



BLACK STUDENT AFFAIRS TASK FORCE ASSESSMENT CYCLE IN ACTION

Will Atkins – Multicultural and Diversity Affairs

Solange Douglass – Reitz Union

Overview:

- Identify Question/Issue
- Collaboration
- Timeline
- Design plan
- Methodology
- Data Collection
- Analyzing Data
- Review Results/Create Reports/Document Findings
- Craft Recommendations
- Implementation

Politics

After Bush order, Florida universities cope with shrinking black enrollment



University of Florida students Dashari Kearse, 20, right, and Susan Ajayi, 21, chat at the Gainesville school's Institute of Black

“But at Florida’s two premier universities, black enrollment is shrinking. At the University of Florida in Gainesville and at Florida State University in Tallahassee, administrators say they worry that the trend risks diminishing their standing as world-class universities and hurts the college experience.”

April 6, 2015 – Washington Post
Article highlighting Black student enrollment since One Florida (2000)

Politics

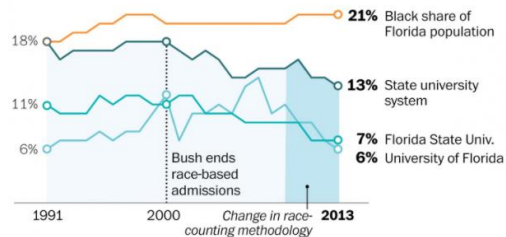
Minority enrollment in the Florida state university system

[f](#) [t](#) [g+](#) [e](#) [+](#) More

Florida’s university system — including its flagship schools, the University of Florida and Florida State University — had a smaller proportion of African American freshmen in 2013 than they did before Gov. Jeb Bush did away with race-based admissions in 2000.

College freshmen who are black

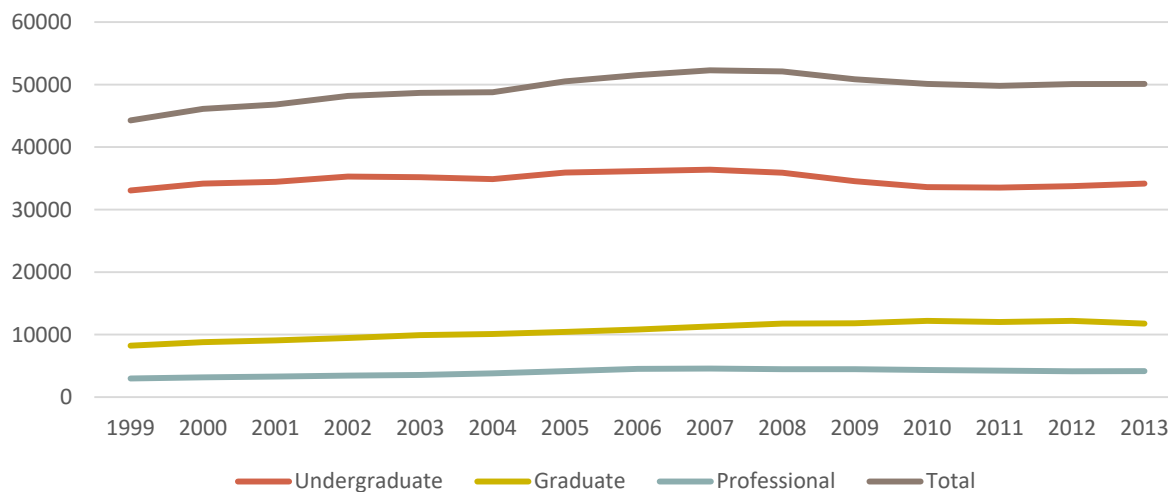
Black enrollment has declined since that time as the black share of the college-age population in the state has remained steady.



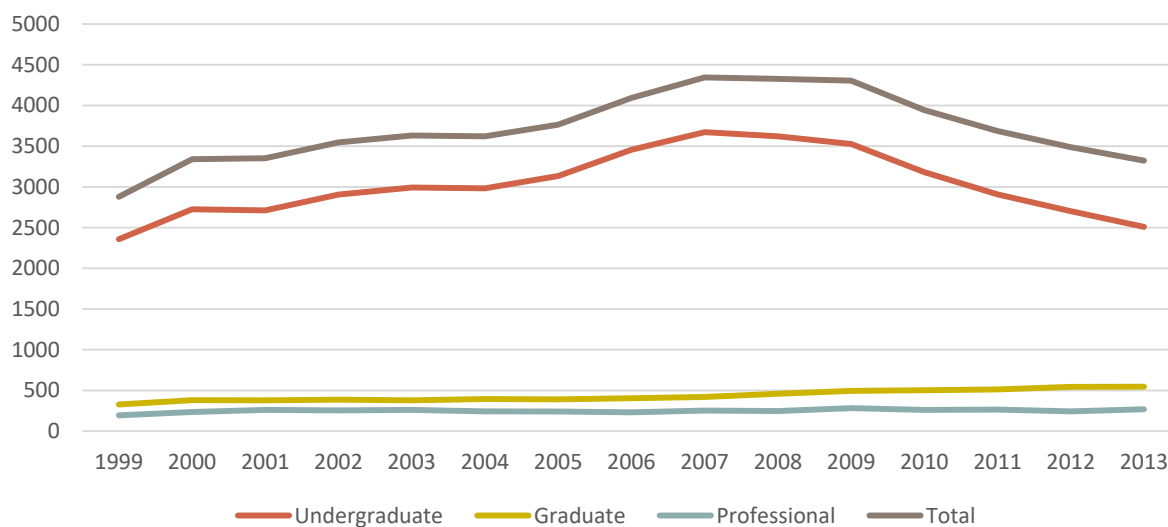
Most Read

- 1 Trump sees Comey's testimony as 'complete vindication' — and his fans agree
- 2 Biden encourages Romney to consider Senate run in Utah
- 3 This Democratic senator's thoughts on Trump? We

University of Florida Total Enrollment Since 1999
 UF Institutional Research
 (<http://www.ir.ufl.edu/factbook/enroll.htm>)



University of Florida Black Enrollment Since 1999
 UF Institutional Research
 (<http://www.ir.ufl.edu/factbook/enroll.htm>)



The Black Student Affairs Task Force (BSATF) serves as a strategic planning committee to explore, assess, and provide recommendations that lead to positive, sustainable changes toward the campus climate for Black/African American students at the University of Florida.

Will Atkins, Co-Chair; Executive Director – Multicultural and Diversity Affairs

Vee Byrd, Co-Chair; Past Director - Black Affairs

Dr. Katrice Graham, Director – Knight Division; College of Journalism and Communications

Dr. Michael Bowie, Executive Director, Florida Fund for Minority Teachers/ President, Association for Black Faculty and Staff

Chadia Clarke, Coordinator – Office of the Registrar

Dr. Anju Davidson, Assistant Director - Levin College of Law Center for the Student of Race and Race Relations

Dr. Brandi Pritchett-Johnson, Counselor/Clinical Assistant Professor - Counseling and Wellness Center

Dr. Henry Frierson, Dean – The Graduate School

Joselin Padron-Rasines, Student Government President/Undergraduate student

Solange Douglas, Program Coordinator – Student Activities and Involvement

Clarence Anthony, Ph.D. Candidate – Counseling and Counselor Education

Sean Johnson, Area Coordinator – Housing and Residence Life Education

Demarcus Merritt, Area Coordinator – Housing and Residence Life Education

Ianthea Mobley, IBC Ambassador/Undergraduate student

Nadene Reynolds, Associate Director – Career Resource Center

Phillip Wells, Black Student Union President/Undergraduate student

- Summer 2015 – Strategic planning and execution meetings by BSATF committee
- Fall 2015 – Implementation
 - Online surveys
 - Focus groups
 - Students
 - Organization Presidents
 - Association of Black Faculty and Staff
 - 3 town hall meetings
 - Individual meetings with deans and department leaders
- Spring 2016 – Data analysis and recommendation development
- Summer 2016 – BSATF recommendations presented to President Fuchs and Vice President Parrott

- Research on Campus Climate

- D'Augelli, A., & Hershberger, S. (1993). African American Undergraduates on a Predominantly White Campus: Academic Factors, Social Networks, and Campus Climate. *The Journal of Negro Education*, 62(1), 67-81.
- Locks, A. M. & Hurtado, S. & Bowman, N. A. & Oseguera, L. (2008). Extending Notions of Campus Climate and Diversity to Students' Transition to College. *The Review of Higher Education* 31(3), 257-285. The Johns Hopkins University Press.
- Solorzano, D., Ceja, M., & Yosso, T. (2000). Critical Race Theory, Racial Microaggressions, and Campus Racial Climate: The Experiences of African American College Students. *The Journal of Negro Education*, 69(1/2), 60-73.
- Freeman, T., Anderman, L., Jensen, J. (2007) Sense of Belonging in College Freshmen at the Classroom and Campus Levels. *The Journal of Experimental Education*, 75(3)

- Mixed Methods

- Qualitative and Quantitative

- IRB Approval Process

- Institutional Review Board
- Protocol #2015-U-1012

UFIRB #2015-U-1012

Email Title: What is it like to be black at the University of Florida?
Your Black Student Experience at the University of Florida

The Division of Student Affairs invites you to share your experiences as a black student at the University of Florida. In May 2015, a task force was developed by Vice President for Student Affairs, General Dave Kratzer, to gain a better understanding of campus climate for black students. The task force includes students, faculty, and staff from across the university; its mission is to identify opportunities to best meet the needs of black students. This cannot be accomplished without you! We invite you to share your perspective to help inform our efforts in supporting black student success moving forward.

In addition to surveys, we will also host a series of town hall meetings and smaller focus groups to hear from as many voices as possible. This is your time to share your positive and negative experiences, along with what you feel UF does well and could improve on to support black students.

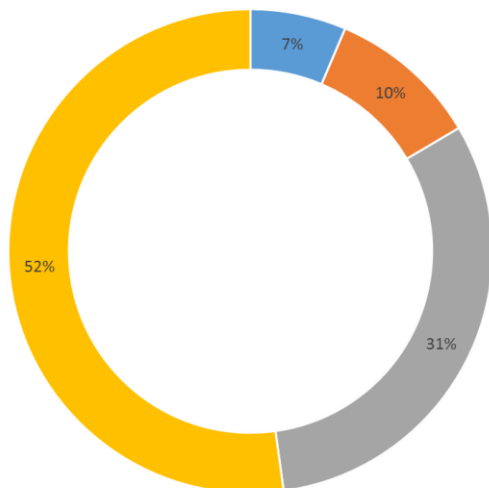
How you define "being black" may be similar or different from your peers and that is ok. For our purposes, "black" is inclusive of African American, African, Haitian, Jamaican, and of Caribbean or Latin descent students. If you feel that you experience the world as a black student, this survey is for you.

The information we collect will help the task force create evidence-based recommendations to create sustainable change and facilitate positive experiences for black students on campus. If you have any questions or concerns, please contact WilliamA@ufsa.ufl.edu

Approved by
 University of Florida
 Institutional Review Board 02
 Protocol # 2015-U-1012
 Reviewed on : 09/02/2015

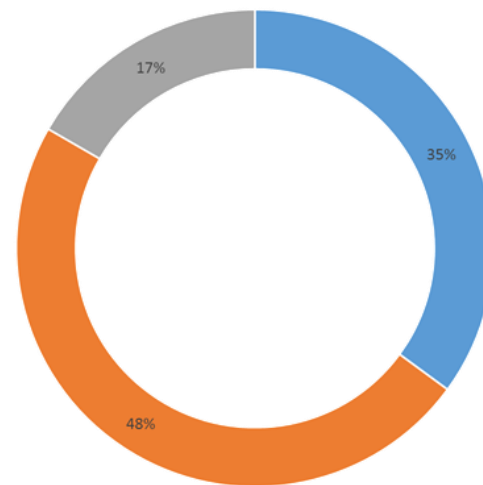
- Online Survey
 - Had both methods built into the survey instrument
 - Questions were crafted to not lead participants to a certain answer
 - Left opportunities for free response
- Focus Groups
 - Black Student Organization Leaders
 - Black Affairs Ambassadors
 - Association of Black Faculty and Staff
 - Open call
- Town Halls
 - 3 town hall meetings
 - More like an open forum with structured questions and free response from participants
- Individual Meetings with Deans/Department Chairs

The presence of black faculty (professors) and staff (administrators/advisors) is important to my experience at the university



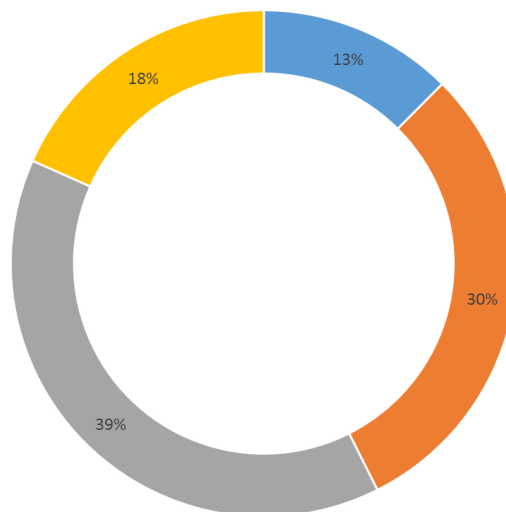
■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

The number of Black faculty and staff members I know



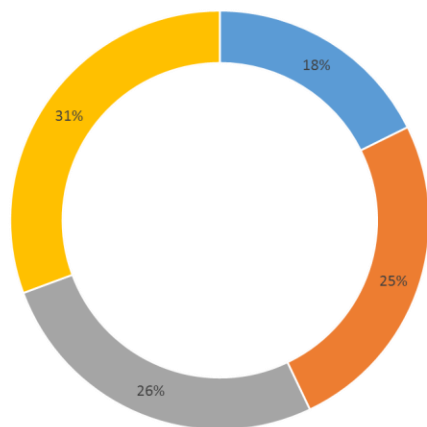
■ Only 1 ■ 2 to 5 ■ 5 or more

I feel connected with other Black students at UF



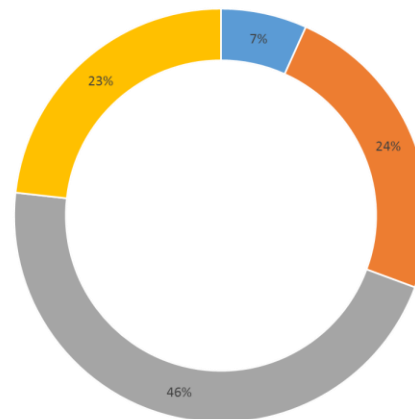
■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

I have experiences microaggressions at UF
[defined as "behaviors, verbal remarks, or
comments that convey rudeness,
insensitivity and demean your racial
heritage or identity" (Sue, 2007)]



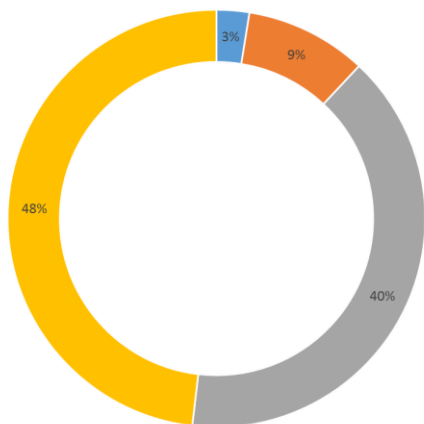
■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

I feel like I belong at this institution



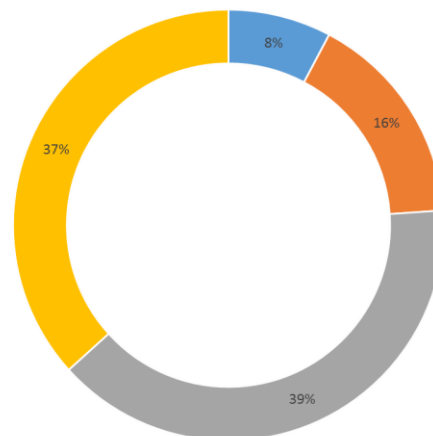
■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

I am proud to be a Gator



■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

I would choose to attend UF again



■ Strongly Disagree ■ Disagree ■ Agree ■ Strongly Agree

Qualitative Data – Themes

- Heightened sense and awareness of race and racial difference on campus
- Some students are enjoying their experience
- Some students are de-sensitized because of the frequency of race related occurrences.
- Decline in Black enrollment is felt
- Microaggressions are frequent
- Overwhelming concern of stereotypes by peers, faculty, staff, Gainesville community members
- UF sponsored organizations are welcoming but events don't cater to all
- Tokenization
- The presence of Black faculty and staff address concerns around stereotype threat – students feel safer on campus
- Lack of racial diversity in administrative leadership
- Visibility and accessibility to higher administrators is helpful

Quantitative Data – Findings

- Male students felt a greater sense of belonging and comfort at UF
- Cisgender female students were more likely to experience macroaggressions
- Students who lived on campus were less likely to know black faculty/staff
- Students who are more involved in student orgs are more likely to know black faculty/staff
- Students who were more involved also felt more strongly they had been treated differently in the classroom because of their race
- African and Caribbean students are the least comfortable to “be themselves” in public places on campus with multiracial students feel the most comfortable
- Transfer and Graduate students felt the least connected to other black students at UF
- Graduate students rated lowest for feeling proud to be a Gator

Acknowledgement.....	pg. 3
Purpose.....	pg. 4
Mission.....	pg. 6
Task Force Members.....	pg. 6
Method.....	pg. 7
Limitations.....	pg. 8
Descriptive Quantitative Data and Analysis.....	pg. 9
Qualitative Data Overview.....	pg. 13
Recommendations.....	pg. 16

Appendix

- A. IRB Submission Protocol and Instrument
- B. Qualitative Response Results
- C. Town Hall and Focus group notes
- D. Dean Notes
- E. ABFS Notes
- F. Task Force Workday Findings
- G. IRB Approval
- H. SPSS Data
- I. Literature

RECOMMENDATIONS

- Form a Chief Diversity and Inclusion Officer and Department
- Appoint Diversity and Inclusion Officer for each department/college with ongoing trainings
- Hiring of a Diversity Admissions Officer
- Mandatory diversity and inclusion module from Human Resources for all faculty, staff, and students
- Annual town hall meeting with UF administration
- Create a diversity and inclusion track for UF supervisors
- Establish incentive dollars for Black faculty
- Add a diversity and inclusion component to new faculty and staff orientation
- Build a lecture series for deans and department heads
- Erect a statue, rename a building, or name a space in a prominent location after an esteemed Black alum
- Add “diversity” to tenure and promotions evaluations
- Make African American Studies its own department
- Establish and endorse a marketing campaign targeted at Black/African Americans
- Reestablish transitional program (formerly called PAACT) for first year students through graduation
- Create a Black Cultural Living Learning Community
- Start a program on Inter-group Dialogue
- Develop and streamline a curriculum for diversity and inclusion for First Year Florida and the Good Life course
- Add a diversity and inclusion component to Preview
- Create physical plots for Black Greek letter organizations

TOWN HALL MEETING

WITH PRESIDENT KENT FUCHS

MONDAY, MARCH 20, 2017

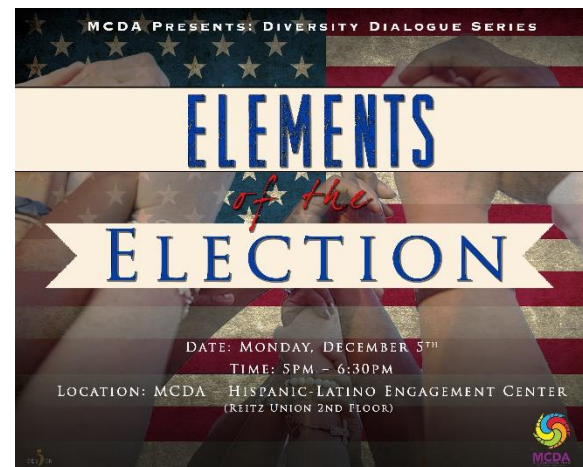
6PM – 7:30PM

EMERSON ALUMNI HALL – PRESIDENT'S ROOM

FALL 2017 P.A.A.C.T. is Back

Black Affairs in Multicultural and Diversity Affairs is excited to announce the re-launch of the P.A.A.C.T. program, a 4-day welcome program for incoming Black students at the University of Florida.

More information about how you can get involved will be released soon.



BLACK CULTURAL LIVING LEARNING COMMUNITY

HOUSING & RESIDENCE EDUCATION
UNIVERSITY OF FLORIDA