

A large, dark, textured 'X' graphic that spans the left and center of the page. It is composed of two thick, slightly irregular diagonal bars that intersect in the middle. The background of the entire page is a faint, detailed line drawing of a university campus. It features a large, multi-story building with many windows, a smaller building to the right, and trees in the foreground and background. A dashed line curves across the upper portion of the page, and a dotted line is visible near the bottom left.


1993-1994
ANNUAL REPORT ON

AFFIRMATIVE ACTION

DATA REPORT

**MICHIGAN STATE
UNIVERSITY**

MICHIGAN STATE
UNIVERSITY

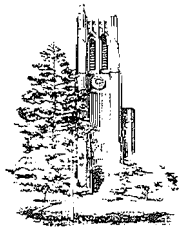
TO: MSU Community
FROM: Peter McPherson, President 
DATE: March 13, 1995
SUBJECT: 1993-94 Annual Report on Affirmative Action

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 the 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 our belief in the equality of humanity can be displayed.

Everyone associated with MSU benefits from a people-centered, welcoming community. The University prides itself on finding ways to address needs and delivering on its promises. In a climate of limited resources for higher education and the need for a dynamic environment, adjustments will have to be made by all at MSU. We must continue to be especially innovative and agile, as well as courteous and efficient. We will strive for continuous quality improvement while reducing bureaucracy. All levels of the institution will contribute to a climate of cooperation that is responsive to the public and to all who work and study at the university.

Diversity in the faculty, students, and staff is a major source of MSU's intellectual vitality and innovative spirit. MSU strives to be a community where people of different cultures, intellectual positions, and lifestyles can reach their full potential. Such an environment develops respect for differences while fostering caring relationships, cross-cultural understanding, and common educational commitments. MSU encourages people to become fully engaged in the challenging issues of diversity within community. It seeks to be a university where a broad spectrum of informed perspectives gives rise to spirited mind-opening discussions that prepare us for life in an increasingly diverse world.



**OFFICE OF
THE PRESIDENT**

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

Annual Report on Affirmative Action

for the Period October 1, 1993 to
September 30, 1994

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 and the Office of the Vice
President for Finance and Operations

April 1995

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INTRODUCTION

The 1993-94 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.

Data Report

The Data Report provides charts, graphs and tables illustrating changes in areas of employment and enrollment as they relate to women, minorities and handicappers. In recognition of the 21st anniversary of the Affirmative Action Report, the 1993-94 report focuses on advances in representation over the past 21 years. Trend data is displayed for faculty, academic staff, and students; comparative data is provided for support staff.

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, Career Development and Placement Services' Student Employment Office, Office of Admissions and Scholarships, and Publications and Design, Division of University Relations.

More detailed information on any specific section of the Data Report or the university's affirmative action program may be obtained from the Office of Affirmative Action, Compliance and Monitoring (AACM). The Data Report is available in large print or alternate format upon request to AACM, Room 303 Administration Building, Michigan State University, East Lansing, MI 48824, (517) 353-3922.

Descriptive Report

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 1993-94 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 (academic human resources, support staff resources, and students) are presented under the applicable MSU IDEA II headings [1) Leadership, 2) Recruitment and Retention, 3) Instruction, Research, and Outreach, and 4) Climate].

Affirmative Action and Diversity/Pluralism Programs

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 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 in all facets of university life.

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 areas. These groups provide assistance to the university to assure that the rights of minorities, women, handicappers, gays, lesbians, and bisexuals, faculty, staff and students are protected.

Ralph W. Bonner, Ph.D.
Director, Office of Affirmative Action, Compliance and Monitoring
and Senior Advisor to the President

Definitions of Terms Used

Ethnic Identification

Ethnic identification for faculty/academic staff is determined by employing units in concert with the faculty/academic staff member.

Black: A person having origins in any of the black racial groups of Africa, but not Hispanic.

Asian or Pacific Islander: A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

Hispanic: A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

American Indian or Alaskan Native:

A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition. (Verification of tribal affiliation is required for support staff.)

Caucasian or Other: A person who is not included in any of the four ethnic identifications listed above.

Handicappers

Handicapper status is self-identified by faculty, academic staff, support staff and students.

Michigan Handicappers' Civil Rights Act: A determinable physical or mental characteristic of an individual, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic substantially limits one or more major life activities of that individual and is unrelated to the individual's ability to perform the duties of a particular job or position or substantially limits one or more of the major life activities of that individual and is unrelated to the individual's qualifications for employment or promotion.

Americans with Disabilities Act: A person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment or is regarded as having such an impairment.

SUMMARY

Comparing 1974 to 1994, representation of women and minorities increased in all employment categories within the **academic workforce**. The 1974 academic workforce totaled 3,514, including 717 (20.4%) women and 217 (6.2%) minorities. In 1994, the academic workforce of 3,996 included 1,321 (33.1%) women and 583 (14.6%) minorities. Blacks increased from 99 (2.8%) to 218 (5.5%); Asian/Pacific Islanders from 92 (2.6%) to 266 (6.7%), Hispanics from 24 (0.7%) to 81 (2.0%), and American Indians/Alaskan Natives from 2 (0.1%) to 18 (0.5%).

Self-identified handicappers in the academic workforce increased from 13 (0.4%) in Fall 1982 to 84 (2.1%) in Fall 1994.

While the number of faculty members employed in the **tenure system** declined from 2,250 in 1974 to 2,038 in 1994, women increased from 283 (12.6%) to 466 (22.9%) and minorities increased from 115 (5.1%) to 247 (12.1%).

Comparing tenure system faculty for 1974 and 1994, Blacks increased from 50 (2.2%) to 95 (4.7%), Asian/Pacific Islanders from 52 (2.3%) to 110 (5.4%), Hispanics from 11 (0.5%) to 37 (1.8%), and American Indians/Alaskan Natives from 2 (0.1%) to 5 (0.2%).

Among tenure system faculty, the number of professors increased from 1,079 in 1974 to 1,206 in 1994. Women increased from 67 (6.2%) to 181 (15.0%) and minorities increased from 41 (3.8%) to 110 (9.1%) at the professor rank. Associate professors decreased in number, from 631 in 1974 to 565 in 1994. Protected class members at the associate professor rank increased in number and proportion; women from 67 (10.6%) to 172 (30.4%) and minorities from 37 (5.9%) to 70 (12.4%). Assistant professors declined in number, from 455 in 1974 to 267 in 1994. Women at the assistant professor rank increased from 111 (24.4%) to 113 (42.3%), and minorities increased from 32 (7.0%) to 67 (25.1%). There were no instructors appointed in the tenure system in 1994.

Academic administrators increased from 229 in 1982 to 269 in 1994. Women increased from 35 (15.3%) to 67 (24.9%); minorities increased from 22 (9.6%) to 30 (11.2%), and self-identified handicappers increased from 2 (0.9%) to 6 (2.2%).

Executive management totaled 57 in Fall 1982, including 7 (12.3%) women, 5 (8.8%) minorities, and no self-identified handicappers. In 1994, 62 individuals were appointed in executive management positions, including 16 (25.8%) women, 10 (16.1%) minorities, and 2 (3.2%) self-identified handicappers.

Definitions of Terms Used

Faculty: Ranks include professor, associate professor, assistant professor, instructor.

Tenure System Faculty: Faculty appointed in the tenure system.

Temporary Faculty: Faculty appointed with an end date.

Employment Categories

Academic Staff: Titles include specialist, MSU Extension field staff, librarian, archivist, NSCL engineer and physicist, research associate, lecturer, assistant instructor, postdoctoral fellow, instructional associate, teacher, visiting scholar, coach, assistant coach, executive management and academic administrators without faculty rank, and any other academic appointment without faculty rank.

Continuing Academic Staff: Academic staff appointed in one of the continuing appointment systems -- Specialist Continuing Appointment System, MSU Extension Continuing Appointment System, Librarian Continuing Appointment System, NSCL Continuing Appointment System, executive management and academic administrators without faculty rank and without an end date to their appointment.

Temporary Academic Staff: Academic staff appointed with an end date.

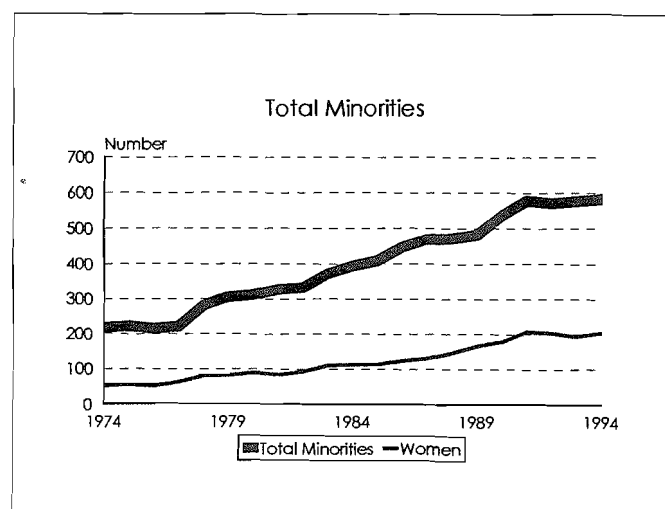
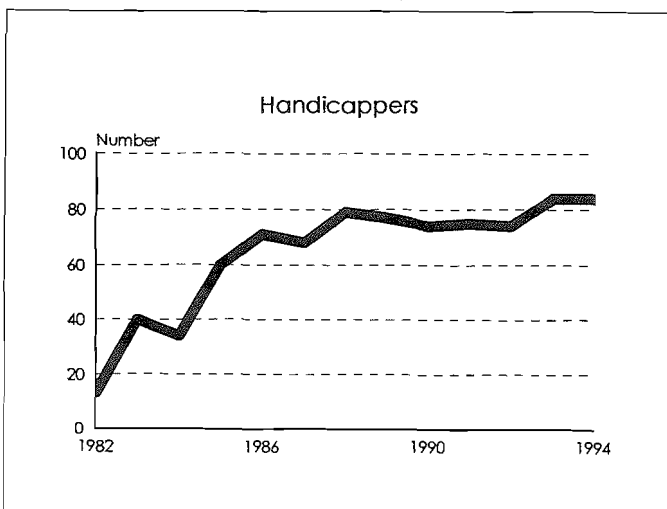
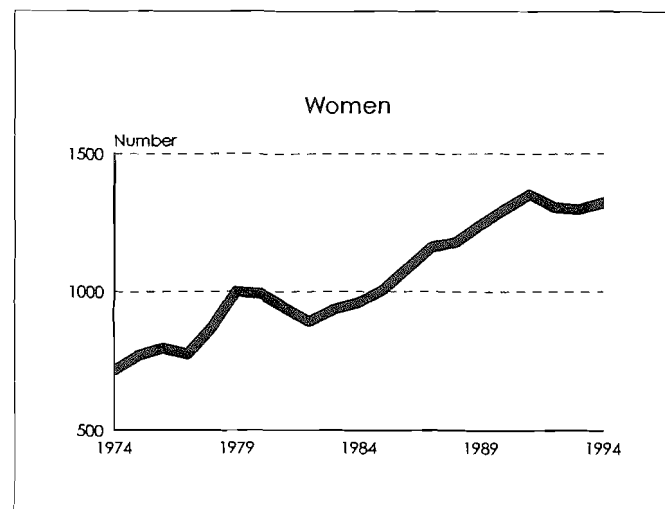
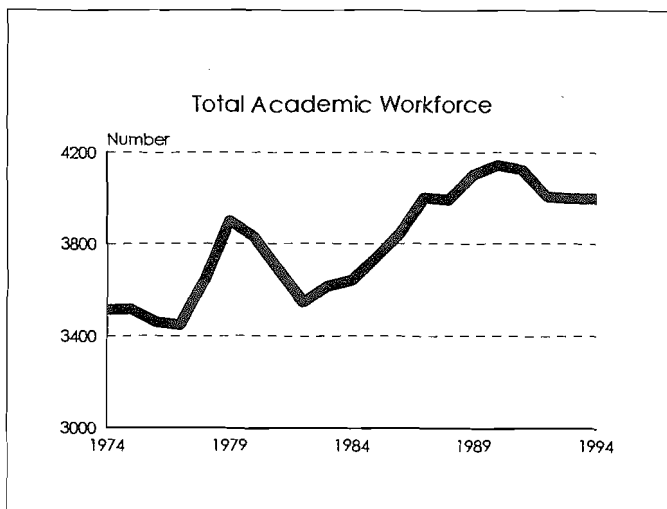
Academic Administrators: Titles include dean, senior advisor to the dean, associate dean, assistant dean, chairperson, director, division director, co-director, associate vice provost, assistant vice provost, senior advisor, and supervisor.

Executive Management: Titles include president, assistant to the president, executive assistant to the president, secretary of the Board of Trustees, executive vice president, vice president, associate vice president, assistant vice president, assistant to the vice president, provost, associate provost, assistant provost, assistant to the provost, vice provost, administrator, registrar, controller, university engineer, university architect, executive management director, executive management associate director, executive management manager, general counsel, associate general counsel, and assistant general counsel.

Academic Administrators/Executive Management Data

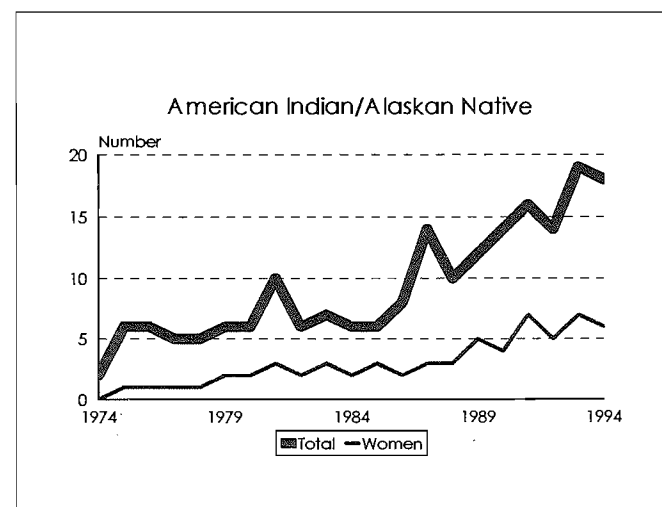
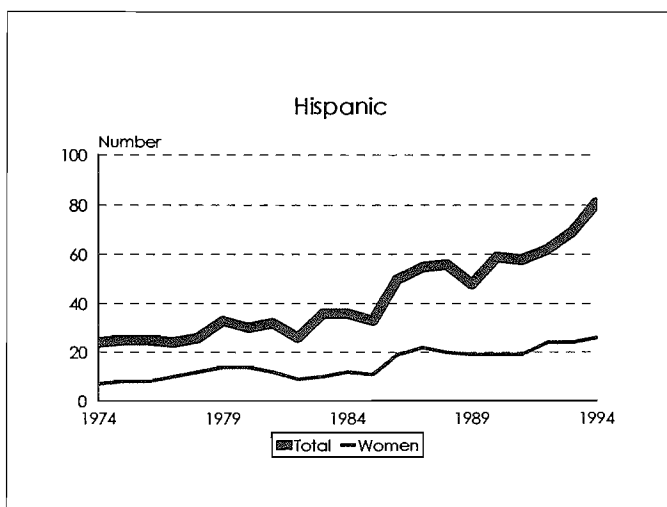
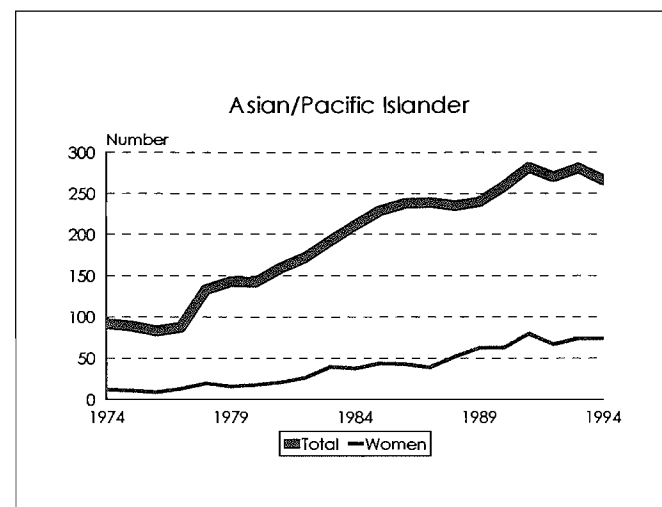
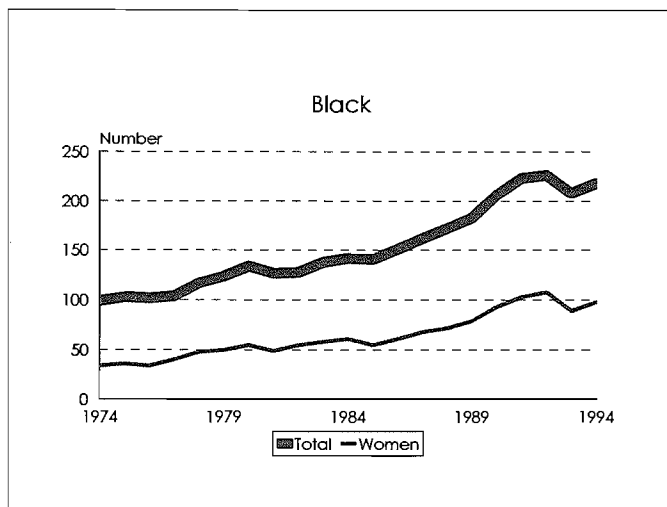
Academic administrators and executive managers are also included in the headcounts for tenure system faculty, continuing academic staff, temporary faculty or temporary academic staff.

Academic Workforce, 1974-1994

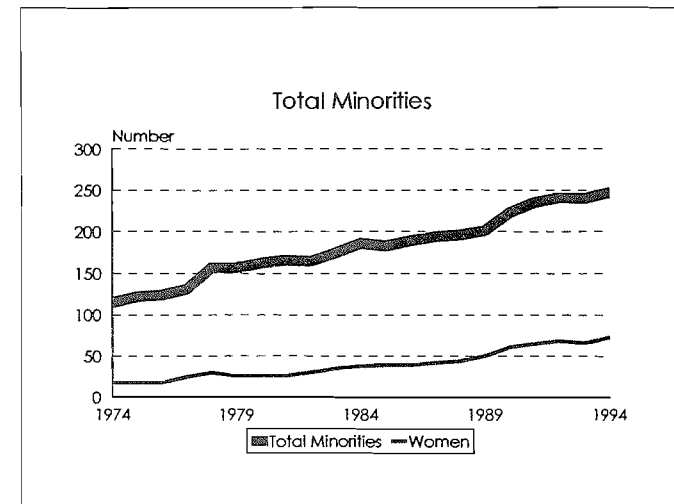
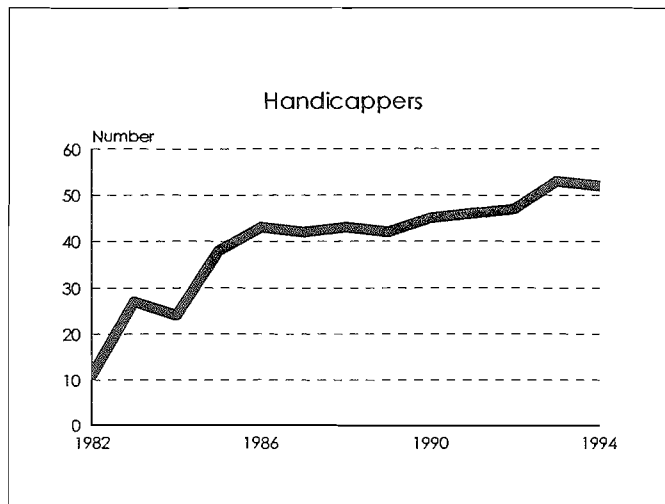
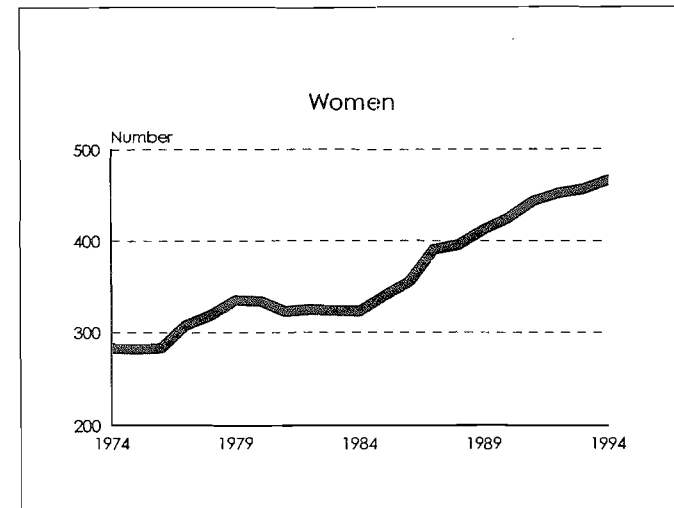
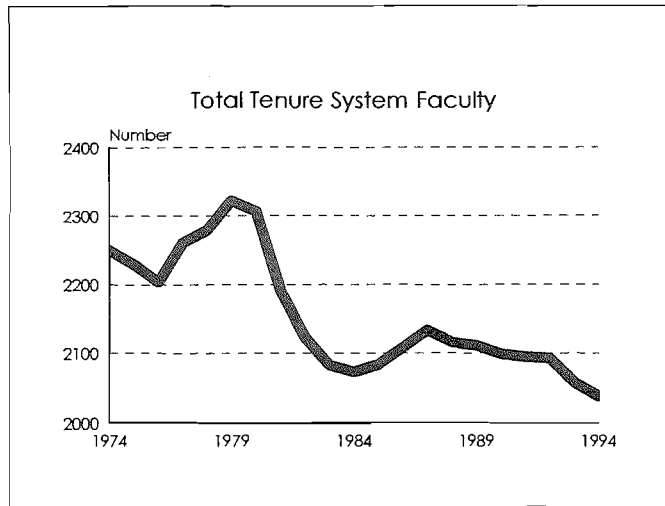


Academic Workforce, 1974-1994

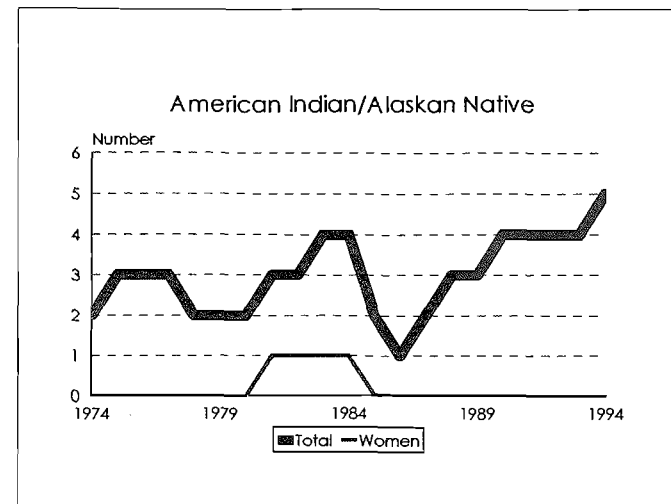
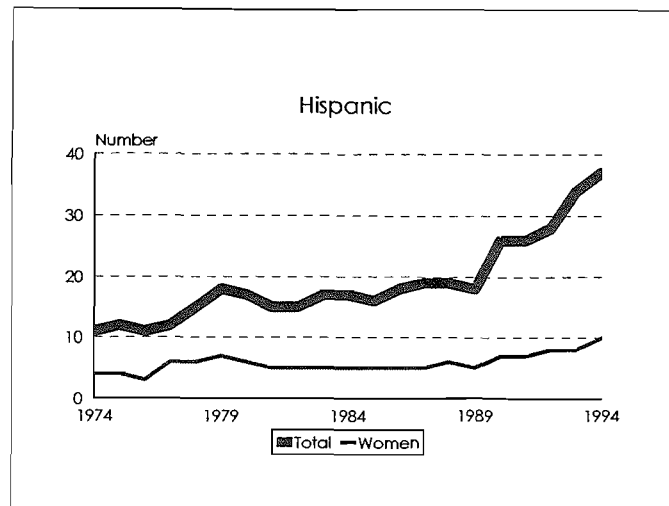
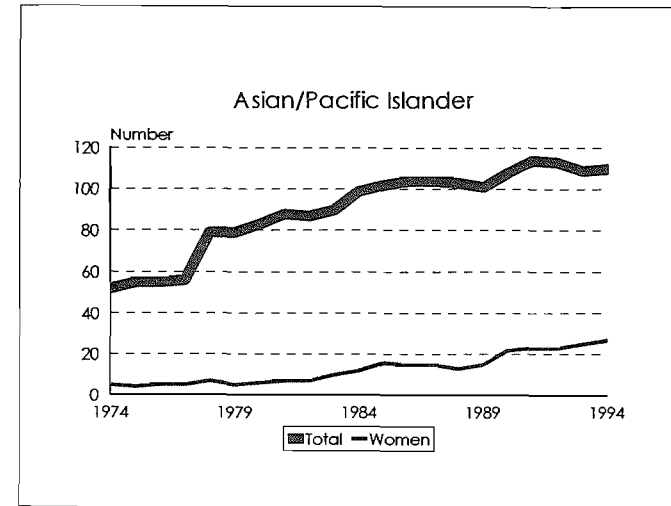
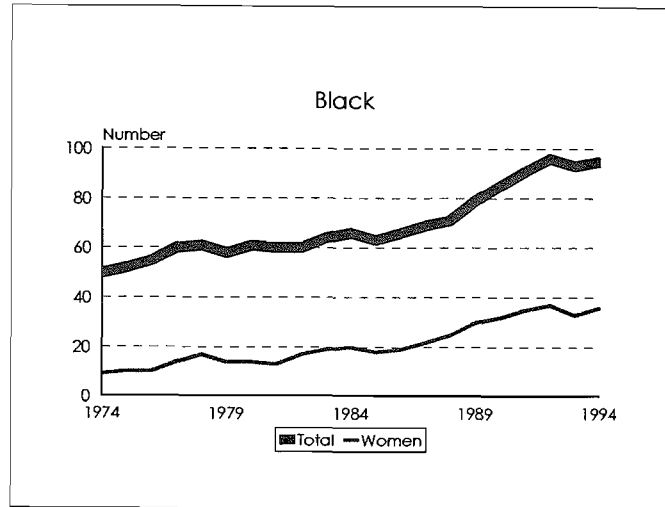
Minorities by Ethnic ID



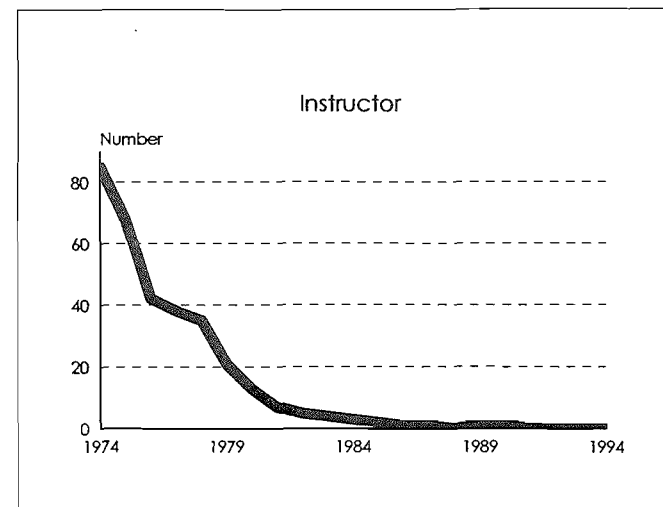
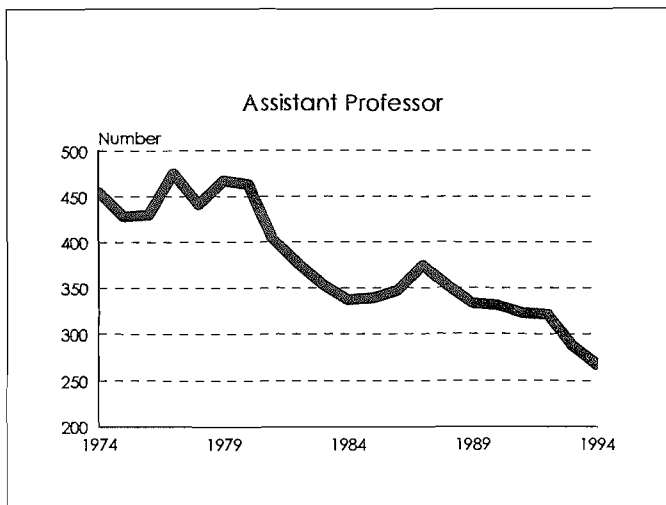
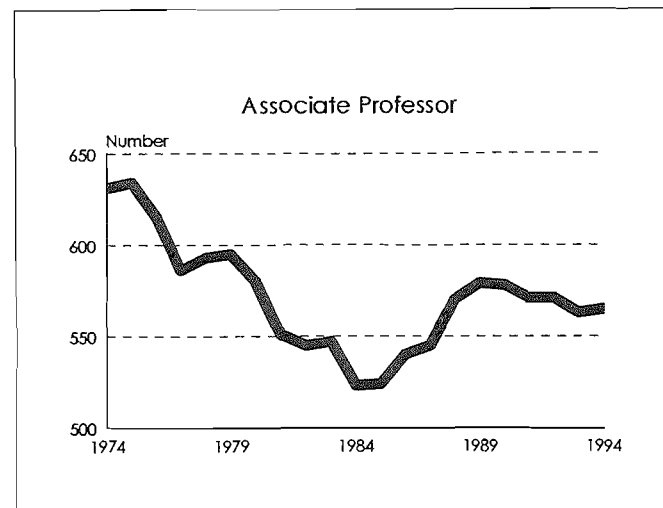
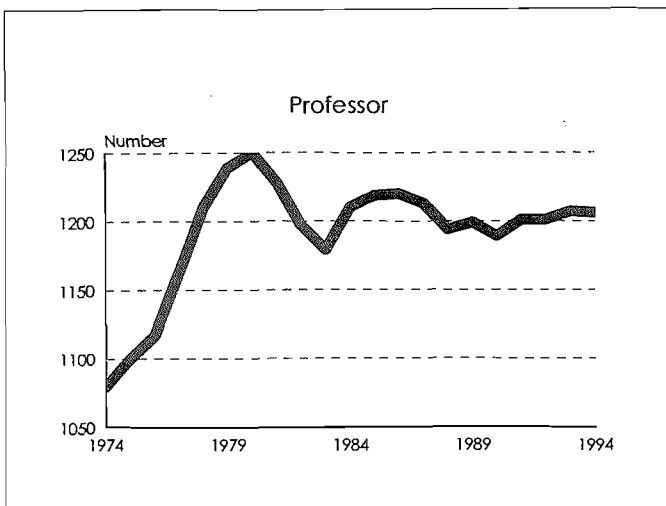
Tenure System Faculty, 1974-1994



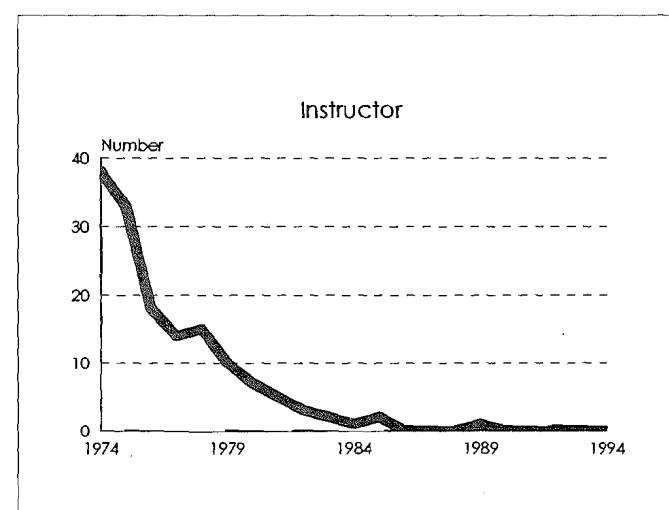
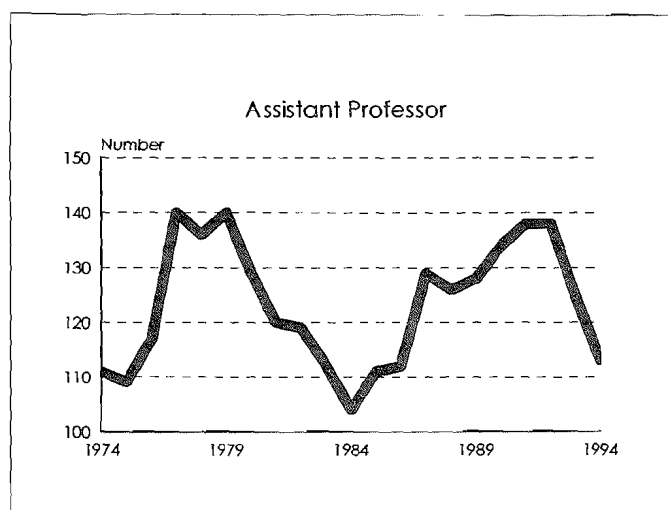
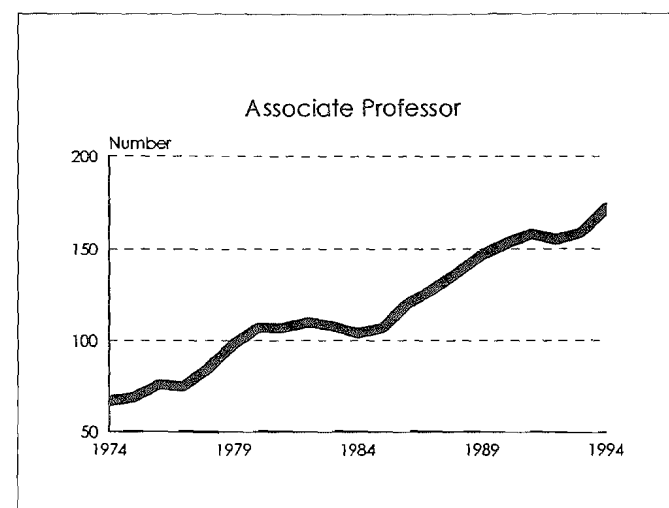
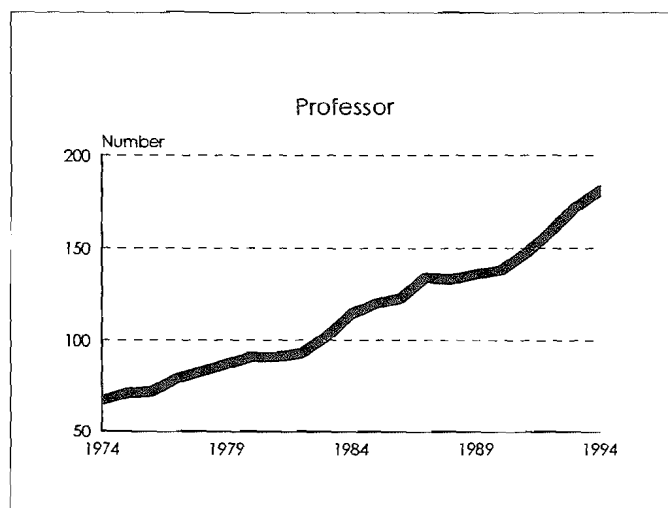
Tenure System Faculty, 1974-1994 Minorities by Ethnic ID



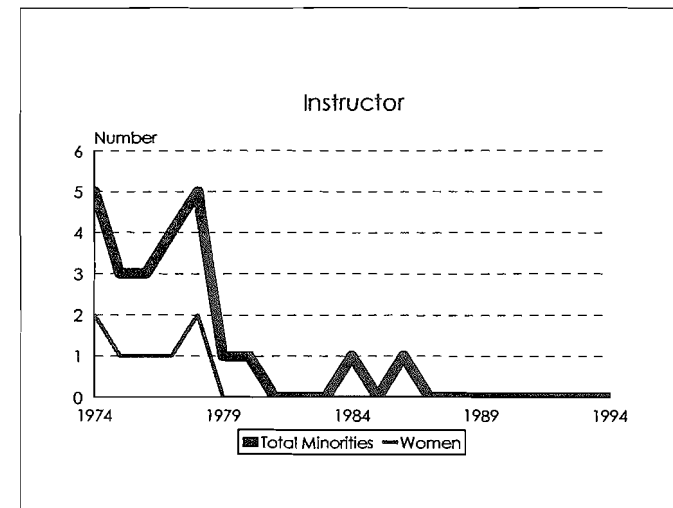
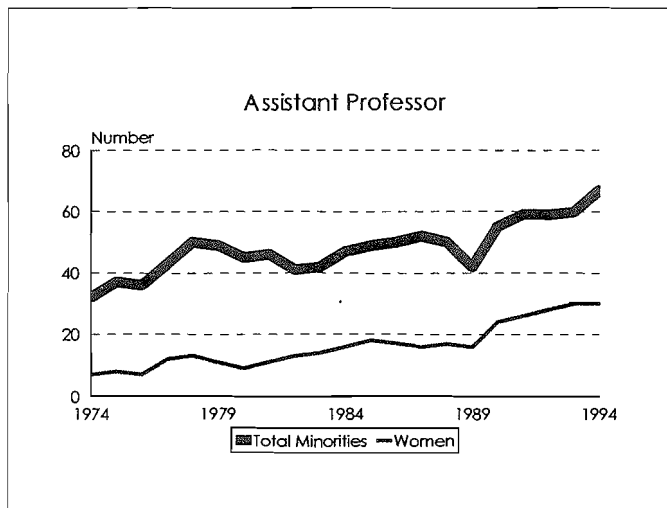
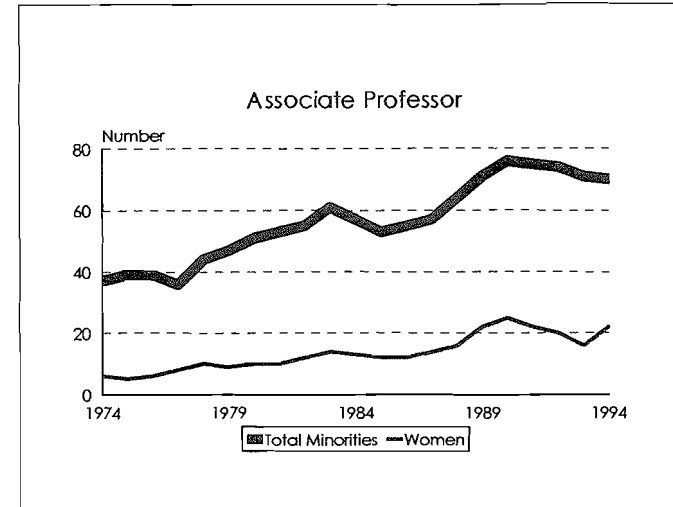
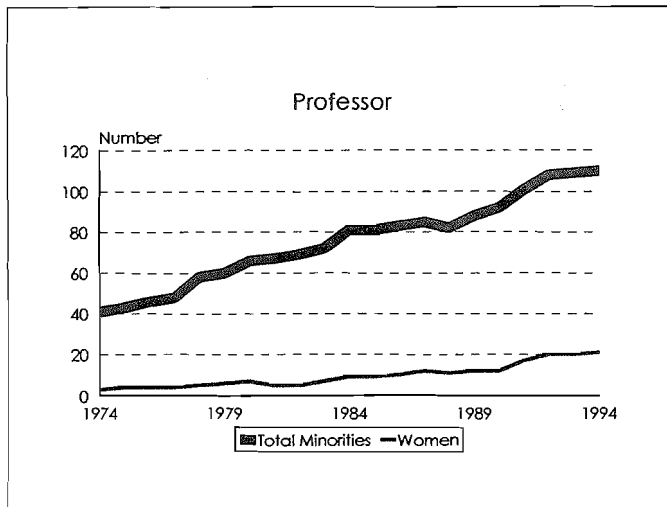
Tenure System Faculty by Rank, 1974-1994



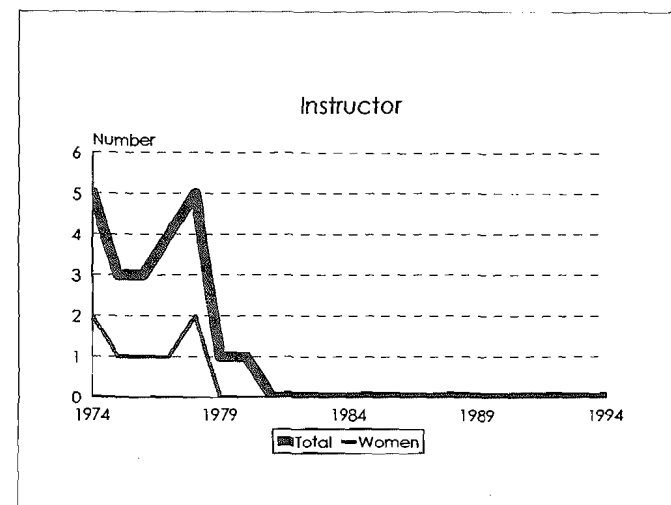
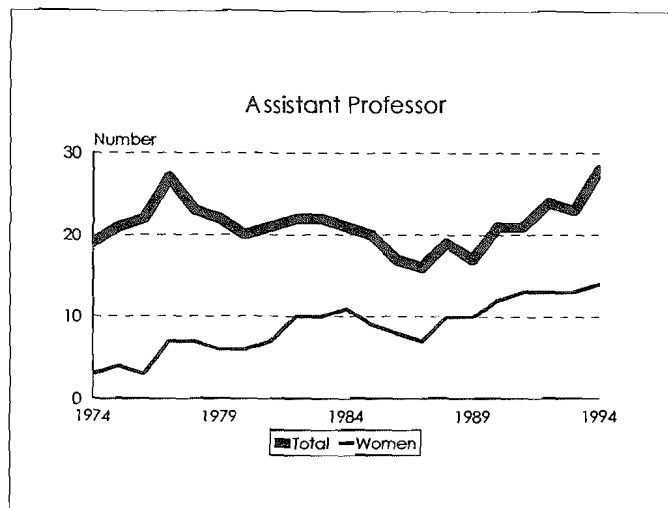
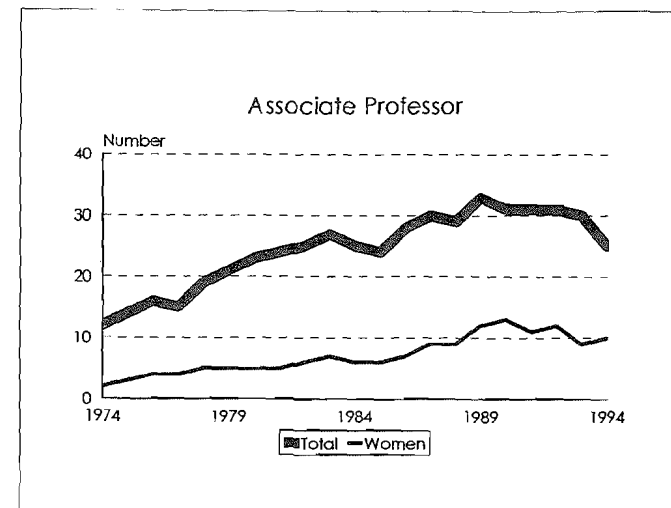
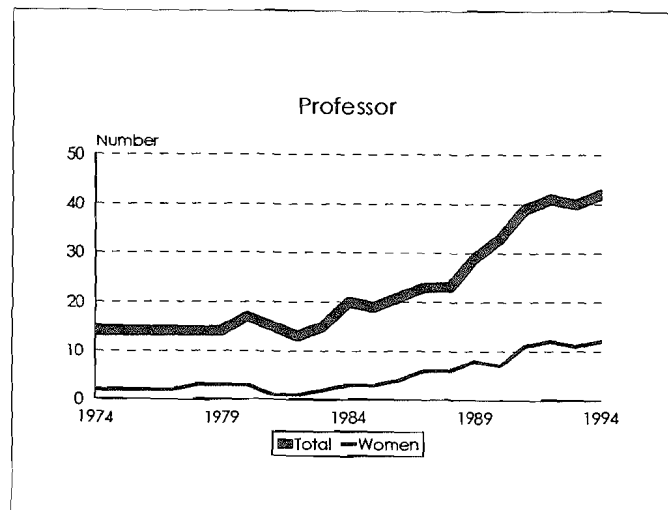
Tenure System Faculty by Rank, 1974-1994 Women



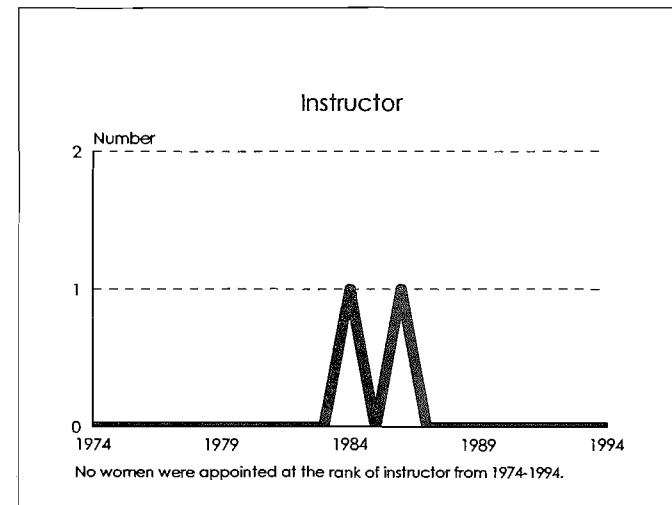
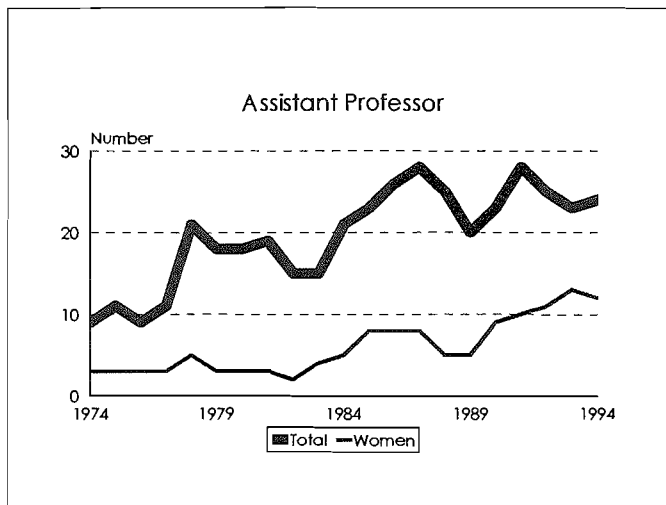
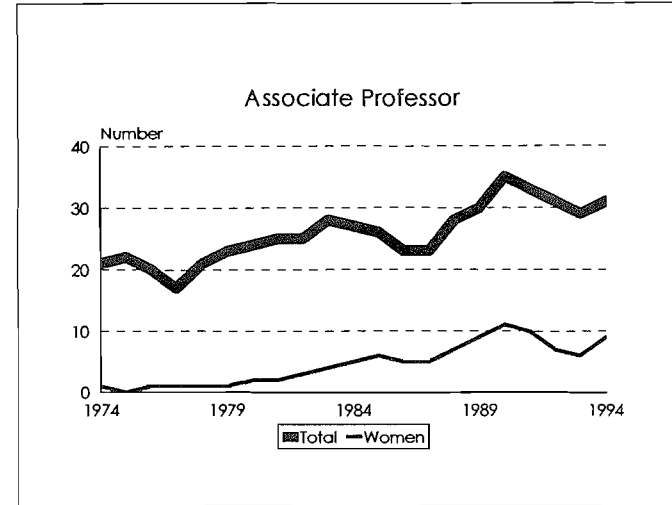
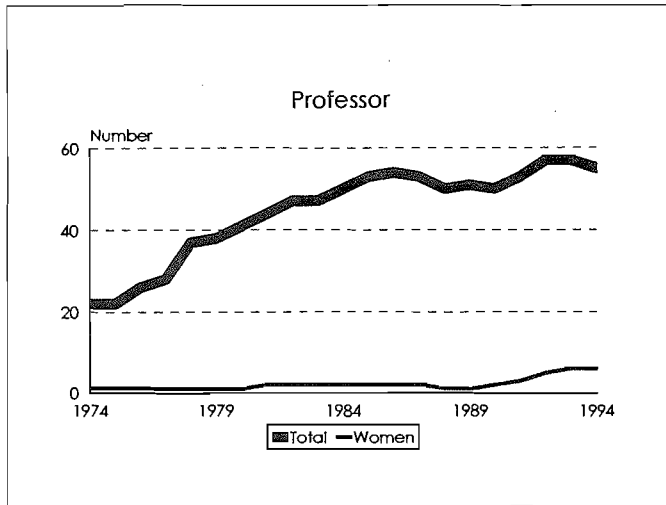
Tenure System Faculty by Rank, 1974-1994 Total Minorities



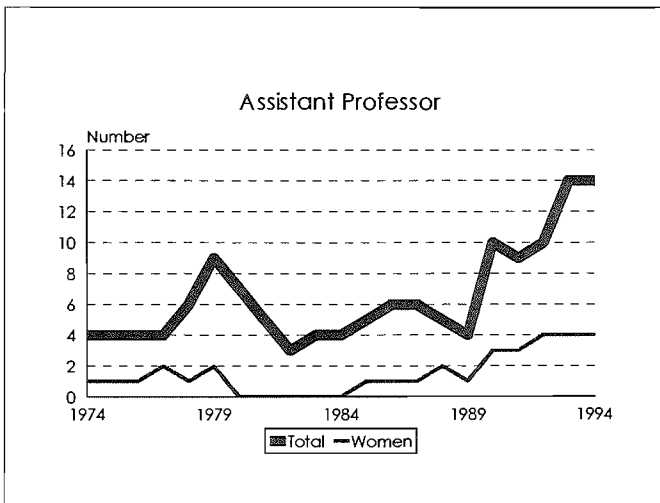
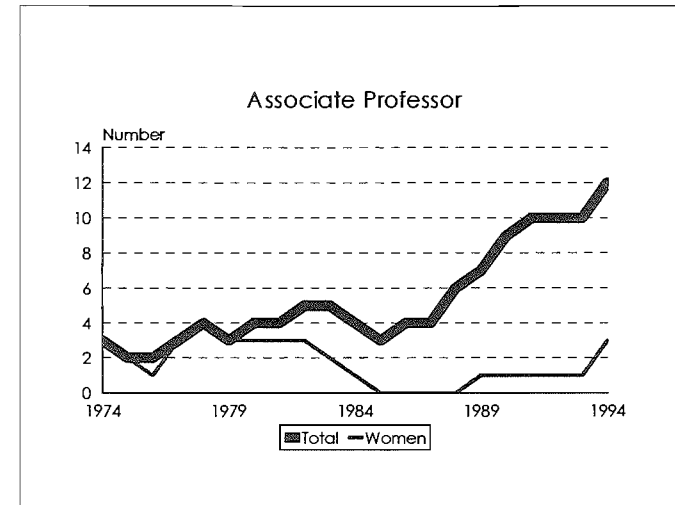
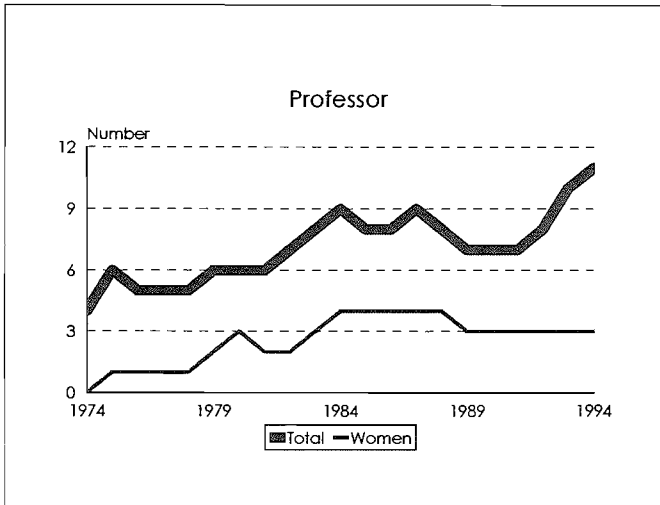
Tenure System Faculty by Rank, 1974-1994 Black



Tenure System Faculty by Rank, 1974-1994 Asian/Pacific Islander



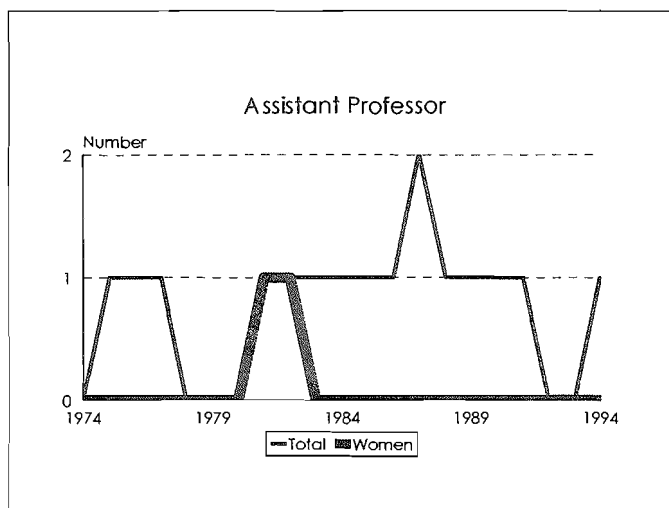
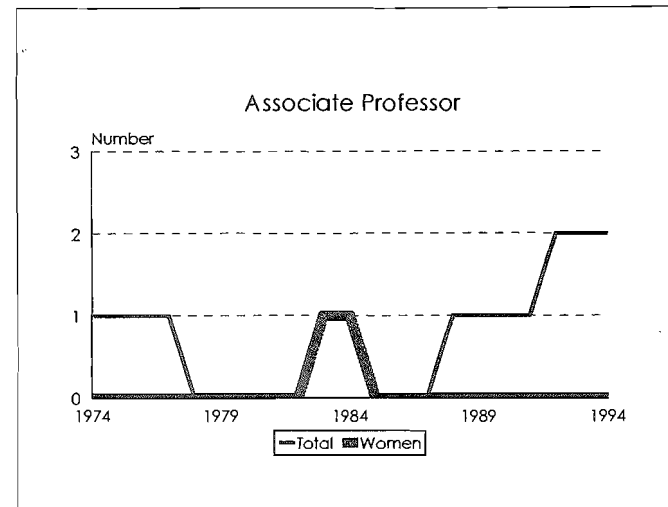
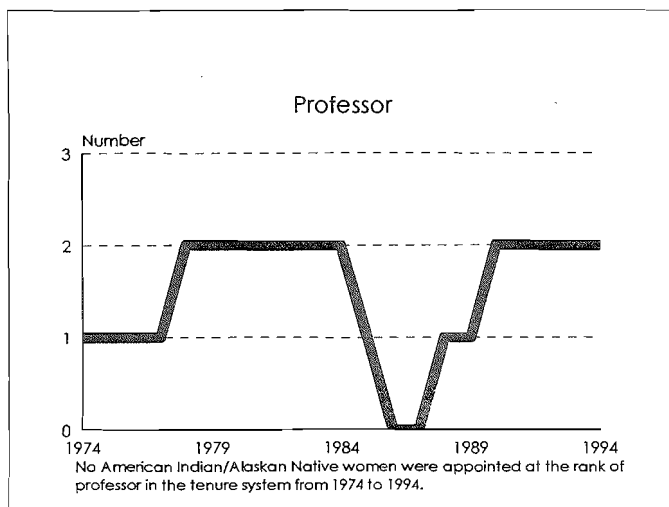
Tenure System Faculty by Rank, 1974-1994 Hispanic



Instructor

No Hispanics were appointed at the instructor rank in the tenure system from 1974 to 1994.

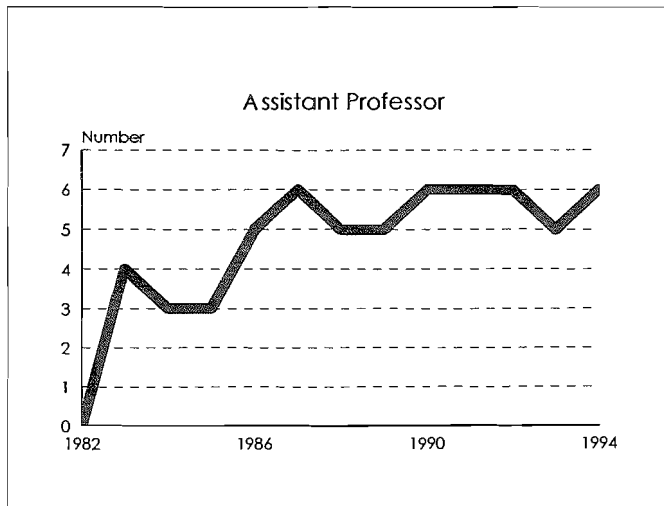
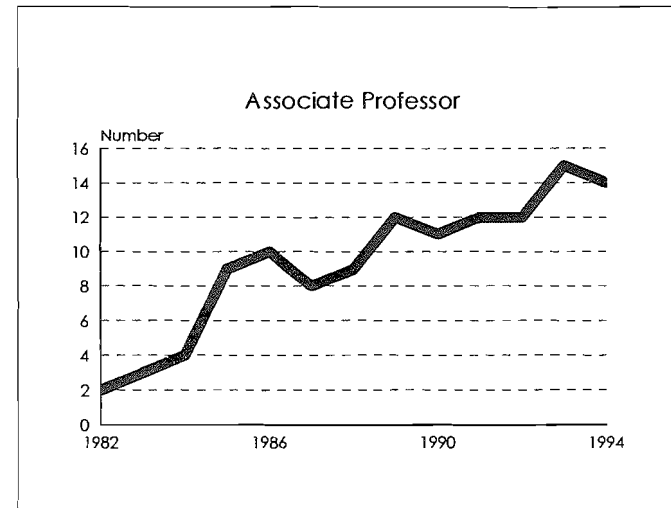
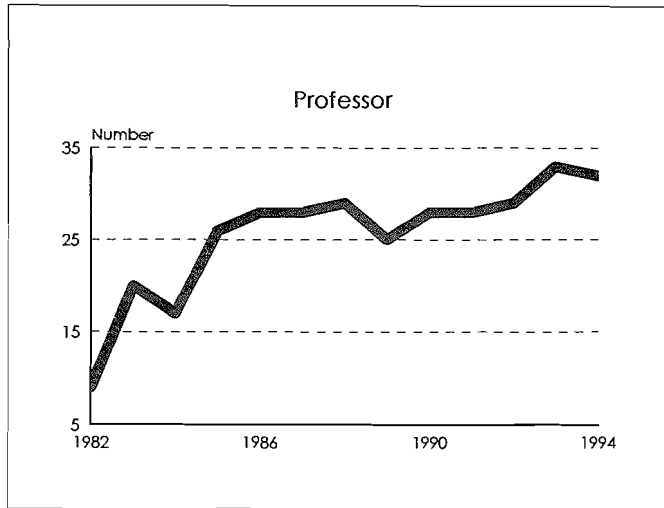
Tenure System Faculty by Rank, 1974-1994 American Indian/Alaskan Native



Instructor

No American Indians/Alaskan Natives were appointed at the rank of instructor in the tenure system from 1974 to 1994.

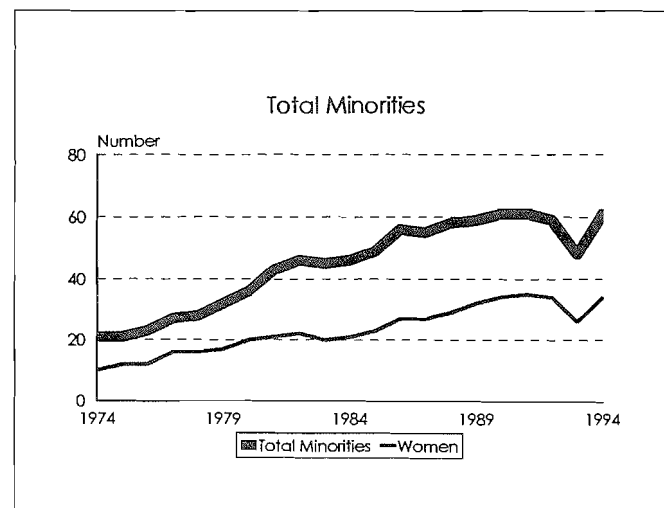
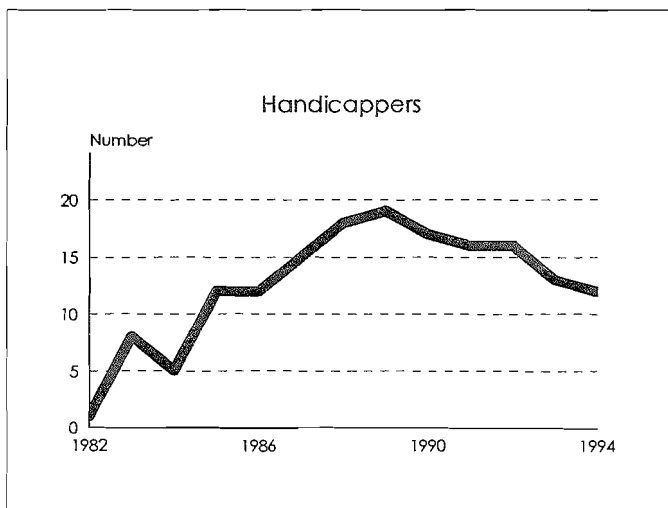
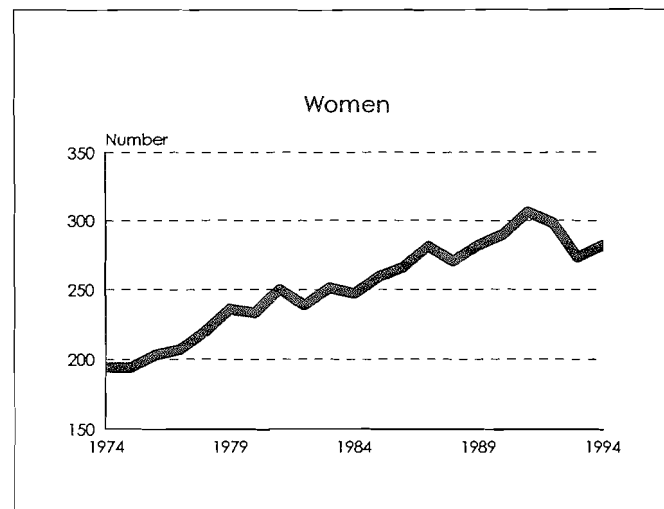
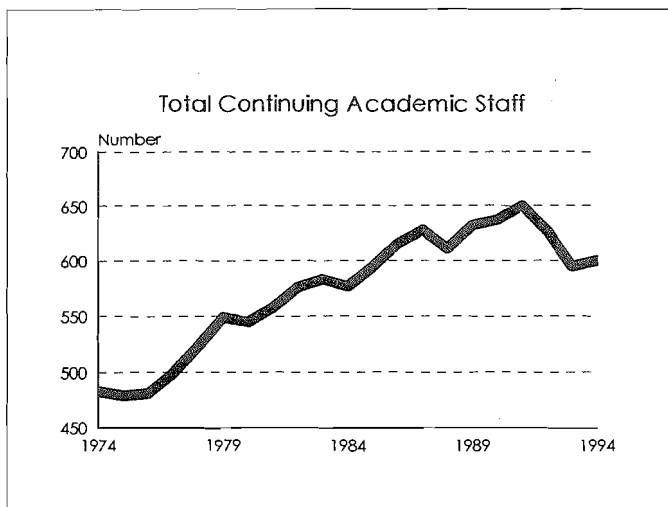
Tenure System Faculty by Rank, 1982-1994 Handicappers



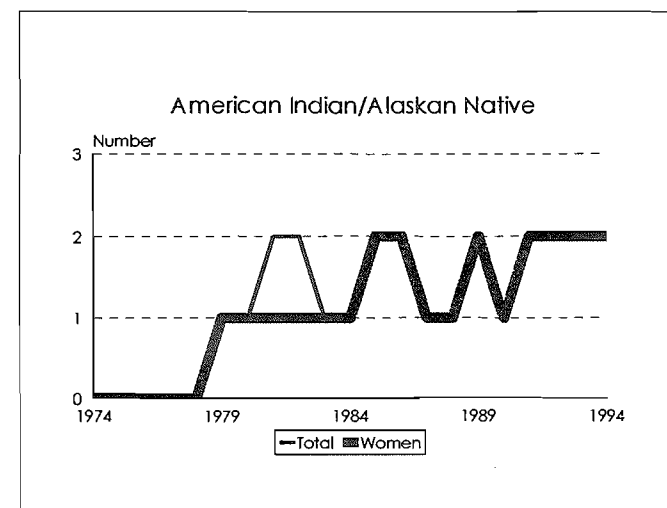
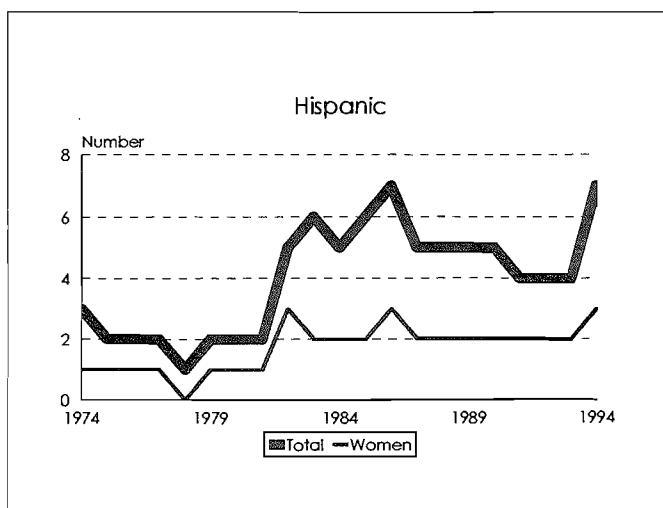
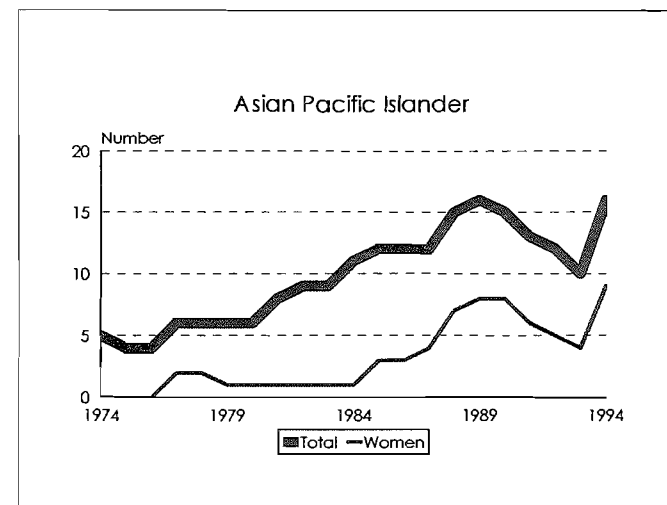
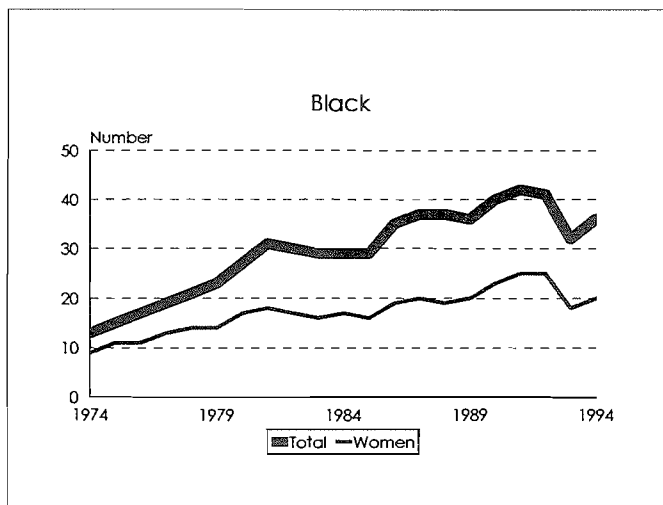
Instructor

No handicappers were reported at the instructor rank in the tenure system from 1982 to 1994.

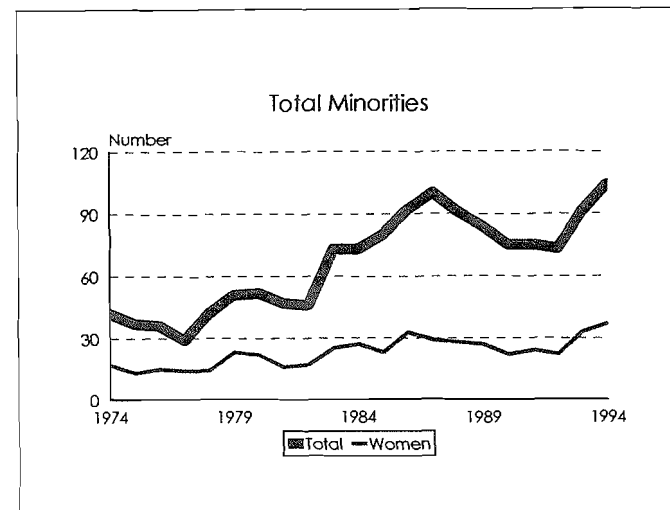
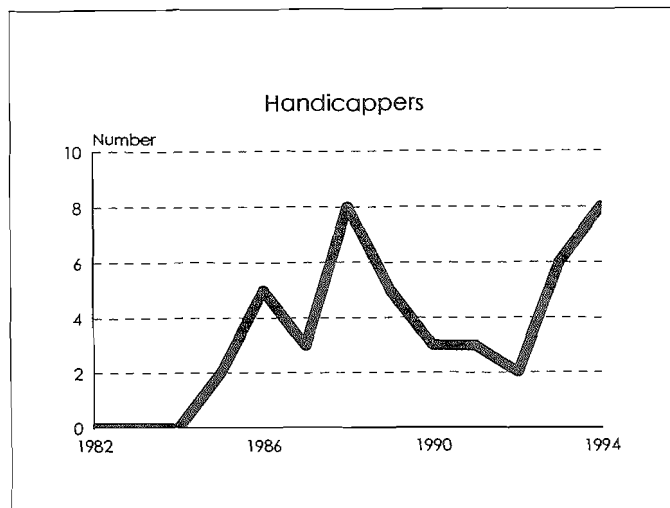
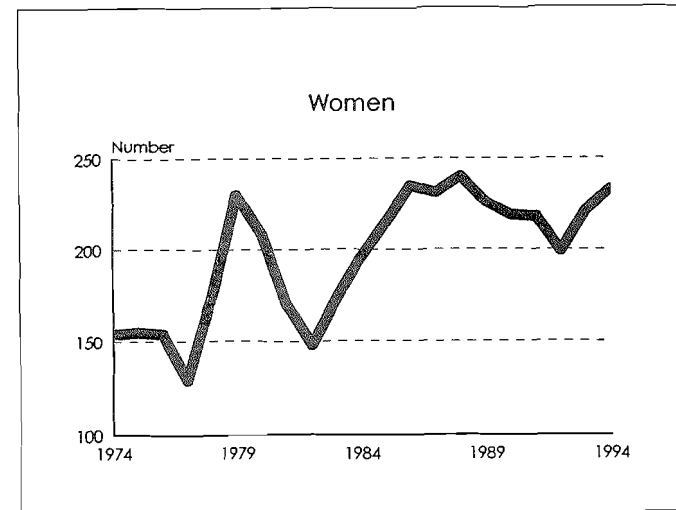
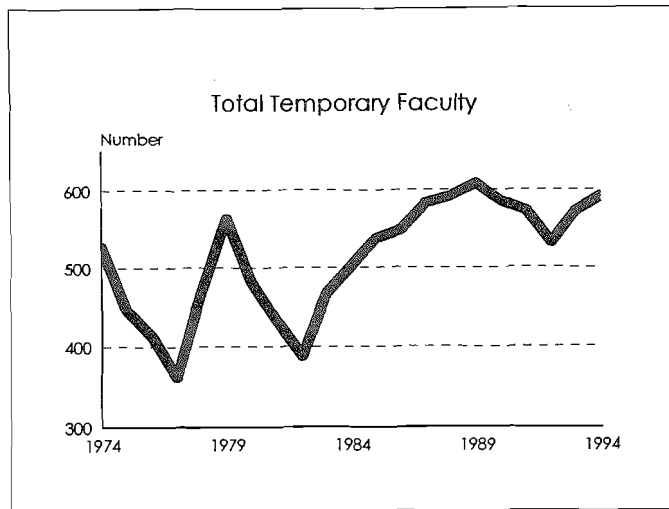
Continuing Academic Staff, 1974-1994



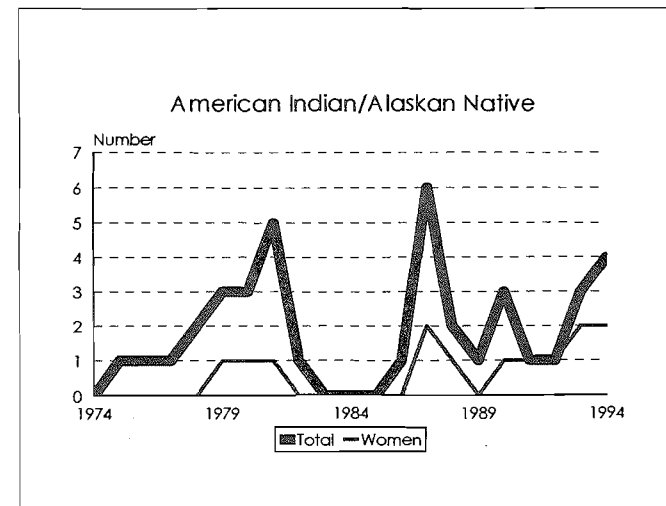
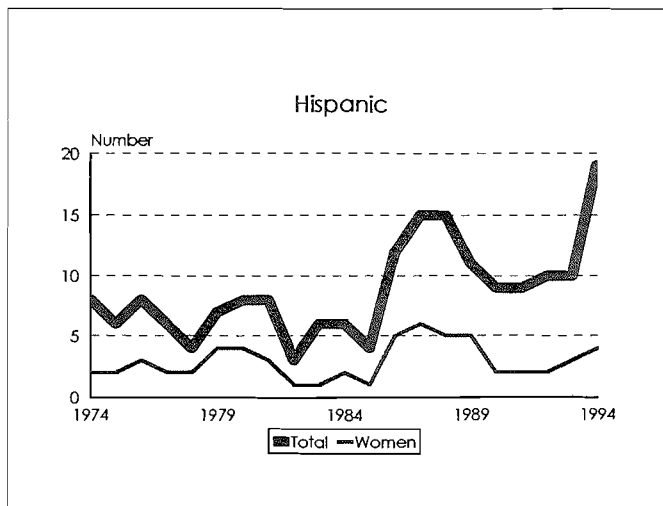
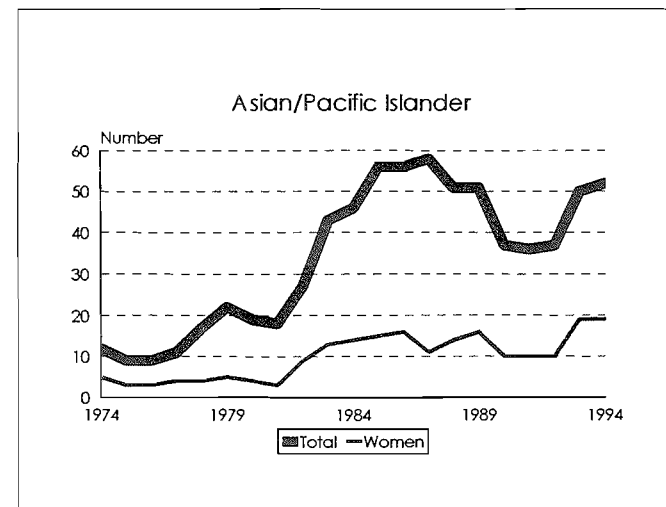
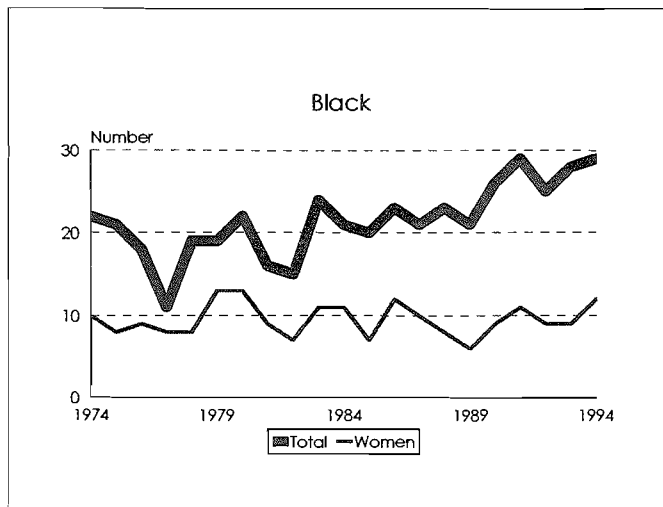
Continuing Academic Staff, 1974-1994 Minorities by Ethnic ID



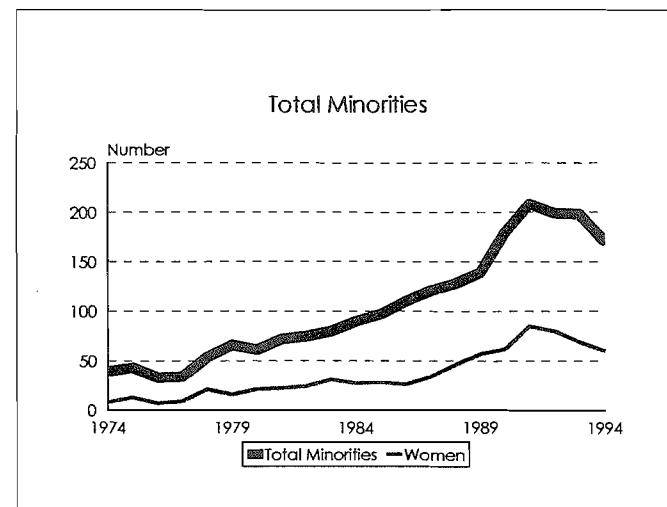
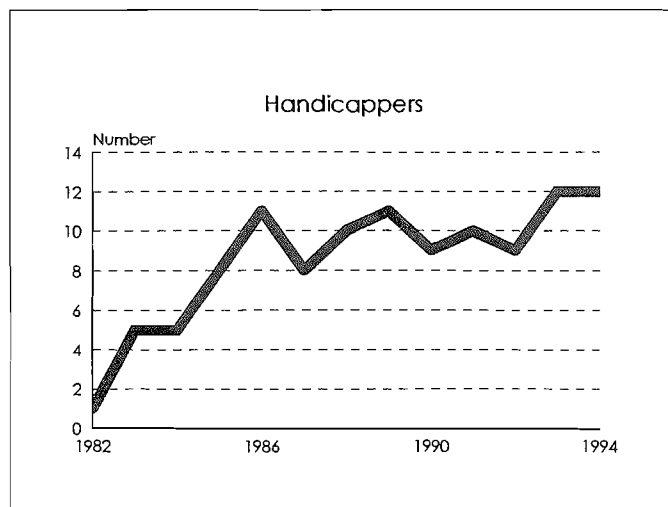
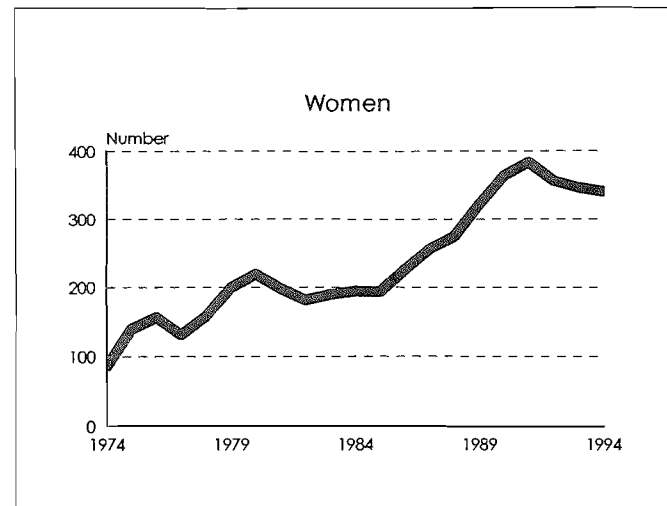
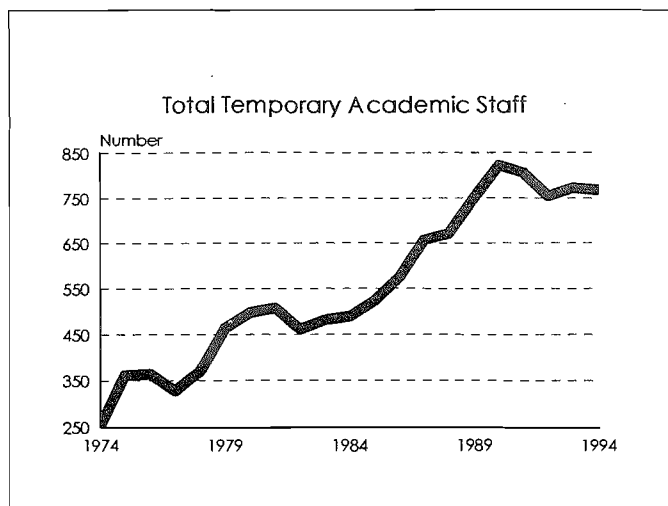
Temporary Faculty, 1974-1994



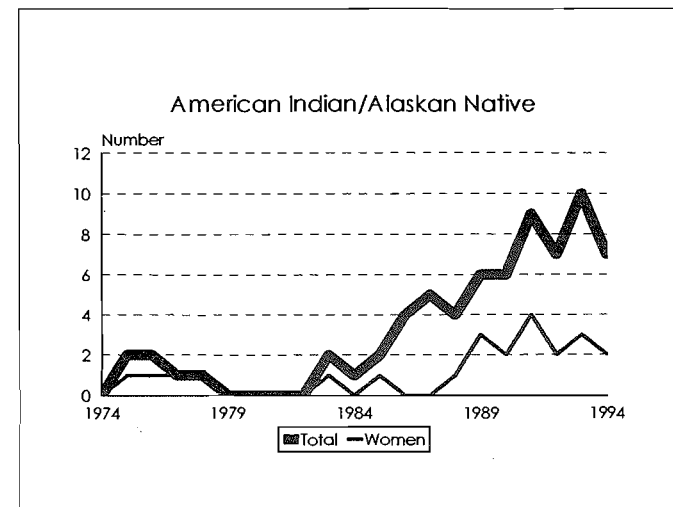
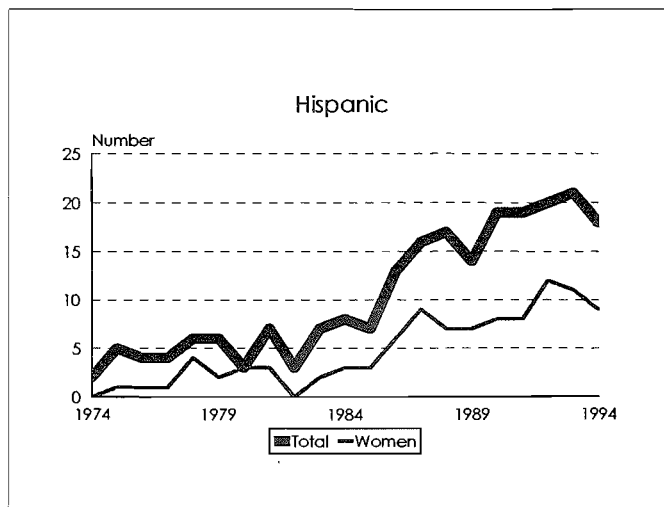
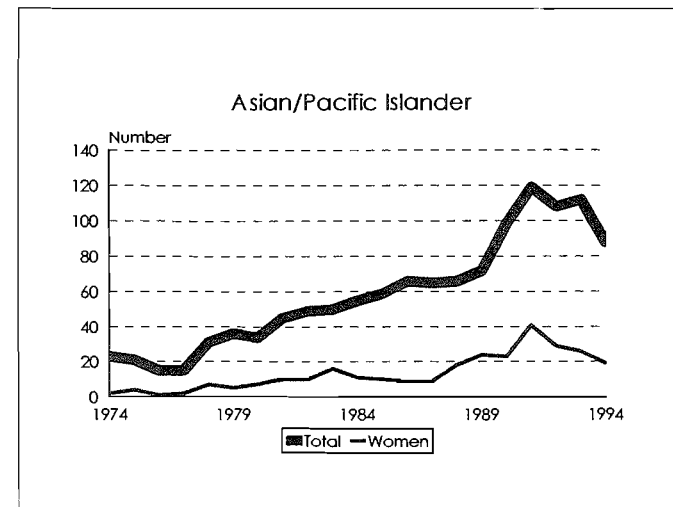
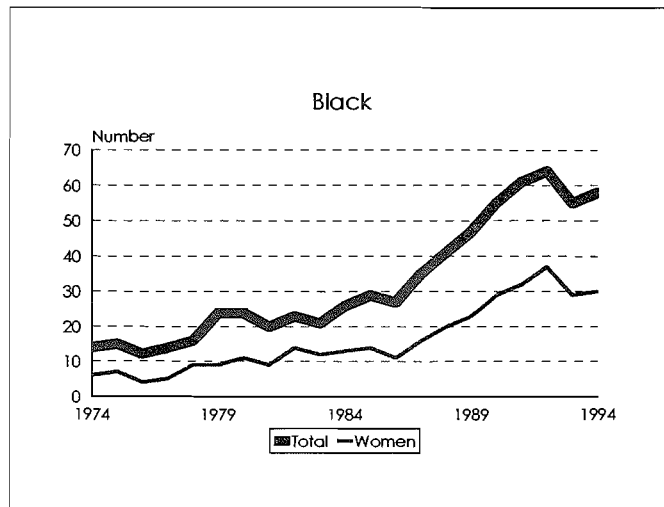
Temporary Faculty, 1974-1994 Minorities by Ethnic ID



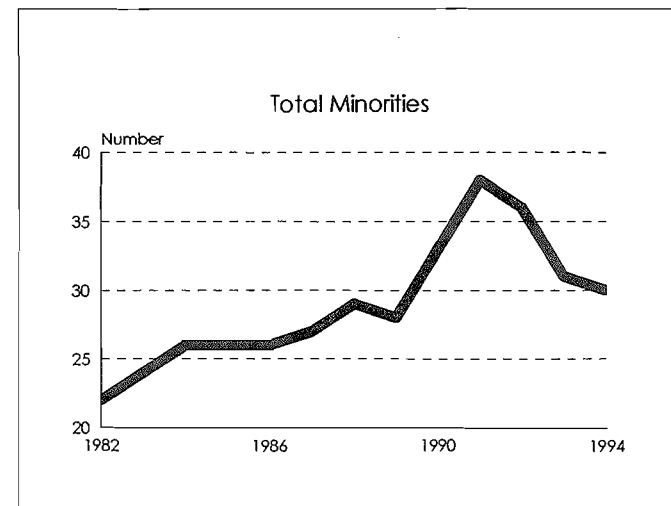
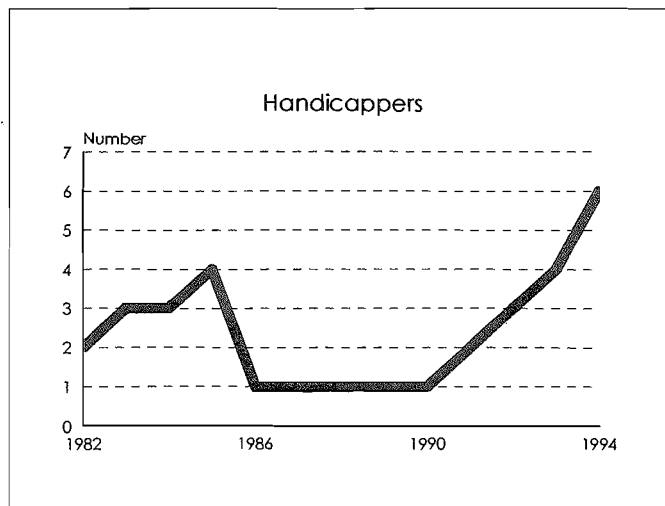
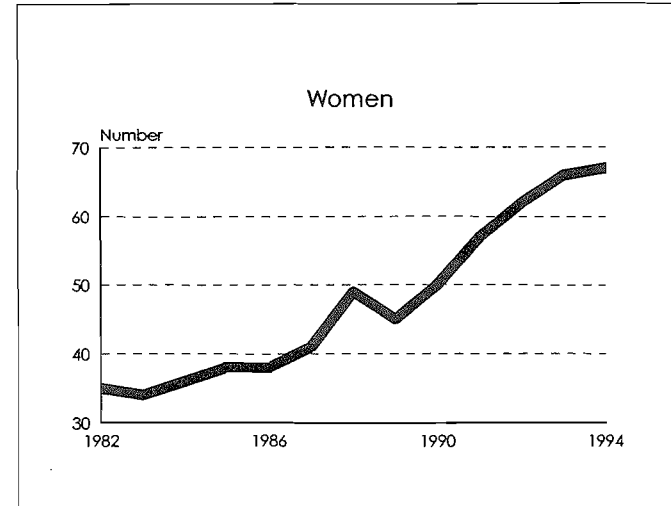
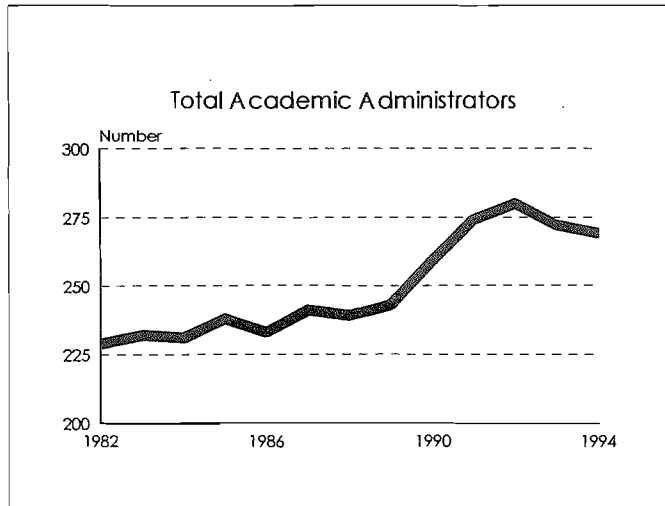
Temporary Academic Staff, 1974-1994



Temporary Academic Staff, 1974-1994 Minorities by Ethnic ID

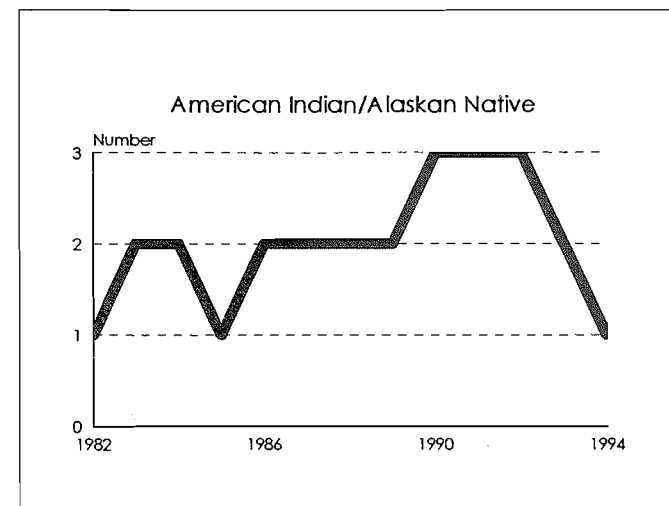
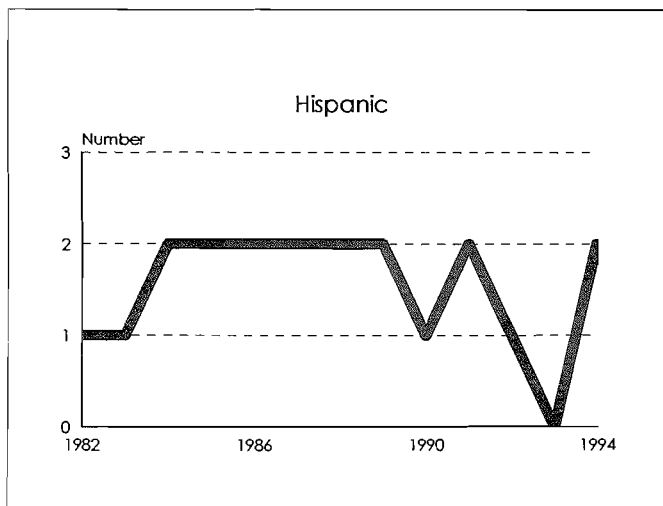
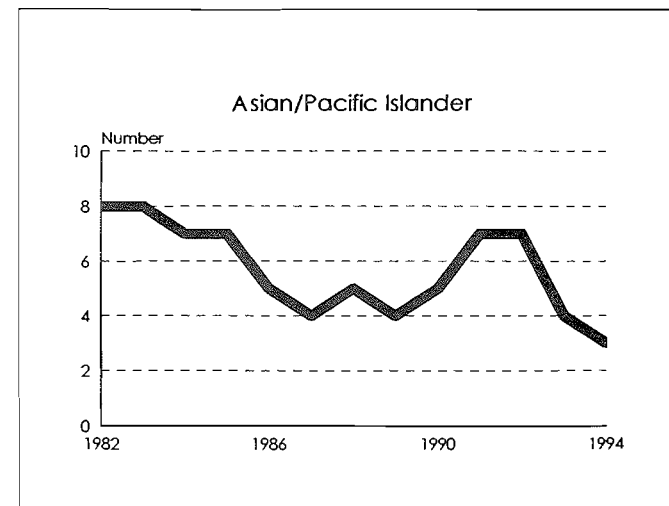
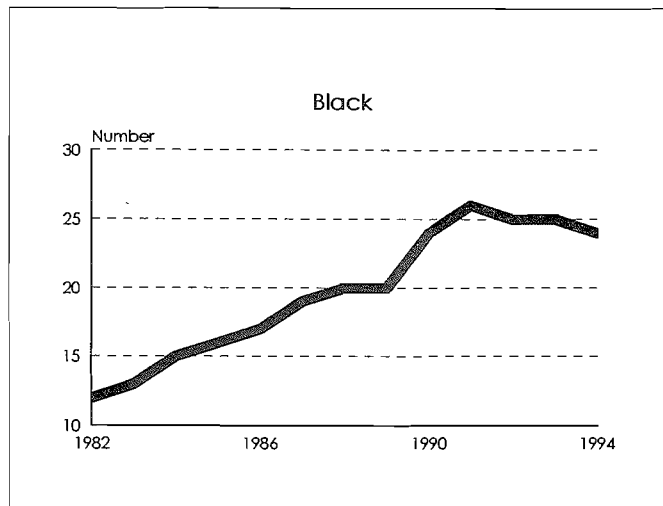


Academic Administrators, 1982-1994

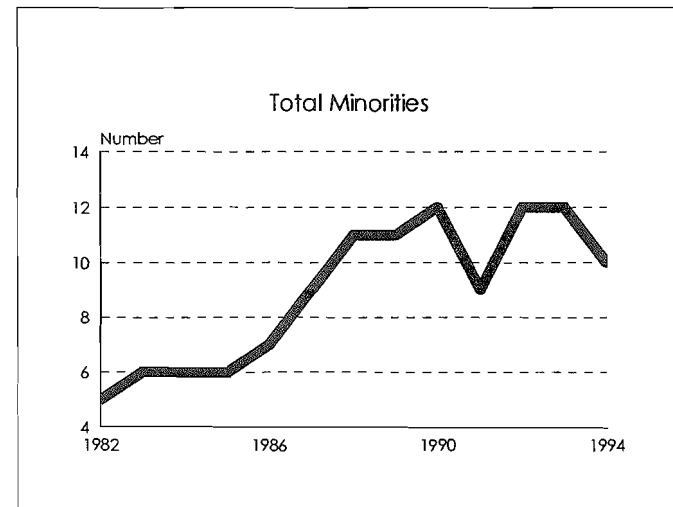
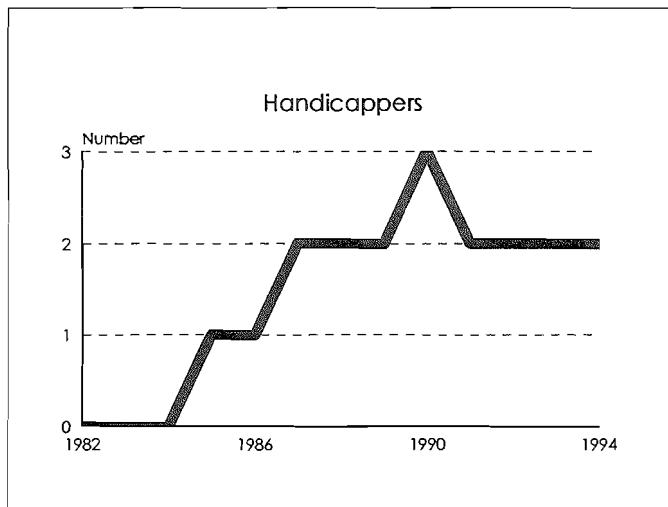
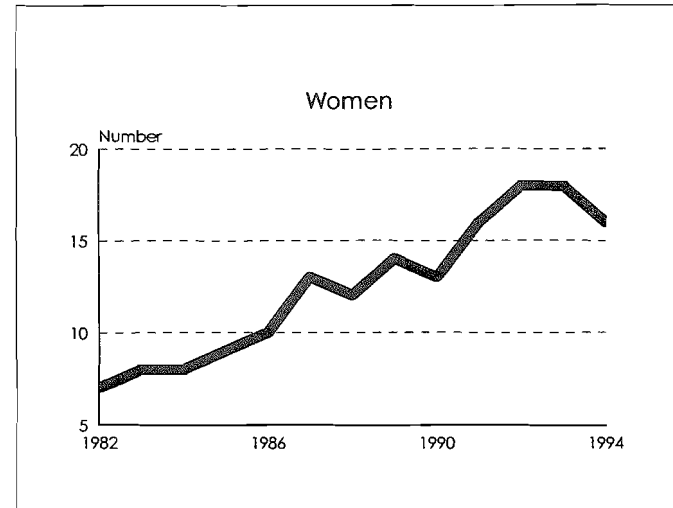
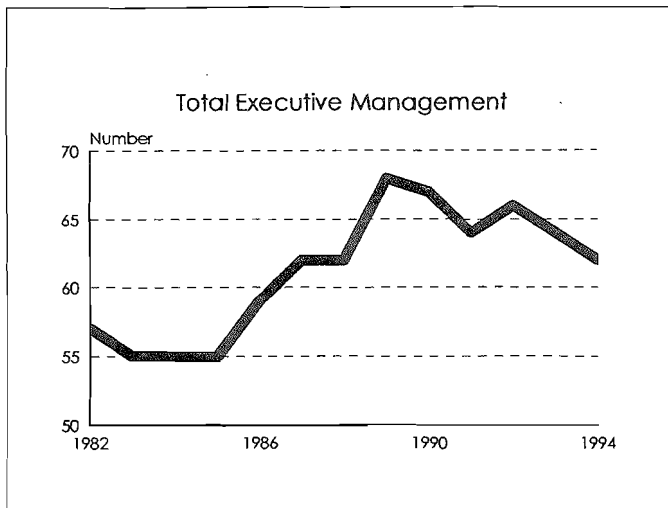


Academic Administrators, 1982-1994

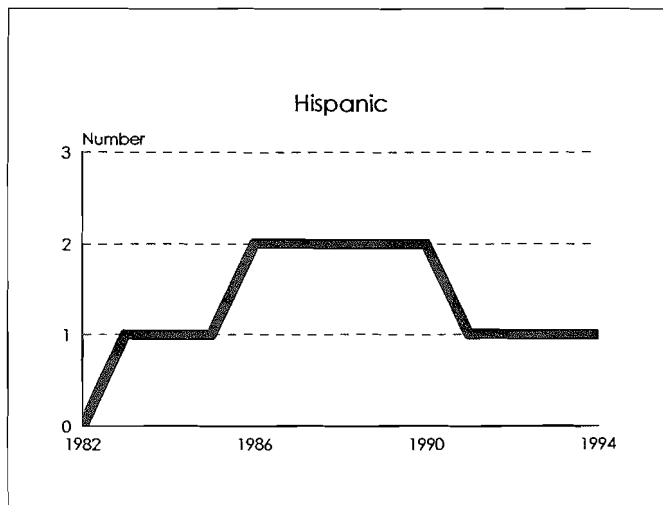
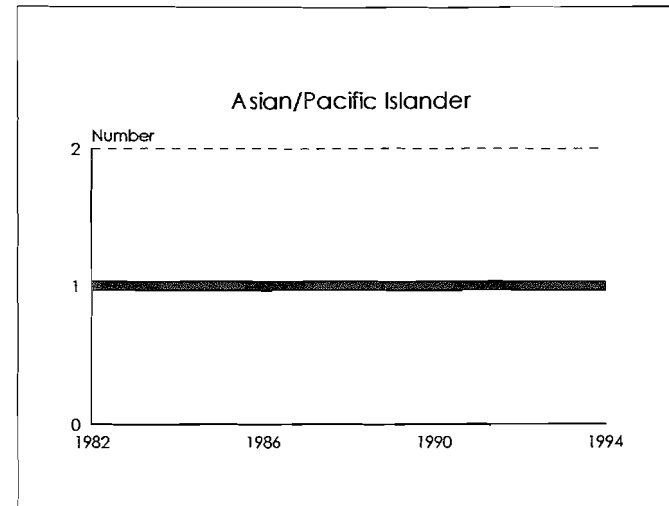
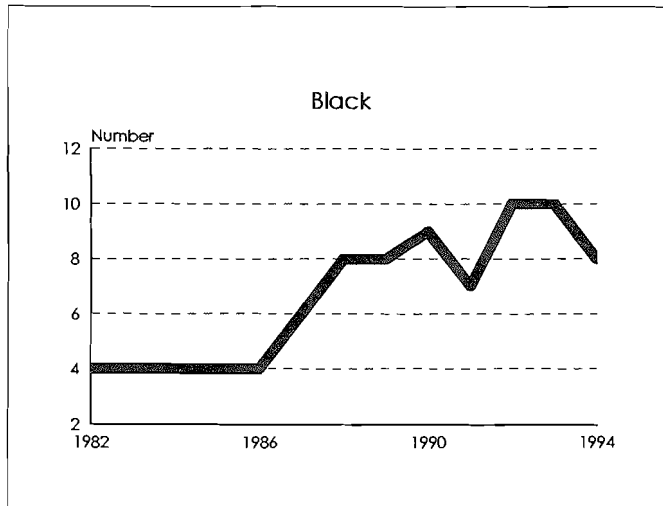
Minorities by Ethnic ID



Executive Management, 1982-1994



Executive Management, 1982-1994 Minorities by Ethnic ID



American Indian/Alaskan Native

No American Indians/Alaskan Natives were appointed to executive management positions from 1982 to 1994.

SUMMARY

Comparing 1974 to 1994, the **support staff workforce** increased from 5,142 to 5,297. Representation of protected class members increased in number and proportion; women from 3,220 (62.6%) to 3,531 (66.7%), and minorities from 504 (9.8%) to 725 (13.7%). Blacks have increased from 365 (7.1%) to 395 (7.5%), Asian/Pacific Islanders from 31 (0.6%) to 97 (1.8%), Hispanics from 103 (2.0%) to 195 (3.7%), and American Indians/Alaskan Natives from 5 (0.1%) to 38 (0.7%).

Self-identified handicappers in the support staff workforce increased from 77 (1.6%) in 1984 to 121 (2.3%) in 1994.

Comparing 1974 to 1994, **administrative-professional** employees increased from 1,158 to 1,974. Protected class members increased in number and proportion; women from 493 (42.6%) to 1,133 (57.4%) and minorities from 68 (5.9%) to 193 (9.8%). Blacks increased from 49 (4.2%) to 110 (5.6%), Asian/Pacific Islanders from 5 (0.4%) to 49 (2.5%), Hispanics from 14 (1.2%) to 27 (1.4%), and American Indians/Alaskan Natives from 0 to 7 (0.4%).

Clerical technical employees declined from 2,313 in 1974 to 2,015 in 1994. Representation of women declined in numbers but increased in proportion, from 2,005 (86.7%) to 1,829 (90.8%). Representation of minorities increased from 147 (6.4%) to 258 (12.8%). Blacks increased from 97 (4.2%) to 125 (6.2%), Asian/Pacific Islanders from 25 (1.1%) to 34 (1.7%), Hispanics from 23 (1.0%) to 79 (3.9%), and American Indians/Alaskan Natives from 2 (0.1%) to 20 (1.0%).

Employees in the **labor** category decreased from 1,671 in 1974 to 1,308 in 1994. Protected class members declined in numbers but increased in proportion; women from 722 (43.2%) to 569 (44.0%), minorities from 289 (17.2%) to 274 (21.0%). Representation of Blacks declined in number and percentage, from 219 (13.1%) to 160 (12.2%). All other ethnic groups increased; Asian/Pacific Islanders from 1 (0.05%) to 14 (1.0%), Hispanics from 66 (3.9%) to 89 (6.8%), and American Indians/Alaskan Natives from 3 (0.2%) to 11 (0.8%).

Definitions of Terms Used

Employment Categories

Data is presented in the employment categories used in the Employment Profiles section of this report. The collective bargaining units reflected in the employment categories are:

Administrative-Professional

Administrative Professional Supervisors Association (APSA)
Administrative-Professional Association (APA)

Clerical Technical

Clerical Technical Union

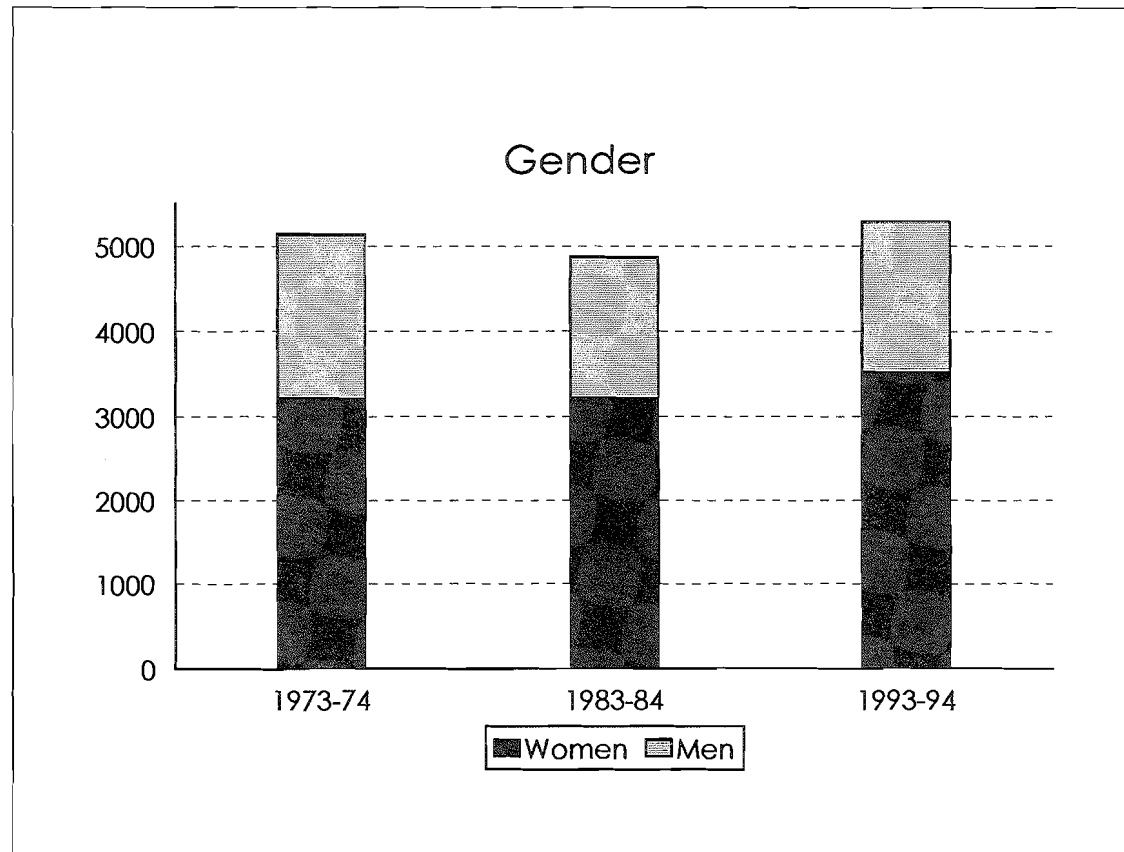
Labor

Cooperative Extension (EXT)
Fraternal Order of Police, Lodge 141 (FOP)
AFSCME, Local 1585 (Service Maintenance)
AFSCME, Local 999 (Skilled Trades)
International Alliance of Theatrical Stage Employees, Local 274 (IATSE)
International Union of Operating Engineers, Local 547 (IUOE)

Support Human Resources Data

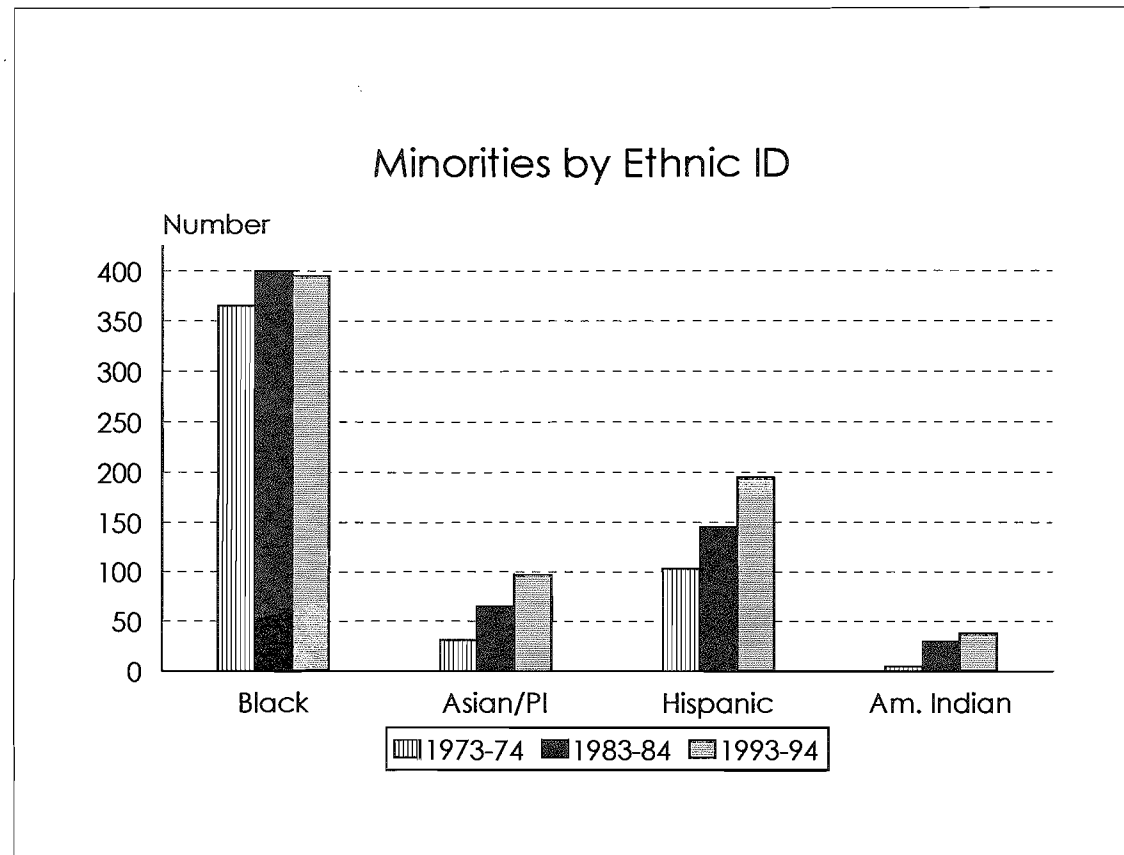
The data reflected in the tables and graphs is different from data reported in the 1973-74 and 1983-84 Annual Reports on Affirmative Action. Current criteria was applied to frozen database information for comparison purposes.

Support Staff Workforce, 1973-74, 1983-84, 1993-94



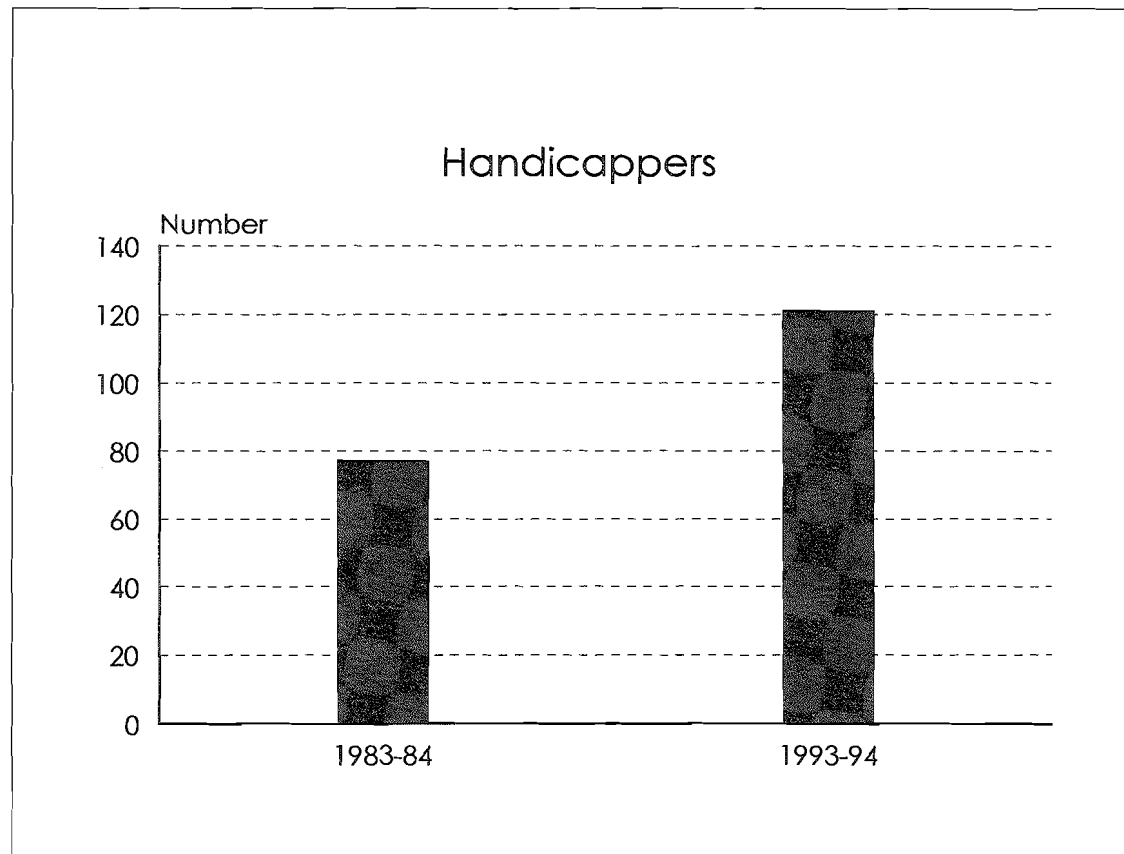
Year	Women		Men		Total	
	Number	Percent	Number	Percent	Number	Percent
1973-74	3220	62.6	1922	37.4	5142	100
1983-84	3216	65.9	1664	34.1	4880	100
1993-94	3531	66.7	1766	33.3	5297	100

Support Staff Workforce, 1973-74, 1983-84, 1993-94



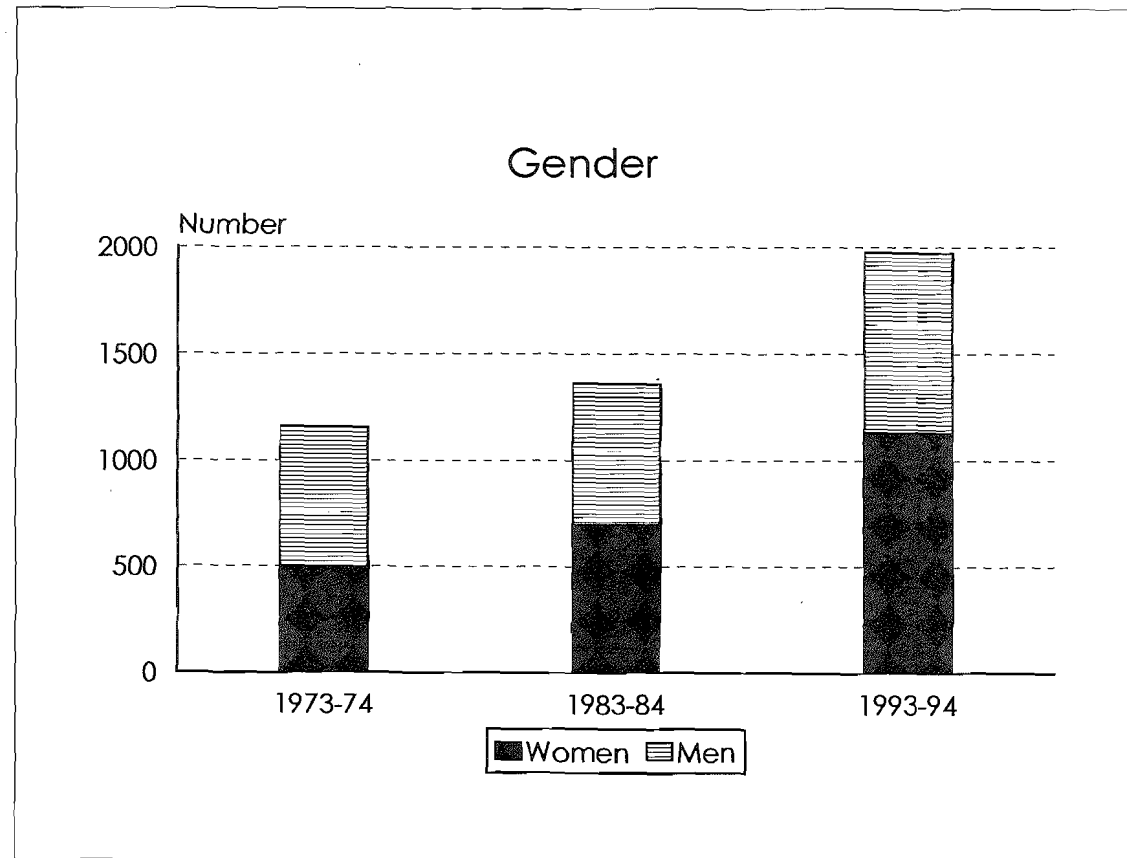
Year	Black		Asian/Pacific Islander		Hispanic		American Indian		Total Minorities	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1973-74	365	7.1	31	0.6	103	2.0	5	0.1	504	9.8
1983-84	400	8.2	65	1.3	146	3.0	30	0.6	641	13.1
1993-94	395	7.5	97	1.8	195	3.7	38	0.7	725	13.7

Support Staff Workforce, 1983-84, 1993-94



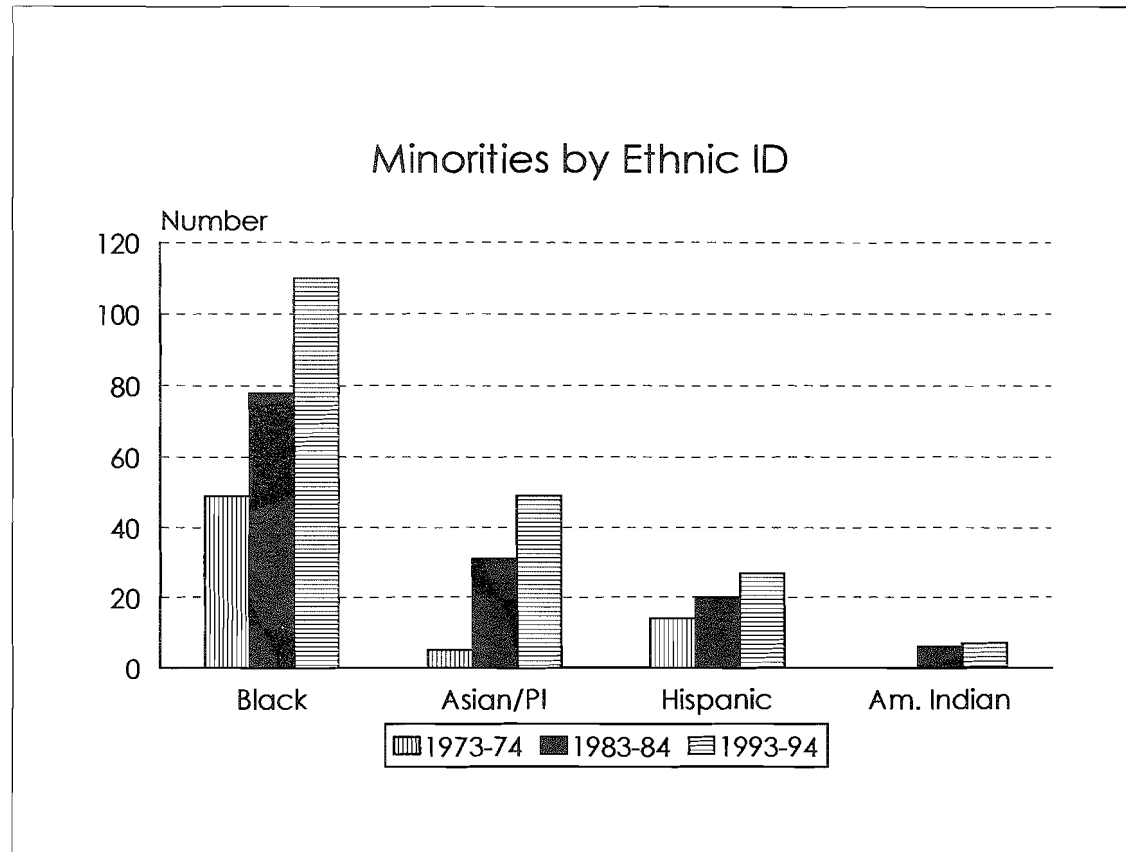
Year	Number	Handicappers	Percentage
1983-84	77		1.6
1993-94	121		2.3

Administrative-Professional Workforce, 1973-74, 1983-84, 1993-94



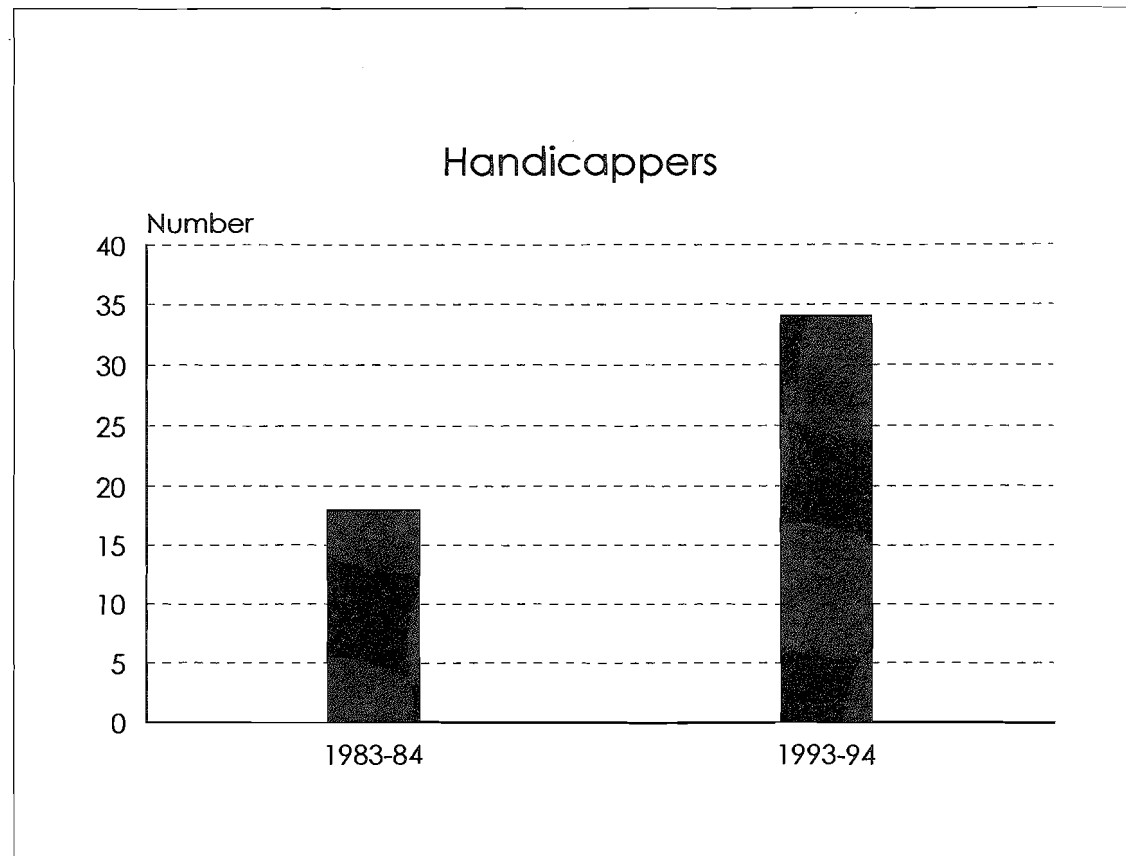
Year	Women		Men		Total	
	Number	Percent	Number	Percent	Number	Percent
1973-74	493	42.6	665	57.4	1158	100
1983-84	698	51.2	666	48.8	1364	100
1993-94	1133	57.4	841	42.6	1974	100

Administrative-Professional Workforce, 1973-74, 1983-84, 1993-94



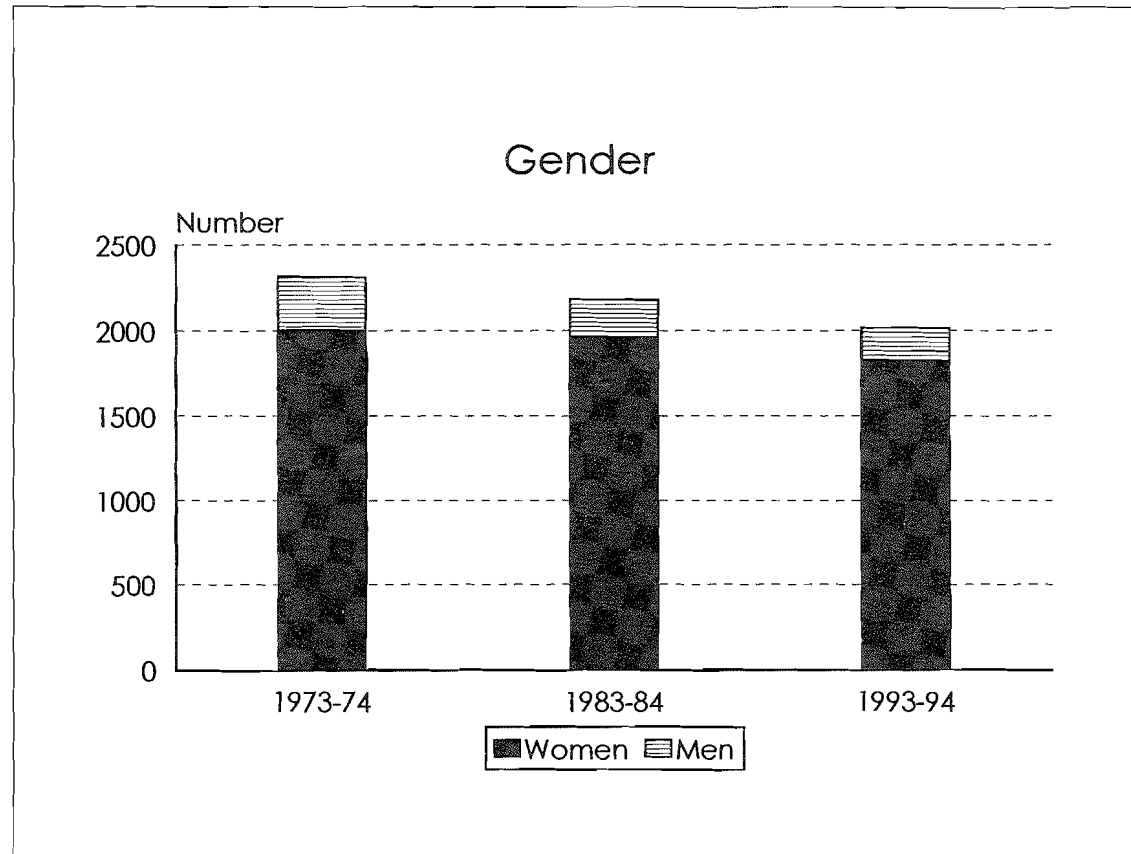
Year	Black		Asian/PI		Hispanic		American Indian		Total Minorities	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1973-74	49	4.2	5	0.4	14	1.2	0	0.0	68	5.9
1983-84	78	5.7	31	2.3	20	1.5	6	0.4	135	9.9
1993-94	110	5.6	49	2.5	27	1.4	7	0.4	193	9.8

Administrative-Professional Workforce, 1973-74, 1983-84, 1993-94



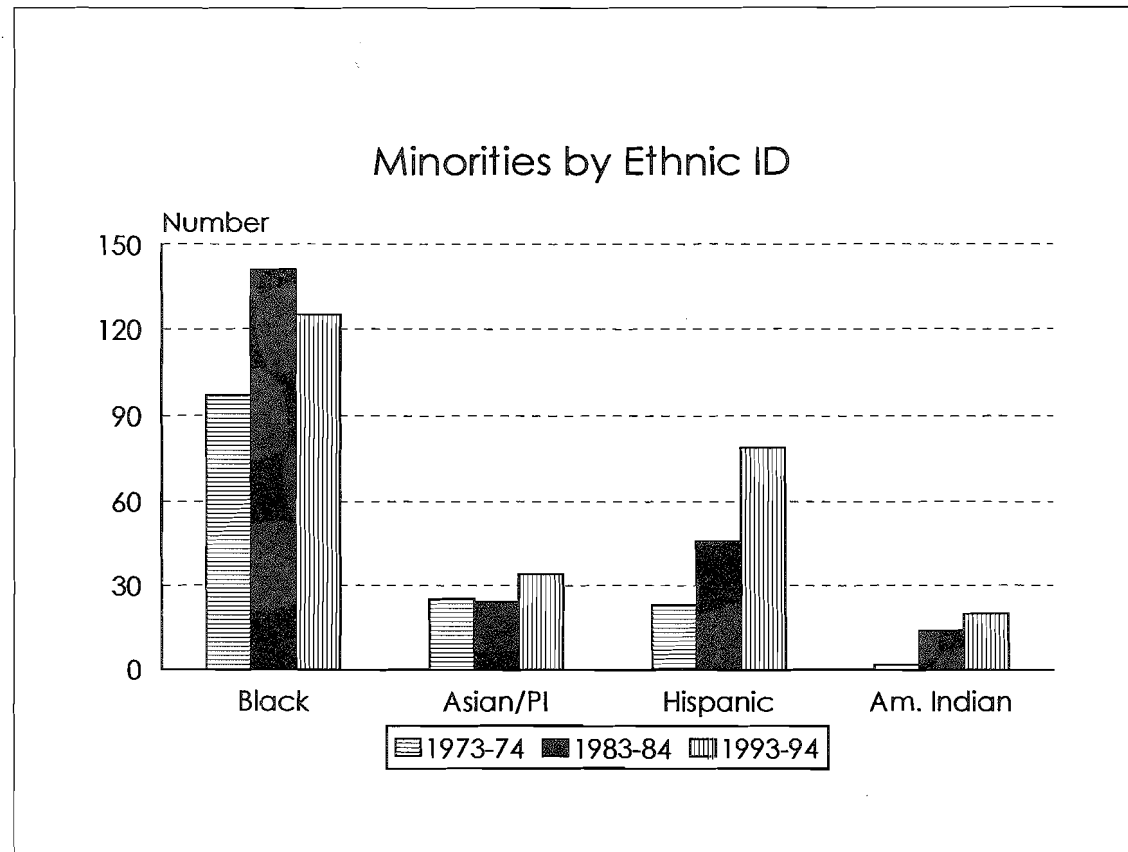
Year	Number	Handicappers	Percent
1983-84	18		1.3
1993-94	34		1.7

Clerical Technical Workforce, 1973-74, 1983-84, 1993-94



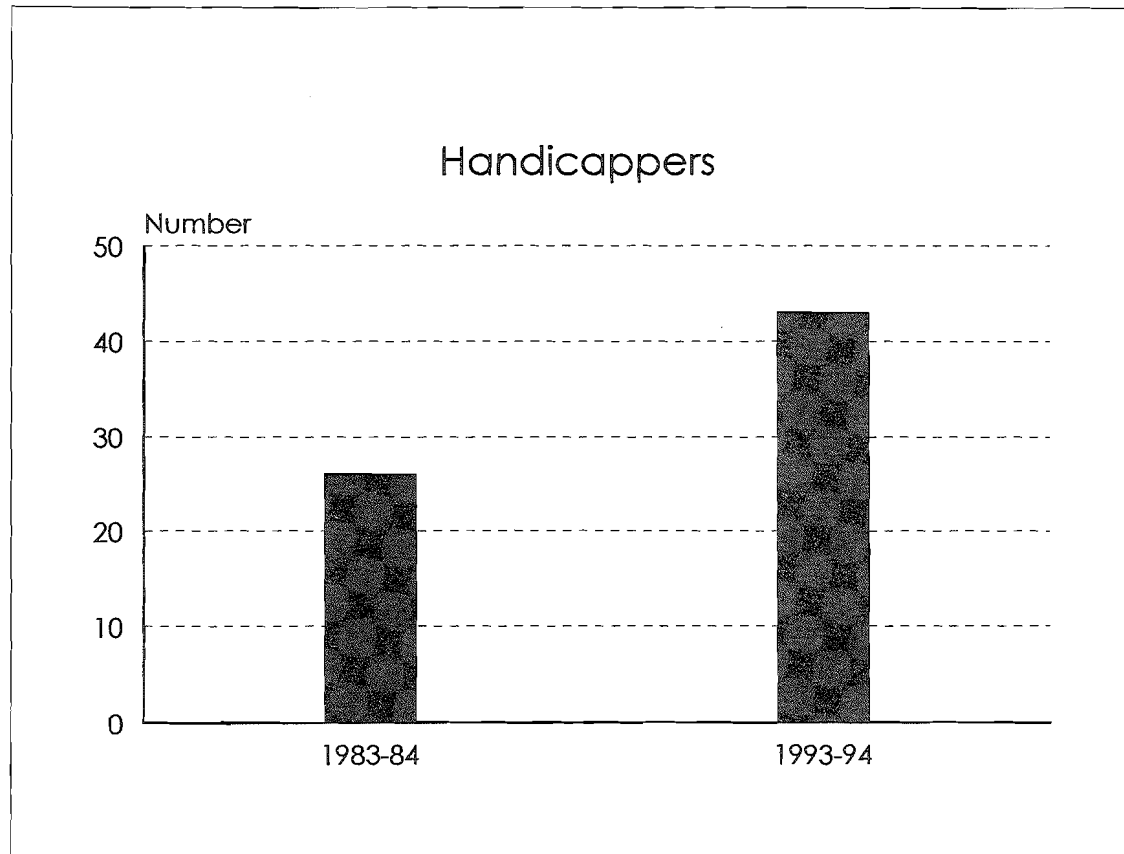
Year	Women		Men		Total	
	Number	Percent	Number	Percent	Number	Percent
1973-74	2005	86.7	308	13.3	2313	100
1983-84	1963	90.1	216	9.9	2179	100
1993-94	1829	90.8	186	9.2	2015	100

Clerical Technical Workforce, 1973-74, 1983-84, 1993-94



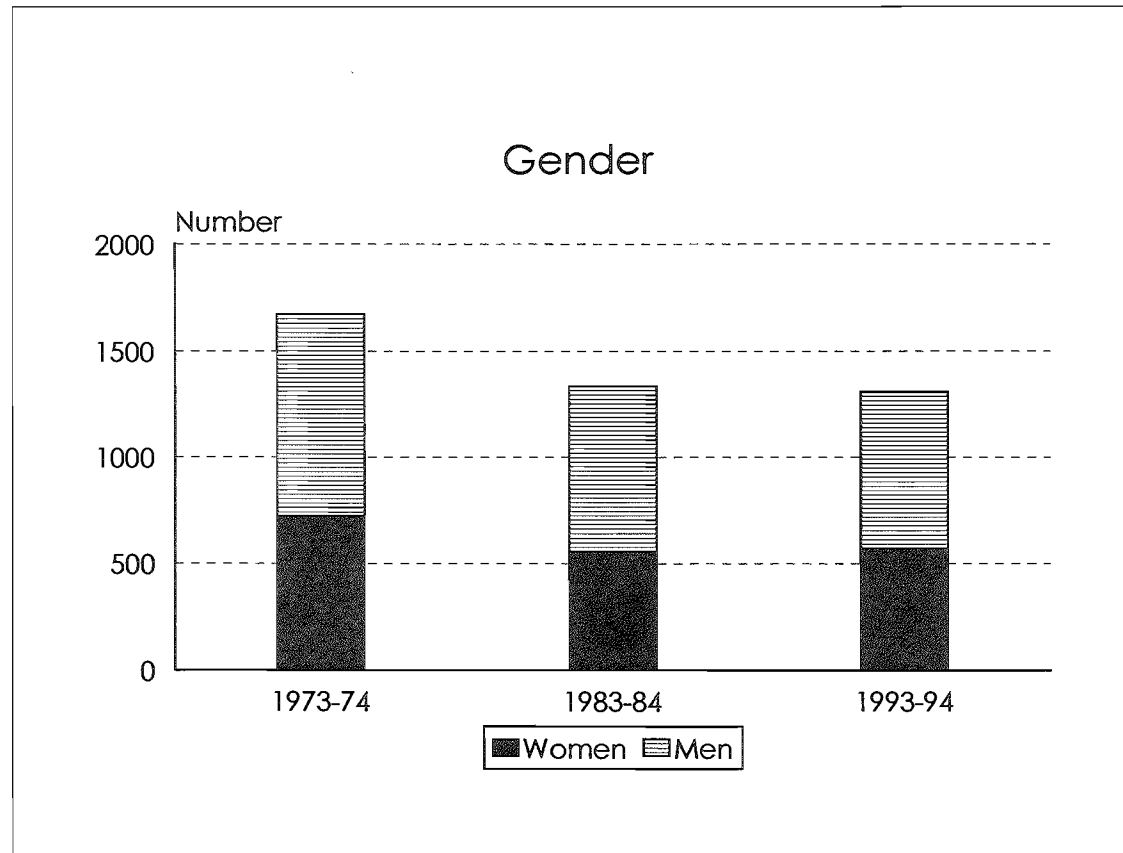
Year	Black		Asian/PI		Hispanic		American Indian		Total Minorities	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1973-74	97	4.2	25	1.1	23	1.0	2	0.1	147	6.4
1983-84	141	6.5	24	1.1	46	2.1	14	0.6	225	10.3
1993-94	125	6.2	34	1.7	79	3.9	20	1.0	258	12.8

Clerical Technical Workforce, 1973-74, 1983-84, 1993-94

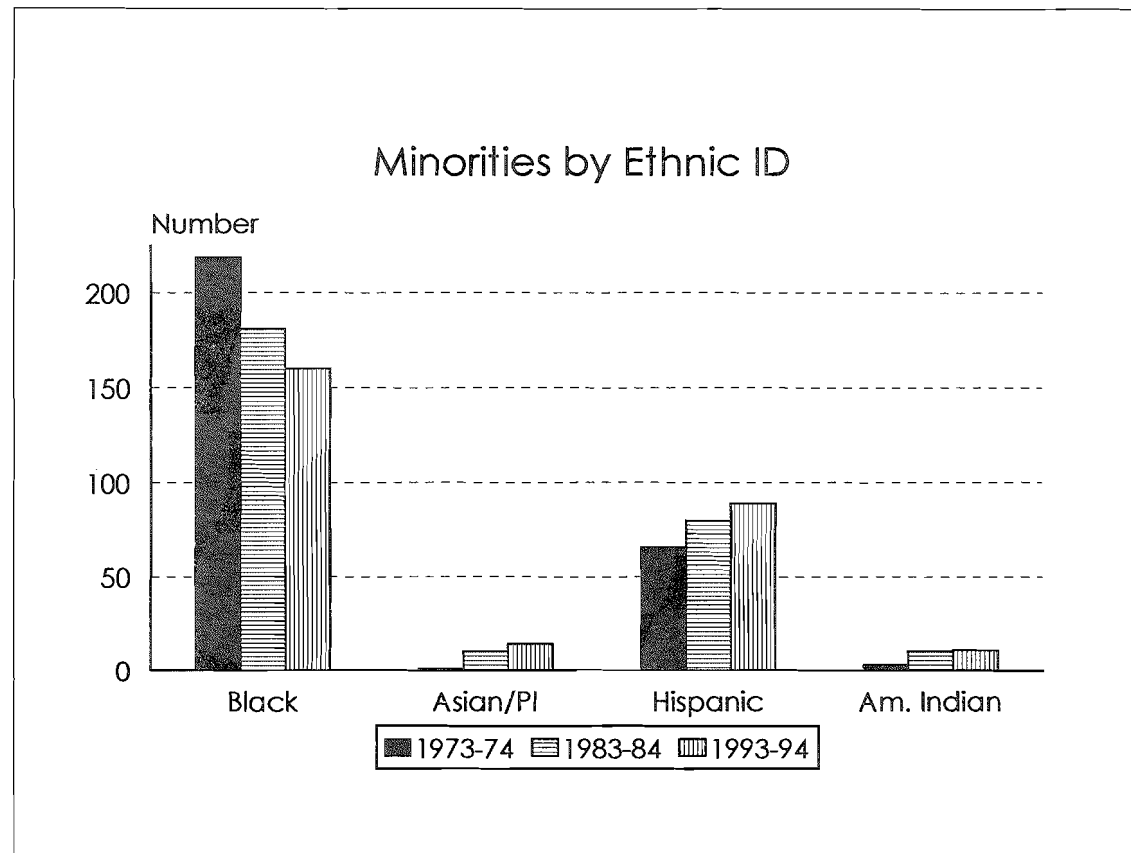


Year	Number	Handicappers	Percent
1983-84	26		1.2
1993-94	43		2.1

Labor Workforce, 1973-74, 1983-84, 1993-94

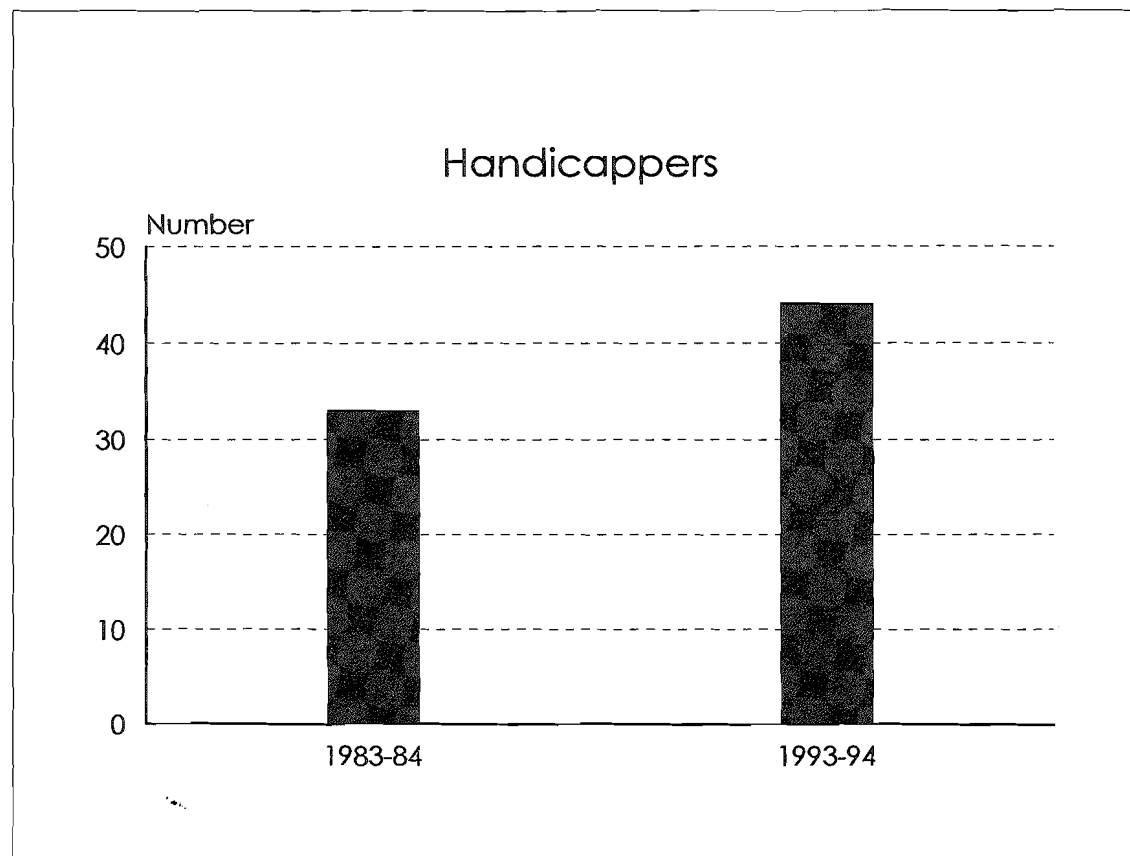


Year	Women		Men		Total	
	Number	Percent	Number	Percent		
1973-74	722	43.2	949	56.8	1671	100
1983-84	555	42.0	782	58.0	1337	100
1993-94	569	44.0	739	56.0	1308	100



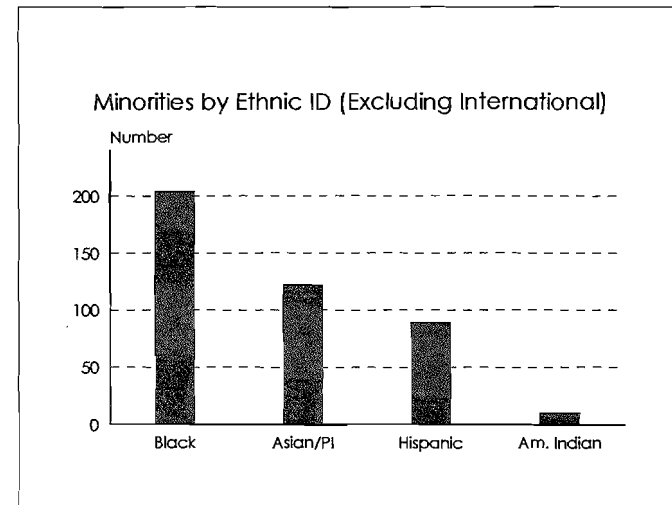
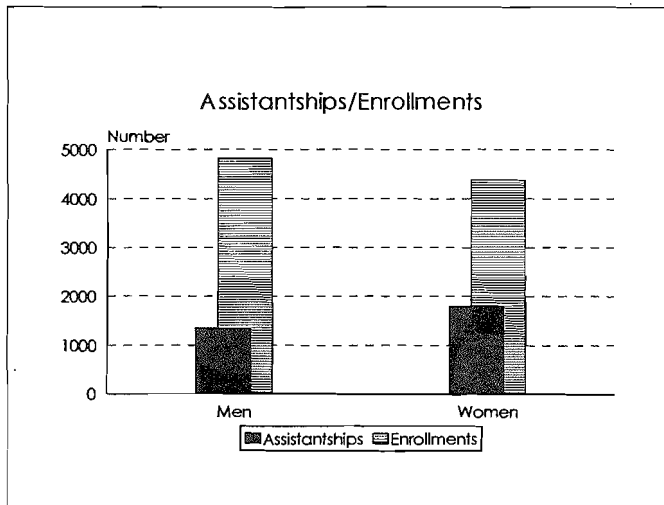
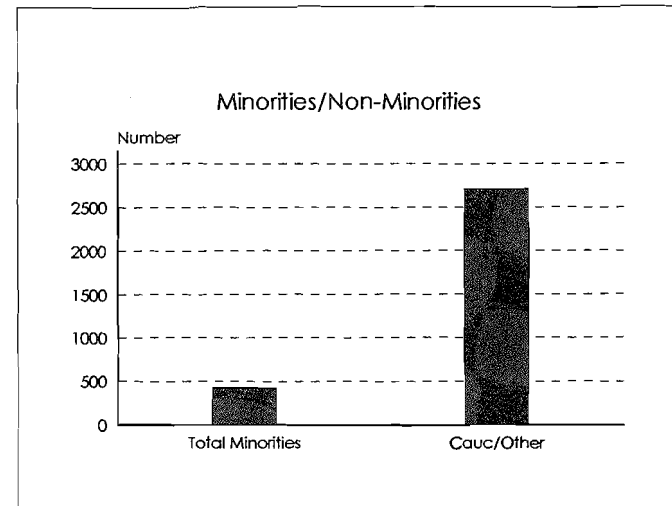
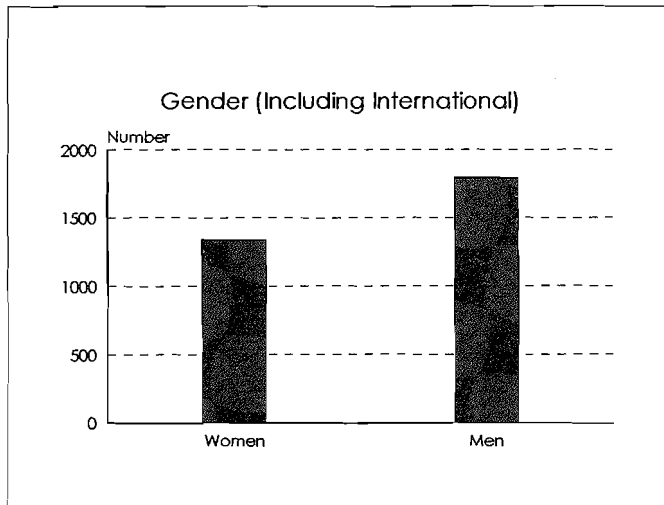
Year	Black		Asian/PI		Hispanic		American Indian		Total Minorities	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1973-74	219	13.1	1	0.05	66	3.9	3	0.2	289	17.2
1984-84	181	13.5	10	0.7	80	6.0	10	0.7	281	21.0
1993-94	160	12.2	14	1.0	89	6.8	11	0.8	274	21.0

Labor Workforce, 1973-74, 1983-84, 1993-94



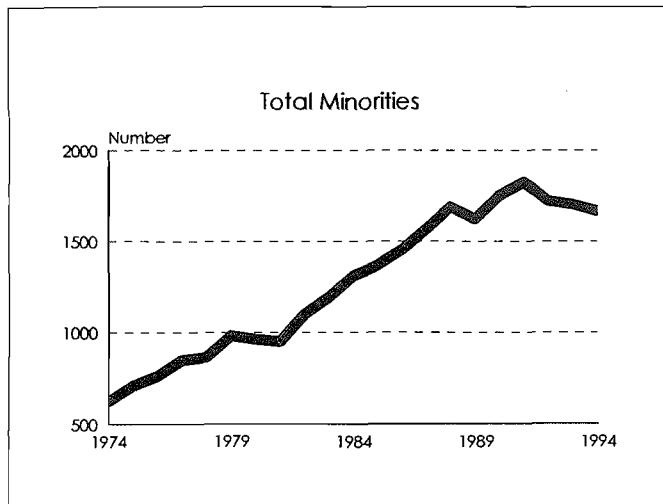
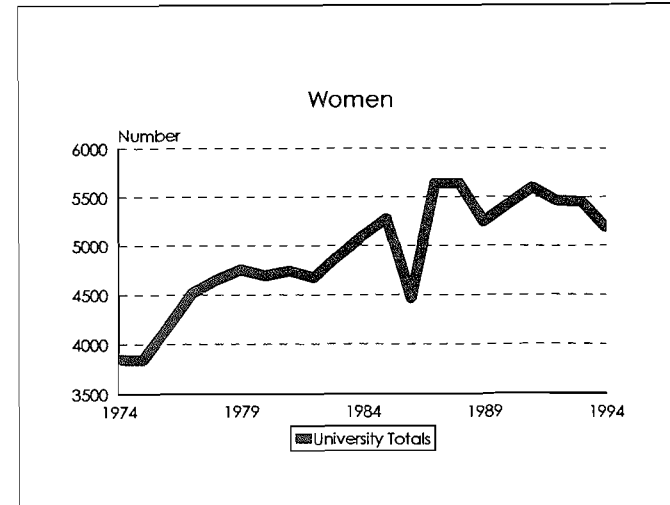
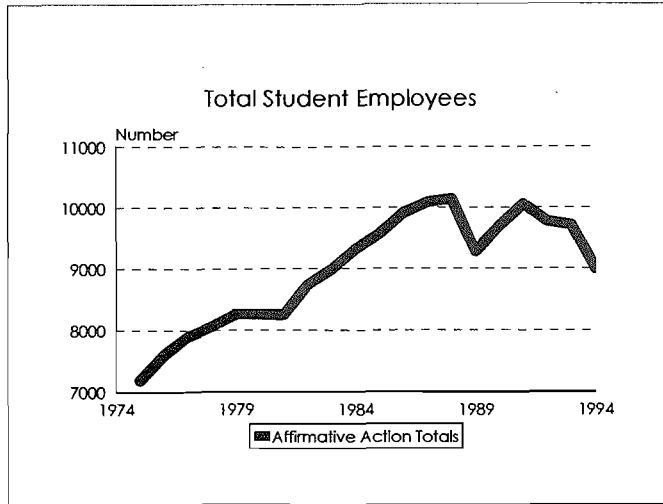
Year	Number	Handicappers	Percent
1983-84	33		2.5
1993-94	44		3.4

Graduate Assistants, Fall 1994



Student Employees
1974-1994

Student Employees, 1974-1994

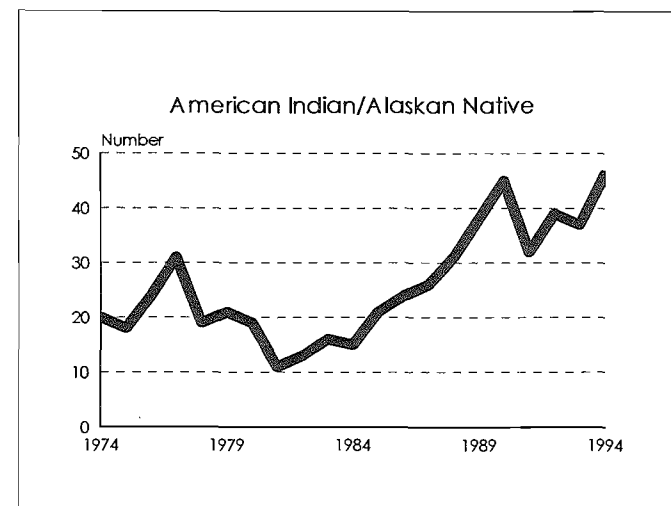
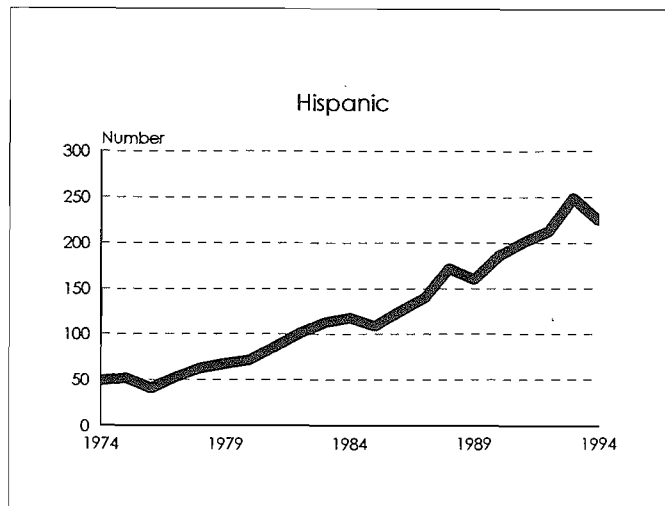
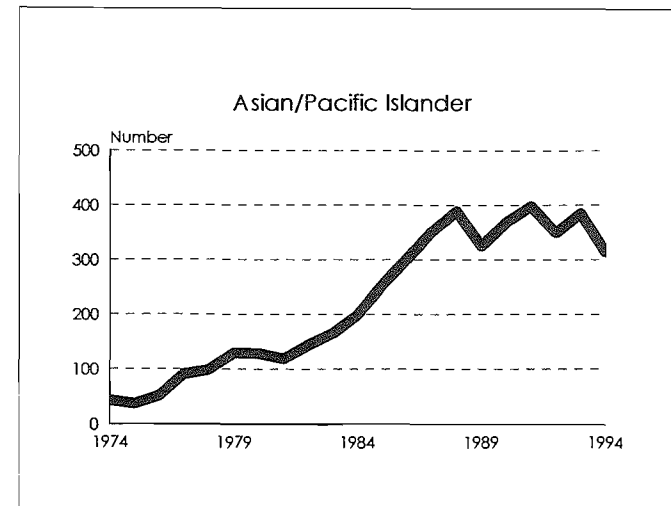
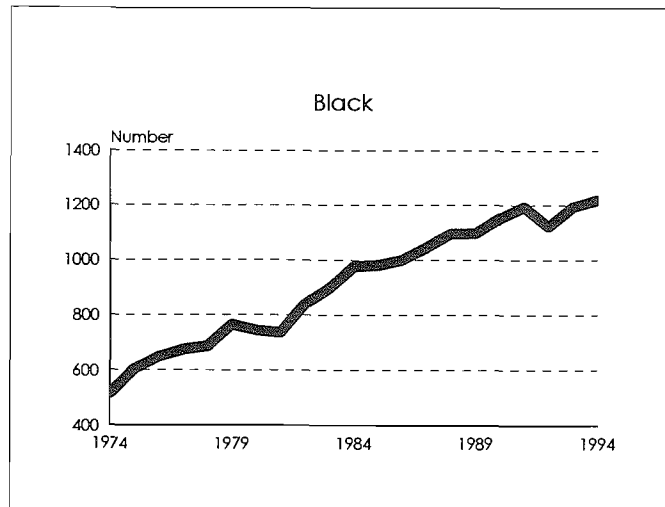


Student Employment Data

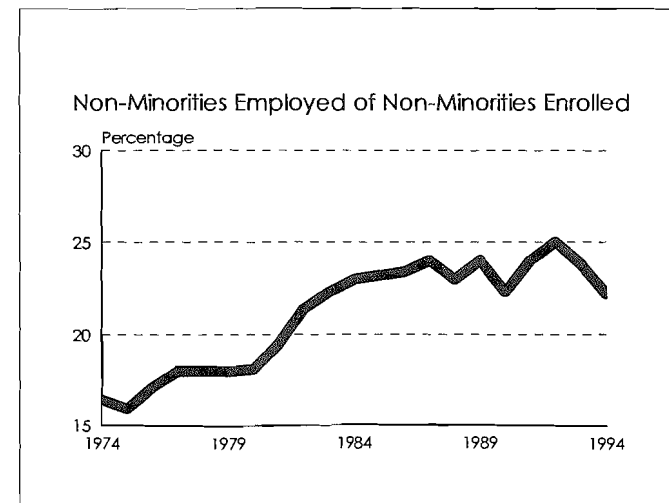
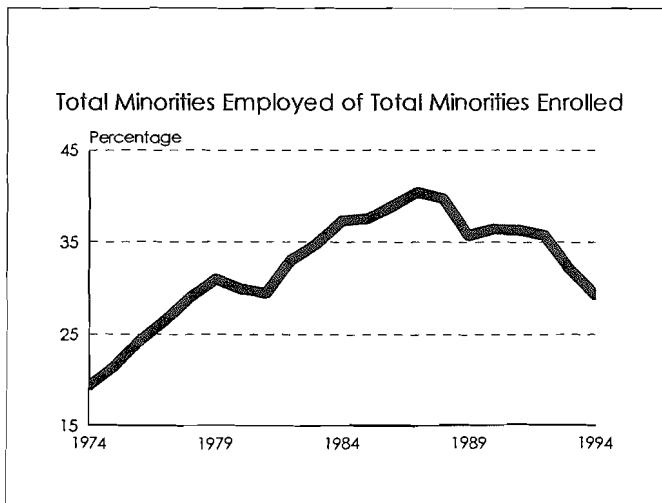
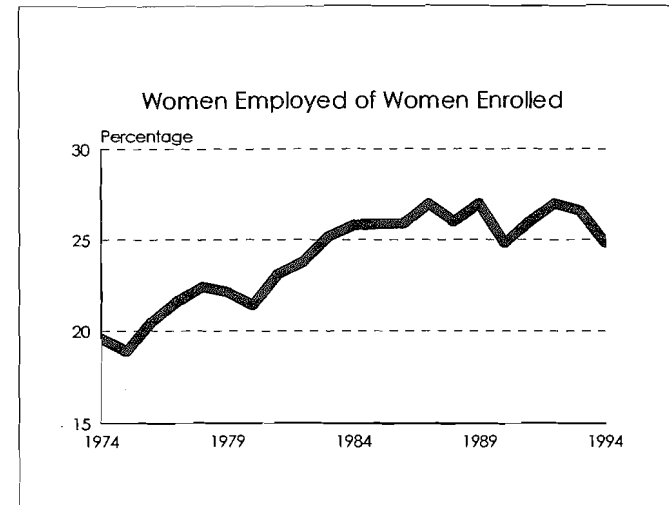
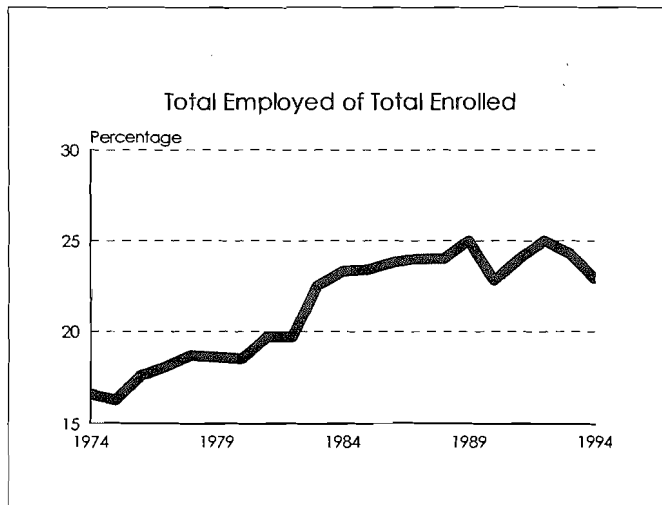
The data reflected in the graphs are the number of students actually paid for one payroll period in November of each year from 1974-1993. The 1994 data reflects the payroll period September 19-October 2, 1994.

The number of individual students paid on the student employee payroll during a calendar year is higher than the data presented in this report. For example, the number of student employees reported for a November payroll period in 1993 is 9,732. The number of individual students paid on the student employee payroll for the calendar year 1993, based on the number of W-4 forms on file at the Payroll Office, is 19,527.

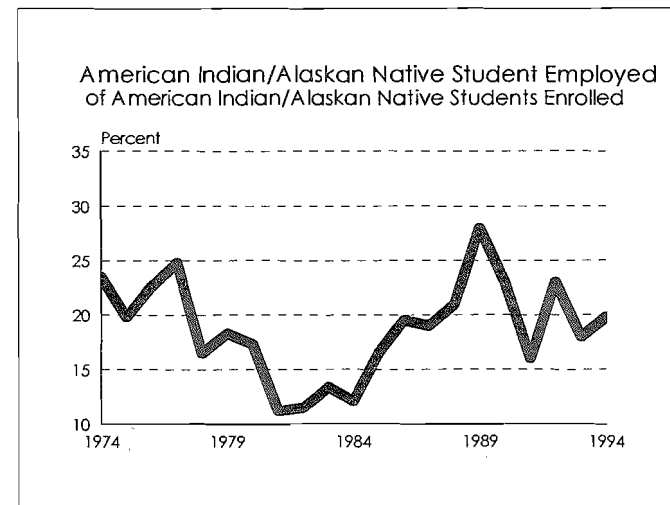
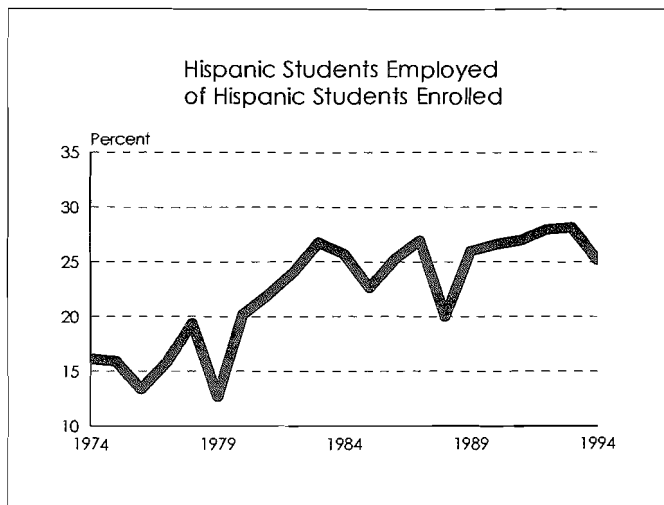
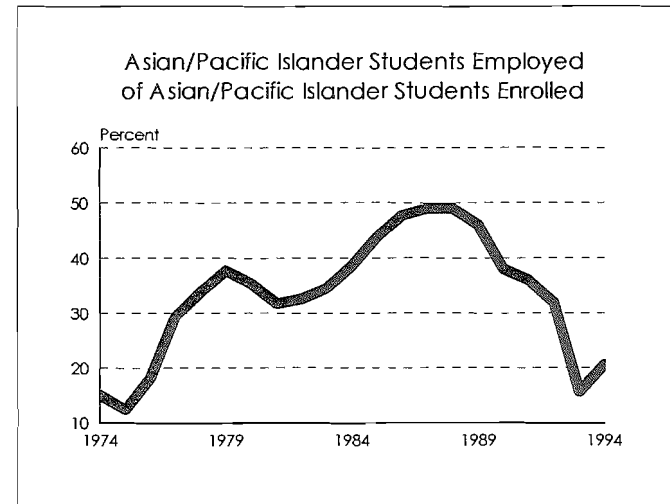
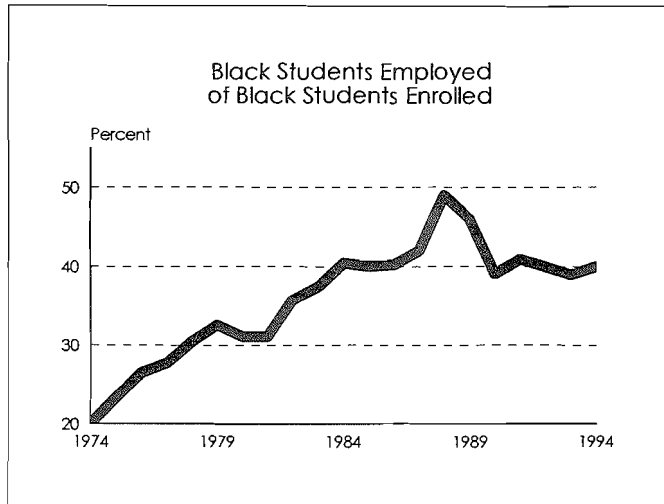
Student Employees, 1974-1994 Minorities by Ethnic ID



Student Employees, 1974-1994 Percent Employed of Enrolled



Student Employees, 1974-1994 Percent Minorities Employed of Minorities Enrolled by Ethnic ID



1993-94 Employment Profile Data

Faculty and academic staff data reflects the payroll as of October 1, 1994; support staff data reflects the payroll as of September 30, 1994; graduate assistant data reflects the Fall Semester 1994 payroll; student employee data reflects the payroll period of September 19 through October 2, 1994.

College and Non-College Units

Employment data is displayed for the total university and each college. Data for all other units is summarized in the 1993-94 Employment Profile entitled "Non-College Units".

Michigan State University
Fall 1994 Employment Profile -- Numbers

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	42	55	11	2	110	32	181	1206
Associate Professor	25	31	12	2	70	14	172	565
Assistant Professor	28	24	14	1	67	6	113	267
Tenure System Total	95	110	37	5	247	52	466	2038
Continuing Staff	36	16	7	2	61	12	282	600
Temporary Faculty	29	52	19	4	104	8	233	591
Temporary Staff	58	88	18	7	171	12	340	767
Other Academic Total	123	156	44	13	336	32	855	1958
Administrative-Professional	110	49	27	7	193	34	1133	1974
Clerical/Technical	125	34	79	20	258	43	1829	2015
Labor	160	14	89	11	274	44	569	1308
Support Staff Total	395	97	195	38	725	121	3531	5297
Graduate Assistants	204	122	89	10	425	N/A	1340	3130
Student Employees	1198	304	219	49	1770	N/A	5080	9115

Michigan State University
Fall 1994 Employment Profile -- Percentages }

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	TOTAL COUNT
Professor	3.5	4.6	.9	.2	9.1	2.7	15.0	1206
Associate Professor	4.4	5.5	2.1	.4	12.4	2.5	30.4	565
Assistant Professor	10.5	9.0	5.2	.4	25.1	2.2	42.3	267
Tenure System Total	4.7	5.4	1.8	.2	12.1	2.6	22.9	2038
Continuing Staff	6.0	2.7	1.2	.3	10.2	2.0	47.0	600
Temporary Faculty	4.9	8.8	3.2	.7	17.6	1.4	39.4	591
Temporary Staff	7.6	11.5	2.3	.9	22.3	1.6	44.3	767
Other Academic Total	6.3	8.0	2.2	.7	17.2	1.6	43.7	1958
Administrative-Professional	5.6	2.5	1.4	.4	9.8	1.7	57.4	1974
Clerical/Technical	6.2	1.7	3.9	1.0	12.8	2.1	90.8	2015
Labor	12.2	1.1	6.8	.8	20.9	3.4	43.5	1308
Support Staff Total	7.5	1.8	3.7	.7	13.7	2.3	66.7	5297
Graduate Assistants	6.5	3.9	2.8	.3	23.2	N/A	42.8	3130
Student Employees	13.1	3.3	2.4	.5	19.4	N/A	55.7	9115

College of Agriculture and Natural Resources
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	4	5	0	1	10	4	9	165
Associate Professor	2	4	0	0	6	1	11	65
Assistant Professor	1	1	3	0	5	1	5	30
Tenure System Total	7	10	3	1	21	6	25	260
Continuing Staff	0	1	0	0	1	0	4	21
Temporary Faculty	1	7	1	0	9	0	9	46
Temporary Staff	2	19	4	0	25	3	30	97
Other Academic Total	3	27	5	0	35	3	43	164
Administrative-Professional	2	2	2	0	6	1	79	178
Clerical/Technical	4	2	5	3	14	4	131	143
Labor	0	0	1	0	1	1	11	64
Support Staff Total	6	4	8	3	21	6	221	385
Graduate Assistants	20	11	13	1	45	N/A	174	407
Student Employees	11	8	4	2	25	N/A	94	161

College of Arts and Letters
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	5	1	1	0	7	5	34	179
Associate Professor	3	4	2	2	11	2	35	86
Assistant Professor	4	4	0	1	9	0	24	42
Tenure System Total	12	9	3	3	27	7	93	307
Continuing Staff	0	0	0	0	0	0	4	5
Temporary Faculty	2	4	5	0	11	0	18	38
Temporary Staff	0	1	0	0	1	0	13	21
Other Academic Total	2	5	5	0	12	0	35	64
Administrative-Professional	4	0	0	0	4	0	16	18
Clerical/Technical	7	0	1	0	8	1	47	52
Labor	0	1	0	0	1	0	1	1
Support Staff Total	11	1	1	0	13	1	64	71
Graduate Assistants	22	5	16	0	43	N/A	179	359
Student Employees	17	3	3	0	23	N/A	109	172

Eli Broad College of Business
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	0	2	0	0	2	3	2	64
Associate Professor	3	3	0	0	6	1	9	39
Assistant Professor	0	2	1	0	3	0	9	21
Tenure System Total	3	7	1	0	11	4	20	124
Continuing Staff	1	0	0	0	1	0	5	9
Temporary Faculty	0	0	0	0	0	1	2	8
Temporary Staff	1	0	0	1	2	1	6	19
Other Academic Total	2	0	0	1	3	2	13	36
Administrative-Professional	1	0	0	0	1	0	20	23
Clerical/Technical	1	0	2	0	3	0	35	36
Labor	0	0	0	0	0	0	0	0
Support Staff Total	2	0	2	0	4	0	55	59
Graduate Assistants	14	6	1	1	22	N/A	61	166
Student Employees	15	7	3	1	26	N/A	73	140

College of Communication Arts and Sciences
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	3	0	0	0	3	1	2	25
Associate Professor	1	1	1	0	3	3	7	20
Assistant Professor	2	0	0	0	2	0	6	12
Tenure System Total	6	1	1	0	8	4	15	57
Continuing Staff	1	0	0	0	1	0	5	9
Temporary Faculty	0	1	1	0	2	1	7	13
Temporary Staff	1	1	0	0	2	0	8	22
Other Academic Total	2	2	1	0	5	1	20	44
Administrative-Professional	0	0	0	0	0	0	6	7
Clerical/Technical	1	0	1	0	2	0	21	22
Labor	0	0	0	0	0	0	0	0
Support Staff Total	1	0	1	0	2	0	27	29
Graduate Assistants	7	4	7	0	18	N/A	46	86
Student Employees	3	3	2	0	8	N/A	32	49

College of Education
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	3	0	1	0	4	0	29	77
Associate Professor	3	2	3	0	8	2	24	48
Assistant Professor	5	2	2	0	9	2	11	17
Tenure System Total	11	4	6	0	21	4	64	142
Continuing Staff	0	1	0	0	1	1	3	8
Temporary Faculty	1	2	0	0	3	1	23	34
Temporary Staff	8	1	1	1	11	2	54	79
Other Academic Total	9	4	1	1	15	4	80	121
Administrative-Professional	0	0	0	0	0	0	16	20
Clerical/Technical	5	1	2	1	9	0	77	77
Labor	0	0	0	0	0	0	0	0
Support Staff Total	5	1	2	1	9	0	93	97
Graduate Assistants	25	11	12	1	49	N/A	170	275
Student Employees	11	8	2	0	21	N/A	112	150

College of Engineering
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	1	7	0	0	8	3	0	56
Associate Professor	1	8	2	0	11	0	2	42
Assistant Professor	1	6	0	0	7	1	6	22
Tenure System Total	3	21	2	0	26	4	8	120
Continuing Staff	3	0	0	0	3	1	5	12
Temporary Faculty	0	2	0	0	2	0	0	14
Temporary Staff	0	10	0	0	10	1	5	31
Other Academic Total	3	12	0	0	15	2	10	57
Administrative-Professional	4	1	0	0	5	0	24	46
Clerical/Technical	3	1	0	0	4	0	39	46
Labor	0	0	0	0	0	1	0	5
Support Staff Total	7	2	0	0	9	1	63	97
Graduate Assistants	11	21	4	1	37	N/A	62	366
Student Employees	14	10	1	0	25	N/A	67	206

College of Human Ecology
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	4	1	0	0	5	0	19	30
Associate Professor	0	2	0	0	2	1	15	18
Assistant Professor	1	1	1	0	3	0	4	7
Tenure System Total	5	4	1	0	10	1	38	55
Continuing Staff	0	0	0	0	0	0	7	7
Temporary Faculty	0	0	0	0	0	0	5	6
Temporary Staff	1	1	0	0	2	0	11	15
Other Academic Total	1	1	0	0	2	0	23	28
Administrative-Professional	0	0	0	0	0	0	8	9
Clerical/Technical	2	1	0	0	3	2	31	31
Labor	0	0	0	0	0	0	1	1
Support Staff Total	2	1	0	0	3	2	40	41
Graduate Assistants	8	2	2	1	13	N/A	47	60
Student Employees	9	3	4	0	16	N/A	59	82

College of Human Medicine
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	2	9	0	0	11	2	17	87
Associate Professor	2	2	1	0	5	0	9	30
Assistant Professor	0	0	1	0	1	0	5	9
Tenure System Total	4	11	2	0	17	2	31	126
Continuing Staff	0	1	0	0	1	0	2	3
Temporary Faculty	7	13	2	0	22	1	48	129
Temporary Staff	3	11	1	0	15	0	16	32
Other Academic Total	10	25	3	0	38	1	66	164
Administrative-Professional	4	2	1	1	8	2	99	122
Clerical/Technical	8	4	2	0	14	3	159	170
Labor	0	0	0	0	0	0	0	0
Support Staff Total	12	6	3	1	22	5	258	292
Graduate Assistants	10	8	4	1	23	N/A	49	94
Student Employees	9	12	8	3	32	N/A	107	171

James Madison College
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	1	1	0	0	2	0	1	7
Associate Professor	0	0	1	0	1	1	0	7
Assistant Professor	2	1	1	0	4	0	4	10
Tenure System Total	3	2	2	0	7	1	5	24
Continuing Staff	0	0	0	0	0	0	1	1
Temporary Faculty	0	0	0	0	0	0	3	4
Temporary Staff	0	0	0	0	0	0	3	3
Other Academic Total	0	0	0	0	0	0	7	8
Administrative-Professional	0	0	0	1	1	0	3	3
Clerical/Technical	0	0	0	0	0	0	2	2
Labor	0	0	0	0	0	0	0	0
Support Staff Total	0	0	0	1	1	0	5	5
Graduate Assistants	0	0	0	0	0	N/A	2	3
Student Employees	2	1	1	0	4	N/A	8	15

College of Natural Science
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	4	24	2	1	31	0	21	245
Associate Professor	1	4	0	0	5	0	14	71
Assistant Professor	1	3	2	0	6	0	9	34
Tenure System Total	6	31	4	1	42	0	44	350
Continuing Staff	3	2	0	0	5	2	16	35
Temporary Faculty	1	10	1	0	12	0	14	61
Temporary Staff	5	35	4	0	44	0	53	180
Other Academic Total	9	47	5	0	61	2	83	276
Administrative-Professional	1	5	1	0	7	2	59	119
Clerical/Technical	4	3	5	0	12	1	104	120
Labor	0	1	0	0	1	1	1	13
Support Staff Total	5	9	6	0	20	4	164	252
Graduate Assistants	21	27	7	0	55	N/A	211	698
Student Employees	41	19	12	4	76	N/A	183	327

College of Nursing
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	0	0	0	0	0	0	4	5
Associate Professor	1	0	0	0	1	0	10	11
Assistant Professor	0	0	0	0	0	0	6	6
Tenure System Total	1	0	0	0	1	0	20	22
Continuing Staff	0	0	0	0	0	0	0	0
Temporary Faculty	0	1	0	1	2	0	27	27
Temporary Staff	1	0	0	0	1	0	9	9
Other Academic Total	1	1	0	1	3	0	36	36
Administrative-Professional	0	0	1	0	1	0	4	5
Clerical/Technical	0	0	0	0	0	1	11	11
Labor	0	0	0	0	0	0	0	0
Support Staff Total	0	0	1	0	1	1	15	16
Graduate Assistants	0	0	0	0	0	N/A	15	15
Student Employees	4	1	2	0	7	N/A	21	31

College of Osteopathic Medicine
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	1	1	1	0	3	2	9	52
Associate Professor	0	0	0	0	0	0	9	29
Assistant Professor	0	1	0	0	1	0	1	1
Tenure System Total	1	2	1	0	4	2	19	82
Continuing Staff	0	1	0	0	1	0	3	5
Temporary Faculty	5	5	5	3	18	0	24	92
Temporary Staff	2	2	0	0	4	0	10	17
Other Academic Total	7	8	5	3	23	0	37	114
Administrative-Professional	3	4	1	1	9	0	60	78
Clerical/Technical	7	3	2	1	13	2	95	102
Labor	0	0	0	0	0	0	1	1
Support Staff Total	10	7	3	2	22	2	156	181
Graduate Assistants	2	1	1	0	4	N/A	31	57
Student Employees	6	7	8	2	23	N/A	92	142

College of Social Science
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	3	0	6	0	9	8	15	113
Associate Professor	2	0	1	0	3	1	17	49
Assistant Professor	6	3	2	0	11	1	15	37
Tenure System Total	11	3	9	0	23	10	47	199
Continuing Staff	1	1	0	0	2	0	10	15
Temporary Faculty	5	5	0	0	10	3	23	52
Temporary Staff	1	0	0	0	1	0	15	18
Other Academic Total	7	6	0	0	13	3	48	85
Administrative-Professional	1	0	1	0	2	1	35	45
Clerical/Technical	2	0	5	1	8	3	59	60
Labor	0	0	0	0	0	0	0	0
Support Staff Total	3	0	6	1	10	4	94	105
Graduate Assistants	26	18	13	4	61	N/A	165	300
Student Employees	32	4	6	0	42	N/A	140	205

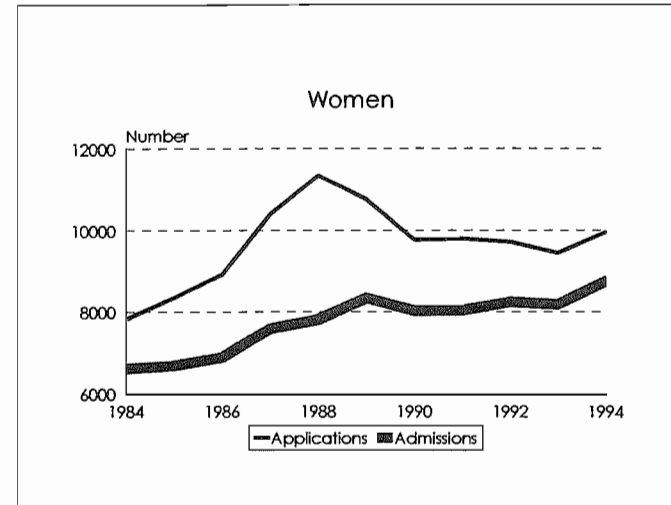
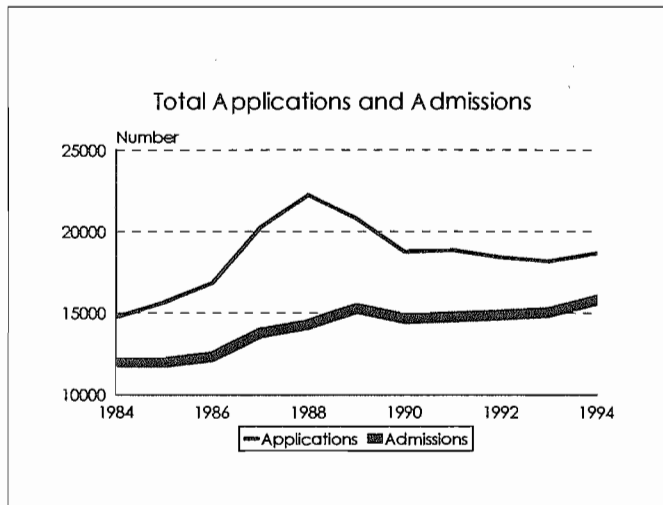
College of Veterinary Medicine
Fall 1994 Employment Profile

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	2	3	0	0	5	2	3	43
Associate Professor	3	1	0	0	4	1	7	36
Assistant Professor	3	0	0	0	3	0	6	11
Tenure System Total	8	4	0	0	12	3	16	90
Continuing Staff	1	0	0	0	1	0	3	3
Temporary Faculty	5	2	3	0	10	0	22	51
Temporary Staff	3	7	0	0	10	0	11	30
Other Academic Total	9	9	3	0	21	0	36	84
Administrative-Professional	6	4	1	0	11	1	49	76
Clerical/Technical	2	1	5	1	9	2	96	103
Labor	1	0	1	0	2	1	8	18
Support Staff Total	9	5	7	1	22	4	153	197
Graduate Assistants	0	0	0	0	0	N/A	7	17
Student Employees	10	5	2	1	18	N/A	98	146

Non-College Units
Fall 1994 Employment Profile

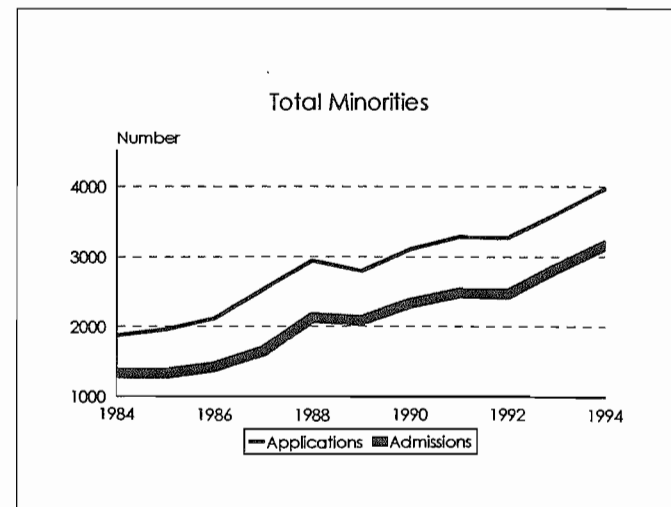
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	GRAND TOTAL
Professor	9	1	0	0	10	2	16	58
Associate Professor	3	0	1	0	4	1	3	14
Assistant Professor	2	0	1	0	3	1	2	8
Tenure System Total	14	1	2	0	17	4	21	80
Continuing Staff	26	9	7	2	44	8	214	467
Temporary Faculty	2	0	1	0	3	1	8	16
Temporary Staff	30	0	8	5	43	5	96	194
Other Academic Total	58	9	16	7	90	14	318	677
Administrative-Professional	84	31	19	4	138	27	655	1225
Clerical/Technical	79	18	49	13	159	24	922	1040
Labor	159	12	87	11	269	40	546	1205
Support Staff Total	322	61	155	28	566	91	2123	3470
Graduate Assistants	38	8	9	0	55	N/A	121	227
Student Employees	1014	213	161	36	1424	N/A	3885	7116

Freshmen Admissions Trends, 1984-1994

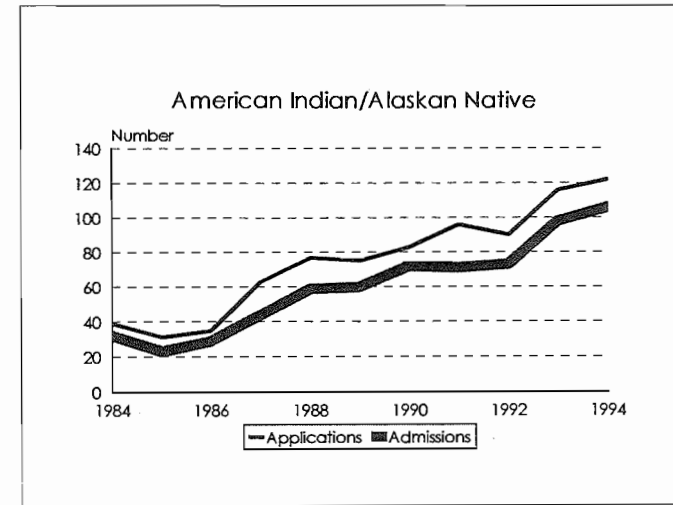
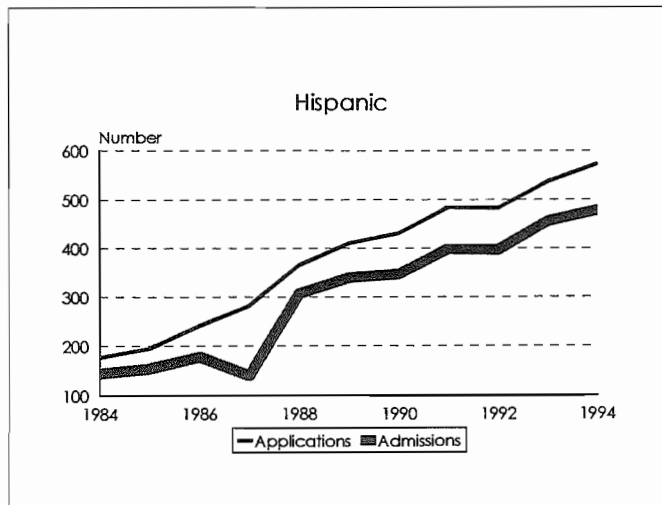
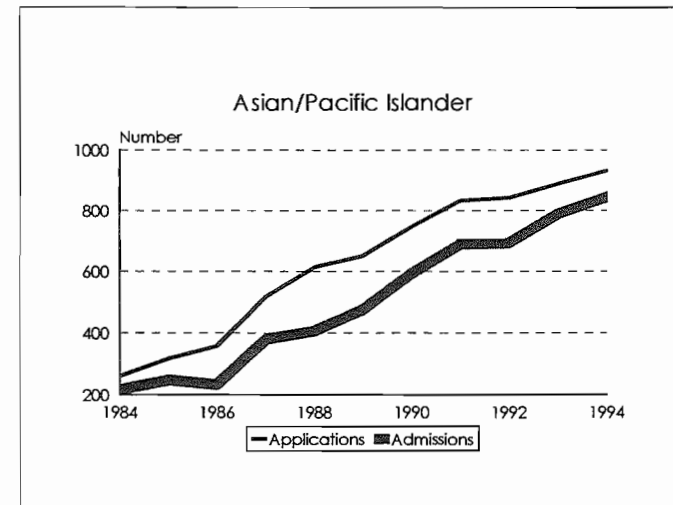
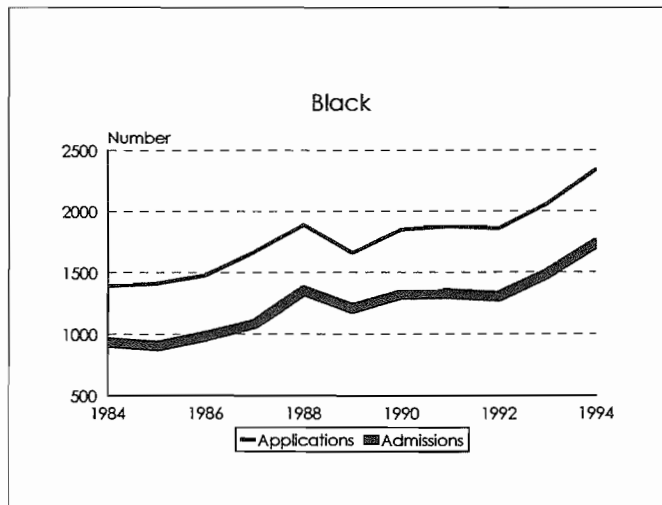


Handicappers

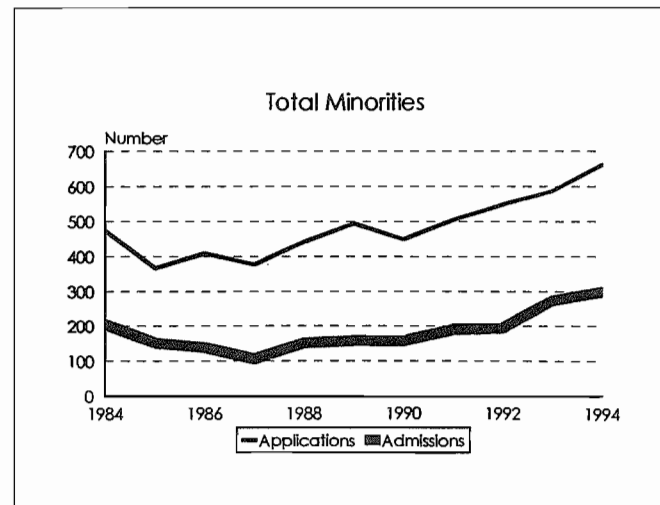
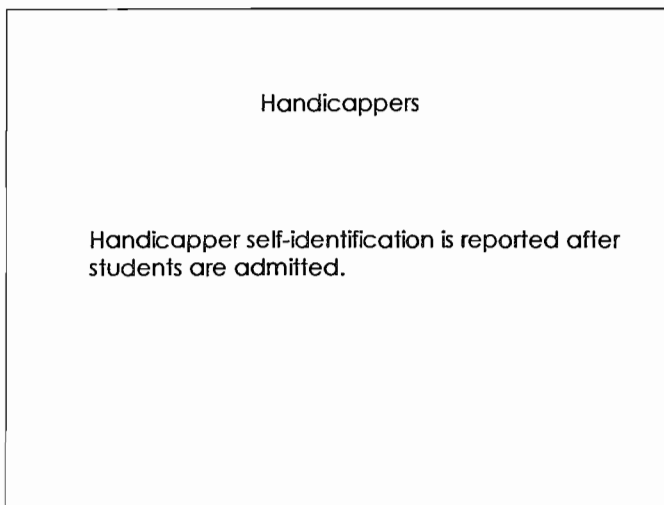
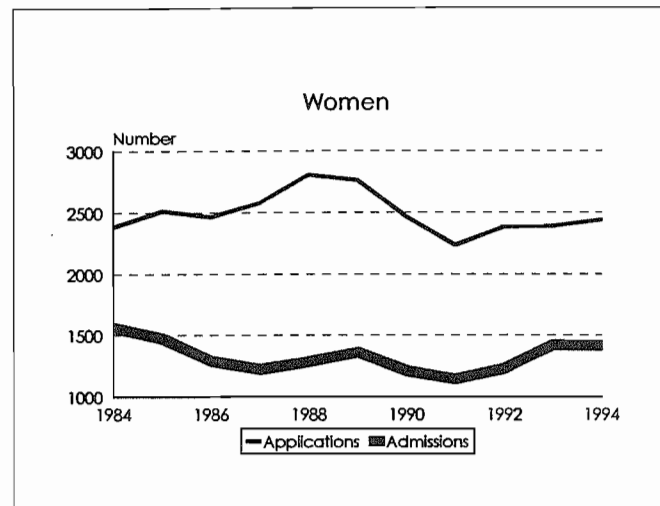
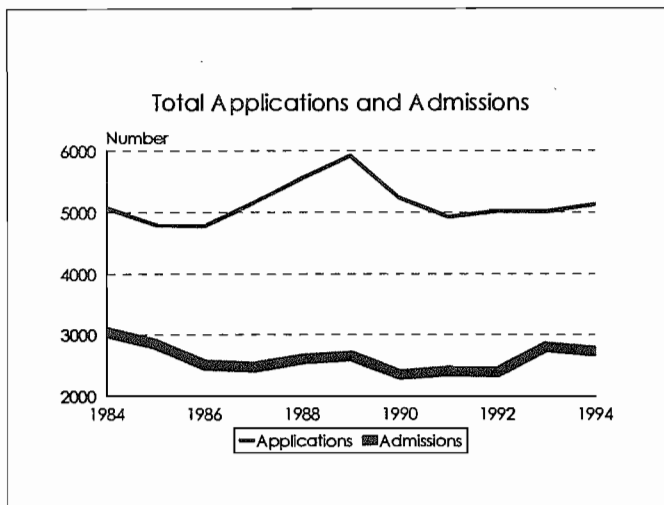
Handicapper self-identification is reported after students are admitted.



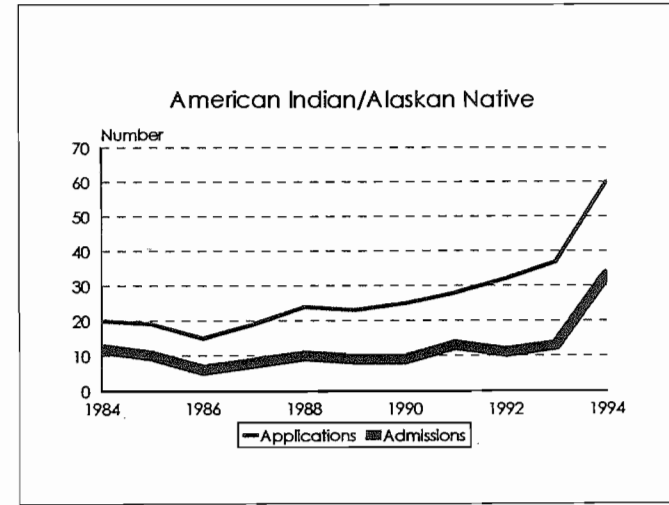
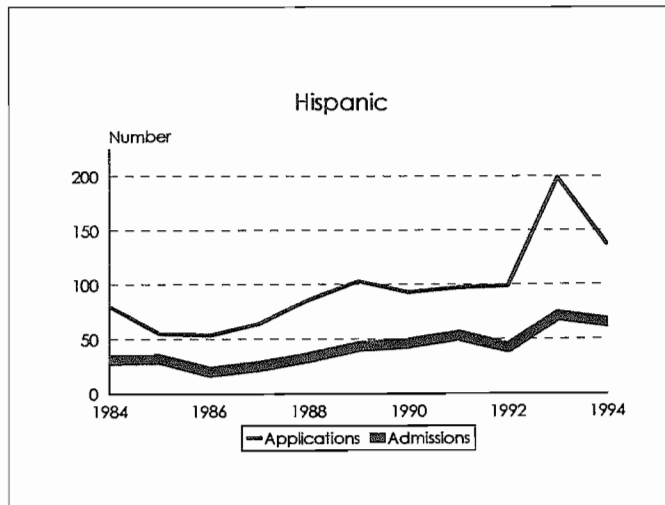
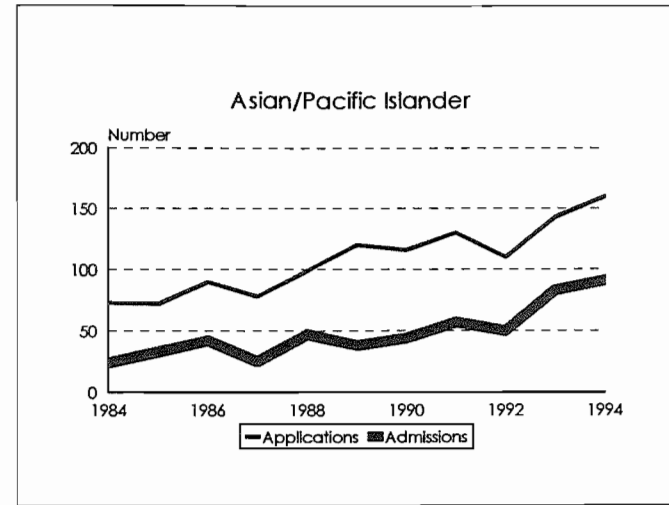
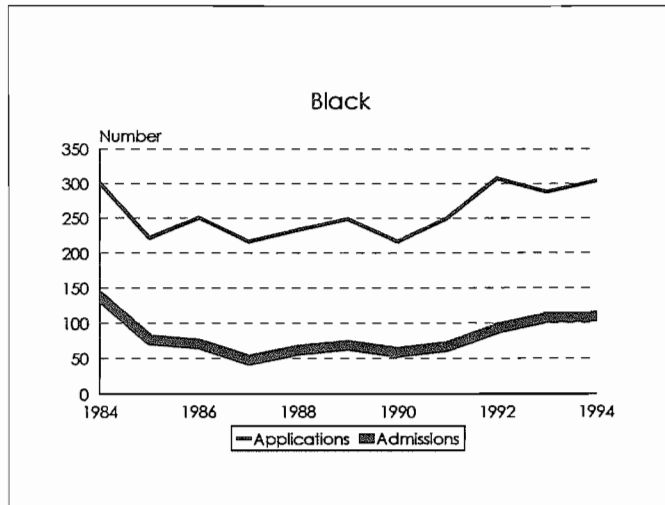
Freshmen Admissions Trends, 1984-1994 Minorities by Ethnic ID



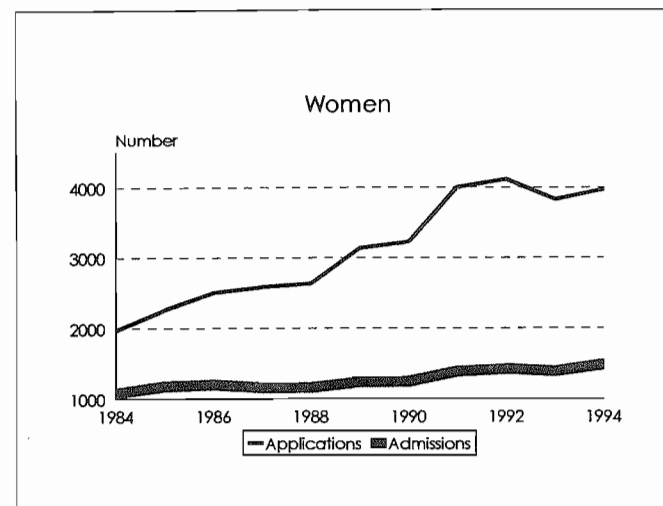
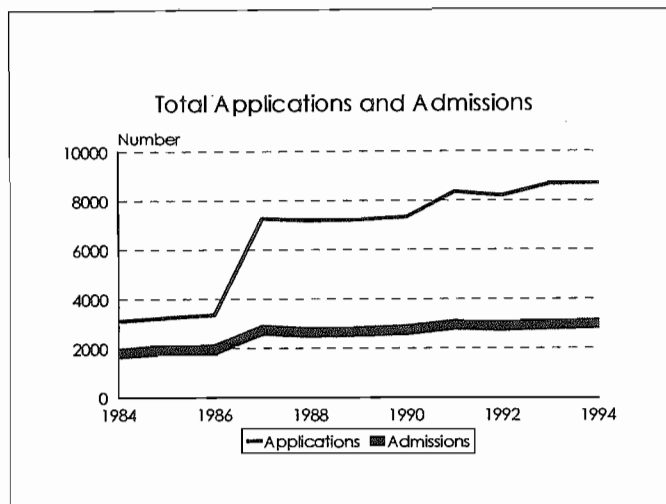
Transfer Student Admissions Trends, 1984-1994



Transfer Student Admissions Trends, 1984-1994 Minorities by Ethnic ID

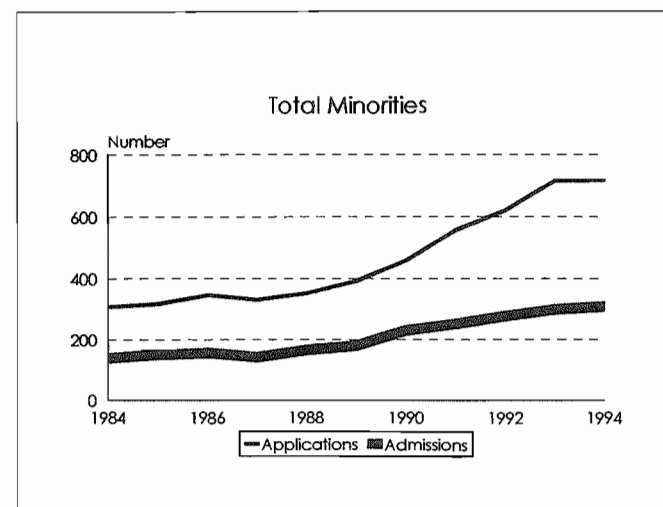


Graduate Student Admissions Trends, 1984-1994

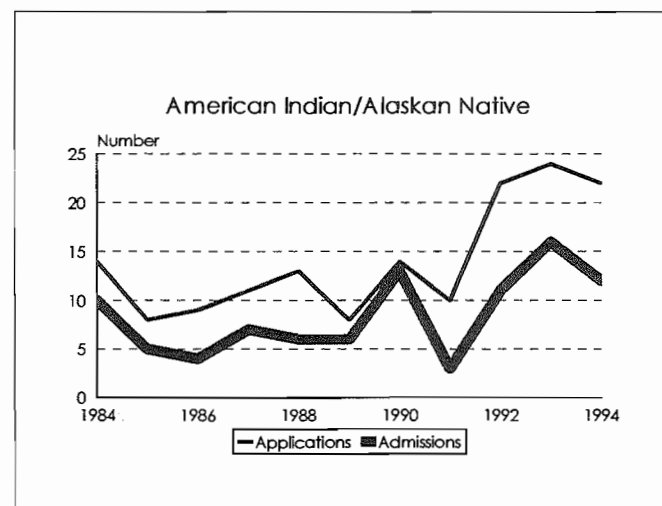
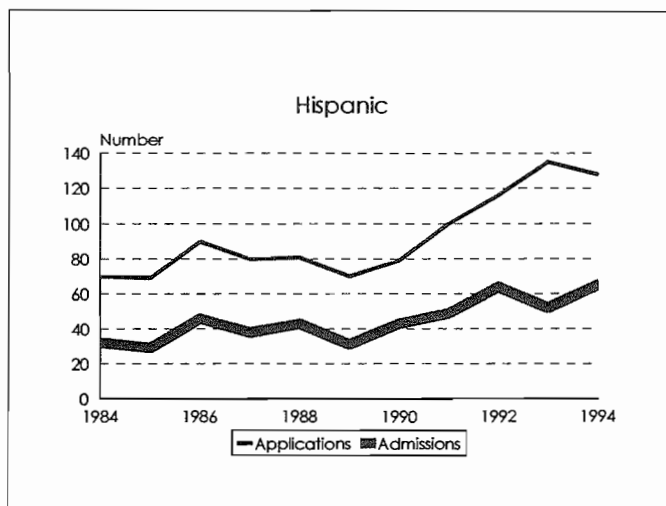
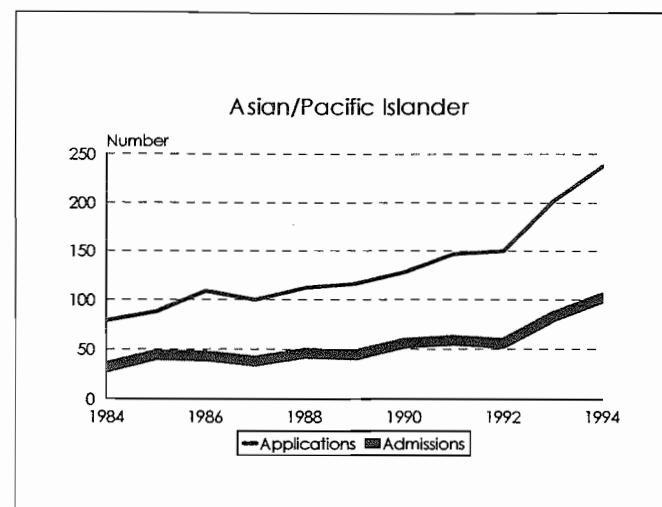
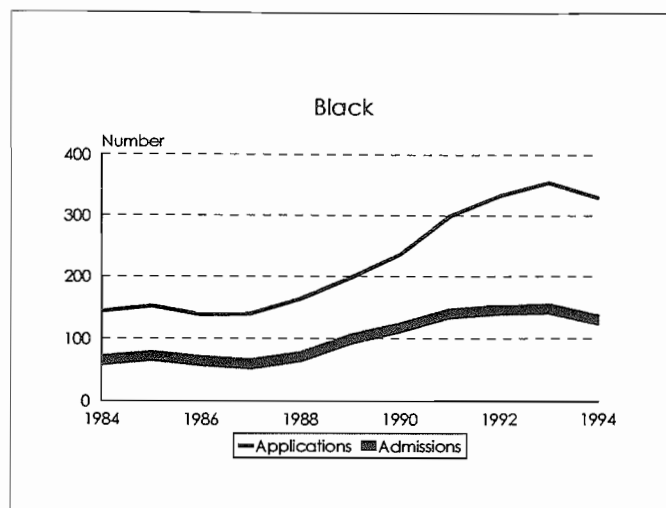


Handicappers

Handicapper self-identification is reported after students are admitted.



Graduate Student Admissions Trends, 1984-1994 Minorities by Ethnic ID



Student Applications, Admissions, and Enrollments, 1993-94

	<i>Applications</i>			<i>Admissions</i>			<i>Number Enrolled of Number Admitted</i>		
	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>
FRESHMEN									
Black	901	1443	2344	596	1137	1733	188	382	570
Asian/Pacific Islander	429	504	933	378	468	846	109	157	266
Hispanic	274	299	573	218	261	479	64	61	125
Amer. Indian/Alaskan Native	49	73	122	40	66	106	16	32	48
Caucasian	6696	7406	14102	5609	6667	12276	2358	2825	5183
Other/No Response	59	67	126	41	59	100	9	14	23
International	279	184	463	158	102	260	61	46	107
FRESHMEN TOTAL	8687	9976	18663	7040	8760	15800	2805	3517	6322
TRANSFER STUDENTS									
Black	138	166	304	40	70	110	25	35	60
Asian/Pacific Islander	90	70	160	50	41	91	33	21	54
Hispanic	65	72	137	27	38	65	16	25	41
Amer. Indian/Alaskan Native	30	30	60	15	18	33	9	13	22
Caucasian	2060	1864	3924	1078	1126	2204	778	758	1536
Other/No Response	40	32	72	14	16	30	6	7	13
International	279	191	470	108	94	202	52	49	101
TRANSFER STUDENT TOTAL	2702	2425	5127	1332	1403	2735	919	908	1827
GRADUATE STUDENTS									
Black	129	201	330	52	78	130	27	44	71
Asian/Pacific Islander	134	104	238	56	46	102	30	24	54
Hispanic	61	67	128	28	37	65	15	23	38
Amer. Indian/Alaskan Native	12	10	22	8	4	12	4	4	8
Caucasian	1750	2185	3935	871	1022	1893	424	549	973
Other/No Response	65	49	114	28	20	48	6	8	14
International	2583	1356	3939	462	276	738	205	123	328
GRADUATE STUDENT TOTAL	4734	3972	8706	1505	1483	2988	711	775	1486

SUMMARY

Comparing 1974 to 1994, enrollment of women and minorities increased, while total university enrollment decreased. The University's affirmative action enrollments (which do not include nonresident alien students) totaled 42,287 in Fall 1974, and 37,810 in Fall 1994.

Minority student enrollment on campus increased from 3,241 (7.7%) in 1974 to 5,682 (15.0%) in 1994. Black students, the largest minority student group on campus, increased enrollment from 2,567 (6.1%) to 3,040 (8.0%); Asian Pacific Islanders from 284 (0.7%) to 1,512 (4.0%); Hispanics from 305 (0.7%) to 889 (2.4%); and American Indians/Alaskan Natives from 85 (0.2%) to 241 (0.6%).

Women students represented 45.1% (19,620) of the total enrollment at Michigan State University in Fall 1974 and 51.7% (20,835) in Fall 1994.

Self-identified handicapper students totaled 358 (0.9%) in Fall 1994.

Definitions of Terms Used

Affirmative Action Totals

Affirmative action totals include U.S. citizens and permanent residents only.

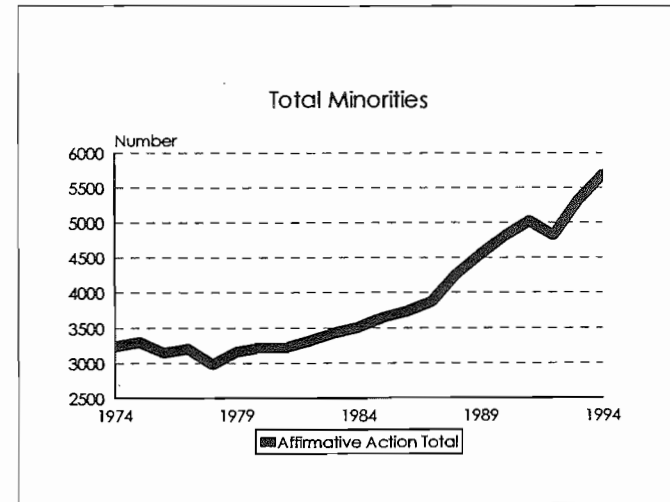
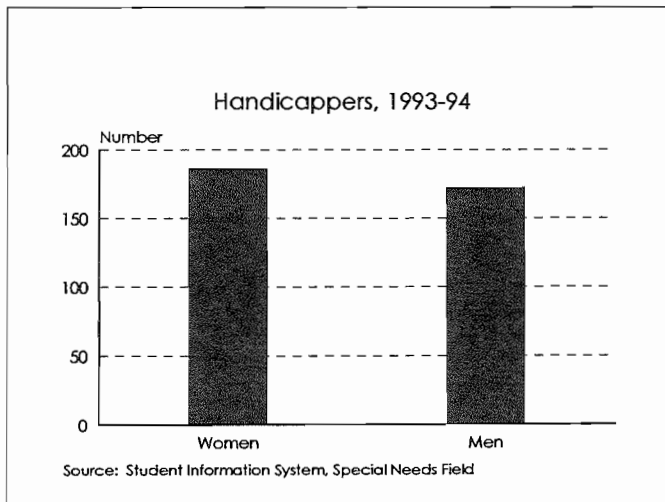
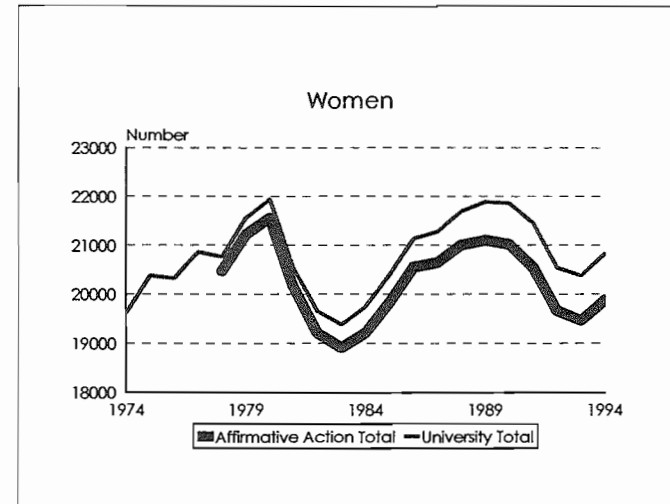
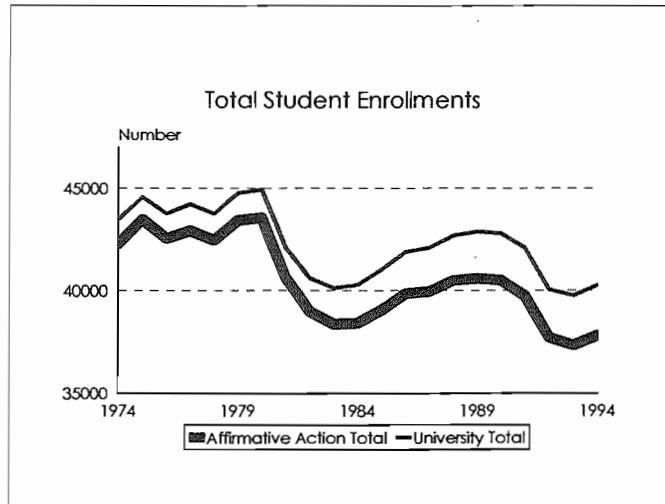
University Totals

University totals include all students, U.S. citizens, permanent residents, and international students.

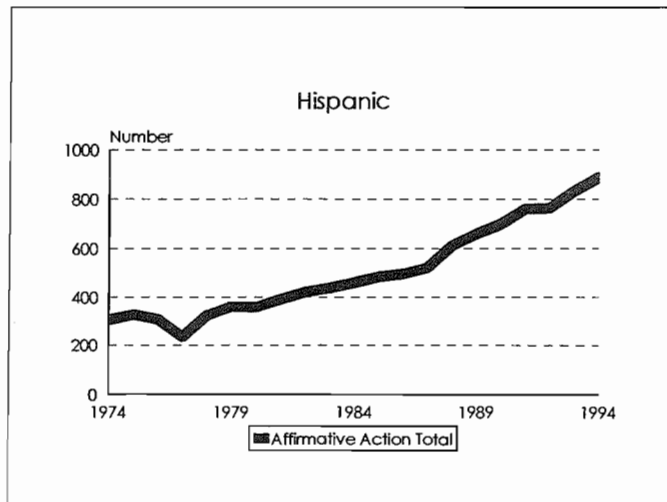
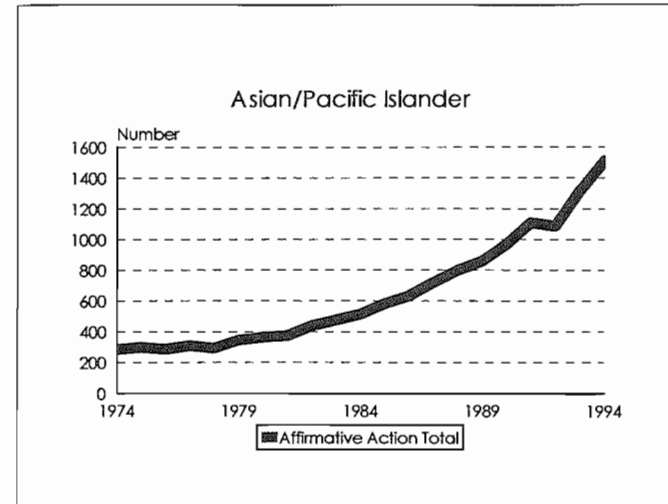
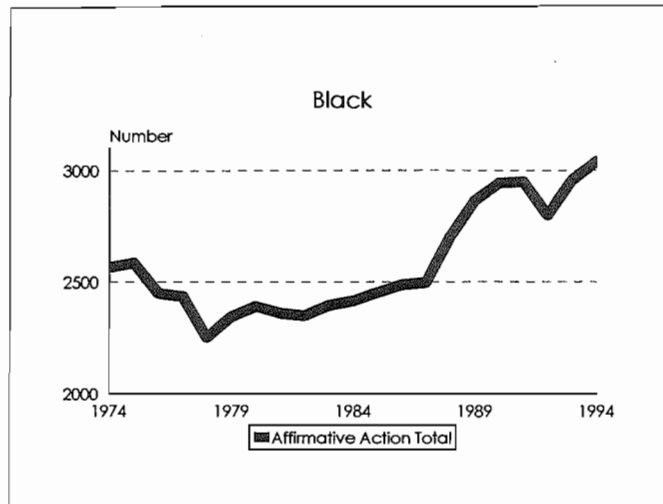
Handicapper Data

Data for handicapper students was obtained from the Student Information System on September 29, 1994 and includes both mobility and non-mobility characteristics as contained in the Special Needs field of the SIS data extracts.

Student Enrollments, 1974-1994



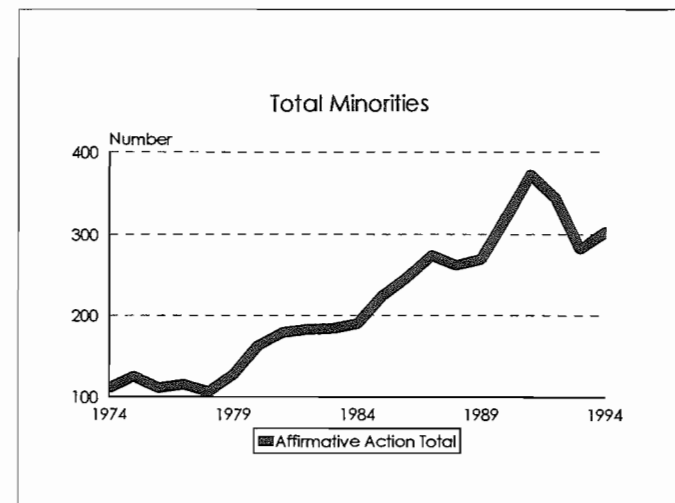
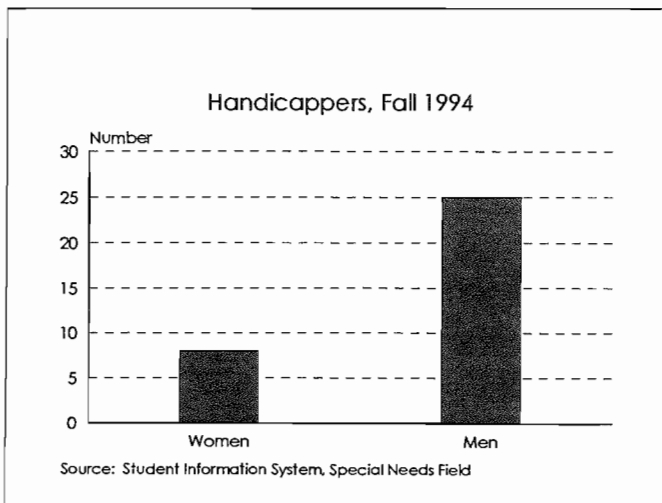
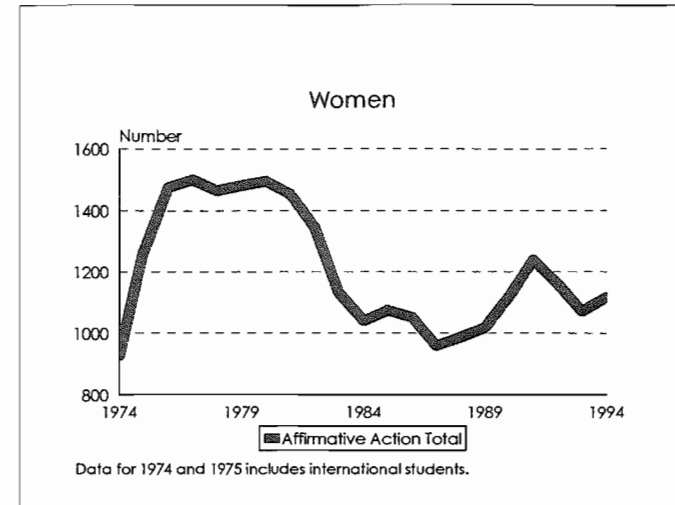
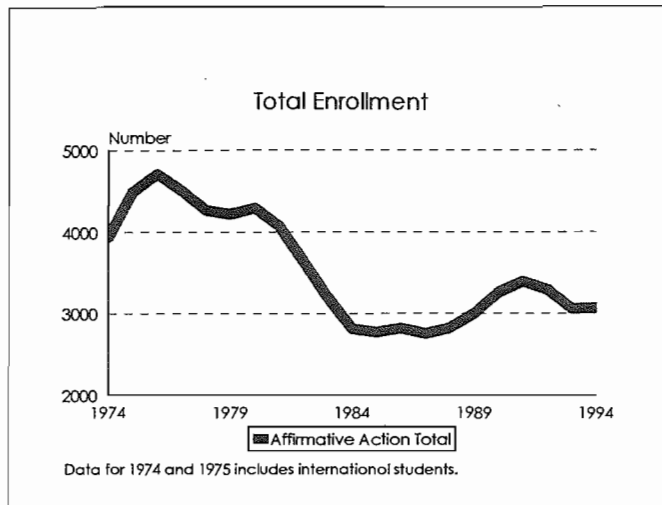
Student Enrollments, 1974-1994 Minorities by Ethnic ID



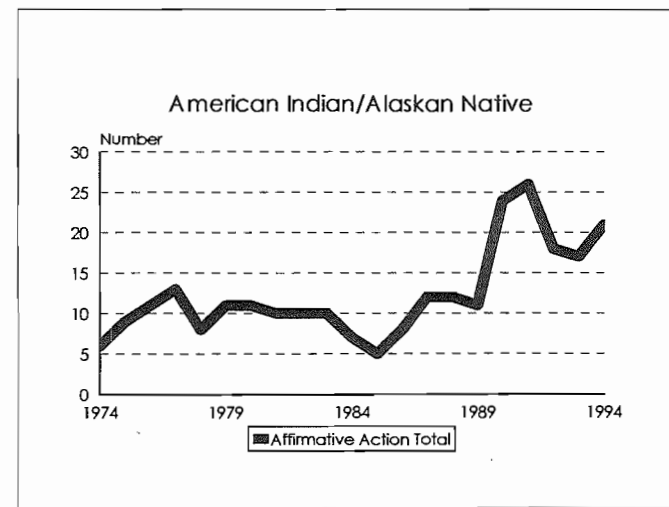
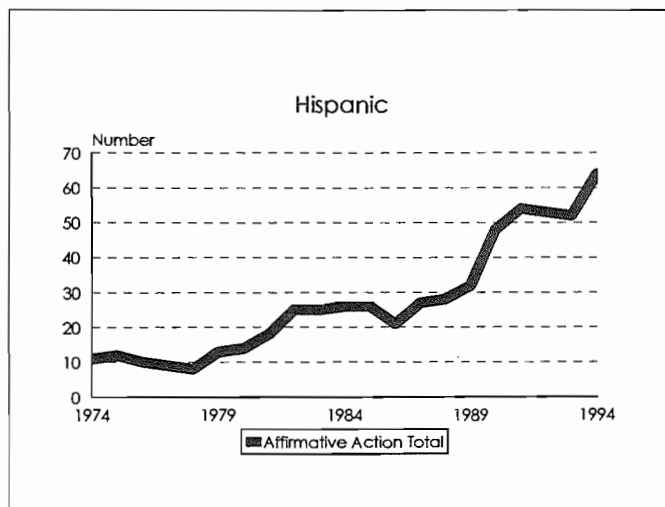
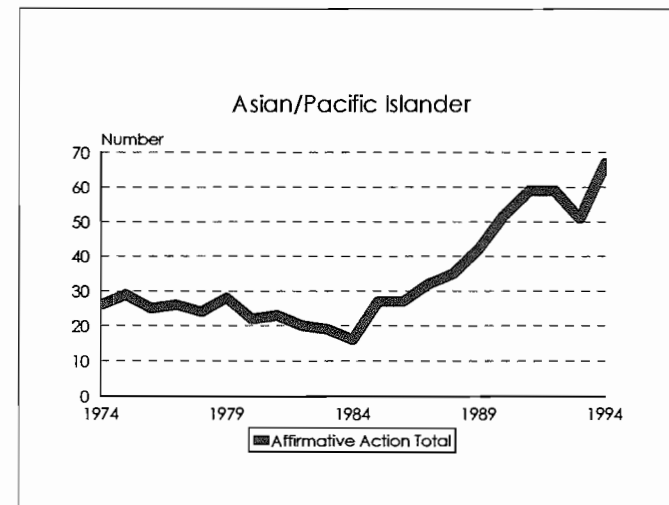
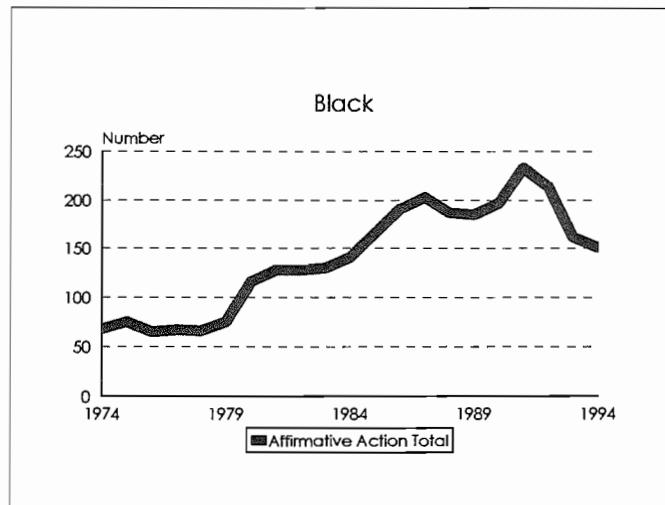
Michigan State University
Student Enrollments, Fall 1994

College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	Total Enrollment
Ag. & Natural Resources	151	67	64	21	303	33	1117	3069
Arts & Letters	148	71	85	27	331	26	1577	2685
Broad College of Business	488	206	101	18	813	38	2172	5172
Comm. Arts & Sciences	222	67	69	9	367	31	1610	2586
Education	177	41	49	17	284	32	1465	1984
Engineering	388	229	66	18	701	27	833	3675
Human Ecology	113	39	18	5	175	11	1208	1311
Human Medicine	58	37	31	6	132	5	248	517
James Madison	75	43	32	8	158	20	627	1104
Natural Science	402	336	107	25	870	35	2483	4917
Nursing	84	42	13	5	144	5	748	844
Osteopathic Medicine	29	49	30	4	112	2	211	521
Social Science	464	156	125	37	782	57	2729	4788
Veterinary Medicine	46	15	25	8	94	2	646	874
No Preference	117	76	48	20	261	26	1256	2353
Unclassified/Lifelong Educ.	78	38	26	13	155	8	952	1410
AFFIRMATIVE ACTION TOTAL	3040	1512	889	241	5682	358	19882	37810
Plus International Students	--	--	--	--	--	--	953	2444
UNIVERSITY TOTAL	3040	1512	889	241	5682	358	20835	40254

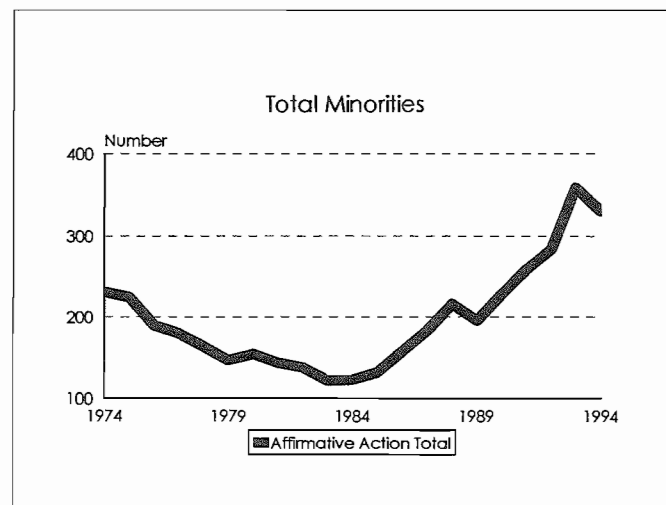
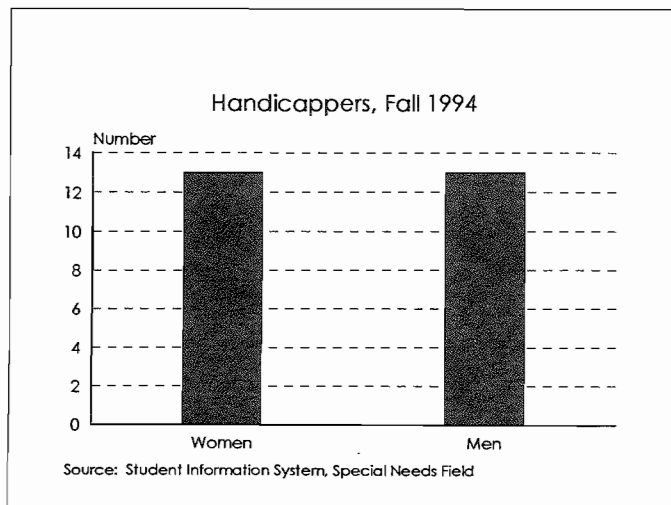
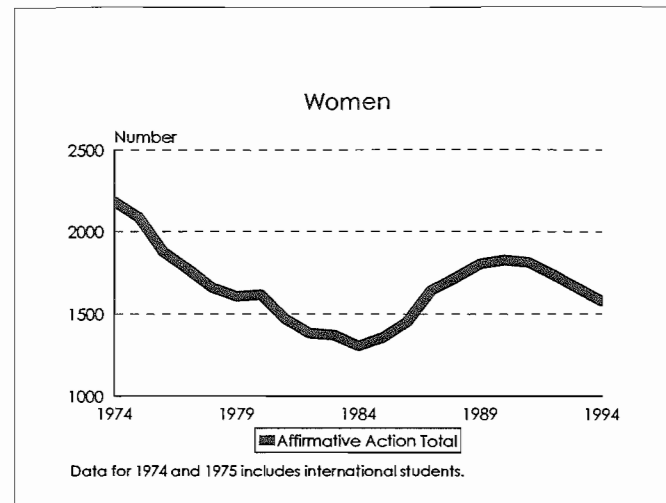
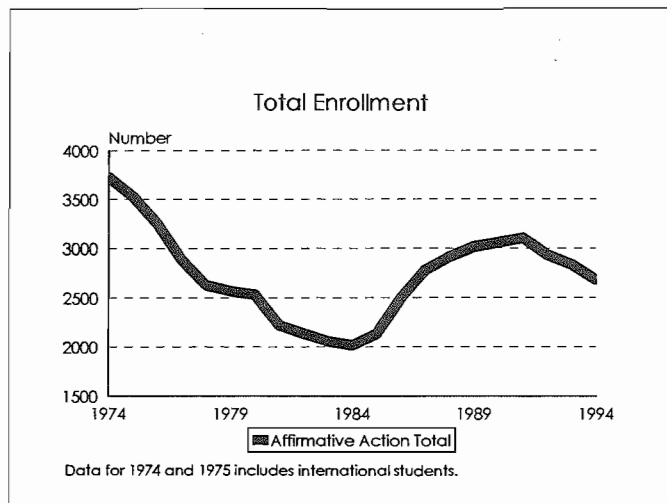
College of Agriculture and Natural Resources Student Enrollment Trends, 1974-1994



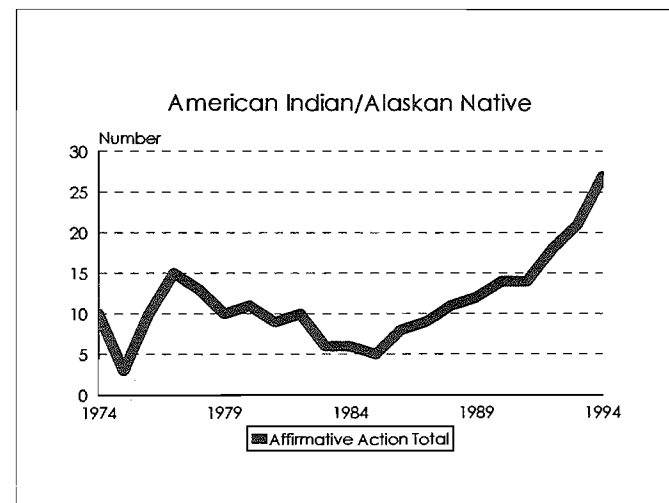
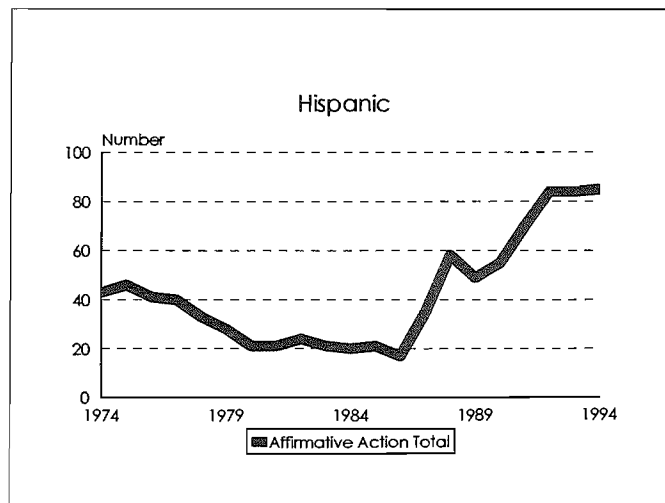
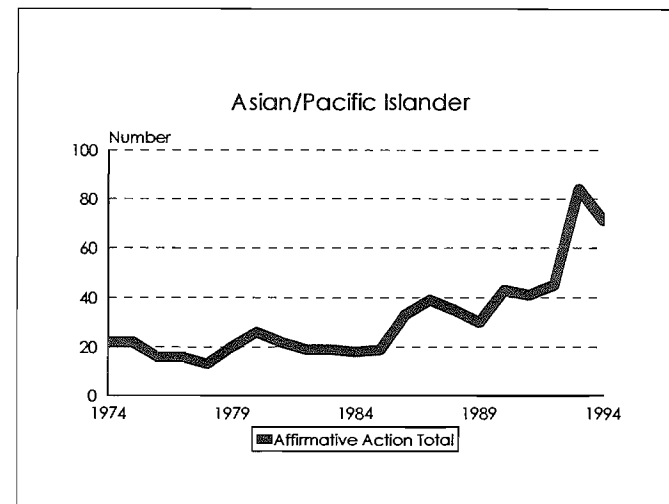
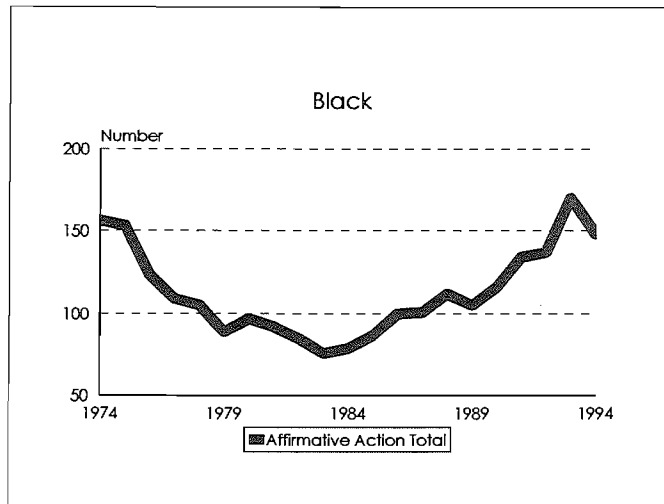
College of Agriculture and Natural Resources
 Minority Student Enrollments by Ethnic ID, 1974-1994



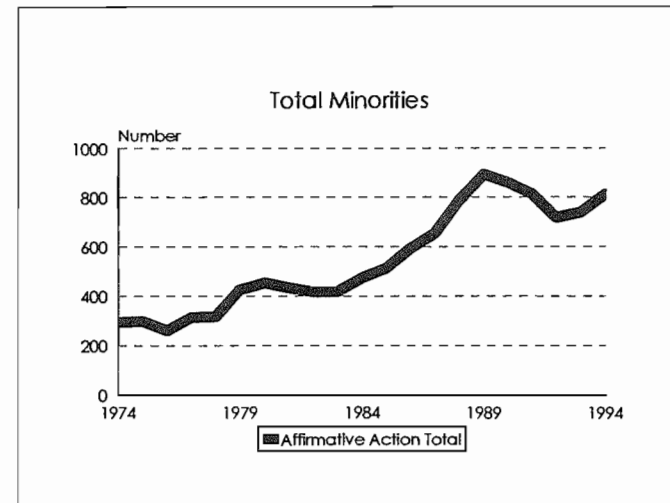
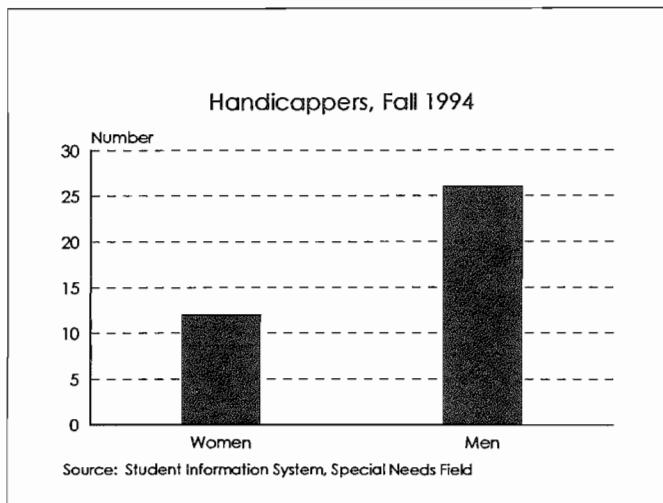
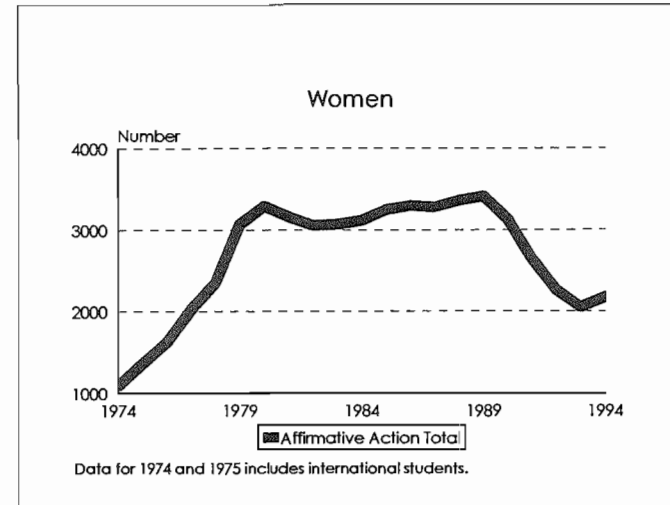
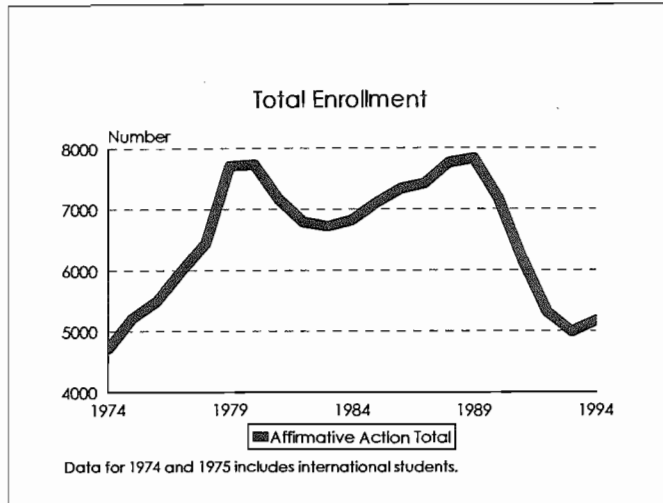
College of Arts and Letters Student Enrollment Trends, 1974-1994



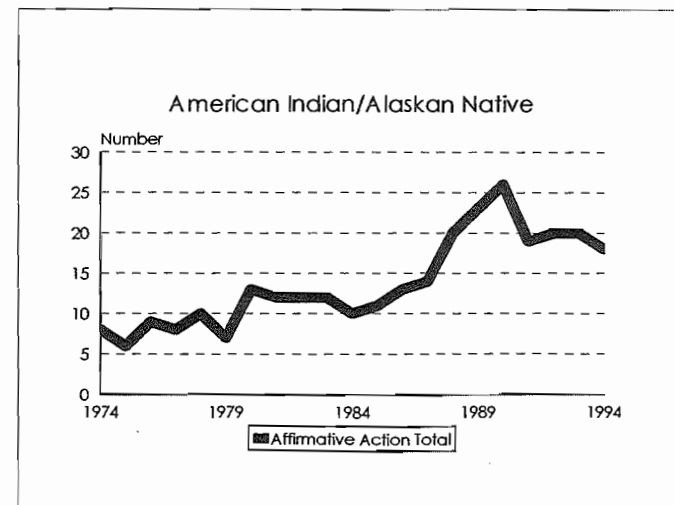
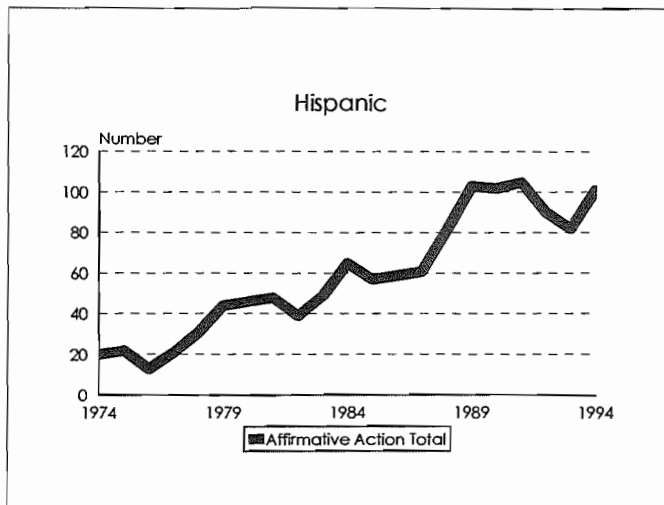
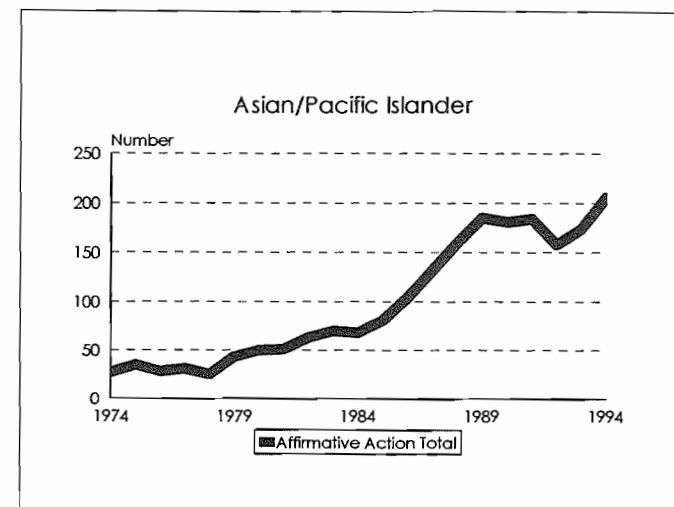
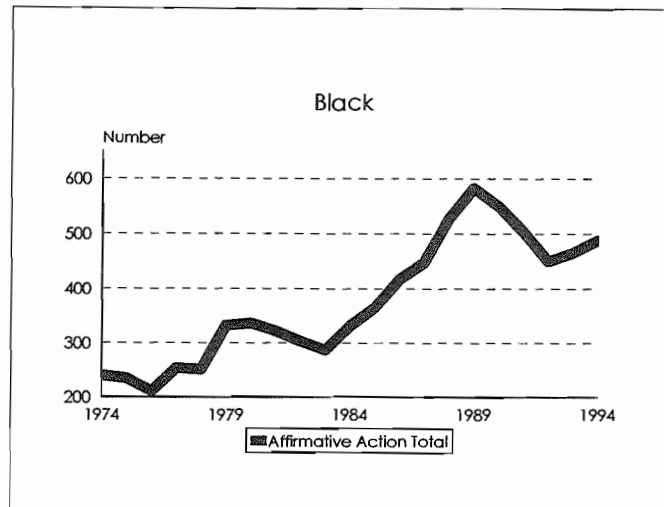
College of Arts and Letters Minority Student Enrollments by Ethnic ID, 1974-1994



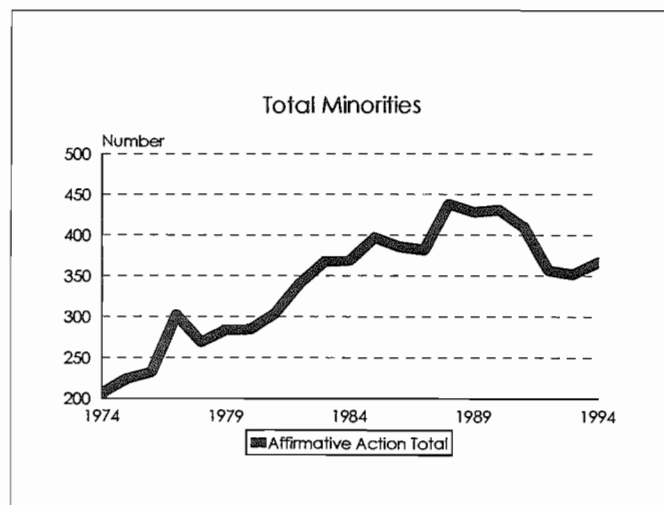
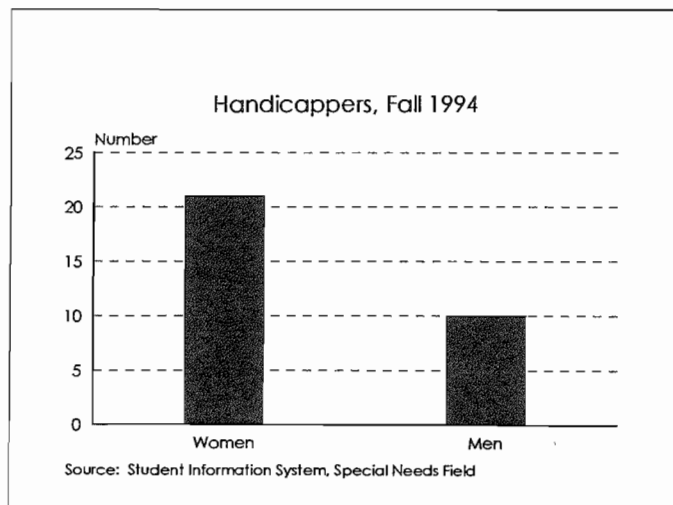
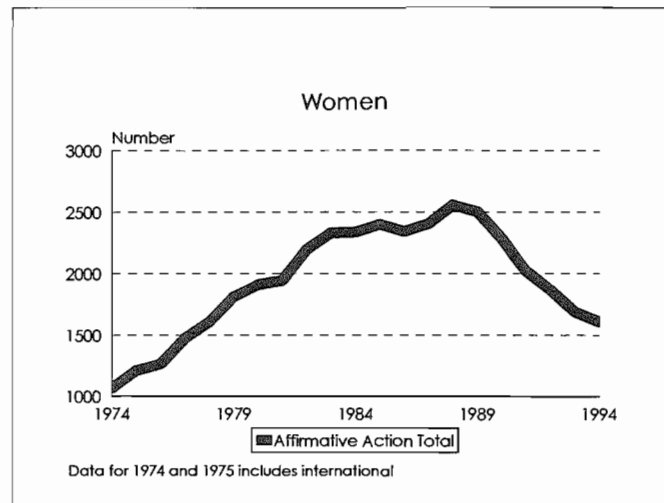
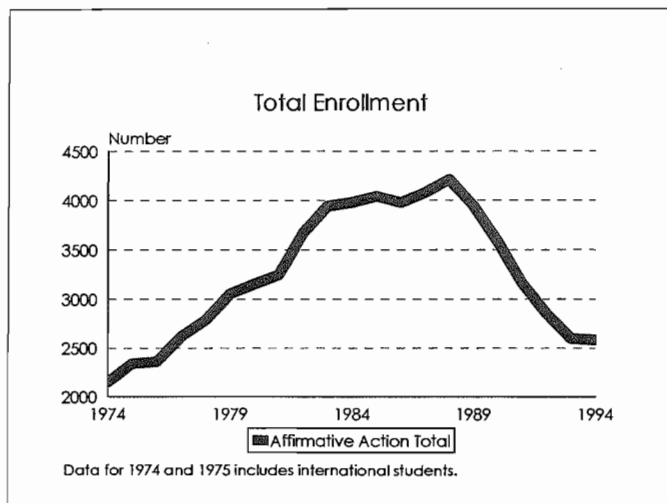
Eli Broad College of Business Student Enrollment Trends, 1974-1994



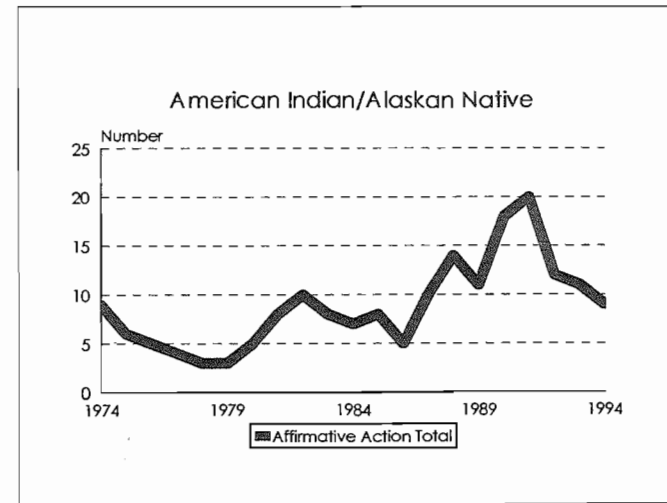
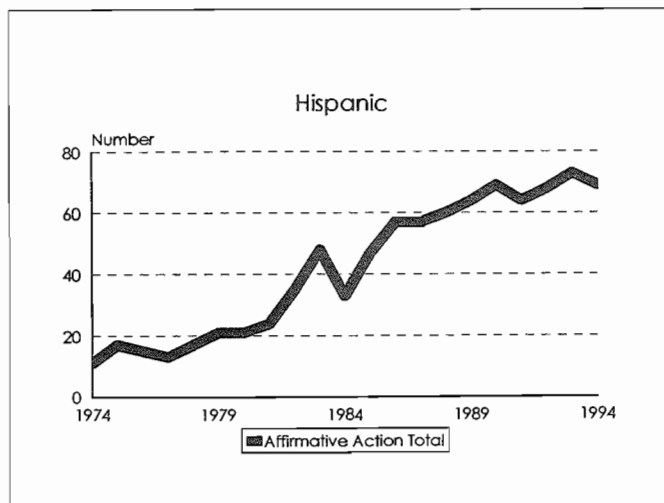
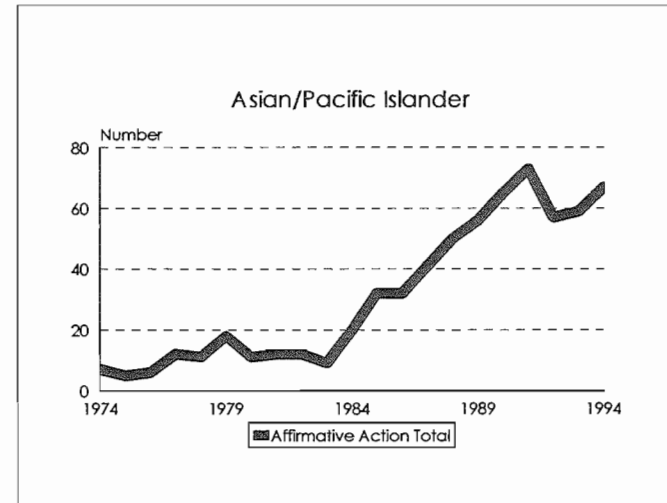
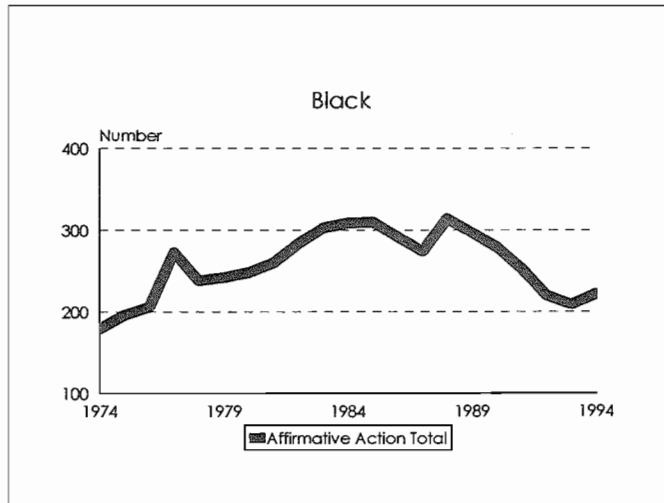
Eli Broad College of Business
Minority Student Enrollments by Ethnic ID, 1974-1994



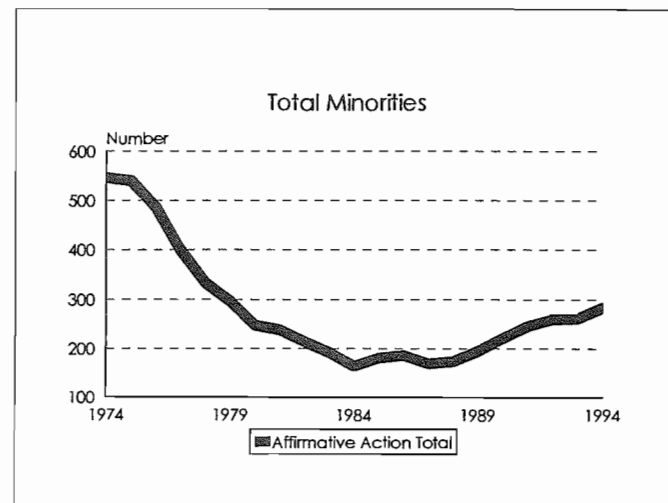
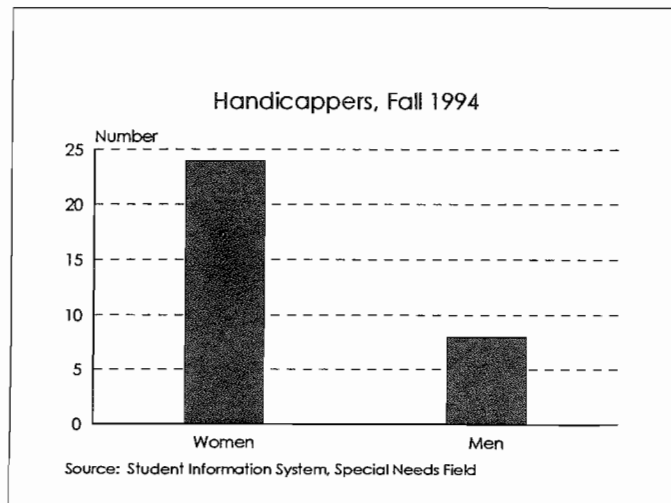
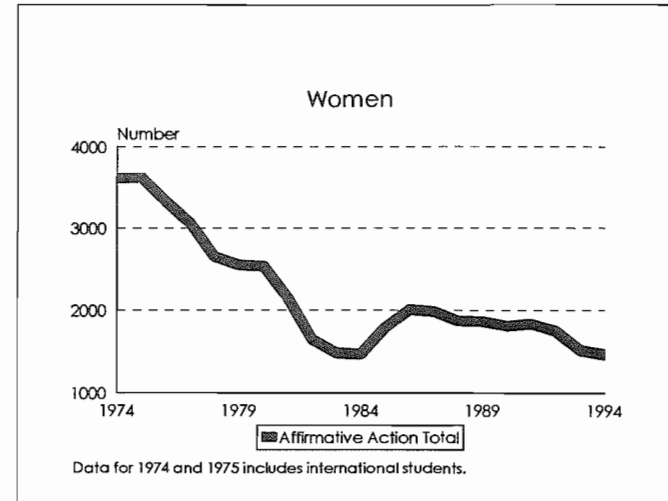
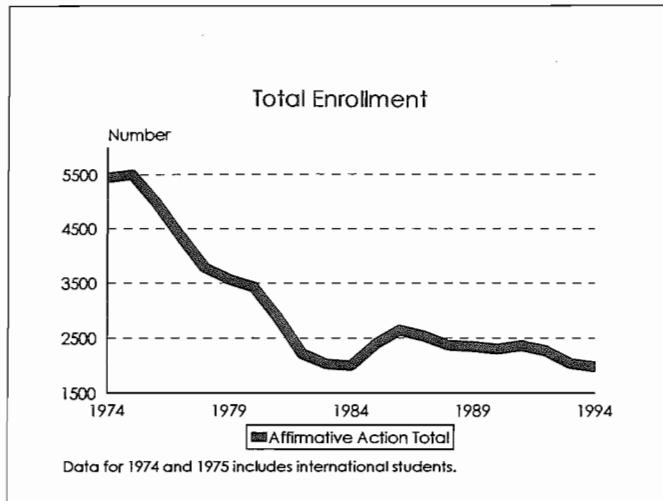
College of Communication Arts and Sciences Student Enrollment Trends, 1974-1994



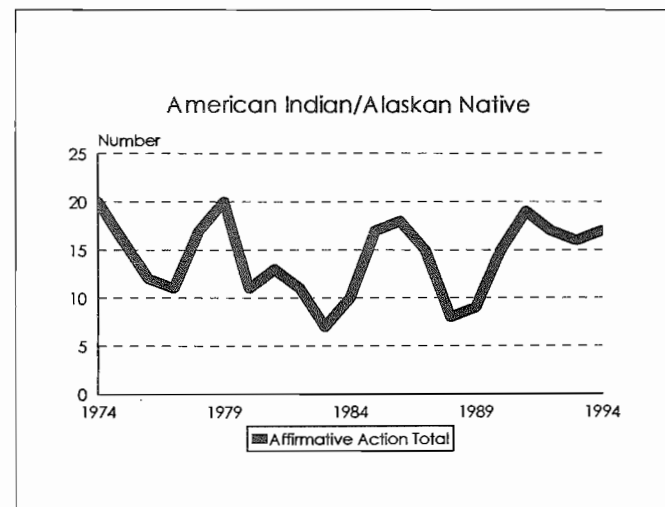
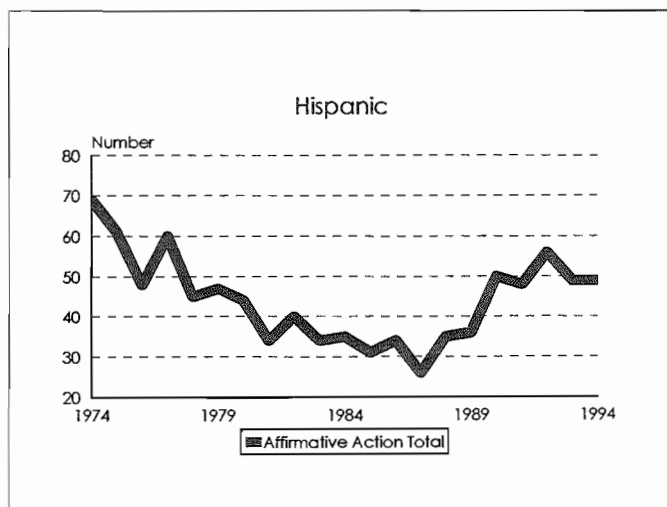
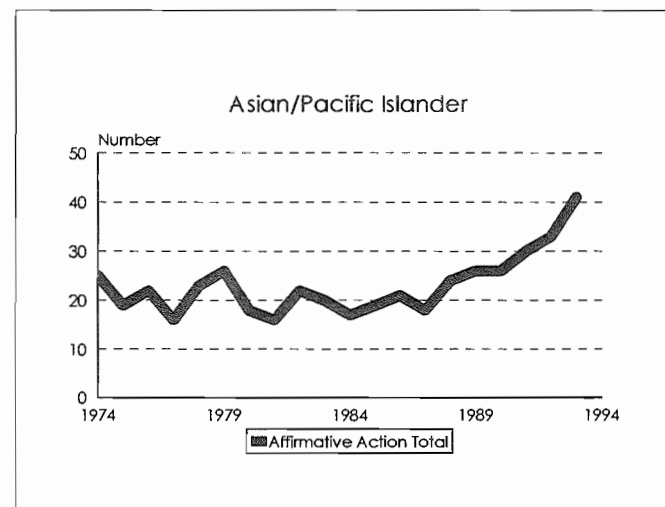
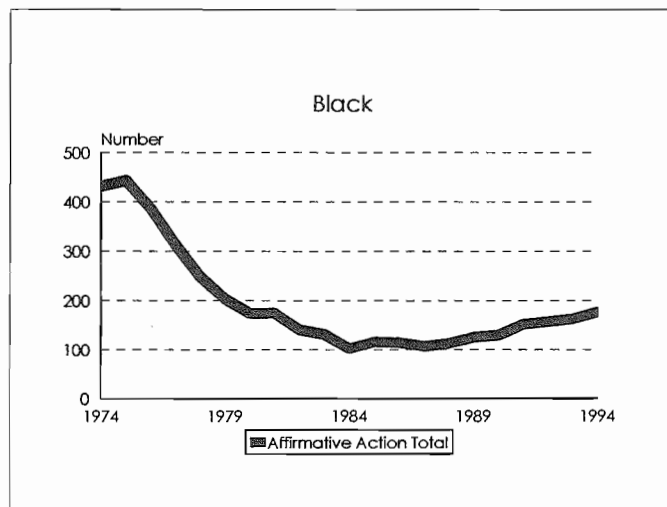
College of Communication Arts and Sciences
 Minority Student Enrollments by Ethnic ID, 1974-1994



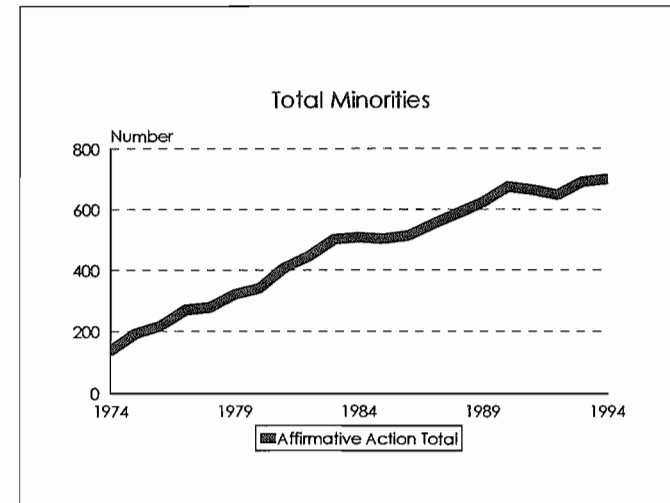
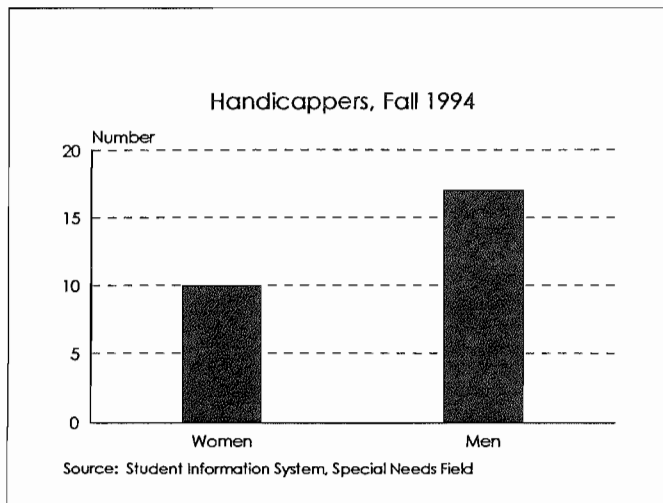
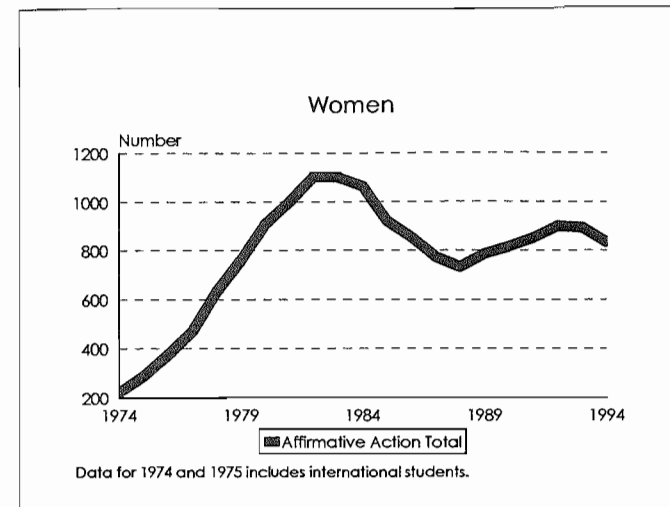
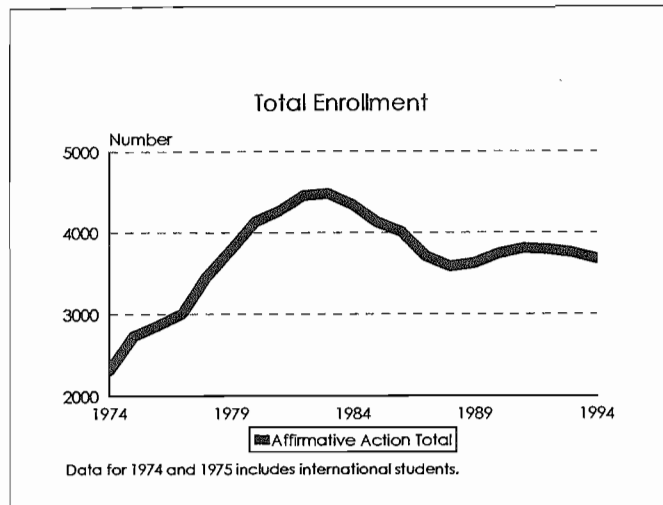
College of Education Student Enrollment Trends, 1974-1994



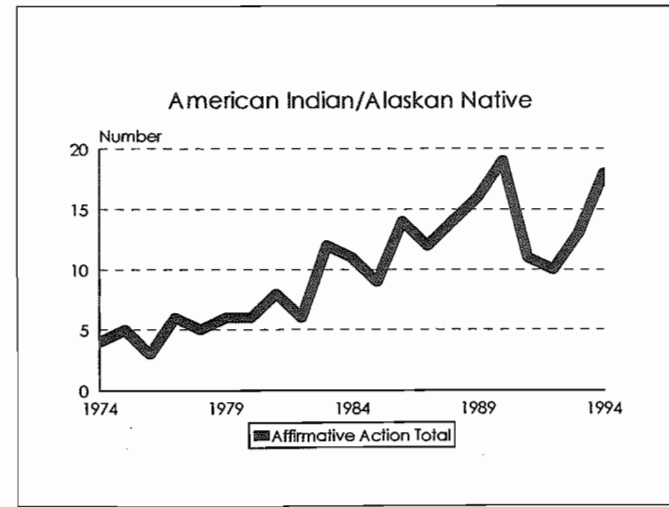
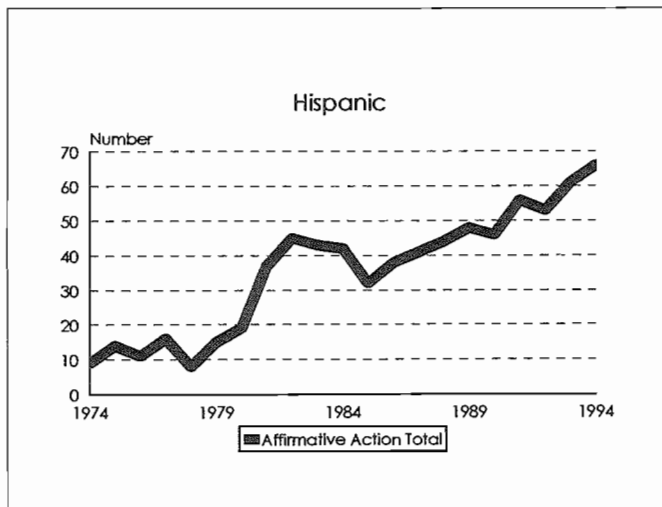
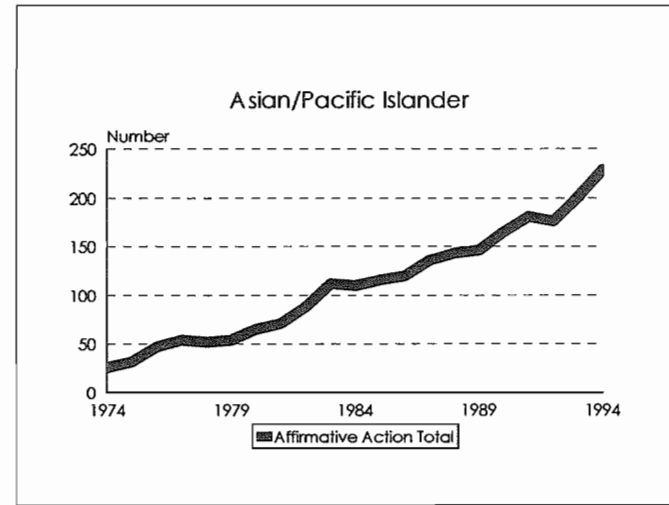
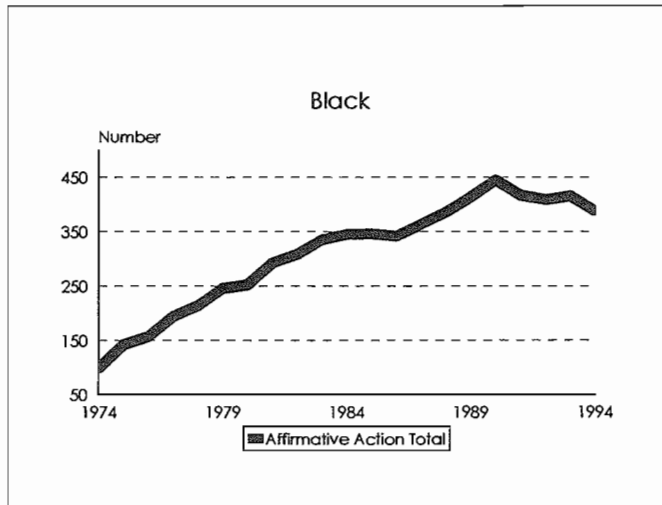
College of Education Minority Student Enrollments by Ethnic ID, 1974-1994



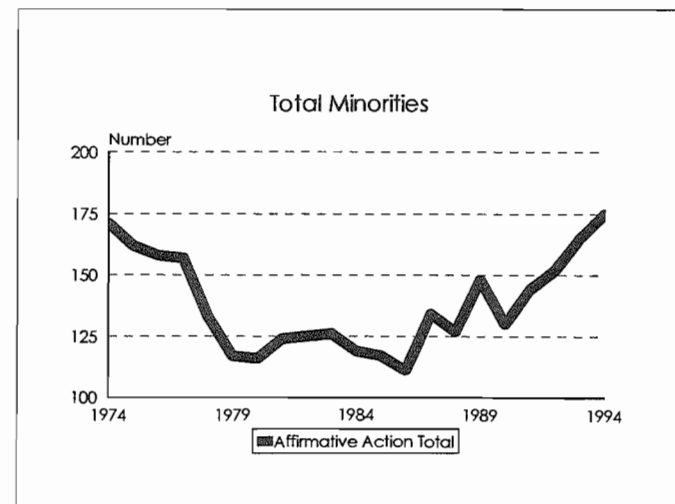
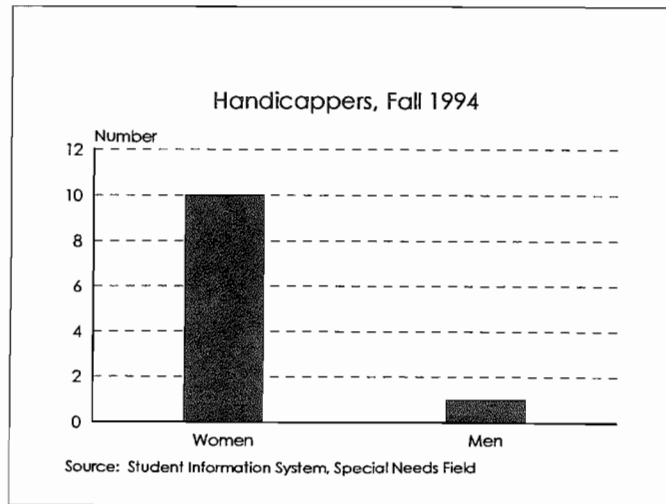
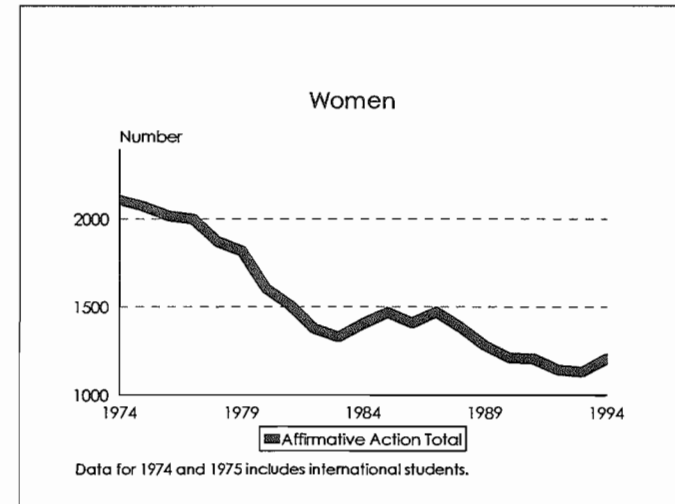
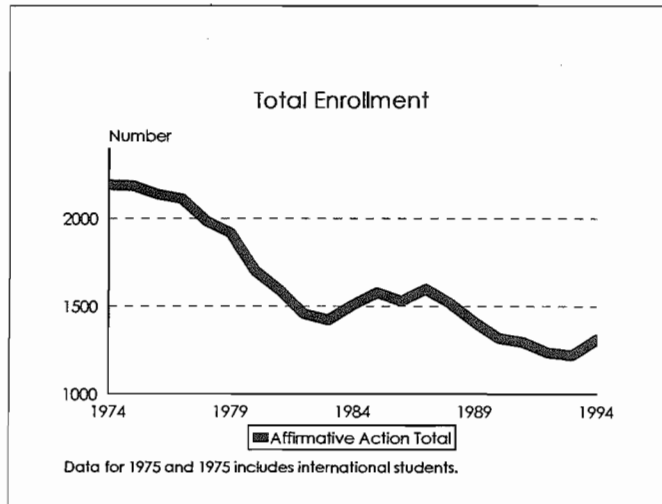
College of Engineering Student Enrollment Trends, 1974-1994



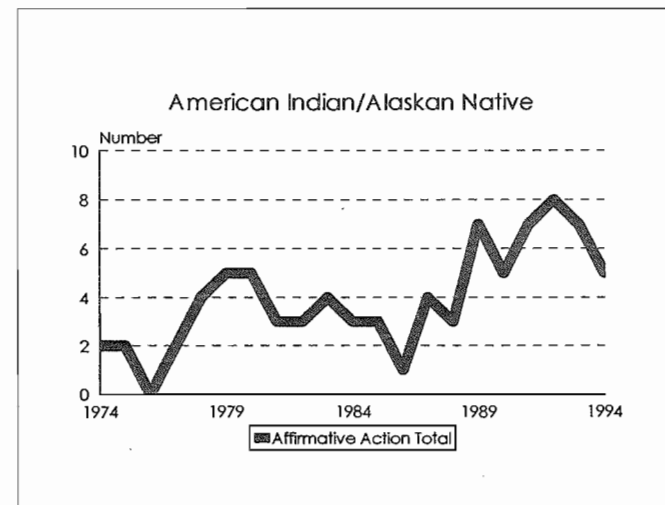
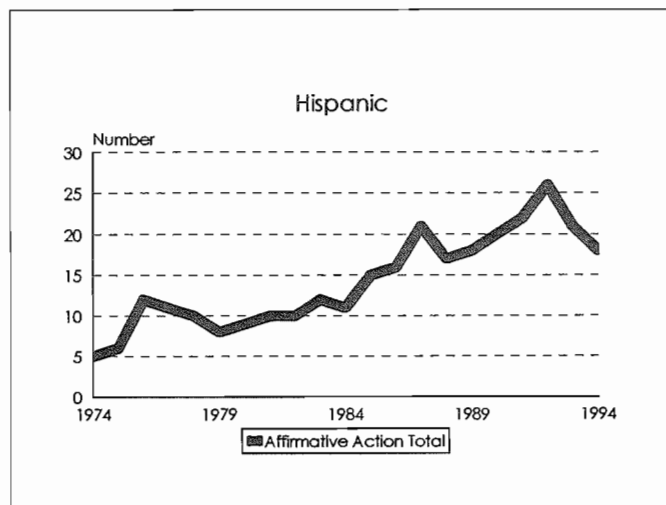
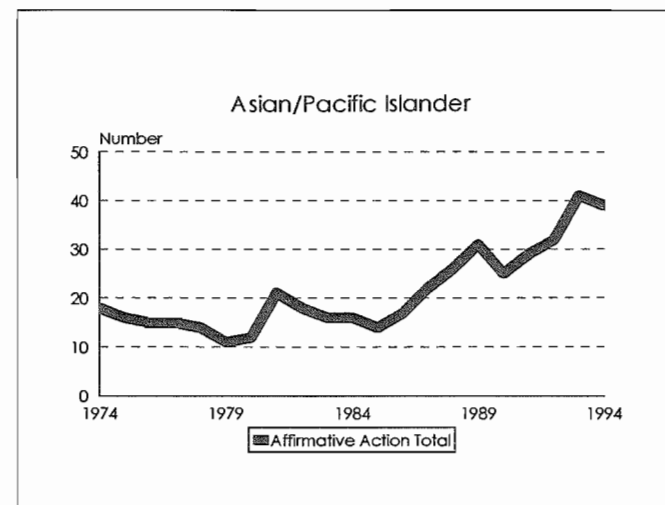
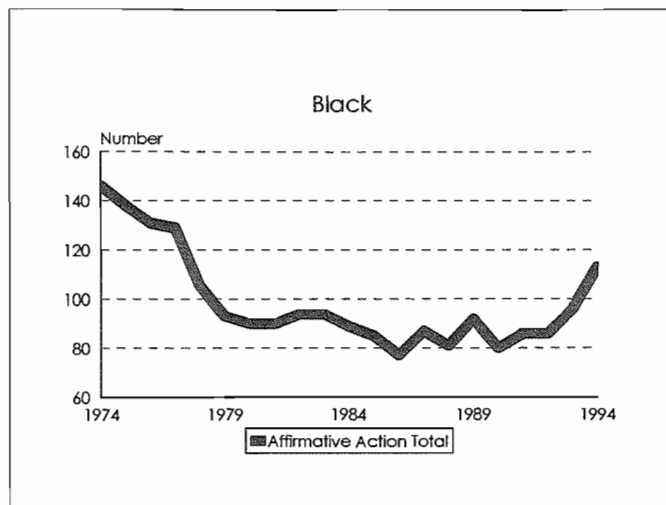
College of Engineering Minority Student Enrollments by Ethnic ID, 1974-1994



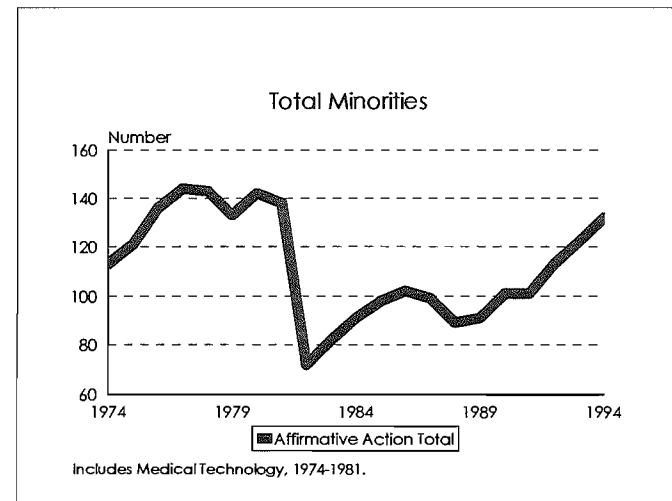
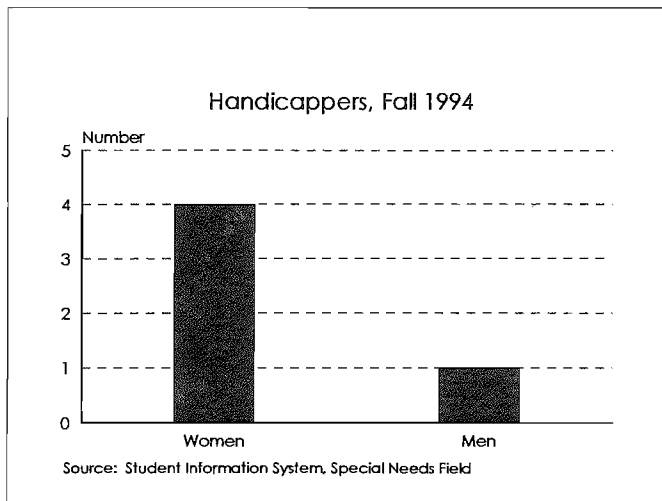
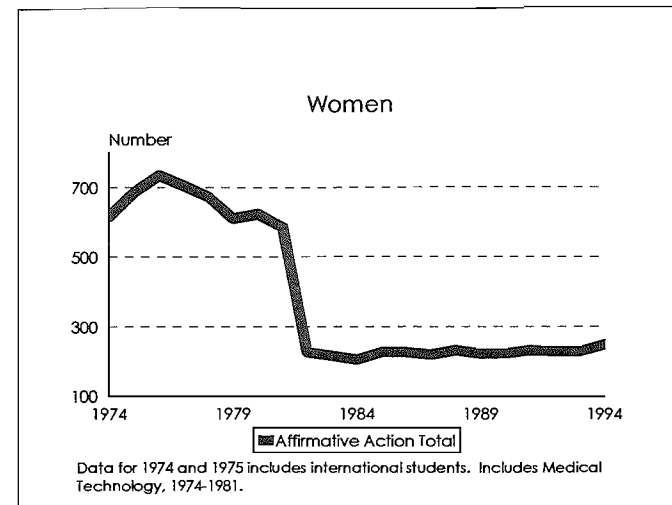
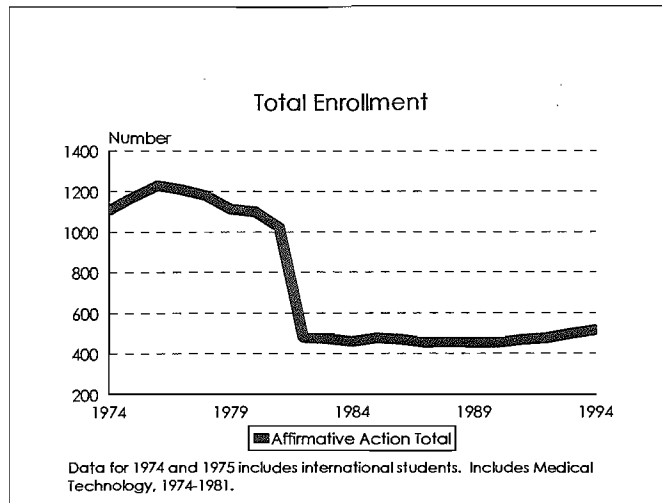
College of Human Ecology Student Enrollment Trends, 1974-1994



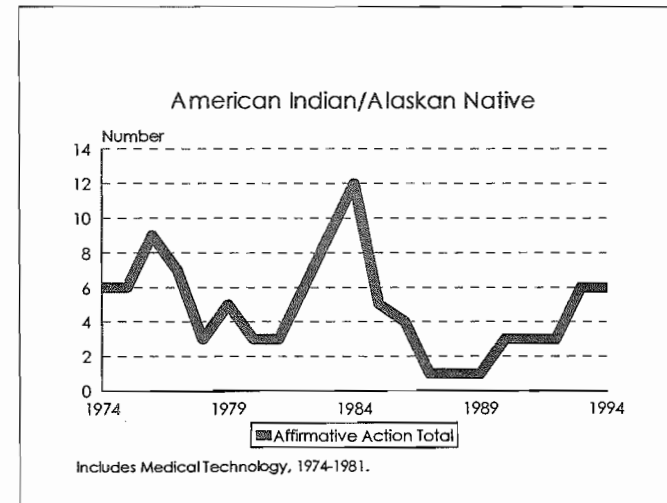
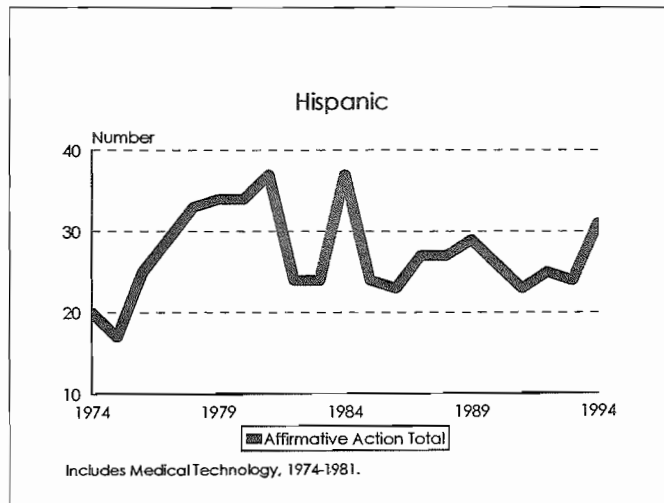
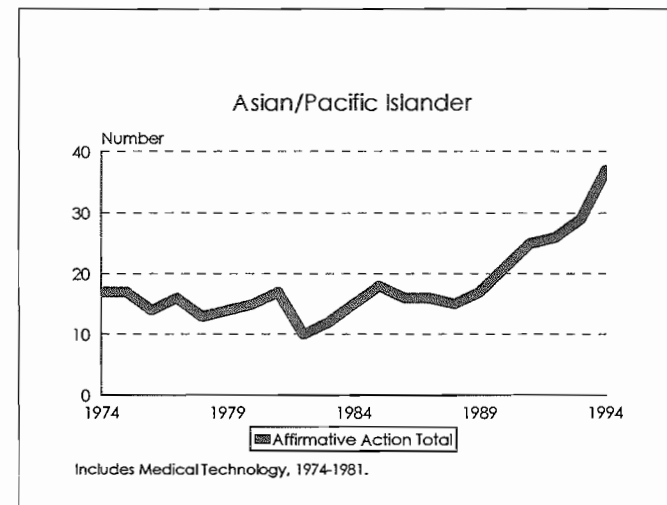
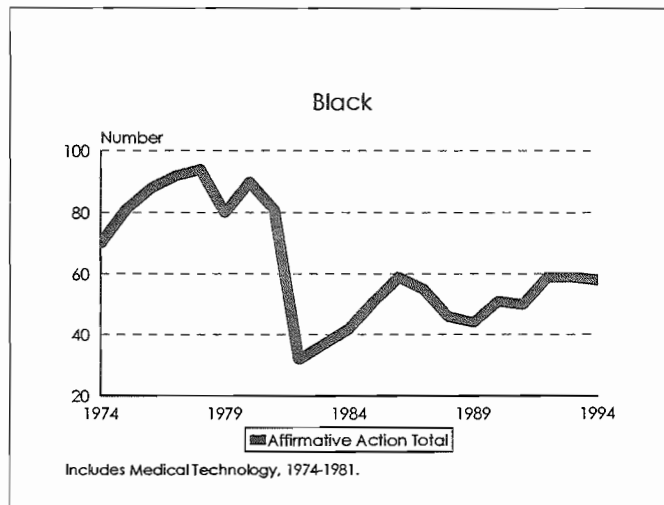
College of Human Ecology Minority Student Enrollments by Ethnic ID, 1974-1994



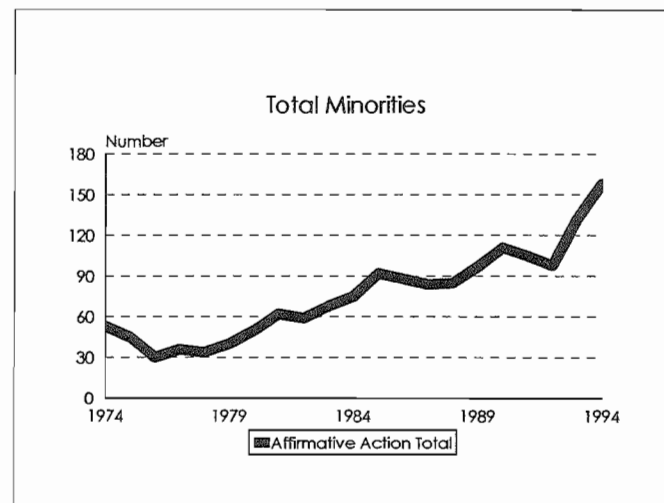
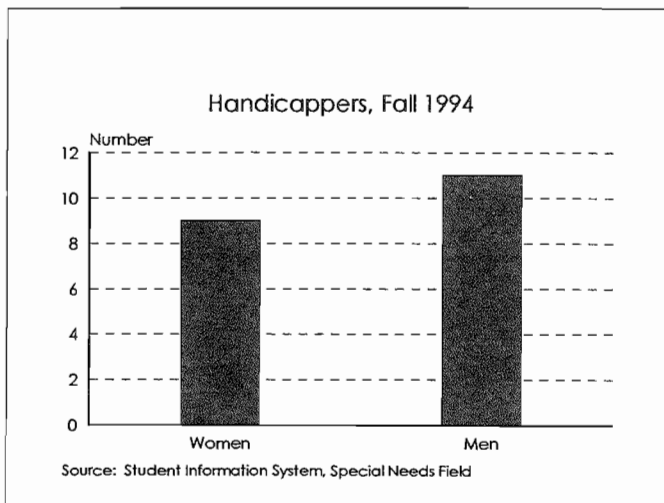
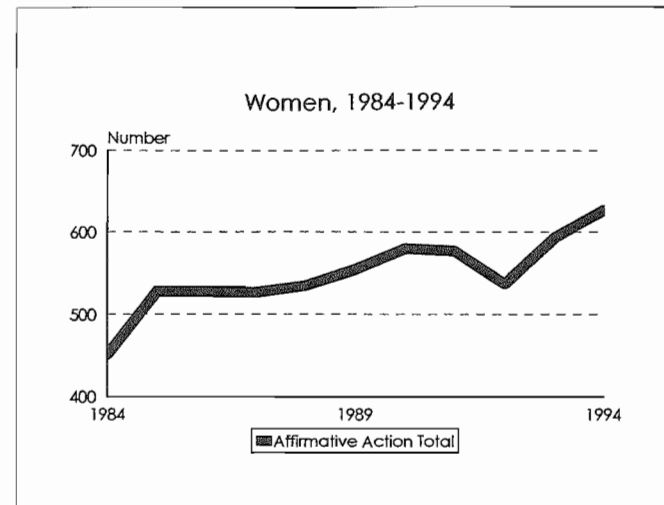
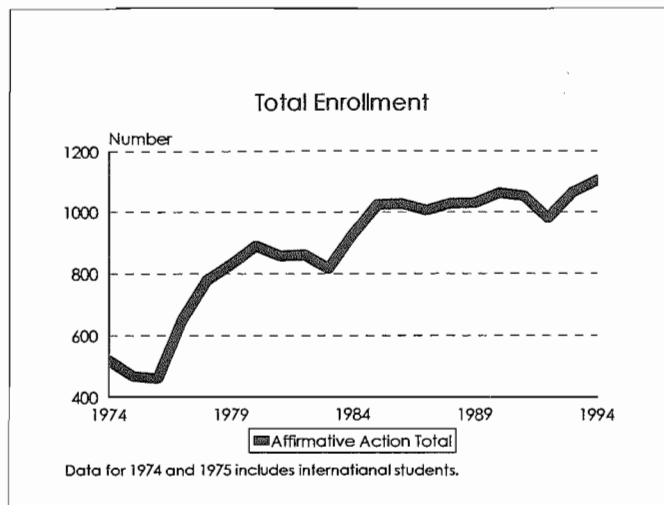
College of Human Medicine Student Enrollment Trends, 1974-1994



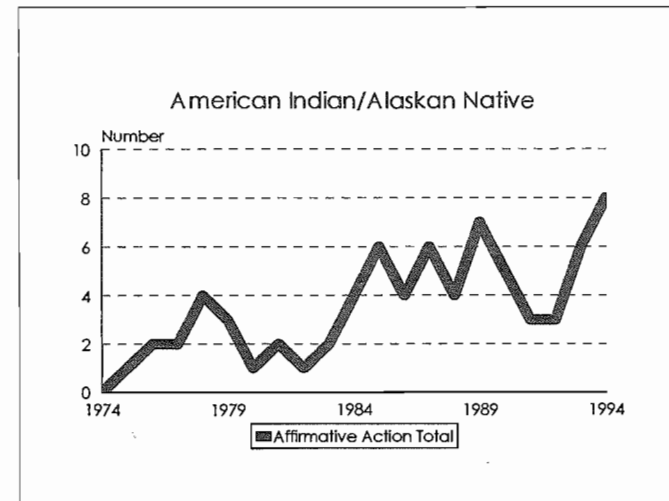
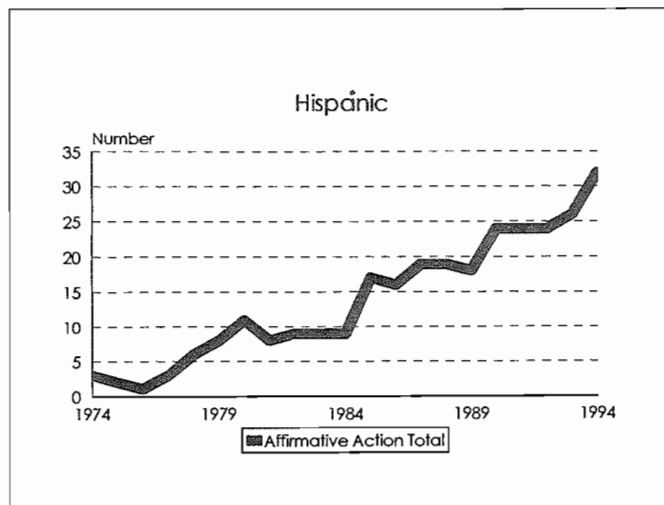
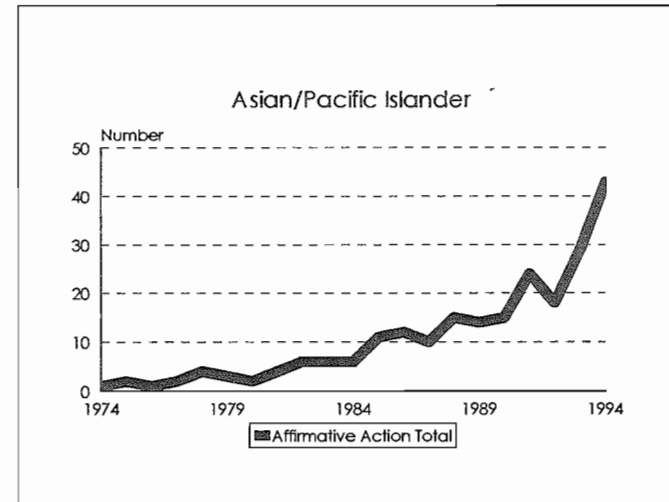
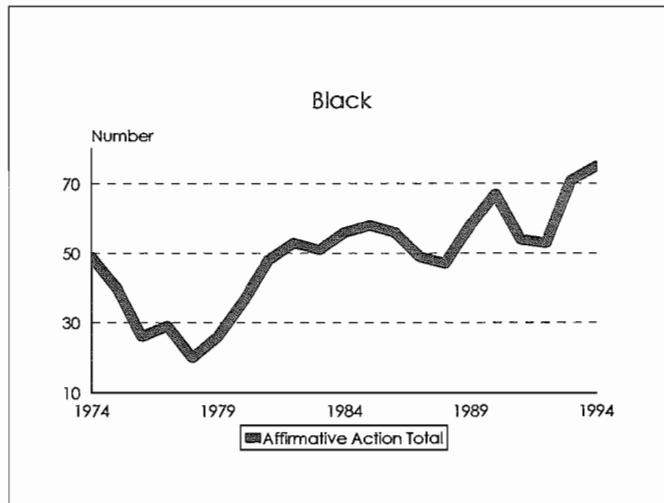
College of Human Medicine Minority Student Enrollments by Ethnic ID, 1974-1994



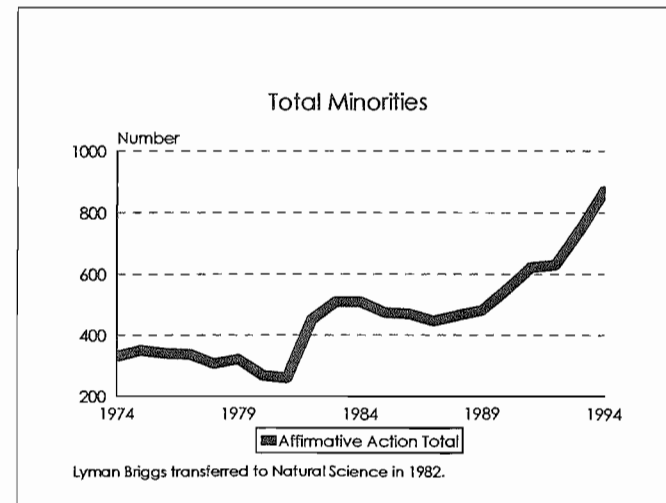
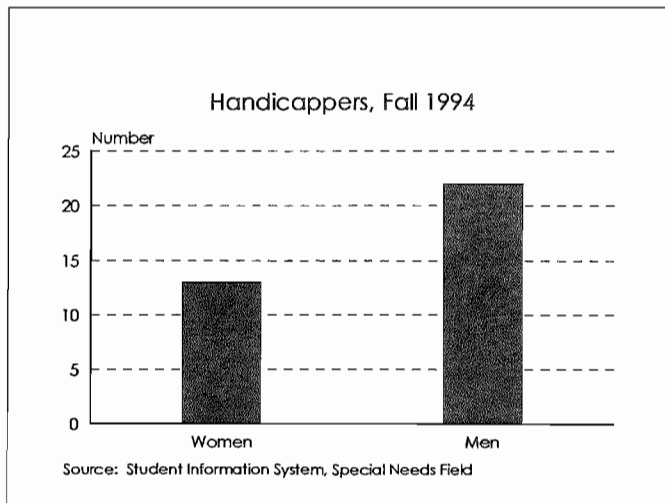
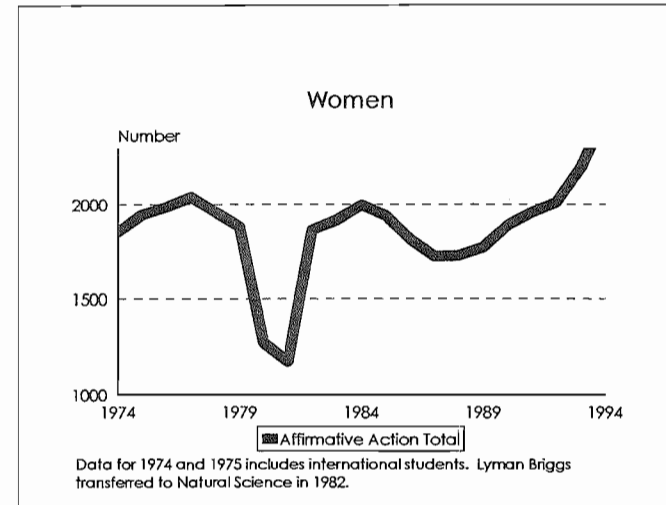
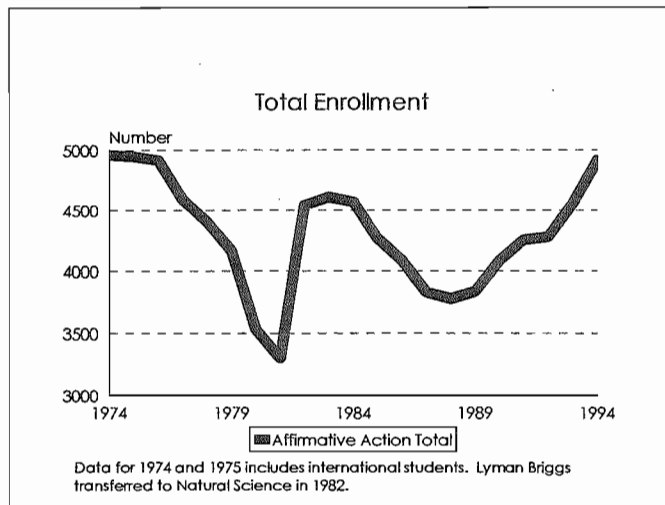
James Madison College Student Enrollment Trends, 1974-1994



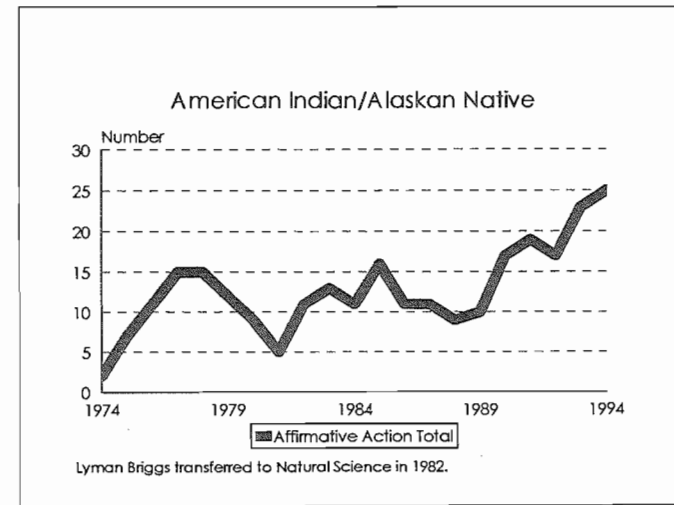
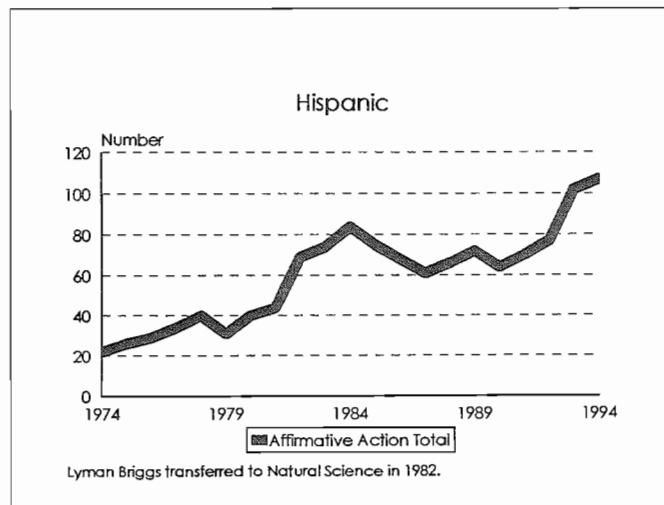
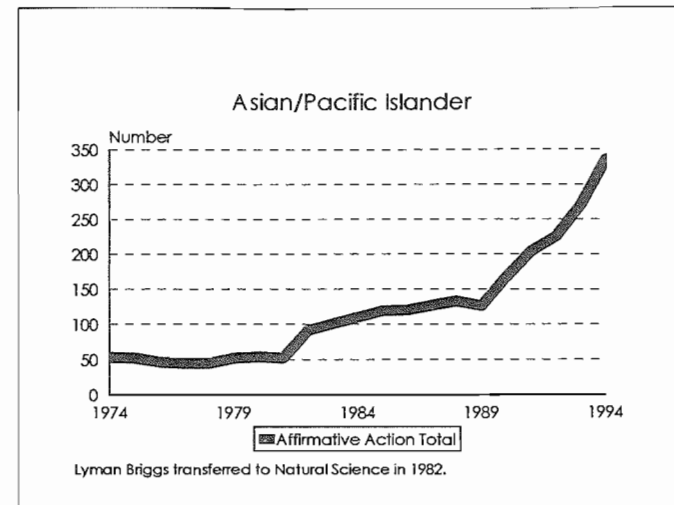
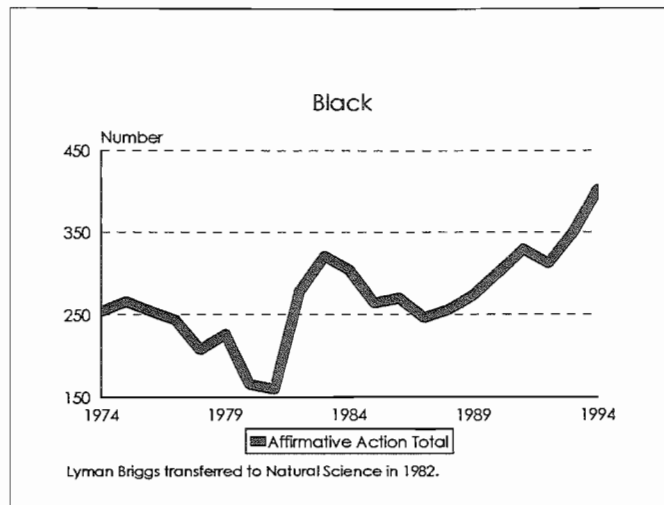
James Madison College Minority Student Enrollments by Ethnic ID, 1974-1994



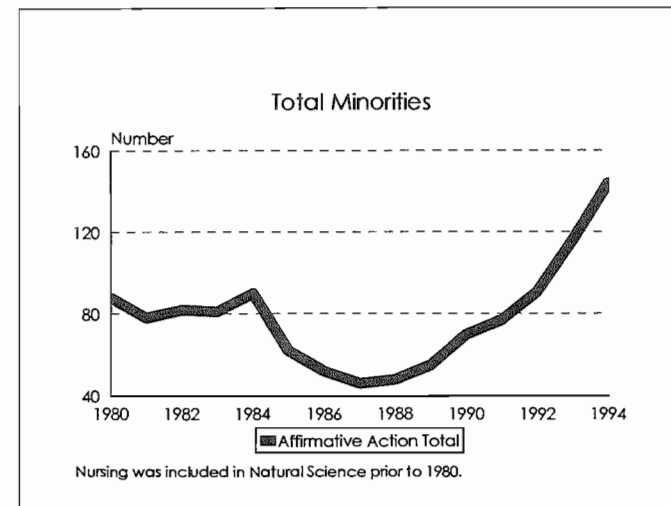
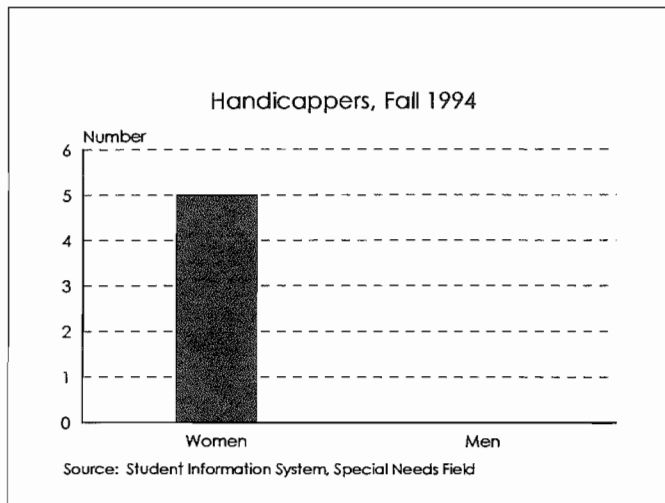
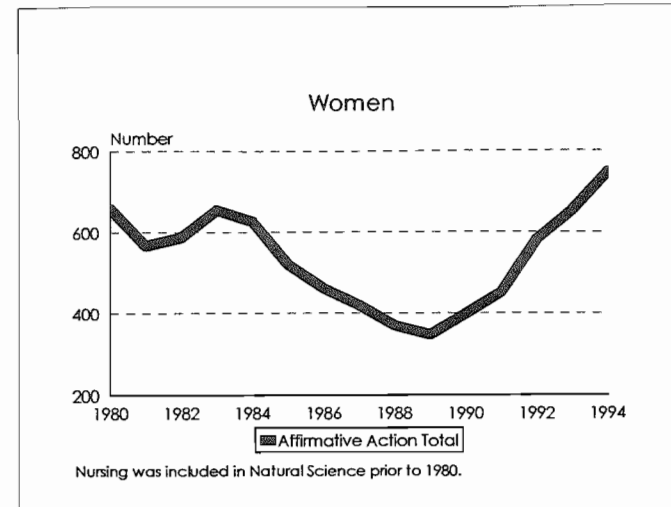
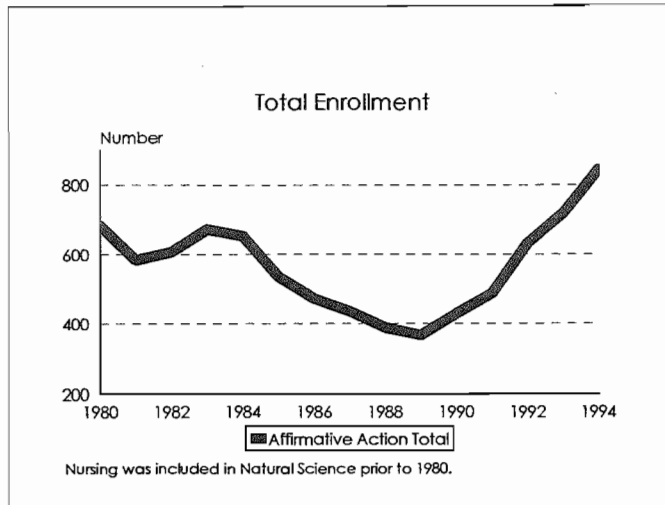
College of Natural Science Student Enrollment Trends, 1974-1994



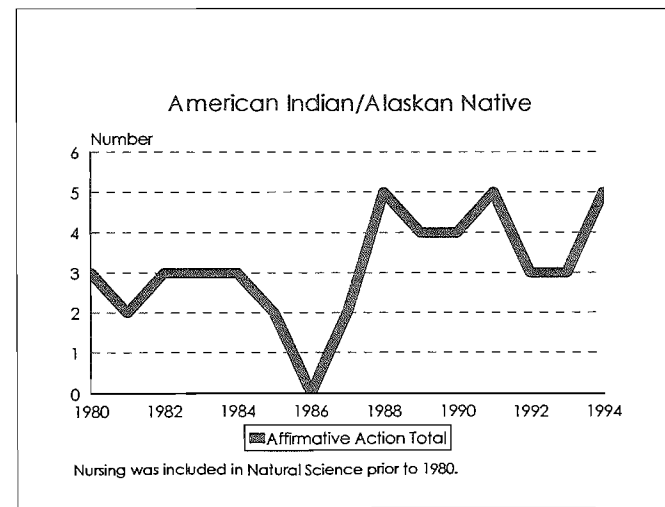
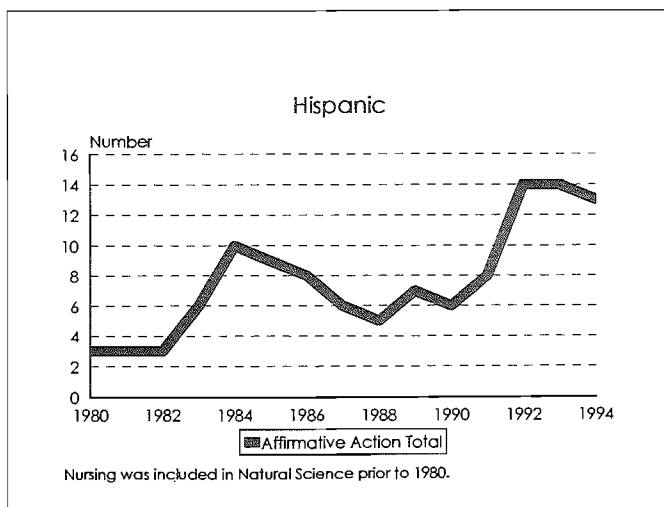
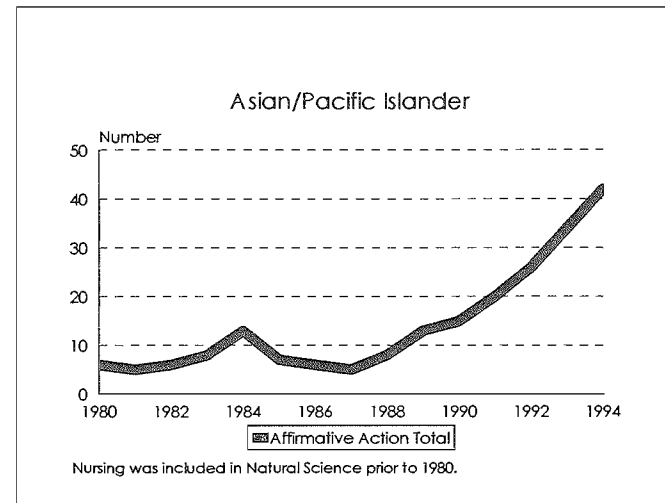
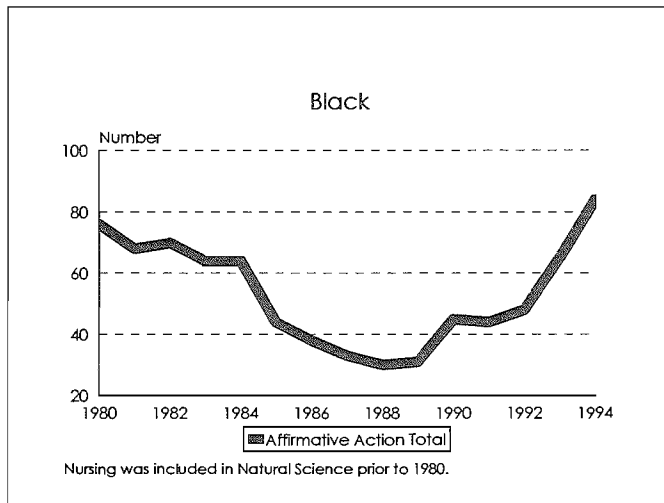
College of Natural Science Minority Student Enrollments by Ethnic ID, 1974-1994



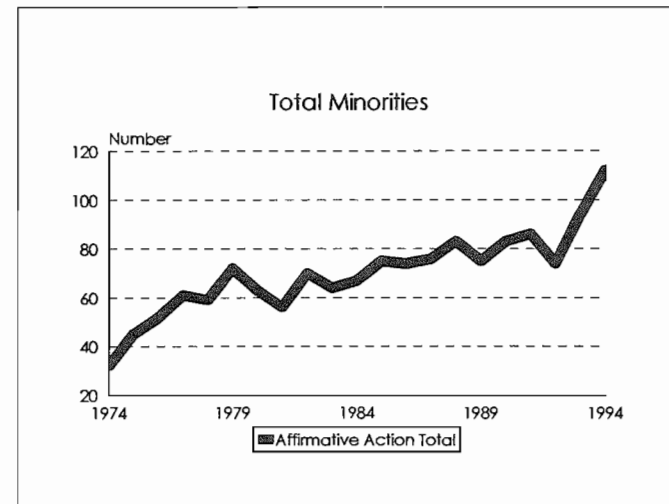
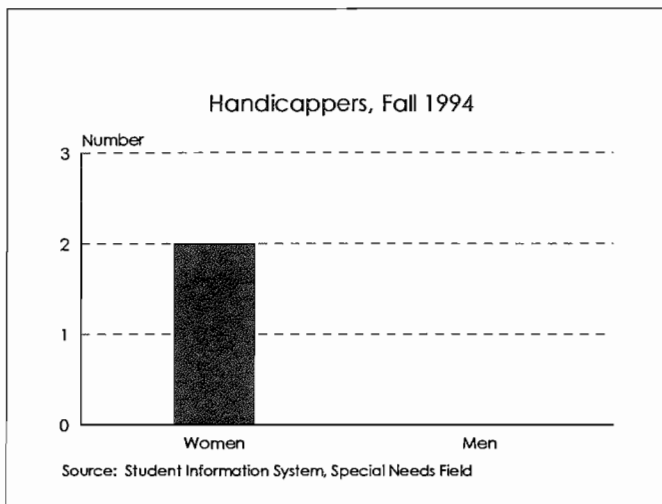
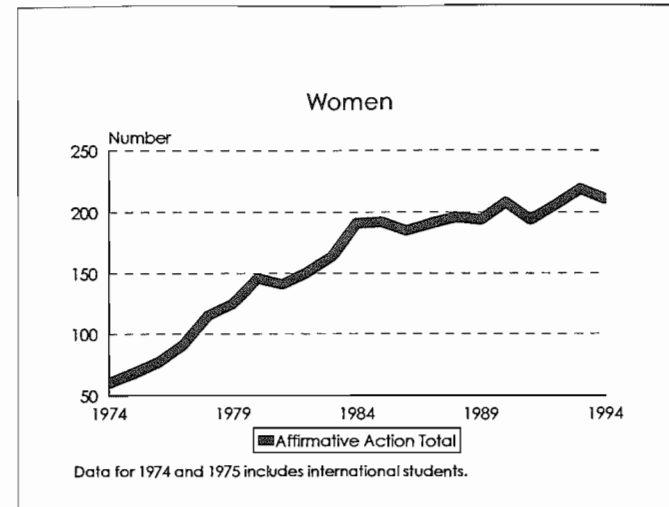
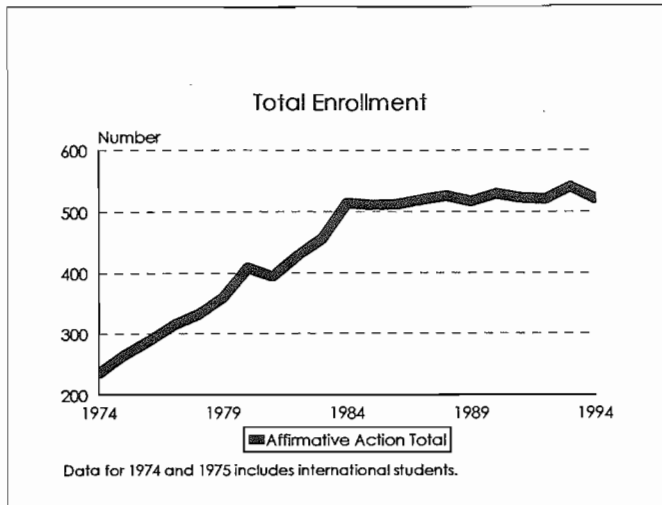
College of Nursing Student Enrollment Trends, 1980-1994



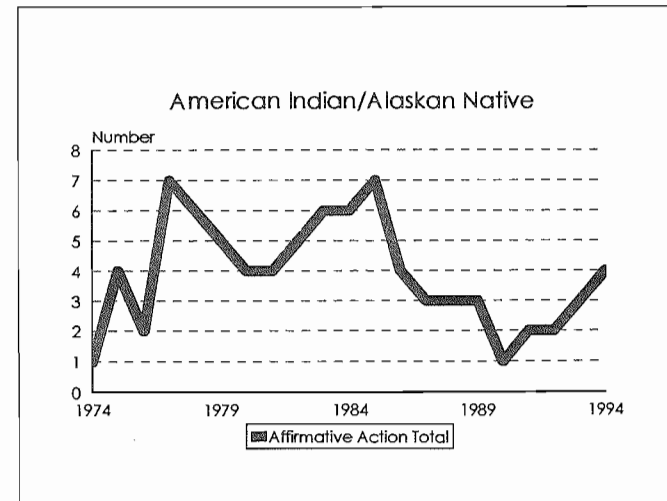
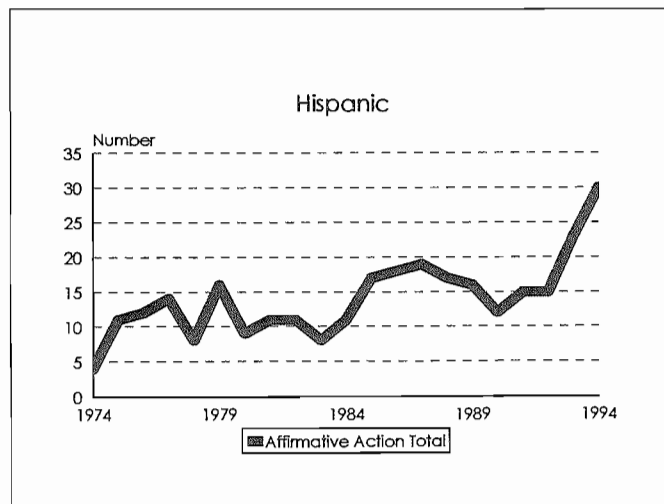
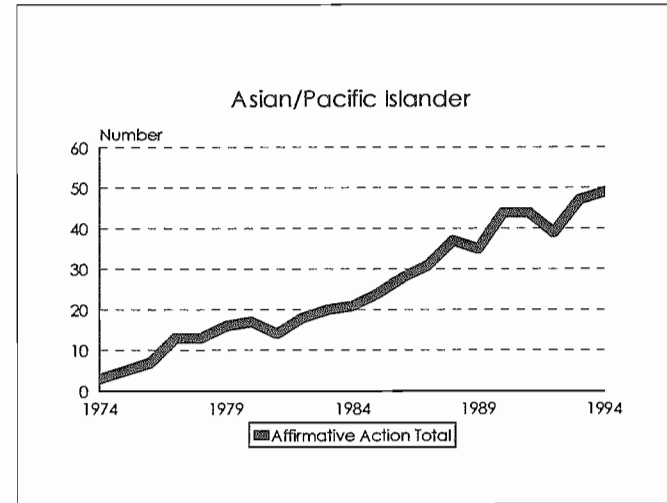
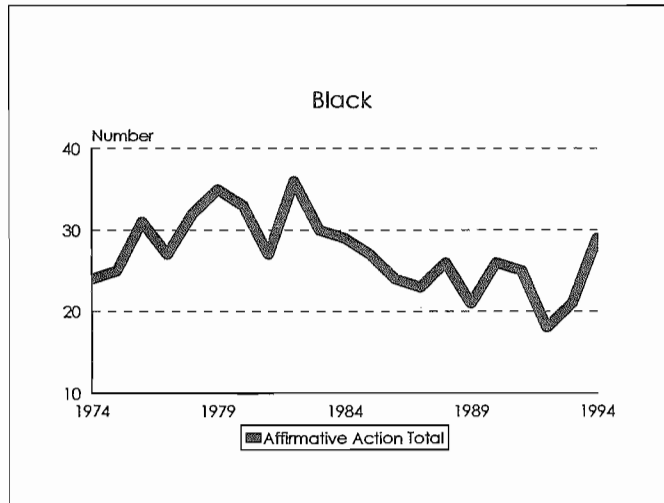
College of Nursing Minority Student Enrollments by Ethnic ID, 1974-1994



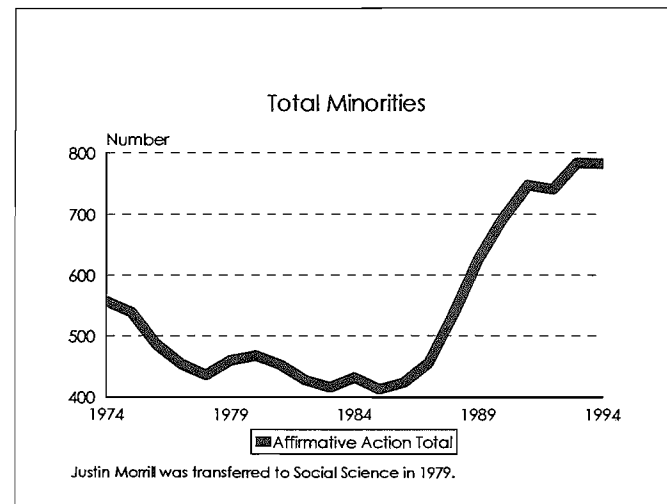
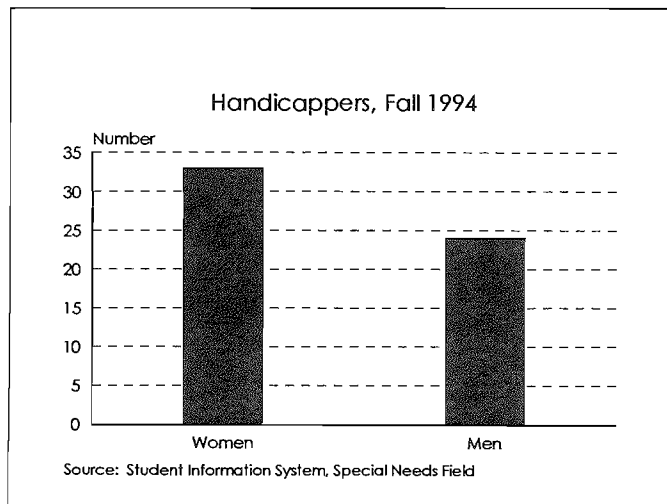
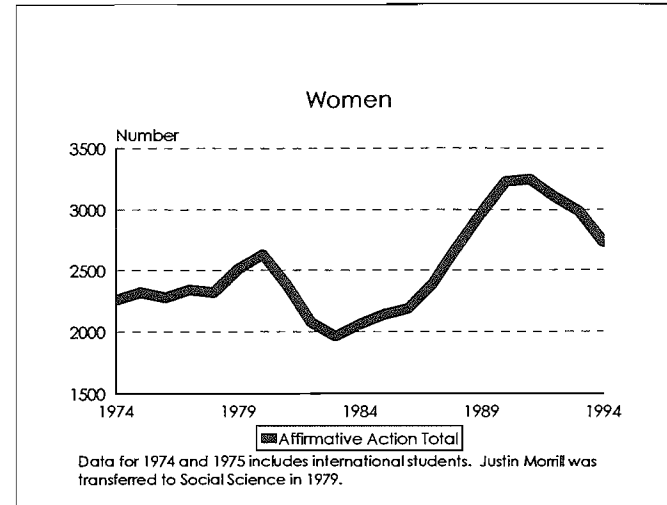
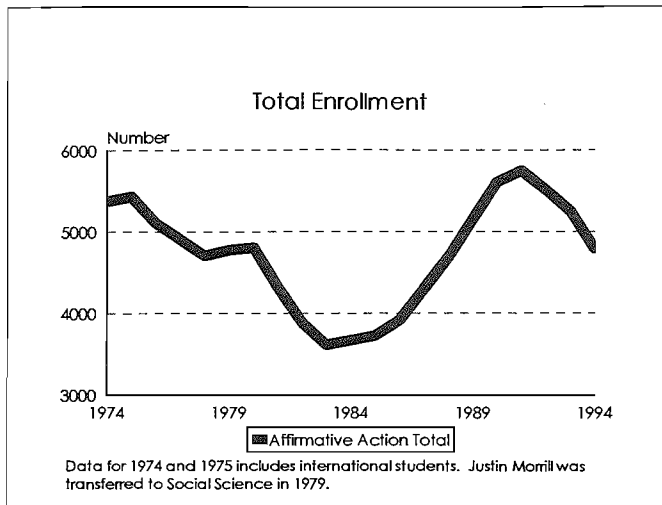
College of Osteopathic Medicine Student Enrollment Trends, 1974-1994



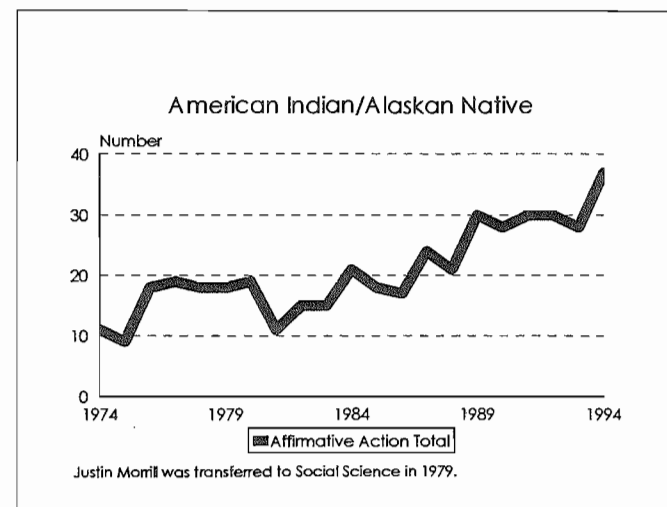
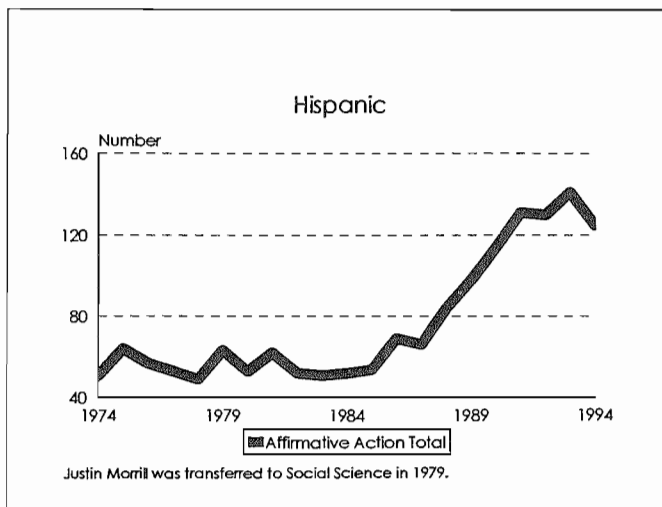
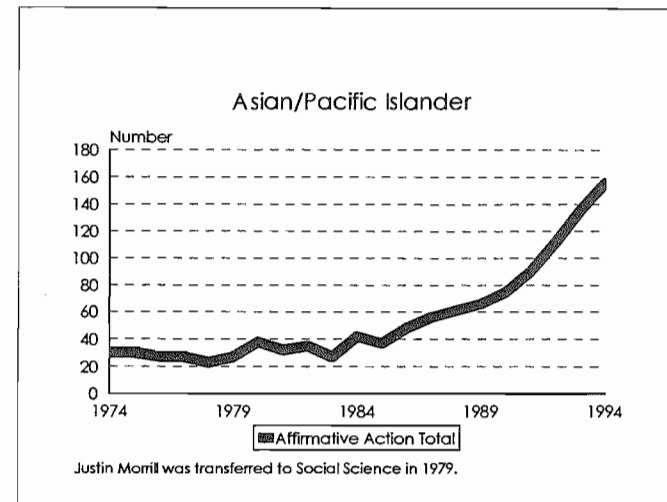
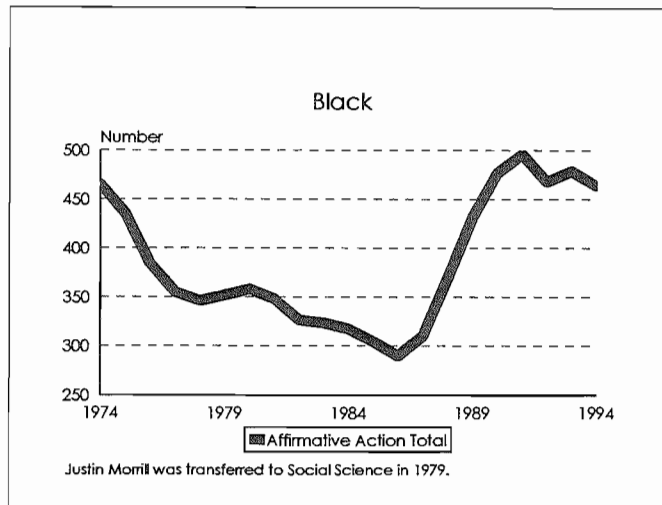
College of Osteopathic Medicine Minority Student Enrollments by Ethnic ID, 1974-1994



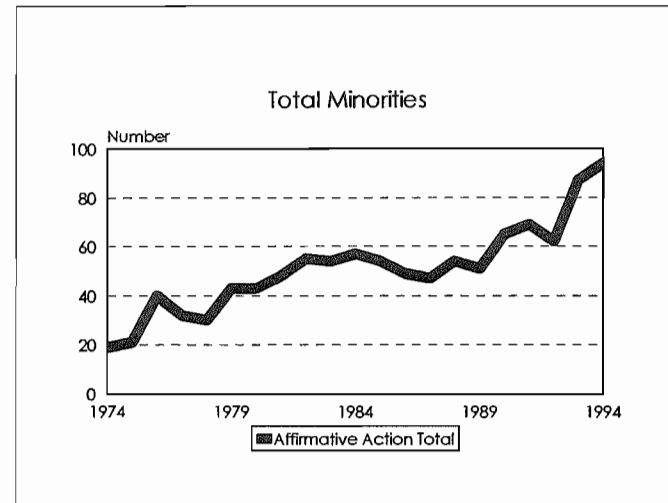
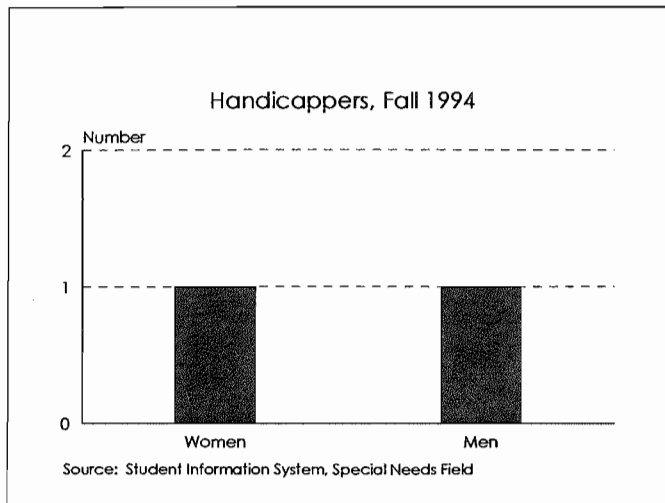
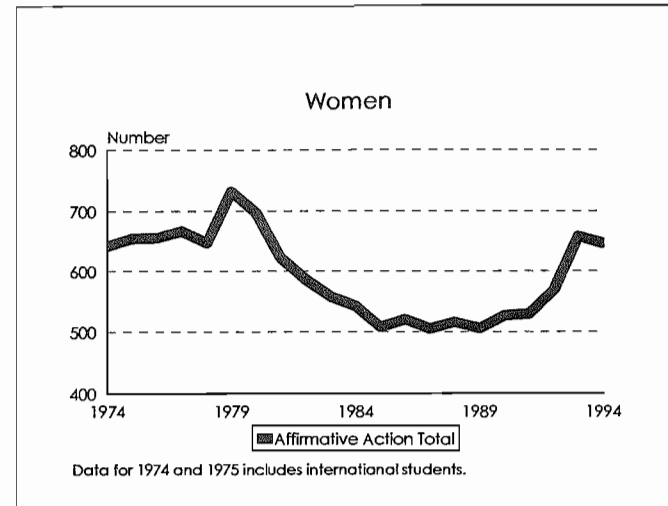
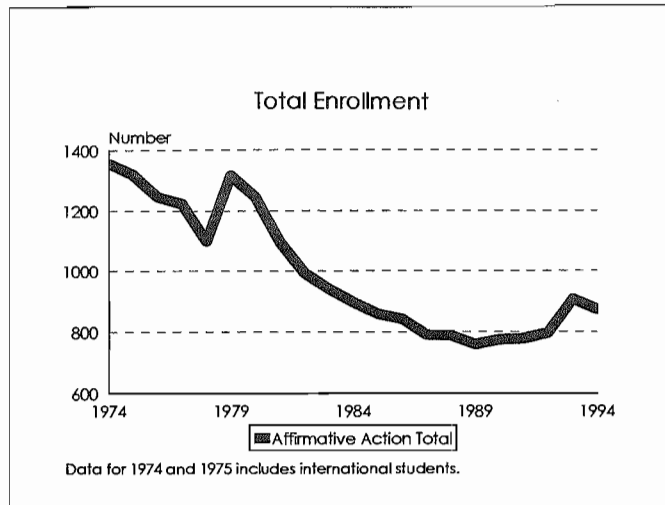
College of Social Science Student Enrollment Trends, 1974-1994



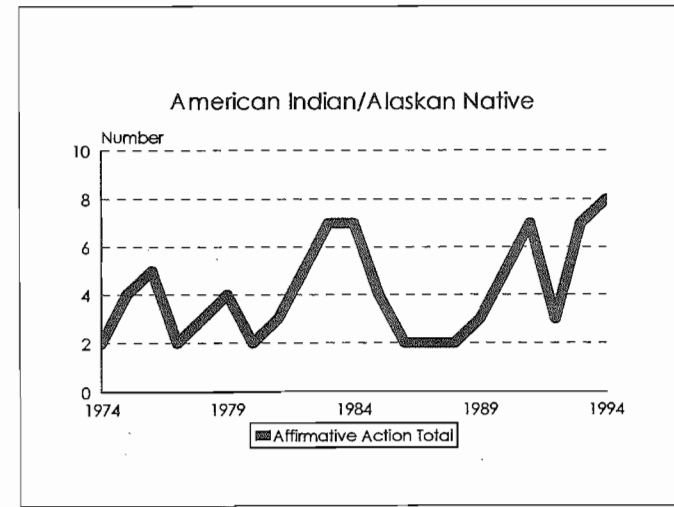
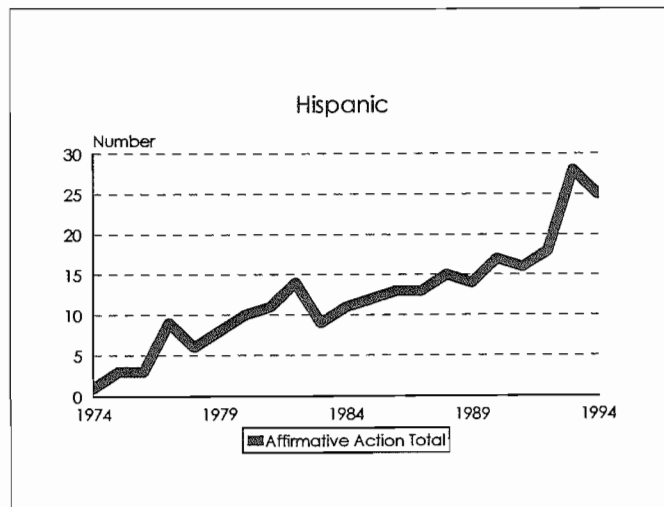
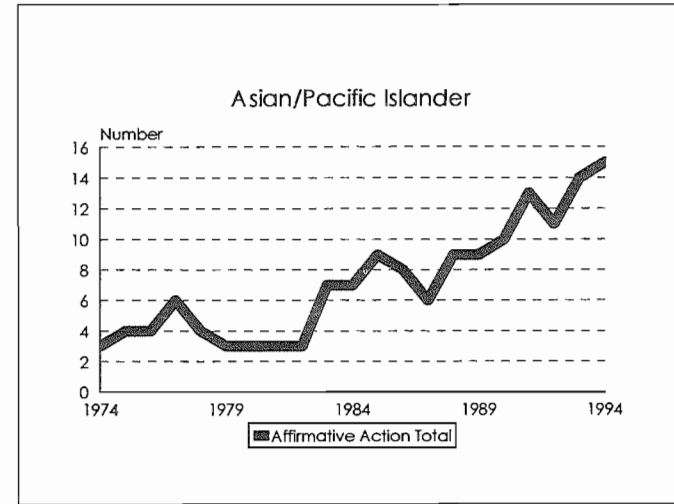
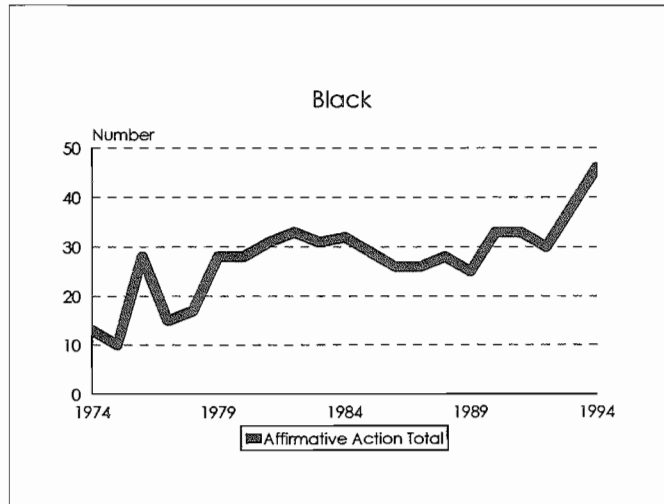
College of Social Science Minority Student Enrollments by Ethnic ID, 1974-1994



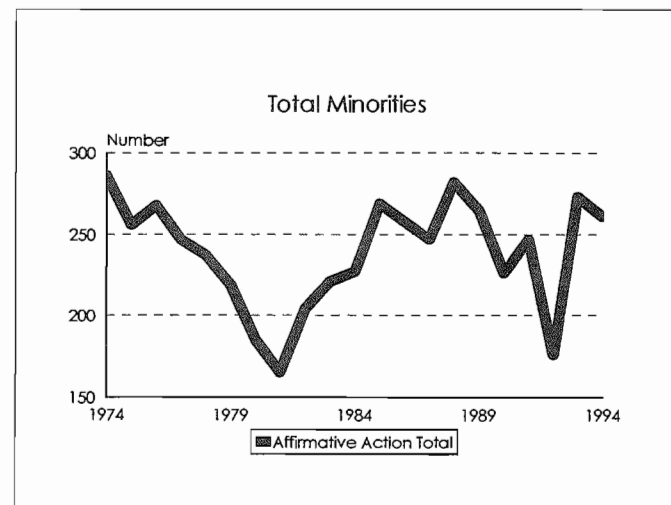
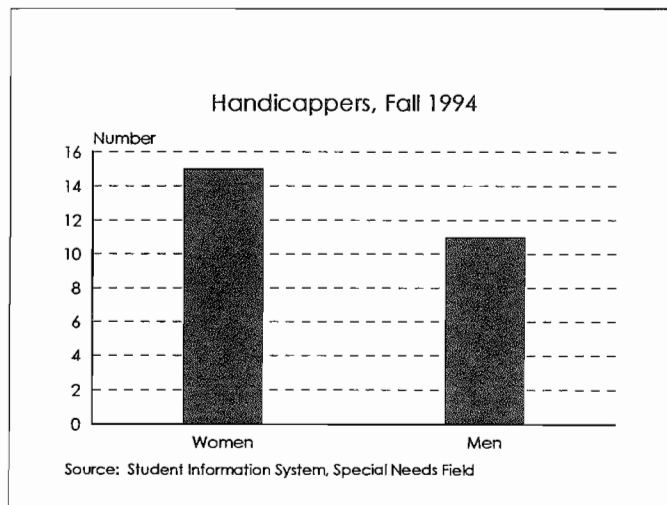
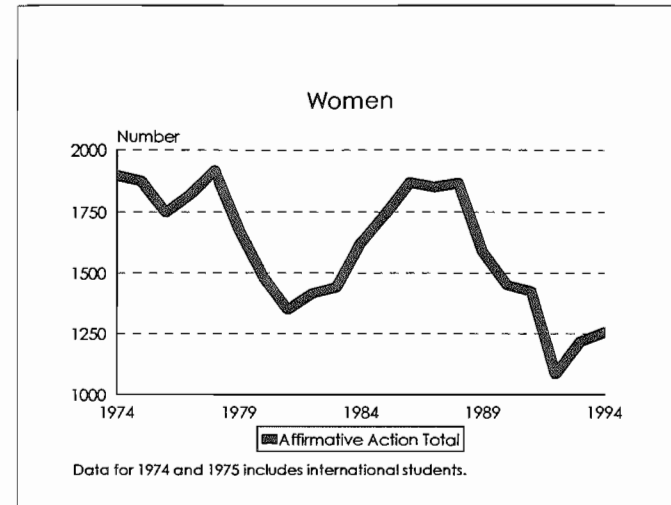
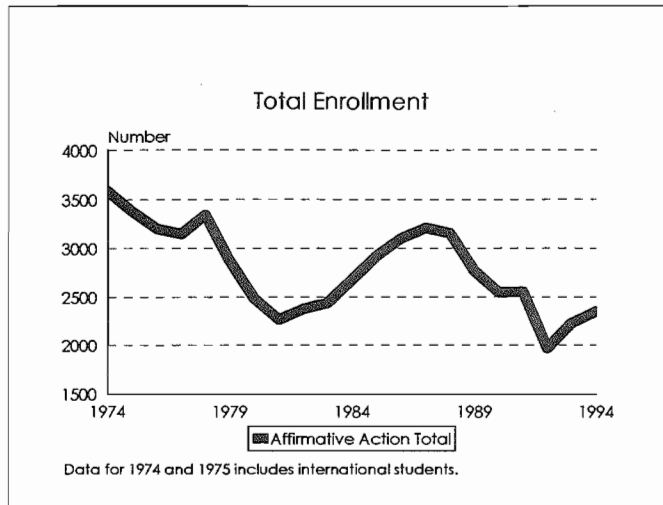
College of Veterinary Medicine Student Enrollment Trends, 1974-1994



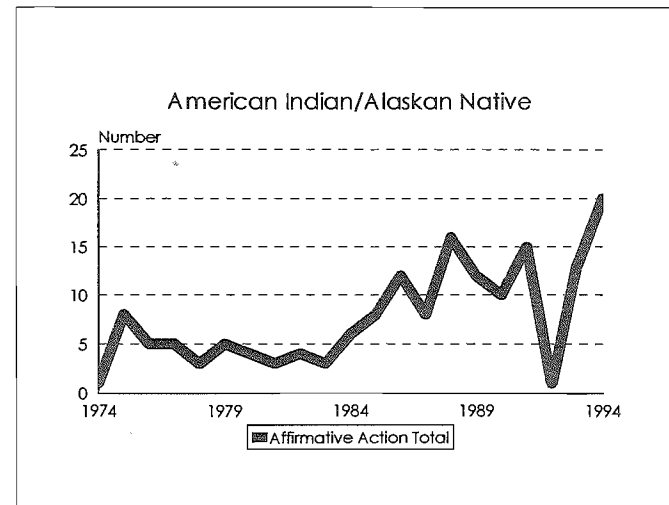
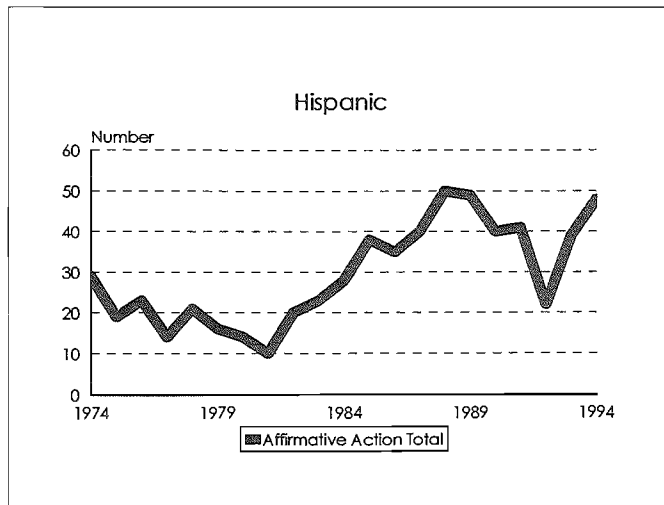
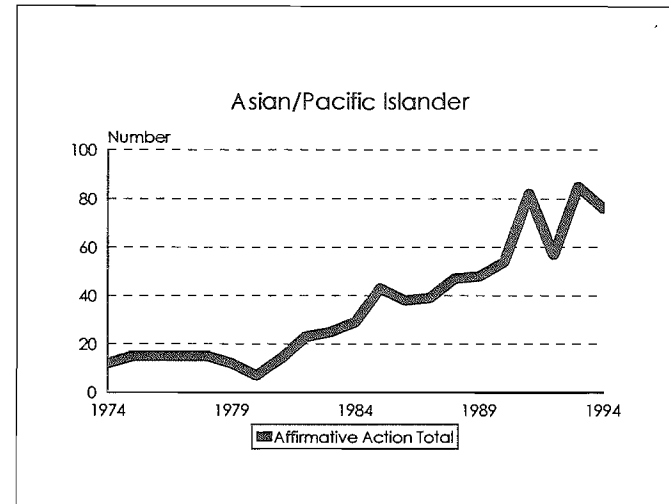
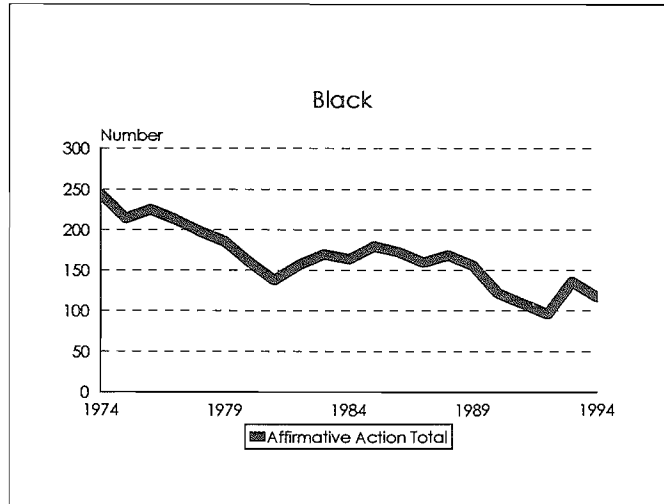
College of Veterinary Medicine Minority Student Enrollments by Ethnic ID, 1974-1994



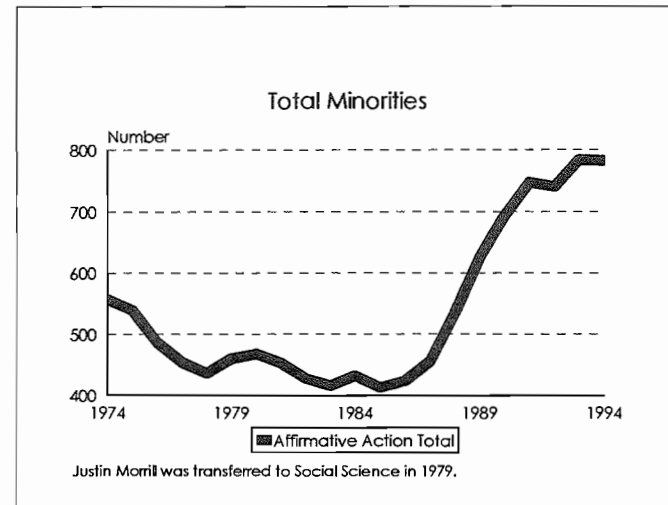
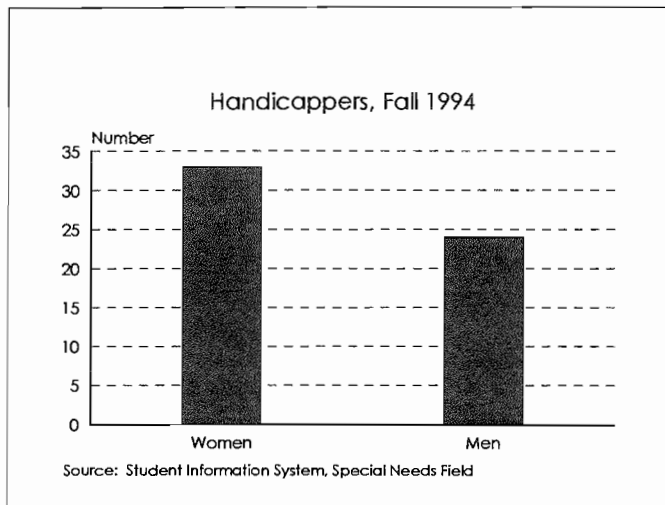
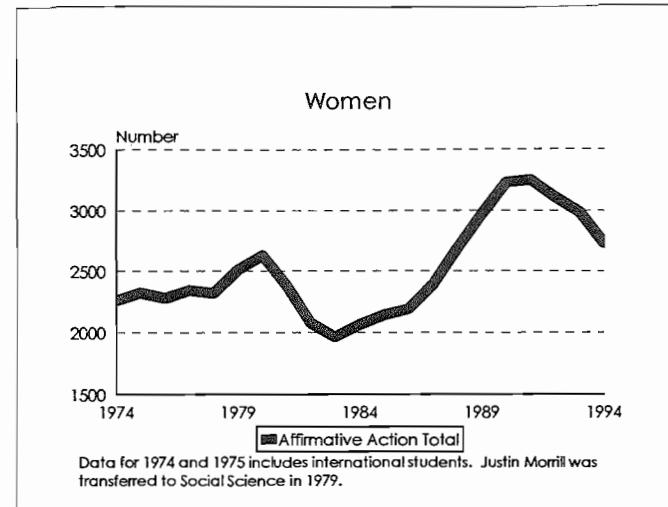
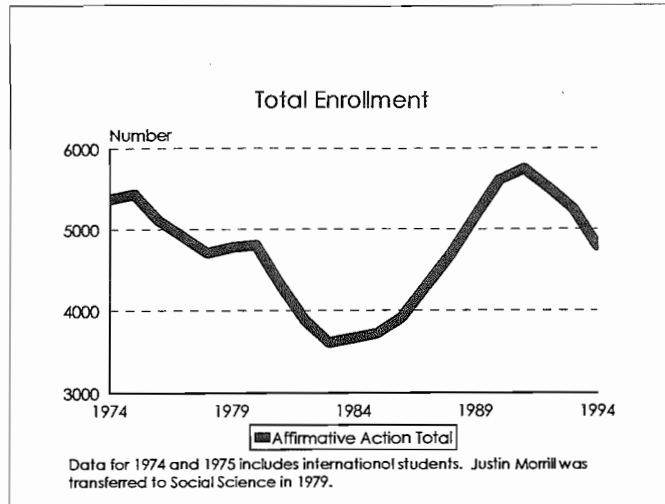
No Preference Student Enrollment Trends, 1974-1994



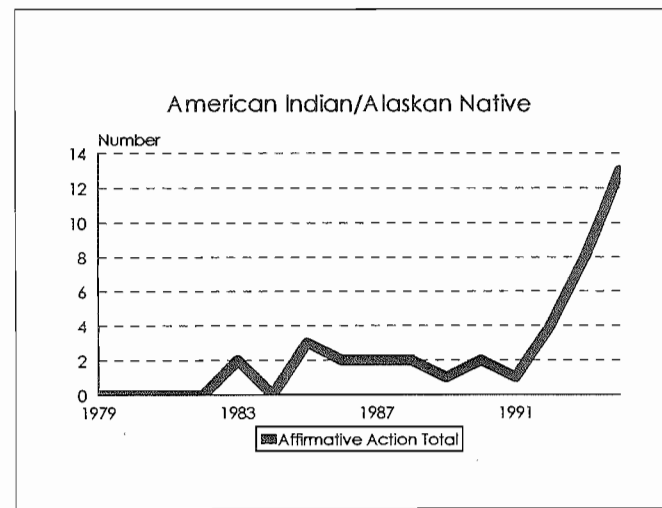
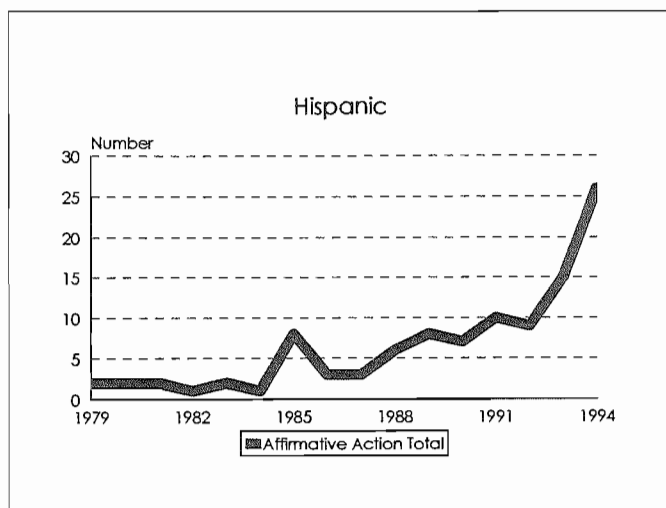
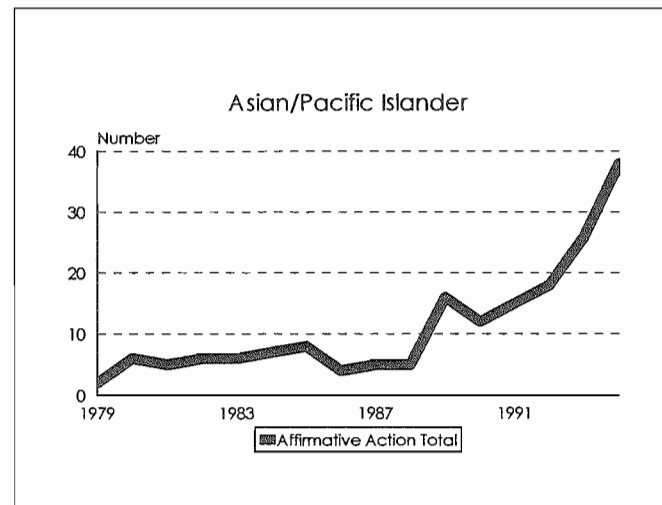
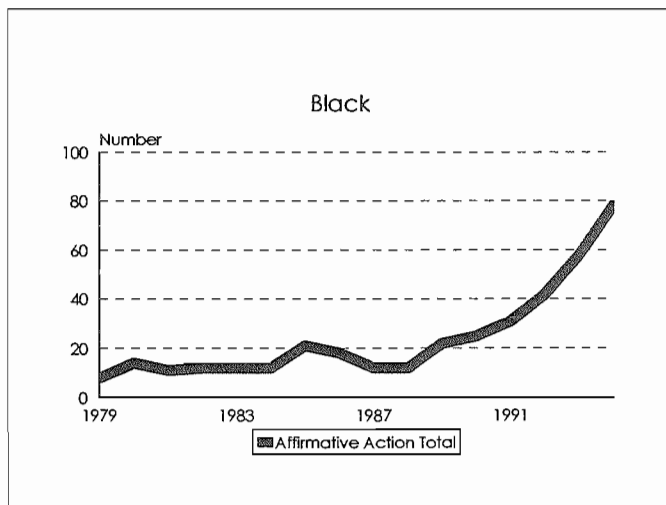
No Preference Minority Student Enrollments by Ethnic ID, 1974-1994



Unclassified/Lifelong Education/Post Doctoral Student Enrollment Trends, 1974-1994



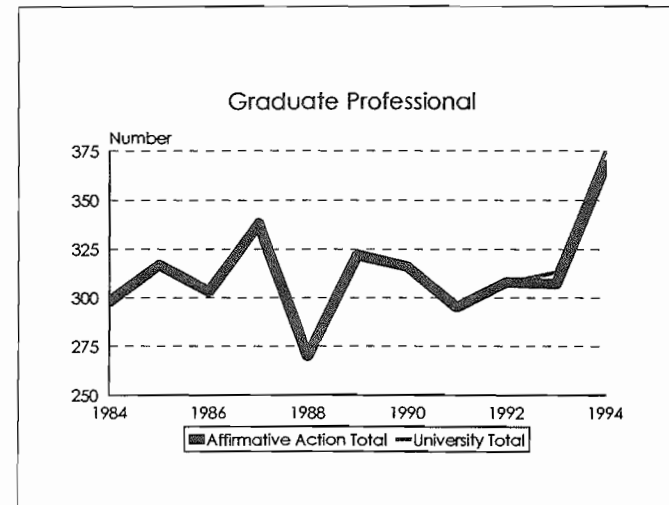
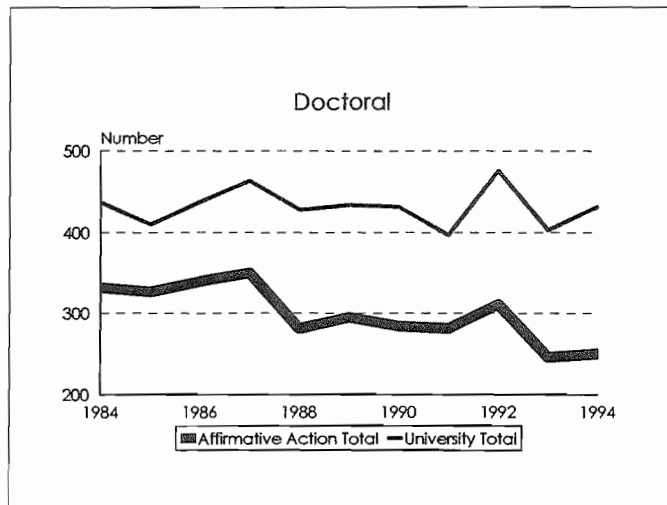
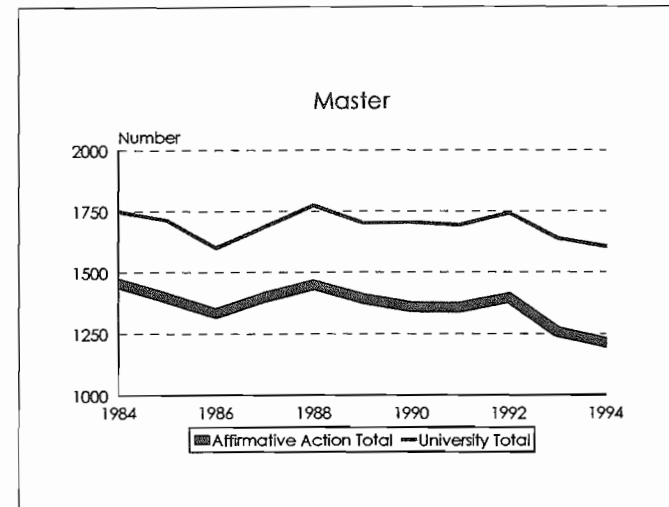
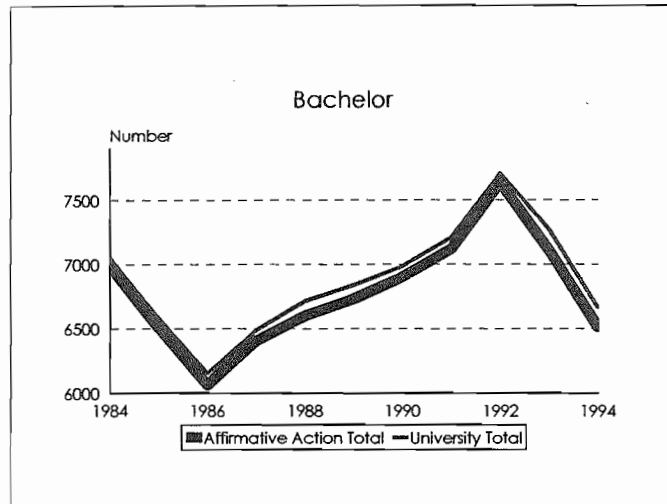
Unclassified/Lifelong Education/Post Doctoral Minority Student Enrollments by Ethnic ID, 1974-1994



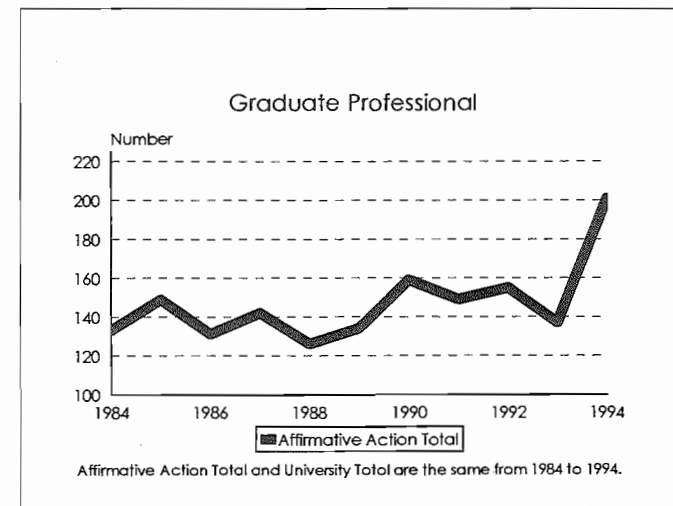
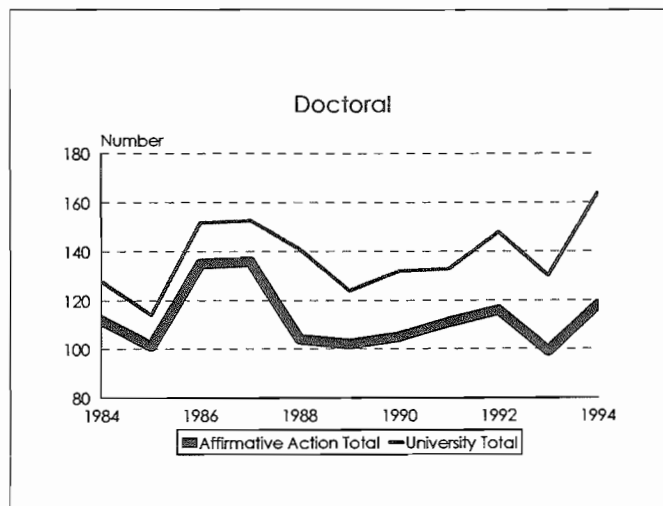
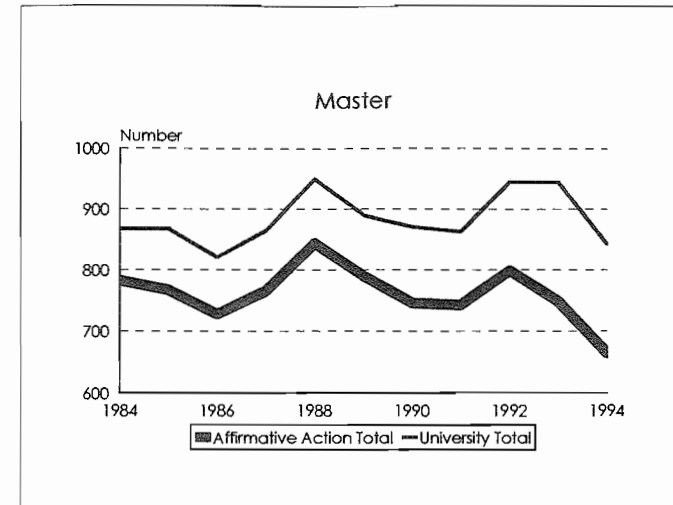
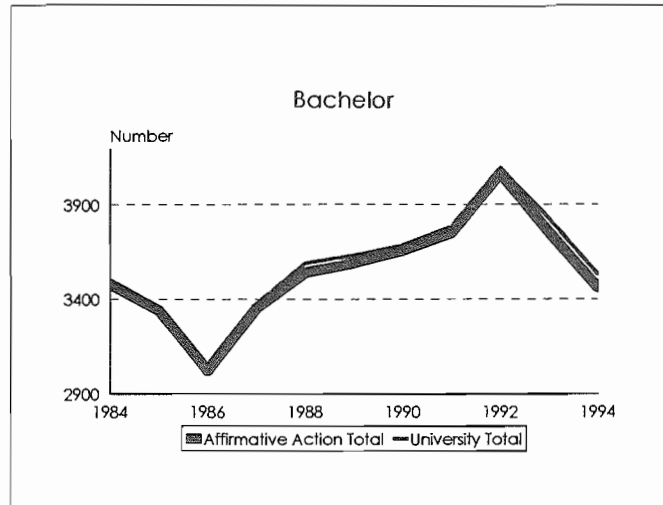


Degrees Conferred
1984-1994

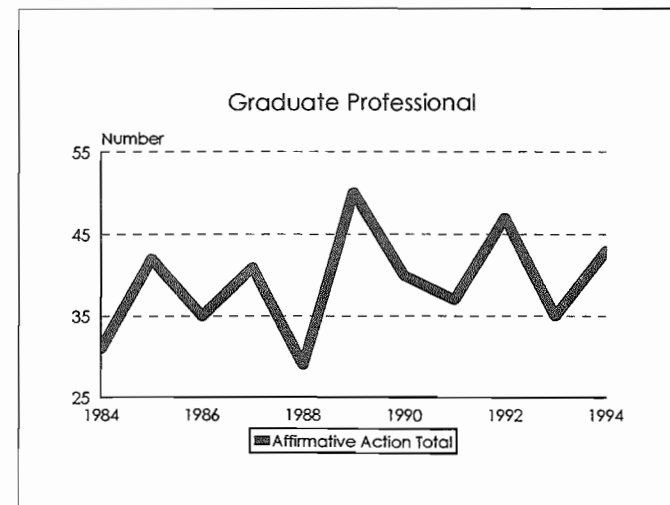
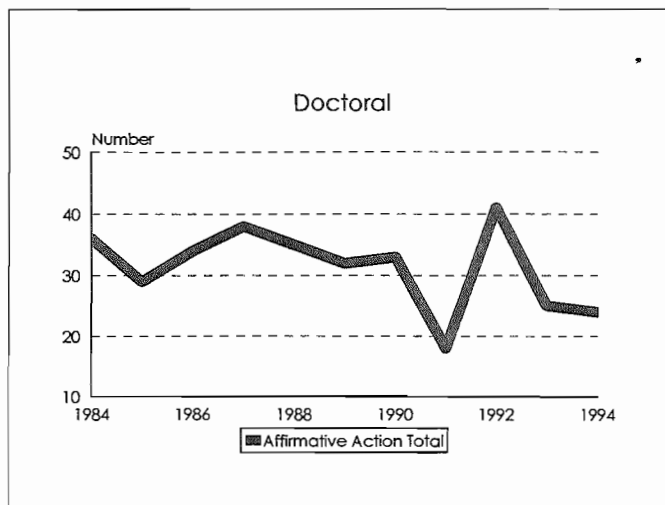
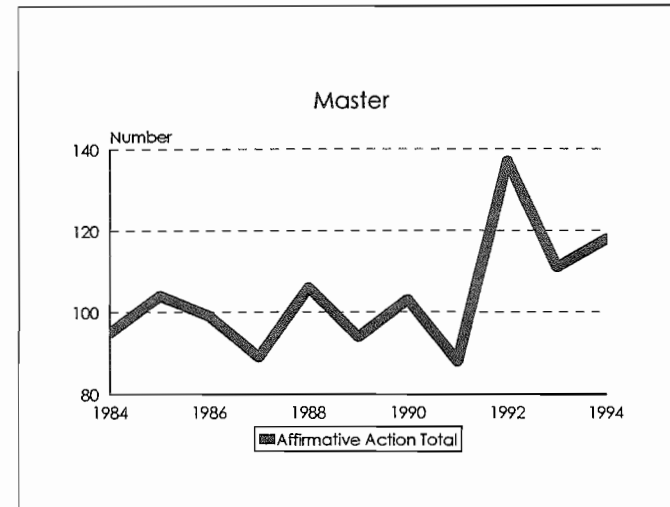
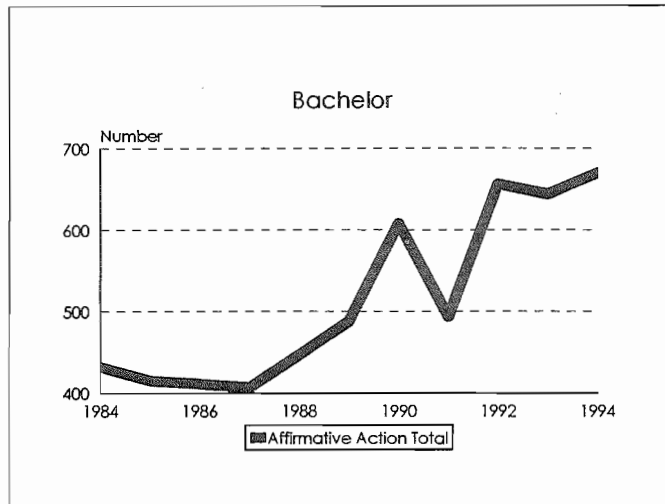
Degrees Conferred, 1984-1994 Total



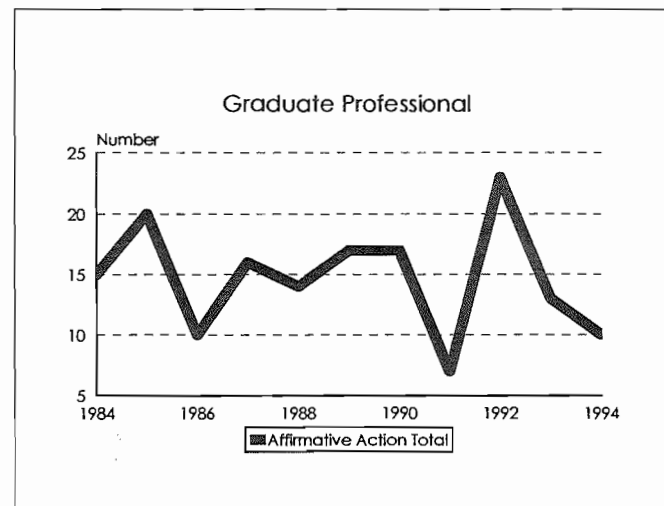
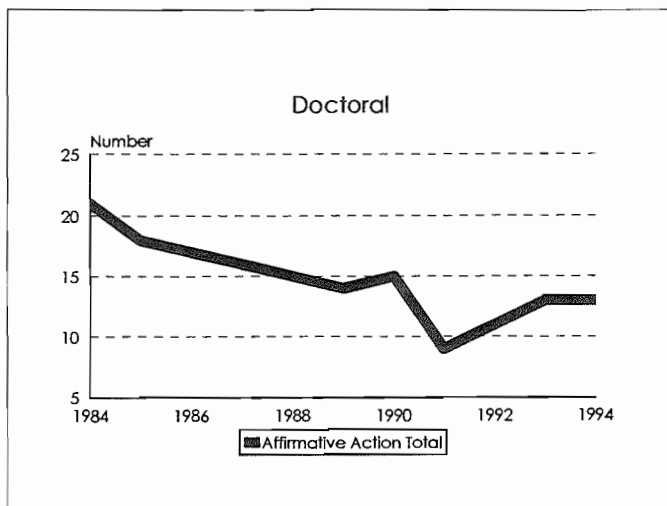
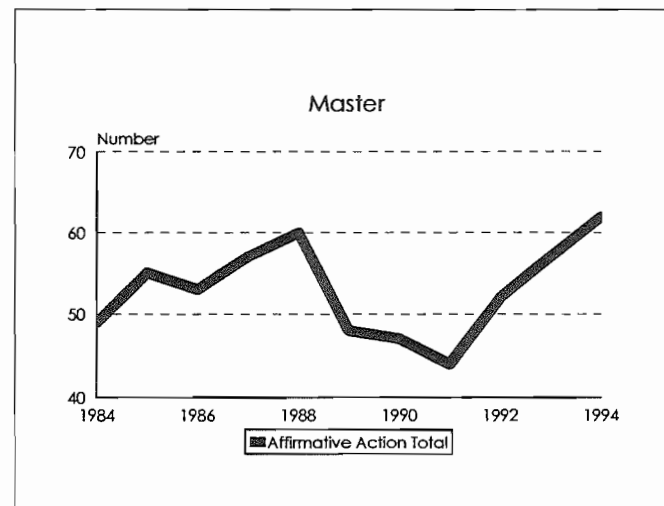
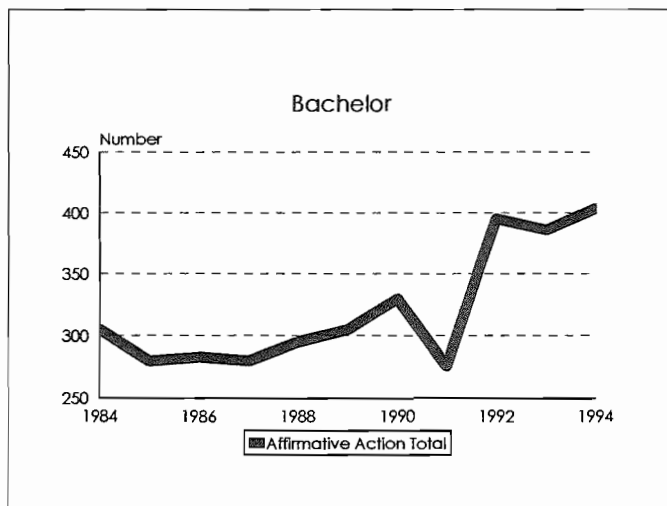
Degrees Conferred, 1984-1994 Women



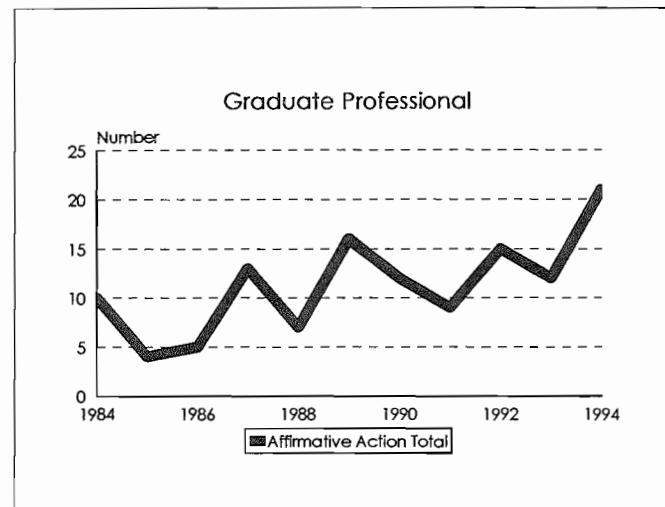
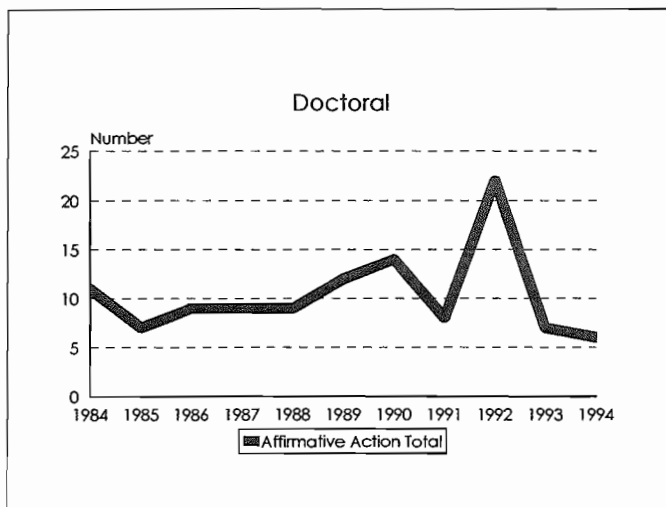
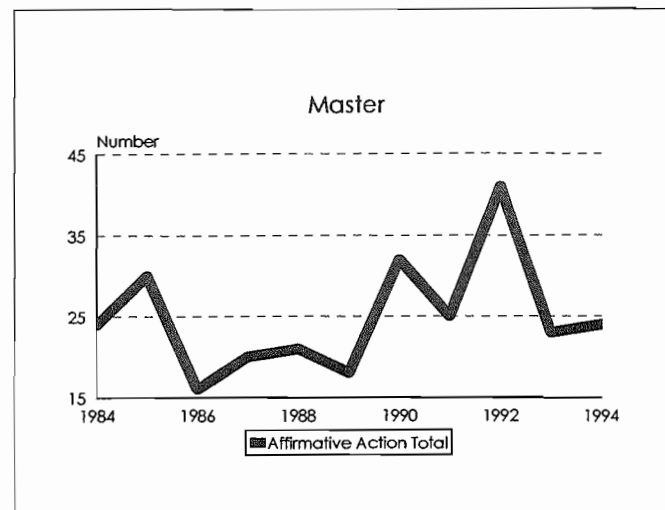
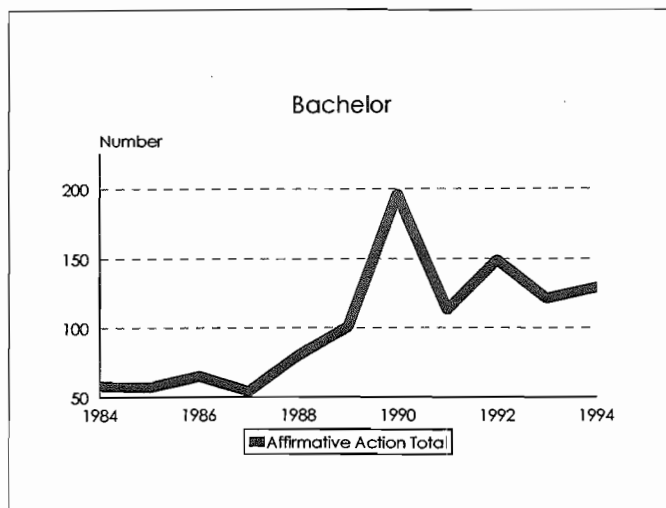
Degrees Conferred, 1984-1994 Total Minorities



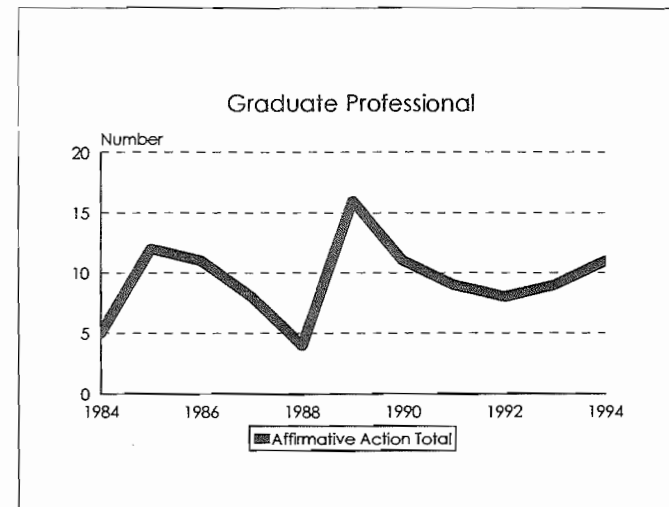
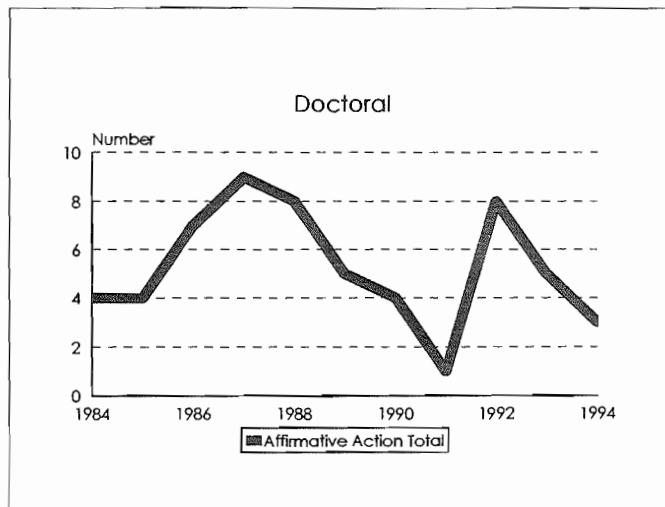
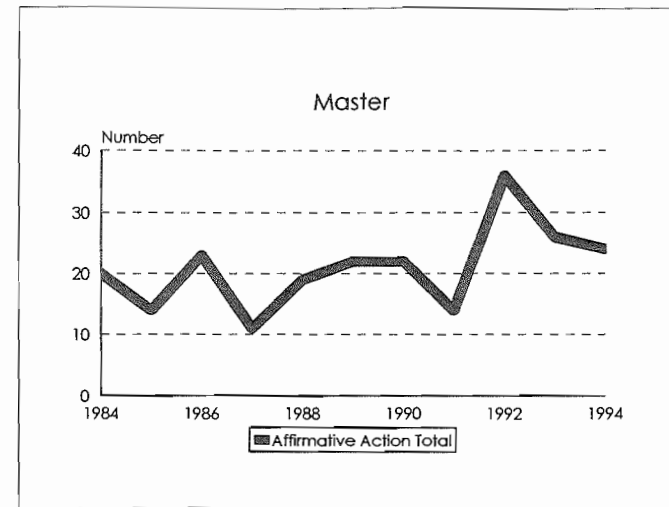
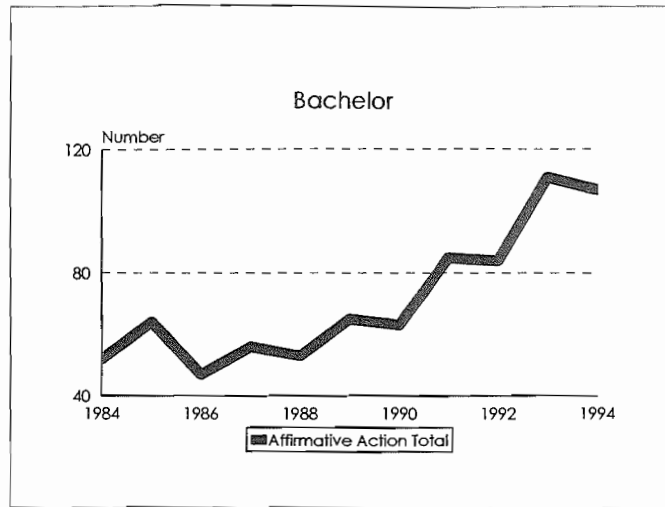
Degrees Conferred, 1984-1994 Black



Degrees Conferred, 1984-1994 Asian/Pacific Islander



Degrees Conferred, 1984-1994 Hispanic



Degrees Conferred, 1984-1994 American Indian/Alaskan Native

