

Important Resources

Creating an Engaged and Inclusive Environment

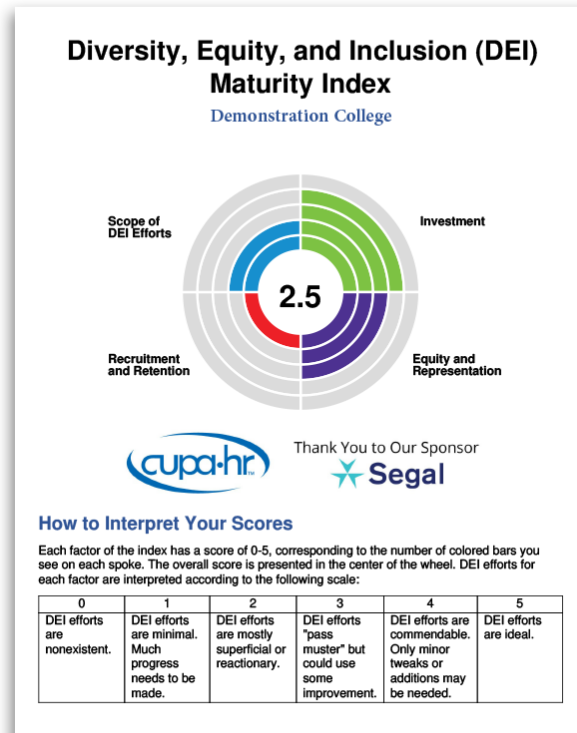
Sherry L. Turner, Ph.D.



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Resources: CUPA-HR DEI Maturity Index

SAMPLE RESULTS



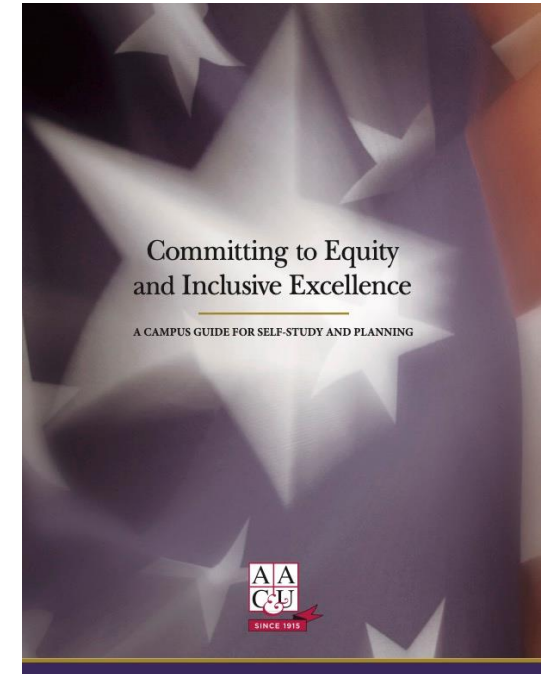
<https://www.cupahr.org/surveys/dei-maturity-index/>



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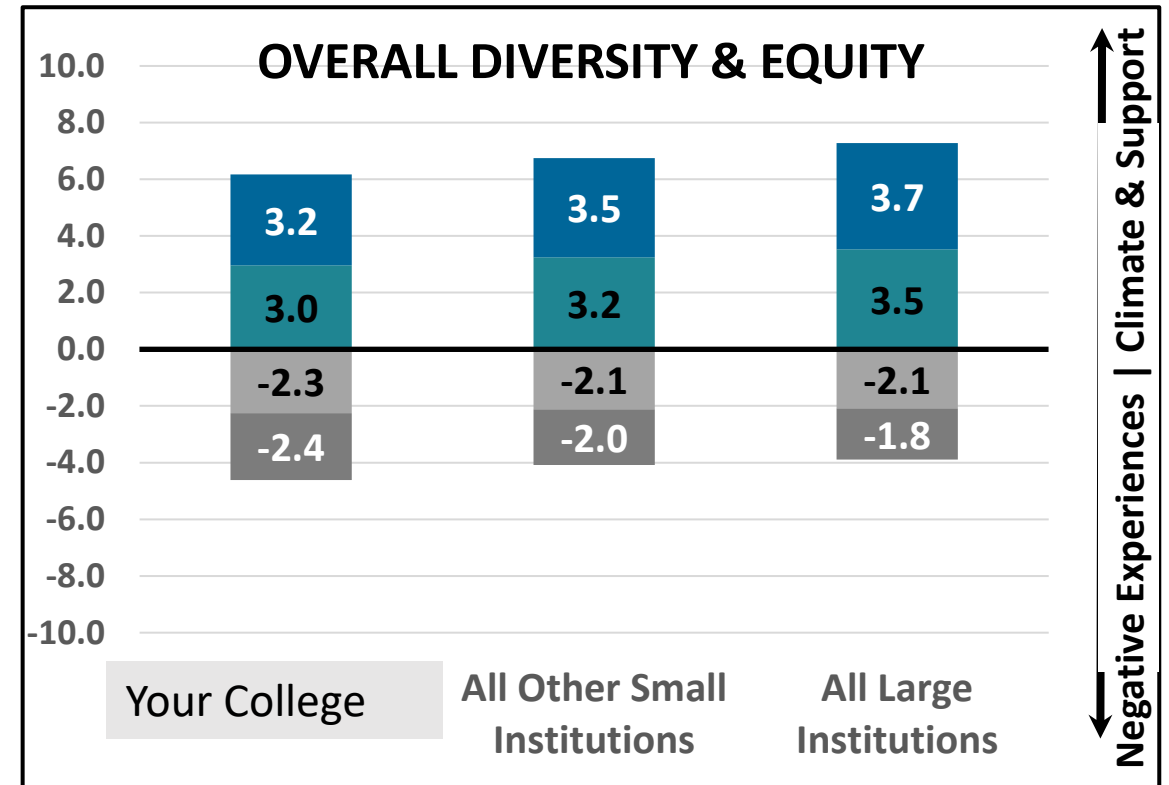
Resources: Assessment Rubrics

- College and University Professional Association for Human Resources (May 5, 2020). CUPA-HR's DEI Maturity Index – A Tool to Improve DEI Among the Higher Ed Workforce
- New England Resource Center for Higher Education (2014). Self-Assessment Rubric for the Institutionalization of Diversity, Equity and Inclusion in Higher Education
- Williams, D. A., Berger, J. B. & McClendon, S. A. (2005). *Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions*. AAC&U
- AAC&U (2015). *Committing to Equity and Inclusive Excellence: A Campus Guide for Self-Study and Planning*
- Inclusive Excellence Toolkit by Dr. Jesús Treviño, Thomas Walker and Johanna Leyba. University of Denver Center for Multicultural Excellence (www.du.edu/cme)



Resources: HEDS Campus Climate Survey

Climate & Support	Campus Climate for Diversity and Equity	1=Very dissatisfied; 2=Generally dissatisfied; 3= Neither satisfied nor dissatisfied; 4=Generally satisfied; 5=Very satisfied
	Institutional Support for Diversity and Equity	1=Strongly disagree; 2=Disagree; 3=Neither agree nor disagree; 4=Agree; 5=Strongly agree
Negative Experiences	Insensitive or Disparaging Remarks	1=Never; 2=Rarely; 3=Sometimes; 4=Often; 5=Very often (inverted to negative score for chart)
	Discrimination or Harassment	1=0% have experienced discrimination or harassment; 2=25%; 3=50%; 4=75%; 5=100% (inverted to negative score for chart)



Download a sample PDF and learn more at: <https://www.hedsconsortium.org/heds-diversity-equity-campus-climate-survey/>



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Resources: Your Institutional Data

Institutional Data

- IPEDS Data
- National Assessment of Collegiate Campus Climates
- HEDS Campus Climate Survey for Diversity and Inclusion

Student Engagement and Retention Data

- National Survey of Student Engagement (NSSE)
- Beginning College Survey of Student Engagement (BCSSE)
- CIRP “Your First College Year” and “College Senior Survey”
- Enrolled Student Survey
- Senior Exit Survey

Department and Program Specific Data

- Flow of students into and out of majors
- Order of STEM courses and retention in sciences and at the College
- HEDS COVID Impact Surveys



Thank You!

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(She/Her)

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