Week 1.

Mapping the Problem of Underparticipation:
The Dynamics of Inclusion and Exclusion in Higher Education

The readings are intended to put on the table a sampling of the dilemmas and challenges facing an effort to make universities inclusive institutions for faculty, students, and the broader community.


Week 2.

Legal Frameworks for Addressing Inequality:
Navigating the Space between Grutter and Gratz


*Grutter v. Bollinger*

*Gratz v. Bollinger*

Week 3.

New Frameworks for Addressing Structural Inequality


- Focus particularly on section III B, with pages 323-324 ("The 'Constitution' of Legality" and "Institutional Citizenship"), and
Week 4:

**Micro-level Dynamics of Inclusion and Exclusion and their Remediation:**
*Cumulative disadvantage, stereotype threat, rejection sensitivity and disengagement, interactive biases, and interventions that address these dynamics*


Week 5.

**Institutional and Cultural Dynamics and their Remediation:**
Cultural bias, networks and relationships, institutional arrangements and governance structures that affect structural under-participation and innovative strategies of remediation


Annual Report, Vice Provost for Diversity, Columbia University.

**Week 6.**

**Heterarchy, Opportunity and New Organizational Networks**


Governing by Networks


**Week 7.**

**Macro-level Dynamics and Their Remediation:**

*Communities of practice, networks, opportunity and social capital networks and new forms of public intervention*


Week 8.

Linking Diversity and Innovation:
Spotting and mapping innovation; diversity's relationship to innovation; innovation as a tool for diversity and change


Londa Schiebinger, “Getting more Women into Science: Knowledge Issues.”

Oncale v. Sundowner

Week 9.

The Dynamics of Institutional and Cultural Change:
Exploring Innovative Roles, Strategies, and Institutions for Promoting Innovation and Inclusion in Higher Education

Introducing the players and their communities of practice and exploring new kinds of relationship between advocates, organizations, and the state

A. Mobilization and advocacy groups -- Community, professor, student, alumni activism -- advocacy/stakeholder/civic organization groups – mobilization, social movements etc.; new coalitions

B. Institutional Intermediaries – Foundations and Other Third Space Institutions

C. General Counsel

D. Knowledge Intermediaries – experts and their communities/think tanks/universities

E. Internal change agents—Leadership toward inclusion: Diversity provosts, affirmative action and admissions officers

F. Public agencies – rethinking regulation
G. Pool development – exploring strategies for sustaining effective transitions into higher education, particularly the role of networking

Week 10 – Methodologies of Interviewing

Conrad Johnson and Mary Zulack, Introduction to Interviewing

Robert Weiss, Learning from Strangers, Chapters 3 (to be added) and 4

Lofland and Lofland, Analyzing Social Settings

McKay, Davis and Fanning, Messages: The Communication Process