



Race & Ethnic Studies Programs Today

Findings from the 2024 Department Survey

A REPORT FROM THE HUMANITIES INDICATORS PROJECT
OF THE AMERICAN ACADEMY OF ARTS & SCIENCES

Prepared by the Humanities Indicators Staff:

Norman Bradburn, Codirector

Robert B. Townsend, Codirector

Carolyn Fuqua, Program Officer

Maysan Haydar, Pforzheimer Foundation Humanities Policy Fellow (2022–2024)

Sara Mohr, Pforzheimer Foundation Humanities Policy Fellow (2024–2026)

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This publication is available online at <https://www.amacad.org/humanities-indicators/academic-humanities-today-findings-2024-department-survey>.

Suggested citation: Humanities Indicators of the American Academy of Arts and Sciences, *Race and Ethnic Studies Programs Today: Findings from the 2024 Department Survey* (Cambridge, MA: American Academy of Arts and Sciences, 2025).

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The Academy gratefully acknowledges the financial support provided by the Mellon Foundation for the work of the Humanities Indicators. Views expressed in this report are not necessarily those of the Foundation or the officers and members of the Academy.

Please direct inquiries to:

Robert B. Townsend, Director, Humanities, Arts, and Culture Programs
rtownsend@amacad.org

Race and Ethnic Studies Programs: A Profile

Discussions about the ongoing health of the humanities in higher education tend to focus on a single data series: the trend in undergraduate degrees. The American Academy's Humanities Indicators developed the Humanities Department Survey (HDS) to provide a fuller picture of the field and supply the data necessary for a more substantive conversation about the humanities in four-year colleges and universities.

All the counts, percentages, and averages included in this profile are estimates generated from data collected for the fourth round of the survey (HDS-4). The estimates are based on a sample of all institutions of higher education reporting to the U.S. Department of Education's Integrated Postsecondary Education Data System that they had conferred at least five degrees from academic year 2017–18 to 2021–22 in "Ethnic Studies," "African-American/Black Studies," "American Indian/Native American Studies," "Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies," "Asian-American Studies," or "Comparative Group Studies." The sample was stratified by Carnegie Classification to ensure that the study's findings were nationally representative. HDS-4 was administered from November 2023 to June 2024. The survey response rate for race and ethnic studies departments was 51%.

Degree-granting departments of race and ethnic studies were first included in HDS-3, which collected information for the 2017–18 academic year. That was the only round of the survey that, like HDS-4, involved sampling from the entire population of race and ethnic studies departments. For this reason, only the findings from HDS-3 are comparable to those from HDS-4.

For more information on the survey's methodology and how to interpret the results, see the [technical report](#) for the study.

Findings and Trends

Departments

- As of fall 2023, approximately 276 departments were awarding degrees in race and ethnic studies at colleges and universities in the United States. These departments included large, freestanding departments in the discipline as well as programs within departments awarding degrees in multiple disciplines. In the latter case, the department chairs were asked to report information for race and ethnic studies only.
- Of the 276 departments awarding degrees in race and ethnic studies, 71 (26%) were awarding graduate degrees in the subject, with 40 (14%) awarding PhDs in the discipline.

Faculty

- Race and ethnic studies departments employed 3,080 full- and part-time faculty members in fall 2023, with an average of 11 faculty members per department (and a median of 10).
- Approximately 70% of race and ethnic studies faculty members either had tenure or were on the tenure track.
- Faculty members employed full-time with tenure or on the tenure track taught an average of 29 undergraduate students in fall 2023, while full-time faculty employed off the tenure track taught an average of 49 undergraduates. Faculty employed part-time taught an average of 26 undergraduate students during that fall term.
- While 50% of race and ethnic studies departments had made at least one new hire for the 2023–24 academic year, amounting to 220 new permanent faculty members, the departments collectively lost an average of 260 faculty per annum over the previous two years. Among the faculty who left, 31% had retired (the smallest share among all disciplines in the survey).
- An estimated 37% of race and ethnic studies department chairs thought the number of tenure-line faculty in their department had increased from fall 2020 to fall 2023 (the largest share among the 14 disciplines in the survey), while 28% estimated that their tenure-line faculty count had decreased. In addition, 37% of chairs thought the number of nontenure-track faculty had increased over the same period, while 16% reported that the number decreased.

- Looking ahead, 54% of chairs expected the number of tenure track faculty to increase in their departments, the largest share among the 14 disciplines in the survey. About 15% thought the number would decrease. (The remainder thought the most likely outcome would be no change or were not sure what would happen.) In contrast, 17% thought their nontenure-track faculty count would increase, while 19% thought the number would shrink.
- About 39% of the departments had a faculty member come up for tenure during the previous two years. Averaging over these two years, 70 faculty were granted tenure per annum nationwide, none were denied tenure, and 40 left prior to a tenure decision.
- Because it is not appropriate for a person to assign a demographic identity to another person, the survey did not ask department chairs to report their faculty members' races or genders. However, the survey did ask chairs to describe themselves. Women constituted 51% of the chairs in race and ethnic studies departments in fall 2023, and 20% identified their race/ethnicity as white (the smallest share among the 14 disciplines surveyed).

Undergraduate Students

- In fall 2023, departments that awarded degrees in race and ethnic studies had undergraduate course enrollments of 94,840, with an average enrollment of 344 per department. (These are duplicated enrollment figures, with students taking multiple courses in the discipline counted in every course.) The average is skewed upward by large programs, typically at research universities, which had significantly larger-than-average enrollments, as indicated by a median enrollment of only 303.
- Approximately 73% of race and ethnic studies department chairs thought undergraduate enrollments had held steady or increased from fall 2020 to fall 2023.
- On average, race and ethnic studies departments awarded 9 bachelor's degrees per department in the 2022–23 academic year (with a median of 6 per department). These departments had an average of 15 juniors or seniors with a declared major in the subject (and a median of 10).
- In the 2022–23 academic year, race and ethnic studies departments awarded an average of 17 minors in the subject (with a median of 10 per department) and 11 certificates or other microcredentials per department (with a median of 4.5).

While 61% of departments reported awarding minors, only 33% awarded a certificate or other microcredential.

Graduate Students

- Degree-granting departments in race and ethnic studies had 2,080 enrollments in graduate courses in fall 2023, with an average of 29 enrollments (and a median of 23) per department with a graduate program.
- Approximately 1,070 students were working toward graduate degrees in race and ethnic studies. The average number of students pursuing an advanced degree in race and ethnic studies was 15 (with a median of 16) per department that granted such degrees.
- The 40 departments awarding PhDs admitted an average of 3 new doctoral students into their programs in fall 2023, for a total of 120 new doctoral students in the discipline.

Departmental Practices and Concerns

- Approximately 57% of department chairs were optimistic about the future of race and ethnic studies at their institution, while 13% were pessimistic. (The remainder were either unsure or neither optimistic nor pessimistic.)
- The survey found that 49% of the chairs in race and ethnic studies were concerned about the academic freedom of faculty members in their department (this share was the same size as that for women's and gender studies, with these two disciplines having the largest proportions among the disciplines included in the survey). Among departments with concerns, the most common concern was about threats to such freedom from federal or state government (cited by 69% of chairs). The second most common concern was about threats from their boards of trustees, academic administrations, and the public (with each group cited by 61% of chairs).
- While 93% of race and ethnic studies departments provided research support for their full-time tenured or tenure-track faculty members, and 64% offered such support for full-time nontenured faculty, only 27% offered such support for part-time faculty was the smallest among the 14 disciplines in the survey.
- Asked what their departments had done in recent years to attract additional majors, 80% of race and ethnic studies department chairs reported outreach to students who were in other majors or undeclared. The second most common

strategy was to offer events, classes, or other activities designed to aid students in thinking about future jobs or careers (reported by 70% of the department chairs).

- An estimated 64% of departments supported the career development of their undergraduates by offering (and for a small share of departments, by *requiring*) occupationally oriented lectures, while 68% offered internships, and 47% offered occupationally oriented coursework or workshops.
- In departments awarding doctorates in the discipline, 33% offered occupationally oriented lectures for their doctoral students; 34% offered internships; and 46% offered occupationally oriented coursework or workshops. These were some of the smallest shares among the 14 disciplines in the survey.

Appendix: Data Tables

To provide more specific points of comparison for your department or program the following tables provide additional estimates expanding on the findings above. Where possible (in order to respect confidentiality concerns) the tables provide estimates by Carnegie Classification and highest degree awarded by the department. For additional cross-disciplinary comparisons and details about the survey methodology, see the technical report at https://bit.ly/HDS4_TechRpt.

Race & Ethnic Studies Table 1: Departments and Faculty Members, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Primarily Undergraduate	51	5.5 (5.5)	280
Master's	58	9.0 (7.0)	520
Primarily Research	167	13.7 (11.0)	2,280
Highest Degree Offered by Department	Number of Departments	Average Number of Faculty Members per Department (Median)	Total Number of Faculty Members
Bachelor's	205	10.0 (8.5)	2,050
Master's & Doctorate	71	11.5 (12.0)	1,030
All Institutions	276	11.2 (10.0)	3,080

Race & Ethnic Studies Table 2: Faculty Members, by Tenure Status, Carnegie Classification of Institution, and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Primarily Undergraduate	160	60	30	30
Master's	160	80	60	220
Primarily Research	1,230	470	230	350
Highest Degree Offered by Department	Tenured	Tenure-Track	Neither Tenured nor Tenure-Track, Full-Time	Neither Tenured nor Tenure-Track, Part-Time
Bachelor's	1,000	410	210	430
Master's & Doctorate	550	200	110	170
All Institutions	1,550	610	320	600

Race & Ethnic Studies Table 3: Change in Faculty Numbers from Fall 2020 to Fall 2023, by Carnegie Classification of Institution and Highest Degree Offered by Department

Discipline	Total Number of Tenured or Tenure-Track Faculty Between Fall 2020 and Fall 2023			Total Number of Non-Tenure-Track Faculty Between Fall 2020 and Fall 2023		
	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Primarily Undergraduate	17%	58%	25%	25%	58%	17%
Master's	21%	52%	25%	42%	46%	13%
Primarily Research	44%	26%	30%	38%	46%	17%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased	Increased	Remained the Same	Decreased
Bachelor's	35%	40%	25%	36%	47%	17%
Master's & Doctorate	43%	20%	37%	40%	49%	11%
All Institutions	37%	35%	28%	37%	47%	16%

Race & Ethnic Studies Table 4: Departments Offering Degrees, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023*

		Highest Degree Offered by Department		TOTAL
		Bachelor's	Master's & Doctorate	
Carnegie Classification	Primarily Undergraduate	51	0	51
	Master's	51	7	58
	Primarily Research	103	64	173
All Institutions		205	71	276

* Not every department housed in an institution classified as Primarily Research using the Carnegie classifications offers a doctorate or master's degree. No departments housed at Primarily Undergraduate institutions offered a doctorate or master's degree.

Race & Ethnic Studies Table 5: Enrollment (Duplicated) in Undergraduate Courses, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Primarily Undergraduate	51	119.9 (93.0)	6,110
Master's	58	300.0 (272.5)	17,400
Primarily Research	167	427.1 (430.0)	71,330
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Bachelor's	205	271.2 (230.0)	55,600
Master's & Doctorate	71	552.6 (555.0)	39,240
All Institutions	276	343.6 (303.0)	94,840

Race & Ethnic Studies Table 6: Bachelor’s Degrees Awarded, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022–23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Bachelor’s Degrees Awarded per Department (Median)	Total Number of Bachelor’s Degrees Awarded
Primarily Undergraduate	51	4.3 (4.0)	220
Master’s	58	8.4 (5.0)	490
Primarily Research	167	11.4 (7.0)	1,900
Highest Degree Offered by Department	Number of Departments	Average Number of Bachelor’s Degrees Awarded per Department (Median)	Total Number of Bachelor’s Degrees Awarded
Bachelor’s	205	8.6 (5.0)	1,770
Master’s & Doctorate	71	11.9 (8.0)	840
All Institutions	276	9.4 (6.0)	2,610

Race & Ethnic Studies Table 7: Juniors and Seniors with Declared Majors, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Juniors & Seniors with Declared Major per Department (Median)	Total Number of Juniors & Seniors with Declared Major
Primarily Undergraduate	51	8.7 (9.0)	450
Master's	58	16.3 (9.5)	940
Primarily Research	167	16.4 (10.0)	2,740
Highest Degree Offered by Department	Number of Departments	Average Number of Juniors & Seniors with Declared Major per Department (Median)	Total Number of Juniors & Seniors with Declared Major
Bachelor's	205	12.4 (8.0)	2,550
Master's & Doctorate	71	22.3 (18.0)	1,580
All Institutions	276	15.0 (10.0)	4,130

Race & Ethnic Studies Table 8: Students Completing a Minor, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022–23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Students Completing a Minor per Department (Median)	Total Number of Students Completing a Minor
Primarily Undergraduate	22	6.1 (6.0)	130
Comprehensive	39	10.6 (8.5)	420
Primarily Research	108	21.0 (13.0)	2,260
Highest Degree Offered by Department	Number of Departments	Average Number of Students Completing a Minor per Department (Median)	Total Number of Students Completing a Minor
Bachelor's	116	13.3 (9.5)	1,540
Master's & Doctorate	53	23.9 (14.5)	1,270
All Institutions	169	16.6 (10.0)	2,810

Race & Ethnic Studies Table 9. Students Completing a Certificate or Microcredential, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2022-23 Academic Year

Carnegie Classification	Number of Departments	Average Number of Students Completing a Certificate or Microcredential per Department (Median)	Total Number Completing a Certificate or Microcredential
Primarily Undergraduate	0	N/A	N/A
Master's	21	23.5 (5.0)	495
Primarily Research	71	7.2 (4.0)	505
Highest Degree Offered by Department	Number of Departments	Average Number of Students Completing a Certificate or Microcredential per Department (Median)	Total Number Completing a Certificate or Microcredential
Bachelor's	50	13.0 (4.0)	650
Master's & Doctorate	42	8.3 (6.5)	350
All Institutions	92	10.9 (4.5)	1,000

Race & Ethnic Studies Table 10: Change in Undergraduate Student Enrollment (Duplicated) from Fall 2020 to Fall 2023, by Carnegie Classification of Institution and Highest Degree Offered by Department

	Total Number of Undergraduate Student Enrollment in Courses Between Fall 2020 and Fall 2023		
Carnegie Classification	Increased	Remained the Same	Decreased
Primarily Undergraduate	40%	40%	20%
Master's	31%	25%	44%
Primarily Research	37%	40%	23%
Highest Degree Offered by Department	Increased	Remained the Same	Decreased
Bachelor's	43%	33%	25%
Master's & Doctorate	20%	48%	32%
All Institutions	36%	37%	27%

Race & Ethnic Studies Table 11: Recruitment Efforts for Undergraduate Students from Fall 2020 to Fall 2023

Recruitment Effort	Percentage of Departments that Performed Each Recruitment Effort
Engaged in outreach to/recruiting of students in local high schools	43%
Engaged in outreach to/recruiting of students in community colleges	25%
Engaged in outreach to/recruiting of students currently in other majors or who have yet to declare a major	80%
Added high-interest introductory courses intended to attract students	60%
Introduced a new minor field, certificate, or other microcredential for non-majors	26%
Offered events, classes, or other activities designed to aid majors in thinking about future jobs or careers	70%
Introduced diversity, equity, and inclusion programs designed to attract new student populations into the major	42%
Changed requirements for major (e.g., eliminated final paper or other benchmark requirements, created additional pathways into major, etc.)	43%

Race & Ethnic Studies Table 12: Enrollment (Duplicated) in Graduate-Level Courses, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Primarily Undergraduate	0	N/A	N/A
Master's & Primarily Research	71	21.3 (23.0)	2,080
Highest Degree Offered by Department	Number of Departments	Average Enrollment per Department (Median)	Total Number of Students Enrolled
Bachelor's	0	N/A	N/A
Master's & Doctorate	71	29.3 (23.0)	2,080
All Institutions	71	29.3 (23.0)	2,080

Race & Ethnic Studies Table 13: Total Number of Graduate Students, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Graduate Students
Primarily Undergraduate	0	N/A	N/A
Master's & Primarily Research	71	15.1 (16.0)	1,070
Highest Degree Offered by Department	Number of Departments	Average Number of Graduate Students per Department that Offers Graduate Degrees (Median)	Total Number of Graduate Students
Bachelor's	0	N/A	N/A
Master's & Doctorate	71	15.0 (16.0)	1,070
All Institutions	71	15.0 (16.0)	1,070

Race & Ethnic Studies Table 14: First-Year Students in Doctoral Programs, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Number of Departments	Average Number of <u>First Year</u> Doctoral Students per Department that Offers Graduate Degrees (Median)	Total Number of <u>First Year</u> Doctoral Students
Primarily Undergraduate	0	N/A	N/A
Master's & Primarily Research	40	2.9 (3.0)	120
Highest Degree Offered by Department	Number of Departments	Average Number of Doctoral Students per Department that Offers the Degree (Median)	Total Number of First Year Doctoral Students
Bachelor's	0	N/A	N/A
Master's & Doctorate	40	2.9 (3.0)	120
All Institutions	40	2.9 (3.0)	120

Race & Ethnic Studies Table 15: Departments Tracking Career Outcomes for Graduate Students, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Track All Graduate Student Career Outcomes	Track Only PhD Recipient Career Outcomes	Track Only Master's Recipient Career Outcomes	Do Not Track Career Outcomes
Primarily Undergraduate	N/A	N/A	N/A	N/A
Master's	50%	0%	0%	50%
Primarily Research	60%	10%	0%	30%

Highest Degree Offered by Department	Track All Graduate Student Career Outcomes	Track Only PhD Recipient Career Outcomes	Track Only Master's Recipient Career Outcomes	Do Not Track Career Outcomes
Bachelor's	N/A	N/A	N/A	N/A
Master's & Doctorate	59%	9%	0%	32%
All Institutions	59%	9%	0%	32%

Note: A department was re-categorized as 'track all graduate student career outcomes' if they were a department that only offered a master's degree and selected 'track only master's degree recipient career outcomes' or a department that only offered a PhD and selected 'track only PhD recipient career outcomes.'

Race & Ethnic Studies Table 16: Graduate Student Teaching Assistants, by Carnegie Classification of Institution and Highest Degree Offered by Department, Fall 2023

Carnegie Classification	Teaching Assistants that Provided Grading, Classroom Support, or Discussion Sections	
	Average Number per Department (Median)	Total
Primarily Undergraduate	N/A	N/A
Master's	N/A	N/A
Primarily Research	6.2 (5.5)	400
Highest Degree Offered by Department	Average Number per Department (Median)	Total Number
Bachelor's	N/A	N/A
Master's & Doctorate	5.6 (4.0)	400
All Institutions	5.6 (4.0)	400

Race & Ethnic Studies Table 17: Faculty Members for All Undergraduate Courses, by Carnegie Classification of Institution, Highest Degree Offered by Department, and Form of Control, Fall 2023

	Total enrollment (duplicated) in undergraduate courses taught by ...			
	Full-Time Tenured or Tenure-Track Faculty Members	Full-Time Non-Tenure-Track Faculty Members	Part-Time Faculty Members	Two or More Faculty* (Co-Teaching)
By Carnegie Classification				
Primarily Undergraduate	3,180	2,910	20	0
Master's	11,730	1,790	3,660	0
Primarily Research	47,320	10,350	12,130	580
By Highest Degree Offered by Department				
Bachelor's	34,310	9,470	10,350	290
Master's & Doctorate	27,920	5,580	5,460	290
By Form of Control				
Public	55,060	11,470	14,660	450
Private	7,170	3,580	1,150	130
All Institutions	62,230	15,050	15,810	580

* Multiple members of department faculty or department faculty with faculty from another department.

Race & Ethnic Studies Table 18: Faculty Departures, Tenure Decisions, and New Hires, Fall 2023 and Over the Previous Two Academic Years

	Number	Percent of Faculty Members
Tenured Faculty Members as of Fall 2023	1,550	50% of all faculty members
Tenure-Track Faculty Members (not yet tenured) as of Fall 2023	610	20% of all faculty members
Faculty Members Who Left, Retired, or Died per Year (Two-Year Average) 2021-22 & 2022-23	260	8% of all faculty members
Tenure-Track Faculty Members Granted Tenure per Year (Two-Year Average) 2021-22 & 2022-23	70	22% of tenure-track, not yet tenured faculty members
Faculty Members Denied Tenure or Leaving Prior to Tenure Decision per Year (Two-Year Average) 2021-22 & 2022-23	40	6% of tenure-track, not yet tenured faculty members
Tenured, Tenure-Track and Permanent Faculty Members Hired for 2023-24	220	7% of full-time faculty members

Race & Ethnic Studies Table 19: Availability of Institutional or Departmental Support for Research, Fall 2023

	Percent of Institutions or Departments Providing Support
For Full-time tenure or tenure-track faculty members	93%
For full-time non-tenured or non-tenure-track faculty members	64%
For part-time faculty members	27%

Race & Ethnic Studies Table 20: Professional Programs, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

By Carnegie Classification	Department Offers Professional Programs
Primarily Undergraduate	38%
Master’s	43%
Primarily Research	26%
By Highest Degree Offered by Department	
Bachelor’s	27%
Master’s & Doctorate	38%
All Institutions	30%

Race & Ethnic Studies Table 21: Occupationally-Oriented Activities for Undergraduate Students, by Carnegie Classification and Form of Control, Fall 2022–23 Academic Year

	Activity					
	Occupationally-Oriented presentations by Employers, Employees, or Alumni		An Internship in an Employment Setting		Occupationally-Oriented Coursework or Workshops	
	Status*					
	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required
By Carnegie Classification						
Primarily Undergraduate	63%	13%	78%	0%	44%	0%
Master's	71%	7%	64%	21%	64%	14%
Primarily Research	59%	0%	50%	12%	38%	2%
By Form of Control						
Public	63%	2%	52%	16%	48%	5%
Private	58%	5%	68%	0%	30%	0%
All Institutions	61%	3%	56%	12%	43%	4%

* There were three possible choices (Activity is not offered, Activity is offered but not required, Activity is required); respondents could choose only one. Thus, the total proportion of departments that participate in the activity is the sum of the two columns; the remainder to sum to 100% is the proportion of departments that do not offer the activity.

Race & Ethnic Studies Table 22: Occupationally-Oriented Activities for PhD Students, by Carnegie Classification and Form of Control, Fall 2022–23 Academic Year

	Activity					
	Occupationally-Oriented presentations by Employers, Employees, or Alumni		An Internship in an Employment Setting		Occupationally-Oriented Coursework or Workshops	
	Status*					
	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required	Activity Is Offered	Activity Is Required
By Carnegie Classification						
Primarily Undergraduate	N/A	N/A	N/A	N/A	N/A	N/A
Master's	N/A	N/A	N/A	N/A	N/A	N/A
Primarily Research	20%	13%	27%	7%	33%	13%
By Form of Control						
Public	23%	15%	23%	8%	31%	15%
Private	◇	◇	◇	◇	◇	◇
All Institutions	20%	13%	27%	7%	33%	13%

* There were three possible choices (Activity is not offered, Activity is offered but not required, Activity is required); respondents could choose only one. Thus, the total proportion of departments that participate in the activity is the sum of the two columns; the remainder to sum to 100% is the proportion of departments that do not offer the activity.

◇ too few respondents to provide reliable estimates

Race & Ethnic Studies Table 23: How Department Chairs Feel About the Future of the Discipline at Their Institution, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Primarily Undergraduate	22%	33%	22%	22%	0%	0%
Master's	0%	27%	33%	13%	7%	20%
Primarily Research	25%	40%	15%	10%	0%	10%
By Highest Degree Offered by Department	Very Optimistic	Optimistic	Neither Optimistic Nor Pessimistic	Pessimistic	Very Pessimistic	Not sure
Bachelor's	11%	36%	23%	14%	2%	14%
Master's & Doctorate	45%	40%	10%	5%	0%	0%
All Institutions	20%	37%	20%	12%	1%	10%

Race & Ethnic Studies Table 24: Department Chair Beliefs About the Change in the Number of Tenure-Track Faculty Over the Next Three Academic Years, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Primarily Undergraduate	22%	0%	56%	22%	0%	0%
Master's	7%	27%	33%	20%	13%	0%
Primarily Research	21%	44%	21%	6%	2%	6%
By Highest Degree Offered by Department	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Bachelor's	18%	23%	36%	13%	5%	5%
Master's & Doctorate	20%	70%	5%	5%	0%	0%
All Institutions	18%	36%	28%	11%	4%	4%

Race & Ethnic Studies Table 25: Department Chair Beliefs About the Change in the Number of Non-Tenure-Track Faculty Over the Next Three Academic Years, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Primarily Undergraduate	0%	13%	50%	25%	13%	0%
Master's	0%	13%	53%	33%	0%	0%
Primarily Research	2%	17%	65%	10%	2%	4%
By Highest Degree Offered by Department	Certain to Get Larger	Likely to Get Larger	Most Likely to Stay the Same Size	Likely to Get Smaller	Certain to Get Smaller	Not sure
Bachelor's	2%	16%	55%	20%	4%	4%
Master's & Doctorate	0%	15%	80%	5%	0%	0%
All Institutions	1%	16%	61%	16%	3%	3%

Race & Ethnic Studies Table 26: Department Chair Concerns About Academic Freedom for Faculty Members, by Carnegie Classification of Institution and Highest Degree Offered by Department, 2023-24

Carnegie Classification	Percentage of Departments Concerned About the Academic Freedom of Faculty Members
Primarily Undergraduate	33%
Master’s	40%
Primarily Research	54%
By Highest Degree Offered by Department	
Bachelor’s	52%
Master’s & Doctorate	40%
All Institutions	49%

Race & Ethnic Studies Table 27: Source of Department Chair Concern About Faculty Academic Freedom, 2023-24

Concerned About the Academic Freedom of Faculty Related to Pressures from...	Percentage of Concerned Departments
Federal or State Government	69%
Board of Trustees	61%
Academic Administration	61%
Faculty in Other Departments	14%
Students	31%
Parents of Students	19%
Alumni	22%
The Public	61%
Other	6%

Race & Ethnic Studies Table 28: Gender Identity of Department Chairs (Self-Reported), 2023-24*

Gender Identity	Percentage
Woman	51%
Man	45%
Non-Binary or No Gender	0%
Transgender	0%
Some Other Gender	0%
Prefer Not to Answer	4%

* Respondents were instructed to select all categories that applied. The percentages may therefore add up to more than 100%.

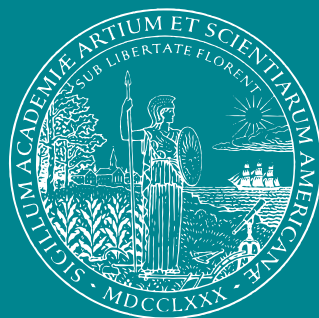
Race & Ethnic Studies Table 29: Race/Ethnicity of Department Chairs (Self-Reported), 2023-24*

Race or Ethnicity	Percentage
Alaska Native, American Indian, or Native American	11%
Asian or Asian American	9%
Black or African American	45%
Hispanic or Latino/Latina/Latinx	9%
Middle Eastern or North African	0%
Native Hawaiian or Pacific Islander	4%
White	20%
Some Other Race/Ethnicity	7%
Prefer Not to Answer	5%

* Respondents were instructed to select all categories that applied. The percentages may therefore add up to more than 100%.

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