

Bentley

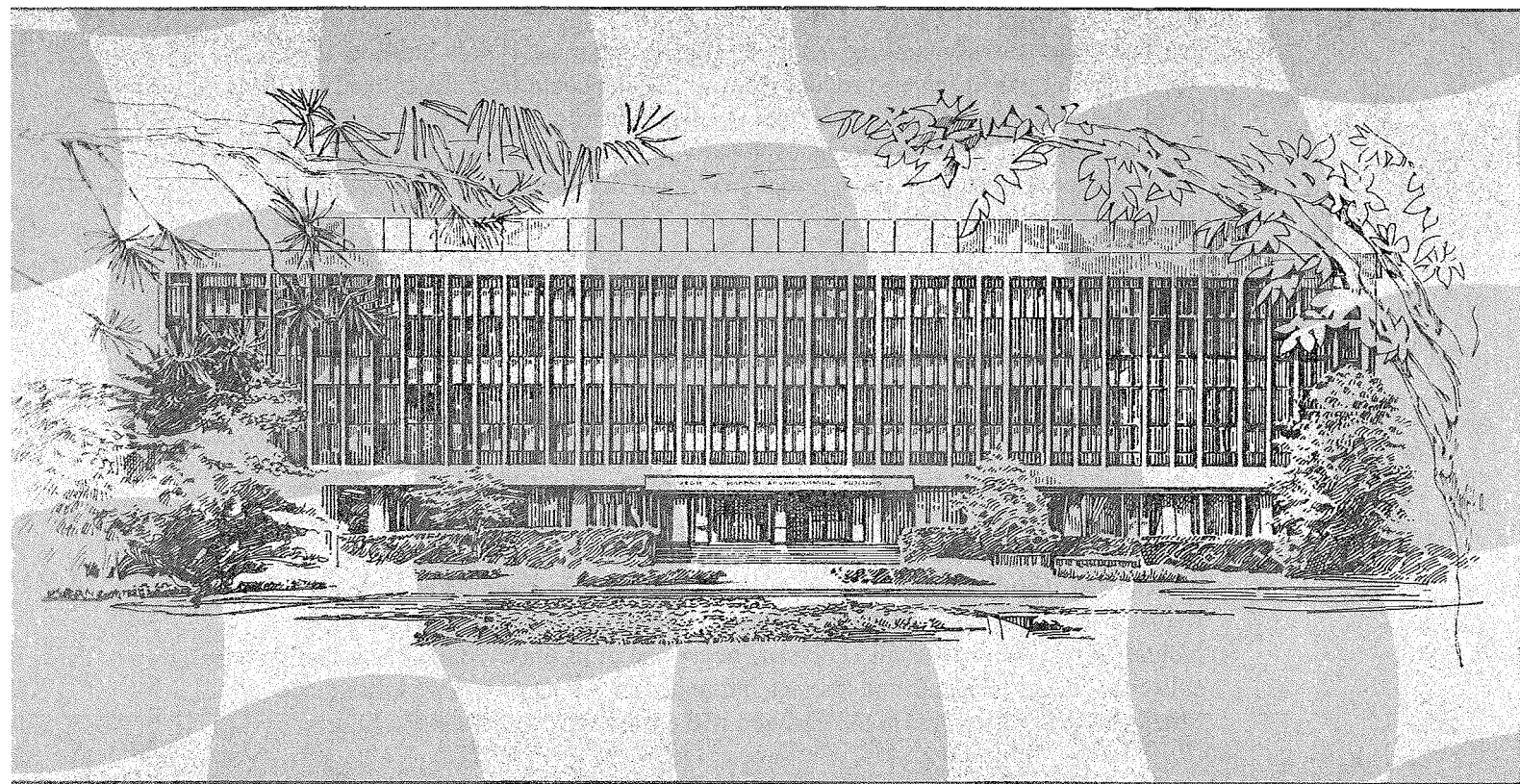
**MICHIGAN STATE
UNIVERSITY**

DATA REPORT

1992-1993

Annual Report on

AFFIRMATIVE ACTION




MICHIGAN STATE UNIVERSITY

February 24, 1994

MEMORANDUM

TO: MSU Community

FROM: M. Peter McPherson, President / 

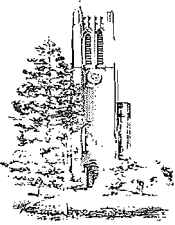
SUBJECT: 1992-93 Annual Report on Affirmative Action

Michigan State University has a long and proud tradition of respecting the principles of affirmative action, equal opportunity and nondiscrimination for our students, faculty, staff and citizens we serve. As we now celebrate the diversity among us, leadership of this historic institution are strongly committed to ensuring that inequity is eliminated and a more hospitable environment is fostered for those who study, work and participate here. However, this commitment must be shared by all of us if MSU is to be a place full of opportunities for everyone to fully benefit from their experiences.

Proclamations and pronouncements by presidents and trustees only indicate direction. They cannot, by themselves, produce results. Results come from the collective efforts of us all. It is through each individual that the diversity of our community can be best expressed and shared. It is through each individual that respect for others' differences can be demonstrated. It is through each individual that our belief in the equality of humanity can be displayed.

At Michigan State University we share a common responsibility to serve our community and its external society. We must ensure that we prepare our students for the many challenges that lie ahead of them. It is a complex and challenging world. Only by being prepared for the intricate patterns of cultures and values that intermix in our society can our students adapt with open minds to the pattern of events yet to unfold.

We must commit ourselves to remain attentive to the changes in the cultures which surround us, and never forget it is our heritage and our duty to ensure we are ever vigilant to this responsibility. Our diversity is our strength. When we divide, we become less than the sum of ourselves. When we unite in common purpose and respect, we become greater than our parts. Let us resolve never to forget the value each individual represents to us all. Each and every one of us must remain committed to our collective values, separate and distinct, but united in purpose. It is what has made Michigan State distinctive in the past and will ensure its greatness in the future.



OFFICE OF THE PRESIDENT

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*The Michigan State University
IDEA is Institutional Diversity:
Excellence in Action*

*MSU is an affirmative-action,
equal-opportunity institution.*

Annual Report on Affirmative Action

for the Period
October 1, 1992 to September 30, 1993

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 1994

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INTRODUCTION

The 1992-93 Annual Report on Affirmative Action to the MSU Board of Trustees is presented in two documents: a Data Report and a Descriptive Report. These reports reflect the University's efforts to see affirmative action and diversity/pluralism planning, programming and monitoring as closely associated efforts involving several categories of endeavor, all levels of the University, and issues that cross vice-presidential areas.

The Data Report provides easy to read, information-intensive charts, graphs, and tables. The report illustrates changes in areas for faculty, staff, and students as they relate to women, racial minorities and handicappers.

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. The format of the Descriptive Report highlights the parallel and collaborative efforts of three major vice presidential areas to advance affirmative action, diversity, and pluralism through the University's comprehensive diversity plan, MSU IDEA II (Institutional Diversity: Excellence in Action). The 1992-93 Descriptive Report format emphasizes that advancing diversity and pluralism involves both increasing representation and providing a hospitable environment where retention is addressed through various avenues. Findings for each of three major parts of the MSU community [1) Academic Human Resources (Faculty and Academic Staff), 2) Support Staff Resources, and 3) Students] are presented under the applicable MSU IDEA II headings [1) Leadership, 2) Recruitment and Retention, 3) Instruction, Research, and Outreach, and 4) Climate].

The implementation of the University's related affirmative action and diversity/pluralism programs rests with line administrators. Their administrative reviews 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 a personal responsibility to support and assist in efforts directed towards achieving this goal.

The Office of Affirmative Action, Compliance and Monitoring, the new 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 commitments. These offices share responsibility for evaluating and monitoring progress made in achieving the goals of equal opportunity, non-discrimination and diversity and pluralism

1992-93 Annual Report on Affirmative Action

Introduction

in all facets of university life. A major responsibility of the Office of Affirmative Action, Compliance and Monitoring involves continuous assessment for compliance with legal requirements of policies, practices, and publications related to the area of employment.

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. These groups provide assistance to the university to assure that the rights of minority groups, women, handicappers, gays, lesbians, and bi-sexuals, 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 Provost for Student Academic Support Services and Racial, Ethnic, and Multicultural Issues, the Assistant Vice President for Student Affairs and Services, Office of Admissions and Scholarships, Office of Supportive Services, Urban Affairs Programs, the Office of the Vice Provost for Computing and Technology, Affirmative Action Graduate Financial Assistance Program, Purchasing Department, and University Publications, Division of University Relations.

A synopsis of the Annual Affirmative Action Report follows in the Executive Summary. More detailed information on any specific section of the Data Report or regarding the University's 1992-93 Affirmative Action program may be obtained from Ralph Bonner, Ph.D., Director; Audrey Bentley, Assistant to the Director; Carol Sawyer, Ph.D., Faculty Consultant; or Karen Woehlert, Executive Secretary; in the Office of Affirmative Action, Compliance and Monitoring, Room 380 Administration Building, Michigan State University, East Lansing, MI 48824, (517) 353-3922.

Additional information on the MSU IDEA II (Institutional Diversity: Excellence in Action), the university's comprehensive diversity/pluralism plan, is on file in the Office 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. Bonner, Ph.D.
Director, Office of Affirmative Action, Compliance and Monitoring, and Senior Advisor to the President

I. Executive Summary

EXECUTIVE SUMMARY

Faculty and Academic Staff

From 1992 to 1993, the number of faculty and academic staff remained about the same (-9) with a decrease in numbers of tenure system faculty and continuing staff, and an increase in numbers of temporary faculty and temporary staff. The number and proportion of women decreased while the number and proportion of minorities increased.

In October 1993 self-identified handicappers comprised 2.1% (84) of the faculty and academic staff -- 2.6% (53) of tenure system faculty, 2.2% (13) of continuing staff, 1.0% (6) of temporary faculty, and 1.6% (12) of temporary staff. The composition of self-identified handicappers is 28.6% (24) women, 13.1% (11) minority, 8.3% (7) Black, 2.4% (2) Asian/Pacific Islander, 1.2% (1) Hispanic, and 1.2% (1) American Indian/Alaskan Native. From 1990 to 1993 the proportion and number of faculty and academic staff self-identified handicappers increased from 1.8% (74) to 2.1% (84).

From 1990 to 1993, the number of faculty and academic staff decreased by 3.5% (-146), with a decrease in all employment categories. At the same time the number of women remained about the same while the proportion of women increased; and the number and proportion of all minority groups increased.

From 1990 to 1993, the net change in numbers and change in proportions by gender and ethnic ID is as follows: total (-144 men, -2 women), women from 31.3% to 32.4%, total minorities (+24 men, +15 women) from 13.0% to 14.4%, Black (+6 men, -4 women) from 5.0% to 5.2%, Asian/Pacific Islander (+11 men, +11 women) from 6.3% to 7.0%, Hispanic (+5 men, +5 women) from 1.4% to 1.7%, American Indian/Alaskan Native (+2 men, +3 women) from 0.3% to 0.5%, and Caucasian/Other (-168 men, -17 women) from 87.0% to 85.6%.

Administrators

The composition of administrators is 9.2% Black, 1.5% Asian/Pacific Islander, 0.0% Hispanic, 0.7% American Indian/Alaskan Native, and 88.6% Caucasian/Other. Women increased from 1990 to 1993 both in number (+16) and in proportion (from 19.3% to 24.3%). However, minorities decreased from 1990 to 1993 both in number (-2) and in proportion (from 12.7% to 11.4%).

1992-93 Annual Report on Affirmative Action

I. Executive Summary

The composition of executive management is 15.6% Black, 1.6% Asian/Pacific Islander, 1.6% Hispanic, 0.0% American Indian/Alaskan Native, and 81.3% Caucasian/Other. Women increased from 1990 to 1993 both in number (+5) and proportion (from 19.4% to 28.1%). The number of minorities remained the same while the proportion of minorities increased (from 17.9% to 18.8%).

Executive Management

During the 1992-93 affirmative action year, the support staff workforce decreased by 83 employees (1.5% of the workforce) from 5,366 to 5,283. Women decreased by 65 from 3,569 to 3,504. Minority representation decreased by only 2 employees from 700 to 698. Women represent 66.3% and minorities represent 13.2% of the workforce. Support staff self-identified handicappers increased by 18 from 106 to 124 (from 2.0% to 2.3% of the workforce).

Support Staff

Comparing 1990 and 1993, support staff decreased by 41 (0.8% of the workforce) from 5,324 to 5,283. Minority representation decreased by 11 (from 13.3% to 13.2% of the workforce) from 709 to 698 and representation of women decreased by 32 (from 66.4% to 66.3% of the workforce) from 3,536 to 3,504.

Comparing 1990 and 1993, minority representation increased in administrative-professional by 19 employees (from 9.2% to 9.6% of the group) from 172 to 191, cooperative extension increased by 10 (from 41.7% to 42.9% of the group) from 53 to 63 and skilled trades by 2 (from 5.9% to 7.0% of the group) from 246 to 239 and service maintenance decreased by 35 (from 25.0% to 22.3% of the group) from 217 to 182. Public safety remained the same with 5 minorities (from 13.5% to 14.3% of the group).

Comparing 1990 and 1993, representation of women increased in administrative professional by 93 (56.1% to 61.1% of the group) from 1,046 to 1,139, cooperative extension by 12 (from 99.2% to 93.9% of the group) from 126 to 138, and skilled trades by 5 (from 5.2% to 7.4% of the group) from 14 to 19. Decreases occurred in clerical-technical by 101 (from 90.7% to 91.2% of the group) from 1,957 to 1,856 and in service maintenance by 41 (from 43.7% to 41.5% of the group) from 379 to 338. Public safety remained the same with 14 women (from 37.8% to 40.0% of the group).

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I. Executive Summary

Admissions

Applications were up for every minority ethnic category in 1993, as were offers of admission. Ultimately, a record number of minority freshmen enrolled at MSU in the Fall of 1993, representing 17.2% of the enrolling class. Enrollment of Black students as freshmen rose by 6.68%; Hispanic freshman enrollment grew to a record level with an increase of 42.71%; American Indian/Alaskan Native enrollments reached a record freshman level with an increase of 120%; and Asian/Pacific Islander enrollment grew to a record 275 with an increase of 34.8%.

Student Enrollment

Minority student enrollment of 5,310 for Fall semester 1993 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, and has show 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 percent of all students has continued to increase.

Minority undergraduate enrollment increased to 4,301 in Fall 1993 from 3,963 in Fall 1992 and represented a percentage increase of 8.5%. The total minority student population in 1992 (4,821) represented 12.8% of the affirmative action population; this year's total minority student population of 5,310 represents 14.2% of the affirmative action population.

Minority graduate enrollment increased numerically in Fall 1993 to 1,009 from 858 in Fall 1992. This represents a 17.5% increase in the number of minority graduate students at Michigan State University.

Women as a percent of the university student population have increased from 48.4% in Fall 1982 to 51.3% in Fall 1993. Moreover, women graduate students reached a new high of 50.4% of the university's total graduate student enrollment.

In order to provide a more accurate portrayal of enrollment patterns of women and minority students, nonresident alien students have been excluded from the "affirmative action totals", but included in the "university totals".

1992-93 Annual Report on Affirmative Action

I. Executive Summary

Equal opportunity suppliers are continually being identified by Purchasing personnel--demonstrating not only commitment, but success as well. The sharp decrease in Potential Dollars is due to the significant decline in new construction, and underscores the fact that minority suppliers are faced with the challenge of working harder for less potential business. Very notable, however, is the significant increase in the Percent Actual of Potential Dollars, both for minority-owned and women-owned businesses. This increase, despite the large cut in potential dollars, demonstrates the Purchasing Department's equal opportunity commitment and represents significant efforts despite staff cuts and a poor business climate.

Purchasing

ACADEMIC HUMAN RESOURCES/ EXECUTIVE MANAGEMENT

From 1990 to 1993, the number of faculty and academic staff decreased by 3.5% (-146), with a decrease in all employment categories. At the same time the number of women remained about the same while the proportion of women increased; and the number and proportion of all minority groups increased. In the last year of this period, from 1992 to 1993, the number of faculty and academic staff remained about the same (-9) with a decrease in numbers of tenure system faculty and continuing staff, and an increase in numbers of temporary faculty and temporary staff. The number and proportion of women decreased while the number and proportion of minorities increased.

The magnitude of the net change in numbers by employment category are as follows: From 1990 to 1993: tenure system faculty (-41), temporary faculty(-13), continuing staff (-42) and temporary staff (-50). From 1992 to 1993: tenure system faculty (-35), temporary faculty (+40), continuing staff (-32), and temporary staff (+18).

From 1990 to 1993, the net change in numbers and change in proportions by gender and ethnic ID is as follows: total (-144 men, -2 women), women from 31.3% to 32.4%, total minorities (+24 men, +15 women) from 13.0% to 14.4%, Black (+6 men, -4 women) from 5.0% to 5.2%, Asian/Pacific Islander (+11 men, +11 women) from 6.3% to 7.0%, Hispanic (+5 men, +5 women) from 1.4% to 1.7%, American Indian/Alaskan Native (+2 men, +3 women) from 0.3% to 0.5%, and Caucasian/Other (-168 men, -17 women) from 87.0% to 85.6%.

From 1992 to 1993, the net change in numbers and change in proportion by gender and ethnic ID is as follows: total (+0 men, -9 women), women from 32.6% to 32.4%, total minorities (+15 men, -10 women) from 14.3% to 14.4%, Black (+1 man, -19 women) from 5.6% to 5.2%; Asian/Pacific Islander (+4 men, +7 women) from 6.7% to 7.0%, Hispanic (+7 men, +0 women) from 1.5% to 1.7%, American Indian/Alaskan Native (+3 men, +2 women) from 0.3% to 0.5%, and Caucasian/Other (-15 men, +1 woman) from 85.7% to 85.6%. The unusually high net loss of Black women was distributed across employment categories (tenure system (-4), continuing staff (-7), temporary staff (-8)).

From 1990 to 1993, all minority groups increased in number and proportion in all employment categories except continuing staff. Blacks increased in faculty but decreased in staff:

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II. Academic Human Resources/Executive Management

tenure system (+ 7 men, + 1 woman), temporary faculty (+ 2 men, + 0 women), continuing staff (-3 men, -5 women), temporary staff (+ 0 men, + 0 women). Asian/Pacific Islanders decreased in continuing categories overall and increased in temporary categories: tenure system (-2 men, + 3 women), temporary faculty (+ 4 men, + 9 women), continuing staff (-1 man, -4 women), temporary staff (+ 10 men, + 3 women). Hispanics increased in all categories except continuing staff: tenure system (+ 7 men, + 1 woman), temporary faculty (+ 0 men, + 1 woman), continuing staff (-1 man, + 0 women), temporary staff (-1 man, + 3 women). American Indian/Alaskan Natives remained the same in faculty and increased in staff: tenure system (+ 0 men, + 0 women), temporary faculty (-1 man, + 1 woman), continuing staff (+ 0 men, + 1 woman), temporary staff (+ 3 men, + 1 woman).

From 1990 to 1993, Caucasian/Others decreased in number and proportion in all employment categories except continuing staff, although Caucasian/Other women increased in the tenure system: tenure system (-84 men, + 26 women), temporary faculty (-20 men, -9 women), continuing staff (-20 men, -9 women), temporary staff (-44 men, -25 women).

The composition of the tenure system is 4.5% Black, 5.3% Asian/Pacific Islander, 1.7% Hispanic, 0.2% American Indian/Alaskan Native, and 88.3% Caucasian/Other. Women and minorities increased from 1990 to 1993 both in number and proportion: women (+ 31) from 20.2% to 22.2%, and minorities (+ 17) from 10.6% to 11.7%.

The composition of temporary faculty is 4.9% Black, 8.7% Asian/Pacific Islander, 1.7% Hispanic, 0.5% American Indian/Alaskan Native, and 84.1% Caucasian/Other. Women and minorities increased from 1990 to 1993 both in number and proportion: women (+ 2) from 37.4% to 38.6%, and minorities (+ 16) from 12.8% to 15.9%.

The composition of continuing staff is 5.4% Black, 1.7% Asian/Pacific Islander, 0.7% Hispanic, 0.3% American Indian/Alaskan Native, and 91.9% Caucasian/Other. From 1990 to 1993 women decreased in number (-17) but increased in proportion (from 45.5% to 45.9%). Minorities decreased both in number (-13) and in proportion (from 9.6% to 8.1%).

The composition of temporary staff is 7.1% Black, 14.5% Asian/Pacific Islander, 2.7% Hispanic, 1.3% American Indian/Alaskan Native, and 74.4% Caucasian/Other. From 1990 to 1993 women decreased in number (-18) but increased

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II. Academic Human Resources/Executive Management

in proportion (from 44.3% to 44.8%). Minorities increased both in number (+19) and in proportion (from 21.8% to 25.6%).

The composition of administrators is 9.2% Black, 1.5% Asian/Pacific Islander, 0.0% Hispanic, 0.7% American Indian/Alaskan Native, and 88.6% Caucasian/Other. Women increased from 1990 to 1993 both in number (+16) and in proportion (from 19.3% to 24.3%). However, minorities decreased from 1990 to 1993 both in number (-2) and in proportion (from 12.7% to 11.4%).

The composition of executive management is 15.6% Black, 1.6% Asian/Pacific Islander, 1.6% Hispanic, 0.0% American Indian/Alaskan Native, and 81.3% Caucasian/Other. Women increased from 1990 to 1993 both in number (+5) and proportion (from 19.4% to 28.1%). The number of minorities remained the same while the proportion of minorities increased (from 17.9% to 18.8%).

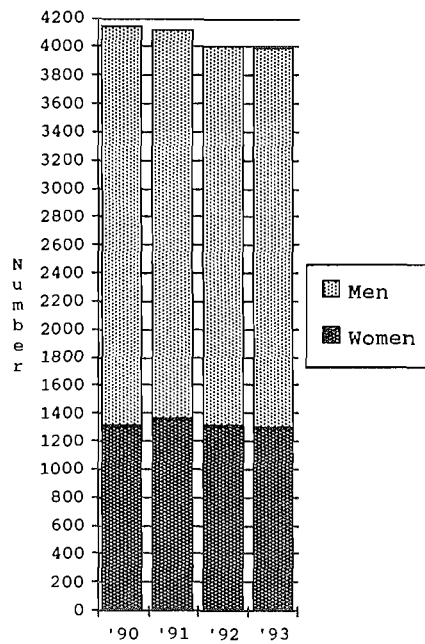
In October 1993 self-identified handicappers comprised 2.1% (84) of the faculty and academic staff -- 2.6% (53) of tenure system faculty, 2.2% (13) of continuing staff, 1.0% (6) of temporary faculty, and 1.6% (12) of temporary staff. The composition of self-identified handicappers is 28.6% (24) women, 13.1% (11) minority, 8.3% (7) Black, 2.4% (2) Asian/Pacific Islander, 1.2% (1) Hispanic, and 1.2% (1) American Indian/Alaskan Native. From 1990 to 1993 the proportion and number of faculty and academic staff self-identified handicappers increased from 1.8% (74) to 2.1% (84).

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II. Academic Human Resources/Executive Management

Graph II-1

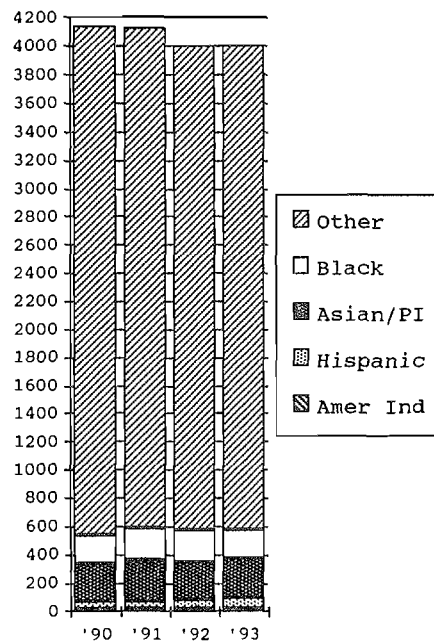
Academic Workforce 1990-93

By Gender



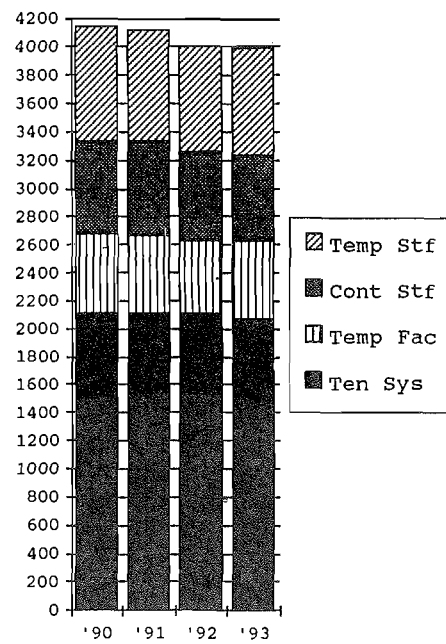
Total	4143	4123	4006	3997
Men	2845	2773	2701	2701
Women	1298	1350	1305	1296
% Men	68.7	67.3	67.4	67.6
% Women	31.3	32.7	32.6	32.4

By Ethnic ID



Other	3605	3544	3434	3420
Black	206	223	226	208
Asian/PI	259	282	270	281
Hispanic	59	58	62	69
Amer Ind	14	16	14	19
Min Total	538	579	572	577
% Other	87.0	86.0	85.7	85.6
% Black	5.0	5.4	5.6	5.2
% Asian/PI	6.3	6.8	6.7	7.0
% Hispn	1.4	1.4	1.5	1.7
% Am Ind	0.3	0.4	0.3	0.5
% Min Tot	13.0	14.0	14.3	14.4

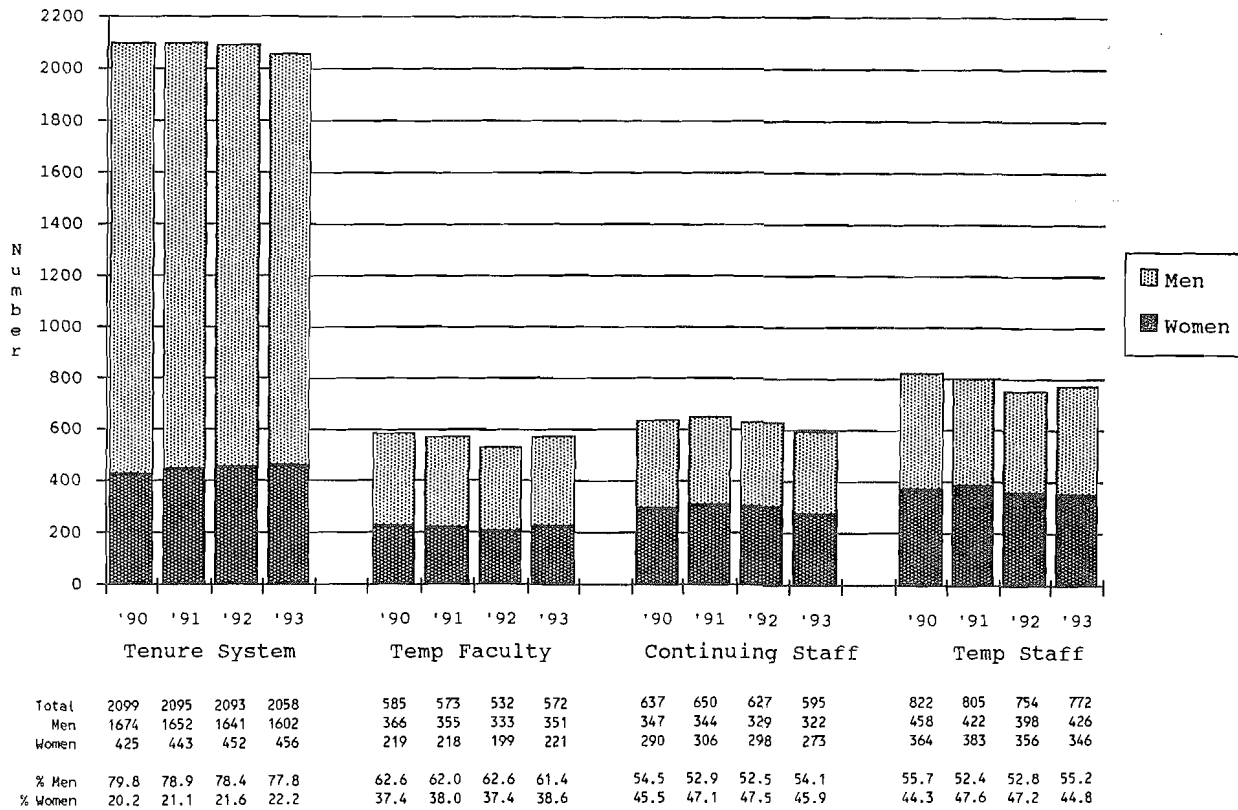
By Employment Category



Temp Stf	822	805	754	772
Cont Stf	637	650	627	595
Temp Fac	585	573	532	572
Ten Sys	2099	2095	2093	2058
%Temp Stf	19.8	19.5	18.8	19.3
%Cont Stf	15.4	15.8	15.7	14.9
%Temp Fac	14.1	13.9	13.3	14.3
%TenSys	50.7	50.8	52.2	51.5

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 II. Academic Human Resources/Executive Management

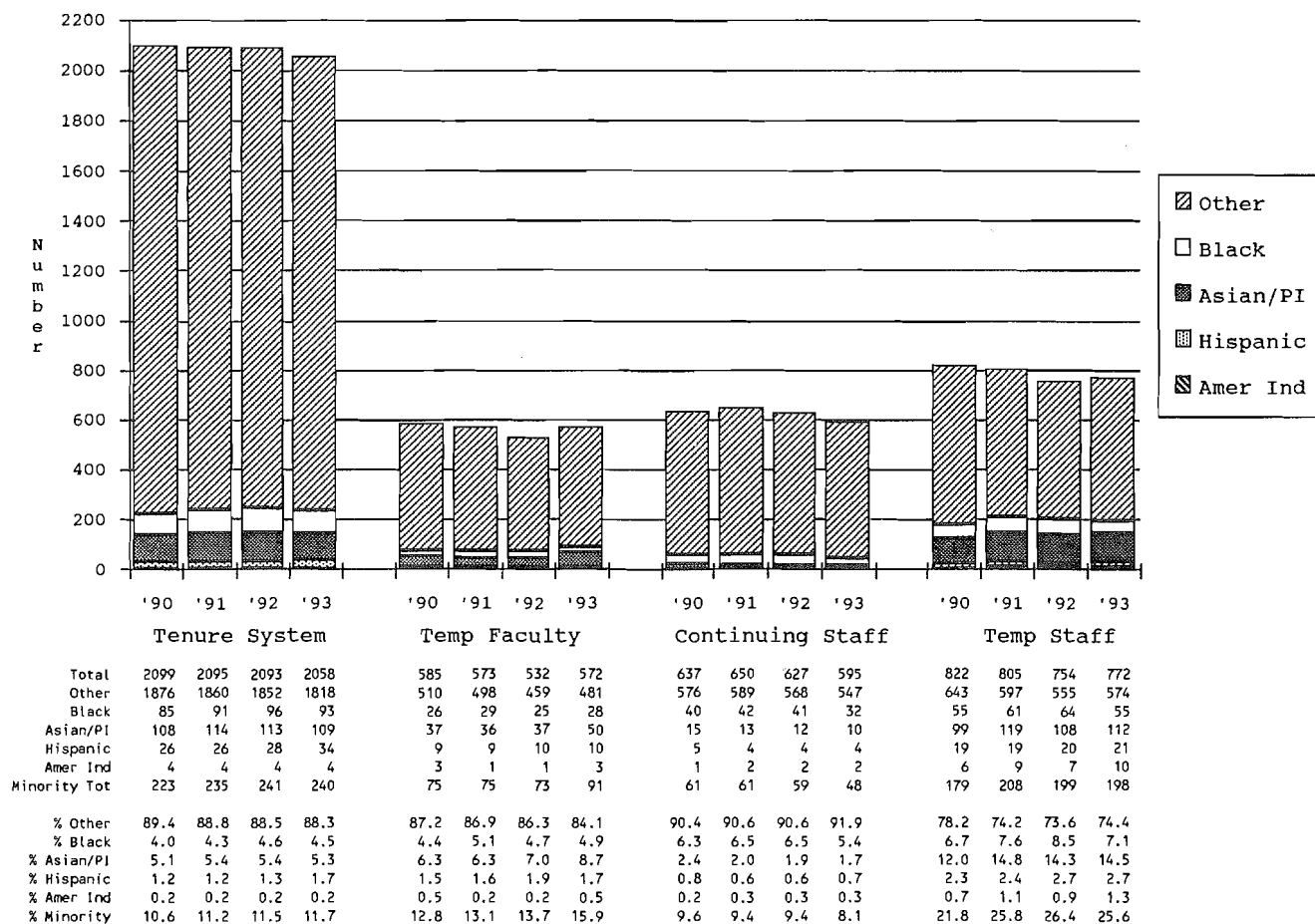
Graph II-2
Academic Workforce 1990-93
By Employment Category and Gender



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II. Academic Human Resources/Executive Management

Graph II-3

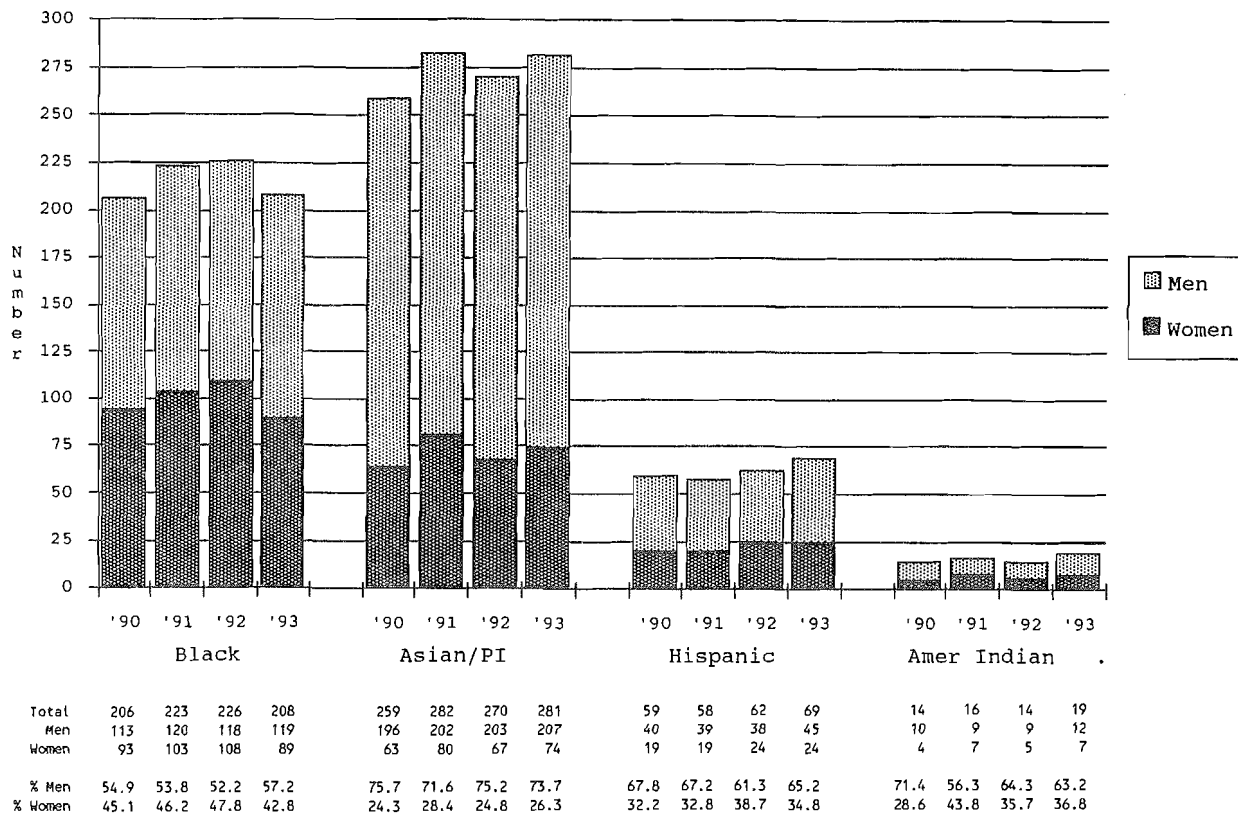
Academic Workforce 1990-93
By Employment Category and Ethnic ID



1992-93 Annual Report on Affirmative Action
 II. Academic Human Resources/Executive Management

Graph II-4

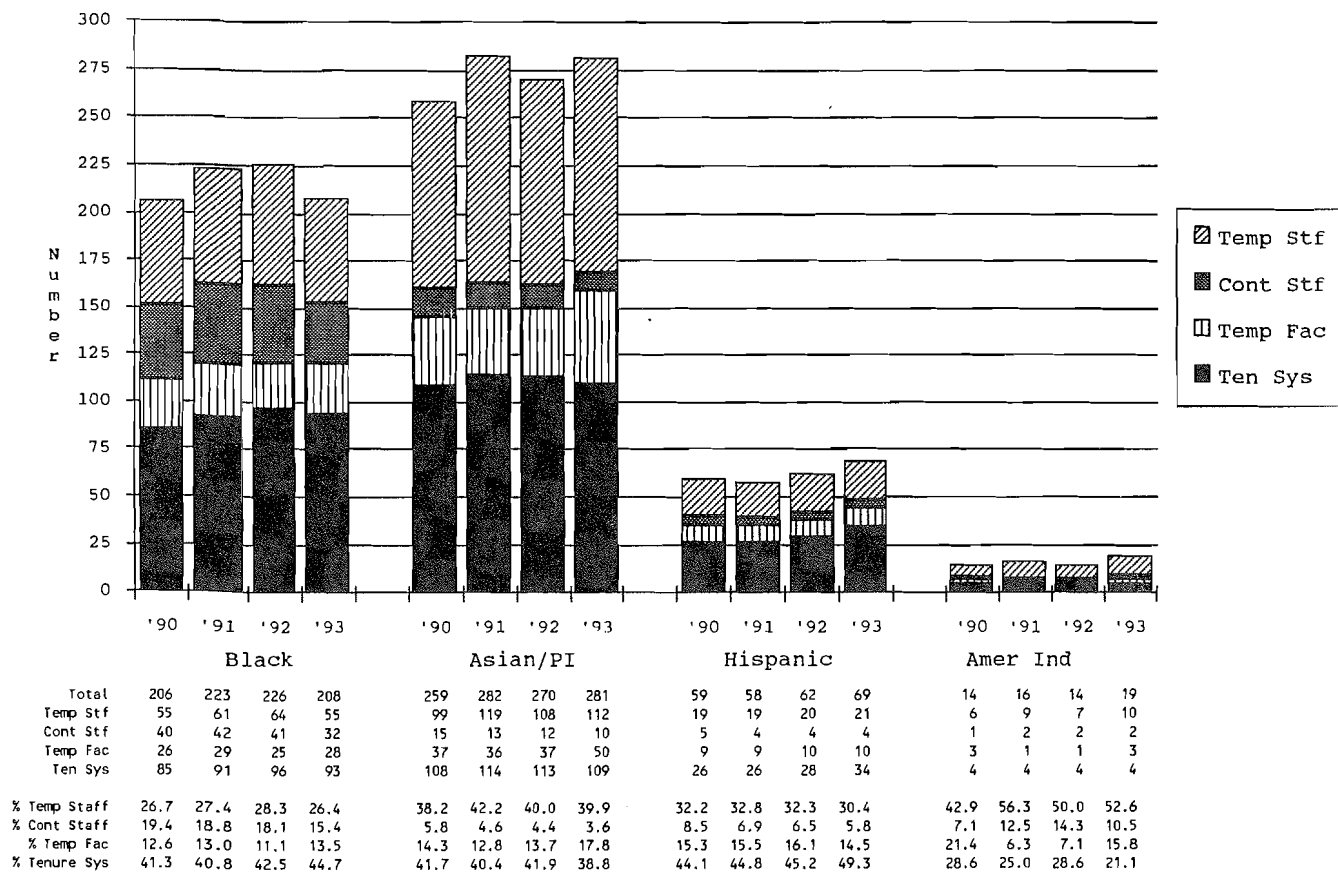
**Academic Workforce 1990-93
 Minorities by Ethnic ID and Gender**



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II. Academic Human Resources/Executive Management

Graph II-5

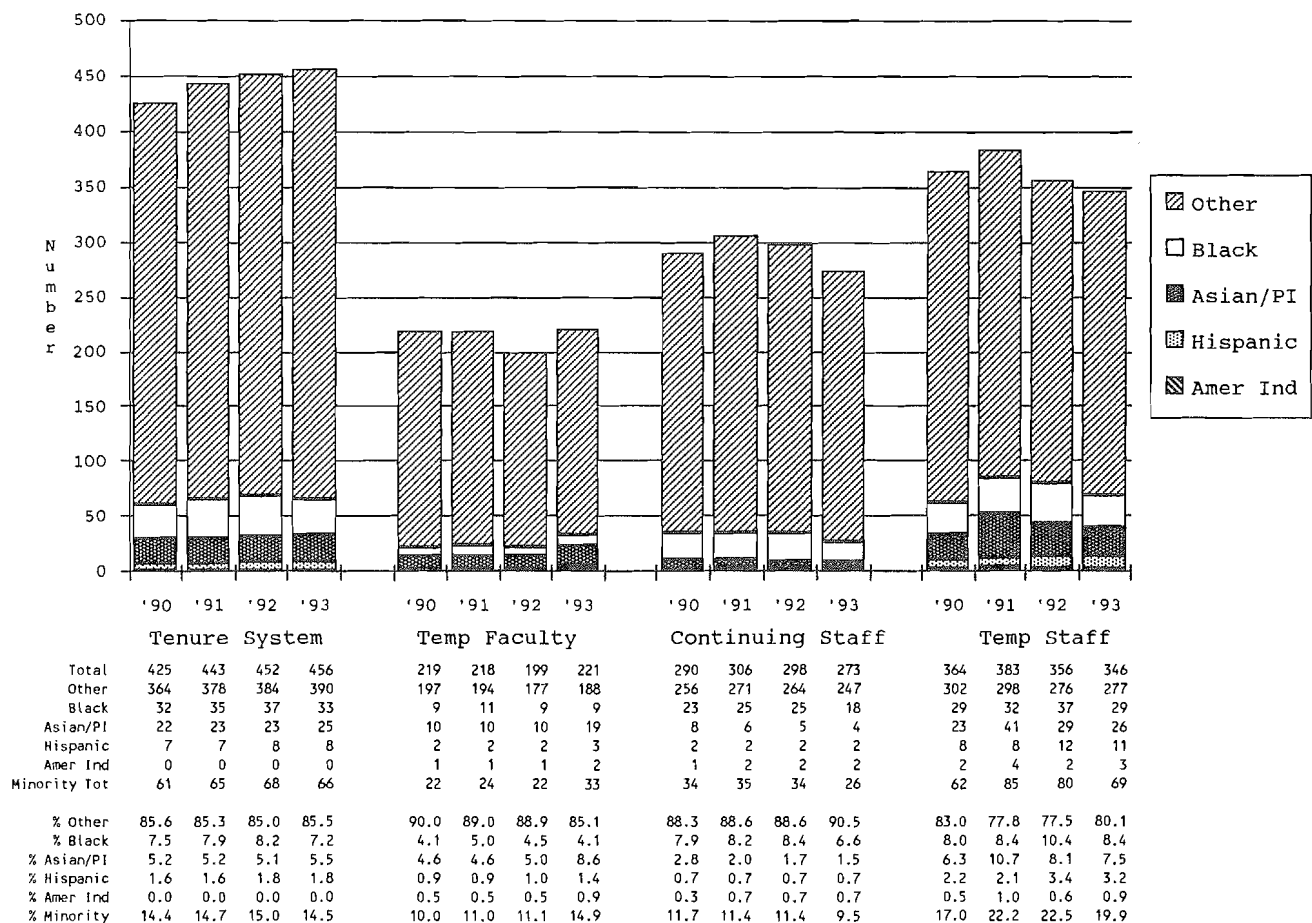
Academic Workforce 1990-93
Minorities by Ethnic ID and Employment Category



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II. Academic Human Resources/Executive Management

Graph II-6

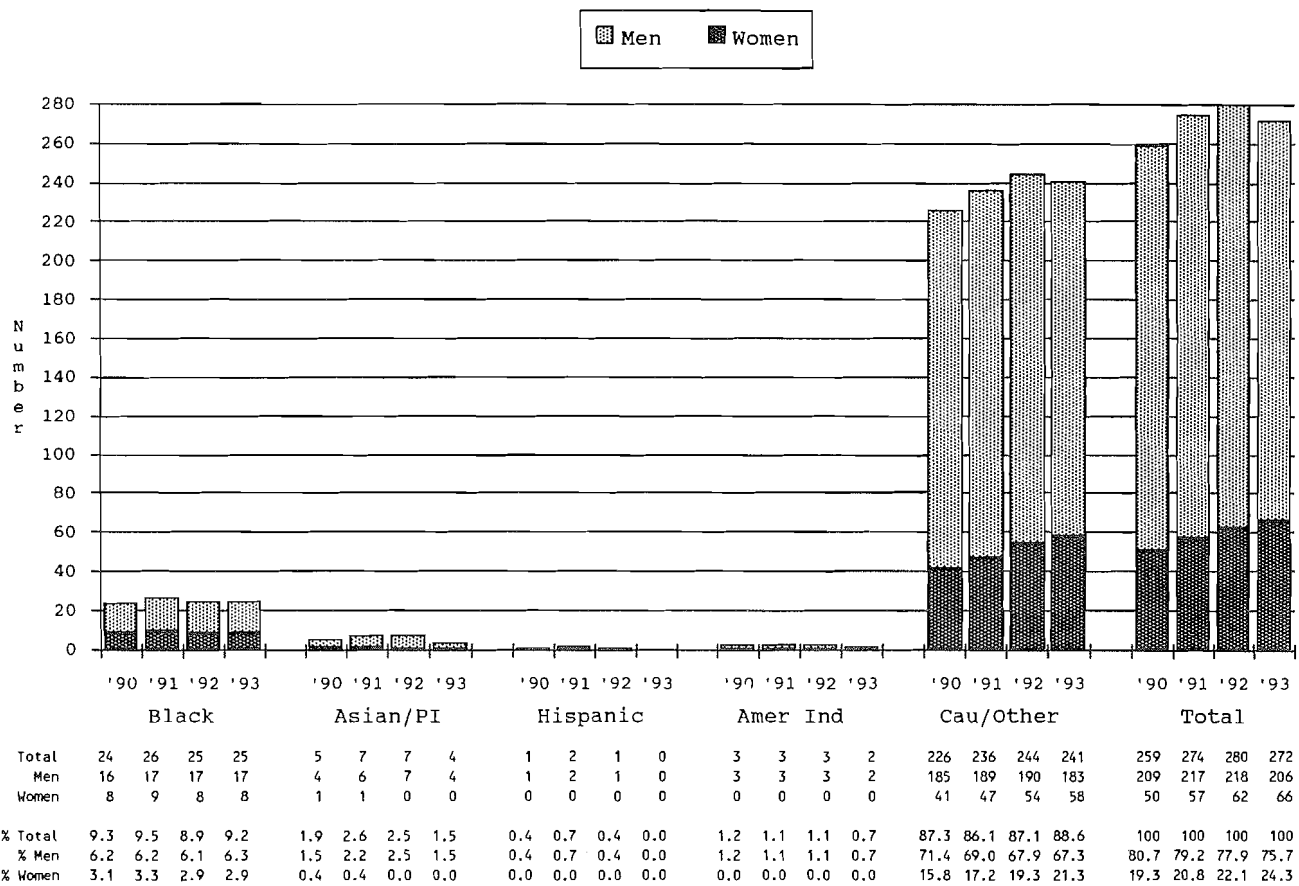
Academic Workforce 1990-93
Women by Employment Category and Ethnic ID



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II. Academic Human Resources/Executive Management

Graph II-7

Academic Workforce 1990-93
Administrators by Ethnic ID and Gender

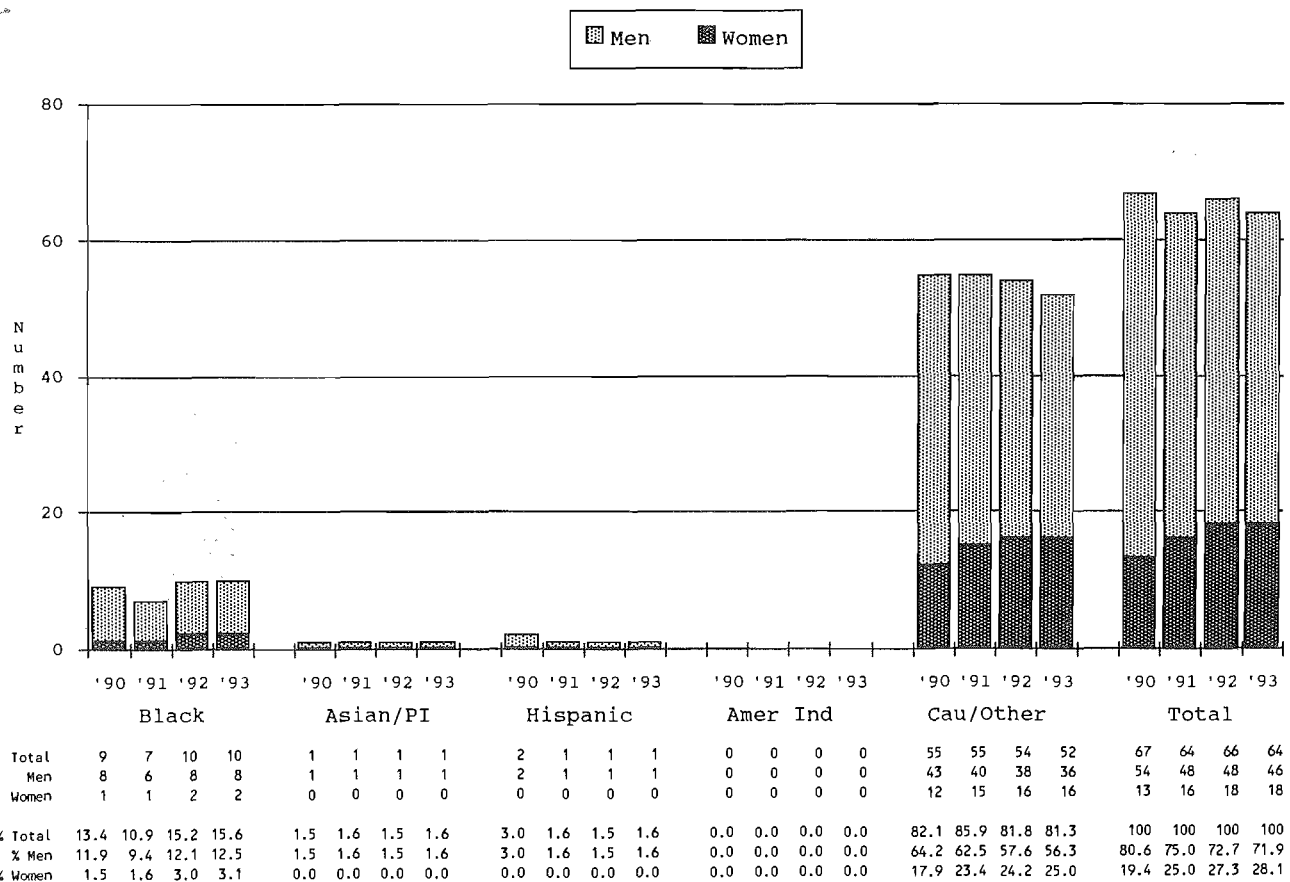


All percents are of the total number of Administrators for the given year.

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 II. Academic Human Resources/Executive Management

Graph II-8

Academic Workforce 1990-93
 Executive Management by Ethnic ID and Gender

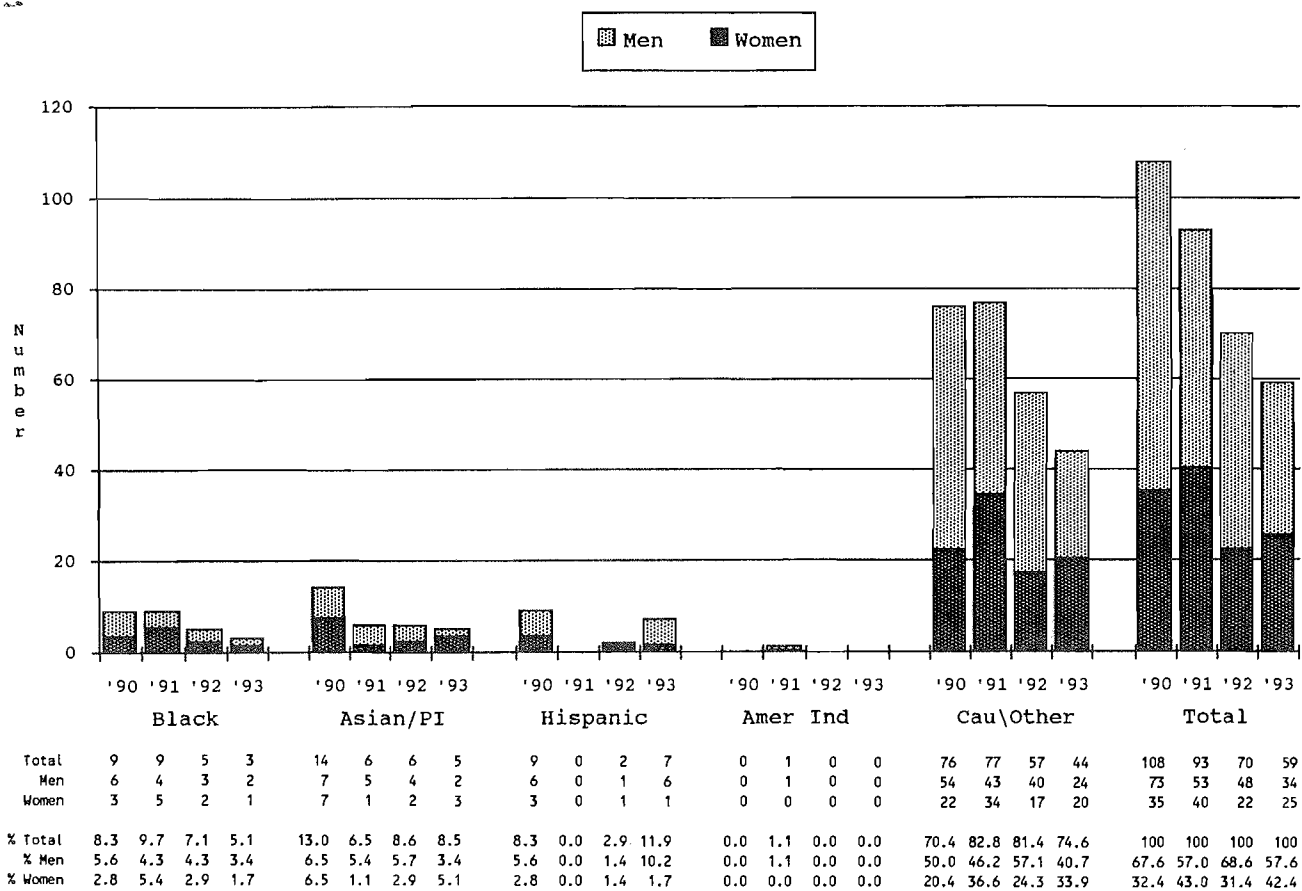


All percents are of the total number of Executive Management for the given year.

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II. Academic Human Resources/Executive Management

Graph II-9

Academic Workforce 1990-93
Tenure System New Hires by Ethnic ID and Gender

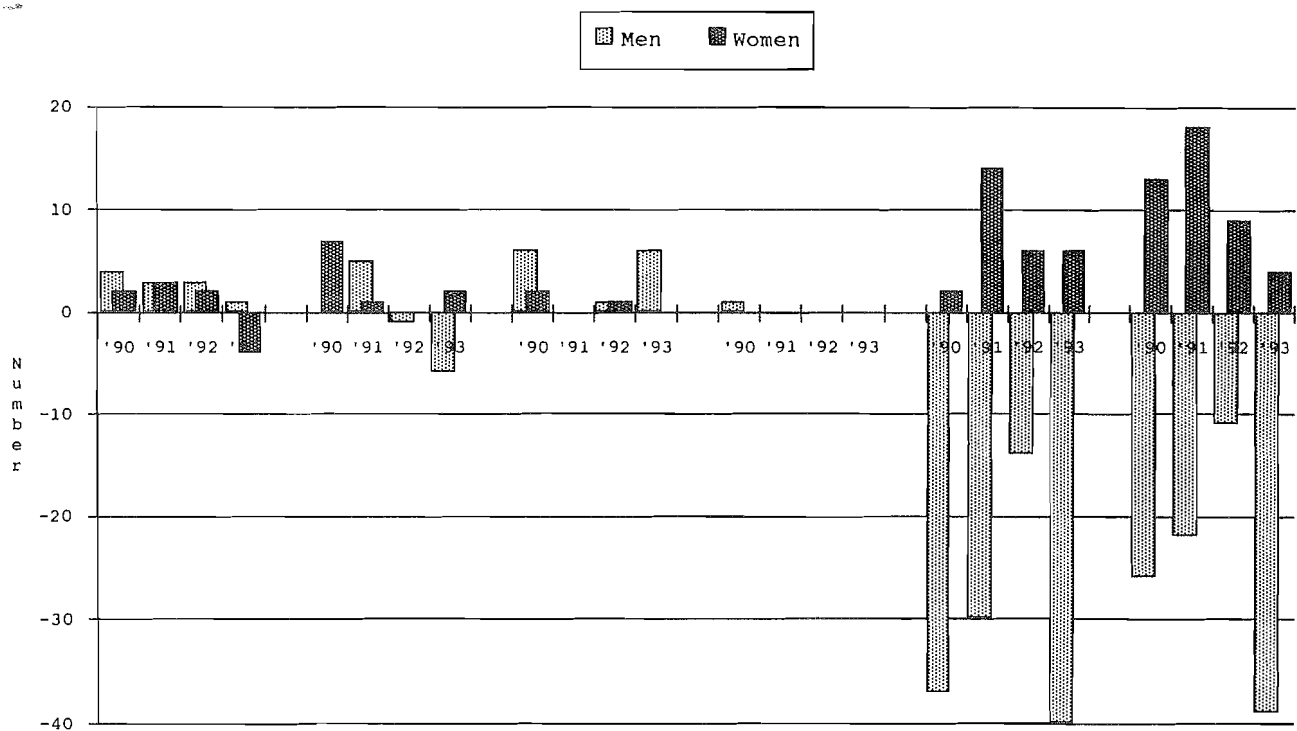


All percents are of the total number of Tenure System new hires for the given year.

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II. Academic Human Resources/Executive Management

Graph II-10

Academic Workforce 1990-93
Tenure System Net Change by Ethnic ID and Gender



SUPPORT HUMAN RESOURCES

During the 1992-93 affirmative action year, the support staff workforce decreased by 83 employees (1.5% of the workforce) from 5,366 to 5,283. Women decreased by 65 from 3,569 to 3,504. Minority representation decreased by only 2 employees from 700 to 698. Women represent 66.3% and minorities represent 13.2% of the workforce. Support staff self-identified handicappers increased by 18 from 106 to 124 (from 2.0% to 2.3% of the workforce).

The support staff job classifications are aggregated into 75 job groups and six reporting categories. These categories are administrative-professional (APA, APSA), clerical technical (CTU-MSU), public safety (FOP), service maintenance (Local 1585), skilled trades (Locals 274, 547, 999) and cooperative extension. Table III-1 lists the 75 job groups and their descriptive titles.

Comparing 1990 and 1993, support staff decreased by 41 (0.8% of the workforce) from 5,324 to 5,283. Minority representation decreased by 11 (from 13.3% to 13.2% of the workforce) from 709 to 698 and representation of women decreased by 32 (from 66.4% to 66.3% of the workforce) from 3,536 to 3,504.

From 1990 to 1993, the category of administrative-professional increased by 131 (from 35.0% to 37.8% of the workforce) from 1,864 to 1,995, and cooperative extension by 20 (from 2.4% to 2.8% of the workforce) from 127 to 147. There were decreases in clerical-technical by 123 employees (from 40.5% to 38.5% of the workforce) from 2,158 to 2,035, public safety by 2 (remaining at 0.7% of the workforce) from 37 to 35, service maintenance decreased by 53 (from 16.3% to 15.4% of the workforce) from 868 to 815, and skilled trades by 14 (from 5.1% to 4.8% of the workforce) from 270 to 256 employees.

Comparing 1990 and 1993, minority representation increased in administrative-professional by 19 employees (from 9.2% to 9.6% of the group) from 172 to 191, cooperative extension increased by 10 (from 41.7% to 42.9% of the group) from 53 to 63 and skilled trades by 2 (from 5.9% to 7.0% of the group) from 16 to 18. Clerical-technical decreased by 7 (from 11.4% to 11.7% of the group) from 246 to 239 and service maintenance decreased by 35 (from 25.0% to 22.3% of the group) from 217 to 182. Public safety remained the same with 5 minorities (from 13.5% to 14.3% of the group).

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III. Support Human Resources

Comparing 1990 and 1993, representation of women increased in administrative-professional by 93 (56.1% to 61.1% of the group) from 1,046 to 1,139, cooperative extension by 12 (from 99.2% to 93.9% of the group) from 126 to 138, and skilled trades by 5 (from 5.2% to 7.4% of the group) from 14 to 19. Decreases occurred in clerical-technical by 101 (from 90.7% to 91.2% of the group) from 1,957 to 1,856 and in service maintenance by 41 (from 43.7% to 41.5% of the group) from 379 to 338. Public safety remained the same with 14 women (from 37.8% to 40.0% of the group).

Comparing 1989-90 and 1992-93, regular new hires decreased by 97 (16.4% of hires) from 593 to 496. Minority new hires decreased by 26 (23.6% of hires) from 110 to 84 and women decreased by 91 (23.2% of hires) from 392 to 301.

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Table III-1

Support Staff Job Group Titles

A1B3	Business Managers	C4A4	Clerical/Medical
A1B4	Business Directors & Managers	C4E1	Science Technical
A1C4	Admin. Assist./Supervisor	C4E2	Science Technical
A1C5	Admin. Assist./Supervisor	C4G1	Creative/Production
A1D3	Admissions/Development	C4H1	Health Care Technicians
A1D4	Admissions/Placement	C4H2	Health Care Technicians
A1E5	Farm Managers	C4I1	Audio. & Electronics Techn.
A1F3	Architect/Engineer	C4J1	Computer Oper./Programmer
A1G3	Public Relations/Production Mgrs.		
A1H5	Health Care Professionals	E610	Extension Program Aide
A1J3	Computer & Data Processing	E620	Extension Program Assistant
A1K2	Housing & Food Serv. Managers		
A1K3	Housing & Food Serv. Managers	F600	Service Officer
A1L2	Protective Service	F610	Public Safety Officer
		F620	Sgt. Protective Service
A2A5	Exec. Secretary/Library Asst.		
A2B1	Business/Personnel/Purchasing	1601	Agriculture & Animal Care
A2B2	Business/Personnel/Purchasing	1602	Agriculture & Animal Care
A2C2	Admin. Assist./Supv./Coord.	1611	Agric. Equipment & Driver
A2C3	Admin. Assist./Supervisor	1612	Agric. Equipment & Driver
A2D1	Admissions/Development/Placement	1621	Cook & Food Service
A2D2	Admissions/Development/Placement	1622	Cook & Food Service
A2E3	Science Professional/Technical	1631	Gardener & Groundskeeper
A2E4	Science Professional/Technical	1632	Gardener & Groundskeeper
A2F1	Architect/Engineer	1641	Lab. Worker & Health Care
A2F2	Architect/Engineer	1642	Lab. Worker & Health Care
A2G2	Editor/Producer/Artist	1651	Custodial & Laundry
A2H3	Health Care	1652	Custodial & Laundry
A2H4	Equipment Technicians	1653	Custodial & Laundry
A2I2	Computer & Data Processing	1661	Equipment Maintenance
A2J2	Computer & Data Processing	1662	Equipment Maintenance
A2K1	Housing & Food Serv. Coord.	1671	Stockhand. & Athletic Eqp.
A2L1	Protective & Public Services	1672	Stockhand. & Athletic Eqp.
		1681	Fabric Workers
C3A1	Clerical, levels 3-6	1682	Fabric Wkrs. & Pest Wkrs.
C3A2	Clerical, levels 6-9	1691	Caretaker
C3A3	Clerical, levels 9-10		
C3C1	Clerical/Coordinator, levels 8-11	2600	Stage Manager
		5610	Power Plant
		5620	Power Plant
		9501	Physical Plant
		9502	Research/Instrmnt. Maker
		9503	Printing

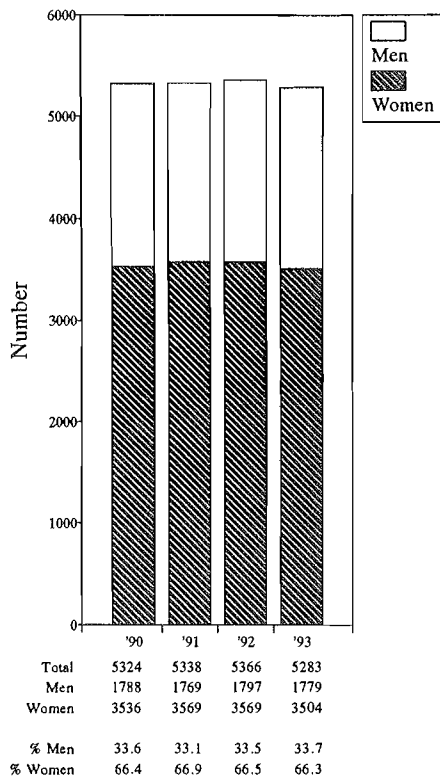
How many job groups are utilized?

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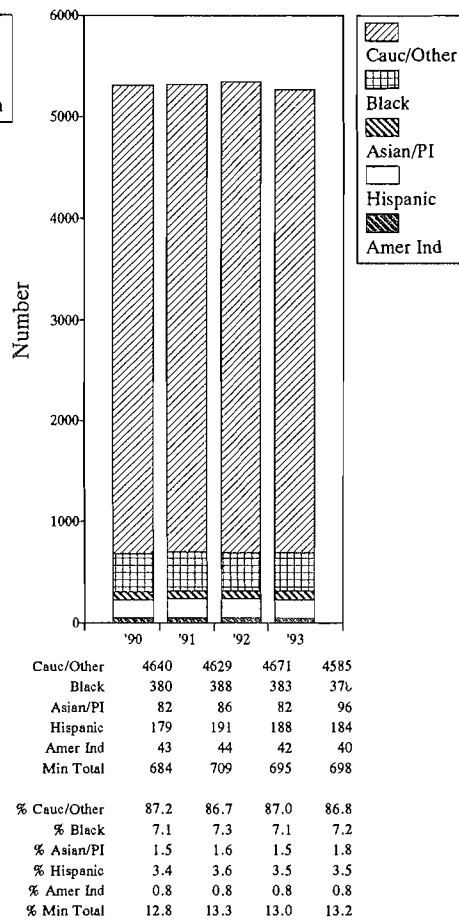
Graph III-1

Support Staff Workforce 1990-93

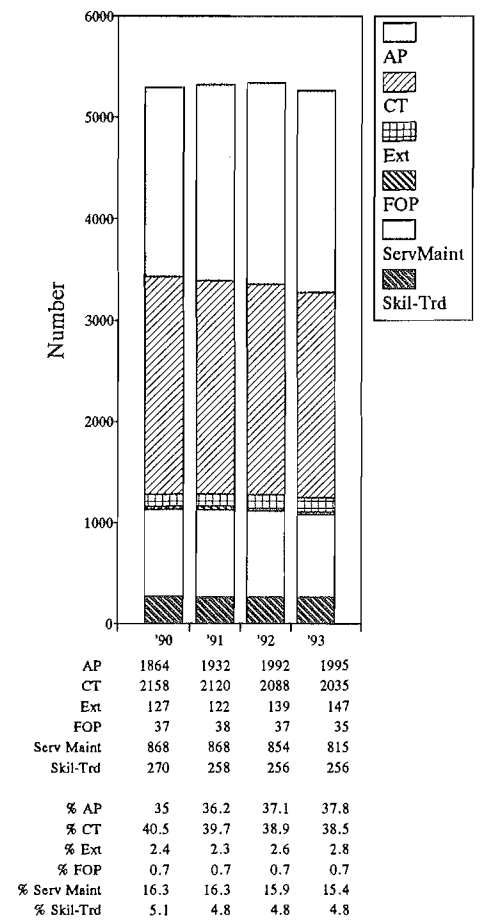
By Gender



By Ethnic ID



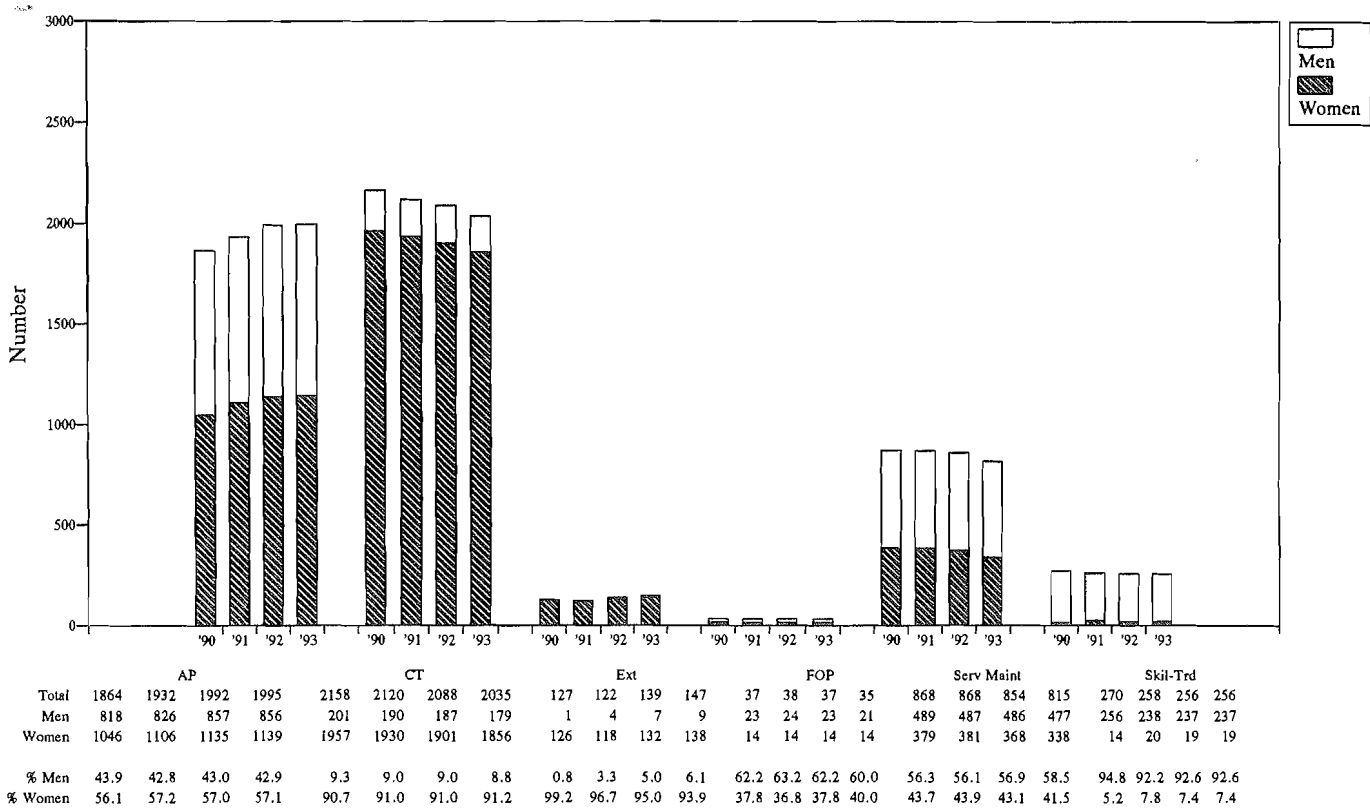
By Employment Category



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Graph III-2

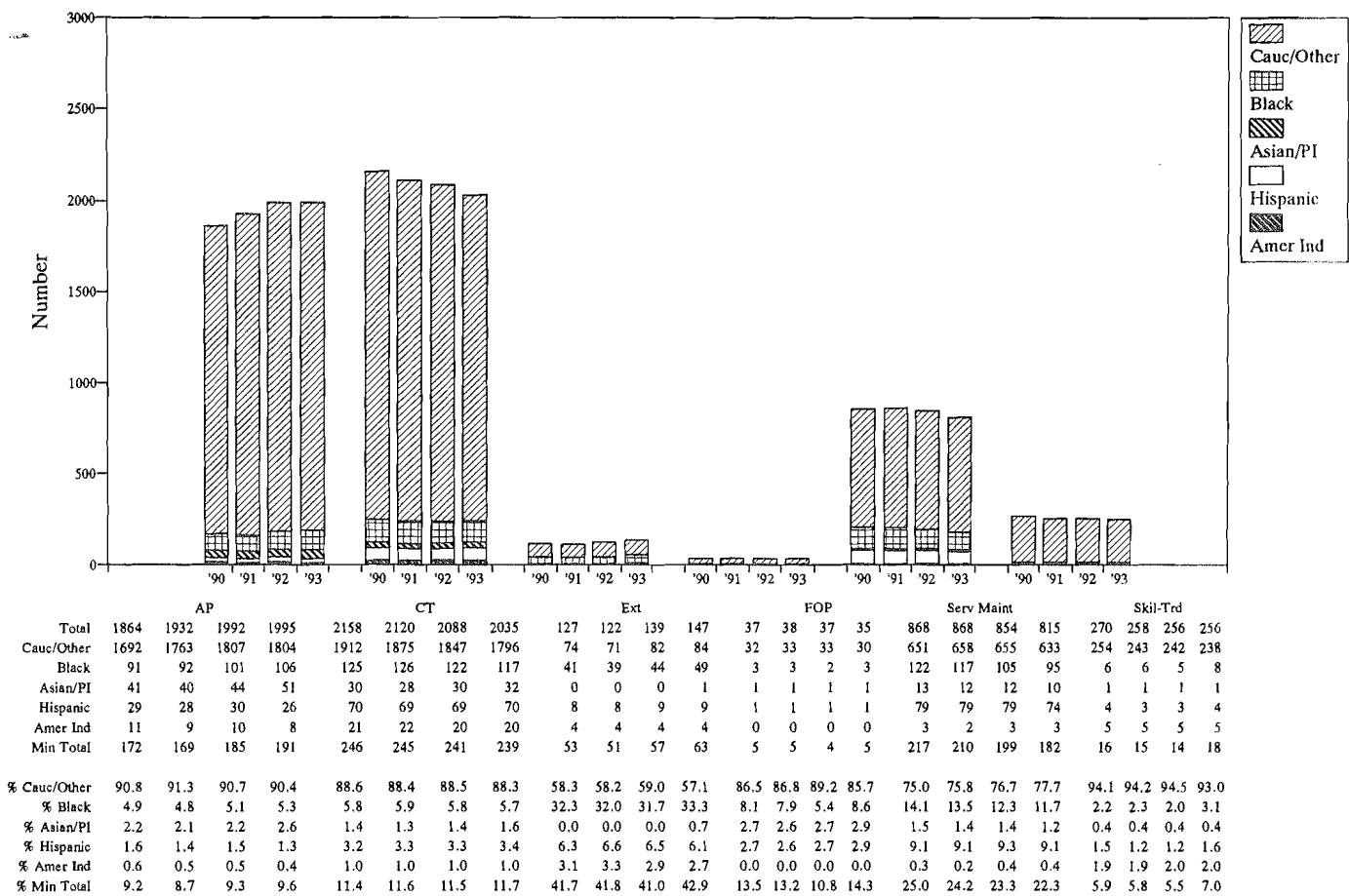
Support Staff Workforce 1990-93
By Employment Category and Gender



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Graph III-3

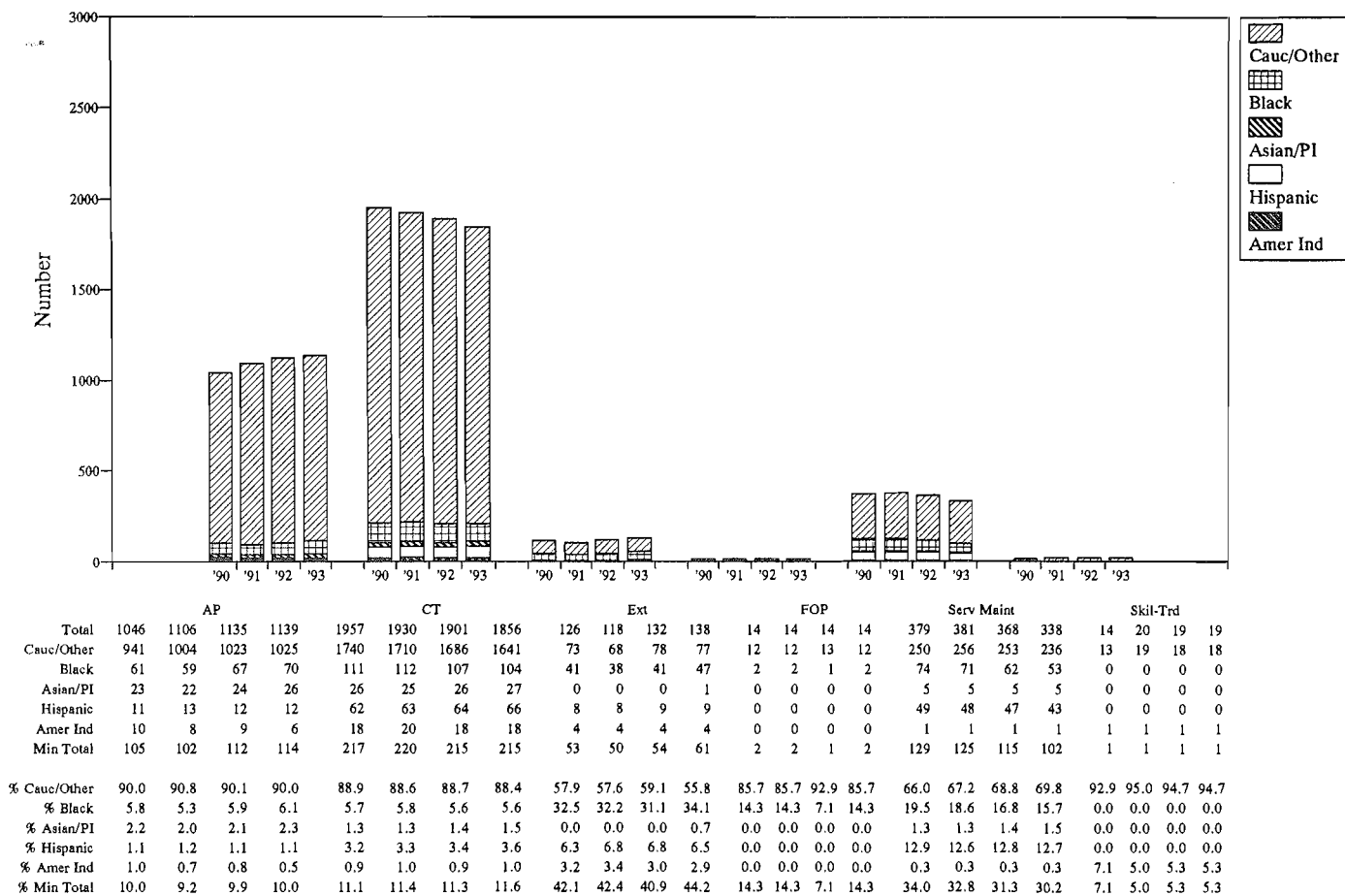
Support Staff Workforce 1990-93
By Employment Category and Ethnic ID



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Graph III-4

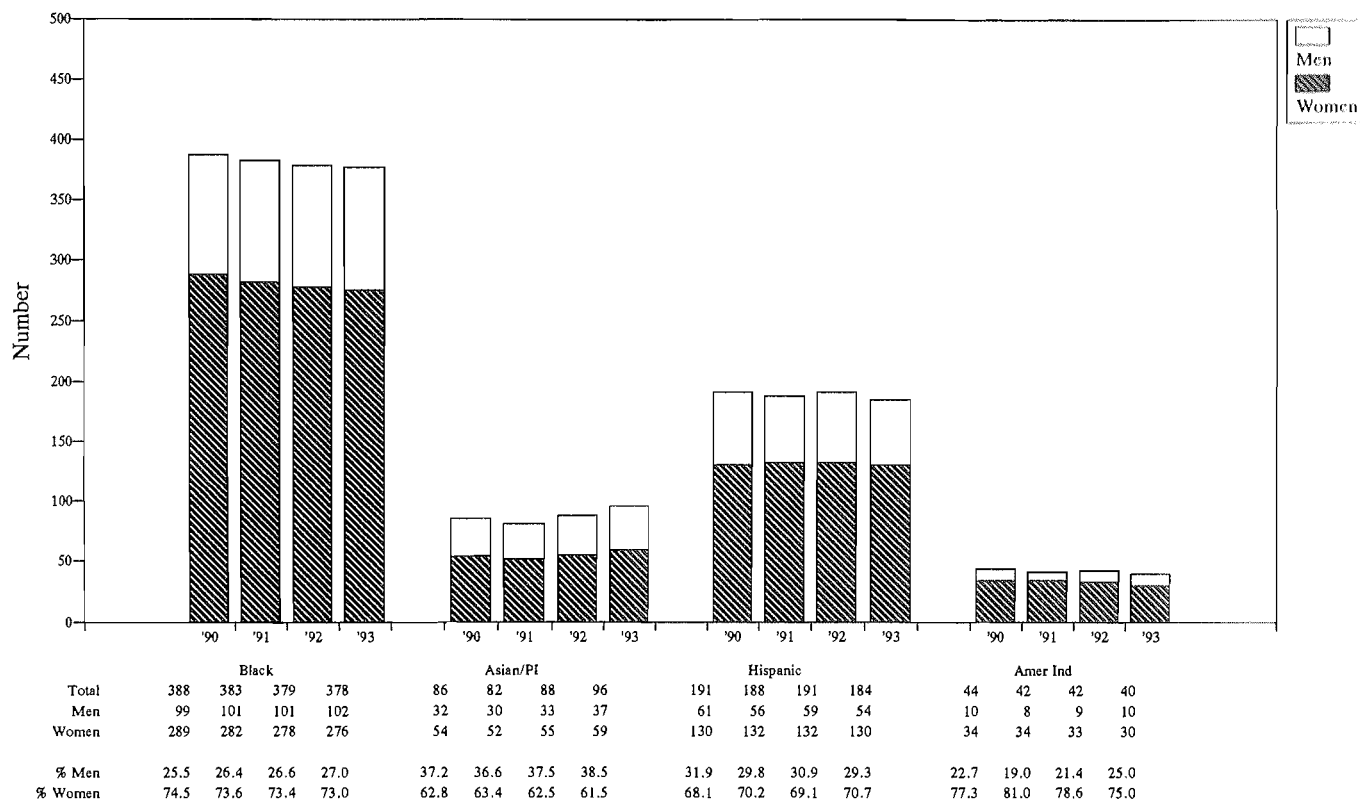
Support Staff Workforce 1990-93
Women by Employment Category and Ethnic ID



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Graph III-5

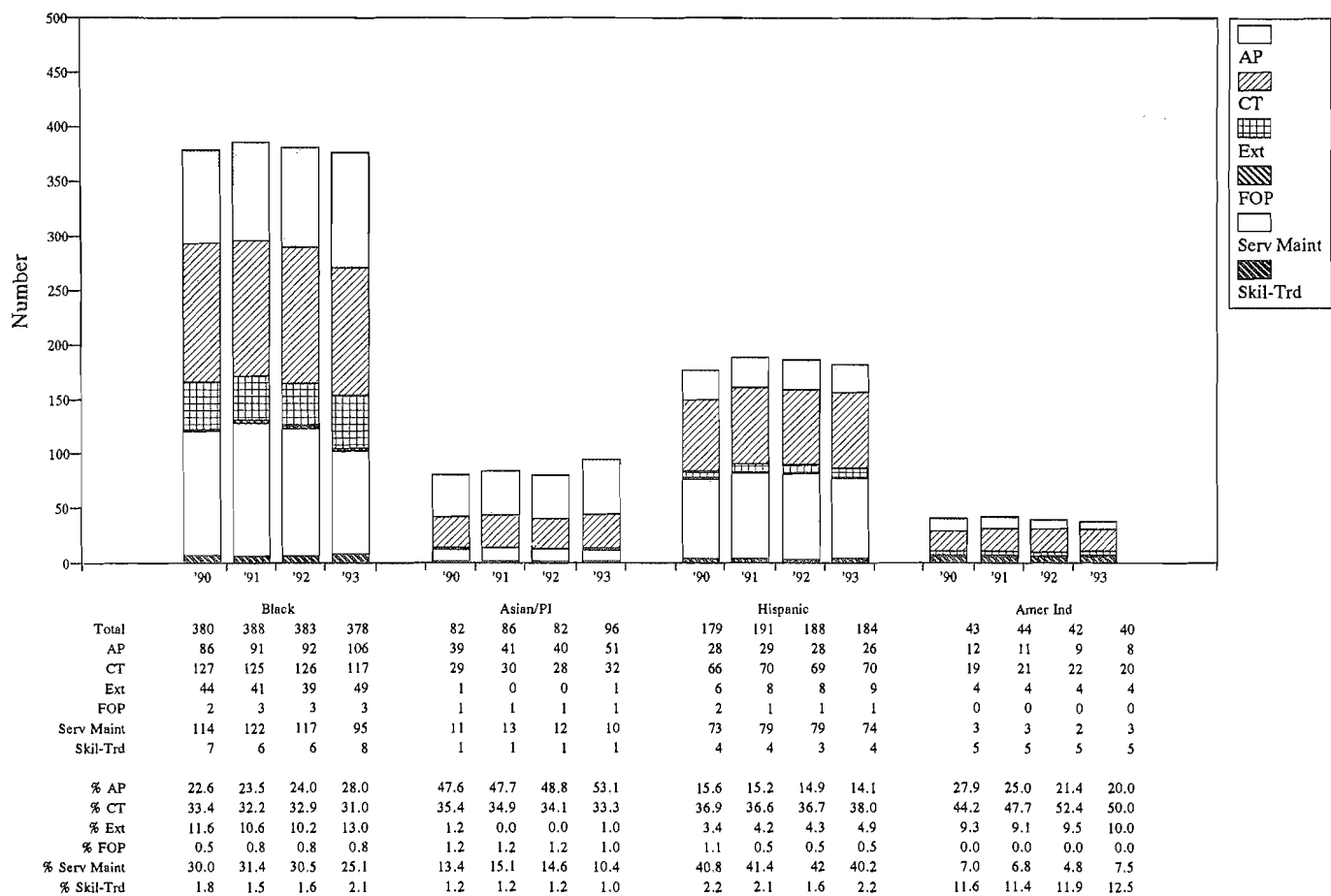
Support Staff Workforce 1990-93
Minorities by Ethnic ID and Gender



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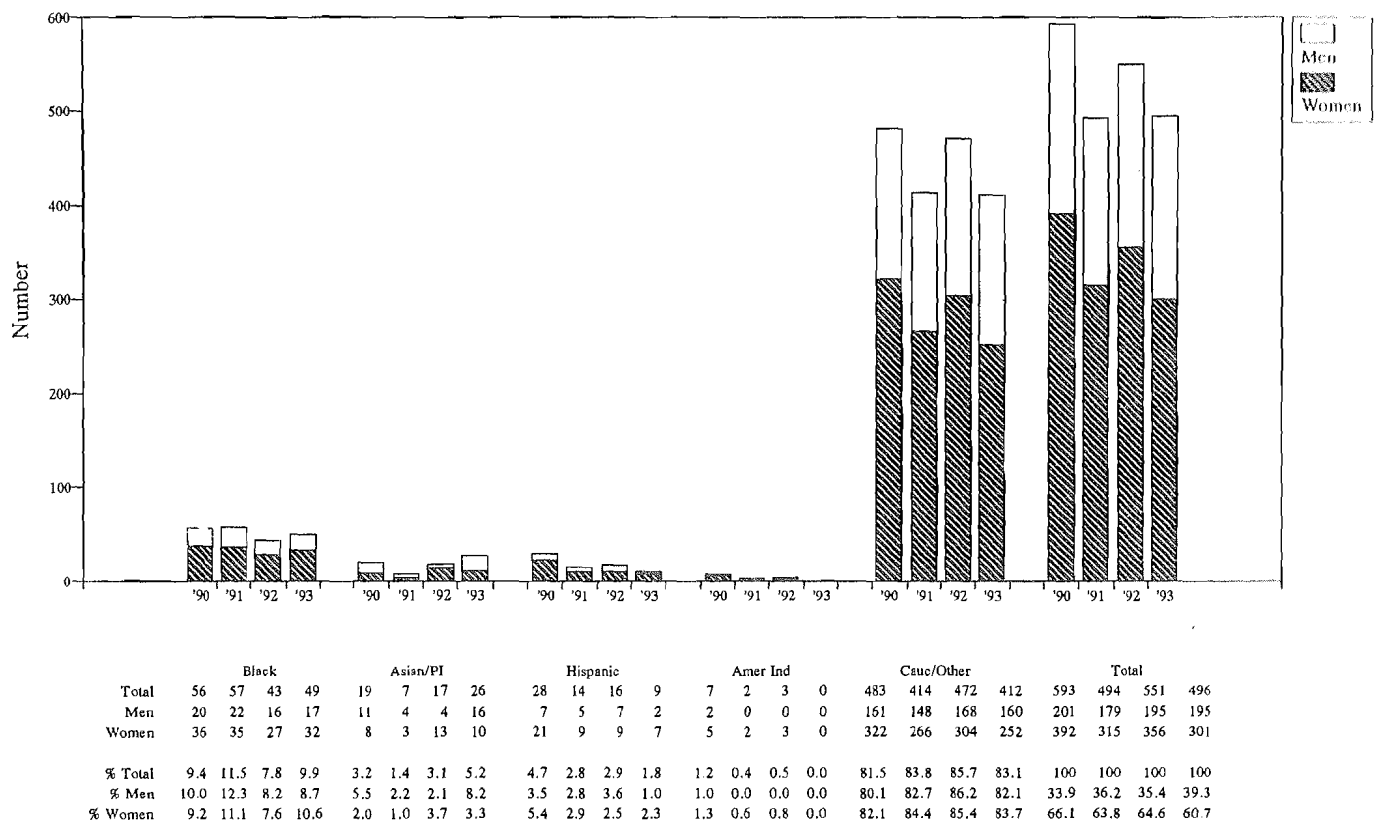
Graph III-6

Support Staff Workforce 1990-93
 Minorities by Employment Category and Ethnic ID



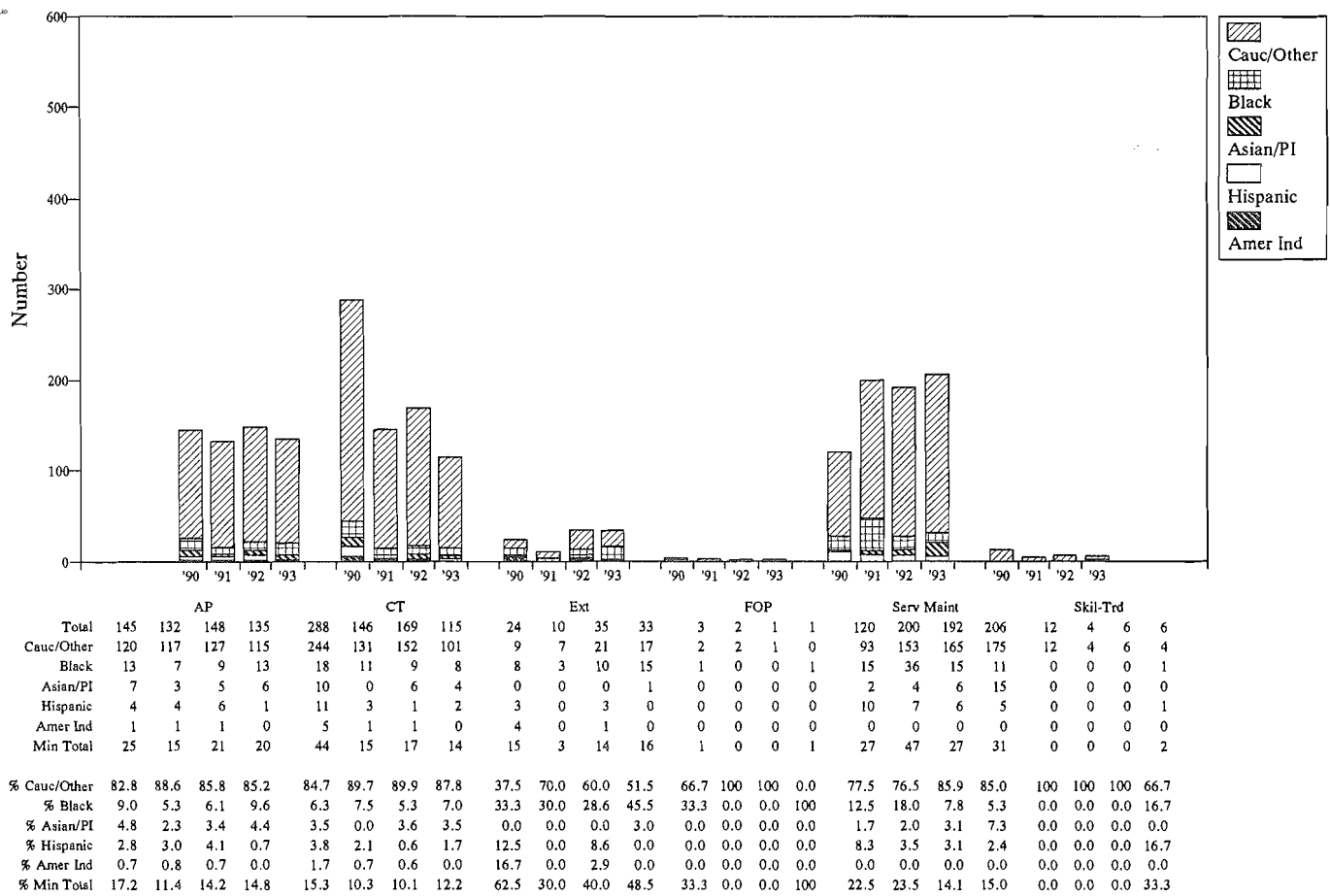
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Graph III-7
Support Staff Workforce 1990-93
Regular New Hires by Ethnic ID and Gender



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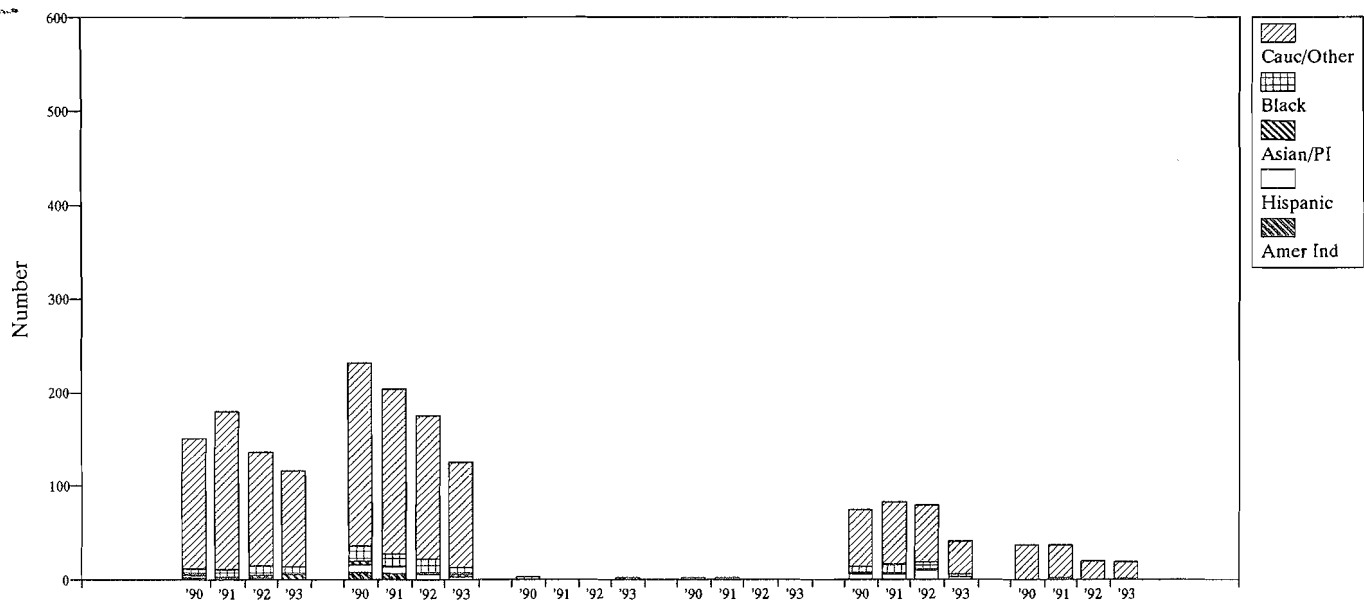
Graph III-8
Support Staff Workforce 1990-93
Regular New Hires by Employment Category and Ethnic ID



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Graph III-9

Support Staff Workforce 1990-93
Promotions by Employment Category and Ethnic ID



	AP				CT				Ext				FOP				Serv Maint				Skil-Trd			
Total	151	180	136	116	232	204	175	125	2	0	0	1	1	1	0	0	74	82	79	41	37	38	19	19
Cauc/Other	140	170	122	103	197	177	154	113	2	0	0	1	1	1	0	0	61	66	61	35	36	35	19	18
Black	6	8	10	8	16	13	14	7	0	0	0	0	0	0	0	0	6	10	8	3	0	0	0	0
Asian/PI	1	1	3	5	4	1	2	3	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	1
Hispanic	3	1	1	0	8	7	5	2	0	0	0	0	0	0	0	0	5	5	9	3	0	2	0	0
Amer Ind	1	0	0	0	7	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
Min Total	11	10	14	13	35	27	21	12	0	0	0	0	0	0	0	0	13	16	18	6	1	3	0	1
% Cauc/Other	92.7	94.4	89.7	88.8	84.9	86.8	88.0	90.4	100	0.0	0.0	100	100	100	0.0	0.0	82.4	80.5	77.2	85.4	97.3	92.1	100	94.7
% Black	4.0	4.4	7.4	6.9	6.9	6.4	8.0	5.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.1	12.2	10.1	7.3	0.0	0.0	0.0	0.0
% Asian/PI	0.7	0.6	2.2	4.3	1.7	0.5	1.1	2.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.7	1.2	1.3	0.0	0.0	0.0	0.0	5.3
% Hispanic	2.0	0.6	0.7	0.0	3.4	3.4	2.9	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.8	6.1	11.4	7.3	0.0	5.3	0.0	0.0
% Amer Ind	0.7	0.0	0.0	0.0	3.0	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.7	2.6	0.0	0.0	0.0
% Min Total	7.3	5.6	10.3	11.2	15.1	13.2	12.0	9.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	17.6	19.5	22.8	14.6	2.7	7.9	0.0	5.3

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STUDENTS

Admission Trends

Freshman

Applications were up for every minority ethnic category in 1993, as were offers of admission. Ultimately, a record number of minority freshmen enrolled at MSU in the Fall of 1993, representing 17.2% of the enrolling class. Enrollment of Black students as freshmen rose by 6.68%; Hispanic freshman enrollment grew to a record level with an increase of 42.71%; American Indian/Alaskan Native enrollments reached a record freshman level with an increase of 120%; and Asian/Pacific Islander enrollment grew to a record 275 with an increase of 34.8%.

Transfer

Applications among minority transfer students grew in all areas except Black. Offers of admission and final enrollments, however, grew among all minority categories.

Graduate

While the applications for minority students grew in all minority categories, the final enrollment outcomes drifted downward in two categories for the first time in several years. Enrollment of Black new graduate students dropped by 5.81%, while the enrollment of new Hispanic graduate students dropped by 31.7%.

Table IV-1

Student Admission Trends, 1990-91, 1991-92, 1992-93

	APPLICATIONS					ADMISSIONS					ENROLLMENTS				
	1990	1991	1992	1993	% OF CHANGE	1990	1991	1992	1993	% OF CHANGE	1990	1991	1992	1993	% OF CHANGE
FRESHMEN															
Caucasian	14895	14723	14222	14012	-1.48%	12854	11929	11900	11982	0.69%	5294	5313	5019	4996	-0.46%
Black	1850	1876	1859	2063	10.97%	1208	1320	1304	1486	13.96%	509	501	509	543	6.68%
Hispanic	431	485	483	537	11.18%	340	347	397	456	14.86%	108	124	96	137	42.71%
Amer.Indian/Alaskan Nat.	83	96	90	116	28.89%	60	72	73	98	34.25%	36	32	20	44	120.00%
Asian/Pacific Islander	747	833	843	889	5.46%	477	593	693	789	13.85%	196	230	204	275	34.80%
Other/No Resp./Foreign	739	851	916	541	-40.94%	332	391	509	230	-54.81%	91	127	218	95	-56.42%
TOTAL	18745	18864	18413	18158	-1.38%	15271	14652	14876	15041	1.11%	6234	6327	6066	6090	0.40%
TRANSFER STUDENTS															
Caucasian	4334	3943	3950	3935	-0.38%	2357	2114	2033	2355	15.84%	1542	1470	1478	1643	11.16%
Black	216	250	308	288	-6.49%	69	59	93	108	16.13%	42	45	62	74	19.35%
Hispanic	93	97	99	119	20.20%	43	46	42	71	69.05%	30	34	31	44	41.94%
Amer.Indian/Alaskan Nat.	25	28	32	37	15.63%	9	9	11	13	18.18%	7	7	6	9	50.00%
Asian/Pacific Islander	116	130	110	143	30.00%	38	44	50	83	66.00%	36	39	29	62	113.79%
Other/No Resp./Foreign	451	482	525	490	-6.67%	142	136	159	174	9.43%	76	83	93	99	6.45%
TOTAL	5235	4930	5024	5012	-0.24%	2658	2408	2388	2804	17.42%	1733	1678	1699	1931	13.66%
GRADUATE STUDENTS															
Caucasian	3213	3631	3756	3833	2.05%	1673	1713	1896	1874	-1.16%	1021	994	1015	895	-11.82%
Black	236	299	333	355	6.61%	99	118	146	148	1.37%	73	92	86	81	-5.81%
Hispanic	79	100	116	135	16.38%	31	43	64	52	-18.75%	29	36	41	28	-31.71%
Amer.Indian/Alaskan Nat.	14	10	22	24	9.09%	6	13	11	16	45.45%	5	2	4	8	100.00%
Asian/Pacific Islander	128	147	150	202	34.67%	44	56	56	83	48.21%	38	34	22	46	109.09%
Other/No Resp./Foreign	3663	4168	3822	4133	8.14%	818	803	722	778	7.76%	555	496	377	380	0.80%
TOTAL	7333	8355	8199	8682	5.89%	2671	2746	2895	2951	1.93%	1721	1654	1545	1438	-6.93%

Enrollment

Enrollment data for the past decade indicate changing enrollment patterns of minority students on the East Lansing campus. Minority student enrollment of 5,310 for Fall semester 1993 represented 14.2% of the affirmative action* total of 37,337. 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, 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 percent of all students has continued to increase.

Minority undergraduate enrollment increased to 4,301 in Fall 1993 from 3,963 in Fall 1992 and represented a percentage increase of 8.5%. The total minority student population in 1992 (4,821) represented 12.8% of the affirmative action population; this year's total minority student population of 5,310 represents 14.2% of the affirmative action population.

Minority graduate enrollment increased numerically in Fall 1993 to 1,009 from 858 in Fall 1992. This represents a 17.5% increase in the number of minority graduate students at Michigan State University.

Females as a percent of the University student population have increased from 48.4% in Fall 1982 to 51.3% in Fall 1993. Moreover, female graduate students reached a new high of 50.4% of the University's total graduate student enrollment.

* In order to provide a more accurate portrayal of enrollment patterns of female and minority students, nonresident alien students have been excluded from the "affirmative action totals", but included in the "University totals".

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Table IV-2
Fall Total Enrollments by College
(International Students Reported Separately)

<u>College</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>
Agr. & Nat. Resources	2813	2772	2820	2754	2822	3000	3258	3391	3294	3059
Arts and Letters	2016	2135	2498	2783	2917	3016	3060	3107	2934	2836
Broad Coll. of Bus.	6827	7108	7334	7423	7767	7833	7184	6169	5311	4990
Comm. Arts and Sci.	3981	4041	3977	4078	4212	3944	3583	3164	2853	2597
Education	2002	2387	2643	2535	2372	2346	2297	2362	2271	2039
Engineering	4341	4129	4010	3711	3585	3625	3739	3806	3791	3752
Human Ecology	1507	1578	1528	1599	1516	1409	1319	1296	1237	1221
Human Medicine	460	478	471	455	458	456	455	470	478	500
James Madison	929	1024	1027	1005	1028	1031	1063	1054	980	1065
Natural Science	4568	4266	4085	3830	3778	3836	4085	4257	4280	4559
Nursing	652	535	472	436	388	366	428	486	631	718
Osteopathic Medicine	514	511	512	520	526	517	530	523	521	541
Social Science	3668	3726	3919	4299	4685	5156	5607	5748	5514	5252
Veterinary Medicine	898	859	843	790	788	759	774	778	796	907
No Preference	2681	2923	3103	3209	3155	2768	2548	2554	1968	2229
Unclassified/Lifelong Education	519	539	578	489	458	490	530	509	866	1072
Postdoctoral Students	-	-	-	-	-	-	-	42	-	-
AFF. ACTION TOTAL	38376	39011	39820	39916	40455	40552	40460	39716	37725	37337
Plus: Int'l Students	1853	1984	2051	2148	2201	2270	2282	2372	2322	2406
UNIVERSITY TOTAL	40272	41032	41897	42096	42695	42866	42785	42088	40047	39743

*Includes undergraduate, graduate, and graduate-professional.

Source: Office of the Registrar - official enrollment figures.
Office of Planning and Budgets Minority Census

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IV. Students

Table IV-3

Minority Student Enrollment Data
East Lansing Campus
Fall Terms

	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 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
International	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		FTUN	TUG	OGR							
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	128	61	199	339	259	858	106	47	48
International	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
FALL 1993 (Semester)																			
Am. Ind./Alas. Nat.	202	.51	120	61	31	30	33	0	155	44	9	8	11	14	14	47	5	3	4
Black	2957	7.44	1824	984	525	512	442	7	2470	543	74	55	83	176	173	487	62	19	17
Hispanic	834	2.10	422	184	119	164	144	4	615	137	44	13	54	79	73	219	22	6	18
Chicano	269	.68	150	61	36	61	42	1	201	50	10	5	20	26	17	68	7	1	5
Other Hispanic	565	1.42	272	123	83	103	102	3	414	87	34	8	34	53	56	151	15	5	13
Asian/Pacific Is.	1317	3.31	620	383	231	232	208	7	1061	275	62	22	84	87	63	256	34	12	24
MINORITY TOTAL	5310	13.36	2986	1612	906	938	837	18	4301	999	189	98	232	356	323	1009	123	40	63
International	2406	6.05	913	139	90	120	95	88	532	70	70	64	9	749	1052	1874	209	145	1
No Response	374	.94	174	51	87	55	50	19	262	23	26	58	7	31	16	112	17	8	7
Other	6	.02	3	2	2	0	1	0	5	2	3	0	0	1	0	1	1	0	0
White	31647	79.63	16303	7009	5977	6569	5996	109	25660	4996	1643	788	1157	2459	1583	5987	705	190	275
TOTAL ON-CAMPUS	39743	100.00	20379	8813	7062	7682	6969	234	30760	6090	1931	1008	1405	3596	2974	8983	1055	383	346

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. FTUN is first time academic level of UN, similar to FTDCU of previous years. Other Undergraduate (OUG) includes ELC and LU. Other Graduate (OGR) includes LG and PD students.

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Table IV-4
Total Fall Minority Enrollment by College¹

College ²	1984		1985		1986		1987		1988		1989		1990		1991		1992		1993	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res	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	282	5.3
Arts & Letters	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	359	6.8
Broad Coll. of Business	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	741	14.0
Comm. Arts/Sci	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	352	6.6
Education	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	261	4.9
Engineering	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	691	13.0
Human Ecology	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	165	3.1
Human Medicine	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	122	2.3
James Madison	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	132	2.5
Natural Sci.	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	744	14.0
Nursing	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	116	2.2
Osteo. Medicine	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	94	1.8
Social Science	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	784	14.8
Vet. Medicine	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	87	1.6
No Preference	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	273	5.1
Unclass.-LLE	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	107	2.0
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	0.0	-	-
TOTAL	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	5310	100.0

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

Source: Minority Census, Office of Planning and Budgets.

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Table IV-5
Total Enrollment of Women and Percent by College
Fall Terms

College	1985		1986		1987		1988		1989		1990		1991		1992		1993	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	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	1,071	35.0
Arts & Letters	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	1,658	58.5
Broad Coll. of Business	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	2,051	41.1
Comm. Arts/Sci.	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	1,692	65.2
Education	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	1,516	74.4
Engineering	882	21.4	854	21.3	772	20.8	732	20.4	786	21.7	816	21.8	851	22.4	900	22.3	895	23.9
Human Ecology	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	1,133	92.8
Human Medicine	223	46.7	226	48.0	219	48.1	232	50.7	222	48.7	223	49.0	232	49.4	229	46.4	228	45.6
James Madison	528	51.6	528	51.4	527	52.4	535	52.0	555	53.8	580	54.6	577	54.7	537	54.7	593	55.7
Natural Sci.	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	2,196	48.2
Nursing	519	97.0	462	98.0	420	96.3	370	95.4	347	94.8	399	93.2	452	93.0	581	91.4	654	91.1
Osteo. Medicine	190	37.2	185	36.1	191	36.7	196	37.3	194	37.5	208	39.2	194	37.1	206	38.2	219	40.5
Social Science	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	2,987	56.9
Vet. Medicine	501	58.3	521	61.8	505	63.9	516	65.5	506	66.7	527	68.1	530	68.1	570	70.6	658	72.5
No Preference	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	1,216	54.6
Unclassified	<u>319</u>	<u>59.2</u>	<u>352</u>	<u>60.9</u>	<u>311</u>	<u>63.6</u>	<u>268</u>	<u>58.5</u>	<u>287</u>	<u>58.6</u>	<u>319</u>	<u>60.2</u>	<u>325</u>	<u>63.9</u>	<u>522</u>	<u>57.5</u>	<u>699</u>	<u>6.4</u>
AFF. AC. TOTAL	19,830		20,561		20,651		21,010		21,107		21,020		20,545		19,666		19,466	
Plus:																		
International	546		568		618		672		770		817		880		876		913	
Postdoc.	<u>23</u>		<u>9</u>		<u>8</u>		<u>12</u>		<u>18</u>		<u>19</u>		<u>24</u>		<u>-</u>		<u>-</u>	
UNIV. TOTAL	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	20,379	51.3

Source: Office of Planning and Budgets, Minority Census

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Table IV-6

Graduate Minority Students Fall Terms Number and Percent

College	1989					1990					1991					1992					1993				
	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	21	19	-	407	9.8	21	18	-	389	10.0	25	30	-	418	13.2	29	32	-	479	12.7	25	41	-	473	14.0
Arts & Letters	26	22	-	498	9.6	30	29	-	588	10.0	36	31	-	616	10.9	34	39	-	632	11.6	40	48	-	650	13.5
Broad Coll. of Business	50	9	-	614	9.6	64	9	-	671	10.9	62	13	-	659	11.4	45	12	-	499	11.4	41	18	-	426	13.8
Comm. Arts & Sci.	23	10	-	238	13.9	24	12	-	243	14.8	37	17	-	260	20.8	42	13	-	319	17.2	35	17	-	300	17.3
Education	46	62	-	983	11.0	47	53	-	925	10.8	58	55	-	967	11.7	59	55	-	984	11.6	61	68	-	873	14.8
Engineering	21	11	-	241	13.3	23	12	-	261	13.4	28	15	-	292	14.7	34	13	-	328	14.3	43	24	-	336	19.9
Human Ecology	14	7	-	163	12.9	11	6	-	143	11.9	14	11	-	148	16.9	10	9	-	156	12.2	13	12	-	152	16.4
Human Medicine	-	2	89	456	20.0	-	1	100	455	22.2	-	1	100	470	21.5	2	1	109	478	23.4	2	1	116	500	23.8
Natural Science	11	29	-	510	7.8	10	36	-	491	9.4	14	37	-	509	10.0	15	39	-	552	9.8	15	44	-	555	10.6
Nursing	5	-	-	44	11.4	4	-	-	46	8.7	6	-	-	56	10.7	6	-	-	84	7.1	5	-	-	115	4.3
Osteo. Medicine	1	2	72	517	14.5	-	3	80	530	15.7	1	2	83	523	16.4	3	-	71	520	14.2	-	-	94	541	17.4
Social Science	48	23	-	661	10.7	65	23	-	653	13.5	58	24	-	692	11.8	60	37	-	728	13.3	75	42	-	804	7.1
Veterinary Medicine	2	4	19	425	5.9	-	6	15	433	4.8	-	6	15	426	4.9	-	9	19	431	6.5	1	8	22	455	6.8
Unclass.-LLE	34	-	-	401	8.5	31	-	-	440	7.0	42	-	-	422	10.0	61	-	-	748	8.2	-	92	-	929	9.9
Postdoc.Min.	-	-	-	-	-	-	-	-	-	-	-	8	-	42	19.0	-	-	-	2	0.0	-	-	-	-	-
AFF. ACTION TOTAL	302	200	180	6158	11.1	330	208	195	6268	11.7	381	250	198	6500	12.8	400	259	199	6940	12.4	296	421	132	7109	12.1
Plus:																									
Internat'l Students				1835					1840					1904					1859						1874
Postdoc. Students																									
UNIVERSITY TOTAL	302	200	180	8037	8.5	330	208	195	8151	8.9	381	250	198	8404	9.9	400	259	199	8799	9.8	296	421	132	8983	9.5

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

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Table IV-7

Black Fall Enrollment and Percent by College¹

College ²	1984		1985		1986		1987		1988		1989		1990		1991		1992		1993	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	141	74.2	166	74.1	191	77.3	203	74.1	187	71.4	185	68.5	197	61.4	233	62.6	214	62.2	162	57.5
Arts & Letters	79	64.2	87	65.9	100	63.3	101	54.9	112	51.9	105	53.6	116	50.9	134	51.7	137	48.2	170	47.4
Broad Coll. of Business	331	69.8	365	71.0	417	70.3	448	68.4	527	66.9	583	65.2	550	64.0	504	62.4	450	62.7	465	62.7
Comm. Arts/Sci	309	83.7	310	78.1	292	75.6	274	71.7	314	71.7	297	69.4	279	64.7	253	61.7	220	61.6	209	59.4
Education	102	62.2	116	64.1	115	61.8	107	63.3	113	64.9	126	64.6	130	58.8	152	62.0	157	60.4	163	62.5
Engineering	345	67.9	346	68.8	342	66.5	364	65.8	386	65.8	414	66.3	445	65.9	417	62.7	409	63.1	416	60.2
Human Ecology	89	74.8	85	72.6	77	69.4	87	64.9	81	63.8	92	62.2	80	61.5	86	59.7	86	56.6	96	58.2
Human Medicine	42	46.1	51	52.0	59	57.8	55	55.6	46	51.7	44	48.4	51	50.5	50	49.5	59	52.2	59	48.4
James Madison	56	74.7	58	63.0	56	63.6	49	58.3	47	55.3	58	59.8	67	60.4	54	51.4	53	54.1	71	53.8
Natural Sci.	304	59.7	264	55.7	270	57.6	246	55.3	256	55.2	274	56.8	301	54.8	329	52.9	312	49.4	349	46.9
Nursing	64	71.1	44	71.0	38	73.1	33	71.7	30	62.5	31	56.4	45	64.3	44	57.1	48	52.7	65	56.0
Osteo. Medicine	29	43.3	27	36.0	24	32.4	23	30.3	26	31.3	21	28.0	26	31.3	25	29.1	18	24.3	21	22.3
Social Science	317	73.4	304	73.6	290	68.4	310	68.0	369	69.0	432	69.0	477	68.7	496	66.4	468	63.2	479	61.1
Vet. Medicine	32	56.1	29	53.7	26	53.1	26	55.3	28	51.9	25	49.0	33	50.8	33	47.8	30	48.4	38	43.7
No Preference	164	72.3	180	66.9	173	67.1	160	64.8	169	59.9	156	58.9	122	54.0	109	44.1	96	54.5	136	49.8
Unclass.-LLE	12	60.0	21	52.5	18	66.7	12	54.5	12	48.0	22	46.8	25	54.3	28	51.9	42	57.5	58	54.2
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	37.5	-	-	-	-
TOTAL	2416		2453		2488		2498		2703		2865		2944		2950		2799		2957	

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 IV3.

The percentages indicate the percent of Black enrollment relative to total minority enrollment within each college (Table IV3). Percentage figures indicated in Tables IV6 through IV9 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.

Source: Minority Census, Office of Planning and Budgets

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Table IV-8
Asian/Pacific Islander Fall Enrollment and Percent by College¹

College ²	1984		1985		1986		1987		1988		1989		1990		1991		1992		1993	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	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	51	18.1
Arts & Letters	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	84	23.4
Broad Coll. of Business	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	174	23.5
Comm. Arts/Sci	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	59	16.8
Education	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	33	12.6
Engineering	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	201	29.1
Human Ecology	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	41	24.9
Human Medicine	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	29	23.8
James Madison	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	29	22.0
Natural Sci.	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	270	36.3
Nursing	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	34	29.3
Osteo. Medicine	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	47	50.0
Social Science	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	136	17.3
Vet. Medicine	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	14	16.1
No Preference	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	85	31.1
Unclass.-LLE	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	26	24.3
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	515		582		632		718		797		858		970		1110		1089		1317	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table IV3.

The percentages indicate the percent of Asian/Pacific Islander enrollment relative to total minority enrollment within each college (Table IV3).

²Percentage figures indicated in Tables IV6 through IV9 will total to 100% for each college.

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.

Source: Minority Census, Office of Planning and Budgets

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Table IV-9
Hispanic Fall Enrollment and Percent by College¹

College ²	1984		1985		1986		1987		1988		1989		1990		1991		1992		1993	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	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	52	18.4
Arts & Letters	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	84	23.4
Broad Coll. of Business	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	82	11.1
Comm. Arts/Sci	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	73	20.7
Education	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	49	18.8
Engineering	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	61	8.8
Human Ecology	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	21	12.7
Human Medicine	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	24	19.7
James Madison	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	26	19.7
Natural Sci.	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	102	13.7
Nursing	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	14	12.1
Osteo. Medicine	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	23	24.5
Social Science	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	141	18.0
Vet. Medicine	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	28	32.2
No Preference	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	39	14.3
Unclass.-LLE	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	15	14.0
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	50.0	-	-
TOTAL	460		483		495		522		612		661		700		761		764		834	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table IV3.

The percentages indicate the percent of Hispanic enrollment relative to total minority enrollment within each college (Table IV3). Percentage figures indicated in Tables IV6 through IV9 will total to 100% for each college.

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

Source: Minority Census, Office of Planning and Budgets

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Table IV-10
Native American Fall Enrollment and Percent by College¹

College ²	1984		1985		1986		1987		1988		1989		1990		1991		1992		1993	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ag. & Nat. Res.	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	17	6.0
Arts & Letters	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	21	5.8
Broad Coll. of Business	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	20	2.7
Comm. Arts/Sci	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	11	3.1
Education	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	16	6.1
Engineering	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	13	1.9
Human Ecology	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	7	4.2
Human Medicine	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	6	4.9
James Madison	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	6	4.5
Natural Sci.	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	23	3.1
Nursing	3	3.3	2	3.2			2	4.3	5	10.4	4	7.3	4	5.7	5	6.5	3	3.3	3	2.6
Osteo. Medicine	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	3	3.2
Social Science	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	28	3.6
Vet. Medicine	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	7	8.0
No Preference	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	13	4.8
Unclass.-LLE	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	8	7.5
Postdoctoral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12.5	-	-
TOTAL	124		127		123		135		145		160		196		202		169		202	

¹Includes U.S. undergraduate, graduate, and graduate-professional students only. Percentages refer to percent of total minorities for each corresponding value shown on Table IV3.

The percentages indicate the percent of Native American enrollment relative to total minority enrollment within each college (Table IV3).

²Percentage figures indicated in Tables IV6 through IV9 will total to 100% for each college.

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.

Source: Minority Census, Office of Planning and Budgets.

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Table IV-11
Undergraduate and Graduate Minority Students

	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>
<u>UNDERGRADUATE</u>												
American Indian/ Alaskan Native	77	85	83	89	97	109	122	131	164	165	138	155
Black	2030	2071	2107	2135	2191	2211	2409	2542	2599	2542	2362	2470
Hispanic	290	314	333	349	347	364	459	507	538	584	568	615
Asian Am./Pacific Islander	307	339	386	440	489	557	627	682	776	903	895	1061
Total	2704	2809	2909	3013	3124	3241	3617	3862	4077	4194	3963	4301
<u>MASTER</u>												
American Indian/ Alaskan Native	15	11	13	16	12	16	15	17	16	15	14	14
Black	142	153	136	140	126	123	135	159	167	195	212	176
Hispanic	50	43	44	50	54	58	59	56	73	85	93	79
Asian Am./Pacific Islander	63	58	47	41	46	66	65	70	74	86	81	87
Total	270	265	240	247	238	263	274	302	330	381	400	448
<u>DOCTORAL</u>												
American Indian/ Alaskan Native	9	6	8	9	6	5	4	7	9	14	9	22
Black	107	103	99	96	83	83	84	95	99	134	142	228
Hispanic	42	47	44	39	47	47	45	48	48	52	60	86
Asian Am./Pacific Islander	40	43	45	57	50	46	49	50	52	50	48	85
Total	198	199	196	201	186	181	182	200	208	250	259	329
<u>GRAD.-PROFESSIONAL</u>												
American Indian/ Alaskan Native	12	17	20	13	8	5	4	5	7	8	8	11
Black	70	69	74	82	88	81	75	69	79	79	83	83
Hispanic	39	34	39	45	47	53	49	50	41	40	43	54
Asian Am./Pacific Islander	30	37	37	44	47	49	56	56	68	71	65	84
Total	151	157	170	184	190	188	184	180	195	198	199	232
<u>TOTAL</u>												
American Indian/ Alaskan Native	113	119	124	127	123	135	145	160	196	202	169	202
Black	2349	2396	2416	2453	2488	2498	2703	2865	2944	2950	2799	2957
Hispanic	421	438	460	483	495	522	612	661	700	761	764	834
Asian Am./Pacific Islander	440	477	515	582	632	718	797	858	970	1110	1089	1317
Total	3323	3430	3515	3645	3738	3873	4257	4544	4810	5023	4821	5310

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

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Table IV-12
Graduate Women Students
Fall Terms
Number and Percent of Total Graduate Enrollment

College	1989						1990						1991						1992						1993					
	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	106	41	-	407	36.1		96	53	-	389	38.3		94	63	-	418	37.6		120	62	-	479	38.0		123	72	-	473	41.2	
Arts & Lett.	167	91	-	498	51.8		213	112	-	588	55.3		215	115	-	616	53.6		227	128	-	632	56.2		225	148	-	650	57.8	
Broad Coll. of Bus.	151	33	-	614	30.0		182	34	-	671	32.2		164	36	-	659	30.3		109	36	-	499	29.1		68	46	-	426	26.8	
Comm. Arts & Sci.	138	23	-	238	67.6		137	33	-	243	70.0		144	39	-	260	70.4		188	40	-	319	71.5		161	41	-	300	67.3	
Education	400	254	-	983	66.5		385	233	-	925	66.8		420	241	-	967	68.4		439	246	-	984	69.6		348	246	-	873	68.0	
Engineering	26	8	-	241	14.1		34	12	-	261	17.6		43	12	-	292	18.8		45	15	-	328	18.3		50	16	-	336	19.6	
Human Ecology	93	43	-	163	83.4		75	42	-	143	81.8		72	48	-	148	81.1		86	46	-	156	84.6		74	50	-	152	81.6	
Human Medicine	1	7	214	456	48.7		-	5	218	455	49.0		2	7	223	470	49.4		1	6	222	478	47.9		0	10	218	500	45.6	
Nat. Science	56	110	-	510	32.5		51	106	-	491	32.0		51	94	-	509	28.5		54	102	-	552	28.3		58	107	-	555	29.7	
Nursing	43	-	-	44	97.7		45	-	-	46	97.8		54	-	-	56	96.4		84	-	-	84	100.0		111	-	-	115	96.5	
Osteopathic Medicine	5	9	180	517	37.5		5	10	193	530	39.2		3	6	185	523	37.1		5	5	196	520	39.6		2	9	208	541	40.5	
Social Science	308	75	-	661	57.9		310	79	-	653	59.6		315	106	-	692	60.8		329	117	-	728	61.3		364	132	-	804	61.7	
Veterinary Medicine	5	9	247	425	61.4		3	14	258	433	63.5		5	15	256	426	64.8		6	20	275	431	69.8		10	13	291	455	69.0	
Unclass-LLE	248	-	-	401	61.8		286	-	-	440	65.0		280	-	-	422	66.4		478	-	-	748	63.9		-	639	-	929	68.8	
Postdoc.	-	18	-	44	-		-	19	-	43	-		-	24	-	42	57.1		-	-	-	2	0.0		-	-	-	-	-	
AFFIRM. ACTION TOTAL	1747	721	641	6202	50.1		1822	752	669	6311	51.4		1862	806	664	6500	51.3		2171	823	693	6940	53.1		1594	1529	717	7109	54.0	
Plus: Internat'l	353	245	3	1835	-		385	250	2	1840	-		406	270	4	1904	-		394	286	6	1859	-		341	342	6	1874	36.8	
UNIV. TOTAL	2100	966	644	8037	46.2		2207	1002	671	8151	47.6		2268	1076	668	8404	47.7		2565	1109	699	8799	49.7		1935	1871	723	8983	50.4	

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Table IV-13
Graduate Minority and Women Students
Fall 1993

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	195	-	473	123	72	-	195	25	41	-	66
Arts & Letters	362	288	-	650	225	148	-	373	40	48	-	88
Broad College of Business	298	128	-	426	68	46	-	114	41	18	-	59
Comm. Arts & Sciences	236	64	-	300	161	41	-	202	35	17	-	52
Education	481	392	-	873	348	246	-	594	61	69	-	130
Engineering	243	93	-	336	50	16	-	66	43	24	-	67
Human Ecology	90	62	-	152	74	50	-	124	13	12	-	25
Human Medicine	8	23	469	500	0	10	218	228	2	4	116	122
Natural Science	149	406	-	555	58	107	-	165	15	44	-	59
Nursing	115	-	-	115	111	-	-	111	5	-	-	5
Osteo. Medicine	3	19	519	541	2	9	208	219	-	-	94	94
Social Science	568	236	-	804	364	132	-	496	75	44	-	119
Vet. Medicine	16	31	408	455	10	13	291	314	1	8	22	31
Unclassified LLE	929	-	-	929	639	-	-	639	92	-	-	92
Postdoctoral Students	-	-	-	-	-	-	-	-	-	-	-	-
AFFIRMATIVE ACTION TOTAL	3776	1937	1396	7109	2233	890	717	3840	448	329	232	1009
Plus: Internat'l Students	807	1058	9	1874	365	318	6	689	-	-	-	-
UNIVERSITY TOTAL	4583	2995	1405	8983	2598	1208	723	4529	448	329	232	1009

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Table IV-14

**Trends in Minority Enrollments by College
Fall 1989, 1990, 1991, 1992 and 1993**

College	Fall 1989 Enrollment			Fall 1990 Enrollment			Fall 1991 Enrollment			Fall 1992 Enrollment			Fall 1993 Enrollment		
	Total	Minority	%	Total	Minority	%	Total	Minority	%	Total	Minority	%	Total	Minority	%
Agriculture & Nat. Resources	3000	270	9.0	3258	321	9.9	3391	372	11.0	3294	344	10.4	3059	282	9.2
Arts and Letters	3016	196	6.5	3060	228	7.5	3107	259	8.3	2934	284	9.7	2836	359	12.7
Broad Coll. of Business	7833	894	11.4	7184	859	12.0	6169	812	13.2	5311	718	13.5	4990	741	14.8
Communication Arts & Science	3944	428	10.9	3583	431	12.0	3164	410	13.0	2853	357	12.5	2597	352	13.6
Education	2346	195	8.3	2297	221	9.6	2362	245	10.4	2271	260	11.4	2039	261	12.8
Engineering	3625	624	17.2	3739	675	18.1	3806	665	17.5	3791	648	17.1	3752	691	18.4
Human Ecology	1409	148	10.5	1319	130	9.9	1296	144	11.1	1237	152	12.3	1221	165	13.5
Human Medicine	456	91	20.0	455	101	22.2	470	101	21.5	478	113	23.6	500	122	24.4
James Madison	1031	97	9.4	1063	111	10.4	1054	105	10.0	980	98	10.0	1065	132	12.4
Natural Science	3836	482	12.6	4085	549	13.4	4257	622	14.6	4280	631	14.7	4559	744	16.3
Nursing	366	55	15.0	428	70	16.4	486	77	15.8	631	91	14.4	718	116	16.2
Osteopathic Medicine	517	75	14.5	530	83	15.7	523	86	16.4	521	74	14.2	541	94	17.4
Social Science	5156	626	12.1	5607	694	12.4	5748	747	13.0	5514	740	13.4	5252	784	14.9
Veterinary Medicine	759	51	6.7	774	65	8.4	778	69	8.9	796	62	7.8	907	87	9.6
No Preference	2768	265	9.6	2548	226	8.9	2554	247	9.7	1968	176	8.9	2229	273	12.2
Unclassified/Lifelong Education	490	47	9.6	530	46	8.7	509	54	10.6	866	73	8.4	1072	107	10.0
Post Doctoral Students	44	-	-	43	-	-	42	8	19.0	-	-	-	-	-	-
AFFIRMATIVE ACTION TOTAL	40596	4544	11.2	40503	4810	11.9	39716	5023	12.6	37725	4821	12.78	37337	5310	14.2
Includes:															
Plus: International Students	2270	-	-	2282	-	-	2372	-	-	2322	-	-	2406	-	-
UNIVERSITY TOTAL	42866	4544	10.6	42785	4810	11.2	42088	5023	11.9	40047	4821	12.04	39743	5310	13.4

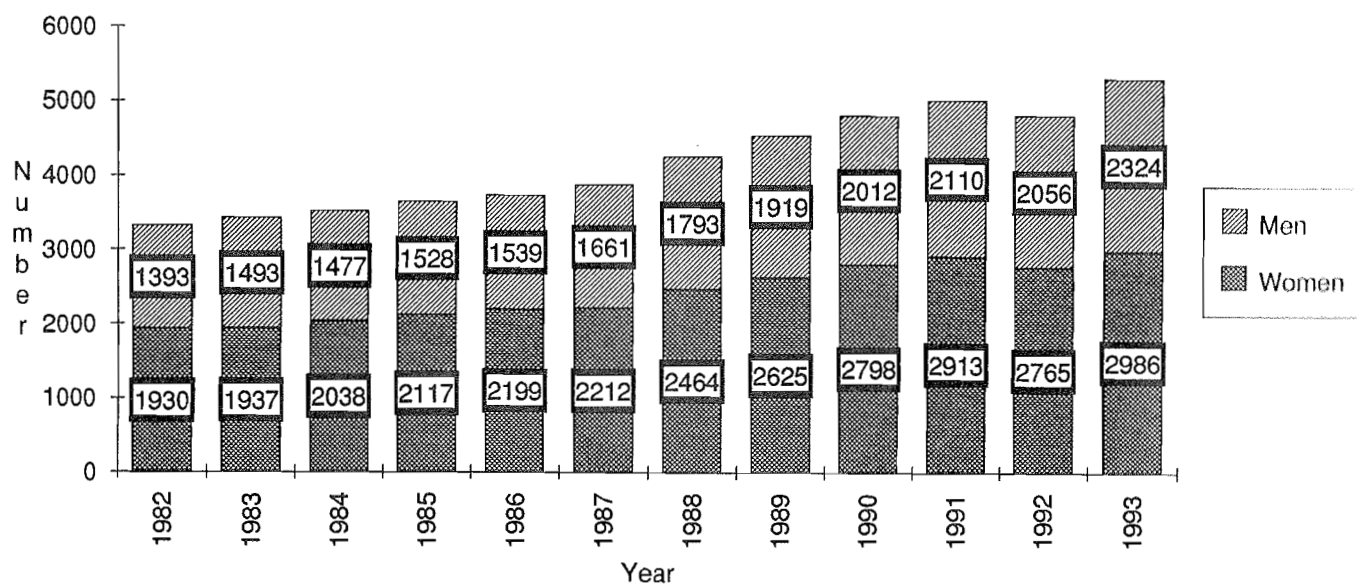
See Tables IV-6 - IV-9 for details by minority group.

Source: Distribution of Student Majors, Fall 1989, 1990, 1991, 1992, and 1993 Office of the Registrar.
Minority Census, Office of Planning and Budgets

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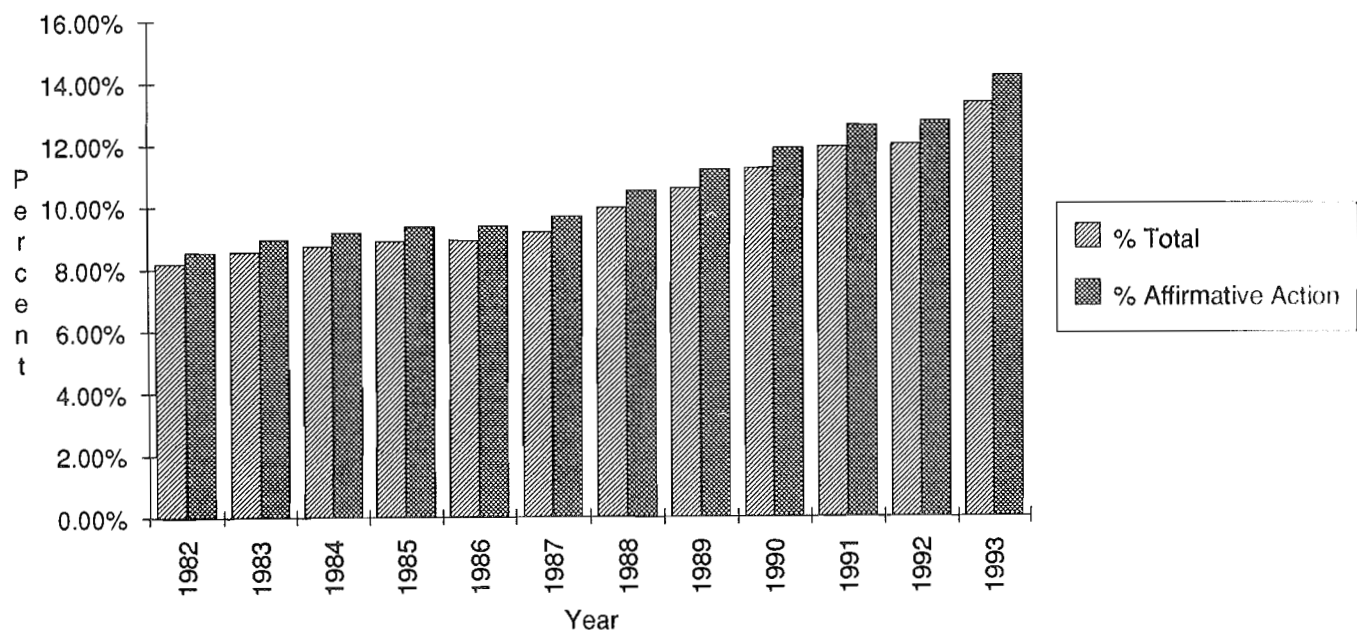
Graph IV-1

**Minority Enrollment
Fall Terms 1982-1993**



Graph IV-2

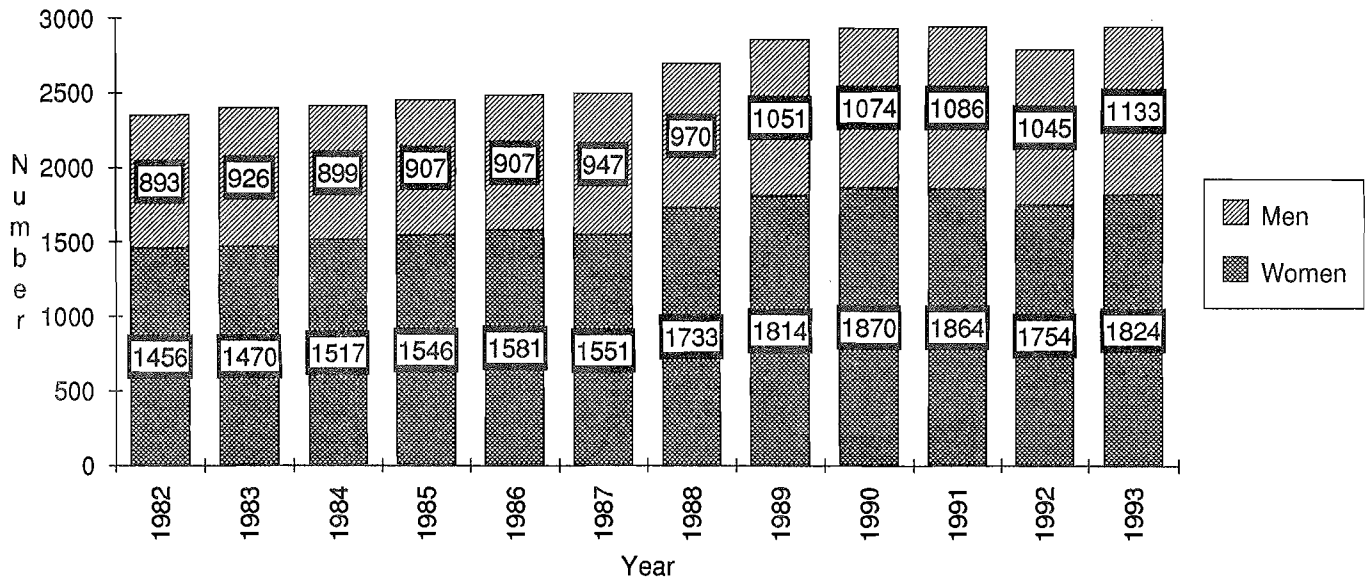
**Minority Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982-1993**



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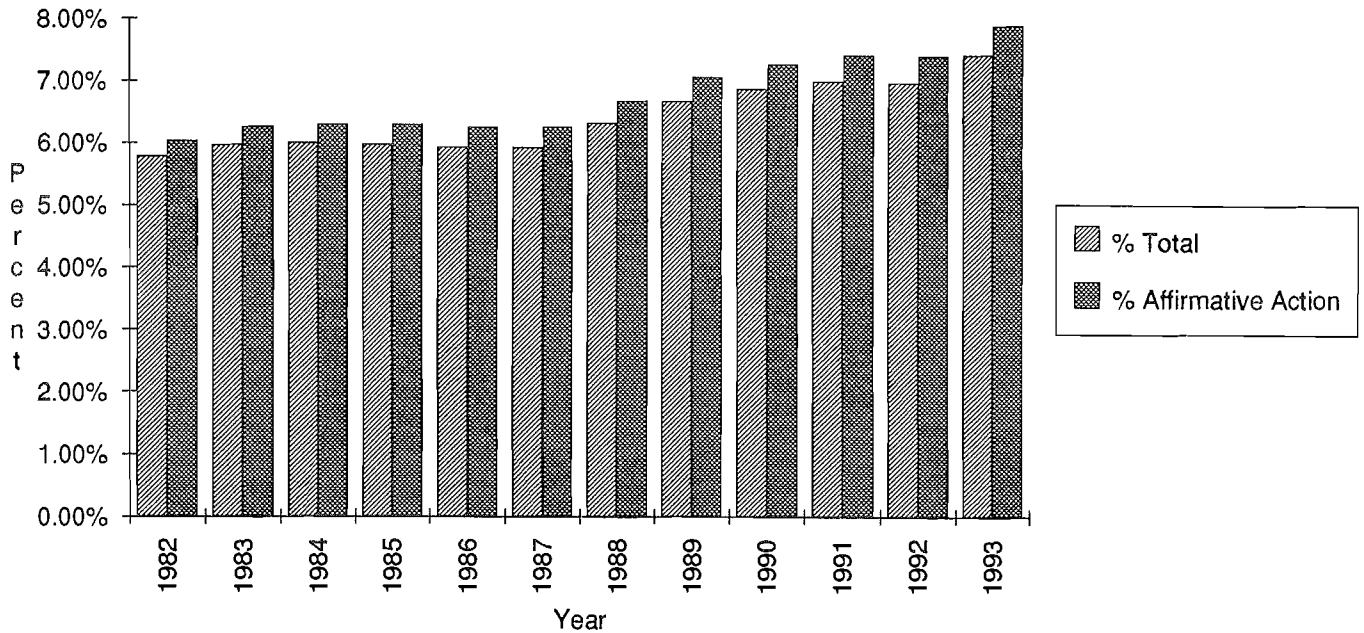
Graph IV-3

**Black Enrollment
Fall Terms 1982-1993**



Graph IV-4

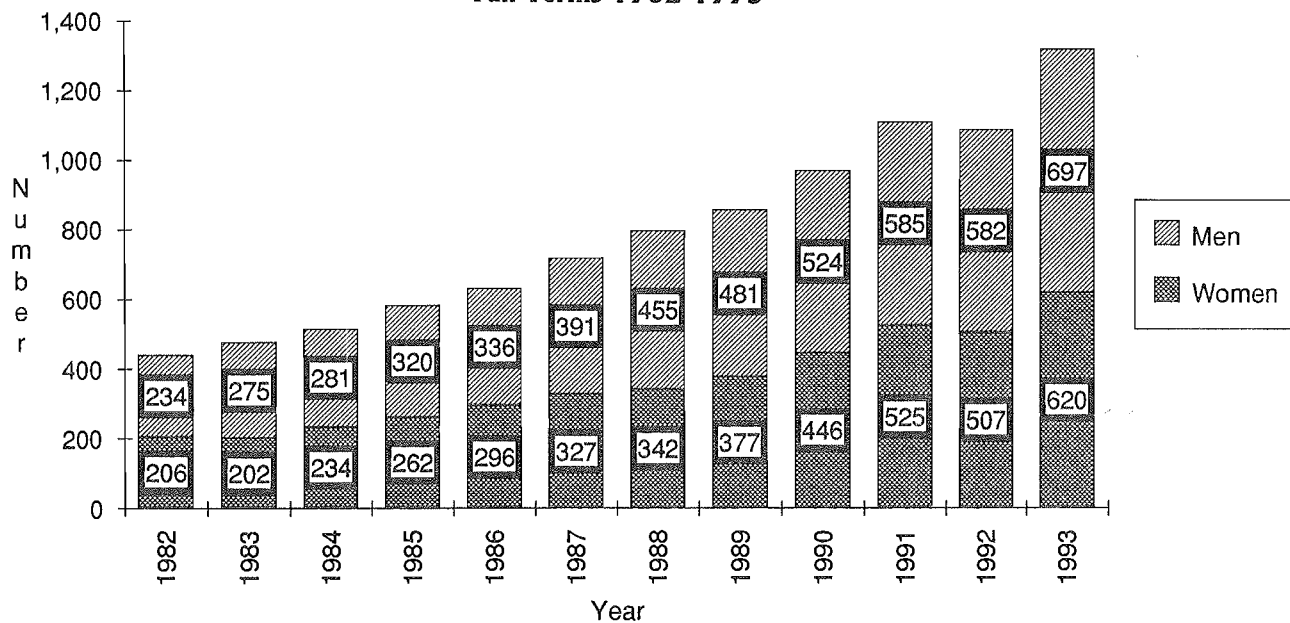
**Black Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982-1993**



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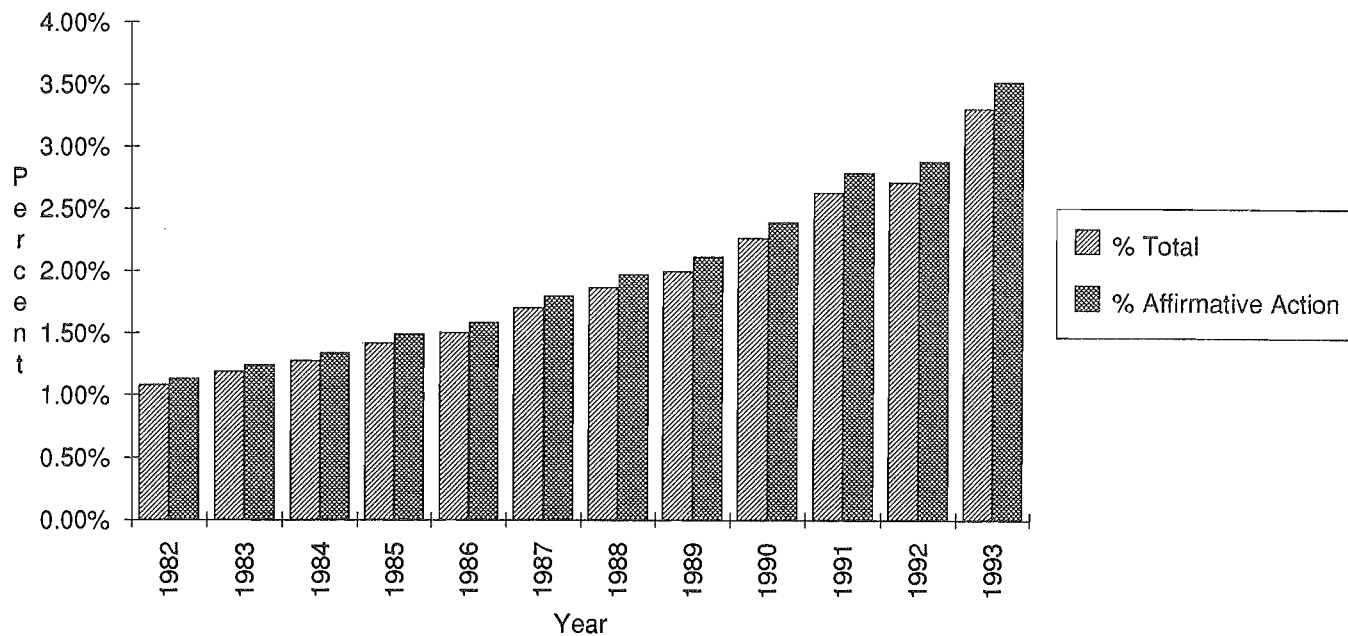
Graph IV-5

**Asian/Pacific Islander Enrollment
Fall Terms 1982-1993**



Graph IV-6

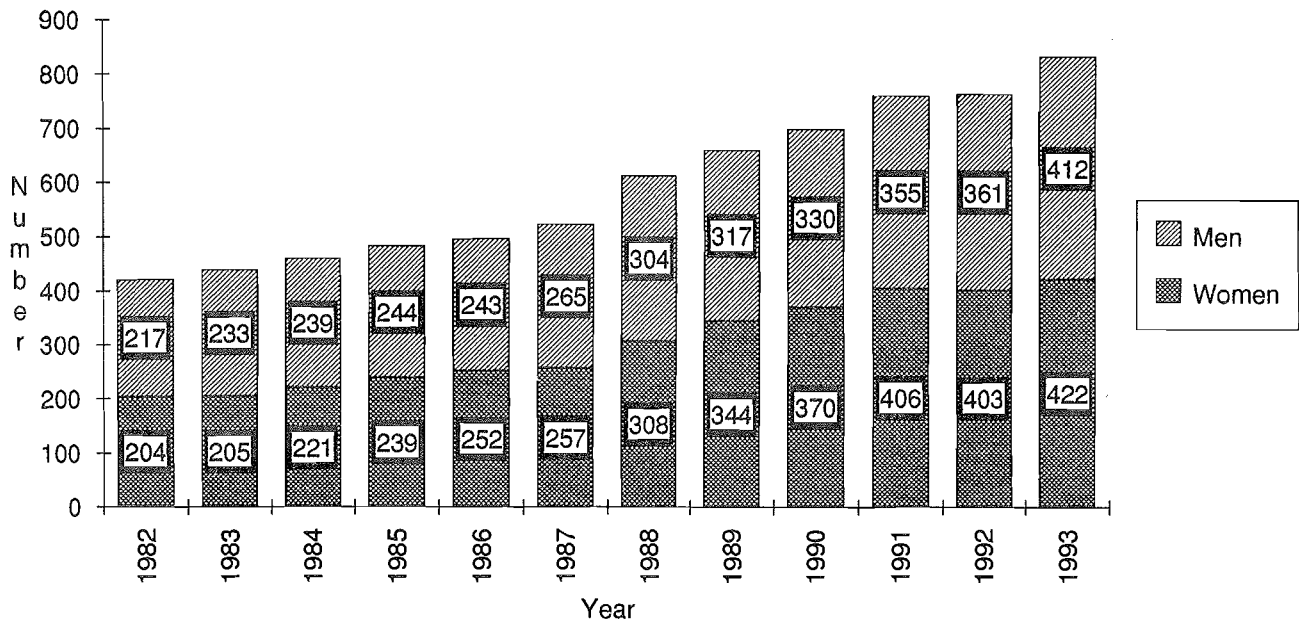
**Asian/Pacific Islander Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982-1993**



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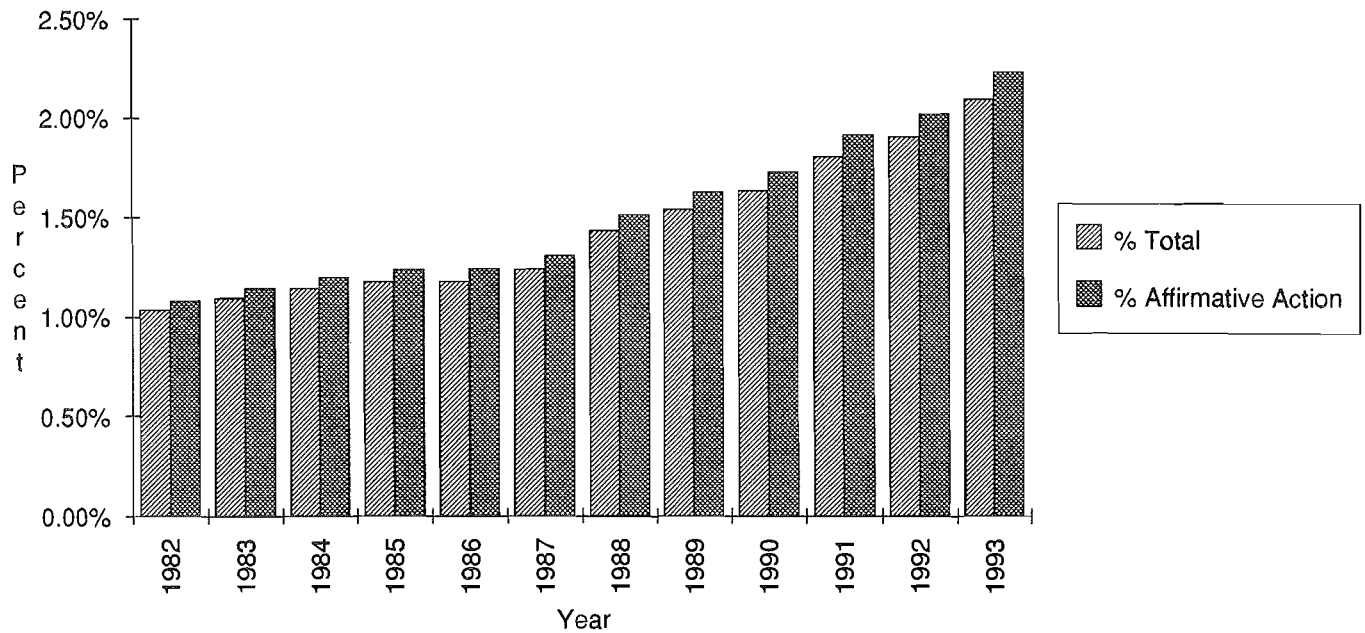
Graph IV-7

**Hispanic Enrollment
Fall Terms 1982-1993**



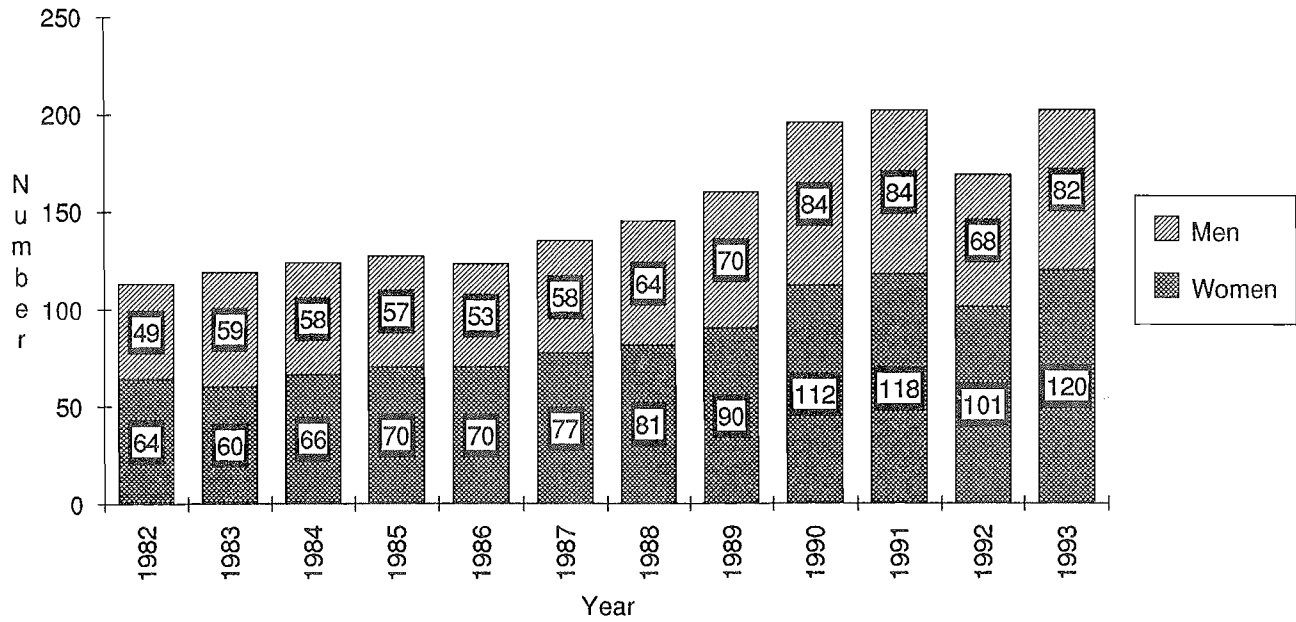
Graph IV-8

**Hispanic Enrollment as a Percent of Total Enrollment
and Affirmative Action Enrollment
Fall Terms 1982-1993**



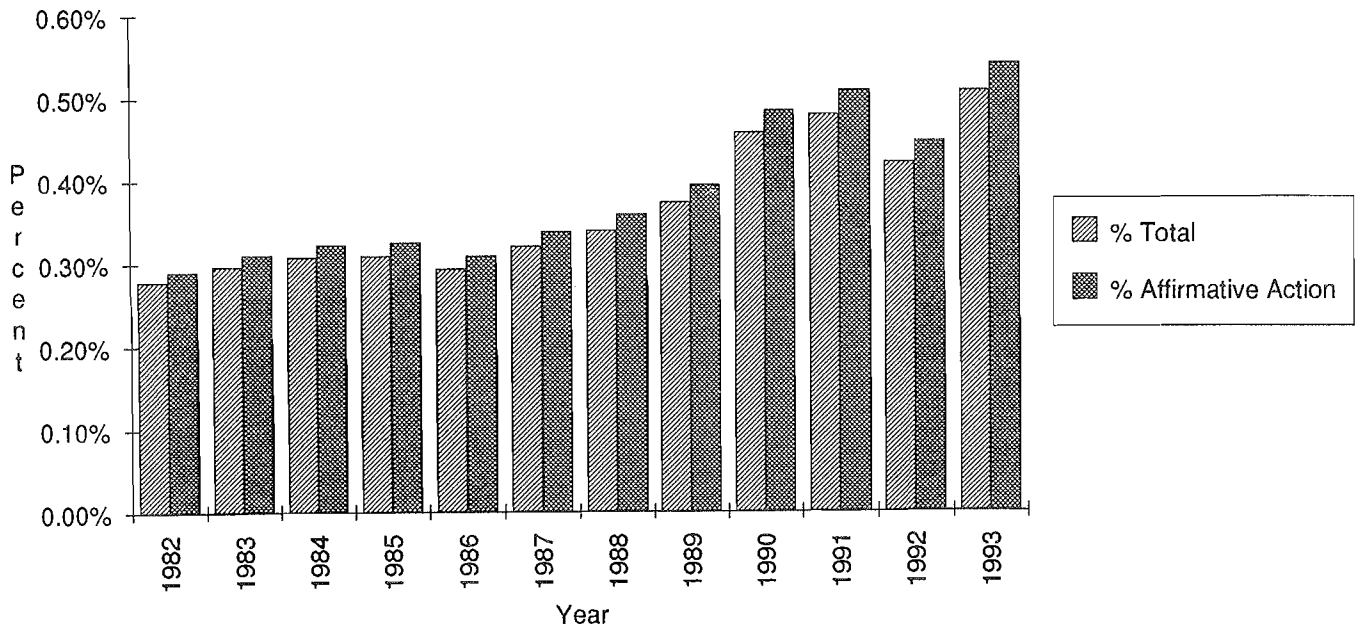
Graph IV-9

**American Indian/Alaskan Native Enrollment
Fall Terms 1982-1993**



Graph IV-10

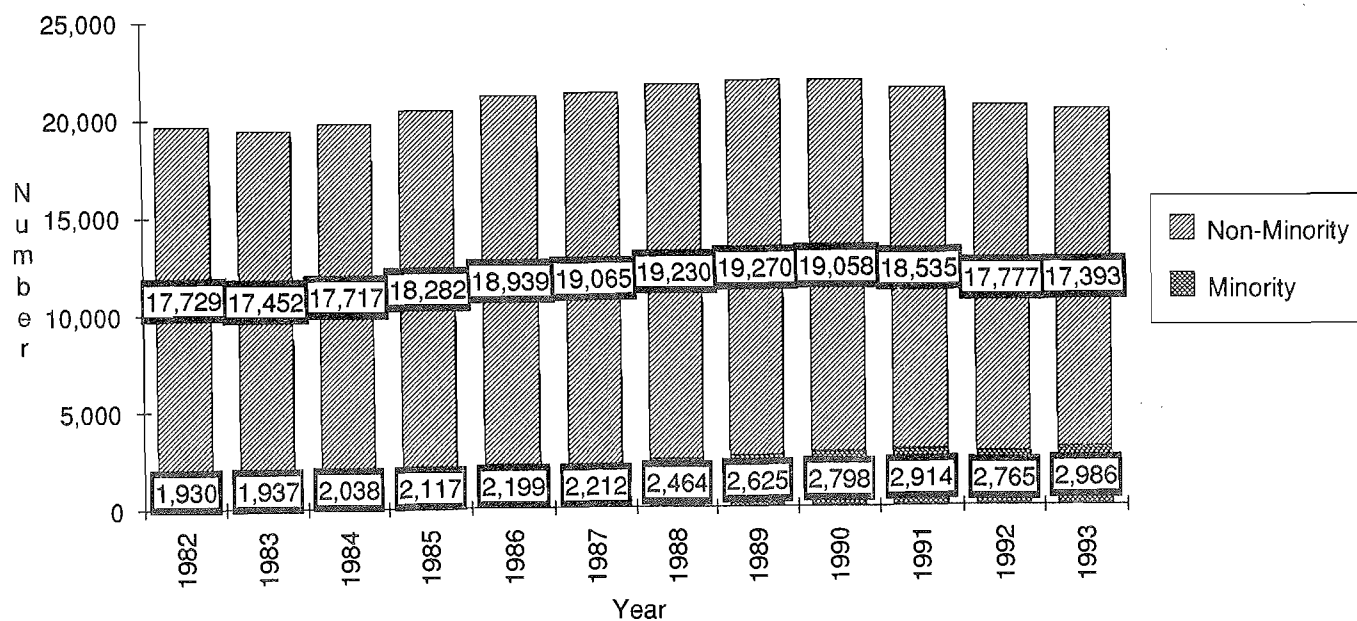
**American Indian/Alaskan Native Enrollment as a Percent of
Total Enrollment and Affirmative Action Enrollment
Fall Terms 1982-1993**



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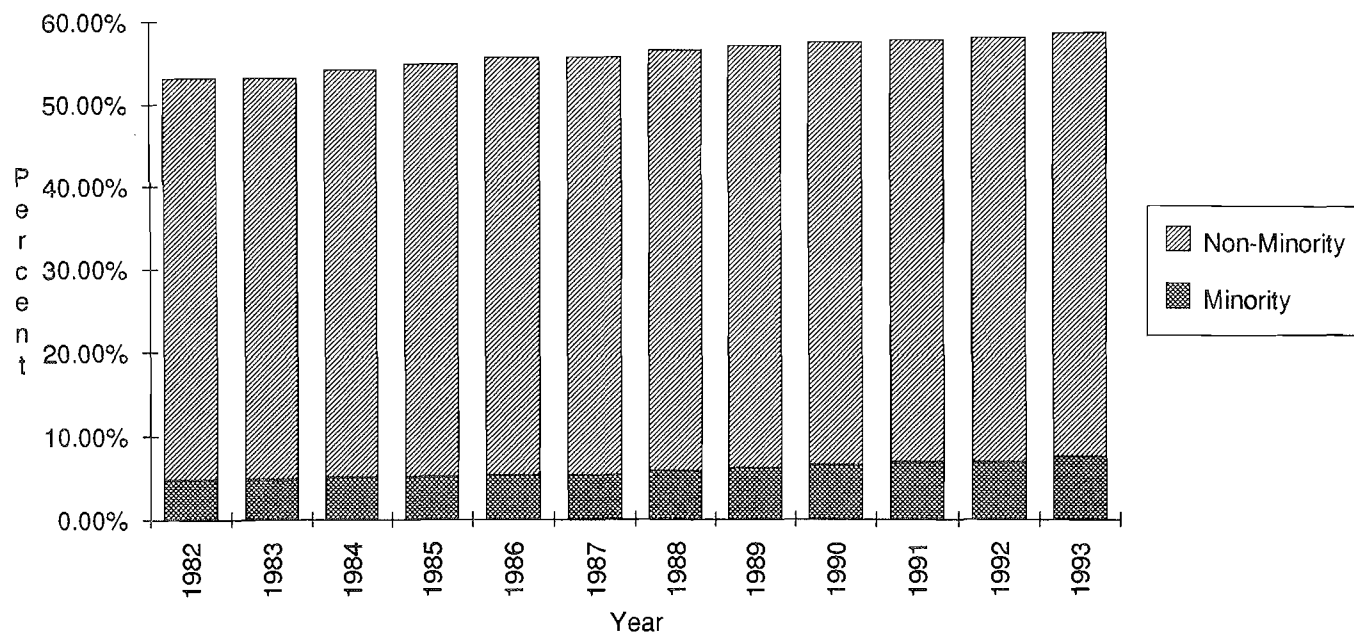
Graph IV-11

**Female Enrollment (including international)
Fall Terms 1982-1993**



Graph IV-12

**Female (including foreign) Non-minority and Minority Enrollment
as a Percent of Total Enrollment
Fall Terms 1982-1993**



Support Services

Tables IV-15 through IV-22 display data for units which have affirmative action goals as their primary mission and report to the Assistant Provost for Student Academic Support Services and Racial, Ethnic and Multicultural Issues. These units consist of the Office of Programs for Handicapper Students, Office of Supportive Services, Upward Bound, King-Chavez-Parks College Day Programs, and Talent Search. The large change in the number of tutoring sessions provided is in part due to a change in the way in which services were provided.

Upward Bound Programs are fixed in size by the level of federal funds available, which inhibits 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.

Table IV-15

**Office of Programs for Handicapper Students
Program Users**

1989-90	445
1990-91	488
1991-92	453
1992-93	575

Table IV-16

**Office of Programs for Handicapper Students
Transportation for Students with Mobility Characteristics
Number of Rides Provided**

1989-90	29,113
1990-91	29,038
1991-92	29,647
1992-93	29,800 (estimated)

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Table IV-17

**Office of Supportive Services
Program Users**

1989-90	1,357
1990-91	1,604
1991-92	1,589
1992-93	1,394

Table IV-18

**Office of Supportive Services
Tutorial Sessions Provided**

1989-90	1,703
1990-91	1,595
1991-92	1,615
1992-93	1,057

Table IV-19

**Upward Bound
Summer Program Users**

1989-90	66
1990-91	65
1991-92	62
1992-93	62

Table IV-20

**Upward Bound
Academic Year Program Users**

1989-90	72
1990-91	69
1991-92	71
1992-93	84

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Table IV-21

**King-Chavez-Parks College Day Programs
Program Users**

1991-92	4,163
1992-93	4,287

Table IV-22

Talent Search Users

1991-92	349
1992-93	600

**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 1992-93 MSU Annual Report on Affirmative Action--Descriptive Report.

Tables IV-23 and IV-24 show yearly expenditures and annual %age changes respectively for the AAGFAP programs funded by the University from 1977-78 to 1992-93. These tables show that since budget year 1977-78, total AAGFAP expenditures have increased each year with the one exception of a 5.0% decline in 1984-85. From 1977-78 to 1992-93, AAGFAP total expenditures increased by over 2.3 million dollars (from \$334,869 to \$2,679,568) over the sixteen-year period. Specifically, EOP expenditures increased from \$221,806 in 1977-78 to \$1,037,897 in 1992-93; AAGA expenditures increased from \$113,063 in 1977-78 to \$865,660 in 1992-93; MCDF expenditures increased from \$43,941 in 1979-80 to \$653,186 in 1992-93; 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. The PF expenditures in 1992-93 stood at \$122,825.

Tables IV-25 and IV-26 show the number of EOP (need based) and AAGA awards respectively by racial/ethnic group and gender from 1977-78 to 1992-93. Table IV-25 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-26 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 106 in 1992-93, an increase of 89.3% over the sixteen-year period. See also Table IV-29 for the proportion of MSU graduate assistantships which are AAGA for 1992-93 academic year.

Table IV-27 shows that both MCDF expenditures and the number of awards increased from 1979-80 to 1992-93. 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-28). In 1992-93, both the MCDF expenditures and the number of awards were at the highest. For the 1992-93 year, there was a 214.8% increase

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IV. Students

in the number of awards and a 37.4 % increase in expenditure from the previous fiscal year (1991-92).

Table IV-28 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 1991-92 and 1992-93 when 13,16, and 15 awards were given respectively.

Table IV-23

**Affirmative Action Graduate Financial Assistance
Program* Expenditures, 1977-78 to 1992-93**

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
1992-93	1,039,206	653,186	122,825	865,660	2,680,877

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

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Table IV-24

**Affirmative Action Graduate Financial Assistance
Program*, Expenditures (annual percentage change),
1977-78 to 1992-93**

YEAR	EOP	MCDF	PF	AAGA	TOTAL
1977-78	----	----	----	----	----
1978-79	-1.0	----	----	7.5	1.9
1979-80	8.2	----	----	7.0	46.8
1980-81	8.4	-8.7	-12.4	8.0	3.1
1981-82	51.4	42.1	2.5	53.3	43.8
1982-83	15.8	122.8	70.1	28.7	33.6
1983-84	19.8	0.4	-10.3	-3.5	6.7
1984-85	-9.0	-16.7	-5.3	8.8	-5.0
1985-86	35.3	-18.4	-26.8	16.6	17.1
1986-87	-4.6	138.4	-35.0	16.2	9.8
1987-88	-1.1	-8.6	9.4	8.4	1.0
1988-89	18.1	23.7	-16.1	14.5	16.1
1989-90	15.2	15.2	107.7	7.2	15.7
1990-91	19.6	57.3	-59.8	43.6	27.8
1991-92	-2.1	12.3	87.5	8.5	5.9
1992-93	3.8	37.4	55.5	6.0	13.0

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

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Table IV-25

**Allocation of Equal Opportunity Program Fellowships
(Need Based) by Racial/Ethnic Group and Gender,
1977-78 to 1992-93**

Year	Total	Black (M/W)	Hispanic (M/W)	Asian Pac. Is. (M/W)	Amer. Indian (M/W)	Caucasian & Other (M/W)	Expended
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
1992-93	383	87/121	53/31	20/20	6/8	8/29	1,037,897

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Table IV-26

**Affirmative Action Graduate Assistantship Program
Awards by Racial/Ethnic Group and Gender,
1977-78 to 1992-93**

Year	Total	Black (M/W)	Hispanic (M/W)	Asian Pac.Is. (M/W)	Amer. Indian (M/W)	Caucasian & Other (M/W)	Expended*
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
1992-93	106	20/27	9/8	4/5	0/3	0/30	865,660

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

Table IV-27

**Allocation of Minority Competitive Doctoral
Fellowship Awards, by Racial/Ethnic Group and Gender,
1979-80 to 1992-93**

Year	Total	Black (M/W)	Hispanic (M/W)	Asian Pac.Is. (M/W)	Amer. Indian (M/W)	Caucasian & Other (M/W)	Expended*
1979-80	6	2/1	0/2	0/1	0/0	0/0	\$43,941
1980-81	6	2/1	0/1	0/2	0/0	0/0	40,116
1981-82	7	1/1	3/1	0/0	0/1	0/0	57,000
1982-83	13	4/6	0/1	0/1	1/0	0/0	127,000
1983-84	11	6/3	1/1	0/0	0/0	0/0	127,548
1984-85	11	4/3	0/2	0/2	0/0	0/0	106,247
1985-86	8	2/2	2/1	1/0	0/0	0/0	86,737
1986-87	20	5/7	2/5	0/0	0/1	0/0	206,813
1987-88	15	3/3	2/1	2/2	1/1	0/0	188,989
1988-89	18	3/6	4/2	1/1	0/1	0/0	233,816
1989-90	20	3/6	8/1	0/2	0/0	0/0	269,320
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
1992-93	85	30/26	14/6	2/4	1/1	1/0	653,186

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

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Table IV-28

**Expenditures for Programmatic Funding Awards
1979-80 to 1992-93 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
1992-93	15	122,825

Table IV-29

Graduate Assistantships by Gender and Ethnicity, 1992/93

Ethnicity/Gender	Total Grad. Asst.	Grad. Asst. thru AAGA	% AAGA
Caucasian & Other	1799	30	1.7
Women	781	30	3.8
Men	1018	0	0.0
Minorities	351	76	21.7
Women	194	43	22.2
Men	157	33	21.0
Blacks	190	47	24.7
Women	118	27	22.9
Men	72	20	27.8
Hispanics	91	17	18.7
Women	39	8	20.5
Men	52	9	17.3
American Indians	6	3	50.0
Women	4	3	75.0
Men	2	0	0.0
Asian/Pac. Islanders	64	9	14.1
Women	33	5	15.2
Men	31	4	12.9

AFFIRMATIVE ACTION IN PURCHASING

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--demonstrating not only commitment, but success as well. The sharp decrease in Potential Dollars is due to the significant decline in new construction, and underscores the fact that minority suppliers are faced with the challenge of working harder for less potential business. Very notable, however, is the significant increase in the Percent Actual of Potential Dollars, both for minority-owned and women-owned businesses. This increase, despite the large cut in potential dollars, demonstrates the Purchasing Department's equal opportunity commitment and represents significant efforts despite staff cuts and a poor business climate.

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). Again, the Total Expended was dramatically reduced. Despite this reduction, the Total Percent was increased.

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V. Affirmative Action in Purchasing

Table V-1
Affirmative Action in Purchasing Program
Four Year Trend

Fiscal Year	1989-90	1990-91	1991-92	1992-93
<u>Minority-owned Business</u>				
Potential Dollars	\$11,167,384	\$21,741,412	\$42,748,969	\$16,304,841
Actual Dollars Awarded	3,662,149	3,321,604	4,046,335	3,844,324
Percent Actual of Potential Dollars	32.8%	15.278%	9.5%	23.578%
<u>Women-owned Business</u>				
Potential Dollars	10,984,596	23,163,999	46,000,169	17,919,633
Actual Dollars Awarded	4,111,429	6,003,160	8,734,466	5,540,045
Percent Actual of Potential Dollars	37.429%	25.916%	19.0%	30.916%

Table V-2
Construction
Four Year Trend

Fiscal Year	Total Expended	Actual Minority Business	Total %
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%
1992-93	18,571,255	3,187,891	17.166%

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VI. Workforce Summaries

**MICHIGAN STATE UNIVERSITY
WORKFORCE SUMMARY**

**OCTOBER
1993**

**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	1035	172	1207	89	20	109	29	11	40	51	6	57	7	3	10	2		2	946	152	1098
Associate Professor	404	159	563	55	16	71	21	9	30	23	6	29	9	1	10	2		2	349	143	492
Assistant Professor	163	125	288	30	30	60	10	13	23	10	13	23	10	4	14				133	95	228
Tenure System Total	1602	456	2058	174	66	240	60	33	93	84	25	109	26	8	34	4		4	1428	390	1818
Continuing Staff	322	273	595	22	26	48	14	18	32	6	4	10	2	2	4		2	2	300	247	547
Temporary Faculty	351	221	572	58	33	91	19	9	28	31	19	50	7	3	10	1	2	3	293	188	481
Temporary Staff	426	346	772	129	69	198	26	29	55	86	26	112	10	11	21	7	3	10	297	277	574
Other Academic Appts. Total	1099	840	1939	209	128	337	59	56	115	123	49	172	19	16	35	8	7	15	890	712	1602
Administrative Professional	856	1139	1995	77	114	191	36	70	106	25	26	51	14	12	26	2	6	8	779	1025	1804
Clerical Technical	179	1856	2035	24	215	239	13	104	117	5	27	32	4	66	70	2	18	20	155	1641	1796
Labor	744	509	1253	102	166	268	53	102	155	7	6	13	36	52	88	6	6	12	642	343	985
Support Staff Total	1779	3504	5283	203	495	698	102	276	378	37	59	96	54	130	184	10	30	40	1576	3009	4585
GRAND TOTAL	4480	4800	9280	586	689	1275	221	365	586	244	133	377	99	154	253	22	37	59	3894	4111	8005

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	29	4	33	3		3	2		2	1		1							26	4	30
Associate Professor	10	5	15																10	5	15
Assistant Professor	1	4	5		1	1		1	1										1	3	4
Tenure System Total	40	13	53	3	1	4	2	1	3	1		1							37	12	49
Continuing Staff	7	6	13		1	1		1	1										7	5	12
Temporary Faculty	4	2	6	2	1	3	1	1	2				1		1				2	1	3
Temporary Staff	9	3	12	2	1	3	1		1		1	1				1		1	7	2	9
Other Academic Appts. Total	20	11	31	4	3	7	2	2	4		1	1	1		1	1		1	16	8	24
Administrative Professional	20	14	34	4		4	3		3				1		1				16	14	30
Clerical Technical	10	32	42		5	5		3	3					2	2				10	27	37
Labor	34	14	48	6	2	8	4	1	5				2	1	3				28	12	40
Support Staff Total	64	60	124	10	7	17	7	4	11				3	3	6				54	53	107
GRAND TOTAL	124	84	208	17	11	28	11	7	18	1	1	2	4	3	7	1		1	107	73	180

1992-93 Annual Report on Affirmative Action
VI. Workforce Summaries

OCTOBER
1993

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	85.7	14.3	100.0	7.4	1.7	9.0	2.4	.9	3.3	4.2	.5	4.7	.6	.2	.8	.2		.2	78.4	12.6	91.0
Associate Professor	71.8	28.2	100.0	9.8	2.8	12.6	3.7	1.6	5.3	4.1	1.1	5.2	1.6	.2	1.8	.4		.4	62.0	25.4	87.4
Assistant Professor	56.6	43.4	100.0	10.4	10.4	20.8	3.5	4.5	8.0	3.5	4.5	8.0	3.5	1.4	4.9				46.2	33.0	79.2
Tenure System Total	77.8	22.2	100.0	8.5	3.2	11.7	2.9	1.6	4.5	4.1	1.2	5.3	1.3	.4	1.7	.2		.2	69.4	19.0	88.3
Continuing Staff	54.1	45.9	100.0	3.7	4.4	8.1	2.4	3.0	5.4	1.0	.7	1.7	.3	.3	.7		.3	.3	50.4	41.5	91.9
Temporary Faculty	61.4	38.6	100.0	10.1	5.8	15.9	3.3	1.6	4.9	5.4	3.3	8.7	1.2	.5	1.7	.2	.3	.5	51.2	32.9	84.1
Temporary Staff	55.2	44.8	100.0	16.7	8.9	25.6	3.4	3.8	7.1	11.1	3.4	14.5	1.3	1.4	2.7	.9	.4	1.3	38.5	35.9	74.4
Other Academic Appts. Total	56.7	43.3	100.0	10.8	6.6	17.4	3.0	2.9	5.9	6.3	2.5	8.9	1.0	.8	1.8	.4	.4	.8	45.9	36.7	82.6
Administrative Professional	42.9	57.1	100.0	3.9	5.7	9.6	1.8	3.5	5.3	1.3	1.3	2.6	.7	.6	1.3	.1	.3	.4	39.0	51.4	90.4
Clerical Technical	8.8	91.2	100.0	1.2	10.6	11.7	.6	5.1	5.7	.2	1.3	1.6	.2	3.2	3.4	.1	.9	1.0	7.6	80.6	88.3
Labor	59.4	40.6	100.0	8.1	13.2	21.4	4.2	8.1	12.4	.6	.5	1.0	2.9	4.2	7.0	.5	.5	1.0	51.2	27.4	78.6
Support Staff Total	33.7	66.3	100.0	3.8	9.4	13.2	1.9	5.2	7.2	.7	1.1	1.8	1.0	2.5	3.5	.2	.6	.8	29.8	57.0	86.8
GRAND TOTAL	48.3	51.7	100.0	6.3	7.4	13.7	2.4	3.9	6.3	2.6	1.4	4.1	1.1	1.7	2.7	.2	.4	.6	42.0	44.3	86.3

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	87.9	12.1	100.0	9.1		9.1	6.1		6.1	3.0		3.0							78.8	12.1	90.9
Associate Professor	66.7	33.3	100.0																66.7	33.3	100
Assistant Professor	20.0	80.0	100.0		20.0	20.0		20.0	20.0										20.0	60.0	80.0
Tenure System Total	75.5	24.5	100.0	5.7	1.9	7.5	3.8	1.9	5.7	1.9		1.9							69.8	22.6	92.5
Continuing Staff	53.8	46.2	100.0		7.7	7.7		7.7	7.7										53.8	38.5	92.3
Temporary Faculty	66.7	33.3	100.0	33.3	16.7	50.0	16.7	16.7	33.3				16.7		16.7				33.3	16.7	50.0
Temporary Staff	75.0	25.0	100.0	16.7	8.3	25.0	8.3		8.3		8.3	8.3				8.3		8.3	58.3	16.7	75.0
Other Academic Appts. Total	64.5	35.5	100.0	12.9	9.7	22.6	6.5	6.5	12.9		3.2	3.2	3.2		3.2	3.2		3.2	51.6	25.8	77.4
Administrative Professional	58.8	41.2	100.0	11.8		11.8	8.8		8.8				2.9		2.9				47.1	41.2	88.2
Clerical Technical	23.8	76.2	100.0		11.9	11.9		7.1	7.1					4.8	4.8				23.8	64.3	88.1
Labor	70.8	29.2	100.0	12.5	4.2	16.7	8.3	2.1	10.4				4.2	2.1	6.3				58.3	25.0	83.3
Support Staff Total	51.6	48.4	100.0	8.1	5.6	13.7	5.6	3.2	8.9				2.4	2.4	4.8				43.5	42.7	86.3
GRAND TOTAL	59.6	40.4	100.0	8.2	5.3	13.5	5.3	3.4	8.7	.5	.5	1.0	1.9	1.4	3.4	.5		.5	51.4	35.1	86.5

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PROVOST - VICE PRESIDENT
FOR ACADEMIC 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	6	2	8	3		3	3		3										3	2	5
Associate Professor																					
Assistant Professor																					
Tenure System Total	6	2	8	3		3	3		3										3	2	5
Continuing Staff	23	42	65		6	6		4	4					2	2				23	36	59
Temporary Faculty	1	1	2																1	1	2
Temporary Staff	1	5	6																1	5	6
Other Academic Appts. Total	25	48	73		6	6		4	4					2	2				25	42	67
Administrative Professional	11	41	52	1	5	6	1	3	4		1	1		1	1				10	36	46
Clerical Technical	13	93	106	1	16	17	1	11	12					4	4		1	1	12	77	89
Labor																					
Support Staff Total	24	134	158	2	21	23	2	14	16		1	1		5	5		1	1	22	113	135
GRAND TOTAL	55	184	239	5	27	32	5	18	23		1	1		7	7		1	1	50	157	207

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		1	1																	1	1
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total		1	1																	1	1
Administrative Professional																					
Clerical Technical		1	1																	1	1
Labor																					
Support Staff Total		1	1																	1	1
GRAND TOTAL	2	2	4	2		2	2		2											2	2

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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		4	4		1	1		1	1										3	3	
Clerical Technical		3	3																3	3	
Labor																					
Support Staff Total		7	7		1	1		1	1										6	6	
GRAND TOTAL	1	8	9		1	1		1	1										1	7	8

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																					

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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	31	2	33	1	1	2				1	1	2							30	1	31
Temporary Faculty	1		1																1		1
Temporary Staff	13	1	14	2		2				2		2							11	1	12
Other Academic Appts. Total	45	3	48	3	1	4				3	1	4							42	2	44
Administrative Professional	23	11	34	1		1	1		1										22	11	33
Clerical Technical		3	3		1	1										1	1			2	2
Labor	16		16	1		1							1		1				15		15
Support Staff Total	39	14	53	2	1	3	1		1				1		1		1	1	37	13	50
GRAND TOTAL	87	17	104	5	2	7	1		1	3	1	4	1		1		1	1	82	15	97

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

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UNDERGRADUATE EDUCATION
AND 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	2	1	3																2	1	3
Administrative Professional	9	26	35	3	4	7	2	2	4		1	1	1		1		1	1	6	22	28
Clerical Technical	1	119	120	1	21	22	1	9	10		5	5		4	4		3	3		98	98
Labor																					
Support Staff Total	10	145	155	4	25	29	3	11	14		6	6	1	4	5		4	4	6	120	126
GRAND TOTAL	14	150	164	5	25	30	4	11	15		6	6	1	4	5		4	4	9	125	134

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

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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	1	5	1		1				1		1							3	1	4
Associate Professor																					
Assistant Professor																					
Tenure System Total	4	1	5	1		1				1		1							3	1	4
Continuing Staff	2		2	1		1				1		1							1		1
Temporary Faculty	2	2	4	1		1	1		1										1	2	3
Temporary Staff	2	1	3	1		1	1		1										1	1	2
Other Academic Appts. Total	6	3	9	3		3	2		2	1		1							3	3	6
Administrative Professional	3	11	14		1	1		1	1										3	10	13
Clerical Technical		17	17		2	2		2	2											15	15
Labor																					
Support Staff Total	3	28	31		3	3		3	3										3	25	28
GRAND TOTAL	13	32	45	4	3	7	2	3	5	2		2							9	29	38

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																					

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VICE PROVOST FOR
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	2	4		1	1		1	1										2	1	3
Temporary Faculty																					
Temporary Staff	1	2	3																1	2	3
Other Academic Appts. Total	3	4	7		1	1		1	1										3	3	6
Administrative Professional	4	11	15																4	11	15
Clerical Technical		15	15																	15	15
Labor	4		4																4		4
Support Staff Total	8	26	34																8	26	34
GRAND TOTAL	14	31	45		1	1		1	1										14	30	44

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																					

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ACADEMIC SUPPORT AND
RACIAL/ETHNIC ISSUES

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		1	1		1	1		1	1												
Tenure System Total	3	3	6	2	1	3	2	1	3										1	2	3
Continuing Staff	1	6	7		4	4		3	3							1	1		1	2	3
Temporary Faculty																					
Temporary Staff	12	26	38	9	15	24	5	10	15		1	1	3	3	6	1	1	2	3	11	14
Other Academic Appts. Total	13	32	45	9	19	28	5	13	18		1	1	3	3	6	1	2	3	4	13	17
Administrative Professional	10	36	46	3	12	15	2	8	10		2	2	1	1	2		1	1	7	24	31
Clerical Technical	3	41	44	1	16	17		11	11				1	5	6				2	25	27
Labor																					
Support Staff Total	13	77	90	4	28	32	2	19	21		2	2	2	6	8		1	1	9	49	58
GRAND TOTAL	29	112	141	15	48	63	9	33	42		3	3	5	9	14	1	3	4	14	64	78

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	2		2																2		2
Other Academic Appts. Total	2		2																2		2
Administrative Professional		1	1																	1	1
Clerical Technical		1	1																	1	1
Labor																					
Support Staff Total		2	2																	2	2
GRAND TOTAL	2	2	4																2	2	4

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AGRICULTURE AND
NATURAL RESOURCES

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	160	9	169	8	2	10	2	2	4	5		5				1		1	152	7	159
Associate Professor	51	8	59	5		5	2		2	3		3							46	8	54
Assistant Professor	26	8	34	5	1	6	1		1	1	1	2	3		3				21	7	28
Tenure System Total	237	25	262	18	3	21	5	2	7	9	1	10	3		3	1		1	219	22	241
Continuing Staff	14	5	19	1		1				1		1							13	5	18
Temporary Faculty	34	8	42	7	1	8	1		1	5	1	6	1		1				27	7	34
Temporary Staff	80	32	112	24	8	32	1	1	2	19	4	23	3	3	6	1		1	56	24	80
Other Academic Appts. Total	128	45	173	32	9	41	2	1	3	25	5	30	4	3	7	1		1	96	36	132
Administrative Professional	92	71	163	2	4	6		2	2	1	1	2	1	1	2				90	67	157
Clerical Technical	12	119	131		14	14		4	4		2	2		5	5		3	3	12	105	117
Labor	43	2	45	1		1							1		1				42	2	44
Support Staff Total	147	192	339	3	18	21		6	6	1	3	4	2	6	8		3	3	144	174	318
GRAND TOTAL	512	262	774	53	30	83	7	9	16	35	9	44	9	9	18	2	3	5	459	232	691

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		3	3																	3	3
Labor	1		1																1		1
Support Staff Total	1	4	5																1	4	5
GRAND TOTAL	8	5	13																8	5	13

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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		3	3																3	3	
Clerical Technical		3	3		1	1							1	1					2	2	
Labor																					
Support Staff Total		6	6		1	1							1	1					5	5	
GRAND TOTAL	2	6	8		1	1							1	1					2	5	7

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																					

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MSU 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	165	145	310	7	5	12	6	4	10				1		1		1	1	158	140	298
Temporary Faculty																					
Temporary Staff	16	27	43	2	2	4		2	2				1		1	1		1	14	25	39
Other Academic Appts. Total	181	172	353	9	7	16	6	6	12				2		2	1	1	2	172	165	337
Administrative Professional		11	11		1	1								1	1					10	10
Clerical Technical	1	47	48		4	4		2	2					1	1		1	1	1	43	44
Labor	9	138	147	2	61	63	2	47	49		1	1		9	9		4	4	7	77	84
Support Staff Total	10	196	206	2	66	68	2	49	51		1	1		11	11		5	5	8	130	138
GRAND TOTAL	192	370	562	11	73	84	8	55	63		1	1	2	11	13	1	6	7	181	297	478

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

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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	150	33	183	5	3	8	1	2	3	3		3	1	1	2				145	30	175
Associate Professor	51	32	83	7	3	10	1	2	3	2		2	2	1	3	2		2	44	29	73
Assistant Professor	18	27	45	2	5	7	1	2	3	1	3	4							16	22	38
Tenure System Total	219	92	311	14	11	25	3	6	9	6	3	9	3	2	5	2		2	205	81	286
Continuing Staff	1	3	4																1	3	4
Temporary Faculty	18	17	35	6	6	12	2		2	3	5	8		1	1	1		1	12	11	23
Temporary Staff	3	7	10																3	7	10
Other Academic Appts. Total	22	27	49	6	6	12	2		2	3	5	8		1	1	1		1	16	21	37
Administrative Professional	2	16	18		4	4		4	4										2	12	14
Clerical Technical	6	48	54		6	6		5	5					1	1				6	42	48
Labor		1	1		1	1					1	1									
Support Staff Total	8	65	73		11	11		9	9		1	1		1	1				8	54	62
GRAND TOTAL	249	184	433	20	28	48	5	15	20	9	9	18	3	4	7	3		3	229	156	385

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																					
Clerical Technical		1	1																	1	1
Labor																					
Support Staff Total		1	1																	1	1
GRAND TOTAL	6	3	9																6	3	9

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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	60	1	61	2		2				2		2							58	1	59
Associate Professor	32	9	41	5	1	6	3		3	2	1	3							27	8	35
Assistant Professor	12	9	21	1		1				1		1							11	9	20
Tenure System Total	104	19	123	8	1	9	3		3	5	1	6							96	18	114
Continuing Staff	5	4	9	1		1	1		1										4	4	8
Temporary Faculty	6	1	7																6	1	7
Temporary Staff	14	8	22	2	2	4	1	1	2	1		1				1	1		12	6	18
Other Academic Appts. Total	25	13	38	3	2	5	2	1	3	1		1				1	1		22	11	33
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	133	87	220	11	7	18	5	3	8	6	1	7		2	2		1	1	122	80	202

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

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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	16	6	22	3	1	4	3		3		1	1							13	5	18
Assistant Professor	7	7	14		2	2					1	1		1	1				7	5	12
Tenure System Total	42	15	57	4	4	8	4	1	5		2	2		1	1				38	11	49
Continuing Staff	4	5	9	1		1	1		1										3	5	8
Temporary Faculty	9	6	15	4		4	1		1	2		2	1		1				5	6	11
Temporary Staff	15	7	22	1	1	2	1		1		1	1							14	6	20
Other Academic Appts. Total	28	18	46	6	1	7	3		3	2	1	3	1		1				22	17	39
Administrative Professional	1	6	7																1	6	7
Clerical Technical	1	19	20		2	2		2	2										1	17	18
Labor																					
Support Staff Total	2	25	27		2	2		2	2										2	23	25
GRAND TOTAL	72	58	130	10	7	17	7	3	10	2	3	5	1	1	2				62	51	113

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

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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	47	24	71	3	1	4	2	1	3				1		1				44	23	67
Associate Professor	27	28	55	3	5	8		4	4	1	1	2	2		2				24	23	47
Assistant Professor	6	9	15	3	5	8	2	3	5	1		1		2	2				3	4	7
Tenure System Total	80	61	141	9	11	20	4	8	12	2	1	3	3	2	5				71	50	121
Continuing Staff	4	3	7	1		1				1		1							3	3	6
Temporary Faculty	18	28	46	3	3	6	1	1	2	2	1	3				1	1		15	25	40
Temporary Staff	29	57	86	8	5	13	3	2	5	1	2	3	3	1	4	1		1	21	52	73
Other Academic Appts. Total	51	88	139	12	8	20	4	3	7	4	3	7	3	1	4	1	1	2	39	80	119
Administrative Professional	2	17	19																2	17	19
Clerical Technical		76	76		4	4		1	1		1	1		2	2				72	72	
Labor		1	1																1	1	
Support Staff Total	2	94	96		4	4		1	1		1	1		2	2				2	90	92
GRAND TOTAL	133	243	376	21	23	44	8	12	20	6	5	11	6	5	11	1	1	2	112	220	332

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	2																1	1	2
Assistant Professor		2	2		1	1		1	1											1	1
Tenure System Total	1	3	4		1	1		1	1										1	2	3
Continuing Staff		1	1																	1	1
Temporary Faculty		1	1		1	1		1	1												
Temporary Staff	1	2	3		1	1					1	1							1	1	2
Other Academic Appts. Total	1	4	5		2	2		1	1		1	1							1	2	3
Administrative Professional																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL	2	7	9		3	3		2	2		1	1							2	4	6

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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	62		62	9		9	1		1	8		8							53		53
Associate Professor	43	2	45	12		12	1		1	9		9	2		2				31	2	33
Assistant Professor	16	6	22	3	3	6	1		1	2	3	5							13	3	16
Tenure System Total	121	8	129	24	3	27	3		3	19	3	22	2		2				97	5	102
Continuing Staff	9	5	14	2	2	4	2	2	4										7	3	10
Temporary Faculty	9	1	10	2		2				2		2							7	1	8
Temporary Staff	30	5	35	15	1	16				15	1	16							15	4	19
Other Academic Appts. Total	48	11	59	19	3	22	2	2	4	17	1	18							29	8	37
Administrative Professional	22	20	42	3	3	6	1	3	4	2		2							19	17	36
Clerical Technical	7	43	50	1	4	5		3	3	1		1		1	1				6	39	45
Labor	6		6																6		6
Support Staff Total	35	63	98	4	7	11	1	6	7	3		3		1	1				31	56	87
GRAND TOTAL	204	82	286	47	13	60	6	8	14	39	4	43	2	1	3				157	69	226

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																3		3
Associate Professor																					
Assistant Professor	1		1																1		1
Tenure System Total	4		4																4		4
Continuing Staff	1		1																1		1
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	1		1																1		1
Administrative Professional																					
Clerical Technical																					
Labor	1		1																1		1
Support Staff Total	1		1																1		1
GRAND TOTAL	6		6																6		6

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HUMAN ECOLOGY

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	8	20	28		3	3		2	2		1	1							8	17	25
Associate Professor	6	14	20	1	2	3	1		1		2	2							5	12	17
Assistant Professor	3	4	7	1	2	3		1	1		1	1	1		1				2	2	4
Tenure System Total	17	38	55	2	7	9	1	3	4		4	4	1		1				15	31	46
Continuing Staff		8	8																	8	8
Temporary Faculty	1	13	14	1	1	2	1	1	2											12	12
Temporary Staff	3	12	15		2	2		1	1		1	1							3	10	13
Other Academic Appts. Total	4	33	37	1	3	4	1	2	3		1	1							3	30	33
Administrative Professional	1	9	10		1	1		1	1										1	8	9
Clerical Technical		32	32		3	3		2	2		1	1								29	29
Labor		1	1																	1	1
Support Staff Total	1	42	43		4	4		3	3		1	1							1	38	39
GRAND TOTAL	22	113	135	3	14	17	2	8	10		6	6	1		1				19	99	118

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	1	1	2	1		1	1		1											1	1
Temporary Staff																					
Other Academic Appts. Total	1	1	2	1		1	1		1											1	1
Administrative Professional																					
Clerical Technical		2	2																	2	2
Labor																					
Support Staff Total		2	2																	2	2
GRAND TOTAL	1	4	5	1		1	1		1											4	4

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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	14	84	8	3	11	2		2	6	3	9							62	11	73
Associate Professor	18	9	27	3	2	5	1	1	2	1	1	2	1		1				15	7	22
Assistant Professor	4	5	9		1	1								1	1				4	4	8
Tenure System Total	92	28	120	11	6	17	3	1	4	7	4	11	1	1	2				81	22	103
Continuing Staff	1	1	2																1	1	2
Temporary Faculty	91	43	134	14	8	22	5	3	8	7	5	12	2		2				77	35	112
Temporary Staff	16	17	33	8	6	14		2	2	8	3	11		1	1				8	11	19
Other Academic Appts. Total	108	61	169	22	14	36	5	5	10	15	8	23	2	1	3				86	47	133
Administrative Professional	22	98	120	3	5	8	2	1	3	1	1	2		2	2		1	1	19	93	112
Clerical Technical	10	156	166	1	10	11		5	5	1	2	3		2	2		1	1	9	146	155
Labor																					
Support Staff Total	32	254	286	4	15	19	2	6	8	2	3	5		4	4		2	2	28	239	267
GRAND TOTAL	232	343	575	37	35	72	10	12	22	24	15	39	3	6	9		2	2	195	308	503

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

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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	6	1	7	2		2	1		1	1		1							4	1	5
Associate Professor	4		4																4		4
Assistant Professor	7	4	11	3	1	4	1		1		1	1	2		2				4	3	7
Tenure System Total	17	5	22	5	1	6	2		2	1	1	2	2		2				12	4	16
Continuing Staff		1	1																	1	1
Temporary Faculty	5	3	8	2		2	1		1	1		1							3	3	6
Temporary Staff		3	3																	3	3
Other Academic Appts. Total	5	7	12	2		2	1		1	1		1							3	7	10
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	22	17	39	7	2	9	3		3	2	1	3	2		2		1	1	15	15	30

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																					
Clerical Technical																					
Labor																					
Support Staff Total																					
GRAND TOTAL	1		1																1		1

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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	226	21	247	26	3	29	3		3	21	2	23	1	1	2	1		1	200	18	218
Associate Professor	54	14	68	6		6	2		2	4		4							48	14	62
Assistant Professor	31	9	40	5	1	6				3	1	4	2		2				26	8	34
Tenure System Total	311	44	355	37	4	41	5		5	28	3	31	3	1	4	1		1	274	40	314
Continuing Staff	20	14	34	2	3	5	1	2	3	1	1	2							18	11	29
Temporary Faculty	43	11	54	6	3	9	1		1	5	3	8							37	8	45
Temporary Staff	106	57	163	34	10	44	4	1	5	30	8	38		1	1				72	47	119
Other Academic Appts. Total	169	82	251	42	16	58	6	3	9	36	12	48		1	1				127	66	193
Administrative Professional	81	65	146	5	3	8	1		1	3	2	5	1	1	2				76	62	138
Clerical Technical	17	113	130	3	11	14	1	7	8	1	2	3	1	2	3				14	102	116
Labor	24	11	35	1		1				1		1							23	11	34
Support Staff Total	122	189	311	9	14	23	2	7	9	5	4	9	2	3	5				113	175	288
GRAND TOTAL	602	315	917	88	34	122	13	10	23	69	19	88	5	5	10	1		1	514	281	795

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 Appts. Total	2	1	3																2	1	3
Administrative Professional	1	2	3																1	2	3
Clerical Technical	1	1	2																1	1	2
Labor	1		1																1		1
Support Staff Total	3	3	6																3	3	6
GRAND TOTAL	6	4	10																6	4	10

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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	1	4	5																1	4	5
Associate Professor	1	7	8																1	7	8
Assistant Professor		9	9		1	1		1	1											8	8
Tenure System Total	2	20	22		1	1		1	1										2	19	21
Continuing Staff																					
Temporary Faculty		16	16		1	1					1	1								15	15
Temporary Staff		9	9		1	1		1	1											8	8
Other Academic Appts. Total		25	25		2	2		1	1		1	1								23	23
Administrative Professional	1	4	5	1		1							1		1					4	4
Clerical Technical		11	11																	11	11
Labor																					
Support Staff Total	1	15	16	1		1							1		1					15	15
GRAND TOTAL	3	60	63	1	3	4		2	2		1	1	1		1				2	57	59

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

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OSTEOPATHIC MEDICINE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor	47	9	56	3	1	4	1	1	2	1		1	1		1				44	8	52
Associate Professor	22	9	31																22	9	31
Assistant Professor		1	1		1	1					1	1									
Tenure System Total	69	19	88	3	2	5	1	1	2	1	1	2	1		1				66	17	83
Continuing Staff	1	3	4		1	1					1	1							1	2	3
Temporary Faculty	60	27	87	6	4	10		3	3	4		4	2		2		1	1	54	23	77
Temporary Staff	9	13	22	2	5	7				2	4	6		1	1				7	8	15
Other Academic Appts. Total	70	43	113	8	10	18		3	3	6	5	11	2	1	3		1	1	62	33	95
Administrative Professional	20	56	76	2	5	7	1	2	3	1	1	2		1	1		1	1	18	51	69
Clerical Technical	5	106	111		13	13		5	5		4	4		2	2		2	2	5	93	98
Labor		1	1																	1	1
Support Staff Total	25	163	188	2	18	20	1	7	8	1	5	6		3	3		3	3	23	145	168
GRAND TOTAL	164	225	389	13	30	43	2	11	13	8	11	19	3	4	7		4	4	151	195	346

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	1		1																1		1
Assistant Professor																					
Tenure System Total	2		2																2		2
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	2	2	4																2	2	4

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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	95	16	111	5	2	7	2	1	3				3	1	4				90	14	104
Associate Professor	36	14	50	3	1	4	2	1	3				1		1				33	13	46
Assistant Professor	19	16	35	5	3	8	3	2	5	1	1	2	1		1				14	13	27
Tenure System Total	150	46	196	13	6	19	7	4	11	1	1	2	5	1	6				137	40	177
Continuing Staff	5	9	14		2	2		1	1			1	1						5	7	12
Temporary Faculty	27	16	43	3	1	4	3		3			1	1						24	15	39
Temporary Staff	6	13	19	1	1	2		1	1	1		1							5	12	17
Other Academic Appts. Total	38	38	76	4	4	8	3	2	5	1	2	3							34	34	68
Administrative Professional	10	34	44		2	2		1	1			1	1						10	32	42
Clerical Technical	1	59	60		4	4		1	1					2	2		1	1	1	55	56
Labor																					
Support Staff Total	11	93	104		6	6		2	2		1	1		2	2		1	1	11	87	98
GRAND TOTAL	199	177	376	17	16	33	10	8	18	2	4	6	5	3	8		1	1	182	161	343

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	6	1	7																6	1	7
Associate Professor	1		1																1		1
Assistant Professor		1	1																	1	1
Tenure System Total	7	2	9																7	2	9
Continuing Staff																					
Temporary Faculty	1		1																1		1
Temporary Staff																					
Other Academic Appts. Total	1		1																1		1
Administrative Professional		1	1																	1	1
Clerical Technical	1	2	3																1	2	3
Labor																					
Support Staff Total	1	3	4																1	3	4
GRAND TOTAL	9	5	14																9	5	14

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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	7		7	6		6	5		5				1		1				1		1
Continuing Staff		1	1																	1	1
Temporary Faculty		1	1																	1	1
Temporary Staff	5	2	7	4	2	6	2	2	4							2		2	1		1
Other Academic Appts. Total	5	4	9	4	2	6	2	2	4							2		2	1	2	3
Administrative Professional		5	5		4	4		3	3		1	1								1	1
Clerical Technical	1	6	7		3	3		2	2					1	1				1	3	4
Labor																					
Support Staff Total	1	11	12		7	7		5	5		1	1		1	1				1	4	5
GRAND TOTAL	13	15	28	10	9	19	7	7	14		1	1	1	1	2	2		2	3	6	9

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																					

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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	40	3	43	5		5	2		2	3		3							35	3	38
Associate Professor	30	2	32	3		3	2		2	1		1							27	2	29
Assistant Professor	8	9	17		3	3		3	3										8	6	14
Tenure System Total	78	14	92	8	3	11	4	3	7	4		4							70	11	81
Continuing Staff	1	1	2																1	1	2
Temporary Faculty	21	21	42	3	5	8	2	1	3		2	2	1	2	3				18	16	34
Temporary Staff	21	11	32	8	3	11	2	2	4	6	1	7							13	8	21
Other Academic Appts. Total	43	33	76	11	8	19	4	3	7	6	3	9	1	2	3				32	25	57
Administrative Professional	22	52	74	3	8	11	1	3	4	2	3	5		1	1		1	1	19	44	63
Clerical Technical	8	94	102		4	4					1	1		2	2		1	1	8	90	98
Labor	9	7	16	1	1	2		1	1				1		1				8	6	14
Support Staff Total	39	153	192	4	13	17	1	4	5	2	4	6	1	3	4		2	2	35	140	175
GRAND TOTAL	160	200	360	23	24	47	9	10	19	12	7	19	2	5	7		2	2	137	176	313

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	2		2																2		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	2	8																6	2	8

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VICE PRESIDENT FINANCE AND
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	3		3																3		3
Assistant Professor	3		3	1		1	1		1										2		2
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	2		2																2		2
Temporary Staff	36	17	53	6	4	10	6	2	8				1	1		1	1		30	13	43
Other Academic Apts. Total	44	19	63	7	4	11	7	2	9				1	1		1	1		37	15	52
Administrative Professional	61	59	120	5	4	9	2	3	5	1		1	2	1	3				56	55	111
Clerical Technical	9	65	74	2	9	11	1	3	4		1	1	1	5	6				7	56	63
Labor	83	21	104	8	2	10	2	2	4	1		1	5		5				75	19	94
Support Staff Total	153	145	298	15	15	30	5	8	13	2	1	3	8	6	14				138	130	268
GRAND TOTAL	203	164	367	23	19	42	13	10	23	2	1	3	8	7	15		1	1	180	145	325

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	2		2	1		1	1		1										1		1
Other Academic Apts. Total	2		2	1		1	1		1										1		1
Administrative Professional	3	2	5	1		1	1		1										2	2	4
Clerical Technical																					
Labor	4		4	1		1	1		1										3		3
Support Staff Total	7	2	9	2		2	2		2										5	2	7
GRAND TOTAL	9	2	11	3		3	3		3										6	2	8

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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	2		2																2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2		2																2		2
Administrative Professional	33	48	81	1	5	6		3	3		2	2	1		1				32	43	75
Clerical Technical	10	139	149	2	10	12	2	3	5		1	1		5	5		1	1	8	129	137
Labor	35	7	42	4	1	5	3		3				1		1		1	1	31	6	37
Support Staff Total	78	194	272	7	16	23	5	6	11		3	3	2	5	7		2	2	71	178	249
GRAND TOTAL	80	194	274	7	16	23	5	6	11		3	3	2	5	7		2	2	73	178	251

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																2		2
Clerical Technical		1	1																	1	1
Labor	4		4	1		1	1		1										3		3
Support Staff Total	6	1	7	1		1	1		1										5	1	6
GRAND TOTAL	6	1	7	1		1	1		1										5	1	6

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HOUSING AND FOOD SERVICE

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor																					
Associate Professor																					
Assistant Professor																					
Tenure System Total																					
Continuing Staff	2		2																2		2
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	2		2																2		2
Administrative Professional	120	90	210	11	11	22	5	8	13	2	3	5	4		4				109	79	188
Clerical Technical	4	118	122		10	10		5	5		1	1		4	4				4	108	112
Labor	191	223	414	38	67	105	20	38	58	2	4	6	14	24	38	2	1	3	153	156	309
Support Staff Total	315	431	746	49	88	137	25	51	76	4	8	12	18	28	46	2	1	3	266	343	609
GRAND TOTAL	317	431	748	49	88	137	25	51	76	4	8	12	18	28	46	2	1	3	268	343	611

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	2	7	9		2	2		1	1					1	1				2	5	7
Labor	12	6	18	2		2	2		2										10	6	16
Support Staff Total	16	13	29	3	2	5	2	1	3				1	1	2				13	11	24
GRAND TOTAL	16	13	29	3	2	5	2	1	3				1	1	2				13	11	24

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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	4		4																4		4
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	4		4																4		4
Administrative Professional	67	21	88	5	3	8	2	3	5	1		1				2		2	62	18	80
Clerical Technical	1	18	19		1	1								1	1				1	17	18
Labor	313	88	401	46	30	76	26	13	39	3		3	13	17	30	4		4	267	58	325
Support Staff Total	381	127	508	51	34	85	28	16	44	4		4	13	18	31	6		6	330	93	423
GRAND TOTAL	385	127	512	51	34	85	28	16	44	4		4	13	18	31	6		6	334	93	427

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																2		2
Clerical Technical		1	1		1	1								1	1						
Labor	9	1	10	2		2							2		2				7	1	8
Support Staff Total	11	2	13	2	1	3							2	1	3				9	1	10
GRAND TOTAL	11	2	13	2	1	3							2	1	3				9	1	10

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VICE PROVOST FOR
HUMAN HEALTH PROGRAMS

EMPLOYEE CATEGORIES	TOTAL EMPLOYEES			TOTAL MINORITIES			BLACK			ASIAN/PACIFIC ISLANDER			HISPANIC			AMER INDIAN/ALASKAN NAT			CAUCASIAN/OTHERS		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Professor		1	1																	1	1
Associate Professor	2	1	3																2	1	3
Assistant Professor																					
Tenure System Total	2	2	4																2	2	4
Continuing Staff	1		1																1		1
Temporary Faculty	2	3	5																2	3	5
Temporary Staff	2	3	5	1		1				1		1							1	3	4
Other Academic Appts. Total	5	6	11	1		1				1		1							4	6	10
Administrative Professional	21	66	87	3	6	9	1	3	4	2	3	5							18	60	78
Clerical Technical	2	88	90		16	16		10	10		1	1		3	3		2	2	2	72	74
Labor		2	2		1	1								1	1					1	1
Support Staff Total	23	156	179	3	23	26	1	13	14	2	4	6		4	4		2	2	20	133	153
GRAND TOTAL	30	164	194	4	23	27	1	13	14	3	4	7		4	4		2	2	26	141	167

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	2	3																1	2	3
Clerical Technical	1	3	4		1	1		1	1										1	2	3
Labor		1	1		1	1								1	1						
Support Staff Total	2	6	8		2	2		1	1					1	1				2	4	6
GRAND TOTAL	2	6	8		2	2		1	1					1	1				2	4	6

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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	6	7																1	6	7
Clerical Technical																					
Labor																					
Support Staff Total	1	6	7																1	6	7
GRAND TOTAL	3	8	11	1		1	1		1										2	8	10

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																					

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VICE PRESIDENT 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	10	1	11	2		2	2		2										8	1	9
Associate Professor	1	1	2																1	1	2
Assistant Professor																					
Tenure System Total	11	2	13	2		2	2		2										9	2	11
Continuing Staff	3		3	1		1							1		1				2		2
Temporary Faculty	1	1	2																1	1	2
Temporary Staff	1	6	7																1	6	7
Other Academic Appts. Total	5	7	12	1		1							1		1				4	7	11
Administrative Professional	11	18	29																11	18	29
Clerical Technical	5	18	23																5	18	23
Labor	8	3	11		1	1		1	1										8	2	10
Support Staff Total	24	39	63		1	1		1	1										24	38	62
GRAND TOTAL	40	48	88	3	1	4	2	1	3				1		1				37	47	84

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												

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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	1	2	3																1	2	3
Temporary Faculty		1	1																	1	1
Temporary Staff	1	3	4		1	1		1	1										1	2	3
Other Academic Appts. Total	2	6	8		1	1		1	1										2	5	7
Administrative Professional	32	47	79	12	11	23	9	8	17	2	2	4	1	1	2				20	36	56
Clerical Technical	1	41	42		8	8		4	4					4	4				1	33	34
Labor																					
Support Staff Total	33	88	121	12	19	31	9	12	21	2	2	4	1	5	6				21	69	90
GRAND TOTAL	42	96	138	14	21	35	10	14	24	2	2	4	2	5	7				28	75	103

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	3	1	4	2		2	2		2										1	1	2
Clerical Technical																					
Labor																					
Support Staff Total	3	1	4	2		2	2		2										1	1	2
GRAND TOTAL	4	1	5	2		2	2		2										2	1	3

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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	1	4	5																1	4	5
Temporary Faculty																					
Temporary Staff																					
Other Academic Appts. Total	1	4	5																1	4	5
Administrative Professional	12	26	38		1	1		1	1										12	25	37
Clerical Technical	1	26	27		4	4		1	1		2	2		1	1				1	22	23
Labor																					
Support Staff Total	13	52	65		5	5		2	2		2	2		1	1				13	47	60
GRAND TOTAL	14	56	70		5	5		2	2		2	2		1	1				14	51	65

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

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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 Appts. Total	1		1																1		1
Administrative Professional	9	19	28	1	1	2	1	1	2										8	18	26
Clerical Technical	1	7	8		2	2							1	1		1	1		1	5	6
Labor																					
Support Staff Total	10	26	36	1	3	4	1	1	2				1	1		1	1		9	23	32
GRAND TOTAL	11	27	38	1	3	4	1	1	2				1	1		1	1		10	24	34

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	

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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	1		1	1		1										1		1			
Other Academic Appts. Total	3		3	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	7	16	23	4	1	5	1	1	2	2		2				1		1	3	15	18

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		1	1																	1	1
Clerical Technical																					
Labor																					
Support Staff Total		1	1																	1	1
GRAND TOTAL	1	1	2	1		1										1		1		1	1

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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 Appts. Total	2	1	3																2	1	3
Administrative Professional	1	6	7		1	1		1	1										1	5	6
Clerical Technical																					
Labor		1	1		1	1								1	1						
Support Staff Total	1	7	8		2	2		1	1					1	1				1	5	6
GRAND TOTAL	3	9	12		3	3		2	2					1	1				3	6	9

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																					

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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

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																					

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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																					
Assistant Professor	1		1																1		1
Tenure System Total	4		4																4		4
Continuing Staff	3	1	4	1		1				1		1							2	1	3
Temporary Faculty																					
Temporary Staff	3	2	5																3	2	5
Other Academic Appts. Total	6	3	9	1		1				1		1							5	3	8
Administrative Professional	142	88	230	10	5	15	4	2	6	5	2	7	1	1	2				132	83	215
Clerical Technical	57	62	119	12	11	23	7	4	11	2	3	5	1	4	5	2		2	45	51	96
Labor		2	2																	2	2
Support Staff Total	199	152	351	22	16	38	11	6	17	7	5	12	2	5	7	2		2	177	136	313
GRAND TOTAL	209	155	364	23	16	39	11	6	17	8	5	13	2	5	7	2		2	186	139	325

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

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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		4	4																4	4	
Clerical Technical		3	3		1	1							1	1					2	2	
Labor																					
Support Staff Total		7	7		1	1							1	1					6	6	
GRAND TOTAL		7	7		1	1							1	1					6	6	

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																					

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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	4	2	6																4	2	6
Clerical Technical	1	1	2																1	1	2
Labor	3		3																3		3
Support Staff Total	8	3	11																8	3	11
GRAND TOTAL	8	3	11																8	3	11

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