

Benchmarking Analysis

Executive Summary – January 2018

Overview

In the spring of 2018 The Director of Assessment and Program Evaluation, The Director of Strategic Initiatives and a Graduate Assistant from the Division of Student Affairs developed a report that provided a detailed comparison between Washington State University and a select group of institutions. This report specifically focuses on multicultural programs and services at various institutions nationwide.

Two lists of benchmark institutions served as a point of reference against which the universities multicultural programs and services were compared or assessed. The list included institutions designated as (1) IEC Peer and (2) PAC12 Peers.

IEC Peer institutions were selected based on the following criteria determined by The Carnegie Classification of Institutions of Higher Education:

- Public land grant
- Very high research activity
- Veterinary school
- Within 50% above or below WSU's enrollment size
- Within 100% above or below WSU's research and development expenditures at the start of the Strategic Plan Cycle

PAC 12 Peer institutions were selected based solely on their athletic affiliation

This report utilized multiple sources of information, including the Integrated Postsecondary Educational Data Systems (IPEDS) from the U.S. Department of Education, National Student Survey of Student Engagement (NSSE), The Carnegie Classification of Institutions of Higher Education, institution websites, and information collected from institution staff.

Quantitative data was drawn from the academic year 2015-2016. The mean (average) for the benchmarking groups are presented and used to compare institutions' overall performance on each of the measures. Use of additional quantitative measure is noted.

Institution	City	State	Type	Degrees offered	Website
Arizona State University	Tempe	AZ	Public, Research	B.A., B.S., Masters Doctorate	http://www.asu.edu/
Oregon State University	Corvallis	OR	Public, Land grant, Sea grant, Space grant, Sun grant	B.A., B.S., Masters, Doctorate	http://www.oregonstate.edu/
Stanford University	Palo Alto	CA	Private, Research university	B.A., B.S., Masters, Doctorate	http://www.stanford.edu/
University of Arizona	Tucson	AZ	Public flagship Research	B.A., B.S., Masters, Doctorate	http://www.arizona.edu/
University of California Berkeley	Berkeley	CA	Public Research, Land grant	B.A., B.S., Masters, Doctorate	http://www.berkeley.edu/
University of California Los Angeles	Los Angeles	CA	Public, Research, Land grant	B.A., B.S., Masters, Doctorate	http://ucla.edu/
University of Colorado Boulder	Boulder	CO	Public, Flagship, Space grant	B.A., B.S., Masters, Doctorate	http://www.colorado.edu/
University of Oregon	Eugene	OR	Public, Flagship, Research	B.A., B.S., Masters, Doctorate	http://www.uoregon.edu/
University of Southern California	Los Angeles	CA	Private, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.usc.edu/
University of Utah	Salt Lake City	UT	Public, Flagship, Space grant	B.A., B.S., Masters, Doctorate	http://www.utah.edu/Pu
University of Washington	Seattle	WA	Public, Flagship	B.A., B.S., Masters, Doctorate	http://www.washington.edu/
Colorado State University	Fort Collins	CO	Public, Flagship, Land grant	B.A., B.S., Masters, Doctorate	http://www.colostate.edu/
Iowa State University	Ames	IA	Public, Flagship, Land grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.iastate.edu/
Louisiana State University	Baton Rouge	LA	Flagship, Land grant, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.lsu.edu/
Mississippi State University	Oktibbeha County	MS	Public, Land grant, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.msstate.edu/
North Carolina State University	Raleigh	NC	Public, Flagship, Land grant, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.ncsu.edu/
Purdue University	West Lafayette	IN	Public, Flagship, Land grant, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.purdue.edu/
University of Georgia	Athens	GA	Flagship, Public, Research, Land grant, Sun grant, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://uga.edu/
University of Maryland, College Park	College Park	MD	Flagship, Public, Land grant, Sea grant, Space grant	B.A., B.S., Masters, Doctorate	http://www.umd.edu/
University of Missouri, Columbia	Columbia	MO	Public, Flagship, Land grant	B.A., B.S., Masters, Doctorate	http://www.missouri.edu/
University of Nebraska, Lincoln	Lincoln	NE	Flagship, Public, Land grant	B.A., B.S., Masters, Doctorate	http://www.unl.edu/
University of Tennessee, Knoxville	Knoxville	TN	Flagship, Public	B.A., B.S., Masters, Doctorate	http://www.utk.edu/
Virginia Tech	Blacksburg	VA	Public, Land grant, Space grant, Sea grant, Senior Military College	B.A., B.S., Masters, Doctorate	http://www.vt.edu/

INSTITUTION AND STUDENT PROFILE

Undergraduate Fulltime

Pac 12

- In comparison to PAC 12 peer institutions, Washington State University's fulltime undergraduate enrollment was below the average (M = 23,074)
- PAC 12 peer institutions with above the average fulltime undergraduate enrollment include the following
 - Arizona State University
 - University of Arizona
 - University of California, Berkeley
 - University of California, Los Angeles
 - University of Colorado

IEC

- In comparison to IEC peer institutions, Washington State University's fulltime undergraduate enrollment was below the average (M = 23,606)
- IEC peer institutions with above the average fulltime undergraduate enrollment include the following
 - Iowa State University
 - Purdue
 - University of Georgia
 - University of Maryland
 - University of Missouri
 - Virginia Polytechnic Institute and State University

Undergraduate Part-time

PAC 12

- In comparison to PAC 12 peer institutions, Washington State University's part-time undergraduate enrollment was above the average (M = 2,416)
- PAC 12 peers institutions with above average part-time undergraduate enrollment include the following
 - Arizona State University
 - Oregon State University
 - University of Arizona
 - University of Utah
 - University of Washington

IEC

- In comparison to IEC peer institutions, Washington State University's part-time undergraduate enrollment was above the average (M = 1,711)
- IEC peer institutions with above the average part-time undergraduate enrollment include the following
 - Colorado State University
 - Louisiana State University
 - North Carolina State University
 - Purdue University
 - University of Maryland, College Park

- University of Missouri

Graduate Fulltime

PAC 12

- In comparison to PAC 12 peer institutions, Washington State University's graduate fulltime enrollment was below the average (M = 7,774)
- PAC 12 peers institutions with above average fulltime graduate enrollment include the following
 - Stanford
 - University of California, Berkley
 - University of California, Los Angeles
 - University of Southern California
 - University of Washington

IEC

- In comparison to IEC peer institutions, Washington State University's graduate fulltime enrollment was below the average (M = 4,827)
- IEC peer institutions with above average fulltime graduate enrollment include the following
 - North Carolina State University
 - Purdue University
 - University of Georgia
 - University of Maryland, College Park
 - University of Missouri
 - Virginia Polytechnic Institute and State University

Graduate Part-time

Pac 12

- In comparison to Pac 12 peers institutions, Washington State University's graduate part-time enrollment was below average (M = 2,243)
- Pac 12 peer institutions with above average part time graduate enrollment include the following
 - Arizona State University
 - University of Arizona
 - University of Colorado
 - University of Southern California
 - University of Washington

IEC

- In comparison to IEC peers institutions, Washington State University graduate part-time enrollment was below average (M = 2,405)
- IEC peer institutions with above average part-time graduate enrollment include the following
 - University of Nebraska
 - University of Maryland
 - Purdue University
 - University of Missouri

- North Carolina State University
- Colorado State University

Percentage of Students of Color

PAC 12

- In comparison to PAC12 peer institutions, Washington State University has an above average number of students who reported having the following race/ethnic background
 - race /identity unknown
 - two or more race
 - white

IEC

- In comparison the IEC peer institutions, Washington State University has an above average number of students who reported having the following race/ethnic background
 - race /identity unknown
 - two or more race
 - Hispanic
 - Asian
 - American Indian or Alaskan Native

Percent of Students Receiving Pell

PAC 12

- In comparison to PAC 12 peer institutions
 - the percent of students receiving Pell Grants at Washington State University is above average (M = 26%)
 - the average amount received by a student at Washington State University is below average (M = 4,401)

IEC

- In comparison to IEC peer institutions
 - the percent of students receiving Pell Grants at Washington State University is above average (M = 35%)
 - the average amount received by a student at Washington State University is below average (M = 4,203)

DIVERSITY, EQUITY AND INCLUSION

Name of office

- Among PAC12 peer institutions that reported having a centralized department for multicultural programs and services
 - Roughly 6 of the 12 institutions included the word *culture* or *multicultural* in their department name
 - Roughly 3 of the 12 institutions included the word *engagement* in their department name
 - Roughly 3 of 12 institutions included the word *equity, diversity* or *community* there was only one institution that included the words minority
- Among IEC peer institutions that reported having a centralized department for multicultural programs and services
 - Roughly 10 of the 12 institutions included the word *culture* or *multicultural* in their department name
 - Roughly 2 of the institutions included the word *diversity* or *community* in their department name

Organizational Structure

- Most institutions have a centralized unit dedicated to providing multicultural programs and services
 - 79% (n=19) of the institutions had a centralized structure for providing multicultural programs and services
 - 21% (n=5) of the institutions had a decentralized structure for providing multicultural programs and services

Mission Statement

Institution mission statements emphasized, regardless of affiliation, the following:

- | | |
|-----------------------|-----------------|
| • Empowering students | • Excellence |
| • Development | • Collaboration |
| • Inclusion | • Diversity |
| • Community | • Success |
| • Respect | |

Reporting Responsibilities and Highest Position

- Most institutions with centralized or semi centralized structures that provide multicultural programs and services reported directly to the Division of Student Affairs
 - 5 institutions reported directly to either a Vice Provost, Vice Chancellor, Associate Vice President, Vice President, Chief Diversity Officer, or Vice President
 - 12 reported directly to either a Sr. Director, Co-director, or Assistant Director
 - 3 reported directly to an Assistant Dean, or Associate Dean

Target Populations

Among the institutions having a centralized department for multicultural programs and services, target populations included

- Asian and Pacific Islander students
- Black or African American students
- Latinx students
- Disability services students
- LGBTQ students
- Native American students
- Women students

Programs and Services

Among the institutions having a centralized department that provided multicultural programs and services, almost every institution focused their programs and services

- Black or African American Student Affairs
- Asian or Pacific Islander Student Affairs
- Latinx Student Affairs
- LGBTQ Student Affairs
- Women Student Affairs

Additional focus areas included

- Diversity initiatives
- Social Justice Retreats
- Community Outreach
- Grants for first generation students
- Student success and support
- Student leadership and involvement

Budget

Although several attempts were made to collect budget information, sources provided insufficient information. Outreach was made via phone and email, with reminders. Multiple staff were unable to answer questions about the budget; referrals were made to other staff at some intuitions. For those who did supply information, it was limited.

- Information received from ***Iowa State University*** indicated they receive funding from multiple sources. Including allocations from the university, corporate dollars and funding from grants. Approximately 95% of its funding from the state and 5 % from other sources (grants and corporate entities)
 - Services and activities fees managed by the services and activities fee committee (5million annually)
 - Funding received for operations and programmatic efforts (6500)
 - Revenue from programmatic efforts
- Information received from the ***University of California, Los Angeles*** indicated they receive the majority of their funding from student service fees and various grants

- Information received from the *University of Maryland, College Park* indicated their budget is close to 1 million dollars. The majority of their funding goes to salaries. Each Multicultural Involvement and Community Advocacy (MICA) area has \$5000 to spend for the year. Additionally, there are other monies available from other sources for programming. A funding breakdown includes the following
 - Student activity fees
 - Funding generated from space and facilities
 - Monies derived from contracts with shops and services in the building
 - Monies derived from grants and gifts through their STAMP Development Office

- Information received from *Oregon State University* indicated they have a hybrid structure, the office is general fee funded and the cultural resources centers are student fee funded. Additionally they do get some funding from fundraising/foundation and grants. A funding breakdown includes the following
 - General fee funds (800,000)
 - Student fee funds (1,600,000)

Staffing

Institution information regarding staffing was gathered through telephone conversations, email responses and web content. Information collected indicated

- Almost every institution has at least 6 staff members dedicated to providing multicultural programs and services
- Most institutions had at least one Assistant Director or Associate Director
- Most institutions had at least one administrative support staff member
- Every institution had multiple student and/or graduate assistants

Additional analysis

Given the information collected from NSSE (campus climate, and student interactions with diversity), IPEDS, and The Carnegie Classification of Institution of Higher Education a “model institution” profile was developed. This information could be used to better understand the services, structures and culture of campuses with an indication of serving multicultural students successfully. These institutions were selected based on several institutional characteristics that are listed below

- | | |
|---------------------------------|---|
| • Location Type | • Med/Vet School on campus |
| • Institution type | • Undergraduate student population |
| • Athletic Affiliation | • Graduate student population |
| • State | • Land Grant affiliation |
| • Student transfer frequency | • Admissions selectivity classification |
| • Institution research activity | |
| • NERC Award | |

Future Direction

The list of institutions provided could serve as model institutions to emulate in regards to providing multicultural student services.

- | | |
|---|----------------------------------|
| • Colorado State University-Fort Collins* | • University of California-Davis |
| • Oregon State University* | • Washington State University |
| | • Texas A & M University- |

- College Station
University of Arizona*

- University of California-
Riverside

*Means they are university already within our list of schools; urban and suburban universities excluded.

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Institutions	Mission Statement
Arizona State University	- Empower and give a voice to all members of the university community in the areas of scholarship, teaching, learning and governance
Oregon State University	- Commitment to the overall development of underserved students - Creates and advocates for inclusive and educational initiatives
Stanford University	- Promote a unified community of inclusion, respect, and excellence
University of California, Berkley	- Create a campus where all Berkeley students, faculty, and staff feel respected, supported, and valued
University of Colorado	- Provide facilitated educational experiences, resources, and involvement opportunities
University of Arizona	N/A
University of California, Los Angeles	N/A
University of Oregon	- Promotes inclusive excellence - Supporting students individually and in programs - Facilitating collaboration on diversity initiatives throughout the campus community - Providing professional development opportunities - Funding and supporting diversity activities for faculty, administrators, current students and potential students.
University of Utah	- Serve all students - Providing safe spaces

Note. N/A indicates a lack of sufficient information

University of Washington	<ul style="list-style-type: none"> - Create pathways for diverse populations to access postsecondary opportunities - Nurture and support academic success 	
Colorado State University	<ul style="list-style-type: none"> - Creating a welcoming, multi-cultural campus 	
Iowa state University	<ul style="list-style-type: none"> - Support and empowers - Advocates for the holistic development across the university 	
Mississippi State University	<ul style="list-style-type: none"> - Enhancing the cultural college experience of students 	
North Carolina State University	<ul style="list-style-type: none"> - Researches, designs and implements unique programs that promote the pursuit of academic success, retention and graduation of students 	
Purdue University	<ul style="list-style-type: none"> - Create and sustain a welcoming campus where all students can excel - Increase and retain the number of historically underrepresented and diverse students, faculty and staff at Purdue - Prepare all students to thrive in our diverse, global environment 	
Louisiana State University	<ul style="list-style-type: none"> - Create an environment for all students, particularly students of color and traditionally underrepresented groups, as scholars, learners, and change agents - Advocate for equity throughout the university - Provide resources and programming for academic excellence, leadership, and social development 	<ul style="list-style-type: none"> - Focusing on educational outreach and academic programming - Student empowerment and social justice leadership development - Cultural humility and cross cultural engagement

University of Georgia	<ul style="list-style-type: none"> - Create an inclusive campus environment - Support development - Affirming the overall experience of all students particularly multicultural students - Advise and provide leadership opportunities for 13 multicultural student organizations - Provide social justice education programs for the campus community - Affirm, advocate, and facilitate learning opportunities around intersections of identities- Advocate for the needs of multicultural students and support them in amplifying their voice and developing agency 	<ul style="list-style-type: none"> - Honor, celebrate, and validate the experiences and cultures of multicultural students within the larger campus community - Challenge all students to fully examine issues of equity, oppression, and privilege - Foster a safe community of care for multicultural students
University of Missouri	<ul style="list-style-type: none"> - Creating a culturally inclusive and culturally adept campus environment - Serves specifically as a support system and resource - Enhances the advancement of students holistically - Deepens the understanding of the campus community and ensures the dignity and value of all individuals 	
University of Maryland	<ul style="list-style-type: none"> - Empower students through education on issues of race, ethnicity, sexual orientation, gender identity, gender expression, religion and their intersections 	
University of Nebraska	<ul style="list-style-type: none"> - Enhance student success by promoting academic excellence, diversity awareness, and social engagement. - Transform the lives of students through culturally sensitive academic support and retention services 	
University of Tennessee	<ul style="list-style-type: none"> - Contributes to an inclusive learning environment - Enhancing institutional efforts in retaining and graduating students - Promote the academic success, equality, and leadership development of students 	
Virginia Polytechnic Institute and State University	<ul style="list-style-type: none"> - Create the conditions for underrepresented student success - Develop the cultural competence of every Virginia Tech student 	

Note. NA indicates a lack of sufficient information

Institution	Reporting Responsibilities
Arizona State University	Office of the Provost
Oregon State University	Division of Student Affairs
Stanford University	N/A
University of California, Berkley	Division of Equity and Inclusion
University of Colorado	Division of Student Affairs
University of Arizona	Student Affairs and Enrollment Management
University of California, Los Angeles	N/A
University of Oregon	Division of Equity and Inclusion
University of Southern California	Student Affairs
University of Utah	Division of Student Affairs
University of Washington	Office of Minority Affairs and Diversity

Note. N/A indicates a lack of sufficient information

Colorado State University	N/A
Iowa state University	Division of Student Affairs
Mississippi State University	Division of Student Affairs
North Carolina State University	Office of institutional Equity and Diversity
Purdue University	Division of Diversity and Inclusion
Louisiana State University	Office of Diversity
University of Georgia	Division of Student Affairs
University of Missouri	Division of Student Affairs
University of Maryland	Division of Student Affairs
University of Nebraska	Division of Student Affairs
University of Tennessee	Division of Student Life
Virginia Polytechnic Institute and State University	Division of Student Affairs

Note. N/A indicates a lack of sufficient information

Institution	Highest Position	Staff
Arizona State University	Vice Provost	N/A
Oregon State University	Co-Director	<ul style="list-style-type: none"> • Assistant Director (5) • Associate Director (5) • Office Manager • Marketing and Communications Coordinator <p>n = 12</p>
Stanford University	Associate Dean(s)	N/A
University of California, Berkley	Vice Chancellor	<ul style="list-style-type: none"> • Director (9) • Administrative Assistant • Assistant Director (3) • Program Specialist • Program Manager • Institutional Research Analyst <p>n = 16</p>
University of Colorado	Director	<ul style="list-style-type: none"> • Administrative Assistant • Support Staff • Student Assistant (17) • Peer Mentor Student Staff • Event Student Coordinator <p>n = 21</p>
University of Arizona	N/A	N/A
University of California, Los Angeles	Director	N/A
University of Oregon	Vice President	<ul style="list-style-type: none"> • Associate Vice President • Assistant Vice President • Chief of Staff • Programs Manager

		<ul style="list-style-type: none"> • Communication Specialist • Executive Assistant • Operations Manager • Program Associate • Administrative Assistant • Programming Coordinator • Student Office Assistant (2) • Student Communications (2) <p style="text-align: right;">n = 14</p>
University of Southern California	N/A	N/A
University of Utah	Associate Vice President	<ul style="list-style-type: none"> • Director • Coordinator/Advisor (5) • Graduate Assistant (3) • Peer Mentor • Office Assistant <p style="text-align: right;">n = 11</p>
University of Washington	Vice President / Chief Diversity Officer	<ul style="list-style-type: none"> • Executive Assistant • Tribal Relations • Administrative • Advancement • Assessment • College Access • Communication • Institutional Transformation • Student Success <p style="text-align: right;">n = 9</p>
Colorado State University	N/A	N/A
Iowa state University	Assistant Dean and Director	<ul style="list-style-type: none"> • Assistant Director • Coordinator (3)

		<ul style="list-style-type: none"> • Account Clerk • Secretary • Graduate Assistant (7) • Multicultural liaison Officer (7) <p style="text-align: right;">n = 20</p>
Mississippi State University	Vice President	<ul style="list-style-type: none"> • Assistant Vice President (2) • Dean of Students • Budget administrator • Marketing and Communications • Administrative assistant <p style="text-align: right;">n = 6</p>
North Carolina State University	Director	<ul style="list-style-type: none"> • Program Assistant • Assistant Director (3) <p style="text-align: right;">n = 4</p>
Purdue University	Provost/Chief Diversity Officer	<ul style="list-style-type: none"> • Provost Fellow/Diversity Initiatives • Diversity Outreach Project Manager/Coordinator • Director (8) • Coordinator • Administrative Assistant <p style="text-align: right;">n = 13</p>
Louisiana State University	Director	<ul style="list-style-type: none"> • Assistant Director (2) • Graduate Assistant (4) <p style="text-align: right;">n = 6</p>

University of Georgia	Director	<ul style="list-style-type: none"> • Senior Coordinator (2) • Administrative Assistant • Graduate Assistant (4) • Student Assistant (4) • Graphic Designer <p style="text-align: right;">n = 12</p>
University of Missouri	Coordinator	<ul style="list-style-type: none"> • Coordinator • Graduate Assistant • Student Co-Coordinator (2) • Librarian • Program Assistant (6) • Graphic Designer <p style="text-align: right;">n = 12</p>
University of Maryland	Director(s)	<ul style="list-style-type: none"> • Associate Director • Assistant Director • Program administrative Specialist • Graduate Assistant • Graduate Coordinator (3) • Coordinator (3) • Student interns (9) <p style="text-align: right;">n = 19</p>

University of Nebraska	Director	<ul style="list-style-type: none"> • Assistant Director • Events Coordinator • Program Coordinator (3) • Office Manager • Graduate Assistant (4) 	n = 10
University of Tennessee	Director	<ul style="list-style-type: none"> • Assistant Director (2) • Coordinator • Facility Assistant • Accounting Specialist • Program Resource Specialist • Graduate Assistant (2) 	n = 8
Virginia Polytechnic Institute and State University	Sr. Director	<ul style="list-style-type: none"> • Executive Assistant/Office Manager • Graduate Assistant • Coordinator • Assistant Director (3) 	n = 6

Note. N/A indicates a lack of sufficient information

Institution	Target Populations
Arizona State University	N/A
Oregon State University	<ul style="list-style-type: none"> - Asian and Pacific Islander - Black students - Central, Southern, and Western Asia - Northern Africa - Chicanx/Latinx/Mestizx - Native American - LGBTQ - Women
Stanford University	<ul style="list-style-type: none"> - Culture - Socioeconomic background - Race - Ethnicity - Gender - Gender identity - Sexual orientation - Disabilities - Religion - Life experiences
University of California, Berkley	<ul style="list-style-type: none"> - Asian Pacific American - Chicanx Latinx - Gender Equity - African American
University of Colorado	<ul style="list-style-type: none"> - Cultural Unity & Engagement - Disability Services - Gender & Sexuality - International Education -Victim Assistance -Veterans Affairs -Women

Note. N/A indicates a lack of sufficient information

University of Arizona	<ul style="list-style-type: none"> - African American - Disability Services - Asian Pacific American - LGBTQ 	<ul style="list-style-type: none"> - Native American - Women - Latinx
University of California, Los Angeles	N/A	
University of Oregon	<ul style="list-style-type: none"> - Black male students - Latinx - LGBTQIA - Multicultural students - Non-traditional students 	<ul style="list-style-type: none"> - Veteran Students - Undocumented, immigrants, DACA students - International students - Graduate Students
University of Utah	<ul style="list-style-type: none"> - Ethnic students - LGBT - American Indian 	
University of Washington	<ul style="list-style-type: none"> - Graduate and Professional Students - Minority students - Disability services 	
Colorado State University	<ul style="list-style-type: none"> - Asian/Pacific American - Black/African American - Latina/o - GLBTQA - Native American 	<ul style="list-style-type: none"> - Women and Gender - Disabled Center - Adult Learners and Veterans - International Students

Note. N/A indicates a lack of sufficient information

Iowa state University	<ul style="list-style-type: none"> - Black - Multicultural - Women - LGBTQ
Mississippi State University	<ul style="list-style-type: none"> - Black students - Women - Latino - International - LGBTQ
North Carolina State University	<ul style="list-style-type: none"> - African American - GLBT - Women
Purdue University	<ul style="list-style-type: none"> - Asian - Black - Latino - LGBTQ - Native American
Louisiana State University	<ul style="list-style-type: none"> - Asian American - Black - Hispanic - Native American

University of Georgia	<ul style="list-style-type: none"> - Black - Asian American - Hispanic - Indian Latino/as
University of Missouri	<ul style="list-style-type: none"> - Asian American - Latin@ - Women
University of Maryland	<ul style="list-style-type: none"> - AAPI - Black - Latinx - LGBTQ - Native American
University of Nebraska	N/A
University of Tennessee	<ul style="list-style-type: none"> - Black - Asian American - Latin American - Native American
Virginia Polytechnic Institute and State University	<ul style="list-style-type: none"> - American Indian - Asian Cultural - Black - International LGBTQ

Note. N/A indicates a lack of sufficient information

Institution	Programs, Resources, and Services	
Arizona State University	<ul style="list-style-type: none"> - American Indian Student Support Services - Post-baccalaureate Research Education - American Indian Students United for Nursing Program (ASU – Prep) - ASU International - Community and Municipal Relations - President Barack Obama Scholars Program - Project Humanities - Community Partners-Arizona Indian - School of Life Sciences Undergraduate Community Research Program - Disability Resource Center - Shades Multicultural Mentoring Program - Educational Outreach and Student Services - Society for the Advancement of - Fulton Undergraduate Research Initiative 	<ul style="list-style-type: none"> - Chicanos/Hispanics and Native American in Graduate Education Diversity Resources science - Graduate Student Organizations - SPARKY Talks presentations - Initiative for Maximizing Student Development (IMSD) - TRiO Student Support Services - Native American Achievement Program - Upward Bound - Office of Veteran and Military Academic - Veterans Upward Bound Engagement - Women's Connection - Pat Tillman Veterans Center - Women in Science and Engineering
Oregon State University	<ul style="list-style-type: none"> - Global Diversity Initiatives - Kalmekak community outreach - Men’s development and engagement 	<ul style="list-style-type: none"> - Multicultural Beavers - SOL - Social Justice Retreats

Stanford University	<ul style="list-style-type: none"> - Diversifying Academic, Recruiting Excellence Fellowships - Diversity Dissertation Research Opportunity Funding - The AGEP CA Alliance Postdoc fellowship - Minority Postdoc - Outreach - Mentoring
University of California, Berkley	<ul style="list-style-type: none"> - Center for Educational Equity and Excellence - Disabled Students' Program - Centers for Educational Justice and Community Engagement - Diversity planning - Innovative grants - Community College Transfer Center - Destination College Advising Corps <ul style="list-style-type: none"> - Early Academic Outreach Program - East Bay Consortium - Puente - Solano County Educational Consortium - Transfer Alliance Project - Pre-College TRiO Programs
University of Colorado	<ul style="list-style-type: none"> - First Generation Grant - Ignite Social Justice Retreat - Multicultural Greek Council
University of Arizona	<ul style="list-style-type: none"> - African American Student Affairs - Ana and Adalberto Guerrero Student Center - Asian Pacific American Student Affairs - Disability Resource Center - LGBTQ Affairs - Native American Student Affairs - Women Resource Center

University of California, Los Angeles	N/A
University of Oregon	<ul style="list-style-type: none"> - Black Male Alliance - Community Connection Reception - Community of Multicultural Scholars - New Student Fall Retreat - SCORE - Student Leadership Team
University of Utah	<ul style="list-style-type: none"> - Scholarships - Advising - Recruitment - First year diversity scholars - The Leaders of Resilience, Diversity and Excellence (LORDE) Scholars program
University of Washington	<ul style="list-style-type: none"> - OMAD - LSAP - Instructional Center - Clue

Note. N/A indicates a lack of sufficient information

Colorado State University	<ul style="list-style-type: none"> - Retention, Graduation, and Student Success Support - Provides resources - Transition Support - Personal, Professional, Cultural, and Academic Development <ul style="list-style-type: none"> - Workshops - Leadership Opportunities - Teaching, Learning, and Research Support
Iowa state University	<ul style="list-style-type: none"> - Summer bridge - GWC merit program - Apex program - Scholarship programs (3) - Multicultural Liaison
Mississippi State University	<ul style="list-style-type: none"> - African American Studies - G.V. "Sonny" Montgomery Center for America's Veterans - Gender Studies - Health, Education and Wellness - Learning Center - Library Diversity Home <ul style="list-style-type: none"> - Maroon Edition - Office of Institutional Diversity and Inclusion - Sexual Assault Services Office - Student Counseling Services - Student Support Services - Map of Single Stall/Family Restrooms
North Carolina State University	<ul style="list-style-type: none"> - Symposium for Multicultural Scholars - Peer Mentor Program - Latinx Heritage Month - Salsabor - Native American Heritage Month - Kwanzaa <ul style="list-style-type: none"> - Indigenous Peoples' Day - Freshman Honors Convocation - Black History Month - Tunnel of Oppression - Pow Wow - Multicultural Graduation Celebration

Purdue University	<ul style="list-style-type: none"> - Diversity Initiatives - The Black Male Excellence Network (BMEN) - Boiler MENTOR Program - College and School Diversity Programs - Diversity spotlight 	<ul style="list-style-type: none"> - Diversity Transformation Awards - Diversity Transformation Resources - Indiana Black Expo - Mind Body and Soul - One Community Grant
Louisiana State University	<ul style="list-style-type: none"> - Black Male Leadership Initiative - Inter-Religious Inter-Faith Council - Cultural Heritage Month 	<ul style="list-style-type: none"> - Genesis Mentoring - Speaker Series
University of Georgia	<ul style="list-style-type: none"> - Chow and Chat - Cultural Heritage Months - IGNITE: Social Justice Retreat - PRISM - Raise Your Voice 	<ul style="list-style-type: none"> - Rite of Sankofa - Senior Leader Reception - The Soapbox - Programs at the Intersection

University of Missouri	<ul style="list-style-type: none"> - Multicultural Center Mix and Mingle - Justice Family Bunch - Culture Couture - Hate Wall - Tunnel of Oppression - Noche Latin@ - Community 360 	<ul style="list-style-type: none"> - Latin Leadership Retreat - Womxn of Color Retreat - UnificAsian - Latin@ and Indigenous Student Team orientation - Latin@ Heritage Month - Asian American Awareness Month
University of Maryland	<ul style="list-style-type: none"> - Community organizing student intern - brown bag series - Communities in collaboration retreat - inclusive language - the mica vision plan: student recognition 	<ul style="list-style-type: none"> - Mosaic retreats - Totus: credit-bearing experience that will help you explore marginalized identities and silenced voices in - Cross cultural learning program fund - Middle eastern program fund
University of Nebraska	<ul style="list-style-type: none"> - Association of Students of the University of Nebraska - Career Services - Daily Nebraskan - Greek Affairs - Lesbian Gay Bisexual Transgender queer Ally (LGBTQA) Resource Center - Recognized Student Organization (RSO) Student Offices 	<ul style="list-style-type: none"> - Student Involvement - Student Legal Services - Student Organization Financial Services (SOFS) - University Program Council (UPC) - Women's Center

University of Tennessee	<ul style="list-style-type: none"> - Black Cultural Programming Committee - Multicultural Mentoring Program - Diversity Education - Diveristy Dialogues - Kemel Konvo: Film Series - Mahogany Soul café - Diveristy Scholars Bowl 			
Virginia Polytechnic Institute and State University	<ul style="list-style-type: none"> - Black Faculty & Staff Caucus - Black Organizations Council (BOC) -Black Student Alliance (BSA) - Student Success Centers - Cook Counseling Center - Hispanic/Latino Faculty & Staff Caucus - Jewish Student Union (JSU) - Services for Students with Disabilities 	<ul style="list-style-type: none"> - Cranwell International Center - Dean of Students Office - Office for Equal Opportunity - Women’s Center at Virginia Tech - MAOP - Office for Diversity and Inclusion - Student Centers and Activities -Latino Association of Student Organizations (LASO) 	<ul style="list-style-type: none"> - Parent, Families, and Friends of Lesbians and Gays - Queer Grads and Allies - LGBT Caucus - CampusPride - Christiansburg Institute - Cultural Competence Online - Cultural Leadership/ African American- Jewish Experience - Interfaith Calendar 	<ul style="list-style-type: none"> - LGBTQ College Student Guide - Program on Inter-group Relations - Race: Are We So Different? - Safe to Relate - Stop the Hate - Undocumented students: DREAM Act - Undocumented students: Mason Dreamers

Institution	Centers and Spaces	
Arizona State University	<ul style="list-style-type: none"> - Asian & Pacific Cultural Center - Lonnie B Harris Black Cultural Center - Centro Cultural Ceasar Chavez - Ettihad Cultural Center 	<ul style="list-style-type: none"> - Native American Longhouse Eena Haws - Pride Center - Women’s Center
Oregon State University	<ul style="list-style-type: none"> - Asian and Pacific Cultural Center - Lonnie B Harris Black Cultural Center - Centro Cultural César Chávez - Ettihad Cultural Center 	<ul style="list-style-type: none"> - Native American Longhouse Eana Haws - Pride Center - Women’s Center
Stanford University	<ul style="list-style-type: none"> - Asian American Activities Center - Bechtel International Center - Black Community Services Center - Career Development Center - El Centro Chicano - Haas Center for Public Service 	<ul style="list-style-type: none"> - LGBT Community Resources Center - Native American Cultural Center - Office of Accessible Education - Office of International Affairs - Women’s Community Center
University of California, Berkley	<ul style="list-style-type: none"> - African American Student development - Asian Pacific American Student Development - Chicax, Latinx Student Development - Gender Equity Resource Center 	<ul style="list-style-type: none"> - Multicultural Community Center - Native American Student Development - American Indian Graduate Program
University of Colorado	<ul style="list-style-type: none"> - Cultural Unity & Engagement Center - Disability Services - Gender & Sexuality Center - Office of International Education (OIE) 	<ul style="list-style-type: none"> - Office of Victim Assistance (OVA) - Veterans Affairs - Women’s Resource Center (WRC)

University of Arizona	<ul style="list-style-type: none"> - African American Student Affairs - Ana and Adalbeto Student Center - Asian Pacific American Student Affairs - Disability Resource Center - LGBTQ Affairs - Native Student Affairs - Women’s Resource Center
University of California, Los Angeles	NA
University of Oregon	<ul style="list-style-type: none"> - Office of the Vice President for Equity and Inclusion - Center on Diversity and Community - Center for Multicultural Academic Excellence - Multicultural Center
University of Utah	<ul style="list-style-type: none"> - Center for Ethnic Student Affairs - LGBT Resource Center - American Indian Resource Center
University of Washington	<ul style="list-style-type: none"> - Samuel E Kelly Ethnic Cultural Center - Instructional Center - Health Science Center Minority Student Programs
Colorado State University	<ul style="list-style-type: none"> - Asian/Pacific American Cultural Center - Black/African American Cultural Center - El Centro - Gay Lesbian Bisexual Transgender Queer Questioning & Ally (GLBTQ2A) - Native American Cultural Center - Women and Gender Advocacy Center - Resources for Disabled Students - Adult Learner and Veteran Services - Office of International Programs

Note. N/A indicates a lack of sufficient information.

Iowa state University	<ul style="list-style-type: none"> - Black Cultural Center - Multicultural Center - -LGBTQ Center - Women’s Center
Mississippi State University	<ul style="list-style-type: none"> - Holmes Cultural Diversity Center - Center for Student Activities - Office of Fraternity and Sorority Life - Lyceum Series
North Carolina State University	<ul style="list-style-type: none"> - Women’s Center - GLBT Center - African American Cultural Center - Counseling Center
Purdue University	<ul style="list-style-type: none"> - Black Cultural Center - Diversity Resource Office - Latino Cultural Center - Lesbian, Gay, Bisexual, Transgender, and Queer Center <ul style="list-style-type: none"> - Native American Educational and Cultural Center - Susan Bulkeley Butler Center ADVANCE – Purdue and the Center for Faculty Success
Louisiana State University	<ul style="list-style-type: none"> - Office of Multicultural Affairs - African American Cultural Center - Women’s Center - International Programs - Student Life and Enrollment - Student Support Services <ul style="list-style-type: none"> - Association of Black Communicators - Association of Hispanic Journalists - MANNRS - Minority Science and Pre-Medical Society - National Association of Black Social Workers

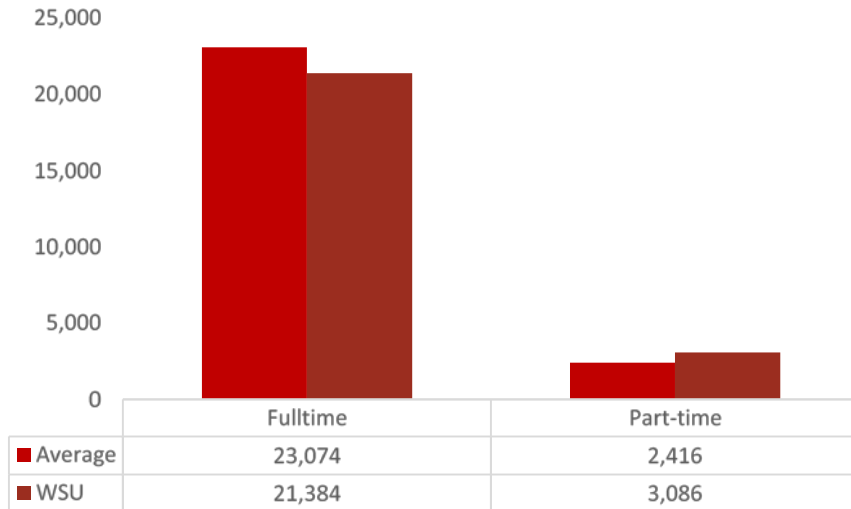
Louisiana State University	<ul style="list-style-type: none"> - National Organization for the Professional Advancement of Black Chemists & Chemical Engineers - National Organization of Minority Architecture Students - National Society of Black Engineers - Safe Space - Society of Hispanic Professional Engineers - Society of Women Engineers - Women's and Gender Studies Graduate Organization (WGSGO)
University of Georgia	<ul style="list-style-type: none"> - Disability Resource Center - Equal Opportunity Office - International Student Life - LGBT Resource Center - Office of institutional Diversity - Student Veterans Resource Center - Center for International Trade and Security, School of Public and International Affairs - Center for Latino Achievement and Success in Education (CLASE), College of Education - Center for Leadership and Service (CLS) - Center for Research and Engagement in Diversity
University of Missouri	<ul style="list-style-type: none"> - Women's Center - LGBTQ Resource Center - Relationship & Sexual Violence Prevention Center (RSVP) - Craft Studio - Gaines/Oldham Black Culture Center
University of Maryland	<ul style="list-style-type: none"> - STAMP Student Union - Black Center - LGBTQ Equity Center - Office of multiethnic student education - Office of Diversity and Inclusion
University of Nebraska	<ul style="list-style-type: none"> - Jack Gaughan Multicultural Center - William H. Thompson Scholars Learning Community Center - OASIS Student Lounge - Kawasaki Reading Room for Japanese studies
University of Tennessee	<ul style="list-style-type: none"> - Frieson Black Cultural Center - About the Facility - History of the Black Cultural Center - Dream to Reality Courtyard Project
Virginia Polytechnic Institute and State University	<ul style="list-style-type: none"> - American Indian and Indigenous Community Center - Asian Cultural Engagement Center - Black Cultural Center - El Centro - IEC - LGBTQ + Resource Center

PAC12 PEERS

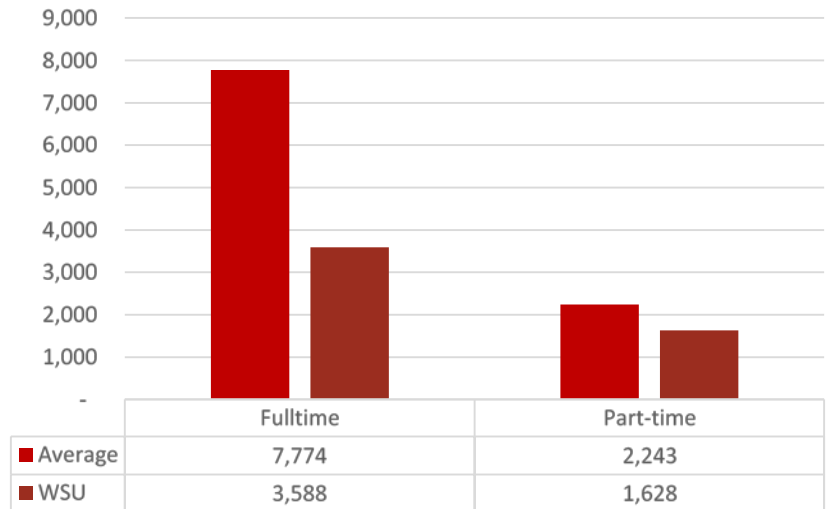
Institution	UNDERGRADUATE ENROLLMENT			GRADUATE ENROLLMENT		
	Fulltime	Part-time	Total	Fulltime	Part-time	Total
ASU	38,212	3,616	51,984	7,694	2,462	10,156
OSU	18,493	6,119	24,612	3,595	1,369	4,964
Stanford	7,000	-	7,000	8,778	1,202	9,980
Arizona	29,597	3,734	33,331	7,010	2,254	9,264
CAL	26,622	874	27,496	9,338	1,355	10,693
UCLA	29,004	581	29,585	11,493	830	12,323
Colorado	25,059	2,083	27,142	2,435	3,479	5,914
Oregon	18,630	1,908	20,538	3,016	478	3,494
USC	18,208	602	18,810	19,091	5,500	24,591
Utah	16,927	6,867	23,794	6,004	1,794	7,798
UW	28,377	2,686	31,063	11,696	2,649	14,345
WSU	21,384	3,084		3,588	1,628	
Total	277,513	32,156	319,825	93,738	25,000	118,738
Mean	23,074	2,416	42,409	7,774	2,243	10,018

Note. WSU's numbers are included in totals ; Mean does not include WSU's numbers

UNDERGRADUATE ENROLLMENT



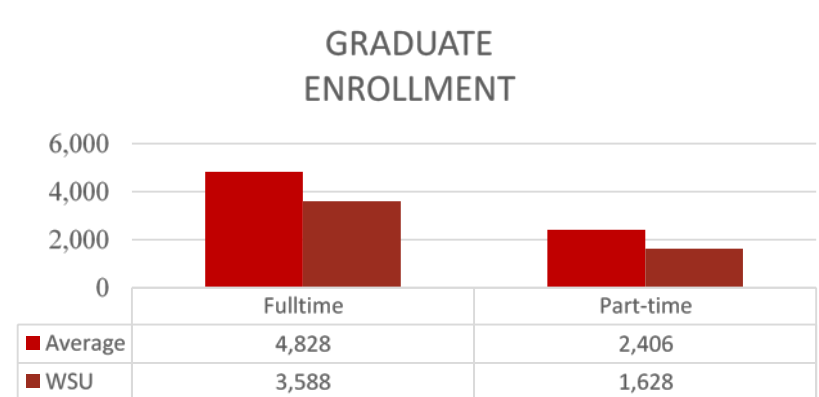
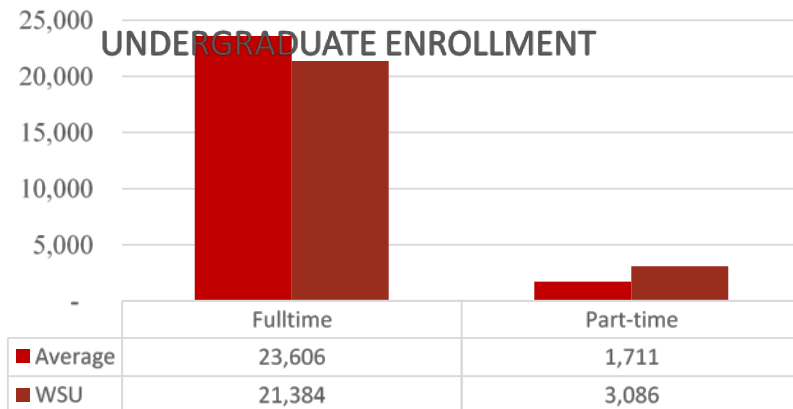
GRADUATE ENROLLMENT



IEC PEERS

Institution	UNDERGRADUATE ENROLLMENT			GRADUATE ENROLLMENT		
	Fulltime	Part-time	Total	Fulltime	Part-time	Total
CSU	20,769	3,148	23,917	3,148	3,549	6,697
ISU	28,771	1,263	30,034	3,728	1,952	5,680
LSU	23,602	2,554	26,156	4,236	1,132	5,368
MSU	16,023	1,398	17,421	1,850	1,602	3,452
NCSU	21,023	3,088	24,111	5,744	4,160	9,904
Purdue	28,682	1,878	30,560	6,348	3,564	9,912
Georgia	25,906	1,641	27,547	6,640	1,943	8,583
Maryland	25,410	2,033	27,443	8,091	2,606	10,697
Missouri	26,027	1,764	27,791	4,963	2,670	7,633
Nebraska	18,817	1,365	20,182	2,643	2,435	5,078
Tennessee	20,569	1,294	21,863	3,894	2,088	5,982
Virginia Tech	24,841	543	25,384	4,966	2,313	7,279
WSU	21,384	3,086	24,470	3,588	1,628	5,216
Total	301,824	25,055	326,879	598,369	31,642	91,481
Mean	23,606	1,711	25,317	4,827	2,405	7,233

Note. WSU numbers are included in totals ; Mean does not include WSU



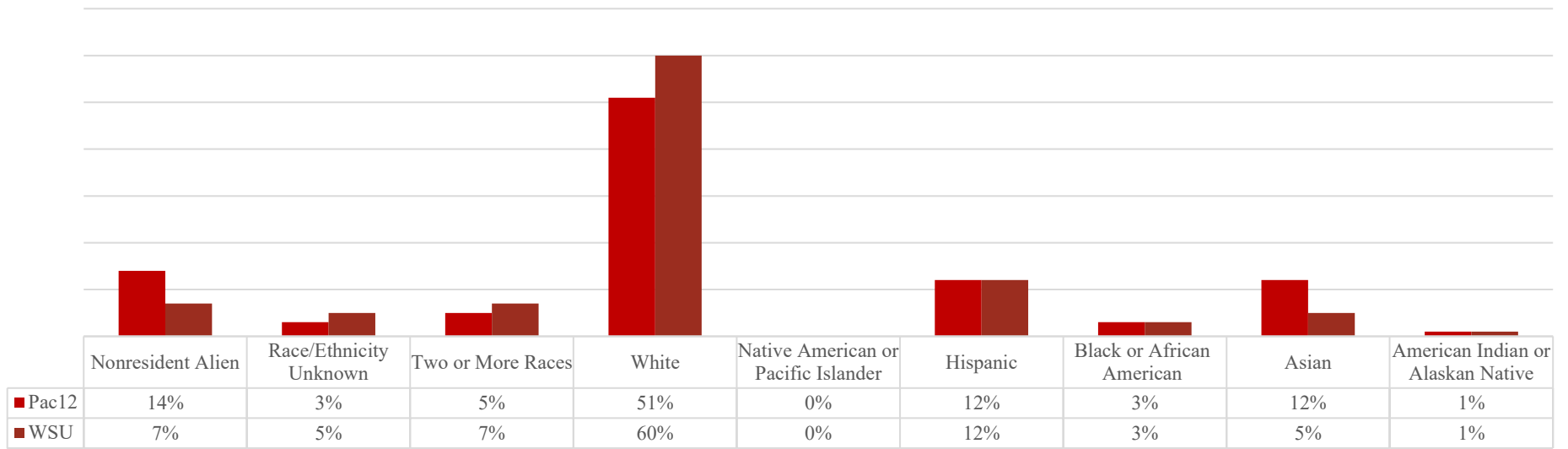
PAC12 PEERS

Students of color

Institutions	Nonresident Alien	Race/ethnicity unknown	Two or more race	White	Native American or Pacific Islander	Hispanic	Black or African American	Asian	American Indian or Alaskan Native
ASU	12%	1%	4%	50%	0%	17%	4%	6%	1%
OSU	11%	3%	6%	63%	0%	8%	1%	7%	1%
Stanford	23%	3%	7%	37%	0%	10%	4%	16%	1%
Arizona	9%	2%	4%	52%	0%	23%	4%	6%	1%
CAL	17%	5%	4%	30%	0%	12%	2%	30%	0%
UCLA	16%	2%	4%	30%	0%	18%	3%	26%	0%
Colorado	8%	2%	4%	69%	0%	10%	2%	5%	0%
Oregon	14%	2%	6%	61%	0%	9%	2%	6%	1%
USC	24%	3%	3%	34%	0%	13%	5%	18%	0%
Utah	8%	4%	4%	68%	1%	10%	1%	5%	0%
UW	15%	3%	6%	46%	0%	7%	2%	20%	0%
WSU	7%	5%	7%	60%	0%	12%	3%	5%	1%
Mean	14%	3%	5%	51%	0%	12%	3%	12%	1%

Note. WSU numbers are included in totals ; Mean does not include WSU

STUDENTS OF COLOR

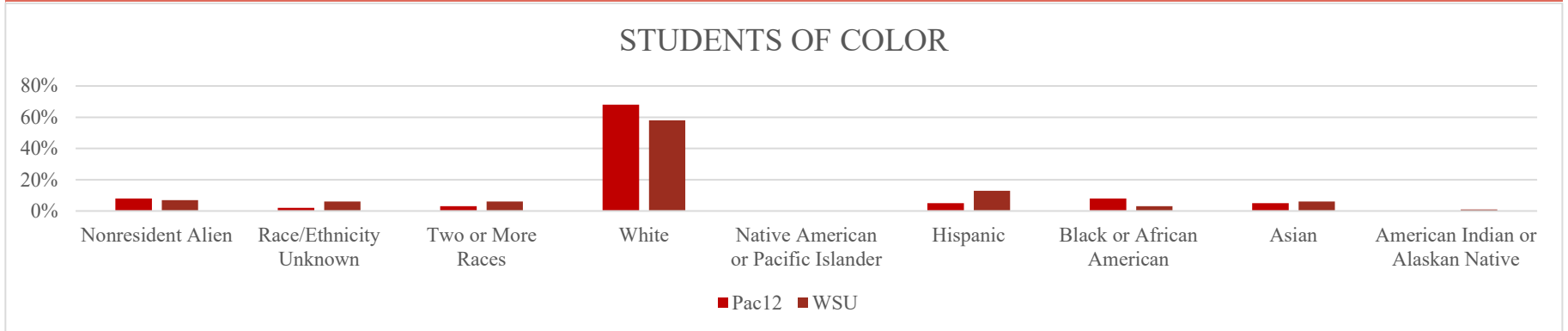


IEC PEERS

STUDENTS OF COLOR

Institutions	Nonresident alien	Race/ethnicity unknown	Two or more race	White	Native American or Pacific Islander	Hispanic	Black or African American	Asian	American Indian or Alaskan Native
CSU	6%	5%	2%	72%	0%	10%	2%	3%	1%
ISU	11%	6%	2%	70%	0%	5%	3%	3%	0%
LSU	5%	1%	2%	70%	0%	6%	12%	4%	0%
MSU	4%	0%	2%	71%	0%	3%	19%	1%	0%
NCSU	12%	3%	3%	66%	0%	4%	6%	5%	0%
Purdue	5%	1%	2%	70%	0%	6%	12%	4%	0%
Georgia	5%	1%	3%	68%	0%	5%	8%	9%	0%
Maryland	12%	3%	4%	47%	0%	8%	12%	14%	0%
Missouri	7%	2%	3%	76%	0%	4%	7%	2%	0%
Nebraska	11%	2%	3%	74%	0%	5%	3%	2%	0%
Tennessee	5%	3%	3%	76%	0%	4%	6%	3%	0%
Virginia	11%	3%	4%	63%	0%	5%	4%	9%	0%
Tech									
WSU	7%	6%	6%	58%	0%	13%	3%	6%	1%
Mean	8%	2%	3%	68%	0%	5%	8%	5%	0%

Note. WSU numbers are included in totals ; Mean does not include WSU



PAC 12 PEERS

RETENTION RATES OF STUDENTS OF COLOR

Institutions	Nonresident alien	Race/ethnicity unknown	Two or more race	White	Native American or Pacific Islander	Hispanic or Latino	Black or African American	Asian	American Indian or Alaskan Native
WSU	66%	58%	65%	68%	56%	64%	59%	66%	62%
ASU	75%	77%	67%	68%	47%	63%	58%	77%	35%
OSU	52%	61%	58%	65%	70%	58%	38%	65%	44%
Stanford	94%	93%	94%	95%	63%	93%	91%	96%	71%
Arizona	66%	60%	53%	63%	52%	55%	37%	70%	27%
CAL	90%	91%	92%	91%	78%	89%	71%	95%	-
UCLA	92%	91%	91%	91%	94%	87%	84%	94%	100%
Colorado	58%	72%	61%	71%	0%	64%	53%	77%	42%
Oregon	69%	70%	67%	73%	61%	66%	70%	77%	30%
USC									
Utah	61%	59%	52%	66%	39%	58%	97%	80%	40%
UW	83%	82%	-	85%	74%	78%	78%	86%	70%

IEC PEERS

RETENTION RATES OF STUDENTS OF COLOR

Institutions	Nonresident alien	Race/ethnicity unknown	Two or more race	White	Native American or Pacific Islander	Hispanic	Black or African American	Asian	American Indian or Alaska Native
CSU	47%	68%	62%	69%	44%	55%	66%	67%	50%
ISU	75%	75%	68%	76%	67%	70%	49%	75%	38%
LSU	74%	75%	62%	70%	67%	62%	56%	64%	44%
MSU	67%	40%	61%	67%	0%	49%	42%	77%	36%
NCSU	76%	83%	73%	77%	57%	79%	71%	82%	80%
Purdue	78%	73%	80%	77%	71%	72%	67%	73%	50%
Georgia	66%	87%	79%	86%	57%	87%	80%	84%	50%
Maryland	79%	88%	82%	87%	-	84%	81%	90%	75%
Missouri	77%	73%	56%	70%	33%	62%	57%	75%	65%
Nebraska	71%	64%	56%	68%	0%	62%	50%	58%	31%
Tennessee	63%	74%	56%	70%	-	61%	61%	83%	57%
Virginia	68%	80%	79%	85%	100%	81%	71%	89%	67%

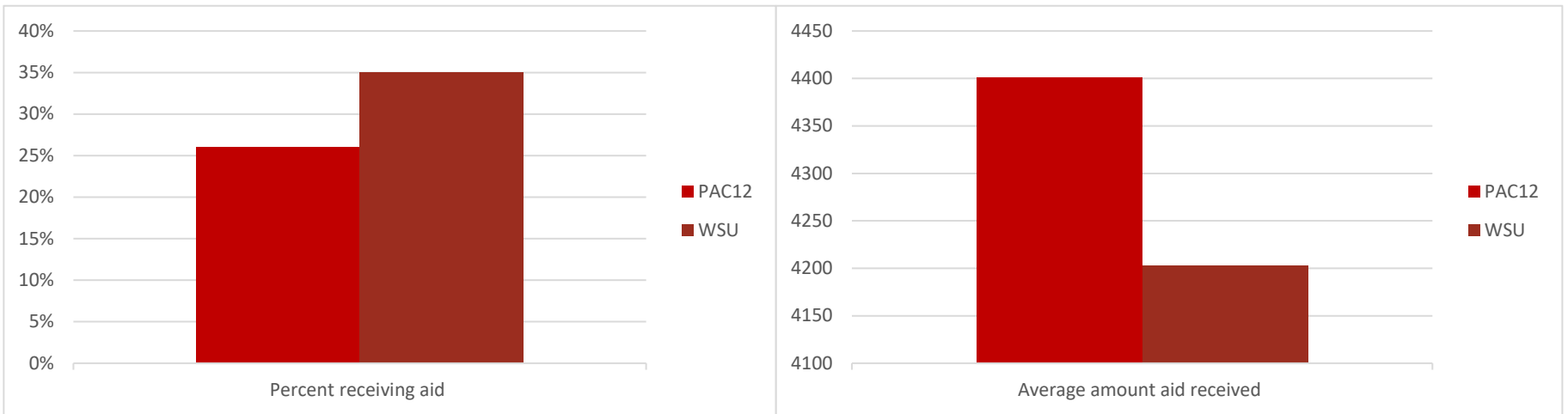
Percent of students receiving Pell Grants

PAC12 Peers

All undergraduate students

Institutions	Percent receiving Pell	Average amount of Pell
ASU	40%	\$4,206
CSU	24%	3,863
OSU	28%	\$4,135
Stanford	10%	\$6,097
Arizona	31%	\$4,417
CAL	30%	\$4,531
UCLA	35%	\$4,186
Colorado	16%	\$4,200
Oregon	24%	\$4,297
USC	22%	\$4,545
Utah	29%	\$3,994
UW	22%	\$4,352
WSU	35%	\$4,203
Mean	26%	4,401

Note. WSU numbers are included in totals ; Mean does not include WSU



Percent of students receiving Pell Grants

IEC Peers

All undergraduate students

Institutions	Percent receiving Pell	Average Pell amount received
CSU		
ISU	21%	\$4,223
LSU	21%	\$4,360
MSU	32%	\$4,355
NCSU	21%	\$4,075
Purdue	18%	\$4,272
Georgia	22%	\$4,275
Maryland	19%	\$4,460
Missouri	20%	\$4,057
Nebraska	21%	\$4,017
Tennessee	29%	\$4,235
Virginia Tech	16%	\$4,155
Mean	22%	\$4225
WSU	35%	4,203

