



May 22, 2023

The Honorable Shad White  
State Auditor  
PO Box 956  
Jackson, MS 39205

Dear Auditor White,

Enclosed you will find the requested descriptions and information about each DEI program or activity at the University of Mississippi for the fiscal years 2020–2023 that are supported in part or in full with funds appropriated from the State of Mississippi.


It is important to note that our efforts to offer programs and activities have the intent of helping every student, faculty, and staff feel a sense of belonging and included within our campus community. We strive to create a welcoming environment where all members of the university can thrive and reach their full potential. As a result, these programs are open to all who wish to participate in them.

Most of our minority and underrepresented population are residents of the State of Mississippi, and we are proud of our efforts to help them feel welcome and supported to achieve their academic goals. These efforts have contributed to the highest retention and graduation rates in the state for underrepresented students and across our entire student body.

Additionally, the diversity of our campus enables students to learn and study within a microcosm of America. These programs and activities help students develop an appreciation for and understanding of differences that enable them to be successful within the diverse workplace and society.

For these reasons, we are committed to the success of all of our students. This includes embracing, understanding, and celebrating the diversity that exists on our campus, within our state, and within our nation.

Sincerely,



Glenn F. Boyce  
Chancellor

UM DEI Survey - FY 2020

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
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	3.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Project Manager	\$409,029.00	\$117,225.47	\$85,729.41	The salaries reflected in Column F represent 100% of the employees' time. While the Vice Chancellor for Diversity and Community Engagement oversees DEI efforts as well as another unit (Community Engagement), 100% of the VC DCE's salary is reported. Of Column F, only \$296,529.00 of the amount noted is attributed to DEI work.
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	4.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Executive Assistant; Project Manager	\$161,773.50	\$46,445.57	\$46,445.57	The fringe benefits reflected in Column F represent 100% of the employees' time. While the Vice Chancellor for Diversity and Community Engagement and Executive Assistant supports DEI efforts as well as another unit (Community Engagement), 100% of the VC DCE and Executive Assistant fringe benefits are reported. Of Column F, only \$113,735.90 of the amount noted is attributed to DEI work.

UM DEI Survey - FY 2020

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
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2020 expenses primarily supported operational expenses such as phones, copiers, postage, and supplies. Expenses also supported programs such as the Dialogues on Diversity speaker series, Ole Miss 8 commemorative activities, and Honoring Diversity Excellence. FY 2020 Dialogues on Diversity topics included engaging inclusion through a class lens, disabusing disability, and intentionally intersectional leadership. Honoring Diversity Excellence was hosted to provide an annual update on IHL's and institutional diversity, equity, and inclusion goals, provide a networking opportunity for faculty/staff, and honor faculty/staff who have accomplished significant employment milestones and achievements. UM commemorated the 50th anniversary of 89 African American students being arrested/8 being expelled following a peaceful protest at Fulton Chapel. The Ole Miss 8/81 commemorative activities elevated the stories and experiences of those who have been marginalized in our institution's history and created avenues of reconciliation. All students, faculty, staff, and community members are welcome to participate.	Included in DCE FTE		\$15,000.00	\$4,420.50	\$4,420.50	
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages	0.50	Executive Assistant	\$44,108.00	\$13,531.00	\$13,531.00	The wages reflected in Column F represent 100% of the Executive Assistant's time. The employee, however, supports DEI efforts and another unit (Community Engagement). Of Column F, only \$22,054.00 of the amount noted is attributed to DEI work.
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	3.5	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Student Success; Administrative Coordinator	\$208,994.00	\$37,520.61	\$31,025.72	The salaries reflected in Column F represent 100% of the employees' time.

UM DEI Survey - FY 2020

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
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	3.5	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Student Success; Administrative Coordinator	\$74,610.86	\$13,394.86	\$10,455.75	The fringe benefits reflected in Column F represent 100% of the employees' time.
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	1.5	Graduate Assistant - Retention, Graduate Assistant - Cross Cultural Engagement Programming, Graduate Assistant-Marketing	\$31,500.00	\$9,430.40	\$7,494.11	The wages reflected in Column F represent 100% of the graduate assistants' time.

UM DEI Survey - FY 2020

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
Center for Inclusion & Cross Cultural Engagement (CICCE)	Programs & Initiatives	FY 2020 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include Pride Camp, MOST Conference, UM CONNECT Mentoring Program, & Sister2Sister Leadership Retreat. Pride Camp is a first year experience program focused on community learning and building for LGBTQ+ students and allies. The MOST Conference is a leadership and recruitment conference for rising high school seniors from Mississippi. The goal of the summer conference is to expose prospective underrepresented students to leadership activities, academic offerings, campus resources, faculty, staff, and student leaders. Approximately 30% of MOST conference participants enroll at UM for their freshman year. The Sister2Sister Leadership Retreat aims to address issues that impact Women of Color on campus and in the local community while also highlighting the benefits and challenges associated with attending an institution of higher education. UM CONNECT matches incoming freshmen of color (Latin American, Native American, African American, Asian American, and multi-racial) and first-generation college students with an upperclassmen mentor. The program serves as a vital component to students' academic and personal success. CONNECT Mentors provide additional support to help students complete their first year at the University and remain on a course toward graduation. Though registration is likely required, all students, are welcome to participate in CICCE programs.	Included in CICCE FTE		\$121,603.00	\$12,260.40	\$11,578.15	
Center for Inclusion & Cross Cultural Engagement (CICCE)	Wages	Student Miscellaneous Wages	0	N/A	\$12,387.00	\$3,650.45	\$1,625.67	
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging; Due to the Covid-19 pandemic, BFSO did not host any events during the 2019-2020 academic year.	0	N/A	\$1,463.00	\$431.15	\$-	
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	0.10	Associate Dean for Administration and Diversity Initiatives	\$108,203.00	\$2,933.64	\$2,933.64	The salary reflected in Column F represents 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.

UM DEI Survey - FY 2020

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
School of Law	Full-time Staff	Fringe Benefits	0.10	Associate Dean for Administration and Diversity Initiatives	\$36,628.47	\$1,052.45	\$1,052.08	The fringe benefits reflected in Column F represent 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Associate Professor and School of Education Diversity Officer	\$73,612.00	\$2,169.35	\$2,169.35	The salary reflected in Column F represents 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
School of Education	Full-time staff	Fringe Benefits	0.10	Associate Professor and School of Education Diversity Officer	\$26,500.32	\$780.96	\$780.96	The fringe benefits reflected in Column F represent 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	2	Assistant Director; Operations Coordinator	\$114,010.20	\$33,598.81	\$33,598.81	The salaries and fringe benefits reflected in Column F represent 100% of the employees' time.
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1	Assistant Director	\$56,000.00	\$15,308.37	\$15,308.37	The salary reflected in Column F represents 100% of the employee's time.
Alumni Affairs	Full-time staff	Fringe Benefits	1	Assistant Director	\$18,865.00	\$5,559.52	\$5,559.52	The fringe benefits reflected in Column F represent 100% of the employees' time.
Graduate School	Professional Development for Graduate Students	Networking event for underrepresented doctoral students.	0.0009	Administrative Coordinator II	\$1,231.50	\$362.92	\$362.92	
Graduate School	Professional Development for Graduate Students	Writing Workshop for International Graduate Students	0	Organized by the Graduate Student Council (No Employee Time Required)	\$148.95	\$12.94	\$12.94	
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	0.8	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$183,558.00	\$54,094.54	\$54,094.54	The salaries reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$73,423.20 of the amount noted is attributed to DEI work.



UM 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
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	3.00	Interim Vice Chancellor for Diversity & Community Engagement; 2 Project Managers	\$236,986.00	\$59,572.49	\$58,131.83	The salaries reflected in Column F represent 100% of the employees' time. Note: The Assistant Vice Chancellor for Diversity and Inclusion fulfilled the duties of the Vice Chancellor for Diversity and Community Engagement during FY21.
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	4.00	Interim Vice Chancellor for Diversity & Community Engagement; Executive Assistant; 2 Project Managers	\$100,354.13	\$26,215.30	\$26,053.06	The fringe benefits reflected in Column F represent 100% of the employees' time. While the Executive Assistant supports DEI efforts as well as another unit (Community Engagement), 100% of the Executive Assistant's fringe benefits are reported. Of Column F, only \$92,479.06 of the amount noted is attributed to DEI work. Note: The Assistant Vice Chancellor for Diversity and Inclusion fulfilled the duties of the Vice Chancellor for Diversity and Community Engagement during FY21.
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2021 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. Expenses also supported Dialogues on Diversity, a speaker series that aims to foster institutional change through civil discourse. Nationwide Now was the theme of FY 2021 topics which were held virtually due to the Covid-19 pandemic. Topics included reckoning with inequities in prisons, higher education, and healthcare. All students, faculty, staff, and community members are welcome to participate.	Included in DCE FTE		\$15,000.00	\$4,600.50	\$4,192.06	
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages	0.50	Executive Assistant	\$44,118.00	\$13,530.99	\$12,697.97	The wages reflected in Column F represent 100% of the Executive Assistant's time. The employee, however, supports DEI efforts and another unit (Community Engagement). Of Column F, only \$22,054.00 of the amount noted is attributed to DEI work.



UM DEI Survey - FY 2021

Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	4.5	Director of Inclusion & Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives; Administrative Coordinator	\$318,489.00	\$41,332.73	\$40,006.72	The salaries reflected in Column F represent 100% of the employees' time.
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	4.5	Director of Inclusion & Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives; Administrative Coordinator	\$113,700.58	\$14,755.64	\$13,544.05	The fringe benefits reflected in Column F represent 100% of the employees' time.
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	1.5	Graduate Assistant-Marketing; Graduate Assistant -Access & Recruiting Initiatives; Graduate Assistant-Diversity Education	\$32,000.00	\$9,814.40	\$9,538.83	The wages reflected in Column F represent 100% of the graduate assistants' time.

UM DEI Survey - FY 2021

Center for Inclusion & Cross Cultural Engagement (CICCE)	Operational Expenses	FY 2021 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include Celebration of Achievement and Lavender Graduation. Celebration of Achievement is an opportunity for family, friends, and the University community to come together in honor of graduates. In anticipation of commencement, this event brings together students from historically underrepresented populations. Lavender Graduation is a cultural celebration that recognizes the achievements and contributions of LGBTQ+ students who have successfully navigated the college experience. Though registration is likely required, all students, faculty, and staff are welcome to participate in CICCE programs.	Included in CICCE FTE		\$41,603.00	\$12,759.64	\$4,740.24	
Center for Inclusion and Cross Cultural Engagement	Wages	Student Miscellaneous Wages	0	N/A	\$11,312.00	\$3,469.39	\$2,074.06	
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging	0	N/A	\$1,463.00	\$137.62	\$40.73	
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	0.10	Associate Dean for Administration and Diversity Initiatives	\$108,203.00	\$3,053.10	\$3,053.10	The salary reflected in Column F represent 100% of the employees' time. 10% of the employee's time is dedicated to DEI efforts.
School of Law	Full-time Staff	Fringe Benefits	0.10	Associate Dean for Administration and Diversity Initiatives	\$36,628.47	\$1,095.31	\$1,094.92	The fringe benefits reflected in Column F represent 100% of the employees' time. 10% of the employee's time is dedicated to DEI efforts.
Center for Excellence in Teaching & Learning	Faculty Professional Development	Summer Inclusive Teaching Workshop program with Lumen Circles. 12 University of Mississippi faculty learned inclusive teaching practices with external vendor Lumen Learning via virtual workshops.	0	N/A	\$9,000.00	\$846.58	\$846.58	
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$59,488.00	\$1,824.50	\$1,824.50	The salary reflected in Column F represents 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
School of Education	Full-time staff	Fringe Benefits	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$21,415.68	\$656.82	\$656.82	The fringe benefits reflected in Column F represent 100% of the employees' time. 10% of the employee's time is dedicated to DEI efforts.

UM DEI Survey - FY 2021

Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	2	Assistant Director; Operations Coordinator	\$116,033.85	\$35,587.58	\$35,587.58	The salaries and fringe benefits reflected in Column F represent 100% of the employees' time.
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$50,000.00	\$15,335.00	\$15,335.00	The salary reflected in Column F represent 100% of the employees' time.
Alumni Affairs	Full-time staff	Fringe Benefits	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$17,850.00	\$5,474.60	\$5,474.60	The fringe benefits reflected in Column F represent 100% of the employees' time.
Graduate School	Full-time staff	Base Salary; coordinates DEI programs and activities for the Graduate School	0.5	Assistant Dean of Diversity Equity and Inclusion	\$70,000.00	\$3,851.54	\$3,851.54	The salary reflected in Column F represents 100% of the employee's time in the Graduate School in this role.
Graduate School	Full-time staff	Fringe Benefits	0.5	Assistant Dean of Diversity Equity and Inclusion	\$25,200.00	\$1,386.55	\$1,386.55	The salary reflected in Column F represent 100% of the employee's time in the Graduate School in this role.
Graduate School	Professional Development for Graduate Students	Networking and welcome lunch for SREB Doctoral Scholars and Cole Eftink Fellows (doctoral students interested in careers in the professoriate who are from underrepresented backgrounds)	Included in Graduate School FTE		\$153.09	\$46.95	\$46.95	
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$212,116.00	\$67,816.28	\$67,816.28	The salaries reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$84,846.40 of the amount noted is attributed to DEI work.
College of Liberal Arts	Full-time faculty/staff	Fringe benefits	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$75,725.41	\$23,224.98	\$23,224.98	The fringe benefits reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$60,580.33 of the amount noted is attributed to DEI work.



UM 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	NOTES
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	4.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Project Manager; Program Director	\$470,650.00	\$142,418.69	\$96,187.38	The salaries reflected in Column F represent 100% of the employees' time. While the Vice Chancellor for Diversity and Community Engagement oversees DEI efforts as well as another unit (Community Engagement), 100% of the VC DCE's salary is reported. Of Column F, only \$358,150.00 of the amount noted is attributed to DEI work.
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	5.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Executive Assistant; Project Manager; Program Director	\$185,068.80	\$56,001.82	\$23,911.53	The fringe benefits reflected in Column F represent 100% of the employees' time. While the Vice Chancellor for Diversity and Community Engagement and Executive Assistant supports DEI efforts as well as another unit (Community Engagement), 100% of the VC DCE and Executive Assistant fringe benefits are reported. Of Column F, only \$136,751.00 of the amount noted is attributed to DEI work.
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2022 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies.	Included in DCE FTE		\$15,000.00	\$4,539.00	\$1,513.00	
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages	0.50	Executive Assistant	\$44,903.77	\$13,587.88	\$13,587.88	The wages reflected in Column F represent 100% of the Executive Assistant's time. The employee, however, supports DEI efforts and another unit (Community Engagement). Of Column F, only \$22,182.77 of the amount noted is attributed to DEI work.

UM 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	NOTES
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$236,552.00	\$43,379.53	\$37,767.20	The salaries reflected in Column F represent 100% of the employees' time.
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$85,158.72	\$15,616.58	\$12,496.61	The fringe benefits reflected in Column F represent 100% of the employees' time.
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	2	Graduate Assistant- Cross Cultural Engagement Programming; Graduate Assistant- Access and Recruitment; Graduate Assistant -Marketing; Graduate Assistant-IMPACT Programs	\$45,000.00	\$9,638.20	\$7,197.55	The wages reflected in Column F represent 100% of the graduate assistants' time.

UM 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	NOTES
Center for Inclusion & Cross Cultural Engagement (CICCE)	Operational Expenses	FY 2022 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include Celebration of Achievement, Sister2Sister/Brother2Brother Leadership Retreats, and UM CONNECT Mentoring Program. Celebration of Achievement is an opportunity for family, friends, and the University community to come together in honor of graduates. In anticipation of commencement, this event brings together students from historically underrepresented populations. UM CONNECT matches incoming freshmen of color (Latin American, Native American, African American, Asian American, and multi-racial) and first-generation college students with an upperclassmen mentor. The program serves as a vital component to students' academic and personal success. CONNECT Mentors provide additional support to help students complete their first year at the University and remain on a course toward graduation. Sister2Sister Leadership Retreat aims to address issues that impact Women of Color on campus and in the local community while also highlighting the benefits and challenges associated with attending an institution of higher education. Brother2Brother Leadership Retreat provides a forum for engaging and interactive discussions regarding personal, social, and academic responsibility while attending the University of Mississippi. This program addresses issues that impact men of color on the campus and local community while also highlighting the benefits and challenges associated with attending an institution of higher education. Though registration is likely required, all students are welcome to participate in CICCE programs.	Included in CICCE FTE		\$38,490.00	\$11,647.07	\$8,497.17	
Center for Inclusion and Cross Cultural Engagement	Wages	Student Miscellaneous Wages	0	N/A	\$7,354.00	\$2,225.32	\$2,225.32	
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging	0	N/A	\$1,463.00	\$133.96	\$133.96	
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	0.55	Associate Dean for Administration and Diversity Initiatives; Recruiter	\$156,472.47	\$9,805.89	\$9,805.89	The fringe benefits reflected in Column F represent 100% of the employees' time. 10% of the Associate Dean's time is dedicated to DEI efforts. 45% of the Recruiter's time is dedicated to DEI efforts.

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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
School of Law	Full-time Staff	Fringe Benefits	0.55	Associate Dean for Administration and Diversity Initiatives; Recruiter	\$62,619.64	\$4,765.60	\$4,765.65	The fringe benefits reflected in Column F represent 100% of the employees' time. 10% of the Associate Dean's time is dedicated to DEI efforts. 45% of the Recruiter's time is dedicated to DEI efforts.
School of Law	HBCU Law Preview Day	Student recruitment program; The preview day is part of an effort to strengthen relationships with Mississippi's HBCUs, build a more diverse and equitable campus in line with the universitywide Pathways to Equity strategic plan and help build a legal workforce more reflective of the state as a whole. All students, faculty, and staff were welcomed to participate.	Included in School of Law FTE		\$578.96	\$175.19	\$175.19	
School of Law	HBCU Pre-Law Tour	Student recruitment program; The HBCU Pre-Law Tour is an opportunity to recruit students at regional HBCUs. This program is offered to meet required accreditation standards.	Included in School of Law FTE		\$3,838.14	\$1,161.42	\$1,127.17	
Center for Excellence in Teaching and Learning	Inclusive Teaching Faculty Learning Community	Inclusive Classroom Teaching Grants, for the design, implementation, and reporting of course revisions to enhance teaching and learning for, but not limited to, racially minoritized students, first-generation students, and students affected by poverty. While the goals of inclusive teaching are directed at targeted student populations historically underserved in education, the course design and teaching strategies benefit all students.	0.577	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$65,918.00	\$17,154.24	\$17,154.24	
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$61,273.00	\$1,854.12	\$1,854.12	The salary reflected in Column F represents 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
School of Education	Full-time staff	Fringe Benefits	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$22,058.28	\$667.48	\$667.48	The fringe benefits reflected in Column F represent 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	2	Assistant Director; Operations Coordinator	\$122,380.00	\$37,032.19	\$37,032.19	The salaries and fringe benefits reflected in Column F represent 100% of the employees' time.
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$55,000.00	\$15,577.85	\$15,577.85	The salary reflected in Column F represents 100% of the employee's time.
Alumni Affairs	Full-time staff	Fringe Benefits	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$18,197.01	\$5,506.42	\$5,506.42	The fringe benefits reflected in Column F represents 100% of the employee's time.
Graduate School	Full-time staff	Base Salary; coordinates DEI programs and activities for the Graduate School	0.5	Assistant Dean of Diversity Equity and Inclusion	\$72,100.00	\$3,665.33	\$3,665.33	The salary reflected in Column F represents 100% of the employee's time in the Graduate School in this role.



UM 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	NOTES
Graduate School	Full-time staff	Fringe Benefits	0.5	Assistant Dean of Diversity Equity and Inclusion	\$25,956.00	\$1,319.52	\$1,319.52	The fringe benefits reflected in Column F represent 100% of the employee's time in the Graduate School in this role.
Graduate School	Professional Development for Graduate Students	Networking event for minority doctoral students.	0.0009	Administrative Coordinator II	\$1,575.58	\$476.77	\$476.77	
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$219,101.00	\$57,355.71	\$57,355.71	The salaries reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$87,640.40 of the amount noted is attributed to DEI work.
College of Liberal Arts	Full-time faculty/staff	Fringe benefits	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$78,876.36	\$20,648.06	\$20,648.06	The fringe benefits reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$63,101.09 of the amount noted is attributed to DEI work.
College of Liberal Arts	Black Alumni Reunion Event	The College of Liberal Arts was one of several sponsors for the Black Alumni Reunion, which is traditionally held every 3 years to celebrate the vast contributions of Black alumni to UM while recognizing individuals who paved the way.	Included in College of Liberal Arts FTE		\$3,500.00	\$1,059.10	\$1,059.10	
Admissions	Full-time staff	Diversity Student Recruitment; Position is responsible for strategic student recruitment programs and outreach efforts focused on underrepresented students that assist the university in meeting enrollment goals; visits high schools, hosts campus programs, and meets with prospective students and families to discuss academic programs, campus resources, and financial aid.	1	Coordinator of Diversity Recruitment	\$30,091.00	\$9,105.54	\$9,105.54	The salary reflected in Column F represents 100% of the employee's time.
Admissions	Full-time staff	Fringe Benefits	1	Coordinator of Diversity Recruitment	\$12,287.00	\$3,718.05	\$3,718.05	The fringe benefits reflected in Column F represents 100% of the employee's time.
Center for Manufacturing Excellence	Step Forward Summit: Advancing Women in Manufacturing	This event was coordinated in partnership with the Um Center for Manufacturing Excellence and the Manufacturing Institute with the goal of promoting careers for female leaders in manufacturing. Activities focused on providing information and mentoring for female students considering careers in industry.	0.15	Executive Director; Associate Director, External Operations; Manager of Marketing & Admissions	\$49,391.72	\$14,945.93	\$14,945.93	



UM DEI Survey - FY 2023 (YTD)

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
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	4.50	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; 2 Program Directors; Development Associate	\$552,305.00	\$132,486.33	\$100,404.89	The salaries reflected in Column F represent 100% of the employees' time. While the Vice Chancellor for Diversity and Community Engagement oversees DEI efforts as well as another unit (Community Engagement), 100% of the VC DCE's salary is reported. Of Column F, only \$434,180 of the amount noted is attributed to DEI work.
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	5.50	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Executive Assistant; 2 Program Directors; Development Associate	\$216,482.76	\$52,770.27	\$32,643.59	The fringe benefits reflected in Column F represent 100% of the employees' time. While the Vice Chancellor for Diversity and Community Engagement and Executive Assistant supports DEI efforts as well as another unit (Community Engagement), 100% of the VC DCE and Executive Assistant fringe benefits are reported. Of Column F, only \$132,737.28 of the amount noted is attributed to DEI work.
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2023 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies.	Included in DCE FTE		\$15,000.00	\$4,312.50	\$1,740.34	
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages and Graduate Assistant Stipend Supplement	0.70	Executive Assistant ; 2 Graduate Assistants	\$47,836.00	\$13,752.85	\$11,573.23	The wages reflected in Column F represent 100% of the Executive Assistant's time. The employee, however, supports DEI efforts and another unit (Community Engagement). Of Column F, only \$23,018.00 of the amount noted is attributed to DEI work.

UM DEI Survey - FY 2023 (YTD)

Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$240,647.00	\$43,103.44	\$40,596.44	The salaries reflected in Column F represent 100% of the employees' time.
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$86,632.92	\$15,517.24	\$13,079.82	The fringe benefits reflected in Column F represent 100% of the employees' time.
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	2	Graduate Assistant- Cross Cultural Engagement Programming; Graduate Assistant- Access and Recruitment; Graduate Assistant -Marketing; Graduate Assistant- IMPACT Programs	\$49,500.00	\$9,200.00	\$8,385.55	The wages reflected in Column F represent 100% of the graduate assistants' time.

UM DEI Survey - FY 2023 (YTD)

Center for Inclusion & Cross Cultural Engagement (CICCE)	Operational Expenses	FY 2023 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include BarberShop Talk and Pride Camp. Barbershop Talks, co-sponsored by Men of Excellence, is an open forum for men of color and the University of Mississippi community to engage with one another to discuss issues relevant to men of color, which are not limited to race, masculinity, and issues of social justice both on campus and in the larger community. Faculty members, community members, and motivational speakers have been previously invited to lead the dialogues. Pride Camp is a first year experience program focused on community learning and building for LGBTQ+ students and allies. All students, faculty, and staff are welcome to participate.	Included in CICCE FTE		\$38,490.00	\$11,065.88	\$4,631.44	
Center for Inclusion and Cross Cultural Engagement	Wages	Student Miscellaneous Wages	0	N/A	\$6,042.00	\$1,737.08	\$1,737.08	
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging	0	N/A	\$1,463.00	\$120.93	\$120.93	
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	1.3	Associate Dean for Administration and Diversity Initiatives; Recruiter; Assistant Dean for Diversity, Equity & Inclusion	\$115,723.52	\$6,953.54	\$6,953.21	The salaries reflected in Column F represent 100% of the employees' time. 10% of the Associate Dean's time is dedicated to DEI efforts. 45% of the Recruiter's time is dedicated to DEI efforts. The Assistant Dean position was created in January 2023, therefore, the Associate Dean and Recruiter no longer lead DEI efforts.

UM DEI Survey - FY 2023 (YTD)

School of Law	Full-time Staff	Fringe Benefits	1.3	Associate Dean for Administration and Diversity Initiatives; Recruiter; Assistant Dean for Diversity, Equity & Inclusion	\$42,254.14	\$2,762.47	\$2,762.45	The fringe benefits reflected in Column F represent 100% of the employees' time. 10% of the Associate Dean's time is dedicated to DEI efforts. 45% of the Recruiter's time is dedicated to DEI efforts. The Assistant Dean position was created in January 2023, therefore, the Associate Dean and Recruiter no longer lead DEI efforts.
School of Law	HBCU Law Preview Day	Student recruitment program; The preview day is part of an effort to strengthen relationships with Mississippi's HBCUs, build a more diverse and equitable campus in line with the universitywide Pathways to Equity strategic plan and help build a legal workforce more reflective of the state as a whole. All students, faculty, and staff were welcomed to participate.	Included in School of Law FTE	Associate Dean for Administration and Diversity Initiatives	\$24,300.00	\$2,332.71	\$2,332.64	
School of Law	Affinity Group Council	In conjunction with faculty/ administrative advisors, provide support and guidance for affinity group organizations and diverse students and historically underrepresented students including, but not limited to African Americans, Asian Americans, South Asian Americans, Latinos, Native Americans, and other underrepresented and marginalized students, including first generation students, gay, lesbian and transgender students, students with physical or mental disabilities, veterans, older students, religious students, and students with children. (Sense of Belonging). (In-Person). (Target Audience: Students).	Included in School of Law FTE		\$59.92	\$17.23	\$17.23	

UM DEI Survey - FY 2023 (YTD)

School of Law	Evening of First-Gen Excellence	The First-Gen Evening of Excellence is an event held to celebrate the achievements and graduation of our First-Gen Scholars and those who have supported them along their journey. (Sense of Belonging). (In-Person). (Target Audience: Students, Faculty and Staff). (All students, faculty, and staff were welcomed to participate).	Included in School of Law FTE		\$156.00	\$44.85	\$44.85	
Center for Excellence in Teaching & Learning	Inclusive Teaching Faculty Learning Community	Inclusive Classroom Teaching Grants, for the design, implementation, and reporting of course revisions to enhance teaching and learning for, but not limited to, racially minoritized students, first-generation students, and students affected by poverty. While the goals of inclusive teaching are directed at targeted student populations historically underserved in education, the course design and teaching strategies benefit all students.	0.48	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$30,502.16	\$8,769.37	\$8,769.37	
Center for Excellence in Teaching & Learning	Inclusive Teaching Graduate Student Reading Group	CETL organized an inclusive teaching book group for graduate students with teaching responsibilities. Graduate students who signed up attended four sessions during spring semester. The goal of the book group was to help graduate students with teaching responsibilities explore the concepts of inclusive teaching for improved teaching and learning experiences for all students.	0.192	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$512.00	\$147.20	\$147.15	
Center for Excellence in Teaching and Learning	Inclusive Teaching Faculty Book Group	CETL organized an inclusive teaching book group for faculty. The goal of the book group was to help faculty explore the concepts of inclusive teaching for improved teaching and learning experiences for all students.	0.385	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$1,208.25	\$347.37	\$347.37	
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$64,496.00	\$1,854.26	\$1,854.26	The salary reflected in Column F represents 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.

UM DEI Survey - FY 2023 (YTD)

School of Education	Full-time staff	Fringe Benefits	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$23,218.56	\$667.53	\$667.53	The fringe benefits reflected in Column F represent 100% of the employee's time. 10% of the employee's time is dedicated to DEI efforts.
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	3	Assistant Director; 2 Operations Coordinators	\$192,740.56	\$37,126.65	\$37,084.40	The salaries and fringe benefits reflected in Column F represent 100% of the employees' time.
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$60,500.00	\$16,280.55	\$16,280.55	The salary reflected in Column F represents 100% of the employee's time.
Alumni Affairs	Full-time staff	Fringe Benefits	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$15,818.40	\$4,547.79	\$4,547.79	The fringe benefits in Column F represent 100% of the employee's time.
Graduate School	Full-time staff	Base Salaries; coordinates DEI programs and activities for the Graduate School & McNair Scholars Program	1.5	Assistant Dean of Diversity Equity and Inclusion; Associate Director for McNair	\$108,033.17	\$4,311.06	\$4,311.06	The salaries reflected in Column F represent 100% of the employees' time in the Graduate School in these roles.
Graduate School	Full-time staff	Fringe Benefits	1.5	Assistant Dean of Diversity Equity and Inclusion; Associate Director for McNair	\$38,891.94	\$1,551.98	\$1,551.98	The fringe benefits reflected in Column F represent 100% of the employees' time in the Graduate School in these roles.
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	1.2	Associate Dean for Diversity, Equity, and Inclusion and Program Manager for Diversity, Equity, and Inclusion	\$228,185.00	\$56,765.44	\$56,765.44	The salaries reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$91,274.00 of the amount noted is attributed to DEI work.



UM DEI Survey - FY 2023 (YTD)

College of Liberal Arts	Full-time faculty/staff	Fringe benefits	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$82,146.60	\$20,436.88	\$20,436.88	The fringe benefits reflected in Column F represent 100% of the employees' time. The Associate Dean has administrative and faculty duties that are not attributed to DEI work. The Program Manager has administrative duties not attributed to DEI work. Of Column F, only \$65,717.28 of the amount noted is attributed to DEI work.
Physics & Astronomy	Women in Physics (UMWiP) at the University of Mississippi	Aims to encourage young women at the high school and university level to pursue a career in physics; Modeled after a national professional association in Physics. Student recruitment, retention, and success; sense of belonging; Mode: in person	0.0038	Associate, Assistant, and Instructional Assistant Professor of Physics & Astronomy	\$431.54	\$124.07	\$124.07	
Psychology	Graduate Peer Mentoring program	The development of this program was envisioned to align with the department's primary goals of increasing support and guidance for new graduate students, particularly students from diverse backgrounds who are unfamiliar with the nuances of graduate school and what is required to succeed during this challenging time; Students from URM groups and others; Purpose: Support/Student Success/Belonging, Open to all Psy grad students. Mode: In person and virtual	0	N/A	\$261.60	\$21.62	\$21.62	
Admissions	Full-time staff	Diversity Student Recruitment; Position is responsible for strategic student recruitment programs and outreach efforts focused on underrepresented students that assist the university in meeting enrollment goals; visits high schools, hosts campus programs, and meets with prospective students and families to discuss academic programs, campus resources, and financial aid.	1	Coordinator of Diversity Recruitment	\$33,427.00	\$9,610.26	\$9,610.26	The salary reflected in Column F represents 100% of the employee's time.

UM DEI Survey - FY 2023 (YTD)

Admissions	Full-time staff	Fringe Benefits	1	Coordinator of Diversity Recruitment	\$12,989.00	\$3,734.34	\$3,734.34	The fringe benefits reflected in Column F represent 100% of the employee's time.
Center for Manufacturing Excellence	Make It MS - Leadership Camp	Summer Camp to promote careers in STEM & Manufacturing for underrepresented students.	0	N/A	\$230.64	\$66.31	\$66.31	
				<b>TOTAL FY23 FUNDING ALL SOURCES</b>	<b>\$ 2,330,485</b>	<b>TOTAL FY23 STATE FUNDING EXPENDED</b>	<b>\$ 393,344</b>	
						<b>Percent of Total State Appropriations</b>	<b>0.42%</b>	