

Areas for Improvement (AFI)

1. Candidate opportunities for interaction with faculty from diverse populations are limited.

Dakota State University is an EEO/Affirmative Action Employer and as such, “is committed to recruitment, hiring and retention of minorities. We urge individuals from underrepresented groups to apply for all open positions. Applicants with disabilities are invited to identify any necessary accommodations required in the application process.”

The College of Education hired a new faculty member in the fall of 2013 that had recently finished a terminal degree at the University of Georgia. The faculty member was of Hispanic descent (Ramos) and taught courses in the college in which a large percentage of our majors were enrolled.

The growth of graduate programs at DSU has also resulted in a more diverse faculty, with a number of new faculty members with Asian surnames joining the faculty ranks.

The Athletic Department continues to reflect the broadest diversity of race and culture of any subset of the university. Student athletes are recruited from a much larger geographic area than that being served by the limited resources of the Office of Admissions. The only two Black staff members at the university serve as coaches.

In 2007, the Indian Education Act mandated the development of course content for curriculum and coursework in South Dakota American Indian history and culture. A new faculty member in the CoE with responsibility for teaching the social studies methods course and the South Dakota American Indian Culture/Education course (required of all education majors) integrated the Oceti Sakowin Core Concepts: Essential Understandings and Standards into his courses. While the instructor himself was not a member of a racial minority, his efforts in the classroom promoted an understanding of and an appreciation for, native history and culture.

2. Candidate opportunities for interaction with peers from diverse populations are limited.

The screen clipping on the following page is from a spreadsheet provided by the Office of Institutional Effectiveness and Assessment (OIEA). This image and the data it contains suggests that progress has been made in increasing the diversity of the students enrolled in the College of Education (CoE). At the time of the previous on-site accreditation visit (2009) there were 13 “Diverse” students (excluding the category of Unknown) enrolled in majors in the CoE, resulting in 3.9% of the students in the college being ethnically/racially diverse. In the fall of 2014, the number of students in this same category - “Diverse” students (excluding the category of Unknown) had doubled to 26, representing 8.1% of the students enrolled in the College of Education.

As noted above, athletic teams continue to reflect the broadest diversity of race and culture of any subset of the university. Student athletes are recruited from a much larger geographic area and represent a far more diverse population than that of the existing service area of the university.

Fall Enrollment Undergraduate Education Students (BSED majors and CERTU)

	Fall 2014			Fall 2009		
	FT, UG	PT, UG	Total	FT, UG	PT, UG	Total
Total Men & Women						
Nonresident Alien (International Students)	2	0	2	0	0	0
Hispanic/Latino	2	1	3	2	1	3
American Indian or Alaska Native	3	0	3	1	2	3
Asian	0	0	0	1	0	1
Black	6	2	8	4	0	4
Native Hawaiian or Other Pacific Islander	1	0	1	1	0	1
White	217	77	294	250	60	310
Two or more races	8	1	9	1	0	1
Race/ethnicity unknown	1	0	1	7	2	9
TOTAL WOMEN & MEN	240	81	321	267	65	332
Diversity (Includes: international, hispanic/latino, american indian or alaska native, asian, black, pacific islander, two or more races, and two or more races)						
Diverse - Percentage	9.6%	4.9%	8.4%	6.4%	7.7%	6.6%
Diverse Students Overall - Number	23	4	27	17	5	22
Diversity (Includes: international, hispanic/latino, american indian or alaska native, asian, black, pacific islander, and two or more races)						
Diverse (Exclude Unknown from numerator) - Percentage	9.2%	4.9%	8.1%	3.7%	4.6%	3.9%
Diverse (Exclude Unknown) - Number of Students	22	4	26	10	3	13

Includes the following programs: D.BSED.BED, D.BSED.BIOL, D.BSED.COMP, D.BSED.ELED, D.BSED.ELSPE, D.BSED.ENGL, D.BSED.ESPC, D.BSED.PE, D.CERTUF.ELEDC, D.CERTUF.SEEDC, and D.SPEC.COPE

In fall 2014, D.SPEC.COPE was included.

Table Key

Name	Description
FT, UG	Full-time, undergraduate, degree-seeking students
PT, UG	Part-time, undergraduate, degree-seeking students
Total	Full-time & Part-time, undergraduate, degree-seeking students

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