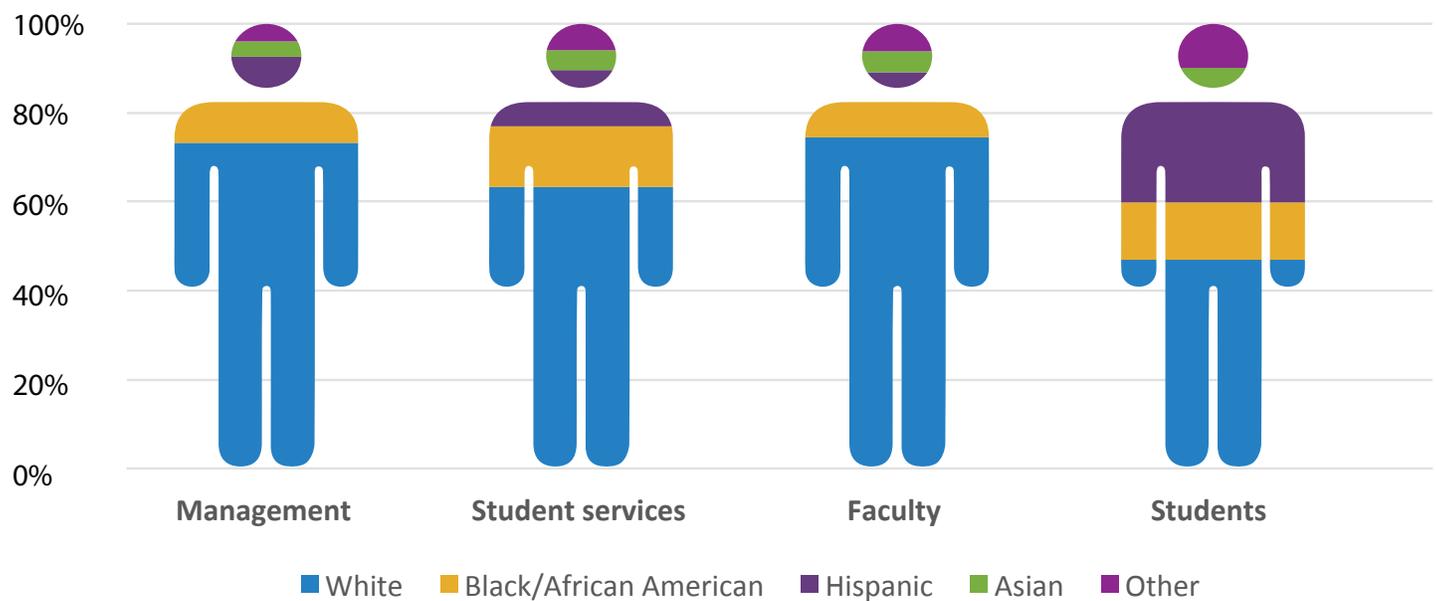


## Faculty and staff diversity

*Staff and faculty are less diverse than the student populations attending community colleges.*

**Distribution of selected staff categories and students by race/ethnicity: 2016**



**Source:** AACC analysis of Integrated Postsecondary Education Data System fall enrollment files.



Community colleges serve a diverse student population. In recent years, enrollment of students who are non-white has surpassed the enrollment of white students. The data above suggest that the same level of diversity is not reflected in the staff at community colleges. Based on data from the Integrated Postsecondary Education Data System (IPEDS), nearly 75 percent of community college faculty, 73 percent of management and 63 percent of student services professionals are white. Within the faculty, full-time instructors are less diverse than part-time faculty, with 77 percent of full-time faculty reporting they are white, compared to 74 percent of part-time faculty. While the American Association of Community Colleges does not have good comprehensive data, anecdotal evidence indicates that a growing number of community colleges have created a position of chief diversity officer to improve diversity on their campuses.

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