



2025 COMMUNITY INDEX



CENTRAL
MICHIGAN UNIVERSITY

/ We do.

INDIGENOUS LAND ACKNOWLEDGMENT

We wish to recognize the Anishinaabe people whose traditional land we are gathered upon today and the land on which the Saginaw Chippewa Indian Tribe have resided on for over 200 years. To recognize the land is an expression of gratitude and appreciation to those whose territory you reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial (existing since beyond the reach of memory). It is important to understand the long-standing history that has brought us to reside on the land, and to seek to understand our place within that history.





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*BIPOC – Black, Indigenous, and People of Color



DIVISION OF
**UNIVERSITY
ENGAGEMENT &
STUDENT AFFAIRS**

CENTRAL MICHIGAN UNIVERSITY

A Message from the Vice President

for University Engagement and Student Affairs



Since 2021, Academic Planning and Analysis and the Office of University Engagement have partnered with colleagues across campus to provide consistent, high-level data reflecting the experiences of our community. Building upon a practice advanced by my predecessor, Dr. Denise O'Neal Green, the university addressed a temporary gap in community trend reporting between 2012 and 2021 and reestablished a structured approach to institutional data analysis. We are now positioned to share five consecutive years of consistent reporting, with data spanning 2019 through 2025. In addition, we have maintained ten-year identity-based enrollment trend analyses, with longitudinal data extending back to Fall 2011. This sustained commitment to comprehensive reporting strengthens our ability to assess progress, identify areas of opportunity, and align action with institutional priorities.

Longitudinal data are essential to advancing growth, recruitment, retention, and the continued development of a pluralistic learning environment. The Community Index is guided by the following principles:

1. Upholding our core values: integrity, respect, compassion, inclusiveness, equity, social responsibility, excellence, and innovation
2. Advancing culturally responsive assessment and evaluation practices across the academic enterprise.
3. Promoting data-informed decision-making in pedagogy, policy development, research, and program implementation.
4. Reinforcing institutional accountability and measurable goal attainment.



» Shawna Patterson-Stephens, Ph.D.

Vice President of University Engagement and Student Affairs

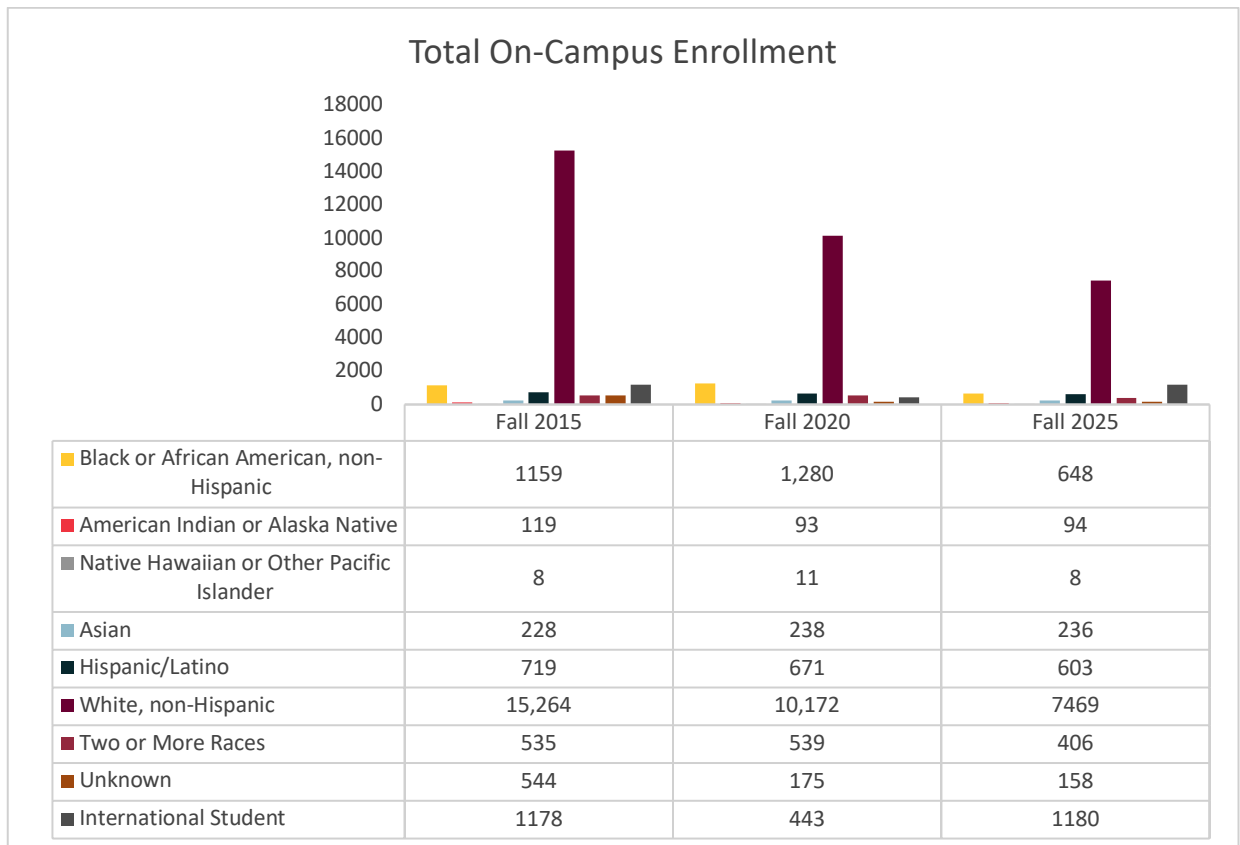
The statistics presented in this pamphlet benchmark progress and highlight areas for continued focus across key indicators, including enrollment, degree completion, faculty and staff retention, and reports to the Office of Civil Rights and Institutional Equity. We encourage campus stakeholders to review prior reports to assess trends over time and to leverage these insights in support of annual planning and strategic implementation. Prior reports can be found on the UESA website under the “Reports and Indexes” tab.

As we continue to embed empathy, discernment, and disciplined analysis into our work, the Community Index serves as a foundational tool for informed leadership, institutional advancement, and a commitment to University priorities.

In Service,

Total On Campus Enrollment						
	Fall 2015		Fall 2020		Fall 2025	
Black or African American, non-Hispanic	1,159	5.9%	1,280	9.4%	648	6.0%
American Indian or Alaska Native	119	0.6%	93	0.7%	94	0.9%
Native Hawaiian or Other Pacific Islander	8	0.0%	11	0.1%	8	0.1%
Asian	228	1.2%	238	1.7%	236	2.2%
Hispanic/Latino	719	3.6%	671	4.9%	603	5.6%
White, non-Hispanic	15,264	77.3%	10,172	74.7%	7,469	69.1%
Two or More Races	535	2.7%	539	4.0%	406	3.8%
Unknown	544	2.8%	175	1.3%	158	1.5%
International Student	1,178	6.0%	443	3.3%	1,180	10.9%
Total	19,754	100.0%	13,622	100.0%	10,802	100.0%

- In the past five years there has been an increase in the proportion of students who define themselves as American Indian or Alaska Native, Asian, or an international student
- There were a larger percentage of students with Unknown Race/Ethnicity in 2015 (2.8%) compared to 2020 (1.3%) and 2025 (1.5%)

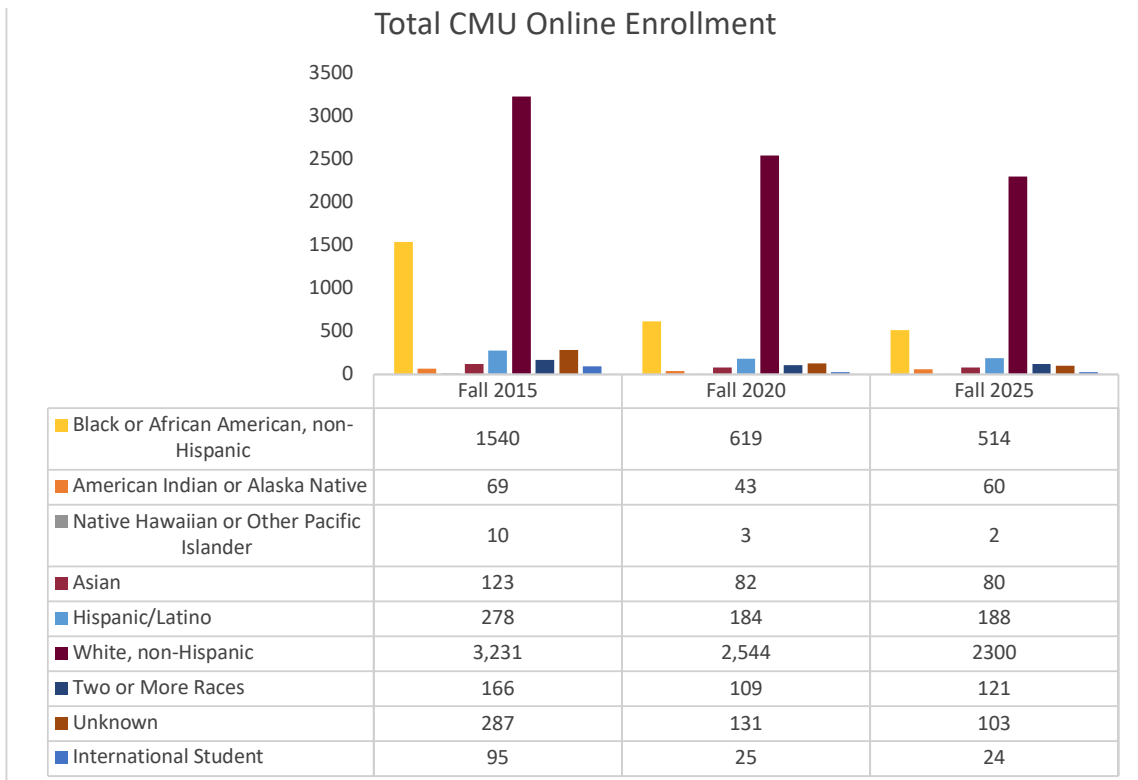


CMU Online Enrollment

	Fall 2015		Fall 2020		Fall 2025	
Black or African American, non-Hispanic	1,540	26.6%	619	16.6%	514	15.2%
American Indian or Alaska Native	69	1.2%	43	1.1%	60	1.8%
Native Hawaiian or Other Pacific Islander	10	0.2%	3	0.1%	2	0.1%
Asian	123	2.1%	82	2.2%	80	2.4%
Hispanic/Latino	278	4.8%	184	4.9%	188	5.5%
White, non-Hispanic	3,231	55.7%	2,544	68.0%	2,300	67.8%
Two or More Races	166	2.9%	109	2.9%	121	3.6%
Unknown	287	4.9%	131	3.5%	103	3.0%
International Student	95	1.6%	25	0.7%	24	0.7%
Total	5,799	100.0%	3,740	100.0%	3,392	100.0%

*Source: Academic Planning & Analysis

- In the past five years there has been an increase in students who define themselves as White, American Indian or Alaska Native, Asian, Hispanic/Latino, and two or more races
- There were a larger percentage of students with Unknown Race/Ethnicity in 2015 (4.9%) compared to 2020 (3.5%) and 2025 (3.0%)



Applied, Admitted, Enrolled by Race/Ethnicity

	Applicants N		Admitted N		Enrolled N		Proportion of Applicants who were Admitted		Proportion of Admitted who Enrolled	
	2023	2025	2023	2025	2023	2025	2023	2025	2023	2025
	Black or African American, non-Hispanic	2,664	3,976	2,446	3,131	173	195	92%	79%	7%
American Indian or Alaska Native	81	103	70	88	14	23	86%	85%	20%	26%
Native Hawaiian or Other Pacific Islander	15	10	14	10	0	2	93%	100%	0%	20%
Asian	695	740	674	709	26	23	97%	96%	4%	3%
Hispanic/Latino	1,538	2,164	1,462	1,923	119	150	95%	89%	8%	8%
White, non-Hispanic	10,500	12,475	10,112	11,795	1,522	1,434	96%	95%	15%	12%
Two or more races	697	1,046	664	929	86	98	95%	89%	13%	11%
Unknown	87	152	79	133	13	12	91%	88%	16%	9%
International Student	1,868	1,641	1,062	1,589	91	49	57%	97%	9%	3%
Total	18,145	22,307	16,583	20,307	2,044	1,986	91%	91%	12%	10%

*Source: Data Warehouse and Academic Planning & Analysis

- Overall, the proportion of applicants who were admitted remained flat between 2023 and 2025, while the proportion of admitted that enrolled decreased.
- The proportion of students identifying as Asian; White non-Hispanic; and two or more races who were admitted and enrolled decreased in 2025, while Native Hawaiian or Other Pacific Islander increased.
- The proportion of international students admitted increased in 2025, however enrollment for international students decreased in 2025.





Institutional Scholarship Support 2024-2025			
	Dollars	Percent of Total Award	Percent of Enrolled Students
Black or African American, non-Hispanic	\$4,968,249.00	9.6%	8.4%
American Indian or Alaska Native	\$1,170,378.00	2.3%	0.9%
Hawaiian or Other Pacific Islander	\$85,983.00	0.2%	0.1%
Asian	\$919,737.00	1.8%	2.0%
Hispanic/Latino	\$2,959,266.00	5.7%	5.0%
White, non-Hispanic	\$35,483,132.00	68.5%	65.8%
Two or more races	\$2,582,678.00	5.0%	3.2%
Unknown	\$720,802.00	1.4%	2.6%
International Student	\$2,989,775.00	5.6%	12.2%
Total	\$51,880,000.00	100.00%	100.0%

***Source:** Office of Scholarships and Financial Aid. Institutional Scholarship Support includes scholarships awarded based on merit (academic, talent, skill, leadership, etc.) and does not include institutional grants, tuition waivers, or assistantships and fellowships.

- The percent of total aid awarded by Race/Ethnicity is representative across each student demographic.

First-Year to Second-Year Retention			
	FTIAC Count, Fall 2024	% Retained into Fall 2025	3-Year Average
Black or African American, non-Hispanic	161	59.6%	55.5%
American Indian or Alaska Native	19	63.2%	66.0%
Native Hawaiian or Other Pacific Islander	2	50.0%	50.0%
Asian	32	84.4%	81.5%
Hispanic/Latino	136	78.7%	72.3%
White, non-Hispanic	1,675	80.5%	78.4%
Two or More Races	90	78.9%	74.1%
Unknown	23	78.3%	75.5%
International Student	84	67.9%	66.5%
Total	2,222	78.2%	75.4%

*Source: Academic Planning & Analysis

- American Indian or Alaska Native, Asian, International Students, and Unknown categories all have low enrollment counts and the retention rates should be interpreted with caution.





Six-Year Graduation by Entering Class	FTIAC Entering Class, Fall 2019	% Graduated within Six Years	3-Year Average
Black or African American, non-Hispanic	302	36.8%	40.8%
American Indian or Alaska Native	12	16.7%	27.7%
Native Hawaiian or Other Pacific Islander	0	-	60.0%
Asian	30	56.7%	59.6%
Hispanic/Latino	139	54.0%	55.7%
White non-Hispanic	1,849	63.5%	63.6%
Two or More Races	108	48.1%	48.7%
Unknown	17	64.7%	68.8%
International Student	16	62.5%	63.6%
Total	2,473	58.8%	59.6%

*Source: Academic Planning & Analysis

- American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, International Student, and Unknown categories all have low enrollment counts and the graduation rates should be interpreted with caution



2024-2025 Percentage of Degrees Earned by On-Campus Students

	Undergraduate Certificate	Bachelors	Masters	Doctoral	Specialists	Graduate Certificate
Black or African American, non-Hispanic	2.5%	5.8%	1.8%	7.4%	0.0%	0.0%
American Indian or Alaska Native	0.8%	0.7%	0.1%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.2%	0.0%	0.4%	0.0%	0.0%
Asian	2.5%	1.4%	0.4%	7.4%	0.0%	7.7%
Hispanic/Latino	5.0%	5.2%	1.3%	1.7%	0.0%	0.0%
White, non-Hispanic	83.5%	80.5%	22.3%	66.2%	0.0%	61.5%
Two or More Races	4.1%	3.8%	0.9%	1.7%	0.0%	0.0%
Unknown	1.7%	1.3%	0.6%	7.8%	0.0%	0.0%
International Student	0.0%	1.3%	72.6%	7.4%	0.0%	30.8%
Total	121	1,838	933	189	0	13

*Source: Academic Planning & Analysis

- Among Masters degree recipients, International Students comprise a larger proportion of graduates than in other degree levels



2024-2025 Percentage of Degrees Earned by CMU Online Students

	Undergraduate Certificate	Bachelors	Masters	Doctoral	Specialists	Graduate Certificate
Black or African American, non-Hispanic	25.0%	11.7%	14.4%	19.0%	25.0%	37.5%
American Indian or Alaska Native	0.0%	1.7%	1.9%	0.0%	0.0%	2.5%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0%	1.7%	3.2%	0.0%	0.0%	0.0%
Hispanic/Latino	0.0%	6.6%	5.6%	0.0%	0.0%	0.0%
White, non-Hispanic	50.0%	70.2%	68.8%	73.8%	66.7%	60.0%
Two or More Races	0.0%	4.6%	1.1%	2.4%	0.0%	0.0%
Unknown	25.0%	2.9%	3.3%	4.8%	8.3%	0.0%
International Student	0.0%	0.6%	1.8%	0.0%	0.0%	0.0%
Total	4	349	570	42	12	40

*Source: Academic Planning & Analysis

- CMU Online Black or African American students earn a larger proportion of Doctoral degrees (19.0%) compared to On Campus Black or African American Doctoral recipients (7.4%).

NSSE (National Survey of Student Engagement) Data

	First Year Students			Senior Students		
	2019	2023	2025	2019	2023	2025
	(404)	(409)	(393)	(468)	(467)	(304)
During the current school year, about how often have you done the following?¹						
Included diverse perspectives (political, religious, racial/ethnic, gender, etc.) in course discussions or assignments	2.6	2.5	2.7	2.5	2.6	2.8
During the current school year, about how often have you had discussions with people from the following groups?¹						
People of a race or ethnicity other than your own	3.0	2.9	3.0	2.9	2.9	2.9
People from an economic background other than your own	3.0	2.9	3.0	3.0	2.9	3.0
People with religious beliefs other than your own	2.9	2.7	2.9	2.9	2.8	2.9
People with political views other than your own	2.9	2.8	2.8	2.9	2.8	2.9
How much has your institution emphasized the following?²						
Encouraging contact among students from different backgrounds (social, racial/ethnic, religious, etc.)	2.7	2.6	2.9	2.4	2.6	2.6
How much has your experience at this institution contributed to your knowledge, skills, and personal development in the following areas?²						
Understanding people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	2.8	2.7	2.8	2.8	2.9	2.9

*Source: Academic Planning & Analysis

¹ 1 = Never; 2 = Sometimes; 3 = Often; 4 = Very Often

² 1 = Very Little; 2 = Some; 3 = Quite a Bit; 4 = Very Much



% BIPOC among Staff and Faculty						
Employee Group	November 2015		November 2020		November 2025	
	N	%	N	%	N	%
Broadcasting	0	0.0%	0	0.0%	2	7.7%
Fixed Term Faculty	36	11.4%	36	11.5%	37	12.1%
Graduate Assistant	192	32.8%	192	38.2%	162	45.1%
Medical	52	8.0%	52	36.9%	54	34.0%
Office Professional	7	3.5%	7	2.8%	11	5.6%
Police	3	11.1%	3	13.0%	3	12.0%
Post-Doctoral Researcher	7	57.1%	7	53.8%	8	61.5%
Professional and Administrative	97	8.8%	97	11.6%	113	13.6%
Regular Faculty	151	22.5%	151	25.2%	132	25.0%
Senior Officer	1	9.8%	1	2.6%	3	6.8%
Service Maintenance	7	4.3%	7	3.9%	10	6.2%
Supervisory/Technical	4	3.4%	4	3.9%	1	1.3%
Temporary Faculty	58	7.1%	58	16.8%	52	23.2%
Total	537	15.5%	615	18.3%	588	19.9%

***Source:** Human Resources.

***BIPOC Includes:** Black or African American, American Indian or Alaskan Native, Hispanic/Latino, Asian, Native Hawaiian or Other Pacific Islander

- Over the past ten years, there has been a percentage increase in BIPOC faculty and staff among all staff groups.
- Many Employee Groups have few BIPOC staff and faculty, and percentages should be interpreted with caution.

Staff Turnover Rates, BIPOC Only

Employee Group	2020			2025		
	N	N of Terminations	Turnover Rate	N	N of Terminations	Turnover Rate
Broadcast	0	0	0.0%	2	0	0.0%
Administrative Office Assistant	8	2	25.0%	9	2	22.2%
Professional and Administrative	98	18	18.4%	112	22	19.6%
Police	3	0	0.0%	3	0	0.0%
Service Maintenance	7	0	0.0%	10	1	10.0%
Supervisory/Technical	4	1	25.0%	3	3	100.0%
Senior Officer	1	0	0.0%	3	0	0.0%
Total	121	21	17.3%	142	28	19.7%

Source: Number of employees retrieved from the August Staff Population Report.

Note: Termination is defined as any break in service including resignations, position eliminations, layoffs, retirement, and deceased, it does not include internal promotions and/or transfers.

BIPOC Includes: Black or African American, American Indian or Alaska Native, Hispanic/Latino, Asian, Native Hawaiian or Other Pacific Islander.

Staff Turnover Rates, Non-BIPOC

Employee Group	2020			2025		
	N	N of Terminations	Turnover Rate	N	N of Terminations	Turnover Rate
Broadcast	23	3	13.0%	23	2	8.7%
Administrative Office Assistant	247	52	9.3%	190	23	12.1%
Professional and Administrative	748	97	13.0%	698	57	8.2%
Police	12	0	0.00%	12	0	0.0%
Service Maintenance	174	17	9.8%	151	18	11.9%
Sergeant	4	1	25.0%	4	0	0.0%
Dispatchers	5	0	0.0%	6	0	0.0%
Lieutenants	-	-	-	2	1	50.0%
Supervisory/Technical	100	18	18.0%	76	9	11.8%
Senior Officer	39	6	15.4%	40	3	7.5%
Total	1,352	194	14.3%	1,202	113	9.4%

Source: Number of employees retrieved from the August Staff Population Report.

Note: Termination is defined as any break in service including resignations, position eliminations, layoffs, retirement, and deceased, it does not include internal promotions and/or transfers.



Regular Faculty Turnover, Promotion and Tenure Rates								
		Number Experiencing Event			Total Number of Regular Faculty			3-Year Average %
		2022-23	2023-24	2024-25	2022-2023	2023-2024	2024-2025	
Turnover	BIPOC	7	8	8	125	125	126	6.1%
	Non-BIPOC	14	16	15	387	373	365	4.0%
Promotion	BIPOC	13	18	15	125	125	126	12.2%
	Non-BIPOC	51	53	41	387	373	365	12.9%
Tenure	BIPOC	1	3	2	20	20	22	9.7%
	Non-BIPOC	12	7	8	49	46	40	20.0%

Source: Faculty Personnel Services. BIPOC defined as Black or African American, Hispanic/Latino, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and Asian. Turnover represents those who have left the regular faculty for any reason. Promotions include full professors receiving a professor salary supplement. Tenure rate is calculated by a comparison to non-tenured probationary faculty (not to total number of faculty). The regular faculty population excludes the Athletic Coaches. (FPS Source: Final FY School Base Reports for promo and tenure activity; Turnover count from SAP Query Rpt.)

**Allegations Reported to CMU's Office of Civil Rights and Institutional Equity (OCRIE)
Under CMU's Sexual and Gender-Based Misconduct Policy and/or
Equal Opportunity & Affirmative Action Protocol**

Allegations ¹ Reported to OCRIE ²	Academic Year	Academic Year	Academic Year	Academic Year
	2021-2022 7/1/21-6/30/22	2022-2023 7/1/22-6/30/23	2023-2024 7/1/23-6/30/24	2024-2025 7/1/24-6/30/25
Total number of files	371	398	344	382
Basis	Number of Allegations	Number of Allegations	Number of Allegations	Number of Allegations
Age	*	*	*	*
Color	*	*	*	*
Dating Violence	24	19	14	24
Disability	*	13	7	9
Domestic Violence	7	12	8	6
Ethnicity	7	7	12	10
Gender/Sex	22	15	14	15
Gender Identity	36	16	11	5
Gender Expression	*	*	*	*
Genetic Information	*	*	*	*
Familial Status	*	*	*	*
Height	*	*	*	*
Marital Status	*	*	*	*
National Origin	*	5	*	7
Political Persuasion	*	*	*	3
Pregnancy ³	*	*	*	11
Race	58	79	72	52
Religion	7	*	*	*
Retaliation	*	8	*	*
Sex-Based Stereotypes	*	*	*	*
Sexual Assault	42	41	50	45
Sexual Exploitation	*	*	*	*
Sexual Harassment	93	81	64	61
Sexual Orientation	*	17	11	23
Stalking	14	18	*	20
Transgender Status	*	*	*	5
Veteran Status	*	*	*	*
Weight	5	*	*	*
Other/Misc. ⁴	58	86	78	89

¹ One allegation is counted for each basis of harassment, discrimination, or sexual misconduct per file. A file may have multiples allegations.

² Data is aggregated. Aggregated data that is fewer than five (5) is not reported as the aggregate number and instead is reported as "*".

³ Pregnancy includes childbirth or related medical conditions.

⁴ Other/Misc. mean allegations that were reported to OCRIE but do not fall under CMU's Sexual and Gender-Based Misconduct Policy or CMU's Equal Opportunity & Affirmative Action Protocol.



Sexual Assault Peer Advocates (SAPA) Contacts	
Academic Year	Total Contacts
2020-2021	70*
2021-2022	48**
2022-2023	100
2023-2024	137
2024-2025	108

Source: SAPA

*These numbers account for crisis line contacts only (chat and in-person services were suspended due to the pandemic and volunteer numbers). Statistically speaking, they are still on par with the average of 2 contacts/week seen in previous years.

**Much like the previous year, fall semester only saw crisis line services being offered. Spring semester saw the introduction of the new texting chat service, but this was a soft opening without much advertisement as we tested it.

Campus Security Act - Annual Crime Statistics					
		On Campus	Non-Campus	Public Property	Total
Rape	2024	5	3	1	9
	2023	5	2	0	7
	2022	5	2	0	5
Fondling	2024	7	3	0	10
	2023	5	0	0	5
	2022	3	1	0	4
Statutory Rape	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0
Hate Crimes	2024	0	0	0	0
	2023	0	0	0	0
	2022	0	0	0	0

***Source:** Annual Security & Fire Safety Report, 2025

*On Campus: Any building or property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls. Also included is any building or property within the contiguous area of geography that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

*Non-Campus: Any building or property owned or controlled by a student organization that is officially recognized by the institution or any building or property owned or controlled by the institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

*Public: Property including streets and sidewalks; immediately surrounding the campus property and are adjacent to and accessible from the campus.



DIVISION OF
**UNIVERSITY
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& STUDENT
AFFAIRS**

**CENTRAL MICHIGAN
UNIVERSITY**

CMU is an Equal Opportunity Employer and institution. CMU does not discriminate against persons based on age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight. 21694 MGX 100 qty (4/26)