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# **DIVERSITY UPDATE**

## **2004-2005**

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**HENDERSON**  
STATE UNIVERSITY

**JUNE 2005**

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## ANNUAL DIVERSITY UPDATE

### **Statement of Purpose**

As the world, our nation, and society change, so too must our institutions of higher learning. It is here that the responsibility rests for preparing future citizens who are equipped with the necessary tools that will allow them to function effectively in this new multicultural and global society. Henderson State University acknowledges and accepts its role and its responsibility in this endeavor. The university recognizes that in order to effectively prepare students for the future, it must adhere to one of the major components within its mission statement: to actively recruit and maintain a diverse faculty, staff and student body. This is imperative if the university is to establish a rich, diverse, and intellectually challenging environment that will foster the maximum growth and development of each student.

The university is aware that while some of its efforts and initiatives have been successful, there remain numerous challenges that must be addressed. This calls for a renewed commitment and collaboration on the part of each college, school, and department within the university.

### **Office of Diversity**

The Office of Diversity serves as the primary institutional agent to help make Henderson State University unique in its advancement of diversity and promotion of a positive climate for such differences as race, nationality, gender, age, religion, physical ability, and sexual orientation. It will assist in promoting the goal of recruiting and retaining a diverse faculty, staff and student body by pursuing various channels of communication within a well-defined support system. The Office of Diversity fosters meaningful relationships between the university and the various populations it serves with the ultimate goal of preparing Henderson students to be effective leaders and productive citizens in a culturally diverse society.

### **Administrative Commitment and Support**

Henderson State University's Board of Trustees, the president and administrative team are committed to the university's diversity program and are aware that implementation and success is dependent upon their support and commitment. The Assistant to the President for Diversity continues to work collaboratively with the president, vice presidents, deans, department chairs, faculty, staff, students and community to increase the awareness of the need for diversity and inclusion. Collaboration between the various entities is a vital component in establishing goals, strategies, and priorities for the university's diversity plan, and providing pertinent data for assessment of the plan.

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There were seven major goals established for the 2004-2005 academic year. These goals were designed to assist the university in moving toward the realization of the diversity aspect of its mission statement. The following goals were accomplished:

***Goal 1: Analyzing and interpreting data collected from the Campus Climate Survey.*** Data, from the Campus Climate Survey, was analyzed and the preliminary results were presented to the Board of Trustees, the President, the administrative team, and the Diversity Council. Further analysis is on-going.

***Goal 2: Conducting diversity and inclusion workshops for the university.*** These workshops were planned, organized, and conducted based on needs, identified in the findings from the Campus Climate Survey.

***Goal 3: Working with the Office of Alumni Services to increase black alumni participation.*** Several activities and programs were planned and conducted that provided opportunities for more involvement and participation of Henderson's black alumni.

***Goal 4: Scheduling activities and programs that address the needs of a diverse student body.*** In collaboration with the various departments and the Student Activity Board, programs and events such as the Hip Hop and Saliva Concert, and the International Food Bazaar, were scheduled in an attempt to address Henderson's diverse population.

***Goal 5: Establishing a summer program for Hispanic high school students.*** Work in this area is continuous and will be a component of the 2005-2006 goals.

***Goal 6: Providing leadership training for minority student leaders.*** Eleven of Henderson's minority students were identified and attended the Annual Spring 2005 Leadership Conference at Texas A& M University.

***Goal 7: Recruiting and retaining quality students.*** This is a continuous process and will be a component of the 2005-2006 goals.

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Several initiatives have been implemented to assist the university in its efforts to address the issue of diversifying its faculty, staff, administration, and student body. Although most of initiatives are continuous and are assessed on a regular basis, several have required total reconstruction. The following is a summary of some of these initiatives:

\* ***University Climate Assessment*** — Data from the assessment instruments (surveys) has been analyzed with preliminary findings distributed to the appropriate parties. A more detailed analysis is currently under way. The results will be shared with the Henderson’s Board of Trustees, administration, faculty, staff, and student body.

\* ***NCAA Division II Grant*** — Henderson State University has successfully completed its second year of the NCAA Division II matching grant. The focus of this grant is to increase the representation of minorities and women in NCAA Division II Athletic Administration. A minority female was employed in the position of Assistant Senior Women’s Administrator and Coordinator of the Athletic Academic Success Program. The development of a database for all student-athletes, special monitoring of at-risk student athletes, improved communication between academics and athletics, better promotion and marketing of women athletics, and diversity workshops, have been implemented within the Department of Athletics.

\* ***Teachers of Tomorrow Conference*** — Henderson State University hosted the Teachers of Tomorrow Conference on its campus during the 2005 spring semester. This conference focused on the recruitment of middle and high school students from within the Henderson service areas, as a means of addressing Arkansas’s teacher shortage , particularly the shortage of minority teachers. Henderson is an active member of the Teachers of Tomorrow Partnership which includes three major school districts in Central Arkansas and three of its sister institutions of higher education.

\* ***Summer Institute for Prospective College Students*** - Henderson State University conducted its tenth Summer Institute. The institute is a one-week residential program held on Henderson’s campus that targets high school sophomores, juniors, and seniors within the university’s service area. Various sessions and activities provide students with a true taste of college life and assist them in the transition to college. The institute also serves as a recruiting mechanism with 26 students having enrolled at Henderson over the last four years.

\* ***Special Programming*** — The Office of Diversity, Ellis College, the School of Business, Student Activity Board, the HSU Foundation, Student Support Services and supporting individuals collaborated to sponsor and present an “Evening with Dr. Maya Angelou.” This event provided students, faculty, staff, administration, and the community an opportunity to experience the live performance of an individual of international acclaim. The success of this single watershed event is beyond measurement.

\* ***Minority Scholarships***— The university established five tuition scholarships to assist minority high school students who are economically deprived but possess the academic skills necessary to succeed at the post secondary level. The success of these scholarships has enabled us to secure additional scholarships through private individuals and cooperate sponsors.

Since the 1960's, Henderson State University's student body has reflected some degree of diversity. The 1970's saw an increase in the number of minority students attracted to Henderson's ; since then, the university's minority enrollment has been maintained at a relatively constant twenty-one to twenty-two percent. The university's largest minority group is African American, accounting for approximately fifteen percent of the student body. Even so, it should be noted that minority enrollment this year has slightly increased; this is true for overall minority enrollment as well as for African American students. A breakdown of the student population can be seen in the following charts.

**Fall 2004 Enrollment (Undergraduate Breakdown)**

<b>Race</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	
Caucasian	1036	1337	(76%) 2373
African American	200	321	(17%) 521
Unknown	8	19	27
American Indian	13	8	21
Asian American	6	9	15
Hispanic	20	15	35
International	31	34	65
<b>Total</b>	<b>1314</b>	<b>1743</b>	<b>3057</b>

**Fall 2004 Enrollment (Graduate Breakdown)**

<b>Race</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	
Caucasian	98	334	(77%) 432
African American	11	43	(10%) 54
Unknown	1	1	2
American Indian	1	3	4
Hispanic	2	2	4
International	9	7	16
<b>Total</b>	<b>122</b>	<b>390</b>	<b>512</b>

**Spring 2005 Enrollment (Undergraduate Breakdown)**

<b>Race</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	
Caucasian	972	1191	(76%) 2163
African American	197	287	(17%) 484
Unknown	11	17	28
American Indian	9	9	18
Asian American	5	8	13
Hispanic	17	14	31
International	36	39	75
<b>Total</b>	<b>1247</b>	<b>1565</b>	<b>2812</b>

**Spring 2005 Enrollment (Graduate Breakdown)**

<b>Race</b>	<b>Sex</b>		<b>Total</b>
	<b>Male</b>	<b>Female</b>	
Caucasian	90	271	(83%) 361
African American	7	35	(9%) 42
Unknown	2	2	4
American Indian	1	3	4
Hispanic	3	1	4
International	11	7	18
<b>Total</b>	<b>114</b>	<b>319</b>	<b>433</b>

The Office of Diversity has established the following goals for the 2005-2006 academic year:

Goal 1: To evaluate year one and the effectiveness of the HSU Diversity Plan.


Goal 2: To work collaboratively with The Office of Student Services and the Student Activity Board to ensure that scheduled activities and events are inclusive and diverse.

Goal 3: To plan, organize, and conduct diversity and inclusion workshops for the university's administrative team, faculty, and staff based on the findings of the Campus Climate Survey.

Goal 4: To reactivate the "Grow Your Own" and "Active Search" programs as a viable means of recruiting minority faculty and staff.

Goal 5: To establish a summer program designed to encourage Hispanic high school students to pursue postsecondary education and assist them in transitioning from high school to college.


Goal 6: To continue to work with the Office of Alumni Services in its effort to increase black alumni participation in university activities, programs, and annual fund- raising.




The President's Advisory Council on Diversity serves as the university's primary forum for the discussion of issues related to diversity. A faculty or staff person, nominated from among council members, serves as chair. The council is comprised of the following individuals:

- Eleven faculty members from the School of Business, Ellis College, and Teachers College, Henderson.
- Eight staff members selected from various departments and Staff Senate.
- Three student members selected by the Student Government Association.
- Three community/alumni members selected by the Office of Diversity.
- Two administrators (Henderson's General Counsel and the Assistant to the President for Diversity).

The Assistant to the President for Diversity reserves the right to appoint members to ensure representation of the various entities within the university. The council serves as the vehicle for discussing and addressing diversity-related issues involving the university and the community it serves. It also serves as the main vehicle for formulating suggestions and making recommendations concerning operating policies, guidelines and the development of strategies to assist the university in effecting its commitment to diversity.



Successfully recruiting quality minority faculty, staff, and administrators is a very difficult task. However, retaining them is even more difficult. These individuals needs that must be addressed if we are to successfully retain them. The university is aware that these needs will vary from individual to individual and from department to department. Therefore, Henderson has designed and implemented a support system that has the flexibility to allow for adaptation to individual and departmental needs. This support system has seven major components:

- Personal greetings and welcoming by designated personnel
  - Orientation to the university, school/college and department
  - Assistance in securing necessary supplies and equipment
  - Mentoring by senior faculty/staff
  - Orientation to the Henderson community and service area
  - Continued support by the department and its faculty and staff
  - Orientation to the Arkadelphia community
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To achieve diversity of faculty, staff, and administration, all university personnel must be trained in the awareness and support of diversity and inclusion. The Office of Diversity will provide quality training via diversity workshops during the annual fall conferences for the administrative team, faculty, and staff. Students will receive diversity training through student organizations, student groups and the Student Government Association. It should be noted that Henderson assists other institutions in developing diversity programs.

### **Employment Practices**

Henderson State University's employment practices are similar to those of other similar institutions. The university adheres to established and published guidelines in its employment practices and procedures. However, several problem areas in equality of employment have been identified. Henderson continues to conduct national searches for all faculty and upper-level administrative positions. Appropriate regional and local searches are conducted for all other full-time and half-time positions. All announcements, advertisements, and promotional efforts are under constant scrutiny to ensure they reflect the university's commitment to a more diverse faculty and staff. The Affirmative Action Officer and Office of Diversity monitor the hiring process and procedures. The university is keenly aware that the availability of minority faculty is limited within the region and that competing with the higher salaries offered by large prestigious institutions and businesses will require much greater resources, time, and dedication. The university continues to strive for equality in its hiring practices and procedures.

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Henderson State University continues to compete with other universities and colleges for students, faculty, and staff. The university realizes that creating a diverse and unique campus environment will make Henderson more attractive to potential employees and students. Although the campus climate and environment is relatively positive in regards to diversity, Henderson State University must remain committed to developing an environment that fosters and appreciates the complexity and diversity of world cultures; one that continues to prepare students who can function effectively in a global and diverse society.