Course Syllabus

Race, Ethnicity, and Gender in Higher Education

FALL TERM 2022: Course#: EDUC 873-001
Time: Wednesday 1:00-4:00 pm
Location: 2340 SEB

Professor: Phillip J. Bowman, Professor, Ph.D.
Center for the Study of Higher & Postsecondary Education
Diversity Research and Policy Program
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Office Hours: By Appointment

COURSE OVERVIEW

This graduate seminar focuses on major issues affecting African Americans, Asian Americans, Latinx (Hispanics), and women in higher education. Scholarly literatures from higher education, sociology, psychology, and other relevant social sciences are critically reviewed to address multi-level theoretical, methodological, policy, and practical issues. Guided by a comprehensive strengths-based perspective, students will critically evaluate literature to better understand:

1. racial/ethnic and gender stratification of the higher education system;
2. institutional/organizational and social psychological barriers that systematically impede student access and success; and
3. strengths-based strategies to promote success despite racial, ethnic and gender barriers at multiple levels – policy, organizational and individual.

Students will also examine three critical race-related “controversies” facing higher education in the 21st century: (a) affirmative action vs. decolonization debates; (b) diversity, merit and higher education debates; and (c) STEM interventions and declining cross-national competitiveness. Going beyond weekly seminar readings, students will select one race, ethnicity, and gender topic of particular interest for a more intensive group-based assignment. Building on a reciprocal translation agenda, students will have the opportunity to bridge insights from scholarly literature – with more practical insights from a UM diversity expert for a deeper understanding of their selected personal interest topic. Such translation helps students to better bridge theory-driven scholarship with preparation for future leadership roles (e.g., in research, policy, organizational, or student development, etc.) to promote diversity in higher education.

In addition to higher education, this seminar is also relevant to graduate students in psychology, sociology, other social sciences and interdisciplinary fields interested in diversity, equity and inclusion in diversifying nations.
COURSE REQUIREMENTS & BASIS FOR EVALUATION

1. Weekly Seminar Participation/Weekly Review Assignments & Discussion
2. Selected UM Diversity Era - Online Search Highlights + Related Discussion
3. Personal Interest Topic - Online Data-based Literature Review
4. Expert Interview Protocol
5. Expert Interview + Report
6. Expert Interview - Panel Presentation & Discussion

SOURCES

Required* Sources and Related Texts:

*Class Canvas site and in Class Hand-outs.


Major Related Texts:


**Other Related Texts:**


**Other Relevant Texts:**


COURSE OUTLINE & WEEKLY READINGS:

Week 1-W – AUG 31: Introduction and Course Overview

- Introductions/Overview of Syllabus/Course Requirements & Basis for Evaluation
- Seminar Format & Logistics – Weekly Reading Review Assignments & Guidelines
- Other Logistics, Guidelines, Hand-outs, & Discussion
- Seminar Philosophy, Civility and Respect for Diverse Viewpoints
- Identify & Discuss - Personal Interest Topics & Possible Campus Experts

Educ 873 REGHE - Week 1 handouts
Download Educ 873 REGHE - Week 1 handouts

Week 2-W – SEPT 7: Historical Context of Racial/Ethnic & Gender Diversity in Higher Education: A University of Michigan Case Study

Required Core Reading:


- Hatcher (1951-67): Aguirre, Douglas, Holland
- Fleming (1968-79): Kelly, Li, Lim
- Duderstadt (1988-96): McCann, Nguyen, Nwabueze
- Bollinger (1996-2001): Pandey, Powell, Qi
- Coleman (2002-14): Schmiederling, Taylor, Thomas
- Ono (2022-Present): Worthem, Zhang

I. MULTI-LEVEL RACIAL/ETHNIC & GENDER BARRIERS IN HIGHER EDUCATION: Macro, Meso & Micro Level Challenges

A. SOCIAL STRATIFICATION SYSTEMS: Macro-Societal Barriers to Equal Higher Education Opportunities in the USA, South Africa & Beyond

Week 3-W - SEPT 14: Required Core Readings


3-1a: Aguirre, Douglas, Holland, Kelly

3-1b: Li, Lim, Lopez-Mauer, Ly

3-2a: Mason, McCann, Nguyen, Nwabueze

3-2b: Pandey, Powell, Qi, Schmetterling


3-3a: Taylor, Thomas, Valerie, Waldron

3-3b: Wang, Worthem, Zhang

Related readings


Educ 873 REGHE - Week 2 handouts

4-2a: Lopez-Mauer, Ly, Mason

4-2b: McCann, Nguyen, Nwabueze,


4-3a: Pandey, Powell, Qi,

4-3b: Schmetterling, Taylor, Thomas


4-4a: Valerie, Waldron, Wang

4-4b: Worthem, Zhang

Related readings


C. MICRO-LEVEL SOCIAL PSYCHOLOGICAL BARRIERS IN PWIs: Institutional Climate, Ideology & Discrimination

Educ 873 REGHE - Week 4 handouts Download Educ 873 REGHE - Week 4 handouts

Week 5-W SEPT 28: Required Core Readings


5-1a: Aguirre, Douglas, Holland, Kelly

5-1b: Li, Lim, Lopez-Mauer, Ly


5-2a: Mason, McCann, Nguyen, Nwabueze

5-2b: Pandey, Powell, Qi, Schmetterling,


5-3a: Taylor, Thomas, Valerie, Waldron

5-3b: Wang, Worthem, Zhang

Related readings


Educ 873 - REGHE - Week 5 handouts Download Educ 873 - REGHE - Week 5 handouts
D. RACE/ETHNIC & GENDER BARRIERS TO MENTAL HEALTH: Growing Challenges for Higher Education

Week 6-W OCT 5: Required Core Readings


6-1a: Aguirre, Douglas, Holland, Kelly
6-1b: Li, Lim, Lopez-Mauer, Ly


6-2a: Mason, McCann, Nguyen, Nwabueze
6-2b: Pandey, Powell, Qi, Schmetterling


6-3a: Taylor, Thomas, Valerie, Waldron
6-3b: Wang, Worthem, Zhang

Related readings

Race/Gender Mental Health Barriers, Stress, & Wellness Issues in HE:


Relationship of Second-Year College Student Wellness Behaviors to Academic Achievement by Gender, Race/Ethnicity, and Socioeconomic Status, Howell, S, (2010). Unpublished Dissertation,

Psychosocial Status-Barriers to HE Access, Pipeline & Resource Utilization:


Educ 873 - REGHE - Week 6 handouts Download Educ 873 - REGHE - Week 6 handouts

II. OVERCOMING RACIAL/ETHNIC & GENDER BARRIERS IN HIGHER EDUCATION

Toward a Comprehensive Strengths-Based Agenda at Multiple Levels

A. "STRONG" INSTITUTIONAL COMMITMENT & TRANSFORMATION: Macro-Diversity Policy in Higher Education

Week 7-W OCT 12: Required Core Readings


7-1a: Aguirre, Douglas, Holland

7-1b: Kelly, Li, Lim,


7-2a: Lopez-Mauer, Ly, Mason

7-2b: McCann, Nguyen, Nwabueze,


7-3a: Pandey, Powell, Qi,
7-3b: Schmetterling, Taylor, Thomas


7-4a: Valerie, Waldron, Wang

7-4b: Worthem, Zhang

Related readings


FALL STUDY BREAK - OCTOBER 17-18

B. STRONG ORGANIZATIONAL & PROGRAM SUPPORT SYSTEMS: Meso-Organizational Behavior and Management

Week 8-W OCT 19: Required Core Readings


8-1a: Aguirre, Douglas, Holland, Kelly

8-1b: Li, Lim, Lopez-Mauer, Ly

8-2a: Mason, McCann, Nguyen, Nwabueze
8-2b: Pandey, Powell, Qi, Schmetterling,


8-3a: Taylor, Thomas, Valerie, Waldron
8-3b: Wang, Worthem, Zhang

Related readings


C. PROMOTING STUDENT’S STRENGTHS AS RESILIENCY MECHANISMS: Support, Strengths & College Success Despite Barriers

Week 9-W OCT 26: Required Core Readings


9-1a: Aguirre, Douglas, Holland, Kelly
9-1b: *Li, Lim, Lopez-Mauer, Ly*


9-2a: *Mason, McCann, Nguyen, Nwabueze*

9-2b: *Pandey, Powell, Qi, Schmetterling,*


9-3a: *Taylor, Thomas, Valerie, Waldron*

9-3b: *Wang, Worthem, Zhang*

**Related readings**


Educ 873 REGHE - Week 9 readings - unit 2 Download Educ 873 REGHE - Week 9 readings - unit 2
D. PROMOTING IDENTITY DEVELOPMENT & DIVERSITY EFFICACY: Support, Identity & Achievement in Diversifying Contexts

Week 10-W NOV 2: Required Core Readings


10-1a: Aguirre, Douglas, Holland

10-1b: Kelly, Li, Lim,


10-2a: Lopez-Mauer, Ly, Mason

10-2b: McCann, Nguyen, Nwabueze,


10-3a: Pandey, Powell, Qi,

10-3b: Schmetterling, Taylor, Thomas


10-4a: Valerie, Waldron, Wang

10-4b: Worthem, Zhang

Related readings


Educ 873 REGHE - Week 10 handouts Download Educ 873 REGHE - Week 10 handouts

III. CRITICAL ISSUES IN RACE, ETHNICITY & GENDER IN HIGHER EDUCATION: Major Controversies, Debates and Challenges for the 21st Century

A. GLOBAL RACIAL-ETHNIC ISSUES IN HE: Affirmative Action to Immigration & Decolonization

Week 11-W Nov 9: Required Core Readings


11-1a: Aguirre, Douglas, Holland, Kelly

11-1b: Li, Lim, Lopez-Mauer, Ly


11-2a: Mason, McCann, Nguyen, Nwabueze

11-2b: Pandey, Powell, Qi, Schmetterling,


11-3a: Taylor, Thomas, Valerie, Waldron

11-3b: Wang, Worthem, Zhang

Related readings


B. DIVERSITY, MERIT & HIGHER EDUCATION DEBATE: Toward A Comprehensive Agenda for the 21st Century

Week 12-W NOV 16: Required Core Readings


12-1a: Aguirre, Douglas, Holland, Kelly

12-1b: Li, Lim, Lopez-Mauer, Ly


12-2a: Mason, McCann, Nguyen, Nwabueze

12-2b: Pandey, Powell, Qi, Schmetterling,


12-3a: Taylor, Thomas, Valerie, Waldron

12-3b: Wang, Worthem, Zhang

Related readings

The Big Test...and an Alternative Approach/Conclusions and Recommendations (Chap. 1/Download 1/9/Download 9, pp. 1-12/141-154). In


THANKSGIVING RECESS - NOV 23-25 (Wed-Fri)

C. STEM & CROSS-NATIONAL COMPETITIVENES IN THE 21st CENTURY:
Rethinking STEM Interventions – A Strengths-Based Agenda

Week 13-W NOV 30: Required Core Readings


13-2a: Mason, McCann, Nguyen, Nwabueze

13-2b: Pandey, Powell, Qi, Schmetterling,


Related readings


III. EXPERT INTERVIEWS - PERSONAL INTEREST TOPICS IN RACE, ETHNICITY & GENDER IN HIGHER EDUCATION

Week 14- W Dec 7: Readings TBA –Expert Interviews - Panel Presentations

Handouts

b. unit 3a handouts Download b. unit 3a handouts
c. unit 3b handouts Download c. unit 3b handouts
d. unit 3c handouts Download d. unit 3c handouts

CLASSES END – DEC 9 / FINAL EXAMS - DEC 12-16/22