

**DIVERSITY PLAN
ASSESSMENT OF PROGRESS
2018**

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
1998-2018**

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

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
2018	42	5.0	5.2 ¹⁶	NA

Table 2

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Administrative/Managerial Staff

Year	<u>USA</u>		<u>Public 4-Year</u>
	Number	Percent of Total	Percent of Total
2014	40	10.0	10.3 ²⁵
2015	45	10.7	10.2 ²⁶
2016	49	11.1	10.3 ²⁷
2017	43	9.6	10.3 ²⁸
2018	48	10.7	10.6 ²⁹

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 2018. 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 42 in 2018 (5.0%) 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 (5.2%) 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 2018 was 48, which represented 10.7% of all administrators. The percentage of African-American administrators remains higher than that of the faculty and is slightly higher than the national average for administrators (10.6%).

²⁵ US DOE NCES IPEDS Data Center: 2013, Public Four-Year Institutions

²⁶ US DOE NCES IPEDS Data Center: 2014, Public Four-Year Institutions

²⁷ US DOE NCES IPEDS Data Center: 2015, Public Four-Year Institutions

²⁸ US DOE NCES IPEDS Data Center: 2016, Public Four-Year Institutions

²⁹ US DOE NCES IPEDS Data Center: 2017, Public Four-Year Institutions

Table 3

**University of South Alabama (USA)
African-American Student Enrollment
1998-2018**

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 ³⁰
2007	1,997	18.7	395	14.1	22	7.9	2,414	17.5	11.1 ³¹
2008	2,080	18.8	360	13.2	20	7.1	2,460	17.5	11.1 ³²
2009	2,191	19.2	334	11.8	18	6.2	2,543	17.5	11.2 ³³
2010	2,299	19.7	332	11.8	19	6.4	2,650	17.9	11.3 ³⁴
2011	2,386	20.6	299	10.4	16	5.3	2,701	18.3	

University is achieving its goal of increasing African-American enrollment. The percentage of African-American students enrolled at USA (20.9%) continues to substantially exceed the national average (11.6%).

Table 4

**University of South Alabama (USA)
African-American Degrees Awarded
1997-98-2017-18**

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 ⁴⁴
2006-07	216	14.9	75	9.4	7	10.9	298	12.9	9.3 ⁴⁵
2007-08	238	15.3	107	13.4	7	10.8	352	14.5	9.5 ⁴⁶
2008-09	210	12.7	89	10.3	2	3.2	301	11.7	9.6 ⁴⁷
2009-10	249	15.7	70	8.5	6	9.1	325	13.2	

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.