

## MEMORANDUM

**TO:** Dr. Jack Hawkins  
Chancellor

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

**DATE:** April 9, 2010

**RE:** Diversity Program Planning Committee (DPPC) Annual Report

This is the third 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 2009. After your review, I will share this information with key leaders at the university and encourage continued commitment to diversity initiatives.

The major efforts to expand the pool of African-Americans and other minorities in faculty and professional staff hiring, including checklists and maintaining applicant statistics continues. Attachment 1 is the racial analysis of faculty and professional staff searches for 2009 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 1991-2009. 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 25 to 42, which is a 68% increase. We have increased professional staff positions from 47 to 70, which is a 49% increase. We have increased African-American faculty and staff combined 56%. Based on these figures, we have already significantly surpassed the 30% goal for both faculty and professional staff.

The best and most productive means of increasing African-American faculty has been the creation and funding of African-American Fellowships. Once again, the increase in the number of fellowships and the amount of money awarded for the fellowships that you provided several years ago has produced growth and success in this program (see Attachment 2). We have offered 29 African-American fellowships, of which 27 accepted and entered into Ph.D programs. Three 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 from TROY and one has repaid the University and one is currently in a repayment plan. Six of them are still teaching at TROY and one is in a professional administrative staff position at TROY. Four completed their commitments and have since left the University. Eleven are still

currently pursuing their PhD's in the program. Six of these eleven are still being funded from the program that you approved a few years ago to have no more than 10 funded positions awarded at one time. Therefore, there are only four vacant funded fellowships positions available for consideration for 2010. Five of the eleven that are currently in the program were awarded contracts in 2008, and none were awarded in 2009. Our African-American Fellowship Committee will meet again in April, 2010 to begin reviewing the candidates and scheduling appropriate interviews for the 2010 applicants, if any are qualified for the degree programs needed at Troy University.

The chart at Attachment 3 shows the racial composition of the student body from 1993-2009. In fall 2009, TROY had 7,131 African-American students, more than any other public 4-year school in Alabama, including Alabama A&M (5,023) and Alabama State (5,316). Comparing the percentage of African-Americans to the total student body headcount shows TROY had 42% which was the second highest in the state among non-Historically Black Institutions (HBI's). Students from all racial and ethnic groups know that they are accepted and welcomed at TROY.

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 Alabama public 4-year school including the HBI's. Using IPED's completions figures for 2008-2009, TROY had 882 African-American graduates, AA&M had 735, and ASU had 723.

Attachment 5 reflects numerous activities and events that were held on Troy University campuses during 2009 that helped promote and encourage diversity among students, faculty, staff and visitors to the University. These are only a representative sampling of the many activities on the various TROY campuses.

Although there are still more areas where improvement is needed, TROY has made, and continues to make great strides towards the goals you and the Board of Trustees have set in our Vision 2010 University Strategic Plan. We must continue to strive to reach and exceed the goals we have set as we continue to make every effort to increase Troy University diversity.

5 Attachments:

1. Racial Analysis of Faculty and Staff Employment Searches
2. African-American Faculty and Professional Staff Progress Report (1991-2009)
3. Racial Composition of Student Body (1993-2009)
4. Racial Composition of Degrees Awarded (1997-2009)
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 (2009)**

<b>Position Title</b>	<b>Total Applicants</b>	<b>African American Applicants</b>
<b>Montgomery Campus</b>		
Academic Scheduling & Course Mngt Coordinator	55	8
Assistant Director of Enrollment Management	43	4
Assistant Professor of MIS	10	0
Associate Dean	13	2
Associate Director of CIBED	22	1
Asst/Assoc Professor of English	37	0
Asst/Assoc Professor of Finance	15	0
Asst/Assoc/Full Professor of Marketing	15	0
Asst/Assoc/Full Professor of Rehab Counseling	12	2
Asst/Assoc/Full Professor of School Psychology	5	0
Cataloging/Reference Librarian	29	2
Financial Aid Counselor	33	5
Math Specialist	15	1
Professor of Human Resources	15	1
<b>Dothan Campus</b>		
Associate Professor - Psychology	3	0
Assistant/Associate Professor - English	15	2
Assistant/Associate Professor - Management (HRM)	13	0
Assistant/Associate Professor - Business Law	34	0
Assistant/Associate Professor - Criminal Justice	27	5
Assistant/Associate Professor - History	27	1
Technical Services Librarian	16	1
Lecturer - Mathematics	25	1
<b>Troy Campus</b>		
Asst-Assoc Prof., Elem. Ed.-Reading	10	3
Asst-Assoc Prof. of Environmental Sciences	56	8
Asst.-Assoc. Prof., Elementary Education	19	8
Web Master	16	5
Assoc. VC of Operations, Global Campus	14	3
eCampus ACCELERATE Program Coord.	30	5
Associate Provost for Academic Support	19	4
Trojan Center Director	16	2
Program Dir./Faculty, Interpreter Training	6	0
Instructional Design Program & Training Coord.	18	4
Lecturer of Dance	12	1
Cataloger/Instructor Library	7	0
Senior Director, Human Resources	36	4
Asst. Professor of Musicology	6	0
Director of Development-Major Gifts	35	2
International Business Coordinator	4	0
Coordinator of Student Involvement & Leadership	27	8
Enrollment Coordinator, eCampus	37	7
Asst.-Assoc. Prof., Print Journalism	31	3
Assistant Women's Basketball Coach	79	12

Attachment 1

Marketing-Promotions Director	27	2
Director of TCM Medicaid Claiming	2	0
Asst. Athletic Director for Development	1	1
Textbook Coordinator, eCampus	46	10
Director for IRPE for Ed. & Admn. Support Programs	11	2
Community Director	11	5
Director for Financial Aid and Veterans Affairs	11	2
Director of Dev-Annual Giving, Athletics	5	2
Counselor, Student Development	18	4
Web Content Manager	6	2
Network Engineer	5	3
<b>Phenix City Campus</b>		
MSN Faculty	6	2
Coordinator of Laboratory Experience	34	8
Assoc. Dean of Student Services	49	15

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

EMPLOYMENT CLASSIFICATION		1991	1993	1994	1995	1996	1997	1998	1999	2000
FACULTY	TROY	9	11	18	22	21	21	20	22	18
PROFESSIONAL STAFF	TROY	11	15	21	29	34	38	35	30	34
AFRICAN-AMERICAN FELLOWSHIPS IN PROGRESS	TROY	0	3	4	8	9	8	*7	*9	*11

EMPLOYMENT CLASSIFICATION		2001	2002	2003	2004	2005	2006	2007	2008	2009
FACULTY	TROY	18	20	27	25	27	33	32	34	42
PROFESSIONAL STAFF	TROY	41	42	44	47	60	54	62	69	70
AFRICAN-AMERICAN FELLOWSHIPS IN PROGRESS	TROY	*11	*11	*11	***19/10/7	***20/9/9	***23/10/10	***24/7/13	***29/12/15	***29/11/16

\* Contracted

\*\*\* Total Contracted/Currently Contracted/Completed

Troy University  
Racial Composition of  
Student Body  
1993-2009

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

Troy University  
Racial Composition of  
Student Body  
1993-2009

		Caucasian	African-American	Other	Total
2001	Undergraduate	5584	2492	726	<b>8802</b>
	Graduate	1590	882	481	<b>2953</b>
	<b>TOTAL</b>	<b>7174</b>	<b>3374</b>	<b>1207</b>	<b>11755</b>
	<b>%</b>	<b>61%</b>	<b>29%</b>	<b>10%</b>	
2002	Undergraduate	5726	2641	689	<b>9056</b>
	Graduate	1912	933	555	<b>3400</b>
	<b>TOTAL</b>	<b>7638</b>	<b>3574</b>	<b>1244</b>	<b>12456</b>
	<b>%</b>	<b>61%</b>	<b>29%</b>	<b>10%</b>	
2003	Undergraduate	5893	3291	784	<b>9968</b>
	Graduate	1998	1313	463	<b>3774</b>
	<b>TOTAL</b>	<b>7891</b>	<b>4604</b>	<b>1247</b>	<b>13742</b>
	<b>%</b>	<b>57%</b>	<b>34%</b>	<b>9%</b>	
2004	Undergraduate	6004	3881	804	<b>10689</b>
	Graduate	2080	1652	542	<b>4274</b>
	<b>TOTAL</b>	<b>8084</b>	<b>5533</b>	<b>1346</b>	<b>14963</b>
	<b>%</b>	<b>54%</b>	<b>37%</b>	<b>9%</b>	
2005	Undergraduate	5659	3787	949	<b>10395</b>
	Graduate	1498	1309	292	<b>3099</b>
	<b>TOTAL</b>	<b>7157</b>	<b>5096</b>	<b>1241</b>	<b>13494</b>
	<b>%</b>	<b>53%</b>	<b>38%</b>	<b>9%</b>	
2006	Undergraduate	6001	4133	1101	<b>11235</b>
	Graduate	1332	1188	332	<b>2852</b>
	<b>TOTAL</b>	<b>7333</b>	<b>5321</b>	<b>1433</b>	<b>14087</b>
	<b>%</b>	<b>52%</b>	<b>38%</b>	<b>10%</b>	
2007	Undergraduate	6550	4662	1124	<b>12336</b>
	Graduate	1242	1342	180	<b>2764</b>
	<b>TOTAL</b>	<b>7792</b>	<b>6004</b>	<b>1304</b>	<b>15100</b>
	<b>%</b>	<b>52%</b>	<b>40%</b>	<b>8%</b>	
2008	Undergraduate	6827	4862	1191	<b>12880</b>
	Graduate	1124	1384	478	<b>2986</b>
	<b>TOTAL</b>	<b>7951</b>	<b>6246</b>	<b>1669</b>	<b>15866</b>
	<b>%</b>	<b>50%</b>	<b>39%</b>	<b>11%</b>	

Troy University  
Racial Composition of  
Student Body  
1993-2009

		Caucasian	African-American	Other	Total
2009	Undergraduate	7110	5639	1250	<b>13999</b>
	Graduate	1136	1492	353	<b>2981</b>
	<b>TOTAL</b>	<b>8246</b>	<b>7131</b>	<b>1603</b>	<b>16980</b>
	%	<b>49%</b>	<b>42%</b>	<b>9%</b>	

**\* If comparing only Caucasian to African-American percentages in 2007 and 2008 and discounting "Other", Caucasian decreased from 56.5% in 2007 to 56% in 2008 and African-American increased from 43.5% in 2007 to 44% in 2008.**



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
July 1, 2007 - June 30, 2008	1183	595	216	439	313	100	51	40	2	1673	948	318
July 1, 2008 - June 30, 2009	1154	561	210	413	294	93	24	27	3	1591	882	306

## 2009 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 2009 are as follows:

- On January 7, Troy University's Rosa Parks Museum opened the *Cultural Affirmations* Exhibit and Gallery Talk by Brenda Joysmith. The exhibit was on display for the public to enjoy from January 7 through March 31, 2009.
- On January 24, the Troy Campus celebrated the Chinese New Year with its Chinese Student Association and the Troy Community. This was the eighth-annual such event. The event was held in the Claudia Crosby Theatre with dinner afterwards in the Trojan Center Ballroom.
- On February 1, Troy University's Rosa Parks Museum hosted a book signing and lecture for Solomon Seay, Jr. and Delores Boyd's book, titled, Jim Crow and Me: Stories from My Life as a Civil Rights Lawyer.
- On February 3-8, the Troy University Theatre's production of "A Lesson before Dying" by Romulus Linney was honored by the Kennedy Center American College Theatre Festival as one of six performances from the southeast showcased at its regional festival in Greensboro, North Carolina. This was the sixth time that Adena Moree, Director of the Theatre, has been invited to show her work at the festival.
- On February 4, to celebrate Rosa Parks' 96<sup>th</sup> birthday, Troy University's Rosa Parks Museum and Alabama State Council on the Arts Black Belt Initiative presented a special performance for several "Black Belt" public schools where children came to the Museum to participate in a special presentation titled, *Rose Among Thorns: A Tribute to Rosa Parks*. Schools attending were: Lowndes County Middle School, Wilcox Central High and Paramount Jr. High School. The event showcased the immense talent of young people and what they can do when given a chance.
- February 10, the Troy University's Rosa Parks Museum hosted a book signing and presentation in the Museum auditorium with author Phil Hoose to discuss his book on Claudette Colvin titled, Claudette Colvin: Twice Toward Justice. Claudette Colvin, a young girl who was arrested before Rosa Parks for refusing to give up her seat to a White person, was also present to talk with the audience members in attendance.
- February 26, Ms. Georgette Norman, Director of Troy University's Rosa Parks Museum conducted a guided discussion on the subject of diversity for public school teachers from the City of Marbury. The discussion activities was organized and held at the Prattville Board of Education Annex.
- On February 6-7, for the Black History Month celebration, the Troy University Campus and the City of Troy hosted Judge Greg Mathis and Former Atlanta Mayor and U.S. Congressman Andrew Young for its Eighth Annual Leadership Conference. Both well known individuals spoke to several hundred conference attendees about their past experiences dealing with social injustices and social problems.

- In February, the Dothan Campus celebrated Black History Month by hosting a gospel concert and dinner featuring the Troy University Gospel Choir.
- In February, the Dothan Campus students participated in the NAACP Leadership Conference and Freedom Fund Banquet that was held in the City of Dothan, Alabama.
- On March 5, Troy University's Rosa Parks Museum hosted a book signing for Author, Rosemary E. Reed Miller. Ms. Miller presented a lecture and discussion on the contributions of African Americans to the world of fashion design. She also autographed her book, Threads of Time, The fabric of History: Profiles of African-American Dressmakers and Designers.
- On March 9, the Harlem Globetrotters came to the Troy Campus and presented fans and attendees with an exhibition show of their talents. They also presented a "Globetrotter University" that promotes healthy lifestyles through S.P.I.N. (Some Playtime is Necessary).
- From April 3 through May 31, Troy University's Rosa Parks Museum and Alabama's Central Fair Housing Center celebrated Fair Housing Month by presenting to the public a special photo exhibit chronicling the campaign for fair housing in Chicago during the 1960s. The "Chicago Freedom Movement" exhibit featured the work of photographer Bernard J. Kleina, whose rarely seen color photographs document the 1965-1966 peaceful demonstrations calling for open housing in Chicago.
- From April through June, Troy University's Rosa Parks Museum received and exhibited its first international exhibit. The exhibit, "Civil Rights: International Sculptures from Pietrasanta," consisted of 24 sculptured pieces of art by international artists who reside in the multi-ethnic artistic community of Pietrasanta, Italy.
- From May 12 through July 17, a Diversity Program Planning Committee subcommittee worked on specific objectives and narrative that the committee would submit to the Chancellor for consideration in the 2015 Troy University Strategic Planning process. The subcommittee's recommendations were submitted and will be considered as the strategic planning progresses.
- In November, the Dothan Campus students participated in the American Indian History Month Festival that was held in the City of Dothan, Alabama.
- On May 15-17, the Troy Campus hosted 800 athletes with mental retardation and approximately 350 coaches and chaperones in the Special Olympics Alabama State Games. There were competitions in 10 sports, followed by entertainment, awards, fireworks and a dance for the athletes.
- In May, The Troy University Board of Trustees became even more diverse when Governor Bob Riley appointed a second African American, General Ed Crowell to the Board. He also appointed a woman, Ms. Karen Carter to the Board.
- In May, Troy University made another step toward strengthening its international diversity by partnering with the University of Liberia under a U.S. Agency for International Development grant program aimed at developing higher education in 16 African American nations. The focus will be on development of teacher preparation and education.

- August 1 through September 15, Organized by Sitges City Council in Catalonia, Spain, the *I Have A Dream: International Tribute Exhibition to Dr. Martin Luther King, Jr.* included works by artists from Australia, Brazil, China, Cuba, France, Germany, Japan, Lebanon, Mexico, Spain, the United Kingdom and the United States. The exhibition was on display at the Rosa Parks Library & Museum.
- On November 3, the Montgomery Campus and TROY's Davis Theatre for the Performing Arts hosted a performance of traditional Chinese song and dance from the Ethnic Art Ensemble of Guizhou University. The performance was sponsored by the Troy University Confucius Institute on the Troy Campus.
- November 21, Troy University and the People's Republic of China officially opened the Confucius Institute at the Troy Campus.
- On December 9, Troy University continued to strengthen its international diversity by formally welcoming a delegation of university officials from the People's Republic of China at a 1-2-1 Sino-American Dual Degree Program Convocation. This convocation recognized the partnership between Troy University and some 27 active partner institutions in China.
- 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 continued 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 Alabama.
- The Diversity Program Planning Committee continued to attend and shared "lessons-learned" with other Alabama colleges and universities by attending the Annual Diversity Conference at UAB again in 2009.
- Numerous members of the Diversity Program Planning Committee also attended the September 15, 2009 Diversity Summit that was sponsored by the Montgomery Area Chamber of Commerce and held at the Renaissance Hotel and Convention Center in Montgomery.