UNIVERSITY OF CENTRAL ARKANSAS

Minority Recruitment and Retention Report

with the

2019–2020 Diversity Report

submitted to the

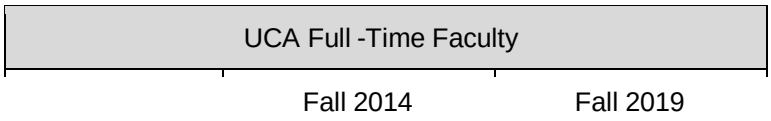
ARKANSAS DEPARTMENT OF HIGHER EDUCATION

October 9, 2020

[redacted]of minority full-time faculty, by minority group, who currently work for the
[redacted]n
[redacted]ll 2019

Race	FT Faculty
American Indian	1
Asian	27
Native Hawaiian/Pacific Islander	1
Black	22
Hispanic	10
Two or more races	9
Total minority full-time faculty	70

White	1,362	63.32%	1,211	67.28%


UCA Full -Time Faculty
Fall 2014
Fall 2019

G. Strategies or activities that have been added for the coming year and the indicators/ benchmarks that will be used to determine success in meeting any new objectives.

See on the following pages UCA's annual Diversity Report, which presents "a snapshot … through the administrative scope of the Office of Institutional Diversity and Inclusion (IDI), the Office of Diversity and Community (ODC), and the Office of University Training (UT) [and] highlights cross-campus initiatives and collaborations that help to make a collective, positive impact on diversity, belonging, inclusion, and equity. A few events are cross listed due to partnerships."

H. Timeline, budget, and methods used to assess and monitor progress

See item G.

II. DIVERSITY REPORT: ACADEMIC YEAR 2019 –2020

This report provides a snapshot of some of the formal initiatives employed by the University of Central Arkansas (UCA) through the administrative scope of the Office of Institutional Diversity and Inclusion (IDI), the Office of Diversity and Community (ODC), and the Office of University Training (UT). In addition, this report highlights cross-campus initiatives and collaborations that help to make a collective, positive impact on diversity, belonging, inclusion, and equity. A few events are cross listed due to partnerships.

A. General Campus Initiatives

The Center for Teaching Excellence (CTE): This unit offers professional development opportunities for faculty. One of the pillars of the partnership is the Lunch and Learn Series that engages faculty in additional instructional methods that aim to increase retention. The following sessions, with the specific goal of retaining diverse students, enrolled a total of 150 registrants during this academic year:t-4.6 (:9.2 (a)9T3 1 Tf 12 0

Event	Sponsor	Budget

Event	Sponsor	Budget
Micro & Macroaggressions on Campus Webinar Screening	Outreach and Community Engagement	$349.00
Race Talk Book Discussion Series	Outreach and Community Engagement/ UCA Foundation Grant	

Program Impact and Student Evaluations of LSA

LSA Cohort	# of Students	Retention Fall 2019 to Spring 2020	SAP Fall 2019
2019	11(Retention)	100%	N/A*
Hispanic Students (Comparative Group)	113(Retention) 491(SAP)	89.4%	83.3%

* *These data are protected by Federal Law (FERPA) from release to the public.*

Performance and retention data for the program disclose that LSA participants had higher retention and SAP rates than their Latinx/Hispanic counterparts within the last academic year. LSA participants enjoyed and appreciated the Signature Program as evidenced by ratings of 4.4 out of 5 (1 = Poor to 5 = Excellent). Participants in the Signature Program also engaged other campus support services; for example, 35% of participants engaged the Advising Center and 83% engaged the Career Services Office.

3. Minority Mentorship Program

The Minority Mentorship Program (MMP) is open to all and initiated in 1991. MMP puts forth pointed efforts to increase the freshmen retention rates of historically underrepresented students by fostering a culture that supports the holistic development of both mentee (incoming) and mentor (upper classification) students. This program provides connections to academic resources as well as introductions to other students, faculty, and staff. The program also engages students in social and service

Project X Activities

- Belk Professional Development opportunities
- Community Service Projects
- Focus group circles for the Black Male Experience Committee
- Move-in Day Fast Movers Crew
- Office of Diversity and Community Graduation Celebration Hosts
- Project X course through Residential Colleges
- Racial and Social Injustice Forum
- Ropes Course Activity
- Southwestern Black Student Leadership Conference
- Team Building/Game Night at Conway Family Bowling

Program Impact and Student Evaluations of Project X

Project X Cohort	**# of Students**

5. Women of Excellence

Women of Excellence (WOE) is open to all and commenced in August 2016 to offer enriching experiences such as conversations and activities that address self-esteem and academics as well as leadership, social, and personal development. The ultimate goal of WOE is to help reduce the overall gap between African American female and Caucasian female achievement, retention, and graduation rates. During the 2019/2020 academic year, students experienced programs that focused on living purposefully, mental health, professional impressions, and relationships. In addition to these topics, the young women had opportunities to actively participate in a variety of social, cultural, and educational events. Several activities planned for March and April were cancelled due to COVID-19 precautions but most were executed as follows:

WOE Activities

- Bridging the Gap V
- Conway Daze RSO Fair
- Conway MobilePack
- Fall Kick Off: Power of Purpose
- Hip Hop Dance Classes with CJ
- MLK Prayer Breakfast (Hosts)
- Monthly Programs (7) - October Program selected as Signature Program
- Move-in Day
- Office of Diversity and Community Graduation Celebration (Hosts)
- Racial and Social Injustice Forum
- Southwestern Black Student Leadership Conference
- UCA Day of Giving Promo Video
- WOE Wednesday T-Shirt Day

Program Impact and Student Evaluations of WOE

WOE	# of Students	Retention Fall 2019 to Spring 2020	SAP Fall 2019
2019 Cohort	68(Retention)/171(SAP)	95.6%	86.5%
Black Women	201(Retention)/862(SAP)	90.0%	78.2%
Hispanic Women	66(Retention)/301(SAP)	89.4%	86.4%
(Comparative Groups)			

Performance and retention data for the program reveal that WOE participants had higher retention and SAP rates than their non-participating counterparts within the last academic year. Participants rated the Signature Program as a positive experience with ratings of 4.5 out of 5 (1 = Poor to 5 = Excellent) during fall

- Conway MobilePack
- Finals Survival Kit Distribution
- Homecoming Greek Show

- Latinx Graduation Celebration Preparation *(event cancelled due to COVID-19 precautions)*
- LGBTQ+ Graduation Celebration Preparation *(event cancelled due to COVID-19 precautions)*

such as Diversity, Workplace Harassment, Customer Service, Supervisory Skills, and Professional Development. UT also invites each audience to provide feedback to ensure that the seminar aligned with seminar objectives, participant needs, and the high standards of UT. Overall, survey results offer positive feedback on the events.

The Office of University Training objectives include:

1. To deliver educational seminars that are applicable to the campus environment and its diverse populations;
2. To allow for avenues of communication and participation among the participants;
3. To deliver seminars of the highest standards with 9 (ds)-2.3 (w)4.6 e O high3(32 rie f* BT 0 g /T (o a)9.3 m6.9 (s)-

Online Harassment Training

In 2009, UCA began offering online education seminars for employees. UCA employees completed 1,998 sessions of online Harassment Prevention education during this academic year.

SafeColleges Online