






Ellis Cose Survey of Harvard Business School African American Alumni


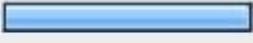



1. What year did you graduate from Harvard Business School?

	Response Average	Response Total	Response Count
Please enter year here.	1992	382,475	192
<i>answered question</i>			192
<i>skipped question</i>			1


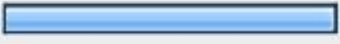

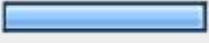

2. How satisfied were you with your education at Harvard Business School?

		Response Percent	Response Count
Very satisfied		71.7%	137
Somewhat satisfied		23.0%	44
Neither satisfied nor unsatisfied		0.5%	1
Somewhat dissatisfied		3.1%	6
Very dissatisfied		1.6%	3
<i>answered question</i>			191
<i>skipped question</i>			2



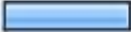
3. All in all, how satisfied are you with your life?

		Response Percent	Response Count
Very satisfied		50.8%	97
Somewhat satisfied		37.2%	71
Neither satisfied nor unsatisfied		2.1%	4
Somewhat dissatisfied		8.4%	16
Very dissatisfied		1.6%	3
<i>answered question</i>			191
<i>skipped question</i>			2




4. Which of these two statements comes closer to your own views—even if neither is exactly right?

		Response Percent	Response Count
Success in life is pretty much determined by forces outside of our control.		5.2%	10
Everyone has it in their own power to succeed.		50.0%	96
Neither		14.1%	27
Both equally		30.2%	58
Don't know		0.5%	1
<i>answered question</i>			192
<i>skipped question</i>			1



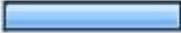
5. All in all, compared with fifteen years ago, do you think the situation of black people in this country is:

	Response Percent	Response Count
Better? 	69.3%	131
Worse? 	12.2%	23
About the same? 	18.5%	35
<i>answered question</i>		189
<i>skipped question</i>		4




6. What about compared with five years ago? Do you think the situation of black people in this country today is:

	Response Percent	Response Count
Better? 	31.7%	60
Worse? 	29.1%	55
About the same? 	39.2%	74
<i>answered question</i>		189
<i>skipped question</i>		4

7. Thinking about people’s values (meaning things that people view as important or their general way of thinking), in the last ten years do you think the values held by black people and the values held by white people have become:

	Response Percent	Response Count
More similar? 	56.4%	106
More different? 	17.0%	32
Don't know 	26.6%	50
<i>answered question</i>		188
<i>skipped question</i>		5

8. What about within the black community? In the last ten years, do you think the values held by middle-class blacks and the values held by poor blacks have become:

	Response Percent	Response Count
More similar? 	15.3%	29
More different? 	66.3%	126
Don't know 	18.4%	35
<i>answered question</i>		190
<i>skipped question</i>		3

9. Again, thinking about African Americans, do you think middle-class blacks and poor blacks have:

	Response Percent	Response Count
A lot in common?	16.2%	31
Some in common?	57.6%	110
Only a little in common?	21.5%	41
Almost nothing in common?	4.7%	9
<i>answered question</i>		191
<i>skipped question</i>		2

10. Thinking of both races, do you think middle-class blacks and middle-class whites have:

	Response Percent	Response Count
A lot in common?	37.5%	72
Some in common?	56.8%	109
Only a little in common?	5.7%	11
Almost nothing in common?	0.0%	0
<i>answered question</i>		192
<i>skipped question</i>		1

11. Do you think poor blacks and poor whites have:

		Response Percent	Response Count
A lot in common?		45.5%	86
Some in common?		41.8%	79
Only a little in common?		9.5%	18
Almost nothing in common?		3.2%	6
<i>answered question</i>			189
<i>skipped question</i>			4

12. Thinking of whites, how much do you think middle-class whites and poor whites share values in common with each other? Do middle-class whites and poor whites have:

		Response Percent	Response Count
A lot in common?		11.0%	21
Some in common?		49.2%	94
Only a little in common?		31.9%	61
Almost nothing in common?		7.9%	15
<i>answered question</i>			191
<i>skipped question</i>			2

13. How much discrimination do you believe there is against each of these groups in our society today?

	A Lot	Some	Only a Little	None at All	Response Count
White Americans	0.5% (1)	3.7% (7)	43.7% (83)	52.1% (99)	190
Black Americans	60.2% (115)	38.7% (74)	1.0% (2)	0.0% (0)	191
Hispanic Americans	53.6% (103)	44.3% (85)	2.1% (4)	0.0% (0)	192
Asian Americans	3.6% (7)	42.7% (82)	51.6% (99)	2.1% (4)	192
Native Americans (American Indians, Alaska Natives)	35.1% (67)	48.7% (93)	15.2% (29)	1.0% (2)	191
<i>answered question</i>					192
<i>skipped question</i>					1

14. Which of these statements comes closer to your own views—even if neither is exactly right?

	Response Percent	Response Count
Racial discrimination is the main reason why many black people can't get ahead these days.	15.5%	30
Blacks who can't get ahead in this country are mostly responsible for their own condition.	16.6%	32
Neither	25.9%	50
Both equally	39.9%	77
Don't know	2.1%	4
<i>answered question</i>		193
<i>skipped question</i>		0

15. Thinking of nonblack racial- and ethnic-minority groups, which of these statements comes closer to your own views—even if neither is exactly right?

	Response Percent	Response Count
Racial discrimination is the main reason why many people from nonblack-minority groups can't get ahead these days.	11.0%	21
People from nonblack-minority groups who can't get ahead in this country are mostly responsible for their own condition.	26.7%	51
Neither	25.1%	48
Both equally	25.7%	49
Don't know	11.5%	22
<i>answered question</i>		191
<i>skipped question</i>		2

16. In general, do you believe opportunities for blacks in corporate America are:

	Response Percent	Response Count
Equal to those for whites?	5.2%	10
Better than those for whites?	1.0%	2
Worse than those for whites?	93.8%	180
<i>answered question</i>		192
<i>skipped question</i>		1

17. What about other ethnic groups? Do you believe opportunities for blacks in corporate America are:

		Response Percent	Response Count
Equal to those for Latinos?		42.9%	82
Better than those for Latinos?		22.5%	43
Worse than those for Latinos?		34.6%	66
<i>answered question</i>			191
<i>skipped question</i>			2



18. Do you believe opportunities for blacks in corporate America are:

		Response Percent	Response Count
Equal to those for Asians?		12.5%	24
Better than those for Asians?		5.2%	10
Worse than those for Asians?		82.3%	158
<i>answered question</i>			192
<i>skipped question</i>			1

19. Do you believe opportunities for blacks in corporate America are:

	Response Percent	Response Count
Equal to those for Native Americans (American Indians, Alaska Natives)? 	23.7%	45
Better than those for Native Americans (American Indians, Alaska Natives)? 	57.4%	109
Worse than those for Native Americans (American Indians, Alaska Natives)? 	18.9%	36
<i>answered question</i>		190
<i>skipped question</i>		3



20. Do you believe your educational attainments put you on an equal professional footing (in the eyes of employers or prospective employers) with white peers or competitors with comparable educational credentials?

	Response Percent	Response Count
Yes 	51.1%	97
No 	48.9%	93
<i>answered question</i>		190
<i>skipped question</i>		3

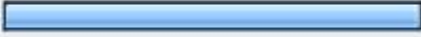
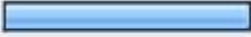
21. When it comes to opportunities available to you at work and in the professional world in general, do you believe your race is:

	In a Positive Sense	In a Negative Sense	Response Count
Irrelevant?	72.1% (31)	27.9% (12)	43
Somewhat relevant?	44.1% (64)	55.9% (81)	145
Very relevant?	31.4% (22)	68.6% (48)	70
<i>answered question</i>			190
<i>skipped question</i>			3

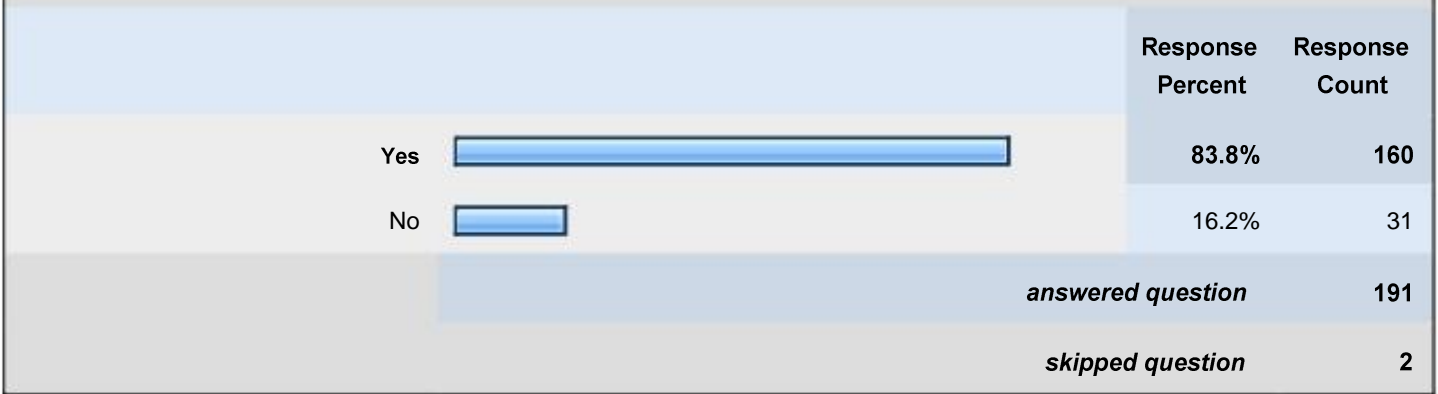
22. Do you believe that blacks confront a glass ceiling in corporate America?

	Response Percent	Response Count
Yes 	86.9%	166
No 	13.1%	25
<i>answered question</i>		191
<i>skipped question</i>		2

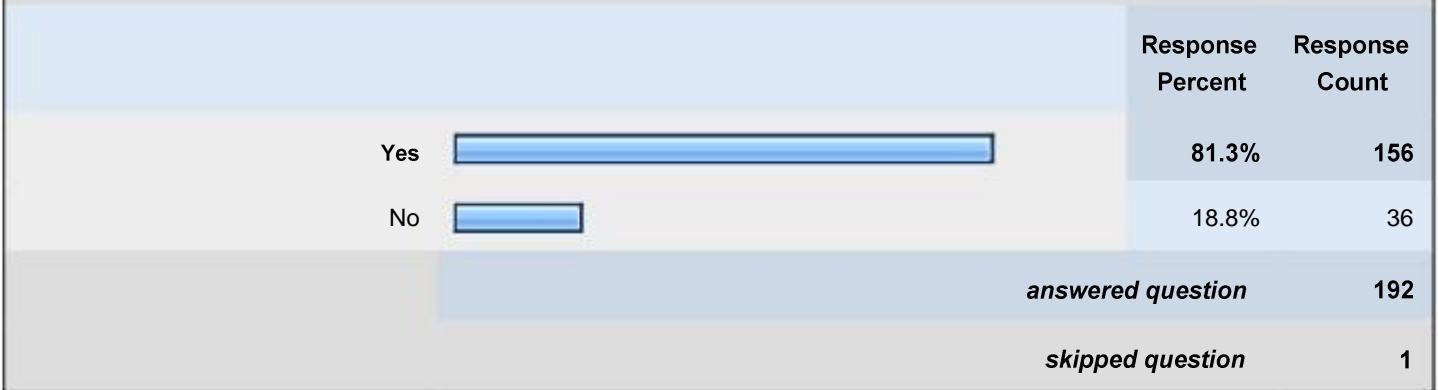
23. Do you believe that Asian Americans confront a glass ceiling in corporate America?

	Response Percent	Response Count
Yes 	63.0%	121
No 	37.0%	71
<i>answered question</i>		192
<i>skipped question</i>		1

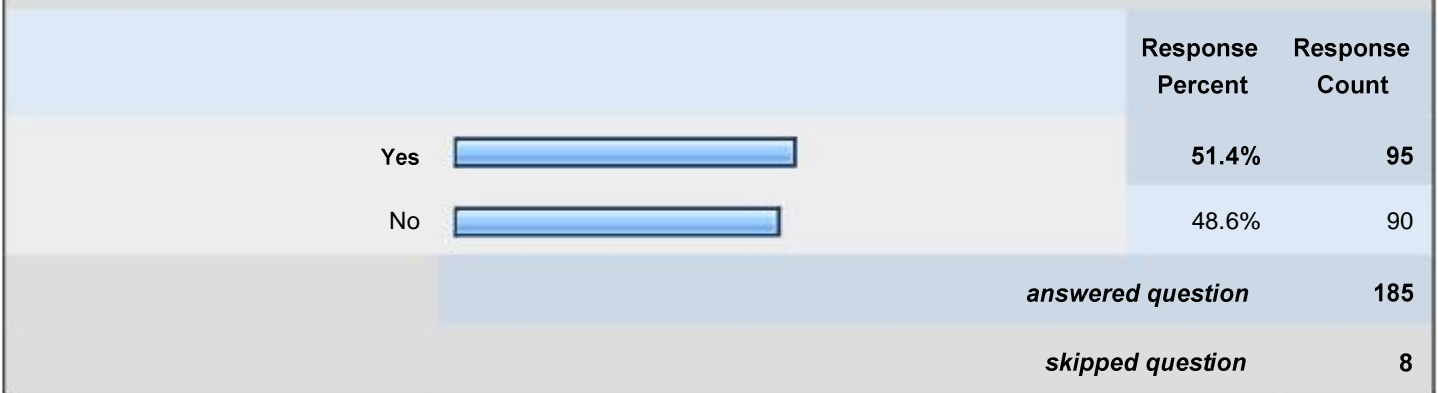
24. Do you believe that Latinos confront a glass ceiling in corporate America?





25. Do you believe that Native Americans (American Indians, Alaska Natives) confront a glass ceiling in corporate America?





26. Do you believe there is a glass ceiling for blacks at your current workplace?





27. Do you believe there is a glass ceiling for Latinos at your current workplace?

	Response Percent	Response Count
Yes 	46.7%	85
No 	53.3%	97
<i>answered question</i>		182
<i>skipped question</i>		11




28. Do you believe there is a glass ceiling for Asian Americans at your current workplace?

	Response Percent	Response Count
Yes 	36.8%	67
No 	63.2%	115
<i>answered question</i>		182
<i>skipped question</i>		11


29. Do you believe there is a glass ceiling for Native Americans (American Indians, Alaska Natives) at your current workplace?

	Response Percent	Response Count
Yes 	42.2%	76
No 	57.8%	104
<i>answered question</i>		180
<i>skipped question</i>		13



30. When competing, professionally, against white peers with comparable educational credentials, do you believe your race is:

	Response Percent	Response Count
An advantage? 	17.3%	33
A disadvantage? 	52.4%	100
Neutral? 	30.4%	58
<i>answered question</i>		191
<i>skipped question</i>		2

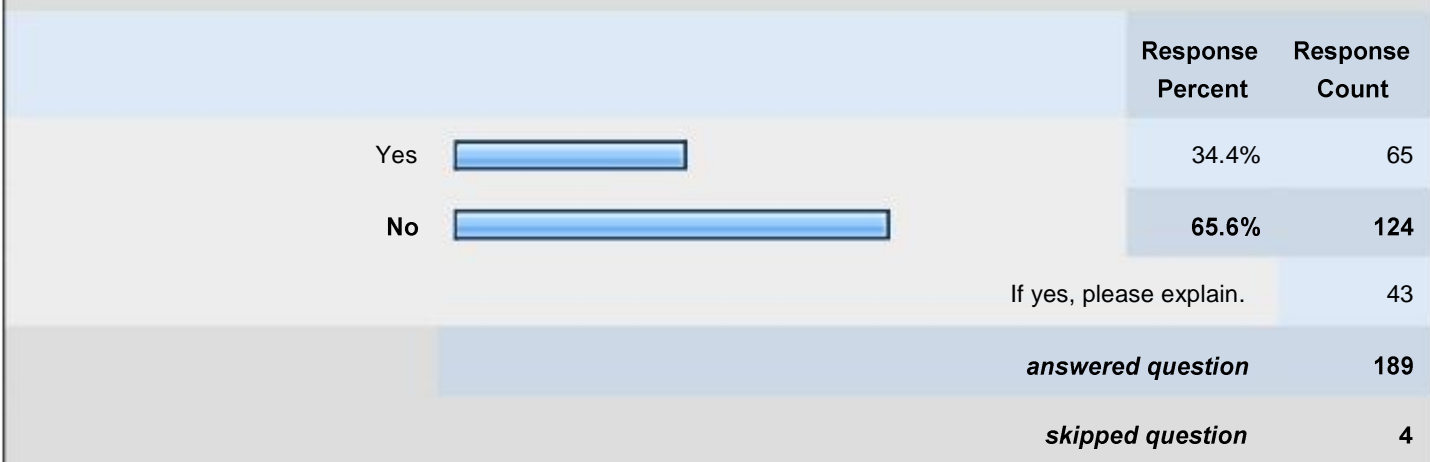
31. Generally speaking, do you think blacks are better off becoming entrepreneurs than working in predominantly white corporations?

	Response Percent	Response Count
Yes 	57.7%	109
No 	42.3%	80
If yes, please briefly explain why.		89
<i>answered question</i>		189
<i>skipped question</i>		4

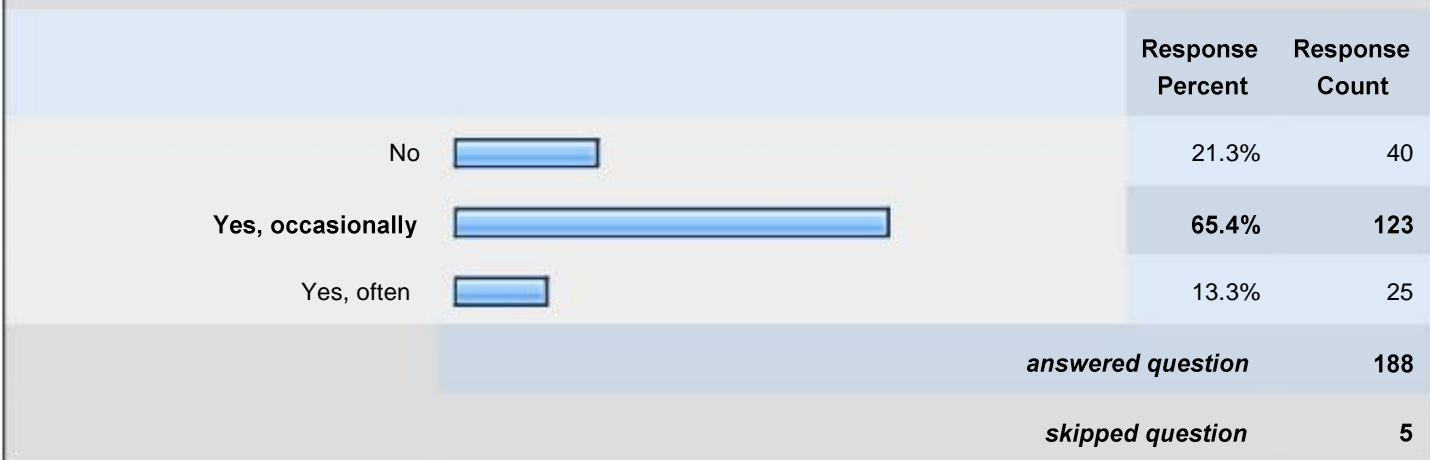
32. Do you believe you would be as successful as you currently are had you not attended Harvard Business School?

	Response Percent	Response Count
Yes 	26.6%	50
No 	73.4%	138
Please explain or elaborate if you like		83
<i>answered question</i>		188
<i>skipped question</i>		5

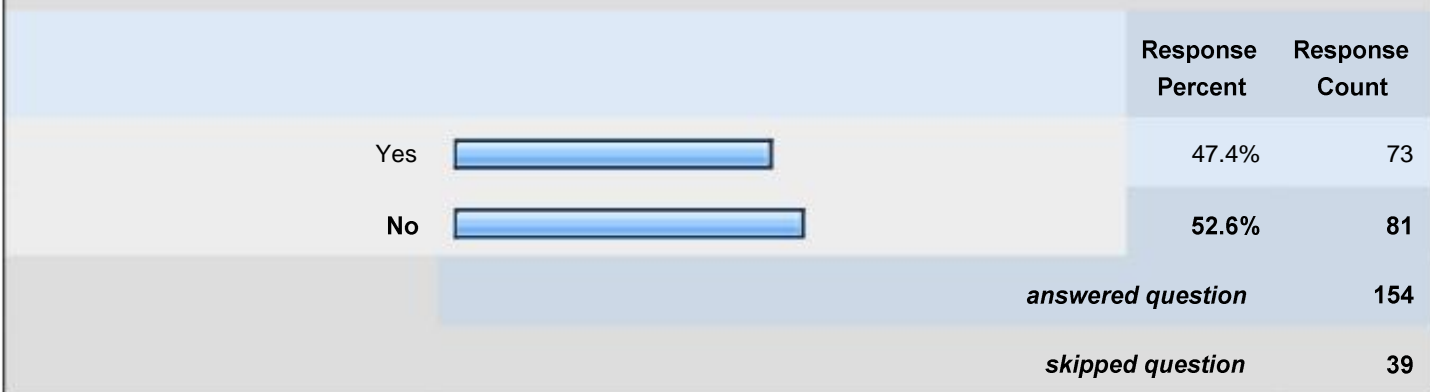
33. Did you ever encounter personal difficulties in your neighborhood or elsewhere as a result of your education aspirations or achievements?



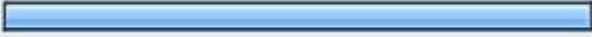

34. Do you believe you have been discriminated against in the workplace?










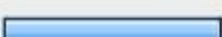
35. If yes (meaning you have been discriminated against), did the discrimination significantly affect your career?



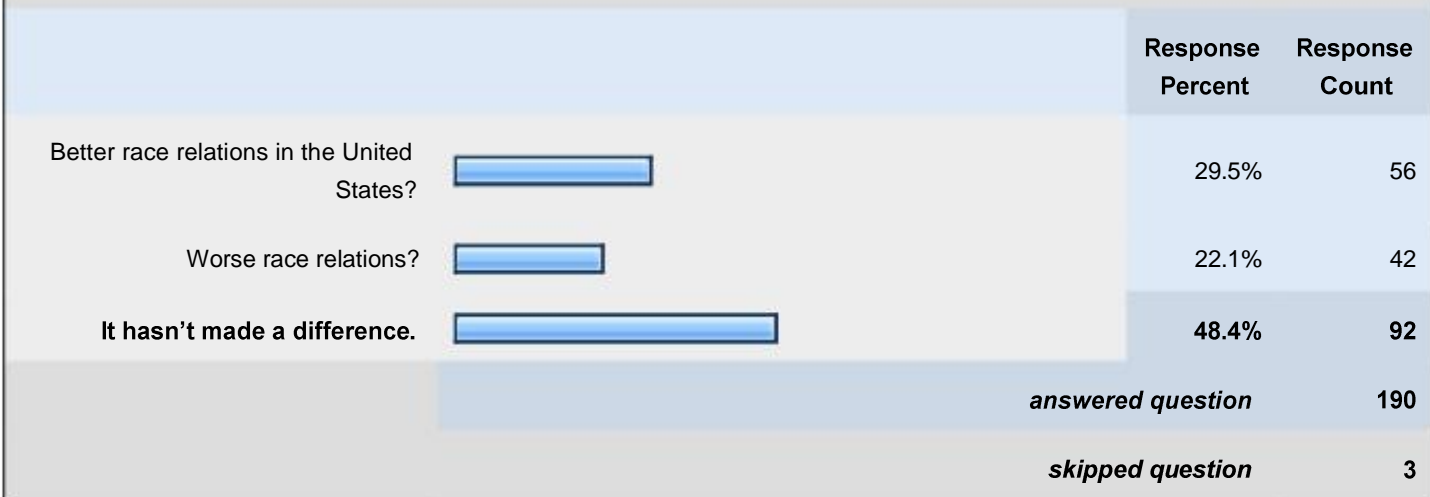
36. Have you personally experienced discrimination outside the workplace?

	Response Percent	Response Count
Yes 	88.9%	169
No 	11.1%	21
<i>answered question</i>		190
<i>skipped question</i>		3

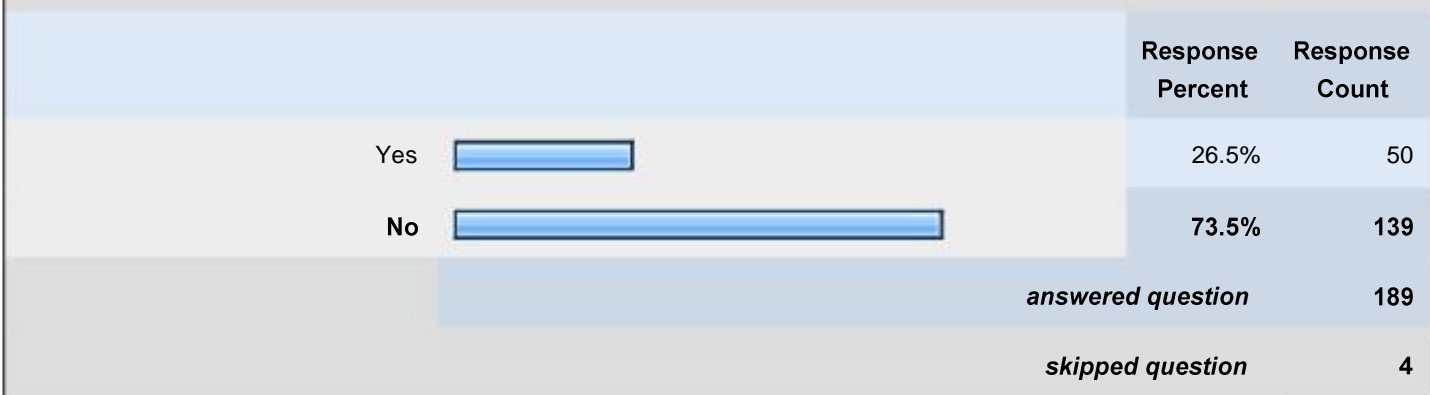
37. If yes (meaning you have experienced discrimination outside the workplace), was the discrimination from (check all that apply):

	Response Percent	Response Count
Police? 	43.2%	73
Shopkeepers or servers? 	77.5%	131
Taxi drivers? 	57.4%	97
Landlords? 	24.9%	42
Fellow students? 	36.7%	62
Teachers? 	42.6%	72
Banks or lenders? 	25.4%	43
Other? 	32.5%	55
<i>answered question</i>		169
<i>skipped question</i>		24

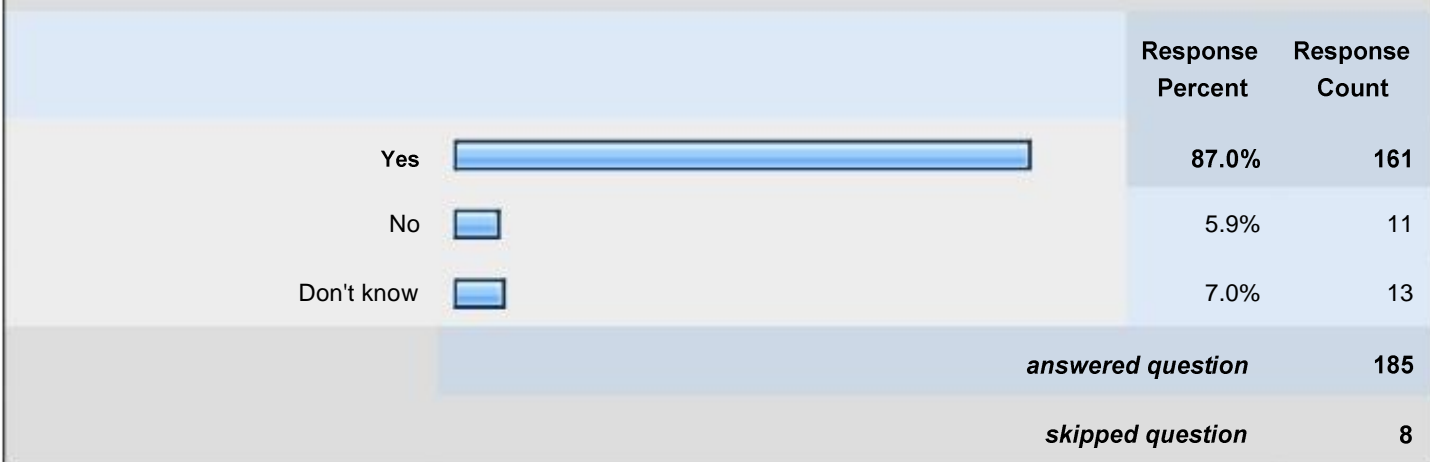
38. Has Barack Obama's election as president led to:



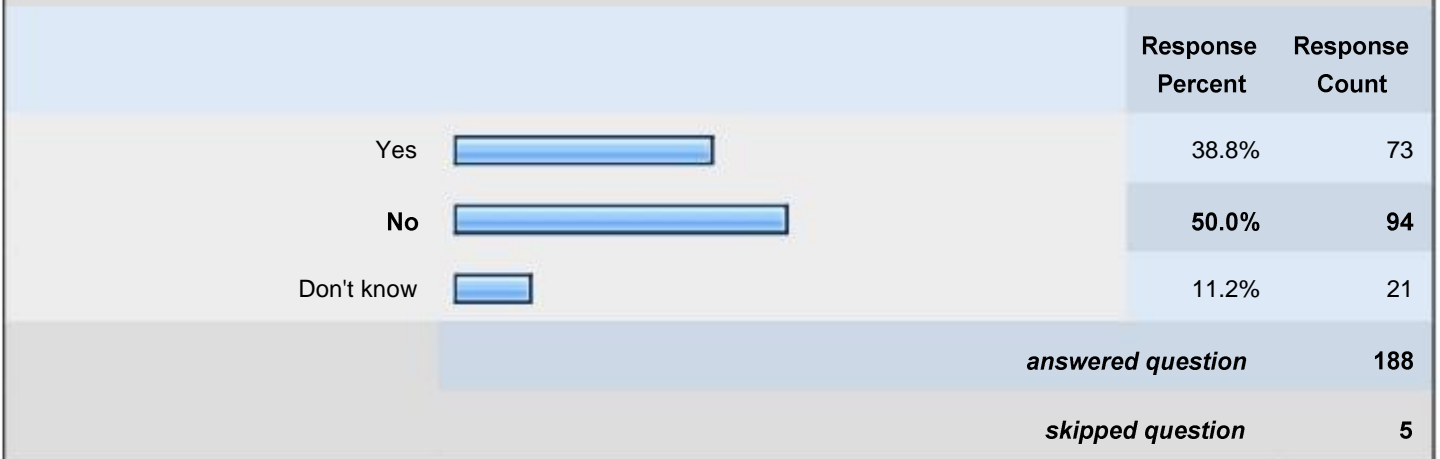
39. Has Barack Obama's election and presidency led to increased opportunities for blacks in the workplace?



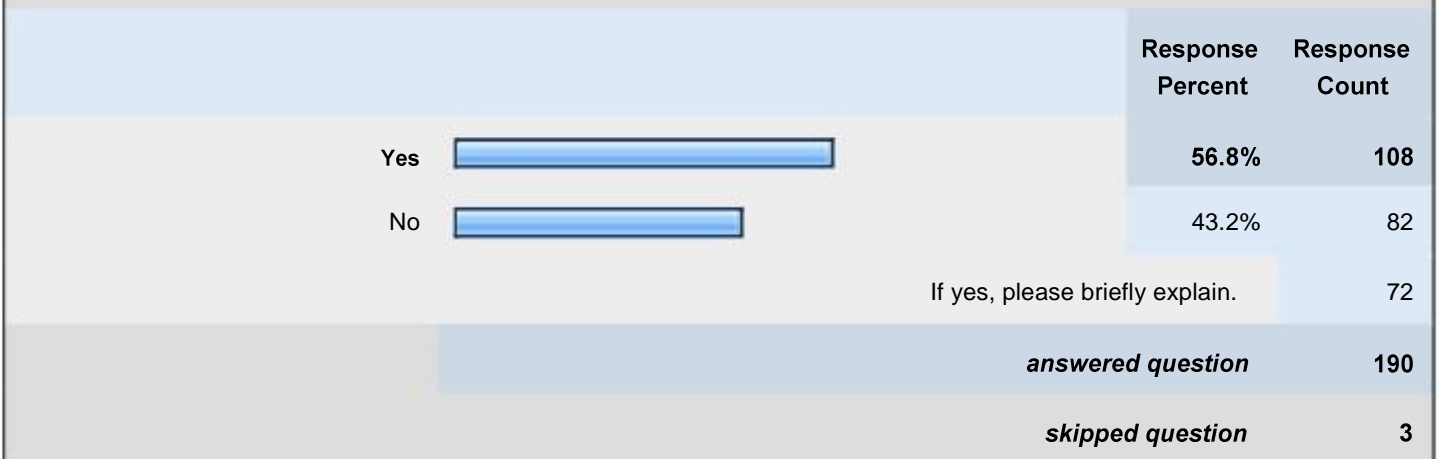
40. Do you believe Barack Obama's election and presidency has led to a perception *among whites* of increased opportunities for blacks that exceeds the reality of the present situation?



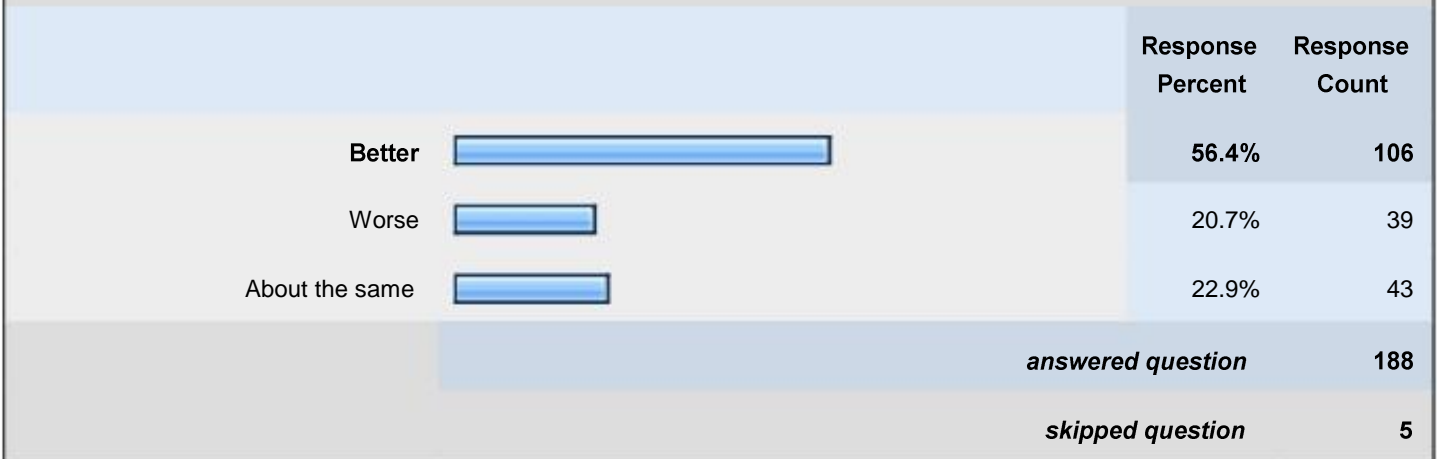
41. Do you believe Barack Obama's election and presidency has led to a perception *among blacks* of increased opportunities for blacks that exceeds the reality of the present situation?



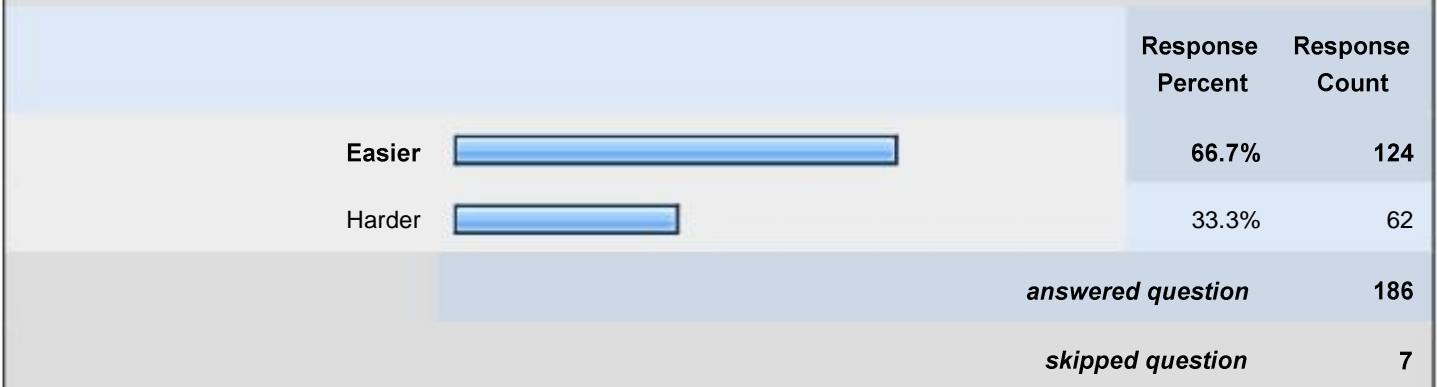
42. Have racial- or ethnic-minority social-professional networks been an important part of your life?





43. When your children (or black kids today) are the age you are now, do you think their standard of living will be better, worse, or about the same as yours?










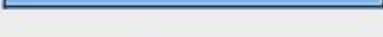
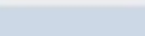
44. Thinking about your own kids (or black people under the age of eighteen), do you think it will be easier or harder for them to move up the income ladder than it was for you or your black peers?



45. Have you participated as a volunteer in community, civic, or religious activities since business school? (“Volunteer” meaning as one who was not paid by the group)

		Response Percent	Response Count
Yes		88.9%	169
No		11.1%	21
<i>answered question</i>			190
<i>skipped question</i>			3


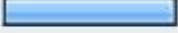



46. If yes (you have participated as volunteer), what was the type of activity? (Please check all that apply)

		Response Percent	Response Count
Youth organization		49.1%	83
Professional or trade association		59.2%	100
Religious activities		40.8%	69
Community center or neighborhood association		24.3%	41
Civil rights group		16.0%	27
Social service or social welfare organization		43.2%	73
Library, art, or music organization		25.4%	43
Educational organization		57.4%	97
Other		20.7%	35
<i>answered question</i>			169
<i>skipped question</i>			24





47. Have you provided financial support for any of the types of activities below? (Please check all that apply)

		Response Percent	Response Count
Youth organization		46.6%	83
Professional or trade association		50.6%	90
Religious activities		57.9%	103
Community center or neighborhood association		29.8%	53
Civil rights group		34.3%	61
Social service or social welfare organization		51.1%	91
Library, art, or music organization		40.4%	72
Educational organization		70.2%	125
Other		22.5%	40
<i>answered question</i>			178
<i>skipped question</i>			15


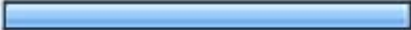


48. Do you live in a neighborhood that is:

	Response Percent	Response Count
Largely white? 	65.3%	124
Very racially integrated? 	25.8%	49
Largely black? 	7.4%	14
Largely Latino?	0.0%	0
Largely Asian American? 	1.1%	2
Largely Native American (American Indian, Alaska Native)	0.0%	0
Other? 	0.5%	1
<i>answered question</i>		190
<i>skipped question</i>		3





49. Would you describe your current neighbors, for the most part, as:

	Response Percent	Response Count
Poor? 	1.1%	2
Middle class? 	28.7%	54
Upper-middle class? 	55.9%	105
Wealthy? 	14.4%	27
<i>answered question</i>		188
<i>skipped question</i>		5

50. Would you describe the neighbors you grew up with, for the most part, as:

	Response Percent	Response Count
Poor? 	28.0%	53
Middle class? 	61.4%	116
Upper-middle class? 	10.1%	19
Wealthy? 	0.5%	1
<i>answered question</i>		189
<i>skipped question</i>		4

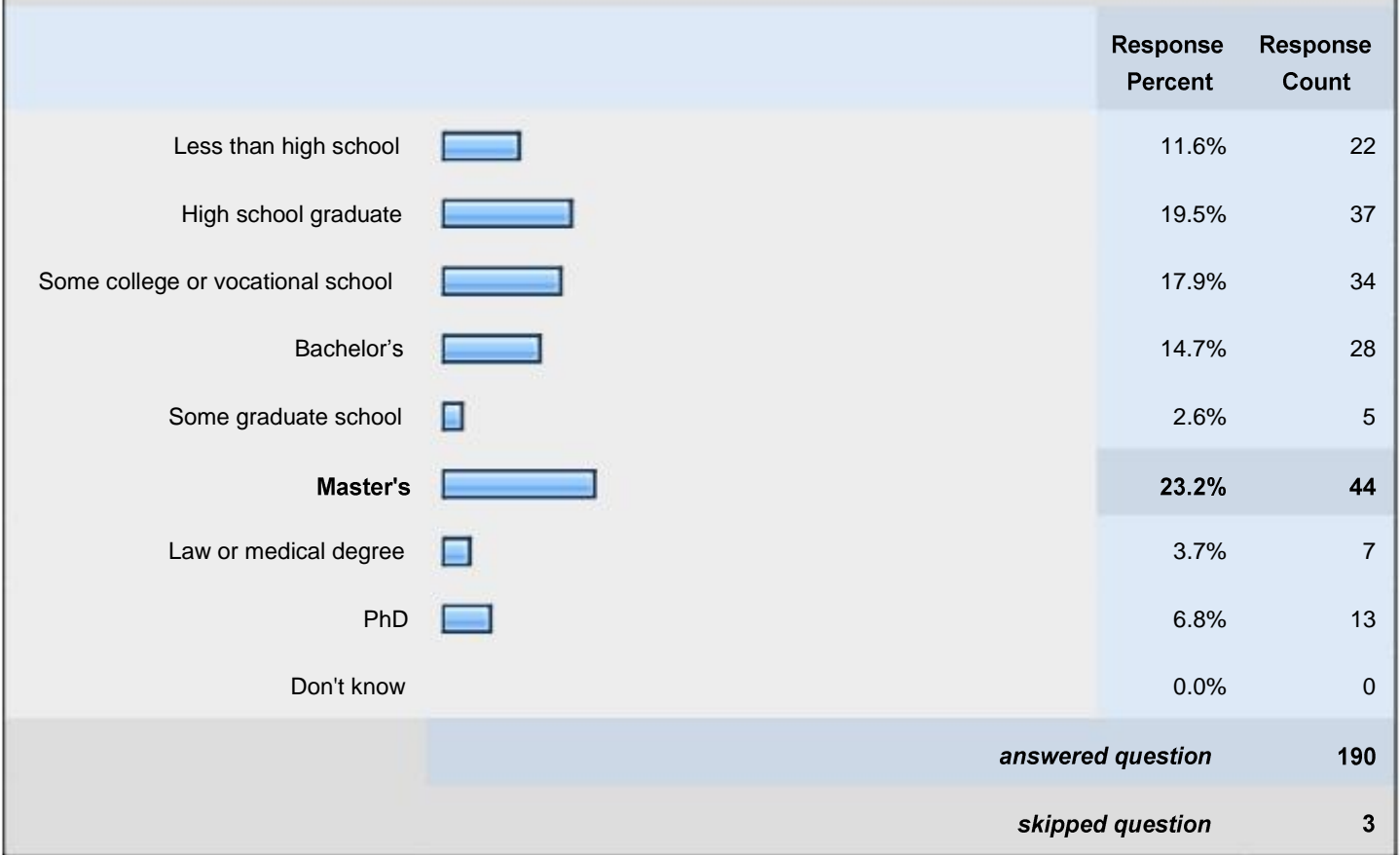
51. What is the highest level of education you have obtained?

	Response Percent	Response Count
Some graduate school 	2.1%	4
MBA 	89.5%	170
Law or medical degree 	5.3%	10
PhD 	3.2%	6
<i>answered question</i>		190
<i>skipped question</i>		3

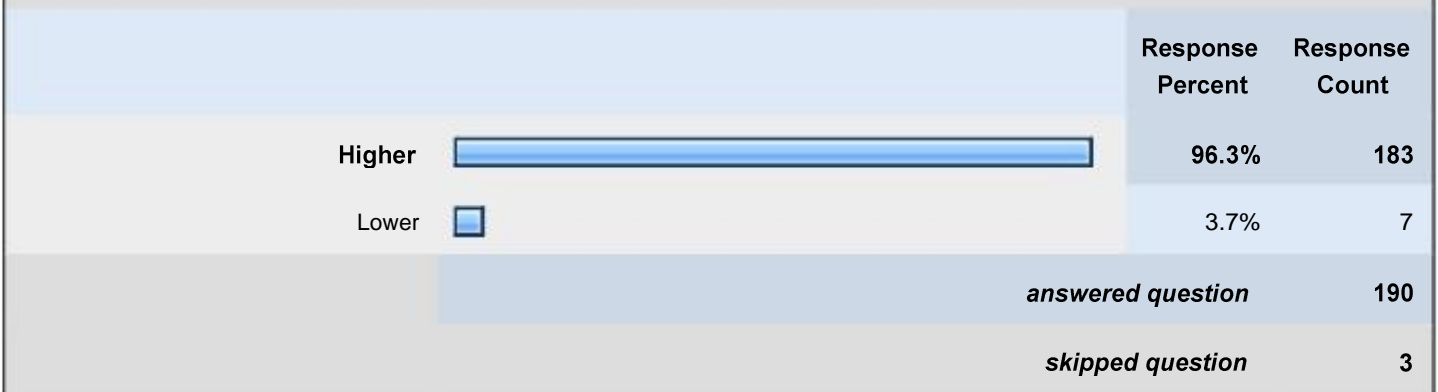
52. What is the highest level of education your father obtained?

		Response Percent	Response Count
Less than high school		15.8%	30
High school graduate		17.9%	34
Some college or vocational school		14.7%	28
Bachelor's		17.9%	34
Some graduate school		3.2%	6
Master's		12.6%	24
Law or medical degree		11.1%	21
PhD		5.8%	11
Don't know		1.1%	2
answered question			190
skipped question			3


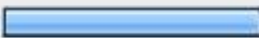
53. What is the highest level of education your mother obtained?










54. To your knowledge, is your household income higher or lower than that of your parents when they were roughly the same age as you are now?



55. Are you:

		Response Percent	Response Count
Male?		61.4%	116
Female?		38.6%	73
<i>answered question</i>			189
<i>skipped question</i>			4

56. Your household income is:

		Response Percent	Response Count
Less than \$49,999		1.6%	3
\$50,000 to \$74,999		2.2%	4
\$75,000 to \$99,999		7.1%	13
\$100,000 to \$199,999		29.3%	54
\$200,000 to \$299,000		20.1%	37
\$300,000 to \$399,000		10.3%	19
\$400,000 or more		29.3%	54
<i>answered question</i>			184
<i>skipped question</i>			9

57. Are you:

	Response Percent	Response Count
Married?	55.6%	105
Remarried after divorce?	6.3%	12
Single, never married?	24.3%	46
Single, divorced?	6.3%	12
Single, widowed?	1.1%	2
Unmarried, but living with someone in a committed relationship?	4.8%	9
Separated?	0.5%	1
Other?	1.1%	2
<i>answered question</i>		189
<i>skipped question</i>		4

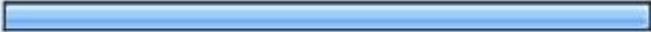

58. What is your age?

	Response Average	Response Total	Response Count
Please enter number here.	45.60	8,345	183
<i>answered question</i>			183
<i>skipped question</i>			10



59. What is your birth date?

	Response Percent	Response Count
Please enter date here.	100.0%	163
<i>answered question</i>		163
<i>skipped question</i>		30




60. Are you a U.S. citizen?

	Response Percent	Response Count
Yes 	97.9%	186
No 	2.1%	4
<i>answered question</i>		190
<i>skipped question</i>		3

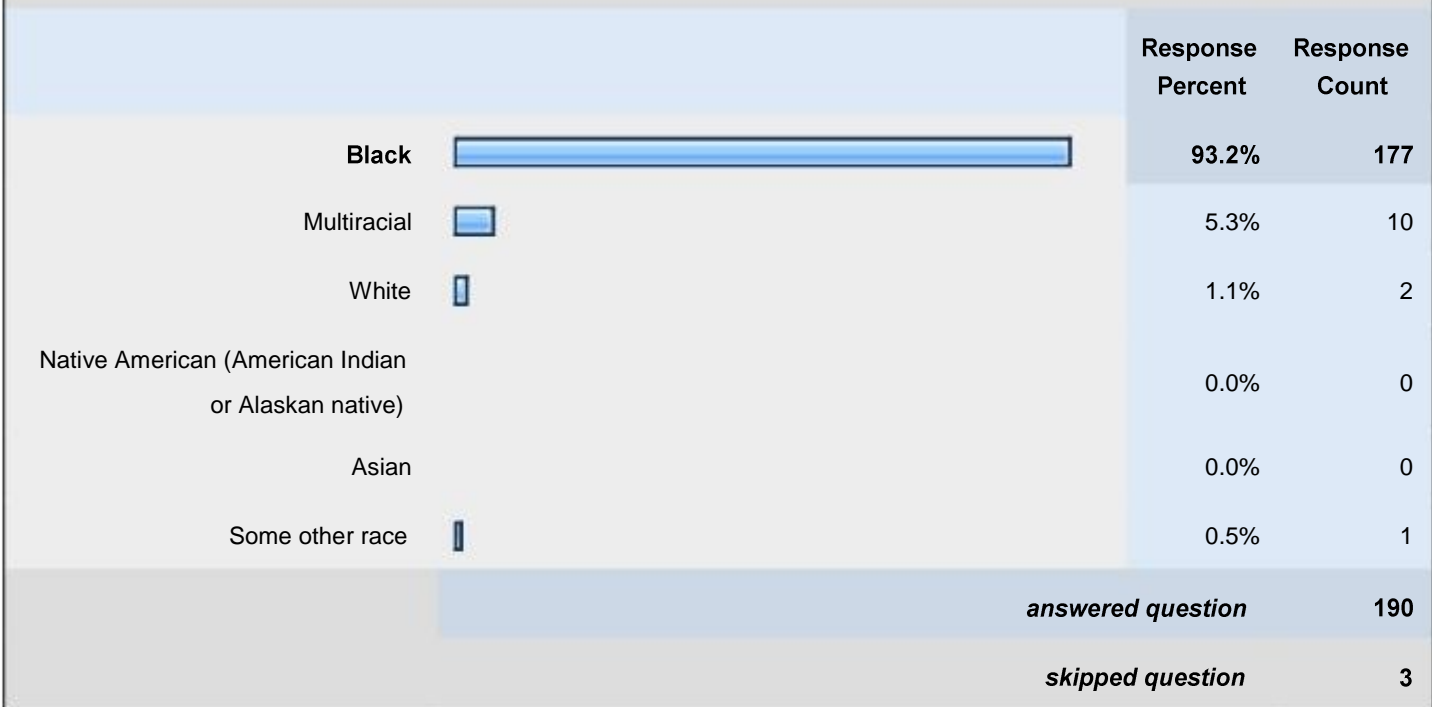
61. If you are a U.S. citizen, are you:

	Response Percent	Response Count
Native-born? 	90.4%	161
Naturalized? 	9.6%	17
<i>answered question</i>		178
<i>skipped question</i>		15

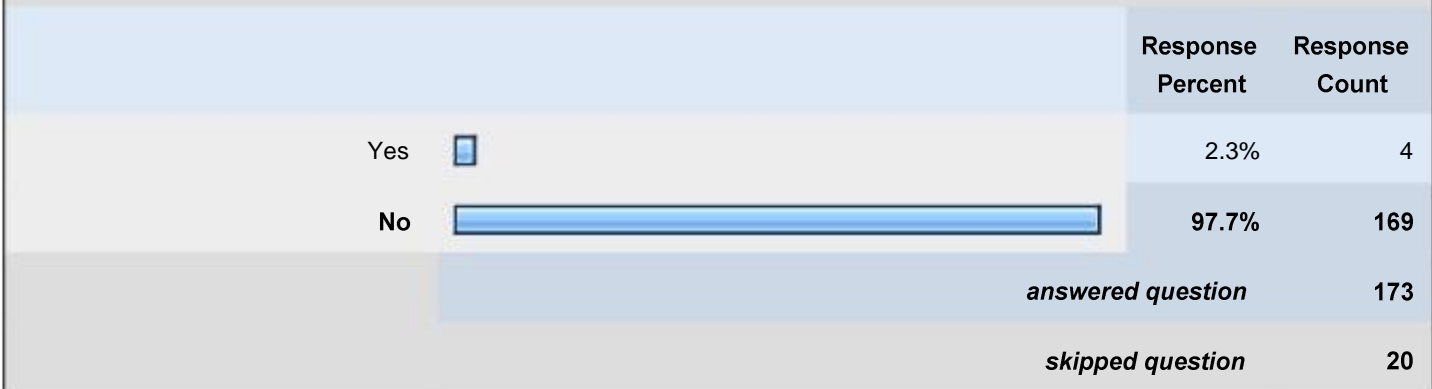
62. If you are not a U.S. citizen, what type of visa do you hold?

	Response Percent	Response Count
Permanent U.S. resident visa 	40.0%	2
Temporary visa 	40.0%	2
I am living outside the U.S. 	20.0%	1
<i>answered question</i>		5
<i>skipped question</i>		188

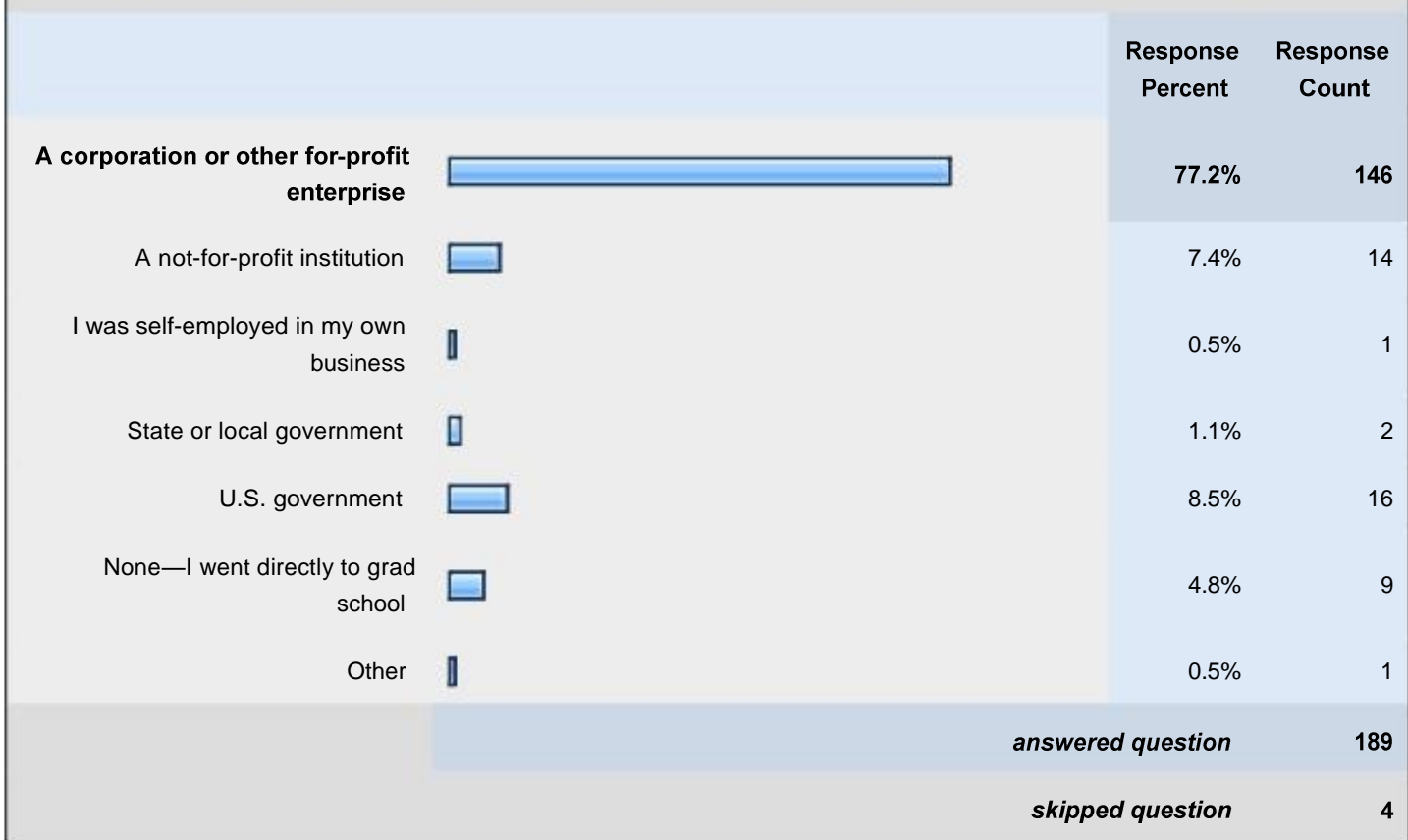
63. What is your race?



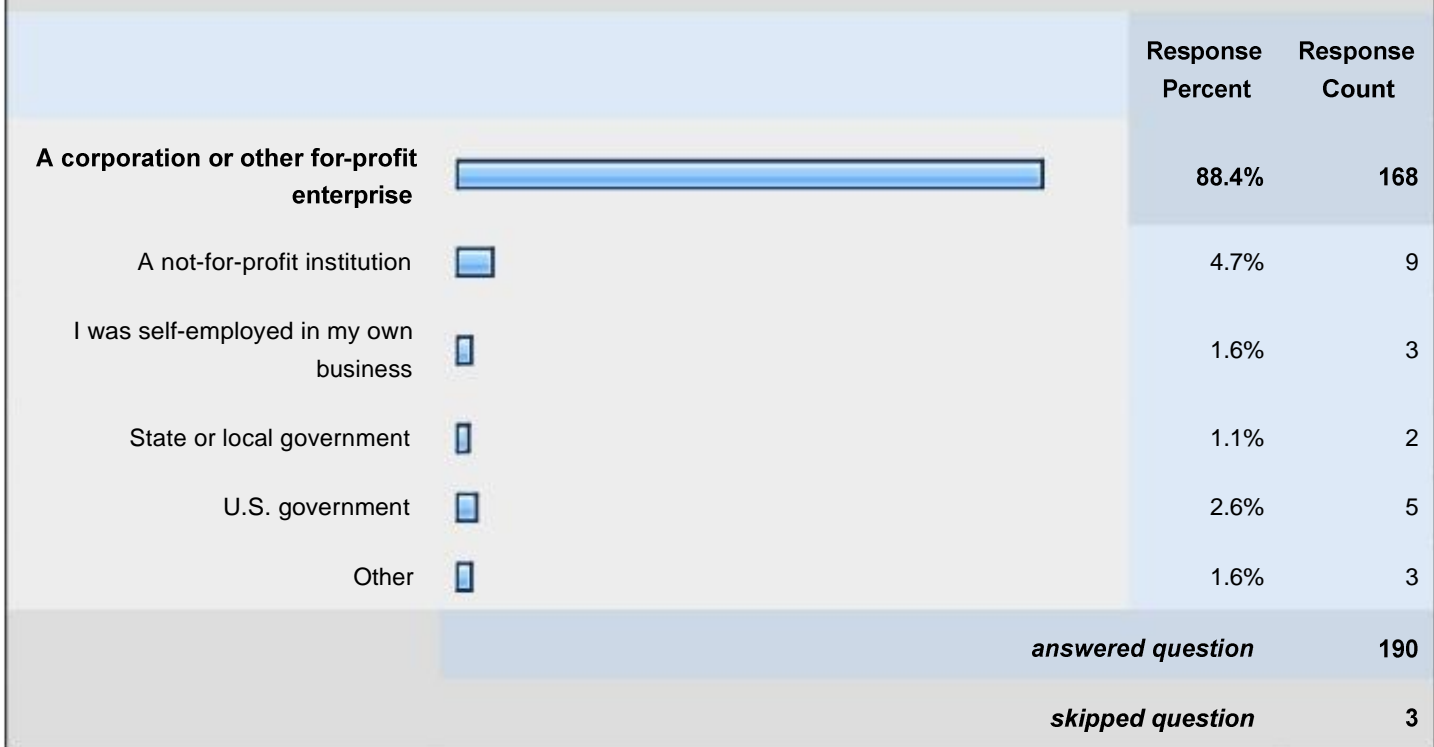
64. Are you Latino, Hispanic, or of Spanish origin?



65. Your first full-time employer after leaving college was:



66. Your first full-time employer after Harvard Business School was:






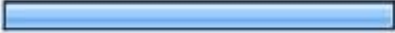
67. How many employers have you worked for full-time?

	Response Average	Response Total	Response Count
Please put number here.	4.74	905	191
<i>answered question</i>			191
<i>skipped question</i>			2


















68. Your current employer is:

	Response Percent	Response Count
A corporation or other for-profit enterprise 	53.7%	101
A not-for-profit institution 	9.0%	17
I am self-employed in my own business 	24.5%	46
State or local government 	3.2%	6
U.S. government 	1.6%	3
Other 	8.0%	15
<i>answered question</i>		188
<i>skipped question</i>		5

69. In what state and city do you live? (Fill in country only if you are not living in the United States)

	Response Percent	Response Count
City/Town: 	91.9%	170
State: 	94.6%	175
ZIP: 	82.7%	153
Country: 	58.9%	109
<i>answered question</i>		185
<i>skipped question</i>		8

70. Using the list below, select the occupational category that best describes your current position.

		Response Percent	Response Count
Agriculture, forestry, fishing, and hunting		0.6%	1
Mining		0.0%	0
Utilities		2.2%	4
Construction		0.6%	1
Manufacturing		4.4%	8
Wholesale trade		2.2%	4
Retail trade transportation and warehousing		2.8%	5
Information		0.6%	1
Finance and insurance		28.7%	52
Real estate and rental and leasing		3.3%	6
Professional, scientific, and technical services		11.6%	21
Management of companies and enterprises		14.4%	26
Administrative and support and waste management and remediation services		0.0%	0
Education services		11.6%	21
Health care and social assistance		4.4%	8
Arts, entertainment, and recreation		3.9%	7
Accommodation and food services		2.8%	5
Other services (except public administration)		4.4%	8
Public administration		1.7%	3
answered question			181

71. In politics today, do you consider yourself a:

	Response Percent	Response Count
Republican? <input type="checkbox"/>	5.9%	11
Democrat? <input type="checkbox"/>	69.1%	130
Independent? <input type="checkbox"/>	25.0%	47
<i>answered question</i>		188
<i>skipped question</i>		5

72. If you are willing to be contacted for follow-up questions or an in-depth interview, please fill in your contact information below. Be assured that any requests for confidentiality will be fully respected.

	Response Percent	Response Count
Name: <input type="text"/>	99.0%	97
E-mail address: <input type="text"/>	100.0%	98
Phone number: <input type="text"/>	86.7%	85
<i>answered question</i>		98
<i>skipped question</i>		95

73. Thank you so much for participating in this survey, which should lead to a better understanding of the current status of high-achieving people of color in American society. If there is anything you would like to add that the survey did not address, please do so below. And thanks again.

	Response Count
	45
<i>answered question</i>	45
<i>skipped question</i>	148