

UNIVERSITY OF CENTRAL ARKANSAS

Minority Recruitment and Retention Report

submitted to the

ARKANSAS DEPARTMENT OF HIGHER EDUCATION

July 6, 2016

1.

2. Number and position title of minority faculty and staff who currently work for the institution

Reporting term: Fall 2015

Race / Position

Faculty

Archivists/Curators/Museum Techs

Librarians

Library Techs

Educational Services Occupations (Academic, Affairs, Student, Other)

Management Occupations

Business/Financial Operations Occupations

Computer/Engineering/Science Occupations

Community Service/Legal/Arts/Media

Healthcare Practitioners/Technical Operations

Service Occupations

Sales/Related Occupations

Office/Administrative Support Occupations

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

Reporting term: Fall 2015

Race	FT Faculty
American Indian/Alaska Native	1
Asian	29
Native Hawaiian/Pacific Islander	1
Black	23
Hispanic	13

Category	Count
Healthcare Practitioners/	

UCA Entering Freshmen (FT+PT)				
	2011		2015	
	Number	Percent	Number	Percent
Grand total	1,960		2,044	
Black	372	19.0%	354	17.3%
Other minority	190	9.7%	276	13.5%
White	1,284	65.5%	1,357	66.4%

UCA Undergraduate (FT+PT)				
	2011		2015	
	Number	Percent	Number	Percent
Grand total	9,629		9,887	
Black	1,552	16.1%	1,739	17.6%
Other minority	657	6.8%	1,026	

Arkansas Public 4-Year Universities (excluding UCA and UAPB) Total Enrollment				
	2011		2015	
	Number	Percent	Number	Percent
Grand total	82,117		85,107	
Black	10,595	12.9%		
Other minority	7,711	9.4%		
White	59,553	72.5%		

Enrollment detail for 2015 has not been published.

Graduation and Retention Rates (Goal 3)

One-Year Retention Rate

2005 Cohort

2009 Cohort

Cohort

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			
	2011		2015	
	Number	Percent	Number	Percent
Total	527		547	
White	470	80.9%	646	84.8%
Black	18	3.4%	23	4.2%

Other minority 1.

Secretarial/Clerical				
	2011		2015	
	Number	Percent	Number	Percent
Total			532	
White			426	80.1%
Black			76	14.3%
Other minorities			29	5.5%
All minorities			105	19.7%

7. 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 below the embedded report from the Office of Institutional Diversity.

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

See below the embedded report from the Office of Institutional Diversity.

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UNIVERSITY OF CENTRAL ARKANSAS

DIVERSITY AND TRAINING INITIATIVES 2015/2016

Three offices work in tandem to lead diversity efforts at the University of Central Arkansas (UCA): The Office of Institutional Diversity (ID) serves as the umbrella unit for diversity initiatives. The Office of Diversity and Community (ODC) specifically serves historically underrepresented students. The Office of University Training (UT) delivers educational seminars that are applicable to the campus environment and its diverse population.

This report, therefore, documents the progress and advancement that these functional units are making to meet

Another new initiative this year was the Institutional Diversity C Student Organizations, administrators, faculty, staff, department apply to receive assistance with the costs of the following activities: (1) to disseminate professional work, scholarship, research, and membership with the National Center for Faculty Development diversity-related conference presentation; (4) to publish a diverse display diversity-related creative activities; or to (5) to host a diverse. All of the aforementioned assist with the recruitment and retention and staff.

Event	Sponsor
Faculty Grants	ID
Departmental Grants	ID
Total	

The Diversity and Inclusive Excellence Award was also new recognized individuals whose commitment to diversity and inclusion campus has made a significant impact on various ethnic groups a positive way and have improved conditions at UCA and within the society. This award assists with the recruitment and retention of di

Event	Sponsor
1 ST Place	ID
2 nd Place	ID
3 rd Place	ID
	ID

\$620.00

ADMINISTRATORS/FACULTY/STAFF

For the first time, ID engaged the general campus, primarily through the new Leadership Lens Series. The intention of this series is to offer professional development in targeted areas of diversity and inclusion. The topics for the sessions are listed in the following table:

Event	Sponsor	Budget
Successfully Leading Diverse Teams The Challenges and Opportunities of Diverse Administrators No Pain, All Gain Grant Writing: Exploring Grants for Diversity Related Topics	ID	\$75.00

FACULTY

ID also collaborated with the Center for Teaching Excellence to host Lunch and Learn sessions that assist faculty in becoming more conversant with diverse students for more effective interactions and teaching. This series assists with the retention of diverse students. Seventy-nine faculty participated in the following sessions:

Event	Sponsor	Budget
More Effectively Teaching Students with Learning Disabilities More Effectively Teaching Students with Academic Challenges More Effectively Teaching Students with Autism Spectrum More Effectively Teaching Non-Native English-Speaking Student Populations	Center for Teaching Excellence	\$533.25

More Effectively Teaching Racially Diverse Student Populations		
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Historically underrepresented graduate students were engaged with a focus on recruitment and retention. All endeavors were hosted in partnership with the Graduate School. UCA hosted its first HBCU Outreach (Historically Black College/University) to recruit students from Rust College to our graduate programs. UCA also attended the Texas McNair Scholars Conference to recruit high-achieving students to graduate school. For retention, graduate students attended a couple of meetings to fellowship and to consider forming a Black Graduate Student Association.

Undergraduate and graduate students attended the Alley Scholars Summit. This conference provides some of the necessary tools and networking opportunities for students to become successful. In addition, students have the opportunity to interact with successful people of color in arenas such as business, medicine, and STEM. What's more, students have the opportunity to win start-up capital if placing in the Alley Scholars Shark Tank Competition.

IMPACT: As the ABC Program is a key indicator of student retention, the following impact was denoted during its pilot year. Of the programs assessed, attendees offered specific feedback for each event and the overall evaluations denote that the programs fulfilled their designated purposes. A total of 160 undergraduates participated in advising, field trips, presentations, success coaching, study room, and tutoring while 15 graduate students participated in the receptions/meetings. The target undergraduate audience next year will consist, primarily, of University College (conditionally enrolled) students and more strategic assessment will be conducted.

UCA FUTURE STUDENTS

ID hosted about 75 Latino middle school students (who had never visited a college campus) and their teachers from North Little Rock, Arkansas. Students visited with and experienced presentations from President Courtway, Admissions, Institutional Diversity, the Office of Diversity and Community as well as a panel of student representatives from the Latino Student Association. They enjoyed lunch and campus tours. The intent of this event was to plant seeds in the students to attend college in general, and UCA, in particular.

Event	Sponsor	Budget
ABC Program/Center	ID / Student Services	\$9,215.00
ABC Center Setup and Furnishings		
ABC Library		
Career Fair Preparation		
Careers in PR & Journalism		
Forged by Fire, Set in Stone: The Creative Spirit Within		
Five Things Every Dreamer Should Know		
Interacting with Law Enforcement		

Open House for Faculty		
Open House for Freshmen		
Open House for Upper Level Students		
Student Undergraduate Research Fellowship		
Alley Scholars Summit	ID	\$2000.00
Black Graduate Student Initiative	ID	\$175.00
HBCU Outreach	ID / Graduate School	\$500.00
Latino Middle School Students	ID / ODC	\$750.00
Texas McNair Scholars Conference	Student Services / Office of the Provost	\$1000.00
Total	6 410.04 155.281 41. 228.2433.644 398.52 Tm [(

Challenge (B-MAC), Latino/Hispanic Outreach Initiative, Minority Mentorship Program (MMP), and Slice of UCA. ODC assessed each event either online or at the end of the event. Attendees offered specific feedback for each event and the overall evaluations conveyed that the programs fulfilled their designated purposes.

BLACK MALE ACHIEVEMENT CHALLENGE (B- MAC)

The Black Male Achievement Challenge is in place to provide targeted intervention, critical socialization and bridge services, and to offer enriching educational experiences for black men at UCA. This population is documented as the least persisting, least graduating demographic (19.5% graduation rate based on the Fall 2007 cohort and 6-year graduation model).

This year, students experienced more structured programs that focused on issues relevant to their success as students and ultimately, as men. The upper level peer deans took leadership roles in selecting topics for mass meeting and in coordinating/planning programs.

B-MAC Programming

- x B-MAC Kick-Off (Motivational pep-talk with former NFL athletes)
- x Brotherhood Bowling (End-of-Year Celebration)
- x Fresh Prince of Conway (Welcome Week Info Session)
- x Gentlemen's Brunch (Etiquette/Networking Celebration)
- x Mass Meetings (Held at least once per month)
 - o Academic/Campus Resources
 - o Branding/Image
 - o Budgeting/Finance

the formation of Fuerza Integridad A Todos (FIAT), the precursor to the first Latino fraternity at UCA.

Amigo Cup, Health Fair & Fiesta

This event is reported separately due to its size, scope, and impact. Latinos from around the state were on the UCA campus for the Amigo Cup, Health Fair, and Fiesta. The Amigo Cup is a soccer tournament played by K-12 students. The event is a ready attraction to soccer teams across the state as soccer is a national pastime for many Hispanics/Latinos in the U.S. For the Health Fair, 58 participants took advantage of six stations: 1 blood glucose station; 1 cholesterol station; 1

IMPACT : The Latino Student Association has experienced significant growth from 27 members in 2014/2015 to 57 members in 2015/2016. The Hispanic/Latino Outreach is a key indicator for success. Therefore, the success of the largest event for the Latino community - Amigo Cup, Health Fair, and Fiesta - was determined by three metrics. One of the assessments was a qualitative measurement. Participants completed a six-question survey. Another measure of success was by way of photos that displayed the array of activities and participation. The other measure of success was the media coverage that highlighted the grandness, meaning, and significance of the day's event. Ultimately, nearly 700 Latinos were positively impacted including citizens from the Arkansas cities of Alexander, Benton, Conway, DeQueen, Little Rock, Rogers, Springdale, and Tontitown. All other major Hispanic/Latino Outreach initiatives, in the future, will be assessed based on the nature of the event.

MINORITY MENTORSHIP PROGRAM

Level I of the MMP puts forth freshmen retention efforts by fostering a culture that supports the holistic development of both mentee (freshmen) and mentor (upper classification) students. This program provides academic resources to students including best study habits, tutoring services, and faculty and staff connections. The program also seeks to engage students in campus life (Registered Student Organizations and service learning/volunteer opportunities), outside of the classroom. These offerings cultivate a sense of belonging, a necessary element of retention.

Level I MMP Programming

- x 90's Glow Party (Transitions Week Kick-Off Event)
- x 201 & Donaghey (Provides awareness about student organizations and campus involvement)
- x Adapting to College Life (Student panel discussed the holistic student experience)
- x April Madness (New mentor round-up)
- x Behind Closed Doors (Alcohol and drug awareness program)
- x Building an Empire (Fall mentor interest meeting)
- x Fall Semester Finals Week Survival Kits
- x How to Get Away with Mentoring (Spring mentor executive board interest meeting)
- x MMP Back II the Basics (Study break with academic tips from upper level mentors)
- x MMP Fall Training (Leadership training for student mentor staff)
- x MMP Talent Show
- x Mentor Mayhem (Team building session with student mentors and incoming freshmen)
- x No Role Models (Fatherhood awareness program)
- x Social Media Do's and Don'ts
- x The Real Professors of UCA (Interaction with minority faculty and staff)
- x Transitions Greek Expo (Increase awareness of the Divine Nine (Black Greek organizations))
- x Wild N' Out Wednesday

IMPACT: Serving as a key indicator of student success, ODC assessed each event either online or at the end of the event. Attendees offered specific feedback for each event and the overall

evaluations implied

Event	Budget
Next Level Leadership Programming	\$1,600
UAMS	\$150
Bridging the Gap	\$300
Photography Services for Major Events	\$3,800
Total	\$44,250

OFFICE OF UNIVERSITY TRAINING

It is the policy of UCA that all employees (faculty and staff) plus graduate assistants, and student workers attend diversity enrichment/training each year. Since 2009, topics have included ethnicity, spirituality, racial understanding, classism, sexual orientation, ageism, disabilities, gender, and the military in an educational setting. Other routine training includes unlawful harassment prevention, LGBT awareness, Title IX/SaVE Act Awareness, and Child Abuse Prevention. These enrichment

committee is to make recommendations and to promote inclusive excellence that aligns with the University's core value of diversity.

The DAC engaged the general campus in foundational undertakings this academic year. A Campus Climate Survey had not been conducted in several years but was administered this year. This fall, the DAC Assessment sub-committee will engage the campus in its dissemination of the survey's results and offer recommendations to address the findings. In the same way, DAC embarked upon a campus-wide communications campaign for the