Diversity, Equity and Inclusion

Rankings | Enrollment | Degrees Awarded | Graduation Rates | Full-Time Faculty

SUMMARY

University of Alabama System (UAS) institutions are frequently ranked among institutions that confer the most degrees to minority students (see Top 100 Degree Producers by Diverse Issues in Higher Education). However, the recent report Segregation Forever by The Education Trust, which features a cover and quote attributed to Vivian Malone Jones, one the first two black students to enroll at the University of Alabama in 1963, gave UA and UAH an “F” on Black student access. A grade of “F” was given to most institutions in states with larger Black populations. One of the reasons institutions fail to attract a diverse student body lies in the highly unequal K-12 feeder system. There is a negative correlation between the share of Black students and the percentage of students meeting the state’s proficiency standards in Mathematics and Language Arts.

Enrollment

According to Integrated Postsecondary Education Data System (IPEDS), enrollment at UAS institutions increased from 55,284 in 2010 to 70,049 in 2018. While the actual number of White students increased during this period, the share of White students went down from 74% to 70%. The number of African American students increased from 8,430 to 9,779. At the same time, the share of these students, which was 15% in 2010, declined to 14% in 2018. There was an increase in the percentage of Hispanic students (from 2% in 2010 to 4% in 2018) and of students of two or more races (from 1% to 3%).

Degrees Conferred

As overall enrollment has increased, so has the number of degrees conferred at UAS institutions. The number of degrees increased from 11,852 in 2010-2011 to 16,666 in 2018-2019. Although the number of degrees awarded to White students went from 9,107 to 11,853, the System saw the share of degrees conferred to White students decrease from 77% to 71%, with the share of degrees awarded to African American students remaining about the same (between 12% and 13%). During this same time, the share of degrees conferred to Hispanic students increased from 2% to 4%; and the share of degrees conferred to students of two or more races changed from 0.2% to 2.6%.

Graduation Rates

Six-year graduation rates[1] have been increasing graduation rate for the 2005 fall cohort of first-time freshmen graduation rate for the 2012 fall cohort freshmen, yet

Asian, 6% (264) Black or African American, 5% (196) Nonresident alien, and 3% (119) Hispanic or Latino. The other racial/ethnic groups represent less than 1% of faculty. A comparison of the racial profile of UAS faculty and that of U.S. doctoral degree recipients (The Survey of Earned Doctorates

) is used for benchmarking. Comparing the current UAS racial/ethnic demographics of faculty with those of doctoral degree recipients being produced by accredited U.S. institutions offers insight into the System’s position in terms of employing those who are earning academic credentials that are generally associated with being a faculty member at a research institution. Currently, the share of White faculty at UAS (73%) is greater than the share of White students among recent doctorate recipients in the U.S. (51.8% in 2017-2018). The share of Black or African American -72pn

[1] Because six-year graduation rates are available six years after students entered their program, they are not available for current entering student population. For example, six-year graduation rates for fall 2012 cohort are available in fall of 2018.

Enrollment[3]

Degrees Awarded[5]

In the 2018-2019 academic year, 16,666 degrees—10,785 (65%) Bachelor's; 4,485 (27%) Master's; 1,053 (6%) Doctoral; and 343 (2%) certificates—were conferred at UAS institutions. About 71% (11,853) of degrees were conferred to White students, 13% (2,135 degrees) to African American, 4% (735) to Nonresident alien, 4% (621) to Hispanic, 3% (510) to Asian, and 3% (441) to students of two or more races, see **Graph 7**. Degrees to American Indian or Alaska Native, Native Hawaiian or other Pacific Islander students, and students whose race/ethnicity is unknown—constitute about 2% (371) of all degrees.

Graph 7 Degrees by Race/Ethnicity (2018-2019)

Of 16,666 degrees, 9,098 (55%) were awarded at UA, 5,596 (34%) were awarded at UAB, and 1,972 (12%) at UAH. At UA 76% (6,912) of conferred degrees were at the Bachelor's level; 19% (1,750) of degrees were at the Master's level; and 5% of degrees (416) were at the doctoral level.[6] At UAB 46% (2553) of degrees were Bachelor's; 39% (2,207) of degrees were Master's; and 10% (565) were Doctoral. About 67% (1,320) of degrees at UAH were Bachelor's; 27% (528) were Master's; and 4% (72) were Doctoral.

The share of degrees awarded to White students was the highest at UA (78%, 7,070 degrees) and the lowest at UAB (62%, 3,475 degrees). The share of degrees awarded to White students at UAH was 66% (1,308 degrees). The share of degrees to African-American students was the highest at UAB (18%, 1,018 degrees) and the lowest at UAH (9%, 182 degrees). About 10% of all degrees (935 degrees) were awarded to African-American students at UA. The share of degrees conferred to Asian students was also greater at UAB (6%, 316 degrees) than at UA (1%, 122 degrees) or at UAH (4%, 72 degrees). The percentage of degrees awarded to Non-resident alien students was the highest at UAH (7%, 146 degrees), followed by UAB (5%, 288 degrees) and UA (3%, 301 degrees). About 4% of all degrees were conferred to Hispanic or Latino students at UA (355 degrees) and at UAB (216 degrees). Close to 3% (50) of degrees were conferred to Hispanic or Latino students at UAH.

Graph 8 Degrees Conferred to White Students (2010-2011 through 2018-2019)

Over the 2010-2011 to 2018-2019 academic year, the number of degrees awarded to White students went up from 9,107 to 11,853 but the overall share of degrees conferred to White students decreased from 77% to 71% (see **Graph 8)**.

Over the same period, the number of degrees conferred to African American students went from 1,469 to 2,135, but the share of degrees conferred to these students remained about the same (12.4% in 2010-2011 and 12.8% in 2018-2019). The percentage of degrees conferred to Hispanic students was 2% (229 degrees) in 2010-2011 and 4% (621 degrees) in 2018-2019. The share of degrees conferred to students of two or more races went from .2% (26 degrees) to 2.6% (441 degrees). As noted earlier, changes in reporting might have led to the increase in the numbers for students of two or more

[5] Data Source: Integrated Postsecondary Education Data System (IPEDS), Awards/degrees conferred by award level, race/ethnicity, and gender.

[6] Undergraduate and graduate certificates are included in the total and overall constitute about 2% of all degrees.

races. The shares of degrees conferred to the remaining racial/ethnic groups remained approximately the same over time.

Since 2010-2011, the number of degrees conferred at the Bachelor's level increased by 44% (from 7,488 in 2010-2011 to 10,785 in 2018-2019); the number of Master's degrees increased from 3,239 to 4,485 (38%); and the number of Doctoral degrees went from 970 to 1,053 (9% increase).

In 2018-2019,

Graduation Rates[7]

Six-year graduation rates for the University of Alabama System have been improving over the years. The overall graduation rate of first-time freshmen in UAS uarc fes

Full-time Faculty[8]

Of 4,275 full-time faculty employed at the institutions of the University of Alabama System in 2018, 73% (3,106) were White, 13% (550) Asian, 6% (264) Black or African American, 5% (196) Nonresident alien, and 3% (119) Hispanic or Latino. The other racial/ethnic groups—American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, faculty of two or more races—as well as those whose race/ethnicity was unknown, represent less than 1% of the faculty body, see **Graph 13**.

Graph 13 Full-time Faculty by Race/Ethnicity (2018)

Most of the UA System's full-time faculty members (2,444 or 57%) work at UAB, 35% (1,484) work at UA, and 8% (347) work at UAH. About 78% (1,158) of faculty at UA, 70% (1,703) of faculty at UAB, and 71% (245) of faculty at UAH are White; 8% (118) of faculty at UA, 15% (372) of faculty at UAB, and 17% (60) of faculty at UAH are Asian; 6% (93) of faculty at UA, 6% (154) of faculty at UAB; and 5% (17) of faculty at UAH are Black or African American.

Although the number of White full-time faculty increased from 2,912 to 3,106 from 2013 to 2018, the share of White faculty went from 76% to 73% over the same period of time, see **Graph 15**.

Graph 15 White full-time faculty: 2013-2018

The number of Black or African-American full-time faculty increased from 224 to 264 from 2013 to 2018, but the share of Black or African-American faculty remained about the same (5.9% in 2013 and 6.2% in 2018), see **Graph 16**.

Graph 14 Doctorate recipients, by ethnicity, race, and citizenship status: 2017-2018

The data from the Survey of Earned Doctorates (SED) show that the share of White faculty at the UAS institutions is greater than the share of research doctoral degree recipients in the U.S. In 2017-2018, 28,585 White students (24,965 US Citizens and 3,634 temporary visa holders or students whose citizenship is unknown) received doctoral degrees in the U.S., see **Graph 14**.[9] This accounts for about 51.8% of degrees conferred in the U.S. The share of Black or African-American faculty in UAS institutions is close to the share of Black or African-American doctoral degree recipients in the U.S.—6.2% of full-time faculty in UAS and 5.5% of doctoral degree recipients in the U.S. The share of Asian faculty is significantly lower in UAS than in the population of doctoral degree recipients—12.9% in UAS and 26.8% among doctoral degree recipients. (One should note that most Asian doctoral degree recipients [11,510 of 14,815] are either temporary visa holders or have unknown citizenship status.) Hispanic or Latino faculty are less represented in the UAS System than among U.S. doctoral degree recipients (2.8% in UAS system and 6.5% among doctoral degree recipients).

[8] Data Source: Integrated Postsecondary Education Data System (IPEDS), Full-time instructional staff by academic rank, faculty and tenure status.

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Graph 16 Black or African American full-time faculty: 0 Tw 09.a4q