

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

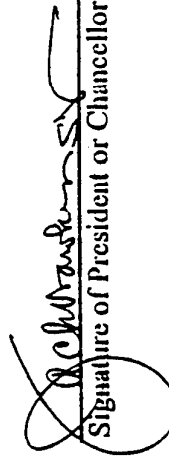
FALL STAFF SURVEY 2003

INSTITUTION: Troy State University (including Nursing Outreach and Phenix City)

ADMINISTRATION
Executive/Administrative/Managerial
FACULTY
Faculty (Instruction/Research/Public Service)

NUMBER OF PERSONS EMPLOYED BY RACE AND PAYROLL STATUS*									
FULL-TIME					PART-TIME				
NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL		NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL	TOTAL ALL
3	47	2	52		0	0	0	0	52
19	211	10	240		11	218	29	258	498

*Includes Permanent and Temporary Employees


Signature of President or Chancellor

April 8, 2004
Date

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

DUE DATE: MAY 3, 2004

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

FALL STAFF SURVEY 2003

INSTITUTION: Iroy State University Dothan

ADMINISTRATION
Executive/Administrative/Managerial
FACULTY
Faculty (Instruction/Research/Public Service)

NUMBER OF PERSONS EMPLOYED BY RACE AND PAYROLL STATUS*											
FULL-TIME					PART-TIME						
NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL	NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL	NON- HISPANIC BLACK	NON- HISPANIC WHITE	OTHER	TOTAL
1	10	0	11	0	0	0	0	0	0	0	0
3	54	3	60	2	53	6	61				121

*Includes Permanent and Temporary Employees

Bernice O'Neil
Signature of President or Chancellor

4/6/04
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

Additional efforts were made during this period to recruit “other-race” faculty and other administrative staff by wider announcement of these vacancies in national publications, including minority recruitment publications. Other colleges and universities were also contacted to encourage minorities to apply for these vacancies. A formal plan, “TSU System Equal Employment Opportunity Program” (Atch 1), was published in June 1992 (revised April 1993, March 1995, April 1999, April 2001, April 2003, and April 2004) to guide the System’s efforts in attracting more African-American faculty and administrators. The plan provides for three special programs: 1) A “Feeder Program” that seeks to attract African-American faculty and administrators from among 25 cooperating institutions of higher education; 2) An “African-American Fellowship Program” designed to financially support potential African-American faculty and staff while they pursue a terminal degree; and 3) An adjunct faculty emphasis to increase the number of African-American part-time faculty members. In addition, the plan includes the Chancellor’s August 5, 2002, Implementing Directive which incorporates his July 21, 2000, Directive and provisions for implementing the April 3, 2002, Federal Court Order.

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

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

INSTITUTION: Troy State University

Amount received as of May 1 of Current Fiscal Year 2002 - 2003 \$ 100,000.00

Method in which Funds were spent (Oct 1, 2002 - September 30, 2003)

Recruitment Efforts Black Faculty \$ 4.00 **

Retention Efforts Black Faculty \$ 81,596.00

Recruitment Efforts Black Administrative Staff \$ _____

Retention Efforts Black Administrative Staff \$ 18,400.00

Total amount spent as of May 1 of Current Fiscal Year \$ 100,000.00 (See notes below and attachments.)

Were any black faculty members recruited and hired using these funds? Yes _____

If so, how many? 4

Were any black administrative staff members recruited and hired using these funds? Yes _____

If so, how many? 2

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	Supplemental Salary amounts for New Black Faculty*	Supplemental Salary amounts for Existing Black Faculty	Supplemental Salary amounts for Existing Black Administrative Staff	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 *
\$0.00 **	\$81,596.00	\$18,400.00	0 **	\$0.00 **	\$0.00	\$0.00	\$4.00	\$0.00
								\$100,000.00

DUE DATE: MAY 1, 2004

Notes:

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

A detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent are attached to this form.

All "*" items are reported based on the original 11-4-99 proposal. ("The funds for this proposal will be available to PWI's to appoint African Americans to new or vacant faculty positions" and "would also be available for African Americans who are employed in vacant or new Administrative positions (EEO-1 positions)[not supplemental] and the U.S. District Court Order of April 9, 2002 #6,C which states "The funds can be but need not be budgeted for new faculty or EEO-1 positions. They shall, however, be budgeted in such a way as to increase hiring and retention of African-American faculty and EEO-1 staff. To that end, and by way of illustration only, a department that successfully hires a black faculty or EEO-1 staff member could receive departmental funds to be spent on travel, departmental equipment, research support and the like.")

** Expenditures not reported as a part of this report:

- Recruiting Costs: \$9,268.27 - \$4.00 = \$9,264.27 not reported
- Equipment Costs: \$7,424.47 not reported
- Supplemental Salary for New Black Faculty: \$190,064.00 - \$81,596.00 = \$108,468.00 not reported
- Supplemental Salary for New Administrative Staff: \$51,170.80 - \$18,400.00 = \$32,770.80 not reported
- Funds to cover Departmental costs for Travel: \$1,800 not reported

STATEWIDE MONITORING COMMITTEE
TITLE VI REMEDIAL DECREE REPORT

RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL FINANCIAL REPORT
FY 2003-2004

INSTITUTION: Troy State University

Amount received as of May 1 of Current Fiscal Year (FY 2004) \$ 50,000.00
(Oct 1, 2003 - May 1, 2004)

Method in which Funds were spent

Recruitment Efforts Black Faculty \$ \$ 26,870.88 (\$11,870.88 + \$15,000.00)

Retention Efforts Black Faculty \$ 23,129.12 ***Partial

Recruitment Efforts Black Administrative Staff \$ 0.00

Retention Efforts Black Administrative Staff \$ _____ ** Expenses Not Reported (\$11,173.34)

Total amount spent as of May 1 of Current Fiscal Year \$ 50,000.00 (See notes below and attachments.)

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? Yes _____ If so, how many? 2

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	Supplemental Salary amounts for New Black Faculty*	Supplemental Salary amounts for Existing Black Faculty*	Supplemental Salary amounts for Existing Black Administrative Staff**	Supplemental Salary amounts for Existing Black Administrative Staff	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*
\$26,870.88	\$0.00	\$23,129.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,000.00

DUE DATE MAY 1, 2004

Notes:

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

A detailed report on how all the funds ordered in the March 28, 2002 Court Order were spent are attached to this form.

All "****" items are reported based on the original 11-4-99 proposal. ("The funds for this proposal will be available to PW's to appoint African Americans to new or vacant faculty positions" and "would also be available for African Americans who are employed in vacant or new Administrative positions (EEO-1 positions)[not supplemental] and the U.S. District Court Order of April 9, 2002,#6.C which states "The funds can be but need not be budgeted for new faculty or EEO-1 positions. They shall, however, be budgeted in such a way as to increase hiring and retention of African-American faculty and EEO-1 staff. To that end, and by way of illustration only, a department that successfully hires a black faculty or EEO-1 staff member could receive departmental funds to be spent on travel, departmental equipment, research support and the like.")

** Expenses for Supplemental Salary Amount for New Black Administrative Staff Not Reported (\$11,173.34)

*** Partial Expenses Reported (\$30,956.80 - \$7,827.68 = \$23,129.12)

Supplemental Salary amounts for New Black Faculty: \$15,000 not reported

Supplemental Salary amounts for New Black Administrative Staff: \$11,173.00 not reported

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

INSTITUTION: TROY STATE UNIVERSITY DOTHAN

Amount received Fiscal Year 2002-2003 (Oct 1, 2002 - September 30, 2003) \$ 112,142.00

Method in which Funds were spent

Amount

Recruitment Efforts Black Faculty

\$ 500.00

Retention Efforts Black Faculty

\$ 3,000.00

Recruitment Efforts Black Administrative Staff

\$ 0.00

Retention Efforts Black Administrative Staff

\$ 0.00

Total amount spent Fiscal Year 2002-2003

\$ 3,500.00

Were any black faculty members recruited and hired using these funds? YES

YES

If so, how many? 1

Were any black administrative staff members recruited and hired using these funds? NO

NO

If so, how many? _____

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

General Recruitment Efforts**	Supplemental Salary amounts for New Black Faculty	Supplemental Salary amounts for New Black Administrative Staff	Supplemental Salary amounts for Existing Black Faculty	Supplemental Salary amounts for Existing Black Administrative Staff	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 **
\$500.00									\$3,000.00

DUE DATE MAY 3, 2004

Notes:

- 1) This report is not to be filled in 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 2002 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.**

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

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

INSTITUTION: TROY STATE UNIVERSITY DOTHAN

Amount received as of May 1 of Current Fiscal Year (FY 2003-2004) (Oct 1, 2003-May 1, 2004) \$ 56,071.00

Method in which Funds were spent

Recruitment Efforts Black Faculty Amount \$ 10,344.61

Retention Efforts Black Faculty \$ 49,464.00

Recruitment Efforts Black Administrative Staff \$ 0.00

Retention Efforts Black Administrative Staff \$ 0.00

Total amount spent as of May 1 of current Fiscal Year \$ 59,808.61 *

Were any black faculty members recruited and hired using these funds? See pages C-6-2-3 & C-6-2-4 If so, how many? _____

Were any black administrative staff members recruited and hired using these funds? 0 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**	Supplemental Salary amounts for New Black Faculty	Supplemental Salary amounts for New Black Administrative Staff	Supplemental Salary amounts for Existing Black Faculty	Supplemental Salary amounts for Existing Black Administrative Staff	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 **
\$2,844.61	\$46,464.00								\$10,500.00

DUE DATE MAY 3, 2004

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* Expended \$3,737.61 more than received during this year. The extra expenditures were part of the funds received from the previous year (2002-2003).

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

INSTITUTION: Troy State University Montgomery

Amount received Fiscal Year 2002-2003 (Oct 1, 2002 - September 30, 2003) \$ 100,000.00

Method in which Funds were spent	Amount
Recruitment Efforts Black Faculty	\$ <u>10,141.51</u>
Retention Efforts Black Faculty	\$ _____
Recruitment Efforts Black Administrative Staff	\$ _____
Retention Efforts Black Administrative Staff	\$ _____
Total amount spent Fiscal Year 2002-2003	\$ <u>10,141.51</u>

Were any black faculty members recruited and hired using these funds? No.

If so, how many? _____

Were any black administrative staff members recruited and hired using these funds? No.

If so, how many? _____

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

General Recruitment Efforts**	Supplemental Salary amounts for New Black Faculty	Supplemental Salary amounts for New Black Administrative Staff	Supplemental Salary amounts for Existing Black Faculty	Supplemental Salary amounts for Existing Black Administrative Staff	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 **
								\$7,818.51	\$2,323.00

DUE DATE MAY 3, 2004

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

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TITLE VI REMEDIAL DECREE REPORT
RECRUITMENT AND RETENTION
OF BLACK FACULTY AND ADMINISTRATIVE STAFF
ANNUAL FINANCIAL REPORT**

INSTITUTION: Troy State University Montgomery

Amount received as of **May 1 of Current Fiscal Year (FY 2003-2004)** (Oct 1, 2003-May 1, 2004) \$ 50,000.00

Method in which Funds were spent

Recruitment Efforts Black Faculty	Amount
Retention Efforts Black Faculty	\$ <u>14,835.05</u>
Recruitment Efforts Black Administrative Staff	\$ _____
Retention Efforts Black Administrative Staff	\$ _____
Total amount spent as of May 1 of current Fiscal Year	\$ <u>14,835.05</u>

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

Were any black administrative staff members recruited and hired using these funds? No. _____ 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**	Supplemental Salary amounts for New Black Faculty	Supplemental Salary amounts for New Black Administrative Staff	Supplemental Salary amounts for Existing Black Faculty	Supplemental Salary amounts for Existing Black Administrative Staff	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 **
								\$2,308.55	\$12,526.50

DUE DATE MAY 3, 2004

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