

University of Central Arkansas

Faculty

GOAL 5: To maintain the number (and corresponding percentage) of minority full-time faculty members of all ranks at UCA and to increase the numbers to the percentage of each race to approximate the percentage of degrees conferred by race nationally and masters degrees statewide.

the faculty was 9.6 % minority. In 200

4. At that time,

Technical/Paraprofessional area, 5.2 % minority employees in the Skilled Craft area, and 30.9 % minority employees in the Service/Maintenance area. *See Appendix D.*

Timeline for Implementing Strategies

All of the strategies listed above are being used by the university at this time. The minorities at all levels. The university acknowledges that this process is an ongoing one and that it requires constant monitoring and attention. It is hoped that the current plan will serve to reinforce the goals and strategies contained in this plan.

Budget

The total budget for minority recruitment and retention is approximately \$400,000 per fiscal year. This includes salaries for the employees in the Affirmative Action Office, the student recruiters who work in the Office of Admissions and the Minority Services Office. Additional resources are utilized throughout the university to augment the specific budgeted items listed above. The university hopes to increase its budget for minority recruitment and retention during this five-year cycle.

Assessment

Act 1091 requires the university to submit an annual report of its activities and a report of its progress toward the goals set forth in the plan. The university uses this annual report as a measure of its success and to monitor its methods for effectiveness. Modifications are implemented as needed based on the results of this annual report and other factors that come to the attention of the Affirmative Action Office or the senior administration of the university.