Efforts across campus have resulting in an increase in the diversity of faculty, staff and the student body since 2010.

- **12%** - The increase in the percentage of international students from 2010 to 2015.
- **11%** - The percent of the student population that identifies with one or more ethnic minority groups. Despite a decrease in overall enrollment, minority students continue to make up a growing percentage of student population, up from 8.7% in 2010.
- **12%** - The percent increase of international faculty members between 2010 and 2015.
- **9.6%** - The percentage of the USI employee population that identifies with one or more ethnic minority groups. This is up from 7.1% in 2010.

Minority Students and Faculty at USI

Student Race/Ethnicity	Fall 2010	Fall 2015	Difference
White, non-Hispanic	9480	7847	-1633
Black, non-Hispanic	575	389	-186
Other	349	572	+223
International	196	220	+24
Not Specified	102	1	-101

Faculty Race/Ethnicity	Fall 2010	Fall 2015	Difference
White, non-Hispanic	577	591	+14
Black, non-Hispanic	14	13	-1
Other	30	24	-6
International	35	47	+12
Not Specified	1	2	+1

Note: Includes full- and part-time faculty

First-Generation Freshmen and Non-Traditional Students
- **15.2%** - Percentage of **undergraduate** students at USI age 25 or older
- **26.6%** - Percentage of students who are the first generation in their families to go to college

Key Strategy: Provide international programming for faculty and students

International Scholarship Program
The International Scholarship Program offers students of limited financial means the opportunity to pursue academic studies abroad. Since its creation in 2010:
- **$245,940** – The total amount awarded so far
- **216** – Number of awards given out
- ▲ - Significantly the number of study-abroad trips to non-traditional destinations

Key Strategy: Develop activities and experiences that promote diversity as a value

Diversity Initiatives at USI
USI has developed several new opportunities for the campus community to participate in diversity programming. Diversity programming has included:

- **The Diversity Project** – A student organization utilizing interactive learning experiences through peer to peer interaction designed to encourage a more inclusive campus environment.
- **Power Hour** – A student organization which provides a monthly meeting in a safe environment for discussions of topics including current events, social justice, diversity awareness, and politics. Students have the opportunity develop and share opinions regarding sensitive topics.
- **International Film Series –** The College of Liberal Arts provides an on-campus showing of an international film from a different country each month.

Key Strategy: Enhance support networks for faculty, staff, and students of diverse backgrounds, including first generation students

Student Support Services Program
The Student Support Services (SSS) Program at USI utilizes an intrusive advising model to provide intensive academic, social, and financial support through individual student tutoring, academic monitoring, peer mentoring, and academic advising to USI undergraduates who qualify as first-generation, low-income, or disabled.

- **86% -** The percentage of students served who either graduated in spring 2015 or retained to the fall 2015.
- **92%** - The percentage of students served in good academic standing as of the end of the 2014-2015 academic year.

Intensive English Program
The USI Intensive English Program was started in summer 2013 as a recruitment tool for international students.

- The six levels of intensive English instruction focus on building language skills and cultural knowledge through classes such as reading, writing, listening and speaking, academic skills with grammar and TOEFL preparation.
- Many of the IEP student continue on to complete academic degrees at USI.