

Minority Recruitment and Retention Annual Report

(Due by June 30th each year)

COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS

SUBMITTED BY: ASHLEY AYLETT (JUNE 14, 2017)

The Minority Recruitment and Retention annual report should include the following:

- **Number of minority students, by minority group, who currently attend the institution.**

- 17 Asian
- 256 Black
- 539 Hispanic
- 89 American Indian/Alaskan Native
- 8 Hawaiian/Pacific Islander

TOTAL 885

- **Number and position title of minority faculty and staff who currently work for the institution.**

17 – Full-time Staff and Faculty Minorities

2 – American Indian Director of Nursing
 Director of Human Services

9 – Hispanic History Instructor
 (2) AR Works Career Coaches
 Financial Aid Specialist
 Institutional Officer Supervisor
 Administrative Specialist I
 Academic Advisor
 Administrative Specialist III
 Institutional Services Assistant

1 – Asian Life Sciences Instructor

5– Black Institutional Services Assistant
 Financial Aid Analyst
 Director of Career Pathways
 Administrative Specialist III
 Truck Driving Instructor

- **Number of minority, by minority group, full-time faculty who currently work for the institution.**

3 – Full-time Faculty
 1 – Hispanic
 1 – Asian
 1- Black

- **Number of minority adjunct faculty who currently work for the institution.**

3 – Part-time Adjunct
 1 – Hispanic
 2—Black

- **Number and position title of minority faculty and staff who began working at the institution in the past year.**

3– hired within last year
 2-Hispanic Full-Time Institutional Services Assistant
 Full-Time Administrative Specialist III
 1-Black Full-Time Faculty Truck Driving Instructor

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

Students:

Hispanic: Our target was to have 25% Hispanic enrollment, and we attained by reaching 26.30% between the time frame.

Black: Our target was to have 12% African American enrollment, which we failed to attain by only reaching 10.55%.

Native American: Our target was to have 4% Native American enrollment, which we failed to attain by only reaching 3.67%

Staff:

While we added 3 minority positions in, two Hispanic and one Black, we did not reach the goal attainment we strive for.

- Include any new strategies or activities that have been added for the coming year and the indicators/benchmarks that will be used to determine success in meeting any new objectives.

STUDENTS:

In the area of minority student recruitment, we continue to target the Latino population with very specific advertising geared towards that group. This coming year, we are still directing much of our recruiting towards the Latino population but strongly targeting our largest non-white group of students – African-American. New initiatives will hopefully increase our number of African American students. Our biggest addition to our non-white recruitment will center on the exponential growth of the area's Latino population. We continue advertising in several local publications that target African- American and Latino populations. We are also attending a Center for Student Success, which will focus on recruitment of minority populations and their success during enrollment. Serving Hispanic, African American, and Native American populations will be a core focus of this new center.

FACULTY STAFF:

UA Cossatot gained in the number of full-time minorities this year. We will continue to target these groups when advertising for future positions

- **Include your timeline, budget, and methods used to assess and monitor progress.**

The timeline in judging the success of the above efforts ran from July 1, 2016 through June 30, 2017.

With the overall increase in the categories measured, UA Cossatot will maintain the same budgeting levels, except for the additional monies being provided for the extra marketing efforts towards Latinos and African-Americans. The institution will also set new targets for next year.

Upload the annual report electronically as a PDF or Word document by **June 30, 2017, to the following secure FTP server:**

<https://ft.adhe.edu>.

Note: The annual report may be uploaded to the *Minority Recruitment and Retention Report* folder on the Academic Affairs server or to the Research and Planning (RP) server.