Henderson State University
2006 -2007
Minority Recruitment and Retention
Annual Report

Dr. Alvin L. Futrell
Assistant to the President for Diversity
HENDERSON STATE UNIVERSITY
May 2007
Introduction

In the wake of a national demographic shift in our nation’s population, Henderson State University is in tone with the need to reflect a similar shift in its faculty, staff, and student body. As an important component of the University’s mission statement, several initiatives have been implemented in an effort to assist the University in accomplishing its goal of diversifying the HSU faculty, staff, student body and administration.

The following information will provide an overview of the current status of diversity at Henderson State University.

Minority Students

The number of minority students enrolled during the 2006-2007 academic year at Henderson State University was 814. This number equates to approximately 23% of the HSU student body. The minority student population consisted of 627 African Americans, 30 American Indians, 15 Asian Americans, 54 Hispanics, and 88 International students.

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>627</td>
</tr>
<tr>
<td>American Indian</td>
<td>30</td>
</tr>
<tr>
<td>Asian American</td>
<td>15</td>
</tr>
<tr>
<td>Hispanic</td>
<td>54</td>
</tr>
<tr>
<td>International</td>
<td>88</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>814</strong></td>
</tr>
</tbody>
</table>


Minority Staff and Faculty

During the 2006-2007 academic year, Henderson State University employed fifty-two minority faculty and staff. The following list provides the position titles of these individuals.

Staff

Assistant Senior Women’s Administrator, Athletics
Secretary I, Aviation
Accounting Technician I
Accounting Technician I
Accounting Technician II
Network Technician Supervisor
Switchboard operator
Director, Education Renewal Zone
Secretary II
Secretary I, Financial Aid
Administrative Secretary, McNair Program
Assistant Director, McNair Program
Counselor, McNair Program
Administrative Secretary, Registrar
Administrative Secretary, Registrar
Campus Post Master
Administrative Secretary, Residence Life
Purchasing Agent II
Resident Program Coordinator
Resident Program Coordinator II
Training Coordinator, Small Business Development Center
Secretary II, Student Retention and Career Services
Counselor, Talent Search
Director, University Relations and Admissions
Secretary I, Travel
Director, Testing Center
Secretary I, Curriculum and Instruction
Library/Instructor
Library Academic Technician II
Library Academic Technician II

Total 30
Faculty

Athletic Trainer Instructor
Instructor/Coordinator, Eight Semester Program
Professor, Communication
Assistant Professor, Curriculum and Instruction
Assistant Professor, Curriculum and Instruction
Associate Professor Curriculum and Instruction
Professor/Chair, Curriculum and Instruction
Assistant Professor, Foreign Language
Professor, Foreign Language
Instruction/Assistant Football Coach
Associate Professor, Mathematics
Instructor/Head Coach, Basketball
Instructor, Nursing
Assistant to the President for Diversity/Professor, Curriculum and Instruction
Assistant Professor, Psychology
Associate Professor, Psychology
Assistant Professor, School of Business
Dean, School of Business
Professor, Social Science
Associate Professor, Sociology
Professor, Sociology
Instructor/Assistant Coach, Women Basketball

Total 22
Recently Employed Minority Faculty and Staff

The following individuals were employed at Henderson State University during the 2006-2007 academic year:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morris, Netta</td>
<td>Director, Testing Center</td>
</tr>
<tr>
<td>Bax, Pam</td>
<td>Assistant Director, McNair Program</td>
</tr>
<tr>
<td>Watson, Zakia</td>
<td>Supervisor, Network Technician</td>
</tr>
<tr>
<td>Sheffield, Pat</td>
<td>Accounting Technician II</td>
</tr>
<tr>
<td>Luster, Demetris</td>
<td>Secretary I</td>
</tr>
<tr>
<td>Johnson, Erma</td>
<td>Secretary I</td>
</tr>
<tr>
<td>Lock, Penny</td>
<td>Secretary II</td>
</tr>
<tr>
<td>Weaver, Sam</td>
<td>Instructor/Head Coach</td>
</tr>
<tr>
<td>Lopez, Pedro</td>
<td>Assistant Professor, Foreign Language</td>
</tr>
<tr>
<td>Davis, Karri</td>
<td>Secretary II</td>
</tr>
</tbody>
</table>

Total 10

Institutional Goals and Objectives

The progress in achieving institutional goals and objectives, in the area of minority recruitment and retention, varies as it relates to faculty, staff, and students. The diversity within the student body has remained at approximately 23% for the last two years. The recruitment and retention of minority faculty and staff has also remained relatively stable, but still presents a major challenge for the university.

In its efforts to recruit and retain more minority faculty, staff and students, the university is utilizing several strategies. Some of the strategies employed are; (1) using identified individuals as contacts for recruiting viable applicants for available positions, (2) sharing the Diversity Status Report with the President, President’s Cabinet, Vice Presidents and Deans as a means of maintaining and increasing diversity awareness, as well as the need for more minority faculty, staff, administrators, and students.
Assessment

To determine the degree to which these goals have been achieved, the University will assess the number of minority faculty, staff, administrators that were employed by the various departments and the number of students enrolled in the university during the 2006-2007 academic year. The Evaluation Committee, selected from members of the President’s Advisory Council on Diversity, will assess the progress made in relation to each of the major goals as outlined in the University’s Diversity Plan. The Office of Diversity will also monitor the progress made as it pertains to the goals and objectives as outlined in the University’s Diversity Plan.

Budget

The Office of Diversity operates within the following budget:

<table>
<thead>
<tr>
<th>Travel</th>
<th>$2,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supplies and Services</td>
<td>$4,200</td>
</tr>
</tbody>
</table>

Total $6,200