

# Equity, Diversity, and Inclusion Council Annual Report

USI Board of Trustees Meeting

May 7, 2021

Campus  
Climate  
Survey



# USI HEDS Diversity and Equity Survey Results

September 28, 2020

Charlie Blaich & Kathy Wise

# Overall Campus Climate

## Undergraduate Students (1597)

- 89% (1423) Satisfied/very satisfied
- 41% (654) Very satisfied

## Graduate Students (59)

- 86% (51) Satisfied/very satisfied
- 32% (19) Very satisfied

## Faculty (291)

- 65% (189) Satisfied/very satisfied
- 19% (54) Very satisfied

## Staff/Administrators (422)

- 77% (323) Satisfied/very satisfied
- 19% (80) Very satisfied

# Experience/environment regarding diversity

## Undergraduate Students (1599)

- 81% (1295) Satisfied/very satisfied
- 38% (602) Very satisfied

## Graduate Students (59)

- 66% (39) Satisfied/very satisfied
- 25% (15) Very satisfied

## Faculty (291)

- 55% (161) Satisfied/very satisfied
- 13% (38) Very satisfied

## Staff/Administrators (424)

- 63% (268) Satisfied/very satisfied
- 16% (69) Very satisfied

# Sense of belonging or community

## Undergraduate Students (1603)

- 73% (1255) Satisfied/very satisfied
- 40% (642) Very satisfied

## Graduate Students (58)

- 72% (42) Satisfied/very satisfied
- 31% (18) Very satisfied

## Faculty (290)

- 60% (176) Satisfied/very satisfied
- 21% (62) Very satisfied

## Staff/Administrators (424)

- 73% (312) Satisfied/very satisfied
- 27% (116) Very satisfied

# Feelings that all community members experience sense of belonging

## Undergraduate Students (1604)

- 73% (1168) Satisfied/very satisfied
- 31% (493) Very satisfied

## Graduate Students (59)

- 61% (36) Satisfied/very satisfied
- 19% (11) Very satisfied

## Faculty (291)

- 42% (122) Satisfied/very satisfied
- 11% (33) Very satisfied

## Staff/Administrators (423)

- 52% (223) Satisfied/very satisfied
- 14% (61) Very satisfied

# Institutional Support

# Campus environment free from tension related to individual or group differences

## Undergraduate Students (1699)

- 75% (1276) Satisfied/very satisfied
- 33% (559) Very satisfied

## Graduate Students (62)

- 61% (38) Satisfied/very satisfied
- 16% (10) Very satisfied

## Faculty (299)

- 42% (125) Satisfied/very satisfied
- 12% (35) Very satisfied

## Staff/Administrators (426)

- 57% (199) Satisfied/very satisfied
- 11% (46) Very satisfied



# Recruitment of historically marginalized students, faculty, and staff is priority

## Undergraduate Students (1696)

- 69% (1159) Satisfied/very satisfied
- 28% (468) Very satisfied

## Graduate Students (62)

- 50% (31) Satisfied/very satisfied
- 10% (6) Very satisfied

## Faculty (299)

- 51% (153) Satisfied/very satisfied
- 14% (42) Very satisfied

## Staff/Administrators (425)

- 53% (222) Satisfied/very satisfied
- 16% (66) Very satisfied

# Retention of historically marginalized students, faculty, and staff is priority

## Undergraduate Students (1694)

- 66% (1109) Satisfied/very satisfied
- 27% (453) Very satisfied

## Graduate Students (62)

- 51% (32) Satisfied/very satisfied
- 6% (4) Very satisfied

## Faculty (299)

- 46% (137) Satisfied/very satisfied
- 13% (39) Very satisfied

## Staff/Administrators (424)

- 48% (204) Satisfied/very satisfied
- 15% (62) Very satisfied

# Senior leadership demonstrates commitment

## Undergraduate Students (1693)

- 77% (1291) Satisfied/very satisfied
- 34% (570) Very satisfied

## Graduate Students (62)

- 65% (40) Satisfied/very satisfied
- 21% (13) Very satisfied

## Faculty (298)

- 66% (195) Satisfied/very satisfied
- 26% (76) Very satisfied

## Staff/Administrators (424)

- 69% (290) Satisfied/very satisfied
- 29% (122) Very satisfied

# Pillars

USI

## Retention

Intentional &  
Holistic Student  
Engagement

Faculty &  
Staff  
Development

Curriculum &  
Instruction  
Development

Recruitment,  
Hiring, &  
Promotion

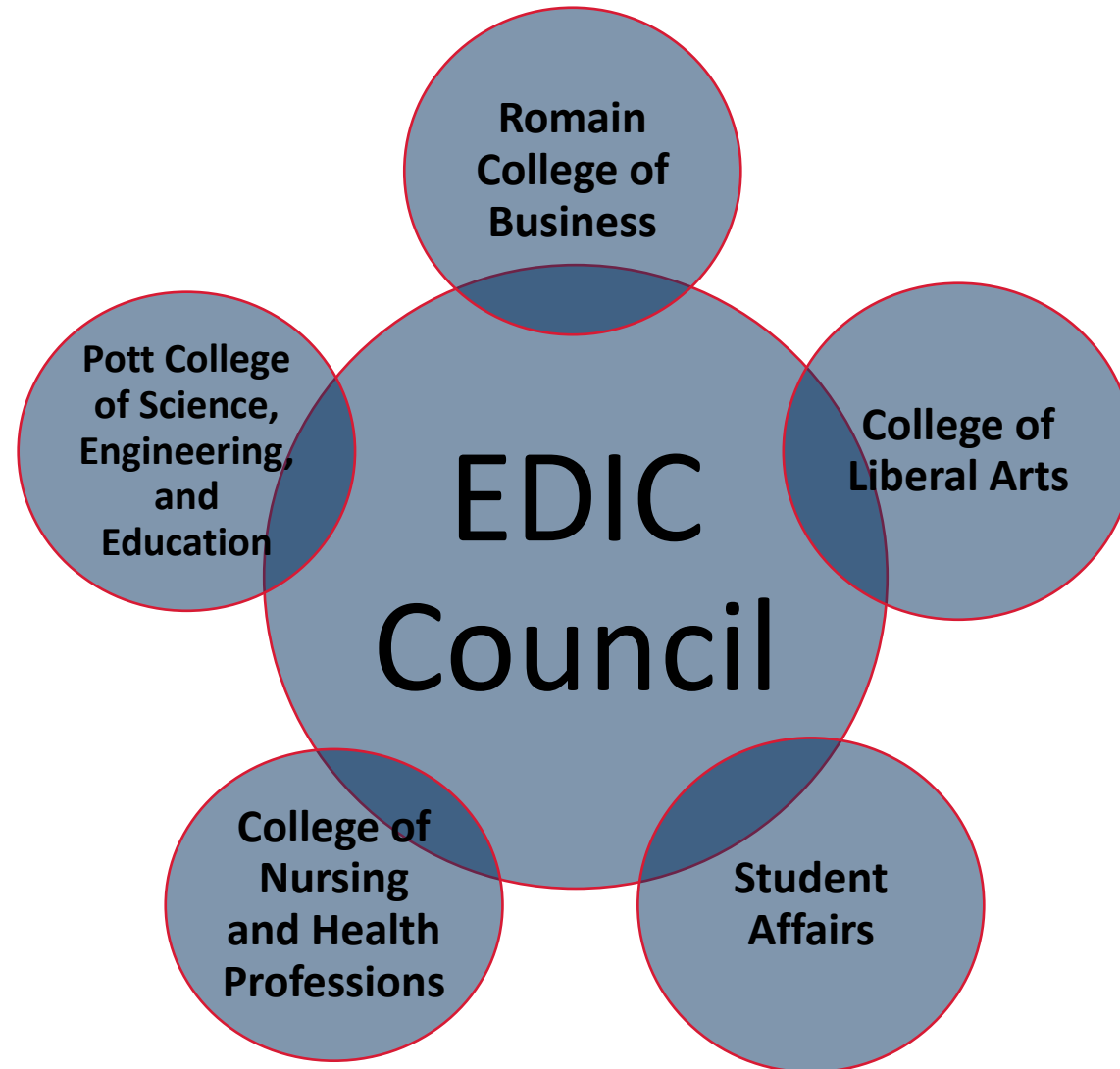
EDIC

Integrity Exceptional Education Transformative Learning Inclusive and Diverse Community External Engagement

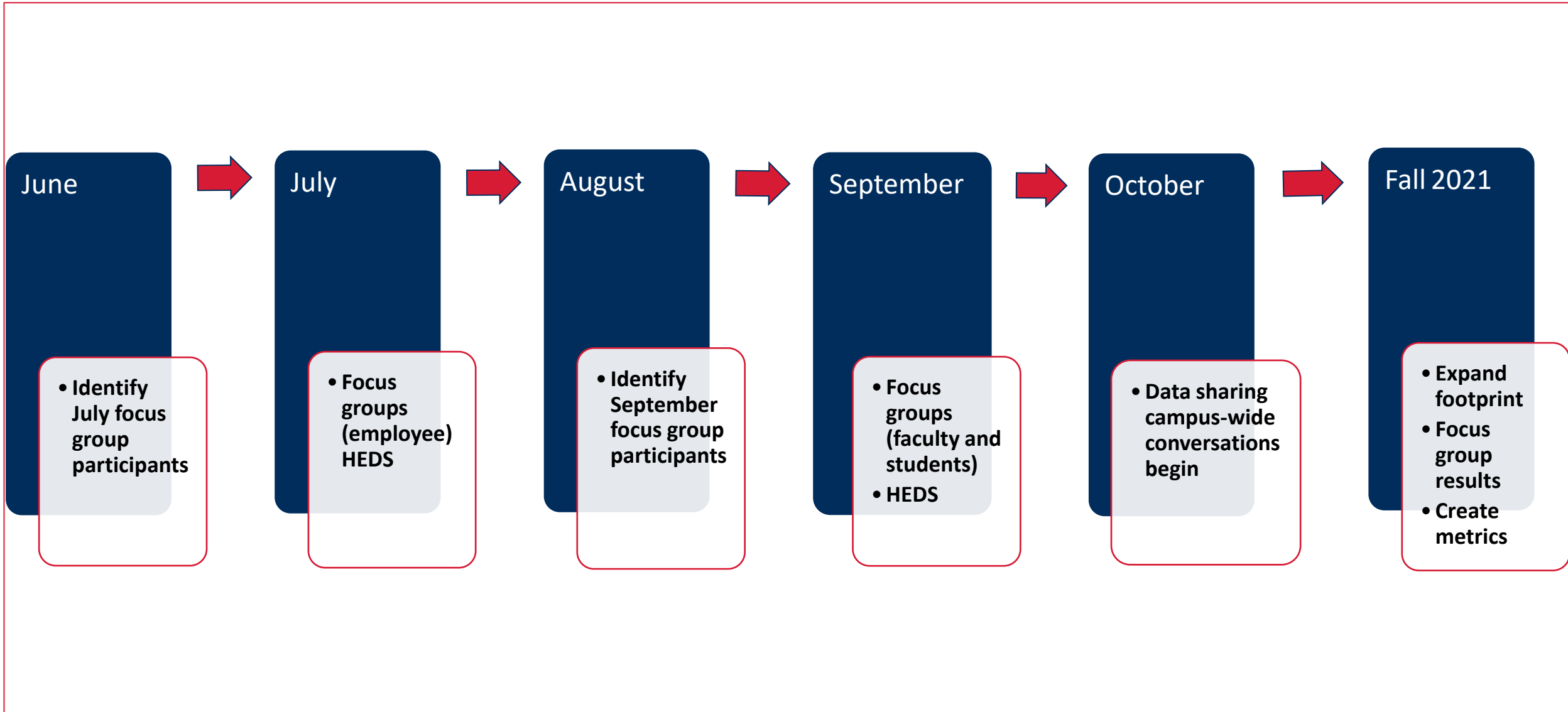
# 2020-2021 EDIC Council Members

- Pamela Hopson - *Chair*
- Jessica Adler - *Staff Council*
- Glenna Bower - *Pott College of Science, Engineering, and Education*
- Katherine Draughon - *Office of Planning, Research, and Assessment*
- John Farless - *University Communications*
- Jennifer Hammat - *Student Affairs*
- Christine Hoehn - *Religious Life*
- Sakina Hughes - *College of Liberal Arts*
- Janet Johnson - *Alumni Relations & Volunteer USI*
- Andrew Lenhardt - *Human Resources*
- Kelsey McCullough - *Student Government Association*
- Brandi Neal - *Post-Doctoral Fellow*
- Kerseclia Patterson - *College of Nursing and Health Professions*
- Tereesha Patterson - *Romain College of Business*
- Rashad Smith - *Undergraduate Admissions*
- Ronda Stone - *Disability Resources*
- Rex Strange - *Faculty Senate*
- Steven Stump - *Administrative Senate*
- D'Angelo Taylor - *Multicultural Center*
- Leslie Townsend - *Outreach and Engagement*
- Aaron Trump - *Government and Legal Affairs*
- Emilija Zlatkovska - *International Programs and Services*

# Committees



# Moving Forward



Questions?