

**Arkansas State University**

**Minority Recruitment and Retention Annual Report**

**2020-2021**

**June 11, 2021**

**Division of Diversity and Community Engagement**



## Table of Contents

Introduction.....	3
Numerical Measurements.....	4
New Strategies, Activities, and Benchmarks.....	9
Tools for Monitoring Progress.....	11
Appendix A – Number and Position Title of Current Minority Faculty and Staff.....	12

## Introduction

Arkansas State University's Division of Diversity & Community Engagement has worked to full-fill the mission of *Educating* leaders, *enhancing* intellectual growth, and *enriching* lives (ASU = e<sup>3</sup>) through various programs and initiatives for 2020-2021. 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 3.03 percent increase in the overall ethnic minority student population since the 2019-2020 academic year. Percentages increased for African American, Hispanic American, Asian American, and two or more races. Native American/Alaska Native and Pacific Islander students showed decreases.

Table 1. A-State Students by Ethnic Minority Group

<b>Ethnicity</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>Change</b>	<b>%Change</b>
Asian American	117	124	7	5.98%
African American	1725	1733	8	0.46%
Hispanic American	456	516	60	13.16%
American Indian/Alaska Native	54	48	-6	-11.11
Native Hawaiian/Pacific Islander	9	8	-1	-11.11%
Two or More Races	280	292	12	4.29%
<b>Total Minority</b>	<b>2641</b>	<b>2721</b>	<b>80</b>	<b>3.03%</b>

### Ethnic Minority Faculty and Staff

The total number of full-time minority faculty and staff increased 16.6 percent since the last reporting period, from 307 in 2019-2020 to 358 in 2020-2021. See Appendix A for the number and position title of current minority faculty and staff.

### Ethnic Minority Full-Time Faculty

We experienced a 29.5 percent increase in the overall proportion of full-time minority faculty since the last reporting period going from a total of 105 to 136.

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

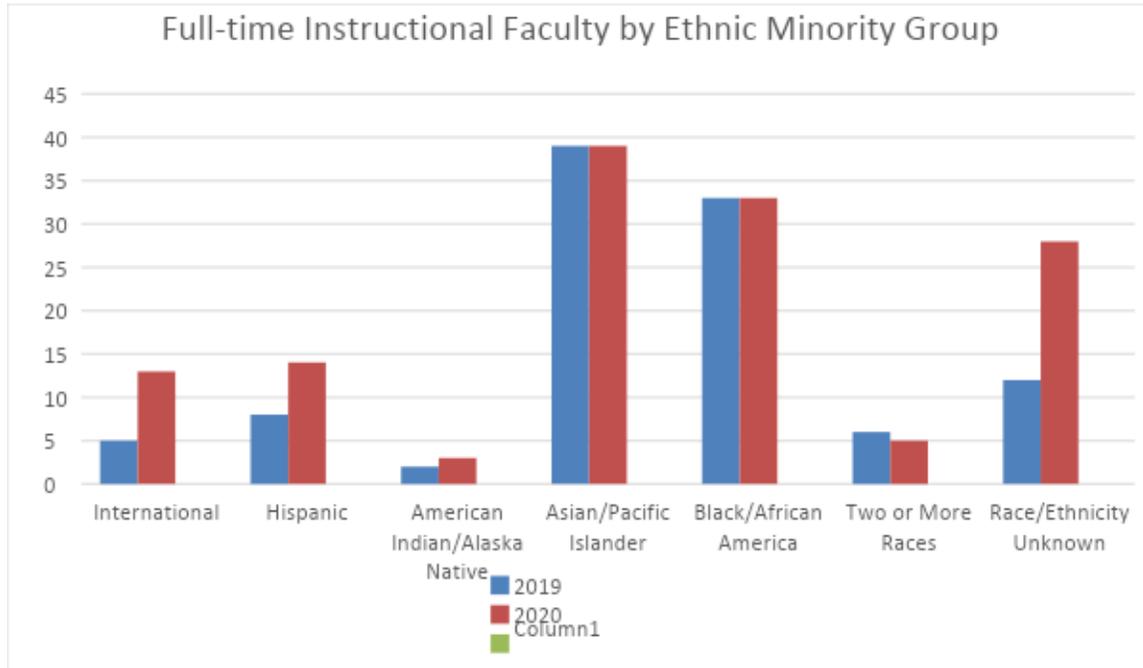


Table 2. Full-time Instructional Faculty by Ethnic Minority Group (Numerical Data)

Full-time Instructional Faculty		
Race / Ethnicity	Fall 2020	Fall 2019
International	13	5
Hispanic/Latino	14	8
American Indian or Alaska Native	3	2
Asian	39	39
Black or African American	33	33
Two or more races	5	6
Native Hawaiian or Pacific Islander	1	0
Race and Ethnicity Unknown	28	12
<b>Total</b>	<b>136</b>	<b>105</b>

### **Ethnic Minority Adjunct Faculty**

The number of ethnic minority faculty working in adjunct faculty positions decreased during 2020-2021. There are currently 25 ethnic minorities serving in adjunct faculty positions, down from 31 in 2019-2020.

Table 2. Minority Adjunct Faculty by Minority Group

<b>Title</b>	<b>Ethnicity</b>	<b>Number</b>
Part-Time Faculty	African American	16
Part-Time Faculty	Hispanic	6
Part-Time Faculty	Asian or Pacific Islander	2
Part-Time Faculty	Two or More	1
<b>Total</b>		<b>25</b>

### **Ethnic Minority Full-Time Staff**

We experienced a 9.9 percent increase in the overall proportion of full-time ethnic minority staff since the last reporting period going from a total of 202 to 222.

Figure 2. Full-time Staff by Ethnic Minority Group

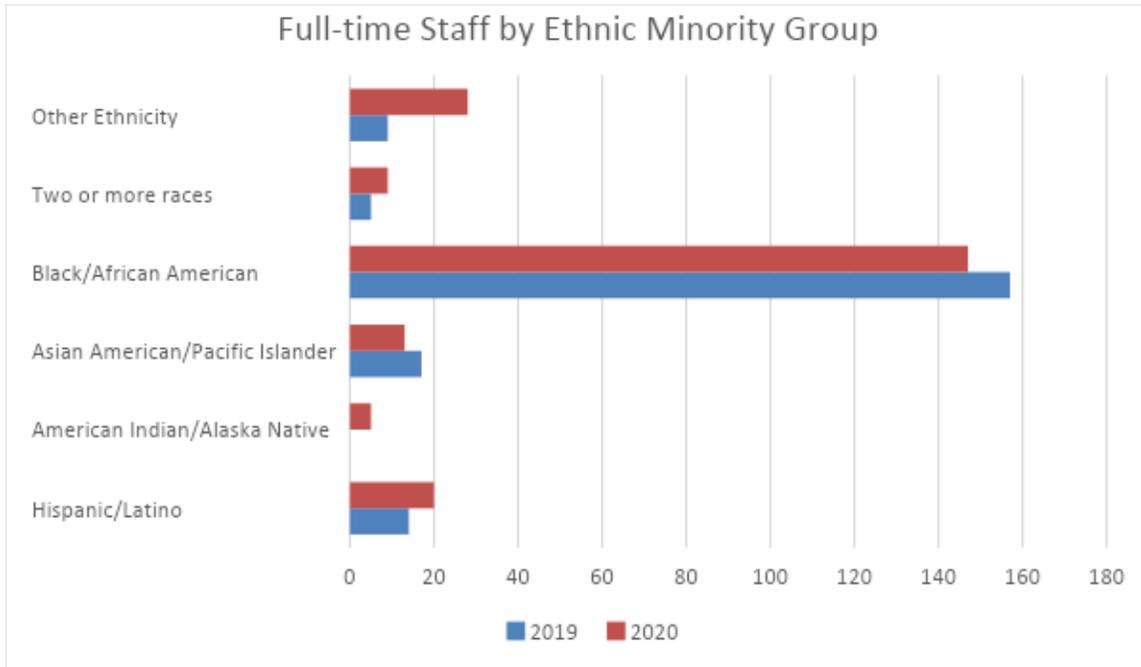


Table 3. Full-time Staff by Ethnic Minority Group (Numerical Data)

Full-time Staff		
Race / Ethnicity	Fall 2020	Fall 2019
Hispanic/Latino	20	14
American Indian or Alaska Native	5	0
Asian American or Pacific Islander	13	17
Black or African American	147	157
Two or more races	9	5
Other Ethnicity	28	9
<b>Total</b>	<b>222</b>	<b>202</b>

### Recently-Hired Minority Faculty and Staff

We experienced an increase in the number of recently-hired minority faculty and staff who began working at A-State during the reporting period (from 40 in 2019-2020 to 46 in 2020-2021).

Table 4. Recently-Hired Minority Faculty and Staff

<b>Title</b>	<b>Ethnicity</b>	<b>Gender</b>
Hourly Non-Student Extra Help	2-HISPANIC/LATINO	M
Hourly Non-Student Extra Help	2-HISPANIC/LATINO	M
Assistant Professor	2-HISPANIC/LATINO	M
Assistant Professor	2-HISPANIC/LATINO	M
Hourly Non-Student Extra Help	3-AMERICAN INDIAN/ALASKA NATIVE	M
Graduate Assistant 12 Mo	4-ASIAN	M
Research Analyst--Non-Exempt	4-ASIAN	M
Dean of Business Administration	4-ASIAN	F
Assistant Vice Chancellor	4-ASIAN	F
Instructor	4-ASIAN	U
Childcare Technician	5-BLACK/AFRICAN AMERICAN	F
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	F
ASU Dir of Auxillary Enterprise	5-BLACK/AFRICAN AMERICAN	M
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	F
Part-time Faculty	5-BLACK/AFRICAN AMERICAN	F
Hourly Non Student Extra Help	5-BLACK/AFRICAN AMERICAN	F
Asst Coach	5-BLACK/AFRICAN AMERICAN	M
Asst Coach	5-BLACK/AFRICAN AMERICAN	M
Assistant Professor	5-BLACK/AFRICAN AMERICAN	F
Computer Operator	5-BLACK/AFRICAN AMERICAN	F
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	F
Institutional Services Assistant	5-BLACK/AFRICAN AMERICAN	F
Childcare Technician	5-BLACK/AFRICAN AMERICAN	F
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	F
Institutional Services Assistant	5-BLACK/AFRICAN AMERICAN	M
Childcare Technician	5-BLACK/AFRICAN AMERICAN	F
Graduate Assistant 9 Mo	5-BLACK/AFRICAN AMERICAN	F
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	M
Financial Aid Analyst--Non-Exempt	5-BLACK/AFRICAN AMERICAN	M
Childcare Technician	5-BLACK/AFRICAN AMERICAN	F
Administrative Specialist III	5-BLACK/AFRICAN AMERICAN	M
Childcare Technician	5-BLACK/AFRICAN AMERICAN	F
Administrative Specialist II	5-BLACK/AFRICAN AMERICAN	F
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	M
Part-time Faculty	5-BLACK/AFRICAN AMERICAN	F
Administrative Specialist III	5-BLACK/AFRICAN AMERICAN	F

Assistant Professor	5-BLACK/AFRICAN AMERICAN	M
Administrative Specialist II	5-BLACK/AFRICAN AMERICAN	F
Administrative Specialist II	5-BLACK/AFRICAN AMERICAN	F
Institutional Services Assistant	5-BLACK/AFRICAN AMERICAN	F
Project Program Manager	5-BLACK/AFRICAN AMERICAN	F
Research Assoc	5-BLACK/AFRICAN AMERICAN	M
Childcare Technician	5-BLACK/AFRICAN AMERICAN	F
Graduate Assistant 12 Mo	5-BLACK/AFRICAN AMERICAN	M
Assistant Professor	6-TWO OR MORE RACES	M
Instructor	6-TWO OR MORE RACES	M
<b>Total</b>		46

## 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. Due to COVID restrictions, there were not many new initiatives.

1. Conducted a Campus Climate Survey for faculty, staff, students, and administrators in the Spring 2020. A committee was formed to analyze the survey data with subcommittees looking at various sections of the survey. The committees met during the 2020-2021 year to come up with recommendations to improve the campus climate based upon the responses of the data.
2. We hosted virtual “Multicultural Mixer” for students from underrepresented groups who will be attending A-State as first-year students in the Fall 2021. This program served as a “pre-orientation” program put students in touch with resources on campus before they arrive in the fall.
3. The Diversity and Affirmative Action Committee started efforts to assess the Diversity recruitment and Retention efforts of various campus departments. This information was used to update the Five-Year Diversity Strategic Plan.
4. The College of Agriculture formed a diversity committee within the college. One of the first things the committee did was to create a climate survey and distributed amongst the students and alumni of the college.
5. Provided cultural competency training for an A-State sister campus at their request.
6. Continue a formal grant program for requesting financial support from the Office of Diversity. Grants are available to faculty, staff, and students for activities and programs 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 more than \$52,000 in grants 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 under the *diversity awareness, recognition, and appreciation* core diversity area. 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 (\$10,000). Funding from student activity fees vary each year depending on the enrollment. From those fees, approximately \$13,266 was received in 2020 - 2021 school year to assist with the Multicultural Center programming.

7. Continue actively recruiting faculty and students from diverse backgrounds through participation in conferences, fairs and formal networks. Currently, the VC is participating in several conferences that promote diversity and inclusion such as the National Association of Diversity Officers in Higher Education Conference, NCAA, 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 across the country that are working in the DEI area. This also serves 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.
8. Expanded the number of underrepresented student organizations with the formation of the Latino sorority and the student organization Hermana Y Hermano (mentor program to assist incoming Hispanic & Latinx students in their transition to A-State).
9. Increased mentoring for faculty, resulting in tenure and promotion opportunities (i.e. three faculty of color received their terminal degrees during 2020-21 and were moved from instructors to assistant professor positions and two staff members received their terminal degrees who part of the ADVANCE mentoring program sponsored through the Office of Diversity).
10. Strong-Turner Alumni Association (STAC) is the African American alumni chapter of the A-State alumni association. Two new endowed scholarships aimed at students from underrepresented groups were created and awarded by STAC; The Maurice La'Blance Mahon Steward Elementary Education Scholarship (endowed at the \$25,000 level) and the Herman Strickland, Jr. Memorial Scholarship (endowed at the \$100,000 level).

11. “These are the Times: Diversity in Action” is a half-day workshop co-sponsored by A-State and St. Bernards’ Healthcare on June 18, 2021. The workshop is open to anyone who wants to attend but geared toward A-State employees and St. Bernards’ staff to provide staff development in the area of diversity, equity and inclusion. This is the second consecutive year for this partnership in this venture.

## Tools for Monitoring Progress

The Office of Diversity had a fiscal year 2020-2021 budget of slightly over \$151,000 for diversity programming and initiatives, including supporting multicultural student initiatives and supplementing critical minority faculty salaries as appropriate. 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.
- On an annual basis, monitor employment selection data for year-to-year comparisons. Data includes the race, sex, and ethnicity of individuals who applied, individuals interviewed, and individuals hired.
- Monitor the racial, ethnic, and gender makeup of committees and panels to ensure the inclusion of racial and ethnic minorities and/or other individuals with diversity competence, particularly in situations where the recommendations or decisions from such committees and panels affect the employment outcomes of minority faculty, staff, or students.
- Use the number of diversity grants awarded to monitor the development of initiatives that increase understanding of diversity, build support for an inclusive environment, and create opportunities for dialogue.
- Use the annual Diversity Excellence Awards to incentivize and reward diversity research, pedagogy, and advocacy.
- Assess diversity initiatives at the department, college and unit levels to determine efficacy.

Appendix A – Number and Position Title of Current Minority Faculty and Staff. This number decreased by 11.1 percent, from 270 in 2019-2020 to 240 in 2020-2021.

**Number and Position Title of Current Minority Faculty and Staff**

JOB_TITLE	ETHNICITY	Number
Administrative Specialist II	2-HISPANIC/LATINO	1
Administrative Specialist III	2-HISPANIC/LATINO	1
Assistant Professor	2-HISPANIC/LATINO	3
Assoc Dir of Student Aid	2-HISPANIC/LATINO	1
Associate Professor	2-HISPANIC/LATINO	3
Associate Professor-COB	2-HISPANIC/LATINO	1
ASU Director of Housekeeping	2-HISPANIC/LATINO	1
Childcare Technician	2-HISPANIC/LATINO	1
Computer Support Specialist	2-HISPANIC/LATINO	1
Dir of Strength and Conditioning	2-HISPANIC/LATINO	1
Head Coach	2-HISPANIC/LATINO	1
HEI Program Coordinator	2-HISPANIC/LATINO	1
Hourly Non-Student Extra Help	2-HISPANIC/LATINO	3
Institutional Services Assistant	2-HISPANIC/LATINO	1
Instructor	2-HISPANIC/LATINO	3
Professor	2-HISPANIC/LATINO	2
Research Assistant	2-HISPANIC/LATINO	2
Skilled Trades Supervisor	2-HISPANIC/LATINO	1
<b>Total</b>		<b>28</b>
Administrative Specialist II	3-AMERICAN INDIAN/ALASKA NATIVE	1
Athletic Ticket Sales Coord	3-AMERICAN INDIAN/ALASKA NATIVE	1
Childcare Technician	3-AMERICAN INDIAN/ALASKA NATIVE	1
Computer Support Specialist	3-AMERICAN INDIAN/ALASKA NATIVE	1
Hourly Non-Student Extra Help	3-AMERICAN INDIAN/ALASKA NATIVE	1
Instructor	3-AMERICAN INDIAN/ALASKA NATIVE	2
Project Program Manager	3-AMERICAN INDIAN/ALASKA NATIVE	1
<b>Total</b>		<b>8</b>
Academic Advisor	4-ASIAN	1
Administrative Specialist III	4-ASIAN	1
Assistant Professor	4-ASIAN	2
Assistant Professor 9 Mo	4-ASIAN	1

Assistant Vice Chancellor	4-ASIAN	1
Associate Professor	4-ASIAN	11
Dean of Business Administration	4-ASIAN	1
Dir Global Engagement & Outreach	4-ASIAN	1
Graduate Assistant 12 Mo	4-ASIAN	1
Information Technology Manager	4-ASIAN	1
Institutional Services Assistant	4-ASIAN	1
Instructor	4-ASIAN	5
Nurse Anesthesia Clinical Coord	4-ASIAN	1
Professor	4-ASIAN	7
Professor-COB	4-ASIAN	1
Research Analyst--Non-Exempt	4-ASIAN	1
Research Assoc Professor—ABI	4-ASIAN	1
Research Professor—ABI	4-ASIAN	1
Student Development Specialist	4-ASIAN	1
<b>Total</b>		<b>40</b>
Academic Advisor	5-BLACK/AFRICAN AMERICAN	5
Academic Counselor	5-BLACK/AFRICAN AMERICAN	1
Administrative Specialist I	5-BLACK/AFRICAN AMERICAN	1
Administrative Specialist II	5-BLACK/AFRICAN AMERICAN	7
Administrative Specialist III	5-BLACK/AFRICAN AMERICAN	5
Assistant Dean of Students	5-BLACK/AFRICAN AMERICAN	2
Assistant Professor	5-BLACK/AFRICAN AMERICAN	6
Assistant Professor 9 Mo	5-BLACK/AFRICAN AMERICAN	1
Assistant Registrar	5-BLACK/AFRICAN AMERICAN	1
Associate Professor	5-BLACK/AFRICAN AMERICAN	6
Asst Coach	5-BLACK/AFRICAN AMERICAN	5
Asst Dean of Students	5-BLACK/AFRICAN AMERICAN	1
Asst Dir Athletics	5-BLACK/AFRICAN AMERICAN	1
Asst Football Coach	5-BLACK/AFRICAN AMERICAN	3
ASU Dir of Auxiliary Enterprise	5-BLACK/AFRICAN AMERICAN	1
Broadcast Announcer	5-BLACK/AFRICAN AMERICAN	1
Call Center Specialist	5-BLACK/AFRICAN AMERICAN	1
Childcare Technician	5-BLACK/AFRICAN AMERICAN	15
Comm Artist I/Graphic Artist I	5-BLACK/AFRICAN AMERICAN	1
Computer Operator	5-BLACK/AFRICAN AMERICAN	1
Computer Support Specialist	5-BLACK/AFRICAN AMERICAN	2

Counselor	5-BLACK/AFRICAN AMERICAN	1
Development Advancement Specialist	5-BLACK/AFRICAN AMERICAN	1
Dir of Admissions	5-BLACK/AFRICAN AMERICAN	1
Dir of Disability Servs	5-BLACK/AFRICAN AMERICAN	1
Dir of Strength and Conditioning	5-BLACK/AFRICAN AMERICAN	1
Director of Transit & Parking	5-BLACK/AFRICAN AMERICAN	1
Facilities and Equip Manager	5-BLACK/AFRICAN AMERICAN	1
Financial Aid Analyst--Non-Exempt	5-BLACK/AFRICAN AMERICAN	1
Fiscal Support Specialist	5-BLACK/AFRICAN AMERICAN	1
Fiscal Support Supervisor	5-BLACK/AFRICAN AMERICAN	1
Graduate Assistant 12 Mo	5-BLACK/AFRICAN AMERICAN	1
Graduate Assistant 9 Mo	5-BLACK/AFRICAN AMERICAN	1
HEI Program Coordinator—NE	5-BLACK/AFRICAN AMERICAN	1
Hourly CHS Non-Stud Extra Help	5-BLACK/AFRICAN AMERICAN	1
Hourly Non-Student Extra Help	5-BLACK/AFRICAN AMERICAN	9
Human Resources Specialist	5-BLACK/AFRICAN AMERICAN	1
Institutional Services Assistant	5-BLACK/AFRICAN AMERICAN	10
Institutional Services Supervisor	5-BLACK/AFRICAN AMERICAN	2
Instructor	5-BLACK/AFRICAN AMERICAN	2
Instructor 9 Mo	5-BLACK/AFRICAN AMERICAN	1
Instructor--12 Mo	5-BLACK/AFRICAN AMERICAN	3
Librarian	5-BLACK/AFRICAN AMERICAN	1
Library Technician	5-BLACK/AFRICAN AMERICAN	1
Part-time Faculty	5-BLACK/AFRICAN AMERICAN	2
Professor	5-BLACK/AFRICAN AMERICAN	1
Professor--12 Mo	5-BLACK/AFRICAN AMERICAN	1
Project Program Dir	5-BLACK/AFRICAN AMERICAN	3
Project Program Manager	5-BLACK/AFRICAN AMERICAN	19
Project Program Specialist	5-BLACK/AFRICAN AMERICAN	7
Records Management Analyst	5-BLACK/AFRICAN AMERICAN	1
Research Assoc	5-BLACK/AFRICAN AMERICAN	1
Skilled Trades Supervisor	5-BLACK/AFRICAN AMERICAN	1
Skilled Tradesman	5-BLACK/AFRICAN AMERICAN	3
Special Events Coordinator	5-BLACK/AFRICAN AMERICAN	1
Student Development Specialist	5-BLACK/AFRICAN AMERICAN	1
VC for Student Affairs	5-BLACK/AFRICAN AMERICAN	1
<b>Total</b>		<b>153</b>

Academic Counselor	6-TWO OR MORE RACES	1
Administrative Specialist II	6-TWO OR MORE RACES	1
Assistant Professor	6-TWO OR MORE RACES	1
Instructor	6-TWO OR MORE RACES	1
Instructor--12 Mo	6-TWO OR MORE RACES	1
Professor	6-TWO OR MORE RACES	1
Project Program Specialist	6-TWO OR MORE RACES	2
Skilled Trades Supervisor	6-TWO OR MORE RACES	1
Skilled Trades Supervisor-Exempt	6-TWO OR MORE RACES	1
Student Development Specialist--NE	6-TWO OR MORE RACES	1
<b>Total</b>		<b>11</b>
<b>Overall Total</b>		<b>240</b>