YOUR SCHOOL
Peer Institution Comparison Data Report

4 INTRODUCTION

5 2018 HEED AWARD RECIPIENTS

6 YOUR SCHOOL PEER INSTITUTIONS

7 HEED INSTITUTION CHARACTERISTICS
   Type of Institution
   Public vs. Private

8 STUDENT DEMOGRAPHICS
   Full-Time Undergraduate Students
   Gender of Full-Time Undergraduate Students
   Race/Ethnicity of Full-Time Undergraduate Students

11 LEADERSHIP DEMOGRAPHICS
   Gender of Administrative Leadership
   Race/Ethnicity of Administrative Leadership

13 FACULTY AND BOARD DEMOGRAPHICS
   Gender of Full-Time Tenured
   and Tenure-Track Faculty
   Race/Ethnicity of Full-Time Tenured
   and Tenure-Track Faculty
   Gender of Full-Time Non-tenured Faculty
   Race/Ethnicity of Full-Time Non-tenured Faculty
   Gender of Governing Board Members
   Race/Ethnicity of Governing Board Members

19 STUDENT RECRUITMENT AND RETENTION EFFORTS
   Efforts to Recruit Historically Underrepresented
   and First-Generation Students
   Efforts to Improve Retention and Graduation Rates
   for Historically Underrepresented Students

21 STUDENT GRADUATION RATES
   Baccalaureate-Granting Institution Six-Year
   Graduation Rates for Full-Time Students

22 FACULTY RECRUITMENT AND RETENTION
   Strategies Used to Increase the Ethnic, Racial, and
   Gender Diversity of Instructional Faculty
   Strategies Used to Retain Faculty of Diverse
   Ethnicities, Races, and Genders
   Search Committees

25 LEADERSHIP AND ACCOUNTABILITY
   Role the Chancellor or President Plays
   in Campus Diversity Policies
   Strategies in Place Around Diversity
   Planning and Accountability
   Diversity Training Programs
   Sexual Harrassment Training
   Unconscious Bias Training
   Timetable for Diversity Training
   (Required and/or Mandatory)
   Activation of Institutional Diversity Plan
   Diversity-Focused Financial Strategies
   Response to Campus Incidents

34 INSTITUTIONAL BRANDING
   Multicultural Branding and
   Communication Techniques
   Diversity-Related Offices on Campus
   Diversity-Related Information on
   Institutional Website

36 CHIEF DIVERSITY OFFICER ROLE
   Tactics Used to Understand Issues of
   Campus Climate, Inclusion, and Satisfaction
   Diversity Council
   Chief Diversity Officer’s Role Positioned for Success
   Strategies for Helping Students Develop
   Cultural Competence
   Campus Celebrations
   Affinity or Employee Resource Groups
   Offerings for Students with Disabilities
   LGBTQ Issues

40 INSTITUTIONAL DIVERSITY PROGRESS
   Increases in Underrepresented Students
   and Employees

41 ABOUT INSIGHT INTO DIVERSITY
Adelphi University
Amherst College
Anne Arundel Community College
Arkansas State University
Ball State University
Berea College
California State University, East Bay
California State University, Fresno
California State University, Fullerton
California State University, Los Angeles
California State University, Northridge
California State University San Marcos
Case Western Reserve University
Central Washington University
Clark University
Clemson University*
Columbia University in the City of New York*
Cuyahoga Community College
East Carolina University
Eastern Kentucky University
Eastern Washington University
El Paso County Community College District
Florida State University*
Framingham State University
Georgia Institute of Technology
Greenville Technical College
Indiana State University
Indiana University Bloomington*
Indiana University-Purdue University Indianapolis
Kansas State University
Kent State University
Metropolitan State University
Metropolitan State University of Denver*
Miami Dade College
Millersville University
Morgridge College of Education at the University of Denver
Mount Holyoke College
North Carolina State University
Northeastern University
Ohio University
Oklahoma State University*
Old Dominion University
Oregon State University
Pikes Peak Community College
Queens College - CUNY
Raritan Valley Community College
Rochester Institute of Technology*
Saginaw Valley State University
Seminole State College of Florida
YOUR SCHOOL
Stockton University
Stony Brook University
SUNY Buffalo State College
SUNY Old Westbury
SUNY System Administration
Swarthmore College
Texas Christian University
Texas Tech University*
The University of Alabama at Birmingham*
The University of North Carolina at Chapel Hill
The University of North Texas
The University of Texas at Austin
The University of Tulsa
Union College in New York
University at Albany – State University of New York
University of California, Riverside
University of Central Florida
University of Cincinnati*
University of Colorado Boulder
University of Delaware
University of Georgia
University of Houston
University of Houston Law Center
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Kentucky*
University of Louisiana at Lafayette
University of Louisville
University of Michigan – Ann Arbor
University of North Carolina Greensboro
University of North Carolina Wilmington
University of North Florida*
University of Pittsburgh of the Commonwealth System of Higher Education
University of South Carolina
University of West Georgia
University of West Florida
Virginia Commonwealth University
Virginia Polytechnic Institute and State University*
West Virginia University
Western Michigan University
Whitworth University
Widener University
William & Mary
William Marsh Rice University (Rice University)
William Rainey Harper College (Harper College)
Winston-Salem State University

*Also a 2018 INSIGHT Into Diversity Diversity Champion school, ranking in the top tier of HEED Award recipients
Full-Time Undergraduate Students — Peer Institutions

- 10,000-14,999 students (2)
- 15,000-29,999 students (6)
- 30,000 students and over (5)

Indicates the category for YOUR SCHOOL
Gender of Full-Time Tenured and Tenure-Track Faculty — Peer Institutions

- Male: 62.64%
- Female: 37.36%
- Non-binary: 0%
- Transgender: 0%

Gender of Full-Time Tenured and Tenure-Track Faculty — Your School

- Male: 57%
- Female: 43%
- Non-binary: 0%
- Transgender: 0%
### Baccalaureate-Granting Institution Six-Year Graduation Rates for Full-Time Students

<table>
<thead>
<tr>
<th></th>
<th>Your School</th>
<th>Peer Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>48%</td>
<td>67.86%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>55%</td>
<td>69.48%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>27%</td>
<td>57.77%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>43%</td>
<td>63.58%</td>
</tr>
<tr>
<td>Asian American</td>
<td>51%</td>
<td>70.13%</td>
</tr>
<tr>
<td>Native American</td>
<td>50%</td>
<td>64.01%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>0%</td>
<td>76.43%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>42%</td>
<td>62.06%</td>
</tr>
<tr>
<td>International</td>
<td>100%</td>
<td>65.93%</td>
</tr>
<tr>
<td>Unknown/other</td>
<td>22%</td>
<td>60.05%</td>
</tr>
</tbody>
</table>
### Strategies Used to Increase the Ethnic, Racial, and Gender Diversity of Instructional Faculty

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Your School</th>
<th>Peer Institutions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertisements in diversity-only publications and/or job boards</td>
<td>✓</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>Participation in diversity recruitment events</td>
<td></td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Faculty diversity strategic plan</td>
<td></td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>National partnership efforts</td>
<td>✓</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>Pipeline programs for future faculty</td>
<td></td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Host future faculty diversity symposiums on campus</td>
<td></td>
<td>8</td>
<td>62%</td>
</tr>
<tr>
<td>Grant-funded initiatives to increase retention (e.g., NSF Advance program)</td>
<td></td>
<td>9</td>
<td>69%</td>
</tr>
<tr>
<td>Strategic funds to hire diverse candidates</td>
<td>✓</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Strategic funds to increase financial offers to diverse candidates</td>
<td>✓</td>
<td>13</td>
<td>100%</td>
</tr>
<tr>
<td>Dedicated faculty diversity recruitment specialist</td>
<td></td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Diversity-themed postdoctoral fellowships</td>
<td></td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Diverse faculty exchange programs with HBCUs, MSIs, etc.</td>
<td></td>
<td>7</td>
<td>54%</td>
</tr>
</tbody>
</table>
## Leadership and Accountability

### Role the Chancellor or President Plays in Campus Diversity Policies

<table>
<thead>
<tr>
<th>Description</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Undecided</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>N/A</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shows a visible commitment to diversity in speeches, written correspondence, and public appearances</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>13</td>
</tr>
<tr>
<td>Ensures that senior leadership is engaged in campus diversity strategies</td>
<td>11</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>13</td>
</tr>
<tr>
<td>Charges campus-wide diversity committee</td>
<td>11</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>13</td>
</tr>
<tr>
<td>Ensures that resources and financial staffing are available to drive campus diversity efforts</td>
<td>12</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>13</td>
</tr>
<tr>
<td>Creates a culture of accountability</td>
<td>11</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>13</td>
</tr>
</tbody>
</table>
## CHIEF DIVERSITY OFFICER ROLE

### Tactics Used to Understand Issues of Campus Climate, Inclusion, and Satisfaction

<table>
<thead>
<tr>
<th></th>
<th>Your School</th>
<th>Institutions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus climate survey for students administered in the past two years</td>
<td>✓</td>
<td>12</td>
<td>92%</td>
</tr>
<tr>
<td>Campus climate survey for administrators administered in the past two years</td>
<td>✓</td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Campus climate survey for faculty administered in the past two years</td>
<td>✓</td>
<td>12</td>
<td>92%</td>
</tr>
<tr>
<td>Campus climate survey for staff administered in the past two years</td>
<td>✓</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Exit interviews for employees</td>
<td></td>
<td>7</td>
<td>54%</td>
</tr>
<tr>
<td>Exit interviews for students</td>
<td>✓</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Diversity mapping of institutional capabilities</td>
<td>✓</td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Diversity benchmarking efforts</td>
<td>✓</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Follow-up with job candidates who declined job offers</td>
<td></td>
<td>5</td>
<td>38%</td>
</tr>
</tbody>
</table>

### Diversity Council

<table>
<thead>
<tr>
<th></th>
<th>Your School</th>
<th>Institutions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity council reports to the president</td>
<td>✓</td>
<td>8</td>
<td>66%</td>
</tr>
<tr>
<td>Diversity council meets at least quarterly</td>
<td>✓</td>
<td>10</td>
<td>77%</td>
</tr>
<tr>
<td>Diversity council members include administrators</td>
<td>✓</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Diversity council members include faculty</td>
<td>✓</td>
<td>12</td>
<td>92%</td>
</tr>
<tr>
<td>Diversity council members include staff</td>
<td>✓</td>
<td>11</td>
<td>85%</td>
</tr>
<tr>
<td>Diversity council members include students</td>
<td>✓</td>
<td>9</td>
<td>69%</td>
</tr>
<tr>
<td>Diversity council members include governing board members</td>
<td>✓</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>Diversity council has input on campus-wide diversity planning</td>
<td>✓</td>
<td>12</td>
<td>92%</td>
</tr>
</tbody>
</table>