

## Honors Diversity & Recruitment Selected Metrics and Updates

### University Strategic Priorities aligned

- **Mission Target** = Culture; **Goal** = Inclusive Excellence; **Strategy** = Increase targeted recruitment, improve academic program and increase retention of underrepresented students

### Strategic Enrollment Management goals aligned

- **Strategy 2.3** Grow the diversity of our student body through recruitment efforts.
- **Strategy 2.5** Provide and support high impact opportunities for middle/high school students in the community and beyond
- **Strategy 3.7** Establish a consistent welcoming environment across the university that promotes a sense of community

Selected Outcome Metrics	FY '22 Est.	FY '23 Est.
Offer 4 Honors courses (12 cr hrs) in teaching load Spark the interest of diverse student populations by creating course content that speaks to their cultural experiences and realities.	<ul style="list-style-type: none"> <li>• 6 credit hours</li> </ul>	<ul style="list-style-type: none"> <li>• 12 credit hours</li> <li>• Increase in underrepresented minority students from 14.5% to 16% of honors students</li> </ul>
Increase connections to community partners, including Read Men Real Heroes and Rise Up for Youth and USD 259 initiatives	<ul style="list-style-type: none"> <li>• 4 meetings with community leadership</li> <li>• 8 high school visits</li> </ul>	<ul style="list-style-type: none"> <li>• 3 high school students taking Honors course</li> <li>• 10% increase in applications to honors from underrepresented minority students</li> </ul>
Increase outreach to current students	<ul style="list-style-type: none"> <li>• Send emails in spring to first-year students with 3.5 GPA and higher (n = 280)</li> <li>• Additional 10 current students join Honors</li> <li>• Advertise fall honors courses with flyers and visits to Office of Diversity &amp; Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• 2 underrepresented minority students who are not in honors enroll in an honors course</li> <li>• Send emails in spring to first-year students with 3.5 GPA and higher</li> <li>• Additional 10 current students join Honors</li> <li>• Advertise honors courses with flyers and visits to Office of Diversity &amp; Inclusion</li> </ul>
Establish a DEI advisory board consisting of students, staff, faculty, community members, and various other potential student pipelines, and creating cohesive strategies and talking points to attract potential students.	<ul style="list-style-type: none"> <li>• 10 members recruited</li> <li>• 1 board meeting held; board mission and strategies developed</li> </ul>	<ul style="list-style-type: none"> <li>• 10 members engaged</li> <li>• 2 board meetings held</li> </ul>
Establish strategy for awarding new Cohen Scholars awards, for student with financial need, preference given to first-generation and underserved minority students	<ul style="list-style-type: none"> <li>• Award \$1000 gap scholarships to up to 25 honors students in good standing with high unmet financial need</li> </ul>	<ul style="list-style-type: none"> <li>• Award \$1500 scholarships to all honors students in good standing with high unmet financial need (typical n=25-35)</li> <li>• Leverage scholarship for targeted recruitment of up to 10 current students not yet in honors</li> </ul>