Chapter Two Appendix

Enclosure 2.06
USNA Equity Study Briefing Slides

USNA Equity Study

Academy Effectiveness Board

AY 2011

USNA Equity Study

- SLT Members (Dean of Admissions, Diversity Director, Deputy for Finance, and Director of Governmental Relations) directed the Academy Effectiveness Board to conduct and interpret a study of the extent to which equity exists at USNA from admission to graduation
- The purpose is to provide a ***baseline*** against which to judge the current conditions and future policies, programs, practices, and outcomes
- The data are being prepared for the AEB by the USNA Office of Institutional Research

Equity is defined as:
Fairness of actions and treatment of others, or a general condition characterized by justice, fairness, and impartiality.

Equality not just of opportunity,
but also of outcomes

The Equity Index

$$\textbf{Target Group's The Equity Index} = \frac{\text{Target group with the outcome} \,/\, \text{Total students with the outcome}}{\text{Target group in the reference population} \,/\, \text{Total students in the reference population}}$$

USNA Equity Study Purposes

This study is designed to:

1. ***Describe*** the state of equity at USNA including access, retention, excellence, and receptivity
2. ***Explain*** differences in equity among salient groups
3. ***Identify*** policy and resource implications
4. ***Support*** SLT data-based decision making intended to accomplish equity among midshipmen

Salient Groups

- Racial/Ethnic
- Male/Female
- Socio-economic Status
- 1st Generation College
- Geographic Regions
- Urban/Suburban/Rural
- Varsity Athletes
- Prior Enlisted
- Etc.

Equity Perspectives

- Access
- Retention
- Excellence
- Institutional Receptivity

Equity Perspectives: Access

- Recruitment
  - Guidance-Why?
  - Outreach-Where, How and Who?
- Applications
  - Who applies?
- Admission
  - Guidance/WPM
- Yield demographics
- Enrollment patterns
  - I-Day
  - Reform

Equity Perspectives: Retention

- Persistence
  - At Reform
  - Semester by semester
  - Year by Year
- Course-taking patterns
- Enrollment In majors
- Community selection
- Graduation rates

Equity Perspectives: Excellence

- AQPR
- Military aptitude ratings
- Order of merit
- Honors and awards
- Leadership opportunities
- Post-graduate scholarships

Equity Perspectives: Institutional Receptivity

- Diversity of civilian and military faculty, staff, and administrators
- Faculty, staff, administrator and midshipmen perceptions, opinions and attitudes regarding diversity
  - Educational classroom and office environments
  - Brigade climate
  - Athletic department, NAAA, and team atmosphere
  - Bancroft Hall leadership receptiveness