

NEW ENGLAND BOARD  
of HIGHER EDUCATION 

# Indicators of Postsecondary Diversity, Equity, & Inclusion in New England

Fall 2020 Board Meeting  
September 25, 2020  
Stephanie Murphy



# Three New Englanders, Three New Englands



SEPTEMBER 2020

## INDICATORS OF POSTSECONDARY DIVERSITY, EQUITY, AND INCLUSION IN NEW ENGLAND



*New England Board of Higher Education*

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## Indicator #1 College-Readines

- Projected High School Graduation Rates
- High School Dropout Rates
- AP College-Readiness Benchmarks

## Indicator #2 Access & Enrollment

- Enrollment Rates by
  - Sector
  - Race/Ethnicity
  - Household Characteristics

## Indicator #3 Affordability & Debt

- Net College Cost Trends
- Average Student Loan Balance
- Share of Students with Student Loan Debt
- Cumulative Student Loan Debt by Race/Ethnicity

## Indicator #4 Post-College Success

- Postsecondary Attainment Rates
- Six-Year Completion Rates
- Share of Degrees Awarded

## Indicator #5 Faculty Diversity

- Racial and Gender Make-up of Instructional Staff with Faculty Status
- Academic Rank of Instructional Staff
- New Instructional Staff Hires
- Racial/Ethnic Representation of the Faculty Population

# Demographic Shifts: New England Today and Tomorrow

The region's white population is shrinking.  
Minority populations are growing.

## Between 2010-2018

White population **shrank** by 3.1%

Black population **grew** by 13.2%

Hispanic population **grew** by 29.4%

## Between 2020-2036

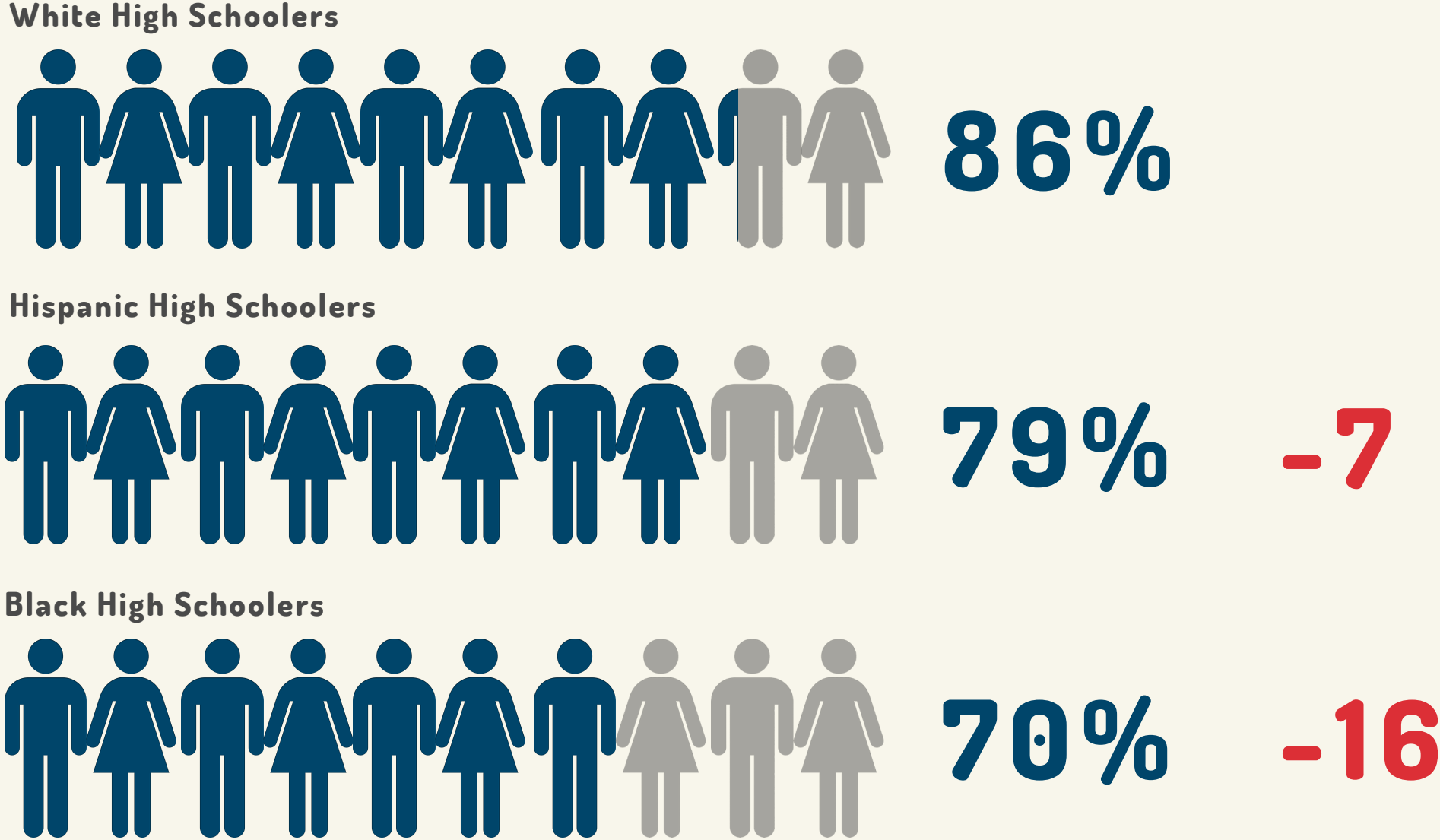
Number of white high school graduates  
projected to **decline** by 21%

Population of Black high school graduated  
expected to **grow** by 7%

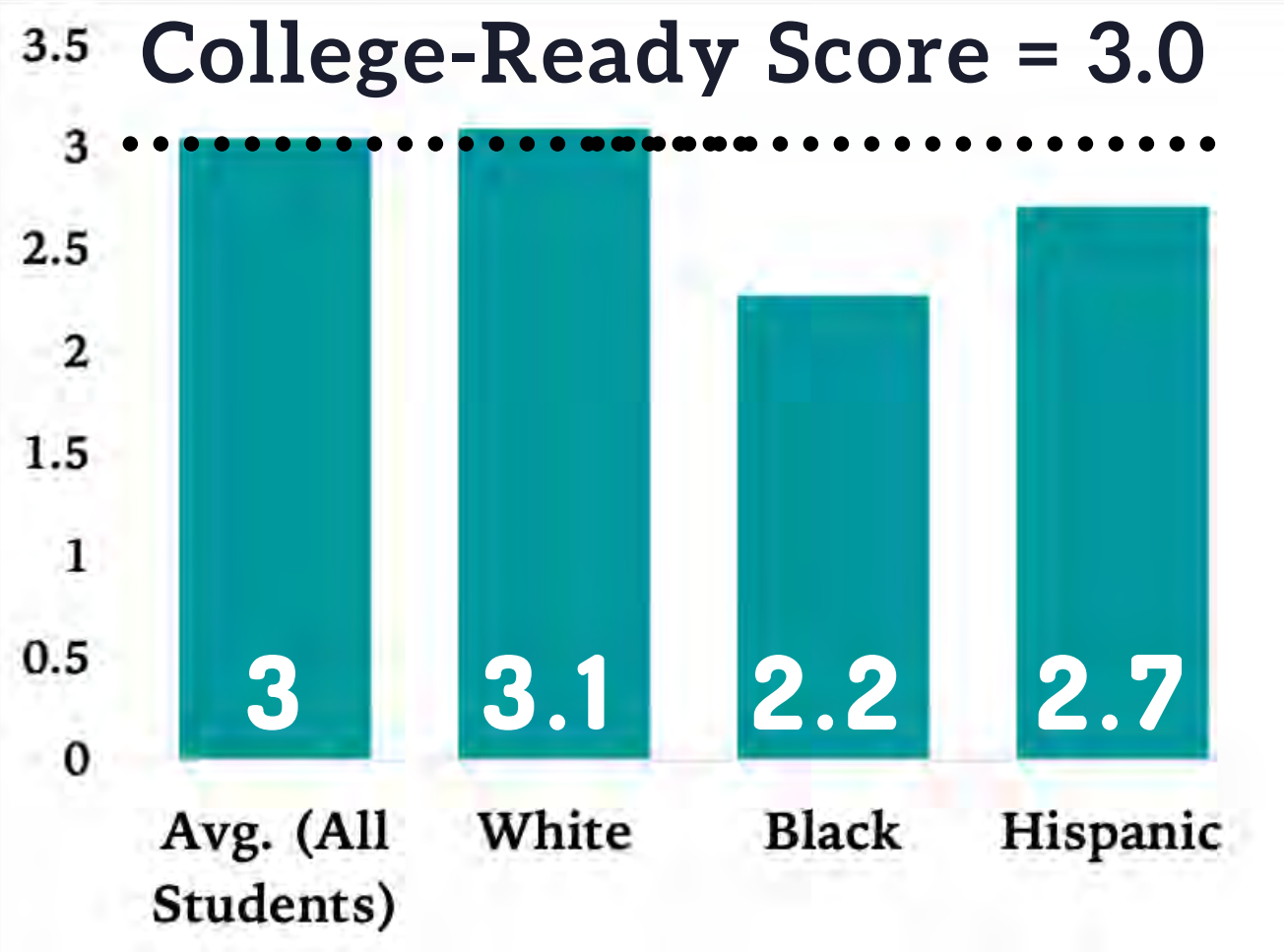
Population of Hispanic high school graduated  
projected to **grow** by 26%

# College- and Career-Readiness

## Public High School Graduation Rates in New England: 2017-18



## Mean AP Scores in New England (All Exams): 2019

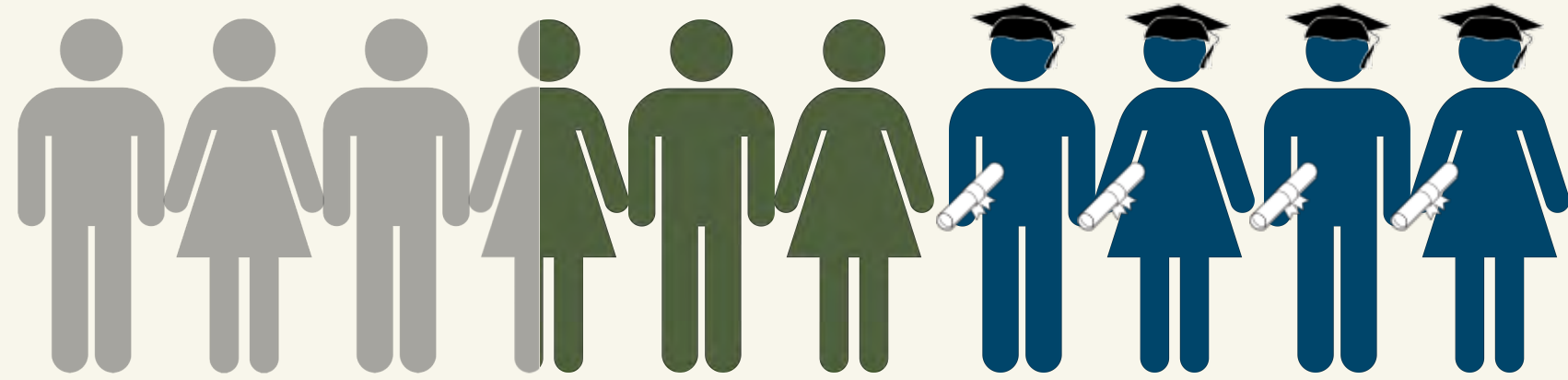


SOURCE: U.S. Department of Education, Office of Elementary and Secondary Education, Consolidated State Performance Report, Table 219.46.

Source: NEBHE analysis of the College Board's National and State Summary Reports for 2019.

# High Value Credential Attainment

White New Englanders...



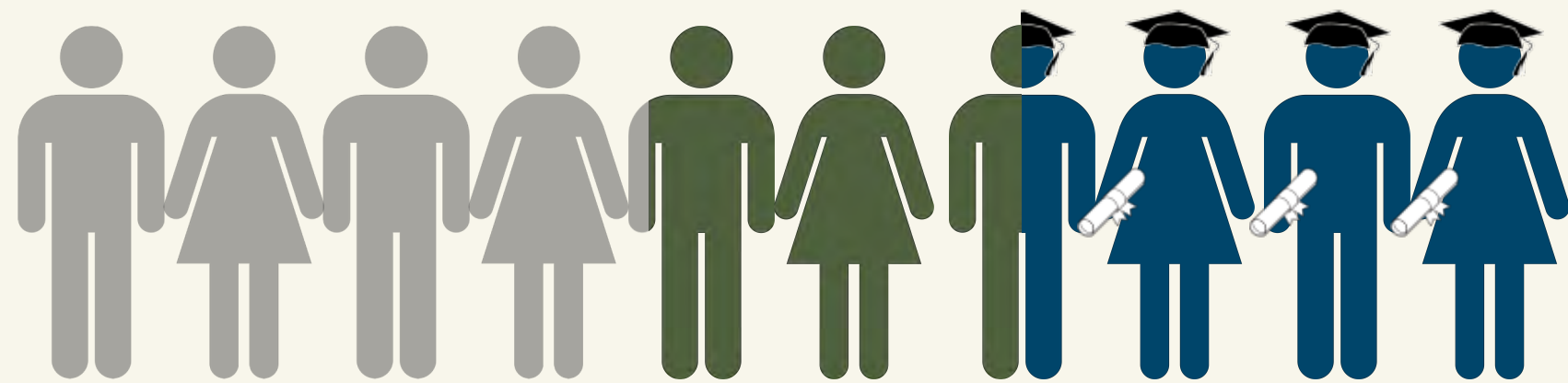
Enroll in college right after high school

67%

Earn an associate degree or higher

42%

Black New Englanders...



58%

35%

Hispanic New Englanders...



48%

33%

SOURCES: The National Student Clearing House for the graduating class of 2018 via the New England Secondary School Consortium 2019 Common Data Project. Attainment rates are from Lumina Foundation, A Stronger Nation Report.

# Employment Outcomes (2019)

	<b>% of New England Pop.</b>	<b>Colleges/ Universities</b>	<b>Computer Systems Design</b>	<b>Physical, Engineering, Life Sciences R&amp;D</b>
<b>Average Earnings</b>		\$97,961	\$163,998	\$207,340
<b>White</b>	85.1%	76.9%	72.7%	72.3%
<b>Black/African American</b>	5.2%	6.2%	2.7%	3.5%
<b>Hispanic/Latino</b>	8.9%	6.3%	4.2%	5.0%

# Faculty Diversity

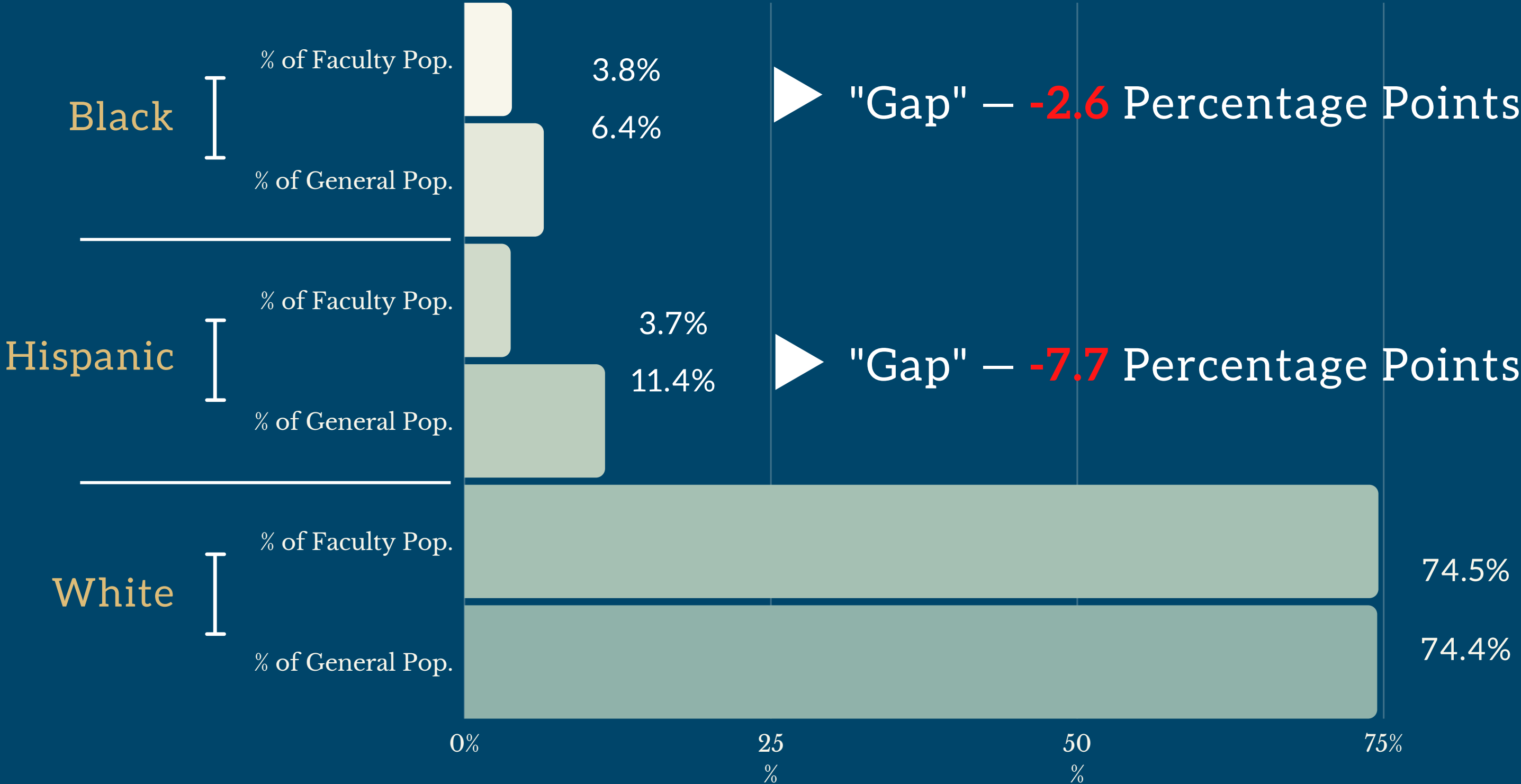
“Our teachers  
should look like  
America”

- Richard Riley, Fmr. Secretary of  
Education under Pres. Clinton





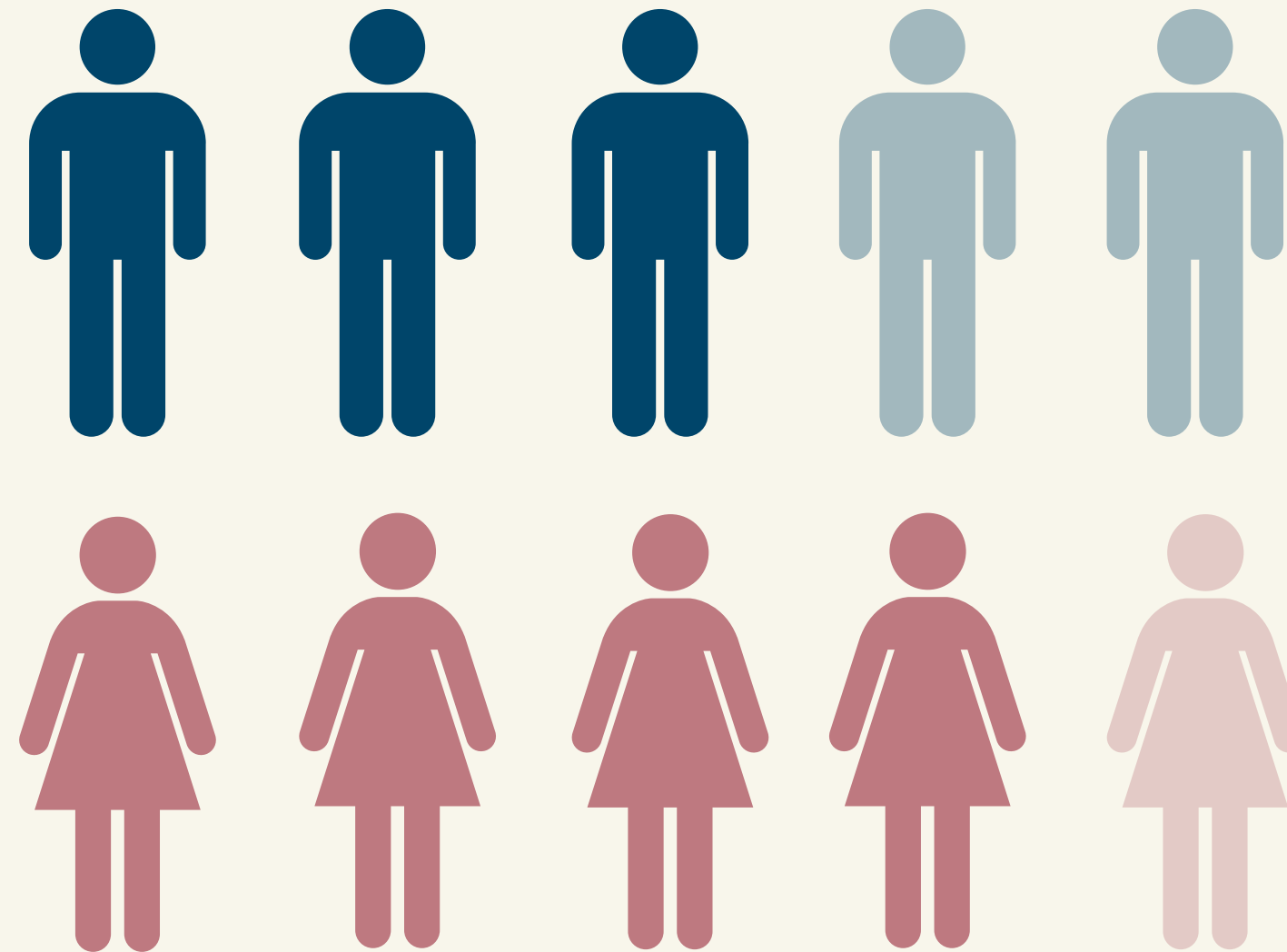
# Racial/Ethnic Groups as a Percentage of the Faculty Population vs. the General Population, New England (2018)



SOURCE: IPEDS, Spring 2019, Human Resource component, Fall staff section

# 7 out of 10

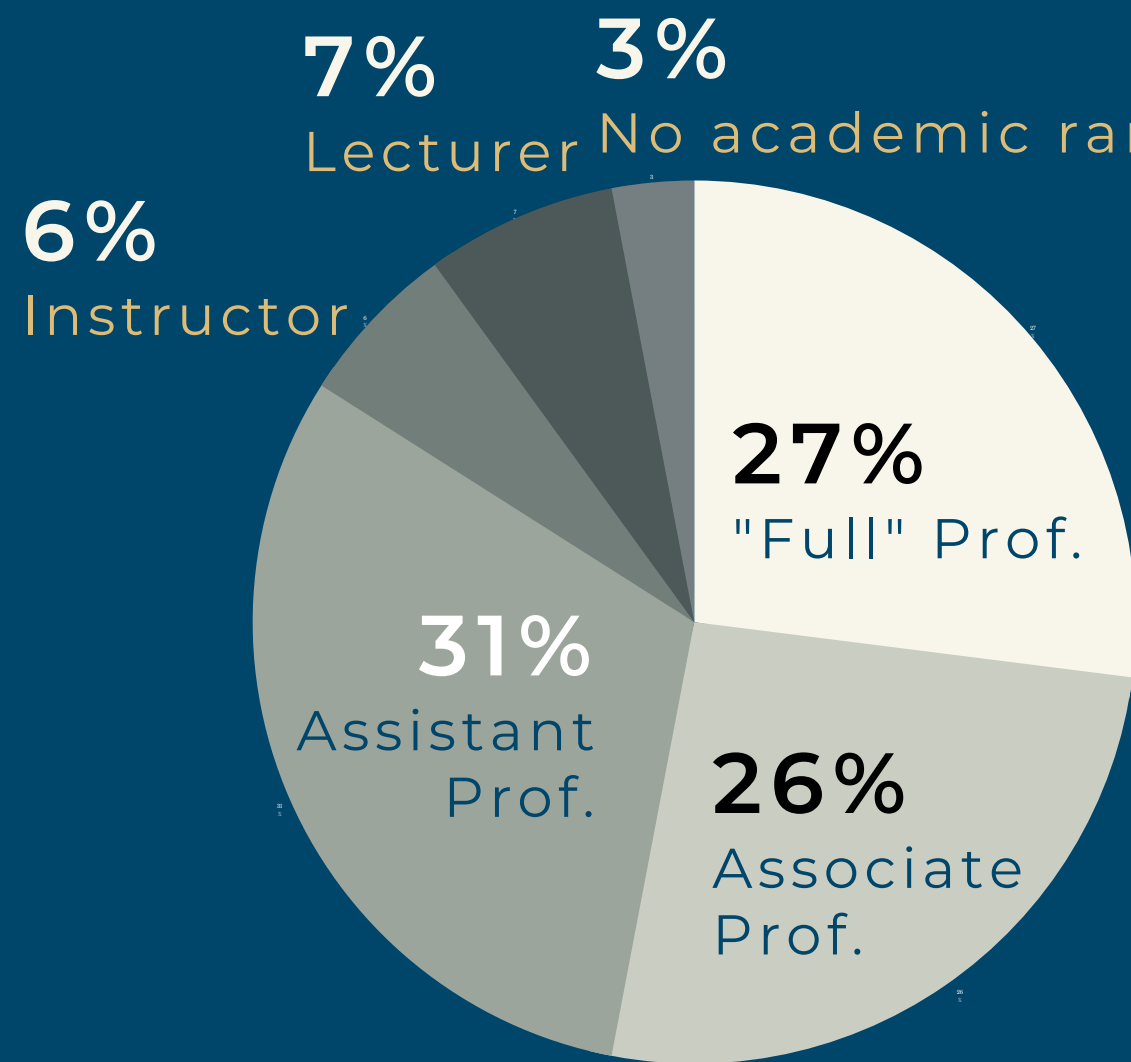
new hires at New England's colleges and universities in 2018 were **white**.



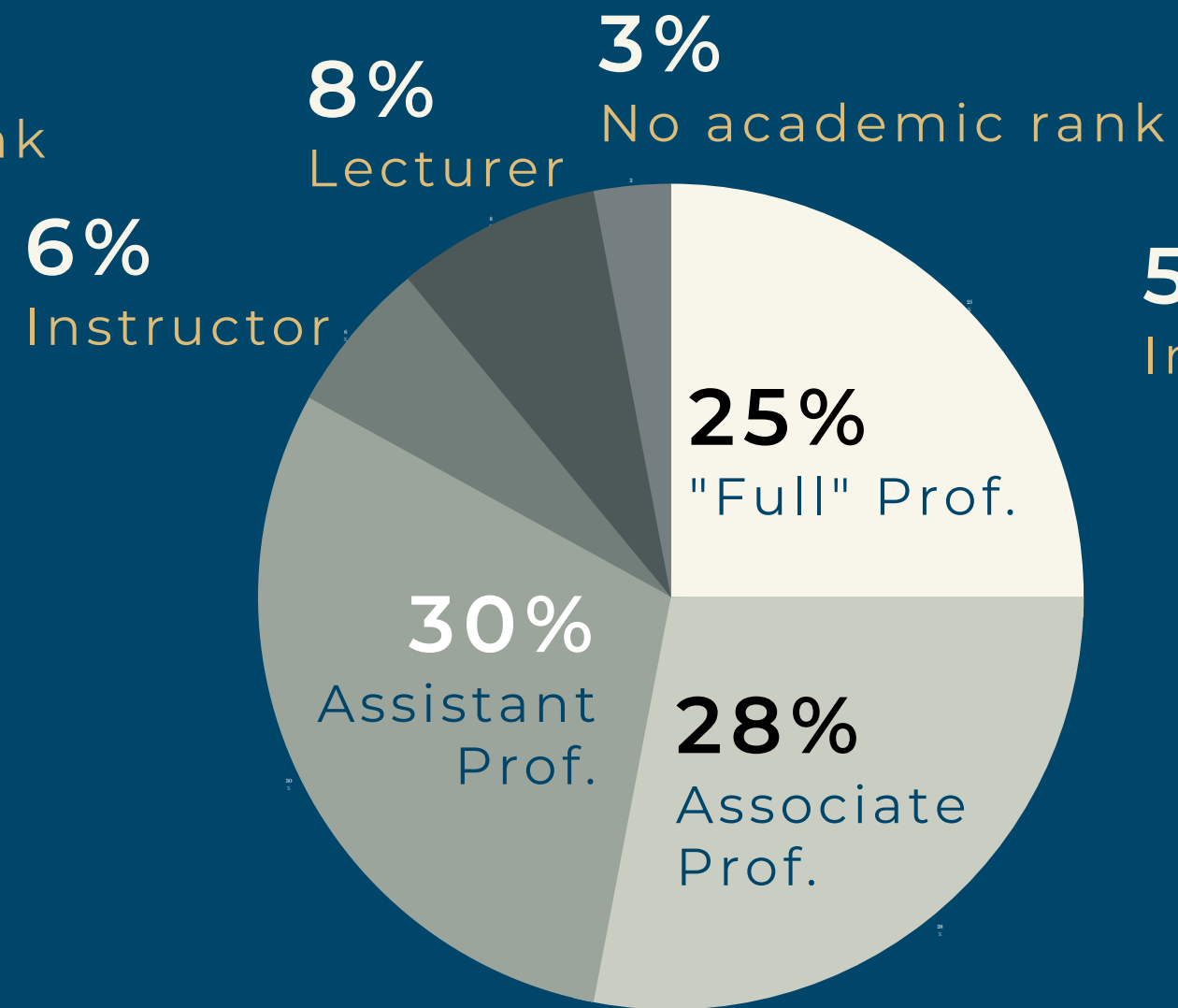
SOURCE: IPEDS, Spring 2019, Human Resource component, Fall staff section

# Faculty Academic Rank (2018)

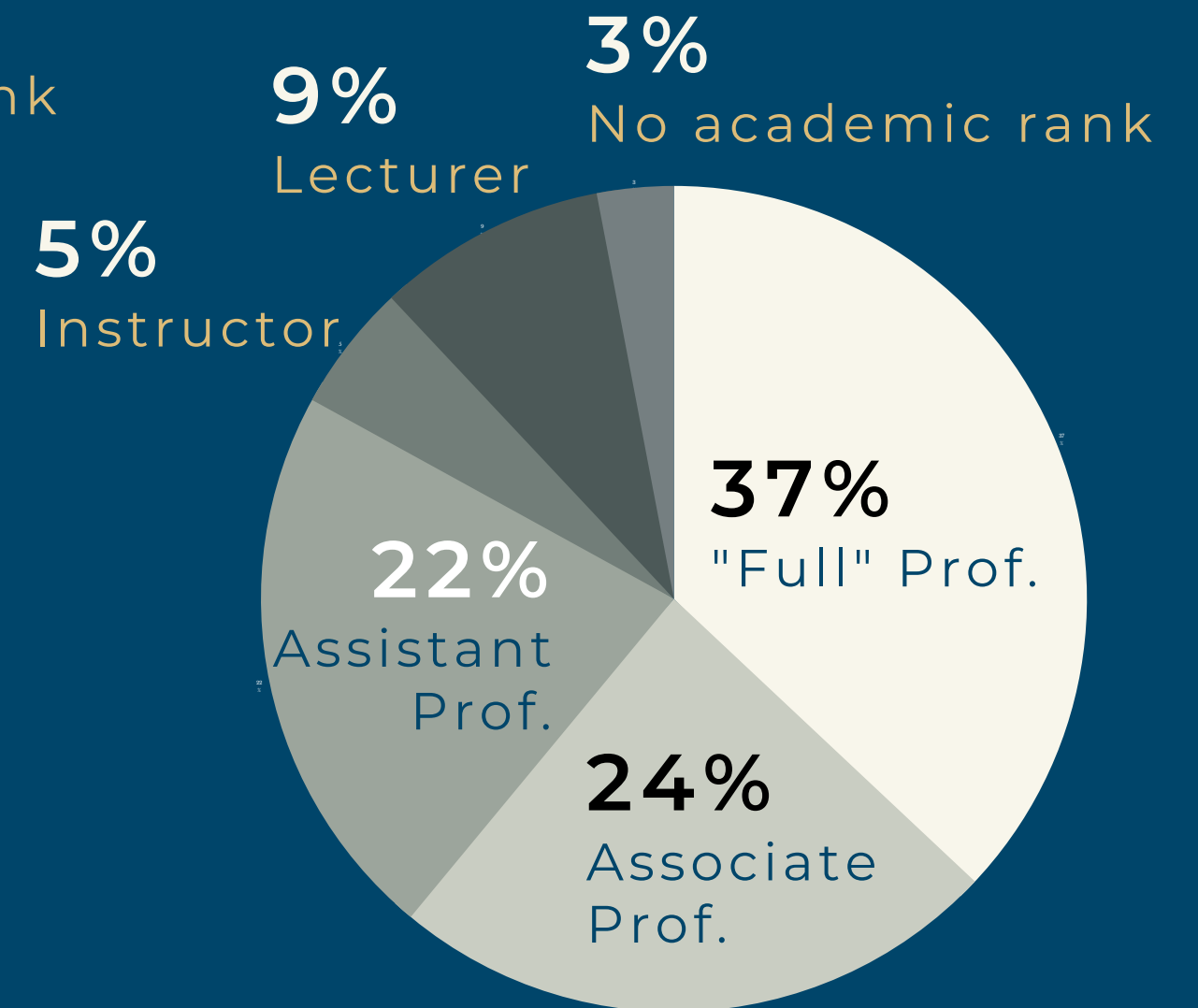
## Black



## Hispanic



## White



# We welcome your feedback!

Please contact Stephanie Murphy at  
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