

The Latino Ph.D. Project at the CUNY Graduate Center



Center for Latin American, Caribbean & Latino Studies

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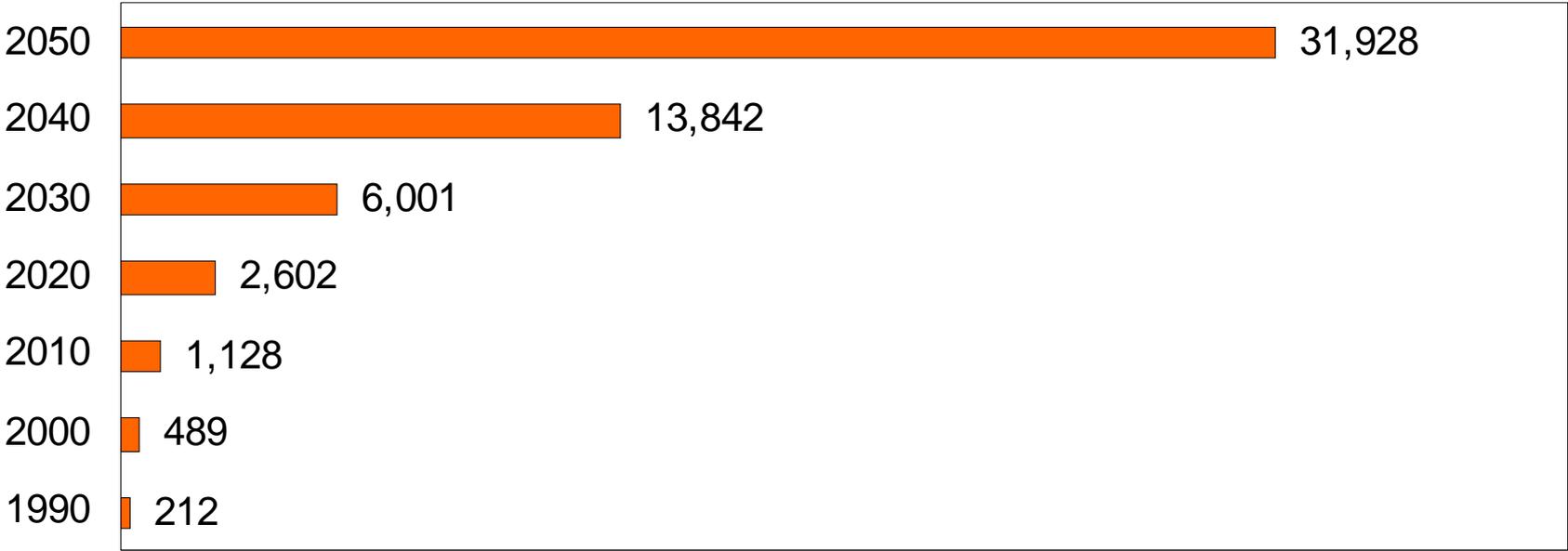
The Issue of Faculty Diversity

- Latinos and other minorities are severely underrepresented on university faculties across the United States.
- In 1975 1.4% of total faculty members in U.S. universities were Latinos; by 2007 this had increased marginally to 3.6%.
- The principal reason for this is the severe shortage of Latinos in doctoral-granting degree programs.
- The U.S. Census Bureau estimated that a mere 2.9% of all persons holding the Ph.D. degree in the U.S. in 2008 were Latinos
- *There are no indications that this situation will improve in the near future.* Between 1996 and 2006 the percentage of all Ph.D. degrees awarded to Latino citizens or permanent residents of the U.S. increased marginally from 2.6% to 3.3%.

Beyond the Academy: The Need for a Highly Educated Latino Labor Force

- The Latino population is the fastest growing segment of the U.S. population. The U.S. Census Bureau projects that by 2050 there will be nearly 134 million Latinos in the U.S. and they will account for about 30% of the total population.
- The growth in the Hispanic consuming market has paralleled population increase. Between 1990 and 2000 it has been estimated that this market more than doubled from about 212 billion to 489 billion dollars.
- By 2020 it has been estimated that this consumer market will spend 2.6 trillion dollars and that by 2050 Latinos will consume 32 trillion dollars worth of U.S. goods and services.
- This internal U.S. Latino market is currently the third largest “Latin American” market in the Western Hemisphere behind only Brazil and Mexico. It may very well be the largest in the hemisphere by the mid 21st century.

Projected Size of Hispanic Consumer Market, 1990 - 2050 (in billions of dollars)



Beyond the Academy: The Need for a Highly Educated Latino Labor Force

- There is a well-known shortage of Hispanic executives and management personnel currently employed by Fortune 500 companies. One of the principal reasons is the shortage of Latinos with post-baccalaureate degrees.
- Because of the shortage of Latino executives and managerial personnel educated in the U.S. many top companies recruit qualified people from Latin America and the Caribbean to fill highly skilled positions which often require bilingualism.
- *This situation will not change unless mechanisms are developed in U.S. university systems to recruit qualified Latinos to graduate programs.*

Why are Latinos not Seeking Ph.D. Degrees?

- Most Latinos who earn their undergraduate degrees are the first generation of their families who have had the opportunity to attend college.
- Additionally, most Latinos who successfully graduate college must enter the labor market immediately after graduation to pay off significant debts accrued while pursuing undergraduate degrees, or to help support their families.
- There are few financial aid packages in U.S. universities directed toward providing financial support to qualified potential Latino Ph.D. candidates.
- There are no 'pipeline' structures which facilitate the transition from undergraduate to graduate education for qualified Latinos who successfully complete B.A. or other undergraduate degrees.

The Goals of the Latino Ph.D. Project

- To create five 5-year fellowship packages each year directed at Latinos who have completed undergraduate degrees, or to those students dedicated to furthering the integration of Latinos into higher education faculties. Each fellowship recipient must be successfully admitted into the one of the Graduate Center's Ph.D. programs.
- Each of these fellowships will provide full tuition payment at the CUNY Graduate Center for 5 years, in any discipline, as well as a stipend of approximately \$18,000 yearly for each student to help defray living costs.
- The estimated yearly cost of these 5-year packages is \$125,000 for each student, or a total of \$625,000 annually.
- An initial objective is to raise \$3.25 million dollars which will support this program for five years.

The Creation of a National-Level Model for the Recruitment of Latinos for Doctoral Study at CUNY

- CUNY is an ideal institution for creating a national-level 'pipeline' model for the recruitment of qualified Latinos to its Ph.D. programs.
- During the 2008 academic year 23% of all students at CUNY's four-year colleges were Latinos, while 34% of the community colleges' students were of Latino origin.
- Yet, in 2008 only 8% of the Graduate Center's students were classified as Hispanics and many of these students came directly to CUNY from Latin America and the Hispanic Caribbean or from Spain. Additionally, most Latinos enrolled in the Ph.D. programs are not graduates of CUNY or SUNY, but have received their B.A. degrees from private institutions.
- Thus, a natural pool of qualified students already exists within CUNY's four-year and community colleges.

CUNY and New York City: A Model for the Future

- Demographically, New York City 'looks' today like the nation will in 2050.
- Nearly 30% of New York City's total population in 2008 is of Latino origin and it is striking that Latinos comprise about the same percentage of CUNY undergraduates.
- As the largest urban public university system in the nation which provides an extraordinary array of undergraduate educational opportunities to the City's Latino population, CUNY is uniquely positioned to develop this pioneering program of recruitment into the Graduate Center's doctoral programs.