

Equity, Diversity, and Inclusion Council Annual Report

USI Board of Trustees

May 3, 2024

Pillars

USI

Retention

Intentional &
Holistic Student
Engagement

Faculty &
Staff
Development

Curriculum &
Instruction
Development

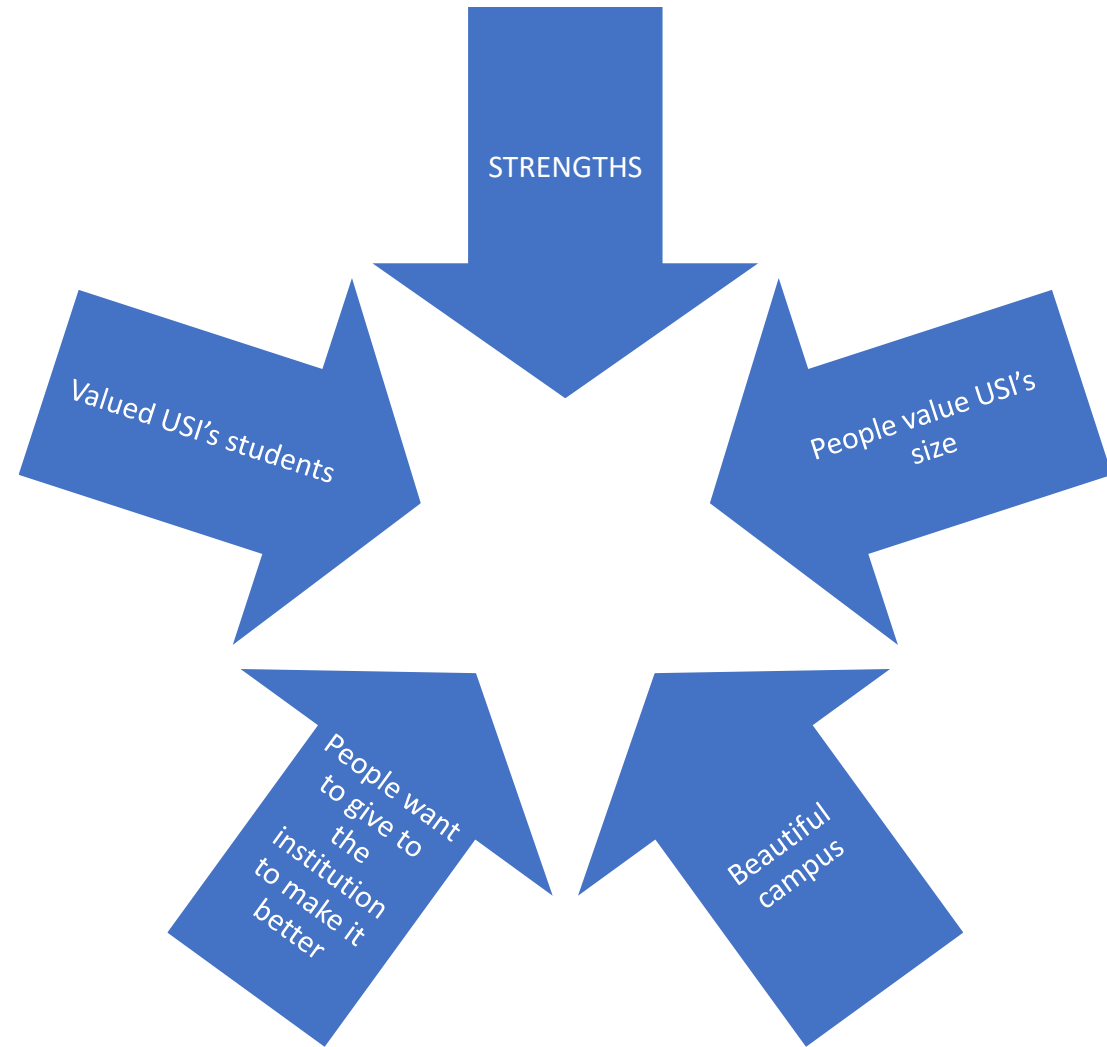
Recruitment,
Hiring, &
Promotion

EDIC

Integrity Exceptional Education Transformative Learning Inclusive and Diverse Community External Engagement

FOCUS GROUP FINDINGS

“People report that their sense of community is strongest when they have the opportunity to collaborate with other community members to make USI better for students...”



FOCUS GROUP FINDINGS

CHALLENGES

- People most comfortable working with colleagues on a similar level
- Could be more diverse
- Recognizing and acknowledging challenges of our diverse community
- Reaching excellence

2024 USI HEDS DIVERSITY & EQUITY CAMPUS CLIMATE SURVEY



Campus Inventory Participants

Colleges

- College of Liberal Arts
- College of Nursing and Health Professions
- Romain College of Business
- Pott College of Science, Engineering, and Education

Divisions

- Athletics
- Finance & Administration
- Marketing & Communication
- Student Affairs

Governing Bodies

- Administrative Senate
- Faculty Senate
- Staff Council

Goals Towards Excellence

Curriculum and Instruction Development

- Culturally relevant pedagogy
- Design

Faculty and Staff Development

- Professional growth
- Professional development

Student Development (Intentional & Holistic)

- Support services
- Student persistence and completion

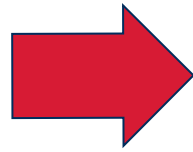
Evidence Towards Excellence

- Accredited programs through national organizations
- Collaboration with local businesses
- Programming for student-athletes
- Center for Social Justice Education
- ADA training (fall 2024)
- Foundation Matching Investment Program
- Participation in national networks supporting BIPOC STEM students
- Phd Project

Moving Forward

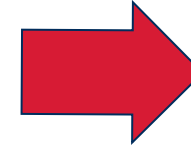
Summer 2024

- Identify focus groups
- Begin to identify focus group participants (students and employees)



Fall 2024

- Share campus climate survey results
- Conduct focus groups (HEDS)
- Share preliminary focus group results



Spring 2025

- Campus-wide data sharing

Committee Members

Chair – Pamela Hopson

Administrative Senate – Patricia Tieken

Athletics – Alex Eaton

College of Liberal Arts – Kristalyn Shefveland

College of Nursing and Health Professions – Kerseclia Patterson

Enrollment Management – Rashad Smith

Faculty Senate – Chuck Armstrong

Finance and Administration – Sarah Will

Committee Members

Government and Legal Affairs – Aaron Trump

Marketing and Communications – John Farless

Pott College of Science, Engineering, and Education – Susan Ely

Romain College of Business – Erika Williams

Staff Council – Deirdre Hartman

Student Affairs – Laurie Berry

Student Government Association – Tamia Smith

Questions?