Assessment Report Outline

- **Goal:**
  
  B. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino faculty and the curriculum will reflect a multicultural perspective.

- **Measures and data**
  - **Source of data**
    - Measure: Texas State will demonstrate a significant annual increase in African-American and Hispanic/Latino faculty hires.

  1. Minority full time faculty at Texas State compared to the top 10 largest public universities in Texas [Source: IR]
     - Texas State ranks 9th in percentage of African American faculty
     - Texas State ranks 4th in percentage of Hispanic faculty

  2. Percentage and number of minority tenure track faculty who started or were hired at Texas State since September 2004 [Source: Office of the Provost, Faculty Records]
     - 21% of all [66] new hires were Hispanic, totaling 14 new hires.
     - 5% of all [66] new hires were African American, totaling 3 new hires.
     - 26% of all [66] new hires were Hispanic or African American, totaling 17 new hires

  3. October 15, 2004 Faculty profile: 2.3% black, 8.5% Hispanic [Source: Ethnic Diversity of Full-time Tenured and Tenure-Track Faculty at Texas State University-San Marcos, Compared to U.S. Doctoral Recipients in FY 2003 and FY 2004, IR]

- **Initiatives/Strategies Implemented**

  Office of the Provost diversity hiring related activities

  - A recruitment and hiring partnership was developed between the Office of Equity and Access and the Office of the Provost in an effort to enhance recruitment and hiring strategies.
  - The Office of the Provost hired 2 minority deans, one Hispanic female and one Hispanic male, for Fall 2005.
• The Office of the Provost funded 5 target of opportunity faculty hires for Fall 2004 and 7 for Fall 2005.

Accomplishments

Hispanic and African-American faculty represented 17 of 66 [or 26%] tenured and tenure track hires made during Sept 2004 – August 2005 [including hires effective 1 Sept 2005], compared to 10.8% of tenured and tenure track faculty at Texas State as of 15 October 2004.

Challenges

Competition for diversity candidates
Faculty salaries at hiring
Pipeline issues in many disciplines
Obtaining and verifying data

Recommendations

• Clarify what is meant by “significant” in this measure, including reference to the number of hires and percentage of total hires
• Distinguish between tenured/tenure track and other full time faculty hires
• Promote and require diversity in search committee membership
• Consider special salary inducements

Goal:

C. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino faculty and the curriculum will reflect a multicultural perspective.

Measures and data

Source of data

Measure 2: The percentage of African-American and Hispanic/Latino faculty in each college/department will reflect the availability of appropriately trained African-Americans and Hispanics/Latinos within the discipline. Annually, each department will conduct a diversity assessment.
1. See enclosed chart detailing availability statistics and diversity profile for Texas State academic departments

- Initiatives/Strategies Implemented

Office of the Provost diversity hiring related activities

- A recruitment and hiring partnership was developed between the Office of Equity and Access and the Office of the Provost in an effort to enhance recruitment and hiring strategies.
- The Office of the Provost hired 2 minority deans, one Hispanic female and one Hispanic male, for Fall 2005.
- The Office of the Provost funded 5 target of opportunity faculty hires for Fall 2004 and 7 for Fall 2005.
- The referenced chart has been distributed to academic colleges with a charge to address this issue, in part addressing the need to conduct a diversity assessment.

- Accomplishments

3. Minority full time faculty at Texas State compared to the top 10 largest public universities in Texas

- Texas State ranks 9th in percentage of African American faculty
- Texas State ranks 4th in percentage of Hispanic faculty

4. Percentage and number of minority tenure track faculty who started or were hired at Texas State since September 2004 [Source: Office of the Provost, Faculty Records]

- 21% of all [66] new hires were Hispanic, totaling 14 new hires.
- 5% of all [66] new hires were African American, totaling 3 new hires.

Hispanic and African-American faculty represented 17 of 66 [or 26%] tenured and tenure track hires made during Sept 2004 – August 2005 [including hires effective 1 Sept 2005], compared to 10.8% of tenured and tenure track faculty at Texas State as of 15 October 2004.

- Challenges

Competition for diversity candidates
Faculty salaries at hiring
Pipeline issues in many disciplines
Gaining pervasive willingness to embrace diversity in hiring

- Recommendations
- In faculty searches departments should make concerted attempt to diversify applicant pools
- The availability chart should be distributed annually and departments encouraged to use it in faculty recruiting and hiring efforts
- Consider special salary inducements

Goal:

D. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino faculty and the curriculum will reflect a multicultural perspective.

Measures and data

Source of data

Measure 3: Retain African-American and Hispanic/Latino tenure-track faculty at a higher rate than other ethnic groups.

<table>
<thead>
<tr>
<th>Tenure-track Faculty</th>
<th>Here in Fall 1998</th>
<th>Gone before Fall 2000</th>
<th>Here in Fall 1999</th>
<th>Gone before Fall 2001</th>
<th>Here in Fall 2000</th>
<th>Gone before Fall 2002</th>
<th>Here in Fall 2001</th>
<th>Gone before Fall 2003</th>
<th>Here in Fall 2002</th>
<th>Gone before Fall 2004</th>
<th>Total Gone within 2 academic years</th>
</tr>
</thead>
<tbody>
<tr>
<td>White, non-Hispanic</td>
<td>76</td>
<td>13</td>
<td>76</td>
<td>11</td>
<td>84</td>
<td>8</td>
<td>103</td>
<td>14</td>
<td>102</td>
<td>7</td>
<td>44</td>
</tr>
<tr>
<td>Hispanic</td>
<td>6</td>
<td>1</td>
<td>8</td>
<td>0</td>
<td>7</td>
<td>2</td>
<td>4</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>27</td>
</tr>
<tr>
<td>Black, non-Hispanic</td>
<td>15</td>
<td>1</td>
<td>10</td>
<td>1</td>
<td>20</td>
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<td>3</td>
<td>86</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
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<td>1</td>
<td>4</td>
<td>1</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>26</td>
</tr>
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<td>Other</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
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<td>1</td>
<td>6</td>
<td>1</td>
<td>5</td>
<td>0</td>
<td>26</td>
</tr>
</tbody>
</table>

Source: Faculty Index (FRXXFIXF) file of Texas State database.

Initiatives/Strategies Implemented

Accomplishments
5. Minority full time faculty at Texas State compared to the top 10 largest public universities in Texas [Source: IR]
   - Texas State ranks 9th in percentage of African American faculty
   - Texas State ranks 4th in percentage of Hispanic faculty

6. See enclosed chart detailing availability statistics and diversity profile for Texas State academic departments

7. Hispanic faculty members appear to have been retained at a higher rate than White faculty over the past 5 years

☐ Challenges

* Competition for diversity candidates
* Faculty salaries and supporting resources
* Service workload burdens for minority faculty
* Cultural differences in departments lacking significant ethnic and racial diversity

☐ Recommendations

* Revise measure to read: Retain African-American and Hispanic/Latino tenured and tenure-track faculty at a higher rate than all other faculty

* Encourage follow up discussions between chair and faculty as part of annual evaluation process

* Explore ways to improve faculty mentoring, especially to address this issue of faculty retention

* Encourage and promote the use of exit interviews as a means to gain insight about faculty attrition

* The Hispanic Policy Network and Coalition of Black Faculty and Staff should be supported and their value recognized, including their role in helping retain faculty

* Consider salary inducements
Goal:

E. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino faculty and the curriculum will reflect a multicultural perspective.

Measures and data

Source of data

Measure 4: Annually, two courses in each college will be modified to reflect a multicultural perspective.

A. NEW COURSES: Of the 507 newly developed courses, 65 (13%) containing elements to create a more diverse curriculum were added September 2004 through September 2005. [Source: Office of the Provost-Curriculum]

College of Applied Arts
CATE 3381 Instructional Strategies in Business Office Education Training Programs
FCD Advanced Cultural Diversity of Families
FCS 4340 International Study in Family and Consumer Sciences
FCS 5340 International Study in Family and Consumer Sciences
FM 4340 Fashion Merchandising in International Markets
ID 2329 Housing and the Environment
ID 4340 Interior Design in International Markets

McCoy College of Business Administration
ACC 4390A International Accounting
ACC 5390A International Accounting
MGT 3340 Small Business Management and Entrepreneurship
MKT 4310 International Marketing

College of Education
CI 5337 Language Acquisition and Development
CI 5374 Bilingual/ESL Content Area Instruction
DAE 5334 Family Literacy
DAE 5344 Multicultural Perspectives in Postsecondary Education and Adult Education
DAE 7344 Multicultural Perspectives in Postsecondary Education and Adult Education
ED 7365 Cross-cultural Leadership in Education
RDG 5331 Literacy Methods for Linguistically and Culturally Diverse Students
RDG 6330 Psychology of Language

College of Fine Arts and Communication
MC 4308 Women and Minorities in the Media
MC 4310 International Communication
MC 7304B International Communication
MU 2142 Fundamentals of Diction in Singing II
MUSE 3102 Salsa Del Rio
MUSE 3103 Texas State Mariachi
MUSE 3104 Panorama Steel Drum Band
MUSE 5102 Salsa Del Rio
MUSE 5103 Texas State Mariachi

**College of Health Professions**
CLS 4342 Clinical Diagnosis of Emerging Infectious Diseases
CLS 5342 Clinical Diagnosis of Emerging Infectious Diseases
HA 2315 Healthcare Administration History, Culture, and Language

**College of Liberal Arts**
ANTH 3318 Texas Archaeology
ANTH 3354 Latin American Gender and Sexuality
ANTH 5318 Texas Archaeology
ANTH 5324 Mexican American Culture
ANTH 5355 Seminar in Culture Theory
ENG 3393 Introduction to Canadian Literature
ENG 5332 Studies in American Fiction
HIST 4371 Introduction to American Indian History
HIST 4373 Economic and Social History of the Americas
HIST 4376 The History of Texas Music
HIST 5346 African American History
ITAL 1410 Beginning Italian I
ITAL 1420 Beginning Italian II
ITAL 2310 Intermediate Italian I
ITAL 2320 Intermediate Italian II
JAPA 3307 Advanced Japanese Writing and Grammar
JAPA 3308 Advanced Japanese for Business
PHIL 4372 Latin American Philosophy
POSI 3322 Introduction to International Studies
POSI 4354 The Politics of Extremism
REL 1310 Introduction to Religious Studies
SPAN 5313 Studies in South American Literatures
SPAN 5314 Studies in Central American and Caribbean Literatures
SPAN 5315 Studies in Mexican and Mexican-American Literatures
SPAN 5316 Studies in Spanish Peninsular Culture
SPAN 5317 Studies in the Cultures of the Americas
SPAN 5319 Synchronic Spanish Linguistics
SPAN 5320 Diachronic Spanish Linguistics
SPAN 5321 Spanish Applied Linguistics
SPAN 5322 Spanish for the Professions

**College of Science**
BIO 4464 Vertebrate Morphology
BIO 5428 Principles of Population Biology II
TECH 3313 Architectural Design II
TECH 4313 Architectural Design III


¹FM 2331 Fashion Merchandising
¹FCD 3355 Marriage and Family
¹MGT 3303 Management of Organizations
¹RDG 3312 Reading
¹CI 5330 Multicultural Teaching and Learning
¹MC 1313 Writing for the Mass media
¹MC 2319 Visual Communication
¹MC 1301 Introduction to Mass Communication
¹HIM 4390 Health Information Management
¹SOWK 2375 Social Services in the Community
¹POSI 3322 Introduction to International Relations
¹GER 3370 German Civilization
¹HON 3393Y Ethics of Care: East and West
¹PHYS 1430 Elementary Physics I
²HON 1390E Origins of Civilization
²HON 3390X Investigating European Film
²HON 3390Y Theory of Language
²HON 3390Z Finding Common Ground in Teaching and Learning
²HON 3392R Teaching Poetry to Children
²HON 2390H Art & Artists
²HON 3390L Film Analysis

▪ Initiatives/Strategies Implemented

- The Office of the Provost provided funding for the Multicultural Curriculum Transformation workshop. The Center for Multicultural and Gender Studies sponsored the two week with select number of Texas State faculty from the seven colleges. Guest scholars and Texas State faculty experts shared ideas and activities to stimulate curricula change. The workshop was designed to support the Strategic Plan goal of developing two multicultural classes per year. Multicultural content refers to international or United States diversity or a combination of both.

▪ Accomplishments

Of the 507 newly developed courses, 65 (13%) containing elements to create a more diverse curriculum were added September 2004 through September 2005. [Source:
Office of the Provost-Curriculum] Fourteen courses were modified by faculty participating in the Multicultural Curriculum Transformation Institute, May 2005.

- Challenges
  - Increasing faculty participation in curriculum transformation activities
  - Developing standard for multicultural perspective

- Recommendations
  - Develop standard for multicultural perspective
  - Provide more curriculum transformation and development workshops
  - Sharing of Multicultural Curriculum Transformation Institute 2005 results
  - Modify measure language to read: “Annually, two courses in each college will be newly developed or modified to reflect a multicultural perspective.”