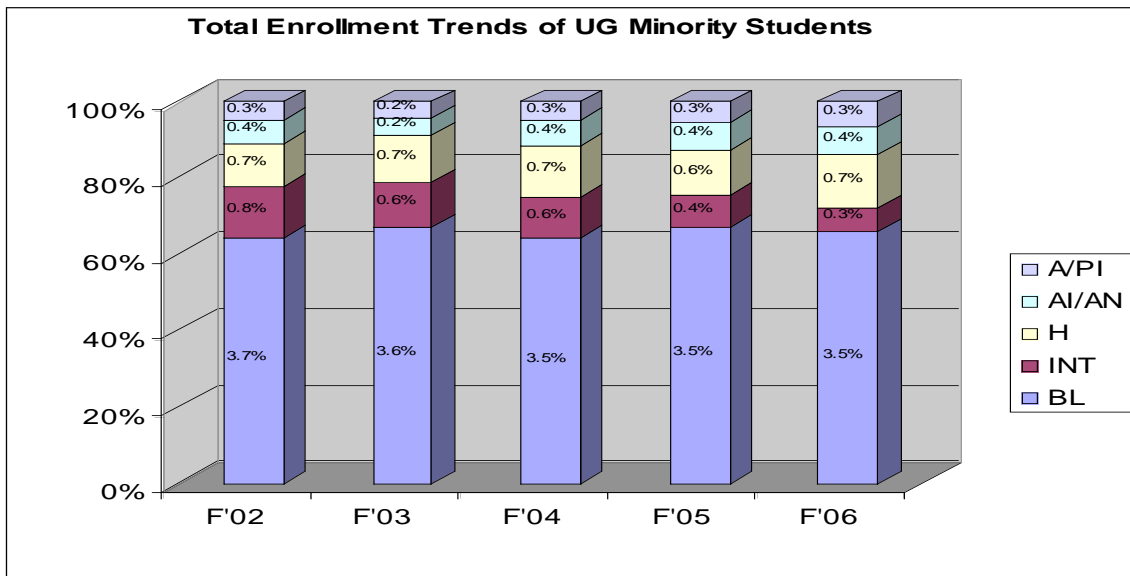
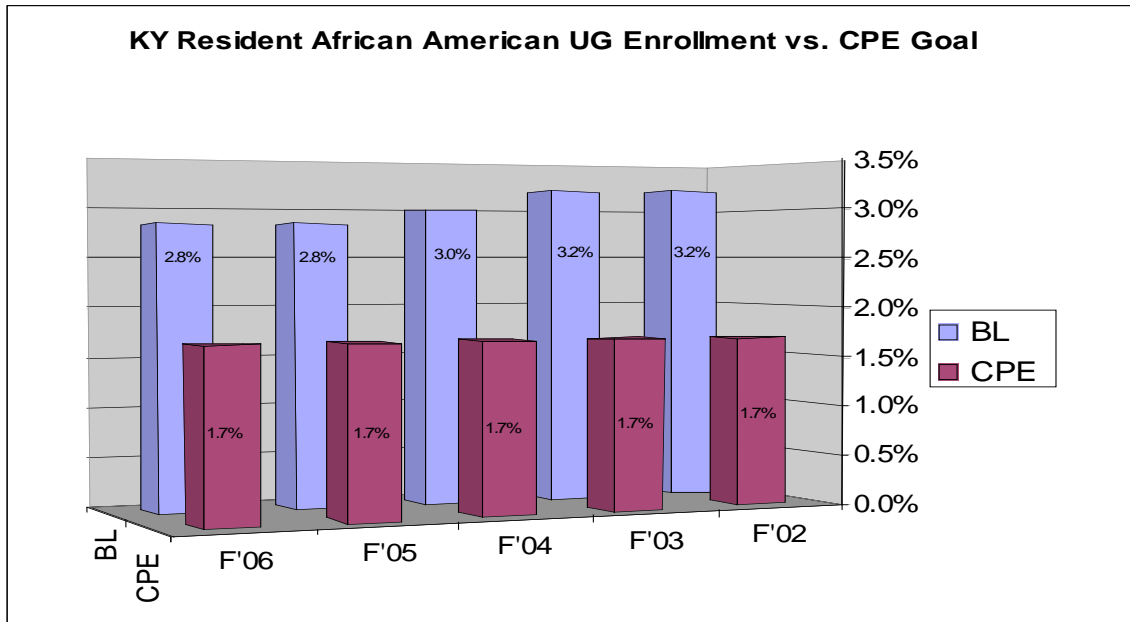


The following graphs provide illustrations of progress made toward the attainment of diversity goals primarily set forth in the *Kentucky Plan for Equal Opportunity*, the *Morehead State University Affirmative Action Plan*, and the *Morehead State University Diversity Plan*:

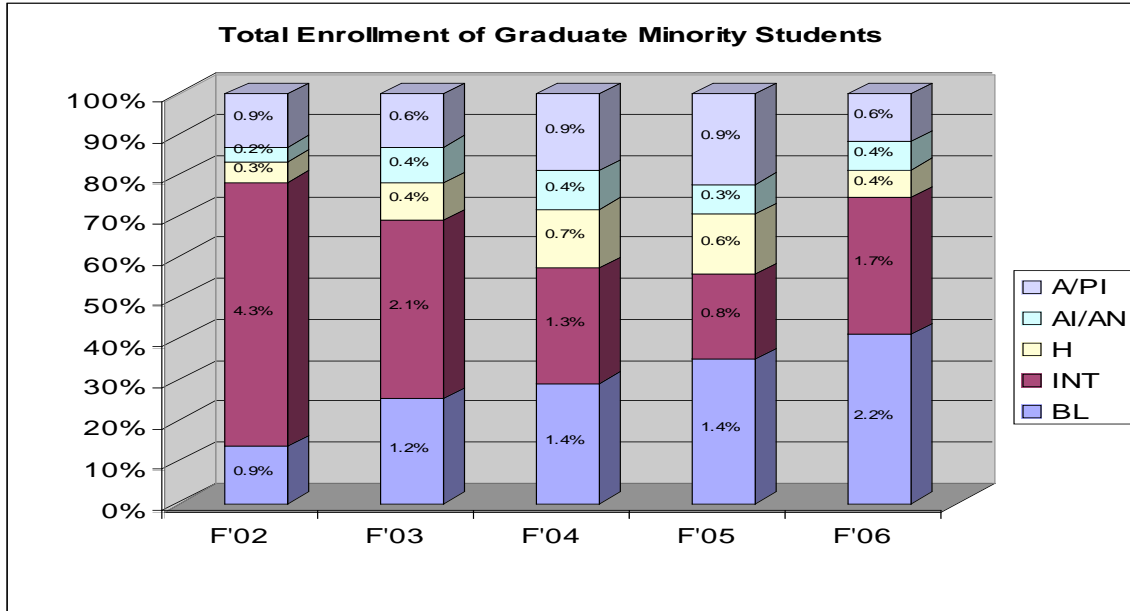
Total Enrollment Trends of Undergraduate Minority Students. This graph indicates the fluctuation from fall 2002 to fall 2006 in the proportion of the total population of undergraduate students enrolled at Morehead State University who have been identified as Asian/Pacific Islander, American Indian/Alaskan Native, Hispanic, International, and Black. For the five year period, although the proportion of White undergraduate students remained consistently above 94%, there was only slight fluctuation in the proportion of Asian/Pacific Islander, American Indian/Alaskan Native, Hispanic, and Black undergraduate students. The most significant occurrence, however, was the marked decline in the proportion of International students. It is recommended that the University focus on increasing the total proportion of all minority undergraduate students compared to the total proportion of White students, and that specific efforts be made to increase the total proportion of International students to previous levels.



Kentucky Resident African American Undergraduate Enrollment Compared to the Council on Postsecondary Education’s Committee on Equal Opportunities Goal. This graph indicates the fluctuation from fall 2002 to fall 2006 in the proportion of the total population of Kentucky resident African American undergraduate students enrolled at Morehead State University compared to a goal established in the *Kentucky Plan for Equal Opportunities* by the Council on Postsecondary Education’s Committee on Equal Opportunities (CPE-CEO). For the five year period, although the proportion of Kentucky resident African American undergraduate students declined from 3.2% to 2.8%, the proportion each year was above the 1.7% CPE-CEO goal. Nevertheless, it is recommended that the University focus not only on increasing the total proportion of Kentucky resident African American undergraduate students to previous levels, but beyond.

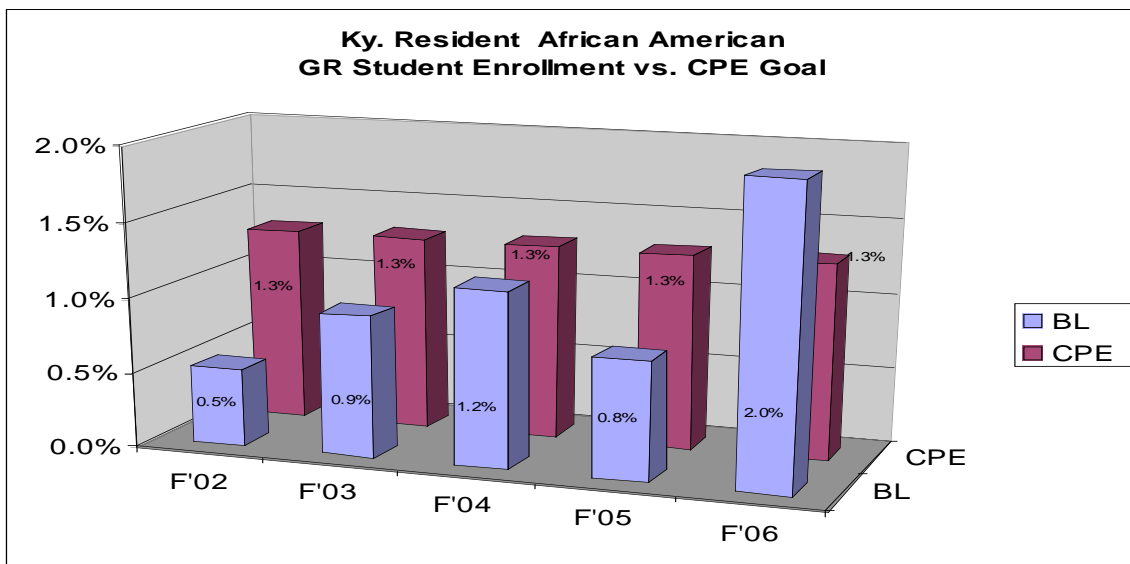


Total Enrollment of Graduate Minority Students. This graph indicates the fluctuation from fall 2002 to fall 2006 in the proportion of the total population of graduate minority students enrolled at Morehead State University who have been identified as Asian/Pacific Islander, American Indian/Alaskan Native, Hispanic, International, and Black. For the five year period, the proportion of White graduate students remained consistently above 93%. There was slight fluctuation in the proportion of Asian/Pacific Islander and American Indian/Alaskan Native graduate students, greater fluctuation in the proportion of Hispanic graduate students, a marked increase in the proportion of Black graduate students, and an even more marked decrease in the proportion of International graduate students. It is recommended that the University focus on increasing the total proportion of all minority graduate students compared to the total proportion of White students, and that specific efforts be made to increase the total proportion of Hispanic, Black, and International graduate students.

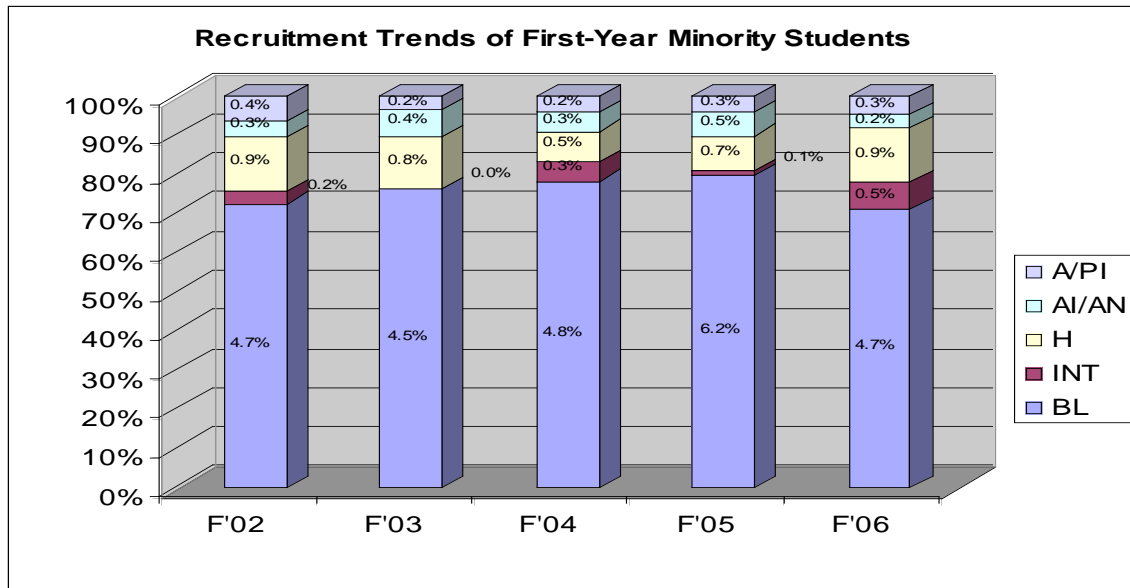


Kentucky Resident African American Graduate Student Enrollment Compared to the Council on Postsecondary Education’s Committee on Equal Opportunities Goal.

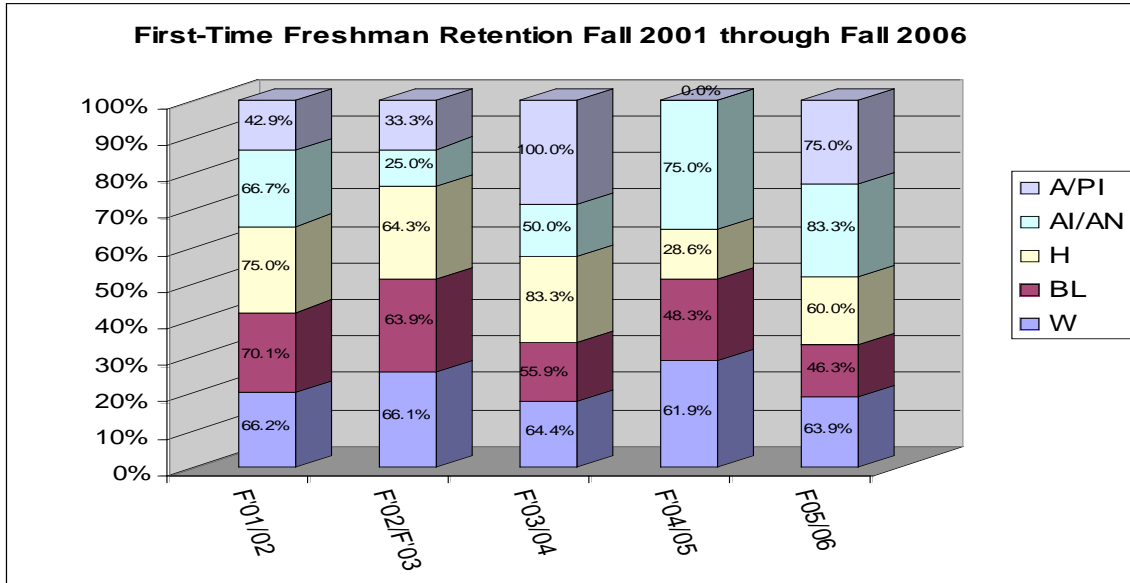
This graph indicates the fluctuation from fall 2002 to fall 2006 in the proportion of the total population of Kentucky resident African American graduate students enrolled at Morehead State University compared to a goal established in the *Kentucky Plan for Equal Opportunities* by the Council on Postsecondary Education’s Committee on Equal Opportunities (CPE-CEO). For the five year period, the proportion of Kentucky resident African American graduate students increased from 0.5% to 2.0%. For the first time in fall 2006, the proportion exceeded the 1.3% CPE-CEO goal. It is recommended that the University strive to increase the total proportion of Kentucky resident African American undergraduate students in an effort to continually exceed the CPE-CEO goal.



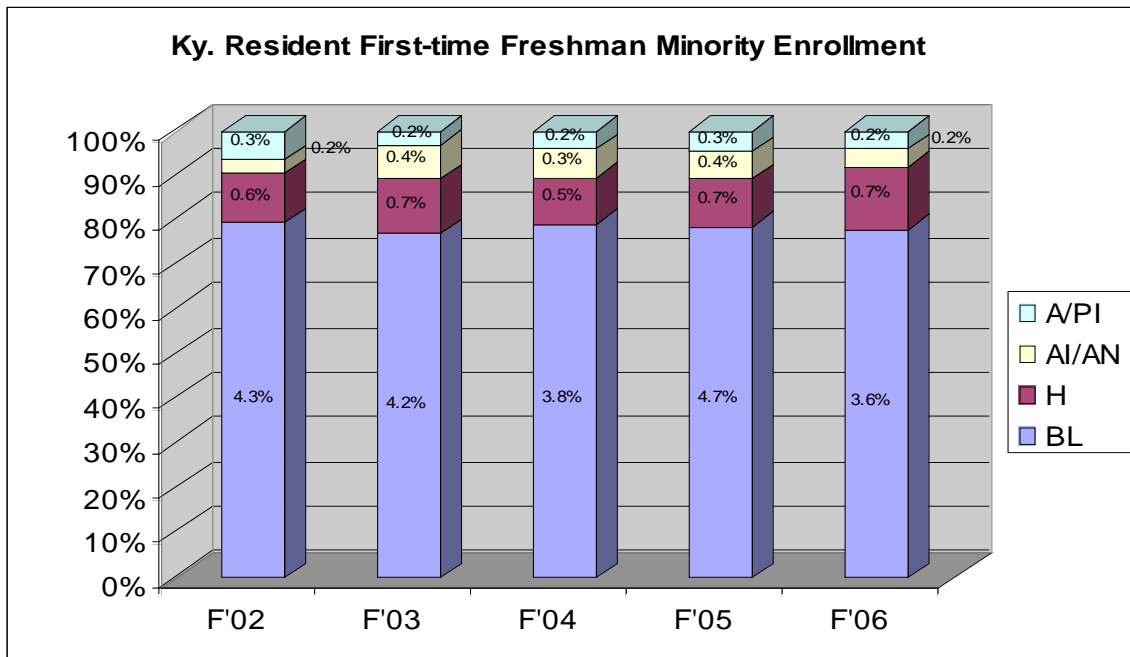
Recruitment Trends of First-Year Minority Students. This graph indicates the fluctuation from fall 2002 to fall 2006 in the proportion of the total population of first-year undergraduate minority students enrolled at Morehead State University who have been identified as Asian/Pacific Islander, American Indian/Alaskan Native, Hispanic, International, and Black. For the five year period, although the proportion of White undergraduate students remained consistently above 92%, there was only slight fluctuation in the proportion of Asian/Pacific Islander, American Indian/Alaskan Native, Hispanic, and International first-year undergraduate students. There was greater fluctuation in the proportion of Black first-year undergraduate students from a low of 4.5% in fall 2003 to a high of 6.2% in fall 2005. In fall 2006, however, the proportion decreased to a 4.7% level. It is recommended that the University focus on increasing the total proportion of all first-year minority undergraduate students compared to the total proportion of White students, and that specific efforts be made to increase the total proportion of Black first-year minority undergraduate students to previous levels.



First-Time Freshman Retention Fall 2001 Through Fall 2006. This graph indicates the magnitude of fluctuation from fall 2002 to fall 2006 in the retention of all non-White first-time freshmen. Compared to all other categories of first-time freshmen, the percent of fluctuation for the retention of White first-time freshmen is slight. This comparative difference is partially a statistical phenomenon given the significant difference in total size of the categories. It is recommended that the University focus on bringing retention of all categories of first-time freshmen to acceptable and consistent levels. It is especially important to focus on the Black first-year freshman category since both the recruitment and retention of “Kentucky Resident Black First-Time Freshman” are goals specified in the *Kentucky Plan for Equal Opportunity*.

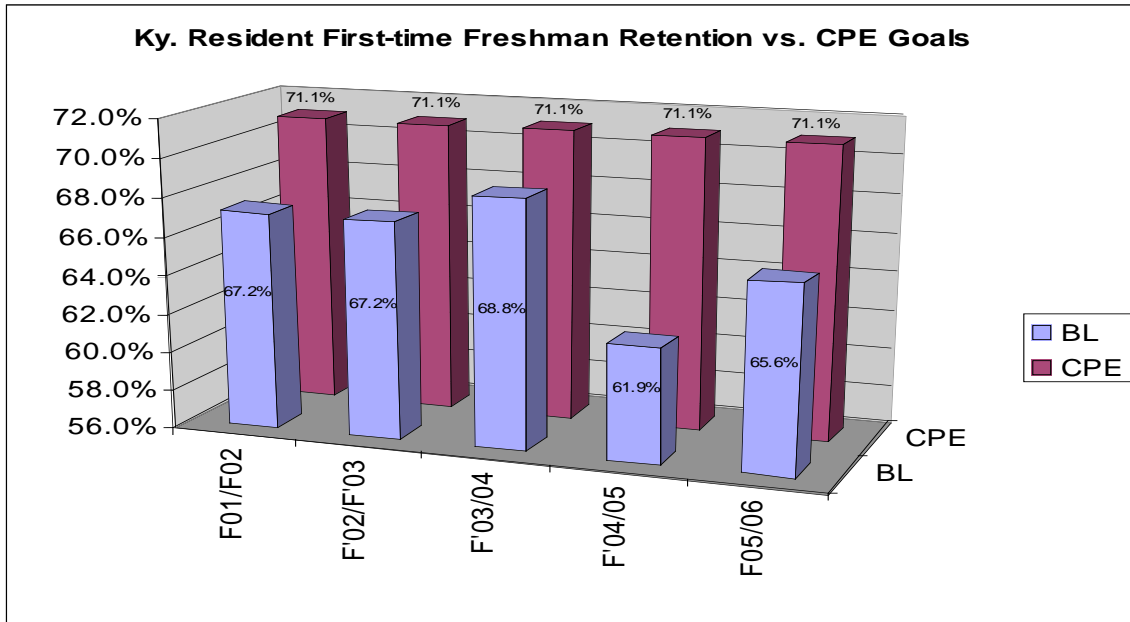


Kentucky Resident First-Time Freshman Minority Enrollment. This graph indicates the percent of the total first-time freshman population represented by each category of non-White students. While the percents for the Asian/Pacific Islander, American Indian/Alaskan Native, and Hispanic first-time freshman populations varied only slightly, the percent of “Kentucky Resident First-Time Freshman” population steadily decreased from fall, 2002 to fall, 2006 except for an increase noted fall, 2005.

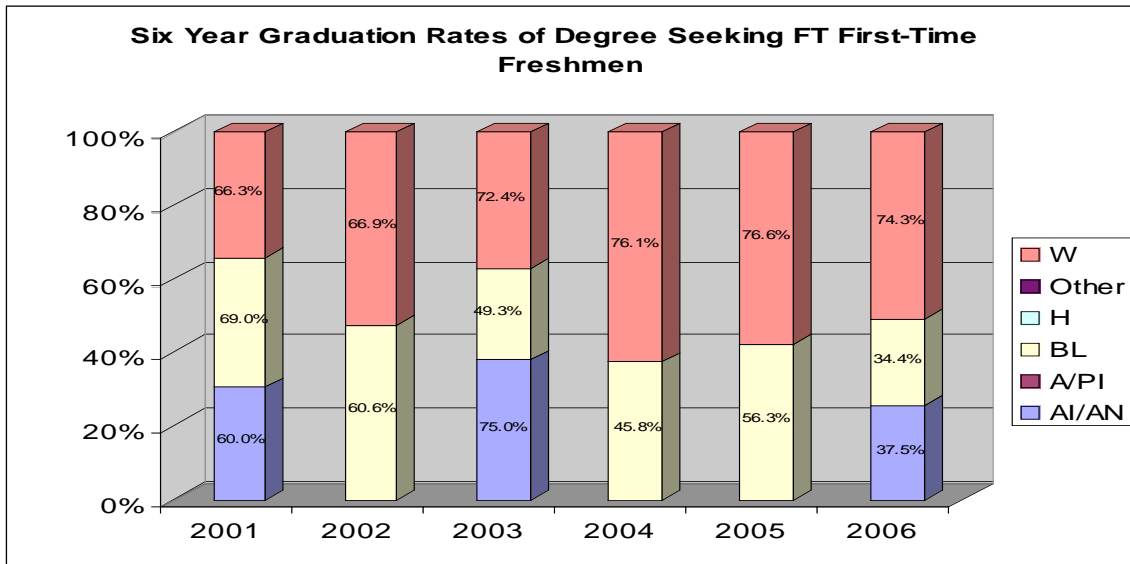


Kentucky Resident First-Time Freshman Retention vs. CPE Goals. This graph indicates that the goal of 71.1% for the retention of the “Kentucky Resident Black First-

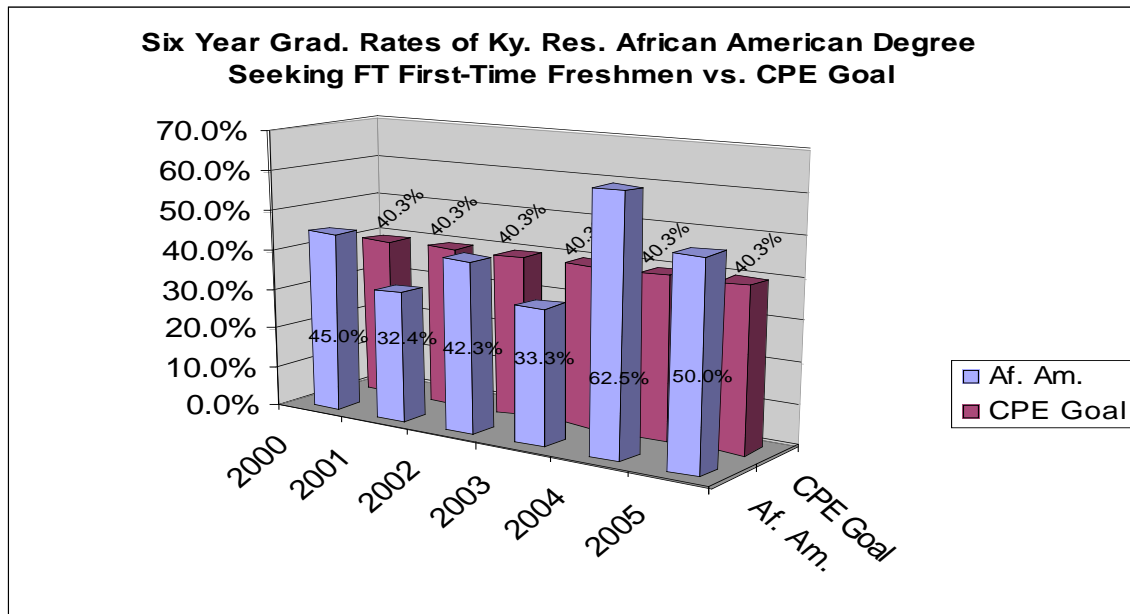
Time Freshman” population was never attained from fall, 2001 to fall, 2005, but that it varied between 61.9% and 68.8%.



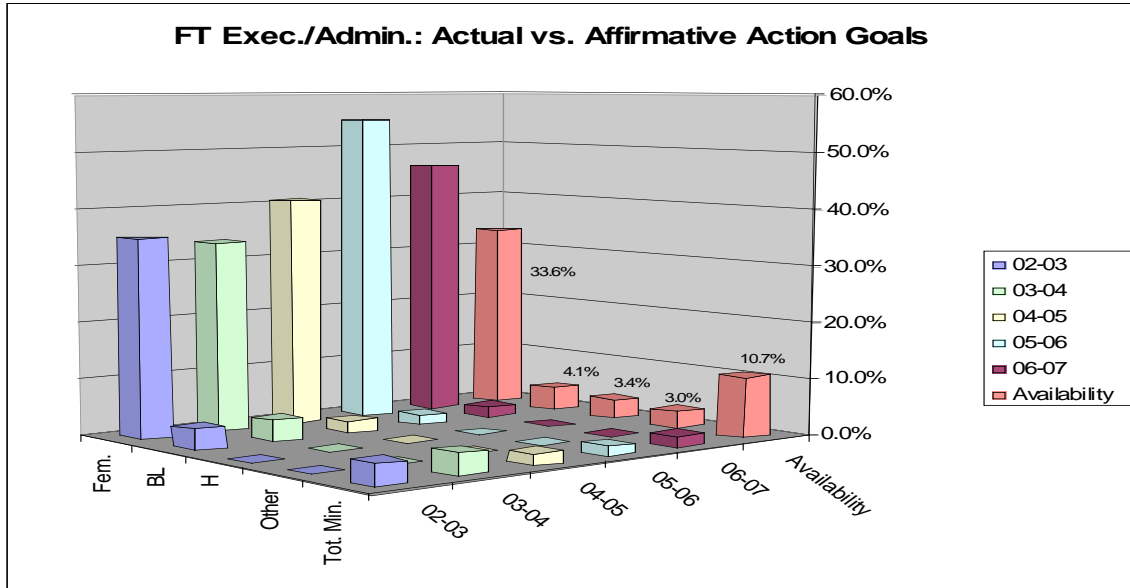
Six Year Graduation Rates of Degree Seeking Full-Time First-Time Freshmen. This graph indicates that the six year graduation rates for full-time first-time White students significantly increased from 2001-2006; however, the graduation rates for full-time first-time Black students significantly decreased, and graduation rates for full-time first-time Hispanic students varied during the years when a statistically significant population to measure existed. It is recommended that the University focus on attaining six year graduation rates for non-White students to the same level as that of White students.



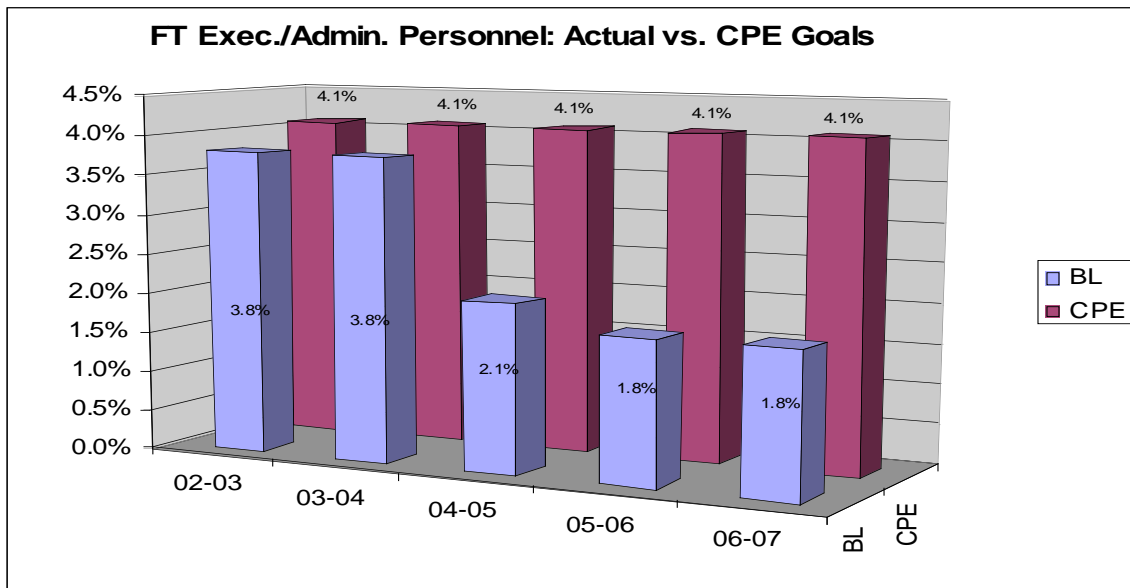
Six Year Graduation Rates of Kentucky Resident African American Degree Seeking Full-Time First-Time Freshmen vs. CPE Goal. This graph indicates that a goal of 40.3% was established in the *Kentucky Plan for Equal Opportunity* for the six year graduation rate of Kentucky-resident African American degree seeking full-time first-time freshmen, and that the University exceeded the goal four out of six years. Nevertheless, the goal is very low and it is recommended that the University focus on attaining six year graduation rates for Kentucky-resident African American degree seeking full-time first-time freshmen to the same levels as that of White students.



Full-Time Executive/Administrative: Actual vs. Affirmative Action Goals. This graph indicates that the University has done consistently well from 2002-2003 to 2006-2007 in meeting or surpassing the 33.6% goal established in the *MSU Affirmative Action Plan* for the percentage of full-time executives/administrators that are female; however, has fallen considerably short of the 4.1% goal for Blacks, 3.4% goal for Hispanics, 3.0% goal for other minorities, and 10.7% goal for total minorities. It is recommended that the University insure that the campus community becomes familiar with the *MSU Affirmative Action Plan* and its hiring goals, and that the hiring supervisors of divisions, colleges, and large staff departments strive to have these goals mirrored in their units.

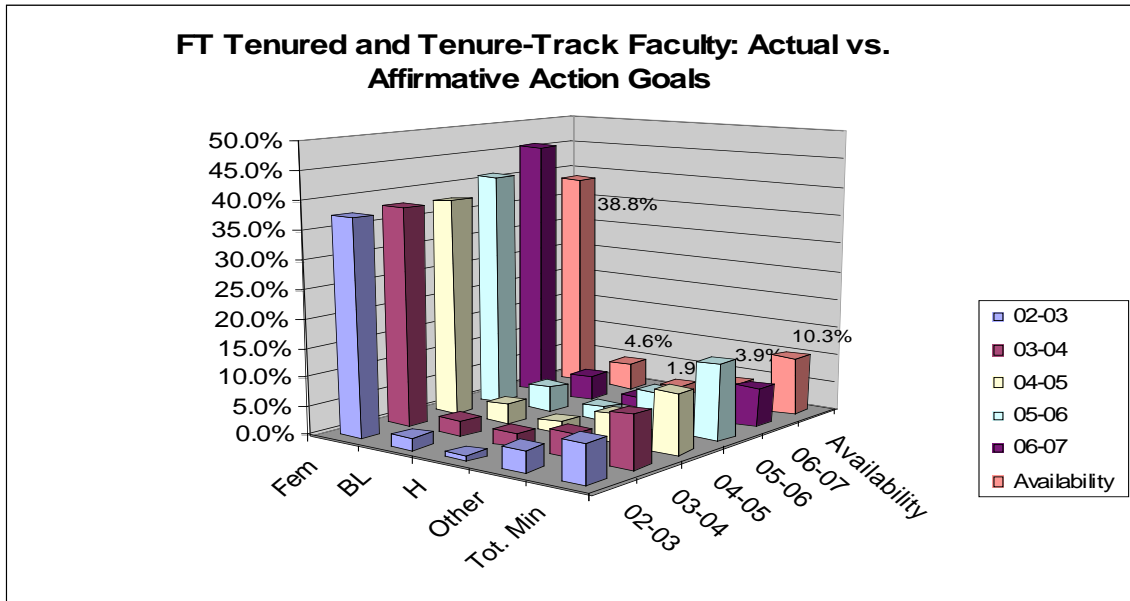


Full-Time Executive/Administrative: Actual vs. CPE Goals. This graph indicates that the University has significantly declined in efforts to attain the goal of 4.1% established in the *Kentucky Plan for Equal Opportunity* for the percentage of full-time executives/administrators that are Black. In fact, the University steadily declined from 3.8% in 2002-2003 to 1.8% in 2006-2007. This is partially due to the fact that the total number of executives/administrators increased while the total number of Black executives/administrators remained constant. It is recommended that the University reverse the trend and focus efforts on meeting the *Kentucky Plan* goal.

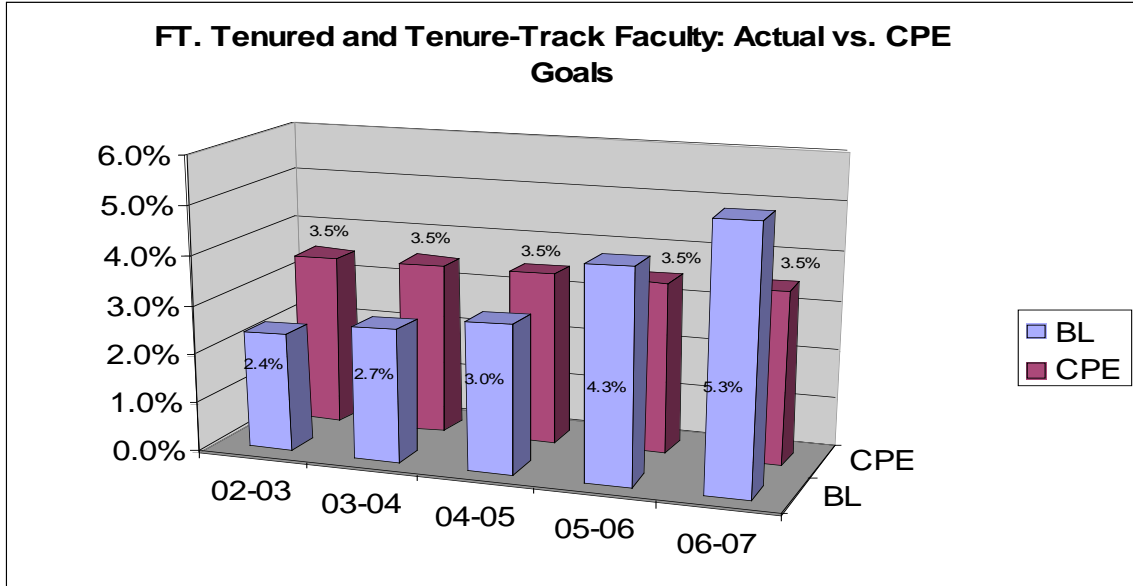


Full-Time Tenured and Tenure-Track Faculty: Actual vs. Affirmative Action Goals. This graph indicates that the University has done consistently well from 2002-2003 to 2006-2007 in meeting or surpassing the 38.6% goal established in the *MSU Affirmative*

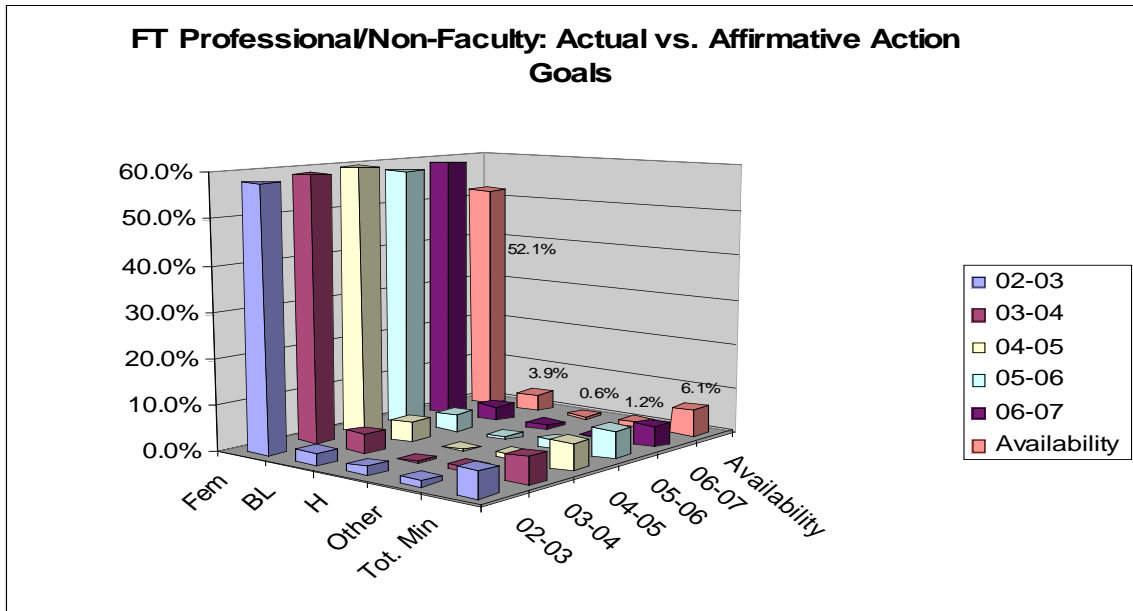
Action Plan for the percentage of full-time executives/administrators that are female, and has made significant progress in meeting the 4.6% goal that are Black, and the 1.9% goal that are Hispanic. Nevertheless, the University dropped in 2006-2007 after surpassing the 10.3% goal for all minorities in 2005-2006. This is partially due to the fact that the total number of tenure-track faculty significantly increased with the overwhelming number being White. It is recommended that the University insure that the campus community becomes familiar with the *MSU Affirmative Action Plan* and its hiring goals, and that the hiring supervisors of the Division of Academic Affairs, academic colleges, and academic departments strive to have these goals mirrored in their units.



Full-Time Tenured and Tenure-Track Faculty: Actual vs. CPE Goals. This graph indicates that the University has steadily increased and surpassed the goal of 3.5% established in the *Kentucky Plan for Equal Opportunity* for the percentage of full-time tenured and tenure-track faculty that are Black. It is recommended that the University continue aggressive efforts in this area.



Full-Time Professional/Non-Faculty: Actual vs. Affirmative Action Goals. This graph indicates that the University has done consistently well from 2002-2003 to 2006-2007 in surpassing the 52.1% goal established in the *MSU Affirmative Action Plan* for the percentage of full-time professional/non-faculty that are female, and has made significant progress in meeting the 3.9% goal that are Black, and the 0.6% goal that are Hispanic. Nevertheless, the University dropped in 2006-2007 after meeting the 6.1% goal for all minorities in 2005-2006. This is partially due to the fact that the total number of full-time professional/non-faculty significantly increased with the overwhelming number being White. It is recommended that the University insure that the campus community becomes familiar with the *MSU Affirmative Action Plan* and its hiring goals, and that the hiring supervisors of large staff units strive to have these goals mirrored in their units.



Full-Time Professional/Non-Faculty: Actual vs. CPE Goals. This graph indicates that the University has either been near or exceeded the goal of 3.8% established in the *Kentucky Plan for Equal Opportunity* for the percentage of full-time professional/non-faculty that are Black. It is recommended that the University continue aggressive efforts in this area.

