

*University of Arkansas at Monticello
Annual Report
Fiscal Year Ended June 30, 2016*

The University of Arkansas at Monticello’s Minority Recruitment and Retention Annual Report is presented herein. The updated Affirmative Action Plan reaffirms the University’s commitment to providing educational and employment opportunities to all individuals.

I. STUDENTS

The University continued to offer campus programs and activities that enhanced the educational environment for minority students as well as supported retention efforts. The University continued its outreach and summer bridge programs for beginning students and pre-college enrichment as well as its concurrent enrollment program. The University also maintained its tutoring, counseling initiatives, and the peer mentoring program. Workshops regarding financial aid, job skills, time management, and other areas of student interest were held throughout the year. In the past year, E-Mentoring Workshops were held for students who were new to distance education courses via Blackboard as well as other electronic services for students. The Provost set committees of faculty and staff for different retention initiatives including committees for “The First Four Weeks,” a retention committee.

Total minority population since 2011 has been approximately 36 percent: 2011, 37.7%; 2012, 37.0%; 2013, 36.2%; 2014, 35.5% and in 2015, 32.3%. Since 2009, the African American population has held relatively steady from 30.8% of total student population to a high of 32.7% of student population in 2011. In 2015, however, the African American population declined to 24.6%; a decline of two straight years. It should be noted here that total student enrollment also declined from 2013-2015 by 250 total students. The Hispanic population has increased, albeit slowly since 2009 from 1.1% in 2009 to 3.6% in 2015. Other ethnic minorities have stayed relatively constant from 2010-2015. The number of students who identified themselves as having two or more ethnicities has continued to show a slight increase from 0.4% in 2009 to 2.6% in 2015.

Using Fall 2014 and Fall 2015 data provided by the Office of Institutional Research, the following table indicates changes in ethnic minority enrollment for the last two years.

<u>Fall 2014 Headcount</u>		<u>Fall 2015 Headcount</u>	
African American	1051	African American	895
Hispanic	130	Hispanic	130
American Indian	17	American Indian	10
Asian	23	Asian	27
Non Resident Alien	17	Non-resident Alien	19

Unknown	54	Unknown	3
Two or more	72	Two or more	93
		Hawaiian	4

A review of University baccalaureate major fields of study by ethnicity indicated that African-American enrollment was highest in the following areas: Psychology, Criminal Justice, the Bachelor of Business Administration, and Health and Physical Education-non-licensure. Hispanic enrollment was highest Biology, Bachelor of Business Administration, Criminal Justice, Music, and Nursing. It should be noted that for non-minority populations, General Studies, Nursing (BSN), and Business Administration were also some of the more popular major fields of study.

In the technical programs, minority enrollment was highest for African-Americans in the Associate of Applied Science in General Technology, Practical Nursing, Automotive Technology, and Early Childhood Education programs. The majority of Hispanic students in enrolled in technical students chose Practical Nursing or Electromechanical Instrumentation.

Minority and non-minority enrollment in pre-professional studies is no longer calculated due to changes in financial aid awards requiring that pre-professionals must declare a major in order to receive financial aid. No particular major showed a significant decline in any minority population from 2014 to 2015.

II. STUDENT AFFAIRS

Vice Chancellor Report

I. Minority Students' Special Interest Activities

A. African-American Step Shows

UAM sponsored four step shows hosted by African-American student organizations.

1. August 26, 2015, the Office of Student Programs and Activities hosted Meet the Greek. The NPHC organizations stepped individually and together. There were 300 plus students, faculty, and staff in attendance.
2. October 10, 2015, Alpha Phi Alpha hosted a Homecoming Step Show students, faculty, staff, alumni, and guests were in attendance.
3. January 13, 2016, the Office of Student Programs and Activities hosted Meet the Greek. The organizations stepped individually and together. There were 325 students, faculty, and staff in attendance.
4. February 10, 2016, the Office of Student Programs and Activities hosted a Black History Month step show. 400 plus students, faculty, staff, and community members witnessed the history of stepping in African American culture and its symbolism. 11 University of Arkansas at Monticello chapters,

one Henderson State University chapter (Phi Beta Sigma), and one Pine Bluff chapter (Omega Psi Phi) participated in this event.

5. April 16, 2016, Kappa Alpha Psi hosted a Halftime Step Show for all Greeks to participate in during the Power 92 Jams basketball games at the University of Arkansas at Monticello Steelman Fieldhouse.

B. Martin Luther King, Jr. Appreciation Program

1. January 19, 2016, 289 students, faculty, and staff attended a banquet styled dinner to honor Martin Luther King Jr. The Office of Student Programs and Activities created a power point presentation that played repetitively throughout the evening. University of Arkansas at Monticello's Student Government Association prepared a special presentation in honor of MLK being a member of the Alpha Phi Alpha Fraternity. Aramark prepared the meal featuring MLK's favorite dishes.

C. Black History Month

1. February 2, 2016, The Tunican Chapter of the Arkansas Archeological Society invited Kathy Anderson and Carla Coleman, Preservation of African American Cemeteries and Holly Hope, Arkansas Historic Preservation Program to discuss and learn about the Preservation.
2. February 15, 2016, the Office of Student Programs and Activities arranged for the showing of the movie "Creed." 73 students, faculty, and staff attended our on campus movie night. Students were provided with popcorn, candy, and drinks.
3. February 18, 2016, 92 students attended the Office of Student Programs and Activities and MBSF co-sponsored event featuring Marquis L. Cooper, Sr., Black History Month presenter and High School Counselor at J.A. Fair and Native of Marianna, AR.
4. February 22, 2016, The Office of Student Programs and Activities hosted Big Money Bingo- Black History Month Edition. 93 students, faculty, and staff attended this event to play bingo and win prizes. A question would be asked and students had answers to different African American historical figures on their bingo cards. In order to get bingo they had to answer the question correctly.

II. Minority Based Recognized Student Organizations

A. NPHC- National PanHellenic Council

The NPHC of the University of Arkansas at Monticello (UAM) is comprised of six African American fraternities and sororities; each organization takes a week out of the year to celebrate their heritage, culture, and special traditions.

Fraternities:

1. Alpha Phi Alpha
2. Kappa Alpha Psi
3. Omega Psi Phi
4. Phi Beta Sigma

Sororities:

1. Delta Sigma Theta
2. Zeta Phi Beta

B. International Student Association

The Division of Student Affairs in collaboration with the Office of Admissions and Aramark Food Service sponsored an International Culture Bazaar on February 8-12, 2016. This event exposes the UAM student body to the cultural traditions of our international students. Students from the following nations participated in the event:

1. Argentina
2. Australia
3. Brazil
4. Canada
5. Colombia
6. England
7. Iceland
8. Korea
9. Malaysia
10. Mexico
11. Nepal
12. Sweden

C. Other Recognized Student Organizations

1. Foreign Language Club
2. French Club
3. Japanese Club

III. Individual Group Activities

A. Celebration Weeks

1. The groups identified below hosted their own celebration weeks to recognize their history, chartering and significance to the African-American Culture. All groups below had several events both on and off campus ranging from voter registration, social events, and educational programs re: hazing, sexual abstinence, conflict resolution, community service programs, and award banquets.

Alpha Phi Alpha	January 24-30, 2016
Kappa Alpha Psi	April 10-16, 2016
Omega Psi Phi	March 27- April 2, 2016
Phi Beta Sigma	April 17-23, 2016
Zeta Phi Beta	February 28-March 5, 2016

Office of Admissions Report

The UAM Office of Admissions' involvement in minority recruitment and retention for the 2015--2016 year follows:

- All new freshmen and transfer students were offered orientation sessions in fall/spring.
- UAM serves as a host international college for F-1 and M-1 VISA students through U. S. Immigration and Customs Enforcement on all three campuses.
- The International Club membership remained stable in 2015--2016, meeting monthly for lunch and community speakers. All international students were participants. International week was held, featuring international cuisine, and an international display placed in area middle schools. Community assistance was sought to provide international students with opportunities in the community. Four events resulted from this, at Pauline Baptist, Rotary International, and two recognition events at St. Mark's Catholic Church. In addition, international students volunteered in community English as Second Language classes. International students had the opportunity to visit area homes as guests for dinner on a regular basis. International students were provided with transportation for personal needs, as well as area social events.
- International brochures were updated to provide changes in Homeland Security requirements, area resources, travel information, and information on living needs in this area.
- Special Student Services reference material was provided to all academic units.
- Special Student Services brochures were updated to better educate the campus and provide information regarding services and resources.
- Ten minority recruitment fairs were attended in Arkansas.

- Recruitment/campus representation was available during area/regional programs and fairs.
- Recruitment presentations were offered to all high school seniors across the state, and in neighboring states.
- Recruitment opportunities were available at Dislocated Worker events throughout Arkansas.
- Information and representation was offered to the Single Parent Scholarship Committee in Drew County. The same was offered to any of the Southeast Arkansas counties.
- Scholarship opportunities were made available to all students, faculty, and staff. These included opportunities both on and off campus.
- The Office of Admissions attended all Articulation Workshops in Arkansas. There, counselors were given information regarding UAM. Regional Articulation workshops were also attended in Mississippi and Louisiana and Texas.
- The Office of Admissions attended all College Planning Programs. This allowed high school students and parents the opportunity to visit with an admissions officer. Likewise, these were attended in identified regions of Louisiana, Mississippi, and Texas.
- Two Weevil Welcome Days and a fall Senior Visitation Day were held for high school seniors and parents. These allowed them to learn about admission, scholarships, academic areas, programs, activities, residence life, financial aid, athletics and other services offered on the UAM campuses.
- An admissions representative provided materials to all work force sites.
- Regional libraries were provided with UAM information, including contact cards for interested visitors.
- Website information regarding admission, scholarships, special student services, visitation days, international services, programs, activities, and general university information was updated regularly.
- Live Chat sessions were offered monthly, which allowed anyone the chance to “chat” live with a representative from the Office of Admissions.
- The Ambassadors provided 32 phone nights, where prospective students were contacted. The Ambassadors also provided follow-up emails and social media contacts to these students on a regular basis.
- The Office of Admissions accepted invitations to high school awards programs to present students with scholarship awards. This also allowed those interested in the campuses to visit with an admissions officer.
- Any high school in Arkansas and some surrounding states were offered visits for prospective students and parents.
- Prospective student contact information was provided to areas on campus, when students requested information.

- Scholarship opportunities were offered to pageants across the state, when requested.
- Science fair and art fair scholarship opportunities were offered for any students who participated and met the criteria.
- All Arkansas two-year school transfer fairs were attended. Scholarship opportunities for transfer students were discussed and provided. Some out of state transfer fairs were also attended.
- EAST scholarship opportunities were made available to all interested students.
- Institutional/private scholarship information was made available throughout the state and neighboring states.
- Any off campus scholarship information was released to all students, faculty and staff.
- Extensive marketing of campus opportunities was provided through billboards, radio announcements, newspaper releases, movie theatres, commercials, and social media.
- AmeriCorps scholarship opportunities were made available through the local AmeriCorps sponsors.
- Representation at area and neighboring county events was provided.
- Admission and concurrent credit opportunities were offered at participating high schools.
- Packets of information regarding student services were made available to all who attended visitation days and/or attended pre-registration and orientation events.

III. FINANCIAL ASSISTANCE

The University provides strong financial assistance to minority students. The following schedule shows the number of students awarded aid for the Fall 2014 through Summer 2015.

	2014-15 Aid by Ethnicity			
	Unduplicated Students	White	Minority	Unreported
Loans	2,199	1,135	1,053	11
Scholarships	1,985	1,322	634	29
Federal WS	137	76	61	0
Institutional WS	227	168	58	1
All Grants	2,216	1,101	1,107	8
Pell Grants	2,193	1,089	1,096	8

SEOG	199	92	107	0
Career Pathways	53	23	30	0

The unduplicated student listing represents the number of students that received some type of award within the category. A listing of all available scholarships is provided in the University's online catalog.

FACULTY AND STAFF

Recruitment and retention of a diverse faculty and professional staff were basic expectations in all searches to fill job openings. The University advertised, as needed, in newspapers and periodicals that target minority groups. Also, internet advertisements were used to target a wide ethnically diverse population.

During the 2013-14 fiscal year, the University hired minorities in both staff and faculty positions.

On June 30, 2014, the percentage of minorities employed on a full-time basis was as follows:

Non-Classified	18.81%
Classified	23.61%
Faculty	9.86%

As of June 30, 2014, the University hired the following percentage of minorities in full-time positions during the 2013-14 fiscal year:

Non-Classified	13%
Classified	25%

UAM COLLEGE OF TECHNOLOGY-CROSSETT

The staff and faculty of the UAM College of Technology-Crossett (UAM-CTC) are committed to the policy of providing educational opportunities to all qualified students and employment opportunities to all persons regardless of their race, color, religion, creed, gender, ethnic or national origin, disability, age, veteran status, or any other legally protected class. The personnel and student statistics and activities reported in the University of Arkansas at Monticello's Affirmative Action Plan Report include data and common activities for all three campuses of the University which includes UAM-CTC. The following report includes data and activities that extend beyond the University's report and is specific to UAM-CTC.

The ethnic enrollment for the UAM-CTC campus for college credit-hour students during the period of July 1, 2015, through May 2, 2016, (excluding the Summer I term) is provided below in comparison with two previous years' statistics:

UAM-CTC Students Ethnicity	2013-2014		2014-2015		2015-2016	
Asian	4	.6%	1	.25%	1	0.3%
Black/African America	213	34.3%	145	34.5%	110	30.1%
Hispanic/Latino	20	3.2%	13	3.10%	6	1.6%
White/Caucasian	364	58.6%	250	59.50%	241	65.8%
American Indian	2	.3%	0	0.00%	0	0.0%
Two or more races	11	1.8%	1	.25%	0	0.0%
Non Resident Alien	1	.2%	7	1.70%	5	1.4%
Other	5	.8%	2	.50%	3	0.8%
Hawaiian	1	.2%	1	.25%	0	.0%
Total Students	621	100%	420	100%	366	100%

The ethnicity of the non-credit Adult Education students served at the UAM-CTC's Crossett and Hamburg facilities during the period of July 1, 2015, through May 2, 2016, (most recent data) is provided below in comparison with two previous years' statistics:

Adult Education Program Ethnicity	2013-2014		2014-2015		2015-2016	
Asian	2	.9%	2	1.2%	2	1%
Black/African America	83	36.4%	43	25.1%	26	18%
Hispanic/Latino	38	16.7%	28	16.4%	29	19%
White/Caucasian	104	45.6%	97	56.7%	88	58%
Two or more races	0	0%	1	.6%	0	0%
Native Hawaiian or Other Pacific Islander	1	.4%	0	0	6	4%
Total Students	228	100.0%	171	100%	151	100%

Recruitment and Retention of Students

The UAM-CTC campus exercises a policy of equal educational opportunity in keeping with the University. All applicants for admission are considered solely on the basis of individual qualifications. Activities beyond the University's role and specific to the Crossett campus that are indicative of the campus' professional staff and faculty commitment to maintaining diversity of student enrollment and increasing retention are:

- Implementing a Technical Orientation course for students with an ACT score below 14 that are enrolling in technical programs,
- Placing professional banners around the campus to promote the diversity in enrollment for technical fields and non-traditional occupations,
- Utilizing the campus' new electronic sign to promote the diversity of the student body and training specific to non-traditional gender occupations,
- Recognizing Black and Hispanic holidays through bulletin board presentations and displays,
- Monitoring the attendance and academic performance of all students and providing students with guidance and access to available resources that will assist them with accomplishing their educational goals,
- Developing campus advertisements, promotions, and flyers that have multi-racial and gender representation,
- Providing tutoring services to assist students and increasing academic retention (targeting first-generation college students who are low-income and/or who are disabled),
- Utilizing DVDs relative to civil rights for student instruction and class discussion to understand all perspectives on racial injustices,
- Recruiting Hispanic students for ESL (English as a Second Language) classes,
- Arranging interpreters for Hispanic students taking non-credit courses such as electrical apprenticeship and industrial safety classes, and
- Administering a Career Pathways Initiative program through a grant which provides academic and financial assistance to eligible populations composed of the following ethnicity.

Career Pathways Ethnicity	2013-2014		2014-2015		2015-2016	
Asian	0	0%	0	0%	0	0.0%
Black/African America	44	61%	21	40%	39	42%
Hispanic/Latino	3	4%	5	9%	3	4%
White/Caucasian	25	35%	27	51%	49	53%
Other	0	0	0	0%	1	1%
Total Students	72	100%	53	100%	92	100%

UAM COLLEGE OF TECHNOLOGY-MCGEHEE

The UAM CTM Advisory Board, Program Advisory Committees, staff, faculty and students are committed to the policy of providing educational opportunities to all qualified students and employment opportunities to all persons regardless of their race, color, religion, creed, gender, ethnic or national origin, disability, age, veteran status, or any other legally protected class. The personnel and student statistics and activities

reported in the University of Arkansas at Monticello’s Affirmative Action Plan Report include data and common activities for all three campuses of the university which includes UAM CTM. The following report includes data and activities that extends beyond the university’s report and is specific to UAM CTM.

The McGehee campus, during the past academic year, had a minority student body of approximately 53% percent. Using data provided by the Director of Institutional Research/FOI Officer, the following table indicates all ethnic minority enrollment for July 1, 2015 through census of spring 2016; 377 total students with 202 being minority as follows:

UAM-CTM Students	2015-16	
Asian	0	0.00%
Black	177	46.95%
Hispanic	15	3.98%
White	175	46.42%
American Indian	1	0.26%
Hawaiian	0	0.00%
Two or More Races	9	2.39%
Non-Resident Alien	0	0.00%
Unknown	0	0.00%
Total	377	

The campus seeks special interest in recruiting minority students, faculty, and staff; however, the campus also wants the most qualified employees. The campus continuously seeks to recruit minorities for its faculty and staff positions. The Vice Chancellor for the campus is minority (African American). The minority representation of the faculty and staff is as follows: Emergency Medical Technology Instructor/Director – Asian or Pacific. We also have other staff members that are minority, all are African American: School Counselor, Information Technology Director, Director of Career Pathways, Human Resource Specialist, an Administrative Specialist II, and a maintenance assistant.

Recruitment and Retention of Students

The UAM CTM campus exercises a policy of equal educational opportunity. All applicants for admission are considered solely on the basis of individual qualifications. Activities supportive of a professional staff and faculty committed to maintaining diversity of student enrollment and increasing retention beyond that of the university include the following:

- The development of campus advertisements, promotions, and flyers.
- The development of tutoring services to assist students academically to aid in student retention.
- The Adult Education Program is non-credit instruction. The number of students served in the program was 70 % minority (74/105 students) for Desha County, 31% minority (10/32 students) for Lincoln County, 41% minority (54/132 students) for Ashley County, 83% minority (81/98) for Chicot County. All Adult Education Programs incorporated lessons across the curriculum that highlighted Native Americans in November, Black History month in January, and biographical readings covering various minority leaders. The lessons covered the content areas of reading, social studies, science, and writing. Videos, essay writing, and additional content readings were some of the activities in which the students participated.
- The recruitment of Hispanic students for ESL (English as a Second Language) classes is a continual effort. Flyers promoting ESL classes were distributed throughout the community. The Adult Education website has a Spanish link and brochures in Spanish are also available.
- The utilization of the Career Pathways Initiative program provides tutoring and financial aid resources and contributes to the recruitment and retention of students. The percentage of minority students served FY16 through this program is approximately 90% (104 minorities out of a total of 115 students).
- Implementing a Technical Orientation course for students with an ACT score below 14 that are enrolling in technical programs,
- Placing professional banners around the campus to promote the diversity in enrollment for technical fields and non-traditional occupations,

Because of its location, and the minority population, the campus is afforded the opportunity to serve minority students and provide much-needed educational opportunities for the area.

Appendixes

UAM Student Major/Ethnicity Report

Employee Report