



**Northern Illinois
University**

**NIU Academic Equity Plan(s):
Creation, Implementation, Progress**

Lisa C. Freeman, President

March 15, 2022

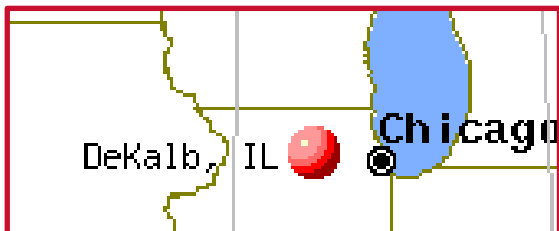
NIU At A Glance



Total Enrollment

Undergraduate:	11,834
Freshmen	6,523
Transfer	5,311
Graduate:	4,079
College of Law:	321
Total	16,234

Main Campus, DeKalb IL



International Students

743 international students
76 different countries

Underserved Undergraduates

- Racial/Ethnic Minority 53%
- First Generation 50%
- Pell Eligible 51%

Carnegie Classifications

Doctoral Universities: High Research Activity
Community Engagement

Vision and Mission



Vision:

To be an engine for innovation to **advance social mobility**; promote personal, professional and intellectual growth; and **transform the world** through research, artistry, teaching and outreach.



Mission:

To **empower students** through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world.



Values



In pursuing our vision and fulfilling our mission, we value and practice:

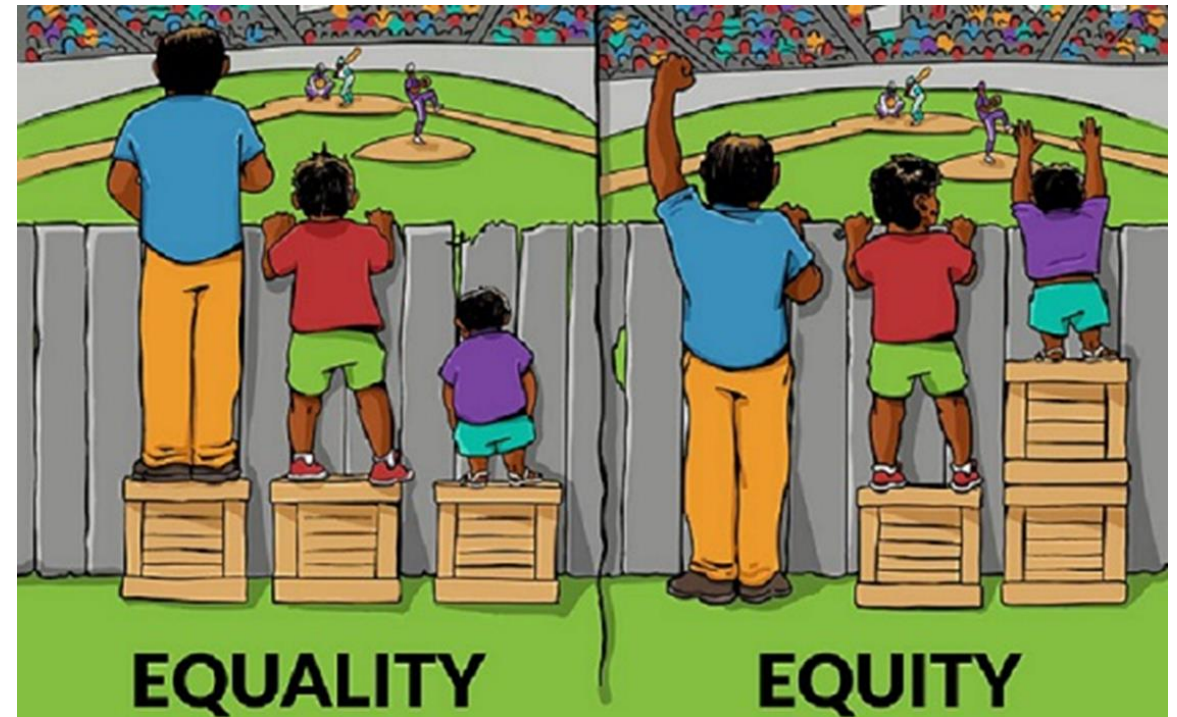
- Curiosity and Creativity
- **Equity and Inclusion**
- Ethics and Integrity
- Service and Stewardship



NIU Equity Statement (2019)



Northern Illinois University strives to improve outcomes for all students by identifying and ***removing barriers*** that disproportionately hinder the academic achievement and student experience of historically and currently underserved populations.



Advancing Equity- Aspiration and Accountability

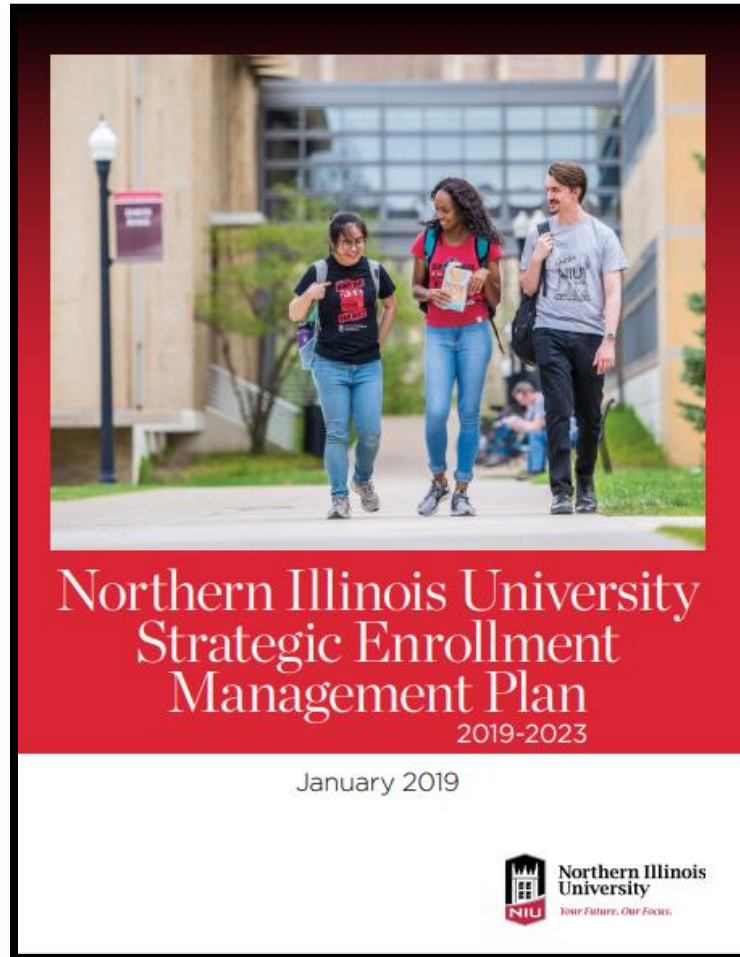


- Presidential/University Goals (2019, 2020, 2021, 2022)*
- NIU Mission, Vision and Values (revised March 2019)*
- Equity Statement (2019-2020)
- **Strategic Enrollment Management Plan (2019-2023)***
- NIU Strategic Action Planning Framework (2020)*
- **NIU ILEA Equity Plan (2020-2025)**
- **HLC-Quality Initiative (2021-2023)**
- SEM 2.0 (2022-2025)



* Approved by and/or presented to the NIU Board of Trustees

NIU SEM Plan (2019-2023)



Strategic Enrollment Management Plan and Accountability Plan

- Equity at the Center
- Data-Informed
- Intentional and Coordinated
- Aligned with University Goals
- Supported by Resource Allocation

Equitable Access, Affordability, Opportunity



- **Huskie Pledge (2020)**
- **Test-free merit scholarships (2020/21)**
- Test-free admission (2020/2021)
- Test-free Honors Program (2021)
- Eliminated application fees (2021)
- The Common App (2021)
- Rockford Promise (2021)



Impact-- Merit Scholarships with Equity Lens



Huskie Pledge

- Aim High-funded program for incoming freshmen with HS GPA ≥ 3.0 and family adjusted income $\leq \$75,000$
- 700 Huskie Pledge recipients in our freshman class.
- Average high school GPA = 3.57
- 80% are students of color
- 75% are the first in their families to enroll in college

Merit Scholarships

All Awards

- Asian– up 95% (from 486 to 946)
- Black– up 85% (from 1,308 to 2,424)
- Latinx– up 66% (from 1,576 to 2,609)

Tier 1 (\$28,000 over 4 years)

- Asian– up 110% (from 178 to 373)
- Black– up 301% (from 141 to 565)
- Latinx– up 218% (from 273 to 869)

NIU ILEA Equity Plan (2020)



**PARTNERSHIP FOR
COLLEGE COMPLETION**
Accelerating action to close the graduation gap



- Supplement to SEM plan
- Actionable student success data disaggregated by gender, ethnicity/race and Pell-eligibility
- NIU-specific strategies for addressing inequitable student success outcomes (grades in gateway courses, rate of credit accumulation, persistence, graduation rates)
- Foundation for HLC Quality Initiative

Eliminating Gaps in Academic Achievement



Data to Inform Action

- Success rates all courses
- Year-to-year persistence
- 4-, 5- and 6-year graduation rates
- Disaggregated by
 - gender
 - ethnicity
 - race
 - pell-eligibility

Actions taken/In progress

- Create college/dept equity teams
- Eliminate remedial courses
- Increase student success in gateway courses with low completion rates and/or high equity gaps or both
 - Pedagogical practices
 - Academic supports
 - Co-curricular supports
 - Technology

What Drives Equity on Our Campus?



- Leadership
- Collaboration
- Intention
- Data
- Action
- Accountability
- Discomfort
- Dialogue
- Support



Thank You

