



**RHODE
ISLAND
COLLEGE**

Education Summit

October 29, 2014

Diversity at Rhode Island College



Successful Careers for a Diverse Population: A Presidential Priority

- Complete College RI - a system-wide issue that includes
 - Re-designing remedial education
 - Predictable student schedules
 - Guided pathways to success
 - Strategic funding, including performance funding
- RIC student Lizbeth entered RIC as an undocumented student and is now a distinguished biochemistry major. Lizbeth will introduce President Obama tomorrow at RIC.
- Hired new high-profile members of the minority community as role models for students as well as contributors to the success of the college.
- Overall minority employment at RIC was up .6% from last year to this year. Two of those hires were direct reports to the president.



Successful Careers for a Diverse Population: Industry Partners

- Alex and Ani, for example, 80 percent female and have recently hired an employee to oversee diversity planning and recruitment. They hire interns and have hired 15 RIC grads.
- EB, SBANE and members of Chief Executives Club are key industry partners and advisors in curriculum development, including general education. Solid general education gives minority students the ability to be flexible as new jobs are created in the future.
- New Manufacturing and Design Center: Funding sought externally for a new Research and Creativity Center to spark the ideas that lead to small businesses.



Rhode Island Future Leaders Course

- The Future RI Leadership Skills development seminar is an offering that began in spring '14, and will be offered again in spring '15.
- The course does not focus on any one career direction; rather, it is designed for up to 20 students from all major disciplines college-wide who wish to learn to be leaders.
- A leadership laboratory, the class is open to those who will have completed 75 earned credits by the end of the fall semester, maintained a minimum 3.5 GPA and have participated in a corporate or organizational culture that provided exposure – albeit limited – to self-awareness as a discipline, team dynamics and some leadership components and responsibilities.



Diversity at Rhode Island College

Freshmen (term entering)

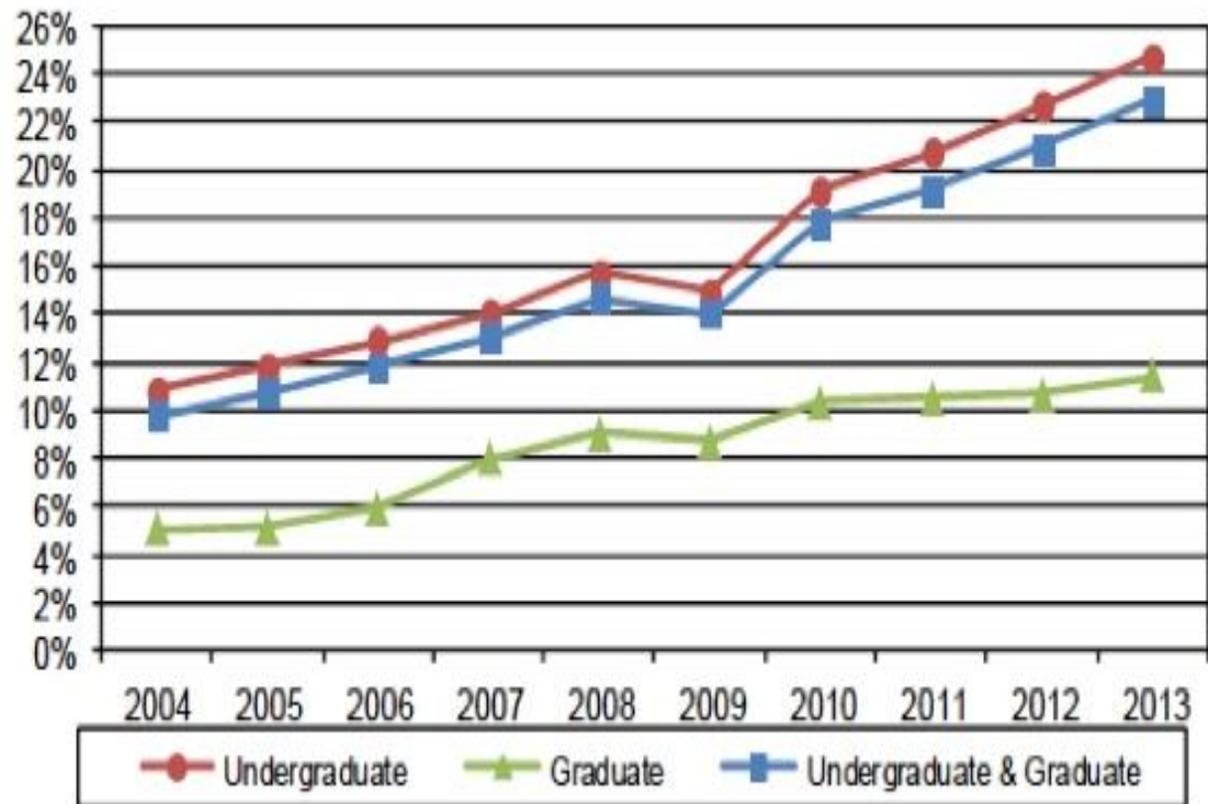
Fall 2013: 33% self-identified as racial/ethnic minorities

Fall 2014: 35 % self-identified as racial/ethnic minorities

- The percentage of individuals living in Rhode Island self-identifying as racial/ethnic minorities is 25%.
- In Fall 2004, we had only 11% of our incoming freshmen self-identifying as racial/ethnic minorities.
- Racial diversity at RIC exceeds the general population of Rhode Island.



Minority Student Enrollment, Fall 2004-Fall 2013





Freshman entering Fall 2013: 33% self-identified as racial/ethnic minorities

Fall Cohort		2009	2010	2011	2012	2013
First-Time, Full-Time Freshmen Retention Rate						
White, non-Hispanic	N	826	704	624	662	645
	Ret	623	550	472	512	509
	%	75.40%	78.10%	75.60%	77.30%	78.90%
Hispanic	N	111	131	103	153	201
	Ret	84	98	76	117	157
	%	75.70%	74.80%	73.80%	76.50%	78.10%
Black, non-Hispanic	N	79	80	77	75	98
	Ret	65	50	54	55	71
	%	82.30%	62.50%	70.10%	73.30%	72.40%
Asian	N	31	24	23	20	32
	Ret	25	19	16	15	26
	%	80.60%	79.20%	69.60%	75.00%	81.30%
Native Hawaiian/ Other Pacific Islander	N	0	0	0	0	2
	Ret	-	-	-	-	2
	%	-	-	-	-	100.00%

Continued:



Freshman entering Fall 2013 (Continued):

Fall Cohort		2009	2010	2011	2012	2013
First-Time, Full-Time Freshmen Retention Rate						
American Indian/ Alaskan Native	N	6	4	3	1	8
	Ret	4	3	2	1	5
	%	66.70%	75.00%	66.70%	100.00%	62.50%
Two or More Races	N	11	20	16	40	33
	Ret	6	12	15	32	28
	%	54.50%	60.00%	93.80%	80.00%	84.80%
Other/Unknown	N	152	127	98	86	108
	Ret	117	93	75	70	88
	%	77.00%	73.20%	76.50%	81.40%	81.50%
Non-Resident Alien	N	0	3	0	1	1
	Ret	-	3	-	1	1
	%	-	100.00%	-	100.00%	100.00%
First-Time, Full-Time Freshmen Total	N	1,216	1,093	944	1,038	1,128
	Ret	924	828	710	803	887
	%	76.00%	75.80%	75.20%	77.40%	78.60%



Completions by Race/Ethnicity: Fall 2010 to Fall 2014

		2010	2011	2012	2013	2014
Undergraduate						
White, non-Hispanic	N	872	868	890	824	908
	%	70.4%	71.6%	68.1%	69.3%	68.8%
Hispanic	N	63	47	90	99	99
	%	5.1%	3.9%	6.9%	8.3%	7.5%
Black, non-Hispanic	N	74	50	77	81	83
	%	6.0%	4.1%	5.9%	6.8%	6.3%
Asian	N	18	26	30	24	31
	%	1.5%	2.1%	2.3%	2.0%	2.3%
Native Hawaiian/ Other Pacific Islander	N	1	0	2	1	3
	%	0.1%	0.0%	0.2%	0.1%	0.2%
American Indian/ Alaskan Native	N	4	6	4	2	4
	%	0.3%	0.5%	0.3%	0.2%	0.3%
Two or More Races	N	8	10	10	14	12
	%	0.6%	0.8%	0.8%	1.2%	0.9%
Other/Unknown	N	192	202	201	143	179
	%	15.5%	16.7%	15.4%	12.0%	13.6%
Non-Resident Alien	N	7	3	3	1	1
	%	0.6%	0.2%	0.2%	0.1%	0.1%
Undergraduate Total		1,239	1,212	1,307	1,189	1,320



RIC 6-Year Graduation Rate by Race/Ethnicity for Full-Time First-Time Freshmen Cohorts Entering Fall 2003 to Fall 2007: Fall 2010 to Fall 2014

		Fall Term Cohort Entered RIC:				
		2003	2004	2005	2006	2007
White, non-Hispanic	Number Entering	807	891	869	810	770
	Number Graduating 6 yrs Later	374	424	410	359	346
	<i>6-yr Graduation Rate</i>	46.3%	47.6%	47.2%	44.3%	44.9%
Hispanic	Number Entering	57	54	61	70	108
	Number Graduating 6 yrs Later	23	22	16	28	44
	<i>6-yr Graduation Rate</i>	40.4%	40.7%	26.2%	40.0%	40.7%
Black, non-Hispanic	Number Entering	36	24	43	51	61
	Number Graduating 6 yrs Later	13	7	12	19	17
	<i>6-yr Graduation Rate</i>	36.1%	29.2%	27.9%	37.3%	27.9%
Asian	Number Entering	25	13	12	28	21
	Number Graduating 6 yrs Later	7	3	4	11	9
	<i>6-yr Graduation Rate</i>	28.0%	23.1%	33.3%	39.3%	42.9%
Native Hawaiian/ Other Pacific Islander	Number Entering	-	-	-	-	-
	Number Graduating 6 yrs Later	-	-	-	-	-
	<i>6-yr Graduation Rate</i>	-	-	-	-	-
American Indian/ Alaskan Native	Number Entering	4	1	4	2	3
	Number Graduating 6 yrs Later	1	0	0	1	1
	<i>6-yr Graduation Rate</i>	25.0%	0.0%	0.0%	50.0%	33.3%
Two or More Races	Number Entering	-	-	-	-	-
	Number Graduating 6 yrs Later	-	-	-	-	-
	<i>6-yr Graduation Rate</i>	-	-	-	-	-
Other/Unknown	Number Entering	126	66	80	114	132
	Number Graduating 6 yrs Later	54	31	31	46	53
	<i>6-yr Graduation Rate</i>	42.9%	47.0%	38.8%	40.4%	40.2%
Non-Resident Alien	Number Entering	3	0	3	5	0
	Number Graduating 6 yrs Later	2	-	1	1	-
	<i>6-yr Graduation Rate</i>	66.7%	-	33.3%	20.0%	-
Total	Number Entering	1,058	1,049	1,072	1,080	1,095
	Number Graduating 6 yrs Later	474	487	474	465	470
	<i>6-yr Graduation Rate</i>	44.8%	46.4%	44.2%	43.1%	42.9%



Support Offices and Programs Serving Minority Students

●The Unity Center

The Unity Center is the Rhode Island College multicultural center. Its mission is to promote the accessibility of educational services and the opportunity for excellence to all students through collaborative programming among its student affiliates, faculty, staff and the wider community.

●Learning for Life

Learning for Life, a collaboration of the College Crusade, Goodwill Industries of Rhode Island, College Visions, and Rhode Island College, is a multi-faceted community and college partnership. Learning for Life (L4L) will link students to a wide range of services, supports, and opportunities that will fortify them for college success and remove any challenges and obstacles that may prevent education from remaining a priority in their lives.

●Innovation Lab

The Innovation Lab presents a unique opportunity -- a catalyst for creating a vibrant shared community where new models of learning, teaching and service are developed, piloted and researched. This mutually beneficial partnership will meet the diverse needs of the residents of Central Falls; advance teaching, learning and research at Rhode Island College; and serve as an innovation laboratory for developing and piloting sustainable and replicable programs in urban education, community development and healthy communities.



Learning for Life: Persistence* Rate for Scholars

Academic year 2012-2013

- Persistence rate for scholars was 75%
- There was no difference between scholars from "underrepresented groups" and other scholars.
- 38 out of the 51 scholars who were from underrepresented groups persisted into the next semester.
- 65 out of 86 scholars who were from non - underrepresented groups persisted into the next semester.

Persistence without graduation * Minority Crosstabulation					
			Minority		Total
			No	Yes	
Persistence without graduation	NO	Count	21	13	34
		% within Minority	24.4%	25.5%	24.8%
	YES	Count	65	38	103
		% within Minority	75.6%	74.5%	75.2%
Total	Count		86	51	137
	% within Minority		100.0%	100.0%	100.0%



Career Development Services

- Career Exploration Assistance
- Advising on matching majors to careers and labor market demand
- Career and educational mapping
- Resume Preparation
- Internships
- Mentoring
- Work-Study
- Job Placement Assistance for work while attending school
- Job Fairs
- Access to Alumni network – 56,000 individuals
- Opportunities for employers to establish an on-campus presence that increases organizational visibility.



Internship Programs: Career Development Center and Office Of Student Employment

Year	2009 – 2010	2010 – 2011	2011 – 2012	2012-2013	2013-2014
Number of Paid Internship postings	60	106	125	236	318
Number of Unpaid Internship postings	160	135	228	301	354
Total Internship postings	220	241	353	537	672