

# 8<sup>th</sup> Annual Diversity Report: 2015-16

## Prepared by the President's Council on Inclusive Excellence



**Most institutions believe they are excellent by who they exclude.**

**We believe in a definition defined by who we include and the kinds of experiences received.**



# Council Vision

We envision a university community that reflects the population of Indiana and the nation with respect to students, faculty, support staff and administration and that transcends social and structural barriers to equality. We also envision a university community that understands what is necessary to achieve such a goal and appreciates why such a goal is beneficial.

**In summary, we aspire to be inclusively excellent.**

## Statement on Diversity by President Daniel J. Bradley - 2010

### **Collectively, we recognize that diversity can...**

- expand the base of experience in the ISU community,
- increase the potential for academic success of all students,
- improve problem-solving ability,
- increase creativity,
- broaden scholarship,
- enrich the curriculum,
- extend the range of co-curricular activities,
- provide role models for all of our students,
- facilitate engagement with external communities, and
- strengthen connections with a broad range of interest groups.

# CONTEXT FOR REPORT

- Current and previous Strategic Plans
- May 2015 *Diversity & Inclusion Climate Study*
- Current circumstance where there are many unknowns on the horizon

THERE'S MORE TO  
**BLUE.**

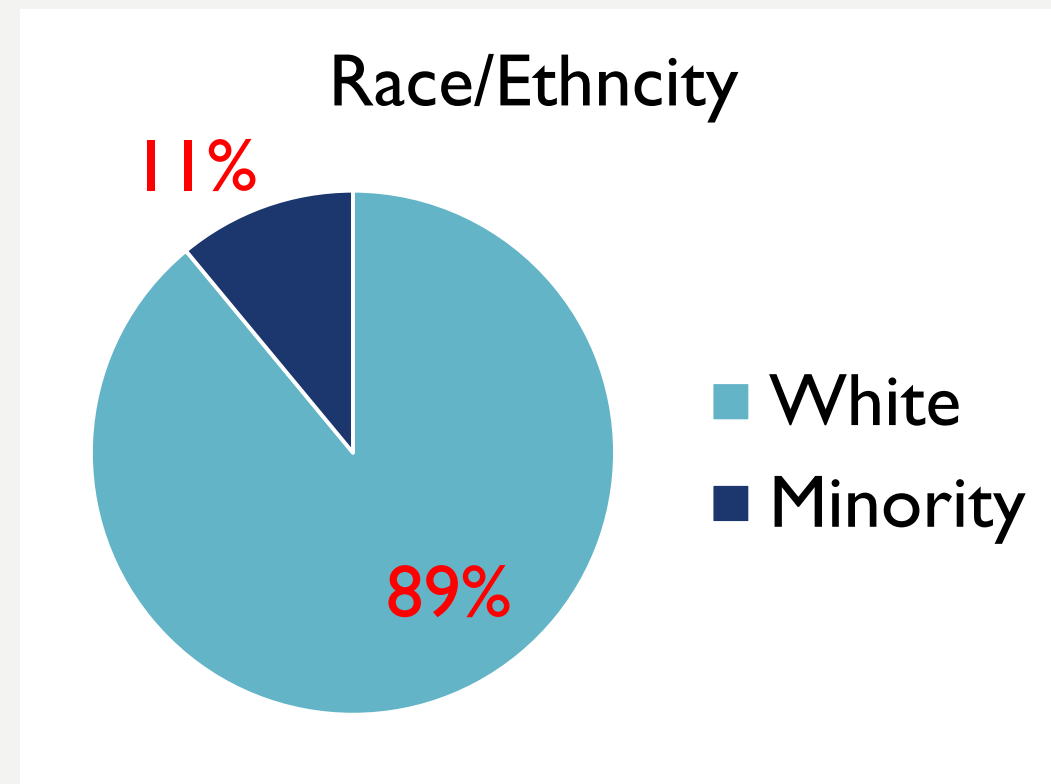
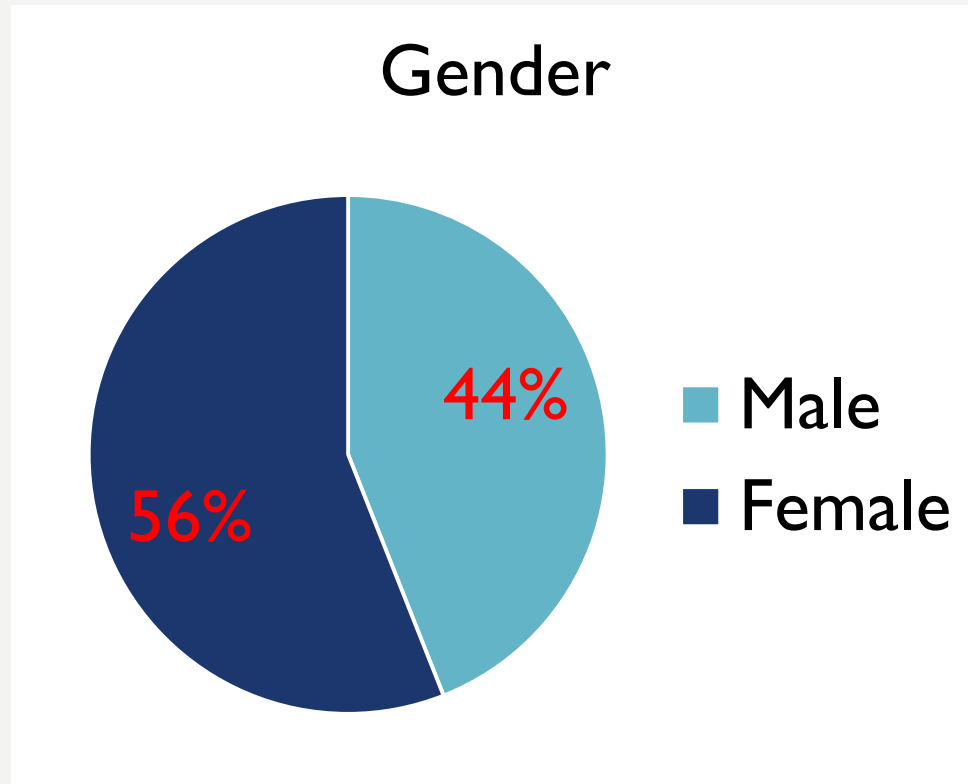
# FACULTY & STAFF EMPLOYMENT

Employee Category	Total	Female	Minority
All Employees	1,996	56.0%	10.8%
All Faculty	735	49.8%	13.2%
Annually Contracted Faculty	346	53.4%	5.0%
Tenure-Track Faculty	214	55.6%	13.1%
Tenured F; Chairs, Asst./Assoc.	175	42.0%	20.5%
All Administrative and Prof. Staff	1,261	51.9%	9.3%
Annually Contracted A&P	22	50.0%	18.2%
Continuing A&P	1,239	52.0%	9.1%

Source: ISU personnel data.



# FACULTY & STAFF EMPLOYMENT CONT...



Gender and Race/Ethnicity Breakdown of ISU Employees - 9/30/2015

*Note:* Minority inclusive of nonresident alien/international faculty & staff.

Source: ISU personnel data.

# **FACULTY & STAFF EMPLOYMENT CONT...**

## **Where the data suggest underrepresentation:**

- Technical and Paraprofessional – minority
- Faculty Part-time – minority
- Clerical and Secretarial – minority
- Other Professionals, Athletics – minority
- Other Professional, Computer – female
- Tenured Faculty; Chairs, Assistant/Assoc. - female
- Skilled Crafts – female

*Source: Calculations following federal Uniform Guidelines for Employee Selection Procedures.*

# FACULTY & STAFF EMPLOYMENT CONT...

## Recommendations

- Focused attention on increasing the recruitment, hiring, and retention of minority faculty and staff
- Ensure faculty searches are launched with sufficient time to conduct active candidate recruitment and that the benefits of faculty diversity in a particular department are considered when evaluating search requests.
- Immediate launch of the search for an Associate Vice President for Inclusive Excellence to start no later than July 1.
- Facilitate ongoing efforts to connect the diverse university and Terre Haute communities.



# PERSONNEL COMPLAINTS: JULY 1 – JUNE 30

Nature of Complaint	2014-2015 Internal	2015-2016 Internal
Age	1	1
Disability	0	3
Ethnicity	0	0
Gender	2	0
Marital Status	0	0
National Origin	0	1
Race	4	9
Religion	0	0
Retaliation	0	1
Sexual Orient./Gender Ident.	1	1
Veteran Status	0	0
<b>Total Complaints:</b>	<b>8</b>	<b>16</b>
<b>ISU EOO Findings of Discrim.:</b>	<b>1</b>	<b>2</b>

Source: EO Office data.

# PERSONNEL COMPLAINTS CONT...

## Recommendations

- Focused attention on increasing training opportunities through various mediums on implicit bias.
- Increase resources for the Equal Opportunity and Title IX Office to accommodate for the increased workload.
- Focused attention on creating measures of assessment linked to a culture of inclusion.

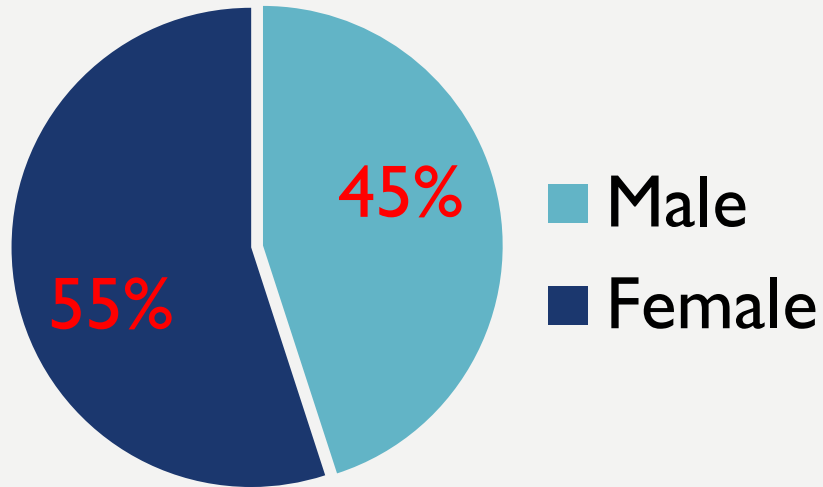
# STUDENTS – TOTAL HEADCOUNT

Student Category	Fall 2001	Fall 2006	Fall 2011	Fall 2016	15 Year Change	
					No.	%
Am. Indian or Alaska Nat.	31	45	32	36	5	16%
Asian	95	132	143	176	81	85%
African American	1176	1212	1651	2269	1,093	93%
Hisp./Latino of any Race	123	146	284	476	353	287%
N. Haw./other Pac. Islander	0	0	5	4	4	400%
Two or more races	75	127	274	440	365	487%
International	458	419	549	918	460	100%
White	9210	8259	8347	8840	-370	-4%
Race or Ethnicity Unknown	151	227	243	406	255	169%

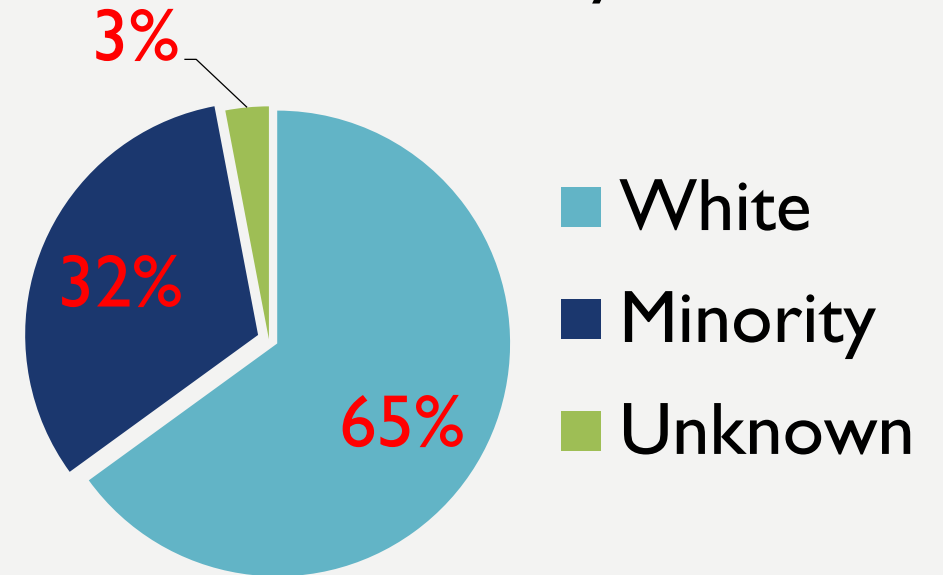
Source: IR data.

# STUDENTS CONT...

Gender



Race/Ethnicity

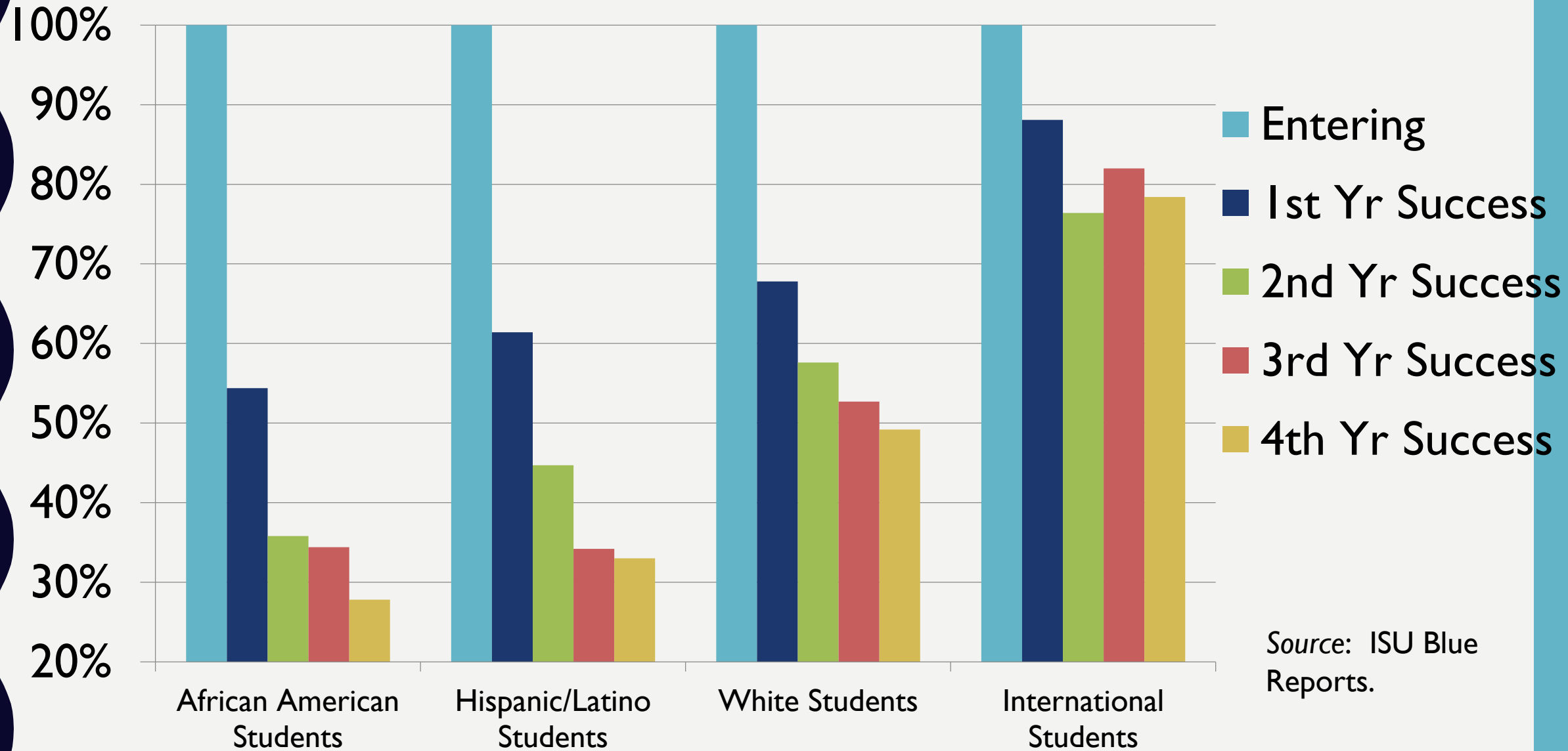


Gender and Race/Ethnicity Breakdown of ISU Students - Fall 2016

*Note:* Minority inclusive of international students.

Source: IR data.

# STUDENTS CONT...



Source: ISU Blue Reports.

Fall 2016 Student Success Rate Changes (retained or graduated): FTFT-BDS

# STUDENTS CONT...

Student Category	HS-GPA		SAT Composite		% Pell	
	<u>2012</u>	<u>2016</u>	<u>2012</u>	<u>2016</u>	<u>2012</u>	<u>2016</u>
<b>African Am.</b>	<b>2.83</b>	<b>2.83</b>	<b>823</b>	<b>803</b>	<b>81%</b>	<b>78%</b>
<b>Hisp./Latino</b>	<b>2.99</b>	<b>3.01</b>	<b>909</b>	<b>878</b>	<b>72%</b>	<b>58%</b>
<b>White</b>	<b>3.15</b>	<b>3.22</b>	<b>964</b>	<b>959</b>	<b>43%</b>	<b>40%</b>
<b>International</b>	<b>3.24</b>	<b>3.26</b>	<b>-</b>	<b>-</b>	<b>0%</b>	<b>0%</b>

**Income and pre-college preparation not evenly distributed.**

Source: ISU Cohort and Blue Report data.



# STUDENTS CONT...

Student Category	Ret. Change Since Last Year	4, 5, and 6-Year Graduation Rate Change Since Last Year
African American	Down slightly.	4-year rate down slightly; 5-year rate up 5.6 % pts.; 6-year rates down 1.4 % points.
Hisp./Latino	+4.1 % pts.	4-year rate down 2.7 % pts.; 5-year rate up 1.2 % pts.; 6-year rates down 10.5 % points.
White	Down slightly.	4-year rate up 3.6 % pts.; 5-year rate up slightly; 6-year rates down 1.5 % points.
International	+3.4 % pts.	4-year rate down 5 % pts.; 5-year rate up 20.6 % pts; 6-year rate up 6.3 % pts.

Source: ISU Blue Reports.

# STUDENTS CONT...

## Recommendations

- Strengthen efforts to close student achievement gaps.
- Strengthen Hispanic/Latino student recruitment and retention activities.
- Strengthen efforts to recruit high performing African American and Latino students, particularly for our most prestigious institutional scholarships and the Honors Program.
- Reinforce messaging of inclusivity regularly, particularly for historically marginalized students and international students who are worried about their future following the presidential election.

# INCLUSIVE EXCELLENCE

To be inclusively excellent means going beyond diversity as a representativeness exercise to one that also routinely examines and addresses where organizational cultures, structures, policies, and practices impact equity and belonging for the members of a community.

