



EQUITY SCORECARD METRIC INVENTORY

KEY

- No current barriers to implementation
- Some questions around definition, implementation, or availability of data need to be addressed before implementation can start
- Major barriers to implementation exist

Student Success, Access, and Equity (SASE)

Metric	Sufficiently defined?	Comparison basis available?	Data available?
Student Enrollment Equity	Y	?	Y
Retention, persistence, and graduation rates	Y	Y	Y
Financial Aid (Institutional, Merit, Need-based)	Y	Y	Y
Failure and withdrawal rates in gateway/critical/foundation courses	Y	Y	Y
Distribution in Honors	Y	Y	Y
Grade distribution by race/ethnicity	Y	Y	Y
Leadership representation	N	TBD	TBD
Participation in high-impact practices	Y	Y	Mostly

Employee Access, Success, and Equity (EASE)

Metric	Sufficiently defined?	Comparison basis available?	Data available?
Employee Demographics	Y	TBD	Y
New Hire Demographics	Y	TBD as above	Y
Employee Retention and Termination Date	N	Y	Y
Promotion Rates/Faculty Tenure and promotion rates	Y	Y	Y (for tenure-eligible faculty)
Analysis of discretionary funds	N	Y	Potentially
Employee Climate Survey			N

Education, Scholarship, and Service

Metric	Sufficiently defined?	Comparison basis available?	Data available?
Availability of equity and justice courses at different developmental levels	N		
Early & Summative Assessment of Intercultural Fluency (portfolios, IDI etc.)	Y	Y	Y
Student Climate Survey	Y	Y	Y

Infrastructure and Leadership (LI)

Metric	Sufficiently defined?	Comparison basis available?	Data available?
Budget/Spending Analysis on DEI	TBD	N	Probably
Board and Senior Leadership Demographics, Retention, and Advancement	N		
Benchmarking Against Competitors	N	Y	Y
External awards and recognitions	TBD	Y	TBD
Change in pro equity and justice policy and practices	Y	TBD	N