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We lead the Higher Education Data Sharing Consortium (HEDS)

Located at Wabash College in Indiana

Non-profit organization

200 member institutions

Our mission: Improve undergraduate liberal arts education, inclusive excellence, and student success

We work with 4-year and 2-year colleges and universities across the country Focus on using evidence, working with people at institutions

Our work includes

Quantitative and qualitative research

Grant and program evaluations; workshops with faculty, staff, and students; assessment support; professional development

Providing surveys

We've done over 20 focus group site visits in the past five years Conversations with students, faculty, and staff about climate and diversity Conversations with students about

The impact of HHMI Inclusive Excellence grants and other grants Their vision of success and experiences at their institutions that have helped them move towards, or slowed their progress towards, that vision

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HEDS designed and administered the 2020 Insight Survey

Administered to USI students, staff, and faculty in spring 2020

We've given several presentations on the survey data to people in the USI community

September 2020

Presentation to President Rochon and Provost Khayum

Presentation to Equity, Diversity, and Inclusion Council (EDIC)

March 2021

Presentation to Board of Trustees

March and April 2022

Presentations to USI community

Follow-up on the survey

Focus groups with USI staff, faculty, and students - October 2022

Discussed themes from the focus groups with President Rochon and Provost

Khayum in December 2022

Presentation to EDIC in March 2023

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Nine hour-long focus groups across three days October 24-26, 2022 Spoke with 36 people 15 staff, 11 faculty, and 10 students in the following groups African American/Black students Latinx students Students with disabilities Academic support staff Hourly support staff Minority staff Student affairs staff Non-tenured faculty Tenured faculty No one came to session for LGBTOIA + students

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We took notes rather than recording the conversations Names not included in our notes

Titles, departments, and other identifying information are not included in our report

Started with introductions and a warm-up question

Next we asked people to jot down notes in response to our focus group questions

Then we started a conversation about their responses

Went around the room, starting with the first question

Collected the written notes to help in our analyses

Read through our notes, identified themes, and wrote a summary report

Draft report delivered to Pam Hopson a week after our visit

27-page report includes many quotes

Removed potentially identifying information, used neutral gender pronouns, and sometimes lightly edited comments to protect people's identity

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What do you like *most* about being a student/staff member/faculty member at USI?

What makes you feel like you are part of the USI community? What, if anything, makes you feel like you are *not* part of the USI community?

What can USI do to better support you and increase your sense of belonging to the USI community?

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Students Small size, friendly, get to know people Small classes Support of faculty and staff Multicultural Center (MCC) essential for Black and Latinx students "Place of refuge, place to have fun, and a place to be seen" Staff Friendly place - "community of family" Flexibility in their work Autonomy, chance to be creative Bosses who don't micromanage Enjoy working with students "Value the chance to guide them, help them get support, and prepare them for life after college." Faculty Enjoy working with and supporting students Enthusiastic about teaching, experimenting in the classroom Respect and enjoy their faculty colleagues

Appreciate the "faculty lifestyle" - flexibility and freedom

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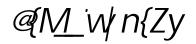
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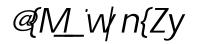


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Students

More opportunities to see and interact with people like them Recruiting and retaining students, staff, and faculty of color Better support for students with disabilities

Staff

More opportunities to interact with students and colleagues

Better and more collaborative relationships across departments

Show staff that their input is valued

Make it clear that USI has fair and equitable procedures for working through conflicts

Faculty

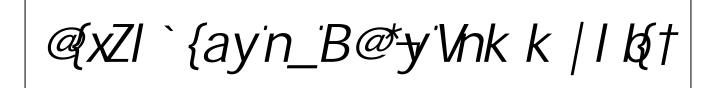
More collaboration with faculty in other colleges

More acknowledgement and recognition for their work

Efforts to retain faculty from underrepresented backgrounds

Overall themes

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Staff and faculty

- Value and enjoy working with colleagues in their departments, colleges, and programs
- Have a high regard for USI students
- Enjoy their work and feel like part of the community when they have autonomy

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People most comfortable working with colleagues on a similar level of the org chart

Concerns about the intentions of "the administration"

Not being heard by people up the org chart

Notable line between staff and faculty

Staff seemed invisible to many faculty, and some staff were aware of this Black and Latinx students, staff, and faculty face significant challenges at USI

Few in numbers; they often feel isolated

Thank you!

Our thanks to:

<u>Dr</u> Pamela Hopson and her colleagues for setting up the visit The 36 people who found time in their busy schedules to speak with us

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