
Henderson State University
2010-2011
Minority Recruitment and Retention
Annual Report

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Introduction

In 2000, people of color (African Americans or people of African descent, Asian Americans, and Asian American descent, Hispanic Americans, Native Americans) comprise approximately 30% of the United States (U.S.) population. Currently, people of color comprise 35% of the population. By 2050, it is projected that the people of color will represent 50% of the total U.S. population. Given these demographic changes, more and more students, especially those from underrepresented backgrounds, will need to be college educated if we are to maintain and advance our labor force. This places Henderson State University in a unique position to respond to the diverse needs of our underrepresented populations. Therefore, one of the primary missions of the University is to create an environment that reflects diversity in the administration, faculty, staff and students, multiculturalism, equity, and inclusive academic excellence for all students.

The following information presents an overview of the current status of diversity on the Henderson State University campus.

Multicultural Students

The number of culturally diverse students enrolled during the 2010-2011 academic year at Henderson State University was 1,089. This number represents approximately 29.3% of the HSU student body. This represents an increase from 27.7% for 2009-2010.

Minority Staff and Faculty

During the 2010-2011 academic year, Henderson State University employed 136 (19.9%) minority faculty and staff. The following list provides the number and position titles of individuals currently employed:

Currently Employed Faculty and Staff

The number of position title of minority faculty and staff who are currently employed at Henderson State University:

All minority employees by title	
Admin Specialist	8
Asst Coach	2
Assoc. Professor	4
Assoc. Dean	1
Assoc. Librarian	1
Asst. Dean of Students	2
Asst. Professor	2
Skilled Labor	1
Campus Postmaster	1
Computer Services	4

Counselor	1
Dept. Chair	1
Director	3
Fiscal Support	3
Admissions Counselors	3
Institutional Svcs	27
Institutional Svcs supv	2
Instructor	3
Library Tech	3
Maintenance Asst	2
Professor	11
Public Safety Officer	1
Purchasing specialist	1
Shipping and Rcvg	1
Student Accounts	1
Switchboard	1
Extra/part-time help	26
Vice president	1
	117

Recently Employed Minority Faculty and Staff

The number of position title of minority faculty and staff who began working at Henderson State University in the past year:

Admin Specialist	1
Asst. Coach	2
Asst. Dean of Students	1
computer Services	1
Admission Counselor	1
Institutional Svcs Asst	9
Temporary/Part-time	25
	40

Institutional Goals and Objectives

The diversity we seek at HSU has not occurred through historic patterns of student matriculation; therefore, it is only through reaching out to and building relationships with external communities (Community and Technical Colleges, churches and pre-college outreach programs) and the commitment of institutional resources, staff support, support services, and scholarships that we will achieve the diversity we seek.

In its continuing efforts to recruit and retain culturally diverse faculty, staff and students the Office of External Affairs is utilizing the following strategies: (1) To successfully

attract and retain racially and ethnically diverse students, HSU must be able to meet the psychological, sense of belonging, and self-esteem needs of students. Retention services include counseling, tutoring, academic support, career planning and placement services. The Office of Diversity will provide cultural competency skills for academic advisors and faculty members; (2) Provide strong academic preparation and support Programs – Summer Institute; (3) Provide strong social support and integration-social and cultural activities and organizations; (4) Provide additional financial resources; (5) Sending job announcements to Historically Black Colleges and Universities; (6) Create diversity action plans for all academic and non-academic units; (7) Create a campus-wide mentoring program that improves campus climate and retention; (8) Substantially increase revenues from fundraising and partnerships in collaboration with the HSU Foundation for diversity-related initiatives.

Assessment

As a measure of progress we will:

1. Create diversity action plans that are made by all academic and non-academic units. These plans will be reviewed by the units annually during the Fall term.
2. Create an annual campus diversity report card that addresses diversity initiatives on the campus.
3. Create a campus –wide mentoring program that improves campus climate and retention.
4. Monitor retention and graduation rates of underrepresented students and women.
5. Monitor retention of underrepresented faculty and staff.
6. Conduct on-going research that helps to measure campus climate and diversity – related issues in collaboration with the Office of Institutional Research.
7. Provide diversity-related training opportunities for administrators, faculty, staff and students.
8. Create a Task Force on Diversity to examine current policies, practices, and goals to determine their applicability for current needs. This study, which began in October 2009, will be completed by fall 2011.

Budget

The Office of Diversity operates within the following budget:

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

*Additional funds are secured through private grants and foundations.