

**DIVERSITY PLAN
ASSESSMENT OF PROGRESS
2015**

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
1998-2015**

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		
2014	35	4.5	5.1 ¹²	NA		
2015	37	4.6	5.1 ¹³	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

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

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

Table 2

**University of South Alabama (USA)
African-American Administrators
1998-2015**

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 ¹⁴
2007	28	8.2	10.3 ¹⁵
2008	29	8.3	10.0 ¹⁶
2009	29	8.4	10.4 ¹⁷
2010	31	9.1	10.5 ¹⁸
2011	33	9.5	9.9 ¹⁹
2012	33	8.8	9.9 ²⁰
2013	32	8.6	9.9 ²¹
2014	40	10.0	10.3 ²²
2015	45	10.7	10.2 ²³

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 time period of fall 1998 through fall 2015. 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 37 in 2015 (4.6% 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.

¹⁴ Chronicle of Higher Education 1998-99 Almanac, All Institutions

¹⁵ Chronicle of Higher Education 2006-07 Almanac, Public Four Year Institutions

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

¹⁷ Chronicle of Higher Education 2009-10 Almanac, Public Four Year Institutions

¹⁸ Chronicle of Higher Education 2010-11 Almanac, Public Four Year Institutions

¹⁹ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years)

²⁰ US DOE NCES Digest of Education Statistics: 2011, Public Four Year Institutions

²¹ US DOE NCES Digest of Education Statistics: 2012, Public Four Year Institutions

²² US DOE NCES IPEDS Data Center: 2013, Public Four-Year Institutions

²³ US DOE NCES IPEDS Data Center: 2014, Public Four-Year Institutions

The number and percentage of African-American administrators increased in 2015 to 10.7% of all administrators. The percentage of African-American administrators remains higher than that of the faculty and is now above the national average for administrators.

Table 3

**University of South Alabama (USA)
African-American Student Enrollment
1998-2015**

Enrollment

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 ²⁴		
2007	1,997	18.7	395	14.1	22	7.9	2,414	17.5	11.1 ²⁵		
2008	2,080	18.8	360	13.2	20	7.1	2,460	17.5	11.1 ²⁶		
2009	2,191	19.2	334	11.8	18	6.2	2,543	17.5	11.2 ²⁷		
2010	2,299	19.7	332	11.8	19	6.4	2,650	17.9	11.3 ²⁸		
2011	2,386	20.6	299	10.4	16	5.3	2,701	18.3	11.6 ²⁹		
2012	2,419	21.4	354	11.7	17	5.7	2,790	19.1	11.5 ³⁰		
2013	2,541	22.5	459	13.2	19	6.5	3,019	20.0	12.2 ³¹		
2014	2,687	23.4	575	14.3	23	7.6	3,285	20.8	12.0 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	% of Total
2015 ³³	2,785	24.2	566	15.2	20	10.1	107	14.2	3,478	21.5	11.8 ³⁴

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 3,478 (21.5%) in fall 2015. African-American undergraduate enrollment increased from 1,250 (13.4%) in fall 1998 to 2,785 (24.2%) in fall 2015. African-American graduate enrollment increased from 169 (9.2%) in fall 1998 to 566 (15.2%) in fall 2015. As evidenced by these numbers, the University is achieving its goal of increasing African-American enrollment. Except for enrollment in doctor's degree research programs (10.1%), the percentage of African-American students enrolled at USA exceeds the national average.

²⁴ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

²⁵ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

²⁶ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

²⁷ Chronicle of Higher Education 2009-10 Almanac, Public Four Year Institutions

²⁸ US DOE NCES Digest of Education Statistics: 2009, Public Four Year Institutions (Source used by Chronicle of Higher Education in previous years)

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³¹ US DOE NCES Digest of Education Statistics: 2012, Public Four Year Institutions

³² US DOE NCES Digest of Education Statistics: 2013, Public Four Year Institutions

³³ 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).

³⁴ US DOE NCES Digest of Education Statistics: 2014, Public Four Year Institutions

Table 4

**University of South Alabama (USA)
African-American Degrees Awarded
1997-98-2014-15**

<u>Degrees Awarded</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	Number	% of Total
1997-98	124	7.8	38	7.6	6	9.5	168	7.8		7.8 ³⁵
2006-07	216	14.9	75	9.4	7	10.9	298	12.9		9.3 ³⁶
2007-08	238	15.3	107	13.4	7	10.8	352	14.5		9.5 ³⁷
2008-09	210	12.7	89	10.3	2	3.2	301	11.7		9.6 ³⁸
2009-10	249	15.7	70	8.5	6	9.1	325	13.2		9.7 ³⁹
2010-11	255	14.9	75	9.2	6	8.7	336	12.9		9.8 ⁴⁰
2011-12	243	14.6	77	9.4	5	6.4	325	12.7		10.1 ⁴¹
2012-13	266	14.8	78	9.5	4	5.5	348	12.9		10.1 ⁴²
2013-14	277	15.0	76	8.7	3	4.8	356	12.8		10.4 ⁴³

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	Number	% of Total
2014-15 ⁴⁴	324	17.9	116	11.8	1	6.7	10	4.8	451	14.9		10.5 ⁴⁵

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 324 (17.9%) in 2014-15. At the graduate level, degrees awarded to African-Americans increased to 116 (11.8%) in 2014-15 as compared to 38 (7.6%) in 1997-98. Although the percentage of research doctoral degrees and professional practice doctoral degrees in 2014-15 trails the national average, the percentage of total degrees awarded to African-Americans at USA continues to exceed the national average. 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.

³⁵ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

³⁶ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

³⁷ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

³⁸ US DOE NCES Digest of Education Statistics: 2010, Public Four Year Institutions

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⁴⁵ US DOE NCES Digest of Education Statistics: 2014, Public Four Year Institutions