

2011 PROGRESS ASSESSMENT

Assessment of progress by the institution in enhancing diversity and/or moving toward its goals, with an emphasis on the representation of African-American faculty, EEO-1 level administrators and students

Goal: Increase the number of African-American Faculty, EEO-1 level administrators, students, and degrees awarded.

Table 1

**University of South Alabama (USA)
African-American Faculty
1998, 2007-2011**

Faculty

Year	<u>USA</u>		<u>Public 4-Year</u>	<u>Public Doctoral</u>
	Number	Percent of Total	Percent of Total	Percent of Total
1998	26	3.7	4.9 ¹	4.9 ²
2007	30	4.1	5.0 ³	4.3 ⁴
2008	33	4.3	5.1 ⁵	4.3 ⁶
2009	33	4.4	5.2 ⁷	NA
2010	33	4.4	5.4 ⁸	NA
2011	34	4.5	5.3 ⁹	NA

¹ Chronicle of Higher Education 1998-99 Almanac, All Institutions

² Chronicle of Higher Education 1998-99 Almanac, All Institutions

³ Chronicle of Higher Education 2006-07 Almanac, Public Four Year Institutions

⁴ Chronicle of Higher Education 2006-07 Almanac, Public Doctoral Institutions

⁵ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

⁶ Chronicle of Higher Education 2008-09 Almanac, Public Doctoral Institutions

⁷ Chronicle of Higher Education 2009-10 Almanac, Public Four Year Institutions

⁸ Chronicle of Higher Education 2010-11 Almanac, Public Four Year Institutions

⁹ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years but not included in the Chronicle of Higher Education 2011-12 Almanac)

Table 2

**University of South Alabama (USA)
African-American Administrators
1998, 2007-2011**

Administrative/Managerial Staff

Year	<u>USA</u>		<u>Public 4-Year</u>
	Number	Percent of Total	Percent of Total
1998	16	4.8	9.0 ¹⁰
2007	28	8.2	10.3 ¹¹
2008	29	8.3	10.0 ¹²
2009	29	8.4	10.4 ¹³
2010	31	9.1	10.5 ¹⁴
2011	33	9.5	9.9 ¹⁵

Progress toward achievement of the University's goal to increase the number of African-American faculty, EEO-1 administrators, students and degrees awarded is assessed by review of statistical data during the time period of fall 1998 through fall 2011. Annual progress may be observed by comparing changes from 2007 through 2011. These data are provided in Tables 1 and 2 above.

As indicated in Table 1, in fall 1998, twenty-six (3.7%) of all university faculty were African-American. By 2007 this number increased to thirty (4.1%), and since then it has increased slightly to 34 in 2011 (4.5% of the total faculty). In 2011, the percentage of African-American faculty in colleges and universities nationally was 5.3%. In 2008 (the most recent data available), the percentage of African American faculty at doctoral granting institutions was 4.3%. The number of African-American faculty at the University of South Alabama is close to the national average and we are strongly committed to ongoing pursuit of all appropriate ways to increase the presence of African-American faculty on the USA campus.

¹⁰ Chronicle of Higher Education 1998-99 Almanac, All Institutions

¹¹ Chronicle of Higher Education 2006-07 Almanac, Public Four Year Institutions

¹² Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

¹³ Chronicle of Higher Education 2009-10 Almanac, Public Four Year Institutions

¹⁴ Chronicle of Higher Education 2010-11 Almanac, Public Four Year Institutions

¹⁵ US DOE NCEs Digest of Education Statistics: 2010, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years but not included in the Chronicle of Higher Education 2011-12 Almanac)

As indicated in Table 2, by December of 2011, African-Americans comprised 9.5% of all administrators (EEO-1) employed at the University of South Alabama, an increase from 2010 when it was 9.1%. Nationally, 9.9% of college and university administrators are African-American. Efforts will continue at the University to continue this upward trend.

Table 3

**University of South Alabama (USA)
African-American Student Enrollment and Degrees Awarded
1998, 2007-2011**

Year	<u>Undergraduate</u>		<u>Graduate</u>		<u>First Professional</u>		<u>Total USA</u>		<u>National</u>
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	% of Total
1998	1,250	13.4	169	9.2	20	7.8	1,439	12.6	10.4 ¹⁶
2007	1,997	18.7	395	14.1	22	7.9	2,414	17.5	11.1 ¹⁷
2008	2,080	18.8	360	13.2	20	7.1	2,460	17.5	11.1 ¹⁸
2009	2,191	19.2	334	11.8	18	6.2	2,543	17.5	11.2 ¹⁹
2010	2,299	19.7	332	11.8	19	6.4	2,650	17.9	11.3 ²⁰
2011	2,386	20.6	299	10.4	16	5.3	2,701	18.3	11.6 ²¹
<u>Degrees Awarded</u>									
1997-1998	124	7.8	38	7.6	6	9.5	168	7.8	7.8 ²²
2006-2007	216	14.9	75	9.4	7	10.9	298	12.9	9.3 ²³
2007-2008	238	15.3	107	13.4	7	10.8	352	14.5	9.5 ²⁴
2008-2009	210	12.7	89	10.3	2	3.2	301	11.7	9.6 ²⁵
2009-2010	249	15.7	70	8.5	6	9.1	325	13.2	9.7 ²⁶
2010-2011	255	14.9	75	9.2	6	8.7	336	12.9	9.8 ²⁷

¹⁶ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

¹⁷ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

¹⁸ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

¹⁹ Chronicle of Higher Education 2009-10 Almanac, Public Four Year Institutions

²⁰ US DOE NCES Digest of Education Statistics: 2009, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years but not included in the Chronicle of Higher Education 2010-11 Almanac)

²¹ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

²² US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

²³ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

²⁴ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

²⁵ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

²⁶ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

²⁷ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

As indicated in Table 3, in fall 1998, 1,439 (12.6%) of the University's total enrollment was African-American as compared to 2,701 (18.3%) in fall 2011. African-American undergraduate enrollment increased from 1,250 (13.4%) in fall 1998 to 2,386 (20.6%) in fall 2011. African-American graduate enrollment increased from 169 (9.2%) in fall 1998 to 299 (10.4%) in fall 2011. As evidenced by these numbers, the University is achieving its goals of increasing African-American enrollment, and the percentage of African American students at USA continues to exceed the national average.

In the academic year 1997-1998, the number of undergraduate degrees awarded to African-Americans was 124 (7.8%) as compared to 255 (14.9%) in 2010-2011. The number of undergraduate degrees awarded to African-American students increased from 2009-2010 (249) to 2010-2011 (255). At the graduate level, degrees awarded to African-American students increased from 70 (8.5%) in 2009-2010 to 75 (9.2%) in 2010-2011. The number of first professional (M.D.) degrees awarded by the University to African American students remained constant at 6 over the last two years. It is clear that over the last eleven years, the University has made substantial progress in increasing the number of African American students earning undergraduate and graduate degrees, and the percentage of African American graduates at USA continues to exceed the national average.

In conclusion, the University has made substantial progress in accomplishing its goal to increase the number of African-American faculty, African-American administrators, and African-American student enrollment and degrees awarded. The University will continue to assess progress while sustaining the commitment to diversity and multiculturalism with an emphasis on African-Americans.