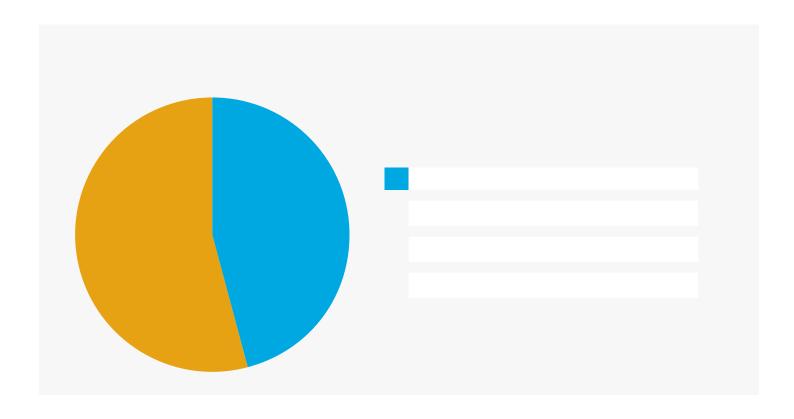


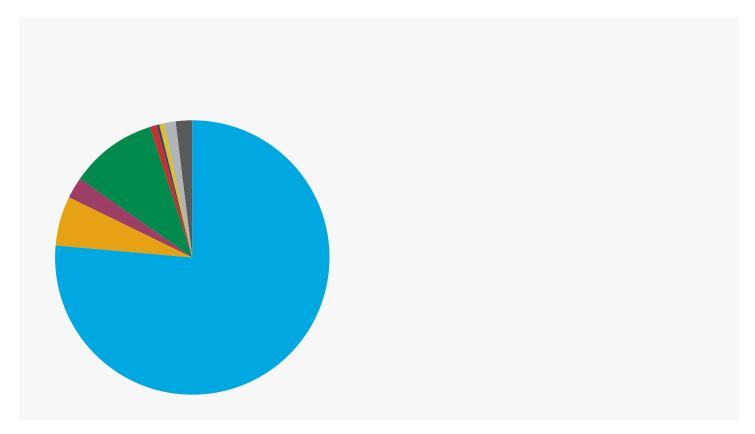
201 -201 INSIGHT Into Diversity

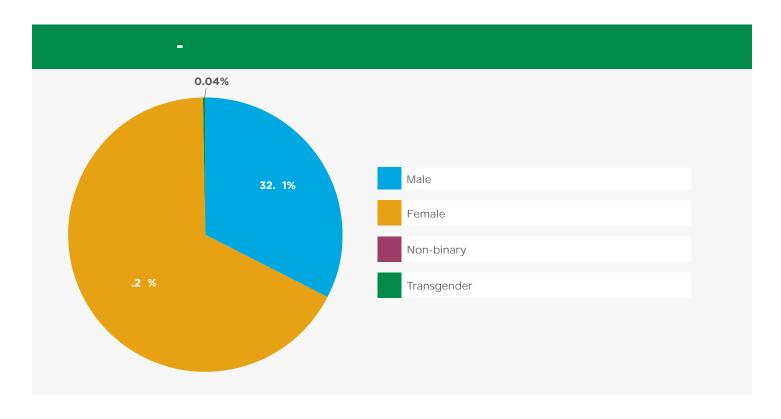
By opening and using this 2017-2018 HEED Award Data Report (the "Report"), you ("User") hereby agree as follows:

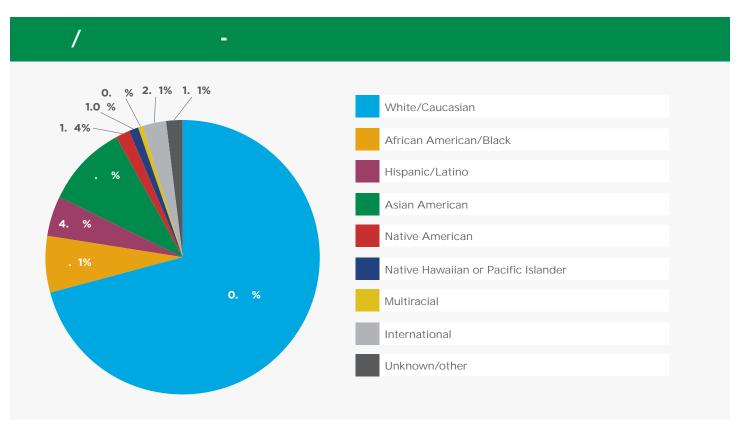
(i) That Potomac Publishing, Inc., D/B/A

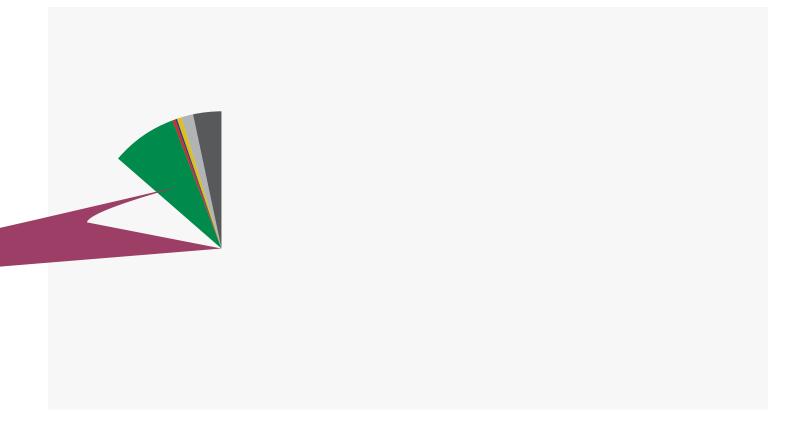
- 4 INTRODUCTION
- 5 2017 HEALTH PROFESSIONS HEED AWARD RECIPIENTS
- 6 HEALTH PROFESSIONS HEED INSTITUTION CHARACTERISTICS Type of Institution











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Community outreach		22	91.7%

Strategic retention plan	16	66.7%
School research on student success patterns	18	75.0%
Cohort-based academic success and leadership programs	17	70.8%
Supplemental instruction	18	75.0%
Free tutoring support	24	100.0%
Culturally relevant advising	19	79.2%
Summer bridge programs	10	41.7%
Early warning systems	21	87.5%
First-year experience programs	10	41.7%
Academically themed diverse student organizations	21	87.5%
Mentorship programs	20	83.3%
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Community health	24	100.0%
Cultural diversity	24	100.0%
LGBTQ health issues	22	91.7%
Global health issues	24	100.0%
Health disparities	23	95.8%
Interprofessional studies	22	91.7%
Minority health issues	20	83.3%
Women's health issues	21	87.5%
Religious beliefs affecting healthcare	22	91.7%
Linguistic diversity	19	79.2%

General education diversity requirement	15	62.5%
Faculty are requested, where applicable, to incorporate diversity into their curriculum	21	87.5%
Offers diversity courses for students	20	83.3%
Multicultural events on campus	24	100.0%
Multicultural student clubs and organizations	24	100.0%
Issues of diversity are woven into the first-year experience program	16	66.7%

Affinity or employee resource groups for employees	21	87.5%
Mentor programs for diverse faculty	21	87.5%
Start-up research funds for new diverse faculty	18	75.0%
Family-flexible tenure timelines	14	58.3%
Graduate research support for new diverse faculty	16	66.7%
Participation in diversity-related programming considered in tenure and promotion processes	14	58.3%
Cohort-driven leadership programs for diverse junior faculty	11	45.8%

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Social media used for multicultural marketing (e.g., YouTube, Instagram, Twitter, Facebook, etc.) 22 91.7% Student ambassadors communicate campus diversity to prospective students 21 87.5% Diversity-focused admissions materials and brochures 19 79.2% Display all diversity awards on website 19 79.2% Annual diversity report 21 87.5% Link to diversity office and/or programming on website homepage 11 45.8% Marketing/advertising in diversity publications and websites 22 91.7%			
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	Annual diversity report	21	87.5%
Marketing/advertising in diversity publications and websites 22 91.7%	Link to diversity office and/or programming on website homepage	11	45.8%
	Marketing/advertising in diversity publications and websites	22	91.7%

Every open job posting on human resources page includes an AA/EEO statement 23 95.8% International office page includes information about groups, clubs, etc. for international students 54.2% Human resources page includes information about diversity training 15 62.5% 0.0% Study abroad page includes specific opportunities for underrepresented students (e.g., scholarships) Procurement/supplier diversity office page lists opportunities for minority- and women-owned businesses 45.8% Disability services office page links to the career services page 16 66.7% Human resources page includes information about affinity/resource groups 13 54.2%

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Campus climate survey for students		21	87.5%
Campus climate survey for administrators		18	75.0%
Campus climate survey for faculty		20	83.3%
Campus climate survey for staff		19	79.2%
Exit interviews for employees		18	75.0%
Exit interviews for students		16	66.7%
Diversity mapping of institutional capabilities		17	70.8%
Diversity benchmarking efforts		10	41.7%

Chief diversity officer has input into the budget allocated to his/her office	16	66.7%
Chief diversity officer has his/her own budget	15	62.5%
Chief diversity officer position is an executive-level or cabinet person	15	62.5%
Chief diversity officer reports to the dean	13	54.2%
Chief diversity officer has a deciding vote on the diversity council	11	45.8%
No dedicated chief diversity officer	7	29.2%

No diversity council		2	8.3%
Diversity council reports to the dean		13	54.2%
Diversity council meets at least quarterly		21	87.5%
Diversity council members include administrators		22	
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We have increased the number of underrepresented minorities in full-time professor positions over the past five years	12	8	1	3	0	24
We have increased the number of women in full-time professor positions over the past five years	15	6	2	1	0	24
We have increased the number of underrepresented minorities in administrative leadership positions over the past five years	10	7	3	3	1	24
We have increased the number of women in leadership positions in the past five years	15	7	1	1	0	24
We have increased the number of full-time underrepresented students in the past five years	20	4	0	Ο	0	24

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