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

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## Introduction

In the wake of a national demographic shift in our nation's population, Henderson State University is in tune 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.

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African American	627
American Indian	30
Asian American	15
Hispanic	54
International	88
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Total	814

## **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:

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

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**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:

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Travel	\$2,000
Supplies and Services	\$4,200

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Total	\$6,200
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