

Ethnicity and Gender Representation at US Business Schools

10-Year Comparison on Gender and Race

AACSB examined the changing demographics within U.S. business schools, looking at both ethnicity and gender for students and faculty. These trends are based on a controlled set of U.S. AACSB member business schools that reported in all years between 2011–12 and 2020–21. This report is intended to prompt additional discussions on diversity and does not represent a comprehensive analysis of business school demographics or represent all ethnicities or gender categories.

Summary *(10-year comparison)*

At least 8%
growth in underrepresented ethnicity groups across all levels of business education

Specialized master's programs saw the greatest growth in underrepresented ethnicity groups, at 13 percent.

5%
increase in female full-time faculty representation

This growth in female full-time faculty represents an increase from 29 percent to 34 percent.

5%
growth in female student representation in MBA programs

Women have had representation gains across most degree levels.

5%
increase in representation of Black students enrolled in doctoral programs

Black doctoral student enrollment increased from 6 percent to 11 percent.

Hispanic student representation in MBA and specialized master's programs has increased

2x

The fastest growing underrepresented ethnicity group within business schools is the Hispanic population.

Multiracial representation in specialized master's programs has increased

3x

Enrollment of multiracial individuals, those identifying as two or more races, has surged at all business school degree levels.

7%
increase in underrepresented ethnicity groups among faculty

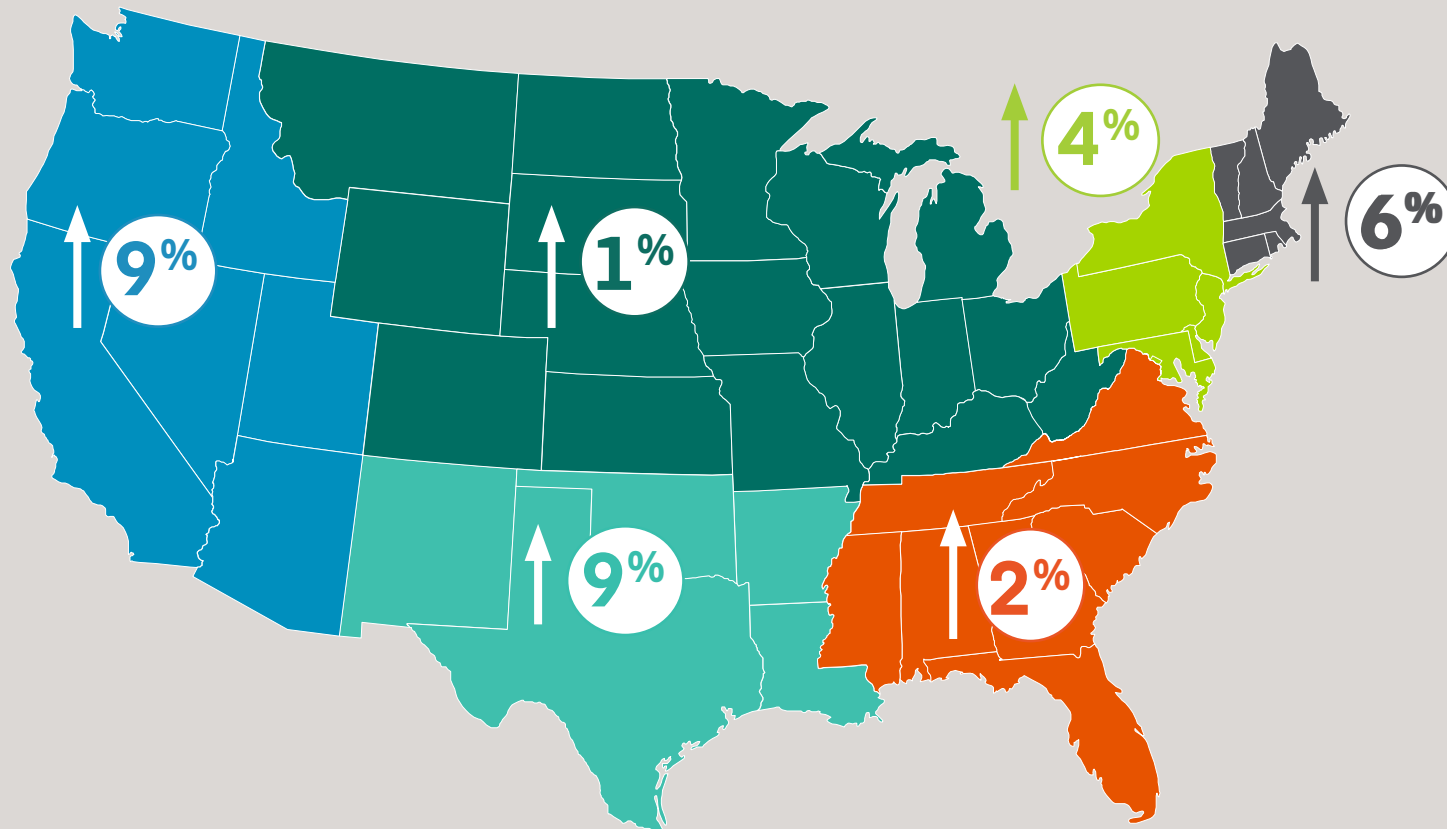
This growth in underrepresented ethnicity faculty groups represents an increase from 19 percent to 26 percent in total faculty population.

US
Student
Ethnicity
and
Gender
Statistics

10-Year Representation Shifts by Region: Students

This map depicts the percentage change in representation for underrepresented ethnicity groups over the last 10 years, by region. These changes were compared to the shifts captured by the 2010 U.S. Census and the 2020 U.S. Census estimate. **In all but two regions (the South and Mid-American), the growth in underrepresented ethnicity groups among students outpaced the underrepresented ethnicity groups in the population.**

Percentage Change in Student Enrollment for Underrepresented Ethnicity Groups, by Region



KEY INSIGHT

In the Southwest and West, student enrollment for underrepresented ethnicity groups grew by **9 percent**, outpacing the increase in those regions' populations by 5 percent and 6 percent, respectively.

Underrepresented Ethnicity Groups Population Change (Census Change) vs. Student Change, by Region

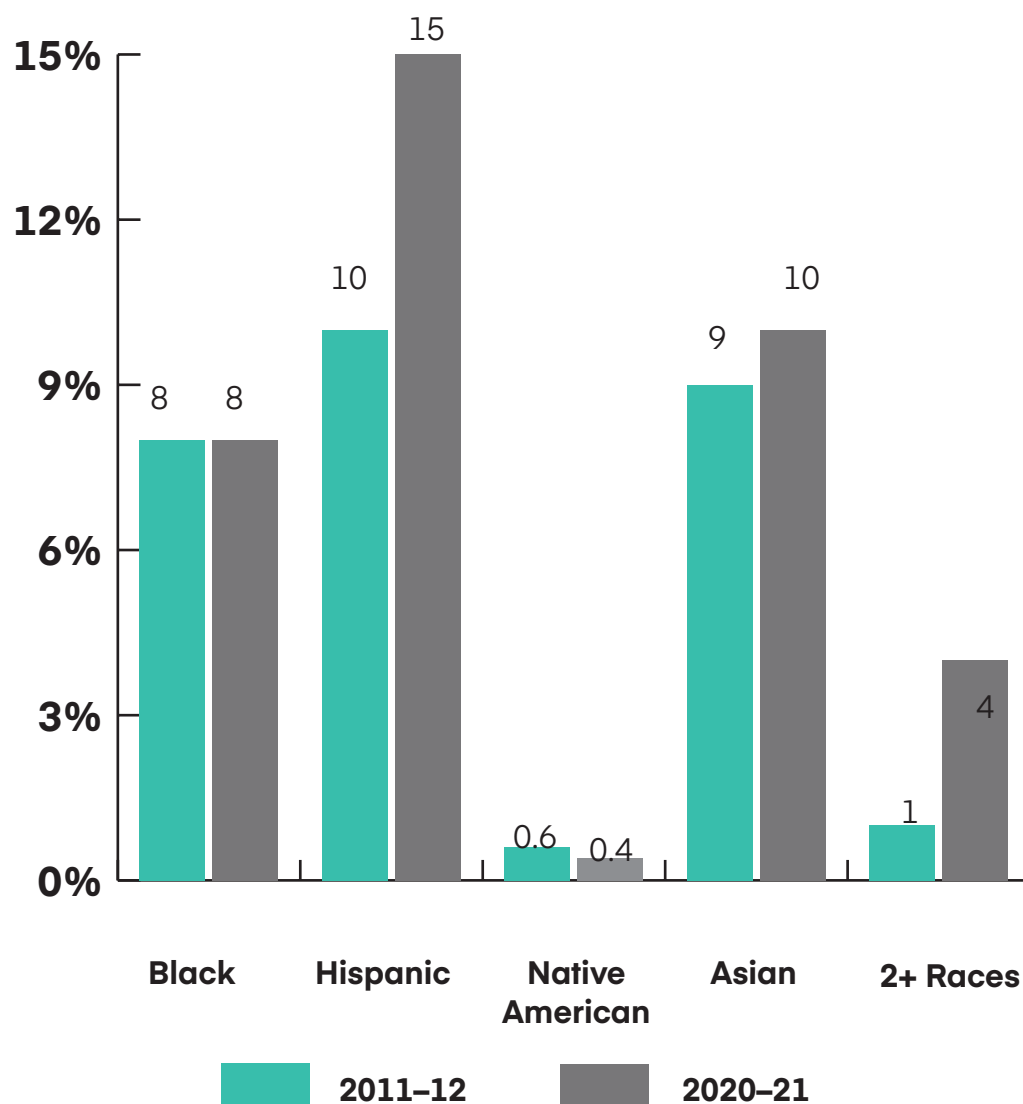
| Region | Mid-American | Mid-Atlantic | Northeast | South | Southwest | West |
|----------------|--------------|--------------|-----------|-------|-----------|------|
| Census Change | 3% | 4% | 5% | 3% | 4% | 3% |
| Student Change | 1% | 4% | 6% | 2% | 9% | 9% |

Business Student Demographics: Undergraduate Programs

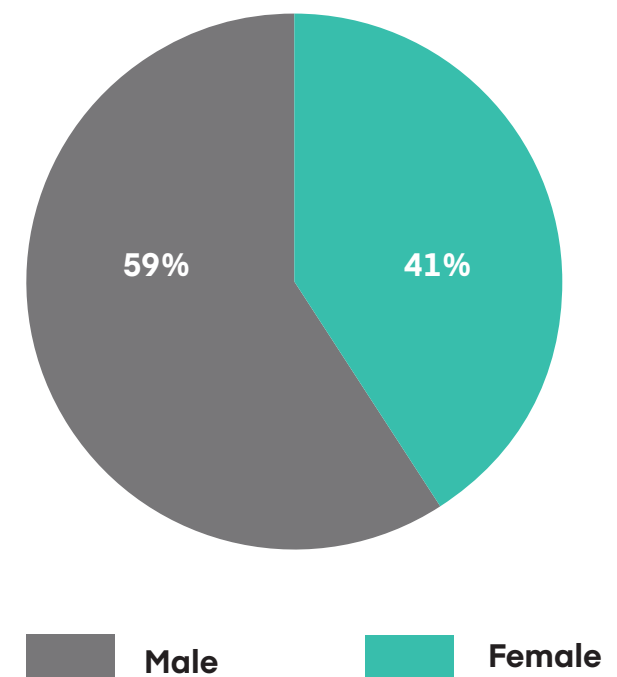
3% increase in students identifying as two or more races over the last 10 years

- The number of individuals identifying as two or more races now make up nearly 4 percent of the total undergraduate population, up from just 1 percent over the ten-year period. Some of these gains are likely due to improved awareness of this population.
- The percentage of undergraduate student enrollment for underrepresented ethnicity groups increased by 8 percent, from 29 percent to 37 percent, over the last 10 years.

**Undergraduate Enrollment by Ethnicity,
2011–12 to 2020–21**
n = 354 business schools



**Undergraduate Enrollment by Gender,
2020–21**



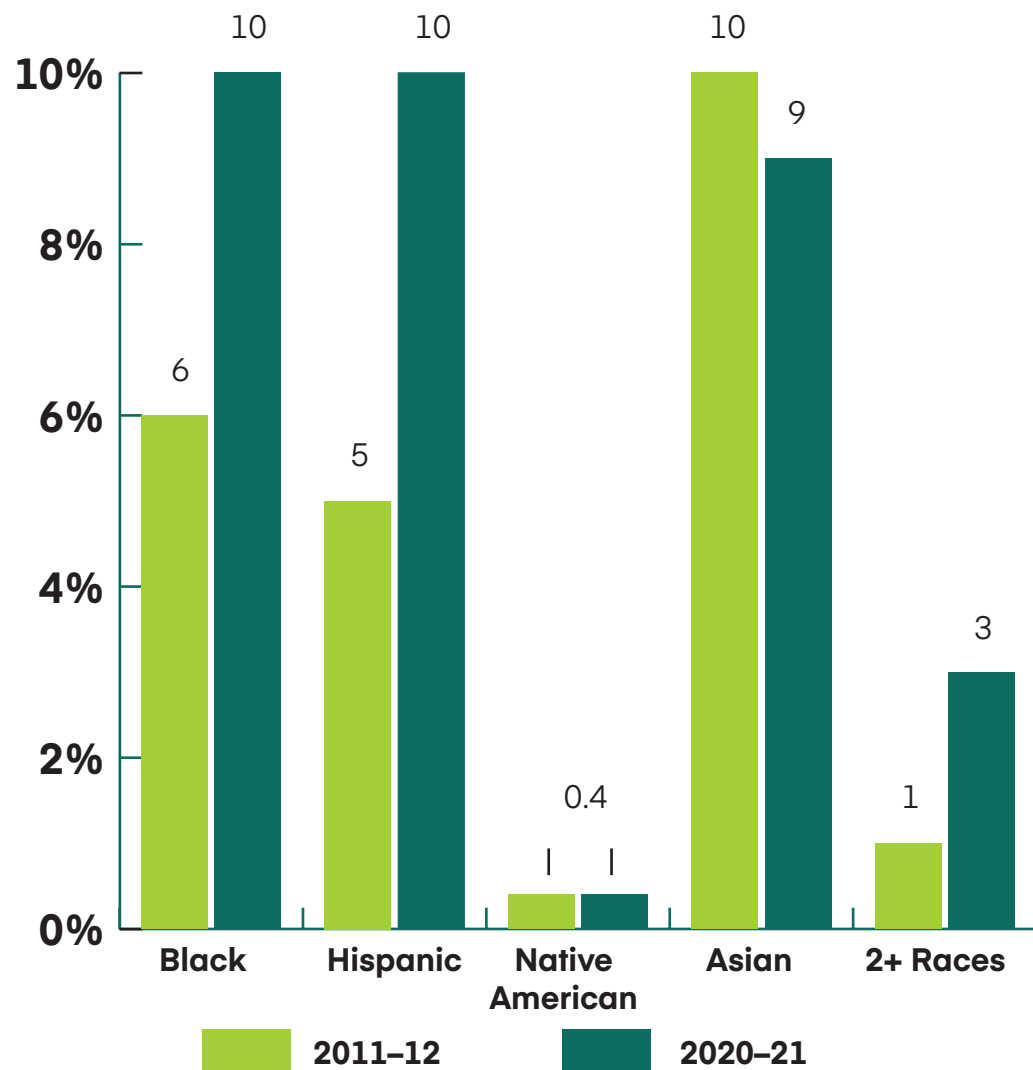
Business Student Demographics: MBA Programs

5% female MBA enrollment increase over last 10 years

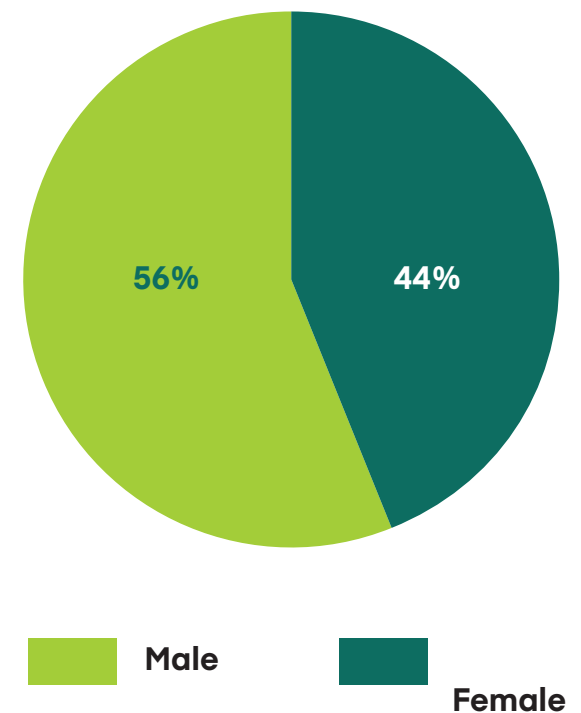
- Hispanic students had the greatest gains as a percentage of the total population, from 5 percent in 2011–12 to 10 percent in 2020–21.
- While undergraduate enrollment for Black students was flat, Black MBA student enrollment rose 4 percent, from 6 percent of the total population in 2010–11 to 10 percent in 2020–21.
- The percentage of MBA student enrollment for underrepresented ethnicity groups increased by 10 percent, from 22 percent to 32 percent, over the last 10 years.

**MBA/Master's Generalist Student Enrollment by Ethnicity,
2011–12 to 2020–21**

n = 341 business schools



MBA/Master's Generalist Student Enrollment by Gender

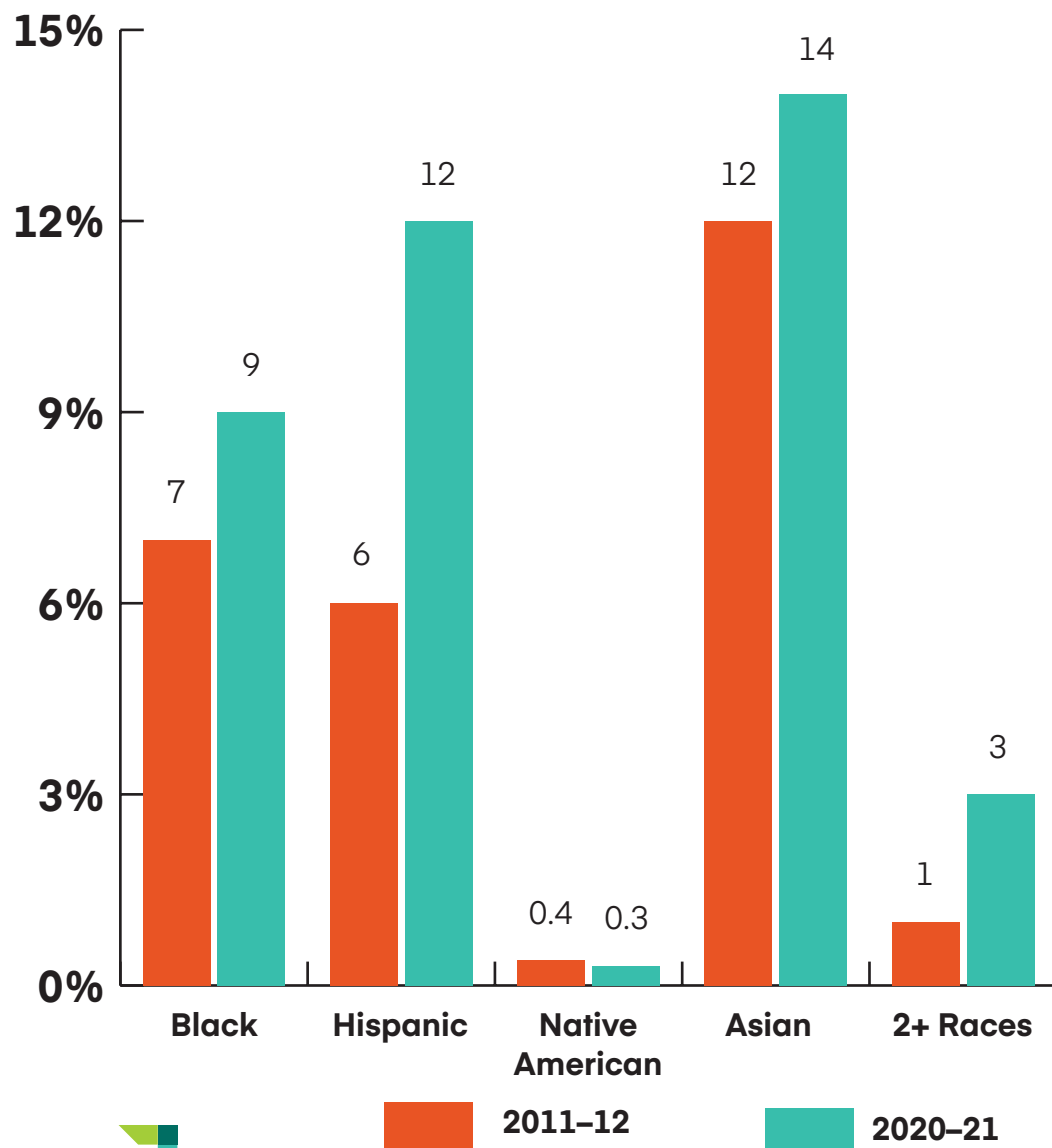


Business Student Demographics: Specialized Master's Programs

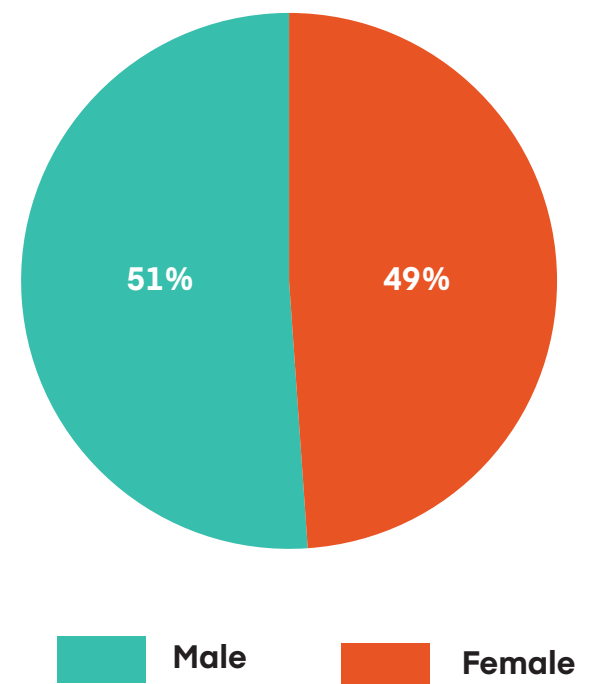
12% increase in Hispanic student representation, doubling over the last 10 years

- In the past five years, female specialized master's enrollment increased by 1 percent.
- Blacks and Asians both saw modest 2.4 percent gains in representation over the ten-year period.
- Those of two or more races now make up 3 percent of the population, up from 1 percent in 2011–12.
- The percentage of specialized master's student enrollment for underrepresented ethnicity groups increased by 13 percent, from 26 percent to 39 percent, over the last 10 years.

Specialized Master's Programs Student Enrollment by Ethnicity, 2011–12 to 2020–21
n = 292 business schools



Specialized Master's Programs Student Enrollment by Gender, 2020–21

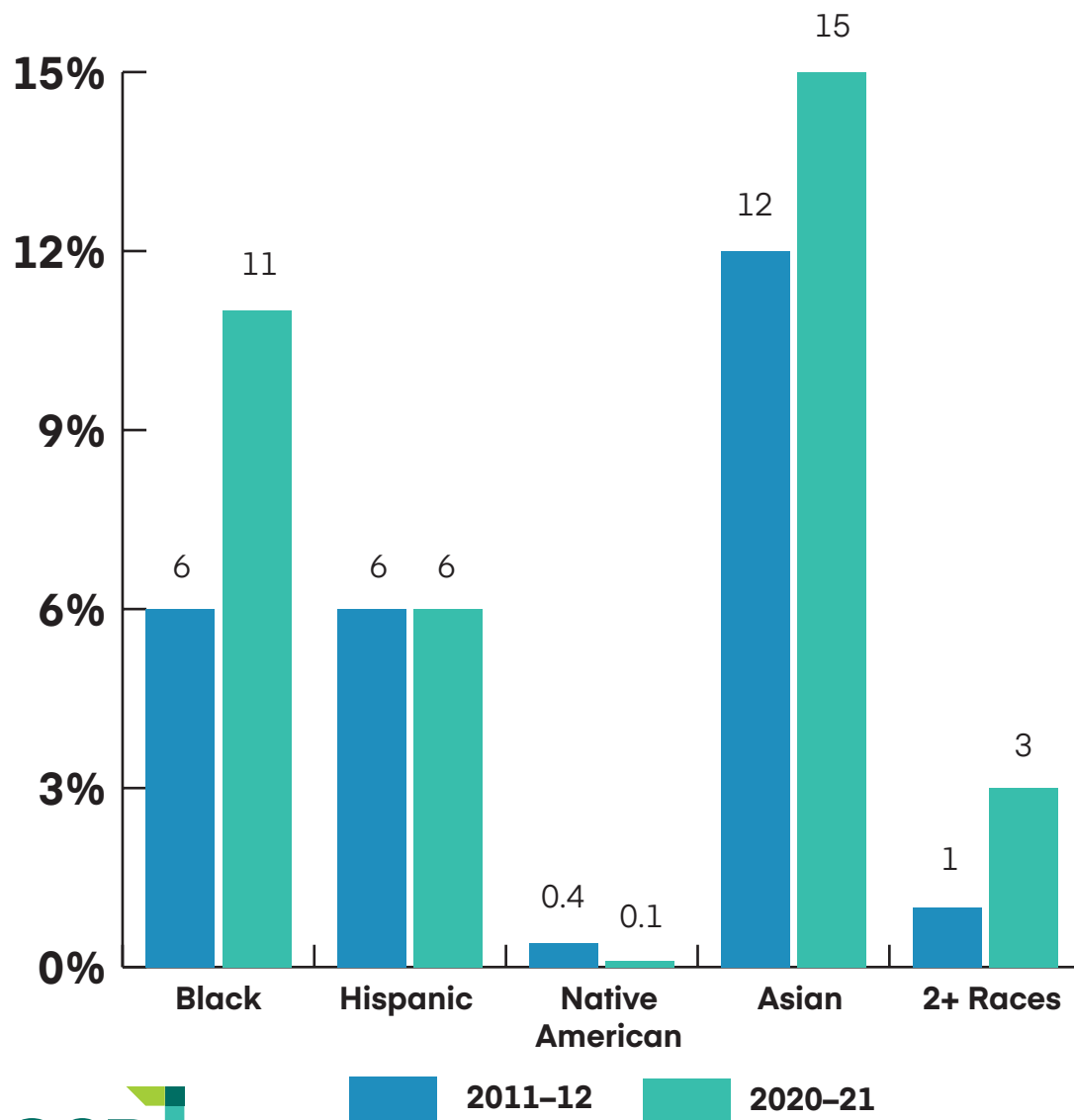


Business Student Demographics: Doctoral Programs

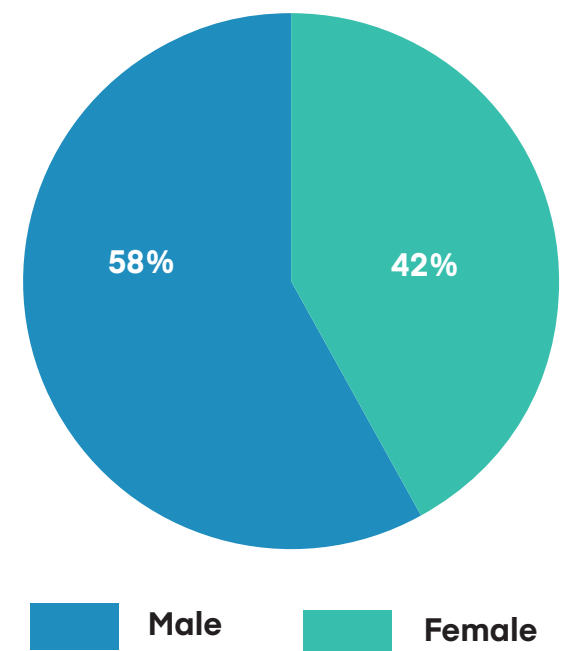
5% increase in Black student representation in doctoral programs over last 10 years

- In the past five years, female doctoral student enrollment increased by 2 percent.
- Black students had the greatest representation increase in doctoral programs, out of any education level, from 6 percent to 11 percent. Only white and Asian student populations are better represented in doctoral programs.
- The number of students selecting two or more races increased notably from 1 percent to 3 percent.
- The percentage of doctoral student enrollment for underrepresented ethnicity groups increased by 10 percent, from 25 percent to 35 percent, over the last 10 years.

**Doctoral Programs Student Enrollment by Ethnicity,
2011–12 to 2020–21**
n = 154 business schools



**Doctoral Programs Student Enrollment by Gender,
2020–21**

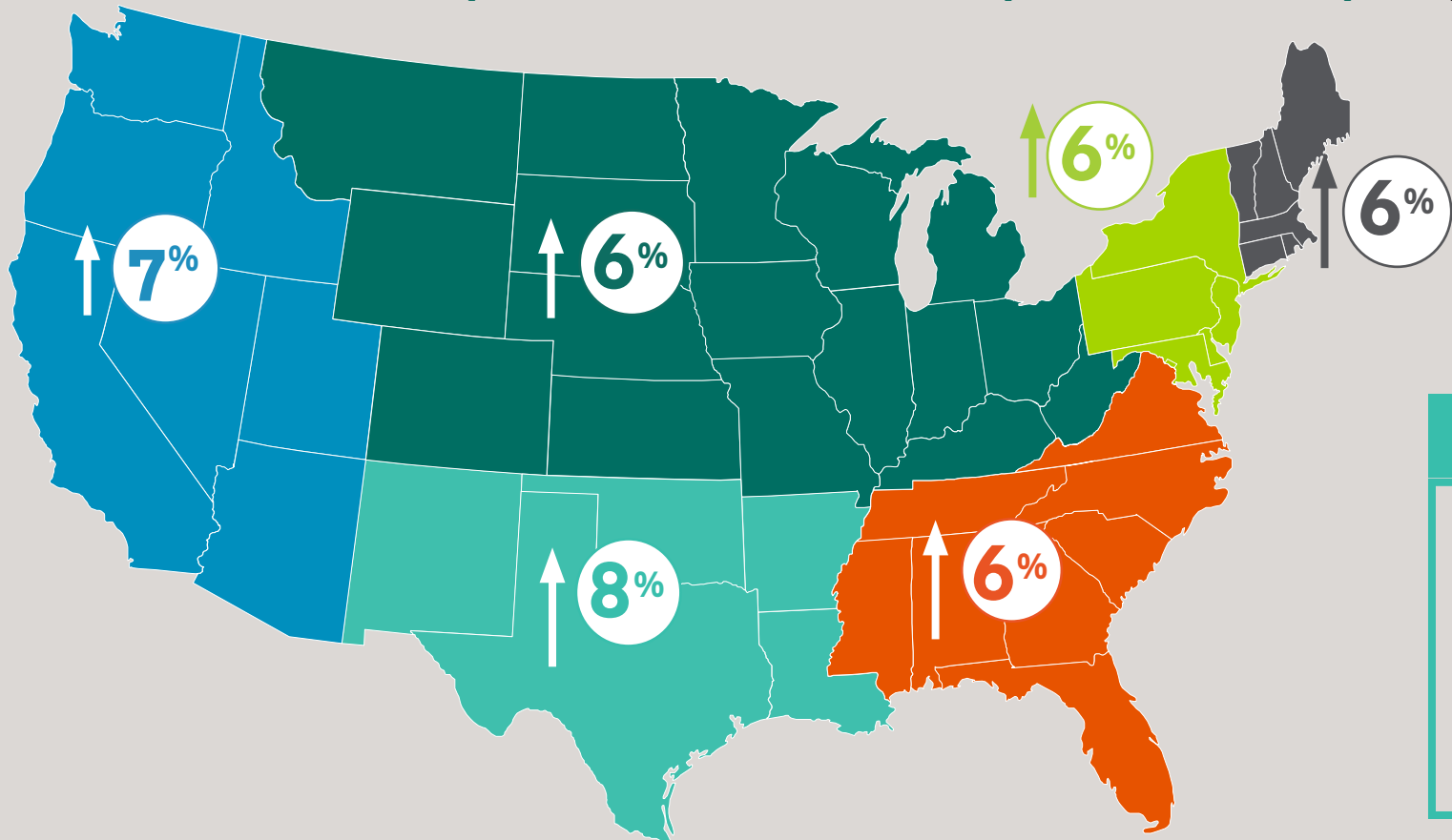


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10-Year Representation Shifts by Region: Faculty

This map depicts the percentage change in representation for underrepresented ethnicity groups over the last 10 years, by region. These changes were compared to the shifts captured by the 2010 U.S. Census and the 2020 U.S. Census estimate. **In all regions, growth in underrepresented ethnicity groups among faculty outpaced the underrepresented ethnicity groups in the population growth.**

Percentage Change in Full-Time Faculty Representation for Underrepresented Groups, by Region



KEY INSIGHT

In the Southwest, faculty representation for underrepresented ethnicity groups grew by **8 percent**, outpacing the increase in that region's population by 4 percent.

Underrepresented Ethnicity Groups Population Change (Census Change) vs. Faculty Change, by Region

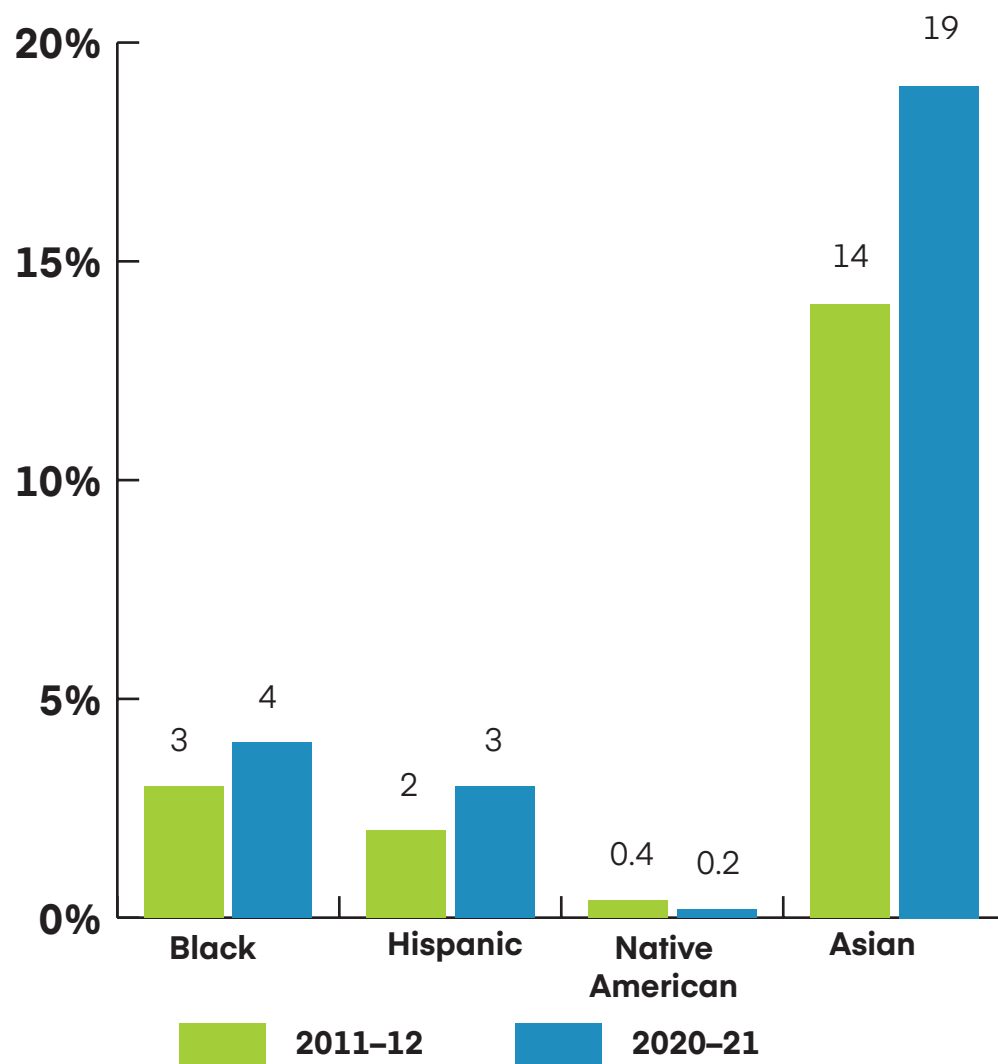
| Region | Mid- American | Mid Atlantic | Northeast | South | Southwest | West |
|----------------|---------------|--------------|-----------|-------|-----------|------|
| Census Change | 3% | 4% | 5% | 3% | 4% | 3% |
| Faculty Change | 6% | 6% | 6% | 6% | 8% | 7% |

Business Faculty Demographics

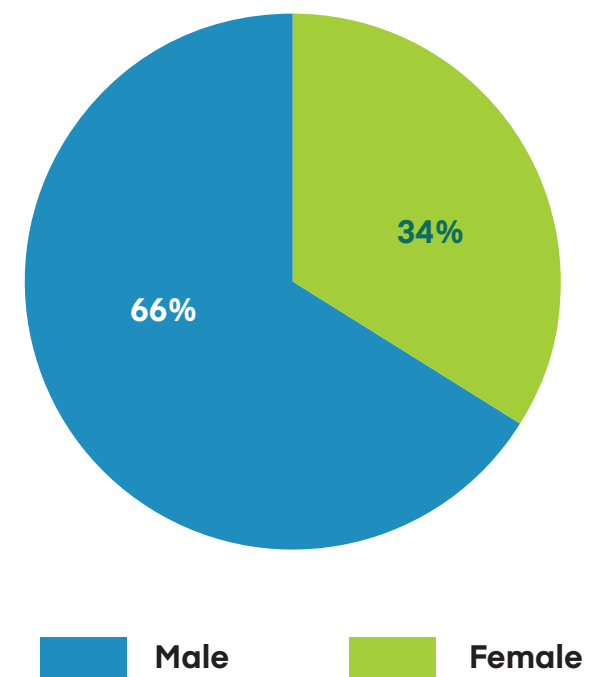
5% increase in female full-time faculty, from 29 percent to 34 percent of total faculty population in the last 10 years

- Seven percent increase in faculty representation for underrepresented ethnicity groups, from 19 percent to 26 percent of total faculty population in the last 10 years.
- The percentage of Asian faculty increased from 14 percent to 19 percent over the last 10 years.
- While presently more male than female faculty have tenure status (52 percent male, 41 percent female), more female than male faculty are on a track to obtain tenure in the future (27 percent female, 22 percent male).
- The percentage of deans who identify as female increased from 18 percent to 28 percent over the last 10 years.

Full-Time Faculty by Ethnicity, 2011–12 to 2020–21
n = 257 business schools



Full-Time Faculty by Gender, 2020–21



In the year 2011–2012, AACSB did not collect data of faculty with two or more races

About This Statistics Sheet

This brief includes data collected through AACSB's annual data collection efforts, primarily the AACSB Business School Questionnaire (BSQ) Programs Module, as well as statistics from the U.S. Census Bureau. The data from the U.S. Census Bureau are on pages 3 and 9 and are labeled as such.

In all instances that refer to students or faculty, underrepresented ethnicity groups is inclusive of all races excluding white.

The racial categories used within this statistic sheet are those used by the U.S. Census Bureau. Each racial category, excluding "2+ Races," applies to respondents who self-identified as belonging to one racial group. Please see the [U.S. Census Bureau's race definitions](#) for more information.

The term MBA as used in this sheet, refers to master's generalist and MBA-equivalent programs, including MBA, MBA/dual degree, master's generalist (non-MBA), and Executive MBA.