

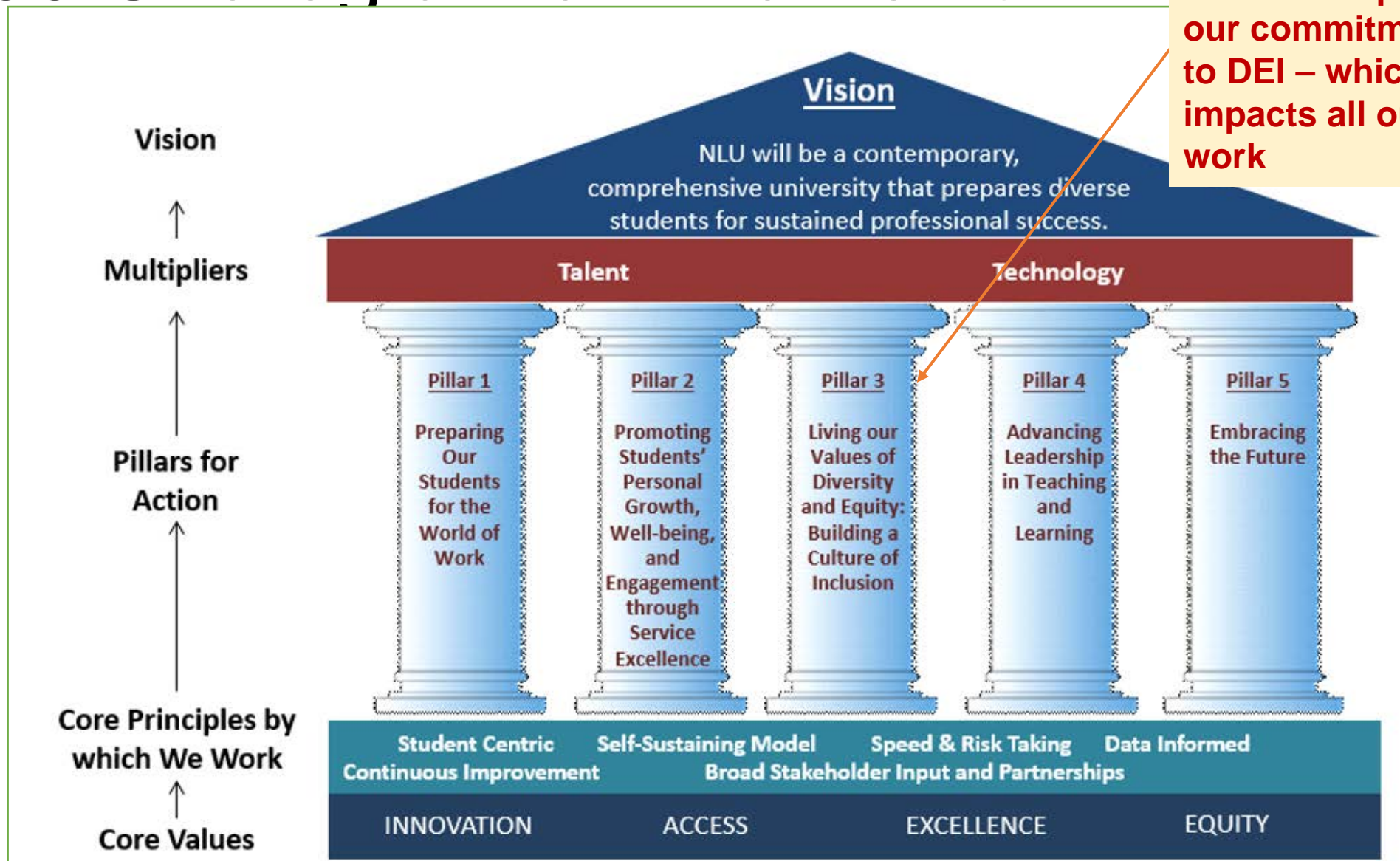
# NLU Equity Plan

Presented to IBHE  
March 2022



# 2030 Strategic Plan Framework

Anchoring the Strategic Plan as our central pillar is our commitment to DEI – which impacts all our work



# Building a DEI Culture

## Human Capital

- Increasing efforts to recruit and retain diverse talent.
- Interview training and requirements to present diverse candidates
- Increasing onboarding support – mentor program
- Mandatory training on DEI issues
- Establishment of DEI Director Position
- Formulated “stay interview” process
- Launched Interest Based Groups
- Pay equity focus

## Academic Portfolio and Scholarship

- Expansion of culturally responsive teaching practices
- Broad scholarship on DEI practices
- Exploring DEI curriculum

## Students

- Student equity tracking in retention and completion metrics
- Student programming to address DEI issues

## Vendor Diversity

- Working to advance vendor diversity

## Environment

- Physical Space – representing our diversity – Centro de Excellencia; Multicultural Center, Brand Representation
- Policy review



# Diversity, Equity, and Inclusion 2021 Progress

Metric	FY20 Baseline	FY20 Equity Baseline	2020 External Benchmarks	2021 Outcomes	2025 Goal Equity Goal
Faculty Demographics	Total 182	21.4% BIPOC (11.0% Black; 4.4% Latinx)  30% BIPOC Hires (20% Black; 6% Latinx)	20.0% BIPOC (5.6% Black; 4.5% Latinx)	29% BIPOC (14% Black, 7% Latinx, 183 total faculty)  64% BIPOC Hires (43% Black, 21% Latinx, 14 new hires)	Minimum 25% BIPOC faculty across all of the colleges  (14% Black; 8% Latinx)
Staff Demographics	Total 396	47.2% BIPOC (18.4% Black; 19.4% Latinx)  58% BIPOC Hires (32% Black; 21% Latinx)	30.4% BIPOC (17.6% Black; 8.1% Latinx)	49% BIPOC (20% Black; 21% Latinx)  59% BIPOC new hires	Minimum 50% BIPOC staff  (21% Black; 22% Latinx)
Management / Leadership Demographics	Total 51	23.5% BIPOC (7.8% Black; 9.8% Latinx)  40% BIPOC Hires (20% Black; 12% Latinx)	19.1% BIPOC (10.2% Black; 5.1% Latinx)	27% BIPOC (11% Black, 11% Latinx)  100% BIPOC new hires	Minimum 25% BIPOC management  (10% Black; 11% Latinx)



# Diversity, Equity, and Inclusion 2021 Progress (cont.)

Metric	FY20 Baseline	FY20 Equity Baseline	2020 External Benchmarks	2021 Outcomes	2025 Goal Equity Goal
Board of Trustees	Total 16	25% BIPOC (12.5% Black, 12.5% Latinx) (Board benchmark data is from a 2018 study)	21.4% BIPOC (7.5% Black, 4.2% Latinx)	30.8% BIPOC (15.4% Black, 15.4% Latinx)	33% of total BIPOC with equal distribution among Black and Latinx
Student DEI Score	71% of students respond within the top two satisfaction categories on DEI questions in Noel Levitz survey.	73% of NLU's students of color respond within the top two satisfaction categories on DEI questions in Noel Levitz survey.	N/A	82% of BIPOC students responded with a 6 or 7 for satisfaction on DEI Campus questions (88% Latinx, 77% Black)	75% of BIPOC students respond within the top two satisfaction categories
Employee DEI Score	3.89/5.0 All	4.03/5.0 BIPOC	3.75/5.0 All	N/A – will be administered again in Fall 2021	4.3/5.0 BIPOC



# Undergraduate College (UGC): Created to reimagine higher education to drive equity in bachelor's degree attainment and employment.

## Innovative, Equity-Driven Model

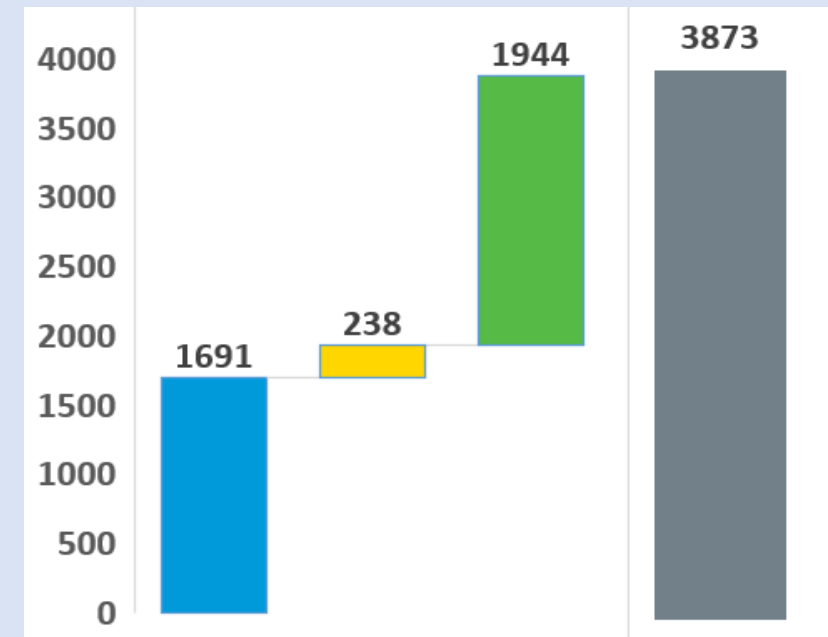
### Eliminating Barriers to **Access**

- **Affordability:** \$10K/year, lowest tuition in Illinois, and zero out-of-pocket cost for lowest-income students
- **Broad Access Admissions:** 2.0+ GPA, no SAT/ACT
- **Convenient Schedule:** Blended face-to-face/online, virtual, and fully online options

### Eliminating Barriers to **Success**

- Clear and well-rounded **course pathways** to degrees
- Personalized, active, tech-enabled **class experience**
- **Data-informed** student **success coaching**
- Robust and accessible **wraparound supports**
- **Embedded career** preparation and placement

## 2020-21 Student Enrollment



First-Time Freshmen (Pathways)    Community College Direct Transfers    Degree Completers    Total UGC

- 70% Pell Eligible & Undocumented, 70% First-Gen, 70% Latinx & Black
- Pathways grew from 85 students in 2016 (Year 1) to 1,691 in 2021 (Year 6)



# UGC Major Accomplishments and Strategic Priorities

## Major Accomplishments

- ✓ 3rd largest four-year college destination and #1 private college destination for CPS grads
- ✓ #1 nationally in 2019 in increase in % under-represented minorities served
- ✓ #2 Best Bang for Buck in Midwest in 2020
- ✓ Innovation Awards from Eduventures, Online Learning Consortium, and EAB
- ✓ Graduation and Employment outcomes outperforming industry benchmarks
- ✓ Financially self-sustaining to fund recurring costs with \$10K/student/year tuition revenue
- ✓ \$12M+ philanthropy raised over 6+ years to fund innovation and direct-to-student support

## Strategic Priorities

- **Launch and scale Direct to Success (D2S)** program to become top destination for community college direct transfer students
- **Strengthen Career Preparation and Placement** model to fuel employment
- **Launch Honors Program** to broaden appeal to highest-achievement first-time freshmen
- **Grow Academic and Student Support Equity Initiatives** (e.g., Eagle Brotherhood)
- **Expand Virtual Instruction** models
- Innovate and grow in **Early Childhood Ed.**
- **Grow Wraparound Supports** to increase persistence (emergency funds, etc. )

