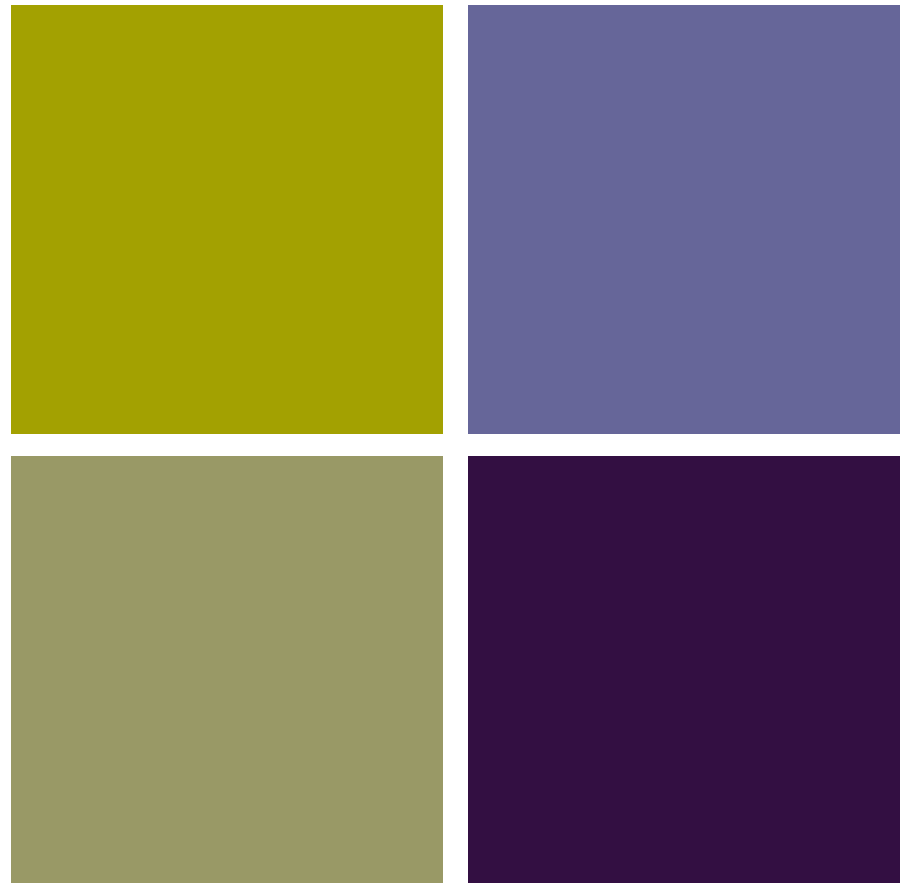


THE GRADUATE SCHOOL
NORTHWESTERN UNIVERSITY
TGS

Diversify, Serve, and Engage
Northwestern University's
Blueprint for Graduate Education
TGS Plan 2012-2017

NORTHWESTERN
UNIVERSITY



Northwestern University

*The Graduate School
Diversity Initiative*

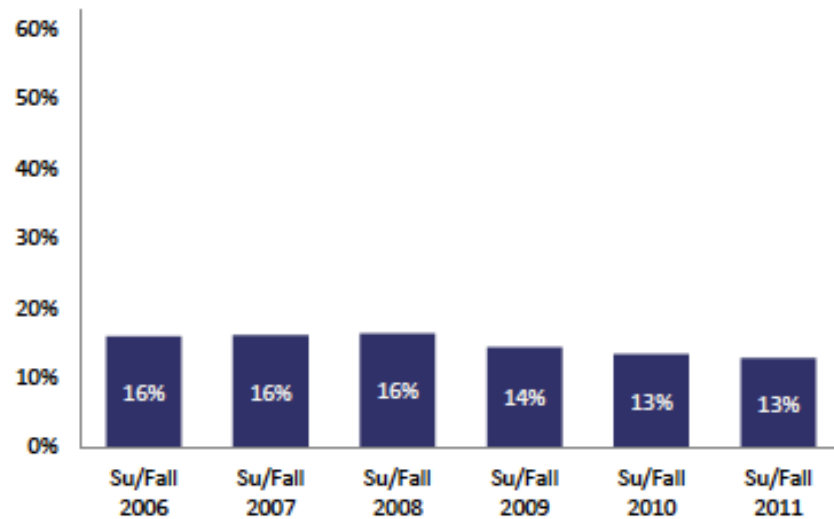
Profile of PhD Programs Overall

Admissions

	Summer/Fall 2006	Summer/Fall 2007	Summer/Fall 2008	Summer/Fall 2009	Summer/Fall 2010	Summer/Fall 2011	2006 - 2011 Average	5 YR % Change
Number Applied	7208	7702	7699	8626	9560	10087	8480	+40%
Number Admitted	1148	1241	1256	1237	1274	1286	1240	+12%
Number Enrolled*	481	525	529	513	524	510	514	+6%

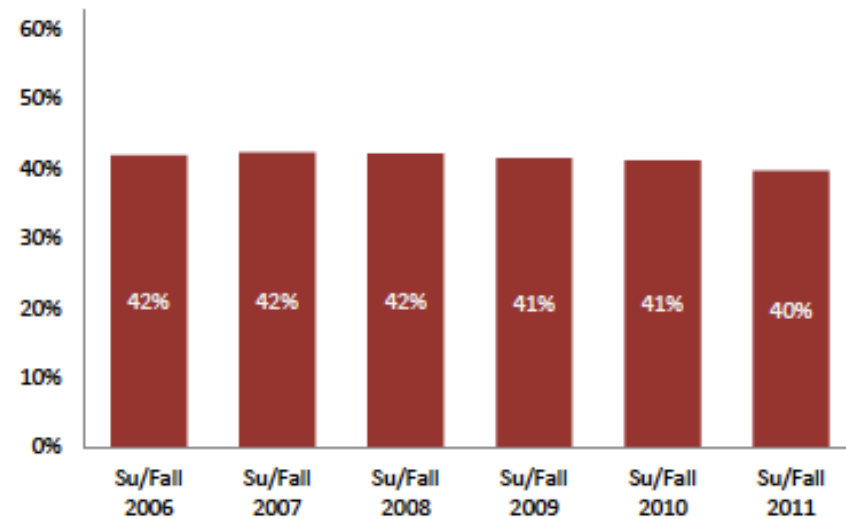
*Students who transfer in from other NU graduate school programs are excluded.

Selectivity
(Percentage of Applicants Admitted)



Selectivity Average = 15%

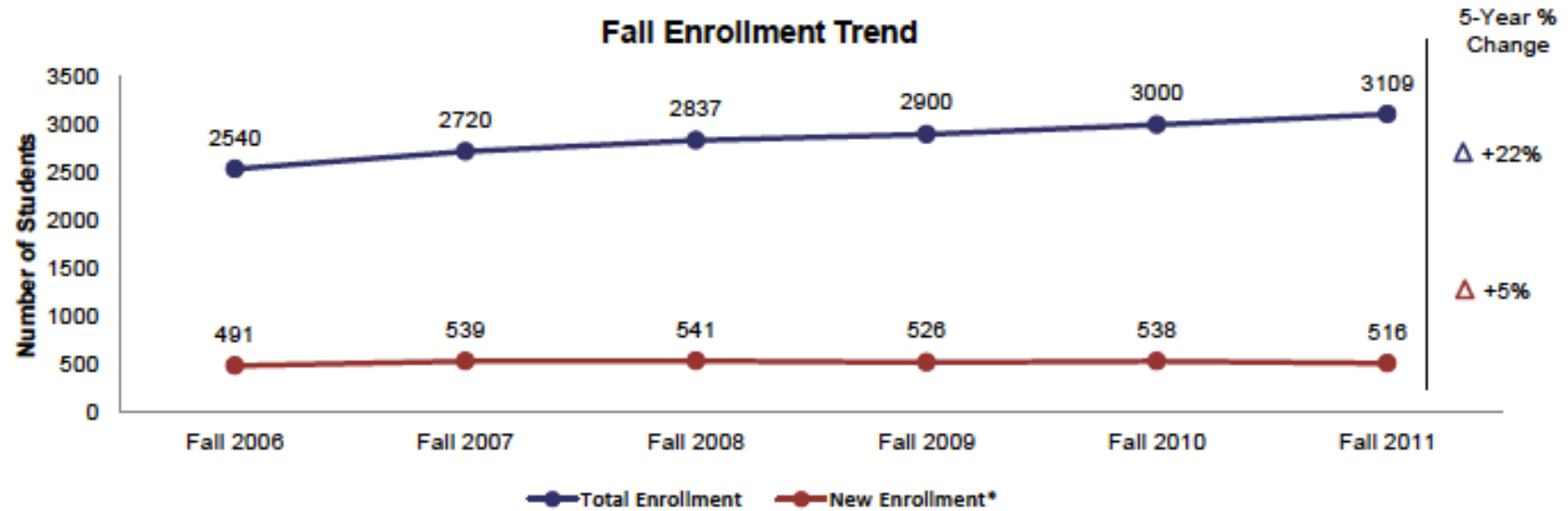
Yield
(Percentage of Admits Enrolled)



Yield Average = 41%

Profile of PhD Programs Overall

Enrollment and Demographics



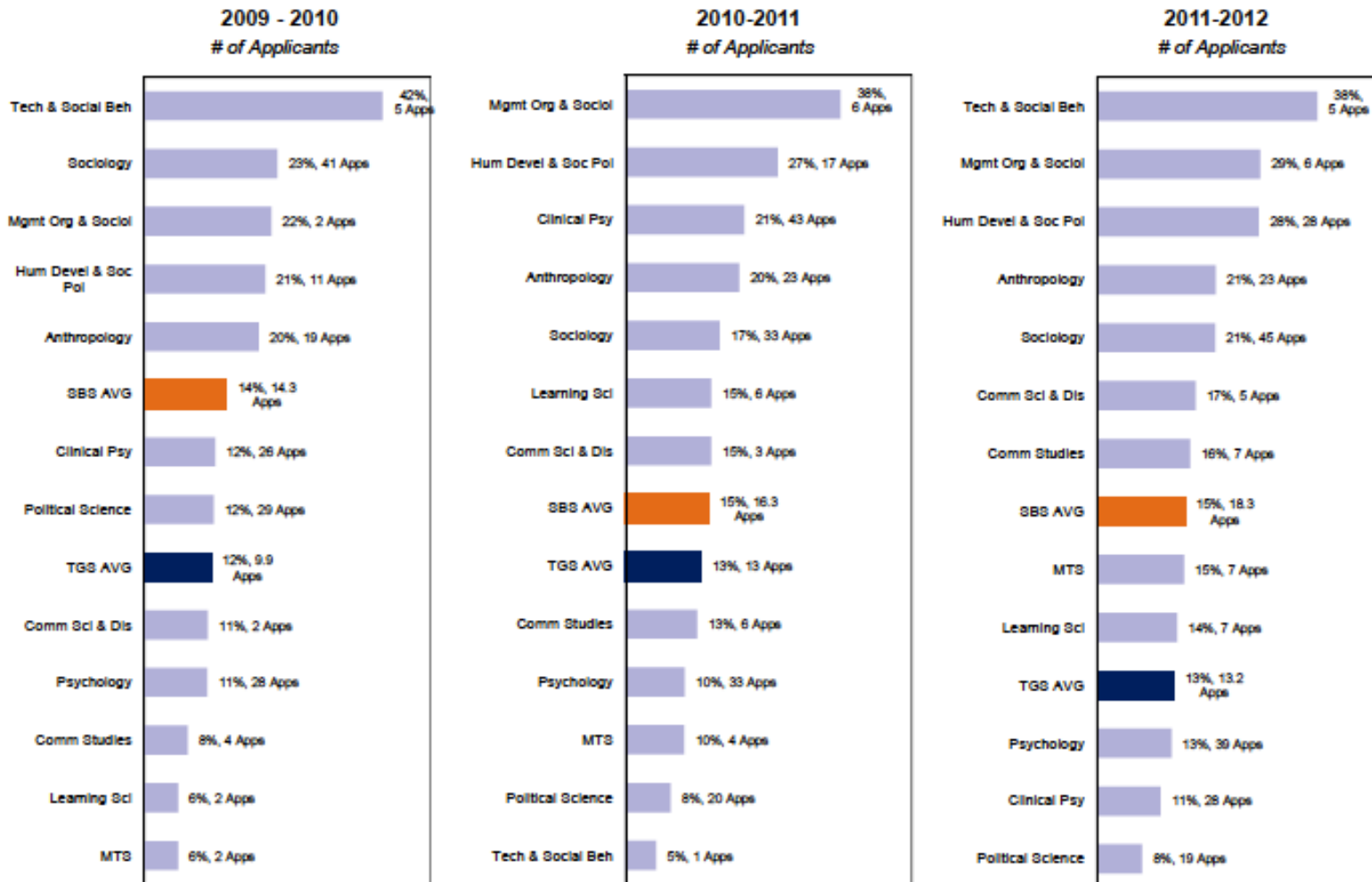
	New Enrollment*						Total Enrollment					
	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011
Gender												
Female	44%	42%	45%	41%	44%	42%	45%	45%	45%	44%	45%	44%
Male	56%	58%	55%	59%	56%	58%	55%	55%	55%	56%	56%	56%
Citizenship												
US	67%	65%	66%	66%	69%	67%	67%	68%	68%	67%	68%	68%
International	33%	35%	34%	34%	31%	33%	33%	32%	32%	33%	32%	32%
Ethnicity (US Only)												
Asian	9%	12%	9%	13%	11%	11%	10%	10%	10%	10%	10%	10%
African American	7%	5%	6%	5%	5%	4%	6%	6%	6%	6%	6%	5%
Hispanic	6%	7%	7%	8%	11%	10%	4%	5%	6%	7%	7%	8%
Native American	1%	0%	1%	0%	0%	0%	1%	0%	0%	0%	0%	0%
White	70%	65%	66%	66%	61%	66%	71%	69%	68%	67%	66%	66%
Multi-Racial	1%	1%	1%	1%	4%	3%	0%	0%	1%	1%	1%	2%
Not Specified	6%	10%	12%	7%	7%	5%	8%	9%	9%	9%	9%	8%

*Students who transfer in from other graduate school programs are excluded.



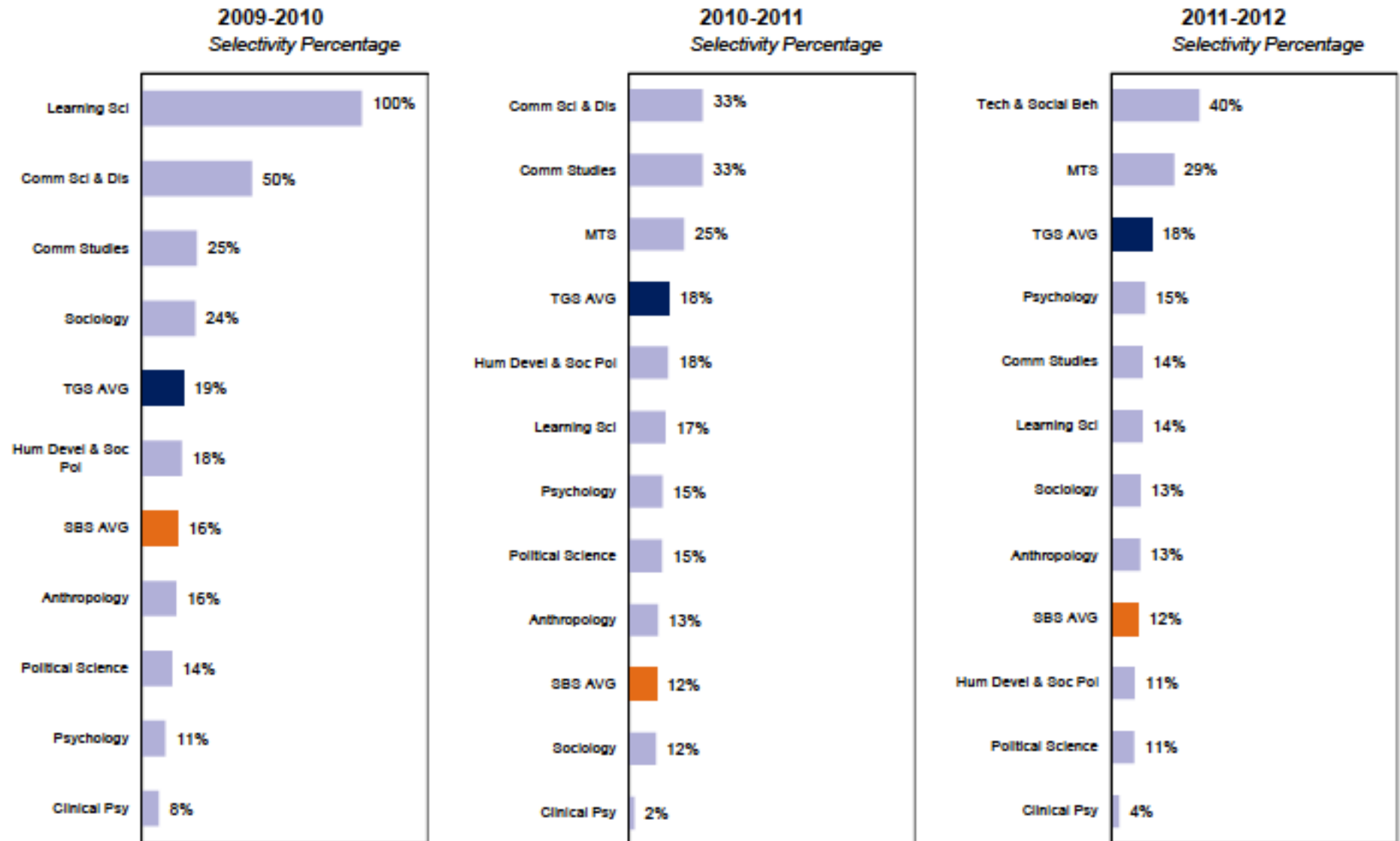
Percentage of Domestic Applicants who are URM in Social and Behavioral Sciences - (SBS+) 2009-2010 to 2011-2012 by Program

These tables provide the total number of URM applications as a percentage of domestic applications for all programs in SBS.



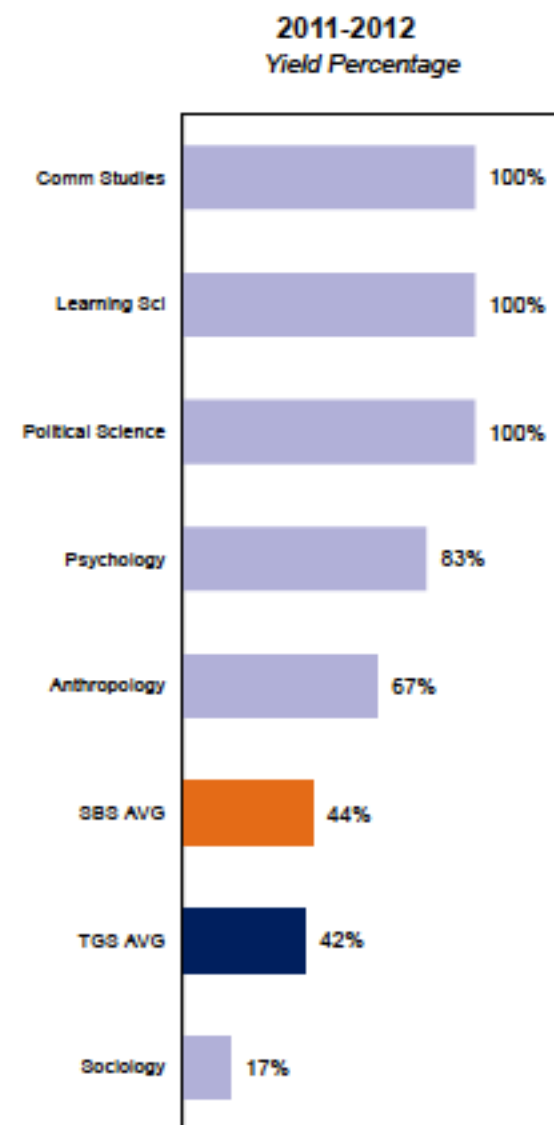
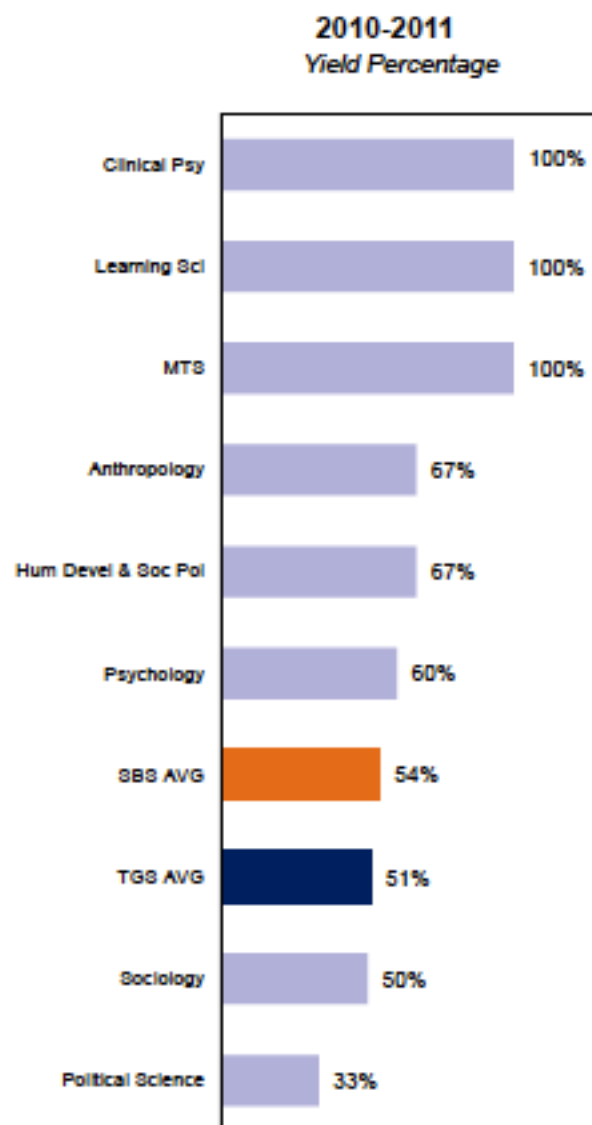
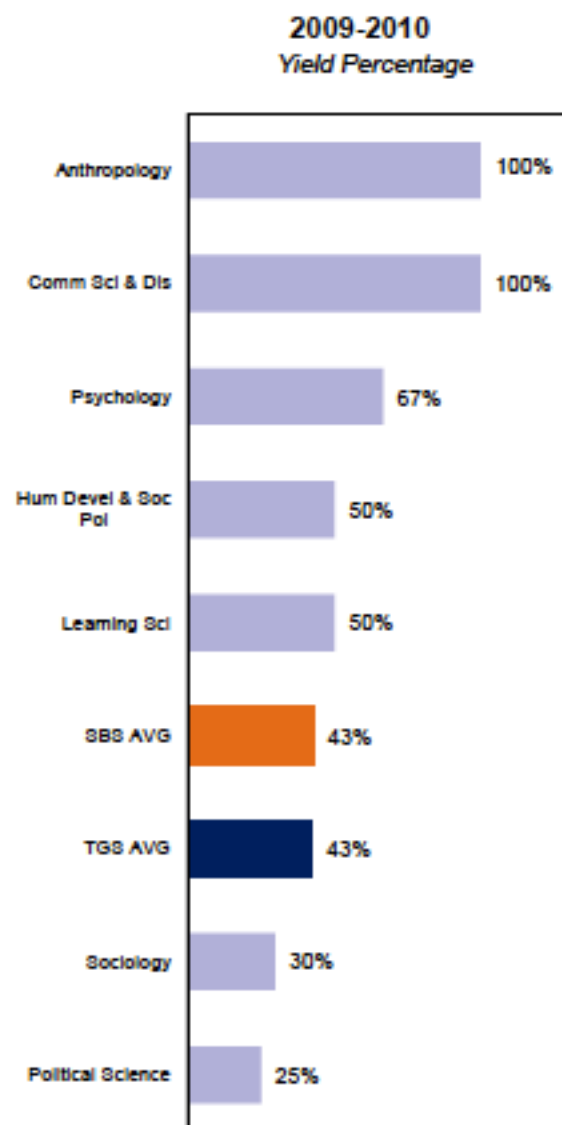
URM Selectivity in Social and Behavioral Sciences - (SBS+) 2009-2010 to 2011-2012 by Program

These tables provide the percentage of URM applicants admitted to programs in SBS (selectivity) over the last three years.



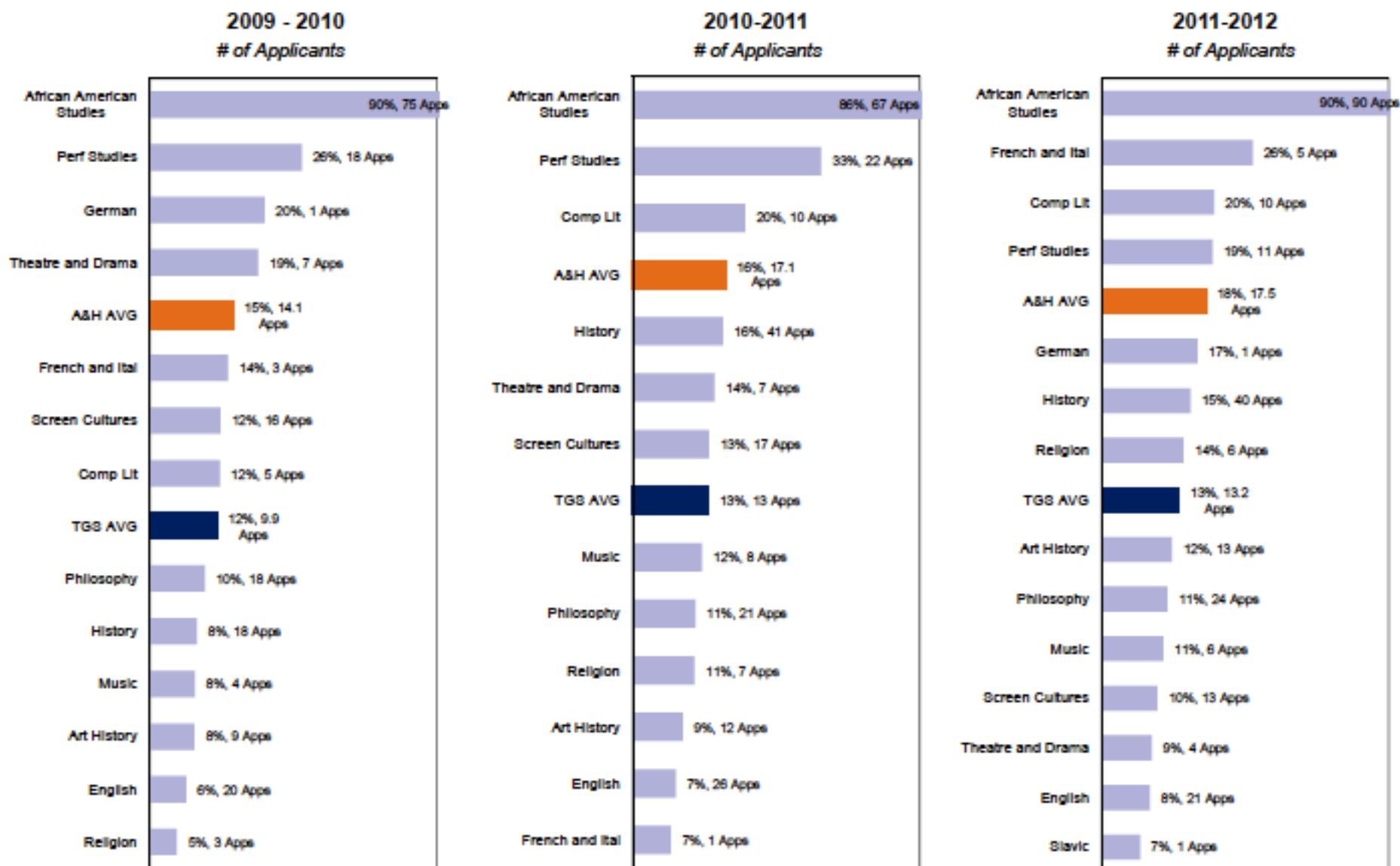
URM Yield in Social and Behavioral Sciences - (SBS+) 2009-2010 to 2011-2012 by Program

These tables provide the percentage of URM admits who matriculated into programs into SBS (yield) over the last three years.



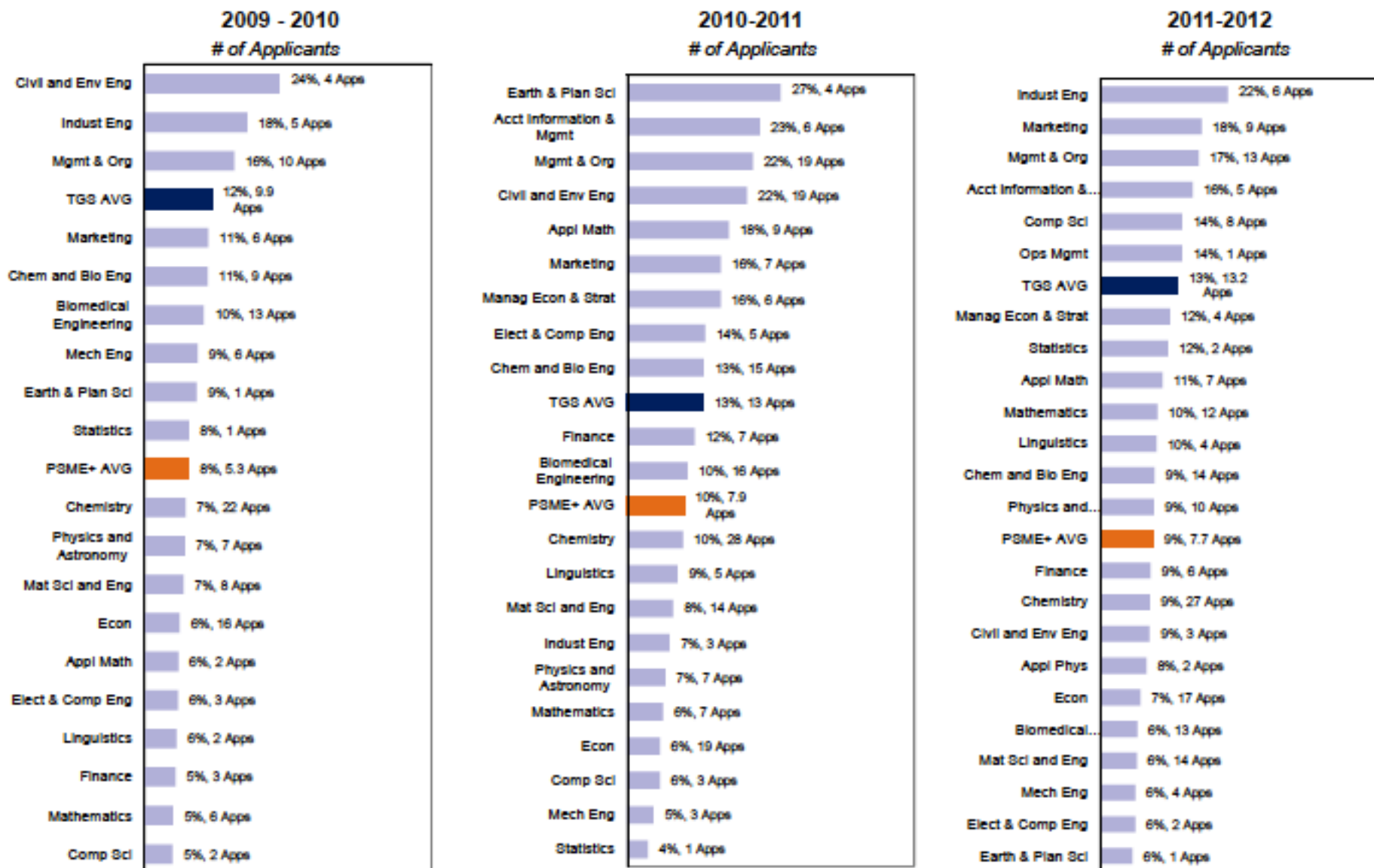
Percentage of Domestic Applicants who are URM in Arts and Humanities (A & H) 2009-2010 to 2011-2012 by Program

These tables provide the total number of URM applications as a percentage of domestic applications for all programs in A&H



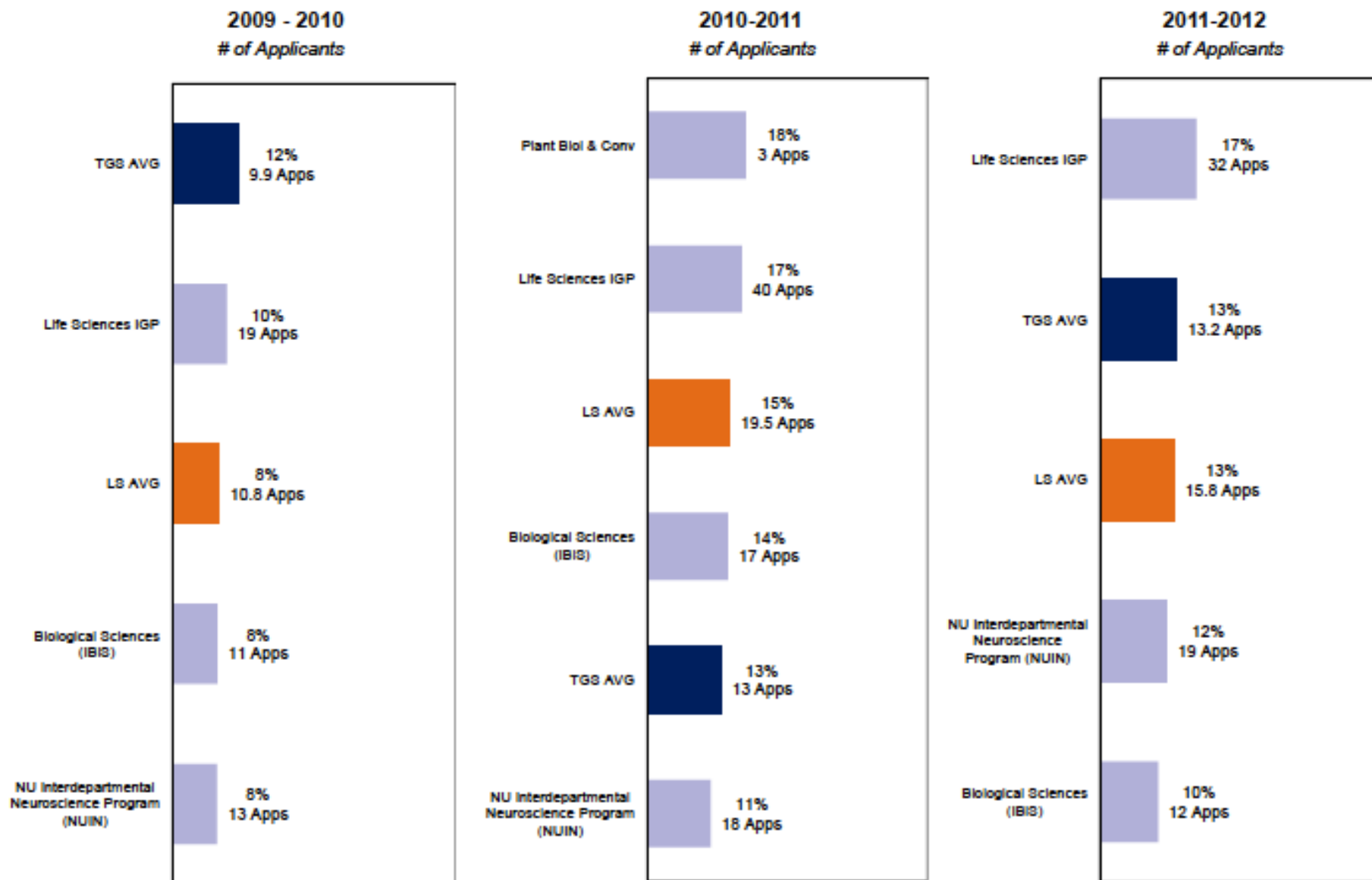
Percentage of Domestic Applicants who are URM in Physical Sciences, Mathematics, and Engineering + (PSME+) 2009-2010 to 2011-2012 by Program

These tables provide the total number of URM applications as a percentage of domestic applications for all programs in PSME+.



Percentage of Domestic Applicants who are URM in Life Sciences (LS) 2009-2010 to 2011-2012 by Program

These tables provide the total number of URM applications as a percentage of domestic applications for all programs in LS.





Think Big & Broad

“Make no little plans; they have no magic to stir men's [sic] blood and probably will themselves not be realized. Make big plans; aim high in hope and work, remembering that a noble, logical diagram once recorded will not die.” –Daniel Burnham



- 1. Message diversity
commitment and work in
every context
- 2. Stay on message
 - Especially in academia its
tempting to broaden
discussion of diversity, but
important to the focus of
your efforts
- 3. Make diversity a visible &
strategic priority
 - If the activities are piecemeal,
they won't be as effective
 - Appearance of a large-scale &
strategic effort with support
from the top
- 4. Leverage NSF/AGEP and
other funding with institutional
funding in support of strategic
priorities

+ Diversity Initiative=Cultural Shift

■ Pipeline & Recruitment

- SROP
 - Early admissions
 - Double size (STEM + focus)
- Spring Intro to Grad Education at NU visits with MSI's
- Strategic Partnerships with MSI
- Recruitment Visits w/ strong high touch follow-ups and tracking through application process
- hosting McNair & other groups on campus

■ Review & Admissions

- Diversity Statement on Application
- Collecting 1st Gen. College Student Data (Fischer)
- Climate Issue: Collecting data on our LGBT population
- Diversity in Admissions Training for Doctoral Program Faculty
- Diversity data and practices discussion in annual progress review meeting
- Diversity Fellowships & Top-Ups
- Special Student status (pilots)

■ Retention & Completion

- URM Orientation Dinner with Dean & MCSA and Student Services Staff
- Quarterly URM Receptions for students and faculty of color and TGS students services and MCSA staff
- Professional development programming, writing place resources,