

*University of Arkansas at Monticello
Annual Report
Fiscal Year Ended June 30, 2010*

The University of Arkansas at Monticello’s Minority Recruitment and Retention Annual Report is presented herein. The updated Affirmative Action Plan reaffirms the University’s commitment to providing educational and employment opportunities to all individuals.

STUDENTS

I. ACADEMIC AFFAIRS

The University offered campus programs and activities that enhanced the educational environment for minority students as well as supported retention efforts. The University continued its outreach and summer bridge programs for entering students and pre-college enrichment. The University maintained its tutoring and counseling initiatives and added a peer mentoring program using both face-to-face and online mentoring avenues. Workshops regarding financial aid, job skills, time management, and other areas of student interest were held throughout the year.

After an enrollment decline in the Fall 2007 to Fall 2008 semesters, the African American minority student population increased 13 percent from Fall 2008 to Fall 2009. Enrollment of each of the other minority groups declined slightly for the same reporting period, Fall 2008 to Fall 2009, as indicated below.

Using Fall 2008 and Fall 2009 data provided by the Registrar’s Office, the following table indicates changes in ethnic minority enrollment.

<u>Fall 2008 Headcount</u>		<u>Fall 2009 Headcount</u>	
African American	928	African American	1069
Hispanic	44	Hispanic	39
American Indian	21	American Indian	26
Asian	17	Asian	12
Non Resident Alien	11	Non-resident Alien	10

A review of University baccalaureate major fields of study by ethnicity indicated that minority enrollment exceeded non-minority enrollment in the following areas: Bachelor of Applied Sciences (52%), Criminal Justice (59%), Crime Scene Investigation (67%), Health and Physical Education non-licensure (66%), Health and Physical Education--Bachelor of Arts, non-licensure (58%), Health and Physical Education--Bachelor of Science, non-licensure (70%), Modern Languages (66%), Pre-Law (67%), and Social Work (57%).

In the technical programs, the following majors show significant numbers of minority enrollment: Administrative Office Technology—Crossett (50%), Business Technology—McGehee (63%), Hospitality—Crossett and McGehee (52%), Health Information Technology—Crossett and McGehee (50%), Early Childhood—McGehee (86%), Practical Nursing—McGehee(56%), and Welding—McGehee (68%).

II. STUDENT AFFAIRS

Vice Chancellor Report

A. Activities of special interest to minority students

1. African-American Step Shows

- Five different African-American Step Shows were sponsored throughout the year. Two of the step shows were centered around our largest campus-wide and public events (Parents Day and Homecoming). The other shows were stand-alone events. Four of the shows were performed on the UAM campus, while one show was held at an adjacent site to campus due to a room scheduling conflict. Over 250 people attended each of the four step shows.

2. Martin Luther King, Jr. Celebration

- On Tuesday, January 19, 2010, the Office of Student Activities sponsored a celebration of Martin Luther King, Jr. to honor his life and contributions to social justice and equality. The event was held the day following the official MLK, Jr. Holiday as the University was closed on the official holiday.
- The event was titled...”I have a Dream,” and was designed for all students, both African American and others to write and display their dreams for America on a public bulletin board. Afterwards, a program was held to discuss the dreams and how we might work together to accomplish them.

3. Black History Month

- On February 24, 2010, The division of Student Affairs offered a program title “Heart and Soul” in which students performed music steeped in African American rituals. In addition, the University Food Service vendor served a “soul food” meal comprised of dishes of African American heritage.
- The month of February the Office of Student Affairs constructed and sponsored its annual Black History display in the University Center House Room. The display consisted of professionally made, high gloss posters outlining the chronology of the slave movement through emancipation. In addition, portraits of black Americans who had served as change-agents throughout the US were featured on tripods around the room. Some of the

featured individuals included:

George Washington Carver
Frederick Douglas
Thurgood Marshall
Louis Armstrong
Harriett Tubman
Booker T. Washington
Ralph Bunche
Langston Hughes
Maya Angelo
Jackie Robinson
Jesse Owens
Shirley Chisolm
W.E.B. Du Bois
Benjamin Banneker

B. Recognized Student Organizations

1. Existing organizations: The University of Arkansas at Monticello has the following nationally recognized National PanHellenic Council (NPHC) groups. The NPHC is comprised of the following African-American fraternities and sororities:

a. Fraternities:

- 1). Alpha Phi Alpha
- 2). Phi Beta Sigma
- 3). Kappa Alpha Psi
- 4). Omega Psi Phi

b. Sororities:

- 1). Delta Sigma Theta
- 2). Zeta Phi Beta

c. International Student Association

- 1). The Office of Admissions in conjunction with the Division of Student Affairs sponsored and an International/Cultural Bazaar of the nations that are represented among the UAM Student Population. Students from the following nations participated in the event:

Argentina
Australia
Azerbaijan

Brazil
Canada
Gambia
India
Nepal
Mexico
Philippines
South Korea
St. Vincent
Germany
France
Columbia
Japan
Nigeria

- 2). Purchase of Flags: The Office of Student Affairs purchased a 3' x 5' flag of each of these countries to show our support to these non-resident students. These flags are displayed at various times of the year in prominent locations.

C. Individual Group Activities

Celebration Weeks

The groups identified below hosted their own celebration weeks to recognize their history, chartering and significance to the African-American Culture. All groups below had several events both on and off campus ranging from voter registration, social events, educational programs re: hazing, sexual abstinence, conflict resolution, and award banquets.

Alpha Phi Alpha
Omega Psi Phi
Delta Sigma Theta
Kappa Alpha Psi
Phi Beta Sigma

Office of Admissions Report

The UAM Office of Admissions' involvement in minority recruitment and retention for the 2009-2010 year follows:

- All new freshmen and transfer students were offered orientation sessions in fall and spring.
- The International Club expanded in 2009-2010, to include students and faculty/staff. International week was conducted, featuring international cuisine, and an international display open to the campus and community. Community

assistance was sought from this office to provide international students with welcoming opportunities in the community. Three events resulted from this, at Pauline Baptist, St. Mark's Catholic Church, ESL at First Methodist Church. International students were also invited to provide a program for the Warren Rotary Club.

- International brochures were updated to provide insurance opportunities and community information.
- Special Student Services information was provided to all units for any student.
- Five minority recruitment fairs were attended in Arkansas.
- Recruitment/campus representation was available at the Pink Tomato Festival, Juneteenth, and the Drew County Fair, Bradley County Fair, SE Arkansas Fair.
- Presentations were offered to all high school seniors in the ten-county area, sharing college possibilities on the three campuses.
- Recruitment opportunities were available at dislocated worker events in Southeast Arkansas.
- Information and representation was offered to the Single Parent Scholarship Committee in Monticello. The same was offered to other southeast AR county chapters.
- Netlist scholarship opportunities were offered to all students, faculty, and staff. These included opportunities outside the campuses.
- Recruitment meetings were held with Upward Bound students.
- Conducted follow-up meetings with identified, interested students from the Upward Bound program.
- The Office of Admissions attended all Articulation Workshops in Arkansas, where counselors were given information regarding UAM. Regional Articulation workshops were also attended in Mississippi and Louisiana. Information was sent to Texas Articulation workshops.
- The Office of Admissions attended all College Planning Programs. This allowed high school students and parents the opportunity to visit with an admissions officer. Likewise, these were attended in identified regions of Louisiana, Mississippi, and Texas.
- Two Weevil Welcome Days were held for high school seniors and parents. This allowed them to learn about admission, scholarship, academic interests, programs, activities, residence life, financial aid, and athletics on the UAM campuses.
- An admissions representative provided materials to work force sites.
- Regional libraries, provided with UAM information, included contact cards for interested visitors.
- Website information has been made available regarding UAM for interested visitors.

- A total of sixteen online “Chat Live” events were held in the Office of Admissions, allowing visitors to chat live with a campus representative.
- The Ambassadors provided thirty-two phone nights, where prospective students were contacted. The Ambassadors also provided follow-up emails to these students. An email contact was posted on the web for personal contact with all Ambassadors.
- The Office of Admissions attended high school awards programs in the spring to present UAM students with awarded scholarships. This also allowed those interested in the campuses to visit with an admissions officer.
- High schools in Arkansas and some surrounding states were offered follow-up visits....after college planning programs...for prospective students.
- Admissions asked all academic areas and athletics to provide their prospective contact information for follow-up.
- Science fair and art fair scholarship opportunities were offered for any students who participated and met the criteria.
- All Arkansas two-year school transfer fairs were attended. Some out-of-state transfer fairs were also attended.
- EAST scholarship opportunities were made available to interested eligible students.
- Institutional/private scholarship information was made available throughout Arkansas and neighboring states.

III. FINANCIAL ASSISTANCE

The University provides strong financial assistance to minority students as indicated by the following awards of aid from the latest OCR B3-Financial Assistance to Students in Institutions of Higher Education dated November 2009. These amounts represent the percent of awards to minority students of the total awards for Fall 2008 through Summer II of 2009.

<u>GRANTS</u>	
Pell Grants	50.2%
SEOG Awards	54.9%
Vocational Rehab	32.6%
State and Local	28.9%
Tuition Waivers-	
Remission	39.3%
All Other Grants	46.9%
Unduplicated	
Students	45.3%
<u>LOANS</u>	
NDSL	58.8%

Federally Insured	45.2%
Unduplicated	
Students	45.2%

SCHOLARSHIPS

Scholarships	20.1%
Unduplicated	
Students	26.6%

STUDENT EMPLOYMENT

Federal College	
Work/Study Awards	41.1%
Institutional	
Employment	29.9%
Unduplicated	
Students	33.4%

The unduplicated student listing represents the percent of students that received some type of award within the category. A listing of all available scholarships is provided in the University's on-line catalog.

FACULTY AND STAFF

Recruitment and retention of a diverse faculty and professional staff were basic expectations in all searches to fill job openings. The University advertised, as needed, in newspapers and periodicals that target minority groups. Also, internet advertisements were used to target a wide ethnically diverse population.

During the first eleven months of the 2009-10 fiscal year, the University hired minorities in both staff and faculty positions.

On May 31, 2010, the percentage of minorities were employed in the following categories:

Non-Classified	14.44%
Classified	22.82%
Faculty	10.81%

As of May 31, 2010, the University hired the following percentage of minorities during the 2009-2010 fiscal year:

Non-Classified	30.00%
Classified	25.00%
Faculty	.07%

UAM COLLEGE OF TECHNOLOGY-CROSSETT

The UAM-CTC staff and faculty are committed to the policy of providing educational opportunities to all qualified students and employment opportunities to all persons regardless of their race, color, religion, creed, gender, ethnic or national origin, disability, age, veteran status, or any other legally protected class. Additionally, this commitment is endorsed by UAM-CTC's Advisory Board and Program Advisory Committees which consist of minority representation.

The UAM-CTC Advisory Board, Program Advisory Committees, staff, faculty, and students' commitment to the UAM Affirmative Action Plan is supported by the following report.

Plan Communication

The University's Affirmative Action Plan has been promoted on the UAM-CTC campus in many ways which includes:

- A copy of the UAM Affirmative Action Plan was distributed to each employee.
- All campus publications contain an Affirmative Action Statement.
- New employees are informed of the University's Affirmative Action Plan and receive a written copy of the plan.

Physical Facilities and Activities

The UAM-CTC campus' facilities are fully accessible for disabled individuals and are inspected annually for continued compliance. Additionally, all campus activities are open to all students and student services are available for all students without discrimination.

Employment of Personnel

All employment of personnel for the UAM-CTC campus is in accordance with the UAM Operating Procedures Manual and the UAM Affirmative Action Plan. The campus' efforts to recruit minority personnel include the following:

- Job advertisements were extended beyond the local media to an out-of-state city (Bastrop) which has a higher minority population than cities within the campus' immediate area.
- A minority was hired as an adjunct faculty member. Two minority workers were employed part-time as support staff, and two minority students were hired for college work-study.

Recruitment and Retention of Students

The UAM-CTC campus exercises a policy of equal educational opportunity. All applicants for admission are considered solely on the basis of individual qualifications. Activities supportive of a professional staff and faculty committed to maintaining diversity of student enrollment and increasing retention include the following:

- The development of campus advertisements, promotions, flyers, and a video that have multi-racial representation.
- The establishment of a UAM-CTC Student Recruitment Committee that includes a minority staff, faculty, and student.
- The development of tutoring services to assist students academically and aid in student retention (targeting first generation college students who are low income, and/or who are disabled).
- The Adult Education Program purchased DVDs on civil rights for student instruction and class discussion to understand all perspectives on racial injustices.
- The recruitment of Hispanic students for ESL (English as a Second Language) classes. Flyers promoting ESL classes were distributed throughout the community. Instructors worked with the local Catholic churches within the program's service area to seek out individuals needing ESL classes.
- The recruitment of minority students through local black churches. Letters were sent out to local churches informing them of financial assistance through the Career Pathways Initiative for eligible students.

UAM COLLEGE OF TECHNOLOGY-MCGEHEE

The UAM CTM Advisory Board, Program Advisory Committees, staff, faculty and students are committed to the policy of providing educational opportunities to all qualified students and employment opportunities to all persons regardless of their race, color, religion, creed, gender, ethnic or national origin, disability, age, veteran status, or any other legally protected class. The personnel and student statistics and activities reported in the University of Arkansas at Monticello's Affirmative Action Plan Report include data and common activities for all three campuses of the university which includes UAM CTM. The following report includes data and activities that extends beyond the university's report and is specific to UAM CTM.

The McGehee campus, during the past academic year, had a minority student body of approximately fifty-four percent (54%). Using data provided by the Registrar Office, the following table indicates all ethnic minority enrollment for July 1, 2009 through May 10, 2010. (Excluding Summer I: June 1 – June 30, 2010)

African American	413
Hispanic	8
Asian or Pacific Islander	3
White (Non-Hispanic)	336

The campus seeks special interest in recruiting minority students, faculty, and staff; however, the campus also wants the most qualified employees. The campus continuously seeks to recruit minorities for its faculty and staff positions. The Vice Chancellor for the campus is minority (African American). The minority representation of the faculty and staff is as follows: Welding Technology – African American, Correctional Law Enforcement Instructor - African American, Emergency Medical Technology – Asian or Pacific Islander. We also have other staff members that are minority, all are African American: School Counselor, Maintenance Supervisor, Director of Career Pathways, Human Resource Specialist, an Administrative Specialist II, Maintenance employee.

Recruitment and Retention of Students

The UAM CTM campus exercises a policy of equal educational opportunity. All applicants for admission are considered solely on the basis of individual qualifications. Activities supportive of a professional staff and faculty committed to maintaining diversity of student enrollment and increasing retention beyond that of the university include the following:

- The development of campus advertisements, promotions, and flyers.
- The development of tutoring services to assist students academically to aid in student retention.
- The Adult Education Program is non-credit instruction. The number of students served in the Adult Education Program, was 73% minority (83 students of a total 114 students).
- The utilization of the Career Pathways Initiative program provides tutoring and financial aid resources and contributes to the recruitment and retention of students. The percentage of minority students served through this program is approximately 74% (134 students out of a total 180 students).
- The recruitment of Hispanic students for ESL (English as a Second Language) classes is a continual effort. Flyers promoting ESL classes were distributed throughout the community. The Adult Education website has a Spanish link, flyers, and brochures that have been translated into Spanish.
- During Black History Month, adult education incorporated lessons across the curriculum that highlighted Black American leaders. The lessons covered reading, social studies, and science.

Because of its location, and the minority population, the campus is able to serve minority students and provide much-needed educational opportunities for the area.

Appendixes

UAM Student Major/Ethnicity Report
Employee Report