# Diversity, Equity, and Inclusion Survey Results Summary: Four-Year Public Institutions

<table>
<thead>
<tr>
<th>Institution</th>
<th>DEI Dean</th>
<th>Personnel w/DEI Function</th>
<th>Job Listings w/DEI Statement</th>
<th>DEI in Strategic Plans</th>
<th>DEI Policies</th>
<th>DEI Training Modules</th>
<th>DEI Gen Ed Prereqs</th>
<th>“Studies” in Credential Title</th>
<th>DEI Freshmen Orientation Materials</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASU-Jonesboro</td>
<td>N</td>
<td>Y</td>
<td>Y *see email</td>
<td>Y</td>
<td>Y</td>
<td>Y *see comment</td>
<td>N</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>Arkansas Tech</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y *see comment</td>
<td>N</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>Henderson</td>
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<td>N</td>
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<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>Southern Arkansas University</td>
<td>N</td>
<td>Y</td>
<td>Y *see email</td>
<td>Y</td>
<td>Y</td>
<td>Y *see comment</td>
<td>N</td>
<td>N</td>
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</tr>
<tr>
<td>UA-Fayetteville</td>
<td>N</td>
<td>*see email</td>
<td>Y *see email</td>
<td>Y</td>
<td>Y</td>
<td>Y *see comment</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>UA-Fort Smith</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>UA-Grantham</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>UA-Little Rock</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>UA-Monticello</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>UA-Pine Bluff</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>University of Central Arkansas</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>UAMS</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
</tbody>
</table>
1. Please select your institution: Arkansas State University Jonesboro
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.

<table>
<thead>
<tr>
<th>Appropriation Act Title</th>
<th>Salary</th>
<th>% DEI Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Program Director (Director of Multicultural Center)</td>
<td>66,990</td>
<td>75%</td>
</tr>
<tr>
<td>Education Program Coordinator</td>
<td>40,386</td>
<td>100%</td>
</tr>
<tr>
<td>Vice Chancellor (VC for Diversity &amp; Community Engagement)</td>
<td>146,927</td>
<td>80%</td>
</tr>
<tr>
<td>Project Program Specialist</td>
<td>60,730</td>
<td>80%</td>
</tr>
</tbody>
</table>

4. Please provide every job listing from the last five years that required a DEI statement. See email

5. Is DEI a component of your strategic plan? Yes
   2013-2014 hard copy to be provided (2013-2014)
   2005 http://asunews.astate.edu/StrategicPlanFinal.htm

6. Please provide links to the policies in place to diversify faculty and students.
   https://www.asusystem.edu/dotAsset/c303962e-e98f-40c2-af56-9673860d6b8
   https://www.asusystem.edu/about/handbooks/ASU_System_Staff_Handbook_Updated_Aug%2031%202021.pdf

7. Please provide links to all DEI training modules and materials for students and staff. Training is provided to students in the First Year Experience Course, New Employee Orientation and to other areas upon request. Hard copy to be provided for review.

8. Does the general education require any DEI prerequisites? No

9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.
   Majors: Associates & Bachelors of General Studies; B.A., Communication Studies; M.A., Communication Studies; B.S., Interdisciplinary Studies; B.S., Health Studies; B.S.A., Agricultural Studies; M.A., Heritage Studies; Ph.D., Heritage Studies; B.A., Environmental Studies; B.S., Engineering Technology, Emphasis in Technical Studies; B.M., Music, Concentration in Jazz Studies; M.M., Music-Performance, Concentration in Jazz Studies; B.A., World Languages and Cultures, Emphasis in Global Studies; B.S., Biological Sciences, Emphasis in Pre-Professional Studies; B.S., Chemistry, Emphasis in Pre-Health Professional Studies
   Minors: African American Studies; Children’s Advocacy Studies; Communication Studies; Folklore Studies; Interdisciplinary Family Studies; International Studies; Jazz Studies; Leadership Studies; Medieval Studies; Modern European Studies; Religious Studies; Women and Gender Studies; Writing Studies
   Certificates: Leadership Studies; Addiction Studies; Museum Studies

10. Is DEI information included in freshmen orientation materials? No

11. Does your institution have law, engineering, or medical programs? Yes, Engineering
    Do you have any DEI plans? Engineering - Will be required by ABET accreditation moving forward
    Do you have personnel dedicated to DEI? No
    Do you have committees focused on DEI? The college has an adhoc committee focused upon DEI as it relates to accreditation. The committee includes faculty, Alumni, and Students.

11b. American Indian or Alaska Native 21
11b. Asian 11
11b. Black or African American 22
11b. Hispanic or Latino 11
11b. Native Hawaiian or Other Pacific Islander 26
11b. White 11

12. Please provide any additional information you would like included in the survey response summary.
Arkansas Tech University

1. Please select your institution: Arkansas Tech University

2. Does the institution have a DEI dean? No, we have amended the title and duties of the Associate Dean of Diversity & Inclusion to Dean for Multicultural Student Services with a focus on supporting our international and English as a Second Language students.

3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.

<table>
<thead>
<tr>
<th>Appropriation Act Title</th>
<th>Salary</th>
<th>% DEI Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Human Resources</td>
<td>105,000</td>
<td>10%</td>
</tr>
<tr>
<td>Associate Dean for Diversity and Inclusion</td>
<td>51,510</td>
<td>100%</td>
</tr>
<tr>
<td>Associate Professor of Professional Studies</td>
<td>69,866</td>
<td>20%</td>
</tr>
<tr>
<td>Instructor of German and English and Director of the Center for Global Engagement</td>
<td>48,893</td>
<td>50%</td>
</tr>
</tbody>
</table>

4. Please provide every job listing from the last five years that required a DEI statement.

Yes

5. Is DEI a component of your strategic plan?

2023

https://www.atu.edu/strategicplanning/strategicplan2025.php

2021

https://www.atu.edu/strategicplanning/strategicplan.php

https://www.atu.edu/affaction/policy-affaction.php

6. Please provide links to the policies in place to diversify faculty and students.

ATU offers training to students and staff with our partner EVERFI. Required Trainings: Diversity, Inclusion & Belonging Building Supportive Communities: Clery Act and Title IX Mandatory Reporter Optional Trainings: Accommodating People with Disabilities Bloodborne Pathogens FERPA HIPAA Conflicts of Interest Managing Bias Protecting Youth: Abuse & Neglect Prevention Sexual Assault Prevention for Athletic Staff Social Media & Your Job Tools for an Ethical Workplace ATU offered Microaggression and Cognitive Bias Education training to its faculty and staff in November 2022. This interactive experience is designed to create a shared and practical understanding of common cognitive biases that impact organizational culture, especially in the form of subtle and commonplace verbal, behavioral and environmental indignities that affect members of marginalized groups. This experience will also provide tools and strategies for identifying, mitigating and overcoming biases in ways that lead to psychologically safe and supportive work and learning environments. Please also see the Annual EEO Report for campus activities/committees that provide DEI opportunities for education and training.

7. Please provide links to all DEI training modules and materials for students and staff.

8. Does the general education require any DEI prerequisites?

No

9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.

Associate of General Studies
Master of Science in Strength and Conditioning Studies
Major- Professional Studies
Major- International Studies
Major- Secondary Education Studies
Minor- Pre Allied Health Studies Option

10. Is DEI information included in freshmen orientation materials?

There is a statement on the EDFD 1001 Orientation to Teaching K-12 course that relates to disability services and inclusive practices related to teaching university students with disabilities. This is the only statement concerning the topic of DEI, and again, it has to do with those pursuing disability services.

11. Does your institution have law, engineering, or medical programs? Yes, Engineering

Do you have any DEI plans? No
Do you have personnel dedicated to DEI? No
Do you have committees focused on DEI? No

11b. American Indian or Alaska Native 25
11b. Asian 24
11b. Black or African American 19
11b. Hispanic or Latino 21
11b. Native Hawaiian or Other Pacific Islander
11b. White 24

12. Please provide any additional information you would like included n/a in the survey response summary.
1. Please select your institution: Henderson State University
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function. Not applicable
4. Please provide every job listing from the last five years that required a DEI statement. Not applicable
5. Is DEI a component of your strategic plan? No
6. Please provide links to the policies in place to diversify faculty and students. Not applicable
7. Please provide links to all DEI training modules and materials for students and staff. Not applicable
8. Does the general education require any DEI prerequisites? No
9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies. Master of Science in Education - Advanced Instructional Studies Certificate - Film Studies Associate of Science - Health Studies Bachelors of Integrated Studies - major Certificate - Museum Studies Certificate - Women's and Gender Studies
10. Is DEI information included in freshmen orientation materials? No
11. Does your institution have law, engineering, or medical programs? Yes, Engineering
    Do you have any DEI plans? No
    Do you have personnel dedicated to DEI? No
    Do you have committees focused on DEI? No
11b. American Indian or Alaska Native
11b. Asian
11b. Black or African American
11b. Hispanic or Latino
11b. Native Hawaiian or Other Pacific Islander
11b. White
19
23
12. Please provide any additional information you would like included in the survey response summary.
1. Please select your institution: Southern Arkansas University
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.

<table>
<thead>
<tr>
<th>Function</th>
<th>Appropriation Act Title</th>
<th>Salary</th>
<th>% DEI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Disability Services</td>
<td></td>
<td>45,675</td>
<td>50%</td>
</tr>
<tr>
<td>Director of Testing Services</td>
<td></td>
<td>45,675</td>
<td>20%</td>
</tr>
<tr>
<td>Dean of Housing</td>
<td></td>
<td>82,848</td>
<td>40%</td>
</tr>
<tr>
<td>Dean of Students</td>
<td></td>
<td>64,148</td>
<td>20%</td>
</tr>
<tr>
<td>Assoc. Dean of Multicultural Services</td>
<td></td>
<td>60,680</td>
<td>100%</td>
</tr>
</tbody>
</table>

4. Please provide every job listing from the last five years that required a DEI statement. None
5. Is DEI a component of your strategic plan? Yes

https://web.saumag.edu/qqplp/strategic-plan/5 year plan includes 2015-2022
2013-2015 (these options not available in drop down menu)
https://web.saumag.edu/search/?q=strategic+plan+book&cx =013696501293641384261%3AAtfplsl2uctk&cof=FORID%3A11 &sa=%EF%80%82#gsc.tab=0#gsc.q=strategic%20plan%20book&gsc.page=1

6. Please provide links to the policies in place to diversify faculty and students. https://web.saumag.edu/search/?q=strategic+plan+book&cx =013696501293641384261%3AAtfplsl2uctk&cof=FORID%3A11 &sa=%EF%80%82#gsc.tab=0#gsc.q=strategic%20plan%20book&gsc.page=1

7. Please provide links to all DEI training modules and materials for students and staff. N/A mandatory training modules

8. Does the general education require any DEI prerequisites? No
9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.

Bachelor's Degree - History Social Studies Education
BFA - Music with Studies in Business
Bachelor's Degree - University Studies
Associate's Degree - University Studies
Minor - Africana Studies
Minor - Asian Studies

10. Is DEI information included in freshmen orientation materials? No
11. Does your institution have law, engineering, or medical programs? Yes, Engineering

Do you have any DEI plans? No
Do you have personnel dedicated to DEI? No
Do you have committees focused on DEI? No

11b. American Indian or Alaska Native 26
11b. Asian 20
11b. Black or African American 19
11b. Hispanic or Latino 23
11b. Native Hawaiian or Other Pacific Islander
11b. White 24

12. Please provide any additional information you would like included in the survey response summary.

Non-Resident Alien 26.0 Multiracial 22
1. Please select your institution:
   University of Arkansas, Fayetteville

2. Does the institution have a DEI dean?
   No

3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.
   Appropriation Act Title
   Please see email with attached list

4. Please provide every job listing from the last five years that required a DEI statement.

5. Is DEI a component of your strategic plan?
   Yes
   2023
   2017
   Currently rewriting new strategic plan

6. Please provide links to the policies in place to diversify faculty and students.
   Only have policies for faculty. No student policy.
   https://provost.uark.edu/policies/140516g.pdf
   https://provost.uark.edu/policies/140516d.pdf
   Please see email with attached list

7. Please provide links to all DEI training modules for students and staff.

8. Does the general education require any DEI prerequisites?
   No
   Please see email with attached list

9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.

10. Is DEI information included in freshmen orientation materials?
    Yes, DEI information is optional and not required of students

10a. Please provide links to the specific components of the freshmen orientation that focus on DEI.

11. Does your institution have law, engineering, or medical programs?
    Yes, Law and Engineering

   Do you have any DEI plans? Dept. of Electrical Engineering, Mechanical Engineering, Civil Engineering, First-Year Engineering Program, Dept. of Biomedical Engineering, Biological & Agricultural Engineering, Dept. of Chemical Engineering, Industrial Engineering Dept., School of Law

   Do you have personnel dedicated to DEI? School Law one person and Engineering two people
   Do you have committees focused on DEI? Biological Engineering, Biomedical Engineering, Chemical Engineering, Civil Engineering, Computer Science & Computer Engineering, Electrical Engineering, Industrial Engineering, Mechanical Engineering, First-Year Engineering and College of Engineering Deans Office and Law School.

11b. American Indian or Alaska Native
    159
    4.05
11b. Asian
    154
    4.00
11b. Black or African American
    153
    3.71
11b. Hispanic or Latino
    156
    3.76
11b. Native Hawaiian or Other Pacific Islander
    159
    3.90
11b. White

12. Please provide any additional information you would like included in the survey response summary.

   Question 1- We do not have a dean, but an interim vice chancellor.
   Question 6- No student policy
1. Please select your institution:
   University of Arkansas - Fort Smith
2. Does the institution have a DEI dean?
   No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.
   Appropriation Act Title
   https://uasys.wd5.myworkdayjobs.com/UASYS/job/UAFS--University-of-Arkansas-Fort-Smith/Visiting-Instructor_R0013433-1
   https://uasys.wd5.myworkdayjobs.com/UASYS/job/UAFS--University-of-Arkansas-Fort-Smith/Assistant-Associate-Professor-of-Graphic-Design_R0036708
4. Please provide every job listing from the last five years that required a DEI statement.
5. Is DEI a component of your strategic plan?
   Yes
   2022
   2010-2015
   https://issuu.com/ua_fort_smith/docs/uafs_strategic_plan
   https://issuu.com/ua_fort_smith/docs/ua_fort_smith_strategic_plan_2010-2015
6. Please provide links to the policies in place to diversify faculty and students.
   N/A
7. Please provide links to all DEI training modules and materials for students and staff.
   N/A
8. Does the general education require any DEI prerequisites?
   No
9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.
   Major- General Studies
   Minor- Diversity Studies
10. Is DEI information included in freshmen orientation materials?
    No
11. Does your institution have law, engineering, or medical programs?
    No
12. Please provide any additional information you would like included in the survey response summary.
1. Please select your institution: UA-Grantham
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.
<table>
<thead>
<tr>
<th>Appropriation Act Title</th>
<th>Salary</th>
<th>% DEI Function</th>
</tr>
</thead>
</table>
4. Please provide every job listing from the last five years that required a DEI statement. N/A
5. Is DEI a component of your strategic plan? No
6. Please provide links to the policies in place to diversify faculty and students. N/A
7. Please provide links to all DEI training modules and materials for students and staff. N/A
8. Does the general education require any DEI prerequisites? No
9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies. AA Paralegal Studies
10. Is DEI information included in freshmen orientation materials? No
11. Does your institution have law, engineering, or medical programs? Yes
11a. Do you have any DEI plans? No
11b. Do you have personnel dedicated to DEI? No
11c. Do you have committees focused on DEI? No
12. Please provide any additional information you would like included in the survey response summary. UA Grantham is considered open admission for all programs, so test scores for admitted students are not captured.
1. Please select your institution: University of Arkansas at Little Rock
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.

- Student Development Specialist $55,000 75%

4. Please provide every job listing from the last five years that required a DEI statement.


5. Is DEI a component of your strategic plan? Yes
6. Please provide links to the policies in place that identify all personnel lines that work primarily on DEI.

- https://ualr.edu/policy/home/facstaff/affirmative-action/
- https://ualr.edu/about/home/strategicplan/

7. Please provide links to all DEI training modules and materials for students and staff.

8. Does the general education require any DEI prerequisites?

No

9. Please list all majors, minors, and certificates that contain the word "studies" in the title. For example, Gender Studies.

General Studies -- Associate of Arts, American Sign Languages Studies -- Associate of Arts Interdisciplinary Studies -- Bachelor of Arts, Applied Communication Studies -- BA to MA Gender Studies - Minor, Interdisciplinary Business Studies- Minor

10. Is DEI information included in freshmen orientation materials?

Yes, Law and Engineering

Do you have any DEI plans? Yes, Goal 1 in William H. Bowen School of Law Strategic Plan

Do you have personnel dedicated to DEI? Yes, Research Associate/Asst. Dean for Student Affairs and Diversity at Bowen School of Law (see response to Question #3)

Do you have committees focused on DEI? Yes, Diversity and Excellence Committee at Bowen School of Law

11a. Law

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
<th>GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor</td>
<td>151</td>
<td>2.97</td>
</tr>
<tr>
<td>Master</td>
<td>153</td>
<td>3.54</td>
</tr>
</tbody>
</table>

For Question #5: The table did not provide a drop-down for any plan earlier than 2017. Our previous two strategic plans before 2017 were from 2011 and 2005. For Question #9: The table would not allow us to complete the listing of programs with 'studies' in the title. The rest of our list is: Legal Studies -- Minor Middle Eastern Studies -- Minor Nonprofit Leadership Studies -- Minor Philosophy/Religious Studies -- Minor Religious Studies -- Minor Sign Language Studies -- Minor Nonprofit Leadership Studies Certificate of Proficiency -- Certificate. For Question #11b: UA Little Rock doesn't require a degree-specific test score for engineering, therefore we have provided GPA scores for entering engineering majors for Fall 2022. LSAT scores provided are for the Fall 2022 entering class of the Bowen School of Law. In a number of the demographic categories for LSAT scores, we are unable to provide the average scores due to low numbers of students in those categories. The table didn't provide a field for 'other' but the average LSAT score for all categories combined, except Black and White (shown in table), is 152.
1. Please select your institution: UA Monticello
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and %
4. Please provide every job listing from the last five years that required a DEI statement.

5. Is DEI a component of your strategic plan? Yes
   2023
   file:///C:/Users/weaver/Downloads/UAM-Strategic-Plan-2021%20(3).pdf

6. Please provide links to the policies in place to diversify faculty and students.
   None

7. Please provide links to all DEI training modules and materials for students and staff.
   None

8. Does the general education require any DEI
   No

9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.
   Bachelor of Interdisciplinary Studies
   Bachelor of Science in Educational Studies
   Master of Music in Jazz Studies
   Interdisciplinary International Studies Collateral Minor

10. Is DEI information included in freshmen orientation materials?
    Yes

11. Does your institution have law, engineering, or medical programs?
    Yes

   Do you have any DEI plans?
   Do you have personnel dedicated to DEI?
   Do you have committees focused on DEI?
   No

   11b. American Indian or Alaska Native
   11b. Asian
   11b. Black or African American
   11b. Hispanic or Latino
   11b. Native Hawaiian or Other Pacific Islander
   11b. White

12. Please provide any additional information you would like included in the survey response
1. Please select your institution: University of Arkansas at Pine Bluff
2. Does the institution have a DEI dean? No
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.

<table>
<thead>
<tr>
<th>Function</th>
<th>Appropriation Act Title</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4. Please provide every job listing from the last five years that required a DEI statement.

5. Is DEI a component of your strategic plan? Yes

2017

https://www.uapb.edu/administration/office_of_the_chancellor/planning_institutional_research_and_public_information.aspx

2020


2023

The 2023-2030 plan is pending approval of the UA System Board of Trustees (BOT) on May 24, 2023. Please note also that the 2015-2020 Strategic Plan was extended through 2022.

6. Please provide links to the policies in place to diversify faculty and students.

7. Please provide links to all DEI training modules and materials for students and staff.

8. Does the general education require any DEI prerequisites?

9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.

10. Is DEI information included in freshmen orientation materials?

11. Does your institution have law, engineering, or medical programs?

Do you have any DEI plans? No

Do you have personnel dedicated to DEI? No

Do you have committees focused on DEI? Yes, Athletic DEI Committee

11b. American Indian or Alaska Native
11b. Asian
11b. Black or African American
11b. Hispanic or Latino
11b. Native Hawaiian or Other Pacific Islander
11b. White

12. Please provide any additional information you would like included in the survey response summary.

The 2023-2030 plan is pending approval of the UA System Board of Trustees (BOT) on May 24, 2023. Please note also that the 2015-2020 Strategic Plan was extended through 2022. We currently have the AG-Engineering program only and we do not require a test for admittance into the program. Therefore, we provided the average GPA for the demographics. Our average gpa by demographics are Black 2.4, Hispanic 3.0, and White 1.5. The 2023-2030 plan is pending approval of the UA System Board of Trustees (BOT) on May 24, 2023. Please note also that the 2015-2020 Strategic Plan was extended through 2022. This institution does not have an Engineering department. The proposal to establish an Engineering department goes before the BOT on May 24, 2023.
1. Please select your institution: University of Central Arkansas
2. Does the institution have a DEI dean? Yes
3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>% DEI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate VP for Institutional Diversity/Associate Professor</td>
<td>109,877</td>
<td>50%</td>
</tr>
<tr>
<td>Associate Dean/Director</td>
<td>62,424</td>
<td>50%</td>
</tr>
<tr>
<td>Associate Director of Diversity &amp; Community</td>
<td>49,980</td>
<td>50%</td>
</tr>
<tr>
<td>Associate Director of Diversity &amp; Community</td>
<td>49,980</td>
<td>50%</td>
</tr>
<tr>
<td>Graduate Assistant</td>
<td>11,000</td>
<td>50%</td>
</tr>
</tbody>
</table>

4. Please provide every job listing from the last five years that required a DEI statement.

- 2023
- 2022
- 2021

5. Is DEI a component of your strategic plan? Yes

6. Please provide links to the policies in place to diversify faculty and students.


7. Please provide links to all DEI training modules and materials for students and staff.

- https://uca.edu/training/facultystaff/

8. Does the general education require any DEI prerequisites? No

9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.

- Actuarial Studies - Minor
- Addiction Studies - Major
- African/African American Studies - Minor
- Asian Studies - Minor
- Gender Studies - Major and Minor

10. Is DEI information included in freshmen orientation materials? No

11. Does your institution have law, engineering, or medical

12. Please provide any additional information you would like included in the survey response summary.

In addition to the studies listed in the available six spaces in the survey, we also have these six: International Studies, Major Latin American & Latino Studies, Minor Legal Studies, Minor Religious Studies, Major Southern & Arkansas Studies, Minor
1. Please select your institution: **UAMS**
2. Does the institution have a DEI dean? **No**
3. Identify all personnel lines that work primarily on DEI issues and include their salary. See next page.
4. Please provide every job listing from the last five years that required a DEI statement. **None**
6. Please provide links to the policies in place to diversify faculty and students. **None**
7. Please provide links to all DEI training modules and materials for students and staff. **We do not have any required DEI training modules for students and staff.**
8. Does the general education require any DEI prerequisites? **No**
9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies. **None**
10. Is DEI information included in freshmen orientation materials? If yes, please provide links to the specific components that focus on DEI. **No, we do not.**
11. Does your institution have law, engineering, or medical programs? **Yes, medical.**
   If yes, please answer the following for each program type:
   a. Do you have any DEI plans? If yes, please list. **We have plans to eliminate the terms Diversity, Equity, and Inclusion from our programs.**
   b. Do you have personnel dedicated to DEI? If yes, please list. **YES, external to education programs, provided previously.**
   c. Do you have committees focused on DEI? If yes, please list. **NO, not in education programs.**
   d. Please provide average test scores for admitted students by demographics. **We do not track this data.**
<table>
<thead>
<tr>
<th>Working Title</th>
<th>% Time DEI</th>
<th>Total Salary</th>
<th>Total Salary for DEI</th>
<th>DEI Effort Funding Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Pathways Academy</td>
<td>100%</td>
<td>82,500.00</td>
<td>82,500.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Education Coordinator</td>
<td>100%</td>
<td>52,429.65</td>
<td>52,429.65</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Education Coordinator</td>
<td>100%</td>
<td>58,000.00</td>
<td>58,000.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Outreach Coordinator</td>
<td>100%</td>
<td>60,000.00</td>
<td>60,000.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Program Manager - VACANT</td>
<td>100%</td>
<td>58,000.00</td>
<td>58,000.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Project Manager - Utemp</td>
<td>100%</td>
<td>35,360.00</td>
<td>35,360.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Recruiting Specialist</td>
<td>100%</td>
<td>50,000.00</td>
<td>50,000.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Education Coordinator</td>
<td>100%</td>
<td>57,500.00</td>
<td>57,500.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Program Manager</td>
<td>100%</td>
<td>58,750.00</td>
<td>58,750.00</td>
<td>100% Grant</td>
</tr>
<tr>
<td>Director of Outreach</td>
<td>100%</td>
<td>65,475.00</td>
<td>65,475.00</td>
<td>70% Institutional, 30% Grant</td>
</tr>
<tr>
<td>Senior Diversity Specialist</td>
<td>100%</td>
<td>64,000.00</td>
<td>64,000.00</td>
<td>80% Institutional, 20% Grant</td>
</tr>
<tr>
<td>Director of Research and Evaluation</td>
<td>100%</td>
<td>101,600.00</td>
<td>101,600.00</td>
<td>67.50% Institutional, 32.50% Grant</td>
</tr>
<tr>
<td>Vice Chancellor - Diversity, Equity &amp; Inclusion</td>
<td>100%</td>
<td>272,700.00</td>
<td>272,700.00</td>
<td>83% Institutional, 17% Grant</td>
</tr>
<tr>
<td>Professor</td>
<td>50%</td>
<td>345,420.00</td>
<td>172,710.00</td>
<td>50% Institutional (DDEI); 21% Grants (DDEI)</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>100%</td>
<td>12,000.00</td>
<td>12,000.00</td>
<td>100% Institutional</td>
</tr>
<tr>
<td>Senior Director - Diversity Affairs</td>
<td>100%</td>
<td>116,150.00</td>
<td>116,150.00</td>
<td>100% Institutional</td>
</tr>
<tr>
<td>Administrative Analyst</td>
<td>100%</td>
<td>39,139.21</td>
<td>39,139.21</td>
<td>100% Institutional</td>
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<tr>
<td>Executive Assistant III</td>
<td>100%</td>
<td>55,549.00</td>
<td>55,549.00</td>
<td>100% Institutional</td>
</tr>
<tr>
<td>Division Business Administrator</td>
<td>100%</td>
<td>78,000.00</td>
<td>78,000.00</td>
<td>100% Institutional</td>
</tr>
<tr>
<td>Education Coordinator - Utemp</td>
<td>100%</td>
<td>12,500.80</td>
<td>12,500.80</td>
<td>Unbudgeted/VACANT</td>
</tr>
<tr>
<td>Senior Diversity Specialist</td>
<td>100%</td>
<td>64,000.00</td>
<td>64,000.00</td>
<td>100% Institutional/VACANT</td>
</tr>
<tr>
<td>Project Manager - Seasonal Employee - Summer Program</td>
<td>100%</td>
<td>31,850.00</td>
<td>31,850.00</td>
<td>VACANT</td>
</tr>
</tbody>
</table>