

## Contributors

**Nancy Cantor** is Chancellor of the University of Illinois at Urbana-Champaign. She was Provost and Executive Vice President for Academic Affairs at the University of Michigan when the affirmative action lawsuits were filed and was deeply involved in organizing the social science defense in those cases. At Michigan she has also been Dean of the Horace H. Rackham School of Graduate Studies and Vice Provost for Academic Affairs. She is a former Chair of the Department of Psychology at Princeton University. She received her A.B. in 1974 from Sarah Lawrence College and her Ph.D. in psychology in 1978 from Stanford University. Dr. Cantor is a fellow of the American Academy of Arts and Sciences and a member of the Institute of Medicine of the National Academy of Sciences.

**Mary Sue Coleman** is the President of the University of Michigan and also holds appointments as Professor of Biological Chemistry in the Medical School and Professor of Chemistry in the College of Literature, Science, and the Arts. President Coleman was the chief spokesperson for the university during the phases of the lawsuits that took place at the United States Supreme Court, working closely with Vice President and General Counsel Marvin Krislov to craft the defense and response of the university during the oral arguments and final decisions. Dr. Coleman then presided over the development of a new undergraduate admissions process at the University of Michigan, in compliance with the rulings of the Court. President Coleman received her undergraduate degree in chemistry from Grinnell College, and her Ph.D. in biochemistry from the University of North Carolina. She is the former Provost of the University

of New Mexico and served as President of the University of Iowa for seven years. Elected to the Institute of Medicine of the National Academy of Sciences in 1997, she is also a Fellow of the American Association for the Advancement of Science and of the American Academy of Arts and Sciences.

**Eric L. Dey** is Executive Associate Dean and Associate Dean for Research for the University of Michigan School of Education and Associate Professor in the Center for the Study of Higher and Post-secondary Education. Professor Dey was one of the chief architects of the social science research produced in Patricia Gurin's expert witness report that supported the University of Michigan's legal position on the use of affirmative action in college admissions. Dey's research is concerned with the ways that colleges and universities shape the experiences and lives of students and faculty. The central concern of this work is identifying the influences that different institutional structures have on individuals and the degree to which these influences are dependent on the evolving context within which the enterprise of higher education operates.

**Gerald Gurin** is a Professor and Research Scientist Emeritus at the University of Michigan in Ann Arbor. Since his retirement, he has continued to conduct research with the university's Office of Academic Multicultural Initiatives (OAMI). A major focus of his research and teaching is the impact of higher education on students and the increasing inclusion of racial/ethnic minorities in higher education. His publications include *Inner-City Negro Youth in a Job Training Project: A Study of Factors Related to Attrition and Job Success* (1968) and *Americans View Their Mental Health* (1957).

**Patricia Gurin** is Nancy Cantor Distinguished University Professor, Emerita, of Psychology and Women's Studies at the University of Michigan. During her tenure at the University of Michigan she

chaired the Department of Psychology and served as Interim Dean of the College of Literature, Science, and the Arts. One of the founders of the Program on Intergroup Relations, a nationally recognized program that uses intergroup dialogues to foster cultural competence among students, she is now directing its research program. She was an expert witness in the affirmative action cases that were decided by the Supreme Court in 2003. A social psychologist, she works on social identity and its relationship to intergroup relations and political participation. She is the author or editor of numerous books, chapters in edited volumes, and articles, including the books *Black Consciousness, Identity, and Achievement*; *Hope and Independence: Blacks' Responses to Electoral and Party Politics*; and *Women, Politics, and Change*.

**Sylvia Hurtado** is Professor of Education at the University of California at Los Angeles and Director of the Higher Education Research Institute. She was the Director of the Center for the Study of Higher Education and Associate Professor at the University of Michigan during the years of the affirmative action cases and was a member of the research team that assisted with the multi-campus study of college students as part of the expert witness report of Patricia Gurin. Her research extends the social science research evidence presented in the cases, focusing on the cognitive, social, and democratic skills of undergraduates and how universities prepare students to participate in a diverse democracy.

**Jeffrey S. Lehman** is the President of Cornell University. He was a member of the University of Michigan Law School faculty from 1987 to 2003, and during the 1991–92 academic year he served on the committee that drafted the Law School admissions policy at issue in the Grutter litigation. From 1994 to 2003, he was Dean of the Law School. In that capacity, he was responsible for implementing the admissions policy and for representing the Law School

to the public during the litigation. He was also a member of the team that developed and implemented the university's overall litigation strategy.

**Earl Lewis** is Vice Provost and Dean of the Horace H. Rackham School of Graduate Studies at the University of Michigan and the Elsa Barkley Brown and Robin D. G. Kelley Collegiate Professor of History and African American and African Studies. A historian and the author or editor of six books and numerous essays and articles, he has emerged as a leading figure in graduate education in the United States and a vocal proponent of diversifying graduate schools. During the legal battles he served as one of several university spokespeople and organized the university's dialogues on diversity efforts.