



Executive Summary of Report on the Status and Future of the Institute May 24, 2021

The VMI Alumni Agencies, in conjunction with outside counsel, conducted a review of metrics related to the Institute's performance on diversity, equity, and inclusion. This review included VMI's academic program, military system, and alumni success. This report includes two main sections which elaborate on *VMI's Strong Foundation* and *Additional Measures to Promote Diversity, Equity, and Inclusion*. We, the VMI Alumni Agencies, believe this review and summary demonstrate that VMI's culture is institutionally fair and unbiased.

We know that VMI takes its culture seriously and aspires to lead the nation on issues related to diversity, equity, and inclusion while also keeping mindful of VMI's unique educational model.

Over the course of its 180-year history, VMI, like so many other schools and organizations across the country and in every region of the country, has faced racial challenges and has had incidents that required attention and resolution. The VMI Alumni Agencies support the Institute's refusal to tolerate racism or sexism.

A few key data points are provided in this summary, which are expanded upon in greater detail below. These notable accomplishments include:

- 23.4% are cadets of color and has increased steadily since 1992
- 12.9% of cadets are female, a percentage which is steadily increasing
- 100% of need for financial aid is met for Virginia cadets
- Female cadets and cadets of color have played significant roles as student leaders in the Corps of Cadets
- 9 of the past 10 years, the percentage of cadets from underrepresented populations has increased
- 2 of the past 4 years, the VMI Army ROTC detachment was ranked first by the U.S. Army Cadet Command
- 7th highest source of minority commissioned officers come from VMI
- Graduation rates are consistently one of the top rated among four-year Virginia Public Institutions
- 2nd in the state among all public and private schools for salary five years after graduation
- VMI has the second-highest net present value ("NPV") of all colleges nationally
- 34% of full-time tenure track faculty are women
- VMI's Diversity Conference held in 2013 directed revised and expanded marketing of the Institute resulting in an increasingly diverse Corps of Cadets; the conference and initiatives that followed resulted in a national CASE award
- VMI consistently meets the Commonwealth's Financial and Administrative Standards

VMI has cooperated fully with the independent review of the school requested by the governor, including the production of more than 100,000 pages of documents. The Institute encouraged cadets, faculty, and staff to participate in interviews and the survey process. The VMI Alumni Agencies also encouraged and made available the opportunity for alumni to get involved.

The report that follows underscores our confidence that VMI is a school with outstanding academic credentials and a method of education that instills honor and integrity.

Any assessment of VMI's history and culture should include a thorough review of this information. The VMI Alumni Agencies support the Institute's stance on welcoming external recommendations for improvements on developing tomorrow's leaders. We believe the diverse nature of the VMI Corps of Cadets, our alumni, and our broader community will only make the Institute stronger in the decades ahead.

We support VMI leadership and cadets as they pursue excellence in issues related to diversity, equity, and inclusion. For those of you who take the time to review the report, we think you will agree.