



# Diversity Report 2016

Compiled by the Office of Planning and Research  
Sandhills Community College  
2016

## Introduction

A southern state with a long history of breaking down barriers of racial and ethnic injustice, North Carolina has continued to show great leadership in demanding equal rights and opportunities for all. While racial and ethnic diversity remains an issue in any society, today the word diversity has an even broader meaning in a state with a growing population of immigrants, veterans, and single mothers — many of whom are heading back to school. Community colleges are the gateway to postsecondary education for many of these non-traditional students. As these institutions become more accountable for student success, they must also work toward tending to a more culturally diverse environment that fosters that success.

Sandhills Community College (SCC) has worked hard to increase diversity among its faculty, staff, and student body. A systematic assessment process allows the college to evaluate its response to diversity on an annual basis (see SCC's Response to Diversity, page 9).

Among SCC faculty and staff, for example, from 2006 to 2016, although the minority staff percentage decreased by 1%, the college increased its percentage of minority faculty members by 3% (17% to 20%). The minority population of the curriculum student body increased by 4% (36% to 40%) in that time period, and although the total number of students in Continuing Education decreased, the percentage of minority student increased by 5%.

**Table 1. 2006 and 2016 SCC Faculty, Staff, and Student Minority Population**

	2006		2016		Difference
	Total #	Minorities (%)	Total #	Minorities (%)	
Faculty (Curriculum/Continuing Education)	133	23 (17%)	127	26 (20%)	+3%
Staff	130	34 (26%)	142	35 (25%)	-1%
Curriculum Students	4901	1766 (36%)	5169	2072 (40%)	+4%
Continuing Education Students	8031	2638 (33%)	6353	2411 (38%)	+5%

*Data based on 2015-16 reports.*

Although African Americans mark the largest segment of minority students in the college service area of Moore and Hoke counties, SCC also has welcomed an increasing number of Hispanic students to the family.

This report will present the college's theoretical and employment mission and goals and provide data to indicate how well or how poorly SCC is meeting its diversity goals. SCC is a comprehensive community college chartered in 1963 and is a member of the North Carolina Community College System.

## Statements Speaking to the Issue of Diversity

### College Mission Statement

**The mission of Sandhills Community College is to provide educational opportunities of the highest quality to all the people of the Sandhills.**

The mission is achieved by the accomplishment of the following goals:

1. *For-Credit Academic Programs*: To educate students for professional and personal opportunities by providing technical and transfer programs that include distinct general education competencies and to offer these programs through a variety of course delivery modes.
2. *Support Services*: To provide comprehensive student and academic support programs that help students meet their career, academic, and personal goals.
3. *Access and Opportunity*: To ensure access and opportunity for students who are underprepared for college-level work through developmental studies and adult literacy programs; to prepare students for employment and/or for collegiate studies; and to promote student learning and success through various course delivery modes in credit and noncredit courses.
4. *Economic Development*: To provide the training needed to help recruit businesses to our community and to drive entrepreneurial growth; to promote workplace learning; to enable local businesses to become more productive; and to provide credit and noncredit courses and programs that enable students to become competitive contenders for employment opportunities.
5. *Campus and Community Life*: To provide opportunities for student involvement, cultural enrichment, life-long learning, and community service while honoring our core values.
6. *Campus Resources*: To ensure that the college has the necessary financial, human, technological, and physical resources, including having funds to advance the excellence of its programs, hiring faculty and staff of the highest quality who reflect its diverse community and exhibit its core values, providing appropriate technology, and ensuring that the campus is clean, safe, and beautiful.

### College Core Values

#### **Integrity**

SCC treats its students, faculty, and staff fairly and stands behind the commitments that are stated or implied in its policy documents and promotional materials. The college demands academic work that is honest and rigorous and that meets the expectations of employers and baccalaureate-level institutions.

#### **Helpfulness**

The faculty and staff of SCC are genuinely and eagerly helpful to the college's students and to each other. Going the "extra mile" is expected behavior at SCC.

### **Excellence**

SCC provides educational programs of the highest quality and then provides the support necessary to promote student success. Similarly, the college employs faculty and staff who are exceptionally well-qualified to promote educational excellence and, in addition, encourages and supports them in the performance of their jobs.

### **Respect**

The atmosphere of SCC is one of respect, friendliness, and civility — values which are taught to students by the way in which faculty and staff interact with them and with each other.

### **Opportunity**

Opportunity is at the core of SCC's mission. The college provides educational opportunities to the students who enter through its open doors — opportunities for growth in the area's businesses and life long learners and opportunities for professional and personal development to its faculty and staff.

## **Statement of Equal Opportunity**

SCC is committed to the elimination of all discrimination on the basis of race, color, national origin, religion, sex, age, or disability. While aware that the college bears a significant responsibility for aggressively pursuing an equal opportunity policy designed to ensure the employment of qualified men and women, SCC is also firmly committed to day-to-day policies that ensure that students, faculty, and staff members of any race, color, national origin, religion, sex, age, or disability will receive fair, courteous, and congenial treatment commensurate with the atmosphere of the college as a whole. Denial of such treatment to any individual on the SCC campus will not be tolerated.

In terms of hiring practices, the college is committed to providing equal opportunity in all its employment practices, which ensure that no person who is qualified shall be excluded from employment on the basis of race, color, national origin, religion, sex, age, or disability. In addition, the college has established the goal that its workforce will collectively reflect the diversity of the minority labor market in its service areas of Moore and Hoke counties. This goal has been approved by the trustees of the college. The president of the college shall oversee and monitor the implementation of this goal through the director of Human Resources in cooperation with the faculty and staff.

Equal employment opportunity is viewed as an integral part of the mission and purpose of SCC. The college is dedicated to the upward mobility and advancement of all people within its reach and seeks to comply with all federal, state, and local statutes, regulations, and orders, including those that promote equal protection and equal opportunity for students, employees, and applicants.

## Fair Hiring Policy

It is the policy of SCC to fill vacant and newly-created positions with individuals whose talents and experience best equip them to help the college accomplish its mission. SCC seeks to provide opportunities for the upward mobility of its employees. In most cases, full-time positions available at the college will be posted campus-wide, and college personnel will have the opportunity to apply for these positions. When the president feels it is appropriate, however, the search will be extended to include candidates from outside the college. In unique circumstances, the president may appoint individuals to positions within the college at his discretion.

## Fair Hiring Procedures

The intent of the Fair Hiring Procedures is to provide a process that is consistent, timely, and efficient. There is open communication with the Human Resource office throughout the hiring process. In keeping with the *Fair Hiring Policy*, the college is committed to implementing a search procedure that seeks to find qualified members of diverse populations to fill openings when they become available.

When there is a recognized personnel need at the college, the unit supervisor will complete a *Personnel Request Form* and forward it to the appropriate vice president. The form may include a proposed salary range, minimum credentials, guidelines for advertising, and a requested fill date. Upon proper approval, the following steps may be taken to fill the position:

1. The supervisor will select a diverse interview team. In most cases, the supervisor will chair the interview committee.
2. The director of Human Resources will assist the interview team in prioritizing job qualifications, reviewing effective interview guidelines, and generally overseeing the selection and interview process.
3. Advertising will be the responsibility of the director of Human Resources who will follow the college's Fair Hiring Policy.
4. Applications will be made through the online application system available on the college website. Upon successful submission of an application, the system will send a confirmation email to the applicant.
5. The director will review candidates to determine if they meet minimum qualifications as advertised. The director will then forward the codes to the online applicant pool to the interview committee chair for review, along with the interview committee documents. The chair will then share the committee codes with the members of the committee so that they may also review the candidates. The committee will select the candidates for interview. Candidates for interviews will provide Human Resources with email addresses for five references, two of whom must be prior supervisors, for a pre-interview reference survey.
6. Upon receipt of the pre-interview reference survey, the candidates will be invited for interviews by the committee chair, who will schedule and arrange all

- conferences, lectures or skills demonstrations, and meetings in the interview process.
7. The committee chair will communicate to the appropriate vice president, via memorandum of recommendation, the committee's recommendation of finalists for consideration for employment.
  8. The director of Human Resources must endorse recommended candidates with respect to all provisions of the Fair Hiring Policy and Fair Hiring Procedures.
  9. The appropriate vice president will communicate employment recommendations to the president.
  10. Final approval of employment and salary will be made by the president.
  11. Contracts will be prepared by assistant to the executive vice president and approved by the president.
  12. Interview candidates not selected for the position will be notified by the committee chair.
  13. Letters of notification to all applicants not selected for an interview will be the responsibility of the Human Resources Department at the conclusion of the process.

### **Latest North Carolina Population Demographics**

The estimated population for 2016, as reported by the U.S. Census Bureau, indicates the following demographics for North Carolina: 63.8% white, non-Hispanic, 22.1% black, 9.1% Hispanic, 2.8% Asian, 0.1% Hawaiian/Pacific Islander, 1.6% American Indian/Alaska Native, and 2.1% two or more races.

#### **College Service Area**

The U.S. Census Bureau estimates that approximately 147,000 citizens live within SCC's service area of Moore and Hoke counties with a minority population in Moore County at 23% and in Hoke County at 59%. In Moore County, 21% of the population is under the age of 18, 55% between the ages of 18 and 64, and 24% 65 and older, with women making up 52% of the population. In Hoke County, 29% of the population is under the age of 18, 63% between the ages of 18 and 64, and 9% 65 years and older, with women making up 51% of the population.

According to population estimates, which were obtained from the North Carolina State Data Center, Moore County is predicted to grow by 5% between 2012 and 2017 or from 90,350 to 94,810 residents. During the same timeframe, Hoke County is predicted to grow by 13% or from 50,329 to 56,689 residents. As the minority population is projected to increase in the college service area, SCC predicts a proportionate increase in the number of minority students attending the college.

#### **SCC College Faculty**

According to online reports issued by the North Carolina Community College System, in Table 2, SCC's full-time curriculum and Continuing Education faculty is broken out by race and sex for the years 2006 and 2016. From 2006-2016, the percentage of minority male faculty remained at 6%, while the percentage of minority female faculty decreased from 20% to 19%.

**Table 2. 2006 and 2016 SCC Faculty Race and Sex**

SCC Faculty Male	White, non-Hispanic Male	Black Male	Hispanic Male	Asian Male	Hawaii Pacific Islander Male	American Indian Alaska Native Male	Two or More Races Male	Other Male	Total Male	% Minority
2006	43	3	1	NA	0	0	0	0	47	6%
2016	32	2	1	0	0	0	0	0	35	6%

*Data retrieved from the North Carolina Community College System*

SCC Faculty Female	White, non-Hispanic Female	Black Female	Hispanic Female	Asian Female	Hawaii Pacific Islander Female	American Indian Alaska Native Female	Two or More Races Female	Other Female	Total Female	% Minority
2006	67	17	2	NA	0	0	0	0	86	20%
2016	70	17	1	0	0	3	0	0	91	19%

*Data retrieved from the North Carolina Community College System*

SCC Faculty	Total White, non-Hispanic	Total Black	Total Hispanic	Total Asian	Total Hawaii Pacific Islander	Total American Indian Alaska Native	Total Two or More Races	Total Other	Total Faculty	% Minority
2006	106 (86%)	16 (13%)	1 (1%)	NA	0 (0%)	0 (0%)	0 (0%)	0 (0%)	123	14%
2006 NCCCS	(85%)	(10%)	(1%)	(1%)	(0%)	(1%)	(0%)	(1%)		15%
2016	109 (82%)	21 (16%)	2 (1%)	0 (0%)	0 (0%)	2 (1%)	0 (0%)	0 (0%)	134	19%
2016 NCCCS	(84%)	(11%)	(2%)	(1%)	(<1%)	(1%)	(<1%)	(1%)		(16%)

*Data retrieved from the North Carolina Community College System*

### SCC College Staff

According to online reports issued by the North Carolina Community College System, SCC's full-time staff broken out by race and sex for the years 2006 and 2016 can be seen in Table 3. Staff figures for these years reflect greater diversity than do faculty. From 2006-2016, the percentage of minority male staff decreased from 30% to 17%, while the percentage of minority female staff increased from 23% to 28%.

**Table 3. 2006 and 2016 SCC Staff Race and Sex**

SCC Staff Male	White, non-Hispanic Male	Black Male	Hispanic Male	Asian Male	Hawaii Pacific Islander Male	American Indian Alaska Native Male	Two or More Races Male	Other Male	Total Male	% Minority
2006	37	15	1	NA	0	0	0	0	53	30%
2016	39	8	0	0	0	0	0	0	47	17%

*Data retrieved from the North Carolina Community College System*

SCC Staff Female	White, non-Hispanic Female	Black Female	Hispanic Female	Asian Female	Hawaii Pacific Islander Female	American Indian Alaska Native Female	Two or More Races Female	Other Female	Total Female	% Minority
2006	59	15	0	NA	0	3	0	0	77	23%
2016	68	24	0	0	0	3	0	0	95	28%

*Data retrieved from the North Carolina Community College System*

SCC Staff	Total White, non-Hispanic	Total Black	Total Hispanic	Total Asian	Total Hawaii Pacific Islander	Total American Indian Alaska Native	Total Two or More Races	Total Other	Total Staff	% Minority
2006	96 (74%)	30 (23%)	1 (0%)	NA	0 (0%)	3 (2%)	0 (0%)	0 (0%)	124	25%
2006 NCCCS	(74%)	(22%)	(1%)	(0%)	(<1%)	(1%)	(<1%)	(1%)		26%
2016	107 (76%)	32 (23%)	0 (0%)	0 (0%)	0 (0%)	3 (2%)	0 (0%)	0 (0%)	142	25%
NCCCS	(73%)	(22%)	(2%)	(1%)	(<1%)	(1%)	(<1%)	(1%)		27%

*Data retrieved from the North Carolina Community College System*

### NCCCS Faculty Diversity

As a benchmark against which to evaluate the diversity of SCC’s faculty, this report uses the System-wide figures published by the North Carolina Community College System for 2015-16. According to these figures, the faculty of the 59 institutions in the System is as follows: 42% male, 58% female, with the above Ethnic percentages.

During the same academic year, the faculty at SCC was made up of 28% male; 72% female; with the above ethnic percentages, all of which fall within 5% of the NCCCS figures, reflecting a similar population.

In 2006, System-wide, curriculum and Continuing Education faculty were 43% male; 57% female; with the above ethnic percentages.



In the same year, the faculty at SCC was made up of 35% male; 65% female; with the above ethnic percentages, all of which fall within 4% of the NCCCS figures and are not statistically significant.

### **NCCCS Staff Diversity**

As a benchmark against which to evaluate the diversity of SCC's staff, this report uses the System-wide figures published by the North Carolina Community College System for 2015-16. According to these figures, the staff of the 59 institutions in the System is as follows: 33% male; 67% female; with the above ethnic percentages.

During the same academic year, the staff at SCC was made up of 33% male; 67% female; with the above ethnic percentages, all of which fall within 1% of the NCCCS figures and are not statistically significant.

In 2006, System-wide, full-time staff was 33% male; 67% female, with the above ethnic percentages.

In the same year, the staff at SCC was made up of 41% male; 59% female; with the above ethnic percentages, all of which fall within 3% of the NCCS figures and are not statistically significant.

## **SCC's Response to Diversity**

The information below indicates how the college has responded and continues to respond to its diversity outcome found under Goal No. 6 of the Campus-Wide Outcomes in its annual evaluation document *Benchmarks: Institutional Performance and the College Strategic Plan of Operations*. Unmet outcomes are addressed by campus administration each year during the institution's November Quality Conference.

**Measured Outcome (*criteria for success*):** The diversity of SCC's faculty and staff will reflect the respective diversity in the college service areas of Moore and Hoke counties.

- **Assessment Results 2012-13:** Achieved. 20% minority college faculty and staff at Pinehurst campus; 75% minority staff at Hoke Center. Service area percentages: Moore County = 17% minority and Hoke County = 49% minority
- **Assessment Results 2013-14:** Achieved. 21% minority college faculty and staff at Pinehurst campus; 91% minority staff at Hoke Center. Service areas: Moore County = 17% and Hoke County = 50% minorities.
- **Assessment Results 2014-15:** Achieved. 20% minority college faculty and staff at Pinehurst campus; 86% minority staff at Hoke Center. Service areas: Moore County = 17% and Hoke County = 50% minorities.
- **Assessment Results 2015-16:** Achieved. 21% minority college faculty and staff at Pinehurst campus; 86% minority staff at Hoke Center. Service areas: Moore County = 23% and Hoke County = 58% minorities.

**Use of Assessment Results: 2009-10:** Diversity Report published fall 2010. U.S. Census Bureau retrieved for 2008 estimates. **2010-11:** The college continued to use hiring and recruiting practices that encouraged minorities to apply for employment and encouraged minorities to enroll at the college and is committed to annually evaluating whether the faculty and staff reflect the diversity of the service areas and the student body. **2011-12:** The institution built upon its past success by publicizing the college's commitment to diversity, by making high quality diversity education and training available to all members of the college community, and by sustaining a climate in which respectful discussions of diversity are encouraged. **2012-13:** The director of Human Resources advertised for job openings on diverse hiring websites and discussed with the College's executive vice president actively recruiting from historically black colleges and universities. The Diversity Committee created a survey for faculty, staff, and students to help evaluate the College's current diversity efforts.

**Source of Documentation:** statistics retrieved from U.S. Census Bureau: Population Estimates and EEO-1 NCCCS DW