



October 4, 2017

Dr. Earl Martin
President
Drake University
2507 University Avenue
Des Moines, IA 50311-4505

Dear President Martin:

Attached is the Quality Initiative Report (QIR) Review evaluation information. Drake University's QIR showed genuine effort and has been accepted by the Commission. The attached reviewer evaluation contains a rationale for this outcome.

Peer reviewers evaluate all the QIRs based on the genuine effort of the institution, the seriousness of the undertaking, the significance of scope and impact of the work, the genuineness of the commitment to the initiative, and adequate resource provision.

If you have questions about the QIR reviewer information, please contact either Kathy Bijak (kbijak@hlcommission.org) or Pat Newton-Curran (pnewton@hlcommission.org).

Higher Learning Commission



FORM

Open Pathway Quality Initiative Report

Panel Review and Recommendation Form

The Quality Initiative panel review process confirms or questions the institution's effort in undertaking the Quality Initiative proposal approved by the Commission. As indicated in the explication of the review, the Quality Initiative process encourages institutions to take risks, innovate, take on a tough challenge, or pursue a yet unproven strategy or hypothesis. Thus failure of an initiative to achieve its goals is acceptable. An institution may learn much from such failure. What is not acceptable is failure of the institution to pursue the initiative with genuine effort. Genuineness of effort, not success of the initiative, constitutes the focus of the Quality Initiative review and serves as its sole point of evaluation.

Name of Institution: Drake University

State: Iowa

Institutional ID: 1230

Reviewers (names, titles, institutions): Dr. Jodi Koslow Martin, North Park University, Ms. Catherine Johnston, Oklahoma

Date: October 2, 2017

I. Quality Initiative Review

- The institution demonstrated its seriousness of the undertaking.
- The institution demonstrated that the initiative had scope and impact.
- The institution demonstrated a commitment to and engagement in the initiative.
- The institution demonstrated adequate resource provision.

II. Recommendation

- The panel confirms genuine effort on the part of the institution.
- The panel cannot confirm genuine effort on the part of the institution.

III. Rationale (required)

The Institution demonstrated a its seriousness of the undertaking.

Drake University sought to create a more welcoming and inclusive campus through self-assessment and thoughtful change. Retaining students of color and their successful completion of their degrees is the basis for this initiative. In taking on this initiative, Drake addressed a very real challenge in much of higher education. The creation of its plan, resources committed to the production of a climate survey, and an assessment represent the seriousness of the undertaking.

The institution demonstrated that the initiative has scope and impact.

Drake University had clearly defined three goals within its initiative: to retain and increase the diversity within faculty and student body; to do a campus climate survey addressing differences; and to create a strategic plan developed from climate survey findings. The clarity of the goals helped Drake follow their prescribed plan. It did not mean that adjustments along the way were not necessary; certainly, adjustments were necessary in part to changing personnel. Yet, Drake demonstrated clearly the impact on this QI by means of increased retention rates for students of color.

The institution demonstrated a commitment to and engagement in the initiative

Drake University included the input of large and small groups, survey data, as well as student performance data. Drake University invested resources in a consultant, created a new position (Associate Provost for Campus Equity and Inclusion), and invested in the improvement of multicultural houses to support student needs. Moreover, a multiuse prayer space was established in the student center, and all future buildings must include gender-inclusive restrooms, and lactation rooms.

The institution demonstrated adequate resource provision.

Drake University has invested broadly in this initiative through the time and action of leadership, faculty, and staff, the engagement of a consulting firm, taking direct action and planning for data driven future actions.

Overall, a well done report. Continued focused on an inclusive environment for students aligns well with HLC's strategic direction for students as well as representing a willingness to address the current realities of student demographic shifts. Hopefully, increased retention of students of color will lead to a more substantial increase in GPA and numbers of minority students on campus.