

# Appendix II

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Recruitment/Retention/Hiring/Promotion

**Total University Enrollments by Race**

<b>Fall 2008</b>			<b>Fall 2007</b>		
<b>Ethnicity</b>	<b>Count</b>	<b>Percent</b>	<b>Ethnicity</b>	<b>Count</b>	<b>Percent</b>
<i>Asian</i>	104	1.9%	<i>Asian</i>	103	1.9%
<i>Black</i>	412	7.6%	<i>Black</i>	360	6.6%
<i>Hispanic</i>	306	5.6%	<i>Hispanic</i>	274	5.0%
<i>Native American</i>	31	0.6%	<i>Native American</i>	26	0.5%
<i>White</i>	4137	76.2%	<i>White</i>	4102	75.6%
<i>Other</i>	384	7.1%	<i>Other</i>	231	4.3%
<i>International</i>	53	1.0%	<i>International</i>	40	0.7%
<i>Total</i>	5427	100.0%	<i>Total</i>	5136	94.6%
<i>Minority</i>	853	15.7%	<i>Minority</i>	763	14.9%
<i>1-year minority Δ</i>	90	11.8%	<i>1-year minority Δ</i>	22	3.0%

  

<b>Fall 2006</b>			<b>Fall 2005</b>		
<b>Ethnicity</b>	<b>Count</b>	<b>Percent</b>	<b>Ethnicity</b>	<b>Count</b>	<b>Percent</b>
<i>Asian</i>	90	1.7%	<i>Asian</i>	76	1.4%
<i>Black</i>	362	6.7%	<i>Black</i>	351	6.5%
<i>Hispanic</i>	259	4.8%	<i>Hispanic</i>	238	4.4%
<i>Native American</i>	30	0.6%	<i>Native American</i>	30	0.6%
<i>White</i>	4299	79.2%	<i>White</i>	4226	77.9%
<i>Other</i>	167	3.1%	<i>Other</i>	151	2.8%
<i>International</i>	32	0.6%	<i>International</i>	41	0.8%
<i>Total</i>	5239	96.5%	<i>Total</i>	5113	94.2%
<i>Minority</i>	741	13.7%	<i>Minority</i>	695	13.5%
<i>1-year minority Δ</i>	46	6.6%	<i>1-year minority Δ</i>	38	5.8%

  

<b>Fall 2004</b>			<b>Fall 2003</b>		
<b>Ethnicity</b>	<b>Count</b>	<b>Percent</b>	<b>Ethnicity</b>	<b>Count</b>	<b>Percent</b>
<i>Asian</i>	72	1.3%	<i>Asian</i>	64	1.2%
<i>Black</i>	342	6.3%	<i>Black</i>	318	5.9%
<i>Hispanic</i>	204	3.8%	<i>Hispanic</i>	193	3.6%
<i>Native American</i>	39	0.7%	<i>Native American</i>	45	0.8%
<i>White</i>	4276	78.8%	<i>White</i>	4294	79.1%
<i>Other</i>	182	3.4%	<i>Other</i>	130	2.4%
<i>International</i>	41	0.8%	<i>International</i>	50	0.9%
<i>Total</i>	5156	95.0%	<i>Total</i>	5094	93.9%
<i>Minority</i>	657	12.1%	<i>Minority</i>	620	12.1%
<i>1-year minority Δ</i>	37	6.0%	<i>1-year minority Δ</i>	—	—

### University Enrollment by Gender

	Males	Females	Male %	Female %
2007	2238	2898	43.60%	56.40%
2006	2207	3032	42.10%	57.90%
2005	2194	2919	42.90%	57.10%

### One-Year Retention by Gender: Fall Freshman Cohorts, 2003–2007

Entry Year	Females			Males			Total		
	Cohort	Retained	Ret. %	Cohort	Retained	Ret. %	Cohort	Retained	Ret. %
2003	448	340	76%	328	242	74%	776	582	75%
2004	460	365	79%	381	294	77%	841	659	78%
2005	505	381	75%	364	268	74%	869	649	75%
2006	514	389	76%	382	275	72%	896	664	74%
2007	430	335	78%	391	276	71%	821	611	74%

**Retention & GPA by Ethnicity: First-Time Freshman Cohorts 2002-05**

Ethnic Group	Counts						# Retained 1 Year						1-Year Retention Rates						Average Cumulative GPA, 1st Year					
	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	Fall 07	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	Fall 07	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	Fall 07	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	Fall 07
Non-Res. Alien	6	2	0	7	7	5	4	1	-	3	4	5	67%	50%	-	43%	57%	100%	3.58	1.94	-	3.34	2.53	2.92
Asian	10	10	14	18	14	18	7	4	10	13	13	14	70%	40%	71%	72%	93%	78%	2.62	2.64	2.90	2.57	2.40	2.60
Black	52	51	70	68	79	73	38	37	59	53	62	63	73%	73%	84%	78%	78%	86%	2.43	2.28	2.27	2.30	2.32	2.38
Hispanic/PR	31	37	45	53	51	55	21	26	40	38	37	41	68%	70%	89%	72%	73%	75%	2.41	2.33	2.68	2.31	2.68	2.25
Native Amer.	5	3	5	3	7	2	4	3	4	1	3	2	80%	100%	80%	33%	43%	100%	2.12	3.07	2.45	1.82	2.40	3.05
White	684	659	692	710	720	595	513	501	538	532	534	439	75%	76%	78%	75%	74%	74%	2.71	2.72	2.72	2.77	2.73	2.73
unknown	16	14	15	10	16	73	14	10	8	9	11	47	88%	71%	53%	90%	69%	64%	2.91	2.35	2.10	2.56	2.80	2.61
Overall	804	776	841	869	894	821	601	582	659	649	664	611	75%	75%	78%	75%	74%	74%	2.69	2.66	2.67	2.70	2.68	2.65
Students of Color	98	101	134	142	151	148	70	70	113	105	115	120	71%	69%	84%	74%	76%	81%	2.42	2.36	2.57	2.33	2.45	2.37

**DISTRIBUTION OF STUDENTS BY RACE AND MAJOR**

	Value Label	Black	Latino	Asian	Native Amer.	White
class	FR	189	122	32	7	1410
	JR	300	202	77	24	3641
	SO	377	225	83	22	3380
	SR	332	228	108	44	4608
PROGRAM	1.00 AS GENR	1	7	2		33
	2.00 BIOLOGY	47	37	28	2	482
	3.00 ENGLISH/AS	2	0	0	0	7
	4.00 ECONOMICS	29	6	11	0	183
	5.00 ENGLISH	47	30	15	2	846
	6.00 FINE ARTS	2	0	0	3	59
	7.00 HISTORY/AS	0	0	0	0	53
	8.00 HISTORY/SS	18	14	4	1	383
	9.00 HISTORY	11	9	3	5	365
	10.00 INDIVID.		2	1	2	37
	11.00 MATH	24	17	9	1	305
	12.00 PERF. ARTS	24	5	1	4	112
	13.00 POLITICAL SCI	29	17	5	2	225
	14.00 PSYCHOLOGY	124	68	20	5	1248
	15.00 STUDIO ART	13	14	4	3	185
	16.00 SOCIOLOGY	128	60	22	3	620
	17.00 SOCIAL WORK	28	23	0	0	187
	18.00 SPANISH	4	44	0	0	61
	19.00 VISUAL ART	14	23	2	7	337
	20.00 BGS GENERAL STDS.	39	31	5	8	436
	21.00 ACCOUNTING	63	27	44	6	479
	22.00 BIOCHEMISTRY	13	6	10	1	59
	23.00 BUSINESS ADM.	136	62	36	8	1397
	24.00 BUSINESS INFO	18	10	4	1	92
	25.00 COMMUNICATION	122	79	17	6	981
	26.00 COMPUTER SCIENCE	46	22	17	4	326
	27.00 EDUCATION	8	16	4	9	857
	28.00 ENVIRONM.	0	3	3	3	176
	29.00 PHYSICAL ED	11	16	1	1	573
	30.00 SPORT/LEISURE	42	26	32	3	456
	31.00 UNDECIDED	155	103	0	7	1479

**DISTRIBUION OF STUDENTS GPA AND MAJOR AND RACE**

	<b>MAJOR</b>	<b>TOTAL</b>	<b>WHITE</b>	<b>LATINO</b>	<b>ASIAN</b>	<b>NATIVE</b>	<b>BLACK</b>
1.00	AS GENR	43	3.133	3.003(a)	1.875(a)		2.920(a)
2.00	BIOLOGY	615	2.821	2.710	2.594	3.165(a)	2.573
3.00	ENGLISH/AS	10	3.060				2.975(a)
4.00	ECONOMICS	241	2.814	2.840(a)	2.909(a)		2.512
5.00	ENGLISH	968	2.941	2.830	2.879	3.910(a)	2.544
6.00	FINE ARTS	66	2.878			2.960(a)	2.765(a)
7.00	HISTORY/AS	56	2.894				
8.00	HISTORY/SS	429	3.068	3.015(a)	2.883(a)	2.880(a)	2.671(a)
9.00	HISTORY	409	2.919	2.911(a)	2.753(a)	2.963	2.754
10.00	INDIVID.	45	3.113	3.495(a)	2.760(a)	2.955(a)	
11.00	MATH	364	3.016	2.755(a)	2.819	3.470(a)	2.513
12.00	PERF. ARTS	152	2.858	2.857(a)	2.730(a)	3.247(a)	2.402
13.00	POLITICAL SCI	293	2.938	2.536	3.163(a)	1.820(a)	2.527
14.00	PSYCHOLOGY	1506	2.851	2.825	3.027	2.681(a)	2.501
15.00	STUDIO ART	222	2.912	2.960	2.163(a)	2.787(a)	2.196(a)
16.00	SOCIOLOGY	933	2.725	2.135	2.574	3.463(a)	2.588
17.00	SOCIAL WORK	247	3.014	2.596			2.771(a)
18.00	SPANISH	110	3.132	3.031(a)			2.953
19.00	VISUAL ART	404	2.918	2.646	2.415(a)	2.396(a)	2.476(a)
20.00	BGS GENERAL STDS.	553	3.443	2.877	3.531(a)	3.608(a)	2.066
21.00	ACCOUNTING	636	3.042	2.418	2.816	2.640(a)	2.749
22.00	BIOCHEMISTRY	94	2.844	2.603(a)	3.049(a)	2.310(a)	2.518(a)
23.00	BUSINESS ADM.	1685	2.826	2.681	3.054	2.551	2.501
24.00	BUSINESS INFO	130	2.874	3.379(a)	2.700(a)	3.220(a)	2.488
25.00	COMMUNICATION	1234	2.781	2.542	3.274	2.856(a)	2.501
26.00	COMPUTER SCIENCE	430	2.799	2.659	2.526	3.152(a)	2.427
27.00	EDUCATION	907	3.303	3.282(a)	3.452(a)	3.523(a)	2.928(a)
28.00	ENVIRONM.	191	2.793	3.408(a)	3.513(a)	3.653(a)	
29.00	PHYSICAL ED	621	2.736	2.320		3.530(a)	2.447
30.00	SPORT/LEISURE	549	2.611	2.350	2.460(a)	1.823(a)	2.473
31.00	UNDECIDED	1843	2.734	2.485	2.209	2.376	2.318

<b>Ethnic Group</b>	<b>Counts</b>						<b># Retained 1 Year</b>					
	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	Fall 07	Fall 02	Fall 03	Fall 04	Fall 05	Fall 06	Fall 07
<i>Non-Res. Alien</i>	6	2	0	7	7	5	4	1	–	3	4	5
<i>Asian</i>	10	10	14	18	14	18	7	4	10	13	13	14
<i>Black</i>	52	51	70	68	79	73	38	37	59	53	62	63
<i>Hispanic/PR</i>	31	37	45	53	51	55	21	26	40	38	37	41
<i>Native Amer.</i>	5	3	5	3	7	2	4	3	4	1	3	2
<i>White</i>	684	659	692	710	720	595	513	501	538	532	534	439
<i>unknown</i>	16	14	15	10	16	73	14	10	8	9	11	47
<i>Overall</i>	804	776	841	869	894	821	601	582	659	649	664	611
<i>Students of Color</i>	98	101	134	142	151	148	70	70	113	105	115	120

❖ Diversity, Race and Justice Advisory Committee

Comprehensive Diversity Plan 2009-2012

**Demographics**

I. **Descriptive Information of Overall Workforce**

Among the 625 full time employees, 330 (53%) are female, 142 (23%) are minorities.

**Workforce by Race and Gender**

	WM	WF	BM	BF	HM	HF	AM	AF	NM	NF	Total
Number	226	257	23	27	28	30	16	14	2	2	625
Percent	36%	41%	4%	4%	4%	5%	3%	2%	0%	0%	100%

II. **Descriptive Information of the Faculty**

*The following analysis is draw from personal statistics as of 10/22/08. It includes teaching faculty as well as AAUP members of the athletic, counseling and library staff totally 228 members.*

- ❖ 76% (174) identify as Caucasian
- ❖ 46% ( 104) identify as Female
  - 3% (7) are Black females
  - 2% (5) are Latino females
  - 4% (8) are Asian females
  - 0.4% (1) are American Indian females
- ❖ 24% (54) identify as Faculty of color
- ❖ Among the 24% identify as faculty of color
  - 41% (22) are Asian
  - 28% ( 15) are Black
  - 24% ( 13) are Latino
  - 6% (3) are AMID

Department	# Fac.	Women	Black	Latino	Asian	Native	Tot#Color
Psychology	14	8	0	3	0	0	3
Biology	13	5	1	0	0	1	2
English	21	13	2	2	1	1	6
Pol.Sc/Geo/Phil	9	4	0	0	0	0	0
Math & CSC	17	8	3	0	6	0	9
Modern Language	4	2	0	2	1	0	3
Performing Arts	11	2	0	0	1	0	1
Environment Earth Science	7	2	0	0	1	0	1
Sociology	15	6	2	2	0	0	4
Visual Arts	11	9	2	2	1	0	5
Health and Physical Ed	11	3	0	0	1	1	2



<b>Business</b>	16	4	1	0	2	0	3
<b>Communication</b>	12	2	1	1	2	0	4
<b>Economic</b>	6	2	0	0	1	0	1
<b>Education</b>	18	12	1	0	4	0	5
<b>Athletics</b>	9	3	0	0	0	0	0
<b>Counseling</b>	4	3	0	0	0	0	0
<b>Library</b>	12	9	1	0	0	0	1
<b>History</b>	11	6	1	1	0	0	2
<b>Physical Science</b>	7	0	0	0	1	0	1

**III. Distribution of Faculty: % of Faculty of color in the Department**

- 25% of the departments have 0 to 10% of the faculty identify as Faculty of Color
- 35% of the departments have 11% to 20% of the faculty identify as faculty of color
- 20% of the departments have 21% to 30% of the faculty identify as faculty of color
- 10% of the departments have 31% to 50% of the faculty identify as faculty of color
- 10% of the departments have more then 51% of the faculty identify as faculty as of color

Summary

- ❖ 3 departments with a combined total of 22 faculty positions with no faculty of color in their departments
- ❖ 5 departments with 43 faculty positions with only one faculty of color.
- ❖ 40% of the departments have faculty positions that have 0 or 1 faculty person of color in their departments.

Note: We may want to examine the lack of diversity in various departments? How can departments with low diversity address possible challenges created by these circumstances that ensure the maintenance of an open welcoming environment that respects and appreciates diversity?

**IV. Faculty Information by Rank, Gender and Race**

Rank	WM	WF	BM	BF	HM	HF	AM	AF	NM	NF	Total
Professor	36	25	2	2	2	2	4	2			75
Associate Professor	32	27	4	2	4	2	6	1	1	1	80
Assistant Professor	21	28	2	3	2	1	4	5	1	0	67
Instructor	3	3									6

**V. Faculty Promotions by Race and Gender**

	WM	WF	BM	BF	HM	HF	AM	AF	NM	NF	Total
2008	8	9					1				18
2007	6	8	2		2	1		1			20
2006	9	10	1	1	1		1			1	24

2005	9	11		1	1		3	2			27
2004	1	5	1	1	2		1				11

**VI. Hiring Trends Between 1999- 2008 Among Current Non-Temporary AUUP Members**

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total
Total #hired	21	18	26	19	11	11	14	8	9	11	148
#Female	11	8	12	9	6	6	3	7	6	8	76
#Male	10	10	14	10	5	5	11	1	3	3	72
#White	18	14	22	15	11	7	10	7	6	9	119
#Black	1	2	2	3	0	2	1	0	0	0	11
#Latin	1	0	1	1	0	0	1	0	0	0	4
#Asian	1	2	1	0	0	2	2	1	2	2	13
#Amid	0	0	0	0	0	0	0	0	1	0	1

**VII. Number of Faculty Who Have Left Eastern**

Year Hired	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	Total
Total #Left	5	6	3	2	3	4	4	1	0	0	28
#Female	2	3	1	1	1	2	1	1			12
#Male	3	3	2	1	2	2	3				16
#White	4	5	3	1	3	3	4	1			24
#Black		1		1							2
#Latin											0
#Asian	1					1					2
#Amid											0

**VIII. Adjunct Faculty Fall 2008**

Among the Adjunct Faculty total= 274

- 47% (128) are female
- 92% (251) are white
- 3 % (8) are Black
- 1% (3) are Latino
- 4% (9) are Asian

Department	# Fac.	Women	Black	Latino	Asian	Native
Psychology	7	4	0	0	1	0

<b>Biology</b>	10	8	0	0	1	0
<b>English</b>	16	11	0	0	1	0
<b>Pol.Sc/Geo/Phil</b>	8	3	0	0	0	0
<b>Math &amp; CSC</b>	26	10	0	0	1	0
<b>Modern Language</b>	9	4	0	1	2	0
<b>Performing Arts</b>	12	5	1	0	1	0
<b>Environment Earth Science</b>	12	3	0	0	1	0
<b>Sociology</b>	22	11	2	1	0	1
<b>Visual Arts</b>	21	13	2	0	1	0
<b>Health and Physical Ed</b>	32	21	0	0	0	0
<b>Business</b>	25	4	1	0	0	0
<b>Communication</b>	8	2	0	1	0	0
<b>Economic</b>	5	2	0	0	0	0
<b>Education</b>	20	12	0	0	0	1
<b>Athletics</b>	23	8	2	0	0	0
<b>Continuing Edu</b>	3	1	0	0	0	0
<b>Library</b>	4	4	0	0	0	0
<b>History</b>	5	0	0	0	0	0
<b>Physical Science</b>	6	2	0	0	1	0
<b>Total</b>	<b>274</b>	<b>128</b>	<b>8</b>	<b>3</b>	<b>10</b>	<b>2</b>

**IX. Descriptive information of SUOAF Employees by Rank, Gender, Ethnicity**

	<b>07</b>	<b>06</b>	<b>05</b>	<b>04</b>	<b>03</b>	<b>02</b>	<b>01</b>	<b>Total</b>
<b>Total #</b>	9	11	11	39	32	39	9	<b>150</b>
<b># female</b>	6	5	7	22	18	24	4	<b>86</b>
<b># Black</b>	0	1	2	4	3	4	1	<b>15</b>
<b>#Latino</b>	0	1	0	2	2	3	1	<b>9</b>
<b>#Asian</b>	1	0	0	1	2	0	1	<b>5</b>
<b>#Amid</b>	0	0	0	0	0	0	0	<b>0</b>

Note: Representation of employees of color appears low at the higher ranks

**DISTRIBUTION OF FACULTY AND STUDENTS BY DEPARTMENTS**

❖ In real numbers

Department	# Fac.	# total	Black	Latino	Asian	Native	Tot#Color
Psychology	14	1506	0 (124)	3 (68)	0 (20)	0 (5)	3 (217)
Biology	13	615	1 (47)	0 (37)	0 (28)	1 (2)	2 (114)
English	21	978	2 (51)	2 (30)	1 (15)	1 (2)	6 (98)
Pol.Sc/Geo/Phil	9	293	0 (29)	0 (17)	0 (5)	0 (2)	0 (39)
Math & Computer	17	794	3 (70)	0 (39)	6 (26)	0 (5)	9 (140)
Modern Language	4	110	0 (4)	2 (44)	1 (0)	0 (0)	3 (48)
Performing Arts	11	152	0 (24)	0 (5)	1 (1)	0 (4)	1 (34)
Environment Earth Science	7	191	0 (0)	0 (3)	1 (3)	0 (3)	1 (9)
Sociology	15	1180	2 (156)	2 (83)	0 (22)	0 (3)	4 ((264)
Visual Arts	11	404	2 (14)	2 (23)	1 (2)	0 (7)	5 (46)
Health and Physical Ed	11	621	0 (11)	0 (16)	1 (1)	1 (1)	2
Business	16	1850	1 (235)	0 (99)	2 (84)	0 (15)	3 (433)
Communication	12	1234	1 (122)	1 (79)	2 (17)	0 (4)	4 (225)
Economic	6	241	0 (29)	0 (6)	1 (11)	0 (0)	1 (46)
Education	18	907	1 (8)	0 (16)	4 (4)	0 (9)	5 (37)
Athletics	9	3	0	0	0	0	0
Counseling	4	3	0	0	0	0	0
Library	12	9	1	0	0	0	1
History	11	894	1 (29)	1 (23)	0 (7)	0 (6)	2 (65)
Physical Science	7	94	0 (13)	0 (6)	1 (10)	0 (1)	1 (30)

**DISTRIBUTION OF FACULTY AND STUDENTS BY DEPARTMENTS**

Department	# Fac.	# total	Black	Latino	Asian	Native	Tot#Color
Psychology	14	1506	0 (8%)	3 (5%)	0 (1%)	0 (1%)	3 (14%)
Biology	13	615	1 (8%)	0 (6%)	0 (5%)	1 (.3%)	2 (19%)
English	21	978	2 (5%)	2 (3%)	1 (1%)	1 (02)	6 (10%)
Pol.Sc/Geo/Phil	9	293	0 (10%)	0 (6%)	0 (2%)	0 (6%)	0 (13%)
Math & Computer	17	794	3 (9%)	0 (5%)	6 (3%)	0 .06%	9 (18%)
Modern Language	4	110	0 (4%)	2 (40%)	1 (0)	0 (0)	3 (43%)
Performing Arts	11	152	0 (16%)	0 (3%)	1 (.06%)	0 (3%)	1 (22%)
Environment Earth Science	7	191	0 (0)	0 (3)	1 (3)	0 (3)	1 (9)
Sociology	15	1180	2 (13%)	2 (7%)	0 (2%)	0 (.02%)	4 ((22%)
Visual Arts	11	404	2 (3%)	2 ((6%)	1 (.04%)	0 (.02%)	5 (11%)
Health and Physical Ed	11	621	0 (.02%)	0 (.02%)	1 (.001)	1 (.001)	2 (5%)
Business	16	1850	1 (13%)	0 (5%)	2 (5%)	0 (.08%)	3 (24%)
Communication	12	1234	1 (9%)	1 (6%)	2 (1%)	0 (.03%)	4 (18%)
Economic	6	241	0 (12%)	0 (2%)	1 (5%)	0 (0)	1 (19%)
Education	18	907	1 (.08%	0 (2%)	4 (.04%)	0 (.09%)	5 (4%)
History	11	894	1 (3%)	1 (3%)	0 (.07%	0 (.07%	2 (7%)
Physical science	7	94	0 (14%)	0 (6%)	1 (10%)	0 (1%	1 (32%)

❖ Students appear in percents are in ( )