Diversity & Inclusion In Risk Management & Insurance 2020 Update

2019-2020 Inclusive Excellence Initiatives
The Brantley Risk and Insurance Center revitalized the Building Insurance Talent Program in 2017. The original program was developed in 2010 to attract and support students of diverse backgrounds. The program included mentoring, networking opportunities and career development of a small cohort of students. The current initiative strives to develop a robust program to introduce students from historically underrepresented and marginalized backgrounds to the career potential in Risk Management and Insurance and create a pipeline of diverse talent into the industry.

The Brantley Center is committed to providing equitable opportunities for students across multiple identities in their academic and professional development.
Program and Initiative Summary

The Risk Management and Insurance Informational Dinner is an annual dinner hosted by the Brantley Center Faculty & Gamma Iota Sigma geared toward the recruitment of high performing freshman, sophomore and transfer students from multiple identities. The dinner includes industry professionals who talk about emerging issues including the talent gap, diversity & inclusion initiatives, and insurance innovation.

The Brantley Center supports students to travel to industry sponsored conferences and events. In recent years, these opportunities expanded to cover conferences such as the National African-American Insurance Association (NAAIA), Latin American Association of Insurance Agents (LAAIA) and the Big I Level Up Summit. Attending NAAIA gives our students the chance to learn about issues affecting the African-American insurance community as well as provide an opportunity to network with industry leaders who support diversity, equity & inclusion. In 2019, four students competed in the National Talent Competition addressing IoT issues. Similarly, LAAIA gives students the opportunity to learn about insurance issues impacting the Latinx community and network with leaders who are engaging in these initiatives. In 2019, our students were invited to participate in this experience serving as some of the first college students invited to this conference.

In January 2020, Appalachian State RMI students were invited to participate in the inaugural Big I Level Up Summit, a symposium on diversity, equity and inclusion issues in the insurance industry.
The **Building Insurance Talent Scholarship** is available for selected students with a GPA of 3.0 or higher who are from underrepresented populations and enrolled in FIN 3100 for the upcoming semester. The goal of the scholarship is to raise awareness about the Risk Management and Insurance major. Students receive the scholarship upon successful completion of FIN 3100 (The Principles of Risk Management & Insurance Course).

The **Executive Mentoring Program** matches students to a volunteer executive mentor to provide career and leadership development and coaching including capability, skills and competency. The mentees are matched with their industry mentor with the help of the Brantley Center Board as well as the Faculty Coordinator. Mentors and mentees create additional expectations, outcomes and communication goals to fit the needs of the relationship. This cohort of mentors and mentees gather for various engagement and networking opportunities. The first cohort was launched in Spring 2019. The second cohort is scheduled for Fall 2020.

In Spring 2020, students participated in an **Inclusive Excellence Book Discussion** using executive leader for Morgan Stanley, Carla Harris’ book called *Expect to Win*.
Gamma Iota Sigma Fraternity at Appalachian State added an Inclusive Excellence Liaison role to the leadership team in 2018. This role was expanded to two members of leadership in 2019. The Liaisons serve to foster and grow relationships with students of various identities as a peer mentor and assist the Brantley Center with developing best practices to create an inclusive environment for all students. Additionally, these students serve as a part of the GammaSAID initiative sponsored by The Grand Chapter of Gamma Iota Sigma geared towards supporting diversity and inclusion.
Attracting and retaining students is a shared responsibility by all of the Center’s faculty and staff. However, having and supporting a **Faculty Coordinator** is critical to the success in creating and robust and sustainable diversity, equity and inclusion initiative. The current Faculty Coordinator Jamie Parson is an Assistant Professor in the Finance, Banking and Insurance department. Jamie also serves in a variety of diversity, equity and inclusion roles across campus. She brings several years of experience working with first generation, low-income, and historically underrepresented populations. She is a part of numerous community organizations, served as a Title VII investigator, and identifies with a variety of marginalized and historically underserved identities.
Testimonials

The success of these programs are contingent upon the impact they have on the students. Below are testimonials from several dynamic students.
“Attending the LAAIA convention gave me a great new perspective on the increasing diversity within the insurance industry and really highlighted the opportunities for growth and development for my career as a young Cuban woman.”

~Megan Moreno, Senior
“NAAIA was one of the most rewarding competitions I’ve had the privilege to be a part of. It opened so many avenues of opportunities I didn't even know existed. As a result of attending NAAIA, I am looking forward to exploring careers in the Insurance industry.”

~Kyndavee Bichara, Sophomore
"The Executive Mentoring program changed the course of my college career by reinvigorating desire to be in the insurance industry. My mentor consistently reaches out to make sure I’m on the right path. He along with another mentor set up a job shadowing opportunity in my hometown. This experience helped me identify several career aspirations. I am grateful for the opportunity to be a part of this program."

~Evan Akouegnon, Sophomore
Data

While the charts below do not encompass all identities or measurable outcomes for diversity, equity and inclusion, the data supports the impact these initiatives as well as others across the university are having on our program. Please note, Appalachian State defines “underrepresented” students as those who self-identify as Hispanic of any race; American Indian or Alaska Native; Black or African-American; Asian; Native Hawaiian or other Pacific Islander, Two or more races; or are Nonresident Alien.

Source: Appalachian State Institutional Research, Assessment & Planning (IRAP), 2019
## College of Business

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### Class Distribution
- Freshman: 26%, 20%, 25%, 23%, 26%, 27%, 25%, 25%, 27%, 23%
- Sophomore: 34%, 35%, 39%, 33%, 31%, 30%, 32%, 31%, 30%, 17%
- Junior: 19%, 22%, 21%, 22%, 20%, 21%, 25%, 22%, 24%, 23%
- Senior: 20%, 24%, 22%, 27%, 25%, 21%, 22%, 24%, 22%, 22%

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### Gender Distribution
- Female: 60%, 67%, 67%, 67%, 60%, 67%, 64%, 60%, 65%, 65%
- Male: 40%, 33%, 33%, 33%, 33%, 33%, 36%, 35%, 35%, 35%

### Underrepresented Groups
- First Generation: 10.9%, 11.3%, 11.5%, 12.8%, 13.9%, 13.8%, 14.6%, 14.8%, 15.7%, 16.7%
- Rural NC County: 31.0%, 29.2%, 28.4%, 30.4%, 31.2%, 33.3%, 32.4%, 30.0%, 32.4%, 30.5%

### Other Metrics
- Full-Time: 97.2%, 97.6%, 96.5%, 96.1%, 96.4%, 96.4%, 96.0%, 96.4%, 96.4%, 96.2%
- Part-Time: 2.8%, 2.5%, 3.6%, 3.8%, 3.5%, 3.6%, 3.9%, 3.6%, 3.5%, 3.8%
- Student FTE: 2,080.3, 2,174.3, 2,205.5, 2,265.5, 2,382.3, 2,403.8, 2,359.5, 2,488.3, 2,486.3, 2,458.5
Finance, Banking & Insurance
Risk Management & Insurance

Total Unduplicated Headcount

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Class Distribution

- Freshman: 49%, 41%, 21%, 32%, 38%, 35%, 34%, 38%, 38%, 30%
- Sophomore: 31%, 38%, 26%, 28%, 22%, 30%, 34%, 33%, 38%, 48%
- Junior: 10%, 21%, 30%, 10%, 10%, 10%, 8%, 8%, 8%, 8%
- Senior: 10%, 12%, 21%, 10%, 12%, 10%, 12%, 10%, 12%, 10%

In-State vs. Out-of-State

- In-State: 92.1%, 92.3%, 94.2%, 91.4%, 94.0%, 93.8%, 89.4%, 91.6%, 93.2%, 96.9%
- Out-of-State: 7.9%, 7.7%, 5.8%, 8.6%, 6.0%, 6.2%, 10.6%, 8.4%, 6.8%, 3.1%

Gender Distribution

- Female: 79%, 76%, 77%, 70%, 79%, 77%, 76%, 79%, 80%
- Male: 21%, 24%, 23%, 30%, 21%, 23%, 24%, 21%, 20%

Underrepresented Groups

- First Generation: 3.9%, 10.6%, 18.5%, 24.2%, 28.7%, 36.3%, 30.4%
- Rural NC County: 35.5%, 28.3%, 35.7%, 33.3%, 30.3%, 26.3%, 29.9%, 32.5%, 36.2%, 33.0%
- Full-Time: 97.0%, 97.0%, 96.2%, 97.7%, 98.0%, 97.3%, 98.8%, 97.0%, 98.9%, 95.9%
- Part-Time: 3.0%, 3.0%, 3.8%, 2.3%, 2.0%, 2.7%, 1.2%, 3.0%, 1.1%, 4.1%
- Student FTE: 99.3, 97.5, 102.5, 127.0, 150.3, 144.5, 160.0, 165.3, 189.3, 190.8
## Actuarial Science

### Total Unduplicated Headcount

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### Class Distribution

- Freshmen: 31%, 27%, 26%, 23%, 19%, 20%, 22%, 22%, 19%, 28%
- Sophomore: 22%, 23%, 29%, 23%, 27%, 18%, 24%, 26%, 25%, 24%
- Junior: 19%, 22%, 29%, 27%, 18%, 20%, 22%, 24%, 25%, 25%
- Senior: 29%, 29%, 29%, 28%, 27%, 26%, 26%, 26%, 26%, 26%
- Unclassified: 16%, 16%, 16%, 16%, 16%, 16%, 16%, 16%, 16%, 16%

### In-State vs. Out-of-State

- In-State: 93.6%, 94.0%, 89.6%, 87.7%, 89.7%, 90.7%, 92.8%, 93.3%, 91.7%, 89.6%
- Out-of-State: 6.4%, 6.0%, 10.4%, 12.3%, 10.3%, 9.3%, 7.2%, 6.7%, 8.3%, 10.4%

### Gender Distribution

- Female: 49%, 48%, 50%, 45%, 45%, 45%, 45%, 46%, 48%, 49%
- Male: 51%, 52%, 50%, 55%, 55%, 55%, 55%, 54%, 52%, 51%

### Underrepresented and First Generation

- Underrepresented: 8.8%, 7.8%, 8.2%, 11.6%, 12.8%, 14.0%, 15.7%, 21.9%, 19.7%, 18.5%
- First Generation: 9.9%, 18.9%, 18.9%, 23.6%, 34.0%, 36.0%, 34.5%, 33.8%

### Residence and Program Status

- Rural NC County: 49.6%, 47.3%, 50.6%, 48.9%, 44.7%, 40.7%, 39.1%, 38.0%, 42.1%, 37.9%
- Full-Time: 96.8%, 98.4%, 97.3%, 97.6%, 95.7%, 96.4%, 96.0%, 96.7%, 96.5%, 95.8%
- Part-Time: 3.2%, 1.6%, 2.7%, 2.4%, 4.3%, 3.6%, 4.0%, 3.3%, 3.5%, 4.2%
- Students FTE: 246.8, 248.3, 256.3, 250.3, 228.3, 221.5, 245.8, 235.5, 226.3, 233.3
2020-2021 Initiatives

✓ 2nd Executive Mentoring Cohort
✓ Launch Building Insurance Talent program geared towards recruiting freshman, sophomore, and transfer student talent to the major earlier