

**UNIVERSITY OF CENTRAL ARKANSAS**

**Minority Recruitment and Retention Report**

**submitted to the**

**ARKANSAS DEPARTMENT OF HIGHER EDUCATION**

June 30, 2017

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

Reporting term: Fall 2016

<b>Race</b>	<b>Number</b>	<b>Percent</b>
Total enrollment	11,487	
American Indian	58	0.5%
Asian	218	1.9%
Black	1,788	15.6%
Hispanic	540	4.7%
Native Hawaiian/Pacific Islander	9	0.1%
Two or more races	368	3.2%

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

Reporting term: Fall 2016

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	4	0	0	2	0	1	0	0	1	0	0	0	0	1	0	9
Asian	36	0	0	0	3	1	0	0	0	0	1	0	2	0	0	43
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	1	0	0	0	0	2	0	4
Black	29	0	0	6	12	14	6	6	24	3	40	0	27	6	5	178
Hispanic	14	0	0	0	2	3	1	1	6	0	6	0	5	3	1	42
Two or more races	8	0	0	0	1	0	0	2	0	0	3	0	5	3	0	22
Minority employees in category	92	0	0	8	18	19	7	9	32	3	50	0	39	15	6	298
Total employees in category	725	1	11	27	94	133	41	58	119	11	158	0	236	113	22	1,749

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

Reporting term: Fall 2016

Race	FT Faculty
American Indian	2
Asian	32
Native Hawaiian/Pacific Islander	1
Black	25
Hispanic	12
Two or more races	7
Total minority full-time faculty	79
Total full-time faculty	545

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

Reporting term: Fall 2016

Race	PT Faculty
American Indian	2
Asian	4
Native Hawaiian/Pacific Islander	0
Black	4
Hispanic	2
Two or more races	1
Total minority part-time faculty	13
Total part-time faculty	180

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

Reporting term: FY 16

Category	Count
Faculty	31
Library/Student/Academic Affairs/Other Education Services Occupations	16
Management Occupations	13
Business/Financial Operations Occupations	7
Computer/Engineering/Science Occupations	3
Community Service/Legal/Arts/Media	20

Category	Count
Healthcare Practitioners/Technical Occupations	0
Service Occupations	25
Sales/Related Occupations	0
Office & Administrative Support Occupations	22
Natural Resources, Construction, & Maintenance Occupations	5
Production, Transportation, & Material Moving Occupations	3

## 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. These goals have been, practically, superseded by the programming and planning established by the university’s Office of Institutional Diversity and the Diversity Advisory Committee.

### 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 (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: Fall 2012, Fall 2016

<b>UCA Entering Freshmen (FT+PT)</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	2,157		1,880	
Black	488	22.6%	328	17.4%
Other minority	199	9.2%	237	12.6%
White	1,397	64.8%	1,211	64.4%

<b>UCA Undergraduate (FT+PT)</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	9,604		9,616	
Black	1,666	17.3%	1,606	16.7%
Other minority	721	7.5%	1,078	11.2%
White	6,425	66.9%	6,312	65.6%

<b>UCA Graduate (FT+PT)</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	1,503		1,871	
Black	131	8.7%	182	9.7%
Other minority	68	4.5%	115	6.1%
White	1,221	81.2%	1,489	79.6%

<b>UCA Total Enrollment</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	11,107		11,487	
Black	1,797	16.2%	1,788	15.6%
Other minority	789	7.1%	1,193	10.4%
White	7,646	68.8%	7,801	67.9%

<b>Arkansas Public 4-Year Universities (excluding UCA and UAPB) Total Enrollment</b>				
	Fall 2012		Fall 2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Grand total	83,430		86,551	
Black	10,629	12.7%	9,831	11.4%
Other minority	8,469	10.2%	11,011	12.7%
White	60,417	72.4%	60,413	69.8%

As indicated by changes in the proportion of minority to white enrollees from 2012 to 2016, minority student enrollment at UCA has increased at both the undergraduate and graduate levels, though the undergraduate enrollment of black students has slightly decreased. UCA's overall minority enrollments are somewhat higher than overall minority enrollments at other public four-year universities in the state (excluding UAPB). 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 from 2012 to 2016.

#### Graduation and Retention Rates (Goal 3)

<b>One-Year Retention Rate</b>						
	<b>2006 Cohort</b>			<b>2010 Cohort</b>		
	<b>Cohort</b>	<b>Number</b>	<b>Percent</b>	<b>Cohort</b>	<b>Number</b>	<b>Percent</b>
Total Cohort	2,352	1,666	70.8%	1,828	1,261	69.0%
White	1,532	1,102	71.9%	1,194	838	70.2%
Black	450	281	62.4%	373	232	62.2%
Other minorities	95	62	65.3%	133	90	67.7%
All minorities	545	343	62.9%	506	322	63.6%

<b>Graduation Rate – 150% Time</b>						
	<b>2006 Cohort</b>			<b>2010 Cohort</b>		
	<b>Cohort</b>	<b>Number</b>	<b>Percent</b>	<b>Cohort</b>	<b>Number</b>	<b>Percent</b>
Total Cohort	2,352	960	40.8%	1,828	762	41.7%
White	1,532	670	43.7%	1,194	560	46.9%
Black	450	109	24.2%	373	93	24.9%
Other minorities	95	36	37.9%	133	50	37.6%
All minorities	545	145	26.6%	506	143	28.3%

One-year retention rates for these cohorts show slight gains overall in retention of minority students. Graduation rates show slight gains overall as well.

**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			
	2012		2016	
	Number	Percent	Number	Percent
Total	541		545	
White	472	87.2%	457	83.9%
Black	19	3.5%	25	4.6%
Other minorities	27	5.0%	54	9.9%
All minorities	46	8.5%	79	14.5%

	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

<b>Administration/Professional Staff</b>				
	2012		2016	
	Number	Percent	Number	Percent
Total	415		495	
White	329	79.3%	393	80.6%
Black	48	11.6%	71	14.3%
Other minorities	17	4.1%	25	5.1%
All minorities	65	15.7%	96	19.4%

As an imperfect point of comparison, the US Census Bureau 2011–2015 American Community Survey 5-Year Estimates 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	19,721			72,648	
White	16,659	84.5%		50,303	69.2%
Black	1,785	9.1%		17,138	23.6%
Other minority	1,133	5.7%		5,019	6.9%
All minority	2,918	14.8%		22,157	30.5%

Source: United States Census Bureau. Query in American Factfinder (<http://factfinder2.census.gov/>), pulled 6/12/17.

**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

<b>Secretarial/Clerical</b>				
	2012		2016	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Total	506		529	
White	404	79.8%	413	70.1%
Black	70	13.8%	78	14.7%
Other minorities	25	4.9%	32	6.0%
All minorities	95	18.8%	110	20.8%

No comparative data is available for this report.

**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 attached as an addendum (page 10 ff.) the annual report of the Office of Institutional Diversity and related areas: Diversity and Training Initiatives.

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

See attached as an addendum (page 10 ff.) the annual report of the Office of Institutional Diversity and related areas: Diversity and Training Initiatives.

## UNIVERSITY OF CENTRAL ARKANSAS

### DIVERSITY AND TRAINING INITIATIVES

#### ACADEMIC YEAR 2016/2017

The University of Central Arkansas (UCA) employs campus-wide partnerships to honor its dedication to academic vitality, integrity and diversity. Three units lead diversity and inclusive efforts to include the Office of Institutional Diversity (ID), which serves as the umbrella unit for diversity initiatives, the Office of Diversity and Community (ODC) that specifically serves historically underrepresented minority students, and the Office of University Training (UT), which facilitates educational seminars for a campus of diverse communities. All members of the ID/ODC/UT leadership team serve on committees and support campus-wide diversity efforts.

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. Our Director of Assessment for Diversity Initiatives oversees the assessment of all events and programs. Assessment occurs either at the face-to-face events or online. Attendees offered event-specific feedback. For each unit, attendees rated each event or program as excellent or very good and documented that the programs and events fulfilled their designated purposes. Finally, this report records success indicators for student programming.

### INSTITUTIONAL DIVERSITY

The Office of Institutional Diversity serves to help UCA become Arkansas' premiere university for inclusive excellence and a place where everyone feels *visible, valued, and validated*. The Assessment unit helps the diversity offices to *evaluate, measure, and improve*. The faculty liaison serves to *listen, engage, adapt, and promote*.

#### ADMINISTRATORS/FACULTY/STAFF/STUDENTS

The Bias Incident Reporting statement/form has evolved to become the Diversity, Equity, and Civility Concerns statement/form. It is on the diversity website and the statement will appear in the upcoming Student Handbook, Faculty Handbook, and Staff Handbook. Such non-discrimination policies in employment, admissions, and other functions and programs promote a safe environment for the UCA community.

The Institutional Diversity Grant Program offers mini grants to faculty, staff, administrators, departments, colleges, divisions, and UCA Registered Student Organizations to enhance the recruitment and retention of diverse students, faculty, and staff.

Event	Sponsor	Budget
Departmental/College Grants	ID	\$1650.00
Faculty Grants	ID	\$200.00

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
RSO	ID	\$250.00
<b>Total</b>		<b>\$2,100.00</b>

The Diversity and Inclusive Excellence Award recognizes 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 year was the inaugural year for the Outstanding Diversity Outreach by a Student Award. These awards are selling points in the recruitment and retention of diverse students, faculty, and staff.

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Faculty/Staff Awards	ID / ID Foundation	\$2,923
Outstanding Diversity Outreach by a Student	ID	\$65.00
<b>Total</b>		<b>\$2,988.00</b>

### **ADMINISTRATORS/FACULTY/STAFF**

The Leadership Lens Series and the Conversations about Diversity Series offer professional development in targeted areas of diversity and inclusion as noted in the following tables:

#### **Leadership Lens Series**

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Accommodations for Pregnant Women in the Classroom and in the Workplace	ID	<b>\$50.00</b>
Navigating Diversity in Search Committees		
RSO Advisor Recruitment		

**Conversations about Diversity**

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Diversity & Inclusion  Seeing Through Glass Houses: Glass Ceiling, Glass Wall, and Glass Elevator Effects in 21 <sup>st</sup> Century America  Sticks and Stones		\$50.00
ID/UCA Leadership Collaboration	ID/ODC/UT	\$203.00
Intercultural Communications in Higher Education with President Mike Middleton	ID	\$1,265.00
<b>Total</b>		<b>\$1,518.00</b>

**GENERAL FACULTY**

ID collaborates with the Center for Teaching Excellence to host faculty professional development by way of a Lunch and Learn Series. These voluntary sessions assist with the retention of diverse students as they offer strategies for faculty to become increasingly conversant with diverse students and to engage in more effective interactions and instructional methods. The number of participants increased from 79 during last academic year to 118 this academic year for the following sessions:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Do You See What I See? Hidden Stressors Students Face  Error vs. Variation: Developing More Inclusive Practices for Feedback on Students' Written Work  Instructional Strategies for Teaching Students on the Autism Spectrum  Providing Feedback that Cultivates Student Grit and Resilience	Center for Teaching Excellence	<b>\$700.00</b>

<p>The Unique Challenges and Opportunities of Teaching First-Year Students</p> <p>Unintended Offenses: Making Your Classroom Safe from Microaggressions</p> <p>Using Service-Learning Pedagogy to Advance Students' Understanding of Diversity</p>		
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### DIVERSE FACULTY AND STAFF

ID engaged diverse faculty for retention, development, and recruitment. New this year was a collaboration with the Academic Network to advertise open UCA faculty and staff positions on their website and with minority-serving associations. The related events/programs include the following:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Affinity-Resource Groups	ID	\$265.00
Diversity After Hours	Office of the Provost /ID	\$600.00
Ice Cream Social with the Provost	Office of the Provost / ID	\$237.00
Learning Community for Minority Faculty	Center for Teaching Excellence	No additional costs
Recruitment at the Compact for Faculty Diversity (SREB)	Office of the Provost / ID	\$2,000.00
The Academic Network	ID/The Office of the Provost	\$1,200.00
<b>Total</b>		<b>\$4,347.00</b>

### UNDERGRADUATE STUDENTS

With a focus on academic success, ID engaged historically underrepresented minority undergraduate students through the Academic Bridge Connection (ABC) Center and Program. The ABC Center offers a quiet place to study and learn with computers, printing, copy services, mobile charging stations, and books. This year, students received tutoring and peer success coaching.

The ABC Program offered presentations in the ABC Center and in Old Main, in partnership with the University College. Further, the diversity office works in partnership with the University College to offer two University Studies courses specifically designed for enrollment of African American students, one for males and another for females. Over the last three years, 43 students enrolled in the Black Male Achievement Challenge section. This year was the initial year for the African American Women Rising Scholars section and served 11 students. At present, our Assessment Office is seeking codes to track the UCA experience of these students.

The ABC Program and grant funding also afforded undergraduate students the opportunity to attend internal and external conferences as well as participate in Project X, an inaugural early arrival program for men of color. All of the aforementioned are documented in the following table yet may be cross-listed with ODC activities, where appropriate. Targeted programming was as follows:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
<b>ABC Center/Program</b>	ID	\$50.00
Careers in Coaching		
Careers in Government		
Getting Paid for Your Passion (2)		
LGBT Identity Development		
Planning/Time Management (2)		
Procrastination Busters (2)		
Study Skills and Notetaking (2)		
What Does 'Doctor' Mean in Healthcare Now? Your Career Options		
Alley Scholars Summit	ID/Rockefeller Grant	\$3,627.00
Arkansas Summit on African American Males	ID/ Rockefeller Grant	\$900.00
Careers in Energy Engineering Symposium	Arkansas Association of Energy Engineers	\$1,000.00
High-Tech Careers	CDI Contractors	\$1,500.00
HBCU Outreach	ID/Graduate School	\$245.00
Project X	ID/Rockefeller/ Office of the Provost	\$29,226.00
<b>Total</b>		<b>\$36,588.00</b>

**IMPACT:** The ABC Program served more students for study hours, tutoring, and peer coaching. Besides, more than two-thirds as many students attended conferences this year than last year. Institutional data are not available to the public as a protection of the Family Educational Rights and Privacy Act (FERPA).

## GRADUATE STUDENTS

ID engaged historically underrepresented minority graduate students with a focus on recruitment and retention. UCA hosted its second HBCU Outreach (Historically Black College/University) to recruit students to graduate programs, in partnership with the Graduate School. For retention purposes, black graduate students became a Registered Student Organization named the Black Graduate Student Association (BGSA). Several BGSA students also made a presentation at a conference in Texas.

Southwest Black Student Leadership Conference	ID/Student Services	\$540.00
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## MINORITY VENDORS

The Minority Vendor Strategic Plan focus, this year, was on increasing minority vendor success by providing access to a variety of professional/organizational development workshops. UCA hosted one event and offered scholarships for minority business owners in Central Arkansas to attend four additional workshops facilitated by the Conway Chamber of Commerce.

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. Campus efforts yielded a 5.38% increase in minority vendor partnerships, equaling \$315,772.75.

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Minority Vendor Scholarships	ID	\$300.00
Minority Vendor Workshop	Division of Finance and Administration	\$785.00
<b>Total</b>		<b>\$1,085.00</b>

## OFFICE OF DIVERSITY AND COMMUNITY

The mission of ODC is to provide multiple support services to enhance the academic success of students from historically underrepresented minority communities. 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. This office serves to educate, engage, and empower.



Key initiatives include the Black Male Achievement Challenge (B-MAC), Latino/Hispanic Outreach Initiative, Minority Mentorship Program (MMP), Project X: An Early Arrival Program, Slice of UCA, and Women of Excellence (WOE). Students rated over 80% of programming/events as positive (i.e., excellent or very good) and over 50% of programming/events as containing essentials for academic success.

### **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 as, historically, they have been the least persisting, least graduating student community, demographically. During the 2016/2017 academic year, students experienced programs that focused on student success and participated in a variety of community service projects. The upper level peer deans assumed leadership roles in Project X, in selecting topics for monthly mass meetings, and in coordinating programs.

#### **B-MAC Programming and Initiatives**

- Arkansas Summit on African American Males
- B-MAC Kick-Off: Black Men in America (joint program with the National PanHellenic Council and the National Association of Black Men United)
- Brotherhood Bowling (End-of-Year Celebration)
- Community Service
  - #100BlackMenInSuitsChallenge
  - Bethlehem House food prep and serve
  - MLK Prayer Breakfast hosts
  - School-Wide Reading Day at Marguerite Vann Elementary
  - Stop-and-Serve Holiday Bags for Arkansas Children's Hospital
  - Women's Tea hosts
- Fresh Prince of Conway (Welcome Week Info Session)
- Gentlemen's Brunch (Etiquette/Networking/Branding)
- Good Friday luncheon featuring Governor Asa Hutchinson
- Hype Night
- Monthly Mass Meetings
  - Post-Election Climate: Now What?
  - Academic Strategies
  - Resume and Interview Prep
  - Final Exam Study Tips
- Next Level Leadership Training with Patrick Walker-Reese and Patrick Calvin
- Skate Night (joint event with MMP)
- Suit-and-Tie Tuesday (Dress for Success Day held once per month)
- Voter Registration Drive

**IMPACT:** The Satisfactory Academic Progress (SAP) is a key indicator as it is more comprehensive than GPA in that it measures the successful completion of at least 67% of

attempted credit hours as well as an institutional term GPA of 2.0 or greater. Tracking students who participated in B-MAC for the Fall 2015 indicated an SAP rate of 64.1% for 103 students. In comparison, the average SAP for all black males was 58.5 during that semester. Spring 2016 data are not available to the public as a protection of FERPA.

### HISPANIC/LATINO OUTREACH INITIATIVE

With the leadership of the ODC, the Latino Student Association (LSA) has become the primary organization in which Latino students can thrive, distinguish themselves, and feel a sense of belonging. The Hispanic Outreach Initiatives Coordinator worked with the Office of Student Success to utilize the Mapworks program to develop the Latino Retention Project, designed to help at-risk students with academic strategies, to encourage students to meet with a peer coach, and to use other campus resources, as needed.

This year, the campus also gave birth to Greek life for Latino students with the initiation of four women into Sigma Iota Alpha Sorority, UCA's first Latina-based sorority, in addition to the induction of six Latino men into Phi Iota Alpha Fraternity. These two organizations and another Hispanic student group, Fuerza Integridad A Todos (FIAT) have been added to the roster of campus organizations.

### AMIGO CUP, HEALTH FAIR & FIESTA

For this event, approximately 600 individuals in the Latino community visited campus for a soccer tournament played by K-12 students. The event is a ready attraction for soccer teams across the state. The primary outcome of the Health Fair was the administration of 278 health and wellness screenings. At the Fiesta, approximately 100 children enjoyed playing in inflatable houses, exercising with jump ropes and hula-hoops, eating healthy snacks, and engaging the art center. The Amigo Cup received partial funding from the Conway Advertising & Promotion Commission while the Health Fair and Fiesta received sponsorship from the Arkansas Minority Health Commission.

What is more, UCA transported over 50 high-achieving Latino high school students plus family members from Fort Smith, Arkansas to attend the festivities and Bear Facts Day. UCA received great collaboration from its Latino Student Association, other student volunteers, and the greater community. Media outlets such as *Telemundo TV* (Spanish language), *Channel 11* (local TV news) as well as the *Conway Log Cabin Democrat* (local newspaper) covered the event.

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Amigo Cup	Student Services Office of the President Conway Advertising & Promotion Commission	\$14,100
Health Fair	Arkansas Minority Health Commission	\$1,449.00
Fiesta	Arkansas Minority Health Commission ID/ Student Services	\$510.00

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Health Fair & Fiesta Radio Advertisement	Arkansas Minority Health Commission	\$750.00
<b>Total</b>		<b>\$16,809.00</b>

### **Other LSA Programming**

- Comedy Show featuring Shayla Rivera
- Dia de los Muertos Exhibit
- Folklorico and Mariachi Band performance
- Game Night
- Independence Day Celebration and Potluck
- Jacob Flores Concert
- Latino Graduation Celebration
- LULAC Scholarship Gala
- Move-in Day and Welcome Week
- Next Level Leadership Training
- Tamalada (tamale-making party)

**IMPACT:** The Latino Student Association has grown from 27 members in 2014/2015 to more than 50 members in 2016/2017. The Satisfactory Academic Progress rate for the combined semesters of Fall 2014 and Fall 2015 was 78.6% for 117 students. This SAP is above the average for all Latino students during the same semesters.

### **MINORITY MENTORSHIP PROGRAM**

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 engages 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.

### **MMP Programming**

- America's Next Top Mentor (Spring mentor recruitment)
- Black History Trivia Night
- Bridging the Gap
- Transitions Week
  - 201 & Donaghey (Provides awareness about student organizations and campus involvement)
  - Family Reunion BBQ (Transitions Week Kick-Off event)
  - Mentor Mayhem (Team building sessions with student mentors and incoming freshmen)
  - The Real Professors of UCA (Interaction with minority faculty and staff)
  - Transitions Greek Expo (Increase awareness of UCA's Black Greek Organizations)
  - Wild N' Out Wednesday

- Fall Finals Study Break
- MMP Executive Board Recruitment
- MMP Fall Training
- Move-in Day and Welcome Week Table
- Network or Die Trying
- Next Level Leadership Training
- Skate Night (joint event with B-MAC)
- Study Now...Party Later

**IMPACT:** The retention rate for 139 MMP students from Fall 2015 to Spring 2016 was 89.7% and 71.6% for 111 students from Fall 2015 to Fall 2016. The SAP rate for the Fall 2015 cohort was 62% for 103 students. Comparison group data are not available at this time as MMP enrolls both African American and Latino students.

#### **PROJECT X: EARLY ARRIVAL PROGRAM**

The Office of Diversity and Community launched this program in August 2016 under the auspices of the Black Male Achievement Challenge (B-MAC) to give historically underrepresented male students of color a head start on their UCA academic journey. Project X exposes students to campus resources and optimal academic and social behavior to attain success in college. The program fosters unity among these new students and connects them to faculty, staff, and current students who can assist in their transition to UCA and their continued development. Project X includes academic success workshops, brotherhood/bonding, faculty and staff presentations, leadership development, peer mentoring, program materials, and team-building. At the completion of the program, each participant receives a professional blazer to wear on B-MAC's Suit-and-Tie Tuesdays and on other professional occasions.

#### **Project X 2016 Programming**

- 4-H Center Ropes Course
- Bowling with the Brothers
- Closing Banquet
- Conferences – Alley and ArSAAM
- NBA Memphis Grizzlies Game
- Roundtable Discussions
- Student Services Luncheon

**IMPACT:** The combined Fall 2016 and Spring 2017, Satisfactory Academic Progress rate was 47.9% for 48 students. The combined semesters report honors a FERPA protection. The average SAP for all black males during Fall 2016 was 63.3%. Spring 2017 is not available at this time.

#### **WOMEN OF EXCELLENCE (WOE)**

The Office of Diversity and Community launched the Women of Excellence (WOE) initiative in August 2016 to offer enriching experiences such as conversations and activities that address self-esteem and academics as well as leadership, social, and personal development. The ultimate goal of WOE is to help reduce the overall gap between African American female and Caucasian

female achievement, retention, and graduation rates. Sixty women became members of the inaugural class.

### **WOE Programming**

- Bringing Historical Black Women to Life
- Developing Relationships
- Effective Branding
- Game Night Social
- Goal Setting and Vision Board Party
- Next Level Leadership Training
- Movie Night: Hidden Figures
- Prepping for the Real World
- Knowing is Being Defense Ready
- Women's Tea

**IMPACT:** The Fall 2016 Satisfactory Academic Progress rate was 81.40% for 59 students. The average SAP for all African American women was 70.4% during the same timeframe.

### **SLICE OF UCA EVENT**

This transitional program, developed by the ODC, provides services that make students aware of some of challenges and possible hurdles of the high school to college transition. This annual event gives historically underrepresented minority students the opportunity to receive information on topics such as Academic Scholarships, Financial Aid, Housing and Residence Life, Learning Communities, Strategies for Success, Student Accounts, and Student Life. In addition, students and parents/guests meet with UCA students, administrators, faculty, and staff to learn more about the campus environment, expectations, and opportunities for student involvement and leadership. Of the 31 students who attended the spring 2016 event, 74% enrolled for the Fall 2016 semester.

### **ADDITIONAL DIVERSITY & COMMUNITY PROGRAMMING**

- Academic Achiever Celebration
- Bridging the Gap
- George Takei Meet and Greet

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- LGBT Transgender Day of Remembrance
- Latino Graduation Celebration
- Lavender Graduation Dinner
- Little Rock Pride Parade attendance
- LGBT Panel Discussion (co-sponsored with PRISM Alliance)

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- LGBT Back to School Mixer and Information Session
- LGBT Move Nights
- LGBT University of Central Arkansas Pride Walk
- Marc Lamont Hill Meet and Greet

- Minority Graduation Dinner
  - Miss Essence Scholarship Pageant
  - MLK Prayer Breakfast
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- Native American Flute Performance featuring John Two-Hawks
  - Next Level Leadership Training Seminars
  - Presidential Debate Watch Party (co-sponsored with Students for the Propagation of Black Culture)
  - Southwestern Black Student Leadership Conference attendance
  - UAMS Info Days

## ODC BUDGET

<b>Event</b>	<b>Budget</b>
Academic Achiever Event	\$910.00
Black Male Achievement Challenge/Project X	\$5,500.00
Bridging the Gap	\$286.00
Conference Travel	\$2,581.00
Hispanic/Latino Programming	\$1,520.00
LGBT+ Programming	\$1,000.00
MLK Prayer Breakfast	\$2,820.00
Minority Graduation Celebrations	\$8,100.00
Minority Mentorship Programming	\$9,100.00
Native American Heritage Programming	\$1,200.00
Next Level Leadership Programming	\$2,600.00
Photography Services for Major Events	\$650.00
Slice of UCA	\$2,145.00
Special Events	\$2,400.00
Strategic Planning Funds	\$6,300.00
Women's Programming	\$4,000.00
<b>Total</b>	<b>51,112.00</b>

## OFFICE OF UNIVERSITY TRAINING

The Office of University Training supports the University by providing educational seminars for faculty, staff, students and the community. Offered throughout the year, educational seminars cover topics such as Diversity, Workplace Harassment, Customer Service, Supervisory Skills, and Professional Development.

### **The Office of University Training objectives include:**

1. To deliver educational seminars that are applicable to the campus environment and its diverse population;
2. To allow for avenues of communication and participation among the participants;
3. To deliver seminars of the highest standards with the goal of increasing the participant's knowledge and understanding of that particular subject matter; and,
4. To help the campus develop, motivate and keep an excellent and inclusive workforce.

**Vision:** To contribute to and have a positive impact on the professional growth of UCA employees by providing educational seminars which are relevant to the campus culture and of top quality.

**Mission:** This Office is committed to assisting the University in realizing its full potential by providing quality-learning opportunities that *educate, equip, and encourage* UCA employees as they develop professionally and personally.

**Core Values:** Community, Service, Learning, Quality

It is the policy of UCA that all employees (faculty and staff) plus graduate assistants, and student workers attends diversity enrichment/training each year. Since 2004, topics have included ethnicity, spirituality, race, class, sexual orientation, age, disabilities, gender, and the military in an educational setting. UT helps students, faculty, and staff to navigate within an inclusive community. The following information represents a sampling of the diversity-related enrichment seminars and provides attendance and the corresponding monetary investment.

### **ADMINISTRATORS/FACULTY/STAFF/STUDENTS**

The annual on-site campus-wide DIVERSITY seminar offers opportunities for all employees to be educated on an important topic related to diversity. The 2016/17 topic was '*Civility and Communication in the Midst of Differences.*' Employees in attendance participated in discussion regarding workplace civility, classroom civility, and civil professional behavior. Content included personal reflection exercises as well as a civility index indicator.

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
8 Campus-Wide Civility Sessions #156	University Training	\$503.00
Honors College – Civility #15	University Training	-0-
Physical Plant Staff – Civility #40	University Training	\$80.00

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
RA/Housing Mentor – Civility #150	University Training	-0-
Student Health Services Staff – Civility #12	University Training	-0-
<b>Total - #373 On-Site</b>		<b>\$583.00</b>

Since 2009 UCA has collaborated with *Workplace Answers* to offer online education seminars for employees. This year's (2016/2017) **Diversity** online completion for employees is **#662**.

#### ADMINISTRATORS/FACULTY/STAFF/STUDENTS

The annual on-site campus-wide HARASSMENT seminar offers opportunities for all employees to be educated on the important topic of workplace harassment, which includes modeling professional behavior and respect in the midst of individual differences. Therefore, diversity plays a key role in the seminar's exercises and discussion.

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
8 Campus-Wide Workplace Harassment Sessions # 241	University Training	\$484.00
Honors College #15	University Training	-0-
Math Department Employees #20	University Training	-0-
New Faculty Employees #55	University Training	-0-
Physical Plant Staff #40	University Training	\$80.00
RA/Housing Mentor #150	University Training	-0-
Student Health Services Staff #8	University Training	-0-
<b>Total - #529 On-Site</b>		<b>\$564.00</b>

Since 2009 UCA has collaborated with *Workplace Answers* to offer online education seminars for employees. This year's (2016/2017) **Harassment** online completion for employees is **#1328**.



<b>Workplace Answers Online</b>	<b>Sponsor</b>	<b>Budget</b>
Diversity, Harassment, Title IX, and Child Abuse Seminars	University Training	\$44,500.00 (three year contract ending in 2018)

#### ADMINISTRATORS/FACULTY/STAFF

Some of the #36 on-site campus-wide **PROFESSIONAL DEVELOPMENT education seminars** offered in 2016/2017 were specific to diverse populations, thus emphasizing the importance of recruitment and retention of these special groups. The following seminars are examples:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Lunch and Learn: Communication Part I & II #36	University Training	\$688.00
Lunch and Learn: Faculty & Staff Civility Circle #20	Student Services	\$259.00
Lunch and Learn: Understanding the Campus Military Population #8	University Training	\$120.00
Lunch and Learn: Understanding the International Student Population #19	University Training	\$285.00
Understanding the LGBT Population – Highlighting Transgender #1	University Training	\$68.00
<b>Total #84</b>		<b>\$1,420.00</b>

#### FACULTY SUPPORT

Throughout the academic year, The Office of University Training receives numerous calls from individuals requesting **diversity** training & presentations, especially from **faculty**. The following information includes the presentations delivered in 2016/17:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
College of Education Class Dr. Debbie Barnes #35	University Training	-0-
FACS Class Dr. Nina Roofe #30	University Training	-0-
Health Sciences Gender Identity Considerations Dean Ishee #1	University Training	-0-
Occupational Therapy First Year Student Orientation #40	University Training	-0-

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Occupational Therapy UCA Conference Keynote #300	University Training	
Physical Therapy Class Generational Differences #35	University Training	-0-
Physical Therapy Third Year Students #50	University Training	-0-
Psychology Class Dr. Darshon Anderson #30	University Training	-0-
University College Training sessions for faculty #18, #3	University Training	-0-
<b>Total #539</b>		<b>-0-</b>

### STUDENT SUPPORT

Throughout the academic year, The Office of University Training receives numerous calls from individuals requesting **diversity** training & presentations, especially from **students and registered student organizations (RSO)**. The following information includes the presentations delivered in 2016/2017:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Greek Convocation – Civility #1000	University Training	-0-
Minority Peer Mentor Retreat #75	University Training	-0-
Panhellenic and Rush Counselor Diversity #40	University Training	-0-
President Leadership Fellows Retreat #40	University Training	-0-
Scroll Staff #30	University Training	-0-
Sigma Tau Gamma Fraternity #200	University Training	-0-
SOS Staff Leadership Diversity Training #75	University Training	-0-
Student campus-wide Civility Session #125	University Training	-0-
Student Government Association Diversity for Senators #55	University Training	-0-
<b>Total #1640</b>		<b>-0-</b>

### COMMUNITY SUPPORT

Throughout the academic year, The Office of University Training receives numerous calls from individuals requesting **diversity** training & presentations, especially from **local and regional**

**community organizations.** The following information includes the presentations delivered in 2016/2017:

<b>Event</b>	<b>Sponsor</b>	<b>Budget</b>
Central Baptist College Social Justice #40	University Training	-0-
Clinton School of Government #45	University Training	-0-
Community Development Institute Annual Regional Conference # 58	University Training	-0-
Conway Conversations Civility #50	University Training	-0-
Conway High School Health Classes # 60	University Training	-0-
UCA Police and Minority Employees Panel on Race Relations #40	University Training	-0-
<b>Total #293</b>		<b>-0-</b>

## 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.

DAC committee members participated in the following subcommittees:

- The Data Assessment Subcommittee administered a new Campus Climate Survey.
- The Diversity and Inclusive Excellence Award Subcommittee selected award recipients.
- The Diversity Strategic Plan Subcommittee executed the pilot implementation year for this initiative.
- The Funding Subcommittee pursued additional support for diversity efforts.
- The Gender Identity Technology and Forms Subcommittee explored opportunities for gender identification in UCA's technology systems and on UCA forms.
- The Institutional Diversity Grant Program Subcommittee selected applications for funding.

## DIVERSITY WEBSITE

The University updates the diversity website ([www.uca.edu/diversity](http://www.uca.edu/diversity)) as needed as it serves as a clearinghouse for diversity and inclusion initiatives and opportunities. The primary links on the website are as follows:

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

## AWARD

- 2016: Minority Access, Inc. awarded UCA with a Commitment to Diversity Award.
- 2016: The League of United Latin American Citizens (LULAC), Council 750 Little Rock, Arkansas, awarded UCA the Distinguished Diversity Outreach Award.