

**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 <i>Type of Institution</i>



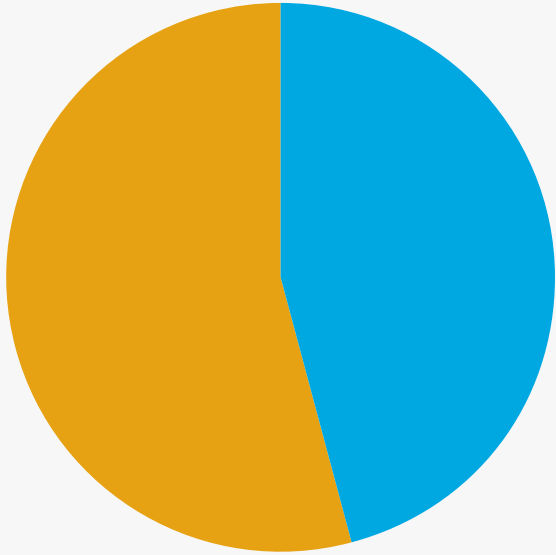




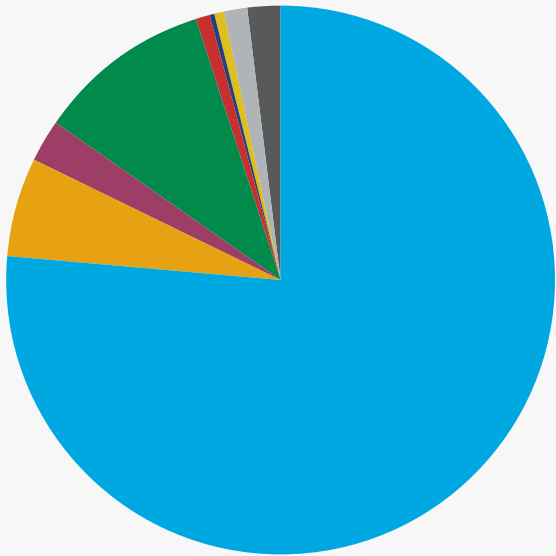




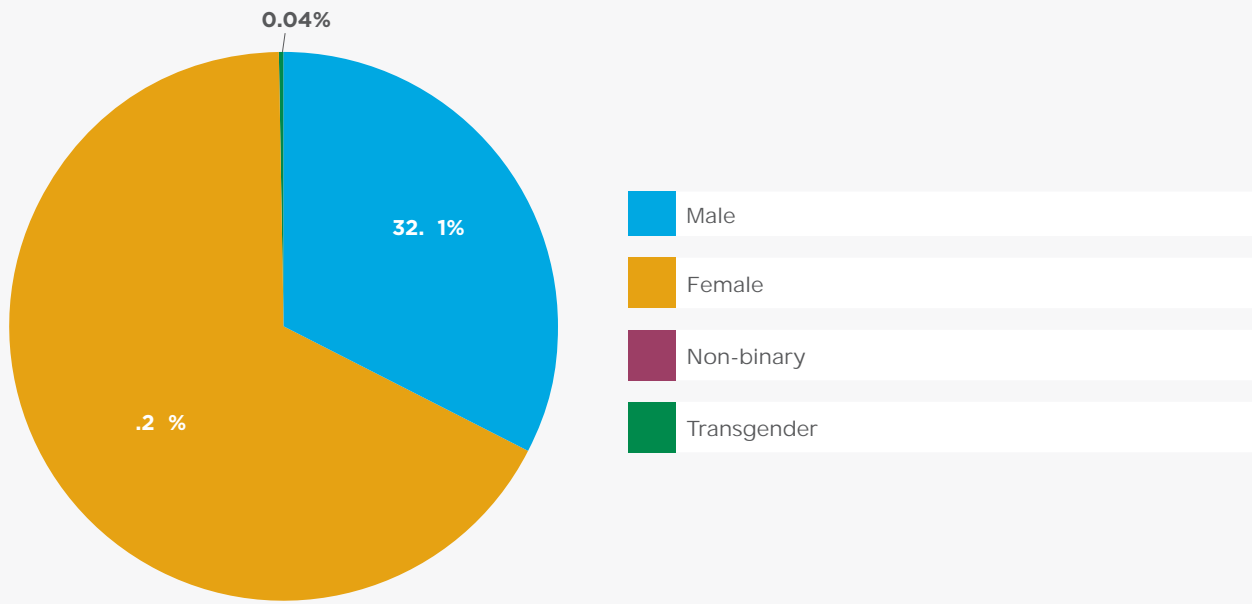




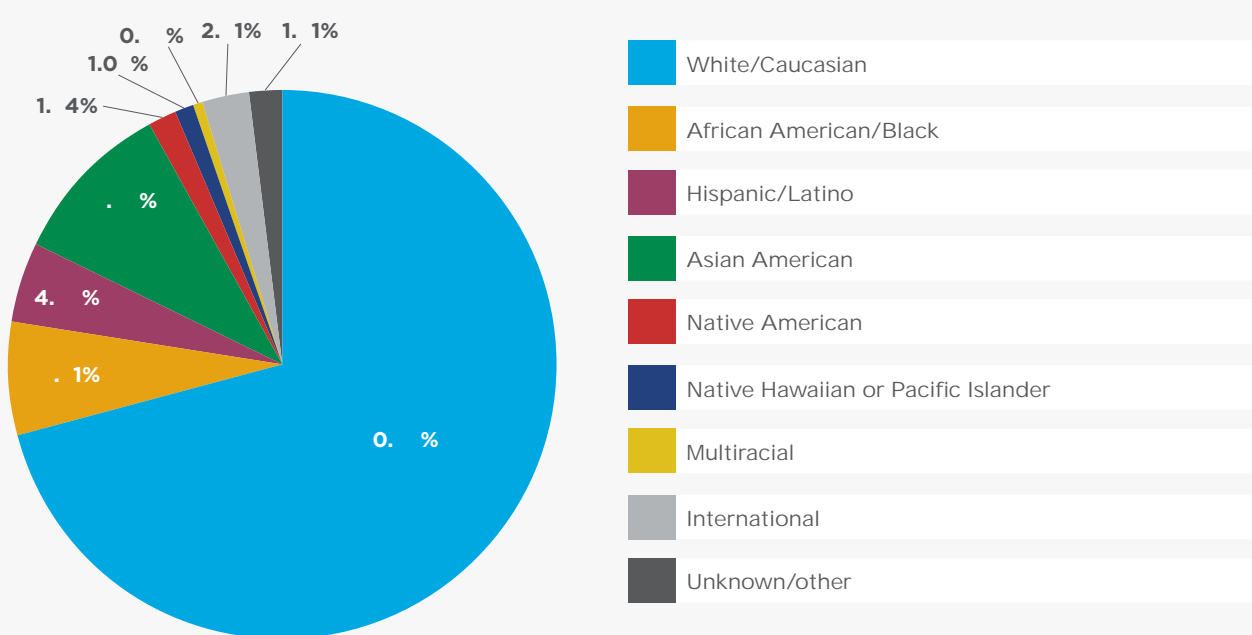


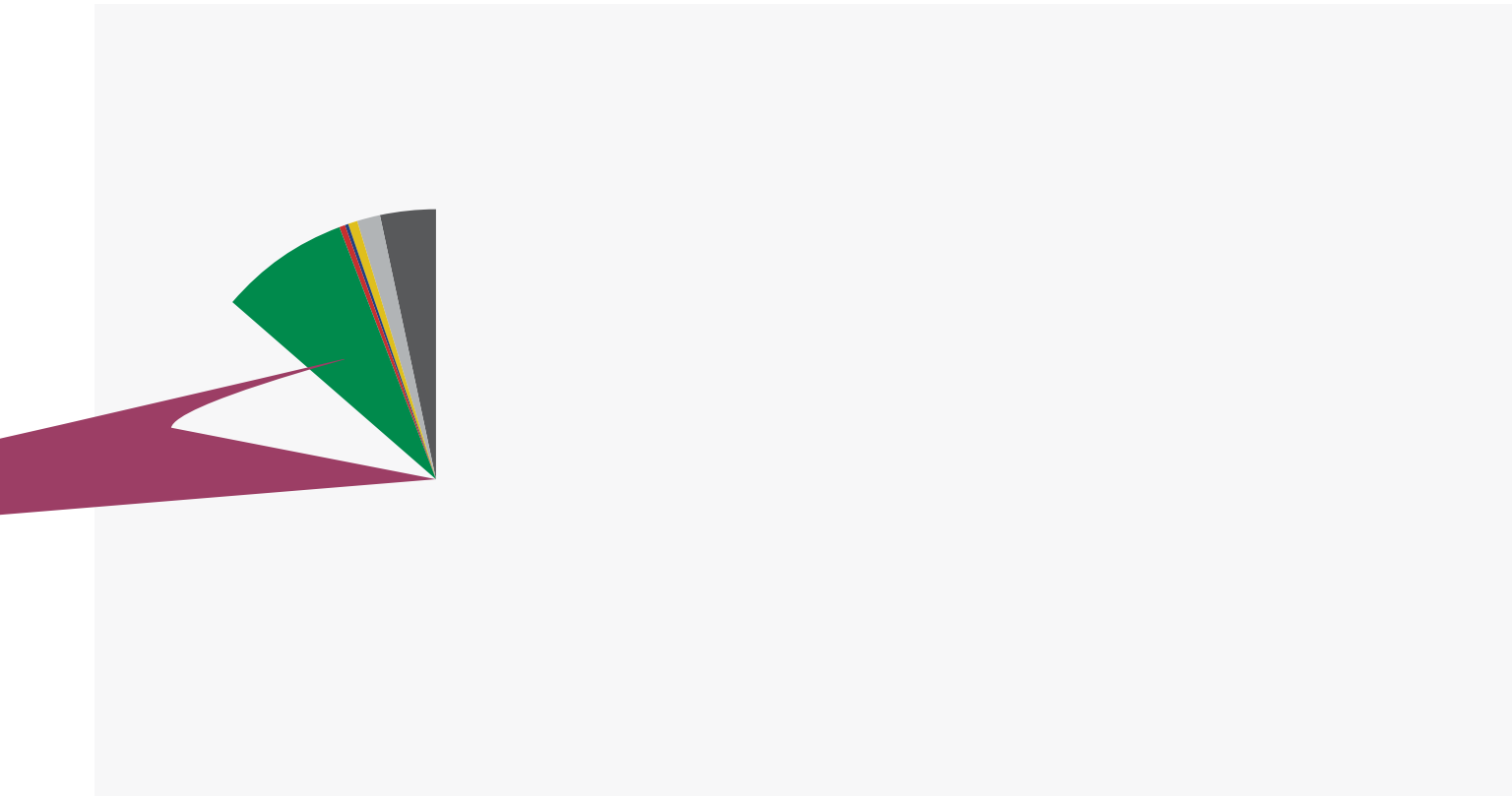


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Community outreach	22	91.7%

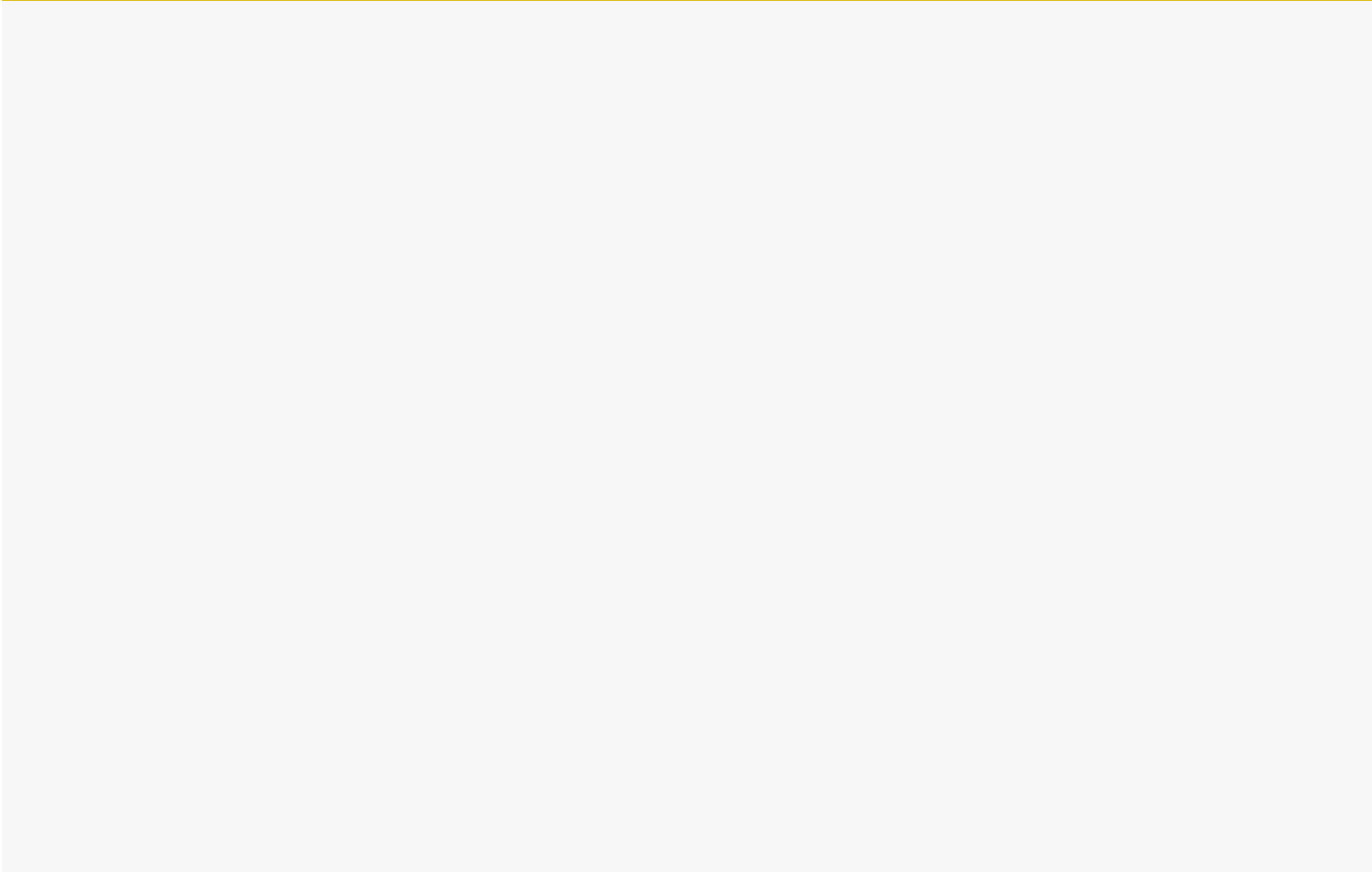
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91.7%

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%

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%

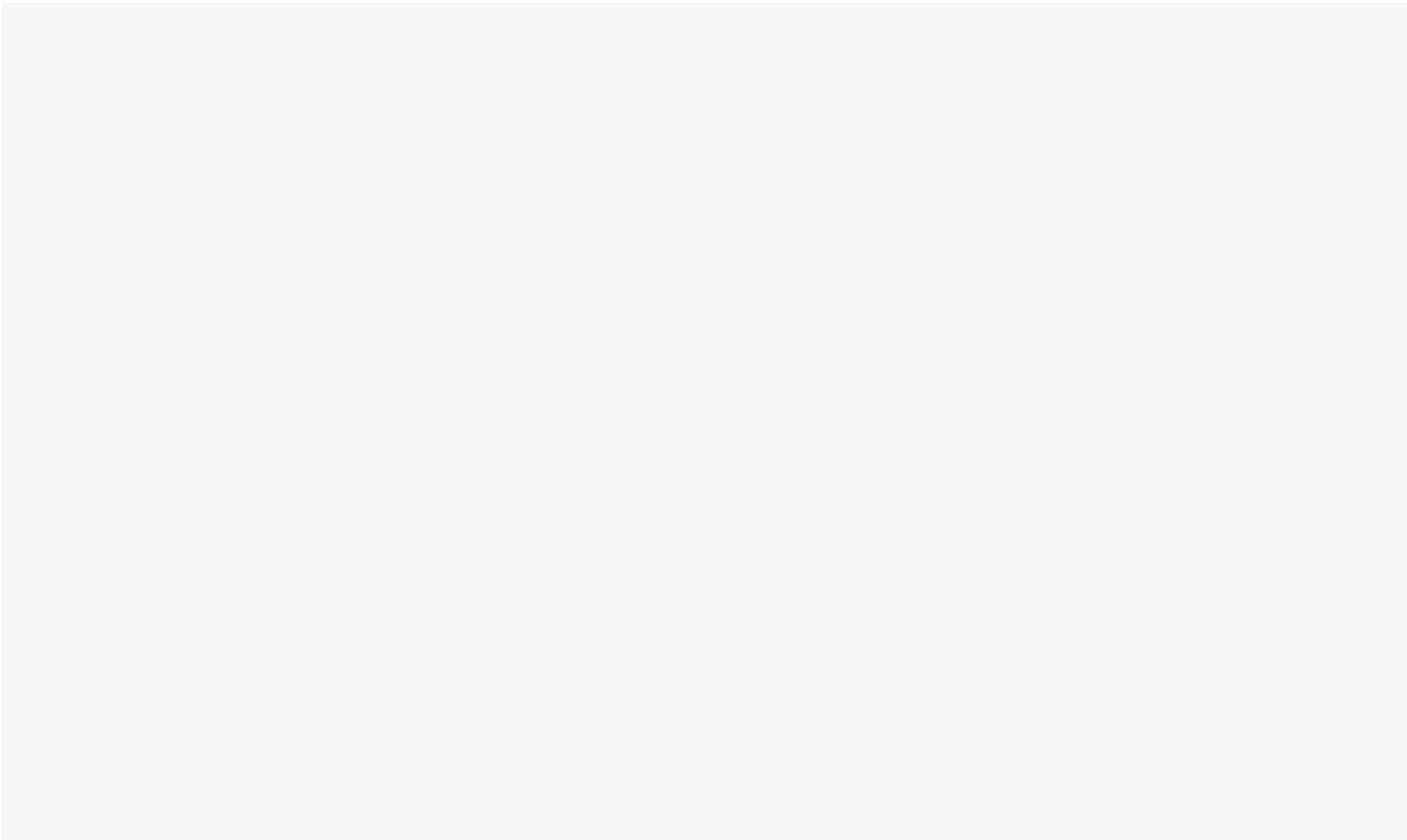
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Senior administrators	10	14	0	2	0	0	21
Full-time faculty	13	11	12	13	4	0	22
Full-time staff	13	11	12	13	5	0	21
Search committee heads	3	20	9	12	1	1	21
Full-time students	10	14	8	12	0	0	21
Search committee members	6	17	9	11	2	1	21





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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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	13	54.2%
Human resources page includes information about diversity training	15	62.5%
Study abroad page includes specific opportunities for underrepresented students (e.g., scholarships)	0	0.0%
Procurement/supplier diversity office page lists opportunities for minority- and women-owned businesses	11	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%



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%

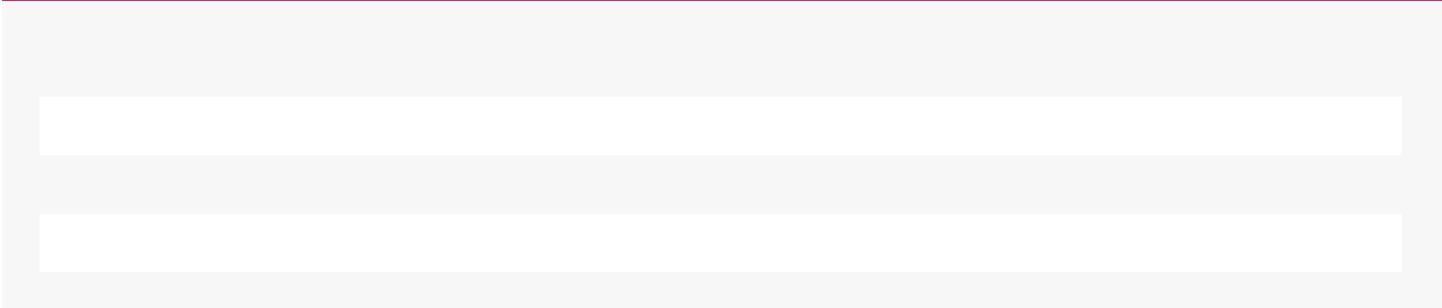
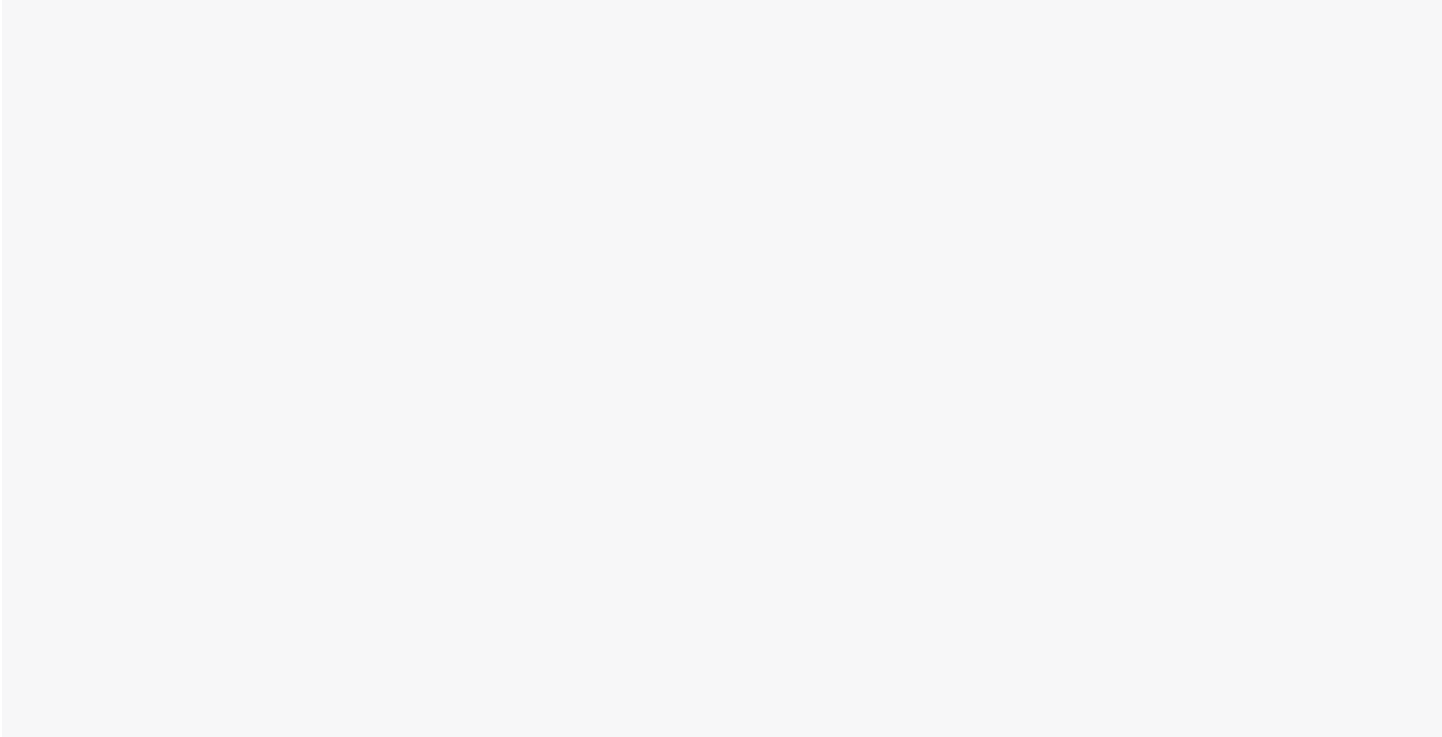
Chief diversity officer has input into the budget allocated to his/her office	16	66.7%
Chief diversity officer has his/her own budget	15	62.5%
Chief diversity officer position is an executive-level or cabinet person	15	62.5%
Chief diversity officer reports to the dean	13	54.2%
Chief diversity officer 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	



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	0	0	24

# ***INSIGHT Into Diversity***

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