

# Data on Humanities Doctorate Recipients and Faculty Members by Race and Ethnicity

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# Data on Humanities Doctorate Recipients and Faculty Members by Race and Ethnicity

THE members of the MLA Committee on the Literatures of People of Color in the United States and Canada noted at a recent meeting that they often make generalizations about humanities doctorate recipients and faculty members of color that would benefit from the light that systematic national data might shed on them.<sup>1</sup> This report responds to the committee's call for such information. While statistics can validate or undermine our felt sense, numbers alone do not tell us all that we need to know about how faculty members of color fare in the profession. At best, data give a helpful sketch that needs filling in and fleshing out with narratives about the experiences that lie behind the abstract numbers. In this respect, the information gathered here is a call and a context for textured anecdotal reports from faculty members and campuses.

Where do those people of color who go on to become faculty members earn their undergraduate degrees? While a great deal of attention has been paid to institutions that grant doctorates in the humanities to people of color, recent research such as "Affirmative Activism: Report of the ADE Ad Hoc Committee on the Status of African American Faculty Members in English" suggests that further consideration needs to be given to the undergraduate preparation of potential faculty members of color and to where it is taking place. Tables 1a through 1e list the institutions that granted the most undergraduate degrees to those who went on to receive doctorates in the humanities in the decade 1997–2006. The standouts were the University of California, Berkeley (Asian or Pacific Islander [table 1a]); Spelman College and Howard University (black or African American [table 1b]); the University of Puerto Rico, Rio Piedras, and the University of California, Berkeley (Hispanic [table 1c]); and Princeton University (American Indian or Alaska Native [table 1d]). The tables illustrate the importance of geographical location and, as a kind of correlate, the continuing prominence of HBCUs among African American doctorate recipients.

For comparison, the top undergraduate institutions for white doctorate recipients were the University of California, Berkeley; Yale University; Harvard University; the University of Michigan, Ann Arbor; and Brigham Young University, Utah (table 1e). The numbers for whites far outstrip those for doctorate recipients of color: forty-eight institutions have more than one hundred white undergraduate alumni who went on to complete the doctorate.

But how many students who enter doctorate programs finish them? The recently published data from the Council of Graduate Schools, *Ph.D. Completion and Attrition: Analysis of Baseline Demographic Data from the Ph.D. Completion Project*, confirm a widely held belief that humanities doctorate attrition rates generally hover around 50%. Table 2 gives cumulative completion rates for doctoral students in the humanities from twenty-four institutions in their third to tenth years in the doctoral program. (The tenth year was academic year 2003–04.) In the humanities, only

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African American and white doctorate recipients show completion rates over 50% at year 10. Hispanic doctoral students have an especially low ten-year completion rate of 37%. It is important to note that the low ten-year completion rate for Hispanic candidates in the humanities is anomalous: in other fields, their rate is 53%–55% (43). The council offers no explanation for the low Hispanic rate of completion in the humanities. We do know, however, that Hispanic faculty members in the humanities tend on average to be older—42.2 years of age versus an overall average of 39.5 (2004 NSOPF)—when they achieve tenure and that they are overrepresented in the foreign languages, which have the relatively long average time to degree completion of nearly ten years. In other words, it is probable that Hispanic doctoral candidates' completion rates are disproportionately depressed by the council's ten-year metric.

Attrition is frequently assumed to be undesirable because of the costliness of doctoral education; at the same time, the already difficult job market would be aggravated by any decrease in attrition as long as graduate programs and the pool of available jobs maintain their current sizes. Given the considerable incentives to maintain sizable graduate programs, it is unlikely that departments will willingly shrink them. Nor do data on staffing suggest an increase in tenure-track hiring. Nonetheless, Dolan Hubbard notes, "The national debate about the overproduction of PhDs dangerously ignores the underproduction of African American PhDs within the academy. . . . The quiet consensus to limit access to graduate programs is an ethnically and socially irresponsible position when viewed from the perspective of the underproduction of African American PhDs" (15).

Tables 3a–3c present data on degree conferrals in foreign languages, English, and the humanities generally in the ten-year period 1997–2006, by race or ethnicity. Comparing the tables for foreign languages (table 3a) and English (table 3b) with those for the humanities (table 3c), you will see that foreign languages have a strikingly higher percentage of Hispanic degree recipients—20.4% versus 3.6% in English and 6.7% in the humanities—and that English has fairly typical distributions except in the Hispanic category, where English has a lower percentage than the humanities at large. You might wish to bear these discrepancies in mind as you examine the tables from the National Study of Postsecondary Faculty (NSOPF), which provide only general data for the humanities.

Tables 4 and 5 come from the MLA's 2003–04 survey of doctorate placement and show the full distribution of placement types in English and foreign languages by race or ethnicity. The data on tenure-track placements, for example, show that in English programs 46.6% of white degree recipients found tenure-track placements and that white doctorate recipients account for 78.5% of tenure-track placements. The next three categories show that placement rates to the tenure track are typically much higher for degree recipients of color: 66.7% of Latino or Hispanic, 70.7% of Asian or Pacific Islander, and 73.9% of black or African American recipients report finding tenure-track appointments. These placements together account for just over 20% of all tenure-track placements among the 2003–04 English doctorate cohort.

Foreign language placement rates are less skewed than those in English but also show that doctorate recipients of color have a higher rate of placement to tenure-track positions than white recipients do. It is notable that the second largest category

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of race or ethnicity in English is African American, which accounts for 6.1% of English doctorate recipients. But in foreign languages, the second largest category is Latino or Hispanic, which accounts for 21.8% of the total.

The high placement rates for graduates of color corroborate Hubbard's view that doctorate recipients of color are better considered in the light of their underproduction than in that of the overproduction of doctorates in general. It is dispiriting to see that, after years of effort to improve the pipeline for doctorates of color, the cohorts of several groups remain out of proportion to the United States population. Still more dispiriting is that data on Native American faculty members are so sparse that they are usually suppressed and figure very little in what follows. It is apparent from the small numbers involved, however—for example, 8 of 14 black graduates in foreign languages found tenure-track jobs their first year out—that small numerical increases could produce dramatic improvement.

Tables 6–14 provide data from the 2004 NSOPF on full-time faculty members in the humanities at four-year institutions. The NSOPF is a sample-based survey, and thus population sizes, reported at the bottom of each table, are weighted estimates. Data are self-reported. (I offer data only at the level of the humanities from the NSOPF because more specific disciplinary data contain small numbers that are statistically unreliable. Indeed, where data are sparse, the NSOPF often suppresses small numbers to protect the privacy of individuals who might be identified by cross-referencing data sets.)

Table 6 shows the representation by race or ethnicity of the full-time humanities faculty members at four-year institutions, by institutional type.<sup>2</sup> We see that, overall, the humanities faculty is 1.3% American Indian or Alaska Native, 6.0% Asian or Pacific Islander, 5.5% black or African American, 4.4% Hispanic, and 82.8% white. Table 7 shows the same data in reverse: 53.3% of the full-time humanities faculty members at four-year institutions are located at doctorate institutions, 30.8% at master's institutions, and 15.9% at bachelor's institutions. We see, further, that Asian faculty members are overrepresented and African American faculty members underrepresented at doctorate institutions.

Some difference in average salary for full-time humanities assistant professors exists, as table 8 shows. Asian faculty members earn more than \$3,000 over the average of \$45,218, white faculty members some \$600 less.

Table 9 shows average age at tenure for full-time humanities professors. The average age at tenure was 39.5, and Hispanic faculty members diverged most from this average, at 42.2.

At four-year institutions most of the full-time humanities faculty members, table 10 illustrates, spend just under a quarter of their time on research activities. The average number of refereed-journal articles they have published in their careers ranges from 12.6 for African American faculty members to 18.9 for Asian or Pacific Islander faculty members. Career books and book reviews published varied little: most groups averaged 3 to 4 books and 11 to 12 reviews.

Table 11 presents data on the hours per week faculty members working full time in the humanities at four-year institutions spend on various activities. White and Asian or Pacific Islander faculty members average 53.2 hours worked per week, the high, and Af-

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rican American faculty members 49.6 hours, the low. African American faculty members report working 7.5 hours per week on unpaid tasks at their institutions, while white faculty members report an average of 4.8 hours per week. African Americans also report working more hours per week on unpaid tasks outside their institutions and more hours per week with advisees. At 5.1 hours per week, however, white faculty members report spending more time than other groups on administrative committees.

As shown in [table 12](#), faculty members in all groups are satisfied with their jobs overall. Black faculty members report the lowest percentage being very satisfied with their jobs (30.6%), but Asian or Pacific Islanders report the highest percentage being somewhat or very dissatisfied (23.3%). No more than 4.5% of faculty members in any group report being very dissatisfied.

[Table 13](#) presents faculty members' opinion on the statement "Racial minorities are treated fairly." Predictably, white faculty members report stronger agreement with the statement than do racial minorities: 49.3% strongly agree and 39.7% are somewhat in agreement. Asian or Pacific Islanders were least in agreement: 27.6% reported somewhat or strongly disagreeing. Still, 72.3% of Asian or Pacific Islander faculty members report somewhat or strongly agreeing with the statement.

When asked if they would choose an academic career again, full-time faculty members in the humanities at four-year institutions said yes in solid majorities in all groups; the breakdown of responses is shown in [table 14](#).

**Doug Steward**

## Notes

1. The NSOPF includes in humanities the disciplines of English, foreign languages, history, philosophy, and religion. The SED also includes other areas in the humanities such as American studies, art history, and music.

2. For the very few persons who selected more than one race or ethnicity category, responses have been recoded to reflect one category for each person. If the respondents indicated they were black or African American and any other race, they were coded as black. If they selected Asian or Pacific Islander and any other race (except for black), they were coded as Asian. If they selected American Indian or Alaska Native and any other race (except for black or Asian), they were coded as American Indian or Alaska Native.

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**Table 1**  
**Bachelor's Institutions for Those Earning Doctorates in the Humanities in 1997–2006, by Race or Ethnicity**

<b>Ia. Asian or Pacific Islander</b>			
University of California, Berkeley	78	Brown University	13
Harvard University	35	Bryn Mawr College	12
University of California, Los Angeles	31	Columbia University	12
Yale University	27	Barnard College	11
University of Hawai'i, Mānoa	24	Oberlin College	11
Cornell University	16	Williams College	11
University of Michigan, Ann Arbor	16	Amherst College	10
Princeton University	16	Pomona College	10
Stanford University	16	Smith College	10
University of Chicago	14	Wellesley College	10
University of Wisconsin, Madison	14		
<b>Ib. Black or African American</b>			
Spelman College	28	North Carolina Central University	12
Howard University	27	Brown University	11
Yale University	19	Georgetown University	11
Morehouse College	17	Harvard University	11
Rutgers University, New Brunswick	16	University of Illinois, Chicago	11
Stanford University	16	University of Maryland, College Park	11
University of California, Los Angeles	15	University of North Carolina, Chapel Hill	11
Princeton University	15	Northwestern University	11
University of California, Berkeley	13	Hampton University	10
University of Pennsylvania	13	Morgan State University	10
Hunter College, City University of New York	12		
<b>Ic. Hispanic</b>			
University of Puerto Rico, Rio Piedras	127	California State University, Los Angeles	16
University of California, Berkeley	72	University of New Mexico	16
University of California, Los Angeles	39	Arizona State University, Tempe	15
University of Texas, Austin	36	University of California, Davis	15
Florida International University	26	Rutgers University, New Brunswick	15
University of Arizona, Tucson	21	San Diego State University	15
Harvard University	21	University of California, Santa Barbara	14
University of Puerto Rico, Mayaguez	20	University of California, Santa Cruz	14
University of Texas, El Paso	18	Queens College, City University of New York	14
Columbia University	17	San Francisco State University	14
Yale University	17	Stanford University	14

*(continued)*

**Table 1 (cont.)****Bachelor's Institutions for Those Earning Doctorates in the Humanities in 1997–2006, by Race or Ethnicity**

<b>Id. American Indian or Alaska Native</b>			
Princeton University	4	University of California, Riverside	2
Dartmouth College	3	University of California, San Diego	2
Florida State University	3	University of Chicago	2
Harvard University	3	University of Colorado, Boulder	2
Manchester College	3	University of Houston	2
University of Montana	3	University of Miami	2
University of New Mexico	3	University of Minnesota, Twin Cities	2
University of Oklahoma, Norman	3	Northeastern Illinois University	2
Oregon State University	3	Northern Arizona University	2
University of Arizona, Tucson	2	Oklahoma State University	2
University of California, Berkeley	2		
<b>Ie. White, non-Hispanic</b>			
University of California, Berkeley	453	University of California, Los Angeles	224
Yale University	394	University of Virginia	209
Harvard University	365	Stanford University	202
University of Michigan, Ann Arbor	266	Cornell University	191
Brigham Young University, UT	244	Wesleyan University	188
Brown University	239	University of Chicago	187
University of Wisconsin, Madison	237	Oberlin College	186
Princeton University	233	University of Pennsylvania	178
Columbia University	232	University of North Carolina, Chapel Hill	167
University of Texas, Austin	227	Northwestern University	156

Source: *Survey of Earned Doctorates*. WebCASPAR Table Builder

**Table 2**  
**Cumulative Doctorate Completion Rates for Students Entering Doctoral Programs in the Humanities from 1992–93 through 1994–95**

Demographic Category	Years 1–3 (%)	Year 4 (%)	Year 5 (%)	Year 6 (%)	Year 7 (%)	Year 8 (%)	Year 9 (%)	Year 10 (%)
<b>Gender (1,651)</b>	2	5	10	19	29	36	44	49
Male (869)	2	5	12	20	29	35	43	47
Female (782)	2	4	9	18	29	37	46	52
<b>Citizenship and race or ethnicity (1,504)</b>	2	5	11	19	30	38	46	50
US citizens and permanent residents by race and ethnicity (1,390)	1	4	11	19	29	37	46	50
African American (98)	3	5	12	21	31	36	47	52
Asian American (52)	0	0	4	12	19	29	39	46
Hispanic American (41)	0	2	5	7	17	32	34	37
White (1,156)	1	5	11	20	31	38	47	51
Other (43)	2	2	9	14	14	30	33	42
Not US citizens or permanent residents (114)	4	5	11	20	36	41	47	52

Source: Council of Graduate Schools, *Ph.D. Completion and Attrition*

**Table 3a**  
**Foreign Language Doctorates Earned, 1997–2006, by Race or Ethnicity**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	Total
Black, non-Hispanic (% of total)	11 (1.7)	9 (1.4)	21 (3.4)	11 (1.7)	14 (2.3)	16 (2.6)	13 (2.1)	19 (3.2)	12 (2.0)	19 (3.1)	145 (2.3)
American Indian or Alaska Native (% of total)	2 (0.3)	3 (0.5)	3 (0.5)	1 (0.2)	0 (0.0)	2 (0.3)	0 (0.0)	2 (0.3)	0 (0.0)	0 (0.0)	13 (0.2)
Asian or Pacific Islander (% of total)	45 (6.9)	27 (4.2)	44 (7.0)	43 (6.7)	29 (4.7)	42 (6.7)	30 (4.8)	27 (4.6)	49 (8.1)	49 (8.0)	385 (6.2)
Hispanic (% of total)	131 (20.1)	120 (18.7)	114 (18.2)	122 (19.0)	116 (18.7)	137 (21.9)	149 (23.9)	112 (19.1)	136 (22.4)	135 (22.0)	1,272 (20.4)
White, non-Hispanic (% of total)	412 (63.2)	428 (66.6)	398 (63.6)	434 (67.6)	414 (66.8)	399 (63.6)	384 (61.6)	384 (65.4)	352 (58.0)	362 (59.0)	3,967 (63.6)
Other or unknown races and ethnicities (% of total)	51 (7.8)	56 (8.7)	46 (7.3)	31 (4.8)	47 (7.6)	31 (4.9)	47 (7.5)	43 (7.3)	58 (9.6)	49 (8.0)	459 (7.4)
<b>Total</b>	<b>652</b>	<b>643</b>	<b>626</b>	<b>642</b>	<b>620</b>	<b>627</b>	<b>623</b>	<b>587</b>	<b>607</b>	<b>614</b>	<b>6,241</b>

**Table 3b**  
**English Doctorates Earned, 1997–2006, by Race or Ethnicity**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	Total
Black, non-Hispanic (% of total)	47 (3.0)	46 (2.9)	64 (4.2)	69 (4.3)	64 (4.3)	63 (4.3)	63 (4.4)	64 (4.5)	73 (5.3)	57 (3.9)	610 (4.1)
American Indian or Alaska Native (% of total)	6 (0.4)	6 (0.4)	6 (0.4)	3 (0.2)	10 (0.7)	8 (0.5)	7 (0.5)	5 (0.4)	9 (0.6)	8 (0.5)	68 (0.5)
Asian or Pacific Islander (% of total)	115 (7.4)	89 (5.6)	79 (5.2)	112 (6.9)	94 (6.3)	102 (7.0)	89 (6.3)	116 (8.2)	126 (9.1)	99 (6.8)	1,021 (6.9)
Hispanic (% of total)	49 (3.2)	48 (3.0)	66 (4.4)	48 (3.0)	53 (3.5)	54 (3.7)	60 (4.2)	48 (3.4)	52 (3.7)	59 (4.0)	537 (3.6)
White, non-Hispanic (% of total)	1,230 (79.4)	1,304 (81.5)	1,229 (81.1)	1,292 (80.1)	1,183 (79.2)	1,110 (76.3)	1,087 (76.8)	1,056 (75.0)	1,007 (72.4)	1,108 (76.0)	11,606 (77.9)
Other or unknown races and ethnicities (% of total)	102 (6.6)	107 (6.7)	72 (4.7)	88 (5.5)	89 (6.0)	118 (8.1)	110 (7.8)	119 (8.5)	123 (8.8)	126 (8.6)	1,054 (7.1)
<b>Total</b>	<b>1,549</b>	<b>1,600</b>	<b>1,516</b>	<b>1,612</b>	<b>1,493</b>	<b>1,455</b>	<b>1,416</b>	<b>1,408</b>	<b>1,390</b>	<b>1,457</b>	<b>14,896</b>

**Table 3c**  
**Humanities Doctorates Earned, 1997–2006, by Race or Ethnicity**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	Total
Black, non-Hispanic (% of total)	113 (3.1)	117 (3.1)	134 (3.7)	147 (3.9)	149 (4.0)	139 (3.8)	139 (3.8)	158 (4.4)	154 (4.5)	146 (4.2)	1,396 (3.9)
American Indian or Alaska Native (% of total)	14 (0.4)	16 (0.4)	17 (0.5)	16 (0.4)	17 (0.5)	15 (0.4)	14 (0.4)	11 (0.3)	16 (0.5)	17 (0.5)	153 (0.4)
Asian or Pacific Islander (% of total)	243 (6.6)	213 (5.6)	226 (6.2)	242 (6.4)	202 (5.4)	236 (6.5)	203 (5.6)	228 (6.3)	268 (7.8)	249 (7.1)	2,310 (6.4)
Hispanic (% of total)	245 (6.6)	216 (5.7)	230 (6.3)	239 (6.3)	244 (6.6)	256 (7.1)	280 (7.7)	219 (6.0)	246 (7.2)	252 (7.2)	2,427 (6.7)
White, non-Hispanic (% of total)	2,763 (74.7)	2,897 (76.6)	2,802 (76.9)	2,939 (77.2)	2,817 (75.8)	2,682 (74.1)	2,559 (70.7)	2,520 (69.6)	2,376 (69.1)	2,537 (72.7)	26,892 (74.5)
Other or unknown races and ethnicities (% of total)	322 (8.7)	322 (8.5)	237 (6.5)	226 (5.9)	287 (7.7)	292 (8.1)	308 (8.5)	301 (8.3)	314 (9.1)	290 (8.3)	2,899 (8.0)
<b>Total</b>	<b>3,700</b>	<b>3,781</b>	<b>3,646</b>	<b>3,809</b>	<b>3,716</b>	<b>3,620</b>	<b>3,503</b>	<b>3,437</b>	<b>3,374</b>	<b>3,491</b>	<b>36,077</b>

Source: *Survey of Earned Doctorates, WebCASPAR Table Builder*

**Table 4**  
**Placement Types for 2003–04 Graduates of English Programs, United States and Canada, by Race or Ethnicity**

	White	Latino or Hispanic	Asian or Pacific Islander	Black or African American	Native American or American Indian	Latino or Hispanic and Black or African American	Total
<b>Tenure-track</b>							
No. of graduates	296	16	29	34	1	1	377
% by placement type	78.5	4.2	7.7	9.0	0.3	0.3	100.0
% racial or ethnic category	46.6	66.7	70.7	73.9	25.0	100.0	50.2
<b>Non-tenure-track</b>							
No. of graduates	183	3	6	7	1		200
% by placement type	91.5	1.5	3.0	3.5	0.5		100.0
% racial or ethnic category	28.8	12.5	14.6	15.2	25.0		26.6
<b>Unknown higher education</b>							
No. of graduates	29	1	2	2			34
% by placement type	85.3	2.9	5.9	5.9			100.0
% racial or ethnic category	4.6	4.2	4.9	4.3			4.5
<b>Postdoctoral fellowship</b>							
No. of graduates	33	2	3	2	1		41
% by placement type	80.5	4.9	7.3	4.9	2.4		100.0
% racial or ethnic category	5.2	8.3	7.3	4.3	25.0		5.5
<b>Academic administration</b>							
No. of graduates	27	2		1			30
% by placement type	90.0	6.7		3.3			100.0
% racial or ethnic category	4.3	8.3		2.2			4.0
<b>Secondary and elementary education</b>							
No. of graduates	15						15
% by placement type	100.0						100.0
% racial or ethnic category	2.4						2.0
<b>Business, govt., not-for-profit orgs.</b>							
No. of graduates	23				1		24
% by placement type	95.8				4.2		100.0
% racial or ethnic category	3.6				25.0		3.2
<b>Self-employed (e.g., freelance writing, editing, translation)</b>							
No. of graduates	5						5
% by placement type	100.0						100.0
% racial or ethnic category	0.8						0.7
<b>Not employed, seeking</b>							
No. of graduates	18		1				19
% by placement type	94.7		5.3				100.0
% racial or ethnic category	2.8		2.4				2.5
<b>Not seeking employment</b>							
No. of graduates	6						6
% by placement type	100.0						100.0
% racial or ethnic category	0.9						0.8
Total no. of graduates	635	24	41	46	4	1	751
Total % of all placements	84.6	3.2	5.5	6.1	0.5	0.1	100.0

Source: Steward, "Placement Outcomes for Modern Language PhDs"

**Table 5**  
**Placement Types for 2003–04 Graduates of Foreign Language Programs, United States and Canada, by Race or Ethnicity**

	White	Latino or Hispanic	Asian or Pacific Islander	Black or African American	Latino, Native American, and White	Latino and Black	Total
<b>Tenure-track</b>							
No. of graduates	117	53	14	8	2	1	195
% by placement type	60.0	27.2	7.2	4.1	1.0	0.5	100.0
% racial or ethnic category	41.5	58.2	51.9	57.1	100.0	100.0	46.8
<b>Non-tenure-track</b>							
No. of graduates	107	27	8	3			145
% by placement type	73.8	18.6	5.5	2.1			100.0
% racial or ethnic category	37.9	29.7	29.6	21.4			34.8
<b>Unknown higher education</b>							
No. of graduates	7	5	1	1			14
% by placement type	50.0	35.7	7.1	7.1			100.0
% racial or ethnic category	2.5	5.5	3.7	7.1			3.4
<b>Postdoctoral fellowship</b>							
No. of graduates	7	1	2				10
% by placement type	70.0	10.0	20.0				100.0
% racial or ethnic category	2.5	1.1	7.4				2.4
<b>Academic administration</b>							
No. of graduates	9	1		1			11
% by placement type	81.8	9.1		1.9			100.0
% racial or ethnic category	3.2	1.1		7.1			2.6
<b>Secondary and elementary education</b>							
No. of graduates	5	1		1			7
% by placement type	71.4	14.3		14.3			100.0
% racial or ethnic category	1.8	1.1		7.1			1.7
<b>Business, govt., not-for-profit orgs.</b>							
No. of graduates	16	1					17
% by placement type	94.1	5.9					100.0
% racial or ethnic category	5.7	1.1					4.1
<b>Self-employed (e.g., freelance writing, editing, translation)</b>							
No. of graduates	5						5
% by placement type	100.0						100.0
% racial or ethnic category	1.8						1.2
<b>Not employed, seeking</b>							
No. of graduates	5	1	1				7
% by placement type	71.4	14.3	14.3				100.0
% racial or ethnic category	1.8	1.1	3.7				1.7
<b>Not seeking employment</b>							
No. of graduates	4	1	1				6
% by placement type	66.7	16.7	16.7				100.0
% racial or ethnic category	1.4	1.1	3.7				1.4
Total no. of graduates	282	91	27	14	2	1	417
Total % of all placements	67.6	21.8	6.5	3.4	0.5	0.2	100.0

Source: Steward, "Placement Outcomes for Modern Language PhDs"

**Table 6**  
**Racial and Ethnic Distribution of Full-Time Humanities Faculty Members by Institutional Type (Four-Year Institutions)**

	American Indian or Alaska Native (%)	Asian or Pacific Islander (%)	Black or African American, Non- Hispanic (%)	Hispanic, White or Black (%)	White, Non- Hispanic (%)
All faculty members (68,000 <sup>1</sup> )	1.1	6.1	5.7	4.5	82.6
Doctorate (35,300)	1.1	7.3	4.5	4.1	83.0
Master's (20,400)	1.4	4.9	7.8	4.7	81.2
Bachelor's (12,400)	0.8	4.5	5.7	5.4	83.6

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

**Table 7**  
**Institutional Distribution of Full-Time Humanities Faculty Members by Race or Ethnicity (Four-Year Institutions)**

	Doctorate (%)	Master's (%)	Bachelor's (%)
All faculty members (68,000 <sup>1</sup> )	51.8	30.0	18.2
American Indian or Alaska Native (700)	††	††	††
Asian or Pacific Islander (4,100)	62.1	24.4	13.5
Black or African American, non-Hispanic (3,900)	40.9	41.0	18.1
Hispanic, white or black (3,100)	47.4	30.8	21.9
White, non-Hispanic (56,200)	52.1	29.5	18.4

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 8**  
**Full-Time Humanities Assistant Professors' Average Salaries, by Race or Ethnicity (Four-Year Institutions)**

All faculty members (18,400 <sup>1</sup> )	\$45,218.30
American Indian or Alaska Native	††
Asian or Pacific Islander (1,700)	\$48,636.50
Black or African American, non-Hispanic (1,100)	\$47,636.50
Hispanic, white or black (1,100)	\$45,444.00
White, non-Hispanic (14,400)	\$44,595.10

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 9**  
**Full-Time Humanities Professors' Average Age at Tenure, by Race or Ethnicity (Four-Year Institutions)**

All faculty members (37,000 <sup>1</sup> )	39.5
American Indian or Alaska Native	††
Asian or Pacific Islander (1,500)	40.5
Black or African American, non-Hispanic (1,600)	41.5
Hispanic, white or black (1,200)	42.2
White, non-Hispanic (32,300)	39.3

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 10**  
**Research Activities of Full-Time Humanities Faculty Members at Four-Year Institutions by Race or Ethnicity**

	Percent of Time Spent on Research Activities	Average Number of Career Articles, Refereed Journals	Average Number of Career Articles, Nonrefereed Journals	Average Number of Career Books, Textbooks, Reports	Average Number of Career Presentations	Average Number of Career Book Reviews, Chapters, Creative Works
Weighted averages	23.0%	15.1	11.4	4.1	30.3	12.1
American Indian or Alaska Native	††	††	††	††	††	††
Asian or Pacific Islander	25.7%	18.9	11.8	3.7	35.5	11.1
Black or African American, non-Hispanic	23.9%	12.6	9.2	3.7	31.1	12.0
Hispanic, white or black	23.0%	15.0	10.7	3.7	26.1	11.3
White, non-Hispanic	22.7%	14.8	11.4	4.2	30.0	12.0
Estimated number of humanities faculty members <sup>1</sup> by race or ethnicity						
Total	57,500	54,500	44,400	36,100	66,000	51,800
American Indian or Alaska Native	††	††	††	††	††	††
Asian or Pacific Islander	3,500	3,300	2,800	2,100	3,800	2,800
Black or African American, non-Hispanic	3,100	2,700	2,500	1,800	3,500	2,800
Hispanic, white or black	2,400	2,300	1,600	1,400	2,800	2,000
White, non-Hispanic	47,900	45,500	36,600	30,100	55,100	43,800

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 11  
Hours per Week Worked by Full-Time Humanities Faculty Members at Four-Year Institutions by Race or Ethnicity**

	Average Total Hours per Week Worked	Average Hours per Week on Paid Tasks at Institution	Average Hours per Week on Unpaid Tasks outside Institution	Average Hours per Week on Unpaid Tasks at Institution	Average Hours per Week on Unpaid Tasks outside Institution	Average Hours per Week on Administrative Committees	Average Hours per Week, Office Hours	Average Hours per Week, with Advisees	Percent of Time Spent on Instruction	Percent of Time Spent on Other Unspecified Activities
Weighted average	52.9	45.6	6.2	5.1	4.5	4.9	5.9	2.8	64.7%	21.5%
American Indian or Alaska Native	††	††	††	††	††	††	††	††	††	††
Asian or Pacific Islander	53.2	44.0	††	5.7	5.6	3.4	6.2	2.7	62.9%	17.9%
Black or African American, non-Hispanic	49.6	40.1	††	7.5	6.4	3.8	6.0	4.9	68.0%	17.3%
Hispanic, white or black	50.1	41.5	6.6	6.0	5.5	3.8	5.3	3.4	66.8%	21.0%
White, non-Hispanic	53.2	46.3	6.2	4.8	4.2	5.1	5.8	2.7	64.6%	22.0%
Estimated number of humanities faculty members <sup>1</sup> by race or ethnicity										
Total	71,100	71,100	16,100	54,100	31,700	57,800	65,800	44,700	68,700	60,900
American Indian or Alaska Native	††	††	††	††	††	††	††	††	††	††
Asian or Pacific Islander	4,300	4,300	††	3,600	1,900	3,500	4,300	2,700	4,300	3,900
Black or African American, non-Hispanic	3,900	3,900	††	3,000	1,700	2,800	3,600	1,900	3,800	3,200
Hispanic, white or black	3,200	3,200	††	2,400	1,500	2,400	3,000	1,900	3,100	2,600
White, non-Hispanic	58,800	58,800	13,400	44,400	26,100	48,400	54,200	37,700	56,700	50,400

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 12**  
**Overall Job Satisfaction of Full-Time Humanities Faculty Members at Four-Year Institutions by Race or Ethnicity**

	Very Satisfied (%)	Somewhat Satisfied (%)	Somewhat Dissatisfied (%)	Very Dissatisfied (%)
Percentage of all faculty members (71,100 <sup>1</sup> )	42.8	43.1	11.1	3.0
American Indian or Alaska Native	††	††	††	††
Asian or Pacific Islander (4,300)	32.3	44.5	19.1	4.2
Black or African American, non-Hispanic (3,900)	30.6	53.4	11.6	4.5
Hispanic, white or black (3,200)	49.3	34.7	13.1	2.8
White, non-Hispanic (58,800)	43.8	42.9	10.5	2.9

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 13**  
**Opinion of Full-Time Humanities Faculty Members at Four-Year Institutions by Race or Ethnicity: Faculty Members Who Are Members of Racial or Ethnic Minorities Are Treated Fairly.**

	Strongly Agree (%)	Somewhat Agree (%)	Somewhat Disagree (%)	Strongly Disagree (%)
Percentage of all faculty members (71,100 <sup>1</sup> )	47.1	40.2	9.6	3.1
American Indian or Alaska Native	††	††	††	††
Asian or Pacific Islander (4,300)	27.7	44.6	15.4	12.2
Black or African American, non-Hispanic (3,900)	32.1	50.6	11.3	6.0
Hispanic, white or black (3,200)	43.9	36.1	15.3	4.7
White, non-Hispanic (58,800)	49.3	39.7	8.9	2.1

Source: 2004 NSOPF

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information

**Table 14**  
**Question for Full-Time Humanities Faculty Members at Four-Year Institutions by Race or Ethnicity: Would You Choose an Academic Career Again?**

	Yes (%)
Percentage of all faculty members (71,100 <sup>1</sup> )	90.7
American Indian or Alaska Native	††
Asian or Pacific Islander (4,300)	86.3
Black or African American, non-Hispanic (3,900)	89.7
Hispanic, white or black (3,200)	90.0
White, non-Hispanic (58,800)	91.0

Source: NSOPF 2004

1. Population numbers are weighted estimates.

†† Too few cases to report statistically significant information