

## DRAFT 4/7/10 Demographic Information

According to the 2000 census data from SANDAG, San Diego has become a “minority majority” city with no group constituting over 50% of the population (San Diego Regional Environmental Scan Report, 2006). This means that City of San Diego is becoming diversified due to an ever changing demographic population. As of 2000, Whites constituted 49% of the total San Diego City population, followed by Latinos (25%) and then Asians (14%). The socio-economic structure of San Diego tends to be dichotomized. That is, there are many well-educated professionals and many less-well educated service sector workers relative to very few middle-income level jobs in the City of San Diego (San Diego Regional Environmental Scan Report, 2006). This socio-economic trend seems to be driven by both the income and educational attainment levels of the San Diego general population according to 2000 census data. In all, these trends reflect a socio-economic structure that is typical of many post-industrial cities.

San Diego is one of the fastest growing cities in the United States and is considered one of the nation’s largest cities. San Diego is projected to grow over the next two decades, however the growth will be different and significant changes to the city’s population are expected to transpire (San Diego Regional Environmental Scan Report, 2006). For instance, the majority of the city’s population growth is expected to occur in the Latino community. By today’s demographic standards, Latinos comprise one-quarter of the San Diego City population. However, by the year 2030, Latinos are expected to account for approximately one-third of the total population (SANDAG forecast, 2000). At that time, both the White and Latino populations in San Diego are expected to be comparable to each other.

An ethnic breakdown comparison of Mesa College and its service area showed that the Latino, Asian and African American student populations at Mesa College (20%, 13% and 6%, respectively) were overrepresented compared to the Latino, Asian and African American general populations within the Mesa College service area (15%, 10% and 4% respectively). Conversely, the White student population at Mesa College (41%) was underrepresented relative to the White general population within the Mesa College service area (66%).

### Headcount and Student Characteristics

**Overall**-Unduplicated student headcount for Mesa College showed a 1% increase between Fall 2004 (N = 23,045) and Fall 2008 (23,323) and a 4% increase between Spring 2005 (22,963) and Spring 2009 (23,967).

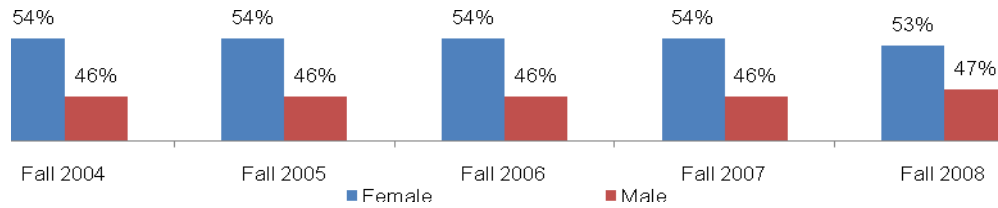
	Fall 2004	Fall 2005	Fall 2006	Fall 2007	Fall 2008	% Change Fall 04-08
<b>Total</b>	<b>23,045</b>	<b>21,736</b>	<b>21,879</b>	<b>22,444</b>	<b>23,323</b>	<b>1%</b>

Source: SDCCD Information System

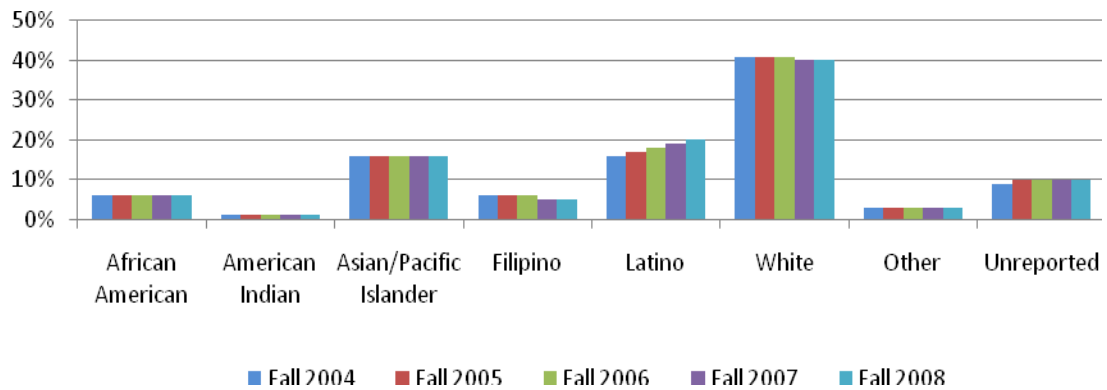
	Spring 2005	Spring 2006	Spring 2007	Spring 2008	Spring 2009	% Change Spring 05-09
<b>Total</b>	<b>22,963</b>	<b>22,055</b>	<b>22,146</b>	<b>22,756</b>	<b>23,967</b>	<b>4%</b>

Source: SDCCD Information System

**Gender**-On average, the female student headcount (54%) was higher than the male student headcount (46%), both of which have remained consistent from Fall 2004 to Fall 2007. In Fall 2008, the female : male ratio became slightly more balanced (female = 53% and male = 47%). Both male and female student headcounts increased between Fall 2004 and Fall 2008, which was consistent with the overall student population trend.

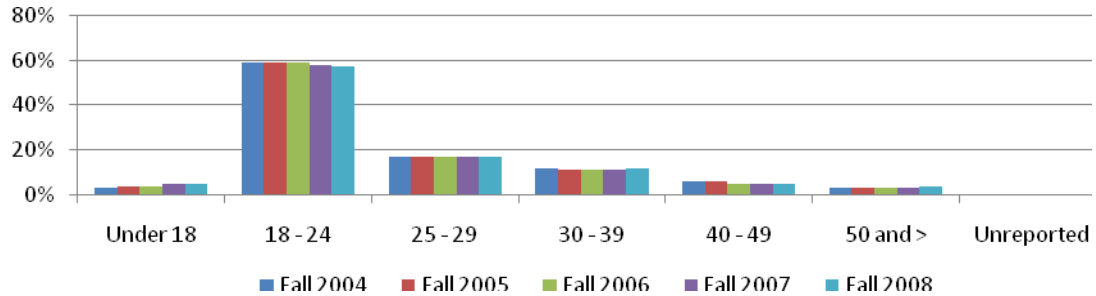


**Ethnicity**-The ethnic groups with the largest headcounts between Fall 2004 and Fall 2008 comprised White students (41%), Latino students (18%) and Asian/Pacific Islander students (16%). At Mesa College, the Latino student population increased by 21%, the African-American and Asian/Pacific Islander student populations remained steady with 0% change, and those who were Unreported increased by 8%, in contrast to all other ethnic groups, which declined, between Fall 2004 and Fall 2008. Between Fall 2004 and Fall 2008, the Latino student headcount increased by one percentage point annually, thus confirming the projections noted in the Environmental Scan. The Latino student headcount at Mesa College (18%) was underrepresented when compared to the districtwide Latino headcount (22%).

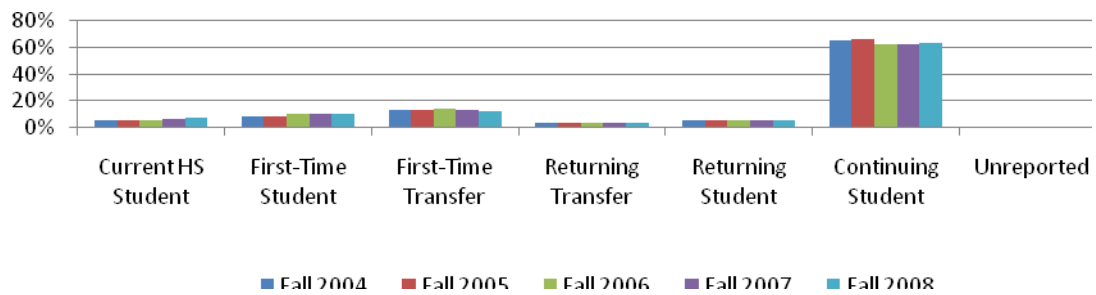


	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008	
African American	1,431	6%	1,370	6%	1,387	6%	1,362	6%	1,436	6%
American Indian	217	1%	192	1%	181	1%	204	1%	208	1%
Asian/Pacific Islander	3,678	16%	3,526	16%	3,560	16%	3,583	16%	3,623	16%
Filipino	1,456	6%	1,312	6%	1,231	6%	1,191	5%	1,183	5%
Latino	3,785	16%	3,758	17%	3,907	18%	4,244	19%	4,575	20%
White	9,522	41%	8,884	41%	8,913	41%	9,054	40%	9,318	40%
Other	778	3%	625	3%	619	3%	653	3%	627	3%
Unreported	2,178	9%	2,069	10%	2,081	10%	2,153	10%	2,353	10%
<b>Total</b>	<b>23,045</b>	<b>100%</b>	<b>21,736</b>	<b>100%</b>	<b>21,879</b>	<b>100%</b>	<b>22,444</b>	<b>100%</b>	<b>23,323</b>	<b>100%</b>

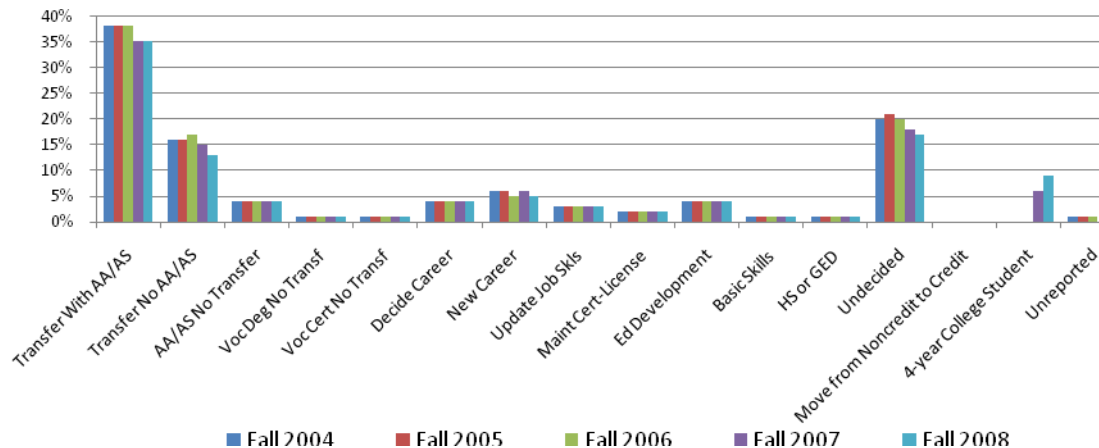
**Age-** Students who were between ages 18 – 24, on average, constituted more than half of the Mesa student population (58%). Of the total student population, students under age 18 increased by 57% from Fall 2004 to Fall 2008. With the exception of students under 18 years old, ages 25 – 29, and ages 50 and above, all other age cohorts exhibited a downward trend in student enrollment between Fall 2004 and Fall 2008.



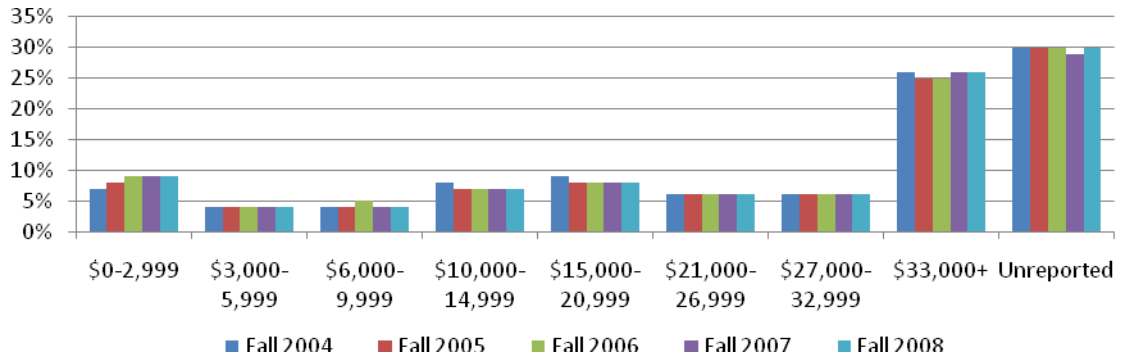
**Enrollment Status-** On average, sixty-four percent of the student population were continuing students. The number of current high school students who were enrolled at Mesa College increased by 39%, from 1,094 students in Fall 2004 to 1,523 in Fall 2008.



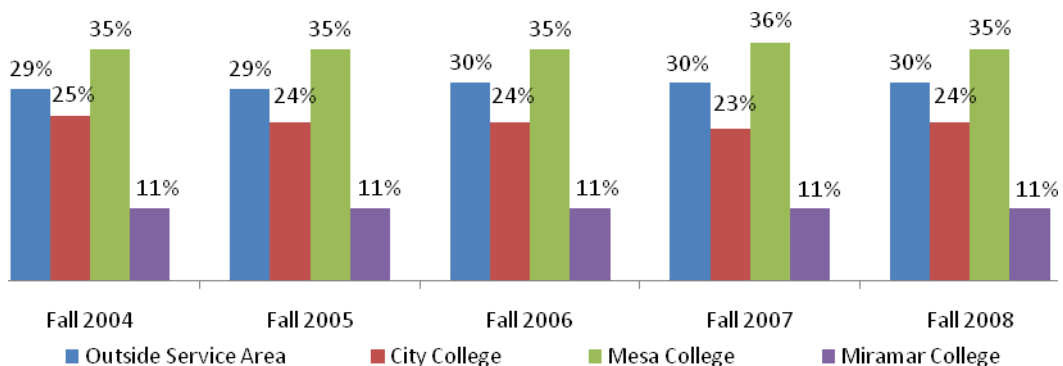
**Educational Objective-** Approximately half of the Mesa student population (52%) selected transfer with or without an Associate degree as their educational objective. Undecided students, on average, made up 19% of the student population. In Fall 2007, 6% of the student population comprised 4-year College Students, while in Fall 2008 this figure increased to 9%. Prior to Fall 2007, records did not specify 4-year College Students.



**Income Level**-Between Fall 2004 and Fall 2008, among those who reported their income levels, one-quarter (25%) of the Mesa student population reported making over \$33,000 or more a year on average. The number of students who reported making between \$0 – 2,999 a year on average increased by 40% between Fall 2004 and Fall 2008. It should be noted that there was a large percentage of students who did not report their income level. Thus, the data may not be representative of the income level of students at Mesa College.



**Residence by Service Area**-Between Fall 2004 and Fall 2008, on average, 35% of students who resided within the Mesa service area attended Mesa College. Among the three college service areas, the greatest proportion of Mesa students resided within its service area. Approximately one third of Mesa College students (35%) resided in a non-Mesa, District service area, i.e., in City’s or Miramar’s service area, while 30% were from outside the District service area.



**Units Attempted/Units Earned**-From Fall 2004 to Fall 2008, on average, 66% of students who attempted 0.1 – 2.9 units earned a number of units within that same range and 72% of students who attempted 3.0 – 5.9 units earned a number of units within that same range. As the number of units attempted increased, the proportions of students who earned a number of units within that same range decreased as 55% of those who attempted 6.0 – 8.9 units earned number of units within that same range, 47% of those who attempted 9.0 – 11.9 units earned a number of units within that same range, and 53% of those who attempted 12.0 + units earned a number of units within that same range.

		0 Units	0.1 - 2.9 Units	3.0 - 5.9 Units	6.0 - 8.9 Units	9.0 - 11.9 Units	12.0 + Units
		Units Attempted	Fall 2004	0.1 - 2.9 Units	30%	70%	
3.0 - 5.9 Units	26%			2%	73%		
6.0 - 8.9 Units	19%			2%	23%	56%	
9.0 - 11.9 Units	16%			2%	13%	23%	46%
12.0 + Units	8%			1%	7%	12%	19%
Fall 2005	0.1 - 2.9 Units		34%	66%			
	3.0 - 5.9 Units		26%	1%	73%		
	6.0 - 8.9 Units		21%	2%	22%	55%	
	9.0 - 11.9 Units		16%	1%	15%	20%	47%
	12.0 + Units		9%	1%	7%	12%	18%
Fall 2006	0.1 - 2.9 Units		37%	63%			
	3.0 - 5.9 Units		26%	1%	72%		
	6.0 - 8.9 Units		20%	1%	22%	56%	
	9.0 - 11.9 Units		16%	2%	13%	22%	47%
	12.0 + Units		10%	1%	7%	12%	18%
Fall 2007	0.1 - 2.9 Units		37%	63%			
	3.0 - 5.9 Units		26%	1%	72%		
	6.0 - 8.9 Units		21%	2%	23%	54%	
	9.0 - 11.9 Units		16%	1%	15%	22%	46%
	12.0 + Units		8%	1%	8%	12%	20%
Fall 2008	0.1 - 2.9 Units	33%	67%				
	3.0 - 5.9 Units	27%	2%	72%			
	6.0 - 8.9 Units	20%	2%	23%	55%		
	9.0 - 11.9 Units	15%	2%	14%	20%	48%	
	12.0 + Units	8%	1%	8%	12%	19%	53%
% Change Fall 04-08		--	-4%	8%	3%	3%	-10%
<b>College Average Fall 04-08</b>		--	<b>66%</b>	<b>72%</b>	<b>55%</b>	<b>47%</b>	<b>53%</b>

**EOPS-** Ninety-seven percent of the Mesa student population had not received EOPS services on average between Fall 2004 and Fall 2008. However, there was a 10% decrease in the number of students who received EOPS services from Fall 2004 (n = 730) to Fall 2008 (n = 660).

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		% Change Fall 04-08	College Average Fall 04-08
	Count	%	Count	%	Count	%	Count	%	Count	%		
Received EOPS	730	3%	774	4%	626	3%	797	4%	660	3%	-10%	3%
Not Received EOPS	22,285	97%	20,909	96%	21,211	97%	21,627	96%	22,656	97%	2%	97%
Unreported	30	0%	53	0%	42	0%	20	0%	7	0%	-77%	0%
<b>Total</b>	<b>23,045</b>	<b>100%</b>	<b>21,736</b>	<b>100%</b>	<b>21,879</b>	<b>100%</b>	<b>22,444</b>	<b>100%</b>	<b>23,323</b>	<b>100%</b>	<b>1%</b>	<b>100%</b>

**DSPS**-On average, 97% of the Mesa student population had not received any type of disability support services between Fall 2004 and Fall 2008. The number of students who received disability services increased by 7% from Fall 2004 (n = 550) to Fall 2008 (n = 588).

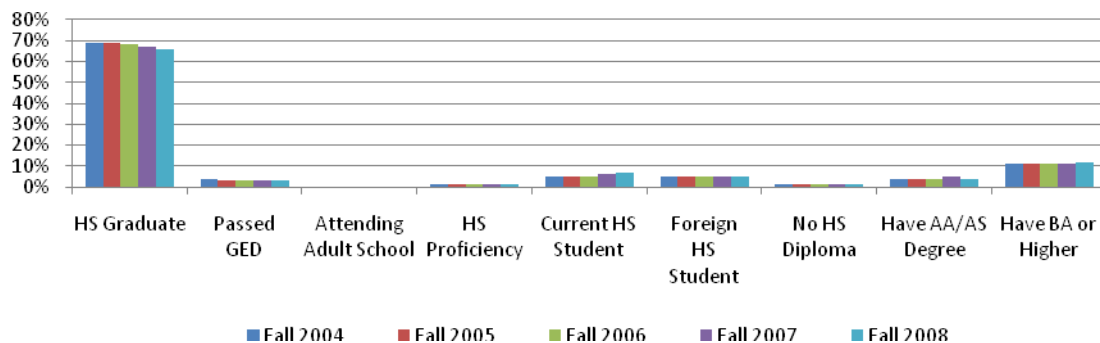
	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		% Change Fall 04-08
Received DSPS	550	2%	510	2%	544	2%	545	2%	588	3%	7%
Not Received DSPS	22,465	97%	21,173	97%	21,293	97%	21,879	97%	22,728	97%	1%
Unreported	30	0%	53	0%	42	0%	20	0%	7	0%	-77%
<b>Total</b>	<b>23,045</b>	<b>100%</b>	<b>21,736</b>	<b>100%</b>	<b>21,879</b>	<b>100%</b>	<b>22,444</b>	<b>100%</b>	<b>23,323</b>	<b>100%</b>	<b>1%</b>

**First Generation**-From Fall 2004 to Fall 2008, on average, 22% of Mesa students reported being first generation college students. Both groups of students, those who were and those who were not first generation college students, increased in headcount between Fall 04 and Fall 08 (by 8% and 4%, respectively).

	Fall 2004		Fall 2005		Fall 2006		Fall 2007		Fall 2008		% Change Fall 04-08
Yes	4,968	22%	4,806	22%	4,936	23%	5,163	23%	5,352	23%	8%
No	17,212	75%	16,472	76%	16,678	76%	17,124	76%	17,880	77%	4%
Unreported	865	4%	458	2%	265	1%	157	1%	91	0%	-89%
<b>Total</b>	<b>23,045</b>	<b>100%</b>	<b>21,736</b>	<b>100%</b>	<b>21,879</b>	<b>100%</b>	<b>22,444</b>	<b>100%</b>	<b>23,323</b>	<b>100%</b>	<b>1%</b>

**Primary Language**-From Fall 2004 to Fall 2008, on average 94% of the Mesa student population spoke English as their primary language while 6% spoke a language other than English as their primary language.

**Prior Educational Level**-From Fall 2004 to Fall 2008, 68% of the Mesa College student population reported that they were high school graduates. Eleven percent of the Mesa student population had a bachelor's degree or higher, and 11% were either current high school students (5%) or graduated from a foreign high school (6%).



## Human Resources

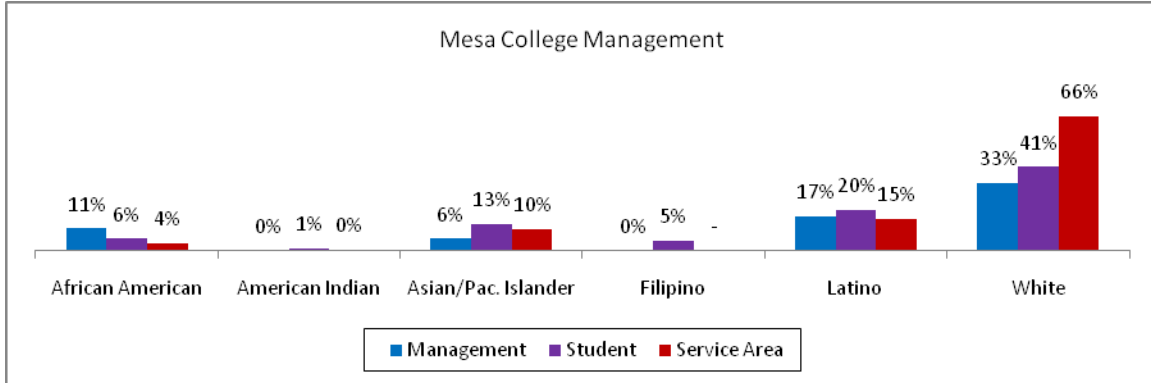
**Fall 2008 Employees by Ethnicity**-A total of 1,404 employees worked at Mesa College during Fall 2008. The ethnic breakdown showed that White employees made up 58% of the total employee population, followed by Latino and Asian employees (12% each) and African American employees making up 7% of the Mesa College workforce. Among classified staff, White employees constituted nearly half of the employees (48%) and made up two-thirds (66%) of the teaching faculty positions compared to other ethnic groups. Although White employees generally constituted a higher percentage of the workforce at Mesa College, the trend decreased with management. White employees accounted for approximately one-third (36%) of management positions. Latinos constituted 14% of the management positions followed by Asians with 7%.

	African American		American Indian		Asian		Filipino		Latino		White		Other		Unreported		Total
Total Employees	101	7%	8	1%	172	12%	6	<1%	163	12%	812	58%	3	<1%	139	10%	1,404
Male	49	8%	4	1%	62	10%	2	<1%	72	11%	389	60%	2	<1%	71	11%	651
Female	52	7%	4	1%	110	15%	4	1%	91	12%	423	56%	1	<1%	68	9%	753
Classified Staff	21	12%	-	-	20	12%	4	2%	31	18%	82	48%	1	1%	13	8%	172
Non-Academic Hourly	18	8%	3	1%	72	34%	-	-	25	12%	65	31%	-	-	29	14%	212
Teaching Faculty	49	6%	4	<1%	68	8%	-	-	86	10%	576	66%	2	<1%	84	10%	869
Contract	15	7%	2	1%	16	8%	-	-	25	12%	129	61%	1	<1%	24	11%	212
Adjunct	34	5%	2	<1%	52	8%	-	-	61	9%	447	68%	1	<1%	60	9%	657
Counseling Faculty	6	13%	1	2	5	11%	1	2%	9	20%	21	46%	-	-	3	7%	46
Contract	4	14%	-	-	4	14%	1	3%	6	21%	13	45%	-	-	1	3%	29
Adjunct	2	12%	1	6	1	6%	-	-	3	18%	8	47%	-	-	2	12%	17
Library Faculty	-	-	-	-	-	-	-	-	-	-	10	83%	-	-	2	17%	12
Contract	-	-	-	-	-	-	-	-	-	-	6	86%	-	-	1	14%	7
Adjunct	-	-	-	-	-	-	-	-	-	-	4	80%	-	-	1	20%	5
Police Officers	-	-	-	-	-	-	-	-	-	-	8	100%	-	-	-	-	8
Community Service Officers	-	-	-	-	-	-	-	-	2	29%	5	71%	-	-	-	-	7
Management	2	14%	-	-	1	7%	-	-	2	14%	5	36%	-	-	4	29%	14
Supervisory Staff	4	17%	-	-	2	9%	1	4%	5	22%	9	39%	-	-	2	9%	23

## Mesa College Employee-Student Demographic Comparison

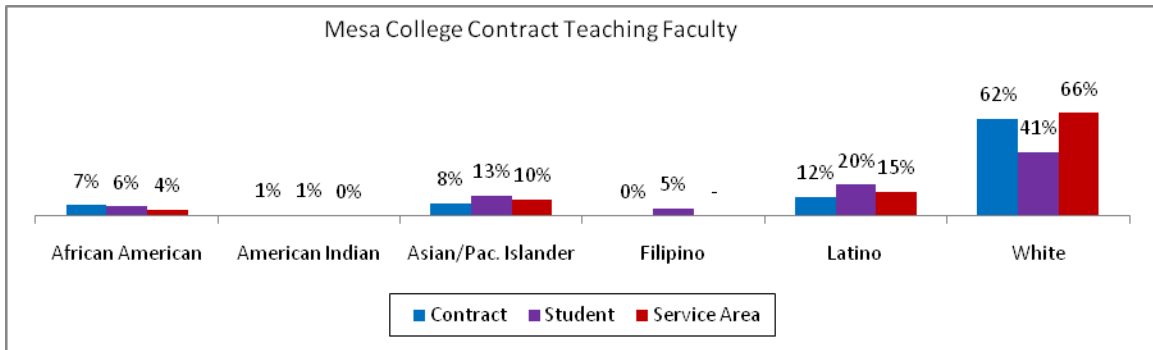
### Management

- In Fall 2008, for management, both Latino and African American employees at Mesa College (17% and 11%, respectively) were overrepresented proportional to the Latino and African American general populations within the Mesa College service area (15% and 4%, respectively). Both White and Asian employees at Mesa College (33% and 6%, respectively) were underrepresented relative to the White and Asian/Pacific Islander general populations within the Mesa College service area (66% and 10%, respectively).
- In Fall 2008, for management, African American employees at Mesa College (11%) were overrepresented proportional to the African American student population at Mesa College (6%). White, Latino, and Asian employees at Mesa College (33%, 17% and 6%, respectively) were underrepresented relative to the White, Latino, and Asian student populations at Mesa College (40%, 20% and 13%, respectively).



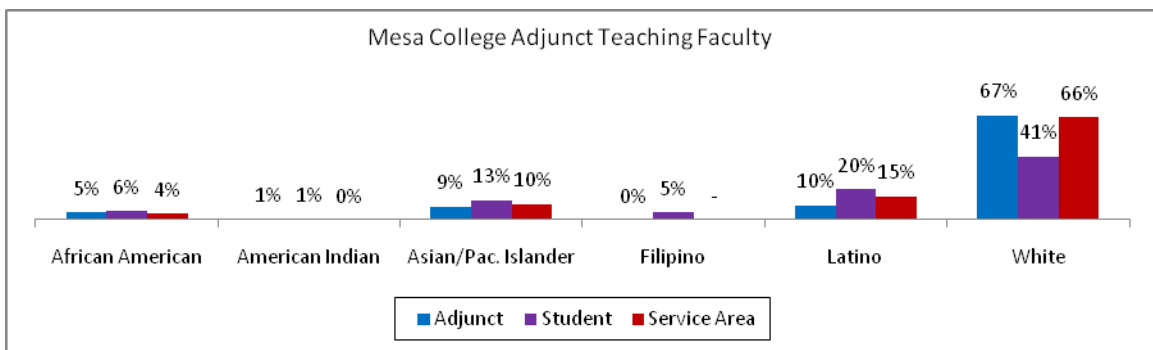
### Contract Teaching Faculty

- For contract teaching faculty, African American employees at Mesa College (7%) were overrepresented compared to the African American general population within the Mesa College service area (4%). Conversely, White, Latino, and Asian contract teaching faculty at Mesa College (62%, 12% and 8%, respectively) were slightly underrepresented relative to the White, Latino, and Asian general populations within the Mesa College service area (66%, 15% and 10%, respectively).
- White instructors held approximately two-thirds (62%) of the contract teaching positions at Mesa College and were overrepresented compared to the White student population at Mesa College (41%). Conversely, both Latino and Asian contract teaching faculty (12% and 8%, respectively) were slightly underrepresented relative to the Latino and Asian student populations at Mesa College (20% and 13%, respectively). African American contract teaching faculty (7%) was representative of the African American student population at Mesa College (6%).



### Adjunct Teaching Faculty

- Among adjunct teaching faculty, White, Asian, and African American employees at Mesa College (67%, 9% and 5%, respectively) were representative of the White, Asian, and African American general populations within the Mesa City College service area (66%, 10% and 4%, respectively). In contrast, Latino adjunct teaching faculty at Mesa College (10%) was underrepresented relative to the Latino general population within the Mesa College service area (15%).
- White instructors held approximately two-thirds (67%) of the adjunct teaching positions at Mesa College and were overrepresented when compared to the White student population at Mesa College (41%). In contrast, both Latino and Asian adjunct teaching faculty at Mesa College (10% and 9%, respectively) were underrepresented relative to the Latino and Asian student populations at Mesa College (20% and 13%, respectively). African American adjunct teaching faculty (5%) were representative of the African American student population (6%).



### Conclusion

- For Fall 2008, when comparing the ethnic composition of our Mesa College management to that of our service area and our student population, our leadership appears to be quite diverse in terms of race/ethnicity. However, examination of our contract and adjunct teaching faculty diversity shows that the ethnic composition of Mesa's instructors is more closely aligned with that of our service area and less aligned with that of our student population, which happens to be a minority-majority population with greater diversity.