



MINNESOTA STATE

EQUITY SCORECARD

KPI 1: Undergraduate Student Success



KPI 1: Undergraduate Student Success

Metric 1: First Year Outcome by Race (Fall to Fall Persistence and Completion)

Equity Gap Calculation: Select comparison group or set baseline

Comparison by Race

Custom Baseline Percent (0-100)

Comparison Group

White

System (1111)

Institution
System (1111)

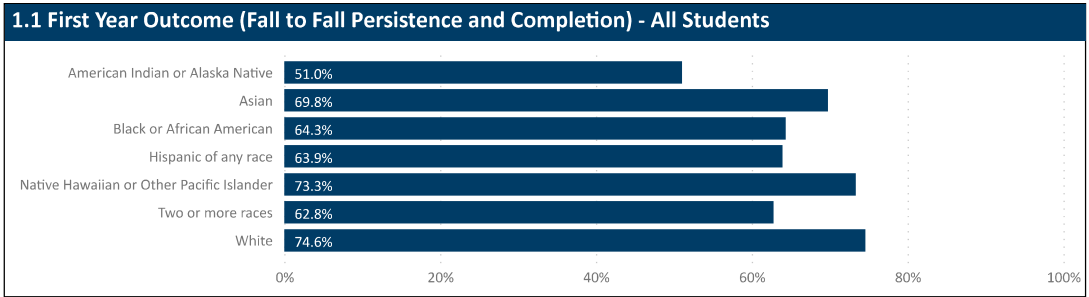
Entering Cohort
Fall 2021

Gender
All

Student Load
All

Race / Ethnicity
All

Admission Category
All



1.1 Equity Gaps and Counts - All Students

Race / Ethnicity	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Success Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
American Indian or Alaska Native	-23.5%	Widening	-0.6%	51.0%	286	67
Asian	-4.8%	Widening	-0.8%	69.8%	2096	101
Black or African American	-10.2%	Relatively Consistent	-0.2%	64.3%	4883	498
Hispanic of any race	-10.6%	Narrowing	1.5%	63.9%	2983	317
Native Hawaiian or Other Pacific Islander	-1.2%	Narrowing	7.3%	73.3%	30	Less than 5
Two or more races	-11.8%	Widening	-0.5%	62.8%	1593	188
White	Comparison Group	Comparison Group	Comparison Group	74.6%	21810	Comparison Group
Total				71.1%	33681	



KPI 1: Undergraduate Student Success

Metric 2: First Year Outcome by Pell Eligibility & First Generation Status (Fall to Fall Persistence and Completion)

System (1111)

Select measure to calculate:

Pell Eligibility

First Generation Status

Institution
System (1111) ▾

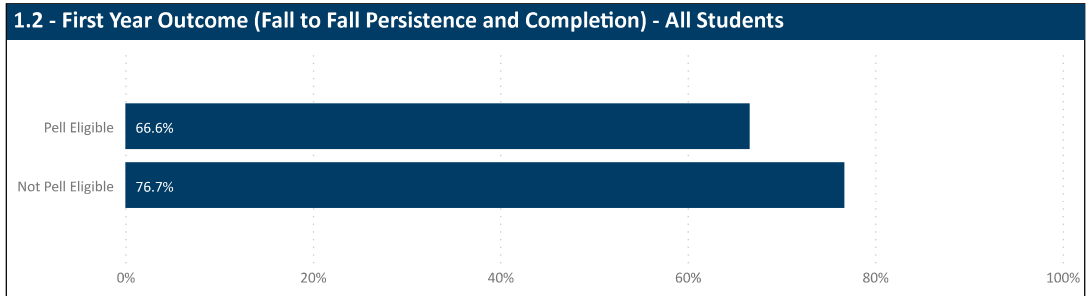
Entering Cohort
Fall 2021 ▾

Gender
All ▾

Student Load
All ▾

Race / Ethnicity
All ▾

Admission Category
All ▾



1.2 Equity Gaps and Counts - All Students

Pell Status	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap over 3-Years	Success Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
Pell Eligible	-10.1%	Narrowing	0.7%	66.6%	14,313	1446
Not Pell Eligible	Comparison Group	Comparison Group	Comparison Group	76.7%	13,146	Comparison Group



KPI 1: Undergraduate Student Success

Metric 2: First Year Outcome by Pell Eligibility & First Generation Status (Fall to Fall Persistence and Completion)

System (1111)

Select measure to calculate:

Pell Eligibility

First Generation Status

Institution
System (1111) ▾

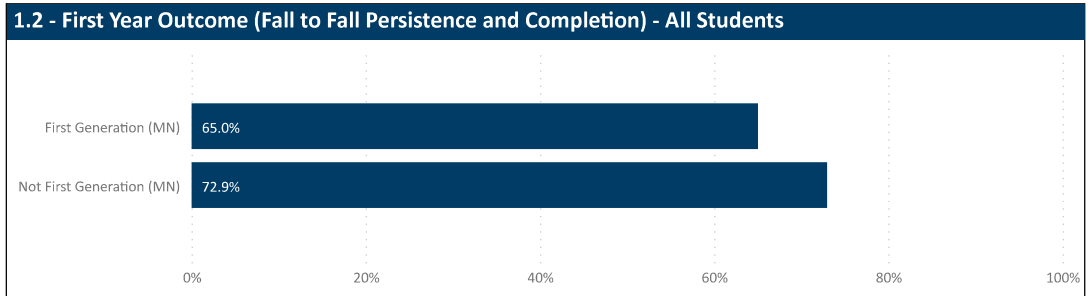
Entering Cohort
Fall 2021 ▾

Gender
All ▾

Student Load
All ▾

Race / Ethnicity
All ▾

Admission Category
All ▾



1.2 Equity Gaps and Counts - All Students

First Generation Status	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Success Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
First Generation (MN)	-7.9%	Narrowing	1.1%	65.0%	7,326	580
Not First Generation (MN)	Comparison Group	Comparison Group	Comparison Group	72.9%	25,681	Comparison Group



KPI 1: Undergraduate Student Success

Metric 3: Completion Rate 3YR & 6YR

By Race

Universities (2222)

Equity Gap Calculation: Select comparison group or set baseline

Comparison by Race

Custom Baseline Percent (0-100)

Comparison Group

White

Institution

Universities (2222)

Entering Cohort

Fall 2016

Gender

All

Student Load

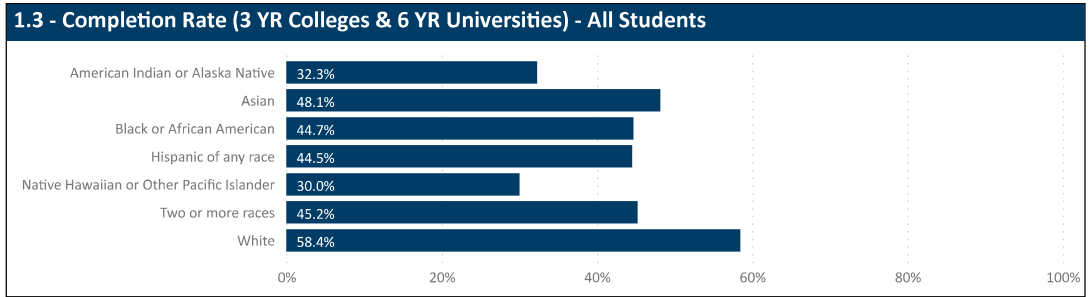
All

Race / Ethnicity

All

Admission Category

All



1.3 Completion Rate Equity Gaps and Counts - All Students

Race / Ethnicity	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Completion Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
American Indian or Alaska Native	-26.2%	Widening	-7.0%	32.3%	93	24
Asian	-10.3%	Widening	-1.5%	48.1%	750	77
Black or African American	-13.8%	Relatively Consistent	-0.1%	44.7%	1014	140
Hispanic of any race	-13.9%	Widening	-2.5%	44.5%	647	90
Native Hawaiian or Other Pacific Islander	-28.4%	Widening	-28.4%	30.0%	10	Less than 5
Two or more races	-13.2%	Relatively Consistent	0.1%	45.2%	511	68
White	Comparison Group	Comparison Group	Comparison Group	58.4%	9997	Comparison Group
Total				55.4%	13022	



KPI 1: Undergraduate Student Success

Metric 3: Completion Rate 3YR & 6YR

By Race

Colleges (3333)

Equity Gap Calculation: Select comparison group or set baseline

Comparison by Race

Custom Baseline Percent (0-100)

Comparison Group

White

Institution

Colleges (3333)

Entering Cohort

Fall 2019

Gender

All

Student Load

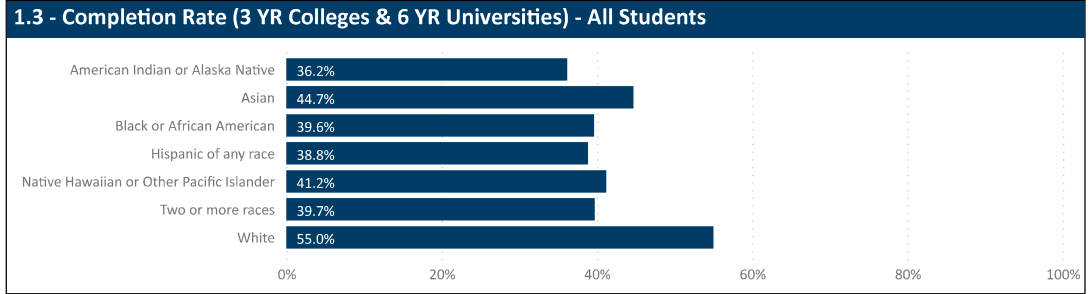
All

Race / Ethnicity

All

Admission Category

All



1.3 Completion Rate Equity Gaps and Counts - All Students

Race / Ethnicity	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Completion Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
American Indian or Alaska Native	-18.8%	Narrowing	1.2%	36.2%	271	51
Asian	-10.3%	Relatively Consistent	0.0%	44.7%	1850	190
Black or African American	-15.4%	Widening	-1.1%	39.6%	4610	708
Hispanic of any race	-16.2%	Widening	-1.0%	38.8%	2718	439
Native Hawaiian or Other Pacific Islander	-13.8%	Widening	-3.4%	41.2%	17	Less than 5
Two or more races	-15.3%	Widening	-2.6%	39.7%	1401	214
White	Comparison Group	Comparison Group	Comparison Group	55.0%	17051	Comparison Group
Total				49.2%	27918	



KPI 1: Undergraduate Student Success

Metric 4: Completion Rate - 3YR & 6YR

By Pell Eligibility and First Generation Status

Universities (2222)

Select measure to calculate:

Pell Eligibility

First Generation Status

Institution

Universities (2222) ▾

Entering Cohort

Fall 2016 ▾

Gender

All ▾

Student Load

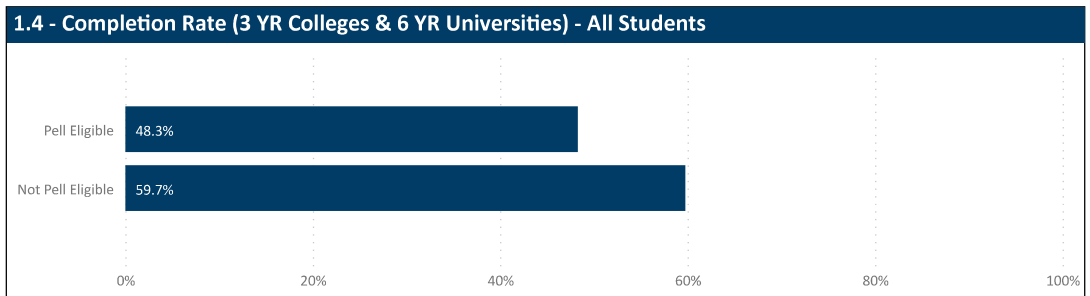
All ▾

Race / Ethnicity

All ▾

Admission Category

All ▾



1.4 - Completion Rate Equity Gaps and Counts - All Students

Pell Status	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Completion Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
Not Pell Eligible	Comparison Group	Comparison Group	Comparison Group	59.7%	6,601	Comparison Group
Pell Eligible	-11.5%	Widening	-1.3%	48.3%	4,965	569



KPI 1: Undergraduate Student Success

Metric 4: Completion Rate - 3YR & 6YR

By Pell Eligibility and First Generation Status

Universities (2222)

Select measure to calculate:

Pell Eligibility

First Generation Status

Institution

Universities (2222) ▾

Entering Cohort

Fall 2016 ▾

Gender

All ▾

Student Load

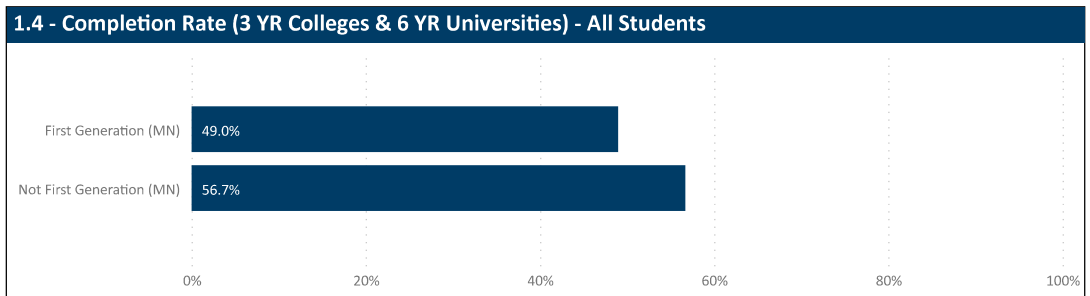
All ▾

Race / Ethnicity

All ▾

Admission Category

All ▾



1.4 - Completion Rate Equity Gaps and Counts - All Students

First Generation Status	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Completion Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
First Generation (MN)	-7.7%	Widening	-1.9%	49.0%	2,042	157
Not First Generation (MN)	Comparison Group	Comparison Group	Comparison Group	56.7%	10,902	Comparison Group



KPI 1: Undergraduate Student Success

Metric 4: Completion Rate - 3YR & 6YR

By Pell Eligibility and First Generation Status

Colleges (3333)

Select measure to calculate:

Pell Eligibility

First Generation Status

Institution

Colleges (3333) ▾

Entering Cohort

Fall 2019 ▾

Gender

All ▾

Student Load

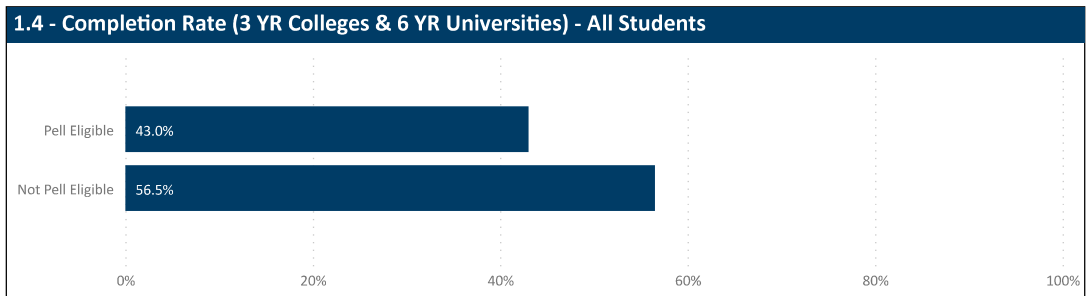
All ▾

Race / Ethnicity

All ▾

Admission Category

All ▾



1.4 - Completion Rate Equity Gaps and Counts - All Students

Pell Status	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Completion Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
Not Pell Eligible	Comparison Group	Comparison Group	Comparison Group	56.5%	9,297	Comparison Group
Pell Eligible	-13.5%	Widening	-0.8%	43.0%	13,792	1860



KPI 1: Undergraduate Student Success

Metric 4: Completion Rate - 3YR & 6YR

By Pell Eligibility and First Generation Status

Colleges (3333)

Select measure to calculate:

Pell Eligibility

First Generation Status

Institution

Colleges (3333) ▾

Entering Cohort

Fall 2019 ▾

Gender

All ▾

Student Load

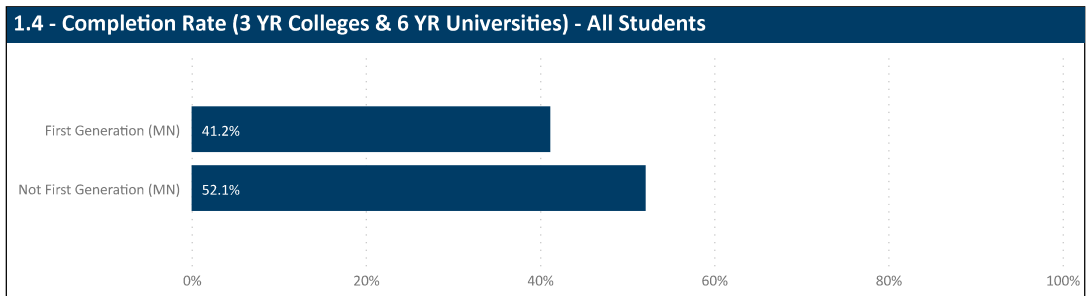
All ▾

Race / Ethnicity

All ▾

Admission Category

All ▾



1.4 - Completion Rate Equity Gaps and Counts - All Students

First Generation Status	Equity Gap (Parity=0%)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Completion Rate	Cohort Count	Number to Reach Parity (Eliminate Equity Gap)
First Generation (MN)	-10.9%	Relatively Consistent	-0.1%	41.2%	6,811	745
Not First Generation (MN)	Comparison Group	Comparison Group	Comparison Group	52.1%	20,678	Comparison Group



MINNESOTA STATE

KPI 2: Compositional Diversity



KPI 2: Compositional Diversity

Metric 1: Student Diversity Relative to Faculty & Staff Diversity

Select measure to calculate:

Compare Faculty, Students and Staff of Color

Compare White Faculty, Students and Staff

Institution

System (1111) ▾

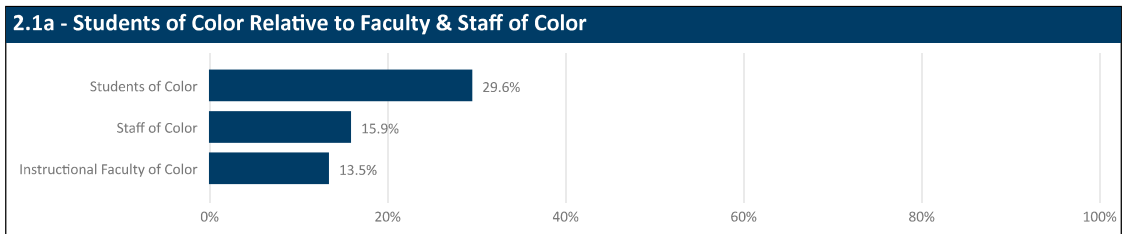
Fiscal Year

2022 ▾

Gender

All ▾

System (1111)



2.1a - Compositional Gaps

Student Diversity Relative To Faculty and Staff Diversity	Compositional Gap (Parity = 0%)	5-Year Composition Trend	Change in Compositional Gap Over 5-Years
Instructional Faculty of Color vs. Students of Color	-16.1%	Relatively Consistent	-0.3%
Staff of Color vs. Students of Color	-13.6%	Relatively Consistent	-0.0%



KPI 2: Compositional Diversity

Metric 1: Student Diversity Relative to Faculty & Staff Diversity

Select measure to calculate:

Compare Faculty, Students and Staff of Color

Compare White Faculty, Students and Staff

Institution

System (1111) ▾

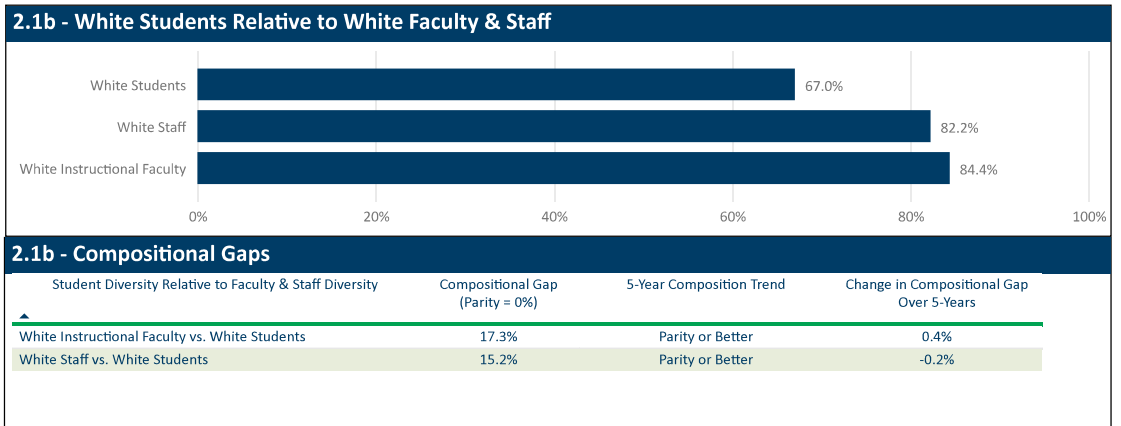
Fiscal Year

2022 ▾

Gender

All ▾

System (1111)



KPI 2: Compositional Diversity

Metric 1: Student Diversity Relative to Faculty and Staff Diversity Breakout by Race

System (1111)

Select measure to calculate:

Student to Faculty Comparison

Student to Staff Comparison

Institution

System (1111)

Fiscal Year

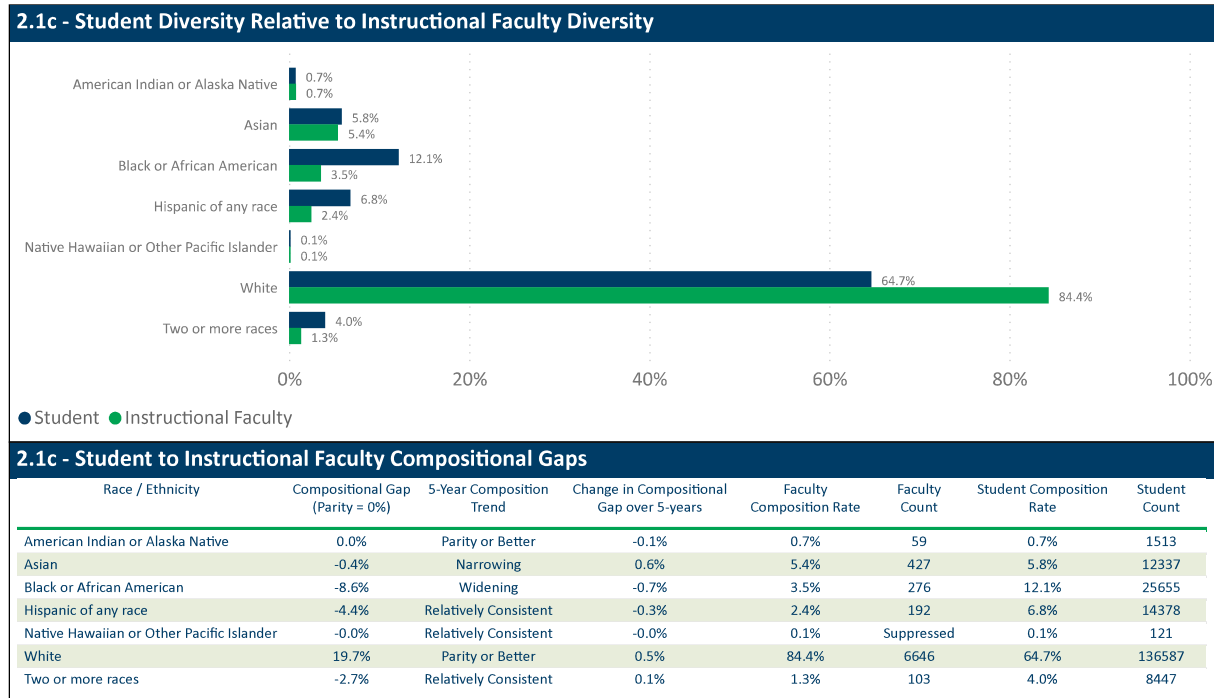
2022

Gender

All

Race / Ethnicity

All





KPI 2: Compositional Diversity

Metric 1: Student Diversity Relative to Faculty and Staff Diversity Breakout by Race

System (1111)

Select measure to calculate:

Student to Faculty Comparison

Student to Staff Comparison

Institution

System (1111)

Fiscal Year

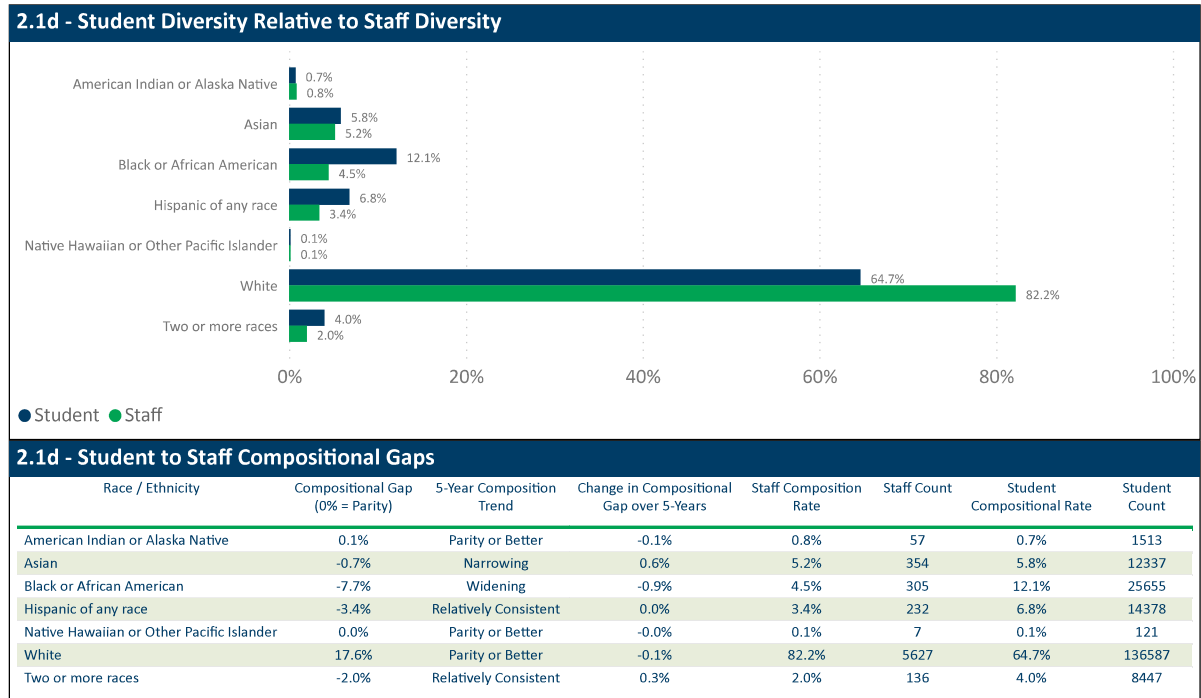
2022

Gender

All

Race / Ethnicity

All



KPI 2: Compositional Diversity

Metric 2: Employee Diversity

System (1111)

Select measure to calculate:

Employee Diversity - All Roles

Employee Diversity - By Role

Employee Diversity - By Gender

Institution

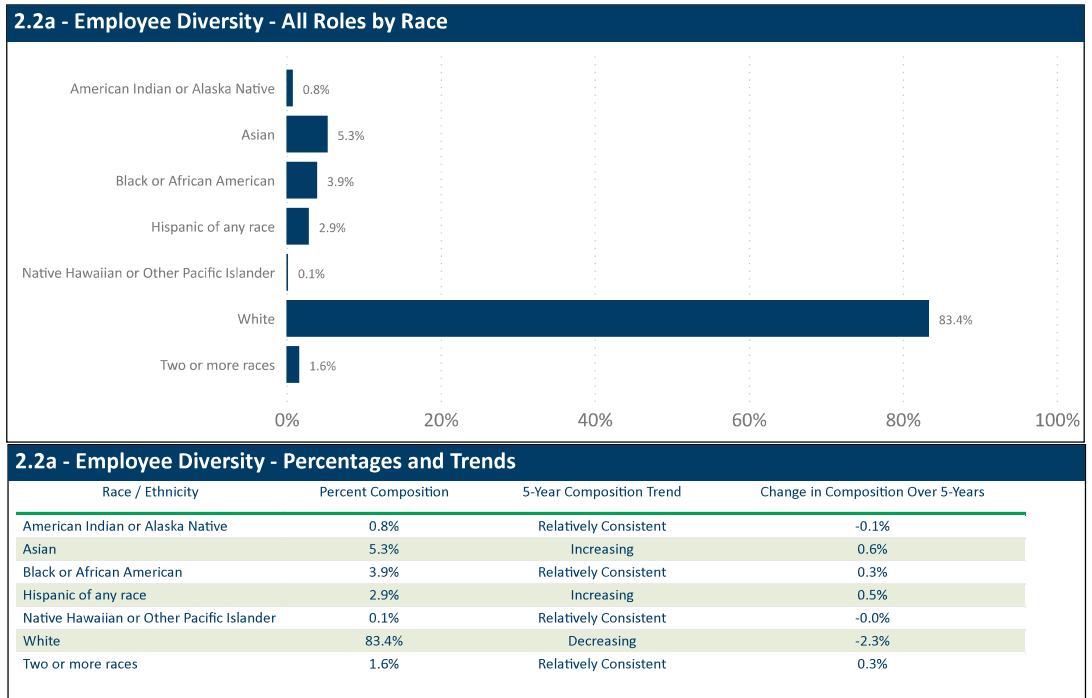
System (1111) ▾

Fiscal Year

2022 ▾

Gender

All ▾



KPI 2: Compositional Diversity

Metric 2: Employee Diversity

System (1111)

Select measure to calculate:

Employee Diversity - All Roles

Employee Diversity - By Role

Employee Diversity - By Gender

Institution

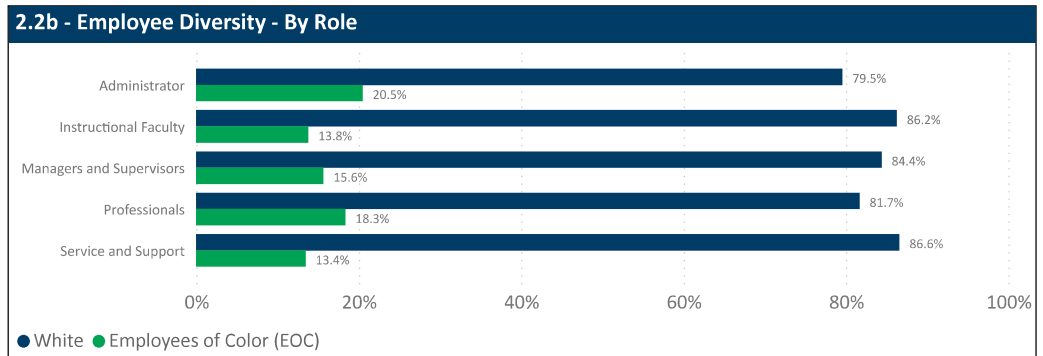
System (1111) ▾

Fiscal Year

2022 ▾

Gender

All ▾



2.2b- Employees of Color (EOC) By Role - Percentages and Trends

Job Role	Percent Composition	5-Year Composition Trend	Change in Composition Over 5-Years
EOC: Administrator	20.2%	Increasing	3.6%
EOC: Instructional Faculty	13.5%	Increasing	1.4%
EOC: Managers and Supervisors	15.4%	Increasing	2.6%
EOC: Professionals	18.0%	Increasing	1.7%
EOC: Service and Support	13.2%	Increasing	0.9%

KPI 2: Compositional Diversity

Metric 2: Employee Diversity

System (1111)

Select measure to calculate:

Employee Diversity - All Roles

Employee Diversity - By Role

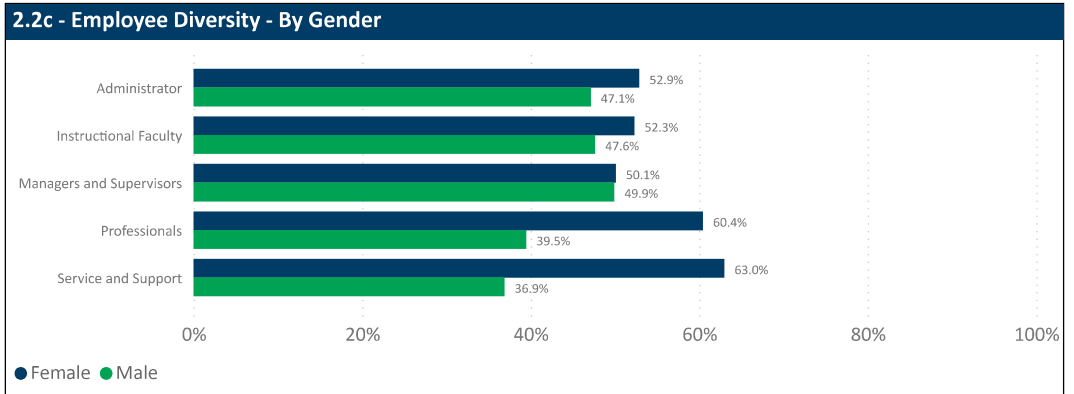
Employee Diversity - By Gender

Institution

System (1111) ▾

Fiscal Year

2022 ▾



2.2c- Employees by Gender and Role - Percentages and Trends

Job Role	Percent Composition	5-Year Composition Trend	Change in Composition Over 5-Years
Female: Administrator	52.9%	Relatively Consistent	-0.3%
Female: Instructional Faculty	52.3%	Relatively Consistent	0.3%
Female: Managers and Supervisors	50.1%	Increasing	0.8%
Female: Professionals	60.4%	Relatively Consistent	0.2%
Female: Service and Support	63.0%	Decreasing	-0.8%
Male: Administrator	47.1%	Relatively Consistent	0.3%
Male: Instructional Faculty	47.6%	Relatively Consistent	-0.3%
Male: Managers and Supervisors	49.9%	Decreasing	-0.8%
Male: Professionals	39.5%	Relatively Consistent	-0.3%
Male: Service and Support	36.9%	Increasing	0.6%



MINNESOTA STATE

KPI 3: Employee Retention and Development

KPI 3: Employee Retention and Development

This report displays data related to employee retention over a 3-Year period. If there is no employee or retention data related to a specific institution for one or more fiscal years, the employee group will not display in the report results. For example, if FY 2019 is selected and Employees of Color displays 'N/A' in the table and no data in the chart, then no Employees of Color were hired during that selected FY and given institution.

Select measure to calculate for Employee Retention

By Employee of Color (EOC) Status

By Gender

By Gender and EOC Status

Institution

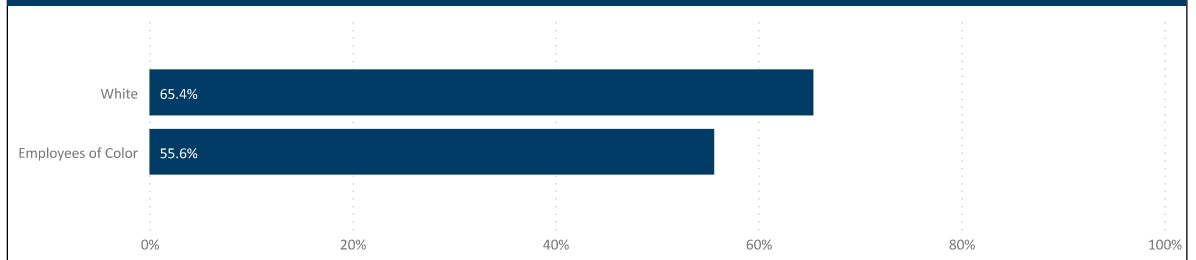
System

FY Hired

2020

System

3.1a Employee Retention by Employee of Color Status - Fiscal Year 2023



3.1a Employee Equity Gaps and Retention Counts

Employee of Color Status	Equity Gap (0%=Parity)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Retention Rate	Total FY Hired Count	Approx Number to Parity
Employees of Color	-9.8%	Narrowing	3.0%	55.6%	169	17
White	Comparison Group	Comparison Group	Comparison Group	65.4%	529	Comparison Group

KPI 3: Employee Retention and Development

This report displays data related to employee retention over a 3-Year period. If there is no employee or retention data related to a specific institution for one or more fiscal years, the employee group will not display in the report results. For example, if FY 2019 is selected and Employees of Color displays 'N/A' in the table and no data in the chart, then no Employees of Color were hired during that selected FY and given institution.

Select measure to calculate for Employee Retention

- By Employee of Color (EOC) Status
- By Gender**
- By Gender and EOC Status

Institution

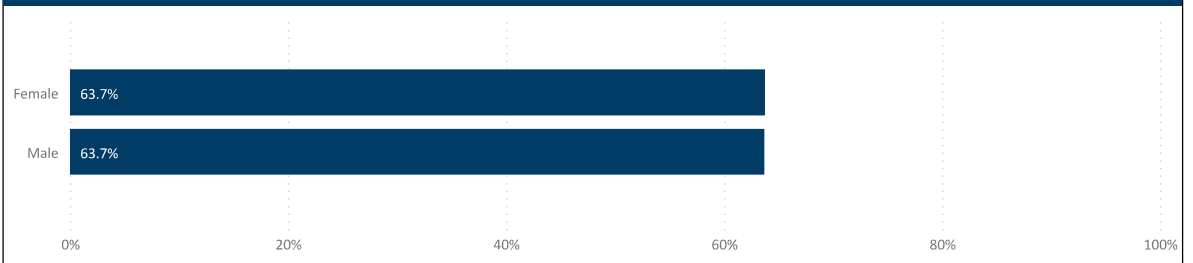
System

FY Hired

2020

System

3.1b Employee Retention by Gender - Fiscal Year 2023



3.1b Employee Equity Gaps and Retention Counts

Gender	Equity Gap (0%=Parity)	3-Year Equity Gap Trend	Change in Equity Gap Over 3-Years	Retention Rate	Total FY Hired Count	Approx Number to Parity
Male	Comparison Group	Comparison Group	Comparison Group	62.7%	276	Comparison Group
Female	0.3%	Parity or Better	-1.4%	63.0%	427	0

KPI 3: Employee Retention and Development

This report displays data related to employee retention over a 3-Year period. If there is no employee or retention data related to a specific institution for one or more fiscal years, the employee group will not display in the report results. For example, if FY 2019 is selected and Employees of Color displays 'N/A' in the table and no data in the chart, then no Employees of Color were hired during that selected FY and given institution.

Select measure to calculate for Employee Retention

By Employee of Color (EOC) Status

By Gender

By Gender and EOC Status

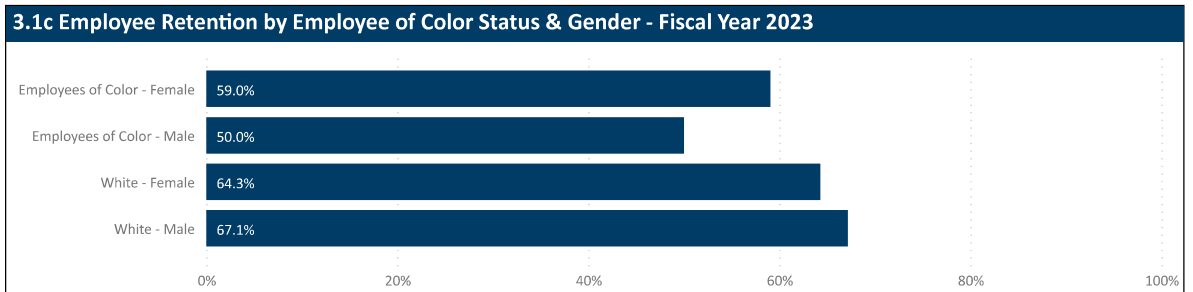
Institution

System

FY Hired

2020

System



3.1c Employee Equity Gaps and Retention Counts

EOC Status & Gender	Equity Gap (0%=Parity)	3-Year Equity Gap Trend	Change in Equity Gap Over 3- Years	Retention Rate	Total FY Hired Count	Approx Number to Parity
Employees of Color - Male	50.0%	Parity or Better	-11.1%	50.0%	64	0
White - Male	Comparison Group	Comparison Group	Comparison Group	67.1%	210	Comparison Group
Employees of Color - Female	-5.2%	Narrowing	12.8%	59.0%	105	5
White - Female	Comparison Group	Comparison Group	Comparison Group	64.3%	319	Comparison Group

KPI 4: Supplier Diversity



KPI 4: Supplier Diversity

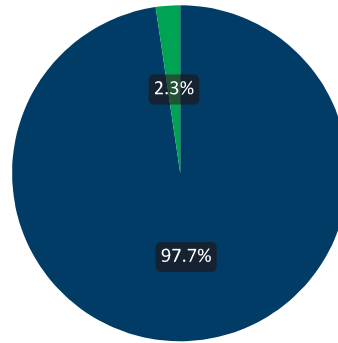
Metric 1: Percentage of Spend with Diverse Vendors for All Contracted Construction, Goods and Services

Institution
System (1111)

Fiscal Year
2022

System (1111)

Percentage of Diverse Spend 2022



● Non-Diverse Spend
● Diverse Spend

Percentage of Diverse Spend 2022

	Current FY	3-Year Rolling Average	Change in Diverse Spend	3-Year Spend Trend
Diverse Spend: Targeted Business Groups (TBGs)	2.3%	2.4%	-0.1%	Consistent
Non-Diverse Spend: Majority-Owned Businesses	97.7%	97.6%	0.1%	Consistent
Total Spend (less exclusions)	\$684,344,997	\$426,835,264		



MINNESOTA STATE

KPI 5: Equity Strategy, Structures, & Actions

In Development

Note: Integration of the finalized KPI 5 elements will take place in a phased approach. At this time, the below elements are not fixed, but rather intended to aid college and university leadership in acclimating to and planning for establishing and/or maturing efforts related to these elements at the institutional level. This list will evolve and be reviewed and updated annually. Reference the KPI 5 overview page for an associated KPI 5 timeline.

KPI 5 Elements

The below elements were identified and drafted based on stakeholder inputs, review of other national models, evolving practices, and lessons learned from research. *The college or university has:*

1. *An active Bias Incident Response Team.
2. *An established American Indian Advisory Council (legislatively required for schools with 10+ full-time American Indian students, if requested - Minnesota statute "135A.12: UNIQUE NEEDS AND ABILITIES OF AMERICAN INDIAN PEOPLE.).
3. *Administered a campus climate assessment for students and employees within the last 3 years.
4. Established a council or committee that is dedicated to advancing Equity, Diversity, and Inclusion (EDI) efforts.
5. A dedicated and filled leadership role for leading EDI efforts (e.g. Campus Diversity Officer).
6. Published a strategic EDI plan that is reviewed and assessed annually.
7. A concerted effort or group leading work focused on anti-racist pedagogy/curriculum, culturally responsive pedagogy/curriculum, and/or universal design for learning.
8. Developed a strategic enrollment management (SEM) plan that uses disaggregated data and centers equity to inform recruitment and persistence strategies and outcomes.
9. Established a policy review process that uses an equity lens.
10. Normalized the practice of using disaggregated data for conducting academic planning and review with an equity lens.
11. Targeted student support services for students of color and other underserved student groups (e.g. dedicated orientation, LGBTQ+ resource center, 211 partnership).
12. Adopted anti-racist and inclusive employee hiring and retention practices.

*Denotes required by law, legislative requirement, or Chancellor's mandate.