

# Reaching Out to Promote Campus Diversity in the 21<sup>st</sup> Century

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# Background: America's College Attainment Challenge

- College Board, Natl. Conference of State Legislators, President Obama, Lumina Foundation's "Big Goal for 2025"\*

- Increase the number of Americans with high-quality college degrees from the current 39% to 60%.

- To accomplish this goal we must dramatically increase college degree attainment among first-generation, low-income, and students of color whose degree attainment rates are significantly lower than the national average and for whom the attainment gap has been widening.

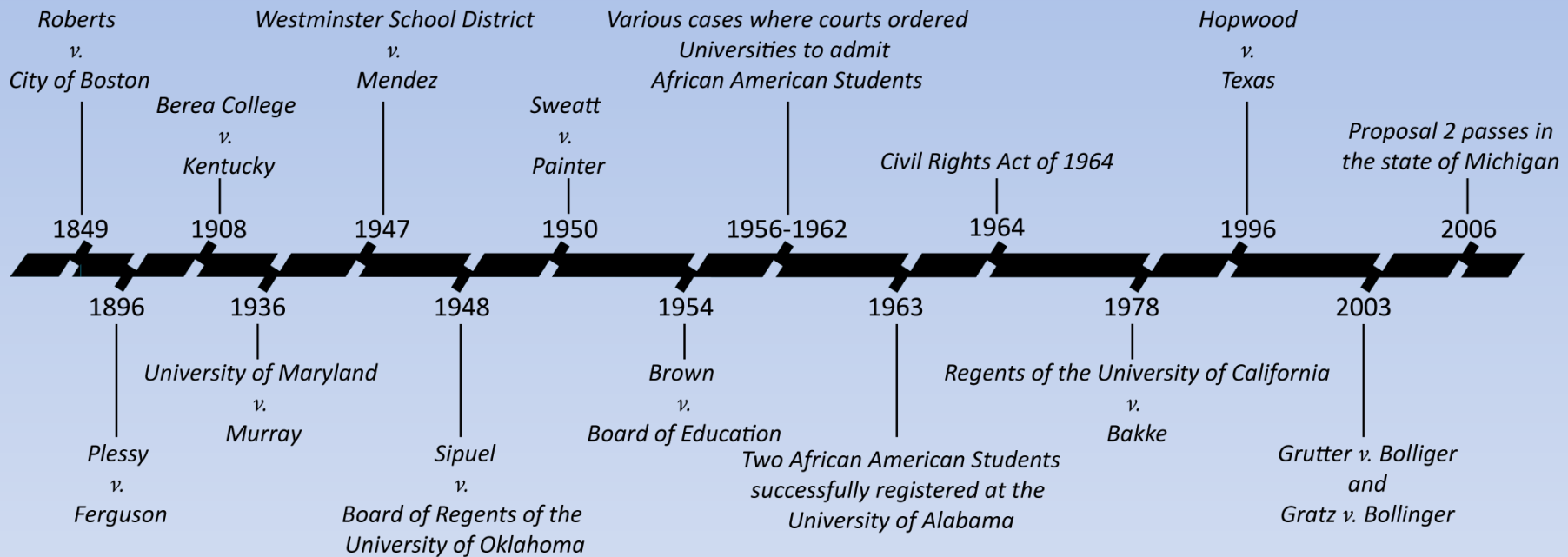
- A diverse student body on American college campuses is a desirable goal for a wide variety of reasons: educational, social justice, and economic with respect to development of the future labor force

- Achieving that goal is a challenge with a long history.

\*Source: Lumina Foundation's Strategic Plan - Goal 2025



# Key Milestones for Diversity in Higher Education



# College Student Enrollment 1976 – 2008 by Race

	1976	2008
Black	943,000 (54% Female)	2,269,000 (64% Female)
Hispanic	343,000 (46% Female)	2,103,000 (54% Female)
Asian	169,000 (48% Female)	1,118,000 (54% Female)
American Indian	70,000 (50% Female)	176,000 (60% Female)
White	7,740,000 (48% Female)	10,339,000 (56% Female)

NB:

- In 2007, approximately 11% of Black college students were enrolled in HCBUs (~250,000)
- In 2007, approximately 50% of Hispanics were enrolled in Hispanic Serving Institutions defined as at least 25% Hispanic (~ 1,000,000)

## U-M Enrollments for URM Since Passage of Proposal 2

Year	2005	2006	2007	2008	2009
%	13.3%	12.2%	10.9%	10.4%	8.8%
N	812	656	651	604	535

Source: Undergraduate Admissions Office

# Who Will Fill Michigan's Labor Force Needs?

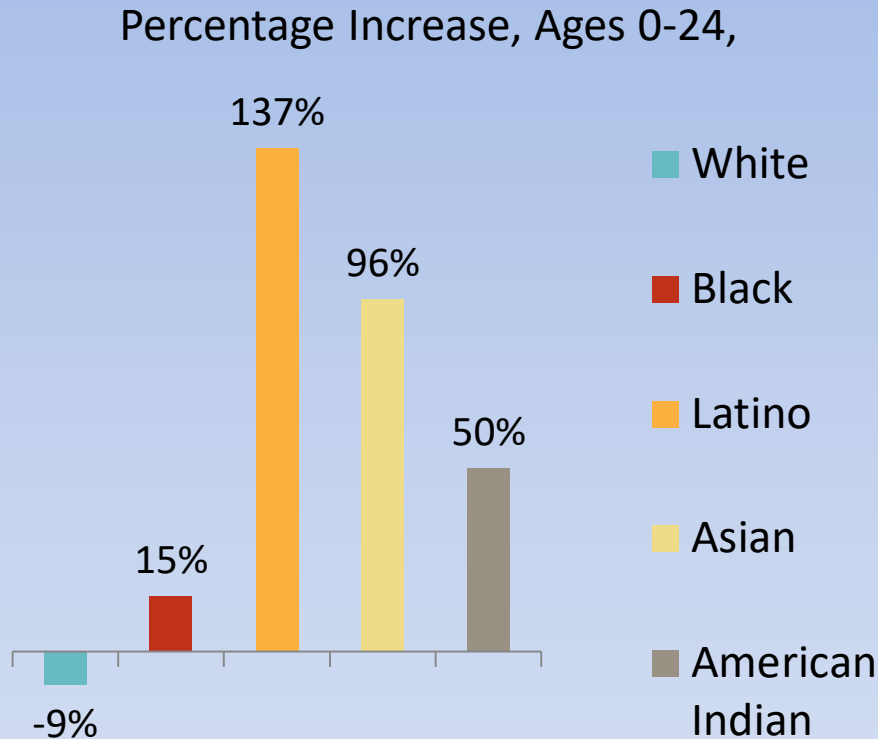
- Who will work in our factories?
- Who will create and manage our businesses?
- Who will serve as our professionals: lawyers, dentists, accountants, doctors, engineers?
- Who will teach in our schools?
- Who will attend college?

# High Schools Graduates in the State of Michigan Projected for 2007-2021 with Proportion URM

Year	Number of Graduates	%URM
2007	109,929	22.3%
2008	107,607	22.5%
2009	104,776	23.2%
2010	102,777	23.6%
2011	100,009	23.9%
2012	98,768	23.5%
2013	96,222	23.6%
2014	95,841	24.0%
2015	96,011	24.7%
2016	95,512	25.0%
2017	98,765	26.0%
2018	96,883	26.5%
2019	94,482	26.7%
2020	95,515	27.3%
2021	91,972	28.2%

Source: WICHE, 2008

# Changing Demographics Demand Greater Focus on Underrepresented Populations



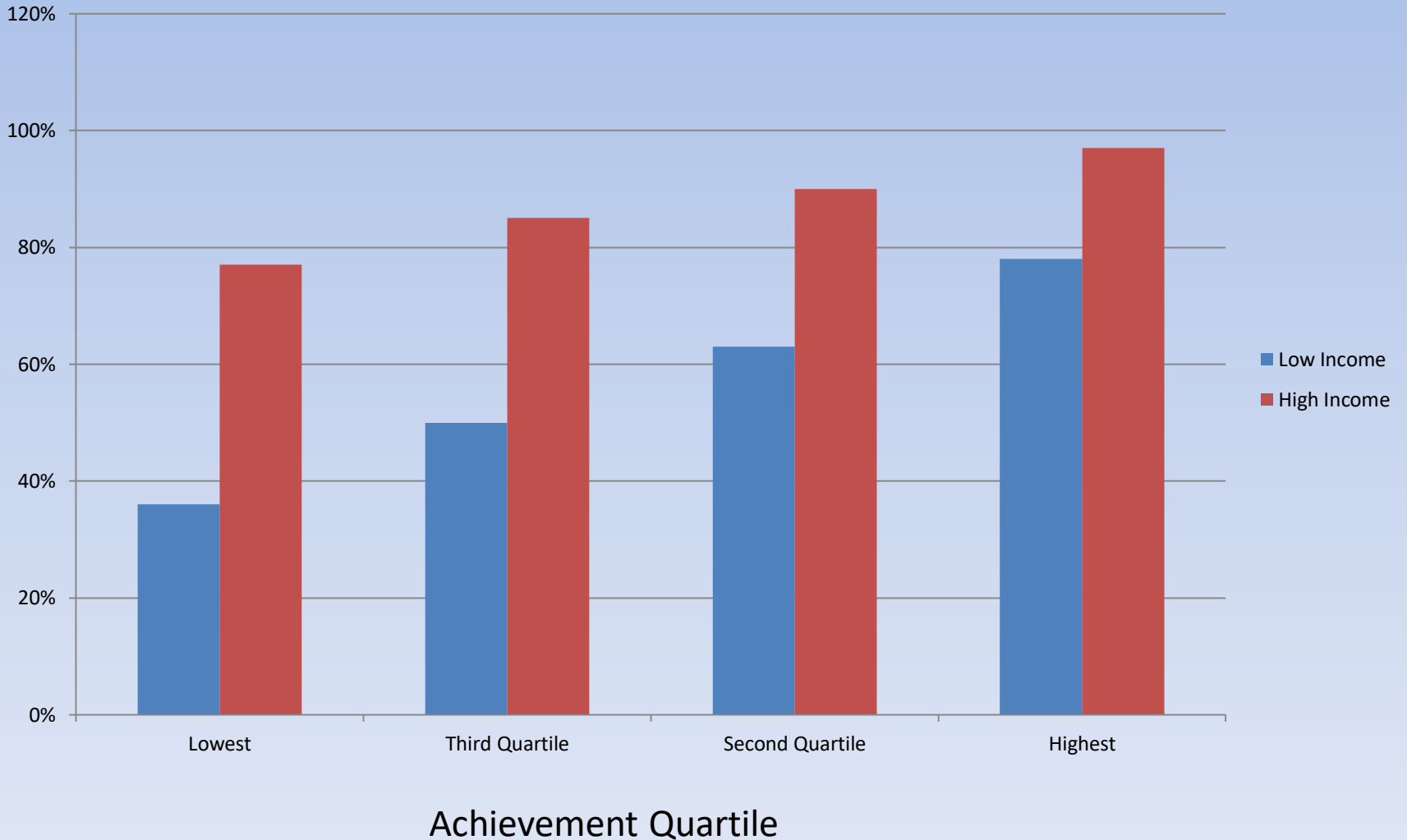
**Closing racial gaps in degree attainment will create more than half of the degrees necessary to raise America to first in the world in degree attainment.**

Note: Projected Population Growth, Ages 0-24, 2010-2050

Source: National Population Projections, U.S. Census Bureau. Released 2008; NCHEMS, Adding It Up, 2007; Education Trust, 2011



# Family Income, Achievement Level, and College Attendance



# Growing Demographic Imperative

- Thus, despite passage of Proposal 2, there remains a growing demographic imperative to enroll a diverse student body if we are to have a productive labor force in the future, one that spurs innovation, job creation, pays taxes (including Social Security), and contributes as productive citizens.

# Benefits of a Diverse Student Body

- Creates best educational environment
  - Students: work confidence, intellectual challenge, relating to others
  - Faculty: stimulates critical thinking, increasing self-awareness, advances cognitive & personal development
  - Society: more civic engagement after college, more likely to live in integrated community, higher incomes & employment

Source: Gurin, et al, 2004

- To address future labor force needs and to create the kind of educational experience that prepares students for living in a pluralistic society we absolutely must do something to generate interest in communities with no legacy of going to college and we must cultivate academic achievement and preparation for college.
- The programs we describe today do just that and represent only a fraction more than 300 programs that reach out to communities all over the state.



## Signature Programs

Project Inspire

Camp Kinomaage

Michigan College Advising Corps

Professional Development Programs

College 101

Future U

College Corps

Wolverine Express

The Real on College (ROC) Theatre  
Troupe

Pillars: Engaging Families in Support of  
Higher Education

# The School of Education

# Problem: Mathematics Achievement

- Local, state, national problem, identified and described with data
- U-M School of Education and U-M Campus strengths and partnerships: Bass and Ball research group, Ypsilanti Public Schools partnership, mathematics expertise in LSA and COE
- Laboratory example pioneered by SOE dean, initially at Park City Mathematics Institute, sponsored by the Institute for Advanced Study
- Research + Engagement+ Teacher Education

# Elementary Math Laboratory

- Math taught by Dean Deborah Loewenberg Ball
- Two-week summer program, rising 5<sup>th</sup> graders, struggling in math
- Ypsilanti Public Schools partnership



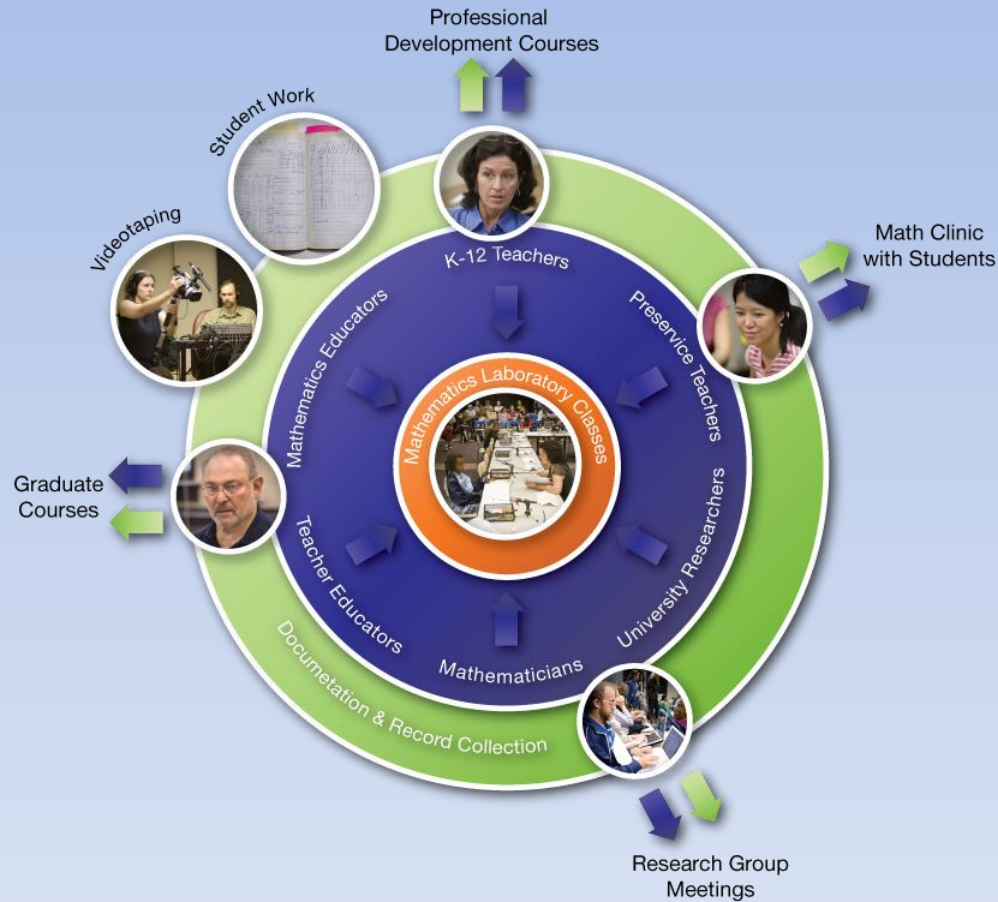


# Secondary Math Laboratory

- Math taught by Bob Moses, civil rights organizer, Algebra Project founder
- Two-week summer program, rising 9<sup>th</sup> graders, struggling in math
- Ypsilanti Public Schools partnership



# Design of Laboratories



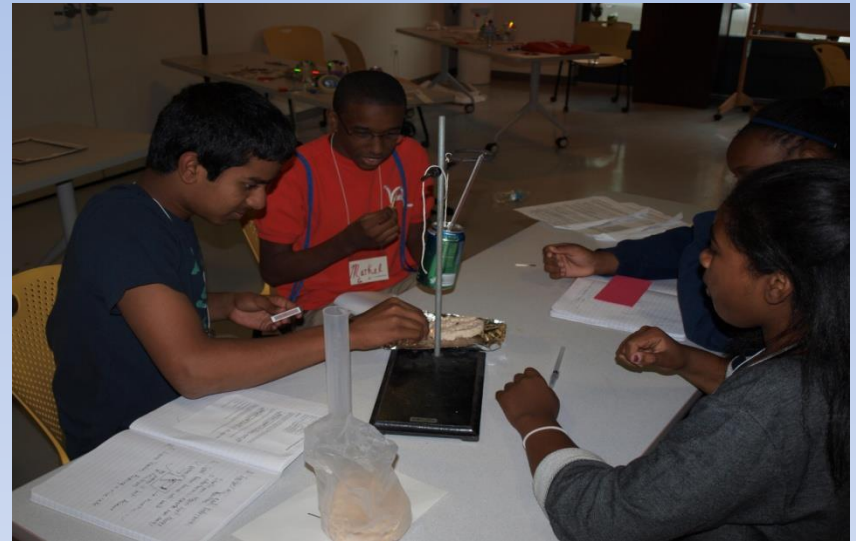
# Newly Established Programs that Utilize the Laboratories

- W.K. Kellogg—Woodrow Wilson Teaching Fellows: preparing excellent mathematics and science teachers for high-need schools
- Teach for America in Detroit: supporting almost 200 interns and offering new MA program in Urban Education

# College of Engineering

# Prop 2 & Preparing Students for Engineering

- A look at the numbers- not enough engineers being produced
- On the ground in Michigan K-12.
- How our work changed after the passage of Prop 2.
- URM's/females/underresourced districts/ who is getting access?



# Looking Back over K-12

- K-12 Engineering Standards

- Why so important

- Tying exposure to state standards/ introducing new learning outcomes/ emphasizing the kind of learning needed in the workplace

- Advocacy from different sectors



- Teacher Professional Development is the Key

- Student Choices/Class choices.

# New Ways of Reaching Out

- Teachers, Teachers, Teachers!
- Live Webinars for Parents
  - Parental understanding of engineering/career choices/pay
- Linking student interest with web resources
- Linking student aptitude with web resources
- Increasing awareness of out of school programming.
- Student exposure when it counts/class choices.
- Parent's role in choosing engineering

# How do We Know What Works

- Length of exposure– Where do we put our resources?
- Advocating for adequate preparation in K-12
- Why standardized test scores matter after Prop 2





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