

2008 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 and Administrators
1998-2008**

Faculty

Year	<u>USA</u>		<u>National</u>
	Number	Percent of Total	Percent of Total
1998	26	3.7	4.9 ¹
2007	30	4.1	4.3 ²
2008	33	4.2	4.3 ³

Administrative/Managerial Staff

1998	16	5.9	9.0 ⁴
2007	27	9.4	10.3 ⁵
2008	28	9.5	10.0 ⁶

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 2008. For last year's progress assessment, Fall 1998 was selected as the baseline for comparative purposes in order to show the long

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

² Chronicle of Higher Education 2006-07 Almanac, Public Doctoral Institutions

³ Chronicle of Higher Education 2008-09 Almanac, Public Doctoral Institutions

⁴ Chronicle of Higher Education 1998-99 Almanac, All Institutions

⁵ Chronicle of Higher Education 2006-07 Almanac, Public Four Year Institutions

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

term trend. Annual progress may be observed by comparing changes from 2007 to 2008. These data are provided in Tables 1 and 2 given below.

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 in 2008, it increased to thirty-three (4.2%). In 2008, the percentage of African-American faculty in colleges and universities nationally was 4.3%. Although the number of African-American faculty at the University of South Alabama is very close to the national average, we are strongly committed to continuing to pursue all appropriate ways to increase the presence of African-American faculty on the USA campus.

Also indicated in Table 1, by December of 2008, African-Americans comprised 9.5% of all administrators (EEO-1) employed at the University of South Alabama, a slight increase from 2007. Nationally, 10.0% of college and university administrators are African-American. The University clearly recognizes the need to continue its increase in the number of African-American administrators and will persist in its efforts toward that end.

Table 2

**University of South Alabama (USA)
African-American Student Enrollment and Degrees Awarded
1998-2008**

Enrollment

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 ⁷
2007	1,997	18.7	395	14.1	22	7.9	2,414	17.5	11.1 ⁸
2008	2,080	18.8	360	13.2	20	7.1	2,460	17.5	11.1 ⁹

Degrees Awarded

1997-1998	124	7.8	38	7.6	6	9.5	168	7.8	N/A
2006-2007	216	14.9	75	9.4	7	10.9	298	12.9	
2007-2008	238	15.3	107	13.4	7	10.8	352	14.5	9.5 ¹⁰

⁷ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

⁸ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

⁹ Chronicle of Higher Education 2008-09 Almanac, Public Four Year Institutions

¹⁰ Chronicle of Higher Education 2008-09 Almanac, All Bachelor's, Master's, Doctorate, Professional Degrees

As indicated in Table 2, in Fall 1998, 1,439 (12.6%) of the University's total enrollment was African-American as compared to 2,460 (17.5%) in Fall 2008. African-American undergraduate enrollment increased from 1,250 (13.4%) in Fall 1998 to 2,080 (18.8%) in Fall 2008. African-American graduate enrollment increased from 169 (9.2%) in Fall 1998 to 360 (13.2%) in Fall 2008. As evidenced by these numbers, the University is achieving its goals of increasing African-American enrollment.

In the academic year 1997-1998, the percentage of undergraduate degrees awarded to African-Americans was 124 (7.8%) as compared to 238 (15.3%) in 2008. At the graduate level, degrees awarded to African-Americans increased from 38 (7.6%) to 107 (13.4%). In the same time period, the number of first professional (M.D.) degrees awarded by the University increased from 6 (9.5%) to 7 (10.8%).

In conclusion, the University has clearly made substantial progress in the accomplishment of 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 its progress and will sustain its commitment to diversity and multiculturalism with an emphasis on African-Americans.