

Achieving Inclusive Excellence



December 1, 2015

Since its founding in 1925, Salisbury University has traditionally attracted primarily white students, faculty and staff. Recognizing a need to increase students' opportunities to gain competency in learning about and working with diverse cultures and expanding access to college, SU President Janet Dudley-Eshbach launched a cultural diversity initiative within the first year of her arrival on campus in 2000. In an early letter to the campus, President Dudley-Eshbach stated: "What needs to happen on this campus is no less than a transformation in terms of inclusiveness, campus climate, and dialogue within our SU community," and she later announced the creation of an Office of Diversity.



When President Dudley-Eshbach arrived on our campus, Salisbury University was the least racially diverse of the "traditionally white institutions" within the University System of Maryland. During her tenure, President Dudley-Eshbach has provided transformational leadership, implementing a strategic vision that has resulted in the institution's growth in size and reputation. Part of her vision included a more diverse, international and inclusive campus – and many initiatives were implemented to support these goals:

Looking Back: Salisbury University's Commitment to Diversity

- 2001** President Janet Dudley-Eshbach launches Presidential Diversity Initiative.
- 2002** Position of Director of International Education is created.
- 2004** Director position and Office of Diversity are created. The office is organizationally housed in the Division of Academic Affairs, reporting directly to the Provost.
- 2007** A five-year pilot study of an SAT/ACT optional admissions policy is conceived and implemented. The test-optional policy aims to broaden access for high-achieving students who have been historically underrepresented in higher education.
- The annual President's Diversity Award program is established to recognize the achievements and service of members of the campus community who make extraordinary contributions to promote the appreciation and understanding of cultural diversity.
- 2008** The Multiethnic Student Services office is renamed Multicultural Student Services to reflect the increasing diversity of cultural groups on the SU campus.
- 2009** President Dudley-Eshbach, in consultation with a diverse group of students, faculty and staff, further emphasizes the Office of Diversity, placing it as a function of the President's Office.
- The University Governance Consortium and its Cultural Diversity Committee replace the former SU Assembly Committee on Multi-Ethnic Concerns.
- The International Education Strategic Plan (2009-2013) is established. The international strategic plan is aligned and embedded throughout SU's mission and institutional Strategic Plan.
- The University Strategic Plan for 2009-2013 is released and demonstrates a continuing strong commitment to diversity.
- The first Hispanic Student Initiative is developed.
- SU unveils on campus a bronze sculpture of Eastern Shore native Harriett Tubman.
- 2010** SU is awarded a \$1.2 million TRIO grant by the U.S. Department of Education to help enhance student retention initiatives on campus as part of the University's Achieve Student Support Services program.
- The Salisbury University English Language Institute (ELI) was created as a major strategic initiative to stem the steady decline in the percentage of non-immigrant international students in the SU student population over the previous decade.
- 2011** Following a five-year pilot study, the University System of Maryland Board of Regents approves continuation of SU's test-optional policy for high-achieving students.
- The *Hispanic Outlook in Higher Education Magazine* features President Dudley-Eshbach and highlights her commitment to a diverse campus.
- 2013** The Office of Institutional Equity: Fair Practices, Diversity and Inclusion is created as an enhancement to the Office of Diversity.
- The Safe Space program is piloted. It aims to reduce the often unwelcoming and even hostile environments in which LGBTQIA people navigate; it builds upon the Horizons program, the original campus initiative promoting awareness of LGBT issues on campus.
- 2014** The Latino Student Initiative highlights accomplishments in five years since the Hispanic Initiative launch. Safe Space program is fully implemented at SU.
- 2015** A renewed Cultural Diversity and Inclusion Committee of the Consortium is assembled. Initial initiatives include the development of a Diversity Statement and the creation of an Inventory of Diversity Initiatives.
- Campus Safe Space seating area is dedicated to Dr. Polly Stewart, founder of SU's Horizons program.

Where We Are Today: Diversity by the Numbers

Facts and figures as of December 1, 2015

STUDENTS		FACULTY	
8,671 TOTAL STUDENTS 	68 COUNTRIES 	BETWEEN 2005 AND 2015: GROWTH IN SU FACULTY 22.6% ALL FACULTY 89.7% MINORITY FACULTY	IN FALL 2015: PERCENT OF SU'S TENURED/TENURE-TRACK FACULTY FROM MINORITY BACKGROUNDS*
FALL 2015: PERCENT OF SU STUDENTS FROM MINORITY RACE OR ETHNICITY CATEGORIES* 27.5% UNDERGRADUATE STUDENTS 26.7% UNDERGRADUATE AND GRADUATE STUDENTS	BETWEEN 2005 AND 2015: GROWTH IN SU UNDERGRADUATE ENROLLMENT 21.9% ALL STUDENTS 103.1% MINORITY STUDENTS	BETWEEN 2005 AND 2015: GROWTH IN SU NON-TENURE-TRACK FACULTY 37.1% ALL FACULTY 190.9% MINORITY FACULTY	17.1% ALL FACULTY
BETWEEN 2005 AND 2015: GROWTH IN SU GRADUATE ENROLLMENT 43.7% ALL STUDENTS 89.9% MINORITY STUDENTS	FALL 2015: TOTAL STUDENT POPULATION 59% FEMALE 41% MALE	EXCELLENCE & VALUE	
STAFF		AVERAGE INCOMING GPA 3.69	
IN FALL 2015: PERCENT OF SU STAFF MEMBERS FROM MINORITY BACKGROUNDS* 36.3% ALL STAFF 	BETWEEN 2005 AND 2015: GROWTH IN SU STAFF 24.1% ALL STAFF 23.8% MINORITY STAFF	MID 50% SAT RANGE (3-PART): 1640-1810 (MATH + READING + WRITING)	AVERAGE (3-PART) SAT: 1730 (MATH + READING + WRITING)
<p>Diversity and inclusion are core values of Salisbury University. A diverse and inclusive campus community brings irreplaceable value to our educational experience and work environment, and strengthens us all. Diversity encompasses more dimensions than just the legally protected categories. All people have talent and potential that are spread across communities and groups, locally and globally. Inclusion means creating an environment of respect, connection and involvement among people with different experiences and perspectives. We strive to create a truly diverse and inclusive environment where the richness of ideas, backgrounds and perspectives of our community is harnessed to create value for our institution, today and in the future.</p>		DURING PRESIDENT DUDLEY-ESHBACH'S TENURE, SU HAS CONSISTENTLY RANKED AMONG: U.S. NEWS & WORLD REPORT'S BEST COLLEGES (19 CONSECUTIVE YEARS) THE PRINCETON REVIEW'S BEST COLLEGES (17 CONSECUTIVE YEARS) KIPLINGER'S PERSONAL FINANCE TOP 100 BEST VALUES IN PUBLIC COLLEGES (7 CONSECUTIVE YEARS)	
FULL-TIME FACULTY 416		95% OF TENURED/TENURE-TRACK FACULTY HAS DOCTORAL OR TERMINAL DEGREE	

* ■ AFRICAN AMERICAN/BLACK ■ AMERICAN INDIAN OR ALASKA NATIVE ■ ASIAN ■ HISPANIC/LATINO ■ WHITE ■ NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER ■ TWO OR MORE RACES ■ NONRESIDENT ALIEN