

MEMORANDUM

TO: Dr. Jack Hawkins
Chancellor

FROM: Mr. Ray White
Chair, Diversity Program Planning Committee (DPPC)

DATE: May 26, 2008

RE: Diversity Program Planning Committee (DPPC) Annual Report

This is the first annual DPPC report to you on the status of diversity at Troy University. This annual report is in response to the final settlement agreement between the Knight-Sims plaintiffs and Troy University in which Troy University agreed to prepare a report to you on the status of diversity at Troy University for a five-year period. This report covers the academic calendar year 2007. I recommend that you approve a short presentation at a Chancellor's Cabinet Meeting to share this information and encourage continued commitment of diversity initiatives by the senior leadership.

The major efforts to expand the pool of African-Americans in faculty and professional staff hiring and other minorities including checklists and maintaining applicant statistics continues. Attachment 1 is the racial analysis of faculty and professional staff searches for 2007 including the number of African-Americans who self-identified as applicants for the positions.

TROY is making continued improvement in the hiring of African-American faculty and professional staff as can be seen by the chart at Attachment 2 which covers the period 1991-2007. One of TROY's strategic objectives is to increase African-American professional staff and faculty by 30% by 2010. Based on the figures of 2004 as a baseline, we have increased African-American faculty from 26 to 32, which is an 23% increase. We have increased professional staff positions from 48 to 62, which is a 29% increase. This includes the hiring of an African-American Dean of First-Year Studies.

The best and most productive means of increasing African-American faculty has been the creation and funding of African-American Fellowships. The increase in the number of fellowships and the amount of money awarded for the fellowships that you approved several years ago has produced growth and success in this program (see Attachment 2). We have offered 24 African-American fellowships, of which 22 accepted and entered into PhD programs. Four were released from their commitments without repayment because there were no University needs in their

disciplines after they finished their programs. Two declined contract offers and have either repaid the University or are currently in a repayment plan. Six of are still teaching at TROY and four completed their commitments and have since left the University. Six are still currently pursuing their PhDs in the program. We are in the process of identifying four additional candidates for the program. We have 30 candidates who have submitted applications for the program this year. Our African-American Fellowship Committee will meet within the next two months to begin reviewing the candidates and scheduling appropriate interviews.

The chart at Attachment 3 shows the racial composition of the student body from 1991 to 2007. In fall 2007, Troy had 6,010 African American students, more than any other public 4-year school in Alabama including Alabama A&M (5,222) and Alabama State (5,367). Comparing the percentage of African-Americans to the total student body headcount shows TROY had 39.5% which was the second highest in the state among non-Historically Black Institutions (HBIs). Students know that TROY is welcoming to all racial and ethnic groups.

Attachment 4 reflects the racial composition of those students awarded degrees at TROY since 1997. According to IPEDS figures, TROY has more African-American graduates than any other public 4-year school including the HBIs. Using IPEDS Completions figures for 2005-2006, TROY had 910 African-American graduates, ASU had 783, and AA&M had 731.

Attachment 5 reflects numerous activities and events that were held on Troy University campuses during 2007 that helped promote and encourage diversity among students, faculty, staff and visitors to the University. These are only samplings of the many activities on the various TROY campuses.

Although there are still areas where more improvements are needed, Troy has made great strides in moving toward the goals you and the Board of Trustees have set in the University's *Vision 2010* Strategic Plan. We must keep these goals before us and continue to make every effort to increase diversity at Troy University.

5 Attachments:

1. Racial Analysis of Faculty & Staff Employment Searches
2. African American Faculty and Professional Staff Progress Report (1991-2007)
3. Racial Composition of Student Body (1993-2007)
4. Racial Composition of Degrees Awarded (1997-2007)
5. Activities and Events on TROY Campuses Promoting Diversity

cc: Diversity Program Planning Committee Members
All Troy University Employees
Troy University Official Website

Troy University Faculty and Staff Completed Employment Searches (2007)

Position Title	Total Applicants	African American Applicants
Dothan Campus		
Application Support Specialist 07	10	5
Assistant Professor Biology 07	18	1
Assistant Professor English 07	23	3
Assistant Professor Finance 06	12	0
Assistant Professor History 07	21	0
Assistant Professor Secondary Education 07	15	0
Associate Director Fort Rucker 07	41	0
Coordinator Business & Industry Trng 07	23	1
Coordinator Student Services 07	23	4
English Specialist 06	6	1
Enrollment Director 06	13	3
Graduate Admissions Director 07	22	2
Math Specialist 06	2	1
Registrar 07	15	1
Teacher Certification Coordinator 07	21	3
Teacher Education Coordinator 07 (1)	34	5
Teacher Education Coordinator 07 (2)	19	2
Montgomery Campus		
Professor of Science/Dept Chair (rank open)	10	0
Professor of Social Sciences (rank open)	11	0
Production Manager	4	0
Assistant Director Financial Aid	19	11
Auxiliary Services Coordinator	24	2
Professor of Marketing (rank open)	21	2
Professor of Economics (rank open)	26	0
Davis Theatre Office Manager	31	3
Financial Aid Counselor	36	14
Coordinator Telecommunicated Instruction	7	2
Collection Development/Reference Librarian	9	0
Lecturer of Mathematics	13	1
Professor of Accounting (rank open)	25	0
Computer Support Analyst	14	0
Professor of Accounting (rank open)	25	0
Professor of Finance (rank open)	5	0
Professor of Law (rank open)	28	0
Professor of Economics (rank open)	26	0

Troy University Faculty and Staff Completed Employment Searches (2007)

Position Title	Total Applicants	African American Applicants
Lecturer of Biology	8	0
Lecturer of Social Science	12	2
Assistant Professor of Political Science	27	3
Coordinator Student Support Services	47	3
Graduate Actions Coordinator	31	1
Assistant Director Financial Aid	9	3
UG Academic Advisor	46	4
 Troy Campus		
Academic Coordinator for Athletics	43	5
ACCESS Director	7	1
Admissions Counselor	13	3
Admissions Counselor (FL Initiative)	9	3
Admissions Counselor, PC	42	21
Admissions Counselor-Recruiter	19	2
Advertising-Journalism Faculty	23	1
AGSC/STARS Program Coordinator	17	3
Assistant Soccer Coach	31	1
Assistant Soccer Coach	1	1
Assoc. Prof., CJ & Social Sciences	14	2
Assoc. Professor-Director, Geomatics	5	2
Associate Director of Graduate Programs, eCampus	11	2
Associate Vice Chancellor, IRPE	17	3
Asst. Director for Financial Aid	4	2
Asst. Director for Financial Aid	4	1
Asst. Director of Athletic Media Relations	19	1
Asst. Director of Student Development	21	6
Asst. Men's Basketball Coach	49	4
Asst. Prof. of Communication	16	1
Asst. Prof., Communication	20	3
Asst. Prof., Coord. Of Choral Music	25	1
Asst. Prof., Counselor Education	9	2
Asst. Professor of English	19	3
Asst. Project Director, Biology (ASIM)	3	1
Asst. Strength & Conditioning Coach	12	1
Asst. to Dean, SCOB	5	2
Asst. Track & Field Coach	4	1
Asst. Women's Basketball Coach	68	6
Asst. Women's Basketball Coach	56	5

Troy University Faculty and Staff Completed Employment Searches (2007)

Position Title	Total Applicants	African American Applicants
Asst.-Assoc. Prof., Clarinet	32	1
Asst.-Assoc. Prof., Counseling & Psychology-PC	11	1
Asst.-Assoc. Prof., Educ. Admin./Leadership-PC	9	4
Asst.-Assoc. Prof., Elem. Educ., PC	8	3
Asst.-Assoc. Prof., Graphic Design	8	1
Asst.-Assoc. Prof., Microbiology	19	2
Asst.-Assoc. Prof., Psychology	5	1
Asst.-Assoc. Prof., Psychology-PC	7	1
Asst.-Assoc. Prof., Social Work	12	3
Asst.-Assoc. Prof., Special Education	6	1
Asst.-Assoc. Prof., Sport & Fitness Mgt.	5	1
Asst.-Assoc. Prof.-Business at P.C.	9	3
Asst.-Assoc. Professor of Economics	29	1
Asst.-Assoc. Professor, Accounting	7	1
Asst.-Assoc. Professor, Management	34	4
Athletic Ticket Manager	23	4
Career Development Counselor	16	3
Case Manager	10	3
Cataloger and Database Manager	11	1
Child Care Worker	6	4
Community Director, Residence Life	16	4
Coordinator of Career Services	17	6
Coordinator of Certification	8	1
Coordinator of Membership & Chapter Dev.	25	1
Coordinator of Recruitment & Special Events	19	2
Coordinator of Teacher Education	23	2
Coordinator of Teacher Education	20	4
Coordinator, Student Involvement & Leadership	23	3
Counselor, Student Development	15	5
Counselor, Student Development	27	8
Dean of First Year Studies	15	1
Dean of Student Services, PC	35	12
Dean, College of Education	7	1
Director of Annual Giving & Special Projects	6	1
Director of Compliance	23	2
Director of Development & Annual Giving, Athletics	11	1
Director of Development-Athletics	17	3
Director of Enrollment, PC	12	4
Director of Operations, eCampus	11	2

Troy University Faculty and Staff Completed Employment Searches (2007)

Position Title	Total Applicants	African American Applicants
Director of Promotions & Event Mgt.	28	2
Director of Student Athlete Services	12	1
Director of Student Svcs., eCampus	11	2
Director, eCampus	41	3
Director, Library Services, Dothan	13	1
Director, Student Development/Counseling	6	1
Director, Study Abroad Programs	8	1
Director, Teacher Education	12	2
Dothan Campus Vice Chancellor	24	1
eCampus Director of Educational Technology Svcs.	17	2
eCampus Enrollment Coordinator	23	1
eCampus Graduate Academic Advisor	10	2
eCampus Graduate Student Services Coord.	14	4
eCampus Graduate Student Svcs. Coordinator	17	3
eCampus Remote Proctor Coordinator	5	2
Economic Development Research Analyst	8	2
Equipment Manager	4	1
Evening Coordinator of Facilities	5	2
Financial Aid Counselor	36	4
Financial Aid Counselor	24	5
Financial Aid Counselor	31	7
Information Systems Faculty	15	2
Instructional Design Program & Training Coord.	8	1
International Recruitment Specialist	25	1
Lecturer, Biology	30	4
Lecturer, Elementary Education - PC	7	3
Lecturer, Journalism	4	1
Mass Communication Faculty	26	1
Mathematics Specialist	4	1
Mental Health Counselor	5	1
Montgomery Campus Vice Chancellor	19	3
Nursing Faculty	9	2
Nursing Faculty, Phenix City	5	1
Nursing, BSN	4	1
Project Coordinator, ACCESS	10	3
Regional Director of Institutional Development	1	1
Regional Director of Institutional Development	27	1
Scheduler-Course Management Coord., ACCESS	11	3
Staff Accountant III	6	1

Troy University Faculty and Staff Completed Employment Searches (2007)

Position Title	Total Applicants	African American Applicants
Student Services Coordinator, eCampus	33	4
Technology Specialist	10	2
Transportation Coordinator	12	3
Trojan Card System Administrator	9	3
Upward Bound Counselor	11	6
VA Counselor	8	1
VA Counselor, eCampus	21	2
Vice Chancellor, University College	7	1
Video Coordinator	6	1

THE TROY UNIVERSITY SYSTEM
African-American Faculty, Professional Staff, and Fellowship
Progress Report

EMPLOYMENT CLASSIFICATION	1991	1993	1994	1995	1996	1997	1998	1999
FACULTY	9	11	18	22	21	21	20	22
PROFESSIONAL STAFF	11	15	21	29	34	38	35	30
AFRICAN-AMERICAN FELLOWSHIPS IN PROGRESS	0	3	4	8	9	8	*7	*9

EMPLOYMENT CLASSIFICATION	2000	2001	2002	2003	2004	2005	2006	2007
FACULTY	18	18	20	27	25	27	33	32
PROFESSIONAL STAFF	34	41	42	44	47	60	54	62
AFRICAN-AMERICAN FELLOWSHIPS IN PROGRESS	*11	*11	*11	*11	***19/10/7	***20/9/9	***23/10/10	***24/7/13

* Contracted

*** Total Contracted/Currently Contracted/Completed

Troy University
 Racial Composition of
 Student Body
 1993-2007

		Caucasian	African-American	Other	Total
1993	Undergraduate	7935	1874	298	10107
	Graduate	1673	526	57	2256
	TOTAL	9608	2400	355	12363
	%	78%	19%	3%	
1994	Undergraduate	7703	1932	318	9953
	Graduate	1626	601	104	2331
	TOTAL	9329	2533	422	12284
	%	76%	21%	3%	
1995	Undergraduate	7552	2021	316	9889
	Graduate	1569	660	53	2282
	TOTAL	9121	2681	369	12171
	%	75%	22%	3%	
1996	Undergraduate	7016	1913	349	9278
	Graduate	1355	586	113	2054
	TOTAL	8371	2499	462	11332
	%	74%	22%	4%	
1997	Undergraduate	7098	2219	413	9730
	Graduate	1348	803	118	2269
	TOTAL	8446	3022	531	11999
	%	70%	25%	4%	
1998	Undergraduate	6539	2464	637	9640
	Graduate	1372	921	262	2555
	TOTAL	7911	3385	899	12195
	%	65%	28%	7%	
1999	Undergraduate	5957	2388	701	9046
	Graduate	1324	898	358	2580
	TOTAL	7281	3286	1059	11626
	%	63%	28%	9%	
2000	Undergraduate	5638	2495	606	8739
	Graduate	1368	807	360	2535
	TOTAL	7006	3302	966	11274
	%	62%	29%	9%	

Troy University
 Racial Composition of
 Student Body
 1993-2007

		Caucasian	African-American	Other	Other
2001	Undergraduate	5584	2492	726	8802
	Graduate	1590	882	481	2953
	TOTAL	7174	3374	1207	11755
	%	61%	29%	10%	
2002	Undergraduate	5726	2641	689	9056
	Graduate	1912	933	555	3400
	TOTAL	7638	3574	1244	12456
	%	61%	29%	10%	
2003	Undergraduate	5893	3291	784	9968
	Graduate	1998	1313	463	3774
	TOTAL	7891	4604	1247	13742
	%	57%	34%	9%	
2004	Undergraduate	6004	3881	804	10689
	Graduate	2080	1652	542	4274
	TOTAL	8084	5533	1346	14963
	%	54%	37%	9%	
2005	Undergraduate	5659	3787	949	10395
	Graduate	1498	1309	292	3099
	TOTAL	7157	5096	1241	13494
	%	53%	38%	9%	
2006	Undergraduate	6001	4133	1101	11235
	Graduate	1332	1188	332	2852
	TOTAL	7333	5321	1433	14087
	%	52%	38%	10%	
2007	Undergraduate	6550	4662	1124	12336
	Graduate	1242	1342	180	2764
	TOTAL	7792	6004	1304	15100
	%	52%	40%	8%	

Troy University
Racial Composition
of Degrees Awarded

	Bachelor's Degree			Graduate's Degree			EDS			Total Degrees Awarded		
	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
July 1, 1996 - June 30, 1997	1292	231	47	493	161	16	102	93	3	1887	485	66
July 1, 1997 - June 30, 1998	1292	273	46	492	184	25	95	106	2	1879	563	73
July 1, 1998 - June 30, 1999	1325	311	57	492	246	44	128	175	6	1945	732	107
July 1, 1999 - June 30, 2000	1169	317	79	468	249	61	104	113	6	1741	679	146
July 1, 2000 - June 30, 2001	997	321	105	431	217	56	68	81	2	1496	619	163
July 1, 2001 - June 30, 2002	1018	319	87	454	199	120	61	70	9	1533	588	216
July 1, 2002 - June 30, 2003	812	365	101	523	301	142	39	75	23	1374	741	266
July 1, 2003 - June 30, 2004	939	372	63	618	312	150	64	55	4	1621	739	217
July 1, 2004 - June 30, 2005	1162	351	121	684	376	143	76	63	2	1922	790	266
July 1, 2005 - June 30, 2006	1201	486	161	664	370	128	103	80	0	1968	936	289
July 1, 2006 - June 30, 2007	1213	445	237	588	391	139	79	74	2	1880	910	378

2007 ANNUAL DIVERSITY REPORT DIVERSITY ACTIVITIES

Troy University staff and faculty planned or participated in numerous activities and events that further strengthened diversity throughout the University. Some of the most significant activities and events during 2007 are as follows:

- On February 2, 2007, several members of the Troy University Diversity Program Planning Committee attended the Alabama Black Caucus Annual Retreat for a presentation by Attorney Jim Blackshear on the Desegregation Court Case Settlement Agreement.
- During February and March 2007, The Chair of the Troy University Diversity Program planned and scheduled presentations by Attorney Jim Blackshear on all TROY Alabama Campuses to brief the various points of the Desegregation Court Case Settlement Agreements.
- During February 2007, Troy University Choral Group presented a free special musical presentation for staff, faculty and students to celebrate Black History Month in Montgomery at the Rosa Parks Library & Museum.
- In March 2007, Troy University hosted a Black Journalists tour of the Rosa Parks Museum.
- On April 30, 2007, several members of the Troy University Diversity Program Planning Committee attended a Diversity Strategic Planning workshop at Auburn University for Alabama Universities.
- On August 1-3, 2007, Troy University's Rosa Parks Museum hosted the first Civil Rights Education Summit, "Using the Past to Reshape the Future". Educators from around the United States attended the conference to learn about the Montgomery Bus Boycott and to discuss reconciliation ideas and actions.
- The Troy University consolidated Diversity Program Planning Committee was appointed by the Chancellor. African American members for the committee were selected through a nomination and election process in which only African American staff and faculty participated. The new DPPC met for the first time on May 30, 2007 to begin the process of diversity planning.
- The Troy University's Rosa Parks Museum hosted numerous activities and events focused on diversity, human rights understanding and Civil Rights Study, to include the following:
 - o Cultural Understanding Pilgrimages from Pennsylvania and Maryland
 - o Operation Understanding Annual Tours from Philadelphia and Washington, D.C.
 - o Tour from England called "deconstructing the Boycott"
 - o Children's Choir from Chicago, Illinois conducting a musical salute to Rosa Parks and other Civil Rights warriors
 - o Filming in the Rosa Parks Museum for the Oprah Winfrey Show for Black History Month special on the Civil Rights Movement
- Troy University Montgomery Campus faculty and staff provided tutoring, recognition awards for school children and supplies for teachers and students at Davis Elementary School as part of the Partners in Education Program.

- Numerous Troy University senior administrators, to include vice chancellors, deans and department chairs were appointed to serve on the Alabama Rural Action Commission Region 5 Education Committee to help develop ideas and solutions to depressed economic, education and development conditions in the Black Belt region of the State.
- A year-long program to develop an exterior exhibit on the Rosa Parks Library & Museum called “a Tribute to the Foot Soldiers” was unveiled in November 2007. The exhibit pays tribute to the 55,000 “foot soldiers” of the 1955-1956 Montgomery Bus Boycott.
- On the Dothan Campus, the Alliance of Cultural Diversity Organization was formed for the purpose of encouraging academic excellence, providing awareness of minority cultures to advance political interest, stimulating good citizenship and civic-mindedness, and encouraging social interaction between members and non-members.
- On the Troy Campus, there were numerous activities and events that included very diverse individuals and groups. Some of the key events and activities held were:
 - o Troy University and the City of Troy sponsored the Annual Leadership Conference Celebrating Black History Month. The opening speaker for February was Dennis Kimbrough. The Step Show sponsored by Phi Beta Sigma included a diverse population with a theme centered on unity. The NAACP and National Association of Black Journalists held a talent show and fashion show involving individuals from all cultures and backgrounds. The Freshman Forum held a special ceremony honoring Dr. Martin Luther King, Jr.
 - o In the International area, the ISCO focused on the Chinese New Year Festival.
 - o International students sponsored and hosted a soccer tournament which resulted in interaction among many cultures.
 - o The Freshman Forum sponsored an International Thanksgiving Dinner, presenting food and fellowship from various parts of the world.
 - o The International Office sponsored many activities during International Education Week.
 - o The Student Government Association sponsored and organized a Women’s History Month banquet and selected four students as outstanding women.
 - o Other events on the Troy Campus included the Diwali Festival and the Dishain Festival.