

Wright State University

Examining Equity and Inclusion in the Multicultural Millennium



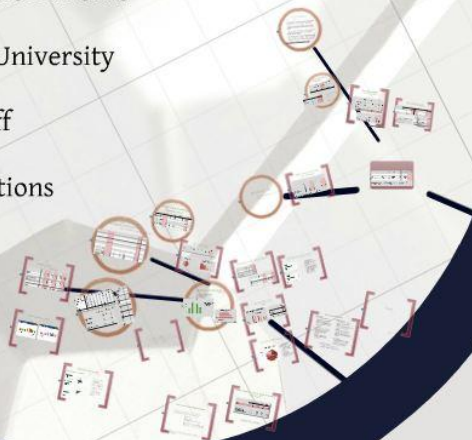
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Assistant to Vice President of Multicultural Affairs and
Community Engagement for Student Issues and
Diversity Data

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Wright State University's
MULTICULTURAL
AFFAIRS & COMMUNITY
ENGAGEMENT

Agenda

1. The U.S. by Numbers: Changes in the American Demographic
2. National Post-Secondary Education
3. Higher Education in Ohio
4. Wright State University
 - Students
 - Faculty/Staff
5. Recommendations



U.S. Census Data

Changes in the American Demographic

- Every year from now to 2050, the Hispanic race/ethnic group will add the largest number of people to the population.
- By 2020, the Hispanic origin population might become the second-largest race/ethnic group (Second to non-Hispanic Whites).
- After 2020, the Hispanic population is projected to add more people to the United States every year than all other race/ethnic groups combined.
- By the year 2030, the non-Hispanic White population will be less than half of the U.S. population under age 18, but would still comprise three quarters of the 65 and over population.

<http://www.census.gov/prod/1/pop/p25-1130.pdf>

Ohio and National Demographics

Current and Projected

	Ohio Population	Percent of Ohio Population	National Population	Percent of National Population	National Projections Estimates, 2020	National Projected Percent Change
White/Not Hispanic	9,348,216	81%	197,546,675	63%	199,313,000	1%
Black	1,431,085	12%	40,818,004	13%	41,776,000	2%
Asian	196,197	2%	15,579,391	5%	18,246,000	17%
Hispanic	369,312	3%	52,035,165	17%	63,784,000	23%
Native American	34,623	0%	3,739,054	1%	2,481,000	-34%
Pacific Islander	-	-	623,176	0%	599,000	-4%
Two or More	219,279	2%	7,166,520	2%	7,698,000	7%
Total	11,541,007	100%	311,587,816	100%	333,896,000	7%

Source U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, 2011, Ohio

Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, 2011, national

2020 national projections Table 4. Projections of the Population by Sex, Race, and Hispanic Origin for the United States: 2015 to 2060 (NP2012-T4)

Source: U.S. Census Bureau, Population Division

Release Date: December 2012

National Education Attainment

Current and Projected

	Educational Attainment of U.S. Citizens 25 and over, in thousands, 2012						
	Some college no degree	Associate's degree	Bachelor's degree	Percent of Total	Master's degree	Professional degree	Doctoral degree
Female	18,091	11,176	21,146	52%	9,062	1,155	1,162
Male	16,072	8,560	19,415	48%	7,397	1,938	2,016
White	23,727	14,436	30,552	75%	12,538	2,398	2,443
Hispanic	3,887	1,930	2,935	7%	903	169	126
Black/African American	4,841	2,244	3,278	8%	1,358	217	224
Asian	1,108	758	3,407	8%	1,492	293	344
Total*	34,163	19,737	40,561	100%	16,459	3,093	3,178

Source: U.S. Census Bureau, Current Population Survey, 2012 Annual Social and Economic Supplement
<http://www.census.gov/hhes/socdemo/education/data/cps/2012/tables.html>

*Total includes other races not identified in table

				Projected
	2000	2010	2020	Percent Change
Male	5,628	7,633	8,488	11%
Female	7,239	10,045	11,907	19%
White	29,000	10,898	11,007	1%
Hispanic	1,351	2,544	3,714	46%
Black/African American	1,549	2,677	3,346	25%
Asian/Pacific Islander	846	1,088	1,360	25%
Native American/Alaska Native	139	179	177	-1%
Total	12,867	17,678	20,395	15%

- In 2010, 70% of U.S. high school graduates enrolled in either 2- or 4- year institutions.
 -White-70%, Black-62%, Hispanic-60%, Asian-85%
- Approximately 30% of the U.S. Adult Population has at least a bachelor's degree
- By 2020, undergraduate enrollment is projected to increase by 15% to 20.6 million.
- In 2010, Women earned more Associates degrees (63.2%), Bachelor's degrees (33.6%), Master's degrees (51.9%), and Doctoral degrees (7%) than Men

U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD)
 Projections of Education Statistics to 2020 39th Ed., U.S. Department of Education

Higher Education Graduation and Persistence

	Highest degree or certificate attained from any institution by spring 2009			Status of those who did not attain a degree or certificate from any institution by spring 2009		
	Certificate	Associate's Degree	Bachelor's Degree	4-year Institution	non 4-year Institution	Not enrolled
Male	8%	9%	30%	9%	8%	37%
Female	11%	10%	31%	6%	8%	35%
White	8%	10%	36%	6%	7%	33%
Hispanic	16%	8%	17%	8%	9%	42%
Black/African American	13%	8%	17%	9%	11%	43%
Asian/Pacific Islander	5%	8%	46%	12%	7%	22%
Total	9%	9%	31%	7%	8%	36%

U.S. Department of Education, National Center for Education Statistics, 2003–04 Beginning Postsecondary Students Longitudinal Study, Second Follow-up (BPS:04/09)

Higher Education in Ohio

*Opportunities to Better Serve our Minority
Students*

Ohio Public Colleges and Universities *Retention and Graduation*

Average ACT Score	Ohio 6 year graduation Institution	2004 Cohort Enrollment	6 year Bachelor's Degree Rate			Associate's Degree from Ohio Public Institution	Still Enrolled in an Ohio Public Institution	Total Graduated or Retained in Ohio
			Same Institution	Different Ohio Institution	Total			
> 24	Miami University	3,475	80%	4%	84%	0%	3%	87%
	Ohio State University	6,037	78%	2%	80%	1%	6%	87%
22.5 < 24	University of Cincinnati	3,005	55%	4%	59%	3%	11%	73%
	Ohio University	3,685	65%	7%	72%	2%	8%	82%
21 < 22.49	Bowling Green State University	3,869	60%	5%	65%	2%	9%	76%
	Kent State University	3,835	49%	6%	55%	3%	12%	70%
	University of Toledo	2,950	43%	6%	49%	4%	14%	67%
< 21	University of Akron	2,671	35%	3%	39%	5%	17%	61%
	Cleveland State University	922	30%	3%	33%	3%	18%	54%
	Central State University	580	19%	1%	20%	1%	11%	32%
	Shawnee State University	570	21%	3%	23%	8%	14%	45%
	Wright State University	2,266	44%	3%	47%	3%	16%	66%
	Youngstown State University	1,818	35%	2%	37%	3%	18%	58%
	Statewide Total	35,683	56%	4%	61%	3%	11%	75%

Ohio Graduation Trends by Gender, Ethnicity

	2006	2007	2008	2009	2010	Change 2009-2010
Males	50%	50%	50%	50%	51%	1.2%
Females	56%	56%	56%	54%	55%	0.4%
White	56%	56%	56%	55%	55%	0.6%
Hispanic	48%	46%	48%	50%	49%	-1.6%
Black/African American	35%	32%	32%	30%	31%	1.4%
Asian	66%	68%	65%	64%	64%	0.3%
American Indian/Native American	46%	43%	39%	44%	46%	1.7%
Total	54%	54%	53%	52%	53%	0.7%

African American and Hispanic Student Performance

	Average ACT	6-year graduation rates, 2004 cohort					Retention, 2011 cohort				
		African American*	Hispanic	White	White-Black Achievement Gap	White-Hispanic Achievement Gap	African American*	Hispanic	White	White-Black Achievement Gap	White-Hispanic Achievement Gap
Bowling Green State University	21 < 22.49	49%	-	63%	14%	-	74%	-	78%	4%	-
Kent State University ³		35%	31%	44%	9%	13%	61%	64%	68%	7%	4%
University of Akron ⁴	< 21	16%	31%	44%	28%	13%	47%	59%	66%	19%	7%
Cleveland State University ^{5a}		13%	16%	39%	26%	23%	45%	59%	71%	26%	12%
Youngstown State University ⁷		12%	19%	41%	29%	22%	48%	60%	71%	23%	11%
Wright State University		20%	35%	44%	24%	9%	38%	48%	62%	24%	14%

ACT Scores 25th Percentile- 75th Percentile		White-Black Achievement Gap 2006
17-21	Radford University, VA	1%
17-24	East Carolina University, NC	-1%
	Troy University, AL	4%
18-22	Frostburg State University, MD	1%
	Middle Tennessee State University, TN	1%
18-24	Old Dominion University, VA	1%
	Marshall University, WV	2%
19-23	Richard Stockton College, NJ	0%
	Longwood University, VA	-1%
	Texas State University- San Marcos, TX	5%

www.educationsector.org. U.S. Department of Education, National Center for Educational Statistics

Wright State University Graduation and Retention

Differential Outcomes by Race/Ethnicity

		Caucasian	Hispanic	Black/ African American	Asian	Native American/ Alaska Native	Foreign	Non- White	Achievement Gap
2002	Head Count	1,714	10	256	51	7	9	324	-
	Average ACT	21.9	18.5	17.7	21.6	21.1	24.0	18.4	-
	Percent Continued to Second Year	69%	70%	58%	80%	43%	67%	59%	10%
	Percent Graduated in Six Years	45%	20%	27%	31%	43%	33%	28%	17%
2003	Head Count	1,723	24	346	41	13	10	424	-
	Average ACT	21.5	20.5	17.2	21.2	21.9	19.0	17.9	-
	Percent Continued to Second Year	71%	91%	69%	80%	69%	80%	71%	0%
	Percent Graduated in Six Years	46%	38%	33%	51%	31%	60%	35%	11%
2004	Head Count	1,640	21	398	55	9	17	483	-
	Average ACT	21.5	23.1	17.6	22.1	18.8	18.7	18.4	-
	Percent Continued to Second Year	73%	71%	66%	82%	67%	88%	68%	5%
	Percent Graduated in Six Years	48%	52%	28%	58%	33%	41%	32%	16%
2005	Head Count	1,677	34	379	59	6	16	478	-
	Average ACT	21.5	19.5	17.3	19.9	17.5	20.1	17.8	-
	Percent Continued to Second Year	68%	68%	62%	88%	83%	69%	66%	2%
	Percent Graduated in Six Years	44%	35%	20%	61%	33%	75%	26%	18%
2006	Head Count	1,586	42	363	44	7	17	456	-
	Average ACT	21.6	20.2	17.4	20.8	18.7	20.1	18.0	-
	Percent Continued to Second Year	68%	71%	58%	66%	71%	65%	61%	7%
	Percent Graduated in Six Years	44%	38%	27%	46%	43%	35%	30%	14%

Wright State University Retention, cont.

		Caucasian	Hispanic	Black/ African American	Asian	Native American/ Alaska Native	Foreign	Non-White	Achievement Gap
2007	Head Count	1,703	37	420	71	8	24	536	-
	Average ACT	21.9	21.0	17.4	21.8	22.0	18.8	18.3	-
	Percent Continued to Second Year	71%	73%	62%	79%	63%	71%	66%	6%
2008	Head Count	1,825	48	536	68	8	15	660	-
	Average ACT	22.1	19.8	17.3	21.0	22.6	23.0	17.9	-
	Percent Continued to Second Year	70%	52%	68%	87%	75%	100%	68%	2%
2009	Head Count	1,772	50	485	57	14	9	606	-
	Average ACT	22.3	20.6	17.5	21.1	22.5		18.2	-
	Percent Continued to Second Year	73%	74%	65%	75%	57%	78%	66%	7%
2010	Head Count	1,879	74	570	55	4	33	703	-
	Average ACT	22.3	20.8	17.5	21.4	21.0	24.0	18.2	-
	Percent Continued to Second Year	66%	62%	50%	82%	75%	82%	54%	12%
2011	Head Count	1,786	75	591	56	2	66	724	-
	Average ACT	22.4	20.0	17.1	21.4	17.5	22.0	17.7	-
	Percent Continued to Second Year	62%	48%	38%	71%	50%	83%	41%	21%

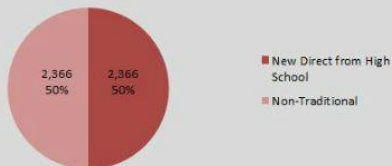
WSU Student Body

Minority Enrollment Trend

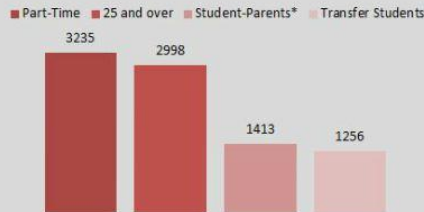
	2007	2008	2009	2010	2011	2012	2011-2012 Percent change	2012 Percent Campus Representation
Asian	525	581	617	513	510	444	-13%	2%
Black/ African American	1,834	2,068	2,405	2,575	2,463	2,051	-17%	12%
Hispanic/Latino	240	283	289	465	466	428	-8%	2%
Native Hawaiian/Pacific Islander	-	-	-	16	20	18	-1%	0%
American Indian/Alaskan Native	60	57	65	52	50	39	-22%	0%
Foreign, Non-Resident	605	639	632	630	788	1,060	35%	6%
Total*	16,913	17,662	18,786	19,793	19,600	17,789	-9%	

Comparison: In 2012, White students comprised 70% of the student body, a 10% decline from 2011

4,732 Incoming Freshman Fall 2012



Fall 2012 Non-Traditional Undergraduates



(Total 2012 Undergraduate count: 14,127)

WSU Dean's List and Honor's Program

Dean's List

2012-2013	Enrollment	Fall	Percent of Demographic Group	Percent of Deans List
Female	7,426	1,361	18%	60%
Male	6,701	922	14%	40%
White	10,444	1,966	19%	86%
Hispanic	361	62	17%	3%
Black/African American	1,782	90	5%	4%
Asian	297	46	15%	2%
American Indian/Alaskan Native	29	2	7%	0%
Native Hawaiian/ Pacific Islander	18	3	17%	0%
Foreign, Non-Resident Alien	628	54	9%	2%
Total	14,127	2,283	16%	100%

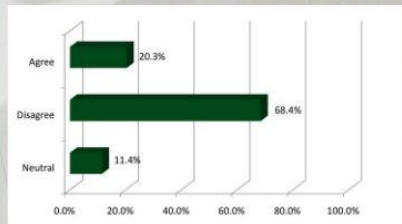
Honor's Program

2012-2013	Fall	Percent of Demographic Group	Percent of Honor's Program	Spring	Percent of Demographic Group	Percent of Honor's Program
Female	592	6%	63%	559	6%	63%
Male	351	4%	37%	333	4%	37%
White	778	6%	83%	737	6%	83%
Hispanic	23	5%	2%	27	6%	3%
Black/African American	61	3%	6%	51	2%	6%
Asian	32	7%	3%	31	7%	3%
American Indian/Alaskan Native	2	5%	0%	2	5%	0%
Native Hawaiian/Pacific Islander		0%	0%		0%	0%
Foreign, Non-Resident Alien	6	1%	1%	5	0%	1%
Total	943	5%	100%	892	5%	100%

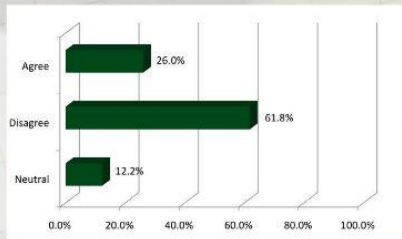
WSU Climate Assessment 2010

Personally Experienced Discrimination or Harassment at Wright State

1,382 undergraduate and graduate students



Personally Witnessed Discrimination or Harassment of others at WSU



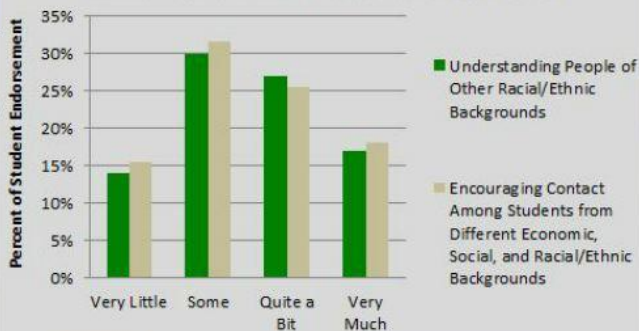
- Overall, students are satisfied with WSU
- Most feel the university is welcoming
- Many agree that students are treated with respect and that diversity is valued
- Underrepresented groups and non-traditional students have more concerns than others

WSU Multiculturalism

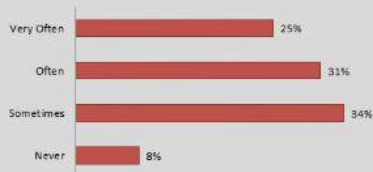
2011 NSSE

WSU consistently scored below the Carnegie Class and NSSE 2011 means for multiculturalism on campus

Institutional Contribution to Multiculturalism



Diverse Perspectives in the Classroom

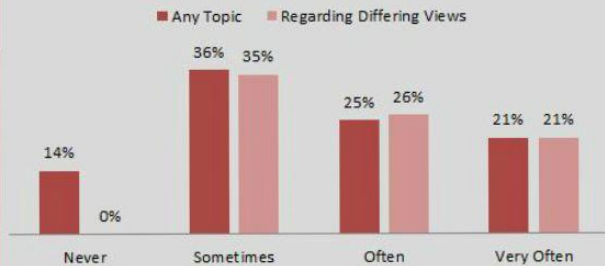


Occurrence of Class Discussions/Writing Assignments that Highlight Diverse Perspectives

WSU Multiculturalism, cont.

NSSE 2011

Serious Conversations: Students with Different Views



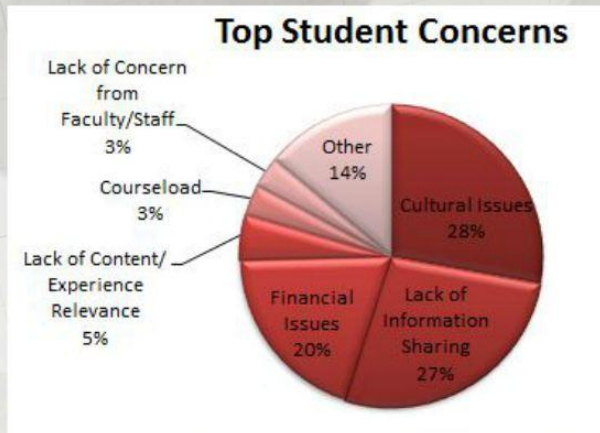
National Survey of Student Engagement, 2011 Participants

	Survey Participants	Campus Population 2011	Percent of Student Participation
Male	338	8826	4%
Female	608	10774	6%
White	752	14308	5.3%
Latino*	11	466	2.4%
Black or African American	28	2463	1.1%
Asian/Asian American/Pacific Islander	8	530	1.5%
American Indian/Native American	104	50	208.0%
None/Other	191	1783	10.7%
Total	1102	19600	5.6%

*Latino Students were also given the option of Mexican/Mexican American and Puerto Rican, giving this category 20 participants and 4% of Latinos surveyed.

WSU Student Observations

2012-2013



- 57.25 Hours of Ethnographic Observations, Yielding 122 Conversations
- Students, Staff, and Faculty
- Unprompted Conversations Regarding the Student Experience at WSU

Staff and Faculty

Underrepresentation and Campus Climate

Faculty and Staff

Gender, Race/Ethnicity

	Total Staff and Faculty	Percent of Total	Faculty	Percent of Total	Staff	Percent of Total
Female	2032	55%	956	51%	1076	58%
Male	1684	45%	906	49%	778	42%
White	2986	80%	1483	80%	1503	81%
Hispanic	36	1%	26	1%	10	1%
Black/African American	305	8%	104	6%	201	11%
Asian	225	6%	155	8%	70	4%
American Indian/Alaskan Native	12	0%	4	0%	8	0%
Native Hawaiian/Pacific Islander	2	0%	1	0%	1	0%
Not Identified	65	2%	33	2%	32	2%
Two or more	85	2%	36	2%	49	3%
Totals	3716	100%	1862	100%	1854	100%

WSU Faculty

Assessing Representativeness with Incumbency and Estimated Availability

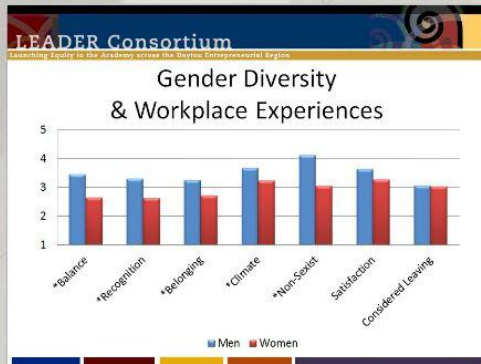
	Total		White		Hispanic		Black/ African		Asian		American Indian/		Native Hawaiian/		Not Identified		Two+		
	Faculty	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
AP-Assoc Prov-Academic Affairs	46	30	65%		0%	11	24%		0%		0%	0%	2	4%		3	7%		
AP- Assoc Provost Admin	1	1	100%		0%				0%		0%	0%	0	0%		0	0%		
College of Educ & Human Svcs Administration	294	251	84%	5	2%	26	9%		3%		0%	0%	0	1%		6	2%		
College of Engineering & Computer Science	134	76	57%	1	1%	2	1%	20	15%		0%	0%	4	3%		2	1%		
College of Liberal Arts	632	348	55%	6	1%	27	4%	31	5%		0%	0%	8	2%		12	3%		
College of Nursing & Health	130	114	88%		0%	8	6%	2	2%		0%	1	1%				1	1%	
College of Science & Mathematics	255	207	81%	6	2%	5	2%	28	11%		2	1%	0	0%		1	0%		
Inst for Defense Studies and Education	1	1	100%		0%			1	100%		0%	0%	0	0%		0	0%		
Lake Campus	195	155	79%	1	1%	0%		1	1%		1	1%	0	5	3%	2	1%		
President	2	2	100%		0%			0%			0%	0%	0	0%		0	0%		
Provost Non-Academic	3	3	100%		0%			0%			0%	0%	0	0%		0	0%		
Raj Solin College of Business	130	103	79%	2	2%	7	5%	11	8%		1	1%	0	2	2%	2	2%		
School of Medicine	195	153	78%	4	2%	10	5%	20	10%		0%	0%	2	1%		6	3%		
School of Professional Psychology	23	16	70%	1	4%	1	5%	2	9%		0%	0%	0	1		4	18%		
University College	30	25	83%		0%	2	7%	1	3%		0%	0%	0	1		1	3%		
VP-Multicultural Affs & Comm Engagement	1	1	100%		0%	1	100%				0%	0%	0	0%		0	0%		
VP-Research & Graduate Studies	2	2	100%		0%	0%	0%	1	50%		0%	0%	0	0%		0	0%		
VP-Student Affairs	2	2	100%		0%			0%			0%	0%	0	0%		0	0%		
Grand Total	1842	1483	81%	26	1%	104	7%	155	8%		4	0%	1	0%		33	2%	36	2%

	Female		Male		Total Faculty
	Total	Percent of Total	Total	Percent of Total	
AP- Assoc Provost Admin	1	33%	2	67%	3
College of Educ & Human Svcs Admin	199	67%	100	33%	299
College of Engineering & Computer Science	25	19%	109	81%	134
College of Liberal Arts	246	57%	186	43%	432
College of Nursing & Health	123	95%	7	5%	130
College of Science & Mathematics	94	37%	161	63%	255
Inst for Defense Studies and Education		0%	1	100%	1
Lake Campus	89	54%	77	46%	166
President		0%	2	100%	2
Provost Non-Academic		0%	3	100%	3
Raj Solin College of Business	38	29%	92	71%	130
School of Medicine	75	38%	120	62%	195
School of Professional Psychology	12	52%	11	48%	23
University College	10	53%	9	47%	19
VP-Multicultural Affs & Comm Engagement	1	100%		0%	1
VP-Research & Graduate Studies		0%	2	100%	2
VP-Student Affairs	8	38%	13	62%	21
Grand Total	956	51%	906	49%	1862

Whole Person Rule Difference	Above 3 Standard Deviations
Business and Administration	
Female	
Chief Executives	
Female	
Black	
Computer Science	
Female	
Engineering	
Female	
Black	
Hispanic	
Art & Art History	
Female	
Minority	
Communications	
Female	
Modern Languages	
Minority	
Music	
Female	
Political Science	
Female	
Theatre Arts	
Female	
Minority	
Lake Campus	Yes
Female	
Biological Sciences	Yes
Minority	
Asian	
Chemistry	
Female	
Minority	
Earth and Environmental Sciences	
Female	
Mathematics & Statistics	
Black	
Hispanic	
Topic	
Physics	
Minority	
Psychology	Yes
Female	
Minority	
Black	
Hispanic	
Biochemistry	
Female	
Minority	
Physiology/Neurology/Cell Biology	
Female	
Minority	Yes
Asian	

WSU Faculty and Staff

LEADER Consortium Data

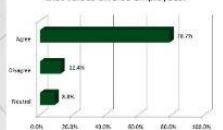


WSU Staff and Faculty

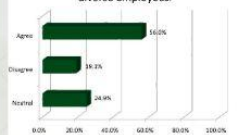
Climate Assessment, 2010

704 Faculty, Staff, and Administrators

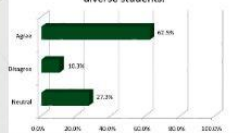
Wright State creates a campus environment that values diverse employees.



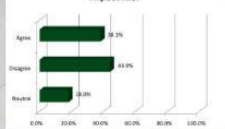
Wright State takes appropriate action to address incidents of discrimination that occur toward diverse employees.



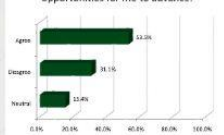
Wright State takes appropriate action to address incidents of discrimination that occur toward diverse students.



Some employees display biases that negatively impact me.



At Wright State, there are sufficient opportunities for me to advance.



- Overall satisfaction with WSU
- Most feel they are treated with respect
- Many agree that diverse colleagues are valued
- Minorities and women expressed more concern than others

Recommendations

- Data Collection
 - Conduct biennial campus climate surveys for faculty, staff, and students
 - Discuss diversity data annually
 - Refine and routinize collection of data
- Student Retention and Graduation
 - Create retention task force
 - Expand Faculty Senate's college preparedness initiatives
 - Implement strategies for imparting realistic college expectations
- Incentives for Change
 - Inclusion Infusion Grant Program
 - LEADER Consortium's equity advisors
- Staff Development
 - Train search committees
 - Develop cultural sensitivity training
 - Provide professional development and support for police and security
 - Partner with CTL for faculty professional development regarding cultural sensitivity and its implications for teaching and learning
- Communication
 - Develop strategies for greater collaboration amongst offices providing student support
 - Review advising practices

Thanks,
Questions?

Socio-Economic Status Caveat

Percentages of American Families with children between the ages of 5-17 who live in poverty:

- White- 12%
- Hispanic- 34%
- Black/African American- 37%
- Asian- 14%
- American Indian/Alaska Native- 33%
- Native Hawaiian/Pacific Islander- 32%