



AUDIT AND FINANCE COMMITTEE

Wednesday, October 24, 2007

SUBJECT: REVIEW OF THE REPORT ON THE STATUS OF DIVERSITY, JUNE 2007.

PROPOSED COMMITTEE ACTION

Information Only.

BACKGROUND INFORMATION

Each year the President prepares a detailed report on the status of diversity at Florida Atlantic University. During the 2006 07 academic year, the University made significant progress in the establishment and implementation of numerous education and awareness programs to enhance the diversity of faculty and staff. Educational seminars and training were offered to deans and vice presidents on recruiting minority faculty, and a “best practices” session on hiring for diversity was presented to department chairs and deans. A day long symposium highlighted the research of FAU faculty in areas related to cultural awareness and diversity, and a training program for students that celebrates differences was developed for freshman orientation and the learning communities. Our minority business program continued to extend its reach to businesses in the community.

Efforts to enhance campus life for students, faculty and staff received increased attention as well. Each year, the University community observes Hispanic Heritage, Black History and Women’s History months and hosts two student centered diversity celebrations: the Sundance Festival in the fall and the Festival of Nations in the spring.

Overall, our diversity numbers are improving. In 2006 07, the University recorded slight increases in both African American and Hispanic professional staff members as well as increases

IMPLEMENTATION PLAN/DATE

Ongoing.

FISCAL IMPLICATIONS

Last year the Board of Trustees at T116B0.50010 at 5NTABTQ1Tf10.50010.5306642230T10.980010.9854664.7400T\$6123



**Report on the Status of Diversity
Presented to the Board of Trustees**

October 24, 2007

Strategic Plan Goal and Objectives

Goal

Ensure the university sustains an environment of openness, inclusiveness, and cultural awareness through a strong and effective diversity initiative. The results of this effort should provide a foundation that develops the cultural diversity of the university's faculty, staff, and administration to mirror the student diversity, area demographics, and national trends in the academic areas.

Objective 1

Establish hiring practices that ensure equal opportunity is afforded to all applicants and that proactive measures are in place to provide FAU with exceptional pools of qualified and diverse candidates for positions

Objective 2

Develop a comprehensive series of employee programs that improve the diversity of employees, the inclusiveness of the workplace as well as awareness and sensitivity

Objective 3

Support the efforts of the student body to develop and enhance cultural awareness programs through Student Government

2006-07 Implementation Highlights

Employee Programs

- **Established a comprehensive website about diversity at FAU**
- **Established an internal promotions program to support current owent**

2006-07 Implementation Highlights

Campus Life

- **Developed a survey to determine the kinds of activities students would like on campus**
- **Established two awards: the Student Multicultural Leadership Award and the Faculty/Staff Diversity Award**
- **In addition to the campus month-long celebrations, the diversity of campus life was enhanced by the Sundance Festival and the Festival of Nations**
- **Initiated the Celebrating Differences team to address tolerance on campus**
- **Developed a comprehensive training program for tolerance and cultural sensitivity**

Service Area Comparison

| | % of Service Area | | % of FL Population | | % of Students | | % of Faculty | | % of Staff | |
|------------------|-------------------|------|--------------------|------|---------------|------|--------------|------|------------|------|
| | 2005 | 2006 | 2005 | 2006 | 2005 | 2006 | 2005 | 2006 | 2005 | 2006 |
| Caucasian | 63 | 62 | 64 | 63 | 58 | 57 | 78 | 75 | 67 | 66 |
| Black | 18 | 19 | 15 | 15 | 17 | 17 | 4.8 | 6 | 19 | 20 |
| Hispanic | 16 | 17 | 19 | 19 | 16 | 16 | 6 | 5 | 8 | 9 |
| Asian | 2 | 2 | 2 | 2 | 4 | 5 | 6 | 8 | 4 | 4 |

Sources: Florida Statistical Abstract, FAU Banner Personnel

Current Diversity Observations

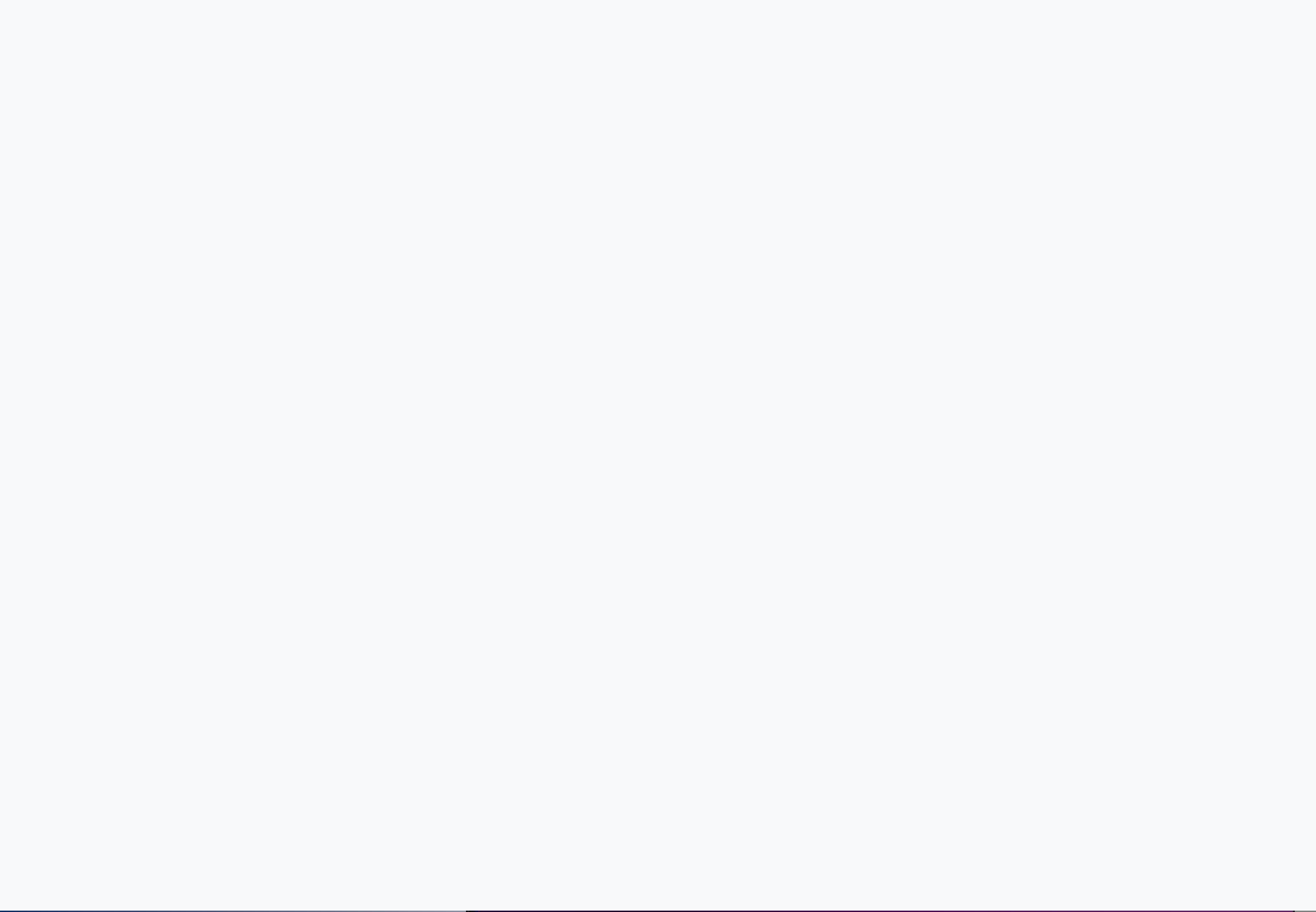
Faculty and Adjuncts

1. Faculty numbers, including adjuncts, were virtually unchanged
2. Net gain of 5 Black faculty and seven Asian American faculty, yet a net loss of three Hispanic faculty
3. Business added three Black and two Asian American faculty
4. Proportion of minority and female adjuncts remained the same, although there were 15% fewer adjuncts

Current Diversity Observations

Staff and Administrators

1. Net gain of 15 black, 12 Hispanic and 1 Asian AMP employees
2. Financial Affairs added eight Black and seven female AMP employees
3. Education hired four Hispanic AMP employees
4. 12 new Black and 15 new Hispanic SP employees, even with a decline in overall number of SP employees
5. Diverse SP employees hired in Provost's office, Student Affairs, and College of Education



Strategic Plan Goal and Objectives

Objective 2

Develop a comprehensive series of employee programs that improve the diversity of employees, the inclusiveness of the workplace as well as awareness and sensitivity

2007-08 Action Plan Highlights: Employee Programs

- Conduct climate surveys of faculty and staff to assess individual impressions of the workplace and then

Strategic Plan Goal and Objectives

Objective 2

Develop a comprehensive series of employee programs that improve the diversity of employees, the inclusiveness of the workplace as well as awareness and sensitivity

2007-08 Action Plan Highlights: Employee Programs

- Establish regular methods of communication and tools for application of diversity and multiculturalism in the workplace
- Develop incentive grants program through the Division of Research for faculty in need of funding to support their research interests related to diversity and multiculturalism
- Develop diversity training for all FAU employees
- Establish “Culturally Connect,” a program including mentoring, social events and meetings for minority faculty and staff
- Assess and encourage internal promotion opportunities
- Assess and analyze turnover rates

Strategic Plan Goal and Objectives

Objective 3

Strategic Plan Goal and Objectives

Objective 3

Support the efforts of the student body to develop and enhance cultural awareness programs through student government

2007-08 Action Plan Highlights: Students and Campus Life

- Analyze and develop, through the “Celebrating Differences” subcommittee, student-oriented training program for tolerance, understanding and respect
- Continue to expand and enhance the cultural celebration months for Hispanic Heritage, Black History and Women’s History through collaboration with Multicultural Affairs and Women’s Studies
- Work with the Core Curriculum Task Force to identify classes available to students at FAU that expand their knowledge and understanding of cultures, globalization, tolerance, religions, diversity, and ethnic studies; most important to encourage the availability of these classes as part of the undergraduate coursework

FALL



Report to the Board of Trustees

Status on Diversity at FAU

June, 2007

Affirming Diversity

The University takes special pride in the diversity of its student body, faculty and staff. At present, minority and international students make up more than 40 percent of our student body, and, according to *U.S. News and World Report*, the University ranks 28th nationally in student diversity (out of more than 240 schools studied). Additionally, a review of U.S. Dept. of Education data in *Diverse: Issues in Higher Education*, ranks the University 32nd nationally in the number of bachelor's degrees conferred upon minorities. But diversity at FAU is reflected by more than numbers. We celebrate the rich tapestry of cultures, customs and heritage represented in the University community in a multitude of ways, from formal academic programs and lectures to clubs and social events.

At FAU, all people are respected. The University has a zero-tolerance policy for any kind of harassment and discrimination, whether or not it is expressly covered by law. The offices of Equal Opportunity Programs, Student Affairs, Human Resources, Academic Affairs, University Police and the University Ombudsman all play important roles in maintaining an environment of fairness and safety on FAU's seven campuses.

We will continue to value and promote diversity as the University grows in the years ahead. There can be no higher standard for an institution of higher learning to uphold than that which affirms the intrinsic worth and dignity of all human beings.

Sincerely,



Frank T. Brogan '81

President

During the 2006-07 academic year, the diversity committee made significant strides in establishing a framework and organizational structure for the University's educational efforts, as well as actual implementation of programs and events. The committee was expanded to include representatives from every college and department, plus the

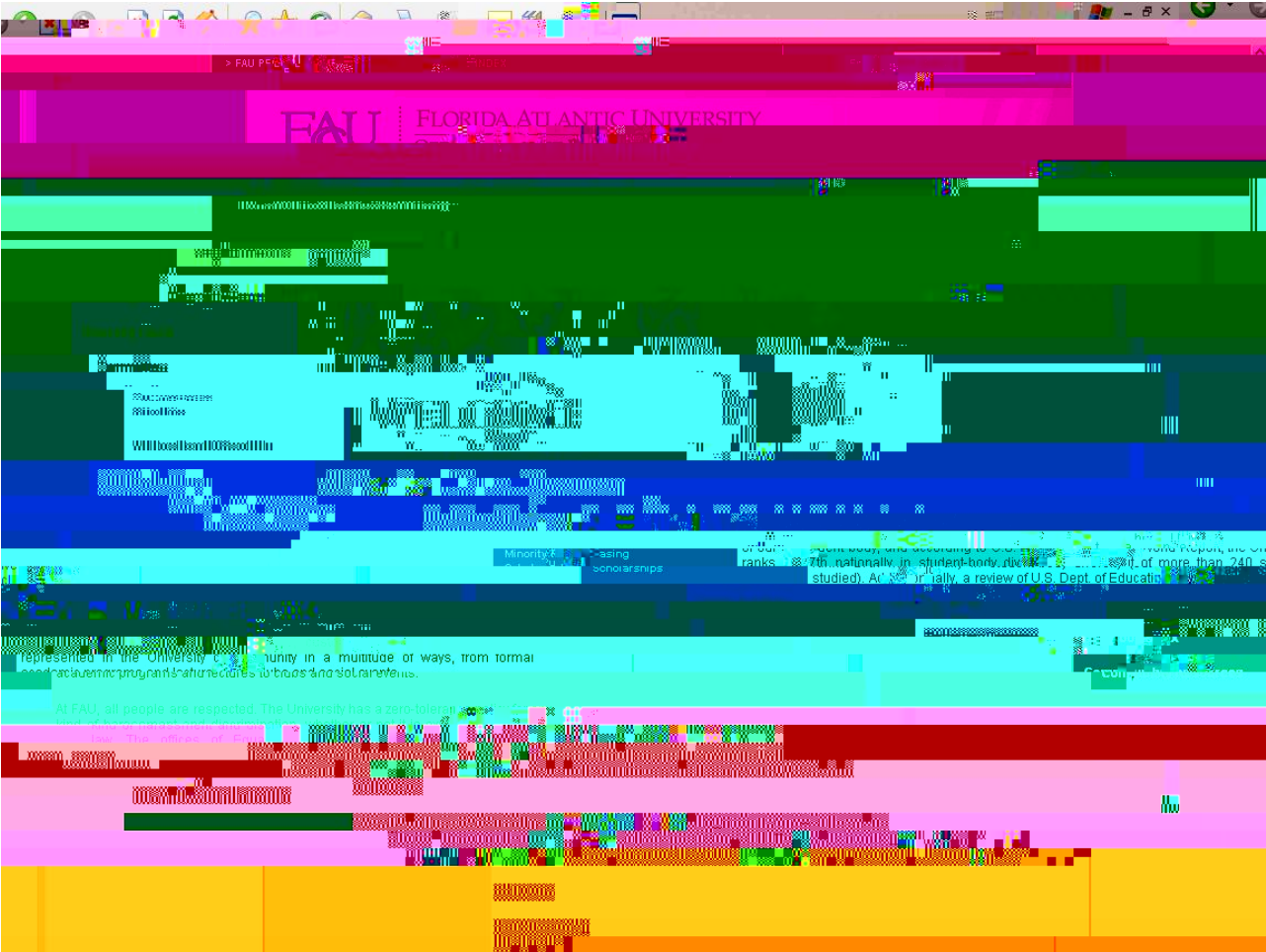
Goal: Ensure that the University sustains an environment of openness, inclusiveness and cultural awareness through a strong and effective diversity initiative. The results of this effort should provide a foundation that develops the cultural diversity of the University's faculty, staff, and administration to mirror student diversity, area demographics and national trends in the various academic areas.

Objective 1: Establish hiring practices that ensure equal opportunity is afforded to all applicants and that proactive measures are in place to provide FAU with exceptional pools of qualified and diverse candidates for positions

| Objective 1 Strategies | Status |
|---|---|
| Post job openings in numerous sources | Completed. With diversity funding, FAU has advertised dean and director level positions in well-established publications such as <i>Diverse</i> and <i>Hispanic Outlook</i> . |
| Conduct outreach for hiring at conferences and meetings and through personal contacts | FAU continues to actively participate in conferences and to promote employment at FAU. |
| Establish a Diversity Matters website | Completed. Will continue to improve and enhance. |

Certify the diversity of search committees for faculty, faculty administration and AAt3000moal:

Image of the Diversity Website



Objective 2: Develop a comprehensive diversity initiative that provides a series of best practices and programs to improve the diversity of employees and the

| Objective 2 Strategies | Status |
|---|---|
| Print a brochure | Upcoming. As we finalize our education, training and outreach programs, we will use the brochure as an informational tool. |
| Establish a Faculty Lecture Series | Completed and ongoing. We organized a one-day symposium on multiculturalism and had several faculty from the Dorothy F. Schmidt College of Arts and Letters and the College of Education present their research. More presentations and topics are planned for the coming year. |
| Engage faculty and staff in existing campus events | Completed and ongoing. Faculty and staff were in attendance at events for the three celebration months as well as for many student-organized events, such as the Sundance Festival and the Festival of Nations. |
| Diversity training | Upcoming. With the hiring of our diversity officer, this will be a top priority for the coming year. We will complete our customer service training over the summer. |
| Establish minority associations | Upcoming. This will be part of our “Culturally Connect” program for social events, mentoring and outreach. |
| Establish a mentoring program for new faculty and staff | Upcoming. We need to develop some training and educational programs for deans and directors to do this and hope to include it as part of our “Culturally Connect” effort. |
| Assess internal promotion opportunities | Ongoing. The offices of Human Resources and EOP are working together to identify employees ready for promotions and opportunities in the University that may be a good fit. |

Objective 3: Support the efforts of the student body to develop and enhance cultural awareness programs through Student Government

| Objective 3 Strategies | Status |
|---|--|
| Increase awareness of major student-sponsored events, such as the Sundance Festival and the Festival of Nations | In progress. Working with Student Government, and Student Affairs, we are expanding knowledge of and participation in student programs. |
| Enhance funding of services for multicultural students such as the book loan and mentoring programs | In progress. We need to find a stable and adequate source of funds for the book loan program and to continue to support mentoring programs for students. |
| Increase awareness of global cultures and national initiatives | In progress. This year we experienced great success with our Hispanic Heritage, Black History and Women's History month celebrations. The leadership and direction from Multicultural Affairs has been a great addition. We need to build on the successful elements to improve each series of events. |
| Develop initiatives that highlight minority student accomplishments | In progress. The student and campus life subcommittee has developed a plan for a student award that will be presented in the spring of 2008. |
| Increase scholarship funds for students who are the first in their families to attend college | Completed. The FAU Foundation was able to support the Florida's First Generation Matching Grant Scholarship program with \$500,000, which was matched by the state. |

Summary on Diversity Data

FAU made moderate gains in employee diversity in 2006 with a net gain of 27 Black, 20 Hispanic, 5 Asian-American and 12 female employees.

| | | | | | |
|--|--------------------------|--------------------------------|----------------------|---------------------|--|
| | % of Service Area | % in Florida Population | % of Students | % of Faculty | |
|--|--------------------------|--------------------------------|----------------------|---------------------|--|

Admissions, Registrar and Lifelong Learning) and Student Affairs. The College of Education added 3 Black and 1 Hispanic SP employees.

Students

2007-08 Goals (outlined plan)**Objective #1: Hiring Practices**

The diversity plan presented to the Trustees last year calls for the following programs to be implemented with regard to the University's hiring practices:

- Continue educational and training seminars to equip FAU faculty, staff and administration with the necessary tools and insight to find and develop a diverse workforce.
- Revise and implement the Faculty Search Checklist and model offer letters through the new People Admin computer system.
- Continue to pursue minority candidates through targeted advertising, personal connections, professional organizations and other proactive avenues.

Objective #2: Employee Programs

The diversity plan presented to the Trustees last year calls for the following programs to be implemented with regard to the University's efforts to improve retention of employees and enhance diversity and multiculturalism:

- Conduct climate surveys of faculty and staff to assess individual impressions of the workplace and then develop programs in line with the survey's findings
-

- Begin development of diversity training for all FAU employees
- Establish a “Culturally Connect” program for faculty and staff that will include mentoring, social events and meetings for minority faculty and staff
- Assess and encourage internal promotion opportunities
- Assess and analyze turnover rates

Objective #3: Student and Campus Life

The diversity plan presented to the Trustees last year calls for the following programs to be implemented with regard to the University’s efforts to improve and enhance diversity and multiculturalism programs for students and to enrich campus life:

- Continue to increase awareness and support of and participation in the Festival of Nations and the Sundance Festival. These are two well established student-organized events that celebrate student diversity
- Ensure that the book loan program and mentoring programs are viable and active while receiving necessary funding through Student Government
- Seek additional scholarship funds for students who are the first in their families to attend college at the undergraduate level
- Develop an awards program that recognizes minority student accomplishments and identifies role models for other students to emulate
- Analyze and develop, through the “Celebrating Differences” subcommittee, student-oriented training program for tolerance, understanding and respect
- Continue to expand and enhance the cultural celebration months for Hispanic Heritage, Black History and Women’s History through collaboration with Multicultural Affairs and Women’s Studies
- Work with the Core Curriculum Task Force to identify classes available to students at FAU that expand their knowledge and understanding of cultures, globalization, tolerance, religions, diversity, and ethnic studies and most important to encourage the availability of these classes as part of the undergraduate coursework.

Addendum #1: Diversity committee members

REPRESENTATIVE

Abbas, Qaisar
Alperin, Diane
Atkinson, Crystal
Behul, Paula
Brogan, Frank T.
Brooks, W. Randy
Brown, Michelle
Bulger, Ron
Bryant, William
Cooke, Donna
Cruz, Marta
Dawson, Melissa
Diaz, Carlos
Donahue, Janice
Diner, Darin
Glick, Larry
Hanson, Howard
Headley, Cleavis
Honeycutt, Julie
Hudson, El pagnier
Jones, Ingrid
Jones, Mamie
Julen, Diane
Lange, Bernadette
Lowery, Kerry
Njambi, Wairimu
O'Flannery, Jennifer
Paez, Pablo
Plate, Bill
Schlossberg, Sharon
Rose, Marsha
Singer, Patty
Teixiera, Tony
Wright, Dianne

DEPARTMENT

Student Affairs/Multicultural Affairs
Academic Affairs
Jupiter
EEO
President
Science
Student Athlete Academic Center
Advancement
Trustee
Business
Education
Athletics
Education
Library
Hillel
General Counsel
Research
Arts and Letters
Research
Human Resources
Student Affairs
Utilities
Biomedical
Nursing
Facilities
Honors
President's Office
Alumni
Communications & Marketing
Engineering
Women's Studies
Ombudsman
Student Government
Education

Addendum #2: Diversity Data in Detail – Fall 2006 Data by College/Division

**Table 1
Faculty and Adjuncts By Race/Ethnicity and Gender, Fall 2006**

| FACULTY* | | | | | | ADJUNCTS | | | | | |
|----------|---|---|---|---|---|----------|---|---|---|---|---|
| # | B | H | A | W | F | # | B | H | A | W | F |
| | % | % | % | % | % | | | | | | |

Table 3

Addendum #3: Student Data

Table 4

Student Headcount by Race/Ethnicity and Gender, Fall 2006

| | Undergraduate | | | | | |
|--------------------------------------|---------------|------------|------------|-----------|------------|------------|
| | | B | H | A | W | F |
| | # | % | % | % | % | % |
| Colleges | | | | | | |
| Architecture, Urban & Public Affairs | 1,843 | 27% | 20% | 3% | 48% | 54% |
| Arts & Letters | 3,524 | 14% | 17% | 3% | 64% | 61% |
| Biomedical Science | 0 | 0% | 0% | 0% | 0% | 0% |
| Business | 5,481 | 18% | 18% | 5% | 53% | 53% |
| Education | 2,442 | 16% | 16% | 2% | 65% | 86% |
| Engineering & Computer Science | 1,336 | 19% | 20% | 7% | 46% | 14% |
| Honors College | 387 | 4% | 9% | 5% | 76% | 64% |
| Nursing | 849 | 32% | 14% | 5% | 48% | 90% |
| Science | 2,972 | 19% | 19% | 8% | 50% | 68% |
| Undecided | 1,086 | 13% | 17% | 5% | 64% | 52% |
| Unclassified | 0 | 0% | 0% | 0% | 0% | 0% |
| Total | 19,920 | 18% | 18% | 4% | 56% | 60% |

Table 4: Student Headcount by Race/Ethnicity and Gender, Fall 2006

| | Graduate | | | | | |
|--------------------------------------|--------------|------------|------------|-----------|------------|------------|
| | | B | H | A | W | F |
| | # | % | % | % | % | % |
| Colleges | | | | | | |
| Architecture, Urban & Public Affairs | 293 | 14% | 12% | 2% | 70% | 71% |
| Arts & Letters | 458 | 8% | 12% | 2% | 70% | 64% |
| Biomedical Science | 55 | 18% | 24% | 9% | 27% | 62% |
| Business | 895 | 9% | 11% | 6% | 65% | 50% |
| Education | 811 | 13% | 11% | 2% | 71% | 79% |
| Engineering & Computer Science | 272 | 4% | 10% | 11% | 34% | 28% |
| Honors College | 0 | 0% | 0% | 0% | 0% | 0% |
| Nursing | 289 | 22% | 10% | 5% | 61% | 93% |
| Science | 403 | 3% | 10% | 3% | 58% | 57% |
| Undecided | 0 | 0% | 0% | 0% | 0% | 0% |
| Unclassified | 0 | 0% | 0% | 0% | 0% | 0% |
| Total | 3,476 | 11% | 11% | 4% | 63% | 63% |

Table 4
Student Headcount by Race/Ethnicity and Gender, Fall 2006

| | Unclassified | | | | | |
|-----------------|--------------|---|---|---|---|---|
| | | B | H | A | W | F |
| | # | % | % | % | % | % |
| Colleges | | | | | | |

Architecture, Urban & Public

Addendum #4: FAU and SUS Peer Institutions

Table 5
FAU & SUS Peer Student Headcount by
Race/Ethnicity and Gender, Fall 2006

| | Undergraduate | | | | | |
|-----|---------------|-----|----|-----|--|-----|
| | B | H | A | W | | F |
| | % | % | % | % | | % |
| | | | | | | |
| FAU | 18% | 18% | 4% | 56% | | 60% |
| UCF | 8% | 13% | 5% | 68% | | 55% |
| USF | 12% | 12% | 6% | 65% | | 59% |
| FIU | 13% | 63% | 4% | 16% | | 57% |

Table 5

Addendum #5: Change in Faculty from 2005-2006

| Change in FACULTY from 2005 to 2006 | | | | | | |
|--|----------|----------|-----------|----------|-----------|----------|
| Total | B | H | A | W | F | |
| # | # | # | # | # | # | # |
| ARCHITECTURE, URBAN & PUBLIC AFFAIRS | -8 | -1 | -1 | 1 | -6 | -6 |
| ARTS & LETTERS | 2 | 1 | 2 | 0 | 0 | 4 |
| BIOMEDICAL SCIENCES | 0 | 0 | -1 | 4 | 2 | -4 |
| BUSINESS | 3 | 3 | 0 | 2 | 0 | 1 |
| EDUCATION | -3 | 0 | 1 | 0 | -3 | 1 |
| ENGINEERING & COMPUTER SCIENCE | 0 | 0 | 1 | 1 | -1 | 3 |
| HONORS | 3 | 0 | 0 | 0 | 2 | 1 |
| NURSING | 0 | 1 | -1 | 0 | 0 | 1 |
| SCIENCE | 6 | 0 | 0 | 0 | 3 | -1 |
| Library | -2 | -1 | -1 | 0 | 0 | -1 |
| PROVOST | -1 | 0 | 0 | 0 | -1 | 0 |
| All other units | 1 | 2 | -3 | -1 | 2 | 3 |
| Total | 1 | 5 | -3 | 7 | -2 | 2 |

| Change in ADJUNCTS from 2005 to 2006 | | | | | | |
|---|----------|----------|----------|----------|----------|----------|
| Total | B | H | A | W | F | |
| # | # | # | # | # | # | # |
| Colleges | | | | | | |
| ARCHITECTURE, URBAN & PUBLIC AFFAIRS | -7 | 0 | -1 | 0 | -7 | -4 |
| ARTS & LETTERS | -16 | -2 | 1 | 0 | -5 | -7 |
| BIOMEDICAL SCIENCES | -4 | 0 | 0 | 0 | -1 | -2 |
| BUSINESS | -24 | -1 | 1 | 0 | -22 | -1 |
| EDUCATION | -36 | -4 | -4 | 0 | -28 | -25 |
| ENGINEERING & COMPUTER SCIENCE | -1 | | | | | |

Addendum #6: Change in AMP and SP Staff from 2005-2006

| Change in AMP from 2005 to 2006 | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| Total | B | H | A | W | F | |
| # | # | # | # | # | # | |
| ADVANCEMENT | 7 | 0 | 1 | 0 | 6 | 4 |
| ATHLETICS | -9 | -1 | 0 | -1 | -5 | -3 |
| COMMUNICATIONS & MARKETING | 1 | 0 | 0 | 0 | 1 | 0 |
| FACILITIES | 3 | 2 | 1 | 0 | 1 | 0 |
| FINANCIAL AFFAIRS | 5 | 8 | 1 | -1 | -2 | 7 |
| GRADUATE STUDIES | 2 | 2 | 0 | 0 | -1 | 3 |
| INFORMATION RESOURCE MANAGEMENT | 4 | -3 | 0 | 1 | 6 | 3 |
| LIBRARY | 2 | 1 | 0 | 0 | 0 | 1 |
| PROVOST | 11 | 3 | -1 | 1 | 7 | 6 |
| RESEARCH | 1 | -1 | 1 | 1 | 0 | 0 |
| STUDENT AFFAIRS | 10 | 1 | 2 | -1 | 9 | 5 |
| UNDERGRADUATE STUDIES | 3 | -1 | 0 | 0 | 4 | 2 |
| UNIVERSITY PRESIDENT | 2 | 1 | 1 | 0 | 0 | 1 |
| VP, BROWARD CAMPUSES | -1 | 0 | 0 | 0 | -1 | 0 |
| VP, JUPITER CAMPUS | 0 | 0 | 0 | 0 | 0 | 0 |
| VP, TREASURE COAST | -1 | 0 | 0 | 0 | -1 | -1 |
| Total | 40 | 12 | 6 | 0 | 24 | 28 |

| Change in SP from 2005 to 2006 | | | | | | |
|---|----------|----------|----------|----------|----------|----------|
| | B | H | A | W | F | |
| # | # | # | # | # | # | # |
| ADVANCEMENT | 0 | 1 | -1 | 0 | 1 | |
| ATHLETICS | 0 | 0 | 0 | 1 | 1 | |
| COMMUNICATIONS & MARKETING | 3 | 0 | 0 | 2 | 4 | |
| FACILITIES | -7 | -4 | 0 | -3 | -1 | |
| FINANCIAL AFFAIRS | -7 | 7 | 2 | -15 | -7 | |
| GRADUATE STUDIES | -1 | -1 | 0 | 0 | -1 | |
| INFORMATION RESOURCE MANAGEMENT | -11 | 0 | -1 | -8 | -10 | |
| LIBRARY | -1 | 0 | 2 | -2 | -1 | |
| PROVOST | 10 | 5 | 4 | 2 | 12 | |
| RESEARCH | 2 | 0 | 1 | -1 | 2 | |
| STUDENT AFFAIRS | 6 | 2 | 4 | -1 | 5 | |
| UNDERGRADUATE STUDIES | -1 | 0 | 0 | -1 | -1 | |
| UNIVERSITY PRESIDENT | 1 | 1 | 0 | -1 | 1 | |
| VP, BROWARD CAMPUSES | 0 | 1 | 0 | -1 | 2 | |
| VP, JUPITER CAMPUS | 0 | 0 | 0 | 0 | 0 | |
| VP, TREASURE COAST | -1 | 0 | 0 | -1 | -1 | |
| Total | -6 | 11 | 11 | -1 | -24 | 6 |
| ARCHITECTURE, URBAN & PUBLIC AFFAIRS | 0 | 1 | 0 | 0 | -1 | |
| ARTS & LETTERS | 3 | 0 | 1 | 2 | 3 | |
| BIOMEDICAL SCIENCES | 2 | 2 | 0 | 0 | 1 | |
| BUSINESS | -5 | -2 | 0 | -3 | -5 | |
| EDUCATION | -2 | 3 | 1 | -4 | -2 | |
| ENGINEERING & COMPUTER SCIENCE | -8 | -1 | 1 | -8 | -1 | |
| HONORS | 0 | 0 | -1 | 1 | 0 | |
| NURSING | 0 | 0 | 1 | 0 | 0 | |
| SCIENCE | 1 | -2 | 1 | 2 | 1 | |
| Total | -9 | 1 | 4 | -1 | -10 | -4 |
| Grand Total | -15 | 12 | 15 | -2 | -34 | 2 |

Addendum # 6: Minority Purchasing Program Data

FAU Minority Purchasing Program Development

| FISCAL YEAR | GOAL | ACTUALS | % GOAL |
|--------------------|--------------|----------------|---------------|
| 96-97 | 4,068,939.00 | | |