Top Colleges for Diversity

2020-2021

INSIGHT Into Diversity
Higher Education Excellence in Diversity (HEED) Award Data Report
2020-2021 Insight Into Diversity HEED Award Data Report

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THE 2020 HEED AWARD RECIPIENTS

Adelphi University
Arkansas State University
Augustana College (IL)
Ball State University
Brown University
California State University, Fresno
California State University, Fullerton
California State University, Northridge
California State University San Marcos
Case Western Reserve University
Central Washington University
Clemson University*
Columbia University in the City of New York
Cuyahoga Community College
Davenport University
East Carolina University
El Paso County Community College District
Florida State University*
Framingham State University
Georgia Institute of Technology
Georgia State University
Grand Valley State University
Greenville Technical College
Hillsborough Community College
Indiana University Bloomington*
Indiana University-Purdue University Indianapolis
Kansas State University
Kent State University
Lawrence University
Lehigh University
Louisiana State University
Metropolitan State University of Denver
Miami University
Millersville University
Morgridge College of Education at the
University of Denver
Ohio University
Oklahoma State University*
Oregon State University
Pikes Peak Community College
Regis College
Rochester Institute of Technology*
Santa Rosa Junior College
Seminole State College of Florida
Southern Illinois University Edwardsville
Stetson University College of Law
SUNY Buffalo State College
SUNY Old Westbury
Swarthmore College
Texas A&M University*
Texas Christian University
Texas Tech University*
The University of Alabama at Birmingham*
The University of Missouri-St. Louis
The University of Texas at Austin
The University of Tulsa
Towson University
Union College (NY)
University at Albany – State University of New York
University of Central Florida
University of Cincinnati*
University of Colorado Boulder
University of Dayton
University of Georgia
University of Houston
University of Houston Law Center
University of Houston-Downtown
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 at Greensboro
University of North Florida*
University of North Texas
University of Oregon
University of Pittsburgh of the Commonwealth
System of Higher Education
University of Rochester
University of South Florida
University of West Florida
Virginia Commonwealth University*
Virginia Polytechnic Institute and State University*
West Chester University of Pennsylvania
West Virginia University
Western Michigan University
Whitworth University
William & Mary
William Marsh Rice University
Worcester Polytechnic Institute
Xavier University

*Also a 2020 INSIGHT Into Diversity Diversity Champion school,
ranking in the top tier of HEED Award recipients
FULL-TIME STUDENTS

Gender

- Male: 45.69%
- Female: 54.10%
- Non-binary: 0.07%
- Transgender: 0.05%
- Unknown/other: 0.09%
FULL-TIME NON-TENURE-TRACK FACULTY
Race/Ethnicity

- White/Caucasian: 74.52%
- African American/Black: 3.36%
- Hispanic/Latinx: 5.05%
- Asian American: 5.00%
- Native American: 0.42%
- Native Hawaiian or Pacific Islander: 1.25%
- Multiracial: 0.09%
- International: 0.09%
- Unknown/other: 3.06%
<table>
<thead>
<tr>
<th>Category</th>
<th>Graduation Rate</th>
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<tbody>
<tr>
<td>Overall</td>
<td>68.97%</td>
</tr>
<tr>
<td>White/Caucasian</td>
<td>70.93%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>59.88%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>64.06%</td>
</tr>
<tr>
<td>Asian American</td>
<td>73.00%</td>
</tr>
<tr>
<td>Native American/Alaska Native</td>
<td>51.44%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>54.65%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>64.00%</td>
</tr>
<tr>
<td>International</td>
<td>68.83%</td>
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### Strategies Used to Recruit Diverse Faculty

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Institutions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertise in diversity publications and/or job boards</td>
<td>89</td>
<td>99%</td>
</tr>
<tr>
<td>Attend diversity-focused recruitment events such as SREB</td>
<td>68</td>
<td>76%</td>
</tr>
<tr>
<td>Faculty diversity plan</td>
<td>64</td>
<td>71%</td>
</tr>
<tr>
<td>Mentors for diverse faculty</td>
<td>73</td>
<td>81%</td>
</tr>
<tr>
<td>Pipeline programs for future faculty</td>
<td>60</td>
<td>67%</td>
</tr>
<tr>
<td>Host future faculty diversity symposiums on campus</td>
<td>40</td>
<td>44%</td>
</tr>
<tr>
<td>Strategic funds being used to hire diverse candidates</td>
<td>67</td>
<td>74%</td>
</tr>
<tr>
<td>Dedicated faculty diversity recruitment specialist</td>
<td>30</td>
<td>33%</td>
</tr>
<tr>
<td>Diversity-themed postdoctoral fellowships</td>
<td>41</td>
<td>46%</td>
</tr>
<tr>
<td>Diverse faculty exchange programs with HBCUs, MSIs, etc.</td>
<td>20</td>
<td>22%</td>
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</table>
## ROLE THE CHANCELLOR OR PRESIDENT PLAYS IN CAMPUS DIVERSITY POLICIES

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Not sure</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shows a visible commitment to diversity in speeches, written</td>
<td>82</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>correspondence, and public appearances</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Ensures that senior leadership is engaged in campus diversity</td>
<td>77</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>strategies</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Charges the campus-wide diversity committee</td>
<td>63</td>
<td>18</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Ensures that resources (financial and staffing) are available</td>
<td>66</td>
<td>22</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>to drive campus diversity efforts</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creates a culture of accountability</td>
<td>64</td>
<td>25</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Publicly addresses national/campus hate or bias incidents</td>
<td>75</td>
<td>15</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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### TACTICS USED TO UNDERSTAND ISSUES OF CAMPUS CLIMATE, INCLUSION, AND SATISFACTION

<table>
<thead>
<tr>
<th></th>
<th>Institutions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus-wide climate survey for students</td>
<td>85</td>
<td>94%</td>
</tr>
<tr>
<td>Campus-wide climate survey for faculty/administrators</td>
<td>75</td>
<td>83%</td>
</tr>
<tr>
<td>Campus-wide climate survey for staff</td>
<td>71</td>
<td>79%</td>
</tr>
<tr>
<td>Results from campus climate report are used as a basis for creating or updating the institutional diversity plan</td>
<td>66</td>
<td>73%</td>
</tr>
<tr>
<td>Diversity benchmarking is used to assess how campus climate compares to peers</td>
<td>58</td>
<td>64%</td>
</tr>
</tbody>
</table>