



# **DIVERSITY:** CHALLENGES AND OPPORTUNITIES IN GRADUATE EDUCATION

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# A Perspective on Diversity in Graduate Education: A National Snapshot

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Year	US Population	Total # of Bachelor Degrees Conferred	Total # of URM Degrees Conferred (includes African American/Black, Hispanic/Latino, Asian/Pacific Islander, and American Indian/Alaska Native)
1998-1999	281,421,906 (2000)	1,202,303 (approximately .4% of US Population)	254,919 (21% of total Bachelor Degrees conferred)
2008-2009	303,745,538 (2010)	1,601,368 (approximately .5% of US Population)	410,873 (26% of total Bachelor degrees)

Year	US Population	Total # of PhD Degrees Conferred	Total # of URM Degrees Conferred (includes African American/Black, Hispanic/Latino, Asian/Pacific Islander, and American Indian/Alaska Native)
1998-1999	281,421,906 (2000)	44,077	5931 (13 % of total PhD Degrees conferred)
2008-2009	303,745,538 (2010)	67,716	11181 (17% of total PhD Degrees conferred)

*Source: National Center for Education Statistics (2012);  
United States Census Bureau (2012)*

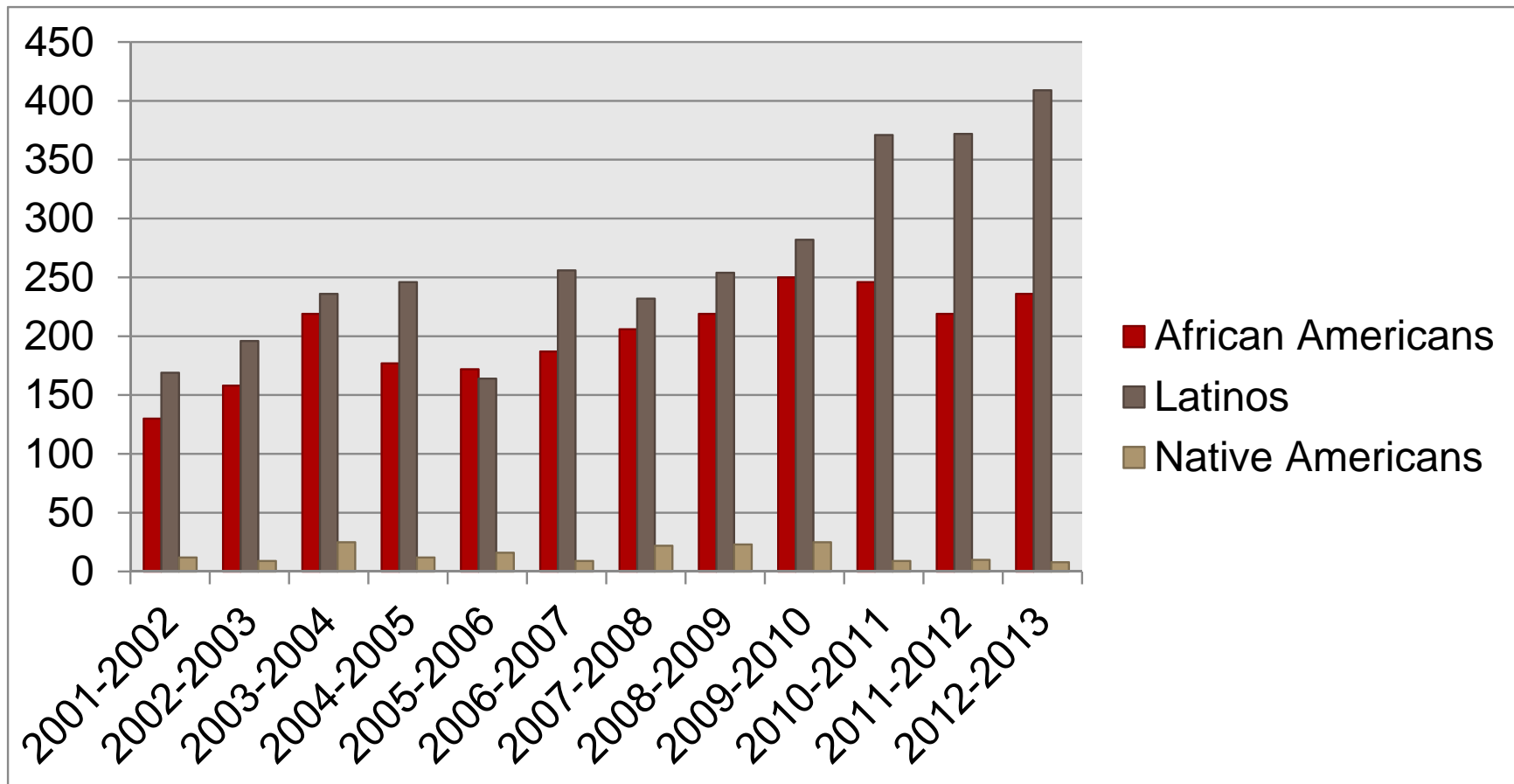
## A Perspective on Diversity in Graduate Education: Princeton University Snapshot

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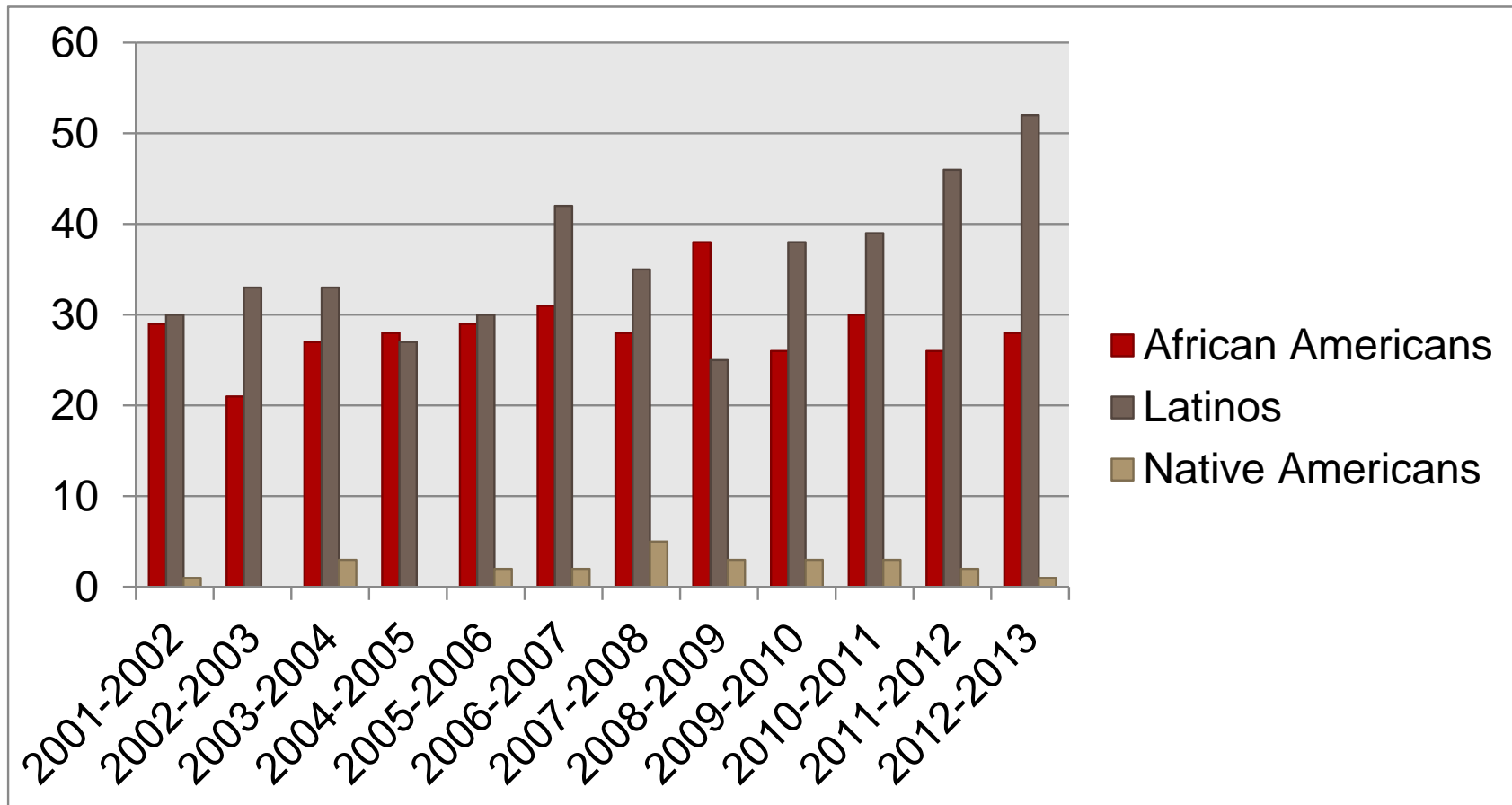
Year	Total # of Bachelor Degrees Conferred	Male	Female	African American/ Black	Hispanic/ Latino	Native American	Asian American
1998-1999	1172	625 (53%)	547 (47%)	91 (7%)	72 (6%)	6 (less than 1%)	159 (14%)
2008-2009	1136	607 (53%)	529 (47%)	110 (10%)	81 (7%)	11 (1%)	162 (14%)

Year	Total # of PhD Degrees Conferred	Male	Female	African American	Hispanic/ Latino	Native American	Asian American
1998-1999	250	179 (72%)	71 (28%)	7 (2%)	5 (2%)	0 (0%)	14 (6%)
2008-2009	349	222 (64%)	127 (36%)	7 (2%)	8 (2%)	0 (0%)	25 (7%)

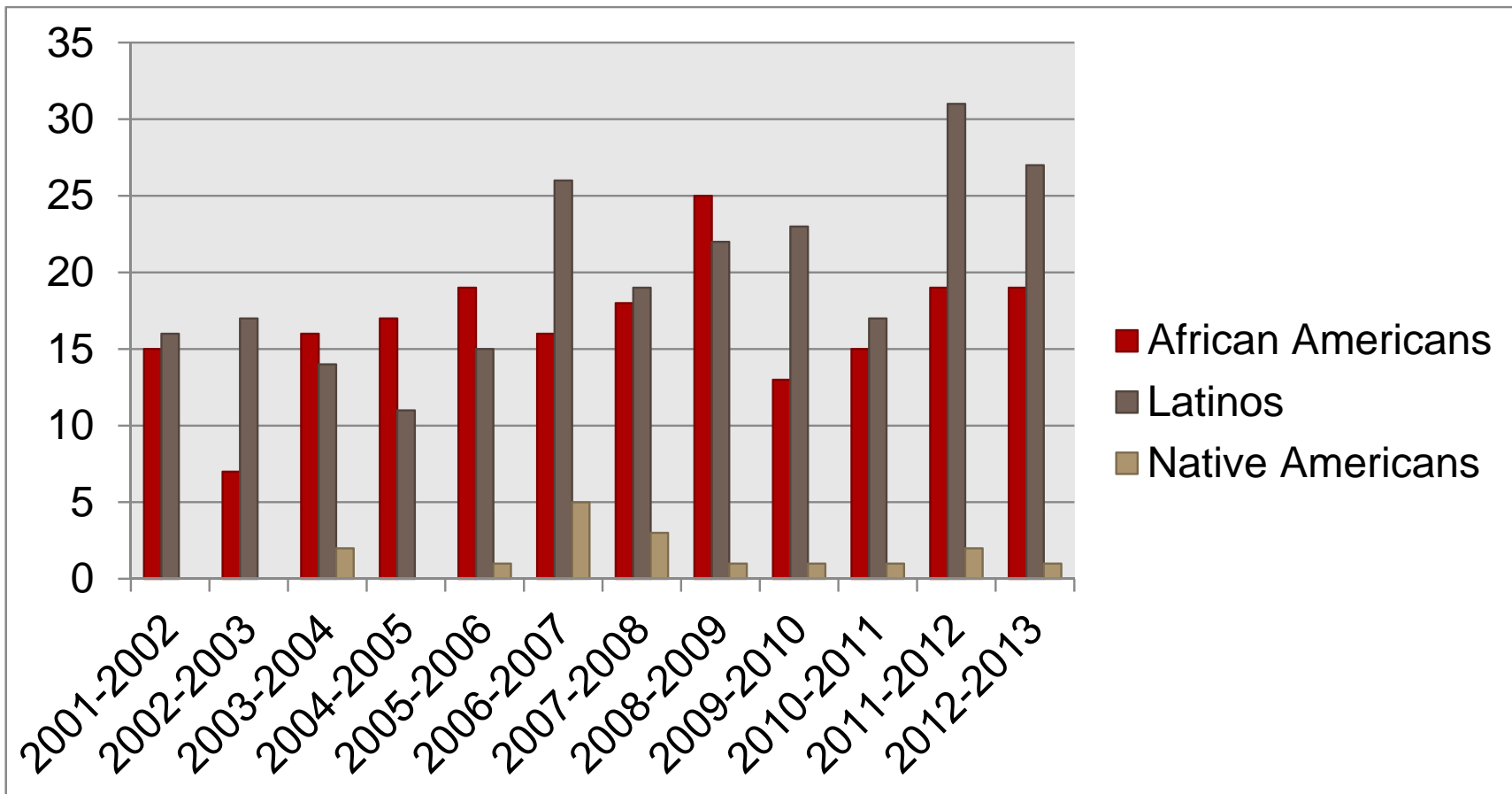
## A Perspective on Diversity in Graduate Education: The Graduate School at Princeton: URM Applicants



## A Perspective on Diversity in Graduate Education: The Graduate School at Princeton: URM Admits



## A Perspective on Diversity in Graduate Education: The Graduate School at Princeton: URM Accepts



## A Perspective on Diversity in Graduate Education: The Graduate School at Princeton: URM Recent Cohorts

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<b>Year</b>	<b>Total # of Applicants</b>	<b>Total # of Admits</b>	<b>Total # of Accepts</b>
2007-2008	460 (5.2%)	68 (15%)	40 (59%)
2008-2009	559 (6.0%)	70 (13%)	38 (54%)
2009-2010	557 (5.5%)	67 (12%)	37 (55%)
2010-2011	626 (5.6%)	72 (12%)	33 (46%)
2011-2012	601 (5.1%)	74 (12%)	52 (70%)
2012-2013	653 (5.4%)	81 (12%)	47 (58%)

# Recruitment: Best Practices

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- Targeted Recruiting
  - Directed Outreach
  - Diversity Fellows
- Programs
  - Princeton Summer Undergraduate Research Experience (PSURE)
  - Visitation program for pre-doctoral scholars (Mellon, McNair, etc.)
- On-Campus Events
  - Graduate School Open Houses
  - Preview Day
  - Symposia/Conferences



## Recruitment: On Campus Highlight: Preview Day

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Time	Event
9:30AM-10:00AM	Continental Breakfast & Registration
10:00AM-10:15AM	Welcome
10:15AM-11:00AM	Application Information Session
11:00AM-12:00PM	Discipline Specific Workshops: <i>Humanities and Social Sciences</i> <i>Woodrow Wilson School</i> <i>STEM</i>
12:15PM-12:45PM	Lunch
12:45PM-1:30PM	Princeton Campus Tour
1:45PM-2:45PM	Faculty Panel
2:45PM-3:30PM	Graduate Student Panel
3:30PM	Closing Remarks and Departure

## Recruitment: Off Campus Efforts: Recruitment Schedule

<b>September</b>	<b>Institutional Representative</b>	<b>Direct Student Contact</b>
<input type="checkbox"/> Minority Access National Conference - Washington, DC	X	
<input type="checkbox"/> Idealist.org Graduate School Fair – Philadelphia, PA		X
<input type="checkbox"/> University of Puerto Rico	X	X
<input type="checkbox"/> Congressional Black Caucus Conference College Fair in Washington, DC	X	X
<b>October</b>		
<input type="checkbox"/> University of Texas, El Paso		X
<input type="checkbox"/> ASALH conference, Charlotte, NC	X	X
<input type="checkbox"/> University of Texas, Austin		X
<input type="checkbox"/> Fisk University- Nashville, TN		X
<input type="checkbox"/> Society for the Advancement of Chicanos and Native American in Science National Conference (SACNAS), Kansas City, MO	X	X
<input type="checkbox"/> Rutgers University		X
<b>November</b>		
<input type="checkbox"/> Society of Hispanic Prof. Engineers- Philadelphia, PA	X	X
<input type="checkbox"/> National McNair Conference - Delavan, WI	X	X
<input type="checkbox"/> Northern California Forum- UC Davis		X
<input type="checkbox"/> American Biomedical Research Conf. for Minority Students - Austin, TX	X	X
<input type="checkbox"/> The College of New Jersey		X

## Recruitment: Off Campus Efforts: Recruitment Schedule

<b>March</b>	<b>Institutional Representative</b>	<b>Direct Student Contact</b>
<input type="checkbox"/> American Association of Hispanics in Higher Education – Miami, Florida	X	X
<input type="checkbox"/> McNair National Scholars Meeting – College Park, MD	X	X
<input type="checkbox"/> National Society of Black Engineers – Orlando, FL	X	X
<b>April</b>		
<input type="checkbox"/> Leadership Alliance Spring Meeting/Meyerhoff Symposium	X	X
<input type="checkbox"/> Southern California Forum – UC Irvine		X
<input type="checkbox"/> HACU's National Capital Forum on Hispanic Higher Education	X	X
<b>June</b>		
<input type="checkbox"/> National Women's Studies Association Conference	X	X
<b>July</b>		
<input type="checkbox"/> IRT – Phillips Academy	X	X
<input type="checkbox"/> Leadership Alliance – National Conference		X

## Recruitment: The PSURE Pipeline

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- Collaborative with Leadership Alliance; funding from Mellon, PMSE and university funds
- Rising seniors in residence for 8 weeks
- National pool of students drawn from HBCU's, HSI's, and liberal arts colleges (3.5+ GPAs)
- Work with faculty mentors, postdocs and grad student mentors
- PSURE incorporates a research seminar, workshops on graduate admissions, and a final paper
- Students present their research at Annual National Leadership Alliance Symposium
- During last three years, PSURE students applying to graduate school have had a 100% placement rate

## Admissions Process: Overview

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- Three Admissions Deadlines
- Graduate School sends “Diversity and Admissions Best Practices Statement” to each department
- Application process managed by the Graduate School
- Departmental Review process varies
- Graduate School Deans read all admit files and meet with each department to discuss their rank order list

## Retention: Best Practices

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- Academic Success Series Seminar
- Inter-Disciplinary Dissertation Writing Group
- Diversity Fellows Program
- Women in the Sciences/GWISE Partnership
- Individual Academic Counseling
- Heritage Month Programming
  - Voz Latina Symposium- Hispanic Heritage Month
  - African American/Black History Month
  - Women's History Month

# Retention: Mentoring

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- **Student Driven Initiatives:**
  - ***Graduate Women of Color Caucus***
    - Mentoring
    - Professional Development
    - Networking
- **Provide mentoring and programming support to:**
  - GWCC (Graduate Women of Color Caucus)
  - BGC (Black Graduate Caucus)
  - LGSA (Latino Graduate Student Association)
  - Asian Pacific Islander Caucus-APICGS
  - GWISE (Graduate Women in Sciences and Engineering)

## Retention: Mentoring

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- **Faculty Driven Mechanisms:**

- Rotations in the life sciences
- Center for African-American Studies (CAAS) Graduate Seminar – Faculty Advisor
- Sociology Mentoring Research Group led by Professor Angel Harris
- Mentoring Chains in Applied and Computational Math
- Project Centered Mentoring in the School of Architecture, led by Professor Beatriz Colomina

- **Other Faculty Efforts:**

- Outreach/Recruitment: Faculty Presentations
- PSURE Faculty Mentors: Summer Research
- Retention Programming: Individual Mentoring
- On-Campus Activities: Hosting weekend, conferences and symposia



## Diversity Matters Campaign

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- Streamlined recruitment literature
- Tripled recruitment outreach
- Expanded on campus programming
- Collaborated with departments on Open Houses, Preview Days and other on campus programs and events
- Integrated social media
  - Facebook
  - Podcasts
  - Webinars
  - Office of Communications collaborations
  - Formed social media working group

## Next Steps

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- Emphasize the need to continually identify potential candidates:
  - Internally with faculty partnerships
  - Externally with feeder university partnerships, consortia, etc.
- Partner with alumni on outreach and recruitment events
- Increase faculty and staff involvement in recruiting efforts:
  - Need for faculty to attend discipline-specific events
  - Increase staff presence at recruitment events nationally
- Host annual event with faculty and highlight progress on diversity
- Continue to annually assess diversity initiatives
- Expand external programming in order to increase applicant pool