

Tables for Chapter 2

TABLE B.1 Participating Institutions

American University
Christopher Newport University
College of Notre Dame Maryland
College of William and Mary
Columbia Union College
George Mason University
George Washington University
Hampton University
Howard University
James Madison University
Johns Hopkins University
Morgan State University
Norfolk State University
Old Dominion University
Towson State University
University of Maryland at College Park
University of the District of Columbia
University of Virginia, Main Campus
Virginia Commonwealth University
Virginia Polytechnic Institute and State University

TABLE B.2 Student Interviews

	All Students (n=138)	Nontraditional (n=45)
Male	51% (71)	64% (29)
Female	49% (67)	36% (16)
African American	28% (39)	42% (19)
Asian	12% (16)	15% (7)
Caucasian	40% (56)	27% (12)
Other races	5% (7)	0%
Hispanic	0%	0%
NA	14% (20)	15% (7)

TABLE B.3 Alumni Survey Responses

	All Alumni (n=174)	Nontraditional (n=52)
Male	60% (104)	60% (21)
Female	40% (70)	40% (31)
	(n=175)	(n=52)
African American	13% (22)	17% (9)
Asian	9% (15)	10% (5)
Hispanic	> 1% (1)	0%
Pacific Islander	> 1% (1)	0%
Caucasian	75% (131)	65% (34)
NA	3% (5)	8% (4)

TABLE B.4 Employee Interviews

	All Employees (n=115)	Nontraditional (n=57)
Male	38% (44)	61% (35)
Female	62% (71)	39% (22)
African American	16% (18)	9% (5)
Asian	12% (14)	9% (5)
Hispanic/Mixed	3% (3)	2% (1)
Caucasian	57% (66)	69% (39)
NA	12% (14)	12% (7)

TABLE B.5 Faculty Interview Demographics and Administrative Data

Sex (n=72)	Percentage (n)		
Female	33% (24)		
Male	67% (48)		
Citizenship (n=72)			
U.S citizen	90% (65)		
Permanent resident	8% (6)		
Temporary visa	1% (1)		
Race (n=64)			
African American	18% (13)		
Asian	8% (6)		
White	61% (44)		
Other	1% (1)		
NA	11% (8)		
Rank (n=72)			
Full professor	22% (16)		
Associate professor	35% (25)		
Assistant professor	19% (14)		
Adjunct/lecturer	15% (11)		
Other	8% (6)		
Administrative position (n=69)			
Program Director	9% (6)		
Academic Advisor	10% (7)		
Department Head	17% (12)		
Dean/Assistant/Associate Dean	3% (2)		
Other	7% (5)		
No administrative position	54% (37)		
		Tenure status (n=72)	
		Tenured	49% (35)
		Tenure track	10% (7)
		Not tenure track	33% (24)
		Tenure system not used	8% (6)
		Appointment (n=72)	
		Full-time	94% (68)
		Part-time	6% (4)
		Years teaching (n=72)	
		1–5	19% (14)
		6–10	14% (10)
		11–15	11% (8)
		16–20	22% (16)
		21–25	8% (6)
		26–30	11% (8)
		30+	14% (10)
		Years teaching at institution (n=72)	
		1–5	35% (25)
		6–10	17% (12)
		11–15	11% (8)
		16–20	17% (12)
		21–25	7% (5)
		26–30	7% (5)
		30+	7% (5)

TABLE B.6 Employee Interviews

Age at time of interview	Nontraditional n=57	Traditional n=58	All Employees n=115
Twenties (20s)	5% (3)	52% (30)	29% (33)
Thirties (30s)	58% (33)	31% (18)	44% (51)
Forties (40s)	23% (13)	17% (10)	20% (23)
Fifty and Older (50+)	14% (8)	0%	7% (8)

TABLE B.7 Employee Interviews

Years since receiving IT/CS degree	Percentage (n)
Within the last 5 years	37% (42)
Within the last 6–10 years	32% (37)
Within the last 11–15 years	12% (14)
Within the last 16–20 years	13% (15)
More than 20 years ago	6% (7)

IT/CS degree-major distribution	
Computer Management/ Information Systems	30% (35)
Computer Science/ Computer Engineering	28% (32)
Non-IT bachelor's degrees	24% (28)
Other IT degrees	17% (20)

TABLE B.8 Human Resources Manager Interviews

Current position	n=23	Percentage
IT Director	8	35%
HR positions	6	26%
Executive/upper management	5	22%
IT senior staff	3	13%
No answer	1	4%

Sex		
Male	14	61%
Female	9	39%

Race/ethnicity		
African American	2	9%
Asian	1	4%
Caucasian	19	83%
Mixed/other	1	4%

Organization		
Technology/science	12	52%
Nonprofit, professional societies	3	13%
Government/military	3	13%
University/college/ higher education	2	9%
Press/News Agency	2	9%
Consulting	1	4%

TABLE B.9 Human Resources Manager Interviews

	n=23	Percentage*
Actual recruiting	12	52%
Overall process	6	26%
Recruiting in broader sense, outsourcing	6	26%
Initial evaluation	6	26%
Further evaluation	3	13%
The big picture	2	9%

*Multiple answers possible: total > 100%.

TABLE B.10 Line Manager Interviews

Organization	n=28	Percentage
IT-related	14	50%
Government/military	4	14%
Banks	2	7%
Higher education	2	7%
Media	3	11%
Nonprofit	2	7%
Health care	1	4%

Sex		
Male	12	43%
Female	16	57%