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ABSTRACT

Sources and type of data concerning minority groups and women are listed in an effort to assist employers and institutions of higher education. Excerpts and statistics from various sources are presented. Reproduced from best available copy. (MJM)

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AVAILABILITY

DATA

MINORITIES

and

WOMEN



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**U. S. DEPARTMENT OF
 HEALTH, EDUCATION, AND WELFARE**
OFFICE OF THE SECRETARY
Office for Civil Rights

Availability Data

Minorities and Women

The data, references, and documents that follow have been assembled to help interested persons, employers, and institutions of higher education in their search for information on this subject.

This compilation is by no means all that is available. It is, however, what is known to this Office at this time.

As additional data and publications become known and available, this compilation will be updated.

Higher Education Division
Office for Civil Rights
Department of Health, Education, and Welfare
330 Independence Avenue, S. W.
Washington, D. C. 20201

June 1973

DATA ON THE AVAILABILITY OF WOMEN AND MINORITIES FOR ACADEMIC EMPLOYMENT

MINORITIES

<u>SOURCE</u>	<u>PAGE</u>	<u>TYPE OF DATA</u>
Survey of Black American Doctorates The Ford Foundation Office of Special Projects 320 East 43rd Street New York, New York 10017		This survey, along with an accompanying study by Fred E. Crossland (Graduate Education and Black Americans) in 1968, found "less than 1 percent" of the doctorates in the nation went to blacks. More than half of the degrees earned were in education (28.6 percent) and in Social Sciences (26.3 percent). About 80 percent of the Black Ph.D's were men. Excerpts from the two surveys are included under Tab A.
The American Bar Association 1155 60th Street Chicago, Illinois 60637		In a 1969-70 survey the ABA found blacks represented 2.7 percent of the total law school enrollment. A related survey found 1 percent of the male lawyers and judges and 2.3 percent of the female lawyers and judges were black. Excerpts from the ABA survey are included as Tab B.
Student Lawyer Journal The American Bar Association 1155 60th Street Chicago, Illinois 60638	18 June, 1971	A survey in this publication included racial data for eight professions in addition to the law. (See Tab C).

Prepared by the Office for Civil Rights, Department of Health, Education, and Welfare, Revised March 1973 (*denotes new entry since August 1972)

CHANGE Magazine

6
Fall, 1971

Research by David M. Rafky of Syracuse University showed percentage breakdowns among blacks who hold doctorates. (See Tab D).

*Teachers College Record
Columbia University

226
Vol 74, No. 2
December 1972

"The Black Scholar in the Academic Marketplace," a statistical and narrative account of problems, characteristics, opportunities, by David M. Rafky, City College of Loyola University, New Orleans.

*Negroes in Science: Natural Science Doctorates 1876-1969
Balamp Press, Box 7390
Detroit, Michigan

A study by James Jay, with limited availability data.

*Equal Employment for Minority Group College Graduates
Garrett Park Press
Garrett Park, Maryland 20766

A guidebook by Robert Calvert, with suggested procedures and some statistics.

Racial and Ethnic Enrollment 117-200
Data for Institutions of Higher Education
Office for Civil Rights, HEW
Washington, D. C. 20202

This 1970 survey includes data, by race, for undergraduate institutions, as well as for medical, dental, law and other graduate and professional schools. Data for 1968 is available.

Directory of Public 117-200
Elementary and Secondary Schools
Office for Civil Rights, HEW
Washington, D. C. 20202

This survey includes the percentage of classroom teachers in public school systems in 1970 who were Negro, Spanish-surnamed, American Indian Oriental and others. Data for 1968 is available.

Minority Group Employment
in the Federal Government
U. S. Civil Service Commission
Washington, D. C.

This 1970 data is by grade level and by individual agencies, for Negroes, Spanish-surnamed Americans, American Indians, Orientals and others.

College and University Faculty:
A Statistical Description, 1970

See entry under Women and Minorities below.

Journal of the NMA 470
National Medical Association Nov. 1969
1717 Massachusetts Ave., N. W. Vol. 61
Washington, D. C. No. 6

Distribution of black physicians in the U. S., by state and by graduating school. Later data for 1970 showed 2 percent of the nation's 317,000 physicians are black, most in California, New York and D. C. (See Tab E for excerpts)

Office for Civil Rights
Department of Health, Education,
and Welfare
Washington, D. C. 20201

This agency has limited data of representation of various minority groups in nursing and doctors' professions.

Black Enterprise
295 Madison Avenue
New York, New York 10017

This monthly magazine from time to time publishes data on black representation in various fields.

National Minority Business
Directory 1972
1115 Plymouth Avenue North
Minneapolis, Minnesota 55411

This directory has no cumulative data but provides names of minority persons in various professions, including advertising, architecture, banking, chemicals, data processing, electronics, food service and communications.

Federal Communications Commission
1919 M Street, N. W.
Washington, D. C.

The FCC has yearly cumulative data on minority representation in the radio and television industry. (National Association of Educational Broadcasters, Washington, D. C., compiles similar data for its portion of the industry).

U. S. Bureau of Indian Affairs
Higher Education
5301 Central Avenue, N. W.
Albuquerque, New Mexico 87108

Maintains information on Indian-Americans in Higher Education.

Office of Indian Affairs
Office of Education - Room 1169
400 Maryland Avenue, S. W.
Washington, D. C. 20202

Maintains information on Indian-Americans in Higher Education.

United Scholarship Service
P.O. Box 18285 Capitol
Fill Station
Denver, Colorado

Maintains information on Indian-
Americans in higher education.

Aspira of America, Inc.
245 5th Avenue
New York, New York 10016

Maintains information on Puerto
Rican scholars.

Puerto Rican Research Center
1519 Connecticut Avenue, N. W.
Washington, D. C. 20036

Maintains information on Puerto
Rican scholars.

Puerto Rican Studies Departments
at various universities
Hunter College of the City
University of New York, Fordham
University (New York City),
Rutgers University (New Brunswick,
New Jersey), City University of
New York

Possible sources of names of
scholars in various fields.

*Directory of Spanish-surnamed and
Native Americans in Science and
Engineering

Dr. Joseph Martinez
464 Furnace Road
Ontario, New York 14519

List of individuals

Cabinet Committee on Opportunity
for the Spanish Speaking
1800 G. Street, N. W.
Washington, D. C. 20506

The committee published "Spanish-
surnamed American College
Graduates, 1970," which lists
3,000 Spanish-surnamed graduates
for 1970 with fields of study and
degrees earned. (A breakdown,
by field, for the list is included
as Tab F)

Office of Spanish-surnamed Affairs
Room 4544
Department of Health, Education and
Welfare
Washington, D. C. 20202

Compiles a list of "Mexican-
Americans Holding a Doctorate,"
by field of study.

Dr. Amado Padilla
University of California at
Santa Barbara
Santa Barbara, California 93106

Directory of Minority College
Graduates 1971-72
Manpower Administration
U. S. Department of Labor
Washington, D. C.

***Black Academy of Arts and Letters**
475 Riverside Drive
New York, New York 10027

Black Nurses Association
792 Columbus Avenue
New York, New York 10025

Caucus of Black Economists
Room 607
1001 Connecticut Avenue, N. W.
Washington, D. C. 20036

***National Association of Black**
Accountants
P. O. Box 726, FDR Station
New York, New York 10022

***National Association of Black**
Urban and Ethnic Directors
P. O. Box 205, Manhattanville
Station
New York, New York 10027

***Minority Recruitment Office**
American Society of Planning Officers
1313 E. 60th Street
Chicago, Illinois 60637

National Bar Association
1721 S. Street, N. W.
Washington, D. C. 20009

Developing roster and data of
Mexican-Americans holding
advanced degrees.

Names, addresses and fields of
30,000 minority men and 30,000
minority women receiving BA, MA,
or PhD in 1971 or 1972. No
cumulative data.

Provides no data nor rosters
but active in academic affairs.

Compiles information about black
nurses.

Maintains a roster of 500 blacks
in economics.

Notifies its membership of
university openings; has no
availability data but estimates
200 of the 125,000 certified
public accountants are black.

Maintains information for and
about minorities in urban
planning.

Provides a study with numbers
of minorities and women in urban
planning education and provides
resumes of those available.

Maintains information on blacks
in the law and judiciary.

**National Roster of Minority
Professional Consulting Services
Office of Minority Business Enterprise
Department of Commerce
Washington, D. C.**

**This data is not cumulative, but
serves as a source of minority
persons in the field of business.**

WOMEN

<u>SOURCE</u>	<u>PAGE</u>	<u>TYPE OF DATA</u>
National Register of Scientific and Technical Personnel 1956, 1968, 1970 National Science Foundation 1800 G Street, N. W. Washington, D. C.		Number and percent of scientists by sex, for 17 separate fields; number of women scientists by field, highest degree, by type of employer, by primary work activity, by years of professional experience; also median income figures. Several variables of the data are available.
Earned Degrees Conferred: Bachelor's and Higher Degrees Bureau of Educational Research and Development U. S. Office of Education Washington, D. C.		The data for the proportion of doctorates earned by women, by area and field, 1960-69 is included as Tab G. The Office of the Chancellor at the University of Wisconsin has excerpted data for 1967-69 for 33 leading institutions. Lucy W. Sells of the Department of Sociology, University of California at Berkeley has organized the data, by sex, for the top five graduate institutions in selected disciplines. All of the above statistics are available from Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N. W. Washington, D. C. 20009.
National Research Council National Academy of Science 2101 Constitution Avenue, N.W. Washington, D. C.		Number and percentage of doctorates to women by 26 fields, also by school, gathered annually since 1968. Also number and percentage of women receiving any graduate degree by area, school, and state. THIS DATA IS NOW BEING COMPILED BY RACE, AS WELL AS SEX.
Juris Doctor Magazine for the New Lawyer 555 Madison Avenue New York, New York 10022	12 March, 1972	An article by Anne Trebilcock, on leave from University of California Law School, listed increases in percentages of women enrolled in law schools, now nearly 19 percent. (See Tab H)

Women's caucuses and committees
in the various professional
associations and disciplinary
associations

Most groups maintain lists of
women available in the field and
some have data on the percentage
of the field that is female. (See
Tab I for a listing of these
groups.)

Digest of Educational Statistics 1970
National Center for Education
Statistics 82
U. S. Office of Education
Washington, D. C. 89

Professional background and
academic activity of college
faculty members, by sex, 1969

Earned degrees conferred by field,
by level, and sex 1968-69.

90

Number of first-professional
degrees conferred in dentistry,
medicine and law, by sex, 1968-69.

122

Average monthly salary offers to
male candidates for master's and
doctor's degrees, by field,
1964-65 to 1969-70.

Institute for College and
University Administrators
American Council on Education
One Dupont Circle
Washington, D. C. 20036

Women Academic Administrators in
Higher Education (presidents, deans,
vice presidents and financial or
administrative officers). See
Tab J.

Handbook on Women Workers
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Data on Women in the Labor Force,
Employment by Occupation, Earnings,
Educational Attainment, Laws
Governing Women's Employment and
Status, Bibliography on American
Women Workers. Of only limited use
in establishing availability in
academic employment.

Boston Theological Institute
Women's Institute Placement Service
45 Francis Avenue
Cambridge, Massachusetts

Maintains a data bank on women
qualified to teach in theology.

An article on "Women in Architecture" reported that American Institute of Architecture membership in 1969 was 213 female, 23,205 male. It quoted Department of Labor estimates that 4 percent of the nation's 33,000 registered architects and 20 percent of the 8,000 urban planners are female (1970 Census). See Tab K for excerpts.

***Women in Communications, Inc.**
(founded as Theta Sigma Phi)
8305-A Shoal Creek Blvd.
Austin, Texas 78758

Has compiled percentages of women in each academic rank on journalism faculties nationally and numbers of women in journalism at individual schools. See Tab L.

***Goals for Women in Science**
Women in Science and Engineering
c/o Margaret E. Law
Department of Physics
Harvard University
Cambridge, Massachusetts 02138

Narrative and statistics on availability and opportunities for women generally and at selected institutions. (See Tab M for excerpts.)

***Minority Recruitment Office**
American Society of Planning
Officers
1313 E. 60th Street
Chicago, Illinois 60637

See entry under Minorities above.

***The Profile of Medical Practice**
Center for Health Services
Research
American Medical Association
535 North Dearborn Street
Chicago, Illinois 60610

102
1972
edition

Women Physicians in Medicine by Barbara H. Kehrer, reports 7.4 percent of the U. S. physicians are female, includes other data on types of practice, medical school enrollment, etc. See Tab N for excerpts.

***1971 Lawyer Statistical Report**
American Bar Association
1155 60th Street 1971 edition
Chicago, Illinois 60637

This report showed women comprise 9,113 or 2.8 percent of the total attorneys in the U. S. The ABA has recently supplemented this report with new data on women in the law.

Bulletin of the American
Physical Society
335 E 45th Street
New York, New York 10017

Vol. 17
June 1972

A statistical portrait of women in physics and their availability using data from the National Research Council, the National Science Foundation, Directory of Physics and Astronomy Faculties of North American Colleges and Universities, 1970-1971, and an independent survey.

MINORITIES AND WOMEN

<u>SOURCE</u>	<u>PAGE</u>	<u>TYPE OF DATA</u>
National Research Council National Academy of Science 2101 Constitution Avenue, N. W. Washington, D. C.		See entry under Women above.
The American Graduate Student: A Normative Description, 1971 American Council on Education One Dupont Circle Washington, D. C. 20036	16-92	Raw data, by race and by sex, for the following fields: bioscience, business, education engineering, arts and humanities, math and physical sciences, social sciences, health, law.
	17	Degree enrollments, by race and sex.
	104	Degree enrollments, by fields
	89-92	Percentage distribution of students in various fields, by sex, for all academic degrees.
		Analysis of this data is available from ACE.
College and University Faculty: A Statistical Description, 1970 American Council on Education One Dupont Circle Washington, D. C. 20036	12	Faculty appointments, by race and sex, in each type of school (two- year, four-year, universities, etc.) Also by job titles. The data shows 2.2 percent of American college faculty (1.8 percent of the male faculty and 3.9 of the female faculty) is black. See Tab O.
	14-15	Numbers of publications and hours taught, by sex and by type of school.
		Priority to teaching or research, by sex and type of school. Also by highest degree held. Analysis of this data is available from ACE.

U. S. Bureau of the Census
Department of Commerce
Washington, D. C.

The Census Bureau has data of various professions, by race and sex. The 1960 Census, for instance, found 212,408 lawyers and judges in the U. S., and 176 were female Negroes. The total number of females, including whites and Negroes, was 7,434. The Bureau publishes an annual catalog of available data.

American College Enrollment Trends in 1971
Carnegie Commission on Higher Education
1947 Center Street
Berkeley, California 94704

8

Data showing trends in graduate enrollment between fall 1970 and fall 1971. See Tab P.

*Department of Civil Engineering
3106 Civil Engineering Building
University of Illinois
Urbana, Illinois 61801

Has compiled a list of women and minorities who have been or soon will be holders of doctorates in civil engineering, engineering, engineering mechanics and allied fields.

*Minorities and Women in Science
1776 Massachusetts Avenue, N. W.
Washington, D. C. 20036

A monthly survey of developments affecting scientific manpower and women power, including new sources of availability data. Published by Scientific Manpower Commission, Betty M. Vetter, executive director.

U. S. Equal Employment Opportunity Commission
1800 G Street, N. W.
Washington, D. C.

The EEOC has cumulative data by race and sex, in broad occupational categories, as well as for various professions.

Committee on Equality of Opportunity in Psychology
American Psychological Association
1200 Seventeenth Street, N. W.
Washington, D. C. 20036

Developing information on minorities and women in the field.

A Statistical Portrait of Higher
Education
Carnegie Commission on Higher Education
1947 Center Street
Berkeley, California 94704

*American Society for Public
Administration
1223 Connecticut Avenue, N. W.
Washington, D. C.

Data on student characteristics,
faculty characteristics, and
expenditures that may be of help
in developing affirmative action
programs.

Maintains a data bank on women
and minorities qualified in the
field.

ADDITIONAL SOURCES

<u>SOURCE</u>	<u>PAGE</u>	<u>TYPE OF DATA</u>
*Affirmative Action Campus Contacts		See Tab Q for a 1972 listing of affirmative action contacts.
*Project on the Status and Education of Women 1818 R Street, N. W. Washington, D. C. 20009		Maintains regular mailing of materials on affirmative action, availability, recruiting, suggestions, etc.
Directory of Afro-American Resources Race Relations Information Center (published by R.R. Bowker Company, 1180 Avenue of the Americas, New York, New York 10036)		Lists, describes and cross-indexes professional associations of blacks, disciplinary committees concerned with blacks, data sources and study centers.

TAB A

18

01

A Survey of Black American Doctorates

Conducted by James W. Bryant, program advisor,
Special Projects in Education, the Ford Foundation

In the course of planning a program to increase the number of black Ph.D.s, the Office of Special Projects of the Ford Foundation conducted a survey of black men and women who hold the doctorate. The results support the generally held assumption that less than 1 per cent of America's earned doctoral degrees are held by Negroes. From a variety of sources, the names of 2,280 Negro Ph.D.s were obtained.* For the immediate future the percentage is not likely to change, since another survey indicates that less than 1 per cent of the Ph.D. candidates at the close of the 1967-1968 academic year were black men and women.**

Table III FIELDS IN WHICH DEGREES WERE CONFERRED

Field	Male		Female		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Education	228	26.4	85	36.3	313	28.6
Social Sciences	242	28.0	46	19.7	288	26.3
Biological Sciences	120	14.0	22	9.4	142	12.9
Humanities	90	10.4	46	19.7	136	12.4
Physical Sciences	116	13.4	13	5.5	129	11.8
Other*	66	7.8	22	9.4	88	8.0
Total	862	100.0	234	100.0	1096	100.0

*Includes Agriculture, Business, Engineering, Home Economics, and Religion.

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Table IV EMPLOYMENT OF BLACK DOCTORATES

Employment	Male		Female		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
College & University	729	84.8	208	88.9	937	85.4
Government	47	5.4	11	4.7	58	5.3
Social Agencies	42	4.9	11	4.7	53	4.8
Industry	28	3.2	1	.4	29	2.7
Other*	16	1.8	3	1.2	19	1.8
Total	862	100.0	234	99.9	1096	100.0

*Includes retired and self-employed persons

The Ford Foundation
320 East 43rd Street
New York, N. Y. 10017

Office of Special Projects
Division of Education & Research
November 25, 1968

GRADUATE EDUCATION AND BLACK AMERICANS

by Fred E. Crossland

During the summer of 1968, 105 American graduate schools of arts and sciences were asked to provide data about black Americans attending their institutions and receiving their degrees. Sixty-four were able to provide data about enrollment; sixty-three were able to provide information about recent Ph.D. recipients. The participating universities are listed in Attachment A. The data they furnished are summarized in seven statistical tables at the end of this paper. We are extremely grateful for their cooperation.

The collection of information about racial representation in graduate schools is complicated by two facts. First, it is impossible to be precise about something as imprecise as race. Men and women do not fit neatly into yellow, brown, red, black, or white pigeonholes. Second, in recent years it has become socially proper and legally necessary for institutions not to ask a man's race and not to keep racial records.

It was impossible, therefore, for most administrators to provide exact answers to our questions. For the most part, the raw data they sent us were estimates, educated guesses, recollections of former students, and hunches about current degree candidates. Despite the inevitable imprecision of individual items of information, the composite picture is remarkably clear and the patterns are consistent.

Nearly one third of all American doctoral degree granting institutions provided data; these institutions award more than one third of all earned higher degrees. They are not a small statistical sample; they are a large and representative group of America's leading universities. They represent the public and private sectors of higher education. They are located in all sections of the country. They are large and small, urban and rural. They are prestigious and relatively unknown to the general public.

All the responding universities are typical in that they are "predominantly white" institutions in a society becoming increasingly and belatedly self-conscious about its treatment of the culturally different. What these universities have to say about their own service to black Americans is important.

*** **

The following three figures summarize the situation and indicate the scope of the problem:

- ... 11.5 percent this is the proportion of the total American population which is black
- ... 1.72 percent this is the proportion of the total enrollment in America's graduate schools of arts and sciences which is black American
- ... 0.78 percent this is the proportion of all Ph.D.'s awarded between 1964 and 1968 which went to black Americans

If the number of black American graduate students were multiplied sevenfold, it would only match the ratio of blacks to the total American population. The annual number of new black Ph.D.'s would have to be multiplied by fifteen to achieve the total population ratio. All the current black recruitment programs will not bring off such increases.

Nothing less than massive, concerted, and sustained efforts by the universities -- together with greatly increased student financial aid resources and vastly improved primary, elementary, and undergraduate education -- will bring about graduate enrollment "parity" for black Americans within a decade. Meanwhile, black administrators will continue to be under-represented in higher education. And students, black and white, will continue to have proportionately few black professors in their college classrooms and laboratories.

The sixty-four graduate schools responding to our questionnaire reported that only 1.72 percent of their students last year were black Americans. There were some regional differences. Nearly half the reported black students were enrolled in the large Midwestern state universities. Both the East and West were below the national figure. As might be expected, the South was above the average. However, although 40 to 50 percent of all black Americans live in the South, it appears that no more than 20 percent of all black graduate students attend institutions in that part of the country. It is likely that a substantial number of black students migrate from the South to low-cost public institutions in the Midwest. (See Table I.)

Twelve of the 61 responding institutions had fewer than ten black students last year, and only twelve reported more than 100. Of the latter, nine were public state universities and three were urban institutions (one public and two private).

Since the 1.72 percent black enrollment figure is more than double the 0.78 percent black Ph.D. figure, it is probable that black enrollment tends to be concentrated at the master degree level and that relatively few blacks continue to the doctorate. On the other

hand, it is possible that the number of new black graduate students in the last two or three years has increased and that there will be a corresponding increase of black Ph.D.'s in the near future.

In the past, the majority of black graduate students were seeking only to satisfy requirements for elementary and secondary school teaching and few had reason to work for the doctorate. That condition may be changing. More than half of the recent black Ph.D. recipients were already teaching at the college level, many at Southern predominantly Negro colleges. As both industry and higher education seek more credentialed blacks, there probably will be increasing numbers of blacks seeking to enter graduate school, enroll in a wider variety of fields, and work for higher degrees.

Sixty-three universities were able to provide data about recent black Ph.D. recipients. Thirteen reported that they had none between 1964 and 1968. Fifty reported that collectively they awarded 294 Ph.D.'s to black Americans between 1964 and 1968. (See Table III.) Among the fifty universities, fourteen granted just one each, and an additional eight universities awarded two Ph.D.'s each to black Americans between 1964 and 1968. The remaining 28 institutions awarded from 3 to 41 doctoral degrees to blacks during the five-year period. (See Table IV.)

The annual number of black Ph.D.'s has been increasing rather steadily in each of the four regions listed, but the percentage of Ph.D.'s going to black Americans has remained extremely low and fairly stable. There has been no significant change despite increasing public attention to civil rights, racial issues, and minority problems, and despite educators' preoccupations with compensatory programs and intensive recruitment of minority students. The interval from graduate school entry to the awarding of the doctorate typically is four or five years, so the result of recent and current efforts must be awaited. No doubt the number of black Ph.D.'s will continue to grow slowly, but there are no signs of sudden changes. After all, the black Ph.D.'s of 1972 are attending graduate school now and there simply are not that many now enrolled.

There appears to be no relationship between size of university and proportion of Ph.D.'s awarded to black Americans. The ten largest and the ten smallest institutions among the respondents have almost exactly the same proportion of black Americans among their recent Ph.D. holders. Black graduate students clearly are in short supply, but no section of the country and no size of university has a corner on the market.

Universities also were asked how many Ph.D.'s they expect to award to black Americans in 1969. Forty-six of the graduate schools responded. The estimates appear to be very generous and may reflect hope rather than expectation. But even if only half of the "hopefuls" for 1969 receive their Ph.D.'s, the 46 responding institutions will have record numbers of black doctoral alumni next year. It will be worth a second look.

*** **

TABLE I

ENROLLMENT IN GRADUATE SCHOOLS OF ARTS AND SCIENCES IN 1967-68

Region	Universities asked	Universities responding	Total enrollment	Black American enrollment	Percent black American
East	39	24	39,381	467	1.19
South	24	12	21,151	577	2.73
Midwest	25	18	79,149	1,495	1.89
West	17	10	34,934	473	1.35
Total	105	64	174,615	3,012	1.72

Explanatory Notes:

1. The universities themselves provided the raw data upon which this and all subsequent tables are based.
2. The figures are for full-time and part-time enrollment combined.
3. Questionnaires were addressed to deans of graduate schools of arts and sciences at the 105 institutions included in Allan M. Carter, An Assessment of Quality in Graduate Education (1966).
4. Data may not always be exactly comparable because universities keep records in different ways. For example, a few may have provided data for more than "arts and sciences" and included education, business administration, engineering, and perhaps other fields.
5. Data were sought for "Negro American" students rather than for "all black students", a category which would include black students from other countries.

TABLE III

DOCTOR OF PHILOSOPHY DEGREES AWARDED FROM 1964 THROUGH 1968

	Academic Year	Total Ph.D.'s Awarded	Ph.D.'s to Black Americans	Percent to Black Americans
EAST (23 respondents out of 39 asked)	1963-64	1,221	9	0.74
	1964-65	1,456	14	0.96
	1965-66	1,586	15	0.95
	1966-67	1,741	24	1.38
	1967-68	<u>2,015</u>	<u>17</u>	0.84
	Five years	8,019	79	0.99
SOUTH (12 respondents out of 24 asked)	1963-64	692	1	0.14
	1964-65	916	1	0.11
	1965-66	1,028	1	0.10
	1966-67	1,197	10	0.84
	1967-68	<u>1,271</u>	<u>6</u>	0.47
	Five years	5,104	19	0.37
MIDWEST (18 respondents out of 25 asked)	1963-64	2,934	26	0.89
	1964-65	3,059	38	1.24
	1965-66	3,495	28	0.80
	1966-67	3,784	33	0.87
	1967-68	<u>4,219</u>	<u>41</u>	0.97
	Five years	17,491	166	0.95
WEST (10 respondents out of 17 asked)	1963-64	952	5	0.53
	1964-65	1,177	5	0.42
	1965-66	1,335	8	0.60
	1966-67	1,670	3	0.18
	1967-68	<u>1,708</u>	<u>9</u>	0.53
	Five years	6,842	30	0.44
TOTALS (63 respondents out of 105 asked)	1963-64	5,799	41	0.71
	1964-65	6,608	58	0.88
	1965-66	7,444	52	0.70
	1966-67	8,392	70	0.83
	1967-68	<u>9,213</u>	<u>73</u>	0.79
	Five years	37,456	294	0.78

TABLE IV

**DISTRIBUTION OF BLACK AMERICAN RECIPIENTS OF THE DEGREE
OF DOCTOR OF PHILOSOPHY DURING THE FIVE-YEAR PERIOD ENDING 1968 -**


Number of black American Ph. D.'s	Number of universities				Total
	East	South	Midwest	West	
0	4	4	3	2	13
1	8	4	1	1	14
2	3	0	3	2	8
3	0	2	1	3	6
4	0	1	0	0	1
5	3	1	0	0	4
6	1	0	1	1	3
7	0	0	0	0	0
8	1	0	1	0	2
9	0	0	0	0	0
10	1	0	3	1	5
11	1	0	0	0	1
12	0	0	1	0	1
13	0	0	1	0	1
14	0	0	0	0	0
15-19	1	0	0	0	1
20-24	0	0	2	0	2
25-29	0	0	0	0	0
30-31	0	0	0	0	0
35-39	0	0	0	0	0
40-44	0	0	1	0	1
45 or more	0	0	0	0	0
Universities responding	23	12	18	10	63
Universities asked	39	24	25	17	105

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TAB B

25 26

NEWS FROM THE AMERICAN BAR ASSOCIATION

American Bar Center, 1155 East 60th Street, Chicago, Illinois 60637, Telephone (312) 491-0533  Chris Whittle, Director of Public Relations

Information Contact **Linda Sacia**

Release **Immediate**

SURVEY REVEALS DATA ON BLACK LAW STUDENT ENROLLMENT

CHICAGO - Black students approximate three percent of the total enrollment in U.S. law schools, according to a survey conducted by the American Bar Association.

The survey revealed there are 1,605 black students out of 57,573 enrolled in the 125 law schools responding to the questionnaire and distinguishing between black and non-black students. This represents 2.7 percent of the total enrollment.

Out of the 142 law schools in the nation, eight returned the questionnaire but did not distinguish between black and non-black students, while nine schools did not reply at all.

The survey, conducted by the Committee on Civil Rights and Responsibilities of the ABA Section of Individual Rights and Responsibilities, shows figures from the 1969-70 school year.

"The survey was aimed at determining precisely the number of black students being prepared to meet the serious need for minority lawyers in this country," said Louis Pollak, former dean of the Yale University Law School and chairman of the Individual Rights Section.

(more)

Survey on Black Enrollment - Final

Some representative figures are: University of Alabama, eight black students in a total enrollment of 317; University of California, Berkeley, 34 of 753; Yale University, 50 of 588; and University of Wisconsin, 10 of 248.

A related survey of 1966 showed that one percent of male lawyers and judges and 2.3 percent of female lawyers and judges were black according to the 1960 census figures. Percentages were significantly higher in such professional occupations as clergymen, physicians and engineers.

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March, 1971

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**Survey of Black Law Student Enrollment
1969 - 1970**

**Conducted by the Committee on Civil Rights and Responsibilities
of the ABA Section of Individual Rights and Responsibilities**

State	Total Enrollment 1969-1970	Black Enrollment 1969-1970	C
Alabama			
Cumberland School of Law	383	2	
University of Alabama	317	8	
Arizona			
Arizona State University (Tempe)	320	5	
University of Arizona	323	3	
Arkansas			
University of Arkansas (Fay.)	350	6	
University of Arkansas (Little Rock)	128	4	

(continued on page 36)

(continued from page 21)

California		
Univ. of California (Berkeley)	753	34
Univ. of California (Davis)	340	10
Univ. of California (Los Angeles)	860	55
Loyola University (Los Angeles)	679	24
Univ. of Southern California	439	15
Univ. of the Pacific	559	9
California Western Univ.	276	No Reply Received
Univ. of San Diego	595	11
Univ. of California (Hastings College)	1173	13
Golden Gate College	358	8
Univ. of San Francisco	361	5
Univ. of Santa Clara	269	5
Stanford University	428	8
Colorado		
University of Colorado	357	17
University of Denver	646	Figures Unavailable
Connecticut		
University of Connecticut	421	7
Yale University	588	50
District of Columbia		
American University	623	9
Catholic Univ. of America	373	12
Georgetown University	1301	38
George Washington University	1659	51
Howard University	357	Figures Unavailable
Florida		
University of Miami	528	2
University of Florida	824	5
Stetson University	429	0
Florida State University	361	12
Georgia		
University of Georgia	411	Figures Unavailable
Emory University	363	25
Mercer University	222	Figures Unavailable
Idaho		
University of Idaho	119	0
Illinois		
University of Illinois	600	21
Chicago-Kent	546	25
DePaul University	642	11
John Marshall Law School	887	No Reply Received
Loyola University	403	7
Northwestern University	472	19
University of Chicago	459	13
Indiana		
Indiana University (Bloomington)	372	8
Indiana University (Indianapolis)	577	16
University of Notre Dame	351	17
Valparaiso University	152	3
Iowa		
Drake University	179	3
University of Iowa	428	20
Kansas		
University of Kansas	275	9
Washburn University of Topeka	300	2
Kentucky		
University of Kentucky	422	8
University of Louisville	428	5
Louisiana		
Louisiana State Univ.	546	1
Southern University	54	No Reply Received
Louisiana University	522	2
Tulane University	361	4
Maine		
University of Maine	135	0
Maryland		
University of Maryland	535	26
Massachusetts		
Boston University	847	30
New England School of Law	150	1
Northwestern University	79	No Reply Received
Suffolk University	1577	9
Eastern College (Brighton)	510	18
Harvard University	1651	102

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Michigan		
University of Michigan	1118	39
Detroit College of Law	700	35
University of Detroit	284	No Reply Received
Wayne State University	928	51
Minnesota		
University of Minnesota	547	7
William Mitchell	368	1
Mississippi		
University of Mississippi	299	22
Missouri		
University of Missouri (Columbia)	333	1
University of Missouri (Kansas City)	353	8
St. Louis University	345	6
Washington University	251	6
Montana		
University of Montana	123	0
Nebraska		
University of Nebraska	326	5
Crofton University	265	3
New Jersey		
Rutgers University (Camden)	227	13
Rutgers University (Newark)	420	58
Seton Hall University	659	14
New Mexico		
University of New Mexico	171	0
New York		
Union University (Albany)	360	2
State Univ. of New York (Buffalo)	483	15
Cornell University	412	5
Brooklyn Law School	1048	12
Columbia University	989	62
Fordham University	760	7
New York Law School	511	8
New York University	861	38
St. John's University	807	8
Syracuse University	400	5
North Carolina		
University of North Carolina	540	4
Duke University	307	5
North Carolina Central Univ.	102	77
Wake Forest University	198	0
North Dakota		
University of North Dakota	120	0
Ohio		
Ohio Northern University	192	3
University of Akron	350	16
University of Cincinnati	309	5
Chase Law School	302	11
Cleveland State University	775	50
Case Western Reserve Univ.	310	12
Capital University	247	11
Ohio State University	440	8
University of Toledo	475	17
Oklahoma		
University of Oklahoma (Norman)	394	2
Oklahoma City University	224	7
University of Tulsa	231	0
Oregon		
University of Oregon	300	2
Willamette University	289	0
Pennsylvania		
Duquesne School of Law	315	5
Temple University	764	No Reply Received
University of Pennsylvania	535	18
Duquesne University	533	No Reply Received
University of Pittsburgh	175	10
Villanova University	433	6
South Carolina		
University of South Carolina	496	Figures Unavailable
South Dakota		
University of South Dakota	152	1
Tennessee		
University of Tennessee	410	4
Memphis State University	270	Figures Unavailable
Vanderbilt University	363	Figures Unavailable

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Texas		
University of Texas	1468	Figures Unavailable
Southern Methodist University	578	2
University of Houston	497	5
South Texas College of Law	578	7
Texas Southern University	149	No Reply Received
Texas Tech University	186	2
St. Mary's Univ. (San Antonio)	412	3
Bay of University	304	1
Utah		
University of Utah	337	No Reply Received
Virginia		
University of Virginia	788	20
Washington & Lee University	185	1
University of Richmond	180	0
College of William & Mary	190	2
Washington		
University of Washington	356	8
Gonzaga University	159	2
West Virginia		
University of West Virginia	217	0
Wisconsin		
University of Wisconsin	248	10
Marquette University	289	3
Wyoming		
University of Wyoming	124	0
Totals	57,573	1,605
From Schools which Responded <input type="checkbox"/>		

FOOTNOTES

¹The Section Survey statistics were gathered over a period of a year and a half. Special appreciation is extended to Jerome S. Black, the immediate past Chairman of the Section and Dr. Bruce Hamilton, the former Section Staff Director for Special Projects.

²See "Symposium: Disadvantaged Students and Legal Education - Programs for Affirmative Action," 10 U. Tol. L. Rev.

277 (1970). This issue comprehensively examines the crucial questions in this area.

³It is not without significance that the opportunity for these black candidates to be elected resulted largely from the litigation efforts of Charles Morgan, Jr., and other concerned attorneys.

TAB C

American Bar Association
Section of Individual Rights and Responsibilities
Survey of Black Law Student
Enrollment

John W. Atwood
David F. James
David C. Long
Division of Public Service Activities
American Bar Association

Number of Blacks in Professional Occupations and
Black Percent to Total Number in Each Profession, by Sex, 1960

Professional Occupation	Number of Blacks	Percent of Total in Profession
Males:		
Clergymen	13,951	7.1%
Physicians and Surgeons	4,266	1.9%
Dentists	1,978	2.4%
Chemists	1,539	2.0%
Pharmacists	1,462	1.7%
Engineers	4,418	.8%
Lawyers and Judges	2,004	1.0%
Females:		
Physicians and Surgeons	490	3.1%
Professional Nurses	32,009	5.5%
Librarians	3,144	4.3%
Lawyers and Judges	176	2.3%

TAB D

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35

RESEARCH

The Black Academic in the Marketplace

CHANGE, Fall 1971 P.6

by David M. Hufky

The assassination of Rev. Martin Luther King, Jr. spurred a number of traditionally "closed," predominantly white, non-Southern colleges and universities to recruit black faculty. However, the number of blacks at these schools is still small. Our study focuses on the status of blacks in the academic marketplace and the barriers to their employment.

Assembling a mailing list of blacks in white schools was no easy task. Letters requesting rosters of black professors were sent to deans, provosts, presidents, and selected department chairmen of all four-year, degree granting, predominantly white, non-Southern schools with more than three hundred students. The following illustrates some of the problems that we had:

I would request you kindly to define more precisely what you mean by the term "black"? Am I right in supposing that you are seeking information regarding American faculty of African descent? Or do you wish West Indian and African faculty members to be included - or dark skinned faculty from other countries?

Ten of the faculty members who were labeled black by our informants returned their questionnaires with "white" indicated as their racial preference.

In addition, several large universities refused to provide us with names (evidently, we believe) because (1) to supply such information is "illegal," (2) it is too expensive to "check the files," (3) the inappropriety of giving out names based on race without the permission of the individuals, and (4) "the whole thing is a sloppy approach

David M. Hufky, sociologist, is an assistant professor of education at Syracuse University, Syracuse, New York.

to a problem." Our repeated requests to the Office of Education were ignored. Therefore we contacted prominent black scholars and organizations in order to obtain the names of blacks at schools which refused to cooperate in the survey.

Another unexpected problem was establishing criteria for determining faculty status, since schools differ in their definition of "faculty" - some in order to imitate the number of blacks on their staff. Several included part-time instructors, house mothers, guidance counselors and members of the school's custodial staff. We didn't include these blacks on our list.

An earlier survey by A. Gilbert Belles (1969) indicates that our sample of 699 black faculty members in more than 184 non-Southern, white colleges represents as much as seventy-five to ninety percent of the target population. A comparison group of 699 whites from three hundred college bulletins was also selected and matched according to academic field, size, location and type (public or private) of institution. Because twenty-eight percent of the black faculty are women, compared to eighteen percent of the white sample, an attempt to match the two groups according to gender was unsuccessful.

Our questionnaire was mailed to the two groups in 1969. Seventy-nine percent of the blacks replied, in contrast to sixty-three percent of the whites. The Middle Atlantic states, where the largest number of Northern blacks live, contain the largest number of schools reporting one or more blacks on their faculty. Totally they reported 292 black faculty members. Blacks were rarely employed in the Mountain states.

Seventy percent of the white comparison group in our survey hold the

doctorate, compared to forty percent of the blacks. Blacks without the doctorate are both teachers and administrators.

Generally black men are more likely to hold the doctorate than black women in the sample, and the same is true for whites. Black doctorates are primarily employed by high quality public colleges and universities while white doctorates are especially likely to be in high quality private schools.

While blacks and whites employed by high quality schools generally hold the doctorate, low quality schools apply different standards to whites and blacks. Of the blacks at these schools, forty-two percent hold doctorates, compared to sixty-eight percent of the whites. Tenured faculty, black or white, generally hold doctorates. Among untenured faculty, however, blacks are less likely (forty-three percent) to have a doctorate than whites (fifty-eight percent). This suggests that it is somewhat easier for blacks with limited credentials to obtain jobs at private high quality schools than for whites, and a great deal easier at low quality schools. Blacks may have an employment advantage in lower quality schools, but they are less likely than whites to be granted tenure at these schools.

Although the whites are "better" qualified than the blacks, the blacks are more likely to be at elite colleges and universities. Still, they remain in the lower ranks, more often than not, untenured even when in positions where tenure rules are applicable. Twenty-eight percent of the blacks hold ranks lower than assistant professor compared to eight percent of the white faculty members.

While the majority of blacks and whites are engaged primarily in

(Continued on page 65)

RESEARCH

(Continued from page 6)

teaching, many blacks are connected with programs for "disadvantaged" students as teachers, counselors or administrators. Although more blacks than whites counsel students, the blacks are not full-time or professional counselors. Rather, they seem to advise students as an adjunct to their academic duties.

Younger blacks tend to be recruited by the large lower quality schools - especially those in the West and New England. Older blacks are in better schools than their white counterparts. This is true even though blacks at all age levels publish less than whites.

Although blacks have been taking increased advantage of higher education in recent years, (the number of blacks with five years of college or more increased from 3,500 to 194,000 between 1947 and 1969) the proportion of black doctorate holders from 1964 to 1969 has remained stable at less than one percent of the total doctorates awarded in that period. Between 1947 and 1969 the number of black doctorates increased from less than 381 to 2,280, which matches the sevenfold increase in black faculty at white schools during that period.

The ratio of black faculty to black doctorates has remained constant but the predominantly white colleges are not absorbing many blacks with higher degrees. Thus the barrier to their employment posed by the lack of blacks with higher degrees may be lowered by increasing their employment opportunities in higher education.

Another major barrier to the employment of blacks in white schools is the attractiveness of other professions in government, industry, foundation and black colleges and universities. The pressure on black schools to recruit black faculty, coupled with the shortage of qualified blacks available for academic positions, may be inflating salaries in some black schools.

Ninety percent of the black faculty believe that some institutions

of higher education outside the South exclude black faculty. More than one quarter believe that blacks must be more qualified than whites to be hired or granted tenure at their school. In other words, they feel themselves to be better qualified than their white colleagues.

It may be argued that the new black recruit into the academic profession is cynical and does not have detailed knowledge about hiring and tenure granting procedures at his school. His older black colleagues, more familiar with administrative procedures, should have more accurate perceptions of the discriminatory practices. In fact, the older blacks are more likely than their younger black colleagues to accuse their employers of exclusionary practices. Only eighteen percent of the blacks under thirty believe that their school discriminates in employment compared to more than forty percent of those over thirty. This contradicts the notion that blacks who have "made it" in the white world tend to deny the existence or underestimate the importance of racial discrimination.

Few of the blacks or whites in this survey experienced difficulty in finding their present positions. Of those who reported difficulty, almost one half cited general job market conditions as the reason. Thirty percent of the blacks who had difficulty, however, believe that racial discrimination was responsible. This percentage may not represent the proportion of blacks who feel this way since some of the responses classified as "other" have racial connotations. For example, one black stated that his difficulties were due to "lack of housing for blacks in communities in which some colleges and universities are located." Another believed his problems stemmed from his "left-wing political background which might be tolerated for a white professor but not for a black." In addition, several blacks who had little or no difficulty in obtaining positions indicated that race was a positive factor in their employment. One candidly reports that he was "recruited as a result of the search for a black faculty member."

Of 551 black faculty members, eight percent stated that difficulty in finding their present job was caused by racial discrimination. This proportion

is relatively low compared to their widespread agreement that discrimination is practiced in higher education in general and in their own schools in particular. Only four percent of the younger blacks reported discrimination in finding a job, compared to more than ten percent of their black colleagues over thirty. Apparently young black doctorates entering the academic profession are not likely to encounter difficulties in finding a job because of racial discrimination; older faculty, regardless of highest degree and other qualifications more often report racial discrimination.

There are three major unintentionally erected barriers which discourage blacks from entering predominantly white faculties. One of the most subtle barriers involves the "feeder" process whereby professors and department heads recommend graduate students to schools with faculty vacancies. Edward Harris, a sociologist at Indiana University, describes in a 1967 survey instances in which blacks completing their graduate work in white Midwestern schools were discouraged by their academic sponsors from seeking positions in white schools with vacancies:

A black degree candidate learned from one of his professors that an opening existed on the faculty of a predominantly white southern college. The student examined the open file of job requests maintained by the department chairman and noticed the letter soliciting applicants for the vacancy in question. After making known his interest in the job to the department chairman he was invited to look through the open file. The letter from the school in question was conspicuously missing.

In 1961 James Moss and Norman Mercer sent questionnaires to the president or dean of 179 colleges and universities in New York State inquiring about racial hiring practices. Of the eighty-two administrators who responded, sixty-seven reported some responsibility for setting employment policy. Moss and Mercer describe the theme underlying the majority of their replies:

The benignly liberal attitude of the majority of college administrators and department chairmen who view "ethnic detachment" as a virtue in recruiting, rather than as a possible "screen" inhibiting the steady growth of culturally inclusive faculties.

This attitude was expressed in the Raffky, Peltis (1968) and Moss and Mercer (1961) studies as (1) invitation at receiving a request for information on the racial mix of their school and, (2) stated policy of strict indifference to cultural and racial background of the faculty, for example:

I consider it a pointless question to a college which takes human beings rather than whites, non-whites, etc. (Dean)

The final barrier to the employment of blacks is that within the academic marketplace, due to the limited access to information and inadequate to let professors blacks have in finding their first jobs. However, blacks and whites do differ in the methods they used to obtain their most recent academic jobs. Blacks, more often than whites, were invited to accept their present jobs. Two blacks report that not only were they asked to accept their present positions, but the positions were created at their request. Several blacks report that they were offered positions in response to student protest. Most, however, do not believe that they were hired as a result of student demands. Several were contacted by department chairmen or deans, but a few report offers by such people as the president of the university. All of these offers were unolicited.

Almost equal proportions of whites and blacks were invited to accept their first academic posts. Of the blacks who entered the profession more than twenty years ago, nineteen percent were invited to accept their first position, compared to only eleven percent of the whites hired at the same time. That is, a generation ago, younger blacks were being invited into the academic profession. Today, however, the situation is reversed. Forty-one percent of the whites under thirty were invited to accept their present position, compared to only six percent of the young blacks. Young blacks entering the profession no longer receive uninvited offers, but solicit jobs for themselves by sending mass letters or using personal contacts.

We are forced to conclude that blacks generally are not put at a disadvantage by the current methods used to obtain knowledge about posi-

tions. In fact, they (especially older blacks) seem to be sought out more than white faculty. But this tends to put at a disadvantage blacks who are not "visible," who do not participate in the academic pipeline.

As one might expect, tenured faculty of both races hold posts by invitation more often than untenured faculty. Blacks at private institutions, especially high quality schools, tend to be there by invitation regardless of tenure. For the whites, on the other hand, those in high quality public institutions who have tenure are most often there by invitation. The high quality private schools seem to be doing heavy recruiting of black scholars. Forty-four percent of blacks without the doctorate, who attended high quality private schools and have no publications, were invited to accept their present positions. This is not surprising since people with master's degrees and limited credentials have trouble getting jobs in any way other than "throughs in high places." Without friends, they continue graduate work. Blacks with the doctorate from high quality schools who have published report jobs by invitation almost four times as often as whites with the same excellent credentials, blacks with the doctorate from lower quality schools who have published report being invited to accept their present position no more often than whites with the same qualifications. However, if blacks hold only the master's degree earned at a lower quality school, they are more often working by invitation than whites with similar credentials, regardless of publications. These are primarily blacks who are counseling in and directing programs for disadvantaged students.

We pursued the matter of job invitation by asking, "How many unsolicited job offers have you had in the past year?" On the average, whites report 1.5 offers compared to 3.1 for the blacks for the academic year 1968-69. This is, therefore, a period of reverse discrimination in which blacks already in the academic profession are sought out by predominantly white colleges and universities. In addition, more than sixty scholars requested our roster of black faculty. One black associate professor of history at a large state university told us that he was

offered nine positions within the past year. He said that he would not accept any of them because the offers were not merited by his scholarly work. As soon as he finishes a book he is researching, he will accept a position at an Ivy League school. Until then, he describes his attitude as "either I publish or you [white school] get it!"

Blacks under thirty are not as sought after as blacks in general, and they are less willing to move than their older black colleagues. We found that the best qualified blacks (doctorates from high quality schools) are the most willing to move. The least qualified blacks (bachelor's degrees from low quality schools) report the fewest job offers and are least willing to move. Blacks with limited credentials who have good jobs are particularly likely to "stick with a good deal" and not risk looking for or accepting another position.

For those seeking new jobs, the highest degree and quality of graduate school have little effect on job offers. This suggests that contemporary career status is more important than earned qualifications, that is, "where you are now" and "what you have done lately" may be more important than "where you have been."

Therefore, a black with limited credentials who obtains a position at an elite college is more sought after than a black with better credentials who teaches at a lower quality school. This explains why blacks with only the master's degree who teach at elite schools because of "connections" are especially popular. Recruiters should note that tenured blacks at the lower quality public institutions are very willing to move, but they have the fewest offers.

The problem of "discrimination" in the academic marketplace is evidently more complex than appeared at the outset. Clearly some schools discriminate and others do not, but we do not believe that discrimination exists only in the system. Some barriers hinder entrance into the academic profession, while others make it difficult for blacks already in the academic profession to obtain jobs at some schools. This is a moot point, however, and we are sure that we have raised more questions than we have answered. ■

TAB E

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04

TABLE 4.—DISTRIBUTION OF ACTIVE PHYSICIANS BY MAJOR PROFESSIONAL CATEGORY—1967

	Black Physicians		U.S. Physicians	
	Number	Per Cent	Number	Per Cent
Total Active	4,710	100	294,072	100
Patient Care	3,427	73	190,079	65
Other Practice	836	18	57,137	19
Training Programs	447	9	46,856	16

TABLE 5.—NUMBER AND PERCENTAGE OF BLACK SPECIALISTS OF CERTAIN CATEGORIES

	U.S. Physicians 1967	Black Physicians 1967	Per cent
Internal Medicine	42,325	540	1
General Surgery	29,687	479	2
Psychiatry	19,749	275	1
Obstetrics and Gynecology	17,964	425	1
Pediatrics	17,614	280	2
Radiology	10,877	109	1

TABLE 6.—NATIONAL MEDICAL ASSOCIATION MEMBERSHIP BY SPECIALTY AND SPECIALTY BOARD CERTIFICATION—1967

	Total NMA Members (100.0%)	Board Certified ^a	Per Cent Board Certified	Not Board Certified
Total Physicians	4,805	1,074	22.4	3,731
Allergy	4	0	0.0	4
Anesthesiology	79	27	34.2	52
Aerospace (Aviation) Medicine	9	0	0.0	9
Cardiovascular Diseases	14	3	21.4	11
Child Psychiatry	25	8	32.0	17
Colon and Rectal Surgery	1	1	100.0	0
Diagnostic Roentgenology	1	1	100.0	0
Dermatology	49	22	44.9	27
Gastroenterology	8	2	25.0	6
General Practice	1,867	16	0.9	1,851
General Preventive Medicine	10	6	60.0	4
General Surgery	479	206	43.0	273
Internal Medicine	540	110	20.4	430
Neurological Surgery	15	3	20.0	12
Neurology	22	5	22.7	17
Obstetrics and Gynecology	425	152	35.8	273
Occupational Medicine	10	3	30.0	7
Ophthalmology	78	38	48.7	40
Orthopedic Surgery	65	16	24.6	49
Otolaryngology	33	10	30.3	23
Pathology	56	31	55.4	25
Pediatrics	280	143	51.1	137
Pediatric Allergy	1	0	0.0	1
Pediatric Cardiology	2	2	100.0	0
Physician Medicine and Rehabilitation	22	7	31.8	15
Plastic Surgery	6	3	50.0	3
Psychiatry	275	81	29.5	194
Public Health	19	7	36.8	12
Pulmonary Disease	8	0	0.0	8
Radiology	109	74	67.9	35
Thoracic Surgery	4	12	85.7	2
Urology	78	40	51.3	38
Not Recognized (1)	35	34	52.3	31
Unspecified	1,166	11	8.1	1,155

(1) Includes 35 Administrative Medicine.

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DISTRIBUTION OF BLACK PHYSICIANS IN THE UNITED STATES

Alabama	40
Arkansas	17
Arizona	4
California	396
Connecticut	14
Colorado	9
Delaware	7
District of Columbia	222
Florida	47
Georgia	64
Illinois	125
Indiana	55
Iowa	6
Kansas	15
Kentucky	14
Louisiana	33
Maryland	89
Massachusetts	18
Michigan	186
Minnesota	8
Mississippi	28
Missouri	74
Nebraska	6
Nevada	2
New Hampshire	1
New Jersey	97
New York	203
North Carolina	85
Ohio	118
Oklahoma	18
Oregon	4
Pennsylvania	108
Rhode Island	1
South Carolina	20
Tennessee	91
Texas	84
Vermont	1
Virginia	80
West Virginia	8
Washington	8
Wisconsin	15

TAB F

CA 42

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SPANISH SURVIVAL AMERICAN COLLEGE GRADUATES

1970

PAGE 41

TOTAL GRADUATES

A G R I C U L T U R E S
 B U S I N E S S
 C O M M U N I C A T I O N S
 E D U C A T I O N
 F I N A N C I A L
 H U M A N I T I E S
 I N T E R N A T I O N A L
 L I B E R A L A R T S
 M A T H E M A T I C S
 N A T U R A L S C I E N C E S
 P H I L O S O P H Y
 P H Y S I C S
 S O C I A L S C I E N C E S
 S P E C I A L E D U C A T I O N
 T E A C H I N G
 T R A N S L A T I O N
 U N D E R G R A D U A T E S
 V O C A T I O N A L
 W R I T I N G
 Y O U T H
 Z O O L O G Y

GRADUATING

28	607	540	333	150	16	89	308	29	162	152	16	31	801	40	3302
G' AND TOTAL															

Compiled By

The Cabinet Committee On Opportunity for the Spanish Speaking
 Suite 712, 1800 G St., N.W., Washington, D.C. 20506



TAB G

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PROPORTION OF DOCTORATES EARNED BY WOMEN,
BY AREA AND FIELD, 1960-1969

Date source: U.S. Department of Health, Education and Welfare, *Earned Degree: Conferral: Bachelor's and Higher Degrees*. A publication of the Bureau of Educational Research and Development and the National Center for Educational Statistics, Washington, D.C. U.S. Government Printing Office. (All public and private colleges and universities in the United States known to confer doctoral degrees are included in the survey. Professional doctoral degrees, such as M.D., however, are not listed.) The consecutive bulletins from which these original data were obtained are listed in the Wilson Library Documents Division.

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969		Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Agriculture, Total	4462	79	1.77	Health Education	89	28	29.55
Agriculture, General	115	1	.87	Recreation	30	4	13.33
Agronomy, Field Crops	966	5	.52	Education of the Mentally Retarded	118	36	30.51
Animal Science	872	21	2.41	Education of the Deaf (1964-1969 only)	6	4	66.67
Dairy Science	262	4	1.53	(1964-1969 only) ⁹			
Farm Management	13	0	.00	Speech and Hearing Impaired	339	67	19.76
Fish, Game or Wildlife Management (1961-1969) ¹	209	2	.96	Education of the Visually Handicapped (1964-1969 only) ¹⁰	3	1	33.33
Food Science	385	16	4.16	Education of the Emotionally Disturbed (1965-1969 only) ¹¹	24	6	25.00
Horticulture	539	11	2.40	Administration of Special Education (1963-1969 only) ¹²	14	4	28.57
Ornamental Horticulture	14	0	.00	Education of Other Exceptional Children ¹³	397	126	32.23
Poultry Science	211	7	3.32	Agricultural Education	228	2	.88
Soil Science	568	2	.35	Art Education	194	52	26.80
Agriculture, All other fields	308	10	3.25	Business or Commercial Education	300	89	29.67
Architecture	50	4	8.00	Distributive Education, Retail Selling	28	6	21.43
Biological Sciences, Total	17,708	2448	13.82	Home Economics Education	124	123	99.19
Premedical, Pre dental and Pre veterinary Sciences	25	2	8.00	Industrial Arts Education, Nonvocational	224	1	.45
Biology, General	1949	395	20.27	Music Education	548	75	13.69
Botany, General	1653	186	11.25	Trade or Industrial Education, Vocational	181	8	4.42
Zoology, General	2262	318	14.06	Specialized Teaching Fields, All other	756	261	34.52
Anatomy and Histology	633	116	18.33	Nursery or Kindergarten Education	14	12	85.71
Bacteriology, etc. ²	2096	355	16.94	Early Childhood Education	22	20	90.91
Biochemistry	2695	471	17.48	Elementary Education	1199	459	38.28
Biophysics	429	32	7.46	Secondary Education	966	154	15.94
Cytology	30	9	30.00	Combined Elementary and Secondary Education	21	4	19.05
Ecology (1961-1969 only)	37	2	5.41	Adult Education	303	6	15.18
Embryology	45	11	24.44	General Teaching Fields, All other	445	97	21.80
Entomology	1037	46	4.19	Education Administration, Supervision Finance ¹⁴	7242	931	12.86
Genetics	672	61	9.08	Counseling and Guidance	2357	488	20.70
Molecular Biology (1968-1969 only) ³	32	6	18.75	Rehabilitation and Counselor Training (1964-1969 only)	80	14	17.50
Nutrition (1961-1969 only)	156	45	28.85	History of Education, etc. (1964-1969 only) ¹⁵	488	99	20.29
Pathology	271	15	5.54	Education, General	6286	1183	18.82
Pharmacology	783	87	11.11	Educational Psychology (1964-1969 only)	875	224	25.60
Physiology	1145	168	14.67	Physical Education, Nonteaching (1964-1969 only)	36	9	25.00
Plant Pathology	692	19	2.75	Education, All other fields ¹⁶	1296	286	22.07
Plant Physiology	202	12	5.91	Engineering, Total ¹⁷	18,572	82	.44
Biological Sciences, All other fields	803	92	11.46	English and Journalism, Total	6471	1541	23.81
Business and Commerce, Total	3046	86	2.82	English and Literature	6322	1523	24.09
Business and Commerce, General	1372	33	2.41	Journalism	149	18	12.08
Accounting	268	18	6.72	Fine Arts and Applied Arts, Total	4035	678	16.80
Finance, Banking and Insurance (1961-1969 only) ⁴	53	1	1.89	Art General	99	18	18.18
Marketing (1961-1969 only)	66	1	1.52	Music, General Music	1473	199	13.51
Real Estate, Insurance and Finance (1961-1969 only) ⁵	2	0	.00	Speech and Dramatic Arts	1978	314	15.87
Transportation (1961-1969 only)	7	0	.00	Fine and Applied Arts, All other fields	485	147	30.31
Business and Commerce, All other fields	1278	33	2.58	Education (1960-1969 only)	29	8	27.51
City Planning (1961-1969 only)⁶	44	2	4.55				
Computer Science and Systems, Total	158	4	2.53				
Analysis, Systems (1961-1969 only) ⁷							
Computer Science	99	3	3.03				
Systems Analysis	22	1	4.55				
Computer Science and Systems Analysis, All other fields	37	0	.00				
Education, Total	26,369	5230	19.83				
Physical Education	1143	313	27.38				

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969		Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Foreign Languages and Literature, Total	4158	1186	28.52	Metallurgy	213	0	.00
Linguistics	551	133	24.14	Meteorology	245	2	.82
Latin, Classical Greek	506	128	25.30	Pharmaceutical Chemistry (1951-1969 only)	289	13	.50
French	768	311	40.49	Physics	8415	168	2.00
Italian	47	17	36.17	Geology	2143	53	2.47
Portuguese	14	3	21.43	Geophysics	203	3	1.48
Spanish	668	217	32.49	Oceanography	222	4	1.80
Philology and Literature of Romance Languages	380	93	24.47	Earth Sciences, All other fields ¹⁸	170	2	1.18
German	678	171	25.22	Physical Science, All other fields	359	18	5.01
Other German Languages	27	5	18.52	Psychology, Total	9135	1845	20.20
Philology and Literature of Germanic Languages	52	9	17.31	General Psychology	7071	1365	19.30
Arabic	5	1	20.00	Clinical Psychology (1951-1969 only)	651	163	25.04
Chinese	14	2	14.29	Counseling and Guidance	138	33	23.91
Hebrew	23	1	4.35	Social Psychology (1961-1969 only)	309	68	22.01
Hindi, Urdu (1961-1969 only)	2	0	0.00	Rehabilitation Counselor Training (1964-1969 only)	36	8	22.22
Japanese	12	2	16.67	Educational Psychology (1964-1969 only)	137	37	27.01
Russian	116	28	24.14	Psychology, All other fields (1964-1969 only)	793	171	21.56
Other Slavic Languages	68	20	29.41	Religion, Total	2825	141	4.99
Foreign Language and Literature, All other fields	227	45	19.82	Religious Education, Bible	368	49	13.32
Forestry	558	1	.18	Theology	1417	49	3.46
Geography	663	37	5.58	Religion, Liberal Arts Curriculum	860	39	4.54
Health Professions, Total	1831	168	9.18	Religion, All other fields	180	4	2.22
Hospital Administration	20	1	.50	Social Sciences, Total	18,662	2072	11.10
Medical Technology	2	0	.00	Social Sciences, General	261	27	10.34
Nursing, Public Health Nursing	18	17	94.44	American Studies, Civilization, Culture	257	41	15.95
Optometry	16	1	6.25	Anthropology	942	202	21.44
Pharmacy	563	24	4.26	Area or Regional Studies	384	46	11.98
Physical Therapy, Physiotherapy	1	0	.00	Economics	3898	219	5.62
Public Health	418	62	14.83	History	4943	579	11.71
Radiologic Technology	3	0	.00	International Relations	425	33	7.76
Clinical Dental Services	24	4	16.77	Political Science or Government	2876	253	8.80
Clinical Medical Services	302	31	10.26	Sociology	2361	403	17.07
Clinical Veterinary Services	250	4	1.60	Agricultural Economics	1165	12	1.03
Health Professions, All other fields	214	24	11.21	Foreign Service Programs	11	1	9.09
Home Economics, Total	514	392	76.26	Industrial Relations	96	4	4.17
Home Economics, General	104	101	97.12	Public Administration	283	23	8.13
Child Development, Family Relations	174	87	50.00	Social Work, Social Administration	490	174	36.25
Clothing and Textiles	53	52	98.11	Social Science, All other fields	280	55	19.64
Foods and Nutrition	134	103	80.60	Trade or Industrial Training	84	0	.00
Institution Management or Administration	6	6	100.00	Broad General Curriculums and Miscellaneous Total	726	107	14.74
Home Economics, All other fields	43	38	88.37	Arts, General Programs	39	9	23.08
Law	268	12	4.48	Sciences, General Programs	84	9	10.71
Library Science	140	38	27.14	Arts and Sciences, General Programs	40	5	12.50
Mathematical Sciences, Total	6166	401	6.50	Teaching of English as a Foreign Language	27	10	37.04
Mathematics	5538	348	6.46	All Other Fields of Study ¹⁹	536	74	13.81
Statistics	781	53	6.79	Total All Fields (areas) reported:	154,111	17,929	11.63
Philosophy, Total	1701	188	11.05				
Philosophy	1520	155	10.20				
Scholastic Philosophy	181	33	18.23				
Physical Sciences, Total	25,736	1179	4.59				
Physical Sciences, General	93	3	3.23				
Astronomy	421	29	6.69				
Chemistry	12,003	894	7.45				

1. Where information was available from reports in this field was not given as a separate category in 1960-1961, proportions were computed based on information available. If the field was not listed as a separate category for more years than 1960-1961, the information was included in the residual category. Examples are listed.
2. Includes bacteriology, cytology, Mycology, Parasitology and Microbiology.
3. The status of the information in 1960-1961 when it was considered separately, is not clear.
- 4, 5, and 6. As in 1960-1961, no information applies.
- 7 and 8. These entries are separate.
- 9, 10, 11, and 12. Categories in other categories in earlier years.
13. Includes Education of the Deaf, Education of the Physically Handicapped, Education of the Multiple Handicapped.
14. Includes Curriculum, Methods of Instruction, Educational Research, and Educational Statistics.
15. Includes History, Philosophy, and Theory of Education.
16. Includes the residual category of Education, Unassigned.
17. A breakdown of the information was not available for the *Terminal Degree Conferred - Bachelor's and Higher Degrees* for the four academic years 1960 through 1963. Information is being reported in the breakdown by field but not by sex.
18. Includes the residual category of Earth Sciences, Unassigned.
19. Includes the residual category of All Other Fields of Study.

TAB H

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JURIS Doctor

Magazine for the New Lawyer

Volume 2 Number 6

March 1972

Five-Year Increase in Number of Women at Accredited Law Schools			
Law School Year	No. Women Law Students	Total No. Law Students	Percentage of Women
1971-72	8,914	94,468	9.4%
1970-71	6,930	82,041	8.4%
1969-70	4,715	68,386	6.9%
1968-69	3,704	62,779	5.9%
1967-68	2,906	64,406	4.6%

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TAB I

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**LIST OF WOMEN'S CAUCUSES AND COMMITTEES
IN PROFESSIONAL ASSOCIATIONS**

Source: The Project on the Status & Education of Women,
Association of American Colleges, 1818 R St. N.W. 20009

ADULT EDUCATION ASSOCIATION (AEA)

Commission on the Status of Women in Adult Education

Chairperson: Dr. Beverly Cassara
10421 Courthouse Drive
Fairfax, VA 22030

AMERICAN ACADEMY OF RELIGION

TF on the Status of Women - The Academic Study of Religion

Chairperson: Elizabeth Schussler Fiorenza
1223 N. Lawrence St.
South Bend, IN 46617

AMERICAN ANTHROPOLOGICAL ASSOCIATION (AAA)

Committee on the Status of Women in Anthropology

Chairperson: Prof. Shirley Gorenstein
Dept. of Anthropology
Columbia University, New York, NY 10027

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

Women's Caucus of the A.A.A.S.

Chairperson: Ms. Virginia Walbot
Dept. of Biochemistry
University of Georgia, Athens, GA. 30601

AMERICAN ASSOCIATION OF IMMUNOLOGISTS (AAI)

Committee on the Status of Women

Chairperson: Dr. Helene C. Rauch
Dept. of Medical Microbiology
Stanford University School of Medicine
Stanford, CA 94305

AMERICAN ASSOCIATION FOR HEALTH & PHYSICAL EDUCATION

Committee on Women

Chairperson: Professor Ione G. Shaddock
Drake University
Des Moines, Iowa 50311

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)

Committee on the Status of Women in the Profession

Chairperson: Dr. Alice S. Rossi
Dept. of Sociology
Goucher College, Towson, MD 21204

AAUP Contact: Ms. Margaret Rumbarger
Associate Secretary, AAUP
One Dupont Circle, Washington, D.C. 20036

AMERICAN BAR ASSOCIATION

Women's Rights Unit

State-by-State Roster of Women Lawyers, being compiled by:
Dr. Lee Ellen Ford
336 Hickory St.
Butler, Indiana 46721

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AMERICAN CHEMICAL SOCIETY (ACS)

Women Chemists Committee

Chairperson: Ms. Helen M. Free
Ames Co., Miles Labs., Inc.
Elkhart, IN 46514

AMERICAN COLLEGE PERSONNEL ASSOCIATION (ACPA)

Women's Task Force

Chairperson: Dr. Jane E. McCormick
Asst. to Vice-President of Student Affairs
Penn State U.
University Park, Pennsylvania 16802

AMERICAN ECONOMICS ASSOCIATION

Committee on the Status of Women in the Economics Profession

Chairperson: Carolyn Shaw Bell
Wellesley College
Wellesley, Mass. 02181

AMERICAN FEDERATION OF TEACHERS

Women's Rights Committee

Chairperson: Marjorie Stern
1012 14th Street
Washington, D.C. 20005

AMERICAN HISTORICAL ASSOCIATION (AHA)

a. Committee on Women Historians

Chairperson: Dr. Linda Kerber
University of Iowa
Iowa City, Iowa 52240

(Staff Liaison:

Dr. Charlotte Quinn*
400 A St. S.E.
Washington, D.C. 20003

b. Coordinating Committee on Women in the Historical Profession (CCWHP)

Chairperson: Dr. Sandi Cooper
Richmond College
CUNY Staten Island, NY 10301

*Roster of Women Historians available for \$5.00 (contribution) from:
Dr. Charlotte Quinn

AMERICAN LIBRARY ASSOCIATION (ALA)

Social Responsibilities Round Table (SSRT)

Task Force on the Status of Women

Chairperson: Ms. Michelle Rudy
1403 LeGore Lane
Manhattan, KS 66502

Roster of Women Librarians is being compiled by:

Margaret Myers
Graduate School of Library Service
Rutgers University
New Brunswick, NJ 08903

AMERICAN MATHEMATICAL SOCIETY (AMS)

ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) (independent group)

Chairperson: Prof. Mary Gray, Dept. of Mathematics
The American University
Washington, D.C. 20016

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

Women's Caucus

Correspondents: Dr. Lynn E. Haun
California State University
Sacramento, Calif. 95819

Dr. Beatrice O. Pressley
California State University
Hayward, Calif. 94542

AMERICAN PHILOSOPHICAL ASSOCIATION (APA)

a. Subcommittee on Status of Women in the Profession

Chairperson: Prof. Mary Mothershead
Dept. of Philosophy
Barnard College, New York, NY 10027

b. Society for Women in Philosophy (Independent group)

Chairperson: Hannah Hargrave
Dept. of Philosophy
Western Illinois University
Macomb, Illinois 61455

AMERICAN PHYSICAL SOCIETY

Committee on Women in Physics

Chairperson: Dr. Elizabeth Baranger
Physics Dept., MIT
Cambridge, MA 02139

Roster of Women Physicists available for \$5.00 from:
American Institute of Physics Placement Service
335 West 45th St.
New York, NY 10017

AMERICAN POLITICAL SCIENCE ASSOCIATION (APSA)

a. Committee on the Status of Women in the Profession

Chairperson: Dr. Ruth Silva
Pennsylvania State University
University Park, PA 16802

b. Women's Caucus for Political Science (WCPS)

Chairperson: Dr. Marie Rosenberg
School of Business, University of Wisconsin
Eau Claire, Wisconsin 54701

AMERICAN PSYCHOLOGICAL ASSOCIATION (APA)

a. Task Force on the Status of Women in Psychology

Chairperson: Dr. Helen Astin, Director of Research
University Research Corp.
4301 Connecticut Ave., N.W.
Washington, D.C. 20008

(Staff Liaison: Dr. Tena Cummings*
APA, 1200 17th St. N.W.
Washington, D.C. 20036

**b. Association for Women in Psychology (AWP) is an independent group,
initially a caucus within APA)**

Editor: Dr. Leigh Marlowe
Manhattan Community College
180 West End Ave., New York, NY 10023
Public Relations: Dr. Jo-Ann Evans Gardner
726 St. James St.
Pittsburgh, PA 15232

Roster of Women Psychologists available from:
Dr. Tena Cummings

AMERICAN PUBLIC HEALTH ASSOCIATION

Women's Caucus

Chairperson: Ana O. Dumois
Community Health Institute
225 Park Ave. So.
New York, NY 10003

AMERICAN SOCIETY OF BIOLOGICAL CHEMISTS

Subcommittee on the Status of Women

Chairperson: Dr. Loretta Leive
Bldg. 4, Room 111
National Institutes of Health
Bethesda, MD 20014

AMERICAN SOCIETY FOR MICROBIOLOGY

Committee on the Status of Women Microbiologists

Chairperson: Dr. Mary Louise Robbins
Medical School, 1339 H St. N.W.
The George Washington University
Washington, D.C. 20005

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION

Task Force on Women in Public Administration

Chairperson: Mrs. Joan Fiss Bishop
Director of Career Services
Wellesley College, Wellesley, MA 02181

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA)

a. Ad Hoc Committee on the Status of Women in Sociology

Chairperson: Dr. Elise Boulding
Behavioral Science Institute
U. of Colorado, Boulder, CO 80302

b. Sociologists for Women in Society (SWS) (independent group formerly caucus)

Chairperson: Dr. Alice Rossi
Dept. of Sociology
Gaucher College, Towson, MD 21204

AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)

Women's Caucus, ASTD

Steering Committee: Dr. Shirley McCune
Center for Human Relations
NEA, 1601 16th St. N.W.
Washington, D.C. 20036

Ms. Althea Simmons, Dr. of Training
NAACP, 200 E 27th St.
New York, NY 10016

AMERICAN SPEECH AND HEARING ASSOCIATION (ASHA)

a. Subcommittee on the Status of Women

Chairperson: Mrs. Dorothy K. Marge
8011 Longbrook Rd.
Springfield, VA 22152

b. Caucus on Status of Women in ASHA (same as above)

AMERICAN STATISTICAL ASSOCIATION

Caucus for Women in Statistics

Chairperson: Dr. Jean D. Gibbons
College of Commerce and Business Administration
University of Alabama
University, Ala. 35486

ASSOCIATION OF AMERICAN GEOGRAPHERS

Committee on Women in Geography

Chairperson: Dr. Ann Larrimore
Department of Geography
University of Michigan
Ann Arbor, MI 48104

ASSOCIATION OF AMERICAN LAW SCHOOLS (AALS)

Committee on Equality of Opportunity for Women in the Legal Profession

Chairperson: Prof. Ruth B. Ginsburg
School of Law
Columbia University, 435 W. 116th St.
New York, NY 10027

ASSOCIATION OF ASIAN STUDIES

Committee on the Status of Women

Chairperson: Prof. Joyce K. Kallgren
Center for Chinese Studies
2168 Shattuck Ave.
Berkeley, CA 94705

ASSOCIATION OF WOMEN IN SCIENCE (independent group)

Co-Presidents: Dr. Judith G. Pool*
Stanford Medical School
Stanford University, Stanford, CA 94305

Dr. Heena B. Schwartz
Dept. of Psychiatry, College of Medicine
U. of Illinois at the Medical Center
P.O. Box 6998, Chicago, IL 60680

***Roster of Women Engineers, Scientists, Medical & Paramedical Specialists**
is available from: **Dr. Judith G. Pool**

BIOPHYSICAL SOCIETY

Professional Opportunities for Women of the Biophysical Society --

Caucus of Women Biophysicists

Chairperson: Dr. Rita Guttman
Dept. of Biology
Brooklyn College
Brooklyn, NY 11210

COLLEGE ART ASSOCIATION

a. Commission on the Status of Women in Art

Professor Linda Noehlin Pommer
Vassar College
Poughkeepsie, NY 12601

b. Women's Caucus

Co-Chairwomen: Prof. Ann Harris, Art Dept.
Hunter College, New York, NY 10021

Ms. Judy Patt
2429 Vallejo, San Francisco, Calif. 94132

GRADUATE WOMEN IN SCIENCE (Sigma Delta Epsilon)

President: Dr. Hazel Metz Fox
1231 N. 38th St.
Lincoln, NE 65503

LINGUISTIC SOCIETY OF AMERICA (LSA)

LSA Women's Caucus

Correspondents: Ms. Lynette Hirschman
Ms. Georgette Ioup
162 W. Hansberry
Philadelphia, PA 19144

MODERN LANGUAGE ASSOCIATION (MLA)

a. MLA Commission on the Status of Women in the Profession

Chairperson: Dr. Elaine Hedges
Towson State College
Baltimore, MD 21204

b. Women's Caucus of the MLA

President: Dr. Verna Wittrock
Dept. of English
Eastern Illinois U., Charleston, IL 61920

NATIONAL COUNCIL ON FAMILY RELATIONS (NCFR)

Task Force on Women's Rights and Responsibilities

Chairperson: Dr. Rose Somerville
Sociology Dept.
San Diego State College
San Diego, CA 92115

NATIONAL COUNCIL OF TEACHERS OF ENGLISH (NCTE)

Women's Committee

Chairperson: Dr. Janet Emig
Department of English
Rutgers University
New Brunswick, NJ 08903

NATIONAL EDUCATION ASSOCIATION

Women's Caucus

Chairperson: Mrs. Helen Bain
NEA, 1201 16th St.
Washington, D.C. 20036

NATIONAL VOCATIONAL GUIDANCE ASSOCIATION (NVGA)

NVGA Commission on the Occupational Status of Women

Chairperson: Mrs. Thelma C. Lennon, Director
Pupil Personnel Services, Dept. of Public Instruction
Raleigh, NC 27602

PHILOSOPHY OF EDUCATION SOCIETY

a. Women's Caucus

Chairperson: Dr. Elizabeth Steiner Maccia
Dept. of History & Philosophy of Education
Indiana University, Bloomington, IN 47401

b. Committee on the Status of Women (same as above)

POPULATION ASSOCIATION OF AMERICA

Women's Caucus

Chairperson: Prof. Ruth B. Dixon
Dept. of Sociology
University of California, Davis
Davis, CA 95616

PROFESSIONAL WOMEN'S CAUCUS (PWC)

P.O. Box 1057, Radio City Station
New York, NY 10019

Pres: Margaret Anderson
Rockland City Guidance Center for Women
Palisades, NY

SOCIETY FOR CELL BIOLOGY

Women in Cell Biology

Chairperson: Ms. Virginia Walbot
Dept. of Biochemistry
Univ. of Georgia, Athens GA. 30601

SOCIETY FOR WOMEN ENGINEERS (independent group)

Executive Secretary: Winifred D. White
345 East 47th Street
New York, NY 10017

THETA SIGMA PHI

National Society for Journalism/Communications

President: Mrs. Fran Harris
WWJ Stations
Detroit, MI 48231

UNITED PRESBYTERIAN CHURCH IN THE USA

Task Force on Women

Co-Chairpersons: Patricia Doyle and Elaine Homrighouse
Board of Christian Education
United Presbyterian Church, Witherspoon Bldg.
Philadelphia, PA 19107

WOMEN THEOLOGIANS

Roster of Women Theologians is available from:
Elizabeth Dempster, Interim Director
Boston Theological Institute
Women's Placement Service
45 Francis Ave.
Cambridge, Mass. 02138

February 1973

TAB J

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WOMEN ACADEMIC ADMINISTRATORS IN U.S. HIGHER EDUCATION, AUGUST 1972

	PUBLIC INSTITUTIONS		PRIVATE INSTITUTIONS		TOTAL		
	Lay	Religious	Lay	Religious	Lay	Religious	Total
PRESIDENTS and CHANCELLORS	Arts & Sciences Professional, Technical & Vocational*	10 -- --	--	13 5 1	139	23	162
ACADEMIC DEANS and ACADEMIC VICE-PRESIDENTS	Arts & Sciences Professional, Technical & Vocational*	41 127 --	--	68 16 5	155 27	109 143	264 170
ASSOCIATE and ASSISTANT ACADEMIC DEANS	Arts & Sciences Professional, Technical & Vocational*	10 3 --	--	5 -- 3	3 --	15 3	18 3
FINANCIAL and/or ADMINISTRATIVE OFFICERS	Arts & Sciences Professional, Technical & Vocational*	36 8 --	--	34 26	113 3	70 34	183 37
<u>TOTAL</u>	Arts & Sciences Professional, Technical & Vocational*	97 138 237	--	120 47 167	407 31 438	217 185 402	627 216 843**

*Including health sciences, home economics, business and education

**Of this total, 80 have participated in the Institute for College and University Administrators

TAB K

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How many women?

No one knows how many women are in the profession, are registered, or are even members of the AIA.

The last information on AIA membership comes from a tally of women members made by the AIA staff in 1969. The total was then 270; it is now estimated to be 1,000. Total membership in 1971 is estimated to be 1,000.

Major statistics on the number of women in the profession are given in the following table. The data are based on the 1970 U.S. Census. The figures are for the 1970 population of the United States, which was 205 million.

The following table shows the number of women in the profession in 1970. The figures are based on the 1970 U.S. Census. The figures are for the 1970 population of the United States, which was 205 million.

Women find few barriers to entrance into the relatively new and growing occupations that are stereotyped as "women's work."

In the 1970 Handbook on Women Workers, a compendium of facts published periodically by the Women's Bureau, the architecture appears not to be in the stereotyped "women's work" category. But women remain a small part of the profession. In the Bureau of Labor Statistics report, 1970, 19% of all workers in the profession were women.

Women generally earn about \$3 for every \$5 earned by a man, although that figure is as high as \$4.33 for "professional technical" workers (four million of the 10 million women employed). This differential doesn't necessarily mean that women are receiving unequal pay for equal work; it reflects the fact that women are more likely to be in low-schelon jobs. Actually only 3% of all women in the private sector earn more than \$10,000 a year, according to a White House staff member who is recruiting women into a job-raising government job. In fact, women's income relative to men's has deteriorated in most occupations in the last 15 years, during a time when the number of employed women has hit a record high. Women, today, comprise two-fifths of the labor force.

How many women are studying architecture? David Clarke, Executive Secretary of the Association of College Schools of Architecture (ACSA), reports:

"The number of women last year was 2,000 over 1971-72, and this year it's even bigger." But when the number of women is taken into the relative population, the picture is different. In 1971, the ACSA reported that only 11% of architecture students in architecture schools were women. In 1972, the figure was 11.5%.

Look in its special issue on "The American Woman," March 30, 1972, in one this single observation on the profession: "Women architects have fared better than in other professions. Only 6% of the students in architecture schools are women and only 1% of the members of the American Institute of Architects are women. It is not of course, statistically important as the quality of talent, but it is hard to believe that women are so talented in the state of the art."

Another measurement of the quality of the talent is the National Research Foundation and the Human Engineering Laboratory which has tested and not people over the past 50 years. Of 22 different aptitude categories, 16 are identical for men and women are equal in 11, women excel in six, men in two. In the two aptitudes are grip strength, strength, and "flexibility" are not equal. "The ability to do things in three-dimensional space, an ability that is central to the technical and artistic professions, is not equal." Architects are not equal in "handing." However, the exact figures are one woman in four, one man in two. A paper on "The Potential of Women" by the Human Engineering Laboratory (1971 Boston State University) of the study says that only 25% of the students in these professions are women, even though the population is 25% female population.



TAB L

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Women on Journalism Faculties - 1971-72
 United States Colleges and Universities
 Academic Rank

<u>Rank</u>	<u>Total</u>	<u>Men</u>	<u>Women</u>	<u>Women's per-centage of total</u>
Administrators: deans, directors, chairmen, etc.	* 177	177	0	0 %
Professor	377	370	7	1 3/4 %
Associate Professor	565	345	20	5 1/2 %
Assistant Professor	467	434	33	7 %
Lecturers	212	190	22	10 1/2 %
Instructor	266	229	37	13 3/4 %
Visiting lecturer or professor	19	16	3	15 3/4 %
Part-time Lecturer	114	106	8	7 1/2 %
Teaching Fellow	1	1	0	0 %
Extension Education	1	0	1	100 %
Others	<u>114</u>	<u>104</u>	<u>10</u>	<u>8 3/4 %</u>
TOTAL	2,113	1,972	141	
Minus administrators duplicated in other academic rank lists	<u>159</u>	<u>159</u>	<u>0</u>	
ACTUAL TOTAL	1,954	1,813	141	7 1/4 %

* at 170 schools

Schools with NO women on faculty	90	52 1/4 %
Schools with only one woman on faculty	48	28 3/4 %
Schools with two women on faculty	17	
Schools with three women on faculty	8	
Schools with four women on faculty	4	
Schools with five women on faculty	2	
Schools with nine women on faculty	<u>1</u>	
	<u>170</u>	

81% have none or only one woman on faculty

TAB M

4853

Table 5.10a

Percentage of all physicians in various specialities who are women

Speciality	% Women	Speciality	% Women	Speciality	% Women
<u>Medical (total)</u>	9.0	<u>Surgical (total)</u>	2.4	<u>Other (total)</u>	8.9
Allergy	6.6	General surgery	1.0	Anesthesiology	14.0
Cardiovascular	2.8	Obstetrics	5.9	Neurology	6.9
Dermatology	7.0	Gynecology		Occupat'l Med.	3.1
Gastroenterology	2.3	Ophthalmology	3.2	Pathology	11.6
Internal Medicine	5.4	Orthopedic	0.5	Psychiatry	12.5
Pediatrics	20.3	Otolaryngology	1.0	Physical Med.	15.2
Pulmonary	8.0	Plastic	2.7	Preventive Med.	12.1
<u>General Practice</u>	4.2	Other surgery	0.4	Public Health	18.5
				Radiology	4.8
				Other	7.4

Table 5.10b

Percentage of all physicians in various professional activities who are women

Speciality	All	Office based practice	Hospital based practice	Other activity
General practice	4.2	3.6	9.6	7.7
Medical Specialities	9.0	6.4	13.5	10.9
Surgical Specialities	2.4	2.0	3.4	3.8
Other Specialities	8.9	8.1	9.7	8.9
TOTAL	6.7	4.6	10.5	9.0

Goals for Women in Science
 Women in Science and Engineering
 Boston, Massachusetts
 August 1972

TAB N

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THE PROFILE OF MEDICAL PRACTICE
Center for Health Services Research
American Medical Association
1972 Edition, P. 104

TABLE 52 -- DISTRIBUTION OF PHYSICIANS AMONG SPECIALTY GROUPS^c
BY SEX, DECEMBER 31, 1971

Specialty Group	Number of Women Physicians in Group	Percent of Women Physicians in Group	Number of Men Physicians in Group	Percent of Men Physicians in Group
Total	22,563 ^d	100.0	296,136 ^e	100.0
General practice	2,462	10.9	53,896	18.2
Internal medicine	3,242	14.4	54,617	18.4
Surgery	855	3.8	69,154	23.4
Obstetrics/gynecology	1,421	6.3	18,349	6.2
Pediatrics	4,247	18.8	15,671	5.3
Psychiatry	3,209	14.2	21,241	7.2
Radiology	754	3.3	13,585	4.6
Anesthesiology	1,655	7.3	9,902	3.3
Pathology	1,435	6.4	9,471	3.2
Other	3,283	14.6	30,250	10.2

^a-Source: Special Tabulations from Physician Records, 1971. American Medical Association
^b-Excludes 4,471 physicians (48^a not classified, 3,539 inactive, and 451 address unknown).
^c-Excludes 21,653 physicians (3,048 not classified, 15,849 inactive, and 2,756 address unknown).

TABLE 53 -- APPLICANTS AND ADMISSIONS TO MEDICAL SCHOOL BY SEX,
SELECTED YEARS 1929-1930 THROUGH 1970-1971

First-Year Class	Men			Women			Women as Percentage of Total Accepted
	Number Applicants	Number Accepted	Percentage Accepted	Number Applicants	Number Accepted	Percentage Accepted	
1929-30	13,174	6,720	51.0	481	315	65.5	4.5
1930-40	11,168	5,890	52.7	632	321	50.8	5.2
1940-50	23,044	6,750	29.3	1,390	400	28.8	5.6
1950-60	13,926	7,968	57.2	1,026	544	53.0	6.4
1960-67	16,554	8,267	49.9	1,696	856	50.5	9.4
1967-69	16,773	8,718	51.9	1,951	984	50.4	10.1
1969-70	19,021	9,116	47.9	2,097	976	46.5	9.7
1970-71	22,176	9,536	43.0	2,289	1,011	44.2	9.6
1970-71	22,253	10,203	45.9	2,724	1,297	47.4	11.3

TABLE 54 -- PERCENTAGE OF WOMEN IN SELECTED PROFESSIONAL OCCUPATIONS,¹ 1970

Occupation	Women as Percentage of All Workers
Lawyers	3.5
College presidents, professors, instructors	19.0
Clergy	5.8
Doctors	6.8
Engineers	0.8
Journalists	2.1
Scientists	9.9
Politicians	28.0
Managers	8.6
Administrators	26.4
Physicists	4.2
Nurses	97.0
Social workers	57.0
Librarians	85.0

¹-Source: U.S. Bureau of the Census, Census of Population, 1960, Vol. 1, table 202, pp. 528-33, In: Epstein G.F., Woman's Place (Berkeley: University of California Press, 1970), p. 7.

TAB 0

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Table 24. Descriptive and Factorial Characteristics of American High Schools, 1969
 of Teachers' Publications

Characteristic	All High Schools		Public High Schools		Private High Schools		Total	
	N	%	N	%	N	%	N	%
Number of teachers	1,000	100	1,000	100	1,000	100	1,000	100
Number of publications	1,000	100	1,000	100	1,000	100	1,000	100
Number of articles	1,000	100	1,000	100	1,000	100	1,000	100
Number of book chapters	1,000	100	1,000	100	1,000	100	1,000	100
Number of booklets	1,000	100	1,000	100	1,000	100	1,000	100
Number of pamphlets	1,000	100	1,000	100	1,000	100	1,000	100
Number of other publications	1,000	100	1,000	100	1,000	100	1,000	100
Number of articles per teacher	1.00	100	1.00	100	1.00	100	1.00	100
Number of book chapters per teacher	1.00	100	1.00	100	1.00	100	1.00	100
Number of booklets per teacher	1.00	100	1.00	100	1.00	100	1.00	100
Number of pamphlets per teacher	1.00	100	1.00	100	1.00	100	1.00	100
Number of other publications per teacher	1.00	100	1.00	100	1.00	100	1.00	100
Number of articles per school	1.00	100	1.00	100	1.00	100	1.00	100
Number of book chapters per school	1.00	100	1.00	100	1.00	100	1.00	100
Number of booklets per school	1.00	100	1.00	100	1.00	100	1.00	100
Number of pamphlets per school	1.00	100	1.00	100	1.00	100	1.00	100
Number of other publications per school	1.00	100	1.00	100	1.00	100	1.00	100
Number of articles per year	1.00	100	1.00	100	1.00	100	1.00	100
Number of book chapters per year	1.00	100	1.00	100	1.00	100	1.00	100
Number of booklets per year	1.00	100	1.00	100	1.00	100	1.00	100
Number of pamphlets per year	1.00	100	1.00	100	1.00	100	1.00	100
Number of other publications per year	1.00	100	1.00	100	1.00	100	1.00	100

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TAB P

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Enrollment trends in 1971 8

TABLE 6 Enrollment changes between fall 1970 and fall 1971 in four-year colleges and universities

	All*		All excepting specialized institutions		Public universities		Public four-year		Private universities		Private four-year	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Total graduate (in all post-B.A. programs)	389†	4.4‡	326	4.3	61	2.7	99	8.5	34	0.7	128	9.3
Men	372	3.7	314	3.7	61	2.4	95	8.0	33	0.7	121	8.8
Women	370	6.0	314	5.7	61	3.0	96	8.9	33	2.3	120	12.3
Black	196	38.1	159	39.8	32	53.1	42	29.2	17	45.8	65	31.2
Spanish surname	158	30.7	130	30.6	25	18.0	35	36.5	12	89.6	54	40.7
First-time graduate (all post-B.A. programs)	299	2.8	248	3.0	50	1.1	64	10.9	27	-1.2	103	3.4
Men	265	0.7	217	0.8	45	0.2	53	11.7	22	-4.4	93	-1.7
Women	260	4.7	215	4.6	45	-3.5	53	12.4	22	2.6	91	16.0
Black	131	11.2	102	12.2	16	15.2	22	-1.4	10	21.0	51	20.5
Spanish surname	103	35.8	82	33.0	13	-12.5	21	60.0	7	5	38	68.0

* Includes professional and other specialized schools—medical, art, theological, etc.

† Number of institutions reporting data for fall 1970 and 1971.

‡ Percentage change between 1970 and 1971.

§ Data not available.

Enrollment Trends in 1971

A Technical Report Sponsored by
The Carnegie Commission on Higher Education

TAB Q

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