Mission Statement

Jacksonville State University provides distinctive educational, cultural and social experiences for a diverse student population. As a learning-centered university, Jacksonville State University strives to challenge students academically in a responsive environment, meeting students’ educational, career and personal goals. As an academic institution, Jacksonville State University seeks to produce broadly educated graduates prepared for global engagement. As a public, comprehensive university, Jacksonville State University promotes excellence in scholarly and service activities consistent with its academic and professional strengths.
Opportunities for African American students to pursue a higher education degree

In 2000, African Americans made up 20% of the total student population.

In 2011, African American Students comprised 28% of enrollment at JSU.
Degrees Awarded to All Students

Number of All Students Awarded Degrees

- 1,380 students in 1994-1995
- 1,684 students in 2010-2011

22% increase
Degrees Awarded to Minorities

18% of all 1994-95 graduates were minorities

29% of all 2010-11 graduates were minorities
Degrees Awarded to Minorities

Number of Minority Students Awarded Degrees

Number of Minority Students Awarded Degrees

1994-1995

241

2010-2011

400

99% Increase

Success
Recruitment and Retention of Minority Faculty and Staff

JSU Minority Employees by Profession

<table>
<thead>
<tr>
<th>Year</th>
<th>Administrative</th>
<th>Faculty</th>
<th>Technical</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>25</td>
<td>22</td>
<td>3</td>
</tr>
<tr>
<td>2011</td>
<td>24</td>
<td>21</td>
<td>3</td>
</tr>
<tr>
<td>2012</td>
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<td>17</td>
<td>3</td>
</tr>
<tr>
<td>2013</td>
<td>13</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>2014</td>
<td>10</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>2015</td>
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<td>13</td>
<td>3</td>
</tr>
<tr>
<td>2017</td>
<td>8</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>2018</td>
<td>6</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>2019</td>
<td>5</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>2020</td>
<td>4</td>
<td>13</td>
<td>3</td>
</tr>
<tr>
<td>2021</td>
<td>3</td>
<td>13</td>
<td>3</td>
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</tbody>
</table>
### Recruitment and Retention of Minority Faculty and Staff

#### Fall 2000

<table>
<thead>
<tr>
<th></th>
<th>Full-Time Faculty</th>
<th>Part-Time Faculty</th>
<th>Total Faculty</th>
<th>% of all Faculty</th>
<th>Admin/Profess</th>
<th>Staff</th>
<th>Total</th>
<th>% of all Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>11</td>
<td>4</td>
<td>15</td>
<td>4.06%</td>
<td>13</td>
<td>26</td>
<td>54</td>
<td>6.16%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>0.81%</td>
<td>2</td>
<td>3</td>
<td>8</td>
<td>0.91%</td>
</tr>
<tr>
<td>Asian/Pac. Island</td>
<td>5</td>
<td>1</td>
<td>6</td>
<td>1.62%</td>
<td>0</td>
<td>5</td>
<td>11</td>
<td>1.25%</td>
</tr>
<tr>
<td>American Indian</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>0.27%</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>0.23%</td>
</tr>
<tr>
<td>White</td>
<td>238</td>
<td>107</td>
<td>345</td>
<td>93.24%</td>
<td>125</td>
<td>332</td>
<td>802</td>
<td>91.45%</td>
</tr>
<tr>
<td>Total</td>
<td>258</td>
<td>112</td>
<td>370</td>
<td>100%</td>
<td>43</td>
<td>464</td>
<td>877</td>
<td>100.00%</td>
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</table>

#### Fall 2011

<table>
<thead>
<tr>
<th></th>
<th>Full-Time Faculty</th>
<th>Part-Time Faculty</th>
<th>Total Faculty</th>
<th>% of all Faculty</th>
<th>Admin/Profess</th>
<th>Staff</th>
<th>Total</th>
<th>% of all Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>21</td>
<td>10</td>
<td>31</td>
<td>6.40%</td>
<td>33</td>
<td>23</td>
<td>87</td>
<td>7.94%</td>
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<tr>
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<td>3</td>
<td>2</td>
<td>5</td>
<td>1.03%</td>
<td>3</td>
<td>2</td>
<td>10</td>
<td>0.91%</td>
</tr>
<tr>
<td>Asian/Pac. Island</td>
<td>16</td>
<td>1</td>
<td>17</td>
<td>3.52%</td>
<td>1</td>
<td>4</td>
<td>22</td>
<td>2.02%</td>
</tr>
<tr>
<td>American Indian</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>0.62%</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>0.36%</td>
</tr>
<tr>
<td>White</td>
<td>278</td>
<td>148</td>
<td>426</td>
<td>88.02%</td>
<td>170</td>
<td>375</td>
<td>971</td>
<td>88.59%</td>
</tr>
<tr>
<td>Other</td>
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<td>2</td>
<td>0.41%</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0.18%</td>
</tr>
<tr>
<td>Total</td>
<td>321</td>
<td>163</td>
<td>484</td>
<td>100.00%</td>
<td>207</td>
<td>405</td>
<td>1096</td>
<td>100.00%</td>
</tr>
</tbody>
</table>
Key Positions held by African Americans at JSU

**Administration**
- Vice President of Information Technology
- Director of JSU McClellan
- Director of Housing/Residence Life
- Director of Institutional Development
- Director of Human Resources
- Director of Academic Advisement

**Faculty**
- Department Head, Communications
Key Positions held by African Americans at JSU

Professional
- Admissions Counselor
- Counselor (CDCS)
- Foundation Accountant (Development Services)
- Counselor
- Outreach Educator
- Coordinator of Teaching Learning Center
- Financial Aid Counselor
- Assistant Director, University Housing
- Residence Life Coordinator
- Manager of Benefits and Human Resources Information Systems
- Manager of the Mail Center

Athletics
- NCAA Enhancement Coordinator
- Head Coach of Men’s Basketball
- Head Coach of Women’s Volleyball
- Assistant Coach of Men’s Basketball (2)
- Assistant Coach of Men’s Football (3)
- Assistant Coach of Women’s Basketball
- Assistant Coach of Track/Cross Country
- Athletic Academic Advisor
- Coordinator of Athletic Facilities and Operations
Strategies to create representative faculty & staff

- **Recruitment**
  - Advertising in the right places
  - Raising salaries to SREB average
  - “Selling” a small town environment

- **Retention**
  - 85% of Full-Time African American Faculty retained from Fall 2010 to Fall 2011
  - Mentoring Program
  - Minority Doctoral Scholars Program- Dr. Paul Mohr
  - Strategic Planning
Summary

- Success
- Progress