

The “Black Report”

Prepared by the Carolina Black Caucus

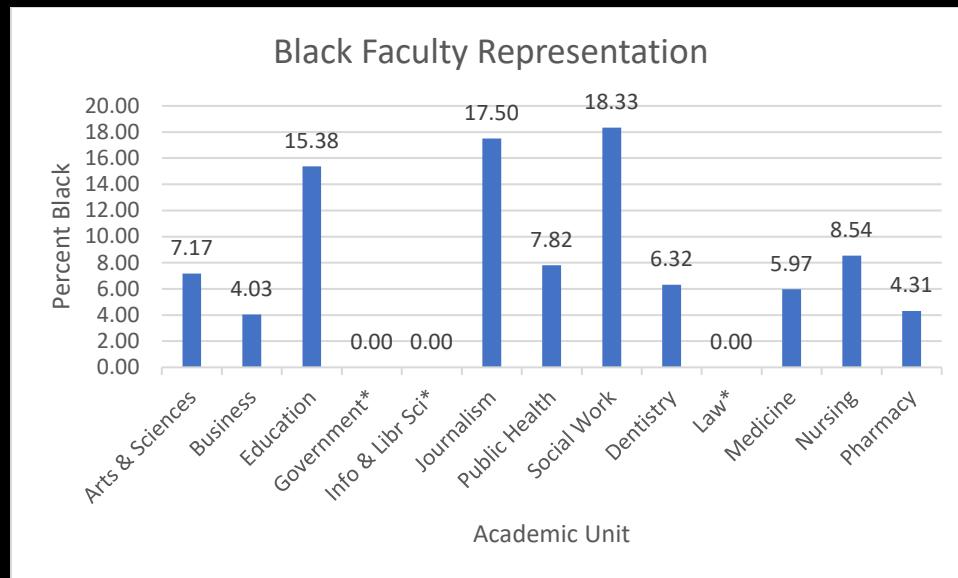
January 2023



Carolina Black Caucus is comprised a faculty, staff, graduate and professional students, and postdoctoral fellows collaborating across academic and administrative boundaries to create a welcoming environment where all participants can thrive and realize their goals as members of the University of North Carolina at Chapel Hill (UNC-CH) community. These figures offer a snapshot of UNC-Chapel Hill’s Black community at the end of calendar year 2021, the most recent data available from UNC Office of Institutional Research. When reviewing the representation data, it is important to note that according to Census Bureau data, Black population in the United States (US) is 13.6 percent and in the state of North Carolina is 22.3 percent.

Faculty

There were 3,825 faculty members working at the end of 2021. Thirty-six percent of these faculty members were tenured and slightly less than half of this group, 46.7 percent, represented tenured and tenure-track faculty. This means 53.3 percent of all faculty members are fixed term. In all status categories, Black female faculty members are substantially over-represented relative to Black male faculty members. However, the only category where Black female faculty members exceed their occurrence in the US population is tenure track. Even with this promising data point, one must note that the only category where males exceed females, of any race, is tenured faculty. Intentional recruitment, retention, and promotion initiatives would need to be implemented to alter this pattern.



UNC Office of Institutional Research reported three academic units with less than five Black faculty members. This reporting convention results in the zero on this chart, meaning the number of Black faculty members is too small to report rather than being zero.

Staff

There were 8,609 staff members at the end of 2021. Nearly 70 percent of these staff members were in the SHRA category, with the remainder in the EHRA Non-Faculty category. Black EHRA employees represent 11.57 percent of 2,608 employees. Black SHRA employees represent 18.58 of 6,001 employees. Blacks represent 20.9 percent of 797 facilities employees and 34.4 percent of 384 housekeeping employees. In the EHRA Non-Faculty category, Black men are under-represented relative to their occurrence in the US population. Over 96 percent of staff members in both categories are full-time employees.

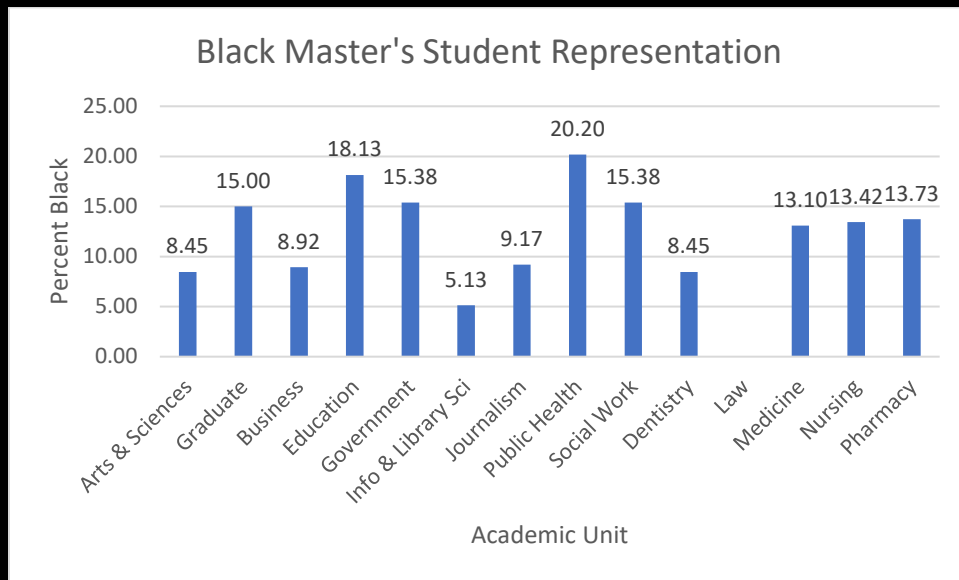
	Black Staff			All Staff			Black Representation (%)		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
EHRA	204	98	302	1570	1038	2608	13.0	9.44	11.6
SHRA	757	358	1115	3630	2371	6001	20.85	15.10	18.58
Total	961	456	1417	5200	3409	8609	18.48	13.38	16.46

Black staff members working in both facilities and housekeeping exceed their occurrence in the US population.

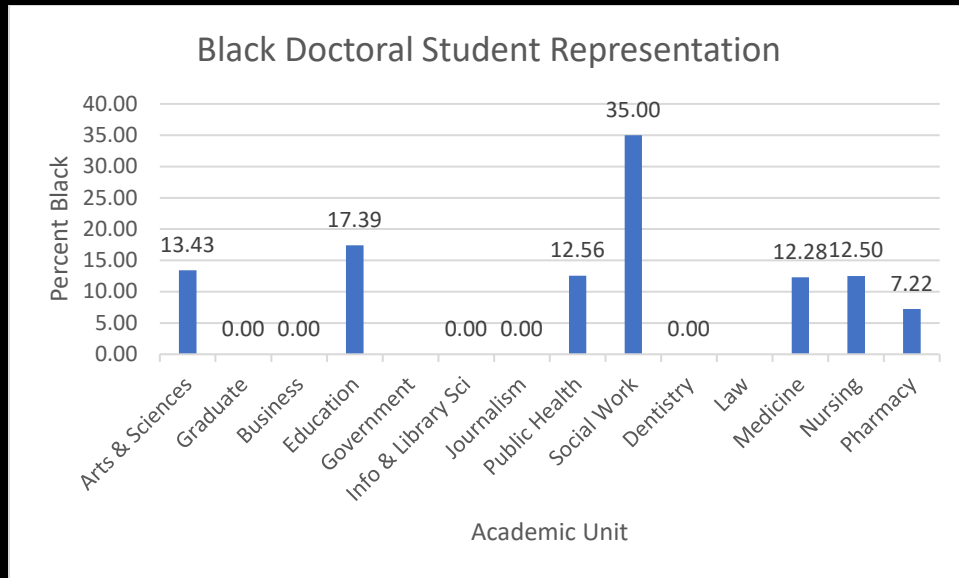
	Black	Total	Representation (%)
Facilities	167	797	20.95
Housekeeping	132	384	34.38
Total	299	1181	25.32

Students

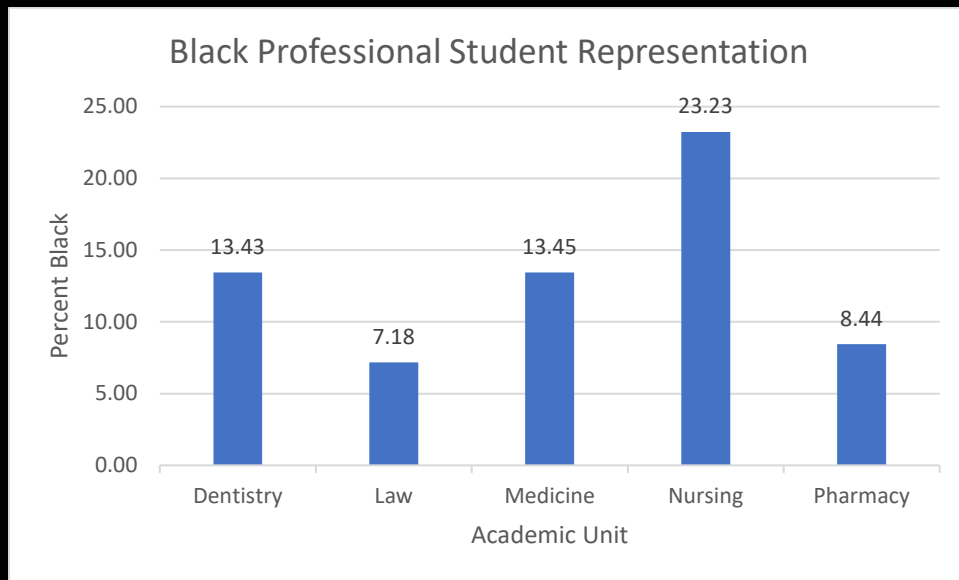
Of the 31,636 students enrolled at the end of 2021, 363 were unclassified and 74 were seeking certificates rather than degrees. Total Black student enrollment was 3580, representing 11.32 percent of enrollment. Student enrollment was distributed among graduate, professional, and undergraduate levels. Among master's students, Black students represented 12.74 percent of 5,612 students. Among doctoral students, Black students represented 8.69 percent of 3,361 students. Among professional students, Black students represented 279 of 2,483 students, or 11.24 percent. Among undergraduate students, Black students represented 2,294 of 19,743 students, or 11.62 percent.



Black students seeking master's degrees exceeded their occurrence in the US population in five units--Graduate School, Education, Government, Public Health, and Social Work. Arts and Sciences, Business, plus Library and Information Sciences have opportunities for targeted recruitment of a representative master's student populations.



One academic unit, School of Dentistry has no Black students seeking (research) doctoral degrees while four other units—Graduate School, Business, Library and Information Sciences, and Journalism have too few Black doctoral students to count. Three of the remaining four units—Education, Public Health, and Social Work—have representation meeting or exceeding the occurrence in the US population. Arts and Sciences has an opportunity for targeted recruitment of a representative student population.



Black students seeking professional degrees exceed their occurrence in the US population in the Schools of Dentistry, Medicine, and Nursing. There are opportunities for targeted recruitment of representative professional student populations in Schools of Law and Pharmacy.

Alumni

The general Alumni Association reports 25,083 living alumni of the University of North Carolina. This figure may double count individuals who received more than one degree from the institution.

Data retrieved from: The Office of Institutional Research and Assessment (OIRA), January 2023