

## DEI Dashboard

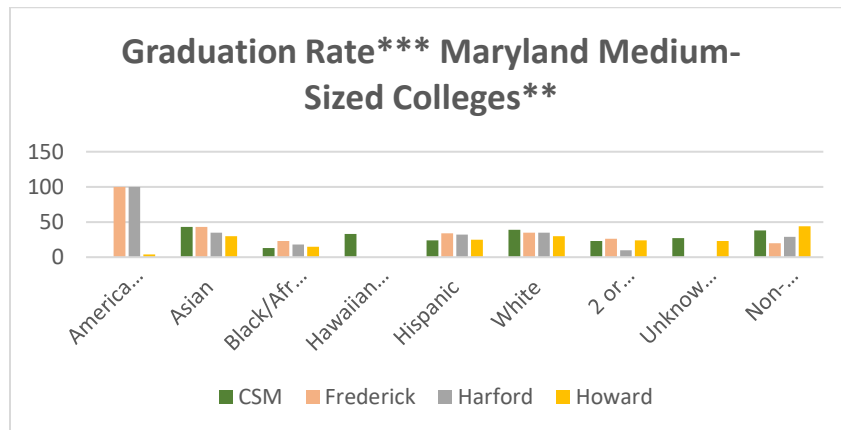
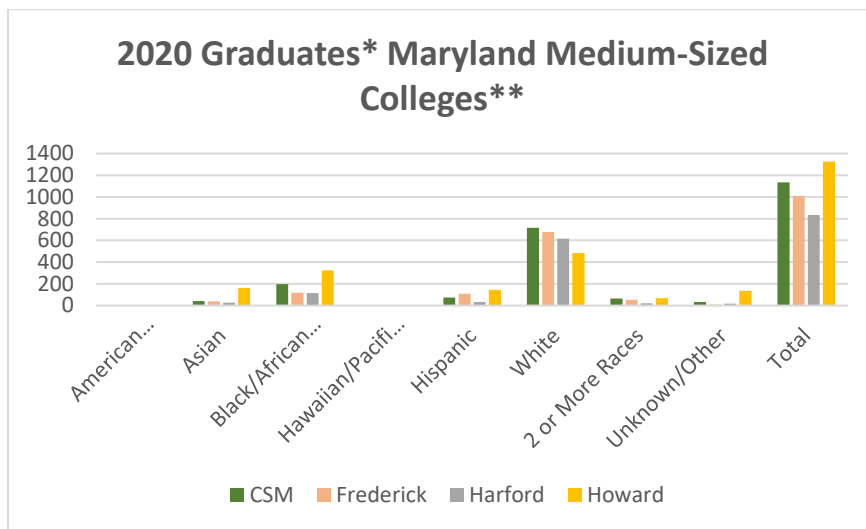
Fall 2021

### Goal #2: Ensure Equity in All Programs and Services

Strategy 2.2: Use disaggregated data to close equity gaps.

#### Academic Programs

**Target 1:** Graduation rates for all students will meet or exceed Maryland comparison group.

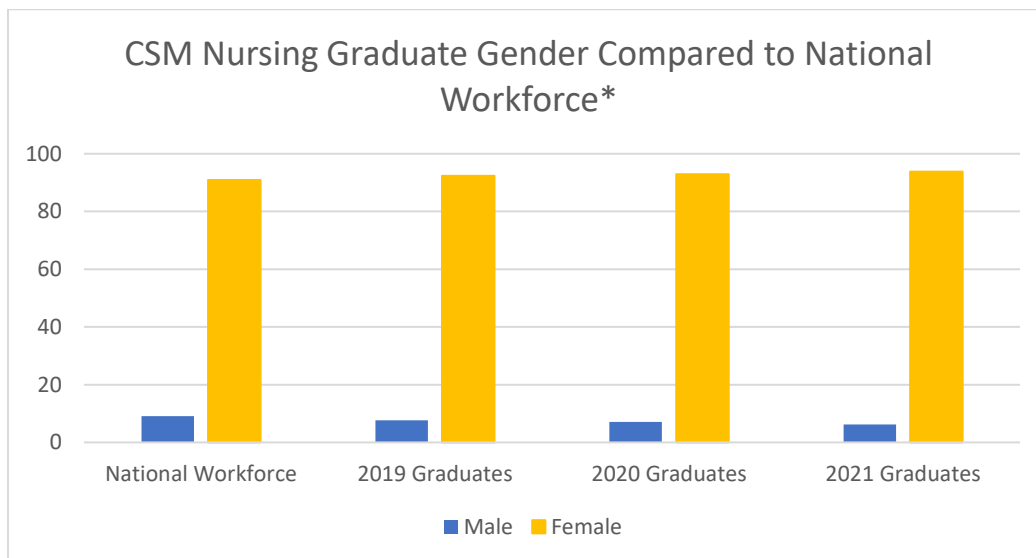
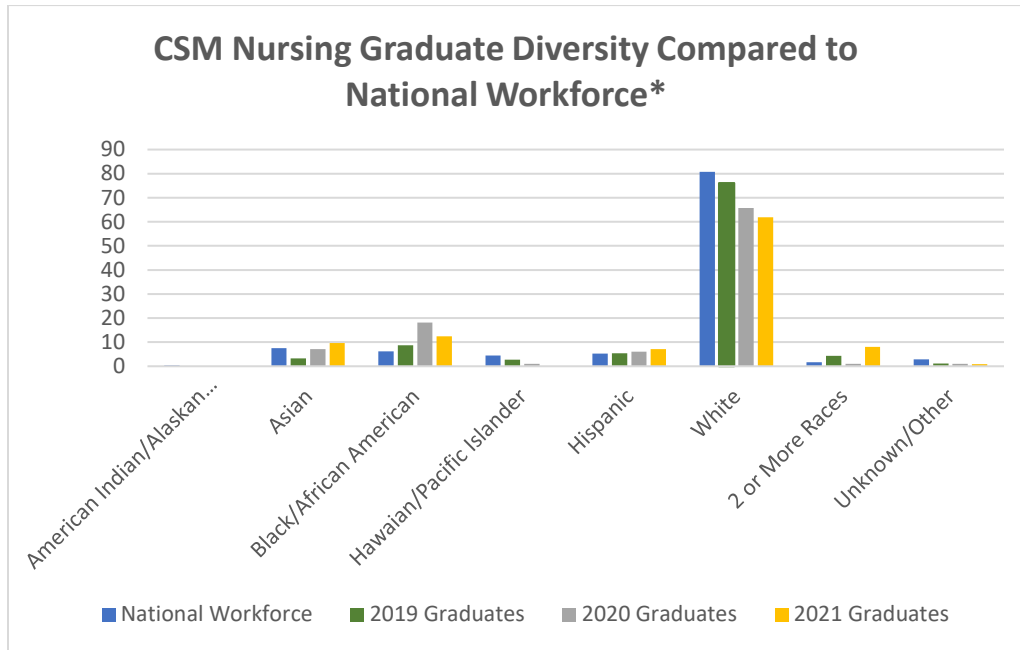


\*Number of graduates

\*\*Maryland Association of Community Colleges comparison group

\*\*\*% First-time Full-time students completing in 150% time

**Target 2:** CSM will exceed the national workforce in diversity of Nursing graduates.



\*National Nursing Workforce Study conducted by the National Council State Boards of Nursing

**Target 3:** CSM will exceed Community College Survey of Student Engagement benchmarks for all groups.

Community College Survey of Student Engagement (CCSSE)						
Comparison of Benchmark Scores of All Students to Race/Ethnicity Breakdowns						
2016, 2018, and 2021 Surveys						
<p><b>The five CCSSE benchmarks are groups of conceptually related survey items that address key areas of student engagement. The five benchmarks denote areas that educational research has shown to be important to students' college experiences and educational outcomes.</b></p>						
All Students						
Benchmark	N = 792			N = 649		
	2016	2018	2021	2016	2018	2021
Active and Collaborative Learning	47.1	48.1	48.4			
Student Effort	46.1	46.7	49.0			
Academic Challenge	46.0	49.1	55.0			
Student -Faculty Interaction	47.0	48.0	53.8			
Support for Learners	42.1	44.5	50.1			
Black or African American						
Benchmark	N = 179			N = 160		
	2016	2018	2021	Gap to Benchmark of All Students		
Active and Collaborative Learning	49.2	50.4	53.3	2.1	2.3	4.9
Student Effort	51.2	51.3	52.7	5.1	4.6	3.7
Academic Challenge	49.8	54.6	56.5	3.8	5.5	1.5
Student -Faculty Interaction	52.1	53.4	62.8	5.1	5.4	9.0
Support for Learners	48.9	50.9	59.9	6.8	6.4	9.8
Hispanic						
Benchmark	N = 56			N = 25		
	2016	2018	2021	Gap to Benchmark of All Students		
Active and Collaborative Learning	52.1	46.1	51.4	5.0	3.0	3.0
Student Effort	47.3	58.6	50.3	1.2	11.9	1.3
Academic Challenge	55.5	55.2	64.9	9.5	6.1	9.9
Student -Faculty Interaction	53.7	51.4	63.8	6.7	3.4	10.0
Support for Learners	45.6	52.0	64.0	3.5	7.5	13.9
White						
Benchmark	N = 440			N = 303		
	2016	2018	2021	Gap to Benchmark of All Students		
Active and Collaborative Learning	44.9	45.8	47.2	2.2	2.2	1.2
Student Effort	43.8	42.0	47.3	3.3	4.7	1.7
Academic Challenge	43.0	45.1	52.8	3.0	4.0	3.2
Student -Faculty Interaction	44.1	44.5	49.8	2.9	3.5	4.0
Support for Learners	38.9	40.6	45.6	3.2	3.9	4.5
Planning, Institutional Effectiveness, and Research (PIR)						
September 2021						