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LETTER FROM VICE PRESIDENT BROWN

Dear Kent State Community:

I am pleased to present you with the 2014-2015 Annual Report for the Division of Diversity, Equity and Inclusion (DEI). The report highlights the dedicated work of our staff and faculty members, who engage and collaborate with constituents across the campuses and within our greater community to infuse diversity and inclusion into the core of achievements at Kent State University. Our goal to maximize individual and collective contributions creates an environment that welcomes diversity of thought, continuous personal growth, academic attainment and above average achievement.

This report not only documents the progress we have made towards this goal but also celebrates the accomplishments we have achieved thus far.

Through all efforts, there are several standout accomplishments to be noted. First, the Student Multicultural Center received a $45,000 grant from the Honor Project Trust program in Cleveland, Ohio. This funding will support 20-100 underrepresented students by providing scholarships ranging from $1,000 to $5,000. Second, the launching of the Diversity Education and Training Lab, where the division's staff collaborates with the Center for Teaching and Learning and the Office of Global Education to provide workshops on an array of topics, most notably Cultural Competency Basics. Third, Kent State’s strong advising, retention and student services contributed to attracting a more diverse freshman class with higher high school achievements. The number of new underrepresented freshmen grew by 3.3 percent, and their average high school GPA was 3.21, up from 3.18 last year.

Additional diversity and inclusion efforts include the appointment of five Provost Faculty Associates who worked with the division on various projects; supporting recruitment and retention of underrepresented faculty through workshops; the creation of a faculty recruitment database; hosting the Martin Luther King Jr. Celebration with Distinguished Visiting Professor Julian Bond, who served as keynote speaker, and the participation and donations given to the third Annual Tee Up for Scholarship Golf Outing. I want to thank the continued support of the division’s Diversity Advisory Board whose service and commitment to the success of Kent State University students is commendable. I am inspired by how our campus community collaborates to work towards the division’s mission. I want to thank President Beverly Warren and Provost Todd Diacon for their support, partnership and leadership, as well as the stewardship of the Kent State community members in their role of making the campus home to all. Together, we continue to make a difference by implementing programs, processes and policies that work toward sustaining an inclusive, nondiscriminatory, welcoming and highly productive workplace and learning environment for all.
DIVERSITY HIGHLIGHTS

KEY ACCOMPLISHMENTS

• The Kent State University Student Multicultural Center applied for a $45,000 grant through the Honor Project Trust program in Cleveland, Ohio, and was successfully funded!

  » This funding will be used to support students of color and underrepresented students by providing scholarships ranging from $1,000 to $5,000.

  » The scholarship funds will allow the program to support 20 – 100 students.

• The Diversity, Education and Training Lab has provided services to nearly 1,200 Kent State faculty, staff and students.

• Over 150 members of the university community have been trained in Green Dot active bystander skills in regard to preventing gender-based violence.

• Over $30,000 was raised for student scholarships.

• Kent State University received the 2014 Insight Into Diversity Higher Education Excellence in Diversity (HEED) Award.

• Kent State University was the 2015 recipient of the Commission 50 from the Commission on Economic Inclusion.

• 100 percent of Male Empowerment Network (MEN) participants persisted from semester one to semester two.
Keynote speaker Julian Bond addresses the audience at the 2015 Martin Luther King Jr. Celebration.
The University Diversity Action Council is committed to fostering an inclusive environment at Kent State and providing leadership to ensure diversity is manifested and respected across the university community. Comprised of faculty, staff and students across all of Kent State’s divisions, colleges and campuses, the council is charged with implementing the action initiatives of the Equity Action Plan through collaborative efforts and university partnerships.
**UDAC HIGHLIGHTS**

**BLUE TEAM: EDUCATION & SCHOLARSHIP**

Subcommittee Action Initiative: Develop a diversity statement that emphasizes the commitment of the university to diversity and inclusion within academic courses.

Subcommittee Action Initiative: Work with international scholars to provide opportunities to present lectures regarding their areas of expertise and to share cultural backgrounds to the university community.

Subcommittee Action Initiative: Development and implementation of scholarship opportunities.

Subcommittee Action Initiative: Offer Diversity-Related Research Grants to Regional Campus faculty.

**RED TEAM: INSTITUTIONAL ACCOUNTABILITY**

Subcommittee Action Initiative: Create a handbook and digital link to Welcoming Partners Resources to support the One University goal.

Subcommittee Action Initiative: Improving Faculty and Staff Human Resources Retention. This committee investigates African-American, Latino-American, Native American and LBGTQ concerns with the Division of Human Resources.

Subcommittee Action Initiative: Create a Diversity Toolkit. Review and assist colleges and divisions with nonacademic diversity goals.

Subcommittee Action Initiative: Create a Student Diversity Action Council that will review and assist colleges and divisions with nonacademic diversity goals. This would be a student arm of the University Diversity Action Council that would support the implementation of the diversity mission and Equity Action Plan.

Subcommittee Action Initiative: Develop diversity awards to recognize outstanding diversity efforts.

**GREEN TEAM: STUDENT ACCESS, RECRUITMENT, RETENTION AND SUCCESS**

Subcommittee Action Initiative: Create an Advocates Network. The goal is to pull the collective resources of these individuals and create a database of interested parties to serve as advocates. Advocates would be paired with five to 10 students and reach out, connect and support them.

Subcommittee Action Initiative: Collaborate with the Office of Global Education to develop a global leadership certificate program.

Subcommittee Action Initiative: Review process for students from under-represented, underserved populations to increase access and opportunity for specific programs (i.e., Honors College, Center for Adult and Veteran Services, Women’s Center and the Lesbian, Gay, Biaexual, Transgender and Queer Student Center) across the university.

Subcommittee Action Initiative: Provide support to increase success for underrepresented/underserved students at Regional Campuses (collaborate with Blue Team).

**YELLOW TEAM: INSTITUTIONAL CLIMATE, CULTURE AND COMMUNITY RELATIONS**

Subcommittee Action Initiative: Coordinating an unconscious bias training for the City of Kent (eventually Portage County).

Subcommittee Action Initiative: Design, produce, disseminate and maintain rack cards and phone applications. Set-up workshops to provide information and training for business managers and interested faculty/staff members at Regional Campuses regarding diverse suppliers. Completed a video on diverse suppliers. Produced two rack cards on diverse suppliers.

Subcommittee Action Initiative: Establish an infrastructure plan to track, engage and monitor TRIO students who attend and graduate from Kent State and to organize an Advocacy Plan in support of Kent State's five TRIO programs.

Subcommittee Action Initiative: Bring the number of certified educators to capacity at Kent State University. Create a strong Green Dot structure and presence on all campuses. Developed a proposal for increasing the number of certified educators at Kent State.
Expect the most wonderful things to happen, not in the future but right now.
STUDENT MULTICULTURAL CENTER
KUPITA TRANSICIONES ORIENTATION PROGRAM

Student Multicultural Center Kupita Transiciónes is Kent State’s three-day orientation program for newly admitted African-American, Latino-American and Native American students. Yearly, Kupita Transiciónes has participants from various cultures, areas and experiences. The program is designed to help students successfully navigate the beginning of their college career by focusing on the academic, cultural and social climate.

Key Accomplishments
- Successful implementation of follow-up series with Kupita Transiciónes first-year students
  - Students met three times each semester to experience Success Coaching with Pamela Jones of University College.
  - Attendance at the sessions ranged from 40-85 students.
- Successful implementation of strategic plan to enhance the infrastructure of Kupita Transiciónes
  - Review of orientation programs and climate of culture offered at other Ohio universities to measure and inform best practices.
  - Committee modified and enhanced to address program and student needs.
  - Kupita Transiciónes Guides (known last year as support staff) provide logistical support; students need a 2.5 GPA and must have sophomore, junior or senior status.
  - Sessions emphasize healthy identity development, social justice and college success.
  - Spanish-speaking staff available for duration of program.

STUDENT MULTICULTURAL CENTER
ACADEMIC STARS PROGRAM

Key Accomplishments
- Recruitment for the Academic STARS program now includes Texas, New York and Puerto Rico.
- Families will receive marketing materials in English and Spanish.
- Students who live too far to travel can interview for the program via Skype.

The Higher Education Compact of Greater Cleveland is an initiative aimed to increase the number of Cleveland Metropolitan School District (CMSD) students who graduate from CMSD high schools, enroll in college after high school, and complete a postsecondary degree.

Compact Data for the 2014 Fall Semester
46% (n=21) of Compact students in the 2012/2013 cohort were retained from sophomore to junior year
100% (n=20) of Compact students in the 2013/2014 cohort were retained from freshman to sophomore year
93% (n=27) of Compact students in the 2014/2015 cohort returned for the 2015 Spring Semester
The Women's Center Pantry opened during the 2010-11 academic year in response to the needs we were seeing on campus regarding food insecurity. Although we continue to provide the pantry to anyone in need within the community, we have expanded our reach to include working with other departments like the Child Development Center and the Student Recreation and Wellness Center to collect diapers and child care products. Our pantry has been adopted by a number of offices and departments on campus who have provided us with not only food but also cleaning supplies and paper products. Our small, but mighty pantry provides for faculty, staff and students and sees between 40-50 visits a semester. Everyone is welcome here. In fact, although the pantry is housed at the Women's Center about 30 percent of our visits are from male or male-identifying individuals. We are grateful to be able to provide this service to such a wonderful community. For all that we give away, we get that much (and more) in return.

"Mothers, Mentors and Muses" is the Women's Center signature event that recognizes Kent State University female faculty and staff who have made a significant difference in the life of a student or colleague. This award is intended to honor women of Kent State who have served in any of three roles:

- **Mother** one who has helped "birth" ideas, thoughts and academic endeavors in others or who serves as a nurturing individual to others.
- **Mentor** one who serves as a trusted counselor, colleague and/or role model.
- **Muse** one who inspires creativity and artistic/academic passion.

More than 250 women across the university have received this honor; the largest class was in 2014 with 74 honorees and in 2015, 55 women were honored. This year's event was held on Tuesday, March 10, 2015, in the Kent State University Ballroom with over 300 in attendance. To celebrate, we heard from keynote speaker Kent State University President Beverly Warren on "The Butterfly Effect."

**MOTHERS, MENTORS AND MUSES HONORED ITS LARGEST CLASS EVER WITH 74 HONOREES**
LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUEER STUDENT CENTER

HARRY E. JACKSON SCHOLARSHIP

The Harry E. Jackson Endowment Fund provides financial assistance to selected students in good standing at Kent State University. Students who are interested in the scholarship apply by completing an application that collects information about educational and career goals, community involvement, leadership positions, honors, awards and research initiatives. Applicants are selected based on academic performance, contribution to social justice issues related to the LGBTQ community, active involvement in campus and community groups and overcoming obstacles or life circumstances. Applications are reviewed in the fall and awarded in the spring semester.

The Lavender Graduation Ceremony is a pre-commencement celebration that highlights the accomplishments of Kent State University’s LGBTQ and ally graduating students. The event is a special affair for graduating students and their partners, family and friends, during which they are publicly recognized for their achievements and honored with rainbow stoles that students are able to wear to the official graduation event, should they choose. Most recently, 19 graduates were recognized at a banquet dinner and celebration.

Diversity, Equity and Inclusion Annual Report 2014/2015

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LAUNCHING THE COORDINATED COMMUNITY RESPONSE TEAM

A forward-thinking approach to providing prevention, awareness and response services for power-based personal violence was recently established. The Coordinated Community Response Team expanded the previous Sexual Assault Response Team in order to engage key community stakeholders in addressing government mandates and ensuring that services and programming are available to anyone. The Coordinated Community Response Team is made up of three groups of university and community members who ensure comprehensive culturally appropriate education, oversight of policies and protocols and coordinated support services for students, faculty and staff.

BRINGING GREEN DOT TO KENT STATE

Green Dot is a university movement, a program and an action that launched at Kent State in the fall of 2014. The aim of Green Dot is to prevent and reduce power-based violence at Kent State by engaging everyone as active bystanders who step in, speak up and interrupt potential acts of violence. The Green Dot movement is about gaining a critical mass of students, staff and faculty who are willing to do their small part to actively and visibly reduce power-based personal violence at Kent State University. In the first semester, 150 members of the university community have been trained in active bystander skills.

This year, Green Dot certification was provided to a total of eight organizations and campuses including: Kent State University, Baldwin Wallace University, The University of Akron, Case Western Reserve University, The Cleveland State University, the Ohio Attorney General’s Office, Summit Medina County Rape Crisis Center and the American Red Cross.

WALK A MILE IN THEIR SHOES

The purpose of Walk a Mile in Their Shoes is to create a united gender movement where everyone will be a part of the solution to ending sexualized violence by marching a mile in another’s shoes. This collaborative event was led by the Office for Sexual and Relationship Violence Support Services (SRVSS), and the planning committee included members from many departments including Intercollegiate Athletics, University Advising, Health Promotions, Fraternity and Sorority Life, Residence Services and Townhall II. Men participating in Walk a Mile in Their Shoes are asked to wear heels for the event. Women are asked to wear tennis shoes. This year’s event was held on Tuesday, April 14, 2015, and attended by over 300 people.
**SPECIAL PROJECTS**

**KENT STATE DEFINES HERSTORY**
A seven-month campaign, Redefining HERstory is a campus-based educational and social action movement designed to challenge students’ existing belief systems about domestic violence. It also redefines society's existing narrative of black women by using the media messaging on reality television as the basis for this conversation. Led by facilitator and National Association of Black Journalists (NABJ) award-winning author and Truth in Reality founder Sil Lai Abrams, students learned how they could become change agents by encouraging others to join the campus movement to reduce gender-based violence and bullying.

**ALPHA KAPPA MU**
Alpha Kappa Mu (AKM) is a national honor society and a member of the National Association of College Honor Societies. Its purpose is to promote academic scholarship, encourage sincere and zealous endeavors in the fields of knowledge and service, and cultivate scholarship and scholarly endeavors in others. Founded in 1937 at Tennessee A&I State University in Nashville, AKM is a general scholarship honor society open to all students with intentional academic purpose, regardless of race, religion or national origin. AKM accepts men and women in all academic areas and has over 100,000 members and 67 active chapters.

As the first chapter established at a predominately white university, the Mu Mu chapter celebrated its 34th year at Kent State. The Mu Mu chapter was established to recognize students at Kent State University who are juniors and seniors and have earned a GPA of 3.3 or better and graduate-level students with a GPA of 3.7 or better. To date, this chapter has inducted 443 student members and 10 honorary members.

**Students inducted in April 2015 were:**
- Lauren Ashley Bottoms
- Alex Scott Bruce
- Marquis Cortez Davis
- Jamal Marcus Deakings
- Jacqueline Lisa Gee
- Kasia Gibbs
- Asfaw Tefera Gudina
- Dawn Hackett
- Jacqueline Jilline Jackson
- Niara Ami Miller
- Kyndl Evon Oliver
- Janelle Lynn Stuart
- Acen Waraidzo Oloya
- Alexis Desiree Pinto
- Kellie Michelle Scott
- Ajhauna Talynne Smith
- Jonathan Deshoun Stewart
- Arianna Toth
- Lilivette Vazquez
- Mya Sharese Williams
- Boni-jane Lee Wozolek
Officially launched in January 2014, the Diversity, Education and Training Lab has provided services to nearly 1,200 Kent State faculty, staff and students focused on ways to foster inclusive environments, cultural and intercultural competency, bias awareness and more. The lab includes two core partners, the Center for Teaching and Learning and the Office of Global Education that work alongside Diversity, Equity and Inclusion staff to build content and provide workshops. The most requested offering has been the Cultural Competency Basics session with over 500 participants of which more than 50 percent have responded to post-test evaluations. According to the results, 62 percent of respondents indicated interest for further learning in this area, and 92 percent of respondents would recommend this session to others. The lab continues to evolve through building and expanding content offerings and forming long-term partnerships with areas to deepen and foster cultural and intercultural awareness, skills and knowledge. A highlight from the past year is the participation of the Division of Information Services in the Listening Project, a 12-month dialogue between staff that focuses on building relationships across differences. The Listening Project is currently in its fourth year.
For over four decades, Kent State University’s Upward Bound Programs have transformed the educational outcomes of thousands of first-generation students from under-resourced communities. Our Upward Bound Programs consistently provide a continuum of educational services and support by establishing a trajectory of academic excellence aimed at both college and career readiness. The services and support provided consist of academic advising, career guidance, leadership and professional development.

An example of the quality of Upward Bound students graduating from our programs has been appropriately titled the Seminal Six; six students were selected to begin their Kent State freshman year by studying in Florence, Italy. In partnership with the Office of Global Education and the Division of Diversity, Equity and Inclusion, Rachel Brown, Jalesa Caples, Iniah Dunbar, Dennis Meacham and Isaac Talley experienced the cultural, historical and academic richness of Florence and Rome. And upon returning to Kent, they completed their first semester with an aggregate grade point average of 3.3.
The Provost Faculty Associates are faculty selected and appointed to work with the division on various efforts that incorporate faculty interests, needs and efforts as they relate to diversity, equity and inclusion. Appointments may be one or two years with specific projects designed based on faculty expertise, interest and division priorities. In 2014, the division selected five Provost Faculty Associates.

Walter S. Gershon is an associate professor in the School of Teaching, Learning and Curriculum Studies and the division’s Provost Faculty Associate for the Student Multicultural Center. As Faculty Associate, Gershon will aid our understandings of student experiences with the Student Multicultural Center utilizing qualitative research tools and methodologies; collaborate and provide guidance with the faculty student connection program within the Student Multicultural Center; support the work of NE Ohio Gay Straight Alliances; and provide ongoing research in the investigation and understanding of how marginalized students (youth) negotiate home and school spaces.

Denise Harrison, lecturer, Department of Pan-African Studies, is the Provost Faculty Associate for the Women’s and Gender centers. As Faculty Associate, Harrison will lead the Women’s Leadership Symposium, following trips to Spearfish, South Dakota, and Seneca Falls, New York; serve as part of the Pillar’s committee, which will help redefine the goals of the Women’s Center and how it is incorporated in the larger university academic information and service community; and provide reflections during three campus discussions on violence and the Pan-African world.

Dianne Kerr is an associate professor in the School of Health Sciences and the division’s Provost Faculty Associate for the Women’s and Gender and the Lesbian, Gay, Bisexual, Transgender and Queer Student centers. As Faculty Associate, Kerr will initiate an LGBTQ Research Interest Group for faculty; work with campus officials on transgender patron policy changes on campus; and work with leadership in suggesting ways to diversify faculty search committees.

Federico Subervi, professor, School of Journalism and Mass Communication, is the Provost Faculty Associate for African-American, Latino-American and Native American Initiatives. As Faculty Associate, Subervi’s projects will be to examine the current statuses of retention and promotion of untenured and/or tenured faculty; expand outreach mentoring efforts through faculty of color workshops; and assist with identifying and recruiting potential faculty of color.

Oscar Rocha, associate professor, Department of Biological Sciences is the Provost Faculty Associate for the Student Multicultural Center. As Faculty Associate, Rocha’s work will establish a direct connection with high school counselors in the cities of Painesville and Lorain; and collaborate and provide guidance with the faculty-student connection program within the SMC.
DIVERSITY ADVISORY BOARD MEMBERS

Special thanks to the Diversity Advisory Board that supports Kent State’s mission of a holistic view of student success, ultimately increasing the graduation rate of underrepresented and underserved students. Focused on scholarship fundraising and building collaboration to ensure success, the Board members include:

- Patricia A. Ackerman, Ph.D., ’83  
  Chalkdust Inc.
- Heather Adams, ’82  
  Women’s and Gender Center
- Stephen O. Ashley, ’75  
  New York Life Insurance Company
- Debra L. Berry, ’08  
  Office of the President
- Alfreda Brown, Ed.D.  
  Diversity, Equity and Inclusion
- Fashaad Crawford, Ph.D.  
  Office of Accreditation, Assessment and Learning
- Jose Feliciano, J.D.  
  Baker Hostetler, PNC Center
- T. David Garcia  
  Enrollment Management and Student Affairs
- Samir Gautam  
  Caritas Financial  
  Formerly Teichman Financial Services Inc.
- Mirta M. Gonzalez Prior, ’72
- Michael Kavulic  
  Office of the President
- Dana Lawless-Andric, ’01  
  Diversity, Equity and Inclusion
- Gary Stiffler, ’81  
  The Matlet Group
- Fred Wright  
  Akron Urban League
- Roxia Boykin, ’71  
  Vice President of Community Benefit  
  and Diversity, Summa Health System

THIRD ANNUAL TEE UP FOR SCHOLARSHIPS GOLF OUTING

The Diversity Advisory Board hosted the third annual Tee Up for Scholarships that raised over $30,000 in scholarship funds for the Lester A. Lefton Persistence Award. The scholarship targets underrepresented and underserved juniors and seniors with financial need in good academic standing.
## DIVERSITY SCORECARD SUMMARY

**KENT STATE UNIVERSITY — ALL CAMPUSES**

<table>
<thead>
<tr>
<th>POPULATION: African-American, Latino, Native American</th>
<th>AY 09/10 ACTUAL Baseline</th>
<th>AY 14/15 GOAL</th>
<th>AY 14/15 ACTUAL</th>
<th>AY 15/16 GOAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERCENT OF FULL-TIME FIRST-TIME, FRESHMEN</strong></td>
<td>11%, N =772</td>
<td>13.5%</td>
<td>15.5%, N =938</td>
<td>14%</td>
</tr>
<tr>
<td><strong>FT TENURE-TRACK NEW HIRES</strong></td>
<td>12%, N =5</td>
<td>8.0%</td>
<td>5.9%, N =2</td>
<td>9%</td>
</tr>
<tr>
<td><strong>FT FACULTY NONTENURE-TRACK NEW HIRES</strong></td>
<td>0%, N =0</td>
<td>7.0%</td>
<td>7.1%, N =1</td>
<td>7-9%</td>
</tr>
<tr>
<td><strong>FT STAFF UNCLASSIFIED NEW HIRES</strong></td>
<td>14%, N =21</td>
<td>19.7%</td>
<td>11.3%, N =19</td>
<td>21%</td>
</tr>
<tr>
<td><strong>FT STAFF CLASSIFIED NEW HIRES</strong></td>
<td>19%, N =14</td>
<td>19.5%</td>
<td>16.9%, N =12</td>
<td>20%</td>
</tr>
<tr>
<td><strong>FIRST-YEAR RETENTION RATE, STUDENT</strong></td>
<td>71%, N =419/594</td>
<td>71.9%</td>
<td>67.1%, N =615/916</td>
<td>71-72%</td>
</tr>
<tr>
<td><strong>SECOND-YEAR RETENTION RATE, STUDENT</strong></td>
<td>52%, N =294/568</td>
<td>54.5%</td>
<td>54.0%, N =491/909</td>
<td>55%</td>
</tr>
<tr>
<td><strong>ANNUAL RETENTION RATE, TT FACULTY</strong></td>
<td>80%, N =4/5</td>
<td>96.6%</td>
<td>80%, N =4/5</td>
<td>100%</td>
</tr>
<tr>
<td><strong>ANNUAL RETENTION RATE, NTT FACULTY</strong></td>
<td>100%, N =7/7</td>
<td>100%</td>
<td>100%, N =2/2</td>
<td>100%</td>
</tr>
<tr>
<td><strong>SIX-YEAR BACHELOR DEGREE ATTAINMENT RATE</strong></td>
<td>30%, N =145/491</td>
<td>36%</td>
<td>35.7%, N =212/594</td>
<td>37%</td>
</tr>
<tr>
<td><strong>MASTER’S DEGREES AWARDED</strong></td>
<td>6%, N =76</td>
<td>6.9%</td>
<td>7.7%, N =99</td>
<td>7%</td>
</tr>
<tr>
<td><strong>DOCTORAL DEGREES AWARDED</strong></td>
<td>2%, N =3</td>
<td>6.0%</td>
<td>5.2%, N =5</td>
<td>7%</td>
</tr>
</tbody>
</table>

- Figures do not include faculty, staff, or students who did not self-report race/ethnicity.
- **Red** denotes that the actual finding is a decrease from previous year, and did not meet the AY goals.
- **Green** denotes that the actual finding did meet the AY goals.
- **Blue** denotes the actual finding is an increase from previous year, however, did not meet AY goal.
E. Timothy Moore, an Emeritus Associate Professor from the Department of Pan-African Studies, was awarded the 2014-15 Trailblazer Award.
Cover art is a detail from *Pollock II* by Keith Gordon Wisdom, acrylic on canvas, 2008.