



EASTERN

A R I Z O N A

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C O L L E G E

**EAC Diversity and Inclusion Scorecard**

Updated October 2021

# EAC Diversity and Inclusion Scorecard

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## EAC Diversity and Inclusion Scorecard: Demographics

	Eastern Arizona College Students (Fall 2020)			Eastern Arizona College Employees (Fall 2020)						2020 Census Estimate		
	Graham	Greenlee	Gila	Graham		Greenlee**		Gila		Graham	Greenlee	Gila
				Faculty	Staff*	Faculty	Staff*	Faculty	Staff*			
<i>Population</i>	2,968	93	1,331	156	290	3	-	68	57	38,533	9,563	53,272
White (not Hispanic or Latino)	66.9%	40.9%	63.4%	88.5%	82.1%	100.0%		88.2%	82.5%	51.0%	45.5%	61.6%
Hispanic/Latino	20.4%	43.0%	17.9%	8.3%	13.4%	0.0%		7.4%	12.3%	33.2%	47.7%	18.9%
American Indian and Alaska Native	5.3%	4.3%	8.9%	0.0%	1.0%	0.0%		2.9%	5.3%	13.5%	4.1%	18.2%
Black or African American	1.7%	2.2%	0.3%	0.6%	1.7%	0.0%		1.5%	0.0%	1.9%	2.1%	0.8%
Two or More Races	1.0%	0.0%	4.0%	0.6%	0.0%	0.0%		0.0%	0.0%	2.0%	2.7%	1.7%
Non-Resident Alien	0.8%	0.0%	0.2%	0.0%	0.0%	0.0%		0.0%	0.0%	N/A	N/A	N/A
Asian	0.6%	0.0%	1.2%	1.3%	0.7%	0.0%		0.0%	0.0%	0.7%	0.8%	0.9%
Native Hawaiian or Pacific Islander	0.6%	0.0%	0.4%	0.6%	1.0%	0.0%		0.0%	0.0%	0.2%	0.1%	0.1%
Unknown/Other	2.8%	9.7%	3.8%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%
Female	62.9%	57.0%	67.8%	60.9%	54.5%	100.0%		60.3%	49.1%	46.4%	48.2%	50.4%
Male	37.1%	43.0%	32.2%	39.1%	45.5%	0.0%		39.7%	50.9%	53.6%	51.8%	49.6%

**Notes:**

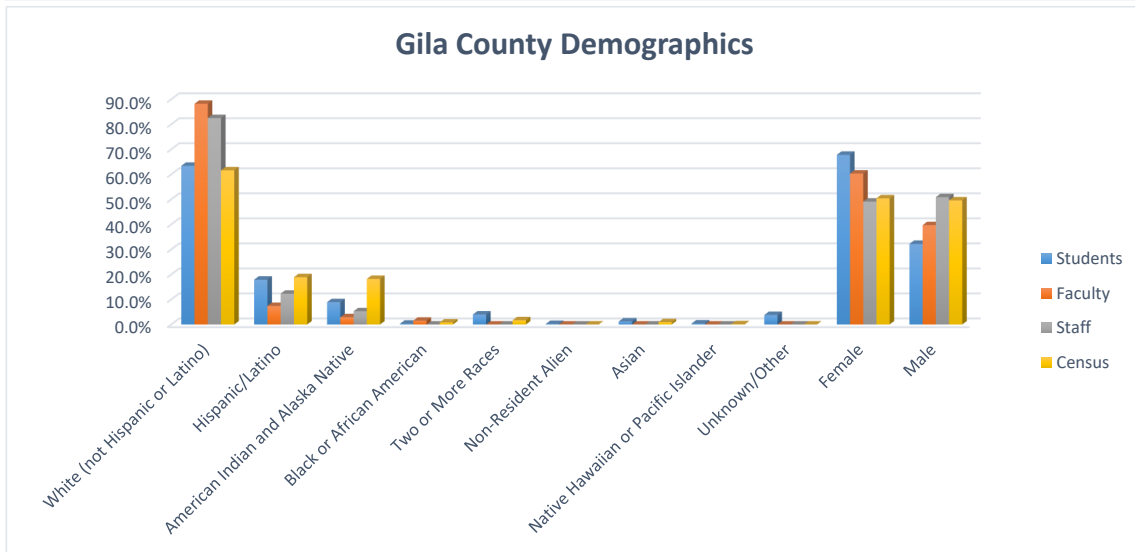
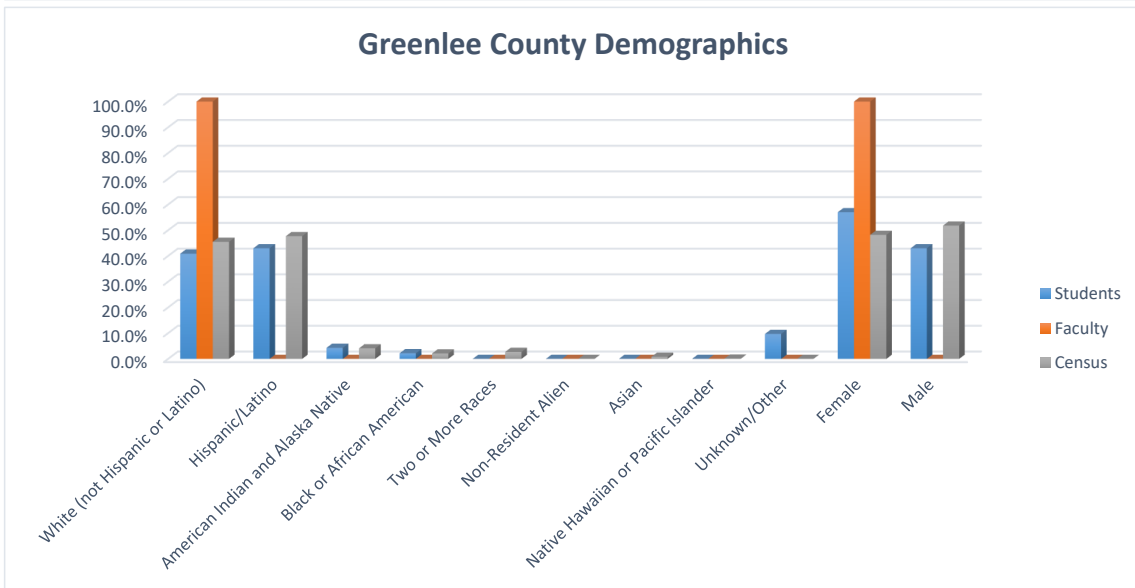
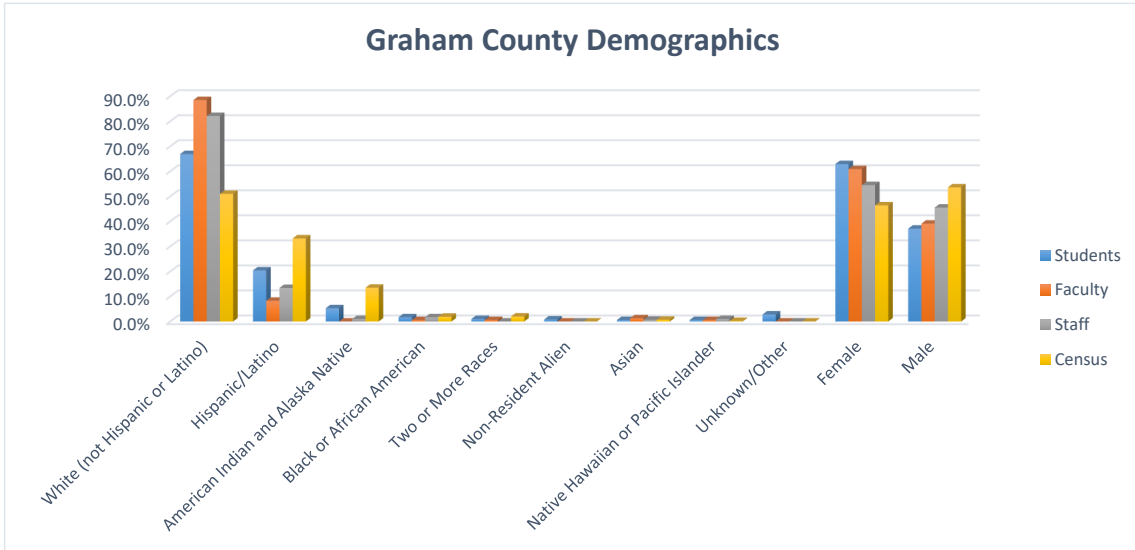
\*Staff includes administration and others without teaching responsibilities

\*\*The majority of courses in Greenlee county are synchronous, with an instructor from the Main (Graham/Thatcher) Campus

<https://www.census.gov/quickfacts/fact/table/AZ.grahamcountyarizona,greenleecountyarizona,gilacountyarizona/RHI725219>

Red- demographic under-represented by 10% or more as compared to the county census

## EAC Diversity and Inclusion Scorecard: Demographics



## EAC Diversity and Inclusion Scorecard: Student Retention & Success

Full-Time Student Headcount	Fall 2020	
	Count	%
White (not Hispanic or Latino)	778	59.8%
Hispanic/Latino	270	20.8%
American Indian and Alaska Native	112	8.6%
Black or African American	37	2.8%
Native Hawaiian or Pacific Islander	11	0.8%
Asian	11	0.8%
Two or More Races	16	1.2%
Non-Resident Alien	24	1.8%
Unknown/Other	42	3.2%
Female	838	64.4%
Male	463	35.6%
Pell Recipients	582	44.7%
1st generation students	641	49.3%

Part-Time Student Headcount	Fall 2020	
	Count	%
White (not Hispanic or Latino)	2091	67.6%
Hispanic/Latino	612	19.8%
American Indian and Alaska Native	166	5.4%
Black or African American	18	0.6%
Native Hawaiian or Pacific Islander	11	0.4%
Asian	23	0.7%
Two or More Races	67	2.2%
Non-Resident Alien	1	0.0%
Unknown/Other	102	3.3%
Female	1986	64.3%
Male	1105	35.7%
Pell Recipients	278	9.0%
1st generation students	462	14.9%

Full-time Fall-to-Fall Retention Rate	Fall 2020	
	Count	%
White (not Hispanic or Latino)	404	44.4%
Hispanic/Latino	147	34.9%
American Indian and Alaska Native	42	41.2%
Black or African American	13	13.0%
Native Hawaiian or Pacific Islander	9	64.3%
Asian	9	47.4%
Two or More Races	13	46.4%
Non-Resident Alien	16	61.5%
Unknown/Other	20	41.7%
Female	432	53.2%
Male	242	25.5%
Pell Recipients	270	43.8%
1st generation students	139	43.0%

First-time Full-time 150% Completion Rate or transfer to FY 2020 (Includes all degrees and certificates conferred in the fiscal year)	Fall 2017 Cohort		Fall 2017 Cohort	
	Completers	%	Completers or Transfer	%
White (not Hispanic or Latino)	90	50.8%	114	64.4%
Hispanic/Latino	36	54.5%	42	63.6%
American Indian and Alaska Native	9	32.1%	15	53.6%
Black or African American	16	39.0%	30	73.2%
Native Hawaiian or Pacific Islander	2	18.2%	4	36.4%
Asian	0	0.0%	0	0.0%
Two or More Races	1	33.3%	1	33.3%
Non-Resident Alien	6	54.5%	8	72.7%
Unknown/Other	1	9.1%	5	45.5%
Female	34	33.3%	53	52.0%
Male	127	51.2%	166	66.9%
Pell Recipients	27	22.0%	63	51.2%
1st generation students	18	36.0%	27	54.0%

**Notes:**

The overall retention rate of full-time students from fall 2019 to fall 2020 is 40.4%, down from 61.9% last year. Peer comparison for Fall 2020 is pending.

The 150% of time graduation rate for the fall 2017 first-time, full-time cohort is 46%, up from 39.9% last year. This compares to a national average of 28.9% according to the National Community College Benchmarking Project.

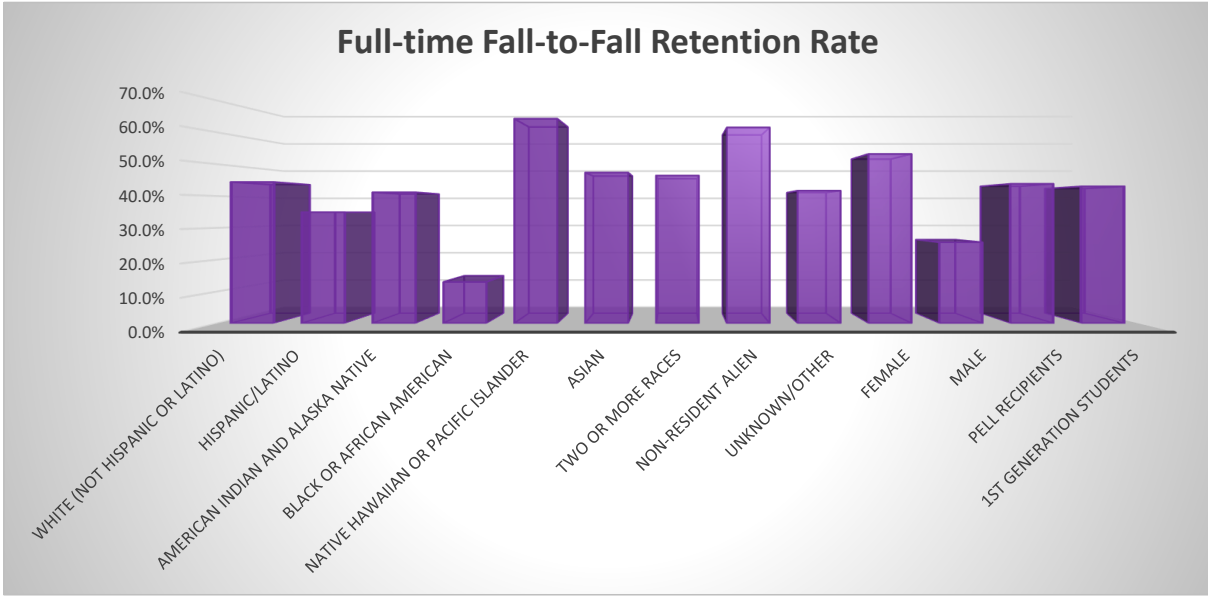
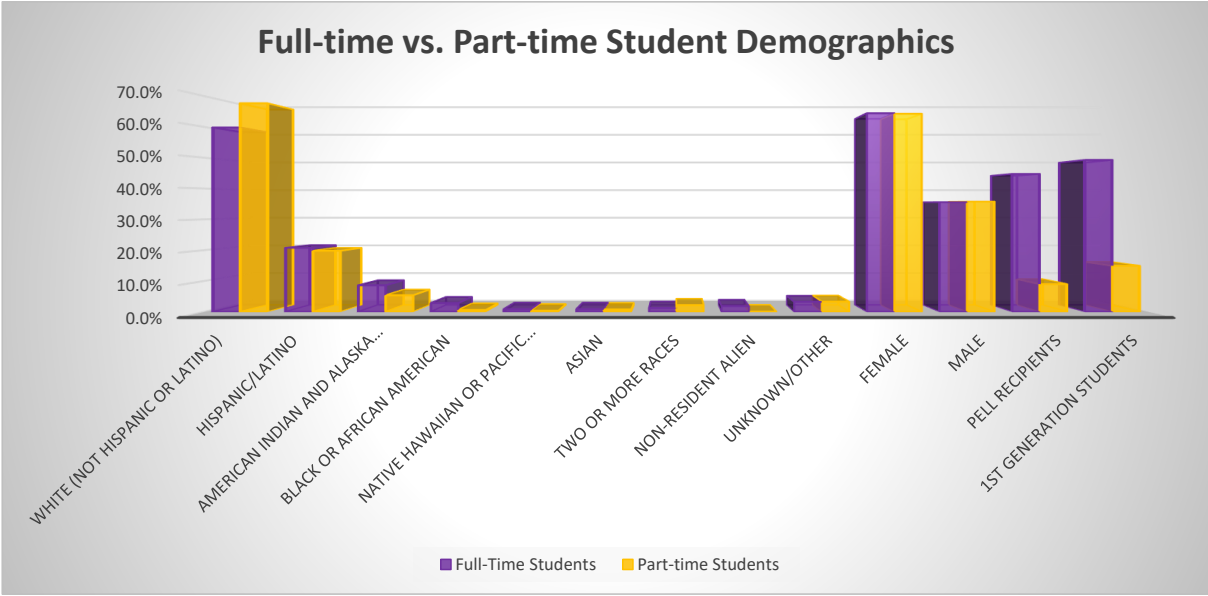
The 150% of time graduation rate or transfer for the fall 2017 first-time, full-time cohort is 62.6%. This compares to a national average of 44.5% according to the National Community College Benchmarking Project.

*Green indicates notably higher (>10%) retention, completion or completion/transfer rates as compared to aggregate.*

*Red indicates notably lower (>-10%) retention, completion or completion/transfer rates as compared to aggregate.*

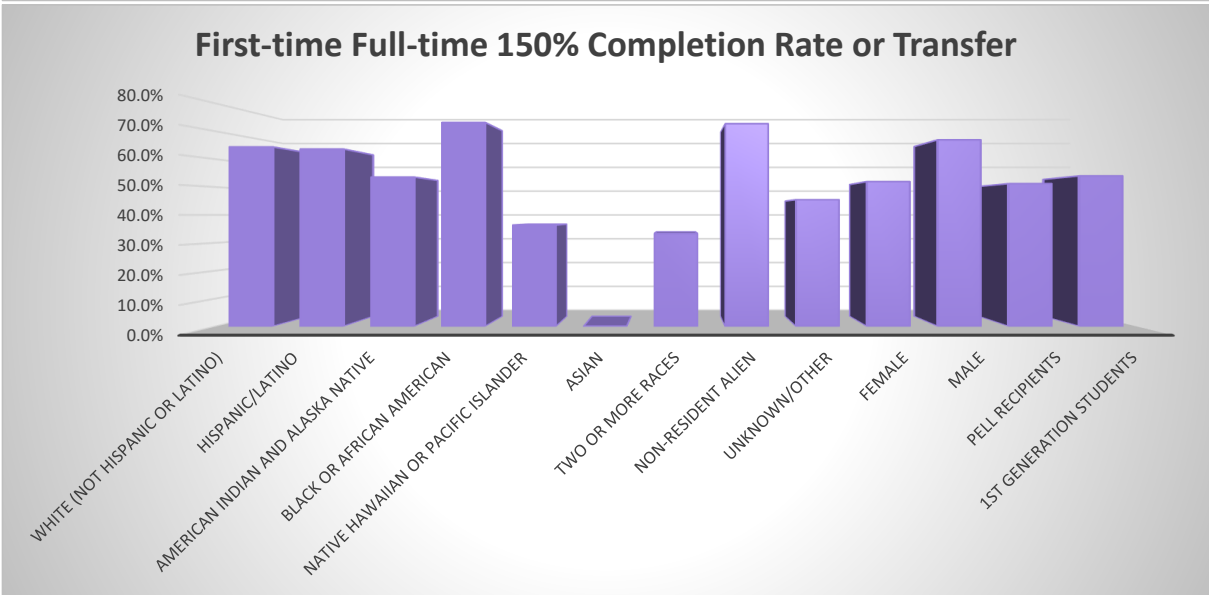
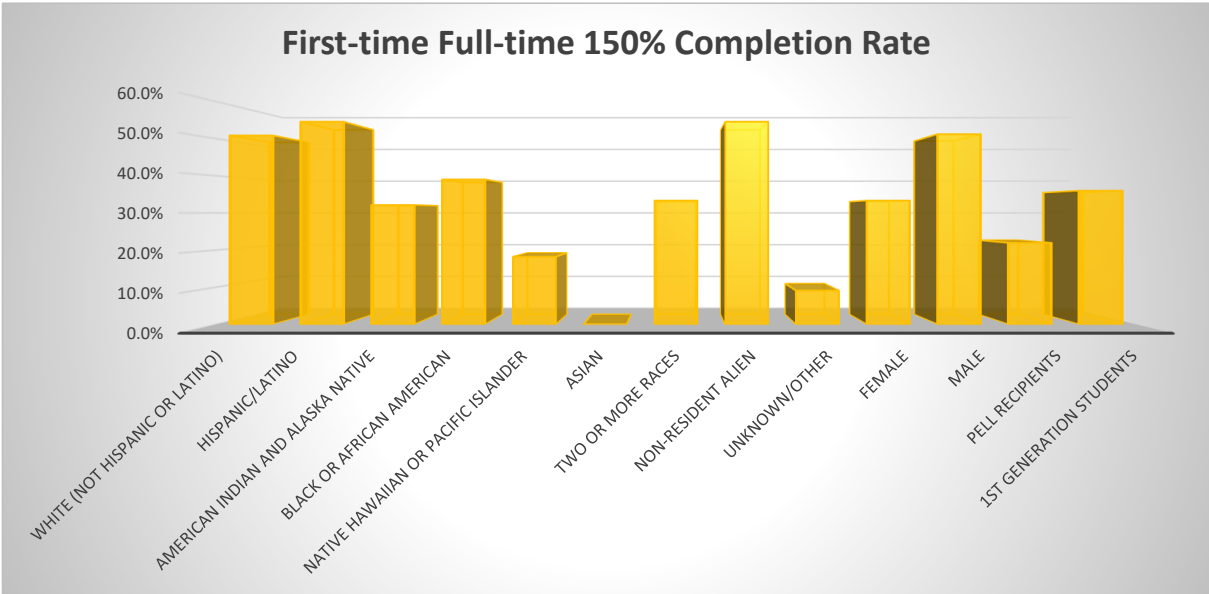
# EAC Diversity and Inclusion Scorecard: Student Retention & Success

## Fall 2020



# EAC Diversity and Inclusion Scorecard: Student Retention & Success

## Fall 2020



## EAC Diversity and Inclusion Scorecard: Survey Measures

	Measure	Current Mean	Prior Year Mean	Variance to Prior Survey	Mean Scores for Peers (benchmark)	Comments	Strengths/Areas of Improvement
<b>Employees</b>	1) The extent to which the institution effectively promotes diversity in the workplace.	4.08		3%	3.88	Satisfaction scale 1-5	Strengths: *EAC mean scores are higher than peers
	2) The extent to which my supervisor is open to the ideas, opinions, and beliefs of everyone.	4.39		2%	4.08	Satisfaction scale 1-5	
	3) The extent to which student ethnic and cultural diversity are important at this institution.	4.17		1%	4.08	Satisfaction scale 1-5	*EAC means are increasing as compared to prior years.
	4) The extent to which my work team provides an environment for free and open expression of ideas, opinions and beliefs.	4.22		2%	3.84	Satisfaction scale 1-5	Areas of Improvement: *The lowest mean relates to curriculum adequately preparing students for the diverse global economy.
	5) The extent to which the curriculum adequately prepares students for the diverse global economy.	4.04		N/A	N/A	Satisfaction scale 1-5; new question in 2018	
	6) The extent to which there is a sense of belonging and community at EAC	4.21		N/A	N/A	Satisfaction scale 1-5; new question in 2018	
	7) The extent to which interactions between students and employees facilitate knowledge and acceptance of those from different backgrounds.	4.23		N/A	N/A	Satisfaction scale 1-5; new question in 2018	
		8) The extent to which EAC represents the diversity of the community it serves	4.11		N/A	N/A	Satisfaction scale 1-5; new question in 2018
<b>Students</b>	1) Most students feel a sense of belonging here.	5.91	5.90	0%	5.59	Satisfaction scale 1-7; Hispanic/Latino and American Indian higher mean than aggregate; Asian and Black/African American lower mean	Strengths: *EAC mean scores are higher than peers
	2) People on this campus respect and are supportive of each other.	6.13	6.06	1%	5.78	Satisfaction scale 1-7; Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, American Indian, Black/African American lower mean	
	3) Faculty are fair and unbiased in their treatment of individual students.	6.02	5.97	1%	5.71	Satisfaction scale 1-7; Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, American Indian, Black/African American lower mean	*The mean scores for Hispanic and Native Hawaiian/Pacific Islander students are higher than the aggregate means in most areas.
	4) The campus is safe and secure for all students.	6.36	6.16	3%	5.87	Satisfaction scale 1-7; Hispanic/Latino and Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, American Indian, Black/African American lower mean	
	5) Students are made to feel welcome on this campus.	6.26	6.30	-1%	5.92	Satisfaction scale 1-7; Hispanic/Latino and Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, American Indian, Black/African American lower mean	Areas of Improvement: *The mean scores for American Indian, Asian, and Black/African American students are lower than the aggregate means in most areas.  *Declining mean scores in yellow highlighted areas should be monitored.
	6) The college shows concern for students as individuals.	5.97	5.89	1%	5.40	Satisfaction scale 1-7; American Indian and Native Hawaiian/Pacific Islander higher mean than aggregate	
	7) It is an enjoyable experience to be a student on this campus.	6.22	6.26	-1%	5.84	Satisfaction scale 1-7; Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, American Indian, Black/African American lower mean	
	8) Faculty care about me as an individual.	6.08	6.07	0%	5.63	Satisfaction scale 1-7; Black/African American, Hispanic, Native Hawaiian/Pacific Islander higher mean than aggregate; Asian lower mean	
	9) Faculty are understanding of students' unique life circumstances.	5.94	5.94	0%	5.58	Satisfaction scale 1-7; Native Hawaiian/Pacific Islander higher mean than aggregate; American Indian, Asian lower mean	
	10) Faculty take into consideration student differences as they teach a course.	5.87	5.84	1%	5.5	Satisfaction scale 1-7; Hispanic, Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, Black/African American lower mean	
	11) The campus staff are caring and helpful.	6.23	6.24	0%	5.85	Satisfaction scale 1-7; Hispanic higher mean than aggregate; American Indian, Asian, Black/African American lower mean	
	12) As a student, I feel that I have gained insight into diverse perspectives and cultures.	5.86	N/A	N/A	N/A	Satisfaction scale 1-7; New question in 2021;	
	13) Institution's commitment to under represented populations	5.82	6.00	-3%	N/A	Satisfaction scale 1-7; Native Hawaiian/Pacific Islander higher mean than aggregate; Asian, Black/African American lower mean	
		14) How do you rate how safe you felt on campus during your studies at EAC?	4.58	4.50	2%	N/A	Agreement scale 1-5

**Description of Measures**

**Employees**

Measures 1-8 are from the Personal Assessment of Collegiate Environment (PACE) Survey. There was a 39% response rate in 2018 (N=293). PACE 2021 scheduled for November.

**Students**

Measures 1-13 are from the Noel Levitz Survey. There was a 26% response rate in 2021 (N=132)

Measure 14 is from the 2020 Graduate Exit Survey. There was a 24% response rate in 2017 (N=104)

**Other Information**

yellow indicates attention needed, mean score is relatively low or there is a decline in mean score as compared to prior survey

purple indicates the measure that is substantially higher than the mean of peer institutions