AMERICAN PSYCHOLOGICAL ASSOCIATION

Racial/Ethnic Minority Representation among the Academic Psychology Workforce Continues to Increase

AMERICAN PSYCHOLOGICAL ASSOCIATION
CENTER FOR WORKFORCE STUDIES

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KEY FINDINGS

- In 2015, the academic psychology workforce consisted of 78 percent White and 22 percent racial/ethnic minorities. Between 1995 and 2015, racial/ethnic minority representation among faculty increased from 8 to 22 percent.
- Racial/ethnic minority representation among tenured faculty increased from 7 percent in 1995 to 20 percent in 2015. Racial/ethnic minority representation among academic leadership increased from 11 percent in 2003 to 24 percent in 2015.

In 2015, approximately 29,300 psychology research doctorates worked as faculty (assistant, associate, or full professor).[1]

The racial/ethnic composition of the academic psychology workforce was 78 percent White and 22 percent racial/ethnic minorities: 10 percent Asian, 5 percent Black/African American, 5 percent Hispanic, and 2 percent other racial/ethnic groups.[2] This was more diverse when compared to the entire psychology workforce, which consisted of 5 percent Asian, 4 percent Black/African American, 5 percent Hispanic, 86 percent White, and 1 percent other racial/ethnic groups in 2015.[3]

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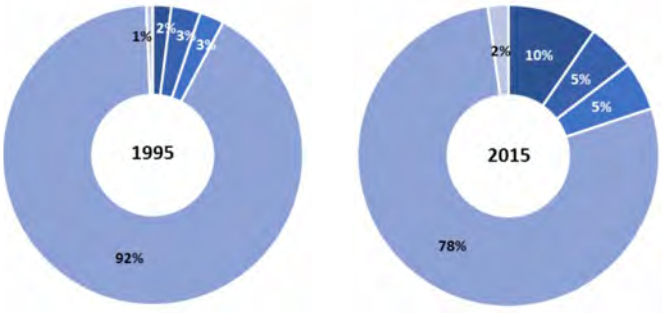
[1] All data are from National Science Foundation, National Center for Science and Engineering Statistics. (1995-2015). Survey of Doctorate Recipients Restricted-Use Microdata File, Codebook, and Technical Notes. The use of NSF data does not imply NSF endorsement of the research, research methods, or conclusions contained in this report.
[2] Other racial/ethnic groups included American Indian/Alaska Native, Native Hawaiian/Pacific Islander, and people with multiple races.
[3] American Psychological Association. (2018). Demographics of the U.S. psychology workforce: Findings from the 2007-16 American Community Survey. Retrieved from https://www.apa.org/workforce/publications/16-demographics

FIGURE 1.

PSYCHOLOGY RESEARCH DOCTORATE IN FACULTY POSITIONS BY RACE/ETHNICITY, 1995 AND 2015



Source: 1995 and 2015 Survey of Doctorate Recipients, National Science Foundation. Note: Details may not sum to totals due to rounding.

Between 1995 and 2015, racial/ethnic minority representation among faculty increased from 8 to 22 percent.

In 2015, racial/ethnic minority representation was 22 percent among faculty members, 20 percent among tenured faculty, and 24 percent among academic leadership.[4]

Similar to the increase in racial/ethnic minority representation among faculty members, racial/ethnic minority representation increased as well among tenured faculty (from 7 percent in 1995 to 20 percent in 2015) and among academic leadership (from 11 percent in 2003 to 24 percent in 2015).

[4] Since the 2003 SDR, respondents were asked to choose one or more options from the following academic positions: president, provost, or chancellor (any level); dean (any level), department head, or department chair; research faculty, scientist, associate, or fellow; teaching faculty; adjunct faculty; postdoc (e.g., postdoctoral fellow or associate); research assistant; teaching assistant; other positions. Those selected "president, provost, or chancellor (any level)" or "dean (any level), department head, or department chair" were included as in leadership positions. Academic leadership data were not available prior to 2003.

FIGURE 2.

RACIAL/ETHNIC MINORITY REPRESENTATION AMONG FACULTY MEMBERS, TENURED FACULTY, AND FACULTY IN LEADERSHIP POSITIONS, 1995-2015

Source: 1995 and 2015 Survey of Doctorate Recipients, National Science Foundation.

For more information about the academic psychology workforce, please refer to the report: *American Psychological Association. (2019). The Academic Psychology Workforce: Characteristics of Psychology Research Doctorates in Faculty Positions (1995-2015)*. www.apa.org/work-force/publicatiwons/academic-psychology

SUGGESTED CITATION

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