What Kind of Diversity?

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Princeton University – McCosh 50
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Princeton’s mission

- We aim to make a difference in the world for the better …

- … principally through teaching, research, and scholarship of unsurpassed quality
Why diversity matters to Princeton’s mission

- Allows us to draw upon all available talent pools
- Helps to fulfill this nation’s promise to make leadership positions open to talent
- Enhances the range of perspectives represented on campus
- Increases the likelihood that our alumni will contribute to multiple communities and nations
- Prepares students to live in, and contribute to, a diverse world
- Provides role models for future generations of students
Diversity enhances excellence

When Jackie Robinson broke the color barrier, baseball became more diverse, more fair, and better

When Princeton admitted women and welcomed minorities, it became more diverse, more fair, and better
Many kinds of diversity matter

- Not an “either-or” proposition

- Princeton should embrace many kinds of diversity, *including* socioeconomic diversity
The special importance of socioeconomic diversity

- A college education is critical to the economic mobility of students from disadvantaged backgrounds.

- Princeton and other well resourced, selective colleges give socioeconomically disadvantaged students their best chance for success.
Critical to economic mobility ...

- “Without a college degree, children born in the lowest fifth of the income distribution have a 45 percent chance of staying in the bottom, and just a 5 percent chance of moving to the top.”

- “Yet when these same children go on to earn a college degree, their chances of making it to the top nearly quadruple, and their chances of moving out of the bottom increase by 50 percent.”

Their best chance for success ...

- “Generally, when students attend more selective schools, they are more likely to graduate, graduate faster, and have better earnings outcomes, even after controlling for student ability.”

- “These returns are likely due in part to the increased rigor and additional resources at relatively more selective institutions.”

- “Students are likely to also benefit from the positive influence of being surrounded by high-achieving peers.”

Source: Executive Office of the President, “Increasing College Opportunity for Low-Income Students,” p. 18
How is Princeton doing?

- Financial aid: excellent
- Student support: very good and improving
- Outreach and recruitment: improving but opportunity to do more
Financial aid: unsurpassed

- Princeton meets full financial need for all students
- 60% of the class on aid
- Average annual scholarship roughly equal to tuition price
- All grants: nobody is obliged to take out a loan
- Debt at graduation:
  - 75% graduate with zero debt
  - Remaining 25% graduate with, on average, under $6,000 in debt
Princeton’s grants to low-income students cover the full cost of attending the University

<table>
<thead>
<tr>
<th>Gross Family Income</th>
<th>Average Grant*</th>
<th>What It Covers</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0 – 60,000</td>
<td>$55,500</td>
<td>Full tuition, room + board</td>
</tr>
<tr>
<td>$60,000 – 80,000</td>
<td>$51,500</td>
<td>Full tuition, 71% of room + board</td>
</tr>
<tr>
<td>$80,000 – 100,000</td>
<td>$47,500</td>
<td>Full tuition, 42% of room + board</td>
</tr>
<tr>
<td>$100,000 – 120,000</td>
<td>$44,500</td>
<td>Full tuition, 20% of room + board</td>
</tr>
<tr>
<td>$120,000 – 140,000</td>
<td>$40,500</td>
<td>97% of tuition</td>
</tr>
<tr>
<td>$140,000 – 160,000</td>
<td>$35,900</td>
<td>86% of tuition</td>
</tr>
<tr>
<td>$160,000 – 180,000</td>
<td>$32,500</td>
<td>78% of tuition</td>
</tr>
<tr>
<td>$180,000 – 200,000</td>
<td>$27,000</td>
<td>65% of tuition</td>
</tr>
<tr>
<td>$200,000 and above</td>
<td>$18,900</td>
<td>45% of tuition</td>
</tr>
<tr>
<td>most who qualify</td>
<td></td>
<td></td>
</tr>
<tr>
<td>have 2 children in</td>
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<tr>
<td>college</td>
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</tbody>
</table>

Of those who applied for aid: ○ 100% qualify  ⬅️ 85% qualify  ➸ 50% qualify

Your grant may vary from the above average based on the Financial Aid Office’s individual evaluation of your family’s resources, including assets other than the family home or retirement and savings.

*A grant does not have to be repaid. Sometimes grants are referred to as “scholarships” or “gift aid.”
Graduation rates and student environment

- Princeton’s six-year graduation rate: 95% to 97% overall, 93% for Pell-eligible students

- Socioeconomic background has relatively small impacts on graduation rates and academic performance at Princeton (all of our students are very talented!)

- Dean of the College Valerie Smith is introducing new initiatives to help all students—from whatever socioeconomic background—to succeed at Princeton

- More information is available at http://www.princeton.edu/diversity
Outreach and recruitment: percentage “Pell-eligible” students before financial aid improvements

- Princeton Class of 2001
- Leaders in NYT Index
Outreach and recruitment: percentage “Pell-eligible” students for years used in NYT index

- Princeton Class of 2001
- Princeton 2014 - 2016
- Leaders in NYT Index
Outreach and recruitment: percentage “Pell-eligible” students at Princeton today

- Princeton Class of 2001
- Princeton 2014 - 2016
- Princeton 2017 & 2018
- Leaders in NYT Index
Size matters!

- Goal is to help *students*, not *percentages*
  - Can do this *either* by raising the percentage of students from low-income backgrounds
  - *Or* by increasing the base

- Over the last decade, Princeton did *both*: more than doubled the percentage of Pell-eligible students and increased class size by 10%

- Considering whether to expand again
What are we doing to improve?

- Dedicated staffing and programming in the admissions office
- Expanded partnership with LEDA (Leadership Enterprise for a Diverse America)
- New Freshman Scholars Institute module to support transitioning students in STEM fields
- More information is available at [http://www.princeton.edu/diversity](http://www.princeton.edu/diversity)
Princeton’s partnership with LEDA benefits many students and many colleges and universities