2017-2018

HEED A a d Da a Re z

Institutional Totals

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2017 *INSIGHT Into Diversity*
HEED Award Recipients

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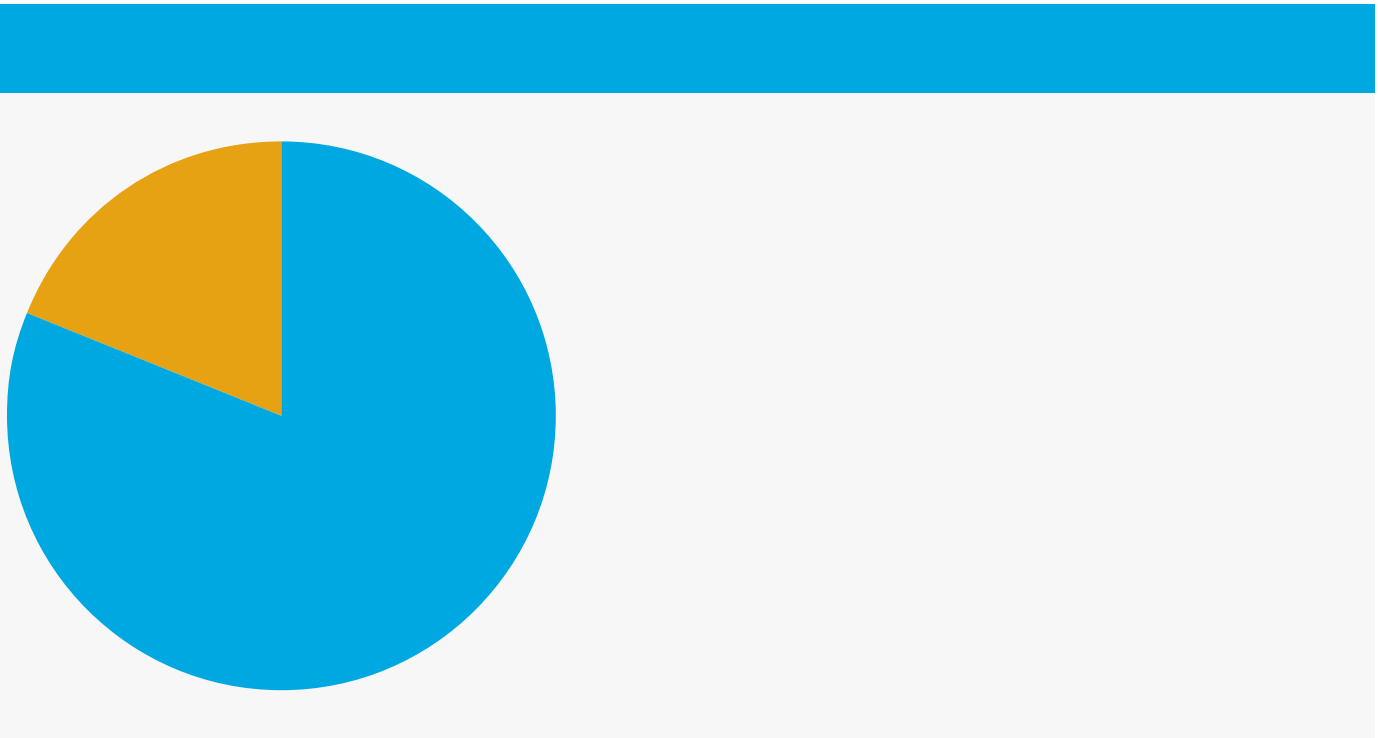
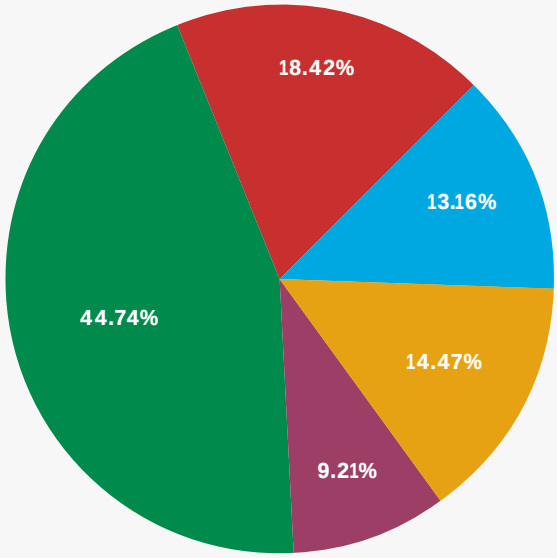
*Also a 2017 *INSIGHT Into Diversity* Diversity Champion school, ranking in the top tier of HEED Award recipients



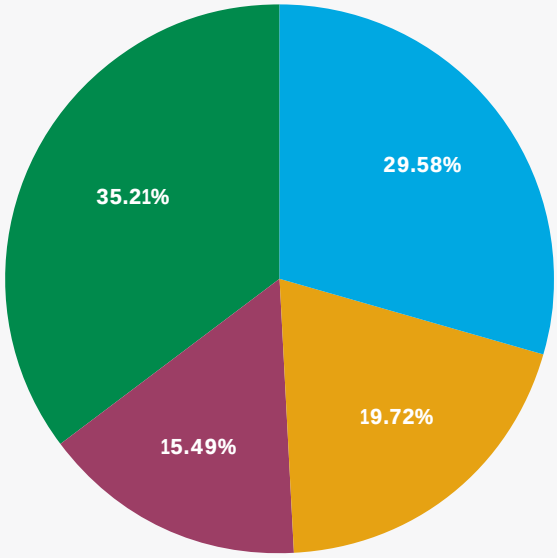
STUDENT DEMOGRAPHICS

Full-Time Undergraduate Students



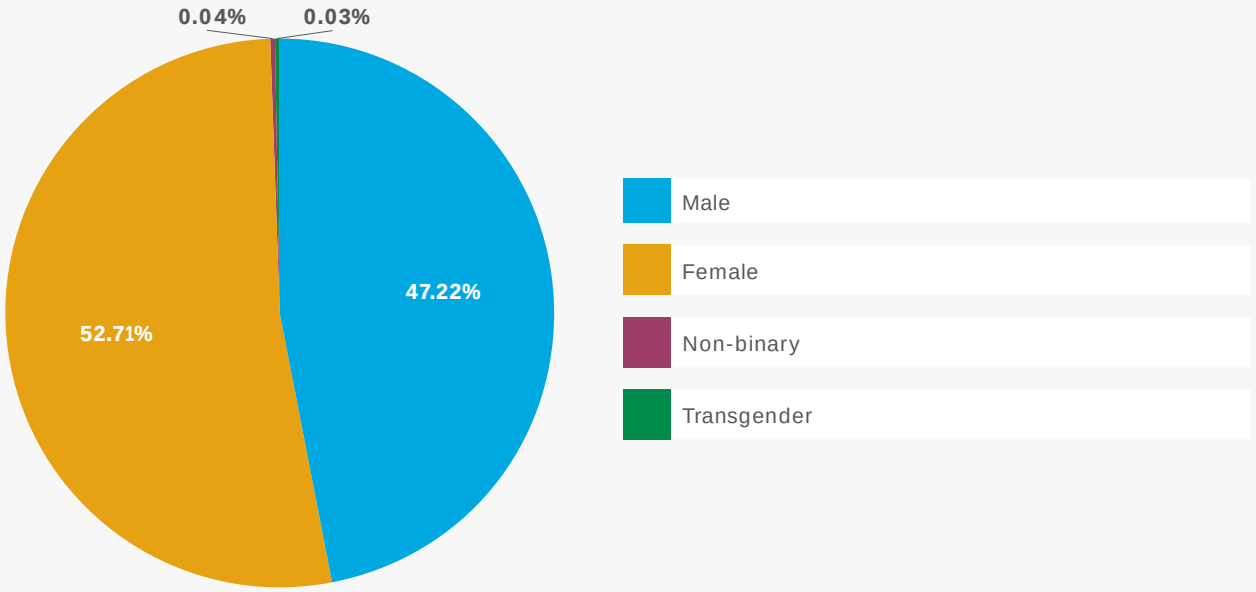
- 0-4,999 students (10)
- 5,000-9,999 students (11)
- 10,000-14,999 students (7)
- 15,000-29,999 students (34)
- 30,000 students and over (14)

Full-Time Graduate Students

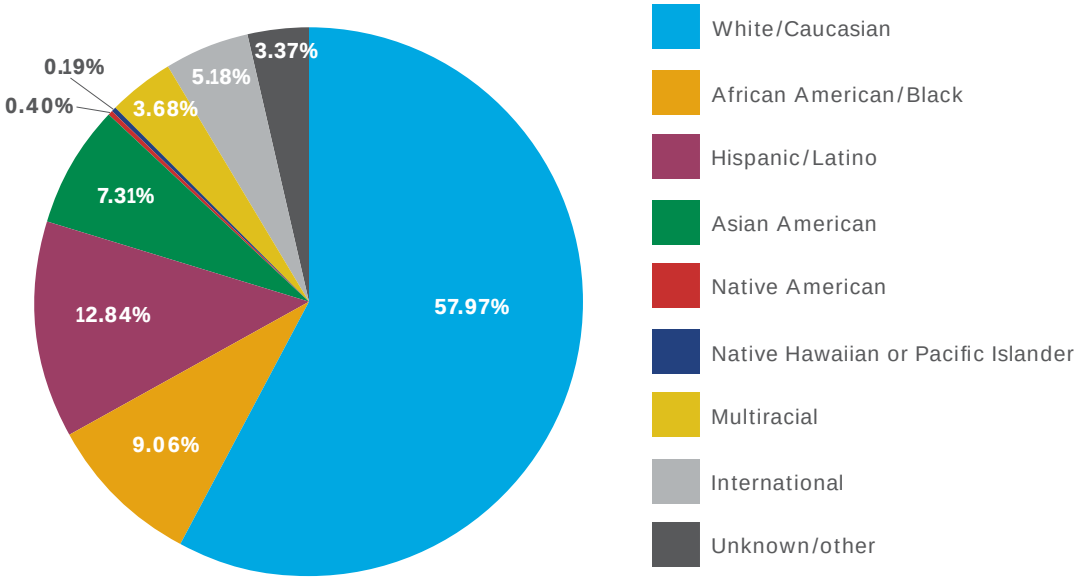


- 0-999 students (21)
- 1,000-2,999 students (14)
- 3,000-4,999 students (11)
- 5,000 students and over (25)

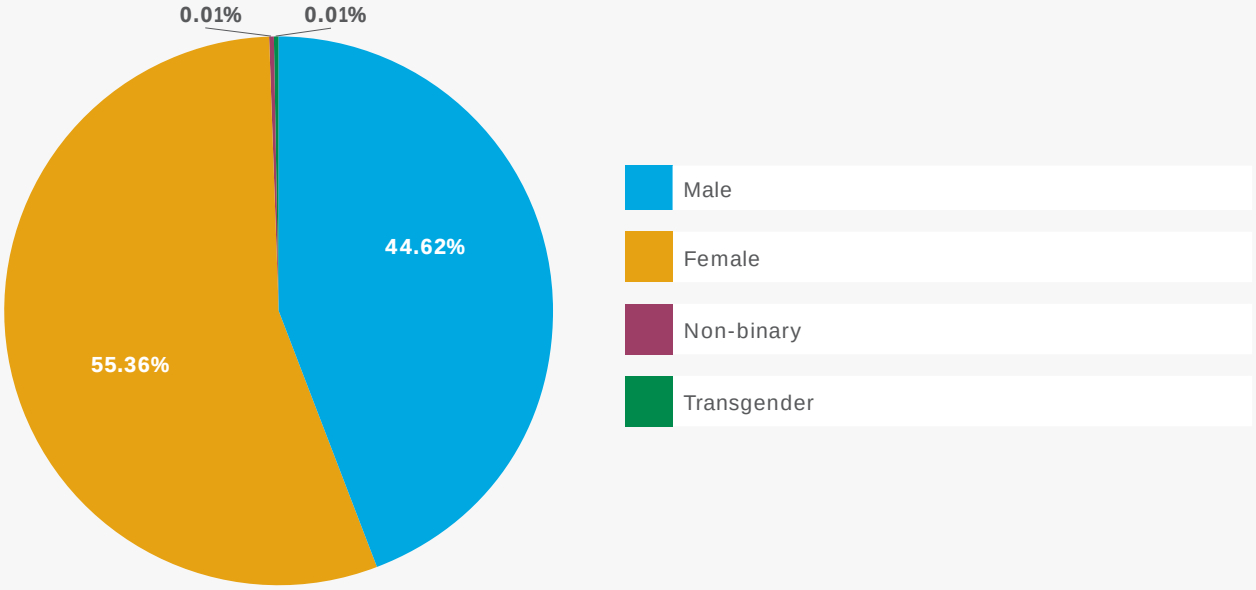
Gender of Full-Time Undergraduate Students



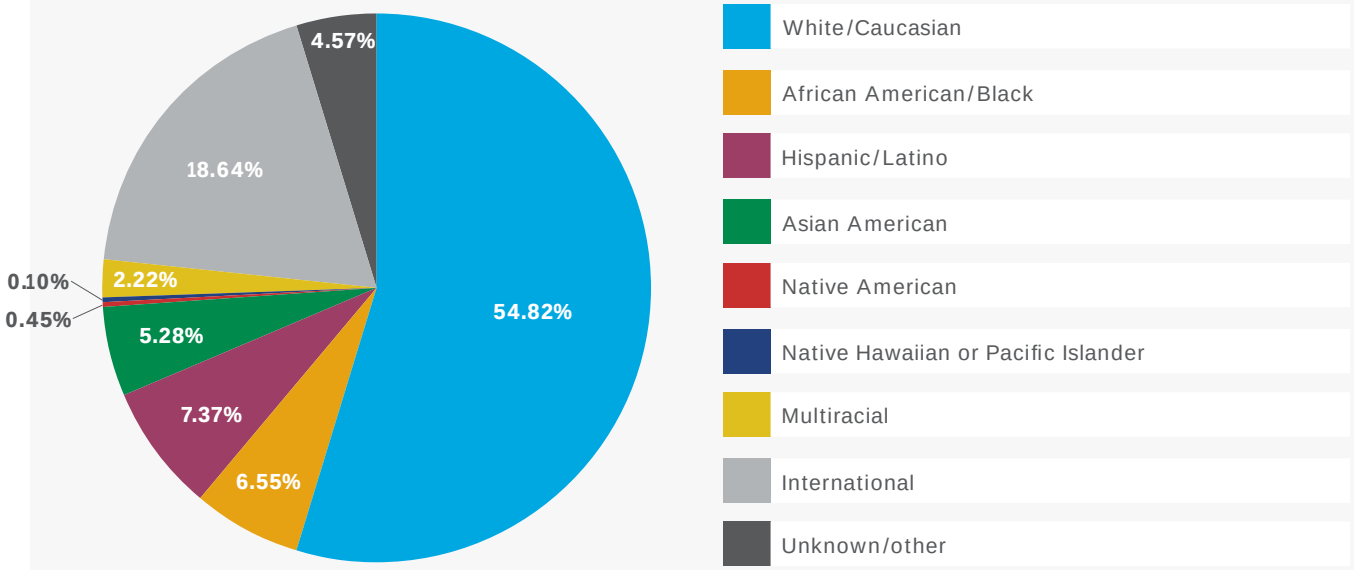
Race/Ethnicity of Full-Time Undergraduate Students



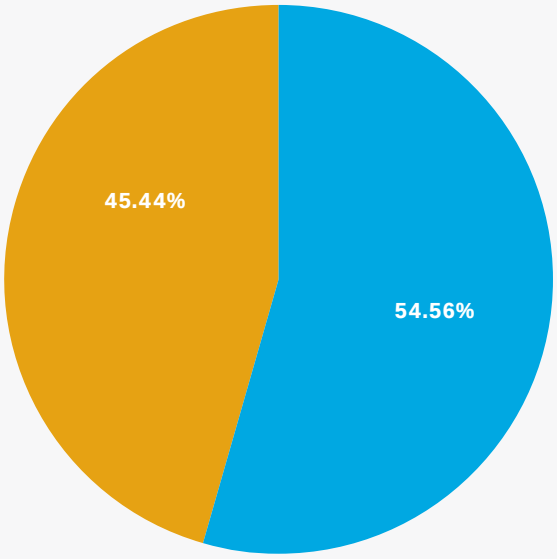
Gender of Full-Time Graduate Students

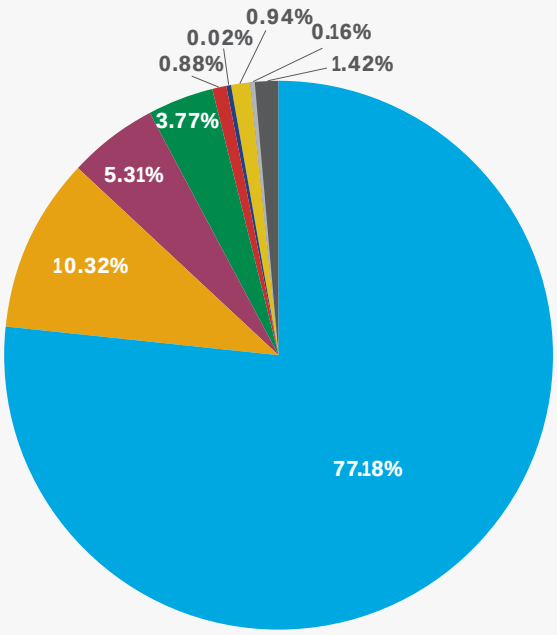


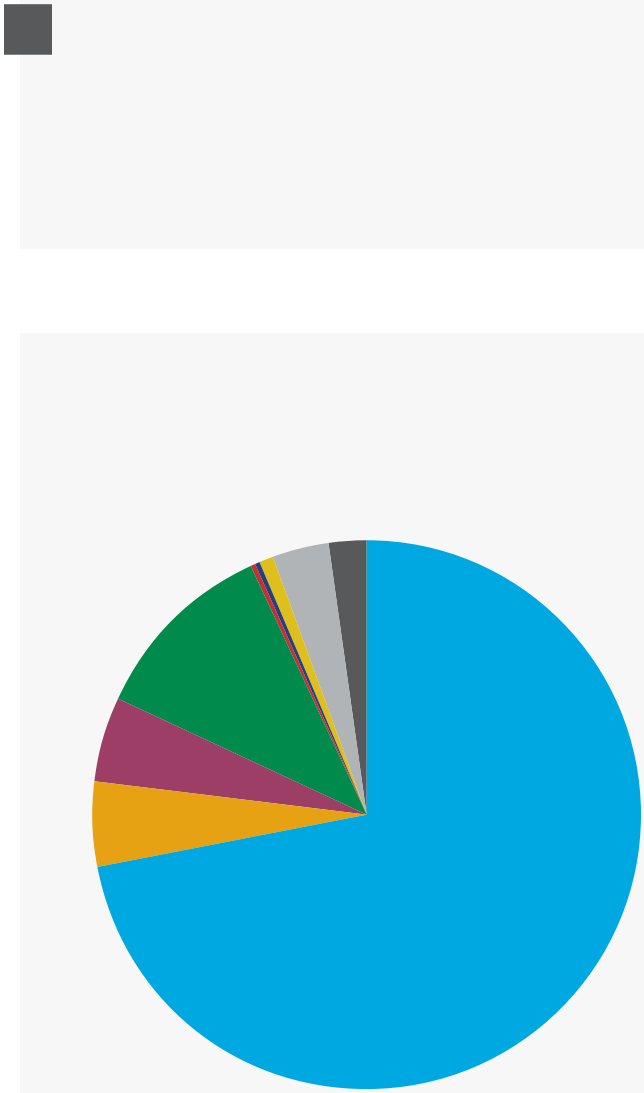
Race/Ethnicity of Full-Time Graduate Students

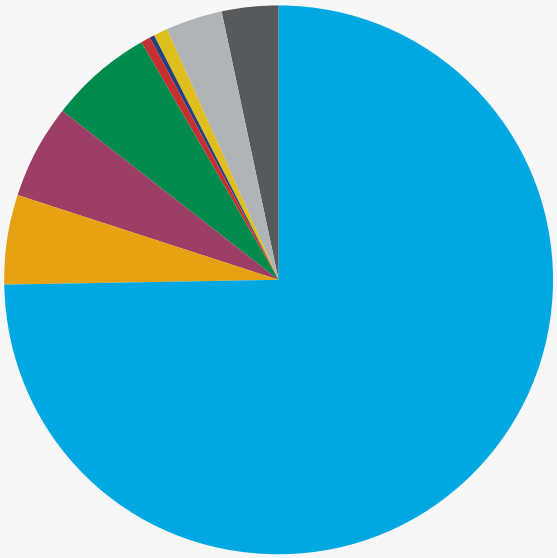


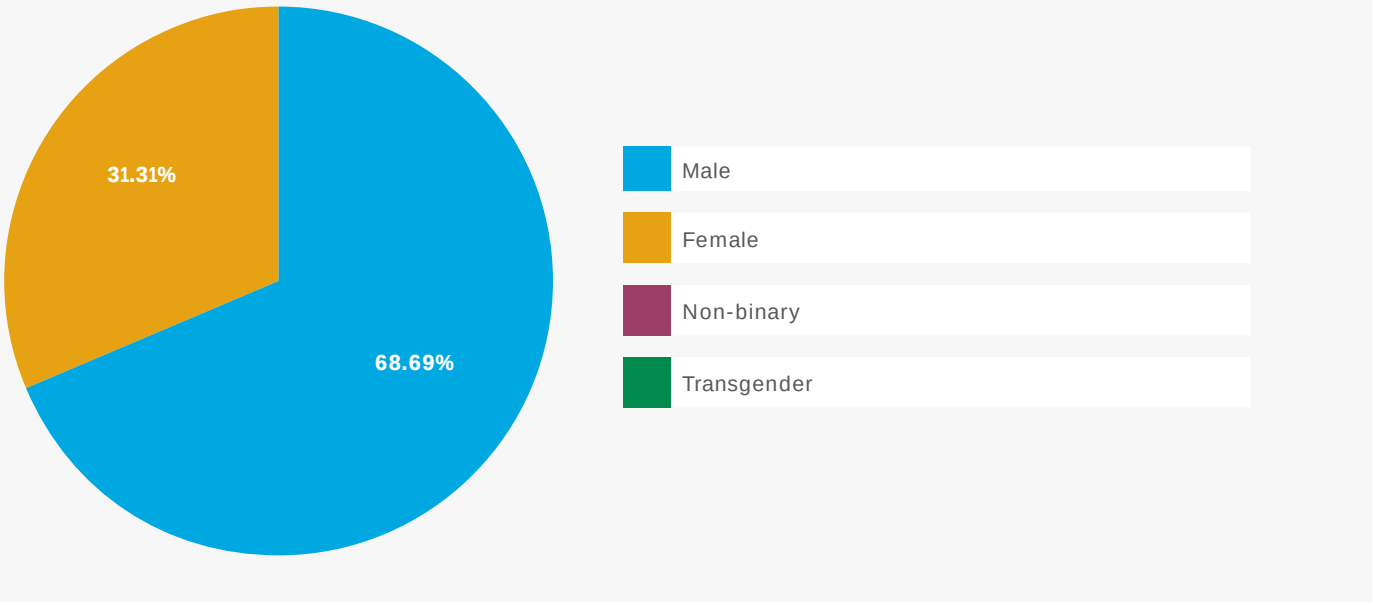
LEADERSHIP DEMOGRAPHICS

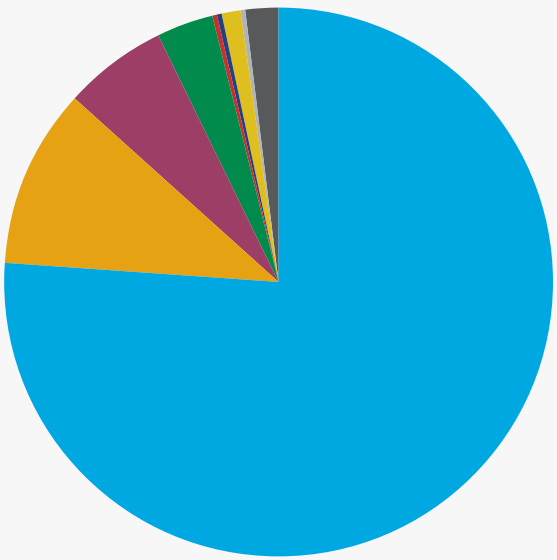





Male




31.31%
68.69%
Male
Female
Non-binary
Transgender



Efforts to Improve Retention and Graduation Rates for Historically Underrepresented Students

	Institutions	Percentage
Free tutoring support	77	96%
Academically themed diverse student organizations	75	94%
First-year experience programs	75	94%

Baccalaureate-Granting Institution Six-Year Graduation Rates for Full-Time Students

Overall	**65.05%**
White/Caucasian	67.01%
African American/Black	53.89%
Hispanic/Latino	60.04%
Asian American	66.17%
Native American	49.30%
Native Hawaiian or Pacific Islander	45.78%
Multiracial	55.44%
International	62.70%
Unknown/other	59.14%

Strategies Used to Retain Faculty of Diverse Ethnicities, Races, and Genders

	Institutions	Percentage
Affinity or employee resource groups for employees	61	76%
Mentor programs for diverse junior faculty	68	85%
Start-up research funds for new diverse faculty	43	54%
Family-flexible tenure timelines	55	69%
Graduate research support for new diverse faculty	44	55%
Participation in diversity-related programming considered in tenure and promotion processes	47	59%
Cohort-driven leadership programs for diverse junior faculty	35	44%

LEADERSHIP AND ACCOUNTABILITY

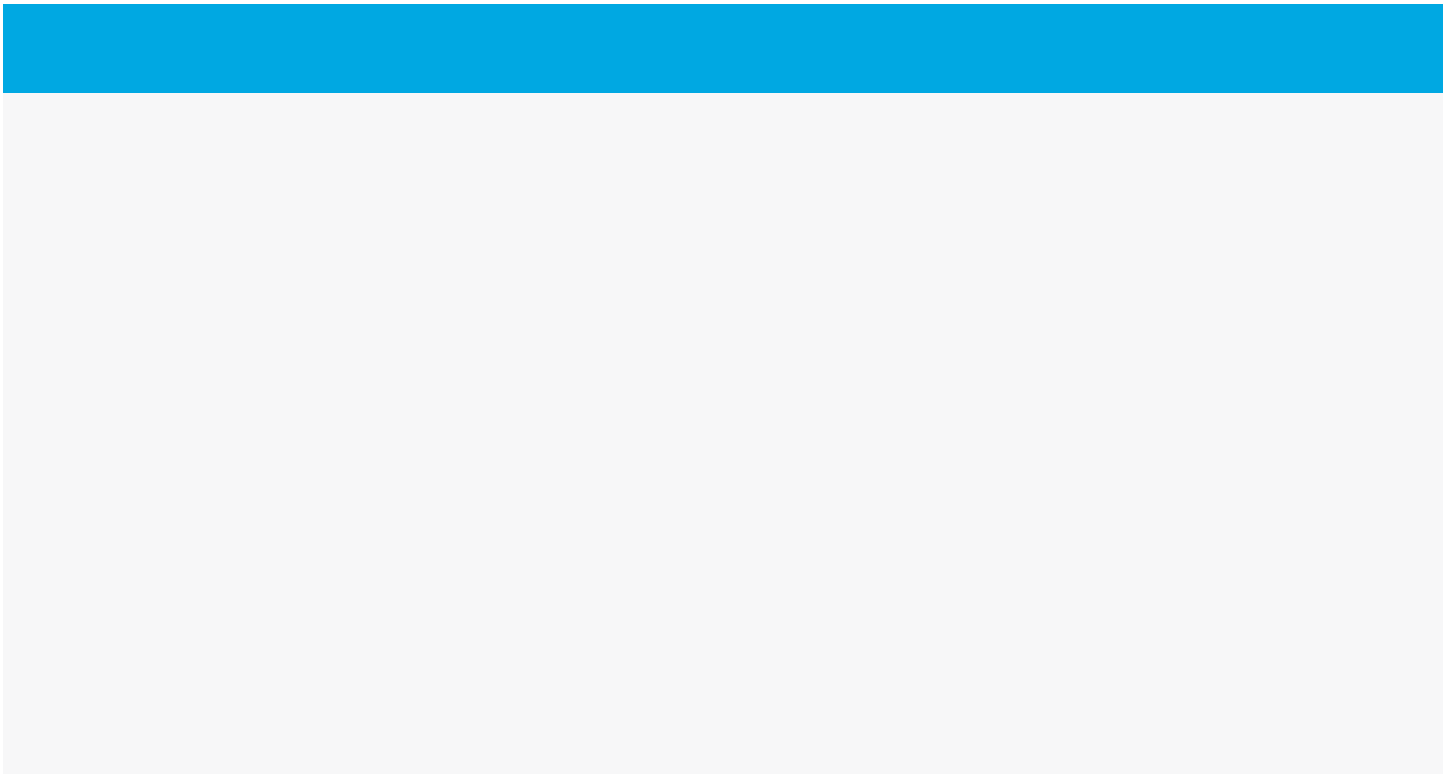
Role the Chancellor or President Plays in Campus Diversity Policies

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	N/A	Total
Shows a visible commitment to diversity in speeches, written correspondence, and public appearances	76	4	0	0	0	0	80
Ensures that senior leadership are engaged in campus diversity agenda	65	15	0	0	0	0	80
Charges campus-wide diversity committee	57	22	1	0	0	0	80
Ensures that resources (funding and staff) are available to drive campus diversity efforts	61	19	0	0	0	0	80
Creates a culture of accountability	60	19	1	0	0	0	80

Strategies in Place Around Diversity Planning and Accountability

Diversity Training Programs

	Voluntary	Required	No Training	N/A	Total
Full-time faculty	50	25	5	0	80
Full-time staff	47	30	3	0	80
Adjunct faculty	54	21	5	0	80
Board of trustees or regents	43	12	20	5	80
Full-time students	49	26	5	0	80
LGBTQ training for athletic department	40	20	9	11	80
Senior leadership	44	31	5	0	80
Search committee heads	20	57	3	0	80
Search committee members	30	47	3	0	80
Campus police force	47	25	1	7	80



Diversity-Focused Financial Strategies

	Institutions

INSTITUTIONAL BRANDING

Multicultural Branding and Communication Techniques

	Institutions	Percentage
Social media used for multicultural marketing (e.g., YouTube, Instagram, Twitter, Facebook, etc.)	77	96%
Diversity advertising and outreach campaigns (e.g., display/image advertising in diversity publications, billboards, commercials, etc.)	74	93%
Student ambassadors communicate campus diversity to prospective students and their parents	74	93%
Diversity-themed admissions materials and brochures	68	85%
Display all diversity awards received on website	74	93%
Diversity link on website homepage	61	76%
Multicultural communications officer or specialist	31	39%

Diversity-Related Information on Institutional Website

	Institutions	Percentage
Every open job listing on our human resources page includes an AA/EEO statement	80	100%

CHIEF DIVERSITY OFFICER ROLE

Chief Diversity Officer's Role Positioned for Success

	Institutions	Percentage
Our chief diversity officer has input in the budget for his/her office	72	90%
Our chief diversity officer has his/her own budget	73	91%
Our chief diversity officer position is an executive-level role	70	88%
Our chief diversity officer can attend governing board meetings to present the case for diversity	69	86%
Our chief diversity officer reports to the president	53	66%
Our chief diversity officer has a deciding vote on the diversity council	51	64%

Strategies for Helping Students Develop Cultural Competence

	Institutions	Percentage
Multicultural clubs and/or organizations for students	80	100%
Multicultural events on campus	80	100%
Issues of diversity are woven into first-year experience program	72	90%
General education diversity course — voluntary	50	63%
Program that provides opportunities for Pell Grant students to study abroad	58	73%
Faculty are requested to incorporate diversity into their curriculum	60	75%
Diversity courses for students	75	94%

Campus Celebrations

	Institutions	Percentage
African American History Month	80	100%
Hispanic American Heritage Month	77	96%
Martin Luther King Jr. Day	79	99%
LGBTQ Pride Month	73	91%
Women's History Month	76	95%
Asian-Pacific American Heritage Month	66	83%
Native American Heritage Month	58	73%
National Disab		

Affinity or Employee Resource Groups

	Institutions	Percentage
African American/Black affinity group	66	83%
LGBTQ affinity group	58	73%
Hispanic/Latino affinity group	57	71%
Women's affinity group	54	68%
Asian American/Pacific Islander affinity group	40	50%
Veterans' affinity group	40	50%
Native American affinity group	26	33%
Disability affinity group	29	36%
Religious-affiliated affinity groups	25	31%

Offerings for Students with Disabilities

	Institutions	Percentage
Instructional materials in accessible formats	79	99%
Wheelchair-accessible curbs and building ramps	80	100%
Wheelchair-accessible buildings (excluding certified historic ones)	79	99%
Online learning systems accessible to all students		

LGBTQ Issues

	Institutions	Percentage
Gender-neutral bathrooms	77	96%
Same-sex partner healthcare benefits for employees	70	88%
Trans-inclusive health benefits	41	51%

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	Total
We have increased the racial and ethnic diversity of full-time tenured faculty over the past five years	24	36	9	10	1	80
We have increased the number of female full-time tenured faculty over the past five years	28	41	4	5	2	80
We have increased the racial and ethnic diversity of full-time non-tenured faculty over the past five years	21	38	11	10	0	80
We have increased the number of female full-time non-tenured faculty over the past five years	25	43	7	5	0	80
We have increased the number of women in leadership positions (deans and above) over the past five years	32	44	0	3	1	80
We have increased the number of female STEM faculty members over the past five years	22	41	11	6	0	80
We have increased the number of full-time						

About *INSIGHT Into Diversity*

INSIGHT Into Diversity is the oldest and largest diversity magazine and website in higher education

INSIGHT Viewfinder™
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The Most Comprehensive, Affordable Campus Climate Assessment Tool

Understanding your campus's climate is an important first step toward ensuring a positive, enriching experience for all students and employees.

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Contact Us:

INSIGHT Into Diversity
50 Crestwood Executive Center, Suite 526
St. Louis, MO 63126

Phone: 314.200.9955
Fax: 314.756.2036
www.insightintodiversity.com