



# Black Students at Public Colleges and Universities

A 50-STATE REPORT CARD

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USC Race and Equity Center



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## USC Race and Equity Center

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# EXECUTIVE SUMMARY

More than 900,000 Black undergraduates are enrolled at public colleges and universities across the United States. This report is about the status of these students at every four-year, non-specialized, public postsecondary institution in the nation.

We combine U.S. Census population statistics with quantitative data from the U.S. Department of Education to measure postsecondary access and student success for Black undergraduates. Letter grades (A, B, C, D, F, and I) are awarded to each institution.

Private schools, Historically Black Colleges and Universities, Tribal Colleges, military academies, university health and medical institutes, graduate universities, community colleges, and public institutions that primarily confer associate's degrees are not included in our analyses.

This report is arranged by state. Statistics and grades for 506 individual public institutions are provided on each state's list.

## ▶ EQUITY INDICATORS

Here are the four equity indicators on which we graded public colleges and universities:

### ❶ Representation Equity

Extent to which Black students' share of enrollment in the undergraduate student population reflects their representation among 18-24 year-old citizens in that state.

### ❷ Gender Equity

Extent to which the proportionality of Black women's and Black men's respective shares of Black student enrollments in the undergraduate student population reflects the national gender enrollment distribution across all racial/ethnic groups (56.3% women, 43.7% men).

### ❸ Completion Equity

Extent to which Black students' six-year graduation rates, across four cohorts, matches overall six-year graduation rates during those same time periods at each institution.

### ❹ Black Student-to-Black Faculty Ratio

Ratio of full-time, degree-seeking Black undergraduates to full-time Black instructional faculty members on each campus.

## ▶ MAJOR FINDINGS

- Black citizens are 14.6% of 18-24 year-olds across the 50 states, yet only 9.8% of full-time, degree-seeking undergraduates at public colleges and universities are Black. At more than three-fourths of public institutions, traditional-aged Black students are under-enrolled relative to their residency in the states.
- Across all racial/ethnic groups, women comprise 56.3% of full-time, degree-seeking undergraduates at public postsecondary institutions. The enrollment gap between Black women and men is less pronounced. Just over 52% of Black undergraduates at public colleges and universities are women.



- Across four cohorts, 39.4% of Black students completed bachelor's degrees at public institutions within six years, compared to 50.6% of undergraduates overall. Forty-one percent of public colleges and universities graduate one-third or fewer Black students within six years.
- For every full-time Black faculty member at a public college or university, there are 42 full-time, degree-seeking Black undergraduates. Forty institutions employ no full-time Black instructors. On 44% of public campuses, there are 10 or fewer full-time Black faculty members across all ranks and academic fields.

## EQUITY INDEX SCORES

In addition to awarding letter grades on the four equity indicators, we calculated an Equity Index Score – the equivalent of a grade point average – for each institution. In the same fashion that colleges and universities customarily compute GPAs, we assigned four points to an A, three to a B, and so on.

The average Equity Index Score across the 506 public institutions is 2.02. No campus earned above 3.50. Two hundred colleges and universities earned scores below 2.00. Lists of institutions with the highest and lowest Equity Index Scores are included on page 10 of this report. We also calculated Equity Index Score averages across all campuses within each state. A map with statewide averages is on page 9.

## USING THIS REPORT

We hope this publication will be useful to Black students and their families, postsecondary leaders and faculty members, policymakers, journalists, and a wide range of stakeholders who care about Black students' educational experiences and attainment rates. As such, we present data institution-by-institution within each state. Our aims are to make inequities more transparent and to equip anyone concerned about enrollment, success, and college completion rates for Black students with numbers they can use to demand corrective policies and institutional actions.

This report should not be misused to reinforce deficit narratives about Black undergraduates. Problematic trends presented herein are not fully explained by the failure of K-12 schools to effectively prepare these students for college admission and success or to bad parenting, student disengagement, and low motivation. They also are attributable to institutional practices, policies, mindsets, and cultures that persistently disadvantage Black students and sustain inequities.

Ideally, leaders on college campuses and in state systems of higher education will take seriously the statistics we furnish in this document. We want them to respond by swiftly engaging in rigorous, strategic, and collaborative work to improve the status of Black undergraduates at their institutions. Data presented in this publication ought to inform their efforts and help ensure accountability.

## MESSAGE FROM DR. ZAKIYA SMITH ELLIS

SECRETARY OF  
HIGHER EDUCATION  
State of New Jersey



*Prior to joining the New Jersey Governor's cabinet in 2018, Dr. Smith Ellis was Strategy Director for Lumina Foundation. She has also served as Senior Policy Advisor for Education at the White House and a senior policy advisor at the U.S. Department of Education.*

To ensure the best possible educational experiences and outcomes for our students, critical self-examination has to be a common practice among postsecondary educators and leaders. Many of us within institutions and state higher education systems routinely assess our progress toward goals, compare ourselves to peers, and develop strategic plans to address our findings. New Jersey is currently in the midst of a long-overdue exploration of this very sort.

Self-assessments must include an honest look at where we stand in addressing equity for students of color. While this should be a component of our planning at all times, it takes on even more significance within our current sociopolitical climate. We are facing a critical juncture in determining the type of nation we want to be – public colleges and universities have an especially urgent and influential role to play in shaping that path. To say this is important work would be an understatement.

Learning in college is not confined to classrooms. Instead, it is woven throughout the educational experience. Higher education leaders often spend a great deal of time thinking about expanding college opportunity and improving learning within and beyond classrooms. We should also carefully consider how the experiences we provide students of color align with stated goals for their success. Colleges and universities convey messages about who is valued in society through signals such as the nature of the faculty, the composition of the student body, and the roles people of color play in key leadership positions.

These signals are sent at a time when students are developing their sense of self and determining how they will interact with others in society. So then, meaningful equity work is imperative to ensuring a better future, not just for our students, but also for our institutions.

When outlining goals and charting progress, it is necessary to be specific. As such, I am thankful to the USC Race and Equity Center for being specific in identifying Black undergraduates in this report. Too often “students of color” are lumped together as if their “other-ness” makes them all the same. If we are to be serious about our endeavors, we must be careful to examine challenges as specifically as possible in order to be clear about the kinds of remedies that are needed. The valuable, carefully curated information furnished in this 50-state report card allows educators and leaders to take seriously our task of critical self-reflection and assessment. Only by focusing our attention in specific ways and acknowledging our specific challenges can we begin to specifically address them. I look forward to this work in the Garden State, and hope that other higher education leaders across the country will take seriously this task as well.



## MESSAGE FROM DR. ELAINE P. MAIMON

**PRESIDENT**  
Governors State University

Starting with the Morrill Act of 1862, public universities were built to expand access and success for state residents underserved by private institutions. Low-income students came to land-grant universities to explore the world of ideas, including citizenship in a democracy. It is interesting and somewhat ironic that also in 1862 President Abraham Lincoln issued the Emancipation Proclamation. I would surmise that in the midst of the Civil War no one made a connection between the Morrill Act and the Emancipation Proclamation because few Americans then were thinking about higher education for Black students. Yet today it is imperative for public universities to embrace their original conceptual mission of inclusivity and to give special attention to those initially excluded.

In 2018, Black students are now members of higher education's New Majority: first generation, students of color, adult learners, and veterans. Every public university is responsible for educating this majority. The good news is that the public sector has expanded since 1862. Land-grant universities have been joined by numerous regional publics, like my own university, Governors State. Private postsecondary institutions must also contribute to equity goals. Working together, we have the capacity to provide excellent educational opportunities to what used to be considered minority populations. High quality education for the New Majority, as well as for the new minority (traditional students), must be the mission of state universities.

Actualizing this mission requires new ways of thinking and transformations in teaching, learning, and leadership. Outstanding research published by USC Professor Shaun Harper and other scholars in recent years indicates that we must replace deficit frameworks with models that amplify students' assets and institutional responsibility. Identifying strengths is hard work, requiring breaking through barriers and inculcating confidence and trust. The widely used deficit model is the easy way out, emphasizing the correction of surface features rather than in-depth understanding. In essence, universities must commit to research-based transformations, not simply to educate Black students or even to improve service to the New Majority, but to improve college access, students' experiences, and postsecondary educational outcomes in the twenty-first century.

Educational transformations are imperative, if public universities are going to fulfill our mission to Black students and others in the New Majority. But change has a price. Certainly, public universities must be ready to reallocate internal resources, but that responsibility becomes exceedingly difficult as state appropriations decline. It is time for governors and legislators in all 50 states to understand the necessity of investing in human capital. A word of caution: Even with better funding, improvement will rarely be immediate or linear. That is important for policymakers and others to understand as they read report cards. Certainly, this 50-state study on Black student access and success is informative, and every university should strive for better results. But it is necessary to remember that real, long-term change is often recursive, even messy. Transformation requires investment, strategy, patience, accountability, consistent measurement, determination, and courage.

*Dr. Maimon served as Chancellor of the University of Alaska Anchorage, Provost of Arizona State University-West, and Vice President of Arizona State University prior to being named the fifth President of Governors State University. Her newest book, "Leading Academic Change: Vision, Strategy, Transformation," was published in 2018.*

## PUBLIC HIGHER EDUCATION AS A PUBLIC GOOD

Higher education in the United States is a public good. While it confers enormous personal and material advantages to individuals, it more significantly profits our broader society. Increasing postsecondary degree attainment strengthens our economy and bolsters innovation. Americans who graduate from college are considerably less likely than are those without degrees to be unemployed, dependent on government assistance, and confined to low-wage jobs with inadequate employee benefits and limited opportunities for upward professional advancement. Institutions of higher education help make this possible. While all colleges and universities contribute, those that are public play an especially significant role. Public institutions were originally built to educate the public. Taxpayers in each of the 50 states help support them. These campuses, therefore, belong to the public. A portion of the public is Black. As data in this report make painfully clear, too many public colleges and universities fail to offer Black students equitable access to one of our nation's most valuable public goods.

Inequities in higher education are inextricably linked to larger social forces. For example, citizens who live in poor neighborhoods with high unemployment and excessive crime also typically lack access to quality healthcare, nutritious foods, fair policing, and K-12 schools that are high

performing and equitably resourced. Unfortunately, a disproportionate number of Americans disadvantaged by these factors are Black. Some might argue such challenges are beyond the control of public postsecondary institutions. Actually, higher education helps sustain (and in some instances, exacerbate) these inequities. The overwhelming majority of our nation's elected officials are college graduates – so, too, are CEOs, physicians and nurses, judges and lawyers, school teachers and administrators, and leaders in most sectors of our economy. As colleges and universities routinely fail to teach future professionals how to correct forces that cyclically disadvantage Black Americans, these institutions remain complicit in maintaining engines of racial inequity that severely limit Black students' chances of ever making it to and succeeding in college.

Inequities are not fully explained by forces external to a college campus. There are numerous factors and conditions within it that determine who gets admitted, how they are treated once they matriculate, the inclusiveness of their learning environments, the cultural relevance of what they are taught, the racial diversity of their professors, and their likelihood for personal wellness and academic success. As our data show, faculty members and leaders on too many campuses are bad stewards of the public good, at least as it pertains to Black

students. Instead of asking, “why are Black undergraduates doing so poorly at public institutions,” we encourage readers to question why public colleges and universities do so poorly at enrolling and graduating Black students; ensuring gender equity among them; and affording them greater, more reasonable access to same-race faculty members.

Clearly, policymaking activities concerning postsecondary education fail to level the playing field for Black Americans. This is partly attributable to raceless approaches to policymaking. Few state and federal policymakers are Black. Policy actors across all racial/ethnic groups are responsible for guaranteeing that public postsecondary institutions equitably serve the public, including Black residents within states they represent. Moreover, most college presidents, trustees, senior administrators, professors, and admission officers are White. They, too, are responsible for better serving Black students and affording them greater access to the public good that is public higher education.

# RESEARCH METHODS, GRADING, AND LIMITATIONS

Examined in this report are four access and equity indicators for Black undergraduates at every four-year, non-specialized, public postsecondary institution in the United States. We analyzed quantitative data from two open-access federal data sources: U.S. Census American Community Survey and the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS).

INDICATOR	DATA SOURCE(S)	EQUITY MEASURE
Representation Equity	IPEDS Enrollments (Academic Year 2016-17) and U.S. Census American Community Survey Population Estimates (Year 2016)	Difference between the percent of Black undergraduates at the institution and the percent of Black 18-24 year-old citizens in the state
Gender Equity	IPEDS Enrollments (Academic Year 2016-17)	Enrollment gap between Black undergraduate men and Black undergraduate women relative to the overall enrollment gap between women (56.3%) and men (43.7%) across all racial/ethnic groups
Completion Equity	IPEDS Six-Year Graduation Rates for cohorts beginning in 2007, 2008, 2009, and 2010 and graduating by 2013, 2014, 2015, and 2016	Difference between average six-year graduation rates for four cohorts of Black undergraduate students and four cohorts of undergraduate students overall
Black Students-to-Black Faculty Ratio	IPEDS Enrollments (Academic Year 2016-17) and IPEDS Full-Time Instructional Faculty (Academic Year 2016-17)	Ratio of full-time, degree-seeking Black undergraduates to full-time Black instructional faculty members

On the Representation Equity indicator, A’s were awarded to all 120 colleges and universities at which Black enrollments either matched or exceeded Black representation in the states where those schools are located. The remaining letter grades were distributed in fourths across the remaining 386 institutions. On the three other equity indicators, grades were distributed evenly in quintiles, except in cases where ties did not permit exact splits. Put differently, one-fifth of institutions received A’s, one-fifth received B’s, and so on.

We did not award letter grades to Texas Woman’s University and Mississippi University for Women on the Gender Equity indicator. Though both are now co-educational, their single-sex origins explain why Black women’s enrollments so drastically outpace Black men’s.

IPEDS graduation rates data were missing for 11 colleges and universities. We awarded incompletes (I’s) to those schools on the Completion Equity indicator and did not factor it into their Equity Index Scores. These institutions likely have a variety of excusable explanations for non-reporting. For instance, Governors State University did not admit its first freshman class until 2014, and therefore does not yet have a six-year graduation rate. Calculating GSU’s rates across four cohorts of six-year graduates will not be possible until 2023. The 10 other non-reporting institutions probably have similarly unique circumstances.

## CAUTIONARY NOTE ABOUT A’S AND B’S

Unlike most report cards, high grades (A’s and B’s) in this publication are not necessarily indicators of exceptional performance. Instead, they are markers of equity between Black undergraduates and comparison groups. We present two illustrative examples in this section.

First, at New Mexico State University, the six-year graduation rate across four cohorts of Black undergraduates was 18.6%, compared to 20.1% for students overall. On average, across all public institutions, 11.2 percentage points separate Black undergraduates and students overall on our Completion Equity indicator. Hence, New Mexico State’s relatively low 1.5 percentage point gap places it among the top 20% of public institutions. That four of every five undergraduates who start at New Mexico State do not attain degrees from there within six years renders it a low-performing institution, despite its grade on this particular indicator.

GRADE	DISTRIBUTION	EQUITY INDEX POINTS
A	Top 20%	4
B	Second Quintile	3
C	Third Quintile	2
D	Fourth Quintile	1
F	Bottom 20%	0
I	Incomplete	



# RESEARCH METHODS, GRADING, AND LIMITATIONS (CONTINUED)

Second, an A was awarded to Michigan Technological University because its 12:1 Black students-to-Black faculty ratio is one of the lowest among public institutions in the nation, thereby placing it in the top quintile. However, it is worth noting that Michigan Tech had only 48 full-time, degree-seeking Black undergraduates and a total of four full-time Black instructional faculty members across all ranks and academic fields during the 2016-17 academic school year. Black representation at Michigan Tech is alarmingly low, especially given its size and the relatively high number of Black residents across the state in which it is located.

In light of these two examples, we strongly encourage readers to look at all data we provide for each institution, not just its letter grades and Equity Index Score.

## LIMITATIONS

Each equity indicator in this report has at least one noteworthy limitation.

**Representation Equity** includes only 18-24 year-old Black citizens in each state, those who are the same age as traditional college enrollees. Some Black undergraduates attending public four-year institutions are returning adult learners. Black student enrollment percentages include them, but the state residency percentages do not. It is important to acknowledge that at many public four-year institutions (especially research universities) the overwhelming majority of full-time, degree-seeking Black undergraduates are traditional age.

Our **Gender Equity** measure treats gender as a binary (women and men), which is a limitation. We analyzed and report the data this way because IPEDS has no other gender identity options.

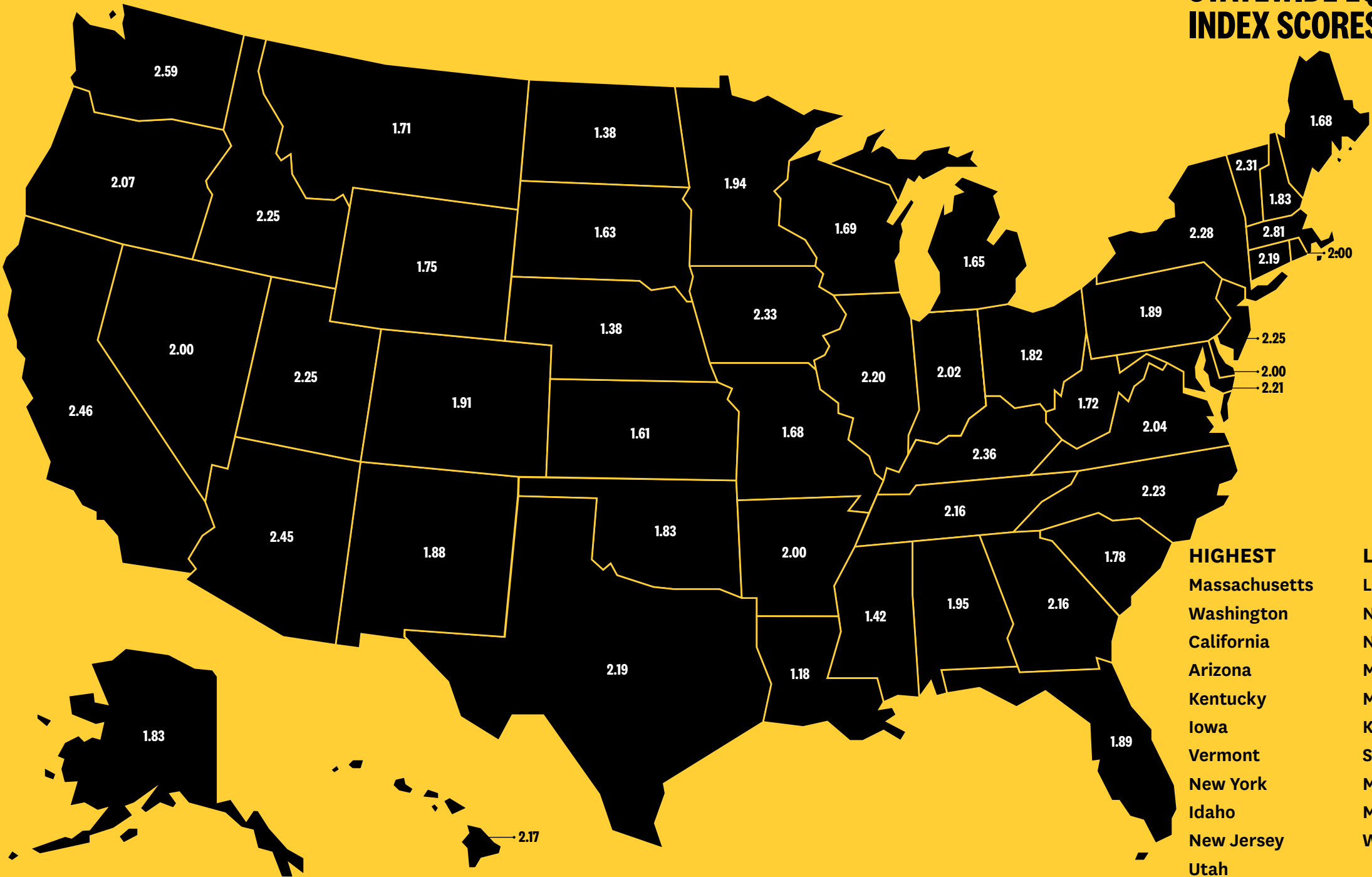
Federal graduation rates do not account for undergraduates who transferred from one institution to another, which is a limitation of our **Completion Equity** measure. Transfer students are counted as dropouts in IPEDS. No published evidence or anecdotal reports suggest that Black undergraduates are any more or less likely than are members of other racial groups to transfer from public colleges and universities to other postsecondary institutions.

Lastly, as previously noted in our Michigan Tech example, we awarded A's to some institutions that employ a pathetically low number of full-time Black instructional faculty members and enroll very few full-time, degree-seeking Black undergraduates. This is a limitation of our **Black Students-to-Black Faculty Ratio** measure. It extends across the other three indicators as well. Distributing grades by quintiles demanded that we inevitably award A's and B's to some institutions that perform poorly, but relatively not as bad as three-fifths of other public colleges and universities.

## DATA ACCURACY

Institutional data we present in this report are from the U.S. Department of Education's publicly available Integrated Postsecondary Education Data System (IPEDS). Every college and university in the nation receiving federal funds is required to annually submit these and other data to IPEDS. Statistical inaccuracies in this report are most likely attributable to erroneous institutional reporting to the federal government or to technical processing errors in IPEDS. Questions or concerns about data accuracy should be directed to the IPEDS Data Use Help Desk at 1-866-558-0658.

# STATEWIDE EQUITY INDEX SCORES



**HIGHEST**  
 Massachusetts  
 Washington  
 California  
 Arizona  
 Kentucky  
 Iowa  
 Vermont  
 New York  
 Idaho  
 New Jersey  
 Utah

**LOWEST**  
 Louisiana  
 Nebraska  
 North Dakota  
 Mississippi  
 Michigan  
 Kansas  
 South Dakota  
 Maine  
 Missouri  
 Wisconsin

# INSTITUTIONS WITH HIGHEST AND LOWEST EQUITY INDEX SCORES

## HIGHEST SCORES

COLLEGE/UNIVERSITY	EQUITY INDEX SCORE
Massachusetts College of Liberal Arts	3.50
University of California-San Diego	3.50
University of Louisville	3.50
University of Minnesota-Morris	3.25
Pennsylvania State University-Greater Allegheny	3.25
University of Vermont	3.25
University of Utah	3.25
University of Washington-Bothell Campus	3.25
Fitchburg State University	3.25
Framingham State University	3.25
Portland State University	3.25
University of West Alabama	3.25
University of Washington-Seattle Campus	3.25
Chicago State University	3.25
Rutgers University-Newark	3.25
University of Massachusetts-Boston	3.25
CUNY City College	3.25
Pennsylvania State University-Schuylkill	3.00
Texas A&M University-Central Texas	3.00
Arizona State University-West	3.00
Texas A&M University-San Antonio	3.00
University of Alaska Anchorage	3.00
University of Washington-Tacoma Campus	3.00
California State University-Monterey Bay	3.00
Pennsylvania State University-Harrisburg	3.00
University of New Mexico	3.00
University of Texas at Tyler	3.00
University of California-Santa Barbara	3.00
Arizona State University-Downtown Phoenix	3.00
Salem State University	3.00
Marshall University	3.00
California State University-Fresno	3.00
Northern Arizona University	3.00
University of Iowa	3.00
Bridgewater State University	3.00
University of California-Riverside	3.00

## LOWEST SCORES

COLLEGE/UNIVERSITY	EQUITY INDEX SCORE
Florida Polytechnic University	0.33
University of Alaska Southeast	0.50
Fort Lewis College	0.50
Wayne State College	0.50
Northern Michigan University	0.50
West Texas A&M University	0.50
Arkansas Tech University	0.50
Northern State University	0.75
New Mexico Institute of Mining and Technology	0.75
Wright State University-Lake Campus	0.75
West Liberty University	0.75
University of Wisconsin-Stout	0.75
University of Virginia College at Wise	0.75
Southwestern Oklahoma State University	0.75
Louisiana State University-Alexandria	0.75
Northwest Missouri State University	0.75
Oakland University	0.75
University of Southern Mississippi	0.75
University of Maine at Machias	1.00
University of Maine at Presque Isle	1.00
Pennsylvania State University-Shenango	1.00
Lake Superior State University	1.00
University of Connecticut-Avery Point	1.00
Montana State University-Billings	1.00
Pennsylvania State University-Lehigh Valley	1.00
Dakota State University	1.00
Michigan Technological University	1.00
Western State Colorado University	1.00
Chadron State College	1.00
Bemidji State University	1.00
Mayville State University	1.00
Southwest Minnesota State University	1.00
Peru State College	1.00
Concord University	1.00
Glennville State College	1.00

Highlighted on this page are public colleges and universities with exceptionally high and low equity index scores. On the one hand, we think it is important to call attention to institutions that outperform others on the four equity measures chosen for this study. But on the other hand, we deem it problematic to offer kudos to any campus that sustains inequity on any equity indicator or that otherwise disadvantages Black undergraduates. Put differently, a campus that performs well in comparison to others is not necessarily a national model of excellence that is exempt from recommendations offered at the end of this report.



# 50 State Data Tables

WITH STATISTICS, GRADES,  
AND EQUITY INDEX SCORES  
FOR INDIVIDUAL INSTITUTIONS



# ALABAMA

Statewide Equity  
Index Score

1.95



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Athens State University	9.7	32.3	-22.7	F	70.1	29.9	13.8	D	---	---	---	I	117	8	15:1	A	1.67
Auburn University	6.7	32.3	-25.6	F	51.8	48.2	4.5	B	57.3	71.7	-14.4	D	1356	47	29:1	B	1.75
Auburn University at Montgomery	37.3	32.3	5.0	A	74.5	25.5	18.2	F	15.6	23.8	-8.2	B	1153	17	68:1	D	2.00
Jacksonville State University	18.6	32.3	-13.7	F	57.2	42.8	0.9	A	23.2	31.9	-8.7	B	1003	23	44:1	C	2.25
Troy University	27.2	32.3	-5.1	C	64.1	35.9	7.8	C	24.4	35.7	-11.3	C	2540	42	60:1	D	1.75
University of Alabama	10.0	32.3	-22.3	F	63.5	36.5	7.2	C	56.7	67.1	-10.4	C	2904	80	36:1	C	1.50
University of Alabama at Birmingham	26.1	32.3	-6.2	D	67.2	32.8	10.9	D	49.9	54.1	-4.2	A	2333	131	18:1	A	2.50
University of Alabama in Huntsville	11.0	32.3	-21.4	F	57.0	43.0	0.7	A	37.0	48.1	-11.1	C	574	12	48:1	D	1.75
University of Montevallo	15.0	32.3	-17.3	F	70.3	29.7	14.0	D	46.1	45.9	0.2	A	327	12	27:1	B	2.00
University of North Alabama	14.1	32.3	-18.2	F	53.4	46.6	2.9	B	23.5	38.0	-14.5	D	727	13	56:1	D	1.25
University of South Alabama	22.1	32.3	-10.3	D	61.6	38.4	5.3	B	25.9	35.9	-10.0	C	2116	38	56:1	D	1.75
University of West Alabama	39.7	32.3	7.3	A	58.9	41.1	2.6	A	25.3	30.6	-5.3	B	683	16	43:1	C	3.25

# ALASKA

Statewide Equity  
Index Score

1.83



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
University of Alaska Anchorage	3.0	4.5	-1.4	B	54.0	46.0	2.3	A	16.9	26.7	-9.7	C	200	8	25:1	B	3.00
University of Alaska Fairbanks	1.8	4.5	-2.7	C	45.5	54.5	10.8	D	23.5	39.7	-16.2	D	55	6	9:1	A	2.00
University of Alaska Southeast	1.0	4.5	-3.4	C	83.3	16.7	27.0	F	0.0	18.0	-18.0	F	6	0	0	F	0.50



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Arizona State University-Downtown Phoenix	5.8	5.4	0.4	A	69.7	30.3	13.4	D	60.1	61.5	-1.4	A	478	20	24:1	B	3.00
Arizona State University-Polytechnic	4.2	5.4	-1.2	B	31.9	68.1	24.4	F	34.9	58.5	-23.5	F	141	7	20:1	A	1.75
Arizona State University-Tempe	3.7	5.4	-1.7	B	49.0	51.0	7.3	C	49.3	63.8	-14.5	D	1441	46	31:1	B	2.25
Arizona State University-West	5.6	5.4	0.2	A	59.6	40.4	3.3	B	43.8	60.5	-16.6	D	151	8	19:1	A	3.00
Northern Arizona University	2.9	5.4	-2.5	B	57.6	42.4	1.3	A	43.3	51.7	-8.3	B	627	18	35:1	C	3.00
University of Arizona	3.6	5.4	-1.8	B	50.7	49.3	5.6	B	43.9	60.6	-16.7	D	1039	37	28:1	B	2.50
University of Arizona-South	4.2	5.4	-1.2	B	50.0	50.0	6.3	C	---	---	---	I	8	0	0	F	1.67

# ARIZONA

Statewide Equity Index Score

2.45



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Arkansas State University	12.0	19.4	-7.4	D	57.1	42.9	0.8	A	26.0	38.9	-12.8	D	867	33	26:1	B	2.25
Arkansas Tech University	8.7	19.4	-10.7	D	44.2	55.8	12.1	D	20.8	42.1	-21.3	F	588	8	74:1	F	0.50
Henderson State University	23.3	19.4	3.9	A	54.3	45.7	2.0	A	23.2	32.9	-9.7	C	650	8	81:1	F	2.50
Southern Arkansas University	27.2	19.4	7.9	A	56.1	43.9	0.2	A	23.7	33.0	-9.4	C	767	6	128:1	F	2.50
University of Arkansas	4.6	19.4	-14.7	F	51.2	48.8	5.1	B	48.6	62.5	-13.9	D	916	36	25:1	B	1.75
University of Arkansas at Little Rock	25.1	19.4	5.7	A	66.0	34.0	9.7	D	13.6	24.9	-11.3	C	1110	30	37:1	C	2.25
University of Arkansas-Fort Smith	3.7	19.4	-15.6	F	60.8	39.2	4.5	B	20.3	25.5	-5.1	B	158	10	16:1	A	2.50
University of Central Arkansas	16.7	19.4	-2.6	B	63.2	36.8	6.9	C	26.5	42.3	-15.8	D	1330	25	53:1	D	1.75

# ARKANSAS

Statewide Equity Index Score

2.00



# CALIFORNIA

Statewide Equity  
Index Score

2.46



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
California Polytechnic State University-San Luis Obispo	0.7	6.6	-5.8	D	40.3	59.7	16.0	D	59.4	74.7	-15.3	D	144	12	12:1	A	1.75
California State Polytechnic University-Pomona	3.4	6.6	-3.2	C	51.7	48.3	4.6	B	48.9	59.0	-10.0	C	710	16	44:1	C	2.25
California State University-Bakersfield	6.2	6.6	-0.4	B	64.6	35.4	8.3	C	28.7	40.6	-11.8	C	435	11	40:1	C	2.25
California State University-Channel Islands	2.5	6.6	-4.0	C	70.6	29.4	14.3	D	48.5	56.9	-8.4	B	136	4	34:1	C	2.00
California State University-Chico	2.6	6.6	-4.0	C	52.5	47.5	3.8	B	42.9	61.3	-18.3	F	387	7	55:1	D	1.50
California State University-Dominguez Hills	11.8	6.6	5.2	A	67.9	32.1	11.6	D	26.6	34.8	-8.2	B	1101	27	41:1	C	2.50
California State University-East Bay	10.4	6.6	3.8	A	70.6	29.4	14.3	D	28.8	42.5	-13.7	D	1202	23	52:1	D	1.75
California State University-Fresno	3.0	6.6	-3.6	C	57.1	42.9	0.8	A	41.6	54.0	-12.4	C	569	28	20:1	A	3.00
California State University-Fullerton	2.0	6.6	-4.5	C	65.0	35.0	8.7	C	46.6	58.1	-11.5	C	568	31	18:1	A	2.50
California State University-Long Beach	4.0	6.6	-2.6	B	63.3	36.7	7.0	C	55.4	65.2	-9.8	C	1107	36	31:1	B	2.50
California State University-Los Angeles	3.8	6.6	-2.7	C	63.0	37.0	6.7	C	30.2	42.1	-11.9	C	770	38	20:1	A	2.50
California State University-Monterey Bay	5.4	6.6	-1.2	B	65.2	34.8	8.9	C	48.5	48.3	0.2	A	328	11	30:1	B	3.00
California State University-Northridge	5.0	6.6	-1.6	B	60.1	39.9	3.8	B	36.7	48.3	-11.6	C	1455	45	32:1	B	2.75
California State University-Sacramento	5.8	6.6	-0.8	B	60.8	39.2	4.5	B	31.9	45.5	-13.6	D	1337	32	42:1	C	2.25
California State University-San Bernardino	5.5	6.6	-1.1	B	62.7	37.3	6.4	C	38.8	49.1	-10.4	C	903	21	43:1	C	2.25
California State University-San Marcos	3.3	6.6	-3.3	C	60.7	39.3	4.4	B	43.7	50.1	-6.4	B	341	9	38:1	C	2.50
California State University-Stanislaus	2.2	6.6	-4.4	C	63.5	36.5	7.2	C	46.9	54.4	-7.5	B	159	10	16:1	A	2.75
Humboldt State University	3.4	6.6	-3.1	C	49.4	50.6	6.9	C	33.3	44.0	-10.6	C	257	5	51:1	D	1.75
San Diego State University	4.1	6.6	-2.5	B	59.5	40.5	3.2	B	59.4	68.1	-8.6	B	1078	22	49:1	D	2.50
San Francisco State University	4.9	6.6	-1.7	B	64.0	36.0	7.7	C	39.4	50.0	-10.6	C	1035	37	28:1	B	2.50
San Jose State University	3.5	6.6	-3.1	C	48.9	51.1	7.4	C	40.6	54.2	-13.6	D	752	16	47:1	D	1.50
Sonoma State University	2.2	6.6	-4.4	C	57.2	42.8	0.9	A	41.2	57.2	-16.0	D	173	4	43:1	C	2.25
University of California-Berkeley	1.9	6.6	-4.7	C	59.0	41.0	2.7	B	75.4	91.3	-15.9	D	529	54	10:1	A	2.50
University of California-Davis	2.2	6.6	-4.3	C	60.8	39.2	4.5	B	71.0	83.6	-12.6	C	637	43	15:1	A	2.75
University of California-Irvine	1.9	6.6	-4.7	C	62.5	37.5	6.2	C	81.0	86.9	-5.9	B	512	51	10:1	A	2.75
University of California-Los Angeles	3.2	6.6	-3.4	C	63.9	36.1	7.6	C	82.3	90.9	-8.6	B	965	106	9:1	A	2.75
University of California-Merced	4.7	6.6	-1.9	B	60.2	39.8	3.9	B	60.6	64.1	-3.5	A	314	6	52:1	D	2.75
University of California-Riverside	4.2	6.6	-2.4	B	64.1	35.9	7.8	C	70.5	70.5	-0.1	A	814	34	24:1	B	3.00
University of California-San Diego	1.4	6.6	-5.1	C	56.9	43.1	0.6	A	84.4	86.6	-2.2	A	397	40	10:1	A	3.50
University of California-Santa Barbara	2.1	6.6	-4.5	C	61.2	38.8	4.9	B	74.1	81.3	-7.2	B	443	22	20:1	A	3.00
University of California-Santa Cruz	2.0	6.6	-4.6	C	59.6	40.4	3.3	B	68.4	76.3	-7.9	B	329	15	22:1	B	2.75

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Adams State University	7.9	5.0	2.9	A	26.6	73.4	29.7	F	19.4	26.8	-7.4	B	128	0	0	F	1.75
Colorado Mesa University	2.6	5.0	-2.3	B	32.1	67.9	24.2	F	31.5	34.8	-3.3	A	190	0	0	F	1.75
Colorado School of Mines	0.9	5.0	-4.0	C	14.6	85.4	41.7	F	55.8	75.0	-19.1	F	41	3	14:1	A	1.50
Colorado State University-Fort Collins	2.4	5.0	-2.5	B	49.7	50.3	6.6	C	59.0	65.6	-6.6	B	513	14	37:1	C	2.50
Colorado State University-Pueblo	7.6	5.0	2.7	A	38.2	61.8	18.1	F	22.9	32.6	-9.8	C	259	5	52:1	D	1.75
Fort Lewis College	1.1	5.0	-3.9	C	29.4	70.6	26.9	F	16.7	40.1	-23.4	F	34	0	0	F	0.50
Metropolitan State University of Denver	5.7	5.0	0.7	A	49.7	50.3	6.6	C	13.1	25.5	-12.4	C	704	32	22:1	B	2.75
University of Colorado Boulder	1.6	5.0	-3.4	C	42.6	57.4	13.7	D	56.4	70.2	-13.8	D	411	29	14:1	A	2.00
University of Colorado Colorado Springs	3.9	5.0	-1.1	B	56.7	43.3	0.4	A	39.3	46.0	-6.7	B	307	5	61:1	D	2.75
University of Northern Colorado	4.0	5.0	-0.9	B	54.1	45.9	2.2	A	36.6	47.2	-10.6	C	331	9	37:1	C	2.75
Western State Colorado University	3.1	5.0	-1.9	B	23.7	76.3	32.6	F	25.6	41.3	-15.7	D	59	0	0	F	1.00

## COLORADO

Statewide Equity Index Score

1.91



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Central Connecticut State University	11.5	13.2	-1.7	B	49.9	50.1	6.4	C	42.7	53.7	-11.0	C	863	23	38:1	C	2.25
Eastern Connecticut State University	8.0	13.2	-5.2	C	53.5	46.5	2.8	B	45.7	54.5	-8.8	B	342	14	24:1	B	2.75
Southern Connecticut State University	16.6	13.2	3.4	A	62.5	37.5	6.2	C	44.7	51.4	-6.7	B	1132	29	39:1	C	2.75
University of Connecticut	5.8	13.2	-7.4	D	53.3	46.7	3.0	B	70.8	82.3	-11.5	C	1075	58	19:1	A	2.50
University of Connecticut-Avery Point	4.2	13.2	-8.9	D	46.2	53.8	10.1	D	40.7	52.1	-11.4	C	26	0	0	F	1.00
University of Connecticut-Stamford	10.4	13.2	-2.8	C	63.4	36.6	7.1	C	54.0	56.3	-2.3	A	123	0	0	F	2.00
University of Connecticut-Waterbury Campus	11.9	13.2	-1.3	B	60.7	39.3	4.4	B	48.0	54.4	-6.4	B	214	0	0	F	2.25
Western Connecticut State University	11.4	13.2	-1.8	B	49.5	50.5	6.8	C	36.3	45.5	-9.3	C	469	9	52:1	D	2.00

## CONNECTICUT

Statewide Equity Index Score

2.19



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
University of Delaware	5.6	26.1	-20.5	F	56.0	44.0	0.3	A	66.9	81.7	-14.8	D	993	46	22:1	B	2.00

## DELAWARE

Statewide Equity Index Score

2.00



# FLORIDA

Statewide Equity Index Score

1.89



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Florida Atlantic University	18.6	21.5	-2.9	C	62.3	37.7	6.0	C	45.5	46.5	-0.9	A	2924	54	54:1	D	2.25
Florida Gulf Coast University	7.0	21.5	-14.6	F	61.5	38.5	5.2	B	43.4	45.5	-2.1	A	753	16	47:1	D	2.00
Florida International University	11.9	21.5	-9.7	D	61.7	38.3	5.4	B	44.8	54.9	-10.1	C	3072	77	40:1	C	2.00
Florida Polytechnic University	4.4	21.5	-17.2	F	9.1	90.9	47.2	F	---	---	---	I	55	1	55:1	D	0.33
Florida State University	8.1	21.5	-13.4	F	64.6	35.4	8.3	C	76.9	78.9	-1.9	A	2353	50	47:1	D	1.75
New College of Florida	2.8	21.5	-18.8	F	70.8	29.2	14.5	D	60.0	67.5	-7.5	B	24	3	8:1	A	2.00
University of Central Florida	11.1	21.5	-10.4	D	61.9	38.1	5.6	B	65.1	69.0	-4.0	A	4252	55	77:1	F	2.00
University of Florida	6.1	21.5	-15.5	F	64.4	35.6	8.1	C	79.0	86.9	-7.9	B	1857	86	22:1	B	2.00
University of North Florida	8.7	21.5	-12.9	F	64.9	35.1	8.6	C	49.4	53.3	-3.9	A	834	23	36:1	C	2.00
University of South Florida	10.0	21.5	-11.5	F	62.0	38.0	5.7	B	66.6	66.6	-0.1	A	2362	81	29:1	B	2.50
University of South Florida-Sarasota-Manatee	4.6	21.5	-16.9	F	65.2	34.8	8.9	C	---	---	---	I	46	5	9:1	A	2.00
University of South Florida-St Petersburg	7.6	21.5	-13.9	F	65.9	34.1	9.6	D	31.3	36.8	-5.5	B	208	6	35:1	C	1.50
University of West Florida	12.9	21.5	-8.7	D	54.9	45.1	1.4	A	39.9	47.7	-7.8	B	902	19	47:1	D	2.25

# GEORGIA

Statewide Equity Index Score

2.16



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Armstrong State University	24.9	36.2	-11.3	F	73.5	26.5	17.2	F	33.2	31.5	1.7	A	1171	28	42:1	C	1.50
Augusta University	24.0	36.2	-12.2	F	70.4	29.6	14.1	D	21.9	29.2	-7.3	B	978	52	19:1	A	2.00
Clayton State University	65.5	36.2	29.3	A	73.2	26.8	16.9	F	31.4	31.7	-0.3	A	2265	45	50:1	D	2.25
Columbus State University	38.5	36.2	2.3	A	67.2	32.8	10.9	D	25.5	30.8	-5.3	B	1831	34	54:1	D	2.25
Dalton State College	5.6	36.2	-30.6	F	53.6	46.4	2.7	B	14.3	20.7	-6.4	B	181	4	45:1	C	2.00
Georgia College and State University	5.1	36.2	-31.1	F	64.1	35.9	7.8	C	57.6	60.5	-2.9	A	281	25	11:1	A	2.50
Georgia Gwinnett College	33.1	36.2	-3.1	C	60.3	39.7	4.0	B	11.5	20.3	-8.8	B	2655	45	59:1	D	2.25
Georgia Institute of Technology	6.7	36.2	-29.5	F	40.0	60.0	16.3	F	76.3	83.7	-7.4	B	924	24	39:1	C	1.25
Georgia Southern University	25.6	36.2	-10.6	D	54.4	45.6	1.9	A	51.2	50.9	0.3	A	4077	45	91:1	F	2.25
Georgia Southwestern State University	27.0	36.2	-9.2	D	65.5	34.5	9.2	D	29.0	33.3	-4.2	A	475	7	68:1	D	1.75
Georgia State University	40.8	36.2	4.6	A	65.7	34.3	9.4	D	56.9	53.4	3.6	A	7774	118	66:1	D	2.50
Kennesaw State University	20.8	36.2	-15.4	F	54.1	45.9	2.2	A	38.4	42.3	-3.9	A	5023	96	52:1	D	2.25
Middle Georgia State University	38.3	36.2	2.1	A	59.5	40.5	3.2	B	12.6	23.2	-10.6	C	1783	29	61:1	D	2.50
University of Georgia	7.7	36.2	-28.5	F	64.7	35.3	8.4	C	81.0	83.5	-2.5	A	2018	102	20:1	A	2.50
University of North Georgia	3.9	36.2	-32.4	F	54.1	45.9	2.2	A	33.8	53.2	-19.3	F	477	25	19:1	A	2.00
University of West Georgia	40.9	36.2	4.7	A	66.4	33.6	10.1	D	42.8	40.9	1.9	A	3665	30	122:1	F	2.25
Valdosta State University	37.8	36.2	1.6	A	62.1	37.9	5.8	B	35.4	37.8	-2.4	A	2703	27	100:1	F	2.75

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
University of Hawaii at Hilo	1.1	3.4	-2.3	B	42.3	57.7	14.0	D	15.8	37.3	-21.5	F	26	1	26:1	B	1.75
University of Hawaii at Manoa	1.5	3.4	-1.9	B	44.0	56.0	12.3	D	33.0	57.0	-24.0	F	159	15	11:1	A	2.00
University of Hawaii-West Oahu	2.5	3.4	-0.8	B	53.8	46.2	2.5	A	0.0	27.0	-27.0	F	39	6	7:1	A	2.75

## HAWAII

Statewide Equity Index Score

2.17



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Boise State University	1.6	1.2	0.5	A	36.7	63.3	19.6	F	34.5	38.1	-3.5	A	199	3	66:1	D	2.25
Idaho State University	1.1	1.2	-0.1	B	38.0	62.0	18.3	F	39.6	29.3	10.4	A	71	3	24:1	B	2.50
Lewis-Clark State College	1.3	1.2	0.1	A	37.9	62.1	18.4	F	9.1	23.6	-14.5	D	29	2	15:1	A	2.25
University of Idaho	1.5	1.2	0.3	A	24.1	75.9	32.2	F	27.7	56.3	-28.6	F	108	8	14:1	A	2.00

## IDAHO

Statewide Equity Index Score

2.25



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Chicago State University	71.2	17.6	53.6	A	72.2	27.8	15.9	D	14.3	15.4	-1.1	A	1042	88	12:1	A	3.25
Eastern Illinois University	19.9	17.6	2.3	A	58.7	41.3	2.4	A	44.7	58.8	-14.1	D	1020	18	57:1	D	2.50
Governors State University	40.2	17.6	22.6	A	69.6	30.4	13.3	D	---	---	---	I	773	31	25:1	B	2.67
Illinois State University	8.4	17.6	-9.2	D	60.9	39.1	4.6	B	53.8	72.2	-18.4	F	1462	33	44:1	C	1.50
Northeastern Illinois University	11.1	17.6	-6.5	D	62.7	37.3	6.4	C	7.9	22.1	-14.2	D	474	22	22:1	B	1.75
Northern Illinois University	16.4	17.6	-1.2	B	57.2	42.8	0.9	A	28.9	49.4	-20.5	F	2027	27	75:1	F	1.75
Southern Illinois University-Carbondale	17.7	17.6	0.0	A	56.3	43.8	0.0	A	30.0	44.1	-14.1	D	1856	52	36:1	C	2.75
Southern Illinois University-Edwardsville	14.9	17.6	-2.7	C	63.6	36.4	7.3	C	29.9	49.3	-19.4	F	1474	38	39:1	C	1.50
University of Illinois at Chicago	8.2	17.6	-9.4	D	62.9	37.1	6.6	C	43.2	58.4	-15.3	D	1351	107	13:1	A	2.00
University of Illinois at Springfield	17.3	17.6	-0.3	B	65.9	34.1	9.6	D	38.5	47.5	-9.1	B	328	9	36:1	C	2.25
University of Illinois at Urbana-Champaign	5.9	17.6	-11.7	F	59.2	40.8	2.9	B	74.4	84.6	-10.3	C	1909	97	20:1	A	2.25
Western Illinois University	22.1	17.6	4.5	A	60.3	39.7	4.0	B	40.5	54.1	-13.6	D	1653	30	55:1	D	2.25

## ILLINOIS

Statewide Equity Index Score

2.20





# INDIANA

Statewide Equity Index Score

2.02



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Ball State University	7.9	10.7	-2.8	C	61.0	39.0	4.7	B	47.0	60.8	-13.8	D	1186	26	46:1	C	2.00
Indiana State University	19.6	10.7	8.9	A	56.9	43.1	0.6	A	23.8	40.0	-16.2	D	1834	17	108:1	F	2.25
Indiana University-Bloomington	4.4	10.7	-6.4	D	56.6	43.4	0.3	A	61.1	77.0	-16.0	D	1387	86	16:1	A	2.50
Indiana University-East	3.7	10.7	-7.0	D	60.9	39.1	4.6	B	15.0	28.3	-13.3	D	69	3	23:1	B	2.00
Indiana University-Kokomo	4.0	10.7	-6.7	D	65.1	34.9	8.8	C	20.0	30.6	-10.6	C	83	7	12:1	A	2.25
Indiana University-Northwest	14.9	10.7	4.2	A	70.3	29.7	14.0	D	9.0	25.1	-16.1	D	407	12	34:1	C	2.00
Indiana University-Purdue University-Fort Wayne	4.6	10.7	-6.1	D	64.0	36.0	7.7	C	7.9	24.5	-16.6	D	292	11	27:1	B	1.75
Indiana University-Purdue University-Indianapolis	9.4	10.7	-1.3	B	66.8	33.2	10.5	D	30.9	44.2	-13.3	D	1632	102	16:1	A	2.25
Indiana University-South Bend	6.7	10.7	-4.0	C	69.3	30.7	13.0	D	14.8	26.5	-11.7	C	254	7	36:1	C	1.75
Indiana University-Southeast	6.7	10.7	-4.0	C	62.6	37.4	6.3	C	11.9	30.3	-18.4	F	222	10	22:1	B	1.75
Purdue University	3.0	10.7	-7.7	D	49.4	50.6	6.9	C	60.5	73.8	-13.3	D	874	56	16:1	A	2.00
University of Southern Indiana	4.2	10.7	-6.5	D	61.1	38.9	4.8	B	17.9	38.6	-20.7	F	280	9	31:1	B	1.75

# IOWA

Statewide Equity Index Score

2.33



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Iowa State University	2.5	4.7	-2.2	B	41.3	58.7	15.0	D	47.9	70.7	-22.8	F	729	41	18:1	A	2.00
University of Iowa	3.4	4.7	-1.3	B	54.2	45.8	2.1	A	55.9	70.9	-15.0	D	706	49	14:1	A	3.00
University of Northern Iowa	2.6	4.7	-2.1	B	46.0	54.0	10.3	D	36.3	65.8	-29.5	F	237	14	17:1	A	2.00

# KANSAS

Statewide Equity Index Score

1.61



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Emporia State University	5.3	7.3	-1.9	B	43.9	56.1	12.4	D	30.4	41.1	-10.7	C	180	3	60:1	D	1.75
Fort Hays State University	4.4	7.3	-2.9	C	44.4	55.6	11.9	D	16.5	40.4	-23.9	F	248	7	35:1	C	1.25
Kansas State University	3.4	7.3	-3.9	C	48.5	51.5	7.8	C	28.8	60.9	-32.0	F	596	25	24:1	B	1.75
Pittsburg State University	3.9	7.3	-3.4	C	39.9	60.1	16.4	F	32.1	47.8	-15.7	D	203	5	41:1	C	1.25
University of Kansas	4.2	7.3	-3.0	C	48.5	51.5	7.8	C	44.3	61.5	-17.2	D	715	66	11:1	A	2.25
Washburn University	5.3	7.3	-1.9	B	44.3	55.7	12.0	D	14.2	34.9	-20.7	F	201	4	50:1	D	1.25
Wichita State University	5.4	7.3	-1.8	B	63.5	36.5	7.2	C	28.0	44.8	-16.8	D	463	7	66:1	D	1.75

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Eastern Kentucky University	6.1	10.6	-4.5	C	53.0	47.0	3.3	B	29.6	42.6	-13.0	D	668	26	26:1	B	2.25
Morehead State University	4.1	10.6	-6.5	D	46.4	53.6	9.9	D	27.1	44.1	-17.0	D	239	14	17:1	A	1.75
Murray State University	6.7	10.6	-3.9	C	56.4	43.6	0.1	A	39.1	50.5	-11.5	C	466	16	29:1	B	2.75
Northern Kentucky University	7.4	10.6	-3.2	C	65.0	35.0	8.7	C	23.9	37.9	-14.0	D	672	27	25:1	B	2.00
University of Kentucky	7.8	10.6	-2.8	C	55.6	44.4	0.7	A	44.1	61.4	-17.3	F	1629	55	30:1	B	2.25
University of Louisville	11.1	10.6	0.5	A	59.1	40.9	2.8	B	46.5	53.2	-6.7	B	1366	112	12:1	A	3.50
Western Kentucky University	9.7	10.6	-0.8	B	53.4	46.6	2.9	B	32.3	50.6	-18.3	F	1264	36	35:1	C	2.00

## KENTUCKY

Statewide Equity Index Score

2.36



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Louisiana State University	12.2	38.6	-26.4	F	62.3	37.7	6.0	C	56.1	65.5	-9.4	C	2811	54	52:1	D	1.25
Louisiana State University-Alexandria	16.8	38.6	-21.8	F	64.4	35.6	8.1	C	7.4	23.1	-15.7	D	298	4	75:1	F	0.75
Louisiana State University-Shreveport	21.3	38.6	-17.3	F	68.5	31.5	12.2	D	22.7	33.8	-11.1	C	352	12	29:1	B	1.50
Louisiana Tech University	13.6	38.6	-25.0	F	47.6	52.4	8.7	C	40.4	52.4	-12.0	C	1010	11	92:1	F	1.00
McNeese State University	17.7	38.6	-20.9	F	64.6	35.4	8.3	C	29.1	40.1	-11.0	C	962	12	80:1	F	1.00
Nicholls State University	21.0	38.6	-17.6	F	64.6	35.4	8.3	C	31.2	43.3	-12.1	C	964	8	121:1	F	1.00
Northwestern State University of Louisiana	31.1	38.6	-7.5	D	68.0	32.0	11.7	D	33.0	37.0	-4.0	A	1610	16	101:1	F	1.50
Southeastern Louisiana University	18.6	38.6	-20.0	F	67.4	32.6	11.1	D	27.9	37.3	-9.3	C	1675	25	67:1	D	1.00
University of Louisiana at Lafayette	20.6	38.6	-18.0	F	61.7	38.3	5.4	B	35.9	46.0	-10.1	C	2651	33	80:1	F	1.25
University of Louisiana at Monroe	24.5	38.6	-14.1	F	69.3	30.7	13.0	D	34.4	40.1	-5.7	B	1264	16	79:1	F	1.00
University of New Orleans	16.5	38.6	-22.2	F	59.0	41.0	2.7	B	24.0	34.3	-10.3	C	764	20	38:1	C	1.75

## LOUISIANA

Statewide Equity Index Score

1.18



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
University of Maine	2.2	2.4	-0.3	B	31.6	68.4	24.7	F	37.7	57.4	-19.6	F	174	4	44:1	C	1.25
University of Maine at Augusta	1.3	2.4	-1.1	B	50.0	50.0	6.3	C	0.0	12.5	-12.5	C	18	0	0	F	1.75
University of Maine at Farmington	2.2	2.4	-0.2	B	44.4	55.6	11.9	D	50.0	55.8	-5.8	B	36	1	36:1	C	2.25
University of Maine at Fort Kent	3.9	2.4	1.5	A	73.1	26.9	16.8	F	33.3	36.5	-3.1	A	26	1	26:1	B	2.75
University of Maine at Machias	4.1	2.4	1.6	A	17.6	82.4	38.7	F	6.3	29.7	-23.5	F	17	0	0	F	1.00
University of Maine at Presque Isle	2.9	2.4	0.5	A	36.8	63.2	19.5	F	20.0	38.3	-18.3	F	19	0	0	F	1.00
University of Southern Maine	5.0	2.4	2.6	A	49.5	50.5	6.8	C	19.4	33.2	-13.9	D	184	2	92:1	F	1.75

## MAINE

Statewide Equity Index Score

1.68



# MARYLAND

Statewide Equity Index Score

2.21



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Frostburg State University	34.7	33.2	1.5	A	47.3	52.7	9.0	C	44.8	48.4	-3.5	A	1419	10	142:1	F	2.50
Salisbury University	13.4	33.2	-19.9	F	58.2	41.8	1.9	A	58.3	67.2	-8.9	B	967	24	40:1	C	2.25
St. Mary's College of Maryland	8.8	33.2	-24.5	F	48.9	51.1	7.4	C	71.1	78.1	-6.9	B	135	8	17:1	A	2.25
Towson University	19.1	33.2	-14.1	F	64.8	35.2	8.5	C	64.8	68.6	-3.7	A	3214	50	64:1	D	1.75
University of Baltimore	48.1	33.2	14.9	A	63.9	36.1	7.6	C	29.6	37.1	-7.5	B	960	17	56:1	D	2.50
University of Maryland-Baltimore County	17.5	33.2	-15.7	F	52.3	47.7	4.0	B	62.8	63.3	-0.5	A	1662	34	49:1	D	2.00
University of Maryland-College Park	13.0	33.2	-20.3	F	55.6	44.4	0.7	A	79.3	85.4	-6.1	B	3391	89	38:1	C	2.25

# MASSACHUSETTS

Statewide Equity Index Score

2.81



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Bridgewater State University	10.1	9.0	1.1	A	54.9	45.1	1.4	A	52.9	58.3	-5.3	B	787	12	66:1	D	3.00
Fitchburg State University	9.7	9.0	0.7	A	53.2	46.8	3.1	B	55.6	53.6	2.0	A	333	10	33:1	C	3.25
Framingham State University	10.7	9.0	1.7	A	53.0	47.0	3.3	B	50.0	53.3	-3.3	A	394	9	44:1	C	3.25
Massachusetts College of Art and Design	4.2	9.0	-4.9	C	53.8	46.2	2.5	A	53.3	72.0	-18.7	F	65	4	16:1	A	2.50
Massachusetts College of Liberal Arts	10.0	9.0	0.9	A	60.0	40.0	3.7	B	55.6	53.4	2.1	A	125	4	31:1	B	3.50
Salem State University	8.6	9.0	-0.4	B	61.2	38.8	4.9	B	42.6	48.2	-5.6	B	500	20	25:1	B	3.00
University of Massachusetts-Amherst	3.7	9.0	-5.3	C	50.3	49.7	6.0	C	67.4	75.8	-8.4	B	790	57	14:1	A	2.75
University of Massachusetts-Boston	14.8	9.0	5.8	A	62.1	37.9	5.8	B	43.7	43.4	0.3	A	1355	36	38:1	C	3.25
University of Massachusetts-Dartmouth	16.1	9.0	7.1	A	56.9	43.1	0.6	A	42.9	47.6	-4.7	B	960	13	74:1	F	2.75
University of Massachusetts-Lowell	5.7	9.0	-3.3	C	37.5	62.5	18.8	F	48.0	55.2	-7.2	B	568	12	47:1	D	1.50
Westfield State University	4.5	9.0	-4.5	C	53.3	46.7	3.0	B	49.0	62.7	-13.7	D	225	14	16:1	A	2.50
Worcester State University	7.3	9.0	-1.7	B	49.7	50.3	6.6	C	43.2	52.3	-9.1	B	294	7	42:1	C	2.50

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Central Michigan University	7.5	17.0	-9.4	D	57.7	42.3	1.4	A	46.4	57.8	-11.4	C	1287	25	51:1	D	2.00
Eastern Michigan University	20.0	17.0	3.0	A	62.9	37.1	6.6	C	23.1	38.9	-15.8	D	2543	46	55:1	D	2.00
Ferris State University	7.2	17.0	-9.8	D	51.6	48.4	4.7	B	36.0	47.4	-11.4	C	630	12	53:1	D	1.75
Grand Valley State University	5.2	17.0	-11.7	F	61.5	38.5	5.2	B	56.2	66.8	-10.6	C	1028	35	29:1	B	2.00
Lake Superior State University	1.3	17.0	-15.7	F	43.5	56.5	12.8	D	35.0	41.8	-6.8	B	23	0	0	F	1.00
Michigan State University	7.2	17.0	-9.8	D	62.6	37.4	6.3	C	58.2	78.1	-19.9	F	2546	128	20:1	A	1.75
Michigan Technological University	0.9	17.0	-16.1	F	25.0	75.0	31.3	F	47.1	65.3	-18.3	F	48	4	12:1	A	1.00
Northern Michigan University	2.4	17.0	-14.6	F	40.0	60.0	16.3	F	25.0	48.6	-23.6	F	150	4	38:1	C	0.50
Oakland University	7.7	17.0	-9.3	D	66.9	33.1	10.6	D	21.7	44.8	-23.1	F	991	20	50:1	D	0.75
Saginaw Valley State University	8.9	17.0	-8.1	D	59.0	41.0	2.7	B	17.5	39.3	-21.8	F	600	12	50:1	D	1.25
University of Michigan-Ann Arbor	4.4	17.0	-12.6	F	58.8	41.2	2.5	A	78.4	90.5	-12.1	C	1213	184	7:1	A	2.50
University of Michigan-Dearborn	7.8	17.0	-9.2	D	57.7	42.3	1.4	A	38.1	52.2	-14.1	D	381	9	42:1	C	2.00
University of Michigan-Flint	13.3	17.0	-3.6	C	68.0	32.0	11.7	D	23.3	36.7	-13.4	D	509	28	18:1	A	2.00
Wayne State University	14.6	17.0	-2.3	B	63.8	36.2	7.5	C	13.1	35.0	-21.9	F	1750	119	15:1	A	2.25
Western Michigan University	12.9	17.0	-4.0	C	57.3	42.7	1.0	A	39.9	54.0	-14.1	D	1942	37	52:1	D	2.00

# MICHIGAN

Statewide Equity Index Score

1.65



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Bemidji State University	2.0	7.4	-5.4	C	34.3	65.7	22.0	F	28.6	44.7	-16.1	D	67	1	67:1	D	1.00
Metropolitan State University	18.3	7.4	10.9	A	55.8	44.2	0.5	A	24.3	33.9	-9.6	C	516	8	65:1	D	2.75
Minnesota State University Moorhead	2.8	7.4	-4.6	C	29.1	70.9	27.2	F	17.0	42.9	-25.9	F	117	4	29:1	B	1.25
Minnesota State University-Mankato	5.1	7.4	-2.3	B	46.6	53.4	9.7	D	29.3	49.3	-19.9	F	551	15	37:1	C	1.50
Saint Cloud State University	6.1	7.4	-1.3	B	46.0	54.0	10.3	D	31.5	44.3	-12.8	D	520	21	25:1	B	2.00
Southwest Minnesota State University	5.6	7.4	-1.8	B	33.0	67.0	23.3	F	16.4	43.8	-27.4	F	103	2	52:1	D	1.00
University of Minnesota-Crookston	6.6	7.4	-0.8	B	22.7	77.3	33.6	F	30.0	47.9	-17.9	F	75	2	38:1	C	1.25
University of Minnesota-Duluth	2.4	7.4	-5.0	C	45.1	54.9	11.2	D	47.2	59.3	-12.2	C	206	12	17:1	A	2.25
University of Minnesota-Morris	2.0	7.4	-5.4	C	56.3	43.8	0.0	A	55.9	64.8	-9.0	B	32	2	16:1	A	3.25
University of Minnesota-Rochester	7.4	7.4	0.0	A	63.3	36.7	7.0	C	50.0	54.9	-4.9	B	30	0	0	F	2.25
University of Minnesota-Twin Cities	4.2	7.4	-3.2	C	57.5	42.5	1.2	A	58.1	77.3	-19.2	F	1195	72	17:1	A	2.50
Winona State University	2.3	7.4	-5.1	C	43.7	56.3	12.6	D	52.2	57.3	-5.1	B	151	7	22:1	B	2.25

# MINNESOTA

Statewide Equity Index Score

1.94



# MISSISSIPPI

Statewide Equity Index Score

1.42



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Delta State University	34.7	43.7	-9.0	D	62.8	37.2	6.5	C	21.9	34.2	-12.3	C	780	18	43:1	C	1.75
Mississippi State University	20.5	43.7	-23.2	F	58.1	41.9	1.8	A	44.7	60.3	-15.7	D	3302	54	61:1	D	1.50
Mississippi University for Women	37.1	43.7	-6.6	D	87.6	12.4	31.3	---	36.7	43.9	-7.2	B	784	5	157:1	F	1.33
University of Mississippi	12.9	43.7	-30.8	F	64.7	35.3	8.4	C	45.2	60.0	-14.9	D	2268	127	18:1	A	1.75
University of Southern Mississippi	29.2	43.7	-14.5	F	67.6	32.4	11.3	D	37.2	47.1	-9.8	C	2992	28	107:1	F	0.75

# MISSOURI

Statewide Equity Index Score

1.68



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Missouri Southern State University	7.1	14.6	-7.5	D	45.5	54.5	10.8	D	20.6	33.1	-12.4	C	310	6	52:1	D	1.25
Missouri State University-Springfield	4.8	14.6	-9.8	D	55.1	44.9	1.2	A	35.9	53.8	-18.0	F	722	24	30:1	B	2.00
Missouri University of Science and Technology	3.2	14.6	-11.4	F	25.5	74.5	30.8	F	47.8	63.9	-16.0	D	200	9	22:1	B	1.00
Missouri Western State University	10.5	14.6	-4.1	C	51.5	48.5	4.8	B	14.3	31.5	-17.2	D	357	1	357:1	F	1.50
Northwest Missouri State University	6.3	14.6	-8.3	D	47.2	52.8	9.1	D	29.2	48.4	-19.2	F	307	5	61:1	D	0.75
Southeast Missouri State University	10.3	14.6	-4.3	C	57.0	43.0	0.7	A	33.6	49.2	-15.6	D	796	17	47:1	D	2.00
Truman State University	3.7	14.6	-10.8	F	57.3	42.7	1.0	A	60.3	71.7	-11.4	C	192	3	64:1	D	1.75
University of Central Missouri	11.0	14.6	-3.6	C	55.9	44.1	0.4	A	39.1	52.9	-13.8	D	852	14	61:1	D	2.00
University of Missouri-Columbia	7.8	14.6	-6.8	D	61.0	39.0	4.7	B	55.8	69.1	-13.3	D	1872	57	33:1	C	1.75
University of Missouri-Kansas City	14.6	14.6	0.0	A	62.9	37.1	6.6	C	29.7	49.6	-19.9	F	951	34	28:1	B	2.25
University of Missouri-St Louis	15.1	14.6	0.5	A	66.7	33.3	10.4	D	29.5	45.5	-15.9	D	790	27	29:1	B	2.25

# MONTANA

Statewide Equity Index Score

1.71



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Montana State University	0.6	0.8	-0.2	B	31.0	69.0	25.3	F	42.5	51.1	-8.6	B	71	1	71:1	D	1.75
Montana State University-Billings	1.4	0.8	0.6	A	31.4	68.6	24.9	F	0.0	24.4	-24.4	F	35	0	0	F	1.00
Montana State University-Northern	3.1	0.8	2.3	A	7.1	92.9	49.2	F	0.0	24.2	-24.2	F	28	1	28:1	B	1.75
Montana Tech of the University of Montana	1.1	0.8	0.3	A	22.2	77.8	34.1	F	33.3	42.9	-9.5	C	18	0	0	F	1.50
University of Montana	1.1	0.8	0.3	A	28.0	72.0	28.3	F	39.2	48.2	-9.0	B	82	2	41:1	C	2.25
University of Montana-Western	1.5	0.8	0.7	A	22.2	77.8	34.1	F	60.0	47.4	12.6	A	18	0	0	F	2.00



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Chadron State College	3.8	6.1	-2.3	B	26.2	73.8	30.1	F	15.4	38.7	-23.3	F	65	1	65:1	D	1.00
Peru State College	10.1	6.1	3.9	A	27.5	72.5	28.8	F	16.3	37.1	-20.7	F	120	1	120:1	F	1.00
University of Nebraska at Kearney	2.0	6.1	-4.1	C	25.0	75.0	31.3	F	19.1	55.7	-36.6	F	84	6	14:1	A	1.50
University of Nebraska at Omaha	5.8	6.1	-0.3	B	59.1	40.9	2.8	B	23.2	44.6	-21.5	F	570	26	22:1	B	2.25
University of Nebraska-Lincoln	2.7	6.1	-3.5	C	48.3	51.7	8.0	C	49.1	66.8	-17.7	F	518	29	18:1	A	2.00
Wayne State College	3.1	6.1	-3.1	C	16.0	84.0	40.3	F	20.8	47.8	-27.0	F	75	1	75:1	F	0.50

## NEBRASKA

Statewide Equity Index Score

1.38



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Nevada State College	6.7	10.6	-3.9	C	75.5	24.5	19.2	F	9.0	14.3	-5.3	B	102	3	34:1	C	1.75
University of Nevada-Las Vegas	7.6	10.6	-3.1	C	62.5	37.5	6.2	C	31.4	40.8	-9.4	C	1378	37	37:1	C	2.00
University of Nevada-Reno	3.5	10.6	-7.1	D	52.7	47.3	3.6	B	42.6	54.7	-12.2	C	546	20	27:1	B	2.25

## NEVADA

Statewide Equity Index Score

2.00



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Granite State College	3.1	2.1	1.1	A	65.5	34.5	9.2	D	---	---	---	I	29	0	0	F	1.67
Keene State College	1.3	2.1	-0.8	B	44.0	56.0	12.3	D	35.7	62.8	-27.1	F	50	3	17:1	A	2.00
Plymouth State University	2.3	2.1	0.3	A	35.9	64.1	20.4	F	35.5	56.5	-21.0	F	92	2	46:1	C	1.50
University of New Hampshire	1.3	2.1	-0.8	B	39.4	60.6	16.9	F	69.1	78.6	-9.5	C	160	9	18:1	A	2.25
University of New Hampshire at Manchester	1.2	2.1	-0.9	B	57.1	42.9	0.8	A	0.0	57.6	-57.6	F	7	0	0	F	1.75

## NEW HAMPSHIRE

Statewide Equity Index Score

1.83



# NEW JERSEY

Statewide Equity  
Index Score

2.25



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Kean University	19.5	16.9	2.6	A	59.8	40.2	3.5	B	39.7	48.7	-9.0	B	1793	31	58:1	D	2.75
Montclair State University	12.0	16.9	-4.9	C	64.1	35.9	7.8	C	60.6	64.5	-3.9	A	1789	39	46:1	C	2.50
New Jersey City University	22.6	16.9	5.7	A	62.1	37.9	5.8	B	22.3	31.0	-8.7	B	1154	32	36:1	C	3.00
New Jersey Institute of Technology	7.7	16.9	-9.2	D	23.9	76.1	32.4	F	42.3	59.4	-17.0	D	473	15	32:1	B	1.25
Ramapo College of New Jersey	5.3	16.9	-11.6	F	60.2	39.8	3.9	B	57.9	73.0	-15.1	D	264	12	22:1	B	1.75
Rowan University	10.2	16.9	-6.7	D	51.8	48.2	4.5	B	49.0	68.5	-19.5	F	1302	32	41:1	C	1.50
Rutgers University-Camden	16.8	16.9	-0.1	B	71.8	28.2	15.5	D	49.2	56.0	-6.8	B	680	12	57:1	D	2.00
Rutgers University-New Brunswick	7.3	16.9	-9.6	D	59.6	40.4	3.3	B	73.1	80.0	-6.9	B	2490	119	21:1	B	2.50
Rutgers University-Newark	17.8	16.9	0.8	A	62.6	37.4	6.3	C	62.3	66.7	-4.4	A	1184	38	31:1	B	3.25
Stockton University	6.9	16.9	-10.0	D	64.2	35.8	7.9	C	46.4	69.0	-22.6	F	514	24	21:1	B	1.50
The College of New Jersey	5.6	16.9	-11.3	F	52.9	47.1	3.4	B	68.6	85.6	-17.0	D	359	20	18:1	A	2.00
William Paterson University of New Jersey	17.0	16.9	0.1	A	57.9	42.1	1.6	A	38.6	50.1	-11.6	C	1275	36	35:1	C	3.00

# NEW MEXICO

Statewide Equity  
Index Score

1.88



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Eastern New Mexico University	7.0	3.2	3.8	A	34.4	65.6	21.9	F	17.2	30.1	-12.9	D	180	1	180:1	F	1.25
New Mexico Highlands University	6.2	3.2	2.9	A	35.6	64.4	20.7	F	11.2	18.8	-7.6	B	90	2	45:1	C	2.25
New Mexico Institute of Mining and Technology	1.9	3.2	-1.4	B	11.5	88.5	44.8	F	25.0	47.0	-22.0	F	26	0	0	F	0.75
New Mexico State University	3.0	3.2	-0.2	B	44.4	55.6	11.9	D	31.1	44.0	-12.9	D	295	11	27:1	B	2.00
University of New Mexico	2.5	3.2	-0.8	B	49.2	50.8	7.1	C	38.4	46.4	-8.0	B	386	30	13:1	A	3.00
Western New Mexico University	7.7	3.2	4.4	A	31.3	68.7	25.0	F	18.6	20.1	-1.5	A	99	1	99:1	F	2.00

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Binghamton University	5.3	17.8	-12.5	F	55.7	44.3	0.6	A	77.1	81.4	-4.3	A	700	25	28:1	B	2.75
College of Staten Island CUNY	14.8	17.8	-3.0	C	60.1	39.9	3.8	B	24.4	46.4	-22.0	F	1416	15	94:1	F	1.25
CUNY Bernard M Baruch College	7.9	17.8	-9.8	D	53.4	46.6	2.9	B	58.4	67.2	-8.8	B	893	30	30:1	B	2.50
CUNY Brooklyn College	19.4	17.8	1.6	A	63.6	36.4	7.3	C	46.9	51.5	-4.6	A	1964	38	52:1	D	2.75
CUNY City College	15.1	17.8	-2.7	C	55.8	44.2	0.5	A	45.0	44.2	0.8	A	1506	51	30:1	B	3.25
CUNY Hunter College	9.8	17.8	-8.0	D	70.9	29.1	14.6	D	53.6	52.2	1.3	A	1189	58	21:1	B	2.25
CUNY John Jay College of Criminal Justice	16.1	17.8	-1.7	B	65.0	35.0	8.7	C	42.7	43.0	-0.3	A	1581	43	37:1	C	2.75
CUNY Lehman College	24.2	17.8	6.4	A	65.9	34.1	9.6	D	35.6	38.5	-2.8	A	1588	40	40:1	C	2.75
CUNY Queens College	8.3	17.8	-9.5	D	58.3	41.7	2.0	A	51.4	57.6	-6.2	B	969	33	29:1	B	2.75
CUNY York College	35.5	17.8	17.8	A	68.9	31.1	12.6	D	30.6	28.1	2.5	A	1776	39	46:1	C	2.75
Farmingdale State College	9.1	17.8	-8.7	D	47.3	52.7	9.0	C	44.7	47.4	-2.7	A	620	13	48:1	D	2.00
Stony Brook University	6.5	17.8	-11.3	F	54.7	45.3	1.6	A	70.8	68.8	2.0	A	1015	61	17:1	A	3.00
SUNY at Albany	17.3	17.8	-0.5	B	58.0	42.0	1.7	A	70.6	66.6	4.1	A	2141	29	74:1	F	2.75
SUNY at Fredonia	7.0	17.8	-10.8	F	57.9	42.1	1.6	A	50.6	64.6	-14.1	D	297	3	99:1	F	1.25
SUNY at New Paltz	5.8	17.8	-12.0	F	65.2	34.8	8.9	C	67.3	72.5	-5.2	B	359	14	26:1	B	2.00
SUNY at Purchase College	11.4	17.8	-6.3	D	53.2	36.8	3.1	B	61.2	61.7	-0.4	A	417	9	46:1	C	2.50
SUNY Buffalo State	32.4	17.8	14.7	A	59.2	40.8	2.9	B	46.7	48.1	-1.4	A	2462	18	137:1	F	2.75
SUNY College at Brockport	11.2	17.8	-6.6	D	59.9	40.1	3.6	B	54.3	68.0	-13.7	D	716	12	60:1	D	1.50
SUNY College at Geneseo	2.9	17.8	-14.8	F	63.9	36.1	7.6	C	59.8	79.6	-19.8	F	158	8	20:1	A	1.50
SUNY College at Old Westbury	28.1	17.8	10.4	A	65.6	34.4	9.3	D	42.1	39.3	2.8	A	1010	21	48:1	D	2.50
SUNY College at Oswego	8.5	17.8	-9.3	D	57.2	42.8	0.9	A	50.7	63.3	-12.6	C	584	18	32:1	B	2.50
SUNY College at Plattsburgh	7.7	17.8	-10.1	D	58.3	41.7	2.0	A	57.8	62.5	-4.6	A	372	6	62:1	D	2.50
SUNY College at Potsdam	11.2	17.8	-6.6	D	56.3	43.7	0.0	A	42.2	53.0	-10.8	C	373	8	47:1	D	2.00
SUNY College of Agriculture and Technology at Cobleskill	12.1	17.8	-5.7	D	50.4	49.6	5.9	B	50.0	45.9	4.1	A	262	1	262:1	F	2.00
SUNY College of Environmental Science and Forestry	1.5	17.8	-16.3	F	50.0	50.0	6.3	C	64.3	71.7	-7.5	B	26	3	9:1	A	2.25
SUNY Cortland	6.1	17.8	-11.7	F	51.5	48.5	4.8	B	53.8	70.9	-17.1	D	375	6	63:1	D	1.25
SUNY Empire State College	20.9	17.8	3.1	A	75.1	24.9	18.8	F	10.1	15.8	-5.7	B	779	17	46:1	C	2.25
SUNY Oneonta	3.8	17.8	-14.0	F	59.6	40.4	3.3	B	69.9	71.8	-2.0	A	213	13	16:1	A	2.75
SUNY Polytechnic Institute	5.3	17.8	-12.5	F	31.5	68.5	24.8	F	44.4	46.0	-2.5	A	89	4	22:1	B	1.75
University at Buffalo	7.5	17.8	-10.3	D	50.0	50.0	6.3	C	63.0	73.0	-10.0	C	1409	35	40:1	C	1.75

# NEW YORK

Statewide Equity Index Score

2.28



# NORTH CAROLINA

Statewide Equity  
Index Score

2.23



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Appalachian State University	3.8	25.5	-21.7	F	47.1	52.9	9.2	D	57.5	70.3	-12.8	D	588	17	35:1	C	1.00
East Carolina University	16.0	25.5	-9.4	D	59.7	40.3	3.4	B	59.0	59.4	-0.4	A	3161	60	53:1	D	2.25
North Carolina State University at Raleigh	6.0	25.5	-19.5	F	55.2	44.8	1.1	A	69.1	75.9	-6.8	B	1243	67	19:1	A	2.75
University of North Carolina at Asheville	4.4	25.5	-21.0	F	55.4	44.6	0.9	A	55.7	61.5	-5.8	B	139	14	10:1	A	2.75
University of North Carolina at Chapel Hill	7.8	25.5	-17.7	F	65.7	34.3	9.4	D	85.0	90.4	-5.4	B	1389	104	13:1	A	2.00
University of North Carolina at Charlotte	16.0	25.5	-9.5	D	56.8	43.2	0.5	A	54.4	54.7	-0.3	A	3242	62	52:1	D	2.50
University of North Carolina at Greensboro	28.9	25.5	3.4	A	71.5	28.5	15.2	D	59.6	55.2	4.4	A	4013	51	79:1	F	2.25
University of North Carolina at Pembroke	37.1	25.5	11.7	A	56.4	43.6	0.1	A	35.5	35.4	0.1	A	1663	13	128:1	F	3.00
University of North Carolina School of the Arts	9.3	25.5	-16.2	F	46.3	53.7	10.0	D	60.8	63.3	-2.5	A	82	5	16:1	A	2.25
University of North Carolina Wilmington	4.3	25.5	-21.2	F	52.9	47.1	3.4	B	69.7	71.2	-1.5	A	510	21	24:1	B	2.50
Western Carolina University	6.5	25.5	-18.9	F	46.8	53.2	9.5	D	51.8	55.9	-4.1	A	511	6	85:1	F	1.25

# NORTH DAKOTA

Statewide Equity  
Index Score

1.38



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Dickinson State University	4.4	3.4	1.1	A	20.0	80.0	36.3	F	21.6	32.1	-10.5	C	40	0	0	F	1.50
Mayville State University	12.5	3.4	9.1	A	6.6	93.4	49.7	F	12.5	32.4	-19.9	F	76	0	0	F	1.00
Minot State University	5.3	3.4	2.0	A	25.9	74.1	30.4	F	26.3	41.0	-14.7	D	108	1	108:1	F	1.25
North Dakota State University	2.9	3.4	-0.5	B	36.7	63.3	19.6	F	33.8	54.7	-20.9	F	305	9	34:1	C	1.25
University of North Dakota	2.1	3.4	-1.3	B	32.6	67.4	23.7	F	42.7	53.9	-11.3	C	181	8	23:1	B	2.00
Valley City State University	3.7	3.4	0.4	A	14.8	85.2	41.5	F	29.0	42.0	-13.0	D	27	0	0	F	1.25

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Bowling Green State University	9.6	15.1	-5.5	C	58.3	41.7	2.0	A	41.2	54.2	-13.0	D	1256	29	43:1	C	2.25
Cleveland State University	15.0	15.1	0.0	A	65.5	34.5	9.2	D	16.5	37.7	-21.2	F	1375	31	44:1	C	1.75
Kent State University at Kent	9.0	15.1	-6.1	D	68.4	31.6	12.1	D	39.5	54.4	-14.9	D	1713	47	36:1	C	1.25
Miami University-Hamilton	9.0	15.1	-6.0	D	50.6	49.4	5.7	B	7.5	25.9	-18.3	F	172	1	172:1	F	1.00
Miami University-Middletown	4.1	15.1	-11.0	F	59.1	40.9	2.8	B	2.7	18.9	-16.1	D	44	1	44:1	C	1.50
Miami University-Oxford	3.2	15.1	-11.9	F	51.8	48.2	4.5	B	71.2	79.5	-8.3	B	508	44	12:1	A	2.50
Ohio State University	5.2	15.1	-9.9	D	55.5	44.5	0.8	A	72.9	83.4	-10.4	C	2164	139	16:1	A	2.75
Ohio University	5.4	15.1	-9.7	D	58.0	42.0	1.7	A	58.2	65.9	-7.6	B	955	38	25:1	B	2.75
Shawnee State University	6.1	15.1	-9.0	D	39.2	60.8	17.1	F	14.9	26.8	-11.9	C	181	5	36:1	C	1.25
University of Akron	11.2	15.1	-3.8	C	51.1	48.9	5.2	B	15.7	40.9	-25.1	F	1501	34	44:1	C	1.75
University of Cincinnati	6.6	15.1	-8.5	D	55.8	44.2	0.5	A	49.8	65.0	-15.3	D	1419	90	16:1	A	2.50
University of Toledo	11.5	15.1	-3.5	C	55.2	44.8	1.1	A	19.4	43.9	-24.4	F	1477	22	67:1	D	1.75
Wright State University	11.6	15.1	-3.5	C	64.4	35.6	8.1	C	20.3	38.7	-18.5	F	1107	33	34:1	C	1.50
Wright State University-Lake Campus	3.3	15.1	-11.8	F	41.4	58.6	14.9	D	20.0	29.4	-9.4	C	29	0	0	F	0.75
Youngstown State University	8.8	15.1	-6.2	D	54.9	45.1	1.4	A	8.6	32.1	-23.5	F	761	24	32:1	B	2.00

## OHIO

Statewide Equity Index Score

1.82



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Cameron University	12.6	9.3	3.2	A	59.0	41.0	2.7	B	15.3	22.2	-6.9	B	383	7	55:1	D	2.75
East Central University	3.9	9.3	-5.5	C	34.9	65.1	21.4	F	29.8	34.3	-4.5	A	109	3	36:1	C	2.00
Northeastern State University	3.8	9.3	-5.5	C	46.2	53.8	10.1	D	23.7	28.3	-4.6	A	184	8	23:1	B	2.50
Northwestern Oklahoma State University	7.4	9.3	-1.9	B	22.6	77.4	33.7	F	7.3	27.4	-20.1	F	106	3	35:1	C	1.25
Oklahoma Panhandle State University	11.2	9.3	1.8	A	15.2	84.8	41.1	F	30.8	31.1	-0.4	A	99	0	0	F	2.00
Oklahoma State University	4.5	9.3	-4.9	C	48.6	51.4	7.7	C	42.1	61.2	-19.1	F	821	20	41:1	C	1.50
Rogers State University	4.2	9.3	-5.1	C	57.6	42.4	1.3	A	5.9	23.1	-17.2	D	99	3	33:1	C	2.25
Southeastern Oklahoma State University	5.5	9.3	-3.8	C	27.8	72.2	28.5	F	22.4	28.4	-6.0	B	133	1	133:1	F	1.25
Southwestern Oklahoma State University	4.6	9.3	-4.7	C	38.1	61.9	18.2	F	19.3	32.7	-13.4	D	168	2	84:1	F	0.75
University of Central Oklahoma	8.8	9.3	-0.5	B	60.0	40.0	3.7	B	27.2	37.4	-10.2	C	926	15	62:1	D	2.25
University of Oklahoma-Norman Campus	4.6	9.3	-4.7	C	49.6	50.4	6.7	C	56.0	66.7	-10.7	C	839	25	34:1	C	2.00
University of Science and Arts of Oklahoma	3.5	9.3	-5.8	D	72.0	28.0	15.7	D	25.0	41.4	-16.4	D	25	1	25:1	B	1.50

## OKLAHOMA

Statewide Equity Index Score

1.83



# OREGON

Statewide Equity  
Index Score

2.07



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Eastern Oregon University	2.7	2.5	0.3	A	23.9	76.1	32.4	F	16.1	28.6	-12.5	C	46	1	46:1	C	2.00
Oregon Institute of Technology	1.3	2.5	-1.2	B	30.0	70.0	26.3	F	40.0	45.9	-5.9	B	30	0	0	F	1.50
Oregon State University	1.3	2.5	-1.1	B	38.9	61.1	17.4	F	43.4	63.1	-19.7	F	244	13	19:1	A	1.75
Portland State University	3.6	2.5	1.1	A	52.2	47.8	4.1	B	33.2	43.4	-10.2	C	494	25	20:1	A	3.25
Southern Oregon University	2.6	2.5	0.1	A	38.9	61.1	17.4	F	27.1	38.0	-10.9	C	90	0	0	F	1.50
University of Oregon	2.1	2.5	-0.4	B	46.5	53.5	9.8	D	60.8	69.7	-9.0	B	381	17	22:1	B	2.50
Western Oregon University	4.0	2.5	1.5	A	43.8	56.2	12.5	D	33.1	43.3	-10.3	C	162	3	54:1	D	2.00



# PENNSYLVANIA

Statewide Equity  
Index Score

1.89



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Bloomsburg University of Pennsylvania	8.7	14.2	-5.5	C	53.4	46.6	2.9	B	40.6	62.6	-22.0	F	714	11	65:1	D	1.50
California University of Pennsylvania	13.7	14.2	-0.5	B	50.0	50.0	6.3	C	42.1	53.8	-11.7	C	632	22	29:1	B	2.50
Clarion University of Pennsylvania	7.7	14.2	-6.6	D	49.5	50.5	6.8	C	24.6	50.7	-26.0	F	273	7	39:1	C	1.25
East Stroudsburg University of Pennsylvania	15.4	14.2	1.2	A	53.9	46.1	2.4	A	41.0	55.8	-14.9	D	866	11	79:1	F	2.25
Edinboro University of Pennsylvania	7.4	14.2	-6.8	D	48.1	51.9	8.2	C	33.4	48.3	-14.9	D	322	8	40:1	C	1.50
Indiana University of Pennsylvania	12.2	14.2	-2.0	B	54.8	45.2	1.5	A	32.6	53.4	-20.9	F	1212	20	61:1	D	2.00
Kutztown University of Pennsylvania	7.7	14.2	-6.6	D	42.5	57.5	13.8	D	33.6	54.7	-21.2	F	558	15	37:1	C	1.00
Lock Haven University	9.7	14.2	-4.6	C	45.0	55.0	11.3	D	32.9	48.3	-15.3	D	340	7	49:1	D	1.25
Mansfield University of Pennsylvania	10.4	14.2	-3.9	C	55.8	44.2	0.5	A	40.2	52.0	-11.9	C	199	1	199:1	F	2.00
Millersville University of Pennsylvania	8.4	14.2	-5.8	D	52.9	47.1	3.4	B	40.1	61.9	-21.8	F	495	17	29:1	B	1.75
Pennsylvania State University-Abington	13.4	14.2	-0.8	B	60.0	40.0	3.7	B	32.0	47.6	-15.6	D	408	7	58:1	D	2.00
Pennsylvania State University-Altoona	7.4	14.2	-6.8	D	57.3	42.7	1.0	A	56.9	68.8	-11.8	C	246	3	82:1	F	1.75
Pennsylvania State University-Beaver	9.9	14.2	-4.3	C	53.2	46.8	3.1	B	35.2	44.5	-9.3	C	62	2	31:1	B	2.50
Pennsylvania State University-Berks	10.5	14.2	-3.7	C	49.1	50.9	7.2	C	44.4	58.7	-14.3	D	265	1	265:1	F	1.25
Pennsylvania State University-Brandywine	15.3	14.2	1.1	A	51.1	48.9	5.2	B	24.2	43.1	-18.9	F	176	4	44:1	C	2.25
Pennsylvania State University-Erie-Behrend	3.1	14.2	-11.1	F	58.9	41.1	2.6	A	36.7	67.7	-31.0	F	129	3	43:1	C	1.50
Pennsylvania State University-Fayette-Eberly	4.7	14.2	-9.5	D	57.7	42.3	1.4	A	21.7	44.9	-23.2	F	26	0	0	F	1.25
Pennsylvania State University-Greater Allegheny	20.6	14.2	6.4	A	54.0	46.0	2.3	A	27.3	41.2	-13.9	D	100	8	13:1	A	3.25
Pennsylvania State University-Harrisburg	9.9	14.2	-4.3	C	54.4	45.6	1.9	A	64.8	63.7	1.1	A	375	10	38:1	C	3.00
Pennsylvania State University-Lehigh Valley	6.6	14.2	-7.7	D	48.9	51.1	7.4	C	41.2	54.5	-13.3	D	45	0	0	F	1.00
Pennsylvania State University-New Kensington	5.2	14.2	-9.0	D	33.3	66.7	23.0	F	36.0	51.1	-15.1	D	27	1	27:1	B	1.25
Pennsylvania State University-Schuylkill	18.8	14.2	4.6	A	54.7	45.3	1.6	A	43.0	43.1	-0.1	A	117	0	0	F	3.00
Pennsylvania State University-Shenango	9.6	14.2	-4.6	C	63.6	36.4	7.3	C	9.1	30.4	-21.3	F	22	0	0	F	1.00
Pennsylvania State University-University Park	4.1	14.2	-10.1	D	56.0	44.0	0.3	A	69.8	85.5	-15.8	D	1645	105	16:1	A	2.50
Pennsylvania State University-Wilkes-Barre	4.3	14.2	-9.9	D	27.8	72.2	28.5	F	51.9	49.5	2.4	A	18	4	5:1	A	2.25
Pennsylvania State University-Worthington Scranton	3.0	14.2	-11.3	F	52.0	48.0	4.3	B	20.0	43.4	-23.4	F	25	1	25:1	B	1.50
Pennsylvania State University-York	6.6	14.2	-7.6	D	52.7	47.3	3.6	B	39.0	49.7	-10.6	C	55	1	55:1	D	1.75
Shippensburg University of Pennsylvania	11.3	14.2	-2.9	C	49.8	50.2	6.5	C	37.7	55.6	-18.0	F	626	15	42:1	C	1.50
Slippery Rock University of Pennsylvania	5.4	14.2	-8.8	D	53.0	47.0	3.3	B	51.7	66.6	-14.9	D	383	8	48:1	D	1.50
Temple University	11.8	14.2	-2.4	B	64.5	35.5	8.2	C	64.2	69.2	-5.1	B	3090	117	26:1	B	2.75
University of Pittsburgh-Bradford	13.4	14.2	-0.8	B	44.2	55.8	12.1	D	46.7	49.9	-3.2	A	181	3	60:1	D	2.25
University of Pittsburgh-Greensburg	6.0	14.2	-8.2	D	62.8	37.2	6.5	C	47.2	55.0	-7.9	B	86	3	29:1	B	2.25
University of Pittsburgh-Johnstown	4.0	14.2	-10.2	D	56.0	44.0	0.3	A	30.3	53.4	-23.1	F	109	2	55:1	D	1.50
University of Pittsburgh-Pittsburgh Campus	5.1	14.2	-9.1	D	57.2	42.8	0.9	A	70.7	81.3	-10.6	C	925	106	9:1	A	2.75
West Chester University of Pennsylvania	10.6	14.2	-3.6	C	62.5	37.5	6.2	C	51.8	69.2	-17.4	F	1353	34	40:1	C	1.50

# RHODE ISLAND

Statewide Equity Index Score

2.00



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Rhode Island College	8.5	7.8	0.7	A	64.6	35.4	8.3	C	32.3	44.2	-11.9	C	474	6	79:1	F	2.00
University of Rhode Island	5.1	7.8	-2.8	C	48.4	51.6	7.9	C	48.9	62.1	-13.1	D	628	20	31:1	B	2.00

# SOUTH CAROLINA

Statewide Equity Index Score

1.78



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Clemson University	6.7	32.1	-25.4	F	48.3	51.7	8.0	C	66.2	81.7	-15.5	D	1203	48	25:1	B	1.50
Coastal Carolina University	20.4	32.1	-11.8	F	46.5	53.5	9.8	D	46.0	43.7	2.3	A	1798	21	86:1	F	1.25
College of Charleston	7.5	32.1	-24.7	F	68.9	31.1	12.6	D	61.6	67.1	-5.4	B	707	25	28:1	B	1.75
Francis Marion University	44.0	32.1	11.9	A	77.9	22.1	21.6	F	40.1	40.9	-0.8	A	1355	8	169:1	F	2.00
Lander University	29.2	32.1	-3.0	C	74.3	25.7	18.0	F	38.4	45.8	-7.4	B	738	2	369:1	F	1.25
University of South Carolina-Aiken	26.6	32.1	-5.5	C	71.7	28.3	15.4	D	40.6	41.6	-1.1	A	750	7	107:1	F	1.75
University of South Carolina-Beaufort	22.3	32.1	-9.9	D	72.2	27.8	15.9	D	23.2	24.9	-1.7	A	389	2	195:1	F	1.50
University of South Carolina-Columbia	8.8	32.1	-23.3	F	59.4	40.6	3.1	B	71.0	72.9	-1.8	A	2106	83	25:1	B	2.50
University of South Carolina-Upstate	30.6	32.1	-1.6	B	73.8	26.2	17.5	F	41.2	40.3	0.9	A	1346	24	56:1	D	2.00
Winthrop University	30.5	32.1	-1.6	B	71.0	29.0	14.7	D	56.7	55.1	1.6	A	1386	23	60:1	D	2.25

# SOUTH DAKOTA

Statewide Equity Index Score

1.63



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Black Hills State University	1.5	2.4	-0.9	B	18.8	81.3	37.6	F	30.8	33.7	-2.9	A	32	1	32:1	B	2.50
Dakota State University	3.5	2.4	1.1	A	8.9	91.1	47.4	F	10.0	41.0	-31.0	F	45	0	0	F	1.00
Northern State University	1.9	2.4	-0.5	B	16.0	84.0	40.3	F	15.0	49.1	-34.1	F	25	0	0	F	0.75
South Dakota School of Mines and Technology	1.7	2.4	-0.7	B	2.9	97.1	53.4	F	33.3	49.1	-15.8	D	34	1	34:1	C	1.50
South Dakota State University	1.6	2.4	-0.8	B	36.1	63.9	20.2	F	32.3	55.7	-23.4	F	133	8	17:1	A	1.75
University of South Dakota	2.8	2.4	0.4	A	29.0	71.0	27.3	F	40.3	54.0	-13.7	D	138	8	17:1	A	2.25

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Austin Peay State University	21.2	21.5	-0.3	B	60.8	39.2	4.5	B	30.2	36.5	-6.3	B	1473	25	59:1	D	2.50
East Tennessee State University	6.5	21.5	-15.0	F	54.9	45.1	1.4	A	24.6	41.9	-17.3	F	603	20	30:1	B	1.75
Middle Tennessee State University	22.2	21.5	0.7	A	62.5	37.5	6.2	C	42.6	44.5	-1.9	A	3553	61	58:1	D	2.75
Tennessee Technological University	4.0	21.5	-17.5	F	33.8	66.2	22.5	F	43.8	51.0	-7.2	B	337	13	26:1	B	1.50
University of Memphis	34.8	21.5	13.3	A	65.2	34.8	8.9	C	33.3	43.5	-10.2	C	4302	78	55:1	D	2.25
University of Tennessee-Chattanooga	10.4	21.5	-11.1	F	60.1	39.9	3.8	B	31.1	41.3	-10.1	C	923	32	29:1	B	2.00
University of Tennessee-Knoxville	6.7	21.5	-14.8	F	54.5	45.5	1.8	A	58.9	68.9	-10.1	C	1396	56	25:1	B	2.25
University of Tennessee-Martin	14.0	21.5	-7.5	D	60.4	39.6	4.1	B	40.0	47.3	-7.3	B	692	16	43:1	C	2.25

# TENNESSEE

Statewide Equity Index Score

2.16



# TEXAS

Statewide Equity  
Index Score

2.19



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Angelo State University	9.1	13.5	-4.4	C	43.0	57.0	13.3	D	22.6	33.0	-10.4	C	451	5	90:1	F	1.25
Lamar University	28.1	13.5	14.6	A	62.3	37.7	6.0	C	22.7	33.0	-10.3	C	1730	25	69:1	D	2.25
Midwestern State University	14.7	13.5	1.2	A	54.5	45.5	1.8	A	31.3	43.4	-12.1	C	606	4	152:1	F	2.50
Sam Houston State University	19.3	13.5	5.8	A	65.6	34.4	9.3	D	47.0	50.9	-3.9	A	2802	32	88:1	F	2.25
Stephen F Austin State University	19.3	13.5	5.8	A	65.3	34.7	9.0	C	35.5	43.0	-7.5	B	1850	12	154:1	F	2.25
Sul Ross State University	10.5	13.5	-3.0	C	17.4	82.6	38.9	F	9.6	21.6	-12.0	C	144	3	48:1	D	1.25
Tarleton State University	7.8	13.5	-5.7	D	57.1	42.9	0.8	A	29.6	43.7	-14.1	D	632	11	57:1	D	1.75
Texas A&M International University	0.4	13.5	-13.1	F	16.7	83.3	39.6	F	36.8	42.4	-5.6	B	18	6	3:1	A	1.75
Texas A&M University-Central Texas	19.6	13.5	6.0	A	68.0	32.0	11.7	D	---	---	---	I	122	6	20:1	A	3.00
Texas A&M University-College Station	3.2	13.5	-10.3	D	54.5	45.5	1.8	A	67.6	79.4	-11.8	C	1454	102	14:1	A	2.75
Texas A&M University-Commerce	23.5	13.5	10.0	A	56.5	43.5	0.2	A	37.1	45.5	-8.4	B	1410	28	50:1	D	3.00
Texas A&M University-Corpus Christi	7.2	13.5	-6.3	D	57.4	42.6	1.1	A	38.2	37.4	0.7	A	592	12	49:1	D	2.50
Texas A&M University-Kingsville	6.8	13.5	-6.7	D	38.0	62.0	18.3	F	18.8	32.3	-13.5	D	347	11	32:1	B	1.25
Texas A&M University-San Antonio	8.0	13.5	-5.5	C	54.7	45.3	1.6	A	---	---	---	I	190	8	24:1	B	3.00
Texas A&M University-TeXarkana	14.9	13.5	1.4	A	67.1	32.9	10.8	D	9.1	26.3	-17.2	D	164	3	55:1	D	1.75
Texas State University	10.0	13.5	-3.5	C	57.7	42.3	1.4	A	54.1	54.8	-0.7	A	2811	35	80:1	F	2.50
Texas Tech University	6.3	13.5	-7.3	D	42.1	57.9	14.2	D	53.8	59.5	-5.7	B	1662	36	46:1	C	1.75
Texas Woman's University	21.2	13.5	7.6	A	93.8	6.2	37.5	---	33.3	41.1	-7.8	B	1476	23	64:1	D	2.67
University of Houston	10.6	13.5	-2.9	C	55.1	44.9	1.2	A	37.1	49.3	-12.2	C	2691	38	71:1	D	2.25
University of Houston-Clear Lake	7.7	13.5	-5.8	D	69.6	30.4	13.3	D	---	---	---	I	207	19	11:1	A	2.00
University of Houston-Downtown	18.7	13.5	5.2	A	62.8	37.2	6.5	C	11.6	15.5	-4.0	A	1184	34	35:1	C	2.00
University of Houston-Victoria	17.3	13.5	3.8	A	57.5	42.5	1.2	A	9.7	17.8	-8.1	B	275	1	275:1	F	2.75
University of North Texas	13.0	13.5	-0.5	B	57.3	42.7	1.0	A	47.2	50.9	-3.7	A	3317	54	61:1	D	3.00
University of North Texas at Dallas	28.5	13.5	15.0	A	68.5	31.5	12.2	D	27.3	32.6	-5.3	B	391	11	36:1	C	2.50
University of Texas at Arlington	12.9	13.5	-0.6	B	62.2	37.8	5.9	B	37.2	44.4	-7.2	B	2152	21	102:1	F	2.25
University of Texas at Austin	4.2	13.5	-9.3	D	63.0	37.0	6.7	C	68.3	80.2	-11.9	C	1558	88	18:1	A	2.25
University of Texas at Dallas	5.6	13.5	-7.9	D	47.6	52.4	8.7	C	52.4	66.9	-14.5	D	796	19	42:1	C	1.50
University of Texas at El Paso	2.6	13.5	-10.9	F	42.0	58.0	14.3	D	23.9	39.0	-15.1	D	345	19	18:1	A	1.50
University of Texas at San Antonio	9.9	13.5	-3.7	C	58.6	41.4	2.3	A	38.4	31.8	6.6	A	1970	36	55:1	D	2.75
University of Texas at Tyler	9.2	13.5	-4.3	C	62.2	37.8	5.9	B	38.4	42.2	-3.8	A	442	16	28:1	B	3.00
University of Texas of the Permian Basin	5.5	13.5	-8.0	D	37.0	63.0	19.3	F	25.9	33.4	-7.5	B	119	3	40:1	C	1.50
University of Texas Rio Grande Valley	0.5	13.5	-13.9	F	45.9	54.1	10.4	D	34.3	40.5	-6.2	B	98	27	4:1	A	2.00
West Texas A&M University	5.3	13.5	-8.2	D	40.5	59.5	15.8	D	23.4	41.2	-17.8	F	299	3	100:1	F	0.50

COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Southern Utah University	2.2	1.2	1.0	A	38.1	61.9	18.2	F	32.9	38.2	-5.3	B	126	0	0	F	1.75
University of Utah	1.3	1.2	0.1	A	46.6	53.4	9.7	D	59.3	63.0	-3.7	A	223	18	12:1	A	3.25
Utah State University	0.9	1.2	-0.3	B	40.8	59.2	15.5	D	39.6	48.5	-8.9	B	152	6	25:1	B	2.50
Utah Valley University	0.9	1.2	-0.4	B	40.4	59.6	15.9	D	16.3	25.7	-9.3	C	146	6	24:1	B	2.25
Weber State University	2.0	1.2	0.7	A	38.1	61.9	18.2	F	19.8	37.2	-17.4	F	202	6	34:1	C	1.50

## UTAH

Statewide Equity Index Score

2.25



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Castleton University	1.8	2.3	-0.6	B	16.1	83.9	40.2	F	69.2	48.9	20.4	A	31	1	31:1	B	2.50
Johnson State College	4.3	2.3	2.0	A	34.2	65.8	22.1	F	33.3	35.2	-1.8	A	38	0	0	F	2.00
Lyndon State College	3.2	2.3	0.9	A	19.4	80.6	36.9	F	23.7	35.9	-12.2	C	31	0	0	F	1.50
University of Vermont	1.2	2.3	-1.2	B	52.5	47.5	3.8	B	70.5	75.6	-5.1	B	118	24	5:1	A	3.25

## VERMONT

Statewide Equity Index Score

2.31



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
Christopher Newport University	7.6	22.3	-14.6	F	50.1	49.9	6.2	C	62.8	69.4	-6.6	B	371	12	31:1	B	2.00
College of William and Mary	7.1	22.3	-15.2	F	63.3	36.7	7.0	C	87.1	90.5	-3.4	A	439	23	19:1	A	2.50
George Mason University	10.9	22.3	-11.4	F	60.3	39.7	4.0	B	69.3	68.5	1.1	A	2066	58	36:1	C	2.25
James Madison University	4.6	22.3	-17.7	F	59.9	40.1	3.6	B	74.1	82.1	-8.1	B	856	28	31:1	B	2.25
Longwood University	8.9	22.3	-13.4	F	64.9	35.1	8.6	C	56.1	65.2	-9.1	B	353	5	71:1	D	1.50
Old Dominion University	31.1	22.3	8.8	A	60.1	39.9	3.8	B	50.9	51.6	-0.7	A	4723	51	93:1	F	2.75
Radford University	15.3	22.3	-7.0	D	57.9	42.1	1.6	A	52.9	58.7	-5.8	B	1239	15	83:1	F	2.00
University of Mary Washington	6.9	22.3	-15.4	F	55.6	44.4	0.7	A	62.7	72.1	-9.4	C	266	9	30:1	B	2.25
University of Virginia	6.5	22.3	-15.8	F	59.8	40.2	3.5	B	87.1	93.7	-6.6	B	995	81	12:1	A	2.50
University of Virginia College at Wise	11.3	22.3	-10.9	F	24.1	75.9	32.2	F	29.9	41.6	-11.7	C	145	3	48:1	D	0.75
Virginia Commonwealth University	19.1	22.3	-3.2	C	67.0	33.0	10.7	D	59.3	59.9	-0.6	A	3823	109	35:1	C	2.25
Virginia Polytechnic Institute and State University	4.0	22.3	-18.3	F	41.4	58.6	14.9	D	72.7	83.1	-10.4	C	998	47	21:1	B	1.50

## VIRGINIA

Statewide Equity Index Score

2.04



# WASHINGTON

Statewide Equity Index Score

2.59



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Central Washington University	3.5	4.5	-1.0	B	43.2	56.8	13.1	D	37.4	52.2	-14.8	D	329	10	33:1	C	1.75
Eastern Washington University	3.6	4.5	-0.9	B	47.1	52.9	9.2	D	30.6	45.9	-15.3	D	340	12	28:1	B	2.00
The Evergreen State College	5.1	4.5	0.6	A	54.0	46.0	2.3	A	48.6	55.8	-7.2	B	176	0	0	F	2.75
University of Washington-Bothell Campus	6.4	4.5	1.9	A	55.0	45.0	1.3	A	65.9	67.9	-2.0	A	282	4	71:1	D	3.25
University of Washington-Seattle Campus	2.6	4.5	-1.9	B	55.0	45.0	1.3	A	74.2	83.4	-9.2	C	737	58	13:1	A	3.25
University of Washington-Tacoma Campus	7.3	4.5	2.8	A	55.8	44.2	0.5	A	47.5	57.1	-9.5	C	274	6	46:1	C	3.00
Washington State University	3.4	4.5	-1.1	B	50.8	49.2	5.5	B	55.2	65.8	-10.6	C	728	11	66:1	D	2.25
Western Washington University	1.7	4.5	-2.8	C	56.8	43.2	0.5	A	54.6	70.4	-15.7	D	229	10	23:1	B	2.50

# WEST VIRGINIA

Statewide Equity Index Score

1.79



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Concord University	6.6	5.2	1.4	A	35.0	65.0	21.3	F	17.8	35.5	-17.7	F	123	1	123:1	F	1.00
Fairmont State University	5.9	5.2	0.6	A	29.8	70.2	26.5	F	25.5	31.0	-5.6	B	191	3	64:1	D	2.00
Glenville State College	13.8	5.2	8.5	A	20.7	79.3	35.6	F	13.8	31.7	-17.9	F	145	0	0	F	1.00
Marshall University	6.9	5.2	1.7	A	47.5	52.5	8.8	C	37.5	44.8	-7.3	B	547	21	26:1	B	3.00
Shepherd University	8.1	5.2	2.9	A	42.9	57.1	13.4	D	31.9	43.2	-11.2	C	219	4	55:1	D	2.00
West Liberty University	2.7	5.2	-2.5	B	26.5	73.5	29.8	F	20.5	43.0	-22.5	F	49	0	0	F	0.75
West Virginia University	4.8	5.2	-0.4	B	36.5	63.5	19.8	F	41.6	56.9	-15.2	D	981	58	17:1	A	2.00
West Virginia University Institute of Technology	8.1	5.2	2.9	A	44.3	55.7	12.0	D	3.9	20.0	-16.1	D	79	2	40:1	C	2.00



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
University of Wisconsin-Eau Claire	0.9	8.2	-7.3	D	34.5	65.5	21.8	F	65.2	66.9	-1.6	A	84	10	8:1	A	2.25
University of Wisconsin-Green Bay	1.6	8.2	-6.7	D	34.4	65.6	21.9	F	40.5	47.9	-7.3	B	64	3	21:1	B	1.75
University of Wisconsin-La Crosse	0.8	8.2	-7.4	D	39.7	60.3	16.6	F	47.1	67.9	-20.8	F	73	8	9:1	A	1.25
University of Wisconsin-Madison	2.1	8.2	-6.1	D	53.8	46.2	2.5	A	71.4	84.1	-12.7	C	599	67	9:1	A	2.75
University of Wisconsin-Milwaukee	7.4	8.2	-0.8	B	62.5	37.5	6.2	C	20.5	41.5	-21.0	F	1294	47	28:1	B	2.00
University of Wisconsin-Oshkosh	2.6	8.2	-5.6	C	50.7	49.3	5.6	B	24.3	52.8	-28.5	F	215	7	31:1	B	2.00
University of Wisconsin-Parkside	8.6	8.2	0.4	A	56.3	43.7	0.0	A	15.9	29.9	-14.0	D	279	7	40:1	C	2.75
University of Wisconsin-Platteville	1.1	8.2	-7.1	D	36.7	63.3	19.6	F	14.2	53.5	-39.3	F	79	15	5:1	A	1.25
University of Wisconsin-River Falls	1.6	8.2	-6.7	D	42.1	57.9	14.2	D	28.4	54.2	-25.8	F	76	3	25:1	B	1.25
University of Wisconsin-Stevens Point	2.6	8.2	-5.6	C	43.0	57.0	13.3	D	32.6	61.3	-28.8	F	200	3	67:1	D	1.00
University of Wisconsin-Stout	1.9	8.2	-6.3	D	30.3	69.7	26.0	F	32.0	54.7	-22.7	F	132	3	44:1	C	0.75
University of Wisconsin-Superior	1.7	8.2	-6.6	D	30.0	70.0	26.3	F	26.7	41.8	-15.1	D	30	2	15:1	A	1.50
University of Wisconsin-Whitewater	4.1	8.2	-4.2	C	46.1	53.9	10.2	D	29.6	57.4	-27.8	F	410	17	24:1	B	1.50

# WISCONSIN

Statewide Equity Index Score

1.69



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY				GENDER EQUITY				COMPLETION EQUITY				BLACK STUDENT-TO-BLACK FACULTY RATIO				EQUITY INDEX
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	
University of Wyoming	1.2	2.1	-0.9	B	28.1	71.9	28.2	F	33.3	54.7	-21.4	F	96	8	12:1	A	1.75

# WYOMING

Statewide Equity Index Score

1.75



# RECOMMENDATIONS

We do not believe Black students are largely responsible for their underrepresentation and lack of success at public colleges and universities. Factors such as low motivation, insufficient academic effort, fixed mindsets, low classroom and out-of-class engagement, and parental influences are indeed partly responsible for some trends noted in this publication. Notwithstanding, researchers and postsecondary leaders rely too heavily on these factors as they attempt to explain the educational status of Black undergraduates. The onus for success is too often placed entirely on students, their families, and K-12 schools they attended. In this section, we shift more of the responsibility to higher education leaders and policymakers.

Recommendations offered below are for professionals who work at and on behalf of public colleges and universities. We do not maintain that simply doing the few things we suggest will be enough to fix *all* problems that undermine access and success for Black undergraduates. We are confident, however, that our recommendations will help remedy *some* inequities documented in this report.

## ACHIEVING EQUITY ACROSS THE FOUR INDICATORS

Many institutions performed exceptionally on one or more of our equity indicators. Leaders at system and campus levels should reach out to colleagues at these institutions to understand how they achieved such extraordinary results. Creating opportunities for organizational learning across campuses is one recommendation we have for public postsecondary system executives. At statewide convenings, professionals from institutions that earned A's on one indicator could share helpful strategies with colleagues from lower-performing institutions.

Faculty members and leaders at campus and system levels must spend time learning how to actually achieve racial equity. Our research at the USC Race and Equity Center makes painfully clear that most people who work in higher education never learned much, if anything at all, about how to address racism or strategically achieve racial equity. Since those who are supposed to fix racial inequities on campuses were not taught how to do so, it is no surprise that widespread inequity continually persists. The USC Equity Institutes, our eight-week professional learning series, is one response to this problem. In addition to facilitating

eight 90-minute modules for 20 leaders at an institution, we also coach teams as they create strategic plans for the design, implementation, resourcing, assessment, accountability, communication, and sustainability of four racial equity projects. We believe it hard to achieve equity for Black undergraduates at public colleges and universities without this level of commitment to professional learning and strategic organizational change.

The work of Black student success cannot rest mostly on a chief diversity officer, black culture center staff, or a few Black faculty members. Instead, we recommend establishing cross-campus, cross-sector teams comprised of faculty and staff members, senior administrators, alumni, and Black undergraduates; these teams should include some White professors and administrators.

## INCREASING BLACK UNDERGRADUATE STUDENT ENROLLMENTS

At many public institutions, a disproportionately high share of Black undergraduates come from only 4-5 cities and just a small number of supplier high schools within those cities. This signifies that recruiters return to the same places year after year to find Black applicants. While strong partnerships between high schools and postsecondary institutions are praiseworthy, heavy or exclusive reliance on a small number of them is unlikely to produce different results from one year to the next. Admission officers must substantively engage a wider array of high schools to find talented prospective Black students.

State legislators and public postsecondary system executives must invest more resources into programs that *specifically* prepare Black students for college admission and success. Prep programs for low-income, first generation, and underrepresented students are oftentimes not specific enough. Consequently, too few Black students directly benefit from them. Legislators and public system executives who wish to align Black student enrollments with Black representation in the state's population should make money available to create

new partnerships, to establish college access programs specifically for Black students, and to increase admission officers' travel budgets to more high schools across the state with the explicit goal of enrolling more Black state residents. Haphazardly awarding such funds would be irresponsible. Instead, public institutions must be required to submit Black student recruitment plans that include goals, strategies, and metrics. In addition, state system offices should launch systemwide campaigns to specifically increase Black undergraduate enrollments.

Any college recruiter from any racial/ethnic group who wishes to enroll more Black state residents could do so by employing the right strategies. However, it is worth noting that, nationally, 85% of college admission directors and 80% of admission officers are White. Undoubtedly, increasing the number of Black recruiters a campus sends to high schools across the state (especially those enrolling high numbers of Black students), to places of religious worship that Black families attend, and to predominantly Black neighborhoods and community centers would help increase a public postsecondary institution's chances of recruiting more Black undergraduates. Diversifying the college admission profession requires intentionality and casting a wider net. We write about a

resource below in the Black faculty recruitment and retention section that would also help diversify admission offices.

Last spring, our center published its biennial report on Black male student-athletes and racial inequities in NCAA Division I sports. Eighty-two percent of institutions in the dataset were public. In the study, Professor Shaun Harper suggested admission officers should behave more like coaches who seek to recruit talented Black male high school students to play on revenue-generating sports teams. "A coach does not wait for high school students to express interest in playing for the university – he and his staff scout talent, establish collaborative partnerships with high school coaches, spend time cultivating one-on-one relationships with recruits, visit homes to talk with parents and families, host special visit days for student-athletes whom they wish to recruit, and search far and wide for the most talented prospects," Harper noted. Targeted activities such as these are necessary to recruit more Black students who are not athletes. We reject the excuse that admissible Black undergraduates cannot be found, as public postsecondary institutions confirm year after year that they are able to miraculously locate Black men when millions of dollars are to be made from their labor on football fields and basketball courts.

# RECOMMENDATIONS

(CONTINUED)

## **ENSURING GENDER EQUITY IN AND BEYOND ENROLLMENT**

For nearly two decades, higher education scholars and practitioners have invested tremendous effort into narrowing the gender gap in Black student enrollments. That women are now 52% and men are 48% of full-time, degree-seeking Black undergraduates is evidence that these efforts have been successful at public institutions. It is noteworthy that Black women's enrollments did not decline as Black men's increased. What did happen, though, is that Black women's gender-specific needs, experiences, and issues were largely ignored as institutions worked to address Black men's challenges. This was wrong.

On campuses where Black undergraduate women considerably outnumber Black undergraduate men, or vice versa, we recommend creating gender-specific outreach and enrollment strategies. Together, specificity and strategy can help achieve gender balance. Systemwide Black male initiatives, recruitment plans aimed at enrolling more Black men who are not student-athletes, and campus resource centers and student organizations aimed at improving academic success for Black undergraduate men are all fine with us – so long as institutions also commit energy and resources to understanding and meeting Black women's

gender-specific needs. Just because Black women perform better on equity indicators such as the four used in this study does not mean there are not other inequities that specifically disadvantage them. We suggest conducting qualitative studies on Black women's and men's uniquely gendered experiences, as well as disaggregating quantitative data by race and gender. Analyzing Black women's educational outcomes in comparison to women from other racial/ethnic groups, as opposed to always using Black men as their comparison, would also reveal particular racial inequities.

## **GRADUATING BLACK STUDENTS AT HIGHER RATES**

Decades of research makes clear that high school preparation, affordability and financial aid, the investment of academic effort, and high levels of engagement inside and outside of classrooms are serious determinants of college completion (Mayhew et al., 2016). Leaders at campus and system levels, as well as state and federal policymakers, need to take this research seriously and invest resources into initiatives that specifically prepare Black students for college and ensure they have the financial support necessary to persist once they enroll. Funding Pell Grants at levels that actually cover the cost of attendance for low-income Black students is a serious recommendation

for federal policymakers. Giving institutions the resources they need to strategically address longstanding racial inequities must be among state and federal policymakers' highest priorities.

In their 2018 study, USC Race and Equity Center researchers Shaun Harper and Charles Davis, along with their collaborator Edward Smith, discovered that college completion is not just about financial aid and the other aforementioned factors. Their research makes clear that Black students also drop out of college because of the racism they frequently encounter on campus. Educators and administrators must understand the relationship between environmental racism and Black student attrition. Data from our center's National Assessment of Collegiate Campus Climates, an annual quantitative survey, would be helpful. Once institutions have data about how Black undergraduates differently and specifically experience the racial climate, various stakeholders across campus must begin to strategically address students' encounters with racial microaggressions, racist stereotypes, erasure in the curriculum, and overt forms of racism. Those experiences, not just academic readiness and financial aid, help distinguish Black undergraduates who drop out of college from those who ultimately persist through baccalaureate degree attainment.

## RECRUITING AND RETAINING FULL-TIME BLACK FACULTY MEMBERS

Since its publication in the *Journal of Higher Education* in 2004, “Interrupting the Usual: Successful Strategies for Diversifying the Faculty” has become one of the most cited peer-reviewed articles on the topic of faculty diversity. It also has been used to guide practice on a countless number of campuses across the nation. We highly recommend that public institution leaders read it and employ strategies offered therein. *Diversifying the Faculty: A Guidebook for Search Committees* is another incredibly useful publication for campus leaders, faculty members, and search committees.

Institutions must go beyond simply posting job announcements on their HR websites and in the *Chronicle of Higher Education*. Search committees have to be trained on bias, held accountable for producing racially diverse finalist pools, and expected to write position descriptions that amplify the institution’s commitment to diversity, equity, and inclusion. Aggressively disseminating ads through academic networks that include several Black academicians also is required for success.

The USC Race and Equity Center will soon launch PRISM, a professional networking and racial equity recruitment resource for colleges and univer-

sities. Eventually, PRISM will include thousands of employable people of color with standardized profiles, as well as downloadable CVs/resumes and work samples. Institutions will be able to search for and direct message professionals of color whom they deem qualified and potentially attractive for opportunities on their campuses. This will be one way to ensure that more current and prospective Black faculty members know about positions at public institutions. In addition to faculty members across academic ranks and fields, PRISM will include administrators of color across sectors (admissions, student affairs, academic affairs, and business services, to name a few).

Recruiting more Black full-time faculty members without addressing racial climate and workload imbalance issues and ensuring that White faculty colleagues respect their scholarship would be a waste of institutional resources. Turner, González, and Wood (2008) published a comprehensive synthesis of research about faculty of color. White professors and leaders should read this article, discuss it, and begin working in collaboration with Black colleagues and other faculty members of color on their campuses to strategically correct troublesome experiential realities. Anything short of this will guarantee perpetual imbalances in Black student-to-Black faculty ratios and high turnover rates among Black professors.

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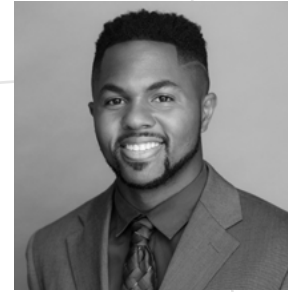
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## ABOUT THE CENTER

The University of Southern California is home to a dynamic research and organizational improvement center that helps professionals in educational institutions, corporations, and other contexts strategically develop and achieve equity goals, better understand and correct climate problems, avoid and recover from racial crises, and engineer sustainable cultures of inclusion and respect. Evidence, as well as scalable and adaptable models of success, inform our rigorous approach.

The USC Race and Equity Center's strength largely resides in its interdisciplinary network of faculty affiliates. We unite more than 100 professors across academic schools at USC who are experts on race and racism, people of color, immigration, and other important dimensions of equity. These scholars work together on research, as well as on the development of useful tools and resources. When journalists, policymakers, and organizational leaders call us for expertise and assistance, we leverage our brilliant cast of faculty affiliates.

Rigorous, evidence-based work that educates our nation, transforms institutions and organizations, boldly confronts racism, and strategically achieves equity is what we do at the USC Race and Equity Center. The Center is home to the National Assessment of Collegiate Campus Climates, the USC Equity Institutes, PRISM (a professional networking and racial equity recruiting resource), and the Alliance for Equity, Diversity, and Inclusion in Business.

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