

# Highlights

## Community College Employment Equity Accountability Program 2004-05 Annual Progress Report

### Overview

This annual progress report is pursuant to Section 1012.86, Florida Statutes, and Community College Employment Equity Accountability Program (EAP). It reflects data and narrative on the following:

- progress by community colleges to increase diversity in selected positions;
- comparison of ethnic/racial minority and gender representation with national census data;
- compliance among colleges to continue efforts to fulfill EAP mandates for diversity in targeted positions;
- performance evaluation of community college presidents regarding compliance with these mandates.

Selected employment positions reviewed in this report are: EAM/senior level executive, faculty; and continuing instructional contracts. Recommendations are made for future action.

### Progress in employment diversity in targeted positions and national comparisons

- AA/Blacks and Hispanics in senior-level, faculty and continuing contract positions exceed percentages of the national labor availability pool and continue to be hired in these positions.
- Female numbers hired showed an increase from previous years in all EAP categories.
- AA/Blacks showed the largest percentage increase in senior-level positions.
- Other Minorities numbers, including Asians, American Indians, Alaskan Natives, Hawaiian/Pacific Islanders and persons of two or more races, increased for faculty and continuing contract positions. However, they continue to be underrepresented in all three EAP categories.

### 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%	51.8%	49.7%
AA/Blacks	13.7%	7.1%	9.3%	7.1%	8.8%	7.1%
Hispanics	6.4%	4.8%	8.4%	4.8%	8.0%	4.8%
Other Min.	1.1%	9.8%	2.8%	9.8%	2.3%	9.8%

### Methods and strategies to increase diversity

A variety of methods and strategies have been successful in recruiting persons into the EAP positions. The OEA continues to provide monitoring, 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 EAP positions are underrepresented, concerted efforts must be made to increase diversity, including partnering with and utilizing sources identified by the colleges that have made hiring gains for groups that are most commonly underrepresented.
- Accountability must be re-emphasized in individual colleges that continue to show underrepresentation of the groups targeted by Florida law.
- Each institution should aggressively 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.
- Each institution must focus on best recruitment practices targeted towards Other Minorities, in order to address their under representation in all three EAP job categories.