



Northern Illinois  
University

*Your Future, Our Focus*

# **Moving NIU From Equity Gaps to Equal Outcomes**

# National Context



## Underserved populations:

- Pell Eligible
- First Generation
- Students of Color



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# National Context



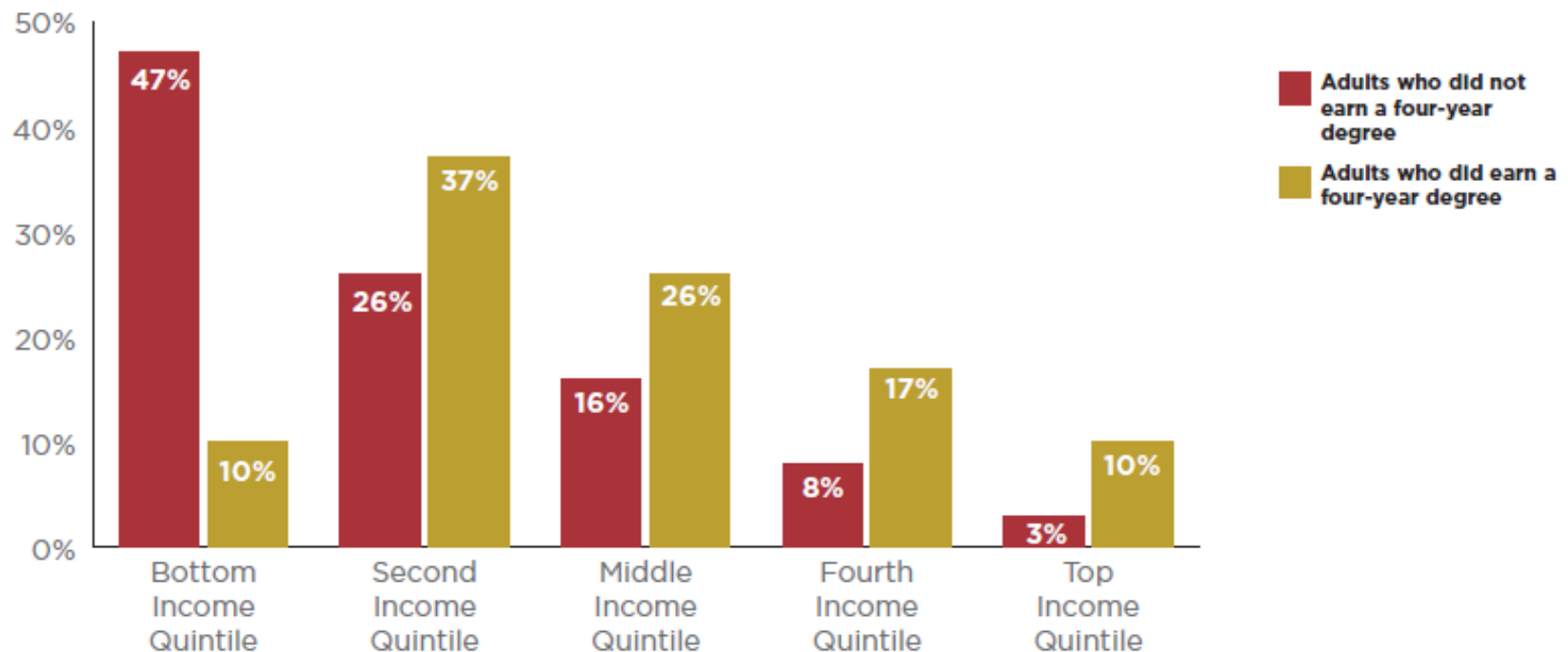
**“Among students in the bottom socioeconomic quartile, 15% had earned a bachelor’s degree within 8 years of their expected high school graduation, compared with 22% percent in the second quartile, 37% in the third quartile, and 60% in the top quartile.” (AAC&U)**



# National Context



ADULT INCOME LEVELS OF THOSE BORN INTO THE BOTTOM U.S. INCOME QUINTILE  
(THE LOWEST FIFTH OF U.S. HOUSEHOLD INCOMES)



Source: The Pew Charitable Trusts, *Pursuing the American Dream: Economic Mobility Across Generations* (The Pew Charitable Trusts, 2012), [http://www.pewtrusts.org/-/media/legacy/uploadedfiles/pct\\_assets/2012/PursuingAmericanDreampdf.pdf](http://www.pewtrusts.org/-/media/legacy/uploadedfiles/pct_assets/2012/PursuingAmericanDreampdf.pdf).

# National Context



“Regardless of how they're defined, **first-generation students enroll and graduate at lower rates** than do other students.” (InsideHigherEd)



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# National Context



“While white students are overrepresented as bachelor’s degree recipients relative to their representation in the general population, **black and Hispanic students are underrepresented among bachelor’s degree recipients** relative to their representation in the general population.”  
(AAC&U)

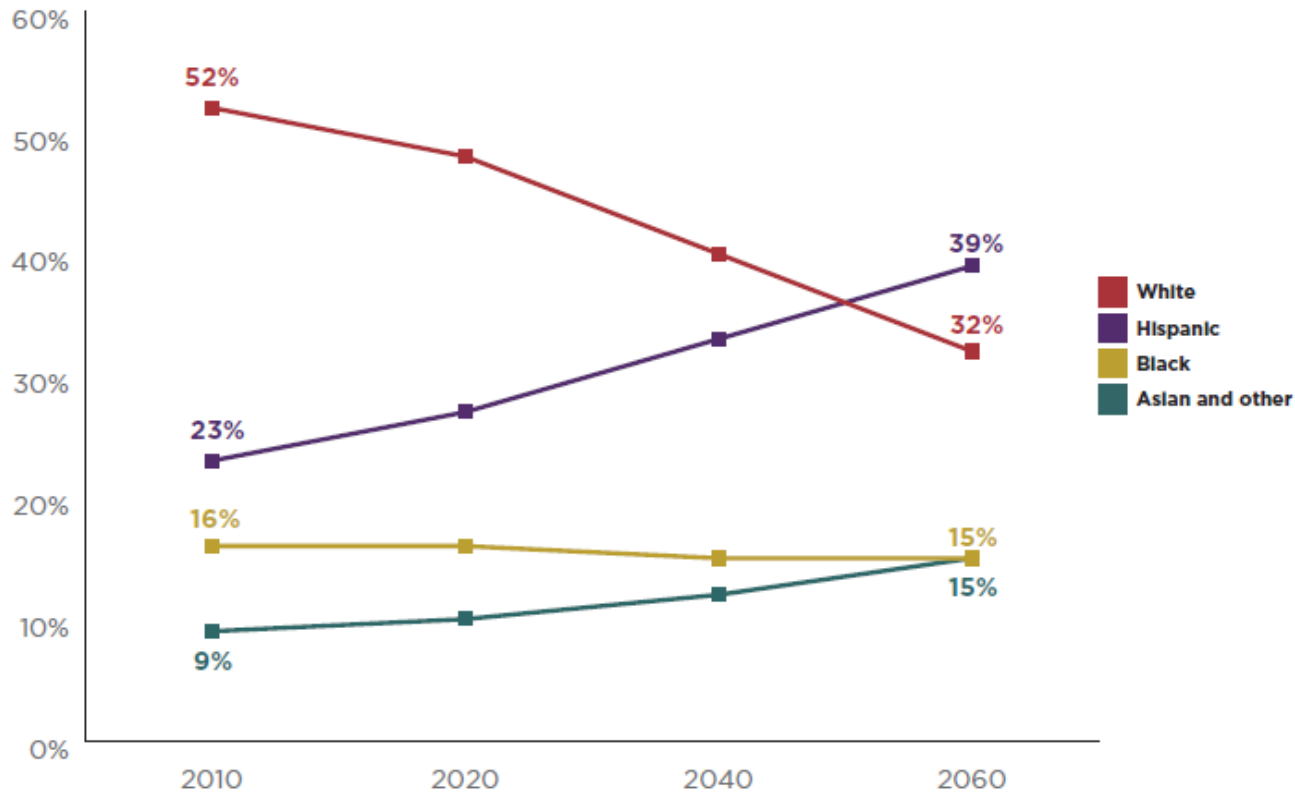


# National Context (Census Data)



Public elementary and secondary school enrollment, 2010–2060 (projected)

PERCENTAGE OF ENROLLED STUDENTS



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# NIU and Illinois Student Demographics



The student populations of NIU and Illinois are ethnically diverse:

	Fall 2015 New Student Cohort	Illinois HS Graduates (per ACT)
ASIAN	8%	4%
BLACK	27%	14%
HISPANIC	15%	20%
OTHER	3%	13%
WHITE	46%	50%

Ethnic breakdown of NIU's fall 2015 new student cohort and HS graduates who took the ACT in 2014



# NIU Underserved Student Demographics



- The average **ACT** Composite score, **HS percentile rank**, and **HS GPA of new NIU freshmen** have remained **constant for 25 yrs**
- Combined, **students from underserved populations comprise 78% percent of new freshmen\***
  - 53% Students of Color
  - 47% Pell Eligible
  - 52% First Generation College Student
- **25% of underserved students** are admitted through **CHANCE**

\*based on Fall 2012-15 new freshmen cohorts

# NIU Underserved Student Demographics



- Six-year graduation rates for Chicago Public School (CPS) students, CHANCE students, and African-American students are roughly equivalent (~27%)
- Approximately 13% of NIU's new freshmen are CPS students
- Less than 50% of NIU CPS students are admitted through the CHANCE program

# Deficit-Minded Approach to Student Success



Focus on perceived student deficits...

Student lacks:

- Academic ability
- Academic qualifications
- Motivation
- Family support structure
- Adequate resources

# Equity-Minded Approach to Student Success



Responsibility for success is shared between the institution and the student...

The institution:

- Believes every student can succeed
- Accepts student for who they are
- Maximizes student strengths
- Provides essential support for student success
- Ensures student connects with existing curricular and co-curricular support services throughout their academic career

# Current Equity Activities



## Fall 2015

- NIU selected to participate in AAC&U Equity Academy (1 of 16 institutions)

## Spring 2016

- Colleges are developing strategic plans to address diversity/inclusion, and establishing Academic Equity Teams
  - 100% commitment from all College Deans
  - Four college have established teams
  - Three colleges are developing teams
  - Each team includes faculty and staff

# Current Equity Activities



- Currently, the Equity Teams are:
  - Identifying and analyzing retention and completion data
  - Identifying best practice strategies to implement success strategies



# Current Equity Activities



- The Sr. AVP for Academic Diversity/CDO, Undergraduate Academic Affairs, and the Colleges are:
  - Collaborating with the Equity Teams to establish benchmarks and monitor college-level outcomes
  - Fostering cross college & division discussions focused on identifying effective, existing tools and strategies to reduce equity gaps

