Owner-Occupancy Rates, ages 25-34
W.J. Collins and R.A. Margo, 2011

Gap = 14%

Gap = 29%

African Americans

Whites
Our ongoing informal survey....

(1) How many students currently enrolled in your PhD program? (snapshot)

(2) In the last 5 years, how many students completed the PhD?

(3) For the completed PhDs, how many first- and co-authored papers did they publish from their thesis work?

(4) For the completed PhDs, how many persons published as first- and co-authors?
% URMs enrolled and completed

2016 professors: 3,596 enrolled; 1,306 PhDs in 5 years (15 universities)
2017 Gilliam mentors: 1,365 enrolled; 1,008 PhDs in 5 years (9 universities)
2017 Gilliam panel: 1,268 enrolled; 987 PhDs in 5 years (7 universities)
Enrolled and completed PhD

2017 Gilliam mentors and Gilliam panel—14 highest research activity universities
Enrolled in 2016-17: 1,934 all; 1,034 women; 301 URMs
Completed PhD in 5 years: 1,466 all; 812 women; 177 URMs
Papers per person

![Bar chart showing papers per PhD for first-authored and co-authored papers, with categories for all, women, and URMs.](chart.png)
Students who published

Percent of total

first author

co-author

- all
- women
- URMs
Data:


Power of diversity:

“Mismatch”

The G.I. Bill:


Disparities in publications:

“...And race matters for reasons that really are only skin deep, that cannot be discussed any other way, and that cannot be wished away. Race matters to a young man’s view of society when he spends his teenage years watching others tense up as he passes....Race matters to a young woman’s sense of self when she states her hometown, and then is pressed, ‘No, where are you really from?’....Race matters to a young person addressed by a stranger in a foreign language, which he does not understand because only English was spoken at home. Race matters because of the slights, the snickers, the silent judgments that reinforce that most crippling of thoughts: ‘I do not belong here.’”

Justice Sotomayor, dissenting

http://www.examiner.com/images/blog/wysiwyg/image/Sonia_Sotomayor(15).jpg