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BROWARD COLLEGE

Define yourself.

To: Members of the Board of Trustees

From: J. David Armstrong Jr., President

Date: October 27, 2009

Place: Regular Meeting of the Board of Trustees
Broward College
Boardroom 1208, Building 33
Willis Holcombe Center
111 East Las Olas Boulevard, Ft. Lauderdale

Subject: Agenda Item VII-C - BC Five Year Equity Plan Update

Brief Description:

This report was requested by the Board of Trustees at the September meeting and outlines the demographic make up of the college's workforce as well as the goals established by the Board in 2005 for remedying any underrepresentation. In particular, the report provides a comparative analysis of faculty hiring over the past three years, and includes the results of the 2009 hiring cycle by campus.

Benefit to BC:

This report provides comparative data for review of progress in meeting the college's equity goals.

Relationship to College Master Plan:

This report supports Goal 2 of the College's Master Plan and its strategic objective of responding directly to the current and projected racial, ethnic, and income patterns in Broward County.

Board Agenda Approved: _____
Date: _____

Agenda Item VII-C

**BOARD OF TRUSTEES
AGENDA TRANSMITTAL SHEET**

To: President
From: Vice President/Provost
Subj: BC Five Year Equity Plan Update

Date: October 1, 2009

This is the last report for this five year reporting period. Projected goals for the next five years will be presented for review in November by Board of Trustees.

Background/Analysis:

This report was prepared at the request of the Board of Trustees. Also included in this packet is Florida Statute 1012.86 that references the community college employment equity accountability program.

Fiscal Impact: N/A

Initiating Official

Edna B. Chun

Vice President/Provost
Dr. Edna B. Chun
VP, Human Resources & Equity

Staff Position:

THIS RECOMMENDED ACTION MEETS THE FOLLOWING ELEMENT(S) OF THE COLLEGE'S MISSION STATEMENT:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Providing high quality educational programs | <input checked="" type="checkbox"/> Providing high quality services |
| <input checked="" type="checkbox"/> Providing for affordability to a diverse community of learners | <input checked="" type="checkbox"/> Providing for accessibility to a diverse community of learners |
| <input checked="" type="checkbox"/> Commitment to student achievement | <input checked="" type="checkbox"/> Commitment to lifelong learning |
| <input checked="" type="checkbox"/> Commitment to academic excellence | <input checked="" type="checkbox"/> Providing use of current technology |

BRIEFLY DESCRIBE HOW THIS RECOMMENDATION ACHIEVES THE ABOVE ELEMENT(S) IN THE COLLEGE'S MISSION STATEMENT:

This is an internal quality control report that measures the diversity of the college's workforce.

Minority Firm: Yes ___ No ___ N/A ___

Broward Firm: Yes ___ No ___ N/A ___

BROWARD COLLEGE
 Five Year Equity Update
 as of September 2009
 Category: PROFESSIONAL/TECHNICAL STAFF (PTS)

Category	2005		2006		2007		2008		2009	
	Goal %	Actual #	Goal %	Actual #	Goal %	Actual #	Goal %	Actual #	Goal %	Actual #
Gender										
Male	39.7% / 264	37%	41.9% / 278	273	44.2% / 314	282	46.5% / 309	277	46.5% / 309	278
Female	60.3% / 400	63%	58.1% / 386	438	55.8% / 397	470	53.5% / 355	446	53.5% / 355	458
Not Reported				0		0		0		0
Total	100%	679	100%	711	100%	752	100%	723	100%	736
Ethnicity										
Hispanic	16.4% / 109	15%	18.2% / 121	121	20.1% / 143	131	23% / 153	139	23% / 153	145
Non-Hispanic	83.6% / 555	59%	81.8% / 543	424	79.9% / 568	449	77% / 511	442	77% / 511	448
Not Reported		25%		166		172		142		143
Total	100%	679	100%	711	100%	752	100%	723	100%	736
Race										
White	58.6% / 389	58%	58.6% / 389	414	61.9% / 440	429	58.6% / 389	390	58.6% / 389	387
Black or African American	25.3% / 168	25%	25.3% / 168	182	26.7% / 190	192	25.3% / 168	214	25.3% / 168	222
American Indian & Alaska Native	0.6% / 4	0%	0.6% / 4	3	0.6% / 5	2	0.6% / 4	2	0.6% / 4	2
Asian	2.3% / 15	3%	2.3% / 15	14	2.4% / 17	17	2.3% / 15	17	2.3% / 15	17
Native Hawaiian & Other Pacific Islander	0.2% / 1	0%	0.2% / 1	0	0.2% / 2	0	0.2% / 1	0	0.2% / 1	0
Some other race alone	4.7% / 31	5%	4.7% / 31	39	5.0% / 35	45	4.7% / 31	26	4.7% / 31	28
Two or more races	2.9% / 19	3%	2.9% / 19	34	3.1% / 22	27	2.9% / 19	8	2.9% / 19	8
Not Reported		5%		35		40		66		72
Total	100%	679	100%	711	100%	752	100%	723	100%	736

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BROWARD COLLEGE
 Five Year Equity Update
 as of September 2009
 Category: ADMINISTRATION

Category	Goal 2005		Actual September 2005		Goal 2006		Actual September 2006		Goal 2007		Actual September 2007		Goal 2008		Actual September 2008		Goal 2009		Actual September 2009	
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Gender	Male	48.6% / 58	49.6%	61	48.6% / 58	63	48.6% / 66	64	48.7% / 58	63	46.8% / 58	60	42.3%	60						
	Female	51.4% / 61	50.4%	62	51.4% / 61	72	51.4% / 69	67	51.3% / 61	75	51.2% / 61	82	57.7%	82						
	Not Reported			0	0	0	0	0	0	0	0	0	0							
Total			100%	123		135	100%	131		138	100%	142								
Ethnicity	Hispanic	12.2% / 15	11.4%	14	15.1% / 18	17	17.9% / 24	16	20.8% / 25	23	23.7% / 28	22	15.5%	22						
	Non-Hispanic	87.8% / 104	72.4%	89	84.9% / 101	93	82.1% / 111	92	79.2% / 94	92	76.3% / 91	94	66.2%	94						
	Not Reported			20	18.5%	25	17.6%	23	16.7%	23	16.7%	26	18.3%	26						
Total			100%	123		135	100%	131		138	100%	142								
Race	White	72.7% / 87	73.2%	90	70.6% / 84	94	67.5% / 91	93	66.3% / 79	99	64.2% / 76	103	72.5%	103						
	Black or African American	16% / 19	14.6%	18	17.7% / 21	23	19.2% / 26	22	21% / 25	23	22.7% / 27	23	16.2%	23						
	American Indian & Alaska Native	1.4% / 2	2.4%	3	1.1% / 1	2	0.8% / 1	2	0.6% / 1	1	0.3% / 1	0	0%	0						
	Asian	2.1% / 3	0.8%	1	2.6% / 3	3	3.3% / 5	3	3.5% / 4	4	3.9% / 5	3	2.1%	3						
	Native Hawaiian & Other Pacific Islander	0.7% / 1	0.8%	1	0.6% / 1	1	0.8% / 1	1	0.3% / 1	1	0.1% / 1	0	0%	0						
	Some other race alone	5.2% / 6	5.7%	7	5.4% / 6	8	5.8% / 8	7	5.7% / 7	4	5.8% / 7	5	3.5%	5						
	Two or more races	2% / 2	1.6%	2	2.2% / 3	3	2.5% / 3	2	2.7% / 3	1	3% / 4	1	0.7%	1						
Not Reported			1	0.7%	1	0.8%	1	0.8%	1	4.3%	6	4.9%	7							
Total			100%	123		135	100%	131		138	100%	142								

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BROWARD COLLEGE
Faculty Statistics (Instructional and Non-Instructional)
September 2008

Category	Goal 2007		CENTRAL		NORTH		SOUTH		Goal 2008		CENTRAL		NORTH		SOUTH		Goal 2009		CENTRAL		NORTH		SOUTH																	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%																
Gender	195	48%	106	52%	5	60%	44	42%	1	5%	44	47%	2	20%	197	48%	100	48%	9	40%	40	40%	5	50%	12	20%	202	47%	106	50%	10	40%	40	36%	10	40%	48	52%		
Male	207	52%	99	48%	6	60%	60	58%	5	5%	50	53%	4	40%	208	54%	108	52%	24	60%	61	60%	15	50%	8	80%	211	53%	105	50%	14	50%	70	64%	11	48%	9	48%		
Female	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	0%	0	0%	0	0%	0	0%	0	0%	0	0%				
Not Reported	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	0%	0	0%	0	0%	0	0%	0	0%	0	0%				
Total	403	100%	205	100%	12	100%	104	100%	6	100%	94	100%	6	100%	405	100%	208	100%	33	100%	101	100%	20	100%	20	100%	413	100%	211	100%	24	100%	110	100%	21	100%	92	100%	15	100%
Ethnicity	78	14%	33	16%	2	16%	9	9%	2	16%	14	15%	2	16%	87	15%	33	16%	7	16%	10	10%	3	15%	2	16%	98	15%	29	14%	3	14%	11	10%	2	14%	21	23%		
Hispanic	324	80%	133	65%	8	65%	53	51%	3	25%	50	53%	4	33%	318	78%	136	65%	16	48%	48	48%	13	65%	13	65%	315	77%	135	64%	16	60%	55	50%	13	60%	46	50%		
Non-Hispanic	11	3%	39	19%	2	16%	42	40%	1	8%	30	32%	0	0%	109	27%	39	19%	10	29%	43	43%	4	20%	27	28%	116	28%	47	22%	6	24%	48	40%	25	27%				
Not Reported	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	0%	0	0%	0	0%	0	0%	0	0%	0	0%				
Total	403	100%	205	100%	12	100%	104	100%	6	100%	94	100%	6	100%	405	100%	208	100%	33	100%	101	100%	20	100%	20	100%	413	100%	211	100%	24	100%	110	100%	21	100%	92	100%		
Race	274	71%	143	70%	7	58%	78	75%	2	15%	84	89%	4	30%	267	66%	138	66%	23	69%	74	73%	11	55%	12	60%	265	64%	138	65%	17	81%	77	69%	9	72%	12	13%		
White	77	19%	27	13%	3	23%	16	15%	3	23%	15	16%	1	7%	84	20%	28	13%	3	9%	47	47%	5	25%	3	15%	94	23%	31	15%	2	18%	24	22%	7	11%				
Black or African American	2	0%	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	5	1%	3	1%	1	3%	2	2%	0	0%	0	0%	1	0%	3	1%	1	1%	2	2%	0	0%				
American Indian & Alaska Native	14	3%	7	3%	0	0%	2	2%	0	0%	4	4%	0	0%	13	3%	9	4%	1	3%	1	1%	1	5%	0	0%	15	4%	8	4%	4	4%	4	4%	2	3%				
Asian	1	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%	0	0%	0	0%	0	0%	0	0%	0	0%				
Native Hawaiian & Other Pacific Islander	21	5%	9	4%	0	0%	0	0%	0	0%	4	4%	0	0%	13	3%	8	4%	1	3%	0	0%	0	0%	0	0%	2	0%	7	3%	2	2%	0	0%	0	0%				
Some other race alone	13	3%	8	4%	0	0%	1	1%	0	0%	5	5%	0	0%	8	2%	5	2%	0	0%	1	1%	2	10%	0	0%	12	3%	4	2%	2	2%	2	2%	5	5%				
Two or more races	15	4%	8	4%	1	8%	5	5%	1	8%	2	2%	0	0%	29	7%	17	8%	4	12%	6	6%	3	15%	5	12%	33	8%	20	9%	2	2%	7	7%	6	7%				
Not Reported	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	0%	0	0%	0	0%	0	0%	0	0%	0	0%				
Total	403	100%	205	100%	12	100%	104	100%	6	100%	94	100%	6	100%	405	100%	208	100%	33	100%	101	100%	20	100%	20	100%	413	100%	211	100%	24	100%	110	100%	21	100%	92	100%		

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