

WHEN DIVERSITY



DROPS

Race, Religion, and Affirmative Action in Higher Education
Julie J. Park

When Diversity Drops Race Religion And Affirmative Action In Higher Education

Julie J. Park



When Diversity Drops Race Religion And Affirmative Action In Higher Education:

When Diversity Drops Julie J. Park, 2013 Julie J. Park examines how losing racial diversity in a university affects the everyday lives of its students. She uses a student organization, the InterVarsity Christian Fellowship (IVCF) at California University, as a case study to show how reductions in racial diversity impact the ability of students to sustain multiethnic communities.

When Diversity Drops Julie J. Park, 2013-07-16 Julie J. Park examines how losing racial diversity in a university affects the everyday lives of its students. She uses a student organization, the InterVarsity Christian Fellowship (IVCF) at California University, as a case study to show how reductions in racial diversity impact the ability of students to sustain multiethnic communities. The story documents IVCF's evolution from a predominantly white group that rarely addressed race to the most racially diverse campus fellowship at the university. However, its ability to maintain its multiethnic membership was severely hampered by the drop in black enrollment at California University following the passage of Proposition 209, a statewide affirmative action ban. Park demonstrates how the friendships that students have or do not have across racial lines are not just a matter of personal preference or choice; they take place in the contexts that are inevitably shaped by the demographic conditions of the university. She contends that a strong organizational commitment to diversity while essential cannot sustain racially diverse student subcultures. Her work makes a critical contribution to our understanding of race and inequality in collegiate life and is a valuable resource for educators and researchers interested in the influence of racial politics on students' lives.

Multiculturalism on Campus Michael J. Cuyjet, Diane L. Cooper, Mary F. Howard-Hamilton, 2023-07-03 The first edition of this book constituted a comprehensive resource for students of higher education, faculty, higher education administrators, and student affairs leaders engaging with multiculturalism and diverse populations on college campuses. It was one of the first texts to gather in a single volume the related theories, assessment methods, and environmental and application issues pertinent to the study and practice of multiculturalism while also offering approaches to enhancing multicultural programming and culturally diverse campus environments. This second edition retains the structure and vision of the first, introducing readers to the key theories and models for understanding the complexity of the students they serve and for reflecting on their own values and motivations. It provides an array of case studies, discussion questions, examples of best practice, and recommendations about resources for use in the classroom. This edition includes a new chapter on intersectionality, updates several chapters, presents a number of new cultural frameworks, and updated best practices for creating an inclusive environment for marginalized groups and expands the third section of the book on cultural competent practice.

The Oxford Handbook of Religion and American Education Michael D. Waggoner, Nathan C. Walker, 2018-08-01 From the founding of Harvard College in 1636 as a mission for training young clergy to the landmark 1968 Supreme Court decision in *Epperson v. Arkansas*, which struck down the state's ban on teaching evolution in schools, religion and education in the United States have been inextricably linked. Still today, new fights emerge over the rights and

limitations of religion in the classroom The Oxford Handbook of Religion and American Education brings together preeminent scholars from the fields of religion education law and political science to craft a comprehensive survey and assessment of the study of religion and education in the United States The essays in the first part develop six distinct conceptual lenses through which to view American education including Privatism Secularism Pluralism Religious Literacy Religious Liberty and Democracy The following four parts expand on these concepts in a diverse range of educational frames public schools faith based K 12 education higher education and lifespan faith development Designed for a diverse and interdisciplinary audience this addition to the Oxford Handbook series sets for itself a broad goal of understanding the place of religion and education in a modern democracy

[Race on Campus](#) Julie J. Park, 2020-08-05 2020 Critics Choice Book Award American Educational Studies Association AESA In *Race on Campus* Julie J Park argues that there are surprisingly pervasive and stubborn myths about diversity on college and university campuses and that these myths obscure the notable significance and admirable effects that diversity has had on campus life Based on her analysis of extensive research and data about contemporary students and campuses Park counters these myths and explores their problematic origins Among the major myths that she addresses are charges of pervasive self segregation arguments that affirmative action in college admissions has run its course and become counterproductive related arguments that Asian Americans are poorly served by affirmative action policies and suggestions that programs and policies meant to promote diversity have failed to address class based disadvantages In the course of responding to these myths Park presents a far more positive and nuanced portrait of diversity and its place on American college campuses At a time when diversity has become a central theme and goal of colleges and universities throughout the United States *Race on Campus* offers a contemporary research based exploration of racial dynamics on today's college campuses

Student Development in College Lori D. Patton, Kristen A. Renn, Florence M. Guido, Stephen John Quaye, 2016-02-09 THE ESSENTIAL STUDENT DEVELOPMENT REFERENCE UPDATED WITH CUTTING EDGE THEORY AND PRACTICE *Student Development in College* is the go to resource for student affairs and is considered a key reference for those most committed to conscious and intentional student affairs practice This third edition includes new chapters on social class disability and emerging identity theories with expanded coverage of faith and gender identity A new framework provides guidance for facilitating dialogues about theory teaching theory and the importance of educators as consumers of theory Discussion questions conclude each chapter and vignettes are woven throughout to provide practical context for theory Learning activities in the appendix promote comprehension and application of theory Get updated on the latest in student development theory and application Consider both the psychosocial and cognitive aspects of identity Learn strategies for difficult dialogues and the importance of reflection Adopt an integrated holistic approach to complex student development issues *Student Development in College* is the ideal resource for today's multifaceted student affairs role With five new or expanded chapters and critical updates throughout the text this third edition expertly presents

the complex multifaceted and continually evolving nature of the theories that inform scholars and professionals in their research and practice with college students These authors consummately aware of the needs of emerging and continuing student affairs professionals have crafted a text that will be both eminently practical and intellectually engaging for graduate students professionals and faculty alike Dafina Lazarus Stewart associate professor higher education and student affairs Bowling Green State University This third edition of Student Development in College beautifully presents the theoretical terrain of student development by honoring the foundational theories upon which the field was developed and foregrounding newer theories with brand new content and fresh perspectives The result is a text that is comprehensive sophisticated and accessible and one that is attuned to the contemporary realities of the complexities of student development Susan R Jones professor higher education and student affairs The Ohio State University **The Limits of Diversity** Esther

Chan,2025-12-16 Shows that universities diversity efforts may inadvertently reproduce inequality Across universities and colleges diversity is a purported value often accompanied with commitments to equity and inclusion But how do universities approaches to diversity affect their efforts to make equitable and inclusive environments The Limits of Diversity compares perspectives of diversity and inclusion among diversity student leaders Asian Americans and LGBTQ students at two college campuses one secular and one evangelical It argues that secular and religious universities reproduce inequality along multiple lines of social difference through the language and practices of diversity Though their promotion of diversity may be well intentioned in practice their approaches reproduce social inequality The volume offers empirical research on key flash points around diversity to illuminate how our current understandings of diversity are failing and how we can improve and help universities to embrace more equitable approaches In a post affirmative action world scholars and activists are beset with the difficult task of re imagining diversity and creating alternatives to diversity that can lead to social equity in college settings Chan shows that approaches to diversity that do not center equity fall short The student narratives presented in The Limits of Diversity challenge us to think about what diverse equitable and inclusive universities can look like Rethinking

College Admissions OiYan A. Poon,Michael N. Bastedo,2022-08-16 Rethinking College Admissions probes the many facets of higher education admissions and translates research backed insights into actionable strategies for innovative equitable admissions practices Edited by scholars OiYan A Poon and Michael N Bastedo this collection gives readers an evidence based understanding of postsecondary admissions practices and structures exploring many factors that affect college access and educational equity in the United States These collected essays from leading experts present boundary pushing applied research on admissions with implications for policy practice and leadership The volume considers admissions issues from three angles In the opening essays contributors offer critical analyses of current admissions approaches in higher education delineating the delicate balance of equity building efforts and legal pressures The contributors offer reflections on whether and how admissions systems further inclusion or inequality They examine topics such as race conscious admissions holistic

review without standardized test scores and student test preparation The volume's next part discusses the many different ways in which admissions work can be done outlines ethical hazards and considers potential areas for organizational change The final essays provide inroads and examples for developing reciprocal relationships in research and practice for the future They discuss promising approaches for advancing campus diversity such as admissions lotteries direct enrollment and institutional promise programs for high achieving students from low income communities A must read for practitioners policy makers and anyone interested in gaining a better understanding of postsecondary admissions structures including K 12 educators and counselors advocacy groups and students this work supports data informed approaches to higher education admissions

The Department Chair as Transformative Diversity Leader Edna Chun, Alvin Evans, 2023-07-03 With the imminent demographic shifts in our society and the need to prepare students for citizenship in a global knowledge based society the role of the academic department chair in creating diverse and inclusive learning environments is arguably the most pivotal position in higher education today In the United States increasing minority student enrollment coupled with the emergence of a minority majority American nation by 2042 demands that academic institutions be responsive to these changing demographics The isolation of the ivory tower is no longer an option This is the first book to address the role of the department chair in diversity and addresses an unmet need by providing a research based systematic approach to diversity leadership in the academic department based upon survey findings and in person interviews The department chair represents the nexus between the faculty and the administration and is positioned uniquely to impact diversity progress Research indicates that more than 80 percent of academic decisions regarding appointment curriculum tenure and promotion classroom pedagogy and student outcomes are made by the department chair in consultation with the faculty This book examines the multidimensional contributions that chairs make in advancing diversity within their departments and institutions in the representation of diverse faculty and staff in tenure and promotion curricular change student learning outcomes and departmental climate The scope and content of the book is not limited to institutions in the United States but is applicable to academic institutions globally in their efforts to address the access and success of increasingly diverse student populations It addresses institutional power structures and the role of the dean in relation to the appointment of chairs and their impact on the success of chairs from non dominant groups including female minority and lesbian gay transgendered individuals who serve in predominantly white male departments Using qualitative and quantitative research methods the book analyzes predominant structural and behavioral barriers that can impede diversity progress within the academic department It then focuses upon the opportunities and challenges chairs face in their collaborative journey with faculty and administration toward inclusive departmental and institutional practices Each chapter provides concrete strategies that chairs can use to strengthen diversity in the academic department Addressed to department chairs deans faculty and administrative leaders in higher education in all Western societies facing demographic change and global challenges this

book offers a critical road map to creating the successful academic institutions that will meet the needs of our changing populations

Bridging Research and Practice to Support Asian American Students Dina C. Maramba, Corinne Maekawa Kodama, 2018-02-02 An accessible yet comprehensive guide to understanding and working with Asian American college students a diverse but often misunderstood population on college campuses Linking theory and research with practice this volume covers a range of topics that influence Asian American college student experiences including student and identity development psychological health religion and spirituality academic and career issues engagement and activism The volume ends with an extensive list of resources and critical questions for readers to reflect on themselves their departments and their institutions to help better understand and appropriately serve Asian American students This is the 160th volume of this Jossey Bass higher education quarterly series An indispensable resource for vice presidents of student affairs deans of students student counselors and other student services professionals

New Directions for Student Services offers guidelines and programs for aiding students in their total development emotional social physical and intellectual

The Challenge of Independent Colleges Christopher C. Morphew, John M. Braxton, 2017-12 Weerts Cynthia A Wells Letha Zook William T Luckey President Lindsey Wilson College

Affirmative Action Susan Meyer, 2017-12-15 Affirmative action includes policies and laws meant to give equal footing to minorities after historic discrimination and oppression Learn about the history of affirmative action from just after the Civil War through important milestones of the civil rights movement and on to today Enhanced with accessible text and historical photographs this guide explains affirmative action through its background key players and Supreme Court decisions The debate about affirmative action is covered in a thoughtful well rounded and timely manner since it remains a controversial issue

Poison in the Ivy W. Carson Byrd, 2017-11-24 The world of elite campuses is one of rarified social circles as well as prestigious educational opportunities W Carson Byrd studied twenty eight of the most selective colleges and universities in the United States to see whether elite students social interactions with each other might influence their racial beliefs in a positive way since many of these graduates will eventually hold leadership positions in society He found that students at these universities believed in the success of the best and the brightest leading them to situate differences in race and status around issues of merit and individual effort Poison in the Ivy challenges popular beliefs about the importance of cross racial interactions as an antidote to racism in the increasingly diverse United States He shows that it is the context and framing of such interactions on college campuses that plays an important role in shaping students beliefs about race and inequality in everyday life for the future political and professional leaders of the nation Poison in the Ivy is an eye opening look at race on elite college campuses and offers lessons for anyone involved in modern American higher education

Diversity Matters Karen A. Longman, 2017-08-08 Today no institution can ignore the need for deep conversations about race and ethnicity But colleges and universities face a unique set of challenges as they explore these topics Diversity Matters offers leaders a roadmap as they think through how their campuses can serve all students well

Five Key Sections Campus Case Studies Transforming Institutions with a Commitment to Diversity Why We Stayed Lessons in Resiliency and Leadership from Long Term CCCU Diversity Professionals Voices of Our Friends Speaking for Themselves Curricular Cocurricular Initiatives to Enhance Diversity Awareness and Action Autoethnographies Emerging Leaders and Career Stages Each chapter in Diversity Matters includes important discussion questions for administration faculty and staff

Black Space Sherry L. Deckman, 2022-01-14 Protests against racial injustice and anti Blackness have swept across elite colleges and universities in recent years exposing systemic racism and raising questions about what it means for Black students to belong at these institutions In Black Space Sherry L Deckman takes us into the lives of the members of the Kuumba Singers a Black student organization at Harvard with racially diverse members and a self proclaimed safe space for anyone but particularly Black students Uniquely focusing on Black students in an elite space where they are the majority Deckman provides a case study in how colleges and universities might reimagine safe spaces Through rich description and sharing moments in students everyday lives Deckman demonstrates the possibilities and challenges Black students face as they navigate campus culture and the refuge they find in this organization This work illuminates ways administrators faculty student affairs staff and indeed students themselves might productively address issues of difference and anti Blackness for the purpose of fostering critically inclusive campus environments Racial Battle Fatigue in Faculty Nicholas D.

Hartlep, Daisy Ball, 2019-12-06 Racial Battle Fatigue in Faculty examines the challenges faced by diverse faculty members in colleges and universities Highlighting the experiences of faculty of color including African American Asian American Hispanic American and Indigenous populations in higher education across a range of institutional types chapter authors employ an autoethnographic approach to the telling of their stories Chapters illustrate on the ground experiences elucidating the struggles and triumphs of faculty of color as they navigate the historically White setting of higher education and provide actionable strategies to help faculty and administrators combat these issues This book gives voice to faculty struggles and arms graduate students faculty and administrators committed to diversity in higher education with the specific tools needed to reduce Racial Battle Fatigue RBF and make lasting and impactful change **Place-Based Community Engagement in**

Higher Education Erica K. Yamamura, Kent Koth, 2023-07-03 While an increasing number of universities have or are committed to engaging their campuses in their surrounding communities many recognize they lack the strategic focus and resources to maximize and sustain their impact on those communities Place based community engagement provides a powerful way to creatively connect campus and community to foster positive social transformation In developing community engagement strategies most universities and community organizations face significant challenges in deciding who to partner with and why Frequently this leads universities and community organizations to say yes to too many opportunities which significantly limit their ability to pursue long term impact Focusing on an established geographic area can make it much easier to decide where to deploy resources and which partnerships to prioritize and thus increase their ability to form strong

and sustainable partnerships that are of greater value to all stakeholders This book presents the emerging model of place based community engagement as a powerful process for attaining more positive and enduring results in their local communities as well as stimulating wider engagement by campus constituencies Drawing upon the concept of collective impact and using data driven decision making place based initiatives build long term partnerships based upon a shared vision Done thoughtfully these place based initiatives have attained impressive results Drawing upon the case studies of five institutions that have implemented place based community engagement initiatives the authors provide guidance on the opportunities challenges and considerations involved in putting a place based approach into effect By sharing the experiences of these five institutions they describe in detail the routes each took to turn their place based initiatives from concept to reality and the results they achieved

Race on Campus Julie J. Park, 2018 Race on Campus argues that there are pervasive and stubborn myths about diversity on college and university campuses and that these myths obscure the notable significance and effects that diversity has already had on campus life Provided by publisher

Understanding and Addressing Commuter Student Needs J. Patrick Biddix, 2015-06-17 Despite representing a majority of the college student population a surprising lack of research has focused on the unique issues and needs of commuter students This volume reviews the contemporary research and thinking about commuters Topics include theoretical perspectives and discussions of foremost topics and issues specific examples for applying contemporary research with students of color students with disabilities and online students perspectives for immediate work and strategic planning and practical applications recommendations and suggestions for supporting commuter students The volume has four major sections theory profiles and issues support and services and general applications This is the 150th volume of this Jossey Bass higher education quarterly series An indispensable resource for vice presidents of student affairs deans of students student counselors and other student services professionals New Directions for Student Services offers guidelines and programs for aiding students in their total development emotional social physical and intellectual

The Diversity Bargain Natasha Warikoo, 2019-02-22 We've heard plenty from politicians and experts on affirmative action and higher education about how universities should intervene if at all to ensure a diverse but deserving student population But what about those for whom these issues matter the most In this book Natasha K Warikoo deeply explores how students themselves think about merit and race at a uniquely pivotal moment after they have just won the most competitive game of their lives and gained admittance to one of the world's top universities What Warikoo uncovers talking with both white students and students of color at Harvard Brown and Oxford is absolutely illuminating and some of it is positively shocking As she shows many elite white students understand the value of diversity abstractly but they ignore the real problems that racial inequality causes and that diversity programs are meant to solve They stand in fear of being labeled a racist but they are quick to call foul should a diversity program appear at all to hamper their own chances for advancement The most troubling result of this ambivalence is what she calls the diversity

bargain in which white students reluctantly agree with affirmative action as long as it benefits them by providing a diverse learning environment racial diversity in this way is a commodity a selling point on a brochure And as Warikoo shows universities play a big part in creating these situations The way they talk about race on campus and the kinds of diversity programs they offer have a huge impact on student attitudes shaping them either toward ambivalence or in better cases toward more productive and considerate understandings of racial difference Ultimately this book demonstrates just how slippery the notions of race merit and privilege can be In doing so it asks important questions not just about college admissions but what the elite students who have succeeded at it who will be the world's future leaders will do with the social inequalities of the wider world

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