

Princeton University- The Graduate School

Diversity in Graduate Education: Challenges and Opportunities in the New Millennium

**Karen Jackson-Weaver, Ph.D.
Associate Dean of Academic Affairs and
Diversity**

A Perspective on Diversity

US Population
 Selective Colleges and Universities
 • Bachelors degrees • PhD degrees

	Total	Temp Res	Male	Female	African Am	Hispanic	Native Am	Asian Am	Other
U.S Population 2000	281,422		138,054	143,368	31,627	30,660	4,337	10,333	16,084
[thousands]				50.9%	11.2%	10.9%	1.5%	3.7%	5.7%
COFHE									
BA/BS degrees 2001	36,375	2,420			2,096	1,979	180	5,737	2,261
		6.7%			5.8%	5.4%	0.5%	15.8%	6.2%
2006	34,965	2,165			2,141	2,093	210	5,324	3,031
		6.2%			6.1%	6.0%	0.6%	15.2%	8.7%
PhD degrees 2001	5,160	1,569			158	122	17	375	432
		30.4%			3.1%	2.4%	0.3%	7.3%	8.4%
2006	6,324	2,191			167	158	8	486	544
		34.6%			2.6%	2.5%	0.1%	7.7%	8.6%

A Perspective on Diversity at Princeton University

- Bachelors degrees • PhD degrees

	Total	Temp Res	Male	Female	African Am	Hispanic	Native Am	Asian Am	Other
Princeton									
BA/BS degrees 2001	1,098	44	597	501	69	56	5	142	0
		4.0%		45.6%	6.3%	5.1%	0.5%	12.9%	0.0%
2006	1,124	63	594	530	87	78	7	150	0
		5.6%		47.2%	7.7%	6.9%	0.6%	13.3%	0.0%
PhD degrees 2001	268	102	177	89	5	5	0	22	0
		38.1%		33.2%	1.9%	1.9%	0.0%	8.2%	0.0%
2006	288	131	188	100	3	4	0	23	0
		45.5%		34.7%	1.0%	1.4%	0.0%	8.0%	0.0%

Demographics of Recent Incoming Cohorts

African-Americans, Latinos and Native Americans

	Applicants	Admits	Accepts
05-06	352 (4.3%)	61 (17%)	35 (57%)
06-07	452 (5.2%)	75 (17%)	43 (57%)
07-08	460 (5.2%)	68 (15%)	40 (59%)
08-09	559 (6.0%)	70 (13%)	38 (54%)
09-10	557 (5.5%)	67 (12%)	37 (55%)
10-11	626 (5.6%)	72 (12%)	33 (46%)
11-12	601 (5.1%)	74 (12%)	52 (70%)

Recruitment

Best Practices

- **Targeted Recruiting**
 - Targeted recruitment
 - Directed outreach

- **Programs**
 - PSURE (summer research program)

- **Outreach**
 - Graduate School Open Houses
 - Preview Day

Recruitment- On Campus Visits

On Campus Visits-An Opportunity to learn more about Princeton's Graduate School:

- USC- McNair Scholars
- Watson Fellows- NYC
- Penn State-McNair Scholars
- South Dakota Women in the Sciences/ NASA sponsored group
- UPenn-McNair Scholars

Graduate School Application Tips

- Create a snapshot of your “scholarly self” for the admission committee:
 - Academic Performance in coursework
 - Letters of recommendation
 - GRE (Graduate Record Examination)
 - Statement of Academic Purpose
 - Writing Samples and
 - Department-Specific Materials

Retention

- Best Practices
 - Academic Success Series Seminar
 - Inter-Disciplinary Dissertation Writing Group
 - Diversity Fellows Program
 - Women in the Sciences Focus Group/
GWISE partnership
 - Heritage Month Symposia and programming
 - Individual Academic Counseling

Strategies for success

- Do your homework and be pro-active:
 - Arrange for a visit to the campus
 - Sit in on classes
 - Contact various faculty and graduate students
 - E-mail faculty and graduate students
 - Be aware of Centers, Programs and Institutes that may enhance your research
 - Investigate opportunities to do graduate level work: research assistant; graduate courses, auditing a class; summer programs; lecture series

Recruitment Schedule

September	Institutional Representative	Direct Student Contact
<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
October		
<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"/> College of NJ (the Sciences)		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
November		
<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 Schedule

March	Institutional Representative	Direct Student Contact
<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
April		
<input type="checkbox"/> Leadership Alliance Spring Meeting/Meyerhoff	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
June		
<input type="checkbox"/> National Women's Studies Association Conference	X	X
July		
<input type="checkbox"/> IRT – Phillips Academy	X	X
<input type="checkbox"/> Leadership Alliance – National Conference		X

Mentoring

□ **Current Faculty Driven Mechanisms:**

- Rotations in the life sciences
- Experimental Projects in Physics Department
- CAAS Faculty- Graduate Seminar- Melissa Harris-Perry
- Ingrid Daubechies- Mentoring Chains (App. Math)
- Beatriz Colomina- Project-Centered Mentoring (Arc.)

□ **Faculty Participation:**

- Outreach/Recruitment
- PSURE
- Retention
- Campus Activities

Work closely with Student Groups

- **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)
 - APICGS (Asian Pacific Islander Caucus)
 - GWISE (Graduate Women in Sciences and Engineering)

Progress:

Diversity Matters at the Graduate School

- ❑ Departmental Meetings: Mentoring and “Reading for diversity” during admission season
- ❑ Hired full time Program Coordinator
- ❑ Financial support from Leadership Alliance/Mellon Foundation
- ❑ Established Interdisciplinary Dissertation Writing Group and integrated professional development sessions on job talks, negotiating offers, etc.
- ❑ Created Faculty-Graduate Seminars to further develop mentoring and networking opportunities for Graduate Students
- ❑ Recruitment:
 - Created Diversity Matters “campaign”
 - Streamlined Recruitment literature
 - Tripled recruitment outreach
 - Expanded on campus programming

Next Steps

- ❑ Emphasize to current students and alumni the need to continuously identify potential candidates
- ❑ Partner with Alumni on outreach and recruitment events
- ❑ Increase Faculty and Student involvement in recruiting efforts
- ❑ Host annual event with faculty and highlight progress on diversity issues
- ❑ Continue to annually assess diversity initiatives
- ❑ Work closely with departments on recruitment and retention initiatives