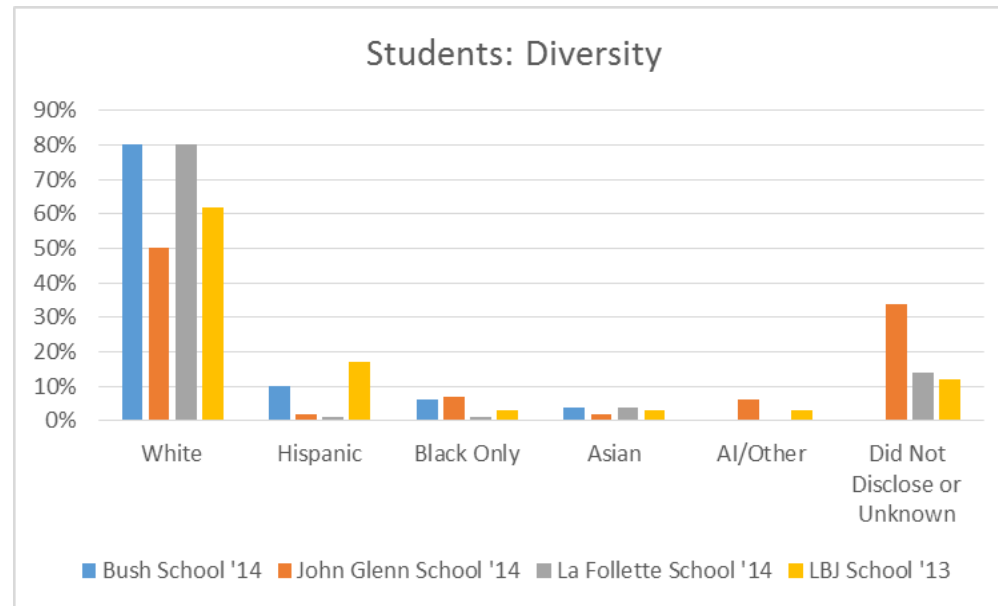
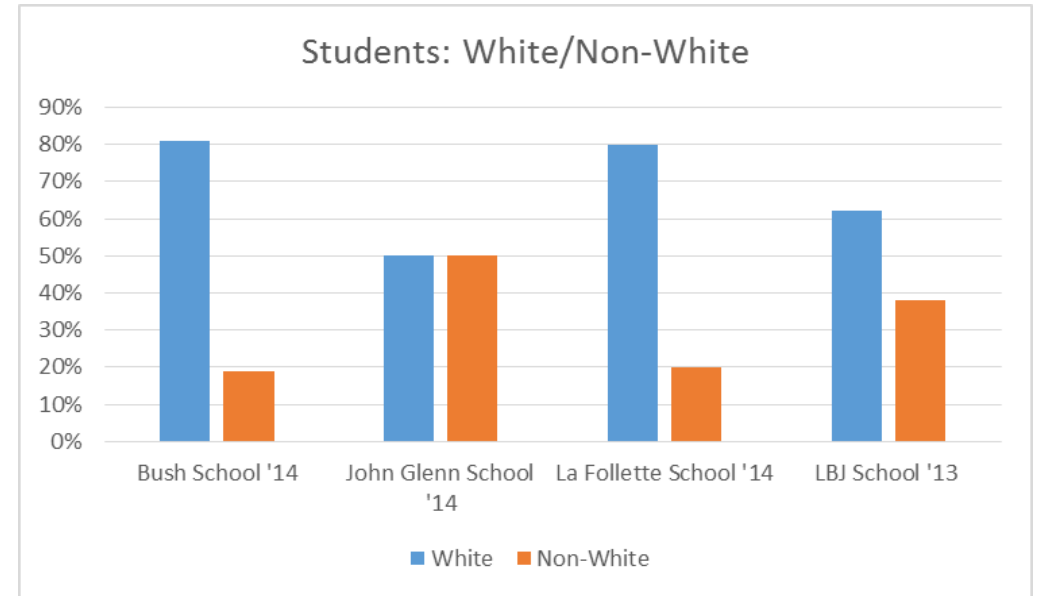
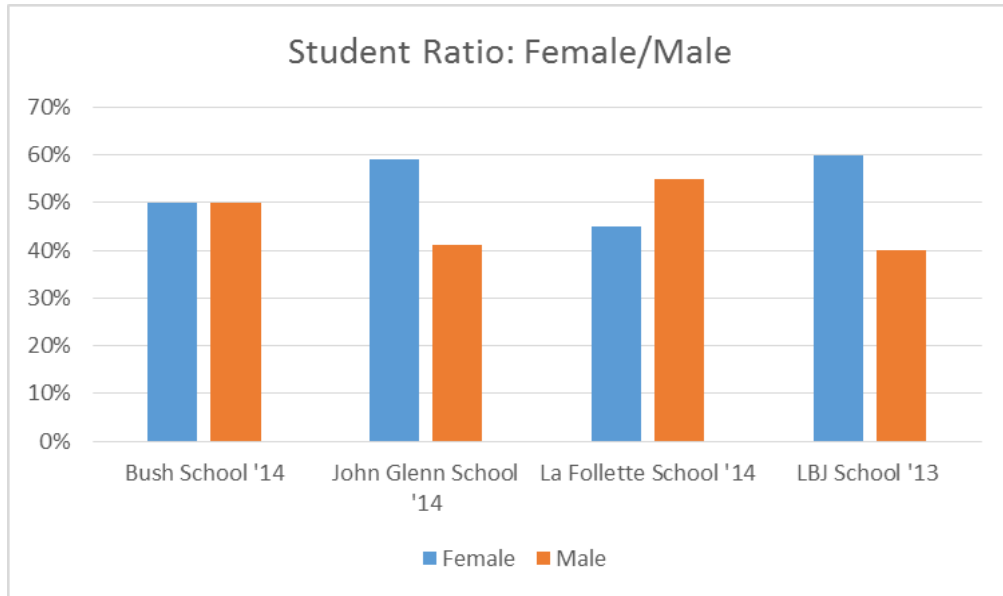


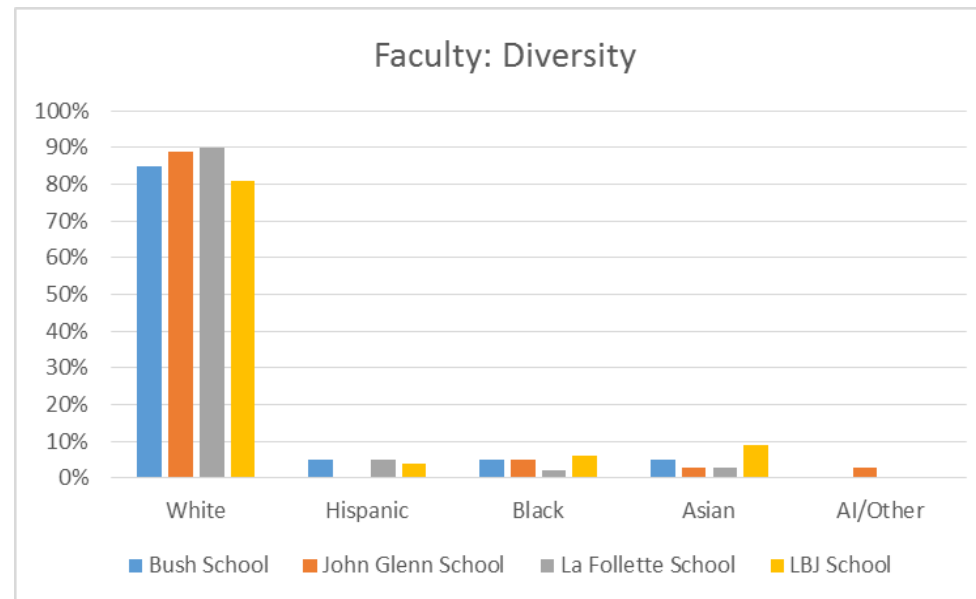
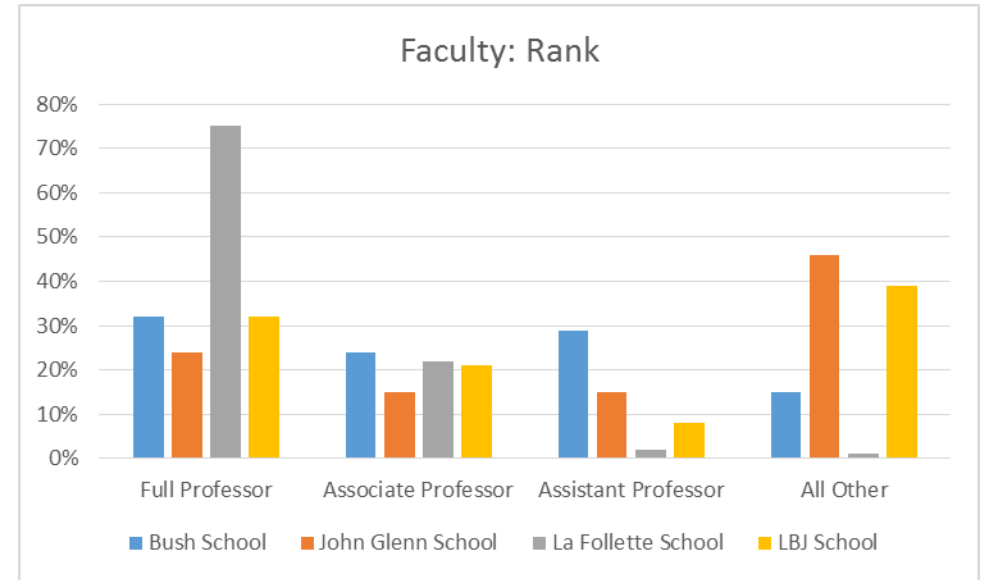
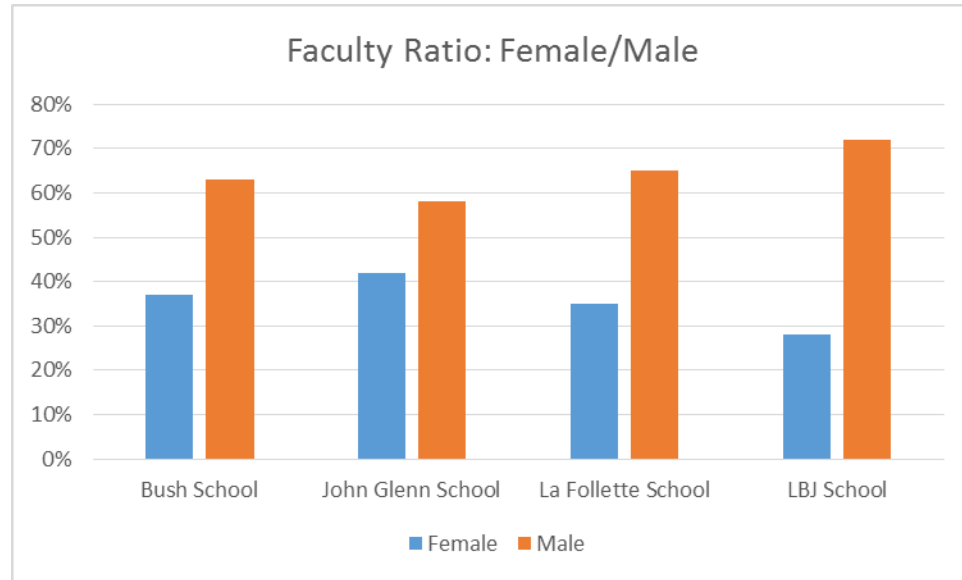
# Bush School Diversity Report

January 29, 2015

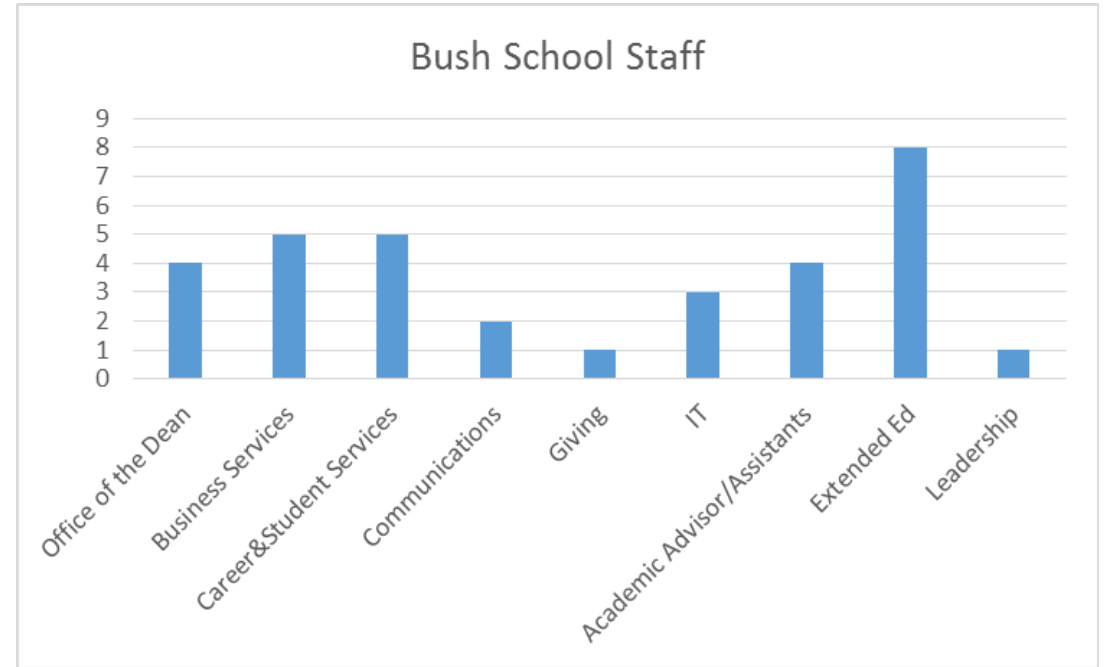
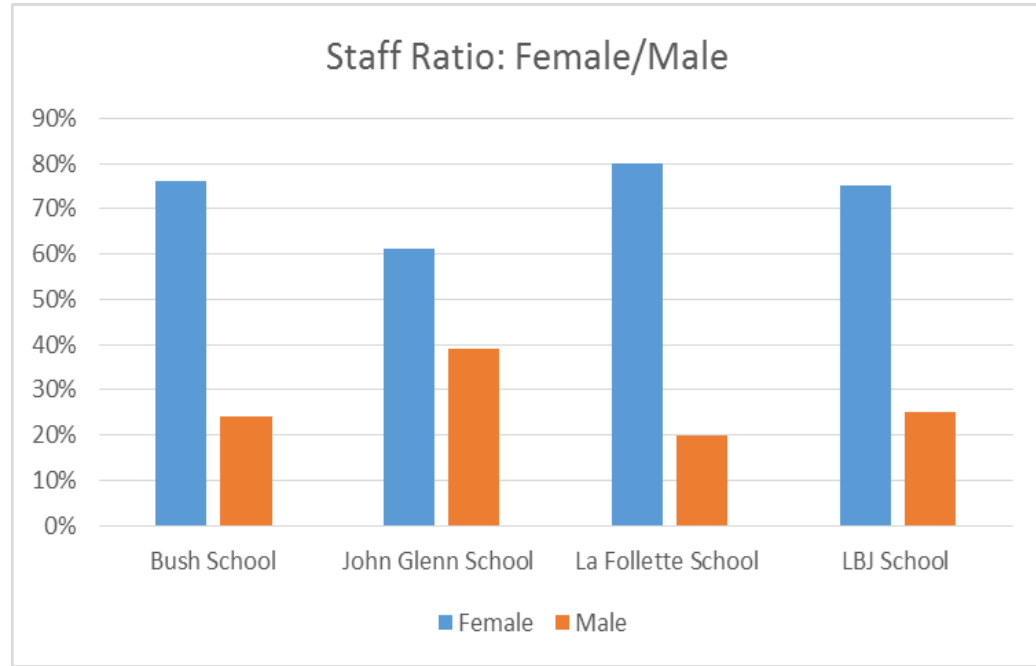
# A General Comparison of Student Data



# A General Comparison of Faculty Data



# Staff Data



# 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