

Racial Disparities in the Academy

- 83% of Full-Time Faculty are White as of 2015
 - 56% White males
 - 27% White females
- Asian Scholars = 10% of Faculty in the U.S.
- Black Scholars = 6% of Faculty in the U.S.
- Latinx Scholars = 4% of Faculty in the U.S.
- Native Scholars = <1% of Faculty in the U.S.
- WoC = <10% of Faculty in the U.S.

Statistics of PoC in Academia (not exhaustive):

2015 DOCTORATE RECIPIENTS FROM U.S. UNIVERSITIES, NATIONAL CENTER FOR SCIENCE AND ENGINEERING STATISTICS, DIRECTORATE FOR SOCIAL, BEHAVIORAL AND ECONOMIC SCIENCES

<https://www.nsf.gov/statistics/2017/nsf17306/static/report/nsf17306.pdf>

Disparities in STEM Employment by Sex, Race, and Hispanic Origin

<https://www.census.gov/prod/2013pubs/acs-24.pdf>

The race gap in science knowledge

<http://www.pewresearch.org/fact-tank/2015/09/15/the-race-gap-in-science-knowledge/>

More Faculty Diversity, Not on Tenure Track

<https://www.insidehighered.com/news/2016/08/22/study-finds-gains-faculty-diversity-not-tenure-track>

Black Faculty in Higher Education: Still Only a Drop in the Bucket

http://www.jbhe.com/features/55_blackfaculty.html

Race/ethnicity of college faculty

<https://nces.ed.gov/fastfacts/display.asp?id=61>

Minorities and Tenure in the Academy

<https://www.hispanicoutlook.com/michelle-adam/2015/9/29/minorities-and-tenure-in-the-academy>

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Recruiting and Retaining Latino Faculty Members: The Missing Piece to Latino Student Success

<http://www.nea.org/home/49914.htm>

Tenure, Women and Economics

<https://www.insidehighered.com/news/2016/12/14/new-study-finds-gender-gaps-tenure-rates-and-career-paths-economics>

Survey of Earned Doctorates

<https://www.nsf.gov/statistics/srvydoctorates/>

Racial and Ethnic Diversity among U.S.-Educated Science, Engineering, and Health Doctorate Recipients: Methods of Reporting Diversity

<https://www.nsf.gov/statistics/infbrief/nsf12304/>

Educational Attainment in the United States: 2015

<https://www.census.gov/content/dam/Census/library/publications/2016/demo/p20-578.pdf>

The Academy's Dirty Secret

http://www.slate.com/articles/life/education/2015/02/university_hiring_if_you_didn_t_get_your_ph_d_at_an_elite_university_good.html

Some Scholarships available for PoC in Academia (not exhaustive):

Mellon Mays Undergraduate Fellowship (follows you for your entire career)

<http://www.mmuf.org/>

McNair Scholars Program

<https://mcnairscholars.com/>

Ford Foundation Fellowships

<http://sites.nationalacademies.org/pga/fordfellowships/index.htm>

National Science Foundation

<https://www.nsf.gov/funding/>

William T. Grant Foundation Scholarships for Junior Faculty

<http://wtgrantfoundation.org/>

Wenner-Gren

<http://www.wennergren.org/>

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Hispanic Scholarship Fund

<https://www.hsf.net/>

ACHE Albert W. Dent Graduate Student Scholarship

http://www.ache.org/Faculty_Students/dent_scholarship.cfm

APSA Minority Fellowship Program

<http://www.apsanet.org/mfp>

ASA Minority Fellowship Program

<http://www.asanet.org/career-center/grants-and-fellowships/minority-fellowship-program>

AICPA Fellowships for Minority Doctoral Students

<http://www.aicpa.org/Career/DiversityInitiatives/Pages/fmds.aspx>