

**Minority Recruitment and Retention Annual Report**  
(Due annually by June 30<sup>th</sup> each year)

In accordance with [\(Act 1091\)](#), all state-supported colleges and universities are required to establish a program for the retention of blacks and other members of minority groups as students, faculty, and staff. Retention action plans are required to be prepared on a continuing basis for five-year periods.

Each state-supported college and university shall annually prepare a progress report on the steps that have been taken to reach the goals of the plan. The report shall include information relative to students, faculty, and staff within the institution. Copies of each institution's five-year plan and annual reports are to be filed by June 30 with the Arkansas Division of Higher Education.

The Minority Recruitment and Retention annual report should include at a minimum the following:

- Number of minority students, by minority group, who currently attend the institution.

2 or More	37
American/Alaska Native	3
Asian	6
Asian/Pacific Islander	3
Black or African American	57
Hawaiian/Pacific Islander	5
  
- Number and position title of minority faculty and staff who currently work for the institution.

Black FT Faculty Member	1
Black FT Staff Member	1
Hispanic-American/Alaska Native Adjunct Faculty Member	1
Black Adjunct Faculty Member	2
2 or more Adjunct Faculty Member	1
  
- Number of minority full-time faculty, by minority group, who currently work for the institution.

1 Black Faculty Member
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- Number of minority full-time Staff, by minority group, who currently work for the institution.

1 Black Staff Member
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- Number of minority adjunct faculty, by minority group, who currently work for the institution.

1 Hispanic-American/Alaska Native Adjunct Faculty Member
2 Black Adjunct Faculty Member

1 2 or more

- Number and position title of minority faculty and staff who began working at the institution in the past year.
  - 1 Hispanic Adjunct Faculty Member
  - 1 2 or more Adjunct Faculty Member
  - 1 Black Staff Member

Progress made in meeting institutional goals and objectives related to the recruitment and retention of minority students, faculty, and staff.

Black River Technical College has now implemented a minority and recruitment task force with whom we have liaisons in the minority populations of our surrounding communities, specifically in the Hispanic, African American, and Marshallese/Pacific Islander populations. The College has begun sharing all job advertisements with these liaisons in hopes of recruiting more minority faculty and staff members at BRTC.

Great progress has been made in the last year in the recruitment and retention of minority students to BRTC. Great progress has also been made in the local community regarding the college's minority outreach efforts.

This progress is evidenced by BRTC sponsoring the Eddie Mae Herron's second annual Juneteenth celebration and Vice President of Student Affairs, Jason Smith, being asked to be the keynote speaker for the event.

BRTC has made deliberate efforts to connect with local minority civic leaders and recruit them to serve as "BRTC Community Outreach Coordinators" for the college. These leaders help BRTC better understand the needs of the local minority populations as well as help bridge the gap between local populations and the college.

Another great step in the progress to reach minority students is the expansion of the efforts to recruit local Marshallese students to attend BRTC. The annual Marshallese Recruitment Preview Day was reconvened after a two-year hiatus due to COVID restrictions in the local high schools. This event brought all the junior and senior Marshallese students from Pocahontas High School to BRTC to learn about the programs BRTC offers and how to pay for college.

The event was so well received that the parents of the Marshallese seniors attended a follow-up Marshallese Parent's Preview Day to learn more about the opportunities for their children.

These efforts are summed up best by Marshallese community leader Dartu Mimi's statement on the college's efforts. "You have been nothing but real. In today's time that's all that matters to us, to everyone, is for someone to actually take the time out of their day to show that they truly care about a group of kids that did not have a hope

about their future. All we are taught is to graduate and go straight into factory work, but you all (BRTC faculty) gave us minority kids hope that we can still be guaranteed a future. With the time and hope that you all put into us gives us confidence that if everyone else can do it, WE CAN TOO! Thank you and everyone else on behalf of the Marshallese community!”

Lastly, BRTC has increased the minority student population in multiple key areas in the last academic year.

Increase in Asian students from 4 to 6 = 50% increase

Increase in Pacific Islander students from 5 to 8 = 60% increase

Increase in American/Alaskan Native students from 1 to 3 = 200% increase

Increase in African American students from 54 to 57 = 5.5% increase

- Include any new strategies or activities that have been added for the coming year and the indicators/benchmarks that will be used to determine success in meeting any new objectives.
1. Continuing usage of the newly created BRTC Minority Recruitment and Retention Taskforce which is guided by BRTC’s Community Outreach Coordinators who help BRTC better understand the needs of minority students and how to more effectively recruit new minority students to BRTC. This minority recruitment taskforce will help develop specialized recruitment messaging and programming to increase awareness amongst the local minority population in order hopefully increase the number of minority students at BRTC.
  2. Continuing participating yearly in a session on KLEK minority radio show “Community Connections,” in order to provide beneficial college enrollment information to the minority community in Northeast Arkansas.
  3. Continue and expand the Marshallese Day at BRTC. The event consists of a campus tour, specialized sessions involving academic majors, admissions, and financial aid information tailored to the local Marshallese population and their specific educational
  4. Spotlight minority students on the BRTC social media student spotlights. These spotlights will help increase awareness of current minorities on campus and give an insight into their experience at BRTC.

5. Continue sponsoring the newly created Juneteenth Celebration by the Eddie Mae Herron Center (a local African American museum which provides programs to bridge the divide between all groups of people in the local community).
- Include your timeline, budget, and methods used to assess and monitor progress.

The timeline for increasing the minority student population will be fall 2023. The Office of Recruitment has an annual budget of nearly \$14,000. These recruitment funds will be utilized to fund the Marshallese Day and any new initiatives the minority recruitment and retention task force create. Lastly, surveys will be given to all participants of the Marshallese Day, and to constantly assess the effectiveness of BRTC's minority recruitment initiatives.

**Submit your annual report electronically to [academic.affairs@adhe.edu](mailto:academic.affairs@adhe.edu) by June 30.**