

**Appendix 6:**  
**Additional Resources**

## Appendix 6: Additional Resources

### Resources for University Administrators Crafting Admissions Plans:

Coleman, Arthur L. & Scott R. Palmer, *Diversity in Higher Education: A Strategic Planning and Policy Manual Regarding Federal Law in Admission, Financial Aid, and Outreach*, College Entrance Examination Board (2d. ed. 2004).

Documents by Arthur Coleman Available on the Nixon Peabody Website:

[http://www.nixonpeabody.com/attorneys\\_detail2.asp?ID=180](http://www.nixonpeabody.com/attorneys_detail2.asp?ID=180)

### Social Science Research in Support of Diversity and Affirmative Action in Higher Education:

The Compelling Need for Diversity in Higher Education (Expert Testimony from Grutter and Gratz), available at <http://www.umich.edu/~urel/admissions/legal/expert/>.

Angelo Ancheta, *Revisiting Bakke and Diversity-Based Admissions: Constitutional Law, Social Science Research, and the University of Michigan Affirmative Action Cases*, May 2003, available at [http://www.civilrightsproject.harvard.edu/policy/legal\\_docs/Revisiting\\_diversity.pdf](http://www.civilrightsproject.harvard.edu/policy/legal_docs/Revisiting_diversity.pdf).

American Council on Education & American Association of University Professors, *Does Diversity Make a Difference?*, Three Research Studies on Diversity in College Classrooms (2000), available at

<http://www.aaup.org/Issues/AffirmativeAction/Archives/2000/DIVREP.PDF>.

*Chilling Admissions: The Affirmative Action Crisis and the Search for Alternatives* (Gary Orfield & Edward Miller eds., 1998).

*Diversity Challenged: Evidence on the Impact of Affirmative Action* (Gary Orfield & Michal Kurlaender eds., 2001).

William G. Bowen & Derek Bok, *The Shape of the River: Long-Term Consequences of Considering Race in College and University Admissions* (1998).

Mitchell Chang et al., *Compelling Interest: Examining Evidence on Racial Dynamics in Higher Education* (1999).

Maureen Hallinan, *Diversity Effects on Student Outcomes: Social Science Evidence*, 59 Ohio St. L.J. 733 (1998).

### **Other Articles/Documents in Support of Diversity and Affirmative Action in Higher Education:**

Jonathan R. Alger, *The Educational Value of Diversity*, in *Academe*, Jan./Feb. 1997, at 20.

Anthony P. Carnevale, *Diversity in Higher Education: Why Corporate America Cares*, *Diversity Digest*, Spring 1999, available at <http://www.diversityweb.org/Digest/Sp99/corporate.html>.

Goodwin Liu, *The Causation Fallacy: Bakke and the Basic Arithmetic of Selective Admissions*, 100 Mich. L. Rev. 1045 (2002).

William C. Kidder, *The Struggle for Access from Sweatt to Grutter: A History of African American, Latino, and American Indian Law School Admissions, 1950-2000*, 19 Harv. BlackLetter L.J. 1 (2003), available at <http://www.law.harvard.edu/students/orgs/blj/articles.html>

Note, *An Evidentiary Framework for Diversity as a Compelling Interest in Higher Education*, 109 Harv. L. Rev. 1357 (1996).

### **Websites:**

#### **The American Association for Affirmative Action**

<http://www.affirmativeaction.org/>

AAAA is an association of affirmative action, equal opportunity, diversity and other human resource managers. AAAA is "dedicated to the advancement of affirmative action, equal opportunity and the elimination of discrimination on the basis of race, gender, ethnic background or any other criterion that deprives people of opportunities to live and work." AAAA also has a links page for more information on affirmative action.

<http://www.affirmativeaction.org/links/>

#### **The American Association of University Professors**

<http://www.aaup.org>

The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good. Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education

and academic freedom in this country's colleges and universities. AAUP has a page with specific information on affirmative action at <http://www.aaup.org/Issues/AffirmativeAction/index.htm>.

### **Americans for a Fair Chance**

<http://www.fairchance.civilrights.org>

Americans for a Fair Chance is a project of the Leadership Conference on Civil Rights Education Fund, in partnership with the Lawyers' Committee for Civil Rights Under Law, Mexican American Legal Defense and Educational Fund, NAACP Legal Defense Fund, Inc., National Asian Pacific American Legal Consortium, National Women's Law Center, and the National Partnership for Women and Families, created to educate the public and the media on the ways that affirmative action benefits the nation.

### **The Civil Rights Project at Harvard University**

<http://www.civilrightsproject.harvard.edu>

"Our mission is to help renew the civil rights movement by bridging the worlds of ideas and action, and by becoming a preeminent source of intellectual capital and a forum for building consensus within that movement."

### **Diversityweb**

<http://www.diversityweb.org>

Diversityweb provides a wealth of information regarding diversity and affirmative action issues in higher education. The Association of American Colleges and Universities and the University of Maryland, in collaboration with Diversity Connections and Diverse CD, developed the site.

### **Equal Justice Society**

<http://www.equaljusticesociety.org/> / [www.preserveaffirmativeaction.org](http://www.preserveaffirmativeaction.org)

The Equal Justice Society—creator and sponsor of these Web sites—is a national organization of legal academics, practicing attorneys, policy experts, civil rights advocates and students dedicated to implementing a positive vision of equal justice through the development of progressive legal theory and practice.

[www.preserveaffirmativeaction.org](http://www.preserveaffirmativeaction.org) provides professors, students, alumni, and concerned individuals with tools to ensure that school administrators remain committed to affirmative action.

### **Leadership Conference on Civil Rights/Leadership Conference Education Fund**

<http://www.civilrights.org/issues/affirmative/>

This is a social justice website that maintains updated stories on affirmative action. In addition, it provides historical information on the subject and other useful links.

### **National Organization for Women - Website on Affirmative Action**

<http://www.now.org/issues/affirm/>

This is the link to NOW's website on affirmative action. The site includes speeches, legislative updates, and NOW's report on affirmative action. See also the NOW Foundation website on Affirmative Action in the Broadcasting Industry:

<http://www.nowfoundation.org/communications/tv/affirmative.html>

### **The Society of American Law Teachers**

The Society of American Law Teachers (SALT) is America's largest membership organization for teachers of law. "SALT has long been involved in supporting affirmative action in legal education. Reports published with the organization's support have become important tools in the ongoing efforts to encourage and maintain diverse student bodies and faculties."

<http://www.saltlaw.org/affaction.htm>

### **The University of Michigan**

<http://www.umich.edu/~urel/admissions/>

The University of Michigan has an extensive and comprehensive website on the *Grutter* and *Gratz* cases.