## The University of Southern Mississippi

## Definition

USM's "Statement of Definition for Under-represented Groups" as approved by the IHL Board in 2013 identifies the following as "'under-represented' categories, for purposes of recruiting and retaining students and employees":

- African-American
- Asian-American
- Hispanic/Latino
- Pacific Islanders
- Native American
- Multiracial

## Methodology

End Notes have been added to Column I to reflect key components of this methodology.

## Calculations

All responsive budget lines are reflected in USM's Hattiesburg Budget category.

Per discussion in the April 19 CAO meeting, calculations are based on Hattiesburg Budget, Total Fund 10 (Educational & General) expenditures, prorated to isolate the portion of Fund 10 comprised of Hattiesburg Budget, State Appropriations. Specifically:

- Amounts reported in Column F reflect the Total Fund 10 (E&G) amount *budgeted* for the unit, program, or initiative.
- Amounts reported in Column G and Column H are prorated to isolate State Appropriations *budgeted* and *expended* per the following percentage calculations.

## Hattiesburg Budget

	Fiscal Year	Total Fund 10 (Educational & General)	Total State Appropriations	% Appropriations
╞				
	FY20	182,616,436	71,011,995	39%
	FY21	186,752,010	77,360,629	41%
	FY22	184,319,398	72,878,809	40%
	FY23	195,169,230	82,172,038	42%

### **Academic Centers**

USM has two responsive academic centers:

- Center for American Indian Research and Studies
- Center for Black Studies

Both centers represent a functional framework for existing faculty across a variety of disciplines to collaborate. Neither center has dedicated physical space, nor an operating budget. Faculty who lead these centers are not hired separately into dedicated center positions. Specifically:

- The Director and Co-Director of the Center for American Indian Research and Studies volunteer their time to conduct academic work related to the center. Neither faculty member receives additional pay for this work. Because this center has no operating budget and no personnel budget, it is not included in the survey.
- The Director and Associate Director for the Center for Black Studies each receive an annual stipend to conduct academic work related to the center. For FY20 through FY22, these stipend amounts were \$2000/year for the Director and \$1000/year for the Associate Director. For FY23, the Director stipend increased to \$3600. These personnel costs are reflected in the survey.

#### Academic Courses

USM has three responsive programs of study available to undergraduate students:

- American Indian Studies Minor (FY20 through FY23)
- Black Studies Minor (FY20 through FY23)
- Diversity, Equity, and Inclusion Certificate (began in FY22)

All three programs of study are elective; none are required in order to complete a specific major.

All three programs of study have a single required course; students may choose other elective courses across a wide range of disciplines in order to complete the program of study. The respective required courses are:

- AIS 301 Contemporary Issues in Indian Country
- BLKS 301 Introduction to Black Studies
- SOC 202 Diversity, Equity, and Inclusion

All three courses generated revenue that exceeded the total cost of instruction for each fiscal year; thus, no State Appropriations were expended to support these courses. The amount of revenue generated above cost is shown as a negative in Column F.

AIS 301 was not offered in FY20 or FY22.

#### Academic Courses – Clarifications 5.31.23

The total cost of instruction for the responsive courses is now shown in Column F on the updated survey. These courses are funded by the revenue generated from tuition payments. Tuition revenue (which is included in the Total Fund 10 (E&G) amount budgeted/Column F) fully supports these courses as detailed below, with direct tuition revenue generated exceeding the cost of instruction in each instance; thus, these courses neither receive nor expend State Appropriations.

Course	Total Cost of Instruction	Total Tuition Revenue Generated	Amount of Revenue Generated Above Cost
BLKS 301 (1 section)	(\$11,355.03)	\$19,190.10	\$7,835.07

#### FY20

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FY21

Course	Total Cost of Instruction	Total Tuition Revenue Generated	Amount of Revenue Generated Above Cost
BLKS 301 (1 section)	(\$6,317.14)	\$20,661.88	\$14,344.74
AIS 301 (1 section)	(\$9,135.47)	\$11,560.97	\$2,425.50

#### FY22

Course	Total Cost of Instruction	Total Tuition Revenue Generated	Amount of Revenue Generated Above Cost
BLKS 301 (1 section)	(\$6,307.93)	\$14,749.27	\$8,441.34
SOC 202 (2 sections)	(\$15,075.00)	\$56,594.51	\$41,519.51

#### FY23

Course	Total Cost of Instruction	Total Tuition Revenue Generated	Amount of Revenue Generated Above Cost
BLKS 301 (1 section)	(\$7,940.95)	\$11,882.66	\$3,941.71
AIS 301 (1 section)	(\$8,827.87)	\$19,455.78	\$10,627.91
SOC 202 (2 sections)	(\$14,377.08)	\$67,453.15	\$53,076.06

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>2</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>	End Notes
Office of Affirmative Action/EEO <sup>4</sup>		Unit that administers federally required affirmative action and equal employment opportunity functions	1.00	EEO Coordinator	\$66,272.00	\$25,846.08	\$25,007.39	<sup>1</sup> Total Fund 10 (E&G) amount budgeted
Office of Multicutural Programs		Unit that administers student affairs programming and initiatives supporting historically underrepresented students	1.00	Program Manager	\$54,678.00	\$21,324.42	\$19,073.04	<sup>2</sup> Total Fund 10 (E&G) budgeted, prorated at 39% to isolate State Appropriations
	Center for Black Studies	Academic center focused on the history and culture of African Americans	N/A <sup>5</sup>	Director; Associate Director	\$3,000.00	\$1,170.00	\$1,170.00	<sup>3</sup> Total Fund 10 (E&G) expended, prorated at 39% to isolate State Appropriations
	McNair Scholarships <sup>4</sup>	Scholarships supporting students who qualify as McNair Scholars in accordance with U.S. Department of Education federal requirements			\$66,100.00	\$25,779.00	\$11,025.05	<sup>4</sup> Related to federal program
	Kennard Scholars Program	Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group	0.17	Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program	\$16,840.00	\$6,567.60	\$2,306.99	<sup>5</sup> The Director and Associate Director roles are add- ons above existing faculty duties; thus, the center does not have its own FTE employees
	Minority Student Development	Support for programs for underrepresented students			\$19,127.00	\$7,459.53		<sup>6</sup> Total cost of instruction for this course is shown in Column F. This course is funded by the revenue generated from tuition payments. Tuition revenue (which is included in Total Fund 10 (E&G) amount budgeted/Column F) fully supports this course, with direct tuition revenue generated exceeding the cost of instruction; thus, this course neither receives nor expends State Appropriations.
	Armstrong-Branch Lecture Series	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$30,000.00	\$11,700.00	\$5,664.31	

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of	Title(s)/	Total Funding	State Funded	State Funds	End Notes
			FTE(s)	Position(s)	Received (All	Portion <sup>2</sup>	<b>Expended</b> <sup>3</sup>	
					Sources) <sup>1</sup>			
	Black History Month	Annual programming for Black History			\$5,406.00	\$2,108.34	\$1,684.86	
		Month						
	BLKS 301 -	required course for Black Studies Minor			\$11,355.03	\$0.00	\$0.00	
	Introduction to Black							
	Studies <sup>6</sup>							
					\$272,778.03	\$101,954.97	\$73,387.17	

Department	DEI Program/Activity		Number of FTE(s)	Title(s)/ Position(s)	0	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>	End Notes
Office of Affirmative Action/EEO <sup>4</sup>		Unit that administers federally required affirmative action and equal employment opportunity functions	1.00	EEO Coordinator	\$66,347.00	\$27,202.27	\$26,139.48	<sup>1</sup> Total Fund 10 (E&G) amount budgeted
Office of Multicultural Programs		Unit that administers student affairs programming and initiatives supporting historically underrepresented students		Director of Multicultural Programs; Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program; Program Manager	\$227,914.00	\$93,444.74		<sup>2</sup> Total Fund 10 (E&G) budgeted, prorated at 41% to isolate State Appropriations
Office of Diversity, Equity, and Inclusion		Unit charged with coordinating initiatives related to diversity, equity, and inclusion		Vice President for Diversity, Equity, and Inclusion <sup>7</sup>	\$213,000.00	\$87,330.00		<sup>3</sup> Total Fund 10 (E&G) expended, prorated at 41% to isolate State Appropriations
	Center for Black Studies	Academic center focused on the history and culture of African Americans	N/A <sup>5</sup>	Director; Associate Director	\$3,000.00	\$1,230.00	\$1,230.00	<sup>4</sup> Related to federal program
	McNair Scholarships <sup>4</sup>	Scholarships supporting students who qualify as McNair Scholars in accordance with U.S. Department of Education federal requirements			\$36,645.00	\$15,024.45		<sup>5</sup> The Director and Associate Director roles are add-ons above existing faculty duties; thus, the center does not have its own FTE employees

DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>	End Notes
Kennard Scholars Program	Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group	0.17	Multicultural Services and Programs and Director of	\$17,274.00	\$7,082.34		<sup>6</sup> Total cost of instruction for this course is shown in Column F. This course is funded by the revenue generated from tuition payments. Tuition revenue (which is included in Total Fund 10 (E&G) amount budgeted/Column F) fully supports this course, with direct tuition revenue generated exceeding the cost of instruction; thus, this course neither receives nor expends State Appropriations.
Armstrong-Branch Lecture Series	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$27,445.00	\$11,252.45		<sup>7</sup> Failed search resulted in position not being filled; restructured for FY22
Black History Month	Annual programming for Black History Month			\$5,406.00	\$2,216.46	\$299.34	
BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor			\$6,317.14	\$0.00	\$0.00	
AIS 301 - Contemporary Issues in Indian Country <sup>6</sup>	required course for American Indian Studies Minor						
	Kennard Scholars   Program   Armstrong-Branch   Lecture Series   Black History Month   BLKS 301 -   Introduction to Black   Studies <sup>6</sup> AIS 301 -   Contemporary Issues	Kennard Scholars Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group   Armstrong-Branch Annual lecture named in honor of the first African American students who enrolled at USM in 1965   Black History Month Annual programming for Black History Month   BLKS 301 - Introduction to Black Studies <sup>6</sup> required course for Black Studies Minor   AlS 301 - Contemporary Issues required course for American Indian Studies Minor	Kennard Scholars Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group 0.17   Program Armstrong-Branch Lecture Series Annual lecture named in honor of the first African American students who enrolled at USM in 1965 0.17   Black History Month Annual programming for Black History Month required course for Black Studies Minor   BLKS 301 - Introduction to Black Studies <sup>6</sup> required course for American Indian Studies Minor	Kennard Scholars ProgramProgram supporting students who demonstrate financial need and identify as a member of a historically underrepresented group0.17Coordinator of Multicultural Services and Programs and Director of Kennard Scholars ProgramArmstrong-Branch Lecture SeriesAnnual lecture named in honor of the first African American students who enrolled at USM in 1965Black History Month Introduction to Black Studiesrequired course for Black Studies MinorAlS 301 - Contemporary Issuesrequired course for American Indian Studies Minor	Kennard Scholars ProgramProgram supporting students who demonstrate financial need and identify as a member of a historically underrepresented group0.17Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program\$17,274.00Armstrong-Branch Lecture SeriesAnnual lecture named in honor of the first African American students who enrolled at USM in 1965\$27,445.00Black History Month Introduction to Black Studies <sup>6</sup> Annual programming for Black History Month\$5,406.00BLKS 301 - Introduction to Black Studies <sup>6</sup> required course for American Indian Studies Minor\$9,135.47	FTE(s)Position(s)Received (All Sources)1Portion2Kennard Scholars ProgramProgram supporting students who demonstrate financial need and identify as a member of a historically underrepresented group0.17Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program\$17,274.00\$7,082.34Armstrong-Branch Lecture SeriesAnnual lecture named in honor of the first African American students who enrolled at USM in 1965\$27,445.00\$11,252.45Black History Month Introduction to Black Studies6Annual programming for Black History Month\$5,406.00\$2,216.46BLKS 301 - Introduction to Black Studies6required course for Black Studies Minor Minor\$6,317.14\$0.00Als 301 - Introduction to Black Studies6required course for American Indian Studies Minor\$9,135.47\$0.00	FTE(s)Position(s)Received (All Sources) <sup>1</sup> Portion <sup>2</sup> Expended <sup>3</sup> Kennard Scholars ProgramProgram supporting students who demonstrate financial need and identify as a member of a historically underrepresented group0.17Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program\$17,274.00\$7,082.34\$2,006.44Armstrong-Branch Lecture SeriesAnnual lecture named in honor of the first African American students who enrolled at USM in 1965Image: Services and Program\$27,445.00\$11,252.45\$1,118.03Black History MonthAnnual programming for Black History MonthImage: Services and Program\$5,406.00\$2,216.46\$299.34BLKS 301 - Introduction to Black Studies <sup>6</sup> required course for Black Studies MinorImage: Services and Program\$6,317.14\$0.00\$0.00ANS 301 - Contemporary Issues in Indian Country <sup>6</sup> required course for American Indian Studies MinorS9,135.47\$0.00\$0.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>	End Notes
		Unit that administers federally required						
Office of Affirmative	2	affirmative action and equal employment						
Action/EEO <sup>4</sup>		opportunity functions	1.00	EEO Coordinator	\$67,561.00	\$27,024.40	\$24,948.25	<sup>1</sup> Total Fund 10 (E&G) am
				Director of				
				Inclusion and				
				Multicultural				
				Engagement;				
				Assistant				
				Director of				
				Programming;				
				Assistant				
				Director of				
Office of		Unit that administers student affairs		Engagement;				
Multicultural		programming and initiatives supporting		Program				2
Programs		historically underrepresented students	3.41	Manager	\$269,170.00	\$107,668.00	\$105,757.32	<sup>2</sup> Total Fund 10 (E&G) bu
				Interim Chief				
				Diversity Officer;				
Office of Diversity,		Unit charged with coordinating initiatives	1.00	Misc Non-	<b>.</b>	ATC 740.00	450 000 TC	3 7 1 1 5 1 40 (50 0)
Equity, and Inclusion	1	related to diversity, equity, and inclusion	1.88	Student	\$191,784.00	\$76,713.60	\$58,292.76	<sup>3</sup> Total Fund 10 (E&G) exp
				Director;				
	Center for Black	Academic center focused on the history and	N1 / A <sup>5</sup>	Associate	¢2,000,00	¢4,000,00	¢4 200 00	4 Data ta Cata a
	Studies	culture of African Americans	N/A <sup>5</sup>	Director	\$3,000.00	\$1,200.00	\$1,200.00	<sup>4</sup> Related to federal progr
		Scholarships supporting students who qualify						
		as McNair Scholars in accordance with U.S.						5 The Disector and Associ
	A A A A A A A A A A A A A A A A A A A	Department of Education federal			¢27.645.00	¢45.050.00	¢42,202,45	<sup>5</sup> The Director and Associ
	McNair Scholarships <sup>4</sup>	requirements			\$37,645.00	\$15,058.00	\$12,202.15	duties; thus, the center do
				Coordinators of				<sup>b</sup> Total cost of instruction
				Coordinator of				funded by the revenue ge
				Multicultural				included in Total Fund 10
				Services and				course, with direct tuition
		Program supporting students who		Programs and				thus, this course neither re
	Kennard Scholars	demonstrate financial need and identify as a		Director of Kennard Scholars				
		member of a historically underrepresented	0.17			¢6 160 40	¢1 172 00	
	Program	group Annual lecture named in honor of the first	0.17	Program	\$15,421.00	\$6,168.40	\$4,472.00	
	Armstrong Branch	African American students who enrolled at						
	Armstrong-Branch				677 AAE 00	\$10.079.00	\$53.60	
	Lecture Series	USM in 1965			\$27,445.00	\$10,978.00	\$53.60	1

## amount budgeted

# budgeted, prorated at 40% to isolate State Appropriations

# expended, prorated at 40% to isolate State Appropriations

## ogram

# ociate Director roles are add-ons above existing faculty does not have its own FTE employees

on for this course is shown in Column F. This course is generated from tuition payments. Tuition revenue (which is 10 (E&G) amount budgeted/Column F) fully supports this on revenue generated exceeding the cost of instruction; r receives nor expends State Appropriations.

Department	DEI Program/Activity		Number of FTE(s)		State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>	End Notes
	Black History Month	Annual programming for Black History Month		\$5 <i>,</i> 406.00	\$2,162.40	\$2,162.40	
	BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor		\$6,307.93	\$0.00	\$0.00	
	C	required course for Diversity, Equity, and Inclusion Certificate		\$15,075.00	\$0.00	\$0.00	
				\$638,814.93	\$246,972.80	\$209,088.48	



			Number of	Title (a) (	Total Funding Received (All	State Funded	State Funds	
Department	DEI Program/Activity	Brief Description of DEI Program/Activity	FTE(s)	Position(s)				End Notes
		Unit that administers federally required		EEO/Employee				
Office of Affirmative		affirmative action and equal employment		Relations				
Action/EEO <sup>4</sup>		opportunity functions	1.00	Director	\$102,657.00	\$43,115.94	\$30,921.46	<sup>1</sup> Total Fund 10 (E&G) amount budgeted
				Director of				
				Inclusion and				
				Multicultural				
				Engagement;				
				Assistant				
				Director of				
				Programming;				
				Assistant				
				Director of				
				Engagement;				
Office of		Unit that administers student affairs		Coordinator of				
Multicultural		programming and initiatives supporting		Prism and				<sup>2</sup> Total Fund 10 (E&G) budgeted, prorated at 42% to
Programs		historically underrepresented students	2.64	Programming	\$226,363.00	\$95,072.46	\$73,969.03	isolate State Appropriations
Office of Diversity,				Chief Diversity				
Equity, and		Unit charged with coordinating initiatives		Officer; Misc Nor	1.			<sup>3</sup> Total Fund 10 (E&G) expended, prorated at 42% to
Inclusion		related to diversity, equity, and inclusion	1.69	Student	\$221,581.00	\$93,064.02	\$49,181,57	isolate State Appropriations
			1.03	Director;	+===,232100	<i>+++++++++++++++++++++++++++++++++++++</i>	+ .0,202107	
	Center for Black	Academic center focused on the history and		Associate				
	Studies		N/A <sup>5</sup>	Director	\$4,600.00	\$1,932.00	\$1,932.00	<sup>4</sup> Related to federal program
		Scholarships supporting students who qualify			, , , , , , , , , , , , , , , , , , , ,	.,		
		as McNair Scholars in accordance with U.S.						<sup>5</sup> The Director and Associate Director roles are add-ons
		Department of Education federal						above existing faculty duties; thus, the center does not
	McNair Scholarships <sup>4</sup>	requirements			\$39,000.00	\$16,380.00	\$8,082.10	have its own FTE employees

Department	DEI Program/Activity		Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>		State Funds Expended <sup>3</sup>	End Notes
		Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented		Coordinator of Multicultural Services and Programs and Director of Kennard Scholars				<sup>6</sup> Total cost of instruction for this course is shown in Column F. This course is funded by the revenue generated from tuition payments. Tuition revenue (which is included in Total Fund 10 (E&G) amount budgeted/Column F) fully supports this course, with direct tuition revenue generated exceeding the cost of instruction; thus, this course neither receives nor
	Program	group		Program	\$15,153.00	\$6,364.26	\$2,765.15	expends State Appropriations.
	Ũ	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$27,445.00	\$11,526.90	\$11,526.90	
	Black History Month	Annual programming for Black History Month			\$5,406.00	\$2,270.52	\$2,252.36	
	BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor			\$7,940.95	\$0.00	\$0.00	
	AIS 301 - Contemporary Issues in Indian Country <sup>6</sup>	required course for American Indian Studies Minor			\$8,827.87	\$0.00	\$0.00	
	SOC 202 - Diversity, Equity, and Inclusion <sup>6</sup>	required course for Diversity, Equity, and Inclusion Certificate			\$14,377.08 \$673,350.90		\$0.00 \$180,630.56	