

Table 15
Diversity Efforts/Initiatives of Graduate Departments of Psychology at
Institution and Department Levels by Degree Level: 1998-1999

Efforts/Initiatives	Degree Level					
	Doctoral		Master's		Total	
	<u>N</u>	%	<u>N</u>	%	<u>N</u>	%
Total <u>N</u>	256	100.0	89	100.0	345	100.0
Specific recruitment plan targeting people of color						
Institution Level	130	50.8	33	37.1	163	47.2
Department Level	113	44.1	22	24.7	135	39.1
Recruitment materials/brochures geared toward people of color						
Institution Level	87	34.0	18	20.2	105	30.4
Department Level	47	18.4	6	6.7	53	15.4
Outreach programs targeting ethnic minority community or "feeder" schools						
Institution Level	120	46.9	28	31.5	148	42.9
Department Level	102	39.8	12	13.5	114	33.0
Faculty/students/alumni of color involved in recruitment						
Institution Level	104	40.6	28	31.5	132	38.3
Department Level	139	54.3	17	19.1	156	45.2
Faculty/students/alumni of color involved in screening						
Institution Level	46	18.0	16	18.0	62	18.0
Department Level	131	51.2	15	16.9	146	42.3
Flexible admissions criteria for students of color						
Institution Level	92	35.9	35	39.3	127	36.8
Department Level	126	49.2	35	39.3	161	46.7
Provides adequate financial assistance for needy students of color						
Institution Level	117	45.7	24	27.0	141	40.9
Department Level	116	45.3	15	16.9	131	38.0
All faculty are involved in recruitment of students of color						
Institution Level	47	18.4	16	18.0	63	18.3
Department Level	125	48.8	22	24.7	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%.