

Table 1

NCES Table 208.20. Public and Private Elementary and Secondary Teachers, Enrollment, Pupil/Teacher Ratios, and New Teacher Hires: Selected Years, Fall 1955 through Fall 2028

Year	Teachers (in thousands)			Enrollment (in thousands)			Pupil/teacher ratio		
	Total	Public	Private	Total	Public	Private	Total	Public	Private
1960	1,600	1,408	192	42,181	36,281	5,900	26.4	25.8	30.7*
1970	2,292	2,059	233	51,257	45,894	5,363	22.4	22.3	23.0
1980	2,485	2,184	301	46,208	40,877	5,331	18.6	18.7	17.7
1990	2,759	2,398	361	46,864	41,217	5,648	17.0	17.2	15.6*

*NCES estimates.

Source: Data extracted from National Center for Education Statistics, (2018) Digest of Education Statistics (Table 208.20).

Table 2*IPUMS Samples Densities*

Sample	Sample Density	Custom Density
1960	5%	1%
1970 State form 2	1%	1%
1980 State	5%	1%
1990 Metro	1%	1%

Table 3*Frequencies and Percentage of College Graduates Aged 22-30 by Race and Year*

Race	Census Year			
	1960	1970	1980	1990
White				
<i>Frequency</i>	7361	15171	24636	19865
<i>Percent</i>	94.01	95.70	93.26	93.72
Black/African American				
<i>Frequency</i>	469	681	1780	1330
<i>Percent</i>	5.99	4.30	6.74	6.28
Total	7830	15852	26416	21195

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 4

Percentage of Males and Females College Graduates Ages 22 to 30 by U.S. Census Year and Race

Gender	census year			
	1960	1970	1980	1990
Males	61.30	48.19	42.13	37.33
<i>White</i>	<i>63.13</i>	<i>48.88</i>	<i>42.90</i>	<i>37.75</i>
<i>Black</i>	<i>32.62</i>	<i>32.75</i>	<i>31.46</i>	<i>31.13</i>
Females	38.70	51.81	57.87	62.67
<i>White</i>	<i>36.87</i>	<i>51.12</i>	<i>57.10</i>	<i>62.25</i>
<i>Black</i>	<i>67.38</i>	<i>67.25</i>	<i>68.54</i>	<i>68.87</i>
Frequency Total	7830	15852	26416	21195
Total	100.00	100.00	100.00	100.00

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 5*Tabulation of College Graduates by State and Year*

	Census Year											
	1960			1970			1980			1990		
	White	Black	Total	White	Black	Total	White	Black	Total	White	Black	Total
state (icpsr code)												
Connecticut												
<i>Frequency</i>	134	3	137	285	7	292	431	17	448	395	11	406
<i>Percent</i>	97.81	2.19	100.00	97.60	2.40	100.00	96.21	3.79	100.00	97.29	2.71	100.00
Maine												
<i>Frequency</i>	27	0	27	57	0	57	114	2	116	91	0	91
<i>Percent</i>	100.00	0	100.00	100.00	0	100.00	98.28	1.72	100.00	100.00	0	100.00
Massachusetts												
<i>Frequency</i>	265	4	269	583	10	593	1,088	22	1,110	998	17	1,015
<i>Percent</i>	98.51	1.49	100.00	98.31	1.69	100.00	98.02	1.98	100.00	98.33	1.67	100.00
New Hampshire												
<i>Frequency</i>	27	0	27	49	0	49	131	1	132	111	1	112
<i>Percent</i>	100.00	0	100.00	100.00	0	100.00	99.24	0.76	100.00	99.11	0.89	100.00
Rhode Island												
<i>Frequency</i>	53	1	54	78	0	78	116	0	116	102	0	102
<i>Percent</i>	98.15	1.85	100.00	100.00	0	100.00	100.00	0	100.00	100.00	0	100.00
Vermont												
<i>Frequency</i>	9	0	9	51	0	51	79	0	79	62	0	62
<i>Percent</i>	100.00	0	100.00	100.00	0	100.00	100.00	0	100.00	100.00	0	100.00
New Jersey												
<i>Frequency</i>	246	11	257	555	28	583	875	78	953	817	60	877
<i>Percent</i>	95.72	4.28	100.00	95.20	4.80	100.00	91.82	8.18	100.00	93.16	6.84	100.00

[illegible]

<i>Frequency</i>	164	2	166	393	1	394	604	5	609	394	10	404
<i>Percent</i>	98.80	1.20	100.00	99.75	0.25	100.00	99.18	0.82	100.00	97.52	2.48	100.00
Nebraska												
<i>Frequency</i>	62	2	64	130	1	131	244	5	249	152	3	155
<i>Percent</i>	96.88	3.13	100.00	99.24	0.76	100.00	97.99	2.01	100.00	98.06	1.94	100.00
North Dakota												
<i>Frequency</i>	30	0	30	52	0	52	95	0	95	52	1	53
<i>Percent</i>	100.00	0	100.00	100.00	0	100.00	100.00	0	100.00	98.11	1.89	100.00
South Dakota												
<i>Frequency</i>	28	0	28	55	0	55	103	0	103	50	0	50
<i>Percent</i>	100.00	0	100.00	100.00	0	100.00	100.00	0	100.00	100.00	0	100.00
Virginia												
<i>Frequency</i>	243	21	264	407	27	434	885	82	967	726	67	793
<i>Percent</i>	92.05	7.95	100.00	93.78	6.22	100.00	91.52	8.48	100.00	91.55	8.45	100.00
Alabama												
<i>Frequency</i>	86	23	109	162	24	186	375	84	459	260	38	298
<i>Percent</i>	78.90	21.10	100.00	87.10	12.90	100.00	81.70	18.30	100.00	87.25	12.75	100.00
Arkansas												
<i>Frequency</i>	54	6	60	116	9	125	197	24	221	105	14	119
<i>Percent</i>	90.00	10.00	100.00	92.80	7.20	100.00	89.14	10.86	100.00	88.24	11.76	100.00
Florida												
<i>Frequency</i>	188	26	214	417	52	469	772	88	860	939	78	1,017
<i>Percent</i>	87.85	12.15	100.00	88.91	11.09	100.00	89.77	10.23	100.00	92.33	7.67	100.00
Georgia												
<i>Frequency</i>	128	29	157	264	37	301	514	130	644	505	82	587
<i>Percent</i>	81.53	18.47	100.00	87.71	12.29	100.00	79.81	20.19	100.00	86.03	13.97	100.00
Louisiana												
<i>Frequency</i>	114	30	144	205	47	252	382	86	468	286	59	345

<i>Percent</i>	79.17	20.83	100.00	81.35	18.65	100.00	81.62	18.38	100.00	82.90	17.10	100.00
Mississippi												
<i>Frequency</i>	69	22	91	109	26	135	197	71	268	145	40	185
<i>Percent</i>	75.82	24.18	100.00	80.74	19.26	100.00	73.51	26.49	100.00	78.38	21.62	100.00
North Carolina												
<i>Frequency</i>	170	35	205	283	34	317	632	93	725	543	86	629
<i>Percent</i>	82.93	17.07	100.00	89.27	10.73	100.00	87.17	12.83	100.00	86.33	13.67	100.00
South Carolina												
<i>Frequency</i>	82	23	105	126	22	148	323	68	391	257	43	300
<i>Percent</i>	78.10	21.90	100.00	85.14	14.86	100.00	82.61	17.39	100.00	85.67	14.33	100.00
Texas												
<i>Frequency</i>	482	54	536	730	40	770	1,561	109	1,670	1,372	92	1,464
<i>Percent</i>	89.93	10.07	100.00	94.81	5.19	100.00	93.47	6.53	100.00	93.72	6.28	100.00
Kentucky												
<i>Frequency</i>	84	4	88	230	3	233	361	25	386	264	14	278
<i>Percent</i>	95.45	4.55	100.00	98.71	1.29	100.00	93.52	6.48	100.00	94.96	5.04	100.00
Oklahoma												
<i>Frequency</i>	104	4	108	156	7	163	290	19	309	204	11	215
<i>Percent</i>	96.30	3.70	100.00	95.71	4.29	100.00	93.85	6.15	100.00	94.88	5.12	100.00
Tennessee												
<i>Frequency</i>	97	12	109	250	21	271	459	56	515	336	30	366
<i>Percent</i>	88.99	11.01	100.00	92.25	7.75	100.00	89.13	10.87	100.00	91.80	8.20	100.00
West Virginia												
<i>Frequency</i>	50	1	51	67	2	69	190	4	194	105	2	107
<i>Percent</i>	98.04	1.96	100.00	97.10	2.90	100.00	97.94	2.06	100.00	98.13	1.87	100.00
Arizona												
<i>Frequency</i>	59	1	60	118	1	119	291	4	295	298	5	303
<i>Percent</i>	98.33	1.67	100.00	99.16	0.84	100.00	98.64	1.36	100.00	98.35	1.65	100.00

[illegible]

<i>Frequency</i>	144	5	149	293	4	297	491	11	502	371	7	378
<i>Percent</i>	96.64	3.36	100.00	98.65	1.35	100.00	97.81	2.19	100.00	98.15	1.85	100.00
Alaska												
<i>Frequency</i>	19	1	20	30	0	30	52	0	52	51	1	52
<i>Percent</i>	95.00	5.00	100.00	100.00	0	100.00	100.00	0	100.00	98.08	1.92	100.00
Hawaii												
<i>Frequency</i>	26	0	26	34	1	35	37	1	38	39	6	45
<i>Percent</i>	100.00	0	100.00	97.14	2.86	100.00	97.37	2.63	100.00	86.67	13.33	100.00
Total												
<i>Frequency</i>	7,361	469	7,830	15,171	681	15,852	24,636	1,780	26,416	19,865	1,330	21,195
<i>Percent</i>	94.01	5.99	100.00	95.70	4.30	100.00	93.26	6.74	100.00	93.72	6.28	100.00

Note. IPUMS are 1-in-100 samples.

Table 6

Frequencies and Percentages of K-12 Teacher Versus College Graduates Employed in Other White-Collar Occupations by U.S. Census Year

Teacher Status	Census Year			
	1960	1970	1980	1990
Non-teacher				
<i>Frequency</i>	4872	7925	18154	16058
<i>Percent</i>	62.22	49.99	68.72	75.76
K-12 Teacher				
<i>Frequency</i>	2958	7,927	8262	5137
<i>Percent</i>	37.78	50.01	31.28	24.24
Total	7830	15852	26416	21195

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 7*Racial Demographics of the Teacher Labor Force by Year.*

Race	Census Year			
	1960	1970	1980	1990
White				
<i>Frequency</i>	2679	7516	7542	4744
<i>Percent</i>	90.57	94.93	92.55	94.31
Black/African American				
<i>Frequency</i>	279	401	607	286
<i>Percent</i>	9.43	5.07	7.45	5.69
Total	2958	7917	8149	5030

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 8*Number of College Graduates Exposed to Teacher Testing by State and Year.*

state (icpsr code)	census year			
	1960	1970	1980	1990
Connecticut	0	0	0	406
Maine	0	0	0	91
Massachusetts	0	0	0	1015
New Hampshire	0	0	0	112
Rhode Island	0	0	0	102
Vermont	0	0	0	62
New Jersey	0	0	0	877
New York	0	0	0	2079
Pennsylvania	0	0	0	1103
Illinois	0	0	0	1184
Indiana	0	0	0	466
Michigan	0	0	0	677
Ohio	0	0	0	923
Wisconsin	0	0	0	372
Iowa	0	0	0	0
Kansas	0	0	0	236
Minnesota	0	0	0	404
Nebraska	0	0	0	155
North Dakota	0	0	0	53
South Dakota	0	0	0	50
Virginia	0	0	0	793
Alabama	0	0	0	298
Arkansas	0	0	0	119
Florida	0	0	0	1017
Georgia	0	0	644	587
Louisiana	0	0	468	345
Mississippi	0	0	268	185
North Carolina	0	0	0	629
South Carolina	0	0	391	300
Texas	0	0	0	1464
Kentucky	0	0	0	278
Oklahoma	0	0	0	215
Tennessee	0	0	0	366
West Virginia	0	0	0	107
Arizona	0	0	0	303
Colorado	0	0	0	325
Idaho	0	0	0	55
Montana	0	0	0	58
Nevada	0	0	0	57
New Mexico	0	0	0	101

Utah	0	105	187	128
Wyoming	0	0	0	41
California	0	0	0	2182
Oregon	0	0	0	187
Washington	0	0	0	378
Alaska	0	0	0	0
Hawaii	0	0	0	45
Total	0	105	1958	20,930

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 9*List of Variable Names and Descriptions*

Variable name	Description
K12Teacher	0=non-teacher 1=K-12 teacher
Northeast	0 = all other regions 1=New England, Middle Atlantic, East North Central
Midwest	0=all other regions 1=West North Central
South	0=all other regions 1= South Atlantic, East South Central, and West South Central
West	0=all other regions 1=Pacific and Mountain
Grad school	0=educd less than 5 years of college 1=greater than or equal to 5 years of college
Female	0=male 1=female
Black	0=not Black 1=Black
Age	Continuous age variable 22-30
Income	\$0-\$200,000
Labforce	1=Yes, in labor force
Testing	0 = State did not test teacher in that year 1 = State tested teachers in that year

Table 10*U.S. Equal Employment Opportunity Commission: Charges of Discrimination Handled*

Fiscal Year	Number of Cases	Percentage of Race Based Cases
1966	8,854	53.1
1967	12,927	56.2
1968	15,058	59
1969	17,272	NA
1970	20,310	NA

Source: U.S. Equal Employment Opportunity Commission First (1967) and Second Annual Report (1968).

Table 11*Industry Shifts in the Black Labor Market from 1960 to 1990*

occupation, 1990 basis	1960	1970	1980	1990
Accountants and Auditors				
<i>Frequency</i>	1	8	38	49
<i>Percent</i>	0.21	1.17	2.13	3.68
Registered Nurses				
<i>Frequency</i>	18	18	80	79
<i>Percent</i>	3.84	2.64	4.49	5.94
Primary School Teachers				
<i>Frequency</i>	193	239	434	211
<i>Percent</i>	41.15	35.10	24.38	15.86
Secondary School Teachers				
<i>Frequency</i>	70	137	136	29
<i>Percent</i>	14.93	20.12	7.64	2.18
Social Workers				
<i>Frequency</i>	15	60	148	133
<i>Percent</i>	3.20	8.81	8.31	10.00
All other white-collar occupations				
<i>Frequency</i>	172	219	944	829
<i>Percent</i>	36.7	32.2	53	62.3
Total	469	681	1780	1330
	100.00	100.00	100.00	100.00

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 12*Percentage of Black Representation by Industry, Census Year, Gender (1960-1990)*

	Census Year											
	1960			1970			1980			1990		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Non-teachers												
Frequency	94	96	190	122	161	283	438	723	1,161	358	705	1,063
Percent	61.44	30.38	40.51	54.71	35.15	41.56	78.21	59.26	65.22	86.47	76.97	79.92
k12teacher												
Frequency	59	220	279	101	297	398	122	497	619	56	211	267
Percent	38.56	69.62	59.49	45.29	64.85	58.44	21.79	40.74	34.78	13.53	23.03	20.08
Total												
Frequency	153	316	469	223	458	681	560	1,220	1,780	414	916	1,330
Percent	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Note. IPUMS are 1-in-100 samples. To estimate the true value, the frequencies should be multiplied by 100.

Table 13*Model 1: Logistic Regression of the Probability of being a K-12 Teacher in 1960 by Race*

k12teacher	Odd Ratio	St.Err.	z	p-value
Black	1.777	.198	5.15	0.00***
Northeast	1.096	.118	0.85	.393
South	.858	.095	-1.38	0.00***
West	.857	.101	-1.31	.001***
Graduate School	.572	.033	-9.76	0.00***
Female	4.341	.231	27.55	0.00***
Age	1.014	.011	1.24	.215
Income	1.000079	0	7.00	0.00***
Constant	.211	.061	-5.40	0.00***
Pseudo r-squared	0.116		Number of obs	7830
Wald Chi-square	1087.939		Prob > chi2	0.000

*** $p < .01$, ** $p < .05$

Table 14*Model 2: Logistic Regression of the Probability of being a K-12 Teacher in 1970 by Race*

k12teacher	Odd Ratio	St.Err.	z	p-value
Black	1.133	.099	1.44	.15
Northeast	1.001	.069	0.02	.986
South	.903	.066	-1.41	.159
West	.724	.055	-4.26	0.00***
Graduate School	.54	.02	-16.93	0.00***
Female	2.773	.097	29.04	0.00***
Age	.947	.007	-7.05	0.00**
Income	1.000019	0	4.00	0.00**
Constant	2.952	.585	5.46	0.00**
Pseudo r-squared	0.082		Number of obs	15852
Wald Chi-square	1637.426		Prob > chi2	0.000

*** $p < .01$, ** $p < .05$,

Table 16

Model 4: Logistic Regression of the Effect of Teacher Testing on the Probability of being a K-12 Teacher in 1980 by Race

k12teacher	Odd Ratio	St.Err.	z	p-value
Testing	1.084797	0.063553	1.39	0.165
Black	0.960143	0.057053	-0.68	0.494
Testing*Black	1.067237	0.145709	0.48	0.634
Northeast	0.891223	0.050081	-2.05	0.04**
South	1.027212	0.060359	0.46	0.648
West	0.595207	0.03741	-8.26	0.00***
Graduate School	0.903164	0.026037	-3.53	0.00***
Female	2.526102	0.075892	30.85	0.00***
Age	1.091901	0.006714	14.3	0.00***
Income	0.999981	1.96E-06	-9.87	0.00***
Constant	0.035763	0.006033	-19.75	0.00***
Pseudo r-squared	0.0472	Number of obs	26,416	
Wald Chi-square	1417.09	Prob > chi2	0.000	

*** $p < .01$, ** $p < .05$

*(Testing*Black .065+ Testing state .08139=.14639 exponentiated =1.157)

Table 17

Model 5: Logistic Regression of the Effect of Teacher Testing on the Probability of being a K-12 Teacher in 1990 by Race

k12teacher	Odd Ratio	St.Err.	z	p-value
Testing	0.860642	0.045405	-2.84	0.004
Black	0.5183	0.090836	-3.75	0
Testing*Black	1.462803	0.287347	1.94	0.053
Northeast	0.908484	0.076612	-1.14	0.255
South	1.173434	0.104075	1.8	0.071
West	0.887693	0.081031	-1.31	0.192
Graduate School	0.705783	0.033145	-7.42	0
Female	2.489737	0.104585	21.72	0
Age	1.029541	0.008186	3.66	0
Income	0.999977	1.42E-06	-16.06	0
Constant	0.138255	0.031397	-8.71	0
Pseudo r-squared	0.0523	Number of obs	21,194	
Wald Chi-square	959.41	Prob > chi2	0.000	

*** $p < .01$, ** $p < .05$

(Testing*Black .38 + Testing -0.15+-.23 exponentiated = 1.25)