



**ETSU Demographics and Preliminary HEED Survey Results  
June 2021**



# Presentation Overview

- Student Enrollment Success
- Employee Demographics
- Institutional Climate



# Fall 2020 Enrollment Update



# ETSU Enrollment – Race & Gender

## Race/Ethnicity 2016-2020 (Main Campus Only)

Race/Ethnicity	2016	2017	2018	2019	2020	Delta
Alaskan Native/American Indian	0.2%	0.2%	0.2%	0.2%	0.1%	-0.05%
Asian	1.4%	1.4%	1.5%	1.5%	1.6%	0.07%
Black	6.2%	6.6%	6.5%	6.3%	6.7%	0.33%
Hispanic	2.0%	2.5%	2.7%	2.8%	3.4%	0.59%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	-0.01%
Non-Resident Alien	4.8%	4.5%	3.7%	2.9%	2.0%	-0.93%
Two or More Races	2.5%	2.7%	3.2%	3.8%	3.9%	0.14%
Unknown	1.4%	1.3%	1.4%	1.7%	3.5%	1.84%
White	81.3%	80.6%	80.9%	80.7%	78.8%	-1.99%
<b>Total</b>	<b>13,419</b>	<b>13,764</b>	<b>13,725</b>	<b>13,589</b>	<b>13,140</b>	<b>-449</b>
Female	57.8%	58.2%	59.6%	61.0%	62.1%	1.12%
Male	42.2%	41.8%	40.4%	39.0%	37.9%	-1.12%



# ETSU Enrollment – Residency

## Largest TN Counties 2016-2020 (Main Campus Only)

Location	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Washington, TN	2,677	2,700	2,679	2,651	2,430
Sullivan, TN	1,771	1,790	1,767	1,797	1,815
Knox, TN	710	800	830	756	744
Carter, TN	697	711	704	678	663
Greene, TN	515	514	500	517	524
Hawkins, TN	512	529	500	527	494
Hamilton, TN	406	446	398	384	365
Sevier, TN	302	298	295	324	316
Hamblen, TN	290	283	288	268	283
Unicoi, TN	200	245	228	254	247
<b>Tennessee Total</b>	<b>10,593</b>	<b>10,946</b>	<b>10,955</b>	<b>10,913</b>	<b>10,629</b>
Grand Total	13,419	13,765	13,725	13,589	13,140
TN% of Total	78.94%	79.52%	79.82%	80.31%	80.89%

## Border County/International/Out-of-State (Main Campus Only)

NC	436	410	390	347	308
VA	469	451	445	453	405
<b>Border Total</b>	<b>905</b>	<b>861</b>	<b>835</b>	<b>800</b>	<b>713</b>
% of Total	6.74%	6.25%	6.08%	5.89%	5.43%
<b>International</b>	<b>678</b>	<b>657</b>	<b>544</b>	<b>424</b>	<b>288</b>
% of Total	5.05%	4.77%	3.96%	3.12%	2.19%
<b>Other Out of State</b>	<b>1,243</b>	<b>1,301</b>	<b>1,391</b>	<b>1,452</b>	<b>1,510</b>
% of Total	9.26%	9.45%	10.13%	10.69%	11.49%



# ETSU Freshmen Profile

## ETSU Fall 2016-2020 First-time Freshmen Profile

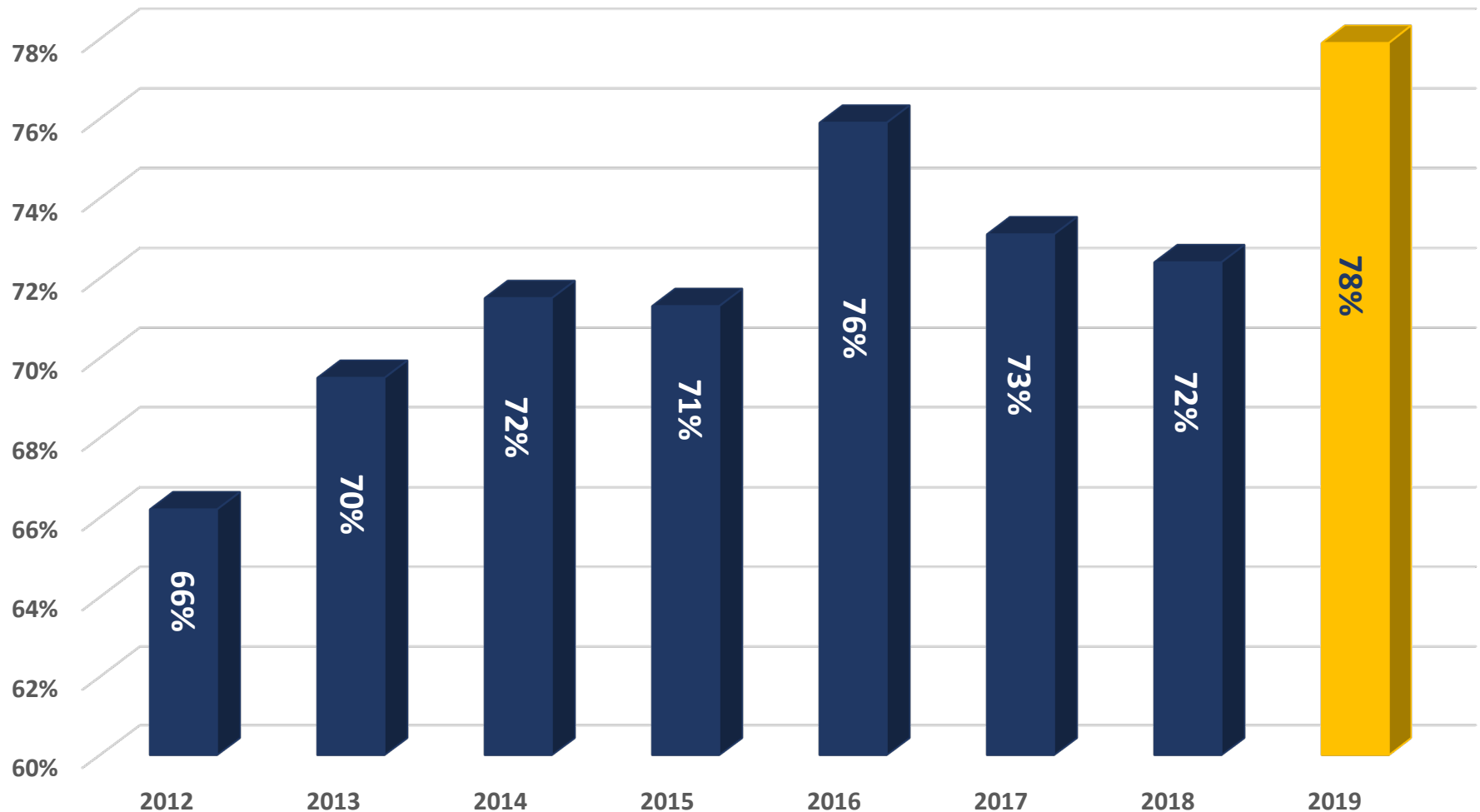
First-time Freshmen	2016	2017	2018	2019	2020	Delta
Headcount	1,886	2,050	1,976	1,786	1,651	-135
High School GPA	3.5	3.4	3.5	3.5	3.5	0
ACT	23.2	22.8	23.3	23.5	23.4	-0.1
Tennessee Resident	1,545	1,689	1,575	1,406	1,311	-95
Border County	155	126	147	146	88	-58
International	33	24	20	22	13	-9
Other Out-of-State	153	211	234	212	239	27

## ETSU Fall 2016-2020 Freshmen Academic Performance Scholarships

Presidential	80	77	88	95	87	-8
Provost	232	229	258	233	195	-38
Deans	73	86	90	61	59	-2
Faculty	140	139	134	127	106	-21



# ETSU Retention Rate (2012 – 2019)



- Retention rate measured utilizing ETSU-only data
- The 2019 cohort details information for those students who began as FTFT freshman in fall 2019 and retained to fall 2020



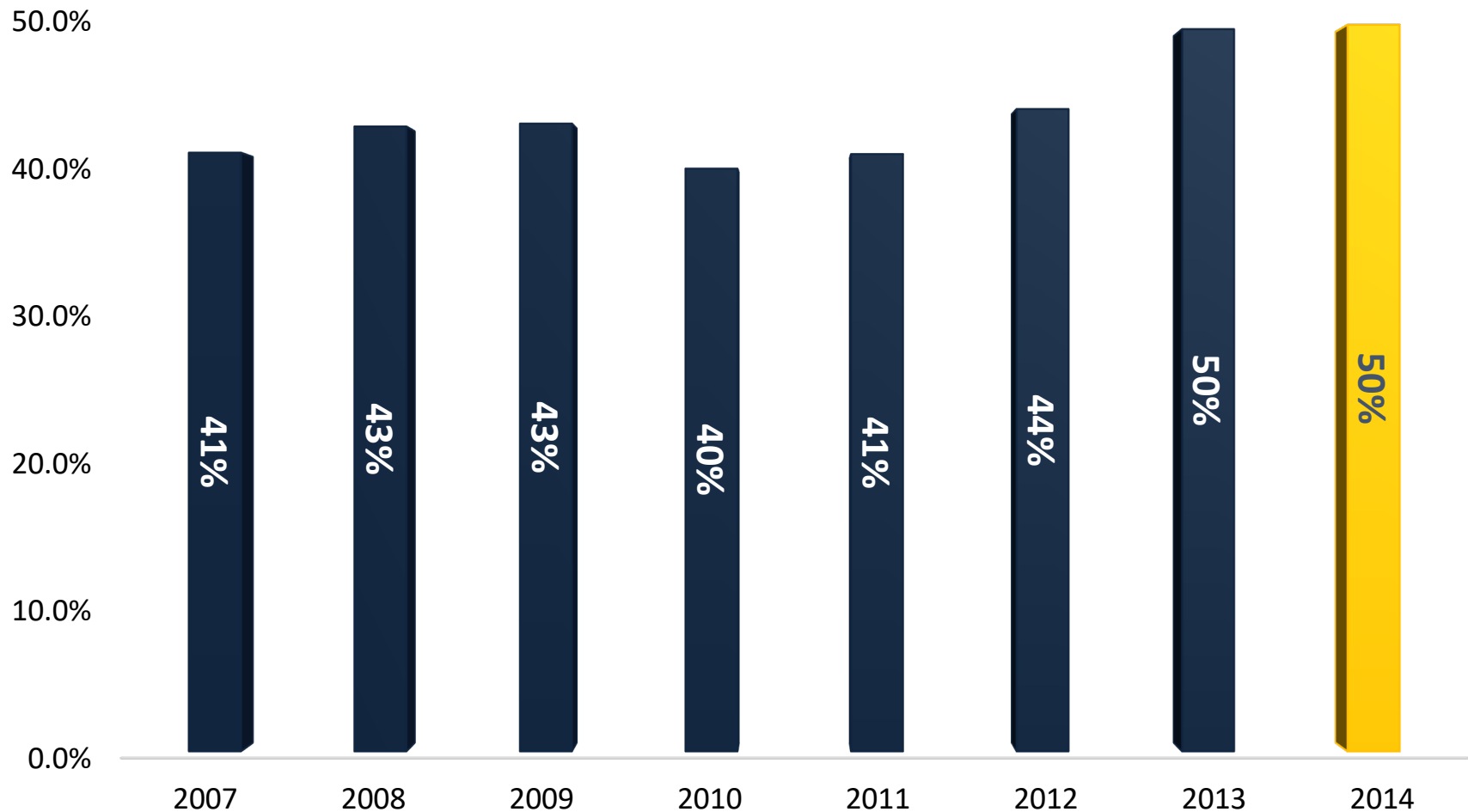
**Freshman to Sophomore Retention Rates for Public Institutions  
Fall 2018 - Fall 2019**

Institution	Fall 2018 First-Time, Full-Time Freshmen	Fall 2019			Retention Rate
		Enrolled at Admitting Institution	Enrolled in Other Public Institution	Total Enrolled	
<b>TBR Community Colleges</b>					
Chattanooga State Community College	1,722	856	51	907	52.7%
Cleveland State Community College	705	359	34	393	55.7%
Columbia State Community College	1,649	924	70	994	60.3%
Dyersburg State Community College	554	305	21	326	58.8%
Jackson State Community College	986	492	41	533	54.1%
Motlow State Community College	1,571	900	43	943	60.0%
Nashville State Community College	1,375	666	41	707	51.4%
Northeast State Community College	1,323	742	21	763	57.7%
Pellissippi State Community College	2,376	1,243	182	1,425	60.0%
Roane State Community College	1,189	669	39	708	59.5%
Southwest Tennessee Community College	2,028	1,060	64	1,124	55.4%
Volunteer State Community College	2,146	1,055	74	1,129	52.6%
Walters State Community College	1,473	840	48	888	60.3%
<b>TBR Community College Total</b>	<b>19,097</b>	<b>10,111</b>	<b>729</b>	<b>10,840</b>	<b>56.8%</b>
<b>Locally Governed Institutions</b>					
Austin Peay State University	1,875	1,177	147	1,324	70.6%
East Tennessee State University	1,960	1,413	108	1,521	77.6%
Middle Tennessee State University	2,865	2,146	128	2,274	79.4%
Tennessee State University	1,219	770	33	803	65.9%
Tennessee Technological University	1,878	1,446	119	1,565	83.3%
University of Memphis	2,424	1,904	63	1,967	81.1%
<b>LGI University Total</b>	<b>12,221</b>	<b>8,856</b>	<b>598</b>	<b>9,454</b>	<b>77.4%</b>
<b>UT Universities</b>					
University of Tennessee, Chattanooga	2,231	1,585	253	1,838	82.4%
University of Tennessee, Knoxville	5,105	4,414	202	4,616	90.4%
University of Tennessee, Martin	1,122	838	57	895	79.8%
<b>UT University Total</b>	<b>8,458</b>	<b>6,837</b>	<b>512</b>	<b>7,349</b>	<b>86.9%</b>
<b>University Total</b>	<b>20,679</b>	<b>15,693</b>	<b>1,110</b>	<b>16,803</b>	<b>81.3%</b>
<b>Grand Total</b>	<b>39,776</b>	<b>25,804</b>	<b>1,839</b>	<b>27,643</b>	<b>69.5%</b>





# ETSU Six-Year Cohort Graduation Rate (2007 – 2014)



- Graduation rate measured utilizing ETSU-only data and institutional completion
- The 2014 cohort details information for those students who began as FTFT freshman in 2014 and graduated by 2020



# Graduation Rates – Universities

Six-year Graduation Rates Fall Cohorts 2003 - 2013											
Institution	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Locally Governed Institutions											
Austin Peay State University	37.0%	38.1%	43.6%	46.6%	44.8%	47.6%	45.3%	46.2%	47.7%	48.0%	51.6%
<b>East Tennessee State University</b>	<b>48.0%</b>	<b>45.1%</b>	<b>52.2%</b>	<b>51.7%</b>	<b>52.2%</b>	<b>54.0%</b>	<b>52.2%</b>	<b>50.1%</b>	<b>49.5%</b>	<b>54.7%</b>	<b>57.4%</b>
Middle Tennessee State University	52.9%	52.8%	54.5%	54.3%	55.6%	53.1%	51.1%	50.2%	49.6%	51.5%	53.4%
Tennessee State University	42.7%	38.0%	42.9%	43.0%	39.8%	41.0%	34.1%	34.0%	32.9%	36.5%	38.9%
Tennessee Technological University	57.2%	54.5%	56.6%	57.8%	60.1%	59.8%	61.7%	60.1%	58.4%	64.0%	63.6%
University of Memphis	41.5%	40.8%	46.7%	47.1%	50.7%	49.0%	49.4%	47.4%	48.2%	53.2%	58.4%
<b>LGI - University Total</b>	<b>47.6%</b>	<b>46.1%</b>	<b>50.3%</b>	<b>50.8%</b>	<b>52.0%</b>	<b>51.8%</b>	<b>50.1%</b>	<b>49.0%</b>	<b>48.9%</b>	<b>52.6%</b>	<b>54.9%</b>
UT Universities											
University of Tennessee, Chattanooga	52.9%	49.6%	54.3%	53.8%	53.3%	54.2%	59.8%	60.1%	62.1%	64.7%	63.9%
University of Tennessee, Knoxville	66.1%	66.5%	73.7%	75.5%	77.0%	79.1%	79.4%	79.9%	79.7%	82.2%	82.7%
University of Tennessee, Martin	54.3%	53.1%	59.4%	59.2%	56.9%	58.1%	58.2%	58.6%	56.4%	56.1%	55.3%
<b>UT University Total</b>	<b>61.1%</b>	<b>60.7%</b>	<b>67.1%</b>	<b>67.5%</b>	<b>67.5%</b>	<b>68.6%</b>	<b>69.5%</b>	<b>71.0%</b>	<b>70.7%</b>	<b>72.6%</b>	<b>72.5%</b>
<b>University Total</b>	<b>52.6%</b>	<b>52.1%</b>	<b>57.0%</b>	<b>57.5%</b>	<b>58.2%</b>	<b>58.5%</b>	<b>57.2%</b>	<b>57.0%</b>	<b>57.1%</b>	<b>60.4%</b>	<b>61.8%</b>

- Graduation rates measured utilizing THEC data system and reflect system-wide completion
- The 2012 cohort details information for those students who began as FTFT freshman in 2012 and graduated by 2018



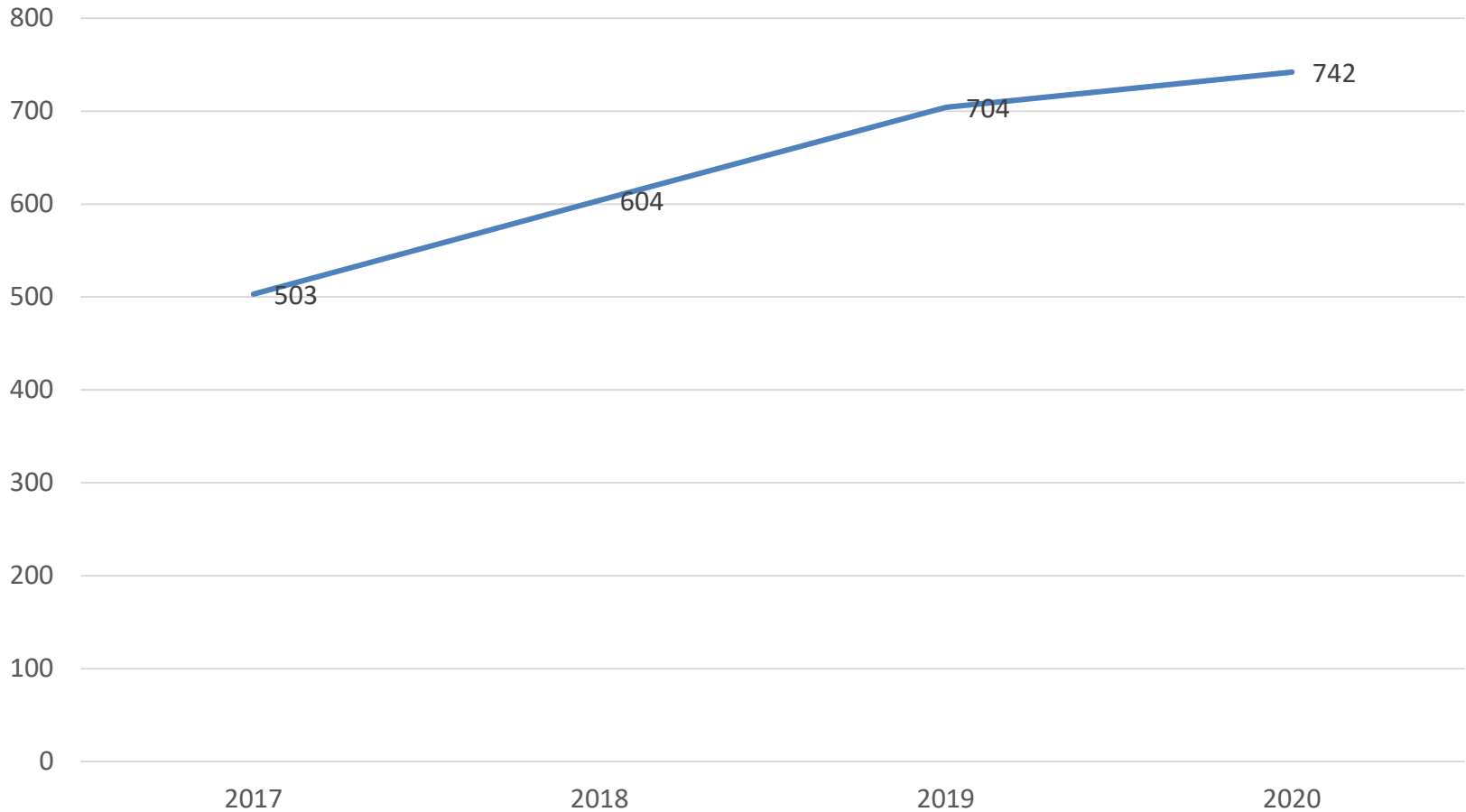
## Six-Year Graduation Rates (Fall 2013 Cohort)

Institution	2013 FTF	African				
		Caucasian	American	Hispanic	Female	Pell
APSU	1,465	51.4%	50.2%	45.3%	57.6%	46.4%
ETSU	1,849	59.1%	44.3%	48.8%	63.6%	46.4%
MTSU	3,231	56.8%	46.7%	47.7%	59.6%	47.0%
TSU	1,328	54.1%	36.7%	54.5%	45.2%	31.1%
TTU	2,166	64.8%	48.2%	54.5%	71.4%	55.2%
UoM	2,087	63.5%	48.2%	59.8%	61.2%	49.2%
LGI Total	<b>12,126</b>	<b>59.5%</b>	<b>43.8%</b>	<b>51.8%</b>	<b>60.2%</b>	<b>46.6%</b>
UTC	2,335	65.6%	52.4%	52.2%	70.6%	53.9%
UTK	4,204	83.8%	74.5%	74.4%	87.3%	73.0%
UTM	1,304	58.7%	41.7%	50.0%	60.0%	46.7%
UT total	<b>7,843</b>	<b>74.4%</b>	<b>58.1%</b>	<b>63.8%</b>	<b>67.0%</b>	<b>60.8%</b>
Overall	<b>19,969</b>	<b>65.1%</b>	<b>46.7%</b>	<b>55.9%</b>	<b>53.8%</b>	<b>51.3%</b>



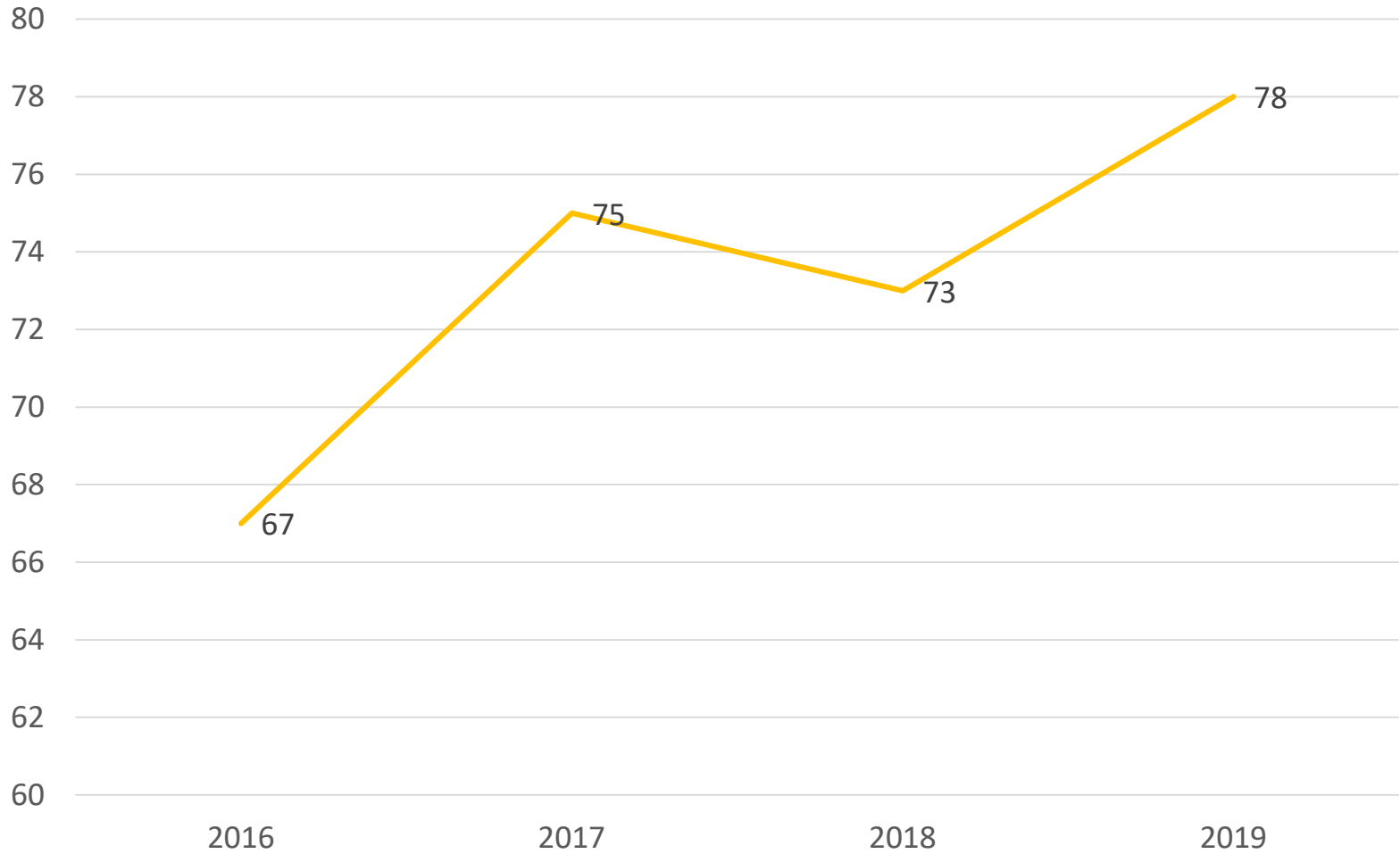
# Veteran Headcount

Veteran Headcount

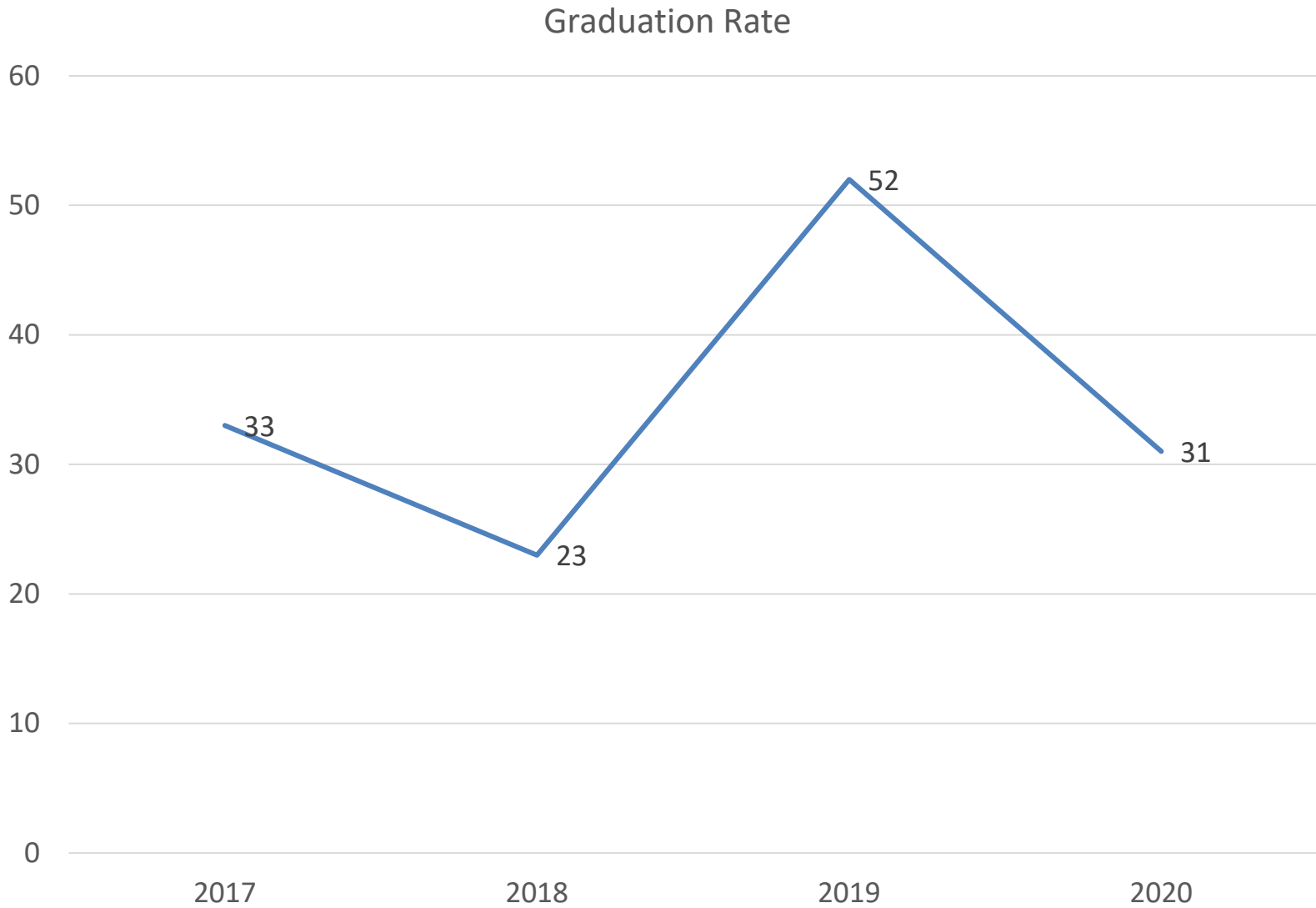


# Veteran Retention Rate

Veteran Retention Rate

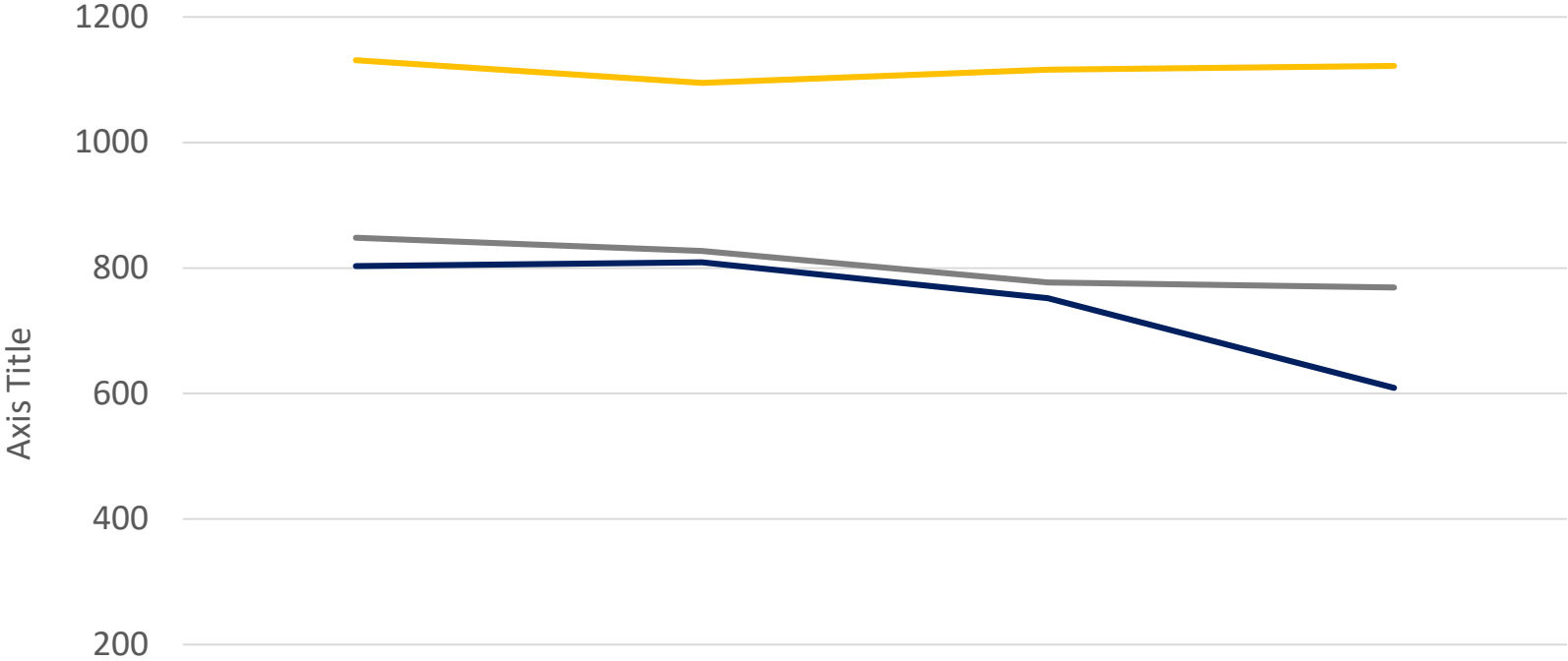


# Veteran Graduation Rate



# Pell Students

Pell Student Credit Progression

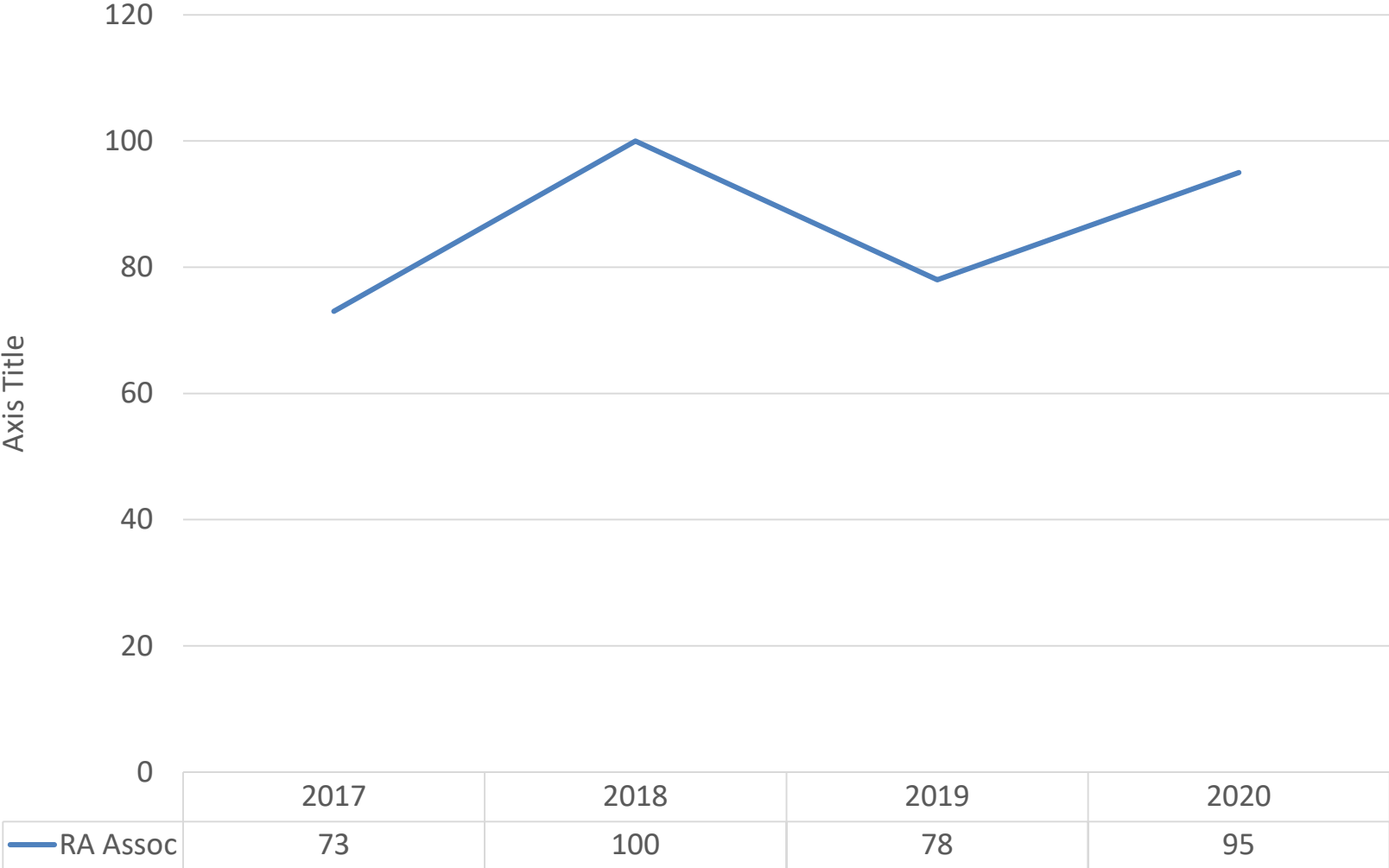


	2017	2018	2019	2020
30 SCH	803	809	752	609
60 SCH	848	827	777	769
90 SCH	1131	1095	1116	1122



# Pell Students

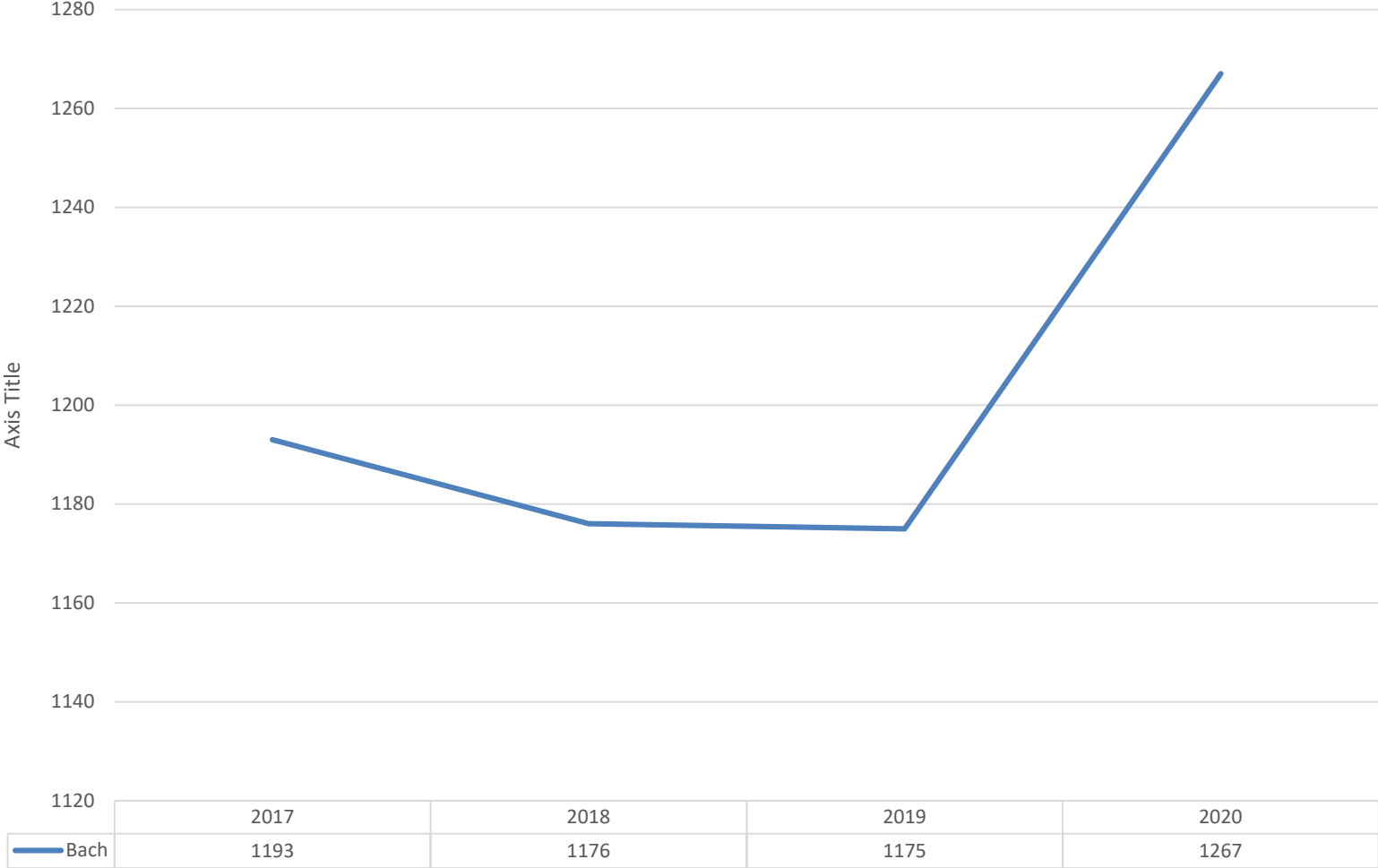
## Reverse Articulation Associate Degree - Pell





# Pell Students

## Bachelor Awards Pell Students



# Employee Demographics



# Employee Demographics

Regular Employees	2018		2019		2020	
Ethnicity/Race	HC	% Total	HC	% Total	HC	% Total
American Indian or Alaska Native	4	<b>0.17</b>	5	<b>0.21</b>	4	<b>0.17</b>
Asian	103	<b>4.28</b>	112	<b>4.48</b>	112	<b>4.6</b>
Black/African American	107	<b>4.54</b>	116	<b>4.78</b>	112	<b>4.71</b>
Hispanic/Latino	23	<b>0.98</b>	24	<b>0.99</b>	24	<b>1.01</b>
Native Hawaiian/ Pacific Islander	0	<b>0</b>	0	<b>0</b>	0	<b>0</b>
Nonresident Alien	0	<b>0</b>	0	<b>0</b>	0	<b>0</b>
Two or More Races	0	<b>0</b>	0	<b>0</b>	0	<b>0</b>
Unknown Ethnicity/ Race	5	<b>0.19</b>	6	<b>0.23</b>	10	<b>0.4</b>
White	2132	<b>89.84</b>	2181	<b>89.32</b>	2132	<b>89.11</b>
<b>Total By Ethnicity/ Race</b>	<b>2374</b>	<b>100</b>	<b>2444</b>	<b>100</b>	<b>2394</b>	<b>100</b>



# Institutional Climate



# Institutional Climate

GCTWF Results 2015 to 2020							
Question Category	2015	2016	2017	2018	2019	2020	Delta
Job Satisfaction/Support	68	68	72	76	72	76	8
Teaching Environment	62	60	64	68	67	70	8
Professional Development	67	71	75	75	69	76	9
Comp,Benefit & Work/Life	65	65	70	69	68	71	6
Facilities	65	72	70	71	70	77	12
Policies, Resources & Efficiency	57	59	62	63	61	63	6
Shared Governance	56	54	61	63	60	62	6
Pride	68	68	75	76	73	72	4
Supervisors/Department Chairs	73	73	73	74	76	70	-3
Senior Leadership	52	50	61	60	57	63	11
Fac, Admin & Staff Relations	54	52	62	60	59	59	5
Communication	58	53	63	61	58	58	0
Collaboration	57	56	62	65	61	61	4
Fairness	57	60	63	64	58	59	2
Respect and Appreciation	57	58	64	64	65	64	7
<b>Overall Average</b>	<b>61</b>	<b>61</b>	<b>66</b>	<b>67</b>	<b>65</b>	<b>66</b>	<b>5</b>
Carnegie Benchmark	69	68	68	67	68	71	2



# HEDS Diversity and Equity Campus Climate Survey - ETSU

2020-2021 D&E - ETSU

May 1st 2021, 7:14 pm EDT



# Survey Results

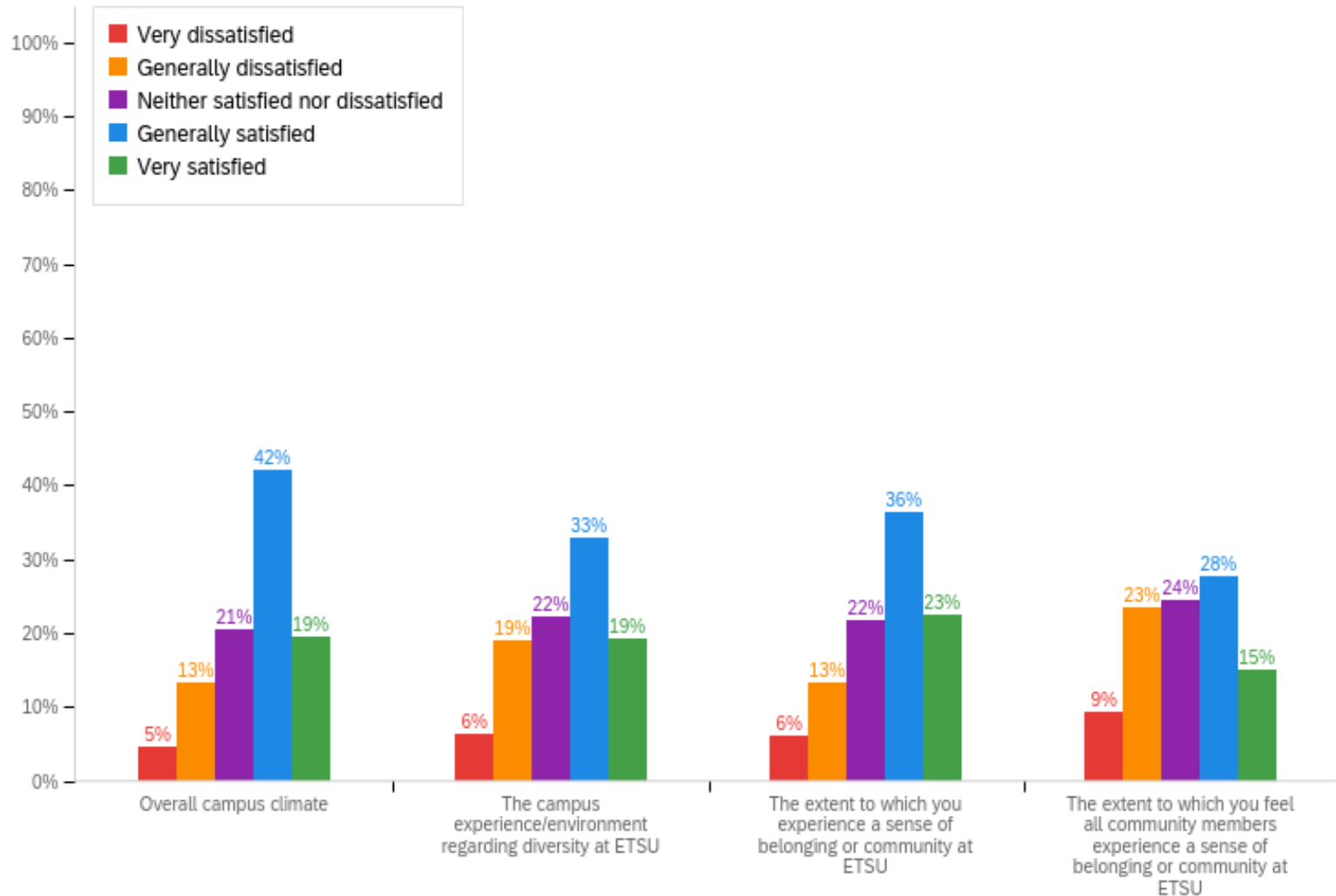
## Number of Respondents by Role

Answer	%	Count
Undergraduate Student	31%	420
Graduate Student	16%	212
Faculty	22%	301
Staff	23%	317
Administrator	6%	86
Other	1%	16
Total	100%	1352



# Campus Climate for Diversity and Equity

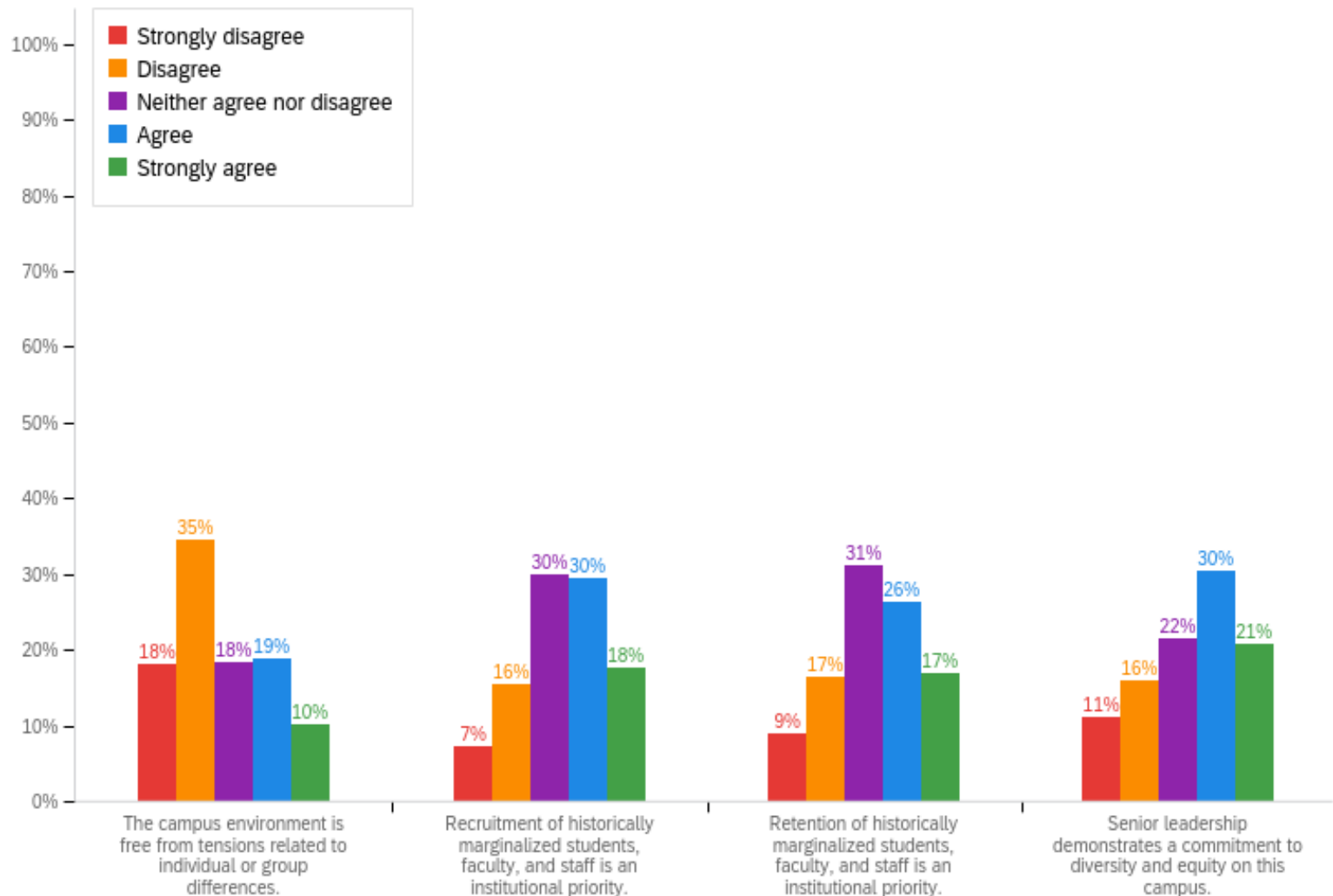
Please indicate your level of satisfaction with the following at this institution.





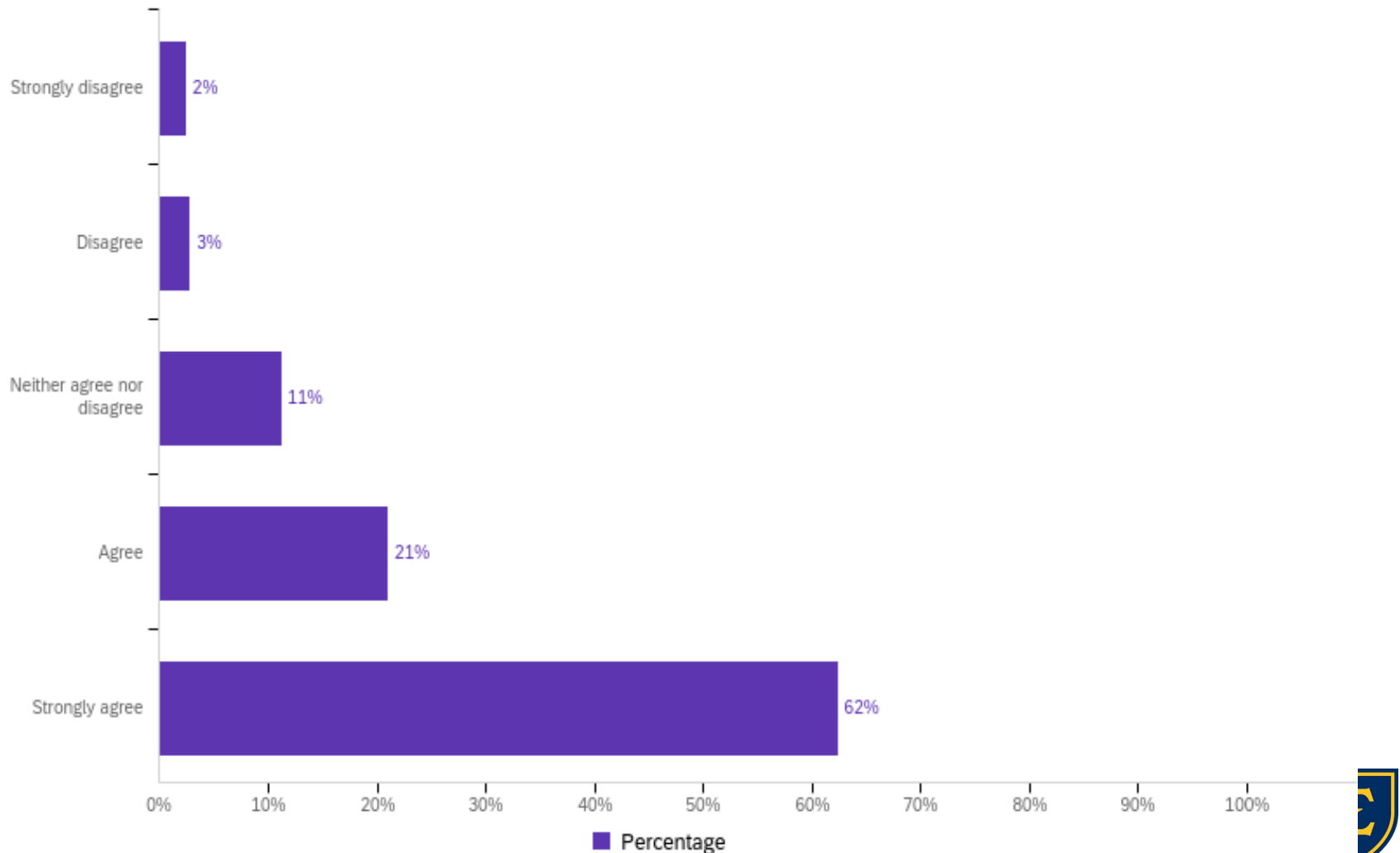
# Institutional Support for Diversity and Equity

Please indicate your level of agreement with each of the following statements about this institution.



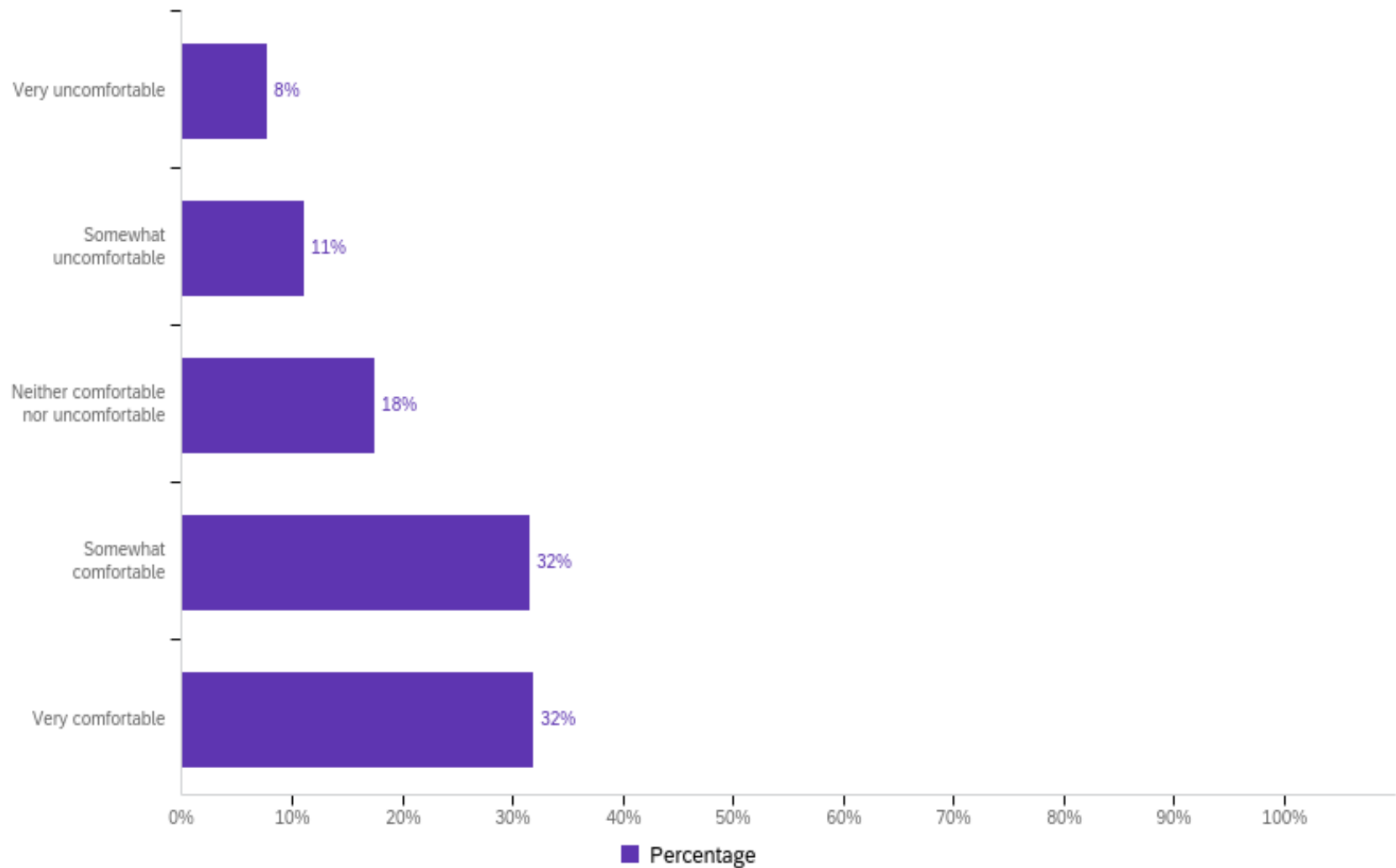
# Perspective on Diversity

To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?



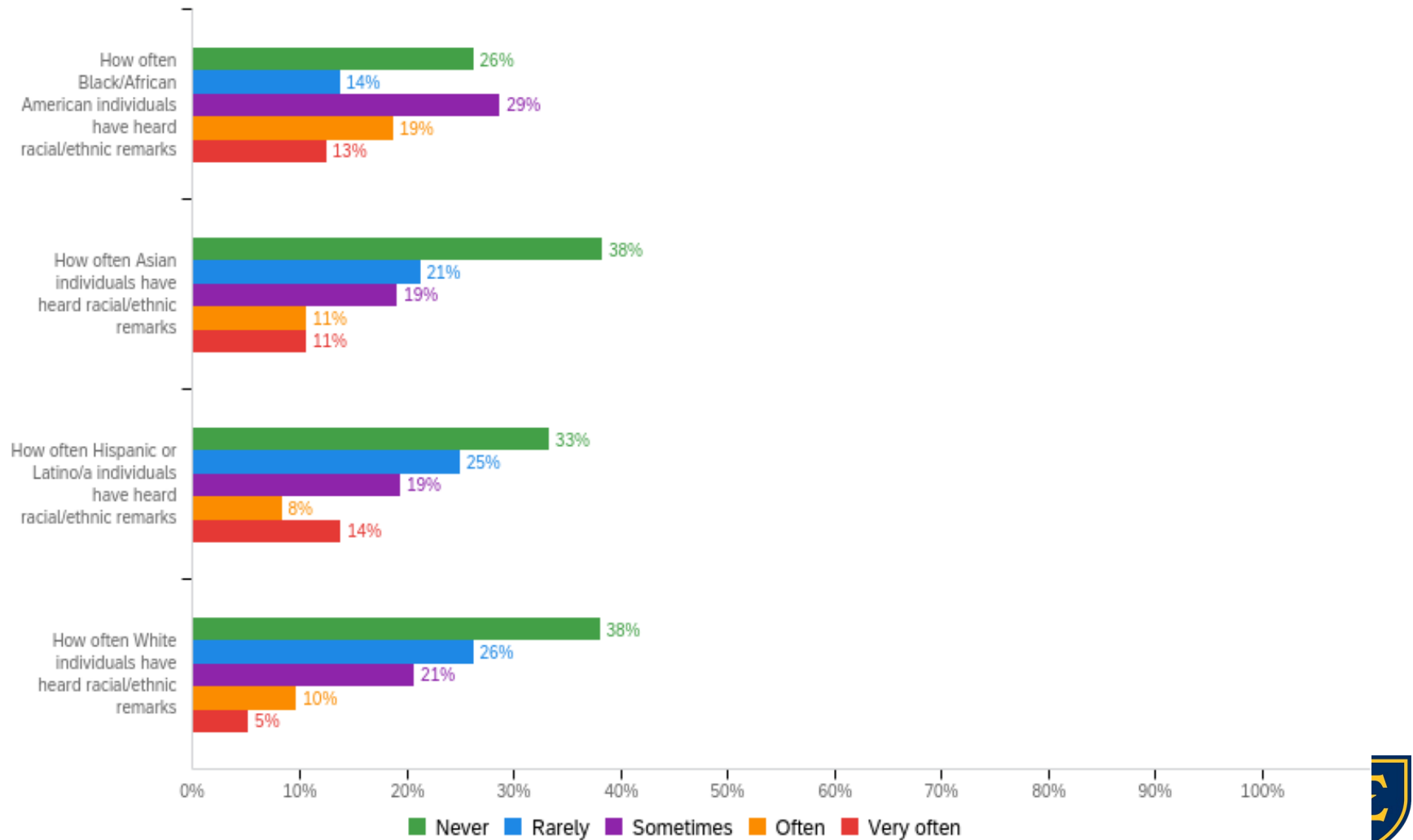
# Comfort Sharing Views

Overall, how comfortable would you be sharing your views on diversity and equity at this institution?



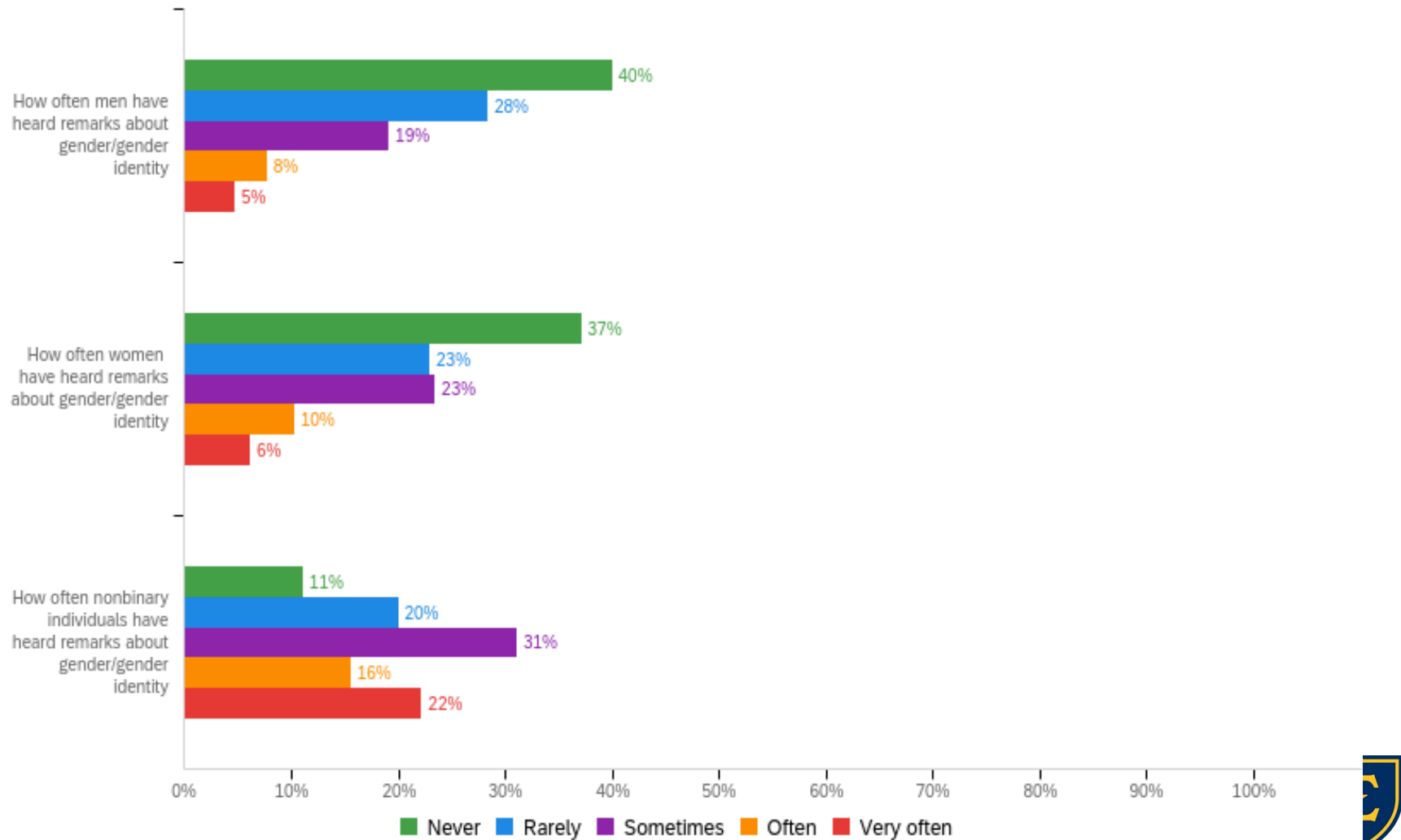
# Insensitive/Disparaging Remarks

Frequency of hearing insensitive/disparaging remarks about people who have a particular racial/ethnic identity - responses broken down by self-reported race/ethnicity



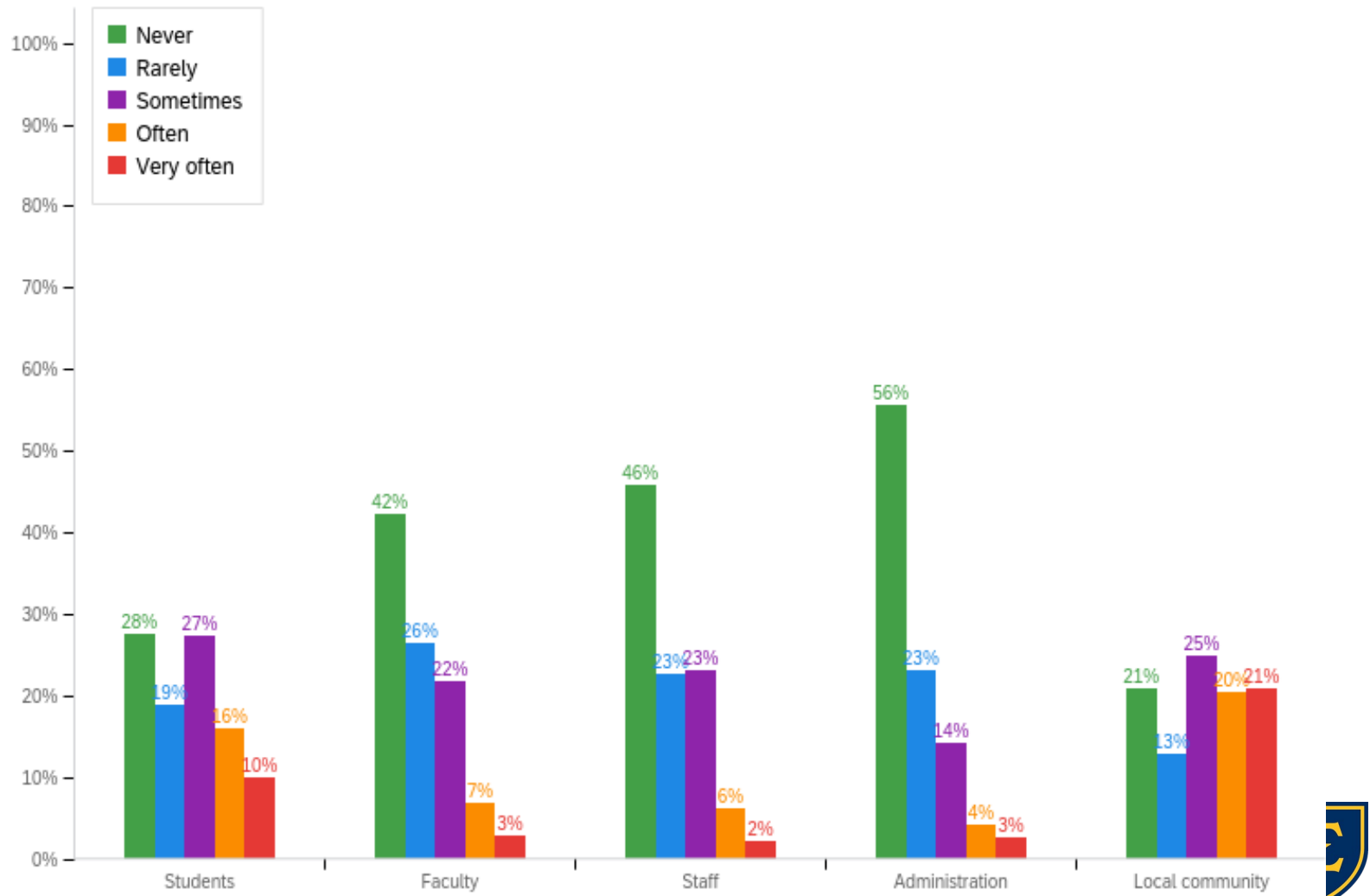
# Insensitive/Disparaging Remarks

Frequency of hearing insensitive/disparaging remarks about people of a particular gender or gender identity - responses broken down by self-reported gender



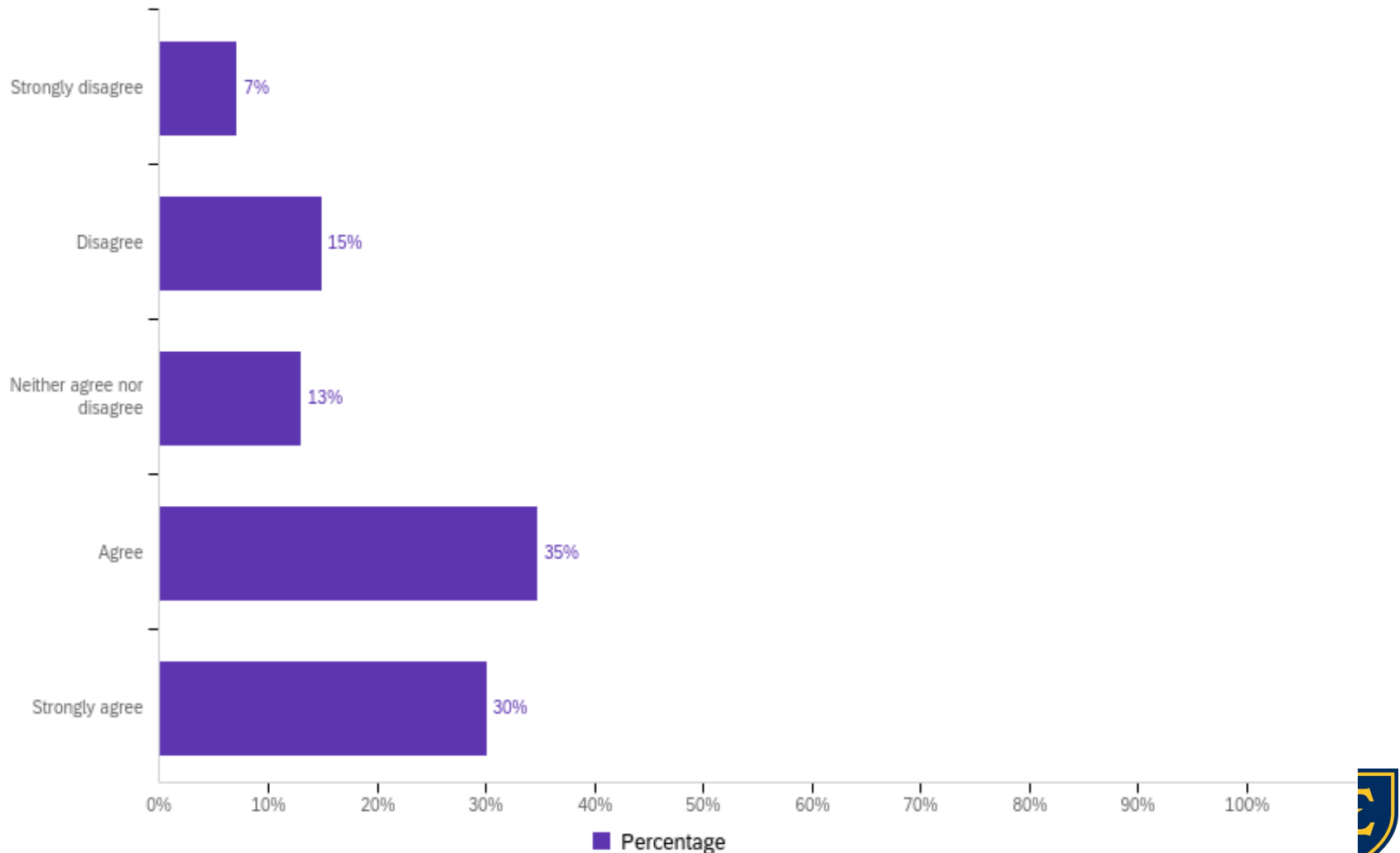
# Source of Insensitive/Disparaging Remarks

If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups? (may refer to remarks about any particular group of people)



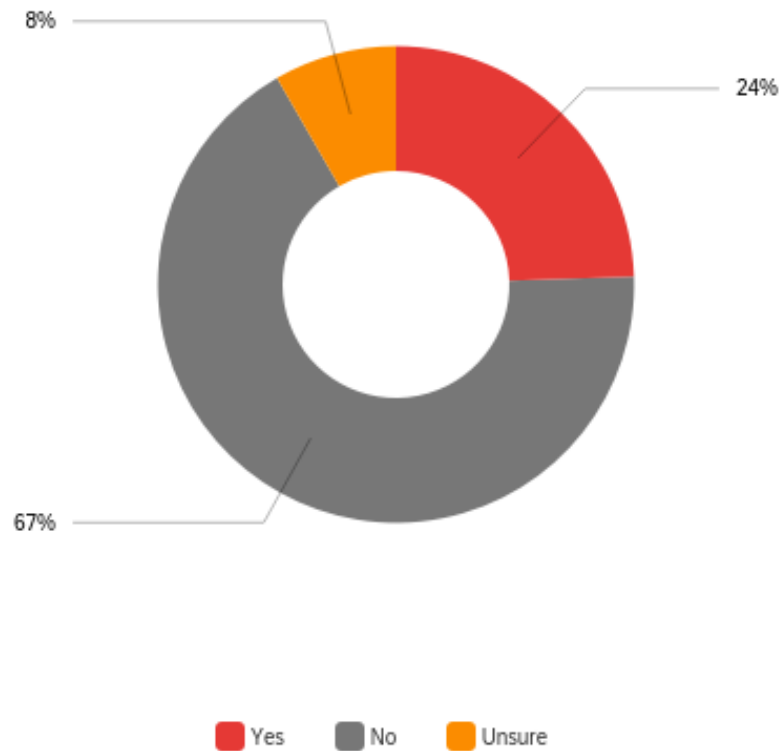
# Process for Reporting Discrimination/Harassment

Please indicate your level of agreement: The process for reporting acts of discrimination or harassment at this institution is clear to me.



# Experiences with Discrimination/Harassment

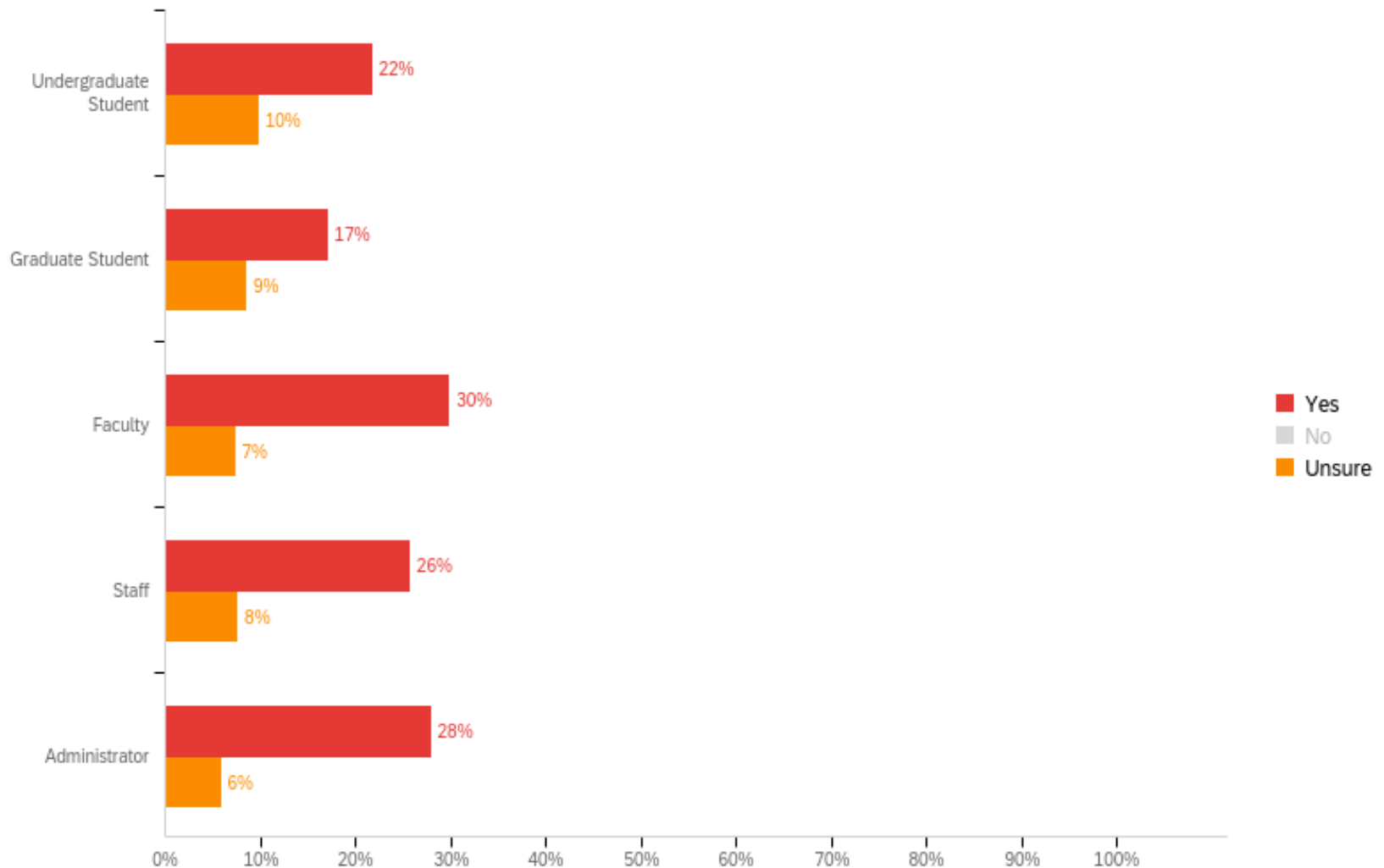
All Respondents: Have you ever been discriminated against or harassed on campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution?





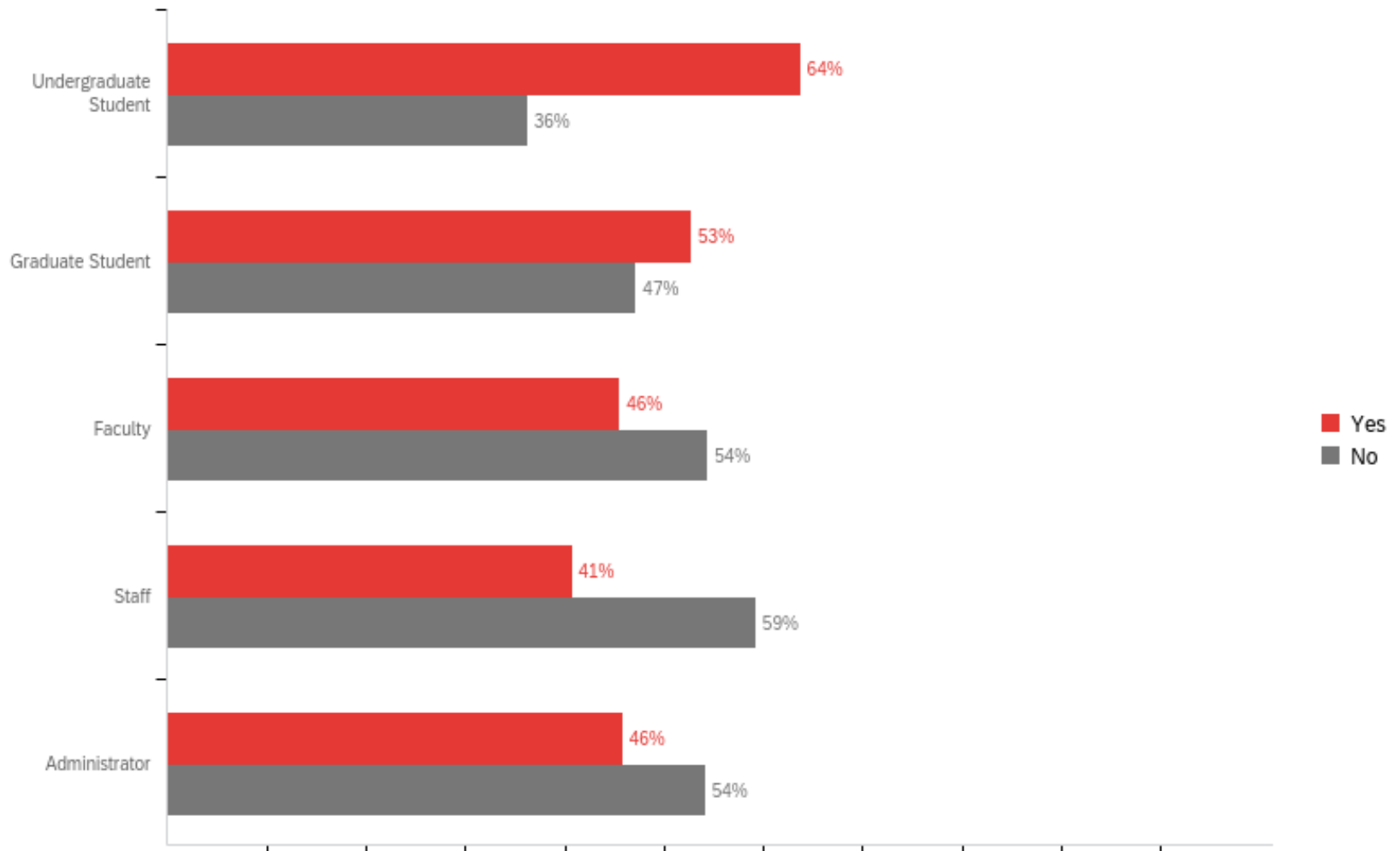
# Experiences with Discrimination/Harassment

By Role: Have you ever been discriminated against or harassed on campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution?



# Discrimination/Harassment in Past Year

You indicated that you have experienced discrimination or harassment during your time at this institution. Did any of these incidents of discrimination or harassment at this institution occur in the last year? (Only seen by respondents who reported experiencing discrimination/harassment)



# Form of Discrimination/Harassment

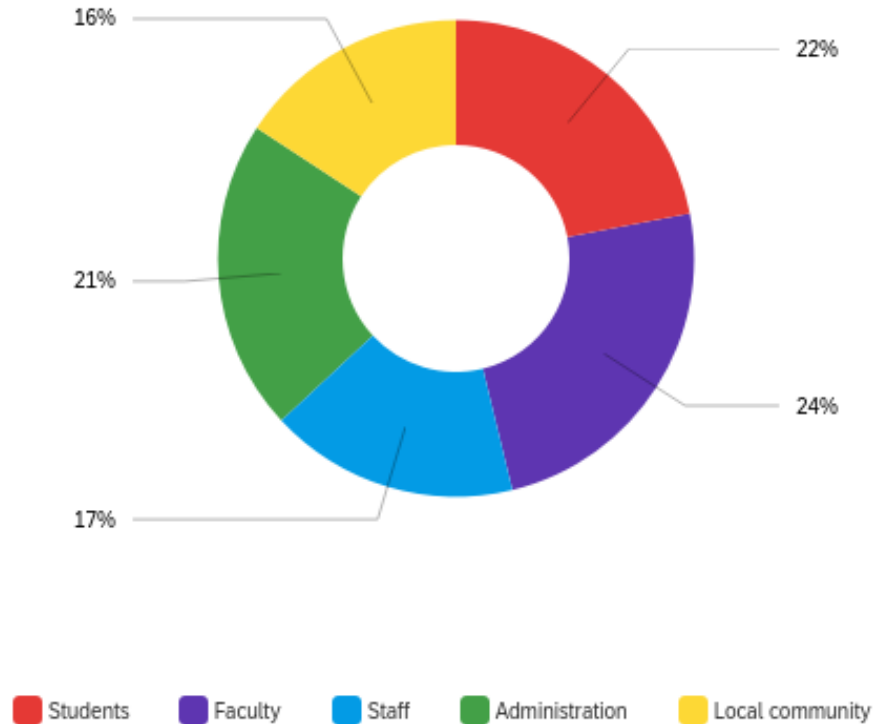
% of each group that experienced these common forms of discrimination/harassment in past

Question	Undergraduate Student		Graduate Student		Faculty		Staff	
	%	Count	%	Count	%	Count	%	Count
Stared at	14%	37	7%	4	6%	11	8%	9
Racial/ethnic profiling	8%	21	10%	6	5%	8	3%	3
Intimidated/bullied	7%	19	7%	4	15%	25	11%	12
Derogatory remarks	16%	41	15%	9	16%	28	17%	19
Deliberately ignored, isolated, left out, or excluded	9%	23	8%	5	16%	28	20%	22
Total	Total	260	Total	59	Total	171	Total	111



# Source of Discrimination/Harassment

Was the source of the discrimination/harassment a member of the following groups? (Check all that apply) (Only seen by respondents who reported experiencing discrimination/harassment in past year)



# Discrimination/Harassment Reports

Did you report any incident(s) to campus officials? (Only seen by respondents who reported experiencing discrimination/harassment in past year)

