
Henderson State University
2009 -2010
Minority Recruitment and Retention
Annual Report

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HENDERSON STATE UNIVERSITY
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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. By the end of 2010, 32.4 % will be people of color. 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 2009-2010 academic year at Henderson State University was 1,238. This number represents approximately 27.7% of the HSU student body. This represents an increase from 26.3% for 2008-2009.

Minority Staff and Faculty

During the 2009-2010 academic year, Henderson State University employed 207 (22.5%) minority faculty and staff. The following list provides the number and position titles of individuals currently employed:

Admin Specialist I	6
Admin Specialist II	3
Admin Specialist III	4
Assistant Coach	4
Assistant Director	2
Assistant Librarian	1
Assoc. Professor	7
Associate Dean	1
Assistant Dean	1
Assistant Professor	4
Boiler Operator	3
Campus Postmaster	1
Coach	2
Director	5

Computer Operator	1
Counselor	2
Department Chairperson	1
Education Specialist	2
Fiscal Support Technician	1
Fiscal Support Specialist	2
Graduate Assistant	16
Innkeeper Specialist	1
Institutional Services Asst.	32
Institutional Services Supervisor	4
Instructor	5
Library Tech	3
Mail Services Assistant	2
Maintenance Assistant	3
Network Support Analyst	1
Part-time faculty	6
Professor	12
Project/Program Specialist	1
Public Safety Officer	3
Purchasing Specialist	1
Resident Hall Spec-Area Coordinator	2
Scholar Coordinator McNair	1
Shipping & Receiving Clerk	1
Student Accounts Officer	1
Switchboard Operator	1
Temporary/Part-time	57
Vice President	1
Total	207

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
Assistant Director	1
Asst. Professor	1
Boiler Operator	1

Education Specialist	1
Graduate Asst.	16
Institutional Services Asst.	5
Instructor	1
Mail Services Asst.	1
Adjunct faculty	6
Public Safety Officer	1
Temporary/Part-time	37
Vice President	1
Total	73

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 Diversity 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 by the Spring 2010 semester. 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 us 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 2010.

Budget

The Office of Diversity operates within the following budget:

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

Total	\$6,200
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*Additional funds are secured through private grants and foundations.