



BLACK STUDENT SUCCESS WEEK **APRIL 25-29, 2022**

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&

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HIRING
BLACK

FACULTY
& STAFF

HUMAN
RESOURCES
REPORT

STRATEGIES TO INCREASE BLACK HIRES

2019

RECRUITING PRACTICES

- ✓ COMMITTEES FOR FACULTY RECRUITMENTS WERE SUBMITTED TO ACADEMIC SENATE FOR APPROVAL.
- ✓ DID NOT HAVE ANY REPORTING SYSTEM DURING RECRUITMENTS IN REGARD TO DEMOGRAPHICS.
- ✓ PARTICIPATED IN JOB FAIR: NATIONAL CROSS-CULTURAL COUNSELING AND ED. CONFERENCE (GEORGIA TECH)

2022

RECRUITING PRACTICES

- ✓ FACULTY COMMITTEES MUST NOW SUBMIT A DIVERSITY STATEMENT ALONG WITH THEIR PROPOSED COMMITTEE SHOWING THAT THE COMMITTEE IS INDEED DIVERSIFIED. THIS IS THEN APPROVED BY THE ACADEMIC SENATE.
- ✓ DEMOGRAPHIC REPORTS ARE RUN AT VARIOUS STAGES DURING THE RECRUITMENT PROCESS.
- ✓ PARTICIPATED IN JOB FAIR: A2MEND (AFRICAN AMERICAN MALE EDUCATION NETWORK)
- ✓ EVERY JOB OPENING AT MT. SAC IS ADVERTISED IN THE ONLINE PUBLICATION: [BLACKSINHIGHERED.COM](https://blacksinhigher.com)
- ✓ 2023 PLANS: [AABHE](https://www.aabhe.org/) (AMERICAN ASSOCIATION OF BLACKS IN HIGHER EDUCATION), [A2MEND](https://a2mend.com/)

BY THE NUMBERS

126

TOTAL # OF
BLACK
FACULTY

110

TOTAL # OF
BLACK STAFF:

234

TOTAL # OF BLACK
FACULTY & STAFF
(MANAGERS,
CLASSIFIED, HOURLY)



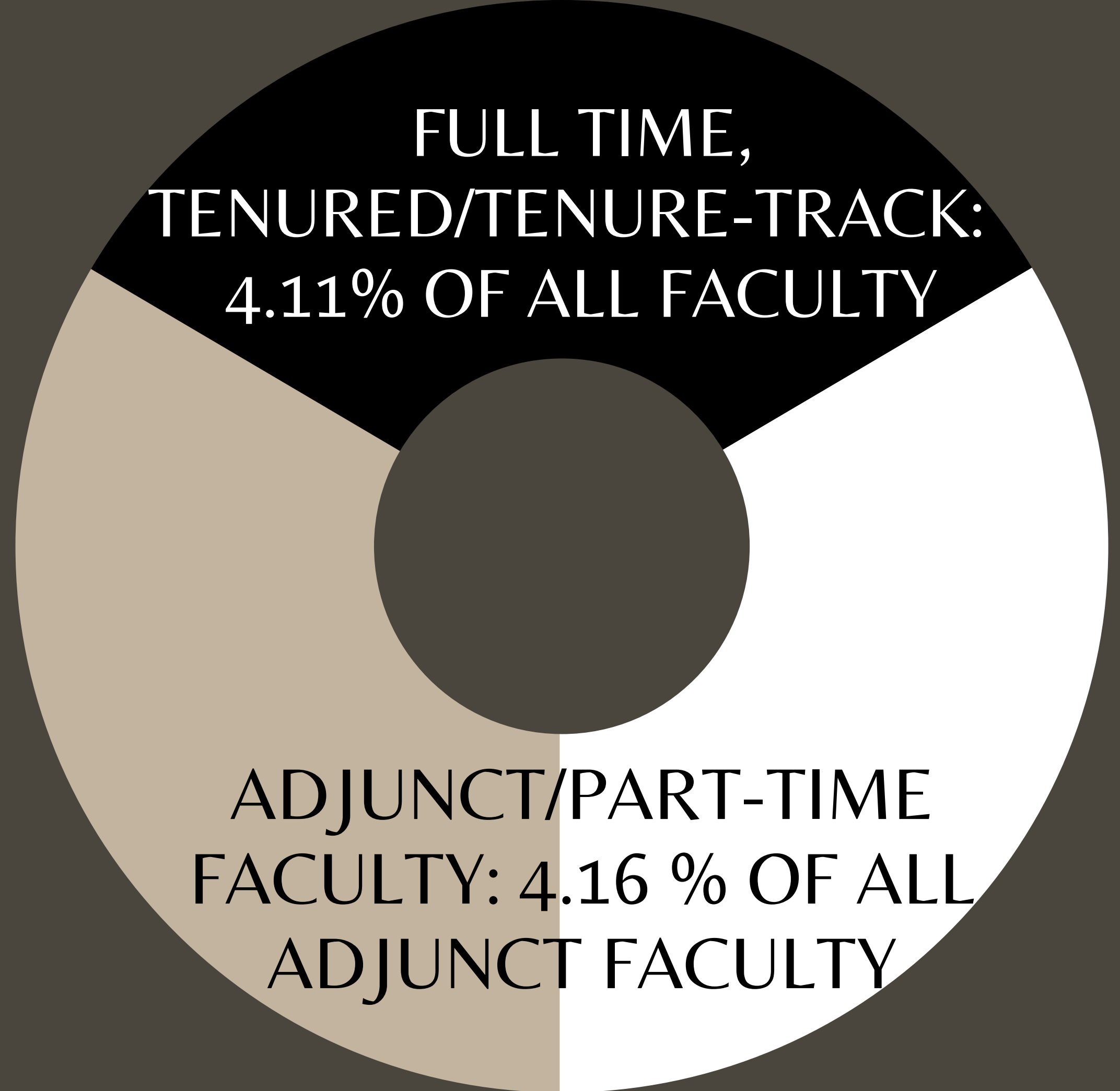
DISAGGREGATED DATA

FACULTY = 126

OF A TOTAL OF
3,066 (ALL)

FT = 17

PT = 109



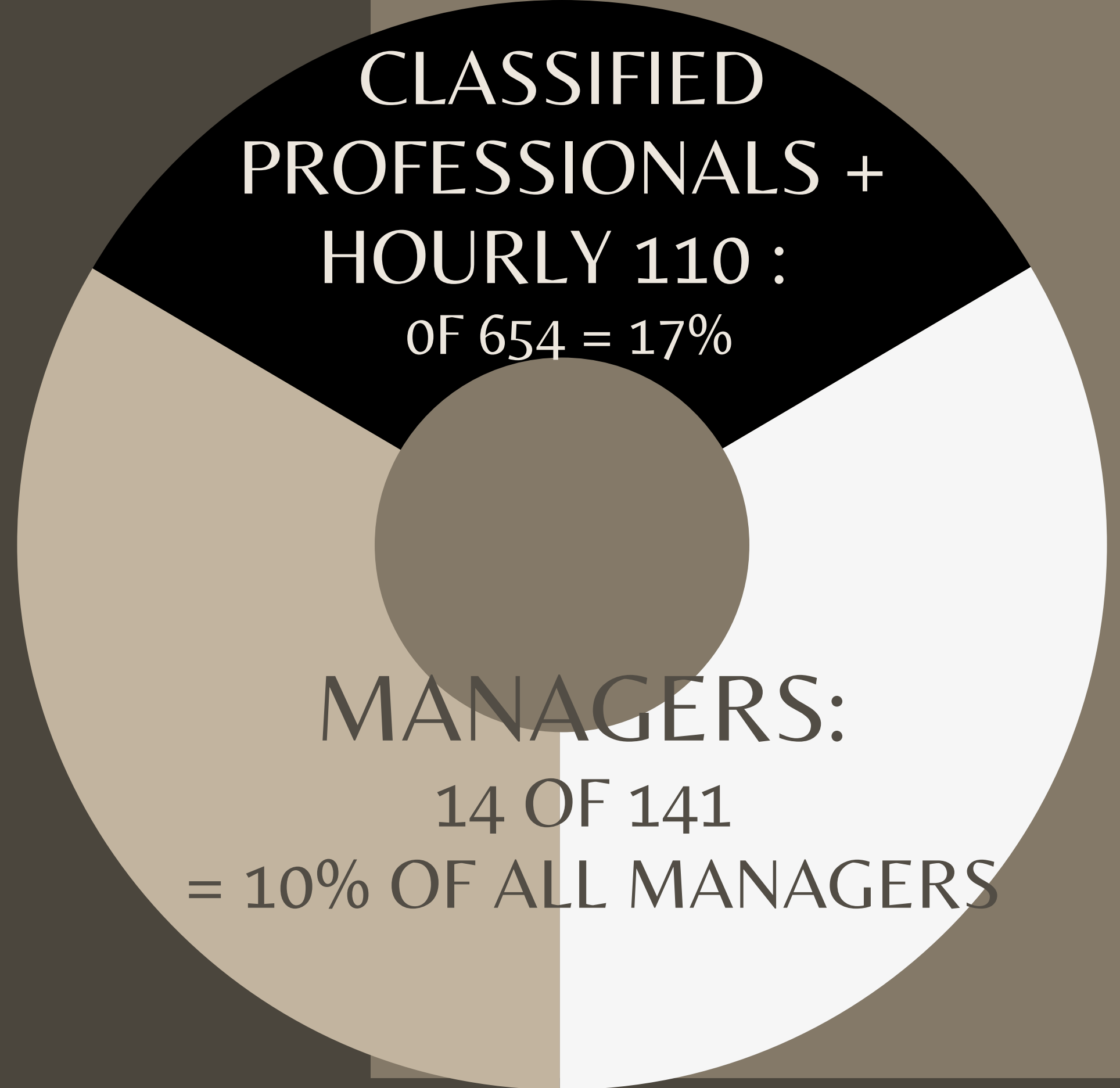
DISAGGREGATED DATA

STAFF =

N = 47 FULL TIME =
5.26% CLASSIFIED STAFF

N = 63 HOURLY = 4.13%

654 TOTAL FULL TIME STAFF



1,527 TOTAL HOURLY STAFF

QUESTIONS