



JAMES MADISON UNIVERSITY.

Can We Make Our Campuses Both Inclusive and Diverse?

Jonathan Alger

President, James Madison University
(USA)

Diversity Arguments/Messages: Why it Matters

- Educational Mission
- Moral/Social Justice
- Legal

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Other Societal Arguments

- Economic
- Microcosm of Society/Civic Health
- Leadership Development
- National Security

Building Pathways of Access and Opportunity

- Higher education and P-12 education systems must work together to ensure access and opportunity
- Students get “tracked” early (e.g., college v. vocational) – we need to intervene early (e.g., Valley Scholars, Professors in Residence, summer camps on campus)
- Continually evaluate criteria used to define “merit” in admissions – especially those that might have a disparate impact on particular groups (e.g., standardized test scores)

Inclusive Campus Climates: Leadership and Policies

- Articulate access, inclusion and diversity in mission, vision, strategic plan (JMU: core quality)
- Leaders must regularly talk about how diversity supports the educational mission (including celebrations, recognitions, etc.)
- “Interrupt the usual” in admissions, hiring, tenure and promotion policies to examine criteria and processes used
- Assessment and Accountability: Hold institution and leaders accountable for efforts (not quotas)

Inclusive Campus Climates: Teaching

- Incorporate issues of diversity and inclusion across the curriculum and within courses, not just as a separate topic
- Provide training and support for professors to work with more diverse classrooms and to promote active learning, including teamwork (e.g., Center for Faculty Innovation)

Inclusive Campus Climates: Role of Students

- Empower students and student organizations to play leadership roles in facilitating dialogue across differences (e.g., DEEP Impact, religious organizations working together)
- Support organizations where professors, staff, and students can celebrate and share their identities (e.g., Madison Hispanic Caucus)
- Provide support for first-generation college students (e.g., Centennial Scholars – mentoring, tutoring, etc.)