

EXHIBIT B2

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

Institution	DEI Dean	Personnel w/DEI Function	Job Listings w/DEI Statement	DEI in Strategic Plans	DEI Policies	DEI Training Modules	DEI Gen Ed Prereqs	"Studies" in Credential Title	DEI Freshmen Orientation Materials
ASU-Jonesboro	N	Y	Y *see email	Y	Y	Y *see comment	N	Y	N
Arkansas Tech	N	N	N	Y	Y	Y *see comment	N	Y	N
Henderson	N	N	N	N	N	N	N	Y	N
Southern Arkansas University	N	Y	N	Y	Y	N	N	Y	N
UA-Fayetteville	N	Y *see email	Y *see email	Y	Y	Y *see email	N	Y *see email	Y *see comment
UA- Fort Smith	N	N	Y	Y	N	N	N	Y	N
UA-Grantham	N	N	N	N	N	N	N	Y	N
UA- Little Rock	N	Y	Y	Y	Y	Y	N	Y	N
UA-Monticello	N	N	N	Y	N	N	N	Y	N
UA- Pine Bluff	N	N	N	Y	N	N	N	Y	N
University of Central Arkansas	Y	Y	N	Y	Y	Y	N	Y	N
UAMS	N	Y	N	Y	N	N	N	N	N

Arkansas State University

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.	Appropriation Act Title	Salary	% DEI Function
	Project Program Director (Director of Multicultural Center)	66,990	75%
	Education Program Coordinator	40,386	100%
	Vice Chancellor (VC for Diversity & Community Engagement)	146,927	80%
	Project Program Specialist	60,730	80%
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? 2020	Yes https://www.astate.edu/strategicplan/files/Discover+2025+-+Booklet.pdf		
2013-2014 2005	hard copy to be provided (2013-2014) http://asunews.astate.edu/StrategicPlanFinal.htm (2005)		
6. Please provide links to the policies in place to diversify faculty and students.	https://www.asusystem.edu/dotAsset/c303962e-e98f-40c2-af56-96738640d6b8 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			
11b. Asian			
11b. Black or African American	21		
11b. Hispanic or Latino			
11b. Native Hawaiian or Other Pacific Islander	22		
11b. White	26		
12. Please provide any additional information you would like included in the survey response summary.			

Arkansas Tech University

1. Please select your institution:
2. Does the institution have a DEI dean?

Arkansas Tech University
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.

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

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?
2023
2021

Yes
<https://www.atu.edu/strategicplanning/strategicplan2025.php>
<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.

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

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.

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.

Henderson State University

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.	Appropriation Act Title	Salary	% DEI Function
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	19		
11b. Hispanic or Latino			
11b. Native Hawaiian or Other Pacific Islander			
11b. White	23		
12. Please provide any additional information you would like included in the survey response summary.			

Southern Arkansas University

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.	Appropriation Act Title	Salary	% DEI Function
	Director of Disability Services	45,675	50%
	Director of Testing Services	45,675	20%
	Dean of Housing	82,848	40%
	Dean of Students	64,148	20%
	Assoc. Dean of Multicultural Services	60,680	100%
	None		
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? 2022	Yes https://web.saumag.edu/aqip/strategic-plan/5_year_plan_includes_2015-2022		
2017	2013-2015 (these options not available in drop down menu) https://web.saumag.edu/search/?q=strategic+plan+book&cx=013696501293641384261%3Aftpfsl2uctk&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%3Aftpfsl2uctk&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		

UA- Fayetteville

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	Salary	% DEI Function
4. Please provide every job listing from the last five years that required a DEI statement.	Please see email with attached list		
5. Is DEI a component of your strategic plan?	Yes		
2023	Currently rewriting new strategic plan https://campusdata.uark.edu/Resources/Uploads/files/Teaching-and-Learning-Report.pdf		
2017	https://campusdata.uark.edu/Resources/Uploads/files/research-and-discovery-phase-II-planning(1).pdf		
	https://campusdata.uark.edu/Resources/Uploads/files/Outreach-and-Engagement-Report.pdf		
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		
7. Please provide links to all DEI training modules and materials for students and staff.	Please see email with attached list		
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.	Please see email with attached list		
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.	Please see email with attached picture		
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.		
	Law		Engineering
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			
11b. White	159		3.90
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		

UA- Fort Smith

<p>1. Please select your institution:</p> <p>2. Does the institution have a DEI dean?</p> <p>3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.</p> <p>4. Please provide every job listing from the last five years that required a DEI statement.</p>	<p>University of Arkansas - Fort Smith</p> <p>No</p> <p>Appropriation Act Title</p> <p>https://uasys.wd5.myworkdayjobs.com/UASYS/job/UAFS--University-of-Arkansas-Fort-Smith/Visiting-Instructor_R0013433-1</p> <p>https://uasys.wd5.myworkdayjobs.com/UASYS/job/UAFS--University-of-Arkansas-Fort-Smith/Assistant-Associate-Professor-of-Graphic-Design_R0036708</p>	<p>Salary</p>	<p>% DEI Function</p>
<p>5. Is DEI a component of your strategic plan?</p> <p>2022</p> <p>2010-2015</p> <p>Year</p>	<p>Yes</p> <p>https://issuu.com/ua_fort_smith/docs/uafs_strategic_plan</p> <p>https://issuu.com/ua_fort_smith/docs/ua_fort_smith_strategic_plan_2010-2015</p> <p>https://cdm16039.contentdm.oclc.org/digital/api/collection/p266101coll7/id/12838/download</p>		
<p>6. Please provide links to the policies in place to diversify faculty and students.</p> <p>7. Please provide links to all DEI training modules and materials for students and staff.</p>	<p>N/A</p> <p>N/A</p>		
<p>8. Does the general education require any DEI prerequisites?</p> <p>9. Please list all majors, minors, and certificates that contain the word “studies” in the title. For example, Gender Studies.</p>	<p>No</p> <p>Major- General Studies</p> <p>Minor- Diversity Studies</p>		
<p>10. Is DEI information included in freshmen orientation materials?</p>	<p>No</p>		
<p>11. Does your institution have law, engineering, or medical programs?</p> <p>12. Please provide any additional information you would like included in the survey response summary.</p>	<p>No</p>		

UA- Grantham

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.	Appropriation Act Title	Salary	% DEI Function
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 and BA Multidisciplinary 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		
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			
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.		

UA- Little Rock

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.	Appropriation Act Title Student Development Specialist	Salary	% DEI Function
		\$55,000	75%
4. Please provide every job listing from the last five years that required a DEI statement.	07/14/2021 -- Underwriting Coordinator 08/25/2021 -- Instructor-Criminal Justice 09/16/2021 -- Politics and Government Reporter 10/13/2021 -- Career Specialist 11/02/2021 -- KLRE/KUAR Membership Director 12/15/2021 -- Asst. Professor of Anthropology 01/25/2022 -- Asst. Professor of Sociology 01/27/2022 -- Asst. Professor 02/14/2022 -- Asst. Professor of Drawing 02/14/2022 -- Asst. Professor of Painting 02/17/2022 -- Study Abroad Coordinator 02/22/2022 -- Instructor - 9 month 02/25/2022 -- Asst. Professor of Political Science - 9 month 03/03/2022 -- Instructor Criminal Justice and Criminology 04/15/2022 -- Learning Hub Coordinator 05/13/2022 -- Administrative Specialist III 05/17/2022 -- Director of eLearning 05/20/2022 -- Audio Technician 07/01/2022 -- Visiting Asst. Professor - 9 month 07/14/2022 -- Visiting Asst. Professor - History 08/03/2022 -- Postdoctoral Fellow - UALRS Grant 08/26/2022 -- General Manager for UA Little Rock Public Radio 09/08/2022 -- Library Specialist for Digital Learning 09/19/2022 -- Asst. Professor of Art - Drawing 09/28/2022 -- Dean of the College of Business, Health, and Human Services 09/29/2022 -- Assoc. Dean 10/05/2022 -- Asst. Professor - 9 month 10/06/2022 -- Asst. Professor of Geography - 9 month 10/07/2022 -- Politics and Government Reporter 10/11/2022 -- Asst. Professor of Scenic Design 10/27/2022 -- Asst. Professor - Criminal Justice - 9 month 10/28/2022 -- Instructor - Criminal Justice and Criminology 11/22/2022 -- UALRS Research Associate 12/08/2022 -- Library Support Specialist 12/08/2022 -- Library Support Specialist 12/15/2022 -- Asst. Professor of Art -Illustration 02/22/2023 -- Director of Music Education/Asst. Professor 03/09/2023 -- Department Chairperson - 12 month 03/13/2023 -- Teaching and Learning Librarian 04/19/2023 -- Library Support Specialist UA Little Rock did not collect the requested information prior to 2021.		
5. Is DEI a component of your strategic plan? 2017	Yes https://ualr.edu/about/home/strategicplan/		
6. Please provide links to the policies in place to diversify faculty and students.	https://ualr.edu/policy/home/facstaff/affirmative-action/		
7. Please provide links to all DEI training modules and materials for students and staff.	UA Little Rock does not have mandatory DEI training for employees or students. Through our vendor, SafeColleges, we offer the following courses that employees or students can take on a voluntary basis. For Employees: (1) Diversity and Inclusion: Faculty and Staff and (2) Diversity, Equity and Inclusion (SEI) Practices: Staff to Staff (3) Implicit Bias and Microaggression. For Students: Diversity Awareness for Students. Under UA Little Rock's contract with SafeColleges, the university cannot share links to the modules, as it is proprietary information.		
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?	No		
11. Does your institution have law, engineering, or medical programs?	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		
11b. American Indian or Alaska Native	Law		Engineering
11b. Asian			
11b. Black or African American	151		2.97
11b. Hispanic or Latino			
11b. Native Hawaiian or Other Pacific Islander			
11b. White	153		3.54
12. Please provide any additional information you would like included in the survey response summary.	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.		

UA- Monticello

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 %	Appropriation Act Title	Salary	% DEI Function
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? 2023	Yes 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?	No		
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?		
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			

UA- Pine Bluff

<p>1. Please select your institution:</p> <p>2. Does the institution have a DEI dean?</p> <p>3. Please identify all personnel lines that work primarily on DEI issues, including their salary and % of DEI function.</p>	<p>University of Arkansas at Pine Bluff</p> <p>No</p> <p>Appropriation Act Title</p>	<p>Salary</p> <p>% DEI Function</p>
<p>4. Please provide every job listing from the last five years that required a DEI statement.</p> <p>5. Is DEI a component of your strategic plan?</p> <p>2017</p>	<p>None</p> <p>Yes</p> <p>https://www.uapb.edu/administration/office_of_the_chancellor/planning_institutional_research_and_public_information.aspx</p>	
<p>2020</p>	<p>https://www.uapb.edu/sites/www/Uploads/PIRPU/UAPB%20Strategic%20Plan%202015-2020.pdf</p>	
<p>2023</p>	<p>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.</p>	
<p>6. Please provide links to the policies in place to diversify faculty and students.</p> <p>7. Please provide links to all DEI training modules and materials for students and staff.</p> <p>8. Does the general education require any DEI prerequisites?</p> <p>9. Please list all majors, minors, and certificates that contain the word "studies" in the title. For example, Gender Studies. 1</p> <p>10. Is DEI information included in freshmen orientation materials?</p>	<p>We do not have a policy that speaks to diversification of faculty or students.</p> <p>None</p> <p>No</p> <p>Addiction Studies- Major</p> <p>Gender Studies- Major</p> <p>No</p>	
<p>11. Does your institution have law, engineering, or medical programs?</p>	<p>Yes, Engineering</p>	
	<p>Do you have any DEI plans? No</p> <p>Do you have personnel dedicated to DEI? No</p> <p>Do you have committees focused on DEI? Yes, Athletic DEI Committee</p>	
<p>11b. American Indian or Alaska Native</p> <p>11b. Asian</p> <p>11b. Black or African American</p> <p>11b. Hispanic or Latino</p> <p>11b. Native Hawaiian or Other Pacific Islander</p> <p>11b. White</p> <p>12. Please provide any additional information you would like included in the survey response summary.</p>	<p>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.</p>	

University of Central Arkansas

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.	Appropriation Act Title	Salary	% DEI Function
	Associate VP for Institutional Diversity/Associate Professor	109,877	50%
	Associate Dean/Director	62,424	50%
	Associate Director of Diversity & Community	49,980	50%
	Associate Director of Diversity & Community	49,980	50%
	Graduate Assistant	11,000	50%
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		
2023	https://uca.edu/about/files/2021/06/uca_strategicplan_20210527.pdf		
2022	https://uca.edu/about/files/2021/06/uca_strategicplan_20210527.pdf		
2021	https://uca.edu/about/files/2021/06/uca_strategicplan_20210527.pdf		
6. Please provide links to the policies in place to diversify faculty and students.	https://uca.edu/board/files/2010/11/500.pdf https://uca.edu/board/files/2010/11/501.pdf https://uca.edu/board/files/2010/11/502.pdf https://uca.edu/board/files/2010/11/503.pdf https://uca.edu/board/files/2010/11/525.pdf		
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	No		
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		

UAMS

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**
5. Is DEI a component of your strategic plan? If yes, please provide links to the last three strategic plans. **Yes, <https://web.uams.edu/wp-content/uploads/2023/06/FINAL-Strategic-Vision-2029-FY2024-Balanced-Scorecard.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. **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.**

UAMS Division of Diversity Equity and Inclusion

Working Title	% Time DEI	Total Salary	Total Salary for DEI	DEI Effort Funding Source
Director of Pathways Academy	100%	82,500.00	82,500.00	100% Grant
Education Coordinator	100%	52,429.65	52,429.65	100% Grant
Education Coordinator	100%	58,000.00	58,000.00	100% Grant
Outreach Coordinator	100%	60,000.00	60,000.00	100% Grant
Program Manager - VACANT	100%	58,000.00	58,000.00	100% Grant
Project Manager - Utemp	100%	35,360.00	35,360.00	100% Grant
Recruiting Specialist	100%	50,000.00	50,000.00	100% Grant
Education Coordinator	100%	57,500.00	57,500.00	100% Grant
Program Manager	100%	58,750.00	58,750.00	100% Grant
Director of Outreach	100%	65,475.00	65,475.00	70% Institutional, 30% Grant
Senior Diversity Specialist	100%	64,000.00	64,000.00	80% Institutional, 20% Grant
Director of Research and Evaluation	100%	101,600.00	101,600.00	67.50% Institutional, 32.50% Grant
Vice Chancellor - Diversity, Equity & Inclusion	100%	272,700.00	272,700.00	83% Institutional, 17% Grant
Professor	50%	345,420.00	172,710.00	50% Institutional (DDEI); 21% Grants (DDEI)
Associate Professor	100%	12,000.00	12,000.00	100% Institutional
Senior Director - Diversity Affairs	100%	116,150.00	116,150.00	100% Institutional
Administrative Analyst	100%	39,139.21	39,139.21	100% Institutional
Executive Assistant III	100%	55,549.00	55,549.00	100% Institutional
Division Business Administrator	100%	78,000.00	78,000.00	100% Institutional
Education Coordinator - Utemp	100%	12,500.80	12,500.80	Unbudgeted/VACANT
Senior Diversity Specialist	100%	64,000.00	64,000.00	100% Institutional/VACANT
Project Manager - Seasonal Employee - Summer Program	100%	31,850.00	31,850.00	VACANT