U

Category	Count
Healthcare Practitioners/Technical Occupations	0
Service Occupations	7
Sales/Related Occupations	0
Office & Administrative Support Occupations	10
Natural Resources, Construction, & Maintenance Occupations	1
Production, Transportation, & Material Moving Occupations	0

6. Progress made in meeting institutional goals and objectives related to the recruitment and retention of minority students, faculty, and staff

The following goals were established by the university in its Minority Retention and Recruitment Plan. The goals are grouped by categories – students, faculty and staff.

DIVERSITY REPORT

ACADEMIC YEAR 2018/2019

This report from the University of Central Arkansas (UCA) provides a synopsis of initiatives employed by the Office of Institutional Diversity and Inclusion (IDI), the Office of Diversity and Community (ODC), and the Office of University Training (UT). The report also includes selected University and/or cross-campus initiatives and collaborations.

General Campus Initiatives

College Level Diversity: Each College has a diversity plan and a diversity committee. Colleges maintain goals that are consisten9.2(aiT: C)6(o)2()2(p4( )]2-6.6( )c 0.48104 TH-2.6(3 12 7es m)19.2(ai)-2.6(n)fr)3(ovi)]TJ

Diversity Strategic Plan: During the 2017/2018 academic year, 30 different departments/units/programs reported 104 diversity activities.

International Engagement Office (IE) – This office coordinates the International Student and Scholars Program, the Intensive English Program, the Study Abroad Program, and the UCA Confucius Institute.

Student Services- This division coordinates approximately 200 Registered Student Organizations (RS0s) that range from academics/honors and religious to service and special interests. Quite a few are cultural and/or multicultural. Included in UCA's robust Greek community are seven traditional African American fraternities and sororities as well as a Latino fraternity and a Latina sorority. The Student Government Association, which represents each student classification, also provides social, cultural, and educational activities for students, advocates on behalf of all students, and allocates student activity funds to meet the diverse needs of the student organizations.

UCA Core: The UCA Core is a cohesive course of study carried throughout the student's entire undergraduate experience that builds core competencies around four knowledge and skill areas: (1)

groups and diverse communities in a positive way and have improved conditions at UCA and within the community that have enhanced society.

Outstanding Diversity Outreach by a Student Award recognizes a student whose commitment to diversity and inclusive excellence on campus and/or off campus has made a significant impact on various underserved groups in a positive way.

Both awards support the University's core value of diversity.

Event	Sponsor	Budget

The academic liaison continued to identify new potential mentors and protégés, and to coordinate the mentoring relationships among faculty who stated a preference for remaining in the program. Of the 13 faculty mentoring pairs that participated in the program's first year, 8 pairs requested to remain in the program for a second year. Three of the returning protégés requested new mentors who would better match their professional or personal goals; each request was successfully met. In total, the MFMI program organized 17 mentoring pairs. This total was reduced to 16 pairs in December when one of the protégés moved out of state for family reasons.

In addition, the academic liaison contacted participants several times throughout the year, both informally and formally, to monitor program progress and to share information on mentoring and related professional development themes. Participants' feedback indicated that the mentors and protégés were having positive experiences in the program.

Event	Sponsor	Budget
Hendrix/UCA Faculty of Color Professional Development Luncheon	IDI	$305
LGBT+ Affinity-Resource Group	IDI	$106
Minority Faculty Mentoring Initiative	IDI	$1,224
Minority Faculty Retreat	IDI	$957
Recruitment at the SREB Compact for Faculty Diversity	Office of the Provost / ID	$3,000
The Academic Network	IDI/The Office of the Provost	$1,200
Total		**$6792**

IDI Efforts for Undergraduate Students

With a focus on academic success, IDI engaged undergraduate students through the Academic Bridge Connection (ABC) Center and Program. The ABC Center offers presentations, a quiet place to study and learn with computers, printing, copy services, mobile charging stations, and books. Students are also invited to participate in a professional conference. This year's presentations were as follows:

Event	Sponsor	Budget
All About Graduate School	Graduate School/IDI	$14
Alley Scholar's Summit	Alley Foundation/ IDI	$4,521
Careers in Occupational Therapy	OT/IDI	$14
Emergency Financial Support	Student Services/IDI	$14
Financial Literacy	Financial Aid/IDI	$14
Interview Do's and Don'ts	Center for Leadership Development/IDI	$14

Key initiatives include the Black Male Achievement Challenge (B-MAC), Latinx Outreach Initiative, Minority Mentorship Program (MMP), Project X: Early Arrival Program, Slice of UCA, and Women of

Other activities include:

- Dia de los Muertos Exhibit
- ENGAGED Initiative
- Latinx Graduation Celebration
- LULAC Scholarship Gala
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinner Hosts
- MLK Prayer Breakfast Hosts
- Bi-Monthly Latino Student Association Meetings
- Move-in Day and Welcome Week
- Slice of UCA Panel Participants
- Saul Flores: The Walk of Immigrants Lecture
- UCA Day of Giving Promo Video

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. Freshmen students who participated in LSA during fall 2018 were retained at a rate of 73% to the spring 2019 semester. Fall-to-fall retention rates are not currently available.

Minority Mentorship Program

Since 1991, the Minority Mentorship Program (MMP) has put forth freshmen retention efforts by fostering a culture that supports the holistic development of both mentee (incoming) and mentor (upper classification) students. This program provides academic resource connections as well as introduce students to faculty and staff members. The program also engages students in social and service learning/volunteer opportunities outside of the classroom. These offerings educate students on successful campus living and cultivate a sense of belonging, a necessary element of retention.

MMP Activities

- Alley Scholars Summit
- Bridging the Gap IV
- Civility Circle Program
- MLK Prayer Breakfast Hosts
- MMP Executive Board Recruitment
- MMP Fall Training
- Memphis Heritage Educational and Cultural Tour
- **M**entors **M**oving **P**eople Move-in Day Crew
- Minority Graduation Dinner Hosts
- Monthly Mentor Meetings
- Monthly Programs
- Pajama Jam Lock In
- Slice of UCA Panel Participants
- Southwestern Black Student Leadership Conference
- Spring Mentor Recruitment
- Transitions Week

- MMP OlyMMPics
- Mentor Mayhem Cookout
- Motivational Monday and Freshmen Dinner with the Provost
- Showtime with MMP (Provides awareness about student organizations and campus involvement)
- Transitions Greek Expo

- Bridging the Gap IV
- Colorful Women Female Leadership Summit
- Fall Kick Off: Let's Talk About…
- MLK Prayer Breakfast Hosts
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinner Hosts
- Monthly Programs
- Slice of UCA Panel Participants
- Southwestern Black Student Leadership Conference
- Women's Tea Time: 5th Edition

IMPACT: Retention rates track first-time, full-time freshmen students participating in this group. Freshmen students who participated in WOE during fall 2018 were retained at a rate of 95% to the 2019 spring semester. Fall-to-fall retention rates are not currently available.

Slice of UCA Event

This transitional program, developed by ODC, provides services that make students aware of some of challenges and possible hurdles of the high school to college transition. This annual event gives historically underrepresented minority students the opportunity to receive information on topics such as Academic Scholarships, Financial Aid, Housing and Residence Life, Learning Communities, Strategies for Success, Student Accounts, and Student Life. In addition, students and parents/guests meet with UCA students, administrators, faculty, and staff to learn more about the campus environment, expectations, their partnership, and opportunities for student involvement and leadership.

Additional Diversity and Community Activities

- Academic Achiever Dinner
- Bridging the Gap IV
- Central Arkansas LGBT Pride Fest
- Finals Survival Kit Distribution
- Homecoming Greek Show
- Latinx Graduation Dinner
- Lavender LGBT Graduation Dinner
- LGBT University of Central Arkansas Pride Walk
- Memphis Heritage Educational and Cultural Tour
- Minority Graduation Dinners
- Miss Essence Scholarship Pageant
- MLK Prayer Breakfast
- Southwestern Black Student Leadership Conference
- Triumph Over Adversity: Rise Above – Tuskegee Airman Exhibit
- UAMS Info Day
- UCA Day of Giving Featured Fund

Mission: This Office is committed to assisting the University in realizing its full potential by providing quality-learning opportunities that *educate, equip, and encourage* UCA employees as they develop professionally and personally.

Core Values: Community, Service, Learning, Quality

It is the policy of UCA that all employees (faculty and staff) plus graduate assistants, and student workers attend diversity enrichment/training each year. Since 2004, topics have included ethnicity, spirituality, race, class, sexual orientation, age, disabilities, gender,

Family and Consumer Science #25	University Training	-0-
Math Department Employees #14	University Training	-0-
New Faculty Employees #40	University Training	-0-
Communication Sciences and Disorders #75	University Training	-0-
Dr. Peppers' Biology Classes (2) #39	University Training	-0-
Total - #354 On-Site		$564.00

Online Harassment

Since 2009, UCA has collaborated with *Workplace Answers* to offer online education seminars for employees. This year's (2018/2019) **Harassment** online completion for employees is **#2,192.**

Workplace Answers Online	Sponsor	Budget
Diversity, Harassment, Title IX, and Child Abuse Seminars	University Training	$14,833.00

Diversity Website

IDI updates the diversity website (www.uca.edu/diversity) as needed as it serves as a clearinghouse for diversity and inclusion initiatives and opportunities. The primary links on the website are as follows:

- Institutional Diversity and Inclusion
- Office of Diversity and Community
- Diversity/University Training
- Advisory Committee
- Initiatives and Support

Diversity Awards

- 2018: Minority Access, Inc. awarded UCA with a *Commitment to Diversity Award*. This was the third year for this award. A total of $3,231 was invested in the conference and travel.
- 2018: The League of United Latin American Citizens (LULAC) Council 750 Little Rock, Arkansas, designated UCA as a *Latino Destination Campus*.