

**UNIVERSITY OF CENTRAL ARKANSAS**

**Minority Recruitment and Retention Report**

**submitted to the**

**ARKANSAS DEPARTMENT OF HIGHER EDUCATION**

June 30, 2017

**1. Number of minority students, by minority group, who currently attend the institution**

Reporting term: Fall 2016

<b>Race</b>	<b>Number</b>	<b>Percent</b>
Total enrollment	11,487	
American Indian	58	0.5%
Asian	218	1.9%
Black	1,788	15.6%
Hispanic	540	4.7%
Native Hawaiian/Pacific Islander	9	0.1%
Two or more races	368	3.2%



**3. Number of minority full-time faculty, by minority group, who currently work for the institution**

Reporting term Fall 2016

<b>Race</b>	<b>FT Faculty</b>
American Indian	2
Asian	32
Native Hawaiian/Pacific Islander	1
Black	25
Hispanic	12
Two or more races	7
Total minority full-time faculty	79

Total full

Category	Count
Healthcare Practitioners/Technical Occupations	0
Service Occupations	25
Sales/Related Occupations	0
Office & Administrative Support Occupations	22
Natural Resources, Construction, & Maintenance Occupations	5
Production, Transportation, & Material Moving Occupations	3

## 6. Progress made in meeting institutional goals and objectives related to the recruitment and retention of minority students, faculty, and staff

The following goals were established by the university in its Minority Retention and Recruitment Plan. The goals are grouped by categories students, faculty and staff. These goals have been, practically, superseded by the programming and planning established by the university's Office of Institutional Diversity and the Diversity Advisory Committee

### a. Students

**GOAL 1:** Continue to recruit and retain the number (and corresponding percentage) of minority entering freshmen UCA students each year so that the proportion of UCA's minority entering freshmen will be consistent with the minority-to-white proportion of high school graduates entering [Arkansas] four-year public institutions, with the exception of UAPB.

**GOAL 2:** Increase the number (and corresponding percentage) of minority undergraduate UCA students each year, so that the proportion of minority white UCA undergraduate students will be consistent with the minority-to-white proportion of students in [Arkansas] four year public institutions, with the exception of UAPB.

**GOAL 3:** To increase the retention and graduation rates for minority undergraduate UCA students each year so that the minority retention and graduation rates for minority undergraduate students will be approximately equal to the retention and graduation rates for white undergraduate UCA students.

**GOAL 4:** To maintain the number (and corresponding percentage) of minority UCA graduate students each year so that the proportion of UCA's minority white graduate students will be approximately equal to the minority-to-white proportion of graduate students attending [Arkansas] year public institutions.

Note: The comparative information required to report fully on these goals is not available from published ADHE reports. The university will revisit these goals and the information required to show progress on them as it reviews its diversity objectives and support structures (see item 7 below).

### Minority Enrollment (Goals 1, 2, and 4)

Numbers in the following tables exclude non-resident aliens and students whose race/ethnicity is unknown.

Reporting terms Fall 2012 Fall 2016

<b>UCA Entering Freshmen (FT+PT)</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	2,157		1,880	
Black	488	22.6%	328	17.4%
Other minority	199	9.2%	237	12.6%
White	1,397	64.8%	1,211	64.4%

<b>UCA Undergraduate (FT+PT)</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	9,604		9,616	
Black	1,666	17.3%	1,606	16.7%
				11.2%
				65.6%

<b>Arkansas Public 4-Year Universities (excluding UCA and UAPB) Total Enrollment</b>				
	Fall 2012		Fall 2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	83,430		86,551	
Black	10,629	12.7%	9,831	11.4%
Other minority	8,469	10.2%	11,011	12.7%
White	60,417	72.4%	60,413	69.8%

As indicated by changes in the proportion of minority to white enrollees from 2012 to 2016, minority student enrollment at UCA has increased at both the undergraduate and graduate levels, though the undergraduate enrollment of black students has slightly decreased. UCA's overall minority enrollments are somewhat higher than overall minority enrollments at other public four-year universities in the state (excluding UAPB). Without comparative information readily available, it is difficult to make statements about UCA's graduate minority enrollment, except to note that diversity in UCA's graduate student enrollments has increased from 2012 to 2016.

#### Graduation and Retention Rates (Goal 3)

##### **One-Year Retention Rate**

**b. Faculty**

**GOAL 5:** To maintain the number (and corresponding percentage) of minority full-time faculty members of all ranks at UCA and to increase the numbers to the percentage of each race to approximately the percentage of degrees conferred by race nationally and master's degrees statewide.

Reporting terms: As indicated

Because of difficulty accessing more recent data, the national and state comparison data has been reused from last year's report, as have the comments included in that report. UCA numbers/percentages of minority faculty have increased over the years. The percentage of black faculty members remains significantly behind the national completers and state master's completers.

	UCA Full-Time Faculty			
	2012		2016	
	Number	Percent	Number	Percent
Total	541		545	
White	472	87.2%		



Management Occupations  
 Business and Financial Operation Occupations  
 Librarians, Curators, and Archivists  
 Student and Academic Affairs and Other Educational Services Occupations  
 Computer, Engineering and Science Occupations  
 Community Service, Legal, Arts, and Media Occupations  
 Healthcare Practitioners and Technical Occupations

<b>Administration/Professional Staff</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Total	415		495	
White	329	79.3%		

<b>Secretarial/Clerical</b>	
2012	2016



Event	Sponsor	Budget
RSO	ID	\$250.00
Total		\$2,100.00

The Diversity and Inclusive Excellence Award recognizes individuals whose commitment to diversity and inclusive excellence on- and off-campus has made a significant impact on various ethnic groups and diverse populations in a positive way and have improved conditions at UCA and within the community that have enhanced society. This year was the inaugural year for the Outstanding Diversity Outreach by a Student Award. These awards are selling points in the recruitment and retention of diverse students, faculty, and staff.

Event	Sponsor	Budget
Faculty/Staff Awards	ID / ID Foundation	\$2,923
Outstanding Diversity Outreach by a Student	ID	\$65.00
Total		\$2,988.00

#### ADMINISTRATORS/FACULTY/STAFF

## Conversations about Diversity

Event	Sponsor	Budget
Diversity & Inclusion		\$50.00
Seeing Through Glass Houses: Glass Ceiling, Glass Wall, and Glass Elevator Effects in 21 <sup>st</sup> Century America		
Sticks and Stones		
ID/UCA Leadership Collaboration	ID/ODC/UT	\$203.00
Intercultural Communication in Higher Education with President Mike Middleton	ID	\$1,265.00
Total		\$1,518.00

**GENERAL FACULTY**

ID collaborates



The ABC Program offered presentations in the ABC Center and in Old Main, in partnership with the University College. Further, the diversity office works in partnership with the University

IMPACT: The ABC Programs served more students for study hours, tutoring, and peer coaching. Besides, more than two-thirds as many students attended conferences ~~this year~~ this year. Institutional data are not available to the public as a protection of the Family Educational Rights and Privacy Act (FERPA).

## GRADUATE STUDENTS

ID engaged historically underrepresented minority graduate students with a focus on recruitment and retention. UCA hosted its second HBCU Outreach (Historically Black College/University) recruit students to graduate programs in partnership with the Graduate School for retention purposes black graduate students became a Registered Student Organization named the Black Graduate Student Association (BGSA). Several BGSA students also made a presentation at a conference in Texas.

Southwest Black Student Leadership Conference	ID/Student Services	\$540.00
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## MINORITY VENDORS

The Minority Vendor Strategic Plan focus this year, was on increasing minority vendor access by providing access to a variety of professional/organizational development workshops. ID hosted one event and offered scholarships for minority business owners in Central Arkansas to attend four additional workshops facilitated by the Conway Chamber of Commerce.

ID continues to collaborate with the Purchasing Department to evaluate bids for architectural and contracting services as they pertain to helping UCA Act 1222 of 2009 that charges state agencies to attempt to conduct business with minority vendors for at least 10% of their total expenditures in construction and commodities. Campus efforts yielded a 5.38% increase in minority vendor partnerships, equaling \$315,772.75.

Event	Sponsor	Budget
Minority Vendor Scholarships	ID	\$300.00
Minority Vendor Workshop	Division of Finance and Administration	\$785.00
Total		\$1,08500

## OFFICE OF DIVERSITY AND COMMUNITY

The mission of ODC is to provide multiple support services to enhance the academic success of students from historically underrepresented minority communities. Its mission is to create an inclusive community that promotes student success through retention focused programs such as mentoring, leadership development and life skills enrichment. This office serves to educate, engage, and empower



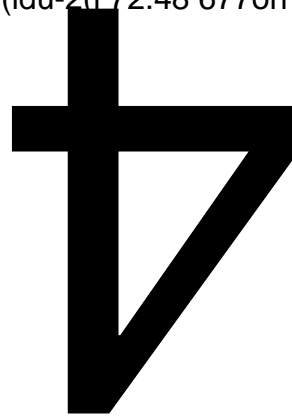
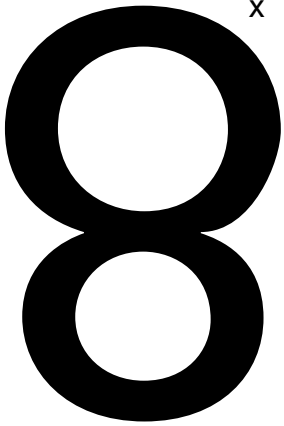




Event	Sponsor	Budget
Health Fair & Fiesta Radio Advertisement	Arkansas Minority Health Commission	\$750.00
Total		\$16,80900

Other LSA Programming

- x Comedy Show featuring Shayla Rivera
- x Dia de los Muertos Exhibit
- x Folklorico and Mariachi Band performance
- x Game Night
- x Independence Day Celebration and Potluck
- x Folklorico and Mi 72.48 677no G17.3.n0e-2(idu-2(i 72.48 677on1(io)2e155.281 e155b(p)-3.







- x Minority Graduation Dinner
  - x Miss Essence Scholarship Pageant
  - x MLK Prayer Breakfast
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- x Native American Flute Performance featuring ~~John~~ Two-Hawks
  - x Next Level Leadership Training Seminars
  - x Presidential Debate Watch Party (sponsored with Students for the Propagation of Black Culture)
  - x Southwestern Black Student Leadership Conference attendance
  - x UAMS Info Days

## OFFICE OF UNIVERSITY TRAINING

The Office of University Training supports the University by providing educational seminars for faculty, staff, students and the community. Offered throughout the year, educational seminars cover topics such as Diversity, Workplace Harassment, Customer Service, Supervisory Skills, and Professional Development.

The Office of University Training objectives include:

1. To deliver educational seminars that are applicable to the campus environment and its diverse population;
2. To allow for avenues of communication and participation among the participants;
3. To deliver seminars of the highest standards with the goal of increasing the participant's knowledge and understanding of that particular subject matter; and,
4. To help the campus develop, motivate and keep an excellent and inclusive workforce.

Vision: To contribute to and have a positive impact on the professional growth of UCA employees by providing educational seminars which are relevant to the campus culture and of top quality.

Mission: This Office is committed to assisting the University in realizing its full potential by providing quality-learning opportunities that educate, equip, and encourage UCA employees as they develop professionally and personally.

Core Values: Community, Service, Learning, Quality

It is the policy of UCA that all employees (faculty and staff) plus graduate assistants, and student workers attends diversity enrichment/training each year. Since 2004, topics have included ethnicity, spirituality, race, class, sexual orientation, age, disabilities, gender, and the military in an educational setting. U helps students, faculty, and staff to navigate within an inclusive community. The following information represents a sampling of the diversity enrichment seminars and provides attendance and the corresponding monetary investment.

Event	Sponsor	Budget
RA/Housing Mentor-Civility #150	University Training	-0-
Student Health Services Sta - Civility #12	University Training	-0-
Total - #373 OnSite		\$583.00

Since 2009 UCA has collaborated with Workplace Answers



Workplace Answers Online	Sponsor	Budget
Diversity, Harassment, Title IX, and Child Abuse Seminars	University Training	\$44,500.00 (three year contract ending in 2018)

### ADMINISTRATORS/FACULTY/STAFF

Some of the #36 on-site campuswide PROFESSIONAL DEVELOPMENT education seminars offered in 2016/2017 were specific to diverse populations, thus emphasizing the importance of recruitment and retention of these special groups. The follow( )3(oup( )-10(foe 663.7)55.4



community organizations The following information includes the presentations delivered in 2016/2017:

Event	Sponsor	Budget
Central Baptist College Social Justice #40	University Training	-0-
Clinton School of Government #45		

- o Institutional Diversity
- o Office of Diversity and Community
- o Diversity/University Training
- o Diversity Initiatives and Support
- o Diversity Ledgers and
- o Other Diversity Related Information

## **AWARD**

- x 2016: Minority Access, Inc. awarded UCA with a Commitment to Diversity Award.
- x 2016: The League of United Latin American Citizens (LULAC) Council 750 Little Rock Arkansas awarded UCA the Distinguished Diversity Outreach Award.