

**INSIGHT**

*Into Diversity*



**Top Colleges for Diversity**

**2020-2021**

***INSIGHT Into Diversity*  
Higher Education Excellence  
in Diversity (HEED) Award  
Data Report**

**INSIGHT** *Into Diversity*<sup>®</sup>

# 2020-2021 *INSIGHT INTO DIVERSITY* HEED AWARD DATA REPORT

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# THE 2020 HEED AWARD RECIPIENTS

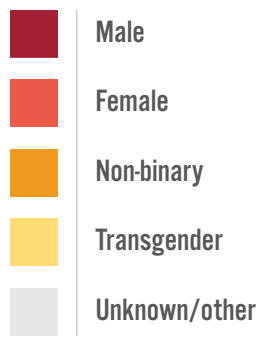
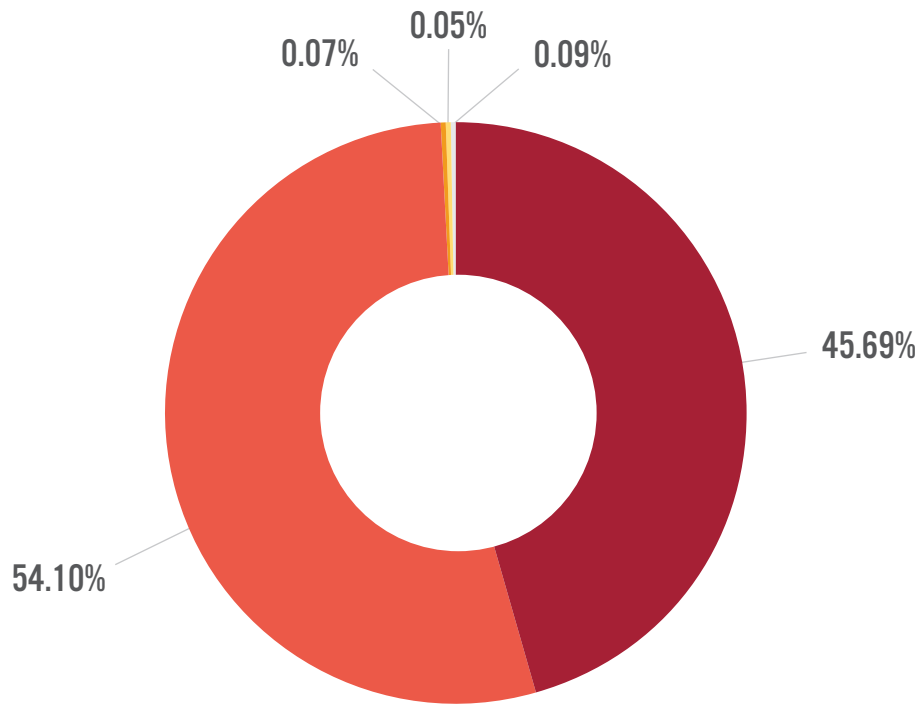
Adelphi University  
Arkansas State University  
Augustana College (IL)  
Ball State University  
Brown University  
California State University, Fresno  
California State University, Fullerton  
California State University, Northridge  
California State University San Marcos  
Case Western Reserve University  
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

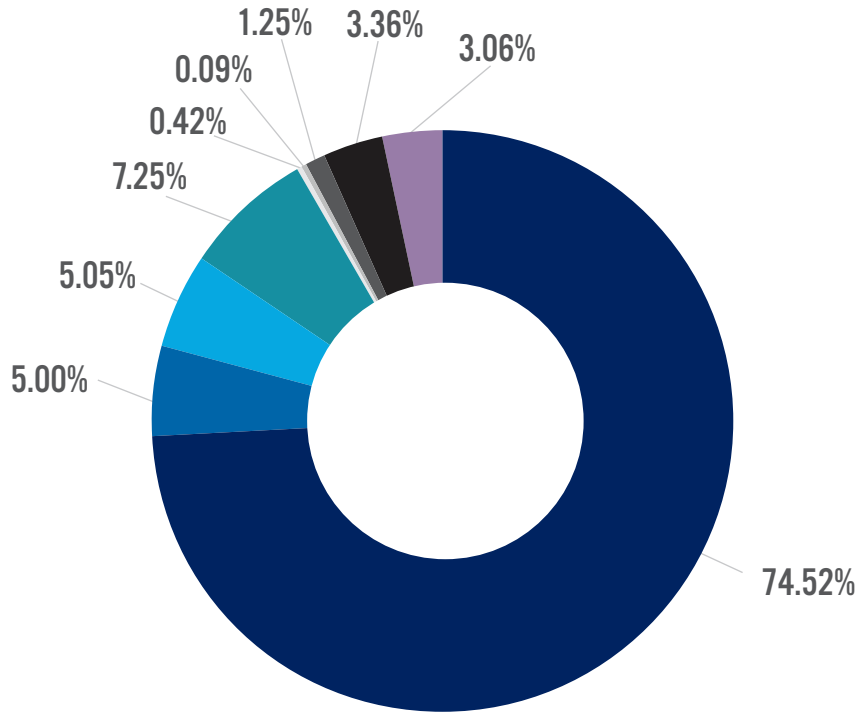
# FULL-TIME STUDENTS

## Gender



# FULL-TIME NON-TENURE-TRACK FACULTY

## Race/Ethnicity



# BACCALAUREATE-GRANTING INSTITUTION SIX-YEAR GRADUATION RATES OF FULL-TIME UNDERGRADUATE STUDENTS

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|                                  |               |
|----------------------------------|---------------|
| <b>OVERALL</b>                   | <b>68.97%</b> |
| White/Caucasian                  | 70.93%        |
| African American/Black           | 59.88%        |
| Hispanic/Latinx                  | 64.06%        |
| Asian American                   | 73.00%        |
| Native American/Alaska Native    | 51.44%        |
| Native Hawaiian/Pacific Islander | 54.65%        |
| Multiracial                      | 64.00%        |
| International                    | 68.83%        |

## STRATEGIES USED TO RECRUIT DIVERSE FACULTY

|  | Institutions | Percentage |
|--|--------------|------------|
| Advertise in diversity publications and/or job boards    | 89           | 99%        |
| Attend diversity-focused recruitment events such as SREB | 68           | 76%        |
| Faculty diversity plan                                   | 64           | 71%        |
| Mentors for diverse faculty                              | 73           | 81%        |
| Pipeline programs for future faculty                     | 60           | 67%        |
| Host future faculty diversity symposiums on campus       | 40           | 44%        |
| Strategic funds being used to hire diverse candidates    | 67           | 74%        |
| Dedicated faculty diversity recruitment specialist       | 30           | 33%        |
| Diversity-themed postdoctoral fellowships                | 41           | 46%        |
| Diverse faculty exchange programs with HBCUs, MSIs, etc. | 20           | 22%        |

## ROLE THE CHANCELLOR OR PRESIDENT PLAYS IN CAMPUS DIVERSITY POLICIES

|   | Strongly<br>Agree | Agree | Not sure | Disagree | Strongly<br>Disagree | N/A |
|---|-------------------|-------|----------|----------|----------------------|-----|
| Shows a visible commitment to diversity in speeches, written correspondence, and public appearances | 82                | 8     | 0        | 0        | 0                    | 0   |
| Ensures that senior leadership is engaged in campus diversity strategies                            | 77                | 13    | 0        | 0        | 0                    | 0   |
| Charges the campus-wide diversity committee   | 63                | 18    | 0        | 0        | 0                    | 8   |
| Ensures that resources (financial and staffing) are available to drive campus diversity efforts     | 66                | 22    | 1        | 1        | 1                    | 0   |
| Creates a culture of accountability   | 64                | 25    | 1        | 0        | 0                    | 0   |
| Publicly addresses national/campus hate or bias incidents   | 75                | 15    | 0        | 0        | 0                    | 0   |



## TACTICS USED TO UNDERSTAND ISSUES OF CAMPUS CLIMATE, INCLUSION, AND SATISFACTION

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