UNIVERSITY OF CENTRAL ARKANSAS

Minority Recruitment and Retention Report

submitted to the

ARKANSAS DEPARTMENT OF HIGHER EDUCATION

June 30, 2013

As will be noted in Item 6 (p. 3 ff.) and Item 7 (p. 8), University of Central Arkansas is, as forecast in last year's report, in the midst of a thorough review and reorganization of key factors in its diversity goals and activities. This report responds, then, to policies, plans, and goals that are being systematically updated or replaced.

Unless otherwise specified, the source of data presented below is the UCA Office of Institutional Research.

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

Reporting term: Fall 2012

Race	Number	Percent
Total enrollment	11,107	
American Indian	67	0.6%
Asian or Pacific Islander*	182	1.6%
Black	1,797	16.2%
Hispanic	325	2.9%
Two or More Races	215	1.9%

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

Reporting term: Fall 2012. Note that these position titles conform to the new IPEDS employment categories and so differ from those used in previous reports.

Race / Position	American Indian	Asian	Pacific Islander	Black	Hispanic	Two or More Races	Minority Employees in Category	Total Employees in Category
Faculty	1	20	0	19	4	2	46	541
Archivists, Curators, & Museum Technicians	0	0	0	0	0	0	0	1
Librarians	0	0	0	0	0	0	0	10
Library Technicians	1	0	0	7	0	1	9	25
Other Teachers & Instructional Support Staff	0	1	0	6	2	0	9	60
Management Occupations	0	0	0	8	2	0	10	40
Business & Financial Operations Occupations	1	0	0	4	1	0	6	96

Race / Position	American Indian	Asian	Pacific Islander	Black	Hispanic	Two or More Races	Minority Employees in Category	Total Employees in Category
Computer, Engineering, & Science Occupations	1	0	0	5	0	1	7	53
Community Service, Legal, Arts, & Media	0	1	0	13	1	1	16	67
Healthcare Practitioners & Technical Occupations	0	0	0	2	0	0	2	10
Service Occupations	3	0	1	31	10	1	46	146
Sales & Related Occupations	0	0	0	0	0	0	0	0
Office & Administrative Support Occupations	0	1	0	14	3	1	19	183
Natural Resources, Construction, & Maintenance Occupations	0	0	0	6	2	1	9	78
Production, Transportation, & Material Moving Occupations	0	0	0	5	1	0	6	17
Total Number in Minority Group	7	23	1	120	26	8		

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

Reporting term: Fall 2012

Race	FT Faculty
American Indian	1
Asian	20
Black	19
Hispanic	4
Two or more races	2
Total minority full-time faculty	46
Total full-time faculty	541

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

Reporting term: Fall 2012

Race	PT Faculty
American Indian	2
Asian	3
Black	10
Hispanic	1
Two or more races	1
Total minority part-time faculty	17
Total part-time faculty	185

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

Reporting term: ?

Category	Count
Faculty	5
Library and Instructional Support Occupations	2
Management Occupations	1
Business and Financial Operations Occupations	2
Computer, Engineering, and Science Occupations	1
Community Service, Legal, Arts, and Media Occupations	0
Healthcare Practitioners and Technical Occupations	0
Service Occupations	3
Sales and Related Occupations	0
Office and Administrative Support Occupations	0
Natural Resources, Construction, and Maintenance Occupations	1
Production, Transportation, and Material Moving Occupations	0

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.

It should be noted that, as projected in last year's report, UCA has established administrative structures necessary to undertake significant new planning and implementation for campus diversity. Goals included in the current report do not, of course, include revisions that are expected to be complete by January 2014 nor do they reflect related work outside the Minority Recruitment and Retention Plan, such as, for example, the establishment of Key Performance Indicators related to enrollment.

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 is revisiting these goals and the information required to show progress on them in its ongoing review of its diversity objectives and support structures (see item 7 below).

Minority Enrollment (Goals 1, 2, and 4)

Reporting terms: Fall 2008, Fall 2012

UCA Entering Freshmen (FT+PT)				
	2008		2012	
	Number	Percent	Number	Percent
Grand total	2,111		2,157	
Black	381	18%	488	23%
Other minority	129	6%	195	9%
White	1,463	69%	1,397	65%

UCA Undergraduate (FT+PT)				
	2008		2012	
	Number	Percent	Number	Percent
Grand total	11,048		9,604	
Black	1,648	15%	1,666	17%
Other minority	493	4%	721	8%
White	7,860	71%	6,425	67%

UCA Graduate (FT+PT)				
	2008		2012	
	Number	Percent	Number	Percent
Grand total	1,925		1,503	
Black	166	9%	131	9%
Other minority	57	3%	68	5%
White	1,628	85%	1,221	81%

UCA Total Enrollment				
	2008		2012	
	Number	Percent	Number	Percent
Grand total	12,974		11,107	
Black	1,814	14%	1,797	16%
Other minority	550	4%	789	7%
White	9,488	73%	7,646	69%

Arkansas Public 4-Year Universities (excluding UCA and UAPB) Total Enrollment				
	2008		2012	
	Number	Percent	Number	Percent
Grand total	69,628		97,365	
Black	9,578	14%	14,998	15%
Other minority	4,358	6%	8,390	9%
White	52,332	75%	67,971	70%

As indicated by changes in the proportion of minority to white enrollees from 2008 to 2012, UCA has maintained or increased its minority enrollments. UCA's overall minority enrollments at the undergraduate level are on a par with minority enrollment at other public four-year universities (excluding UAPB) in the state; at the graduate level, UCA's minority enrollments are slightly lower than minority enrollment at other public four-year universities (excluding UAPB).

Graduation and Retention Rates (Goal 3)

One-Year Retention Rate						
	2002 Cohort			2006 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	1,766			2,352		
White	1,331	949	71%	1,532	1,102	72%
Black	300	208	69%	450	281	62%
Other minorities	43	34	79%	95	62	65%
All minorities	343	242	71%	545	343	63%

Graduation Rate – 150% Time						
	2002 Cohort			2006 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	1,766			2,352		
White	1,331	594	45%	1,532	667	44%
Black	300	76	25%	450	109	24%
Other minorities	43	17	40%	95	36	38%
All minorities	343	93	27%	545	145	27%

One-year retention rates for these cohorts show slight gains for white students; minority one-year retention rates have decreased significantly. Minority graduation rates have remained virtually flat.

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

As the following tables show, the number and percentage of minority full time faculty at UCA has decreased slightly in the reporting period; and these percentages do not mirror the percentages of all degrees conferred by race nationally or master's degrees conferred by race in Arkansas.

	UCA Full-Time Faculty			
	2008		2012	
	Number	Percent	Number	Percent
Total	510		527	
White	458	90%	472	90%
Black	20	4%	19	4%
Other minorities	32	6%	27	5%
All minorities	52	10%	46	9%

	Completers, Nationally		Master's Completers, AR	
	2010-2011		2010-2011	
	Number	Percent	Number	Percent
Total	3,550,782		4,793	
White	2,171,566	61%	3,535	74%
Black	361,506	10%	553	12%
Other minorities	580,971	16%	226	5%
All minorities	942,477	27%	779	16%

Source: IPEDS Data Center Custom Reports, pulled 6/27/2013

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 new IPEDS employment categories relevant to this goal are these (see Item 2, above, p. 1), based on the Higher Learning Commission's new groupings:

Management Occupations
Business and Financial Operation Occupations
Librarians, Curators and Archivists
Library and Instructional Support Occupations
Computer, Engineering and Science Occupations
Community Service, Legal, Arts and Media Occupations
Healthcare Practitioners and Technical Occupations

Since the categories reported in 2008 do not correspond one-to-one with the new reporting categories, only the 2012 data is provided.

Administration/Professional Staff				
	2008		2012	
	Number	Percent	Number	Percent
Total			362	
White			303	84%
Black			45	12%
Other minorities			14	4%
All minorities			59	16%

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.

Secretarial/Clerical.....10% .....Faulkner & Pulaski Cos.
Technical/Paraprofessionals.....7% .....Faulkner & Pulaski Cos.
Skilled Crafts.....7% .....Faulkner & Pulaski Cos.
Service/Maintenance.....16% .....Faulkner & Pulaski Cos.

The new IPEDS employment categories relevant to this goal are these (see Item 2, above, p. 1), based on the Higher Learning Commission's new groupings:

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

Since the categories reported in 2008 do not correspond one-to-one with the new reporting categories, only the 2012 data is provided.

Secretarial/Clerical				
	2008		2012	
	Number	Percent	Number	Percent
Total			424	
White			344	81%
Black			56	13%
Other minorities			24	6%
All minorities			80	19%

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.

The university's Strategic Plan (most recently updated for the five years 2012–2017) prioritizes diversity – including racial/ethnic diversity – as a strategic goal for the university. During the past year, a university committee has made recommendations to the administration regarding leadership, administrative structures, and administrative infrastructure to support the university in achieving its diversity goals. This new leadership and the requisite structures are being established now and are expected to result in a new plan for institutional diversity by January 2014.

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

Timeline

Summer 2013: establish leadership and administrative structures and infrastructures for institutional diversity

January 2014: present new plan for institutional diversity to the campus

Budget

Assessment

Act 1091 of 1999 requires the university to submit an annual report of its activities and a report of its progress toward the goals set forth in the plan. The university uses this annual report to monitor its measures of success and to evaluate its methods for effectiveness. Modifications are implemented as needed based on the results of this annual report and other factors that come to the attention of the senior administration of the university. Additionally, as is noted in item 7 above, the university is well advanced in a careful review of its diversity goals and activities.