

Comparing Libraries of Public Historically Black Colleges and Universities with Their White Counterparts

Jim Gravois

As one element in the effort to desegregate public institutions of higher education, federal courts have mandated the upgrading of libraries at public historically Black colleges and universities. This preliminary study compares the libraries of public HBCUs with those of traditionally White public colleges across eighteen states, mostly in the Southeast. By analyzing number of volumes, staff, and salary totals, the study identifies states that have made efforts to upgrade their HBCU libraries and those that have not.

In the years following the 1954 ruling in *Brown v. Board of Education*, public colleges throughout the southern and border states opened their doors to African American students. As a result, young African Americans wishing to attend a state college now have a choice between historically Black colleges and universities (HBCUs) and the former all-White colleges and universities (non-HBCUs). However, despite the open doors of non-HBCUs, 107 HBCUs—two-year and four-year, public and private—continue to thrive.¹

Federal courts approached racial segregation in higher education in two ways. The obvious way involved abolishing admissions policies that prohibited Blacks

from enrolling at public non-HBCUs. The second mandated the upgrading of curricula, facilities, and libraries at public HBCUs to attract White students to those schools.² Have the various states dedicated the funding needed to improve their public HBCU libraries? Would a snapshot comparison of public HBCU libraries with public non-HBCU libraries verify such improvement? This question motivated the author to undertake this preliminary investigation.

Literature Review

In a 1985 study of HBCUs by the U.S. Department of Education, Susan T. Hill explained that the libraries of public four-year HBCUs held sixty-five volumes per student compared to sixty-two volumes

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for other public four-year institutions.³ Although Hill's study examined many other areas of information about HBCUs, this was the only comparison made between the libraries of HBCUs and traditionally White colleges.

In an attempt to update and broaden Hill's work on libraries of public HBCUs, this author conducted a thorough search of library literature. Although several investigators, including Jessie Smith and Robert Molyneux, have published good studies of these libraries, no one appears to have made an effort to compare the libraries of public HBCUs with their non-HBCU counterparts either generally or on a state-by-state basis.⁴ In addition, even though Molyneux's survey is more detailed than this one, he did not include all the public HBCUs in the country and made no comparisons at all with non-HBCUs.

Methodology

In contrast to Molyneux's 1989 study, this study aims to gather published library statistics and arrange them so that comparisons can be made between public HBCU libraries and public non-HBCU libraries. The first step involved identifying all the public four-year HBCUs and all the public non-HBCUs in the same states. The U.S. Department of Education provided this information.⁵ The author then compiled a list of thirty-eight public four-year HBCUs and 186 corresponding non-HBCUs. The study dropped West Virginia's two HBCUs because of their dwindling Black enrollment—about ten percent of the student body—perhaps indicating a successful effort by West Virginia to comply with court orders.⁶ A complete list of the thirty-six remaining HBCUs in this study, the degree level, and the percentage of Black students attending appears in table 1.

The primary source of library data was Bowker's *American Library Directory 1993-94*.⁷ A quick perusal of this directory showed that many libraries failed to

report all items of data. The author chose those categories of information which were most widely available: student enrollment, total number of volumes, total library salary expenditure, total library staff, and the breakdown of professional and nonprofessional staff. Staff totals include only full-time equivalent library employees. Items not reported enough in order to make valid comparisons for this study included total library budget and expenditures for new materials. Using the six categories above, the author entered the data into a PC-SAS database and manipulated the data to produce the following areas of comparison:

- volumes per student,
- salary expenditure per student,
- salary expenditure per library staff member,
- total library staff per hundred students,
- professional library staff per hundred students, and
- professional librarians as a percentage of the staff.

When a particular piece of information was not available in the *American Library Directory, 1993-94*, the author consulted *The College Blue Book*.⁸ Three HBCU libraries directly supplied missing data (Alabama State University, Mississippi Valley State University, and Alcorn A&M). Finally, the author decided to use the Molyneux figures for two nonresponding HBCUs (Alabama State and Central State).

Results

The study looked at 222 public four-year colleges in eighteen states, including thirty-six HBCUs and 186 non-HBCUs. The eighteen states, with number of HBCUs in parentheses, are: Alabama (2), Arkansas (1), Delaware (1), Florida (1), Georgia (3), Kentucky (1), Louisiana (3), Maryland (4), Missouri (2), Mississippi (3), North Carolina (5), Ohio (1), Oklahoma (1), Pennsylvania (2), South Carolina (1), Tennessee (1), Texas (2), and Virginia (2).

TABLE 1
HBCU Colleges

College	State	Degree Level	Percentage Black
Alabama A & M	AL	M	79.0
Alabama State	AL	M	98.0
Albany State	GA	M	84.7
Alcorn State	MS	M	94.2
Arkansas-Pine Bluff	AR	B	81.0
Bowie State	MD	M	67.2
Central State	OH	B	88.2
Cheyney University	PA	M	94.1
Coppin State	MD	M	91.5
Delaware State	DE	M	62.1
Elizabeth City State	NC	B	73.7
Fayetteville State	NC	M	62.6
Florida A & M	FL	D	88.4
Fort Valley State	GA	M	92.8
Grambling State	LA	M	94.5
Harris-Stowe State	MO	B	75.3
Jackson State	MS	D	94.0
Kentucky State	KY	M	49.7
Langston University	OK	B	51.3
Lincoln University	PA	M	92.2
Lincoln University	MO	M	25.8
Maryland-Eastern Shore	MD	D	68.9
Mississippi Valley St.	MS	M	99.4
Morgan State	MD	D	92.8
Norfolk State	VA	M	83.9
North Carolina Central	NC	D	83.6
North Carolina A & T	NC	M	84.6
Prairie View A & M	TX	M	86.5
Savannah State	GA	M	89.7
South Carolina State	SC	D	93.6
Southern-Baton Rouge	LA	D	93.9
Southern-New Orleans	LA	M	93.8
Tennessee State	TN	D	63.0
Texas Southern	TX	D	83.0
Virginia State	VA	M	90.2
Winston-Salem State	NC	B	77.9

Sources: *State Higher Education Profiles: 1992* and *Chronicle of Higher Education*, Feb. 23, 1994.

General Comparisons

This section examines the averages for all the HBCUs as a group, compared to the non-HBCUs as a group. Following Hill's approach, the first area of comparison is volumes per student. In this category, the non-HBCUs hold 66.22 books per student, slightly ahead of the HBCU average of 64.81. (See table 2 for the figures cited in this section.)

The next two measurements examine salary. Six non-HBCUs gave no data on salaries, leaving a total of 216 libraries. Because of the inconsistency of data in the *American Library Directory 1993-94*, it is not possible to compare salaries paid to librarians directly. But figures for total salary expenditures by each library make it possible to calculate some indirect comparisons. The comparisons used are total salary expenditure per enrolled student and total salary expenditure per full-time equivalent library staff member. Because the *Directory's* total includes the salary expenses for student workers, the averages for salary per staff obtained in this study will be higher than the true average salaries paid to library staff. In this salary area, the study finds a pronounced difference between HBCUs and non-HBCUs. The two figures for non-HBCUs are \$144.46 per student and \$26,625 per staff member, compared with \$128.84 and \$23,548, respectively, for HBCUs.

The next three comparisons examine staffing. Are HBCU libraries able to hire staff at an equitable level with non-HBCU libraries? Because staffing data were lacking for one of the non-HBCUs, there are only 221 colleges in this set. In the first measurement, staff per student, the average for non-HBCUs is .544 and for HBCUs it is .547 staff per hundred students.

The second staff measurement is professional librarians per student. The non-HBCUs have .196 professionals per hundred students, compared to .226 for the HBCUs.

The last measurement in this staffing category is professional librarians as a percentage of the staff. Here the HBCUs seem to have an advantage. Professionals make up only 36.0 percent at non-HBCUs, while the HBCUs have 41.2 percent of their staff as professional librarians.

Comparisons by Degree Level

Because it is reasonable to expect a doctorate-granting institution to have a library larger or more extensive than one at an institution that does not grant doctoral degrees, the author has broken down his analysis to compare the libraries of like institutions. Among the 222 colleges in this study, twelve non-HBCUs and six HBCUs grant the bachelor's degree as their highest degree; ninety-one non-HBCUs and twenty-one HBCUs grant the master's degree; eighty-three non-HBCUs and nine HBCUs grant the doctoral degree. The same six measurements will be used to compare non-HBCUs to HBCUs, only this time by highest degree offered. For the numeric comparisons, the reader should consult table 3.

TABLE 2
Results by Type of Library

	HBCU	Non-HBCU
Volumes per Student	64.81	66.22
Salary per Student	\$128.84	\$144.46
Salary per Staff	\$23,548	\$26,625
Staff per Hundred Students	.547	.544
Professionals per Hundred Students	.226	.196
Professionals as Percent of Staff	41.2%	36.0%

As evident in table 3, the HBCU and non-HBCU doctorate-granting schools are just about even in volumes per student. Conversely, in both the bachelor's and master's degree colleges, the HBCUs have more books per student than do the non-HBCUs.

The next two areas of comparison by degree level relate to library salary expenditures. Table 3 indicates that non-HBCU doctorate-granting institutions far outpace their HBCU counterparts in the measure of library salary expenditure per student. However, the HBCUs have a higher salary at the master and bachelor levels.

The following comparison, salary expenditures per library staff member, tells a different story. As might be expected from the last measurement, there is a higher dollar total for the non-HBCU doctorate-granting institutions. But at the bachelor's and master's levels, where HBCUs have a higher salary figure per student, the HBCUs fail to keep pace. Table 3 reveals a higher dollar figure at the non-HBCU bachelor's level and a slight advantage at the non-HBCU master's level. All three levels show lower totals for the HBCUs in salary per staff.

The next three comparisons involve library staffing levels. In considering the number of library staff members per hundred students, table 3 shows that the non-HBCUs at the doctoral level have higher staff numbers compared to doctorate-granting HBCUs. However, HBCUs have higher staff numbers at the bachelor and master levels than do similar non-HBCUs.

When looking at comparisons of professional librarians per hundred students, the HBCUs show consistently better numbers. At all three degree levels, the HBCUs have a greater proportion of professional librarians per student (see table 3).

The third staff comparison relates to the measure of professional librarians as a percentage of the total library staff. Here again, table 3 demonstrates that HBCUs outpace non-HBCUs at all three levels.

TABLE 3
Results By Degree Level

Degree Level and Library Type	Volumes Per Student	Salary Per Student	Salary Per Staff	Staff Per Hundred Students	Professionals Per Hundred Students	Professionals as Percent of Staff
Doctorate:	Non-HBCU	\$155.58	\$26,100	.598	.209	34.9%
	HBCU	\$125.87	\$23,424	.537	.223	41.5%
Master's:	Non-HBCU	\$117.99	\$28,406	.417	.166	39.9%
	HBCU	\$129.57	\$23,804	.544	.244	41.2%
Bachelor's:	Non-HBCU	\$132.68	\$27,476	.483	.192	39.8%
	HBCU	\$136.69	\$22,697	.602	.242	40.2%

Comparisons by State

Although it is informative to compare the libraries of HBCUs with those of non-HBCUs across the eighteen state totals, it is far more important to measure the totals within each state. After all, the courts aimed to promote equal access to higher education within each state. Therefore, this final section allows the reader to draw some conclusions about the equality or inequality of public academic librar-

... HBCUs have higher staff numbers at the bachelor and master levels than do similar non-HBCUs.

ies within each of the eighteen states. The reader should consult table 4 and the six figures to follow this discussion.

The first measure of comparison is volumes per student. A glance at figure 1 makes it obvious that three states—Kentucky, Oklahoma, and Pennsylvania—have greater book totals per student for their HBCUs than for their non-HBCUs. An analysis of the numbers in table 4 indicates that Arkansas, Delaware, Florida,

Georgia, Louisiana, Maryland, and Texas also total greater scores for their HBCUs. Mississippi shows a virtual tie, but the remaining states—Alabama, Missouri, North Carolina, Ohio, South Carolina, Tennessee, and Virginia—all show totals indicating a sizable advantage for the non-HBCUs. The greatest disparities occur in Pennsylvania and Ohio. In Pennsylvania, the two HBCUs average 138.39 books per student, compared to 69.62 books for the seventeen non-HBCUs. Conversely, in Ohio the single HBCU has only 36.88 volumes per student, while the twelve non-HBCUs average 76.97 books.

The next two comparisons examine salary: total library expenditure per student and total library expenditure per library staff member. A cursory inspection of figure 2 shows that HBCUs have much higher salary-per-student totals than the non-HBCUs in Delaware, Kentucky, Maryland, Mississippi, Oklahoma, and Pennsylvania. A closer review of the numbers in table 4 indicates that Arkansas also has a much higher salary per student at its single HBCU than at its eight non-HBCUs, and that Alabama has no notable

FIGURE 1
Volumes per Student (by State)

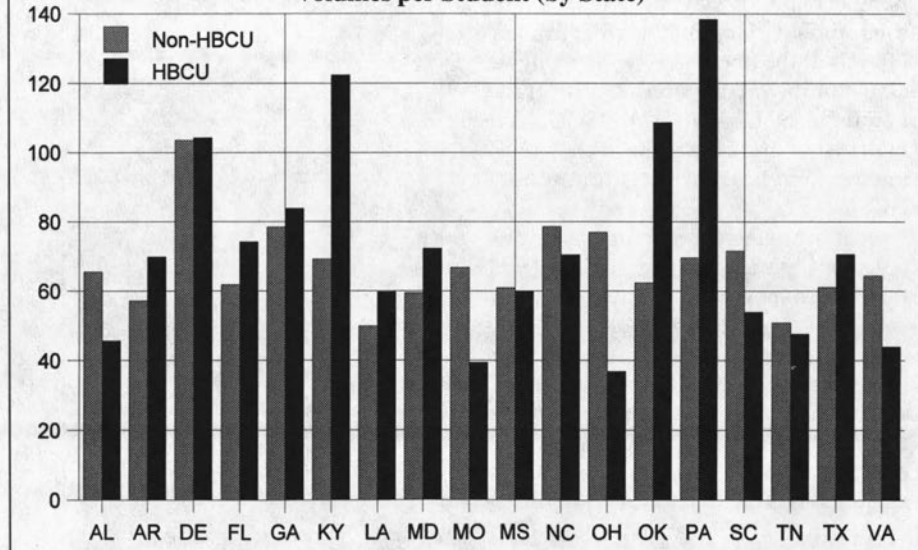


TABLE 4
Results by State

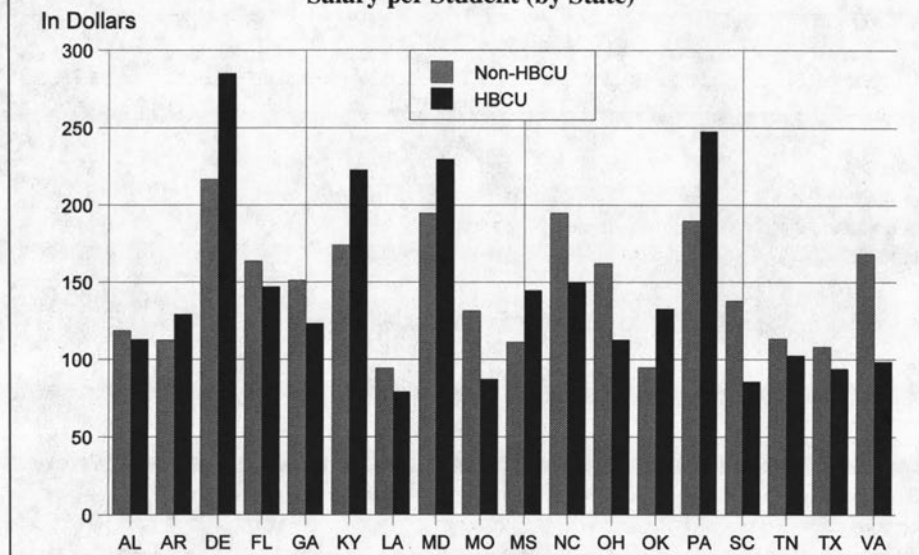
State and Type of College	Volumes Per Student	Salary Per Student	Salary Per Staff	Staff Per Hundred Students	Professionals Per Hundred Students	Professionals as Percent of Staff
AL Non-HBCU	65.55	\$118.60	\$25,120	.472	.190	40.3%
AL HBCU	45.65	\$112.84	\$22,369	.504	.202	40.0%
AR Non-HBCU	57.20	\$112.49	\$24,910	.452	.165	36.7%
AR HBCU	69.86	\$129.12	\$17,935	.720	.239	33.3%
DE Non-HBCU	103.52	\$216.65	\$27,081	.800	.255	31.9%
DE HBCU	104.28	\$285.19	\$31,998	.891	.401	45.0%
FL Non-HBCU	61.84	\$163.70	\$27,728	.590	.223	37.8%
FL HBCU	74.17	\$147.00	\$24,501	.600	.233	38.9%
GA Non-HBCU	78.46	\$151.20	\$24,417	.619	.217	35.0%
GA HBCU	83.85	\$123.18	\$23,742	.519	.187	36.1%
KY Non-HBCU	69.22	\$173.93	\$26,931	.646	.239	37.0%
KY HBCU	122.42	\$222.88	\$26,003	.857	.381	44.4%
LA Non-HBCU	49.90	\$94.29	\$25,965	.363	.148	40.6%
LA HBCU	59.76	\$79.01	\$20,718	.381	.183	48.1%
MD Non-HBCU	59.43	\$194.62	\$31,584	.616	.235	38.2%
MD HBCU	72.31	\$229.70	\$31,553	.728	.318	43.7%
MO Non-HBCU	66.79	\$131.33	\$27,167	.483	.169	35.1%
MO HBCU	39.38	\$87.18	\$23,082	.378	.189	50.0%
MS Non-HBCU	60.95	\$111.07	\$21,296	.522	.221	42.5%
MS HBCU	60.06	\$144.61	\$23,305	.621	.230	37.1%
NC Non-HBCU	78.60	\$194.78	\$25,695	.758	.258	34.1%
NC HBCU	70.47	\$149.58	\$21,478	.696	.313	45.0%
OH Non-HBCU	76.97	\$162.06	\$29,285	.553	.206	37.3%
OH HBCU	36.88	\$112.63	\$27,942	.403	.147	36.4%
OK Non-HBCU	62.38	\$94.74	\$26,301	.441	.174	39.4%
OK HBCU	108.66	\$132.60	\$24,000	.552	.184	33.3%
PA Non-HBCU	69.62	\$189.76	\$35,147	.535	.202	37.8%
PA HBCU	138.39	\$247.65	\$28,242	.877	.386	44.0%
SC Non-HBCU	71.58	\$137.82	\$26,918	.512	.190	37.2%
SC HBCU	53.96	\$85.52	\$23,643	.362	.191	52.9%
TN Non-HBCU	50.85	\$113.27	\$22,414	.505	.170	33.7%
TN HBCU	47.60	\$102.41	\$19,004	.539	.229	42.5%
TX Non-HBCU	61.11	\$108.02	\$22,207	.488	.158	32.4%
TX HBCU	70.62	\$93.92	\$20,489	.458	.148	32.4%
VA Non-HBCU	64.44	\$168.37	\$26,019	.647	.218	33.6%
VA HBCU	43.93	\$98.50	\$22,688	.434	.150	34.6%

difference between the two. By this measure, however, all of the other ten states have a higher salary per student at their non-HBCUs. The greatest margins of difference are found in Oklahoma and Virginia. Oklahoma's single HBCU has an average salary per student of \$132.60,

compared to \$94.74 for its six non-HBCUs. Conversely, Virginia has an average of \$168.37 for its thirteen non-HBCUs, compared to only \$98.50 for its two HBCUs.

The next category is salary per staff member. Figure 3 suggests there might be

FIGURE 2
Salary per Student (by State)



more equity in the eighteen states by this measurement, because only two or three states show obvious differences at first glance. An analysis of the numbers in table 4, however, indicates that only two states, Delaware and Mississippi, have

higher salaries per staff member at their HBCUs. Four states—Georgia, Kentucky, Maryland, and Ohio—are nearly equal. That leaves twelve states that have a much higher average of salary per staff member at the non-HBCUs than at the

FIGURE 3
Salary per Staff Member (by State)

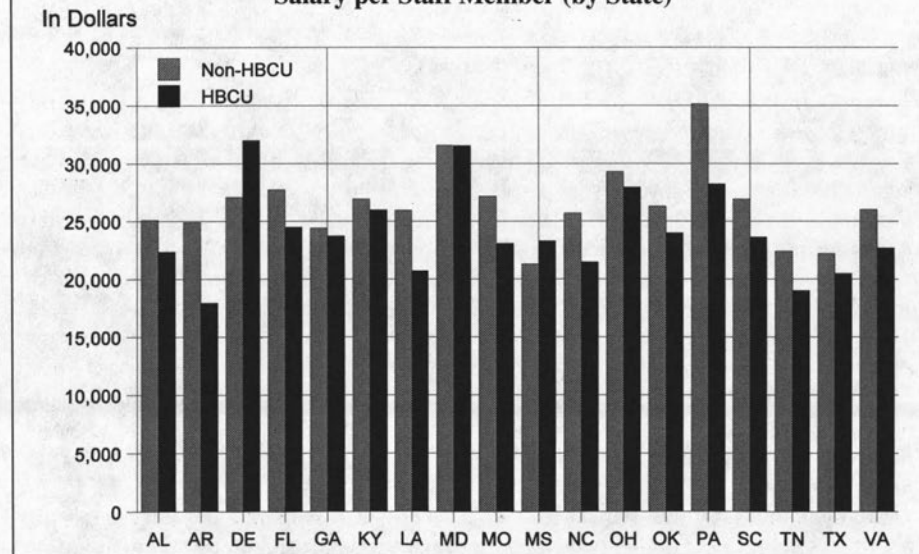
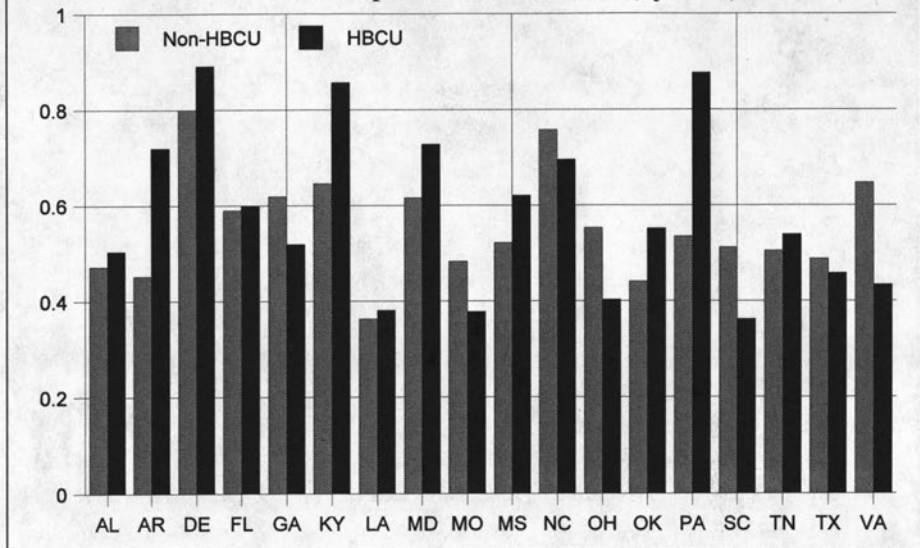


FIGURE 4
Staff Members per Hundred Students (by State)

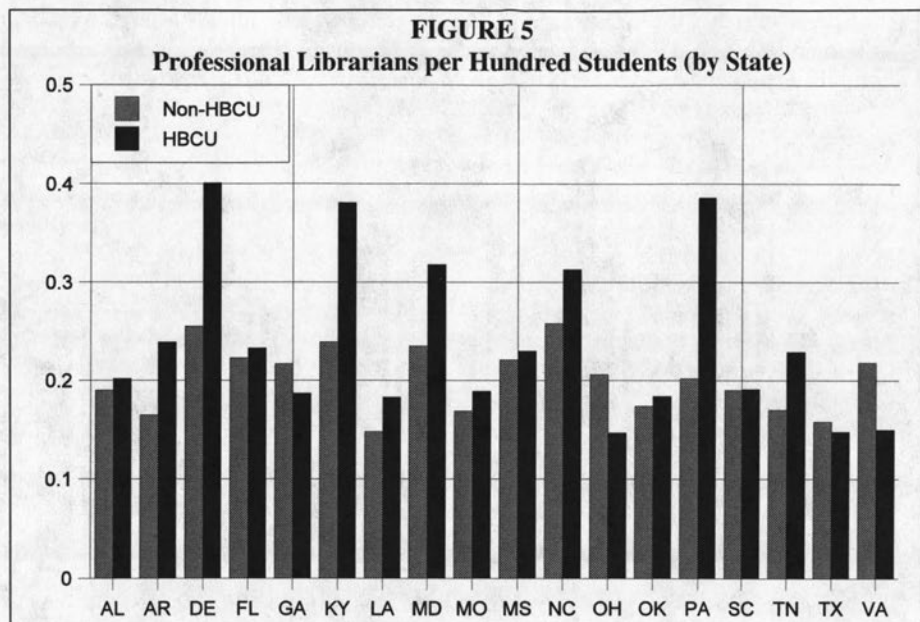


HBCUs. The greatest differences on both ends of the spectrum are in Delaware and Arkansas. Delaware's HBCU averages \$31,998 of salary per staff member, while its single non-HBCU averages only \$27,081. In Arkansas, the contrast is greater. Its eight non-HBCUs have an average salary per staff member of \$24,910, compared to only \$17,935 for its only HBCU.

The next issue concerns the size of library staffs at HBCUs and non-HBCUs. Figure 4 illustrates the comparison of full-time equivalent staff members per hundred students. Again, certain states stand out as having a higher total of staff per student in their HBCUs. These states include Arkansas, Kentucky, and Pennsylvania. Other states that also measure more staff at their HBCUs are Alabama, Delaware, Florida, Louisiana, Maryland, Mississippi, Oklahoma, and Tennessee. However, seven states—Georgia, Missouri, North Carolina, Ohio, South Carolina, Texas, and Virginia—show better staff-to-student ratios at their non-HBCUs. The greatest disparities occur in Pennsylvania and Virginia. Pennsylv-

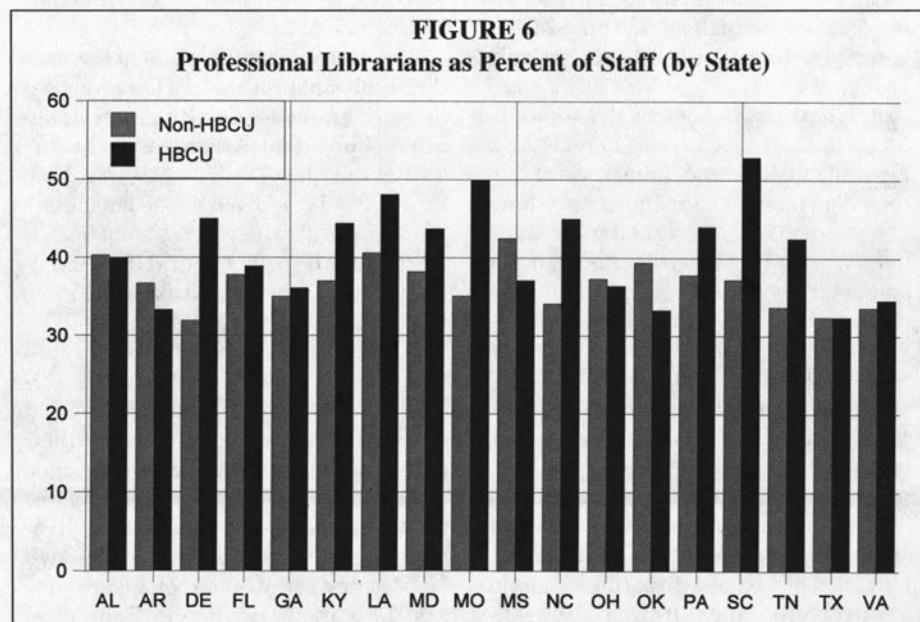
vania's two HBCUs have .877 staff members per hundred students, compared to an average of .535 at the seventeen non-HBCUs. In Virginia, the reverse is true. Virginia's two HBCUs have only .434 staff members per hundred students, compared to .647 staff members for the thirteen non-HBCUs.

The next staffing comparison involves the number of professional librarians per hundred students. A quick glance at figure 5 shows that Arkansas, Delaware, Kentucky, Maryland, North Carolina, Pennsylvania, and Tennessee have more professional librarians per student in their HBCUs than in their non-HBCUs. Although not so obvious, Alabama, Florida, Louisiana, Mississippi, Missouri, Oklahoma, and South Carolina have a slight advantage for their HBCUs in this category (see table 4). The only states that measure a distinct advantage for their non-HBCUs in this category are Georgia, Ohio, Texas, and Virginia. The greatest disparities are again found in Pennsylvania and Virginia. Pennsylvania's two HBCUs have an average of .386 professional librarians per hundred students,



compared to .202 professionals for the seventeen non-HBCU colleges. Meanwhile, Virginia has .218 professionals in its thirteen non-HBCU colleges, compared to an average of only .150 in its two HBCUs.

The final staffing comparison is the measure of professional librarians as a percentage of the total library staff. This is the measure that shows the greatest advantage for the HBCUs, as indicated in figure 6 where the black bars seem taller



than the white in almost every state. In fact, the numbers in table 4 indicate that non-HBCUs have a greater ratio of professional librarians in only three states: Arkansas, Mississippi, and Oklahoma. Six other states—Alabama, Florida, Georgia, Ohio, Texas, and Virginia—show results within approximately one percentage point. The remaining nine states have a higher percentage of professional librarians on staff at the HBCUs. In this category, the greatest disparities occur in South Carolina and Oklahoma. South Carolina's lone HBCU has a percentage of 52.9 professional librarians on staff, compared to 37.2 for its ten non-HBCUs. In Oklahoma, the figures are 39.4 percent for the eight non-HBCUs and only 33.3 percent for the single HBCU.

Discussion

In general, using the data for all the HBCUs and all the non-HBCUs, there appears to be no notable difference between HBCUs and non-HBCUs in the measurements of volumes per student, library staff per student, and professional librarians per student. However, the HBCUs have an advantage in the measure of professional librarians as a percentage of the staff, while the non-HBCUs outpace the HBCUs in salary per student and salary per staff member (see table 2).

When comparisons are broken down by degree level, the doctorate-granting institutions score higher than master's and bachelor's institutions in all measures except professionals as a percentage of the staff. In the HBCU comparisons with non-HBCUs, HBCUs equal or surpass non-HBCUs on all levels in volumes per student, professional librarians per student, and professionals as a percentage of the staff. HBCUs also score higher on the bachelor's and master's levels in the measures of staff members per student and salary per student. On the doctoral level, the non-HBCUs are ahead in these two categories. When salary per staff member is analyzed, however, the non-HBCUs

are far ahead on all levels (see table 3).

At this juncture, the reader can draw some general conclusions when comparing HBCUs and non-HBCUs: the two are fairly equal in volumes per student, HBCUs are usually superior in library staffing measures, and the non-HBCUs are generally ahead in salary measurements. However, the courts are not interested so much in general averages across state lines as they are in direct comparisons between HBCUs and non-HBCUs within each state. The question remains: have the states upgraded their HBCU libraries? The earlier discussion of the data contained in figures 1-6 and table 4 can lead the reader to some general conclusions about the states.

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Based on the general averages, most of the states have strong scores for their HBCUs in volumes and staffing, but weak scores in salary measurements. However, the totals for certain states merit closer scrutiny. Delaware is the only state in which the HBCU library scores higher than its non-HBCU counterpart in every category (see table 4). Kentucky, Maryland, and Pennsylvania are states where HBCU libraries score higher in every category but one—salary per staff member. Interestingly, while the scores in that category are just about equal for the HBCUs and non-HBCUs of Kentucky and Maryland, non-HBCUs in Pennsylvania score much higher in salary per staff member.

The states that appear to support their non-HBCU libraries more than their HBCU libraries are Alabama, Florida, Georgia, Ohio, South Carolina, and Virginia. This conclusion is based on the fact that not one of these states produces a better result for its HBCUs in more than

one category (see table 4). In fact, the HBCUs of Ohio and Virginia do not score better than their non-HBCUs in any of the categories, suggesting that these two states have the most work to do in bringing about equity.

Conclusion

Before pointing fingers at individual states and allowing others to rest on their laurels, it is important to emphasize the limitations of this study. The *American Library Directory's* data are only as accurate as the reporting libraries make them. Furthermore, no attempt was made to measure microform holdings, to examine the condition of library buildings, to analyze the progress of automation, to survey the age of book collections, or to examine interlibrary loan activity. Besides, the raw numbers tell us nothing about patron satisfaction levels, which may be the most important measure of all. Even so, despite the limitations of this study, the data presented here appear to demonstrate unequal treatment of HBCU libraries in several states.

In the end, this preliminary investigation has only scratched the surface and suggests many areas for further research.

Is there a correlation between library strengths and the number of non-Black students enrolled at HBCUs? For example, does Kentucky State University score well in these comparisons because its student body is less than fifty percent Black? Would an analysis of the Hispanic and/or Native American enrollment in Texas and Oklahoma cast new light on these findings?

What is the reason for the uniformly lower salary figures at HBCUs? Do these states have standardized pay grades at all public colleges? Do pay grades vary by type of institution or regional location within the states? Why do Pennsylvania's HBCUs compare so well in every category except salary per staff? Why does Ohio, another northern state, have such low numbers for its HBCU?

In sum, this author can only conclude that each state must take a closer look at the results of this study and make similar studies of its own. By doing so, states can determine what steps will be necessary to equalize or enhance the libraries of HBCUs. Other researchers, too, it is hoped, will use data generated by their local educational agencies to improve upon the results of this study.

Notes

1. *Historically Black Colleges and Universities and Higher Education Desegregation* (Washington, D.C.: U.S. Department of Education, Office for Civil Rights, 1991), 8.

2. *Ibid.*, 6.

3. Susan T. Hill, *The Traditionally Black Institutions of Higher Education, 1860-1982*, U.S. Department of Education, National Center for Education Statistics (Washington, D.C.: U.S. Government Printing Office, 1985), 73.

4. See Jessie Carney Smith, *Black Academic Libraries and Research Collections: An Historical Survey* (Westport, Conn.: Greenwood Pr., 1977), and Robert Molyneux, *ACRL/Historically Black Colleges and Universities Library Statistics, 1988-89* (Chicago: ACRL, 1991).

5. Charlene Hoffman, Thomas D. Snyder, and Bill Sonnenberg, *Historically Black Colleges and Universities, 1976-90*, U.S. Department of Education, National Center for Education Statistics (Washington, D.C.: U.S. Government Printing Office, 1992); Samuel F. Barbett, Roslyn Korb, MacKnight Black, and Martha Collins, *State Higher Education Profiles*, 4th ed., U.S. Department of Education, National Center for Education Statistics (Washington, D.C.: U.S. Government Printing Office, 1992).

6. "1992 Enrollment by Race at 3,300 Institutions of Higher Education," *Chronicle of Higher Education* 40 (Feb. 23, 1994): 31-40.

7. *American Library Directory: A Classified List of Libraries in the United States and Canada, with Personnel and Statistical Data 1993-94* (New York: R. R. Bowker, 1993).

8. *The College Blue Book* (New York: Macmillan Information, 1993).