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The PhD Project Makes Strides with Diversity in Business Schools

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Business school faculty positions in the United States are no longer for individuals of one race, color, or gender. Today, U.S. business school faculty members are increasingly diverse, all of which is helping to create a more robust and heterogeneous learning environment for students. Significantly contributing to this achievement is the PhD Project, which recently celebrated a milestone—the 1,176th minority business professor in the U.S.

Dr. James Alvarez-Mourey (right) is the 1,176th doctoral graduate. He is also a soon-to-be professor at DePaul University's Driehaus College of Business. Dr. Alvarez-Mourey "represents a quadrupling of minority business school faculty since 1994," when the PhD Project was first established by the KPMG Foundation. The milestone has prompted Dr. Alvarez-Mourey's nickname, "Dr. Cuatro," which illustrates this effect. Dr. "Cuatro" earned his doctorate degree from the University of Michigan's Ross School of Business in marketing last month. He will begin his new teaching assignment at DePaul in September.



Dr. James Alvarez-Mourey

The news regarding the increasing minority faculty representation at U.S. business schools is significant. The work the PhD Project has been doing since its inception has truly provided pathways for minorities to pursue careers in business academe. If you take a look back nearly twenty years ago, there were "fewer than 300 minority business professors with PhDs in the U.S." The PhD Project projects that there are some 30,000 business school faculty in the United States, which means minorities only represent less than 4% of that population. But, the numbers are improving each year, particularly with help from organizations like the PhD Project that make entering doctoral programs possible.

To provide additional information on the topic, AACSB data related to full-time faculty members in the United States during the last 10 years has been gathered. At AACSB-accredited institutions in the U.S., an increasing representation of minorities can also be seen. At 297 AACSB-accredited schools that reported data to the annual Business School Questionnaire (years 2002–2003 through 2011–2012), the fastest growing ethnicities are Asian/Pacific Islander (34% increase), Hispanic (25% increase), African American (14% increase), and Native American/Alaskan (3% increase), respectively.

2002–2003 to 2011–2012, Full-Time Faculty Ethnicity

AACSB Business School Questionnaire, n=297, AACSB-Accredited Institutions, United States Only

% of FT Faculty	2002- 2003	2003- 2004	2004- 2005	2005- 2006	2006- 2007	2007- 2008	2008- 2009	2009- 2010	2010- 2011	2011- 2012
Native American/Alaskan	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%
Asian/Pacific Islander	10.9%	11.3%	11.8%	12.5%	12.8%	13.5%	13.8%	14.0%	14.2%	14.7%
African American	2.9%	2.9%	3.1%	3.2%	3.2%	3.3%	3.3%	3.3%	3.3%	3.3%
Hispanic	1.6%	1.6%	1.5%	1.6%	1.6%	1.7%	1.9%	1.9%	2.0%	2.0%