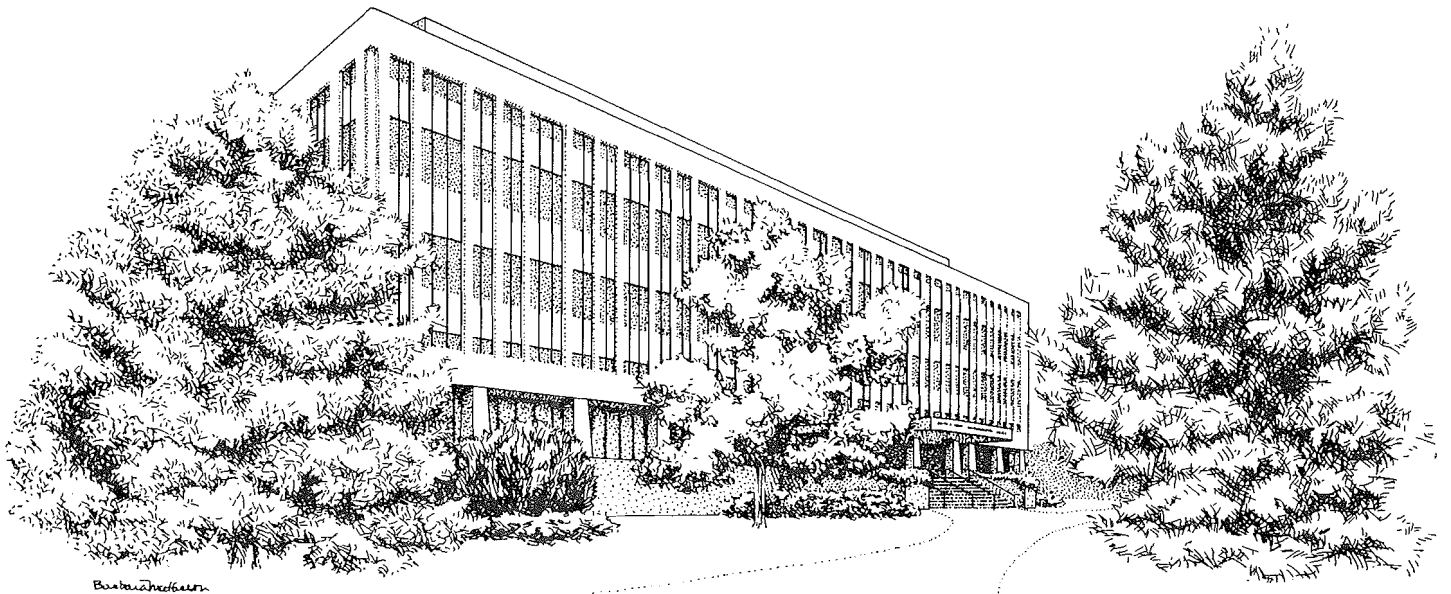


Affirmative Action Data Report



ANNUAL REPORT ON AFFIRMATIVE ACTION

for the Period

October 1, 1991 to September 30, 1992

DATA REPORT

Prepared for

MICHIGAN STATE UNIVERSITY

BOARD OF TRUSTEES

Compiled by

The Office of Affirmative Action, Compliance and Monitoring

Ralph W. Bonner, Ph.D.

Director and Senior Advisor to the President

in cooperation with

The Office of the Vice President for Academic Affairs and Provost

The Office of the Vice President for Finance and Operations

April, 1993

MICHIGAN STATE UNIVERSITY

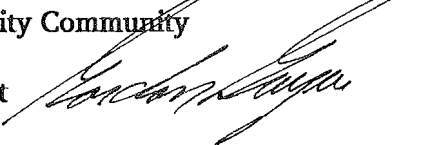
OFFICE OF THE PRESIDENT
450 ADMINISTRATION BUILDING

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March 8, 1993

MEMORANDUM

TO: Members of the University Community

FROM: Gordon Guyer, President 

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

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

We have issued written proclamations and guidelines outlining our commitment, and have worked as a community toward these goals. Our ability to work together will be the key to our success. Written proclamations from the President and the administration cannot, and should not, be expected to eliminate all vestiges of discrimination. This goal can be achieved only through the commitment and effort of the entire university community.

Nondiscrimination and diversity must become integral parts of Michigan State University's daily operations and practices. By working together, students and employees can make this University a model of integration and diversity where study and work can occur in a comfortable, supportive environment.

Our students can be prepared for a multi-cultural and pluralistic society and world only if we create an environment at MSU that respects and advances diversity. We will know we have succeeded when our students leave the University to become leaders in the United States and throughout the world.

We must remain dedicated to the ideals of affirmative action and diversity. I trust that every student and employee accepts that these are essential goals, and that they must be accomplished. And I challenge and encourage every member of our community to work together in a cooperative spirit on this most important endeavor.

1991-92 Annual Report on Affirmative Action

DATA REPORT

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Introduction

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INTRODUCTION

The 1991-92 Annual Report on Affirmative Action to the MSU Board of Trustees continues the transition to a new format begun three years ago. For the third time in the history of the Annual Affirmative Action Report, the Report is divided into two documents: a Descriptive Report and a Data Report. This year the Descriptive Report and the Data Report contain additional modifications intended to improve their usefulness both to external agencies and internal constituencies. Changes in format and content reflect the University's efforts to see affirmative action and diversity/pluralism planning, programming and monitoring as a holistic, integrated effort involving a number of categories of endeavor, all levels of the institution and issues that cross vice presidential areas.

The **Descriptive Report** outlines progress that has been made and problems that continue to require attention in the areas of affirmative action and equal opportunity, diversity and pluralism. This year first steps have been taken to make the Descriptive Report a more coherent narrative that emphasizes the parallel and collaborative efforts of three major vice presidential areas to advance affirmative action, diversity, and pluralism through the MSU IDEA II, the University's comprehensive diversity plan. The 1991-92 Descriptive Report format emphasizes that advancing diversity and pluralism involves both increasing representation and providing a hospitable multicultural community where retention is addressed through various avenues. Beginning this year findings in each of the traditional sections: 1) Academic Human Resources (Faculty and Academic Staff), 2) Students, and 3) Support Staff Resources are presented under the applicable MSU IDEA II headings: 1) Leadership 2) Recruitment and Retention 3) Instruction, Research, and Outreach and 4) Climate.

The **Data Report**, utilizing more information-intensive, reader-friendly charts, graphs, and tables, continues to illustrate changes in areas for faculty, staff, and students as they relate to women, racial minorities and handicappers. Additional reporting of self-identified handicappers appears for the first time this year. The implementation of the University's related affirmative action and diversity/pluralism programs rests with line administrators. Their evaluations include an assessment of their performance in fulfilling affirmative action responsibilities and making Michigan State University a more hospitable community for all who work and study here. However, every individual connected with the University has an obligation to support and assist in efforts directed towards achieving this goal.

The Office of Affirmative Action, Compliance and Monitoring, the newly formed Women's Resource Center, and the diversity and pluralism offices administered by the Vice Presidents for Academic Affairs, Finance and Operations, and Student Affairs and Services serve as support units for enhancing the ability of the University to meet its commitment to affirmative action, equal opportunity, non-discrimination, and diversity and pluralism.

These offices share responsibility for evaluating and monitoring progress made in achieving the goals of equal opportunity, non-discrimination and diversity and pluralism in all facets of University life. A major responsibility of the Office of Affirmative Action, Compliance and Monitoring involves continuous assessment of policies, practices, and procedures covering the areas of employment, enrollment, publications, and compliance with legal requirements.

Various constituent groups assist in the evaluation of the internal monitoring processes to ensure non-discrimination, equal opportunity and affirmative action. This review process has put into place recommendations and creative solutions to problems encountered in various 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 Gay and Lesbian Faculty and Staff Association, the Jewish Faculty and Staff Association, the Women's Advisory Committees to the Provost, to the Vice President for Finance and Operations, and to the Vice President for Student Affairs and Services, and several minority student associations, represent some of the groups that work with the University to ensure the success of its affirmative action and diversity/pluralism programs. All of these volunteer groups provide assistance to the University to assure that the rights of people of color and other minority groups, women, handicappers, gay men, lesbians, faculty, staff, and students are protected.

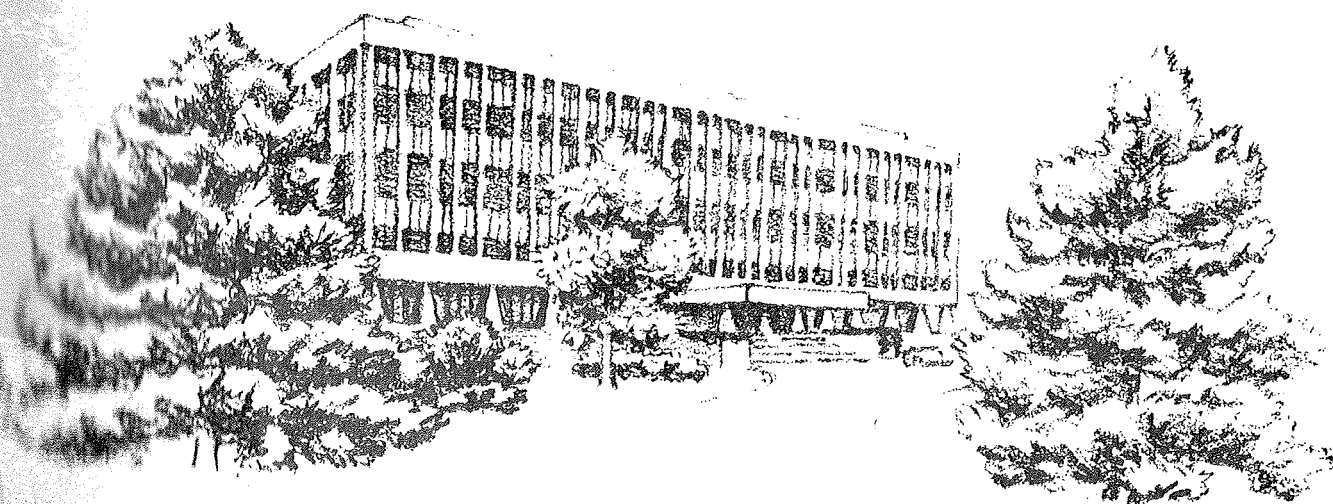
Major contributions to this report were made by the Office of Planning and Budgets, the Assistant Provost and Assistant Vice President for Academic Human Resources, the Assistant Vice President for Human Resources, the Assistant Vice President for Student Affairs and Services, Admissions and Scholarships, Supportive Services, Urban Affairs Programs, Computing and Technology, Affirmative Action Graduate Financial Assistance Program, and the Purchasing Department.

A synopsis of the Annual 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 1991-92 Affirmative Action Program is on file in the Office of Affirmative Action, Compliance and Monitoring. Additional information on the MSU IDEA II (Institutional Diversity: Excellence in Action), the University's comprehensive diversity/pluralism plan, is on file in the Offices of the Vice President for Academic Affairs and Provost, the Office of the Vice President for Finance and Operations, and the Office of the Vice President for Student Affairs and Services.

Ralph W. Hemmet, Ph.D.
Director and Senior Advisor
Office of Affirmative Action,
Compliance and Monitoring

Executive Summary

EXECUTIVE
SUMMARY



I. EXECUTIVE SUMMARY

The Executive Summary represents a synopsis of the 1991-92 Affirmative Action Data Report. Although this document appears in the traditional format established three years ago, for the first time this year, there is additional reporting of self-identified handicappers.

Executive Managers:

Increasing involvement of underrepresented groups in leadership positions and responsibilities has been encouraged across vice-presidential areas through leadership development programs and internships at several levels of the University. The total representation of protected class members in the administrative leadership positions in the Executive Management category increased by 4 to 28 (42.4%) in this reporting period. There were 10 new Executive Management appointments during 1991-92, including 3 non-minority women, 2 minority men, and 1 minority woman. These appointments included an Executive Assistant to the President and Secretary to the Board of Trustees, an Assistant Provost for Student Academic Support Services and Racial Ethnic and Multicultural Issues, and an Assistant to the Provost for Faculty Development and Diversity. The representation of protected class members in the Academic manager group (deans, assistant/associate deans, chairpersons and directors) increased by a total of 5 individuals, from 85 to 90 with a net gain of 5 women. The number of minority academic managers decreased by 2 during this same period.

Academic Human Resources:

Although there were only minor changes in the overall representation of women and minorities in the academic personnel work force during the last year, gains in numbers over the last four years were largely sustained even during times of a decreasing academic work force. Gains were achieved in the tenure system in 1991-92.

During the 1991-92 affirmative action year, the total academic workforce i.e., headcount, not FTE's, decreased by 117 individuals, from 4123 to 4,006 (2.8%). With the net loss of 45 women during 1991-92, women comprise 32.6% of all academic personnel, maintaining the same proportion as in 1990-91. The representation of women decreased from 1,350 to 1,305, or by 3.3%. With the net loss of 7 minorities during 1991-92, minorities now represent 14.3% of the total academic personnel system, increasing in proportion from 14.0% and decreasing in number to 572, or by 1.2%. The number of blacks in the academic personnel work force increased from 223 to 226, which is 5.6% of the current total workforce; Asian Pacific Islanders decreased from 282 to 270, which is 6.7% of the total; Hispanics increased from 58 to 62, which is 1.5% of the total; American Indians decreased from 16 to 14, which is 0.3% of the total. On a non-duplicate basis, the

number of individuals in protected classes, i.e., women and minorities, was 1,673 in Fall, 1992, 41.8% of the total faculty and academic staff, the same proportion as in 1990-91.

Women, Blacks and Hispanics increased in the **tenure system**. American Indians remained steady, and Asian/Pacific Islanders decreased by 1 person. On a non-duplicative basis, 625 individuals, or 29.9% of the tenure system faculty are members of protected groups; this is an increase of 12 individuals or 2.0%. During 1991-92 there were 70 individuals appointed in the tenure system including 13 minorities (18.6%) and 22 women (31.4%).

The academic personnel system includes 74 self-identified **handicappers** which is 1.8% of the faculty and academic staff: 47 tenure system faculty, 16 continuing staff, 2 temporary faculty and 9 temporary staff. This represents a decrease of 1 person, but no change in percent from 1990-91.

Students:

Total student enrollment on the East Lansing campus for Fall semester, 1992 was 40,047, a 4.8% decline from the 42,088 students enrolled during the previous year. Similar declines were observed in the University's affirmative action total whereby student enrollment decreased 5.0% from 39,716 in Fall, 1991 to 37,725 in Fall, 1992. **Minority student enrollment** of 4,821 (12.8%), experienced a slight numeric decrease, but percentage increase, when compared to the 5,023 (12.6%) minority total in Fall, 1991. **Women student** also continued to increase in percentage, comprising 51.3% of the University's total enrollment, while experiencing a numeric decline from 21,449 (51.0%) in Fall of 1991 to 20,542 (51.3%) in Fall, 1992. The number of students who **self-identified as handicapped** through the Office of Programs for Handicapped Students during the 1991-92 year was 453. Of 332 non-temporary handicappers, 70 identified at the graduate level; 32 self-identified as ethnic minorities and 180 were women.

Minority undergraduate enrollment decreased numerically from 4,194 for Fall, 1991 to 3,963 for Fall, 1992. A slight percentage increase, however, from 12.6% to 12.9% occurred for minority students enrolled during that period. At the **post-baccalaureate level** numeric enrollment increases were experienced by African Americans and Hispanics, while American Indians/Alaskan Natives and Asian/Pacific Islanders experienced both a numeric and percentage decline.

Women students represented 51.3% of the total student enrollment. Numerically, however, women students continued to decline from 21,449 (51%) in 1991 to 20,542 (51.3%) in Fall, 1992. **Minority women students** also showed a decrease in number: 2,765 minority women or 13.6% of the total number of women enrolled in Fall, 1992 compared with 2,917 (13.5%) in the prior fall. Of this total, American Indian/Alaskan Native women proportionately exhibited the greatest decrease, followed by Black, Asian and Hispanic women.

Support Staff Resources:

During the 1991-92 affirmative action year, the **support staff work force** increased by 28 (0.5%) employees from 5,338 to 5,366. Minority representation reflected an increase of 5 employees from 695 to 700 (13.0% of the work force). The number of minority women decreased by 2 from 500 to 498 (from 9.4% to 9.3% of the work force) and minority men increased by 7 from 195 to 202 (from 3.7% to 3.8% of the work force). Women remained at 3,569 employees (from 66.9% to 66.5% of the work force).

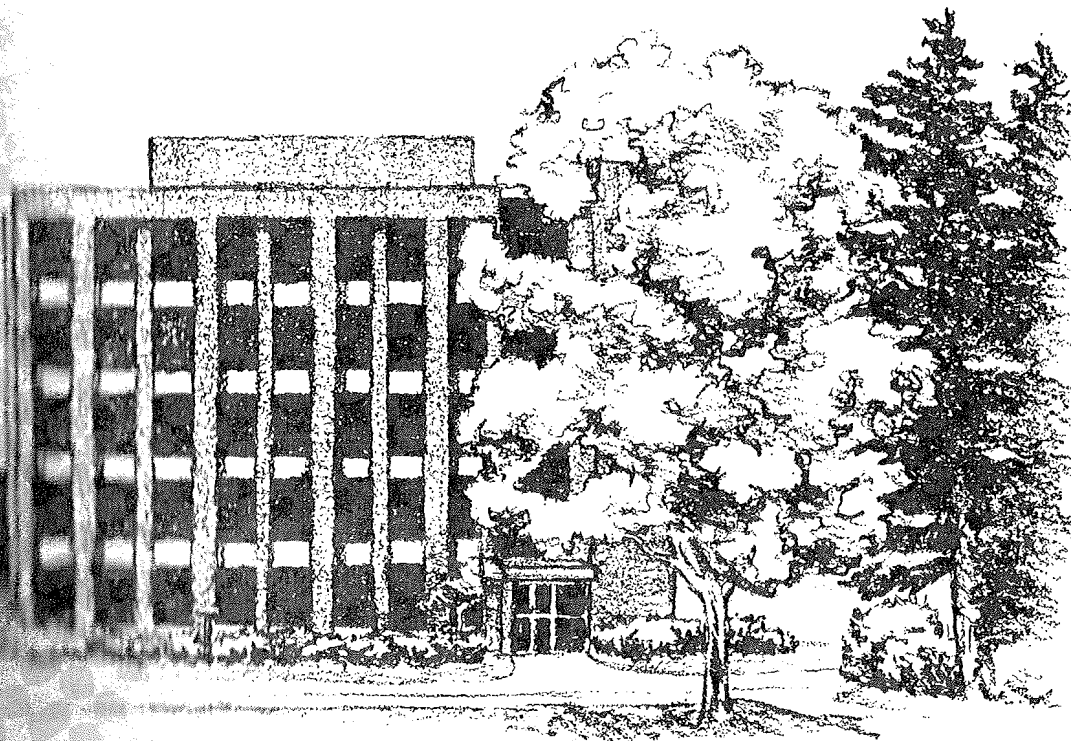
Black representation declined by 4 from 383 to 379 (from 7.2% to 7.1% of the work force). The Asian/Pacific Islander representation increased by 6 from 82 to 88 (from 1.5% to 1.6% of the work force). Hispanic representation increased by 3 from 188 to 191 (from 3.5% to 3.6% of the work force). American Indian/Alaskan Native representation remained at 42 employees (0.8% of the work force). Although the total **minority representation** only increased by 5 employees, growth of 16 from 169 to 185 (from 3.2% to 3.4% of the work force) in administrative-professionals is encouraging as it indicates greater representation in higher level positions.

Representation of **women** remained the same at 3,569. Increases occurred in administrative-professionals of 29 from 1,106 to 1,135 (from 20.7% to 21.2% of the work force) and in cooperative extension by 14 from 118 to 132 employees (from 2.2% to 2.5% of the work force). During the 1991-92 affirmative action year, the support staff self-identified **handicappers** increased by 18 from 146 to 164 (from 2.7% to 3.1% of the work force). Vietnam era veterans remained the same at 179 (from 3.4% to 3.3% of the work force).

Comparing 1990-91 and 1991-92, **regular new hires** increased by 57 (11.5%) from 494 to 551. Minority regular new hires decreased by 1 (1.3%) from 80 to 79. Regular new hire **women** increased by 41 (13.0%) from 315 to 356. The rate of minority hiring declined this year, which deserves attention in the coming year.

Academic Human Resources and Executive Management

EXECUTIVE
MANAGEMENT
AND
ACADEMIC
HUMAN
RESOURCES



II. ACADEMIC HUMAN RESOURCES/EXECUTIVE MANAGEMENT

The October 1992 composition of faculty and academic staff is 5.6% Black, 6.7% Asian/Pacific Islander, 1.5% Hispanic, 0.3% American Indian/Alaskan Native, and 85.7% Caucasian/Other. From 1989 to 1992 there has been an overall 2.3% (-95) decrease in academic personnel. Over the same four-year period however, women and minorities have increased both in number and proportion: women from 30.3% to 32.6%, and minorities from 11.8% to 14.3%.

From 1991 to 1992 there has been an overall 2.8% (-117) decrease in academic personnel, with a decrease in women both in number (-45) and in proportion (from 32.7% to 32.6%), and with a decrease of minorities in number (-7) but an increase in proportion from 14.0% to 14.3%.

Over the four-year period the decreases have been in temporary faculty (-76) and in tenure system faculty (-19), while temporary staff (+5) and continuing staff (-5) have remained about the same. If one looks only at the last two years, the tenure system has remained about the same (-2), while temporary faculty (-41), continuing staff (-23), and temporary staff (-51) have all decreased.

From 1989 to 1992 all minority groups and women have increased or remained the same both in number and proportion: Blacks have increased from 4.5% to 5.6% (+14 men, +29 women), Asian/Pacific Islanders have increased from 5.9% to 6.7% (+26 men, +4 women), Hispanics have increased from 1.2% to 1.5% (+9 men, +5 women), American Indian/Alaskan Natives have remained the same at 0.3% (+2 men, +0 women), and Caucasian/Others have decreased from 88.2% to 85.7% although there has been an increase in the number of Caucasian/Other women (-209 men, +25 women). Women have increased from 30.3% to 32.6% (+63).

However, from 1991 to 1992 Asian/Pacific Islanders have decreased both in number (-12) and in proportion (from 6.8% to 6.7%), as have American Indians/Alaskan Natives (-2) (from 0.4% to 0.3%), and women (-45) (from 32.7% to 32.6%).

From 1989 to 1992 all ethnic groups gained in the tenure system and in the temporary staff, while some groups gained and others lost members in the temporary faculty and continuing staff. The largest increases in Blacks were in the tenure system (+10 men, +7 women) and in the temporary staff (+3 men, +14 women). There were also modest gains in the temporary faculty (+1 man, +3 women) and in the continuing staff (+5 women). The Asian/Pacific Islanders increased in the tenure system (+4 men, +8 women) and in the temporary staff (+31 men, +5 women), but they lost members in the temporary faculty (-8 men, -6 women) and in the continuing staff (-1 man, -1 woman). Hispanics gained in the tenure system (+7 men, +3 women) and in the temporary staff (+1 man, +5 women), but lost members in the temporary faculty (+2 men, -3 women), and in the continuing staff (-1 man). American Indians/Alaskan Natives showed little change in any of the employment groups (+1 man in the tenure system; -1 man, +1 woman in the temporary faculty; no change in the continuing staff; and +2 men, -1 woman in the temporary staff.

From 1989 to 1992 majority men decreased in all employment groups: -81 in the tenure system, -43 in the temporary faculty, -19 in the continuing staff, and -66 in the temporary staff. Majority women increased in all employment groups except temporary faculty: +22 in the tenure system faculty, -22 in the temporary faculty, +14 in the continuing staff, and +11 in the temporary staff.

The composition of the tenure system is 4.6% Black, 5.4% Asian/Pacific Islander, 1.3% Hispanic, 0.2% American Indian/Alaskan Native, and 88.5% Caucasian/Other. Women and minorities have increased from 1989 to 1992 both in number and proportion: women from 19.5% to 21.6%, and minorities from 9.5% to 11.5%.

The composition of temporary faculty is 4.7% Black, 7.0% Asian/Pacific Islander, 1.9% Hispanic, 0.2% American Indian/Alaskan Native, and 86.3% Caucasian/Other. Women have decreased from 1989 to 1992 in number (-27) but have increased in proportion (from 37.2% to 37.4%). Minorities have decreased both in number (-11) and in proportion (from 13.8% to 13.7%).

The composition of continuing staff is 6.5% Black, 1.9% Asian/Pacific Islander, 0.6% Hispanic, 0.3% American Indian/Alaskan Native, and 90.6% Caucasian/Other. Women have increased from 1989 to 1992 both in number (+16) and proportion (from 44.6% to 47.5%). Minorities have remained the same in number but have increased in proportion (from 9.3% to 9.4%).

The composition of temporary staff is 8.5% Black, 14.3% Asian/Pacific Islander, 2.7% Hispanic, 0.9% American Indian/Alaskan Native, and 73.6% Caucasian/Other. Women have increased from 1989 to 1992 both in number (+34) and proportion (from 43.0% to 47.2%). Minorities have also increased both in number (+60) and in proportion (from 18.6% to 26.4%).

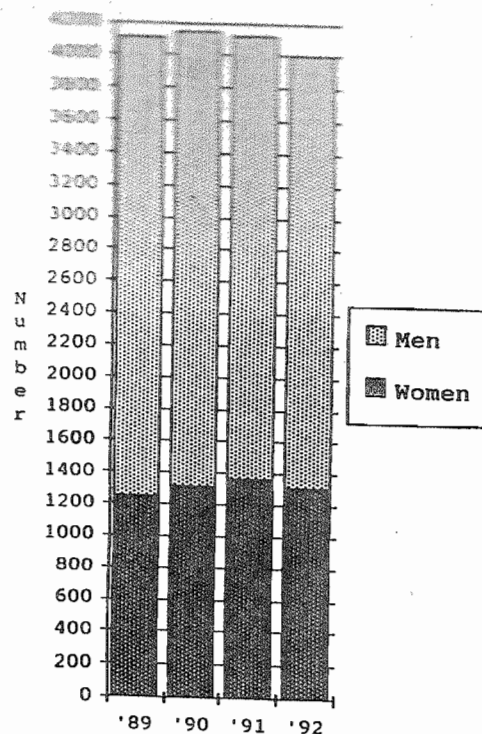
The composition of administrators is 8.9% Black, 2.5% Asian/Pacific Islander, 0.4% Hispanic, 1.1% American Indian/Alaskan Native, and 87.1% Caucasian/Other. Women have increased from 1989 to 1992 both in number (+17) and in proportion (from 18.5% to 22.1%). Minorities have also increased from 1989 to 1992 both in number (+8) and in proportion (from 11.5% to 12.9%). However from 1991 to 1992 there has been a decrease in minorities both in number (-2) and proportion (from 13.9% to 12.9%).

The composition of executive management is 15.2% Black, 1.5% Asian/Pacific Islander, 1.5% Hispanic, 0.0% American Indian/Alaskan Native, and 81.8% Caucasian/Other. Women have increased from 1989 to 1992 both in number (+4) and proportion (from 25.6% to 27.3%). Minorities have also increased both in number (+1) and proportion (from 16.2% to 18.2%).

In October 1992 self-identified handicappers comprised 1.8% (74) of the faculty and academic staff-- 2.2% (47) of tenure system faculty, 2.6% (16) of continuing staff, 0.4% (2) of temporary faculty, and 1.2% (9) of temporary staff. The composition of self-identified handicappers is 35.1% (26) women, 12.2% (9) minority, 8.1% (6) Black, 2.7% (2) Asian/Pacific Islander, 0.0% (0) Hispanic, and 1.4% (1) American Indian/Alaskan Native. From 1989 to 1992 the number of faculty and academic staff self-identified handicappers decreased from 1.9% (77) to 1.8% (74).

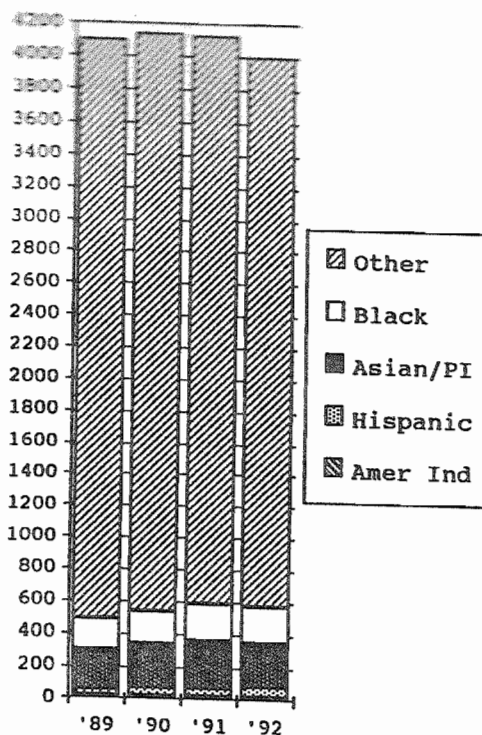
Appendix B-1 ACADEMIC EMPLOYMENT 1989-92

By Gender



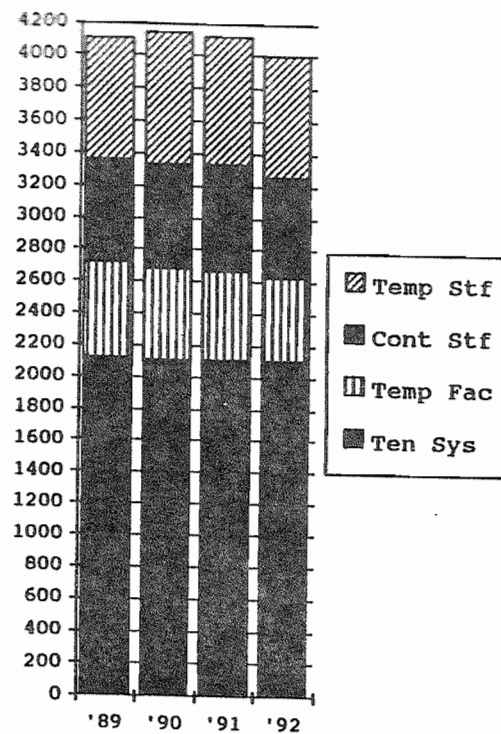
Total	4101	4143	4123	4006
Men	2859	2845	2773	2701
Women	1242	1298	1350	1305
% Men	69.7	68.7	67.3	67.4
% Women	30.3	31.3	32.7	32.6

By Ethnicity



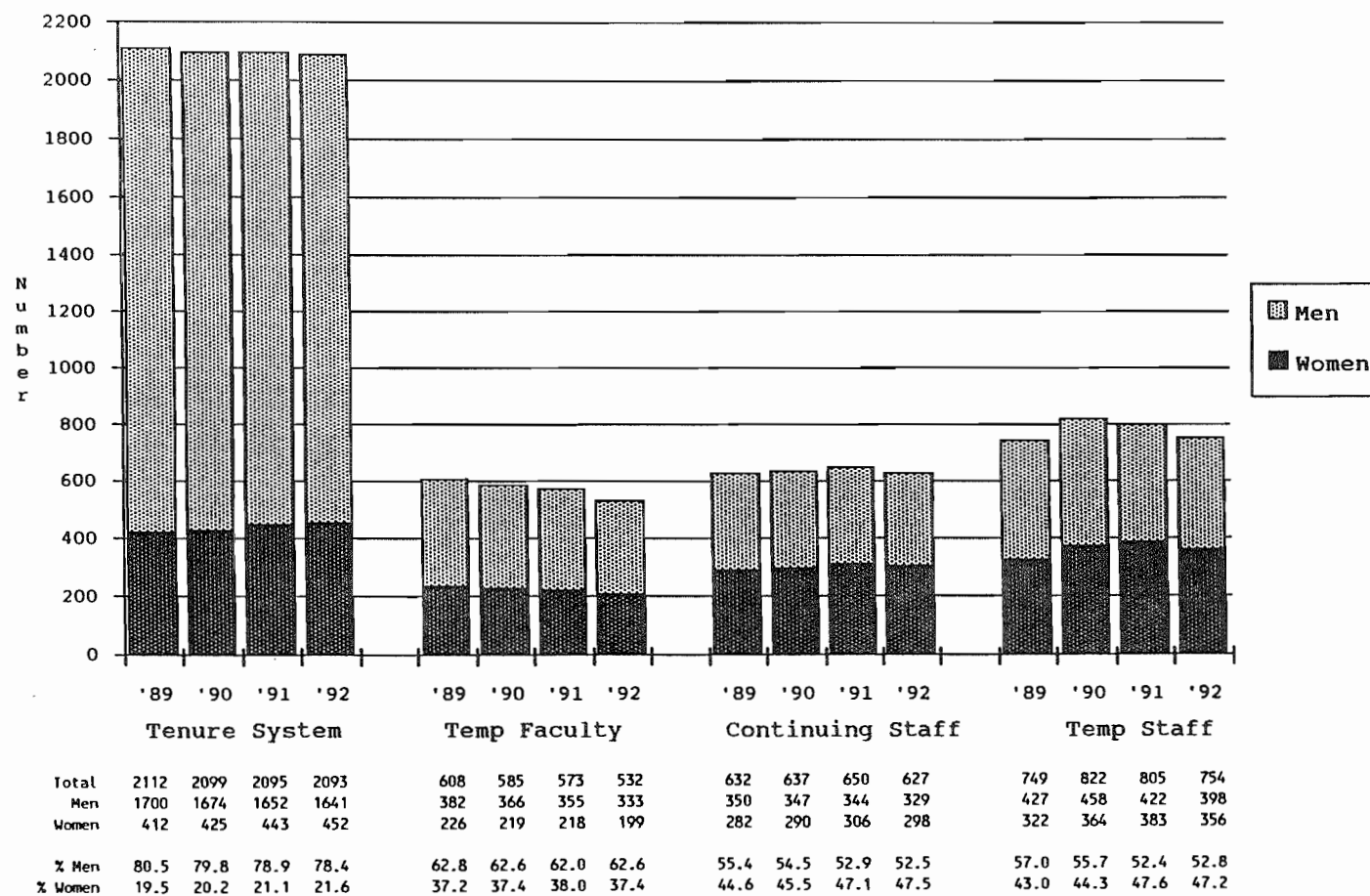
Other	3618	3605	3544	3434
Black	183	206	223	226
Asian/PI	240	259	282	270
Hispanic	48	59	58	62
Amer Ind	12	14	16	14
Min Total	483	538	579	572
% Other	88.2	87.0	86.0	85.7
% Black	4.5	5.0	5.4	5.6
% Asian/PI	5.9	6.3	6.8	6.7
% Hispn	1.2	1.4	1.4	1.5
% Am Ind	0.3	0.3	0.4	0.3
% Min Tot	11.8	13.0	14.0	14.3

By Employment Category



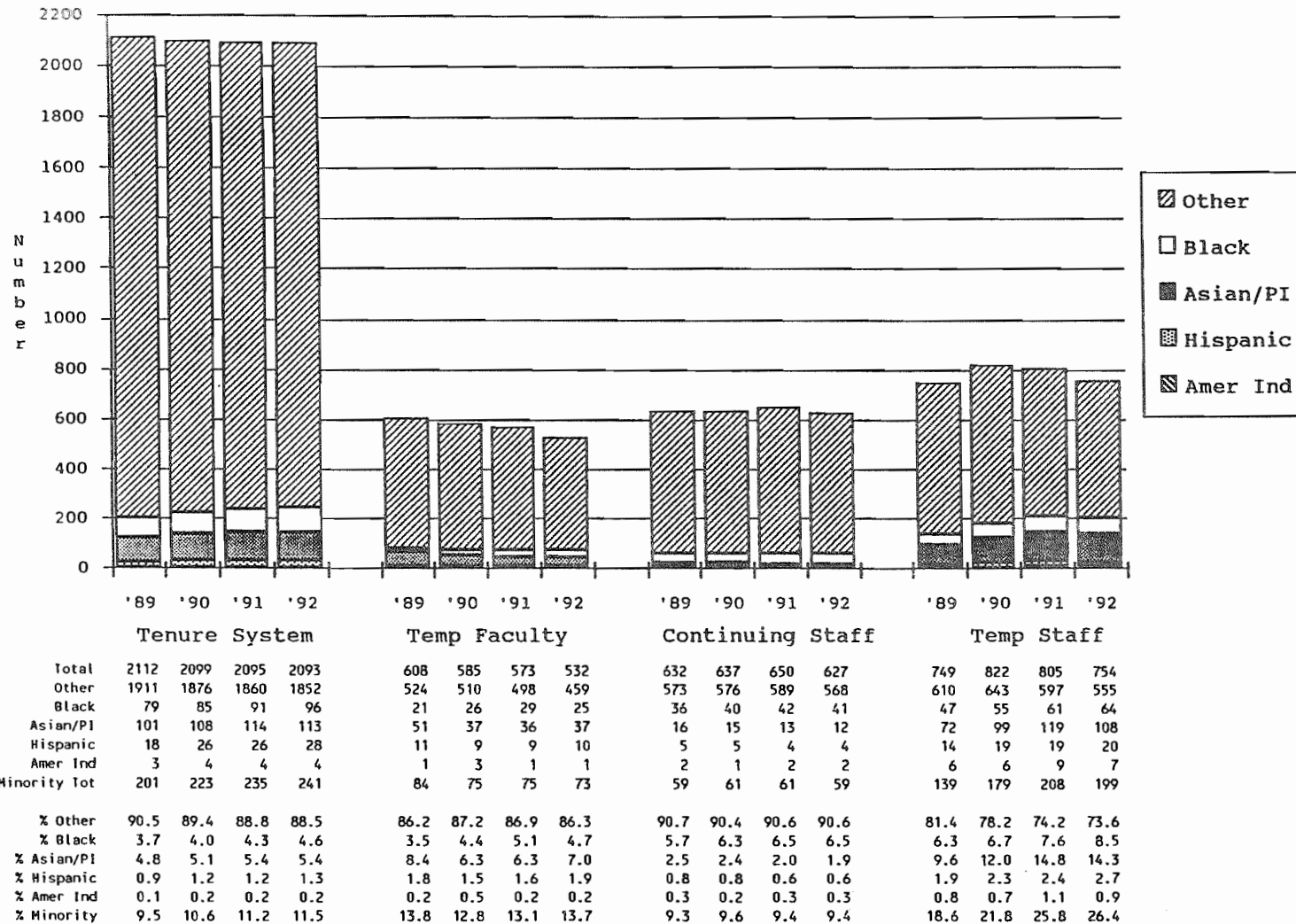
Temp Stf	749	822	805	754
Cont Stf	632	637	650	627
Temp Fac	608	585	573	532
Ten Sys	2112	2099	2095	2093
%Temp Stf	18.3	19.8	19.5	18.8
%Cont Stf	15.4	15.4	15.8	15.7
%Temp Fac	14.8	14.1	13.9	13.3
%TenSys	51.5	50.7	50.8	52.2

Graph II-2
ACADEMIC WORKFORCE 1989-92
By Employment Category and Gender



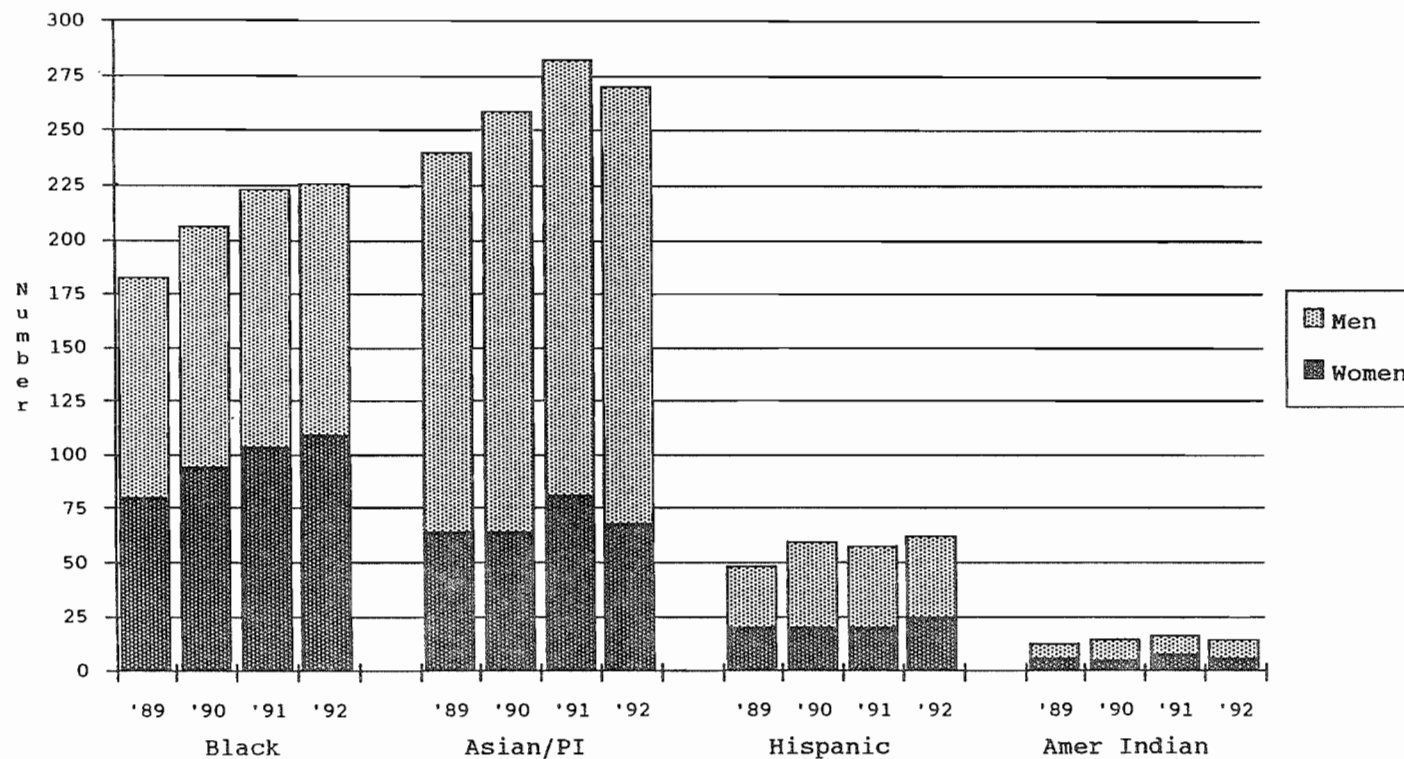
Graph II - 3

ACADEMIC WORKFORCE 1989-92
By Employment Category and Ethnic ID



Graph II - 4

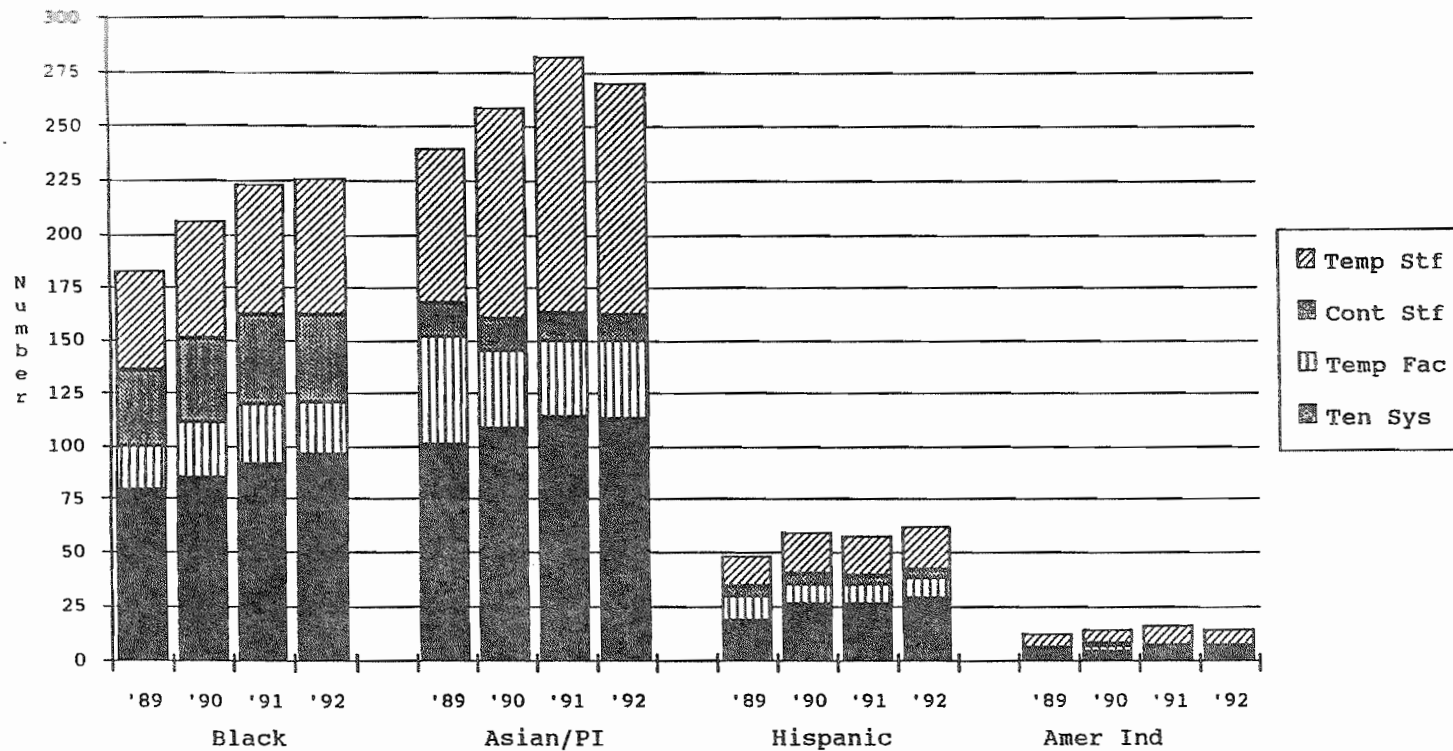
ACADEMIC WORKFORCE 1989-92
Minorities by Ethnic ID and Gender



Total	183	206	223	226	240	259	282	270	48	59	58	62	12	14	16	14
Men	104	113	120	118	177	196	202	203	29	40	39	38	7	10	9	9
Women	79	93	103	108	63	63	80	67	19	19	19	24	5	4	7	5
% Men	56.8	54.9	53.8	52.2	73.8	75.7	71.6	75.2	60.4	67.8	67.2	61.3	58.3	71.4	56.3	64.3
% Women	43.2	45.1	46.2	47.8	26.3	24.3	28.4	24.8	39.6	32.2	32.8	38.7	41.7	28.6	43.8	35.7

Graph II - 3

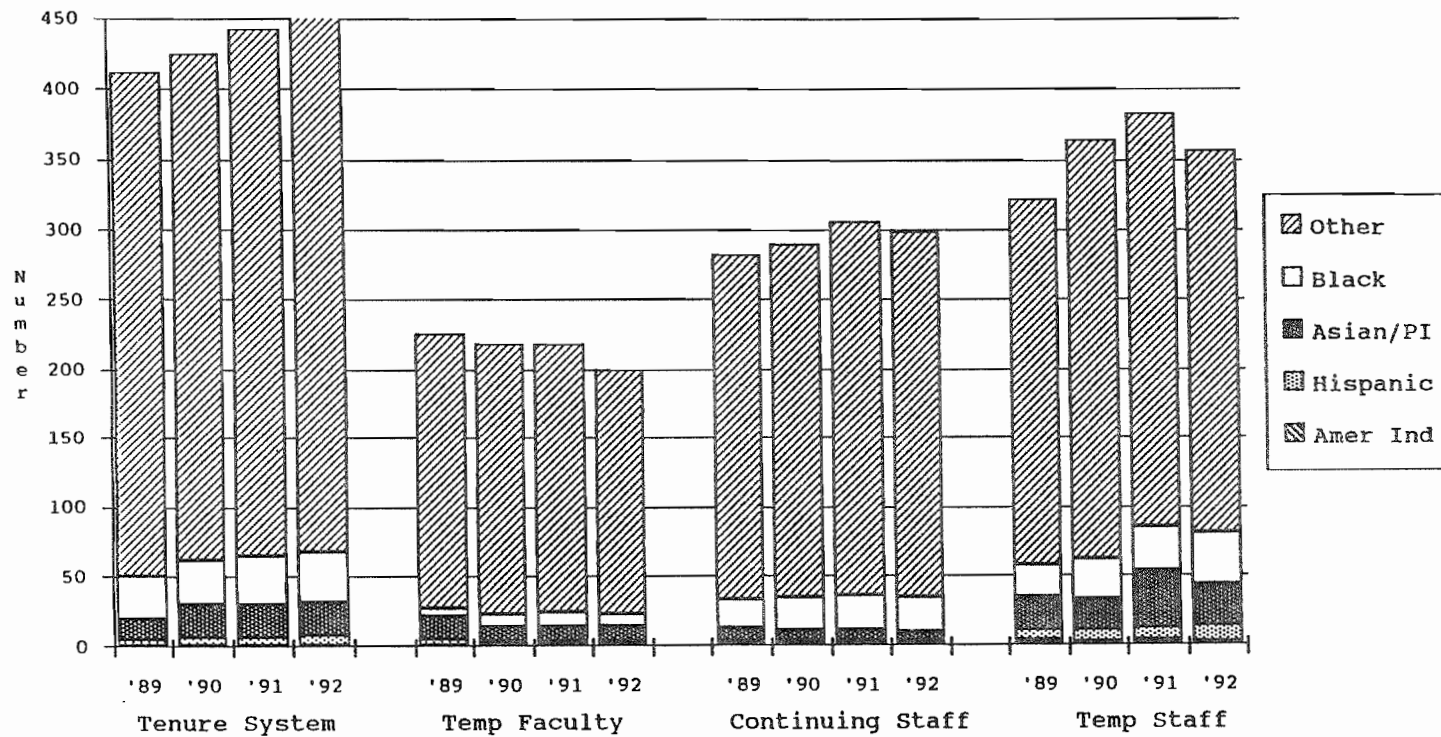
ACADEMIC WORKFORCE 1989-92
Minorities by Ethnic ID and Employment Category



Total	183	206	223	226	240	259	282	270	48	59	58	62	12	14	16	14
Temp Stf	47	55	61	64	72	99	119	108	14	19	19	20	6	6	9	7
Cont Stf	36	40	42	41	16	15	13	12	5	5	4	4	2	1	2	2
Temp Fac	21	26	29	25	51	37	36	37	11	9	9	10	1	3	1	1
Ten Sys	79	85	91	96	101	108	114	113	18	26	26	28	3	4	4	4
% Temp Staff	25.7	26.7	27.4	28.3	30.0	38.2	42.2	40.0	29.2	32.2	32.8	32.3	50.0	42.9	56.3	50.0
% Cont Staff	19.7	19.4	18.8	18.1	6.7	5.8	4.6	4.4	10.4	8.5	6.9	6.5	16.7	7.1	12.5	14.3
% Temp Fac	11.5	12.6	13.0	11.1	21.3	14.3	12.8	13.7	22.9	15.3	15.5	16.1	8.3	21.4	6.3	7.1
% Tenure Sys	43.2	41.3	40.8	42.5	42.1	41.7	40.4	41.9	37.5	44.1	44.8	45.2	25.0	28.6	25.0	28.6

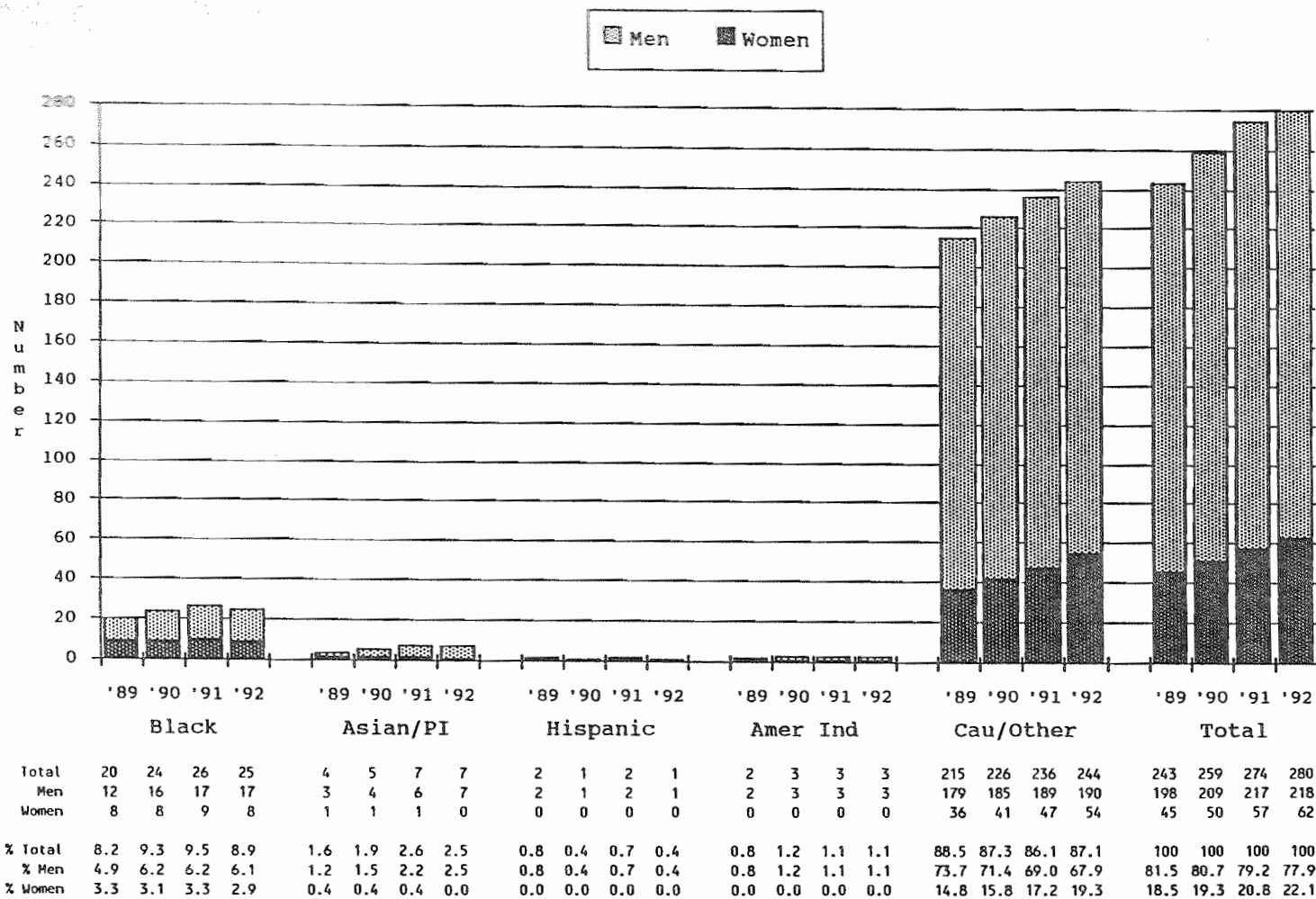
Graph II - 6

ACADEMIC WORKFORCE 1989-92
Women by Employment Category and Ethnic ID



	'89	'90	'91	'92	'89	'90	'91	'92	'89	'90	'91	'92	'89	'90	'91	'92
Total	412	425	443	452	226	219	218	199	282	290	306	298	322	364	383	356
Other	362	364	378	384	199	197	194	177	250	256	271	264	265	302	298	276
Black	30	32	35	37	6	9	11	9	20	23	25	25	23	29	32	37
Asian/PI	15	22	23	23	16	10	10	10	8	8	6	5	24	23	41	29
Hispanic	5	7	7	8	5	2	2	2	2	2	2	2	7	8	8	12
Amer Ind	0	0	0	0	0	1	1	1	2	1	2	2	3	2	4	2
Minority Tot	50	61	65	68	27	22	24	22	32	34	35	34	57	62	85	80
% Other	87.9	85.6	85.3	85.0	88.1	90.0	89.0	88.9	88.7	88.3	88.6	88.6	82.3	83.0	77.8	77.5
% Black	7.3	7.5	7.9	8.2	2.7	4.1	5.0	4.5	7.1	7.9	8.2	8.4	7.1	8.0	8.4	10.4
% Asian/PI	3.6	5.2	5.2	5.1	7.1	4.6	4.6	5.0	2.8	2.8	2.0	1.7	7.5	6.3	10.7	8.1
% Hispanic	1.2	1.6	1.6	1.8	2.2	0.9	0.9	1.0	0.7	0.7	0.7	0.7	2.2	2.2	2.1	3.4
% Amer Ind	0.0	0.0	0.0	0.0	0.0	0.5	0.5	0.5	0.7	0.3	0.7	0.7	0.9	0.5	1.0	0.6
% Minority	12.1	14.4	14.7	15.0	11.9	10.0	11.0	11.1	11.3	11.7	11.4	11.4	17.7	17.0	22.2	22.5

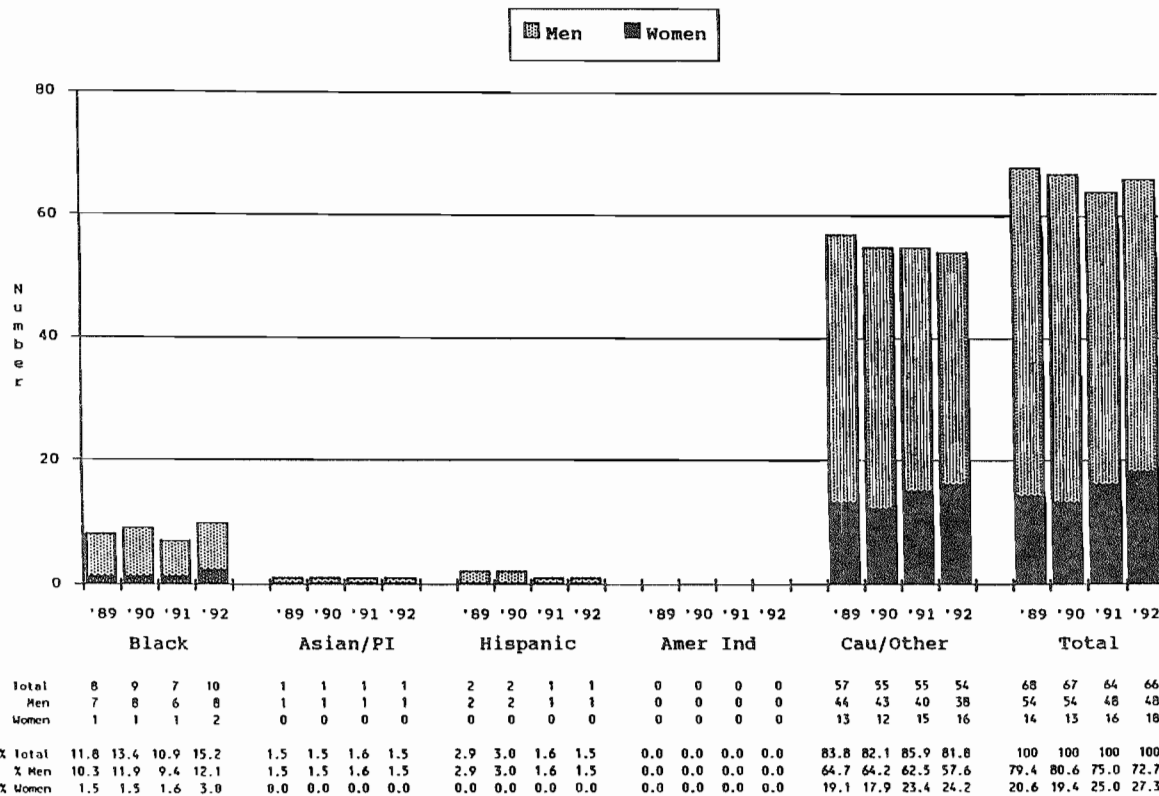
Graph III - 3
 SCHOOL WORKFORCE 1989-92
 Administrators by Ethnic ID and Gender



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

jwf2d6c

Graph II - 8
ACADEMIC WORKFORCE 1989-92
Executive Management by Ethnic ID and Gender



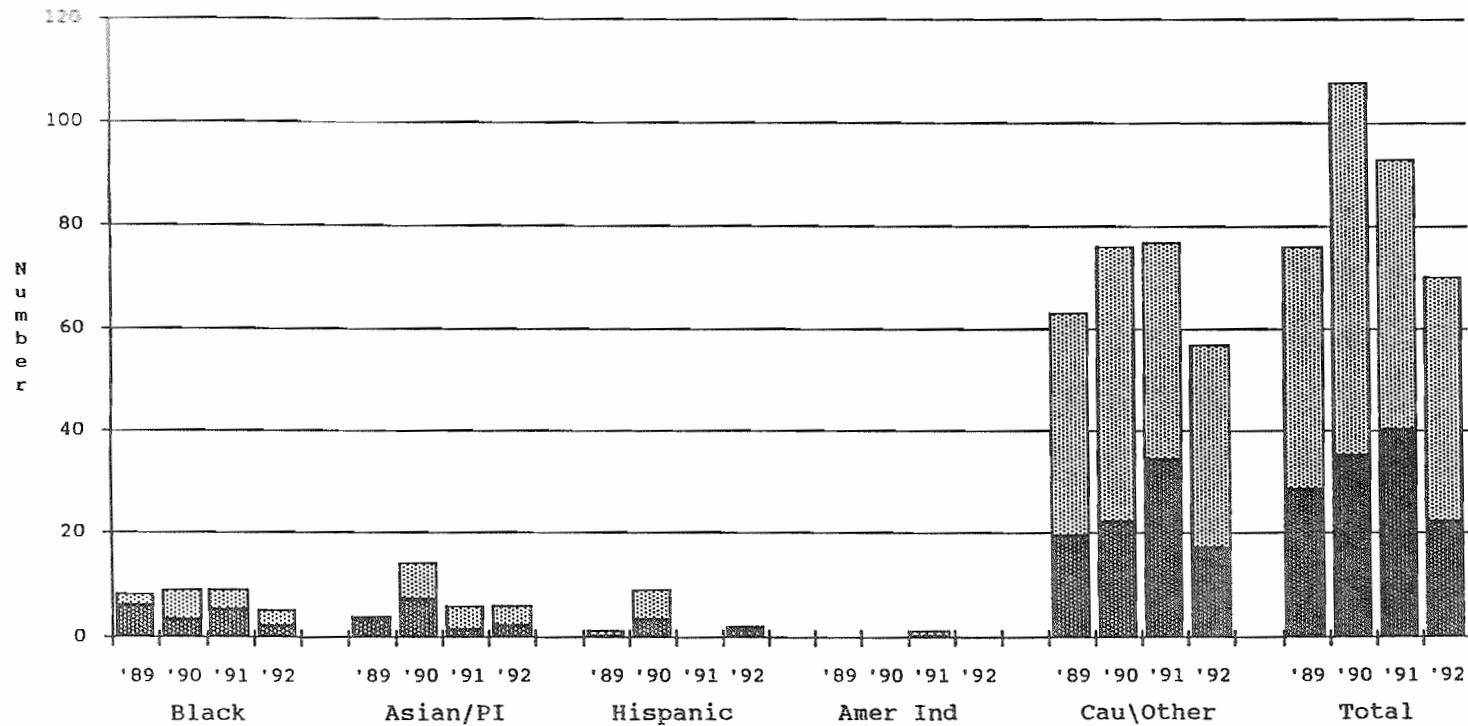
All percents are of the total number of Executive Management for the given year.

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Graph 22 - 3

ACADEMIC WORKFORCE 1989-92
Tenure System New Hires by Ethnic ID and Gender

Men Women

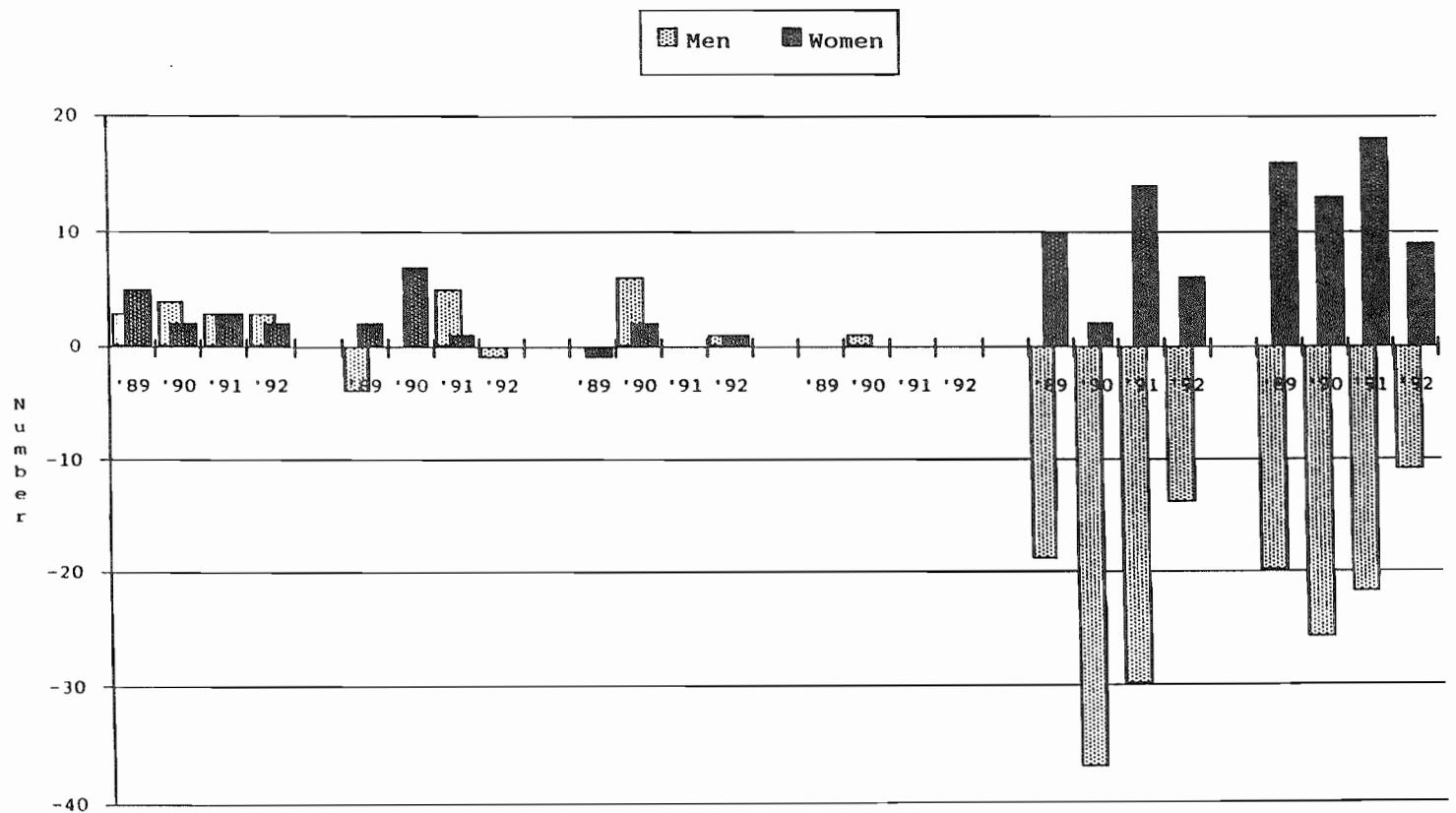


Total	8	9	9	5	4	14	6	6	1	9	0	2	0	0	1	0	63	76	77	57	76	108	93	70
Men	2	6	4	3	1	7	5	4	1	6	0	1	0	0	1	0	44	54	43	40	48	73	53	48
Women	6	3	5	2	3	7	1	2	0	3	0	1	0	0	0	0	19	22	34	17	28	35	40	22
% Total	10.5	8.3	9.7	7.1	5.3	13.0	6.5	8.6	1.3	8.3	0.0	2.9	0.0	0.0	1.1	0.0	82.9	70.4	82.8	81.4	100	100	100	100
% Men	2.6	5.6	4.3	4.3	1.3	6.5	5.4	5.7	1.3	5.6	0.0	1.4	0.0	0.0	1.1	0.0	57.9	50.0	46.2	57.1	63.2	67.6	57.0	68.6
% Women	7.9	2.8	5.4	2.9	3.9	6.5	1.1	2.9	0.0	2.8	0.0	1.4	0.0	0.0	0.0	0.0	25.0	20.4	36.6	24.3	36.8	32.4	43.0	31.4

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

jwf2d8c

Graph II - 10
ACADEMIC WORKFORCE 1989-92
Tenure System Net Change by Ethnic ID and Gender



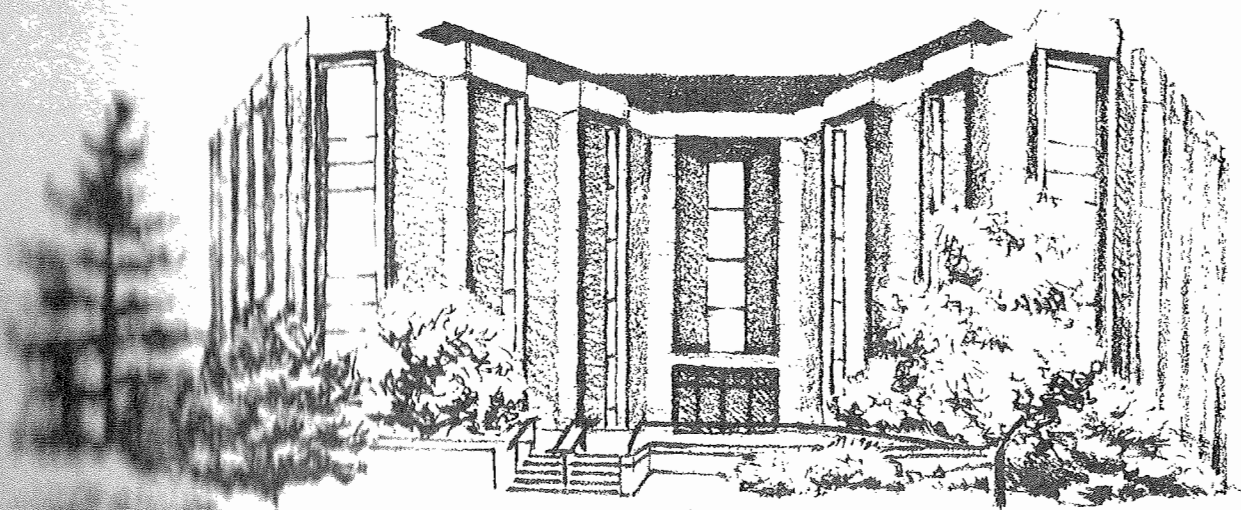
	Black				Asian/PI				Hispanic				Amer Ind				Cau/Other				Total			
	'89	'90	'91	'92	'89	'90	'91	'92	'89	'90	'91	'92	'89	'90	'91	'92	'89	'90	'91	'92	'89	'90	'91	'92
Total	8	6	6	5	-2	7	6	-1	-1	8	0	2	0	1	0	0	-9	-35	-16	-8	-4	-13	-4	-2
Men	3	4	3	3	-4	0	5	-1	0	6	0	1	0	1	0	0	-19	-37	-30	-14	-20	-26	-22	-11
Women	5	2	3	2	2	7	1	0	-1	2	0	1	0	0	0	0	10	2	14	6	16	13	18	9

Support Human Resources

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III. SUPPORT HUMAN RESOURCES

The support staff work force increased by 28 (0.5%) employees from 5,338 to 5,366 during the 1991-92 affirmative action year. Minority representation reflected an increase of 5 (0.7%) employees from 695 to 700. Women represent 3,569 (66.5%) and minorities represent 700 (13.0%) of the work force.

Comparing 1989 and 1992, the support staff has increased by 70 (1.3%) from 5,296 to 5,366. Minority representation increased by 16 (2.3%) from 684 to 700 and representation of women increased by 31 (0.9%) from 3,538 to 3,569.

From 1989 to 1992, the category of administrative-professional has increased by 171 (9.4%) employees from 1,821 to 1,992. Cooperative extension increased by 7 (5.3%) from 132 to 139, public safety decreased by 1 (2.8%) from 36 to 37 and service maintenance by 4 (0.5%) from 850 to 854. There was a decrease in the clerical-technical category by 99 (4.3%) from 2,187 to 2,088 and skilled trades by 14 (5.2%) from 270 to 256 employees.

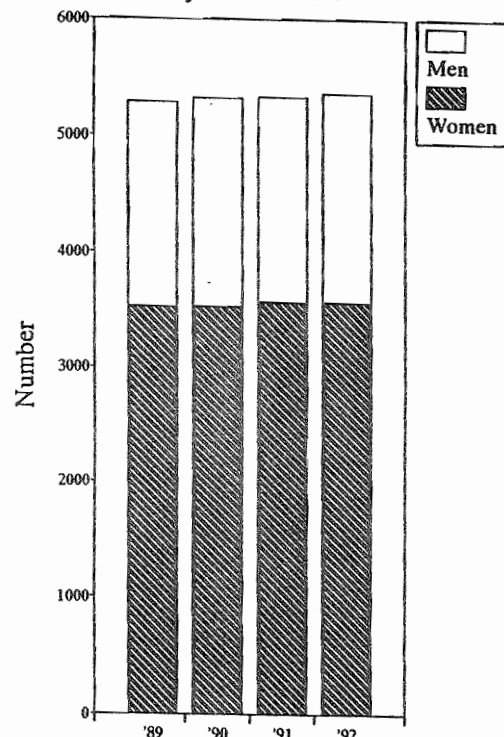
Minority representation from 1989 to 1992, increased by 16 (2.3%) employees. These increases were reported in administrative-professional by 20 (12.1%) from 165 to 185 and cooperative extension by 2 (3.6%) from 55 to 57. Public safety decreased by 1 (20.0%) from 4 to 3, service maintenance by 2 (1.0%) from 201 to 199 and skilled trades down by 3 (17.6%) from 17 to 14. Clerical-technical remained the same at 241 minorities.

Comparing 1989 to 1992, representation of women increased by 31 (0.9%) from 3,538 to 3,569. Increases occurred in administrative-professional by 116 (11.4%) from 1,019 to 1,135, cooperative extension by 2 (1.5%) from 130 to 132 and public safety by 1 (7.7%) from 13 to 14. Decreases occurred in clerical-technical by 81 (4.1%) from 1,982 to 1,901, service maintenance by 7 (1.9%) from 375 to 368. Skilled trades remained the same at 19.

Comparing 1988-89 to 1991-92, regular new hires decreased by 188 (25.4%) from 739 to 551. Minority new hires decreased by 39 (33.1% of minority hires) from 118 to 79 and women decreased by 143 (28.7% of women hires) from 499 to 356.

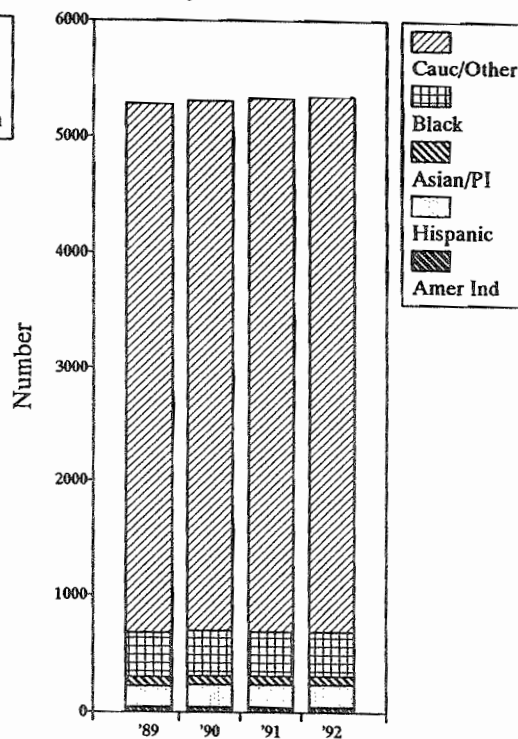
SUPPORT STAFF WORKFORCE 1989-92

By Gender III-1



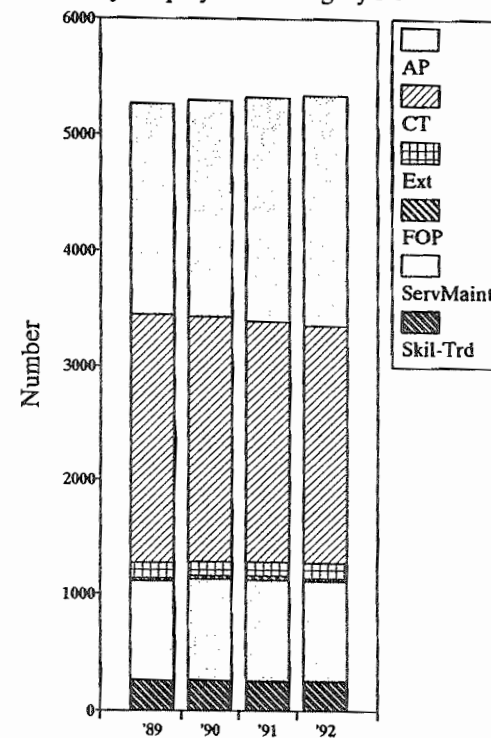
Total	5296	5324	5338	5366
Men	1758	1788	1769	1797
Women	3538	3536	3569	3569
% Men	33.2	33.6	33.1	33.5
% Women	66.8	66.4	66.9	66.5

By Ethnic ID III-2

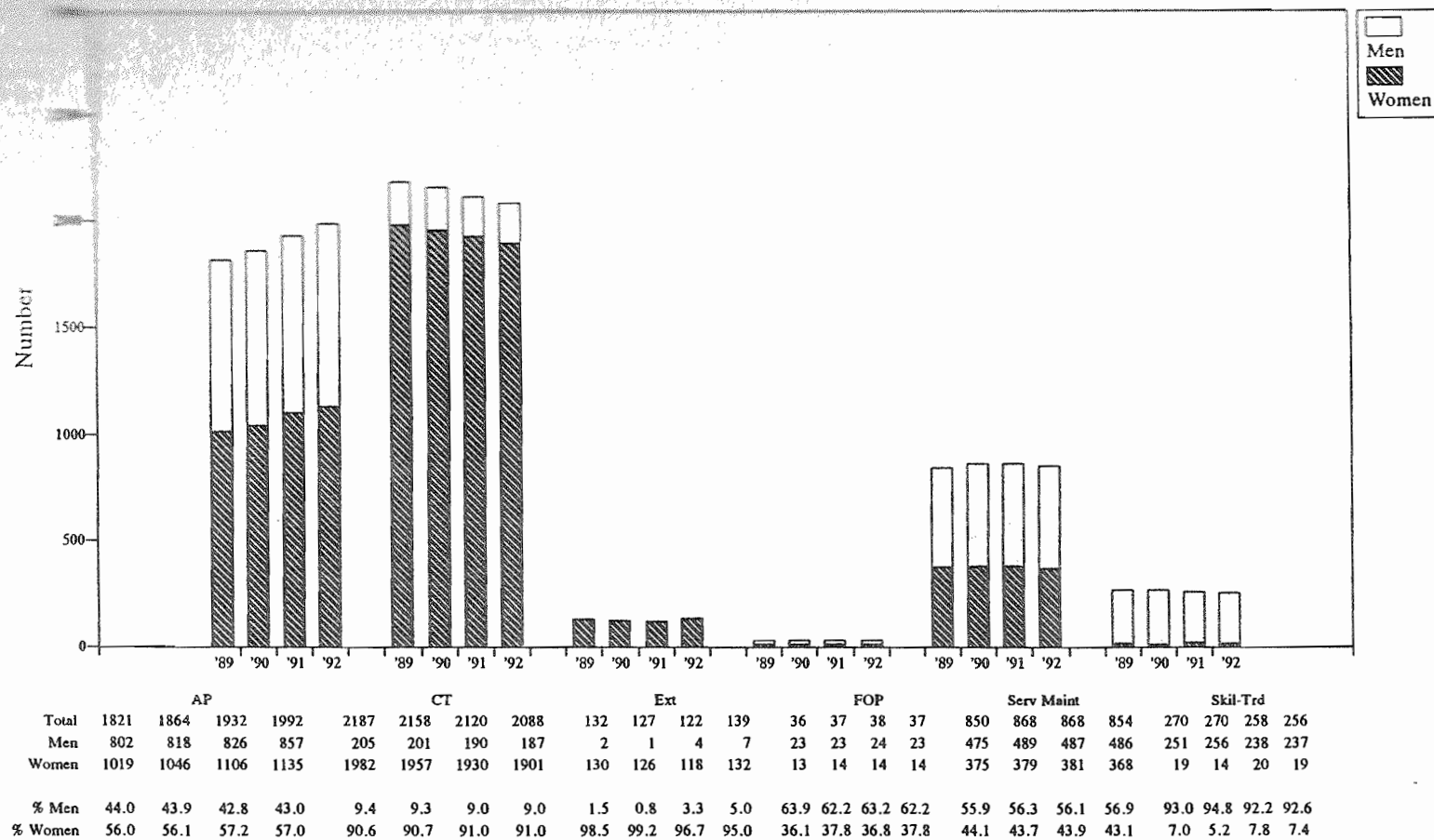


Cauc/Other	87.1	86.7	87	87.0
% Black	7.2	7.3	7.2	7.1
% Asian/PI	1.5	1.6	1.5	1.6
% Hispanic	3.4	3.6	3.5	3.6
% Amer Ind	0.8	0.8	0.8	0.8
% Min Total	12.9	13.3	13	13.0

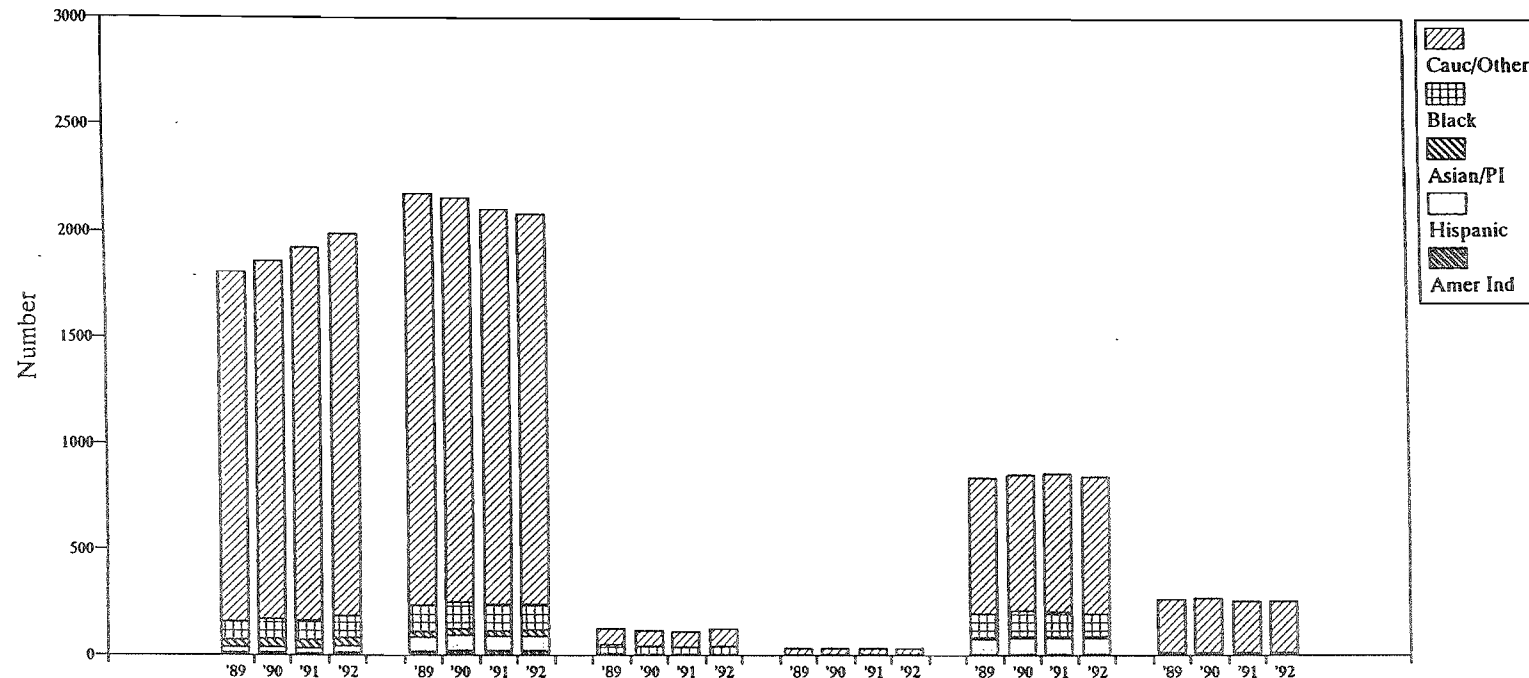
By Employment Category III-3



AP	34.4	35	36.2	37.1
% CT	41.3	40.5	39.7	38.9
% Ext	2.5	2.4	2.3	2.6
% FOP	0.7	0.7	0.7	0.7
% Serv Maint	16	16.3	16.3	15.9
% Skil-Trd	5.1	5.1	4.8	4.8

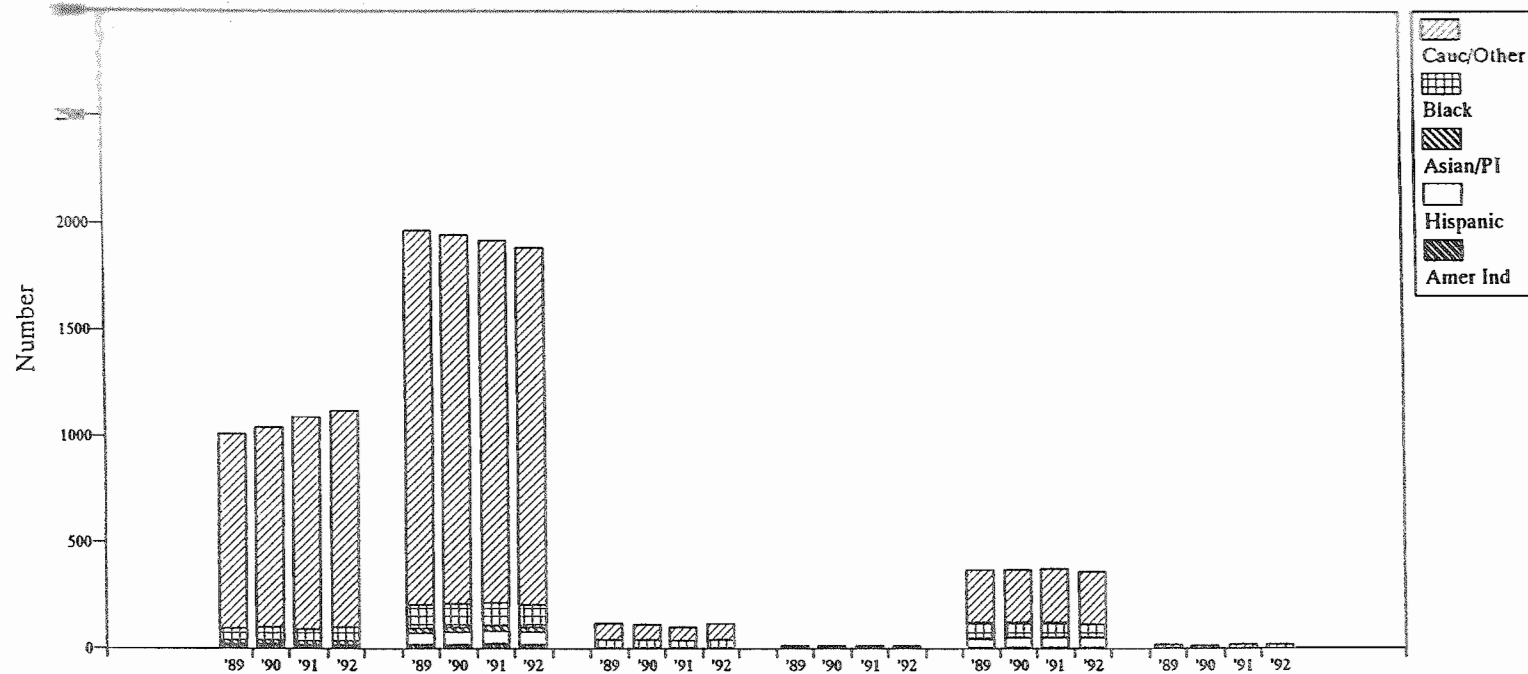


SUPPORT STAFF WORKFORCE 1989-92 By Employment Category and Ethnic ID III-5



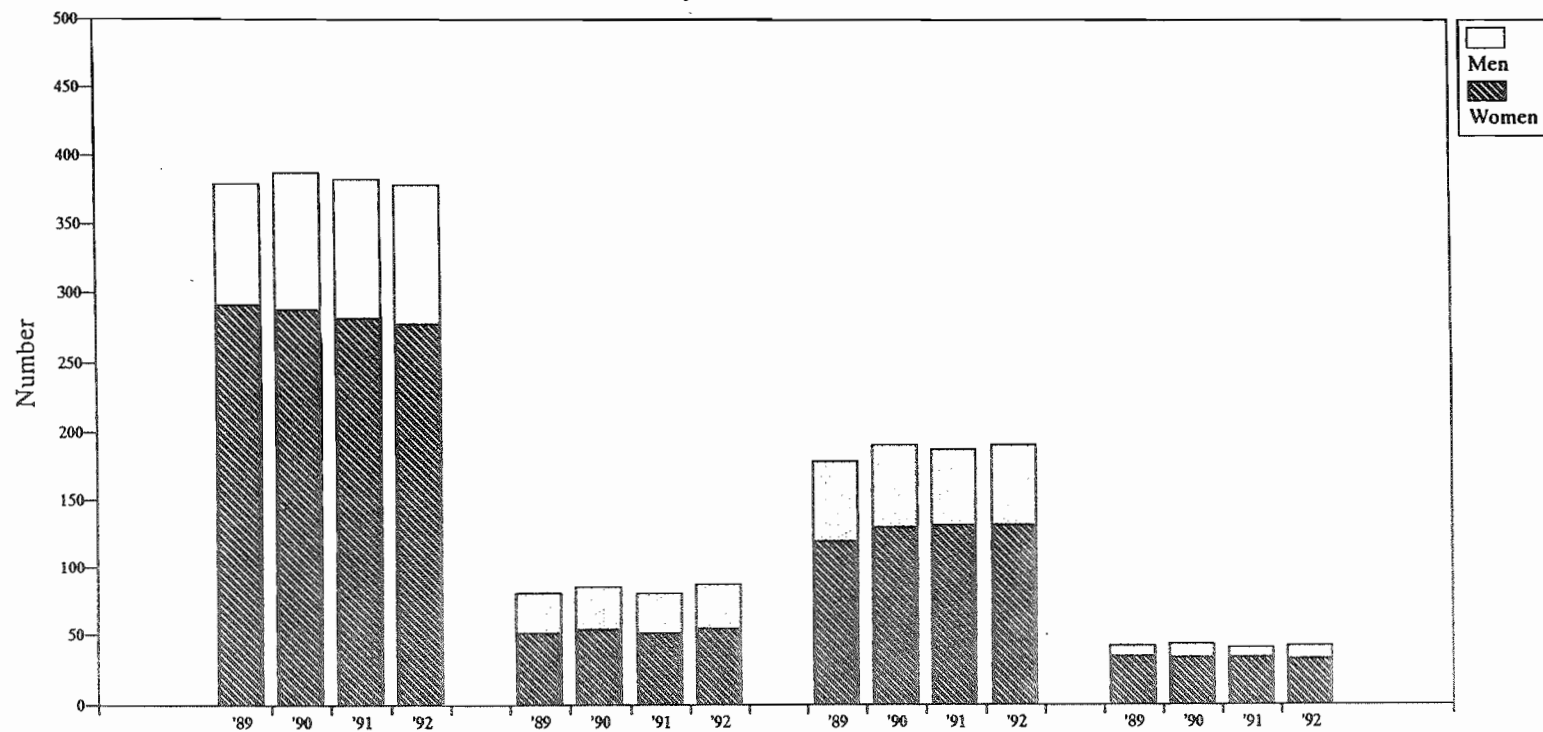
	AP				CT				Ext				FOP				Serv Maint				Skil-Trd			
Total	1821	1864	1932	1992	2187	2158	2120	2088	132	127	122	139	36	37	38	37	850	868	868	854	270	270	258	256
Cauc/Other	1656	1692	1763	1807	1946	1912	1875	1847	77	74	71	82	31	32	33	33	649	651	658	655	253	254	243	242
Black	86	91	92	101	127	125	126	122	44	41	39	44	2	3	3	2	114	122	117	105	7	6	6	5
Asian/PI	39	41	40	44	29	30	28	30	1	0	0	0	1	1	1	1	11	13	12	12	1	1	1	1
Hispanic	28	29	28	30	66	70	69	69	6	8	8	9	2	1	1	1	73	79	79	79	4	4	3	3
Amer Ind	12	11	9	10	19	21	22	20	4	4	4	4	0	0	0	0	3	3	2	3	5	5	5	5
Min Total	165	172	169	185	241	246	245	241	55	53	51	57	5	5	5	4	201	217	210	199	17	16	15	14
% Cauc/Other	90.9	90.8	91.3	90.7	89.0	88.6	88.4	88.5	58.3	58.3	58.2	59.0	86.1	86.5	86.8	89.2	76.4	75.0	75.8	76.7	93.7	94.1	94.2	94.5
% Black	4.7	4.9	4.8	5.1	5.8	5.8	5.9	5.8	33.3	32.3	32.0	31.7	5.6	8.1	7.9	5.4	13.4	14.1	13.5	12.3	2.6	2.2	2.3	2.0
% Asian/PI	2.1	2.2	2.1	2.2	1.3	1.4	1.3	1.4	0.8	0.0	0.0	0.0	2.8	2.7	2.6	2.7	1.3	1.5	1.4	1.4	0.4	0.4	0.4	0.4
% Hispanic	1.5	1.6	1.4	1.5	3.0	3.2	3.3	3.3	4.5	6.3	6.6	6.5	5.6	2.7	2.6	2.7	8.6	9.1	9.1	9.3	1.5	1.5	1.2	1.2
% Amer Ind	0.7	0.6	0.5	0.5	0.9	1.0	1.0	1.0	3.0	3.1	3.3	2.9	0.0	0.0	0.0	0.0	0.4	0.3	0.2	0.4	1.9	1.9	1.9	2.0
% Min Total	9.1	9.2	8.7	9.3	11.0	11.4	11.6	11.5	41.7	41.7	41.8	41.0	13.9	13.5	13.2	10.8	23.6	25.0	24.2	23.3	6.3	5.9	5.8	5.5

SUPPORT TROOP WORKFORCE 1989-92 Workforce by Employment Category and Ethnic ID 88-4



	AP				CT				Ext				FOP				Serv Maint				Skil-Trd			
Total	1019	1046	1106	1135	1982	1957	1930	1901	130	126	118	132	13	14	14	14	375	379	381	368	19	14	20	19
Cauc/Other	918	941	1004	1023	1766	1740	1710	1686	76	73	68	78	12	12	12	13	250	250	256	253	17	13	19	18
Black	56	61	59	67	114	111	112	107	44	41	38	41	1	2	2	1	76	74	71	62	1	0	0	0
Asian/PI	22	23	22	24	25	26	25	26	0	0	0	0	0	0	0	0	5	5	5	5	0	0	0	0
Hispanic	12	11	13	12	59	62	63	64	6	8	8	9	0	0	0	0	43	49	48	47	0	0	0	0
Amer Ind	11	10	8	9	18	18	20	18	4	4	4	4	0	0	0	0	1	1	1	1	1	1	1	1
Min Total	101	105	102	112	216	217	220	215	54	53	50	54	1	2	2	1	125	129	125	115	2	1	1	1
% Cauc/Other	90.1	90.0	90.8	90.1	89.1	88.9	88.6	88.7	58.5	57.9	57.6	59.1	92.3	85.7	85.7	92.9	66.7	66.0	67.2	68.8	89.5	92.9	95.0	94.7
% Black	5.5	5.8	5.3	5.9	5.8	5.7	5.8	5.6	33.8	32.5	32.2	31.1	7.7	14.3	14.3	7.1	20.3	19.5	18.6	16.8	5.3	0.0	0.0	0.0
% Asian/PI	2.2	2.2	2.0	2.1	1.3	1.3	1.3	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	1.3	1.3	1.4	0.0	0.0	0.0	0.0
% Hispanic	1.2	1.1	1.2	1.1	3.0	3.2	3.3	3.4	4.6	6.3	6.8	6.8	0.0	0.0	0.0	0.0	11.5	12.9	12.6	12.8	0.0	0.0	0.0	0.0
% Amer Ind	1.1	1.0	0.7	0.8	0.9	0.9	1.0	0.9	3.1	3.2	3.4	3.0	0.0	0.0	0.0	0.0	0.3	0.3	0.3	0.3	5.3	7.1	5.0	5.3
% Min Total	9.9	10.0	9.2	9.9	10.9	11.1	11.4	11.3	41.5	42.1	42.4	40.9	7.7	14.3	14.3	7.1	33.3	34.0	32.8	31.3	10.5	7.1	5.0	5.3

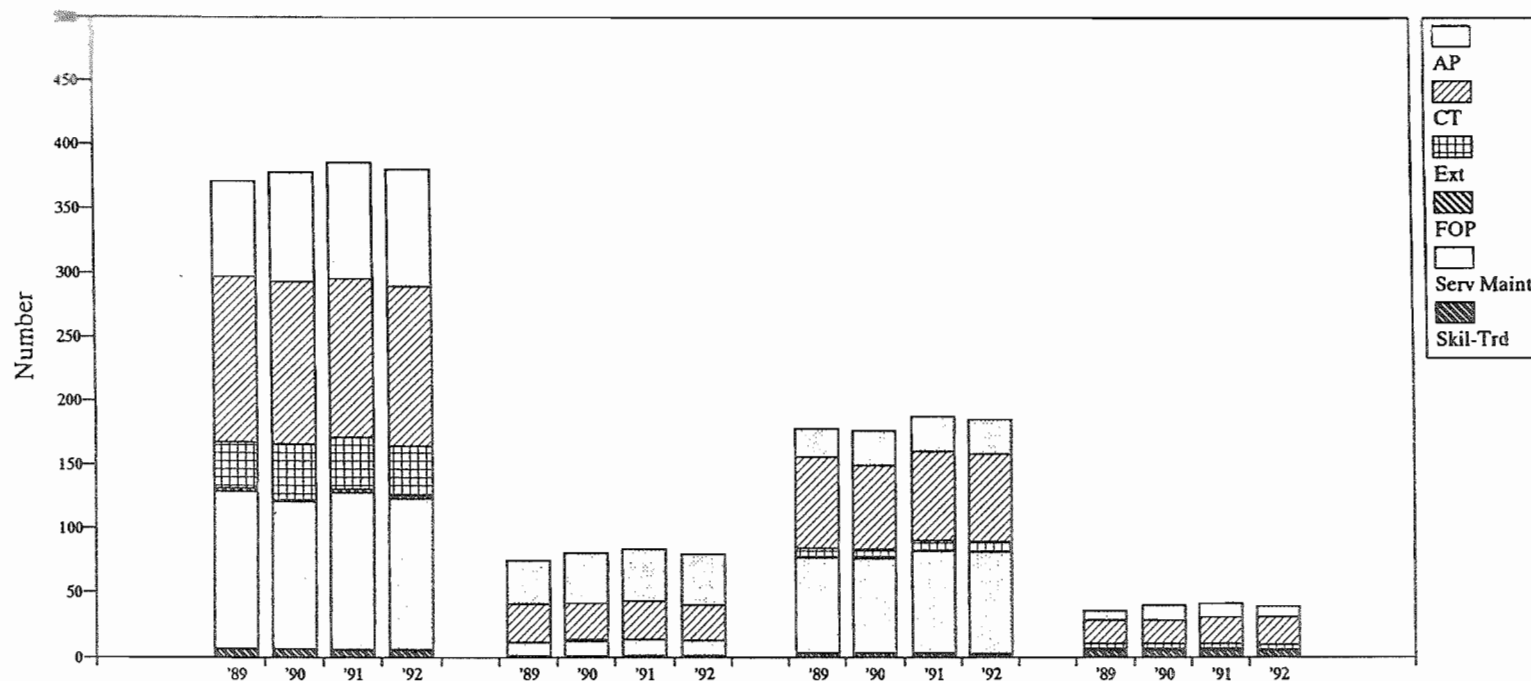
SUPPORT STAFF WORKFORCE 1989-92 Minorities by Ethnic ID and Gender III-7



	Black				Asian/PI				Hispanic				Amer Ind			
Total	380	388	383	379	82	86	82	88	179	191	188	191	43	44	42	42
Men	88	99	101	101	30	32	30	33	59	61	56	59	8	10	8	9
Women	292	289	282	278	52	54	52	55	120	130	132	132	35	34	34	33
% Men	23.2	25.5	26.4	26.6	36.6	37.2	36.6	37.5	33	31.9	29.8	30.9	18.6	22.7	19	21.4
% Women	76.8	74.5	73.6	73.4	63.4	62.8	63.4	62.5	67	68.1	70.2	69.1	81.4	77.3	81	78.6

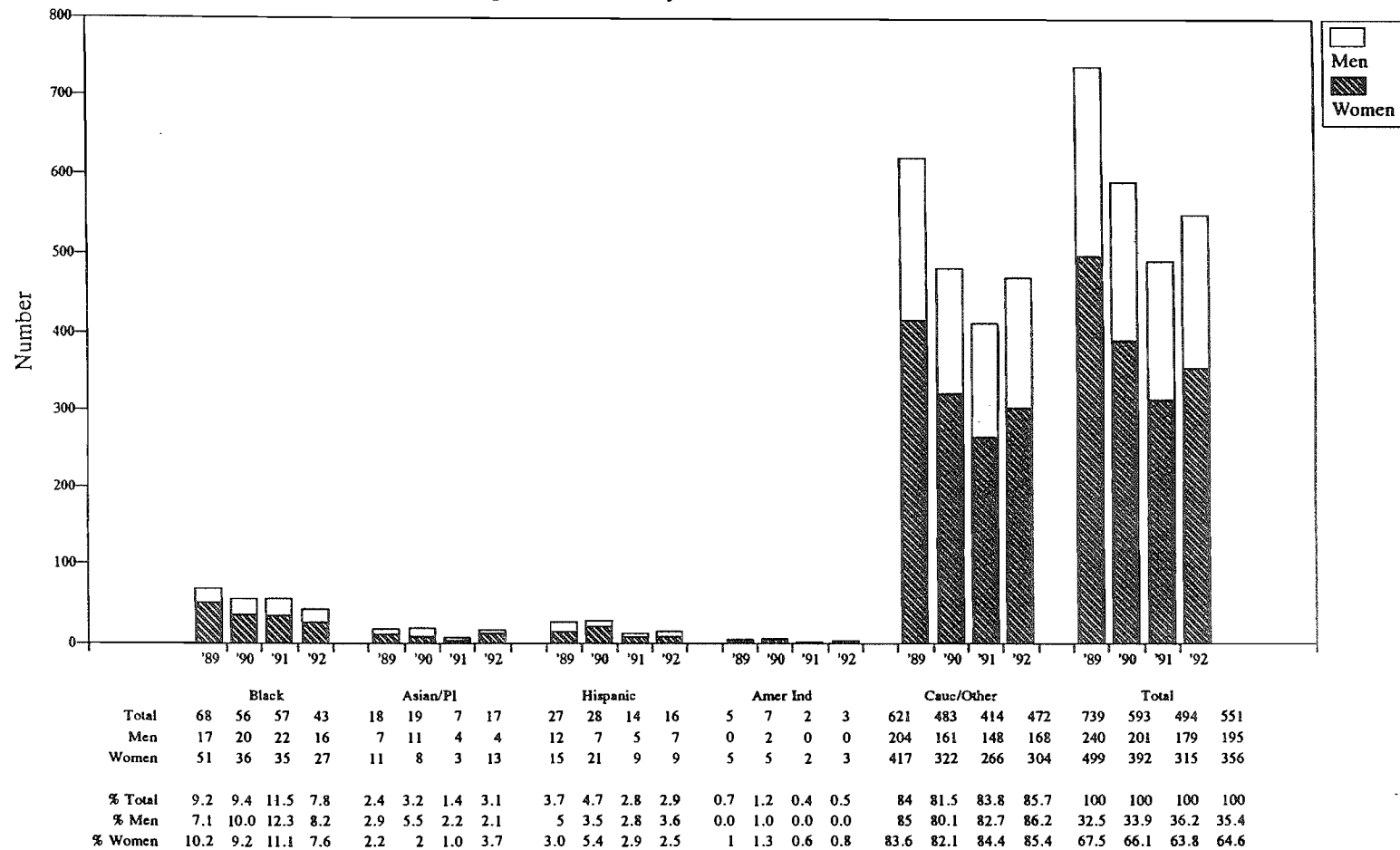
SUPPORT STAFF WORKFORCE 1989-92

Minorities by Ethnic ID and Employment Category III-8



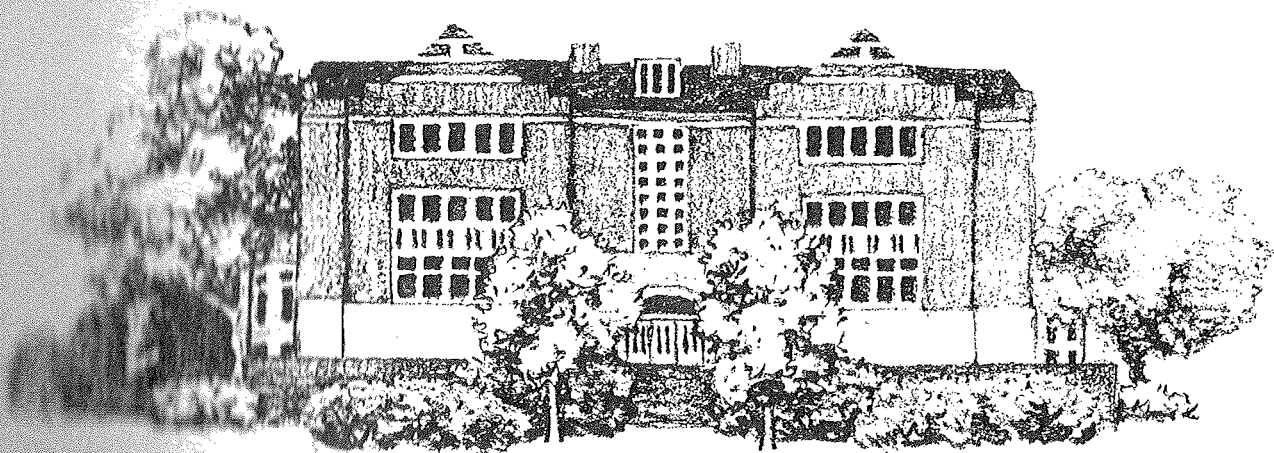
	Black				Asian/PI				Hispanic				Amer Ind			
Total	374	380	388	383	76	82	86	82	181	179	191	188	39	43	44	42
AP	75	86	91	92	34	39	41	40	23	28	29	28	8	12	11	9
CT	130	127	125	126	30	29	30	28	72	66	70	69	19	19	21	22
Ext	37	44	41	39	0	1	0	0	7	6	8	8	4	4	4	4
FOP	3	2	3	3	1	1	1	1	1	2	1	1	0	0	0	0
Serv Maint	122	114	122	117	10	11	13	12	74	73	79	79	3	3	3	2
Skil-Trd	7	7	6	6	1	1	1	1	4	4	4	3	5	5	5	5
% AP	20.1	22.6	23.5	24.0	44.7	47.6	47.7	48.8	12.7	15.6	15.2	14.9	20.5	27.9	25.0	21.4
% CT	34.8	33.4	32.2	32.9	39.5	35.4	34.9	34.1	39.8	36.9	36.6	36.7	48.7	44.2	47.7	52.4
% Ext	9.9	11.6	10.6	10.2	0.0	1.2	0.0	0.0	3.9	3.4	4.2	4.3	10.3	9.3	9.1	9.5
% FOP	0.8	0.5	0.8	0.8	1.3	1.2	1.2	1.2	0.6	1.1	0.5	0.5	0.0	0.0	0.0	0.0
% Serv Maint	32.6	30.0	31.4	30.5	13.2	13.4	15.1	14.6	40.9	40.8	41.4	42.0	7.7	7.0	6.8	4.8
% Skil-Trd	1.9	1.8	1.5	1.6	1.3	1.2	1.2	1.2	2.2	2.2	2.1	1.6	12.8	11.6	11.4	11.9

SUPPORT STAFF WORKFORCE 1989-92
Regular New Hires by Ethnic ID and Gender III-9



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IV. STUDENTS

A Enrollment

Information pertaining to the enrollment of minority and women students at Michigan State University for the past decade is displayed in the following 13 tables and 12 graphs. Enrollment data for the decade indicate changing enrollment patterns of minority students on the East Lansing campus. Minority student enrollment of 4,821 for Fall term 1992, for example, represented 12.8% of the on-campus affirmative action total of 37,725. In Fall 1982, minority enrollment of 3,323 represented only 8.5% of the University affirmative action total of 38,951 students. Comparatively, minority enrollment increased both numerically and in percentage of the affirmative action total for all groups, and have shown steady numerical increases from 1982. Although minority enrollment experienced a slight decline in Fall 1992 as a result of a smaller student population, minority enrollment as a percentage of all students has continued to increase over the ten year period.

Minority undergraduate enrollment declined numerically from 4,194 in Fall 1991 to 3,963 in Fall 1992 but represented a percentage increase of 12.9% compared with the previous year's total of 12.6%.

Minority graduate enrollment increased numerically from 829 in Fall 1991 to 858 in Fall 1992, but resulted in a decrease in the percentage of minority graduate students from 12.8% to 12.4% due to the larger increase in total graduate students.

Women as a percent of the University have increased from 48.4% in Fall 1982 to 51.3% in Fall 1992. Moreover, women graduate students reached a new high of 49.7% of the total graduate student enrollment.

Persistence Rates

Recruitment and retention efforts at Michigan State University continue to produce benefits as the retention of undergraduate students continues to improve at Michigan State University and, as a result, graduate rates are on the increase. Recent entering freshman classes have exhibited a one year retention rate between 85% and 89%.

Graduation rates are also increasing, a direct result of increased retention. Over 89% of entering freshmen have graduated from Michigan State University within a ten year period after entry. The four year graduation rate decline appears to have stabilized. The fifth year graduation rate continues to increase, such that 92% of all anticipated graduates will occur by the end of the fifth year. About 30% of the entering class, or 46% of those who eventually graduate, do so in four years.

Undergraduate female students tend to graduate sooner than male students through the seventh year. However, beyond the seventh year a greater percentage of male students will eventually graduate. Male graduation rates after a ten year period approximate 66-67% compared with the female graduation rate of 63-65%.

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

College	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992
Agric. & Natural Resources	3201	2813	2772	2820	2754	2822	3000	3258	3391	3294
Arts and Letters	2060	2016	2135	2498	2783	2917	3016	3060	3107	2934
Broad Coll. of Business	6723	6827	7108	7334	7423	7767	7833	7184	6169	5311
Comm. Arts and Sciences	3942	3981	4041	3977	4078	4212	3944	3583	3164	2853
Education	2027	2002	2387	2643	2535	2372	2346	2297	2362	2271
Engineering	4484	4341	4129	4010	3711	3585	3625	3739	3806	3791
Human Ecology	1421	1507	1578	1528	1599	1516	1409	1319	1296	1237
Human Medicine	475	460	478	471	455	458	456	455	470	478
James Madison	817	929	1024	1027	1005	1028	1031	1063	1054	980
Natural Science	4608	4568	4266	4085	3830	3778	3836	4085	4257	4280
Nursing	672	652	535	472	436	388	366	428	486	631
Osteopathic Medicine	457	514	511	512	520	526	517	530	523	521
Social Science	3610	3668	3726	3919	4299	4685	5156	5607	5748	5514
Urban Affairs Program ¹	2	-	-	-	-	-	-	-	-	-
Veterinary Medicine	943	898	859	843	790	788	759	774	778	796
No Preference	2441	2681	2923	3103	3209	3155	2768	2548	2554	1968
Unclassified	448	519	539	578	489	458	490	530	509	866
Postdoctoral Students	-	-	-	-	-	-	-	-	42	-
 AFFIRMATIVE ACTION TOTAL	 38331	 38376	 39011	 39820	 39916	 40455	 40552	 40460	 39716	 37725
Plus: International Students	1747	1853	1984	2051	2148	2201	2270	2282	2372	2322
 UNIVERSITY TOTAL	 40122	 40272	 41032	 41897	 42096	 42695	 42866	 42785	 42088	 40047

*Includes undergraduate, graduate, and graduate-professional.

¹ College of Urban Development prior to Fall 1982.

Sources: Office of the Registrar - official enrollment figures.

UNIVERSITY OF CALIFORNIA
 OFFICE OF PLANNING AND BUDGETS
 Minority Student Enrollment Data
 East Lansing Campus
 Fall Terms

Race/Ethnicity	Total Students	% of Campus	Women	UNDERGRADUATE								GRADUATE							
				Fresh	Soph	Jr	Sr	Spec	TOTAL	FTDC	FTF	TUG	Grad Prof	Mast	Dr	TOTAL	New Mast	New Dr	New G-P
FALL 1998																			
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
FALL 1991																			
Am. Ind./Alas. Nat.	202	.48	118	61	29	33	42	-	165	32	32	7	8	15	14	37	2	-	2
Black	2950	7.01	1864	944	596	527	462	13	2542	503	501	45	79	195	134	408	61	31	19
Hispanic	761	1.81	406	189	149	143	100	3	584	122	124	34	40	85	52	177	27	9	11
Chicano	273	.65	148	70	55	51	38	2	216	44	45	14	21	27	9	57	7	2	6
Other Hispanic	488	1.16	258	119	94	92	62	1	368	78	79	20	19	58	43	120	20	7	5
Asian/Pacific Is.	1110	2.64	526	304	219	181	193	6	903	230	230	39	71	86	50	207	30	4	19
MINORITY TOTAL	5023	11.93	2914	1498	993	884	797	22	4194	887	887	125	198	381	250	829	120	44	51
Non-Resident Alien	2372	5.64	884	93	75	75	102	123	468	62	55	35	6	866	1032	1904	261	149	2
No Response	325	.77	135	67	31	33	14	24	169	51	56	40	11	79	66	156	44	39	2
Other	105	.25	56	18	20	20	22	2	82	6	16	8	5	13	5	23	2	1	3
White	34263	81.41	17460	6916	6891	7044	7725	195	28771	5169	5313	1470	1113	2911	1468	5492	784	210	222
TOTAL ON-CAMPUS	42088	100.00	21449	8592	8010	8056	8660	366	33684	6175	6327	1678	1333	4250	2821	8404	1211	443	280
FALL 1992 (Semester)								OUG		FT-UN	TUG	OCR							
Am. Ind./Alas. Nat.	169	.42	101	35	32	32	39	-	138	20	6	4	8	10	9	31	4	-	2
Black	2799	6.99	1754	887	471	555	446	3	2362	509	62	39	83	173	142	437	55	31	23
Hispanic	764	1.91	403	164	116	168	117	3	568	96	31	6	43	87	60	196	32	9	12
Chicano	265	.66	145	51	44	61	41	2	199	28	11	4	21	25	16	66	15	2	5
Other Hispanic	499	1.25	258	113	72	107	76	1	369	68	20	2	22	62	44	130	17	7	7
Asian/Pacific Is.	1089	2.72	507	303	186	233	167	6	895	204	29	12	65	69	48	194	15	7	11
MINORITY TOTAL	4821	12.04	2765	1389	805	988	769	12	3963	829	117	61	199	339	259	858	106	47	48
Non-Resident Alien	2322	5.71	876	112	72	106	82	91	463	61	57	41	9	813	996	1859	236	108	4
No Response	762	1.90	399	175	84	69	67	13	408	98	27	91	27	155	81	354	17	6	-
Other	147	.37	60	65	13	19	17	-	114	59	9	2	8	14	9	33	7	3	3
White	31995	79.88	16442	7295	5392	6913	6607	93	26301	5019	1478	596	1110	2542	1447	5694	824	191	282
TOTAL ON-CAMPUS	40047	100.00	20542	9036	6366	8095	7542	209	31248	6066	1699	791	1353	3863	2792	8799	1190	355	337

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.

Fall 1992 (Semester) modification includes: Total University including off campus. FT-UN is first time-academic level of UN, similar to FTDCU of previous years. Other Undergraduate (OUG) includes ELC and LU. Other Graduate (OCR) includes LG and PD students.

opb/lhp/jb/22December92/min data/fall terms 92

SECTION A
TABLE IV-3
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
TOTAL FALL MINORITY ENROLLMENT BY COLLEGE¹

College ²	1983		1984		1985		1986		1987		1988		1989		1990		1991		1992	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res	184	5.4	190	5.4	224	6.1	247	6.6	274	7.1	262	6.2	270	5.9	321	6.7	372	7.4	344	7.1
Arts & Letters	122	3.6	123	3.5	132	3.6	158	4.2	184	4.7	216	5.1	196	4.3	228	4.7	259	5.2	284	5.9
Broad Coll. of Business	418	12.2	474	13.5	514	14.1	593	15.9	655	16.9	788	18.5	894	19.7	859	17.9	812	16.2	718	14.9
Comm. Arts/Sci.	368	10.7	369	10.5	397	10.9	386	10.3	382	9.9	438	10.3	428	9.4	431	9.0	410	8.2	357	7.4
Education	192	5.6	164	4.7	181	5.0	186	5.0	169	4.4	174	4.1	195	4.3	221	4.6	245	4.9	260	5.4
Engineering	502	14.6	508	14.4	503	13.8	514	13.8	553	14.3	587	13.8	624	13.7	675	14.0	665	13.2	648	13.4
Human Ecology	126	3.7	119	3.4	117	3.2	111	3.0	134	3.4	127	3.0	148	3.3	130	2.7	144	2.9	152	3.2
Human Medicine	82	2.4	91	2.6	98	2.7	102	2.7	99	2.5	89	2.1	91	2.0	101	2.1	101	2.0	113	2.3
James Madison	68	2.0	75	2.1	92	2.5	88	2.4	84	2.2	85	2.0	97	2.1	111	2.3	105	2.1	98	2.0
Natural Sci.	509	14.8	509	14.4	474	13.0	469	12.5	445	11.5	464	10.9	482	10.6	549	11.4	622	12.4	631	13.1
Nursing	81	2.4	90	2.6	62	1.7	52	1.4	46	1.2	48	1.1	55	1.2	70	1.5	77	1.5	91	1.9
Osteo. Medicine	64	1.9	67	1.9	75	2.1	74	2.0	76	2.0	83	1.9	75	1.7	83	1.7	86	1.7	74	1.5
Social Science	416	12.1	432	12.3	413	11.3	424	11.3	456	11.8	535	12.6	626	13.9	694	14.4	747	14.9	740	15.4
Urban Aff Prg ²	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	54	1.6	57	1.6	54	1.5	49	1.3	47	1.2	54	1.3	51	1.1	65	1.3	69	1.4	62	1.3
No Preference	221	6.4	227	6.5	269	7.4	258	6.9	247	6.4	282	6.6	265	5.8	226	4.7	247	4.9	176	3.7
Unclass.-LLE	22	0.6	20	0.6	40	1.1	27	0.7	22	0.5	25	.5	47	1.0	46	1.0	54	1.1	73	1.5
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	0.0	-	-
TOTAL	3430	100.0	3515	100.0	3645	100.0	3738	100.0	3873	100.0	4257	100.0	4544	100.0	4810	100.0	5023	100.0	4821	100.0

¹ Includes 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.

² College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets.

opb/jb/12November92/min/percent/college 92(5)

OFFICE OF PLANNING AND BUDGETS
TOTAL ENROLLMENT OF WOMEN AND PERCENT BY COLLEGE
Fall Term

	1984		1985		1986		1987		1988		1989		1990		1991		1992	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	986	35.3	1,016	36.7	1,051	37.3	959	34.8	986	34.9	1,018	33.9	1,120	34.4	1,239	36.5	1,161	32.0
Arts & Letters	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	1,815	58.4	1,741	54.2
Broad Coll. of Business	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	2,639	42.8	2,256	40.9
Comm. Arts/Sci	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	2,023	63.9	1,870	61.8
Education	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	1,834	77.6	1,747	73.7
Engineering	1,022	23.5	882	21.4	854	21.3	772	20.8	732	20.4	786	21.7	816	21.8	851	22.4	900	22.3
Human Ecology	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	1,207	93.1	1,145	89.4
Human Medicine	201	43.7	223	46.7	226	48.0	219	48.1	232	50.7	222	48.7	223	49.0	232	49.4	229	46.4
James Madison	451	48.5	528	51.6	528	51.4	527	52.4	535	52.0	555	53.8	580	54.6	577	54.7	537	54.7
Natural Sci.	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	1,956	45.9	2,010	44.1
Nursing	627	96.2	519	97.0	462	98.0	420	96.3	370	95.4	347	94.8	399	93.2	452	93.0	581	91.4
Osteo. Medicine	189	36.8	190	37.2	185	36.1	191	36.7	196	37.3	194	37.5	208	39.2	194	37.1	206	38.2
Social Science	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	3,247	56.5	3,107	54.9
Vet. Medicine	537	59.8	501	58.3	521	61.8	505	63.9	516	65.5	506	66.7	527	68.1	530	68.1	570	70.6
No Preference	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	1,424	55.8	1,084	54.8
Unclassified	291	56.1	319	59.2	352	60.9	311	63.6	268	58.5	287	58.6	319	60.2	325	63.9	522	57.5
AFF. AC. TOTAL	19,218		19,830		20,561		20,651		21,010		21,107		21,020		20,545		19,666	
Plus:																		
International	520		546		568		618		672		770		817		880		876	
Postdoc.	17		23		9		8		12		18		19		24			
UNIV. TOTAL	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	21,449	51.0	20,542	51.3

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

opb/jb/lhp/22December92/women enroll/college 92

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

College	1988					1989					1990					1991					1992				
	Minority		AA			Minority		AA			Minority		AA			Minority		AA			Minority		AA		
	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
Agr & Nat Resources	17	20	-	436	8.5	21	19	-	407	9.8	21	18	-	389	10.0	25	30	-	418	13.2	29	32	-	479	12.7
Arts & Letters	31	20	-	498	10.2	26	22	-	498	9.6	30	29	-	588	10.0	36	31	-	616	10.9	34	39	-	632	11.6
Broad Coll. of Business	39	6	-	627	7.2	50	9	-	614	9.6	64	9	-	671	10.9	62	13	-	659	11.4	45	12	-	499	11.4
Comm. Arts & Sci.	27	10	-	225	16.4	23	10	-	238	13.9	24	12	-	243	14.8	37	17	-	260	20.8	42	13	-	319	17.2
Education	50	52	-	996	10.2	46	62	-	983	11.0	47	53	-	925	10.8	58	55	-	967	11.7	59	55	-	984	11.6
Engineering	23	9	-	224	14.3	21	11	-	241	13.3	23	12	-	261	13.4	28	15	-	292	14.7	34	13	-	328	14.3
Human Ecology	6	5	-	155	7.1	14	7	-	163	12.9	11	6	-	143	11.9	14	11	-	148	16.9	10	9	-	156	12.2
Human Medicine	-	2	87	458	19.4	-	2	89	456	20.0	-	1	100	455	22.2	-	1	100	470	21.5	2	1	109	478	23.4
Natural Science	19	29	-	513	9.4	11	29	-	510	7.8	10	36	-	491	9.4	14	37	-	509	10.0	15	39	-	552	9.8
Nursing	3	-	-	47	6.4	5	-	-	44	11.4	4	-	-	46	8.7	6	-	-	56	10.7	6	-	-	84	7.1
Osteo. Medicine	2	2	79	526	15.8	1	2	72	517	14.5	-	3	80	530	15.7	1	2	83	523	16.4	3	-	71	520	14.2
Social Science	36	23	-	584	10.1	48	23	-	661	10.7	65	23	-	653	13.5	58	24	-	692	11.8	60	37	-	728	13.3
Veterinary Medicine	2	4	18	439	5.5	2	4	19	425	5.9	-	6	15	433	4.8	-	6	15	426	4.9	-	9	19	431	6.5
Unclassified	19	-	-	388	4.9	34	-	-	401	8.5	31	-	-	440	7.0	42	-	-	422	10.0	61	-	-	748	8.2
Postdoc.Min.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	42	19.0	-	-	-	2	0.0
AFF. ACTION TOTAL	274	182	184	6116	10.5	302	200	180	6158	11.1	330	208	195	6268	11.7	381	250	198	6500	12.8	400	259	199	6940	12.4
Plus:																									
Internat'l Students	-	-	-	1710	-	-	-	-	1835	-	-	-	-	1840	-	-	-	-	1904	-	-	-	-	1859	-
Postdoc. Students	-	-	-	39	-	-	-	-	44	-	-	-	-	43	-	-	-	-	-	-	-	-	-	-	-
UNIVERSITY TOTAL	274	182	184	7865	8.1	302	200	180	8037	8.5	330	208	195	8151	8.9	381	250	198	8404	9.9	400	259	199	8799	9.8

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

MINORITY ENROLLMENT AND PERCENT BY COLLEGE
Office of Planning and Budgets

	1986		1987		1988		1989		1990		1991		1992	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Reg. & Dist. Res.	136	71.7	141	74.1	145	74.1	151	77.3	203	74.1	187	71.4	185	68.5
Arts & Letters	76	67.3	75	64.7	87	65.9	100	63.3	101	54.9	112	51.9	105	53.6
Armed Coll. of Business	287	68.7	331	69.8	365	71.0	417	70.3	448	68.4	527	66.9	583	65.2
Comm. Arts/Sci	303	82.3	309	83.7	310	78.1	292	75.6	274	71.7	314	71.7	297	69.4
Education	131	68.2	102	62.2	116	64.1	115	61.8	107	63.3	113	64.9	126	64.6
Engineering	335	66.7	345	67.9	346	68.8	342	66.5	364	65.8	386	65.8	414	66.3
Human Ecology	94	74.6	89	74.8	85	72.6	77	69.4	87	64.9	81	63.8	92	62.2
Human Medicine	37	45.1	42	46.1	51	52.0	59	57.8	55	55.6	46	51.7	44	48.4
James Madison	51	75.0	56	74.7	58	63.0	56	63.6	49	58.3	47	55.3	58	59.8
Natural Sci.	321	63.1	304	59.7	264	55.7	270	57.6	246	55.3	256	55.2	274	56.8
Nursing	64	79.0	64	71.1	44	71.0	38	73.1	33	71.7	30	62.5	31	56.4
Osteo. Medicine	30	46.9	29	43.3	27	36.0	24	32.4	23	30.3	26	31.3	21	28.0
Social Science	323	77.6	317	73.4	304	73.6	290	68.4	310	68.0	369	69.0	432	69.0
Urban Aff Prg ³	1	100.0	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	31	57.4	32	56.1	29	53.7	26	53.1	26	55.3	28	51.9	25	49.0
No Preference	170	77.0	164	72.3	180	66.9	173	67.1	160	64.8	169	59.9	156	58.9
Unclassified-LLE	12	54.5	12	60.0	21	52.5	18	66.7	12	54.5	12	48.0	22	46.8
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	2396		2416		2453		2488		2498		2703		2865	
											2944		2950	
													2799	

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

The percentages indicate the percent of Black enrollment relative to total minority enrollment within each college (Table IV-3). Percentage figures indicated in Tables IV-6 through IV-9 will total to 100% for each college.

² 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.

³ College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

oph/jb/22December92/min/percent/college 92(1)

SECTION A
TABLE IV-7

MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

ASIAN/PACIFIC ISLANDER FALL ENROLLMENT AND PERCENT BY COLLEGE¹

College ²	1983		1984		1985		1986		1987		1988		1989		1990		1991		1992	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	19	10.3	16	8.4	27	12.1	27	10.9	32	11.7	35	13.4	42	15.6	52	16.2	59	15.9	59	17.2
Arts & Letters	19	15.6	18	14.6	19	14.4	33	20.9	39	21.2	35	16.2	30	15.3	43	18.9	41	15.8	45	15.9
Broad Coll. of Business	70	16.7	68	14.4	81	15.8	104	17.5	132	20.2	160	20.3	185	20.7	181	21.1	184	22.7	158	22.0
Comm. Arts/Sci	9	2.4	20	5.4	32	8.1	32	8.3	41	10.7	50	11.4	56	13.1	65	15.1	73	17.8	57	16.0
Education	20	10.4	17	10.4	17	9.4	19	10.2	21	12.4	18	10.3	24	12.3	26	11.8	26	10.6	30	11.5
Engineering	112	22.3	110	21.6	116	23.0	120	23.3	136	24.6	143	24.4	146	23.4	165	24.4	181	27.2	176	27.2
Human Ecology	16	12.7	16	13.5	14	12.0	17	15.3	22	16.4	26	20.5	31	20.9	25	19.2	29	20.1	32	21.0
Human Medicine	12	14.6	15	16.5	18	18.4	16	15.7	16	16.2	15	16.9	17	18.7	21	20.8	25	24.8	26	23.0
James Madison	6	8.8	6	8.0	11	12.0	12	13.6	10	11.9	15	17.6	14	14.4	15	13.5	24	22.9	18	18.4
Natural Sci.	101	19.8	110	21.6	119	25.1	120	25.6	127	28.5	133	28.7	126	26.1	167	30.4	204	32.8	225	35.7
Nursing	8	9.9	13	14.5	7	11.3	6	11.5	5	10.9	8	16.7	13	23.6	15	21.4	20	26.0	26	28.6
Osteo. Medicine	20	31.3	21	31.3	24	32.0	28	37.8	31	40.8	37	44.6	35	46.7	44	53.0	44	51.2	39	52.7
Social Science	27	6.5	42	9.7	37	9.0	48	11.3	56	12.3	61	11.4	66	10.5	75	10.8	90	12.0	112	15.1
Urban Aff Prg ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	7	13.0	7	12.3	9	16.7	8	16.3	6	12.8	9	16.7	9	17.6	10	15.4	13	18.8	11	17.7
No Preference	25	11.3	29	12.8	43	16.0	38	14.7	39	15.8	47	16.7	48	18.1	54	23.9	82	33.2	57	32.4
Unclassified-LLE	6	27.3	7	35.0	8	20.0	4	14.8	5	22.7	5	20.0	16	34.0	12	26.1	15	27.8	18	24.7
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	477		515		582		632		718		797		858		970		1110		1089	

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

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

²Percentage figures indicated in Tables IV-6 through IV-9 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

opb/jb/22December92/min/percent/college 92(4)

UNIVERSITY OF MARYLAND
SYSTEM
OFFICE OF PLANNING AND BUDGETS
HISPANIC FALL ENROLLMENT AND PERCENT BY COLLEGE¹

	1982		1983		1985		1986		1987		1988		1989		1990		1991		1992	
College ²	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	25	13.6	26	13.7	26	11.6	21	8.5	27	9.9	28	10.7	32	11.9	48	14.9	54	14.5	53	15.4
Arts & Letters	21	17.2	20	16.3	21	15.9	17	10.8	35	19.0	58	26.9	49	25.0	55	24.1	70	27.0	84	29.6
Broad Coll. of Business	49	11.7	65	13.7	57	11.1	59	9.9	61	9.3	81	10.3	103	11.5	102	11.9	105	12.9	90	12.5
Comm. Arts/Sci.	48	13.0	33	9.0	47	11.8	57	14.8	57	14.9	60	13.7	64	15.0	69	16.0	64	15.6	68	19.0
Education	34	17.7	35	21.3	31	17.1	34	18.3	26	15.4	35	20.1	36	18.5	50	22.6	48	19.6	56	21.5
Engineering	43	8.6	42	8.3	32	6.4	38	7.4	41	7.4	44	7.5	48	7.7	46	6.8	56	8.4	53	8.2
Human Ecology	12	9.5	11	9.2	15	12.8	16	14.4	21	15.7	17	13.4	18	12.2	20	15.4	22	15.3	26	17.1
Human Medicine	24	29.3	22	24.2	24	24.5	23	22.5	27	27.3	27	30.3	29	31.9	26	25.7	23	22.8	25	22.1
James Madison	9	13.2	9	12.0	17	18.5	16	18.2	19	22.6	19	22.4	18	18.6	24	21.6	24	22.9	24	24.5
Natural Sci.	74	14.5	84	16.5	75	15.8	68	14.5	61	13.7	66	14.2	72	14.9	64	11.7	70	11.3	77	12.2
Nursing	6	7.4	10	11.1	9	14.5	8	15.4	6	13.0	5	10.4	7	12.7	6	8.6	8	10.4	14	15.4
Osteo. Medicine	8	12.5	11	16.4	17	22.7	18	24.3	19	25.0	17	20.5	16	21.3	12	14.5	15	17.4	15	20.3
Social Science	51	12.3	52	12.0	54	13.1	69	16.3	66	14.5	84	15.7	98	15.7	114	16.4	131	17.5	130	17.6
Urban Aff Prg ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	9	16.7	11	19.3	12	22.2	13	26.5	13	27.7	15	27.8	14	27.5	17	26.1	16	23.2	18	29.0
No Preference	23	10.4	28	12.3	38	14.1	35	13.6	40	16.2	50	17.7	49	18.5	40	17.7	41	16.6	22	12.5
Unclassified-LLE	2	9.1	1	5.0	8	20.0	3	11.1	3	13.6	6	24.0	8	17.0	7	15.2	10	18.5	9	12.3
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	50.0	-	-
TOTAL	438		460		483		495		522		612		661		700		761		764	

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

The percentages indicate the percent of Hispanic enrollment relative to total minority enrollment within each college (Table IV-3). Percentage figures indicated in Tables IV-6 through IV-9 will total to 100% for each college.

² 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.

³ College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets

opb/jb/22December92/min/percent/college 92(3)

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

College ²	1983		1984		1985		1986		1987		1988		1989		1990		1991		1992	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	10	5.4	7	3.7	5	2.2	8	3.2	12	4.4	12	4.6	11	4.1	24	7.5	26	7.0	18	5.2
Arts & Letters	6	4.9	6	4.9	5	3.8	8	5.1	9	4.9	11	5.1	12	6.1	14	6.1	14	5.4	18	6.3
Broad Coll. of Business	12	2.9	10	2.1	11	2.1	13	2.2	14	2.1	20	2.5	23	2.6	26	3.0	19	2.3	20	2.8
Comm. Arts/Sci.	8	2.2	7	1.9	8	2.0	5	1.3	10	2.6	14	3.2	11	2.6	18	4.2	20	4.9	12	3.4
Education	7	3.6	10	6.1	17	9.4	18	9.7	15	8.9	8	4.6	9	4.6	15	6.8	19	7.8	17	6.5
Engineering	12	2.4	11	2.2	9	1.8	14	2.7	12	2.2	14	2.4	16	2.6	19	2.8	11	1.7	10	1.5
Human Ecology	4	3.2	3	2.5	3	2.6	1	.9	4	3.0	3	2.4	7	4.7	5	3.9	7	4.9	8	5.3
Human Medicine	9	11.0	12	13.2	5	5.1	4	3.9	1	1.0	1	1.1	1	1.1	3	3.0	3	3.0	3	2.7
James Madison	2	2.9	4	5.3	6	6.5	4	4.5	6	7.1	4	4.7	7	7.2	5	4.5	3	2.9	3	3.0
Natural Sci.	13	2.6	11	2.2	16	3.4	11	2.3	11	2.5	9	1.9	10	2.1	17	3.1	19	3.1	17	2.7
Nursing	3	3.7	3	3.3	2	3.2	-	-	2	4.3	5	10.4	4	7.3	4	5.7	5	6.5	3	3.3
Osteo. Medicine	6	9.4	6	9.0	7	9.3	4	5.4	3	3.9	3	3.6	3	4.0	1	1.2	2	2.3	2	2.7
Social Science	15	3.6	21	4.9	18	4.3	17	4.0	24	5.3	21	3.9	30	4.8	28	4.0	30	4.0	30	4.1
Urban Aff Prg ³	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vet. Medicine	7	13.0	7	12.3	4	7.4	2	4.1	2	4.3	2	3.7	3	5.9	5	7.7	7	10.1	3	4.8
No Preference	3	1.4	6	2.6	8	3.0	12	4.7	8	3.2	16	5.7	12	4.5	10	4.4	15	6.1	1	.6
Unclassified-LLE	2	9.1	0		3	7.5	2	7.4	2	9.1	2	8.0	1	2.1	2	4.4	1	0.4	4	5.5
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12.5	-	-
TOTAL	119		124		127		123		135		145		160		196		202		169	

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

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

² Percentage figures indicated in Tables IV-6 through IV-9 will total to 100% for each college.

³ 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.

⁴ College of Urban Development prior to Fall 1982.

Source: Minority Census, Office of Planning and Budgets.

opb/jb/22December92/min/percent/college 92(2)

SECTION 4
Table IV-10
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets
Undergraduate and Graduate Minority Students

	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992
UNDERGRADUATE												
American Indian/ Alaskan Native	72	77	85	83	89	97	109	122	131	164	165	138
Black	2050	2030	2071	2107	2135	2191	2211	2409	2542	2599	2542	2362
Hispanic	263	290	314	333	349	347	364	459	507	538	584	568
Asian Am./Pacific Islander	263	307	339	386	440	489	557	627	682	776	903	895
Total	2648	2704	2809	2909	3013	3124	3241	3617	3862	4077	4194	3963
MASTER												
American Indian/ Alaskan Native	14	15	11	13	16	12	16	15	17	16	15	14
Black	144	142	153	136	140	126	123	135	159	167	195	212
Hispanic	47	50	43	44	50	54	58	59	56	73	85	93
Asian Am./Pacific Islander	54	63	58	47	41	46	66	65	70	74	86	81
Total	259	270	265	240	247	238	263	274	302	330	381	400
DOCTORAL												
American Indian/ Alaskan Native	5	9	6	8	9	6	5	4	7	9	14	9
Black	97	107	103	99	96	83	83	84	95	99	134	142
Hispanic	34	42	47	44	39	47	47	45	48	48	52	60
Asian Am./Pacific Islander	35	40	43	45	57	50	46	49	50	52	50	48
Total	171	198	199	196	201	186	181	182	200	208	250	259
GRAD.-PROFESSIONAL												
American Indian/ Alaskan Native	7	12	17	20	13	8	5	4	5	7	8	8
Black	70	70	69	74	82	88	81	75	69	79	79	83
Hispanic	47	39	34	39	45	47	53	49	50	41	40	43
Asian Am./Pacific Islander	22	30	37	37	44	47	49	56	56	68	71	65
Total	146	151	157	170	184	190	188	184	180	195	198	199
TOTAL												
American Indian/ Alaskan Native	98	113	119	124	127	123	135	145	160	196	202	169
Black	2361	2349	2396	2416	2453	2488	2498	2703	2865	2944	2950	2799
Hispanic	391	421	438	460	483	495	522	612	661	700	761	764
Asian Am./Pacific Islander	374	440	477	515	582	632	718	797	858	970	1110	1089
Total	3224	3323	3430	3515	3645	3738	3873	4257	4544	4810	5023	4821

Source: Office of Planning and Budgets, Minority Census. All values exclude international students and, prior to 1991, postdoctoral students.

opb/jb/22December92/min ug & grad stdnts 92

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	1988					1989					1990					1991					1992				
	Women		AA			Women		AA			Women		AA			Women		AA			Women		AA		
	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	98	42	-	436	32.1	106	41	-	407	36.1	96	53	-	389	38.3	94	63	-	418	37.6	120	62	-	479	38.0
Arts & Letters	169	88	-	498	51.6	167	91	-	498	51.8	213	112	-	588	55.3	215	115	-	616	53.6	227	128	-	632	56.2
Broad Coll. of Bus.	156	33	-	627	30.1	151	33	-	614	30.0	182	34	-	671	32.2	164	36	-	659	30.3	109	36	-	499	29.1
Comm. Arts & Sci.	132	27	-	225	70.7	138	23	-	238	67.6	137	33	-	243	70.0	144	39	-	260	70.4	188	40	-	319	71.5
Education	429	237	-	996	66.9	400	254	-	983	66.5	385	233	-	925	66.8	420	241	-	967	68.4	439	246	-	984	69.6
Engineering	27	6	-	224	14.7	26	8	-	241	14.1	34	12	-	261	17.6	43	12	-	292	18.8	45	15	-	328	18.3
Human Ecology	90	43	-	155	85.8	93	43	-	163	83.4	75	42	-	143	81.8	72	48	-	148	81.1	86	46	-	156	84.6
Human Medicine	1	7	224	458	50.7	1	7	214	456	48.7	-	5	218	455	49.0	2	7	223	470	49.4	1	6	222	478	47.9
Natural Science	64	106	-	513	33.1	56	110	-	510	32.5	51	106	-	491	32.0	51	94	-	509	28.5	54	102	-	552	38.2
Nursing	45	-	-	47	95.7	43	-	-	44	97.7	45	-	-	46	97.8	54	-	-	56	96.4	84	-	-	84	100.0
Osteopathic Medicine	4	9	183	526	37.3	5	9	180	517	37.5	5	10	193	530	39.2	3	6	185	523	37.1	5	5	196	520	39.6
Social Science	280	65	-	584	59.1	308	75	-	661	57.9	310	79	-	653	59.6	315	106	-	692	60.8	329	117	-	728	61.3
Veterinary Medicine	5	12	240	439	58.5	5	9	247	425	61.4	3	14	258	433	63.5	5	15	256	426	64.8	6	20	275	431	69.8
Unclassified	251	-	-	388	64.7	248	-	-	401	61.8	286	-	-	440	65.0	280	-	-	422	66.4	478	-	-	748	63.9
Postdoc.	-	12	-	39	-	-	18	-	44	-	-	19	-	43	-	-	24	-	42	57.1	-	-	-	2	-
AFFIRMATION TOTAL	1751	687	647	6155	50.1	1747	721	641	6202	50.1	1822	752	669	6311	51.4	1862	806	664	6500	51.3	2171	823	693	6940	53.1
Plus: Internat'l	280	214	-	1710	-	353	245	3	1835	-	385	250	2	1840	-	406	270	4	1904	-	394	286	6	1859	-
UNIV. TOTAL	2031	901	647	7865	45.5	2100	966	644	8037	46.2	2207	1002	671	8151	47.6	2268	1076	668	8404	47.7	2565	1109	699	8799	49.7

WISCONSIN STATE UNIVERSITY
Office of Planning and Budgets

Graduate Minority and Women Students
Fall 1992

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	278	201	-	479	120	62	-	182	29	32	-	61
Arts & Letters	386	246	-	632	227	128	-	355	34	39	-	73
Broad College of Business	382	117	-	499	109	36	-	145	45	12	-	57
Comm. Arts & Sciences	258	61	-	319	188	40	-	228	42	13	-	55
Education	593	391	-	984	439	246	-	685	59	55	-	114
Engineering	261	67	-	328	45	15	-	60	34	13	-	47
Human Ecology	96	60	-	156	86	46	-	132	10	9	-	19
Human Medicine	5	15	458	478	1	6	222	229	2	1	109	112
Natural Science	163	389	-	552	54	102	-	156	15	39	-	54
Nursing	84	-	-	84	84	-	-	84	6	-	-	6
Osteo. Medicine	6	16	498	520	5	5	196	206	3	-	71	74
Social Science	528	200	-	728	329	117	-	446	60	37	-	97
Vet. Medicine	10	33	388	431	6	20	275	301	-	9	19	27
Unclassified - LLE	747	-	-	747	478	-	-	478	61	-	-	61
Postdoctoral Students	-	3	-	3	-	-	-	-	-	-	-	-
AFFIRMATIVE ACTION TOTAL	3797	1799	1344	6940	2171	823	693	3687	400	259	199	858
Plus: Internat'l Students	854	996	9	1859	394	286	6	686	-	-	-	-
UNIVERSITY TOTAL	4651	2795	1353	8799	2565	1109	699	4373	400	259	199	858

opb/lhp/jb/4December92/grad women/fall terms 92(2)

SECTION A
TABLE IV-13
MICHIGAN STATE UNIVERSITY
Office of Planning and Budgets

TRENDS IN MINORITY ENROLLMENTS, BY COLLEGE
Fall 1988, 1989, 1990, 1991, and 1992

College	Fall 1988 Enrollment			Fall 1989 Enrollment			Fall 1990 Enrollment			Fall 1991 Enrollment			Fall 1992 Enrollment		
	Total #	Minority #	%	Total #	Minority #	%	Total #	Minority #	%	Total #	Minority #	%	Total #	Minority #	%
Agriculture & Nat. Resources	2822	262	9.3	3000	270	9.0	3258	321	9.9	3391	372	11.0	3294	344	10.4
Arts and Letters	2917	216	7.4	3016	196	6.5	3060	228	7.5	3107	259	8.3	2934	284	9.7
Broad Coll. of Business	7767	788	10.1	7833	894	11.4	7184	859	12.0	6169	812	13.2	5311	718	13.5
Communication Arts & Science	4212	438	10.4	3944	428	10.9	3583	431	12.0	3164	410	13.0	2853	357	12.5
Education	2372	174	7.3	2346	195	8.3	2297	221	9.6	2362	245	10.4	2271	260	11.4
Engineering	3585	587	16.4	3625	624	17.2	3739	675	18.1	3806	665	17.5	3791	648	17.1
Human Ecology	1516	127	8.4	1409	148	10.5	1319	130	9.9	1296	144	11.1	1237	152	12.3
Human Medicine	458	89	19.4	456	91	20.0	455	101	22.2	470	101	21.5	478	113	23.6
James Madison	1028	85	8.3	1031	97	9.4	1063	111	10.4	1054	105	10.0	980	98	10.0
Natural Science ¹	3778	464	12.3	3836	482	12.6	4085	549	13.4	4257	622	14.6	4280	631	14.7
Nursing	388	48	12.4	366	55	15.0	428	70	16.4	486	77	15.8	631	91	14.4
Osteopathic Medicine	526	83	15.8	517	75	14.5	530	83	15.7	523	86	16.4	521	74	14.2
Social Science ²	4685	535	11.4	5156	626	12.1	5607	694	12.4	5748	747	13.0	5514	740	13.4
Veterinary Medicine	788	54	6.9	759	51	6.7	774	65	8.4	778	69	8.9	796	62	7.8
No Preference	3155	282	8.9	2768	265	9.6	2548	226	8.9	2554	247	9.7	1968	176	8.9
Unclassified	458	25	5.5	490	47	9.6	530	46	8.7	509	54	10.6	866	73	8.4
Post Doctoral Students	39	-	-	44	-	-	43	-	-	42	8	19.0	-	-	-
AFFIRMATIVE ACTION TOTAL	40494	4257	10.5	40596	4544	11.2	40503	4810	11.9	39716	5023	12.6	37725	4821	12.78
Includes:															
Plus: Foreign Students	2201	-	-	2270	-	-	2282	-	-	2372	-	-	2322	-	-
UNIVERSITY TOTAL	42695	4257	10.0	42866	4544	10.6	42785	4810	11.2	42088	5023	11.9	40047	4821	12.04

College enrollment counts have been adjusted to reflect the Fall 1992 organizational structure of the University.

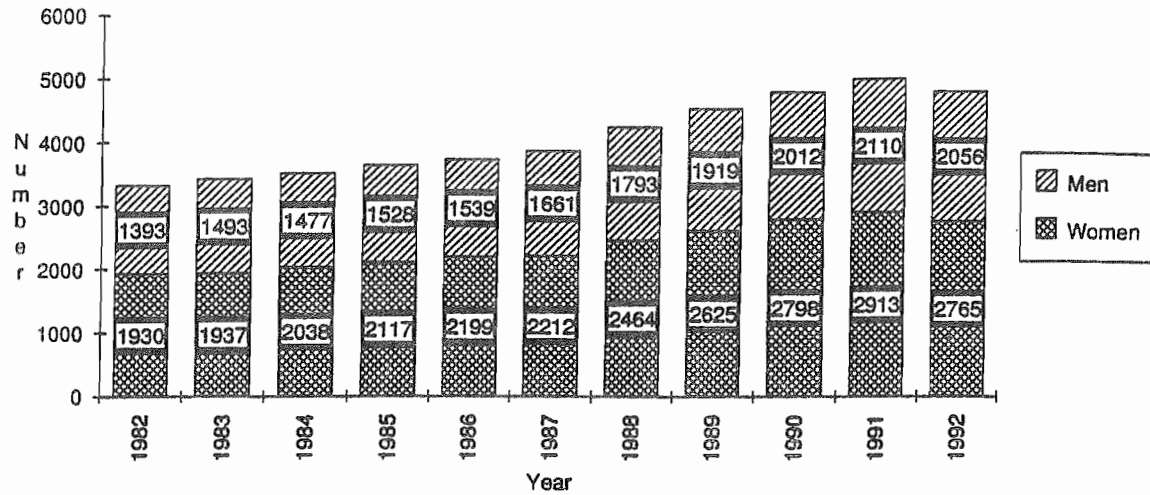
1. Natural Science includes Lyman Briggs.

2. Social Science includes Justin Morrill and Urban Affairs.

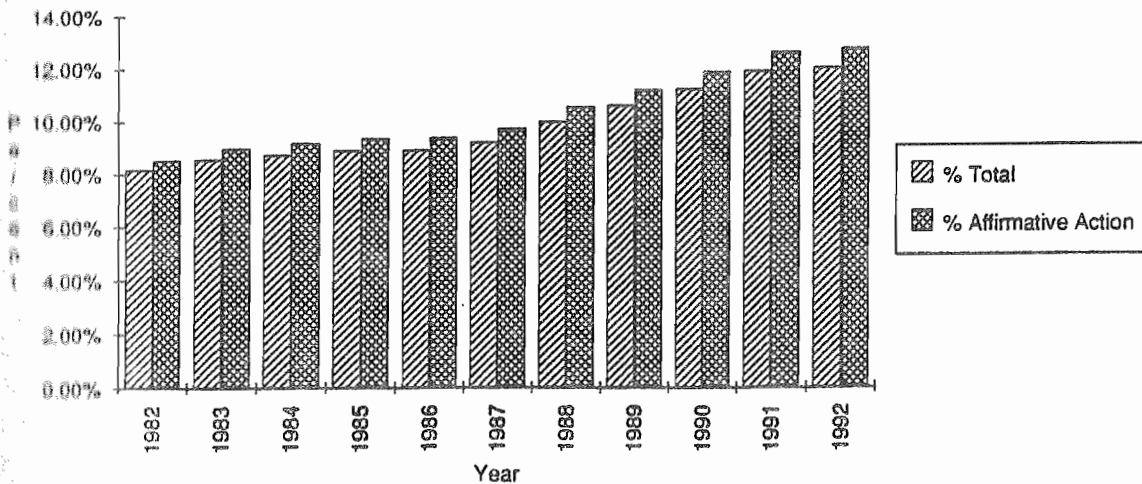
See Tables IV-6 - IV-9 for details by minority group.

Source: Distribution of Student Majors, Fall 1988, 1989, 1990, 1991 and 1992 Office of the Registrar.
Minority Census, Office of Planning and Budgets

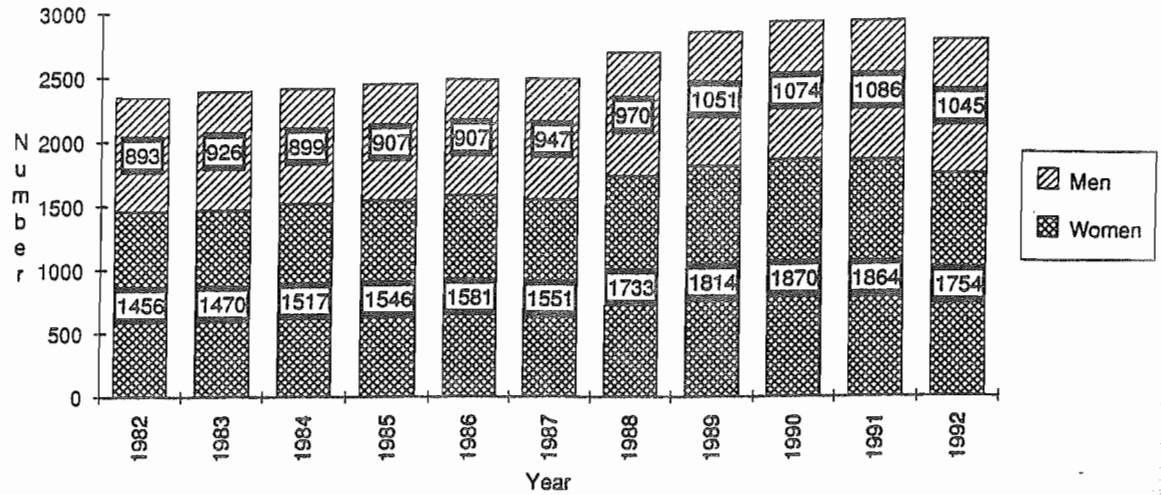
MICHIGAN STATE UNIVERSITY
Minority Enrollment
Fall Terms 1982 - 1992



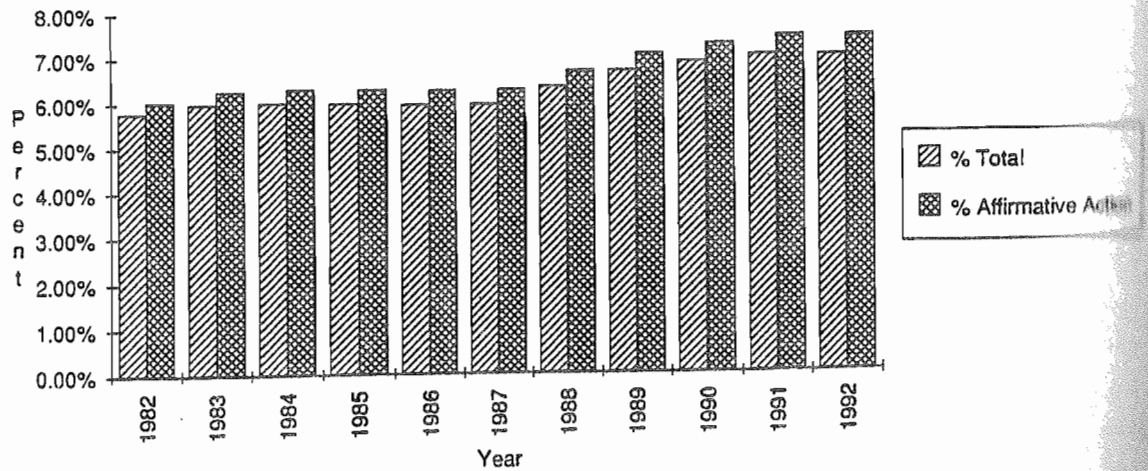
MICHIGAN STATE UNIVERSITY
Minority Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982 - 1992



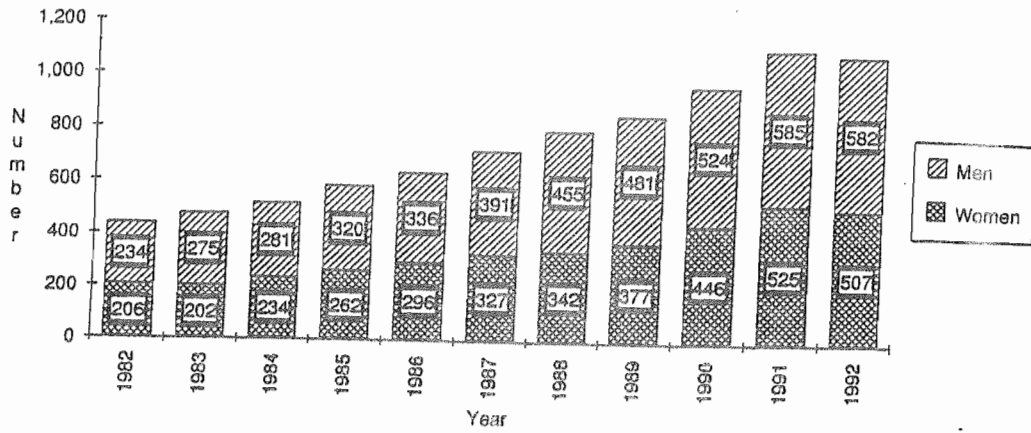
MICHIGAN STATE UNIVERSITY
Black Enrollment
Fall Terms 1982 - 1992



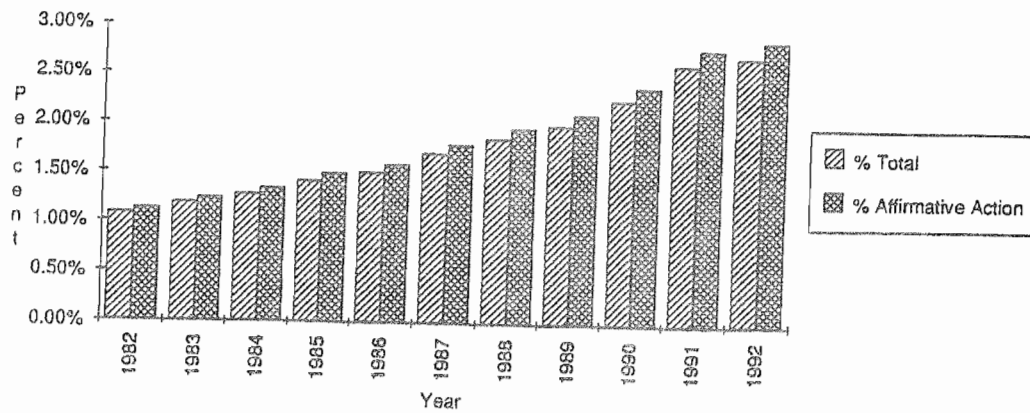
MICHIGAN STATE UNIVERSITY
Black Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982 - 1992



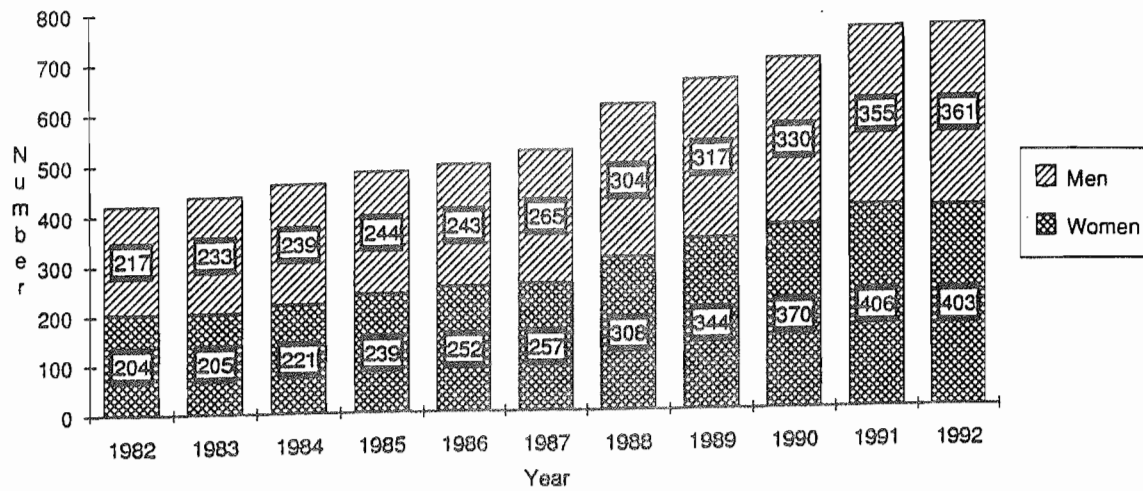
MICHIGAN STATE UNIVERSITY
Asian/Pacific Islander Enrollment
Fall Terms 1982 - 1992



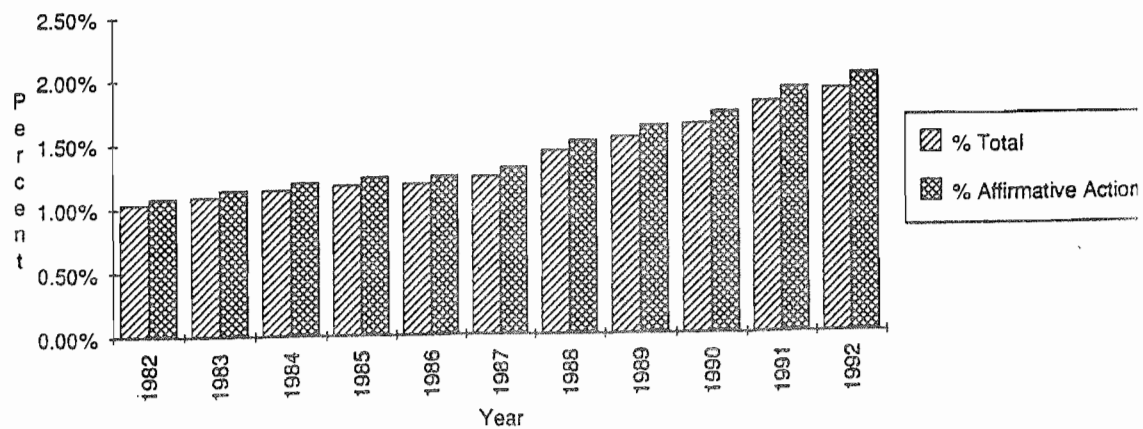
MICHIGAN STATE UNIVERSITY
Asian/Pacific Islander Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982 - 1992



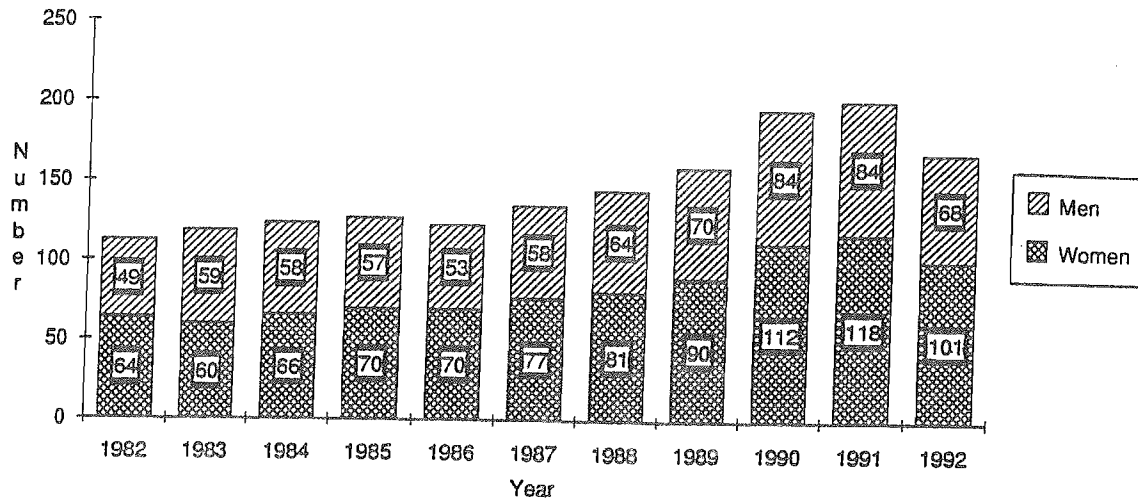
MICHIGAN STATE UNIVERSITY
Hispanic Enrollment
Fall Terms 1982 - 1992



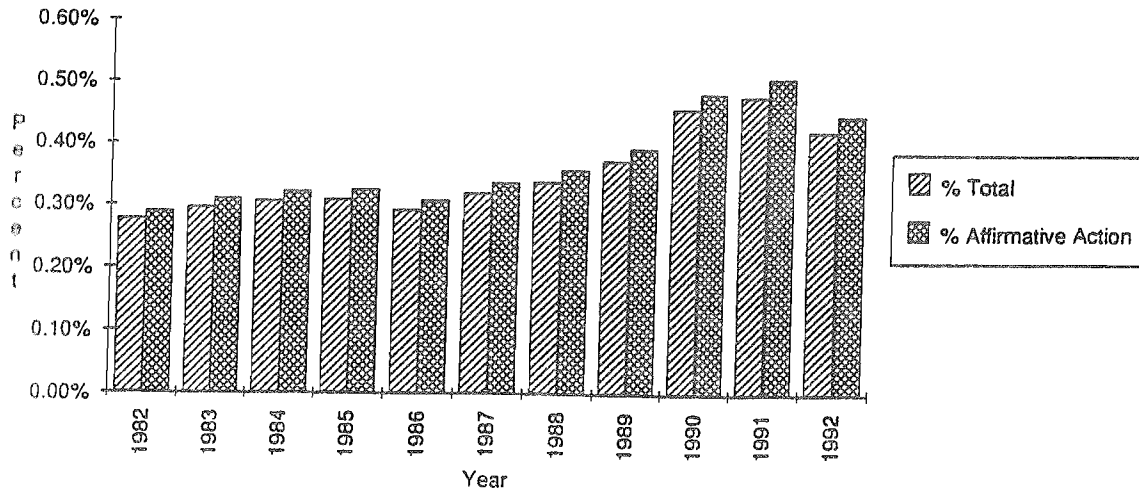
MICHIGAN STATE UNIVERSITY
Hispanic Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982 - 1992



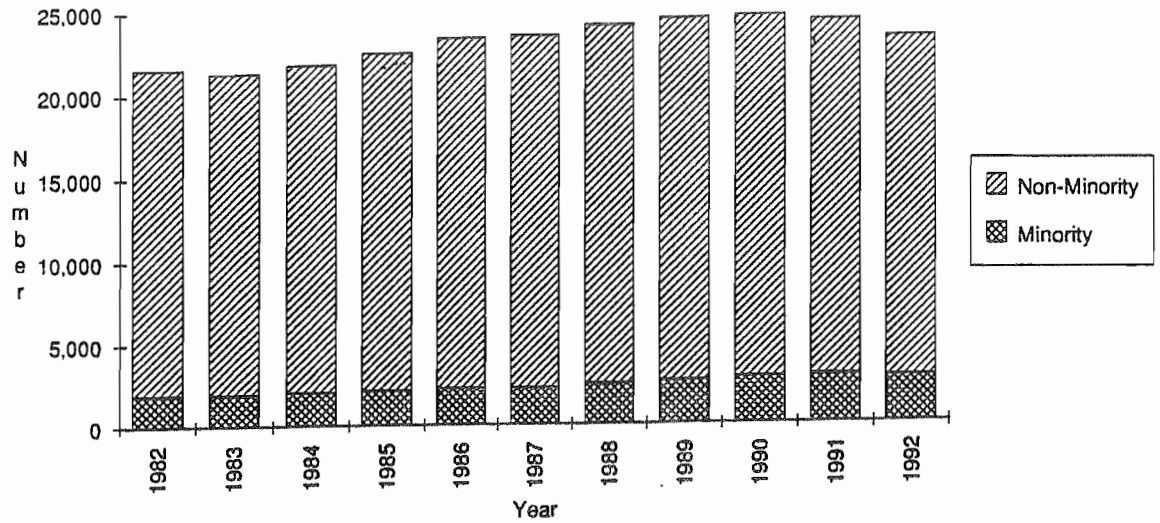
MICHIGAN STATE UNIVERSITY
American Indian/Alaskan Native Enrollment
Fall Terms 1982 - 1992



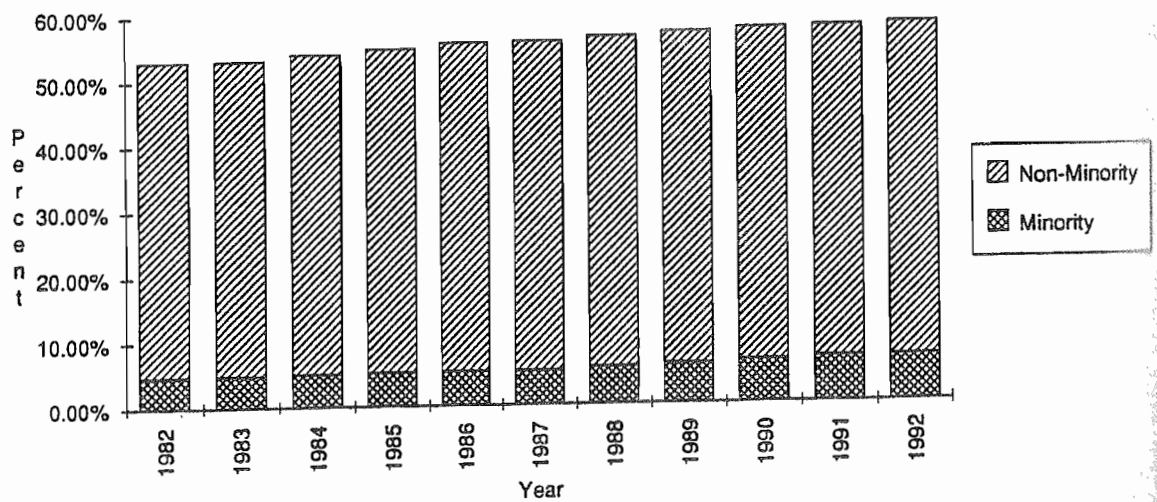
MICHIGAN STATE UNIVERSITY
American Indian/Alaskan Native Enrollment as a Percent of
Total Enrollment and Affirmative Action Enrollment
Fall Terms 1982 - 1992



MICHIGAN STATE UNIVERSITY
 Female Enrollment (including foreign)
 Fall Terms 1982 - 1992



MICHIGAN STATE UNIVERSITY
 Female (including foreign) Non-Minority and Minority Enrollment
 as a Percent of Total Enrollment
 Fall Terms 1982 - 1992



B. STUDENT RECRUITMENT

Student Admissions Trends:

The tables outlining application volume, offers of admission, and numbers of enrolled students by ethnic category generally portray the Fall 1992 entering student outcomes. More specific comment, however, is appropriate.

Freshman

Freshman applications among minority applicants were approximately even with the 1991 levels. Offers of admission in every minority category exceeded those of 1991 with the exception of African-American students where the number of offers of admission was slightly below the 1991 level. However, a fall in the number of students being offered admission who chose to enroll led to a decline in most minority categories. In fact, the number of African-American freshmen increased slightly while each of the other categories decreased even though a greater number of students were offered admission. This outcome, which is disappointing, comes after almost ten straight years of steady minority freshmen enrollment growth.

Transfer

Applications among minority transfers increased significantly for Fall 1992 with the exception of the Asian-American category. Offers of admission increased significantly for every category with the exception of Hispanic. Even with those increases, enrollments among minority transfer students decreased in every category with the exception of African-American, which increased almost 40%.

Graduate

Outcomes of enrollment of new graduate students were mixed in Fall 1992. Significant gains were seen among African-American and Hispanic graduate students, while Native American and Asian-American numbers decreased.

STUDENT ADMISSIONS TRENDS, 1989-90, 1990-91, 1991-92

	APPLICATIONS					ADMISSIONS					ENROLLMENTS				
	1989	1990	1991	1992	% OF CHANGE	1989	1990	1991	1992	% OF CHANGE	1989	1990	1991	1992	% OF CHANGE
FRESHMEN															
Caucasian	17261	14895	14723	14222	-3.40%	11750	12854	11929	11900	-0.24%	5443	5294	5313	5019	-5.53%
Black	1657	1850	1876	1859	-0.91%	1352	1208	1320	1304	-1.21%	539	509	501	509	1.60%
Hispanic	411	431	485	483	-0.41%	307	340	347	397	14.41%	122	108	124	96	-22.58%
Amer. Indian/Alaskan Nat.	75	83	96	90	-6.25%	59	60	72	73	1.39%	32	36	32	20	-37.50%
Asian/Pacific Islander	652	747	833	843	1.20%	407	477	593	693	16.86%	146	196	230	204	-11.30%
Other/No Resp./Foreign	731	739	851	916	7.64%	426	332	391	509	30.18%	77	91	127	218	71.65%
TOTAL	20787	18745	18864	18413	-2.39%	14301	15271	14652	14876	1.53%	6359	6234	6327	6066	-4.13%
TRANSFER STUDENTS															
Caucasian	4851	4334	3943	3950	0.18%	2263	2357	2114	2033	-3.83%	1759	1542	1470	1478	0.54%
Black	249	216	250	308	23.20%	62	69	59	93	57.63%	46	42	45	62	37.78%
Hispanic	103	93	97	99	2.06%	33	43	46	42	-8.70%	28	30	34	31	-8.82%
Amer. Indian/Alaskan Nat.	23	25	28	32	14.29%	10	9	9	11	22.22%	4	7	7	6	-14.29%
Asian/Pacific Islander	120	116	130	110	-15.38%	47	38	44	50	13.64%	31	36	39	29	-25.64%
Other/No Resp./Foreign	572	451	482	525	8.92%	188	142	136	159	16.91%	86	76	83	93	12.05%
TOTAL	5918	5235	4930	5024	1.91%	2603	2658	2408	2388	-0.83%	1954	1733	1678	1699	1.25%
GRADUATE STUDENTS															
Caucasian	2900	3213	3631	3756	3.44%	1630	1673	1713	1896	10.68%	1066	1021	1021	1015	-0.59%
Black	197	236	299	333	11.37%	71	99	118	146	23.73%	69	73	73	86	17.81%
Hispanic	70	79	100	116	16.00%	43	31	43	64	48.84%	16	29	29	41	41.38%
Amer. Indian/Alaskan Nat.	8	14	10	22	120.00%	6	6	13	11	-15.38%	5	5	5	4	-20.00%
Asian/Pacific Islander	116	128	147	150	2.04%	46	44	56	56	0.00%	30	38	38	22	-42.11%
Other/No Resp./Foreign	3944	3663	4168	3822	-8.30%	841	818	803	722	-10.09%	513	555	555	377	-32.07%
TOTAL	7235	7333	8355	8199	-1.87%	2637	2671	2746	2895	5.43%	1699	1721	1721	1545	-10.23%

C. STUDENT SUPPORT SERVICES

Undergraduate Assistance Program

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

Table IV-1 through Table IV-8 display data for the units which report to the Assistant Provost for Student Academic Support Services, and Racial, Ethnic and Multicultural Issues which have affirmative action goals as their primary mission. These units consist of the Office of Programs for Handicapper Students, Office of Supportive Services, the Upward Bound, the Talent Search Program, and the King-Chavez-Parks College Day Programs.

Upward Bound Programs are fixed in size by the level of federal funds available and, therefore, inhibit a significant increase in the number of students served from one year to the next. Demand and delivery of services from the Office of Supportive Services and the Office of Programs for Handicapper Students, on the other hand, may change substantially.

Affirmative Action Graduate Financial Assistance Program (AAGFAP)

The Affirmative Action Graduate Financial Assistance Program (AAGFAP) represents a major support for women and minority graduate students at Michigan State University. A detailed description of this program is given in the 1991-92 MSU Annual Report on Affirmative Action--Descriptive Report.

Tables IV-9 and IV-10 show yearly expenditures and annual percentage changes respectively for the AAGFAP programs funded by the University from 1977-78 to 1991-92. These tables 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 1991-92, AAGFAP total expenditures increased by over two million dollars (from \$144,869 to \$2,372,450) over the fourteen-year period. Specifically, EOP expenditures increased from \$221,806 in 1977-78 to \$1,000,924 in 1991-92; AAGA expenditures increased from \$113,063 in 1977-78 to \$817,054 in 1991-92; MCDF expenditures increased from \$8,941 in 1979-80 to \$475,505 in 1991-92; and PF expenditures declined in 1985-86 to 1988-89, but increased from \$89,022 in 1979-80 to \$104,767 in 1989-90. However, PF was at its lowest in 1990-91 with an expenditure of \$42,105.

Tables IV-11 and IV-12 show the number of EOP (need based) and AAGA awards respectively by racial/ethnic group and gender from 1977-78 to 1991-92. Table IV-11 shows that the number of EOP fellowships awarded to women and minorities declined from 137 in 1977-78 to 107 in 1980-81; increased to 228 in 1985-86; and decreased to 165 in 1987-88. However, since 1988-89 the yearly number of EOP fellowships awarded to minorities and

women has exceeded 200. Table IV-12 shows a general positive trend from 1977-78 to 1989-90 in the number of AAGA awards held by women and minorities. The total number of AAGA awards nearly doubled from 56 in 1977-78 to 111 in 1991-92, an increase of 98.2 percent over the fourteen-year period.

Table IV-13 shows that both MCDF expenditures and the number of awards increased from 1979-80 to 1991-92. 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-14). In 1991-92, both the MCDF expenditures and the number of awards were at the highest. For the 1991-92 year, there was a 3.8 percent increase in the number of awards and a 12.3 percent increase in expenditure from the previous fiscal year (1990-91).

Table IV-14 shows that from 1979-80 to 1985-86, the number of programmatic awards remained near 15 per year. Since 1986-87 the number of awards has been low -- at single digits per year except 1989-90 and 1991-1992 when 13 and 16 awards were given respectively.

UNDERGRADUATE ASSISTANCE PROGRAMS

Table IV-1

Office of Programs for
Handicapper Students
Program Users

1991-92	453
1990-91	488
1989-90	445
1988-89	366
1987-88	329

Table IV-5

Upward Bound Program
Summer Program

1991-92	62
1990-91	65
1989-90	66
1988-89	61
1987-88	58

Table IV-2

Office of Programs for Handicapper Students
Number of Rides for Students with
Mobility Characteristics

1991-92	29,647
1990-91	29,038
1989-90	29,113
1988-89	26,547
1987-88	21,162

Table IV-6

Upward Bound Program
Academic Year Program

1991-92	71
1990-91	69
1989-90	72
1988-89	70
1987-88	70

Table IV-3

Office of Supportive Services
Program Users

1991-92	1,589
1990-91	1,604
1989-90	1,357
1988-89	1,299
1987-88	1,136

Table IV-7

King-Chavez-Parks
College Day Programs

1991-92	4,163
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Table IV-8

Talent Search

1991-92	349
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Table IV-4

Office of Supportive Services
Tutorial Sessions

1991-92	1,615
1990-91	1,595
1989-90	1,703
1988-89	1,700
1987-88	1,461

Table IV-9
Affirmative Action Graduate Financial Assistance Program¹
Expenditures, 1977-78 to 1991-92

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
1990-91	1,022,153	423,548	42,105	753,141	2,240,947
1991-92	\$1,000,924	\$475,505	\$ 78,967	\$817,054	\$2,372,450

¹Note: EOP = Equal Opportunity Program Fellowships
 MCDF = Minority Competitive Doctoral Fellowships
 PF = Programmatic Funding
 AAGA = Affirmative Action Graduate Assistantships

Table IV-10
Affirmative Action Graduate Financial Assistance Program²
Expenditures (annual percentage change)
1977-78 to 1991-92

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	12.5	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
1990-91	19.6	57.3	-59.8	43.6	27.8
1991-92	-2.1	12.3	87.5	8.5	5.9

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

Table IV-11
Allocation of Equal Opportunity Program Fellowships
(Need Based) by Racial/Ethnic Group and Gender,
1977-78 to 1991-92

Year	Total	Black	Hispanic	Asian Pac Isl	Amer Indian	Caucasian & Other	Expended
		(M/W)	(M/W)	(M/W)	(M/W)	(M/W)	
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
1990-91	255	52/93	32/16	29/12	4/4	1/12	1,022,153
1991-92	241	51/86	30/21	21/15	1/5	0/11	1,000,924

Table IV-12
Affirmative Action Graduate Assistantship Program Awards by Race/ethnicity
1977-78 to 1991-92

Year	Total	Black	Hispanic	Asian Pac Is	Amer Indian	Caucasian & Other	Expend.
		(M/W)	(M/W)	(M/W)	(M/W)	(M/W)	
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
1990-91	104	15/27	9/5	0/7	2/2	0/37	753,141
1991-92	111	13/38	11/7	3/5	1/1	0/32	817,054

Table IV-13
Allocation of Minority Competitive Doctoral
Fellowship Awards, by Racial/Ethnic Group and Gender
1979-80 to 1991-92

Year	Total	Black	Hispanic	Asian Pac.Is.	Amer Indian	Caucasian & Other	Expended ³
		(M/W)	(M/W)	(M/W)	(M/W)	(M/W)	
1979-80	6	2/1	0/2	0/0	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
1990-91	26	5/8	2/2	1/4	2/2	0/0	423,548
1991-92	27	12/9	4/2	0/0	0/0	0/0	475,505

³Note: Expenditures also include Minority Competitive Doctoral Fellowship (MCDF) partial, supplementary, and summer awards for continuing Fellows.

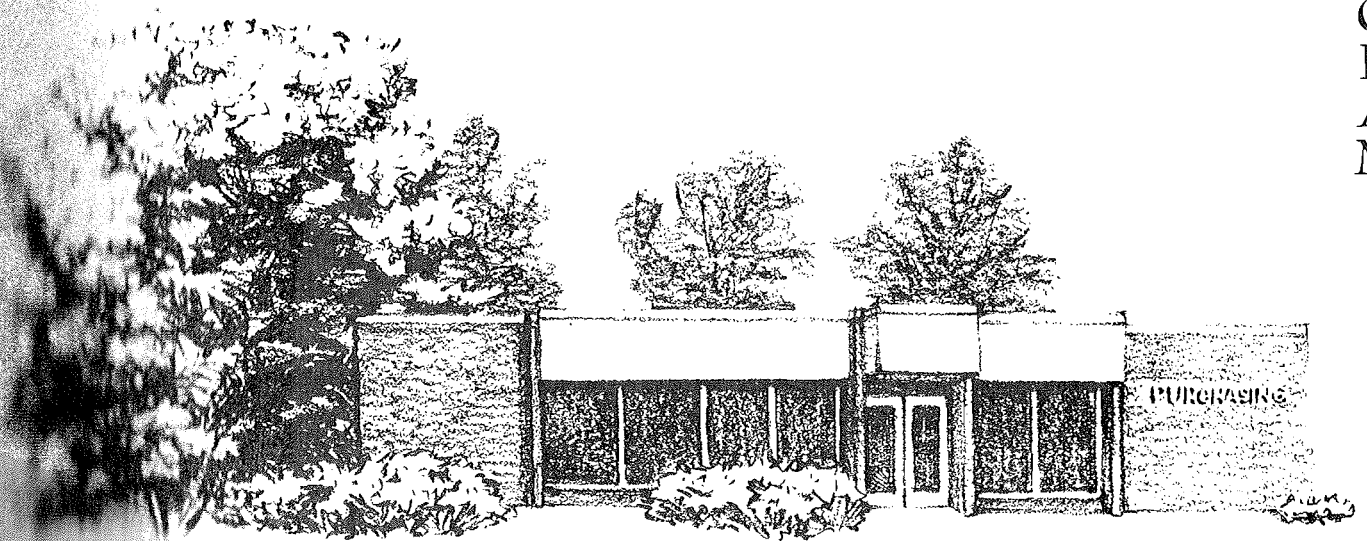
Table IV-14

Expenditures for Programmatic Funding Awards
1979-80 to 1991-92 Fiscal Year

Year	Number of Awards	Expended
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
1990-91	6	42,105
1991-92	16	78,967

Affirmative Action in Purchasing Program

PURCHASING
PROGRAM



V. AFFIRMATIVE ACTION IN PURCHASING

TABLE V-1

Table V-1 represents a four year trend of the Potential Dollars, Actual Dollars, and Percent Actual of Potential Dollars spent with both minority-owned and women-owned businesses. Equal opportunity suppliers are continually being identified by Purchasing personnel which demonstrates not only the commitment, but a certain degree of success as well. The sharp increase in Potential Dollars, both for minority-owned and women-owned businesses, signifies a sincere effort to actively pursue new minority suppliers and afford them the opportunity to compete for University business. Actual Dollars awarded to minority-owned businesses were slightly higher than last year's figures. The drop in Percent Actual of Potential Dollars is explained by the strong effort to identify and support equal opportunity suppliers. The Actual Dollars Awarded to women-owned businesses were increased by more than \$2.5 million. Again, the decrease in Percent Actual of Potential Dollars is due to the favorable increase in Potential Dollars. In light of the troubled 1991-92 business climate in the state of Michigan, the increase in Actual Dollars confirms the equal opportunity commitment of Michigan State University.

TABLE V-2

Table V-2 illustrates a four year trend of the total dollars spent on University construction. The figures represent both major construction (over \$100,000 and approved by the Board of Trustees) and minor construction (under \$100,000 and facilitated by purchase order). Although the Total Expended and the Actual Minority Business figures remain consistent with the previous year, the Total Percent of dollars spent with minority contractors increased.

Table V-1

Affirmative Action in Purchasing Program
Four Year Trend

FISCAL YEAR	1988-89	1989-90	1990-91	1991-92
MINORITY-OWNED BUSINESS				
POTENTIAL DOLLARS	\$19,892,749	\$11,167,384	\$21,741,412	\$42,748,969
ACTUAL DOLLARS AWARDED	3,515,850	3,662,149	3,321,604	4,046,335
PERCENT ACTUAL OF POTENTIAL DOLLARS	17.8%	32.8%	15.278%	9.5%
WOMEN-OWNED BUSINESS				
POTENTIAL DOLLARS	15,144,749	10,984,596	23,163,999	46,000,169
ACTUAL DOLLARS AWARDED	4,260,946	4,111,429	6,003,160	8,734,466
PERCENT ACTUAL OF POTENTIAL DOLLARS	28.1%	37.429%	25.916%	19.0%

Table V-2

Construction
Four Year Trend

Fiscal Year	Total Expended	Actual Minority Business	Total %
1988-89	\$14,385,419	\$2,850,285	19.814%
1989-90	9,016,729	1,643,446	18.227%
1990-91	45,281,031	3,897,600	8.608%
1991-92	45,018,223	6,251,444	13.887%

Workforce Summaries

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VI. WORKFORCE SUMMARIES

The University's work force data has traditionally been arranged by ethnicity, gender and employment categories. The 1991-92 Affirmative Action Report enhances that tradition by including data on handicapper employees who have self-identified. Comparable in format to the original tables, the handicapper data is also grouped by ethnicity, gender and employment categories. By expanding this report's contents and still striving to make the document reader-friendly, Tables 1-42 appear in a two-part format with traditional and handicapper data back-to-back.

TABLE 1

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

**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	1042	159	1201	88	20	108	29	12	41	52	5	57	5	3	8	2		2	954	139	1093
Associate Professor	416	155	571	54	20	74	19	12	31	24	7	31	9	1	10	2		2	362	135	497
Assistant Professor	183	138	321	31	28	59	11	13	24	14	11	25	6	4	10				152	110	262
Tenure System Total	1641	452	2093	173	68	241	59	37	96	90	23	113	20	8	28	4		4	1468	384	1852
Continuing Staff	329	298	627	25	34	59	16	25	41	7	5	12	2	2	4		2	2	304	264	568
Temporary Faculty	333	199	532	51	22	73	16	9	25	27	10	37	8	2	10		1	1	282	177	459
Temporary Staff	398	356	754	119	80	199	27	37	64	79	29	108	8	12	20	5	2	7	279	276	555
Other Academic Appts. Total	1060	853	1913	195	136	331	59	71	130	113	44	157	18	16	34	5	5	10	865	717	1582
Administrative Professional	857	1135	1992	73	112	185	34	67	101	20	24	44	18	12	30	1	9	10	784	1023	1807
Clerical Technical	187	1901	2088	26	215	241	15	107	122	4	26	30	5	64	69	2	18	20	161	1686	1847
Labor	753	533	1286	103	171	274	52	104	156	9	5	14	36	56	92	6	6	12	650	362	1012
Support Staff Total	1797	3569	5366	202	498	700	101	278	379	33	55	88	59	132	191	9	33	42	1595	3071	4666
GRAND TOTAL	4498	4874	9372	570	702	1272	219	386	605	236	122	358	97	156	253	18	38	56	3928	4172	8100

TABLE 1

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992UNIVERSITY TOTALS
NUMBERS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	24	5	29	3	1	4	2	1	3	1		1							21	4	25
Associate Professor	9	3	12																9	3	12
Assistant Professor	1	5	6		1	1		1	1										1	4	5
Tenure System Total	34	13	47	3	2	5	2	2	4	1		1							31	11	42
Continuing Staff	7	9	16		2	2		1	1		1	1							7	7	14
Temporary Faculty	1	1	2																1	1	2
Temporary Staff	6	3	9	1	1	2		1	1							1		1	5	2	7
Other Academic Appts. Total	14	13	27	1	3	4		2	2		1	1				1		1	13	10	23
Administrative Professional	14	8	22	3	1	4	3		3								1	1	11	7	18
Clerical Technical	14	27	41		5	5		3	3					2	2				14	22	36
Labor	29	14	43	5	2	7	4	1	5				1	1	2				24	12	36
Support Staff Total	57	49	106	8	8	16	7	4	11				1	3	4		1	1	49	41	90
GRAND TOTAL	105	75	180	12	13	25	9	8	17	1	1	2	1	3	4	1	1	2	93	62	155

TABLE 2

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	86.8	13.2	100.0	7.3	1.7	9.0	2.4	1.0	3.4	4.3	.4	4.7	.4	.2	.7	.2		.2	79.4	11.6	91.0
Associate Professor	72.9	27.1	100.0	9.5	3.5	13.0	3.3	2.1	5.4	4.2	1.2	5.4	1.6	.2	1.8	.4		.4	63.4	23.6	87.0
Assistant Professor	57.0	43.0	100.0	9.7	8.7	18.4	3.4	4.0	7.5	4.4	3.4	7.8	1.9	1.2	3.1				47.4	34.3	81.6
Tenure System Total	78.4	21.6	100.0	8.3	3.2	11.5	2.8	1.8	4.6	4.3	1.1	5.4	1.0	.4	1.3	.2		.2	70.1	18.3	88.5
Continuing Staff	52.5	47.5	100.0	4.0	5.4	9.4	2.6	4.0	6.5	1.1	.8	1.9	.3	.3	.6		.3	.3	48.5	42.1	90.6
Temporary Faculty	62.6	37.4	100.0	9.6	4.1	13.7	3.0	1.7	4.7	5.1	1.9	7.0	1.5	.4	1.9		.2	.2	53.0	33.3	86.3
Temporary Staff	52.8	47.2	100.0	15.8	10.6	26.4	3.6	4.9	8.5	10.5	3.8	14.3	1.1	1.6	2.7	.7	.3	.9	37.0	36.6	73.6
Other Academic Appts. Total	55.4	44.6	100.0	10.2	7.1	17.3	3.1	3.7	6.8	5.9	2.3	8.2	.9	.8	1.8	.3	.3	.5	45.2	37.5	82.7
Administrative Professional	43.0	57.0	100.0	3.7	5.6	9.3	1.7	3.4	5.1	1.0	1.2	2.2	.9	.6	1.5	.1	.5	.5	39.4	51.4	90.7
Clerical Technical	9.0	91.0	100.0	1.2	10.3	11.5	.7	5.1	5.8	.2	1.2	1.4	.2	3.1	3.3	.1	.9	1.0	7.7	80.7	88.5
Labor	58.6	41.4	100.0	8.0	13.3	21.3	4.0	8.1	12.1	.7	.4	1.1	2.8	4.4	7.2	.5	.5	.9	50.5	28.1	78.7
Support Staff Total	33.5	66.5	100.0	3.8	9.3	13.0	1.9	5.2	7.1	.6	1.0	1.6	1.1	2.5	3.6	.2	.6	.8	29.7	57.2	87.0
GRAND TOTAL	48.0	52.0	100.0	6.1	7.5	13.6	2.3	4.1	6.5	2.5	1.3	3.8	1.0	1.7	2.7	.2	.4	.6	41.9	44.5	86.4

TABLE 2

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992UNIVERSITY TOTALS
PERCENTAGES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	82.8	17.2	100.0	10.3	3.4	13.8	6.9	3.4	10.3	3.4		3.4							72.4	13.8	86.2
Associate Professor	75.0	25.0	100.0																75.0	25.0	100
Assistant Professor	16.7	83.3	100.0		16.7	16.7		16.7	16.7										16.7	66.7	83.3
Tenure System Total	72.3	27.7	100.0	6.4	4.3	10.6	4.3	4.3	8.5	2.1		2.1							66.0	23.4	89.4
Continuing Staff	43.8	56.3	100.0		12.5	12.5		6.3	6.3		6.3	6.3							43.8	43.8	87.5
Temporary Faculty	50.0	50.0	100.0																50.0	50.0	100
Temporary Staff	66.7	33.3	100.0	11.1	11.1	22.2		11.1	11.1							11.1		11.1	55.6	22.2	77.8
Other Academic Appts. Total	51.9	48.1	100.0	3.7	11.1	14.8		7.4	7.4		3.7	3.7				3.7		3.7	48.1	37.0	85.2
Administrative Professional	63.6	36.4	100.0	13.6	4.5	18.2	13.6		13.6							4.5	4.5		50.0	31.8	81.8
Clerical Technical	34.1	65.9	100.0		12.2	12.2		7.3	7.3					4.9	4.9				34.1	53.7	87.8
Labor	67.4	32.6	100.0	11.6	4.7	16.3	9.3	2.3	11.6				2.3	2.3	4.7				55.8	27.9	83.7
Support Staff Total	53.8	46.2	100.0	7.5	7.5	15.1	6.6	3.8	10.4				.9	2.8	3.8		.9	.9	46.2	38.7	84.9
GRAND TOTAL	58.3	41.7	100.0	6.7	7.2	13.9	5.0	4.4	9.4	.6	.6	1.1	.6	1.7	2.2	.6	.6	1.1	51.7	34.4	86.1

TABLE 3

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	9	2	11	3		3	3		3										6	2	8
Associate Professor		1	1																	1	1
Assistant Professor																					
Tenure System Total	9	3	12	3		3	3		3										6	3	9
Continuing Staff	22	43	65		5	5		3	3					2	2				22	38	60
Temporary Faculty	1	1	2																1	1	2
Temporary Staff	1	6	7																1	6	7
Other Academic Appts. Total	24	50	74		5	5		3	3					2	2				24	45	69
Administrative Professional	21	45	66	2	5	7	1	3	4	1	1	2		1	1				19	40	59
Clerical Technical	14	113	127		15	15		9	9					5	5		1	1	14	98	112
Labor	2		2	1		1	1		1										1		1
Support Staff Total	37	158	195	3	20	23	2	12	14	1	1	2		6	6		1	1	34	138	172
GRAND TOTAL	70	211	281	6	25	31	5	15	20	1	1	2		8	8		1	1	64	186	250

TABLE 3

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

OFFICE OF THE PROVOST

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	2		2												
Associate Professor																					
Assistant Professor																					
Tenure System Total	2		2	2		2	2		2												
Continuing Staff		2	2																2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total		2	2																2		2
Administrative Professional																					
Clerical Technical	1	1	2																1	1	2
Labor	1		1	1		1	1		1												
Support Staff Total	2	1	3	1		1	1		1										1	1	2
GRAND TOTAL	4	3	7	3		3	3		3										1	3	4

TABLE 4

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	1	1	2																1	1	2
Associate Professor																					
Assistant Professor																					
Tenure System Total	1	1	2																1	1	2
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	3	4	7	2		2	1		1				1		1				1	4	5
Clerical Technical		4	4																	4	4
Labor																					
Support Staff Total	3	8	11	2		2	1		1				1		1				1	8	9
GRAND TOTAL	4	9	13	2		2	1		1				1		1				2	9	11

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TABLE 4

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992ACADEMIC HUMAN
RESOURCES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	2		2	1		1	1		1										1		1
Clerical Technical																					
Labor																					
Support Staff Total	2		2	1		1	1		1										1		1
GRAND TOTAL	2		2	1		1	1		1										1		1

TABLE 5

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

**NATIONAL SUPERCONDUCTING
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																					
Tenure System Total	3		3																3		3
Continuing Staff	30	2	32	2	1	3				2	1	3							28	1	29
Temporary Faculty	1		1																1		1
Temporary Staff	19	2	21	3		3				3		3							16	2	18
Other Academic Apts. Total	50	4	54	5	1	6				5	1	6							45	3	48
Administrative Professional	29	12	41	2		2	1		1				1		1				27	12	39
Clerical Technical		4	4		1	1											1	1		3	3
Labor	18		18	1		1							1		1				17		17
Support Staff Total	47	16	63	3	1	4	1		1				2		2		1	1	44	15	59
GRAND TOTAL	100	20	120	8	2	10	1		1	5	1	6	2		2		1	1	92	18	110

TABLE 5

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992NATIONAL SUPERCONDUCTING
CYCLOTRON LABORATORY

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff	2		2																2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2		2																2		2
Administrative Professional	1		1																1		1
Clerical Technical																					
Labor	1		1																1		1
Support Staff Total	2		2																2		2
GRAND TOTAL	4		4																4		4

TABLE 6

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	2	2	4	1		1	1		1										1	2	3
Associate Professor		2	2																	2	2
Assistant Professor																					
Tenure System Total	2	4	6	1		1	1		1										1	4	5
Continuing Staff	2		2																2		2
Temporary Faculty	1		1																1		1
Temporary Staff																					
Other Academic Appts. Total	3		3																3		3
Administrative Professional	13	24	37	3	4	7	2	3	5				1		1		1	1	10	20	30
Clerical Technical	2	119	121	1	21	22	1	9	10		4	4		4	4		4	4	1	98	99
Labor																					
Support Staff Total	15	143	158	4	25	29	3	12	15		4	4	1	4	5		5	5	11	118	129
GRAND TOTAL	20	147	167	5	25	30	4	12	16		4	4	1	4	5		5	5	15	122	137

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TABLE 6

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

ACADEMIC
SERVICES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical		1	1																1	1	
Labor																					
Support Staff Total		1	1																1	1	
GRAND TOTAL		1	1																1	1	

TABLE 7

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	4		4	1		1				1		1							3		3
Associate Professor		1	1																	1	1
Assistant Professor																					
Tenure System Total	4	1	5	1		1				1		1							3	1	4
Continuing Staff	2	1	3	1		1				1		1							1	1	2
Temporary Faculty	2		2	1		1	1		1										1		1
Temporary Staff	2	3	5	1		1				1		1							1	3	4
Other Academic Appts. Total	6	4	10	3		3	1		1	2		2							3	4	7
Administrative Professional	2	11	13		1	1		1	1										2	10	12
Clerical Technical		18	18		2	2		2	2											16	16
Labor																					
Support Staff Total	2	29	31		3	3		3	3										2	26	28
GRAND TOTAL	12	34	46	4	3	7	1	3	4	3		3							8	31	39

TABLE 7

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

INTERNATIONAL STUDIES
AND PROGRAMS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 8

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

UNIVERSITY OUTREACH

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	1	3																2	1	3
Associate Professor	1		1																1		1
Assistant Professor																					
Tenure System Total	3	1	4																3	1	4
Continuing Staff	2	4	6		2	2		2	2										2	2	4
Temporary Faculty	1		1																1		1
Temporary Staff	3	4	7		1	1		1	1										3	3	6
Other Academic Appts. Total	6	8	14		3	3		3	3										6	5	11
Administrative Professional	4	11	15																4	11	15
Clerical Technical	1	22	23		2	2		2	2										1	20	21
Labor	4		4																4		4
Support Staff Total	9	33	42		2	2		2	2										9	31	40
GRAND TOTAL	18	42	60		5	5		5	5										18	37	55

TABLE 8

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

UNIVERSITY OUTREACH

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical	1		1																1		1
Labor																					
Support Staff Total	1		1																1		1
GRAND TOTAL	1		1																1		1

TABLE 9

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

UNDERGRADUATE 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	2	5	2		2	2		2										1	2	3
Associate Professor																					
Assistant Professor																					
Tenure System Total	3	2	5	2		2	2		2										1	2	3
Continuing Staff		8	8		5	5		3	3		1	1					1	1		3	3
Temporary Faculty																					
Temporary Staff	9	27	36	7	16	23	5	11	16		1	1	2	3	5		1	1	2	11	13
Other Academic Appts. Total	9	35	44	7	21	28	5	14	19		2	2	2	3	5		2	2	2	14	16
Administrative Professional	1	2	3		1	1		1	1										1	1	2
Clerical Technical		16	16		5	5		4	4					1	1					11	11
Labor	2		2																2		2
Support Staff Total	3	18	21		6	6		5	5					1	1				3	12	15
GRAND TOTAL	15	55	70	9	27	36	7	19	26		2	2	2	4	6		2	2	6	28	34

TABLE 9

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

UNDERGRADUATE EDUCATION

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff		2	2		1	1					1	1								1	1
Temporary Faculty																					
Temporary Staff	1		1																1		1
Other Academic Appts. Total	1	2	3		1	1					1	1							1	1	2
Administrative Professional																					
Clerical Technical		1	1																	1	1
Labor																					
Support Staff Total		1	1																	1	1
GRAND TOTAL	1	3	4		1	1					1	1							1	2	3

TABLE 10

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	165	7	172	9	1	10	2	1	3	5		5	1		1	1		1	156	6	162
Associate Professor	50	8	58	4	1	5	2	1	3	2		2							46	7	53
Assistant Professor	32	10	42	6	2	8	1		1	3	1	4	2	1	3				26	8	34
Tenure System Total	247	25	272	19	4	23	5	2	7	10	1	11	3	1	4	1		1	228	21	249
Continuing Staff	15	5	20	1		1				1		1							14	5	19
Temporary Faculty	29	8	37	5		5	2		2	2		2	1		1				24	8	32
Temporary Staff	70	35	105	22	5	27	4	1	5	14	1	15	3	3	6	1		1	48	30	78
Other Academic Appts. Total	114	48	162	28	5	33	6	1	7	17	1	18	4	3	7	1		1	86	43	129
Administrative Professional	92	80	172	2	5	7	1	2	3		1	1	1	1	2		1	1	90	75	165
Clerical Technical	16	138	154		18	18		4	4		4	4		7	7		3	3	16	120	136
Labor	47	2	49	2		2				1		1	1		1				45	2	47
Support Staff Total	155	220	375	4	23	27	1	6	7	1	5	6	2	8	10		4	4	151	197	348
GRAND TOTAL	516	293	809	51	32	83	12	9	21	28	7	35	9	12	21	2	4	6	465	261	726

TABLE 10

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

AGRICULTURE AND
NATURAL RESOURCES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	4		4																4		4
Associate Professor	1		1																1		1
Assistant Professor		1	1																	1	1
Tenure System Total	5	1	6																5	1	6
Continuing Staff																					
Temporary Faculty																					
Temporary Staff	2		2																2		2
Other Academic Appts. Total	2		2																2		2
Administrative Professional		1	1																	1	1
Clerical Technical	1	2	3																1	2	3
Labor	1		1																1		1
Support Staff Total	2	3	5																2	3	5
GRAND TOTAL	9	4	13																9	4	13

TABLE 11

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Tenure System Total	2		2																2		2
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	1	3	4																1	3	4
Clerical Technical		3	3																	3	3
Labor																					
Support Staff Total	1	6	7																1	6	7
GRAND TOTAL	3	6	9																3	6	9

TABLE 11

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

AGRICULTURAL EXPERIMENT
STATION

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 12

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	1		1																1		1
Assistant Professor																					
Tenure System Total	1	2	3																1	2	3
Continuing Staff	169	156	325	9	9	18	8	8	16				1		1		1	1	160	147	307
Temporary Faculty																					
Temporary Staff	14	19	33	2	1	3		1	1				1		1	1		1	12	18	30
Other Academic Appts. Total	183	175	358	11	10	21	8	9	17				2		2	1	1	2	172	165	337
Administrative Professional		12	12		1	1								1	1					11	11
Clerical Technical	3	39	42		5	5		3	3					1	1		1	1	3	34	37
Labor	7	132	139	3	54	57	3	41	44					9	9		4	4	4	78	82
Support Staff Total	10	183	193	3	60	63	3	44	47					11	11		5	5	7	123	130
GRAND TOTAL	194	360	554	14	70	84	11	53	64				2	11	13	1	6	7	180	290	470

TABLE 12

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

COOPERATIVE EXTENSION

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff	4	3	7		1	1		1	1										4	2	6
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	4	3	7		1	1		1	1										4	2	6
Administrative Professional																					
Clerical Technical																					
Labor		4	4																	4	4
Support Staff Total		4	4																	4	4
GRAND TOTAL	4	7	11		1	1		1	1										4	6	10

TABLE 13

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	153	32	185	5	3	8	2	2	4	3		3		1	1				148	29	177
Associate Professor	50	30	80	8	3	11	1	2	3	2		2	3	1	4	2		2	42	27	69
Assistant Professor	20	24	44	3	4	7	1	2	3	2	2	4							17	20	37
Tenure System Total	223	86	309	16	10	26	4	6	10	7	2	9	3	2	5	2		2	207	76	283
Continuing Staff	1	4	5																1	4	5
Temporary Faculty	25	16	41	6	2	8	1		1	4	2	6	1		1				19	14	33
Temporary Staff	2	8	10		1	1					1	1							2	7	9
Other Academic Appts. Total	28	28	56	6	3	9	1		1	4	3	7	1		1				22	25	47
Administrative Professional	2	14	16		4	4		4	4										2	10	12
Clerical Technical	5	49	54		5	5		4	4					1	1				5	44	49
Labor																					
Support Staff Total	7	63	70		9	9		8	8					1	1				7	54	61
GRAND TOTAL	258	177	435	22	22	44	5	14	19	11	5	16	4	3	7	2		2	236	155	391

TABLE 13

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

ARTS AND LETTERS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	4	2	6																4	2	6
Associate Professor	2		2																2		2
Assistant Professor																					
Tenure System Total	6	2	8																6	2	8
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	1		1																1		1
Clerical Technical		1	1																	1	1
Labor																					
Support Staff Total	1	1	2																1	1	2
GRAND TOTAL	7	3	10																7	3	10

TABLE 14

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

**THE ELI BROAD
COLLEGE OF 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	61	1	62	2		2				2		2							59	1	60
Associate Professor	35	9	44	5	1	6	3		3	2	1	3							30	8	38
Assistant Professor	16	9	25	3		3				3		3							13	9	22
Tenure System Total	112	19	131	10	1	11	3		3	7	1	8							102	18	120
Continuing Staff	5	4	9	1		1	1		1										4	4	8
Temporary Faculty	4	2	6																4	2	6
Temporary Staff	12	4	16	1	3	4		2	2	1		1				1	1	1	11	1	12
Other Academic Appts. Total	21	10	31	2	3	5	1	2	3	1		1				1	1	1	19	7	26
Administrative Professional	3	20	23		1	1		1	1										3	19	22
Clerical Technical	1	35	36		3	3		1	1					2	2				1	32	33
Labor																					
Support Staff Total	4	55	59		4	4		2	2					2	2				4	51	55
GRAND TOTAL	137	84	221	12	8	20	4	4	8	8	1	9		2	2		1	1	125	76	201

93

TABLE 14

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

THE ELI BROAD
COLLEGE OF BUSINESS

- EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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		1	1																	1	1
Assistant Professor																					
Tenure System Total	3	1	4	1		1				1		1							2	1	3
Continuing Staff																					
Temporary Faculty	1		1																1		1
Temporary Staff		1	1																	1	1
Other Academic Apts. Total	1	1	2																1	1	2
Adminstrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL	4	2	6	1		1				1		1							3	2	5

TABLE 15

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	2	1	1	2										18	1	19
Associate Professor	17	4	21	3	1	4	3		3		1	1							14	3	17
Assistant Professor	8	9	17		2	2					1	1		1	1				8	7	15
Tenure System Total	44	15	59	4	4	8	4	1	5		2	2		1	1				40	11	51
Continuing Staff	4	6	10	1	1	2	1	1	2										3	5	8
Temporary Faculty	5	6	11	3	1	4	1	1	2	1		1	1		1				2	5	7
Temporary Staff	13	9	22		1	1					1	1							13	8	21
Other Academic Appts. Total	22	21	43	4	3	7	2	2	4	1	1	2	1		1				18	18	36
Administrative Professional	1	7	8																1	7	8
Clerical Technical	1	19	20		3	3		2	2					1	1				1	16	17
Labor																					
Support Staff Total	2	26	28		3	3		2	2					1	1				2	23	25
GRAND TOTAL	68	62	130	8	10	18	6	5	11	1	3	4	1	2	3				60	52	112

TABLE 15

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992COMMUNICATION ARTS
AND SCIENCES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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		1	1												
Associate Professor		1	1																1	1	
Assistant Professor		1	1																1	1	
Tenure System Total		3	3		1	1		1	1										2	2	
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL		3	3		1	1		1	1										2	2	

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	53	22	75	3	1	4	2	1	3				1		1				50	21	71
Associate Professor	30	27	57	3	6	9		5	5	1	1	2	2		2				27	21	48
Assistant Professor	6	10	16	2	4	6	1	3	4	1		1		1	1				4	6	10
Tenure System Total	89	59	148	8	11	19	3	9	12	2	1	3	3	1	4				81	48	129
Continuing Staff	4	3	7	1		1				1		1							3	3	6
Temporary Faculty	14	16	30	3	1	4	1	1	2	2		2							11	15	26
Temporary Staff	24	58	82	4	6	10	3	6	9				1		1				20	52	72
Other Academic Appts. Total	42	77	119	8	7	15	4	7	11	3		3	1		1				34	70	104
Administrative Professional	3	17	20																3	17	20
Clerical Technical		78	78		5	5		2	2		1	1		2	2					73	73
Labor		2	2																	2	2
Support Staff Total	3	97	100		5	5		2	2		1	1		2	2				3	92	95
GRAND TOTAL	134	233	367	16	23	39	7	18	25	5	2	7	4	3	7				118	210	328

TABLE 16

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

EDUCATION

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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		2	2		1	1		1	1											1	1
Tenure System Total	1	2	3		1	1		1	1										1	1	2
Continuing Staff																					
Temporary Faculty		1	1																	1	1
Temporary Staff	1		1																1		1
Other Academic Appts. Total	1	1	2																1	1	2
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL	2	3	5		1	1		1	1										2	2	4

TABLE 17

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	9		9	1		1	8		8							47		47
Associate Professor	44	2	46	15		15	1		1	12		12	2		2				29	2	31
Assistant Professor	21	4	25	3	2	5	1		1	2	2	4							18	2	20
Tenure System Total	121	6	127	27	2	29	3		3	22	2	24	2		2				94	4	98
Continuing Staff	10	6	16	2	2	4	2	2	4										8	4	12
Temporary Faculty	8	2	10	3		3				3		3							5	2	7
Temporary Staff	17	4	21	8	1	9				7	1	8	1		1				9	3	12
Other Academic Appts. Total	35	12	47	13	3	16	2	2	4	10	1	11	1		1				22	9	31
Administrative Professional	19	17	36		3	3		3	3										19	14	33
Clerical Technical	3	45	48		4	4		3	3					1	1				3	41	44
Labor	6		6																6		6
Support Staff Total	28	62	90		7	7		6	6					1	1				28	55	83
GRAND TOTAL	184	80	264	40	12	52	5	8	13	32	3	35	3	1	4				144	68	212

TABLE 17

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

ENGINEERING

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	1		1																1		1
Tenure System Total	3		3																3		3
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor	1		1																1		1
Support Staff Total	1		1																1		1
GRAND TOTAL	4		4																4		4

TABLE 18

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	9	19	28		3	3		2	2		1	1							9	16	25
Associate Professor	6	15	21	1	2	3	1		1		2	2							5	13	18
Assistant Professor	1	6	7		2	2		1	1		1	1							1	4	5
Tenure System Total	16	40	56	1	7	8	1	3	4		4	4							15	33	48
Continuing Staff		8	8																	8	8
Temporary Faculty	3	8	11	2	1	3	1	1	2				1		1				1	7	8
Temporary Staff	3	11	14		3	3		2	2		1	1							3	8	11
Other Academic Appts. Total	6	27	33	2	4	6	1	3	4		1	1	1		1				4	23	27
Administrative Professional	1	10	11																1	10	11
Clerical Technical		36	36		1	1		1	1											35	35
Labor		1	1																	1	1
Support Staff Total	1	47	48		1	1		1	1										1	46	47
GRAND TOTAL	23	114	137	3	12	15	2	7	9		5	5	1		1				20	102	122

TABLE 18

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

HUMAN ECOLOGY

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total		1	1																1	1	
Continuing Staff																					
Temporary Faculty																					
Temporary Staff		1	1		1	1		1	1												
Other Academic Appts. Total		1	1		1	1		1	1												
Administrative Professional																					
Clerical Technical		1	1																1	1	
Labor																					
Support Staff Total		1	1																1	1	
GRAND TOTAL		3	3		1	1		1	1										2	2	

TABLE 19

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	70	12	82	9	2	11	2		2	7	2	9							61	10	71
Associate Professor	18	10	28	2	3	5	1	1	2	1	2	3							16	7	23
Assistant Professor	3	7	10		1	1								1	1				3	6	9
Tenure System Total	91	29	120	11	6	17	3	1	4	8	4	12		1	1				80	23	103
Continuing Staff	2	2	4																2	2	4
Temporary Faculty	96	45	141	15	7	22	5	2	7	7	5	12	3		3				81	38	119
Temporary Staff	19	22	41	9	7	16		2	2	9	4	13		1	1				10	15	25
Other Academic Appts. Total	117	69	186	24	14	38	5	4	9	16	9	25	3	1	4				93	55	148
Administrative Professional	22	97	119	3	9	12	2	3	5	1	2	3		2	2		2	2	19	88	107
Clerical Technical	10	167	177	2	10	12	1	4	5	1	3	4		2	2		1	1	8	157	165
Labor		1	1		1	1		1	1												
Support Staff Total	32	265	297	5	20	25	3	8	11	2	5	7		4	4		3	3	27	245	272
GRAND TOTAL	240	363	603	40	40	80	11	13	24	26	18	44	3	6	9		3	3	200	323	523

TABLE 19

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

HUMAN MEDICINE

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Assistant Professor																					
Tenure System Total	1		1																1		1
Continuing Staff		1	1																	1	1
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total		1	1																	1	1
Administrative Professional																					
Clerical Technical		3	3																	3	3
Labor																					
Support Staff Total		3	3																	3	3
GRAND TOTAL	1	4	5																1	4	5

TABLE 20

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	4	1	5																4	1	5
Associate Professor	5		5	1		1				1		1							4		4
Assistant Professor	6	3	9	3		3	1		1				2		2				3	3	6
Tenure System Total	15	4	19	4		4	1		1	1		1	2		2				11	4	15
Continuing Staff		1	1																	1	1
Temporary Faculty	3	4	7																3	4	7
Temporary Staff		3	3																	3	3
Other Academic Appts. Total	3	8	11																3	8	11
Administrative Professional		3	3		1	1											1	1		2	2
Clerical Technical		2	2																	2	2
Labor																					
Support Staff Total		5	5		1	1											1	1		4	4
GRAND TOTAL	18	17	35	4	1	5	1		1	1		1	2		2		1	1	14	16	30

TABLE 20

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

JAMES MADISON

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Apts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 21

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	222	18	240	26	3	29	3		3	22	2	24		1	1	1		1	196	15	211
Associate Professor	51	14	65	3	1	4	1	1	2	2		2							48	13	61
Assistant Professor	33	12	45	3	2	5	1	1	2	2	1	3							30	10	40
Tenure System Total	306	44	350	32	6	38	5	2	7	26	3	29		1	1	1		1	274	38	312
Continuing Staff	18	15	33	2	3	5	1	2	3	1	1	2							16	12	28
Temporary Faculty	39	15	54	5		5	1		1	4		4							34	15	49
Temporary Staff	97	58	155	30	14	44	1	1	2	29	12	41		1	1				67	44	111
Other Academic Appts. Total	154	88	242	37	17	54	3	3	6	34	13	47		1	1				117	71	188
Administrative Professional	64	55	119	4	3	7				3	2	5	1	1	2				60	52	112
Clerical Technical	17	107	124	3	9	12	1	6	7	1	1	2	1	2	3				14	98	112
Labor	24	10	34																24	10	34
Support Staff Total	105	172	277	7	12	19	1	6	7	4	3	7	2	3	5				98	160	258
GRAND TOTAL	565	304	869	76	35	111	9	11	20	64	19	83	2	5	7	1		1	489	269	758

TABLE 21

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

NATURAL SCIENCE

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Assistant Professor																					
Tenure System Total	1		1																1		1
Continuing Staff	1	1	2																1	1	2
Temporary Faculty																					
Temporary Staff	1		1																1		1
Other Academic Apts. Total	2	1	3																2	1	3
Administrative Professional	1	1	2																1	1	2
Clerical Technical	1	1	2																1	1	2
Labor	1		1																1		1
Support Staff Total	3	2	5																3	2	5
GRAND TOTAL	6	3	9																6	3	9

TABLE 22

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	1	8	9																1	8	9
Assistant Professor	1	11	12		1	1		1	1										1	10	11
Tenure System Total	2	24	26		1	1		1	1										2	23	25
Continuing Staff																					
Temporary Faculty		14	14		1	1					1	1								13	13
Temporary Staff		6	6		1	1		1	1											5	5
Other Academic Appts. Total		20	20		2	2		1	1		1	1								18	18
Administrative Professional	1	3	4	1		1							1		1					3	3
Clerical Technical		12	12																	12	12
Labor																					
Support Staff Total	1	15	16	1		1							1		1					15	15
GRAND TOTAL	3	59	62	1	3	4		2	2		1	1	1		1				2	56	58

TABLE 22

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

NURSING

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 23

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	50	8	58	3	2	5	1	2	3	1		1	1		1				47	6	53
Associate Professor	25	7	32																25	7	32
Assistant Professor	2	5	7	1	1	2					1	1	1		1				1	4	5
Tenure System Total	77	20	97	4	3	7	1	2	3	1	1	2	2		2				73	17	90
Continuing Staff	1	3	4		1	1					1	1							1	2	3
Temporary Faculty	48	22	70	3	3	6		2	2	3		3					1	1	45	19	64
Temporary Staff	14	16	30	5	7	12	2		2	3	4	7		3	3				9	9	18
Other Academic Appts. Total	63	41	104	8	11	19	2	2	4	6	5	11		3	3		1	1	55	30	85
Administrative Professional	18	53	71	2	3	5	1	1	2	1	1	2					1	1	16	50	66
Clerical Technical	7	91	98	1	12	13	1	6	7		2	2		2	2		2	2	6	79	85
Labor		1	1																	1	1
Support Staff Total	25	145	170	3	15	18	2	7	9	1	3	4		2	2		3	3	22	130	152
GRAND TOTAL	165	206	371	15	29	44	5	11	16	8	9	17	2	5	7		4	4	150	177	327

TABLE 23

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

OSTEOPATHIC MEDICINE

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	1		1																1		1
Assistant Professor																					
Tenure System Total	3		3																3		3
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical		2	2																	2	2
Labor																					
Support Staff Total		2	2																	2	2
GRAND TOTAL	3	2	5																3	2	5

TABLE 24

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	92	16	108	4	3	7	2	2	4				2	1	3				88	13	101
Associate Professor	38	11	49	3	1	4	2	1	3				1		1				35	10	45
Assistant Professor	20	18	38	5	4	9	3	2	5	1	2	3	1		1				15	14	29
Tenure System Total	150	45	195	12	8	20	7	5	12	1	2	3	4	1	5				138	37	175
Continuing Staff	5	11	16		3	3		2	2		1	1							5	8	13
Temporary Faculty	27	12	39	2		2	1		1	1		1							25	12	37
Temporary Staff	5	16	21	1	2	3		1	1	1	1	2							4	14	18
Other Academic Appts. Total	37	39	76	3	5	8	1	3	4	2	2	4							34	34	68
Administrative Professional	9	26	35	1		1							1		1				8	26	34
Clerical Technical	2	58	60		4	4		3	3					1	1				2	54	56
Labor																					
Support Staff Total	11	84	95	1	4	5		3	3				1	1	2				10	80	90
GRAND TOTAL	198	168	366	16	17	33	8	11	19	3	4	7	5	2	7				182	151	333

TABLE 24

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

SOCIAL SCIENCE

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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	1	6																5	1	6
Associate Professor	2		2																2		2
Assistant Professor		1	1																	1	1
Tenure System Total	7	2	9																7	2	9
Continuing Staff																					
Temporary Faculty																					
Temporary Staff		1	1																	1	1
Other Academic Appts. Total		1	1																	1	1
Administrative Professional																					
Clerical Technical	1	1	2																1	1	2
Labor																					
Support Staff Total	1	1	2																1	1	2
GRAND TOTAL	8	4	12																8	4	12

TABLE 25

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	3		3	2		2	2		2										1		1
Associate Professor	3		3	3		3	3		3												
Assistant Professor		1	1		1	1		1	1												
Tenure System Total	6	1	7	5	1	6	5	1	6										1		1
Continuing Staff		1	1																	1	1
Temporary Faculty		1	1																	1	1
Temporary Staff	6	3	9	5	3	8	3	3	6							2		2	1		1
Other Academic Appts. Total	6	5	11	5	3	8	3	3	6							2		2	1	2	3
Administrative Professional		3	3		2	2		1	1		1	1								1	1
Clerical Technical		7	7		2	2		2	2											5	5
Labor																					
Support Staff Total		10	10		4	4		3	3		1	1								6	6
GRAND TOTAL	12	16	28	10	8	18	8	7	15		1	1				2		2	2	8	10

TABLE 25

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

URBAN AFFAIRS PROGRAM

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 26

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	41	2	43	5		5	2		2	3		3							36	2	38
Associate Professor	31	3	34	2		2	1		1	1		1							29	3	32
Assistant Professor	10	8	18	1	2	3	1	2	3										9	6	15
Tenure System Total	82	13	95	8	2	10	4	2	6	4		4							74	11	85
Continuing Staff	2	2	4		1	1		1	1										2	1	3
Temporary Faculty	22	24	46	3	6	9	2	2	4		2	2	1	2	3				19	18	37
Temporary Staff	23	11	34	12	5	17	2	3	5	10	2	12							11	6	17
Other Academic Appts. Total	47	37	84	15	12	27	4	6	10	10	4	14	1	2	3				32	25	57
Administrative Professional	22	52	74	3	5	8	1	1	2	2	2	4		1	1		1	1	19	47	66
Clerical Technical	5	97	102		3	3					1	1		1	1		1	1	5	94	99
Labor	9	7	16		1	1		1	1										9	6	15
Support Staff Total	36	156	192	3	9	12	1	2	3	2	3	5		2	2		2	2	33	147	180
GRAND TOTAL	165	206	371	26	23	49	9	10	19	16	7	23	1	4	5		2	2	139	183	322

TABLE 26

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VETERINARY MEDICINE

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total	1		1																1		1
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	2		2																2		2
Clerical Technical		1	1																	1	1
Labor		1	1																	1	1
Support Staff Total	2	2	4																2	2	4
GRAND TOTAL	3	2	5																3	2	5

TABLE 27

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	4		4																4		4
Assistant Professor	2		2	1		1	1		1										1		1
Tenure System Total	6		6	1		1	1		1										5		5
Continuing Staff	6	2	8	1		1	1		1										5	2	7
Temporary Faculty	1		1																1		1
Temporary Staff	35	17	52	7	2	9	6	1	7					1	1	1		1	28	15	43
Other Academic Appts. Total	42	19	61	8	2	10	7	1	8					1	1	1		1	34	17	51
Administrative Professional	52	48	100	4	2	6	2	1	3				2	1	3				48	46	94
Clerical Technical	8	52	60	2	10	12	1	4	5		1	1	1	5	6				6	42	48
Labor	80	23	103	6	1	7	1	1	2	1		1	4		4				74	22	96
Support Staff Total	140	123	263	12	13	25	4	6	10	1	1	2	7	6	13				128	110	238
GRAND TOTAL	188	142	330	21	15	36	12	7	19	1	1	2	7	7	14	1		1	167	127	294

TABLE 27

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PRESIDENT FOR FINANCE,
OPERATIONS AND TREASURER

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff	1		1	1		1										1		1			
Other Academic Appts. Total	1		1	1		1										1		1			
Administrative Professional	2		2	1		1	1		1										1		1
Clerical Technical																					
Labor	3	1	4																3	1	4
Support Staff Total	5	1	6	1		1	1		1										4	1	5
GRAND TOTAL	6	1	7	2		2	1		1							1		1	4	1	5

TABLE 28

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Tenure System Total																					
Continuing Staff	3		3																3		3
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	3		3																3		3
Administrative Professional	34	48	82	1	4	5		2	2		2	2	1		1				33	44	77
Clerical Technical	12	134	146	2	10	12	2	3	5		1	1		5	5		1	1	10	124	134
Labor	37	8	45	5	1	6	3		3				2		2		1	1	32	7	39
Support Staff Total	83	190	273	8	15	23	5	5	10		3	3	3	5	8		2	2	75	175	250
GRAND TOTAL	86	190	276	8	15	23	5	5	10		3	3	3	5	8		2	2	78	175	253

TABLE 28

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

FINANCIAL OPERATIONS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	1		1																1		1
Clerical Technical	3	1	4																3	1	4
Labor	3		3	1		1	1		1										2		2
Support Staff Total	7	1	8	1		1	1		1										6	1	7
GRAND TOTAL	7	1	8	1		1	1		1										6	1	7

TABLE 29

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

HOUSING AND FOOD 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																					
Associate Professor																					
Assistant Professor																					
Tenure System Total																					
Continuing Staff	2		2																2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2		2																2		2
Administrative Professional	124	95	219	11	13	24	5	10	15	2	3	5	4		4				113	82	195
Clerical Technical	3	128	131		10	10		5	5		1	1		4	4				3	118	121
Labor	200	247	447	43	77	120	23	46	69	4	5	9	14	25	39	2	1	3	157	170	327
Support Staff Total	327	470	797	54	100	154	28	61	89	6	9	15	18	29	47	2	1	3	273	370	643
GRAND TOTAL	329	470	799	54	100	154	28	61	89	6	9	15	18	29	47	2	1	3	275	370	645

TABLE 29

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

HOUSING AND FOOD SERVICES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical	1	6	7		2	2		1	1					1	1				1	4	5
Labor	12	5	17	2		2	2		2										10	5	15
Support Staff Total	13	11	24	2	2	4	2	1	3					1	1				11	9	20
GRAND TOTAL	13	11	24	2	2	4	2	1	3					1	1				11	9	20

TABLE 30

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Tenure System Total																					
Continuing Staff	5		5																5		5
Temporary Faculty																					
Temporary Staff																					
Other Academic Apts. Total	5		5																5		5
Administrative Professional	67	22	89	4	4	8	2	3	5	1		1		1	1	1		1	63	18	81
Clerical Technical	1	17	18		1	1								1	1				1	16	17
Labor	305	91	396	41	33	74	21	13	34	3		3	13	20	33	4		4	264	58	322
Support Staff Total	373	130	503	45	38	83	23	16	39	4		4	13	22	35	5		5	328	92	420
GRAND TOTAL	378	130	508	45	38	83	23	16	39	4		4	13	22	35	5		5	333	92	425

TABLE 30

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

PHYSICAL PLANT

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical		1	1		1	1							1	1							
Labor	5	1	6	1		1							1		1				4	1	5
Support Staff Total	5	2	7	1	1	2							1	1	2				4	1	5
GRAND TOTAL	5	2	7	1	1	2							1	1	2				4	1	5

TABLE 31

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	2																1	1	2
Associate Professor	2	1	3																2	1	3
Assistant Professor																					
Tenure System Total	3	2	5																3	2	5
Continuing Staff	1		1																1		1
Temporary Faculty	2	1	3																2	1	3
Temporary Staff	3	3	6	1		1				1		1							2	3	5
Other Academic Appts. Total	6	4	10	1		1				1		1							5	4	9
Administrative Professional	18	67	85	2	6	8	1	3	4	1	3	4							16	61	77
Clerical Technical	2	90	92		15	15		9	9		1	1		3	3		2	2	2	75	77
Labor		2	2		1	1								1	1					1	1
Support Staff Total	20	159	179	2	22	24	1	12	13	1	4	5		4	4		2	2	18	137	155
GRAND TOTAL	29	165	194	3	22	25	1	12	13	2	4	6		4	4		2	2	26	143	169

TABLE 31

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PROVOST FOR
HUMAN HEALTH PROGRAMS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical	1	3	4		1	1		1	1										1	2	3
Labor		1	1		1	1								1	1						
Support Staff Total	1	4	5		2	2		1	1					1	1				1	2	3
GRAND TOTAL	1	4	5		2	2		1	1					1	1				1	2	3

TABLE 32

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

GENERAL COUNSEL

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																					
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	5	6																1	5	6
Clerical Technical																					
Labor																					
Support Staff Total	1	5	6																1	5	6
GRAND TOTAL	3	7	10	1		1	1		1										2	7	9

TABLE 32

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

GENERAL COUNSEL

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 33

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	9	1	10	2		2	2		2										7	1	8
Associate Professor	1	1	2																1	1	2
Assistant Professor																					
Tenure System Total	10	2	12	2		2	2		2										8	2	10
Continuing Staff	3		3	1		1							1		1				2		2
Temporary Faculty	1	1	2																1	1	2
Temporary Staff	2	6	8																2	6	8
Other Academic Appts. Total	6	7	13	1		1							1		1				5	7	12
Administrative Professional	12	18	30																12	18	30
Clerical Technical	6	15	21	1		1							1		1				5	15	20
Labor	9	3	12	1	1	2		1	1				1		1				8	2	10
Support Staff Total	27	36	63	2	1	3		1	1				2		2				25	35	60
GRAND TOTAL	43	45	88	5	1	6	2	1	3				3		3				38	44	82

TABLE 33

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PRESIDENT FOR RESEARCH
AND GRADUATE STUDIES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor		1	1		1	1		1	1												
Support Staff Total		1	1		1	1		1	1												
GRAND TOTAL		1	1		1	1		1	1												

TABLE 34

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	4	1	5	1	1	2	1	1	2										3		3
Associate Professor	2		2	1		1							1		1				1		1
Assistant Professor	1	1	2																1	1	2
Tenure System Total	7	2	9	2	1	3	1	1	2				1		1				5	1	6
Continuing Staff	2	2	4																2	2	4
Temporary Faculty		1	1																	1	1
Temporary Staff	1	3	4	1	1	2	1	1	2											2	2
Other Academic Appts. Total	3	6	9	1	1	2	1	1	2										2	5	7
Administrative Professional	44	86	130	15	23	38	10	15	25	2	4	6	3	2	5		2	2	29	63	92
Clerical Technical	4	70	74	1	18	19		10	10		1	1	1	7	8				3	52	55
Labor																					
Support Staff Total	48	156	204	16	41	57	10	25	35	2	5	7	4	9	13		2	2	32	115	147
GRAND TOTAL	58	164	222	19	43	62	12	27	39	2	5	7	5	9	14		2	2	39	121	160

TABLE 34

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PRESIDENT FOR
STUDENT AFFAIRS AND SERVICES

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total	1		1																1		1
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	2	3	5	1	1	2	1		1								1	1	1	2	3
Clerical Technical																					
Labor																					
Support Staff Total	2	3	5	1	1	2	1		1								1	1	1	2	3
GRAND TOTAL	3	3	6	1	1	2	1		1								1	1	2	2	4

TABLE 35

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Tenure System Total																					
Continuing Staff	2	4	6																2	4	6
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2	4	6																2	4	6
Administrative Professional	11	30	41		1	1		1	1										11	29	40
Clerical Technical	1	30	31		6	6		3	3		2	2		1	1				1	24	25
Labor																					
Support Staff Total	12	60	72		7	7		4	4		2	2		1	1				12	53	65
GRAND TOTAL	14	64	78		7	7		4	4		2	2		1	1				14	57	71

TABLE 35

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

**OCTOBER
1992**

**VICE PRESIDENT FOR
UNIVERSITY DEVELOPMENT**

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional		1	1																1	1	
Clerical Technical																					
Labor																					
Support Staff Total		1	1																1	1	
GRAND TOTAL		1	1																1	1	

TABLE 36

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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		1	1																	1	1
Associate Professor																					
Assistant Professor																					
Tenure System Total		1	1																	1	1
Continuing Staff	1		1																1		1
Temporary Faculty																					
Temporary Staff																					
Other Academic Apts. Total	1		1																1		1
Administrative Professional	8	13	21		1	1		1	1										8	12	20
Clerical Technical	1	7	8		2	2		1	1								1	1	1	5	6
Labor																					
Support Staff Total	9	20	29		3	3		2	2								1	1	9	17	26
GRAND TOTAL	10	21	31		3	3		2	2								1	1	10	18	28

TABLE 36

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PRESIDENT FOR
UNIVERSITY RELATIONS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Assistant Professor																					
Tenure System Total		1	1																	1	1
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL		1	1																	1	1

TABLE 37

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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	1		1																1		1
Associate Professor																					
Assistant Professor																					
Tenure System Total	1		1																1		1
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	6	16	22	3	1	4	1	1	2	2		2							3	15	18

TABLE 37

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

MSU ALUMNI ASSOCIATION

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional		1	1																	1	1
Clerical Technical																					
Labor																					
Support Staff Total		1	1																	1	1
GRAND TOTAL		1	1																	1	1

TABLE 38

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Associate Professor		1	1		1	1		1	1												
Assistant Professor																					
Tenure System Total		1	1		1	1		1	1												
Continuing Staff	2	1	3																2	1	3
Temporary Faculty																					
Temporary Staff																					
Other Academic Apts. Total	2	1	3																2	1	3
Administrative Professional	1	12	13		2	2		2	2										1	10	11
Clerical Technical		1	1																	1	1
Labor		1	1		1	1								1	1						
Support Staff Total	1	14	15		3	3		2	2					1	1				1	11	12
GRAND TOTAL	3	16	19		4	4		3	3					1	1				3	12	15

TABLE 38

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

OFFICE OF THE PRESIDENT

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 39

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Tenure System Total																					
Continuing Staff	1	1	2		1	1		1	1										1		1
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	1	1	2		1	1		1	1										1		1
Administrative Professional		2	2																	2	2
Clerical Technical		1	1		1	1		1	1												
Labor																					
Support Staff Total		3	3		1	1		1	1											2	2
GRAND TOTAL	1	4	5		2	2		2	2										1	2	3

TABLE 39

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PRESIDENT FOR
GOVERNMENTAL AFFAIRS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 40

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PROVOST FOR
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
Tenure System Total	5		5																5		5
Continuing Staff	3	1	4	1		1				1		1							2	1	3
Temporary Faculty																					
Temporary Staff	4	2	6																4	2	6
Other Academic Appts. Total	7	3	10	1		1				1		1							6	3	9
Administrative Professional	145	91	236	9	6	15	4	3	7	4	2	6	1	1	2				136	85	221
Clerical Technical	61	63	124	13	11	24	8	4	12	2	3	5	1	4	5	2		2	48	52	100
Labor		2	2																	2	2
Support Staff Total	206	156	362	22	17	39	12	7	19	6	5	11	2	5	7	2		2	184	139	323
GRAND TOTAL	218	159	377	23	17	40	12	7	19	7	5	12	2	5	7	2		2	195	142	337

TABLE 40

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

VICE PROVOST FOR
COMPUTING AND TECHNOLOGY

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	2	1	3																2	1	3
Clerical Technical	4	1	5		1	1		1	1										4		4
Labor																					
Support Staff Total	6	2	8		1	1		1	1										6	1	7
GRAND TOTAL	6	2	8		1	1		1	1										6	1	7

TABLE 41

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional	1	8	9		1	1	1	1											1	7	8
Clerical Technical		4	4		1	1								1	1					3	3
Labor																					
Support Staff Total	1	12	13		2	2	1	1					1	1					1	10	11
GRAND TOTAL	1	12	13		2	2	1	1					1	1					1	10	11

TABLE 41

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

GENERAL UNIVERSITY ITEMS

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL																					

TABLE 42

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

OTHER

EMPLOYEE CATEGORIES	TOTAL HANDICAPPERS			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																					
Tenure System Total																					
Continuing Staff																					
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total																					
Administrative Professional																					
Clerical Technical																					
Labor	1		1																1		1
Support Staff Total	1		1																1		1
GRAND TOTAL	1		1																1		1

TABLE 42

MICHIGAN STATE UNIVERSITY WORKFORCE SUMMARY

OCTOBER
1992

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																					
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