

**DIVERSITY PLAN
ASSESSMENT OF PROGRESS
2017**

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
1998-2017**

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
2012	35	4.6	5.3 ¹⁰	NA
2013	40	5.2	5.3 ¹¹	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)

¹⁰ US DOE NCES Digest of Education Statistics: 2011, Public Four-Year Institutions

¹¹ US DOE NCES Digest of Education Statistics: 2012, Public Four-Year Institutions

Year	<u>Faculty</u>			
	<u>USA</u>		<u>Public 4-Year</u>	<u>Public Doctoral</u>
	Number	Percent of Total	Percent of Total	Percent of Total
2014	35	4.5	5.1 ¹²	NA
2015	37	4.6	5.1 ¹³	NA
2016	40	4.8	5.1 ¹⁴	NA
2017	40	4.7	5.1 ¹⁵	NA

Table 2

**University of South Alabama (USA)
African-American Administrators
1998-2017**

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 ¹⁶
2007	28	8.2	10.3 ¹⁷
2008	29	8.3	10.0 ¹⁸
2009	29	8.4	10.4 ¹⁹
2010	31	9.1	10.5 ²⁰
2011	33	9.5	9.9 ²¹
2012	33	8.8	9.9 ²²
2013	32	8.6	9.9 ²³

¹² US DOE NCES IPEDS Data Center: 2013, Public Four-Year Institutions

¹³ US DOE NCES IPEDS Data Center: 2014, Public Four-Year Institutions

¹⁴ US DOE NCES IPEDS Data Center: 2015, Public Four-Year Institutions

¹⁵ US DOE NCES IPEDS Data Center: 2016, Public Four-Year Institutions

¹⁶ Chronicle of Higher Education 1998-99 Almanac, All Institutions

¹⁷ Chronicle of Higher Education 2006-07 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 Chronicle of Higher Education 2010-11 Almanac, Public Four Year Institutions

²¹ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years)

²² US DOE NCES Digest of Education Statistics: 2011, Public Four Year Institutions

²³ US DOE NCES Digest of Education Statistics: 2012, Public Four Year Institutions

Administrative/Managerial Staff

Year	<u>USA</u>		<u>Public 4-</u>
	Number	Percent of Total	<u>Year</u> Percent of Total
2014	40	10.0	10.3 ²⁴
2015	45	10.7	10.2 ²⁵
2016	49	11.1	10.3 ²⁶
2017	43	9.6	10.3 ²⁷

Progress toward achievement of the University's goal to increase the number of African-American faculty, EEO-1 administrators, students and degrees awarded was assessed by review of statistical data during the period of fall 1998 through fall 2017. Annual progress can be reviewed beginning with 2007 as a baseline (Tables 1 and 2 above).

As indicated in Table 1, in fall 1998 26 (3.7%) of all university faculty were African-American. By 2007, this number increased to 30 (4.1%) and has since increased to 40 in 2017 (4.7% of the total faculty). The percentage of African-American faculty at the University of South Alabama is close to the national average for public four-year institutions (5.1%) and exceeds the most recent public doctoral granting institution average of 4.3%. These percentages serve as evidence of the University's ongoing commitment to increase the presence of African-American faculty.

The number and percentage of African-American administrators in 2017 was 43, which represented 9.6% of all administrators. The percentage of African-American administrators remains higher than that of the faculty and is slightly lower than the national average for administrators (10.3%).

²⁴ US DOE NCES IPEDS Data Center: 2013, Public Four-Year Institutions

²⁵ US DOE NCES IPEDS Data Center: 2014, Public Four-Year Institutions

²⁶ US DOE NCES IPEDS Data Center: 2015, Public Four-Year Institutions

²⁷ US DOE NCES IPEDS Data Center: 2016, Public Four-Year Institutions

Table 3

**University of South Alabama (USA)
African-American Student Enrollment
1998-2017**

<u>Enrollment</u>											
Year	<u>Undergraduate</u>		<u>Graduate</u>		<u>Medical/M.D.</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 ²⁸		
2007	1,997	18.7	395	14.1	22	7.9	2,414	17.5	11.1 ²⁹		
2008	2,080	18.8	360	13.2	20	7.1	2,460	17.5	11.1 ³⁰		
2009	2,191	19.2	334	11.8	18	6.2	2,543	17.5	11.2 ³¹		
2010	2,299	19.7	332	11.8	19	6.4	2,650	17.9	11.3 ³²		
Year	<u>Undergraduate</u>		<u>Graduate</u>		<u>Doctor's Degree Research</u>		<u>Doctor's Degree Professional Practice</u>		<u>Total USA</u>	<u>National</u>	
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	
2011	2,386	20.6	299	10.4			16	5.3	2,701	18.3	11.6 ³³
2012	2,419	21.4	354	11.7			17	5.7	2,790	19.1	11.5 ³⁴
2013	2,541	22.5	459	13.2			19	6.5	3,019	20.0	12.2 ³⁵
2014	2,687	23.4	575	14.3			23	7.6	3,285	20.8	12.0 ³⁶
2015 ³⁷	2,785	24.2	566	15.2	20	10.1	107	14.2	3,478	21.5	11.8 ³⁸
2016	2,554	21.7	583	15.9	29	12.7	127	16.1	3,293	20.0	11.8 ³⁹
2017	2,444	22.2	572	16.3	27	11.3	157	18.8	3,200	20.6	11.7 ⁴⁰

As indicated in Table 3 above, in fall 1998 1,439 (12.6%) of the University's total enrollment was African-American as compared to 3,200 (20.6%) in fall 2017. African-American undergraduate enrollment increased from 1,250 (13.4%) in fall 1998 to 2,444 (22.2%) in fall 2017. African-American graduate enrollment increased from 169 (9.2%) in fall 1998 to 572 (16.3%) in fall 2017. Enrollment of African-Americans at the undergraduate level did decline for a second straight year starting in 2015. However, the percentage of African-American students increased in 2017 compared to 2016. Overall enrollment fell at USA in fall of 2017, but the decline for African American students was less than for other students.

²⁸ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions
²⁹ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions
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³¹ Chronicle of Higher Education 2009-10 Almanac, Public Four Year Institutions
³² US DOE NCES Digest of Education Statistics: 2009, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years)
³³ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions
³⁴ US DOE NCES Digest of Education Statistics: 2011, Public Four Year Institutions
³⁵ US DOE NCES Digest of Education Statistics: 2012, Public Four Year Institutions
³⁶ US DOE NCES Digest of Education Statistics: 2013, Public Four Year Institutions
³⁷ Beginning in 2015, to better align with IPEDS reports, Medical/M.D. enrollment was combined with the other doctor's degree-professional practice programs (Au.D., D.N.P., D.P.T) and enrollment in doctor's degree-research programs (D.B.A., D.Sc., Ph.D.) was reported separately from the remaining graduate programs (all master's programs, Ed.S., and other graduate students).
³⁸ US DOE NCES Digest of Education Statistics: 2014, Public Four Year Institutions
³⁹ US DOE NCES Digest of Education Statistics: 2015, Public Four Year Institutions
⁴⁰ US DOE NCES Digest of Education Statistics: 2016, Public Four Year Institutions

We believe that this decrease in African-American undergraduate enrollment which occurred in 2016 was an unintended result of changes to the minimum ACT score required for admission to the university's undergraduate programs. The change in admission standards was made based on an analysis of data, which showed that lower test scores were associated with lower rates of degree completion. The University remains committed to providing access to higher education for all qualified students, and to advance that priority instituted a new partnership program, Pathway USA, with community colleges in the region. Pathway USA students who successfully complete an Associate's Degree are guaranteed admission as transfers into USA. As Pathway USA matures in the next few years, we anticipate that African-American undergraduate enrollment at USA will grow. The fact that the percentage of students who are African American increased in 2017 is consistent with this expectation. Also, note that the percentage of African-American enrollment at the graduate and professional practice doctoral level continued to increase in 2017. As evidenced by these numbers, the University is achieving its goal of increasing African-American enrollment. The percentage of African-American students enrolled at USA (20.6%) continues to substantially exceed the national average (11.7%).

Table 4

**University of South Alabama (USA)
African-American Degrees Awarded
1997-98-2016-17**

Degrees Awarded

Year	<u>Undergraduate</u>		<u>Graduate</u>		<u>Medical/M.D.</u>		<u>Total USA</u>		<u>National</u>
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	% of Total
1997-98	124	7.8	38	7.6	6	9.5	168	7.8	7.8 ⁴¹
2006-07	216	14.9	75	9.4	7	10.9	298	12.9	9.3 ⁴²
2007-08	238	15.3	107	13.4	7	10.8	352	14.5	9.5 ⁴³
2008-09	210	12.7	89	10.3	2	3.2	301	11.7	9.6 ⁴⁴
2009-10	249	15.7	70	8.5	6	9.1	325	13.2	9.7 ⁴⁵
2010-11	255	14.9	75	9.2	6	8.7	336	12.9	9.8 ⁴⁶
2011-12	243	14.6	77	9.4	5	6.4	325	12.7	10.1 ⁴⁷
2012-13	266	14.8	78	9.5	4	5.5	348	12.9	10.1 ⁴⁸
2013-14	277	15.0	76	8.7	3	4.8	356	12.8	10.4 ⁴⁹

⁴¹ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

⁴² US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

⁴³ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

⁴⁴ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

⁴⁵ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

⁴⁶ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

⁴⁷ US DOE NCES Digest of Education Statistics: 2011, Public Four Year Institutions

⁴⁸ US DOE NCES Digest of Education Statistics: 2012, Public Four Year Institutions

⁴⁹ US DOE NCES Digest of Education Statistics: 2013, Public Four Year Institutions

Year	<u>Undergraduate</u>		<u>Graduate</u>		<u>Doctor's Degree Research</u>		<u>Doctor's Degree Professional Practice</u>		<u>Total USA</u>		<u>National</u>
	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	Number	% of Total	% of Total
2014-15 ⁵⁰	324	17.9	116	11.8	1	6.7	10	4.8	451	14.9	10.5 ⁵¹
2015-16	386	19.3	116	10.7	0	0	36	14.1	538	16.0	10.4 ⁵²
2016-17	396	19.2	168	13.4	4	10.3	24	11.1	592	16.6	10.4 ⁵³

As shown in Table 4, in the academic year 1997-98, the number of undergraduate degrees awarded to African-Americans was 124 (7.8%) as compared to 396 (19.2%) in 2016-17. At the graduate level, degrees awarded to African-Americans increased to 168 (13.4%) in 2016-17 as compared to 38 (7.6%) in 1997-98. The percentage of undergraduate, graduate, professional practice doctoral degrees, and total degrees awarded in 2016-17 to African-Americans at USA exceeds the national average (10.4%). It is clear the University has made substantial progress in increasing the total number of African-Americans earning degrees and the percentage of African-American graduates at USA.

In conclusion, the University has made substantial progress toward its goal of increasing the number of African-American faculty, EEO-1 level administrators, students, and degrees awarded although challenges remain in some areas. The University will continue to assess progress while sustaining the commitment to diversity and multiculturalism with an emphasis on African-Americans.

⁵⁰ Beginning in 2014-15, to better align with IPEDS reports, Medical/M.D. degree awards were combined with the other doctor's degree-professional practice programs (Au.D., D.N.P., D.P.T) and degree awards in doctor's degree-research programs (D.B.A., D.Sc., Ph.D.) were reported separately from the remaining graduate degree awards (all master's degrees, Ed.S.).

⁵¹ US DOE NCES Digest of Education Statistics: 2014, Public Four Year Institutions

⁵² US DOE NCES Digest of Education Statistics: 2015, Public Four Year Institutions

⁵³ US DOE NCES Digest of Education Statistics: 2016, Public Four Year Institutions