

Michigan State University
1989-90
Annual Report on
Affirmative
Action
Data Report



ANNUAL REPORT ON AFFIRMATIVE ACTION

for the Period

October 1, 1989 to September 30, 1990

DATA REPORT

Prepared for

MICHIGAN STATE UNIVERSITY

BOARD OF TRUSTEES

Compiled By:

The Department of Human Relations

Ralph W. Bonner, Ph.D

Director

APRIL 1991

MICHIGAN STATE UNIVERSITY

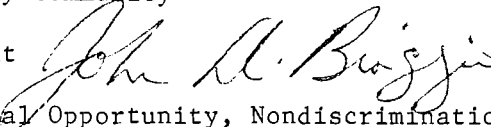
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MEMORANDUM

DATE: February 28, 1991

TO: Members of the University Community

FROM: John DiBiaggio, President 

SUBJECT: University Policy on Equal Opportunity, Nondiscrimination
and Affirmative Action

Michigan State University claims a long-standing and firm commitment to the principles of equal opportunity, nondiscrimination and affirmative action. By charter, Board policy, and mission, Michigan State University is pledged to eliminate all inequity based on such considerations as race, sex, age, national origin, sexual orientation, political persuasion and handicap.

As I have stated in the past, rhetoric and written proclamations from the President and the administration are not sufficient tools in the battle to eradicate all vestiges of discrimination. We should strive to make diversity an integral part of our everyday operations at Michigan State. Every classroom and every workplace must become models of integration and diversity. It is important that students and staff assist in making the University an accessible place where all persons and groups can study and work in comfort.

Only if we are able to achieve diversity, both in philosophy and spirit, can we truly prepare our students for a multi-cultural and pluralistic society and world. Our success in creating this kind of environment at MSU will be validated by how our students who leave MSU express themselves as leaders in the United States and throughout the world.

We must remain committed to the ideals of affirmative action and diversity. I trust that every student and employee sincerely believes that these goals for equality will be accomplished. I challenge and encourage every member of our community to continue working together in a cooperative spirit on this very important endeavor.

DATA REPORT

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Michigan State University
1989-90 Affirmative Action
Report to the Board of Trustees

INTRODUCTION

This marks the first year in which the Annual Report on Affirmative Action to the MSU Board of Trustees is divided into three documents: Descriptive Report, Data Report, and Diversity Enhancement Report. In addition, the Board will receive under separate cover, a progress report on the MSU IDEA, the University's comprehensive diversity and pluralism plan, published in April, 1989.

The Descriptive Report explains progress that has been made and problems that continue to exist in the areas of affirmative action and equal opportunity. A Diversity Enhancement Report, to be published later, will include a compilation of, and commentary upon, special affirmative action activities in University support units. This Report, the Data Report, utilizing charts, graphs, and tables, illustrates changes in areas for faculty, staff and students as they relate to women, racial minorities, and handicappers.

The implementation of the University's Affirmative Action Program rests with line administrators. Their evaluations include an assessment of their performance in fulfilling affirmative action responsibilities. However, every individual connected with the University has an obligation to support and assist in efforts directed towards achieving this goal.

The Department of Human Relations serves as the principal support unit for enhancing the ability of the University to meet its commitment to affirmative action, equal opportunity, non-discrimination and diversity. A major responsibility of the department involves continuous assessment of policies, practices, and procedures covering the areas of employment, enrollment, publications, and compliance with legal requirements. In addition, the unit evaluates and monitors progress made in achieving the goals of equal opportunity, non-discrimination and diversity in all facets of university life.

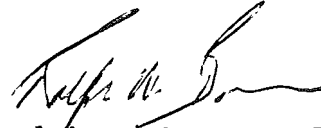
The validation of the quality and effectiveness of the University's affirmative action compliance programs is accomplished through review by external agencies as well as by the internal monitoring processes.

Various constituent groups regularly evaluate the internal monitoring process to ensure non-discrimination, equal opportunity and affirmative action. This process of review has put into place recommendations for new and creative solutions to problems encountered in the employment areas.

The Asian Pacific American Faculty and Staff Association, the Black Faculty and Administrators Association, Faculty Professional Women's Association, the Hispanic and Native American Faculty and Staff Association, the Minority Advisory Council, The President's Handicapper Advisory Committee, The Women's Advisory Committees to the Provost and to the Vice President for Finance and Operations, and the four minority student associations, represent some of the groups that work with the University to ensure the success of its Affirmative Action Program. All of these volunteer groups provide vital assistance to the University to assure that the rights of minorities, women, and handicappers, faculty, staff, and students are protected.

Major contributions to this report were made by the Office of Planning and Budgets, the Assistant Provost and Assistant Vice President for Academic Human Resources, the Assistant Vice President of Human Resources, the Vice President for Student Affairs and Services, Admissions and Scholarships, and the Purchasing Department.

A synopsis of the Affirmative Action Report appears as an Executive Summary immediately prefacing this report. More detailed information on any specific section of the report or regarding the University's 1989-90 Affirmative Action Program is on file in the Department of Human Relations and is available for review.

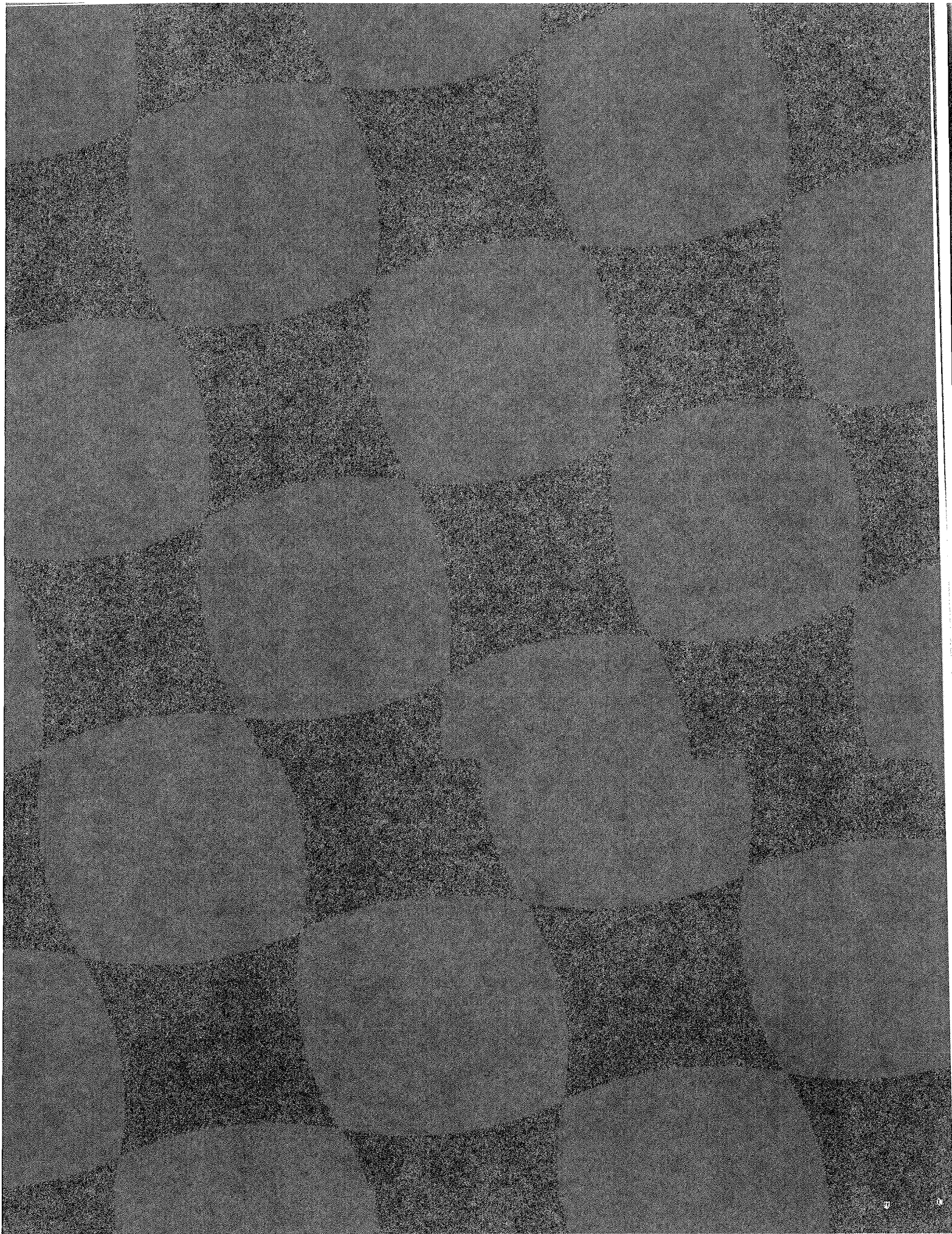


Ralph W. Bonner, Ph.D.
Director
Department of Human Relations

Executive Summary

EXECUTIVE SUMMARY





I. EXECUTIVE SUMMARY

Introduction

The Executive Summary represents a brief synopsis of the 1989-90 Affirmative Action Data Report. Documentation on the academic and support areas of employment is presented in abbreviated fashion along with general information relating to students and the climate of the University.

Academic Human Resources/Executive Management

Academic Personnel represent approximately one half of the total University's workforce. Academic personnel include faculty and staff who interact directly with the instructional, research, and public service mission of the university.

During the 1989-90 affirmative action year, the total academic personnel workforce increased by 42 individuals. A net gain of 56 women, from 1242 to 1298, shows that women now make up 31% of the academic workforce. Minority academic staff grew by 55, boosting their numbers from 483 to 538; they now represent 13% of the workforce, up from 11.% in 1989.

There were six new Executive Management appointments during 1989-90, including one minority man and five non-minority men.

Support Staff

During the 1989-90 affirmative action year, the regular support staff workforce increased by 28 (0.5%) employees from 5,296 to 5,324. The majority of the increase is attributed to minority representation which increased by 25 (3.7%) employees, from 684 to 709. The number of minority women increased by eight (1.6%) from 499 to 507, and the number of minority men increased by 17 (9.2%) from 185 to 202. Total women in the workforce declined by two (0.1%) from 3,538 to 3,536.

Women and minorities comprise 3,536 (66.4%) and 709 (13.3%) respectively of the total support staff workforce. Minority women account for 507 (14.3%) of all women, and 9.5% of the support staff. Minority men represent 202 (11.3%) of all men and 3.8% of the support staff.

Student Enrollment

Enrollment data for the decade indicates a significant increase in the enrollment of minority students on the East Lansing campus. Current minority student enrollment of 4,810 represents 11.9% of the on-campus affirmative action total of 40,460. In Fall 1981 minority enrollment of 3,224 represented only 7.7% of the University affirmative action total. Minority enrollment increased both numerically and in percentage of the affirmative action total for all groups, and has shown steady numerical increases since 1981. Only American Indian/Alaskan Native enrollments have experienced one year of negative growth.

Women as a percentage of the University total have increased from 48.8% in 1981 to the current value of 51.1%.

There is continued growth in the number of graduate minority students with corresponding percentage increases both for affirmative action and University totals. Similarly, graduate women students attend MSU in greater numbers and percentages. In 1990 women graduate students constituted 47.4% of the total graduate enrollment.

Procurement

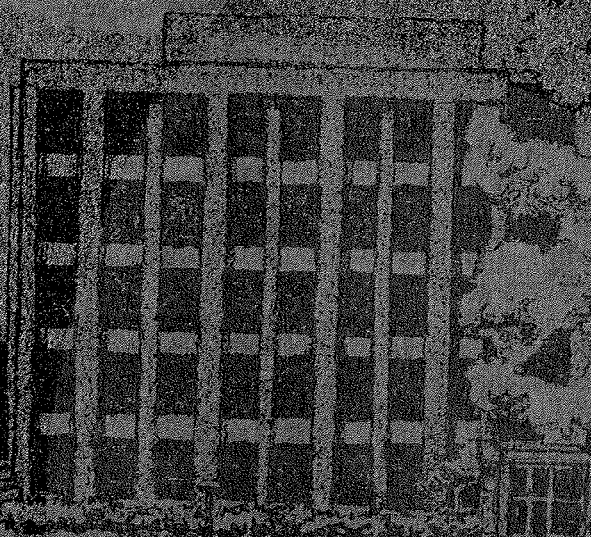
A significant decrease in total expenditures in 1989-90 explains the comparatively limited amount of actual minority business conducted with MSU. Nonetheless, the percentage of dollars spent with minority vendors has remained relatively constant. This figure signifies considerable effort on the part of buying personnel to develop minority suppliers and provide them with the opportunity to compete for construction business.

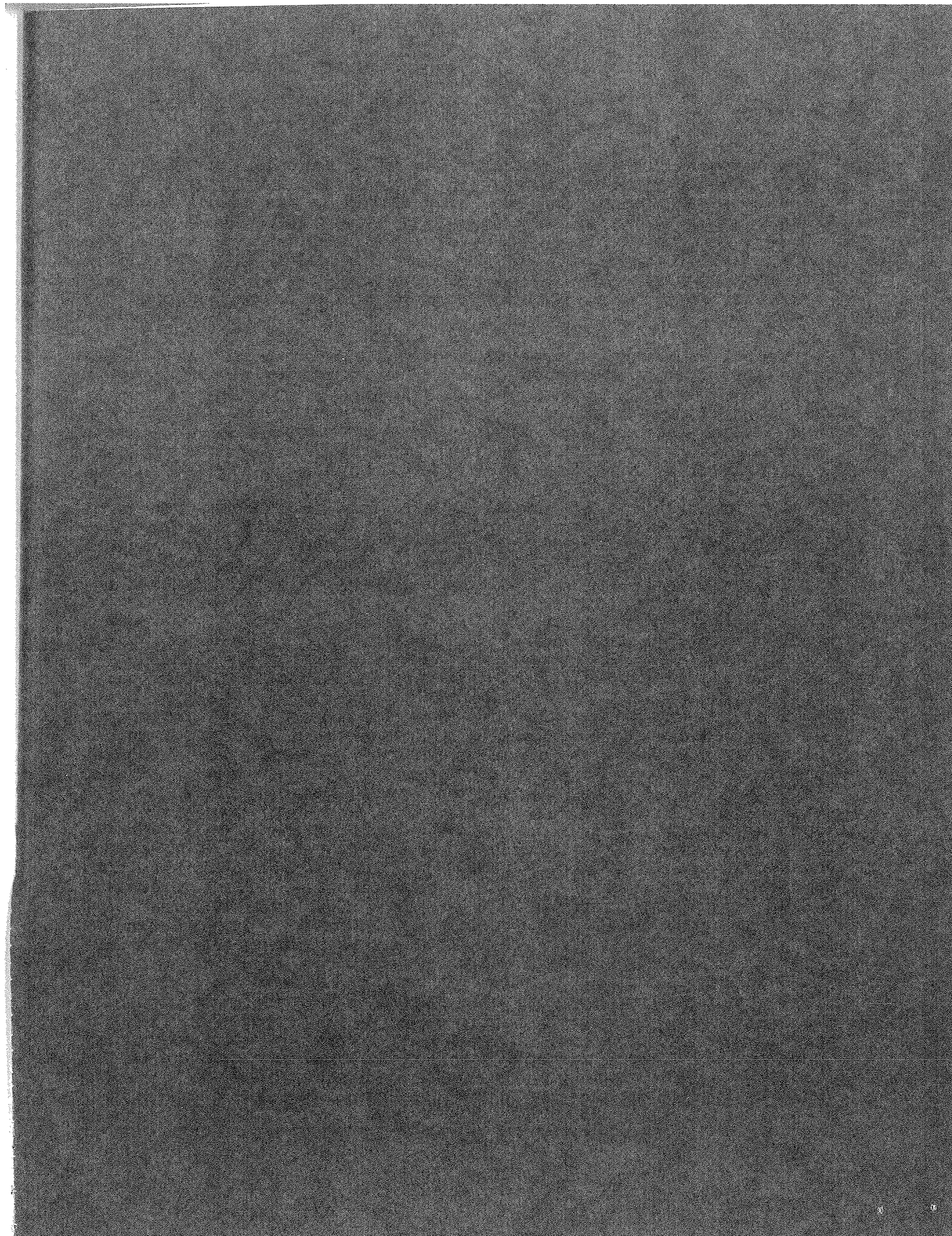
Workforce Summaries

Workforce summaries provide a profile of the representation of minorities and women in the various categories of employment at MSU. Forty-two tables illustrate total employment figures and are sub-divided to show gender and race by university, major administrative unit and college. Categories of employment are tenure system, special academic appointments and support staff.

Academic Human Resources and Executive Management

EXECUTIVE MANAGEMENT
AND
ACADEMIC HUMAN RESOURCES





II. ACADEMIC HUMAN RESOURCES/EXECUTIVE MANAGEMENT

The October 1990 composition of faculty and academic staff is 5.0% Black, 6.3% Asian/Pacific Islander, 1.4% Hispanic, 0.3% American Indian/Alaskan Native, and 87.0% Caucasian/Other. Women and minorities have increased from 1987 to 1990 both in number and proportion: women from 29.0% to 31.3%, minorities from 11.7% to 13.0% and minorities + majority women from 37.4% to 40.0%.

From 1987 to 1990 there has been a 3.5% (+142) growth rate in academic personnel caused mainly by a 25.1% (+165) increase in temporary staff. Temporary faculty and continuing academic staff have grown by 0.3% (+2) and 1.4% (+9) respectively while tenure system faculty have decreased 1.6% (-34). Blacks have increased from 4.0% to 5.0% (+19 Men, +25 Women), Asian/Pis have increased from 6.0% to 6.3% (-4 M, +24 W), Hispanics have remained at 1.4% (+7 M, -3 W), Amer Inds have remain at 0.3% (-1 M, +1 W), and Cau/Others have decreased from 88.3% to 87.0% (-18 M, +92 W). The loss of Asian/PI men is due to the net loss of 20 temporary faculty, 3 tenure system faculty, and 1 continuing staff while temporary staff gained 20. Hispanic women increased by 2 in tenure system faculty but decreased by 4 in temporary faculty and by 1 in temporary staff. The decrease in majority men is due entirely to their decrease in the tenure system (-78). The impact of this decrease is lessened by the addition of 32 temporary faculty, and 27 temporary staff majority men. The gain in majority women is due to the increase of 80 temporary staff women and 15 tenure system women.

The composition of the tenure system is 4.0% Black, 5.1% Asian/PI, 1.2% Hispanic, 0.2% Amer Ind, and 89.4% Cau/Other. Women and minorities have increased from 1987 to 1990 both in number and proportion: women from 18.3% to 20.2%, minorities from 9.1% to 10.6% and minorities + majority women from 25.5% to 28.0%.

The composition of temporary faculty is 4.4% Black, 6.3% Asian/PI, 1.5% Hispanic, 0.5% Amer Ind, and 87.2% Cau/Other. Women and minorities have decreased from 1987 to 1990 both in number and proportion: women from 39.6% to 37.4%, minorities from 17.2% to 12.8% and minorities + majority women from 51.8% to 46.5%. All minority groups except Black men (+6) decreased by 1 to 4 people except Asian/PI men which decreased by 20. Majority men increased by 32, majority women decreased by 5.

The composition of continuing staff is 6.3% Black, 2.4% Asian/PI, 0.8% Hispanic, 0.2% Amer Ind, and 90.4% Cau/Other. Women and minorities have increased from 1987 to 1990 both in number and proportion: women from 44.7% to 45.5%, minorities from 8.8% to 9.6% and minorities + majority women from 49.2% to 49.8%. Many minority groups had no change in number but Black women increased by 3, Asian/PI men decreased by 1, Asian/PI women increased by 4, majority men increased by 1, and majority women increased by 2.

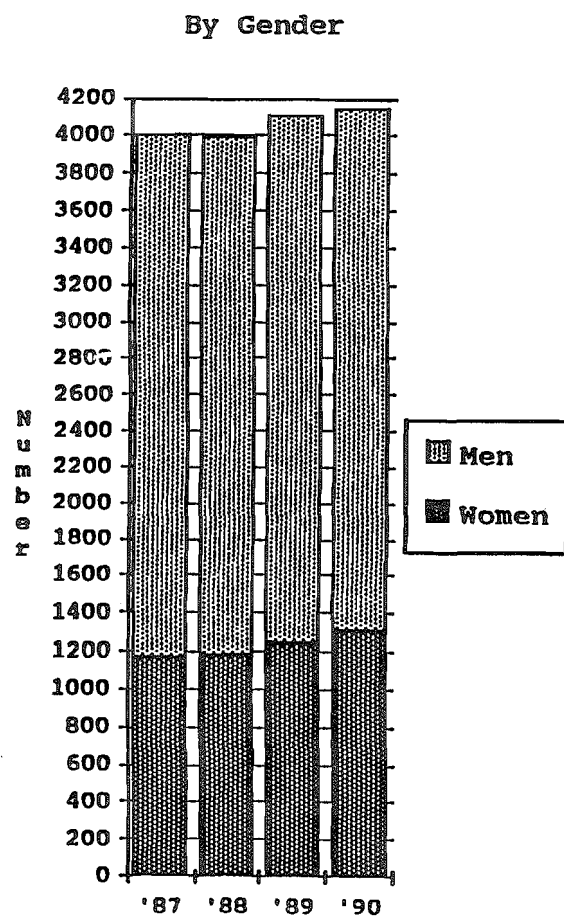
The composition of temporary staff is 6.7% Black, 12.0% Asian/PI, 2.3% Hispanic, 0.7% Amer Ind, and 78.2% Cau/Other. Women and minorities have increased from 1987 to 1990 both in number and proportion: women from 39.0% to 44.3%, minorities from 18.4% to 21.8% and minorities + majority women from 52.2% to 58.5%. All minority groups except Hispanic women and Amer Ind men which have each lost 1 person, have increased as have majority men and women.

The composition of administrators is 9.3% Black, 1.9% Asian/PI, 0.4% Hispanic, 1.2% Amer Ind, and 87.3% Cau/Other. Women and minorities have increased from 1987 to 1990 both in number and proportion: women from 17.0% to 19.3%, minorities from 11.2% to 12.7% and minorities + majority women from 24.5% to 28.6%.

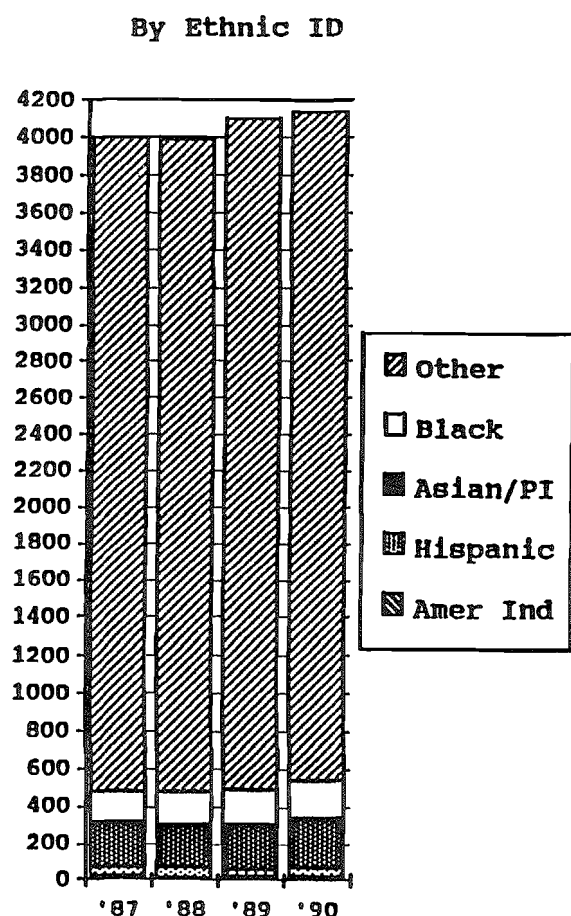
The composition of executive management is 13.4% Black, 1.5% Asian/PI, 3.0% Hispanic, 0.0% Amer Ind, and 82.1% Cau/Other. Women have remained the same in number but have decreased in proportion from 21.0% to 19.4% during the 1987 to 1990 period. There is only 1 minority woman. Minorities have increased from 1987 to 1990 both in number and proportion from 14.5% to 17.9%. Minorities + majority women have increased from 33.9% to 35.8%.

Graph II-1

ACADEMIC WORKFORCE 1987-90

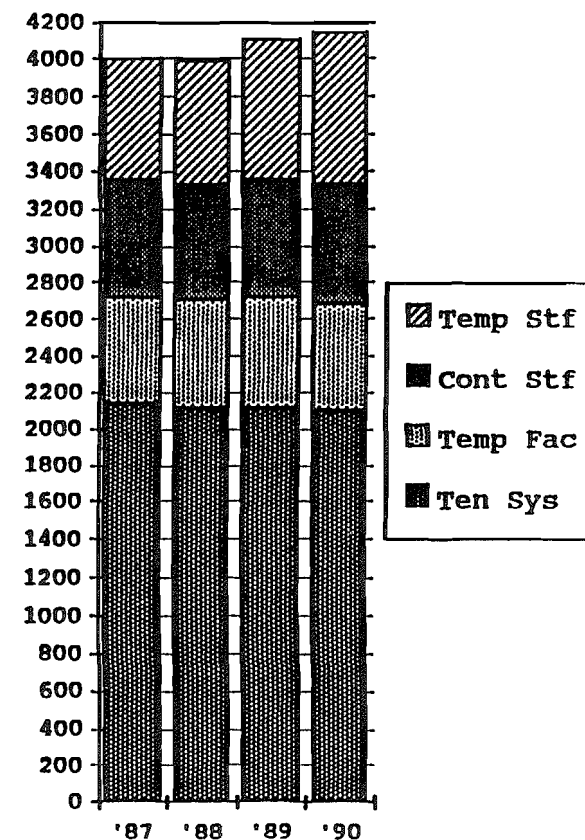


Total	4001	3990	4101	4143
Men	2842	2810	2859	2845
Women	1159	1180	1242	1298
% Men	71.0	70.4	69.7	68.7
% Women	29.0	29.6	30.3	31.3



Other	3531	3517	3618	3605
Black	162	172	183	206
Asian/PI	239	235	240	259
Hispanic	55	56	48	59
Amer Ind	14	10	12	14
Min Total	470	473	483	538
% Other	88.3	88.1	88.2	87.0
% Black	4.0	4.3	4.5	5.0
% Asian/PI	6.0	5.9	5.9	6.3
% Hispn	1.4	1.4	1.2	1.4
% Am Ind	0.3	0.3	0.3	0.3
% Min Tot	11.7	11.9	11.8	13.0

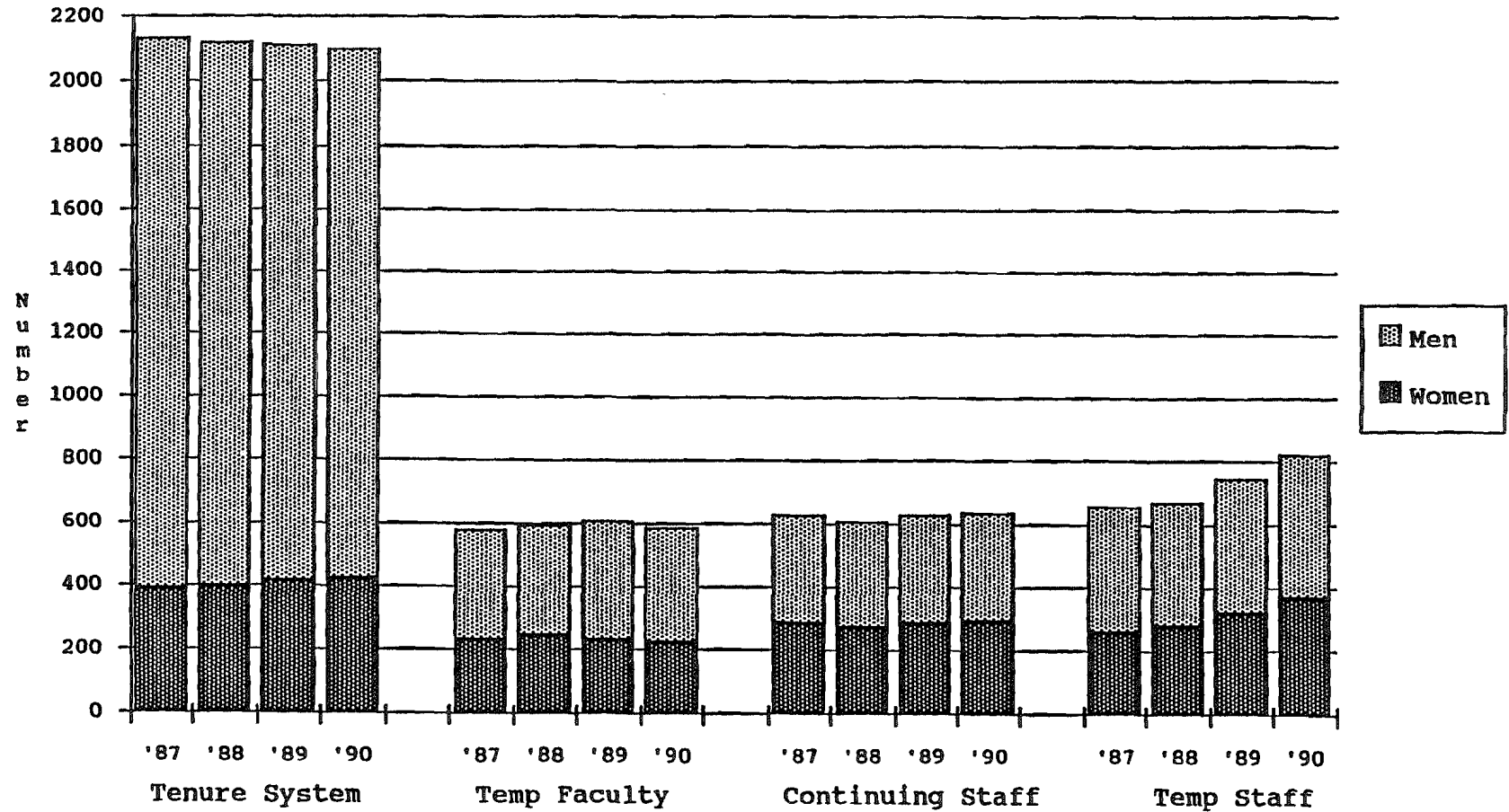
By Employment Category



Temp Stf	657	671	749	822
Cont Stf	628	611	632	637
Temp Fac	583	592	608	585
Ten Sys	2133	2116	2112	2099
%Temp Stf	16.4	16.8	18.3	19.8
%Cont Stf	15.7	15.3	15.4	15.4
%Temp Fac	14.6	14.8	14.8	14.1
%TenSys	53.3	53.0	51.5	50.7

Graph II-2

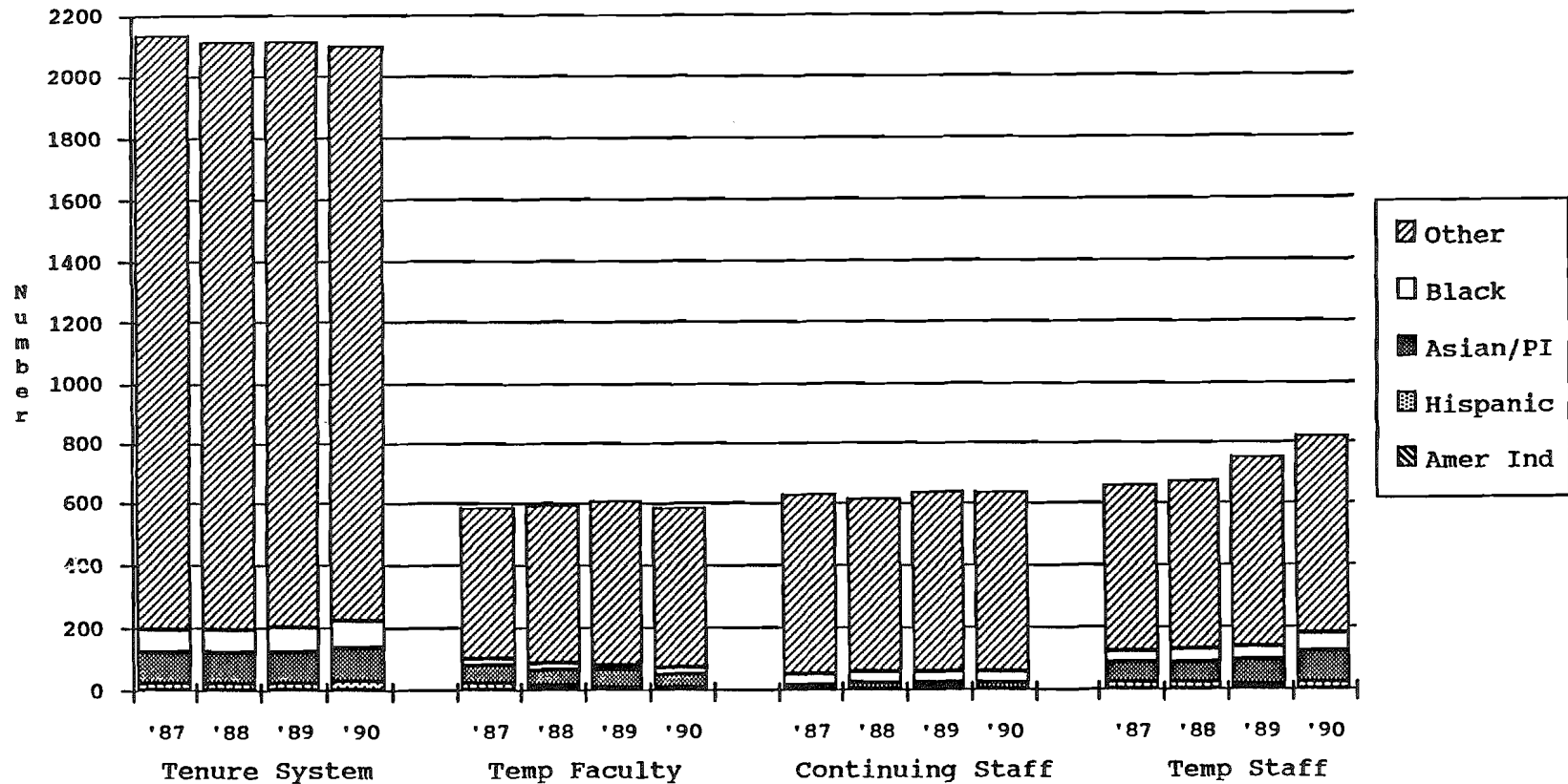
ACADEMIC WORKFORCE 1987-90
By Employment Category and Gender



Total	2133	2116	2112	2099	583	592	608	585	628	611	632	637	657	671	749	822
Men	1742	1720	1700	1674	352	352	382	366	347	341	350	347	401	397	427	458
Women	391	396	412	425	231	240	226	219	281	270	282	290	256	274	322	364
% Men	81.7	81.3	80.5	79.8	60.4	59.5	62.8	62.6	55.3	55.8	55.4	54.5	61.0	59.2	57.0	55.7
% Women	18.3	18.7	19.5	20.2	39.6	40.5	37.2	37.4	44.7	44.2	44.6	45.5	39.0	40.8	43.0	44.3

Graph II-3

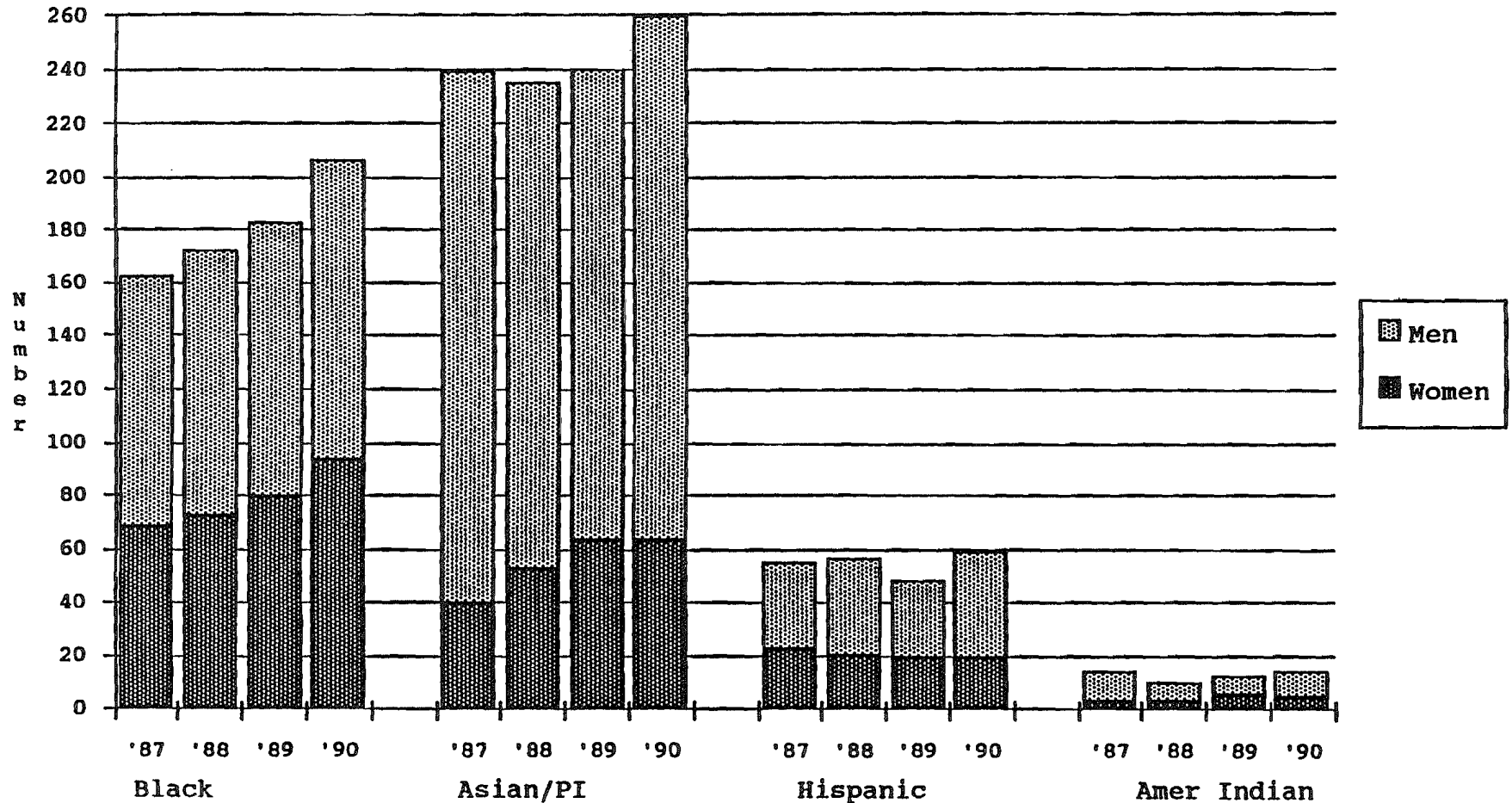
ACADEMIC WORKFORCE 1987-90
By Employment Category and Ethnic ID



Total	2133	2116	2112	2099	583	592	608	585	628	611	632	637	657	671	749	822
Other	1939	1920	1911	1876	483	501	524	510	573	553	573	576	536	543	610	643
Black	69	71	79	85	21	23	21	26	37	37	36	40	35	41	47	55
Asian/PI	104	103	101	108	58	51	51	37	12	15	16	15	65	66	72	99
Hispanic	19	19	18	26	15	15	11	9	5	5	5	5	16	17	14	19
Amer Ind	2	3	3	4	6	2	1	3	1	1	2	1	5	4	6	6
Minority Tot	194	196	201	223	100	91	84	75	55	58	59	61	121	128	139	179
% Other	90.9	90.7	90.5	89.4	82.8	84.6	86.2	87.2	91.2	90.5	90.7	90.4	81.6	80.9	81.4	78.2
% Black	3.2	3.4	3.7	4.0	3.6	3.9	3.5	4.4	5.9	6.1	5.7	6.3	5.3	6.1	6.3	6.7
% Asian/PI	4.9	4.9	4.8	5.1	9.9	8.6	8.4	6.3	1.9	2.5	2.5	2.4	9.9	9.8	9.6	12.0
% Hispanic	0.9	0.9	0.9	1.2	2.6	2.5	1.8	1.5	0.8	0.8	0.8	0.8	2.4	2.5	1.9	2.3
% Amer Ind	0.1	0.1	0.1	0.2	1.0	0.3	0.2	0.5	0.2	0.2	0.3	0.2	0.8	0.6	0.8	0.7
% Minority	9.1	9.3	9.5	10.6	17.2	15.4	13.8	12.8	8.8	9.5	9.3	9.6	18.4	19.1	18.6	21.8

Graph II-4

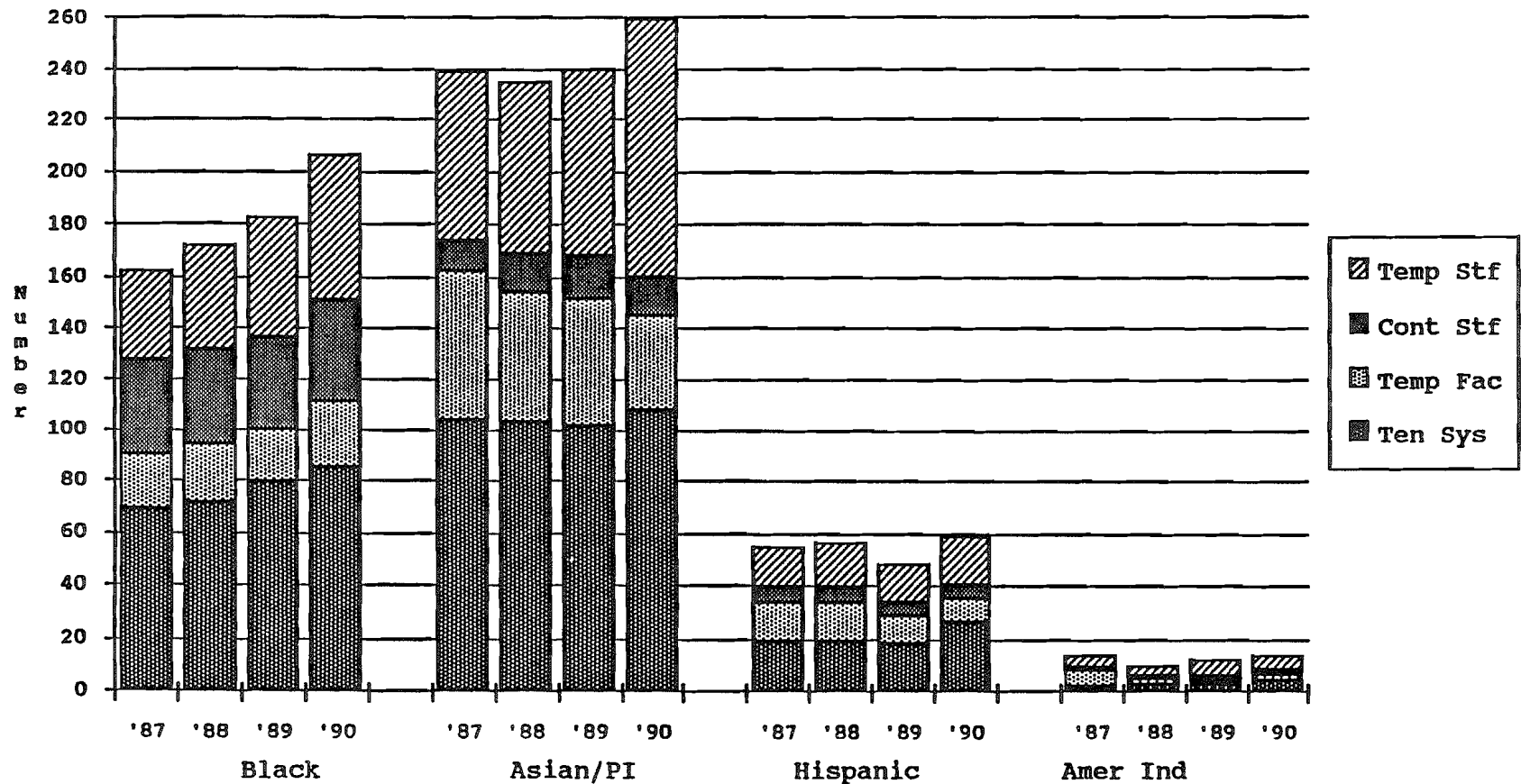
ACADEMIC WORKFORCE 1987-90
Minorities by Ethnic ID and Gender



	Black				Asian/PI				Hispanic				Amer Indian			
	'87	'88	'89	'90	'87	'88	'89	'90	'87	'88	'89	'90	'87	'88	'89	'90
Total	162	172	183	206	239	235	240	259	55	56	48	59	14	10	12	14
Men	94	100	104	113	200	183	177	196	33	36	29	40	11	7	7	10
Women	68	72	79	93	39	52	63	63	22	20	19	19	3	3	5	4
% Men	58.0	58.1	56.8	54.9	83.7	77.9	73.8	75.7	60.0	64.3	60.4	67.8	78.6	70.0	58.3	71.4
% Women	42.0	41.9	43.2	45.1	16.3	22.1	26.3	24.3	40.0	35.7	39.6	32.2	21.4	30.0	41.7	28.6

Graph II-5

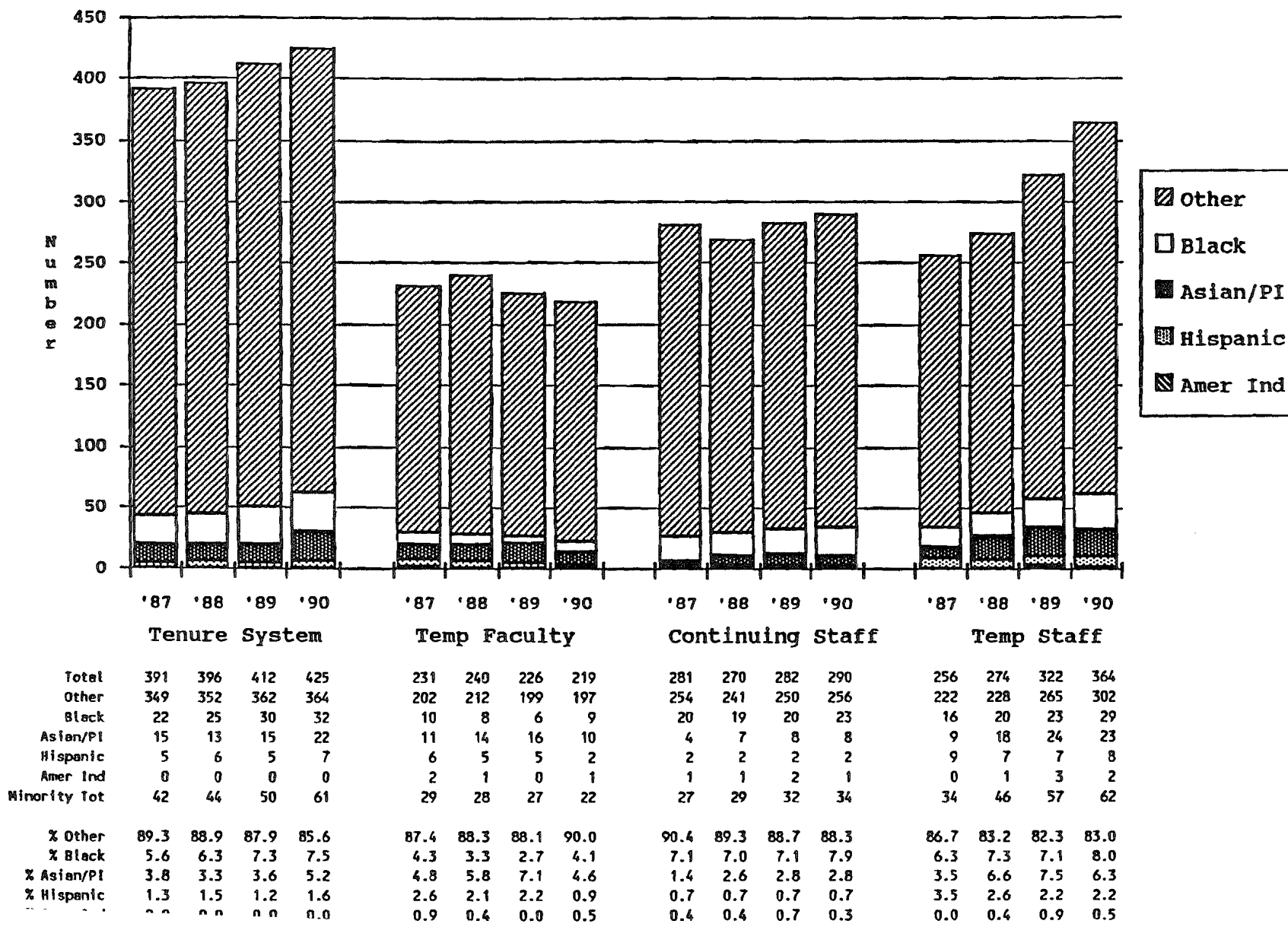
ACADEMIC WORKFORCE 1987-90
Minorities by Ethnic ID and Employment Category



Total	162	172	183	206	239	235	240	259	55	56	48	59	14	10	12	14
Temp Stf	35	41	47	55	65	66	72	99	16	17	14	19	5	4	6	6
Cont Stf	37	37	36	40	12	15	16	15	5	5	5	5	1	1	2	1
Temp Fac	21	23	21	26	58	51	51	37	15	15	11	9	6	2	1	3
Ten Sys	69	71	79	85	104	103	101	108	19	19	18	26	2	3	3	4
% Temp Staff	21.6	23.8	25.7	26.7	27.2	28.1	30.0	38.2	29.1	30.4	29.2	32.2	35.7	40.0	50.0	42.9
% Cont Staff	22.8	21.5	19.7	19.4	5.0	6.4	6.7	5.8	9.1	8.9	10.4	8.5	7.1	10.0	16.7	7.1
% Temp Fac	13.0	13.4	11.5	12.6	24.3	21.7	21.3	14.3	27.3	26.8	22.9	15.3	42.9	20.0	8.3	21.4
% Tenure Sys	42.6	41.3	43.2	41.3	43.5	43.8	42.1	41.7	34.5	33.9	37.5	44.1	14.3	30.0	25.0	28.6

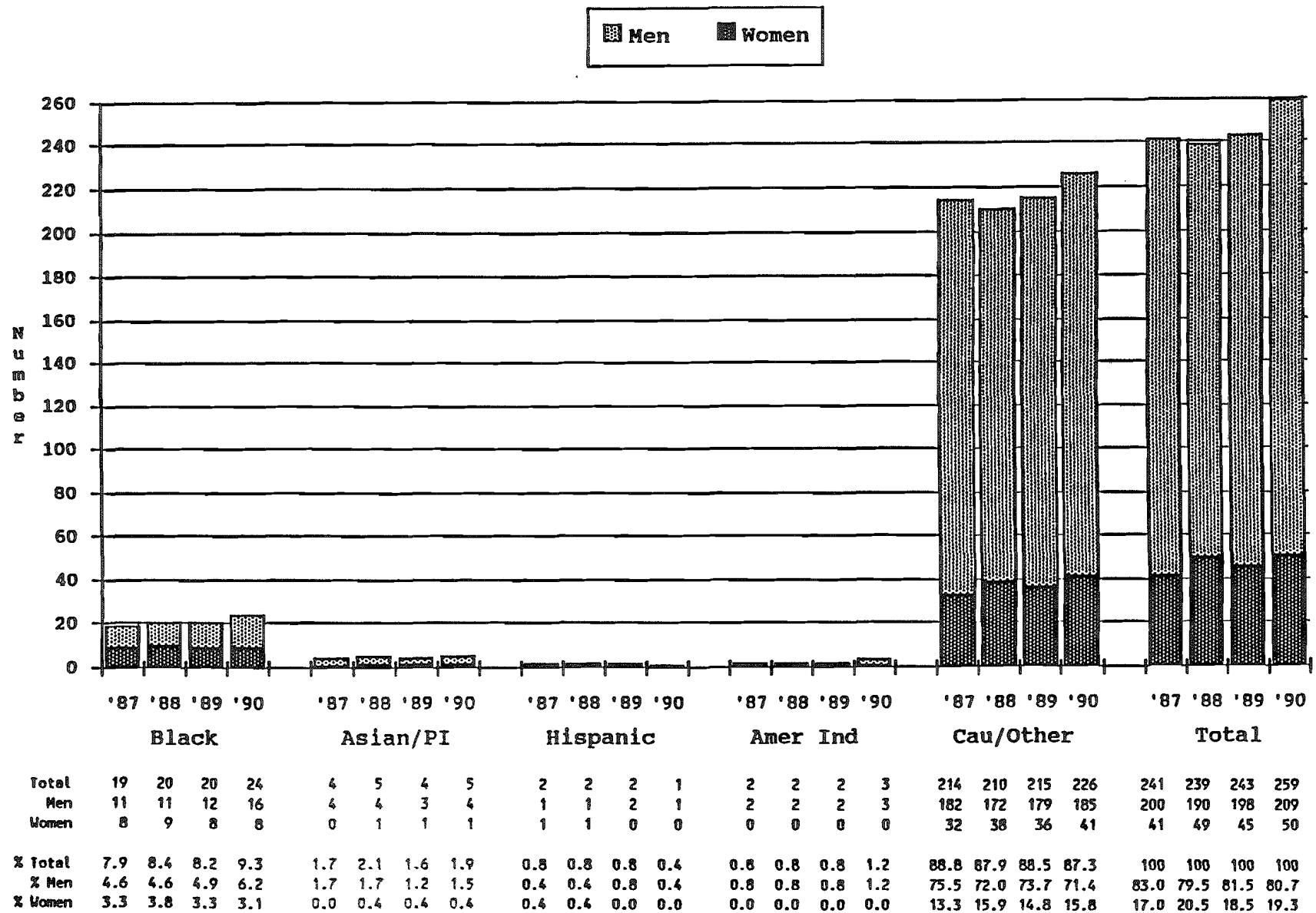
Graph II-6

ACADEMIC WORKFORCE 1987-90
Women by Employment Category and Ethnic ID



Graph II-7

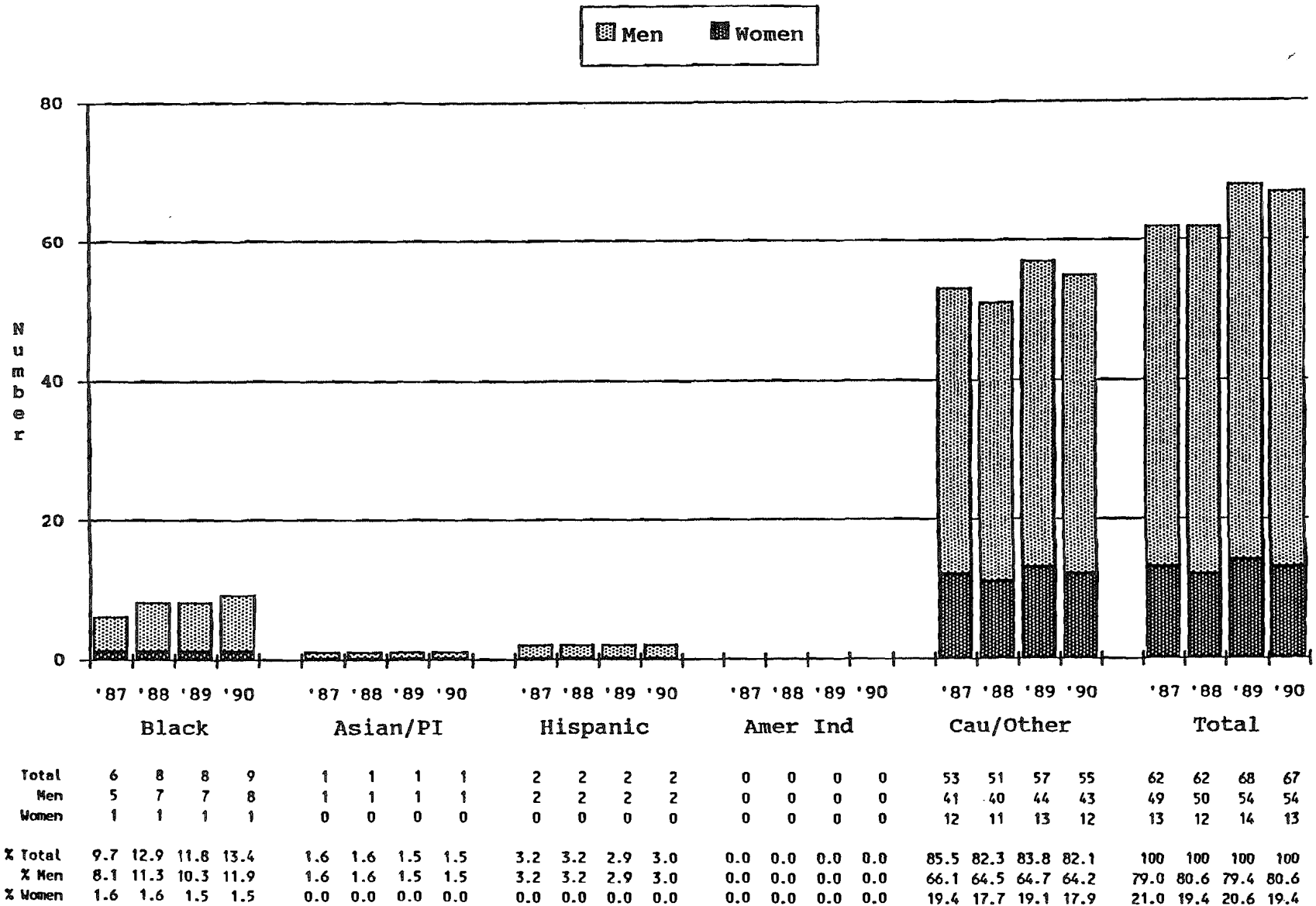
ACADEMIC WORKFORCE 1987-90
Administrators by Ethnic ID and Gender



All percents are of the total number of Administrators for the given year.

Graph II-8

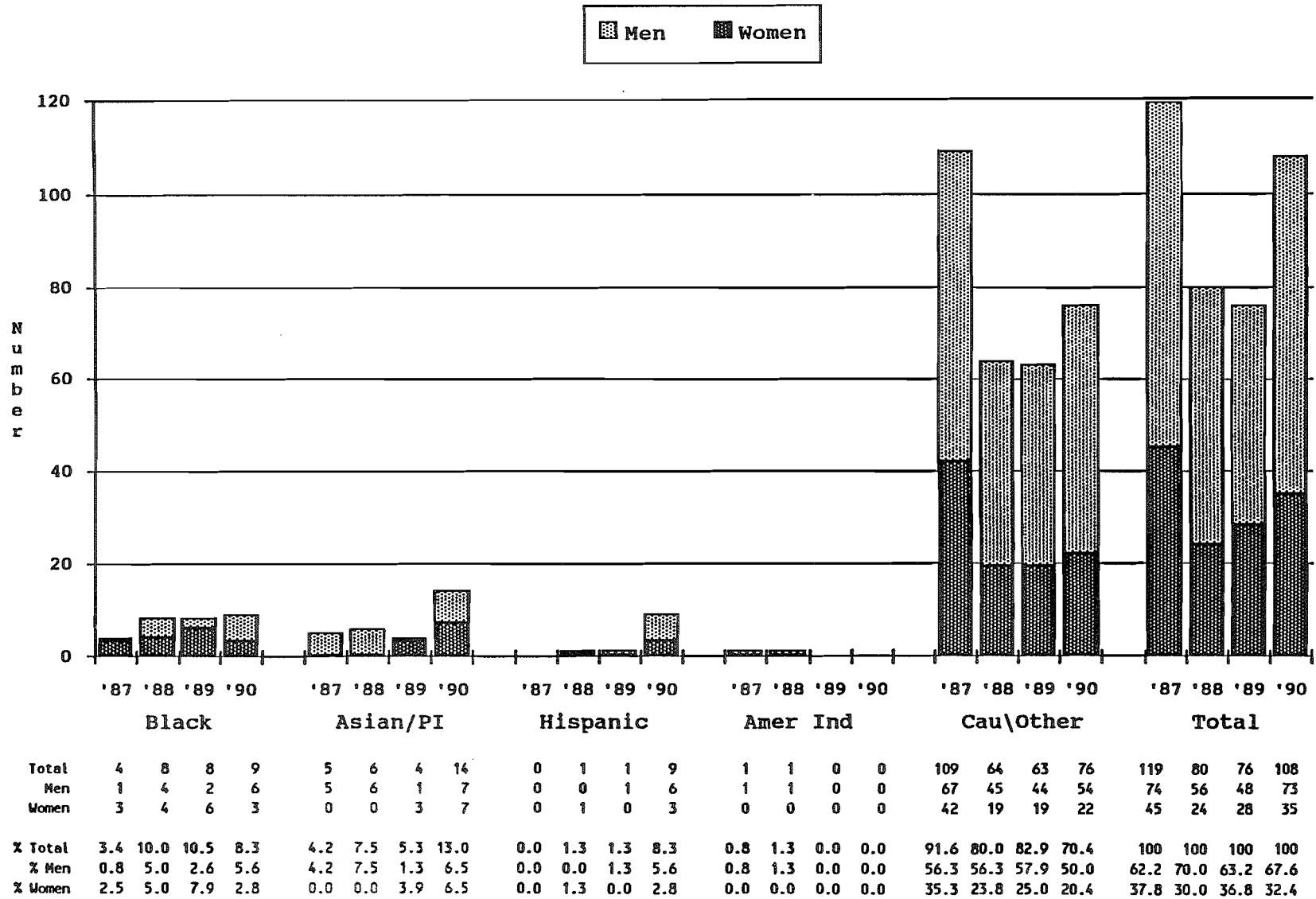
ACADEMIC WORKFORCE 1987-90
Executive Management by Ethnic ID and Gender



All percents are of the total number of Executive Management for the given year.

Graph II-9

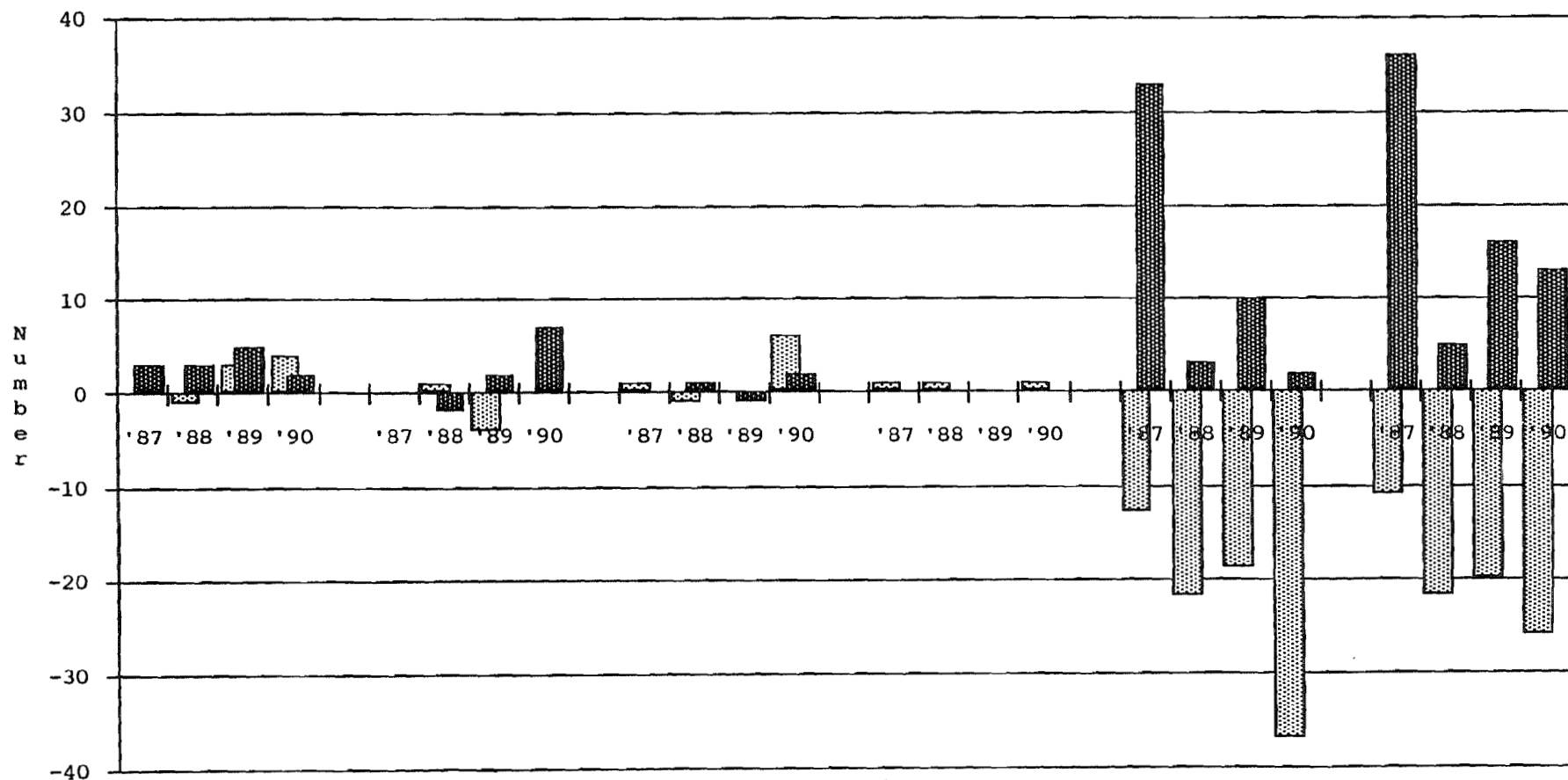
ACADEMIC WORKFORCE 1987-90
Tenure System New Hires by Ethnic ID and Gender



All percents are of the total number of Tenure System new hires for the given year.

Graph II -10
ACADEMIC WORKFORCE 1987-90
Tenure System Net Change by Ethnic ID and Gender

Men Women



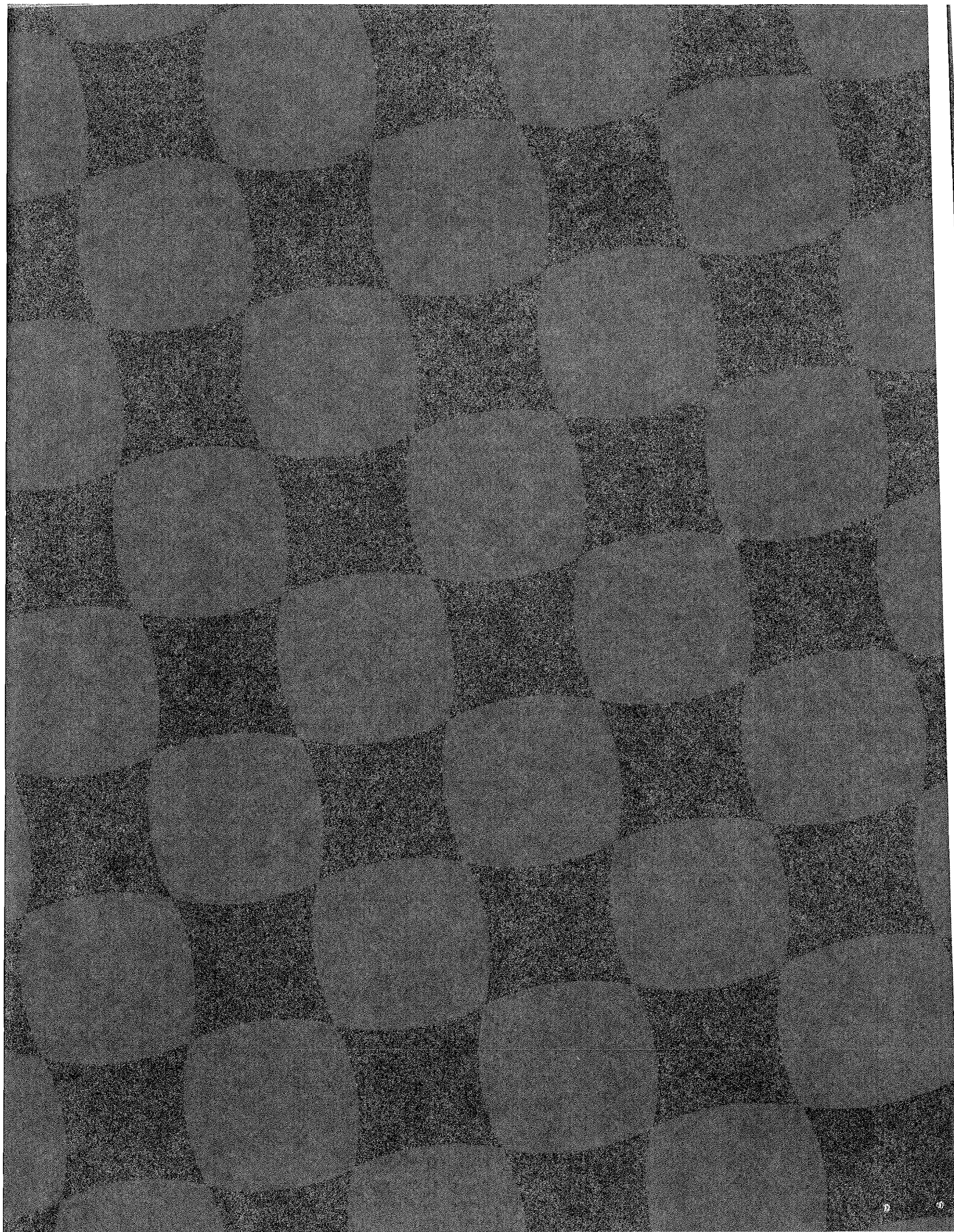
	Black				Asian/PI				Hispanic				Amer Ind				Cau/Other				Total			
Total	3	2	8	6	0	-1	-2	7	1	0	-1	8	1	1	0	1	20	-19	-9	-35	25	-17	-4	-13
Men	0	-1	3	4	0	1	-4	0	1	-1	0	6	1	1	0	1	-13	-22	-19	-37	-11	-22	-20	-26
Women	3	3	5	2	0	-2	2	7	0	1	-1	2	0	0	0	0	33	3	10	2	36	5	16	13

Support Staff

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III. SUPPORT STAFF

During the 1989-90 affirmative action year, the regular support staff workforce increased by 28 (0.5%) employees from 5,296 to 5,324. The majority of the increase is attributed to minority representation, which increased by 25 (3.7%) employees, from 684 to 709. The number of minority women increased by 8 (1.6%) from 499 to 507, and the number of minority men increased by 17 (9.2%) from 185 to 202. Total women in the workforce declined by 2 (0.1%) from 3,538 to 3,536.

Women and minorities comprise 3,536 (66.4%) and 709 (13.3%) of the total support staff workforce. Minority women account for 507 (14.3%) of all women, and 9.5% of the support staff. Minority men represent 202 (11.3%) of all men and 3.8% of the support staff.

Minority representation increased by 25 employees, 89.3% of the total increase to the workforce. Minority representation of 13.3% is the highest experienced in Michigan State University's support staff history. These increases were reported in administrative-professional by seven (4.2%) from 165 to 172, clerical-technical by five (2.1%) from 241 to 246, and service maintenance by 16 (8.0%) from 201 to 217. The category of cooperative extension decreased by two (3.8%) from 55 to 53 and skilled trades declined by one (6.3%) from 17 to 16. There were no changes in the category of public safety which remains at five.

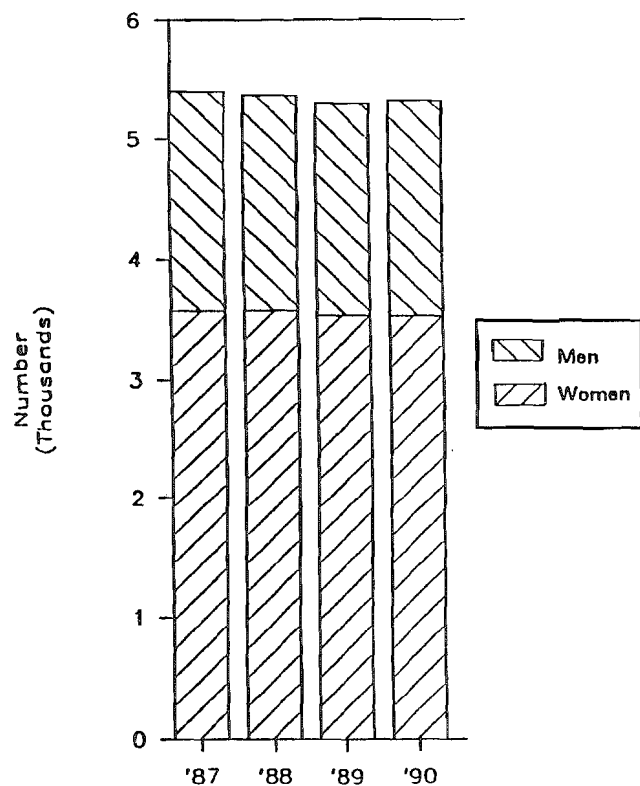
Representation of women in the workforce declined by two (0.1%) from 3,538 to 3,536. Increases occurred in the categories of administrative-professional by 27 (2.6%) from 1,019 to 1,046, public safety by one (7.7%) from 13 to 14, and in service maintenance by four (1.1%) from 375 to 379. Workforce decreases occurred in the categories of clerical-technical by 25 (1.3%) from 1,982 to 1,957, in cooperative extension by four (3.2%) from 130 to 126, and in skilled trades by five (35.7%) from 19 to 14.

Representation of minority men in the workforce increased by 17 (9.2%) from 185 to 202. Employment increases were reported in the category of administrative-professional by three (4.7%) from 64 to 67, clerical-technical by four (16.0%) from 25 to 29, and service maintenance by 12 (15.8%) from 76 to 88. Cooperative extension decreased by one (100.0%) from one to zero, and public safety by one (33.3%) from four to three. There were no changes in skilled trades, which remained at 15 employees.

Non-minority men increased in the workforce by 13 (0.8%) from 1,573 to 1,586. An increase was reported in the category of administrative-professional by 13 (1.8%) from 738 to 751, public safety by one (5.3%) from 19 to 20, service maintenance by two (0.5%) from 399 to 401, and skilled trades by two (0.8%) from 239 to 241. Decreases occurred in the category of clerical-technical by eight (4.7%) from 180 to 172. Cooperative extension remained unchanged with one employee.

Comparing 1988-89 and 1989-90, regular new hires decreased by 146 (24.6%) from 739 to 593. Regular minority new hires decreased by eight (7.3%) from 118 to 110 and women decreased by 107 (27.3%) from 499 to 392. Of the regular minority hires, Blacks accounted for 56 (50.9%), Asian/Pacific Islanders for 19 (17.3%), Hispanics for 28 (25.5%) and American Indian/Alaskan Natives for seven (6.4%).

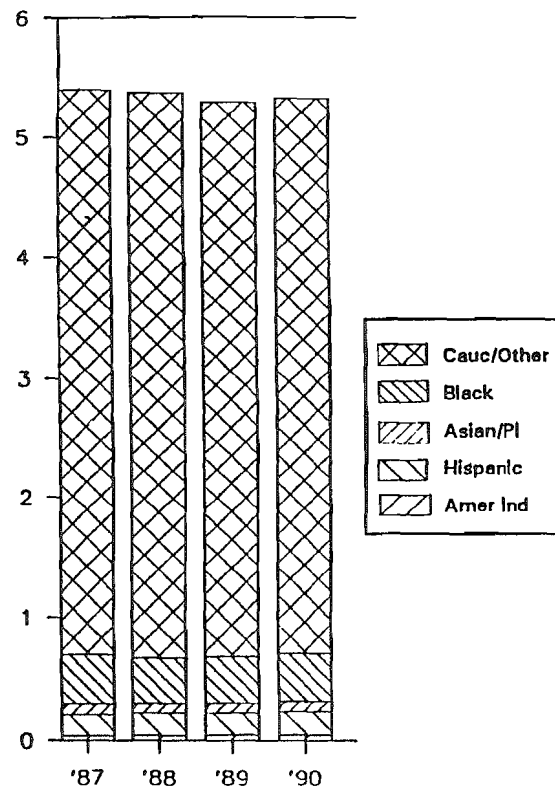
By Gender III-1



Total	5396	5364	5296	5324
Men	1821	1785	1758	1788
Women	3575	3579	3538	3536
% Men	33.7	33.3	33.2	33.6
% Women	66.3	66.7	66.8	66.4

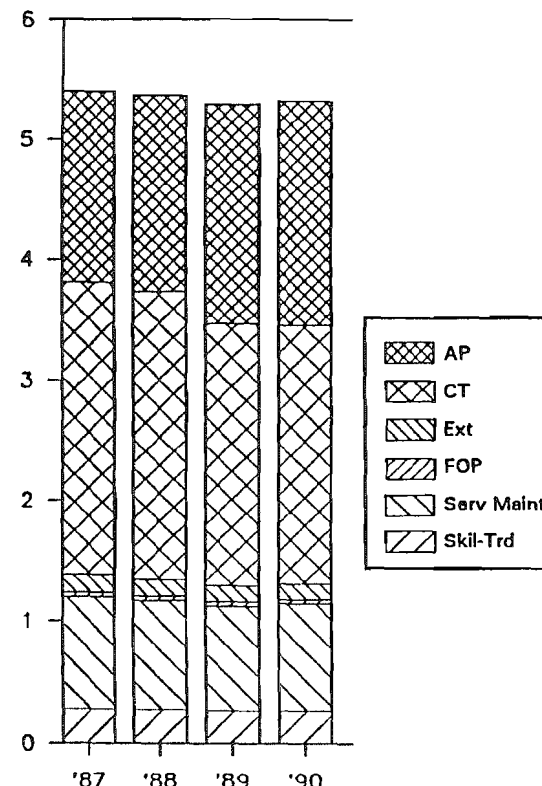
SUPPORT STAFF WORKFORCE 1987-90

By Ethnic ID III-2



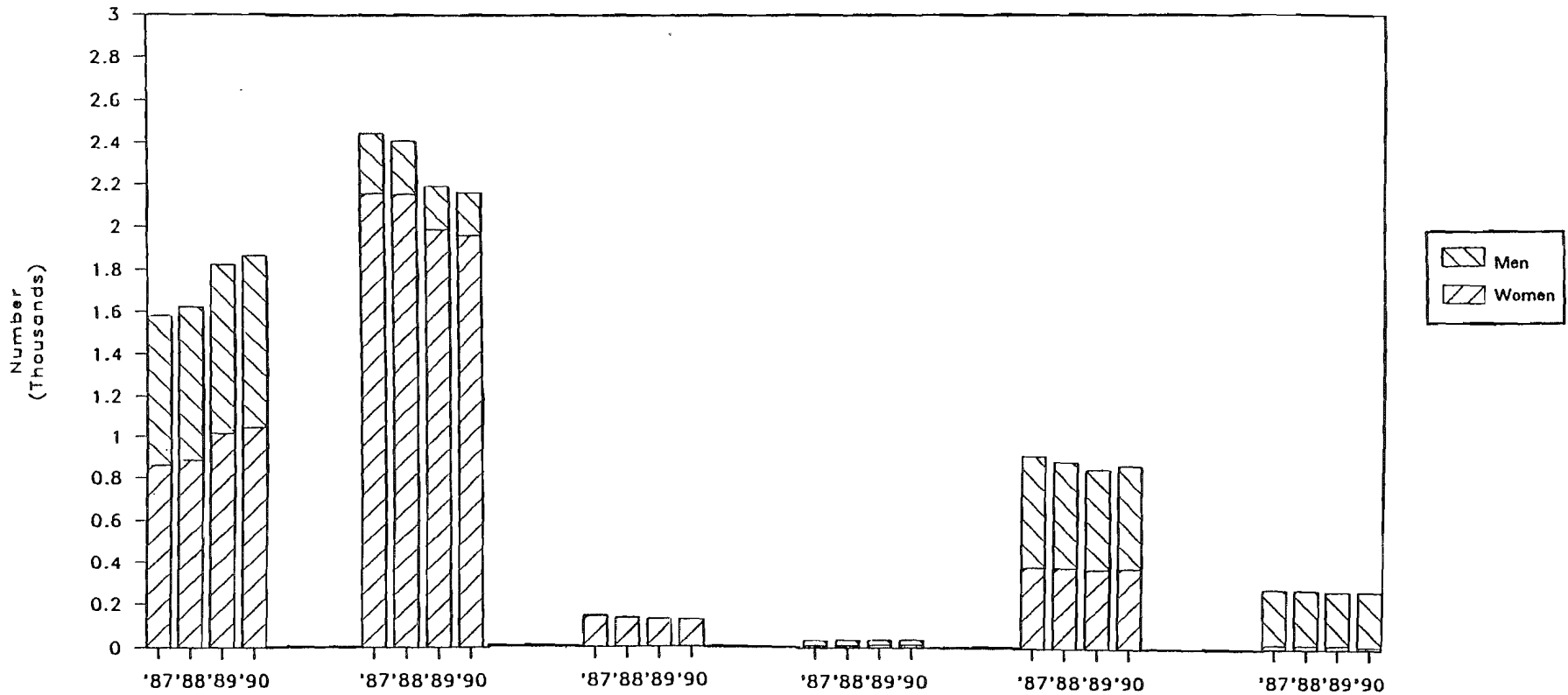
Cauc/Other	4700	4694	4612	4615
Black	400	374	380	388
Asian/Pl	86	76	82	86
Hispanic	173	181	179	191
Amer Ind	37	39	43	44
Min Total	696	670	684	709
% Cauc/Other	87.1	87.5	87.1	86.7
% Black	7.4	7.0	7.2	7.3
% Asian/Pl	1.6	1.4	1.5	1.6
% Hispanic	3.2	3.4	3.4	3.6
% Amer Ind	0.7	0.7	0.8	0.8
% Min Total	12.9	12.5	12.9	13.3

By Employment Category III-3



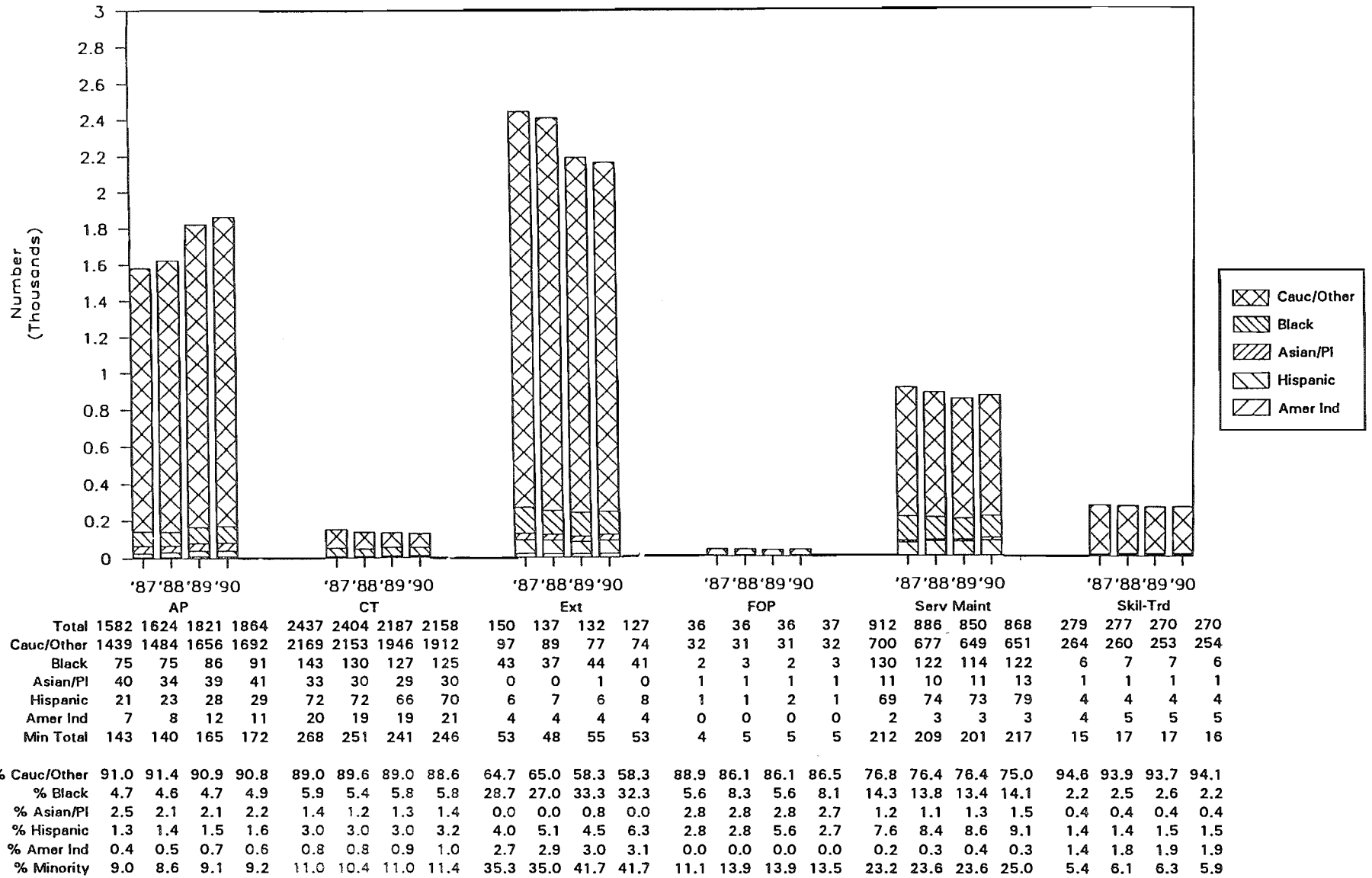
AP	1582	1624	1821	1864
CT	2437	2404	2187	2158
Ext	150	137	132	127
FOP	36	36	36	37
Serv Maint	912	886	850	868
Skil-Trd	279	277	270	270
% AP	29.3	30.3	34.4	35.0
% CT	45.2	44.8	41.3	40.5
% Ext	2.8	2.6	2.5	2.4
% FOP	0.7	0.7	0.7	0.7
% Serv Maint	16.9	16.5	16.0	16.3
% Skil-Trd	5.2	5.2	5.1	5.1

SUPPORT STAFF WORKFORCE 1987-90
By Employment Category and Gender III-4

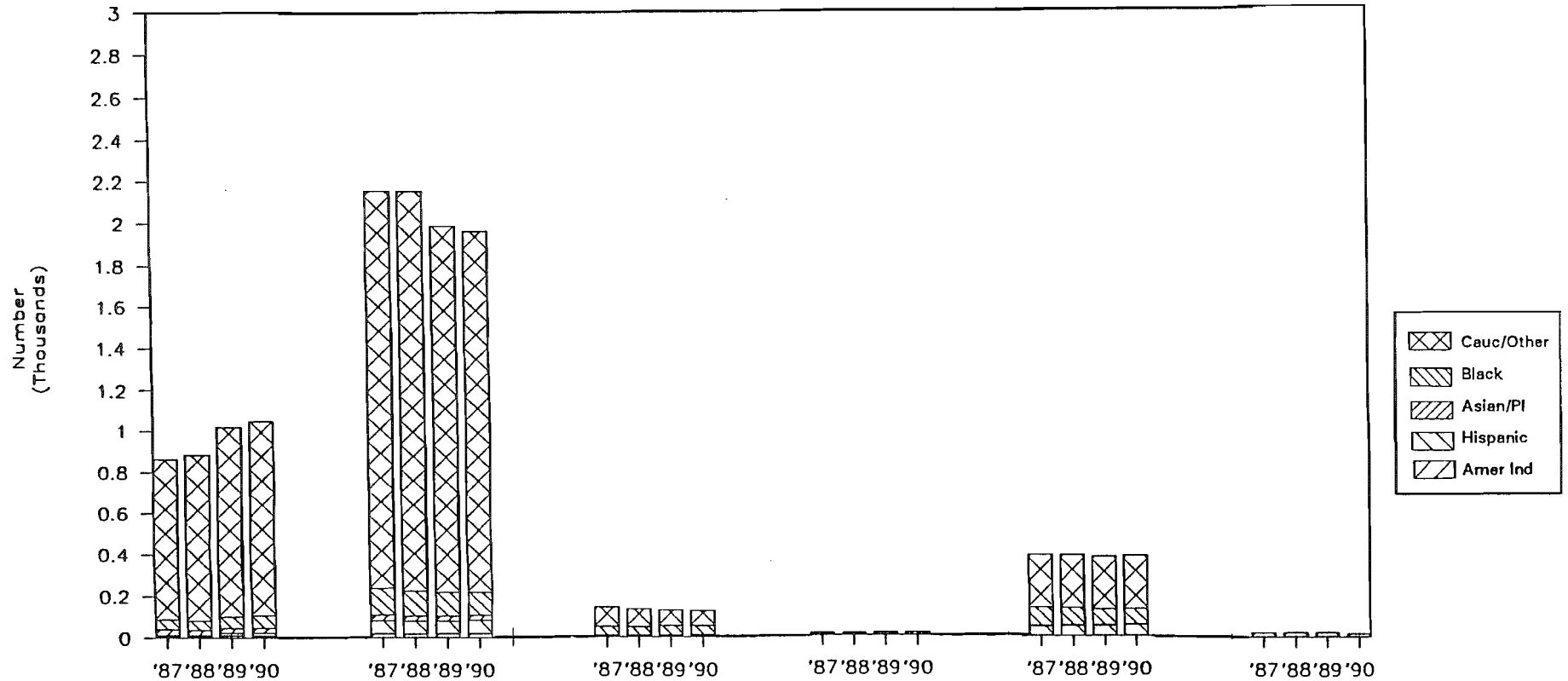


	AP				CT				Ext				FOP				Serv Maint				Skil-Trd			
Total	1582	1624	1821	1864	2437	2404	2187	2158	150	137	132	127	36	36	36	37	912	886	850	868	279	277	270	270
Men	720	740	802	818	283	255	205	201	5	3	2	1	25	25	23	23	528	504	475	489	260	258	251	256
Women	862	884	1019	1046	2154	2149	1982	1957	145	134	130	126	11	11	13	14	384	382	375	379	19	19	19	14
%Men	45.5	45.6	44.0	43.9	11.6	10.6	9.4	9.3	3.3	2.2	1.5	0.8	69.4	69.4	63.9	62.2	57.9	56.9	55.9	56.3	93.2	93.1	93.0	94.8
%Women	54.5	54.4	56.0	56.1	88.4	89.4	90.6	90.7	96.7	97.8	98.5	99.2	30.6	30.6	36.1	37.8	42.1	43.1	44.1	43.7	6.8	6.9	7.0	5.2

SUPPORT STAFF WORKFORCE 1987-90
By Employment Category and Ethnic ID III-5

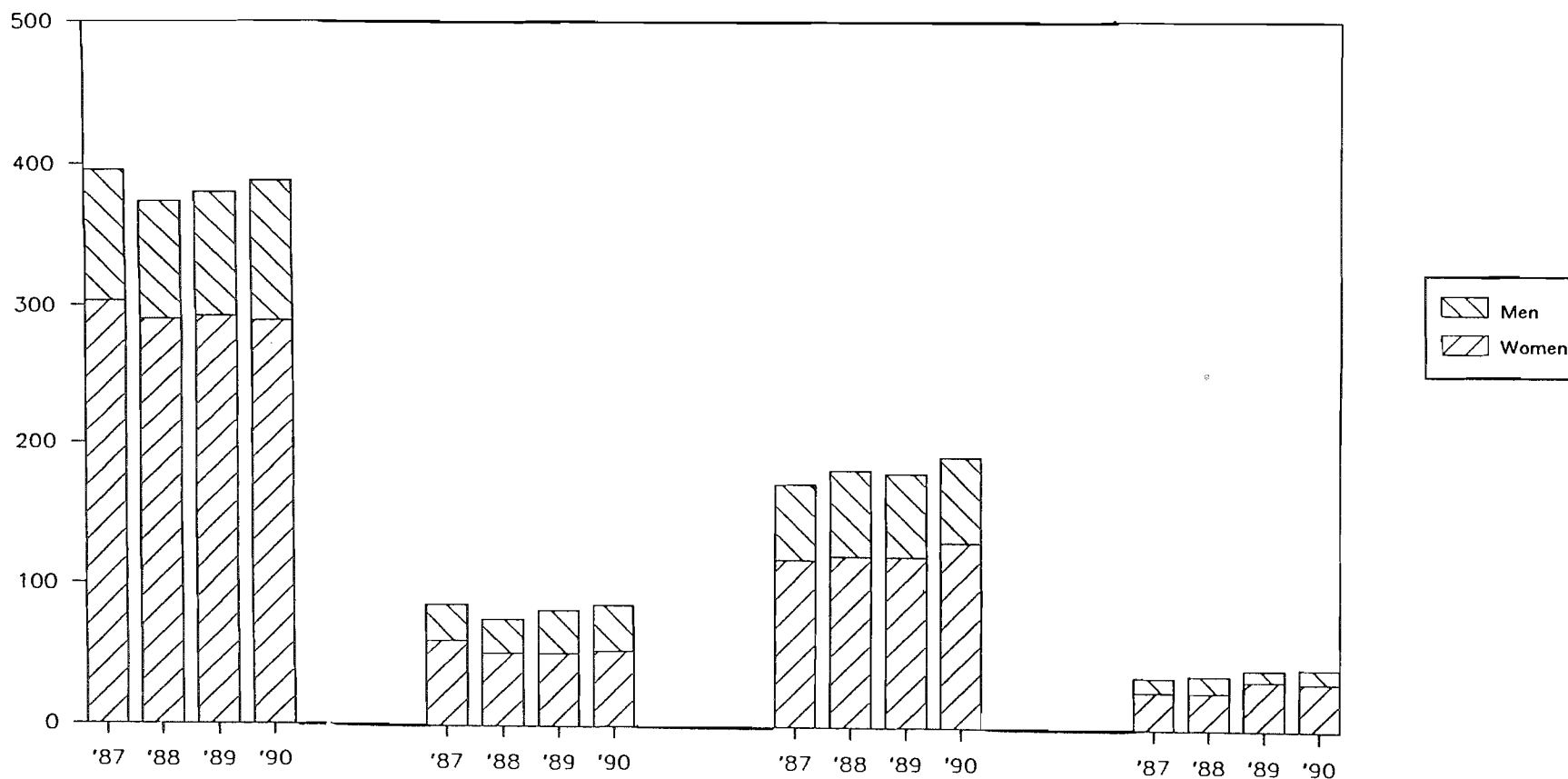


SUPPORT STAFF WORKFORCE 1987-90
Women By Employment Category and Ethnic ID III-6



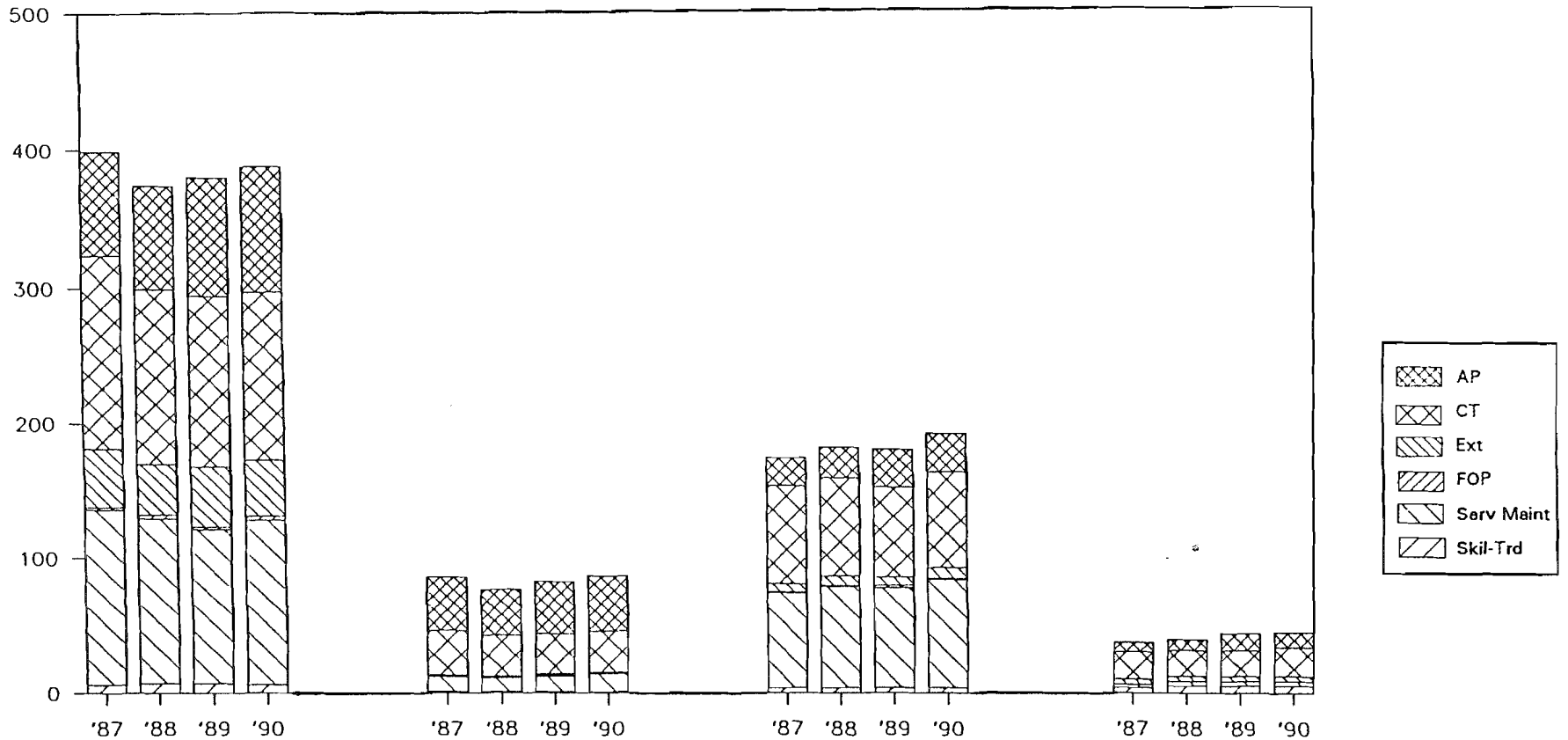
	'87'88'89'90				'87'88'89'90				'87'88'89'90				'87'88'89'90				'87'88'89'90				'87'88'89'90			
	AP				CT				Ext				FOP				Serv Maint				Skill-Trd			
Total	862	884	1019	1046	2154	2149	1982	1957	145	134	130	126	11	11	13	14	384	382	375	379	19	19	19	14
Cauc/Other	775	801	918	941	1915	1926	1766	1740	94	87	76	73	11	10	12	12	250	249	250	250	18	17	17	13
Black	47	47	56	61	129	120	114	111	39	37	44	41	0	1	1	2	87	84	76	74	1	1	1	0
Asian/PI	27	22	22	23	29	25	25	26	0	0	0	0	0	0	0	0	5	5	5	5	0	0	0	0
Hispanic	8	9	12	11	61	61	59	62	6	7	6	8	0	0	0	0	42	43	43	49	0	0	0	0
Amer Ind	5	5	11	10	18	17	18	18	3	3	4	4	0	0	0	0	1	1	1	1	0	1	1	1
Min Total	87	83	101	105	237	223	216	217	48	47	54	53	0	1	1	2	135	133	125	129	1	2	2	1
% Cauc/Other	89.9	90.6	90.1	90.0	88.9	89.6	89.1	88.9	64.8	64.9	58.5	57.9	100.0	90.9	92.3	85.7	65.1	65.2	66.7	66.0	94.7	89.5	89.5	92.9
% Black	5.5	5.3	5.5	5.8	6.0	5.6	5.8	5.7	26.9	27.6	33.8	32.5	0.0	9.1	7.7	14.3	22.7	22.0	20.3	19.5	5.3	5.3	5.3	0.0
% Asian/PI	3.1	2.5	2.2	2.2	1.3	1.2	1.3	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	1.3	1.3	1.3	0.0	0.0	0.0	0.0
% Hispanic	0.9	1.0	1.2	1.1	2.8	2.8	3.0	3.2	4.1	5.2	4.6	6.3	0.0	0.0	0.0	0.0	10.9	11.3	11.5	12.9	0.0	0.0	0.0	0.0
% Amer Ind	0.6	0.6	1.1	1.0	0.8	0.8	0.9	0.9	2.1	2.2	3.1	3.2	0.0	0.0	0.0	0.0	0.3	0.3	0.3	0.3	0.0	5.3	5.3	7.1
% Min Total	10.1	9.4	9.9	10.0	11.0	10.4	10.9	11.1	33.1	35.1	41.5	42.1	0.0	9.1	7.7	14.3	35.2	34.8	33.3	34.0	5.3	10.5	10.5	7.1

SUPPORT STAFF WORKFORCE 1987-90
Minorities By Ethnic ID and Gender III-7



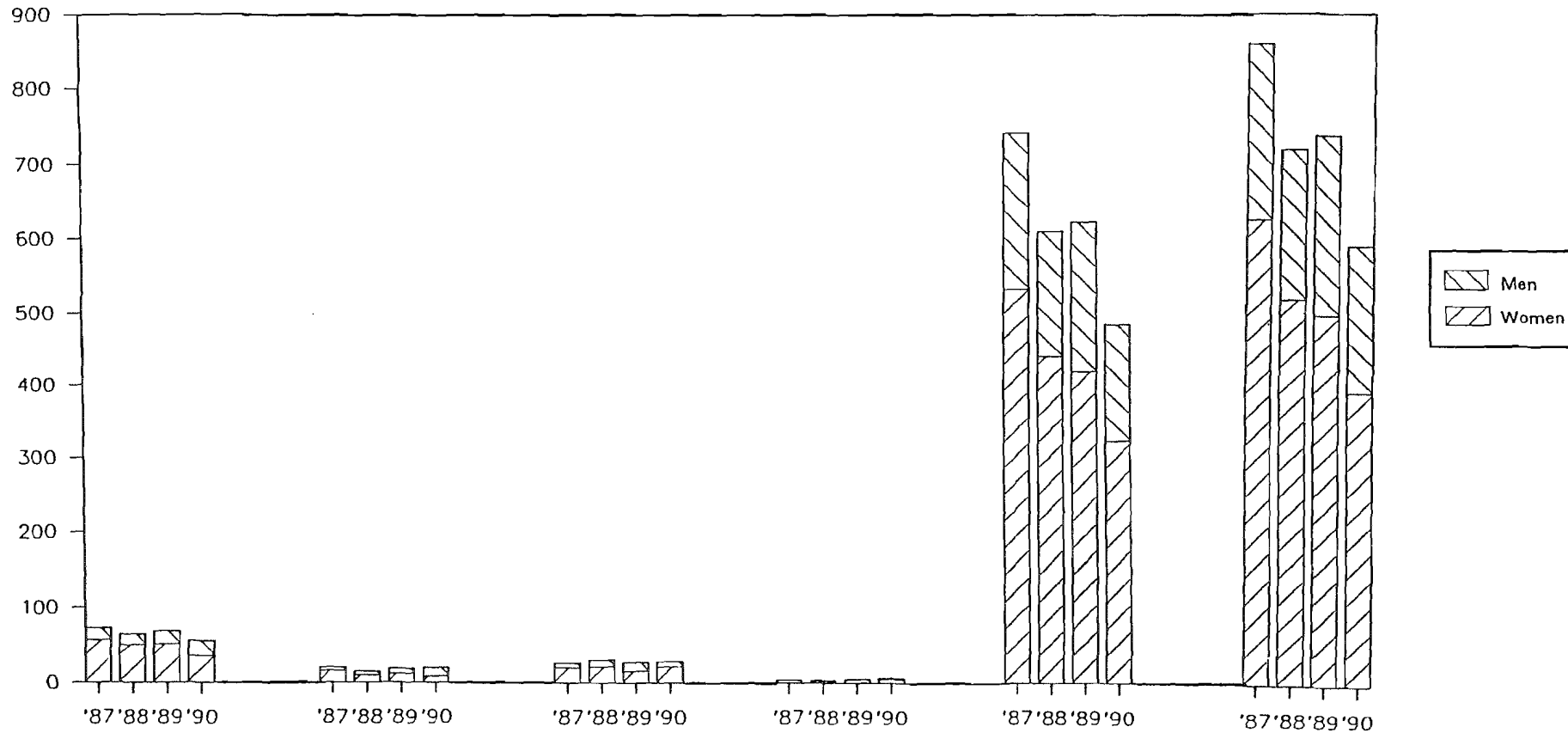
	Black				Asian/PI				Hispanic				Amer Indian			
Total	400	374	380	388	86	76	82	86	173	181	179	191	37	39	43	44
Men	93	84	88	99	25	24	30	32	54	61	59	61	10	12	8	10
Women	303	290	292	289	61	52	52	54	117	181	179	191	37	39	43	44
% Men	23.3	22.5	23.2	25.5	29.1	31.6	36.6	37.2	31.2	33.7	33.0	31.9	27.0	30.8	18.6	22.7
% Women	75.8	77.5	76.8	74.5	70.9	68.4	63.4	62.8	67.6	66.3	67.0	68.1	73.0	69.2	81.4	77.3

SUPPORT STAFF WORKFORCE 1987-90
Minorities By Ethnic ID and Employment Category III-8

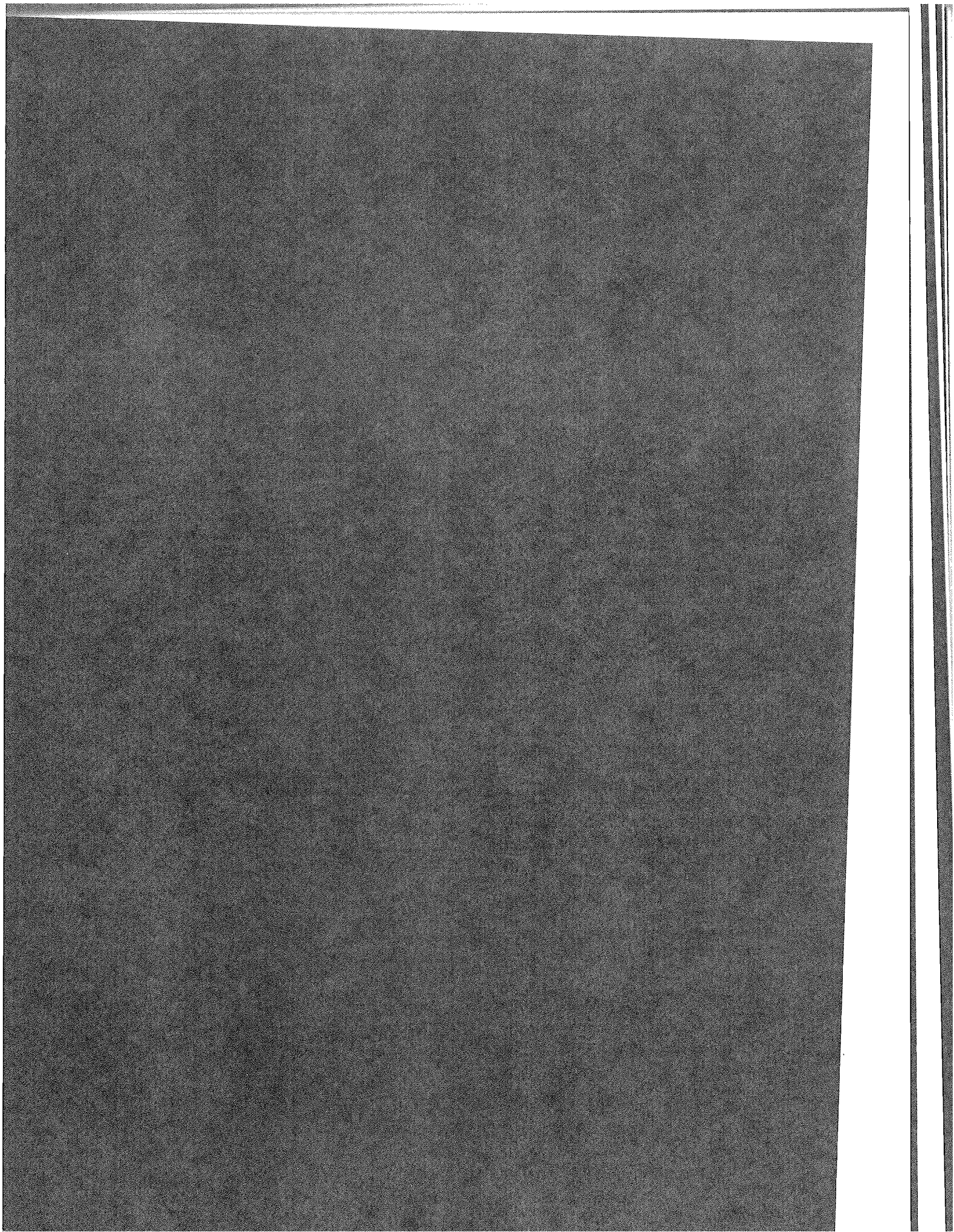


	Black				Asian/PI				Hispanic				Amer Indian			
Total	399	374	380	388	86	76	82	86	173	181	179	191	37	39	43	44
AP	75	75	86	91	40	34	39	41	21	23	28	29	7	8	12	11
CT	143	130	127	125	33	30	29	30	72	72	66	70	20	19	19	21
Ext	43	37	44	41	0	0	1	0	6	7	6	8	4	4	4	4
FOP	2	3	2	3	1	1	1	1	1	1	2	1	0	0	0	0
Serv Maint	130	122	114	122	11	10	11	13	69	74	73	79	2	3	3	3
Skil-Trd	6	7	7	6	1	1	1	1	4	4	4	4	4	5	5	5
% AP	18.8	20.1	22.6	23.5	46.5	44.7	47.6	47.7	12.1	12.7	15.6	15.2	18.9	20.5	27.9	25.0
% CT	35.8	34.8	33.4	32.2	38.4	39.5	35.4	34.9	41.6	39.8	36.9	36.6	54.1	48.7	44.2	47.7
% Ext	10.8	9.9	11.6	10.6	0.0	0.0	1.2	0.0	3.5	3.9	3.4	4.2	10.8	10.3	9.3	9.1
% FOP	0.5	0.8	0.5	0.8	1.2	1.3	1.2	1.2	0.6	0.6	1.1	0.5	0.0	0.0	0.0	0.0
% Serv Maint	32.6	32.6	30.0	31.4	12.8	13.2	13.4	15.1	39.9	40.9	40.8	41.4	5.4	7.7	7.0	6.8
% Skil-Trd	1.5	1.9	1.8	1.5	1.2	1.3	1.2	1.2	2.3	2.2	2.2	2.1	10.8	12.8	11.6	11.4

SUPPORT STAFF WORKFORCE 1987-90
Regular New Hires by Ethnic ID and Gender III-9



	Black				Asian/PI				Hispanic				Amer Ind				Cauc/Other				Total			
Total	73	64	68	56	20	14	18	19	26	30	27	28	4	4	5	7	738	609	621	483	861	721	739	593
Men	15	14	17	20	5	5	7	11	6	9	12	7	0	1	0	2	207	171	204	161	234	200	240	201
Women	57	50	51	36	15	9	11	8	20	21	15	21	4	3	5	5	531	438	417	322	627	521	499	392
% Total	8.5	8.9	9.2	9.4	2.3	1.9	2.4	3.2	3.0	4.2	3.7	4.7	0.5	0.6	0.7	1.2	85.7	84.5	84.0	81.5	100	100	100	100
% Men	6.4	7.0	7.1	10.0	2.1	2.5	2.9	5.5	2.6	4.5	5.0	3.5	0.0	0.5	0.0	1.0	88.5	85.5	85.0	80.1	27.2	27.7	32.5	33.9
% Women	9.1	9.6	10.2	9.2	2.4	1.7	2.2	2.0	3.2	4.0	3.0	5.4	0.6	0.6	1.0	1.3	84.7	84.1	83.6	82.1	72.8	72.3	67.5	66.1



IV-A. STUDENT ENROLLMENT

Information pertaining to the enrollment of minority and women students at Michigan State University for the past decade is contained in the attached thirteen tables and twelve graphic presentations. Enrollment data for the decade indicates a significant increase in the enrollment of minority students on the East Lansing campus. Currently minority student enrollment of 4,810 represents 11.9% of the on-campus affirmative action total of 40,460. In Fall 1981 minority enrollment of 3,224 represented only 7.7% of the University affirmative action total. Minority enrollment increased both numerically and in percentage of the affirmative action total for all groups, and have shown steady numerical increases from 1981. Only American Indian/Alaskan Native enrollments have experienced one year of negative growth. University enrollment has been relatively stable over the ten year period. Therefore, numerical gains translate into percentage gains.

Women as a percent of the University total have increased from 48.8% in 1981 to the current value of 51.1%. The 1990 percentage of women is virtually unchanged from 1989. There is continued growth in the number of graduate minority students with corresponding percentage increases both for affirmative action and University totals. Similarly, graduate women students attend MSU in greater numbers and percentages. In 1990 women graduate students constituted 47.4% of the total graduate enrollment.



SECTION A
TABLE IV-1
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
FALL TOTAL ENROLLMENTS BY COLLEGE*

<u>College</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>
Agric. & Natural Resources	4077	3642	3201	2813	2772	2820	2754	2822	3000	3258
Arts and Letters	2224	2137	2060	2016	2135	2498	2783	2917	3016	3060
Business	7166	6796	6723	6827	7108	7334	7423	7767	7833	7184
Comm. Arts and Sciences	3246	3673	3942	3981	4041	3977	4078	4212	3944	3583
Education	2868	2220	2027	2002	2387	2643	2535	2372	2346	2297
Engineering	4269	4458	4484	4341	4129	4010	3711	3585	3625	3739
Human Ecology	1595	1457	1421	1507	1578	1528	1599	1516	1409	1319
Human Medicine	1023	481	475	460	478	471	455	458	456	455
James Madison	858	861	817	929	1024	1027	1005	1028	1031	1063
Lyman Briggs	871	-	-	-	-	-	-	-	-	-
Natural Science	3304	4540	4608	4568	4266	4085	3830	3778	3836	4085
Nursing	583	607	672	652	535	472	436	388	366	428
Osteopathic Medicine	394	428	457	514	511	512	520	526	517	530
Social Science	4316	3885	3610	3668	3726	3919	4299	4685	5156	5607
Urban Affairs Program ¹	75	16	2	-	-	-	-	-	-	-
Veterinary Medicine	1098	994	943	898	859	843	790	788	759	774
No Preference	2268	2377	2441	2681	2923	3103	3209	3155	2768	2548
Unclassified	360	379	448	519	539	578	489	458	490	530
AFFIRMATIVE ACTION TOTAL	40595	38951	38331	38376	39011	39820	39916	40455	40552	40460
Plus: Foreign Students	1450	1639	1747	1853	1984	2051	2148	2201	2270	2282
Post Doctoral Students	<u>49</u>	<u>37</u>	<u>44</u>	<u>43</u>	<u>37</u>	<u>26</u>	<u>32</u>	<u>39</u>	<u>44</u>	<u>43</u>
UNIVERSITY TOTAL	42094	40627	40122	40272	41032	41897	42096	42695	42866	42785

*Includes undergraduate, graduate, and graduate-professional.

¹ College of Urban Development prior to Fall 1982.

Source: Office of the Registrar - official enrollment figures.

SECTION A
TABLE IV-2
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Minority Student Enrollment Data
East Lansing Campus
Fall Terms

													GRADUATE							
		Total	% of	Women	UNDERGRADUATE								Grad	Mast	Dr	TOTAL	New	New	New	
		Students	Campus		Frsh	Soph	Jr	Sr	Spec	TOTAL	FTDC	FTF								TUG
FALL 1988																				
Am. Ind./Alas. Nat.		145	.34	81	42	26	30	24	-	122	26	27	8	4	15	4	23	2	1	1
Black		2703	6.33	1733	1068	506	455	369	11	2409	629	629	46	75	135	84	294	41	16	17
Hispanic		612	1.43	308	171	96	104	86	2	459	125	125	24	49	59	45	153	15	9	10
Chicano		227	.53	112	79	36	41	29	-	185	58	58	9	18	13	11	42	1	2	5
Other Hispanic		385	.90	196	92	60	63	57	2	274	67	67	15	31	46	34	111	14	7	5
Asian/Pacific Is.		797	1.87	342	194	162	135	133	3	627	142	137	27	56	65	49	170	17	9	11
MINORITY TOTAL		4257	9.97	2464	1475	790	724	612	16	3617	922	918	105	184	274	182	640	75	35	39
Non-Resident Alien		2201	5.16	672	63	66	112	126	124	491	35	31	57	-	815	895	1710	277	144	-
Post Doctoral		39	.09	12	-	-	-	-	-	-	-	-	-	-	-	39	39	-	-	-
No Response		531	1.24	281	78	36	44	26	41	225	49	35	30	12	256	38	306	149	7	9
Other		74	.17	37	30	13	8	5	1	57	28	27	5	5	9	3	17	1	-	-
White		35593	83.37	18228	8164	7695	7565	6863	153	30440	5974	6125	1720	1128	2653	1372	5153	720	198	288
TOTAL ON-CAMPUS		42695	100.00	21694	9810	8600	8453	7632	335	34830	7008	7136	1917	1329	4007	2529	7865	1222	384	336
FALL 1989																				
Am. Ind./Alas. Nat.		160	.37	90	47	35	20	28	1	131	36	33	4	5	17	7	29	4	1	1
Black		2865	6.68	1814	1095	594	462	375	16	2542	543	542	46	69	159	95	323	57	12	13
Hispanic		661	1.54	344	191	125	103	86	2	507	124	125	28	50	56	48	154	10	6	11
Chicano		256	.60	136	89	46	36	37	1	209	54	55	11	22	12	13	47	2	2	6
Other Hispanic		405	.94	208	102	79	67	49	1	298	70	70	17	28	44	35	107	8	4	5
Asian/Pacific Is.		858	2.00	377	198	201	136	139	8	682	149	146	31	56	70	50	176	28	2	14
MINORITY TOTAL		4544	10.60	2625	1531	955	721	628	27	3862	852	846	109	180	302	200	682	99	21	39
Non-Resident Alien		2270	5.30	770	75	67	83	113	97	435	54	51	48	5	872	958	1835	271	145	4
Post Doctoral		44	.10	18	-	-	-	-	-	-	-	-	-	-	-	44	44	-	30	-
No Response		378	.88	178	58	40	50	25	23	196	29	33	36	14	123	45	182	50	15	6
Other		61	.14	29	17	12	10	8	0	47	9	9	2	3	10	1	14	1	1	1
White		35569	82.98	18275	7668	7980	7511	6961	169	30289	5497	5659	1759	1113	2781	1386	5280	869	197	262
TOTAL ON-CAMPUS		42866	100.00	21895	9349	9054	8375	7735	316	34829	6441	6598	1954	1315	4088	2634	8037	1290	409	312
FALL 1990																				
Am. Ind./Alas. Nat.		196	.46	112	55	44	36	28	1	164	36	38	7	7	16	9	32	4	1	3
Black		2944	6.88	1870	1029	652	499	406	13	2599	515	512	42	79	167	99	345	52	21	21
Hispanic		700	1.64	370	180	138	123	92	5	538	109	108	30	41	73	48	162	26	3	6
Chicano		265	.62	146	72	57	47	36	1	213	44	44	7	17	23	12	52	6	-	3
Other Hispanic		435	1.02	224	108	81	76	56	4	325	65	64	23	24	50	36	110	20	3	3
Asian/Pacific Is.		970	2.27	446	267	176	185	140	8	776	199	196	36	68	74	52	194	29	9	24
MINORITY TOTAL		4810	11.24	2798	1531	1010	843	666	27	4077	859	854	115	195	330	208	733	111	34	54
Non-Resident Alien		2282	5.33	817	92	63	80	99	108	442	52	51	46	5	852	983	1840	279	135	3
Post Doctoral		43	.10	19	-	-	-	-	-	-	-	-	-	-	-	43	43	-	-	-
No Response		444	1.04	223	58	31	31	24	35	179	46	36	28	12	206	47	265	117	17	5
Other		82	.19	40	8	13	21	13	1	56	4	4	2	4	16	6	26	6	1	2
White		35124	82.09	17959	7309	7582	7410	7427	152	29880	5361	5506	1542	1124	2740	1380	5244	834	187	283
TOTAL ON-CAMPUS		42785	100.00	21856	8998	8699	8385	8229	323	34634	6322	6451	1733	1340	4144	2667	8151	1347	374	347

Total On-Campus figures obtained from Enrollment Reports - Office of the Registrar. FTDCU includes all first time undergraduates (except Agricultural Technology and English Language Center). Included are LEP-Unclassified, students continuing from Agricultural Technology, LEP, or ELC programs. FTF includes first time undergraduates at the freshman class level. This includes Agricultural Technology first time freshmen.

SECTION A
TABLE IV-3

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
TOTAL FALL MINORITY ENROLLMENT BY COLLEGE¹

College ²	1981		1982		1983		1984		1985		1986		1987		1988		1989		1990	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res	179	5.6	183	5.5	184	5.4	190	5.4	224	6.1	247	6.6	274	7.1	262	6.2	270	5.9	321	6.7
Arts & Letters	144	4.5	138	4.1	122	3.6	123	3.5	132	3.6	158	4.2	184	4.7	216	5.1	196	4.3	228	4.7
Business	433	13.4	417	12.5	418	12.2	474	13.5	514	14.1	593	15.9	655	16.9	788	18.5	894	19.7	859	17.9
Comm. Arts/Sci	304	9.4	341	10.3	368	10.7	369	10.5	397	10.9	386	10.3	382	9.9	438	10.3	428	9.4	431	9.0
Education	238	7.4	214	6.4	192	5.6	164	4.7	181	5.0	186	5.0	169	4.4	174	4.1	195	4.3	221	4.6
Engineering	408	12.7	447	13.4	502	14.6	508	14.4	503	13.8	514	13.8	553	14.3	587	13.8	624	13.7	675	14.0
Human Ecology	124	3.8	125	3.8	126	3.7	119	3.4	117	3.2	111	3.0	134	3.4	127	3.0	148	3.3	130	2.7
Human Medicine	138	4.3	72	2.2	82	2.4	91	2.6	98	2.7	102	2.7	99	2.5	89	2.1	91	2.0	101	2.1
James Madison	62	1.9	69	2.1	68	2.0	75	2.1	92	2.5	88	2.4	84	2.2	85	2.0	97	2.1	111	2.3
Lyman Briggs	73	2.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Natural Sci.	260	8.1	449	13.5	509	14.8	509	14.4	474	13.0	469	12.5	445	11.5	464	10.9	482	10.6	549	11.4
Nursing	78	2.4	82	2.5	81	2.4	90	2.6	62	1.7	52	1.4	46	1.2	48	1.1	55	1.2	70	1.5
Osteo. Medicine	56	1.7	70	2.1	64	1.9	67	1.9	75	2.1	74	2.0	76	2.0	83	1.9	75	1.7	83	1.7
Social Science	453	14.0	428	12.9	416	12.1	432	12.3	413	11.3	424	11.3	456	11.8	535	12.6	626	13.9	694	14.4
Urban Aff Prg ²	43	1.3	10	.3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	48	1.5	55	1.7	54	1.6	57	1.6	54	1.5	49	1.3	47	1.2	54	1.3	51	1.1	65	1.3
No Preference	165	5.1	204	6.1	221	6.4	227	6.5	269	7.4	258	6.9	247	6.4	282	6.6	265	5.8	226	4.7
Unclass.-LLE	18	0.6	19	0.6	22	0.6	20	0.6	40	1.1	27	0.7	22	0.5	25	.5	47	1.0	46	1.0
TOTAL	3224	100.0	3323	100.0	3430	100.0	3515	100.0	3645	100.0	3738	100.0	3873	100.0	4257	100.0	4544	100.0	4810	100.0

¹Includes U.S. undergraduate, graduate, and graduate professional students only. Percentages refer to college percent of total. Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

²College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets.

SECTION A
TABLE IV-4

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
TOTAL ENROLLMENT OF WOMEN AND PERCENT BY COLLEGE
Fall Terms

College	1982		1983		1984		1985		1986		1987		1988		1989		1990	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	1,297	35.6	1,085	33.9	986	35.1	1,016	36.7	1,051	37.3	959	34.8	986	34.9	1,018	33.9	1,120	34.4
Arts & Letters	1,300	60.8	1,271	61.7	1,192	59.1	1,236	57.9	1,451	58.1	1,644	59.1	1,721	59.0	1,806	59.9	1,829	59.8
Business	3,031	44.6	3,033	45.1	3,079	45.1	3,199	45.0	3,301	45.0	3,280	44.2	3,364	43.3	3,414	43.6	3,126	43.5
Comm. Arts/Sci	2,168	59.0	2,291	58.1	2,303	57.9	2,359	58.4	2,341	58.9	2,405	59.0	2,556	60.6	2,500	63.4	2,284	63.7
Education	1,573	70.9	1,429	70.5	1,413	70.6	1,733	72.6	2,008	76.0	1,982	78.2	1,870	78.8	1,859	79.2	1,805	78.6
Engineering	1,069	24.0	1,062	23.7	1,022	23.5	882	21.4	854	21.3	772	20.8	732	20.4	786	21.7	816	21.8
Human Ecology	1,354	92.9	1,306	91.9	1,382	91.7	1,441	91.3	1,409	92.2	1,471	92.0	1,385	91.4	1,282	91.0	1,213	92.0
Human Medicine	223	46.4	213	44.8	201	43.7	223	46.7	226	48.0	219	48.1	232	50.7	222	48.7	223	49.0
Residential ¹ Colleges	397	46.1	378	46.3	451	48.5	528	51.6	528	51.4	527	52.4	535	52.0	555	53.8	580	54.6
Natural Sci.	1,811	39.9	1,852	40.2	1,902	41.6	1,849	43.3	1,812	44.4	1,723	45.0	1,726	45.7	1,770	46.1	1,888	46.2
Nursing ²	587	96.7	656	97.6	627	96.2	519	97.0	462	98.0	420	96.3	370	95.4	347	94.8	399	93.2
Osteo. Medicine	151	35.3	162	33.4	189	36.8	190	37.2	185	36.1	191	36.7	196	37.3	194	37.5	208	39.2
Social Science	2,045	52.6	1,935	53.6	2,026	55.2	2,098	56.3	2,191	55.9	2,391	55.6	2,687	57.4	2,974	57.7	3,231	57.6
Urban Aff Prg ³	9	56.2	1	50.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	582	58.6	553	58.6	537	59.8	501	58.3	521	61.8	505	63.9	516	65.5	506	66.7	527	68.1
No Preference	1,412	59.4	1,440	59.0	1,617	60.3	1,737	59.4	1,869	60.2	1,851	57.7	1,866	59.1	1,587	57.3	1,452	57.0
Unclassified	209	55.2	249	55.6	291	56.1	319	59.2	352	60.9	311	63.6	268	58.5	287	58.6	319	60.2
AFF. AC. TOTAL	19,218		18,916		19,218		19,830		20,561		20,651		21,010		21,107		21,020	
Plus:																		
Foreign	428		460		520		546		568		618		672		770		817	
Postdoc.	13		13		17		23		9		8		12		18		19	
UNIV. TOTAL	19,659	48.4	19,389	48.3	19,755	49.1	20,399	49.7	21,138	50.5	21,277	50.5	21,694	50.8	21,895	51.1	21,865	51.1

1. Residential colleges include James Madison and Lyman Briggs for 1973-78. James Madison and Lyman Briggs, 1979-81.

James Madison, 1982-current.

2. Nursing included in Natural Science prior to 1980.

3. College of Urban Development prior to 1982.

Source: Office of the Registrar, official enrollment reports
Office of Planning and Budgets, Minority Census

SECTION A
TABLE IV-5
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Graduate Minority Students
Fall Terms
Number and Percent

College	1986					1987					1988					1989					1990				
	Minority		G-P	Total	% Tot	Minority		G-P	Total	% Tot	Minority		G-P	Total	% Tot	Minority		G-P	Total	% Tot	Minority		G-P	Total	% Tot
	Mas	Doc				Mas	Doc				Mas	Doc				Mas	Doc				Mas	Doc			
Agr & Nat Resources	17	21	-	478	7.9	15	17	-	430	7.4	17	20	-	436	8.5	21	19	-	407	9.8	21	18	-	389	10.0
Arts & Letters	23	16	-	502	7.8	32	17	-	527	9.3	31	20	-	498	10.2	26	22	-	498	9.6	30	29	-	588	10.0
Business	25	14	-	611	6.4	38	11	-	642	7.6	39	6	-	627	7.2	50	9	-	614	9.6	64	9	-	671	10.9
Comm. Arts & Sci.	25	9	-	259	13.1	25	6	-	234	13.2	27	10	-	225	16.4	23	10	-	238	13.9	24	12	-	243	14.8
Education	60	57	-	1098	10.7	53	53	-	1062	10.0	50	52	-	996	10.2	46	62	-	983	11.0	47	53	-	925	10.8
Engineering	17	8	-	226	11.1	22	9	-	226	13.7	23	9	-	224	14.3	21	11	-	241	13.3	23	12	-	261	13.4
Human Ecology	4	2	-	143	4.2	5	4	-	135	6.7	6	5	-	155	7.1	14	7	-	163	12.9	11	6	-	143	11.9
Human Medicine	1	-	101	471	21.7	-	3	96	455	21.8	-	2	87	458	19.4	-	2	89	456	20.0	-	1	100	455	22.2
Natural Science	14	28	-	483	8.7	17	25	-	493	8.5	19	29	-	513	9.4	11	29	-	510	7.8	10	36	-	491	9.4
Nursing	2	-	-	53	3.8	2	-	-	47	4.3	3	-	-	47	6.4	5	-	-	44	11.4	4	-	-	46	8.7
Osteo. Medicine	1	1	72	512	14.5	1	1	74	520	14.6	2	2	79	526	15.8	1	2	72	517	14.5	-	3	80	530	15.7
Social Science	31	25	-	639	8.8	39	30	-	609	11.3	36	23	-	584	10.1	48	23	-	661	10.7	65	23	-	653	13.5
Veterinary Medicine	1	5	17	444	5.2	1	5	18	439	5.5	2	4	18	439	5.5	2	4	19	425	5.9	-	6	15	433	4.8
Unclassified	17	-	-	464	3.7	13	-	-	412	3.2	19	-	-	388	4.9	34	-	-	401	8.5	31	-	-	440	7.0
AFF. ACTION TOTAL	238	186	190	6383	9.6	263	181	188	6231	10.1	274	182	184	6116	10.5	302	200	180	6158	11.1	330	208	195	6268	11.7
Plus:																									
Foreign Students	-	-	-	1574	-	-	-	-	1686	-	-	-	-	1710	-	-	-	-	1835	-	-	-	-	1840	-
Postdoc. Students	-	-	-	26	-	-	-	-	32	-	-	-	-	39	-	-	-	-	44	-	-	-	-	43	-
UNIVERSITY TOTAL	238	186	190	7983	7.7	263	181	188	7949	8.0	274	182	184	7865	8.1	302	200	180	8037	8.5	330	208	195	8151	8.9

Source: Office of the Registrar, official enrollment reports
Office of Planning and Budgets, Minority Census

SECTION A
TABLE IV-6
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
BLACK FALL ENROLLMENT AND PERCENT BY COLLEGE¹

College ²	1981		1982		1983		1984		1985		1986		1987		1988		1989		1990	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	128	71.5	128	69.9	130	70.7	141	74.2	166	74.1	191	77.3	203	74.1	187	71.4	185	68.5	197	61.4
Arts & Letters	92	63.9	85	61.6	76	62.3	79	64.2	87	65.9	100	63.3	101	54.9	112	51.9	105	53.6	116	50.9
Business	322	74.4	303	72.7	287	68.7	331	69.8	365	71.0	417	70.3	448	68.4	527	66.9	583	65.2	550	64.0
Comm. Arts/Sci	260	85.5	284	83.3	303	82.3	309	83.7	310	78.1	292	75.6	274	71.7	314	71.7	297	69.4	279	64.7
Education	175	73.5	141	65.9	131	68.2	102	62.2	116	64.1	115	61.8	107	63.3	113	64.9	126	64.6	130	58.8
Engineering	292	71.6	308	68.9	335	66.7	345	67.9	346	68.8	342	66.5	364	65.8	386	65.8	414	66.3	445	65.9
Human Ecology	90	72.6	94	75.2	94	74.6	89	74.8	85	72.6	77	69.4	87	64.9	81	63.8	92	62.2	80	61.5
Human Medicine	81	58.7	32	44.4	37	45.1	42	46.1	51	52.0	59	57.8	55	55.6	46	51.7	44	48.4	51	50.5
James Madison	48	77.4	53	76.8	51	75.0	56	74.7	58	63.0	56	63.6	49	58.3	47	55.3	58	59.8	67	60.4
Lyman Briggs	51	69.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Natural Sci.	159	61.2	278	61.9	321	63.1	304	59.7	264	55.7	270	57.6	246	55.3	256	55.2	274	56.8	301	54.8
Nursing	68	87.2	70	85.4	64	79.0	64	71.1	44	71.0	38	73.1	33	71.7	30	62.5	31	56.4	45	64.3
Osteo. Medicine	27	48.2	36	51.4	30	46.9	29	43.3	27	36.0	24	32.4	23	30.3	26	31.3	21	28.0	26	31.3
Social Science	348	76.8	326	76.2	323	77.6	317	73.4	304	73.6	290	68.4	310	68.0	369	69.0	432	69.0	477	68.7
Urban Aff Prg ³	40	93.0	9	90.0	1	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	31	64.6	33	60.0	31	57.4	32	56.1	29	53.7	26	53.1	26	55.3	28	51.9	25	49.0	33	50.8
No Preference	138	83.6	157	77.0	170	77.0	164	72.3	180	66.9	173	67.1	160	64.8	169	59.9	156	58.9	122	54.0
Unclassified-LLE	11	61.1	12	63.2	12	54.5	12	60.0	21	52.5	18	66.7	12	54.5	12	48.0	22	46.8	25	54.3
TOTAL	2361		2349		2396		2416		2453		2488		2498		2703		2865		2944	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Black enrollment relative to total minority enrollment within each college (Table V-3). Percentage

²figures indicated in Tables V-4 through V-7 will total to 100% for each college.

³Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

³College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

SECTION A
TABLE IV-7

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

ASIAN/PACIFIC ISLANDER FALL ENROLLMENT AND PERCENT BY COLLEGE¹

College ²	1981		1982		1983		1984		1985		1986		1987		1988		1989		1990	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	23	12.8	20	10.9	19	10.3	16	8.4	27	12.1	27	10.9	32	11.7	35	13.4	42	15.6	52	16.2
Arts & Letters	22	15.3	19	13.8	19	15.6	18	14.6	19	14.4	33	20.9	39	21.2	35	16.2	30	15.3	43	18.9
Business	51	11.8	63	15.1	70	16.7	68	14.4	81	15.8	104	17.5	132	20.2	160	20.3	185	20.7	181	21.1
Comm. Arts/Sci	12	4.0	12	3.5	9	2.4	20	5.4	32	8.1	32	8.3	41	10.7	50	11.4	56	13.1	65	15.1
Education	16	6.7	22	10.3	20	10.4	17	10.4	17	9.4	19	10.2	21	12.4	18	10.3	24	12.3	26	11.8
Engineering	71	17.4	88	19.7	112	22.3	110	21.6	116	23.0	120	23.3	136	24.6	143	24.4	146	23.4	165	24.4
Human Ecology	21	16.9	18	14.4	16	12.7	16	13.5	14	12.0	17	15.3	22	16.4	26	20.5	31	20.9	25	19.2
Human Medicine	17	12.3	10	13.9	12	14.6	15	16.5	18	18.4	16	15.7	16	16.2	15	16.9	17	18.7	21	20.8
James Madison	4	6.5	6	8.7	6	8.8	6	8.0	11	12.0	12	13.6	10	11.9	15	17.6	14	14.4	15	13.5
Lyman Briggs	11	15.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Natural Sci.	52	20.0	91	20.3	101	19.8	110	21.6	119	25.1	120	25.6	127	28.5	133	28.7	126	26.1	167	30.4
Nursing	5	6.4	6	7.3	8	9.9	13	14.5	7	11.3	6	11.5	5	10.9	8	16.7	13	23.6	15	21.4
Osteo. Medicine	14	25.0	18	25.7	20	31.3	21	31.3	24	32.0	28	37.8	31	40.8	37	44.6	35	46.7	44	53.0
Social Science	32	7.1	35	8.2	27	6.5	42	9.7	37	9.0	48	11.3	56	12.3	61	11.4	66	10.5	75	10.8
Urban Aff Prg ³	1	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	3	6.3	3	5.5	7	13.0	7	12.3	9	16.7	8	16.3	6	12.8	9	16.7	9	17.6	10	15.4
No Preference	14	8.5	23	11.3	25	11.3	29	12.8	43	16.0	38	14.7	39	15.8	47	16.7	48	18.1	54	23.9
Unclassified-LLE	5	27.8	6	31.6	6	27.3	7	35.0	8	20.0	4	14.8	5	22.7	5	20.0	16	34.0	12	26.1
TOTAL	374		440		477		515		582		632		718		797		858		970	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Asian/Pacific Islander enrollment relative to total minority enrollment within each college (Table V-3).

²Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

³Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

³College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

SECTION A
TABLE IV-8

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
HISPANIC FALL ENROLLMENT AND PERCENT BY COLLEGE¹

College ²	1981		1982		1983		1984		1985		1986		1987		1988		1989		1990	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	18	10.1	25	13.7	25	13.6	26	13.7	26	11.6	21	8.5	27	9.9	28	10.7	32	11.9	48	14.9
Arts & Letters	21	14.6	24	17.4	21	17.2	20	16.3	21	15.9	17	10.8	35	19.0	58	26.9	49	25.0	55	24.1
Business	48	11.1	39	9.3	49	11.7	65	13.7	57	11.1	59	9.9	61	9.3	81	10.3	103	11.5	102	11.9
Comm. Arts/Sci	24	7.9	35	10.3	48	13.0	33	9.0	47	11.8	57	14.8	57	14.9	60	13.7	64	15.0	69	16.0
Education	34	14.3	40	18.7	34	17.7	35	21.3	31	17.1	34	18.3	26	15.4	35	20.1	36	18.5	50	22.6
Engineering	37	9.1	45	10.1	43	8.6	42	8.3	32	6.4	38	7.4	41	7.4	44	7.5	48	7.7	46	6.8
Human Ecology	10	8.1	10	8.0	12	9.5	11	9.2	15	12.8	16	14.4	21	15.7	17	13.4	18	12.2	20	15.4
Human Medicine	37	26.8	24	33.3	24	29.3	22	24.2	24	24.5	23	22.5	27	27.3	27	30.3	29	31.9	26	25.7
James Madison	8	12.9	9	13.0	9	13.2	9	12.0	17	18.5	16	18.2	19	22.6	19	22.4	18	18.6	24	21.6
Lyman Briggs	10	13.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Natural Sci.	44	16.9	69	15.4	74	14.5	84	16.5	75	15.8	68	14.5	61	13.7	66	14.2	72	14.9	64	11.7
Nursing	3	3.8	3	3.7	6	7.4	10	11.1	9	14.5	8	15.4	6	13.0	5	10.4	7	12.7	6	8.6
Osteo. Medicine	11	19.6	11	15.7	8	12.5	11	16.4	17	22.7	18	24.3	19	25.0	17	20.5	16	21.3	12	14.5
Social Science	62	13.7	52	12.1	51	12.3	52	12.0	54	13.1	69	16.3	66	14.5	84	15.7	98	15.7	114	16.4
Urban Aff Prg ³	1	2.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	11	22.9	14	25.4	9	16.7	11	19.3	12	22.2	13	26.5	13	27.7	15	27.8	14	27.5	17	26.1
No Preference	10	6.1	20	9.8	23	10.4	28	12.3	38	14.1	35	13.6	40	16.2	50	17.7	49	18.5	40	17.7
Unclassified-LLE	2	11.1	1	5.3	2	9.1	1	5.0	8	20.0	3	11.1	3	13.6	6	24.0	8	17.0	7	15.2
TOTAL	391		421		438		460		483		495		522		612		661		700	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Hispanic enrollment relative to total minority enrollment within each college (Table V-3). Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

²Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

³College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

SECTION A
TABLE IV-9
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
NATIVE AMERICAN FALL ENROLLMENT AND PERCENT BY COLLEGE¹

College ²	1981		1982		1983		1984		1985		1986		1987		1988		1989		1990	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	10	5.6	10	5.5	10	5.4	7	3.7	5	2.2	8	3.2	12	4.4	12	4.6	11	4.1	24	7.5
Arts & Letters	9	6.2	10	7.2	6	4.9	6	4.9	5	3.8	8	5.1	9	4.9	11	5.1	12	6.1	14	6.1
Business	12	2.8	12	2.9	12	2.9	10	2.1	11	2.1	13	2.2	14	2.1	20	2.5	23	2.6	26	3.0
Comm. Arts/Sci	8	2.6	10	2.9	8	2.2	7	1.9	8	2.0	5	1.3	10	2.6	14	3.2	11	2.6	12	4.2
Education	13	5.5	11	5.1	7	3.6	10	6.1	17	9.4	18	9.7	15	8.9	8	4.6	9	4.6	15	6.8
Engineering	8	2.0	6	1.3	12	2.4	11	2.2	9	1.8	14	2.7	12	2.2	14	2.4	16	2.6	19	2.8
Human Ecology	3	2.4	3	2.4	4	3.2	3	2.5	3	2.6	1	.9	4	3.0	3	2.4	7	4.7	5	3.9
Human Medicine	3	2.2	6	8.3	9	11.0	12	13.2	5	5.1	4	3.9	1	1.0	1	1.1	1	1.1	3	3.0
James Madison	2	3.2	1	1.5	2	2.9	4	5.3	6	6.5	4	4.5	6	7.1	4	4.7	7	7.2	5	4.5
Lyman Briggs	1	1.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Natural Sci.	5	1.9	11	2.4	13	2.6	11	2.2	16	3.4	11	2.3	11	2.5	9	1.9	10	2.1	17	3.1
Nursing	2	2.6	3	3.7	3	3.7	3	3.3	2	3.2	-	-	2	4.3	5	10.4	4	7.3	4	5.7
Osteo. Medicine	4	7.1	5	7.1	6	9.4	6	9.0	7	9.3	4	5.4	3	3.9	3	3.6	3	4.0	1	1.2
Social Science	11	2.4	15	3.5	15	3.6	21	4.9	18	4.3	17	4.0	24	5.3	21	3.9	30	4.8	28	4.0
Urban Aff Prg ³	1	2.3	1	10.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	3	6.2	5	9.1	7	13.0	7	12.3	4	7.4	2	4.1	2	4.3	2	3.7	3	5.9	5	7.7
No Preference	3	1.8	4	2.0	3	1.4	6	2.6	8	3.0	12	4.7	8	3.2	16	5.7	12	4.5	10	4.4
Unclassified-LLE	0	0	-	-	2	9.1	0		3	7.5	2	7.4	2	9.1	2	8.0	1	2.1	2	4.4
TOTAL	98		113		119		124		127		123		135		145		160		196	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table V-3.

The percentages indicate the percent of Native American enrollment relative to total minority enrollment within each college (Table V-3).

²Percentage figures indicated in Tables V-4 through V-7 will total to 100% for each college.

³Student enrollments are reported according to the college of their respective majors. Some changes in minority enrollment may be attributed to the transfer of programs from one college to another.

⁴College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets.

SECTION A
Table IV-10

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Undergraduate and Graduate Minority Students
Fall 1989

	<u>1979</u>	<u>1980</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>
<u>UNDERGRADUATE</u>												
American Indian/ Alaskan Native	83	85	72	77	85	83	89	97	109	122	131	164
Black	1980	2057	2050	2030	2071	2107	2135	2191	2211	2409	2542	2599
Hispanic	222	225	263	290	314	333	349	347	364	459	507	538
Asian Am./Pacific Islander	228	252	263	307	339	386	440	489	557	627	682	776
Total	2513	2619	2648	2704	2809	2909	3013	3124	3241	3617	3862	4077
<u>MASTER</u>												
American Indian/ Alaskan Native	14	12	14	15	11	13	16	12	16	15	17	16
Black	169	152	144	142	153	136	140	126	123	135	159	167
Hispanic	50	50	47	50	43	44	50	54	58	59	56	73
Asian Am./Pacific Islander	54	54	54	63	58	47	41	46	66	65	70	74
Total	287	268	259	270	265	240	247	238	263	274	302	330
<u>DOCTORAL</u>												
American Indian/ Alaskan Native	8	8	5	9	6	8	9	6	5	4	7	9
Black	111	97	97	107	103	99	96	83	83	84	95	99
Hispanic	45	44	34	42	47	44	39	47	47	45	48	48
Asian Am./Pacific Islander	43	35	35	40	43	45	57	50	46	49	50	52
Total	207	184	171	198	199	196	201	186	181	182	200	208
<u>GRAD.-PROFESSIONAL</u>												
American Indian/ Alaskan Native	10	5	7	12	17	20	13	8	5	4	5	7
Black	85	86	70	70	69	74	82	88	81	75	69	79
Hispanic	43	38	47	39	34	39	45	47	53	49	50	41
Asian Am./Pacific Islander	20	23	22	30	37	37	44	47	49	56	56	68
Total	158	152	146	151	157	170	184	190	188	184	180	195
<u>TOTAL</u>												
American Indian/ Alaskan Native	115	110	98	113	119	124	127	123	135	145	160	196
Black	2345	2392	2361	2349	2396	2416	2453	2488	2498	2703	2865	2944
Hispanic	360	357	391	421	438	460	483	495	522	612	661	700
Asian Am./Pacific Islander	345	364	374	440	477	515	582	632	718	797	858	970
Total	3165	3223	3224	3323	3430	3515	3645	3738	3873	4257	4544	4810

Source: Office of Planning and Budgets, Minority Census. All values exclude foreign students and postdoctoral students.

SECTION A
TABLE IV-11
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Graduate Women Students
Fall Terms
Number and Percent
of Total Graduate Enrollment

College	1986						1987						1988						1989						1990					
	Women						Women						Women						Women						Women					
	Mas	Doc	G-P	Total	% Tot		Mas	Doc	G-P	Total	% Tot		Mas	Doc	G-P	Total	% Tot		Mas	Doc	G-P	Total	% Tot		Mas	Doc	G-P	Total	% Tot	
Agric. & Nat. Resources	105	50	-	478	32.4		82	51	-	430	30.9		98	42	-	436	32.1		106	41	-	407	36.1		96	53	-	389	38.3	
Arts & Letters	179	101	-	502	55.8		185	87	-	527	51.6		169	88	-	498	51.6		167	91	-	498	51.8		213	112	-	588	55.3	
Business	151	36	-	611	30.6		169	37	-	642	32.1		156	33	-	627	30.1		151	33	-	614	30.0		182	34	-	671	32.2	
Comm. Arts & Sci.	140	26	-	259	64.1		128	28	-	234	66.7		132	27	-	225	70.7		138	23	-	238	67.6		137	33	-	243	70.0	
Education	457	237	-	1098	63.2		472	245	-	1062	67.5		429	237	-	996	66.9		400	254	-	983	66.5		385	233	-	925	66.8	
Engineering	25	3	-	226	12.4		19	7	-	226	11.5		27	6	-	224	14.7		26	8	-	241	14.1		34	12	-	261	17.6	
Human Ecology	80	40	-	143	83.9		72	43	-	135	85.2		90	43	-	155	85.8		93	43	-	163	83.4		75	42	-	143	81.8	
Human Medicine	2	12	212	471	48.0		1	9	209	455	48.1		1	7	224	458	50.7		1	7	214	456	48.7		-	5	218	455	49.0	
Natural Science	75	85	-	483	33.1		74	95	-	493	34.3		64	106	-	513	33.1		56	110	-	510	32.5		51	106	-	491	32.0	
Nursing	49	-	-	53	92.5		45	-	-	47	95.7		45	-	-	47	95.7		43	-	-	44	97.7		45	-	-	46	97.8	
Osteopathic Medicine	4	8	173	512	36.1		4	8	179	520	36.7		4	9	183	526	37.3		5	9	180	517	37.5		5	10	193	530	39.2	
Social Science	281	82	-	639	56.8		280	77	-	609	58.6		280	65	-	584	59.1		308	75	-	661	57.9		310	79	-	653	59.6	
Veterinary Medicine	4	10	230	444	55.0		4	11	237	439	57.4		5	12	240	439	58.5		5	9	247	425	61.4		3	14	258	433	63.5	
Unclassified	298	-	-	464	64.2		273	-	-	412	66.3		251	-	-	388	64.7		248	-	-	401	61.8		286	-	-	440	65.0	
AFFIRM. ACTION TOTAL	1850	690	615	6383	49.4		1808	698	625	6231	50.2		1751	675	647	6116	50.2		1747	703	641	6158	50.2		1822	733	669	6268	51.4	
Plus: Foreign Postdoc.	237	177	-	1574	-		261	196	-	1686	-		280	214	-	1710	-		353	245	3	1835	-		385	250	2	1840	-	
	-	9	-	26	-		-	8	-	32	-		-	12	-	39	-		-	18	-	44	-		-	-	-	43	-	
UNIV. TOTAL	2087	876	615	7983	44.8		2069	902	625	7949	45.2		2031	901	647	7865	45.5		2100	966	644	8037	46.1		2207	983	671	8151	47.4	

SECTION A
TABLE IV-12
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

Graduate Minority and Women Students
Fall 1990

College	Total Graduate Enrollment				Graduate Women				Graduate Minorities			
	Mas.	Doc.	G-P	Total	Mas.	Doc.	G-P	Total	Mas.	Doc.	G-P	Total
Agric. & Nat. Resources	217	172	-	389	96	53	-	149	21	18	-	39
Arts & Letters	361	227	-	588	213	112	-	325	30	29	-	59
Business	559	112	-	671	182	34	-	216	64	9	-	73
Comm. Arts & Sciences	192	51	-	243	137	33	-	170	24	12	-	36
Education	539	386	-	925	385	233	-	618	47	53	-	100
Engineering	187	74	-	261	34	12	-	46	23	12	-	35
Human Ecology	87	56	-	143	75	42	-	117	11	6	-	17
Human Medicine	4	12	439	455	-	5	218	223	-	1	100	101
Natural Science	149	342	-	491	51	106	-	157	10	36	-	46
Nursing	46	-	-	46	45	-	-	45	4	-	-	4
Osteo. Medicine	11	16	503	530	5	10	193	208	-	3	80	83
Social Science	494	159	-	653	310	79	-	389	65	23	-	88
Vet. Medicine	6	34	393	433	3	14	258	275	-	6	15	21
Unclassified	440	-	-	440	286	-	-	286	31	-	-	31
AFFIRMATIVE ACTION TOTAL	3292	1641	1335	6268	1822	733	669	3224	330	208	195	733
Plus: Foreign Students	852	983	5	1840	385	250	2	637	-	-	-	-
Postdoctoral Students	-	43	-	43	-	19	-	19	-	-	-	-
UNIVERSITY TOTAL	4144	2667	1340	8151	2207	1002	671	3880	330	208	195	733

SECTION A
TABLE IV-13

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

TRENDS IN MINORITY ENROLLMENTS, BY COLLEGE
Fall 1986, 1987, 1988, 1989, and 1990

College	Fall 1986 Enrollment			Fall 1987 Enrollment			Fall 1988 Enrollment			Fall 1989 Enrollment			Fall 1990 Enrollment		
	Total #	Minority #	%	Total #	Minority #	%	Total #	Minority #	%	Total #	Minority #	%	Total #	Minority #	%
Agriculture & Nat. Resources	2820	247	8.8	2754	274	9.9	2822	262	9.3	3000	270	9.0	3258	321	9.9
Arts and Letters	2498	158	6.3	2783	184	6.6	2917	216	7.4	3016	196	6.5	3060	228	7.5
Business	7334	593	8.1	7423	655	8.8	7767	788	10.1	7833	894	11.4	7184	859	12.0
Communication Arts & Science	3977	386	9.7	4078	382	9.4	4212	438	10.4	3944	428	10.9	3583	431	12.0
Education	2643	186	7.0	2535	169	6.7	2372	174	7.3	2346	195	8.3	2297	221	9.6
Engineering	4010	514	12.8	3711	553	14.9	3585	587	16.4	3625	624	17.2	3739	675	18.1
Human Ecology	1528	111	7.3	1599	134	8.4	1516	127	8.4	1409	148	10.5	1319	130	9.9
Human Medicine	471	102	21.7	455	99	21.8	458	89	19.4	456	91	20.0	455	101	22.2
James Madison	1027	88	8.6	1005	84	8.4	1028	85	8.3	1031	97	9.4	1063	111	10.4
Natural Science ¹	4085	469	11.5	3830	445	11.6	3778	464	12.3	3836	482	12.6	4085	549	13.4
Nursing	472	52	11.0	436	46	10.6	388	48	12.4	366	55	15.0	428	70	16.4
Osteopathic Medicine	512	74	14.5	520	76	14.6	526	83	15.8	517	75	14.5	530	83	15.7
Social Science ²	3919	424	10.8	4299	456	10.6	4685	535	11.4	5156	626	12.1	5607	694	12.4
Veterinary Medicine	843	49	5.8	790	47	5.9	788	54	6.9	759	51	6.7	774	65	8.4
No Preference	3103	258	8.3	3209	247	7.7	3155	282	8.9	2768	265	9.6	2548	226	8.9
Unclassified	578	27	4.7	489	22	4.5	458	25	5.5	490	47	9.6	530	46	8.7
AFFIRMATIVE ACTION TOTAL	39820	3738	9.4	39916	3873	9.7	40455	4257	10.5	40552	4544	11.2	40460	4810	11.9
Includes:															
Plus: Foreign Students	2051	-		2148	-		2201	-		2270	-		2282	-	
Post Doctoral Students	26			32			39			44			43		
UNIVERSITY TOTAL	41897	3738	8.9	42096	3873	9.2	42695	4257	10.0	42866	4544	10.6	42785	4810	11.2

College enrollment counts have been adjusted to reflect the Fall 1990 organizational structure of the University.

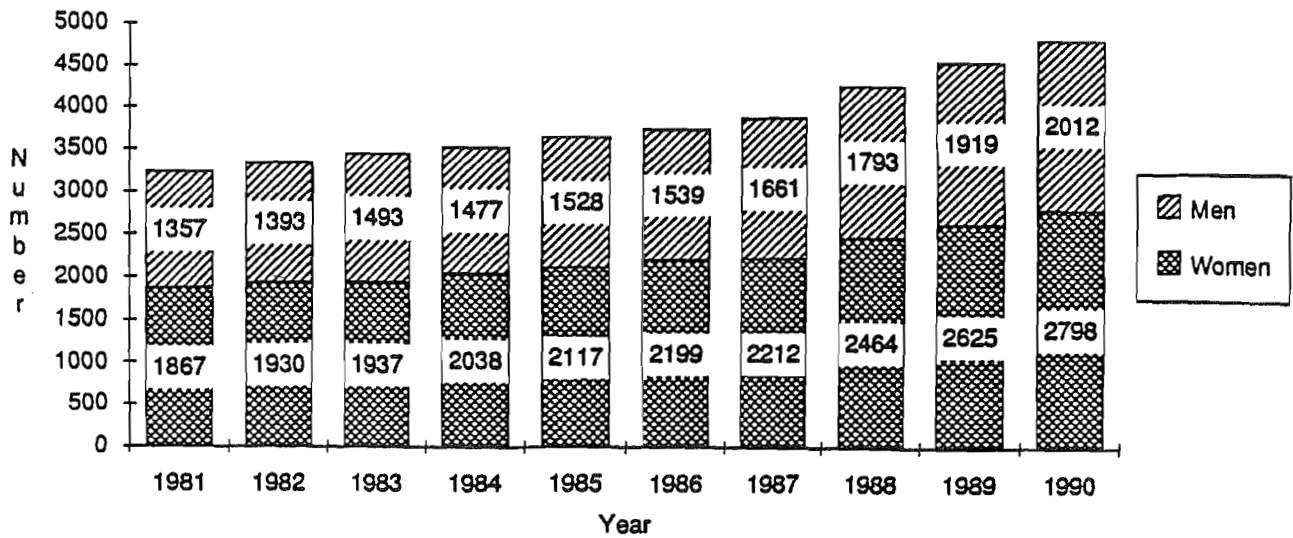
1. Natural Science includes Lyman Briggs.

2. Social Science includes Justin Morrill and Urban Affairs.

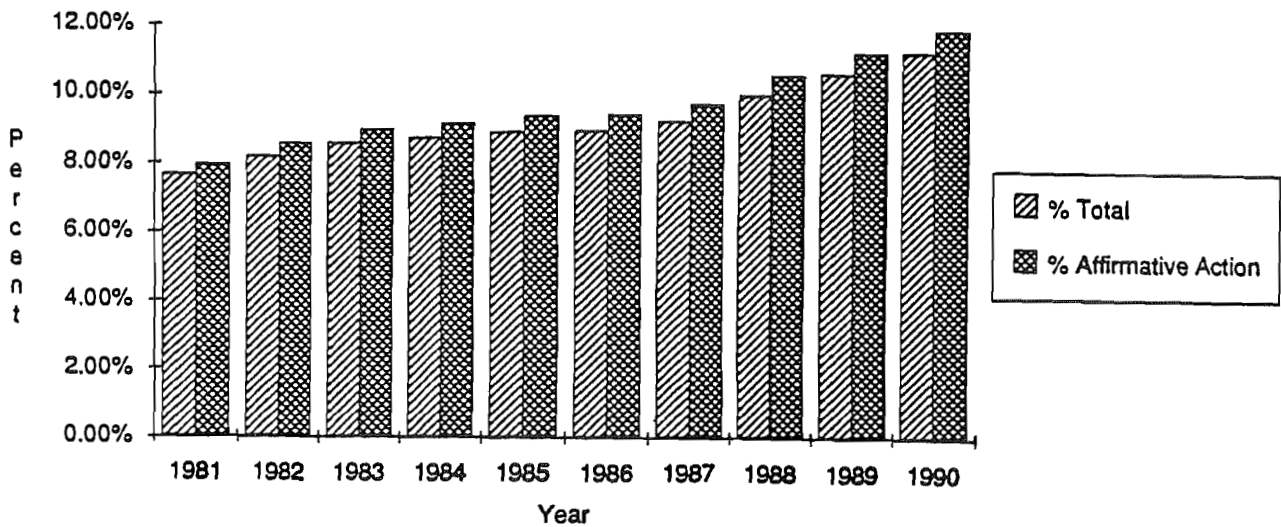
See Tables VII-4 - VII-7 for details by minority group.

Source: Distribution of Student Majors, Fall 1986, 1987, 1988, 1989 and 1990 Office of the Registrar.
Minority Census, Office of Planning and Budgets

SECTION A
MICHIGAN STATE UNIVERSITY
Minority Enrollment
Fall Terms 1981 - 1990

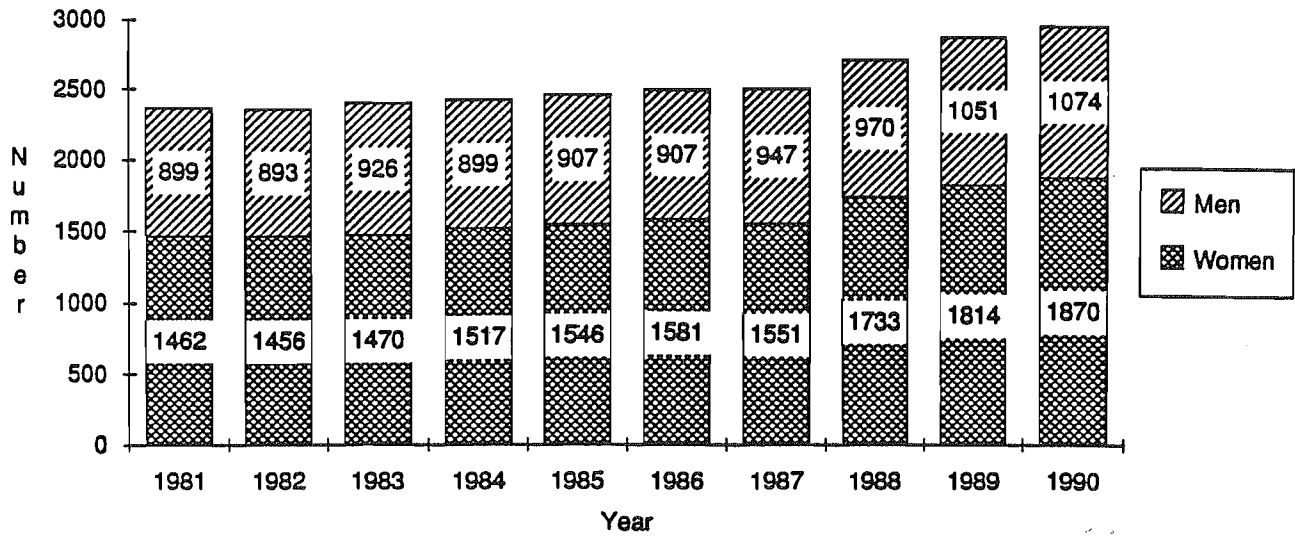


MICHIGAN STATE UNIVERSITY
Minority Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1990

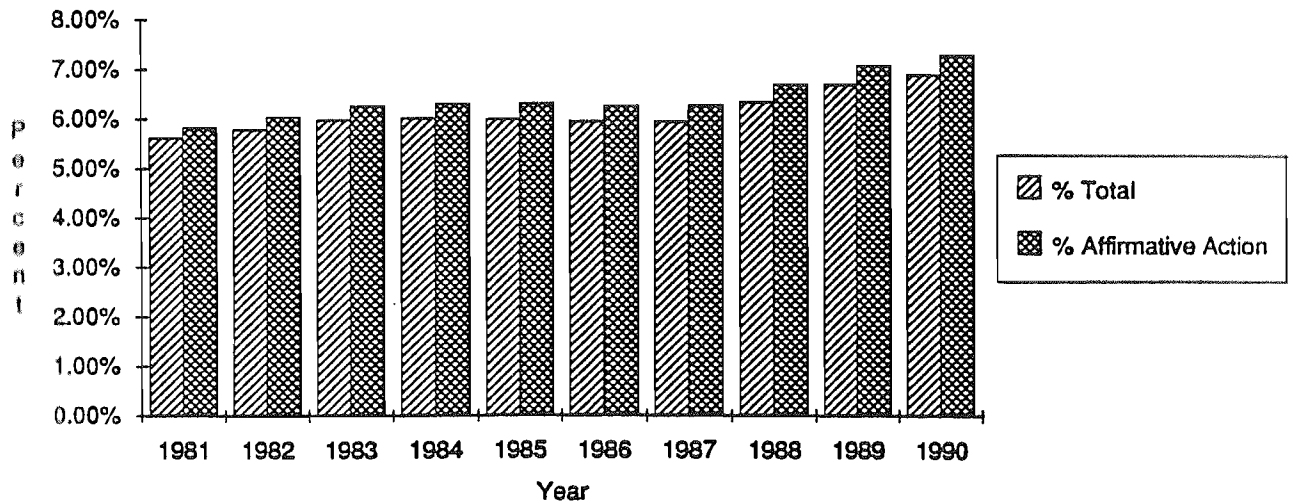


SECTION A

MICHIGAN STATE UNIVERSITY
Black Enrollment
Fall Terms 1981 - 1990

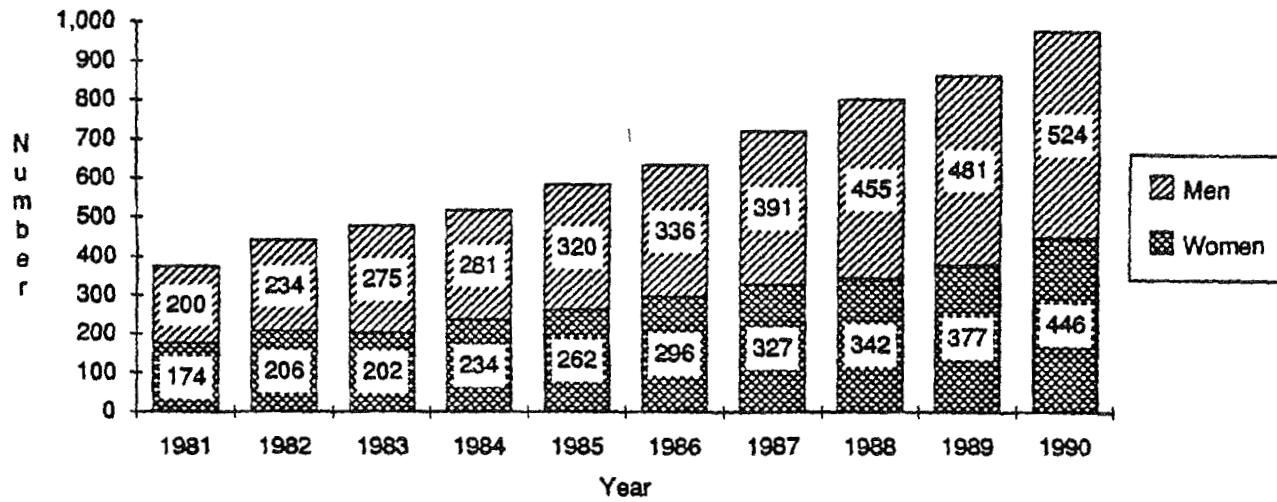


MICHIGAN STATE UNIVERSITY
Black Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1990

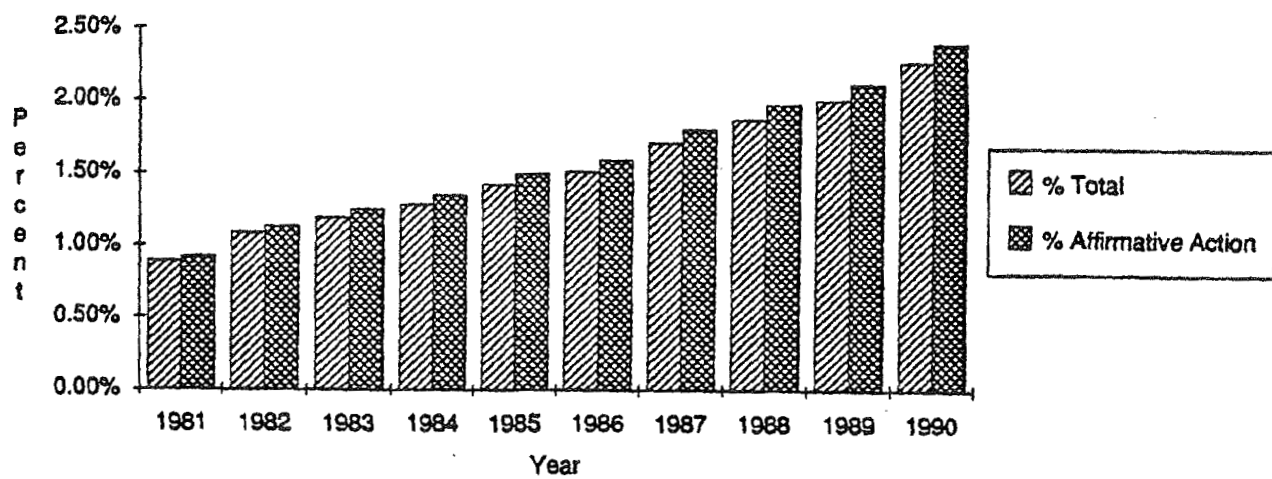


SECTION A

MICHIGAN STATE UNIVERSITY
Asian/Pacific Islander Enrollment
Fall Terms 1981 - 1990

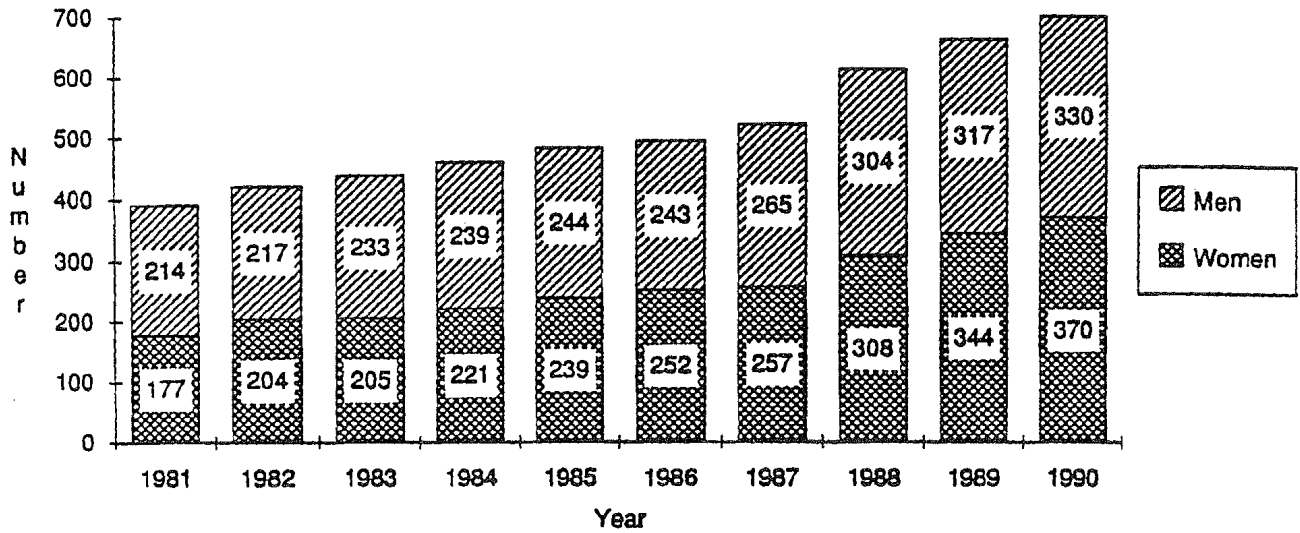


MICHIGAN STATE UNIVERSITY
Asian/Pacific Islander Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1990

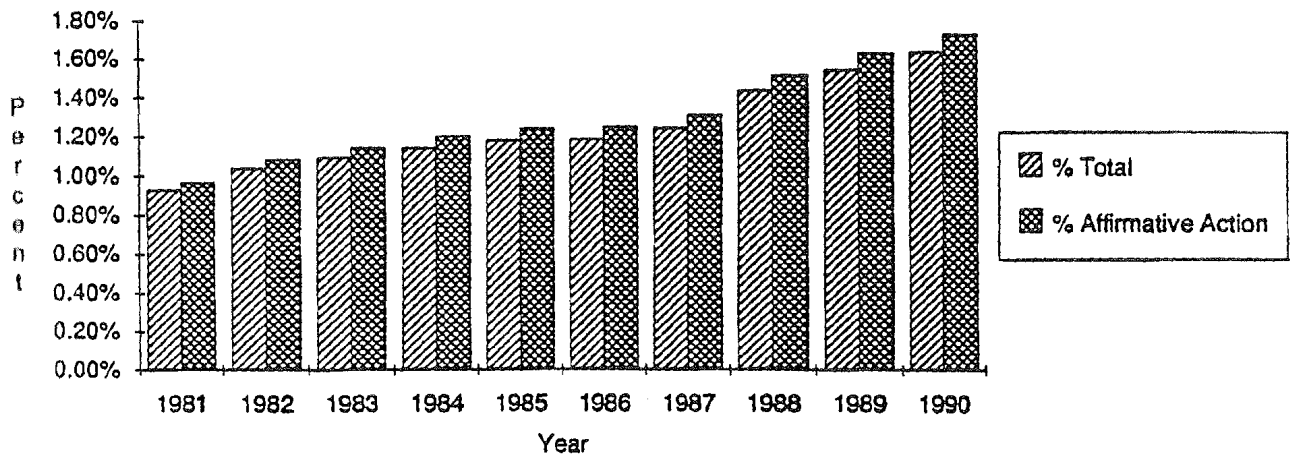


SECTION A

MICHIGAN STATE UNIVERSITY
Hispanic Enrollment
Fall Terms 1981 - 1990

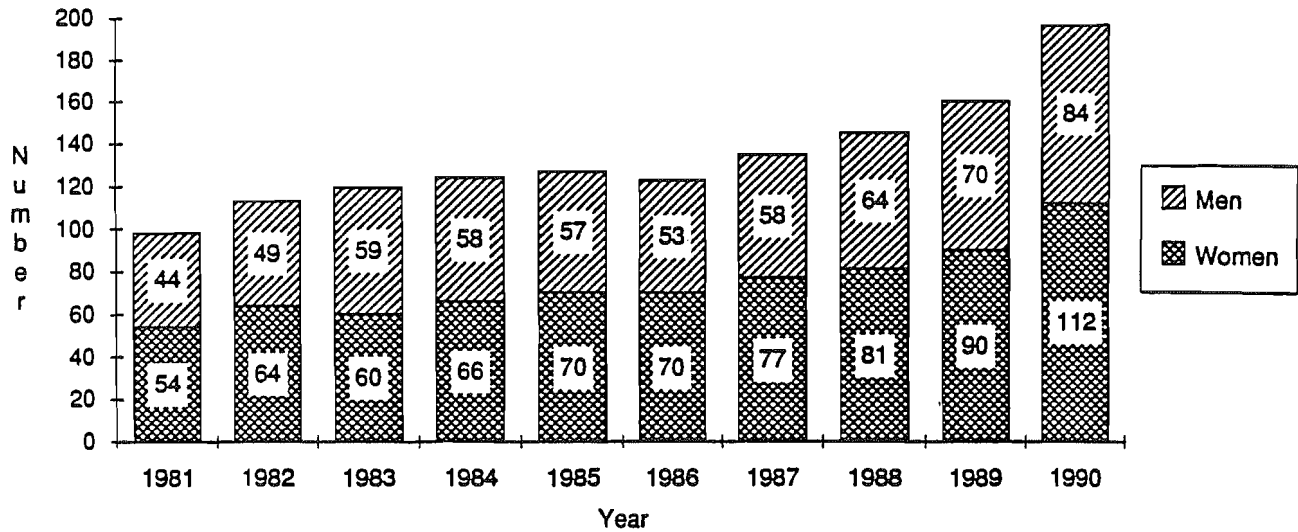


MICHIGAN STATE UNIVERSITY
Hispanic Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1981 - 1990

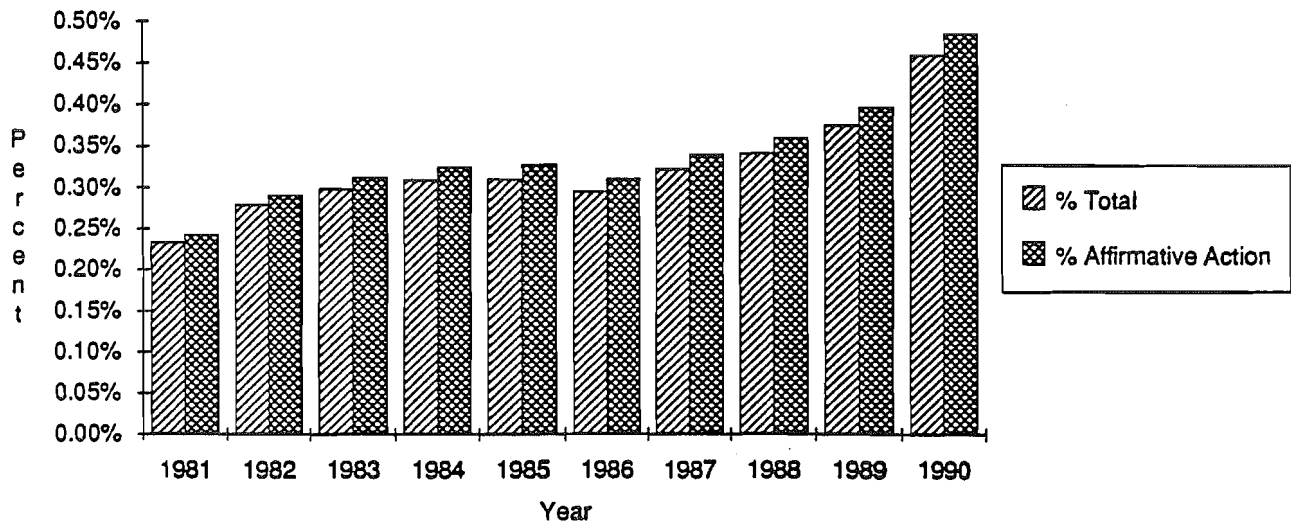


SECTION A

MICHIGAN STATE UNIVERSITY
American Indian/Alaskan Native Enrollment
Fall Terms 1981 - 1990

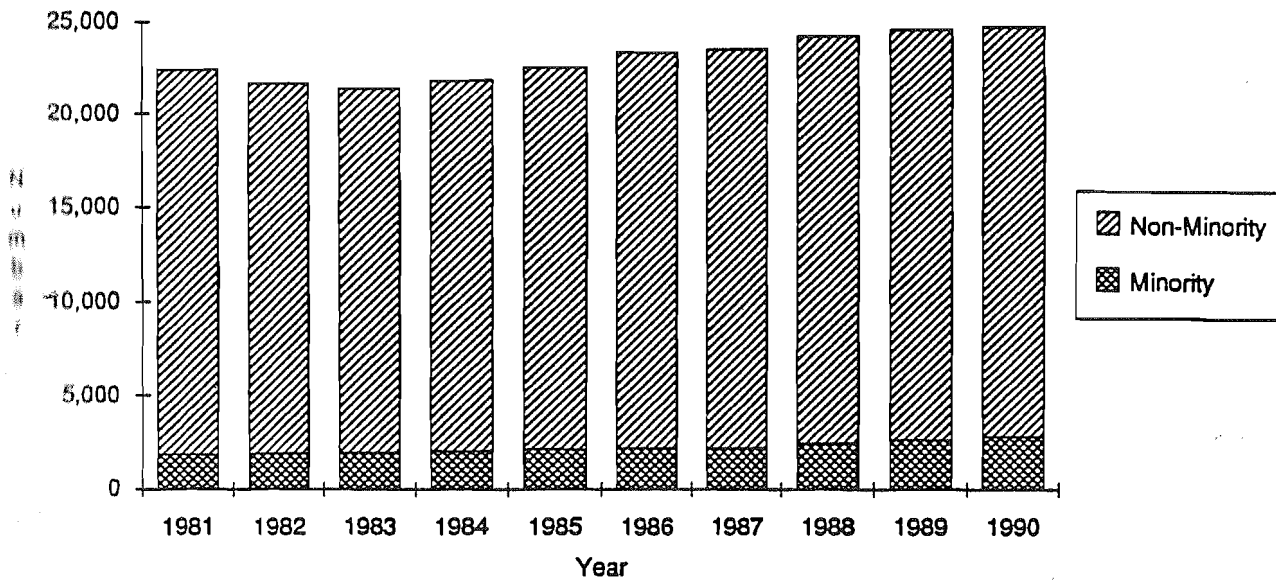


MICHIGAN STATE UNIVERSITY
American Indian/Alaskan Native Enrollment as a Percent of
Total Enrollment and Affirmative Action Enrollment
Fall Terms 1981 - 1990

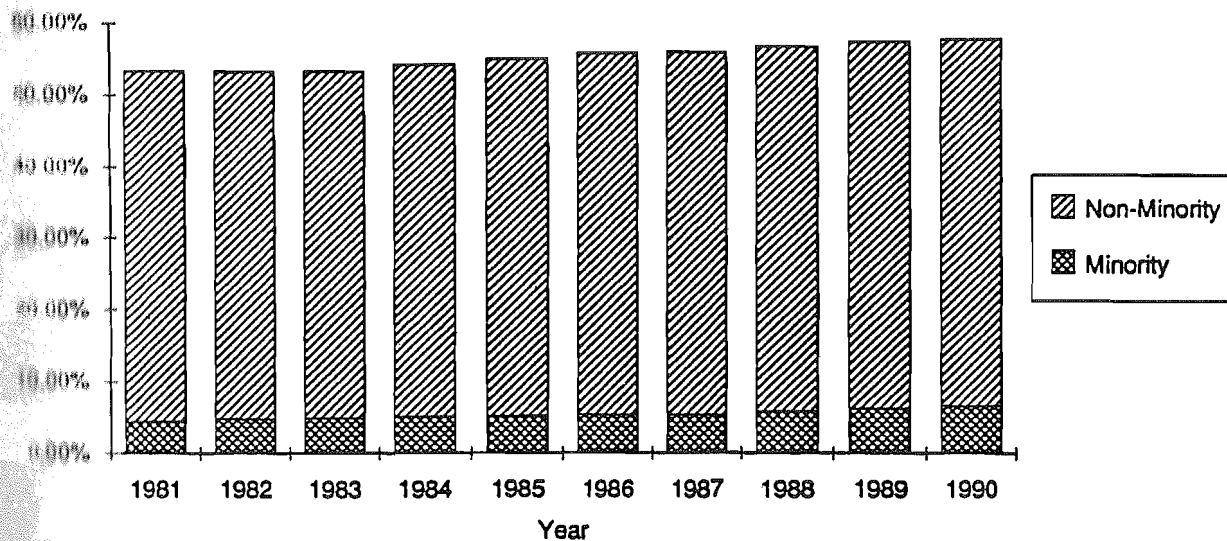


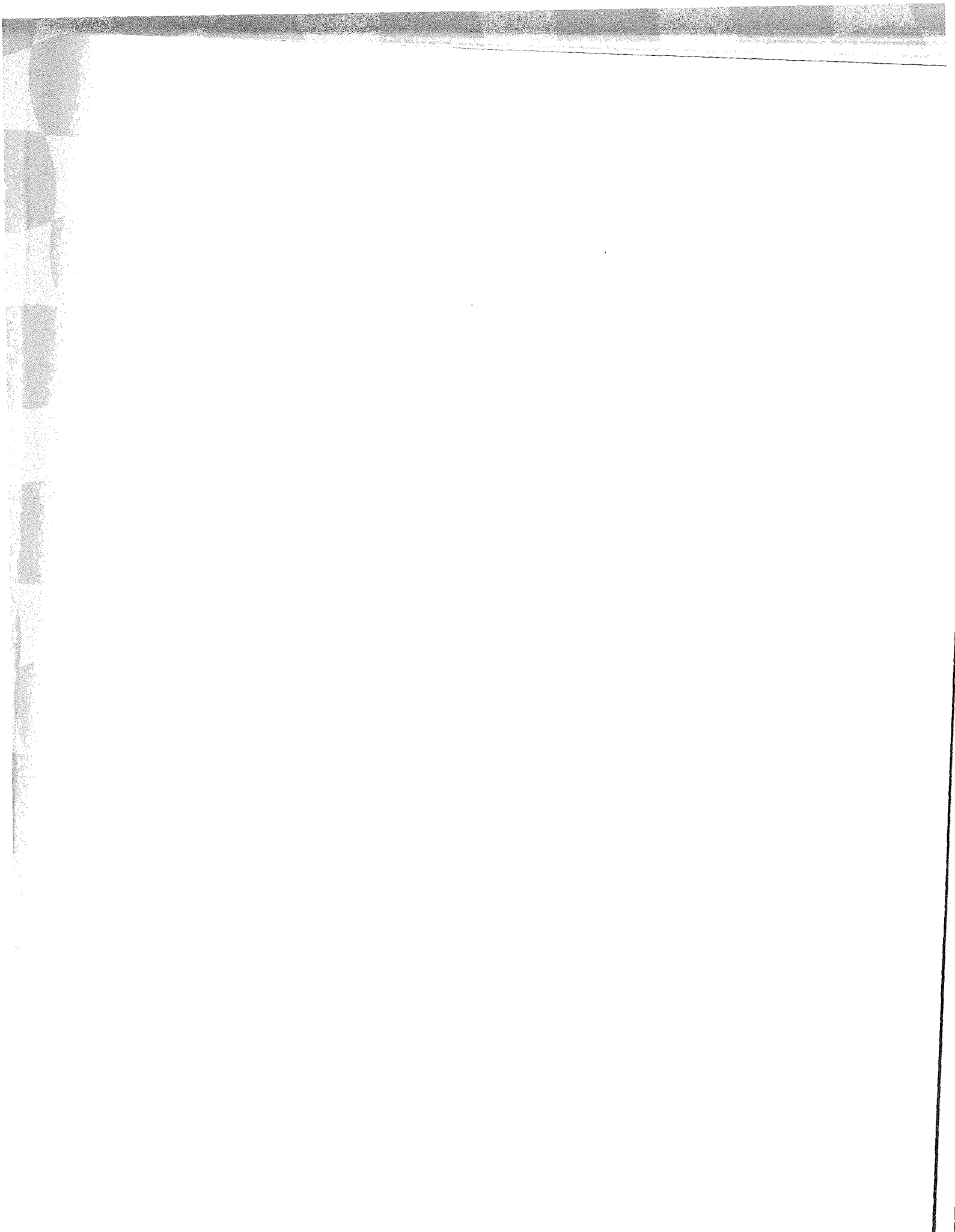
SECTION A

MICHIGAN STATE UNIVERSITY
Female Enrollment (including foreign)
Fall Terms 1981 - 1990



MICHIGAN STATE UNIVERSITY
Female (including foreign) Non-Minority and Minority Enrollment
as a Percent of Total Enrollment
Fall Terms 1981 - 1990





IV-B. STUDENT RECRUITMENT

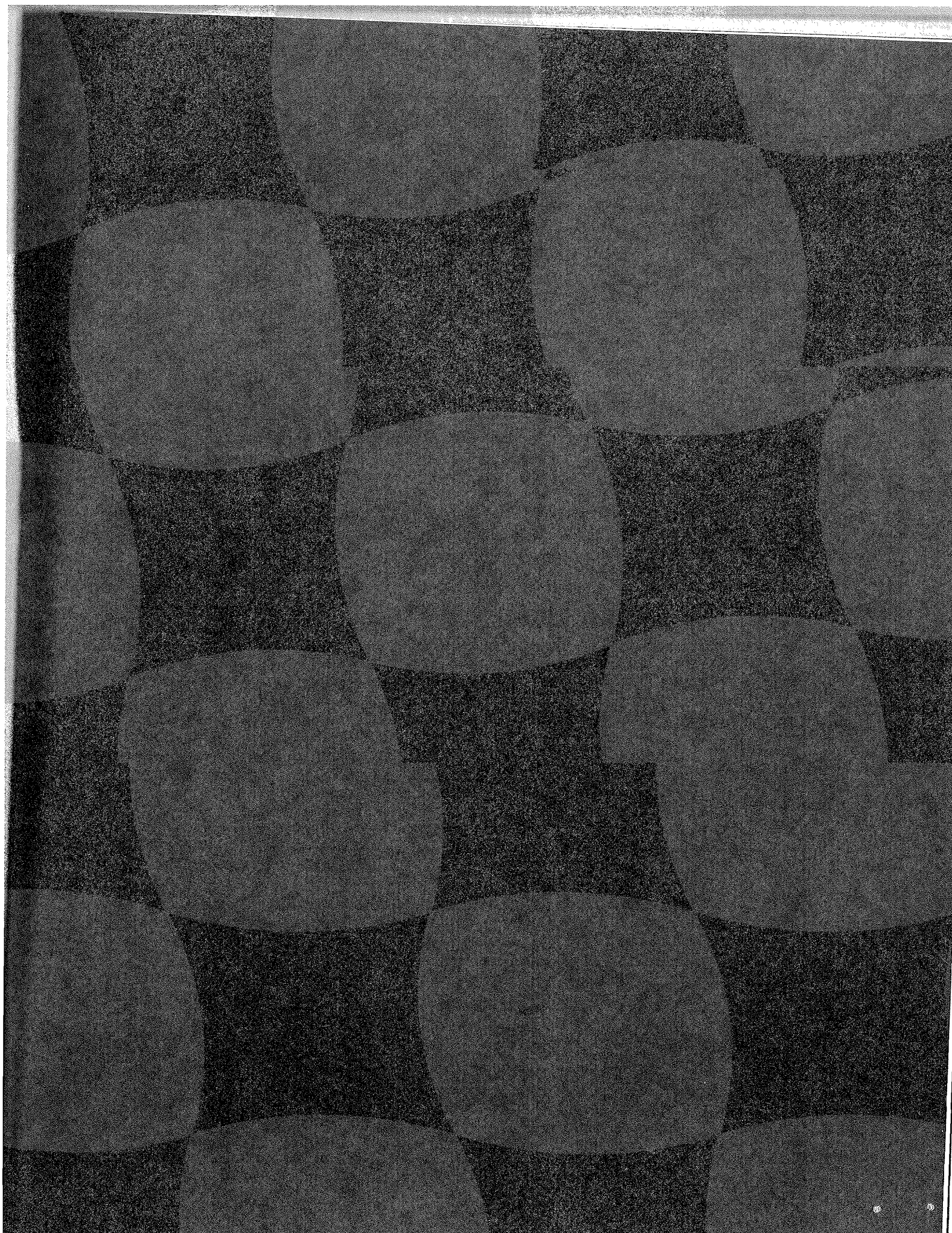
The tables outlining applications, offers of admission, and numbers of enrollment by ethnic category generally profile an extremely positive picture for the entering group of Fall 1990. Applications and offers of admission were up strongly for every minority category among freshmen. Actual enrollment figures fell off for Black and Hispanic students as compared to Fall 1989, but still represented a significant percentage of the freshman class which was smaller than Fall 1989. Transfer applications and offers of admission were down for Fall 1990, but actual enrollment for all ethnic categories increased with the exception of Black students. Graduate application figures for minority students were up sharply in 1990 as were offers of admission and actual enrollments. This represents a strengthened effort on the part of graduate departments to recruit minority students.

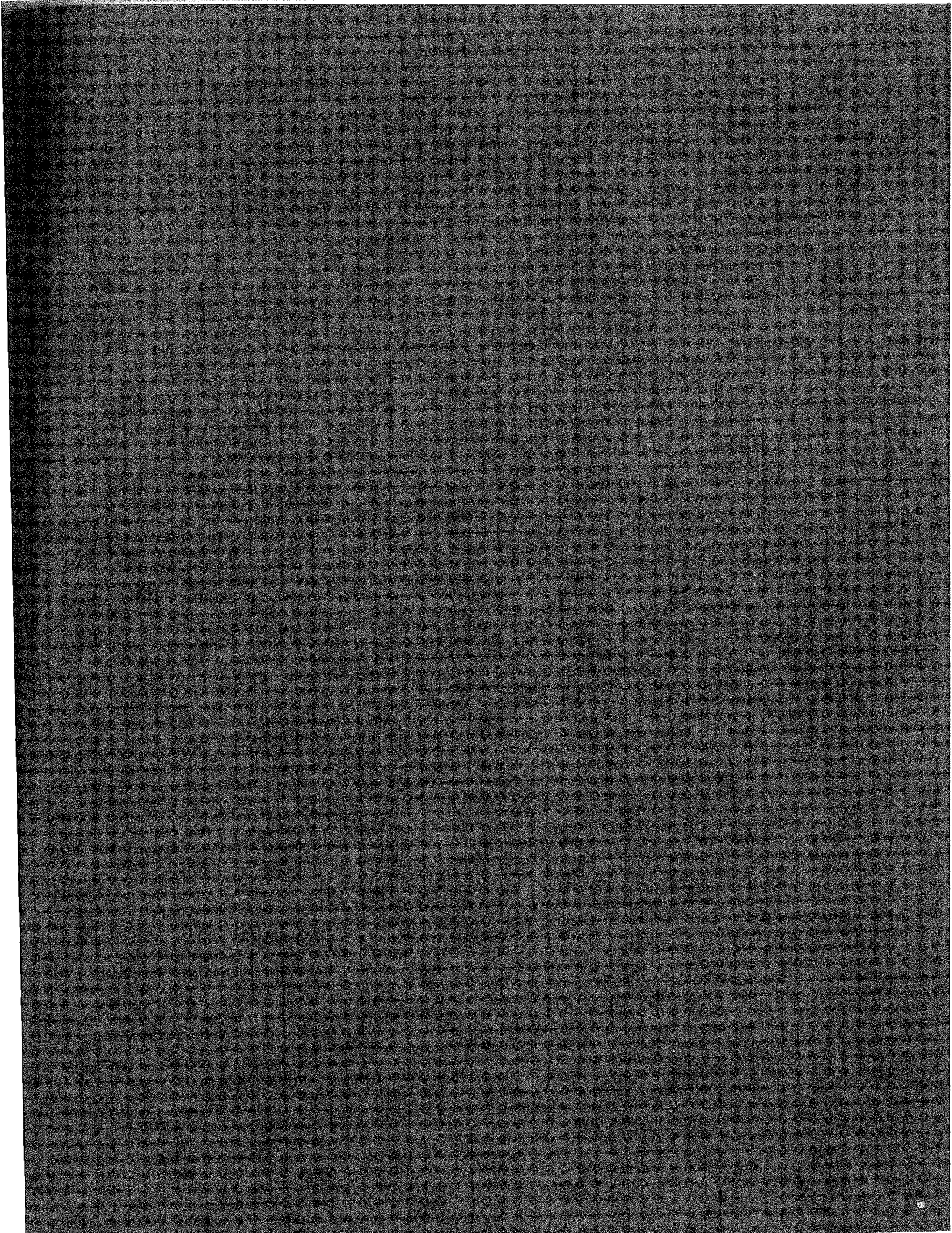
All of the gains mentioned above come on top of what has generally been a very positive trend for very many years at Michigan State with respect to the recruitment of minority students. At the undergraduate level, notable efforts were made to build new programs and extend old programs on top of activities that have been long standing. Notable highlights include:

Section B

STUDENT ADMISSIONS TRENDS, 1987-88, 1988-89, 1989-90

	<u>APPLICATIONS</u>					<u>ADMISSIONS</u>					<u>ENROLLMENTS</u>				
	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>	<u>% of CHANGE</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>	<u>% of CHANGE</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>	<u>% of CHANGE</u>
<u>FRESHMEN</u>															
Caucasian	16881	18383	17261	14895	-13.7%	11717	11750	12854	11929	- 7.2%	5827	5917	5443	5294	- 2.7%
Black	1670	1888	1657	1850	+11.6%	1086	1352	1208	1320	+ 9.3%	526	628	539	509	- 5.6%
Hispanic	283	366	411	431	+ 4.7%	140	307	340	347	+ 2.0%	80	124	122	108	-11.5%
Amer.Indian/Alaskan Nat.	63	77	75	83	+10.7%	44	59	60	72	+20.0%	24	26	32	36	+12.5%
Asian/Pacific Islander	518	614	652	747	+14.6%	380	407	477	593	+24.3%	132	137	146	196	+34.2%
Other/No Resp./Foreign	<u>831</u>	<u>901</u>	<u>731</u>	<u>739</u>	<u>+ 1.1%</u>	<u>408</u>	<u>426</u>	<u>332</u>	<u>391</u>	<u>+17.8%</u>	<u>209</u>	<u>75</u>	<u>77</u>	<u>91</u>	<u>+18.2%</u>
TOTAL	20246	22229	20787	18745	- 9.8%	13775	14301	15271	14652	- 4.0%	6798	6907	6359	6234	- 1.9%
<u>TRANSFER STUDENTS</u>															
Caucasian	4308	4597	4851	4334	-10.6%	2224	2263	2357	2114	-10.3%	1681	1720	1759	1542	-12.3%
Black	216	233	249	216	-13.2%	48	62	69	59	-14.5%	29	46	46	42	- 8.7%
Hispanic	64	86	103	93	- 9.7%	25	33	43	46	+ 6.9%	15	24	28	30	+ 7.1%
Amer.Indian/Alaskan Nat.	19	24	23	25	+ 8.7%	8	10	9	9	0.0%	4	8	4	7	+75.0%
Asian/Pacific Islander	78	99	120	116	- 3.3%	25	47	38	44	+15.8%	14	27	31	36	+16.1%
Other/No Resp./Foreign	<u>462</u>	<u>509</u>	<u>572</u>	<u>451</u>	<u>-21.1%</u>	<u>140</u>	<u>188</u>	<u>142</u>	<u>136</u>	<u>- 4.2%</u>	<u>98</u>	<u>125</u>	<u>86</u>	<u>76</u>	<u>-11.6%</u>
TOTAL	5147	5548	5918	5235	-11.5%	2470	2603	2658	2408	- 9.4%	1841	1950	1954	1733	-11.3%
<u>GRADUATE STUDENTS</u>															
Caucasian	2994	2847	2900	3213	+10.8%	1723	1630	1673	1713	+ 2.4%	906	918	1066	1021	- 4.2%
Black	140	164	197	236	+19.8%	59	71	99	118	+19.2%	34	57	69	73	+ 5.8%
Hispanic	80	81	70	79	+12.8%	38	43	31	43	+38.7%	26	24	16	29	+81.2%
Amer.Indian/Alaskan Nat.	11	13	8	14	+75.0%	7	6	6	13	+116.7%	6	3	5	5	0.0%
Asian/Pacific Islander	100	112	116	128	+10.3%	38	46	44	56	+27.3%	24	26	30	38	+26.7%
Other/No Resp./Foreign	<u>3945</u>	<u>3979</u>	<u>3944</u>	<u>3663</u>	<u>- 7.1%</u>	<u>882</u>	<u>841</u>	<u>818</u>	<u>803</u>	<u>- 1.8%</u>	<u>493</u>	<u>559</u>	<u>513</u>	<u>555</u>	<u>+ 8.2%</u>
TOTAL	7270	7196	7235	7333	+ 1.3%	2747	2637	2671	2746	+ 2.8%	1489	1587	1699	1721	+ 1.3%





IV-C. SUPPORT SERVICES

The various tables displayed in this section of the Affirmative Action Report describe activities and programs sustained by the University to assist minorities, handicappers, and other protected groups achieve success at Michigan State University.

Tables IV-1 through Table IV-6 display data for the units within the Undergraduate University Division which have affirmative Action goals as their primary mission. These units consist of the Office of Programs for Handicapper Students, Office of Support Services, and the Upward Bound Program.

Special note must be made of the Upward Bound Program which is fixed in size by the level of Federal funds which inhibits any increase in the number of students served from one year to the next. Demand for services from OSS and OPHS, on the other hand, increases each year. The tables do not show the additional pressures on OSS generated by the addition of programs, especially during the summer, over the past four years. The result of increasing demand for services in a time of declining resources is considerable pressure on the staffs and resources of these units. Preliminary data from the KCP program suggests that it is much the same situation.

Tables IV-7 through Table IV-10 illustrate the diversity and richness of academic programs specifically constructed and supported to assure academic success for the minority groups served.

Section C
Undergraduate University Division

Table IV-1

Office of Programs for Handicapper Students
Program Users

89-90	445
88-89	366
87-88	329
86-87	288

Table IV-2

Office of Programs for Handicapper Students
Transportation for Students with Mobility Characteristics

89-90	29,113
88-89	26,547
87-88	21,162
86-87	19,350

Table IV-3

Office of Supportive Services
Program Users

89-90	1357
88-89	1299
87-88	1136
86-87	1099

Section C

Table IV-4

Office of Supportive Services
Tutorial Sessions

89-90	1703
88-89	1700
87-88	1461
86-87	1407

Table IV-5

Upward Bound Program
Summer Program

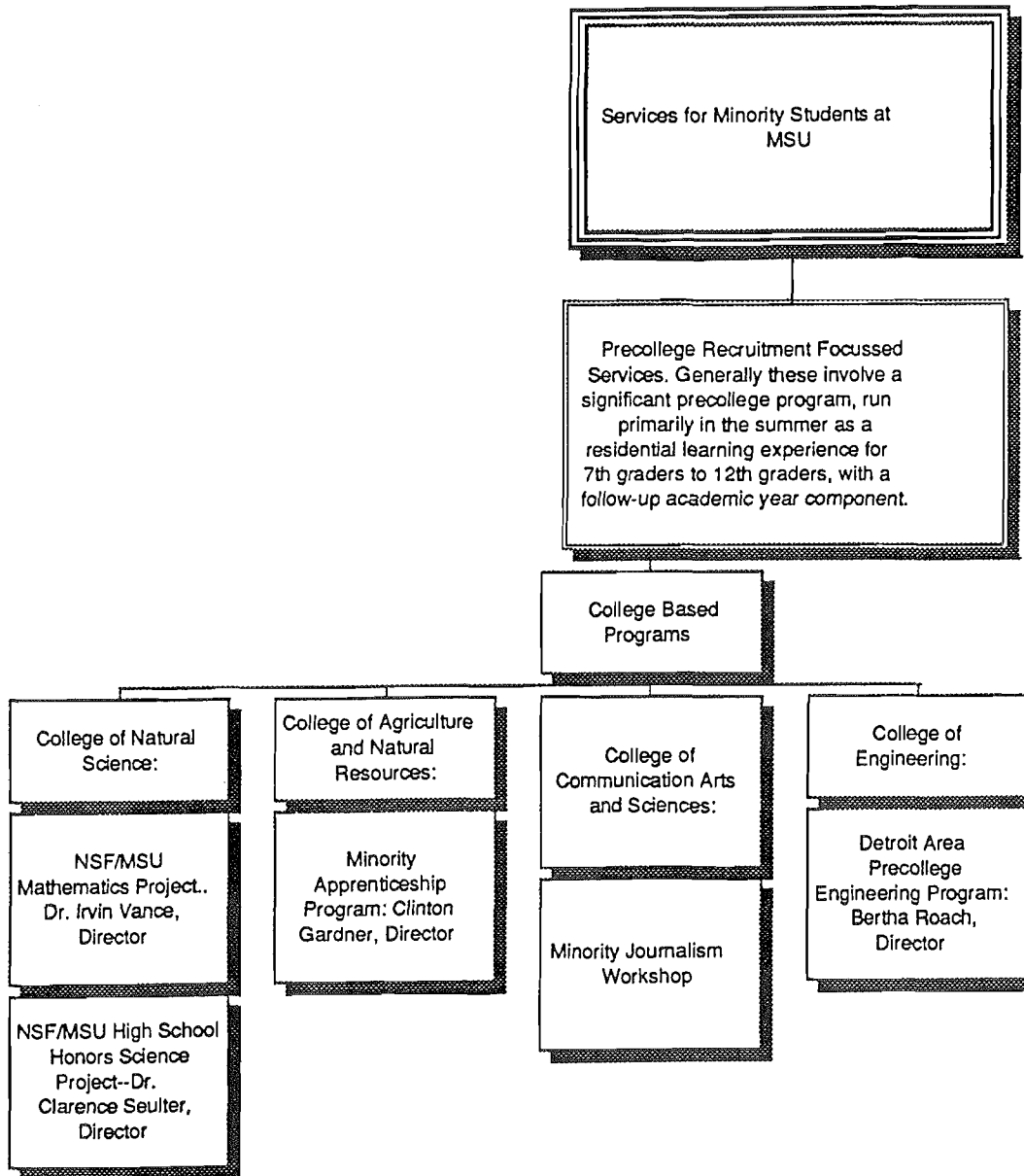
89-90	66
88-89	61
87-88	58
86-87	56

Table IV-6

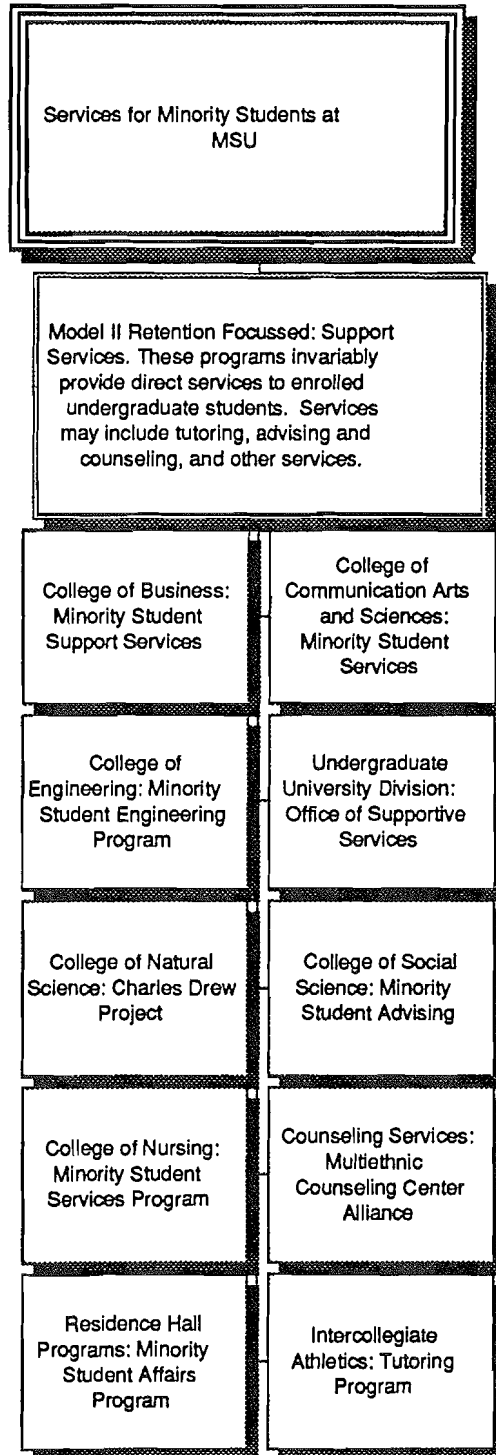
Upward Bound Program
Academic Year Program

89-90	72
88-89	70
87-88	70
86-87	73

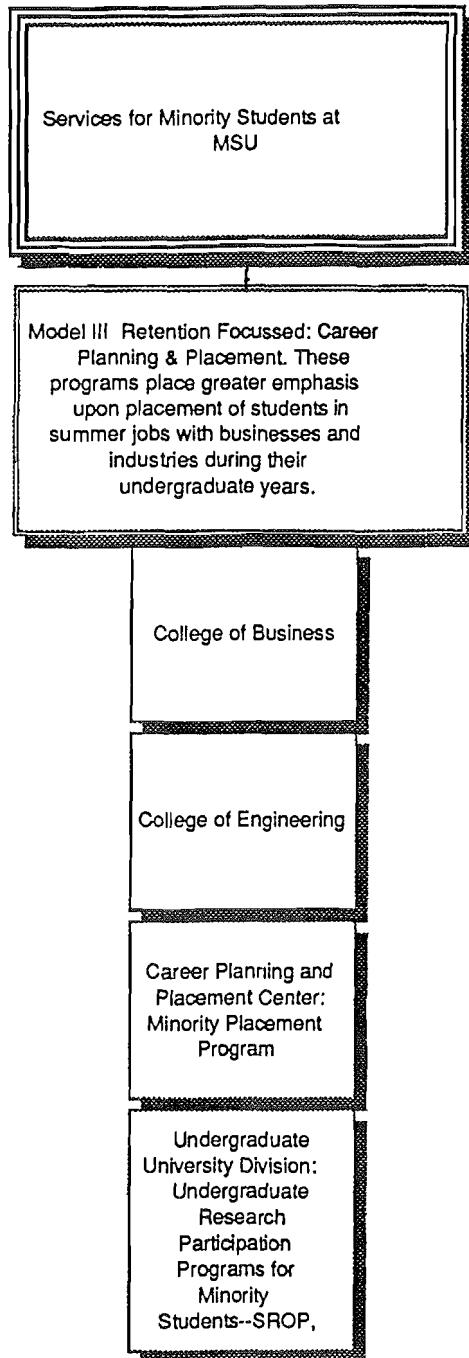
Section C
Table IV-7



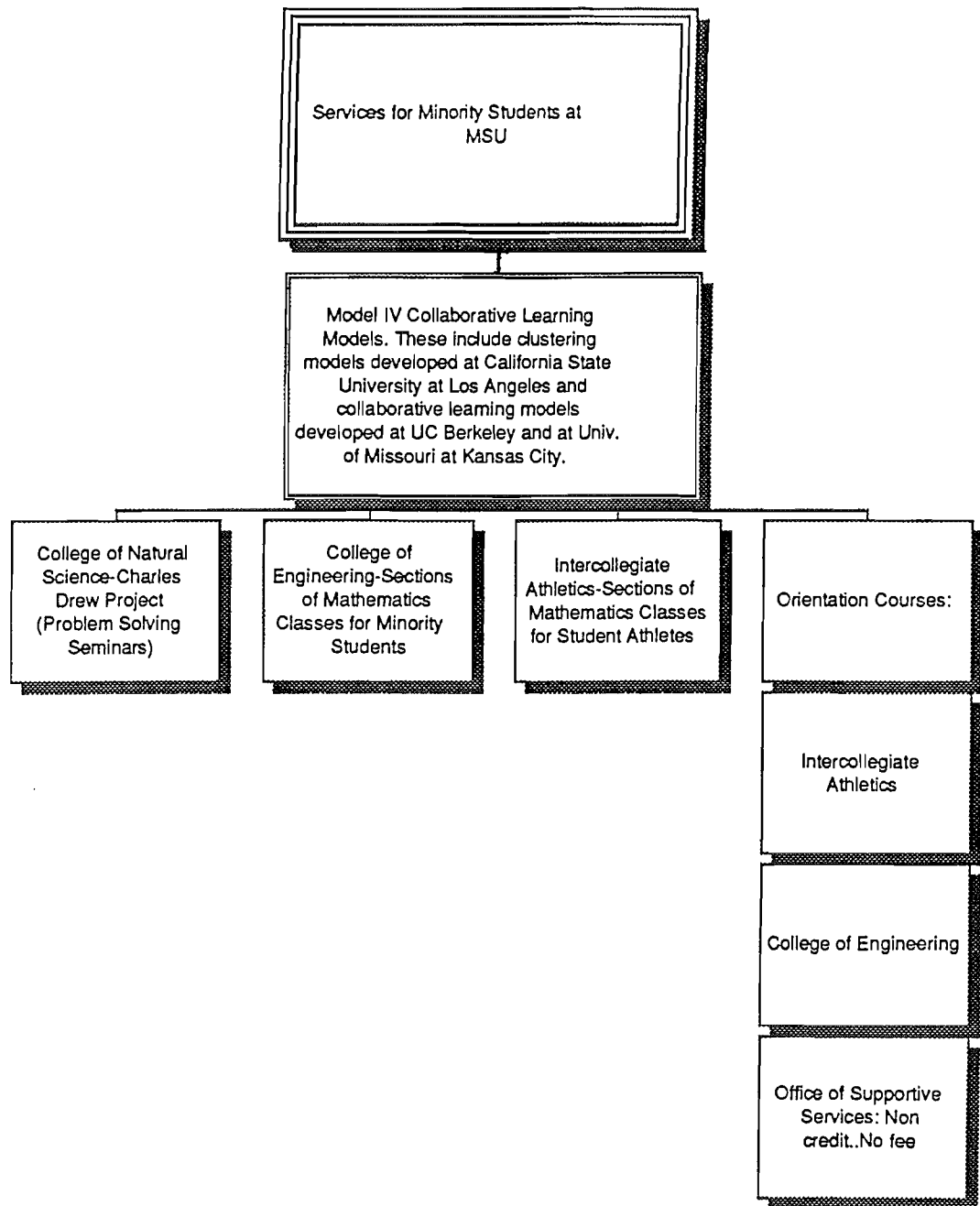
Section C
Table IV-8

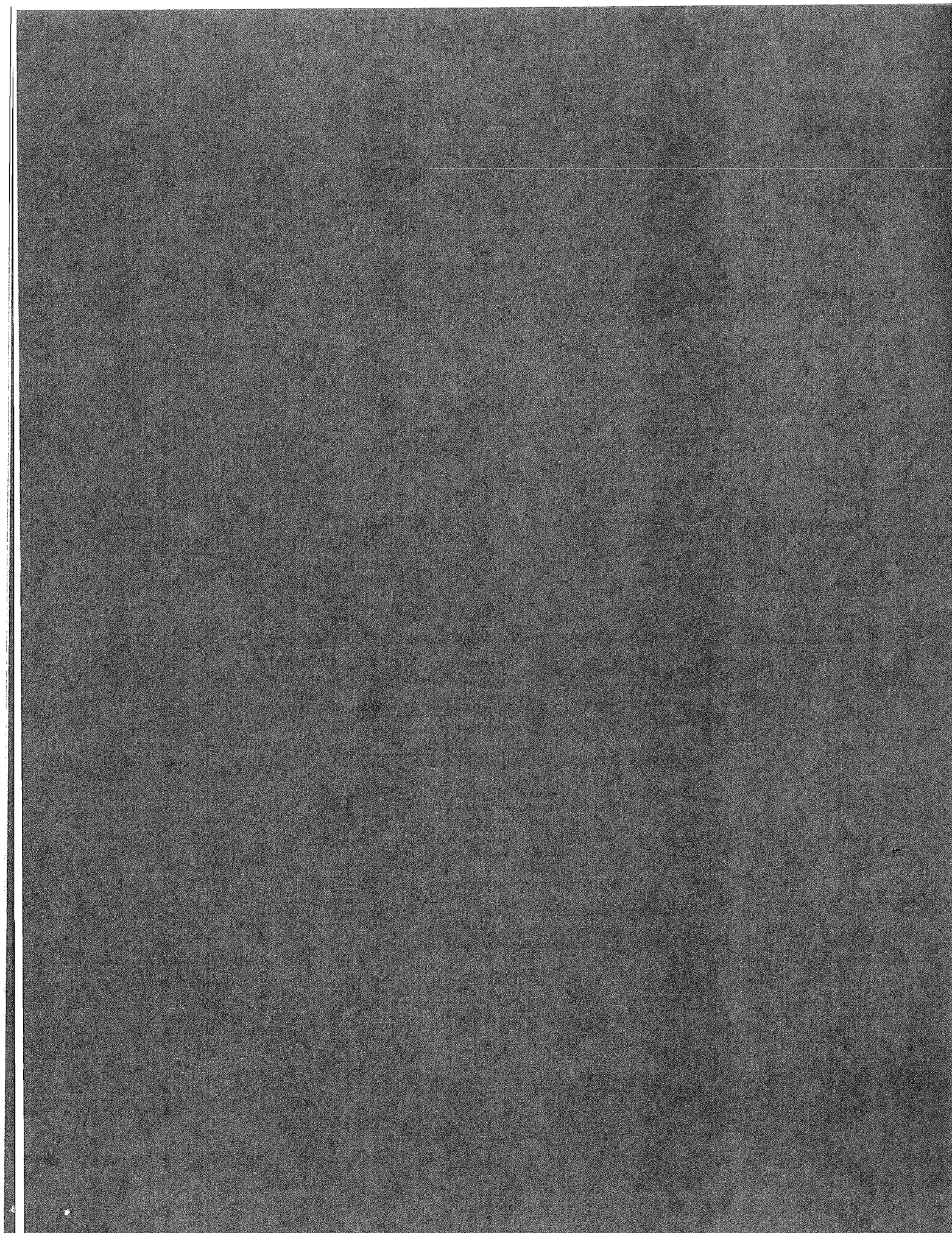


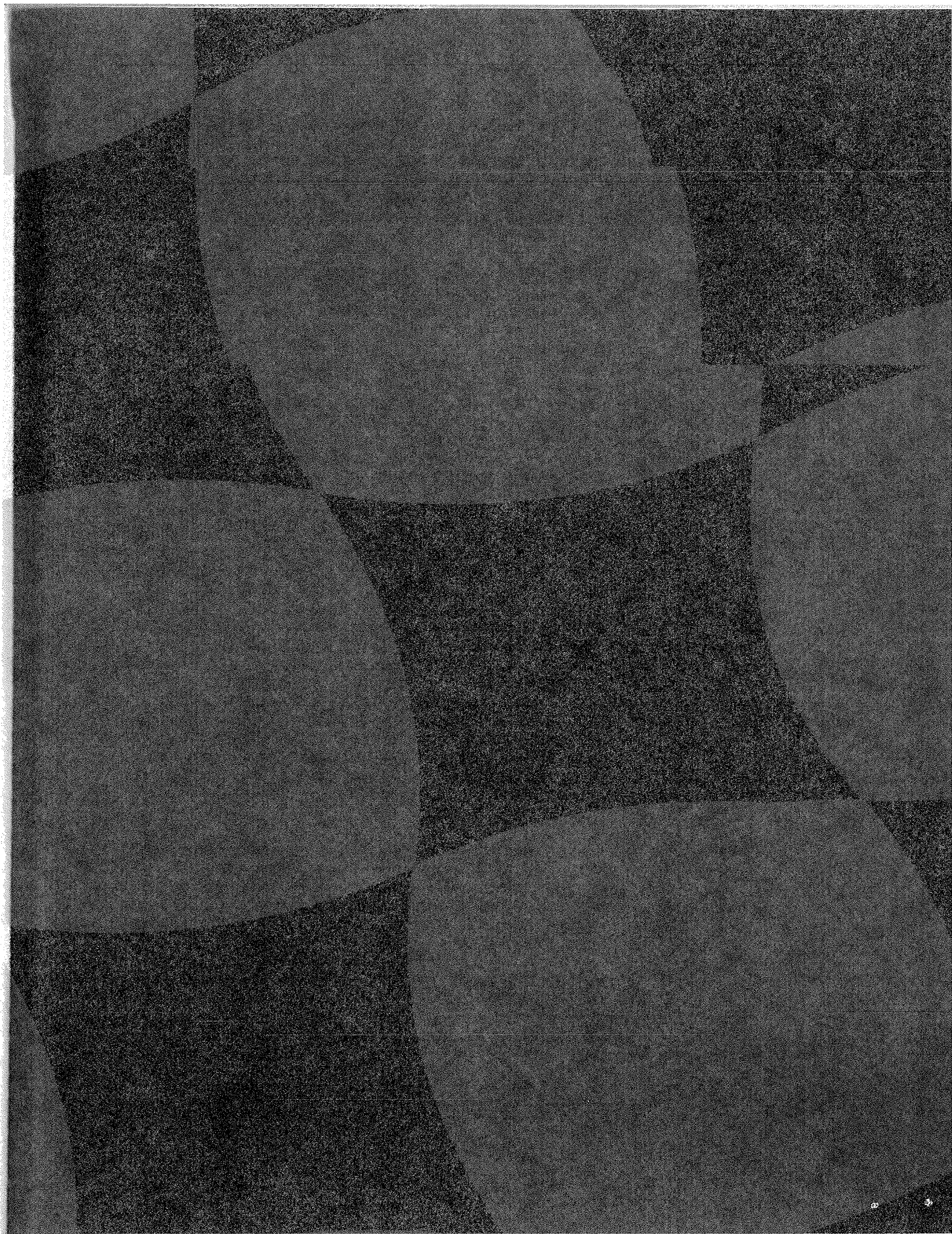
Section C
Table IV-9



Section C
Table IV-10







IV-D. AFFIRMATIVE ACTION GRADUATE FINANCIAL ASSISTANCE PROGRAM

The descriptions and discussion of the various Affirmative Action Graduate Financial Assistance Programs (AAGFAP) show the range of support for women and racial/ethnic minority graduate students at Michigan State University (see MSU 1989-90 Annual Report on Affirmative Action).

Tables IV-1 through IV-6 and Graphs IV-1 through IV-6 show total expenditures, yearly expenditures by program, the number of awards each year, and the racial/ethnic and gender breakdowns of those awards, for those AAGFAP programs funded by the University from 1977-78 to 1989-90.

Tables IV-1 and IV-2, and Graphs IV-1 and IV-2 show that since budget year 1977-78, total AAGFAP expenditures have increased each year with the one exception of a 5.0 percent decline in 1984-85. From 1977-78 to 1989-90, AAGFAP total expenditures increased by nearly 1.5 million dollars (from \$334,869 to \$1,753,483), an increase of 423.6 percent. For specific AAGFAP programs, EOP expenditures increased from \$221,806 in 1977-78 to \$854,859 in 1989-90 or by 285.4 percent; AAGA expenditures increased from \$113,063 in 1977-78 to \$524,537 in 1989-90, or by 363.9 percent; MCDF expenditures increased from \$43,941 in 1979-80 to \$269,320 in 1989-90, or by 512.9 percent; and PF expenditures declined in 1985-86 to 1988-89, but increased from \$89,022 in 1979-80 to \$104,767 in 1989-90, or by 17.7 percent.

Table IV-3 and Graph IV-3 show that from 1977-78 to 1980-81, the number of EOP fellowships awarded to women and minorities declined from 137 to 107. From 1980-81 to 1985-86, the number of EOP fellowships awarded increased to 228. From 1985-86 to 1987-88, the number of EOP fellowships awarded declined from 228 to 165. This decline was due to a necessary increase adjustment of the maximum EOP award level (recommended and approved by both the AAGFAP Policy Group and the AAGFAP Operations Committee), and to the expansion of the AAGA and MCDF programs. From 1987-88 to 1989-90, however, the number of EOP fellowships awarded increased to 227, or by 37.6 percent.

Table IV-4 and Graph IV-4 shows a positive trend from 1977-78 to 1989-90 in the number of AAGA awards held by women and minorities. From 1977-78 to 1987-88, approximately 40 to 50 percent of all AAGA awards were held by Caucasian women. From 1987-88 to 1989-90, however, nearly 60 to 70 percent of all AAGA awards were held by

held by minorities. Other University data show that the overall number of Caucasian women who held regular graduate assistantships increased during the same period.

Table IV-5 and Graph IV-5 show that both MCDF expenditures and the number of awards have increased from 1979-80 to 1989-90. The large increase from 1985-86 to 1986-87 in the number of MCDF awards was due primarily to the expansion of the MCDF program to include a new program developed from the Programmatic Funding Program (conversely, see Table IV-6)

Table IV-6 and Graph IV-6 show that from 1979-80 to 1988-89, the number of programmatic awards remained relatively constant. In 1989-90, however, the number of Programmatic awards more than doubled. This was due primarily to the expansion of Programmatic Funding to include a new program called GOALS.

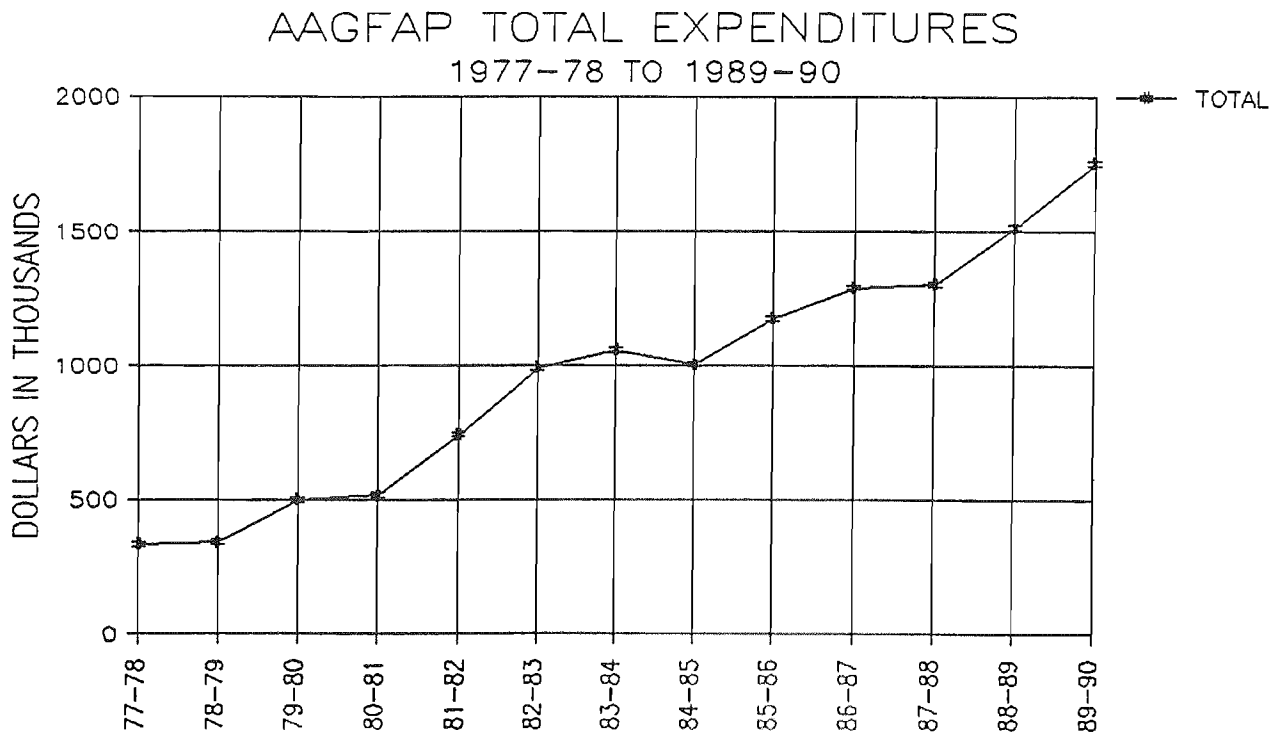
Section D

Table IV-1
Affirmative Action Graduate Financial Assistance Program*
Expenditures, 1977-78 to 1989-90

YEAR	EOP	MCDF	PF	AAGA	TOTAL
1977-78	\$221,806	-----	-----	\$113,063	\$ 334,869
1978-79	219,546	-----	-----	121,543	341,089
1979-80	237,634	\$ 43,941	\$ 89,022	130,051	500,648
1980-81	257,540	40,116	78,026	140,460	516,142
1981-82	390,000	57,000	80,000	215,305	742,305
1982-83	451,760	127,000	136,078	277,106	991,944
1983-84	541,211	127,548	122,000	267,409	1,058,168
1984-85	492,247	106,247	115,555	290,997	1,005,046
1985-86	666,143	86,737	84,575	339,153	1,176,608
1986-87	635,486	206,813	54,982	394,128	1,291,409
1987-88	628,290	188,989	60,142	427,288	1,304,709
1988-89	741,895	233,816	50,444	489,175	1,515,330
1989-90	854,859	269,320	104,767	524,537	1,753,483

*NOTE: EOP = Equal Opportunity Program Fellowships
MCDF = Minority Competitive Doctoral Fellowships
PF = Programmatic Funding
AAGA = Affirmative Action Graduate Assistantships

GRAPH IV-1



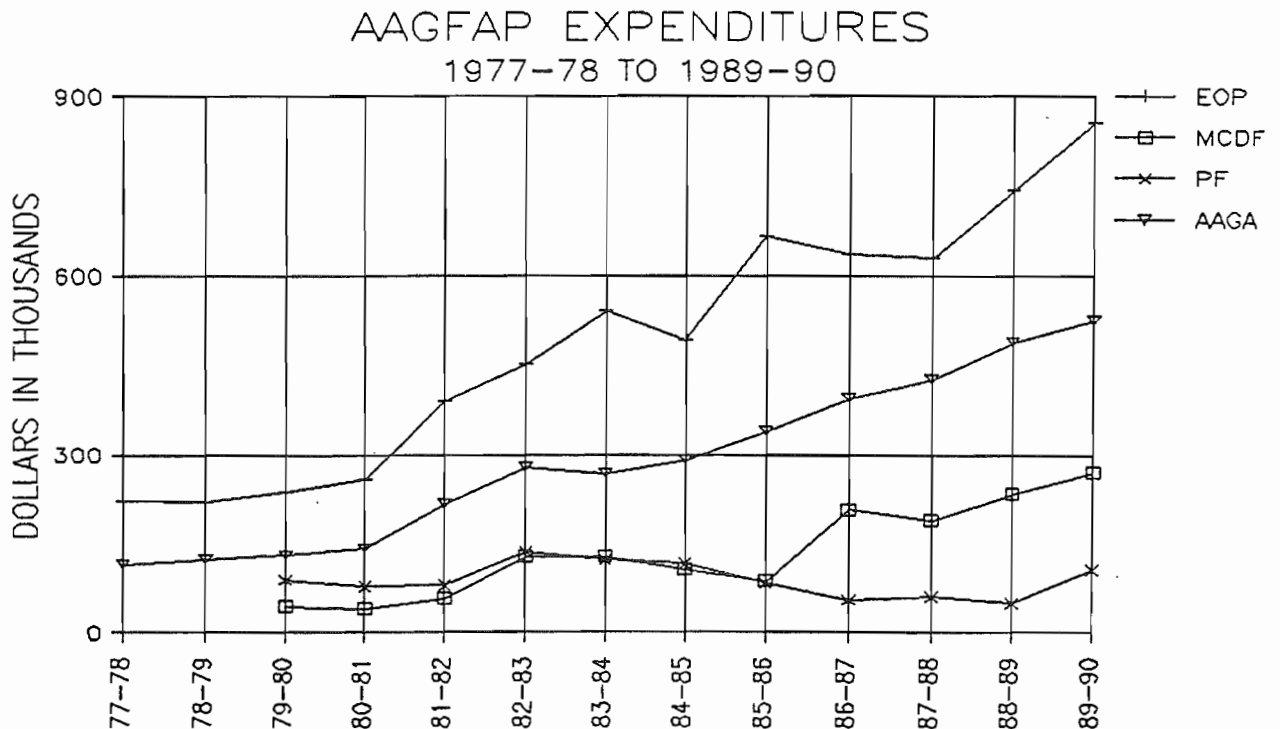
Section D

Table IV-2
Affirmative Action Graduate Financial Assistance Program*,
Expenditures (annual percent change),
1977-78 to 1989-90

YEAR	EOP	MCDF	PF	AAGA	TOTAL
1977-78					
1978-79	-1.0	----	----	7.5	1.9
1979-80	8.2	----	----	7.0	46.8
1980-81	8.4	-8.7	-12.4	8.0	3.1
1981-82	51.4	42.1	2.5	53.3	43.8
1982-83	15.8	122.8	70.1	28.7	33.6
1983-84	19.8	0.4	-10.3	-3.5	6.7
1984-85	-9.0	-16.7	-5.3	8.8	-5.0
1985-86	35.3	-18.4	-26.8	16.6	17.1
1986-87	-4.6	138.4	-35.0	16.2	9.8
1987-88	-1.1	-8.6	9.4	8.4	1.0
1988-89	18.1	23.7	-16.1	14.5	16.1
1989-90	15.2	15.2	107.7	7.2	15.7

*NOTE: EOP = Equal Opportunity Program Fellowships
MCDF = Minority Competitive Doctoral Fellowships
PF = Programmatic Funding
AAGA = Affirmative Action Graduate Assistantships

GRAPH IV-2

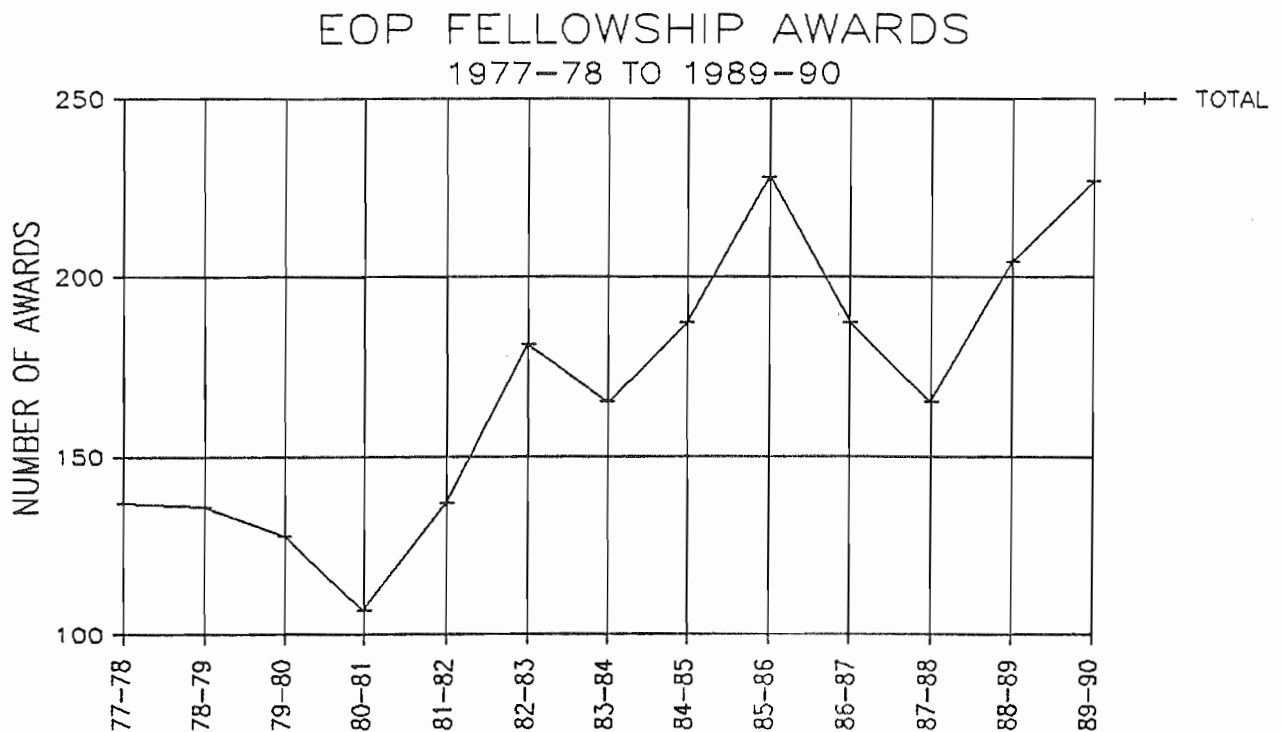


Section D

Table IV-3
Allocation of Equal Opportunity Program Fellowships (Need Based)
by Racial/Ethnic Group and Gender,
1977-78 to 1989-90

Year	Total Number of Awards	Black (M/W)	Hispanic (M/W)	Asian Pac Isl (M/W)	American Indian (M/W)	Caucasian & Others (M/W)	Expenditures
1977-78	137	51/53	12/6	7/3	2/1	0/2	\$221,806
1978-79	136	57/50	13/5	3/3	0/2	1/2	219,546
1979-80	128	40/49	20/8	5/3	2/1	0/0	237,634
1980-81	107	34/41	9/10	4/4	0/2	0/3	257,540
1981-82	137	36/55	12/12	5/7	1/3	1/5	390,000
1982-83	181	50/68	19/16	7/8	2/5	1/5	451,760
1983-84	165	47/60	14/19	6/9	1/2	2/5	541,211
1984-85	187	54/57	20/23	11/12	2/4	0/4	492,247
1985-86	228	67/76	23/26	16/7	3/3	0/7	666,143
1986-87	187	51/62	16/26	13/5	3/2	0/9	632,126
1987-88	165	35/59	20/19	16/9	1/2	0/4	628,290
1988-89	204	46/67	31/21	21/12	1/1	0/4	741,895
1989-90	227	50/71	36/22	21/13	2/3	1/0	854,859

GRAPH IV-3

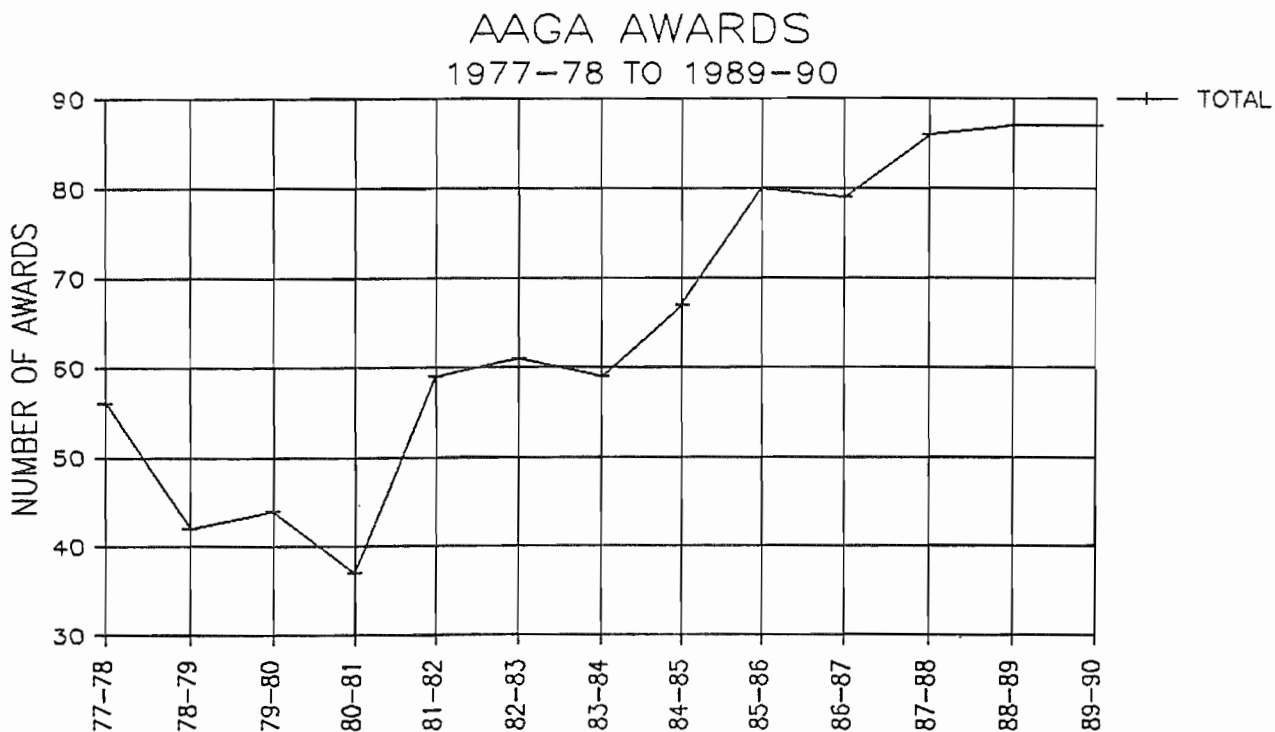


Section D

Table IV-4
Affirmative Action Graduate Assistantship Program,
Expenditures and Allocation by Racial/Ethnic Group and Gender,
1977-78 to 1989-90

Year	Total Number of Awards	Black (M/W)	Hispanic (M/W)	Asian Pac Isl (M/W)	American Indian (M/W)	Caucasian & Others (M/W)	Expenditures
1977-78	56	7/10	3/1	1/2	1/2	1/28	\$113,063
1978-79	42	7/9	0/1	0/0	0/1	0/24	121,543
1979-80	44	6/9	4/6	0/2	0/0	0/17	130,051
1980-81	37	4/9	4/4	2/2	0/0	0/12	140,460
1981-82	59	3/16	3/4	1/3	2/0	0/27	215,305
1982-83	61	9/14	6/2	1/2	0/1	0/26	277,106
1983-84	59	11/12	4/7	1/1	1/1	0/21	267,409
1984-85	67	6/14	5/4	6/2	1/1	0/28	290,997
1985-86	80	10/11	5/6	3/1	2/0	0/42	339,153
1986-87	79	7/11	6/3	2/4	0/1	0/45	394,128
1987-88	86	6/13	8/6	2/2	0/6	0/43	427,288
1988-89	87	12/18	2/7	2/10	0/2	0/34	489,175
1989-90	87	17/24	6/5	4/6	1/0	0/24	524,537

GRAPH IV-4



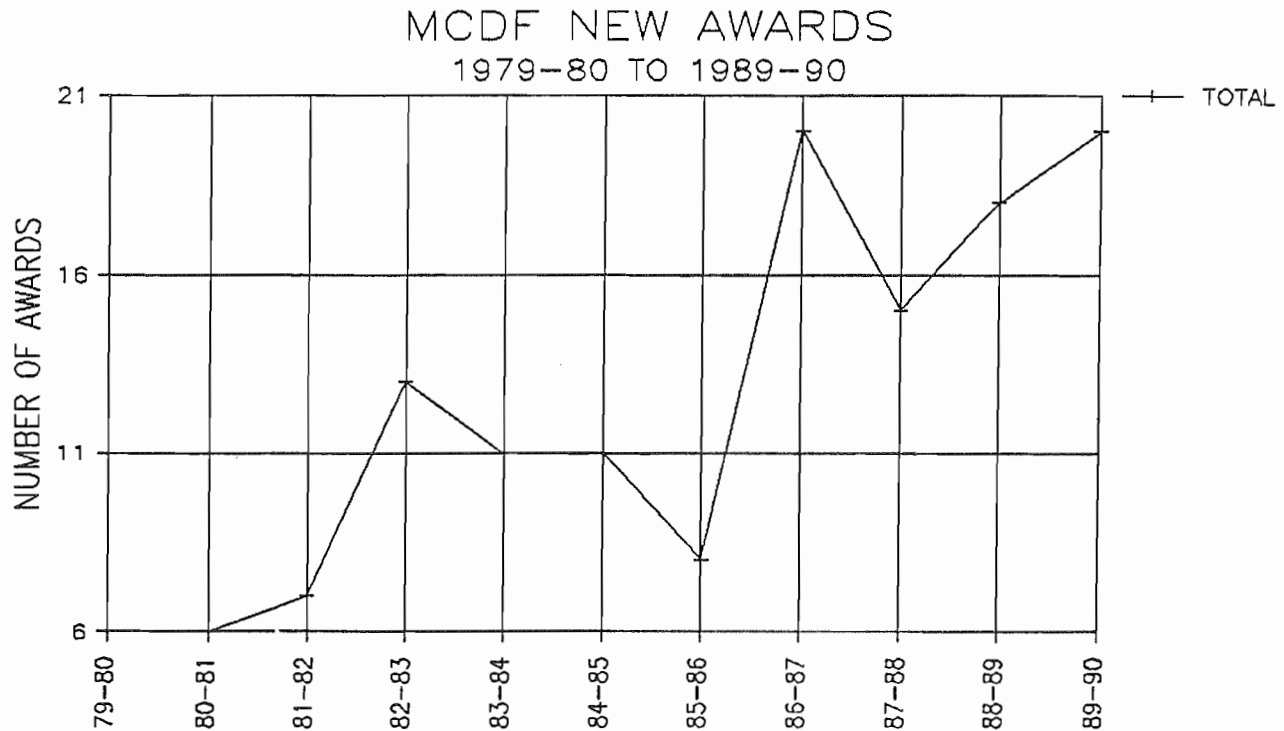
Section D

Table IV-5
Allocation of Minority Competitive Doctoral Fellowship Awards,
by Racial/Ethnic Group and Gender,
1979-80 to 1989-90

Year	Total Number of New Awards	Black (M/W)	Hispanic (M/W)	Asian Pac Isl (M/W)	American Indian (M/W)	Caucasian & Others (M/W)	Expenditures*
1979-80	6	2/1	0/2	0/1	0/0	0/0	\$ 43,941
1980-81	6	2/1	0/1	0/2	0/0	0/0	40,116
1981-82	7	1/1	3/1	0/0	0/1	0/0	57,000
1982-83	13	4/6	0/1	0/1	1/0	0/0	127,000
1983-84	11	6/3	1/1	0/0	0/0	0/0	127,548
1984-85	11	4/3	0/2	0/2	0/0	0/0	106,247
1985-86	8	2/2	2/1	1/0	0/0	0/0	86,737
1986-87	20	5/7	2/5	0/0	0/1	0/0	206,813
1987-88	15	3/3	2/1	2/2	1/1	0/0	188,989
1988-89	18	3/6	4/2	1/1	0/1	0/0	233,816
1989-90	20	3/6	8/1	0/2	0/0	0/0	269,320

*Note: Expenditures also include Minority Competitive Doctoral Fellowship (MCDF) partial, supplementary, and summer awards for continuing Fellows.

GRAPH IV-5



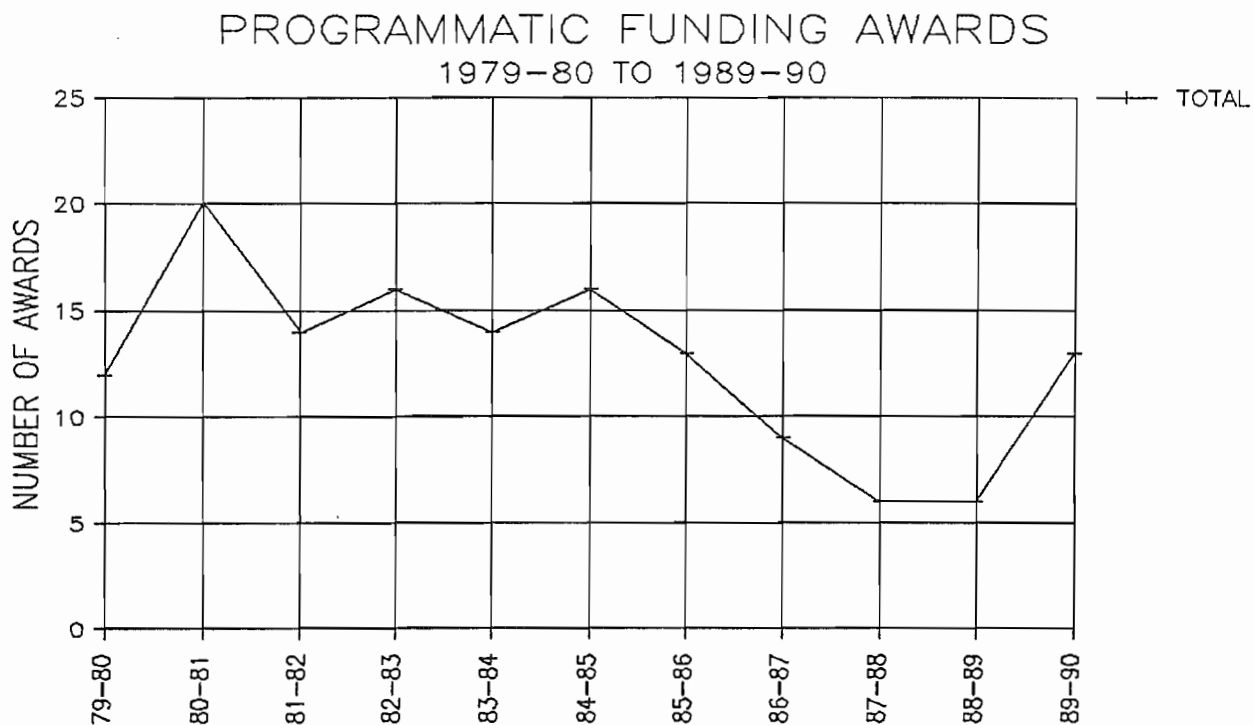
Section D

Table IV-6

Expenditures for Programmatic Funding Awards,
1979-80 to 1989-90 Fiscal Year

Year	Number of Awards	Expenditures
1979-80	12	\$ 89,022
1980-81	20	78,026
1981-82	14	80,000
1982-83	16	136,078
1983-84	14	122,000
1984-85	16	115,555
1985-86	13	84,575
1986-87	9	54,982
1987-88	6	60,142
1988-89	6	50,444
1989-90	13	104,767

GRAPH IV-1

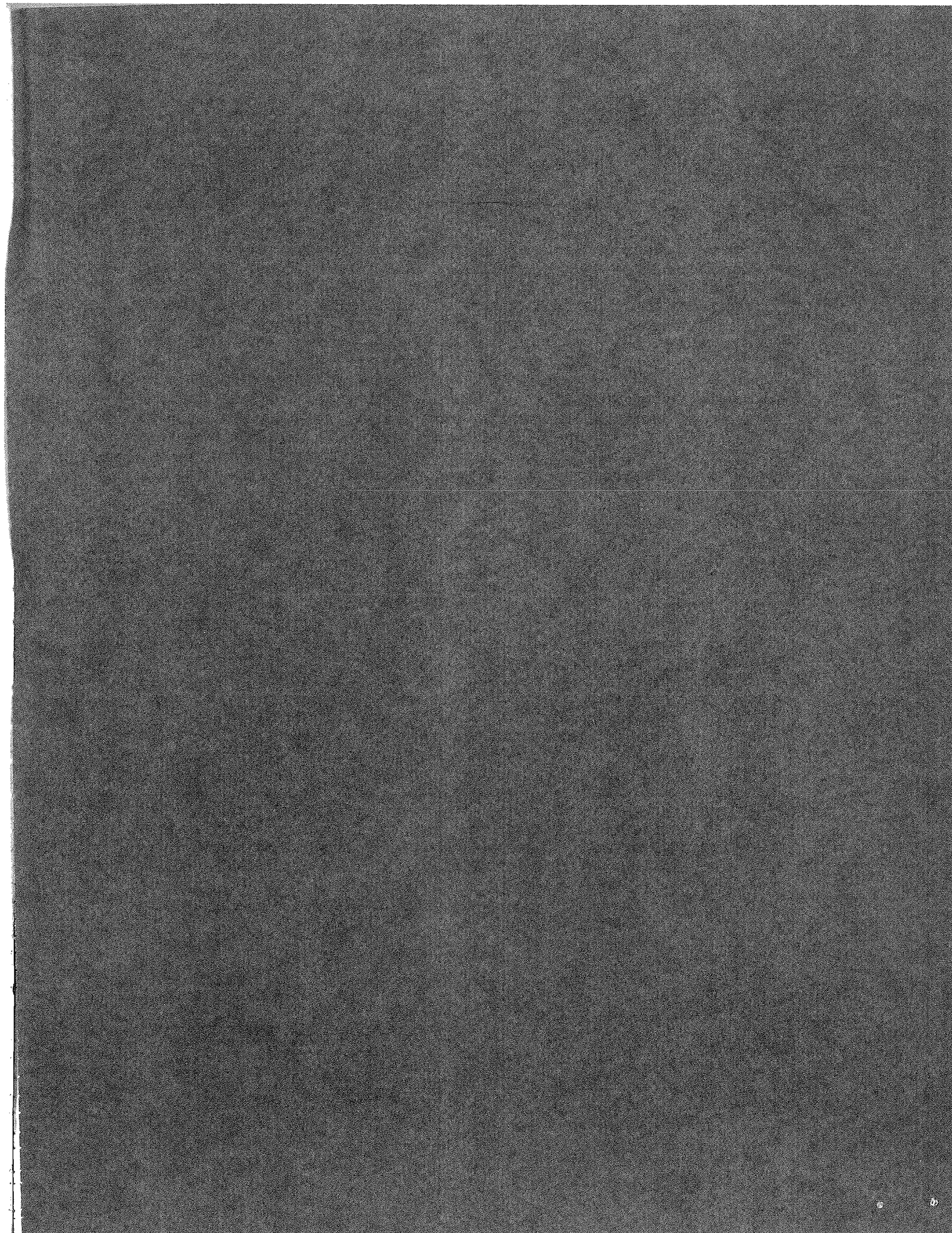


Affirmative Action in Procurement Program

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V. PROCUREMENT

TABLE V-1

Table V-1 illustrates a four year trend of the total dollars spent on University construction. The figures represent both major construction projects (over \$100,000 and Board approved) and minor construction (under \$100,00 and facilitated by purchase order). The significant decrease in total expenditures in 1989-90 help to explain the comparatively limited amount of actual minority business. Noteworthy, however, is the fact that the percentage of dollars spent with minority vendors has remained relatively constant. This figure signifies considerable effort on the part of buying personnel to develop minority suppliers and provide them with the opportunity to compete for construction business. Historically, the construction area has been targeted as one where minority participation can be maximized. With continued efforts, the University can maintain the encouraging percentages regardless of actual dollars allocated to construction.

Table V-2

The drastic decrease in University construction has necessitated a more intensive effort to develop minority vendors in the equipment and supply areas. Table V-2 represents a four year trend of the potential dollars, actual dollars and percentage of actual to potential dollars spent with both minority-owned and women-owned businesses. As previously noted, potential dollars continue to decrease. This creates the need for increased effort on the part of buying personnel to assure minority businesses a continued level of business activity. Percentages for 1990 are most encouraging: minority businesses were awarded 32.8% of potential dollars, and women-owned businesses were awarded 37.429% of potential dollars.

V-1
Table
Construction
Four Year Trend

Year	Total Expended	Actual Minority Business	Total %
1986-87	24,951,929.00	4,741,888.00	19.004%
1987-88	88,002,865.00	15,859,121.00	18.021%
1988-89	14,385,419.00	2,850,285.00	19.814%
1989-90	9,016,729.00	1,643,446.00	18.227%

V-2
Table
Affirmative Action in Procurement Program
Four Year Trend

12 Months Ended June 30	1987	1988	1989	1990
<u>Minority-owned Business</u>				
Potential Dollars	22,729,427	92,000,230	19,892,749	11,167,384
Actual Dollars Awarded	2,991,859	6,696,458	3,515,850	3,662,149
Percent Actual of Potential Dollars	13.2%	7.3%	17.8%	32.8%
<u>Women-owned Business</u>				
Potential Dollars	21,100,206	88,051,712	15,144,749	10,984,596
Actual Dollars	4,429,871	13,174,145	4,260,946	4,111,429
Percent Actual of Potential Dollars	21.0%	15.0%	28.1%	37.429%

Workforce Summaries

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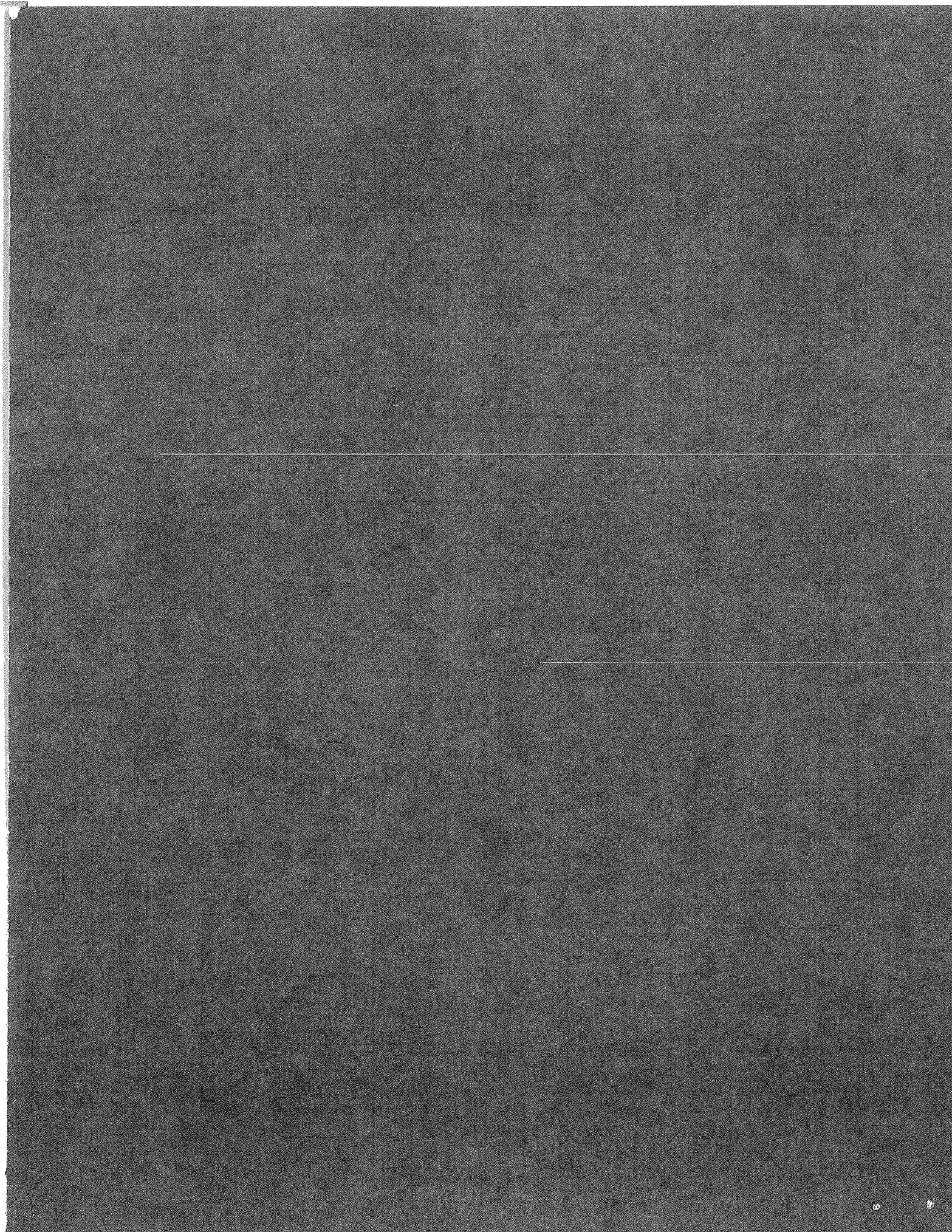


TABLE 1

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

UNIVERSITY TOTALS
NUMBERS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	1051	138	1189	80	12	92	26	7	33	48	2	50	4	3	7	2		2	971	126	1097
Associate Professor	425	153	578	51	25	76	18	13	31	24	11	35	8	1	9	1		1	374	128	502
Assistant Professor	197	134	331	31	24	55	9	12	21	14	9	23	7	3	10	1		1	166	110	276
Instructor	1		1																1		1
Tenure System Total	1674	425	2099	162	61	223	53	32	85	86	22	108	19	7	26	4		4	1512	364	1876
Continuing Staff	347	290	637	27	34	61	17	23	40	7	8	15	3	2	5		1	1	320	256	576
Temporary Faculty	366	219	585	53	22	75	17	9	26	27	10	37	7	2	9	2	1	3	313	197	510
Temporary Staff	458	364	822	117	62	179	26	29	55	76	23	99	11	8	19	4	2	6	341	302	643
Other Academic Appts. Total	1171	873	2044	197	118	315	60	61	121	110	41	151	21	12	33	6	4	10	974	755	1729
Administrative Professional	818	1046	1864	67	105	172	30	61	91	18	23	41	18	11	29	1	10	11	751	941	1692
Clerical Technical	201	1957	2158	29	217	246	14	111	125	4	26	30	8	62	70	3	18	21	172	1740	1912
Labor	769	533	1302	106	185	291	55	117	172	10	5	15	35	57	92	6	6	12	663	348	1011
Support Staff Total	1788	3536	5324	202	507	709	99	289	388	32	54	86	61	130	191	10	34	44	1586	3029	4615
GRAND TOTAL	4633	4834	9467	561	686	1247	212	382	594	228	117	345	101	149	250	20	38	58	4072	4148	8220

TABLE 2

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

UNIVERSITY TOTALS
PERCENTAGES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	88.4	11.6	100.0	6.7	1.0	7.7	2.2	.6	2.8	4.0	.2	4.2	.3	.3	.6	.2		.2	81.7	10.6	92.3
Associate Professor	73.5	26.5	100.0	8.8	4.3	13.1	3.1	2.2	5.4	4.2	1.9	6.1	1.4	.2	1.6	.2		.2	64.7	22.1	86.9
Assistant Professor	59.5	40.5	100.0	9.4	7.3	16.6	2.7	3.6	6.3	4.2	2.7	6.9	2.1	.9	3.0	.3		.3	50.2	33.2	83.4
Instructor	100.0		100.0																100		100
Tenure System Total	79.8	20.2	100.0	7.7	2.9	10.6	2.5	1.5	4.0	4.1	1.0	5.1	.9	.3	1.2	.2		.2	72.0	17.3	89.4
Continuing Staff	54.5	45.5	100.0	4.2	5.3	9.6	2.7	3.6	6.3	1.1	1.3	2.4	.5	.3	.8		.2	.2	50.2	40.2	90.4
Temporary Faculty	62.6	37.4	100.0	9.1	3.8	12.8	2.9	1.5	4.4	4.6	1.7	6.3	1.2	.3	1.5	.3	.2	.5	53.5	33.7	87.2
Temporary Staff	55.7	44.3	100.0	14.2	7.5	21.8	3.2	3.5	6.7	9.2	2.8	12.0	1.3	1.0	2.3	.5	.2	.7	41.5	36.7	78.2
Other Academic Appts. Total	57.3	42.7	100.0	9.6	5.8	15.4	2.9	3.0	5.9	5.4	2.0	7.4	1.0	.6	1.6	.3	.2	.5	47.7	36.9	84.6
Administrative Professional	43.9	56.1	100.0	3.6	5.6	9.2	1.6	3.3	4.9	1.0	1.2	2.2	1.0	.6	1.6	.1	.5	.6	40.3	50.5	90.8
Clerical Technical	9.3	90.7	100.0	1.3	10.1	11.4	.6	5.1	5.8	.2	1.2	1.4	.4	2.9	3.2	.1	.8	1.0	8.0	80.6	88.6
Labor	59.1	40.9	100.0	8.1	14.2	22.4	4.2	9.0	13.2	.8	.4	1.2	2.7	4.4	7.1	.5	.5	.9	50.9	26.7	77.6
Support Staff Total	33.6	66.4	100.0	3.8	9.5	13.3	1.9	5.4	7.3	.6	1.0	1.6	1.1	2.4	3.6	.2	.6	.8	29.8	56.9	86.7
GRAND TOTAL	48.9	51.1	100.0	5.9	7.2	13.2	2.2	4.0	6.3	2.4	1.2	3.6	1.1	1.6	2.6	.2	.4	.6	43.0	43.8	86.8

TABLE 3

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

OFFICE OF THE PROVOST

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	6	2	8	2		2	2		2										4	2	6
Associate Professor	4	2	6		1	1		1	1										4	1	5
Assistant Professor	2		2	1		1	1		1										1		1
Instructor																					
Tenure System Total	12	4	16	3	1	4	3	1	4										9	3	12
Continuing Staff	22	47	69	1	9	10	1	4	5		3	3		2	2				21	38	59
Temporary Faculty																					
Temporary Staff	35	25	60	9	2	11	7	1	8				1	1	2	1		1	26	23	49
Other Academic Appts. Total	57	72	129	10	11	21	8	5	13		3	3	1	3	4	1		1	47	61	108
Administrative Professional	21	37	58	2	3	5	1	2	3	1		1		1	1				19	34	53
Clerical Technical	17	119	136		17	17		8	8		3	3		5	5		1	1	17	102	119
Labor	1		1	1		1	1		1												
Support Staff Total	39	156	195	3	20	23	2	10	12	1	3	4		6	6		1	1	36	136	172
GRAND TOTAL	108	232	340	16	32	48	13	16	29	1	6	7	1	9	10	1	1	2	92	200	292

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

ACADEMIC HUMAN
RESOURCES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	2		2	1		1	1		1										1		1
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total	2		2	1		1	1		1										1		1
Continuing Staff																					
Temporary Faculty		1	1																	1	1
Temporary Staff																					
Other Academic Appts. Total		1	1																	1	1
Administrative Professional	4	5	9	2	1	3	1	1	2				1		1				2	4	6
Clerical Technical		8	8		3	3		2	2					1	1					5	5
Labor																					
Support Staff Total	4	13	17	2	4	6	1	3	4				1	1	2				2	9	11
GRAND TOTAL	6	14	20	3	4	7	2	3	5				1	1	2				3	10	13

TABLE 5

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

CYCLOTRON LABORATORY

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	3		3																3		3
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total	3		3																3		3
Continuing Staff	31	2	33	2	1	3				2	1	3							29	1	30
Temporary Faculty																					
Temporary Staff	21		21	6		6	1		1	4		4	1		1				15		15
Other Academic Apts. Total	52	2	54	8	1	9	1		1	6	1	7	1		1				44	1	45
Administrative Professional	27	11	38	2		2	1		1				1		1				25	11	36
Clerical Technical		6	6		1	1											1	1		5	5
Labor	20		20	1		1							1		1				19		19
Support Staff Total	47	17	64	3	1	4	1		1				2		2		1	1	44	16	60
GRAND TOTAL	102	19	121	11	2	13	2		2	6	1	7	3		3		1	1	91	17	108

TABLE 6

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

ACADEMIC
SERVICES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	1		1																1		1
Associate Professor		2	2																	2	2
Assistant Professor																					
Instructor																					
Tenure System Total	1	2	3																1	2	3
Continuing Staff	1		1																1		1
Temporary Faculty		1	1																	1	1
Temporary Staff																					
Other Academic Appts. Total	1	1	2																1	1	2
Administrative Professional	12	23	35	3	2	5	2	2	4				1		1				9	21	30
Clerical Technical	1	108	109	1	21	22	1	10	11		3	3		4	4		4	4		87	87
Labor																					
Support Staff Total	13	131	144	4	23	27	3	12	15		3	3	1	4	5		4	4	9	108	117
GRAND TOTAL	15	134	149	4	23	27	3	12	15		3	3	1	4	5		4	4	11	111	122

TABLE 7

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

INTERNATIONAL STUDIES
AND PROGRAMS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	3		3	1		1							1		1				2		2
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total	3		3	1		1							1		1				2		2
Continuing Staff	2	1	3	1		1				1		1							1	1	2
Temporary Faculty	5		5	1		1	1		1										4		4
Temporary Staff	4	2	6	2		2				2		2							2	2	4
Other Academic Appts. Total	11	3	14	4		4	1		1	3		3							7	3	10
Administrative Professional	2	10	12		2	2		2	2										2	8	10
Clerical Technical		17	17		2	2		2	2											15	15
Labor																					
Support Staff Total	2	27	29		4	4		4	4										2	23	25
GRAND TOTAL	16	30	46	5	4	9	1	4	5	3		3	1		1				11	26	37

TABLE 8

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

LIFELONG EDUCATION

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	3	1	4																3	1	4
Associate Professor	1		1																1		1
Assistant Professor																					
Instructor																					
Tenure System Total	4	1	5																4	1	5
Continuing Staff																					
Temporary Faculty																					
Temporary Staff	8	5	13		1	1		1	1										8	4	12
Other Academic Appts. Total	8	5	13		1	1		1	1										8	4	12
Administrative Professional	4	13	17		1	1		1	1										4	12	16
Clerical Technical		21	21		3	3		3	3											18	18
Labor	4		4																4		4
Support Staff Total	8	34	42		4	4		4	4										8	30	38
GRAND TOTAL	20	40	60		5	5		5	5										20	35	55

TABLE 9

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

**UNDERGRADUATE UNIVERSITY
DIVISION**

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	5	2	7	2		2	2		2										3	2	5
Associate Professor	1		1	1		1	1		1												
Assistant Professor																					
Instructor																					
Tenure System Total	6	2	8	3		3	3		3										3	2	5
Continuing Staff	4	12	16	1	5	6		3	3		1	1	1		1		1	1	3	7	10
Temporary Faculty																					
Temporary Staff	9	22	31	6	11	17	4	6	10		1	1	1	3	4	1	1	2	3	11	14
Other Academic Appts. Total	13	34	47	7	16	23	4	9	13		2	2	2	3	5	1	2	3	6	18	24
Administrative Professional	1	4	5		1	1		1	1										1	3	4
Clerical Technical		21	21		7	7		6	6					1	1					14	14
Labor	3		3	1		1	1		1										2		2
Support Staff Total	4	25	29	1	8	9	1	7	8					1	1				3	17	20
GRAND TOTAL	23	61	84	11	24	35	8	16	24		2	2	2	4	6	1	2	3	12	37	49

TABLE 10

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

AGRICULTURE AND
NATURAL RESOURCES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	160	7	167	7	1	8	2	1	3	4		4				1		1	153	6	159
Associate Professor	59	7	66	5	1	6	2	1	3	3		3							54	6	60
Assistant Professor	28	6	34	4	2	6				2	2	4	2		2				24	4	28
Instructor																					
Tenure System Total	247	20	267	16	4	20	4	2	6	9	2	11	2		2	1		1	231	16	247
Continuing Staff	16	6	22	1		1				1		1							15	6	21
Temporary Faculty	31	9	40	3	2	5	2		2	1	2	3							28	7	35
Temporary Staff	84	37	121	17	2	19	2		2	14	2	16	1		1				67	35	102
Other Academic Appts. Total	131	52	183	21	4	25	4		4	16	4	20	1		1				110	48	158
Administrative Professional	93	80	173	1	6	7		2	2		1	1	1	1	2		2	2	92	74	166
Clerical Technical	21	144	165	3	16	19	1	6	7	1	2	3	1	6	7		2	2	18	128	146
Labor	46	2	48	2		2				1		1	1		1				44	2	46
Support Staff Total	160	226	386	6	22	28	1	8	9	2	3	5	3	7	10		4	4	154	204	358
GRAND TOTAL	538	298	836	43	30	73	9	10	19	27	9	36	6	7	13	1	4	5	495	268	763

TABLE 11

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

AGRICULTURAL EXPERIMENT
STATION

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	2		2																2		2
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total	2		2																2		2
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional		4	4																	4	4
Clerical Technical		4	4																	4	4
Labor																					
Support Staff Total		8	8																	8	8
GRAND TOTAL	2	8	10																2	8	10

TABLE 12

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

COOPERATIVE EXTENSION

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor		2	2																	2	2
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total		2	2																	2	2
Continuing Staff	178	151	329	9	9	18	8	9	17				1		1				169	142	311
Temporary Faculty		1	1																	1	1
Temporary Staff	13	21	34	2		2	2		2										11	21	32
Other Academic Appts. Total	191	173	364	11	9	20	10	9	19				1		1				180	164	344
Administrative Professional		7	7																	7	7
Clerical Technical	1	43	44		8	8		5	5					1	1		2	2	1	35	36
Labor	1	126	127		53	53		41	41					8	8		4	4	1	73	74
Support Staff Total	2	176	178		61	61		46	46					9	9		6	6	2	115	117
GRAND TOTAL	193	351	544	11	70	81	10	55	65				1	9	10		6	6	182	281	463

TABLE 13

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

ARTS AND LETTERS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	164	33	197	4	3	7	1	2	3	3		3		1	1				160	30	190
Associate Professor	52	25	77	8	2	10	2	1	3	2		2	3	1	4	1		1	44	23	67
Assistant Professor	17	24	41	3	4	7	1	2	3	1	2	3				1		1	14	20	34
Instructor																					
Tenure System Total	233	82	315	15	9	24	4	5	9	6	2	8	3	2	5	2		2	218	73	291
Continuing Staff	1	3	4																1	3	4
Temporary Faculty	30	25	55	4	2	6	1		1	2	2	4	1		1				26	23	49
Temporary Staff	4	13	17		4	4		1	1		1	1		2	2				4	9	13
Other Academic Appts. Total	35	41	76	4	6	10	1	1	2	2	3	5	1	2	3				31	35	66
Administrative Professional	3	12	15		3	3		3	3										3	9	12
Clerical Technical	4	48	52	1	7	8		4	4				1	3	4				3	41	44
Labor																					
Support Staff Total	7	60	67	1	10	11		7	7				1	3	4				6	50	56
GRAND TOTAL	275	183	458	20	25	45	5	13	18	8	5	13	5	7	12	2		2	255	158	413

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

BUSINESS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	57		57	2		2				2		2							55		55
Associate Professor	36	9	45	4	1	5	3		3	1	1	2							32	8	40
Assistant Professor	19	9	28	6		6				6		6							13	9	22
Instructor	1		1																1		1
Tenure System Total	113	18	131	12	1	13	3		3	9	1	10							101	17	118
Continuing Staff	4	4	8	1		1	1		1										3	4	7
Temporary Faculty	6	2	8	1		1				1		1							5	2	7
Temporary Staff	14	6	20	1	2	3	1	1	2								1	1	13	4	17
Other Academic Appts. Total	24	12	36	3	2	5	2	1	3	1		1					1	1	21	10	31
Administrative Professional	4	17	21		1	1		1	1										4	16	20
Clerical Technical	3	42	45		2	2								2	2				3	40	43
Labor																					
Support Staff Total	7	59	66		3	3		1	1					2	2				7	56	63
GRAND TOTAL	144	89	233	15	6	21	5	2	7	10	1	11		2	2		1	1	129	83	212

TABLE 15

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

COMMUNICATION ARTS
AND SCIENCES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	19	2	21	1		1	1		1										18	2	20
Associate Professor	16	4	20	2	1	3	2	1	3										14	3	17
Assistant Professor	12	8	20	1	3	4	1	1	2		1	1		1	1				11	5	16
Instructor																					
Tenure System Total	47	14	61	4	4	8	4	2	6		1	1		1	1				43	10	53
Continuing Staff	4	6	10	1	1	2	1	1	2										3	5	8
Temporary Faculty	7	9	16	1	1	2				1	1	2							6	8	14
Temporary Staff	15	9	24	1	2	3		1	1		1	1	1		1				14	7	21
Other Academic Apts. Total	26	24	50	3	4	7	1	2	3	1	2	3	1		1				23	20	43
Administrative Professional	1	7	8																1	7	8
Clerical Technical	1	19	20		3	3		1	1					1	1		1	1	1	16	17
Labor																					
Support Staff Total	2	26	28		3	3		1	1					1	1		1	1	2	23	25
GRAND TOTAL	75	64	139	7	11	18	5	5	10	1	3	4	1	2	3		1	1	68	53	121

TABLE 16

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

EDUCATION

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	65	20	85	2	1	3	2	1	3										63	19	82
Associate Professor	28	25	53	4	6	10		4	4	1	2	3	3		3				24	19	43
Assistant Professor	4	11	15		3	3		2	2					1	1				4	8	12
Instructor																					
Tenure System Total	97	56	153	6	10	16	2	7	9	1	2	3	3	1	4				91	46	137
Continuing Staff	5	4	9	1		1				1		1							4	4	8
Temporary Faculty	20	17	37	4	1	5		1	1	2		2	2		2				16	16	32
Temporary Staff	32	58	90	2	3	5		3	3				2		2				30	55	85
Other Academic Appts. Total	57	79	136	7	4	11		4	4	3		3	4		4				50	75	125
Administrative Professional	1	10	11																1	10	11
Clerical Technical	1	71	72		5	5		2	2					2	2		1	1	1	66	67
Labor		2	2																	2	2
Support Staff Total	2	83	85		5	5		2	2					2	2		1	1	2	78	80
GRAND TOTAL	156	218	374	13	19	32	2	13	15	4	2	6	7	3	10		1	1	143	199	342

TABLE 17

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

ENGINEERING

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	56		56	8		8				8		8							48		48
Associate Professor	41	1	42	10		10				10		10							31	1	32
Assistant Professor	27	4	31	6	1	7				4	1	5	2		2				21	3	24
Instructor																					
Tenure System Total	124	5	129	24	1	25				22	1	23	2		2				100	4	104
Continuing Staff	11	6	17	1	2	3	1	2	3										10	4	14
Temporary Faculty	6	2	8	1		1	1		1										5	2	7
Temporary Staff	23	2	25	9		9				8		8	1		1				14	2	16
Other Academic Appts. Total	40	10	50	11	2	13	2	2	4	8		8	1		1				29	8	37
Administrative Professional	13	16	29		3	3		3	3										13	13	26
Clerical Technical	2	43	45		1	1		1	1										2	42	44
Labor	9		9																9		9
Support Staff Total	24	59	83		4	4		4	4										24	55	79
GRAND TOTAL	188	74	262	35	7	42	2	6	8	30	1	31	3		3				153	67	220

TABLE 18

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

HUMAN ECOLOGY

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	8	16	24		1	1		1	1										8	15	23
Associate Professor	5	18	23		3	3					3	3							5	15	20
Assistant Professor	1	7	8		1	1					1	1							1	6	7
Instructor																					
Tenure System Total	14	41	55		5	5		1	1		4	4							14	36	50
Continuing Staff		8	8																	8	8
Temporary Faculty	1	10	11																1	10	11
Temporary Staff	1	11	12		1	1		1	1										1	10	11
Other Academic Appts. Total	2	29	31		1	1		1	1										2	28	30
Administrative Professional	1	6	7																1	6	7
Clerical Technical		30	30																	30	30
Labor		2	2																	2	2
Support Staff Total	1	38	39																1	38	39
GRAND TOTAL	17	108	125		6	6		2	2		4	4							17	102	119

TABLE 19

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

HUMAN MEDICINE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	63	7	70	8		8	2		2	6		6							55	7	62
Associate Professor	21	19	40	3	5	8	1	1	2	2	4	6							18	14	32
Assistant Professor	5	3	8		1	1								1	1				5	2	7
Instructor																					
Tenure System Total	89	29	118	11	6	17	3	1	4	8	4	12		1	1				78	23	101
Continuing Staff	2	1	3																2	1	3
Temporary Faculty	115	52	167	18	6	24	9	1	10	6	4	10	3	1	4				97	46	143
Temporary Staff	19	18	37	12	5	17	1	3	4	11	2	13							7	13	20
Other Academic Appts. Total	136	71	207	30	11	41	10	4	14	17	6	23	3	1	4				106	60	166
Administrative Professional	19	64	83	3	6	9	2	2	4	1	2	3		1	1		1	1	16	58	74
Clerical Technical	12	141	153	1	7	8		1	1	1	3	4		2	2		1	1	11	134	145
Labor		1	1		1	1		1	1												
Support Staff Total	31	206	237	4	14	18	2	4	6	2	5	7		3	3		2	2	27	192	219
GRAND TOTAL	256	306	562	45	31	76	15	9	24	27	15	42	3	5	8		2	2	211	275	486

TABLE 20

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

JAMES MADISON

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	3	1	4																3	1	4
Associate Professor	5		5	1		1				1		1							4		4
Assistant Professor	7	2	9	2		2	1		1				1		1				5	2	7
Instructor																					
Tenure System Total	15	3	18	3		3	1		1	1		1	1		1				12	3	15
Continuing Staff		1	1																	1	1
Temporary Faculty	5	3	8																5	3	8
Temporary Staff		3	3		1	1		1	1											2	2
Other Academic Appts. Total	5	7	12		1	1		1	1										5	6	11
Administrative Professional		3	3		1	1											1	1		2	2
Clerical Technical		3	3																	3	3
Labor																					
Support Staff Total		6	6		1	1											1	1		5	5
GRAND TOTAL	20	16	36	3	2	5	1	1	2	1		1	1		1		1	1	17	14	31

TABLE 21

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

NATURAL SCIENCE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	221	17	238	25	3	28	3		3	21	2	23		1	1	1		1	196	14	210
Associate Professor	48	12	60	3	1	4	1	1	2	2		2							45	11	56
Assistant Professor	38	12	50	2	2	4	1	1	2	1	1	2							36	10	46
Instructor																					
Tenure System Total	307	41	348	30	6	36	5	2	7	24	3	27		1	1	1		1	277	35	312
Continuing Staff	20	10	30	2	2	4	1	1	2	1	1	2							18	8	26
Temporary Faculty	33	16	49	6		6				6		6							27	16	43
Temporary Staff	117	55	172	37	9	46	3	4	7	32	5	37	2		2				80	46	126
Other Academic Appts. Total	170	81	251	45	11	56	4	5	9	39	6	45	2		2				125	70	195
Administrative Professional	61	46	107	3	2	5				2	1	3	1	1	2				58	44	102
Clerical Technical	19	115	134	4	8	12	2	6	8		1	1	2	1	3				15	107	122
Labor	27	9	36	1		1	1		1										26	9	35
Support Staff Total	107	170	277	8	10	18	3	6	9	2	2	4	3	2	5				99	160	259
GRAND TOTAL	584	292	876	83	27	110	12	13	25	65	11	76	5	3	8	1		1	501	265	766

TABLE 22

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

NURSING

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor		5	5																	5	5
Associate Professor		8	8																	8	8
Assistant Professor	1	13	14		1	1		1	1										1	12	13
Instructor																					
Tenure System Total	1	26	27		1	1		1	1										1	25	26
Continuing Staff																					
Temporary Faculty		10	10																	10	10
Temporary Staff		6	6																	6	6
Other Academic Appts. Total		16	16																	16	16
Administrative Professional	1	4	5	1		1							1		1					4	4
Clerical Technical		12	12																	12	12
Labor																					
Support Staff Total	1	16	17	1		1							1		1					16	16
GRAND TOTAL	2	58	60	1	1	2		1	1				1		1				1	57	58

TABLE 23

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

OSTEOPATHIC MEDICINE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	47	7	54	3	1	4	1	1	2	1		1	1		1				44	6	50
Associate Professor	26	6	32		1	1		1	1										26	5	31
Assistant Professor	3	6	9	1		1							1		1				2	6	8
Instructor																					
Tenure System Total	76	19	95	4	2	6	1	2	3	1		1	2		2				72	17	89
Continuing Staff		3	3		1	1					1	1								2	2
Temporary Faculty	53	20	73	4	4	8		2	2	4	1	5					1	1	49	16	65
Temporary Staff	19	17	36	4	5	9	1		1	3	5	8							15	12	27
Other Academic Appts. Total	72	40	112	8	10	18	1	2	3	7	7	14					1	1	64	30	94
Administrative Professional	13	27	40	1	1	2				1	1	2							12	26	38
Clerical Technical	12	92	104	1	6	7	1	4	5		1	1					1	1	11	86	97
Labor	1	1	2																1	1	2
Support Staff Total	26	120	146	2	7	9	1	4	5	1	2	3					1	1	24	113	137
GRAND TOTAL	174	179	353	14	19	33	3	8	11	9	9	18	2		2		2	2	160	160	320

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

SOCIAL SCIENCE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	105	13	118	6	2	8	3	1	4	1		1	2	1	3				99	11	110
Associate Professor	40	9	49	2	1	3	1	1	2				1		1				38	8	46
Assistant Professor	17	20	37	4	3	7	3	2	5		1	1	1		1				13	17	30
Instructor																					
Tenure System Total	162	42	204	12	6	18	7	4	11	1	1	2	4	1	5				150	36	186
Continuing Staff	4	12	16		2	2		1	1		1	1							4	10	14
Temporary Faculty	24	12	36	7	2	9	2	1	3	4		4		1	1	1		1	17	10	27
Temporary Staff	13	32	45	1	5	6		2	2		2	2	1	1	2				12	27	39
Other Academic Appts. Total	41	56	97	8	9	17	2	4	6	4	3	7	1	2	3	1		1	33	47	80
Administrative Professional	5	20	25		1	1					1	1							5	19	24
Clerical Technical		64	64		6	6		3	3					3	3					58	58
Labor																					
Support Staff Total	5	84	89		7	7		3	3		1	1		3	3				5	77	82
GRAND TOTAL	208	182	390	20	22	42	9	11	20	5	5	10	5	6	11	1		1	188	160	348

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TABLE 25

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

URBAN AFFAIRS PROGRAM

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	2		2	1		1	1		1										1		1
Associate Professor	4	1	5	4	1	5	4		4		1	1									
Assistant Professor		1	1		1	1		1	1												
Instructor																					
Tenure System Total	6	2	8	5	2	7	5	1	6		1	1							1		1
Continuing Staff	1	1	2																1	1	2
Temporary Faculty	1	1	2	1		1										1		1		1	1
Temporary Staff	7	1	8	3	1	4	1	1	2							2		2	4		4
Other Academic Appts. Total	9	3	12	4	1	5	1	1	2							3		3	5	2	7
Administrative Professional		3	3		2	2		1	1		1	1								1	1
Clerical Technical		7	7		1	1		1	1											6	6
Labor																					
Support Staff Total		10	10		3	3		2	2		1	1								7	7
GRAND TOTAL	15	15	30	9	6	15	6	4	10		2	2				3		3	6	9	15

TABLE 26

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

VETERINARY MEDICINE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	38	1	39	4		4	2		2	2		2							34	1	35
Associate Professor	32	4	36	3		3	1		1	2		2							29	4	33
Assistant Professor	13	6	19	1	2	3	1	2	3										12	4	16
Instructor																					
Tenure System Total	83	11	94	8	2	10	4	2	6	4		4							75	9	84
Continuing Staff	2	2	4		1	1		1	1										2	1	3
Temporary Faculty	24	26	50	2	4	6	1	4	5				1		1				22	22	44
Temporary Staff	13	13	26	5	6	11	3	1	4	2	4	6		1	1				8	7	15
Other Academic Appts. Total	39	41	80	7	11	18	4	6	10	2	4	6	1	1	2				32	30	62
Administrative Professional	21	53	74	1	5	6		1	1	1	3	4		1	1				20	48	68
Clerical Technical	6	100	106		6	6					3	3		2	2		1	1	6	94	100
Labor	7	7	14		1	1		1	1										7	6	13
Support Staff Total	34	160	194	1	12	13		2	2	1	6	7		3	3		1	1	33	148	181
GRAND TOTAL	156	212	368	16	25	41	8	10	18	7	10	17	1	4	5		1	1	140	187	327

TABLE 27

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

**VICE PRESIDENT FOR FINANCE,
OPERATIONS AND TREASURER**

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor	1		1																1		1
Assistant Professor	1		1																1		1
Instructor																					
Tenure System Total	2		2																2		2
Continuing Staff	6	2	8	1		1	1		1										5	2	7
Temporary Faculty																					
Temporary Staff	2		2																2		2
Other Academic Apts. Total	8	2	10	1		1	1		1										7	2	9
Administrative Professional	49	43	92	4		4	2		2				2		2				45	43	88
Clerical Technical	8	53	61	1	8	9	1	2	3		1	1		5	5				7	45	52
Labor	85	22	107	8	2	10	1	2	3	2		2	5		5				77	20	97
Support Staff Total	142	118	260	13	10	23	4	4	8	2	1	3	7	5	12				129	108	237
GRAND TOTAL	152	120	272	14	10	24	5	4	9	2	1	3	7	5	12				138	110	248

TABLE 28

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

FINANCIAL OPERATIONS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	4		4																4		4
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	4		4																4		4
Administrative Professional	88	71	159	3	4	7	1	3	4	1		1	1	1	2				85	67	152
Clerical Technical	26	150	176	7	18	25	3	7	10	1	5	6	2	6	8	1		1	19	132	151
Labor	40	8	48	5	1	6	3		3				2		2		1	1	35	7	42
Support Staff Total	154	229	383	15	23	38	7	10	17	2	5	7	5	7	12	1	1	2	139	206	345
GRAND TOTAL	158	229	387	15	23	38	7	10	17	2	5	7	5	7	12	1	1	2	143	206	349

TABLE 29

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

HOUSING AND FOOD SERVICE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	2		2																2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Apts. Total	2		2																2		2
Administrative Professional	129	97	226	11	14	25	4	11	15	3	3	6	4		4				118	83	201
Clerical Technical	9	134	143	1	11	12	1	7	8		1	1		2	2		1	1	8	123	131
Labor	210	256	466	44	91	135	27	56	83	4	5	9	11	29	40	2	1	3	166	165	331
Support Staff Total	348	487	835	56	116	172	32	74	106	7	9	16	15	31	46	2	2	4	292	371	663
GRAND TOTAL	350	487	837	56	116	172	32	74	106	7	9	16	15	31	46	2	2	4	294	371	665

TABLE 30

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

PHYSICAL PLANT

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	5		5																5		5
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	5		5																5		5
Administrative Professional	64	20	84	4	3	7	2	2	4	1		1		1	1	1		1	60	17	77
Clerical Technical		19	19		1	1								1	1					18	18
Labor	304	90	394	42	34	76	21	15	36	3		3	14	19	33	4		4	262	56	318
Support Staff Total	368	129	497	46	38	84	23	17	40	4		4	14	21	35	5		5	322	91	413
GRAND TOTAL	373	129	502	46	38	84	23	17	40	4		4	14	21	35	5		5	327	91	418

TABLE 31

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

**VICE PROVOST FOR
HUMAN HEALTH PROGRAMS**

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	1		1																1		1
Associate Professor	1		1																1		1
Assistant Professor																					
Instructor																					
Tenure System Total	2		2																2		2
Continuing Staff	2		2	1		1							1		1				1		1
Temporary Faculty	4		4																4		4
Temporary Staff	1	1	2		1	1		1	1										1		1
Other Academic Appts. Total	7	1	8	1	1	2		1	1				1		1				6		6
Administrative Professional	22	110	132	3	10	13	2	4	6	1	3	4		1	1		2	2	19	100	119
Clerical Technical	2	134	136		18	18		13	13		1	1		3	3		1	1	2	116	118
Labor		2	2		1	1								1	1					1	1
Support Staff Total	24	246	270	3	29	32	2	17	19	1	4	5		5	5		3	3	21	217	238
GRAND TOTAL	33	247	280	4	30	34	2	18	20	1	4	5	1	5	6		3	3	29	217	246

TABLE 32

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

GENERAL COUNSEL AND VICE
PRESIDENT FOR LEGAL AFFAIRS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	2	2	4	1		1	1		1										1	2	3
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2	2	4	1		1	1		1										1	2	3
Administrative Professional	1	6	7																1	6	7
Clerical Technical																					
Labor																					
Support Staff Total	1	6	7																1	6	7
GRAND TOTAL	3	8	11	1		1	1		1										2	8	10

TABLE 33

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

**VICE PRESIDENT FOR RESEARCH
AND GRADUATE STUDIES**

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	8	1	9	2		2	2		2										6	1	7
Associate Professor	1		1																1		1
Assistant Professor		1	1																	1	1
Instructor																					
Tenure System Total	9	2	11	2		2	2		2										7	2	9
Continuing Staff	2		2																2		2
Temporary Faculty	1	1	2																1	1	2
Temporary Staff		4	4																	4	4
Other Academic Appts. Total	3	5	8																3	5	8
Administrative Professional	9	17	26																9	17	26
Clerical Technical	3	18	21		1	1		1	1										3	17	20
Labor	8	3	11	1	1	2		1	1				1		1				7	2	9
Support Staff Total	20	38	58	1	2	3		2	2				1		1				19	36	55
GRAND TOTAL	32	45	77	3	2	5	2	2	4				1		1				29	43	72

TABLE 34

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

VICE PRESIDENT FOR
STUDENT AFFAIRS AND SERVICES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	5		5	1		1	1		1										4		4
Associate Professor	2	1	3	1	1	2		1	1				1		1				1		1
Assistant Professor	1	1	2																1	1	2
Instructor																					
Tenure System Total	8	2	10	2	1	3	1	1	2				1		1				6	1	7
Continuing Staff	3	2	5	1		1	1		1										2	2	4
Temporary Faculty		1	1																	1	1
Temporary Staff	2	3	5		1	1		1	1										2	2	4
Other Academic Appts. Total	5	6	11	1	1	2	1	1	2										4	5	9
Administrative Professional	40	78	118	14	21	35	9	13	22	1	3	4	4	2	6		3	3	26	57	83
Clerical Technical	2	73	75	1	19	20		10	10				1	8	9		1	1	1	54	55
Labor																					
Support Staff Total	42	151	193	15	40	55	9	23	32	1	3	4	5	10	15		4	4	27	111	138
GRAND TOTAL	55	159	214	18	42	60	11	25	36	1	3	4	6	10	16		4	4	37	117	154

TABLE 35

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

**VICE PRESIDENT FOR
UNIVERSITY DEVELOPMENT**

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	4	2	6																4	2	6
Temporary Faculty																					
Temporary Staff																					
Other Academic Apts. Total	4	2	6																4	2	6
Administrative Professional	15	30	45		2	2		1	1								1	1	15	28	43
Clerical Technical	1	31	32		5	5		3	3		2	2							1	26	27
Labor																					
Support Staff Total	16	61	77		7	7		4	4		2	2					1	1	16	54	70
GRAND TOTAL	20	63	83		7	7		4	4		2	2					1	1	20	56	76

TABLE 36

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

VICE PRESIDENT FOR
UNIVERSITY RELATIONS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	1		1																1		1
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	1		1																1		1
Administrative Professional	7	13	20		1	1		1	1										7	12	19
Clerical Technical	1	8	9		1	1		1	1										1	7	8
Labor																					
Support Staff Total	8	21	29		2	2		2	2										8	19	27
GRAND TOTAL	9	21	30		2	2		2	2										9	19	28

TABLE 37

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

MSU ALUMNI ASSOCIATION

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	2		2	1		1	1		1										1		1
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2		2	1		1	1		1										1		1
Administrative Professional	3	7	10	2	1	3		1	1	2		2							1	6	7
Clerical Technical		9	9																	9	9
Labor																					
Support Staff Total	3	16	19	2	1	3		1	1	2		2							1	15	16
GRAND TOTAL	5	16	21	3	1	4	1	1	2	2		2							2	15	17

TABLE 38

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

OFFICE OF THE PRESIDENT

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	1	1	2																1	1	2
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total	1	1	2																1	1	2
Continuing Staff	2	1	3																2	1	3
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2	1	3																2	1	3
Administrative Professional		8	8		2	2		1	1					1	1					6	6
Clerical Technical		1	1																	1	1
Labor																					
Support Staff Total		9	9		2	2		1	1					1	1					7	7
GRAND TOTAL	3	11	14		2	2		1	1					1	1				3	9	12

TABLE 39

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

VICE PRESIDENT FOR
GOVERNMENTAL AFFAIRS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff	2	1	3		1	1		1	1										2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2	1	3		1	1		1	1										2		2
Administrative Professional		2	2																	2	2
Clerical Technical																					
Labor																					
Support Staff Total		2	2																	2	2
GRAND TOTAL	2	3	5		1	1		1	1										2	2	4

TABLE 40

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

**ASST. PROVOST FOR ACADEMIC
COMPUTING AND TECHNOLOGY**

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	3		3																3		3
Associate Professor	1		1																1		1
Assistant Professor	1		1																1		1
Instructor																					
Tenure System Total	5		5																5		5
Continuing Staff	2		2	1		1				1		1							1		1
Temporary Faculty																					
Temporary Staff	2		2																2		2
Other Academic Appts. Total	4		4	1		1				1		1							3		3
Administrative Professional	79	54	133	7	5	12	3	2	5	3	3	6	1		1				72	49	121
Clerical Technical	48	45	93	8	5	13	4	2	6	1		1	1	3	4	2		2	40	40	80
Labor		2	2																	2	2
Support Staff Total	127	101	228	15	10	25	7	4	11	4	3	7	2	3	5	2		2	112	91	203
GRAND TOTAL	136	101	237	16	10	26	7	4	11	5	3	8	2	3	5	2		2	120	91	211

TABLE 41

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1990

GENERAL UNIVERSITY ITEMS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional		6	6		1	1					1	1								5	5
Clerical Technical		3	3																	3	3
Labor																					
Support Staff Total		9	9		1	1					1	1								8	8
GRAND TOTAL		9	9		1	1					1	1								8	8

TABLE 42

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1990**

OTHER

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ ALASKAN NAT			CAUCASIAN/ OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Instructor																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	5	2	7																5	2	7
Clerical Technical	1	1	2																1	1	2
Labor	3		3																3		3
Support Staff Total	9	3	12																9	3	12
GRAND TOTAL	9	3	12																9	3	12