

A Note from Dean McBride:



IN JANUARY 2013, The Graduate School (TGS) released our **five-year strategic plan**, focusing our work around the pillars of diversity, service, and engagement.

In this first annual update we share how we collaborate to support the University's graduate and postdoctoral populations in these key areas.

We lay the foundation for inclusive excellence through innovative recruiting programs and strategies—work that will continue to take shape under the leadership of our newly hired Director of Diversity and Inclusion, Nsombi Ricketts. Please look for our soon-to-be-released annual TGS Diversity Report that will detail more of our work in this important area.

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We are committed to positioning TGS students as teachers, researchers, and tomorrow's thought leaders across a variety of sectors of our society. In order to accomplish these goals, we have a shared responsibility with the graduate faculty and University administration to supporting nimble and responsive professional development programs for our students and postdoctoral fellows, stronger technological solutions to our business processes that undergrid our work, and ever more transparent administrative and decision-making structures in the governance of TGS.

TGS also serves as a central catalyst for meaningful conversations via forums as diverse as the faculty Academic Affairs Council, the quarterly meetings of graduate program directors, online forums to facilitate broad faculty input, the TGS Administrative Board, the NU Postdoctoral Forum, meetings with the Graduate Leadership Council, surveys of our student population, and regular student dinners and coffee chats with the Dean. Over the coming year, TGS will be adding more such forums in order to continue expanding opportunities for meaningful community collaboration and consultation in the work of TGS.

We are pleased to celebrate this selection of recent accomplishments and look forward to continuing our good work together on behalf of graduate students and postdoctoral fellows in the year ahead!

Warmly,
Dwight A. McBride, PhD
Dean of The Graduate School &
Associate Provost for Graduate Education



Diversity Laying a Foundation for Inclusive Excellence



The number of NSF fellowships earned by underrepresented minority students has increased from 5 to 28 from FY03 to FY13 (460%).

- **Building relationships with undergraduate minority serving institutions** is a focus of TGS' recruitment strategy (see map above for key points of contact).
- **The Administrative Board of TGS** has voted to add (starting Fall of 2014) a question to the diversity portion of our general application about membership in the LGBTQI community. We hope this will guide our efforts to make TGS and Northwestern an even more welcoming and affirming destination for members of this community.
- **Northwestern University's Summer Research Opportunity Program (SROP)** funds visiting undergraduates' direct involvement in research with faculty toward the goal of increasing

diversity among students pursuing graduate education. Of the students from the SROP classes of 2007-2012 who applied to PhD programs at Northwestern, 58% were admitted, and of those admits, 61% enrolled.

- **The Comparative Race and Diaspora Cluster** engages students across disciplines in the history, practice and criticism of race, extending scholarship beyond national, cultural and racial boundaries.

- **The Middle East and North African Studies Cluster** encourages fresh perspectives on the established tradition of Middle East studies, leading students in an inquiry into the cultural, political and economic conditions of globalization.

Service Supporting Student and Postdoc Career Development

- TGS' eight-week **Management for Scientists and Engineers** summer certificate program draws course-work from the core Kellogg MBA curriculum. According to a recent survey of program alumni:
 - 100% responded that the program had a positive or very positive impact on the overall NU graduate experience
 - 68% responded that the program assisted them in identifying a career path
 - 83% are in touch with one or more students whom they met through the program
- **TGS' Society of Presidential Fellows** organized an event featuring inaugural poet Richard Blanco as part of its Presidential Fellows Speaker Series.
- **The Teagle Foundation-funded grant** supports a year-long discipline-specific graduate student teacher training experiment in the History department and explores opportunities for exporting successes to other programs.
 - \$85,000 Grant
 - 25 Doctoral Student Fellows
 - 12 Workshops
- **TGS' Training Grant Support Office** collaborates with faculty members and other partner schools and offices to secure training grants that in FY13 supported 127 PhD students, 97 postdoctoral fellows and 428 faculty members.
- TGS provided **\$90M in financial aid** and awarded **816 internal grants to graduate student groups and individuals**.



"Plant-it-Purple" Graduate Gardens
One of 28 Community Building Groups



PhD and MFA Hooding Ceremony



Presidential Fellows Induction Ceremony

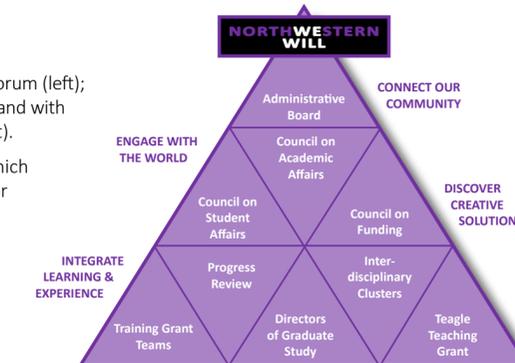
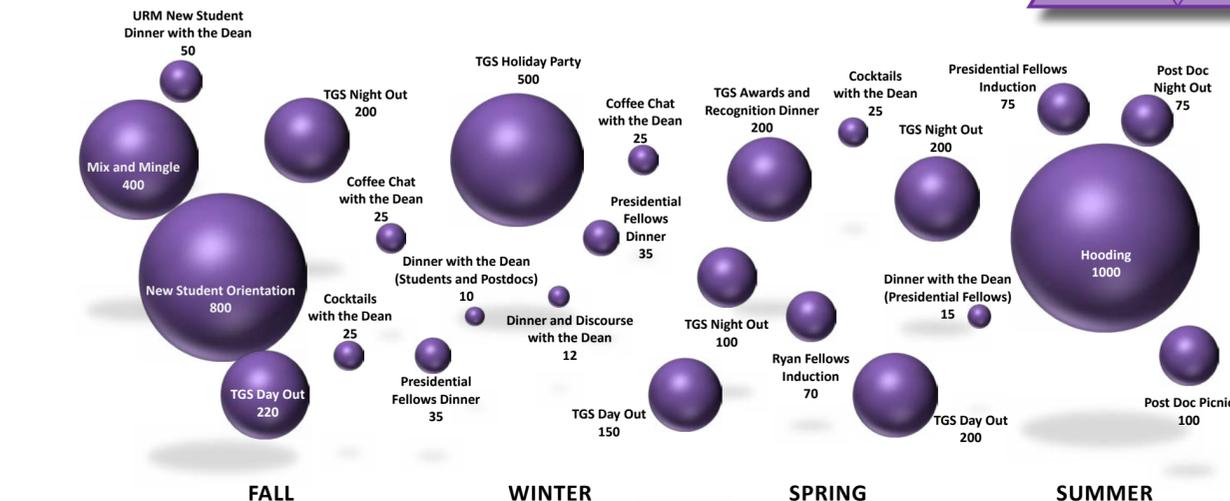


TGS Day Out Navy Pier Winter WonderFest Family-Friendly Programming

Engagement Serving as a Vibrant Catalyst for Meaningful Conversation



- TGS engages with **postdoctoral fellows** via the new NU Postdoctoral Forum (left); with **graduate students** through a number of outreach activities (below); and with **faculty** by building upon our infrastructure for shared governance (right).
- **Annual Progress Review Meetings** with faculty and administrators—which now includes a rotation of masters' programs—provide a mechanism for discussing program specific needs and emerging priorities.
- **TGS' Excellence in Doctoral Mentoring Initiative** supports student success by annually training faculty, postdoctoral fellows and graduate students for a comprehensive chain of mentoring.



TGS Program Attendance # (includes graduate students, postdocs, faculty and guests)