

**Goal 2: Strengthening Diversity, Inclusion, & Social Justice - Key Performance Indicators**

ID	Key Initiative or Measure	2016-2017	2017-2018	2018-2019	2019-2020	2024 Target
A	Center for Inclusion and Diversity Refresh	-	-	Working group formed	<a href="#">Working group recommendations provided; Vice Provost position approved</a>	New strategic plan with measures of performance
B	Core Curriculum Diversity Requirements	Proposal	Development	Development	<a href="#">Began</a>	Assessments to show improvement from benchmark
C	Diversity Toolkits	Implemented	Implemented	Implemented	<a href="#">Implemented</a>	Fully implemented; provide updates as needed
D	^Catholic faith of UG first time, first year students (at time of enrollment)	40.9%	42.6%	44.5%	<b>39.8%</b>	55%
E	^Catholic faith of all students	37%	35%	35%	<a href="#">34%</a>	40%
F	^UG total Minority student enrollment	36%	37%	37%	<a href="#">38%</a>	50%
G	^GR total Minority student enrollment	37%	38%	39%	<a href="#">40%</a>	50%
H	^UG Hispanic/Latino student enrollment	19%	19%	20%	<a href="#">20%</a>	25%
I	^UG first generation student enrollment	19%	18%	18%	<b>17%</b>	20%
J	^UG Pell eligible student enrollment	16%	18%	17%	<b>15%</b>	20%
K	^UG international student enrollment	9%	9%	10%	<b>9%</b>	12%
L	^UG/GR Military-connected student enrollment	7.6%	8.5%	8.6%	<a href="#">8.5%</a>	>8%
M	^UG Minority retention rate (first to second year)	87.1% (F15 returned F16)	91.6% (F16 returned F17)	89.2% (F17 returned F18)	<a href="#">92.4% (F18 returned F19)</a>	87%
N	^UG total Minority student 6-year graduation rate	79% (enrolled F10)	83% (enrolled F11)	76% (enrolled F12)	<a href="#">81% (enrolled F13)</a>	75%
O	^UG Black non-Hispanic student 6-year graduation rate	64% (enrolled F10)	69% (enrolled F11)	67% (enrolled F12)	<a href="#">77% (enrolled F13)</a>	75%
P	^UG Pell Grant recipients 6-year graduation rate	77% (enrolled F10)	84% (enrolled F11)	75% (enrolled F12)	<a href="#">79% (enrolled F13)</a>	80%
Q	^UG first generation eligible student 6-year graduation rate	78.4% (enrolled F10)	81% (enrolled F11)	79.5% (enrolled F12)	<a href="#">82.1% (enrolled F13)</a>	80%
R	^Minority all employees (staff, faculty, & admin)	33%	35%	37%	<b>37%</b>	50%
S	^Minority all instructional full-time faculty	23%	24%	25%	<a href="#">26%</a>	30%
T	^Female tenured faculty	41.5%	41.2%	43.4%	<a href="#">43.4%</a>	50%
U	US News Campus Ethnic Diversity index (between 0 and 1)	-	0.59	<b>0.60</b>	Not yet available	>.75
V	Average student debt according to College Insight	\$30,854	<b>\$31,264</b>	Not yet available	Not yet available	Less than \$30,000
W	~NSSE Campus Environment Survey student response on "encouraging contact among students from different backgrounds"	Not a survey year	<b>8% lower</b>	Not a survey year	Not a survey year	Equal to comparison group

~2014-2015 results were 9% lower

^Data from USD's Office of Institutional Research and Planning

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Legend: *green italics* = already met the 2024 target; [yellow underline](#) = progressing as intended toward the 2024 target; **red bold** = requires attention to meet the 2024 target

Additional data disaggregated by demographics can be found at the links below:

- For ID E, see Catholic faith of students by degree level here: <https://www.sandiego.edu/irp/internal/graphs/enroll-religion.php>
- For IDs F&G, see UG&GR minority student enrollment by gender and race/ethnicity diversity here: <https://www.sandiego.edu/irp/internal/graphs/enroll-stu-char.php>
- For ID M, see UG minority retention rates (first to second year) by gender and race/ethnicity here: <https://www.sandiego.edu/irp/internal/graphs/fyretent-gen-eth.php>
- For ID N, see UG minority 6-year graduation rates by gender and race/ethnicity here: <https://www.sandiego.edu/irp/internal/graphs/fygradrates-eth-gen.php>
- For ID R, see all employees by gender and race/ethnicity here: <https://www.sandiego.edu/irp/internal/statbook/staff.php/allemp.html>
- For IDs S&T, see all full-time faculty by academic unit, tenure status, gender, and race/ethnicity here: <https://www.sandiego.edu/irp/internal/statbook/faculty.php/ftethgen.html>

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