

University-Level Diversity Assessment 2003-2008

Inclusion and Equity
Academic and Institutional Effectiveness

April 2009

Diversity at ESU

- **Articulated Commitment**
 - Strategic Direction within ESU's For Our Students: Our Strategic Plan 2004-2009
 - ESU Diversity Strategic Plan 2007-2009
- **Carried out by....**
 - **ENTIRE UNIVERSITY COMMUNITY!**

April 2009

Diversity Scorecard Framework *Six Perspectives*

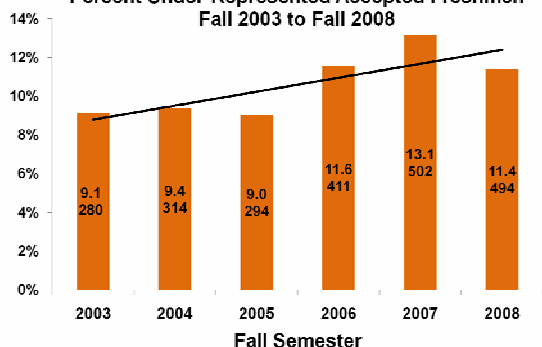
- Student
- Faculty and Staff
- Leadership Commitment
- Financial Impact
- Climate and Culture
- Learning and Growth

April 2009

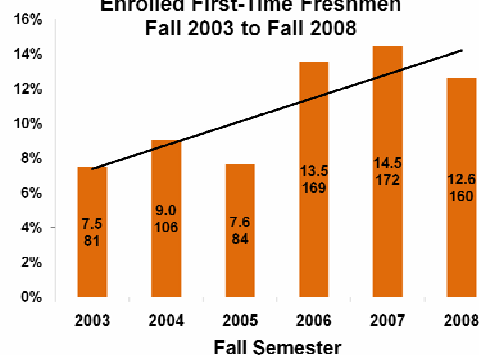
Diversity Scorecard Framework

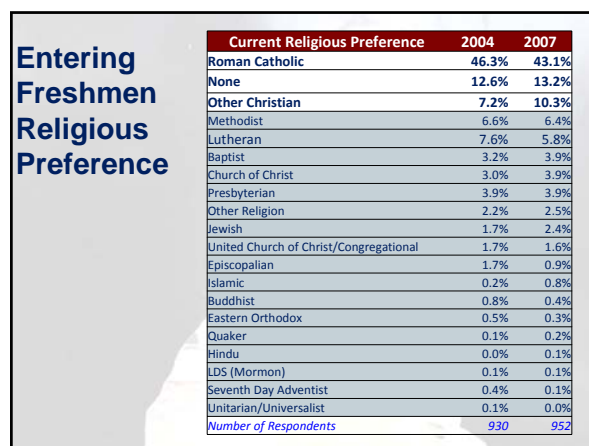
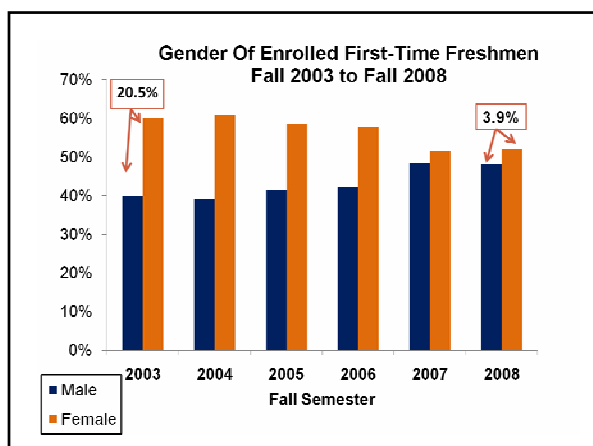
- **Student**
 - Faculty and Staff
 - Leadership Commitment
 - Financial Impact
 - Climate and Culture
 - Learning and Growth
- Admissions
 - Demographics
 - Retention and Graduation Rates
 - Satisfaction and Engagement
 - Curriculum
 - Co-Curricular Organizations and Activities

Percent Under-Represented Accepted Freshmen
Fall 2003 to Fall 2008



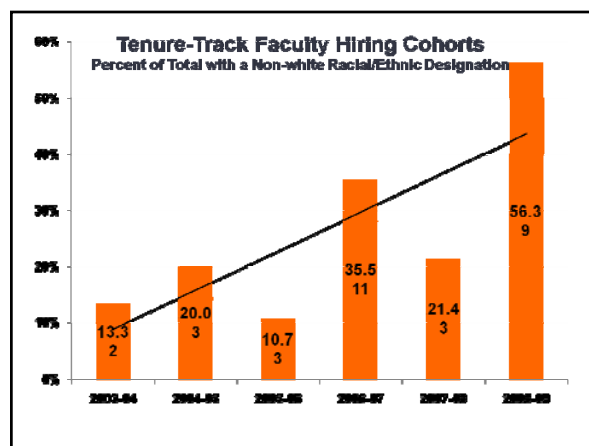
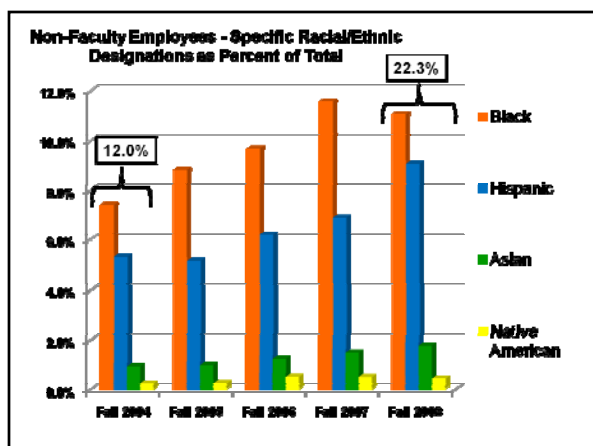
Percent Under-Represented
Enrolled First-Time Freshmen
Fall 2003 to Fall 2008

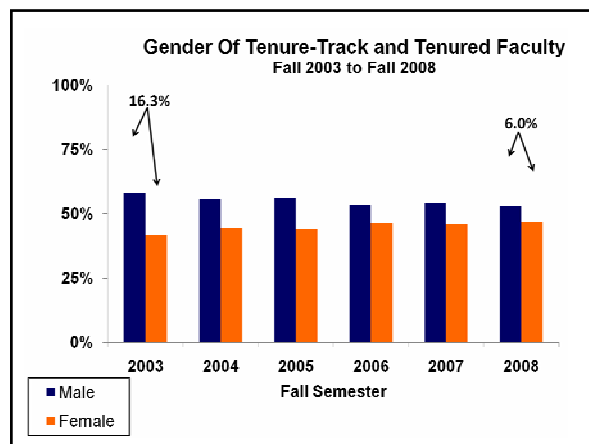
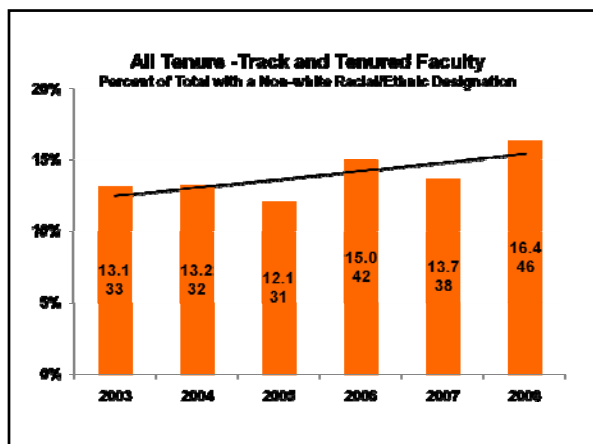




**Students by Year of Study
with Documented Disabilities
Served by Disability Services**

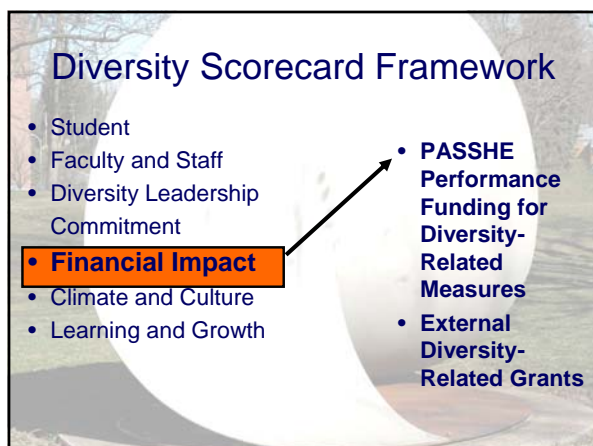
Student Year	2003	2004	2005	2006	2007	2008
Lower Level Undergraduate	156	187	192	224	196	191
Upper Level Undergraduate	143	134	142	156	131	137
Graduate	15	15	23	11	11	22
Total	314	336	357	391	338	350





Funding of Diversity Initiatives

	2003	2007	Change 2003 to 2007
Initiatives	\$205,040	\$406,617	\$201,577
Training	\$300	\$47,090	\$46,790
Total	\$205,340	\$453,707	\$248,367 (121%)



Financial Impact

	2004	2005	2006	2007	2008
Diversity-Related Performance Funding Total	\$87,232	\$108,440	\$187,886	\$507,028	\$311,796

	2003-04	2004-05	2005-06	2006-07	2007-08
External Diversity-Related Grants Received	\$127,766	\$201,424	\$286,886	\$64,463	\$360,625

Over \$2 Million

Diversity Scorecard Framework

- Student
- Faculty and Staff
- Diversity Leadership Commitment
- Financial Impact
- **Climate/Culture**
- Learning and Growth

Campus Climate Scale

Noel Levitz Student Satisfaction Inventory

	ESU			National		
	Importance	Satisfaction	Gap	Importance	Satisfaction	Gap
2000	6.09	4.87	1.22	6.05	4.85	1.20
2005	5.76	4.83	0.93	5.59	4.78	0.81

1 - Not important at all TO 7 - Extremely important
1 - Extremely dissatisfied TO 7 - Extremely satisfied

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- **Learning and Growth**

Memberships

Northeastern Pennsylvania Diversity Education Consortium

National Coalition Building Institute

American Association for Affirmative Action

General Conclusions

- Final Report will be Coming Soon
- Have Made Progress - Student Diversity; More to Be Done – Learning and Growth
- Continue to Develop and Refine Measures
- Recommend Establishment of Targets and Benchmarks
- Identify/Create Information Sources For Additional Diversity Dimensions

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Questions?

Excerpt from the EAST STROUDSBURG UNIVERSITY OF PENNSYLVANIA DIVERSITY STRATEGIC PLAN 2007-2009

University Diversity Statement

East Stroudsburg University is committed to cultivating an environment where the quality of education is enhanced and enriched by a diverse campus community. We are committed to creating a campus where differences are celebrated through a supportive climate in which students are able to reach their academic potential, and in which faculty and staff develop and flourish personally and professionally. Developing a diverse campus community is a continuing challenge not a fixed goal as we prepare our students to live and work in a multicultural and diverse nation and world.

Defining Diversity

Extensive research indicates that the definition of diversity is constantly evolving. For purposes of this plan, diversity encompasses the **presence and participation** of individuals who differ and are similar by characteristics such as, but not necessarily limited to **race, age, color, ethnicity, gender, national origin, religion, disability status, sexual orientation, and community affiliation**. A diverse environment includes individuals from **historically underrepresented populations**, various **socio-economic backgrounds**, and with a multitude of ideas, attitudes and beliefs. Those categories make up a collective mixture characterized by differences and similarities that are applied in pursuit of our organizational objectives.

Guiding Principles

Every individual has equal value: diversity efforts will uphold and be premised upon the fundamental belief in the inherent worth and dignity of all human beings.

Different perspectives regarding diversity issues, challenges and solutions are open to rational discourse. Open dialogue about diversity issues should be approached in an honest, responsible and respectful manner which leads to acknowledgment of other perspectives. Through open dialogue, legitimate concerns and perceived challenges can be addressed, and mutually acceptable solutions can be found.