University Diversity Council  
Meeting Minutes  
April 19, 2017  
3:30-5:00pm

## Attendees

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Nicholas Alena</td>
<td>Karla Octavia Davis</td>
<td>Rick McGee</td>
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<tr>
<td>Alan Anderson</td>
<td>Samir Desai</td>
<td>Nehaarika R. Mulukutla</td>
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<tr>
<td>Ana Aparicio</td>
<td>Bennett B. Goldberg</td>
<td>Monica Russell y Rodriguez</td>
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<td>Jabbar R. Bennett</td>
<td>Jennifer E. Hobbs</td>
<td>Nsombi B. Ricketts</td>
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<td>Susy Bielak</td>
<td>Marianna Kepka</td>
<td>Joan Slavin</td>
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<tr>
<td>Theresa Bratanch</td>
<td>Denise Ledsiner</td>
<td>Avni Soni</td>
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<td>Robert Brown</td>
<td>Johann H. Lee</td>
<td>Teresa Vargas</td>
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<td>Sarah Brown</td>
<td>Bruce A. Lindvall</td>
<td>Kassandra L. Washington</td>
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<td>Andrea Bueschel</td>
<td>Rosemary Magana</td>
<td>Alecia Wartowski</td>
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<tr>
<td>Jaci Casazza</td>
<td>Teresa Mastin</td>
<td>Lee West</td>
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<td>Onis Cheathams</td>
<td>Alison May</td>
<td>Larissa Williams</td>
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Associate Provost Jabbar Bennett welcomed the Council and recognized new members Nehaarika Mulukutla, newly elected ASG President; and Teresa Vargas, Graduate Leadership & Advocacy Council (GLAC) representative; as well as interim member Jen Hobbs, Assistant Dean, Graduate and Postdoctoral Training and Development, TGS. Associate Provost Bennett also announced that Nsombi B. Ricketts joined the Office of Institutional Diversity and Inclusion as Assistant Provost for Diversity and Inclusion.

### Undergraduate Student Admissions

Onis Cheathams, Associate Director of Admissions, shared demographic data on the class of 2020 and preliminary data on the class of 2021. The overall admittance rate for fall 2017 is 10.66%, and class sizes have been decreasing slightly over the past four years. Northwestern’s application pool is growing, while admit rates are decreasing. The entering fall 2017 freshmen class of 1,925 was selected from 37,255 applicants. Onis noted that many factors are taken into account when applicant materials are reviewed, with one such consideration being socioeconomic diversity as part of the 20% by 2020 initiative, where Northwestern’s goal is to see an incoming freshman class be comprised of 20% Pell eligible students by 2020.

In fall 2016 Northwestern enrolled 972 men and 1,013 women, with all 50 U.S. states and 80 different countries represented, and 110 languages spoken. This class comprised students from 6,000 different high schools. Waitlist offers for students accepted in fall 2016 were 2,752, with 1,760 accepting, and 9 admitted. Waitlist offers can range from 0 to 120+ each year. Finally, Northwestern had 1,660 transfer applications for fall 2016, with 198 admitted and 104 enrolling.
Increasing enrollments of first-generation and Chicago Public Schools (CPS) students are priorities for the Office of Undergraduate Admission. In fall 2015, 7% of incoming freshmen were first-generation students, and this figure increased to 9% in fall 2016. Northwestern Academy for Chicago Public Schools, a program out of the School of Education and Social Policy (SESP), was established to increase access and successful matriculation of underrepresented CPS students to top-tier colleges and universities by providing personal enrichment, leadership development, college advising, and cultural and civic engagement. The fall 2016 freshman cohort included 123 CPS students. The Office also has partnerships with Lakeview High School and Evanston Township High School.

All enrollment and admissions data can be found in the University common data set.

Onis also shared handouts with initiatives and activities within her office about their work with diverse populations, and partnerships with community-based organizations.

**Graduate Student Admissions**

*The Graduate School*

Nicholas Alena, Associate Director of Admission and Recruitment at The Graduate School (TGS), shared data on PhD admission trends and fall 2017 TGS PhD admissions. The data were reported as of April 17, 2017, and the final counts will be made available later in spring quarter. There are close to 60 PhD programs between seven different schools. Historically, there was a decline in TGS applications until 2014, when applications started to increase each year. Applications reached close to 10,000 for fall 2017, compared to 9,100 the previous year. There were just over 1,350 students admitted to TGS PhD programs for fall 2017, with 520 declaring their intent to enroll. Of this group, 35% are international, 46% female, 16% underrepresented minority (URM), 13% first-generation, and 8% self-identified as lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA). This is TGS’s highest percentage of URM students and was due, in great part, to the efforts of the TGS Office of Diversity Inclusion team, previously led by Assistant Provost Nsombi B. Ricketts.

Regarding international students and the presidential administration’s recent travel restrictions, a question was asked about how travel bans and the political state of our country may be impacting international student yields. Nick confirmed that although the percentage of international students has dropped from 44% to 38%, this decrease is not outside the range of what TGS has seen in the past. Nick’s office is taking a closer look as to why this number has dropped, and will review their Admitted Student Survey to see if they can identify any potential factors that may have impacted students during this most recent admissions cycle. Jen Hobbs added that TGS is being more lenient with international students’ deferrals to future terms in an effort to minimize those impacted by international travel bans.

*Medill*

Karla Davis Jamison, Director, Office of Graduate Admissions and Financial Aid in the Medill School of Journalism, Media, Integrated Marketing Communications, shared the overall success of summer and fall 2016 enrollments. Summer 2016 applications for the Master of
Science in Journalism (MSJ) program increased by 309%, in large part due to curricular changes. There were six different specialization tracks/topic areas rolled out last year which directly impacted application response. Specialization areas included four options in summer 2016 and two options in fall 2016. Fall 2016 MSJ program applications decreased slightly from the previous year. This decline is attributed to some applicants deciding to start in summer due to a summer specialization interest. The enrollment rate for fall 2016 MSJ was 52%, up from 50% the previous year.

For the summer 2016 MSJ cohort, URM applicants represented 43% of U.S. applicants, up from 36% the previous year. For the fall 2016 MSJ cohort, URM applicants represented 35% of U.S. applicants, up from 29% the previous year. Enrolled URM students represented 29% of the entering 2016 summer class. Enrolled URM students represented 26% of the fall 2016 entering class, up from 20% the previous year. The quality of students in summer 2016 was stronger based on overall test scores. Additionally, 44% of enrolled students in summer 2016, and 32% of enrolled students in fall 2016, had prior work experience in journalism of two years or greater.

The fall 2016 full-time Integrated Marketing Communications Program (IMC) had an application increase of 7%. The full-time IMC program is heavily international with approximately 65% international students. URM applicants represented 51% of U.S. applicants, up from 40% the previous year. URM enrolled students represented 16% of the fall 2016 entering class, up from 13% the previous year. The quality of enrolled students in fall 2016 was stronger across all categories of test scores, and 41% of enrolled students had prior work experience in marketing of two years or greater. In the coming years, their priority is to increase the number of domestic applications to the full-time IMC program.

**Professional Student Admissions**

*Feinberg*

Teresa Mastin, Director, Diversity and Inclusion, Feinberg School of Medicine (FSM), shared information on recent and upcoming recruitment events, new initiatives, and current enrollment and admissions data. With the leadership of Clyde Yancy, Vice Dean of Diversity and Inclusion, Chief of Cardiology, and Magerstadt Professor of Medicine and Medical Social Sciences, there has been a transition from “diversity as a metric” to “diversity as a value”. Vice Dean Yancy noted that in order to enhance the culture, it needs to be as inclusive as possible; conversations about diversity and inclusion should be counted as value instead of as a measure, and should be incorporated in all aspects and within all divisions of Northwestern.

Recent recruitment events included the Student National Medical Association (SNMA) Annual Medical Education Conference, which was attended by over 1,800 students from across the country. At the SNMA conference, Feinberg debuted three new promotional videos during the “Mix and Mingle” social/networking event that they host annually:

- An Inclusive Space
- A Culture of Diversity and Inclusion
- A Sense of Belonging
Feinberg also attended the Latino Medical Student Association (LMSA) Annual Conference in April, with over 200 students in attendance from around the nation.

Feinberg’s Office of Admission hosted Second Look, which provides an opportunity for accepted students to return to campus and engage with faculty members and current students before making their final decision about where to attend medical school. The Residency Showcase was also hosted in April, and afforded current third-year medical students from across the country who are interested in residency at Northwestern, the chance to visit and engage with faculty, program directors, and current house staff.

The class of 2021 is being chosen from a total applicant pool of 7,513 with 20% URM representation. The total number of applicants interviewed were 691 (21.4% URM), with 426 accepted (22.3% URM). The final number of students will be confirmed within the next two months.

New initiatives in progress include, FSM Sustained Dialogue, and FSM Northwestern University Alternative Spring Break (NUASB). Feinberg will be the first academic medical center in the country to have a sustained dialogue program for its students. NUASB is being designed to strengthen relationships with undergraduate pre-med students on the Evanston campus.

Pritzker
Johann Lee, Assistant Dean of Admissions and Financial Aid, Pritzker School of Law, gave an update on 2016 admission information. Finalized information will not be available until October 2017.

Kellogg
Larissa Williams, Senior Director of Diversity and Inclusion, Kellogg School of Management, shared slides with 2017 projections for the 2 year (2Y) MBA program. Although admission numbers cannot be confirmed until June, Kellogg expects to surpass their 2017 projected goals for representation of women, URMs and international students.

Kellogg is intentional about integrating diversity efforts throughout the enrollment process. As such, they have increased outreach efforts through additional diversity receptions, and hosting admitted student receptions for students of color. Day at Kellogg (DAK), an on-campus recruitment effort, plays a large role in yielding students. Kellogg’s Office of Diversity and Inclusion also hosts URM, LGBTQ, and women’s receptions, connecting current and admitted students. The Office also continues to work closely with students to ensure effective communication throughout the application life cycle. Scholarship opportunities are also lifting the number of applications, and the Office continues to study the impact that their scholarship funds have on yield.

Other
The next University Diversity Council meeting will be scheduled for this summer, where OIDI will share key updates and future priorities of the Office.