

UNIVERSITY OF CENTRAL ARKANSAS

Minority Recruitment and Retention Report

submitted to the

ARKANSAS DEPARTMENT OF HIGHER EDUCATION

July 29, 2019

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

Reporting term: Fall 2018

Race	Number	Percent
Total enrollment	11,177	
American Indian	52	0.5%
Asian	209	1.9%
Black	1689	15.1%
Hispanic	572	5.1%
Native Hawaiian/Pacific Islander	6	0.1%
Two or more races	433	3.9%

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

Reporting term: Fall 2018

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	0	0	0	1	0	6
Asian	34	0	0	0	2	3	0	0	0	0	0	0	1	0	0	40
Native Hawaiian/Pacific Islander	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	3
Black	30	0	0	5	7	15	6	7	23	3	28	0	22	7	2	155
Hispanic	11	0	0	0	2	1	3	1	5	0	10	0	6	3	1	43
Two or more races	11	0	0	0	2	1	0	2	1	0	3	0	5	3	0	28
Minority employees in category	89	0	0	7	13	21	9	10	30	3	42	0	34	14	3	275
Total employees in category	723	1	9	28	90	139	44	69	134	13	169	0	218	108	19	1764

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

Reporting term: Fall 2018

Race	FT Faculty
American Indian	1
Asian	32
Native Hawaiian/Pacific Islander	1
Black	24
Hispanic	11
Two or more races	9
Total minority full-time faculty	78
Total full-time faculty	558

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

Reporting term: Fall 2018

Race	PT Faculty
American Indian	1
Asian	2
Native Hawaiian/Pacific Islander	0
Black	6
Hispanic	0
Two or more races	2
Total minority part-time faculty	11
Total part-time faculty	165

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

Reporting term: FY 18-19

Category	Count
Faculty	8
Library/Student/Academic Affairs/Other Education Services Occupations	2
Management Occupations	2
Business/Financial Operations Occupations	3
Computer/Engineering/Science Occupations	1
Community Service/Legal/Arts/Media	2

Category	Count
Healthcare Practitioners/Technical Occupations	0
Service Occupations	7
Sales/Related Occupations	0
Office & Administrative Support Occupations	10
Natural Resources, Construction, & Maintenance Occupations	1
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: Fall 2014, Fall 2018

UCA First-time Undergraduates (FT+PT)				
	2014		2018	
	Number	Percent	Number	Percent
Grand total	2232		2033	
Black	519	23%	354	17%
Other minority	270	12%	275	14%
White	1362	61%	1354	67%

UCA Undergraduate (FT+PT) [includes HS concurrents]				
	2014		2018	
	Number	Percent	Number	Percent
Grand total	9,842		9,425	
Black	1,840	18.7%	1,534	16.3%
Other minority	956	9.7%	1,145	12.1%
White	6,411	65.1%	6,235	66.2%

UCA Graduate (FT+PT)				
	2014		2018	
	Number	Percent	Number	Percent
Grand total	1,856		1,752	
Black	171	9.2%	155	8.8%
Other minority	99	5.3%	127	7.2%
White	1,504	81.0%	1,395	79.6%

UCA Total Enrollment				
	2014		2018	
	Number	Percent	Number	Percent
Grand total	11,698		11,177	
Black	2,011	17.2%	1,689	15.1%
Other minority	1,055	9.0%	1,272	11.4%
White	7,915	67.7%	7,630	68.3%

Arkansas Public 4-Year Universities (excluding UCA and UAPB) Total Enrollment				
	Fall 2014		Fall 2018	
	Number	Percent	Number	Percent
Grand total	83,766		86,081	
Black	10,127	12.1%	9,790	11.4%
Other minority	9,740	11.6%	11,147	12.9%
White	59,609	71.2%	60,295	70%

We were not able to determine numbers for Fall 2018 for the Arkansas Public 4-Year Universities table and so have reused Fall 2017 numbers from our last report; this obviously prevents us from drawing comparisons between UCA's minority enrollment changes during this period and changes in statewide minority enrollment. About changes in UCA's minority enrollments Fall 2014–Fall 2018: as indicated by changes in the proportion of minority to white enrollees, UCA undergraduate minority enrollment has increased over the years represented in these table, whereas graduate minority enrollments show a slight decrease of black students and a slight increase of other minority students.

Graduation and Retention Rates (Goal 3)

One-Year Retention Rate						
	2008 Cohort			2012 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	2,075	1,480	71.3%	2,130	1,486	69.8%
White	1,435	1,006	70.1%	1,382	985	71.3%
Black	374	271	72.5%	482	322	66.8%
Other minorities	128	92	71.9%	195	127	65.1%
All minorities	502	363	72.3%	677	449	66.3%

Graduation Rate – 150% Time						
	2008 Cohort			2012 Cohort		
	Cohort	Number	Percent	Cohort	Number	Percent
Total Cohort	2,075	927	44.7%	2,130	876	41.1%
White	1,435	677	47.2%	1,382	629	45.5%
Black	374	109	29.1%	482	139	28.8%
Other minorities	128	63	49.2%	195	70	35.9%
All minorities	502	172	34.3%	677	209	30.9%

One-year retention rates for these cohorts show slight gains in white student retention rate but decreases in minority student retention rates. Graduation rates show decreases across all categories, with a particularly large decrease in the “Other minorities” category.

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 table shows, UCA percentages of minority full-time faculty show a slight decrease in black faculty members and a slight increase in faculty members of other minorities. (Note: Because of difficulty accessing recent national completer data, this year's report like last year's is not including that data or comparative comments based on such data.)

	UCA Full-Time Faculty			
	2014		2018	
	Number	Percent	Number	Percent
Total	537		558	
White	444	82.7%	460	82.4%
Black	24	4.5%	24	4.3%
Other minorities	43	8.0%	54	9.7%
All minorities	67	12.5%	78	14.0%

	Completers, Nationally		Master's Completers, AR	
	2014–2015		2013–2015	
	Number	Percent	Number	Percent
Total	N/A	N/A	N/A	N/A
White	N/A	N/A	N/A	N/A
Black	N/A	N/A	N/A	N/A
Other minorities	N/A	N/A	N/A	N/A
All minorities	N/A	N/A	N/A	N/A

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

Administration/Professional Staff				
	2014		2018	
	Number	Percent	Number	Percent
Total	450		527	
White	349	77.6%	424	80.5%
Black	65	14.4%	66	12.5%
Other minorities	20	4.4%	27	5.1%
All minorities	85	18.9%	93	17.6%

As an imperfect point of comparison, the US Census American Community Survey 2011–2016 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	19,892		73,514	
White	16,952	85.2%	50,400	68.6%
Black	1,757	8.8%	17,394	23.7%
Other minority	1,047	5.3%	5,360	7.3%
All minority	2,804	14.1%	22,754	31%

Source: United States Census Bureau. Query in American Factfinder (<http://factfinder2.census.gov/>), pulled 6/21/2018.

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

Secretarial/Clerical				
	2014		2018	
	Number	Percent	Number	Percent
Total	502		604	
White	395	78.7%	492	81.5%
Black	69	13.7%	66	10.9%
Other minorities	30	6.0%	40	6.6%
All minorities	99	19.7%	106	17.5%

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 (p. 11 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 (p. 11 ff.) the annual report of the Office of Institutional Diversity and related areas: Diversity and Training Initiatives.

DIVERSITY REPORT

ACADEMIC YEAR 2018/2019

This report from the University of Central Arkansas (UCA) provides a synopsis of initiatives employed by the Office of Institutional Diversity and Inclusion (IDI), the Office of Diversity and Community (ODC), and the Office of University Training (UT). The report also includes selected University and/or cross-campus initiatives and collaborations.

General Campus Initiatives

College Level Diversity: Each College has a diversity plan and a diversity committee. Colleges maintain goals that are consistent with UCA's Diversity Strategic Plan.

Curriculum: UCA offers a variety of undergraduate and graduate level diversity courses and/or programs that help students understand and interact with a host of individuals that have different, lived experiences. UCA also offers a residential college – EDGE – Educating for Diversity and Global Engagement which is a living/learning community for students and faculty with a shared interest in liberal arts, global education, and civic engagement.

Department of Student Transitions: In collaboration with ODC, courses are designed to assist with the transition of African American students into college. One section enrolls a majority of Black Male Achievement Challenge students and another enrolls black females in the Rising Scholars section.

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. DAC also has representation from alumni, the Board of Trustees, and the community. 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 and other campus experts participated in the following subcommittees:

- Black Men's Experience at UCA
- Campus Climate
- Data Assessment
- Diversity and Inclusive Excellence Award
- Diversity Key Performance Indicators
- Diversity Strategic Plan
- Funding
- Gender Identity in Technology and on Forms
- Immigrant Experience at UCA
- Institutional Diversity and Inclusion Grant Program
- Political and Religious Acceptance at UCA
- Recruitment and Retention of Faculty of Color

Diversity Strategic Plan: During the 2017/2018 academic year, 30 different departments/units/programs reported 104 diversity activities.

International Engagement Office (IE) – This office coordinates the International Student and Scholars Program, the Intensive English Program, the Study Abroad Program, and the UCA Confucius Institute.

Student Services- This division coordinates approximately 200 Registered Student Organizations (RSOs) that range from academics/honors and religious to service and special interests. Quite a few are cultural and/or multicultural. Included in UCA's robust Greek community are seven traditional African American fraternities and sororities as well as a Latino fraternity and a Latina sorority. The Student Government Association, which represents each student classification, also provides social, cultural, and educational activities for students, advocates on behalf of all students, and allocates student activity funds to meet the diverse needs of the student organizations.

UCA Core: The UCA Core is a cohesive course of study carried throughout the student's entire undergraduate experience that builds core competencies around four knowledge and skill areas: (1) critical inquiry; (2) effective communication; (3) responsible living; and (4) diversity. In UCA courses, diversity is described as the ability to analyze familiar cultural assumptions in the context of the world's diverse values, traditions, and belief systems as well as to analyze the major ideas, techniques, and processes that inform creative works within different cultural and historical contexts.

UCA Women's Leadership Network: This is a network created for women, by women, to support women who are seasoned or aspirant leaders in the home, at work, or in the community. The purpose of the network is to provide personal and professional development opportunities and to cultivate connections for women from various backgrounds, in Conway and in surrounding areas. Women in Academic Leadership Learning Community: WALL-C is a forum for women, in Academic Affairs and beyond, to gather and develop as leaders.

Institutional Diversity and Inclusion (IDI)

The Office of Institutional Diversity serves to develop and implement initiatives that foster a diverse and inclusive campus climate where all individuals feel *visible, valued, and validated*. Guests and audiences of all IDI events are encouraged to provide feedback to ensure that the program meets the stated objectives; help the office make necessary modifications; and offer ideas for the future. Overall, survey results offer positive feedback on the events. IDI engaged in the following wide-range of activities this academic year.

Administrators/Faculty/Staff/Students

Institutional Diversity and Inclusion Grant Program: This initiative offers mini grants to faculty, staff, administrators, departments, colleges, divisions, and UCA Registered Student Organizations to provide support that institutionalizes diversity and inclusion. This year, 12 grants were funded:

Event	Sponsor	Budget
Departmental/College Grants	IDI	\$250.00
Faculty/Staff Grants	IDI	\$2,605.00
Total		\$2,855.00

Diversity and Inclusive Excellence Award recognizes a faculty or staff member whose commitment to diversity and inclusive excellence on- and/or off-campus has made a significant impact on various ethnic

groups and diverse communities in a positive way and have improved conditions at UCA and within the community that have enhanced society.

Outstanding Diversity Outreach by a Student Award recognizes a student whose commitment to diversity and inclusive excellence on campus and/or off campus has made a significant impact on various underserved groups in a positive way.

Both awards support the University's core value of diversity.

Event	Sponsor	Budget
Faculty/Staff Awards	IDI/IDI Foundation	\$3,000
Outstanding Diversity Outreach by a Student	Student Life	\$30
Total		\$3,030

Administrators/Faculty/Staff

Civility Circles, Conversations about Diversity and Leadership Lens offer the campus community opportunities to learn about various aspects of diversity and engage in discourse around diversity and inclusion. The following table provides additional information:

Event	Sponsor	Budget
A Discussion on Biracial Identities	IDI	\$65
A Discussion on Gender	IDI	\$65
Civility & Politics	IDI/SGA/UT	\$50
Civility & Race	IDI/SGA/UT	\$50
How to Implement the Campus Climate Survey Results	IDI/UT	\$370
Navigating Diversity in Search Committees	General Counsel/ HR/IDI	\$0
Total		\$600

General Faculty

The Center for Teaching Excellence and IDI collaborate in professional development opportunities for faculty. One of the pillars of the partnership is the Lunch and Learn Series that engages faculty in additional interactions and instructional methods that assist with the retention of students. This academic year included the following activities:

Event	Sponsor	Budget
Gateway to Completion Conference	Center for Teaching Excellence/IDI	\$2,725.00
Key Elements of an Inclusive Classroom: Climate, Curriculum, and Coaching	Center for Teaching Excellence/IDI	\$107.25
Learning Mindsets: Setting Your Students Up for Success	Center for Teaching Excellence	\$164.45
Lived Experiences of Faculty of Color at UCA	Center for Teaching Excellence/IDI	\$157.30
Lived Experiences of UCA Students of Color	Center for Teaching Excellence/IDI	\$164.45
Making Your Course Accessible for All	Center for Teaching Excellence	\$107.25
TILting Your Class: Transparent Teaching Can Transform Learning	Center for Teaching Excellence	\$78.65
What Is an Inclusive Classroom, and Why Does It Matter at UCA?	Center for Teaching Excellence/IDI	\$114.40
Total		\$3618.75

Diverse Faculty and Staff

IDI continues to take actions to assist in the recruitment, retention, and development of historically underrepresented faculty. Activities for the year were as follows:

- Hendrix/UCA Faculty of Color Professional Development Luncheon
- LGBT+ Affinity-Resource Group
- Minority Faculty Mentoring Initiative
- Minority Faculty Retreat
- Recruitment at the SREB Compact for Faculty Diversity Conference
- The Academic Network posting of open positions

In order to further support faculty of color, IDI secured the Richard J. and Nancy P. Gallavan Grant for Diversity. This endowed fund will assist historically underrepresented faculty in academic endeavors that lead to tenure and promotion.

Of all the efforts, a focus was placed on the Minority Faculty Mentoring Initiative (MFMI) which continued for a second year under the leadership of the Academic Liaison for Institutional Diversity. The program's mission is to pair new or junior-level minority faculty members with senior-level faculty members for the purposes of mentoring and social networking to promote professional development in both mentor and protégé groups and support the community integration and retention of minority faculty members. These efforts align with UCA's broader mission and strategic planning goals associated with diversity.

The academic liaison continued to identify new potential mentors and protégés, and to coordinate the mentoring relationships among faculty who stated a preference for remaining in the program. Of the 13 faculty mentoring pairs that participated in the program's first year, 8 pairs requested to remain in the program for a second year. Three of the returning protégés requested new mentors who would better match their professional or personal goals; each request was successfully met. In total, the MFMI program organized 17 mentoring pairs. This total was reduced to 16 pairs in December when one of the protégés moved out of state for family reasons.

In addition, the academic liaison contacted participants several times throughout the year, both informally and formally, to monitor program progress and to share information on mentoring and related professional development themes. Participants' feedback indicated that the mentors and protégés were having positive experiences in the program.

Event	Sponsor	Budget
Hendrix/UCA Faculty of Color Professional Development Luncheon	IDI	\$305
LGBT+ Affinity-Resource Group	IDI	\$106
Minority Faculty Mentoring Initiative	IDI	\$1,224
Minority Faculty Retreat	IDI	\$957
Recruitment at the SREB Compact for Faculty Diversity	Office of the Provost / ID	\$3,000
The Academic Network	IDI/The Office of the Provost	\$1,200
Total		\$6792

IDI Efforts for Undergraduate Students

With a focus on academic success, IDI engaged undergraduate students through the Academic Bridge Connection (ABC) Center and Program. The ABC Center offers presentations, a quiet place to study and learn with computers, printing, copy services, mobile charging stations, and books. Students are also invited to participate in a professional conference. This year's presentations were as follows:

Event	Sponsor	Budget
All About Graduate School	Graduate School/IDI	\$14
Alley Scholar's Summit	Alley Foundation/ IDI	\$4,521
Careers in Occupational Therapy	OT/IDI	\$14
Emergency Financial Support	Student Services/IDI	\$14
Financial Literacy	Financial Aid/IDI	\$14
Interview Do's and Don'ts	Center for Leadership Development/IDI	\$14

Event	Sponsor	Budget
Total		\$4,591

IDI Efforts for Graduate Students

IDI works with and advises the Black Graduate Student Association (BGSA), which provides community and professional development to Black and African American students.

UCA hosted another HBCU Outreach (Historically Black College/University) to recruit students to graduate programs at UCA, in partnership with the Graduate School.

Black Graduate Student Association	IDI	\$280
HBCU Outreach	Graduate School/IDI	\$527
Total		\$807

Community Outreach

Amigo Fest & Health Fair: Roughly 300 individuals from Central Arkansas were on the UCA campus for the Amigo Fest and Health Fair.

Arkansas Black Hall of Fame: UCA continued to support this annual event that celebrates African American Arkansans who have reached the pinnacle of their respective professions.

LULAC: UCA continued to support the annual gala of the League of United Latin American Citizens. Several of UCA's Latinx students receive scholarships at this event. Parents of the students and UCA staff are available to honor students at the gala.

Minority Vendor Partnership Initiative: This year, UCA hosted a session titled "There's a Grant for That" for minority vendors throughout the greater Conway and Central Arkansas area. There was a record attendance of over 100 minority business owners, making history for the five-year program.

Event	Sponsor	Budget
Amigo Fest Health Fair	ODC/IDI	\$7,878
Arkansas Black Hall of Fame	UCA Foundation	\$2,000
LULAC	UCA Foundation	\$2,500
Minority Vendor Partnership	Outreach & Community Engagement Finance & Administration	\$3,373
Total		\$15,751

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. ODC serves to *educate, engage, and empower*. ODC invites student feedback for a goodly number of their key activities to ensure that programming is meeting the needs of the students. In the majority of cases, students provide leadership for their programs and they provide insight for future inventiveness. Overall, survey results offer positive feedback on the events.

Key initiatives include the Black Male Achievement Challenge (B-MAC), Latinx Outreach Initiative, Minority Mentorship Program (MMP), Project X: Early Arrival Program, Slice of UCA, and Women of Excellence (WOE). Their activities and impact follow:

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 as, historically, they have been the least persisting, least graduating student community, demographically. During the 2018/2019 academic year, students experienced programs that focused on student success whether inside or outside the classroom, attended leadership conferences, engaged in community service activities, enjoyed an educational incentive trip, and served as diversity ambassadors for the department.

B-MAC Activities

- Alley Scholars Summit
- Arkansas Children's Hospital Community Service Project
- Arkansas Summit on African American Males Conference
- B-MAC Kick-Off: Keys to Success at UCA
- Bridging the Gap IV
- Fresh Prince of Conway (Welcome Week Session)
- Gentlemen's Brunch (Etiquette/Networking/Branding)
- GQ Tuesdays (Dress for Success Day)
- MLK Prayer Breakfast Hosts
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinner Hosts
- Monthly Mass Meetings
- Slice of UCA Panel Participants
- Southwestern Black Student Leadership Conference
- UCA Day of Giving Promo Video

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. Freshmen students who participated in B-MAC during fall 2018 were retained at a rate of 89% to the spring 2019 semester. Fall-to-fall retention rates are not currently available.

Latinx Outreach Initiative

UCA students were fortunate to work with a full-time Coordinator whose primary focus was to serve as primary advisor to the Latino Student Association (LSA) and Sigma Iota Alpha Sorority. In addition to advisor duties, the Coordinator served as office liaison for the ENGAGED initiative for Latinx students which was powered by Career Services Department, provided leadership for various departmental events, and served as featured speaker for University Training's "Understanding and Valuing the UCA Latina/Latino Population" seminar.

During the 2018/2019 academic year, students participated in a variety of social and educational programs as well as assisted with departmental events.

Amigo Fest and Health Fair

A more extensive account of this event was described in the Community Outreach section of this report. It is important to note that, the Amigo Fest received the 2018-2019 Cultural Program of the Year during the UCA Student Involvement Awards Ceremony.

Other activities include:

- Dia de los Muertos Exhibit
- ENGAGED Initiative
- Latinx Graduation Celebration
- LULAC Scholarship Gala
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinner Hosts
- MLK Prayer Breakfast Hosts
- Bi-Monthly Latino Student Association Meetings
- Move-in Day and Welcome Week
- Slice of UCA Panel Participants
- Saul Flores: The Walk of Immigrants Lecture
- UCA Day of Giving Promo Video

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. Freshmen students who participated in LSA during fall 2018 were retained at a rate of 73% to the spring 2019 semester. Fall-to-fall retention rates are not currently available.

Minority Mentorship Program

Since 1991, the Minority Mentorship Program (MMP) has put forth freshmen retention efforts by fostering a culture that supports the holistic development of both mentee (incoming) and mentor (upper classification) students. This program provides academic resource connections as well as introduce students to faculty and staff members. The program also engages students in social and service learning/volunteer opportunities outside of the classroom. These offerings educate students on successful campus living and cultivate a sense of belonging, a necessary element of retention.

MMP Activities

- Alley Scholars Summit
- Bridging the Gap IV
- Civility Circle Program
- MLK Prayer Breakfast Hosts
- MMP Executive Board Recruitment
- MMP Fall Training
- Memphis Heritage Educational and Cultural Tour
- **Mentors Moving People** Move-in Day Crew
- Minority Graduation Dinner Hosts
- Monthly Mentor Meetings
- Monthly Programs
- Pajama Jam Lock In
- Slice of UCA Panel Participants
- Southwestern Black Student Leadership Conference
- Spring Mentor Recruitment
- Transitions Week

- MMP OlyMMPics
- Mentor Mayhem Cookout
- Motivational Monday and Freshmen Dinner with the Provost
- Showtime with MMP (Provides awareness about student organizations and campus involvement)
- Transitions Greek Expo (Increase awareness of UCA's Black Greek Organizations)
- Ying Yang Twins Back to School Concert
- UCA Day of Giving Promo Video

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. The retention rate for 153 MMP students from fall 2018 to spring 2019 was 95%. Fall-to- fall retention rates are not currently available.

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, a student services luncheon, and team-building. At the completion of the program, each participant receives a professional blazer to wear on B-MAC's GQ Tuesday and on other professional occasions.

Project X Activities

- 4-H Center Ropes Course
- Community Service Project
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinner Hosts
- Southwestern Black Student Leadership Conference
- Team Building/Game Night at Dave and Busters
- UCA Move In Day Fast Movers Crew

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. Freshmen students who participated in Project -X during the fall 2018 semester were retained at a rate of 89% to the spring 2019 semester. The fall-to-fall retention rate is not currently available.

Women of Excellence

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. During the 2018/2019 academic year, students experienced programs that focused on pressing the restart button, financial independence, student success, and leadership.

WOE Activities

- Alley Scholars Summit

- Bridging the Gap IV
- Colorful Women Female Leadership Summit
- Fall Kick Off: Let's Talk About...
- MLK Prayer Breakfast Hosts
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinner Hosts
- Monthly Programs
- Slice of UCA Panel Participants
- Southwestern Black Student Leadership Conference
- Women's Tea Time: 5th Edition

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. Freshmen students who participated in WOE during fall 2018 were retained at a rate of 95% to the 2019 spring semester. Fall-to-fall retention rates are not currently available.

Slice of UCA Event

This transitional program, developed by 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, their partnership, and opportunities for student involvement and leadership.

Additional Diversity and Community Activities

- Academic Achiever Dinner
- Bridging the Gap IV
- Central Arkansas LGBT Pride Fest
- Finals Survival Kit Distribution
- Homecoming Greek Show
- Latinx Graduation Dinner
- Lavender LGBT Graduation Dinner
- LGBT University of Central Arkansas Pride Walk
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinners
- Miss Essence Scholarship Pageant
- MLK Prayer Breakfast
- Southwestern Black Student Leadership Conference
- Triumph Over Adversity: Rise Above – Tuskegee Airman Exhibit
- UAMS Info Day
- UCA Day of Giving Featured Fund

ODC Programming Expenses

Event	Budget
Academic Achiever Event	\$1,200.00
Black Male Achievement Challenge/Project X	\$4,616.00
Bridging the Gap IV	\$800.00
Conference Travel	\$4830.00
Hispanic/Latino Programming	\$1,536.00
LGBT+ Programming	\$1,461.00
MLK Prayer Breakfast	\$3,312.50
Minority Graduation Celebrations	\$4,187.00
Minority Mentorship Programming	\$4,143.00
Finals Survival Kits	\$750.00
Slice of UCA	\$2,258.00
Special Events and Services	\$21,101.00
Women of Excellence	\$3,373.00
TOTAL	\$53,567.50

The Office of University Training

The Office of University Training (UT) 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. UT also invites each audience to provide feedback to ensure that the seminar aligned with seminar objectives and met the needs and high standards of the Office. Overall, survey results offer positive feedback on the events.

The Office of University Training objectives include:

1. To deliver educational seminars that are applicable to the campus environment and its diverse populations;
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 attend diversity enrichment/training each year. Since 2004, topics have included ethnicity, spirituality, race, class, sexual orientation, age, disabilities, gender, privilege, 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.

Diversity - Faculty/Staff/Student/Department/Athletics

The annual on-site campus-wide DIVERSITY seminar offers opportunities for all employees to be educated on an important topic related to diversity. The 2018/19 topic was ‘Connecting to the World: Understanding our International Populations’ Content included personal reflection exercises as well as a ‘global themed’ group activity. Below are the Diversity seminars presented campus-wide and in the community. Topics range from privilege, cultural identities/filters, to generations, race, and difficult conversations.

Event	Sponsor	Budget
Campus-Wide International Populations 8 Sessions #197	University Training	\$500.00
3 Lunch and Learn Diversity Sessions # 100 * <u>Generational Differences in the Workplace (28)</u> * <u>Understanding & Valuing the Latinx Population (34)</u> * <u>Spirituality (38)</u>	University Training	\$1421.00
Community Development Institute #60	University Training	-0-
FACS Dept Grad Students #15	University Training	-0-
Minority Mentors #70	University Training	-0-
OT Faculty and First Year Students # 47	University Training	-0-
PT Third Year Students # 40	University Training	-0-
Professor Hendrix Class #8	University Training	-0-
Golf Team #9	University Training	-0-

PT Students - Generations #60	University Training	-0-
Student Government #55	University Training	-0-
Financial Aid #55	University Training	-0-
Financial Accounting #41	University Training	-0-
Admissions #10	University Training	-0-
UCA Ambassadors #60	University Training	-0-
College of Business – 2 classes #200	University Training	-0-
Active Minds #8	University Training	-0-
College of Business -3 classes #150	University Training	-0-
Student Mobilization # 36	University Training	-0-
Civility Circle #10	University Training	-0-
SOS #80	University Training	-0-
Total - #1346 On-Site		\$1921.00

Online Diversity

Since 2009, UCA has collaborated with *Workplace Answers* to offer online education seminars for employees. This year's (2018/2019) **Diversity** online completion for employees is #2,262.

Workplace Answers Online	Sponsor	Budget
Diversity, Harassment, Title IX, and Child Abuse Seminars	University Training	\$14,833.00

Faculty/Staff/Students/Department/Athletics

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.

Campus-Wide Workplace Harassment 8 Sessions # <u>161</u>	University Training	\$564.00
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Family and Consumer Science #25	University Training	-0-
Math Department Employees #14	University Training	-0-
New Faculty Employees #40	University Training	-0-
Communication Sciences and Disorders #75	University Training	-0-
Dr. Peppers' Biology Classes (2) #39	University Training	-0-
Total - #354 On-Site		\$564.00

Online Harassment

Since 2009, UCA has collaborated with *Workplace Answers* to offer online education seminars for employees. This year's (2018/2019) **Harassment** online completion for employees is **#2,192**.

Workplace Answers Online	Sponsor	Budget
Diversity, Harassment, Title IX, and Child Abuse Seminars	University Training	\$14,833.00

Diversity Website

IDI updates the diversity website (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 and Inclusion
- Office of Diversity and Community
- Diversity/University Training
- Advisory Committee
- Initiatives and Support

Diversity Awards

- 2018: Minority Access, Inc. awarded UCA with a *Commitment to Diversity Award*. This was the third year for this award. A total of \$3,231 was invested in the conference and travel.
- 2018: The League of United Latin American Citizens (LULAC) Council 750 Little Rock, Arkansas, designated UCA as a *Latino Destination Campus*.