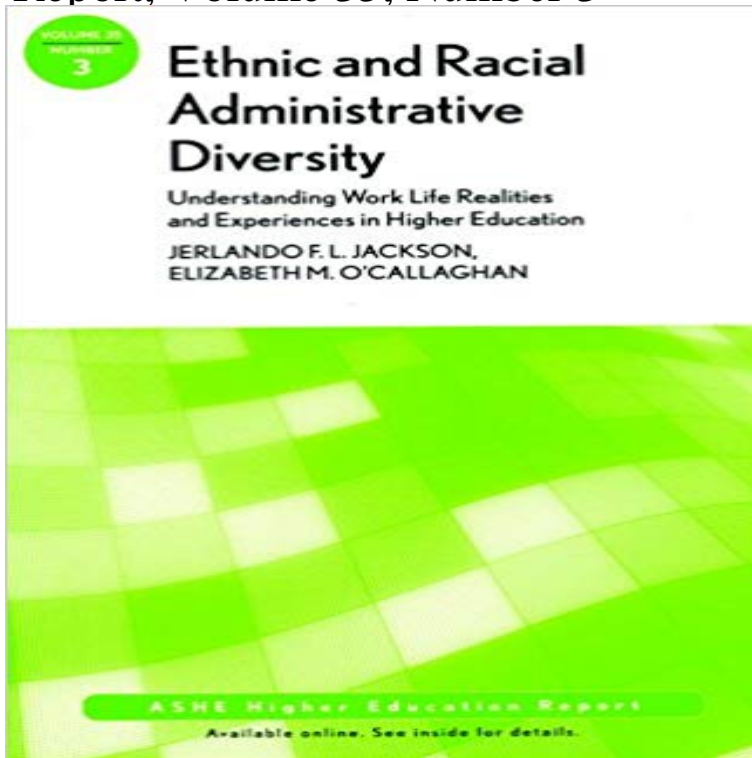


## Ethnic and Racial Administrative Diversity: Understanding Work Life Realities and Experiences in Higher Education: ASHE Higher Education Report, Volume 35, Number 3



Many colleges and universities in the United States experience challenges associated with achieving ethnic and racial administrative diversity at their institutions. Surmounting these challenges is imperative, as student bodies at American colleges and universities are rapidly growing more diverse. Colleges and universities need an equally diverse administrative staff to build and maintain an institutional culture and climate that supports one aspect of the American dream--a college education. This monograph is designed to help policymakers, administrators, faculty, researchers, and governing boards to better understand the work life realities and experiences for administrators of color to enhance leadership possibilities for people of color in higher education. This is the third issue in the 35th volume of the Jossey-Bass series ASHE Higher Education Report. Each monograph in the series is the definitive analysis of a tough higher education problem, based on thorough research of pertinent literature and institutional experiences. Topics are identified by a national survey. Noted practitioners and scholars are then commissioned to write the reports, with experts providing critical reviews of each manuscript before publication.

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