

Expanding Access & Ensuring Diversity in Higher Education: Policy Considerations

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Higher Education Challenges in Arizona

- Population explosion: Where to put all the new students?
- Increasing diversity: How to ensure diversity in the system?
- Faculty desires: How to attract & retain top (diverse) faculty?
- Limited funds: How to do this without breaking the bank?

Arizona's Assets

- Creative, progressive leadership at the 3 large IHEs
- IHEs increasing in national stature
- State commitment to low tuition
- Board of Regents paying attention to diversity
- Strong Governor who supports equity

Major sources of data

- Literature on diversity in higher education
- Literature & experience with access/success programs
- California's Master Plan experience

3 perspectives on creating conditions for diversity

- Individual: Issues at the student level
- Contextual: Issues at the campus level
- Structural: Issues at the system level

Individual Level

- What works to get under-represented students prepared to go to college
- What attracts them to a college
- What works to retain them

What's effective at getting minorities into college?

- Access to rigorous K-12 courses (GATE, college prep)
- Access to accurate information and counseling
- Attending to home culture
- Supportive peer group
- Careful monitoring
- Financial aid

What attracts minority students (Latinos) to a college?

- Critical mass/Friends
- Familiarity
- Low cost
- Proximity
- Reputation for being minority-friendly
- Selectivity and “reputation” are NOT as important

What retains minority students in college?

- Good campus climate
- Opportunities to engage in BOTH minority & non-minority groups
- Integration into campus life
- Academic and social support systems
- Faculty who know how to teach & encourage them
- Financial support

Contextual Level

What campuses can
campuses do to attract
and retain URM
students?

Campus strategies that address attraction and retention

- Occidental College
- Mt. Holyoke
- Xavier College
- UMBC

- Theme of high achievement

Structural Level

- Hierarchical model
- Semi-hierarchical model
- Liberal arts model

Hierarchical: The Promise

- California Master Plan Model
- Open access
- Distributed costs
- Low cost institutions can be placed within easy access of most of the population
- Efficiency: Delineated functions

Hierarchical: The Reality

- Institutions will sort by income and ethnicity
- Lowest income students will be served by lowest funded colleges
- Clustering minority students leads to low transfer and completion
- Faculty opportunities differ by level (teaching doesn't attract \$)

Strategies that confront the reality

- Guaranteed admission to upper institutions
- Counseling offered by upper institutions
- Program interventions such as Puente
- Dual Admission programs
- (Added costs; limited yield)

Semi-Hierarchical: The Promise

- Wisconsin Model
- Greater perceived equality
- Greater status for faculty
- Allows differentiation by size and function
- Institutional integration (“dual admission”) allows easy student transfer
- Fewer inequalities of funding

Semi-Hierarchical: The Reality

- Students are still sorted and clustered
- Status differences among campuses make them unequally attractive both inside and outside the system
- Inequality of funding not eliminated
- Faculty opportunities continue to differ
- “Madison is Madison”

Liberal Arts Model: The Promise

- “Elite education”
- Small size--easier integration into campus
- High graduation rates
- Lower cost than research universities
- Focus on undergraduates
- Faculty rewarded for teaching

Liberal Arts Model: The Reality

- Small size costs money
- Economies of scale not as great as large campuses
- Faculty may still want research opportunities
- Absence of graduate students (graduate education)

Proposal: A hybrid model

- Liberal arts (“magnet”) colleges connected to the upper IHEs that are competitive with them
- Faculty perks --small class size, competitive students, AND access to the senior campus and research opportunities & funding
- Student access to both senior & liberal arts campuses