Barnes & Thornburg Comparisons to Support Special Investigation

April 2021

Agenda

- ▸ Comparison Findings
- ▸ Supporting Materials

This set of materials focuses on VMI's historical data across a set of key educational metrics relative to several comparison groups

Introduction to the Materials

- The purpose of these materials is to produce an objective, fact-based report, grounded in publicly-available data, of VMI across a range of educational metrics relative to comparison groups of other Virginia higher education institutions, other military academies, the armed forces at large, and the general population of Virginia.
- Educational metrics include:
  - Student diversity
  - Student outcomes
  - Faculty and Staff diversity
- Comparison groups were determined in accordance with the Special Investigation Team's objectives and include[1]:
  - Public institutions in the state of Virginia (15 institutions)
  - Private, not-for-profit institutions in the state of Virginia[2] (25 institutions)
  - Military institutions in the United States (5 Federal Service Academies and 5 Senior Military Institutions)
  - Armed Forces of the United States (Active Duty and Selected Reserve)
  - General populations in Virginia (State of Virginia, Cities of Lexington and Lynchburg)

- Data for the Virginia higher education institutions and the military academies is obtained from the State Council of Higher Education for Virginia (SCHEV) and the Integrated Postsecondary Education Data System (IPEDS). These sources were selected due to the breadth of institution-level data reported and reliability of comparisons across institutions
  - Data differs in some cases by source. Differences across sources are noted where relevant
  - IPEDS data is reflective of final release data available as of February 15, 2021. Preliminary release data for academic year 2019 was recently reported, but not included in this analysis due adjustments that may be made to any institution's data prior to final release status
- Data for the military community is obtained from the 2019 Demographics Report published by the Department of Defense (DoD), Office of the Deputy Assistant Secretary of Defense for Military Community and Family Policy (ODASD (MC&FP))
- Data for the general population of Virginia and select cities is obtained from the U.S. Census Bureau
- Materials compare VMI historical data of key educational metrics against comparison groups, as cited, primarily focused on racial and ethnic diversity. Gender and income are also considered as dimensions of diversity in some instances
- Some comparisons that would be pertinent to the Special Investigation Team's charge are not feasible due to data availability. A key gap in public reporting relates to the number of applicants, admitted students, and yielded students by race and ethnicity category
- For definitions of race and ethnicity categories used throughout the materials, please refer to the "Supporting Materials" section
- The Virginia comparison groups were created based on the institutions that are classified as public or private not-for-profit institutions and reported in the SCHEV database
- Most comparisons between VMI and the designated comparison groups are presented using median values as a measure of central tendency to reduce the potential impact of extreme outliers or especially large schools skewing the metric values. Comparisons show VMI relative to the median school rather than the average or combined value for the comparison group. This methodology presents a more measured and generally-accepted representation of the data
- Data findings are reported objectively and should be considered in the context of other aspects of the Special Investigation Team's findings

1. Full lists of institutions within each comparison group may be found in the "Supporting Materials" section
2. This group will be referred to as "VA Private" institutions for brevity in the following pages

Source: SCHEV

The following materials include data findings for metrics related to student diversity, student outcomes, and faculty and staff diversity

SECTION A
Student Diversity

1. How does the composition of the student body at VMI compare to the demographics of comparison institutions, the armed forces, and the general population of Virginia in terms of race and ethnicity?
2. Has the student body changed in composition over a 3-5 year time period? Have changes varied by racial or ethnic groups?
3. What is the composition of entering students by race and ethnicity category at VMI and comparison institutions? How do admissions metrics compare for male vs. female students?
4. How does VMI compare to other Virginia and Military institutions in terms of financial accessibility?

SECTION B
Student Outcomes

1. How do VMI's student retention rates for various demographic groups compare to those of other institutions?
2. Are there differences in graduation rates by race or ethnicity? How do graduation rates by race and ethnicity category differ for each comparison group?
3. Are completions across fields of study skewed toward a particular race or ethnicity?

SECTION C
Faculty and Staff Diversity

1. How does the faculty and staff racial/ethnic makeup at VMI compare to other institutions?
2. How does the composition of faculty and staff vary over 3-5 year periods?
3. What is the composition of recent hires by race and ethnicity category and how has this changed over the past 3-5 years?

Agenda

▸ Introduction

▸ Supporting Materials

VMI had a higher percentage of White students in its student body relative to comparison groups in Fall 2020

Student Diversity at VMI and Comparison Groups (1 of 7)

Legend:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Foreign
- Hispanic or Latinx
- Multi-Race
- White / Unknown/Unreported[2]

Chart values:

VMI (1,698): White/Unknown/Unreported 75%, Hispanic or Latinx 8%, Black or African American 6%, Asian or Pacific Islander 5%, Multi-Race 3%, Foreign 2%

VA Public Institutions (173,142): White/Unknown/Unreported 56%, Hispanic or Latinx 9%, Black or African American 15%, Asian or Pacific Islander 11%, Multi-Race 5%, Foreign 4%

VA Private Institutions (84,297): White/Unknown/Unreported 71%, Hispanic or Latinx 7%, Black or African American 15%, Asian or Pacific Islander 2%, Multi-Race 3%, Foreign 2%

Military Institutions[1] (123,292): White/Unknown/Unreported 67%, Hispanic or Latinx 16%, Black or African American 4%, Asian or Pacific Islander 7%, Multi-Race 4%, Foreign 3% — 100%

1. Data displayed for U.S. Military institutions is from Fall of 2018, due to IPEDS data availability
2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from IPEDS has been combined in the same manner to allow for direct comparison

Source: SCHEV; IPEDS

VMI had a higher percentage of White students in its student body relative to comparison groups in Fall 2020

Student Diversity at VMI and Comparison Groups (2 of 7)

	VMI	VA Public Institutions	VA Private Institutions	Federal Service Academies[1,3]	Senior Military Institutions[1,4]
Total	1,698	173,142	84,297	15,504	106,688
Foreign	2%	4%	2%	1%	3%
Multi-Race	3%	5%	3%	6%	4%
Asian or Pacific Islander	5%	11%	15%	7%	7%
Black or African American	6%	15%	2%	8%	4%
Hispanic or Latinx	8%	9%	7%	11%	16%
White / Unknown/Unreported[2]	75%	56%	71%	65%	67%

← 100%

Legend:
- American Indian or Alaskan Native
- Black or African American
- Hispanic or Latinx
- White / Unknown/Unreported[2]
- Asian or Pacific Islander
- Foreign
- Multi-Race

1. Data displayed for Federal Service Academies and Senior Military institutions is from Fall of 2018, due to IPEDS data availability
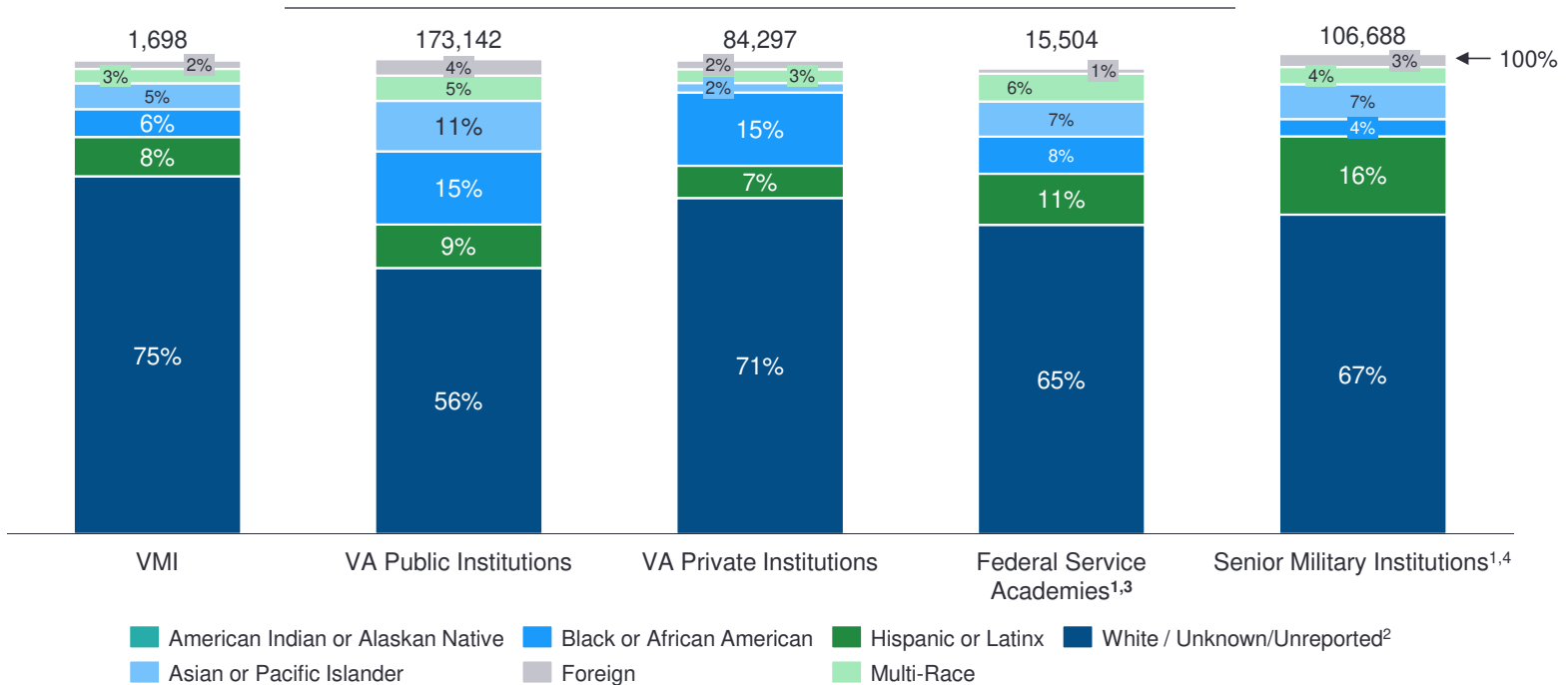2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from IPEDS has been combined in the same manner to allow for direct comparison
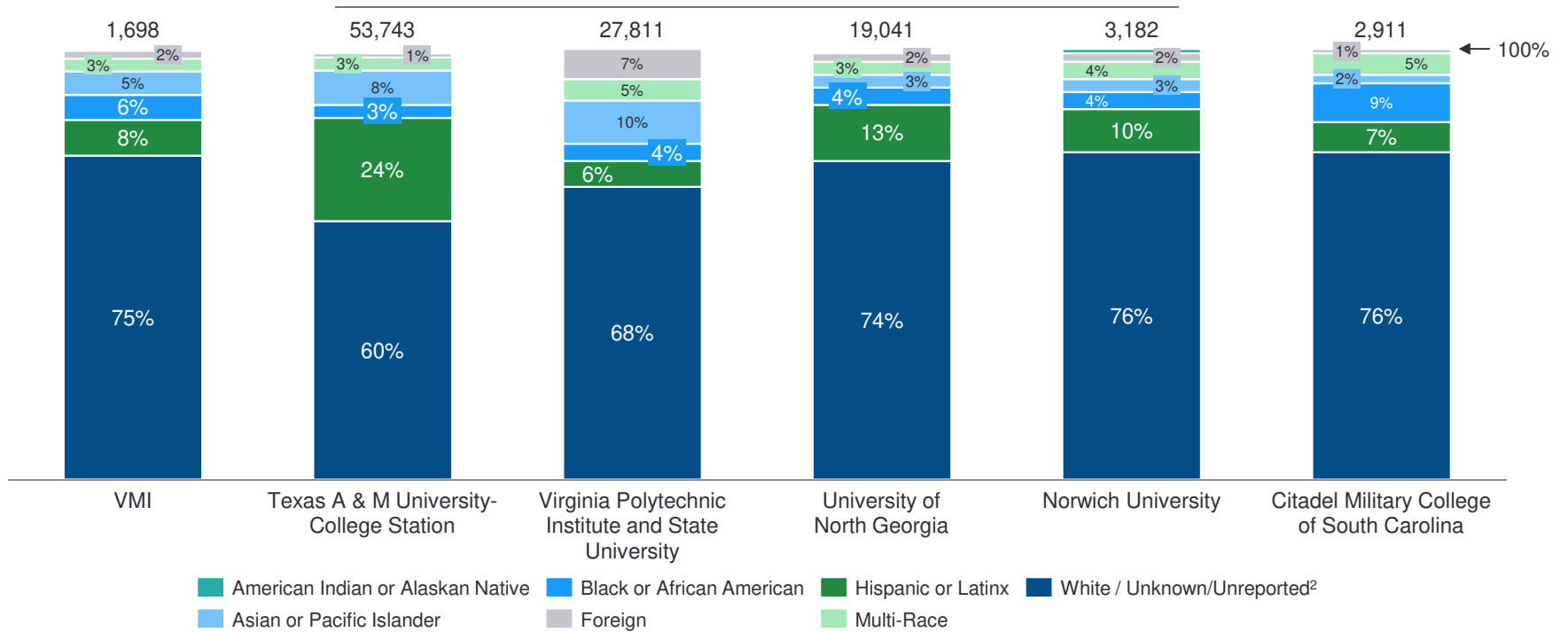
3. Federal Service Academies include U.S. Airforce Academy, U.S. Coast Guard Academy, U.S. Merchant Marine Academy, U.S. Military Academy, and U.S. Naval Academy
4. Senior Military Institutions include Norwich University, Texas A&M University, The Citadel, University of North Georgia, and Virginia Polytechnic Institute & State University

Smaller military institutions, such as VMI, Citadel, and Norwich, had higher percentages of White students than most larger institutions

Student Diversity at VMI and Comparison Groups (3 of 7)

	VMI	Texas A & M University-College Station	Virginia Polytechnic Institute and State University	University of North Georgia	Norwich University	Citadel Military College of South Carolina
Total	1,698	53,743	27,811	19,041	3,182	2,911
Foreign	2%	1%	7%	2%	2%	1%
Multi-Race	3%	3%	5%	3%	4%	5%
Asian or Pacific Islander	5%	8%	10%			2%
Black or African American	6%	3%	4%	4%	3%	9%
Hispanic or Latinx	8%	24%	6%	13%	10%	7%
White / Unknown/Unreported[2]	75%	60%	68%	74%	76%	76%

← 100%

Legend:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Foreign
- Hispanic or Latinx
- Multi-Race
- White / Unknown/Unreported[2]

1. Data for the five Senior Military Institutions show figures from Fall 2018 due to data availability. VMI data is available through Fall 2020 via the SCHEV database and is shown above
2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from IPEDS has been combined in the same manner to allow for direct comparison

Source: SCHEV; IPEDS

Smaller military institutions, such as VMI, Citadel, and Norwich, had higher percentages of White students than most larger institutions
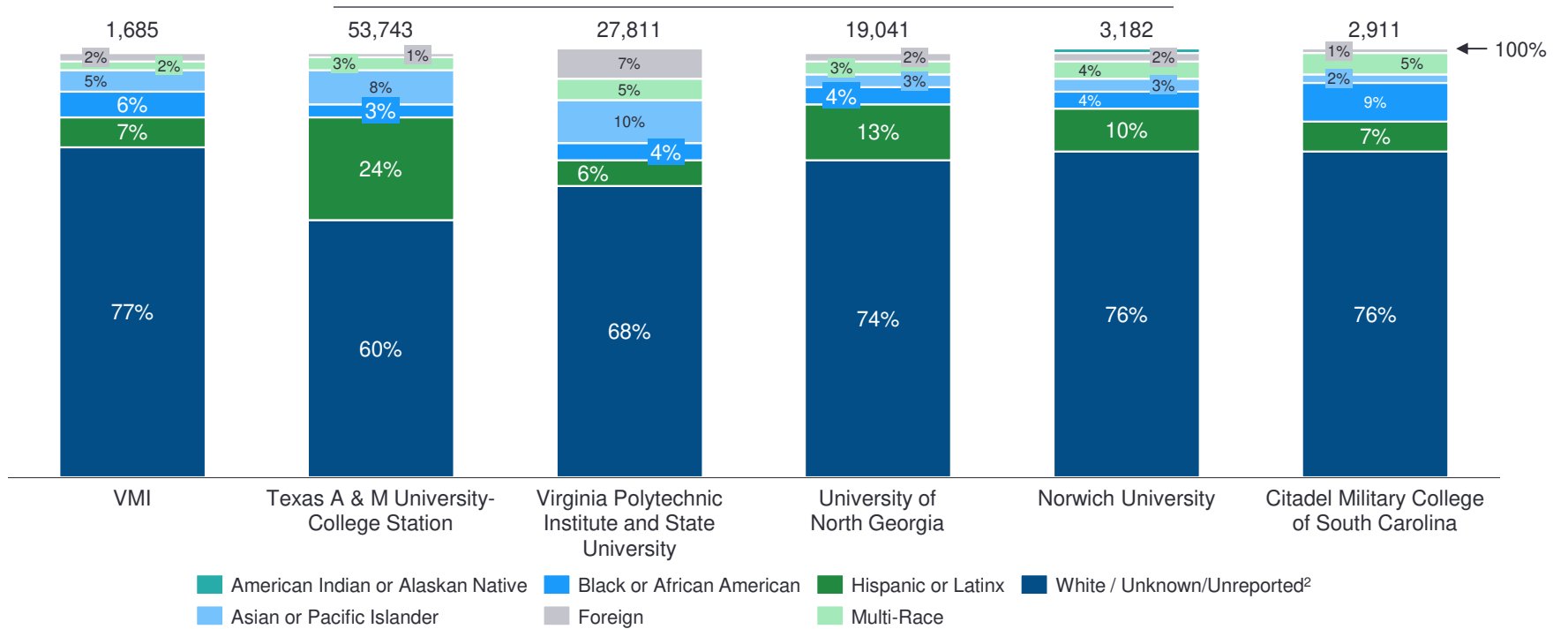
Student Diversity at VMI and Comparison Institutions (4 of 7)

	VMI	Texas A & M University-College Station	Virginia Polytechnic Institute and State University	University of North Georgia	Norwich University	Citadel Military College of South Carolina
Total	1,685	53,743	27,811	19,041	3,182	2,911
White / Unknown/Unreported	77%	60%	68%	74%	76%	76%
Hispanic or Latinx	7%	24%	6%	13%	10%	7%
Black or African American	6%	3%	4%	4%	4%	9%
Asian or Pacific Islander	5%	8%	10%		3%	2%
Foreign	2%	1%	7%	3%		1%
Multi-Race	2%	3%	5%	3%	4%	5%
American Indian or Alaskan Native				2%	2%	

Legend:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Foreign
- Hispanic or Latinx
- Multi-Race
- White / Unknown/Unreported[2]

1. Data for the five Senior Military Institutions show figures from Fall 2018 due to data availability. VMI has also been shown using 2018 data for continuity and comparison purposes, though more recent data is available via SCHEV
2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from IPEDS has been combined in the same manner to allow for direct comparison

Source: IPEDS

VMI had a higher percentage of White students in its student body relative to the Military Group Communities[1] in Fall 2020

Student Diversity at VMI and Comparison Groups (5 of 7)

Legend:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Foreign
- Hispanic or Latinx
- Multi-Race
- White / Unknown/Unreported[2]

VMI: 2%, 3%, 5%, 6%, 8%, 75%

Active Duty — Enlisted Members: 3%, 1%, 6%, 18%, 17%, 56%

Active Duty — Officers: 1%, 6%, 8%, 17%, 68%

Selected Reserve — Enlisted Members: 2%, 1%, 5%, 17%, 14%, 62%

Selected Reserve — Officers: 1%, 5%, 9%, 14%, 71%   ← 100%
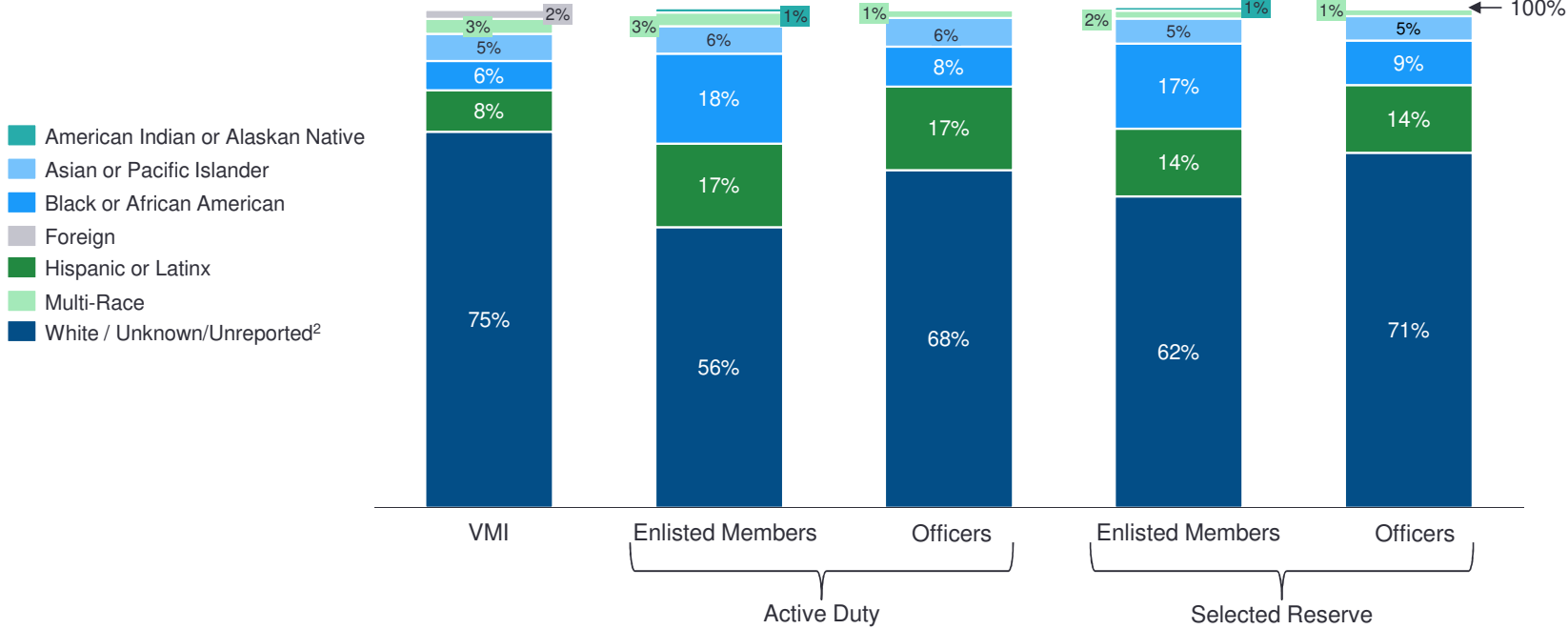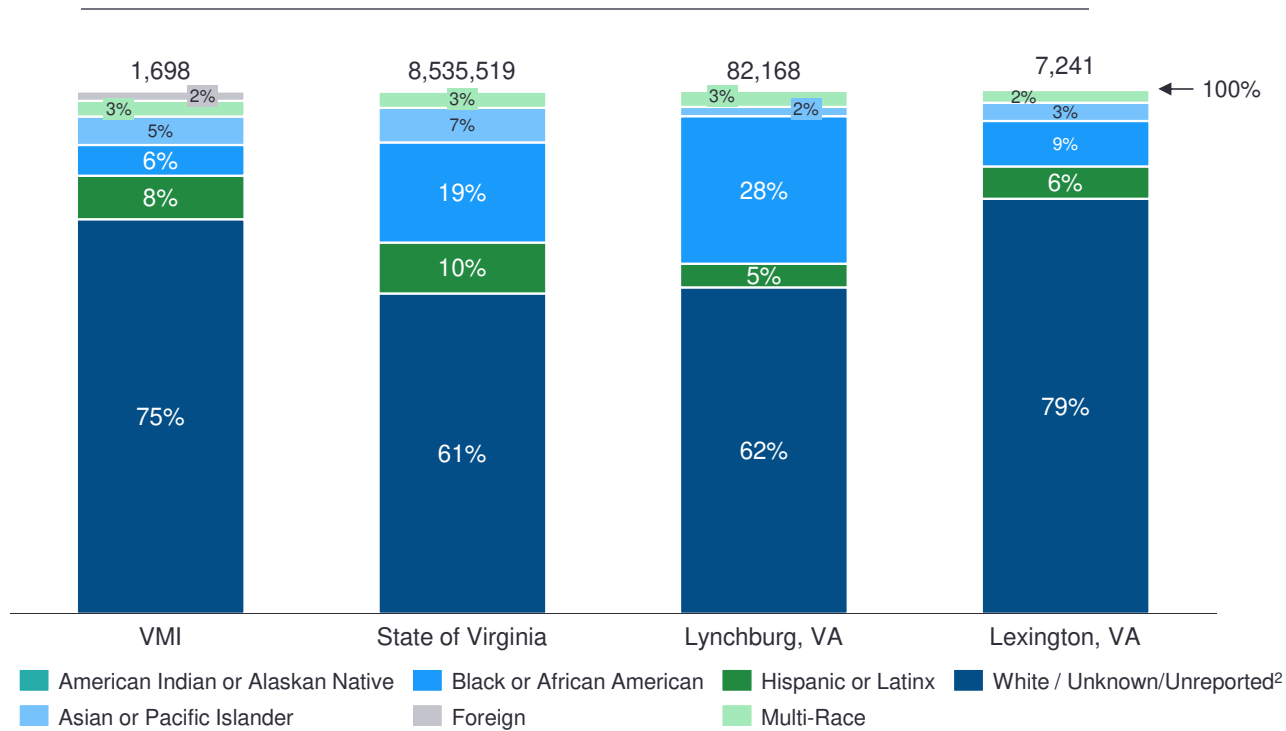
1. Data displayed for U.S. Military is from the 2019 Demographics Report published by the Department of Defense (DoD)
2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from DoD has been combined in the same manner to allow for direct comparison

VMI had a higher percentage of White students in its student body relative to the surrounding general populations[1] with the exception of Lexington, VA in Fall 2020

Student Diversity at VMI and Comparison Groups (6 of 7)

Legend:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Foreign
- Hispanic or Latinx
- Multi-Race
- White / Unknown/Unreported[2]

1. Data displayed for general populations is from the U.S. Census Bureau for 2019 (2020 census data used for state and local redistricting are set to be released by March 31, 2021.)
2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from IPEDS has been combined in the same manner to allow for direct comparison

Source: SCHEV; IPEDS; U.S. Census Bureau: State of Virginia & Lynchburg, VA - 2019 ACS 1-Year Estimates Data Profiles | Lexington, VA – 2019 ACS 5-Year Estimates Data Profiles

The median percentage of White students across public institutions in the comparison group was higher than the percentage of White students overall in this segment

Student Diversity at VMI and Comparison Groups (7 of 7)

Legend: ■ VMI ■ VA Public Institutions ■ VA Private Institutions ■ Military Institutions[1]

	White and Unknown/ Unreported[2]	Hispanic or Latinx	Black or African American	Asian or Pacific Islander	Multi-Race	American Indian or Alaskan Native	Foreign
VMI	75%	8%	6%	5%	3%	0%	2%
VA Public Institutions	65%	7%	11%	5%	5%	0%	1%
VA Private Institutions	67%	6%	11%	2%	4%	0%	2%
Military Institutions	69%	10%	5%	7%	5%	0%	1%

	White and Unknown/ Unreported	Hispanic or Latinx	Black or African American	Asian or Pacific Islander	Multi-Race	American Indian or Alaskan Native	Foreign
Min.	- 5% 2% 0%	- 0% 1% 0%	- 5% 1% 0%	- 0% 0% 0%	- 0% 0% 0%	- 0% 0% 0%	- 0% 0% 0%
Max.	- 84% 91% 0%	- 16% 25% 0%	- 83% 95% 0%	- 22% 8% 0%	- 7% 8% 0%	- 0% 2% 0%	- 7% 14% 0%

> These figures refer to the minimum and maximum percentage of students belonging to each demographic group observed among institutions in each comparison group

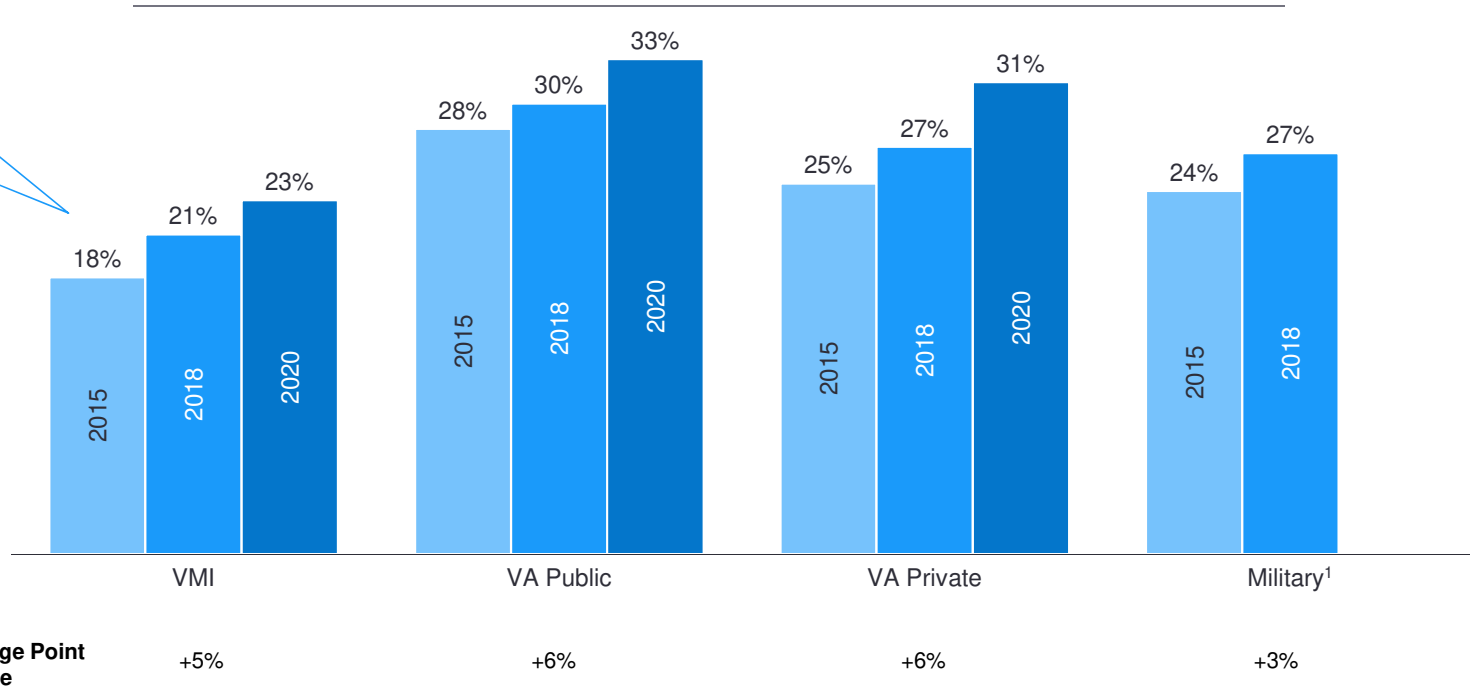1. Data displayed for U.S. Military institutions is from Fall of 2018, due to IPEDS data availability
2. Data shown is of the latest as of 2/24/21 reporting from institutions from comparison set from SCHEV. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown. Data drawn from IPEDS has been combined in the same manner to allow for direct comparison

Source: SCHEV; IPEDS

VMI's enrollment of students of color increased by 5 percentage points, however, VMI lagged comparison groups in terms of students of color as a percentage of total students

Student Diversity at VMI and Comparison Groups Over Time

In Fall 2015, 309 students of color were enrolled at VMI. This figure increased to 390 in Fall 2020

VMI
2015: 18%
2018: 21%
2020: 23%

VA Public
2015: 28%
2018: 30%
2020: 33%

VA Private
2015: 25%
2018: 27%
2020: 31%

Military[1]
2015: 24%
2018: 27%

'15-'20 Percentage Point Difference

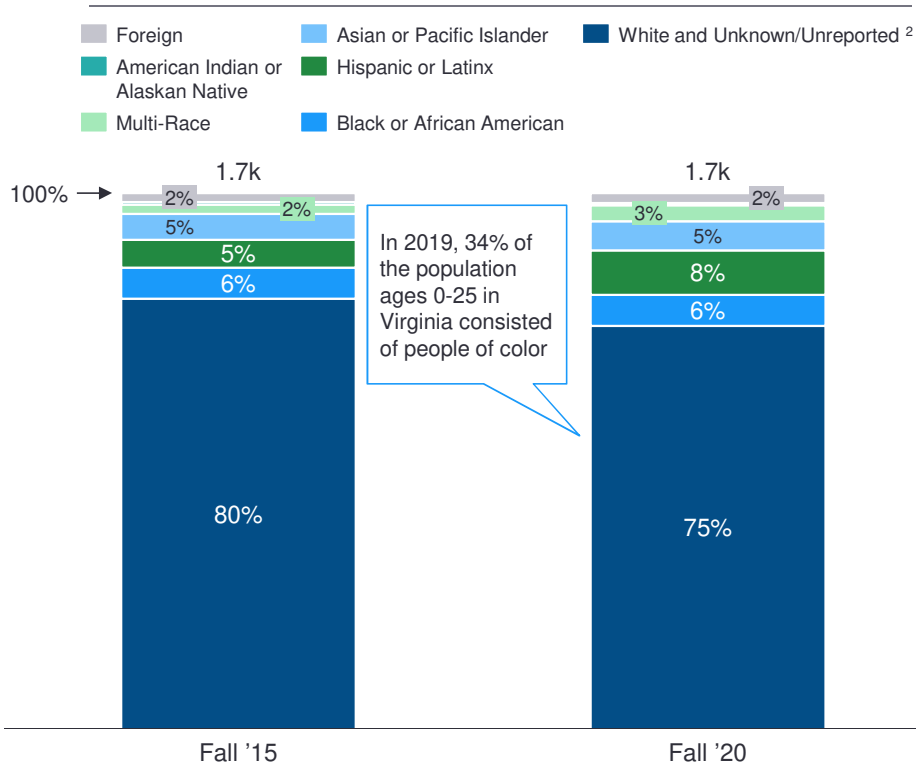| VMI	VA Public	VA Private	Military[1]
+5%	+6%	+6%	+3%

1. Data displayed for U.S. Military institutions is from Fall of 2015 and 2018, due to IPEDS data availability

Source: SCHEV; IPEDS

VMI's 5 percentage point increase in enrollment of students of color[1] was primarily the result of an increase in Hispanic students enrolled

Student Diversity at VMI Over Time

Legend:
- Foreign
- American Indian or Alaskan Native
- Multi-Race
- Asian or Pacific Islander
- Hispanic or Latinx
- Black or African American
- White and Unknown/Unreported [2]

Fall '15 — 1.7k
- 100%
- 2%
- 5%
- 5%
- 6%
- 80%

In 2019, 34% of the population ages 0-25 in Virginia consisted of people of color

Fall '20 — 1.7k
- 2%
- 3%
- 5%
- 8%
- 6%
- 75%

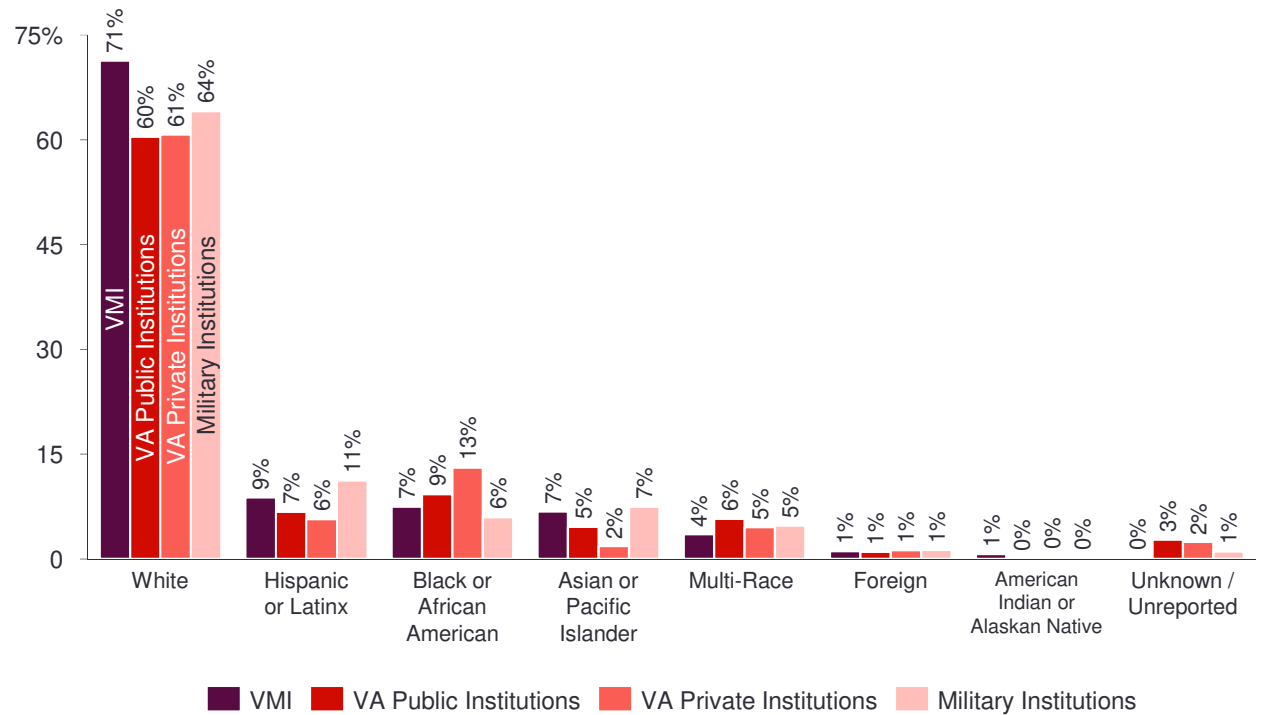| Race/Ethnicity	2015 VMI Student Population (n=1,717)	2020 VMI Student Population (n=1,698)	Raw Change in Student Population (2015 to 2020)
Hispanic/Latinx	89	141	+52
Multi-Race	29	51	+22
Asian or Pacific Islander	84	92	+8
Foreign	29	31	+2
Black or African American	99	99	0
American Indian or Alaskan Native	8	7	-1
White and Unknown/Unreported	1379	1277	-102

1. See definition of students of color in supplemental materials
2. SCHEV data combines White and Unknown / Unreported figures for the variable(s) shown

Source: SCHEV; IPEDS; U.S. Census Bureau

VMI's first time, full-time students reflected a higher proportion of White students than the median across comparison institutions

First Time, Full Time (FTFT) Student Enrollment

Comparison Group	Acceptance Rate	Yield Rate
VMI	60%	53%
Virginia Public Institutions	89%	24%
Virginia Private Institutions	80%	18%
Military Institutions	43%	59%

Legend: VMI, VA Public Institutions, VA Private Institutions, Military Institutions

	White	Hispanic or Latinx	Black or African American	Asian or Pacific Islander	Multi-Race	Foreign	American Indian or Alaskan Native	Unknown / Unreported
VMI	71%	9%	7%	7%	4%	1%	1%	0%
VA Public Institutions	60%	7%	9%	5%	6%	1%	0%	3%
VA Private Institutions	61%	6%	13%	2%	5%	1%	0%	2%
Military Institutions	64%	11%	6%	7%	5%	1%	0%	1%

In 2018, while VMI accepted and yielded candidates at similar rates by gender, the initial pool of applicants was predominantly male

Admissions Metrics by Gender

Chart 1 — Male Applicants / Female Applicants

	VMI	VA Public	VA Private	Military
Male Applicants	1,470	5,063	1,145	6,043
Female Applicants	298	7,433	1,742	3,260

Chart 2 — Accepted Men / Accepted Women

	VMI	VA Public	VA Private	Military
Accepted Men	51%	71%	66%	41%
Accepted Women	54%	77%	68%	44%

Chart 3 — Yielded Men / Yielded Women

|	VMI	VA Public	VA Private	Military
Yielded Men	53%	27%	20%	61%
Yielded Women	51%	25%	16%	56%
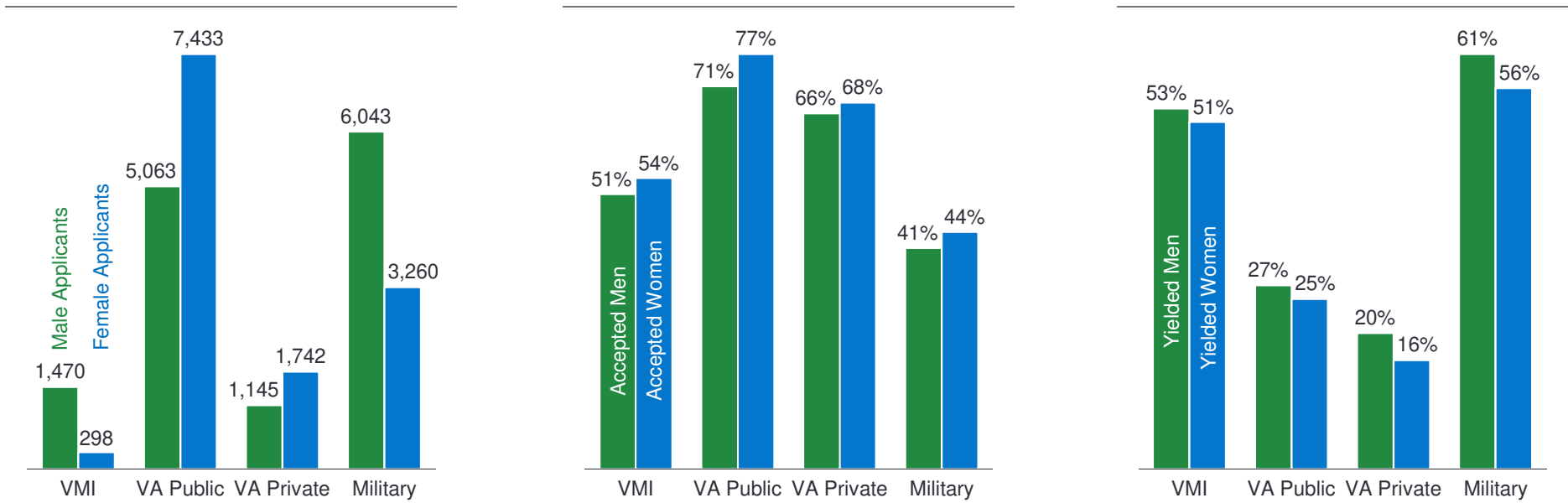
From 2012 to 2017, the percentage of VMI first year students receiving Pell Grants increased, though this percentage remained lower than the share at comparison groups

Pell Grant Awardees as Share of Students

▶ The Pell Grant is a need-based financial aid for students who belong to lower income families. The Federal Government earmarks certain funds for this grant each year. The grants are disbursed to the eligible students from this fund.

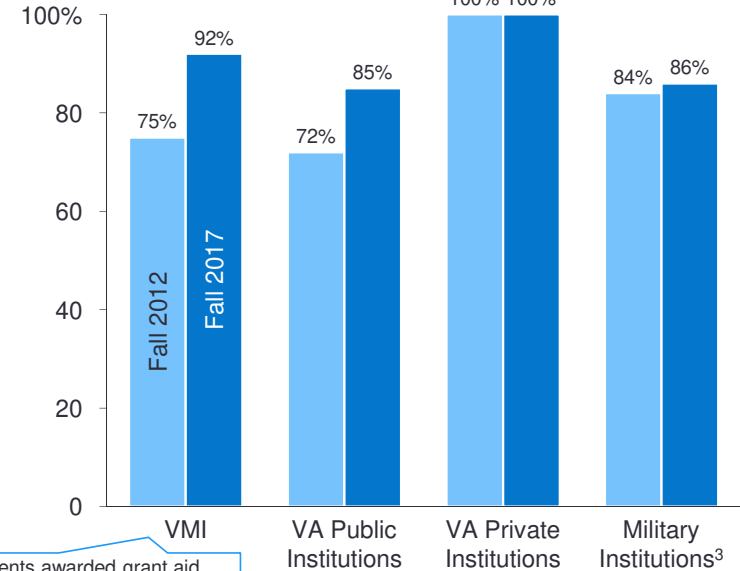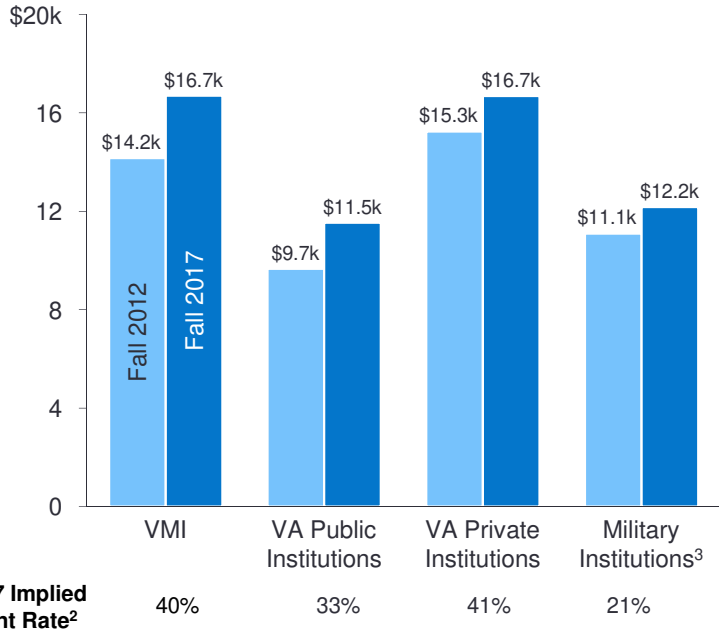|	VMI		VA Public		VA Private		Military[1]	
Min.	-	-	11%	13%	10%	0%	15%	14%
Max.	-	-	67%	71%	73%	73%	35%	33%
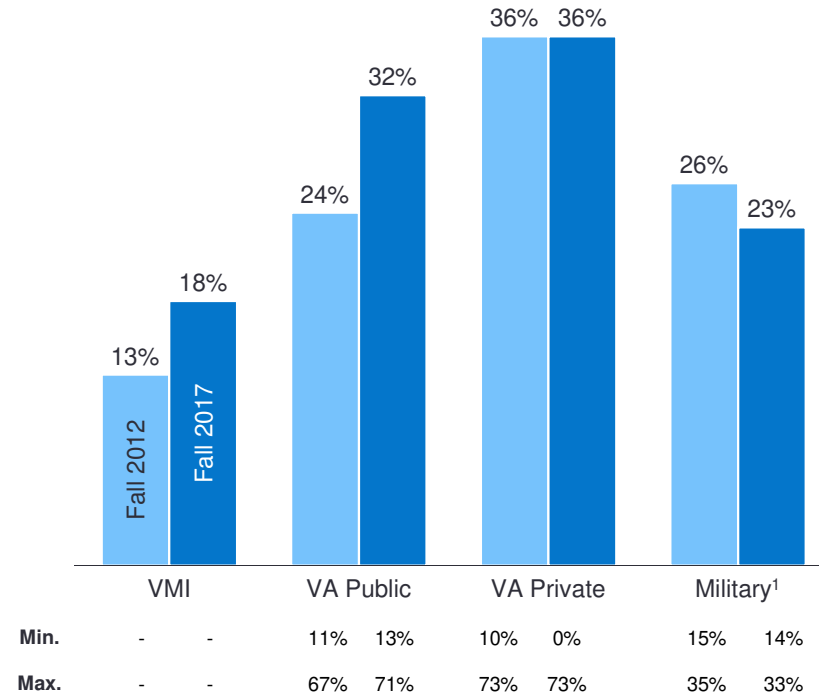
1. Federally funded, tuition free military institutions were excluded from the comparison set for this metric.
  These included U.S. Airforce Academy, U.S. Coast Guard Academy, U.S. Merchant Marine Academy, U.S. Military Academy, and the U.S. Naval Academy.

Source: IPEDS; Pell Grant Organization

VMI's average net tuition was in line with VA private institutions. From 2012 to 2017, the percentage of students receiving financial aid at VMI increased

Net Tuition and Share of Students Awarded Aid

Left chart (Net Tuition, $k):
- VMI: Fall 2012 $14.2k, Fall 2017 $16.7k
- VA Public Institutions: $9.7k, $11.5k
- VA Private Institutions: $15.3k, $16.7k
- Military Institutions[3]: $11.1k, $12.2k

Fall 2017 Implied Discount Rate[2]
VMI 40%   VA Public Institutions 33%   VA Private Institutions 41%   Military Institutions 21%

Right chart (Share of Students Awarded Aid, %):
- VMI: Fall 2012 75%, Fall 2017 92%
- VA Public Institutions: 72%, 85%
- VA Private Institutions: 100%, 100%
- Military Institutions[3]: 84%, 86%

The share of students awarded grant aid increased the most at VMI compared to the change in median values across comparison groups from 2013 to 2018

1. Net tuition is calculated by dividing the tuition and fees revenue by the number of full-time equivalent students
2. The implied discount rate refers to the net tuition divided by the weighted average tuition across in-state and out-of-state tuition. This quotient is then subtracted from one

3. Federally funded, tuition free military institutions were excluded. These included U.S. Airforce Academy, U.S. Coast Guard Academy, U.S. Merchant Marine Academy, U.S. Military Academy, and the U.S. Naval Academy
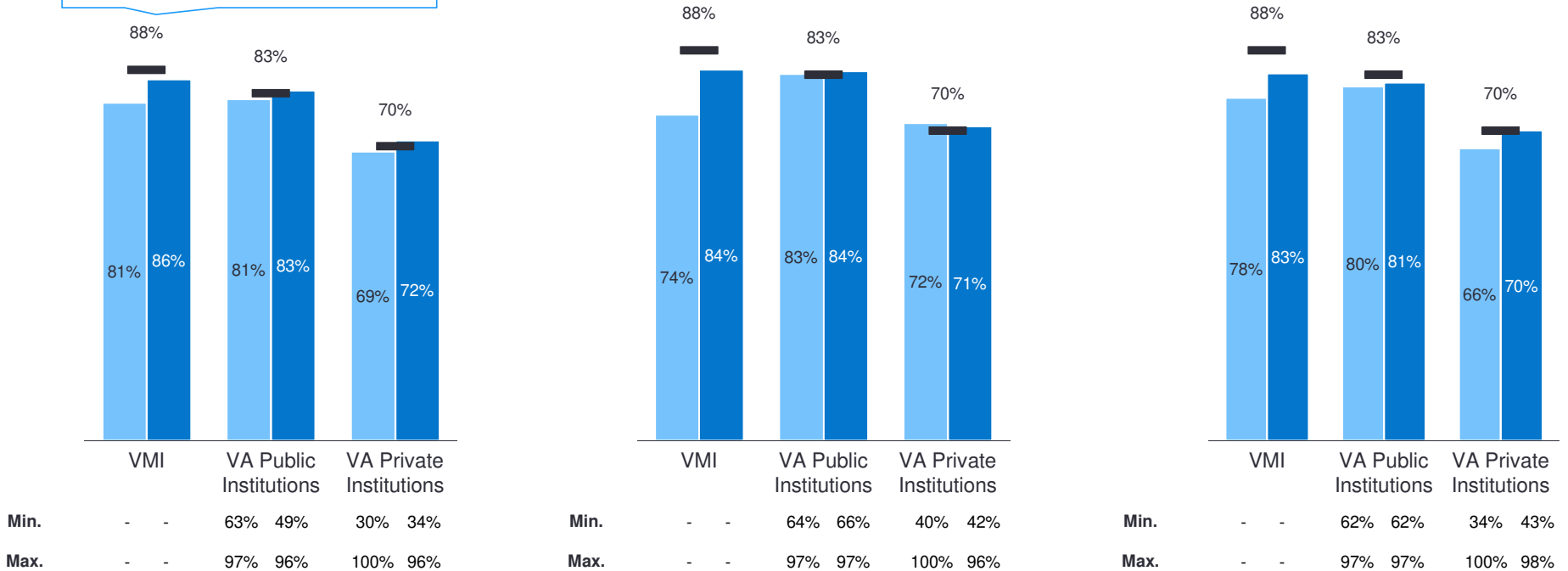4. Acronym refers to "First Time, Full Time" undergraduate students

Source: IPEDS

Retention rates for students of color, women, and Pell Grant recipients were higher at VMI than the median for Virginia comparison groups in 2018

Retention Rates Across Demographic Categories

SECTION B 1 2 3

Additional detail by race / ethnicity category is included on the following page

Fall 2013 ■ Fall 2018 ── Fall 2018 Overall Student Body Comparison

Chart 1

88% 83% 70%

VMI: 81% 86%
VA Public Institutions: 81% 83%
VA Private Institutions: 69% 72%

Min.	-	-	63%	49%	30%	34%
Max.	-	-	97%	96%	100%	96%

Chart 2

88% 83% 70%

VMI: 74% 84%
VA Public Institutions: 83% 84%
VA Private Institutions: 72% 71%

Min.	-	-	64%	66%	40%	42%
Max.	-	-	97%	97%	100%	96%

Chart 3

88% 83% 70%

VMI: 78% 83%
VA Public Institutions: 80% 81%
VA Private Institutions: 66% 70%

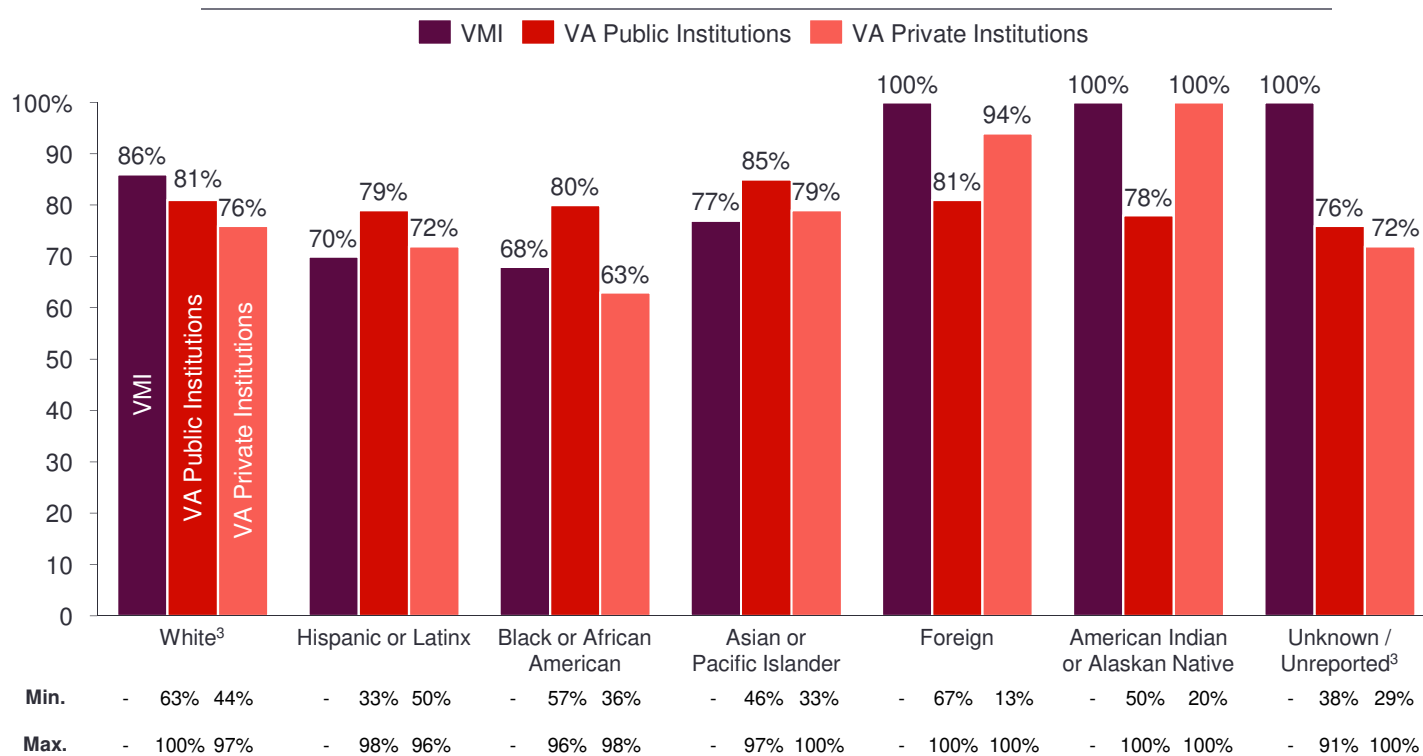|					
Min.	-	-	62%	62%	34%	43%
Max.	-	-	97%	97%	100%	98%

1. Retention rates measure the percentage of students who were retained from their first to their second year at the institution
2. Fall 2018 data was used across the three demographic groups to achieve completeness of data and consistency; Fall 2019 by race / ethnicity category is reported on the next page
Source: SCHEV

VMI had higher retention rates for White students than comparison groups. VA public institutions had higher median rates for Black, Hispanic, and Asian students

Retention Rates at VMI and Comparison Institutions[1]

Legend: ■ VMI ■ VA Public Institutions ■ VA Private Institutions

	White[3]			Hispanic or Latinx			Black or African American			Asian or Pacific Islander			Foreign			American Indian or Alaskan Native			Unknown / Unreported[3]		
VMI	86%			70%			68%			77%			100%			100%			100%		
VA Public	81%			79%			80%			85%			81%			78%			76%		
VA Private	76%			72%			63%			79%			94%			100%			72%		
Min.	-	63%	44%	-	33%	50%	-	57%	36%	-	46%	33%	-	67%	13%	-	50%	20%	-	38%	29%
Max.	-	100%	97%	-	98%	96%	-	96%	98%	-	97%	100%	-	100%	100%	-	100%	100%	-	91%	100%

1. Data for U.S. Military institutions is not publicly available
2. Retention rates measure the percentage of students who were retained from their first to their second year at the institution
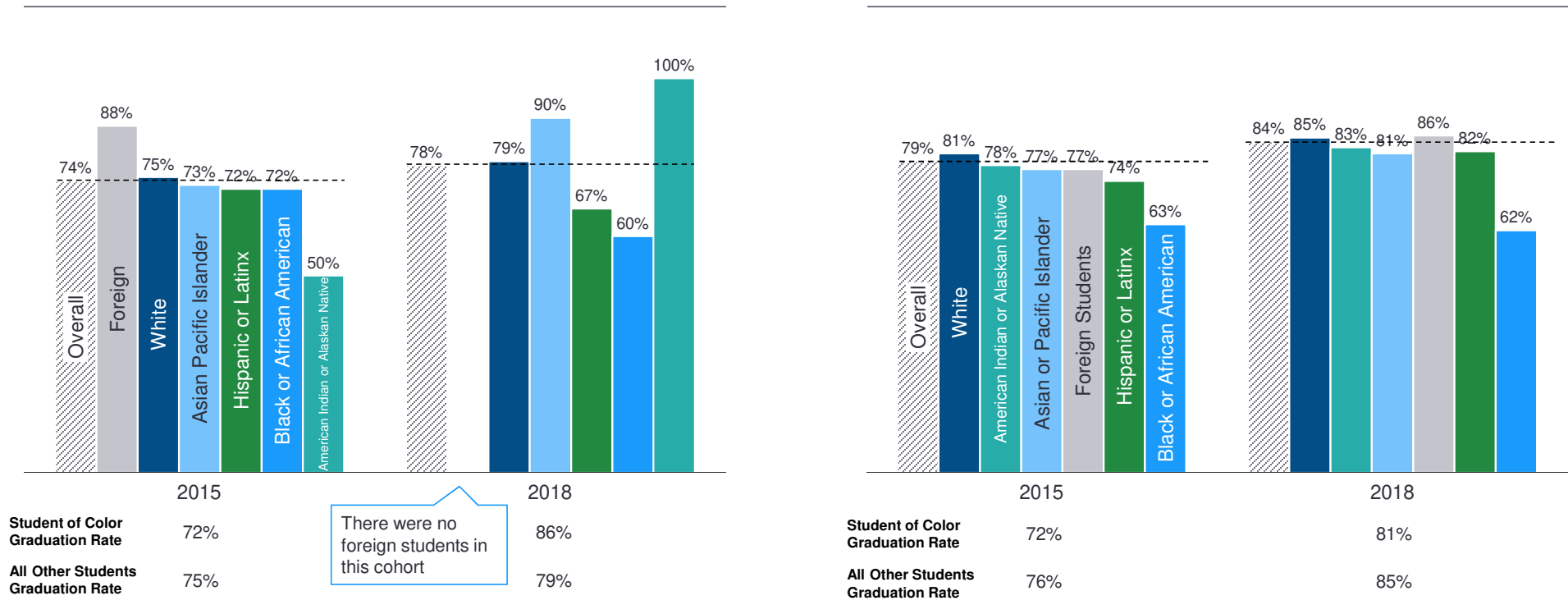3. Data shown is current as of 2/20/21 and is reported for institutions from the comparison set in SCHEV. White and Unknown/Unreported students have been reported separately for this particular variable

Source: SCHEV

VMI and U.S. Military institutions increased graduation rates overall from '15-'18, however graduation rates for Black or African American students decreased

VMI and Military Institutions: Graduation Rates

Left chart (VMI):

2015:
- Overall: 74%
- Foreign: 88%
- White: 75%
- Asian Pacific Islander: 73%
- Hispanic or Latinx: 72%
- Black or African American: 72%
- American Indian or Alaskan Native: 50%

2018:
- Overall: 78%
- White: 79%
- Asian Pacific Islander: 90%
- Hispanic or Latinx: 67%
- Black or African American: 60%
- American Indian or Alaskan Native: 100%

There were no foreign students in this cohort

	2015	2018
Student of Color Graduation Rate	72%	86%
All Other Students Graduation Rate	75%	79%

Right chart (Military Institutions):

2015:
- Overall: 79%
- White: 81%
- American Indian or Alaskan Native: 78%
- Asian or Pacific Islander: 77%
- Foreign Students: 77%
- Hispanic or Latinx: 74%
- Black or African American: 63%

2018:
- Overall: 84%
- White: 85%
- American Indian or Alaskan Native: 83%
- Asian or Pacific Islander: 81%
- Foreign Students: 86%
- Hispanic or Latinx: 82%
- Black or African American: 62%

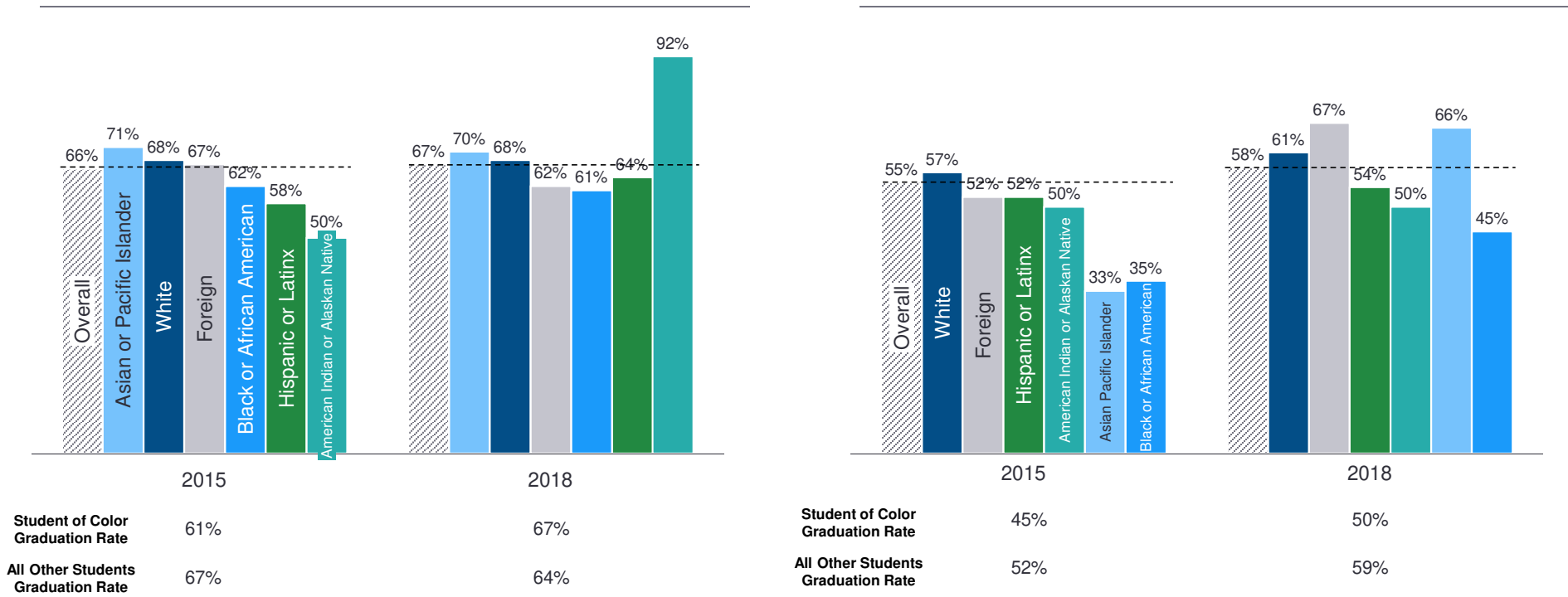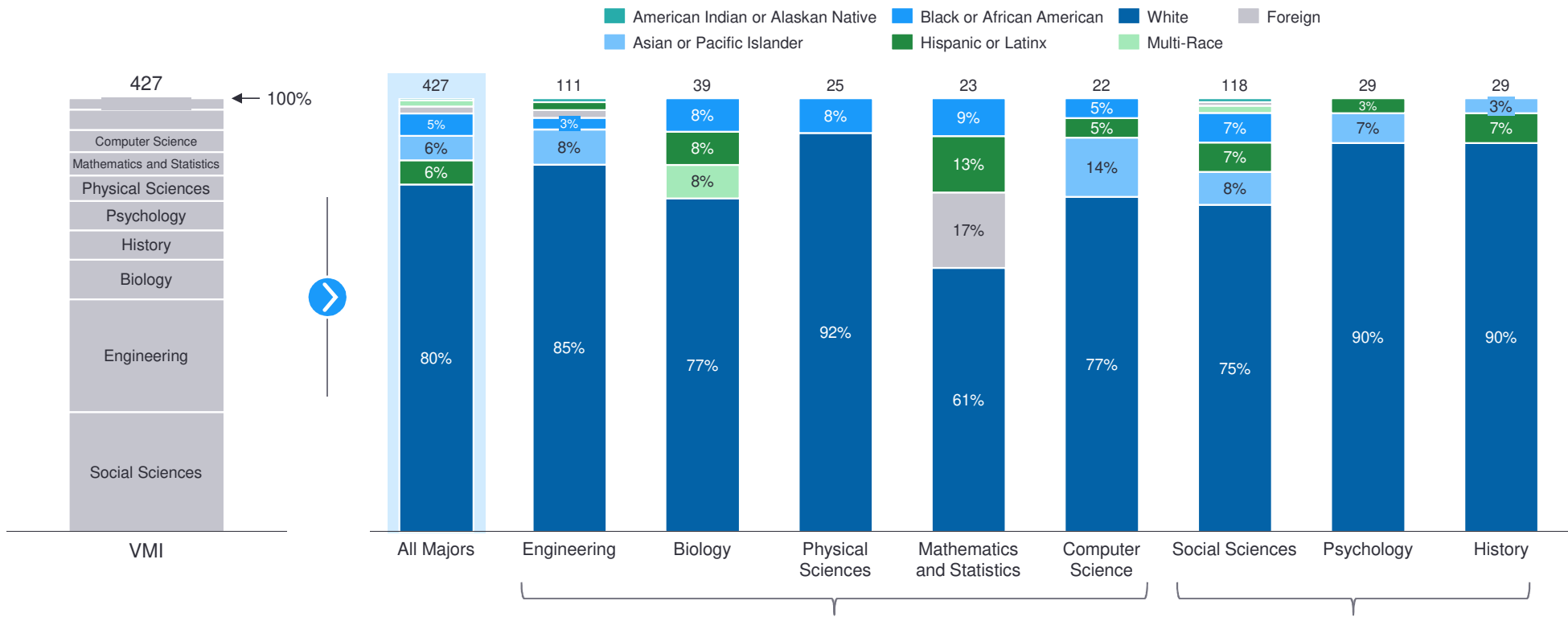|	2015	2018
Student of Color Graduation Rate	72%	81%
All Other Students Graduation Rate	76%	85%

1. Data for Multi-Race students and students whose race was not reported is not shown, due to a lack of data availability and inconsistent reporting across comparison groups
2. Data is representative of IPEDS data as of 2/15/21.
Source: IPEDS

In 2018, VMI's graduation rates were higher than the medians for Virginia public and private institutions overall and for most race and ethnicity categories

Virginia Public and Private Institutions: Graduation Rates

	2015	2018
Student of Color Graduation Rate	61%	67%
All Other Students Graduation Rate	67%	64%

	2015	2018
Student of Color Graduation Rate	45%	50%
All Other Students Graduation Rate	52%	59%

1. Data for Multi-Race students and students whose race was not reported is not shown, due to a lack of data availability and inconsistent reporting across comparison groups
2. Data is representative of IPEDS data as of 2/15/21.
Source: IPEDS

In 2018, Black and Hispanic students were the least represented in Psychology and Engineering in terms of completions

Bachelor's Degree Completions[1] : VMI

Due to low N in some CIP categories, statistical significance of the differences cannot be calculated

Legend:
- American Indian or Alaskan Native
- Asian or Pacific Islander
- Black or African American
- Hispanic or Latinx
- White
- Multi-Race
- Foreign

Left panel (VMI — 427, 100%):
- Computer Science
- Mathematics and Statistics
- Physical Sciences
- Psychology
- History
- Biology
- Engineering
- Social Sciences

Right panel stacked bars:

Major	N	White	Other segments
All Majors	427	80%	6%, 6%, 5%
Engineering	111	85%	8%, 3%
Biology	39	77%	8%, 8%, 8%
Physical Sciences	25	92%	8%
Mathematics and Statistics	23	61%	17%, 13%, 9%
Computer Science	22	77%	14%, 5%, 5%
Social Sciences	118	75%	8%, 7%, 7%
Psychology	29	90%	7%, 3%
History	29	90%	7%, 3%

1. Completions are reflective of First Major Bachelor's degree completions
2. Chart is reflective of programs with more than 20 completions
Source: IPEDS

Differences in subject area completions by race and ethnicity group vary, but cannot be deemed statistically significant due to the low number of completions in some areas
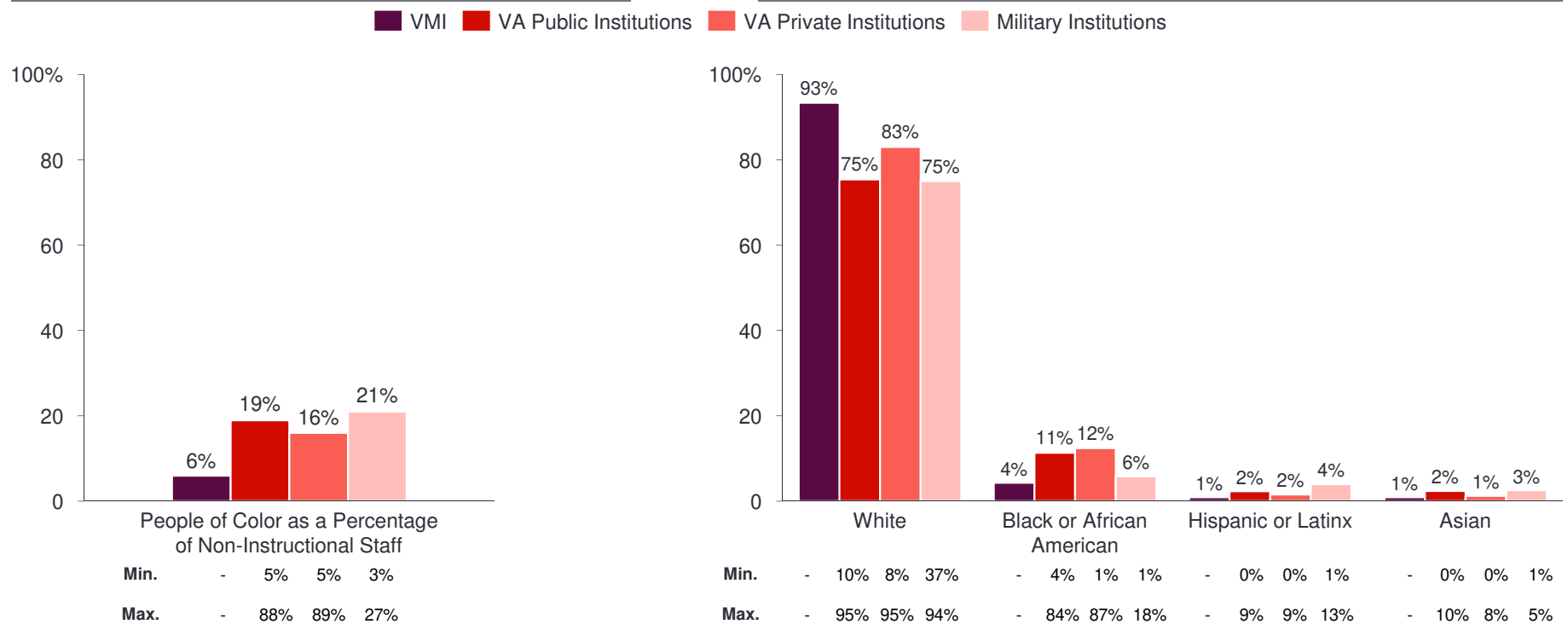
Bachelor's Degree Completions[1] : Comparison Groups

	Comparison Group	All Majors[3]	Engineering	Biology	Physical Sciences	Mathematics and Statistics	Computer Science	Social Sciences	Psychology	History
White	VA Public	68%	50%	59%	63%	62%	57%	64%	62%	77%
	VA Private	66%	65%	69%	78%	67%	58%	62%	60%	81%
	Military	67%	70%	63%	68%	73%	56%	66%	59%	78%
Black or African American	VA Public	10%	9%	9%	7%	4%	7%	13%	12%	5%
	VA Private	12%	1%	11%	0%	0%	17%	12%	11%	0%
	Military	5%	4%	4%	2%	3%	5%	7%	8%	2%
Hispanic or Latinx	VA Public	6%	6%	7%	8%	6%	6%	8%	5%	5%
	VA Private	4%	0%	3%	0%	0%	2%	2%	5%	0%
	Military	9%	8%	8%	12%	5%	14%	8%	17%	13%
Multi-Race	VA Public	4%	5%	5%	5%	0%	4%	4%	4%	4%
	VA Private	3%	0%	0%	0%	0%	0%	4%	4%	0%
	Military	4%	5%	5%	4%	4%	3%	5%	5%	4%
Asian or Pacific Islander	VA Public	4%	9%	7%	7%	7%	12%	2%	3%	0%
	VA Private	1%	2%	0%	0%	0%	0%	0%	0%	0%
	Military	6%	7%	8%	7%	7%	10%	6%	6%	0%
Unknown	VA Public	3%	3%	3%	3%	1%	3%	3%	1%	3%
	VA Private	3%	0%	0%	0%	0%	0%	2%	1%	0%
	Military	2%	1%	0%	0%	1%	2%	1%	0%	0%
Foreign	VA Public	2%	2%	1%	0%	1%	2%	2%	1%	0%
	VA Private	2%	6%	0%	0%	0%	0%	0%	0%	0%
	Military	1%	2%	0%	0%	0%	4%	1%	0%	0%
American Indian or Alaska Native	VA Public	0%	0%	0%	0%	0%	0%	0%	0%	0%
	VA Private	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Military	0%	0%	0%	0%	0%	0%	0%	0%	0%

1. Due to low N in some CIP categories, statistical significance of the differences cannot be calculated
2. Completions are reflective of First Major Bachelor's degree completions
3. Chart is reflective of completions in programs that are within VMI's Top 8 programs by program size

Source: IPEDS

As a percentage of total non-instructional staff, VMI employed fewer people of color in non-instructional positions

Non-Instructional Staff[1] Diversity

SECTION C | 1 | 2 | 3 |

Legend: ■ VMI   ■ VA Public Institutions   ■ VA Private Institutions   ■ Military Institutions

People of Color as a Percentage of Non-Instructional Staff

	VMI	VA Public Institutions	VA Private Institutions	Military Institutions
Value	6%	19%	16%	21%
Min.	-	5%	5%	3%
Max.	-	88%	89%	27%

Non-Instructional Staff Diversity by Race/Ethnicity

	White				Black or African American				Hispanic or Latinx				Asian			
	VMI	VA Pub	VA Priv	Mil	VMI	VA Pub	VA Priv	Mil	VMI	VA Pub	VA Priv	Mil	VMI	VA Pub	VA Priv	Mil
Value	93%	75%	83%	75%	4%	11%	12%	6%	1%	2%	2%	4%	1%	2%	1%	3%
Min.	-	10%	8%	37%	-	4%	1%	1%	-	0%	0%	1%	-	0%	0%	1%
Max.	-	95%	95%	94%	-	84%	87%	18%	-	9%	9%	13%	-	10%	8%	5%

1. IPEDS defines "Instructional Staff" as staff whose activities are either 1) primarily instruction or 2) instruction combined with research and/or public service. "Non-Instructional Staff" refers to all other employees beyond those functions listed
2. Reflects full-time staff
3. Chart does not show categories of American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, race / ethnicity unknown, and nonresident alien, due to median percentages being under 1%
Source: IPEDS

As a percentage of total non-instructional staff, VMI employed fewer people of color in non-instructional positions compared to its surrounding general population
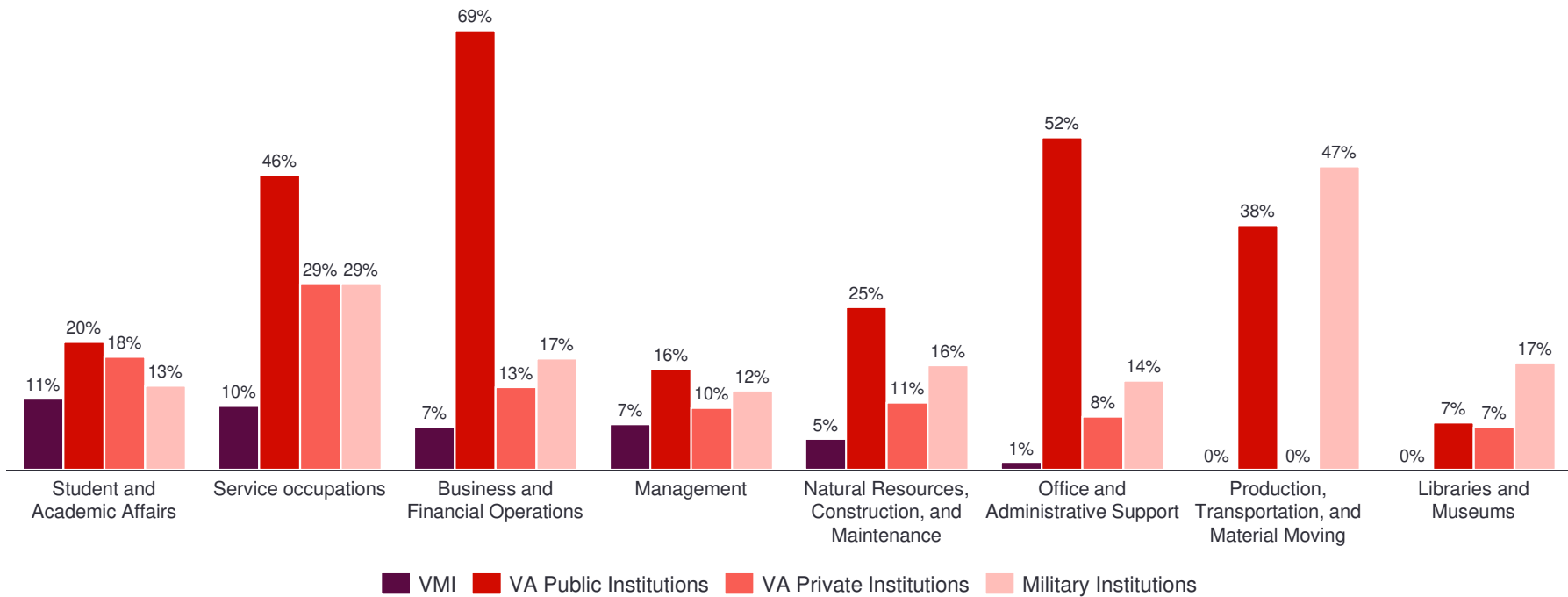
Non-Instructional Staff[1] Diversity
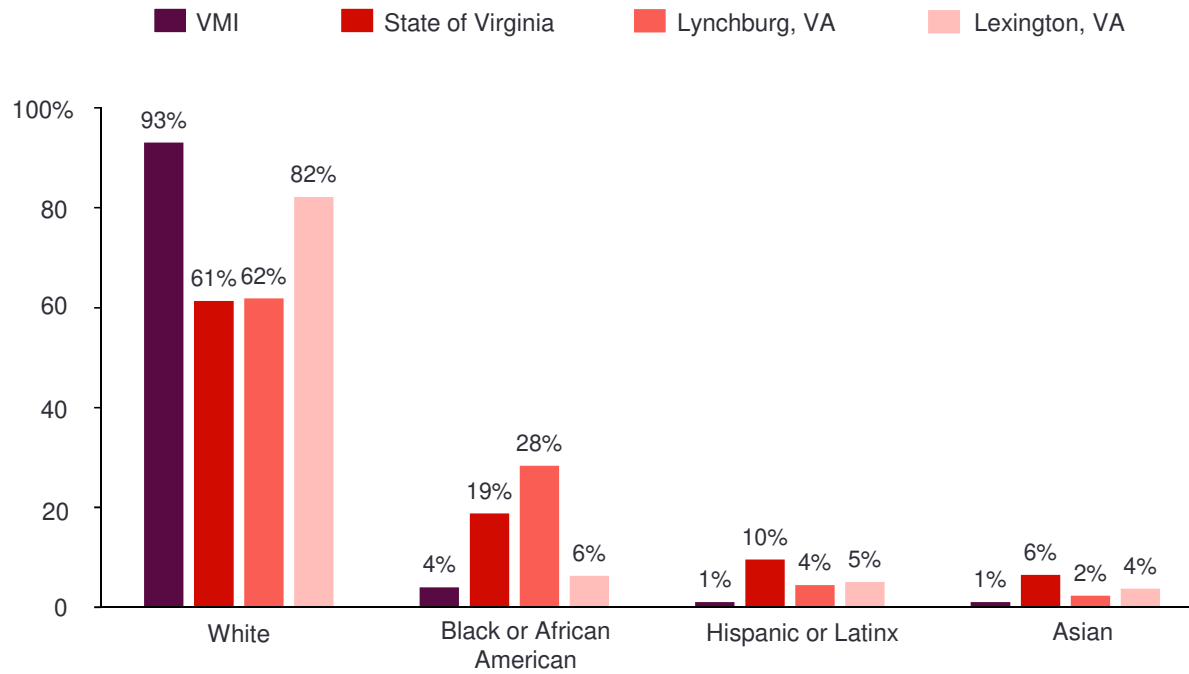
- ■ VMI
- ■ State of Virginia
- ■ Lynchburg, VA
- ■ Lexington, VA

1. Chart does not show categories of American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, race / ethnicity unknown, and nonresident alien, due to median percentages being under 1%

Source: IPEDS; U.S. Census Bureau: State of Virginia & Lynchburg, VA - 2018 ACS 1-Year Estimates Data Profiles | Lexington, VA – 2018 ACS 5-Year Estimates Data Profiles

As a percentage of total staff in each department area, VMI employed fewer staff members of color than the median for comparison institutions

Non-Instructional Staff Diversity by Department Area

Legend: ■ VMI   ■ VA Public Institutions   ■ VA Private Institutions   ■ Military Institutions

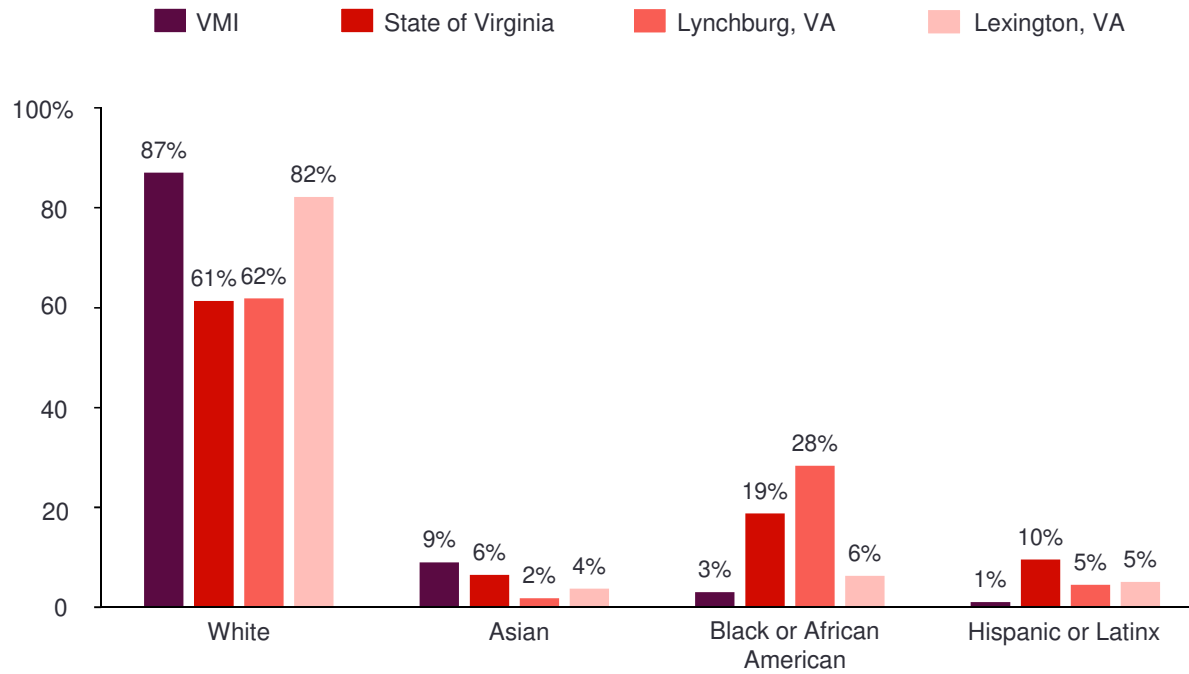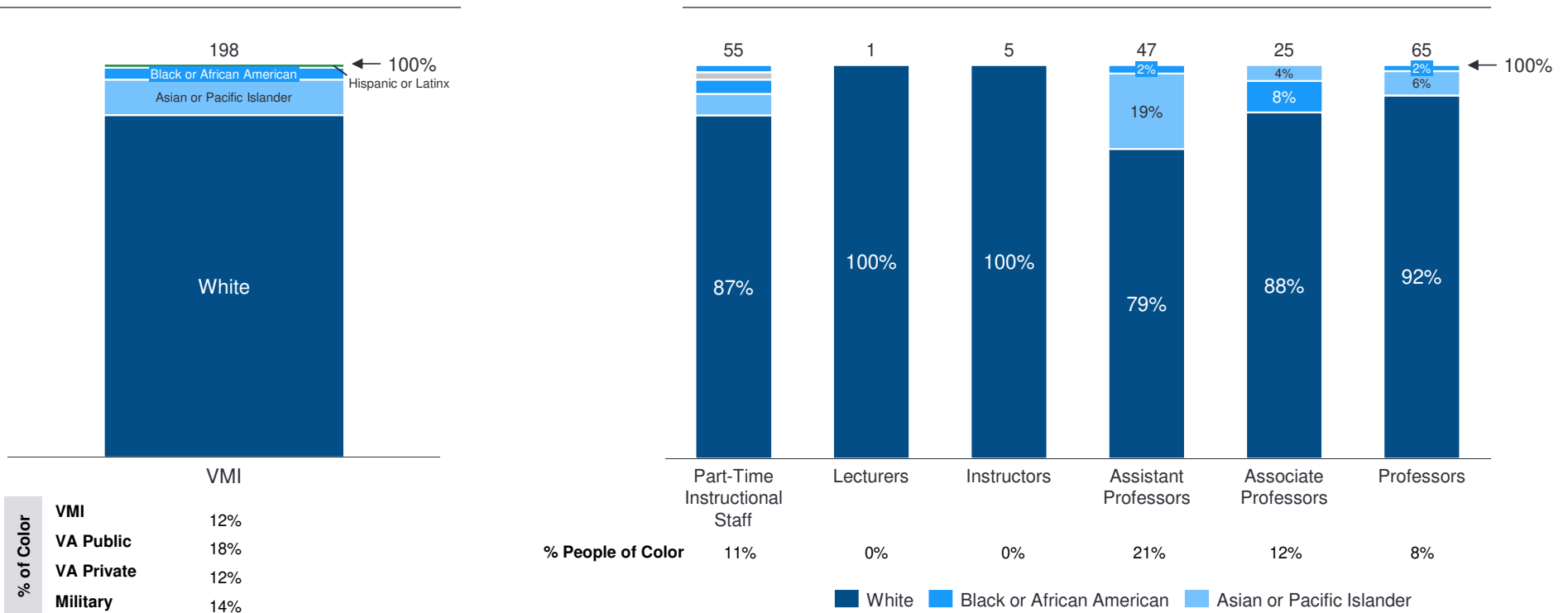| Department Area	VMI	VA Public Institutions	VA Private Institutions	Military Institutions
Student and Academic Affairs	11%	20%	18%	13%
Service occupations	10%	46%	29%	29%
Business and Financial Operations	7%	69%	13%	17%
Management	7%	16%	10%	12%
Natural Resources, Construction, and Maintenance	5%	25%	11%	16%
Office and Administrative Support	1%	52%	8%	14%
Production, Transportation, and Material Moving	0%	38%	0%	47%
Libraries and Museums	0%	7%	7%	17%

1. IPEDS defines "Instructional Staff" as staff whose activities are either 1) primarily instruction or 2) instruction combined with research and/or public service. "Non-Instructional Staff" refers to all other employees beyond those functions listed
2. Data is reflective of full-time employees only

Source: IPEDS

VMI's share of people of color as a percentage of instructional staff was lower than the median at VA public institutions and U.S. Military institutions but higher than VA privates

Instructional Staff[1] Diversity
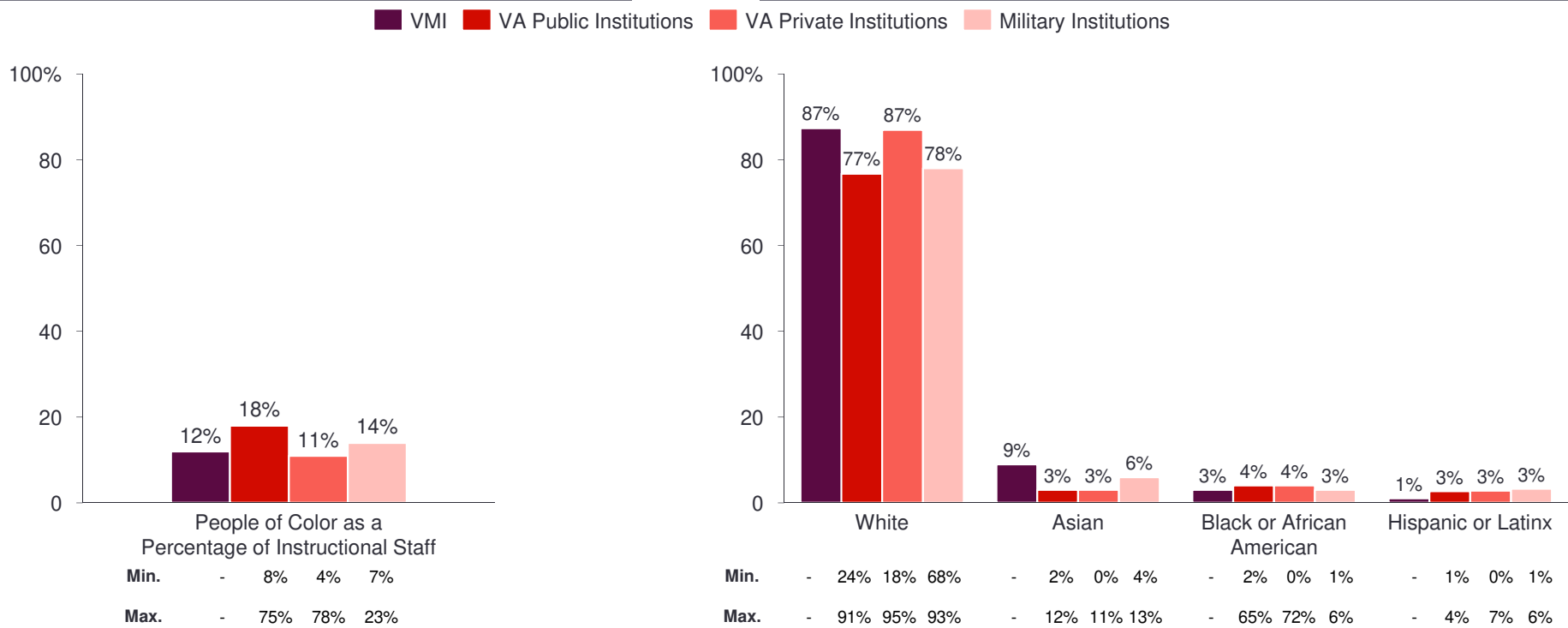
Legend: VMI | VA Public Institutions | VA Private Institutions | Military Institutions

Left chart — People of Color as a Percentage of Instructional Staff:
- VMI: 12%
- VA Public Institutions: 18%
- VA Private Institutions: 11%
- Military Institutions: 14%

	VMI	VA Public	VA Private	Military
Min.	-	8%	4%	7%
Max.	-	75%	78%	23%

Right chart:

	White				Asian				Black or African American				Hispanic or Latinx			
VMI	87%				9%				3%				1%			
VA Public		77%				3%				4%				3%		
VA Private			87%				3%				4%				3%	
Military				78%				6%				3%				3%

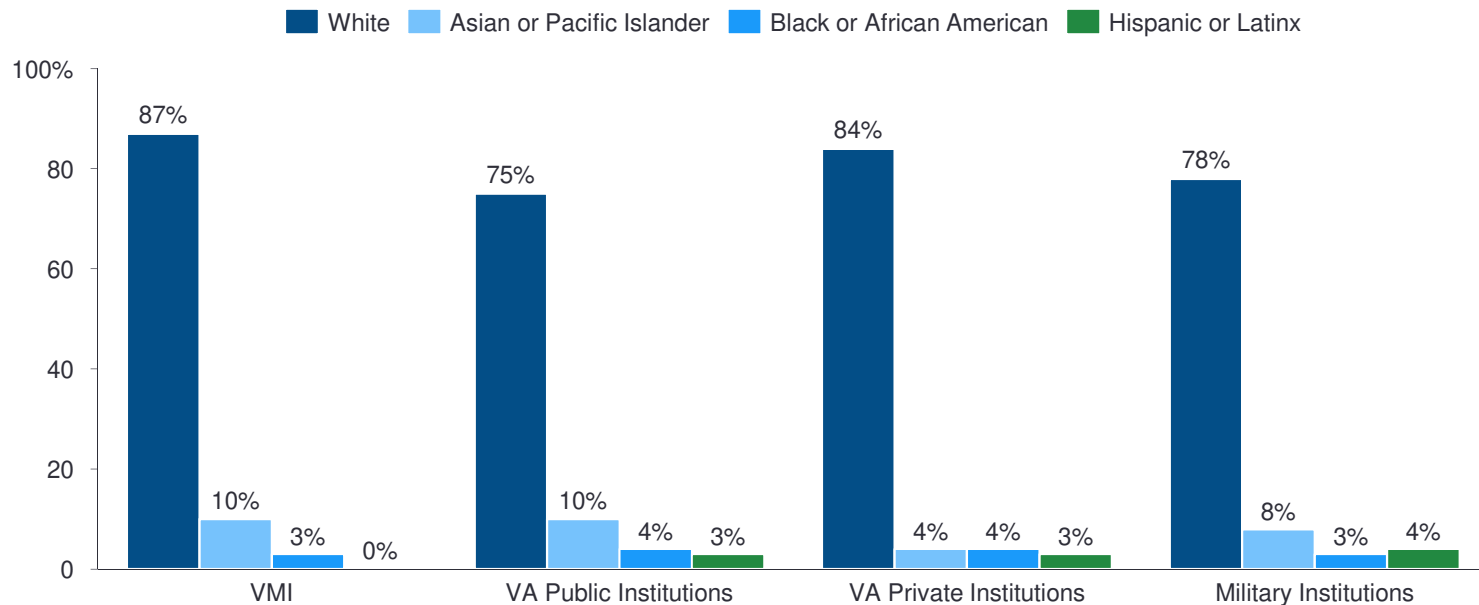|	White				Asian				Black or African American				Hispanic or Latinx			
Min.	-	24%	18%	68%	-	2%	0%	4%	-	2%	0%	1%	-	1%	0%	1%
Max.	-	91%	95%	93%	-	12%	11%	13%	-	65%	72%	6%	-	4%	7%	6%

1. IPEDS defines "Instructional Staff" as staff whose activities are either 1) primarily instruction or 2) instruction combined with research and/or public service
2. Reflects full-time staff
3. Chart does not show categories of American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, race / ethnicity unknown, and nonresident alien, due to median percentages being under 1%
Source: IPEDS

As a percentage of total instructional staff, VMI employed fewer people of color in instructional positions compared to its surrounding general population

Instructional Staff[1] Diversity

■ VMI   ■ State of Virginia   ■ Lynchburg, VA   ■ Lexington, VA

	White	Asian	Black or African American	Hispanic or Latinx
VMI	87%	9%	3%	1%
State of Virginia	61%	6%	19%	10%
Lynchburg, VA	62%	2%	28%	5%
Lexington, VA	82%	4%	6%	5%

1. Chart does not show categories of American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, race / ethnicity unknown, and nonresident alien, due to median percentages being under 1%

Sources: IPEDS; U.S. Census Bureau: State of Virginia & Lynchburg, VA - 2018 ACS 1-Year Estimates Data Profiles | Lexington, VA – 2018 ACS 5-Year Estimates Data Profiles

The Assistant Professor rank at VMI had the highest level of racial and ethnic diversity, while more senior faculty positions had a higher percentage of White employees

VMI Instructional Staff[1] Diversity

Left chart — VMI:
- 198 (100%)
- Black or African American
- Hispanic or Latinx
- Asian or Pacific Islander
- White
- VMI

% of Color:
- VMI: 12%
- VA Public: 18%
- VA Private: 12%
- Military: 14%

Right chart:

	Part-Time Instructional Staff	Lecturers	Instructors	Assistant Professors	Associate Professors	Professors
Total	55	1	5	47	25	65
White	87%	100%	100%	79%	88%	92%
Asian or Pacific Islander				19%	8%	6%
Black or African American				2%	4%	2%
% People of Color	11%	0%	0%	21%	12%	8%

100%

Legend: ■ White ■ Black or African American ■ Asian or Pacific Islander

1. IPEDS defines "Instructional Staff" as staff whose activities are either 1) primarily instruction or 2) instruction combined with research and/or public service
2. VMI did not report Instructional Staff in other racial / ethnic categories beyond those shown
3. Categories represent full-time instructional staff unless otherwise noted
Source: IPEDS

VMI had the highest percentage of White tenured and tenure-track instructional staff relative to the median across comparison groups

Comparison of Faculty Diversity

Legend: ■ White ■ Asian or Pacific Islander ■ Black or African American ■ Hispanic or Latinx

	VMI	VA Public Institutions	VA Private Institutions	Military Institutions
White	87%	75%	84%	78%
Asian or Pacific Islander	10%	10%	4%	8%
Black or African American	3%	4%	4%	3%
Hispanic or Latinx	0%	3%	3%	4%

	VMI	VA Public Institutions	VA Private Institutions	Military Institutions
% People of Color in 2013	6%	13%	9%	11%
% People of Color in 2018	13%	15%	12%	13%

1. IPEDS defines "Instructional Staff" as staff whose activities are either 1) primarily instruction or 2) instruction combined with research and/or public service
2. Categories of American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, race / ethnicity unknown, and nonresident alien are not displayed, due to low category values

Source: IPEDS

The median percentage of people of color as share of new hires increased across comparison groups by 5-8 percentage points from '13-'18, compared to 2 points at VMI

New Hires Over Time

SECTION C 1 2 3

■ 2018 —— 2013

2018 Distribution	VMI	VA Public Institutions[3]	VA Private Institutions[4]	Military Institutions[5]
White	87%	65%	76%	75%
Asian or Pacific Islander	6%	5%	3%	3%
Black or African American	7%	13%	11%	7%
Hispanic or Latinx	0%	3%	4%	4%
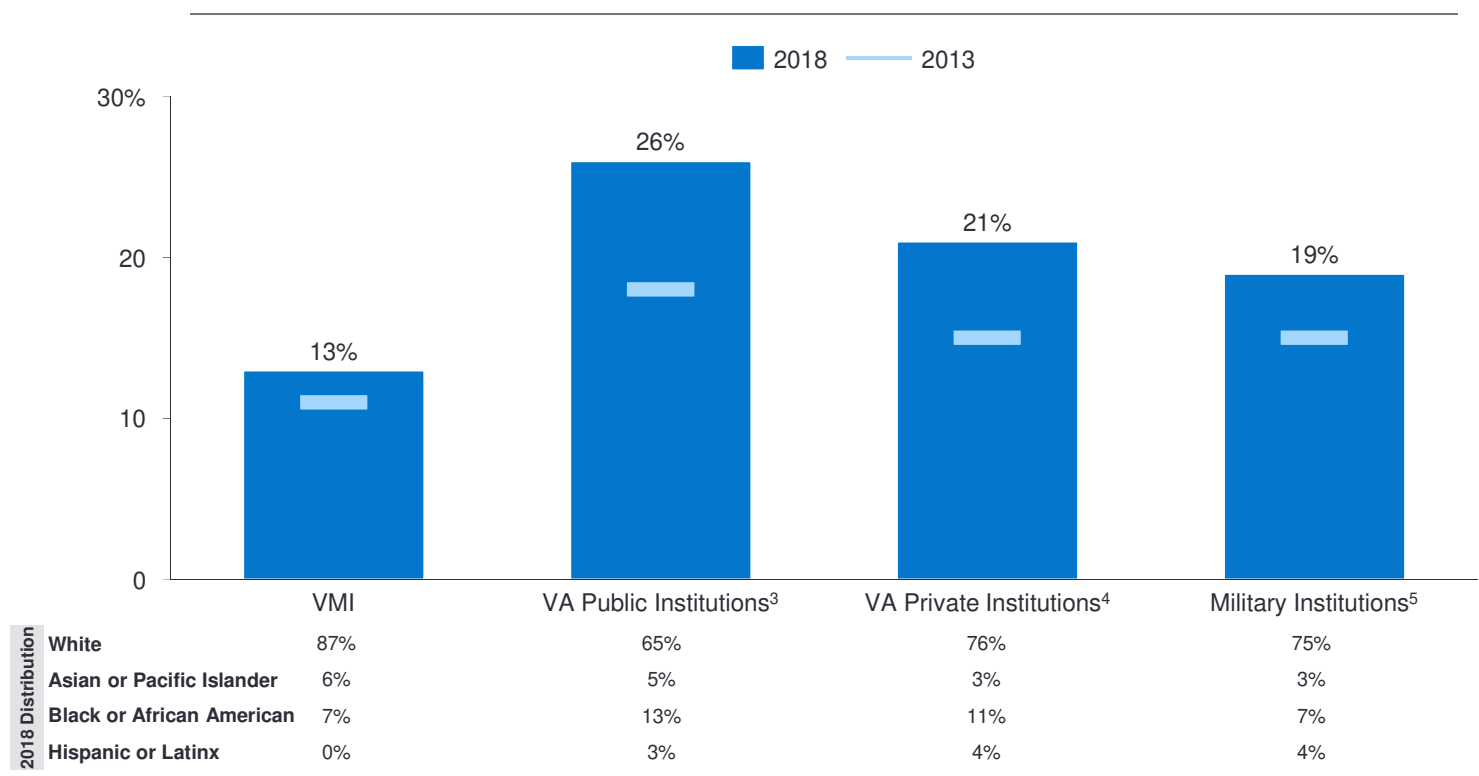
1. Values for comparison groups reflect median percentages from institutions within each comparison group
2. Categories of American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, two or more races, race / ethnicity unknown, and nonresident alien are not displayed, due to low category values
Source: IPEDS

3. For VA Public institutions, the minimum % of POC new hires was 12% with the maximum at 88%.
4. For VA Private institutions, the minimum % of POC new hires was 0% with the maximum at 79%.
5. For Military Institutions the minimum % of POC new hires was 0% with the maximum at 29%.

In terms of total new hires, VMI hired ~7x more White employees than people of color, with new hires spread across a variety of roles and departments

New Hires by Race/Ethnicity and Staff Category

In 2018, the reported new hire count for American Indian, Alaskan Native, Hispanic, and Latinx individuals was 0

Legend:
- Instructional, research and public service
- Computer, Engineering, and Science
- Service occupations
- Natural Resources, Construction, and Maintenance
- Management Occupations
- Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media
- Office and Administrative Support
- Other

Agenda

▸ Introduction

▸ Comparison Findings

Demographic definitions

Racial demographic definitions

Terminology Used	IPEDS/DoD/U.S. Census Terminology	SCHEV Terminology
American Indian or Alaskan Native	American Indian or Alaskan Native	American Indian or Alaskan Native (Non-Hispanic)
Asian or Pacific Islander	Asian Native Hawaiian or Pacific Islander	Asian or Pacific Islander (Non-Hispanic)
Black or African American	Black or African American	Black (Non-Hispanic)
Foreign	Nonresident alien	Nonresident alien
Hispanic or Latinx	Hispanic/Latino	Hispanic
Multi-Race	Two or more races	Multi-race (Non-Hispanic)
White	White	White (Non-Hispanic)
Unknown/Unreported	Unknown	Unknown/Unreported
Students of color	Students of color are defined within this document as American Indian or Alaskan Native, Asian or Pacific Islander, Black, Hispanic/Latinx, and Multi-Race	
All other students	All other students are defined within this document as White, foreign, and unknown/unreported students	

Demographic categories White and Unknown are grouped together in <u>some</u> SCHEV data sets. These reporting differences are cited on charts where relevant

Demographic definitions

IPEDS/DoD/U.S. Census Bureau Demographic Definitions

- ▸ American Indian or Alaska Native - A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.
- ▸ Asian – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- ▸ Native Hawaiian or Pacific Islander - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- ▸ Black or African American - A person having origins in any of the black racial groups of Africa.
- ▸ Hispanic or Latino/Hispanic - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- ▸ White - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- ▸ Two or more races - Category used by institutions to report persons who selected more than one race.
- ▸ Unknown - The category used to report students or employees whose race and ethnicity are not known.

Demographic definitions

SCHEV Demographic Definitions

▸ American Indian or Alaska Native (NH) Variable combines both old and new race/ethnicity categories of American Indian or Alaska Native American Indian or Alaska Native (new definition) - A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment. American Indian or Alaska Native (old definition) - A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition. (Source: IPEDS)

▸ Asian/Pacific Islanders (NH) Variable combines new race/ethnicity categories Asian and Native Hawaiian with the old race/ethnicity category of Asian or Pacific Islander. Asian (new definition) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. Native Hawaiian or Other Pacific Islanders (new definition) - A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. Asian/Pacific Islander (old definition) - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, and Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam. (Source: IPEDS)

▸ Black (NH) Variable combines the new race/ethnicity category Black or African American and the old race/ethnicity category Black non-Hispanic. Black or African American (new definition) - A person having origins in any of the black racial groups of Africa. Black, non-Hispanic (old definition) - A person having origins in any of the black racial groups of Africa (except those of Hispanic origin). (Source: IPEDS)

▸ Hispanic or Latino/Hispanic Variable combines the new race/ethnicity category Hispanic or Latino and the old race/ethnicity category Hispanic. Hispanic or Latino (new definition) - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. Hispanic (old definition) - A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race. (Source: IPEDS)

▸ White(NH) Variable combines the new race/ethnicity category White and old race/ethnicity category White, non-Hispanic. White (new definition) - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. White, non-Hispanic (old definition) - A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

▸ Multi-Racial (NH) - Category used by institutions to report persons who selected more than one race. (Source: IPEDS) For SCHEV's reporting, this includes only students that select two or more races and did not select "Hispanic or Latino".

▸ Unknown/UnReported - This category is used ONLY if the student did not select a racial/ethnic designation, AND the postsecondary institution finds it impossible to place the student in one of the aforementioned racial/ethnic categories during established enrollment procedures or in any post-enrollment identification or verification process. (Source: IPEDS)

Institutions by comparison group

1. William & Mary
2. Christopher Newport University
3. Radford University-Carilion (formerly Jefferson College of Health Sciences) [1]
4. George Mason University
5. James Madison University
6. Longwood University
7. University of Mary Washington
8. Norfolk State University
9. Old Dominion University
10. Radford University[1]
11. The University of Virginia's College at Wise
12. Virginia Commonwealth University
13. University of Virginia-Main Campus
14. Virginia State University
15. Virginia Polytechnic Institute & State University

1. Averett University
2. Bluefield College
3. Bridgewater College
4. Regent University
5. Emory & Henry College
6. Eastern Mennonite University
7. Ferrum College
8. Hampden-Sydney College
9. Hampton University
10. Hollins University
11. Liberty University
12. University of Lynchburg
13. Mary Baldwin University
14. Marymount University
15. Randolph-Macon College
16. Randolph College
17. University of Richmond
18. Roanoke College
19. Shenandoah University
20. Southern Virginia University
21. Sweet Briar College
22. Virginia Union University
23. Virginia Wesleyan University
24. Washington and Lee University
25. Averett University-Non-Traditional Programs

1. United States Air Force Academy
2. United States Coast Guard Academy
3. United States Naval Academy
4. United States Merchant Marine Academy
5. United States Military Academy
6. Citadel Military College of South Carolina
7. Texas A & M University-College Station
8. Norwich University
9. Virginia Polytechnic Institute & State University
10. University of North Georgia

1. Radford University and Radford University-Carilion are considered to be a single institution in SCHEV after 2018, following Radford's acquisition of the former Jefferson College