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**Part Three – Human Resources****New Faculty and Staff Hired**

The College has an affirmative action program that encourages the selection of the best-qualified staff, while making specific efforts to target advertising and recruitment practices to attract a diverse pool of applicants. Ultimately, staff diversity figures can only be improved through the hiring of minority candidates, so it is important to monitor new hires and their comparison to the staff at large. Figure 31 examines the number of new full time faculty hired by the College for the 2001-02 academic year. Of the eight new faculty hired for that year, three were minorities (one Hispanic and two unknown), and five were women. Figure 32 repeats the analysis for classified staff, with 12 of the 47 new employees drawn from non-white ranks (just under three percent). Figure 32 demonstrates the continuing trend of women being over-represented among the classified staff ranks. In the 2001-02 year, 35 of the 47 new classified hires were women, representing roughly three quarters of all new staff in that category.

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