

# ***Growing Diversity in Higher Education: Trends over the Past Decade***

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# The Good News – Increased Demand for Higher Education, Growing Enrollment in Size & Diversity

- Between 1996 and 2006, total college enrollment grew 25%; 50% among students of color, with Hispanics fastest-growing at 64%
- With student body becoming more diverse, white share dropped 9 percentage points in just 10 years, currently at 60%
- Student body diversified at all degree levels, most notably at Master's and Doctoral levels
- Undergraduates are most diverse, followed by professional and graduate degree students



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# Total Enrollment by Race & Degree Level: 2006

	UG	Professional	Graduate
<b>Total enrollment 2006</b>	<b>15,184,302</b>	<b>343,446</b>	<b>2,231,122</b>
White	100%	100%	100%
Total Minority	61%	65%	57%
African American	30%	25%	20%
Hispanic	12%	7%	10%
Asian American	11%	5%	5%
American Indian	6%	12%	5%
Foreign Student	1%	1%	1%
Race/Ethnicity Unknown	2%	2%	12%
	7%	8%	11%
	UG	Professional	Graduate
<b>Total domestic enrollment</b>	<b>14,863,688</b>	<b>335,160</b>	<b>1,964,739</b>
White	100%	100%	100%
Total Minority	62%	66%	65%
African American	31%	25%	23%
Hispanic	13%	7%	11%
Asian American	11%	5%	6%
American Indian	6%	12%	5%
Race/Ethnicity Unknown	1%	1%	1%
	7%	8%	12%



Source: National Center for Education Statistics,  
IPEDS 2006 Enrollment Survey, Author's analysis

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# As More Minorities Enrolled, More Degrees were Awarded to Minorities

- Between 1996 and 2006, Minorities surpassed whites in growth rate of earned degrees at all levels:
  - AA degrees - 78% vs. 18% (minority share 29%)
  - BA degrees – 63% vs. 24% (23%)
  - Master's – 100% vs. 24% (20%)
  - Doctoral – 64% vs. 15% (15%)
  - First-Professional – 34% vs. 2% (24%)



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# But Racial/Ethnic and Gender Gaps are NOT narrowing

## Preparation for College

- No improvement in high school completion rates (82%); Large racial gaps remain

## Access to College

- College enrollment gaps deepened due to uneven progress across racial/ethnic lines

## Success in College

- College dropout rates up slightly; Racial gaps still substantial
- Whites and minorities dropped in doctoral degrees they received in engineering



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# Racial/Ethnic and Gender Gaps (continued)

## The Stock of Human Capital with College Degrees

- No more generational gains? Young Americans no more likely to earn college degrees than older adults, except for Asians and whites.
- Men consistently lagged behind women in attaining degrees (esp. African Americans and Hispanics)

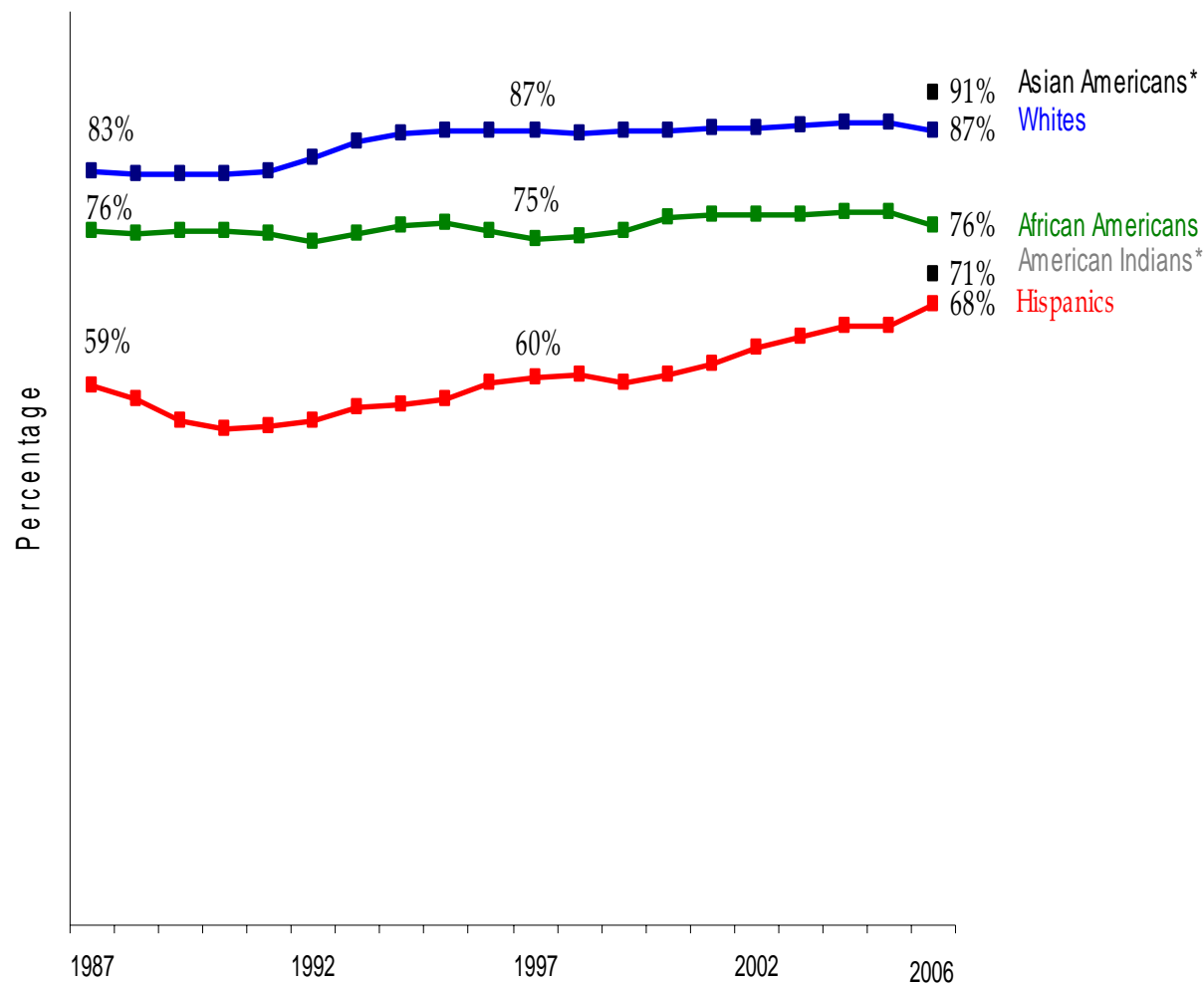


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# High School Completion Rates Over the Past 20 Years

High School Completion Rates for Traditional College-Aged Population (Aged 18 to 24), by Race/Ethnicity: 1987 to 2006



\* Due to data unavailability, high school completion rates for Asian Americans and American Indians are shown for 2006 only.

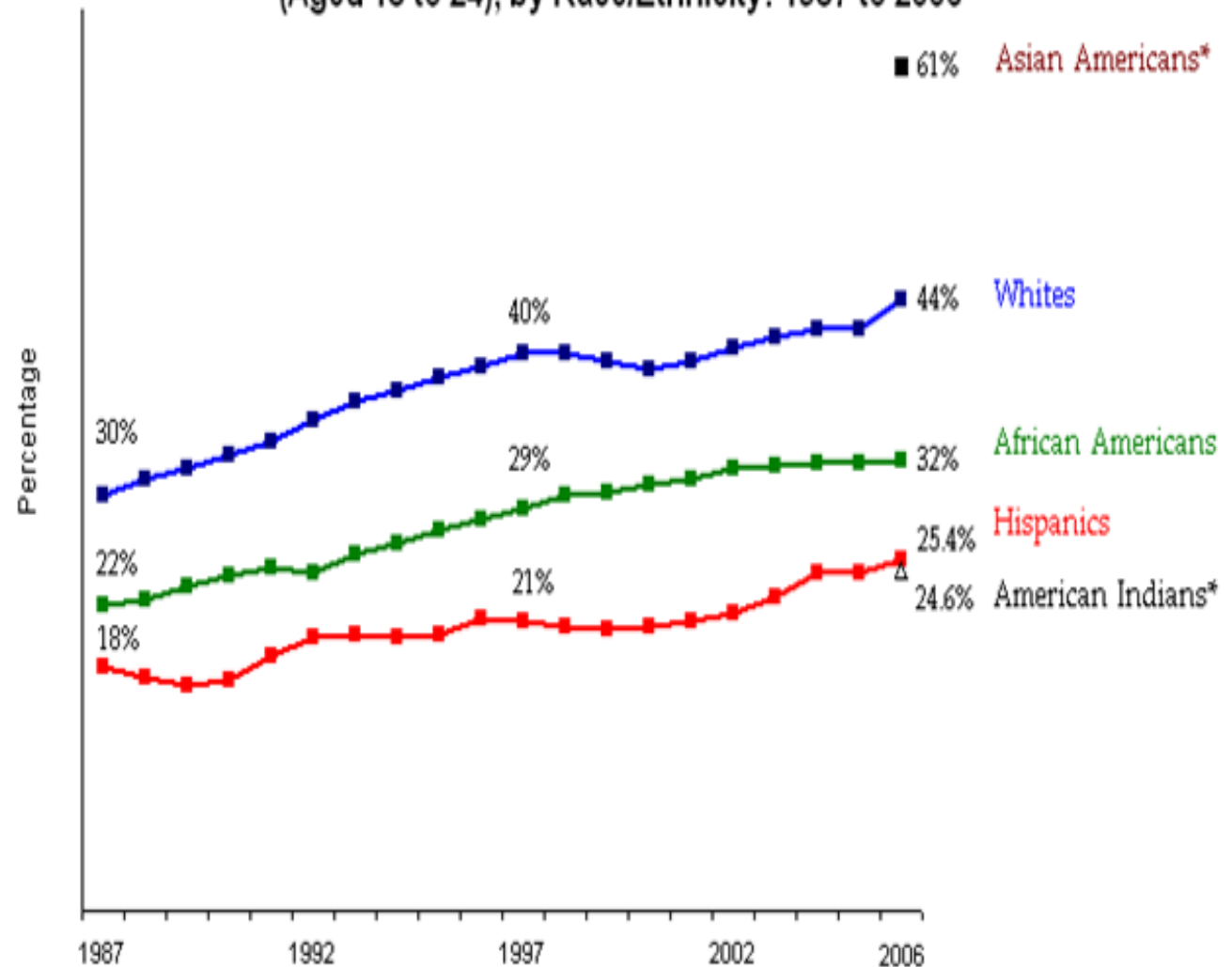
**Note:** Data include high school equivalency credentials such as the GED® (General Educational Development) credential. To obtain a large enough sample size to make reliable estimates, three-year averages were used for trend analysis, except for 2006 data, which had a much larger sample and account for the single year.

**Source:** U.S. Census Bureau, Current Population Survey (data for 1986-2005, released online) and American Community Survey 2006 (data for 2006, analysis by author).



# College Enrollment Gaps Widened Among Young People

College Enrollment Rates for Traditional College-Aged Population (Aged 18 to 24), by Race/Ethnicity: 1987 to 2006



\* Due to data unavailability, enrollment rates for Asian Americans and American Indians are shown for 2006 only.

**Note:** To obtain a large enough sample size to make reliable estimates, three-year averages were used for trend analysis, except for 2006 data, which had a much larger sample and account for the single year.

**Source:** U.S. Census Bureau, Current Population Survey (data for 1986-2005, released online) and American Community Survey 2006 (data for 2006, analysis by author).

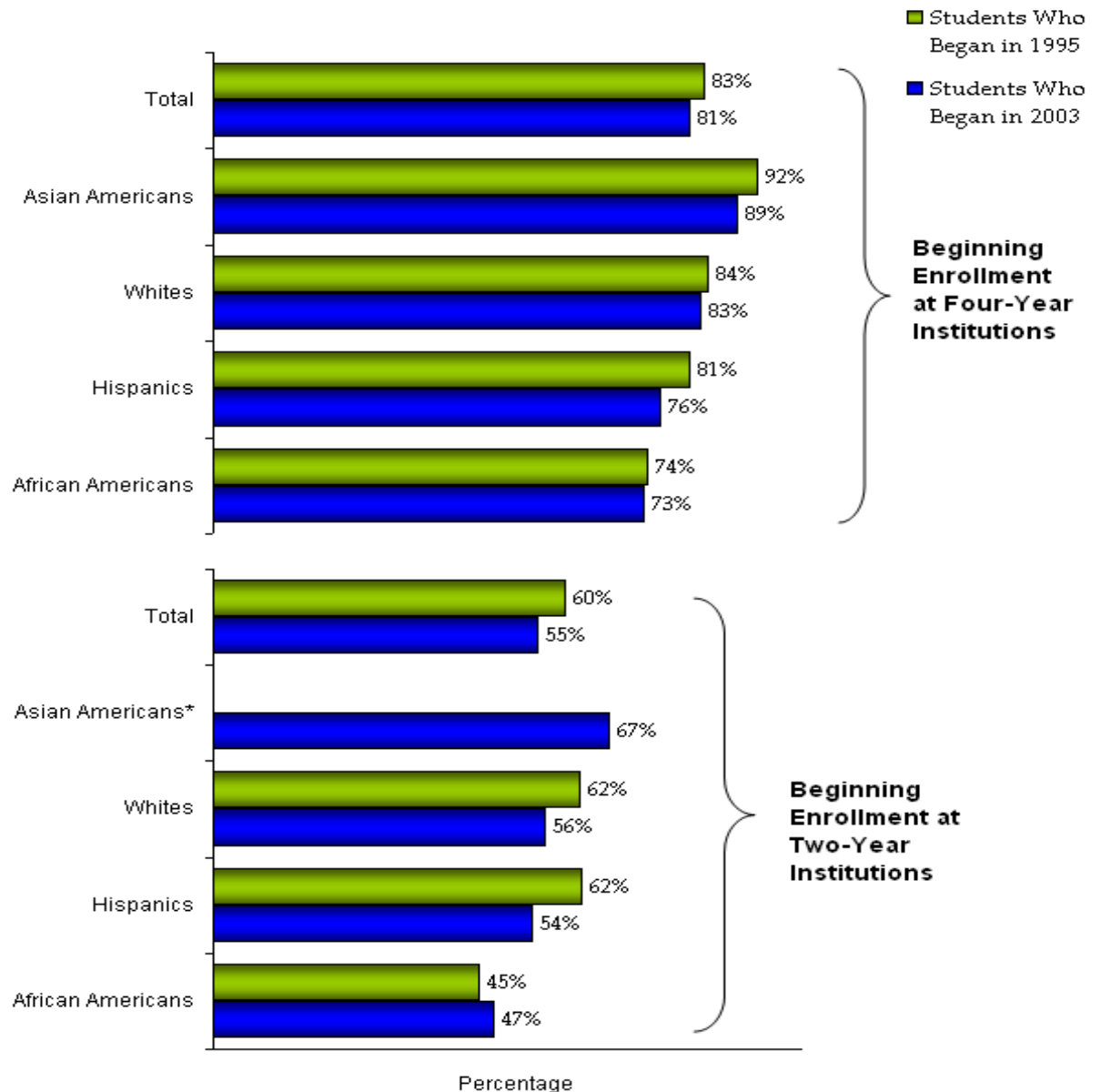




# College Persistence Rates Dipped Slightly. Racial Gaps Remained Substantial.



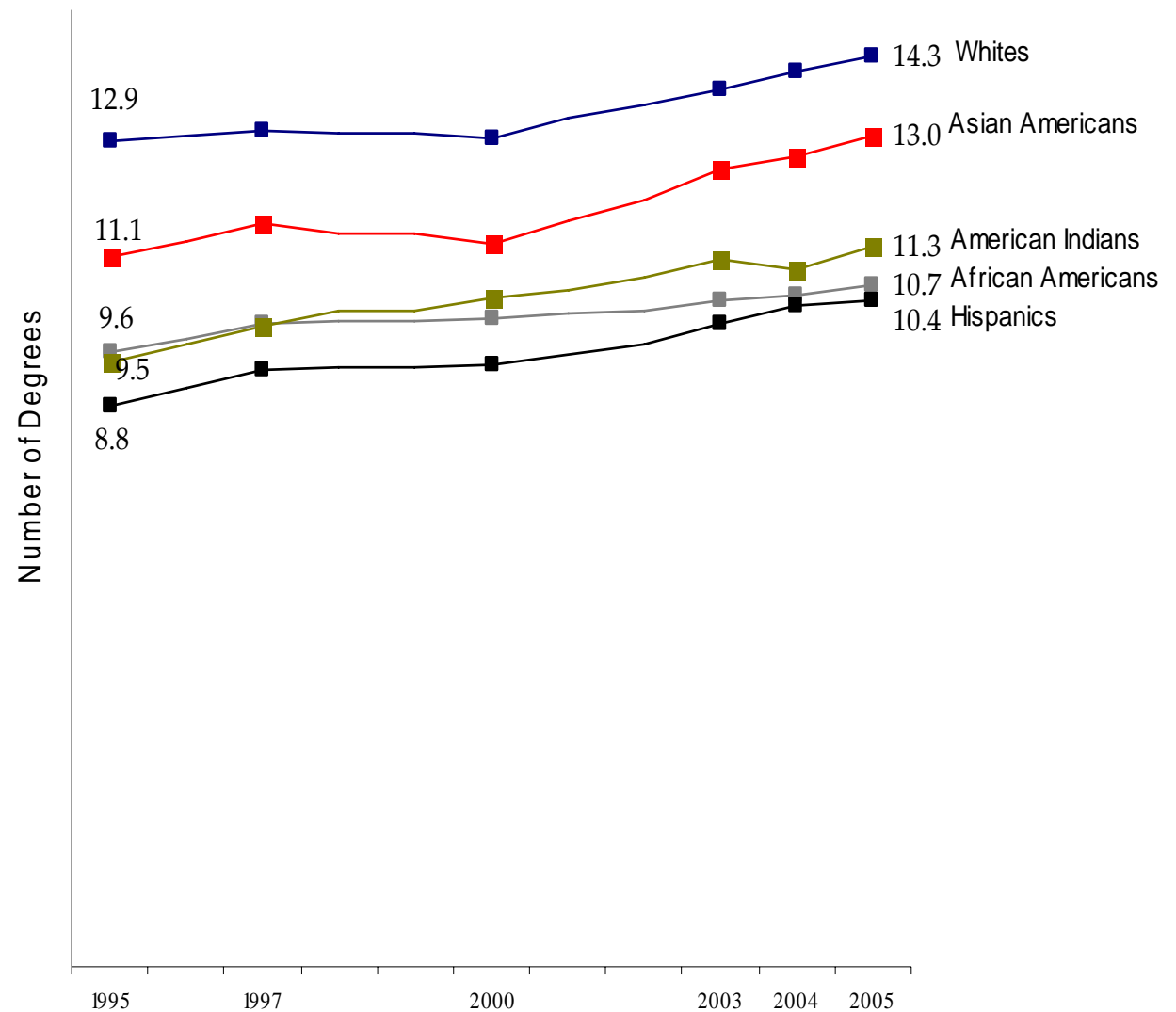
**Persistence in College: Percentage of Students Still Enrolled or with a Certificate/Degree Three Years After First Enrolling**



Due to small sample sizes, the 1995 data for Asian Americans cannot be estimated reliably and are not shown in the chart.  
 Source: U.S. Department of Education, Beginning Postsecondary Students Longitudinal Study BPS 96/98 and 2004/06 (analysis by author).

# Racial Gaps in Degree Completion (AA & BA Degrees)

Number of Associate and Bachelor's Degrees Awarded per 100 Undergraduates Enrolled: 1995 to 2005 (Selected Years)

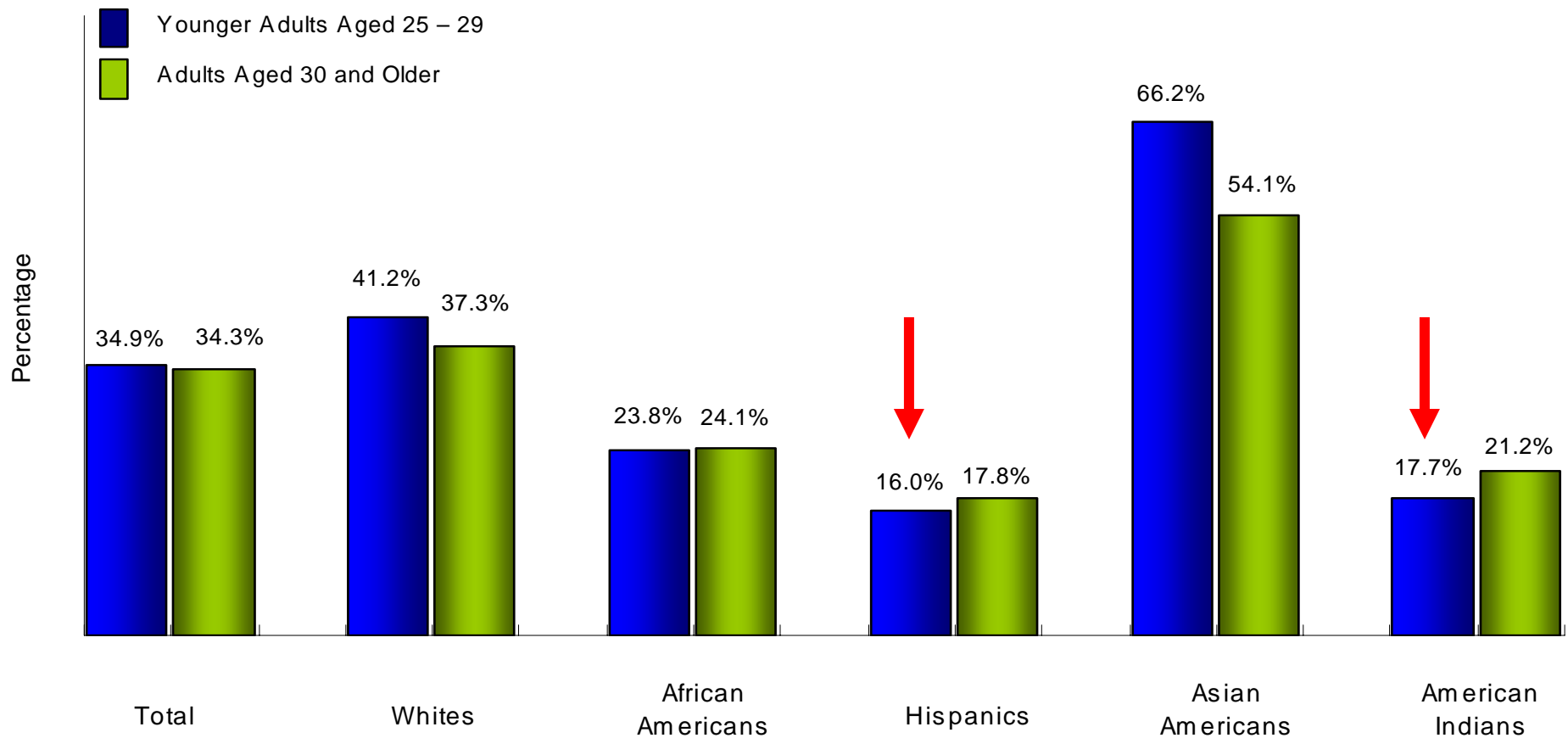


**Source:** Figures are calculated based on data from U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall Enrollment Survey and Completions Survey (analysis by author).



# Are Young Americans Better Off than Generation Before Them?

Percentage of Younger Adults and Those Aged 30 and Older with at Least an Associate Degree, by Race/Ethnicity: 2006



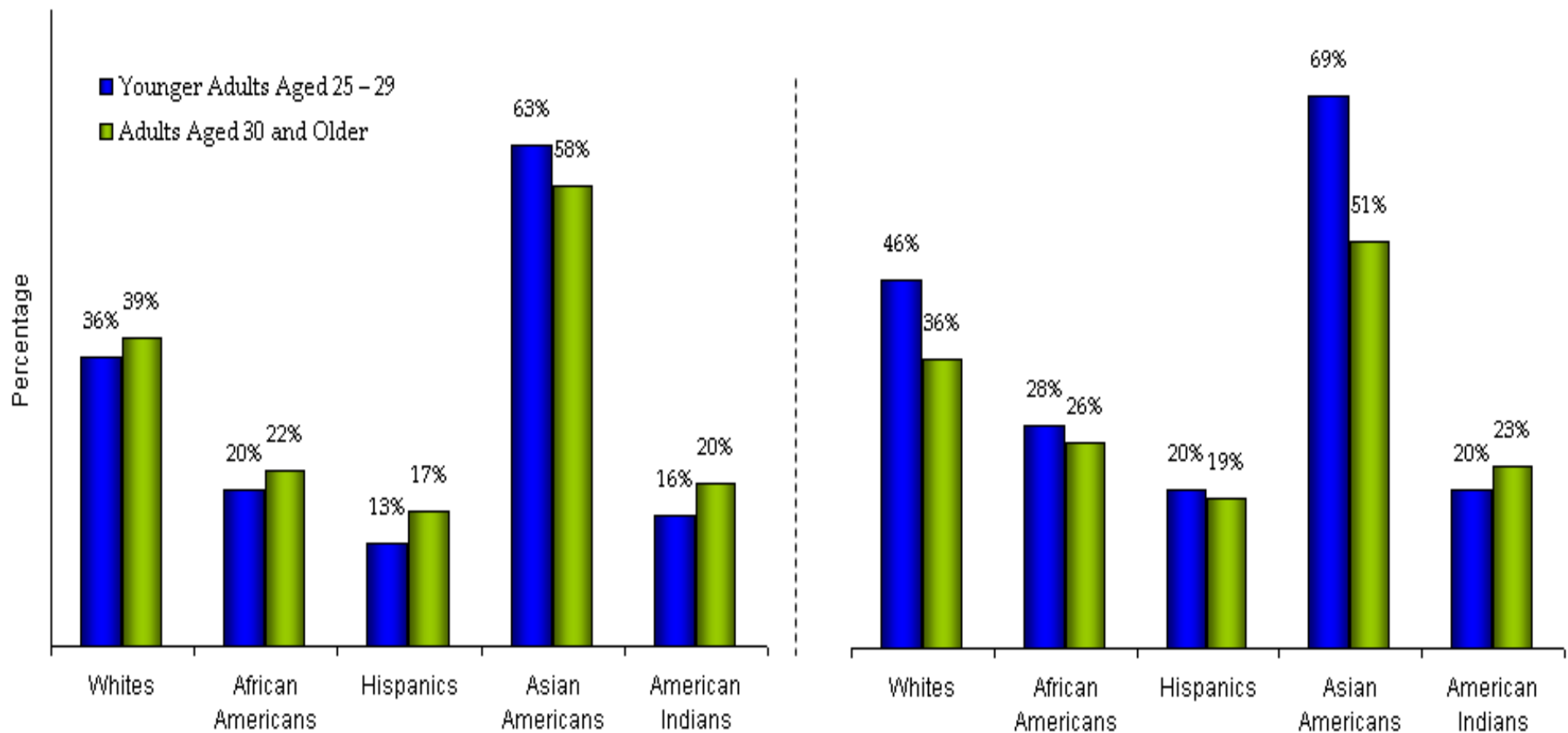
Source: U.S. Census, American Community Survey 2006 (analysis by author).

# The 'Boy Problem'

Percentage of Younger Adults and Those Aged 30 and Older with at Least an Associate Degree,  
by Gender and Race/Ethnicity: 2006

Men

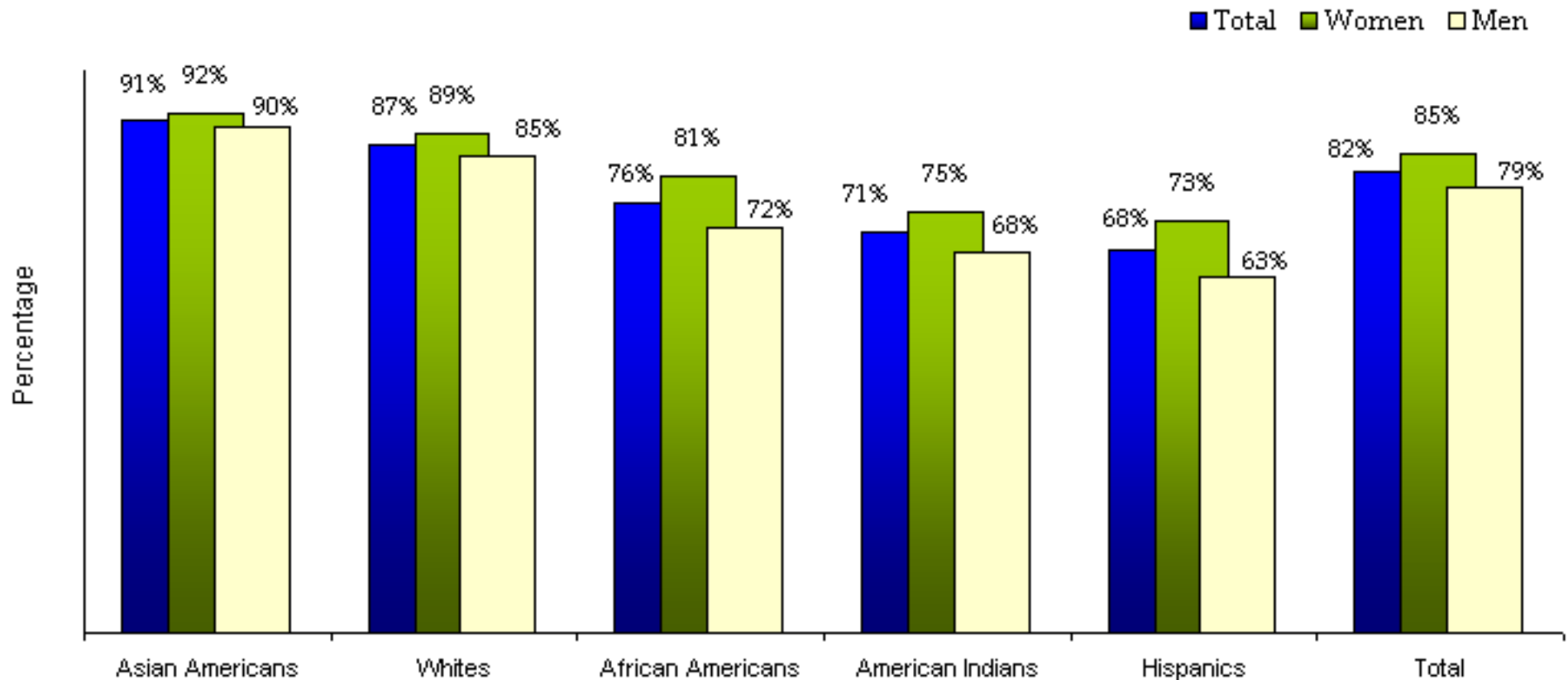
Women



Source: U.S. Census, American Community Survey 2006 (analysis by author).

# Young Men Not Keeping Up with Women in High School Completion

High School Completion Rates for Traditional College-Aged Population  
(Aged 18 to 24), by Race/Ethnicity and Gender: 2006

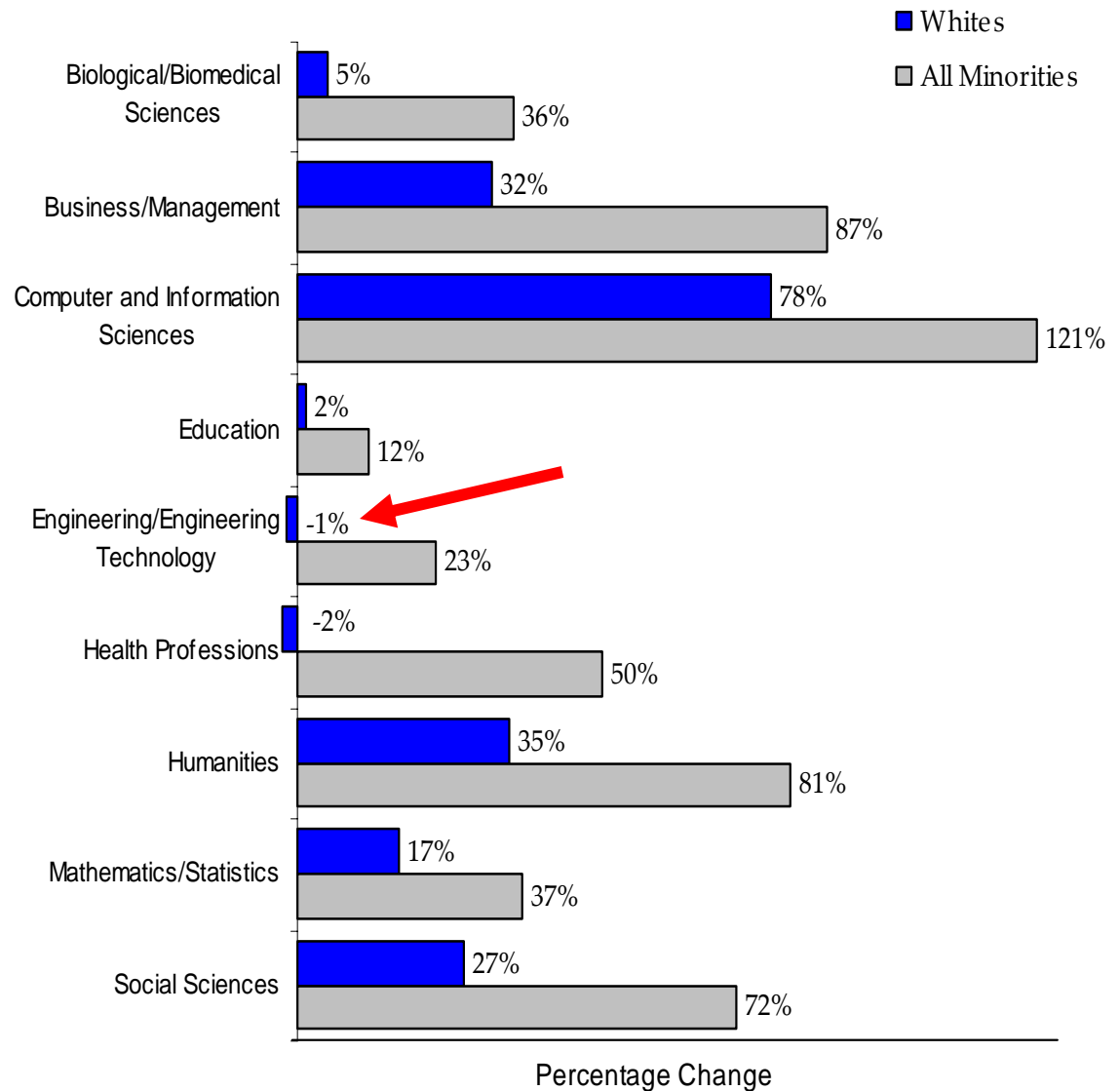


Source: U.S. Census Bureau, American Community Survey 2006 (analysis by author).

# More BA Degrees Produced in All Fields, Except for Whites in Engineering & Health



### Percentage Change in Number of Bachelor's Degrees Awarded in Selected Fields: 1995 to 2005

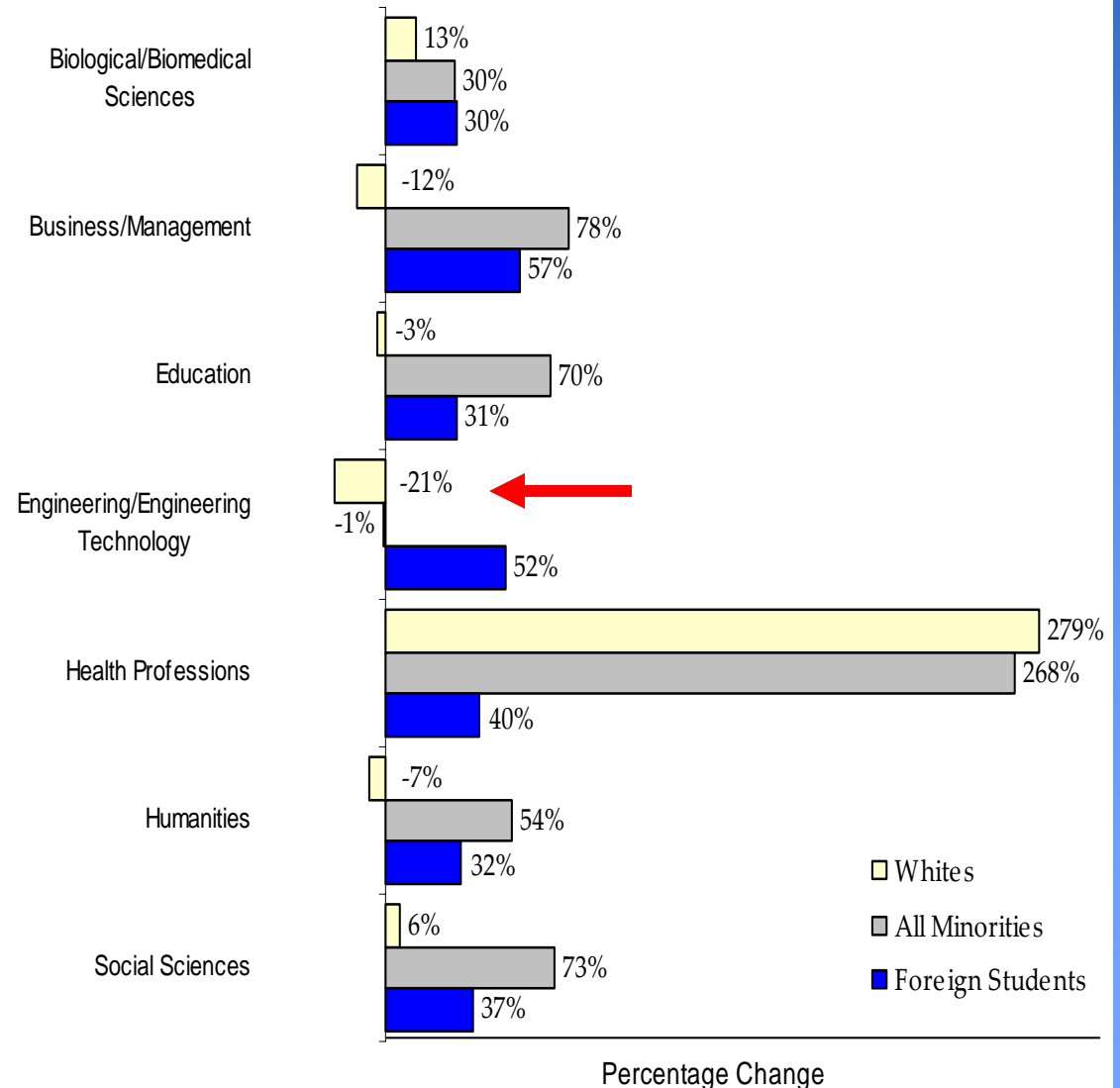


Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Completions Survey, 1995 to 2005 (analysis by author).

# Doctoral Degrees Earned by Whites and Minorities Declined in Engineering



Percentage Change in Number of Doctoral Degrees Awarded in Selected Fields: 1995 to 2005



Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Completions Survey, 1995 to 2005 (analysis by author).

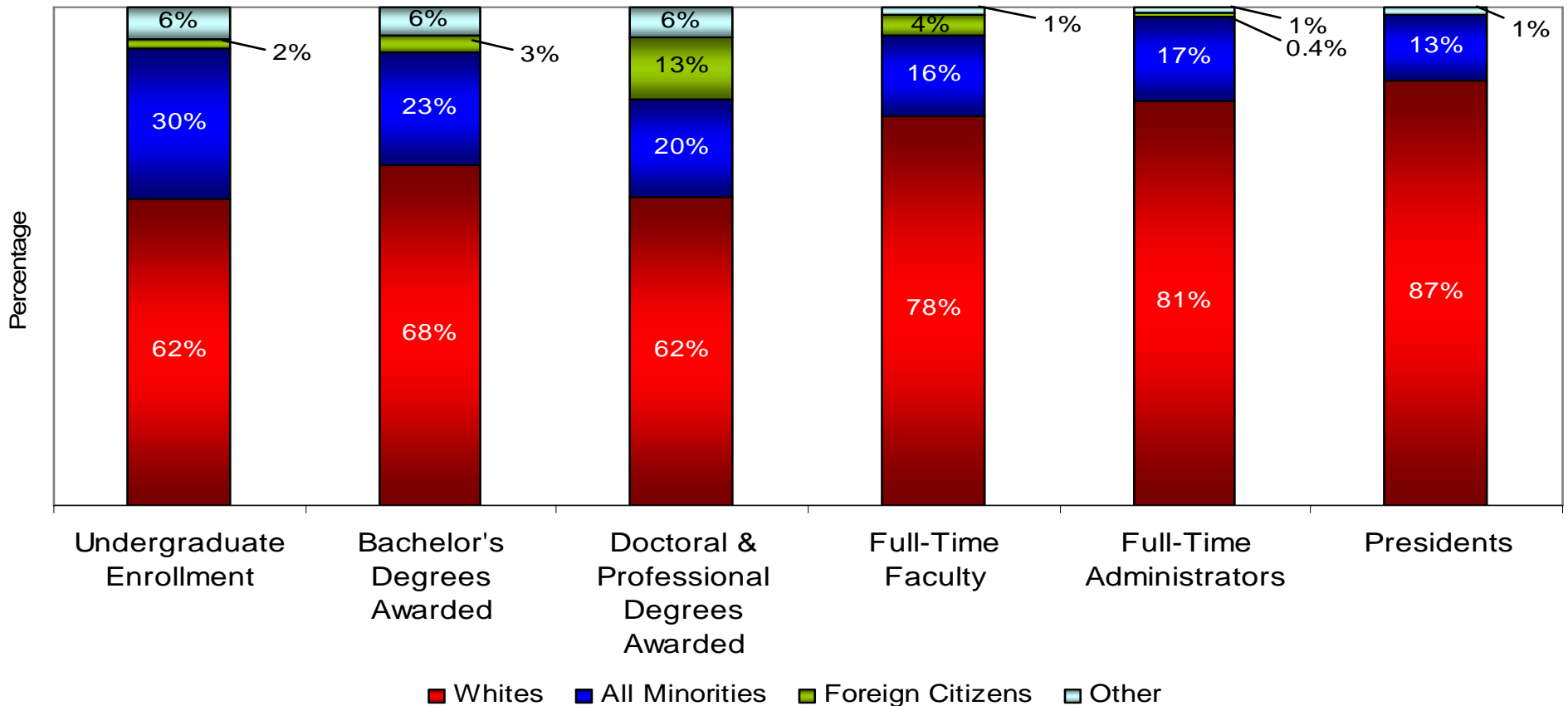
# The Path to a STEM Degree

- No lack of interest in STEM fields, no difference by race/ethnicity
- The Majority choosing STEM fields remained in that major field
- After 3<sup>rd</sup> year Blacks and Hispanics no longer making timely progress.
- BA degree completion in 6 years: 95% of Asians, 87% of Whites, 63% of Blacks and Hispanics (majoring in STEM fields at 4-year)

Source: Anderson, E. and Kim, D., 2006, Increasing the Success of Minority Students in Science and Technology, Washington, DC: American Council on Education.



# At a Glance: Minorities at Key Levels of Higher Education

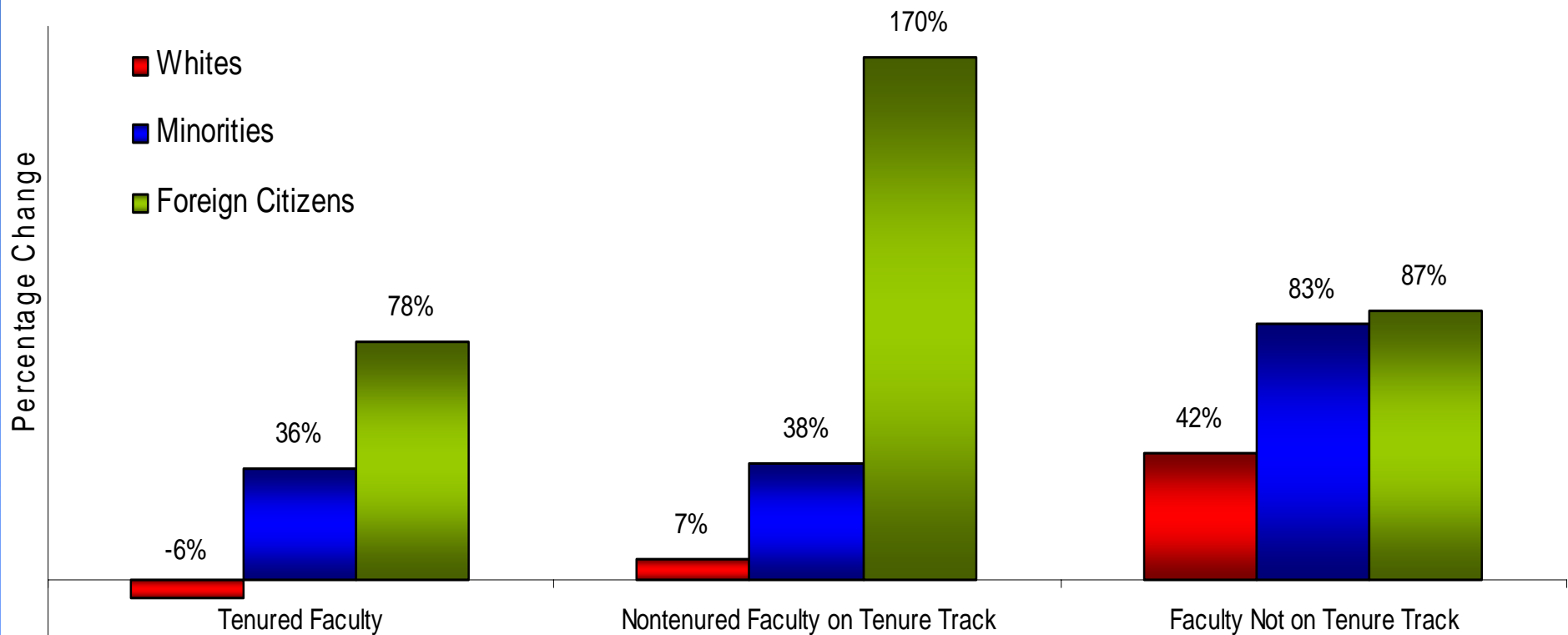


**Note:** *Other* includes persons of unknown race/ethnicity, other race or multi races. Details may not add to 100 percent due to rounding.

**Source:** U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education System (IPEDS), Enrollment Survey, Completions Survey, and Fall Staff Survey; American Council on Education, American College President Study: 2006, Washington, DC (analysis by author).

# College Faculty Becoming More Diverse...

Percentage Change in Number of Faculty, by Tenure Status: 1995 to 2005

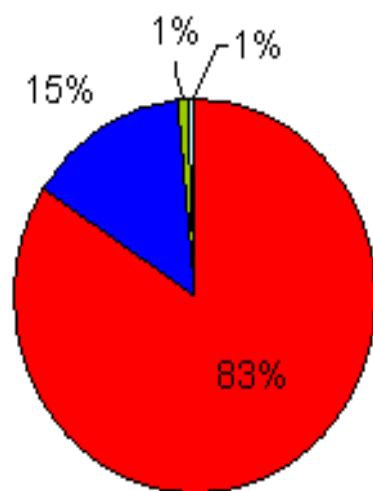


Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education System (IPEDS), Fall Staff Survey 1995-2005 (analysis by author).

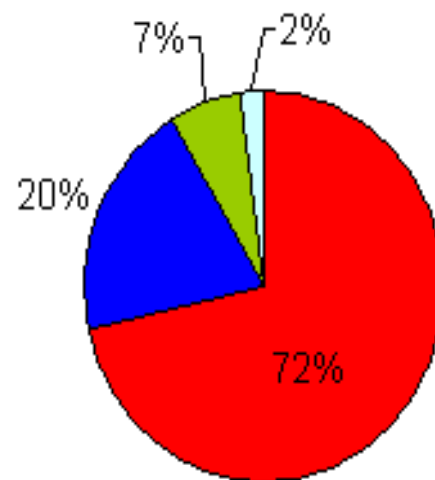
# ... But the Vast Majority are Still Whites

Racial/Ethnic Distribution of Faculty, by Tenure Status: 2005

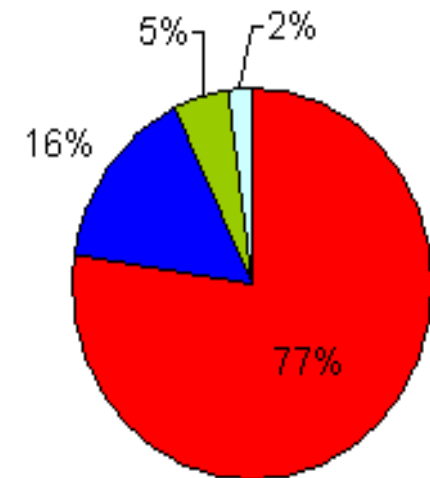
■ Whites ■ Minorities ■ Foreign Citizens ■ Race/Ethnicity Unknown



Tenured Faculty



Nontenured Faculty on Tenure Track



Faculty Not on Tenure Track

**Source:** U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education System (IPEDS), Fall Staff Survey 1995-2005 (analysis by author).

## Diversity is Work in Progress -

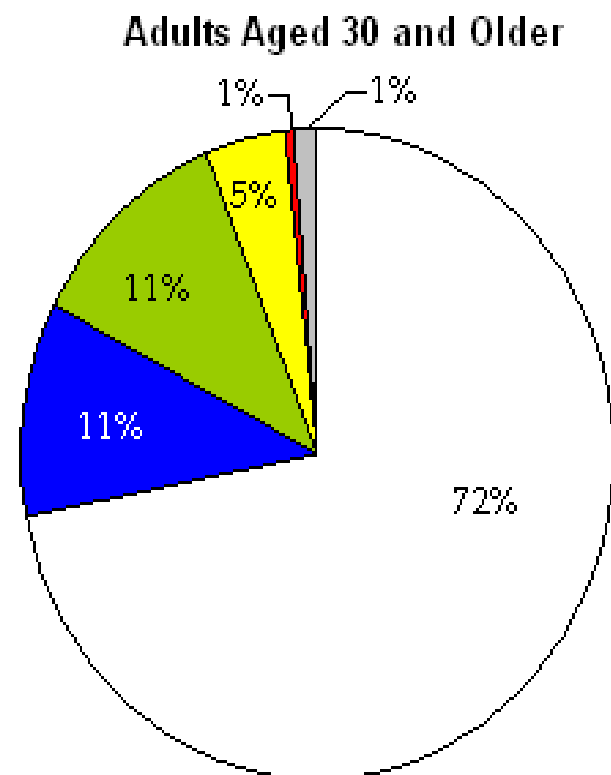
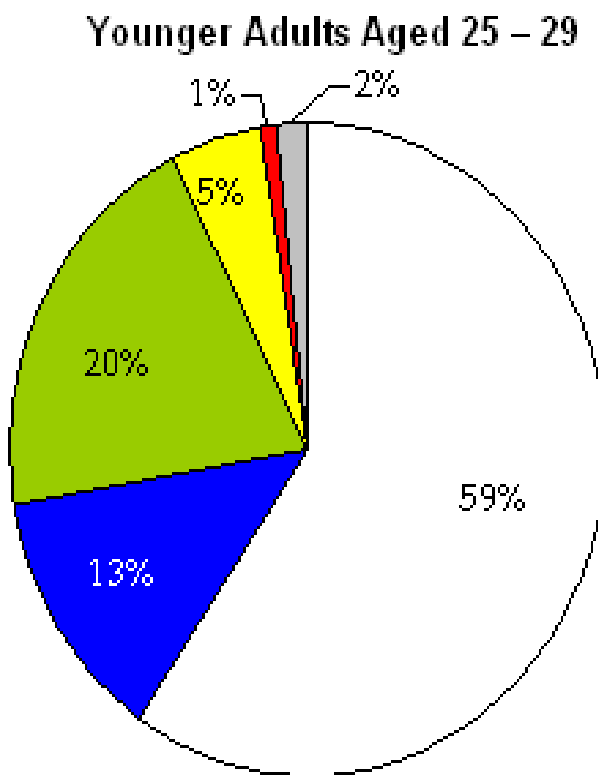
We have made progress over the past decade in expanding the higher education opportunity for all racial/ethnic groups.

But our progress has not kept pace with the demographic realities. We must accelerate our effort to serve the least-educated and fastest-growing segment of our population.



# U.S. Population is Growing More Diverse

Distribution of Adult Population, by Race/Ethnicity: 2006



- Whites
- Hispanics
- American Indians
- African Americans
- Asian Americans
- Other

Source: U.S. Census, American Community Survey 2006 (analysis by author).

Slides are based on *Minorities in Higher Education 2008 and 2009* published by ACE. For more information or questions, please contact:

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