

**Title VI Annual Remedial Decree and Consent Decree Report
of the
University of Montevallo
for the period
July 1, 2002 through June 30, 2003
in the matter of
Knight, et al. and United States of America, et al. v. State of Alabama, et al.
(Civil Action CV83-M-1676-S)**

Filed: May 3, 2004

**FACULTY
AND
ADMINISTRATION DATA**

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

FALL STAFF SURVEY 2003

INSTITUTION: University of Montevallo

NUMBER OF PERSONS EMPLOYED
BY RACE AND PAYROLL STATUS*

	FULL-TIME				PART-TIME				TOTAL ALL
	NON-HISPANIC BLACK	NON-HISPANIC WHITE	OTHER	TOTAL	NON-HISPANIC BLACK	NON-HISPANIC WHITE	OTHER	TOTAL	
ADMINISTRATION Executive/Administrative/Managerial	0	27	0	27	0	1	0	1	28
FACULTY Faculty (Instruction/Research/Public Service)	7	124	5	136	1	51	1	53	189

*Includes Permanent and Temporary Employees

[Handwritten Signature]

Signature of President or Chancellor

29 April 2004

Date

Note: For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.

DUE DATE May 3, 2004

**"Other-Race" Faculty and Administration Recruitment
Consent Decree Report on Equal Employment Opportunity Issues**

Progress During the Reporting Year

During the reporting year the following results were noted:

Full-time Faculty

Fall	Headcount	# Blacks	% Black
2001	126	5	4.0
2002	131	5	4.0
2003	136	7	5.0

Part-time Faculty

Fall	Headcount	# Blacks	% Black
2001	75	2	2.7
2002	61	5	8.2
2003	53	1	1.8

Actions & Analysis

During this reporting period the number of full-time faculty increased from 131 to 136, while the number of African American faculty increased from five to seven. African American faculty represent 5.0% of the University's total full-time faculty. The overall number of part-time faculty employed by the University decreased from 61 to 53. The number of part-time African American faculty decreased from five to one during the same reporting period. African Americans represent a total of 1.8% of our part-time faculty population.

The number and qualifications of African American applicants applying for faculty positions remains a concern for administrators and faculty. During regularly scheduled faculty meetings and at Administrative Council, the President expressed concern over the racial make-up of the University's faculty. He charged everyone with responsibilities in the hiring process to assist in the recruitment of minority faculty. The number of minority administrative and professional positions during this reporting period has remained relatively constant. To increase the number and quality of applicants that result in a successful hiring, the Equal Opportunity and Consent Decree Committees have been asked to identify recruitment sources likely to be accessed by minority applicants. To aid in recruitment, the University has expanded the use of technology to reach minority candidates. The following identifies the steps currently being used and an analysis of the results.

A. Informational and Recruitment Activities.

The University of Montevallo is committed to recruiting and retaining a workforce that is racially diverse. In keeping with that commitment, UM continues to seek and hire qualified minority candidates for employment at all levels. Special emphasis is placed recruitment of faculty, professional, and administrative positions.

In furtherance of the goals contemplated by the decree and as a matter of policy, UM actively solicits minority applicants for available positions by advertising vacancies in media likely to be monitored by prospective African American candidates. For example, administrative and faculty positions are advertised in the Chronicle of Higher Education, Affirmative Action Register and the Birmingham Times which is a minority newspaper. The Personnel Office identifies and recommends other appropriate media, such as the Black Issues in Higher Education, The Black Scholar, CIC Directory and The Minority Review Journal in an effort to increase the applicant pool of African Americans. UM makes use of national and regional career networks and publications for the purpose of identifying qualified minority candidates and encouraging their interest in the University of Montevallo. The University has identified websites that target minorities as their primary audience. Through various development programs, UM provides academic support, student financial aid, and opportunities for personal and career expansion in order to assist African American members of the UM community as well as others in realizing their personal and professional goals.

To increase awareness of the University of Montevallo's commitment to a racial diverse campus, the Office of Personnel Services routinely places ads affirming our support of diversity in the following national publications:

The Black Reporter
Hispanic Today
The Black Perspective

B. Hiring Coordinator

The following administrator serves as the University's hiring coordinator:

Cynthia Jarrett, BS, MBA
Vice President of Business Affairs
University of Montevallo
Station 6012
Montevallo, AL 35115
(205) 665-6055

The Office of Personnel Services executes administrative procedures for the purpose of recruiting and hiring new employees. The Vice President of Business Affairs/EO Officer meets periodically with the Equal Opportunity Committee, the President and his Staff to review minority recruitment programs and progress. A monthly report is provided to the President that details biographical information on newly hired and terminated employees. Additional reports are provided regularly to the President through the Equal Opportunity Committee.

The reports include EEO information on all candidates applying for faculty, administrative, professional, technical para-professional and clerical positions. Administrative hiring procedures are reviewed periodically by campus administrators; they will be reviewed in 2004 under the University's Self Assessment program.

C. Feeder Program

The University of Montevallo continues its effort to identify African Americans who are interested in employment. Through its Feeder Program, twenty-two (22) institutions were identified which offered master's and doctoral level programs in the areas where faculty and professional staff are needed. These institutions are:

- Alabama State University
- Alabama A & M University
- Atlanta University
- Auburn University
- Auburn University at Montgomery
- Duke University
- Florida A & M University
- Samford University
- Mississippi State University
- Tennessee State University
- Troy State University
- Tulane University
- University of Alabama
- University of Alabama at Birmingham
- University of Georgia
- University of Florida
- University of Memphis
- University of Mississippi
- University of Tennessee
- University of South Carolina
- Vanderbilt University
- Louisiana State University

The University of Montevallo routinely sends position open announcements for faculty and professional staff positions to forty-seven predominately black colleges and universities. The following are those institutions that are identified as Historically Black Universities or Colleges:

- Alabama A & M University
- Alabama State University
- Miles College
- Oakwood College
- Selma University
- Stillmen College

- Talladega College
- Tuskegee University
- Bethune-Cookman College
- Bennett College
- Edward Waters College
- Florida Memorial College
- Albany State College
- Clark Atlanta University
- Fort Valley State College
- Morehouse College
- Morris Brown College
- Paine College
- Spelman College
- LeMoyne-Owen College
- Kentucky State University
- Dillard University
- Grambling State University
- Southern University and A & M College
- Xavier University of Louisiana
- Alcorn State University
- Jackson State University
- Mary Holmes College
- Barber-Scotia College
- Norfolk State University
- Johnson C. Smith University
- North Carolina Agricultural & Tech. State University
- Fisk University
- Wilberforce University
- Jarvis Christian College
- South Carolina State College
- Meharry Medical College
- Tennessee State University
- Central State University
- Lane College
- Morris College
- Hampton University
- Howard University
- Knoxville College
- Claflin College
- Shaw University
- Paul Quinn College

To make this a more effective recruitment tool the list has been updated to ensure correct and accurate information is available on all colleges. Plans are underway to mail position open announcements to all Historically Black Colleges and Universities. Recruiting faculty and professional staff from predominately black colleges and universities is a cost-effective way to attract minority applicants.

D. Use of African American Professionals for Part-time positions

African Americans represent 1.8 percent of the part-time faculty teaching.

E. Program to Develop Minority Faculty

Oversight and general administration of the Program to Develop Minority Faculty Diversity is vested in Dr. Wilson Fallin, a minority faculty member. This program continues to provide UM with a capable pool of well-qualified minority faculty members.

UM is committed to employing and retaining a "critical mass" of African American faculty. To compensate for the difficulty of attracting sufficient numbers of terminally prepared minority candidates from other institutions, UM offers the Program to Promote Faculty Diversity. This program provides financial assistance to African American faculty and qualified students enrolled in degree-granting studies at various universities. In exchange for that financial assistance, participating students agree to UM faculty service for a specified period following graduation.

The success of this program has helped to increase UM's minority faculty base and to better prepare current African American faculty for tenure earning positions and promotion. During the 2002-2003 reporting period UM had two student and/or faculty members participating in the Program. Listed below are the names of the participants in the program.

<u>Students/Faculty</u>	<u>Rank</u>
Dr. Thomasyne H. Williams	UM Faculty (Resigned August, 2002)
Mr. Paul Mahaffey	UM Faculty

One additional faculty member began participating in the program fall 2003.

Of UM's seven current full-time African American faculty, four have earned tenure status. A list of those faculty members and their rank are provided below:

<u>Faculty</u>	<u>Rank</u>
Dr. Anthony Pattin	Professor
Dr. Wilson Fallin	Professor
Dr. Karolyn Morgan	Assistant Professor
Dr. Clifton Pearson	Professor

In addition to those faculty members who have already earned tenured status, three African American faculty members are on tenure track and teaching in tenure earning positions. Those faculty members and their tenure review dates are as follows:

<u>Faculty</u>	<u>Review Date</u>
Mr. Paul Mahaffey	2005/2006
Ms. Tarsha Bluiett	2008/2009
Mr. Gary Packwood	2009/2010

At the present time four previous or current participants in the program are either full or part-time employees with the University. Those faculty are:

Wilson Fallin, Ph.D.
Associate Professor of History

Paul Mahaffey, M.A.
Instructor of English
Ph.D., est. December 2003, English

Anthony Pattin, Ph.D.
Professor of Music

Tarsha Bluiett, M.E.D.
Curriculum & Instruction

Sealed Consent Decree Materials - Employment Applicants Rejected

In a sealed envelope found behind this page the following information is furnished pursuant to the consent decree:

Employee applicants rejected
By name and other personal identifying data

This information is submitted to the Statewide Monitoring Committee for transmittal to the Court and to the United States Justice Department to fulfill the terms of the consent decree.²

²"Annually the defendant shall provide to [its] Monitoring Committee and to the United States as well as this Court under seal..."(Consent decree, p. 18).

"Information provided by the defendant with respect to [item 4] subsections (a) through (c) which contains the names, addresses, and telephone numbers of individuals shall not be made public without leave of this Court." (Consent decree, p. 19).

Defendant University of Montevallo submits this information to the Statewide Monitoring Committee with the condition that unless leave is given by the Court this information is sealed pursuant to the order of the Court. The decree further distinguishes between information sent to each attorney of record (viz., responses to items I, II, and III of the consent decree) and those sent only to the court and to the Department of Justice under seal (viz., IV).

Consent Decree Report on Participants in Program to Promote Faculty Diversity

Listed below are the names, addresses, and telephone numbers of those individuals who participated in the Program to Promote Faculty Diversity during the 2002-2003 reporting period:

Paul Mahaffey, (Ph.D. candidate)
University of Alabama
2212 26th Street
Birmingham, AL 35208
(205) 785-8274

In addition, ten others have completed the Program. They are:

Larry Cohill, M.A.

Marquita Furness Davis, Ph.D.

Mark Gaines, M.A.

Lisa Henderson, Ph.D.

Elaine Dumas Martin, Ph.D.

Darryl L. Richardson, M.A.

Anthony Pattin, Ph.D.

Wilson Fallin, Ph.D.

Paul Mahaffey, M.A.

Thomasyne Williams, Ed.D.

Paul Mahaffey is presently attending the University of Alabama and is enrolled in a doctoral program. Mr. Mahaffey has accepted a tenure earning position in UM's Department of English. He currently holds the faculty rank of Instructor.

Tarsha Bluiett is presently attending the University of Alabama and is enrolled in a doctoral program. Ms. Bluiett has accepted a tenure earning position in UM's Department of Curriculum and instruction. She currently holds the faculty rank of Instructor.

**STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT**

**RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL COMMITTEE REPORT**

INSTITUTION: University of Montevallo

Date Committee Formed: 9-1-02

List dates Committee met during Current Academic Year:

<u>3/31/04</u>	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

COMMITTEE MEMBERS

(Please list the name, race and title of the committee members below)

NAME	RACE	TITLE
Dr. Wayne Seelbach	W	Provost/Vice President Academic Affairs
Dr. Wilson Fallin	B	Advisor to the President for Minority Affairs
Ms. Cynthia Jarrett	W	Vice President Business Affairs/EO Officer
Ms. Eleanor Davis	B	Minority Student Advisor
Mr. Roy Dixon	B	Head Women's Basketball Coach
Dr. Glenda Isenhour	W	Vice President Student Affairs
Dr. Karolyn Morgan	B	Assistant Professor of Math
Dr. Anthony Pattin	B	Professor of Music
Dr. Randal Scott	W	Professor of Communication Arts, Chair Chair Dept Communication Arts
Dr. Denise Watts	W	Director, Institutional Research, Planning & Assessment

DUE DATE MAY 3, 2004

Notes:

- 1) This report is not to be completed by Alabama A&M University or Alabama State University.
- 2) This report relates to the Court Order issued March 28, 2002.

Include a detailed report of the results of this committee's efforts relating to the March 28, 2002 Court Order immediately after this form. Minutes relating to the activities of the Committee may be included in the report. Please include information on any programs developed by the Committee to assist in the recruitment and retention efforts.

Annual Report

Recruitment & Retention of Black Faculty and Administrative Committee

University of Montevallo
May 3, 2004

Since the completion of last year's annual report on May 1, 2003, the University's Recruitment and Retention of Black Faculty and Administrative Committee met on May 8, 2003 and March 31, 2004.

At its meeting on May 8, 2003, the Committee noted that the University had encumbered funds to employ a black department chair for the 2003-2004 academic year in addition to encumbered funds to supplement the hiring of a black faculty member for 2003-2004. The Committee then discussed a set of tentative recommendations for the use of the remaining funds. As agreed, the Chair subsequently distributed a set of draft recommendations that the Committee members then approved via e-mail. Those recommendations (copy attached) were sent to the President on July 3, 2003 and approved on August 1, 2003.

At its March 31, 2004 meeting, the Committee reviewed its recommendations that were approved by the President in 2003. The Committee then reviewed the received and anticipated revenues noting that the University had received \$131,116 for 2002-2003 and \$65,558 to date for 2003-2004 with an additional \$65,558 expected before the end of the fiscal year. The Committee noted that large portions of the funds are dedicated to salary and benefits for the black faculty employed in 2003-2004 in addition to departmental incentive awards and research grants for black faculty. Additional funds have been spent to assist with doctoral expenses for a black faculty member and to purchase a minority doctoral directory. Projected obligations through 2004-2005 would result in approximately \$22,000 being available.

The Chair reported that the University had employed a black faculty member in music for 2004-2005 and noted that several other faculty searches are still in progress with hopes that yet more blacks could be employed. During the two years of this program, the University has added three black faculty members, one of whom is a key leadership position as chair of the Department of Art.

The Committee reaffirmed its July 1, 2003 recommendations regarding the categories of expenditures as follows: 1) Departmental Incentive Awards of \$3,500 each for hiring black faculty or administrative staff; 2) Research Incentive Awards for black faculty in the Amount of \$2,500 each (minimum of 4 awards annually); and 3) Black Faculty and Administrative Staff Development Fund. The President accepted and approved this reaffirmation on April 2, 2004 (copy attached.)

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT
RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL FINANCIAL REPORT

INSTITUTION: University of Montevallo

Amount received Fiscal Year 2002-2003 (Oct 1, 2002-September 30, 2003) \$ 131,116

Method in which Funds were spent	Amount
Recruitment Efforts Black Faculty	\$ <u>10,380</u>
Retention Efforts Black Faculty	\$ _____
Recruitment Efforts Black Administrative Staff	\$ _____
Retention Efforts Black Administrative Staff	\$ <u>3,000</u>
Total amount spent Fiscal Year 2002-2003	\$ <u>13,380</u>

Were any black faculty members recruited and hired using these funds? Yes If so, how many? 2

Were any black administrative staff members recruited and hired using these funds? No If so, how many? N/A

Please provide the total amount spent of the Court Ordered Recruitment and Retention funds FY 2002-2003 below:

General Recruitment Efforts**	Salary amounts for New Black Faculty Paid with Funds	Salary amounts for New Black Administrative Staff Paid with Funds	Salary amounts for Existing Black Faculty Paid with Funds	Salary amounts for Existing Black Administrative Staff Paid with Funds	Equipment for Black Faculty	Equipment for Black Administrative Staff	Funds for Research support for Black Faculty**	Funds to cover Departmental costs for Travel, Release Time, etc. **	Other**
	8,880					1,500			3,000

DUE DATE MAY 3, 2004

Notes:

- 1) This report is not to be completed by Alabama A&M University or Alabama State University.
- 2) This report relates to the Court Order issued March 28, 2002.
- 3) For definitions of employee categories follow instructions for IPEDS 2003 Fall Staff Survey.

Include a detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent immediately after this form.

**Include a comprehensive and specific listing of how these funds were spent in the attached report.

Annual Financial Report
Fiscal Year 2002-2003
Recruitment & Retention of Black Faculty and Administrative Staff Committee

University of Montevallo
May 1, 2004

<u>General Recruitment Efforts</u>	\$ 0
<u>Salary/Benefit Amounts for New Black Faculty</u>	
Art Department Chair (July, 2003)	8,880
Music Department Faculty (August, 2003)	shown in 03-04 report
<u>Salary Amounts for New Black Administrative Staff</u>	0
<u>Supplemental Salary Amounts for Existing Black Faculty</u>	0
<u>Supplemental Salary Amounts of Existing Black Administrative Staff</u>	0
<u>Equipment for Black Faculty</u>	1,500
<u>Equipment for Black Administrative Staff</u>	0
<u>Funds for Research support for Black Faculty</u>	0
<u>Funds to cover Departmental Costs</u>	0
<u>Other</u>	
Doctoral Stipend for Black Faculty	<u>3,000</u>
 TOTAL FUNDS Spent*	 \$ 13,380

*Funds Obligated, but Unspent, are detailed in FY 2003-04 Expenditure Report.

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL FINANCIAL REPORT

INSTITUTION: University of Montevallo

Amount received as of May 1 of Current Fiscal Year (FY 2003-2004) (Oct 1, 2003-May 1, 2004) \$ 65,558

Method in which Funds were spent

Recruitment Efforts Black Faculty Amount \$ 101,862

Retention Efforts Black Faculty \$ 10,660

Recruitment Efforts Black Administrative Staff \$ _____

Retention Efforts Black Administrative Staff \$ _____

Total amount spent as of May 1 of Current Fiscal Year *** \$ 112,522

Were any black faculty members recruited and hired using these funds? Yes _____ No 1 If so, how many?

Were any black administrative staff members recruited and hired using these funds? No _____ No N/A If so, how many?

Please provide the total amount spent of the Court Ordered Recruitment and Retention funds as of May 1 of the Current Fiscal Year below:

General Recruitment Efforts**	Salary amounts for New Black Faculty Paid with Funds	Salary amounts for New Black Administrative Staff Paid with Funds	Salary amounts for Existing Black Faculty Paid with Funds	Salary amounts for Existing Black Administrative Staff Paid with Funds	Equipment for Black Faculty	Equipment for Black Administrative Staff	Funds for Research support for Black Faculty**	Funds to cover Departmental costs for Travel, Release Time, etc. **	Other**
353	94,500						10,660	7,000	

DUE DATE MAY 3, 2004

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Include a detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent immediately after this form.

**Include a comprehensive and specific listing of how these funds were spent in the attached report.

***Includes total salary obligation for FY 03-04

***Funds spent in excess of funds received carried over from FY 02-03

Annual Financial Report
Fiscal Year 2003-2004
Recruitment & Retention of Black Faculty and Administrative Staff Committee

University of Montevallo
May 1, 2004

<u>General Recruitment Efforts</u>	\$ 353
<u>Salary/Benefit Amounts for New Black Faculty</u>	
Art Department Chair (July, 2003) (\$90,661 obligated for 2004-05)	90,661
Music Department Faculty (August, 2003) (\$7,696 obligated for 2004-05)	3,848
<u>Salary Amounts for New Black Administrative Staff</u>	0
<u>Supplemental Salary Amounts for Existing Black Faculty</u>	
Math Department Faculty (\$2,500 obligated for 2004-05)	0
<u>Supplemental Salary Amounts of Existing Black Administrative Staff</u>	0
<u>Equipment for Black Faculty</u>	1,500
<u>Equipment for Black Administrative Staff</u>	0
<u>Funds for Research support for Black Faculty</u> (\$10,000 obligated for 2004-05)	10,660
<u>Funds to cover Departmental Costs</u>	
Art Department	3,500
Music Department (\$3,500 obligated for 2004-05)	3,500
<u>Other</u>	0
 TOTAL FUNDS Spent	 \$ 112,522