

Minority Recruitment and Retention Annual Report

Henderson State University

June 2006

Introduction

Henderson State University continues to acknowledge and accept its role and responsibility of providing a quality education and preparing the future citizens of this state, region and nation. It is also understood that these future citizens must be equipped with the necessary knowledge, skills and tools that will allow them to effectively function in a multicultural and global society.

The University is keenly aware that in order to accomplish this task, 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. The following will provide information pertaining to the current status of diversity at Henderson State University.

Minority Students

During the 2005-2006 academic year, Henderson State University enrollment stood at 3584 students. The number of minority students enrolled was 815 which equates to approximately 23% of the student population, an increase of approximately 2% over the previous year. The student body consisted of 2769 Caucasians, 605 African Americans, 28 American Indians, 12 Asian Americans, 56 Hispanics, 79 Internationals and 35 students classified as Other/Unknown.

Caucasian	2769
African American	605
American Indian	28
Asian American	12
Hispanic	56
International	79
Other/Unknown	35

Minority Faculty and Staff

Henderson State University employed fifty professional minority faculty and staff for the 2005-2006 academic year. The following list provides the names and position title of these individuals.

<i>Race</i>	<i>Name</i>	<i>Position</i>
Asian	Aneeq Ahmad	Asst. Professor, Psychology
African American	Lenette Bailey	Asst. Sr. Women's Administrator
African American	Juan Baughn	Training Coord, SBDC
Hispanic	Rafael Bejarano	Asst. Professor, Psychology
African American	Paulette Blacknall	Director, Ed. Renewal Zone
African American	Yvette Bragg	Secretary I
African American	Coy Campbell	Asst. Football Coach
African American	Justin Casey	Admission Counselor
African American	Renee Davis	Mail Officer
African American	Carmilla Dickerson	Administrative Secretary
Native American	Randy Duncan	Professor, Comm. & Theatre Arts
African American	Carmen Forte-Irby	Instructor, Nursing
African American	Jessica Foxworth	Resident Program Coord.
African American	Alvin Futrell	Asst. to President for Diversity
African American	Vikita Hardwick	Director, Univ. Relations & Admission
African American	Kenneth Harris	Professor/Chair, C&I
African American	Wanda Harris	Counselor, Student Support Services
African American	Carolyn Hatley	Accounting Tech. II
African American	Kimberly Hunter	Library Academic Tech.
Asian	Paul Huo	Dean, School of Business
African American	Duane Jackson	Assoc. Professor, Math & Computer Science
African American	Calvin Johnson	Shift Supervisor
Asian	Young jun Kim	Asst. Professor, School of Business
Asian	Haroon Khan	Professor, Social Science
Asian	Wan Lee	Library Academic Tech.
African American	Dorothy Leeper	Administrative Secretary
African American	Nicole Lock	Resident Program Coord.
African American	Nicole Middleton	Administrative Secretary
African American	Hazel McGhee	Campus Postmaster
African American	Shawna McNeal	Counselor, Talent Search
African American	Dorothy Newborn	Clerical Assistant
African American	Crystal Oats	Asst. Women Basketball

Hispanic	Henry Perez	Coach
African American	Doris Pierce	Professor, Foreign Lang.
African American	Valecia Pumphrey	Counselor, Disability Serv.
African American	Joe Redmond	Asst. Director McNair Program
African American	Ramonica Scott	Head Men Basketball Coach
Asian	Shanta Sharma	Asst. Athletic Trainer/Instructor
African American	Joyce Shepherd	Professor
African American	Evelyn Smith	Assoc. Professor, Sociology
African American	Lynette Smith	Secretary
African American	George Ann Stallings	Instructor, Nursing
African American	Ceyla Taylor	Asst. Professor, C&I
African American	Kenneth Taylor	Asst. Professor, C&I
African American	Eula Thomas	Asst. Professor, C&I
Hispanic	Dee Thomason	Counselor, Counseling & Student Health Center
African American	Keasha Turner	Secretary I
Other	Katherine Vlassek	Administrative Secretary
African American	Lottie Ware	Director, International Students
Asian	Linda Wen	Asst. Purchasing Agent
African American	Deloris Williams	Librarian/Instructor
		Secretary II

Recently Employed Minority faculty and staff

The following five individuals began working at HSU during the current academic year:

Bailey, Lenette	Assistant Senior Women Administrator
Blacknall, Paulette	Director, Education Renewal Zone
Huo, Paul	Dean, School of Business
Lee, Wan	Library Academic Technician II
Kin, Youngjun	Assistant Professor, School of Business

Institutional Goals and Objectives

Progress made in meeting institutional goals and objectives, as it relates to minority recruitment and retention, varies in reference to faculty, staff and students. HSU has experienced a slight increase of approximately 2% in minority student enrollment over the previous year. However, like most institutions, the recruitment and retention of minority faculty and staff, especially minority faculty, remain a problem.

To assist in the recruitment and retention of minority faculty and staff, several new strategies have been implemented. Among them are; (1) all position announcements are to be routed through the Office of Diversity, and (2) diversity Status Reports are shared with the President, President's Cabinet, Vice Presidents, and Deans as a means of increasing diversity awareness and the need for more minority faculty and staff.

At the conclusion of the 2006-2007 academic year, an assessment of the number of minority faculty or staff in the various departments within the university will serve as an indicator in determining if HSU has made progress in recruiting and retaining a diverse faculty and staff..

Budget

The Office of Diversity has the following operating budget;

Travel	\$2,000
Supplies and Services	\$4,200
Total	\$6,200

Method of Assessment

An Evaluation Committee, consisting of members selected from the President's Advisory Council on Diversity, has been established to monitor and assess the yearly progress toward the goals identified in the University's Diversity Plan. This is an annual process where the findings are being shared with the President, the Cabinet, the Diversity Council, faculty and staff. These findings also, serve as the basis for the modifications and upgrading of the University' Diversity Plan.