African Americans (22.4% to 24.1%/490 to 500) and for All Minorities (25.3% to 26.6%/555 to 559). Nonetheless, data from the university for students who start out as first time, full-time freshmen, and data from an analysis of transfer students indicate that six year graduation rates are at 42% for first-time freshmen and 44% for transfers.

Significant partnerships were created with the Mobile County Public School System (MCPSS) and the Baldwin County Public Schools (BCPS) to support math and science instruction in area schools, especially for poor and minority students, through competitive grants secured by College faculty.

Because the college plays such a central role in preparing teachers for positions in local school districts, we have emphasized that collaboration with local educational agencies be planned specifically to focus on issues of curriculum and on the recruitment and retention of underrepresented faculty. We have recognized a need for a curriculum review for all programs to ensure that diversity is being incorporated in all classes. Program faculty are restructuring their curricula to include issues of diversity explicitly into their courses to meet new state standards.

of non-native speakers of English, a proposal to establish a maste Speakers of Other Languages has been submitted to the ALSDE for review. Expanding our global outreach, collaborative agreements for student and faculty exchange were signed with the University of Salamanca (Spain) and Dongguk University (Korea). Collaboration with the University of Jyvaskyla (Finland) has expanded to embrace teacher and leadership preparation in addition to current initiatives in counseling as well as health and physical education. The College sponsored a visit to campus by a team of educators from the University of Costa Rica as part of our previously approved collaborative agreement.

The Advising Center initiated an aggressive program for recruiting candidates from two-year colleges, especially those serving minority applicants.

Professional development programs were successfully implemented to improve multicultural literacy among the faculty and to improve practice that addresses multicultural education in

September 6, 2007. Understanding and Responding to Large-Scale Crises Across Cultures by Dr. José Navarro Góngora, Professor, Department of Psychology, University of Salamanca.

February 7, 2008. Preparing Teachers Nrau. 2(dea Chagor)ngi8(n)nrdgo0(ld8(n) 3(s)4W(c)at6g T)ea)3(og)er)65(4)

Director of the African American Professors Program at the University of South Carolina. He was appointed Visiting Professor in the College to support multicultural curriculum transformation and to serve as a resource in writing for publication and multicultural issues.

A mentoring seminar for female faculty was implemented as part of a concerted effort by senior faculty to work with junior faculty to help them transition into becoming effective members of their respective departments. A special workshop was held on tenure and promotion where faculty could ask questions about expectations and responsibilities associated with positions in higher education.

The College has undertaken the development of a serious and well thought-out diversity plan

## Goal 3: To embrace diversity

## Objectives

- 3.1: Create a welcoming environment by providing culturally-sensitive supports to retain faculty, staff, and students from under-represented groups.
- 3.2: Revise, implement, and evaluate action plan to enhance diversity and advance the multicultural compe strategic diversity plan.