Table 14
Diversity Efforts/Initiatives of Graduate Departments of Psychology at Institution and Department Levels by Control: 1998-1999

	Control					
	Public		Private		Total	
Efforts/Initiatives	N	%	N	%	N	%
Total N	241	100.0	104	100.0	345	100.0
Specific recruitment plan targeting people of color						
Institution Level	116	48.1	47	45.2	163	47.2
Department Level	85	35.3	50	48.1	135	39.1
Recruitment materials/brochures geared toward people of color						
Institution Level	76	31.5	29	27.9	105	30.4
Department Level	33	13.7	20	19.2	53	15.4
Outreach programs targeting ethnic minority community or "feeder" schools						
Institution Level	109	45.2	39	37.5	148	42.9
Department Level	78	32.4	36	34.6	114	33.0
Faculty/students/alumni of color involved in recruitment						
Institution Level	97	40.2	35	33.7	132	38.3
Department Level	110	45.6	46	44.2	156	45.2
Faculty/students/alumni of color involved in screening						
Institution Level	42	17.4	20	19.2	62	18.0
Department Level	94	39.0	52	50.0	146	42.3
Flexible admissions criteria for students of color						
Institution Level	90	37.3	37	35.6	127	36.8
Department Level	108	44.8	53	51.0	161	46.7
Provides adequate financial assistance for needy students of color						
Institution Level	103	42.7	38	36.5	141	40.9
Department Level	86	35.7	45	43.3	131	38.0
All faculty are involved in recruitment of students of color						
Institution Level	39	16.2	24	23.1	63	18.3
Department Level	93	38.6	54	51.9	147	42.6

Source: 1998-99 APA Survey of Graduate Departments of Psychology. Research Office, American Psychological Association, 2000.

Note. Percentages are column percentages. Each calculation is based on the total number of departments reporting. Efforts/initiatives are not mutually exclusive categories and will not add to 100%.