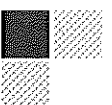


**University Diversity Advocacy Council**  
**MEETING MINUTES**  
**December 14, 2009**  
**1:30 p.m.**  
**267 University Hall**

**Present:** Michael Bernstein, Allan Boggs, Nycia Bolds, Carl Brun, Rick Danals, Helen Kay Dean, Edward Depp, Jean Edwards, Caye Elmore, Lillian Johnson, Jacqueline McMillian, Dana Paterson, Josh Powers (Visitor), Larry Prochaska, Michelle Streeter-Ferrari, Michael Tenney, Jeff Vernooy, Amber Vlasnik

- ✿ NAS helps with recruitment strategies, and will be joining us at our next UDAC meeting. We are hoping to get ideas for the recruitment of diverse faculty and staff.  
<http://nas-rc.com/default.html>
- ✿ Lawrence Prochaska is now on a diversity search committee with about 10 others.
- ✿ Lake Campus has set up a search committee which includes at least one UDAC member.
- ✿ The Multi Cultural Center hosted an opening reception, hosted Three Cups of Tea, and have new printings of various programs/brochures.
- ✿ ML King Jr. celebrations are being planned. Various people will be recognized. Please submit nominations to Dana Patterson; Who has done things to help? Who has been selfless?
- ✿ Staff Development Day included a session titled "Help Me Understand Your Culture". It was a wonderful, enlightening talk which included a panel of international students.
- ✿ Lillian is working with McLin scholars on learning communities, and service projects that include a diversity project.
- ✿ Map Works is being used to guide students to rut correct department for those with diversity issues. <http://www.wright.edu/uc/firstyear/experience/map-works.html>
- ✿ WSU is one of the official founders of the Civil Rights Hall of Fame. The plaques will be housed outside of the Multi Cultural Center, but may be 'traveling' to various locations. If you would like to view a copy of the televised event, contact M Bernstein.
- ✿ GLBTQ group has formed at Lake Campus, titled "Open Doors"
- ✿ Women's Center goes to Lake Campus monthly, and hopes to include them in Safe Space training. New resources have been added for those dealing with pregnancy issues.
- ✿ We are now doing salary related negotiations and skills trainings for those about to graduate.



1. The first part of the document discusses the importance of maintaining accurate records of all transactions.

2. It also highlights the need for regular audits to ensure compliance with financial regulations.

3. The document further outlines the various methods used to collect and analyze financial data, including the use of spreadsheets and specialized software.

4. Additionally, it provides a detailed overview of the different types of financial statements and how they are prepared.

5. The document also discusses the importance of maintaining accurate records of all transactions.

6. It further emphasizes the need for regular audits to ensure compliance with financial regulations.

7. The document also outlines the various methods used to collect and analyze financial data, including the use of spreadsheets and specialized software.

8. Additionally, it provides a detailed overview of the different types of financial statements and how they are prepared.

9. The document also discusses the importance of maintaining accurate records of all transactions.

10. It further emphasizes the need for regular audits to ensure compliance with financial regulations.

11. The document also outlines the various methods used to collect and analyze financial data, including the use of spreadsheets and specialized software.

12. Additionally, it provides a detailed overview of the different types of financial statements and how they are prepared.

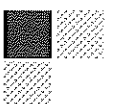
13. The document also discusses the importance of maintaining accurate records of all transactions.

14.

- ✉ A subcommittee is proposed to be formed: "Multicultural Competency" through General Education / WAC / Service Learning.
- ✉ Please send Jeff any materials on Multicultural Competency so that we can get them uploaded to our website.
- ✉ We have seen a strong need for better oral communication interwoven into our curriculum.
- ✉ Safe Space training continues. All UDAC members are invited to attend a session. The training lasts 3 hours. Check the web for more info.  
<http://www.wright.edu/glbttqa/safespace/index.html>
- ✉ Josh Powers has completed an assessment of WSU's diversity goals and objectives, and our progress in various areas. See handout attached. A farewell gift was given to Josh for all of his efforts at WSU. Also, Josh suggested that we find ways to compile, measure and share out achieved goals. We are know for our diversity, but how can we prove that? We need to promote ourselves more.
- ✉ Feedback form is now on our UDAC website, free for all to use at events.
- ✉ ML King Jr. events need UDAC financial support. The next planning committee meeting will be 12/30 at 2:00. See events scheduled: <http://www.wright.edu/admin/bolinga/mlk/>

**The next UDAC meeting will be held January 14, 2009**

[www.wright.edu/udac/](http://www.wright.edu/udac/)





## Appendix E: List of Comparison Universities

Ball State University  
Bowling Green State University  
Central Michigan University  
Cleveland State University  
Illinois State University  
Indiana State University  
Indiana University of PA  
Indiana University-Bloomington  
IUPUI  
Miami University of Ohio  
Oakland University  
Purdue University-W. Lafayette  
SIU-Carbondale  
University of Akron  
University of MD-Baltimore  
University of MO-Kansas City  
University of MO-St Louis  
University of NC at Greensboro  
University of North Dakota  
University of Northern Colorado  
University of South Dakota  
University of Southern Indiana  
University of Toledo  
University of WI-Milwaukee  
Western Kentucky University  
Western Michigan University  
Wichita State University  
Wright State University

## Appendix F: Faculty Diversity by Rank Among Comparison Institutions

### Faculty Diversity by Rank: Assistant Professors (p. 1)

Institution Name	Male		Female		Increase	% Female		% Change	Minority		Increase	% Minority		% Change
	93	07	93	07		93-07	93		07	93		07	93-07	
Ball State University	105	97	90	83	-14	48.02	47.98	-0.04	25	30	5	12.38	17.34	4.96
Bowling Green State University			68	79			53.74			41			27.89	
Central Michigan University	44	40	68	60	20	47.62	46.88	-0.74	17	19	2	20.24	14.84	-5.39
Cleveland State University	63	52	74	60	8	45.22	44.78	-0.44	28	29	1	24.35	21.64	-2.71
Illinois State University	108	77	100	109	32	41.62	52.15	10.53	30	25	-5	16.22	11.96	-4.25
Indiana State University	53	40	76	58	18	43.01	43.28	0.27	18	20	2	19.35	14.93	-4.43
Indiana University of PA	32	46	49	57	11	58.97	53.77	-5.20	12	16	4	15.38	15.09	-0.29
Indiana University-Bloomington	165	100	192	149	49	37.74	43.70	5.96	37	95	58	13.96	27.86	13.90
IUPUI	211	99	184	128	29	31.84	41.03	9.09	40	99	59	12.90	31.73	18.83
Miami University-Oxford	101	85	98	88	3	45.70	47.31	1.61	31	29	-2	16.67	15.59	-1.08
Oakland University	41	37	68	60	23	47.44	46.88	-0.56	19	43	24	24.36	33.59	9.23
Purdue University-W. Lafayette	295	124	270	169	45	29.59	38.50	8.90	54	101	47	12.89	23.01	10.12
SIU Carbondale	152	84	176	116	32	35.59	39.73	4.13	36	58	22	15.25	19.86	4.61
University of Akron	74	58	57	46	-12	43.94	44.66	0.72	21	21	0	15.91	20.39	4.48
University of Maryland-Baltimore	142	69	102	69	0	32.70	40.35	7.65	38	34	-4	18.01	19.88	1.87
University of MO-Kansas City	45	36	76	55	19	44.44	41.98	-2.46	9	26	17	11.11	19.85	8.74
University of MO-St Louis	57	40	37	51	11	41.24	57.95	16.72	18	28	10	18.56	31.82	13.26
University of NC at Greensboro	53	70	74	86	16	56.91	53.75	-3.16	12	32	20	9.76	20.00	10.24
University of North Dakota	79	32	68	49	17	28.83	41.88	13.05	8	14	6	7.21	11.97	4.76
University of Northern Colorado	32	31	34	39	8	49.21	53.42	4.22	7	10	3	11.11	13.70	2.59
University of South Dakota	78	57	45	36	-21	42.22	44.44	2.22	11	17	6	8.15	20.99	12.84
University of Southern Indiana	24	15	38	42	27	38.46	52.50	14.04	1	7	6	2.56	8.75	6.19
University of Toledo	147	52	77	55	3	26.13	41.67	15.54	28	35	7	14.07	26.52	12.44
University of WI-Milwaukee	102	86	116	119	33	45.74	50.64	4.89	31	89	58	16.49	37.87	21.38
Western Kentucky University	59	57	113	103	46	49.14	47.69	-1.45	13	33	20	11.21	15.28	4.07
Western Michigan University	77	68	76	87	19	46.50	53.37	6.48	32	76	44	22.07	46.63	24.56
Wichita State University	71	50	51	46	-4	41.32	47.42	6.10	20	17	-3	16.53	17.53	1.00
Wright State University	67	46	62	63	17	40.71	50.40	9.69	24	16	-8	21.24	12.80	-8.44

## Faculty Diversity by Rank: Assistant Professors (p. 2)

Institution Name	African			Asian			Hispanic			Indian			Asian			Hispanic			Hispanic					
	Am93	Am97	Increase 93-07	Am93	Am97	Change 93-07	Am93	Am97	Increase 93-07	Am93	Am97	Change 93-07	Am93	Am97	Increase 93-07	Am93	Am97	Increase 93-07	Am93	Am97	Increase 93-07			
Ball State University	10	5	-5	4.55	2.85	-2.66	0	1	1	0.00	0.58	0.58	14	23	9	6.35	11.55	4.65	1	1	0	0.50	0.55	0.08
Bowling Green State University		6		4.08				0			0.00			24			16.55			11				7.48
Central Michigan University	11	5	-6	15.10	2.34	-12.75	0	1	1	0.00	0.78	0.78	5	10	5	5.55	7.51	1.88	1	4	3	1.19	3.125	1.93
Cleveland State University	17	10	-7	14.78	7.45	-7.32	0	0	0	0.00	0.00	0.00	7	15	8	6.09	11.19	5.11	4	4	0	3.43	2.69	-0.49
Ohio State University	11	9	-2	5.55	3.65	-1.92	3	0	-3	1.62	0.00	-1.62	11	15	4	5.95	6.22	0.27	5	4	-1	2.70	1.51	-0.79
Indiana State University	8	2	-6	8.50	1.45	-7.11	0	0	0	0.00	0.00	0.00	8	12	4	8.50	8.94	0.45	2	2	0	2.15	1.45	-0.65
Indiana University of PA	5	2	-3	6.41	1.69	-4.72	2	2	0	2.55	1.89	-0.68	1	10	9	1.25	9.43	8.15	4	2	-2	5.13	1.89	-3.24
Indiana University-Bloomington	20	22	2	7.55	6.45	-1.10	0	4	4	0.00	1.17	1.17	13	48	35	4.91	14.08	9.17	4	21	17	1.51	6.18	4.65
IUPUI	11	16	5	3.55	5.13	1.58	0	1	1	0.00	0.32	0.32	24	71	45	8.39	22.76	14.37	3	10	7	0.97	3.21	2.24
Niami University-Oxford	12	9	-3	6.45	4.84	-1.61	1	0	-1	0.54	0.00	-0.54	15	14	-1	8.06	7.55	-0.54	3	6	3	1.51	3.25	1.61
Osland University	6	7	1	7.69	5.47	-2.22	1	1	0	1.38	0.78	-0.50	11	31	20	14.10	24.22	10.12	1	3	2	1.23	2.34	1.06
Purdue University-W. Lafayette	9	17	8	2.15	3.87	1.72	3	3	0	0.72	0.68	-0.03	31	65	32	7.40	14.35	6.92	11	17	6	2.63	3.97	1.25
SIU Carbondale	3	18	15	1.27	6.16	4.89	1	1	0	0.42	0.34	-0.08	23	29	6	9.75	9.93	0.18	9	10	1	3.81	3.42	-0.39
University of Akron	15	3	-12	12.12	2.51	-9.21	0	0	0	0.00	0.00	0.00	3	13	10	2.27	12.62	10.35	2	2	0	1.52	1.94	0.43
University of Maryland-Baltimore	13	16	3	8.55	9.58	0.85	0	0	0	0.00	0.00	0.00	14	16	2	6.64	9.35	2.72	6	2	-4	2.84	1.17	-1.67
University of MO-Kansas City	5	10	5	6.17	7.63	1.46	0	0	0	0.00	0.00	0.00	3	10	7	3.70	7.63	3.93	1	6	5	1.23	4.58	3.35
University of MO-St Louis	12	8	-4	12.37	9.09	-3.28	0	0	0	0.00	0.00	0.00	4	9	5	4.12	10.23	6.10	2	2	0	2.56	2.27	-0.21
University of NC at Greensboro	6	12	6	4.85	7.50	2.62	0	1	1	0.00	0.65	0.65	6	7	1	4.85	4.58	-0.50	0	7	7	0.00	4.58	4.58
University of North Dakota	1	1	0	0.90	0.85	-0.05	0	1	1	0.00	0.85	0.85	6	10	4	5.41	8.55	3.14	1	1	0	0.90	0.85	-0.05
University of Northern Colorado	3	0	-3	4.76	0.00	-4.76	1	0	-1	1.59	0.00	-1.59	1	2	1	1.59	2.74	1.15	2	3	1	3.17	4.11	0.93
University of South Dakota	0	0	0	0.00	0.00	0.00	2	2	0	1.48	2.47	0.99	7	12	5	5.19	14.51	9.62	2	3	1	1.48	3.70	2.22
University of Southern Indiana	0	2	2	0.00	2.50	2.50	0	0	0	0.00	0.00	0.00	1	3	2	2.56	3.75	1.19	0	1	1	0.00	1.25	1.25
University of Toledo	12	7	-5	6.83	5.50	-1.33	0	1	1	0.00	0.76	0.76	14	24	10	7.04	18.13	11.15	2	2	0	1.01	1.52	0.51
University of WI-Milwaukee	15	17	2	8.51	7.23	-1.28	4	3	-1	2.15	1.28	-0.85	6	59	44	3.19	21.25	18.03	5	17	12	2.66	7.23	4.57
Western Kentucky University	9	11	2	7.76	5.05	-2.67	0	1	1	0.00	0.45	0.45	4	18	14	3.45	8.33	4.89	0	3	3	0.00	1.39	1.39
Western Michigan University	12	3	-9	8.38	1.84	-6.44	1	2	1	0.69	1.25	0.54	12	13	1	8.28	6.15	-2.14	7	3	-4	4.85	1.84	-2.99
Wichita State University	2	2	0	1.65	2.06	0.41	0	1	1	0.00	1.03	1.03	15	13	-2	13.22	13.43	0.18	2	1	-1	1.65	1.65	-0.02
Wright State University	5	7	2	4.42	5.60	1.18	0	1	1	0.00	0.89	0.89	13	8	-5	15.53	6.43	-9.53	1	0	-1	0.83	0.00	-0.83

### Faculty Diversity by Rank: Associate Professors (p. 1)

Institution Name	Male		Female		Female Increase	% Female e93	% Female 07	%Female Change 93-07	Minority			% Minority 93	% Minority 07	% Minority y Change 93-07
	93	93	07	07					93-07	93	07			
Ball State University	89	32	102	69	37	26.45	40.35	13.90	8	19	11	6.61	11.11	4.50
Bowling Green State University			160	117	117		42.24			45	45		16.25	
Central Michigan University	105	41	88	52	11	28.08	37.14	9.06	10	26	16	6.85	18.57	11.72
Cleveland State University	173	49	124	76	27	22.07	38.00	15.93	38	40	2	17.12	20.00	2.88
Illinois State University	116	43	116	104	61	27.04	47.27	20.23	15	32	17	9.43	14.55	5.11
Indiana State University	74	34	65	60	26	31.48	48.00	16.52	12	15	3	11.11	12.00	0.89
Indiana University of PA	117	52	69	82	30	30.77	54.30	23.54	19	21	2	11.24	13.91	2.66
Indiana University-Bloomington	213	110	182	116	6	34.06	38.93	4.87	24	51	27	7.43	17.11	9.68
IUPUI	215	98	208	126	38	29.04	37.72	8.68	38	62	24	12.54	18.56	6.02
Miami University-Oxford	160	56	117	86	30	25.93	42.36	16.44	13	40	27	6.02	19.70	13.69
Oakland University	99	37	101	68	31	27.21	40.24	13.03	22	45	23	16.18	26.63	10.45
Purdue University-W. Lafayette	400	93	379	163	70	18.86	30.07	11.21	34	94	60	6.90	17.34	10.45
SIU Carbondale	225	61	181	97	36	21.33	34.89	13.56	36	45	9	12.59	16.19	3.60
University of Akron	172	70	139	104	34	28.93	42.80	13.87	25	48	23	10.33	19.75	9.42
University of MD-Baltimore	111	38	71	27	-11	25.50	27.55	2.05	12	17	5	8.05	17.35	9.29
University of MO-Kansas City	113	39	89	71	32	25.66	44.38	18.72	14	27	13	9.21	16.88	7.66
University of MO-St Louis	76	31	70	51	20	28.97	42.15	13.18	9	29	20	8.41	23.97	15.56
University of NC at Greensboro	108	63	95	89	26	36.84	48.37	11.53	5	25	20	2.92	13.59	10.66
University of North Dakota	76	29	95	48	19	27.62	33.57	5.95	2	12	10	1.90	8.39	6.49
University of Northern Colorado	59	35	33	34	-1	37.23	50.75	13.51	8	5	-3	8.51	7.46	-1.05
University of South Dakota	62	23	33	21	-2	27.06	38.89	11.83	3	3	0	3.53	5.56	2.03
University of Southern Indiana	24	6	34	21	15	20.00	38.18	18.18	3	3	0	10.00	5.45	-4.55
University of Toledo	207	49	117	59	10	19.14	33.52	14.38	15	31	16	5.86	17.61	11.75
University of WI-Milwaukee	201	98	135	87	-11	32.78	39.19	6.41	36	45	9	12.04	20.27	8.23
Western Kentucky University	74	39	90	59	20	34.51	39.60	5.08	6	20	14	5.31	13.42	8.11
Western Michigan University	155	58	190	120	62	27.23	38.71	11.48	22	61	39	10.33	19.68	9.35
Wichita State University	91	37	94	53	16	28.91	36.05	7.15	11	18	7	8.59	12.24	3.65
Wright State University	118	37	111	73	36	23.87	39.67	15.80	24	21	-3	15.48	11.41	-4.07

## Faculty Diversity by Rank: Associate Professors (p. 2)

Institution Name	African Am			% African Am			Am			% Am			Asian			% Asian			Hispanic						
	African Am 93-97	African Am 98-07	Increase 93-07	% African Am 93-97	% African Am 98-07	% African Am Change 93-07	Am 93-97	Am 98-07	Am 93-07	% Am 93-97	% Am 98-07	% Am Change 93-07	Asian 93-97	Asian 98-07	Increase 93-07	% Asian 93-97	% Asian 98-07	% Asian Change 93-07	Hispanic 93-97	Hispanic 98-07	Increase 93-07	% Hispanic 93-97	% Hispanic 98-07	% Hispanic Change 93-07	
Ball State University	2	6	4	1.65	3.51	1.86	0	0	0	0.00	0.00	0.00	4	11	7	3.31	6.43	3.13	2	2	0	1.65	1.17	-0.48	
Bowling Green State University		14			5.05			1			0.36			15			6.86			11				3.97	
Central Michigan University	2	6	4	1.37	4.39	2.92	0	2	2	0.00	1.43	1.43	7	11	4	4.79	7.85	3.06	1	7	6	0.68	5.00	4.32	
Cleveland State University	14	15	1	6.51	7.59	1.09	0	0	0	0.00	0.00	0.00	22	13	-3	9.91	9.59	-0.41	2	6	4	0.90	3.00	2.10	
Illinois State University	4	13	9	2.52	5.91	3.39	0	2	2	0.00	0.51	0.51	9	14	5	5.66	6.36	0.70	2	3	1	1.26	1.36	0.11	
Indiana State University	3	6	3	2.78	4.80	2.02	1	0	-1	0.93	0.00	-0.93	7	4	-3	6.43	4.20	-2.23	1	2	1	0.93	1.60	0.67	
Indiana University of PA	13	11	-2	5.92	7.28	1.37	1	0	-1	0.55	0.00	-0.55	6	7	1	3.55	4.54	1.09	2	3	1	1.15	1.59	0.43	
Indiana University-Bloomington	6	14	8	1.66	4.70	2.84	0	0	0	0.00	0.00	0.00	12	26	14	3.72	8.72	5.01	6	11	5	1.86	3.69	1.83	
IUPUI	8	14	6	2.64	4.19	1.55	0	1	1	0.00	0.50	0.50	21	36	15	6.93	11.78	3.85	9	11	2	2.97	3.25	0.28	
Maine University-Oxford	6	14	8	3.72	6.95	3.19	0	0	0	0.00	0.00	0.00	5	18	13	1.39	8.87	7.48	2	8	6	0.85	3.94	3.09	
Oakland University	5	16	11	3.68	9.47	5.79	0	2	2	0.00	1.18	1.18	16	24	8	11.78	14.20	2.44	1	3	2	0.74	1.78	1.04	
Purdue University-W. Lafayette	7	13	6	1.42	2.40	0.98	1	0	-1	0.26	0.00	-0.26	24	42	18	4.87	11.44	6.57	2	17	15	0.41	3.14	2.73	
SU Colorado	9	14	5	3.15	5.04	1.89	1	2	1	0.25	0.72	0.47	25	15	-10	8.84	6.85	-1.91	3	10	7	1.05	3.60	2.55	
University of Akron	7	17	10	2.69	7.09	4.10	0	1	1	0.00	0.41	0.41	14	25	11	5.79	13.29	4.50	4	5	1	1.65	2.06	0.42	
University of MD-Baltimore	2	4	2	1.34	4.08	2.74	1	0	-1	0.67	0.00	-0.67	7	11	4	4.70	11.22	6.52	2	1	-1	1.34	1.02	-0.32	
University of MO-Kansas City	2	11	9	1.32	6.88	5.56	1	0	-1	0.66	0.00	-0.66	10	16	6	6.58	11.00	3.42	1	0	-1	0.66	0.00	-0.66	
University of MO-St Louis	4	17	13	3.74	14.65	10.91	0	0	0	0.00	0.00	0.00	4	12	8	3.74	9.92	6.18	1	0	-1	0.92	0.00	-0.92	
University of NC at Greensboro	2	9	7	1.17	4.89	3.72	0	0	0	0.00	0.00	0.00	1	11	10	0.58	5.98	5.39	2	5	3	1.17	2.72	1.55	
University of North Dakota	0	3	3	0.00	2.10	2.10	0	3	3	0.00	2.10	2.10	2	6	4	1.90	4.20	2.29	0	0	0	0.00	0.00	0.00	
University of Northern Colorado	1	2	1	1.05	2.99	1.92	0	0	0	0.00	0.00	0.00	3	2	-1	3.18	2.89	-0.21	4	1	-3	4.26	1.49	-2.76	
University of South Dakota	0	0	0	0.00	0.00	0.00	1	0	-1	1.18	0.00	-1.18	1	3	2	1.18	5.56	4.38	1	0	-1	1.18	0.00	-1.18	
University of Southern Indiana	0	1	1	0.00	1.82	1.82	0	1	1	0.00	1.82	1.82	3	0	-3	15.00	0.00	-15.00	0	1	1	0.00	1.82	1.82	
University of Toledo	1	10	9	0.33	5.68	5.29	0	2	2	0.00	1.14	1.14	13	14	1	5.08	7.95	2.88	1	5	4	0.39	2.84	2.45	
University of WIS-Saukville	10	11	1	3.94	4.95	1.01	2	4	2	0.67	1.80	1.13	16	25	7	3.25	13.25	5.01	8	7	-1	2.63	3.15	0.48	
Western Kentucky University	5	15	10	2.65	8.72	6.07	0	1	1	0.00	0.67	0.67	2	6	4	1.77	4.93	2.26	1	9	8	0.88	0.00	-0.88	
Western Michigan University	7	12	5	3.29	5.87	0.59	0	0	0	0.00	0.00	0.00	12	17	5	5.63	5.48	-0.15	3	6	3	1.41	1.94	0.53	
Wichita State University	3	4	1	2.34	2.72	0.38	0	0	0	0.00	0.00	0.00	6	12	6	4.69	8.16	3.48	2	2	0	1.56	1.56	-0.00	
Wichita State University	6	12	6	3.87	6.52	2.65	0	0	0	0.00	0	0.00	17	9	-8	13.67	4.89	-8.78	1	0	-1	0.65	0.00	-0.65	

Faculty Diversity by Rank: Full Professors (p. 1)

Institution Name	Male			Female			% Female			% Minority			% Minority				
	93	93	07	07	Increase	93	07	93-07	93	07	93-07	93	07	93-07	93	07	93-07
Ball State University	222	39	179	54	15	14.94	23.18	8.23	16	22	6	6.13	9.44	3.31			
Bowling Green State University			121	36			22.93			19			12.10				
Central Michigan University	201	32	196	76	44	13.73	27.94	14.21	16	48	32	6.87	17.65	10.78			
Cleveland State University	151	19	124	36	17	11.18	22.50	11.32	23	33	10	13.53	20.63	7.10			
Illinois State University	218	44	179	57	13	16.79	24.15	7.36	16	31	15	6.11	13.14	7.03			
Indiana State University	218	41	98	33	-8	15.83	25.19	9.36	20	15	-5	7.72	11.45	3.73			
Indiana University of PA	209	35	139	74	39	14.34	34.74	20.40	12	33	21	4.92	15.49	10.57			
Indiana University-Bloomington	535	86	483	132	46	13.85	21.46	7.61	39	52	13	6.28	8.46	2.18			
ILPUI	315	47	330	78	31	12.98	19.12	6.13	31	51	20	8.56	12.50	3.94			
Miami University-Oxford	226	31	191	63	32	12.06	24.80	12.74	9	25	16	3.50	9.84	6.34			
Oakland University	110	14	92	23	9	11.29	20.00	8.71	21	26	5	16.94	22.61	5.67			
Purdue University-W. Lafayette	614	51	620	102	51	7.67	14.13	6.46	62	120	58	9.32	16.62	7.30			
SIU Carbondale	263	27	183	39	12	9.31	17.57	8.26	30	33	3	10.34	14.86	4.52			
University of Akron	239	44	180	64	20	15.55	26.23	10.68	30	41	11	10.60	16.80	6.20			
University of MD-Baltimore	166	27	187	53	26	13.99	22.08	8.09	16	30	14	8.29	12.50	4.21			
University of MO-Kansas City	140	15	104	36	21	9.68	25.71	16.04	10	24	14	6.45	17.14	10.69			
University of MO-St. Louis	74	12	84	29	17	13.95	25.66	11.71	3	17	14	3.49	15.04	11.56			
University of NC at Greensboro	119	22	130	52	30	15.60	28.57	12.97	6	11	5	4.26	6.04	1.79			
University of North Dakota	123	23	86	33	10	15.75	27.73	11.98	10	9	-1	6.85	7.56	0.71			
University of Northern Colorado	122	24	88	55	31	16.44	38.46	22.02	12	20	8	8.22	13.99	5.77			
University of South Dakota	96	13	41	17	4	11.93	29.31	17.38	2	4	2	1.83	6.90	5.06			
University of Southern Indiana	25	6	25	15	9	19.35	37.50	18.15	2	4	2	6.45	10.00	3.55			
University of Toledo	12	6	182	42	36	33.33	18.75	-14.58	14	42	28	77.78	18.75	-59.03			
University of WI-Milwaukee	230	35	160	68	33	15.21	29.82	16.62	28	40	12	10.57	17.54	6.98			
Western Kentucky University	187	35	102	41	6	15.77	28.67	12.91	6	12	6	2.70	8.39	5.69			
Western Michigan University	231	36	221	75	39	13.48	25.34	11.85	24	71	47	8.99	23.99	15.00			
Wichita State University	84	5	97	27	22	5.62	21.77	16.16	11	16	5	12.36	12.90	0.54			
Wright State University	98	10	133	30	20	9.26	18.40	9.15	12	26	14	11.11	15.95	4.84			

## Faculty Diversity by Rank: Full Professors (p. 2)

Institution Name	African Am			% African			% Am					Asian			% Asian			Hispanic							
	African Am93	African Am97	Increase 93-07	% African Am93	% African Am97	% African Chage 93-07	Am Indian 93	Am Indian 07	Am Indian 93-07	% Am Indian 93	% Am Indian 07	% Am Indian Change 93-07	Asian 93	Asian 07	Asian Increase 93-07	% Asian 93	% Asian 07	% Asian Change 93-07	Hispanic 93	Hispanic 07	Increase 93-07	% Hispanic 93	% Hispanic 07	% Hispanic Change 93-07	
University of South Dakota	0	0	0	0.00	0.00	0.00	0	1	1	0.00	1.72	1.72	1	2	1	0.92	3.45	2.53	1	1	0	0.92	1.72	0.81	
University of Northern Colorado	1	5	4	0.69	3.50	2.81	0	2	2	0.00	1.40	1.40	6	2	-4	4.11	1.40	-2.71	5	11	6	3.42	7.69	4.27	
University of Wisconsin-Madison	5	10	5	1.69	4.39	2.50	0	3	3	0.00	1.32	1.32	20	23	3	7.55	10.09	2.54	3	4	1	1.13	1.75	0.62	
University of Toledo	1	8	7	5.55	3.57	-1.99	0	2	2	0.00	0.89	0.89	8	29	21	44.44	12.95	-31.50	5	3	-2	27.78	1.34	-25.44	
University of MO-St Louis	0	3	3	0.00	2.65	2.65	0	1	1	0.00	0.89	0.89	2	10	8	2.33	8.65	6.52	1	3	2	1.15	2.65	1.49	
Oakland University	6	4	-2	4.84	3.48	-1.36	0	1	1	0.00	0.87	0.87	12	19	7	9.63	16.52	6.84	3	2	-1	2.42	1.74	-0.68	
University of MD-Baltimore	5	12	7	2.59	5.00	2.41	0	2	2	0.00	0.83	0.83	8	10	2	4.15	4.17	0.02	3	6	3	1.55	2.50	0.95	
University of MO-Kansas City	1	2	1	0.65	1.43	0.78	0	1	1	0.00	0.71	0.71	8	20	12	5.16	14.29	9.12	1	1	0	0.65	0.71	0.07	
Wright State University	2	3	1	1.85	1.84	-0.01	0	1	1	0.00	0.61	0.61	9	22	13	8.33	13.50	5.16	1	0	-1	0.93	0.00	-0.93	
Indiana University of PA	3	10	7	1.23	4.69	3.47	1	2	1	0.41	0.94	0.53	5	19	13	2.45	8.92	6.45	2	2	0	0.82	0.94	0.12	
Central Michigan University	3	12	9	1.23	4.41	3.12	1	2	1	0.43	0.74	0.31	12	30	18	5.15	11.03	5.88	0	4	4	0.00	1.47	1.47	
Western Kentucky University	1	2	1	0.45	1.40	0.95	1	1	0	0.45	0.70	0.25	3	9	6	1.35	6.29	4.94	1	0	-1	0.45	0.00	-0.45	
IUPUI	4	6	2	1.10	1.47	0.37	0	1	1	0.00	0.25	0.25	25	39	14	6.91	9.55	2.65	2	5	3	0.65	1.23	0.67	
University of North Dakota	0	0	0	0.00	0.00	0.00	1	1	0	0.68	0.84	0.16	8	8	0	5.48	6.72	1.24	1	0	-1	0.68	0.00	-0.68	
Purdue University-W Lafayette	4	8	4	0.60	1.11	0.51	0	1	1	0.00	0.14	0.14	53	103	50	7.97	14.27	6.30	5	7	2	0.75	0.97	0.22	
Illinois State University	5	3	-2	1.81	1.27	-0.64	0	0	0	0.00	0.60	0.00	10	22	12	3.82	9.32	5.51	1	6	5	0.38	2.54	2.16	
SU Carbondale	2	3	1	0.69	1.35	0.66	0	0	0	0.00	0.00	0.00	25	30	4	8.97	13.51	4.55	2	0	-2	0.69	0.00	-0.69	
Ball State University	1	2	1	0.38	0.66	0.48	0	0	0	0.00	0.00	0.00	13	17	4	4.93	7.30	2.32	2	3	1	0.77	1.29	0.52	
University of Southern Indiana	0	1	1	0.00	2.50	2.50	0	0	0	0.00	0.00	0.00	1	2	1	3.23	5.00	1.77	1	1	0	3.23	2.50	-0.73	
Wichita State University	0	0	0	0.00	0.00	0.00	0	0	0	0.00	0.00	0.00	10	15	5	11.24	12.10	0.86	1	1	0	1.12	0.81	-0.32	
University of NC at Greensboro	3	4	1	2.13	2.20	0.07	0	0	0	0.00	0.00	0.00	2	3	1	1.42	1.65	0.23	1	3	2	0.71	1.65	0.94	
Indiana University-Bloomington	14	14	0	2.25	2.28	0.02	1	0	-1	0.16	0.60	-0.16	18	24	6	2.90	3.90	1.00	6	13	7	0.97	2.11	1.15	
University of Akron	1	11	10	0.35	4.51	4.15	2	1	-1	0.71	0.41	-0.30	24	24	0	8.43	9.84	1.35	3	4	1	1.05	1.64	0.59	
Western Michigan University	9	12	3	3.37	4.05	0.68	1	0	-1	0.37	0.60	-0.37	11	34	23	4.12	11.49	7.37	3	8	5	1.12	2.70	1.58	
Indiana State University	4	2	-2	1.54	1.53	-0.02	1	0	-1	0.38	0.60	-0.38	12	10	-2	4.63	7.63	3.00	3	3	0	1.15	2.29	1.13	
Miami University-Oxford	0	11	11	0.00	4.33	4.33	1	0	-1	0.39	0.00	-0.39	6	11	5	2.33	4.33	2.00	2	3	1	0.78	1.18	0.40	
Cleveland State University	2	6	4	1.18	3.75	2.57	1	0	-1	0.59	0.00	-0.59	18	25	7	10.59	15.63	5.04	2	2	0	1.18	1.25	0.07	
Bowling Green State University		1			0.64			1			0.64			16			10.19			1			0.64		

## Appendix G: Administrative Diversity by Rank Among Comparison Institutions

Institution Name	%			Female		% Female		Total		Minority		% Minority		
	Male93	Female93	Female93	Male07	Female07	Increase 93-07	% Change 93-07	Minority93	Minority93	Total	Increase 93-07	%	% Change 93-07	
Ball State University	141	56	28.43	140	91	55	39.39	19.97	9	4.57	15	6	6.49	1.92
Bowling Green State University	134	47	31.13	87	78	31	47.27	16.15	14	9.27	16	2	9.70	0.43
Central Michigan University	65	36	35.64	65	66	30	50.38	14.74	9	8.91	17	8	12.98	4.07
Cleveland State University	36	20	26.32	49	22	2	39.99	4.67	18	23.68	19	1	26.76	3.08
Illinois State University	66	28	29.79	67	34	6	33.66	3.88	2	2.13	7	5	6.93	4.89
Indiana State University	67	23	25.86	44	21	-2	32.31	6.75	5	5.56	4	-1	6.15	0.60
Indiana University of PA	60	41	40.59	43	27	-14	38.57	-2.02	8	7.92	7	-1	10.00	2.08
Indiana University-Bloomington	245	76	25.68	211	126	50	37.39	13.71	11	3.43	29	9	5.93	2.51
IUPUI	142	62	30.39	107	69	7	39.20	8.81	14	6.86	13	-1	7.39	0.52
Miami University-Oxford	131	83	38.79	234	199	116	49.95	7.17	20	9.55	34	14	7.85	-1.49
Oakland University	36	11	23.40	33	23	12	41.07	17.67	9	19.15	10	1	17.86	-1.29
Purdue University-W. Lafayette	266	75	21.99	368	241	166	39.57	17.58	14	4.11	55	41	9.03	4.93
SIU Carbondale	201	68	25.28	151	105	37	41.02	15.74	18	6.69	32	14	12.50	5.81
University of Akron	118	109	48.02	74	35	-74	32.11	-15.91	30	13.22	14	-16	12.84	-0.37
University of Maryland-Baltimore	75	57	43.18	117	148	91	35.85	12.67	13	9.85	45	33	17.36	7.51
University of MO-Kansas City	79	64	44.76	110	138	74	55.65	10.89	15	10.49	29	14	11.69	1.20
University of MO-St Louis	61	52	46.02	73	94	32	53.50	7.49	18	15.93	28	10	17.83	1.91
University of NC at Greensboro	71	59	45.38	88	129	70	59.45	14.06	10	7.69	25	15	11.52	3.83
University of North Dakota	62	17	21.52	113	48	31	29.81	8.29	7	8.86	7	0	4.35	-4.51
University of Northern Colorado	46	21	31.34	59	42	21	41.58	10.24	9	13.43	15	6	14.85	1.42
University of South Dakota	56	27	32.53	55	85	58	60.71	28.18	4	4.82	8	4	5.71	0.90
University of Southern Indiana	32	22	40.74	44	43	21	49.45	8.68	3	5.56	3	0	3.45	-2.11
University of Toledo	97	32	24.81	87	118	86	57.56	32.75	1	0.78	46	45	22.44	21.66
University of Wisconsin-Milwaukee	109	53	32.72	92	78	25	45.88	13.17	14	8.64	24	10	14.12	5.48
Western Kentucky University	72	25	25.77	75	36	11	32.43	6.66	4	4.12	14	10	12.61	8.49
Western Michigan University	73	22	23.16	39	30	8	37.50	14.34	10	10.53	22	12	27.50	16.97
Wichita State University	102	46	31.08	55	39	-7	41.49	10.41	7	4.73	19	12	20.21	15.48
Wright State University	98	24	19.67	44	30	6	49.34	20.87	13	10.66	10	-3	13.51	2.86

## Appendix H: Student Diversity Among Comparison Universities (p. 1)

Institution Name	Male			Female			% Female			Total		Minority		% Minority	
	94	94	07	07	94-07	94	07	94-07	94	07	94-07	94	07	94-07	94-07
University of Maryland-Baltimore	1786	3823	1595	4289	466	68.16	72.89	4.73	1311	2172	861	23.37	36.91	13.54	
Wichita State University	6584	7385	6300	7926	541	52.87	55.71	2.85	2078	3436	1358	14.88	24.15	9.28	
University of MO-Kansas City	4469	5493	6045	8397	2904	55.14	58.14	3.00	2056	4761	2725	20.64	33.10	12.47	
Purdue University-W. Lafayette	21217	14955	23815	16719	1764	41.34	41.25	-0.10	3543	4793	1250	9.79	11.82	2.03	
University of WI-Milwaukee	10244	12360	13528	15810	3450	54.68	53.89	-0.79	3343	4483	1140	14.79	15.28	0.49	
Oakland University	4667	8498	6726	11355	2857	64.55	62.80	-1.75	1713	3557	1844	13.01	19.67	6.66	
Indiana University-Bloomington	16677	18917	19037	19953	1036	53.15	51.17	-1.97	3512	4815	1303	9.87	12.35	2.48	
IUPUI	11194	15572	12560	17294	1722	58.18	57.93	-0.25	3137	5993	2856	11.72	20.07	8.35	
Wright State University	7268	8761	7079	9072	311	54.66	56.17	1.51	1723	3572	1849	10.75	22.12	11.37	
University of NC at Greensboro	4560	8098	5899	12728	4630	63.98	68.33	4.36	2003	5689	3686	15.82	30.54	14.72	
University of Missouri-St Louis	6006	9582	6136	9391	-191	61.47	60.48	-0.99	3288	4680	1392	21.09	30.14	9.05	
Cleveland State University	7935	8442	6446	8592	150	51.55	57.14	5.59	4815	5102	287	29.40	33.93	4.53	
Miami University-Oxford	7090	8534	7296	8672	138	54.62	54.31	-0.31	1013	2174	1161	6.48	13.61	7.13	
University of Northern Colorado	4698	7528	4636	8066	538	61.57	63.50	1.93	1653	2789	1136	13.52	21.96	8.44	
Southern Illinois University Carbondale	13366	9796	11537	9446	-350	42.29	45.02	2.72	4099	5674	1575	17.70	27.04	9.34	
University of Toledo	11161	11946	9926	9841	-2105	51.70	49.78	-1.91	3659	4772	1113	15.84	24.14	8.31	
Illinois State University	8617	10978	8579	11695	717	56.02	57.68	1.66	2294	3018	724	11.71	14.89	3.18	
University of Akron	11782	12706	11169	11838	-868	51.89	51.45	-0.43	3931	4504	573	16.05	19.58	3.52	
University of North Dakota	5832	5667	6547	6012	345	49.28	47.87	-1.41	629	1262	633	5.47	10.05	4.58	
Western Michigan University	11831	13842	11715	12718	-1124	53.92	52.05	-1.86	2406	3410	1004	9.37	13.96	4.58	
Central Michigan University	10419	12971	11025	15586	2615	55.46	58.57	3.11	2968	6092	3124	12.69	22.89	10.20	
Indiana State University	5594	6047	4993	5550	-497	51.95	52.64	0.70	1140	1968	828	9.79	18.67	8.87	
University of South Dakota	3614	4714	3524	5719	1005	56.60	61.87	5.27	336	1164	828	4.03	12.59	8.56	
Western Kentucky University	5918	8810	7779	11479	2669	59.82	59.61	-0.21	1093	2607	1514	7.42	13.54	6.12	
Indiana University of PA	6114	7700	6215	7803	103	55.74	55.66	-0.08	850	2995	2145	6.15	21.37	15.21	
Bowling Green State University	7489	10180	8253	10366	186	57.62	55.67	-1.94	1156	3075	1919	6.54	16.52	9.97	
Ball State University	9436	10954	9201	10648	-306	53.72	53.65	-0.08	1508	2719	1211	7.40	13.70	6.30	
University of Southern Indiana	2948	4495	3968	5971	1476	60.39	60.08	-0.32	368	709	341	4.94	7.13	2.19	

## Student Diversity Among Comparison Universities (p. 2)

Institution Name	African Am			% African Am			Am Indian			% Am Indian			Asian			% Asian			Hispanic			% Hispanic		
	Am 84	Am 07	Increase 94-07	Am 94	Am 07	Increase 94-07	Am n94	Am n07	Increase 94-07	% Am n94	% Am n07	Increase 94-07	Asian 94	Asian 07	Increase 94-07	% Asian 94	% Asian 07	Increase 94-07	Hispanic c94	Hispanic c07	Increase 94-07	% Hispanic c94	% Hispanic c07	Increase 94-07
University of Maryland-Baltimore	737	1053	316	13.14	17.90	4.76	12	19	7	0.21	0.32	0.11	450	735	285	8.02	12.49	4.47	112	211	99	2.00	3.59	1.59
Wichita State University	601	777	176	5.73	5.46	-0.27	129	140	11	0.92	0.93	0.06	692	793	106	4.95	5.61	0.66	458	653	197	3.26	4.59	1.33
University of MO-Kansas City	659	1497	838	6.72	10.37	3.65	57	85	28	0.57	0.58	0.02	482	763	306	4.64	5.32	0.68	228	468	240	2.29	3.24	0.95
Purdue University-W. Lafayette	1233	1445	212	3.41	3.56	0.16	155	193	38	0.43	0.48	0.05	1423	2042	619	3.93	5.04	1.10	732	1113	381	2.02	2.75	0.72
University of WIMilwaukee	1805	1913	108	7.99	6.52	-1.46	194	215	21	0.66	0.73	-0.13	620	1233	613	2.74	4.20	1.46	724	1122	398	3.20	3.82	0.62
Oakland University	720	1403	683	5.47	7.76	2.29	59	84	25	0.45	0.46	0.02	250	650	430	1.80	3.76	1.85	149	280	131	1.13	1.55	0.42
Indiana University-Bloomington	1424	1685	261	4.00	4.27	0.27	81	112	31	0.23	0.29	0.06	1012	1409	397	2.84	3.61	0.77	645	952	317	1.81	2.47	0.66
IUPUI	2033	2650	617	7.60	6.86	-1.28	58	69	31	0.22	0.30	0.08	652	1059	407	2.44	3.55	1.11	289	724	435	1.08	2.43	1.35
Wright State University	1174	1330	156	7.32	11.33	4.01	52	55	3	0.32	0.34	0.02	329	521	192	2.05	3.23	1.17	168	236	68	1.05	1.45	0.41
University of NC at Greensboro	1538	3574	2036	12.15	19.19	7.04	44	139	95	0.35	0.75	0.40	205	551	346	1.63	2.95	1.33	125	456	331	0.99	2.45	1.46
University of Missouri-St Louis	1775	2172	397	11.39	13.88	2.60	33	48	15	0.21	0.31	0.10	423	452	29	2.71	2.91	0.20	165	245	80	1.06	1.58	0.52
Cleveland State University	2266	2852	586	13.84	19.03	5.20	61	42	-19	0.37	0.28	-0.09	425	428	3	2.80	2.85	0.25	334	407	73	2.04	2.71	0.67
Miami University-Oxford	473	568	95	3.03	3.66	0.63	21	94	73	0.13	0.59	0.45	293	450	157	1.88	2.82	0.94	127	297	170	0.81	1.85	1.05
University of Northern Colorado	263	341	78	2.15	2.68	0.53	61	178	117	0.50	1.40	0.90	291	348	57	2.38	2.74	0.35	760	917	157	6.22	7.22	1.00
Southern Illinois University Carbondale	2524	3278	755	10.90	15.63	4.73	101	98	-3	0.44	0.47	0.03	418	439	21	1.80	2.09	0.29	515	693	178	2.22	3.30	1.08
University of Toledo	2164	2491	327	9.37	12.66	3.24	195	45	-150	0.84	0.23	-0.62	336	383	47	1.45	1.94	0.48	415	531	116	1.80	2.69	0.89
Illinois State University	1548	1091	-458	7.91	5.33	-2.57	53	67	14	0.27	0.33	0.06	295	366	91	1.51	1.90	0.40	392	698	306	2.00	3.44	1.44
University of Akron	2477	2805	328	10.12	12.19	2.08	140	70	-70	0.57	0.30	-0.27	355	436	81	1.45	1.90	0.45	182	270	88	0.74	1.17	0.43
University of North Dakota	77	167	90	0.67	1.33	0.66	327	358	41	2.84	2.93	0.09	126	235	109	1.10	1.87	0.78	99	145	46	0.86	1.15	0.29
Western Michigan University	1563	1575	12	8.09	6.45	-0.36	118	158	40	0.46	0.65	0.19	385	432	67	1.42	1.77	0.35	339	577	238	1.32	2.36	1.04
Central Michigan University	1630	2949	1319	6.97	11.08	4.11	169	264	75	0.81	0.59	0.18	235	376	141	1.00	1.41	0.41	298	555	257	1.27	2.69	0.82
Indiana State University	791	1254	463	6.79	11.69	5.10	27	35	9	0.23	0.34	0.11	61	125	45	0.70	1.20	0.50	90	160	64	0.62	1.52	0.59
University of South Dakota	56	117	61	0.67	1.27	0.59	184	133	9	2.21	2.09	-0.12	53	103	55	0.64	1.17	0.53	38	95	60	0.43	1.04	0.61
Western Kentucky University	873	1788	915	5.93	9.13	3.20	28	61	33	0.19	0.32	0.13	116	184	68	0.79	0.95	0.17	76	256	180	0.52	1.33	0.81
Indiana University of PA	613	1321	708	4.44	9.42	4.98	22	35	13	0.16	0.25	0.09	129	125	-4	0.93	0.89	-0.04	80	155	109	0.62	1.39	0.77
Bowling Green State University	665	1655	990	3.77	6.94	5.17	28	111	83	0.16	0.60	0.44	180	163	-17	1.02	0.83	-0.14	282	616	334	1.60	3.31	1.71
Ball State University	1009	1261	252	4.95	6.35	1.40	111	62	-49	0.54	0.31	-0.23	190	172	-18	0.93	0.87	-0.07	198	339	141	0.97	1.71	0.74
University of Southern Indiana	239	473	234	3.21	4.76	1.55	37	40	3	0.50	0.40	-0.69	52	76	24	0.70	0.76	0.07	40	92	52	0.54	0.93	0.39

**Appendix I: Six-Year Graduation Rates for Full Time, First Time, Fall 2001 Cohort  
Undergraduates Among Comparison Universities**

Institution	All Students	Male	Female	White	African American	Hispanic	Asian
Ball State University	58	54	61	58	45	55	55
Bowling Green State University	57	53	60	58	50	44	52
Central Michigan University	57	54	59	59	41	44	55
Cleveland State University	31	29	33	39	15	16	36
Illinois State University	65	59	69	67	51	56	58
<b>Indiana State University</b>	<b>41</b>	<b>39</b>	<b>43</b>	<b>43</b>	<b>36</b>	<b>14</b>	<b>33</b>
Indiana University of PA	51	46	55	53	30	47	41
Indiana University-Bloomington	72	72	72	73	50	63	74
IUPUI	31	30	32	32	26	23	47
Miami University	80	77	83	81	67	78	77
Oakland University	44	39	48	48	26	32	42
Purdue University-W. Lafayette	69	68	71	70	54	50	65
SIU-Carbondale	46	43	50	50	32	31	41
University of Akron	34	29	39	37	15	26	59
University of MD-Baltimore	61	56	67	60	63	63	58
University of MO-Kansas City	43	40	44	43	27	12	64
University of MO-St Louis	43	38	47	44	33		44
University of NC at Greensboro	50	44	52	50	50	59	52
University of North Dakota	54	50	58	55	40	43	39
University of Northern Colorado	48	41	53	49	37	47	53
University of South Dakota	47	42	51	49			
University of Southern Indiana	31	27	33	31	20	7	17
University of Toledo	45	44	45	49	23	34	52
University of WI-Milwaukee	41	39	43	46	15	27	25
Western Kentucky University	49	42	54	50	47		38
Western Michigan University	54	49	58	55	41	38	44
Wichita State University	42	39	45	43	28	44	44
Wright State University	43	40	46	45	33	30	51



**Strategic Plan Assessment of Diversity Goals/Objectives by WSU College**  
December 2009

**WSU Strategic Plan Element Focused Directly on Diversity:**

**GOAL 1: ACADEMIC DISTINCTIVENESS AND QUALITY**

Enhance our distinctive learning experience to produce talented graduates with the knowledge and skills essential for meaningful civic engagement, international competency, critical thinking, an appreciation for the arts, lifelong learning and the ability to lead and adapt in a rapidly changing world.

**Objective D:** Attract, support and retain a nationally/internationally recognized diverse, student-centered faculty and staff.

**How Units Operationalized this Goal/Objective:**

Strategy	Outcome Measure	Timeframe	Champion
<b>College of Education (Goal 1; Objective C)</b>			
<i>Support a diverse staff and faculty by mentoring junior faculty through the P&amp;T process and providing professional development opportunities.</i>	Increased job satisfaction  Increased number of faculty who are tenured and attain full professor rank	2003-04; ongoing	CEHS Diversity Committee  Department Chairs Directors Deans
<b>College of Engineering &amp; Computer Science (Goal 1; Objective B)</b>			
Increase marketing efforts and support a marketing plan that would support the attractiveness of our program to our students and visits to High Schools.	Increases in the numbers of students enrolled and their diversity	3 years	R. Taylor & K Meyer
Make a distinctive effort to market women and minority faculty in collaboration with College	Put increased effort in the recruitment of women and minority faculty	3 years	Dept. Search Committees



<b>College of Liberal Studies (Goal 1; Objective B)</b>			
Ensure faculty/staff levels are appropriate to enrollments.	Adjusted tenure line/full-time faculty comparable to other state (peer) institutions such as the University of Toledo	Immediately through 2008	Dean with support from chairs and all CoLA faculty and staff
Adjusted tenure line/full-time faculty Immediately through Dean with support from comparable to other state (peer) 2008 chairs and all CoLA institutions such as the University of faculty and staff Toledo.	Faculty/staff representation that strives to reach, at a minimum, availability statistics	Ongoing	Deans/Chairs
Ensure that CoLA's faculty and staff are representative of Faculty/staff representation that strives to Ongoing Dean/Chairs minority and ethnic groups. reach, at a minimum, availability statistics	90% retention of faculty/staff	Ongoing	CoLA administration
Provide faculty/staff incentives and support for retention 90% retention of faculty/staff Ongoing CoLA administration purposes.	Increased student retention	Ongoing	CoLA administration
Decrease use of adjuncts. Increased student retention Ongoing CoLA administration.			
<b>College of Nursing and Health (Goal 1; Objective B)</b>			
Implement College diversity plan	Increased % of people of color and those of ethnic diversity in staff & faculty	2008	Dean
Fund an endowed professorship			
<b>College of Science and Math (Goal 1; Objective B)</b>			
Establish a culture where faculty diversity is valued.	Increased % of women and minority faculty	3 years	Dean
Develop more competitive start-up packages.	Increased recruitment of first-choice hires	2 years	Dean
<b>Lake Campus (Goal 1; Objective C)</b>			
Increase the number and diversity of tenured-line faculty in relation to the enrollment growth.	Increased full-time and tenure-track faculty.	Fall 2004-08	Dean
Involve faculty in the academic advising and mentoring of students.	Increased faculty involvement in programmatic and academic advising.	Fall 2004-08	Dean; Dir. St. Serv.
Increase the number and diversity of staff in proportion to student growth.	Increased staff.	Fall 2004-08	Dean; Dir. St. Serv.



<b>Raj Sojn College of Business (Goal 1; Objective C)</b>			
Recruit and hire Ph.D. faculty from top quality doctoral programs to fill doctoral level vacancies.	Enhanced faculty productivity and more diverse faculty.	Fall 2003 – Fall 2008	Dean & Dept. Chairs
<b>School of Graduate Studies (Goal 1; Objective C)</b>			
References Goal 2, Objective C. No specific language on diversity in Goal 2, Objective C.			
<b>Boonshoft School of Medicine</b>			
No reference to diversity			
<b>School of Prof. Psychology (Goal 1; Objective C)</b>			
Improve the infrastructure for minority student retention	Grant application for additional minority support	By end of 2003	Kerry Glaus (Ad Hoc Student Retention Committee)
Become recognized as a leader in multicultural training and knowledge to University community.		By 2005	Bob Rando (CPS faculty and staff)
Develop remote video treatment services for students with disabilities (seek grant funding and partnership with Disability Services).		By 2006	Bob Rando (CPS faculty and staff)
<i>Note: SOPP had other diversity related strategies under other goals.</i>			
<b>University College (Goal 1; Objective C)</b>			
Advertise vacant and new positions regionally and nationally	More diverse faculty and staff	2003-08	AA units; UC
Provide appropriate faculty and staff development on site and online.	Heightened student centeredness	2003-08	AA units; UC
Enhance recognition of faculty and staff excellence in teaching and service.	Awards for student-centeredness and diversification of the curriculum	2003-08	AA units
<b>University Libraries (Goal 1; Objective C)</b>			
Help colleges recruit faculty by providing information re: library resources (OhioLINK) and services eg. digital and paper formats, CDs, personal tours	Favorable response from colleges	Start 2003	Univ Libraries Admin

