



清華大學  
Tsinghua University

Tsinghua University's Master of Public Administration program became the first international program to receive NASPAA accreditation in July 2013. Along with this distinction, the program also stands as an example of breakthrough practices in diversity within its own unique context of China.

While Tsinghua University still seeks to improve its gender diversity among its student and faculty bodies, its policies to increase geographic diversity have been largely successful. In China, the Western provinces of the country have often produced candidates for the MPA program and government training that have struggled to meet and practice the necessary skills compared to their counterparts in the Eastern provinces. This has led to a lack of diversity in many programs in China, which attract and retain Eastern provincial students and government workers while minimizing the potential of those in the West.

Tsinghua, however, has reached out to Western provincial students to attend the program. In order to increase the percentage of MPA students who are government officials from less developed western provinces, SPPM conducts pre-interviews to those potential applicants before the National Examination is administered. These government officials who pass the interview will be able to audit some courses, and be admitted if they pass the National Examination in two years. It increased their chances to be admitted. While government officials from the western provinces do not perform as well on the National Examination overall, the pre-interview and course auditing continue to allow more admittance. According to program statistics, these policies have not led to a decline in student quality or graduation success.

SPPM has also begun allocating scholarships specifically for government officials from the western region. These scholarships and other forms of financial assistance further allow those candidates with promise but lacking the particular skills and resources to take part in higher education. It also allows for more diversity in the program as well as future diversity among public service careers as more candidates from western provinces become trained and able to meet the needs of the country.

While the provincial context is unique to China, it can be more broadly applied to American programs and universities. Several programs have unique regions and populations to draw from in order to gain diversity. In the West and South West, states have large Hispanic populations to draw from. In the North and Northwest, several states have Native American populations nearby. In large states with large urban centers, programs can have immense connection to diverse groups. Thus, many programs can emulate Tsinghua University by analyzing their surroundings in order to better allocate resources and policies to attract diverse students based on their unique region.