

Arkansas State University

Minority Recruitment and Retention Annual Report

2021-2022

June 21, 2022

Division of Diversity and Community Engagement



Table of Contents

Introduction.....	3
Numerical Measurements.....	4
New Strategies, Activities, and Benchmarks.....	10
Appendix A – Number and Position Title of Current Minority Faculty and Staff.....	14

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 = e³) through various programs and initiatives for 2021-2022. Highlights from the year are presented later in this report.

The numerical measurements¹ 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

¹ 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 6.28 percent increase in the overall ethnic minority student population over the 2020-2021 academic year. Percentages increased for African American, Asian American, Native Hawaiian/Pacific Islander, and two or more races. Native American/Alaska Native and Hispanic American students showed decreases.

Table 1. A-State Students by Ethnic Minority Group

Ethnicity	2020-2021	2021-2022	Change	%Change
Asian American	124	147	23	18.55%
African American	1733	1805	72	4.15%
Hispanic American	516	512	-4	-0.78%
American Indian/Alaska Native	48	45	-3	-6.25%
Native Hawaiian/Pacific Islander	8	15	7	87.50%
Two or More Races	292	368	76	26.03%
Total Minority	2721	2892	171	6.28%

Ethnic Minority Faculty and Staff

The total number of full-time minority faculty and staff increased 5.02 percent since the last reporting period, from 358 in 2020-2021 to 376 in 2021-2022. See Appendix A for the number and position title of current minority faculty and staff.

Ethnic Minority Full-Time Faculty

We experienced a 3.7 percent decrease in the overall proportion of full-time minority faculty since the last reporting period going from a total of 108 to 104 (excluding "Race Unknown").

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

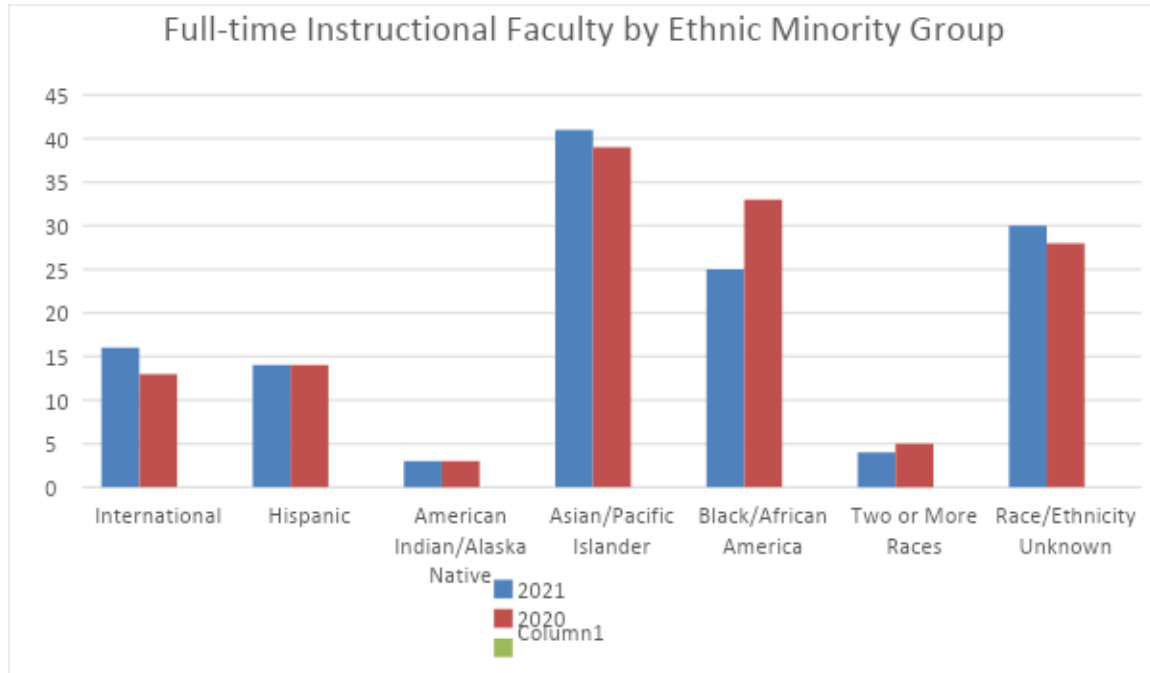


Table 2. Full-time Instructional Faculty by Ethnic Minority Group (Numerical Data)

Full-time Instructional Faculty		
Race / Ethnicity	Fall 2020	Fall 2021
International	13	16
Hispanic/Latino	14	14
American Indian or Alaska Native	3	3
Asian	39	41
Black or African American	33	25
Two or more races	5	4
Native Hawaiian or Pacific Islander	1	1
Race and Ethnicity Unknown	28	30
Total	136	134

Ethnic Minority Adjunct Faculty

The number of ethnic minority faculty working in adjunct faculty positions increased during 2021-2022. There are currently 27 ethnic minorities serving in adjunct faculty positions, up from 25 in 2020-2021.

Table 2. Minority Adjunct Faculty by Minority Group

Title	Ethnicity	Number 2020	Number 2021
Part-Time Faculty	African American	16	20
Part-Time Faculty	Hispanic	6	4
Part-Time Faculty	Asian or Pacific Islander	2	2
Part-Time Faculty	Two or More	1	1
Part-Time Faculty	American Indian/Alaska Native		
Total		25	27

Ethnic Minority Full-Time Staff

We experienced a 9.0 percent increase in the overall proportion of full-time ethnic minority staff since the last reporting period going from a total of 222 to 242.

Figure 2. Full-time Staff by Ethnic Minority Group

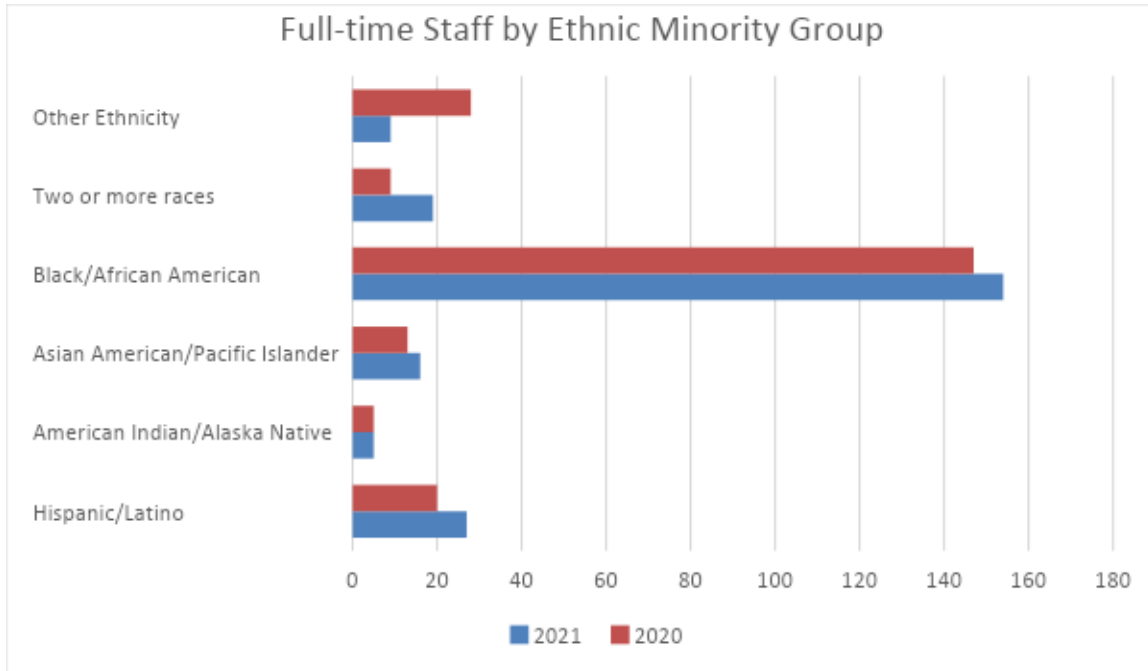


Table 3. Full-time Staff by Ethnic Minority Group (Numerical Data)

Full-time Staff		
Race / Ethnicity	Fall 2020	Fall 2021
Hispanic/Latino	20	27
American Indian or Alaska Native	5	5
Asian American or Pacific Islander	13	16
Black or African American	147	154
Two or more races	9	10
Other Ethnicity	28	30
Total	222	242

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 46 in 2020-2021 to 68 in 2021-2022).

Table 4. Recently-Hired Minority Faculty and Staff

Title	Ethnicity	Gender
Part-time Faculty	American Indian/Alaska Native	Male
12 Mo Grad Student Extra Help	American Indian/Alaska Native	Female
ASU Head Football Coach	American Indian/Alaska Native	Male
Graduate Assistant 12 Mo	Asian	Female
Hourly Non-Student Extra Help	Asian	Female
Asst Football Coach	Asian	Male
Development Advncmnt Specialist	Asian	Male
Graduate Assistant 12 Mo	Asian	Male
Part-time Faculty	Asian	Female
Academic Advisor	Asian	Male
Part-time Faculty	Asian	Male
Assistant Professor	Asian	Male
Graduate Assistant 9 Mo	Asian	Male
Part-time Faculty	Black/African American	Female
Facilities and Equip Mgr	Black/African American	Male
Fiscal Support Analyst	Black/African American	Female
Administrative Specialist III	Black/African American	Female
Asst Coach	Black/African American	Female
Call Center Specialist	Black/African American	Female
Graduate Assistant 9 Mo	Black/African American	Male
Instructor	Black/African American	Male
Institutional Svcs Assistant	Black/African American	Female
Project Program Specialist	Black/African American	Male
Academic Advisor	Black/African American	Female
Assistant Professor	Black/African American	Male
Institutional Svcs Supervisor	Black/African American	Female
Academic Advisor	Black/African American	Male
Asst Football Coach	Black/African American	Male
Trainer	Black/African American	Female
Administrative Specialist II	Black/African American	Female
Computer Operator	Black/African American	Male
Asst Coach	Black/African American	Male
Part-time Faculty	Black/African American	Male
Childcare Technician	Black/African American	Female
Project Program Manager	Black/African American	Female
Student Development Specialist	Black/African American	Female

Project Program Manager	Black/African American	Male
Administrative Specialist II	Black/African American	Male
Hourly Non-Student Extra Help	Black/African American	Male
Graduate Assistant 12 Mo	Black/African American	Female
Graduate Assistant 12 Mo	Black/African American	Male
Administrative Analyst	Black/African American	Female
Graduate Assistant 9 Mo	Black/African American	Female
Hourly Non-Student Extra Help	Black/African American	Female
Project Program Specialist NE	Black/African American	Female
Institutional Svcs Assistant	Black/African American	Male
Student Development Specil--NE	Hispanic/Latino	Male
Financial Aid Analyst--Non-Exem	Hispanic/Latino	Female
Information Systems Analyst	Hispanic/Latino	Female
Research Assistant--ABI	Hispanic/Latino	Female
Graduate Assistant 9 Mo	Hispanic/Latino	Male
Part-time Faculty	Hispanic/Latino	Male
Administrative Specialist II	Hispanic/Latino	Female
Part-time Faculty	Hispanic/Latino	Female
Student Development Specil--NE	Hispanic/Latino	Female
Graduate Assistant 12 Mo	Hispanic/Latino	Female
Project Program Specialist	Hispanic/Latino	Female
Hourly Non-Student Extra Help	Hispanic/Latino	Male
Childcare Technician	Hispanic/Latino	Female
Project Program Manager	Hispanic/Latino	Female
Hourly Non-Student Extra Help	Hispanic/Latino	Female
Graduate Assistant 9 Mo	Hispanic/Latino	Female
Trainer--Non-Exempt	Hispanic/Latino	Female
Project Program Specialist	Hispanic/Latino	Male
Graduate Assistant 12 Mo	Two Or More Races	Male
12 Mo Grad Student Extra Help	Two Or More Races	Female
Graduate Assistant 12 Mo	Two Or More Races	Female
Fiscal Support Specialist	Two Or More Races	Female
Total		68

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 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. The committees hosted focus groups during the 2021-2022 period and presented the findings of the subcommittees to the campus audience.
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 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 in 2020-2021 and used to provide a template to the colleges in 2021-2022 for a diversity plan to be submitted from each college in 2022-2023.
4. The College of Nursing and Health Profession appointed an Assistant Dean for Diversity, Equity & Inclusion within the college.
5. Provided a workshop for academic department chairs on recruiting faculty of color.
6. The Division of Diversity, Inclusion and Community Engagement supported the Center for Excellence in Teaching and Learning in hosting the professional development opportunity for faculty called, “Practical Solutions for Faculty: Creating an Inclusive Classroom Climate and Culture” for faculty who are creating an inclusive classroom where all students feel valued and seen.
7. The Center for Teaching and Learning hosted a 6-hour professional development opportunity for faculty called, Implementing DEI-Focused programmatic change (Diversity, Equity, and Inclusion Workshop).
8. Two African American faculty members in the College of Education received supplemental compensation to increase their salary to assume roles as department chairs.

9. We formed faculty and staff resource groups for African American, Latinx/Hispanic, and LGBTQI+ faculty and staff.
10. A workshop directed at campus members and representatives from sister campuses entitled, “Why BIPOC Faculty Leave their Jobs – and How to design Policies that will Encourage them to Stay” was held in the fall.
11. A pilot program was funded called, “Diversifying Our Caring Community” (DOCC). DOCC was created by the Dean of Sciences and Mathematics with financial support from the Division of Diversity, Inclusion and Community Engagement. 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 are supported by a graduate assistant designated solely to DOCC participants. The students receive a stipend for participating in the two-week program and for the fall semester. The initial class had six participants. A grant was written to and received funding from Blue & You to support year two of the program for \$128,720.
12. Continued a formal grant program for requesting financial support from the Office of Diversity by faculty and student organizations. 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 \$68,000 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 (\$20,586). Funding from student activity fees vary each year depending on the enrollment. From those fees, approximately \$12,662 was received in 2021 - 2022 school year to assist with the Multicultural Center programming.

13. Continue actively recruiting faculty and students from diverse backgrounds through participation in conferences, fairs and formal networks. Currently, the VC is participating in several associations and 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 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.
14. Continue 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 dissertation. After completion, the two will be obligated to remain at A-State for at least three years). Several participants in our faculty mentoring program (ADVANCE) achieved promotions during this reporting period - four were promoted to full-professor and three were promoted to associate professor with tenure status.
15. "Diversity, Equity, Inclusion, and Belonging (DEIB as a Tool for Organizational Success" is a half-day workshop co-sponsored by A-State, NYITCOM at A-State and St. Bernards' Healthcare on June 24, 2022. The workshop is open to anyone who wants to attend but geared toward employees of A-State, NYICOM and St. Bernards' staff to provide staff development in the area of diversity, equity and inclusion. This is the third consecutive year for this partnership in this venture.
16. For the fourth 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.
17. 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).

Tools for Monitoring Progress

The Office of Diversity had a fiscal year 2021-2022 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.
- 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.
- 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 36.25 percent, from 240 in 2020-2021 to 327 in 2021-2022.

Number and Position Title of Current Minority Faculty and Staff

JOB_TITLE	ETHNICITY	Number
ASU Head Football Coach	American Indian/Alaska Native	1
Administrative Analyst	American Indian/Alaska Native	1
Assistant Professor	American Indian/Alaska Native	1
Associate Professor	American Indian/Alaska Native	1
Asst Dir of Development	American Indian/Alaska Native	1
Childcare Technician	American Indian/Alaska Native	1
Computer Support Specialist	American Indian/Alaska Native	1
Instructor	American Indian/Alaska Native	1
Part-time Faculty	American Indian/Alaska Native	1
Total		9
Academic Advisor	Asian	2
Administrative Specialist III	Asian	1
Assistant Professor	Asian	5
Assistant Vice Chancellor	Asian	1
Assoc VC	Asian	1
Associate Dean of Schools	Asian	1
Associate Professor	Asian	14
Associate Professor 9 Mo	Asian	1
Asst Football Coach	Asian	1
Dean of Engineering	Asian	1
Department Chairperson	Asian	1
Development Advncmnt Specialst	Asian	1
Information Technology Manager	Asian	1
Institutional Svcs Assistant	Asian	1
Instructor	Asian	6
Nurse Anesthesia Clinical Coor	Asian	1
Part-time Faculty	Asian	2
Professor	Asian	10
Professor-COB	Asian	2
Research Analyst	Asian	2
Research Assoc Professor--ABI	Asian	1

Research Professor--ABI	Asian	1
Student Development Specialist	Asian	1
Vice Chancellor	Asian	1
Total		59
ASU Dir of Auxillary Enterpris	Black/African American	1
Academic Advisor	Black/African American	9
Academic Counselor	Black/African American	2
Administrative Analyst	Black/African American	1
Administrative Specialist I	Black/African American	1
Administrative Specialist II	Black/African American	10
Administrative Specialist III	Black/African American	5
Administrative Support Supv	Black/African American	1
Assistant Dean of Students	Black/African American	1
Assistant Professor	Black/African American	7
Assistant Professor 9 Mo	Black/African American	1
Assistant Professor-- 12 Mo	Black/African American	1
Assistant Registrar	Black/African American	1
Assistant Vice Chancellor	Black/African American	1
Associate Dean of Schools	Black/African American	1
Associate Professor	Black/African American	7
Asst Coach	Black/African American	6
Asst Dean of Stdnt	Black/African American	1
Asst Dir Admissions	Black/African American	1
Asst Football Coach	Black/African American	2
Broadcast Announcer	Black/African American	1
Call Center Specialist	Black/African American	2
Childcare Technician	Black/African American	18
Comm Artist I/Graphic Artist I	Black/African American	1
Computer Operator	Black/African American	1
Computer Support Analyst	Black/African American	1
Computer Support Specialist	Black/African American	2
Counselor	Black/African American	1
Dean of Schools	Black/African American	1
Dir of Admissions	Black/African American	1
Dir of Career Servs	Black/African American	1
Dir of Disability Servs	Black/African American	1
Dir of Professional Educ Progr	Black/African American	1

Director Academic Advising	Black/African American	1
Director of Transit & Parking	Black/African American	1
Facilities and Equip Mgr	Black/African American	1
Finacial Aid Analyst--Non-Exem	Black/African American	1
Fiscal Support Analyst	Black/African American	1
Fiscal Support Supervisor	Black/African American	1
Fiscal Support Supervisor NE	Black/African American	1
HE Public Safety Supervisor	Black/African American	1
HEI Program Coordinator	Black/African American	1
HEI Program Coordinator--NE	Black/African American	1
Institutional Svcs Assistant	Black/African American	12
Institutional Svcs Supervisor	Black/African American	2
Instructor	Black/African American	4
Instructor 9 Mo	Black/African American	1
Instructor--12 Mo	Black/African American	2
Librarian	Black/African American	1
Library Technician	Black/African American	1
Maintenance Specialist	Black/African American	1
Part-time Faculty	Black/African American	20
Pest Control Tech	Black/African American	1
Professor	Black/African American	1
Professor-COB	Black/African American	1
Project Program Dir	Black/African American	2
Project Program Director	Black/African American	4
Project Program Manager	Black/African American	26
Project Program Specialist	Black/African American	5
Project Program Specialist NE	Black/African American	1
Public Safety Officer	Black/African American	1
Records Management Analyst	Black/African American	1
Research Assistant	Black/African American	1
Skilled Trades Supervisor	Black/African American	1
Skilled Tradesman	Black/African American	2
Special Events Coordinator	Black/African American	1
Student Development Specialist	Black/African American	3
Trainer	Black/African American	1
Vice-Chancellor	Black/African American	1
Total		199

ASU Director of Housekeeping	Hispanic/Latino	1
Administrative Specialist II	Hispanic/Latino	2
Administrative Specialist III	Hispanic/Latino	1
Assistant Professor	Hispanic/Latino	3
Assoc Dir of Stdnt Aid	Hispanic/Latino	1
Associate Professor	Hispanic/Latino	4
Associate Professor-COB	Hispanic/Latino	1
Associate Vice President	Hispanic/Latino	1
Childcare Technician	Hispanic/Latino	1
Computer Support Specialist	Hispanic/Latino	1
Department Chairperson	Hispanic/Latino	1
Development Advncmnt Specialst	Hispanic/Latino	1
Finacial Aid Analyst--Non-Exem	Hispanic/Latino	1
HEI Program Coordinator	Hispanic/Latino	2
Head Coach	Hispanic/Latino	1
Information Systems Analyst	Hispanic/Latino	1
Institutional Svcs Assistant	Hispanic/Latino	1
Instructor	Hispanic/Latino	3
Part-time Faculty	Hispanic/Latino	4
Professor	Hispanic/Latino	2
Project Program Manager	Hispanic/Latino	1
Project Program Specialist	Hispanic/Latino	3
Research Assistant	Hispanic/Latino	3
Research Assistant--ABI	Hispanic/Latino	1
Research Associate ABI	Hispanic/Latino	1
Student Development Specil--NE	Hispanic/Latino	2
Trainer--Non-Exempt	Hispanic/Latino	1
Total		45
Assistant Professor	Native Hawaiian/Pacific Islander	1
Total		1
Administrative Specialist II	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	Two Or More Races	1
HEI Program Coordinator--NE	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	2
Student Development Specil--NE	Two Or More Races	1
Total		14
Grand Total		327