









## Xavier University Diversity Scorecard

### I. STUDENT ACCESS & SUCCESS


Goal/Outcome 1: Support the Enrollment of a Diverse Student Body	Timeframe	Change from Baseline	Progress from Previous Year
Maintain (or exceed) the percentage of first-time, full-time degree-seeking undergraduates of color at no lower than 16%	Annual Fall to Fall (September)		
Maintain (or exceed) the percentage of first-time, full-time degree-seeking undergraduate males at no lower than 43%			
<b>Goal/Outcome 2: Support the Retention and Success of a Diverse Student Body</b>			
Equalize the first-year retention rates of African-American (85%*), Asian (87%*), and Latino students (83%*) with the cohort retention rate of 89%* (*three-year average of 03-04, 04-05, and 05-06 rates)	Annual Fall to Fall (September)		
Reduce racial gaps in undergraduate representation in GPA deciles from Fall '06 baseline.	Annual Fall to Fall (September)		

### II. CAMPUS CLIMATE & INTERGROUP RELATIONS




Goal/Outcome 3: Foster a Campus Climate that is Welcoming to All	Timeframe	Change from Baseline	Progress as of May '07
Measure improvement in the campus climate for diversity through enhanced mean score of all faculty and staff perceptions on items 27, 32-42, and 44 of the Campus Climate Study from 2005 baseline.	Five year cycle		
Measure improvement in the quality of students' relationships with other students through mean score of all student responses to the National Survey of Student Engagement from Fall 2006 baseline.	Annual Fall to Fall (September)		
<b>Goal/Outcome 4: Foster Inter-cultural Respect, Communication, and Collaboration NSSE</b>			

Measure improvements in the administration's efforts to foster intercultural respect, communication, and collaboration among employees based on ratings of item 42 ("Overall the administration clearly communicates a strong commitment to diversity") of the Campus Climate Study from 2005 baseline.	Five year cycle		
Measure improvement in the mean rating of students' perceptions of the University's emphasis on "encouraging contact among students from different economic, social, and racial or ethnic backgrounds" in the National Survey of Student Engagement from Fall 2006 baseline.	Annual Fall to Fall (September)		

**III. EDUCATION & SCHOLARSHIP**

<b>Goal/Outcome 5: Incorporate diversity and inclusion across the curriculum</b>	Timeframe	Change from Baseline	Progress as of May '07
Increase the percentage of students enrolled in courses that fulfill the Gender & Diversity Studies course requirement from baseline year 05/06 (Fall and Spring).	Annual Spring to Spring (May)	+38%	

**IV. INSTITUTIONAL TRANSFORMATION**

<b>Goal/Outcome 6: Enhance the Recruitment and Retention of Diverse Faculty, Staff, and Administrators</b>	Timeframe	Change from Baseline	Progress as of May '07
Enhance representation of women and people of color among administrators, faculty, and staff members	Annual Fall to Fall (December)		
<b>Goal/Outcome 7: Demonstrate Institutional Leadership for Community Equity and Empowerment</b>			
Meet MBE/WBE procurement goals (to be devised)	Annual		
<b>Goal/Outcome 8: Develop the Capacity of Our People for Diversity Leadership</b> Increase number of faculty and staff engaged in diversity education programs from baseline year of 05/06 (Summer, Spring, and Fall)	Annual Spring to Spring (May)	+522	
<b>Goal/Outcome 9: Institutionalize a Culture of Diversity Planning and Assessment</b>			
Annually Assess Diversity Progress	Annual (December)		