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A National Association for Equal Opportunity in Higher Education
Study

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**THE STATE OF BLACKS IN
HIGHER EDUCATION**

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THE STATE OF BLACKS IN HIGHER EDUCATION

*A National Association for Equal Opportunity
in Higher Education Study*

William A. Darity, Jr., PhD, Duke University
Rhonda Vonshay Sharpe, PhD, University of Vermont
Omari H. Swinton, PhD, Howard University

**A Publication of the National Association
for Equal Opportunity
in Higher Education (NAFEO)**

Editor-in-Chief
Lezli Baskerville, Esq.

Managing Editor
LaNitra Berger

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PREFACE

This is a study initiated by the National Association for Equal Opportunity in Higher Education (NAFEO) that provides an overview on the state of blacks in higher education from 1986 through 2005. It focuses on bachelor's, master's, and doctorate degrees earned by black Americans. It also examines the advancement, or lack thereof, of black faculty members. The study uses data from the Integrated Postsecondary Education Data Series and the Survey of Doctorial Recipients. The following observations are select summaries of the study.

- The number of black Americans awarded bachelor's degrees increased 73 percent compared to 25 percent for non-black Americans. At the doctorate level, black Americans had an increase of 56 percent compared to 6 percent for non-black Americans.
- Historically black colleges and universities (HBCUs) increased both the number of degrees they awarded and the diversity of their student body at the bachelor's and doctorate degree levels. The increase in bachelor's degrees at HBCUs was 39 percent compared to 33 percent for all schools. At the doctoral level, HBCUs had a 67 percent increase compared to 14 percent for all schools.
- Although only 3.3 percent of all the institutions, HBCUs awarded nearly 50 percent of all bachelor's degrees received by black students in the natural and physical sciences, a little more than 25 percent of all bachelor's degrees in engineering, and nearly 25 percent of all bachelor's degrees awarded to black Americans.
- Blacks with doctorates are more likely to be employed in colleges and universities than non-black Americans. Blacks make up less than 5 percent of the total faculty in colleges and universities.

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Younger blacks with doctorates do not appear to face the same barriers to promotions as did older blacks with doctorates.

Although this study includes National Science Foundation (NSF) data, this usage does not imply NSF endorsement of the research methods or the conclusions contained in this report.

ACKNOWLEDGMENTS

The editors would like to express their deepest gratitude to the NAFEO board of directors, the members, and the staff for their support and assistance in completing this publication.

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ABOUT NAFEO

The National Association for Equal Opportunity in Higher education (NAFEO) is the umbrella organization of the nation's historically and predominately black colleges and universities. Founded in 1969 by a group of presidents of Historically Black Colleges and Universities, NAFEO is "the voice for blacks in higher education." The association represents the presidents and chancellors of all the nation's black colleges and universities: public, private and land-grant, two-year, four-year, graduate and professional, historically and predominantly black colleges and universities.

Whether an institution is one of the 39 private black colleges and universities that belong to UNCF, one of the 47 public colleges and universities that belong to the Thurgood Marshall Scholarship Fund; one of the 18 land-grant universities or 19 other public universities that belong to the National Association of State Universities and Land-grant Colleges' Office for the Advancement of Public Black Colleges; a black 2-year institution that belongs to the American Association of Community Colleges, or one of the emerging predominately black universities and colleges, the institution has a voice and a vote in NAFEO.

It was founded to provide an international voice for the nation's HBCUs; to place and maintain the issue of equal opportunity in higher education on the national agenda; to advocate policies, programs and practices designed to preserve and enhance HBCUs, and to increase the active participation of blacks at every level in the formulation and implementation of policies and programs in American higher education.

NAFEO's MISSION

- To champion the interests of historically and predominantly black colleges and universities;

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- To provide services to NAFEO members;
- To build the capacity of HBCUs, their executives, administrators, faculty, staff and students;
- To serve as an international voice and advocate for the preservation and enhancement of historically and predominantly black colleges and universities and for blacks in higher education.

NAFEO's VISION:

To be the leading and most respected advocate for historically and predominately black colleges and universities, and for blacks in higher education, serving our members professionally, effectively, and efficiently.

INTRODUCTION

Lezli Baskerville, J.D.
President and CEO

I am pleased to present one of NAFEO's signature publications, *The State of Blacks in Higher Education*. With generous support from the Lumina Foundation for Education, *The State of Blacks in Higher Education* is an important document for researchers, policy makers and shapers, university administrators, and those in the corporate and social sectors who are interested in understanding how blacks are faring across the higher education spectrum. This report describes the tremendous progress that blacks have made in achieving higher education over the last twenty years, and it explains what needs to be done to see this progress continue. In short, *The State of Blacks in Higher Education* is an essential tool in ensuring excellence and equity in postsecondary education.

The State of Blacks in Higher Education examines black progress in higher education from bachelor's degree attainment through the tenure track. As you will see in the publication, blacks are achieving higher education in unprecedented numbers. There is still, however, much to be done to ensure that the institutions that are serving minority, low-income, and first-generation students are receiving their fair share of funding from state and federal governments.

You will also learn about the tremendous work that our nation's black colleges are doing to provide educational opportunities not just for black students, but for any student who walks through their doors. Black colleges are the nation's quintessential equal opportunity institutions, and *The State of Blacks in Higher Education* demonstrates the importance of these schools in filling the gap that has been created as the costs of higher education continue to soar and access is denied to all but the most privileged. In addition to producing a disproportionate share of black graduates in all fields, *The State*

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of Blacks in Higher Education describes how black colleges are also doing well as educating nonblack and foreign students.

Some of the report's major findings include:

- During 1996-2005, the number of degrees awarded to blacks across all discipline groupings increased.
- HBCUs increased the number of bachelor's degrees awarded from 1986-1995 to 1996-2005 by 39% compared to a 29% increase in degrees awarded by all schools.
- Of the master's degrees awarded in engineering, the physical and natural sciences, and the life and medical sciences from HBCUs, over 25 percent were earned by nonblack citizens.
- Black citizens increased the number of doctorates earned from 1986-1995 to 1995-2005 by 56 percent.

The importance of higher education in creating a globally competitive workforce is undeniable. It is imperative that our students acquire the skills to succeed in the twenty-first century economy. *The State of Blacks in Higher Education* provides a basis for those committed to minority student access and success in higher education to develop sound policies and best practices for increasing achievement in college and beyond.

I invite you to learn more about NAFEO and its research through *The State of Blacks in Higher Education*.

CHAPTER ONE

Bachelor's to Doctorates: Who Gave and Who Got Them?

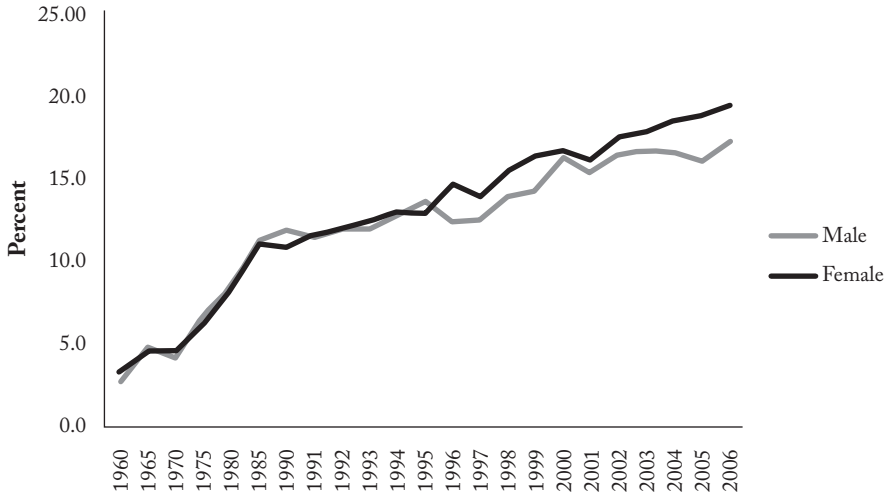
This report provides an overview of the status of blacks in higher education. It addresses the number and proportion of bachelor's, master's and doctorates awarded to black Americans, non-black Americans and non-Americans between 1986 and 2005. Additionally, this report describes the representation of black men and women in faculty positions in academe, with a focus on career paths, rank and salary.

In 1994 Robert Bruce Slater reported in the *Journal of Negro Education* that by the end of the Civil War, only 40 blacks had been awarded bachelor's degrees from colleges and universities located in the United States.² These 40 degrees did not include bachelor's degrees awarded by Wilberforce University or Lincoln University, two of the nation's oldest historically black institutions.³ Additionally, the Slater report found that by 1900 the number of blacks with a bachelor's degree had increased to nearly 400.

According to the 2006 Current Population Survey, nearly 13 percent of the black U.S. population had a bachelor's degree (roughly 2.72 million people) and 6 percent of blacks held an advanced degree (approximately 1.25 million people). The chart on page 2 plots the percentage of black men and women who completed at least four years of college from 1960 through 2006. According to this chart, the percentage of men and women who are college graduates, or have completed at least four years of college, follows similar paths until 1996 when the gap between men and women widens in favor of women.

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Chart 1. Percent of Men and Women Who are College Graduates or 4 or More Years of College



Source: U.S. Census Bureau, 2008 Statistical Abstract: The National Data Book. Table 218. Educational Attainment, by Race, Hispanic Origin, and Sex: 1960 to 2006. See Internet site: http://www.census.gov/compendia/statab/cats/education/educational_attainment.html.

Bachelor's Degrees Awarded and Trends

This section analyzes the trends in the number of bachelor's degrees awarded. Specifically, it analyzes degrees earned by citizenship, race, gender, all-schools and at HBCUs in engineering, humanities, natural and physical sciences, social sciences, life and medical sciences, business and law and education. Our data set is the Integrated Postsecondary Education Data System Completions Survey by Race, accessed by way of WebCASPAR.

Table 1 illustrates the degree attainment of black men and women. For the decade 1986–1995, black men earned degrees in engineering and life and medical sciences at more than twice the rate of black women. However, black men lagged behind black women in degrees earned in the humanities, natural and physical sciences, social sciences, business and law, and education. This pattern is not replicated among non-black Americans or non-Americans, with the exception that men in both of these categories earned degrees in engineering at much higher rates than women. As a group, the bachelor's degrees awarded to black Americans were 4 percent of engineering, humanities and education degrees, 7 percent of natural and physical sciences, social sciences, and business and law degrees, and 6 percent of the life and medical sciences degrees. The share of bachelor's

BACHELOR'S TO DOCTORATES: WHO GAVE AND WHO GOT THEM?

degrees awarded to blacks in engineering is smaller than those awarded to non-Americans. However, blacks exceeded the share of bachelor's degrees awarded to non-Americans in all other discipline groupings.

The number of bachelor's degrees awarded by HBCUs follows the pattern for all schools. Men earned more bachelor's degrees than women in engineering, but earn fewer bachelor's degrees than women in all other disciplines. A closer look at the bachelor's degrees awarded by HBCUs shows that nearly one in four bachelor's degrees awarded in engineering and the life and medical sciences was awarded to non-black Americans (14 percent and 19 percent, respectively) or non-Americans (10 percent and 5 percent). HBCUs awarded nearly 50 percent of all bachelor's degrees to blacks in the natural and physical sciences, and a little more than 25 percent of all bachelor's degrees awarded to blacks were in engineering. Although they represent only 3.3 percent of all institutions of higher education, HBCUs awarded nearly 25 percent of all bachelor's degrees earned by blacks.

During the decade of 1986–1995, of the top 10 schools that awarded bachelor's degrees to blacks in engineering, HBCUs held six of the 10, all 10 slots for women and nine of the 10 slots for men for natural and physical science bachelor's degrees, five of the 10 slots for bachelor's degrees awarded in the social sciences for both men and women, four of the 10 slots for women, and three of the 10 slots for men for bachelor's degrees in the humanities, and six of the 10 slots for women, and eight of 10 slots for men in the life and medical sciences. On average, the schools on the top 10 lists awarded 10 percent of all bachelor's degrees given to black Americans.

During 1996–2005, the number of degrees awarded to blacks across all discipline groupings increased. Relative to 1986–1995, the number of bachelor's degrees awarded to black men in the humanities more than doubled and nearly doubled for black women in the social sciences. The widening in the gap between men and women, shown in the chart on page 2, seems to be driven by the massive increase in bachelor's degrees earned by black women in the social sciences relative to men. From 1986–1995, black men earned more than twice as many bachelor's degrees in the life and medical sciences as women. However, by the 1996–2005 decade, women earned nearly four times as many bachelor's degrees in the life and medical sciences. The number of bachelor's degrees earned by black women in the social sciences from 1996–2005 nearly exceeded the total number of bachelor's degrees earned by black men during that same time period. Black women increased their share of bachelor's degrees in engineering, as did women in general. The 73 percent growth in bachelor's degrees from 1986–1995 to 1996–2005 for black women and men exceeds the rate of growth for non-black Americans by 25 percent.

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HBCUs increased the number of bachelor's degrees awarded from 1986–1995 to 1996–2005 by 39 percent, compared to a 29 percent increase in degrees awarded by all schools. Over the same period, the number of non-black Americans earning degrees in engineering and life and medical sciences at HBCUs decreased by 39 percent and 50 percent, respectively. The decrease in bachelor's degrees awarded in engineering, the natural and physical sciences, and life and medical sciences by HBCUs to non-black Americans was offset by nearly a 100 percent increase in bachelor's degrees awarded in the humanities, and a nearly a 425 percent increase in bachelor's degrees awarded in the natural and physical sciences. HBCUs had a 29 percent increase in the number of degrees awarded to non-black Americans, compared with a 25 percent growth for all schools.

HBCUs also continued to have strong representation in the top 10 schools producing black bachelor's degrees for the 1995–2005 decade. Morgan State University and Florida A&M University joined the top 10 list, increasing the number of HBCUs in the top 10 from six to seven. In the natural and physical sciences, Florida A&M University, Tennessee State University and Morgan State University joined the top 10 list for black women; for black men, Benedict College and City University of New York City joined the top 10 list. The number of HBCUs in the top 10 also increased for the life and medical sciences, as Southern University joined the top 10 for both women and men, and Morehouse College and Tennessee State University joined the top 10 for men. The top 10 schools in the social sciences and humanities for both black men and women changed a bit during the 1986–1995 and 1996–2006 decades, but the number-one schools—Morehouse College and Spelman College—remained the same. HBCUs had decreased representation in the top 10 lists for the humanities and social science.

Over the 20 years analyzed, the percentage of degrees awarded to blacks by the top 10 schools decreased less than 3 percent on average, suggesting that black Americans are attending a broader range of colleges and universities. The Georgia Institute of Technology, for example, is ranked high on the engineering list. This may be explained by the development of the dual-degree program with the schools in the Atlanta University Center.

Table 1. Bachelor's Degrees Awarded, 1986–2005

All Schools 1986–1995

Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	12,911	14,593	15,508	37,216	11,686	55,433	10,677	158,024
Percent of Degrees–All Schools	2	2	3	3	1	3	1	2
Women	6,215	25,682	16,737	63,471	43,553	84,305	30,689	270,652
Percent of Degrees–All Schools	1	3	4	4	5	4	3	4
Total Black Americans	19,126	40,275	32,245	100,687	55,239	139,738	41,366	428,676
Percent of Degrees–All Schools	4	4	7	7	6	7	4	6
Non-black Americans								80
Men	389,541	358,703	281,224	617,541	293,175	992,218	179,674	3,112,076
Percent of Degrees–All Schools	75	37	61	42	30	48	19	43
Women	71,955	549,889	143,722	729,653	597,877	863,916	627,674	3,584,686
Percent of Degrees–All Schools	14	37	31	49	62	42	65	49
Total Non-black Citizens	461,496	908,592	424,946	1,347,194	891,052	1,856,134	807,348	6,696,762
Percent of Degrees–All Schools	89	94	92	91	92	90	84	92
Non-Americans								30
Men	34,535	8,226	19,050	15,078	7,638	45,382	2,205	132,114
Percent of Degrees–All Schools	7	1	4	1	1	2	0	2
Women	4,003	12,488	8,363	14,199	9,869	30,165	3,476	82,563
Percent of Degrees–All Schools	1	1	2	1	1	1	0	1
Total Non-Americans	38,538	21,958	5,250	28,032	17,507	75,547	111,285	186,832
Percent of Degrees–All Schools	7	2	1	2	2	4	12	3
Total Bachelor Degrees–All Schools	519,160	970,825	462,441	1,475,913	963,798	2,071,419	959,999	7,312,270

HBCUs 1986–1995

Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	3,104	3,181	5,912	8,222	3,732	17,111	4,077	45,339
Percent of Degrees–HBCUs	48	32	41	31	18	34	19	30
Women	1,822	5,769	7,785	15,599	11,580	26,766	12,182	81,503
Percent of Degrees–HBCUs	28	58	55	59	57	53	57	55
Total Black Americans	4,926	8,950	13,697	23,821	15,312	43,877	16,259	126,842
Percent of Degrees–HBCUs	76	90	96	90	76	87	77	85
Non-black Americans								
Men	774	302	926	838	1,116	2,373	999	7,328
Percent of Degrees–HBCUs	12	3	6	3	6	5	5	5
Women	109	489	514	1,186	2,694	2,496	3,504	10,992
Percent of Degrees–HBCUs	2	5	4	4	13	5	17	7
Total Non-black Americans	883	791	339	2,024	3,810	4,869	4,503	17,219
Percent of Degrees–HBCUs	14	8	2	8	19	10	21	12
Non-Americans								
Men	586	100	611	284	462	1,242	212	3,497
Percent of Degrees–HBCUs	9	1	4	1	2	2	1	2
Women	64	142	269	283	589	712	254	2,313
Percent of Degrees–HBCUs	1	1	2	1	3	1	1	2
Total Non-Americans	650	243	233	566	1,051	1,954	466	5,163
Percent of Degrees–HBCUs	10	2	2	2	5	4	2	3
Total Bachelor's Degrees–HBCUs	6,459	9,984	14,269	26,411	20,173	50,700	21,228	149,224

All Schools 1996–2005

Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	17,928	30,715	27,796	52,584	21,049	83,687	20,759	254,518
Percent of Degrees–All Schools	3	2	4	3	2	3	2	3
Women	9,568	51,510	27,139	124,014	82,890	142,608	49,984	487,713
Percent of Degrees–All Schools	2	3	4	7	6	6	5	5
Total Black Americans	27,496	82,225	54,935	176,598	103,939	226,295	70,743	742,231
Percent of Degrees–All Schools	5	5	8	10	8	9	7	8
Non-black Americans								
Men	398,023	594,958	380,811	598,092	394,467	1,097,799	255,296	3,719,446
Percent of Degrees–All Schools	71	39	58	33	29	44	24	39
Women	93,894	806,000	179,162	965,937	852,488	1,039,213	739,349	4,676,043
Percent of Degrees–All Schools	17	53	27	54	62	42	69	49
Total Non-black Americans	491,917	1,400,958	559,973	1,564,029	1,246,955	2,137,012	994,645	8,395,489
Percent of Degrees–All Schools	88	92	85	87	91	86	92	89
Non-Americans								
Men	34,077	14,005	27,641	20,875	8,383	67,157	3,373	175,511
Percent of Degrees–All Schools	6	1	4	1	1	3	0	2
Women	6,904	22,506	13,039	27,616	15,116	56,342	6,720	148,243
Percent of Degrees–All Schools	1	1	2	2	1	2	1	2
Total Non-Americans	40,981	36,511	40,680	48,491	23,499	123,499	10,093	323,754
Percent of Degrees–All Schools	7	2	6	3	2	5	1	3
Total Bachelor's Degrees–All Schools	560,394	1,519,694	655,588	1,789,118	1,374,393	2,486,806	1,075,481	9,461,474

HBCUs 1996–2005

Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	3,993	6,771	9,857	9,939	6,682	19,526	6,584	63,352
Percent of Degrees–HBCUs	52	35	47	26	19	34	24	31
Women	2,688	10,946	8,216	25,704	22,650	30,572	15,743	116,519
Percent of Degrees–HBCUs	35	56	39	66	63	53	58	56
Total Black Americans	6,681	17,717	18,073	35,643	29,332	50,098	22,327	179,871
Percent of Degrees–HBCUs	87	91	86	92	821	87	82	87
Non-black Citizens								
Men	457	695	1,066	860	1,503	2,326	1,017	7,924
Percent of Degrees–HBCUs	6		5	2	4	4	4	4
Women	84	861	700	1,837	4,218	3,116	3,427	14,243
Percent of Degrees–HBCUs	1	4	3	5	12	5	13	7
Total Non-black Americans	541	1,556	1,766	2,697	5,721	5,442	4,444	22,167
Percent of Degrees–HBCUs	7	8	8	7	16	10	16	11
				33				
Non-Americans								
Men	410	128	755	202	372	830	80	2,777
Percent of Degrees–HBCUs	5	1	4	1	1	1	0	1
Women	101	170	507	351	606	893	224	2,852
Percent of Degrees–HBCUs	1	1	2	1	2	2	1	1
Total Non-Americans	511	298	1,262	553	978	1,723	304	5,629
Percent of Degrees–HBCUs	7	2	6	1	1	3	1	3
Total Bachelor's Degrees–HBCUs	7,733	19,571	21,101	38,893	36,031	57,263	27,075	207,667

Table 2. Top 10 Schools Awarding Bachelor's Degrees to Black Students, 1986–2005

Engineering			
1986-1995			
Black Women	Total	Black Men	Total
North Carolina A&T State University	410	North Carolina A&T State University	599
Georgia Institute of Technology, Main Campus	289	Prairie View A&M University	490
Tuskegee University	264	Tuskegee University	424
Howard University	261	Howard University	401
Prairie View A&M University	251	Southern University at Baton Rouge	369
North Carolina State University at Raleigh	200	Georgia Institute of Technology, Main Campus	364
Southern University at Baton Rouge	192	North Carolina State University at Raleigh	300
Tennessee State University	130	CUNY City College	230
Purdue University, Main Campus	119	Pratt Institute	217
Michigan State University	112	University of the District of Columbia	195
Total Black Women from Top 10	2,228	Total Black Men from Top 10	3,589
Total Black Women from All Schools	6,215	Total Black Men from All Schools	12,911
Percent Total Black Women from Top 10	36	Percent Total Black Men from Top 10	28
1996-2005			
Black Women	Total	Black Men	Total
North Carolina A&T State University	578	North Carolina A&T State University	833
Georgia Institute of Technology, Main Campus	502	Georgia Institute of Technology, Main Campus	678
Florida A&M University	341	Florida A&M University	475
Tuskegee University	319	Prairie View A&M University	442
Morgan State University	262	Southern University at Baton Rouge	420
Prairie View A&M University	260	North Carolina State University at Raleigh	397
North Carolina State University at Raleigh	249	Morgan State University	395
Tennessee State University	221	Tuskegee University	387
Southern University at Baton Rouge	199	CUNY City College	342
University of Michigan at Ann Arbor	199	Tennessee State University	283
Total Black Women from Top 10	3,130	Total Black Men from Top 10	4,652
Total Black Women from All Schools	9,568	Total Black Men from All Schools	17,928
Percent Total Black Women from Top 10	33		26

Table 2. Top 10 Schools Awarding Bachelor's Degrees to Black Students, 1986–2005 cont.

Humanities			
1986-1995			
Black Women	Total		Black Men
			Total
Spelman College	628		Morehouse College
Howard University	502		Howard University
Rutgers University at New Brunswick	439		Oakwood College
University of Virginia, Main Campus	433		University of Virginia, Main Campus
Hampton University	318		Rutgers University at New Brunswick
University of Maryland at College Park	313		University of California–Berkeley
University of California–Los Angeles	294		University of Illinois at Urbana–Champaign
SUNY at Albany	284		American Baptist College
North Carolina Central University	248		Florida A&M University
University of Michigan at Ann Arbor	240		University of California–Los Angeles
Total Black Women from Top 10	3,699		Total Black Men from Top 10
Total Black Women from All Schools	25,682		Total Black Men from All Schools
Percent Total Black Women from Top 10	14		Percent Total Black Men from Top 10
1996–2005			
Black Women	Total		Black Men
			Total
Spelman College	938		Morehouse College
Howard University	832		Howard University
CUNY Hunter College	657		University of Maryland at College Park
University of Maryland at College Park	630		North Carolina Central University
Georgia State University	571		North Carolina A&T State University
Hampton University	480		University of Illinois at Urbana–Champaign
University of Virginia, Main Campus	480		Florida A&M University
Rutgers University, New Brunswick	474		University of California–Los Angeles
University of Michigan at Ann Arbor	453		University of California–Berkeley
University of Illinois at Urbana–Champaign	451		Georgia State University
Total Black Women from Top 10	5,966		Total Black Men from Top 10
Total Black Women from All Schools	51,510		Total Black Men from All Schools
Percent Total Black Women from Top 10	12		Percent Total Black Men from Top 10

Table 2. Top 10 Schools Awarding Bachelor's Degrees to Black Students, 1986–2005 cont.

Natural and Physical Sciences			
1986–1995			
Black Women	Total	Black Men	Total
Xavier University of Louisiana	212	Xavier University of Louisiana	120
Spelman College	131	Howard University	106
Howard University	85	Morehouse College	103
Fisk University	65	United States Naval Academy	94
Lincoln University (PA)	60	Lincoln University (PA)	55
Tougaloo College	55	Morgan State University	42
Hampton University	53	Southern University at Baton Rouge	42
Jackson State University	51	Tuskegee University	39
Dillard University	46	Jackson State University	37
Southern University at Baton Rouge	45	Hampton University	34
Total Black Women from Top 10	803	North Carolina State University at Raleigh	34
Total Black Women from All Schools	16,737	Total Black Men from Top 11	706
Percent Total Black Women from Top 10	5	Total Black Men from All Schools	15,508
		Percent Total Black Men from Top 11	5
1996–2005			
Black Women	Total	Black Men	Total
Xavier University of Louisiana	402	Xavier University of Louisiana	142
Spelman College	152	Morehouse College	136
Howard University	131	United States Naval Academy	88
Southern University at Baton Rouge	105	Lincoln University (PA)	77
Tennessee State University	104	Benedict College	65
Florida A&M University	98	Southern University at Baton Rouge	63
Jackson State University	88	CUNY City College	62
Lincoln University (PA)	77	Jackson State University	57
Tougaloo College	72	Howard University	56
Morgan State University	70	North Carolina State University at Raleigh	51
Total Black Women from Top 10	1,299	Total Black Men from Top 10	797
Total Black Women from All Schools	27,139	Total Black Men from All Schools	27,796
Percent Total Black Women from Top 10	5	Percent Total Black Men from Top 10	3

Table 2. Top 10 Schools Awarding Bachelor's Degrees to Black Students, 1986–2005 cont.

Social Sciences			
1986–1995			
Black Women	Total	Black Men	Total
Spelman College	1,172	Morehouse College	770
University of California–Los Angeles	883	Howard University	486
Howard University	881	University of California–Los Angeles	450
North Carolina Central University	786	North Carolina Central University	408
Rutgers University at New Brunswick	742	Rutgers University at New Brunswick	400
Southern University at Baton Rouge	666	University of California–Berkeley	389
Hampton University	653	University of Virginia, Main Campus	348
University of Virginia, Main Campus	541	University of Maryland at College Park	343
University of California–Berkeley	508	Southern University at Baton Rouge	329
CUNY Hunter College	501	Florida A&M University	311
Total Black Women from Top 10	7,333	Total Black Men from Top 10	4,234
Total Black Women from All Schools	63,971	Total Black Men from All Schools	37,216
Percent Total Black Women from Top 10	11	Percent Total Black Men from Top 10	11
1996–2005			
Black Women	Total	Black Men	Total
Spelman College	1,761	Morehouse College	1,031
CUNY John Jay College Criminal Justice	1,690	University of Maryland at College Park	642
Georgia State University	1,249	Florida A&M University	547
CUNY Hunter College	1,113	CUNY John Jay College Criminal Justice	512
Howard University	1,085	St. Leo College	512
CUNY York College	1,065	Southern University at Baton Rouge	423
Florida A&M University	1,042	Ohio State University, Main Campus	415
Hampton University	981	Rutgers University at New Brunswick	371
University of Maryland at College Park	977	University of Virginia, Main Campus	358
California State University–Dominguez Hills	930	Florida State University	355
Total Black Women from Top 10	11,893	Total Black Men from Top 10	5,166
Total Black Women from All Schools	124,014	Total Black Men from All Schools	52,584
Percent Total Black Women from Top 10	10	Percent Total Black Men from Top 10	10

Table 2. Top 10 Schools Awarding Bachelor’s Degrees to Black Students, 1986–2005 cont.

Life and Medical Sciences			
1986–1995			
Black Women	Total	Black Men	Total
Howard University	1,084	Howard University	349
Hampton University	685	Xavier University of Louisiana	226
SUNY Health Science Center at Brooklyn	683	Southern Illinois University–Carbondale	217
Xavier University of Louisiana	654	Prairie View A&M University	178
Long Island University, Brooklyn Campus	622	Long Island University, Brooklyn Campus	175
Florida A&M University	583	Florida A&M University	167
Chicago State University	448	Hampton University	161
St. Joseph’s College, Main Campus	444	Tuskegee University	158
Tennessee State University	444	Alcorn State University	151
Prairie View A&M University	433	Tennessee State University	135
Total Black Women from Top 10	6,080	Total Black Men from Top 10	1,917
Total Black Women from All Schools	43,553	Total Black Men from All Schools	11,686
Percent Total Black Women from Top 10	14	Percent Total Black Men from Top 10	16
1996–2005			
Black Women	Total	Black Men	Total
Florida A&M University	1,465	Florida A&M University	384
Howard University	1,359	Howard University	352
Xavier University of Louisiana	1,229	Xavier University of Louisiana	329
Hampton University	1,092	Morehouse College	328
Southern University at Baton Rouge	974	Southern Illinois University–Carbondale	321
Prairie View A&M University	940	Prairie View A&M University	289
Florida International University	916	Southern University at Baton Rouge	262
Tennessee State University	904	Tennessee State University	257
CUNY Herbert H Lehman College	784	Hampton University	235
St. Joseph’s College, Main Campus	712	Tuskegee University	230
Total Black Women from Top 10	10,375	Total Black Men from Top 10	2,987
Total Black Women from All Schools	82,890	Total Black Men from All Schools	21,049
Percent Total Black Women from Top 10	14	Percent Total Black Men from Top 10	14
Percent Black Women from Top 11	12		

Table 2. Top 10 Schools Awarding Bachelor's Degrees to Black Students, 1986–2005 cont.

Business and Law			
1986–1995			
Black Women	Total	Black Men	Total
Hampton University	1365	Morehouse College	1194
Jackson State University	1169	Hampton University	783
Howard University	1109	Howard University	753
CUNY Bernard M Baruch College	990	North Carolina A&T State University	618
North Carolina A&T State University	956	Southern University at Baton Rouge	610
Southern University at Baton Rouge	880	CUNY Bernard M Baruch College	597
South Carolina State University	803	South Carolina State University	576
Florida A&M University	776	Jackson State University	552
Grambling State University	746	Grambling State University	525
Morgan State University	740	Florida A&M University	495
Total Black Women from Top 10	9,534	Total Black Men from Top 10	6,703
Total Black Women from All Schools	84,305	Total Black Men from All Schools	55,433
Percent Black Women from Top 10	11	Percent Black Men from Top 10	12
1996–2005			
Black Women	Total	Black Men	Total
University of Phoenix	3,491	University of Phoenix	1,413
CUNY Bernard M Baruch College	1,838	Morehouse College	1,342
Robert Morris College (IL)	1,644	Park College	1,031
Florida A&M University	1,435	St. Leo College	1,019
St. Leo College	1,423	CUNY Bernard M Baruch College	962
Strayer College	1,396	Florida A&M University	945
Georgia State University	1,335	Hampton University	680
Faulkner University	1,101	Howard University	679
Detroit College of Business	1,096	Wayland Baptist University	649
Howard University	1,044	Georgia State University	605
Park College	1,044	Total Black Men from Top 10	9,325
Total Black Women from Top 11	16,847	Total Black Men from All Schools	83,687
Total Black Women from All Schools	142,608	Percent Black Men from Top 10	11
Percent Black Women from Top 11	12		

Table 2. Top 10 Schools Awarding Bachelor's Degrees to Black Students, 1986–2005 cont.

Education			
1986–1995			
Black Women	Total	Black Men	Total
Florida A&M University	662	Nova Southeastern University	87
Southern University at Baton Rouge	520	Clark Atlanta University	68
Nova Southeastern University	404	Columbia University (New York)	61
Southern University at New Orleans	389	University of Maryland at College Park	39
Jackson State University	381	Ohio State University, Main Campus	36
Chicago State University	358	University of Massachusetts at Amherst	35
Alabama State University	356	South Carolina State University	30
Alabama A&M University	347	Virginia Polytechnic Institute and State University	29
North Carolina A&T State University	345	Florida State University	26
Norfolk State University	330	Tennessee State University	23
Total Black Women from Top 10	4,092	Texas Southern University	23
Total Black Women from All Schools	30,689	Total Black Men from Top 11	370
Percent Black Women from Top 10	13	Total Black Men from All Schools	10,677
		Percent Black Men from Top 11	3
1996–2005			
Black Women	Total	Black Men	Total
Florida A&M University	1,137	Southern Illinois University–Carbondale	728
Alabama State University	999	Wayland Baptist University	496
Jackson State University	791	Alabama State University	402
Southern University at Baton Rouge	700	Florida A&M University	374
Southern Illinois University–Carbondale	686	Southern University at Baton Rouge	348
Alabama A&M University	669	Virginia State University	315
Temple University	648	Jackson State University	314
Chicago State University	596	Alabama A&M University	300
Mississippi State University	533	University of Southern Mississippi	263
South Carolina State University	498	North Carolina A&T State University	206
Total Black Women from Top 10	7,257	Total Black Men from Top 10	3,746
Total Black Women from All Schools	49,984	Total Black Men from All Schools	20,759
Percent Black Women from Top 10	15	Percent Black Men from Top 10	18

Master's Degrees Awarded

Trends in degrees conferred at the master's level is similar to that at the bachelor's level. During the decade 1986–1995, black men earned more than twice the number of master's degrees in engineering than those earned by black women in that discipline. However, black women earned more master's degrees in the social sciences, education, and life and medical sciences than black men. Black women earned fewer master's degrees than men in the natural and physical sciences and in business and law. Overall, blacks have received a smaller share of degrees awarded at the master's level than at the bachelor's level. This is also true of non-black Americans. Non-Americans increased their share of master's degrees relative to bachelor's degrees (see Table 3).

More than 25 percent of the master's degrees awarded by HBCUs in engineering, the physical and natural sciences, and the life and medical sciences were earned by non-black Americans from 1986 to 1995. In general, 29 percent of the master's degrees awarded by HBCUs were earned by non-black Americans. Non-Americans received 8 percent of the degrees awarded by HBCUs. These numbers suggest that more than one-third of the master's degrees granted by HBCUs were awarded to non-black Americans or to non-Americans.

During the 1996–2005 decade, blacks doubled their share of master's degrees. Although black men and women earned approximately the same number of master's degrees during the 1986–1995 decade—similar to the degree gap at the bachelor's level—black women earned more than twice as many master's degrees as black men earned during the 1996–2005 decade.

The percent of master's degrees awarded to non-black Americans and non-Americans from HBCUs remained relatively unchanged from the 1986–1995 decade to the 1996–2005 decade, 26 percent and 5 percent respectively. Women who were non-black Americans earned twice as many master's degrees from HBCUs than non-black Americans men. Of the master's degrees awarded to non-black Americans, 96 percent were in the social sciences, life and medical sciences, law and business, and education. Of the master's degrees awarded to non-Americans, 72 percent were in the same disciplines.

However, from the 1986–1995 decade to the 1996–2005 decade, HBCUs increased the percentage of master's degrees awarded to black Americans. The number of master's degrees awarded to black Americans nearly doubled during the decades analyzed in this report.

The growth in the number of master's degrees awarded to Americans by HBCUs suggests some key trends. Black Americans are increasing their

Table 3. Master’s Degrees Awarded by HBCUs, 1986–2005

1996–2005								
Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	345	325	160	1,388	644	1,812	4,166	8,840
Percent of Degrees–HBCUs	28	29	30	22	14	26	16	19
Women	262	521	175	3,727	2,139	3,154	13,596	23,574
Percent of Degrees–HBCUs	21	47	33	58	46	45	53	51
Total Black Americans	607	846	335	5,115	2,783	4,966	17,762	32,414
Percent of Degrees–HBCUs	49	76	62	80	59	71	70	70
Non-black Americans								
Men	191	72	62	364	416	669	1,874	3,648
Percent of Degrees–HBCUs	15	7	12	6	9	10	7	8
Women	41	112	32	711	1,224	556	5,544	8,220
Percent of Degrees–HBCUs	3	10	6	11	26	8	22	18
Total Non-black Americans	232	184	94	1,075	1,640	1,225	7,418	11,868
Percent of Degrees–HBCUs	19	17	18	17	35	18	29	26
Non-American								
Men	323	36	63	120	141	423	108	1,214
Percent of Degrees–HBCUs	26	3	12	2	3	6	0	3
Women	74	40	45	111	123	348	181	922
Percent of Degrees–HBCUs	6	4	8	2	3	5	1	2
Total Non-Americans	397	76	108	231	264	771	289	2,136
Percent of Degrees–HBCUs	32	7	20	4	6	11	1	5
Total Master Degrees–HBCUs	1,236	1,106	537	6,421	4,687	6,962	25,469	46,418

credentials to remain competitive in the ever-changing global economy. In addition, the graduate programs at HBCUs are competitive and large shares of the students they serve are non-black, resulting in a diverse graduate student population. Also, the master's degrees awarded by HBCUs may serve as "training" or "skill" development degrees for those interested in pursuing the doctorate.

Doctorate Degrees Awarded

Unlike the bachelor's and master's degrees, the doctorate signals a level of "expertise" that expands employment opportunities to include think tanks, research laboratories, and colleges and universities. We have a particular interest in the number of doctorates awarded to black Americans because of the potential impact in the college classroom and diversity in higher education.

For the 1986–1995 decade, black Americans earned 3 percent of the doctorates awarded, compared to 71 percent by non-black Americans and 26 percent by non-Americans. Black Americans hold 8 percent of the doctorates awarded in education and 4 percent of the doctorates awarded in the social sciences. The representation of black Americans in the remaining discipline groups is between 1 and 2 percent. This is drastically lower than the representation of non-black Americans and non-Americans in the remaining discipline (see Table 4).

Black Americans increased the number of doctorates earned from 1986–1995 to 1995–2005 by 56 percent. Additionally, black Americans increased their share of doctorates in all discipline groupings. Black American women nearly doubled the number of doctorates earned during the 20-year time span. Again, there is a widening of the gap in degrees earned by black American women and black American men. Black American women earned nearly 40 percent more doctorates than did black American men. Nonetheless, black American men continued to earn more doctorates in engineering, natural and physical sciences, law and business than black American women. HBCUs also saw a 67-percent increase in the total number of doctorates awarded from 1986–1995 to 1996–2005. Over the 20 years analyzed, the diversity of the students receiving doctorates from HBCUs also increased from 16 percent to 21 percent among non-black Americans. However, the percentage of non-Americans decreased from 23 percent to 21 percent. Nearly 50 percent of the doctorates awarded in engineering for both decades were awarded to non-black Americans.

HBCUs saw an increase in the percentage of doctorates awarded to

non-black Americans in the natural and physical sciences, life and medical sciences, and education. It is important to note that for both decades the percentage of doctorates awarded to non-Americans from HBCUs mirror the percentage awarded to this group from all institutions. In fact, with the exception of education, the percentage of doctorates awarded to non-Americans from HBCUs is similar to the percentage awarded from all institutions. As with the master's degree, these results suggest that HBCUs are competitive in attracting non-black Americans at the doctorate level.

Knowing the number of doctorates awarded to black Americans is important (see Table 5). So too is knowing the schools that are successful at educating black Americans at the doctorate level in order to build relationships to recruit a diverse faculty and workforce. For both decades, the Georgia Institute of Technology tops the engineering lists for both black American men and black American women. For both decades, Howard University is on the top 10 engineering list for black American men and is tied with Pennsylvania State University–College Station and Massachusetts Institute of Technology for the 1996–2005 decade. Howard University is on the top 10 lists for all disciplines, with the exception of law and business and of education.

For black American men, Meharry Medical College is on the top 10 lists for life and medical sciences for both decades and on the top 10 lists for black American women for the 1996–2005 decade. Jackson State University is on the black American men top 10 lists for business and law for the 1996–2005 decade and is the only HBCU on the law and business top 10 lists for either decade. Clark Atlanta and Jackson State University are the only HBCUs on the education top 10 lists—for both black American men and women for the 1986–1995 decade, and black American women for the 1996–2005 decade. No school is on the top 10 lists for all disciplines for both decades. However, the University of Michigan at Ann Arbor and Howard University are on more top 10 lists across disciplines than all other institutions.

Table 4. Doctoral Degrees Awarded, 1986–2005

All Schools								
1986–1995								
Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	359	472	350	1,170	621	152	1,726	4,850
Percent of Degrees–All Schools	1	1	1	2	1	1	3	1
Women	71	443	122	1,242	587	94	3,168	5,727
Percent of Degrees–All Schools	0	1	0	2	1	1	5	2
Total Black Americans	430	915	472	2,412	1,208	246	4,894	10,577
Percent of Degrees–All Schools	1	2	1	4	2	2	8	3
Non-black Americans								
Men	21,049	18,345	29,647	24,921	28,401	5,134	21,791	149,288
Percent of Degrees–All Schools	43	46	51	37	43	34	35	42
Women	2,972	14,837	7,868	26,181	20,780	2,423	31,291	106,352
Percent of Degrees–All Schools	6	37	13	39	31	16	51	30
Total Non-Americans	24,021	33,182	37,515	51,102	49,181	7,557	53,082	255,640
Percent of Degrees–All Schools	49	83	64	76	74	50	86	71
Non-Americans								
Men	22,837	3,496	17,518	10,025	11,337	3,980	3,312	72,505
Percent of Degrees- All Schools	47	9	30	15	17	26	5	20
Women	1,326	2,216	3,114	4,003	4,790	3,413	470	19,332
Percent of Degrees–All Schools	3	6	5	6	7	22	1	5
Total Non-Americans	24,163	5,712	20,632	14,028	16,127	7,393	3,782	91,837
Percent of Degrees–All Schools	50	14	35	21	24	49	6	26
Total Doctoral Degrees–All Schools	48,614	39,809	58,619	67,542	66,516	15,196	61,758	358,054

Table 4. Doctoral Degrees Awarded, 1986–2005 cont.

HBCUs								
1986–1995								
Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Other Disciplines	Law and Business	Education	Total
Men	13	21	34	133	73	0	160	434
Percent of Degrees–HBCUs	46	26	34	33	28	0	23	27
Women	1	34	13	113	83	1	285	530
Percent of Degrees–HBCUs	4	43	13	28	32	50	40	34
Total Black Americans	14	55	47	246	156	1	445	964
Percent of Degrees–HBCUs	50	69	47	61	59	50	63	61
Non-black Americans								
Men	6	2	14	24	18	0	56	120
Percent of Degrees–HBCUs	21	3	14	6	7	0	8	8
Women	0	4	1	18	19	0	93	135
Percent of Degrees–HBCUs	0	5	1	4	7	0	13	9
Total Non-black Americans	6	6	15	42	37	0	149	255
Percent of Degrees–HBCUs	21	8	15	10	14	0	21	16
Non-Americans								
Men	7	10	32	88	38	1	56	232
Percent of Degrees–HBCUs	25	13	32	22	14	50	8	15
Women	1	9	6	25	32	0	57	130
Percent of Degrees–HBCUs	4	11	6	6	12	0	8	8
Total Non-Americans	8	19	38	113	70	1	113	362
Percent of Degrees–HBCUs	29	24	38	28	27	50	16	23
Total Doctoral Degrees–HBCUs	28	80	100	401	263	2	707	1,581

Table 4. Doctoral Degrees Awarded, 1986–2005 cont.

All Schools								
1996–2005								
Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Science	Law and Business	Education	Total
Men	636	739	586	1,304	822	306	2,039	6,432
Percent of Degrees–All Schools	1	1	1	2	1	3	3	2
Women	244	883	349	2,207	1,364	251	4,762	10,060
Percent of Degrees–All Schools	0	2	1	3	2	2	7	2
Total Black Americans	880	1,622	935	3,511	2,186	557	6,801	16,492
Percent of Degrees–All Schools	2	3	2	5	3	5	10	4
Non-black Americans								
Men	21,071	21,370	26,363	23,262	28,854	4,353	17,303	142,576
Percent of Degrees–All Schools	37	41	43	31	34	37	27	35
Women	4,546	20,231	9,335	31,488	28,488	2,628	32,180	128,896
Percent of Degrees–All Schools	8	39	15	42	34	22	49	32
Total Non-black Americans	25,617	41,601	35,698	54,750	57,342	6,981	49,483	271,472
Percent of Degrees–All Schools	45	80	58	73	68	59	76	67
Non-Americans								
Men	26,262	4,457	19,832	10,245	14,673	3,176	3,668	82,313
Percent of Degrees–All Schools	46	9	32	14	17	27	6	20
Women	4,072	4,226	5,424	6,743	9,893	1,139	5,178	36,675
Percent of Degrees–All Schools	7	8	9	9	12	10	8	9
Total Non-Americans	30,334	8,683	25,256	16,988	24,566	4,315	8,846	118,988
Percent of Degrees–All Schools	53	17	41	23	29	36	14	29
Total Master Degrees–All Schools	56,831	51,906	61,889	75,249	84,094	11,853	65,130	406,952

Table 4. Doctoral Degrees Awarded, 1986–2005 cont.

HBCUs								
1996–2005								
Black Americans	Engineering	Humanities	Natural and Physical Sciences	Social Sciences	Life and Medical Sciences	Law and Business	Education	Total
Men	46	27	57	159	107	9	200	605
Percent of Degrees–HBCUs	41	26	32	31	23	60	16	23
Women	13	41	26	172	198	3	504	957
Percent of Degrees–HBCUs	12	40	15	33	42	20	41	36
Total Black Americans	59	68	83	331	305	12	704	1,562
Percent of Degrees–HBCUs	52	66	47	64	65	80	57	59
Non-black Americans								
Men	6	6	15	46	27	1	121	222
Percent of Degrees–HBCUs	5	6	9	9	6	7	10	8
Women	5	0	7	57	33	1	222	325
Percent of Degrees–HBCUs	4	0	4	11	7	7	18	12
Total Non-black Americans	11	6	22	103	60	2	343	547
Percent of Degrees–HBCUs	10	6	13	20	13	13	28	21
Non-Americans								
Men	33	17	47	48	56	0	68	269
Percent of Degrees–HBCUs	29	17	27	9	12	0	5	10
Women	10	12	24	36	48	1	129	260
Percent of Degrees–HBCUs	9	12	14	7	10	7	10	10
Total Non-Americans	43	29	71	84	104	1	197	529
Percent of Degrees–HBCUs	38	28	40	16	22	7	16	20
Total Doctoral Degrees–HBCUs	113	103	176	518	469	15	1,244	2,638

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005

Engineering			
1986–1995			
Black Women	Total	Black Men	Total
Georgia Institute of Technology, Main Campus	8	Georgia Institute of Technology, Main Campus	15
University of Florida	6	University of California–Berkeley	14
Cornell University, All Campuses	5	Howard University	13
Massachusetts Institute of Technology	5	Cornell University, All Campuses	11
University of California–Berkeley	5	Columbia University (NY)	10
University of Michigan at Ann Arbor	4	North Carolina State University at Raleigh	10
George Washington University	2	Stanford University	10
North Carolina State University at Raleigh	2	Texas A&M University Main Campus	10
Northwestern University	2	University of Delaware	10
Rice University	2	Massachusetts Institute of Technology	8
Rutgers University at New Brunswick	2	Purdue University, Main Campus	8
Texas A&M University Main Campus	2	University of Florida	8
University of Delaware	2	Total Black Men From Top 12	127
University of Maryland at College Park	2	Total Black Men From All Schools	359
University of Virginia, Main Campus	2	Percent Total Black Men From Top 12	35
Virginia Polytechnic Institute and State University	2		
Total Black Women From Top 16	53		
Total Black Women From All Schools	71		
Percent Total Black Women From Top 16	75		
1996–2005			
Black Women	Total	Black Men	Total
Georgia Institute of Technology, Main Campus	20	Georgia Institute of Technology, Main Campus	46
North Carolina State University at Raleigh	18	University of Maryland at College Park	23
University of Michigan at Ann Arbor	12	Stanford University	20
Massachusetts Institute of Technology	9	North Carolina A&T State University	18
Northwestern University	9	University of California–Berkeley	18
Purdue University, Main Campus	8	University of Michigan at Ann Arbor	16
Stanford University	8	North Carolina State University at Raleigh	14
Pennsylvania State University, Main Campus	7	Texas A&M University, Main Campus	14
North Carolina A&T State University	6	Howard University	13
University of Maryland at College Park	6	Massachusetts Institute of Technology	13
Total Black Women From Top 10	103	Pennsylvania State University, Main Campus	13
Total Black Women From All Schools	244	Total Black Men From Top 11	208
Percent Total Black Women From Top 10	42	Total Black Men From All Schools	636
		Percent Total Black Men From Top 11	33

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005 cont.

Humanities			
1986–1995			
Black Women	Total	Black Men	Total
Emory University	22	University of Michigan at Ann Arbor	19
Howard University	21	Howard University	16
Indiana University at Bloomington	15	Ohio State University, Main Campus	16
Clark Atlanta University	13	University of California-Los Angeles	16
University of Michigan at Ann Arbor	13	Indiana University at Bloomington	14
University of Maryland at College Park	12	University of Chicago	12
Ohio State University, Main Campus	11	Yale University	12
Temple University	11	Emory University	11
Stanford University	10	Harvard University	10
Yale University	10	Northwestern University	10
Total Black Women From Top 10	138	Total Black Men From Top 10	136
Total Black Women From All Schools	443	Total Black Men From All Schools	472
Percent Total Black Women From Top 10	31	Percent Total Black Men From Top 10	29
1996–2005			
Black Women	Total	Black Men	Total
Temple University	32	Temple University	32
Howard University	30	Howard University	21
Duke University	27	Florida State University	20
University of California-Los Angeles	25	University of Michigan at Ann Arbor	19
University of Michigan at Ann Arbor	24	Ohio State University, Main Campus	16
Emory University	23	Duke University	15
New York University	22	Harvard University	15
University of California-Berkeley	22	New York University	15
Ohio State University, Main Campus	21	Northwestern University	15
Florida State University	20	University of California-Berkeley	14
Total Black Women From Top 10	246	University of Iowa	14
Total Black Women From All Schools	883	University of California-Los Angeles	13
Percent Total Black Women From Top 10	28	Yale University	13
		Total Black Men From Top 13	169
		Total Black Men From All Schools	739
		Percent Total Black Men From Top 13	23

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005 cont.

Natural and Physical Sciences			
1986–1995			
Black Women	Total	Black Men	Total
Howard University	8	Howard University	26
Emory University	6	Stanford University	14
Florida State University	6	CUNY Graduate School and University Center	10
Nova Southeastern University	5	University of California–Berkeley	10
University of North Carolina at Chapel Hill	5	Georgia Institute of Technology, Main Campus	8
CUNY Graduate School and University Center	4	Pennsylvania State University, Main Campus	7
Clark Atlanta University	4	University of Maryland at College Park	7
Louisiana State University	4	Massachusetts Institute of Technology	6
University of Maryland at College Park	4	Polytechnic University	6
North Carolina State University at Raleigh	3	University of California–Los Angeles	6
Princeton University	3	University of Illinois at Chicago	6
Total Black Women From Top 11	52	University of Michigan at Ann Arbor	6
Total Black Women From All Schools	122	Total Black Men From Top 12	112
Percent Total Black Women From Top 11	43	Total Black Men From All Schools	350
		Percent Total Black Men From Top 12	32
1996–2005			
Black Women	Total	Black Men	Total
Louisiana State University	19	Howard University	37
Howard University	15	Georgia Institute of Technology, Main Campus	17
University of Michigan at Ann Arbor	11	Louisiana State University & Agric & Mechanical Col	17
Nova Southeastern University	10	Nova Southeastern University	15
University of North Carolina at Chapel Hill	10	University of Michigan at Ann Arbor	15
Auburn University, Main Campus	9	CUNY Graduate School and University Center	11
Georgia Institute of Technology, Main Campus	9	University of California–Davis	11
George Washington University	8	University of Maryland at College Park	10
Purdue University, Main Campus	8	Florida State University	9
Rice University	8	North Carolina State University at Raleigh	9
Total Black Women From Top 10	107	Ohio State University, Main Campus	9
Total Black Women From All Schools	349	University of California–Berkeley	9
Percent Total Black Women From Top 10	31	Total Black Men From Top 12	169
		Total Black Men From All Schools	586
		Percent Total Black Men From Top 12	29

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005 cont.

Social Sciences			
1986–1995			
Black Women	Total	Black Men	Total
Howard University	82	Howard University	85
University of Michigan at Ann Arbor	36	Clark Atlanta University	48
Clark Atlanta University	31	University of Michigan at Ann Arbor	33
University of Maryland at College Park	31	University of Maryland at College Park	29
CUNY Graduate School and University Center	28	CUNY Graduate School and University Center	18
Ohio State University, Main Campus	28	Michigan State University	17
University of California–Berkeley	26	Ohio State University, Main Campus	17
Emory University	24	University of California–Berkeley	17
University of North Carolina at Chapel Hill	24	Florida State University	16
California School Prof Psych at Los Angeles	23	Harvard University	15
Total Black Women From Top 10	333	University of California–Los Angeles	15
Total Black Women From All Schools	1,242	Total Black Men From Top 11	310
Percent Total Black Women From Top 10	27	Total Black Men From All Schools	1,170
		Percent Total Black Men From Top 11	26
1996–2005			
Black Women	Total	Black Men	Total
Howard University	131	Howard University	111
University of Michigan at Ann Arbor	75	CUNY Graduate School and University Center	29
University of Maryland at College Park	57	University of Michigan at Ann Arbor	28
Temple University	47	Clark Atlanta University	27
Wayne State University	36	Temple University	25
California School Prof Psych at Los Angeles	34	Michigan State University	23
CUNY Graduate School and University Center	33	University of Maryland at College Park	23
Ohio State University, Main Campus	33	University of California–Berkeley	22
University of North Carolina at Chapel Hill	33	Wayne State University	21
Nova Southeastern University	32	Pennsylvania State University, Main Campus	19
Total Black Women From Top 10	511	University of Illinois at Urbana–Champaign	19
Total Black Women From All Schools	2,207	Walden University	19
Percent Total Black Women From Top 10	23	Total Black Men From Top 12	366
		Total Black Men From All Schools	1,304
		Percent Total Black Men From Top 12	28

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005 cont.

Life and Medical Sciences			
1986–1995			
Black Women	Total	Black Men	Total
Howard University	82	Howard University	33
University of Michigan at Ann Arbor	36	Texas A&M University, Main Campus	23
Clark Atlanta University	31	Ohio State University, Main Campus	16
University of Maryland at College Park	31	University of California–Berkeley	16
CUNY Graduate School and University Center	28	Clark Atlanta University	15
Ohio State University, Main Campus	28	Meharry Medical College	15
University of California–Berkeley	26	North Carolina State University at Raleigh	15
Emory University	24	Michigan State University	14
University of North Carolina at Chapel Hill	24	University of Florida	14
California School Prof Psych at Los Angeles	23	University of Maryland at College Park	14
Total Black Women From Top 10	333	Total Black Men From Top 10	175
Total Black Women From All Schools	587	Total Black Men From All Schools	621
Percent Total Black Women From Top 10	57	Percent Total Black Men From Top 10	28
1996–2005			
Black Women	Total	Black Men	Total
Howard University	73	Howard University	33
Meharry Medical College	63	Meharry Medical College	33
The Johns Hopkins University	50	University of Michigan at Ann Arbor	28
University of Alabama at Birmingham	50	University of Alabama at Birmingham	21
University of North Carolina at Chapel Hill	48	Harvard University	20
University of Texas Health Science Center	28	Michigan State University	20
Harvard University	23	The Johns Hopkins University	17
University of Pennsylvania	23	North Carolina State University at Raleigh	14
University of South Carolina at Columbia	23	University of California–Davis	14
Louisiana State University Medical Center	20	University of North Carolina at Chapel Hill	14
Total Black Women From Top 10	401	Total Black Men From Top 10	822
Total Black Women From All Schools	1364	Total Black Men From All Schools	1,304
Percent Total Black Women From Top 10	29	Percent Total Black Men From Top 10	63

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005 cont.

Business and Law			
1986–1995			
Black Women	Total	Black Men	Total
George Washington University	7	United States International University	17
University of South Carolina at Columbia	6	Nova Southeastern University	13
Case Western Reserve University	5	Walden University	12
Walden University	5	Texas A&M University Main Campus	8
United States International University	4	University of South Carolina at Columbia	6
University of Houston	4	University of Memphis	5
Virginia Polytechnic Institute and State University	4	Claremont Graduate School	4
Florida State University	3	Case Western Reserve University	3
Georgia State University	3	George Washington University	3
Harvard University	3	Georgia State University	3
University of Florida	3	Harvard University	3
University of Georgia	3	Pace University New York Campus	3
University of Texas at Austin	3	Temple University	3
Total Black Women From Top 13	53	University of Georgia	3
Total Black Women From All Schools	94	University of Mississippi, Main Campus	3
Percent Total Black Women From Top 13	56	University of Texas at Austin	3
		Total Black Men From Top 16	92
		Total Black Men From All Schools	152
		Percent Total Black Men From Top 16	61
1996–2005			
Black Women	Total	Black Men	Total
Walden University	14	Nova Southeastern University	41
Florida State University	13	Walden University	38
Nova Southeastern University	12	Florida State University	11
Virginia Polytechnic Institute and State University	11	University of Sarasota	11
Northwestern University	10	George Washington University	8
George Washington University	9	Ohio State University, Main Campus	8
Case Western Reserve University	8	Jackson State University	6
Georgia State University	7	Michigan State University	6
University of Michigan at Ann Arbor	7	Duke University	5
Ohio State University, Main Campus	6	Texas A&M University Main Campus	5
Total Black Women From Top 10	97	University of Illinois at Urbana–Champaign	5
Total Black Women From All Schools	251	University of Maryland at College Park	5
Percent Black Women From Top 10	12	Total Black Men From Top 12	149
		Total Black Men From All Schools	306
		Percent Black Men From Top 12	49

Table 5. Top 10 Schools Awarding Doctorate Degrees to Black Students, 1986–2005 cont.

Education			
1986–1995			
Black Women	Total	Black Men	Total
Nova Southeastern University	177	Nova Southeastern University	87
Clark Atlanta University	113	Clark Atlanta University	68
Columbia University in the City of New York	113	Columbia University (NY)	61
University of Maryland at College Park	87	University of Maryland at College Park	39
Temple University	69	Ohio State University, Main Campus	36
Texas Southern University	55	University of Massachusetts at Amherst	35
University of Massachusetts at Amherst	53	South Carolina State University	30
Wayne State University	52	Virginia Polytechnic Institute and State University	29
Vanderbilt University	51	Florida State University	26
Georgia State University	49	Tennessee State University	23
Total Black Women From All Schools	819	Texas Southern University	23
Total Black Women From Top 10 Schools	3,168	Total Black Men From Top 11	457
Percent Black Women From Top 10	26	Total Black Men From All Schools	1,726
		Percent Black Men From Top 11	26
1996–2005			
Black Women	Total	Black Men	Total
Nova Southeastern University	497	Nova Southeastern University	160
University of Sarasota	368	University of Sarasota	112
Loyola University of Chicago	117	Virginia Polytechnic Institute and State University	42
South Carolina State University	107	Teachers College, Columbia University	36
Teachers College, Columbia University	92	South Carolina State University	35
Virginia Polytechnic Institute and State University	88	Jackson State University	33
Clark Atlanta University	86	Florida State University	32
Texas Southern University	83	Tennessee State University	32
University of Maryland at College Park	78	Morgan State University	30
George Washington University	76	University of Illinois at Urbana–Champaign	29
Jackson State University	75	Loyola University of Chicago	28
Total Black Women From All Schools	1,667	Northern Illinois University	28
Total Black Women From Top 11 Schools	4,762	University of Texas at Austin	28
Percent Black Women From Top 11	35	Total Black Men From Top 13	625
		Total Black Men From All Schools	2,039
		Percent Black Men From Top 13	31

END NOTES

¹ See http://www.math.buffalo.edu/mad/special/reason_charles_1.html.

² Retrieved July 21, 2008 from http://www.math.buffalo.edu/mad/special/reason_charles_1.html. H. Drewry & H. Doermann, *Stand and Prosper: Private Black Colleges and Their Student*, Princeton University Press (2003). R. B. Slater, "The Blacks Who First Entered the World of White Higher Education." *Journal of Blacks in Higher Education* (1994) (4), pp. 47-56.

³ Lincoln University awarded its first B.A. degree in 1865, but at the time Lincoln was the Ashmun Institute. Records indicate that Wilberforce awarded its first B.A. degree in 1865 as well. Drewry, Doermann and Anderson, p. 33.

CHAPTER TWO

Black Faculty Members in Academe: How Did They Get There and How Are They Doing?

This chapter compares black PhDs with their non-black counterparts. Black American men are compared with non-black American men. Likewise, black American women are compared with non-black American women. The comparisons are conducted across and within groups, or cohorts, having certain statistical similarities such as the year members of the group received their PhDs.

In these analyses, one cohort consists of men and women who received their doctorates between 1973–1982. Members of another cohort received their doctorates in the interval of 1983–1992. The final group in this study received their doctorates between 1993–2002. This study compared cohort members with other members in their cohort, or grouping, as well as members of other cohorts. Cohort members' responses were compared with other respondents at similar points in their careers across survey periods.

Comparisons involved the use of cross-tabulations of numerous variables that resulted in the capture of the state of blacks in higher education. The data come from the Survey of Doctorate Recipients (SDR) Doctoral Recipient files, which are a representative sample. Survey weights were used to obtain the populations. Data from the 1993 and 2003 SDR surveys were used for Cohorts 1 and 2. Only data from the 2003 SDR survey were used for Cohort 3.¹ The main variables of interest in both surveys are faculty rank, the field of highest degree, salary and age. The sample is limited to persons who are Americans, hold academic positions, and earned their doctorate in computer and math sciences; life and related sciences; physical and related sciences; social and related sciences; and engineering (hard and social sciences).²

Cohort 1 – Doctorates Received Between 1973 and 1982

Table 6 presents the percentage of those in Cohort 1 who are holding college or university positions. In each table, an asterisk (*) represents a significant statistical difference at the 95 percent level, or more, between black men and non-black men or between black women and non-black women in the same survey. A cross (†) represents a significant statistical difference at the 95 percent level, or more, between a particular group from one survey to the next.³ As the table shows, in both survey years, black men were significantly more likely to be employed in the academic world than non-black men. In the 2003 survey, black women were significantly more likely to be in academia than non-black women. Non-blacks in this cohort experienced significant decreases in their relative presence in colleges and universities, while black men and women did not.

Table 6

	Cohort 1 Doctorates in the Academy	
	1993 Survey	2003 Survey
Black Men	58	53
Non-black Men	43 *	40 *, †
Black Women	59	57
Non-black Women	47	41 *, †

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 7 presents the population totals in academia obtained using the sample weights. Although black men and women were more likely to be in colleges and universities, they only represent 3 percent of the total doctorates from this cohort in the academy. Black men represented 3 percent of the men in both the 1993 survey and the 2003 survey. Black women represented 4 percent of the women in 1993 and 5 percent women in 2003. As a whole, in the hard and social sciences, blacks are underrepresented.

Table 7

	Weighted Totals in Academy (Cohort 1)			
	1993 Survey	Percent of Total	2003 Survey	Percent of Total
Black Men	803	2	1156	2
Non-black Men	30709	79	42012	77
Black Women	309	1	601	1
Non-black Women	6969	18	10994	20

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 8 displays the weighted means of age and experience of respondents to the 1993 survey. Black men doctoral recipients are significantly older than

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non-black men. Black women are not significantly different in age from non-black women. Black men and women have statistically more experience than non-black men and women. For black men, the reason more experience is there is that they are significantly older than non-black men. Black women have reported significantly more experience than non-black women without being significantly older.

Table 8

	Mean Age (Cohort 1) (std. dev.)	Mean Experience (Cohort 1) (std. dev.)
	1993 Survey	1993 Survey
Black Men	49 (.74)	22 (1.1)
Non-black Men	46 * (.13)	19 * (.18)
Black Women	48 (1.1)	23 (2.1)
Non-black Women	46 (.27)	19 * (.29)

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 9 shows the proportion doctorates in the hard and social sciences at HBCUs in 2003. This data informs us that blacks are significantly more likely to be employed at HBCUs than non-blacks.

Table 9

	Percent (%) at HBCUs (Cohort 1)	Weighted Population (Cohort 1)
	2003 Survey	2003 Survey
Black Men	42	486
Non-black Men	.8 *	336
Black Women	28	168
Non-black Women		

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 10 represents doctoral degrees. Black men are significantly less likely to get a doctorate in computer and math sciences and physical and related sciences than non-black men, but are much more likely to get a degree in the social and related sciences. For women, there are no significant differences. There were no black women in the survey who hold an advanced degree in engineering in this cohort.

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Table 10

	Percent (%) in Field of Highest Degree (Cohort 1) 1993 Survey				
	Computer and Math Sciences	Life and Related Sciences	Physical and related Sciences	Social and Related Sciences	Engineering
Black Men	3	17	6	58	17
Non-black Men	7 *	26	13 *	40 *	12
Black Women		30	4	65	
Non-black Women	4	31	6	58	2

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Tables 11 and 12 indicate faculty rank in 1993 and 2003, respectively. No testing is done on the other categories. “CNT” means that a test could not be performed on a category or for a particular group. If it could not be performed for a group it was due to the fact that the all-black group was not in the particular category. Tables 11 and 12 show there are no significant differences at any rank between blacks and non-blacks. Placing Table 11 with Table 12 shows the career progression over 10 years. Additionally, all groups except black women are more likely to be professors and less likely to be associate professors. Black men and women did not see statistically significant decrease in the percent of assistant professors. This seems to indicate that black women from this cohort are not progressing in terms of faculty rank at the same rate as other groups, or they are leaving the academy altogether. In Table 11, percentages will not add up to 100 because some survey respondents skipped this question.

Table 11

	Percent (%) of Faculty Rank (Cohort 1) 1993 Survey								
	N/A at Institution (cnt)	N/A For Position	Professor	Associate Professor	Assistant Professor	Instructor (cnt)	Lecturer	Adjunct Faculty	Other
Black Men		13	34	38	11			2	.9
Non-black Men	3	7	45	34	6	.6	.8	1	.2
Black Women		10	25	37	7				
Non-black Women	2	14	26	36	10	2	2	2	

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 12

	Percent (%) Faculty Rank (Cohort 1) 2003 Survey							
	N/A at Institution	N/A For Position	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other
Black Men	1	9	61 †	21 †	4	2	.8	
Non-black Men	3	7	66 †	16 †	3 †	1 †	1	.2
Black Women	2	12	47	22	1	5		
Non-black Women	2	10	53 †	18 †	5 †	1	3	.2

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

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Median and mean salaries (in 2006 U.S. dollars) for Cohort 1 are shown in Table 13. Due to a large number of outliers, the focus is on medians. The table, however, shows the significance test for means. In both the 1993 and 2003 surveys, there are no significant statistical differences in the medians for black men and non-black men as there are for black women and non-black women. When comparing changes in median salary between 1993 and 2003, we find that non-blacks experienced significant increases, but blacks did not. This suggests that for blacks in this cohort there were barriers to promotion.

Table 13

	Median Salary (Cohort 1)		Mean Salary (Cohort 1) (std. err.)	
	1993 Survey	2003 Survey	1993 Survey	2003 Survey
Black Men	80,919	87,652	91,25 (12,040)	95,274 (6,079)
Non-black Men	79,524	93,130 †	120492 * (5,759)	102,699 † (1,404)
Black Women	70,165	79,983	105,474 (20,959)	69,402 (7,023)
Non-black Women	70,455	82,174 †	192,323 * (17,689)	89,381 * † (24,76)

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Cohort 2 – Doctorates Received Between 1983 and 1992

For Cohort 2, Table 14 shows that in the 1993 and 2003 surveys black women were more likely to be in colleges and universities than non-black women. In the 2003 survey only, black men were significantly more likely to be in colleges and universities than non-black men. Non-black men's and women's likelihood of being in the academy decreased significantly between the 1993 survey to the 2003 survey.

Table 14

	Percent (%) of Doctorates in the Academy (Cohort 2)	
	1993 Survey	2003 Survey
Black Men	53	54
Non-black Men	47	41 * †
Black Women	63	61
Non-black Women	49 *	45 * †

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

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Table 15 shows the population totals in the academy obtained using the sample weights. Although black men and women are more likely to be in the academy as their non-black counterparts, they only represented about 3 percent of the total doctorates from this cohort in the academy in 1993, and 4 percent in 2003. There were more black women in the academy in the hard and social sciences in the 1993 survey than black men. Black men in this cohort make up 2 percent of the men in the academy, while black women make up 5 percent of the women in 1993 and 7 percent of the women in 2003. Blacks are underrepresented for this cohort in the academy.

Table 15

	Weighted Totals In Academy (Cohort 2)			
	1993 Survey	Percent of Total	2003 Survey	Percent of Total
Black Men	498	1	1274	2
Non-black Men	25300	66	41604	63
Black Women	582	2	1092	2
Non-black Women	11844	31	21750	33

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 16 displays the mean age and experience for those in Cohort 2. The only difference in this cohort is that black women have statistically more experience than non-black women.

Table 16

	Mean Age (Cohort 2) (std. dev.)	Mean Experience (Cohort 2) (std. dev.)
	1993 Survey	1993 Survey
Black Men	39 (.84)	12 (1.1)
Non-black Men	37 (.14)	10 (.18)
Black Women	40 (.74)	14 (1.1)
Non-black Women	39 (.24)	11 * (.26)

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 17 shows that blacks are significantly more likely to be at a HBCU than non-blacks. Non-black men from Cohort 2 outnumber black men, while black women outnumber non-black women.

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Table 17

	Percent(%) at HBCUs (Cohort 2)	Weighted Population (Cohort 2)
	2003 Survey	2003 Survey
Black Men	17	217
Non-black Men	.8 *	333
Black Women	16	175
Non-black Women	.6 *	131

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

Table 18 reports the percentage of members in each group in the field of their doctoral degree for Cohort 2. Non-black men statistically are significantly more likely than black men to obtain their doctorates in computer and math sciences and in physical and related sciences (the “hard” sciences). Non-black women also are more likely than black women to obtain their degree in life and related sciences and in physical and related sciences. All blacks are more likely than non-blacks to obtain their degree in social and related sciences.

Table 18

	Percent (%) in Field of Highest Degree (Cohort 2) 1993 Survey				
	Computer and Math Sciences	Life and Related Sciences	Physical and Related Sciences	Social and Related Sciences	Engineering
Black Men	2	20	11	60	9
Non-black Men	7 *	28	22 *	34 *	9
Black Women	3	22	1	72	2
Non-black Women	4	35 *	9 *	50 *	2

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

Tables 19 and 20 show faculty rank for 1993. Non-black men were significantly more likely than black men to state that rank is not applicable at their institution. For 2003, black men were more likely than non-black men to be instructors. Comparing the change in rank from 1993 to 2003, there are numerous improvements. Non-blacks are much less likely to state that tenure is not applicable for their position. All groups have experienced statistically significant increases in the number of professors and decrease in the number of assistant professors. Black women are the only group that did not experience a significant increase in the number of associate professors. For all groups in Cohort 2 there is progress in rank of professor and assistant professor over the 10-year span, which is not seen for Cohort 1. This suggests that the barriers faced by the older cohorts no longer exist, or do not affect the younger cohorts in the same manner.

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Table 19

	Percent (%) Faculty Rank (Cohort 2) 1993 Survey in percentages								
	N/A at Institution	N/A For Position	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Adjunct Faculty	Other
Black Men		13	.9	19	50	4		5	1
Non-black Men	2 *	20	3	25	41	2	.9	2	.5
Black Women		16	4	20	50	5			
Non-black Women	1	23	3	17	42	5	1	3	1

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

Table 20

	Percent (%) Faculty Rank (Cohort 2) 2003 Survey							
	N/A at Institution	N/A For Position	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other
Black Men	.9	9	32 †	37 †	6 †	4		
Non-black Men	2	10 †	41 †	34 †	8 †	1 *, †	2	.1
Black Women		14	24 †	35	9 †		2	
Non-black Women	2	11 †	27 †	35 †	12 †	3 †	2	.1

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

Table 21 presents the median and mean salaries (in 2006 U.S. dollars) for those in Cohort 2. The focus is on the medians. The only significant difference in the median is that black women in 2003 have a higher median than non-black women. Due to the significant progress made by all groups in rank, there has been a statistically significant increase in the median salaries for all groups.

Table 21

	Median Salary (Cohort 2)		Mean Salary (Cohort2) (std. err.)	
	1993 Survey	2003 Survey	1993 Survey	2003 Survey
Black Men	64,177	79,983 †	133,096 (47,881)	81,148 (3,294)
Non-black Men	58,567	79,983 †	107,827 (6,608)	86,516 † (1,021)
Black Women	58,597	82,338 †	134,117 (45,976)	76,020 (3,974)
Non-black Women	55,806	71,217 * †	214,325 (15,212)	74,790 † (1,398)

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

Cohort 3 – Doctorates Received Between 1993 and 2003

Among doctorate recipients during the years 1993–2002, black women were more likely to be in colleges and universities. There is no statistical difference between black men and non-black men.

Table 22

	Percent (%) of Doctorates in the Academy (Cohort 3)	
	2003 Survey	
Black Men	48	
Non-black Men	45	
Black Women	63	
Non-black Women	50 *	

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 23 presents the population totals in the academy obtained using the sample weights. There are more non-black men, black women, and non-black women in the academy in Cohort 3 than there are black men. Blacks make up 5 percent of those in the academy in the hard and social sciences. Black men make up 3 percent of the men, while black women make up 6 percent of the women. Blacks from this cohort are underrepresented in the academy in the hard and social sciences.

Table 23

	Weighted Totals in Academy (Cohort 3)	
	2003 Survey	of total
Black Men	1670	2
Non-black Men	47870	55
Black Women	2299	3
Non-black Women	35946	41

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 24 shows there are no significant differences in age among the groups.

Table 24

	Mean Age (Cohort 3) (std. dev.)	
	2003 Survey	
Black Men	40 (.71)	
Non-black Men	40 (.15)	
Black Women	41 (.61)	
Non-black Women	41 (.20)	

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

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Table 25 shows that, again, black men and women are more likely to be employed at an HBCU than non-blacks. Black men and women from Cohort 3 outnumber their non-black counterparts.

Table 25

	Percent (%) at HBCUs (Cohort 3)	Weighted Population (Cohort 3)
	2003 Survey	2003 Survey
Black Men	23	384
Non-black Men	.4 *	191
Black Women	14	322
Non-black Women	.6 *	216

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

Table 26 displays the field of doctoral degrees for Cohort 3. Black men and women are less likely than their non-black counterparts to earn their doctorates in the physical and related sciences; biological, agricultural and environment; science; and engineering and related fields. In the 1993 survey, biological, agricultural and environment; science; and engineering and their related fields are the same as life and related sciences. Blacks are less likely than all other groups to earn their doctorates here. Black men and women are more likely to earn their degree in social and related sciences.

Table 26

	Percent (%) in Field of Highest Degree (Cohort 3) 2003 Survey					
	Computer and Math Sciences	Biological, agricultural and environment	Physical and related sciences	Social and Related Sciences	Engineering	Science and Engineering Related Fields
Black Men	6	17	10	44	16	6
Non-black Men	9	31 *	17 *	27 *	12	4 *
Black Women	3	21	4	56	3	13
Non-black Women	4	29 *	7 *	43 *	4	12 *

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003.*

The faculty rank for Cohort 3 is presented in Table 27. Black men were more likely than non-black men to say rank is not applicable at their institution. There are no other significant differences in rank for Cohort 3.

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Table 27

	Percent (%) Faculty Rank (Cohort 3) 2003 Survey							
	N/A at Institution	N/A for Position	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer	Other
Black Men		17	4	23	42	2	3	
Non-black Men	2 *	24	4	22	40	4	2	.3
Black Women	4	22	6	11	41	6	4	
Non-black Women	3	23	3	16	41	6	3	.2

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Table 28 gives the median and mean salaries (in 2006 U.S. dollars). Again, the focus is on the median. Black men and women had significantly higher median salaries than non-black men and women.

Table 28

	Median Salary (Cohort 3)	Mean Salary (Cohort 3) (std. err.)
	2003 Survey	2003 Survey
Black Men	64,863	67,554 (3,833)
Non-black Men	59,165 *	64,056 (721)
Black Women	60,261	60714 (1,667)
Non-black Women	54,783 *	57,527 (986)

Source: National Science Foundation, *Survey of Doctoral Recipients: 1993, 1995, 1997, 1999, 2001, and 2003*.

Comparisons Across Cohorts

Comparison timeline	1 to 10 years since degree	11 to 20 years since degree
Cohort 1 (1973 to 1982)		1993 Survey
Cohort 2 (1983 to 1992)	1993 Survey	2003 Survey
Cohort 3 (1993 to 2002)	2003 Survey	

Comparisons are made between Cohort 1 in 1993 and Cohort 2 in 2003 when both groups are 11 to 20 years removed from receiving their degree. Additionally, Cohort 2 in 1993 and Cohort 3 in 2003 are compared when both groups are within a decade from receiving their doctorate.

Across all cohorts, in 2003 blacks are more likely than non-blacks to be in colleges and universities. Comparing Cohort 1 in 1993 to Cohort 2 in 2003, and comparing Cohort 2 in 1993 to Cohort 3 in 2003—there are no significant differences. For the population numbers in the academy, there is an increase over time for all cohorts and groups. Black men doctorates do

not increase as rapidly as black women from cohort to cohort. Furthermore, blacks are the only group in Cohort 3 in which the majority of those with doctorates in the academy are women.

Black men generally are older in only Cohort 1. Comparing Cohort 2 in 2003 to Cohort 1 in 1993, and Cohort 3 in 2003 to Cohort 2 in 1993, Table 29 shows that non-black men and women are significantly older. This indicates that the age of PhD attainment is increasing for these groups.

Table 29

	Cohort 1 (1993 survey) to 2 (2003 survey)	Cohort 2 (1993 survey) to 3 (2003 survey)
	Age	Age
Black Men		
Non-black Men	+	+
Black Women		
Non-black Women	+	+

Blacks in all cohorts are more likely to work at an HBCU. In addition, across all cohorts, black men are more likely than non-black men to have obtained their degrees in social and related sciences and less likely to obtain their degree in physical and related sciences. For Cohorts 2 and Cohort 3, black women are more likely to have obtained their degree in social and related sciences and less likely to obtain a degree in life and related sciences, and physical and related sciences. Across cohorts, black and non-blacks have the same likelihood of reaching rank of professor, associate professor, and assistant professor. The lack of progression in rank for black women for Cohort 1 did not present itself for progress for Cohort 2 except in the rank of associate professor.

Comparing Cohort 1 in 1993 to Cohort 2 in 2003, the only significant difference occurs for non-blacks. Those in Cohort 2 were more likely to say rank was not applicable for their position, assistant professor, and instructor, and less likely to have the rank of professor.

There are only a few differences when comparing Cohort 3 in 2003 to Cohort 2 in 1993. All groups are more likely to be lecturers. Non-black men and women are more likely to say rank was not applicable for position and instructor. Non-black women are less likely to be associate professors. When comparing medians for Cohort 1 in 1993 to Cohort 2 in 2003, and Cohort 2 in 1993 to Cohort 3 in 2003, there are no significant differences.

Professional Transitions

This study looked at the overall professional advancement of black doctoral recipients—specifically at the probability of a black doctoral

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recipient moving among one of six mutually exclusive employment outcomes: postdoctoral fellowship, tenure-track faculty, adjunct faculty, academic research, other (academic administration, government, or industry position) and none (unemployed). To analyze the progression of black doctoral recipients we use transitional matrices, which calculate the probability of moving from any one of these employment outcomes to another. The data for this analysis is limited to doctoral recipients who completed the doctorate after 1973, completed the 1993, 1995, 1997, 1999, 2001 and 2003 *Survey of Doctorial Recipients*, were U.S. citizens in 1993, and earned their doctorate in computer and math sciences, life and related sciences, physical and related sciences, social and related sciences, and engineering.

Compared to non-black men, black men take 25 percent of successive postdoctoral fellowships. Non-black men weigh in at 6 percent, and non-black women at 5 percent. However, black women do not take successive postdoctoral fellowships. One would expect postdoctoral fellowships to lead to a higher probability of securing a tenure-track faculty position, which is true for blacks but not for whites. With the exception of black men, the probability of making a transition from a postdoctoral fellowship to an academic administration, government or industry position is more than 40 percent. Unfortunately, black women also have a higher probability of making a transition from a postdoctoral fellowship to an adjunct position (14 percent) and have the highest probability of making a transition to unemployment after a postdoctoral fellowship (21 percent).

Although black women with a postdoctoral fellowship have the highest probability of unemployment, they have the lowest probability of moving from unemployment to the employment (59 percent); non-black men have the highest (85 percent). Black women also have the lowest tenure-track faculty retention rate (54 percent), compared to 57 percent for black men, 65 percent for non-black women, and 68 percent for non-black men. More than 40 percent of black women move from the tenure-track faculty position to the other employment outcome. However, 4 percent of black women move from the tenure-track faculty position to the adjunct research employment outcome, which is 2 percentage points higher than the other groups.

Black women and men in the academic research employment outcome transition to the other employment outcome at 64 percent and 33 percent, respectively, compared to less than 30 percent for non-blacks. Black men have the highest probability of making the transition from the academic research employment outcome to the tenure-track faculty employment outcome, 10 percent, compared to about 3 percent for non-blacks, and zero percent for black women. One explanation for this is that one-third of black men moved from the postdoctoral fellowship to the academic research employment

Table 30

Employment Outcome	Percent (%) of Black Men						Employment Outcome	Percent (%) Non-Black Men					
	Postdoc	Tenure Track Faculty	Adjunct	Academic Research	None	Other		Postdoc	Tenure Track Faculty	Adjunct	Academic Research	None	Other
Postdoc	25	8	0	33	0	33	Postdoc	6	6	10	27	5	45
Tenure Track Faculty	0	57	2	1	1	38	Tenure Track Faculty	0	68	2	1	2	27
Adjunct	0	2	58	3	8	29	Adjunct	0	5	64	3	6	22
Academic Research	5	10	29	24	0	33	Academic Research	2	3	8	55	4	28
Other	0	5	2	1	3	89	Other	0	4	1	1	5	89
None	1	0	7	1	78	12	None	0	0	2	1	85	13
Total	0	11	6	1	6	75	Total	0	10	5	2	11	71
Employment Outcome	Percent (%) Black Women						Employment Outcome	Percent (%) Non-black Women					
	Postdoc	Tenure Track Faculty	Adjunct	Academic Research	None	Other		Postdoc	Tenure Track Faculty	Adjunct	Academic Research	None	Other
Postdoc	0	7	14	14	21	43	Postdoc	5	3	11	30	6	44
Tenure Track Faculty	0	54	4	1	0	41	Tenure Track Faculty	0	65	2	1	1	31
Adjunct	0	0	63	3	3	30	Adjunct	0	3	68	3	5	20
Academic Research	0	0	14	21	0	64	Academic Research	4	4	14	46	6	25
Other	1	4	3	1	4	88	Other	0	4	2	1	5	88
None	2	2	10	2	59	24	None	0	0	4	1	77	18
Total	1	8	10	2	6	74	Total	0	9	9	3	11	68

outcome, which may have allowed black men to generate greater research output. This also may explain the low adjunct faculty retention rate for black men, 58 percent, compared to 63 percent for black women, 68 percent for non-black women, and 64 percent for non-black men. The probability of a black woman moving from the adjunct employment outcome to the tenure-track faculty employment outcome is zero; but it is only 5 percent for non-black men, which is the highest rate. The majority who leave the adjunct employment outcome shift to the “other” employment outcome—about 30 percent for black men and women compared to about 20 percent for non-black men and women.

The other employment outcome has the highest retention rate of all the employment outcomes analyzed, nearly 90 percent for all groups. Transitions from the other-employment outcome to the tenure-track faculty employment outcome or unemployed employment outcome are similar: 5 percent versus 3 percent for black men; equal for black women at 4 percent; 4 percent versus 5 percent for non-blacks. It is important to note that nearly 75 percent of black men and women are in the other-employment outcome compared to approximately 70 percent of non-blacks. The transitional matrices provide a glimpse into the professional employment outcome of blacks and non-blacks.

Conclusion

The state of blacks in higher education is encouraging. The number of black degree recipients at the bachelor's, master's and doctorate levels are increasing. The growth in the number of degrees earned by blacks at the bachelor's level is 73 percent compared to 25 percent for non-black Americans. At the doctorate level the growth for black Americans is 56 percent compared to 6 percent for non-black Americans. Much of the progress for black Americans is driven by the increase in degrees earned by black women who earned nearly twice as many degrees at the bachelor's, master's and doctorate degree levels as did black American men.

The progress of black Americans is shared by the HBCUs, which were established to educate blacks during segregationist years. HBCUs increased the number of bachelor's degrees awarded by 61 percent. The increase for doctorates was 40 percent. Additionally, HBCUs increased the diversity of the student body from 21 percent to 23 percent for non-black Americans. The progress of HBCUs and black Americans has positive implication for the faculty pipeline.

The number of blacks at the college and university level is increasing,

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and the proportion of that being black women has also increased. Compared to all schools, HBCUs have the most diverse faculty and hire a large share of black doctoral recipients in faculty positions. The barriers that seem to impede the promotion of the older black doctoral recipients do not seem to affect younger black doctoral recipients in the same manner. Blacks are more likely to be faculty members in the social sciences rather than in the hard sciences. Despite this progress, blacks make up less than 5 percent of the faculty in academe.

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END NOTES

¹The use of NSF data does not imply NSF endorsement of the research methods or conclusions contained in this report. NSF does not allow results to be reported when the sample size is less than 5 or the weighted population size is less than 50. In cases where this occurs, the cell is left empty.

² Computer and Math Sciences fields are computer/information sciences, applied mathematics, mathematics (general), operations research, statistics, and other mathematical sciences. Life and Related Sciences fields are animal sciences; food sciences and technology; plant sciences; other agricultural sciences; biochemistry and biophysics; biology (general); botany; cell and molecular biology; ecology; genetics (animal and plant); microbiology; nutritional science; pharmacology (human and animal); physiology (human and animal); zoology (general); other biological sciences; audiology and speech pathology; medicine; nursing; pharmacy; physical therapy and other rehab; public health, including environment, other health/medical sciences, environmental science studies, and forestry services. Physical and Related Sciences fields are chemistry (except biochemistry); atmospheric sciences and meteorology; geology; other geological sciences; oceanography; astronomy and astrophysics; physics, and other physical sciences. Social and Related Sciences fields are agricultural economics; economics; public policy studies; international relations; political science and government; educational psychology; clinical psychology; counseling psychology; experimental psychology; psychology (general); industrial and organizational psychology; social psychology; other psychology; anthropology and archeology; criminology; sociology; area and ethnic studies; linguistics; geography; history of science; and other social sciences. Engineering fields are aerospace and related engineering; chemical engineering; civil engineering; computer and systems engineering (electrical, electronics, and communication); industrial engineering; mechanical engineering; agricultural engineering; bioengineering and biomedical engineering (engineering sciences, mechanical and physical); environmental engineering; engineering (general); materials engineering; metallurgical engineering; mining and minerals engineering; naval architecture and marine engineering; nuclear engineering; petroleum engineering; and other engineering.

³The testing is done using probit regression if the dependent variable is a binary variable, or linear probability regression if the dependent variable is continuous.

CONTRIBUTOR BIOGRAPHIES

William A. (“Sandy”) Darity Jr. currently serves as a Professor of Public Policy Studies, African and African American Studies and Economics at Duke University and Director of the Research Network on Racial & Ethnic Inequality at Duke University. Professor Darity is the foremost US economist conducting research on racial inequality. His research also focuses on stratification economics, schooling and the racial achievement gap, North-South theories of trade and development, skin shade and labor market outcomes, the economics of reparations, the Atlantic slave trade and the Industrial Revolution, doctrinal history and the social psychological effects of unemployment exposure. He earned his PhD in economics from the Massachusetts Institute of Technology and a bachelor’s degree in economics and political science from Brown University.

Rhonda Vonshay Sharpe currently serves as the 2008-09 Fellow at the Institute of Higher Education Law & Governance at the University of Houston Law Center and is on leave from her position as Assistant Professor of Economics at the University of Vermont. Professor Sharpe has three primary areas of research interest: affirmative action policies and their impact on faculty diversity; the impact of disparate treatment in education policy; and discrimination in labor and sports markets. She is the 2004 co-recipient of the Rhonda Williams Prize awarded by the International Association for Feminist Economics. She earned her PhD in economics and mathematics from Claremont Graduate University and a bachelor’s degree in mathematics from North Carolina Wesleyan College.

Omari Holmes Swinton earned his B.S. from Florida A & M University in 2001. He completed his PhD in economics from Duke University in 2007. He is currently employed at Howard University as an Assistant Professor of Economics. His research interests include labor economics and education. In particular, he is working on projects taking a look at the returns to effort for students and the obstacles to faculty diversity in higher education. Dr. Swinton is married to the former Phyllis Perryman of Detroit, Michigan, and they have one child.

