



Northern Illinois  
University

# NIU *includes* you.

Proximity to Chicago and its suburbs makes Northern Illinois University a place where diversity, equity and inclusion are celebrated, and where unique cultural opportunities await.

Our students' lived experiences enhance NIU's learning environment with valuable perspectives on race, ethnicity, gender identity, sexual orientation, socio-economic class, religion and immigration status.

Huskies value the ideas and insights every person has to offer, and we discover our commonalities by embracing and discussing our differences.

Coming to NIU means contributing to a thriving and diverse community rooted in educational excellence.

## NIU at a glance

Location: DeKalb, IL (population 44,054); 65 miles west of Chicago

Alumni of Record: 240,000

Total Student Enrollment: 18,042

- Undergraduate: 13,454
- Graduate: 4,319
- College of Law: 269

Total Faculty/Staff: 3,344

- Instructional faculty: 1,177
- Administrative and professional staff: 774
- Operating staff: 1,393

Student/Instructional Faculty Ratio: 16:1

As of July 2018

# Our vision, mission and core values

The vision of NIU is to be the premier student-centered, research-focused public university in the Midwest, contributing to the advancement of knowledge for the benefit of the people of the region, the state, the nation and the world.

With this vision, the **mission** of the university is to promote excellence and engagement in teaching and learning, research and scholarship, creativity and artistry, and outreach and service.

In pursuing our vision and fulfilling our **mission**, the university **values**:

- A community of diverse people, ideas, services and scholarly endeavors in a climate of respect for the intrinsic dignity of each individual
- Access for a broad spectrum of students to high-quality undergraduate, graduate and professional programs that prepare them to be lifelong learners and productive, socially conscious citizens
- Engaged teaching and learning that evolves from the synergy of research, artistry and service
- Research and artistry in creating, transmitting, expanding and applying knowledge
- Student success supported through academic and cocurricular programming and activities
- The application of current technology in enhancing and broadening all institutional endeavors
- A system of shared governance that incorporates input from faculty, staff and students in decision- and policy-making
- Commitment to a public purpose addressing regional, state, national and global challenges and opportunities

## Colleges, schools and departments

NIU's 42 schools and departments within seven colleges provide amazing learning opportunities in over 100 fields of study.

Our outstanding faculty foster exploration and growth in exciting learning environments – where hands-on experience complements classroom instruction. Learn more about our [academic offerings](#) or explore one of our colleges:

- [Business](#)
- [Education](#)
- [Engineering and Engineering Technology](#)
- [Health and Human Sciences](#)
- [Law](#)
- [Liberal Arts and Sciences](#)
- [Visual and Performing Arts](#)



# Student and faculty research

## The Division of Research and Innovation Partnerships

NIU is recognized by the [Carnegie Foundation](#) for the Advancement of Teaching in the category of Research Universities (high research activity). We are also among a small percentage of public institutions designated as [Innovation and Economic Prosperity Universities](#) by the Association of Public and Land-grant Universities (APLU). The designation acknowledges universities working with public and private sector partners in their states and regions to support economic development.

The [Division of Research and Innovation Partnerships](#) encourages research, scholarship, artistry and entrepreneurship across campus by:

- Promoting the professional development of faculty and graduate students.
- Seeking connections to accelerate the creation, integration and application of new knowledge.
- Facilitating the submission of grants and contracts.
- Celebrating the accomplishments of talented faculty, staff and students who contribute to NIU's success as a student-centered, public research university.



## The Office of Student Engagement and Experiential Learning

The [Office of Student Engagement and Experiential Learning](#) provides opportunities that allow students to grow and develop inside and outside the classroom. Through partnerships with a number of academic and student services departments on campus, we promote engaged learning and help students connect to college resources and programs including undergraduate research, service learning and curricular initiatives.

Whether you are an incoming freshman or a rising senior, by participating fully in experiential projects and programs that connect with your interests and major, you'll discover exciting methods of learning beyond classroom lecture.

NIU has an elective classification by the [Carnegie Foundation](#) for the Advancement of Teaching in Curricular Engagement and Outreach and Partnerships for its collaboration with its larger communities (local, regional/state, national and global).

## Our faculty get published

NIU provides our faculty with the resources and infrastructure to optimize their ability to publish their research in major national, international and discipline-specific journals and publications.

## Leading in research and social mobility

NIU has been cited as being among nation's leaders for [research and social mobility](#). Northern Illinois University is among a select group of the nation's public universities cited for simultaneously producing important research while also extending social mobility opportunities to students from low-income households, according to a new report from the [Brookings Institute](#).

# Academic diversity centers

## Center for Black Studies

The [Center for Black Studies](#) offers a Black Studies minor which provides a background for understanding the experiences of black people in the United States. Students explore the African heritage of black people and the continuity of that heritage through the years in the New World. The Black Studies minor also analyzes racism and its present-day manifestations in all spheres of life in order to promote better understanding among ethnic and racial groups.

University departments, including anthropology, economics, English, finance, geography, history, political science and sociology, participate in the Black Studies minor.

## Center for the Study of Women, Gender and Sexuality

The [Center for the Study of Women, Gender and Sexuality](#) offers programs that emphasize social justice, global awareness and an appreciation for human diversity, while encouraging critical inquiry, reflection and self-expression.

Students can enroll in a minor or certificate program in Lesbian, Gay, Bisexual and Transgender (LGBT) Studies or Women's and Gender Studies. A contract major in Women's, Gender and Sexuality Studies is also available.



## Center for Southeast Asian Studies

At the [Center for Southeast Asian Studies](#) students explore a fascinating and strategic region of the world with award-winning faculty associates in anthropology, art history, history, music, political science and foreign languages and literatures. Students can learn one of five Southeast Asian languages taught at NIU.

Our interdisciplinary program offers an undergraduate minor and a graduate certificate, in addition to generous foreign language and area studies fellowships and opportunities to study in-country.

## Center for Latino and Latin American Studies

The [Center for Latino and Latin American Studies](#) offers a minor in Latino and Latin American Studies. The minor features classes and research led by faculty from several different colleges and provides a detailed knowledge of the Latino experience in the United States as well as Latin American civilization, which enriches the general educational experience of students and offers several practical applications.

The center also offers a graduate concentration in Latin American Studies which helps

students acquire specialized knowledge by completing designated graduate level courses in a variety of disciplines. This interdisciplinary approach exposes students to diverse texts, different ways of analyzing evidence and comparative perspectives.

# Diversity, equity and inclusion *in action*

## A home at NIU

At NIU you are part of the Huskie family. As a Huskie you are hard-working, you are passionate, you are purposeful and you are caring. Huskies believe in change and they also believe that they can change the world. Learn more about [making your home at NIU](#).

## The Northern Pact

The [Northern Pact](#) encompasses principles that outline the expectations we have for members of our community—being *purposeful, just, caring, open, disciplined and celebrative*. With each individual making a commitment to uphold these principles, we will have the collective benefit of a culture of care and a sense of connectedness.

[Watch a video](#) about the Northern Pact.



## Beloved Community Dinners

Nothing brings people together quite like breaking bread and sharing a meal in the spirit of friendship and goodwill. That is why residents of DeKalb and members of the NIU community get together every month for the Beloved Community Dinners since its founding in March 2015.

Dr. Martin Luther King Jr.'s concept of the Beloved Community was “a global vision, in which all people can share in the wealth of the earth. Racism and all forms of discrimination, bigotry and prejudice will be replaced by an all-inclusive spirit of sisterhood and brotherhood.” These monthly dinners create a safe environment in which attendees can discuss difficult topics such as police relations with the minority

community with NIU police and community members sitting side-by-side looking for solutions.

## Raising awareness through dance

Dancers from the College of Visual and Performing Arts were invited to perform an [award-winning routine](#) at the John F. Kennedy Center for the Performing Arts in Washington, D.C. The dance routine, titled “ENUF,” was choreographed by School of Theatre and Dance Professor Paula Frasz and addresses the history of oppression, suppression and violence against minority groups.

## Trans Action Task Force (TATF)

Coming to the table with administrators since its 2016 inception, the Trans Action Task Force—a group comprised of transgender, nonconforming and nonbinary students—is responsible for advising NIU administrators on policies and practices that can be more inclusive for these students. The TATF is responsible for the creation of more than 25 gender-inclusive restrooms on campus and [several additional policies](#) that have been put into place at NIU.

## DREAM Action NIU

DREAM Action NIU is a student-led organization recognized by the Student Association that aims to increase awareness about the situations undocumented students face in the U.S. and particularly on our campus. Members share the belief that higher education is a fundamental human right for all, regardless of citizenship status.

DREAM Action hosts Coming Out of the Shadows at NIU which is inspired by the annual Coming Out of the Shadows event, coordinated by the Immigrant Youth Justice League (IYJL). The event is an act of resistance against rhetoric that discredits the narratives of undocumented immigrants and provides NIU students and members of the surrounding communities an opportunity to share their stories of resistance against unfair immigration policies.

# The Office of Academic Diversity, Equity and Inclusion

We celebrate diversity in all its forms. We feel that diversity in gender, ethnicity, physical ability, religious beliefs, age and sexuality is what makes the world an interesting place. Creating an environment in which those differences are not only acknowledged but celebrated is our goal. Diversity makes the educational experience richer and makes NIU the ideal place to learn.

By learning in an environment that is filled with students, faculty and staff from varying backgrounds, we create an environment where stereotypes are challenged, experiences are shared and minds are opened—the groundwork for working and living with people from all backgrounds.

By providing the skills needed to understand and accept these differences, we open minds to new areas of study, create awareness to the needs of the underserved and offer the tools needed to affect social change.

Not only does one-third of our student body come from a diverse ethnic background, approximately 900 international students call themselves Huskies. We encourage our students to celebrate their culture on campus, which helps make their first experience away from home more successful and familiar.

The [Office of Academic Diversity, Equity and Inclusion](#) strives to improve access, retention and completion for all students and to uphold the NIU mission to value “a community of diverse people, ideas, services and scholarly endeavors in a climate of respect for the intrinsic dignity of each individual.” endeavors in a climate of respect for the intrinsic dignity of each individual.”



## Conversations on Diversity+Equity (CODE) Workshops

[CODE workshops](#) are designed to engage our students, faculty and staff in learning about the cultural differences that shape our world. The main goal of the program is to create spaces that help us explore the complex aspects of the diversity and equity framework. The ultimate outcome of providing these experiences for participants is to work towards an inclusive campus community where everyone respects the value and dignity of all of its members.

## Conversation Cafés

Conversation Cafés provide the university community with an opportunity to have a cup of joe and a conversation that matters. Participants are encouraged to work toward understanding as we learn the simple art of living together. These collaborative conversations vary based on current events, student interest and issues impacting our community.

## Diversity Dialogue Series

The [Diversity Dialogue Series](#) is for participants to heighten their awareness, become comfortable in engaging in intersectional dialogue and utilize the understanding obtained to expand beyond cultural competency to the action of social justice.

The Diversity Dialogue Series achieves this by:

- Reflecting our institution's unique culture and current issues facing the campus by recognizing intersectional divides and how they came to exist.
- Encouraging discourse around differences and lend a hand to reinventing our campus climate by working to combat how unilateral discourse silos or separates voices.
- Promoting unity, awareness, engagement and action as core concepts for open and civil dialogue around complex topics.



# Presidential Commissions

The president of NIU has several commissions in place to help advise on the issues that relate to many diverse groups on campus. Each commission makes recommendations on behalf of the entire university community. This includes academic programs, student services, workplace matters, university policies and the general campus environment.

- [Presidential Commission on the Status of Minorities](#)
- [Presidential Commission on the Status of Women](#)
- [Presidential Commission on Persons with Disabilities](#)
- [Presidential Commission on Sexual Orientation and Gender Identity](#)
- [Presidential Commission on Interfaith Initiatives](#)

## Diversity Resource Centers

### Center for Black Studies

The [Center for Black Studies](#) (CBS) was established in 1971 as part of the International Studies program as a hybrid (academic and student services) program. CBS supports the mission of the university to promote excellence and engagement in teaching, learning, research, scholarship, artistry and outreach and service.

The center promotes the retention of black students, sponsors lectures, workshops, conferences and other student-oriented activities. In addition, the center's staff advises and assists student organizations, hosts campus visits and develops community service/learning opportunities, including study abroad trips. The CBS plays a significant, essential and unique role in advocating for black students at NIU, the larger DeKalb community and the university's commitment to multiculturalism and diversity.

### Black Male Initiative (BMI)

[Black Male Initiative](#) was founded in 2001 to help increase the retention and graduation rates of African-American males. The program provides students with activities that recognize academic success, promote community service, instill leadership skills and foster social interaction.



## Success and Succeed Plan (S-Plan)

The [Success and Succeed Plan \(S-Plan\)](#) pairs upper-level African American students with incoming students in the same major to help in the transition and completion of college. Following the principle motto, "we lift as we climb," our vision is to facilitate graduation for all participants.

## Kwanzaa

Since Kwanzaa falls during the NIU winter break, the Center for Black Studies organizes a [pre-Kwanzaa celebration](#) in early December while students are still on campus. Through educational and cultural events, the celebration is focused on bringing the NIU community together to learn about African thought and practice.

## John Henrik Clarke Honor Society

The [John Henrik Clarke Honor Society](#) was established in 2002 by a group of African-American students to recognize those with high academic standards and an ongoing commitment to community service. Students with a cumulative 3.0 grade point average were invited to apply, and with the principle motto of "always do your best, what you plant now will harvest later," the society was founded.



## Black Heritage Month Celebrations

[Black History Month](#) is an annual celebration of achievements by African Americans and a time for recognizing the central role of blacks in U.S. history. The event grew out of "Negro History Week," the brainchild of noted historian Carter G. Woodson and other prominent African Americans.

## Latino Resource Center

The [Latino Resource Center](#) (LRC) is designed to serve the Latino student population. The LRC promotes a social justice agenda and an inclusive environment to recruit, retain, empower and advance Latino students at NIU. The center achieves this mission by offering mentoring programs, leadership programs, peer support groups and academic advancement programs.

The LRC also possesses a strong commitment to the following:

- Providing a safe space for all students irrespective of nationality, language, gender, sexual orientation, citizenship or immigrant status. To support the development of self-advocacy of students so that they may attain their academic and professional aspirations.
- Understanding the value of family involvement in a student's educational journey and engaging the family unit through outreach initiatives and community collaboration.
- Promoting an agenda that supports Latino student success by actively participating in nationwide and statewide movements and seeking ways to collaborate with local entities.
- Developing programs that not only target the needs of students but also focus on the immediate issues and concerns of our community.



### **Mentoring and Engaging thru Academic Success (METAS)**

The [METAS mentoring program](#) serves to provide a welcoming environment and a “home away from home” atmosphere for Latino freshmen students. The program assists them in their transition and adjustment to college life by providing social, cultural and academic support.

The METAS mentoring program seeks to A.C.T. on behalf of all Latino and Latin American freshmen students by:

- **Assisting** first-year Latino students with their transition to college, especially during the first six weeks of classes
- **Creating** a sense of belonging and community at NIU
- **Together**, encouraging the academic success and social well-being among Latino freshmen students

### **De Mujer a Mujer: Latina Assistance Program**

[“De Mujer a Mujer”: Latina Assistance Program \(LAP\)](#) provides academic support that increases the retention



and graduation rates of Latinas at NIU by providing programs, activities and leadership opportunities that foster self-confidence, self-awareness and self-esteem.

### Supporting Opportunities for Latinos

SOL was founded in 2006 to help increase the retention and graduation rates of Latino males. The program provides students with activities that recognize academic success, promote community service, instill leadership skills and foster social interaction.



## Gender and Sexuality Resource Center

The [Gender and Sexuality Resource Center](#) (GSRC) acknowledges the historical impacts of women and lesbian, gay, bisexual, transgender and/or queer identities. The center is a home away from home—inclusive of sexual and gender identities, and all forms of masculinity and femininity—for many students, faculty and staff.

- One of just 87 campuses to receive a 4 out of 5 stars or higher on the [National Listing of LGBTQ-Friendly Colleges and Universities](#).
- Member of the [Consortium of Higher Education LGBT Resource Professionals](#),
- Member of the [National Women's Studies Association](#), an organization

committed to promoting and supporting the production and dissemination of knowledge about women and gender through teaching, learning, research and service in academic and other settings.



The Gender and Sexuality Resource Center frequently hosts discussions, film series, and has opportunities to become involved in the center and in campus leadership through a gender and sexual equity lens. We have something for everyone!

### **Women's Empowerment Series**

Throughout the semester, topics including women of color and imposter syndrome, elevation of women's voices through art and immigration as a feminist and womanist issue are explored to give students a current and accessible view into topics that impact all of us.

### **Men's Health Symposium**

With an overall health approach, resources for academic, social, cultural and spiritual connection are offered for those who identify as men. Combining campus and community resources with networking, healthy masculinity and gender equity are explored and affirmed in this half-day event.

### **Transitions**

[Transitions](#) is a social group for trans, gender nonconforming and/or non-binary, agender individuals to gather as a community and celebrate intersections of gender in each other's lives.

### **Internships for Academic Credit**

Internships at the undergraduate and graduate level are available each semester with the GSRC. Interns will work with center leadership to tailor an experience that meets their academic, learning and career goals.

### **Speakers Bureau**

This student leadership and campus education opportunity provides training to LGBTQIA+ identified students to speak about their lived experiences, while helping them learn about campus education and advocacy. Speakers will gain and further develop their leadership skills. Faculty, staff and community members may request a panel.



### **Ally Training/Trans Ally Training**

In this [series of training programs](#), students, faculty, staff and community participants will learn to be more inclusive in their sphere of influence. Upon completion of 4-6 hours of LGBTQ+ inclusion training, participants become part of a network of Allies who display their commitment to LGBTQ+ allyship at NIU and beyond.

# Asian American Resource Center

The [Asian American Resource Center](#) (AARC) is missioned to serve the Asian American student population. The AARC creates an inclusive environment to recruit, retain, and support the academic success of Asian American students at NIU. The AARC achieves its mission by providing advocacy and retention efforts, peer mentor program, cultural education, leadership development, organizational advisement, and academic support, to increase graduation rate of Asian Americans at NIU.

## Undergraduate Certificate in Asian-American Studies

The Asian American Resource Center offers an [undergraduate certificate in Asian-American Studies](#) designed to provide interested students with a strong sense of the Asian American experience and its impact on individuals, their communities and this nation.

## “OHANA!” Night

OHANA! Night is a multi-faceted weekly retention series that promotes academic success, cultural education, leadership development, and career skills for all students regardless of race, ethnicity, ability, gender, or sexual orientation.

## Peer Mentor Program

The Peer Mentor Program serves as an anchor for incoming students to provide guidance and create a sense of belonging, support, and ethnic identity for students transitioning to college life at NIU.

## INSIGHT Cultural Education Series

The AARC provides cultural programming that educates the campus about the diverse Asian American history, culture, and traditions in the U.S. through the use of presentations, film, videos, and speakers.

## Boey Honors Program

The Boey Honors Program promotes the academic success and leadership development of Asian and Asian American students on campus. The program focuses on four pillars designed to foster academic achievement, promote cultural education, improve leadership skills, and enhance community service.

## Cultural Engagement

Cultural Engagement opportunities provide students with immersion experiences through art, concerts, spoken word, photography, and cultural artifacts exhibits while promoting cultural/ indigenous traditions as an avenue for engagement.

## Student Organizations

The AARC serves as a central location to engage and support 14 Asian-interest student organizations.



## Disability Resource Center

The [Disability Resource Center](#) (DRC) offers guidance, services and resources to help you succeed at NIU. We will work with you to determine your needs and develop a plan to meet them. Come prepared to discuss issues related to accessibility that may impact your success at NIU.

The office works to provide reasonable and appropriate accommodations for students and the campus community. Exam accommodations, classroom accommodations, reformatting of course materials and adaptive technology are a few of the accommodations we offer.

Promoting self-advocacy and communication skills, we focus on helping students create collaborative relationships with faculty and staff. Faculty are integral to supporting students who are eligible for accommodations in the classroom. We work with faculty and department staff so accommodations are understood and implemented for student access and success.

**Now that you  
have seen all the  
ways that NIU  
includes you,  
take the next  
step: become a  
member of  
the Huskie  
family!**

**[www.niu.edu](http://www.niu.edu)**



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