



# A Closer Look at Diversity

## Undergraduate elementary programs that are selective and diverse

Having a great teacher is essential. However, more research has discovered that students of color benefit not only from having a strong teacher, but also from having a teacher who shares the student's race or ethnicity.<sup>1</sup>

Some teacher prep programs and others have argued that setting high standards for admission into teacher prep will diminish the diversity of their programs and reduce the number of people of color who become teachers.<sup>2</sup>

Contrary to these assertions, a sizeable number of prep programs are, in fact, both selective in requiring candidates to show evidence of academic achievement before admissions to their programs and racially and ethnically diverse. In 2016, a full 113 undergraduate elementary teacher prep programs (out of 880) maintained both a requirement to draw their candidates from the top half of the college-going population and a higher proportion of people of color in their incoming teacher candidate cohort compared with either their institution as a whole or with the state's teacher workforce.

These programs are:

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| AK ▶ University of Alaska Fairbanks            | FL ▶ University of South Florida                |
| AR ▶ John Brown University                     | GA ▶ Georgia College and State University       |
| AZ ▶ Arizona State University                  | GA ▶ Mercer University                          |
| AZ ▶ University of Arizona                     | ID ▶ Northwest Nazarene University              |
| CA ▶ Loyola Marymount University               | IL ▶ DePaul University                          |
| CA ▶ University of Redlands                    | IL ▶ Illinois Wesleyan University               |
| CA ▶ University of the Pacific                 | IL ▶ Knox College                               |
| CO ▶ University of Colorado Boulder            | IL ▶ University of Illinois at Urbana-Champaign |
| CO ▶ University of Colorado – Colorado Springs | IN ▶ Goshen College                             |
| FL ▶ Florida International University          | IN ▶ Indiana University – Bloomington           |
| FL ▶ University of Miami                       | IN ▶ Purdue University                          |

- 1 For example, studies have found that students' math and reading achievement improves when taught by a same-race teacher. Egalite, A., Kisida, B., & Winters, M. (2015). Representation in the classroom: The effect of own-race teachers on student achievement. *Economics on Education Review*, 45, 44-52; Goldhaber, D., & Hansen, M. (2010). Race, gender and teacher testing: How informative a tool is teacher licensure testing and how does it impact student achievement? *American Educational Research Journal*, 47(1), 218-51; Dee, T.S. (2004). Teachers, race, and student achievement in a randomized experiment. *The Review of Economics and Statistics*, 86(1), 195-210. Research also shows that teachers have a more positive perspective of students' behaviors and academic potential when they share the same race. Fox, L. (2016). Seeing potential: The effects of student-teacher demographic congruence on teacher expectations and recommendations. *AERA Open*, 2(1), 1-17; Gershenson, S., Holt, S., & Papageorge, N. (2016). Who believes in me? The effect of student-teacher demographic match on teacher expectations. *Economics of Education Review*, 52, 209-224; Dee, T.S. (2005). A teacher like me: Does race, ethnicity, or gender matter? *American Economic Review*, 95(2), 158-65; McGrady, P.B., & Reynolds, J.R. (2012). Racial mismatch in the classroom: Beyond black-white differences. *Sociology of Education*, 86(1), 3-17. However, the academic benefits of having an effective teacher outweigh the academic benefits of having a same-race teacher, suggesting that the quality of teachers should always be of paramount importance. Goldhaber, D., Theobald, R., & Tien, C. (2015). The theoretical and empirical arguments for diversifying the teacher workforce: A review of evidence. *Center for Education Data & Research. Policy Brief WP # 2015-9*. Retrieved from <http://m.cedr.us/papers/working/CEDR%20WP%202015-9.pdf>
- 2 For example, comments in response to the draft federal regulations for teacher prep programs asserted that "using rigorous entry requirements to assess teacher preparation program performance could compromise the mission of minority-serving institutions, which often welcome disadvantaged students and develop them into profession-ready teachers" p. 80, Notice of Final Rulemaking (NFR) for the Teacher Preparation Regulations. 34 CFR Parts 612 and 686. (2016). Retrieved from <http://www2.ed.gov/documents/teaching/teacher-prep-final-regs.pdf>. The anticipated need to balance diversity and academic ability was at issue as states have considered raising their admissions criteria as well. Sawchuk, S. (2013). Diversity at issue as states weigh teacher entry. *Education Week*, 32. Retrieved from [http://www.edweek.org/ew/articles/2013/05/08/30entry\\_ep.h32.html](http://www.edweek.org/ew/articles/2013/05/08/30entry_ep.h32.html).

IN ▶ Saint Mary's College  
KS ▶ Benedictine College  
KS ▶ Newman University  
KS ▶ University of Kansas  
KY ▶ Asbury University  
KY ▶ University of Kentucky  
KY ▶ University of Louisville  
MA ▶ Boston College  
MA ▶ Gordon College  
MA ▶ Mount Holyoke College  
MA ▶ Smith College  
MA ▶ Stonehill College  
MD ▶ University of Maryland – College Park  
MI ▶ Calvin College  
MI ▶ Michigan State University  
MI ▶ University of Detroit Mercy  
MI ▶ University of Michigan – Ann Arbor  
MI ▶ University of Michigan – Dearborn  
MN ▶ Bethel University  
MN ▶ College of St. Benedict and St. John's University  
MN ▶ Gustavus Adolphus College  
MN ▶ Hamline University  
MN ▶ St. Catherine University  
MN ▶ University of Minnesota – Duluth  
MN ▶ University of Minnesota – Morris  
MN ▶ University of Northwestern – St. Paul  
MN ▶ University of St. Thomas  
MO ▶ Maryville University of St. Louis  
MO ▶ Rockhurst University  
MO ▶ St. Louis University  
MO ▶ University of Missouri - St. Louis  
MO ▶ Westminster College  
MO ▶ William Jewell College  
MO ▶ William Woods University  
MT ▶ Carroll College  
MT ▶ Montana State University  
NC ▶ Guilford College  
NC ▶ High Point University  
NC ▶ University of North Carolina at Chapel Hill  
NE ▶ Creighton University  
NE ▶ University of Nebraska – Lincoln  
NJ ▶ College of New Jersey  
NJ ▶ Seton Hall University  
NY ▶ Barnard College  
NY ▶ College of Mount Saint Vincent  
NY ▶ Columbia University  
NY ▶ CUNY – Hunter College  
NY ▶ Five Towns College  
NY ▶ Manhattan College  
OH ▶ John Carroll University  
OH ▶ Miami University of Ohio  
OH ▶ University of Cincinnati  
OH ▶ University of Dayton  
OH ▶ Xavier University  
OK ▶ University of Oklahoma  
OR ▶ Linfield College  
OR ▶ Oregon State University  
PA ▶ Arcadia University  
PA ▶ Bucknell University  
PA ▶ Drexel University  
PA ▶ Elizabethtown College  
PA ▶ Grove City College  
PA ▶ Juniata College  
PA ▶ Messiah College  
PA ▶ Misericordia University  
PA ▶ Pennsylvania State University  
PA ▶ Saint Joseph's University  
PA ▶ Susquehanna University  
PA ▶ University of Scranton  
RI ▶ Providence College  
SC ▶ College of Charleston  
TN ▶ Belmont University  
TN ▶ Lee University  
TN ▶ Maryville College  
TN ▶ University of Tennessee  
TX ▶ LeTourneau University  
TX ▶ St. Edward's University  
TX ▶ Texas A&M University – Corpus Christi  
TX ▶ Texas Christian University  
TX ▶ University of Houston  
TX ▶ University of St. Thomas  
TX ▶ University of Texas at Arlington  
TX ▶ University of Texas at Austin  
TX ▶ University of Texas at Dallas  
UT ▶ Brigham Young University  
UT ▶ University of Utah  
VT ▶ University of Vermont  
WA ▶ Pacific Lutheran University  
WA ▶ Walla Walla University  
WA ▶ Western Washington University  
WY ▶ University of Wyoming



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