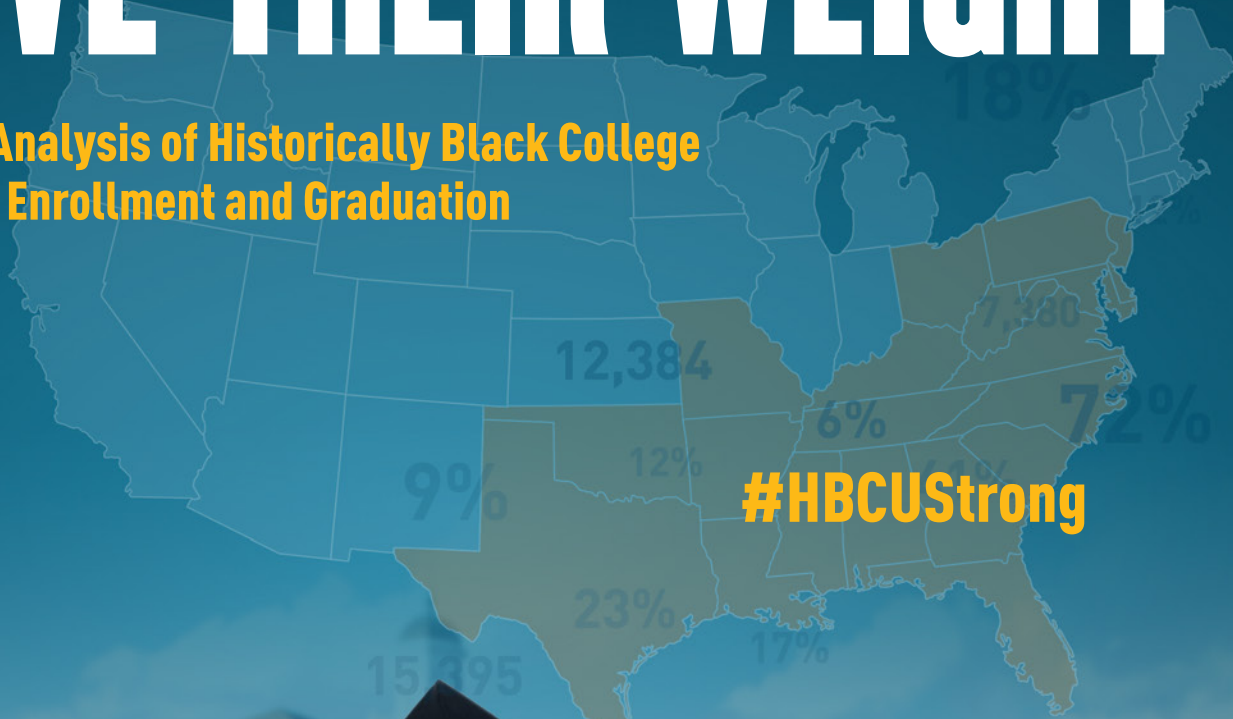


HBCUs PUNCHING ABOVE THEIR WEIGHT

A State-Level Analysis of Historically Black College and University Enrollment and Graduation



#HBCUStrong



UNCF Frederick D. Patterson Research Institute

When sports writers say that boxers **punch above their weight**, they mean that they hit harder than would be predicted from their weight alone. So, when UNCF says that HBCUs punch above *their* weight, we mean that, given their small average size, and given that they have been historically underresourced, the impact of these unique institutions is significantly greater than one would expect.



Citation:

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FOREWORD

When sports writers say that boxers punch above their weight, they mean that they hit harder than would be predicted from their weight alone. So, when UNCF says that HBCUs punch above *their* weight, we mean that, given their small average size, and given that they have been historically underresourced, the impact of these unique institutions is significantly greater than one would expect.

A succession of studies released by UNCF's research arm, the Frederick D. Patterson Research Institute, has documented that fact. *Understanding HBCU Retention and Completion*, for example, found that HBCUs retain and graduate low-income and academically underprepared African American¹ students at higher rates than non-HBCUs. *Lower Costs, Higher Returns*, showed that total costs at UNCF-member HBCUs are lower than at comparable institutions. And, most recently, UNCF's landmark study, *HBCUs Make America Strong: The Positive Economic Impact of the Nation's Historically Black Colleges and Universities*, documented the powerful economic impact of HBCUs on local, state and national economies.

This report, *HBCUs Punching Above Their Weight: A State-Level Analysis of Historically Black College and University Enrollment and Graduation*, shows that, in their most important function—enrolling and graduating college students—HBCUs perform far better than their small size and lack of resources would lead one to expect, and that impact is magnified when HBCUs' geographic concentration is factored in. Taken state by state, the "multiplier effect" is impressive. Florida HBCUs represent just 4 percent of the state's four-year colleges and universities but enroll 9 percent of all black undergraduates and award 18 percent of all bachelor's degrees to black college graduates. Louisiana HBCUs represent 19 percent of all colleges and universities in the state, but 38 percent of all black students and graduates. And Virginia HBCUs represent just 11 percent of the state's colleges and universities, but 29 percent of the state's black college students and 32 percent of its black college graduates.

Even more striking is the geographic concentration of these high-performing HBCUs, and the resulting impact they exert on one of the country's already surging regions. HBCUs can be found across a wider swath of America than many might expect—a region defined by Pennsylvania and Ohio in the North, Delaware in the East, Florida in the South, and Texas in the West. Their most pronounced concentration, however, is in the states of the Southeast, a region that the online publication *National Real Estate Investor* describes as an emerging "economic powerhouse," that, if it were a country, "would form the sixth largest country in the world with a growth rate that would exceed any in the top five."

What does all this mean to federal or state policy makers considering which educational institutions merit the investment of diminishing public support? What does it mean to corporate and foundation philanthropies seeking to help students go to and through college? It means—especially set up against the standard of UNCF's call to action, "A mind is a terrible thing to waste, but a wonderful thing to invest in"[®]—that an investment in HBCUs is not only an investment in better futures for their students, but a can't-go-wrong investment in the economic health and energy of one of the country's most rapidly growing regions.

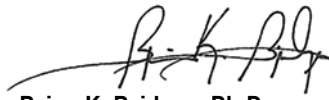
Sincerely,



Michael L. Lomax, Ph.D.

President and CEO

UNCF



Brian K. Bridges, Ph.D.

Vice President, Research and Member Engagement

UNCF



INTRODUCTION

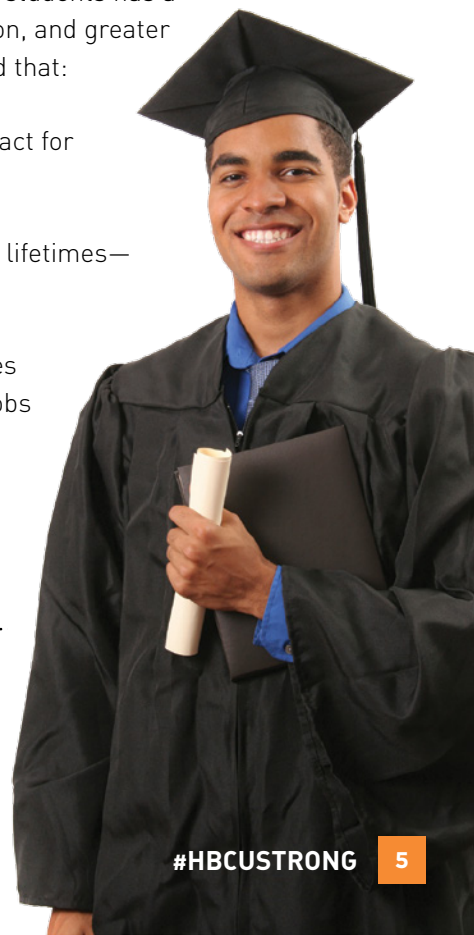
A college degree is increasingly vital for career mobility and economic success as more employers are requiring greater levels of education and credentials. For more than 150 years, historically black colleges and universities (HBCUs) have played a leading role in graduating black students and have made significant contributions to the workforce and economic vitality of the nation.

A historically black college and university is defined as “... any historically black college or university that was established before 1964, whose principal mission was, and is, the education of African Americans.”² There are 101 accredited public and private HBCUs located in 19 states, the District of Columbia and the U.S. Virgin Islands.³ While these institutions only represent 3 percent of the nation’s colleges and universities, they are economic engines in both their regional communities and the nation, generating substantial economic returns annually. In UNCF’s landmark study, *HBCUs: Make America Strong: The Positive Economic Impact of the Nation’s Historically Black Colleges and Universities*,⁴ UNCF quantified how much HBCUs are interwoven into the business fabric of their regional economies and how much graduates benefit in terms of increased earnings over a working lifetime. The study noted that every dollar spent on, and by, an HBCU and its students has a positive chain reaction in terms of heightened economic activity, increased job creation, and greater earning potential for graduates. At the national level, the study’s key findings revealed that:

- 1)** HBCUs annually generate 134,090 jobs and \$14.8 billion in total economic impact for their local and regional economies.
- 2)** HBCU graduates from 2014 can expect total earnings of \$130 billion over their lifetimes—56 percent more than they could expect to earn without their college degrees.

These economic returns are particularly evident at the state level. Across the 21 states and territories where HBCUs are located, they annually provide an average of 6,385 jobs in each state and generate an average \$704.7 million in total economic impact.

The value of HBCUs is not limited to economic returns, but educational returns as well. Substantial research has documented the contributions of HBCUs in



¹ African American and black are used interchangeably throughout the report.

² Higher Education Act, 1965.

³ UNCF Patterson calculations using U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System.

⁴ Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Research Institute.



disproportionally enrolling and educating black students at the national level. For instance, despite representing only 3 percent of the nation’s colleges and universities, HBCUs enroll almost 10 percent of all African American undergraduates and award 17 percent of all bachelor’s degrees received by African American students.⁵ Most notably, HBCUs award 24 percent of all bachelor’s degrees received by African Americans in science, technology, engineering and mathematics (STEM) fields.⁶ Evaluating the data at the state level helps to clearly illustrate this impact on the regions where they are located.

This brief builds upon *HBCUs Make America Strong* by providing a state-level analysis of enrollment and degree production by four-year HBCUs. An analysis of enrollment and degree production by state provides a different perspective on the larger impact of HBCUs. While the impact of HBCUs at the national level is noteworthy, their concentration in 21 primarily southern states makes a national analysis somewhat imperfect. Examining the impact of HBCUs where they are clustered, regionally and within their states, reveals a more representative and extensive influence for these institutions.

Using federal data from the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS), we examined the number and percentage of African Americans enrolled in and awarded a bachelor’s degree by HBCUs compared to their in-state peer institutions.

Notable key findings across the 21 states and territories in this analysis include (based on 2016 data):

- HBCUs comprised 9 percent of the four-year institutions.
- HBCUs enrolled, on average, 24 percent of all black undergraduates pursuing a bachelor’s degree in a college or university.
- HBCUs awarded, on average, 26 percent of all black bachelor’s degrees.
- HBCUs awarded, on average, 32 percent of STEM degrees earned by black students.

Notable key state findings include:

- In the U.S. Virgin Islands, HBCUs comprise 100 percent of the four-year institutions, enroll 100 percent of all black undergraduates and award 100 percent of all black bachelor’s degrees in the state.
- In the District of Columbia, HBCUs are 25 percent of the four-year institutions, but enroll 71 percent of all black undergraduates and award 71 percent of all black bachelor’s degrees in the state.
- In Mississippi, HBCUs are 31 percent of the four-year institutions, but enroll 48 percent of all black undergraduates and award 42 percent of all black bachelor’s degrees in the state.
- In North Carolina, HBCUs are 16 percent of the four-year institutions, but enroll 45 percent of all black undergraduates and award 43 percent of all black bachelor’s degrees in the state.

⁵ UNCF Patterson calculations using U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System.

⁶ UNCF Patterson calculations using U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System.



- In Alabama, HBCUs are 27 percent of the four-year institutions, but enroll 40 percent of all black undergraduates and award 37 percent of all black bachelor's degrees in the state.

When we look at all 21 states and territories by enrollment and graduation categories, these impactful trends continue. The following tables show the number and percentage of black undergraduates enrolled in and graduated from HBCUs by each state. The top five institutions leading in enrollment and graduation are highlighted in red.

TABLE 1. Percentage of Black Undergraduates Enrolled in Four-Year HBCUs, by State in 2016

Rank	State/Territory	Percentage of HBCUs in Each State	Percentage of Black Undergraduates In State Enrolled At HBCUs
1	Virgin Islands	100.0%	100.0%
2	District of Columbia	25.0%	70.8%
3	Mississippi	31.3%	48.0%
4	North Carolina	16.1%	44.8%
5	Alabama	27.3%	39.5%
6	Louisiana	18.5%	37.8%
7	Maryland	12.9%	31.9%
8	South Carolina	21.2%	31.7%
9	Virginia	10.6%	28.9%
10	Arkansas	13.0%	27.9%
11	Delaware	20.0%	26.4%
12	Tennessee	10.4%	24.4%
13	Texas	8.5%	20.3%
14	Georgia	12.1%	17.5%
15	Oklahoma	3.4%	15.4%
16	West Virginia	9.5%	11.1%
17	Missouri	3.6%	9.9%
18	Florida	4.0%	9.2%
19	Kentucky	6.9%	8.7%
20	Ohio	2.2%	6.5%
21	Pennsylvania	1.6%	5.6%
TOTAL		9%	23.4%

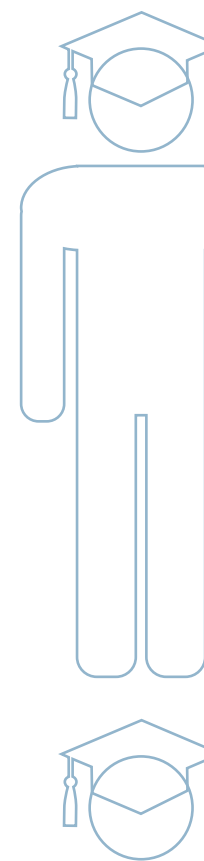




TABLE 2. Number of Black Undergraduates Enrolled in Four-Year HBCUs, by State in 2016

Rank	State/Territory	Number of Black Undergraduates Attending HBCUs
1	North Carolina	25,117
2	Alabama	15,455
3	Georgia	15,395
4	Texas	15,039
5	Maryland	13,349
6	Mississippi	13,086
7	Louisiana	12,597
8	Florida	12,384
9	Virginia	11,831
10	South Carolina	8,324
11	Tennessee	7,833
12	District of Columbia	7,566
13	Arkansas	4,017
14	Delaware	2,805
15	Missouri	2,294
16	Ohio	2,175
17	Pennsylvania	2,085
18	Virgin Islands	1,475
19	Oklahoma	1,471
20	Kentucky	936
21	West Virginia	445
TOTAL		175,679

TABLE 3. Percentage of Black Bachelor's Degrees Awarded by HBCUs, by State in 2016

Rank	State/Territory	Percentage of Black Bachelors Degrees Awarded by HBCUs
1	Virgin Islands	100%
2	District of Columbia	71.3%
3	Delaware	46.8%
4	North Carolina	43.1%
5	Mississippi	41.5%
6	Louisiana	37.7%
7	Alabama	37.3%
8	Virginia	32%
9	Maryland	31.8%
10	South Carolina	31.5%
11	Arkansas	26.7%
12	Georgia	22.5%
13	Tennessee	19.9%
14	Florida	17.8%
15	Texas	17.5%
16	Oklahoma	13.6%
17	West Virginia	11%
18	Kentucky	9.3%
19	Ohio	6.8%
20	Missouri	5.8%
21	Pennsylvania	5.5%
TOTAL		25.5%



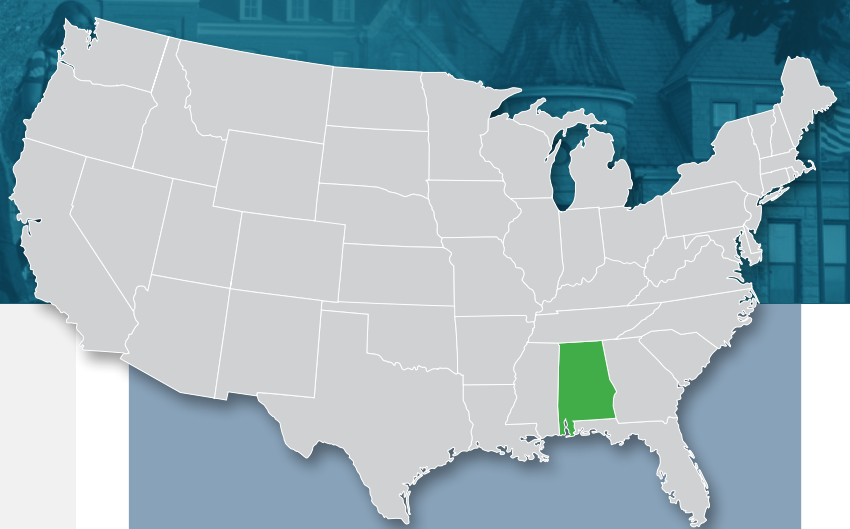
TABLE 4. Number of Black Bachelor's Degrees Awarded by HBCUs, by State in 2016

Rank	State/Territory	Number of Black Bachelors Degrees awarded by HBCUs
1	North Carolina	4,104
2	Georgia	2,548
3	Virginia	2,374
4	Florida	2,325
5	Maryland	2,206
6	Alabama	2,134
7	Texas	2,096
8	Mississippi	1,790
9	Louisiana	1,784
10	District of Columbia	1,379
11	South Carolina	1,354
12	Tennessee	976
13	Delaware	512
14	Arkansas	504
15	Pennsylvania	359
16	Ohio	334
17	Missouri	208
18	Oklahoma	186
19	Kentucky	152
20	Virgin Islands	143
21	West Virginia	64
TOTAL		27,532

These data demonstrate the vitality of HBCUs and their importance to their states. Despite being underresourced, HBCUs continue to punch above their weight, generating substantial returns and educating a disproportionate number of black college graduates year after year.



ALABAMA



The positive educational and economic impact of Alabama's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

- HBCUs comprise **27%** of the four-year institutions in the state
- Enroll **40%** of all black undergraduates at public and private four-year institutions
- Award **37%** of all bachelor's degrees earned by black students

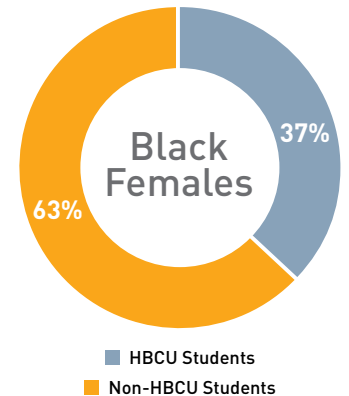
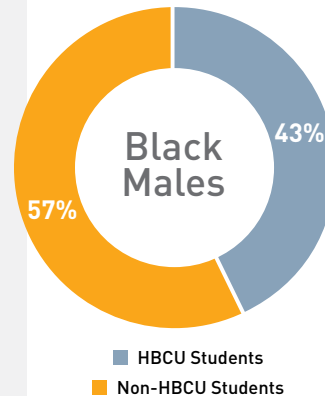
ENROLLMENT:

- **15,455**: Total number of black undergraduates enrolled at an HBCU in the state
- **43%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Alabama
- **37%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Alabama.

FOUR-YEAR HBCUs IN ALABAMA

- Alabama A&M University
- Alabama State University
- Concordia College Alabama*
- Miles College
- Oakwood University
- Selma University
- Stillman College
- Talladega College
- Tuskegee University

*Ceased operations in 2018

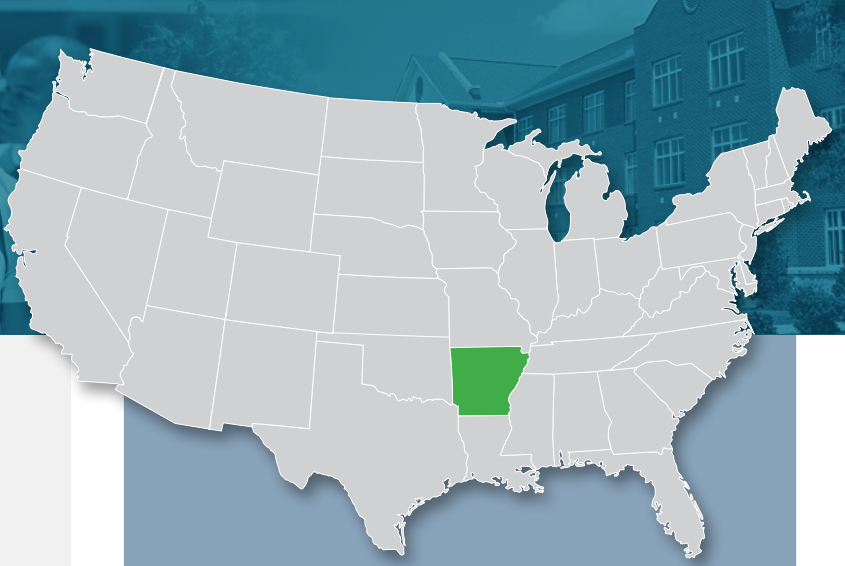


ECONOMIC IMPACT*:

- Total economic impact: Alabama's eight HBCUs generate **\$1.5 billion** in total economic impact.
- Total employment impact: Alabama's eight HBCUs generate **15,062 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **5,682** Alabama HBCU graduates in 2014 can expect total earnings of **\$12.5 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

ARKANSAS



The positive educational and economic impact of Arkansas' HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

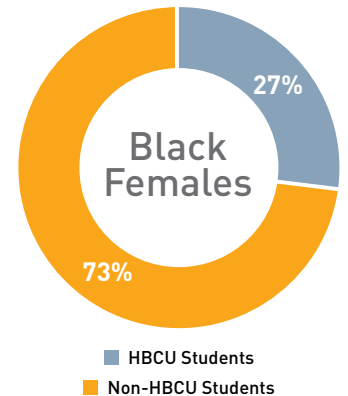
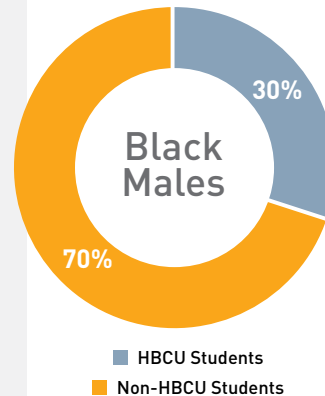
- HBCUs comprise **13%** of the four-year institutions in the state
- Enroll **28%** of all black undergraduates at public and private four-year institutions
- Award **27%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN ARKANSAS

- Arkansas Baptist College
- Philander Smith College
- Shorter College
- University of Arkansas at Pine Bluff

ENROLLMENT:

- **4,017**: Total number of black undergraduates enrolled at an HBCU in the state
- **30%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Arkansas
- **27%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Arkansas



ECONOMIC IMPACT*:

- Total economic impact: Arkansas' four HBCUs generate **\$179 million** in total economic impact.
- Total employment impact: Arkansas' four HBCUs generate **1,920 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **701** Arkansas HBCU graduates in 2014 can expect total earnings of **\$1.7 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

DELAWARE

The positive educational and economic impact of Delaware's HBCU is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

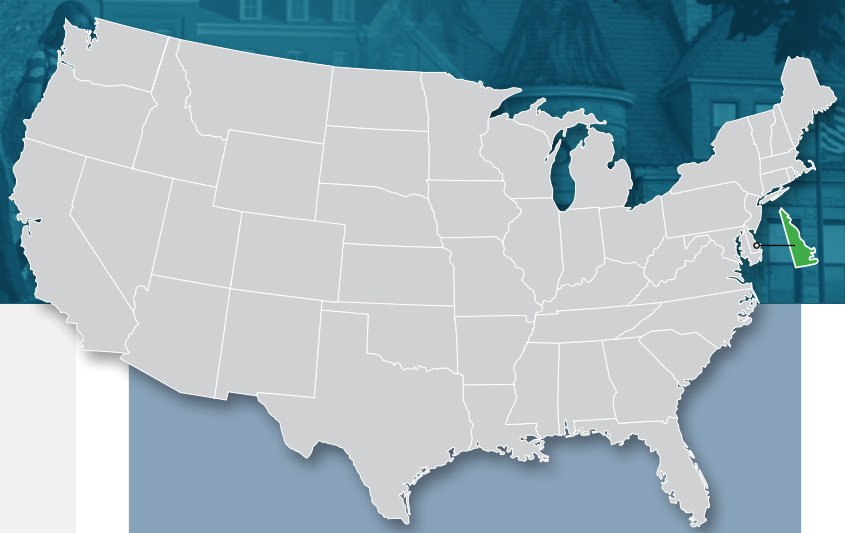
- HBCUs comprise **20%** of the four-year institutions in the state
- Enroll **26%** of all black undergraduates at public and private four-year institutions
- Award **47%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **2,805**: Total number of black undergraduates enrolled at an HBCU in the state
- **39%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Delaware
- **41%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Delaware

ECONOMIC IMPACT*:

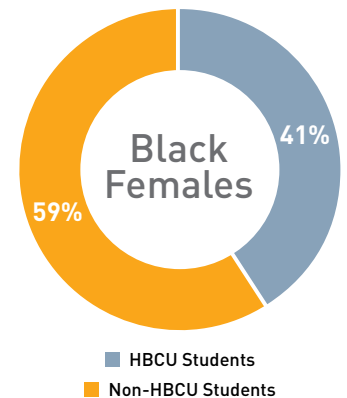
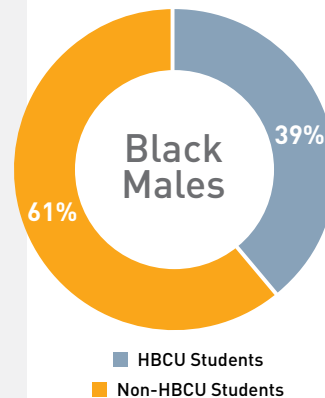
- Total economic impact: Delaware's one HBCU generates **\$243 million** in total economic impact.
- Total employment impact: Delaware's one HBCU generates **2,235 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **686** Delaware HBCU graduates in 2014 can expect total earnings of **\$1.8 billion** over their lifetimes.



FOUR-YEAR HBCUs IN DELAWARE

- Delaware State University

Delaware State University is the only HBCU in the state. After the U.S. Virgin Islands and the District of Columbia, the HBCUs in Delaware accounted for the highest percentage of black undergraduate degree earners in states with HBCUs.



*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

DISTRICT OF COLUMBIA

The positive educational and economic impact of the District of Columbia's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

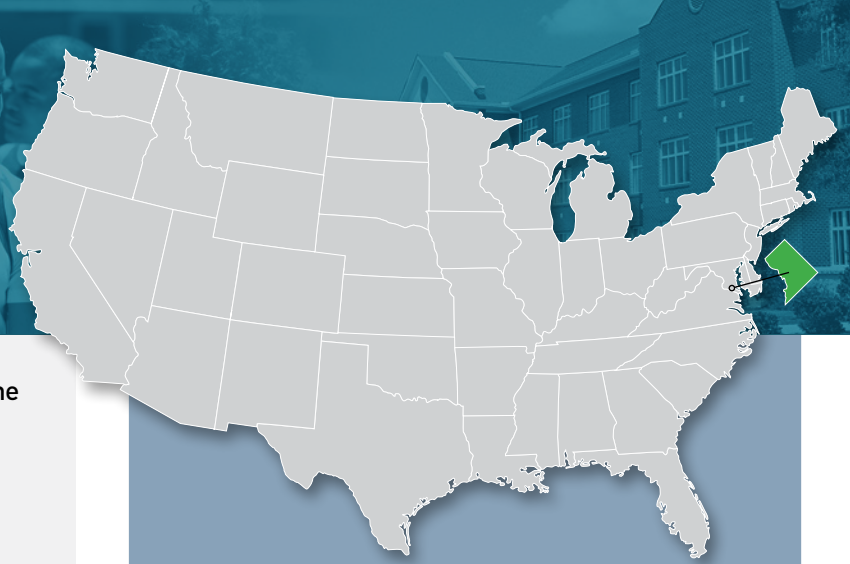
- HBCUs comprise **25%** of the four-year institutions in the district
- Enroll **71%** of all black undergraduates at public and private four-year institutions
- Award **71%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **7,566**: Total number of black undergraduates enrolled at an HBCU in the district
- **75%**: Percentage of black male undergraduates enrolled at four-year HBCUs in the District of Columbia
- **69%**: Percentage of black female undergraduates enrolled at four-year HBCUs in the District of Columbia

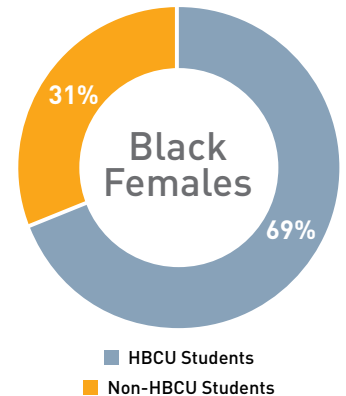
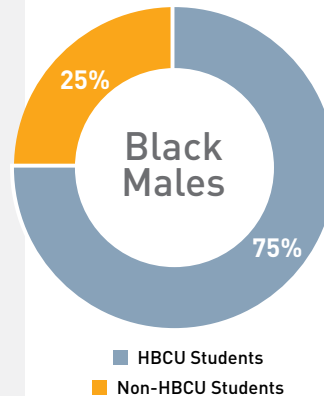
ECONOMIC IMPACT*:

- Total economic impact: DC's two HBCUs generate **\$1.8 billion** in total economic impact.
- Total employment impact: DC's two HBCUs generate **12,117 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **2,641** DC HBCU graduates in 2014 can expect total earnings of **\$7.5 billion** over their lifetimes.



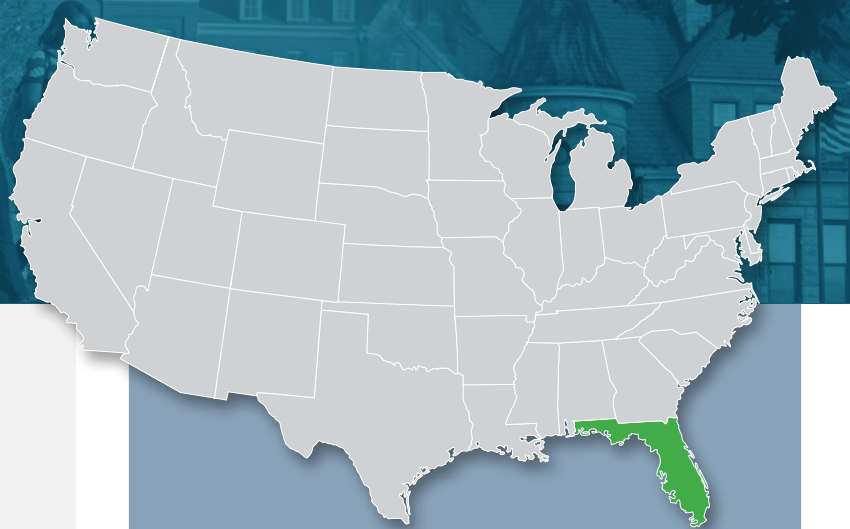
FOUR-YEAR HBCUs IN THE DISTRICT OF COLUMBIA

- Howard University
- University of the District of Columbia



*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

FLORIDA



The positive educational and economic impact of Florida's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

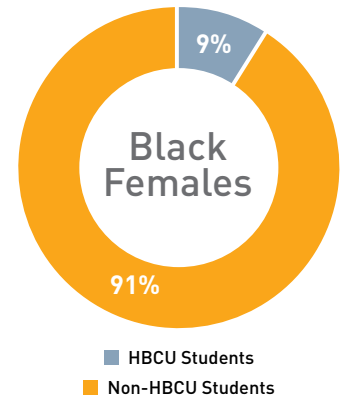
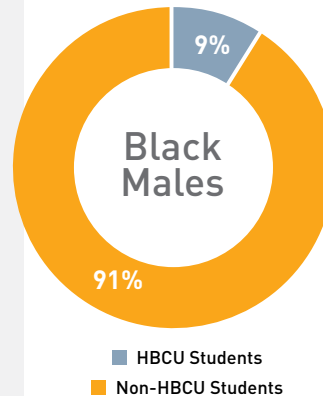
- HBCUs comprise **4%** of the four-year institutions in the state
- Enroll **9%** of all black undergraduates at public and private four-year institutions
- Award **18%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN FLORIDA

- Bethune-Cookman University
- Edward Waters College
- Florida A&M University
- Florida Memorial University

ENROLLMENT:

- **12,384**: Total number of black undergraduates enrolled at an HBCU in the state
- **9%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Florida
- **9%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Florida

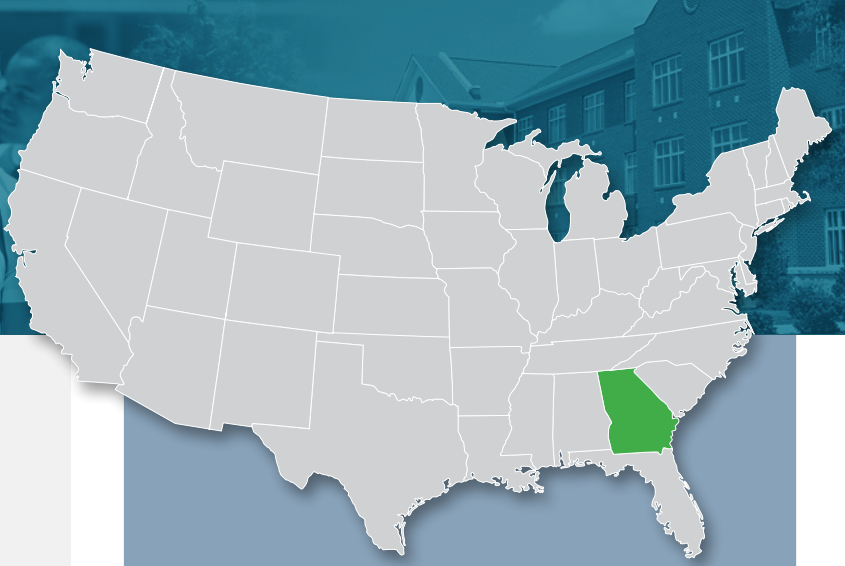


ECONOMIC IMPACT*:

- Total economic impact: Florida's four HBCUs generate **\$833 million** in total economic impact.
- Total employment impact: Florida's four HBCUs generate **7,817 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **3,113** Florida HBCU graduates in 2014 can expect total earnings of **\$8.6 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

GEORGIA



The positive educational and economic impact of Georgia's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

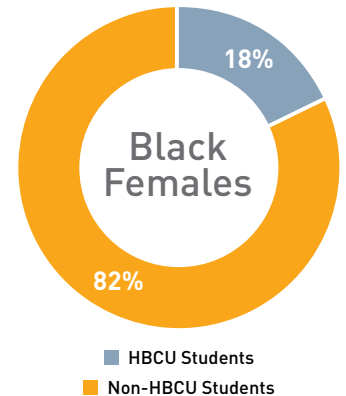
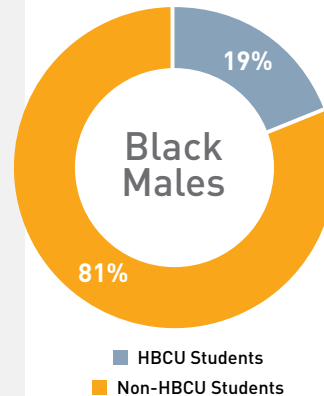
- HBCUs comprise **12%** of the four-year institutions in the state
- Enroll **18%** of all black undergraduates at public and private four-year institutions
- Award **23%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN GEORGIA

- Albany State University
- Clark Atlanta University
- Fort Valley State University
- Morehouse College
- Paine College
- Savannah State University
- Spelman College

ENROLLMENT:

- **15,395**: Total number of black undergraduates enrolled at an HBCU in the state
- **19%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Georgia
- **18%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Georgia

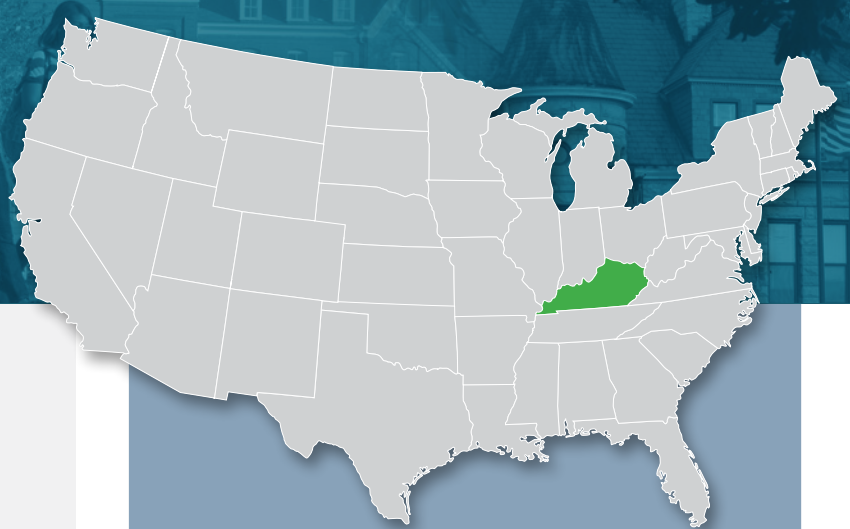


ECONOMIC IMPACT*:

- Total economic impact: Georgia's nine HBCUs generate **\$1.3 billion** in total economic impact.
- Total employment impact: Georgia's nine HBCUs generate **12,040 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **3,450** Georgia HBCU graduates in 2014 can expect total earnings of **\$9.1 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

KENTUCKY



The positive educational and economic impact of Kentucky's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

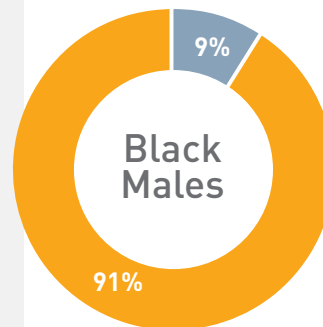
- HBCUs comprise **7%** of the four-year institutions in the state
- Enroll **9%** of all black undergraduates at public and private four-year institutions
- Award **9%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN KENTUCKY

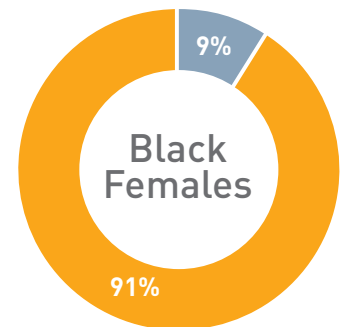
- Kentucky State University
- Simmons College of Kentucky

ENROLLMENT:

- **936**: Total number of black undergraduates enrolled at an HBCU in the state
- **9%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Kentucky
- **9%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Kentucky



■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

ECONOMIC IMPACT*:

- Total economic impact: Kentucky's two HBCUs generate **\$105 million** in total economic impact.
- Total employment impact: Kentucky's two HBCUs generate **1,186 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **379** Kentucky HBCU graduates in 2014 can expect total earnings of **\$946 million** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

LOUISIANA

The positive educational and economic impact of Louisiana's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

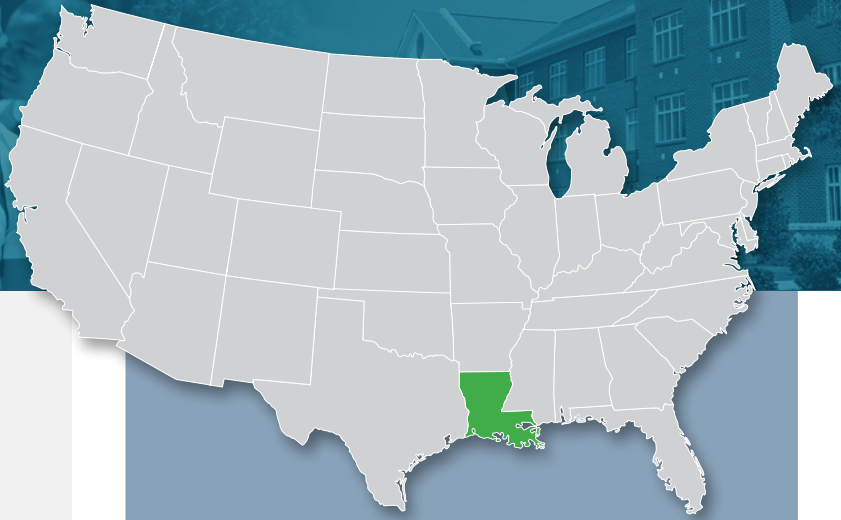
- HBCUs comprise **19%** of the four-year institutions in the state
- Enroll **38%** of all black undergraduates at public and private four-year institutions
- Award **38%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **12,597**: Total number of black undergraduates enrolled at an HBCU in the state
- **37%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Louisiana
- **38%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Louisiana

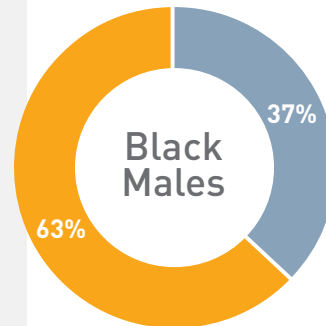
ECONOMIC IMPACT*:

- Total economic impact: Louisiana's six HBCUs generate **\$923 million** in total economic impact.
- Total employment impact: Louisiana's six HBCUs generate **8,454 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **3,580** Louisiana HBCU graduates in 2014 can expect total earnings of **\$9.4 billion** over their lifetimes.

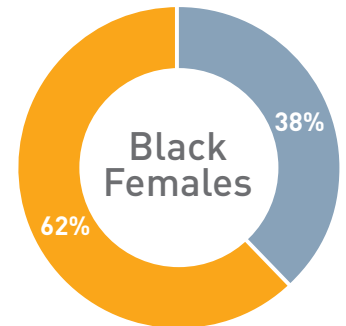


FOUR-YEAR HBCUs IN LOUISIANA

- Dillard University
- Grambling State University
- Southern University and A&M College
- Southern University at New Orleans
- Southern University at Shreveport
- Xavier University of Louisiana



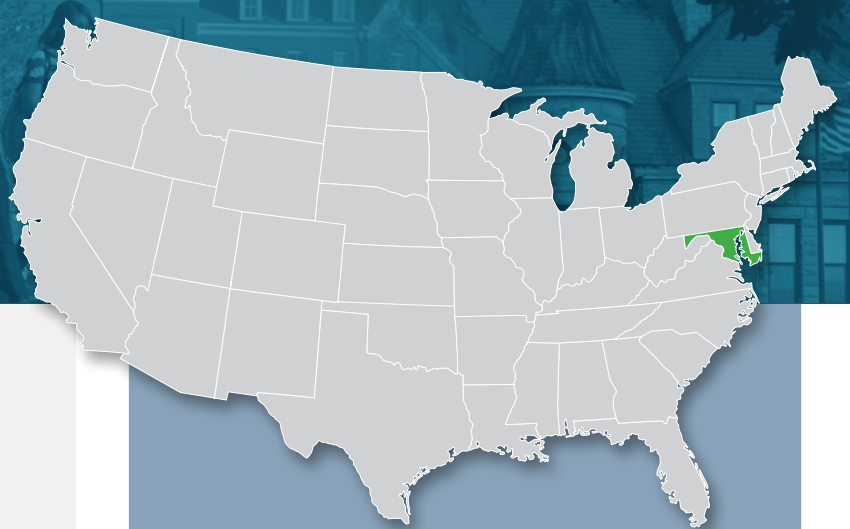
■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

MARYLAND



The positive educational and economic impact of Maryland's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

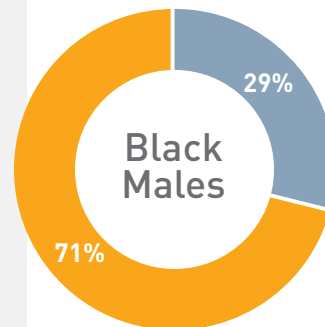
- HBCUs comprise **13%** of the four-year institutions in the state
- Enroll **32%** of all black undergraduates at public and private four-year institutions
- Award **32%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN MARYLAND

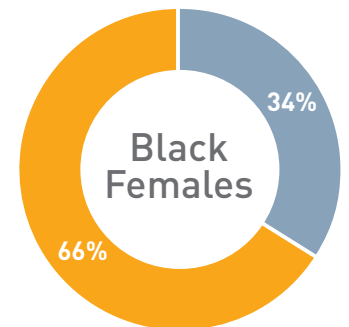
- Bowie State University
- Coppin State University
- Morgan State University
- University of Maryland Eastern Shore

ENROLLMENT:

- **13,349**: Total number of black undergraduates enrolled at an HBCU in the state
- **29%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Maryland
- **34%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Maryland



■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

ECONOMIC IMPACT*:

- Total economic impact: Maryland's four HBCUs generate **\$1 billion** in total economic impact.
- Total employment impact: Maryland's four HBCUs generate **9,327 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **3,536** Maryland HBCU graduates in 2014 can expect total earnings of **\$9.5 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

MISSISSIPPI

The positive educational and economic impact of Mississippi's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

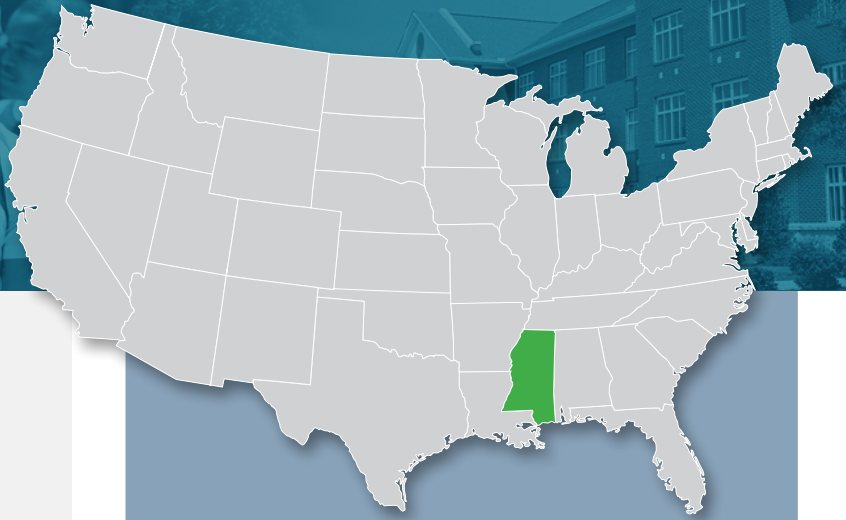
- HBCUs comprise **31%** of the four-year institutions in the state
- Enroll **48%** of all black undergraduates at public and private four-year institutions
- Award **42%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **13,086**: Total number of black undergraduates enrolled at an HBCU in the state
- **49%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Mississippi
- **47%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Mississippi

ECONOMIC IMPACT*:

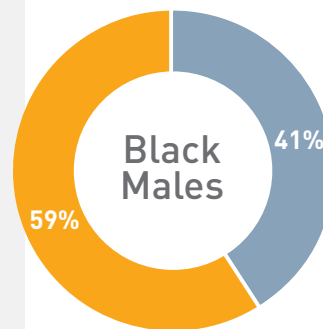
- Total economic impact: Mississippi's five HBCUs generate **\$774 million** in total economic impact.
- Total employment impact: Mississippi's five HBCUs generate **7,775 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **3,247** Mississippi HBCU graduates in 2014 can expect total earnings of **\$8.3 billion** over their lifetimes.



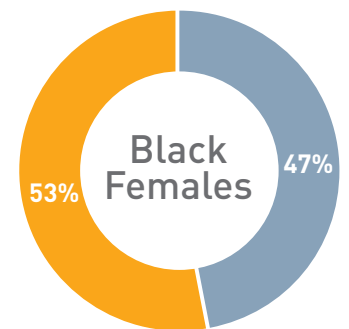
FOUR-YEAR HBCUs IN MISSISSIPPI

- Alcorn State University
- Jackson State University
- Mississippi Valley State University
- Rust College
- Tougaloo College

After the U.S. Virgin Islands and the District of Columbia, the five HBCUs in Mississippi enrolled the largest percentage of black undergraduates in the state.



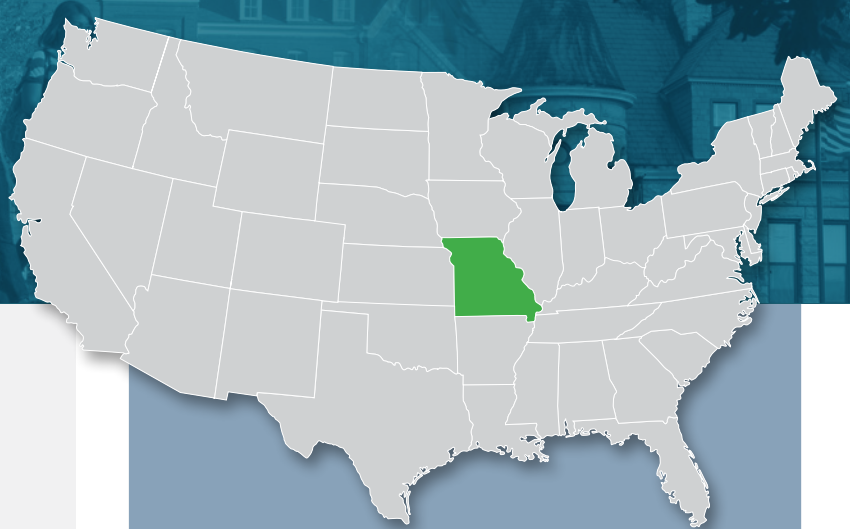
■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

MISSOURI



The positive educational and economic impact of Missouri's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

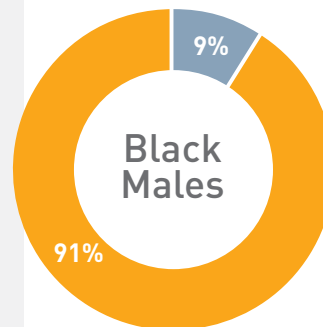
- HBCUs comprise **4%** of the four-year institutions in the state
- Enroll **10%** of all black undergraduates at public and private four-year institutions
- Award **6%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN MISSOURI

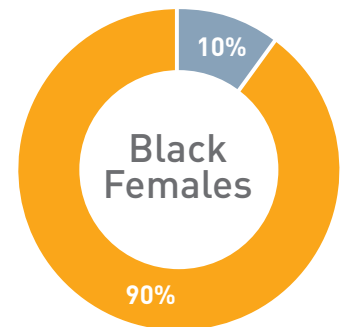
- Harris-Stowe State University
- Lincoln University

ENROLLMENT:

- **2,294**: Total number of black undergraduates enrolled at an HBCU in the state
- **9%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Missouri
- **10%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Missouri



■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

ECONOMIC IMPACT*:

- Total economic impact: Missouri's two HBCUs generate **\$159 million** in total economic impact.
- Total employment impact: Missouri's two HBCUs generate **1,670 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **581** Missouri HBCU graduates in 2014 can expect total earnings of **\$1.4 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

NORTH CAROLINA

The positive educational and economic impact of North Carolina's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

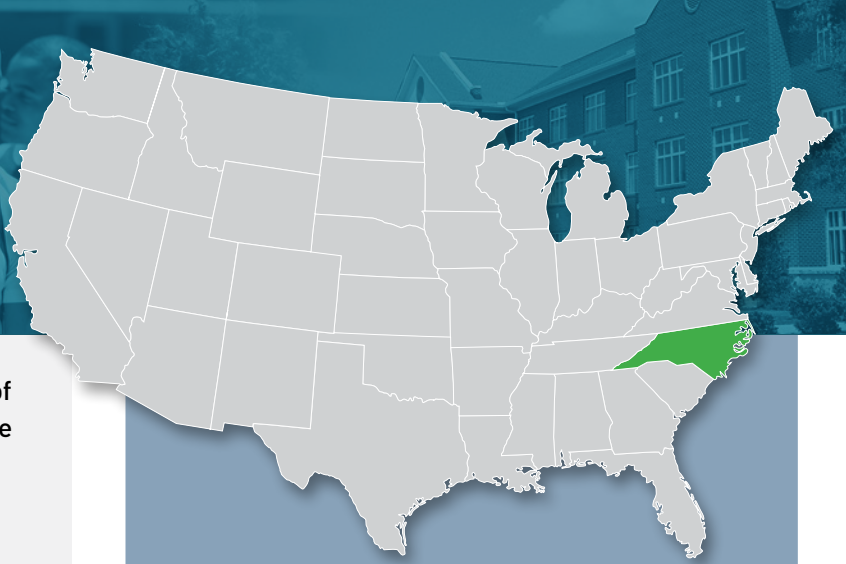
- HBCUs comprise **16%** of the four-year institutions in the state
- Enroll **45%** of all black undergraduates at public and private four-year institutions
- Award **43%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **25,117**: Total number of black undergraduates enrolled at an HBCU in the state
- **44%**: Percentage of black male undergraduates enrolled at a four-year HBCU in North Carolina
- **46%**: Percentage of black female undergraduates enrolled at a four-year HBCU in North Carolina

ECONOMIC IMPACT*:

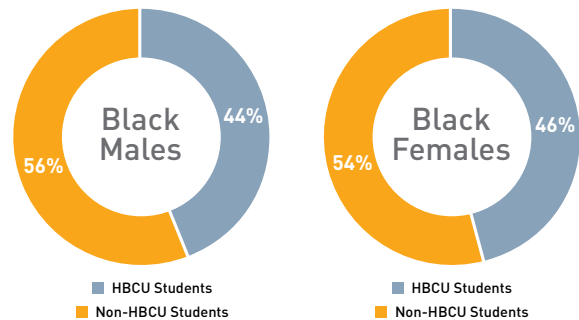
- Total economic impact: North Carolina's 10 HBCUs generate **\$1.7 billion** in total economic impact.
- Total employment impact: North Carolina's 10 HBCUs generate **15,663 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **7,784** North Carolina HBCU graduates in 2014 can expect total earnings of **\$20.7 billion** over their lifetimes.



FOUR-YEAR HBCUs IN NORTH CAROLINA

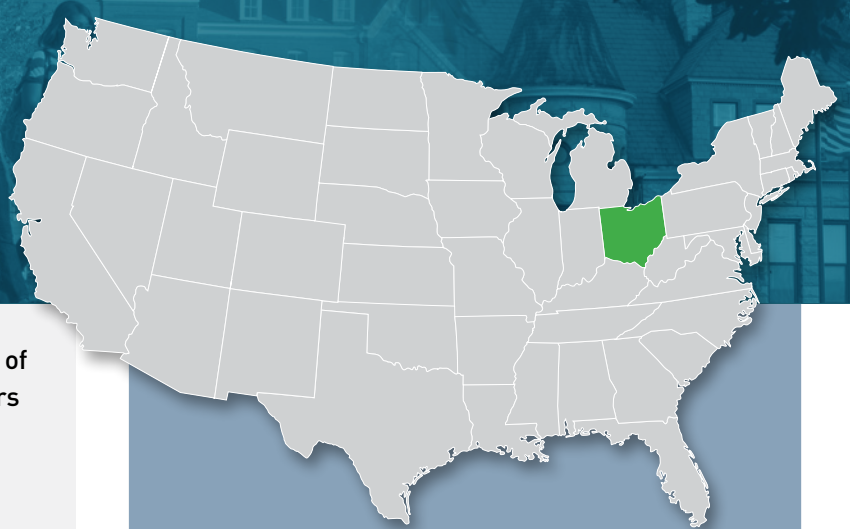
- Bennett College
- Elizabeth City State University
- Fayetteville State University
- Johnson C. Smith University
- Livingstone College
- North Carolina A&T State University
- North Carolina Central University
- Saint Augustine's University
- Shaw University
- Winston-Salem State University

North Carolina has the most HBCUs in comparison to the other 20 states and territories in this analysis. Cumulatively, these 10 institutions enroll the highest number of black undergraduates and award the greatest number of bachelor's degrees to black students in states with HBCUs. North Carolina A&T State University enrolled the most black undergraduates in 2016, with 7,839 students—or 31 percent of all black undergraduates enrolled at HBCUs in North Carolina.



*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

OHIO



The positive educational and economic impact of Ohio's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

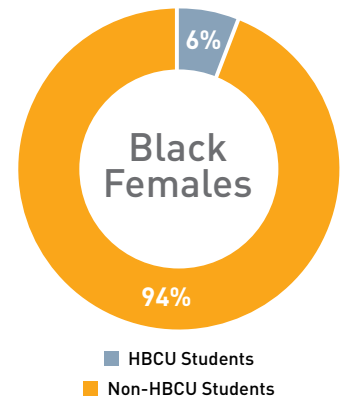
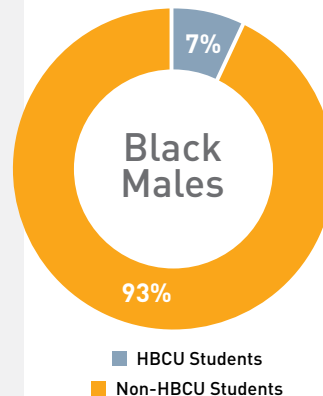
- HBCUs comprise **2%** of the four-year institutions in the state
- Enroll **7%** of all black undergraduates at public and private four-year institutions
- Award **7%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN OHIO

- Central State University
- Wilberforce University

ENROLLMENT:

- **2,175**: Total number of black undergraduates enrolled at an HBCU in the state
- **7%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Ohio
- **6%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Ohio

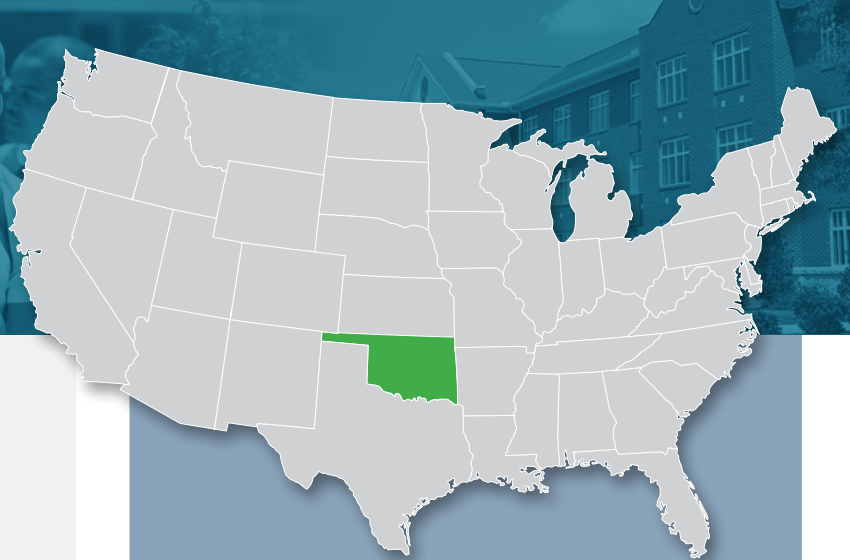


ECONOMIC IMPACT*:

- Total economic impact: Ohio's two HBCUs generate **\$124 million** in total economic impact.
- Total employment impact: Ohio's two HBCUs generate **1,234 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **407** Ohio HBCU graduates in 2014 can expect total earnings of **\$1 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

OKLAHOMA



The positive educational and economic impact of Oklahoma's HBCU is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

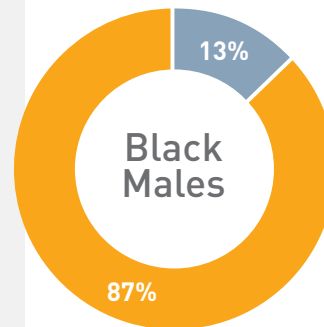
- HBCUs comprise **3%** of the four-year institutions in the state
- Enroll **15%** of all black undergraduates at public and private four-year institutions
- Award **14%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN OKLAHOMA

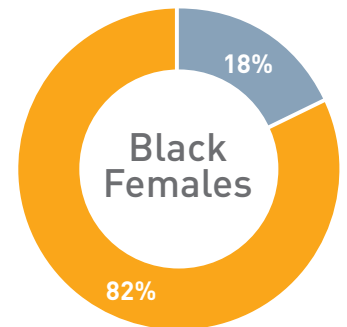
- Langston University

ENROLLMENT:

- **1,471**: Total number of black undergraduates enrolled at an HBCU in the state
- **13%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Oklahoma
- **18%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Oklahoma



■ HBCU Students
■ Non-HBCU Students



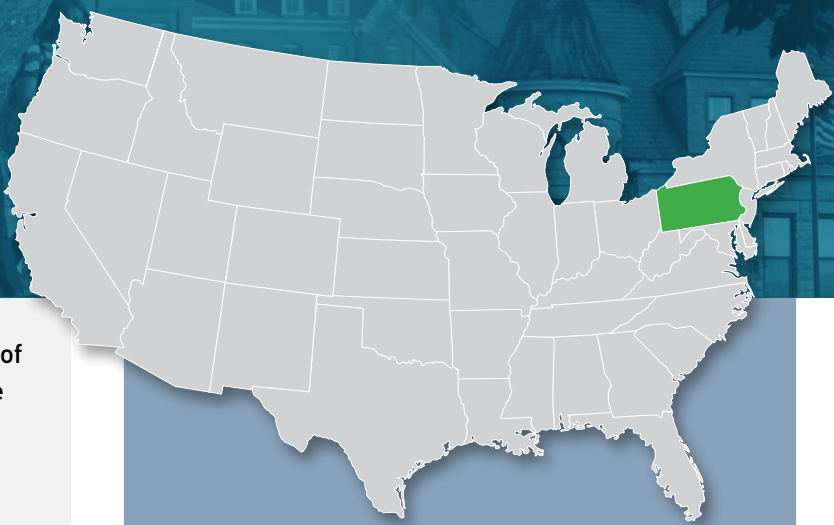
■ HBCU Students
■ Non-HBCU Students

ECONOMIC IMPACT*:

- Total economic impact: Oklahoma's one HBCU generates **\$129 million** in total economic impact.
- Total employment impact: Oklahoma's one HBCU generates **1,035 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **436** Oklahoma HBCU graduates in 2014 can expect total earnings of **\$1.2 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

PENNSYLVANIA



The positive educational and economic impact of Pennsylvania's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

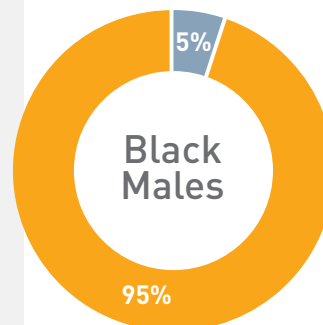
- HBCUs comprise **2%** of the four-year institutions in the state
- Enroll **6%** of all black undergraduates at public and private four-year institutions
- Award **6%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN PENNSYLVANIA

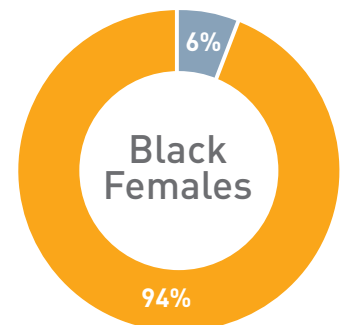
- Cheyney University of Pennsylvania
- Lincoln University

ENROLLMENT:

- **2,085**: Total number of black undergraduates enrolled at an HBCU in the state
- **5%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Pennsylvania
- **6%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Pennsylvania



■ HBCU Students
■ Non-HBCU Students



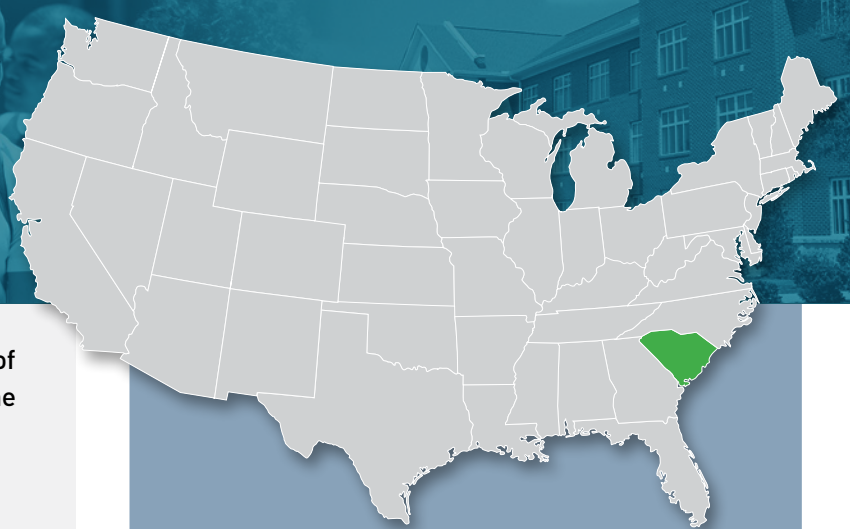
■ HBCU Students
■ Non-HBCU Students

ECONOMIC IMPACT*:

- Total economic impact: Pennsylvania's two HBCUs generate **\$206 million** in total economic impact.
- Total employment impact: Pennsylvania's two HBCUs generate **1,660 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **599** Pennsylvania HBCU graduates in 2014 can expect total earnings of **\$1.6 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

SOUTH CAROLINA



The positive educational and economic impact of South Carolina's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

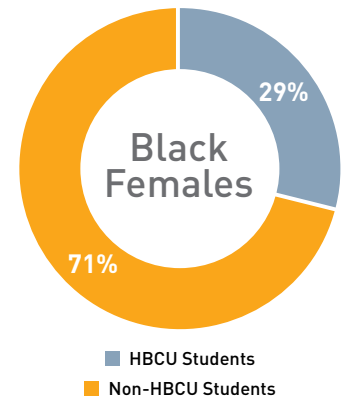
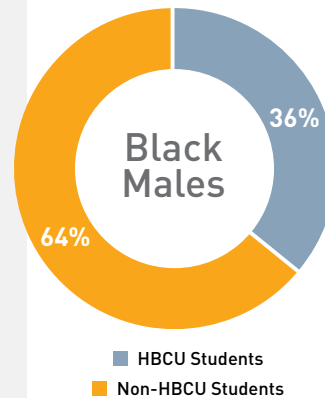
- HBCUs comprise **21%** of the four-year institutions in the state
- Enroll **32%** of all black undergraduates at public and private four-year institutions
- Award **32%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **8,324**: Total number of black undergraduates enrolled at an HBCU in the state
- **36%**: Percentage of black male undergraduates enrolled at a four-year HBCU in South Carolina
- **29%**: Percentage of black female undergraduates enrolled at a four-year HBCU in South Carolina

FOUR-YEAR HBCUs IN SOUTH CAROLINA

- Allen University
- Benedict College
- Claflin University
- Clinton College
- Morris College
- South Carolina State University
- Voorhees College

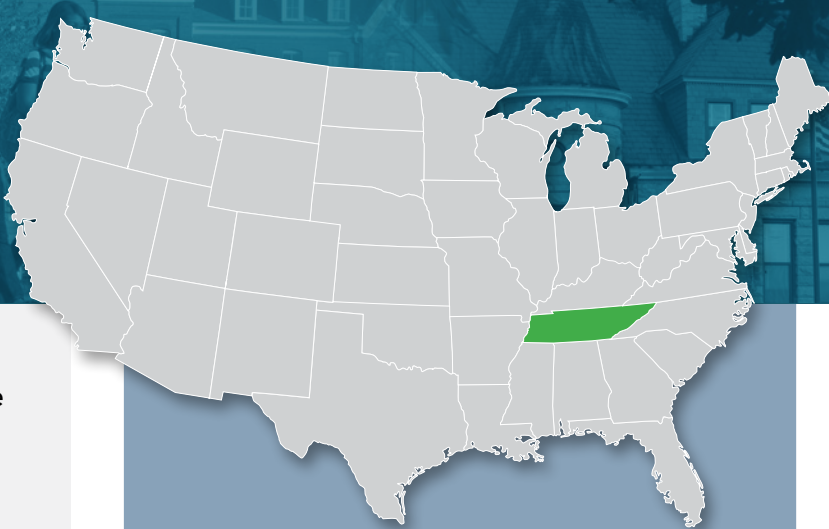


ECONOMIC IMPACT*:

- Total economic impact: South Carolina's eight HBCUs generate **\$463 million** in total economic impact.
- Total employment impact: South Carolina's eight HBCUs generate **4,985 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **2,125** South Carolina HBCU graduates in 2014 can expect total earnings of **\$5.2 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

TENNESSEE



The positive educational and economic impact of Tennessee's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

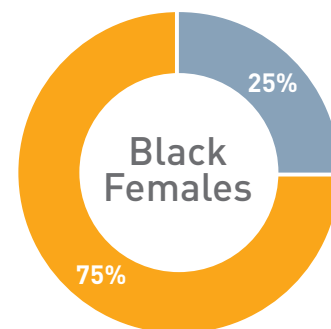
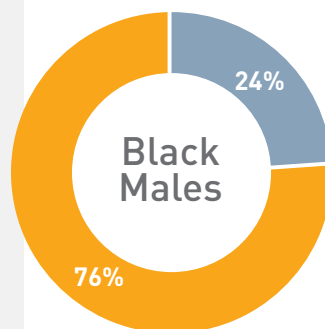
- HBCUs comprise **10%** of the four-year institutions in the state
- Enroll **24%** of all black undergraduates at public and private four-year institutions
- Award **20%** of all bachelor's degrees earned by black students

FOUR-YEAR HBCUs IN TENNESSEE

- Fisk University
- Lane College
- LeMoyne-Owen College
- Tennessee State University

ENROLLMENT:

- **7,833**: Total number of black undergraduates enrolled at an HBCU in the state
- **24%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Tennessee
- **25%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Tennessee

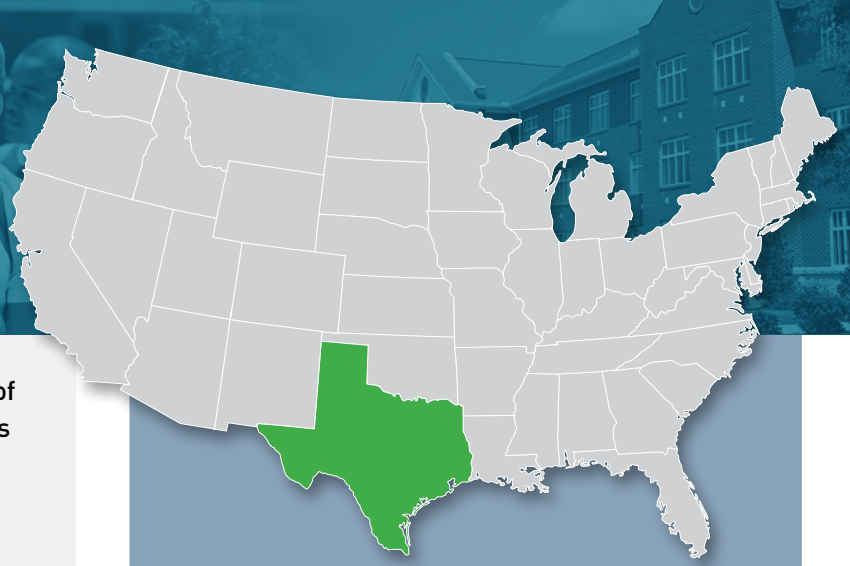


ECONOMIC IMPACT*:

- Total economic impact: Tennessee's five HBCUs generate **\$873 million** in total economic impact.
- Total employment impact: Tennessee's five HBCUs generate **7,289 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **2,143** Tennessee HBCU graduates in 2014 can expect total earnings of **\$6 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

TEXAS



The positive educational and economic impact of Texas' HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

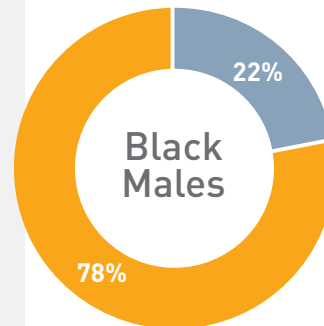
- HBCUs comprise **9%** of the four-year institutions in the state
- Enroll **20%** of all black undergraduates at public and private four-year institutions
- Award **18%** of all bachelor's degrees earned by black students

ENROLLMENT:

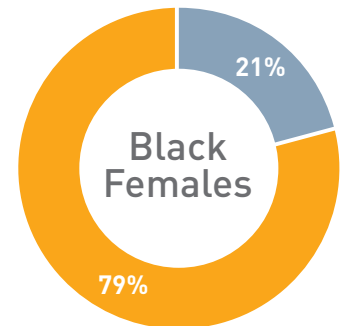
- **15,039**: Total number of black undergraduates enrolled at an HBCU in the state
- **22%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Texas
- **21%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Texas

FOUR-YEAR HBCUs IN TEXAS

- Huston-Tillotson University
- Jarvis Christian College
- Paul Quinn College
- Prairie View A&M University
- St. Philip's College
- Southwestern Christian College
- Texas College
- Texas Southern University
- Wiley College



■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

ECONOMIC IMPACT*:

- Total economic impact: Texas's nine HBCUs generate **\$1.3 billion** in total economic impact.
- Total employment impact: Texas's nine HBCUs generate **11,490 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **4,351** Texas HBCU graduates in 2014 can expect total earnings of **\$11.4 billion** over their lifetimes.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

U.S. VIRGIN ISLANDS

The positive educational and economic impact of the Virgin Islands' HBCU is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

The University of the Virgin Islands, which is an HBCU, is the only institution in the territory.

- HBCUs comprise **100%** of the institutions in the territory
- Enroll **100%** of all black undergraduates at public and private four-year institutions
- Award **100%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **1,475**: Total number of black undergraduates enrolled at an HBCU in the territory
- **100%**: Percentage of black male undergraduates enrolled at a four-year HBCU in the Virgin Islands
- **100%**: Percentage of black female undergraduates enrolled at a four-year HBCU in the Virgin Islands

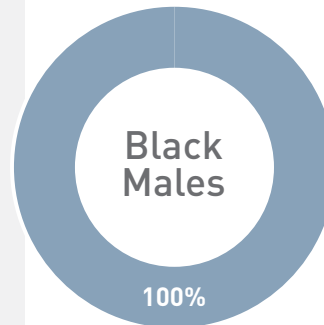
ECONOMIC IMPACT*:

- Total economic impact: The U.S. Virgin Islands' one HBCU generates **\$140 million** in total economic impact.
- Total employment impact: The U.S. Virgin Islands' one HBCU generates **1,461 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **322** U.S. Virgin Islands HBCU graduates in 2014 can expect total earnings of **\$802 million** over their lifetimes.

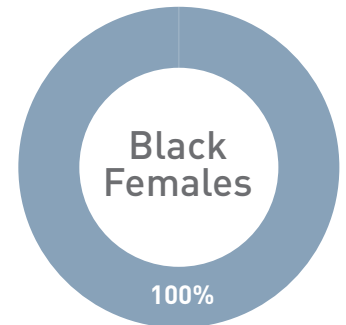


FOUR-YEAR HBCUs IN THE U.S. VIRGIN ISLANDS

- University of the Virgin Islands



■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

VIRGINIA

The positive educational and economic impact of Virginia's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

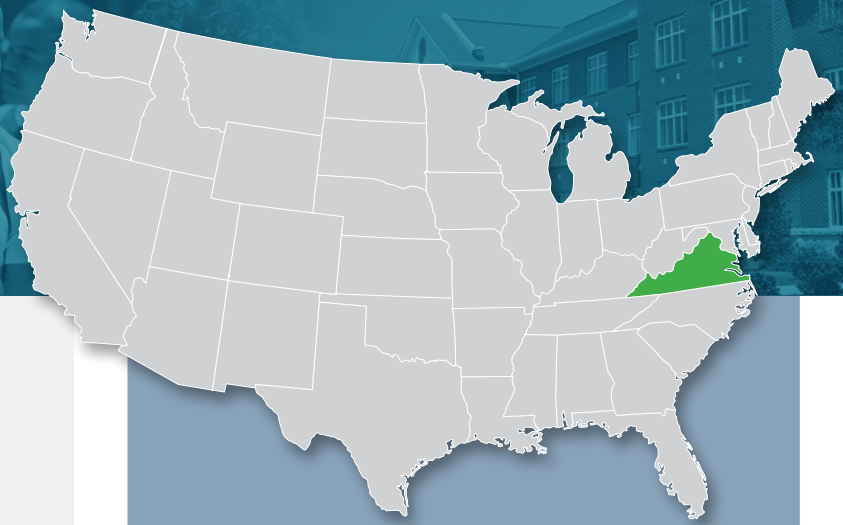
- HBCUs comprise **11%** of the four-year institutions in the state
- Enroll **29%** of all black undergraduates at public and private four-year institutions
- Award **32%** of all bachelor's degrees earned by black students

ENROLLMENT:

- **11,831**: Total number of black undergraduates enrolled at an HBCU in the state
- **28%**: Percentage of black male undergraduates enrolled at a four-year HBCU in Virginia
- **29%**: Percentage of black female undergraduates enrolled at a four-year HBCU in Virginia

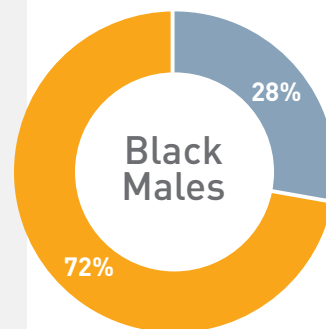
ECONOMIC IMPACT*:

- Total economic impact: Virginia's five HBCUs generate **\$913 million** in total economic impact.
- Total employment impact: Virginia's five HBCUs generate **8,404 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **3,513** Virginia HBCU graduates in 2014 can expect total earnings of **\$9.3 billion** over their lifetimes.

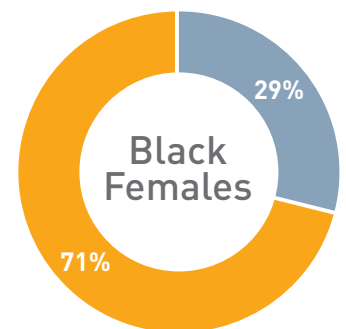


FOUR-YEAR HBCUs IN VIRGINIA

- Hampton University
- Norfolk State University
- Virginia State University
- Virginia Union University
- Virginia University of Lynchburg



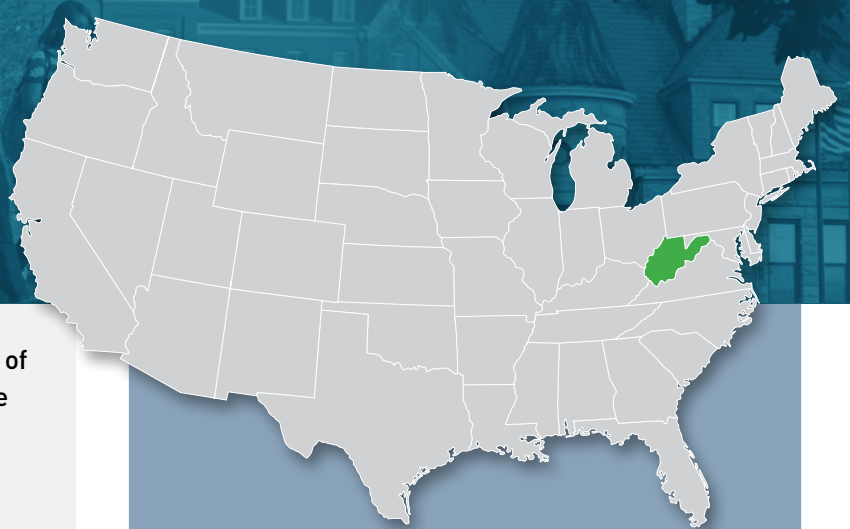
■ HBCU Students
■ Non-HBCU Students



■ HBCU Students
■ Non-HBCU Students

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.

WEST VIRGINIA



The positive educational and economic impact of West Virginia's HBCUs is large and lasting. The numbers (based on 2016 data) tell the story.

KEY STATS:

- HBCUs comprise **10%** of the four-year institutions in the state
- Enroll **11%** of all black undergraduates at public and private four-year institutions
- Award **11%** of all bachelor's degrees earned by black students

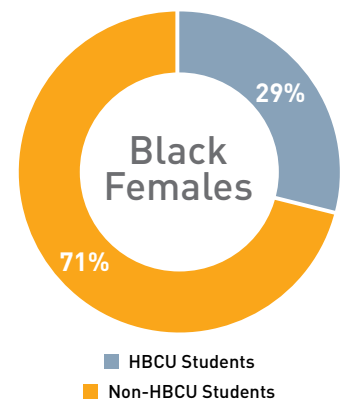
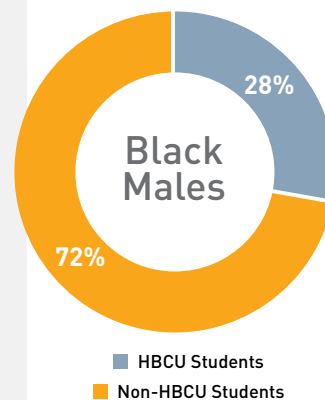
FOUR-YEAR HBCUs IN WEST VIRGINIA

- Bluefield State College
- West Virginia State University

There are two historically black colleges and universities in West Virginia. While these two institutions are designated as HBCUs because of their historical development, the majority of their enrolled students are not black. African Americans make up less than 10 percent of the undergraduate student body (8 percent) at Bluefield State College⁷ and are only 10 percent of the undergraduate student body at West Virginia State University.⁸

ENROLLMENT:

- **445**: Total number of black undergraduates enrolled at an HBCU in the state
- **10%**: Percentage of black male undergraduates enrolled at a four-year HBCU in West Virginia
- **14%**: Percentage of black female undergraduates enrolled at a four-year HBCU in West Virginia



ECONOMIC IMPACT*:

- Total economic impact: West Virginia's two HBCUs generate **\$142 million** in total economic impact.
- Total employment impact: West Virginia's two HBCUs generate **1,366 jobs** for their local and regional economy.
- Total lifetime earnings for graduates: The **761** West Virginia HBCU graduates in 2014 can expect total earnings of **\$1.9 billion** over their lifetimes.

⁷ UNCF Patterson calculations using U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System.

⁸ UNCF Patterson calculations using U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System.

*The source of HBCU economic impact data in this report is Humphreys, J. (2017). *HBCUs Make America Strong: The Positive Economic Impact of Historically Black Colleges and Universities*. Washington, DC: UNCF Frederick D. Patterson Institute.



CONCLUSION

This report demonstrates that historically black colleges and universities (HBCUs) truly punch above their weight in their respective states and local communities. Given that HBCUs are underresourced institutions, this report further validates that these institutions prioritize the success of their students over the expansion of their institutions. A recent report conducted by the American Council on Education and UNCF included the following highlights:

- Public HBCUs rely more heavily on federal, state, and local funding in comparison with their non-HBCU counterparts (54 percent of overall revenue vs 38 percent);
- Private HBCUs depend more on tuition dollars than their non-HBCUs counterparts (45 percent compared with 37 percent);
- Private gifts, grants, and contracts constitute a smaller portion of overall revenue at private HBCUs compared to their non-HBCU counterparts (17 percent vs 25 percent);
- Public and Private HBCUs experienced the largest declines in federal funding per full-time equivalent student between 2003-2015; and
- In both the public and private sectors, HBCU endowments lag behind those of non-HBCUs by at least 70 percent.⁹

Policy Recommendations

To ensure the continued success and adequate investment in our HBCUs, it is imperative that policy makers make HBCUs a priority. As evidenced in this report, HBCUs punch above their weight, but these institutions could have an even greater impact. To increase the footprint of our HBCUs, UNCF makes the following highlighted policy recommendations below.

- **Fully Fund the Strengthening HBCU program in Title III, Part B, of the *Higher Education Act of 1965 (HEA)***
 - While the Strengthening HBCU program was created to provide aid to institutions, this vital program continues to be underfunded. Congress set an authorization level of \$375,000,000 for HBCUs and \$125,000,000 specifically for graduate programs at HBCUs. In FY 2019, HBCUs received a total of \$282,420,000 for undergraduate programs and \$73,073,000 for graduate programs. While funding increased significantly in the FY2018 and FY2019 appropriation cycles, HBCU funding continues to be below the combined authorized levels by more than \$100,000,000. UNCF remains a firm believer that allowing HBCUs to gain access to these additional dollars will further enhance their abilities to positively impact students, their local economies, and their states by increased margins. Moving forward, it is our hope that Congress appropriates full funding for these programs.

⁹ Williams, K.L. & Davis, B.L. (2019). Minority-serving institutions series: Public and Private Investments and Divestments in Historically Black Colleges and Universities. Retrieved from American Council on Education Website: <https://www.acenet.edu/news-room/Pages/Public-and-Private-Investments-and-Divestments-in-HBCUs.aspx>



- **Invest in HBCU infrastructure**

- HBCU campuses are in dire need of restoration and revitalization. With the inability of HBCUs to secure valuable investments in grants, contracts and other types of gifts, it remains a challenge for HBCUs to enhance their infrastructure while ensuring that quality services are being provided to students. With this said, UNCF proposes that HBCUs be included a \$1 trillion national infrastructure program by providing grants, no- or low-interest loans and tax incentives through a national infrastructure bank and/or the U.S. Departments of Agriculture, Commerce, Education, Housing and Urban Development, Interior and Treasury. Increase federal support to repair, renovate, construct and acquire HBCU facilities and technology, including the rehabilitation of over 700 HBCU buildings on the National Register of Historic Places.

- **Fund new HBCU Centers of Innovation for National Needs**

- New venture capital should be provided to HBCUs to allow these institutions to experiment, pilot, evaluate and scale-up best practices and drive new innovations on their campuses—especially in areas of national need such as college success, teacher diversity, STEM education and social justice. UNCF believes that HBCUs should have access to federal funds to expand their footprint as important engines of innovation.

- **Preserve Mandatory Funds in Title III of the Higher Education Act**

- HBCUs have been able to access a mandatory stream of funding since 2008 to help them better serve their students with specialized services tailored toward STEM education. \$85 million has been carved out for HBCUs and these funds have been vital to ensuring STEM education remains a priority for students. A report released by the National Science and Technology Council highlighted that the “national benefits of a strong STEM foundation cannot be fully realized until all members of society have equitable access to STEM education and [until] there is much broader participation by those historically underserved and underrepresented in STEM fields...” The report goes on to highlight the importance of diversity in the workplace leading to more engaged, innovative, and higher-performing organizations.¹⁰ Mandatory funds in Title III should be preserved.

¹⁰ National Science and Technology Council. (2018). *Charting a course for success: America’s strategy for STEM education*. Retrieved from White House website: <https://www.whitehouse.gov/wp-content/uploads/2018/12/STEM-Education-Strategic-Plan-2018.pdf>



HBCUs PUNCHING ABOVE THEIR WEIGHT



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