2019-20 Faculty Candidate / Recruitment Process Analysis

Background:

1. There were a total of 1,975 applicants for the 45 faculty positions. 1,418 applicants who submitted their applications prior to the initial screening date met the minimum qualifications (MQs) and were reviewed by a hiring committee.

    a. 282 of the 1,975 applicants, applied after the initial screening deadline

    b. 56 of the of the 1,975 applicants withdrew from the recruitment process

2. Of the 1,418 applicants that met MQs, 47% were male, 52% were female, 0.6% were non-binary, 0.4% did not disclose their gender.

    a. Of the 250 applicants that were selected for an interview, 44% were male, 53% were female, 0.4% were non-binary, 2.4% did not disclose their gender.

3. Of the 1,418 applicants that met MQs, 44% were 40 years or older, 45% were under 40 years, and 11% did not disclose their age.

    a. Of the 250 applicants that were selected for an interview, 48% were 40 years or older, 43% were under 40 years, and 9% did not disclose their age.

4. Of the 1,418 applicants that met MQs, 2% identify as Alaskan Native/American Indian, 14% identify as Asian/Pacific Islander, 8% identify as African American, 30% identify as Hispanic/Latino, 3% identify as Middle Eastern/N. African, 1% identify as multiple ethnicities, 31% identify as White, and 12% did not disclose their race/ethnicity.

    a. Of the 250 applicants that were selected for an interview, 1% identify as Alaskan Native/American Indian, 11% identify as Asian/Pacific Islander, 4% identify as African American, 34% identify as Hispanic/Latino, 4% identify as Middle Eastern/N. African, 4% identify as multiple ethnicities, 32% identify as White, and 9% did not disclose their race/ethnicity.

Summary:

1. Of the 45 applicants hired, 26 are female, zero identify as non-binary.

2. Of the 45 applicants hired, 17 are 40 years or older.

3. Overall of the 45 applicants hired, 10 are Hispanic, 7 are Asian/Pacific Islander, and 11 did not disclose their race/ethnicity.

Issues/Concerns:

1. Of the 1,418 applicants who met MQs 2% were Native American and 8% were African American.

2. No Native Americans or African Americans were hired.

3. Protected groups are being screened out by hiring. Of the 250 applicants who were selected for an interview, 1% were Native American, and 4% were African American.

Action Plan:

1. Increase advertising with publications geared towards Native Americans and African Americans to assist in diversifying the applicant pool.

2. Increase job fairs/conferences that reach out to underrepresented protected groups.

3. Review initial screening timeline and choose dates that allow applicants to apply after proper advertising through publications and job fairs/conferences.

4. Continue to fully cover travel for applicants who travel more than 150 miles each way for all phases of the recruitment interview process.

5. Work with the Equity Minded Workgroup to directly train hiring committees for faculty recruitments.

6. Find additional trainers and resources for faculty recruitment hiring committees.

Resources:

1. $100,000 one-time funding request from the Equity Minded Workgroup to continue the equity minded hiring process and training (funding will be used to support the actions).

FULL-TIME FACULTY CANDIDATE DEMOGRAPHICS
Position start dates of Summer and Fall 2019

Gender:

2019-20 Faculty Candidate Progression	Male	Female	Non-Binary	Unknown Gender	Total
Candidates Reviewed by a Hiring Committee	**657**	**714**	**8**	**39**	**1418**
Candidates Not Selected for Interview	547	581	7	33	1168
Candidates Selected for an Interview	110	133	1	6	250
Candidates Hired from those Selected for an Interview	19	25	0	1	45

2019-20 Faculty Candidate Progression	Male	Female	Non-Binary	Unknown Gender	Total
Gender statistics for the 1,418 candidates reviewed by a committee	46%	50%	0.6%	2.8%	100%
Gender statistics for the 250 candidates selected for an interview	44%	53%	0.4%	2.4%	100%

Age:

2019-20 Faculty Candidate Progression	Age > 40	Age < 40	Unknown Age	Total
Candidates Reviewed by a Hiring Committee	**620**	**639**	**159**	**1418**
Candidates Not Selected for Interview	501	531	136	1168
Candidates Selected for an Interview	119	108	23	250
Candidates Hired from those Selected for an Interview	17	26	2	45

2019-20 Faculty Candidate Progression	Age > 40	Age < 40	Unknown Age	Total
Age statistics for the 1,418 candidates reviewed by a committee	44%	45%	11%	100%
Age statistics for the 250 candidates selected for an interview	48%	43%	9%	100%

Race/Ethnicity:

2019-20 Faculty Candidate Progression	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic / Latino	Middle Eastern / N. African	Multiple	White	Unknown Ethnicity	Total
Candidates Reviewed by a Hiring Committee	**25**	**198**	**107**	**419**	**41**	**12**	**446**	**170**	**1418**
Candidates Not Selected for Interview	22	170	98	335	30	1	365	147	1168
Candidates Selected for an Interview	3	28	9	84	11	11	81	23	250
Candidates Hired from those Selected for an Interview	0	7	0	10	0	0	17	11	45

2019-20 Faculty Candidates	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic / Latino	Middle Eastern / N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 1,418 candidates reviewed by a committee	2%	14%	8%	30%	3%	1%	31%	12%	100%
Race/ethnicity statistics for the 250 candidates selected for an interview	1%	11%	4%	34%	4%	4%	32%	9%	100%

Full-Time Faculty Hires, Fall 2016 – Fall 2019

Gender:

Full-Time Faculty Hires (reflects prior year recruitment)	Male	Female	Non-Binary*	Total
New FT Faculty 2016-17	20	24		44
New FT Faculty 2017-18	6	9		15
New FT Faculty 2018-19	8	9		17
New FT Faculty 2019-20	19	26		45
Total	**53**	**68**	**0**	**121**

*Added Spring 2018

Age:

Full-Time Faculty Hires (reflects prior year recruitment)	Age > 40	Age < 40	Total
New FT Faculty 2016-17	21	23	44
New FT Faculty 2017-18	7	8	15
New FT Faculty 2018-19	7	10	17
New FT Faculty 2019-20	17	28	45
Total	**52**	**69**	**121**

DOB provided at time of hire, unknown age n/a

Race/Ethnicity:

Full-Time Faculty Hires (reflects prior year recruitment)	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic	Middle Eastern / N. African*	Multiple*	White	Unknown	Total
New FT Faculty 2016-17	0	5	1	15	0	0	12	11	**44**
New FT Faculty 2017-18	0	2	0	3	0	0	3	7	**15**
New FT Faculty 2018-19	0	4	1	5	0	0	2	5	**17**
New FT Faculty 2019-20	0	7	0	10	0	0	17	11	**45**
Total FT Faculty Hired Fall 2016-19	**0**	**18**	**2**	**33**	**0**	**0**	**34**	**34**	**121**

*Added Spring 2018

FULL-TIME FACULTY CANDIDATE DEMOGRAPHICS
CCCCO Division Categories
Position start dates of Summer and Fall 2019

2019-20 Faculty Candidate Arts	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 85 candidates reviewed by a committee	0%	11%	0%	11%	0%	4%	49%	26%	100%
Race/ethnicity statistics for the 11 candidates selected for an interview	0%	0%	0%	18%	0%	5%	68%	9%	100%

2019-20 Faculty Candidate Business	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 84 candidates reviewed by a committee	0%	18%	9%	21%	1%	5%	32%	14%	100%
Race/ethnicity statistics for the 22 candidates selected for an interview	0%	27%	0%	18%	0%	0%	45%	9%	100%

2019-20 Faculty Candidate Continuing & Noncredit Education	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 51 candidates reviewed by a committee	2%	24%	18%	22%	0%	10%	18%	8%	100%
Race/ethnicity statistics for the 3 candidates selected for an interview	0%	0%	0%	0%	0%	67%	33%	0%	100%

2019-20 Faculty Candidate Humanities	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 527 candidates reviewed by a committee	0.2%	8%	6%	29.8%	2%	9%	32%	13%	100%
Race/ethnicity statistics for the 74 candidates selected for an interview	0%	9%	4%	54%	0%	7%	20%	5%	100%

2019-20 Faculty Candidate Library & Learning Resources	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 23 candidates reviewed by a committee	0%	17%	0%	17%	0%	9%	43%	13%	100%
Race/ethnicity statistics for the 7 candidates selected for an interview	0%	0%	0%	0%	0%	29%	57%	14%	100%

2019-20 Faculty Candidate Natural Sciences	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 163 candidates reviewed by a committee	0%	24%	4%	7%	4%	4%	48%	10%	100%
Race/ethnicity statistics for the 37 candidates selected for an interview	0%	16%	5%	5%	8%	5%	41%	19%	100%

2019-20 Faculty Candidate Physical Education	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 40 candidates reviewed by a committee	0%	8%	0%	25%	0%	8%	45%	15%	100%
Race/ethnicity statistics for the 10 candidates selected for an interview	0%	10%	0%	10%	0%	10%	60%	10%	100%

2019-20 Faculty Candidate Student Services	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 221 candidates reviewed by a committee	0%	9%	10%	56%	0%	7%	12%	7%	100%
Race/ethnicity statistics for the 36 candidates selected for an interview	0%	8%	3%	58%	0%	11%	14%	6%	100%

2019-20 Faculty Candidate Technology & Health	Alaskan Native/ American Indian	Asian/ Pacific Islander	African-American	Hispanic/ Latino	Middle Eastern/ N. African	Multiple	White	Unknown Ethnicity	Total
Race/ethnicity statistics for the 88 candidates reviewed by a committee	0%	15%	16%	23%	3%	5%	30%	9%	100%
Race/ethnicity statistics for the 30 candidates selected for an interview	0%	23%	3%	27%	3%	0%	33%	10%	100%