

MISSION COLLEGE
PROGRESS REPORT
October 15, 2006

Recommendation 2: The team recommends that Mission College develop, implement, and regularly assess the results of its recruitment, retention, and success plan for underrepresented faculty, staff, and students. (Standards 2.6, 4A.1, 5.7, 7D.2)

Faculty and Staff:

As noted in the College's progress report of October 15, 2006, the Vice President of Instruction (now interim President) surveyed other community colleges for best practices and model plans for addressing diversity and equity among faculty and staff. The results were mixed as many colleges indicated a similar need and all were anticipating the publication of a model plan from the State Chancellor's Office. The Model Equal Employment Opportunity Plan and Guidelines for California Community Colleges/2006 was issued by the System Office and received by the College on June 27, 2006.

On April 6, 2006, the College had been provided with substantial data sets from the District's Human Resources Department, which the institutional researcher began to review. These data included recruitment statistics for all employee groups for 2004-05. Upon receipt of the model plan, the interim President and the researcher reviewed the plan's requirements. They identified what data were currently available to the College and what additional data would need to be collected in order to establish representation projections for the categories stipulated in the model plan.

The model plan involves a full review of current employees and applicants across all stages of the hiring process to identify areas which may require attention to address lack of representation. The College's researcher is now in the process of analyzing the data. Current employees are being compared on the basis of race/ethnicity, gender, and disability status with proportionate representation of persons from such groups determined to be available and qualified to perform work in the geographic area. Applicants are being reviewed across stages of the hiring process to ensure that persons across groups are advancing within the process at similar rates. Further, retention of employees is being reviewed to ensure representatives across groups are remaining at the college within the first year at similar rates.

The President also reviewed the plan with the District's Director of Human Resources. It was agreed that the Director of Human Resources would present the model plan to the District Faculty and Staff Diversity Advisory Committee at its first meeting in the fall, scheduled for September 26, 2006. The accrediting team recommended that Mission College develop a recruitment, retention and success plan for its faculty and staff; it is the opinion of the President and the Director that such a plan would be most effective if it were part of a larger, District plan. The main goal of the first meeting of the advisory committee will be to address whether the plans will be developed at a district or college

level. Regardless of the decision, it is the College's goal to complete the data analysis and to identify under represented groups by November of 2006 using the criteria from the Model Equal Employment Opportunity Plan and Guidelines for California Community Colleges/2006. A first draft of the plan is scheduled for Spring 2007.

Student Equity:

As noted in its previous progress report, the college's student equity plan contains five goals.. For each goal, the report identifies the activities to be conducted, the responsible parties, the time line and processes, and the measures for evaluation.

1. Access: Increase access for the most underserved populations (Hispanic by 5% and African American by 3%) based on 2002-03 data.
2. Course Completion (Retention): Increase retention in basic skills. Increase Hispanic and African American retention to achieve benchmark numbers based on the 1992-2000 composite data.
3. ESL & Basic Skills: Improve completion rates for the following: (1) Math completion rate by 10% for African American , Filipino, and Hispanic students; (2) ESL completion rates by 5% for males
4. Degree & Certificate Completion: Increase number of awards (degrees for all students and certificates for male students) so that males represent 75% of females who earn certificates based on 2003-04 data.
5. Transfer: Increase the number of Hispanic and African American students transferring to the UC and CSU systems based on 2001-02 data. For the UC and CSU systems, within the Hispanic transfer-seeking population, increase transferring students to 45 students annually for years '06 through '08 and to 55 students annually for years '09 and '10. Within the African American transfer seeking population, increase transferring students to 14 students annually for years '06 through '08 and to 16 students annually for years '09 and '10.

The College researcher is in the process of compiling data from 2005-06 and will present the results for the five indicators to the Student Equity Committee for the committee's review in October 2006.