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The Challenge of Quality

Dr. Ernest L. Boyer

I am delighted to be back in West Virginia. When I heard at lunch the story about President Lincoln on the horse I was reminded of the anecdote I heard when I went to the nation's capitol to consult with one of my colleauges who had been there for many years. Asking what it was like, I was told it was very much like being lost in the jumple. It was like the man who was not only lost but who was being chased by a lion. The faster he ran, the faster the lion ran until finally he saw all hope was gone and he recalled his early religious upbringing. So in act of desperation he gasped, "Oh God, please convert this lion into a christain. Lo and behold a miracle occurred and the lion stopped dead in its tracks and fell to its knees and folded its paws and looked toward heaven and prayed "Oh God, bless this food which we are about to eat." I suggest to Dr. Tom Melady to stick with the bureaucracy. There are brighter days ahead. I suggest/Tom, that you keep all of your file cards. There will come a day when you can speak with freedom. But I understand and empathize to a group of busy academica & with those still in the jungle. when I was

asked to talk about the "Challenge of Quality" and quite frankly I do - my first inclination was to decline. this with ambivelence. I have been close enough to the agonies of administration from budget cuts to the unhappiness of faculty, to collective bargaining, t comon the (supplied, The Pressure of petitive interests, to state legislatures - to know that the day-to-day urgencies on campus of trying to keep some sense of equilibrium in higher education is a tough and demanding task. I also know that when one goes to a conference and listens to a a touch of session on quality there is some irrelevance about it all. Labin we are all inclined to say, "But he doesn't understand what is going on back home. We don't have time for these "Education 101" lectures on the ends of education." I underoftended stand that and I don't feel at all uncomfortable if you bring to this session the kind of skepticism that on line administrators understandably confront.

de I hope, however, you will give me a few moments to explore what I think may be that in the long pull, when all is said and done, the central issue of the A D see it are survival will not relate to 1980's will not have to do with money, as essential a life-line as that is, it will not have to do with governance, as politically crucial as that may be. It won't have in the end to do with federal policy, as anxious as we might be about the directions of government as tional futures. I believe with deep conviction that in the end the health ie later and integrity of the enterprises that we direct will have something to do with our clarity of purpose and with our capacity to pursue excellence, for the future of governance and the future of money are in fact inextricably interrelated to these central issues. I also believe that given the outstanding diversity which I cherish and in which I rejoice in higher education, this and be iniquely tailored to each institution. agenda of quality has to begin at home. I commend the planners of this confertor blinging together ence since you have assembled not only college administrators but members of are crucial in helping the callege conflort the issue of your faculty who I think seriously can help engage in the destion of purpose and excellence in the 1980's.

Well how does one tackle this difficult but essential question for the This afternoon Share prefited future? - I)have developed what I think might be called an "Inventory for Excellence in the 80's." I would like to give you a pop quiz this afternoon. Four discussion plack guston & questions and these will all be discussions. You may listen and write them down oou now one speaking of ligerning in falling later in your room. or at the bar depending on your inclinations nsuppu rubul ove Reminds ne of Robert Benchley, who as an undergraduate at Harvard College had been quite inattentive to his academic pursuits. He was every place but in the stacks. ne contented " When rinal examination came in a political science course there was just one examination question and it went like this: "Please discuss the conflict over off-shore fishing rights between the United States and Great Britain, discussing it first from the United States point of view, and then from the point of view

of Great Britain." Benchley sat there for a few moments and twisted his pencil but no flashes of genius came to mind. Then he had an inspiration and we wrote as follows: "I know nothing about the conflict over off-shore fishing rights from the view point of the United States; I know even less about it from the point of view of Great Britain; therefore, I should like to discuss the problem from the view point of the fish."

"For this afternoon we are going to discuss the quality question from the view point of the fish." It have four questions for the quize you are ready, and the first question I know will be judged unfair because we did not cover it in the lecture nor will you find any references to it in the text. However, here it is. If I were coming to your campus, examining the issue of quality in the future, my first question would be: "Does your college work closely with the public schools?"

dimensions. Dr. Molady spoke at lunch about the staggering statistics that

lead me to believe we are in an educational slump which could well mean the intellectual and security draining of the nation. Twenty percent of all students who enter high school drop out before they graduate. It is my estimate that of those who do graduate at least one third are so marginally prepared that they are inadequately equipped for further education. When one looks at minorities in the country, the failure and drop out rate is still more staggering. Among blacks it is over one third of all black young people who enter the public schools do not graduate, and among dispanics it is over forty percent. Those figures have to be understood in the context of the fact of the demography of this country. In the next twenty years while the majority white population continues to decline and we are growing older, the black and dispanic population continues to grow and minimalify to indeed increasingly populating the public schools.

Let me give you just three quick statistics. In the United States in 1979, the 18 and under population of all white Americans was just twenty-seven percent. That is, the vast majority of the white population was over 18 years of age. Among blacks about one-third are 18 years of age and under. Almost one out of cross Mispanics is 18 years and under. Of the top twenty high school districts in this country, my last memory is that fourteen of the twenty had a majority of black and hispanic young people. This fall one out of every two kindergarden students enrolled in the Los Angeles County schools is hispanic, and more than fifty percent of all the student in Texas public school system, are dispanic. The truth if, projecting flows to the next twenty years the face of young America is changing. If you look at the increased population of black and hispanic and then you overlay that with the failure rates, we take seriously education in the public schools.

I must tell you in 1962, as the chairman suggested, I spent three years or a school-college collaboration program in the University of California, and twenty years later I see a revival of interest en the school-college collaboration that a movement that may be more erhaps going to be still more offee dramatic than the flurry of activities that followed Sputnick. Lithink there is a seriousness in our midst about saving education, and most especially saving public education, where 45,000,000 children are enrolled every day. Quite frankly, I believe the dramatic obligation for that rests heavily with the nation's Higher education has universities and colleges. We have had I think a scandalous detachment from the above it all public schools. We have somehow pretended that we could float aloof while in some divine, almost mystical fashion, the right students would find their way to our privileged door. That to me is a myth that somehow must be put to rest. Sure, there is a practical side to this. If we continue to see twenty percent

of our students drop out, and that figure increasing to thirty if the current minority population is not better served, we are going to see perhaps one out of every three of the students that we would prefer to serve unavailable for postsecondary education.

that the military increasingly lays claim on high school students and on graduates. Because of the above demographic pattern, if the selective service would keep5its population pool at the same level that it is armed forced today, by 1990 they would have to have one out of every high school graduate among the pool they are selecting in order to keep the current teaky, called a unidates service at the present level. me, have a self interest in getting engaged with the quality of precollegiate education. Not will give you and to suggest this is simply tea and coffee in the ai of school-cultege callaboration you, just fleetingly, two or three examples that encourage me about the future. Next Monday in Washington there will be a colloquium on the future on higher education in the United States and Bon Kennedy, the president at Stanford will announce that Stanford University is going to give its top priority to the strengthening of the School of Education at Stanford. He will argue that faculty will be rewarded as they support the preparation of teachers. The president of Harvard called the other day to say that he thinks that somehow to recommit itself to teacher education and to the strengthening of the public school.

I think we are now beginning to realize, as the chairman mentioned in his introduction, that this nation can no longer live with the scandal of having the weakest students choosing the profession that matters most, and I believe that the colleges have been heavily responsible for this decline in prestige and status. Let me ask you, on your campus isn't it true that the gifted students are encouraged to go into science and math; they are tantalized by medicine and law; and it's implicitly if not explicitly stated that if nothing else is available,

"why don't you try teaching?" Now I know that the professions that I have mentioned are more appealing financially and otherwise. I think teaching has become a very tough, almost grim encounter, but I do believe that if we really believe in the future of this country and the future of quality education and the future of our own institutions, we are going to have to start giving more priority and dignity and value to the issue of preparing the next generation of Americans.

The Bay Area Project in Berkeley illustrates another point of interest where college faculty at Berkeley have joined with high school teachers to work on the improvement of writing in the junior and senior high schools in the bay area. The Bay Area Project, thanks to a federal grant, has now been replicated in some thirty centers across the country.

Also
I am enormously impressed by the work some colleges are doing to serve gifted high school students even before they graduate. Syracuse University has what is called Project Advance, in which they designate high school teachers designated as adjunct faculty of Syracuse in English, math and science, and these faculty -actually teach high-school students in the high school and Syracuse gives credit for the instruction. In my view every high school in the country should have collegiate instruction going on and this think any college which cares deeply about its future and about students and can't find ways to get some of its instructors to the students and start tapping the gifted young people is not worthy of continued strength and growth. There has been a failure in will and imagination and a smugness and arrogance that we can no longer countenance. I firmly believe that we should have networks of collegiate instruction that allow the senior year to be something more than a nine month exercise in tedium and boredom and the truth is that an our high school students spend the last year in high school marking time,

going to football games, drifting along and ton frequently engaging in activities

that name of onion

Finally, in a way that is symbolic and won't cost a dime, I would like

to see more of our colleges and universities reach out in their own com
munities and acknowledge the great teachers in our schools. I will tell you,

the more I am in high schools, and I am in them frequently, because the

Carnegie Foundation is doing a report on the American High School, the more I

think that teaching in the high school of America is one of the toughest jobs.

in the world. When I hear people sit back and smugly criticize over cocktails

I can only say I don't think most of would last two weeks. Alt is a tough,

demanding job and I think we must work for ways to give more recognition to

show and there are bad ones too!)

I have a story to pass on. Several months ago, I was having dinner with of Jesselv recognition Fr. Tim Healy of Georgetown University and we got on this subject. Tim told a story about two years ago when he saw that Georgetown had fifteen students from the Bronx High School of Science) He called the students in asked who was the teacher that they agreed was the best at the school. gave him the name of the person right off. He called the principal to make sure the students weren't giving him a fictitious name, and sure enough there was such a teacher who had been there for twenty years. Yes, the principal said he was outstanding. So Fr. Healy called the man at home and said, "This Healy at Georgetown. Are you Mr. Smith? The answer was "yes." I would like to tell you that I have good evidence that you have been for twenty years, that you are preparing outstanding students for Georgetown and that the Board of Trustees at Coorgetown has voted to award you an honorary degree next spring at commencement time." The man started to laugh and said, "Mable there is a nut on the phone." The story ends as you might suspect. That spring at commencement they gave an honorary degree to some retired general who had given them lots of money

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They then got around to one that was genuinely earned and Tim Healy said,

Condition for m home degree. We fearly such

When I would like to introduce a third awardee, Mr. Jones, who happens to

the Bornet New School of Scine

be a high school teacher. He is the one that's made Georgetown possible."

Tim said suddenly there was kind of electricity in the crowd, the audience

stood and applauded and applauded and this supposed "nobody" and I say it

heverently and ironically, was momentarily in the limelight.

That was a powerful statement to the student who were there, to the parents who were there, to the faculty who were there that now we have found an educator who's making the difference. My view is this, I would wish that every college in this country would intentionally plan some way to honor teachers. I don't care if it is an honorary degree, that's only illustrative of a broader point. Why can't the colleges take the initiative to have a teacher night or to bring teachers occasionally to the campus. Unless we are willing and it has to come from the colleges, if I can put it this way.

on down. We are the ones that have leverage and status in the community, and I just think the quality of our own institutions is directly linked to the quality of the schools. In the next decade, unless we become intentional about it, move this up in the priority list, get away from our smugness, I think the future of higher education is dark indeed.

sented. I would ask a second question were I on your campus, "Is this college's general education program coherent and well planned?" As some of you may know, we in Carnegie Foundation completed a little study about a year ago on general education, we surveyed hundreds of catalogues and visited campuses. I think it is no secret and I will say it directly. The truth is that general education is in a shambles. We have hidden under the label of "diversity" and we have used

podge. I believe that we can no longer afford that carelessness about something so essential because in a very central way, the way a college defines its general education is the way it defines its heritage.

I am really deeply convinced that the world is changing in such a way that our curriculum has to help students understand the interdependent nature of the world and we cannot allow them simply to see education as a grab bag of electives. Let me drift back to the schools again. We are enormously critical of the way schools have allowed the curriculum to unravel. My memory is that in the state of Illinois there are some 280 separate high school courses listed. We have high school catalogs in this country that are thicker than some college catalogs. Students are walking around like Alice in Wonderland looking at this Rube Goldberg arrangement, wondering what is education. diversity but we have used diversity as an excuse to stop and I only say that to say that I don't blame the high schools for having lost their way because they have signals from those of us high ed in_college. Their understanding of priorities of education are in some ways mirror of what they hear higher education people describing as priorities and We cannot be critical of the incoherence in the schools unless we also turn the mirror on ourselves and confront the incoherence on the campus.

Now how does one find the middle ground here. I am not of course, able to follow the first of factory of say for any college what the dimensions and profile of common learning should be.

I can only say that if a college still has a soul and has an intentional vision of itself it will, through its faculty and administrators, be able seriously to continue the seriously to such that those priorities are that transcend individual interests.

If the college has no intention, then we should declare it an academic supermarket— where each student can come in and shop around, check out after four years with no questions asked. In fact I am impressed that we are absolutely sore that cheestion larger than a college has continued but the should be able to the cheestion that the college has no intention but the should be able to the cheestion that the college has no intention but the should be able to the cheestion that the college has no intention but the should be able to the college has no intention and shop around, check out after four years with no continue that the cheestion that the college has no intention but the should be able to the college has no intention and shop around, check out after four years with no continue that the college has no intention but the college has no intention the college has no intention and shop around the college has no intention the college has no intention and shop around the college has no intention to the college has no intention and shop around the college has no intention and the college h

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In any event and be that as it may, I don't want to suggest that we change the time of education. I do say with deep conviction that I believe we instantly colleges need to ask how can we help to educate our students, about issues and values that go beyond their own individual interests which should not be smothered either. When I was Commissioner, Joan Cooney of Childrens Television Workshop, asked if we would help fund a program on science for junior high school; students. I thought it was a good idea, but wanted to make sure that the program showed how science converts into technology and technology into the daily lives of all of ws. In doing the research for this program, they surveyed junior high school students in New York and asked simple questions to find out what their knowledge was about the world in which they lived. One question was "Where does water come from?" My memory is that fifteen to twenty percent of the students said "the faucet". Asked, where does light come from?" and they said "the switch." "Where does garbage go?" and they said "Down the shute," which I thought was better than "out the window," given New York.

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which takes the student endy as far as that he can feel or touch. It is precisely that kind of ignorance that leads us to rage and to kick the gas pumps when there's a shortage, instead of understanding that somehow it is related to the Middle East. I think we cannot be so understanding as not to ask whether our students understand the common human agenda, which to me represents the essence of general education, and those issues that engage us all because the truth is, while we are all alone, we also are all together.

Unless we understand our connectedness as well as our independence we are not educated for the future and to me therein lies the challenge of common learning for the future. I would ask, then, if your college is interested in quality, does it offer a general education that is coherent and well planned and does it

Third, I would ask "Does the college integrate career and liberal education?"

To me this is the issue of the future. As you have heard, I have spent 350,000 hours on platforms at commencement time. I have figured out every possible way to pass the time of day and one of the ways i use is to see how many of the real graduates are in career-based fields and how many are in the traditional liberal arts fields. Now it is held up with absolute consistency on almost every campus I have visited that about two thirds of all the baccalaureates today are in career fields, with business usually number one, health-related areas number two and communications third. About one third or less of all graduates are in what might be called the traditional liberal arts, e.g., history or literature, those fields that we have thought of historically as the essence of the baccalaureate. Little just tell you that in the last ten to fifteen years there has been a revolution in this country and that baccalaureate programs are now dramatically career-based in their focus, or if not that, heavily committed to professional training for the future.

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I would add a second caveat just to put this in relief. The fastest growing component of education in America today is in business and industry, where as the Secretary said at lanch, between thirty-five and fifty billion Composite world dollars every year is being spent by business own personnel. Beautiful campuses are being built. I remember, when I was In New York, at a Holiday Inn in Buffalo one night. The magazine on the table caught my eye because it was announcing Heliday Inn University. It was a big cover spread, showing a marvelous campus, and a fine faculty. I noticed that a few of my friends were on the Board of Trustees. I thought they were playing both sides of the street, but the fact is we now have accredited degrees offered by business institutions. I speculate that in the next twenty years, the biggest threat will not be declining enrollments; it may not even be declining standards in the schools. The biggest threat might be the entrepreneurial competitors who offer students education directly related to the job. I specul ever get hold of the monopoly we now have, namely, certification, accreditabegins to crumbbe The rullow callege and univertee must delect

We have to come to terms with the philosophical and pragmatic question on how prey wal do we respond to the career interests of sur students while at the same time In Addrestin suggesting that there is something more than careers. The uniqueness of is that we have found a way to blend the legitimate interest in vocation with the broader interest in living a valued life. For us not to engage in that serious about ends' would be a great mistale. debate it seems to me is to be found wanting, and if the students see us only comply 100 related struction cring earcors in a third rate session, I believe we will be out done by those who do it better. Our enly claim for future credibility will be to say we offer careers plus the value to make that career a meaningful experience. There is commend and where business, I think, will not compete. This is a challenge for the arts and

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and science college that is as momentous as any in the last fifty years.

The arts and science faculty who do not understand the obligation to relate themselves to the students' interest in careers will have made a short term judgement that I think will have long term negative consequences for us all.

Perhaps even working with business will be essential, indicating to them what we can add as the factor that goes beyond careers.

I would add as a footnote and in conclusion on this point, we have done a disservice to our students not to honor their interest in vocation. The word "vocation" is biblicly based and is one of the most honored and awesome issues issual me content. for us in life. After all what is work except the taking of our intelligence and our commitments and our conscience and putting it to some worthy end. An some respects who we are and what we will become is measured by our choice our time of work and how we engage in it every day. Work is something we should honor and our discussion with students should deal with it carefully, indeed reverently. Wet isn't it true that on many of our campuses we convey to students the suggestion that if they have an interest in careers, or in trying to figure out what they will become or how they will use their few moments on earth for productive good, that this is somehow unclear in a context where we deal with ideas. To me it borders on the immoral not to help students in making choices that deal with the very essence of their lives. Indeed isn't it true that often we tell students we are disinterested in work and correct while we fight endlessly to make sure we are ourselves given tenure and security on campus?

future, and I would guess the undergraduate college generally, is to say how can concern to a compare the combined with values so that students understand that life is whole?

After all, when we graduate we don't say one day I am a careerist, and the next day I am a liberally educated theorist. We have to mix it up. To me the mixing

up should occur before graduation as well as after and I think the college of the future that finds a way to combine careers with traditional values of liberal learning, which give perspective and value to careers will be the college of integrity that can held its head up and draw students, and, if I might say it, even match the competition.

In asking about the quality of an institution, I would ask "Does the college take seriously the education of adults?" (I say this with hesitation because in the audience today and your banquet speaker tentight is the nation's authority on adult learners Dr. Patricia Cross) The adult learner is perhaps the sleeping giant in our midst. While with the change in demography we have an enormous educational challenge among minorities who are young, we have an equally enormous challenge among the majority who are growing older. We are now in a situation where the majority of postsecondary students are over twenty-one. I believe that we have had a revolution that will continue, so that by the year 1990, or certainly 2000, higher education will in many respects be an education for adults.

The truth is we have broken out of this rigid cycle which said that for four or five years you played at home and fifteen or twenty years you went to school, and for forty years you went to work and for five or ten you had dignified decline.

That to me is no longer the case. We are now in a world in which work and education and recreation have a life time implication. How does the formal learning institution work its way interventionally into that, so that it dealy significantly with the obligations of continued growth that none of us can avoid? Here again introduce let me throw in a second competitor while I am identifying the competition.

I do think we are on a technology threshold. Ferhaps in the next decade with computers in the home and video cassettes that can offer the educatory of the future

the campus will become increasingly obsolete. The question is, where does formal education come in, caught in the pincer movement between the corporate classroom and the video cassette? Can we somehow intervene in a way that offers more than career and more than entertainment and can we provide interpretation as well as information?

I believe we are going to have to be less trivial about the education of adults. I find it embarrassing to look at most adult education catalogs. We worry enormously about those who are under 21. We think we have an obligation to think about majors and minors, but for those over twenty one, we have the strong around. I saw a catalog the other day with adult education program for what I thought was a legitimate college. I must say it was embarrassing.

They were offering "Dancing by moonlight," "Gourmet cooking on the Mediterranean."

It was as if it was a mixture of the YMCA, the Methodist Church and the Rotary Club, but it did not strike me as a college. All of they are legitimate. I might add all of them are also in the adult education business.

What does a college educate adults to think about? I don't have the answer to that but I will give you just one example to illustrate my point. I believe America faces an enormous challenge with the gap of public understanding of public issues in our education. I think we are entering a time in which we are becoming less and less informed about issues that will be more crucial to our future, as I say in a recent Carnegie report. I think we are becoming civically illiterate. We depend more and more on technologists to tell us what to believe on matters of life and death. This is unacceptable in a democracy. Is it possible them for us to see that our mission in adult education role is to educate for citizenship?

Could we resurrect and dust off that term we called "civics," but give it new life within the need for adults to understand responsible participation in government at the local and national level?

Do we really believe that basket weaving is all that people over 21 care about? Pat Cross' survey shows that adults do pick up courses that interest adults them best also shows in her book Adults as Learners that they are interested in liberal learning and civic issues but we don't offer them —anything that sounds compellingly relevant to their lives. I would suggest, then, that the college of quality is one that takes more seriously the education of adults.

I close on that point by giving you a quote from Woodrow Wilson who was a professor at Princeton before he went on to do something else. Wilson, a professor of jurisprudence, said in 1896 that the spirit of service will provide a college a place in the public annals of the nation. He said that if colleges are to offer the right service, that the air of affairs should be admitted to all of its classrooms. There is laid upon us the compulsion of national life, he said, and we dare not keep aloof and closet ourselves while a nation comes to its maturity. We said the days of glad expansion are gone. Our life grows tense and difficult. Our resource for the future lies in careful thought, in providence and in a wise economy. He said the school must be of the nation.

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He writes a little more elegantly and perhaps a little more "king Jamesly" than I would, but what Wilson is saying is that no institution, no matter how erudite, how Ivy League, may detach itself from the affairs of the nation which are the affairs of the people. That means our colleges must somehow build a bridge between the intellectual life and the issues that will direct our world in the days to come. I think that challenge is especially present as we increasingly serve adults.