

Clemson University Diversity Dashboard

Juan Xu

Melissa Welborn

Clemson University

SCAIR Conference, February 24-25, 2022



Presentation Overview

- ▶ Background
- ▶ The Objectives and the Process
- ▶ A Demo
- ▶ Discussions and Q & A

Background

- ▶ Diversity Goals in Strategic Plan
- ▶ Closing the Student Success “Gap” for Underrepresented student groups.
- ▶ Request from AVP, Strategic Diversity Leadership, College representatives – Plan Administrators.
- ▶ Multiple Reports
 1. Student Diversity
 2. Employee Diversity: One for Colleges and the other for Non-Colleges
 3. Undergraduate Retention and Graduation
- ▶ Different Formats: Some in Excel; the last in Tableau
- ▶ Hard to maintain/update.
- ▶ Lack of Flexibility

The Objectives and Process

- ▶ Improve User Experience by using one single platform
- ▶ More systematic/sustainable
- ▶ Learning from peers at the 2020 AIR Forum
- ▶ [Tufts University's example](#) (Public)
- ▶ Stakeholder Review
- ▶ Refinement
- ▶ Presentation
- ▶ Next Steps

A Demo

[Clemson University Diversity Dashboard](#)

(Clemson Log-in Required)

Discussion, Q & A

- ▶ Employee Classification: Faculty/Staff, where librarians fit?
- ▶ Data Definitions: IPEDS Race/Ethnicity, Not everyone on campus understands how race and ethnicity is identified, how URM is defined.
- ▶ Change of terms: “Non-Resident Alien” – Non-resident Non-citizen/national.
- ▶ Examined and improved the reporting of international employees.
- ▶ Contact emails:
 - ▶ jxu2@clemson.edu
 - ▶ welbor4@clemson.edu