



MISSISSIPPI STATE UNIVERSITY®

May 15, 2023

The Honorable Shad White
State Auditor
P.O. Box 956
Jackson, MS 39205

Dear Auditor White:

I am writing to provide information about Mississippi State University's diversity efforts. In addition to the program data requested by your office contained in the attached report, which are supported with state appropriated funds and limited to those efforts aimed at the underrepresented groups defined in the Mississippi Institutions of Higher Learning's 2013 Board Book, we are proud to have a number of programs privately funded by donors who are committed to all aspects of diversity and inclusion. These include efforts to support our disabled students and employees, our veterans, and our economically-disadvantaged students.

All of these programs reflect and support the university's statement on inclusive excellence: *Mississippi State University is a diverse community where every individual's ideas, beliefs, and identities are appreciated, respected, and valued. We reject prejudice and discrimination and strongly believe that an inclusive campus environment contributes to critical thinking, intellectual engagement, and growth. Our commitment to diversity is a responsibility shared by every member of the MSU community. We commit to creating an environment that fosters continuous improvement in our understanding and implementation of initiatives that promote diversity, access, and inclusion.*

Our campus culture is well known and widely recognized for being inviting and friendly. Our concept of diversity has broadened over the years, and our efforts to create a welcoming environment for people of all backgrounds and conditions reflect that. At Mississippi State today, we enroll many students of different races, religions, perspectives, and economic backgrounds. We have students from every county in the state of Mississippi and every state in the nation, as well as students from nearly 90 countries. From the Holmes Cultural Diversity Center to the MSU International Institute to the Sonny Montgomery Center for America's Veterans, our university is working to meet the needs of our incredibly diverse campus community. The number one priority of our university is helping our students earn their degree. Our state needs more college graduates prepared to excel and compete for the jobs of the future, and we are committed to doing our part to enhance Mississippi's workforce and economic competitiveness.

Office of the President

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While degree attainment is often thought of and framed as an individual benefit, it has tremendous valuation on larger societal benefits, such as increased tax revenue and less reliance on public assistance or social programs. Based on U.S. Bureau of Justice data, Mississippi has an exceptionally high rate of incarceration and that is particularly high for Black citizens—an overall state rate 85% higher than the national average. Corrections in Mississippi costs state taxpayers over \$360 million annually or roughly \$18,500 per prisoner according to a 2020 Mississippi Performance Evaluation and Expenditure Review Committee (PEER) report. Higher education is a preferable alternative to that self-defeating and ultimately far more expensive path both for incarcerated individuals and taxpayers.

Mississippi State University is fortunate to have three divisions—Academic Affairs, Student Affairs, and Access, Diversity, and Inclusion—focused on helping students achieve their academic goals and thrive holistically. This team approach substantially strengthens the impact of these initiatives and enhances the likelihood of successful outcomes as these faculty and staff members work together to address a range of concerns students often have, including how to pay for their education. According to the National Center for Education Statistics (NCES), MSU has a substantial number of students with financial need. For example, Pell Grant recipients comprised 30% of students, and student loan recipients comprised 47% of students at MSU during the 2019-2020 academic year. Our Division of Access, Diversity, and Inclusion focuses efforts on early intervention strategies and best practices that create pathways to graduation for vulnerable student populations. Through the Promise Scholars Program, access and excellence are combined to help students from low-income Mississippi families attend Mississippi State by providing financial support, mentoring, coaching, and career readiness skills. Additionally, our THRIVE Scholars Program assists students who have been in the foster care system. Emancipated minors or students who have lost a parent(s) are also eligible for the THRIVE program, as well as students who are at risk for homelessness. THRIVE helps students like these get the resources and help they need to be successful academically.

The work of understanding diversity and inclusion is important to understanding the obstacles faced by disabled students and creating processes and initiatives focused on helping them thrive. This can be seen in the work of our ACCESS Program, which is an inclusive, four-year, non-degree program for students with intellectual or developmental disabilities. ACCESS is Mississippi's only federally approved Comprehensive Transition Post-Secondary (CTP) program. Additionally, the T.K. Martin Center for Technology and Disability provides comprehensive, multidisciplinary evaluations and services to remove limitations through the application of assistive technology, evidence-based practice, training, and educational supports. It allows individuals to participate in activities to the fullest degree they choose, while continuing to advance research in disability. It is also important to note that depression, post-traumatic stress disorder (PTSD), and other mental health conditions, are covered by the Americans with Disabilities Act (ADA).

As a national top-tier R1 institution and the only Mississippi institution ranked among the National Science Foundation's top 100 research universities, research is a critical function of the work at Mississippi State University. MSU's research expenditures totaled over \$303 million in Fiscal Year 2022. Research spending at MSU alone totaled \$155.6 million in payroll and \$144.8 million on expenses to support research activities. Federal funding agencies such as NIH, NSF

(Broader Impacts; Advance Grants), DOE (Pier Plans), and NASA require diversity impact statements or plans as part of grant submissions and/or contracting work. For example, broadening participation in STEM is included in NSF's merit review criteria, and NASA Research Opportunities in Space and Earth Sciences (ROSES) programs are piloting the addition of a required inclusion plan. Each agency has a mission statement that articulates its firm commitment to broadening participation in STEM and supporting inclusion. Researchers are expected to explain in detail how they aim to build inclusive teams and foster belonging among team members. DEI offices provide resources and subject matter expertise to researchers seeking to submit competitive proposals. Furthermore, researchers rely on the university's DEI infrastructure to carry out their inclusion plans.

Diversity is essential for businesses and for institutions of higher education to remain relevant. According to the U.S. Department of Education, 93% of employers value employees who can work effectively with customers, clients, and businesses from a range of different countries and cultures. Companies with more diverse workforces—including racial, gender, socioeconomic, neurodiversity, physical abilities, and so on—are stronger financially and have more positive corporate cultures. Recent research supported by NIH indicates that teams composed of people from a variety of backgrounds and experiences produce better and more innovative products and ideas than a homogenous team. Despite this workforce need, industry continues to report challenges in sourcing world-ready talent that is not only racially and ethnically diverse but also diverse in lived experience, skillset, and perspective. Colleges and universities need to continue to embrace diversity to give all their students the tools they need to be competitive in this global environment. They need to provide graduating students with cultural competency, workforce readiness, and the ability to work on teams made up of a diverse citizenry.

As I frequently say when I am visiting with our students, we are a better and stronger institution because of our diversity. Diversity empowers and enriches any institution and the individuals within it. It gives us the opportunity to communicate, to know one another, and to displace fear and prejudice with understanding and respect. The same could be said for the rich diversity of our state. Throughout our 145-year history, the people of Mississippi State University have been called to make a difference and to serve the state of Mississippi. While the people and the needs have changed over the course of this history, MSU's commitment to fulfill its mission is unwavering. We will continue to support all of our students with the programs they need to earn a degree and successfully enter the workforce, while also working to support all of our many stakeholders, including the taxpayers who have entrusted us to be good stewards of their resources. Thank you for your commitment to public service and to our fellow Mississippians. If you have any questions or if we can provide additional information about the programs we have that support our students, please let me know.

Sincerely,



Mark E. Keenum
President

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$ 110,977.00	\$ 18,969.71	\$ 18,969.71	Of the \$82,477 in total E&G funds received for this program, \$59,276.14 of this represents the salary/fringes for the Assistant Director of Recruitment Activities and Diversity Initiatives who hosts this conference as part of her DEI efforts. State appropriations represent 23% of total E&G funds allocated to her job position and this program. The rest of the conference is funded by private gifts.
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America’s economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.	0.25	Coordinator	\$ 2,500.00	\$ -	\$ -	The total funding received has been reduced as the employee's salary is now accounted for below.
Holmes Cultural Diversity Center	Student Leadership Retreat	Leadership development plays an essential role in the personal and professional growth of college students. It helps students develop important skills, including communication, teamwork, problem-solving, decision-making, and critical thinking, which are essential for success in any field (Astin, 2011). Leadership development programs help college students develop self-awareness and emotional intelligence, which are essential qualities for effective leadership (Dugan, 2015). Moreover, leadership development helps college students build a network of peers, mentors, and professionals in their field. By participating in leadership development programs, students connect with like-minded individuals, gain valuable insights feedback, and build relationships. Developing diverse student leaders encourages them to engage with other student leaders and leverage the combined membership of multiple student organizations to pursue mutual benefit.	0.10	Graduate Assistant	\$ 1,500.00	\$ 345.00	\$ 345.00	No salary amounts are included in this total and are instead accounted for in the salaries included below.

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Holmes Cultural Diversity Center	Latinx Open House	According the Pew Research Center, the Latinx population reached an all-time high of nearly 58 million in 2016 and has been the principal driver of demographic growth. According the U.S. Census, Mississippi's Hispanic population has more than doubled since 2010 and is expected to double again to greater than 160,000. However, Latinx four-year college enrollment rates are lower any other minority group. As the American economy continues to become knowledge-based, a college degree becomes more and more essential. While degree attainment is often thought of and framed as an individual benefit, it also has tremendous valuation on larger societal benefits, such as increased tax revenue and less reliance on public assistance or social programs. The goal of Latinx Open House is to address the Hispanic achievement gap in the state of Mississippi in comparison to the growing reality of the Latinx population. Our data has demonstrated that before Latinx Open House, 66% of the students who attended had not begun thinking about higher education. After attending, 71% of students said they understand the reality of college life more clearly and 74% felt more encouraged to attend college.	0.10	Graduate Assistant	\$ 5,000.00	\$ 1,150.00	\$ 1,150.00	No salary amounts are included in this total and are instead accounted for in the salaries included below.
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career goals while finding a sense of belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience a productive, successful endeavor for all students at Mississippi State University.	1.30	Assistant Vice President for Multicultural Affairs; Assistant Director; 2 Program Coordinators, Graduate Assistant, Receptionist	\$ 266,389.19	\$ 61,269.51	\$ 61,269.51	While only \$99,032.77 of these employees' time is spent on DEI efforts, with the remainder of their time being spent on programming for international students, females, low income students, and first generation students as described in column C, the salaries reflected and fringe amounts are for 100% of the employees' time.
		Fringe benefits	1.30	Assistant Vice President for Multicultural Affairs; Assistant Director; 2 Program Coordinators, Graduate Assistant, Receptionist	\$ 91,089.26	\$ 20,950.53	\$ 20,950.53	
		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$ 24,958.00	\$ 5,740.34	\$ 5,740.34	
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.	2.00	Coordinator for Diversity Initiatives; Graduate Assistant	\$ 56,386.80	\$ 12,968.96	\$ 12,968.96	These totals include the full salaries of these 2 full time employees.

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		Fringe benefits	2.00	Coordinator for Diversity Initiatives; Graduate Assistant	\$ 21,837.46	\$ 5,022.62	\$ 5,022.62	
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$ 64,860.00	\$ 14,917.80	\$ 14,917.80	
					\$ 645,497.71	\$ 141,334.47	\$ 141,334.47	

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Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$ 61,035.00	\$ 14,038.05	\$ 14,038.05	\$58,432.87 of the total funding received represents the salary/fringes of the Assistant Director of Recruitment Activities and Diversity Initiatives.
Office of Institutional Diversity & Inclusion	Future Faculty Career Exploration Program	A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America’s economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). As a result, the Future Faculty Career Exploration Program is designed to invite exceptional scholars in the final year of their doctoral studies, as well as post-docs, to experience Mississippi State University. The program objectives are to establish meaningful relations with prospective faculty members, expose participants to MSU as a teaching, research and service institution, and give participants the opportunity to present scholarly research.	0.05	Coordinator	\$ 5,994.00	\$ 918.62	\$ 918.62	Of the total funding received, \$3,994 was from E&G with the rest of the funding coming from gifts. 23% of the EG funds received represent the portion of E&G funds which are state appropriated dollars.

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Office of Institutional Diversity & Inclusion	Affinity Groups	One of the most effective methods for promoting retention among faculty and staff is the provision of mentoring and support systems (Whittaker et al., 2015). The Office of Institutional Diversity and Inclusion's affinity-based programming offers opportunities for faculty and staff to engage in informal mentoring and relationship building with other faculty thus contributing to the overall retention of diverse talent. It is in the university's best interest to hire talented faculty and to encourage long-term faculty retention. Long-term faculty retention is more likely to create faculty with a vested interest in MSU and Starkville, who understand the needs of our students, and who share institutional values. Participating in affinity-based networking groups creates the opportunity for identity-shared mentorship and the long-term retention of faculty (Lunsford, 2013). These mentorship relationships encourage faculty to navigate the intricacies of any large organization, and mentors provide support in ways that supervisors simply cannot. Mentors can more easily and honestly clarify expectations, unofficial norms, and provide feedback, supporting the growth and success of the faculty person. These affinity groups produce the same benefits that any networking organization does, including relationship building, gaining new perspectives, expanding professional support, and learning from others. Additionally, the professional development and collaboration opportunities are nearly limitless. Grants increasingly call for cross-discipline and cross-institution collaboration, functions which are nearly impossible without networking groups. Sharing resources, advice, and collaborating on student-facing projects are other outcomes from a successful affinity group. Several grant proposals and awards, academic publications, and institutional collaborations have already been producing among professionals who would likely never have connected outside of the OIDI affinity groups which includes a group for women, professionals of color, young professionals, and those from outside of the state.	0.10	Coordinator	\$ 9,800.00	\$ 1,150.00	\$ 1,150.00	Of the total funding received, \$5,000 was from E&G with the rest of the funding coming from gifts. 23% of the EG funds represent the portion of E&G funds which are state appropriated dollars.
Office of Institutional Diversity & Inclusion	Diversity Education Series	A free exchange of ideas is essential for a university because it allows for the exploration and development of new knowledge and perspectives. When students, faculty, and staff are encouraged to share their ideas, thoughts, and opinions openly, they create an environment of intellectual curiosity and critical thinking. These educational sessions provide an overview of research on the exchange between behavior and social identity, and encourage participants to create an environment where everyone's backgrounds are respected. This senses of openness helps to foster a sense of community within the university. By encouraging individuals to share their ideas and engage in open dialogue, universities create an environment of mutual respect, understanding, and cooperation. Additionally, literature demonstrates that this leads to social cohesion, improved communication, and ultimately, a better learning experience for everyone involved. Understanding techniques to encourage a free exchange of ideas benefits everyone at a diverse institution. This exchange is part of why MSU has been ranked in the top 5 nationally for the support of student free speech.	0.50	Coordinator	\$ 6,300.00	\$ 1,449.00	\$ 1,449.00	

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Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America's economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.	0.25	Coordinator	\$ 26,000.00	\$ -	\$ -	
Holmes Cultural Diversity Center	Student Leadership Retreat	Leadership development plays an essential role in the personal and professional growth of college students. It helps students develop important skills, including communication, teamwork, problem-solving, decision-making, and critical thinking, which are essential for success in any field (Astin, 2011). Leadership development programs help college students develop self-awareness and emotional intelligence, which are essential qualities for effective leadership (Dugan, 2015). Moreover, leadership development helps college students build a network of peers, mentors, and professionals in their field. By participating in leadership development programs, students connect with like-minded individuals, gain valuable insights feedback, and build relationships. Developing diverse student leaders encourages them to engage with other student leaders and leverage the combined membership of multiple student organizations to pursue mutual benefit.	0.10	Graduate Assistant	\$ 3,000.00	\$ 690.00	\$ 690.00	
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career goals while finding a sense of belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience a productive, successful endeavor for all students at Mississippi State University.	2.80	Assistant Vice President for Multicultural Affairs; Associate Director; Assistant Director; Student Resource Coordinator; Program Coordinator; 2 Graduate Assistants; Receptionist	\$ 273,003.16	\$ 62,790.73	\$ 62,790.73	While only \$99,968.84 of these employees' time is spent on DEI efforts, with the remainder of their time being spent on programming for international students, females, low income students, and first generation students as described in column C, the salaries reflected and fringe amounts are for 100% of the employees' time.

MSU DEI Survey - FY 2021

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
		Fringe benefits	2.80		\$ 95,217.56	\$ 21,900.04	\$ 21,900.04	
		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$ 13,593.00	\$ 3,126.39	\$ 3,126.39	
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.	3.00	Coordinator for Diversity Initiatives; Graduate Assistant; Business Coordinator	\$ 98,366.64	\$ 22,624.33	\$ 22,624.33	
		Fringe benefits	3.00	Coordinator for Diversity Initiatives; Graduate Assistant; Business Coordinator	\$ 39,457.35	\$ 9,075.19	\$ 9,075.19	
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$ 76,600.00	\$ 17,618.00	\$ 17,618.00	
Division of Access, Diversity & Inclusion		Central to the university's public, land-grant mission, the Division works to provide access and opportunity to a diverse population by infusing its core principles into institutional decision making, processes, communications and initiatives. Partnering across academic and administrative units, the Division leverages collective expertise to promote access and foster a diverse and inclusive campus environment that contributes to the enhancement of teaching, research, and service at Mississippi State University. The divisional goals are to compliment institutional efforts to identify, attract, retain and graduate a diverse student body; bolster the identification, retention and promotion of diverse faculty, staff and administration; expand pathways and services for support and care for first generation, limited income and diverse students that enhance academic achievement, student development, persistence and degree completion; and enhance campus climate through educational and strategic initiatives. The Division leverages best practices and resources across Mississippi State University's campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged.	2.00	Vice President for Access, Diversity and Inclusion	\$ 171,950.71	\$ 39,548.66	\$ 39,548.66	This Division and the new role of Vice President for Access, Diversity and Inclusion was created on September 22, 2021.
		Fringe benefits	2.00		\$ 47,128.30	\$ 10,839.51	\$ 10,839.51	
		This office was created in the fall of 2022 and all other expenses are included in the Office of Institutional Diversity and Inclusion above.			\$ -	\$ -	\$ -	

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					\$ 927,445.72	\$ 205,768.52	\$ 205,768.52	

MSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Arts & Sciences	IDEA Committee	In 2022, the College of Arts & Sciences formed the "IDEA Committee." This committee was designed to promote an inclusive, diverse, equitable, and accessible environment enriched by the knowledge and skills of our faculty, staff, and students in Arts & Sciences. The IDEA Committee supports Arts & Science research, teaching, and service that seeks to understand and address inequities in our community and beyond; advise the Dean's office on ways to improve climate and opportunities in the College; make recommendations to the Dean's office on processes or priorities to produce a more, inclusive, diverse faculty and staff; and host events and build collaboration with campus partners in other MSU Colleges and Offices to improve structures, practices, and spaces for all faculty, staff, and students on campus.	0.010	Idea Committee Chair	\$ 2,500.00	\$ 368.94	\$ 368.94
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$ 118,580.00	\$ 26,087.60	\$ 26,087.60
Office of Institutional Diversity & Inclusion	Diversity Education Series	A free exchange of ideas is essential for a university because it allows for the exploration and development of new knowledge and perspectives. When students, faculty, and staff are encouraged to share their ideas, thoughts, and opinions openly, they create an environment of intellectual curiosity and critical thinking. These educational sessions provide an overview of research on the exchange between behavior and social identity, and encourage participants to create an environment where everyone's backgrounds are respected. This senses of openness helps to foster a sense of community within the university. By encouraging individuals to share their ideas and engage in open dialogue, universities create an environment of mutual respect, understanding, and cooperation. Additionally, literature demonstrates that this leads to social cohesion, improved communication, and ultimately, a better learning experience for everyone involved. Understanding techniques to encourage a free exchange of ideas benefits everyone at a diverse institution. This exchange is part of why MSU has been ranked in the top 5 nationally for the support of student free speech.	0.50	Coordinator	\$ 4,300.00	\$ 946.00	\$ 946.00

MSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America's economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.	0.25	Associate Director	\$ 11,554.16	\$ 2,541.92	\$ 2,541.92
Division of Access, Diversity & Inclusion		Central to the university's public, land-grant mission, the Division works to provide access and opportunity to a diverse population by infusing its core principles into institutional decision making, processes, communications and initiatives. Partnering across academic and administrative units, the Division leverages collective expertise to promote access and foster a diverse and inclusive campus environment that contributes to the enhancement of teaching, research, and service at Mississippi State University. The divisional goals are to compliment institutional efforts to identify, attract, retain and graduate a diverse student body; bolster the identification, retention and promotion of diverse faculty, staff and administration; expand pathways and services for support and care for first generation, limited income and diverse students that enhance academic achievement, student development, persistence and degree completion; and enhance campus climate through educational and strategic initiatives. The Division leverages best practices and resources across Mississippi State University's campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged.	4.00	Vice President for Access, Diversity & Inclusion; Assistant VP for Access, Diversity & Inclusion; Interim Executive Director; Administrative Assistant	\$ 400,054.30	\$ 88,011.95	\$ 88,011.95

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		Fringe benefits	4.00	Vice President for Access, Diversity & Inclusion; Assistant VP for Access, Diversity & Inclusion; Interim Executive Director; Administrative Assistant	\$ 109,931.71	\$ 24,184.98	\$ 24,184.98
		Other expenses of this office include travel, commodities, and contractual services including a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day, equipment and furniture and other start up costs for the newly created Division of Access, Inclusion, and Diversity.			\$ 124,483.00	\$ 27,386.26	\$ 27,386.26
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career goals while finding a sense of belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience a productive, successful endeavor for all students at Mississippi State University.	0.90	Associate Director; Student Resource Coordinator; Program Coordinator; 2 Graduate Assistants	\$ 183,556.57	\$ 40,382.45	\$ 40,382.45
		Fringe benefits	0.90	Associate Director; Student Resource Coordinator; Program Coordinator; 2 Graduate Assistants	\$ 66,089.50	\$ 14,539.69	\$ 14,539.69

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		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$ 16,281.00	\$ 3,581.82	\$ 3,581.82
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.	3.00	Director; Associate Director for Assessment & Development; Business Coordinator	\$ 169,125.04	\$ 37,207.51	\$ 37,207.51
		Fringe benefits	3.00	Director; Associate Director for Assessment & Development; Business Coordinator	\$ 58,753.22	\$ 12,925.71	\$ 12,925.71
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$ 21,091.00	\$ 4,850.93	\$ 4,850.93
					\$ 1,286,299.50	\$ 283,015.74	\$ 283,015.76

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended	Notes
Arts & Sciences	IDEA Committee	In 2022, the College of Arts & Sciences formed the "IDEA Committee." This committee was designed to promote an inclusive, diverse, equitable, and accessible environment enriched by the knowledge and skills of our faculty, staff, and students in Arts & Sciences. The IDEA Committee supports Arts & Science research, teaching, and service that seeks to understand and address inequities in our community and beyond; advise the Dean’s office on ways to improve climate and opportunities in the College; make recommendations to the Dean’s office on processes or priorities to produce a more, inclusive, diverse faculty and staff; and host events and build collaboration with campus partners in other MSU Colleges and Offices to improve structures, practices, and spaces for all faculty, staff, and students on campus.	0.015	Idea Committee Chair	\$ 4,500.00	\$ 624.00	\$ 624.00	The percentage of this position reflected herein and the total funding received represents the time this employee spends in her role as the Idea Committee Chair - only \$2600 of her salary related to chairing the Idea Committttee comes from E&G funds. State appropriations represent 24% of total E&G funds allocated to her job position and this program.
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	72,080.00	17,299.20	\$17,299.20	Of the \$72,080 in total E&G funds received for this program, \$69,205.21 of this represents the salary/fringes for the Assistant Director of Recruitment Activities and Diversity Initiatves who hosts this conference as part of her DEI efforts. State appropriations represent 24% of total E&G funds allocated to her job position and this program.
Office of Institutional Diversity & Inclusion	Affinity Groups	One of the most effective methods for promoting retention among faculty and staff is the provision of mentoring and support systems” (Whittaker et al., 2015). The Office of Institutional Diversity and Inclusion’s affinity-based programming offers opportunities for faculty and staff to engage in informal mentoring and relationship building with other faculty thus contributing to the overall retention of diverse talent. It is in the university’s best interest to hire talented faculty and to encourage long-term faculty retention. Long-term faculty retention is more likely to create faculty with a vested interest in MSU and Starkville, who understand the needs of their students, and who share institutional values. Participating in affinity-based networking groups creates the opportunity for identity-shared mentorship and the long-term retention of faculty (Lunsford, 2013). These mentorship relationships encourage faculty to navigate the intricacies of any large organization, and mentors provide support in ways thion leverages best practices and resources across Mississippi State University’s campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged. This strengthens America’s economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.oblem-solving, and critical thinking. These are the same skills that 83% of Mississippi employers surveyed indicated that they need the most (Mississippi Economic Council survey, 2021). These employers indicated that the number one issue in hiring was that candidates were missing soft skills, or employability skills to an extent that their business was threatened. Participants in t	0.10	Coordinator	\$1,975.77	\$474.18	\$474.18	
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. The United States Bureau of Labor Statistics posit that 64 determined occupations require a terminal degree, coded as a “doctoral or professional degree;” and many, but not all of which, are situated within higher education (U.S. Bureau of Labor Statistics, 2021). This is compared to 169 job categories available to those with a bachelor’s degree, and 332 job categories open to those with a high school diploma. Regarding the industries represented in the U.S. Bureau of Labor Statistics data, the academy employs the greatest majority (39.6%) of doctoral recipients.	0.25	Director	\$33,268.45	\$ 7,984.43	\$ 7,984.43	

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Holmes Cultural Diversity Center	Student Leadership Retreat	Leadership development plays an essential role in the personal and professional growth of college students. It helps students develop important skills, including communication, teamwork, problem-solving, decision-making, and critical thinking, which are essential for success in any field (Astin, 2011). Leadership development programs help college students develop self-awareness and emotional intelligence, which are essential qualities for effective leadership (Dugan, 2015). Moreover, leadership development helps college students build a network of peers, mentors, and professionals in their field. By participating in leadership development programs, students connect with like-minded individuals, gain valuable insights feedback, and build relationships. Developing diverse student leaders encourages them to engage with other student leaders and leverage the combined membership of multiple student organizations to pursue mutual benefit. MSU freshmen report having fewer discussions with people different from themselves and doing less collaborative learning than students at similar institutions (NSSE Engagement Snapshot, 2021). The HCDC Student Leadership series provides the skills and connections needed to create these impactful collaborations. Moreover, it ensures that diverse students leaders have access to professional and academic development and have the capacity to share that development with the organizations they lead. This sets up student leaders to become community leaders with the skills they need to improve their community and our shared future. The skills taught at these works are often considered "soft skills", interpersonal skills including things like effective communication, teamwork, problem-solving, and critical thinking. These are the same skills that 83% of Mississippi employers surveyed indicated that they need the most (Mississippi Economic Council survey, 2021). These employers indicated that the number one issue in hiring was that candidates were missing soft skills, or employability skills to an extent that their business was threatened. Participants in the HCDC Leadership Development series will have been prepared to enter the workforce as developed leaders with all the skills needed for success.	0.25	Assistant Director	\$5,414.27	\$1,299.42	\$1,299.42	
Division of Access, Diversity & Inclusion		Central to the university’s public, land-grant mission, the Division works to provide access and opportunity to a diverse population by infusing its core principles into institutional decision making, processes, communications and initiatives. Partnering across academic and administrative units, the Division leverages collective expertise to promote access and foster a diverse and inclusive campus environment that contributes to the enhancement of teaching, research, and service at Mississippi State University. The divisional goals are to compliment institutional efforts to identify, attract, retain and graduate a diverse student body; bolster the identification, retention and promotion of diverse faculty, staff and administration; expand pathways and services for support and care for first generation, limited income and diverse students that enhance academic achievement, student development, persistence and degree completion; and enhance campus climate through educational and strategic initiatives. The Division leverages best practices and resources across Mississippi State University’s campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged.	4.00	Vice President for Access, Diversity & Inclusion; Associate Director for Assessment & Development; Director for ADI Budget & Management; Administrative Assistant	\$407,135.74	\$97,712.58	\$97,712.58	
		Fringe benefits	4.00	Vice President for Access, Diversity & Inclusion; Associate Director for Assessment & Development; Director for ADI Budget & Management; Administrative Assistant	\$115,744.30	\$27,778.63	\$27,778.63	
		Other expenses of this office include travel, commodities, and contractural services including a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day, equipment and furniture and other start up costs for the newly created Division of Access, Inclusion, and Diversity.			\$100,424.00	\$24,101.76	\$24,101.76	

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		Fringe benefits	1.40	Interim Director; Assistant Director for Outreach & Engagement; Assistant Director for Student Success & Engagement; 2 Graduate Assistants	\$89,050.52	\$21,372.12	\$21,372.12	
		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$27,231.00	\$6,535.44	\$6,535.44	
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsibe for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.	4.00	Director; Coordinator; Administrative Assistant; Graduate Assistant	\$149,439.31	\$35,865.43	\$35,865.43	
		Fringe benefits	4.00	Director; Coordinator; Administrative Assistant; Graduate Assistant	\$56,334.14	\$13,520.19	\$13,520.19	
		Other operational expenses include telephones, copier charges, commodities, and contractural services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$23,419.00	\$5,620.56	\$5,620.56	
					\$ 1,303,338.96	\$ 312,345.35	\$ 312,345.35	