

Community College Employment Equity Accountability Program Annual Progress Report

Overview

This annual progress report is pursuant to Section 1012.86, Florida Statutes, Community College Employment Equity Accountability Program (EAP).

- It reflects data and objective narrative regarding:
 - progress by community colleges to increase diversity in selected employment positions, comparison of employment positions with national census data; and confirms compliance among colleges to continue efforts to fulfill mandates to successfully recruit persons into targeted positions
 - Recommendations
 - Selected employment positions reviewed in this report are: senior level executive, faculty; and continuing contracts. Senior level executive is also referred to as: executive, administrative, and managerial or EAM.

Progress in employment diversity in targeted positions and national comparisons

General

- The data show that AA/Blacks and Hispanics in senior-level and faculty positions and females in faculty positions exceed percentages of the national labor availability pool and continue to be hired in these positions.
- Hispanics showed the largest percentage increase in senior-level and faculty positions, and they are the only group to show an increase in attaining continuing instructional contracts. (Employees attaining continuing contracts between fall 2002 and fall 2003 declined overall).
- Other Minorities, including Asians, American Indians, Alaskan Natives, Hawaiian/Pacific Islanders and persons of two or more races, continue to be underrepresented, in senior-level and faculty positions and among employees on continuing contracts.

Targeted positions

Community College (CC) positions by percentage compared to National Labor Pool (NLP) percentages. (See accompanying graphs)

	EAM		FACULTY		CONTINUING CONTRACTS	
	CC	NLP	CC	NLP	CC	NLP
Females	47.7%	49.7%	52.8%	49.7%	50.8%	49.7%
AA/Blacks	13.0%	7.1%	9.1%	7.1%	8.4%	7.1%
Hispanics	7.0%	4.8%	8.3%	4.8%	7.8%	4.8%
Other Min.	1.3%	9.8%	2.7%	9.8%	2.2%	9.8%

Methods and strategies to increase diversity

Documented methods and strategies were reported by community colleges that are used to successfully recruit persons into the EAP positions, and include a wide variety that have been proven to be successful. The OEA continues to provide services, technical support, training, and other activities to assist community colleges with increasing employment diversity and achieving their respective goals outlined within their plans.

Recommendations

- In each institution where these groups are underrepresented, it is recommended that greater efforts must be extended, including partnering with and utilizing sources identified by the colleges that have experienced hiring gains among the groups most commonly underrepresented.
- It is recommended that accountability must be re-emphasized in individual colleges that continue to show underrepresentation of the groups targeted by Florida law.
- Each institution should cautiously monitor employment demographics and balance hiring of qualified persons with promotion and retention practices to prevent a lack of racial/ethnic and gender diversity in the positions/contracts targeted by the employment accountability statute.