Enrollment, Recruitment, and Retention

Enrollment 2019-2020

Fall Enrollment Racial and Ethnic Diversity, Pre-50in5 to 2019-2020

<table>
<thead>
<tr>
<th>Year</th>
<th>Ethnic (%)</th>
<th>Denominational (%)</th>
<th>Colleges (%)</th>
<th>LGBTQ (%)</th>
<th>Other (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-2019</td>
<td>17%</td>
<td>30%</td>
<td>16%</td>
<td>10%</td>
<td>20%</td>
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<tr>
<td>2019-2020</td>
<td>21%</td>
<td>24%</td>
<td>16%</td>
<td>10%</td>
<td>20%</td>
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</tbody>
</table>

Recruitment Summary

2019-2020
59 events
Ethnic (30%)
Denominational (24%)
Colleges (16%)
LGBTQ (10%)
Other i.e. grad fairs, religious, civic, social justice (20%)

2018-2019
56 events
Ethnic (24%)
Denominational (17%)
Diversity Training

Staff
Our staff, including President Wolfe, have participated in 4 of 6 day-long diversity, equity, and inclusion workshops. The last two workshops will take place in January and February. The workshops are modeled after our Identity, Power, & Difference curriculum and taught by facilities who have taught this particular course.

Faculty
All of our faculty, including Dean of the Faculty Lee, have participated in the first two of five workshops led by Stephen Lewis of FTE. The design has addressed long-standing issues preventing effective cooperative faculty work on diversity, core commitments to valuing diverse scholarship and diverse classrooms, and will address best practices for instructors when diverse classrooms experience conflict.

Board of Trustees
Our trustees voted to participate in diversity, equity, and inclusion workshops as well. A subcommittee of the board is in conversation to begin the workshops in 2020.

Employment

Recruitment
We continue to post jobs on diverse media sites. When we post on HigherEd Jobs, we pay an additional fee to notify candidates that we are an institution that intentionally seeks a diverse workforce. In addition to Iliff, we post at the following schools:

- Regis University
- Colorado College
- CU Boulder
- CU Denver
- University of Northern Colorado
- Metro State
- New Mexico State
- University of New Mexico
- Washburn University
- University of Chicago
- Morehouse
- Northwestern University
- University of Michigan
Application
In our application process, we continue to strive for racially and ethnically diverse search committees. We also include questions to evaluate the applicant’s cultural sensitivity and humility.

Hiring
We continue to intentionally seek to hire a diverse workforce.

Teaching

Course design
Faculty, including both core and adjunct faculty, have been encouraged to revisit their syllabi for the purpose of enlarging the diversity of scholarship in assigned readings. Several faculty made changes in required fall 2019 courses.

Support for Students

Faculty of Color began to host a gathering for students of color one evening each Gathering Days. Held in a faculty member’s home, with all of the faculty of color participating, these evenings provide opportunity to develop relationships, learn about how faculty have dealt with common issues experienced by persons of color in academia, and problem-solve specific concerns at Iliff. These are supported financially by the Dean of the Chapel’s budget.