THE SUCCESS OF DIVERSE STUDENT

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Introduction to the university and the department

The diversity culture of the university

The department’s approaches for diverse students’ success
  - Value setting for diversity
  - Program setting
  - Faculty
  - Recruiting
  - Programs for diverse students’ success
  - Collaboration with community organizations
CAL POLY POMONA

- Nested in 1,438 acres on the eastern edge of Los Angeles County
- One of seven polytechnic universities nationwide
- One of the 23-campus California State University system
  - 51 undergraduate degree programs – 22,384 students
  - 30 graduate degree programs – 1,582 students
INTRODUCTION

URBAN AND REGIONAL PLANNING (URP)

- Nested in the College of Environmental Design
- The mission of URP is to prepare students to be leaders in the planning profession.
  - 173 undergraduate students
  - 44 master students
- Diverse student population

**Student’s Ethnical Profile**

- Hispanic: 47%
- White: 23%
- Mix/Unknown: 6%
- African American: 3%
- Asian: 5%
- International Students: 3%

INTRODUCTION

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Q: Consider the climate in URP classes and activities when you were a student. How supportive of ethnic diversity was the climate?
One of the top 25 colleges awarding baccalaureate degrees to Hispanics

Student’s Ethnical Profile

- Hispanic: 38%
- Asian: 25%
- Mix/Unknown: 20%
- African American: 5%
- International Students: 3%
- American Indian: 8%
- Hawaiian/Pacific Islander: 0.5%
- White: 0.5%
AMERICA’S GREAT WORKING-CLASS COLLEGE

- Colleges ranked by percent of students from the bottom fifth of the income distribution who end up in the top three-fifths.
- New York Times (Jan 18, 2017)

<table>
<thead>
<tr>
<th>Rank</th>
<th>College</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>New Jersey Institute of Technology</td>
<td>85%</td>
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<tr>
<td>2</td>
<td>Pace</td>
<td>82%</td>
</tr>
<tr>
<td>3</td>
<td>Cal State, Bakersfield</td>
<td>82%</td>
</tr>
<tr>
<td>4</td>
<td>University of California, Irvine</td>
<td>81%</td>
</tr>
<tr>
<td>5</td>
<td>Cal Poly Pomona</td>
<td>81%</td>
</tr>
<tr>
<td>6</td>
<td>Xavier of Louisiana</td>
<td>80%</td>
</tr>
<tr>
<td>7</td>
<td>Stony Brook</td>
<td>79%</td>
</tr>
<tr>
<td>8</td>
<td>San Jose State</td>
<td>79%</td>
</tr>
<tr>
<td>9</td>
<td>Baruch</td>
<td>79%</td>
</tr>
<tr>
<td>10</td>
<td>Cal State, Long Beach</td>
<td>78%</td>
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</table>
AFFORDABILITY

- Affordable tuition and fee in comparison to UC campuses
  - Annual tuition and fee (California residents rates)

<table>
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<tr>
<th></th>
<th>Cal Poly Pomona</th>
<th>UCLA</th>
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<tbody>
<tr>
<td><strong>Undergraduate</strong></td>
<td>$7,051.44</td>
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<tr>
<td><strong>Master</strong></td>
<td>$8,317.44</td>
<td>$16,405.33</td>
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* www.collegescorecard.gov
Diversity is one of the university’s highlights

Minority associations, centers, scholarships, events, and so on.

- Latino Faculty Staff & Student Association
- California Middle Class Scholarship
- African American Student Center
- Asian & Pacific Islander Center
- César E. Chávez Center for Higher Education
- Cross Cultural Retreat
- Intergroup Dialogue – Race & Ethnicity

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Diversity as one of top priorities

- The department’s strategic plan states “A student body that is of a size, caliber, and ethnic and gender diversity that fosters excellence, …., balancing high admission standards while achieving an ethnic and gender composition that reflects the diversity of Southern California.”

- Setting a tone for diversity, tolerance, and inclusion, and dialogue in classes

- Under the “learn by doing” motto of the university, the department serves a broad range of learning styles with hands-on learning including labs, activities, field works, and studios.
PROGRAM SETTING

- An accredited undergraduate degree
  - The only accredited undergraduate planning program in Southern California
  - Supporting students to become professional planners without pursuing a masters degree
- An evening masters program
  - Allowing students to manage job and school together.
  - Attracting students who cannot quit their jobs to pursue a masters in planning.
Diverse faculty members (including tenured, tenure-track, and adjunct faculty)

<table>
<thead>
<tr>
<th></th>
<th>White</th>
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<th>Hispanic -Latino</th>
<th>Others</th>
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<td>0</td>
<td>3</td>
<td>5</td>
<td>2</td>
<td>18</td>
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</table>

Faculty (not professional advisor) provides academic/career advising to students.
RECRUITING

- Well-defined recruiting target areas
  - The main target areas (Los Angeles, Orange, San Bernardino, and Riverside Counties) are one of the most ethnically diverse areas in the U. S.
- Recruiting students from community colleges
  - Often students from working class, minority families
- Reaching out high schools in underrepresented communities
  - Increasing the visibility of planning major in association with issues in the communities
PROGRAMS FOR STUDENT’S SUCCESS

- Dedication to teaching
  - As much as interaction with students via lab and activity hours
- ENV students success program
  - GE course scheduling, peer mentoring, unit exchange guide, and so on
- Emphasis on writing
- Promoting student clubs
  - Mentoring junior students, software training, firm tours, conference attendance, and so on.
COLLABORATION WITH COMMUNITY ORGANIZATIONS

- Recruitment, career development, and mentorship of students in collaboration with non-profit and community organizations
- The after school program of the Youth Science Center
- Collaboration with SoCal Latino Mayors’ Group