

The University of Alabama in Huntsville 2008 Strategic Diversity Report

General Comments

On July 1, 2007, David B. Williams became UAHuntsville's fifth president. In his confirmation speech before the Board of Trustees that spring he affirmed his commitment to diversity. He also brought a fresh eye to the institution's practices and structures as they pertained to diversity. Thus reassessment would begin and that process would coincide with the completion of a strategic diversity plan commissioned by the outgoing president, Frank Franz. At the same time, a search was begun for a new provost, a new assistant vice president for enrollment services and a new director of admissions. At his inauguration, President Williams presented a five year plan that includes aggressive growth goals for students, faculty and staff, growth that will enhance the diversity of UAHuntsville as well as its numbers. The message is clear; UAHuntsville will become a more dynamic, more diverse place.

The Strategic Diversity Plan

In the spring of 2007, then president Frank Franz appointed a committee to draft a Strategic Diversity Plan for UAHuntsville, in accordance with the Knight vs the State of Alabama settlement. A large and diverse committee met throughout the summer and well into the fall working on a draft to present to the Provost. That draft reached the Provost's desk in December. The Plan addresses issues of communication, the setting of goals, the establishment of assessment requirements, the development of recruitment and retention plans for minority students, faculty and staff, and the enhancement of programs to foster awareness and understanding of diversity issues in contemporary society. The plan also calls for the appointment of a Chief Diversity Officer to oversee diversity at UAHuntsville. The Strategic Diversity Plan will be presented to the UAHuntsville community when the restructuring of key administrative responsibilities is complete.

Significant Developments - Faculty

The following are important developments occurring during 2006-07 relating to the presence of ethnic minority and female employees with faculty rank:

1. Two Asian males were employed in tenure earning positions, one in the College of Business Administration (formerly Administrative Science) and one in the College of Science. One Asian male was hired as a lecturer in the College of Engineering. Three Asian females were hired into non-tenure track positions in the College of Business Administration.

2. Two African American females were employed, one as a clinical assistant professor in Nursing and the other as an assistant professor in Political Science. One African American male was hired as a visiting assistant professor in Math.

3. One Hispanic female was hired in the College of Liberal Arts as a lecturer in Spanish, and one Hispanic male as an assistant professor in Biology.

4. Seventeen females were employed (two African American). Nine of these were in the College of Liberal Arts, three in tenure-track positions and six as lecturers or visiting assistant professors. There were four females hired in Nursing, one as a clinical instructor, two as clinical assistant professors, and one as an associate professor. The College of Business Administration hired three females, all Asians, into non-tenure track positions. The library hired one white female as a lecturer.

5. Of eight tenure decisions for 2007, two were awarded to females, one of whom was African American.

6. Of seven promotions to the rank of associate professor, two were females, one of whom is African American. Two Asian males were promoted to associate professor and given tenure in the College of Business Administration. Of the eight promotions to full professor, one was a female. One Asian male was promoted to full professor.

7. Other transactions for members of protected groups included promotion of a female in Nursing from clinical assistant professor to clinical associate professor, and a Hispanic, from lecturer to assistant professor.

8. There were twenty-six terminations in 2006-2007, fifteen from protected groups. One of these was a Hispanic male, one a African American male, two Asian males and eleven females, one of whom was African American and another Asian. Six of the twenty-six terminations were due to retirement.

9. Of the thirty-one people hired, twenty-two (71%) were from protected groups, representing a change of 5% over 2005-2006. Of the twenty-two, seven (32%) were hired into tenure-track positions, a decline from 2005-2006.

Minorities and women employed this year through aggressive recruiting efforts at the national level by college are as follows:

1. The College of Business Administration hired one Asian male into a tenure track positions, and three Asian females in non-tenure-earning positions.

2. The College of Engineering employed one Asian male in a lecturer

position.

3. Nine females were employed in faculty positions in the College of Liberal Arts: three as assistant professors in tenure-track positions, five as lecturers or visiting professors and one African American female as an assistant professor.

4. Four females accepted offers in the College of Nursing (one African American), one in a tenure track position as an associate professor, one as a clinical instructor and two as clinical assistant professors.

5. The College of Science hired three faculty members from protected groups, one Asian male as an assistant professor, one Hispanic male as an assistant professor, and one African American male as a visiting assistant professor.

6. The Library hired one female lecturer.

Using national availability rates, our utilization studies show that personnel transactions for faculty during 2006-2007 leave the university in a healthy position. The results by college follow:

Business Administration. Though the College of Administrative Science is not underutilized with respect to females, African Americans and minorities the college remains committed to improving its status, particularly with females and African Americans. There are, however, no underutilization goals for 2007-2008.

Engineering. The College of Engineering is not underutilized with respect to females, African Americans and minorities and has no affirmative action goals for 2007-2008. It continues in its efforts to recruit African American faculty.

Liberal Arts. The College of Liberal Arts remains firmly in the middle of the acceptable utilization range for females, African Americans and minorities. Of thirteen hires in 2007-2008, nine were females (one of whom was Hispanic and another African American). The college has no underutilization goals for 2007-2008.

Nursing. The College of Nursing also remains in the middle of the acceptable utilization range for females, African Americans and minorities. In 2006-2007 the college successfully recruited out of five hires one African American female. It has met its minorities goal and therefore has no underutilization goals for 2007-2008.

Science. The College of Science remains underutilized in terms of females and continues in its efforts to increase the diversity of its faculty. There were five hires made in 2006-2007 and of these, one Asian male was hired, one Hispanic male and one African American male. Increasing the female faculty population remains a goal for 2007-2008.

Library. The Library hired one female in 2006-2007. That leaves the Library in the acceptable utilization range for females and minorities. The goal for 2007-2008 remains that of hiring a African American faculty member.

In summary, 2006-2007 saw the hiring of 31 new faculty that included 17 females (six minority), or 55% of the total, and eleven (35%) minority males and females (one male Hispanic, three Asian males, one African American male and two African American females, one Hispanic female and three Asian females). The appointment of three African American faculty this year resulted in a net gain as there was a loss of two from this group. The university lost three faculty of minority status, two African American and one Hispanic, leaving a net gain of two in that group. Minorities and females constituted 45% (9 of 20) of total faculty transfers and promotions compared to 35% last year. There were 26 terminations, fifteen from protected groups (11 females, 1 Hispanic male, one African American male and two Asian males). Twenty-two members of protected groups were hired in 2006-2007 off-setting losses of 15, for a net gain of seven. Information on application flow is inconclusive in that 42% of male applicants did not fill out affirmative action cards and 35% of females failed to do so. Of those who did report 56% of males were from protected groups and 48% of female applicants were of minority status. Male applicants constituted 78% of all applicants. Eleven offers to protected group applicants were declined, six females (one Asian), and five Asian males. Six were declined because of better offers, three went into other fields and two failed to respond.

Based on current availability estimates, the academic division has only two underutilization goals for the coming year: to increase the presence of women in the College of Science and African Americans in the Library. While this is good news it is important to avoid complacency and to continue our aggressive recruiting activities to attract and retain scholars from diverse backgrounds with special emphasis on African Americans, in the spirit of the Title VI court settlement. The faculty at UAH should reflect the diversity of the student community.

Reporting Information on Faculty and Staff¹

Faculty

In 2006, 302 total full-time instructional faculty were employed at the University, of whom 18% (54) were racial minorities. In 2007 total faculty grew to 305 and total minority employment remained the same at 18% (56). Asians constituted the largest minority group among the total faculty in 2006, constituting 11% (34); those figures did not change in 2007. With a numerical increase to 14 in 2006 African Americans made up 4.6% of the total UAH faculty in 2006, a marked increase from 2.6% (7) in 1991. That number increased to 15 in 2007, representing 4.9% of total faculty. Other ethnic minorities with academic rank and teaching

¹ IPEDS reporting includes a separate category for nonresident aliens, which may also include minorities.

responsibilities are counted in the Executive/ Managerial/Administrative category; they include one African American male and one Hispanic American male; both have academic rank with tenure.

Of the total full-time instructional faculty at UAHuntsville, 51% in 2006 held tenure appointments and 49% in 2007. 21% in 2006 and 20% in 2007 are in tenure earning positions, and 26% in 2006 and 31% in 2007 have non-tenure earning appointments.

In 2006, 10% (30) of instructional faculty with tenure were minorities; in 2007 10.5% (32) were minorities. There were 15 minorities in 2006 employed in tenure-earning faculty positions and 11 in 2007. Non-tenure earning faculty appointments found 11 minorities respectively 2006 and 13 in 2007.

Females across categories held 22% (34) of the tenured faculty appointments for 2006 and 21% (32) in 2007. There were 25 females in tenure-earning slots for 2006 and 21 in 2007. As for non-tenure appointments, there were 48 females for the reporting year 2006 representing 57% of the total non-tenure faculty; for 2007, there were 56 (59%).

Staff

The number of administrators in the Executive/Managerial/Administrative classification sat at 64 in 2006 and 2007. There was no variation in the representation of African Americans in this job group during the reporting period with a total of 8 in 2006 and 2007. The percentage of females in this job category was 32% (21) in 2006 and 30% (19) in 2007. Minority representation in this category consisted of 16% (10) in 2006 and 17% (11) in 2007.

The total number of employees in the Professional category increased from 484 in 2006 to 522 in 2007. Numerically, African Americans increased from 34 in 2006 to 39 in 2007. The representation of females increased from 210 to 230, 43% and 44% respectively.

In the combined categories of Technical/Paraprofessional, Clerical/Secretarial, Skilled Crafts and Service/Maintenance, the total number of employees decreased from 317 in 2006 to 313 in 2007. Overall, employees in the four categories comprised 40% of the total 801 staff members in 2006 and 37% of a total 837 in 2007. In 2006, African Americans constituted 26% (82) of these for groups in 2006 and 2007. African Americans accounted for 89% of minorities in these four classifications in 2006 and 2007.

Reporting Information on Student Participation

The summary data for this reporting period indicate that undergraduate minority enrollment was 21% of the total undergraduate student enrollment in 2006 and 22% in 2007, representing a modest increase. Minority graduate student enrollment also increased from 11% for 2006 to 13% in 2007. Included in the minority percentages, the enrollment data for African American undergraduate students indicate 15% of the total for 2006 and 2007, though the head

count increased from 839 to 847. At the graduate level, African American enrollment increased from 6% (89) in 2006 to 7% (110) in 2007. UAHuntsville's persistent efforts to gain greater diversity in the student population have resulted in a substantial increase for African American graduate and undergraduate students from 5.44% of the total student enrollment in 1991 to 13% in. Across race and ethnicity, female students represented 49% of the undergraduate enrollment for 2006 and 48% for 2007, with 39% of the graduate enrollment for 2006 and 2007. The total headcount at UAH increased by 173 students, or 2.4%. The retention rate among African American undergraduates was 79% in 2006, compared to student body totals of 75%. The recent pattern shows African American undergraduates with a better retention rate than white students. Graduation rates tell a similar story, with African Americans graduating at a 49% rate (over six years) in 2006 (2000 cohort) compared to 44% university wide. This dropped in 2007 with a 41% graduation rate for African Americans compared to 44% university wide.

Significant outreach and recruitment highlights for 2006-2007:

1. Continuing development of the Global Studies Program with a multi-disciplinary curriculum to attract students from across the colleges. One of the missions of the Global Studies Program is to sponsor study abroad opportunities for UAHuntsville students. In the reporting period students have traveled to Asia, Europe, and Latin and South America.
2. UAHuntsville students have participated in outreach programs at the public schools. These include an ambitious mentoring program for at-risk students at Butler High School sponsored by the Education Department.
3. UAHuntsville serves as the host site for Butler High School's Upward Bound program for 50 high school students, administering a food contract for the program, and accommodating 15 to 18 high school graduates in the NACEE Bridge Program each summer.
4. The Office of Multicultural Affairs provides activities and services to facilitate the assimilation of minority students into the university community through greater understanding and respect for cultural diversity at UAHuntsville.
5. The institution of a campus-wide Early Alert Program with mid-term progress reports and intrusive advising activities for freshmen and sophomores.
6. The awarding of National Science Foundation scholarships for underrepresented student who major in science, computer science and engineering.
7. Participation in the NASA Space Grant Fellowship Program.