
Diversity Plan

2012-2017



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. According to the 2010 U.S. Census, people of color comprise 27.6% of the American population. Eighty six percent of the fall 2010 student body was comprised of Arkansans where the state's percentage of minorities is twenty three. Unique to Henderson is the fact that 64% of the students come from Arkansas Congressional District Four where the minority population is 29%. Nationally, racial and ethnic minorities accounted for 91.7% of the nation's population growth over the past decade. In 2008 alone, 48% of newborns in America were born to non-white mothers. Research indicates that all students, regardless of ethnicity, benefit from a diverse campus environment that prepares them for life and work in a global society. 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 External Affairs Diversity Mission Statement

The Office of Diversity serves to help make Henderson State University a uniquely outstanding institution 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 strives to recruit and retain a diverse faculty, staff, and student body while fostering meaningful relations between the university and its constituents.

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 serve on the Advisory Council for Diversity:

Ms. Lea Ann Alexander, Mr. Junious Babbs, Dr. Pamela Bax, Dr. Rafael Bejarano, Ms. Paulette Blacknall, Ms. Mary Nell Clay, Ms. Julia Correia, Ms. Vickie Faust, Mr. Allan Ford, Dr. Alvin Futrell, Mr. Tom Gattin, Ms. Vikita Hardwick, Ms. Wanda Harris, Dr. Bill Higgins, Dr. Duane Jackson, Ms. Lenette Jones, Dr. Travis Langley, Dr. Lynn Leggett, Ms. Pam Ligon, Dr. Pedro Lopes, Ms. Shawna McNeal, Ms. Beverly Quillin, Ms. Dusty Schmid, Dr. Drew Smith, Dr. Shanta Sharma, Dr. Celya Taylor, Dr. Kenneth Taylor, Mr. Phil Turner.

The Task Force on Diversity was formed in the fall of 2009 with the specific charge to evaluate the goals, objectives, and action steps of the diversity plan. 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, that 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.

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, staff, and students 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	Faculty/Department TRIO - McNair
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	Faculty/Department TRIO - McNair

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	External Affairs - Diversity
Provide mentors for new faculty and staff.	August & January Annually	Departments
Expand existing support system to meet departmental and faculty needs.	August & January Annually	Departments

Ensure that new faculty and staff receive ongoing mentoring and career advice within their respective departments or units.	Ongoing	Departments
League of Extraordinary Gentlemen focuses on mentoring and retention of African American males	Fall 2011	Offices of External Affairs Academic Affairs Student Services

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	International Office
Recruit students from identified counties with significant pools of minority candidates in Arkansas Congressional District Four.	Ongoing	University Relations
Prepare recruitment brochures written in both English and Spanish.	Spring 2012	University Relations Department of English, Foreign Language and Philosophy

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.	Ongoing	University Relations Student Service Staff
Utilize the various academic departments to establish an Academic Career Day designed for minority students.	Ongoing	University Relations & Admissions Academic Affairs Career Services
Establish an annual high school day for area high school athletic events such as basketball and football.	Spring 2012	Director of Athletics
Provide invitations to public schools concerning special activities on the HSU campus.	Ongoing	Student Affairs University Relations & Admissions External Affairs
Develop and expand existing programs such as Career Day, Reddie Day, parent conferences, etc.	Ongoing	Student Affairs University Relations
Utilize existing campus events and establish additional camps and opportunities for students to visit campus.	Ongoing	Departments
Expand Summer Institute to include Hispanics and other minorities.	Ongoing	External Affairs
Motivational/diversity speakers for area public schools	Ongoing	External Affairs

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

Actions	Timeline	Resources
Host campus information sessions for counselors and administrators within the HSU service area.	Ongoing	University Relations
Develop a list of contact persons to help identify any viable candidates for possible positions.	Ongoing	External Affairs
Work with key churches on developing senior night presentations to prospective students.	Ongoing	Alumni Office HSU Faculty University Relations External Affairs
Develop key relationships with Little Rock public school counselors, administrators and coaches.	Ongoing	Office of University Relations and Admissions
Create a resume/vita file of potential candidates for administrative and faculty positions.	Ongoing	External Affairs
Develop key relationships with two-year institutions and host information sessions.	Ongoing	Registrar's Office Office of University Relations & Admissions External Affairs School Deans

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	External Affairs Public Relations
Work collaboratively with AR Department of Higher Education and Arkansas Department of Education to identify scholarships for minority students.	Ongoing	University Relations Counseling Center Public Relations
Schedule HSU representatives to assist local high schools with the scholarship application process.	Ongoing	University Relations Financial Aid
Identify and encourage students to participate in the McNair Program. Notify students by junior year.	Ongoing	Faculty McNair Program
Establish sponsorships of students with companies and businesses.	Ongoing	External Affairs Departments
Put link on homepage (possibly Reddie Connect), for items of interest (minority scholarship).	ongoing	External Affairs
Utilize Veteran's Upward Bound as an outreach tool	Ongoing	TRIO - VUB

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

Actions	Timeline	Resources
Rejuvenate departmental student organizations for majors.	Ongoing	Departments
Profile successful minority majors that have made significant contributions in their respective academic areas or fields.	Ongoing	Departments
Increase the effectiveness of existing efforts of the Office of Student Success and Student Support Services in retaining minority students.	Ongoing	Office of Student Success Student Support Services
Identify and recruit minority students for the TRIO program.	Ongoing	Advisors Faculty Counselors
League's use of Map Works for tracking minorities	Spring 2012	Office of Student Services Academic Affairs External Affairs

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 External Affairs 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 External Affairs	Ongoing	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 minority applicants.	Fall 2011 Annually	Affirmative Action Office External Affairs Academic Affairs

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.	Annually	External Affairs Affirmative Action Office

Develop and administer instrument to ascertain HSU's campus climate toward diversity.	Fall 2011	External Affairs
Expand existing schedule to include more cultural activities on campus (Woman's History, International Focus Week and International Food Festival).	Ongoing	Student Activities Board International Office External Affairs Women's History Organization (WHO)

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

Actions	Timeline	Resources
Exit interview questionnaire for students and personnel with diversity related questions.	Spring 2012 Ongoing	Human Resources Student Services
Chart gains in achieving university diversity goals.	Ongoing	Human Resources Office of External Affairs 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	Student Activity Board
Incorporate diversity workshops as a required component of the employment process.	Fall 2012 Ongoing	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	External Affairs
Provide diversity awareness programs for the HSU campus and community.	Ongoing	Student organizations Student Activity Board Residence Life External Affairs

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

Actions	Timeline	Resources
Reestablish brown bag luncheon forums to discuss multicultural issues.	Fall 2012 Ongoing	Student Activities Board (SAB)
Provide exhibitions of multicultural arts such as paintings, drawings, pottery, etc.	Ongoing	Art Department Residence Life
Schedule series of multicultural and performing arts to include dance, theatre and music.	Ongoing	Student Activity Board HSU Dance International Office HSU Music Department

Serve ethnic and multicultural themed foods in cafeteria on a regular schedule.	January 2012 Ongoing	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 for materials related to diversity.	Ongoing	Library
Prepare report regarding specific strengths and areas where additional library holdings are needed.	Spring 2012	Library

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

Actions	Timeline	Resources
Evaluate course syllabi of various departments for diversity and inclusion.	Ongoing	Departments
Evaluate the university's schedule of course offerings to identify diversity related courses.	Fall 2012 Ongoing	External Affairs Academic Affairs

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 inclusion.	Spring 2016 Ongoing	HSU Departments Academic Affairs
Examine offerings in diversity as part of the general education requirements.	Spring 2016 Ongoing	University General Education Committee Henderson Seminar
Continue exploration of new degree programs in minority studies.	Ongoing	HSU Departments
Distribute brochure/flyer to promote the new Human Diversity minor and Women's and Gender Studies minor.	Ongoing	Curriculum Committee Sociology & Psychology Department
Conduct annual evaluation of the Human Diversity Minor.	Fall 2014 Ongoing	Sociology & Psychology Department

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 current curriculum address diversity issues.	Fall 2014 Ongoing	Curriculum Committee

Schedule "Hands on Training" workshop during the pre-fall faculty sessions.	Fall 2013 Fall/Spring yearly	External Affairs Consultants
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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
Mentoring and tutoring program to assist the school and summer activities for Pre-K, Kindergarten and First grade in the Arkadelphia and Gurdon communities.	Ongoing	HSU Greeks Family Enrichment Center
Expand HSU's involvement with local school district and county health unit with the Kindergarten Student Round Up.	Ongoing	Department of Nursing
Invite community members to attend diversity events by publicizing in local media.	Ongoing	Departments Public Relations
Expand existing community fair to include minority businesses and churches.	Ongoing	Student Organizations Public Relations External Affairs
Minority Health Fair	Spring 2012	HSU Community Education Center
Reddie to Serve as outreach to minority community	Fall Spring	External Affairs

Provide for diversity speakers for the public schools and community at large.	Ongoing	External Affairs
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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.	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, apprenticeships, and community services are held in a diverse setting.	Ongoing	Departments

Budget

The Office of Diversity has the following operating budget:

Travel	\$2,000.00
Supplies	<u>\$4,200.00</u>
	\$6,200.00

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 each goal identified in the University's Diversity Plan. These findings will serve as the basis for assessing the effectiveness of the University's efforts in achieving its goals toward diversity. These findings will also serve as the basis for modifying and upgrading the University's Diversity Plan. This is an annual process where the findings are shared with the President, the Cabinet, the Advisory Council for Diversity, faculty, staff, and students.

Updated 7/6/11
Dr. Lewis A. Shepherd, Jr.