UNIVERSITY OF CENTRAL ARKANSAS

Minority Recruitment and Retention Report

submitted to the

ARKANSAS DEPARTMENT OF HIGHER EDUCATION

June 30, 2015

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

Reporting term: Fall 2014

Race	Number	Percent
Total enrollment	11,698	
American Indian	55	0.5%
Asian	185	1.6%
Black	2,011	17.2%
Hispanic	452	3.9%
Native Hawaiian/Pacific Islander	11	0.1%
Two or more races	352	3.0%

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

Reporting term: Fall 2014

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	2	0	0	2	0	1	0	0	0	0	1	0	0	0	0	6
Asian	29	0	0	0	2	1	0	0	0	0	1	0	2	0	0	35
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	1	0	0	0	0	2	0	4
Black	31	0	0	4	13	19	6	8	13	2	33	0	21	9	6	165
Hispanic	14	0	0	0	2	4	0	0	4	0	9	0	4	2	1	40
Two or more races	9	0	0	1	0	0	0	1	0	0	0	0	4	2	0	17
Minority employees in category	86	0	0	7	17	25	6	9	18	2	44	0	31	15	7	
Total employees in category	727	1	11	26	91	135	41	54	80	11	156	0	226	102	18	

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

Reporting term: Fall 2014

Race	FT Faculty
American Indian	1
Asian	26
Native Hawaiian/Pacific Islander	1
Black	24
Hispanic	9
Two or more races	6
Total minority full-time faculty	67
Total full-time faculty	537

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

Reporting term: Fall 2014

Race	PT Faculty
American Indian	1
Asian	3
Native Hawaiian/Pacific Islander	0
Black	7
Hispanic	5
Two or more races	3
Total minority part-time faculty	19
Total part-time faculty	190

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

Reporting term: Fall 2014

Category	Count
Faculty	2
Library/Student/Academic Affairs/Other Education Services Occupations	3
Management Occupations	2
Business/Financial Operations Occupations	0
Computer/Engineering/Science Occupations	2
Community Service/Legal/Arts/Media	0

Category	Count
Healthcare Practitioners/Technical Occupations	0
Service Occupations	1
Sales/Related Occupations	0
Office & Administrative Support Occupations	1
Natural Resources, Construction, & Maintenance Occupations	2
Production, Transportation, & 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.

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)				
	2010		2014	
	Number	Percent	Number	Percent
Grand total	1,847		2,232	
Black	378	20.5%	519	23.3%
Other minority	135	7.3%	270	12.1%
White	1,202	65.1%	1,362	61.0%

UCA Undergraduate (FT+PT)				
	2010		2014	
	Number	Percent	Number	Percent
Grand total	9,823		9,842	
Black	1,641	16.7%	1,840	18.7%
Other minority	566	5.8%	956	9.7%
White	6,672	67.9%	6,411	65.1%

UCA Graduate (FT+PT)				
	2010		2014	
	Number	Percent	Number	Percent
Grand total	1,621		1,856	
Black	139	8.6%	171	9.2%
Other minority	76	4.7%	99	5.3%
White	1,322	81.6%	1,504	81.0%

UCA Total Enrollment				
	2010		2014	
	Number	Percent	Number	Percent
Grand total	11,444		11,698	
Black	1,780	15.6%	2,011	17.2%
Other minority	642	5.6%	1,055	9.0%
White	7,994	69.9%	7,915	67.7%

Arkansas Public 4-Year Universities (excluding UCA and UAPB) Total Enrollment				
	2010		2014	
	Number	Percent	Number	Percent
Grand total	79,074		83,766	
Black	10,299	13.0%	10,127	12.1%
Other minority	6,842	8.7%	9,740	11.6%
White	58,107	73.5%	59,609	71.2%

As indicated by changes in the proportion of minority to white enrollees from 2010 to 2014, UCA's overall minority enrollments have increased and remain above overall minority enrollment at other public four-year universities (excluding UAPB) in the state. 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 in the five years reported here.

Graduation and Retention Rates (Goal 3)

One-Year Retention Rate (Fall-to-Fall)						
	2004 Cohort			2008 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	2,216			2,075		
White	1,656	1,221	73.7%	1,435	1,006	70.1%
Black	368	260	70.7%	374	271	72.5%
Other minorities	89	60	67.4%	128	92	71.9%
All minorities	457	320	70.0%	502	363	72.3%

Graduation Rate – 150% Time						
	2004 Cohort			2008 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	2,216			2,075		
White	1,656	777	46.9%	1,435	628	43.8%
Black	368	93	25.3%	374	103	27.5%
Other minorities	89	31	34.8%	128	60	46.9%
All minorities	457	124	27.1%	502	163	32.5%

One-year retention rates for these cohorts show significant minority student retention gains (and white student retention losses). Graduation rates show a similar pattern but with continued significant disparity between black student graduation rates and all other students' graduation rates.

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. Note: The relevant UCA faculty data is unavailable for 2010, so 2009 data have been used instead.

As the following tables show, 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			
	2009		2014	
	Number	Percent	Number	Percent
Total	512		537	
White	460	89.8%	444	82.7%
Black	18	3.5%	24	4.5%
Other minorities	22	4.3%	43	8.0%
All minorities	40	7.8%	67	12.5%

	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 2010 do not correspond one-to-one with the new reporting categories, only the 2014 data is provided.

Administration/Professional Staff				
	2010		2014	
	Number	Percent	Number	Percent
Total			424	
White			330	77.8%
Black			61	14.4%
Other minorities			16	3.8%
All minorities			77	18.2%

As an imperfect point of comparison, the US Census American Community Survey 2009–2013 5-Year Estimates provides the following estimates 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 2010 do not correspond one-to-one with the new reporting categories, only 2014 data is provided.

Support Staff				
	2010		2014	
	Number	Percent	Number	Percent
Total			502	
White			395	78.7%
Black			69	13.7%
Other minorities			28	5.6%
All minorities			97	19.3%

As an imperfect point of comparison, the US Census American Community Survey 2009–2013 5-Year Estimates provides the following estimates for support staff categories.

	Faulkner County		Pulaski County	
	Number	Percent	Number	Percent
Total in category	36,239		108,367	
White	30,788	85%	64,239	59%
Black	4,033	11%	39,276	36%
Other minority	1,418	4%	6,139	6%
All minority	5,451	15%	45,415	42%

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

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.

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

Responses to items 7 and 8 are provided in the following report prepared by the recently established Office of Institutional Diversity. As the new administrative structure becomes more mature and as the renewal of the university's submitted MRR plan approaches, the five-year Minority Recruitment and Retention Plan and the annual Minority Recruitment and Retention Report will become more fully aligned.

Minority Monitoring Report Information
2014-2015

The Office of Institutional Diversity (ID) serves as the umbrella department for the University's diversity efforts while the Office of Diversity and Community (ODC) serves historically underrepresented students. The Office of University Training (UT) delivers educational seminars that are applicable to the campus environment and its diverse population. It allows for avenues of communication and participation among the participants and serves to mature, motivate, and maintain an excellent and inclusive campus. This report also offers updates about the aforementioned functional units as well as the Diversity Advisory Committee and the Diversity website. Each area put forth and/or addresses initiatives and programming to increase the recruitment and retention of diverse faculty, staff, and students. These offices also initiated and/or maintained outreach and partnership efforts.

OFFICE OF INSTITUTIONAL DIVERSITY

Recruitment and Retention of Diverse Faculty and Staff

UCA began recruiting at the SREB's Compact for Faculty Diversity in 2012. The history of UCA's experience with this recruitment outlet is as follows:

Academic Year	Number of Applicants to UCA
2012/2013	0
2013/2014	5
2014/2015	4

I am aware of at least four, non-Compact diverse faculty who made application during 2014/15. Some interviewed with various departments and programs. I participated in two of the interview processes. I am not aware of the outcomes of the searches. ID met with the Council of Deans on several occasions and met with the Council of Chairs from each academic college. These collaborations will continue with additional strategies to increase the number of underrepresented faculty.

We have recently purchased a banner and table cover plus UCA diversity notebooks for future recruitment and retention events.

ID engaged diverse faculty in several ways. These events served to alleviate isolation, to connect diverse faculty to one another and to campus leaders, to determine how they might better serve students as well as how UCA can best retain them. The events and their budgets are listed below:

Event	Sponsor	Budget
Compact for Faculty Diversity	Office of the Provost	$1,700.00
Faculty/Staff Mixer	ID/ODC	$690.00
Fireside Chat with the Provost	Office of the Provost	$725.00
Focus Group Luncheon	Instructional Development Center	$170.00
Ice Cream Social with the Provost	Office of the Provost	$200.00

Event	Sponsor	Budget
Affinity-Resource Groups for African/Americans, Asians, Internationals, Latinos, and LGBT+	ID	$250.00
Banner, Cover, & Notebooks	ID	$1,375.00
Total		**$5,111.00**

With the exception of the affinity-resource group meetings, participants assessed each event by way of an online or in-person survey. In each case, we received ideas for moving forward as well as overwhelming positive sentiments from diverse faculty and staff.

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, and Title IX/SaVE Act Awareness. These enrichment activities serve to enhance each person's ability to promote an inclusive community. This office facilitated 74 different types of seminars during academic year 2014/2015 involving UCA faculty, staff, and students. Each face-to-face training is evaluated at the session's end and offers feedback plus ideas for future diversity 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
Understanding the Military (2014/2015 diversity focus)	293		$325.00
Statewide Service Members and Veterans Conference	72 Reps from 22 Arkansas colleges and universities		$585.00
General Diversity		1,618	
Workplace Harassment Prevention	252	1,692	$250.00
Title IX		1,488	
LGBT Awareness	35		$112.00
Workplace Answers Online Training Provider			$20,000
Total			**$21,272.00**

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. Our 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 Minority Mentorship Program (MMP), Latino/Hispanic

Outreach Initiative, Black Male Achievement Challenge (B-MAC), Slice of UCA, and additional programming.

Minority Mentorship Program

Level 1 of the MMP supports freshman retention efforts by fostering a culture that supports the holistic development of both mentee (freshman) 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. This fosters a sense of belonging and supports our retention efforts. In Fall 2015, ODC will re-establish the Level II Mentorship program which will pair minority upperclassmen with a faculty or staff member with similar majors, experiences, or interests. Assessment of the Level I program follows:

Academic Year	Freshmen Participation	Retention Rate	Unofficial 1st Semester Average GPA
2009/2010	130	74%	2.40
2010/2011	181	63%	2.25
2011/2012	133	72%	2.24
2012/2013	201	68%	2.08
2013/2014	188	71%	Not available
2014/2015	132	91% (Registered for Fall 2015)	2.59

MMP Programming

- Fall Finals Survival Kits
- MMP Executive Board Retreat
- MMP Training
- Paneling Through with MMP
- Saving Ourselves Program with SPBC
- Sex in Dark Relationship Awareness Program
- Spring Finals Survival Kits
- Spring Training
- Transitions Week

ODC assessed each event either online or at the end of the event. Attendees offered specific feedback for each event and the overall evaluations denote that the programs fulfilled their designated purposes. The ODC Budget table lists the budget for MMP.

Hispanic Outreach Initiative

This initiative began at the beginning of the 2013/2014 academic year. Because of the continued growth of the Hispanic student population, the Latino Student Association (LSA) is thriving and providing a sense of inclusion for Latino/Hispanic students who are involved with the organization. Of the 27 Latino Student Association 2014/2015 participants, 69% have enrolled for Fall 2015. Three of the 27 LSA members graduated in the spring of 2015. The unofficial Fall 2014 average GPA for this cohort was 2.96. During the 2014/2015 academic year, the Hispanic Outreach Initiative Coordinator used the University's MAP-Works tool to interact, intentionally, with students who are self-reporting issues that may lead them to withdraw from UCA. He made 27 individual student consultations to address students' academic, emotional, social, and financial well-being.

LSA Programming

Amigo Cup
Classical Spanish Guitar Concert
Comedian Ernie G
Dia de los Muertos Exhibit
Latino Graduation Celebration
Marvavillosa de Mexico Folklorico
Papa Rap Fall Concert
Pinata Night
Platanos & Collard Green Theatrical Play

Only one of the events was evaluated this year. Systems are in place to assess future events that are sponsored by the ODC. The ODC Budget table lists the budget for LSA programming.

Black Male Achievement Challenge (B-MAC)

The Black Male Achievement Challenge is in place to provide targeted intervention, critical socialization and bridge services, and enriching educational experiences for black men at UCA because they are documented as the least persisting, least graduating demographic at UCA (19.5% graduation rate based on the Fall 2007 cohort and 6-year graduation model). With the launch of B-MAC in Fall 2014, we expect to have a positive impact on the graduation rate.

With the Fall 2014 inaugural class of B-MAC, we hoped for 50 enrollees but were pleased to have 102 young men ready to interact with our office, campus personnel, and community leaders. Data were captured on 33 of the participants. Of that group of young men from the inaugural class, 94% have registered for Fall 2015 classes. The average GPA of this cohort is not currently available.

B-MAC Programming

Gentlemen's Brunch
Kick Off Event
Motivational Mondays
"Pursuit of a Degree" with Harvell Howard
Suit & Tie Tuesdays

Slice of UCA Event (Transitional Program)

The transition from high school to college can be very difficult. For many of our incoming minority students, the perceived challenges of the new experience sometimes prohibit students from matriculating even after they receive official admittance. ODC recognized this possible hurdle and developed a program, "A Slice of UCA," to address this need.

This event gives students the opportunity to learn more about Financial Aid, Academic Advising, Housing, Student Accounts, and Learning Communities. In addition, students and guests meet and speak with UCA faculty, staff, and students to learn more about the campus environment, expectations, and opportunities for student involvement and leadership. Of the 32 students who attended the spring 2014 event, we had an 87.5% enrollment rate of those students for the Fall 2014 semester.

Additional Programming

Academic Achiever Celebration
Asian Heritage Month Celebration
Breast Cancer Awareness Program
Diabetes Awareness Program

Heart Awareness Program
Ladies' Tea Time Event
Leadership 101 Training Seminar
Minority Graduation Celebrations
Money Matters with ADHE
Multicultural Freshman Dinner (Office of the Provost)
Native American Heritage Celebration
STEM Events

ODC Budget

Event	Budget
Academic Achiever Event	$1559
Alley Summit	$2500
Awareness Program Food/Supplies	$245
Black Graduate Student Meeting	$170
BMAC	$3120
Common Event	$950
Graduation Reception	$8480
Griot Society	$1000
LGBT+	$3760
Latino Student Association	$2410
MLK Prayer Breakfast	$2000
MMP	$7400
Native American Events	$1167
Slice of UCA	$1620
STEM Event	$225
UMAS	$70
Women's Initiatives	$2750
Total	**$39,426**

OUTREACH/PARTNERSHIPS

ID and ODC established several campus partnerships to assist in the recruitment and retention of diverse faculty, staff, and students to include Admissions, Career Services, Financial Aid, Instructional Development Center, Graduate School, Learning Communities, Office of the Provost, and UCA STEM efforts. External partnerships include the Alley Scholarship Summit, CDI Construction, UAMS, and the Work Force Development Center.

DIVERSITY ADVISORY COMMITTEE

Sanctioned by UCA's Board of Trustees, this committee includes faculty from each academic college, staff from each division, and representatives from the Student Government Association. The charge of the committee is to make recommendations and to promote and maintain inclusive excellence that aligns with the University's core value of diversity. The highlights of the committee's work during academic year

2014/2015 include the following: the identification and labeling of gender-neutral restrooms; UCA's becoming the state's college/university leader in serving the student-nursing-mother population with three Lactation Suites and four stations that will serve nontraditional students; and the composition of a comprehensive campus-wide diversity strategic plan.

The diversity strategic plan puts forth a wide range of dimensions that speak to core areas of the University, social identity characteristics, and focal/constituent groups. It further adopts vision-aligned objectives with corresponding principles and practices. Each division and academic college will annually report its customized initiatives based on the aforesaid. The communications campaign to inform and collaborate with the campus for the first year of implementation begins Fall 2015.

DIVERSITY WEBSITE

ID reorganized and enhanced the diversity website (www.uca.edu/diversity) to serve as a clearinghouse for campus diversity that includes links to

- Institutional Diversity
- Office of Diversity and Community
- Diversity Training
- Diversity Initiatives and Support
- Diversity Ledgers and
- Other diversity related information.

AWARD

At the 2014 League of United Latin American Citizens Council (LULAC) 750 Little Rock Scholarship Gala, UCA received the Latino Education Outreach of the Year Award.