A General Comparison of Student Data

Student Ratio: Female/Male

Students: White/Non-White

Students: Diversity
A General Comparison of Faculty Data

Faculty Ratio: Female/Male

Faculty: Rank

Faculty: Diversity
Current Standing Among Peers

- Lower percentage of female students than Glenn School and LBJ
- Lowest non-white student enrollment (less than 20%) compared to three peers
- Trails LBJ in Hispanic student enrollment
- Higher female faculty percentage than LaFollette and LBJ
- Faculty are approximately 80% white in all four cases
- Staff are primarily female in all four cases; Glenn School has 60% female; Bush School, LaFollette, and LBJ have 75%+ female staffs.
Engaging the Data

• Bush School seeks to increase its percentage of non-white students.
• Bush School seeks to increase its percentage of Hispanic students.
• Bush School seeks to advance female and minority enrollments in the International Affairs Department.
• Bush School seeks to increase female and minority members of faculty.
• Bush School seeks to increase minority and male representation among staff.
Recruitment

**Students:**
Benchmark: Increase diversity of student body
Target: Advance percentage of black students from 6% overall to 8% in each degree program

**Faculty:**
Benchmark: Increase current diversity representation in Faculty
Target: Increase our diversity faculty by two new hires

**Staff:**
Benchmark: Increase current diversity representation in Staff
Target: Increase Hispanic staff from 5% to 10% as vacancies occur
  Increase African American staff presence from zero to one in next available vacancy
Retention

**Students:**
Benchmark: Student resources and retention efforts have resulted in a 100% student retention rate.
Target: Maintain 100% retention rate, explain and provide remedies for any falloff.

**Faculty:**
Benchmark: The Bush School had a 95% faculty retention rate.
Target: Maintain high retention rate, explain and provide remedies for any falloff.
Note: Faculty are highly qualified and are constantly recruited by other institutions.

**Staff:**
Benchmark: Increase diversity of staff
Target: Actively recruit a minority (black or Asian) staff member in upcoming report year.
Unit Climate

• Benchmark: Maintain 70% agree or strongly agree on positive internal climate among students.
• Target 1: Survey students in Fall 2015 to advance benchmark beyond 70% level.
• Target 2: Survey Faculty and Staff in Fall 2015 to define views.
• Generally, consider informal means to promote positive internal climate, for example, by use of display banners as shown to the right.
Advisory Groups and Developmental Councils

• The Bush School has an external advisory board that meets twice annually
  -The board focuses on broad policy advice and guidance
  -There are a number of women and minorities on this board

• The Bush School also has a developmental council in which members are appointed by the dean
  -The council focuses on assisting the Dean in development planning and donor identification and contact
  -This council has women and an Asian American and a Hispanic American

Benchmark: Maintain External Advisory Board and Development Council
Target: Regular diversity reports to External Advisory Board, Development Council, and Dean.
Equity

Students:
• All students receive a financial assistance package, with more qualified students receiving higher financial assistance packages.

Faculty:
• Professional development supports presentation of research at professional association conferences and attendance at workshops
• Merit and “one-time” adjustments to salary base are considered
• The endowment base for flexible funding of faculty equity has been increased
• Faculty are awarded individual budgets to conduct research and present research findings at major academic or professional association conferences

Staff:
• Administrative staff is hired at competitive compensation levels with the current labor markets
• Existing staff compete for internal vacancies for career advancement and professional development
Future Efforts

Initiative 1: Recruiting and hiring faculty
  - Diversify faculty ranks

Initiative 2: College-wide Diversity Development
  - Ensure that diversity is considered and understood by leadership

Initiative 3: Bush School SGA Diversity Committee
  - Create opportunities for students to discuss and learn about diversity

Initiative 4: Bush School Diversity Committee
  - Highlight awareness and actions that advance diversity

Initiative 5: Student Recruitment
  - Ensure that the new student applicant pool is as diverse as possible

Initiative 6: Diversity Workshop
  - Have ongoing dialogue and learning experiences focused on internal diversity