

# **2003-2008 Diversity Plan**



**Henderson State University**

# Diversity Plan

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## **Five-Year Diversity Plan For Henderson State University**

Henderson State University, like many other colleges and universities throughout the United States, is confronted with the challenges presented by “diversity”. As Arkansas’s public liberal arts university, Henderson State University’s mission is to extend outstanding educational opportunities to a diverse student community, actively recruiting, challenging, and supporting those highly motivated students toward achieving academic success. The commitment to serving a diverse student body flows from one of the university’s core values as an institution—Henderson is “*the school with a heart*”. If this part of its mission statement is to be achieved, the university must be committed to recruiting and maintaining a diverse faculty and staff who value and respect all members in our learning community. The compelling challenges of diversity require that all segments of the campus are involved and committed to creating an environment that is conducive to the university’s achievement of its primary objective: the preparation of students to effectively compete and function in a multicultural and global society in the twenty-first century.

### **Purpose of Diversity Plan**

Henderson State University’s mission statement clearly indicates that the primary mission of the university is to excel in undergraduate education, always striving to enrich the quality of learning and teaching. In pursuit of this goal, the university seeks a culturally rich and diverse student community, actively recruiting, challenging, supporting, and motivating students to achieve academic success. It also, strives to provide an education that will nurture in each student the capacity to appreciate the complexity and diversity of world cultures. This quality in education is fostered not only by a positively motivated student body, but also by a faculty and staff distinguished for their continuing commitment to excellence. Therefore, the purpose of this plan is to provide the university with goals, objectives, strategies and timelines that will assist in achieving this most important goal and ultimately fulfilling its mission statement.

## **Rationale for Diversity**

Several factors support the implementation of a diversity plan for Henderson State University. A study of 300 college campuses indicated that diverse student populations have positive effects on retention, overall college satisfaction, college grade point average and intellectual and social self-confidence. The growth in minority populations within the HSU service area, as well as the nation creates an opportunity for the recruitment of new students, staff, and faculty if the campus community is perceived as welcoming of diverse populations. Mounting research continues to indicate that students benefit from a diverse campus environment that prepares them for life and work in a global society.

## **Diversity defined at HSU**

While the term "diversity" has been defined in a variety of ways by various institutions and organizations, there is a need to specifically define diversity for use at Henderson State University. Diversity at HSU means the active development and communication of greater respect for individual and cultural differences as well as embracing what we share in common. Diversity calls for each person to take an active role on campus and in his or her community and place of work to eradicate instances of insensitivity, intolerance, and prejudice that continue to weaken our society.

## **Office of Diversity Mission Statement**

The Office of Diversity serves as the primary institutional agent to help make Henderson State University a uniquely outstanding university through the advancement of diversity and the promotion of a positive climate for such differences as race, nationality, gender, age, religion, physical ability, and sexual orientation. It assists in promoting HSU's mission statement to recruit and retain a diverse faculty, staff, and student body by using various channels of communication within a well-defined support system. This office also fosters meaningful relations between the university and the various populations it serves with the ultimate goal of preparing HSU students to become effective leaders and productive citizens of this global community in a culturally-diverse twenty-first century.

## **Advisory Council for Diversity**

The Advisory Council for Diversity serves as the university's primary forum for open and honest discussion of diversity-related issues. It is composed of individuals representing diverse personal philosophies and perspectives, positions, and locations on the HSU campus. The following individuals have agreed to serve on the Advisory Council for Diversity:

Ms. Lea Ann Alexander, Dr. Duane Jackson, Mr. Lloyd Jackson, Mr. Junious Babbs, Mr. George Baker, Dr. Travis Langley, Ms. Paullette Blacknall, Ms. Pam Ligon, Mr. John Choate, Ms. Katherine Vlassek, Mr. Kenneth Muldrew, Ms. Vickie Faust, Ms. Beverly Quillin, Ms. Kathy Muse, Dr. Laura Festa, Dr. Henry Perez, Ms. Jessica Foxworth, Ms. Dusty Schmid, Dr. Shanta Sharma, Mr. Tom Gattin, Ms. Celya Taylor, Mr. John Gyllin, Mr. Arthur Watson, Ms. Vikita Hardwick, Dr. Bill Higgins and Dr. Alvin Futrell.

From the membership of the Advisory Council for Diversity, a taskforce was formed. Its major objective was to develop specific objectives, action steps, and time lines for each of the five major goals. Additional personnel were involved in this process to ensure representation from all areas of the university and the community.

## Structure of the HSU Diversity Plan

The structure of the diversity plan includes three levels: Goals, Objectives and Action Steps. The Goals represent the broad major of challenges, when accomplished; indicate success in creating a diversity-friendly campus environment. The Objectives represent the more specific outcomes that we hope to reach. The Action Steps are specific initiatives that will assist in accomplishing the Objectives.



The HSU diversity plan was developed around five major challenges or goals:

- I. To recruit and retain a diverse faculty, staff and student body.
- II. To revise the employment practices and procedures throughout the university to reflect university policy and procedures.
- III. To develop strategies that create a more inclusive campus climate.
- IV. To incorporate issues of diversity and inclusiveness in the curriculum.
- V. To improve Henderson State University's involvement within community.

## Active Goals and Objectives

### Goal I: Recruit and retain a diverse faculty, staff and student body.

- Objective
- A: Promote the "Grow Your Own" and "Active Search" programs as a viable means of recruiting minority faculty and staff.
  - B: Enhance the support system for minority faculty and staff at HSU.
  - C: Actively recruit local/area minority students.
  - D: Establish "HSU Visitation Day" for prospective minority students.
  - E: Identify locations that contain a significant population of minorities.
  - F: Establish multicultural scholarships designed to attract the top minority students in the state.
  - G: Develop procedures for tracking progress and retention of undergraduate and graduate students.

### Goal II: Revise employment practices and procedures throughout the university to reflect university policies and procedures.

- Objective:
- A: Have announcements of vacancies automatically routed through the Office of Diversity to expand the specific dissemination of position openings to minority prospects.
  - B: Develop more specific selection committee procedures designed to ensure full and close consideration of all known or identifiable minority applicants at each stage of the selection.

### Goal III: Create a more inclusive campus environment

- Objective
- A: Establish and encourage a clear commitment to the value of diversity on the part of all members of the university community.
  - B: Establish a diverse campus climate for living, learning, and working.
  - C: Create and maintain a climate conducive to success for all people.
  - D: Achieve a meaningful improvement in awareness and sensitivity to diversity issues.
  - E: Establish a system of accountability to measure progress toward achieving the recommendations set forth in this report.

### Goal IV: Incorporate issues of diversity and inclusiveness in the curriculum.

- Objective
- A: Strengthen library holdings of diversity materials.
  - B: Expand the university's academic programs and course offerings to include programs and courses in diversity.
  - C: Enhance the knowledge and skills of the faculty for including diversity in the instructional process.
  - D: Assess the degree to which our current undergraduate and graduate curriculum includes multicultural courses and content.

### Goal V: Improve Henderson State University's involvement within the community.

- Objective
- A: Sponsor joint programs/activities to support collaboration between the public schools system, HSU, and the community.
  - B: Create an email database of support services for schools and community.
  - C: Develop a curriculum to integrate formal instruction with activities outside the classroom such as internships in social agencies, research in the community, service learning experience and technology to enhance learning.

**Objectives**

Specific objectives were generated to support each of the following goals:

**Goal I: Recruit and retain a diverse faculty, staff and student body.**

**Objective IA: Promote the “Grow Your Own” and “Active Search” programs as a viable means of recruiting minority faculty and staff.**

Actions	Timeline	Resources
Departments will identify HSU upper level students who hold promise for graduate study and development into effective and valuable faculty or staff members.	Ongoing <b>FINDINGS: None identified at this time</b>	Faculty/Department
Departments will identify professional individuals who hold or are near completion of a Master’s degree and possess promise for doctoral study and development into effective and valuable faculty or staff members.	Ongoing <b>FINDINGS: YES 3 people 2 Teachers College 1 Ellis College Completing doctorates</b>	Faculty/Department

**Objective IB: Enhance the support system for minority faculty and staff employed at HSU.**

Actions	Timeline	Resources
Develop and implement an orientation program for minority faculty and staff	August & January Annually <b>FINDINGS: YES One completed in each department</b>	Office of Diversity
Provide mentors for new faculty and staff.	August & January Annually <b>FINDINGS: YES</b>	Departments
Expand existing support system to meet departmental and faculty needs.	August & January Annually <b>FINDINGS: YES Flexible and meeting needs</b>	Departments

Ensure that new faculty and staff receive ongoing mentoring and career advice within their respective departments or units.	Ongoing <b>FINDINGS: YES</b> Some are more involved than others	Departments
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Objective IC: Establish effective methods of recruitment and retention designed to achieve multicultural representation among faculty, staff, students and administration.

Actions	Timeline	Resources
Recruit students from targeted country or countries.	Ongoing <b>FINDINGS: YES</b> 79 students from 25 countries	International Office
Recruit students from identified counties with significant pools of minority candidates.	Ongoing <b>FINDINGS: YES</b> 23% minority students	University Relations
Prepare recruitment brochures written in both English and Spanish.	Fall 2005 <b>FINDINGS: YES</b> Summer Institute brochures translated	Select Faculty/Staff Public Relations Admissions
Create an International Alumni Association Database.	Ongoing Summer 2004 <b>FINDINGS: NO</b>	Alumni Office International Office
Develop an after school college night for high school students grades 9-12 at local high schools.	Fall 2004 Ongoing <b>FINDINGS: NO</b>	University Relations

Objective ID: Establish "HSU Visitation Days" for prospective minority students.

Actions	Timeline	Resources
Coordinate a High School Senior Day with the high schools within the HSU service area.	Spring 2005 Annual <b>FINDINGS: YES</b> Reddie Day	University Relations Student Service Staff
Utilize the various academic departments to establish an Academic Career Day designed for minority students.	Fall 2005  <b>FINDINGS: NO</b>	University Relations & Admissions Academic Affairs Career Services
Establish an annual high school day for area high school athletic events such as basketball and football.	Fall 2004  <b>FINDINGS: NO</b>	Director of Athletics
Provide invitations to public schools concerning special activities on the HSU campus.	Ongoing  <b>FINDINGS: NO</b>	Student Affairs Office of Diversity
Develop and expand existing programs such as Career Day, Reddie Day, parent teacher conferences, etc.	Spring 2005  <b>FINDINGS: NO CHANGE</b>	Student Affairs University Relations
Utilize existing campus events and establish additional camps and opportunities for students to visit campus.	Ongoing <b>FINDINGS: YES</b> Summer Institute Mentoring Program	Departments
Expand Summer Institute to include Hispanics.	Ongoing <b>FINDINGS: IN PROGRESS</b> Talked to ESL and visited schools with high Hispanic populations	Office of Diversity

Objective IE: Identify locations that contain a significant population of minorities.

Actions	Timeline	Resources
Develop and host campus information sessions for counselors and administrators within the HSU service area.	Spring 2004 <b>FINDINGS: NO</b>	University Relations Alumni Office
Host reception for HSU alumni teachers and administrators of the public schools in central Arkansas.	Fall 2004 <b>FINDINGS: NO</b>	Alumni Office University Relations
Develop a list of contact persons to help identify any viable candidates for possible positions.	Spring 2004 <b>FINDINGS: YES</b>	Office of Diversity
Work with key churches on developing senior night presentations to prospective students.	Fall 2004 <b>FINDINGS: IN PROGRESS</b> Two (2) Little Rock Churches	Alumni Office HSU Faculty University Relations
Develop key relationships with Little Rock public school counselors, administrators and coaches.	Spring 2004 Ongoing <b>FINDINGS: NO</b>	Office of University Relations and Admissions
Create a resume/vita file of potential candidates for administrative and faculty positions.	Ongoing <b>FINDINGS: YES</b>	Office of Diversity
Develop key relationships with two-year institutions and host information sessions.	Fall 2005 <b>FINDINGS: YES</b> Office of Admissions is working on this	Registrar Office Office of University Relations & Admissions

Objective IF: Establish multicultural scholarships designed to attract the top minority students in the state.

Actions	Timeline	Resources
Develop an informative and user friendly website.	Ongoing <b>FINDINGS: YES</b>	Office of Diversity
Work collaboratively with Department of Higher Education and Arkansas Department of Education to identify scholarships for minority students.	Ongoing <b>FINDINGS: YES</b> Summer Institute	Office of Diversity Counseling Center Public Relations
Schedule HSU representatives to assist local high schools with the scholarship application process.	Ongoing <b>FINDINGS: NO</b>	University Relations
Identify and encourage students to participate in the McNair Program. Notify students by junior year.	Ongoing <b>FINDINGS: YES</b>	Faculty McNair Program
Establish sponsorships of students with companies and businesses.	Ongoing <b>FINDINGS: YES</b> One company, ALLTEL	Office of Diversity
Put link on homepage (possibly Reddie Connect), for items of interest (minority scholarship).	Fall 2004 <b>FINDINGS: NO</b>	Office of Diversity

Objective IG:                    Develop procedures for tracking progress and retention of undergraduate and graduate students.

Actions	Timeline	Resources
Rejuvenate departmental student organizations for majors.	Ongoing <b>FINDINGS: YES</b> Some departments have made an effort	Departments
Profile successful minority majors that have made significant contributions in their respective academic areas or fields.	Ongoing <b>FINDINGS: YES</b> Summer Institute Founders Day	Departments
Increase the effectiveness of existing efforts of the Office of Retention and Student Support Services in retaining minority students.	Ongoing <b>FINDINGS: ONGOING</b>	Office of Retention  Student Support Services
Identify and recruit minority students for the TRIO program.	Ongoing <b>FINDINGS: ONGOING</b>	Advisors  Faculty  Counselors

**Goal II:** Revise employment practices and procedures throughout the university to reflect university policies and procedures.

**Objective IIA:** Have announcements of vacancies automatically routed through the Office of Diversity to expand the specific dissemination of position openings to minority prospects.

Actions	Timeline	Resources
Non-Classified recruitment guidelines to specify routing position announcements through the Office of Diversity	Spring 2006  <b>FINDINGS: NO</b>	Affirmative Action Office  Human Resources

**Objective IIB:** Develop more specific selection committee procedures designed to ensure full, close consideration of all known or identifiable minority applicants at each stage of the selection process.

Actions	Timeline	Resources
Include in the fall faculty workshop and administrative workshop specific reminders and direction with regard to identifying and recruiting qualified minority applicants.	Fall 2004 Annually <b>FINDINGS: IN PROGRESS</b> Changes to guidelines being drafted by AAO. Plan to prepare flyer with pertinent information concerning diversity in recruitment practices to be included in new employees packets	Affirmative Action Office  Office of Diversity
Non-classified recruitment guidelines to tighten up review/consideration of known minority applicants.	Spring 2006  <b>FINDINGS: IN PROGRESS</b> Revisions to recruitment guidelines are currently underway by AAO.	Affirmative Action Office

**Goal III:** Create a more inclusive campus environment

**Objective IIIA:** Establish and encourage a clear commitment to the value of diversity on the part of all members of the university community.

Actions	Timeline	Resources
Schedule diversity and inclusion workshops for administrators, faculty and staff.	August 2004  Annually <b>FINDING: ONGOING</b>	Office of Diversity  Affirmative Office
Develop and administer instrument to ascertain HSU's campus climate toward diversity.	Spring 2005 <b>FINDING: YES</b> Conducted a campus climate survey.	Office of Diversity
Expand existing schedule to include more cultural activities on campus (Woman's History, International Focus Week and International Food Festival).	April 2005  <b>FINDING: YES</b>	Student Activities Board  International Office

**Objective IIIB:** Establish a system of accountability to measure progress toward achieving the recommendations set forth in this report.

Actions	Timeline	Resources
Modify existing exit interview questionnaire for students and personnel to include diversity related questions. Contact COPLAC schools for possible examples of instruments.	January 1, 2005  <b>FINDING: NO</b>	Human Resources
Develop a multicultural resource database to serve as a campus resource to chart gains in achieving university diversity goals.	January 1, 2005  <b>FINDING: YES</b> "HSU Diversity Status Report"	Human Resources Office of Diversity Affirmative Action Office Office of Intuitional Research International Office

Objective IIIC: Create and maintain a climate conducive to success for all people.

Actions	Timeline	Resources
Ensure that scheduled activities on campus are inclusive and diverse.	Ongoing <b>FINDINGS: ONGOING</b>	Student Activity Board
Incorporate diversity workshops as a required component of the employment process.	Fall 2004 Ongoing <b>FINDINGS: NO</b>	Human Resources

Objective IIID: Achieve a meaningful improvement in awareness and sensitivity to diversity issues.

Actions	Timeline	Resources
Attend regional and national conferences on diversity.	Ongoing <b>FINDINGS: YES</b>	Office of Diversity
Provide diversity awareness programs for the HSU campus and community.	Fall 2004 Ongoing <b>FINDINGS: YES</b>	Student organizations

Objective IIIE: Establish a diverse campus climate for living, learning and working.

Actions	Timeline	Resources
Continue brown bag luncheon forums to discuss multicultural issues.	Fall 2004 Ongoing <b>FINDINGS: NO</b>	Student Activities Board (SAB)
Provide exhibitions of multicultural arts such as paintings, drawings, pottery, etc.	Fall 2004 Ongoing <b>FINDINGS: ONGOING</b>	Art Department
Schedule series of multicultural and performing arts to include dance, theatre and music.	Fall 2004 Ongoing <b>FINDINGS: YES</b> <b>Annual International Focus Week</b>	Student Activity Board HSU Dance International Office HSU Music Department

Serve ethnic and multicultural themed foods in cafeteria on a regular schedule.	January 2005 Ongoing <b>FINDINGS: ONGOING</b>	Food Service Henderson International Student Association (HISA)
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**Goal IV:** Incorporate issues of diversity and inclusiveness in the curriculum.

**Objective IVA:** Strengthen library holdings of diversity and inclusion materials.

Actions	Timeline	Resources
Provide additional funding to the library purchase budget specifically dedicated for the purchase of materials specified by the Office of Diversity.	Fall 2004 Ongoing <b>FINDINGS: YES</b> <b>Library holdings are monitored and updated annually.</b>	Library
Prepare report regarding specific strengths and areas where additional library holdings are needed.	Fall 2004 <b>FINDINGS: YES</b>	Library

**Objective IVB:** Assess the degree to which our current undergraduate and graduate curriculum includes multicultural courses and content.

Actions	Timeline	Resources
Examine course syllabi of various departments for diversity and inclusion.	Fall 2004 Ongoing	Departments
Examine the university's schedule of course offerings to identify diversity related courses.	Fall 2004 <b>FINDINGS: YES</b> <b>Courses developed/scheduled in Sociology &amp; Psychology.</b>	Office of Diversity

Objective IVC:

Expand the university's academic programs and course offerings to include programs and courses in diversity.

Actions	Timeline	Resources
Develop new course offerings in diversity and inclusions.	Spring 2005 Ongoing <b>FINDINGS: YES</b>	HSU Department
Offer courses in diversity as part of the general education requirements.	Spring 2005 Ongoing <b>FINDINGS: NO</b>	University General Education Committee
Develop new degree programs in minority studies.	Spring 2005 Ongoing <b>FINDINGS: YES</b> Human Diversity- minor	HSU Departments
Develop brochure/flyer to promote the new Human Diversity minor, as well as key courses such as Human Diversity and Racial and Cultural Minorities.	Spring 2005 Ongoing <b>FINDINGS: NO</b>	Curriculum Committee  Sociology & Psychology Department
Conduct annual evaluation of the Human Diversity Minor.	Fall 2004 Ongoing <b>FINDINGS: YES</b> Student evaluation	Sociology & Psychology Department
Survey other institutions in Arkansas and sister COPLAC schools to determine how they address issues of diversity in their curriculum.	Fall 2004 Ongoing <b>FINDINGS: NO</b> No response to our requests	Office of Diversity

Objective IVD: Enhance the knowledge and skills of the faculty for including diversity in the instructional process.

Actions	Timeline	Resources
Survey departments to ascertain to what degree does current curriculum address diversity issues.	Fall 2004 Ongoing <b>FINDINGS: NO</b>	Curriculum Committee
Schedule "Hands on Training" workshop during the pre-fall faculty sessions.	Fall 2004 Fall/Spring yearly <b>FINDINGS: Diversity seminar was held 1-10-06. Diversity seminars for faculty scheduled for Fall 2006.</b>	Southwest Educational Development Laboratory (SEDL) Consultants

Goal V: Improve Henderson State University's involvement within the community.

Objective VA: Sponsor joint programs/activities to support collaboration between the public school system, HSU and the community.

Actions	Timeline	Resources
Develop a mentoring and tutoring program to assist the school and summer activities for Pre-K, Kindergarten and First grade in the Arkadelphia community.	Spring 2005 Ongoing <b>FINDINGS: NO</b>	HSU Greeks Family Enrichment Center
Student Government Association representative to attend local Chamber of Commerce Meetings.	April 2004 Ongoing <b>FINDINGS: NO</b>	Student Government Association (SGA)

Expand HSU's involvement with local school district and county health unit with the Kindergarten Student Round Up.	Spring 2005  Ongoing  <b>FINDINGS: NO</b>	Department of Nursing
Continue to assist the Malvern Boys and Girls Club with the county wide health assessment program.	Ongoing	Department of Nursing
Invite community to attend diversity events by publicizing in local media.	Ongoing <b>FINDINGS: YES</b> <b>International Food Bazaar</b> <b>Dr. Maya Angelou</b> <b>Community Breakfast</b> <b>Gospel Extravaganza</b>	Departments  Public Relations
Expand existing community fair to include minority businesses and churches.	Fall 2005 <b>FINDINGS: YES</b> <b>Arkadelphia community organizations are invited</b>	Student Organizations  Public Relations

Objective VB: Create an email database of support for schools and community.

Actions	Timeline	Resources
Practicum students in Sociology, Human Services, and/or Psychology to develop and maintain a list of support services and agencies to assist area schools and communities.	Fall 2004  Ongoing	Sociology Department  Human Services Department  Psychology Department

Objective VC:

Develop a curriculum to integrate formal instruction with activities outside the classroom such as internship in social agencies, research in the community, service learning experience, and technology to enhance learning.

Actions

Timeline

Resources

Ensure practicums, internships, field experiences, apprentice ships, and community services are held in a diverse setting.	Ongoing	Departments
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