

# EDI Scorecard

February 2024

The division for Equity, Diversity, & Inclusion (EDI) at the University of Utah was established in 2019 and is dedicated to building bridges between communities. EDI creates opportunities for connection that are rooted in our shared humanity and helps foster a healthy and inclusive campus environment where everyone knows they belong and has an opportunity to thrive. Much of this work is accomplished through programming which supports students' retention and graduation and helps prepare future students for success at the University of Utah and beyond.

## Current Student Programs

Across EDI's resource and cultural centers—which include the **American Indian Resource Center (AIRC)**, the **Black Cultural Center (BCC)**, the **Dream Center**, and the **Center for Equity & Student Belonging (CESB)**—university students have the opportunity to participate in a variety of programs, curriculum, networking, and mentoring activities that strengthen their performance, bolster their sense of belonging, and supercharge their post-graduation success!

Students engaged with EDI resource and cultural centers an average of six times over the academic year, and **retention increased by 10% the highest since 2005.**

EDI scholars are students participating in three different programs offered at the University of Utah: **Utah Opportunity Scholars**, **Diversity Scholars**, and **Second-Year Experience Scholars**. The programs' success is evident in the high retention rates when compared to the university's Fall 2023 undergraduate students' retention rates. EDI scholar programs impact students from historically underrepresented groups who find themselves navigating an institutional culture and bureaucracy that can present unintended barriers.

## Fall 2023 Second-Year Retention Rates

EDI scholars have second-year retention rates 9% higher than all undergraduate students, 85%.



## Marketing & Communications Reach (2022-2023 AY)



**6,500+ social media followers**, up 20% vs. previous AY



**80+ events** with attendance up 23% vs. previous AY



**85K unique web visits**, up 6.3% vs. previous AY



newsletters are distributed to nearly **11,900 subscribers**

## Increase in Belonging Domains

A 2023 Student Belonging Survey revealed that EDI resource and cultural centers positively impact students' sense of belonging across a number of important domains.

Academic	Social	Cultural	Professional
↑ 14%	↑ 20.6%	↑ 12.8%	↑ 19.6%

## EDI Scholars Vs. All Undergraduate Students (Fall 2023 Enrollment)



have a healthier first-year GPA, **3.43 vs. 3.29**



are racially/ethnically diverse, **88.1% vs. 35%**

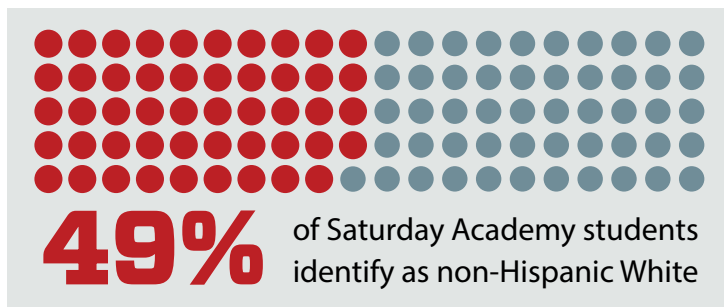


enrolled a high % of female students, **72% vs. 48%**

## Future Student Pathway Programs

In addition to programs that support current students, EDI and its partners in the health sciences, University Health EDI (UHEDI), offer a number of pipeline access programs that aim to increase student enrollment and engagement at the university and in specific areas of study (such as medical school or graduate study). Many of the high school students who participate in these pipeline programs end up engaging with other EDI programs and/or resource and cultural centers on campus (including the American Indian Resource Center and Black Cultural Center). Pipeline programs have demonstrated remarkable success across a number of areas—increasing enrollment, boosting six-year graduation rates, and even strengthening the likelihood that students go on to graduate school.

**Saturday Academy** is designed for students in the 4th through 12th grades. The program relies on exposure to health sciences careers to encourage students to pursue health careers in graduate school. Saturday Academy students are demographically diverse and more likely to attend graduate school.<sup>1</sup>



The **Health Sciences (HS) LEAP program** is designed to lead first and second year university students into health sciences graduate programs and careers. When compared to their non-HS LEAP students, HS LEAP students outperform their peers.

**Native American Summer Research Internship (NARI)** students are all American Indian/Alaska Native Students. **Participants have 100% college graduation rates and high levels of participation in MD, PhD and MD/PhD programs at the University of Utah.** The cultural component of the internship is led by the American Indian Resource Center (AIRC) and has been influential in NARI participants choosing the University of Utah for graduate school.

### HS LEAP Vs. Non-HS LEAP Student Academic Performance & Outcomes<sup>2</sup>



higher average GPA,  
**3.363 vs. 2.949**



better fall-to-fall retention rates,  
**91% vs. 71.8%**



higher average 6-year graduation rates,  
**62.2% vs. 50%**



**active users** of campus centers, particularly CESB

<sup>1</sup> Cariello PF, Figueroa E, Harris CM, et al. Future Doctors From Underrepresented in Medicine Communities at the University of Utah. PRIMER. 2023;7:25. <https://doi.org/10.22454/PRIMER.2023.296084>

<sup>2</sup> Bliss, C., Wood, N., Martineau, M., Hawes, K. B., López, A. M., & Rodríguez, J. E. (2020). Exceeding Expectations: Students Underrepresented in Medicine at University of Utah Health. *Family medicine*, 52(8), 570–575. <https://doi.org/10.22454/FamMed.2020.137698>

## Community Engagement

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Although less than five years old, EDI is meeting President Taylor Randall's vision of an institution with "unmatched societal impact." The division continues to generate more opportunities for student connection, belonging, and success across the entire University of Utah campus and community.

Building on this momentum, from July 2022 to December 2023, EDI expanded its reach and impact. EDI worked with multiple external and internal partners on workshops and consultations related to equity, diversity, and inclusion topics. Accomplishments during this period were fueled by the unwavering support of our community.

**20+**  
Internal  
Collaborative  
Partners

**50+**  
External  
Community  
Partners

## New Leadership Academy

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The **New Leadership Academy (NLA)** at the University of Utah is a unique nationally recognized leader development program that prepares mid-career leaders with the knowledge, tools, and courage to meet the complex challenges in today's rapidly shifting higher education and business landscapes. In addition to its ongoing work with the American Association of Hispanics in Higher Education (AAHHE), the New Leadership Academy has developed and delivered its curriculum and complementary workshops to the American Council on Education, Wells Fargo, Huntsman Cancer Institute, Utah System of Higher Education, American Association of State Colleges and Universities' (AASCU) Millennium Leadership Institute, American Association of Colleges & Universities (AAC&U), private and public colleges and universities, national and international businesses, and many others.

Since its inception in 2015 at the University of Michigan to its migration to the University of Utah, the New Leadership Academy Fellows Program has over 180 Fellows and alumni from over 80 different institutions and organizations, including:

**4**

University  
Presidents,  
Chancellors, or  
Provosts

**21**

Vice Presidents,  
Vice Provosts, or  
Vice Chancellors

**19**

Deans, Associate  
and Assistant  
Deans

**44**

Directors,  
Assistant and  
Associate  
Directors

**12x**

Dozens of  
Professors and  
Others

## Gifts & Grants for Equity, Diversity, & Inclusion

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EDI's work wouldn't be possible without the investment and support of its donors and organizational partners. Over the past five years, the division fostered philanthropic support of over 1,100 donors and worked to secure \$1.5 million in grant funding. 16 organizational partners helped advance student success and belonging through their sponsorship of EDI events and programs.

In addition to generous gifts, EDI received two national grants to support the New Leadership Academy (NLA)—a nationally recognized leader development program that prepares mid-career leaders with the knowledge, tools, and courage to meet the complex challenges in today’s rapidly shifting higher education and business landscapes.

The New Leadership Academy, in its sponsorship by Strada Education Network, set out to apply its model of changing leaders, leadership, and leadership development by adapting and curating the NLA Fellows Program curriculum to suit learners from the Utah Board of Higher Education (UBHE), Utah System of Higher Education (USHE) Executive Staff, and leaders from the 16 USHE member institutions. The goal of the project is to pilot the expansion of NLA’s curriculum to scale to a larger audience within a state system.

The **Utah Presidential Leadership Fellowship** is a Mellon Foundation grant-funded academic leadership development program that brings together Fellows from four institutions within the state of Utah (Weber State University, Utah State University, University of Utah, and Salt Lake Community College) and seeks to transform the expectations that surround leaders, leadership, and academic leadership development across higher education. This Fellowship focuses on developing leaders within the humanities to create space to differently prepare humanists to take over leadership roles that they historically filled in larger numbers.

To learn more about Equity, Diversity, and Inclusion at the University of Utah, visit [diversity.utah.edu](https://diversity.utah.edu).

## Fiscal Year (FY) 2022 & 2023 Major and Annual Gifts

	Committed*	Committed % Growth
FY 2022	\$380,667	320% vs. PFY
FY 2023	\$510,251	34% vs. PFY

*\*Received Gifts and Pledges*

## New Leadership Academy Grants

**\$1,361,000**

Mellon Foundation - FY 2022

**\$125,000**

Strada Education Network - FY 2022