

New Directions for
International Research



Minority Retention: What Works?

Gerald H. Gaither
Editor

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Minority Retention New Directions For Institutional Research

Daryl G. Smith



Minority Retention New Directions For Institutional Research:

Minority Retention: What Works? Gerald H. Gaither, 2005-04-15 Retention and graduation have become major issues for the academy as higher education finds itself under increasing scrutiny from governments the media consumers and the courts All are concerned with achieving greater diversity and access while controlling costs but not sacrificing quality a seeming impossibility This volume presents some of the best policies practices and procedures found in proven programs to achieve such goals from both a national and a case study perspective These chapters examine the topics from the perspective of majority serving institutions MSIs tribal colleges and universities TCUs Hispanic serving institutions HSIs and historically black colleges and universities HBCUs The focus is on a practical proven set of ideas and practices to assist practitioners in all types of institutions to achieve the goals of their own insitutional and retention frameworks The contributors emphasize that the key to successful retention and graduation lies in the professional commitment of the faculty and staff to these student centered efforts and they show how this can be accomplished through the programs under review The volume also offers a practical set of resources including Web sites and other electronic and print resources to help practitioners learn about and adopt better practices This is the 125th issue of the Jossey Bass quarterly higher education report series New Directions for Institutional Research **New Directions for Institutional Research** ,2000 *Minority Student Retention* Alan Seidman, 2019-05-23 Student retention continues to be a vexing problem for all colleges and universities In spite of the money spent on creating programs and services to help retain students until they achieve their academic and personal goals and graduate the figures have not improved over time This is particularly true for minority students who have a greater attrition rate than majority students Demographic information shows that the minority population in the United States is growing at a faster rate than the majority It is imperative that educational institutions find ways to help improve retention rates for all students but particularly minority students Retention rates should not differ appreciably among different racial ethnic groups The Journal of College Student Retention Research Theory and Practice is the only scholarly peer reviewed journal devoted solely to college student retention It has published many articles on minority student retention and this topic continues to garner much attention This book is a compilation of the very best of these articles selected on the basis of reviews by a cadre of experts in the education field The articles discuss African American Latino Latina Asian and Asian Pacific Native American and biracial students and institutional commitments to retaining a diverse student population For those interested in this vital area the collection will teach and inspire them to achieve greater heights and pay additional attention to retaining minority students in our colleges and universities **Hispanic-Serving Institutions** Anne-Marie Nunez, Sylvia Hurtado, Emily Calderón Galdeano, 2015-02-11 Despite the increasing numbers of Hispanic Serving Institutions HSIs and their importance in serving students who have historically been underserved in higher education limited research has addressed the meaning of the growth of these institutions and its implications for higher education Hispanic Serving

Institutions fills a critical gap in understanding the organizational behavior of institutions that serve large numbers of low income first generation and Latina o students Leading scholars on HSIs contribute chapters to this volume exploring a wide array of topics data sources conceptual frameworks and methodologies to examine HSIs institutional environments and organizational behavior This cutting edge volume explores how institutions can better serve their students and illustrates HSIs changing organizational dynamics potentials and contributions to American higher education

Higher Education: Handbook of Theory and Research Michael B. Paulsen, 2013-02-12 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on a comprehensive set of central areas of study in higher education that encompasses the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community Each annual volume contains chapters on such diverse topics as research on college students and faculty organization and administration curriculum and instruction policy diversity issues economics and finance history and philosophy community colleges advances in research methodology and more The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world

Routledge Handbook of the Sociology of Higher Education James E. Côté, 2016-06-03 This is the first handbook to cover the sociological approaches to higher education It is timely because of global expansions of mass higher educational systems especially as these systems come under scrutiny by a variety of stakeholders Questions are being raised about the value of traditional pedagogies along with calls for efficiency accountability and cost reduction but above all job training Within this neoliberal context each chapter examines different sociological aspects of and debates about educational institutions as status conferring organizations with myriad positional characteristics experiences and outcomes Many current debates concern the legitimacy of the statuses conferred including the continuing debate regarding the role of universities in legitimating social class reproduction as well as more recent concerns about standards in mass systems This handbook puts these issues and debates in focus in ways that will be of interest to a variety of stakeholders within academia as well as in policy circles

People of Color in the United States Kofi Lomotey, Pamela Braboy Jackson, Muna Adem, Paulina X. Ruf, Valire Carr Copeland, Alvaro Huerta, Norma Iglesias-Prieto, Donathan L. Brown, 2016-10-17 This expansive four volume ready reference work offers critical coverage of contemporary issues that impact people of color in the United States ranging from education and employment to health and wellness and immigration People of Color in the United States Contemporary Issues in Education Work Communities Health and Immigration examines a wide range of issues that affect people of color in America today covering education employment health and immigration Edited by experts in the field this set supplies current information that meets

a variety of course standards in four volumes Volume 1 covers education grades K 12 and higher education volume 2 addresses employment housing family and community volume 3 examines health and wellness and volume 4 covers immigration The content will enable students to better understand the experiences of racial and ethnic minorities as well as current social issues and policy The content is written to be accessible to a wide range of readers and to provide ready reference content for courses in history sociology psychology geography and economics as well as curricula that address immigration urbanization and industrialization and contemporary American society

Becoming Socialized in Student Affairs Administration Ashley Tull,Joan B. Hirt,Sue Saunders,2023-07-03 Effective socialization of new student affairs professionals is essential both for the individual success of these practitioners and for the work of a college or university that promotes student learning It enables new professionals to manage the important personal and professional transitions they experience throughout their careers engage in continuous professional development and achieve high levels of productivity It also counteracts the high attrition rate among new hires with all the attendant costs to the institution in terms of resources spent on recruiting hiring training supervising and developing staff talent The socialization process for new professionals includes formal and informal elements that influence both success and quality of work life This process is far more complex than a single orientation program organized by a unit or division Rather it is a comprehensive process where both the new professional and organization learn about and from each other in ways that influence working relationships and individual and organizational outcomes Part I of this book defines the concept explains its value and offers a model of socialization Part II examines the institutional context in which the socialization of new professionals occurs and describes how different institutional types influence the socialization process It considers the changing characteristics of college students and how these impact the work of student affairs In addressing the extra institutional and professional contexts Part III considers the role that graduate education plays in preparing new professionals for work in student affairs and offers guidance to faculty and practitioners involved in graduate education about what they can do to introduce graduate students to professional life It addresses the importance of professional orientation activities the roles of supervision and mentorship as well as the impact of peers and institutions on the socialization process It concludes with a discussion of the role and importance of professional associations This book is intended for graduate program faculty for senior student affairs officers concerned about developing and retaining the new staff and for administrators and leaders in student affairs shaping the future of the profession For new professionals themselves it offers insights on the path to professionalization

Diversity's Promise for Higher Education Daryl G. Smith,2024-08-06 Building sustainable diversity in higher education isn't just the right thing to do it is an imperative for institutional excellence and for a pluralistic society that works In Diversity's Promise for Higher Education author Daryl G Smith proposes clear and realistic practices to help institutions identify diversity as a strategic imperative for excellence and pursue diversity efforts that are inclusive of the varied issues on campuses without losing focus

on the critical unfinished business of the past To become more relevant while remaining true to their core missions colleges and universities must continue to frame diversity as central to institutional excellence Smith suggests that seeing diversity as an imperative for an institution's mission and not just as a value is the necessary lever for real institutional change Furthermore achieving excellence in a diverse society requires increasing institutional capacity for diversity working to understand how diversity is tied to better leadership positive change research in virtually every field student success accountability and more equitable hiring practices In this edition Smith emphasizes a transdisciplinary approach to the topic of diversity Drawing on fifty years of diversity studies this fourth edition engages with how the environment has transformed for diversity work since the third edition appeared in 2020 It addresses the changed landscape in which DEI work has been politicized both on and off campus provides examples and language to suggest ways to articulate the centrality of diversity to mission and excellence emphasizes the link between healthy democracies and higher education's mission in light of the current global and domestic challenges to democracy highlights the need to focus on the conditions for developing healthy communities where dialogue difference and learning can take place examines the current climate of campus protests and the implications for free speech and academic freedom and reemphasizes the complexity of identity and explains how to attend to the growing kinds of identities relevant to diversity equity and inclusion while not overshadowing the unfinished business of race class and gender

Student Engagement in Higher Education Stephen John Quaye, Shaun R. Harper, 2014-08-15 Student Engagement in Higher Education fills a longstanding void in the higher education and student affairs literature In the fully revised and updated edition of this important volume the editors and chapter contributors explore how diverse populations of students experience college differently and encounter group specific barriers to success Informed by relevant theories each chapter focuses on engaging a different student population including low income students students of color international students students with disabilities LGBT students religious minority students student athletes homeless students transfer students commuter and part time students adult learners student veterans and graduate students The forward thinking practical strategies offered throughout the book are based on research and the collected professional wisdom of experienced educators and scholars at two year and four year institutions of higher education Current and future faculty administrators and student affairs staff will undoubtedly find this book complete with fresh ideas to reverse troubling engagement trends among various college student populations

Managing Diversity T. Elon Dancy, 2010 This book brings together scholars who explore the evolving meanings of diversity and how these meanings present new challenges and considerations for collegiate leadership management and practice The book offers empirical scholarly and personal space to interrogate the seemingly elusive but compelling challenges postsecondary institutions face in managing diversity Book chapters are offered in a variety of voices some detailing theoretical conceptual sociohistorical and globalized meanings of diversity some highlighting college personnel narratives around social justice and equity and some illustrating identity

politics and provocative topics among students faculty and staff that continue to present formidable challenges to collegiate equity agendas The intent is to both question existing efforts to diversify and make inclusive collegiate contexts to present new frameworks of thinking about diversity equity and inclusion and to identify and detail policy and practice implications

Advancing Equity and Diversity in Student Affairs Jerlando F. L. Jackson,LaVar J. Charleston,Cornelius Gilbert,2017-03-01 This Festschrift has a dual purpose a highlight how student affairs has grown as a field of practice in response to the growth of student diversity on college campuses and b honor the remarkable career of Melvin C Terrell As one of the unique contributions to higher education attributed to the United States the practice of student affairs has played a significant role in supporting students as access to college has broadened In turn key principles of practice had to evolve to appropriately take into consideration diverse student development theory and needs The span of Melvin C Terrell s legendary accomplishments neatly aligned with the professional evolution of student affairs Each of the chapters in this Festschrift artfully straddle the dual purpose of this volume Researchers practitioners and key decision makers will equally be empowered to employ the lessons and approaches informed by the evolution of student affairs over the past 30 years Presents cutting edge and thought provoking chapters on the evolution of student affairs practice shaped by the diversification of the student body and practitioners Contributions from some of the best minds and practitioners in the field Includes curated chapters that capture advancements in student affairs practice informed by equity and diversity while honoring the unique contribution of Melvin C Terrell to the field Academic and Student Affairs in Collaboration Mitchell A. Levy,Bernard A. Polnariiev,2016-06-10 Academic and Student Affairs in Collaboration provides a comprehensive and evidenced based understanding of the partnerships necessary to achieve an institutional culture devoted to student success Chapter authors explore how to design implement and assess collaborative efforts between student and academic affairs in support of increased student success This book provides best practices for fostering and enhancing campus dialogue career development pathways academic support services and other important initiatives to increase retention and learning outcomes improve motivation and goal attainment and enhance institutional accountability This book is a must read for scholars faculty leaders and practitioners in Student Affairs and Higher Education interested in achieving student success at their universities and colleges **Research Studies in Higher Education** Terence Hicks,Abul Pitre,2012-05-04 This groundbreaking book edited by Terence Hicks a quantitative research professor and Abul Pitre a qualitative research professor builds upon the usefulness of each research method and integrates them by providing valuable findings on a diverse group of college students This book provides the reader with a mixture of quantitative and qualitative research studies surrounding nine chapters on African American first generation undecided and non traditional college students Drawing from major quantitative and qualitative theoretical research frameworks found in multicultural education Research Studies in Higher Education is a must read The chapter authors provide important recommendations for university

administrators faculty and staff in supporting the academic personal and social adjustment of college life for African American first generation undecided and non traditional college students The book contributes greatly to the research literature regarding the role that educational leaders have in educating multicultural college students

LatinX Students in Higher Education Nichole Margarita Garcia, 2025-04-11 The most recent addition to the Key Issues on Diverse College Students series this important volume bridges theory to practice in order to help higher education professionals support LatinX students in colleges and universities LatinX Students in Higher Education challenges the traditional metrics of student success in higher education for LatinX students offering a revised definition of student success to re envision the skills and abilities that these students bring from their communities into institutions of higher education and community based settings Garcia s powerful counter story narratives shed light on the urgent need for systemic reform and ultimately this book challenges institutions to adopt more inclusive and anti racist practices that honor cultural identity community and resilience This is a must read for researchers educators student affairs professionals students and policymakers committed to creating an equitable higher education system and promoting the success of LatinX populations in higher education

A Long Way to Go Darrell Cleveland, 2004 A Long Way to Go Conversations about Race by African American Faculty and Graduate Students highlights the experiences and coping strategies of faculty members and graduate students pursuing Ph D s who have successfully navigated the academy despite hostile environments and hurdles that cause many to avoid or leave the academy African American students and faculty often face problems such as isolation within a white environment the misinterpretation of confidence as aggressiveness and the need to work twice as hard as white peers in order to be taken seriously in their chosen careers This book will assist both doctoral students and junior faculty in successfully completing the graduate school experience and transitioning into tenure track positions and will be of great interest to all higher education faculty and administrators who must address the complex issues of diversity in recruiting and retaining graduate students and faculty

Encyclopedia of Diversity in Education James A. Banks, 2012-05-17 The diversity education literature both nationally and internationally is broad and diffuse Consequently there needs to be a systematic and logical way to organize and present the state of research for students and professionals American citizens need to understand the dynamics of their increasingly diverse communities and institutions and the global world in which we live work and lead With continually evolving information on diversity policies practices and programs it is important to have one place where students scholars teachers and policymakers can examine and explore research policy and practice issues and find answers to important questions about how diversity in U S education enriched with theories research and practices in other nations are explained and communicated and how they affect institutional change at both the K 12 and postsecondary levels With about 700 signed entries with cross references and recommended readings the Encyclopedia of Diversity in Education 4 volumes in both print and electronic formats will present research and statistics case studies and best practices policies and programs at pre and

postsecondary levels Diversity is a worldwide phenomenon and while most of the entries in the Encyclopedia will focus on the United States diversity issues and developments in nations around the world including the United States are intricately connected Consequently to illuminate the many aspects of diversity this volume will contain entries from different nations in the world in order to illuminate the myriad aspects of diversity From A to Z this Encyclopedia will cover the full spectrum of diversity issues including race class gender religion language exceptionality and the global dimensions of diversity as they relate to education This four volume reference work will be the definitive reference for diversity issues in education in the United States and the world **First-Generation Faculty of Color** Tracy Lachica Buenavista,Dimpal Jain,María C.

Ledesma,2022-10-14 First Generation Faculty of Color Reflections on Research Teaching and Service is the first book to examine the experiences of racially minoritized faculty who were also the first in their families to graduate college in the United States From contingent to tenured faculty who teach at community colleges comprehensive and research institutions the book is a collection of critical narratives that collectively show the diversity of faculty of color attentive to and beyond race The book is organized into three major parts comprised of chapters in which faculty of color depict how first generation college student identities continue to inform how minoritized people navigate academe well into their professional careers and encourage them to reconceptualize research teaching and service responsibilities to better consider the families and communities that shaped their lives well before college **Masculinity and Student Success in Higher Education**

Jonathan M. Bowman,D. Craig Filar,2017-12-15 This practical resource identifies complex issues associated with masculinity in higher education providing administrators and faculty with research based strategies for supporting the success of this student group Grounded in interdisciplinary social science theories and representative case studies this book unpacks the experience of college men while simultaneously addressing the various identities they embrace or are assigned Masculinity and Student Success in Higher Education shares strategies on increasing enrollment engagement and persistence of men in higher education across racial ethnic and socioeconomic distinctions By successfully interrogating their own campus practices readers can better address issues of diversity while also supporting and engaging the social and academic factors that contribute to student success **Black Faculty in the Academy** Fred A. Bonner II,aretha faye marbley,Frank

Tuitt,Petra A. Robinson,Rosa M. Banda,Robin L. Hughes,2014-12-05 Through candid discussions and personal counter narrative stories Black Faculty in the Academy explores the experiences and challenges faced by faculty of color in academe Black faculty in predominantly White college and university settings must negotiate multiple and competing identities while struggling with issues of marginality otherness and invisible barriers This important book illuminates how faculty can develop a professional identity that leads to success in academe while at the same time remaining true to cultural and personal identities Through rich narratives chapter authors situate race related encounters at the center of their experience in an effort to deconstruct and challenge commonly held assumptions about life in academe They also provide key

recommendations and strategies to help faculty of color ensure their continued professional success Framed by critical race theory these stories show how faculty can successfully maneuver through all stages of a career in academe including tenure and promotion publication mentoring networking teaching and dealing with institutional climate issues This valuable book is for faculty and administrators seeking to create an environment that nurtures professional growth and fosters success among Black faculty

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