

UNIVERSITY OF CENTRAL ARKANSAS

Minority Recruitment and Retention Report

submitted to the

ARKANSAS DEPARTMENT OF HIGHER EDUCATION

July 6, 2016

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

Reporting term: Fall 2015

Race	Number	Percent
Total enrollment	11,754	
American Indian/Alaska Native	59	0.5%
Asian	194	1.7%
Black	1,913	16.3%
Hispanic	484	4.1%
Native Hawaiian/Pacific Islander	12	0.1%
Two or more races	372	3.2%

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	Natural Resources/Construction/Maintenance Occupations	Production/Transportation/Material Moving Occupations	Total number in minority group
American Indian/Alaska Native	2	0	0	2	0	1	0	0	1	0	1	0	0	0	0	7
Asian	32	0	0	0	3	1	0	0	0	1	1	0	0	0	0	38
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	1	0	0	0	0	2	0	4
Black	30	0	0	4	11	14	5	7	21	2	38	0	26	6	6	170
Hispanic	19	0	0	0	2	3	0	1	5	0	8	0	4	1	2	45
Two or more races	8	0	0	0	0	0	0	2	0	0	2	0	5	3	0	20
Minority employees in category	92	0	0	6	16	19	5	10	28	3	50	0	35	12	8	
Total employees in category	735	1	8	27	91	126	39	59	119	11	157	0	241	113	21	

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
Two or more races	6
Total minority full-time faculty	73
Total full-time faculty	547

4. Number of minority adjunct (part-time) faculty who currently work for the institution

Reporting term: Fall 2015

Race	PT Faculty
American Indian	1
Asian	3
Native Hawaiian/Pacific Islander	0
Black	7
Hispanic	6
Two or more races	2
Total minority part-time faculty	19
Total part-time faculty	188

5. Number and position title of minority faculty and staff who began working at the institution in the past year

Reporting term: Fall 2015

Category	Count
Faculty	4
Library/Student/Academic Affairs/Other Education Services Occupations	1
Management Occupations	2
Business/Financial Operations Occupations	0
Computer/Engineering/Science Occupations	1
Community Service/Legal/Arts/Media	0

Category	Count
Healthcare Practitioners/Technical Occupations	0
Service Occupations	1
Sales/Related Occupations	0
Office & Administrative Support Occupations	3
Natural Resources, Construction, & Maintenance Occupations	1
Production, Transportation, & Material Moving Occupations	1

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.

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-to-white 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-to-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-to-white graduate students will be approximately equal to the minority-to-white proportion of graduate students attending [Arkansas] four-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 in the immediate future (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: as indicated

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	10.4%
White	6,475	67.2%	6,484	65.6%

UCA Graduate (FT+PT)				
	2011		2015	
	Number	Percent	Number	Percent
Grand total	1,534		1,867	
Black	137	8.9%	174	9.3%
Other minority	80	5.2%	95	5.1%
White	1,220	79.5%	1,513	81.0%

UCA Total Enrollment				
	2011		2015	
	Number	Percent	Number	Percent
Grand total	11163		11754	
Black	1689	15.1%	1913	16.3%
Other minority	737	6.6%	1121	9.5%
White	7695	68.9%	7997	68%

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	Number	Percent	Cohort	Number	Percent
Total Cohort	2,429	1,748	72%	1,753	1,287	73.4%
White	1,641	1,192	72.6%	1,221	909	74.4%
Black	478	321	67.2	345	243	70.4%
Other minorities	97	77	79.3%	99	75	75.8%
All minorities	575	398	69.2%	444	318	71.6%

Graduation Rate – 150% Time

	2005 Cohort			2009 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	2,429	969	40.1%	1,753	781	45%
White	1,641	723	44.2%	1,221	598	49.5%
Black	478	105	22%	345	101	29.3%
Other minorities	97	40	41.2%	99	39	39.4%
All minorities	575	145	25.2%	444	140	31.5%

One-year retention rates for these cohorts show gains except in the “other minorities” category. Graduation rates follow the same pattern.

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			
	2011		2015	
	Number	Percent	Number	Percent
Total	527		547	
White	470	80.9%	646	84.8%
Black	18	3.4%	23	4.2%
Other minorities	21	4%	50	9.1%
All minorities	39	7.4%	73	13.3

	Completers, Nationally		Master's Completers, AR	
	2012–2013		2012–2013	
	Number	Percent	Number	Percent
Total	4,555,979		5,222	
White	2,632,084	57.8%	3,888	74.5%
Black	548,569	12.0%	540	10.3%
Other minorities	891,921	19.6%	301	5.8%
All minorities	1,440,490	31.6%	841	16.1%

c. Staff

GOAL 6 [Executive Administrative and Professional Non-Faculty]: To maintain the number (and corresponding percentage) of minority executive administration and professional non-faculty at UCA so that the proportion of minority professionals will equal the proportion of minority individuals with the credentials required for such positions in the relevant labor market.

Reporting terms: As indicated

The IPEDS employment categories relevant to this goal are these:

- 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

Since the categories reported in 2011 do not correspond one-to-one with the new reporting categories, only the 2015 data is provided.

Administration/Professional Staff				
	2011		2015	
	Number	Percent	Number	Percent
Total			855	
White			670	78.4%
Black			125	14.6%
Other minorities			47	5.5%
All minorities			172	20.1%

As an imperfect point of comparison, the US Census American Community Survey 2009–2013 5-Year Estimates (the same range used in last year's report) provides the following information for Management, Business, Science, and Arts occupations in Faulkner and Pulaski counties:

	Faulkner County			Pulaski County	
	Number	Percent		Number	Percent
Total in category	19,599			70,764	
White	17,434	89%		50,390	71%
Black	1,472	8%		16,785	24%
Other minority	693	4%		3,589	5%
All minority	2,165	11%		20,374	29%

Source: United States Census Bureau. Query in American Factfinder (<http://factfinder2.census.gov/>), pulled 2015-06-22.

GOAL 7 [Support Staff]: To maintain the number (and corresponding percentage) of minority support staff at UCA to the percentages listed below, so that the proportion of minority support staff will approximate the proportion of minority individuals in each specific job category (as defined in the EEO-6 Report) in the relevant labor market area.

Reporting terms: as indicated

IPEDS employment categories relevant to this goal are these:

- Service Occupations
- Sales & Related Occupations
- Office & Administrative Support Occupations
- Natural Resources, Construction, & Maintenance Occupations
- Production, Transportation, & Material Moving Occupations

Since the categories reported in 2011 do not correspond one-to-one with the new reporting categories, only 2015 data is provided.

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.

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 institutional goals and objectives related to the recruitment and retention of minority students, faculty, and staff. The overwhelming majority of the programming was assessed under the auspices of our Director of Assessment for Diversity Initiatives. The events were assessed either online or at the end of the event. Attendees offered event-specific feedback. In each case, the overall evaluations revealed that the programs fulfilled their designated purposes. Finally, this report records new strategies and their success indicators.

INSTITUTIONAL DIVERSITY

ADMINISTRATORS/FACULTY/STAFF/STUDENTS

This was the first full year for the publication and implementation of the Bias Incident Reporting statement and form. The statement and form are on the diversity website and the statement will be published in the upcoming Student Handbook and Staff Handbook. Such non-discrimination policies in employment, admissions, and other functions and programs promote a safe environment for minority and all populations.

Another new initiative this year was the Institutional Diversity Grant Program. UCA Registered Student Organizations, administrators, faculty, staff, departments, colleges, and divisions could apply to receive assistance with the costs of the following activities, once during the calendar year: (1) to disseminate professional work, scholarship, research, and/or creative activity (2) to gain membership with the National Center for Faculty Development and Diversity; (3) to make a diversity-related conference presentation; (4) to publish a diversity-related manuscript; (5) to display diversity-related creative activities; or to (5) to host a diversity-related initiative or event. All of the aforementioned assist with the recruitment and retention of diverse students, faculty, and staff.

Event	Sponsor	Budget
Faculty Grants	ID	\$750.00
Departmental Grants	ID	\$1,050.00
Total		\$1,800.00

The Diversity and Inclusive Excellence Award was also new this academic year. This award recognized individuals whose commitment to diversity and inclusive excellence on- and/or 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 award assists with the recruitment and retention of diverse students, faculty, and staff.

Event	Sponsor	Budget
1 ST Place	ID	\$1,000.00
2 nd Place	ID	\$500.00
3 rd Place	ID	\$500.00
Fringe Benefits	ID	\$620.00
Plaque	ID Foundation	\$33.00
Printing	ID	\$169.00
Total		\$2,822.00

The grand opening for the Lactation Suites was held in late April 2015 so this was the first academic year for such suites on campus. In the fall semester, the suites were only located in the center historic cluster and west sides of campus. An additional suite was opened during the spring semester on the north side of campus. The newest suite is opening over the summer. Lactation Suites were established to support the needs of women who may wish to breastfeed or express breast milk while on campus. Suites offer dedicated comfortable, private, quiet spaces for nursing mothers. The suites contain comfortable seating, a refrigerator, a microwave, electrical outlets, adequate lighting, related reading materials, hand sanitizer, and cleaning supplies.

Event	Sponsor	Budget
Lewis Science Center	SGA. Faculty Senate Staff Senate	\$1,309.00
Brewer-Hegemen Conference Center	SGA. Faculty Senate Staff Senate	\$2,009.00
Total		\$3,318.00

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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DIVERSE FACULTY

ID engaged diverse faculty in several ways. These events were three-pronged: (1) retention focused (to alleviate isolation; to offer opportunities for diverse faculty to bond with one another; and to connect diverse faculty with campus leaders); (2) development focused (to assist diverse faculty with navigating classroom dynamics and instructional methodologies); and (3) recruitment focused (to make historically underrepresented PhD candidates, across the nation, aware of UCA as a viable place to become a faculty member. The events and their budgets are listed below:

Event	Sponsor	Budget
Affinity-Resource Groups for African/Americans, Asians, Internationals, Latinos, and LGBT+	ID	\$700.00
Diversity After Hours	Office of the Provost	\$800.00
Ice Cream Social with the Provost	Office of the Provost / ID	\$200.00
Navigating Classroom Challenges: A Discussion for Racially Diverse Faculty	Center for Teaching Excellence	
Recruitment at the Compact for Faculty Diversity	Office of the Provost	\$1700.00
Total		\$3,400

UNDERGRADUATE AND GRADUATE STUDENTS

ID engaged historically underrepresented undergraduate students with a focus on retention. The Academic Bridge Connection Program (ABC) was established with the repurposing of office space as a means of dedicating resources to serve as an incubator and as an academic bridge that help to reinforce the habits of mind that students need for success in college and beyond. The ABC Center offers a quiet place to study and learn with computers, printing, copy services, mobile charging stations, and books. Students receive peer math, science, and writing/literacy tutoring, peer success coaching, and academic advising. Also in the diversity office, students may convene for meetings and prepare for their student-led programs. They have access to a television that continuously runs national news as well as Diversity-TV which displays announcements of diversity programming and photos of recent diversity events.

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		\$13,640

MINORITY VENDORS

As part of the Minority Vendor Strategic Plan, UCA hosted a Minority Vendor Expo. The intention of this event was to provide UCA decision makers and those at other state agencies an opportunity to learn about the products and services of respective minority vendors that are aligned with State procurement.

ID continues to collaborate with the Purchasing Department to evaluate bids for architectural and contracting services as they pertain to helping UCA meet 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.

Event	Sponsor	Budget
Minority Vendor Expo	Division of Finance and Administration	\$825.00

OFFICE OF DIVERSITY AND COMMUNITY

The mission of ODC is to provide multiple support services to enhance the academic success of students from underrepresented populations. 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. Key initiatives include the Black Male Achievement

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

- B-MAC Kick-Off (Motivational pep-talk with former NFL athletes)
- Brotherhood Bowling (End-of-Year Celebration)
- Fresh Prince of Conway (Welcome Week Info Session)
- Gentlemen's Brunch (Etiquette/Networking Celebration)
- Mass Meetings (Held at least once per month)
 - Academic/Campus Resources
 - Branding/Image
 - Budgeting/Finance
 - Campus Involvement/Finding Your Fit
 - Dress for Success
 - Finals Prep
 - Goal Setting
 - Interviewing/Resumes/Applications
 - Midterm Round-Up- The Second 1/2
- Speed Dating with Real Beauty
- Suit & Tie Tuesday (Dress for Success Day held once per month)

IMPACT: As B-MAC is a key indicator for student retention, ODC is pleased to report that 43 additional young men signed up to be a part of the 2015/2016 cohort. Data were captured on the 16 first-time, full-time freshmen for Fall 2015. Of that group of young men from the second cohort, 87.5% (or 14 students) registered for Spring 2016 classes.

HISPANIC/LATINO OUTREACH INITIATIVE

This initiative began in Academic Year 2013/2014 due to the continued growth of the Hispanic student population. With the leadership of the ODC, the Latino Student Association (LSA) has become the primary organization within which Latino students can thrive, distinguish themselves, and feel a sense of belonging. Also, the Hispanic Outreach Initiative Coordinator was instrumental in the formation of Sisters in Action (SIA), the precursor to the first Latina sorority at UCA) and

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 weight station; 1 waist measurement station; and 2 blood pressure stations. UCA also offered pulse readings and emotional wellness awareness. The primary outcome of the Health Fair was that 278 screenings were conducted. At the Fiesta, approximately 100 children enjoyed their play in a deluxe, inflatable house and participated in an art center. What is more, UCA transported over 50 high achieving Latino high school students plus family members from DeQueen, Arkansas to attend the festivities, Bear Facts Day, and the UCA Men's Soccer game. UCA received great collaboration from its Latino Student Association, other student volunteers, and the greater community. The event was reported on *Telemundo TV* (Spanish language) and *Channel 11* (local TV news) as well as the *Conway Log Cabin Democrat*.

Event	Sponsor	Budget
Amigo Cup	Student Services Conway Advertising & Promotion Commission	\$12,600 \$1,500
Health Fair	Arkansas Minority Health Commission	\$510.00
Fiesta	Arkansas Minority Health Commission	\$79.00
Radio Advertisement	Arkansas Minority Health Commission	\$750.00
Total		\$15,439

Other LSA Programming

- Dia de los Muertos Exhibit
- FIAT visit to the University of Arkansas at Fayetteville
- Folklorico performance
- Game Night
- Latino Comedy Show
- Latino Graduation Celebration
- Latino Movie Night
- Latino Potluck
- Latino Social
- LULAC Scholarship Gala
- Papa Rap Concert
- Tamalada (tamale-making party)

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

- 90's Glow Party (Transitions Week Kick-Off Event)
- 201 & Donaghey (Provides awareness about student organizations and campus involvement)
- Adapting to College Life (Student panel discussed the holistic student experience)
- April Madness (New mentor round-up)
- Behind Closed Doors (Alcohol and drug awareness program)
- Building an Empire (Fall mentor interest meeting)
- Fall Semester Finals Week Survival Kits
- How to Get Away with Mentoring (Spring mentor executive board interest meeting)
- MMP Back II the Basics (Study break with academic tips from upper level mentors)
- MMP Fall Training (Leadership training for student mentor staff)
- MMP Talent Show
- Mentor Mayhem (Team building session with student mentors and incoming freshmen)
- No Role Models (Fatherhood awareness program)
- Social Media Do's and Don'ts
- The Real Professors of UCA (Interaction with minority faculty and staff)
- Transitions Greek Expo (Increase awareness of the Divine Nine (Black Greek organizations))
- 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 that the programs fulfilled their designated purposes. Of the 155 first-time, full-time freshmen in the Fall 2015 cohort, 139 or 89.7% were retained for the Spring 2016 semester.

Level II MMP Programming

The 2015/2016 Academic Year saw the return of the Level II Minority Mentorship Program which pairs minority upperclassmen with a faculty or staff member with similar majors, experiences, or interests. Participants were encouraged to meet face-to-face once per month and communicate with each other twice per month. Although structured programming was not put in place for this group, mentors-mentees were encouraged to participate in targeted events coordinated by the ODC.

IMPACT: Now that this program has returned, it will also become a key indicator of student retention. In this first year, 46 upper level students expressed interest in the program and were partnered with 39 faculty and staff members who desired to have a positive impact on the lives of students. The program remains under construction to provide more structured programming and assessment.

SLICE OF UCA EVENT

This transitional program, developed by the ODC, provides services that alleviate some of challenges and possible hurdles that are inherit in the transition from high school to college. This annual event gives historically underrepresented students the opportunity to receive information on the following topics: Financial Aid, Student Accounts, Strategies for Success, Housing, Student Life, Academic Scholarships, and Learning Communities. In addition, students and guests meet and speak with UCA students, administrators, faculty, and staff to learn more about the campus environment, expectations, and opportunities for student involvement and leadership. Of the 37 students who attended the spring 2015 event, 68% enrolled for the Fall 2015 semester.

ADDITIONAL DIVERSITY PROGRAMMING

- Academic Achiever Celebration
- Bridging the Gap - Fashion, Dance, Displays and Food from the different African, Caribbean and American Cultures as shared by UCA students
- Dan Choi Speaks - Dan Choi, West Point graduate and Iraq War Veteran, was influential in the repeal of the military's "Don't Ask, Don't Tell" policy. He joined us to speak on his experiences of being gay in the military era and on other issues relevant to being gay in America.
- Dental Health Awareness Program
- Diabetes Awareness Program
- Dia de los Muertos Exhibit - Mexican holiday (focuses on gatherings of family and friends to pray for and remember friends and family members who have died and help to support their spiritual journey) is celebrated throughout Mexico in general and the Central and South regions, in particular; it is acknowledged around the world in other cultures.
- Financial Literacy Awareness Program
- Film Documentary on Sexual Assault Awareness
- "I am Jazz" LGBT Book Reading

- Lavender Graduation Celebration
- Legends Nagonagoo Native American Storytelling - Filled with songs, legends and language, this is a brilliant and entertaining one-man show, complete with history and audience participation. The audience regaled by the Native American flute and the heartbeat of the Indian Nations - the beating of the drum together with the reverence of the Turtle Shell Rattle.
- LGBT Meet and Greet
- LGBT Pride Walk
- Minority Graduation Celebrations
- Miss Essence Scholarship Pageant – Showcasing the intelligence, beauty, and talent of young women on campus through five phases of competition.
- MLK Prayer Breakfast – Celebration of the spiritual legacy, the moral courage and fortitude that Dr. Martin Luther King, Jr. brought to the social justice movement in this nation.
- Next Level Leadership Training Seminars
- UAMS Info Days
- Women’s Tea - Celebration held in conjunction with Women's History Month featuring a guest speaker and silent auction. Proceeds from the auction are donated to an organization that assists girls and women as part of its mission.

The following is a summary of ODC findings from Academic Year 2015/2016:

- a. Over 80% of programming/events rated positively (i.e. excellent)
- b. Over 70% of programming/events included Academic Success
- c. Over 60% of the engaged students said they learned of ODC programming/events through email; approximately 40% of the students learned about events from faculty/staff; others learned about programs by way of fliers and TVs
- d. About 52% of ODC programming is attended by juniors, followed by freshmen at 23%
- e. About 52% of attendees at ODC programs are African American

ODC BUDGET

Event	Budget
Academic Achiever Event	\$850
Awareness Program Food/Supplies	\$100
Black Male Achievement Challenge	\$5,000
Minority Graduation Celebrations	\$10,000
LGBT+ Programming	\$3,000
Hispanic/Latino Programming	\$1,300
MLK Prayer Breakfast	\$2,800
Minority Mentorship Programming	\$8,600
Native American Heritage Programming	\$1,500
Slice of UCA	\$1,250
Women’s Programming	\$4,000

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 activities serve to enhance each person's ability to promote an inclusive community. This office facilitated 82 different types of seminars during Academic Year 2015/2016 involving UCA faculty, staff, students, and community members. Each face-to-face training is evaluated at the session's end and offers feedback plus ideas for future topics. The following chart represents a sampling of the number of individuals that attended diversity-related enrichment in addition to the corresponding budget.

Topic	Face-to-Face	Online	Budget
Nontraditional Students Diversity Focus (2015/2016)	253		\$1800.00
Campus –Wide Diversity Training Seminars	12 trainings 310 individuals Registered Student Organizations, Faculty Classes, Community Development Institute		
Diversity Benefits		1,506	
Workplace Harassment Prevention	216	1,539	\$1200.00
Title IX	20	1,443	
LGBT Awareness	14		\$112.00
Child Abuse Prevention		1,679	
Workplace Answers Online Training Provider			\$20,000
Total	813		\$23,112.00

DIVERSITY ADVISORY COMMITTEE

Sanctioned by UCA's Board of Trustees, the Diversity Advisory Committee (DAC) is comprised of faculty from each academic college, staff from each division, and representatives from the Student Government Association, the Faculty Senate, and the Staff Senate. The charge of this

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 Diversity Strategic Plan and reporting process. This fall, colleges and divisions will submit their diversity plans. The plans will be reviewed by the DAC, the Executive Staff, and the campus (via website posting). DAC committee members also participated in the development of the Institutional Diversity Grant Program, the Diversity and Inclusive Excellence Award, and the Gender Identity on Forms project. The DAC Funding sub-committee secured additional funding to do the work of the committee.

Event	Sponsor	Budget
Campus Climate Survey	ID / Student Services	\$4,100.00
Diversity Strategic Plan Roll-out Campaign and follow-up reporting event	ID	\$550.00
Total		\$4,650.00

DIVERSITY WEBSITE

The diversity website hosts a new link for [Diversity Honors and Scholarly Activities](#). This page makes the campus community aware of colleagues and students who receive diversity-related honors, make diversity-related presentations, publish diversity-related articles, books, dissertations, and those who display diversity-related creative activities. The intention of this link is to serve as a resource and a connector to advance inclusive excellence. The diversity website (www.uca.edu/diversity) is updated as needed to serve as a clearinghouse for campus diversity that includes links to the following:

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

AWARD

At the 2015 League of United Latin American Citizens Council (LULAC) 750 Little Rock Scholarship Gala, UCA President Tom Courtway received the LULAC President's Award for UCA's efforts in recruiting and retaining Latino students.