What are the implication of merit in a Post-107 Environment? Why does diversity matter in our role as educators?

- What is merit?
- Standardized Tests?
- What are the benefits of diversity?

Associate Dean for Academic Affairs
Professor of Higher Education
Ernest W. McFarland Distinguished Professor in Leadership for Education Policy and Reform
Types of Diversity

• **Compositional Diversity**
  – the numerical and proportional representation of students from different racial/ethnic groups in the student body (Hurtado, Milem, Clayton-Pedersen, & Allen, 1998, 1999)

• **Diversity of Interactions**
  – Interactions with diverse information and ideas and interactions with diverse people

• **Institutional Diversity-Related Initiatives**
  – i.e., core diversity requirements, ethnic studies courses/programs, women’s studies courses/programs, structured dialogue programs, LGBT studies courses/programs, cultural awareness workshops, etc. that occur on college and university campuses
Theory Linking Diversity and Learning

- Encountering the new and unfamiliar causes us to abandon routines and actively think
- Disequilibrium occurs when one encounters perspectives that depart from one’s own embedded worldview and past experiences
- Learning and social development occur when interacting with others who hold different perspectives
- Campus diversity creates conditions—unfamiliarity, disequilibrium, differing perspectives, and contradictory expectations—that promote learning and deeper complex thinking
Types of Individual Outcomes

- Gurin (1999) identified two major types of individual outcomes
  - Learning outcomes
  - Democracy outcomes
    - citizenship engagement
    - racial/cultural engagement
    - compatibility of differences
- Synthesis of research (Milem & Hakuta, 2000; Milem, 2003) suggests that there are also two other types of outcomes
  - Process outcomes
  - Material outcomes
What supports exist at the University of Arizona for low income students and for students of color?

- Arizona Assurance
- Access and Inclusion
- New Start
- Project SOAR

Associate Professor, Center for the Study of Higher Education
Educational Policy Studies & Practice
State of the University Address 2010-2011

• “Nothing is going to deter us from our commitment to honor diversity within the University of Arizona. We will vigorously work to ensure that those whose voices are too often ignored or who have been historically underserved by our state will be welcomed at the U of A.”

- Robert Shelton, University of Arizona President
Opportunities for Lower Income Students and Underrepresented Students of Color

- Arizona Assurance  
  - [http://assurance.arizona.edu/requirements](http://assurance.arizona.edu/requirements)

- Access and Inclusion  
  - [http://mass.arizona.edu/](http://mass.arizona.edu/)

- New Start Summer Bridge Program  
  - [http://newstart.arizona.edu/](http://newstart.arizona.edu/)

- Project SOAR  
  - [http://soar.web.arizona.edu/site/](http://soar.web.arizona.edu/site/)
For questions

- Regina Deil-Amen at reginad1@email.arizona.edu
- Jeff Milem at jmilem@email.arizona.edu
- Raji Rhys at rhys@email.arizona.edu