

These figures become even more disturbing when we look beyond college enrollment to college graduation. Minority students continue to complete their undergraduate degrees at rates far lower than their white counterparts. Also, a much smaller percentage go on to graduate and professional schools.

For example, although blacks made up 9 percent of all undergraduate students in 1984-85, they received 8 percent of the associates' degrees and 6 percent of the baccalaureate degrees conferred that year. Hispanics made up 4 percent of enrollees, but received only 3 percent of the baccalaureate degrees. Hispanics did better at the community college level, receiving 4.5 percent of the associates' degrees. By contrast, 80 percent of the undergraduate students in 1984-85 were white-but they received 85 percent of the baccalaureate degrees.

At the graduate level, the falloff for blacks is dramatic. Between 1976 and 1985, the number of blacks earning master's degrees declined by 32 percent. Although Hispanics and American Indians registered slight increases, their share of master's degrees remains disproportionately low-2.4 percent and 0.4 percent.

The number of blacks earning doctorates dropped by 5 percent in the same period; for black men it declined 27 percent. The number earned by Hispanics and American Indians increased significantly, from 396 to 677 for Hispanics and from 93 to 119 for American Indians, but at the doctoral level, too, their share is low-2.1 percent and 0.4 percent.

In certain critical fields of study, the minority presence is nearly non-existent. For example, in computer science, only one black received a doctorate out of 355 awarded in 1986. In mathematics, blacks received only six of the 730 doctorates awarded in that year.

. The "new" majority

Today, women constitute 52 percent of all people enrolled in college in the U.S. and nearly 55 percent of the minority enrollment. In the last decade, women of nearly all racial/ethnic groups have enrolled in college in greater numbers than their male counterparts. In higher education, women currently comprise over 59 percent of the black enrollment, 52 percent of the Hispanic enrollment and 55 percent of the American Indian enrollment. Asian/Pacific Island women constitute 46 percent of the enrollment of their ethnic group-a tremendous numerical gain in the last 10 years. Today's college students include, in addition to traditional-age women, a high proportion of "returning women," those who are going back to school to finish an education interrupted for work, family, financial, or other reasons. Collectively, today's women students are diverse in terms of age, social class, race, ethnicity, and religion. Their needs and learning styles often challenge the prevailing culture.

. Black Women

Historically, black women have been one of the most isolated, underused, and consequently demoralized segments of the academic community. This third-class academic citizenship had developed despite the fact that more black women enroll in college and receive degrees than black men, although enrollments for both black men and women have declined during the last decade. Black women currently represent 5.2 percent of the college enrollment compared to 3.6 percent for black men. They also maintain a higher proportional representation within their race than their white female counterparts. However, even with these higher participation rates, black women are seriously underrepresented in tenured faculty positions. They comprise only 0.6 percent of the full professorships, compared to 1.6 percent for black men, 9.9 percent for white women, and 83.2 percent for white men.

. Asian American participation