Fostering Diversity and Inclusivity on Campus

Christopher Lee, Lawrence University
Jenna Stone, Lawrence University
Brian Fulton, University of Illinois
James Moore, The Ohio State University
Janet Leong, J.P. Morgan
Introduction of Panelists

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University Profiles
Lawrence University

- Founded in 1847
- Private, liberal arts college and conservatory of music
- One of the *Colleges That Change Lives*, LU is ranked the #4 Impact School and a Best Value school (Princeton Review)
- Located in Appleton, Wisconsin
- $63 Million Operating Revenue
- $356 Million Endowment
- 1,500 students
- 24% of domestic students are students of color
- 13% international student population
The Ohio State University

- Established in 1870
- OSU ranks 2nd among U.S. publics and No. 17 nationally for graduate employability (Times Higher Education)
- Located in Columbus, Ohio. Ohio residents may attend regional campuses in Lima, Mansfield, Marion and Newark, or the Ohio Agricultural Technical Institute in Wooster
- Total Revenues of $7.5 Billion
- $5.2 Billion Endowment
- 68,100 students (including 11,113 Graduate)
- 21% of students are Minorities, 10% of students International
University of Illinois

- Founded in 1867
- In its 2018-2019 rankings, U.S. News & World Report's America's Best Colleges rated Illinois as the number 13 public university and the number 46 national university
- The University’s main campus is in the twin cities of Urbana and Champaign (UIUC), with two other campuses located in the state’s capitol, Springfield (UIS) and the state’s largest city, Chicago (UIC).
- $6.8 Billion Total Revenue for all three campuses
- $3.71 Billion Endowment for all three campuses
- 33,915 Undergraduate, 14,767 Graduate at UIUC
- 35% of students Domestic Minorities, 22% International at UIUC
Overview:
Diversity on Campus

Janet Leong, J.P. Morgan
Moderator
College Students Are More Diverse Than Ever

Source: RACE AND ETHNICITY IN HIGHER EDUCATION – Status Report
Increased Diversity in U.S. Schools...

...Disparities in Outcomes

Figure 6: Graduation rates within 6 years from first institution attended for first-time, full-time bachelor's degree-seeking students at 4-year postsecondary institutions, by race/ethnicity: Cohort entry year 2010

Differences in Financing Education

Figure 7.4: Expected Family Contribution, by Race and Ethnicity: 2015–16

Source: RACE AND ETHNICITY IN HIGHER EDUCATION – Status Report
## Differences in Financing Education

### Table 7.8: Total Borrowing: Associate Degree Recipients, by Race and Ethnicity: 2015–16

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>% Who Borrowed</th>
<th>Average Amount Borrowed per Borrower</th>
<th>Median Amount Borrowed per Borrower</th>
<th>Average Amount Borrowed per Student</th>
<th>% Independent</th>
<th>% Completed at Public Two-Year Institution</th>
<th>% Completed at For-Profit Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>All racial and ethnic groups</td>
<td>49.0%</td>
<td>$18,561</td>
<td>$15,005</td>
<td>$3,089</td>
<td>64.3%</td>
<td>82.3%</td>
<td>11.2%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>67.2%</td>
<td>$18,225</td>
<td>$14,713</td>
<td>$12,254</td>
<td>76.3%</td>
<td>84.1%</td>
<td>14.9%</td>
</tr>
<tr>
<td>Asian</td>
<td>29.6%</td>
<td>$17,459</td>
<td>$15,013</td>
<td>$5,176</td>
<td>60.4%</td>
<td>87.3%</td>
<td>8.2%</td>
</tr>
<tr>
<td>Black</td>
<td>67.2%</td>
<td>$22,303</td>
<td>$19,462</td>
<td>$14,986</td>
<td>76.6%</td>
<td>71.5%</td>
<td>20.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>36.3%</td>
<td>$15,778</td>
<td>$12,000</td>
<td>$5,719</td>
<td>55.9%</td>
<td>83.5%</td>
<td>10.9%</td>
</tr>
<tr>
<td>Native Hawaiian or other Pacific Islander</td>
<td>47.3%</td>
<td>†</td>
<td>†</td>
<td>†</td>
<td>46.3%</td>
<td>82.1%</td>
<td>15.9%</td>
</tr>
<tr>
<td>White</td>
<td>50.9%</td>
<td>$17,794</td>
<td>$14,250</td>
<td>$9,063</td>
<td>64.1%</td>
<td>84.0%</td>
<td>9.3%</td>
</tr>
<tr>
<td>More than one race</td>
<td>51.0%</td>
<td>$21,795</td>
<td>$20,199</td>
<td>$11,113</td>
<td>65.4%</td>
<td>84.4%</td>
<td>9.4%</td>
</tr>
<tr>
<td>International students</td>
<td>7.9%</td>
<td>†</td>
<td>†</td>
<td>†</td>
<td>70.2%</td>
<td>87.2%</td>
<td>4.3%</td>
</tr>
</tbody>
</table>

Source: RACE AND ETHNICITY IN HIGHER EDUCATION – Status Report  
Diversity Among Faculty

Figure 10.1: Total Full-Time Faculty, by Race and Ethnicity: Fall 2016

Source: RACE AND ETHNICITY IN HIGHER EDUCATION – Status Report
Moderated Q&A
Janet Leong, J.P. Morgan

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