

2007 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.

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 ten year time period of Fall 1998 through Fall 2007. These data are provided in Tables 1 and 2 given below.

Table 1

**University of South Alabama (USA)
African-American Faculty and Administrators
1998-2007**

Year	<u>USA</u>		<u>National</u>
	Number	Percent of Total	Percent of Total
1998	26	3.7	---
2007	30	4.1	4.3

<u>Administrative/Managerial Staff</u>			
1998	16	5.9	---
2007	27	9.4	10.3

As indicated in Table 1, in Fall 1998, twenty-six (3.7%) of all university faculty were African-American, and in 2007, the number increased to thirty (4.1%). In 2007, 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 essentially at 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, African-Americans comprised 9.4% of all administrators (EEO-1) employed at the University of South Alabama. Nationally, African-Americans comprise 10.3% of college and university administrators. Thus, the University lags behind the national data by 0.9%. The University clearly recognizes the need to increase the number of African-American administrators and will continue to work toward the accomplishment of this goal.

Table 2

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

<u>Enrollment</u>									
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	N/A
2007	1,997	18.7	395	14.1	22	7.9	2,414	17.5	12.5
<u>Degrees Awarded</u>									
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	

As indicated in Table 2, in Fall 1998, 1,439 (12.6%) of the University's total enrollment was African-American as compared to 2,414 (17.5%) in Fall 2007. African-American undergraduate enrollment increased from 1,250 (13.4%) in Fall 1998 to 1,997 (18.7%) in Fall 2007. African-American graduate enrollment increased from 169 (9.2%) in Fall 1998 to 395 (14.1%) in Fall 2007. As evidenced by these numbers, the University not only met but exceeded its expectation in 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 216 (14.9%) in 2007. At the graduate level, degrees awarded to African-Americans increased from 38 (7.6%) to 75 (9.4%). In the same ten year time period, the number of first professional (M.D.) degrees awarded by the University increased from 6 (9.5%) to 7 (10.9%).

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.