

Index

- achievement gaps, 198–199
 affirmative action, 4, 145, 155
 attitudes among Asian-Americans, 104
 challenges to, 42–43, 188
 Civil Rights Acts, 26, 27, 29, 210
 compelling interest, 27, 30, 162,
 196–197, 209
 in India, 202
 in the US military, 162
 measuring support, 7, 120–121,
 130–131, 193
 mismatch theory, 201–203
 scholarly debate, 5, 188
 standard surveys on, 46, 112
 survey question, 66, 81–82, 83, 120
 relationship to partisanship, 123
 responses to, 82
 results, 121–123, 130, 183
 US Supreme Court cases, 5, 95, 196, 209
 Fisher v. Texas, 8, 29–30, 196
 Gratz v. Bollinger, 28–29, 196
 Grutter v. Bollinger, 28–29, 162, 196
 Hopwood v. Texas, 28–29, 32
 Regents of the University of California
 v. Bakke, 27, 196
 Agan, Amanda, 86
 airplane plots, 69, 96
 Alito, Samuel, 8
 Amherst College
 campus protest, 37
 Lord Jeff, 37
 Amos, James, 174
 Arizona Proposition 107, 31
 Asian-American and Native American
 Pacific Islander-Serving Institutions,
 200
 Asian-Americans
 academic achievement, 104
 admissions lawsuit, 26, 42–43, 95, 112,
 135, 188, 209–211
 backlash to affirmative action, 42–43,
 188, 209–211
 preferences on diversity, 104–106,
 111–112
 relation to Jewish quotas, 26
 representation, 211
 SAT score penalty, 42, 137
 audit studies, 85–87
 Average Component Interaction Effects,
 134
 definition, 134
 hypothetical chart, 134–136
 Average Marginal Component Effects, 66,
 133
 comparison between subgroups, 98
 definition, 68
 hypothetical one-panel chart, 69–70
 hypothetical three-panel chart, 96
 baby boomers, 156
 Bakke, Allan, 27
 bamboo ceiling, 42

- ban-the-box, 86
 Belkin, Aaron, 162
 Berrey, Ellen, 8, 46
 Bertrand, Marianne, 85
 Black Lives Matter, xv–xvi, 39
 media coverage, 95
 Bollinger, Lee, 28
 Brown University
 campus protest, 37
 diversity initiatives, 6, 40, 206
 Presidential Diversity Postdoctoral
 Fellows Program, 40
 Young Scholars conference, 40
- California Proposition 209, 31, 32
 Cameron, David, 184
 campus climate surveys, 46
 campus diversity
 as an institutional good, 213
 at US military service academies, 161
 definition, 1, 14
 effects on campus culture, 5, 194–199
 effects on individuals, 199–203
 in the UK, 184–185
 informal obstacles, 204–206
 international context, 186
 media coverage, 95
 obstacles to faculty diversity, 206
 utilitarian argument for, 5
 why student attitudes, 7–8
 campus protests, 6, 35–42, 214
 Carter, Ash, 174
 Charlottesville, Virginia, 39
 Chemerinsky, Erwin, 43
 chief diversity officer, 207
 Ithaca College, 37
 University of Missouri, 35
 Civil Rights Movement, 26, 145, 156
 Claremont McKenna College, 43
 campus protest, 36, 41
 Clinton, Bill, 163
 Cochon, Tom, 36
 cognitive diversity, 5, 194, 215
 relationship to identity diversity, 195
 College Access Index, 24
 Columbia University, 43
 conditional effects coefficients, 141
 conjoint analysis, xviii, 1, 45, 49
 advantages, 51–53
 attribute ordering, 52
 attributes, 60
 academic achievement, 62–63
 academic credentials, 62
 community service, 146
 demographics, 62
 heritage, 146
 institutional considerations, 63–65
 professional achievement, 63
 socioeconomic status, 62
 conjoint table, 59
 methodological advantages, 9
 paired conjoint with forced choice,
 59–60
 potential-outcome framework of causal
 inference, 49
 profiles, 60
 types, 59
 consensus, 188, 190, 191, 193, 208
 anti-diversity, 113, 116
 diversity policies, 157
 hidden, xviii, 11, 96
 preferences, mild, 98
 preferences, no, 98
 preferences, polarization, 98, 191
 preferences, strong, 97
 summarizing the hidden consensus,
 113–116
 Conservative party (UK), 182
- Dartmouth College, 55, 190
 campus protest, xv–xvii, 39
 diversity initiatives, 6, 40, 206
 income distribution of students, 24, 90
 racially charged incident at Brown
 University, 37
 sample conjoint tables, 51
 student newspaper, xvi, 2, 3
 survey sample, 53–57
 Trips controversy, 2–4, 47
 Trips program, 2
*Davis v. Monroe County Board of
 Education*, 33
 Department of Defense, 160
 DeVos, Betsy, 34
 diversity bargain, 197
 diversity initiatives, 40–41
 effects, 206–208
 Dobbin, Frank, 207
 Don't Ask, Don't Tell, 173, 175
 Duke University
 random roommate assignment policy,
 195

- Dunford, Joseph, 174
- Eisgruber, Christopher, 38
 equal opportunity programs, 145
 Espenshade, Thomas, 1, 42, 48, 137
 Executive Order 9981, 161
 external validity, 59
- Fabian Society, 175
 faculty mentorship, 197–199, 206
 Faust, Drew, 212
 Ferguson, Niall, 205
Fisher v. Texas, 8, 29–30, 95, 196
 Fisher, Abigail, 29
 Flier, Jeffrey, 207
 Fourteenth Amendment, 28
 Equal Protection Clause, 27, 29–30
 free speech, 43, 215
 freedom of expression, 9, 43, 215
 Fryer, Jr., Roland G., 85
- gatekeeping, 205
 gender bias in economics, 205
 Generation X, 156
 generational divide, 156
 Gillman, Howard, 43
Gratz v. Bollinger, 28–29, 95, 196
 Gratz, Jennifer, 28
Grutter v. Bollinger, 28–29, 95, 162, 196
 Grutter, Barbara, 28
 Gurin, Patricia, 196
- Haidt, Jonathan, 43
 Hainmueller, Jens, 49
 Hamacher, Patrick, 28
 Hamilton, Alexander, 161
 Hanlon, Philip J., xvii, 39
 Harvard University, 204
 admissions lawsuit, 26, 42–43, 95, 112, 135, 210–211
 campus protest, 38
 Committee on Unrecognized
 Single-Gender Social Organizations,
 212
 diversity initiatives, 206
 Jewish quotas, 25, 26
 medical school, 207
 Office of Institutional Research, 210
 single-gender social clubs, 189, 212–214
 lawsuit, 213
 Heterodox Academy, 214–215
- Hispanic-Serving Institutions, 200
 Historically Black Colleges and
 Universities, 200
 holistic, 29, 45, 47–48, 65
 admissions processes, 42, 194
 Harvard University, 210
 University of California, 201
 applicant narrative, 131
 contrast with audit studies, 87
 employee hiring, 86
 multidimensional individuals, 48
 preferences, xviii, 9, 52
 Holland, Paul W., 49
 Hopkins, Daniel J., 49
Hopwood v. Texas, 28–29, 32
 Hopwood, Cheryl J., 28
- ideological diversity, 43–44, 47, 156, 189,
 214–216
 liberalism of faculty, 146, 156
 in-group affect, 111, 113, 169
 India, admissions quotas, 202
 India, socioeconomic diversity policies, 195
 intersectionality, 155
 isolation index, 21
 Ithaca College
 campus protest, 36–37
 People of Color, 36
 Solidarity Walkout, 36
- Jack, Anthony Abraham, 203
*Johnson v. Board of Regents of the
 University System of Georgia*, 28
- Kalev, Alexandra, 207
 Karabel, Jerome, 26
 Ku Klux Klan, 38
- Labour party (UK), 182
 Lagarde, Christine, 214
 Lee, William F., 213
 legacy status, 72, 189
 Asian-Americans, 42
 United Kingdom, 187
 Levitt, Steven D., 85
 Loftin, Bowen, 35
 London School of Economics, 158, 175,
 190
 demographics, 176
 contextualized admissions program, 176
 demographics, 177

- EDI Taskforce, 177
 survey sample, 159
 Lowell, A. Lawrence, 25
 Lukianoff, Greg, 43
- Mabus, Ray, 174
 May, Theresa, 185
 McWhorter, John, 43
 Michigan Proposal 2, 31
 Michigan State University, 34
 Middlebury College
 campus protest, 214
 midshipmen, 159
 millennials, 156
 minority-serving institutions, 200
 mismatch, 201–204
 Mullainathan, Sendhil, 85
 Murray, Charles, 214
- National Center for Education Statistics,
 15, 15, 24
 NCAA, 33, 190
 Nebraska Measure 424, 31
 New Deal, 26
 Fair Labor Standards Act of 1938, 26
 G.I. Bill, 26
 Social Security Act of 1935, 26
 nonbinary gender, 12, 106, 175
 attribute, 65
 disadvantaged group, 72, 156
 in population, 57
 intolerance, 107, 130
 military, 163, 165, 168, 169,
 171–174, 186–187, 192
 polarization, 192
 by gender, 106, 112, 116, 152
 by partisanship, 119, 129
 by racial resentment, 128, 129
 Young Scholars conference, 40
- O'Connor, Sandra Day, 162, 196–197
 Office of Fair Access (UK), 185
 Oklahoma State Question 759, 31
 Oriel College, Oxford University (UK), 177
 Oxford University (UK), 177
- Padilla Peralta, Dan-el, 131
 Page, Scott, 5, 194–195, 197, 215
 Park, Julie J., 46, 145, 196
 partisanship, 117–119, 191
- relationship to views on affirmative
 action, 123
 results, 118–119, 130
 military, 171
 United Kingdom, 182
- percent plans, 31
 effects, 32–33
 Eligibility in Local Context, 32
 One Florida, 31, 32
 rationale, 32
 Talented Twenty program, 32
 Top Ten Percent Rule, 31–32, 202
 In *Fisher v. Texas*, 30
- Predominantly Black Institutions, 200
- Princeton University
 campus protest, 38
 income distribution of students, 24
 Jewish quotas, 25
 Woodrow Wilson legacy, 38
- Providence College, 37
 Putnam, Robert D., 110
- QQ plot, 92, 141
- racial resentment scale, 66, 125, 127, 191
 by class cohort, 83
 by institution type, 83
 components, 125–126
 results, 127–129
- Radford, Alexandria, 1, 42, 48, 137
 rates of return to achievement, 134, 139,
 140, 192
 hypothetical chart, 135
- Reed College
 campus protest, 41
 Reedies Against Racism, 41
- Reform, think tank (UK), 185
Regents of the University of California
 v. *Bakke*, 27, 95, 196
- regression analysis, 48, 82
- Rhodes, Cecil, 177
- Sander, Richard H., 201
- SAT, 124
 ACIEs, income, 138
 ACIEs, race/ethnicity, 136–137
 admissions lawsuits, 26, 42–43, 95, 112,
 135, 209–211
 controversies, 124
 Espenshade and Radford, 137
 hypothetical ACIE chart, 134–136

- overall preferences, 73
- results, 124–125
- score, attribute, 62
- similar-to-me effect, 124
- Second Wave feminism, 156
- selection bias, 47, 198
- September 11, 156
- Seton Hall University
 - campus protest, 41
 - Concerned 44, 41
- sexual violence, 33, 34, 43, 207, 213
- Smith College
 - campus protest, 214
- Smith, Jerry Edwin, 28
- social desirability bias, 9, 85
 - conjoint analysis as a mitigator, 52, 173
 - definition, 46
- socialization, 5, 78
 - race-conscious admissions, 83
- Sparks, Sam, 28
- Spellman, Mary, 36
- split-sample, 53, 58
- Stanford University, 204
- Starr, Sonja, 86
- state demographics, 55, 146
 - California, 55
 - Nevada, 55, 146
 - New Hampshire, 55
 - New Mexico, 55, 146
 - North Carolina, 55
- Students for Fair Admissions, 95, 112, 135, 210–211
- Sutton Trust, 177

- tenure track, 156–157
- The Demands, 39
- Title IX, 33, 206
 - Davis v. Monroe County Board of Education*, 33
 - athletics, 33
 - controversies, 34
 - Michigan State University, 34
 - Tulane University, 34
 - University of Minnesota Twin Cities, 34
 - definition, 33
 - proposed regulations, 34
 - sexual assault, 33
- Tories, 182
- Trachtenberg, Ben, 35
- trade-offs, 134

- transgender, 130
 - military service, 162, 173, 175
- Tribal Colleges and Universities, 200
- Truman, Harry, 161
- Trump, Donald, 175
- Tulane University, 34
 - Newcomb College Institute, 34

- US Department of Education, 206
- US military, 161
 - integration of women, 174
 - racial tension, 161
 - service academies, 159
 - Air Force Academy, 198
 - diversity, 160
 - United States Military Academy, 199
 - unit cohesion, 162, 174, 175
- undermatch, 200–201
 - definition, 200
- United States Naval Academy, 158–161, 190
 - demographics, 161
 - survey sample, 158
- University of California, 32, 201
- University of California at Davis, 27
- University of California system, 201
- University of California, Los Angeles
 - criticisms of diversity initiatives, 207
 - diversity app, 46
 - diversity initiatives
 - EDI statement, 41
- University of California, San Diego, 55, 190
 - campus protest, 38
 - survey sample, 53–57
- University of Chicago, 215
 - Chicago principles, 215
- University of Cincinnati
 - campus protest, 36
 - Irate 8, 36
- University of Georgia, 28
- University of London (UK), 175
- University of Michigan
 - Gratz v. Bollinger*, 28
 - Grutter v. Bollinger*, 28
 - diversity initiatives, 40
 - STRIDE, 40
- University of Minnesota Twin Cities, 34
- University of Missouri
 - campus protest, xv, 35–36
 - Concerned Student 1950, 35

- diversity initiatives, 6
- recruitment initiatives, 35
- University of Nevada, Reno, 55, 144, 190, 193
 - campus protest, 39
 - survey sample, 53–57
- University of New Mexico, 55, 144, 190, 193
 - campus protest, 39
 - survey sample, 54–57
- University of North Carolina at Chapel Hill, 55, 190
 - admissions lawsuit, 210
 - campus protest, 39
 - gender breakdown, 72
 - Robert E. Lee, 39
 - survey sample, 53–57
- University of Pennsylvania
 - income distribution of students, 24
- University of Southern California, 206
- University of Texas at Austin
 - In *Fisher v. Texas*, 29–30
 - In *Hopwood v. Texas*, 28
 - policy on race-conscious admissions, 31
- Unz, Ron, 42
- varsity athletics, 33, 74, 190
 - Asian-Americans, 42
 - Title IX, 33
- Vietnam War, 156, 161
- Warikoo, Natasha K., 5, 46, 197
- Washington Initiative 200, 31, 32
- Washington, George, 161
 - Letter to Alexander Hamilton, 161
- Wells College
 - campus protest, 41
- Wolfe, Tim, 35
- Wu, Alice, 205
- Yale University, 43
 - campus protest, xv, 37
 - diversity initiatives, 6, 206
 - income distribution of students, 24
 - Jewish quotas, 25
 - March of Resilience, 37
- Yamamoto, Teppei, 49