

The Division of Enrollment Management

Statement of Definition for Under-Represented Groups at Jackson State University

STUDENT DIVERSITY

Jackson State University, founded in 1877, is a Historically Black College or University (HBCU), located in Jackson, Mississippi. The racial groups that have been and continue to be “under-represented” within this student body are those most frequently categorized as “non-Black” students; including those of White or Caucasian, Asian, Hispanic or Latino, American Indian or Alaskan Native, Pacific Islander or Native Hawaiian, or other non-Black races. In the context of students, this term refers to those students who are not black.

For the Fall 2022 Academic year, 94.38% of the student population is identified as “Black.” The remaining 5.62% of the student population constitute the under-represented groups with White Americans being the predominate category in that group at 2.95%. The remaining reported demographics were; Asian – 1.1%, Hispanic – 0.4%, American Indian or Alaskan Native – 0.3%, Pacific Islander or Hawaiian – 0.1%, and other non-Black races – 0.7%. In this student population, 66.59% of the students were also female. Diversity was also provided when looking at students from in the State of Mississippi, outside of the State and outside of the nation with percentages of 60.02%, 37.56%, and 2.4% respectively.

In order to recruit more diverse racial demographics of students, Enrollment Management has gone into areas with different demographics than Jackson, Mississippi, which is 82.6% Black. Some of these areas include Phoenix, Arizona; Los Angeles, California; Oakland, California; and Aurora, Colorado. This year, we have also made contact with the Mississippi Band of Choctaw Indians to recruit that population.

Division of Academic Affairs

The university supports students from all walks of life, including different races, ethnicities, religions, genders, and sexual orientations. This diversity is not just limited to the student body; the faculty and staff are equally diverse. The university continues to make a conscious effort to recruit individuals from underrepresented communities, and it has paid off in creating a vibrant and inclusive campus culture.

The university's commitment to diversity and inclusion is evident in every aspect of campus life. The university offers student organizations that cater to different cultures and identities, and these organizations hold events throughout the year that celebrate diversity and encourage dialogue. The university also has a diversity office that provides resources and support to students from underrepresented communities.

The university also has a strong anti-discrimination policy in place. Any form of discrimination or harassment is not tolerated, and there are mechanisms in place to report any incidents. The university takes such incidents seriously, and has conducted thorough investigations to ensure that all members of the community feel safe and respected.

Jackson State University is a shining example of what a truly diverse and inclusive community can look like. It shows that when people from different backgrounds come together, they can achieve great things and create a better future for all.

Jackson State scholars reflect a diverse and talented faculty with a wealth of experience, knowledge, and innovation to the campus. Here are some reasons why recruiting talented faculty is important.

Academic Excellence: Recruiting faculty with strong academic backgrounds and research experience can elevate the quality of education at the university. Faculty who are experts in their fields can teach students about cutting-edge research and developments in their disciplines, challenging students to think critically and creatively.

Student Success: High-quality faculty can contribute significantly to the success of students. Faculty can provide mentorship and guidance, serve as role models, and offer support to help students achieve their academic and professional goals. Faculty who are passionate about their work and committed to student success can inspire students to achieve their full potential.

Diversity and Inclusion: Recruiting a diverse faculty is crucial to promoting diversity and inclusion on campus. Faculty from different backgrounds can bring unique perspectives and experiences to the classroom, creating a more inclusive and welcoming learning environment. This can also help to attract and retain a diverse student body.

Reputation and Prestige: The quality of faculty is a key factor in determining the reputation and prestige of an institution. Faculty who are recognized experts in their fields can bring recognition and respect to the university, attracting funding, partnerships, and collaborations with other institutions.

Economic Impact: A high-quality faculty can have a positive impact on the local economy. They can attract research funding, bring new research and development to the area, and attract students from around the world who contribute to the local economy through spending and job creation.

Jackson State has been very successful in the recruitment of faculty graduating from R1 and R2 universities. These faculty members are diverse in their experiences and research backgrounds. Each academic year, the number of non-Black faculty increases because we advertise in publications and websites that cater to all individuals, without respect to race and gender. The faculty who work at Jackson State align with our students based on their discipline interests,

their socioeconomic status, and desire to improve their higher education status. At this time, approximately 28% of faculty are non-Black.

In conclusion, recruiting faculty at a university in Mississippi is essential to achieving academic excellence, promoting diversity and inclusion, and enhancing the reputation and economic impact of the institution. By recruiting and retaining a diverse and talented faculty, universities in Mississippi can provide their students with the best possible education and prepare them for success in their careers and communities.

DIVISION OF RESEARCH AND ECONOMIC DEVELOPMENT

The Division of Research and Economic Development at Jackson State University is committed to advancing research and scholarship, while addressing complex problems of local, national and global importance. To be successful, we must foster an ecosystem for collaborative engagements among faculty, staff, students and all stakeholders across disciplinary boundaries to germinate novel ideas while bringing diverse perspectives, expertise and experiences to finding meaningful and impactful solutions. The Division understands that the university can only thrive when all people and perspectives are included, valued, and accepted.

Division of Human Resources

Diversity, Equity, and Inclusion Summary Statement (DEI)

The Division of Human Resources did not fund any Diversity, Equity, or Inclusion (DEI) Programs for any specific employee group(s) for Fiscal Years 2020, 2021, 2022 & 2023.

Jackson State University is committed to equal opportunity in all aspects of employment, including recruitment, selection, placement, training, promotion, transfer, terminations, compensation, and working conditions. The Division follows all applicable federal and state laws concerning equal employment opportunity, including Title VII of the Civil Rights Act of 1964, as amended, Title IX of the Education Amendments of 1972, and Executive Order 11246.

It is the policy of Jackson State University to promote the realization of equal employment opportunity through a positive continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, sex, national or ethnic origin, age, sexual orientation, disability, or military service. To that end, the Equal Employment Opportunity Policy Statement has been developed and is included in the Employee Handbook and Faculty Handbook, and is on the JSU's website. Jackson State

University holds increasing the diversity of its faculty, and staff as an integral part of its mission statement (See Exhibit A).

Faculty and Staff positions are posted on JSU's website. Jackson University has taken strides to continually increase the diversity among our faculty and staff. The University purchases online ad packages with The Chronicle of Higher Education, HigherEdJobs.com, and Diverse Issues. Other advertising venues include Monster, CareerBuilder, and Indeed. For faculty search committees, the HR Training Administrator provides training on the search process. This includes meeting with the search committee as a whole to discuss Jackson State University's hiring goals, implicit bias training, and review of the faculty search process. The faculty search process includes established procedures for ensuring consistency and objectivity to avoid disparate impact.

Jackson State University has an Equal Employment Opportunity Officer, Title IX Investigator, and Chief Diversity Officer position, which is currently vacant and was not occupied during the periods requested.

The Jackson State University current employee demographic makeup as of May 1, 2023, is as follows:

Breakdown by Gender

706 – Women

470 – Men

Breakdown by Race/Ethnicity

971 – African American/Black

94 – Caucasian/White

94 – Asian/Pacific Islander

2 – American Indian/Alaskan Native

12 – Hispanics

3 – Multiracial

As of May 1, 2023, 82.5% of the employee population identified as African American/black, and as with students, we define under-represented employees as those who are "non-black." Therefore, underrepresented races/ethnicity account for 17.4% of the employee population.

Exhibit A

Staff Handbook

2.1.1 Equal Employment Opportunity and Affirmative Action Policy

It is the policy of Jackson State University to provide Equal Employment Opportunities in all University employment-related activities such as advertising, recruiting, interviewing, testing, grading, training, compensation, promotion, termination, employee benefits, as well as in contracting. The University expressly prohibits discrimination in all these areas based on race, color, religion, gender, age, disability, or national origin, and provides for the full realization of equal opportunity within the University community. It is the policy of the University to select the most qualified person available for employment without discrimination based upon race, color, national or ethnic origin, age, gender, or disability. Additionally, the Office of Federal Contract Compliance Programs enforces for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Federal government pursuant to 41 C.F.R. 60 and other applicable laws. The Affirmative Action Plan, combined with the University's good faith efforts, will attempt to ensure that Equal Employment Opportunity is maintained. Affirmative action shall be taken when deemed necessary to maximize equal employment opportunity in a manner presented under present law. It will be the duty and responsibility of the Equal Employment Opportunity/Affirmative Action Compliance Officer (EEO/AA) in the Department of Human Resources to carry out these policies and procedures. The EEO/AA officer may be reached at (601)979-2015. The University also has a more detailed Equal Employment Opportunity Policy, which is available upon request to the Department of Human Resources.

Faculty Handbook (*Section IV Non Discrimination Policies*)

Equal Employment Opportunity Commission and Affirmative Action Statement

The Board shall administer its policies and programs without regard for race, age, sex, religion, national origin, handicapped, or veteran status. The Board has been and remains committed to the maintenance of equal opportunity for all people. Affirmative Action shall be taken to ensure that the Board does not discriminate in any aspect of employment including advertisement, recruitment, selection, promotion, demotion, transfer, compensation, and selection for training. Students are also assured that access to educational opportunities, financial assistance, and social and recreational programs will be free from discrimination (IHL Board Policies and Bylaws, 801.01, 1998).

It is the policy of Jackson State University to take affirmative action:

- To recruit, hire, and promote persons in all job classifications without regard to race, color, religion, sex, national origin, age, or physical and mental handicap (except where such handicap renders the person incapable of doing the job);

- To base decisions on employment so as to further the principle of equal employment;
- To ensure that promotion decisions are in accord with the principles of equal employment opportunity by imposing only valid requirements for promotional opportunities;
- To ensure that all personnel actions, such as compensation, benefits, transfers, layoffs, returns from layoffs, University-sponsored training, education, tuition assistance, and social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age, or handicap; and,
- To employ and advance in employment disabled veterans at all levels of employment. The University takes affirmative action to admit, teach, grade, discipline, and provide financial aid to, graduate, admit to graduate school, award graduate assistantships and fellowships to, provide fringe benefits to, and assist toward placement, all students, without regard to race, color, religion, national origin, sex, age, or handicap. This policy is actuated and implemented through the authority of the IEO of the University, derived from the Board of Trustees of State Institutions of Higher Learning in the State of Mississippi.

The Division of Information Technology

The Division of Information Technology (DIT) is engaged in Diversity, Equity, and Inclusion (DEI) efforts through its participation in research grants and consortiums.

Diversity in Research Activities

The DIT has a research agreement through the Broad Agency Announcements (BAA) from the US Army Engineer Research and Development Center (ERDC). The funded program is the Critical Infrastructure Cyber Protection (CICP) research program and is designed to increase minority participation in cybersecurity. This program is supported by 8 FTE(s): an African American female principal investigator, 2 African American female faculty members, 2 male Caucasian research associates, 1 male research associate, and 2 African American female research associates. The program supports six graduate students and nine undergraduate students. Over the past three years, there has been a combination of African American male and female students and one male Hispanic-American student supported financially by the program. This program is federally funded by the U.S. Army for \$2.75M.

The DIT also represents Jackson State University as part of the Minority Serving Cyberinfrastructure Consortium (MS-CC). The Minority Serving - Cyberinfrastructure Consortium (MS-CC) is a transformational partnership to promote advanced cyberinfrastructure (CI) capabilities on the campuses of Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Tribal Colleges and Universities (TCUs), and other Minority Serving Institutions (MSIs). The consortium currently is comprised of 55 HBCUs, 18 HSIs, 7 TCUs, and 28 Affiliate institutions. The main purpose of the MS-CC is to increase access to

cyberinfrastructure capabilities across academic disciplines, reduce disparities across all institutions, increase DEI awareness, increase collaborations among all (MSIs and PWIs) institutions, and increase CI workforce development for faculty, researchers, and students. The consortium is funded by the National Science Foundation with two grants (\$2.9 M and \$15M) in which the CIO of JSU is a Co-PI of both. The program is supported by 4 FTE(s): 2 African American females and 2 African American males at JSU and will provide CI support for research faculty across the campus.

JSU DEI Survey - FY 2020

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
				TOTAL FY20 FUNDING ALL SOURCES	\$0.00	TOTAL FY20 STATE FUNDING EXPENDED	\$0.00

JSU DEI Survey - FY 2021

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
				TOTAL FY21 FUNDING ALL SOURCES	\$0.00	TOTAL FY21 STATE FUNDING EXPENDED	\$0.00

JSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Health, Physical Education and Recreation	GRANT Advancing Health Equity in Chronic Kidney Disease: Changing the Narrative to Serve Mississippi's Most Equitable Populations	Our strategy is to utilize a three pronged approach to provide sustainable strategies to prevent Chronic Kidney Disease (CKD) and/or slow the progression of CKD, increase awareness of CKD, and institute lifestyle modifications in equitable populations across Mississippi.	7.00	Instructor, Assistant Professor, Chair, Administrative Assistant	\$162,230.00	\$162,230.00	\$6,971.83
University College (AA)	Instruction	Embraced Corequisite Approach and Motivational Framework for Culturally Responsive Teaching (Establishing inclusion, developing attitude, enhancing meaning, and engendering competency)	0.05	Instructors of English- Instructors of Mathematics- Instructors of Reading- Instructors of Academic Support-	\$587,592.66	\$29,379.63	\$29,379.63
				TOTAL FY22 FUNDING ALL SOURCES	\$749,822.66	TOTAL FY22 STATE FUNDING EXPENDED	\$36,351.46

JSU DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
College of Education and Human Development Health, Physical Education and Recreation (AA)	GRANT Advancing Health Equity in Chronic Kidney Disease: Changing the Narrative to Serve Mississippi's Most Equitable Populations	Our strategy is to utilize a three pronged approach to provide sustainable strategies to prevent Chronic Kidney Disease (CKD) and/or slow the progression of CKD, increase awareness of CKD, and institute lifestyle modifications in equitable populations across Mississippi.	7.00	Instructor, Assistant Professor, Chair, Administrative Assistant	\$162,230.00	\$162,230.00	\$6,971.83
				TOTAL FY23 FUNDING ALL SOURCES	\$162,230.00	TOTAL FY23 STATE FUNDING EXPENDED	\$6,971.83