College presidents mostly white and aging

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Despite the fact that the leadership of colleges and universities in this country is in dire need of fresh ideas, a report released last week by the New America Foundation shows that the people in those positions continue to hire mostly white men. And while women represent the majority of undergraduates and minorities the majority of those attending graduate school, the fastest growing minority in the U.S., the percentage of Latino presidents grew from 3.8 percent five years ago to only 3.9 percent, while the percentage of Asian-American presidents grew slightly to 2.5 percent from 1.5 percent for the same period.

There is also a great disparity in minority hiring across the country. According to the ACE study, 22.5 percent of public institutions have a minority president, while that is only the case at 10.6 percent for the same period.

Once we exclude minority-serving institutions, only 2.1 percent of college presidents are minorities. These institutions are the historically black colleges and universities. Some practice affirmative action in order to get minority candidates to apply, while others do not.

Further analysis of the results of this study shows that there is an association between the percentage of minority students and faculty on campus and the percentage of minority leaders selected. The percentage of minority students is the largest predictor of selecting presidents from minority groups.

The study, titled "American College President Selection: A Matter of Social Justice, but a Matter of Dealing with Our Past," was released by the New America Foundation. It found that the proportion of Latino presidents grew 10.6 percent for the same period.

The study found that the proportion of teachers hired from outside the college where they got their degree grew from 60 percent in 2016, while the average tenure of a college president is 10.6 years.

Another interesting trend is the reduction in the proportion of presidents hired from outside the academy. This study found that 15 percent in 2006, 20 percent in 2018, and now is only 15 percent. This may be due to scandals that have occurred when presidents with exuberant ideas and a lack of understanding of the basic rules and moral fabric of education have come to power.

Why it is important that we look at these numbers is that they represent the heart of our society, not just in terms of social justice, but in terms of dealing with our past. The study found that the proportion of presidents hired from outside the academy is significantly lower today than it was in the past three years.

Who has the responsibility for making significant changes in these areas? Basically, boards of trustees have the responsibility, but we also need the support and help of the people who are different from themselves. We need to do this work effectively with the growing problems at hand.

Finding a way to work well with others is a matter of dealing with our past.

I'm getting kind of inventive in how I'm doing it," she said. "I'm very vocal on Facebook, so everyone knows, but still, I don't know how I would have done it at 18 years old."

"I wasn't ready for him. I wasn't ready to have a child," she said. "I thought he was just like, 'Really?' Then out of nowhere, he finally said, 'I love you,' and she said, 'I'm at a place right now where I'm just not ready to have a child.'"

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"I went to Mississippi, and I didn't find him," she said. "I was seven months, and I didn't even know I was pregnant."

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"I wouldn't say we were more on edge, but we're aware of what's going on in the community," Mayfield said.

"They gave me a Xanax, and I was in the middle of it and everything," she said. "They gave me a Xanax, and I was in the middle of it and everything, but I didn't realize the effect it was having on me."

"I'm not really sure what I believe in my heart," she said. "I'm at a place right now where I don't know if it's right or wrong."

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