



## BEHIND THE METRICS: CPE DIVERSITY REPORT



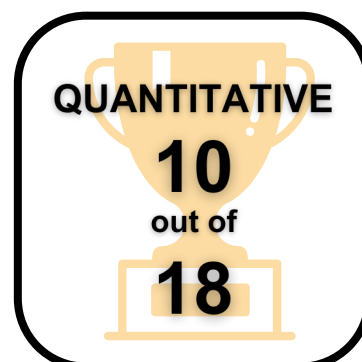
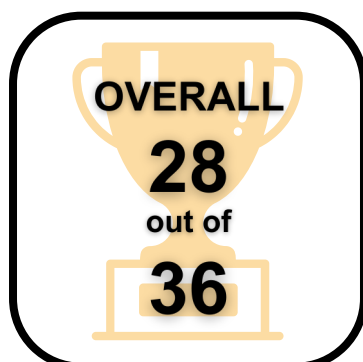
Annually, the Council on Postsecondary Education (CPE) reviews each public university's DEI plan. Within these plans, universities set targets across a variety of student metrics such as enrollment and recruitment, student progression, and cultural competency. Since its inception in 2017, NKU has earned one of the top composite scores on their diversity report and earned the highest score in 2023. So, what's our secret to earning the top scores each year across the commonwealth? It's you! Every year, our academic colleges, departments, and student support services offices share their student success stories through rich program outcomes that support our diverse student population. NKU's Chief Diversity Officer and chief writer of the Diversity Report, Dr. Darryl Alan Peal, echoes this sentiment.

*"When writing this very comprehensive report, I am grateful and very proud of the variety of programs and initiatives that are being implemented across the enterprise. Many of these programs are not just annual events, they impact campus climate, increase diversity and representation, and enhance our ability to create a global village on campus."*

With so many DEI success stories occurring on campus, it is often difficult to narrow down which initiatives to highlight in the required maximum 500-word count. Crafting the narrative is conducted each year by a team of writers. This year's team of writers included Dr. Darryl Peal, CDO, Dr. Kinsey Bryant-Lees, Industrial-Organizational program professor, and Frank Robinson, former Director of First-Year Student Success Hub.

*"Assembling this report is a team effort. We utilize liaisons who are assigned to each department and/or unit to gather data. The writers analyze and synthesize the data and the CDO edits, organizes, and writes the final report."*

This year, NKU earned 28 out of 36 points. The report includes two components, qualitative narrative (18 possible points) and nine quantitative metrics (18 possible points). For the fourth consecutive year, NKU received a perfect score of 18 points on the narrative section.



# Quantitative Scorecard

Goals	Progress Towards Meeting Goals		
	Meets or Exceeds Expectations (2)	Making Progress Towards Meeting Expectations (1)	Does Not Meet Expectations (0)
Undergraduate Enrollment	<input checked="" type="checkbox"/>		
Graduate Enrollment	<input checked="" type="checkbox"/>		
1st - 2nd Year Retention (URM)	<input checked="" type="checkbox"/>		
1st-2nd Year Retention (low-income)	<input checked="" type="checkbox"/>		
6-year Graduation Rate (URM)			<input checked="" type="checkbox"/>
6- year Graduation Rate (low-income)		<input checked="" type="checkbox"/>	
Degrees Conferred (URM)			<input checked="" type="checkbox"/>
Degrees Conferred (low-income)			<input checked="" type="checkbox"/>
Workforce Diversity		<input checked="" type="checkbox"/>	

The Offices of Inclusive Excellence and Planning and Institutional Research would like to thank each of you for sharing your DEI student success outcomes. OIE works in partnership with PIR on a menu of projects and initiatives. Both offices believe that goalsetting is better accomplished in a data-informed environment. Without you, NKU could not continue to showcase our excellent efforts to support student success and earn one of the top CPE Diversity scores across the commonwealth. For more information about NKU's Diversity Plan, visit <http://cpe.ky.gov/ourwork/diversity.html>.

# PIR DATA UPDATES

## Multi-year and Retention/Graduation Rates Dashboards Are In Development

We are sending out a sincere thank you to all who completed surveys around our IRReports and Management Dashboard data tools. Over the coming months, the PIR team will be incorporating many of your ideas into the design of reimagined, interactive dashboards. We want to give extra thanks to those of you who participated in our recent focus group and upcoming beta tests for these dashboards.

Be on the lookout for further messaging from the PIR team for when beta testing will take place. We are excited about the collaboration around these tools and are looking forward to rolling out dashboards throughout fall 2024.



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## Campus Climate Survey: PIR Partners with MSIO

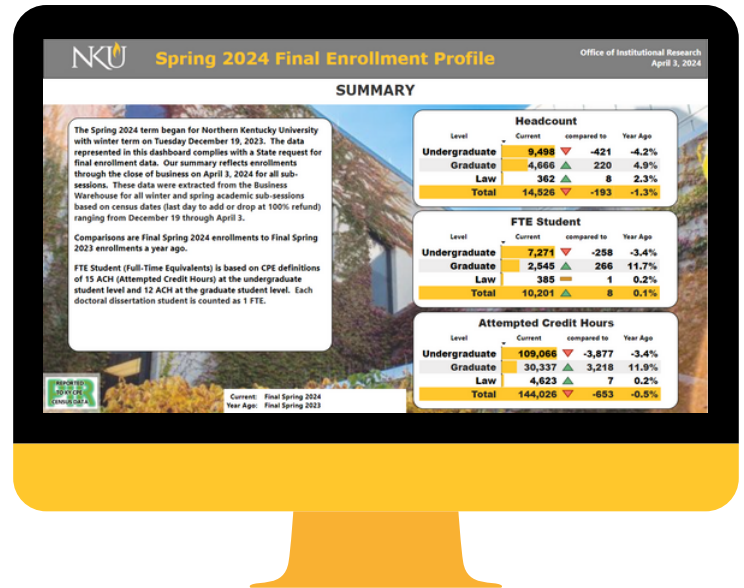


PIR is partnering with MSIO students to support their research into Campus Climate results. Students are engaged in deeper investigations regarding the intersection of student belongingness, engagement, and persistence as well as exploring multiple facets of employee well-being and satisfaction. PIR is excited to consult on this original student-led research.

# ANNOUNCEMENTS!

## Spring 2024 Enrollment Profile is Live!

The Spring 2024 Enrollment profile is live in the [PIR Data Center App](#)! Head on over to see the latest official data on enrollment trends.



## Annual Assessment Reminder

2023-24 Assessment Plan Cycle:  
Due to be Completed in WEAVE by  
**September 15, 2024**

### Tasks to be completed:

- Continue to review your plan periodically to evaluate your division's progress toward its goals.
- Please verify that your plan includes all necessary assessment components.
- Finalize your plan by adding Findings, Analysis of Findings and Action Plans.
- Update status of your plan to 'Completed'.

## Attention Administrative Division VP's and Assessment Leads

PIR will host the 2024 Assessment Refresher Meeting in August during Fall Convocation Week. Meeting invitations and more details will be shared with you throughout the summer.



## PIR'S Website is Being Redesigned!

We are excited to announce that the PIR website is undergoing a redesign. Our goal is to make the website a better place for stakeholders across campus to access PIR generate reports and data tools. Be on the lookout for the new website launch this summer.

