

**Arkansas State University**

**Minority Recruitment and Retention Annual Report**

**2022-2023**

**June 29, 2023**

**Division of Diversity and Community Engagement**



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## Introduction

Arkansas State University's Division of Diversity, Inclusion, and Community Engagement has worked to fulfill the mission of *Educating* leaders, *Enhancing* intellectual growth, and *Enriching* lives (ASU = e<sup>3</sup>) through various programs and initiatives for 2022-2023. Highlights from the year are presented later in this report.

The numerical measurements<sup>1</sup> included in this report are instrumental for understanding our performance towards the university mission. Reports include:

- Minority Students, by Minority Group, who currently attend the institution
- Number and Position Title of Minority Faculty and Staff who currently work for the institution
- Number of Minority, by Minority Group, Full-Time Faculty who currently work for the institution
- Number of Minority Adjunct Faculty who currently work for the institution
- Number and Position Title of Minority Faculty and Staff who began working at the institution within the past academic year

In addition to numerical measurements, the current report includes the following:

- Progress made toward meeting institutional goals related to the recruitment and retention of minority students, faculty, and staff
- New strategies and/or processes implemented during the reporting period
- The division budget, timeline, and other resources used to monitor progress towards achieving objectives

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<sup>1</sup> The source of the demographic data contained in this report is from the A-State Office of Institutional Research and Planning.

## Numerical Measurements

### Ethnic Minority Students

Arkansas State University experienced a 6.15 percent increase in the overall ethnic minority student population over the 2021-2022 academic year. Percentages increased for African American, Asian American, Hispanic/Latina/o, and two or more races. Native Hawaiian/Pacific Islander showed no increase with a decrease in American Indian/Alaska Native students showed decreases.

Table 1. A-State Students by Ethnic Minority Group

<b>Ethnicity</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>Change</b>	<b>%Change</b>
Asian American	147	149	2	1.36%
African American	1805	1892	87	4.82%
Hispanic American	512	569	57	11.13%
American Indian/Alaska Native	45	42	-3	-6.67%
Native Hawaiian/Pacific Islander	15	15	0	0%
Two or More Races	368	403	35	9.51%
<b>Total Minority</b>	<b>2892</b>	<b>3070</b>	<b>178</b>	<b>6.15%</b>

### Ethnic Minority Faculty and Staff

The total number of full-time minority faculty and staff decreased 20.21 percent since the last reporting period, from 376 in 2021-2022 to 300 in 2022-2023. See Appendix A for the number and position title of current minority faculty and staff.

### Ethnic Minority Full-Time Faculty

We experienced a .95 percent decrease in the overall proportion of full-time minority faculty since the last reporting period going from a total of 105 to 104 (excluding “Race Unknown”).

Figure 1. Full-time Instructional Faculty by Ethnic Minority Group

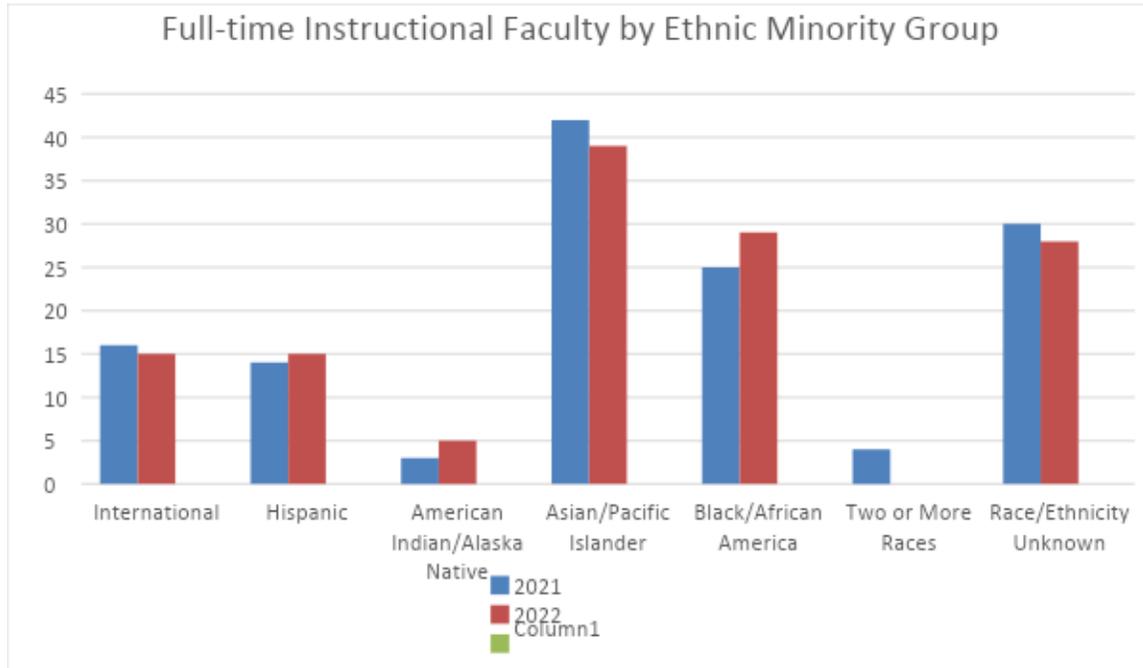


Table 2. Full-time Instructional Faculty by Ethnic Minority Group (Numerical Data)

Full-time Instructional Faculty		
Race / Ethnicity	Fall 2021	Fall 2022
International	16	15
Hispanic/Latino	14	15
American Indian or Alaska Native	3	5
Asian	42	39
Black or African American	25	29
Two or more races	4	0
Native Hawaiian or Pacific Islander	1	1
Race and Ethnicity Unknown	30	28
<b>Total</b>	<b>135</b>	<b>132</b>

### Ethnic Minority Adjunct Faculty

The number of ethnic minority faculty working in adjunct faculty positions decreased during 2022-2023. There are currently 24 ethnic minorities serving in adjunct faculty positions, down from 27 in 2020-2021.

Table 2. Minority Adjunct Faculty by Minority Group

Title	Ethnicity	Number 2021	Number 2022
Part-Time Faculty	African American	20	17
Part-Time Faculty	Hispanic	4	5
Part-Time Faculty	Asian or Pacific Islander	2	0
Part-Time Faculty	Two or More	0	0
Part-Time Faculty	American Indian/Alaska Native	1	0
<b>Total</b>		<b>27</b>	<b>24</b>

### Ethnic Minority Full-Time Staff

We experienced a 1.64 percent increase in the overall proportion of full-time ethnic minority staff since the last reporting period going from a total of 244 to 248.

Figure 2. Full-time Staff by Ethnic Minority Group

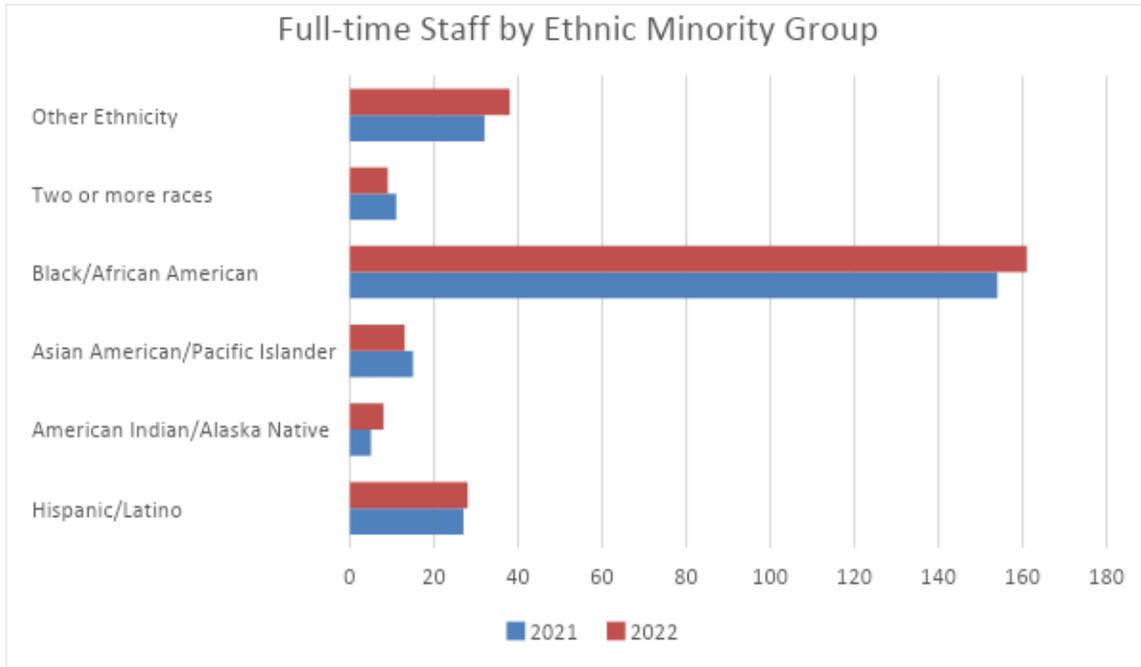


Table 3. Full-time Staff by Ethnic Minority Group (Numerical Data)

Full-time Staff		
Race / Ethnicity	Fall 2021	Fall 2022
Hispanic/Latino	27	28
American Indian or Alaska Native	5	8
Asian American or Pacific Islander	15	13
Black or African American	154	161
Two or more races	11	0
Other Ethnicity	32	38
<b>Total</b>	<b>244</b>	<b>248</b>

### Recently-Hired Minority Faculty and Staff

We experienced an decrease in the number of recently-hired minority faculty and staff who began working at A-State during the reporting period (from 68 in 2021-2022 to 64 in 2022-2023) beginning June 1, 2022.

Table 4. Recently-Hired Minority Faculty and Staff

<i>Job Title</i>	<i>Gender</i>	<i>Ethnicity</i>	<i>Workload Status</i>
Instructor	Female	Asian	Full Time
Administrative Analyst	Female	Asian	Full Time
Part-time Faculty	Female	Asian	Part Time
Part-time Faculty	Female	Asian	Part Time
Part-time Faculty	Female	Black or African American	Part Time
Administrative Analyst	Female	Black or African American	Full Time
Project Program Manager	Female	Black or African American	Full Time
Athletic Ticket Sales Coord.	Female	Black or African American	Full Time
Childcare Technician	Female	Black or African American	Full Time
Childcare Technician	Female	Black or African American	Full Time
Childcare Technician	Female	Black or African American	Full Time
Project Program Manager	Female	Black or African American	Full Time
Project Program Manager	Female	Black or African American	Full Time
Student-Athlete Tutor/Mentor	Female	Black or African American	Part Time
Part-time Faculty	Male	Black or African American	Part Time
Childcare Technician	Female	Black or African American	Full Time
Administrative Specialist III	Female	Black or African American	Full Time
Childcare Technician	Female	Black or African American	Full Time
Assistant Professor	Female	Black or African American	Full Time
Assistant Professor	Female	Black or African American	Full Time
Assistant Professor	Female	Black or African American	Full Time
Assistant Professor 9Mo	Female	Black or African American	Full Time
Development Advancement Specialist	Female	Black or African American	Full Time
Institutional Services Assistant	Male	Black or African American	Full Time
Instructor	Female	Black or African American	Full Time
Part-time Faculty	Male	Black or African American	Part Time
Part-time Faculty	Female	Black or African American	Part Time
Part-time Faculty	Female	Black or African American	Part Time
Part-time Faculty	Female	Black or African American	Part Time
Part-time Faculty	Female	Black or African American	Part Time
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Part-time Faculty	Female	Black or African American	Part Time

Part-time Faculty	Female	Black or African American	Part Time
Student Development Specialist	Male	Black or African American	Full Time
Student-Athlete Tutor/Mentor	Female	Black or African American	Part Time
Childcare Technician	Female	Black or African American	Full Time
Childcare Technician	Female	Black or African American	Full Time
Project Program Manager	Female	Black or African American	Full Time
Project Program Manager	Female	Black or African American	Full Time
Project Program Manager	Male	Black or African American	Full Time
Student Development Specialist	Male	Black or African American	Full Time
Administrative Specialist III	Male	Black or African American	Full Time
Institutional Services Assistant	Female	Black or African American	Full Time
Assistant Professor 12 Mo	Female	Black or African American	Full Time
Institutional Services Assistant	Female	Black or African American	Full Time
Administrative Specialist III	Female	Black or African American	Full Time
Coordinator of ASU Community College	Female	Black or African American	Full Time
Grants Manager	Female	Black or African American	Full Time
Part-time Faculty	Male	Hispanic or Latino	Part Time
Assistant Professor	Male	Hispanic or Latino	Full Time
Assistant Professor 9 Mo	Male	Hispanic or Latino	Full Time
Instructor	Female	Hispanic or Latino	Full Time
Part-time Faculty	Male	Hispanic or Latino	Part Time
Part-time Faculty	Female	Hispanic or Latino	Part Time
Part-time Faculty	Female	Hispanic or Latino	Part Time
Part-time Faculty	Female	Hispanic or Latino	Part Time
Administrative Specialist II	Male	Hispanic or Latino	Full Time
Administrative Specialist III	Female	Hispanic or Latino	Full Time
Institutional Services Assistant	Male	Hispanic or Latino	Full Time
Project Program Manager	Female	Hispanic or Latino	Full Time
Instructor	Female	Two or more races	Full Time
Total			64



## New Strategies, Activities, and Benchmarks

We initiated the following strategies and activities during the reporting period to support the achievement of our diversity and inclusion goals.

1. Conducted four campus wide meetings “Campus Conversations” led by the chancellor to address campus climate and negative postings on social media.
2. We hosted “AState Connection” for students from underrepresented groups who will be attending A-State as first-year students in the Fall 2023. This program serves as an opportunity to get the students to campus to give them an overview of the resources available and connect them with those resources.
3. The Diversity and Affirmative Action Committee provided a template to all college deans as a guide for each college to develop their individual diversity plans. Each college completed their plan and submitted it by the end of the spring semester.
4. An outside consultant with EAB presented a diversity workshop to the chancellor’s cabinet, deans, Diversity and Affirmative Action chair, other diversity committee representatives, directors and department chairs.
5. Dr. Chuck Barber, Chief Diversity Officer for the National Science Foundation, presented a talk to campus leadership and others. Dr. Barber presented a version of his Ted Talk on diversity called “Reimagining how we harmonize diversity and meritocracy”.
6. A pilot program was funded called, “Diversifying Our Curing Community” (DOCC) in 2021. DOCC was created by the Dean of Sciences and Mathematics with financial support from the Division of Diversity, Inclusion and Community Engagement later funded by a grant from the Blue & You Foundation for a Healthier Arkansas for approximately \$128,000 annually for two years. The program focus is to recruit students from underrepresented populations who desire to become medical doctors to the campus for a two-week program prior to the start of fall classes. The students receive a stipend for participating in the two-week program and for the fall semester. The program has had impressive results and will host its third cohort in August 2023. It is in the last year of a two-year grant.
7. Continued a small grant program of providing financial support from the Office of Diversity to faculty and student organizations. Grants are available to faculty, staff, and students for activities and programing that advance campus diversity and inclusiveness and that meet one of the following six core diversity areas (Williams & Wade-Golden, 2007):

- Build new institutional diversity infrastructure
- Enhance structural diversity, equity, and success
- Inform the search process
- Cultivate diversity awareness, recognition, and appreciation
- Interface with institutional accountability systems
- Infuse diversity into curriculum

Benchmark: The Office of Diversity has awarded/provided more than \$48,000 in grants, programming, community engagement, and services to faculty and students this past year to support diversity and inclusion on the A-State campus. Most of the grant requests have fallen in the categories of *diversity awareness, recognition, and appreciation*. The Arkansas Louis Stokes Alliance for Minority Participation (ARK-LSAMP) has been on the A-State campus since the grant's inception in 2008. The program recruits and retains students from underrepresented groups to major in STEM majors. A-State receives \$60,000 - \$80,000 annually for the program with approximately \$25,900 allocated for student stipends. Additional funds are received annually from the Baum Account in the A-State Foundation to supplement funding for the Multicultural Center (approximately \$20,000). Funding from student activity fees vary each year depending on the enrollment. From those fees, approximately \$12,000 was received in 2022 - 2023 school year to assist with the Multicultural Center and non-traditional programming.

8. Continued actively recruiting faculty and students from diverse backgrounds through participation in conferences, high school visitation and formal networks. Currently, the VC is participating in several associations that promote diversity and inclusion such as the National Association of Diversity Officers in Higher Education, NCAA, American Association of Blacks in Higher Education, and the Arkansas Counseling Association (ArCA). As a result, A-State has been able to successfully establish informal networks with various Diversity, Equity, and Inclusion (DEI) directors from across the country to learn more about practices that are working in the DEI area. This also serves as a means to learn of potential faculty candidates for possibly recruiting. Participation in the ArCA conference provide opportunities to form networks with counselors which aids in our effort to increase recruitment of students from underrepresented groups in Arkansas.
9. Continued providing mentoring for faculty leading to tenure and promotion opportunities (i.e. the Division of Diversity is paying the tuition for one instructor and one staff member to complete their dissertations. After completion, the two will be obligated to remain at A-State for at least three years).

10. The fourth diversity conference was hosted by NYIT, ST Bernards and the Multicultural Center was held on June 9, 2023. The theme was “Courageous Conversations for Social Action”. The workshop was open to anyone who wants to attend but geared toward employees of A-State, NYITCOM and St. Bernards’ staff to provide staff development in the area of diversity, equity and inclusion. There were more than 100 registrants.
11. For the fifth consecutive year, A-State received the Higher Education Excellence in Diversity (HEED) award from “Insight Into Diversity” recognizing A-State’s efforts in diversity and inclusion. A-State is the only institution in Arkansas to have received the recognition.
12. The Thompson Minority Scholarship is used to recruit and retain students from underrepresented populations. During the reporting period, four were awarded to current students and four were awarded to first-year students (\$2,000 each).
13. The number of scholarships awarded by the Strong-Turner Alumni Chapter (S-TAC) of the Arkansas State Alumni Association currently awards approximately 9 scholarships annually. The various scholarships awarded under the umbrella of S-TAC have a combined endowment level in excess of \$793,000.
14. In the area of recruitment of faculty and staff through Human Resources, all of our jobs are posted to JobTarget as our diversity website. With our OFCCP package with them, they send all of our jobs to the following websites:
  - Arkansas Job Link
  - EmployeDIVERSITY
  - Job Opportunities for Disabled American Veterans
  - disABLED Person
  - MilitaryHire
  - Black Perspective
  - Hispanic Today
  - Veterans Enterprise
  - Women in Business
  - Hire Heros USA
  - Rally Point
  - tapABILITY
  - Disability Solutions
  - Insight Into Diversity

## Tools for Monitoring Progress

The Office of Diversity had a fiscal year 2022-2023 budget of slightly over \$118,000 for diversity programming and initiatives, including supporting multicultural student initiatives and supplementing critical faculty salaries as appropriate for faculty from underrepresented groups. We continue to utilize the following methods to evaluate our performance towards achievement of diversity goals:

- Every three years, conduct a diversity climate survey to gauge perceptions of campus environment. Surveys were conducted in 2013, 2016, and 2019-2020. The most recent survey was conducted Spring 2020. The next one will be in 2023-2024 with a revamped survey. Due to the expense of an outside survey, one is being developed in-house which may delay the distribution of the survey to 2024.
- On an annual basis, monitor employment selection data for year-to-year comparisons. Data includes the race, sex, and ethnicity of individuals who applied for job, individuals interviewed, and individuals hired.
- Use the annual Diversity Excellence Awards to incentivize and reward diversity research, pedagogy, and advocacy.
- Review student enrollment data along with faculty and staff employment data on an annual basis.

Appendix A – Number and Position Title of Current Minority Faculty and Staff. This number increased by 3.05 percent, from 327 in 2021-2022 to 337 in 2022-2023.

<i>Job Title</i>	<i>Ethnicity</i>	<i>Number</i>
Administrative Analyst	American Indian or Alaskan Native	1
Associate Professor	American Indian or Alaskan Native	1
ASU Head Football Coach	American Indian or Alaskan Native	1
Computer Support Specialist	American Indian or Alaskan Native	1
Instructor	American Indian or Alaskan Native	1
Total		5
Academic Advisor	Asian	1
Administrative Analyst	Asian	1
Administrative Specialist III	Asian	1
Assistant Dean of Students NE	Asian	1
Assistant Professor	Asian	3
Assistant Vice Chancellor	Asian	1
Associate Dean of Schools	Asian	1
Associate Professor	Asian	16
Associate Professor 9 Mo	Asian	1
Asst Football Coach	Asian	1
Dean of Engineering	Asian	1
Department Chairperson	Asian	1
Development Advancement Specialist	Asian	1
Information Technology Manager	Asian	1
Institutional Services Assistant	Asian	2
Instructor	Asian	7
Non-Employee	Asian	2
Nurse Anesthesia Clinical Coordinator	Asian	1
Part-time Faculty	Asian	2
Professor	Asian	12
Professor-COB	Asian	2
Project Program Director ABI	Asian	1
Research Analyst	Asian	1
Research Assoc Professor--ABI	Asian	1
Research Professor--ABI	Asian	1
Vice Chancellor	Asian	1

Total		64
Academic Adviser	Black or African American	8
Academic Counselor	Black or African American	2
Administrative Analyst	Black or African American	2
Administrative Specialist II	Black or African American	4
Administrative Specialist III	Black or African American	7
Administrative Support Supervisor	Black or African American	1
Assistant Dean of Students	Black or African American	1
Assistant Professor	Black or African American	9
Assistant Professor 12 Mo	Black or African American	2
Assistant Professor 9 Mo	Black or African American	2
Assoc Dean of Student Affairs	Black or African American	1
Associate Dean of Schools	Black or African American	1
Associate Professor	Black or African American	5
Associate Vice President	Black or African American	1
Asst Coach	Black or African American	6
Asst Dir Admissions	Black or African American	1
Asst Football Coach	Black or African American	2
ASU Asst Head Football Coach	Black or African American	1
Athletic Ticket Sales Coord.	Black or African American	1
Broadcast Prod Specialist	Black or African American	1
Call Center Specialist	Black or African American	2
Childcare Technician	Black or African American	15
Comm Artist I/Graphic Artist I	Black or African American	1
Computer Support Analyst	Black or African American	1
Computer Support Specialist	Black or African American	2
Coordinator of ASU Community College	Black or African American	1
Counselor	Black or African American	1
Dean of Schools	Black or African American	1
Department Chairperson	Black or African American	1
Development Advancement Specialist	Black or African American	1
Dir of Disability Servs	Black or African American	1
Dir of International Student Services	Black or African American	1
Dir of Professional Educ Program	Black or African American	1
Director Academic Advising	Black or African American	1

Director of Transit & Parking	Black or African American	1
Financial Aid Analyst--Non-Exempt	Black or African American	1
Fiscal Support Analyst	Black or African American	1
Fiscal Support Analyst NE	Black or African American	1
Fiscal Support Supervisor NE	Black or African American	2
Grants Manager	Black or African American	1
HE Public Safety Supervisor	Black or African American	1
Head Coach	Black or African American	1
HEI Program Coordinator	Black or African American	1
HEI Program Coordinator--NE	Black or African American	3
Human Resources Specialist	Black or African American	1
Info. Systems Security Analyst	Black or African American	1
Institutional Services Assistant	Black or African American	8
Institutional Services Supervisor	Black or African American	2
Instructor	Black or African American	4
Instructor 9 Mo	Black or African American	1
Instructor--12 Mo	Black or African American	2
Librarian	Black or African American	1
Library Technician NE	Black or African American	1
Maintenance Specialist	Black or African American	1
Part-time Faculty	Black or African American	17
Pest Control Tech	Black or African American	1
Professor	Black or African American	3
Project Program Dir	Black or African American	6
Project Program Manager	Black or African American	32
Project Program Specialist	Black or African American	6
Project Program Specialist NE	Black or African American	1
Research Assistant	Black or African American	2
Skilled Trades Supervisor	Black or African American	1
Skilled Tradesman	Black or African American	2
Student Development Specialist	Black or African American	5
Student Development Specialist--NE	Black or African American	1
Student-Athlete Tutor/Mentor	Black or African American	3
Vice-Chancellor	Black or African American	1
Total		204
Academic Advisor	Hispanic or Latino	2

Administrative Specialist II	Hispanic or Latino	1
Administrative Specialist III	Hispanic or Latino	3
Assistant Professor	Hispanic or Latino	4
Assistant Professor 9 Mo	Hispanic or Latino	1
Assistant Registrar	Hispanic or Latino	1
Assoc Dir of Student Aid	Hispanic or Latino	1
Associate Professor	Hispanic or Latino	1
Associate Professor-COB	Hispanic or Latino	1
Associate Vice President	Hispanic or Latino	1
ASU Director of Housekeeping	Hispanic or Latino	1
Department Chairperson	Hispanic or Latino	2
Financial Aid Analyst--Non-Exempt	Hispanic or Latino	1
HEI Program Coordinator	Hispanic or Latino	2
Information Systems Analyst	Hispanic or Latino	1
Institutional Services Assistant	Hispanic or Latino	2
Instructor	Hispanic or Latino	3
Part-time Faculty	Hispanic or Latino	5
Professor	Hispanic or Latino	3
Project Program Manager	Hispanic or Latino	1
Project Program Specialist	Hispanic or Latino	3
Public Safety Officer	Hispanic or Latino	1
Records Management Analyst	Hispanic or Latino	1
Research Assistant	Hispanic or Latino	3
Research Assistant--ABI	Hispanic or Latino	2
Trainer--Non-Exempt	Hispanic or Latino	1
Total		48
Assistant Professor	Native Hawaiian or other Pacific Islander	1
Total		1
Administrative Specialist II	Two or more races	1
Administrative Specialist III	Two or more races	1
Assistant Professor	Two or more races	2
Department Chairperson	Two or more races	1
Education Program Coordinator	Two or more races	1
Fiscal Support Specialist NE	Two or more races	1
Instructional Designer	Two or more races	1
Instructor	Two or more races	1

Librarian	Two or more races	1
Professor	Two or more races	1
Project Program Specialist	Two or more races	2
Skilled Trades Supervisor	Two or more races	1
Skilled Tradesman	Two or more races	1
Total		15
Grand total		337