

**Addendum to Diversity Progress Report
Submitted by the Office of Equal Opportunity and Diversity
October 24, 2007**

This is an addendum to the Diversity Progress Report submitted by the Diversity subcommittee, which was chaired by Steve Lucivjansky, who was the Interim Director of Equal Opportunity during the development of the report. This addendum will highlight recent diversity initiatives and programs and expound and update the other diversity initiatives and programs that were mentioned in the previous report.

Youngstown State University's Progress on Diversity is an ongoing commitment that combines strategic initiatives, activities and programs that are geared to enhancing diversity on the YSU campus.

One of the priority areas is increasing minority student enrollment. YSU realizes by having a diverse student body it enriches our student's educational learning experience and prepares them for the many challenges of working in today's society. Since 2002, minority student enrollment has increased 44.4 percent. In fact, further statistical data shows that since 2001, minority enrollment has jumped by 914 students or 64 percent.

Percent Minority Representation in the YSU Student Body

	2002	2004	2006	2007
African American	10%	11%	12%	12%
American Indian	.3%	.3%	.4%	.4%
Asian	.7%	.9%	.9%	.9%
Hispanic	2%	2%	2%	2%
Total Minorities*	1,619 (13%)	1,791 (14%)	2,062 (16%)	2,338 (17%)
Total Enrollment	12,698	13,101	13,183	13,497

*** Increase in minority enrollment from 2002 to 2007: 44.4%**

YSU is not only committed to increasing minority student enrollment but also wants the minority representation of faculty and staff to reflect the same. Recent 2007 statistics reflect that there has been a 47.5 percent (120 to 177) increase in minority faculty and staff over the past seven years. In addition, a recent article (September 28, 2007) in the *Chronicles of Higher Education* regarding Diversity in Academe, showed that YSU's representation of minority faculty of 15% (Fall of 2005) was comparable to many Ohio institutions and many of the other 1,300 colleges and universities surveyed in the article. One of the strategic initiatives that has assisted in increasing minority faculty and staff is the Strategic Hire Program, referred to in the initial report as the Opportunity Hire Program. The program was presented and approved by the Board of Trustees, and was enacted in 2006 and is referenced as policy number 2004.01. Since its inception, 12 minority faculty members have been hired.

Minority Representation of Faculty and Staff by Year

Race/Ethnicity	2000		2003		2006		2007	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
African American	69	6.6%	87	8.0%	101	8.8%	108	9.4%
Hispanic	20	1.9%	25	2.2%	24	2.0%	24	2.1%
Asian	25	2.4%	29	2.6%	42	4.0%	43	3.7%
Native American	6	.60%	5	.45%	2	.20%	2	.17%
Total	120	11.5%	146	13.2%	169	14.6%	177	15.4%

***Increase in minority and faculty and staff from 2000 to 2007: 47.5%**

Administrative Commitment and Support

The Director of Equal Opportunity and Diversity continues to report to the President and is a member of the cabinet. The new Director, Yulanda McCarty-Harris, Esq., hired in April 2007, is an attorney with a wealth of knowledge in equal opportunity and diversity issues. In 2006, the Office published its first newsletter, "Diversity Matters" which is dedicated to promoting the issues of diversity on the YSU campus and throughout the Mahoning Valley. Susan Moorer, the Coordinator of Diversity Initiatives, serves as the chair and works with an advisory board for the purpose of selecting appropriate articles for submission. She also oversees the creative layout as well as the content of the newsletter. The newsletter is sponsored by KeyBank, one of YSU's many partners who are committed to increasing diversity in the Mahoning Valley. The newsletter is distributed quarterly throughout the YSU campus and the Mahoning Valley community at-large.

To further its commitment to diversity, the University Diversity Council, which serves in an advisory role to the President on diversity-related issues, expanded its outreach to include a third subcommittee – the International Affairs Committee. The increase in international students is one of the institution's goals in the Academic Strategic Plan. The committee is chaired by Dr. Paul Carr, who first presented the idea to the Diversity Council in April of 2006. The institution now has a **Center for International Studies**, which is directed by Jef C. Davis. The Center's goals are to 1) increase opportunities for YSU students to study abroad and 2) administer current exchange agreements, review/recommend new agreements. The Fall enrollment of international students is currently at 128 (58 graduate, 11 English Language Institute). The Center is also responsible for immigration matters related to faculty employment.

Other reporting divisions, entities and councils to the University Diversity Council are the Office of Student Diversity, the Partners for Workplace Diversity and Student Diversity Council.

The Office of Student Diversity and Programs

The Office of Student Diversity and Programs is under the Office of Student Affairs and its primary focus is for the successful, enrollment, retention and graduation of underrepresented undergraduate students. The goal is achieved by developing and implementing holistic retention programs, sharing information and ideas that assist individuals in embracing diversity and encouraging mutual respect through education, cultural and social programming. The office coordinates the **Work Experience Program** which is designed to assist minority students with employment opportunities combined with mentorship, and also coordinates an **Emergency Minority Loan Program**. Both are funded by an outside grant. The Office also offers a variety of programs and activities like the “Kuputia Transione,” a transition program designed to assist new students of color with the transition to the college experience and the Martin Luther King Jr. Diversity Breakfast, which is sponsored by the YSU Student Diversity Council. It also offers assistance to diverse student organizations like YSUnity - a gay and lesbian organization, Native Americans, the Muslim Student Organization, and the Students African American Brotherhood. The students also participate and volunteer in many community activities and programs.

Student Diversity Council

The purpose of the Student Diversity Council is to promote an awareness of the different cultures on the campus of Youngstown State University. The council also celebrates the contribution that these cultures make to our campus and to our community. The council consists of 278 associate members – 30 of which are registered trustees, five are executive members, four are assistants, and two are executive assistants. Some of the activities planned for the Fall of 2007 are: Student Leadership Retreat, Stand Against Rape (week of October 10), Diversity Movie Night (week of October 24), Stand Against Racism (week of November 14), Diversity Symposium (week of November 28), and Religious Displays and Round Table Discussion (week of December 5).

Student Recruitment and Retention

Recently, YSU and its Center for Student Progress was given the Educational Policy Institute 2007 Outstanding Student Retention Program award, presented at the *International Retention 2007 Conference* held in San Antonio, Texas. This award is presented annually to institutions that have shown improvement in serving students, especially those who are historically underserved at the postsecondary level. The Educational Policy Institute’s mission is to expand educational opportunity for low-income and other historically underrepresented students.

Recent data shows a continuing increase in usage in retention since 2001 for the Office of Student Progress. For example, in 2001 the Office served 5,449 individual students, provided 19,144 contact hours, and retained 77.5% of full and part-time students served by the Center. (The usage and retention data shows that since the Center’s inception in 1996, there was a 115% increase in student contact hours and a 193% increase in the

number of students served.) The most recent data (2006-07 and updated October 3, 2007) reflects that 6,310 students were served, 31,000 contact hours, 81% of full-time students were retained, a 89% rate for first-time, full-time students who visited 10 or more times, and a 75% rate for first-time, full-time students who used the Center. Overall, the University retains 71% of its students compared to a national average for open admission of four-year public institutions of 54.95-64 percent. Minority retention rates for the University are 61% for first-time, full-time students – an increase from 52% in 2005-2006.

Other programs which enhance the diversity progress at YSU are **STARS (Student Achievement in Research and Scholarship)** and **SMARTS (Students Motivated by the Arts)**. The STARS program is a statewide faculty mentoring program, sponsored by the Ohio Board of Regents, for high achieving undergraduate minority students (African-American, Hispanic, and Native American) who are preparing themselves for graduate school and ultimately for academic careers. The mission of STARS is to increase minority representation in Ohio's college/university faculties. Youngstown State University is one of seventeen Ohio colleges and universities that participate in the STARS Program. The program provides students with academic counseling, independent research opportunities, conference participation and travel scholarships, networking opportunities, and assistance in applying to graduate school.

SMARTS is an educational partnership with YSU, the Youngstown City Schools, and the many vital arts organizations in Youngstown. SMARTS was created in 1997 by a group of forty-five individuals, including teachers from Martin Luther King Jr. Elementary, community members, and YSU administration, faculty, and staff. Not only did these individuals know the impact that the arts can have on a child's learning, they also believed that the arts could help to transform our community. Through the determination and planning of that initial group, SMARTS has come to life.

The future of SMARTS is positive. Plans are underway for expanding SMARTS in-school efforts into after-school, weekend, and summer arts programming at the new SMARTS Center, located in downtown Youngstown's historical Symphony Center, home of Powers Auditorium and the Youngstown Symphony.

Lastly, the Upward Bound Program, which helps students prepare for college, recently received \$1 million to continue operating for the next four years, and YSU's Center for Human Resources Development received a \$1.7 million dollar grant to operate two after-school programs which will serve nearly 150 middle school students in two area school districts. The Development centers are aimed at helping students in high-poverty, low performing schools meet academic achievement standards. Activities for the students include woodshop, karate classes, occupational therapy and anti-bullying programs.

Upward Bound is a national program funded by the U.S. Department of Education. It is designed to help first-generation, college-bound high school students or high school students from low-income families enroll in and succeed in college. Since its start in 1998, the YSU program has served 136 students in the Youngstown public high

schools. An additional 50 are participating this year. According to the Director, 92 percent of the students who complete the program enroll in college, mostly at YSU. The Upward Bound students participate in a variety of programs throughout high school, including classes in math, science, foreign language/culture and English, visit area colleges, receive after-school tutoring, attend Saturday enrichment classes and in-school counseling. In addition, students attend a six-week residential summer program on the YSU campus.