

Recreation Services values diversity both within our department and at the university level. Within the past year, the two graduate assistants for The Best People Program have worked specifically with diversity. These two individuals met with members of the Office of Student Life to discuss the diversity assessment project and how it will impact Illinois State University as a whole, and the idea to hold focus groups was mentioned. While this was a great idea, not much initiative has been taken to get these focus groups started. Hopefully, something can be accomplished within this area before the end of the academic year.

As for a specific evaluation our programs and services, the graduate assistants developed a short survey that was handed to all students attending a recruitment session. Although the survey asked questions regarding the presentation, the focus was to obtain demographic information such as gender, year in school, and race/ethnicity. Not all students took the time to fill out the survey, but a substantial number of students did, and our department was able to analyze this information. For example, during our last recruitment session, which was in January, out of 133 surveys, 93 were fully completed. This gave us a 70% completion rate on which to base our diversity statistics.

Finally, Recreation Services continually strives to recruit a diverse population of students. In the past, we have sent flyers to Intercultural Programs and Services in hopes to actively recruit. We also contacted the presidents of student organizations and faculty advisors in order to publicize our positions to their student groups. Finally, in the future, we plan on marketing our positions through the RSO student newsletter. We hope to reach a different and more diverse student population by doing this.

		Gender Related Statistics (m/f)						ISU
		Recruitment	Recruitment	Interviews	Interviews	Orientation	Orientation	
		I	II	I	II	I	II	
Fall	2002	n/d	n/d	n/d	n/d	61/39	64/36	
Spring	2003	n/d	n/d	n/d	n/d	64/36	38/62	
Fall	2003	n/d	33/67	n/d	n/d	60/40	38/62	
Spring	2004	49/51	n/a	n/d	n/a	55/45	n/a	42/58

		Ethnicity Related Statistics - Black/Non-Hispanic						
		Recruitment	Recruitment	Interviews	Interviews	Orientation	Orientation	
		I	II	I	II	I	II	
Fall	2002	n/d	n/d	n/d	n/d	3.50%	0%	
Spring	2003	n/d	n/d	n/d	n/d	5%	12.50%	5.9
Fall	2003	n/d	5%	n/d	n/d	5%	14%	
Spring	2004	12%	n/a	n/d	n/a	11%	n/a	5.9

		Ethnicity Related Statistics - White/Non-Hispanic						
		Recruitment	Recruitment	Interviews	Interviews	Orientation	Orientation	
		I	II	I	II	I	II	
Fall	2002	n/d	n/d	n/d	n/d	93%	100%	
Spring	2003	n/d	n/d	n/d	n/d	95%	75%	89.1
Fall	2003	n/d	86%	n/d	n/d	90%	83%	
Spring	2004	76%	n/a	n/d	n/a	78%	n/a	88.6

		Ethnicity Related Statistics - Hispanic						
		Recruitment	Recruitment	Interviews	Interviews	Orientation	Orientation	
		I	II	I	II	I	II	
Fall	2002	n/d	n/d	n/d	n/d	0%	0%	
Spring	2003	n/d	n/d	n/d	n/d	0%	12.50%	2.6
Fall	2003	n/d	4%	n/d	n/d	0%	3%	
Spring	2004	6%	n/a	n/d	n/a	11%	n/a	2.9

		Ethnicity Related Statistics - Asian or Pacific Islander						
		Recruitment	Recruitment	Interviews	Interviews	Orientation	Orientation	
		I	II	I	II	I	II	
Fall	2002	n/d	n/d	n/d	n/d	0%	0%	
Spring	2003	n/d	n/d	n/d	n/d	0%	0%	1.4
Fall	2003	n/d	3%	n/d	n/d	5%	0%	
Spring	2004	2%	n/a	n/d	n/a	0%	n/a	1.5

		Ethnicity Related Statistics - American Indian						
		Recruitment	Recruitment	Interviews	Interviews	Orientation	Orientation	
		I	II	I	II	I	II	
Fall	2002	n/d	n/d	n/d	n/d	3.50%	0%	
Spring	2003	n/d	n/d	n/d	n/d	0%	0%	0.3
Fall	2003	n/d	0%	n/d	n/d	0%	0%	
Spring	2004	1%	n/a	n/d	n/a	0%	n/a	0.3

Ethnicity Related Statistics - Total Minority Population

		Recruitment I	Recruitment II	Interviews I	Interviews II	Orientation I	Orientation II	
Fall	2002	n/d	n/d	n/d	n/d	7%	0%	
Spring	2003	n/d	n/d	n/d	n/d	5%	25%	10.2
Fall	2003	10%	12%	n/d	11%	10%	17%	
Spring	2004	21%	n/a	15%	n/a	22%	n/a	10.6

n/a - not applicable (has not occurred)
n/d - no data present