	0	0%	1
	Technical/Paraprofessional	3	12%	0	0%	1	4%	8	32%	13	52%	0	0%	0	0%	17	68%	8	32%	0	0%	0	0%	0	0%	2
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Service/Maintenance	1	10%	0	0%	0	0%	6	60%	3	30%	0	0%	0	0%	1	10%	9	90%	0	0%	0	0%	0	0%	•
	Total	43	11%	1	0%	9	2%	92	24%	213	56%	9	2%	14	4%	225	59%	156	41%	0	0%	0	0%	0	0%	3
2019	·									•																
	Executive, Administrative, & Managerial	2	12%	1	6%	0	0%	5	29%	9	53%	0	0%	0	0%	10	59%	7	41%	0	0%	0	0%	0	0%	- :
	Faculty/Other Instructional	28	10%	0	0%	7	3%	49	18%	167	61%	6	2%	18	7%	154	56%	121	44%	0	0%	0	0%	0	0%	2
•	Professional (Non-Faculty)	0	0%	0	0%	0	0%	1	25%	3	75%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	0	0%	
•	Secretarial/Clerical	2	7%	1	3%	1	3%	8	27%	18	60%	0	0%	0	0%	28	93%	2	7%	0	0%	0	0%	0	0%	
•	Technical/Paraprofessional	7	27%	0	0%	2	8%	7	27%	10	38%	0	0%	0	0%	15	58%	11	42%	0	0%	0	0%	0	0%	2

	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	1	9%	0	0%	0	0%	7	64%	3	27%	0	0%	0	0%	1	9%	10	91%	0	0%	0	0%	0	0%	11
	Total	40	11%	2	1%	10	3%	77	21%	210	58%	6	2%	18	5%	212	58%	151	42%	0	0%	0	0%	0	0%	363
2018																										
	Executive, Administrative, & Managerial	2	13%	1	7%	0	0%	4	27%	8	53%	0	0%	0	0%	10	67%	5	33%	0	0%	0	0%	0	0%	15
	Faculty/Other Instructional	30	11%	1	0%	9	3%	43	16%	172	63%	5	2%	15	5%	155	56%	119	43%	1	0%	0	0%	0	0%	275
	Professional (Non-Faculty)	0	0%	0	0%	0	0%	1	33%	2	67%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	3
	Secretarial/Clerical	2	6%	1	3%	1	3%	10	32%	16	52%	1	3%	0	0%	30	97%	1	3%	0	0%	0	0%	0	0%	31
	Technical/Paraprofessional	7	27%	0	0%	2	8%	6	23%	11	42%	0	0%	0	0%	15	58%	11	42%	0	0%	0	0%	0	0%	26
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	1	9%	0	0%	0	0%	6	55%	4	36%	0	0%	0	0%	1	9%	10	91%	0	0%	0	0%	0	0%	11
	Total	42	12%	3	1%	12	3%	70	19%	213	59%	6	2%	15	4%	214	59%	146	40%	1	0%	0	0%	0	0%	361

Table 4.4 | Reedley College Longitudinal Workforce Data

D.C

				Am	erican	Afr	ican-																			
		Asian/	/Pacific	Indian	/Alaskan	Americ	an/Non-																			
Year	EEO Category	Isla	nder	Na	ative	His	oanic	Hisp	anic	White/Non-	Hispanic	Multi	-Racial	Unkı	nown	Fen	nale	Ma	ale	Nonk	inary	Unk	nown	Disa	bility	Tota
2022																										
	Executive, Administrative, & Managerial	0	0%	1	4%	1	4%	10	38%	12	46%	1	4%	1	4%	12	46%	14	54%	0	0%	0	0%	0	0%	26
	Faculty/Other Instructional	27	8%	3	1%	12	4%	117	36%	144	44%	6	2%	19	6%	172	52%	151	46%	1	0%	4	1%	1	0%	328
	Professional (Non-Faculty)	4	13%	0	0%	1	3%	15	47%	11	34%	1	3%	0	0%	25	78%	7	22%	0	0%	0	0%	0	0%	32
	Secretarial/Clerical	0	0%	0	0%	1	6%	12	71%	4	24%	0	0%	0	0%	15	88%	2	12%	0	0%	0	0%	0	0%	17
	Technical/Paraprofessional	3	8%	1	3%	1	3%	17	43%	17	43%	0	0%	1	3%	22	55%	18	45%	0	0%	0	0%	0	0%	40
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	1	5%	0	0%	0	0%	13	68%	5	26%	0	0%	0	0%	6	32%	13	68%	0	0%	0	0%	1	5%	19
	Total	35	8%	5	1%	16	3%	184	40%	193	42%	8	2%	21	5%	252	55%	205	44%	1	0%	4	1%	2	0%	462
2021				•			•			•	•										•		,	,		
	Executive, Administrative, & Managerial	0	0%	1	4%	3	11%	7	26%	14	52%	1	4%	1	4%	10	37%	17	63%	0	0%	0	0%	0	0%	27
	Faculty/Other Instructional	22	7%	4	1%	9	3%	106	35%	146	48%	3	1%	17	6%	163	53%	142	46%	1	0%	1	0%	0	0%	307
	Professional (Non-Faculty)	3	11%	0	0%	1	4%	13	46%	10	36%	1	4%	0	0%	20	71%	8	29%	0	0%	0	0%	0	0%	28
	Secretarial/Clerical	0	0%	0	0%	1	5%	13	68%	5	26%	0	0%	0	0%	17	89%	1	5%	0	0%	1	5%	0	0%	19
	Technical/Paraprofessional	3	7%	1	2%	0	0%	20	49%	17	41%	0	0%	0	0%	24	59%	17	41%	0	0%	0	0%	0	0%	41
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	1	5%	0	0%	0	0%	13	65%	6	30%	0	0%	0	0%	8	40%	12	60%	0	0%	0	0%	1	5%	20
	Total	29	7%	6	1%	14	3%	172	39%	198	45%	5	1%	18	4%	242	55%	197	45%	1	0%	2	0%	1	0%	442
2020																										
	Executive, Administrative, & Managerial	0	0%	1	4%	2	8%	8	32%	13	52%	1	4%	0	0%	10	40%	14	56%	0	0%	1	4%	0	0%	25
	Faculty/Other Instructional	25	8%	5	2%	16	5%	106	32%	158	47%	4	1%	19	6%	177	53%	156	47%	0	0%	0	0%	0	0%	333
	Professional (Non-Faculty)	3	11%	0	0%	1	4%	13	48%	9	33%	1	4%	0	0%	19	70%	8	30%	0	0%	0	0%	0	0%	27
	Secretarial/Clerical	0	0%	0	0%	1	6%	13	76%	3	18%	0	0%	0	0%	16	94%	1	6%	0	0%	0	0%	0	0%	17
	Technical/Paraprofessional	3	8%	1	3%	0	0%	17	45%	17	45%	0	0%	0	0%	22	58%	16	42%	0	0%	0	0%	0	0%	38
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	1	4%	0	0%	0	0%	15	63%	8	33%	0	0%	0	0%	10	42%	14	58%	0	0%	0	0%	1	4%	24
	Total	32	7%	7	2%	20	4%	172	37%	208	45%	6	1%	19	4%	254	55%	209	45%	0	0%	1	0%	1	0%	464
2019																										
	Executive, Administrative, & Managerial	1	4%	1	4%	2	8%	8	32%	12	48%	1	4%	0	0%	11	44%	13	52%	0%	0%	1	4%	0	0%	25
	Faculty/Other Instructional	23	7%	5	2%	7	2%	97	31%	158	50%	4	1%	19	6%	165	53%	148	47%	0%	0%	0	0%	0	0%	313
	Professional (Non-Faculty)	0	0%	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	2	100%	0	0%	0%	0%	0	0%	0	0%	2
	Secretarial/Clerical	3	7%	0	0%	1	2%	27	61%	12	27%	1	2%	0	0%	41	93%	3	7%	0%	0%	0	0%	0	0%	44
	Technical/Paraprofessional	4	10%	1	3%	4	10%	16	41%	14	36%	0	0%	0	0%	19	49%	20	51%	0%	0%	0	0%	0	0%	39
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0%	0%	0	0%	0	0%	0

	Service/Maintenance	1	4%	0	0%	0	0%	12	48%	12	48%	0	0%	0	0%	7	28%	18	72%	0%	0%	0	0%	1	4%	25
	Total	32	7%	7	2%	14	3%	161	36%	209	47%	6	1%	19	4%	245	55%	202	45%	0	0%	1	0%	1	0%	448
2018																										
	Executive, Administrative, & Managerial	1	4%	2	8%	2	8%	8	32%	11	44%	1	4%	0	0%	11	44%	13	52%	0%	0%	1	4%	0	0%	25
	Faculty/Other Instructional	20	7%	5	2%	10	3%	94	31%	155	51%	6	2%	16	5%	163	53%	143	47%	0%	0%	0	0%	0	0%	306
	Professional (Non-Faculty)	0	0%	0	0%	0	0%	1	33%	2	67%	0	0%	0	0%	3	100%	0	0%	0%	0%	0	0%	0	0%	3
	Secretarial/Clerical	2	4%	0	0%	1	2%	26	58%	15	33%	1	2%	0	0%	42	93%	3	7%	0%	0%	0	0%	0	0%	45
	Technical/Paraprofessional	4	10%	1	2%	3	7%	16	39%	17	41%	0	0%	0	0%	21	51%	20	49%	0%	0%	0	0%	0	0%	41
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0%	0%	0	0%	0	0%	0
	Service/Maintenance	1	3%	0	0%	0	0%	13	45%	15	52%	0	0%	0	0%	9	31%	20	69%	0%	0%	0	0%	1	3%	29
	Total	28	6%	8	2%	16	4%	158	35%	215	48%	8	2%	16	4%	249	55%	199	44%	0	0%	1	0%	1	0%	449

Table 4.5 | Madera Community College Longitudinal Workforce Data

MCc

Year																										
Year		Asian/	Docific		erican 'Alaskan		can-																			
Year	FFO Catagoria	•		_	tive		-			Miles /Non I		D. a la:	Davial	Hada		F		D.4.	-1-	Namb		Link		Dies	bility	Total
2022	EEO Category	Islar	nder	INA	tive	HISP	anic	Hispan	1IC	White/Non-I	Hispanic	iviuiti	-Kaciai	Unk	nown	Fer	nale	IVI	ale	None	oinary	Unk	nown	Disa	ibility	Total
2022	Executive, Administrative, & Managerial	1	9%	0	0%	0	0%	4	36%	6	55%	0	0%	0	0%	7	64%	4	36%	0	0%	0	0%	0	0%	11
H	Faculty/Other Instructional	21	13%	1	1%	4	2%		27%	80	50%	7	4%	4	2%	92	57%	69	43%	0	0%	0	0%	0	0%	161
F		21	11%	0	0%	1	5%		74%	2	11%	0	0%	0	0%	14	74%	5	26%	0	0%	0	0%	0	0%	19
<u> </u>	Professional (Non-Faculty)	0					-		56%		33%		0%		0%	7		2	26%		<b>-</b>	0	_			9
<b>—</b>	Secretarial/Clerical		0%	0	0%	1	11%			3	+	0		0			78%		1	0	0%		0%	0	0%	
<u> </u>	Technical/Paraprofessional	1	11%	0	0%	0	0%		44%	3	33%	1	11%	0	0%	4	44%	5	56%	0	0%	0	0%	0	0%	9
<u> </u>	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	0	0%	0	0%	1	14%		57%	1 27	14%	1	14%	0	0%	0	0%	7	100%	0	0%	0	0%	0	0%	7
2024	Total	25	12%	1	0%	7	3%	75	35%	95	44%	9	4%	4	2%	124	57%	92	43%	0	0%	0	0%	0	0%	216
2021	5		440/		00/		00/		5.60/		220/		00/		00/		F.CO./		440/		00/	T .	00/		00/	
F	Executive, Administrative, & Managerial	1	11%	0	0%	0	0%		56%	3	33%	0	0%	0	0%	5	56%	4	44%	0	0%	0	0%	0	0%	9
L	Faculty/Other Instructional	16	11%	1	1%	4	3%	l	28%	75	52%	5	3%	4	3%	82	57%	63	43%	0	0%	0	0%	0	0%	145
L	Professional (Non-Faculty)	1	5%	0	0%	1	5%		65%	3	15%	0	0%	1	5%	15	75%	4	20%	0	0%	1	5%	0	0%	20
L	Secretarial/Clerical	0	0%	0	0%	1	20%		60%	2	40%	0	0%	0	0%	5	100%	0	0%	0	0%	0	0%	0	0%	5
_	Technical/Paraprofessional	1	10%	0	0%	0	0%		50%	4	40%	0	0%	0	0%	5	50%	5	50%	0	0%	0	0%	0	0%	10
_	Skilled Crafts	0	0%	0	0%	0	0%		0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	0	0%	0	0%	0	0%		67%	1	17%	1	17%	0	0%	0	0%	6	100%	0	0%	0	0%	0	0%	6
	Total	19	10%	1	1%	6	3%	70	36%	88	45%	6	3%	5	3%	112	57%	82	42%	0	0%	1	1%	0	0%	195
2020			1	1							1					_	1									_
L	Executive, Administrative, & Managerial	1	14%	0	0%	0	0%		57%	2	29%	0	0%	0	0%	4	57%	3	43%	0	0%	0	0%	0	0%	7
	Faculty/Other Instructional	15	9%	1	1%	4	3%		27%	85	53%	6	4%	5	3%	90	57%	69	43%	0	0%	0	0%	0	0%	159
	Professional (Non-Faculty)	1	6%	0	0%	1	6%	11	69%	2	13%	0	0%	1	6%	11	69%	4	25%	0	0%	1	6%	0	0%	16
	Secretarial/Clerical	0	0%	0	0%	0	0%		50%	2	50%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	0	0%	4
	Technical/Paraprofessional	0	0%	0	0%	0	0%	4	57%	3	43%	0	0%	0	0%	2	29%	5	71%	0	0%	0	0%	0	0%	7
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	0	0%	0	0%	0	0%	4	67%	1	17%	1	17%	0	0%	0	0%	6	100%	0	0%	0	0%	0	0%	6
	Total	17	9%	1	1%	5	3%	68	34%	95	48%	7	4%	6	3%	111	56%	87	44%	0	0%	1	1%	0	0%	199
2019																										
L	Executive, Administrative, & Managerial	1	20%	0	0%	0	0%	2	40%	2	40%	0	0%	0	0%	3	60%	2	40%	0	0%	0	0%	0	0%	5
	Faculty/Other Instructional	18	12%	1	1%	4	3%	38	25%	83	55%	4	3%	3	2%	85	56%	66	44%	0	0%	0	0%	0	0%	151
	Professional (Non-Faculty)	0	0%	0	0%	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	1	50%	0	0%	1	50%	0	0%	2
	Secretarial/Clerical	3	16%	0	0%	0	0%	8	42%	8	42%	0	0%	0	0%	17	89%	2	11%	0	0%	0	0%	0	0%	19
	Technical/Paraprofessional	1	11%	0	0%	1	11%	5	56%	1	11%	0	0%	1	11%	4	44%	5	56%	0	0%	0	0%	0	0%	9
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	0	0%	0	0%	0	0%	3	75%	1	25%	0	0%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	4

	Total	23	12%	1	1%	5	3%	57	30%	96	51%	4	2%	4	2%	109	57%	80	42%	0	0%	1	1%	0	0%	190
2018			•																							
	Executive, Administrative, & Managerial	1	25%	0	0%	0	0%	2	50%	1	25%	0	0%	0	0%	2	50%	2	50%	0	0%	0	0%	0	0%	4
	Faculty/Other Instructional	17	11%	2	1%	2	1%	36	24%	86	57%	4	3%	3	2%	85	57%	65	43%	0	0%	0	0%	0	0%	150
	Professional (Non-Faculty)	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1
	Secretarial/Clerical	2	11%	0	0%	0	0%	8	44%	8	44%	0	0%	0	0%	16	89%	2	11%	0	0%	0	0%	0	0%	18
	Technical/Paraprofessional	1	8%	0	0%	1	8%	6	50%	2	17%	1	8%	1	8%	5	42%	7	58%	0	0%	0	0%	0	0%	12
	Skilled Crafts	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Service/Maintenance	0	0%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	4
	Total	21	11%	2	1%	3	2%	57	30%	97	51%	5	3%	4	2%	108	57%	80	42%	0	0%	1	1%	0	0%	189

ist Office Langitudinal Workford

				Δm	erican	Δfri	can-																			
		Asian	/Pacific		/Alaskan																					
Year	EEO Category		ander		ntive		anic	Hisp	anic	White/Non-H	Hisnanic	Multi	-Racial	Unkı	nown	Fem	ماد	M	ale	Nonh	oinarv	Unk	nown	Disa	bility	Total
2022	LLO category	1310	iluci	140	itive	1113	anic	шэр	arric	willte/ woll-i	поратис	IVIGICI	Naciai	Oliki	IOWII	1 6111	aic	1416	ale.	140112	iliai y	Olik	IOWII	Disa	Dility	Total
2022	Executive, Administrative, & Managerial	0	0%	1	3%	1	3%	6	19%	22	69%	1	3%	1	3%	16	50%	16	50%	0	0%	0	0%	0	0%	32
	Faculty/Other Instructional	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3
	Professional (Non-Faculty)	7	18%	0	0%	2	5%	8	20%	21	53%	1	3%	1	3%	23	58%	17	43%	0	0%	0	0%	0	0%	40
	Secretarial/Clerical	1	6%	0	0%	0	0%	8	47%	8	47%	0	0%	0	0%	14	82%	3	18%	0	0%	0	0%	1	6%	17
	Technical/Paraprofessional	4	12%	0	0%	1	3%	14	41%	13	38%	2	6%	0	0%	20	59%	14	41%	0	0%	0	0%	0	0%	34
ŀ	Skilled Crafts	0	0%	1	6%	0	0%	4	24%	11	65%	1	6%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	17
	Service/Maintenance	3	8%	0	0%	0	0%	18	46%	17	44%	0	0%	1	3%		3%	38	97%	0	0%	0	0%	0	0%	39
	Total	15	8%	2	1%	4	2%	60	33%	93	51%	5	3%	3	2%	76	42%	106	58%	0	0%	0	0%	1	1%	182
2021	Total		070		1 1/0	<u> </u>	270		3370		31/0		370		2/0	,,,	42/0	100	3070		070		070		170	102
	Executive, Administrative, & Managerial	0	0%	1	3%	1	3%	9	26%	22	65%	0	0%	1	3%	15	44%	18	53%	0	0%	1	3%	0	0%	34
	Faculty/Other Instructional	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3
	Professional (Non-Faculty)	6	16%	0	0%	1	3%	7	19%	20	54%	2	5%	1	3%	22	59%	15	41%	0	0%	0	0%	0	0%	37
	Secretarial/Clerical	1	6%	0	0%	0	0%	8	50%	7	44%	0	0%	0	0%	11	69%	4	25%	0	0%	1	6%	0	0%	16
	Technical/Paraprofessional	4	13%	0	0%	2	7%	11	37%	11	37%	2	7%	0	0%	21	70%	9	30%	0	0%	0	0%	0	0%	30
	Skilled Crafts	0	0%	1	6%	0	0%	4	22%	12	67%	1	6%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%	18
	Service/Maintenance	4	10%	0	0%	1	3%	20	50%	13	33%	0	0%	2	5%	0	0%	40	100%	0	0%	0	0%	0	0%	40
	Total	15	8%	2	1%	5	3%	61	34%	86	48%	5	3%	4	2%	71	40%	105	59%	0	0%	2	1%	0	0%	178
2020			*		•		•		•		•				•	•	•		•		•	•		•	•	
	Executive, Administrative, & Managerial	0	0%	0	0%	1	3%	6	20%	22	73%	0	0%	1	3%	14	47%	16	53%	0%	0%	0	0%	0	0%	30
	Faculty/Other Instructional	0	0%	0	0%	0	0%	2	67%	0	0%	1	33%	0	0%	2	67%	1	33%	0%	0%	0	0%	0	0%	3
	Professional (Non-Faculty)	6	17%	0	0%	0	0%	7	20%	20	57%	2	6%	0	0%	19	54%	16	46%	0%	0%	0	0%	0	0%	35
	Secretarial/Clerical	0	0%	0	0%	0	0%	6	43%	8	57%	0	0%	0	0%	10	71%	3	21%	0%	0%	1	7%	0	0%	14
	Technical/Paraprofessional	5	16%	0	0%	2	6%	10	31%	12	38%	2	6%	1	3%	24	75%	8	25%	0%	0%	0	0%	0	0%	32
	Skilled Crafts	0	0%	1	6%	0	0%	3	19%	11	69%	1	6%	0	0%	0	0%	16	100%	0%	0%	0	0%	0	0%	16
	Service/Maintenance	4	9%	1	2%	1	2%	20	47%	15	35%	0	0%	2	5%	1	2%	42	98%	0%	0%	0	0%	0	0%	43
	Total	15	9%	2	1%	4	2%	54	31%	88	51%	6	3%	4	2%	70	40%	102	59%	0	0%	1	1%	0	0%	173
2019																										
	Executive, Administrative, & Managerial	0	0%	0	0%	1	3%	8	27%	20	67%	0	0%	1	3%	15	50%	15	50%	0%	0%	0	0%	0	0%	30
	Faculty/Other Instructional	0	0%	0	0%	0	0%	2	50%	1	25%	1	25%	0	0%	3	75%	1	25%	0%	0%	0	0%	0	0%	4
	Professional (Non-Faculty)	3	25%	0	0%	0	0%	1	8%	8	67%	0	0%	0	0%	6	50%	6	50%	0%	0%	0	0%	0	0%	12
	Secretarial/Clerical	3	9%	0	0%	1	3%	11	32%	14	41%	5	15%	0	0%	29	85%	4	12%	0%	0%	1	3%	0	0%	34
	Technical/Paraprofessional	3	11%	0	0%	0	0%	7	25%	17	61%	0	0%	1	4%	15	54%	13	46%	0%	0%	0	0%	0	0%	28
	Skilled Crafts	0	0%	1	11%	0	0%	2	22%	6	67%	0	0%	0	0%	0	0%	9	100%	0%	0%	0	0%	0	0%	9
	Service/Maintenance	4	8%	1	2%	2	4%	19	38%	22	44%	1	2%	1	2%	5	10%	45	90%	0%	0%	0	0%	0	0%	50
	Total	13	8%	2	1%	4	2%	50	30%	88	53%	7	4%	3	2%	73	44%	93	56%	0	0%	1	1%	0	0%	167

2018																										
	Executive, Administrative, & Managerial	1	3%	0	0%	1	3%	7	24%	20	69%	0	0%	0	0%	13	45%	16	55%	0%	0%	0	0%	0	0%	29
	Faculty/Other Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%	0	0%	0%	0%	0	0%	0	0%	1
	Professional (Non-Faculty)	3	27%	1	9%	0	0%	1	9%	6	55%	0	0%	0	0%	6	55%	5	45%	0%	0%	0	0%	0	0%	11
	Secretarial/Clerical	3	8%	0	0%	1	3%	10	28%	17	47%	5	14%	0	0%	30	83%	5	14%	0%	0%	1	3%	0	0%	36
	Technical/Paraprofessional	2	8%	0	0%	0	0%	6	25%	16	67%	0	0%	0	0%	13	54%	11	46%	0%	0%	0	0%	0	0%	24
	Skilled Crafts	0	0%	0	0%	0	0%	2	33%	4	67%	0	0%	0	0%	0	0%	6	100%	0%	0%	0	0%	0	0%	6
	Service/Maintenance	3	6%	2	4%	2	4%	18	35%	24	47%	1	2%	1	2%	5	10%	46	90%	0%	0%	0	0%	0	0%	51
	Total	12	8%	3	2%	4	3%	44	28%	87	55%	7	4%	1	1%	68	43%	89	56%	0	0%	1	1%	0	0%	158

# Table 5 | Classified Longitudinal Applicant Data

Table 5.1 | Districtwide Longitudinal Applicant Pool Data - Classified

We added a disability question to the classified application in June 2017. Previous data is reporting accommodation information.

				Δme	erican	Δfri	can-																			
		Asian/	/Pacific		/Alaskan																					
Fiscal Year	EEO Category	•	nder		ative		anic	Hisp	anic	White/Non-	Hispanic	Multi	-Racial	Unkı	nown	Fem	nale	M	ale	Nonk	oinarv	Unk	nown	Disa	bility	Total
2020-2021										,											, , ,			1	,	1 2 3 3 3
	Executive, Administrative, & Managerial	59	9%	8	1%	68	11%	247	39%	160	25%	0	0%	93	15%	259	41%	362	57%	0	0%	14	2%	18	3%	635
	Professional (Non-Faculty)	267	14%	15	1%	120	6%	792	40%	610	31%	2	0%	168	9%	1352	68%	577	29%	2	0%	43	2%	40	2%	1974
	Secretarial/Clerical	320	16%	29	1%	111	5%	925	45%	430	21%	0	0%	223	11%	1628	80%	377	18%	8	0%	25	1%	17	1%	2038
	Technical/Paraprofessional	220	10%	20	1%	155	7%	967	44%	574	26%	0	0%	251	11%	1452	66%	705	32%	5	0%	25	1%	30	1%	2187
	Skilled Crafts	14	39%	0	0%	0	0%	12	33%	8	22%	0	0%	2	6%	0	0%	36	100%	0	0%	0	0%	0	0%	36
	Service/Maintenance	38	6%	11	2%	21	4%	321	54%	134	23%	1	0%	69	12%	175	29%	413	69%	4	1%	3	1%	2	0%	595
	Total	918	12%	83	1%	475	6%	3264	44%	1916	26%	3	0%	806	11%	4866	65%	2470	33%	19	0%	110	1%	107	1%	7465
2019-2020																										
	Executive, Administrative, & Managerial	76	11%	6	1%	59	9%	223	34%	207	31%	0	0%	93	14%	288	43%	362	55%	0	0%	14	2%	18	3%	664
	Professional (Non-Faculty)	289	15%	21	1%	106	5%	768	39%	530	27%	4	0%	243	12%	1339	68%	577	29%	2	0%	43	2%	40	2%	1961
	Secretarial/Clerical	327	17%	29	1%	103	5%	835	43%	420	22%	1	0%	223	12%	1528	79%	377	19%	8	0%	25	1%	17	1%	1938
	Technical/Paraprofessional	315	14%	27	1%	145	7%	945	43%	541	25%	2	0%	212	10%	1452	66%	705	32%	5	0%	25	1%	30	1%	2187
	Skilled Crafts	1	3%	0	0%	0	0%	18	50%	11	31%	0	0%	6	17%	0	0%	36	100%	0	0%	0	0%	0	0%	36
	Service/Maintenance	41	8%	15	3%	30	6%	259	48%	125	23%	1	0%	69	13%	120	22%	413	76%	4	1%	3	1%	2	0%	540
	Total	1049	14%	98	1%	443	6%	3048	42%	1834	25%	8	0%	846	12%	4727	65%	2470	34%	19	0%	110	2%	107	1%	7326
2018-2019					T	•		•	ı		_	•						T				ı				
	Executive, Administrative, & Managerial	21	8%	4	2%	22	8%	55	21%	100	38%	5	2%	59	22%	60	23%	198	74%	3	1%	5	2%	9	3%	266
	Professional (Non-Faculty)	319	17%	18	1%	117	6%	701	38%	413	22%	43	2%	257	14%	1247	67%	584	31%	1	0%	36	2%	39	2%	1868
	Secretarial/Clerical	862	16%	55	1%	354	6%	2184	40%	1189	22%	158	3%	705	13%	4548	83%	877	16%	8	0%	74	1%	125	2%	5507
	Technical/Paraprofessional	281	18%	15	1%	84	5%	571	37%	380	25%	29	2%	173	11%	1090	71%	417	27%	6	0%	20	1%	26	2%	1533
_	Skilled Crafts	1	3%	0	0%	1	3%	10	34%	12	41%	1	3%	4	14%	0	0%	29	100%	0	0%	0	0%	0	0%	29
	Service/Maintenance	99	11%	19	2%	52	6%	402	43%	169	18%	15	2%	174	19%	326	35%	586	63%	0	0%	18	2%	16	2%	930
2217 2212	Total	1583	16%	111	1%	630	6%	3923	39%	2263	22%	251	2%	1372	14%	7271	72%	2691	27%	18	0%	153	2%	215	2%	10133
2017-2018	Frequency Advantage (A Managerial	22	00/	Ι 4	10/	22	00/	120	250/	114	200/	12	20/	F0	120/	150	420/	204	F40/	0	00/	12	20/	14	40/	275
-	Executive, Administrative, & Managerial	33	9%	4	1%	32	9%	130	35%	114	30%	12	3%	50	13%	158	42%	204	54%	0	0%	13	3%	14	4%	375
-	Professional (Non-Faculty)	248	17% 15%	14	1%	118 328	8%	598 2051	41% 42%	296 1089	20%	31	2%	154 546	11% 11%	874	60%	538 704	37%	0	0%	47	3% 2%	42 89	3%	1459
-	Secretarial/Clerical	751 59	20%	41	1%		7% 8%		34%		24%	111	2% 2%		12%	4115 193	84% 64%		14% 33%	0	0%	98 8	3%	7	2%	4917 300
-	Technical/Paraprofessional Skilled Crafts	20	11%	3	1% 2%	23 13	7%	102 67	34%	72 51	24%	5 1	1%	36 23	13%	193	10%	99 157	88%	0	0% 0%	8	2%	6	2% 3%	178
-	Service/Maintenance	35	8%	6	1%	30	7%	208	38% 47%	81	18%	6	1%	80	18%	85	19%	337	76%	0	0%	24	5%	8	2%	446
	Total	1146	15%	<b>71</b>	1%	<b>544</b>	7% <b>7%</b>	3156	47% <b>41%</b>	1703	22%	166	2%	889	12%	5442	71%	2039	27%	0	0%	194	3%	166	2% 2%	7675
2016-2017	Total	1140	13/0		1/0	344	1 /0	3130	41/0	1703	22/0	100	2/0	003	12/0	3442	/1/0	2039	21/0	U	0/0	134	3/0	100	2/0	/0/3
2010-2017	Executive, Administrative, & Managerial	19	8%	5	2%	19	8%	57	24%	86	37%	5	2%	42	18%	127	55%	98	42%	0	0%	8	3%	0	0%	233
L	LACCULIVE, AUTHINISTIATIVE, & MININGERIAL	13	070	ر	Z/0	19	070	57	Z4/0	00	31/0		2/0	44	10/0	12/	JJ/0	30	42/0	U	070	U	3/0		070	233

Professional (Non-Faculty)	411	17%	25	1%	181	7%	828	34%	574	23%	52	2%	373	15%	1595	65%	782	32%	0	0%	67	3%	5	0%	2444
Secretarial/Clerical	400	12%	28	1%	181	6%	1132	35%	866	26%	124	4%	540	17%	2620	80%	507	15%	0	0%	144	4%	5	0%	3271
Technical/Paraprofessional	108	15%	12	2%	64	9%	184	26%	192	27%	20	3%	119	17%	454	65%	227	32%	0	0%	18	3%	2	0%	699
Skilled Crafts	19	9%	7	3%	8	4%	82	37%	54	24%	4	2%	47	21%	21	10%	190	86%	0	0%	10	5%	0	0%	221
Service/Maintenance	68	13%	6	1%	49	9%	191	36%	98	18%	6	1%	115	22%	223	42%	293	55%	0	0%	17	3%	1	0%	533
Total	1025	14%	83	1%	502	7%	2474	33%	1870	25%	211	3%	1236	17%	5040	68%	2097	28%	0	0%	264	4%	13	0%	7401

# Table 6 | Academic Longitudinal Applicant Data

Full-time only; We added a disability question to the academic application in June 2017.

Table 6.1 | Districtwide Longitudinal Applicant Pool Data - Academic

				Ame	rican	Afri	can-																			
		Asian/	Pacific	Indian/	'Alaskan	America	an/Non-																			
Fiscal Year	EEO Category	Islar	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-H	lispanic	Multi-	Racial	Unkı	nown	Fe	male	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
2020-2021																										
	Executive, Administrative, & Managerial	80	8%	10	1%	95	10%	396	40%	320	33%	35	4%	48	5%	424	43%	521	53%	5	1%	34	3%	11	1%	984
	Faculty/Other Instructional	225	9%	15	1%	160	6%	625	24%	1288	49%	110	4%	210	8%	1106	42%	1324	50%	45	2%	158	6%	32	1%	2633
	Total	305	8%	25	1%	255	7%	1021	28%	1608	44%	145	4%	258	7%	1530	42%	1845	51%	50	1%	192	5%	43	1%	3617
2019-2020																										
	Executive, Administrative, & Managerial	97	11%	5	1%	105	12%	371	41%	240	27%	25	3%	56	6%	483	54%	388	43%	5	1%	23	3%	20	2%	899
	Faculty/Other Instructional	435	12%	30	1%	224	6%	854	24%	1569	44%	141	4%	317	9%	1678	47%	1694	47%	40	1%	158	4%	57	2%	3570
	Total	532	12%	35	1%	329	7%	1225	27%	1809	40%	166	4%	373	8%	2161	48%	2082	47%	45	1%	181	4%	77	2%	4469
2018-2019								-	-	•	•	•	-			-		-		-	•			•		
	Executive, Administrative, & Managerial	63	13%	3	1%	62	13%	94	20%	206	44%	27	6%	18	4%	206	44%	249	53%	2	0%	16	3%	28	6%	473
	Faculty/Other Instructional	314	12%	9	0%	212	8%	619	24%	1065	41%	220	8%	186	7%	1267	48%	1243	47%	11	0%	104	4%	107	4%	2625
	Total	377	12%	12	0%	274	9%	713	23%	1271	41%	247	8%	204	7%	1473	48%	1492	48%	13	0%	120	4%	135	4%	3098
2017-2018				•			•				•	•				•						,		•		
	Executive, Administrative, & Managerial	47	8%	6	1%	110	18%	114	19%	248	41%	46	8%	33	5%	219	36%	365	60%	0	0%	20	3%	18	3%	604
	Faculty/Other Instructional	276	15%	4	0%	121	6%	537	29%	624	34%	141	8%	159	9%	936	50%	809	43%	0	0%	117	6%	45	2%	1862
	Total	323	13%	10	0%	231	9%	651	26%	872	35%	187	8%	192	8%	1155	47%	1174	48%	0	0%	137	6%	63	3%	2466
2016-2017																										
	Executive, Administrative, & Managerial	46	6%	14	2%	127	15%	122	15%	404	49%	61	7%	51	6%	354	43%	440	53%	0	0%	31	4%	N/A	0%	825
	Faculty/Other Instructional	245	12%	8	0%	94	5%	285	14%	1010	51%	168	8%	167	8%	866	44%	1012	51%	0	0%	99	5%	N/A	0%	1977
	Total	291	10%	22	1%	221	8%	407	15%	1414	50%	229	8%	218	8%	1220	44%	1452	52%	0	0%	130	5%	0	0%	2802

Table 6.2 | Fresno City College Longitudinal Applicant Pool Data - Academic

FCC

				Ame	erican	Afri	can-																			
		Asian/	Pacific	Indian/	'Alaskan	Americ	an/Non-																			
Fiscal Year	EEO Category	Islan	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-	Hispanic	Multi	-Racial	Unkı	nown	Fer	nale	M	ale	Nonb	inary	Unk	nown	Disa	bility	Total
2020-2021	·					•		•				•			•											•
	Executive, Administrative, & Managerial	22	6%	2	1%	34	9%	111	31%	124	34%	7	2%	14	4%	136	38%	209	58%	5	1%	10	3%	18	5%	360
	Faculty/Other Instructional	161	12%	15	1%	100	7%	325	24%	603	45%	53	4%	125	9%	622	47%	630	47%	12	1%	72	5%	40	3%	1336
	Total	183	11%	17	1%	134	8%	436	26%	727	43%	60	4%	139	8%	758	45%	839	49%	17	1%	82	5%	58	3%	1696
2019-2020																										
	Executive, Administrative, & Managerial	31	8%	3	1%	54	15%	138	37%	108	29%	11	3%	25	7%	166	45%	189	51%	5	1%	10	3%	8	2%	370
	Faculty/Other Instructional	161	12%	15	1%	100	7%	325	24%	603	44%	53	4%	125	9%	638	46%	660	48%	12	1%	72	5%	28	2%	1382
	Total	192	11%	18	1%	154	9%	463	26%	711	41%	64	4%	150	9%	804	46%	849	48%	17	1%	82	5%	36	2%	1752
2018-2019																										
	Executive, Administrative, & Managerial	10	7%	0	0%	13	9%	35	25%	65	47%	9	6%	7	5%	64	46%	71	51%	0	0%	4	3%	11	8%	139
	Faculty/Other Instructional	129	13%	3	0%	60	6%	186	18%	474	47%	82	8%	82	8%	416	41%	546	54%	7	1%	47	5%	51	5%	1016

	Total	139	12%	3	0%	73	6%	221	19%	539	47%	91	8%	89	8%	480	42%	617	53%	7	1%	51	4%	62	5%	1155
2017-2018																·										
	Executive, Administrative, & Managerial	28	8%	1	0%	64	18%	72	20%	136	39%	33	9%	19	5%	138	39%	205	58%	0%	0%	10	3%	8	2%	353
	Faculty/Other Instructional	117	14%	4	0%	65	8%	216	25%	311	36%	65	8%	87	10%	409	47%	394	46%	0%	0%	62	7%	24	3%	865
	Total	145	12%	5	0%	129	11%	288	24%	447	37%	98	8%	106	9%	547	45%	599	49%	0	0%	72	6%	32	3%	1218
2016-2017					-			-								•									·	
	Executive, Administrative, & Managerial	15	5%	5	2%	56	18%	55	18%	137	44%	25	8%	20	6%	140	45%	159	51%	0%	0%	14	4%	N/A	0%	313
	Faculty/Other Instructional	89	12%	2	0%	42	6%	113	15%	394	52%	63	8%	58	8%	350	46%	370	49%	0%	0%	41	5%	N/A	0%	761
	Total	104	10%	7	1%	98	9%	168	16%	531	49%	88	8%	78	7%	490	46%	529	49%	0	0%	55	5%	0	0%	1074

Table 6.3 | Clovis Community College Longitudinal Applicant Pool Data - Academic

CCC

			/= · · ·		erican		ican-																			
			/Pacific		/Alaskan		-									_	_									1
Fiscal Year	EEO Category	Isla	nder	Na	ative	His	oanic	Hisp	anıc	White/Non-F	lispanic	Multi-	Racial	Unk	nown	Fen	nale	Ma	ale	Nont	oinary	Unki	nown	Disa	bility	Total
2020-2021					1		т т			T	1 1					_			1			Т			1	
<u> </u>	Executive, Administrative, & Managerial	6	9%	0	0%	10	14%	20	29%	30	43%	0	0%	3	4%	32	46%	35	51%	0	0%	2	3%	2	3%	69
	Faculty/Other Instructional	98	12%	3	0%	61	7%	186	23%	405	49%	21	3%	51	6%	410	50%	388	47%	15	2%	12	1%	7	1%	825
	Total	104	12%	3	0%	71	8%	206	23%	435	49%	21	2%	54	6%	442	49%	423	47%	15	2%	14	2%	9	1%	894
2019-2020				·	·	•			•							·					•				•	
	Executive, Administrative, & Managerial	4	7%	0	0%	6	10%	30	50%	15	25%	1	2%	4	7%	32	53%	25	42%	0	0%	3	5%	1	2%	60
	Faculty/Other Instructional	114	14%	7	1%	42	5%	162	20%	369	46%	34	4%	70	9%	387	48%	370	46%	12	2%	29	4%	15	2%	798
	Total	118	14%	7	1%	48	6%	192	22%	384	45%	35	4%	74	9%	419	49%	395	46%	12	1%	32	4%	16	2%	858
2018-2019	<u> </u>				4														4						! !	
	Executive, Administrative, & Managerial	16	14%	0	0%	15	14%	22	20%	50	45%	4	4%	4	4%	50	45%	56	50%	0	0%	5	5%	8	7%	111
	Faculty/Other Instructional	103	12%	2	0%	73	9%	168	20%	346	42%	72	9%	68	8%	439	53%	355	43%	3	0%	35	4%	35	4%	832
	Total	119	13%	2	0%	88	9%	190	20%	396	42%	76	8%	72	8%	489	52%	411	44%	3	0%	40	4%	43	5%	943
2017-2018				ı																		_				
I	Executive, Administrative, & Managerial	10	11%	0	0%	14	15%	23	25%	35	38%	4	4%	5	5%	40	44%	47	52%	0	0%	4	4%	4	4%	91
	Faculty/Other Instructional	63	19%	0	0%	19	6%	78	23%	123	37%	20	6%	30	9%	156	47%	159	48%	0	0%	18	5%	6	2%	333
+	Total	73	17%	0	0%	33	8%	101	24%	158	37%	24	6%	35	8%	196	46%	206	49%	<u> </u>	0%	22	5%	10	2%	424
2016-2017	Total	,,	1 1,70		0,0		0,0	101		1 130	3,70		0,0		0,0	155	40/0	200	43/0		_ <b>U</b> /U		3/0	10		727
2010 2017	Executive, Administrative, & Managerial	7	7%	3	3%	14	14%	9	9%	57	58%	1	1%	7	7%	33	34%	63	64%	0	0%	2	2%	N/A	0%	98
	Faculty/Other Instructional	54	13%	2	0%	21	5%	62	15%	211	50%	43	10%	33	8%	205	48%	204	48%	0	0%	17	4%	N/A	0%	426
	,,		12%	-	1%	35	7%		14%	268	50% <b>51%</b>		8%			203		267	51%					IN/A	0%	524
	Total	61	12%	5	1%	35	/%	71	14%	268	51%	44	გ%	40	8%	238	45%	267	51%	U	0%	19	4%	U	0%	524

Table 6.4 | Reedley College Longitudinal Applicant Pool Data - Academic

2

		Asian/	Pacific		erican /Alaskan		can- an/Non-																			
Fiscal Year	EEO Category	Islar	nder	Na	itive	Hisp	anic	Hisp	anic	White/Non-I	lispanic	Multi	Racial	Unkı	nown	Fei	male	Ma	ale	Nonb	inary	Unkı	nown	Disa	bility	Total
2020-2021																										
	Executive, Administrative, & Managerial	22	8%	1	0%	12	4%	170	64%	44	16%	0	0%	18	7%	130	49%	129	48%	0	0%	8	3%	1	0%	267
	Faculty/Other Instructional	98	16%	4	1%	52	9%	196	32%	226	37%	12	2%	20	3%	242	40%	311	51%	11	2%	44	7%	17	3%	608
	Total	120	14%	5	1%	64	7%	366	42%	270	31%	12	1%	38	4%	372	43%	440	50%	11	1%	52	6%	18	2%	875
2019-2020																										
	Executive, Administrative, & Managerial	31	11%	1	0%	25	9%	117	43%	76	28%	9	3%	16	6%	167	61%	100	36%	0	0%	8	3%	4	1%	275
	Faculty/Other Instructional	113	11%	6	1%	53	5%	265	27%	428	43%	34	3%	85	9%	440	45%	489	50%	11	1%	44	4%	10	1%	984
	Total	144	11%	7	1%	78	6%	382	30%	504	40%	43	3%	101	8%	607	48%	589	47%	11	1%	52	4%	14	1%	1259
2018-2019																										
	Executive, Administrative, & Managerial	6	19%	1	3%	3	10%	2	6%	17	55%	1	3%	1	3%	5	16%	25	81%	0	0%	1	3%	1	3%	31
	Faculty/Other Instructional	27	7%	3	1%	31	8%	113	31%	143	39%	33	9%	19	5%	177	48%	182	49%	1	0%	9	2%	15	4%	369

	Total	33	8%	4	1%	34	9%	115	29%	160	40%	34	9%	20	5%	182	46%	207	52%	1	0%	10	3%	16	4%	400
2017-2018	•		•																							
	Executive, Administrative, & Managerial	1	1%	3	4%	22	30%	3	4%	35	48%	4	5%	5	7%	13	18%	58	79%	0	0%	2	3%	0	0%	73
	Faculty/Other Instructional	53	14%	0	0%	23	6%	135	34%	125	32%	29	7%	27	7%	199	51%	172	44%	0	0%	21	5%	7	2%	392
	Total	54	12%	3	1%	45	10%	138	30%	160	34%	33	7%	32	7%	212	46%	230	49%	0	0%	23	5%	7	2%	465
2016-2017			•	•																				•		
	Executive, Administrative, & Managerial	6	3%	3	2%	28	16%	24	14%	88	51%	15	9%	9	5%	75	43%	92	53%	0	0%	6	3%	N/A	0%	173
	Faculty/Other Instructional	57	11%	2	0%	24	5%	81	16%	253	50%	39	8%	47	9%	191	38%	286	57%	0	0%	26	5%	N/A	0%	503
	Total	63	9%	5	1%	52	8%	105	16%	341	50%	54	8%	56	8%	266	39%	378	56%	0	0%	32	5%	0	0%	676

Table 6.5 | Madera Community College Longitudinal Applicant Pool Data - Academic

MCC

				Am	erican	Afr	ican-																			T
		Asian	/Pacific	Indian	/Alaskan	Americ	an/Non-																			
Fiscal Year	EEO Category	Isla	nder	Na	ative	His	oanic	Hisp	anic	White/Non-H	lispanic	Multi-	Racial	Unkı	nown	Fen	nale	Ma	ile	Nonb	oinary	Unkı	nown	Disa	bility	Total
2020-2021																										
	Executive, Administrative, & Managerial	32	20%	2	1%	12	7%	68	42%	45	28%	1	1%	2	1%	87	54%	74	46%	0	0%	1	1%	2	1%	162
	Faculty/Other Instructional	44	14%	1	0%	11	4%	82	26%	120	38%	21	7%	33	11%	153	49%	142	46%	10	3%	7	2%	17	5%	312
	Total	76	16%	3	1%	23	5%	150	32%	165	35%	22	5%	35	7%	240	51%	216	46%	10	2%	8	2%	19	4%	474
2019-2020																										
	Executive, Administrative, & Managerial	25	15%	1	1%	17	10%	75	46%	31	19%	4	2%	10	6%	98	60%	63	39%	0	0%	2	1%	6	4%	163
	Faculty/Other Instructional	47	12%	2	0%	29	7%	102	25%	169	42%	20	5%	37	9%	213	52%	175	43%	5	1%	13	3%	4	1%	406
	Total	72	13%	3	1%	46	8%	177	31%	200	35%	24	4%	47	8%	311	55%	238	42%	5	1%	15	3%	10	2%	569
2018-2019						•																				
	Executive, Administrative, & Managerial	9	16%	1	2%	6	11%	6	11%	30	55%	2	4%	1	2%	13	24%	40	73%	1	2%	1	2%	3	5%	55
	Faculty/Other Instructional	48	14%	1	0%	42	12%	125	36%	95	27%	24	7%	14	4%	192	55%	145	42%	0	0%	12	3%	4	1%	349
	Total	57	14%	2	0%	48	12%	131	32%	125	31%	26	6%	15	4%	205	51%	185	46%	1	0%	13	3%	7	2%	404
2017-2018																								_		
	Executive, Administrative, & Managerial	6	9%	2	3%	8	12%	13	20%	31	48%	3	5%	2	3%	23	35%	41	63%	0	0%	1	2%	3	5%	65
	Faculty/Other Instructional	43	16%	0	0%	14	5%	108	40%	65	24%	27	10%	15	6%	172	63%	84	31%	0	0%	16	6%	8	3%	272
	Total	49	15%	2	1%	22	7%	121	36%	96	28%	30	9%	17	5%	195	58%	125	37%	0	0%	17	5%	11	3%	337
2016-2017																										
	Executive, Administrative, & Managerial	1	3%	0	0%	8	20%	3	8%	24	60%	2	5%	2	5%	10	25%	28	70%	0	0%	2	5%	N/A	0%	40
	Faculty/Other Instructional	45	16%	2	1%	7	2%	29	10%	152	53%	23	8%	29	10%	120	42%	152	53%	0	0%	15	5%	N/A	0%	287
	Total	46	14%	2	1%	15	5%	32	10%	176	54%	25	8%	31	9%	130	40%	180	55%	0	0%	17	5%	0	0%	327

Table 6.8 | District Office Longitudinal Applicant Pool Data - Academic

DO

				Ame	erican	Afri	can-																			
		Asian/	Pacific	Indian/	'Alaskan	Americ	an/Non-																			
Fiscal Year	EEO Category	Islar	nder	Na	tive	Hisp	anic	Hisp	anic	White/Non-I	Hispanic	Multi	-Racial	Unkı	nown	Fen	nale	Ma	ale	Nonb	oinary	Unk	nown	Disa	bility	Total
2020-2021																										
L	Executive, Administrative, & Managerial	16	41%	0	0%	1	3%	17	44%	5	13%	0	0%	0	0%	15	38%	24	62%	0	0%	0	0%	5	13%	39
	Faculty/Other Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	16	41%	0	0%	1	3%	17	44%	5	13%	0	0%	0	0%	15	38%	24	62%	0	0%	0	0%	5	13%	39
2019-2020																										
	Executive, Administrative, & Managerial	6	19%	0	0%	3	10%	11	35%	10	32%	0	0%	1	3%	20	65%	11	35%	0	0%	0	0%	1	3%	31
	Faculty/Other Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	6	19%	0	0%	3	10%	11	35%	10	32%	0	0%	1	3%	20	65%	11	35%	0	0%	0	0%	1	3%	31
2018-2019	<u>.</u>																									
	Executive, Administrative, & Managerial	22	16%	1	1%	25	18%	29	21%	44	32%	11	8%	5	4%	74	54%	57	42%	1	1%	5	4%	5	4%	137
	Faculty/Other Instructional	7	12%	0	0%	6	10%	27	46%	7	12%	9	15%	3	5%	43	73%	15	25%	0	0%	1	2%	2	3%	59

	Total	29	15%	1	1%	31	16%	56	29%	51	26%	20	10%	8	4%	117	60%	72	37%	1	1%	6	3%	7	4%	196
2017-2018																										
	Executive, Administrative, & Managerial	2	9%	0	0%	2	9%	3	14%	11	50%	2	9%	2	9%	5	23%	14	64%	0	0%	3	14%	3	14%	22
	Faculty/Other Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	2	9%	0	0%	2	9%	3	14%	11	50%	2	9%	2	9%	5	23%	14	64%	0	0%	3	14%	3	14%	22
2016-2017	•		•																							
	Executive, Administrative, & Managerial	17	8%	3	1%	21	10%	31	15%	98	49%	18	9%	13	6%	96	48%	98	49%	0	0%	7	3%	N/A	0%	201
	Faculty/Other Instructional	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	N/A	0%	0
	Total	17	8%	3	1%	21	10%	31	15%	98	49%	18	9%	13	6%	96	48%	98	49%	0	0%	7	3%	0	0%	201

# 4a. Newly Hired Employee Data

Includes employees that were hired into their first **permanent position** with the district.

Does not include part-time faculty hires, provisionals or limited terms assignments, student workers, seasonal, or flexible employees: includes pt to ft faculty

American African-

Does not include rehires, transfers, promotions

## Table 7 | Classified Longitudinal New Hire Data

Table 7.1 | Districtwide Longitudinal New Hire Data - Classified

		Asian/	Pacific Pacific	Indian	/Alaskan	Americ																1				
Fiscal Year	EEO Category	Islai	nder	-	tive		panic	Hisp	anic	White/Non-	Hispanic	Multi	-Racial	Unkı	nown	Fen	nale	Ma	ale	Nonb	inary	Unkr	nown	Disa	bility	Total
2020-2021	<u> </u>			1		<u> </u>					•					ı					,		<u> </u>	-		
	Executive, Administrative, & Managerial	0	0%	0	0%	1	13%	2	25%	4	50%	0	0%	1	13%	2	25%	6	75%	0	0%	0	0%	0	0%	8
Ī	Professional (Non-Faculty)	3	13%	0	0%	0	0%	12	50%	7	29%	1	4%	1	4%	14	58%	9	38%	1	4%	0	0%	0	0%	24
	Secretarial/Clerical	1	4%	0	0%	1	4%	14	58%	7	29%	1	4%	0	0%	20	83%	4	17%	0	0%	0	0%	0	0%	24
	Technical/Paraprofessional	0	0%	0	0%	0	0%	12	60%	5	25%	1	5%	2	10%	5	25%	15	75%	0	0%	0	0%	0	0%	20
	Skilled Crafts	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3
	Service/Maintenance	4	17%	0	0%	0	0%	14	61%	4	17%	0	0%	1	4%	12	52%	11	48%	0	0%	0	0%	0	0%	23
	Total	8	8%	0	0%	2	2%	56	55%	28	27%	3	3%	5	5%	53	52%	48	47%	1	1%	0	0%	0	0%	102
2019-2020											_					•				-				·		
	Executive, Administrative, & Managerial	0	0%	0	0%	1	9%	5	45%	4	36%	0	0%	1	9%	3	27%	8	73%	0	0%	0	0%	0	0%	11
L	Professional (Non-Faculty)	2	13%	0	0%	0	0%	8	50%	4	25%	1	6%	1	6%	11	69%	5	31%	0	0%	0	0%	0	0%	16
	Secretarial/Clerical	1	5%	0	0%	2	9%	12	55%	6	27%	1	5%	0	0%	17	77%	5	23%	0	0%	0	0%	0	0%	22
	Technical/Paraprofessional	0	0%	0	0%	0	0%	6	55%	3	27%	1	9%	1	9%	1	9%	10	91%	0	0%	0	0%	0	0%	11
	Skilled Crafts	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3
	Service/Maintenance	3	17%	0	0%	0	0%	11	61%	4	22%	0	0%	0	0%	14	78%	4	22%	0	0%	0	0%	0	0%	18
	Total	6	7%	0	0%	3	4%	44	54%	22	27%	3	4%	3	4%	46	57%	35	43%	0	0%	0	0%	0	0%	81
2018-2019																										
	Executive, Administrative, & Managerial	0	0%	0	0%	1	20%	2	40%	2	40%	0	0%	0	0%	1	20%	4	80%	0	0%	0	0%	0	0%	5
	Professional (Non-Faculty)	1	14%	0	0%	0	0%	3	43%	3	43%	0	0%	0	0%	3	43%	4	57%	0	0%	0	0%	0	0%	7
	Secretarial/Clerical	0	0%	0	0%	0	0%	4	67%	1	17%	1	17%	0	0%	5	83%	1	17%	0	0%	0	0%	0	0%	6
	Technical/Paraprofessional	0	0%	0	0%	0	0%	6	60%	2	20%	1	10%	1	10%	1	10%	9	90%	0	0%	0	0%	0	0%	10
	Skilled Crafts	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	1
	Service/Maintenance	1	11%	0	0%	0	0%	6	67%	2	22%	0	0%	0	0%	7	78%	2	22%	0	0%	0	0%	0	0%	9
	Total	2	5%	0	0%	1	3%	22	58%	10	26%	2	5%	1	3%	17	45%	21	55%	0	0%	0	0%	0	0%	38
2017-2018																										
	Executive, Administrative, & Managerial	0	0%	0	0%	0	0%	5	31%	9	56%	2	13%	0	0%	6	38%	10	63%	0	0%	0	0%	0	0%	16
	Professional (Non-Faculty)	1	20%	0	0%	0	0%	1	20%	3	60%	0	0%	0	0%	0	0%	5	100%	0	0%	0	0%	0	0%	5
	Secretarial/Clerical	8	13%	1	2%	5	8%	23	37%	25	40%	0	0%	0	0%	51	82%	11	18%	0	0%	0	0%	0	0%	62
I L	Technical/Paraprofessional	6	14%	0	0%	5	12%	18	43%	12	29%	1	2%	0	0%	4	10%	38	90%	0	0%	0	0%	0	0%	42

Classified

	Skilled Crafts	0	0%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%	0	0%	3	100%	0	0%	0	0%	0	0%	3
	Service/Maintenance	5	8%	1	2%	3	5%	19	32%	29	49%	1	2%	1	2%	26	44%	33	56%	0	0%	0	0%	0	0%	59
	Total	20	11%	2	1%	13	7%	68	36%	79	42%	4	2%	1	1%	87	47%	100	53%	0	0%	0	0%	0	0%	187
2016-2017																										
	Executive, Administrative, & Managerial	0	0%	0	0%	0	0%	5	33%	8	53%	2	13%	0	0%	7	47%	8	53%	0	0%	0	0%	0	0%	15
	Professional (Non-Faculty)	1	25%	0	0%	0	0%	1	25%	2	50%	0	0%	0	0%	0	0%	4	100%	0	0%	0	0%	0	0%	4
	Secretarial/Clerical	7	9%	1	1%	3	4%	27	35%	37	48%	2	3%	0	0%	67	87%	10	13%	0	0%	0	0%	0	0%	77
	Technical/Paraprofessional	5	11%	0	0%	4	9%	20	43%	17	36%	1	2%	0	0%	6	13%	41	87%	0	0%	0	0%	0	0%	47
	Skilled Crafts	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	0	0%	2
	Service/Maintenance	8	12%	1	1%	3	4%	22	32%	32	47%	1	1%	1	1%	28	41%	40	59%	0	0%	0	0%	0	0%	68
	Total	21	10%	2	1%	10	5%	77	36%	96	45%	6	3%	1	0%	108	51%	105	49%	0	0%	0	0%	0	0%	213

Academic

## Table 8 | Academic Longitudinal New Hire Data

Table 8.1 | Districtwide Longitudinal New Hire Data - Academic

				Amo	erican	Afr	ican-																			
		Asian/	/Pacific	Indian	/Alaskan	Americ	an/Non-																			
Fiscal Year	EEO Category	Isla	nder	Na	itive	His	panic	Hisp	anic	White/Non-H	ispanic	Multi-	Racial	Unk	nown	Fe	male	M	ale	Nonk	oinary	Unk	nown	Disa	bility	Total
2020-2021												•										•			·	
	Executive, Administrative, & Managerial	1	17%	0	0%	1	17%	1	17%	3	50%	0	0%	0	0%	3	50%	3	50%	0	0%	0	0%	0	0%	6
	Faculty/Other Instructional	2	4%	1	2%	3	5%	15	26%	29	51%	4	7%	3	5%	31	54%	26	46%	0	0%	0	0%	0	0%	57
	Total	3	5%	1	2%	4	6%	16	25%	32	51%	4	6%	3	5%	34	54%	29	46%	0	0%	0	0%	0	0%	63
2019-2020			==		-																_		-	_	-	
	Executive, Administrative, & Managerial	2	40%	0	0%	0	0%	1	20%	2	40%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%	0	0%	5
	Faculty/Other Instructional	3	9%	0	0%	1	3%	8	23%	18	51%	2	6%	3	9%	22	63%	13	37%	0	0%	0	0%	0	0%	35
	Total	5	13%	0	0%	1	3%	9	23%	20	50%	2	5%	3	8%	24	60%	16	40%	0	0%	0	0%	0	0%	40
2018-2019										-						•	_			_				•		
	Executive, Administrative, & Managerial	2	50%	0	0%	0	0%	1	25%	1	25%	0	0%	0	0%	1	25%	3	75%	0	0%	0	0%	0	0%	4
	Faculty/Other Instructional	1	5%	0	0%	0	0%	9	43%	11	52%	0	0%	0	0%	9	43%	12	57%	0	0%	0	0%	0	0%	21
	Total	3	12%	0	0%	0	0%	10	40%	12	48%	0	0%	0	0%	10	40%	15	60%	0	0%	0	0%	0	0%	25
2017-2018	<u> </u>				•												_			<u> </u>	•			-	· · · · · ·	
	Executive, Administrative, & Managerial	2	8%	1	4%	4	17%	6	25%	11	46%	0	0%	0	0%	10	42%	14	58%	0	0%	0	0%	0	0%	24
	Faculty/Other Instructional	8	7%	2	2%	4	4%	26	23%	69	61%	1	1%	3	3%	56	50%	57	50%	0	0%	0	0%	0	0%	113
	Total	10	7%	3	2%	8	6%	32	23%	80	58%	1	1%	3	2%	66	48%	71	52%	0	0%	0	0%	0	0%	137
2016-2017						-				-		•	<u>.                                    </u>				_			4		4				
	Executive, Administrative, & Managerial	2	7%	2	7%	3	10%	6	21%	16	55%	0	0%	0	0%	12	41%	17	59%	0	0%	0	0%	0	0%	29
	Faculty/Other Instructional	7	7%	1	1%	3	3%	22	21%	69	65%	1	1%	3	3%	53	50%	53	50%	0	0%	0	0%	0	0%	106
	Total	9	7%	3	2%	6	4%	28	21%	85	63%	1	1%	3	2%	65	48%	70	52%	0	0%	0	0%	0	0%	135

 $* includes full-time \ AND \ part-time \ faculty; only includes \ new \ hires, not \ transfers \ or \ promotions/demotions$ 

		Asian/	/Pacific		erican /Alaskan		ican- an/Non-																			
Fiscal Year	EEO Category	Islaı	nder	Na	ative	His	oanic	Hisp	anic	White/No	n-Hispanic	Multi	Racial	Unkr	nown	Fen	nale	М	ale	Nonk	oinary	Unkı	nown	Disabi	ity	Total
2020-2021																										
Executive, A	dministrative, & Managerial	1	17%	0	0%	1	17%	1	17%	3	50%	0	0%	0	0%	3	50%	3	50%	0	0%	0	0.0%	0	0%	6
	Faculty/Other Instructional	61	14%	1	0%	21	5%	105	23%	224	50%	16	4%	20	4%	242	54%	205	46%	0	0%	1	0.2%	0	0%	448
	Total	62	14%	1	0%	22	5%	106	23%	227	50%	16	4%	20	4%	245	54%	208	46%	0	0%	1	0%	0	0%	454
2019-2020																										
Executive, A	dministrative, & Managerial	2	17%	0	0%	0	0%	1	67%	2	17%	0	0%	0	0%	2	17%	3	83%	N/A	N/A	0	0%	0	0%	5
	Faculty/Other Instructional	58	12%	0	1%	11	2%	109	21%	214	47%	11	12%	18	7%	229	50%	191	49%	N/A	N/A	3	1%	0	0%	421
	Total	60	14%	0	0%	11	3%	110	26%	216	51%	11	3%	18	4%	231	54%	194	46%	0	0%	3	1%	0	0%	426
2018-2019																										
Executive, A	dministrative, & Managerial	2	0%	0	0%	0	30%	1	10%	1	20%	0	40%	0	0%	1	50%	3	50%	N/A	N/A	0	0%	0	0%	4
	Faculty/Other Instructional	58	9%	0	0%	16	6%	112	17%	233	55%	9	7%	25	6%	235	46%	218	54%	N/A	N/A	1	0%	0	0%	453
	Total	60	13%	0	0%	16	4%	113	25%	234	51%	9	2%	25	5%	236	52%	221	48%	0	0%	1	0%	0	0%	457
2017-2018																										
Executive, A	dministrative, & Managerial	2	8%	1	0%	4	8%	6	0%	11	83%	0	0%	0	0%	10	50%	14	50%	N/A	N/A	0	0%	0	0%	24
	Faculty/Other Instructional	63	10%	3	1%	15	6%	117	19%	309	45%	14	10%	29	10%	285	54%	265	46%	N/A	N/A	0	0%	1	1%	550
	Total	65	11%	4	1%	19	3%	123	21%	320	56%	14	2%	29	5%	295	51%	279	49%	0	0%	0	0%	1	0%	574
2016-2017																										
Executive, A	dministrative, & Managerial	2	0%	2	0%	3	14%	6	0%	16	86%	0	0%	0	0%	12	29%	17	71%	N/A	N/A	0	0%	0	0%	29
	Faculty/Other Instructional	62	10%	4	0%	21	6%	106	16%	309	51%	10	9%	34	8%	291	51%	254	49%	N/A	N/A	0	0%	1	0.3%	546
	Total	64	11%	6	1%	24	4%	112	19%	325	57%	10	2%	34	6%	303	53%	271	47%	0	0%	0	0%	1	0%	575

<sup>\*</sup>includes part-time faculty; only includes new hires, not transfers or promotions/demotions

Fiscal Year	EEO Category	Asian/ Islar		Indian	erican /Alaskan ative	Americ	ican- can/Non- panic	Hisp	oanic	White/No	on-Hispanic	Multi	i-Racial	Unk	nown	Fen	nale	М	ale	Noni	oinary	Unk	nown	Disa	bility	Т
2020-2021																										
	Faculty/Other Instructional	59	15%	0	0%	18	5%	90	23%	195	50%	12	3%	17	4%	211	54%	179	46%	0	0%	1	0%	0	0%	
	Total	59	15%	0	0%	18	5%	90	23%	195	50%	12	3%	17	4%	211	54%	179	46%	0	0%	1	0%	0	0%	
2019-2020	<u>.</u>		·						·						·				•		•					
	Faculty/Other Instructional	55	12%	0	0%	10	2%	101	21%	196	47%	9	12%	15	6%	207	50%	178	49%	N/A	N/A	1	1%	0	0%	
	Total	55	14%	0	0%	10	3%	101	26%	196	51%	9	2%	15	4%	207	54%	178	46%	0	0%	1	0%	0	0%	
2018-2019	<u>.</u>				_		-						-													
	Faculty/Other Instructional	57	8%	0	0%	16	6%	103	17%	222	53%	9	8%	25	7%	226	44%	206	56%	N/A	N/A	0	0%	0	0%	
	Total	57	13%	0	0%	16	4%	103	24%	222	51%	9	2%	25	6%	226	52%	206	48%	0	0%	0	0%	0	0%	
2017-2018		<u> </u>						•						_						•						
	Faculty/Other Instructional	55	10%	1	1%	11	6%	91	19%	240	42%	13	8%	26	14%	229	52%	208	48%	N/A	N/A	0	0%	0	0%	
	Total	55	13%	1	0%	11	3%	91	21%	240	55%	13	3%	26	6%	229	52%	208	48%	0	0%	0	0%	0	0%	
2016-2017					-			•		•				_						•			•			
	Faculty/Other Instructional	55	12%	3	0%	18	4%	84	16%	240	52%	9	7%	31	9%	238	50%	201	50%	N/A	N/A	0	0%	1	0.5%	
	Total	55	13%	3	1%	18	4%	84	19%	240	55%	9	2%	31	7%	238	54%	201	46%	0	0%	0	0%	1	0%	