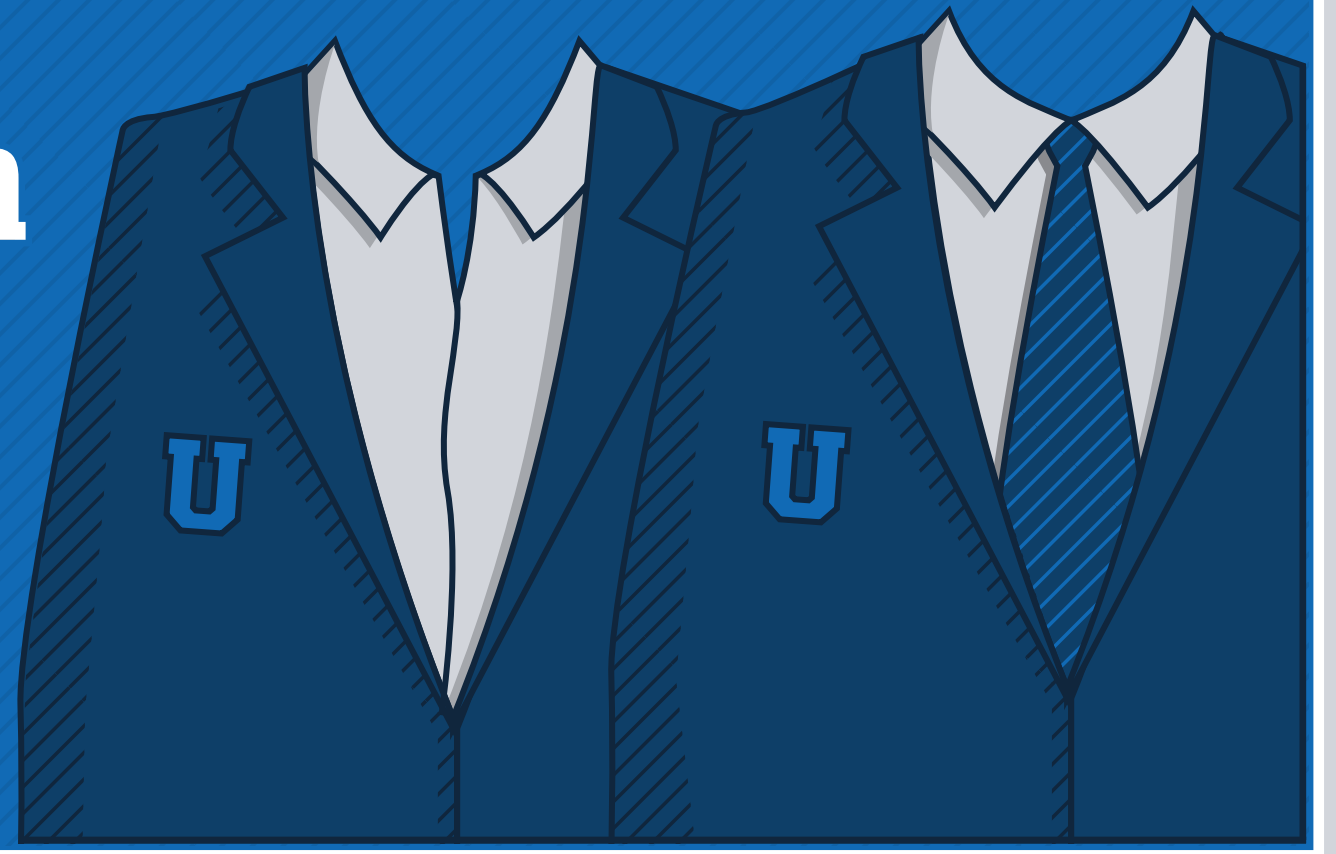


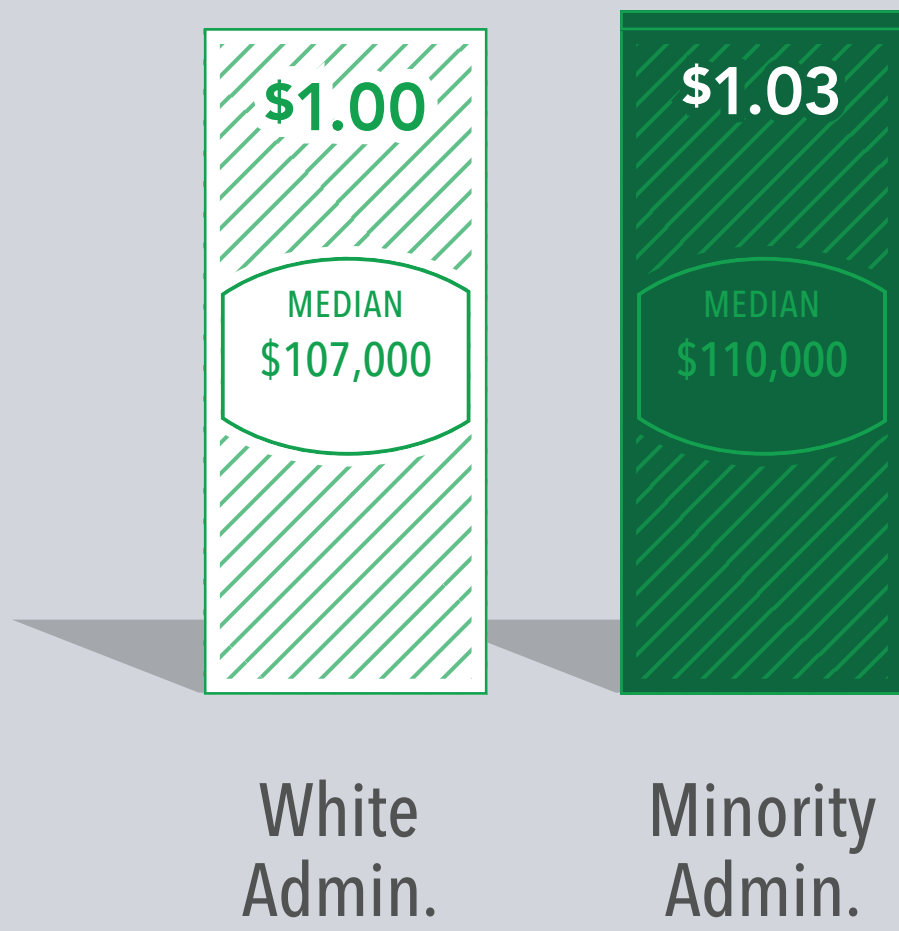
Minority Equity in Higher Education Administration

Pay and Representation of Hispanics and Nonwhites



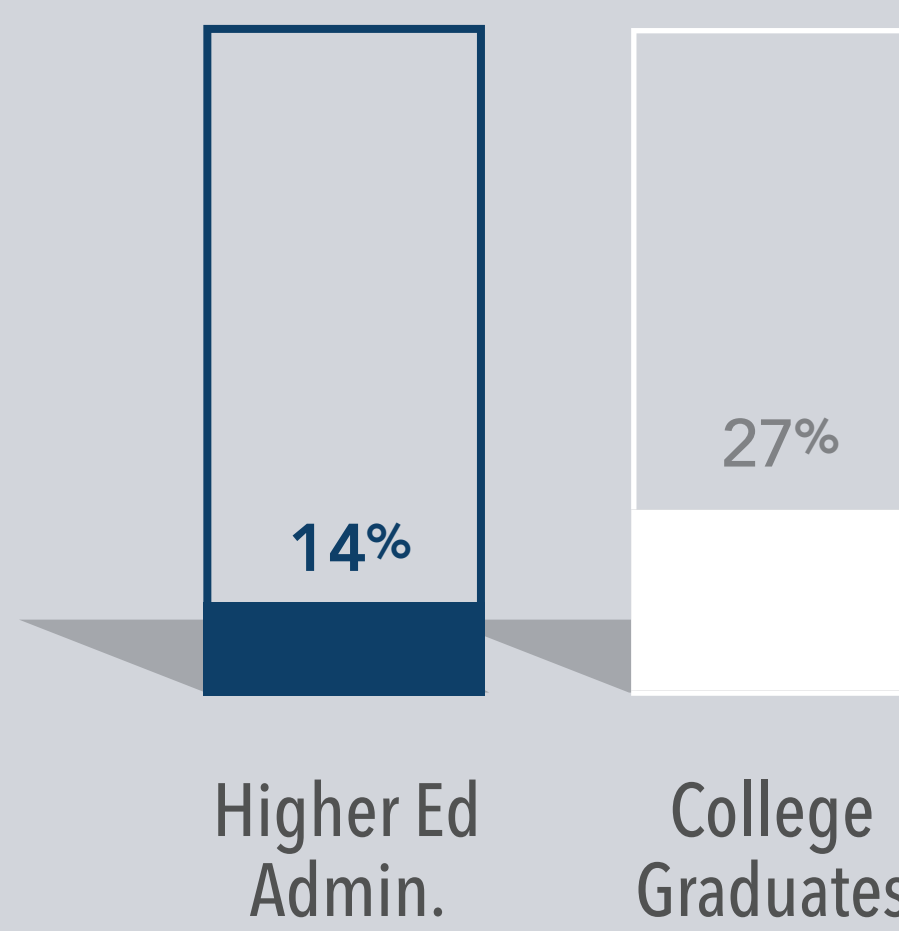
EQUITABLE PAY BUT LOW REPRESENTATION

PAY ON THE DOLLAR



Minorities earn slightly more than do non-minorities.

PERCENTAGE OF MINORITIES



1 in 4 college graduates is a minority, whereas 1 in 7 higher ed administrators is.

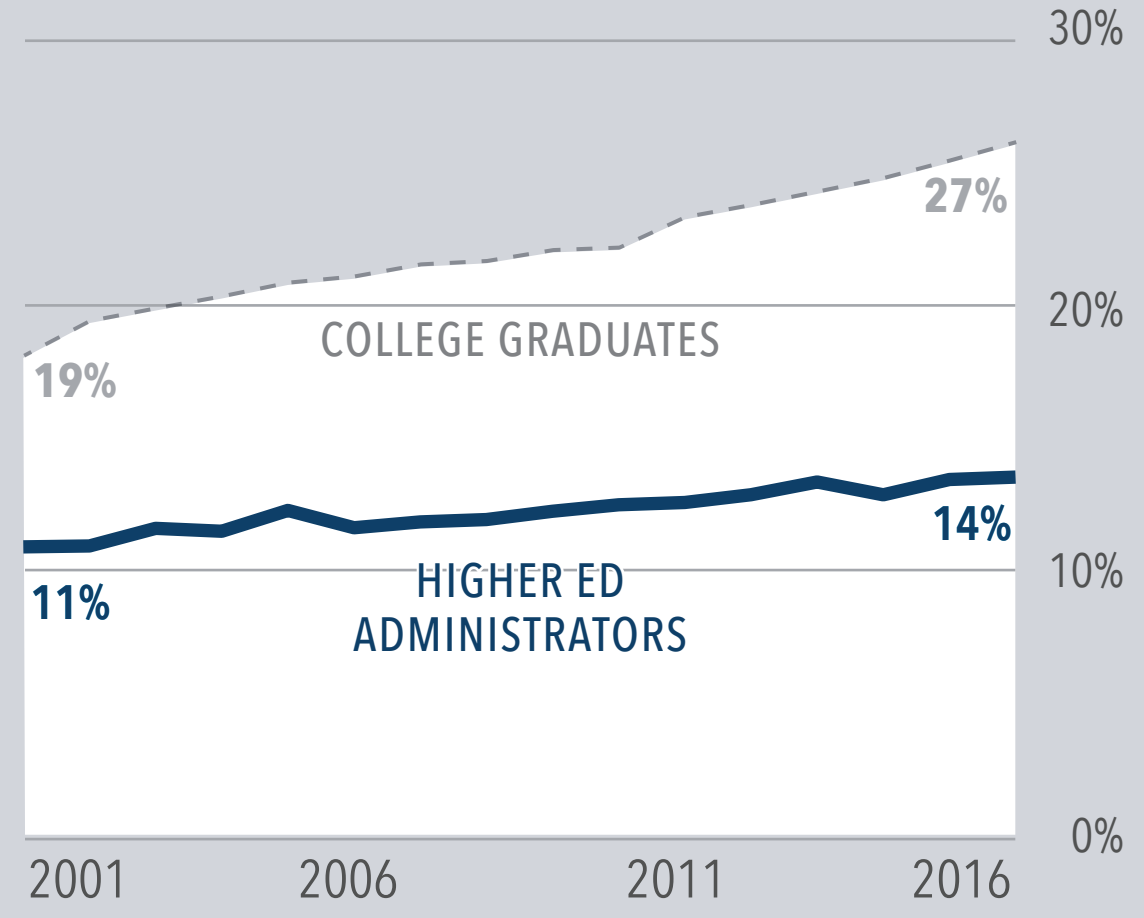
CHANGES OVER 15 YEARS

PAY ON THE DOLLAR



Minorities gained 6 cents on the dollar, recently surpassing whites in pay.

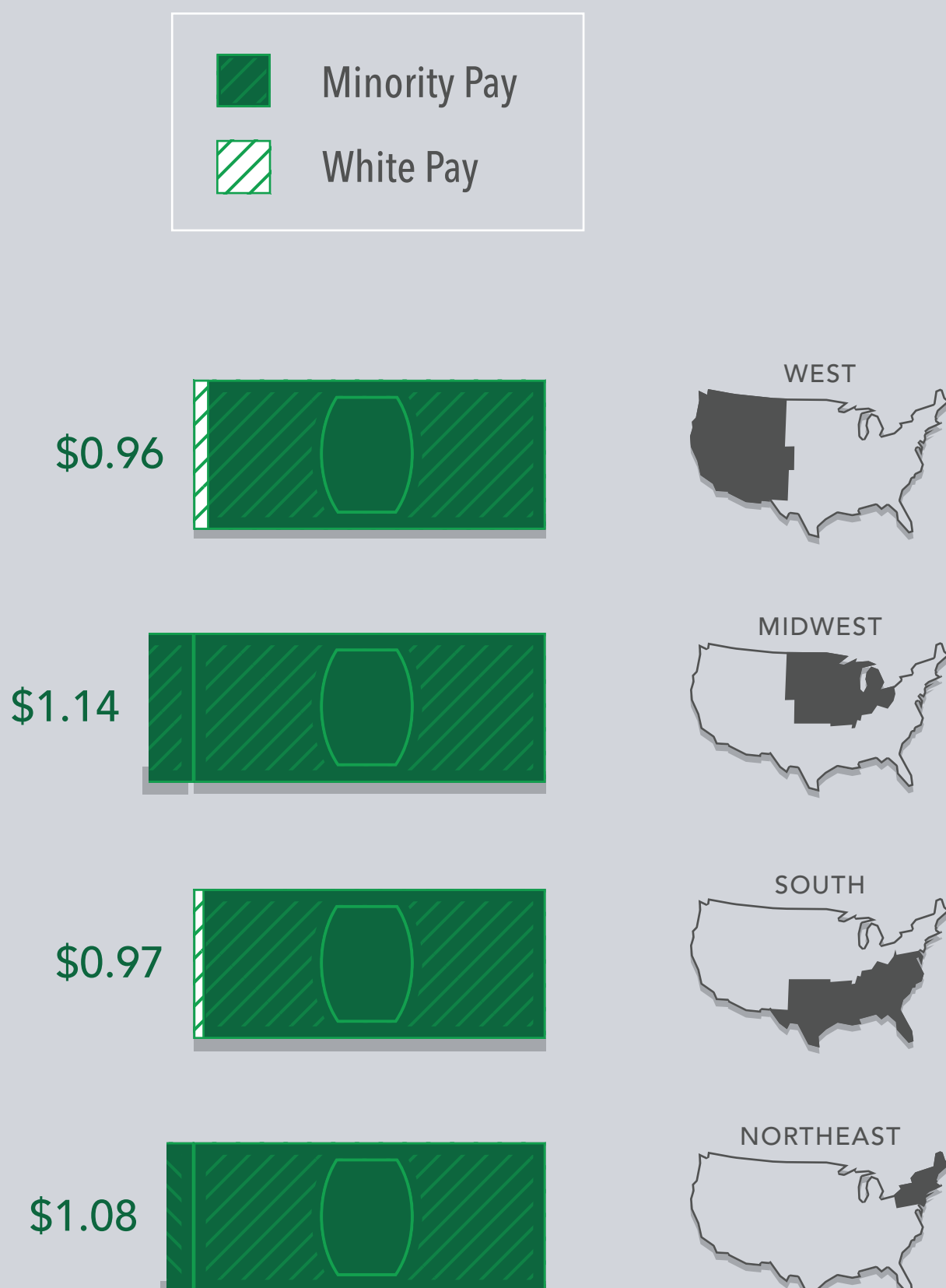
PERCENTAGE OF MINORITIES



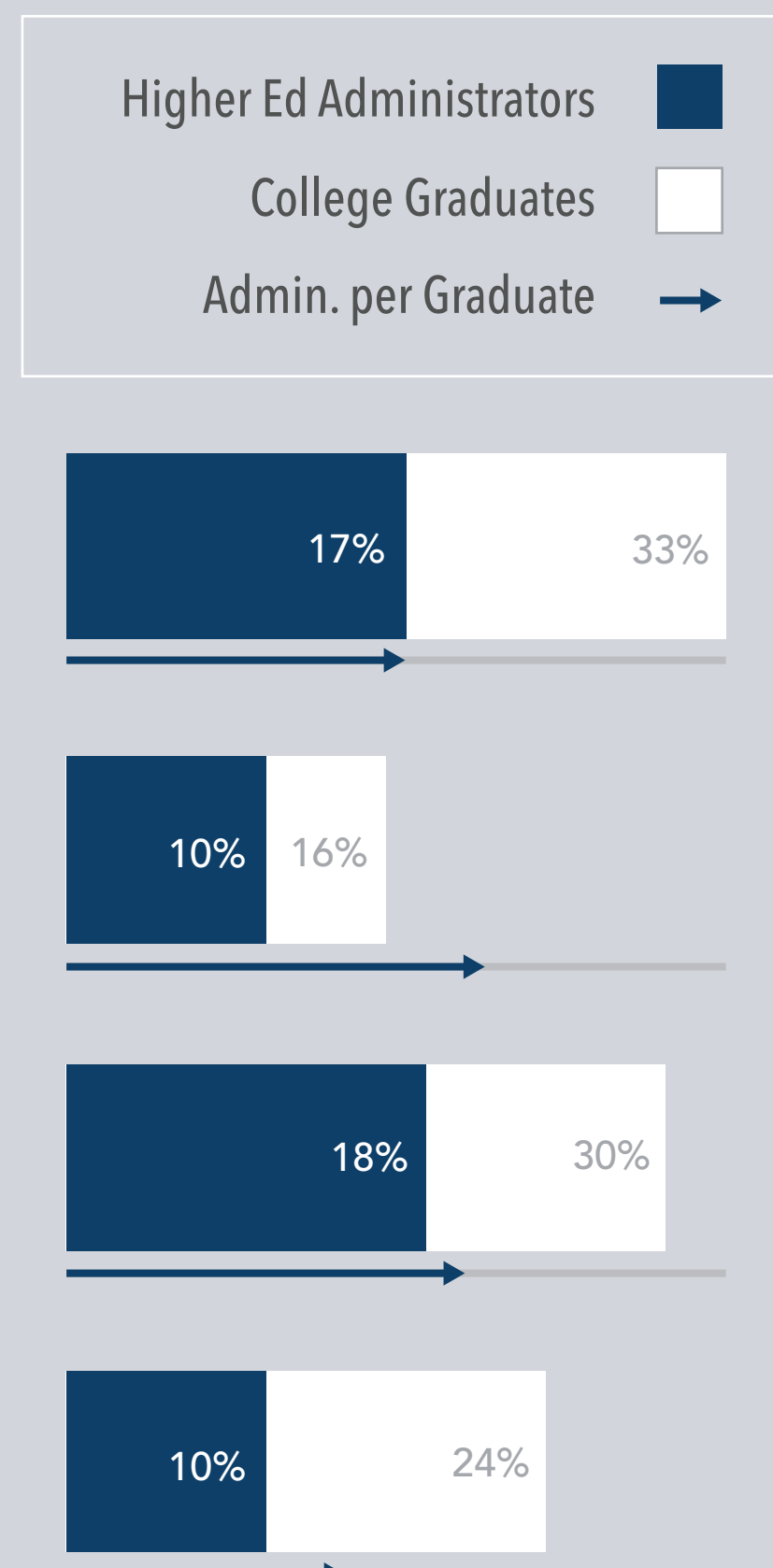
Minorities have made a modest gain of +3% representation in higher ed administration.

REGIONAL DIFFERENCES

PAY ON THE DOLLAR



PERCENTAGE OF MINORITIES



Minority administrator pay is highest where there are fewer college-educated minorities, in the Northeast and Midwest. Although the West has many minority administrators, the South and Midwest have better representation when compared to their labor pools of college-educated minorities.