

Diversity in Higher Education Administration: The Need for Student Perspectives

INTRODUCTION

- Recently students from Black, Hispanic, and Asian backgrounds have seen significantly higher increases in degrees awarded compared to their white counterparts (NCES, 2019a).
- Conversely, faculty identifying as Black have only increased one percent from 2002-2015 (Hutchins-Newman, 2019).
- In the mid-1980's over 91% of college presidents were white (American Council on Education, 2017).
- Thirty years later, during a strong push for diversity, that number has only dropped to 83% (American Council on Education, 2017).
- In 2016, seventy percent of college presidents were male (American Council on Education [ACE], 2017).

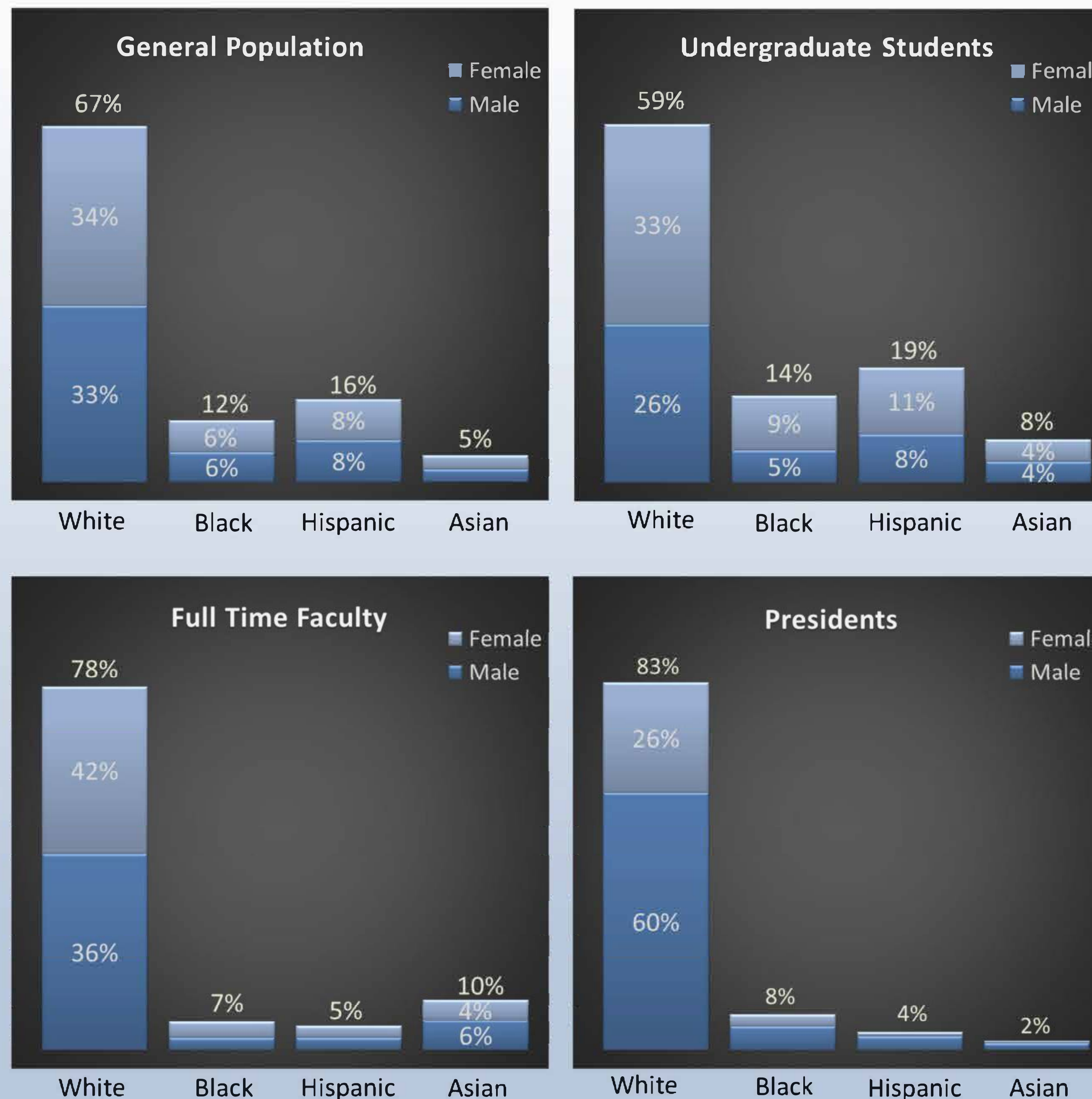
IMPLICATIONS

- Non-white students are especially susceptible to the stressors of a university setting as this is often the first time in a predominantly white environment (Pittman, 2012).
- There is an increased strain on faculty of color due to higher student to faculty ratio (Hutchins-Newman, 2019).
- Focus and priorities of white male presidents may not align with those of students and faculty from diverse backgrounds.

RESEARCH SHOWS

- All diverse populations benefit from the presence of faculty and mentors from similar backgrounds (Jackson & Phelps, 2004).
- Diverse students benefit from increased graduation rates when a university is more diverse (Stout, Archie, Cross, & Carman, 2018).
- Diverse universities provide a broader range of opportunities and services for its students (Chang, 1999; Gurin, Dey, Hurtado, & Gurin, 2002).

2016: A SNAPSHOT OF AMERICAN HIGHER EDUCATION DIVERSITY



RESEARCH CONTINUED

- A more diverse student body benefits all students through increased exposure to diversity (Rizvi et al., 2016).
- Awareness to these biases and intentional efforts can help to overcome their impact (Beattie & Johnson, 2012).

NECESSARY RESEARCH

- Little research has been conducted on student perceptions of diversity amongst their provosts, vice presidents, and presidents.
- These perceptions are especially important from students from diverse backgrounds.
- Vital topics include:
 - Held beliefs on administrator bias
 - Implicit and Explicit
 - Perceived benefits of increased diversity
 - Administrator diversity and the perception of the institution

BENEFITS

- Identifying beliefs about lack of diversity can help us understand how a white male majority in leadership limits institutional growth.
- Universities whose presidents are intentional in their implementation of diversity initiatives make for more progress towards inclusion.
- Greater diversity will provide a more relatable experience for students as well as a more beneficial work environment for faculty.

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