



DIVERSITY HIGHLIGHTS 2009-2019

ENROLLMENT TRENDS

117%

increase in freshmen **undergraduate** students of color from 2009 to 2019

97%

increase in **undergraduate** students of color from 2009 to 2019

30%

of 2019 incoming first-year **undergraduate** students were of color

228%

increase in the number of **first-generation** students of color from 2009 to 2019

18%

increase in **graduate** students of color from 2009 to 2019

GRADUATION RATES

99%

increase in the number of students of color earning a **bachelor's degree** from 2010 to 2019

43%

increase in the number of students of color earning a **master's degree** from 2010 to 2019

100%

increase in the number of students of color earning a **doctoral degree** from 2010 to 2019

FACULTY TRENDS

88%

increase in African American, American Indian, Latinx and biracial/multiracial faculty in OSU classrooms since 2010

CURRICULUM AND CAMPUS ENVIRONMENT

- >> Diversity course requirement for all undergraduates since 2008
- >> Annual Inclusive Excellence Workshop requirement for all students, staff, and faculty

- >> International dimension course requirement for all undergraduates
- >> OSU Police Department 10-Hour inclusive Excellence Certificate Program

STRUCTURAL SUPPORT

- >> Division of Institutional Diversity Capital Campaign raised \$6.4M; Fifty new endowed scholarships
- >> Veteran Student Success Center
- >> Inclusive Excellence Faculty Award

- >> Center for Sovereign Nations
- >> OSU Inclusive Excellence Wall
- >> Nancy Randolph Davis sculpture

PROGRAMS AND ACTIVITIES

70 +

diversity related student, faculty, and staff organizations

- >> Retention Initiative for Student Excellence Program (RISE)
- >> Inclusion Leadership Program (ILP)
- >> Four U.S. Department of Education TRIO Programs
- >> Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP) Program
- >> NSF Bridge to the Doctorate Program
- >> Office of Multicultural Affairs Mentoring and Retention Program
- >> Eight Faculty and Staff Affinity Associations
- >> OSU hosted the 38th Annual Big 12 Conference of Black Student Leadership and Government in 2015

- >> Critical Conversations diversity program series (e.g., Ferguson and Race in America, Voting Rights, Confederate Flag, Islamophobia, The N-Word, etc.)
- >> National Veterans Entrepreneurship Program
- >> OSU Diversity Hall of Fame (2015-2019)
- >> Recent Campus and graduation speakers: Common, Dr. Terere Trent, Condoleezza Rice, Chickasaw Nation Governor Bill Anoatubby, Piyush Patel, Jamele Hill, Stedman Graham, Dr. Bennet Omalu, Cornell William Brooks, Daymond John, Raye J. Montague, Michael Che and Kenan Thompson, John W. Franklin, Dr. Carol Anderson, Dr. Ihram Kendi, Leona Mitchell
- >> Orange Robe Graduates
- >> OSU Outstanding Seniors
- >> Annual Veterans Appreciation Dinner

AWARDS

- >> 2017 – 2019 Higher Education Excellence in Diversity Champion (HEED Award from *Insight Into Diversity*)(One of eight four-year schools in the nation to have received the HEED Award eight consecutive years, 2012-2019)
- >> 2017 APLU – C. Peter McGrath Award
- >> 2018 APLU – Commission on Access, Diversity and Excellence Distinguished Service Award
- >> 2018 Society for Diversity Innovation + Inclusion Leadership Award
- >> 2019 NCAA Inclusion Award – Honorable Mention
- >> 2017 American Association for Access, Equity and Diversity (AAAED) Dr. Roosevelt Thomas Champion of Diversity Award
- >> Purple Heart University designation in 2016

- >> 2016 -2019 Minority Access, Inc. Institution Committed to Diversity Award
- >> 2017 National Association of Diversity Officers in Higher Education (NADOHE) Dr. Frank W. Hale Jr. Distinguished Service Award
- >> 2016 NADOHE Institutional Excellence Award
- >> 2016 Southwestern Minority Supplier Development Council (SMSDC) Corporation of the Year Award
- >> 2016 and 2017 Mosaic Five-Star Inclusive Workplace Culture Award from the Tulsa Chamber of Commerce's diversity business council
- >> 11 Morris K. Udall Scholarship OSU recipients since 2009

RANKINGS AND DESIGNATIONS

- >> #1 in the nation among public land-grant colleges and universities for graduating Native American students since 2010
- >> U.S. Department of Education Minority Serving Institution (MSI) designation since 2014

- >> Top 100 Degree Producers for African American, American Indian, Asian American, Latino and biracial/multiracial graduates (2014-2019)
- >> ASEE Exemplary Diversity Programs CEAT Designation

OSU DIVERSITY STATEMENT

Oklahoma State University is a land-grant institution committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all members of the university community. We define diversity as an engagement in meaningful actions, behaviors and conversations that reflect a commitment to recognizing, understanding and respecting the differences among students, faculty, staff and

visitors throughout the OSU system. We do not condone acts, behavior, language, or symbols that represent or reflect intolerance or discrimination. OSU is dedicated to cultivating and enriching the competitive advantages that diversity and inclusion provides all members of the university community. We identify diversity as a quality-of-life issue, as well as an important economic driver for the prosperity and well-being of the state, nation and world.



DIVISION OF
**INSTITUTIONAL
DIVERSITY**

diversity.okstate.edu