



1994-95
ANNUAL REPORT ON
AFFIRMATIVE ACTION DATA



MICHIGAN STATE
UNIVERSITY

MICHIGAN STATE
UNIVERSITY

TO: MSU Community

FROM: Peter McPherson, President *PL*

DATE: March 6, 1996

SUBJECT: 1994-95 Annual Report on Affirmative Action

Michigan State University has a long and proud tradition of respecting the principles of equal opportunity, nondiscrimination, and affirmative action. This commitment is associated with the value we place on the increasing diversity of our state, country and world. It represents a continuing reaffirmation of our historic concern for access and for the citizens whom we serve.

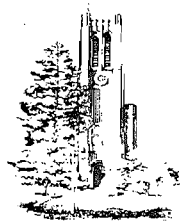
During times when core values of the academy are being challenged, it is important that we reassert that this institution intends to hold to its historical mission and identity. Three years ago, with the publication of the MSU Guiding Principles, Michigan State University reaffirmed its traditional commitment to excellence, equity, and diversity within community.

Efforts to improve recruitment and retention of a broadly diverse student body, faculty and staff remains a high priority. To achieve our goals also means ensuring a climate of civility and mutual respect among the great variety of people who work and study here.

Statements by the Board of Trustees and the President indicate direction, but results must 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 demonstrated.

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 and all levels of the institution will contribute to a climate of cooperation that is responsive to the internal as well as the external communities whom we serve.

Diversity in the faculty, students, and staff is a major source of MSU's intellectual vitality and innovative spirit. MSU strives to be a place 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 responsibilities. 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.



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THE PRESIDENT

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

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

1994-95 Annual Report on Affirmative Action Data

Prepared for Office of Federal
Contract Compliance Programs and
Michigan State University Board of
Trustees

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 1996

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Introduction

Affirmative Action Program

Affirmative action, with roots in the civil rights movement that began in the 1950s, became a concept designed to protect certain groups of people who were historically subjected to discrimination or exclusion because of their race, gender, or other characteristics. Federal and state laws and regulations were enacted in the 1960s to address the underrepresentation of these individuals and to provide them with an equal opportunity to participate in all segments of American life. Affirmative action requires organizations that receive federal assistance to take steps to overcome the effects of past exclusion through special and systematic efforts in the recruitment, employment, retention, and promotion of members of protected groups.

Using as a framework the policy statements of the Board of Trustees and the federal and state requirements to which the University must comply, Michigan State University promotes equality in employment, in its academic programs, and in all other activities through an affirmative action program. Implementation of the University's affirmative action program rests with line administrators.

Affirmative Action Data Report

The 1994-95 Annual Report on Affirmative Action Data is prepared to meet reporting requirements of the Office of Federal Contract Compliance Programs and to provide updates on progress to the MSU Board of Trustees. The Report contains ten year trend data in charts, graphs and tables which illustrate changes in areas of employment and enrollment as they relate to women, minorities and handicappers.

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. Various constituent groups provided commentary on the format and content of the final report.

More detailed information on any specific section of the Report or the University's affirmative action program may be obtained from the Office of Affirmative Action, Compliance and Monitoring (AACM). The 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 (voice) or 517/353-3923 (TTY).

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

Definitions of Terms Used

Faculty and academic staff members' ethnic identification as reported by the university is determined by the employing unit in concert with the individual. Support staff and students determine the ethnic identification reported by the university.

Minorities

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.)

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

Handicappers

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.

Michigan State University
Fall 1995 Employment Profile -- Numbers

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	Total University Population
Academic Human Resources								
Tenure System Faculty	94	117	38	6	255	52	472	2039
Continuing Staff	44	15	8	3	70	14	296	630
Temporary Faculty	29	50	15	3	97	6	233	575
Temporary Staff	50	130	17	7	204	14	332	774
Total Academic Human Resources	217	312	78	19	626	86	1333	4018
Support Human Resources								
Officials & Managers	46	7	6	4	63	13	404	686
Professionals	68	45	24	6	143	20	763	1338
Clerical	107	13	75	15	210	33	1531	1582
Technical	24	13	6	4	47	7	260	383
Service/Maintenance	149	12	92	5	258	35	562	1056
Skilled Trades	9	1	6	4	20	7	22	247
Total Support Human Resources	403	91	209	38	741	115	3542	5292
University Total	620	403	287	57	1367	201	4875	9310

Michigan State University
Fall 1995 Employment Profile -- Percentages

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	Total University Population
Academic Human Resources								
Tenure System Faculty	4.6%	5.7%	1.9%	0.3%	12.5%	2.6%	23.1%	2039
Continuing Staff	7.0%	2.4%	1.3%	0.5%	11.1%	2.2%	47.0%	630
Temporary Faculty	5.0%	8.7%	2.6%	0.5%	16.9%	1.0%	40.5%	575
Temporary Staff	6.5%	16.8%	2.2%	0.9%	26.4%	1.8%	42.9%	774
Total Academic Human Resources	5.4%	7.8%	1.9%	0.5%	15.6%	2.1%	33.2%	4018
Support Human Resources								
Officials & Managers	6.7%	1.0%	0.9%	0.6%	9.2%	1.9%	58.9%	686
Professionals	5.1%	3.4%	1.8%	0.4%	10.7%	1.5%	57.0%	1338
Clerical	6.8%	0.8%	4.7%	0.9%	13.3%	2.1%	96.8%	1582
Technical	6.3%	3.4%	1.6%	1.0%	12.3%	1.8%	67.9%	383
Service/Maintenance	14.1%	1.1%	8.7%	0.5%	24.4%	3.3%	53.2%	1056
Skilled Trades	3.6%	0.4%	2.4%	1.6%	8.1%	2.8%	8.9%	247
Total Support Human Resources	7.6%	1.7%	3.9%	0.7%	14.0%	2.2%	66.9%	5292
University Total	6.7%	4.3%	3.1%	0.6%	14.7%	2.2%	52.4%	9310

Academic Human Resources/Executive Management

Summary

	Fall 1995		Comparison to Fall 1994	
	#	% of Total Population	#	% of Total Population
Academic Workforce	4018		↑ 22	
<i>Minorities</i>	626	15.6%	↑ 43	↑ 1.0%
Black	217	5.4%	↓ 1	↓ 0.1%
Asian/Pacific Islander	312	7.8%	↑ 46	↑ 1.1%
Hispanic	78	1.9%	↓ 3	↓ 0.1%
Amer. Indian/Alaskan Native	19	0.5%	↑ 1	0
Women	1333	33.2%	↑ 12	↑ 0.1%
Tenure System Faculty	2039		↑ 1	
<i>Minorities</i>	255	12.5%	↑ 8	↑ 0.4%
Black	94	4.6%	↓ 1	↓ 0.1%
Asian/Pacific Islander	117	5.7%	↑ 7	↑ 0.3%
Hispanic	38	1.9%	↑ 1	↑ 0.1%
Amer. Indian/Alaskan Native	6	0.3%	↑ 1	↑ 0.1%
Women	472	23.1%	↑ 6	↑ 0.2%

Academic Human Resources/Executive Management

Tenure System Hiring Goals

October 1, 1995 to
September 30, 1998

College	Projected Openings 1995-98	Hiring Goal Minorities	Hiring Goal Women
Agriculture & Natural Resources	31	6	10
Arts & Letters	30	2	18
Eli Broad College of Business	17	2	4
Communication Arts & Sciences	12	2	6
Education	9	1	5
Engineering	14	3	6
Human Ecology	8	1	4
Human Medicine	19	3	2
James Madison	3	0	1
Natural Science	30	4	13
Nursing	8	1	1
Osteopathic Medicine	9	3	3
Social Science	17	3	9
Veterinary Medicine	7	1	1
Total	214	32	83

Definitions of Terms Used

Employment Categories

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.

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.

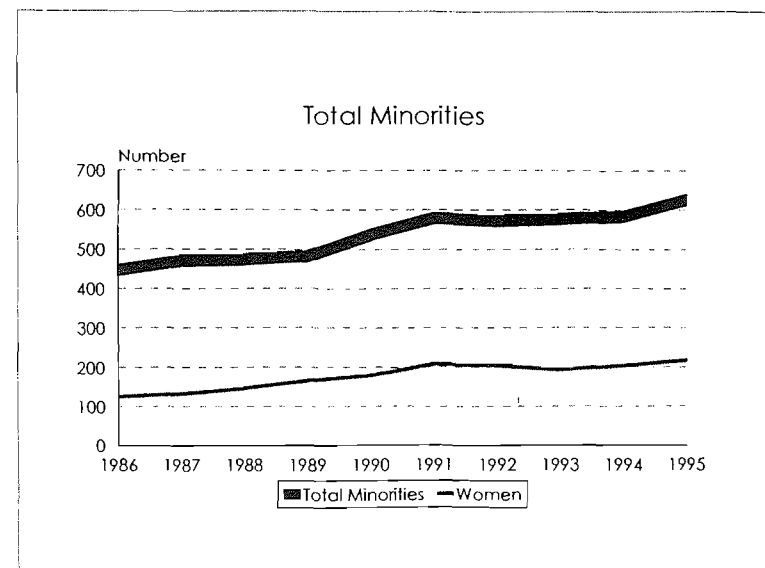
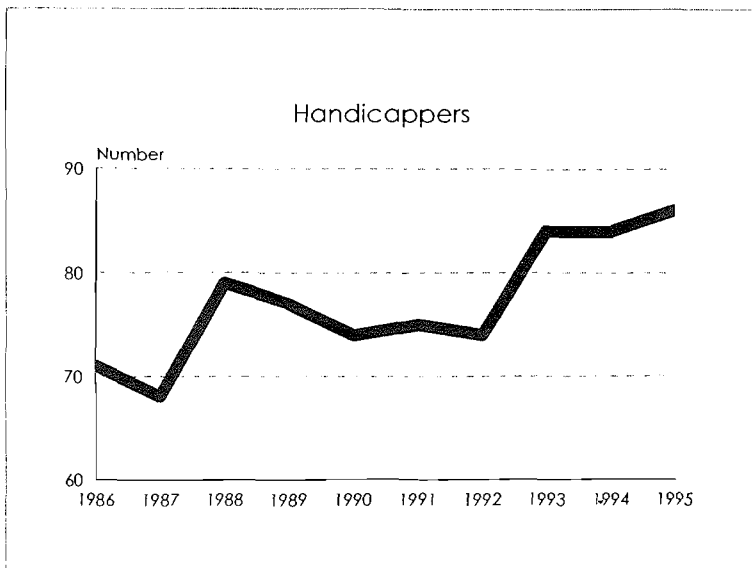
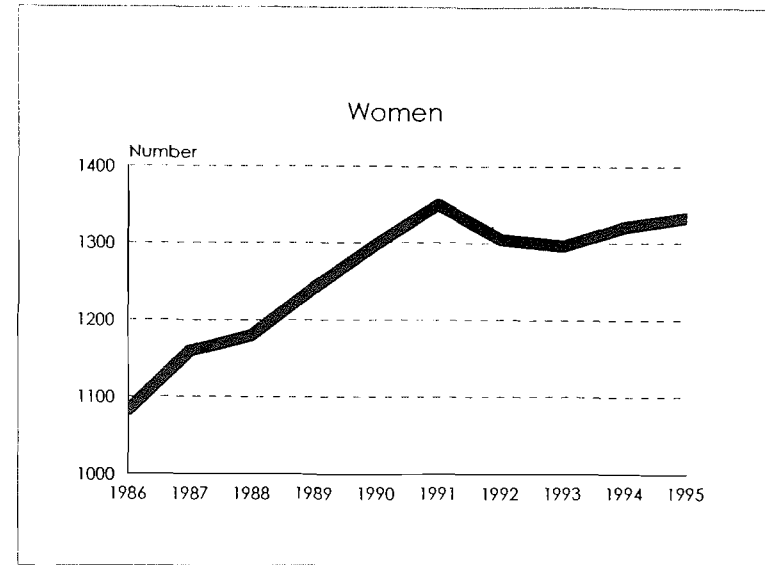
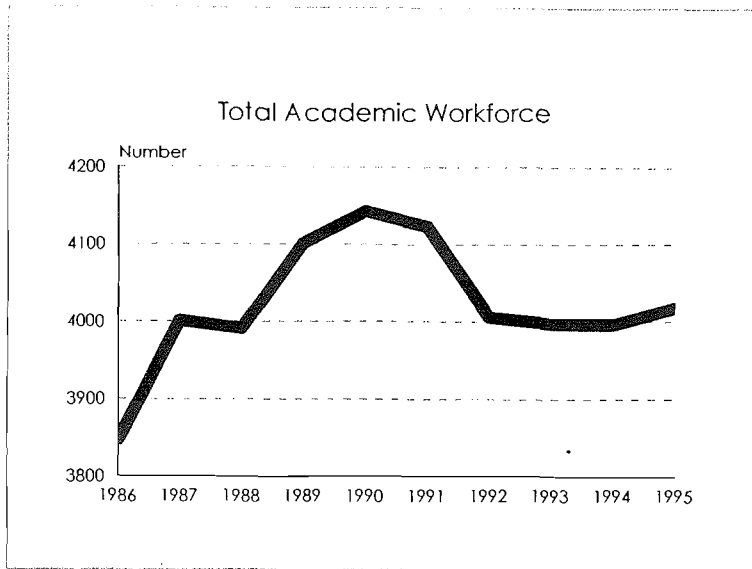
Academic Administrators: Titles include dean, senior advisor to the dean, associate dean, assistant dean, chairperson, director, division director, co-director, associate vice provost, assistant vice provost, senior advisor, and supervisor.

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

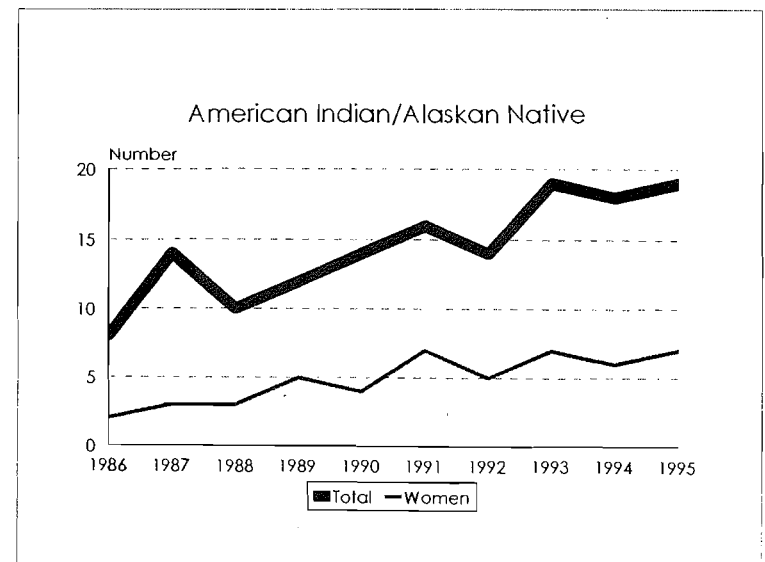
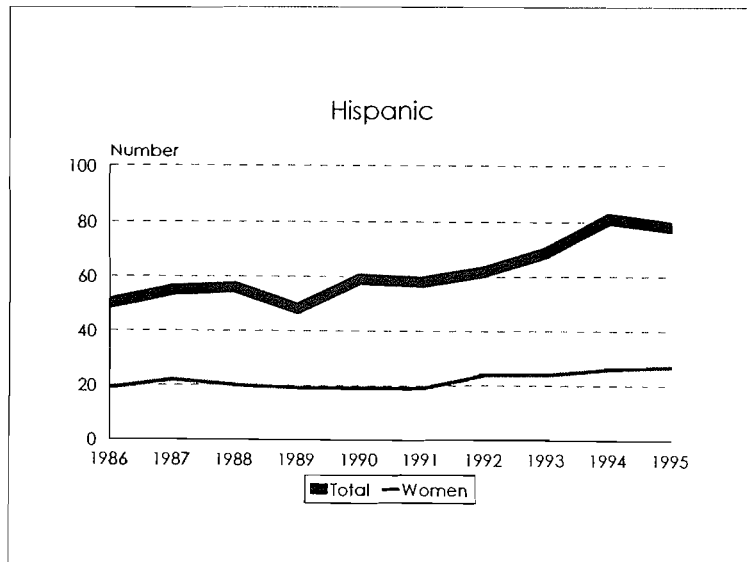
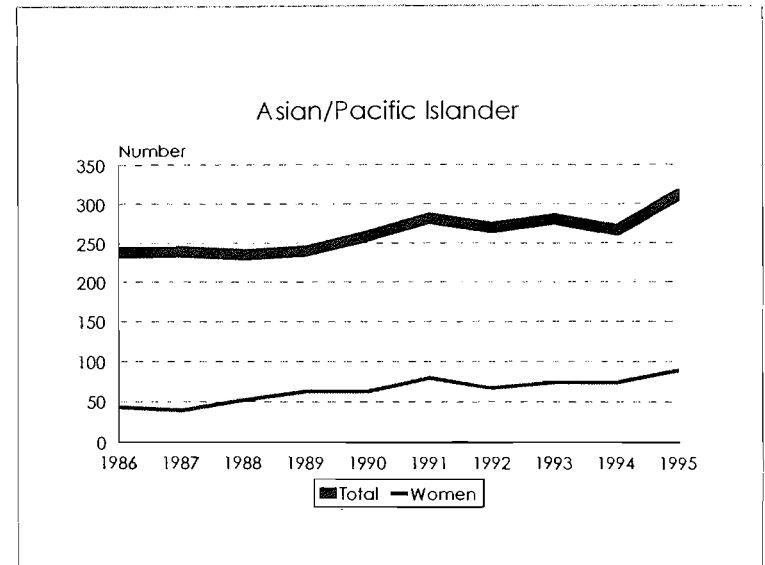
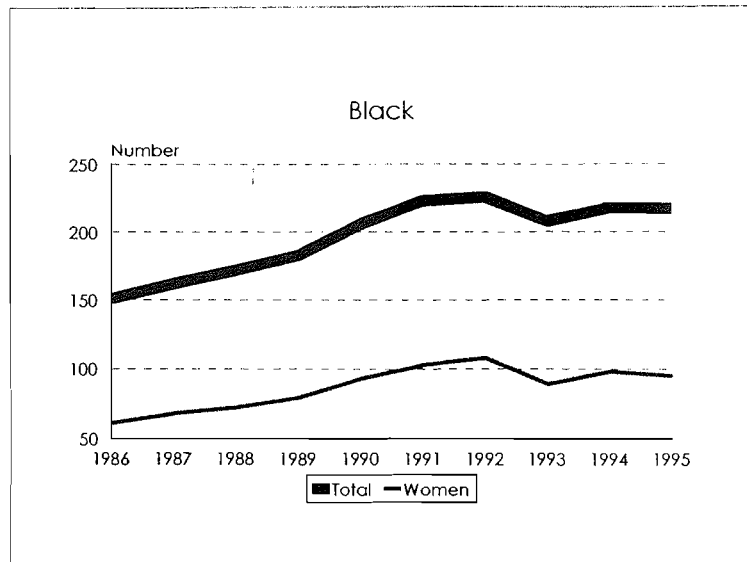
Academic administrators and executive managers are also included in the headcounts for tenure system faculty, continuing academic staff, temporary faculty or temporary academic staff.

Academic Workforce, 1986-1995



Academic Workforce, 1986-1995

Minorities by Ethnic ID



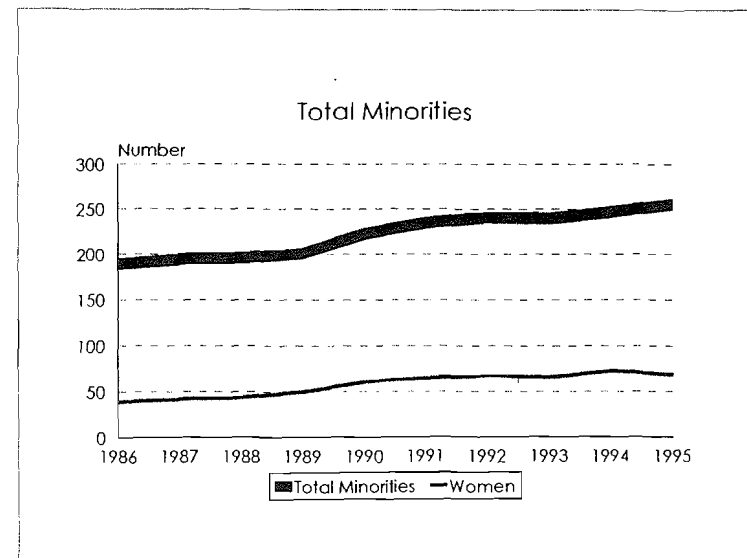
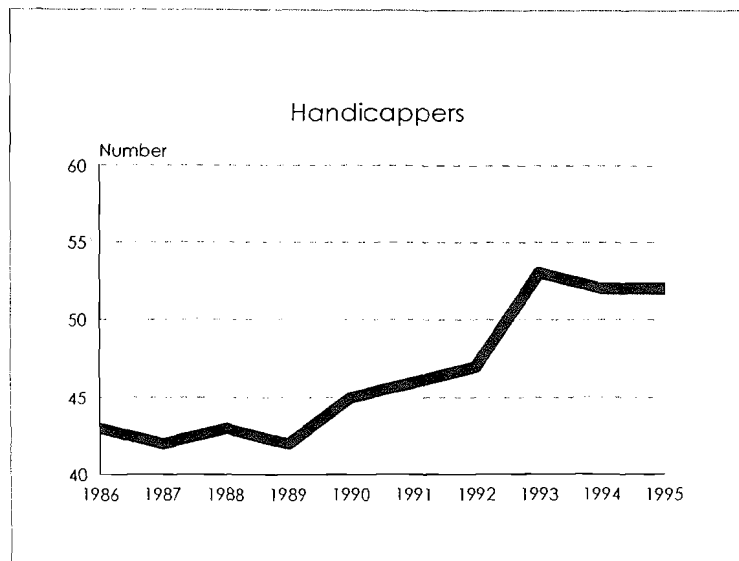
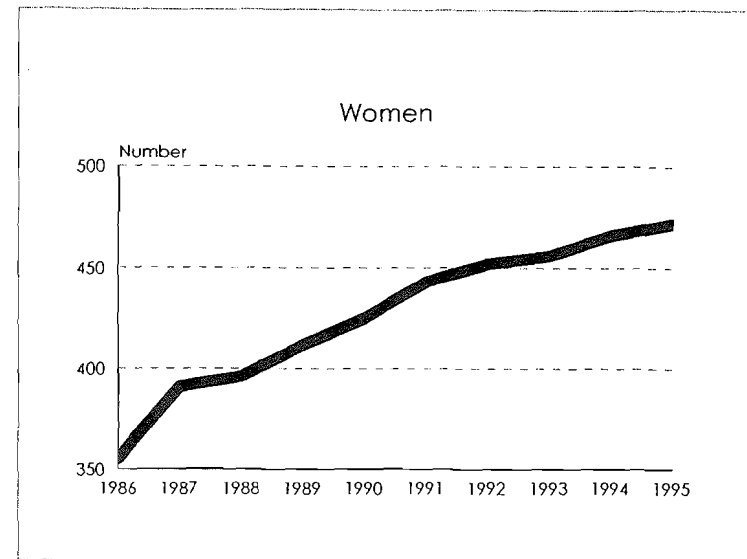
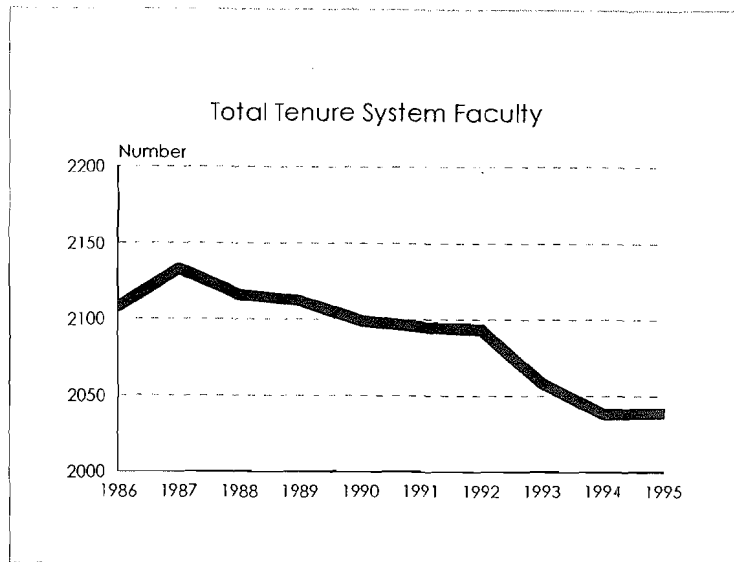
Tenure System Hires, Promotions and Separations, 1994-95

Category		Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires							
	Men	4	8	2	1	15	58
	Women	1	2	0	0	3	24
Total New Hires		5	10	2	1	18	82
Promotions							
To Associate Professor							
	Men	1	1	0	0	2	33
	Women	0	2	0	0	2	13
	<i>Total</i>	1	3	0	0	4	46
To Full Professor							
	Men	0	1	1	0	2	34
	Women	2	1	0	0	3	18
	<i>Total</i>	2	2	1	0	5	52
Total Promotions							
	Men	1	2	1	0	4	67
	Women	2	3	0	0	5	31
	<i>Total</i>	3	5	1	0	9	98
Separations							
Retirements							
	Men	0	1	0	0	1	30
	Women	0	0	1	0	1	5
	<i>Total</i>	0	1	1	0	2	35
Other Reasons							
	Men	1	1	1	0	3	23
	Women	3	1	0	0	4	10
	<i>Total</i>	4	2	1	0	7	33
Total Separations							
	Men	1	2	1	0	4	53
	Women	3	1	1	0	5	15
	<i>Total</i>	4	3	2	0	9	68

Tenure System Faculty by College, Fall 1995

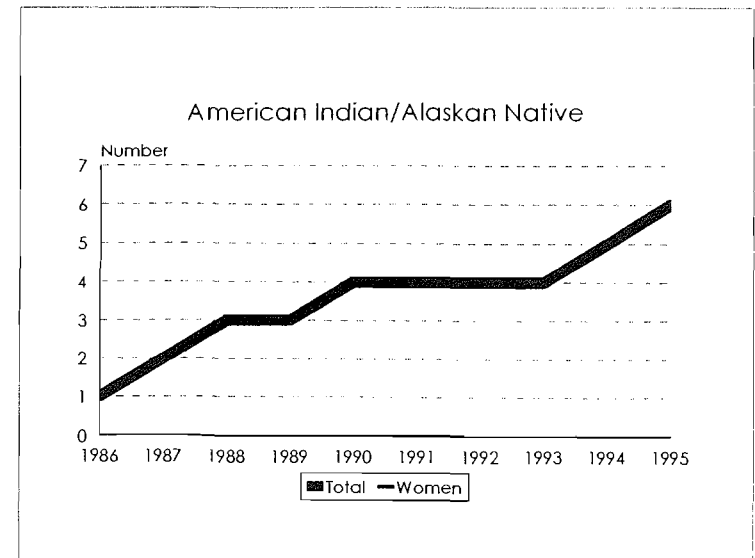
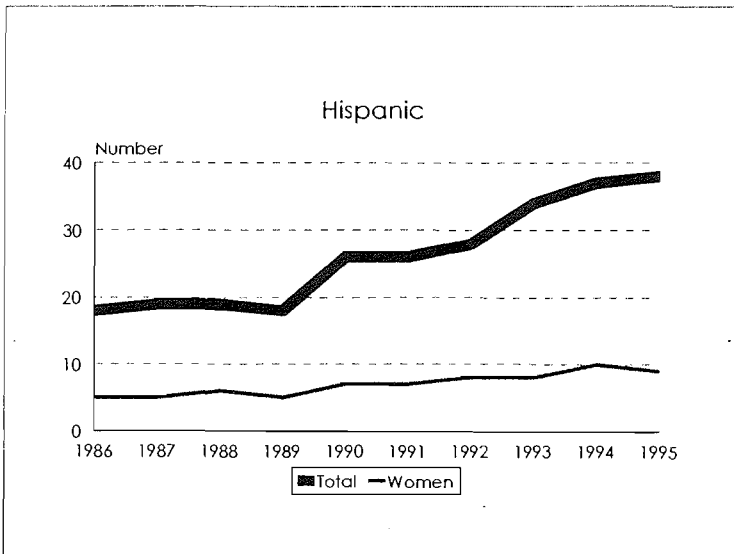
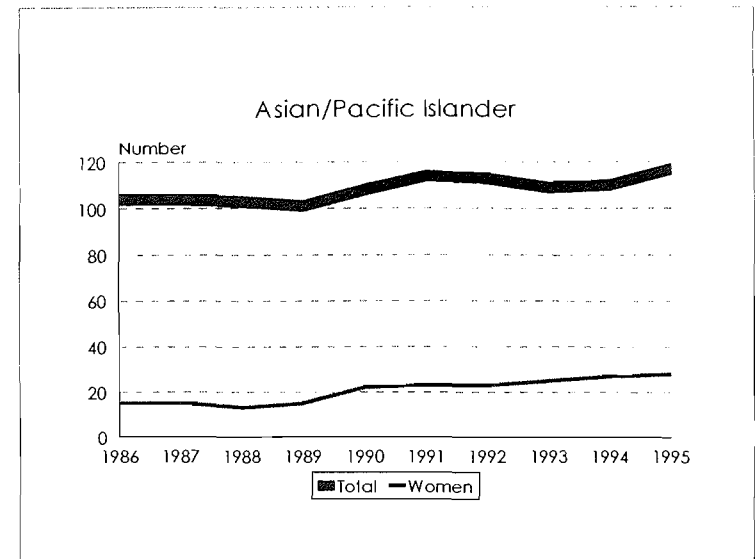
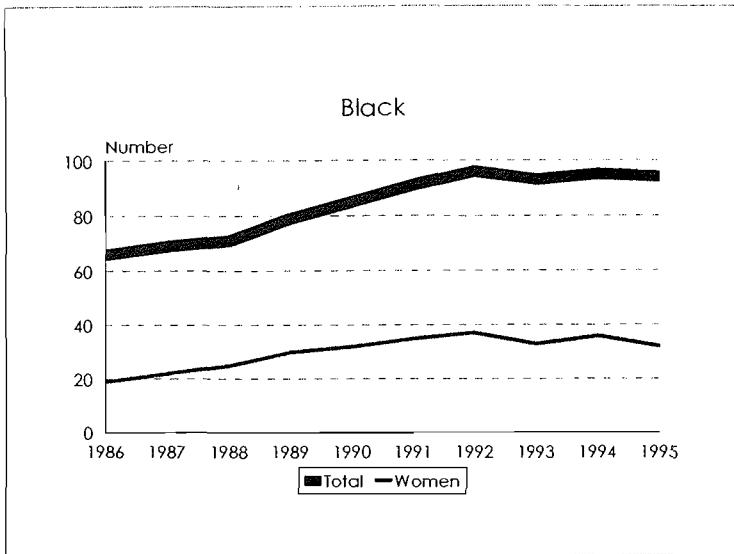
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Agriculture & Natural Resources	8	11	3	1	23	6	27	258
Arts & Letters	11	12	5	4	32	7	93	309
Eli Broad College of Business	3	7	1	0	11	5	22	127
Communication Arts & Sciences	6	1	1	0	8	4	14	57
Education	11	4	5	0	20	4	63	141
Engineering	3	21	2	0	26	3	9	117
Human Ecology	4	3	1	0	8	1	36	53
Human Medicine	6	11	2	0	19	2	32	124
James Madison	3	2	2	0	7	1	5	24
Natural Science	6	33	4	1	44	0	42	350
Nursing	1	0	0	0	1	0	21	23
Osteopathic Medicine	1	2	1	0	4	2	20	82
Social Science	11	5	9	0	25	9	51	205
Veterinary Medicine	7	4	0	0	11	3	18	93
Non-College Units	13	1	2	0	16	5	19	76
University Total	94	117	38	6	255	52	472	2039

Tenure System Faculty, 1986-95

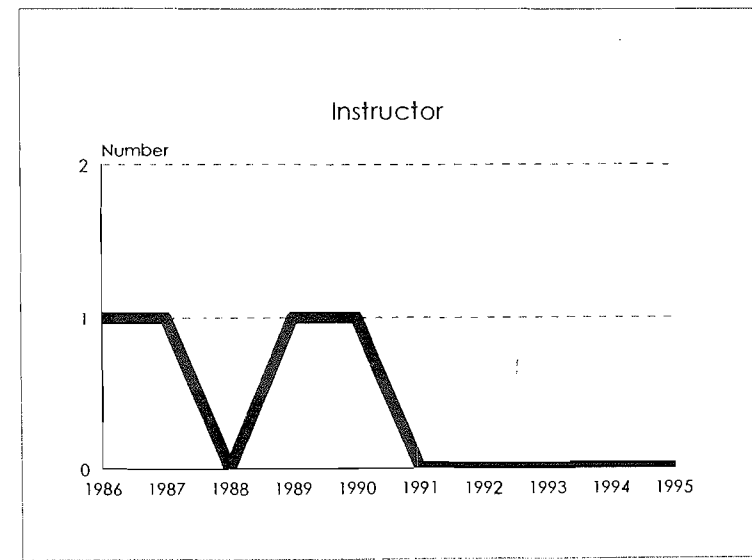
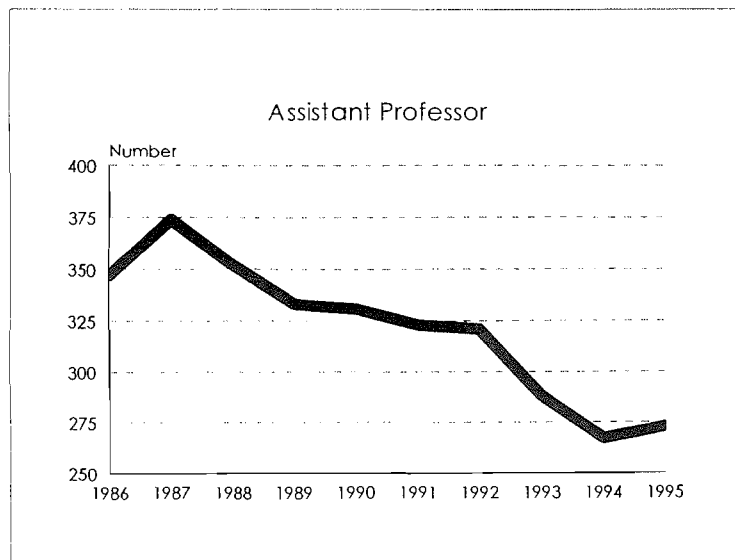
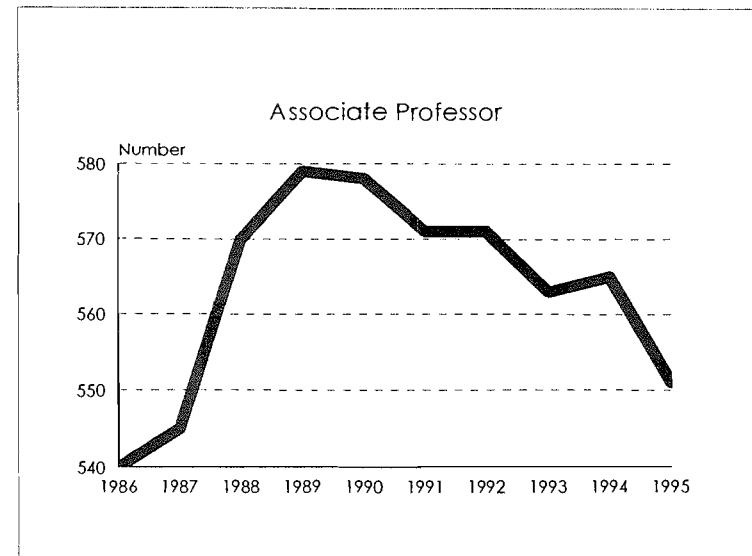
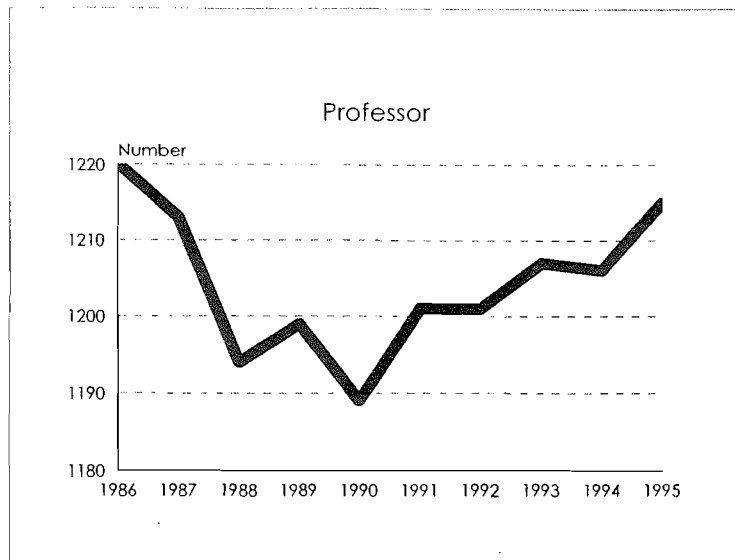


Tenure System Faculty, 1986-95

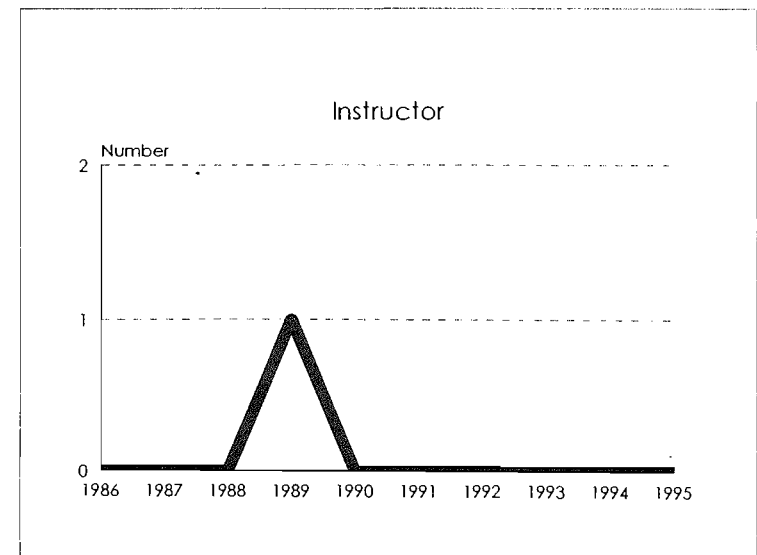
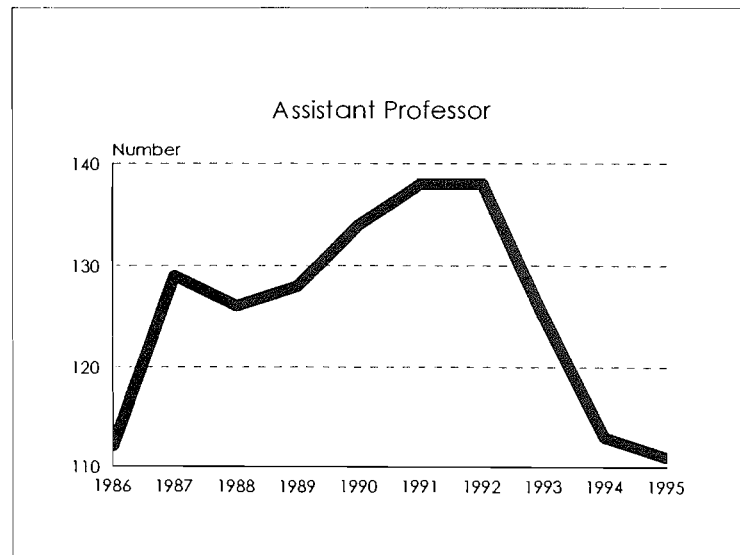
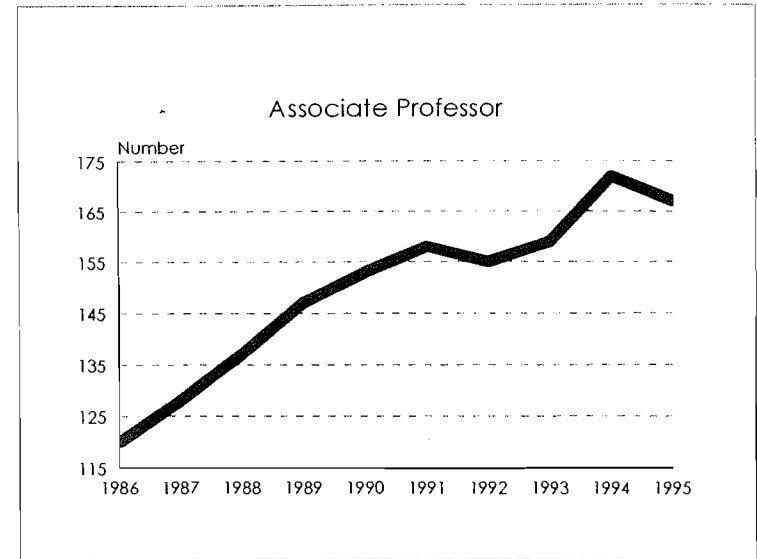
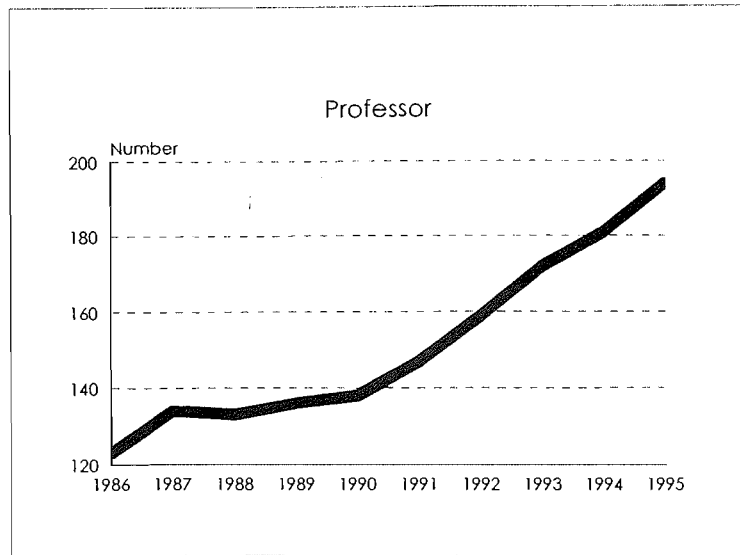
Minorities by Ethnic ID



Tenure System Faculty by Rank, 1986-95

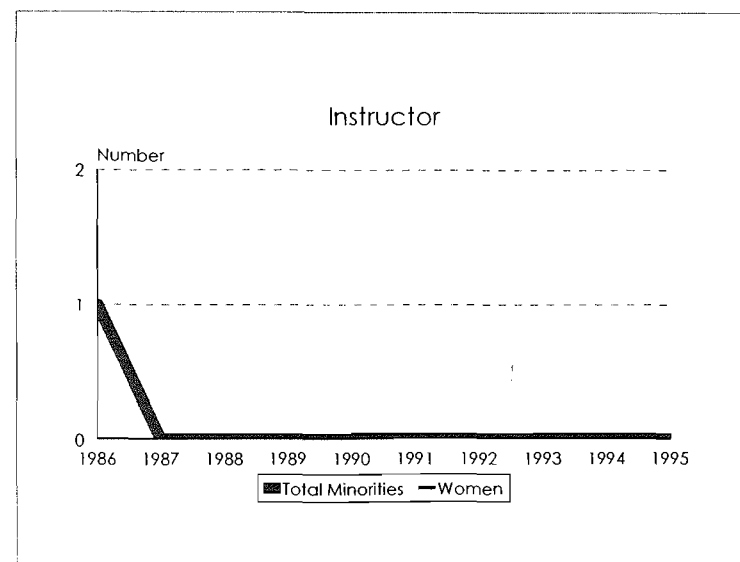
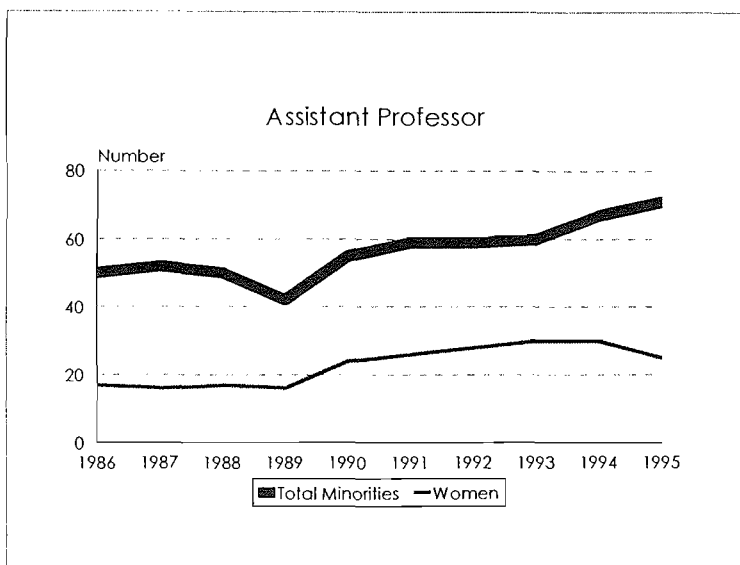
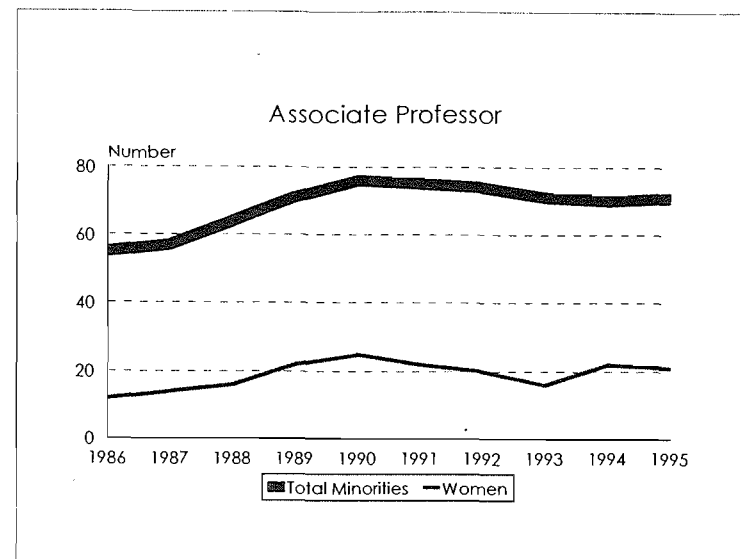
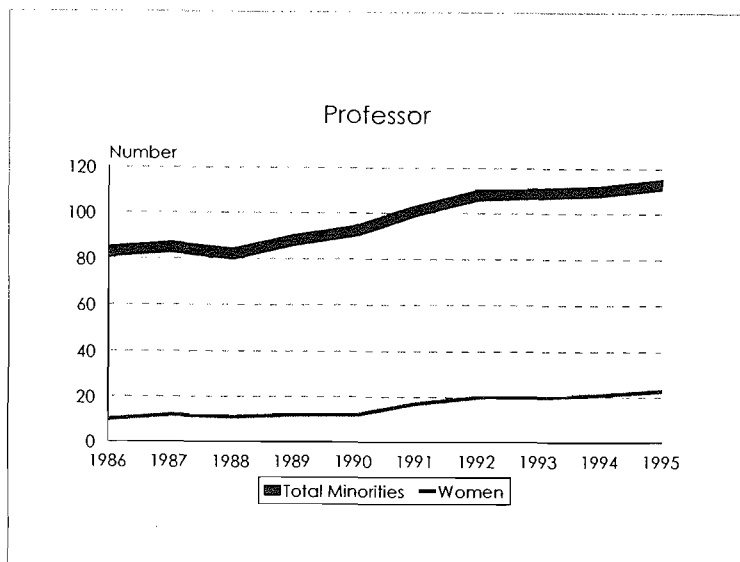


Tenure System Faculty by Rank, 1986-95 Women

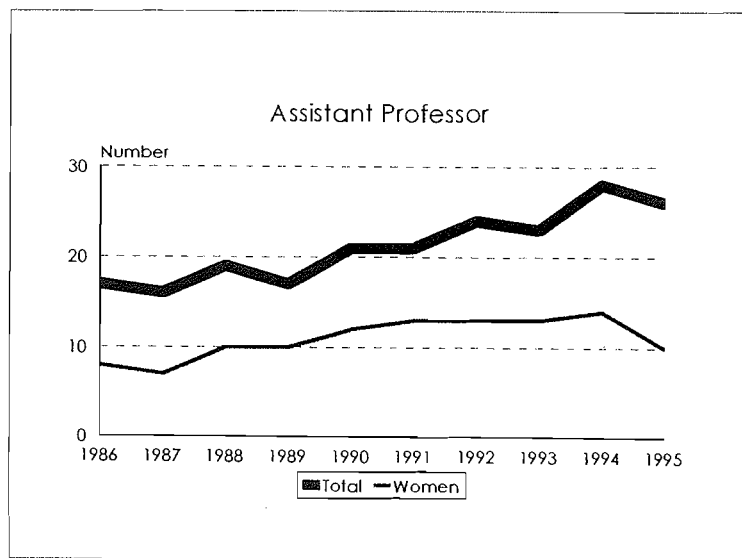
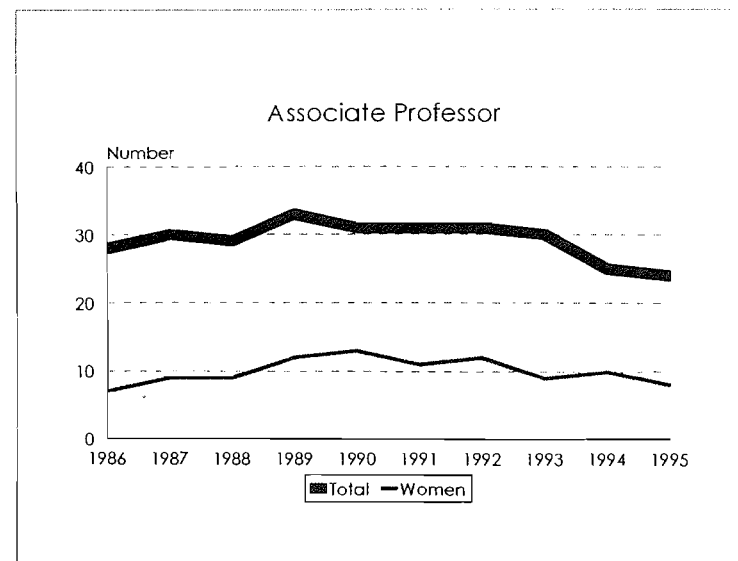
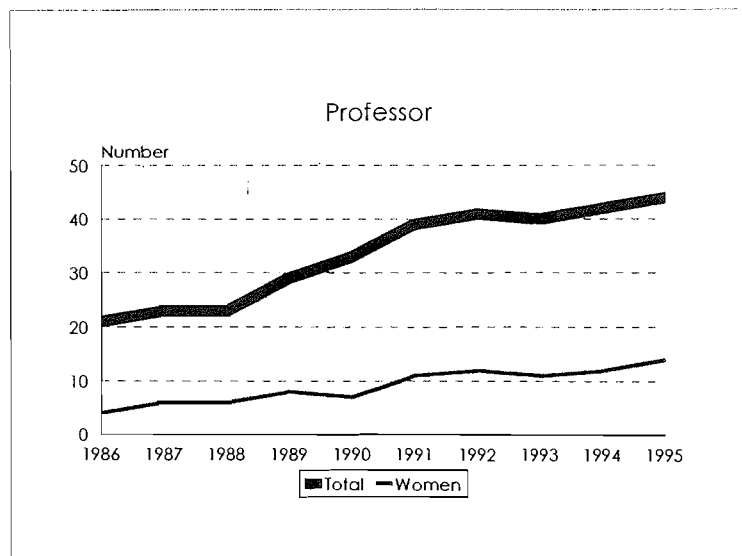


Tenure System Faculty by Rank, 1986-95

Total Minorities



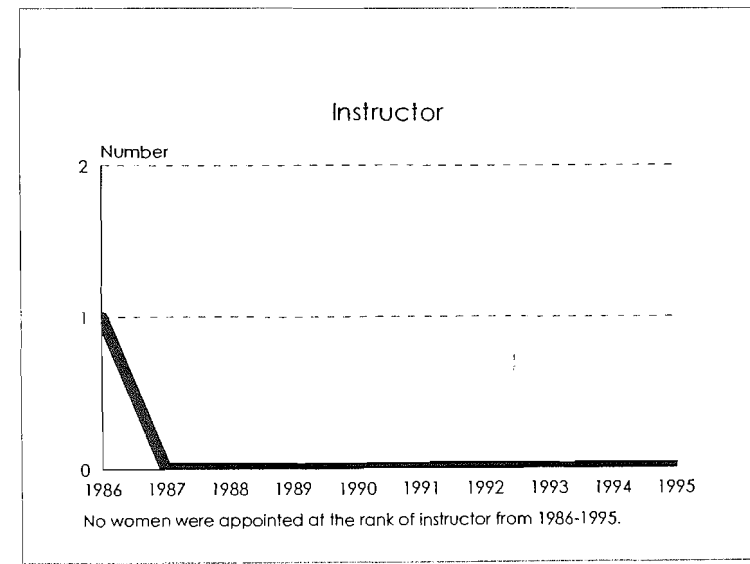
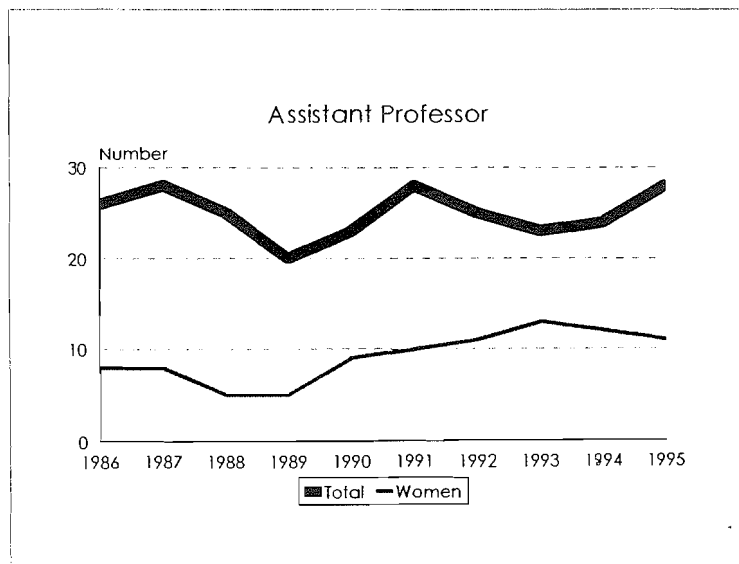
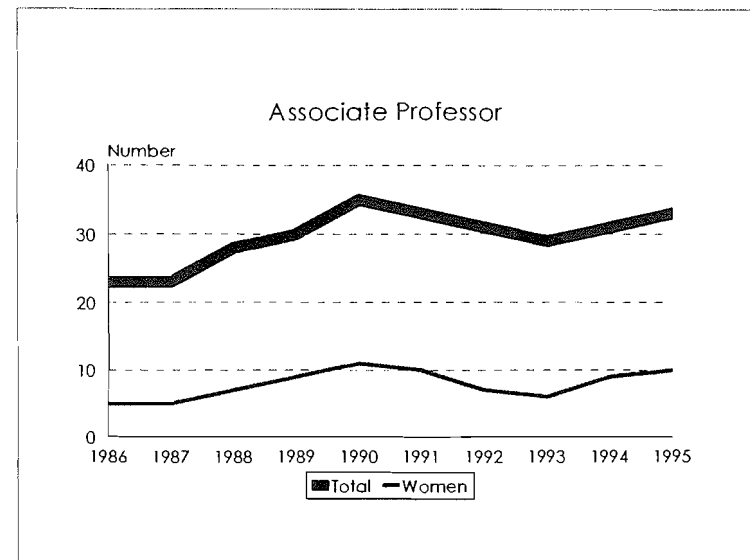
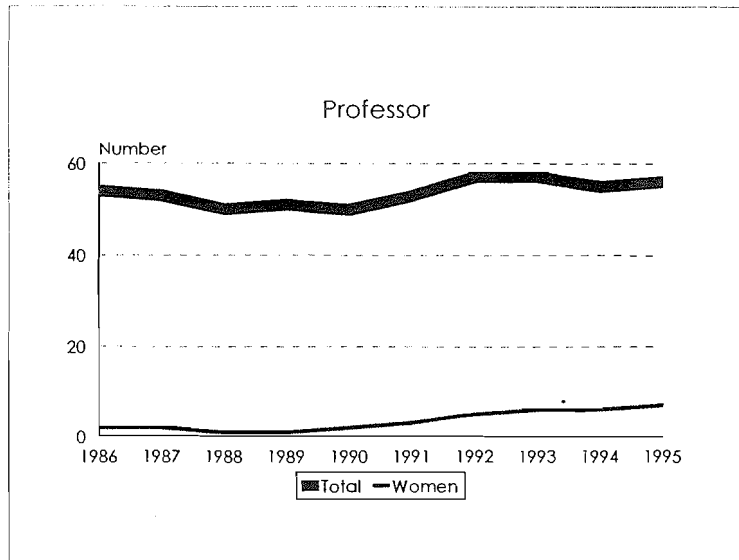
Tenure System Faculty by Rank, 1986-95 Black



Instructor

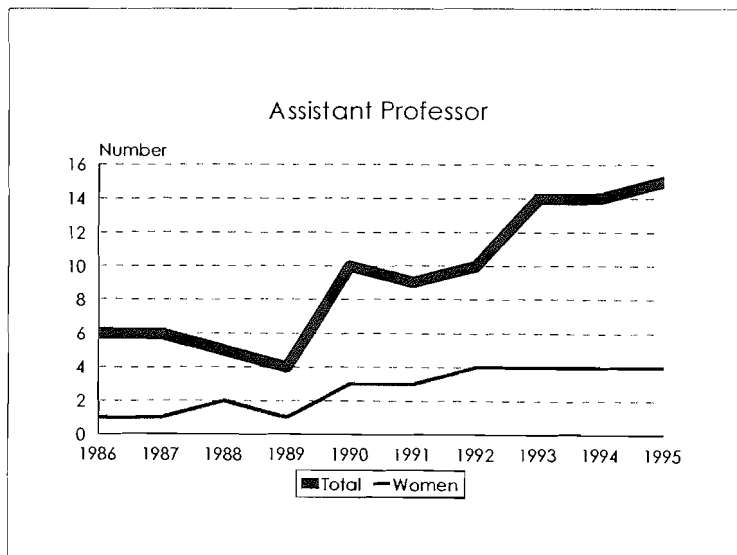
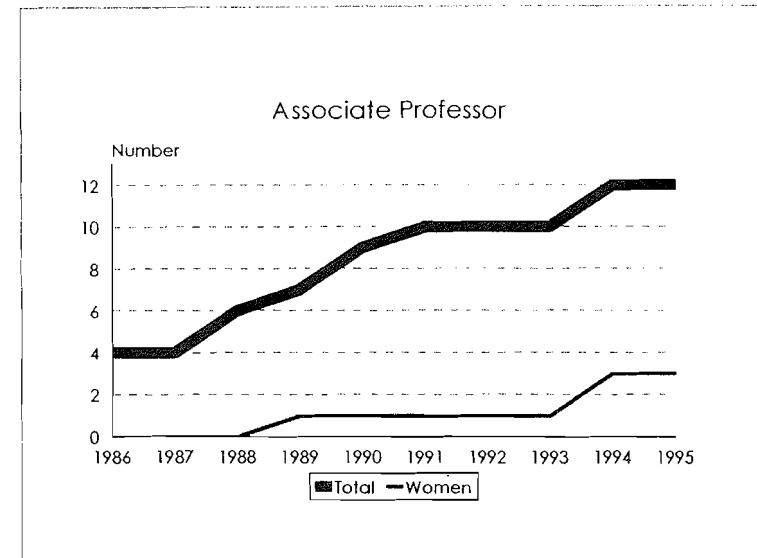
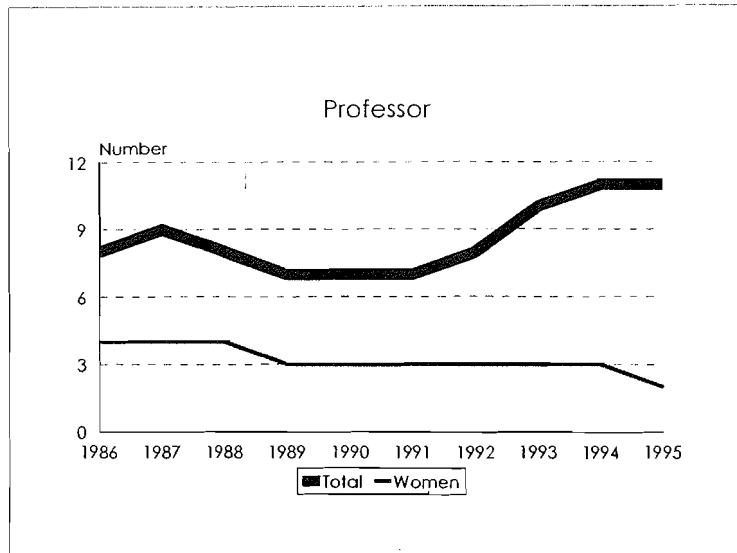
No Blacks were appointed at the instructor rank in the tenure system from 1986 to 1995.

Tenure System Faculty by Rank, 1986-95 Asian/Pacific Islander



Tenure System Faculty by Rank, 1986-95

Hispanic

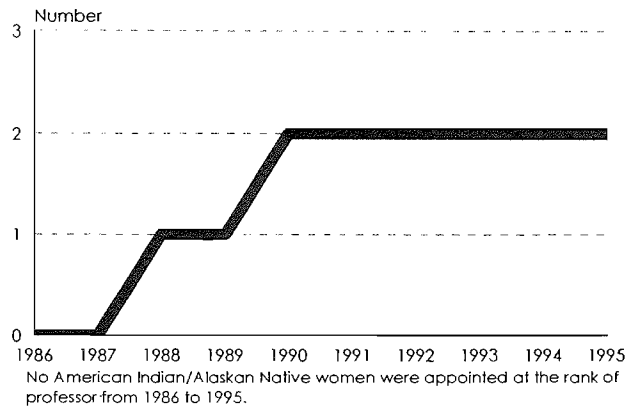


Instructor

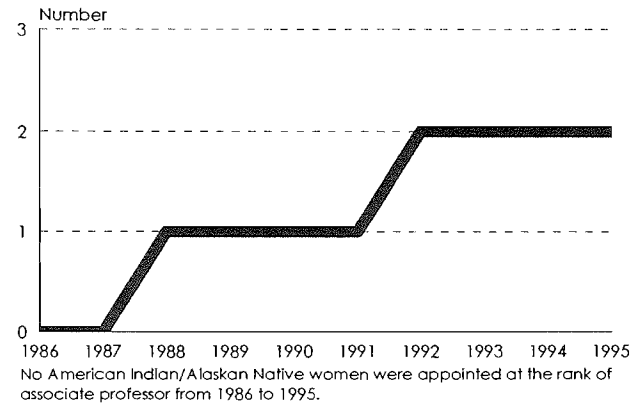
No Hispanics were appointed at the instructor rank in the tenure system from 1986 to 1995.

Tenure System Faculty by Rank, 1986-95 American Indian/Alaskan Native

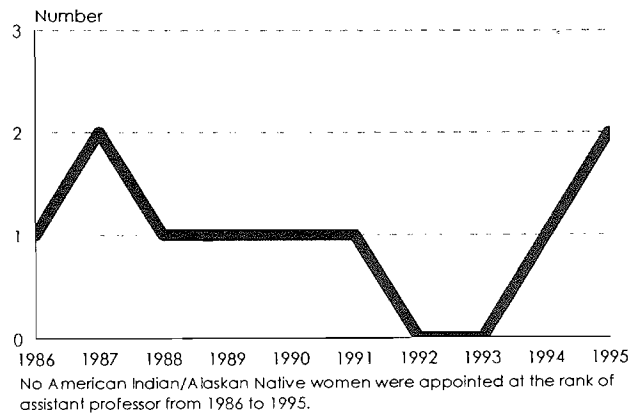
Professor



Associate Professor



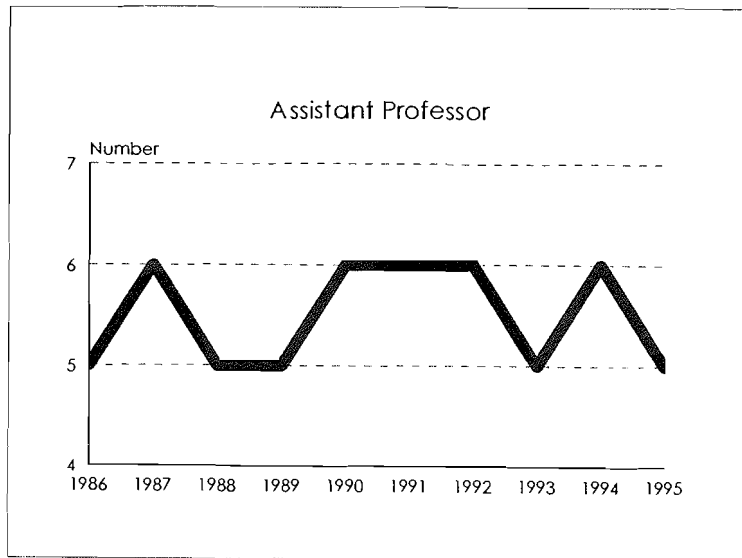
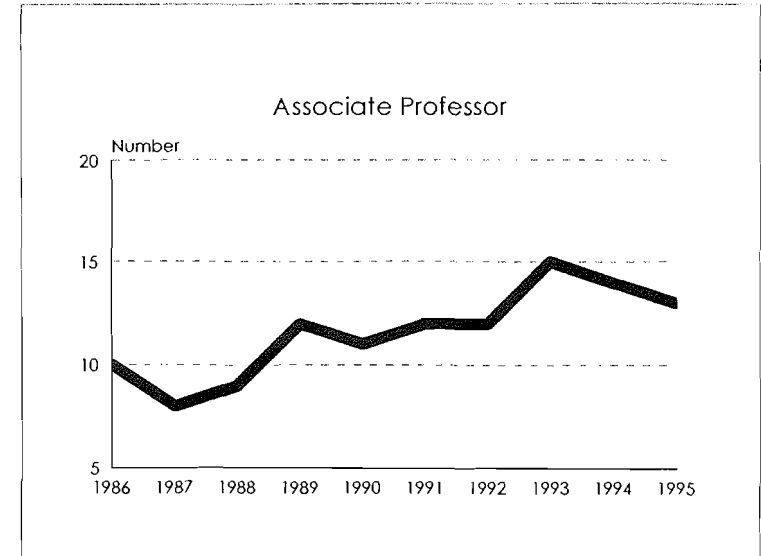
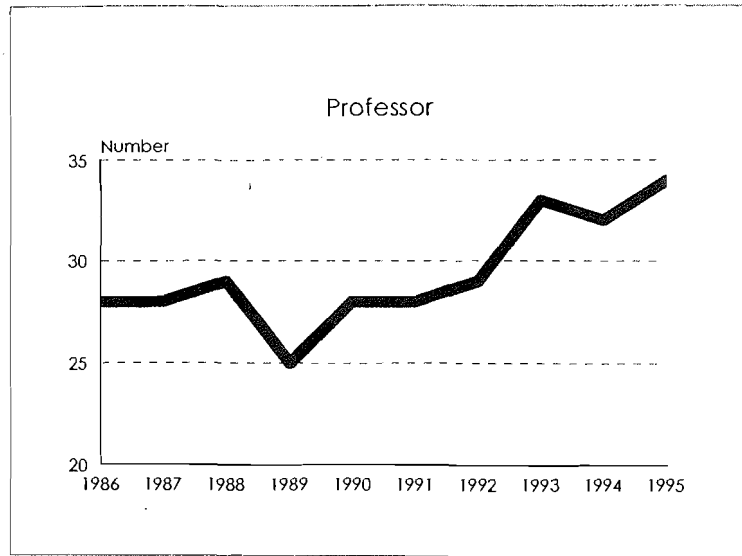
Assistant Professor



Instructor

No American Indians/Alaskan Natives were appointed at the rank of instructor in the tenure system from 1986 to 1995.

Tenure System Faculty by Rank, 1986-95 Handicappers



Instructor

No handicappers were reported at the instructor rank in the tenure system from 1986 to 1995.

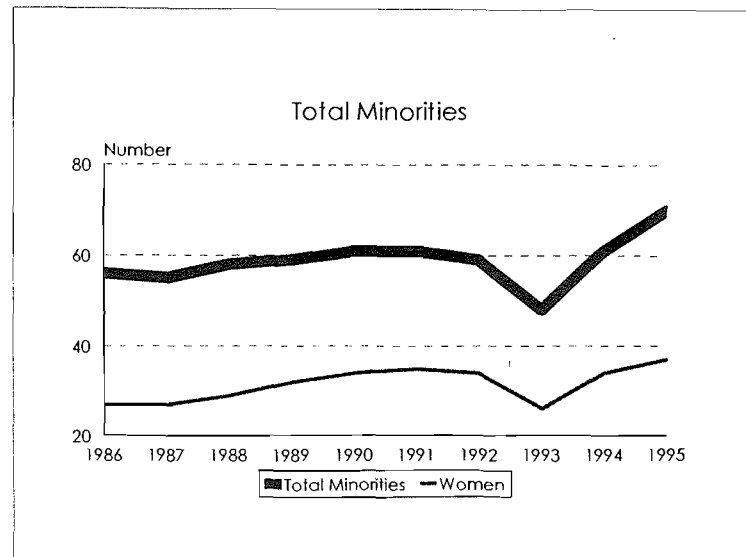
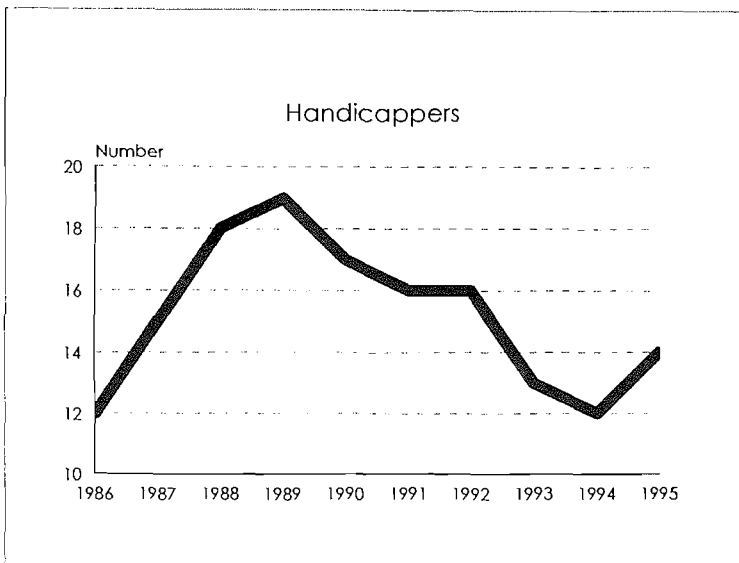
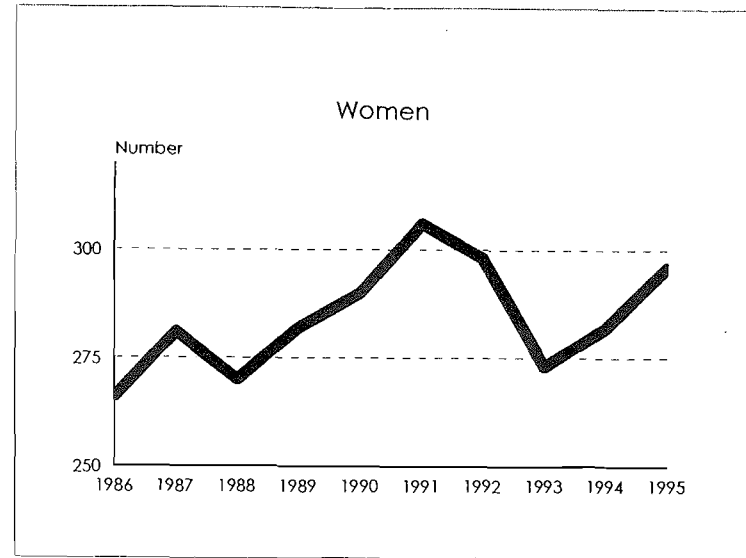
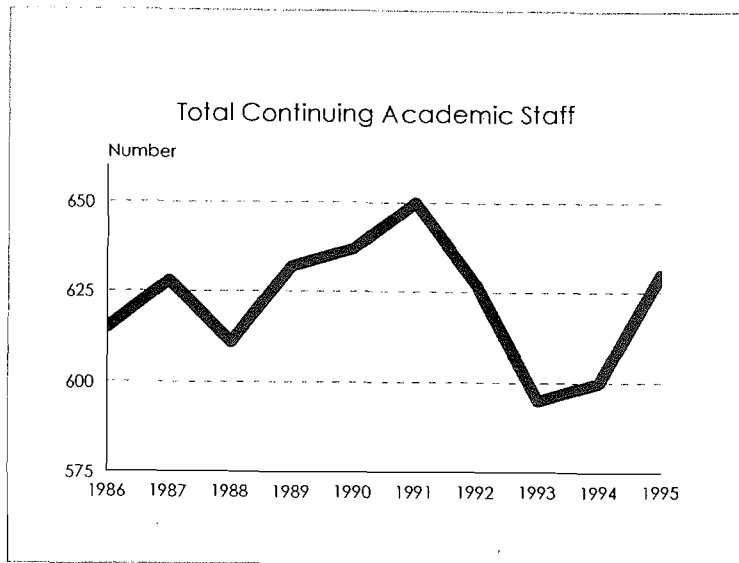
Continuing Academic Staff Hires and Separations, 1994-95

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires						
Men	3	0	0	0	3	28
Women	5	0	1	1	7	29
Total New Hires	8	0	1	1	10	57
Separations						
Retirements						
Men	0	0	0	0	0	4
Women	0	0	0	0	0	0
<i>Total</i>	0	0	0	0	0	4
Other Reasons						
Men	0	0	0	0	0	12
Women	2	1	0	0	3	16
<i>Total</i>	2	1	0	0	3	28
Total Separations						
Men	0	0	0	0	0	16
Women	2	1	0	0	3	16
Total	2	1	0	0	3	32

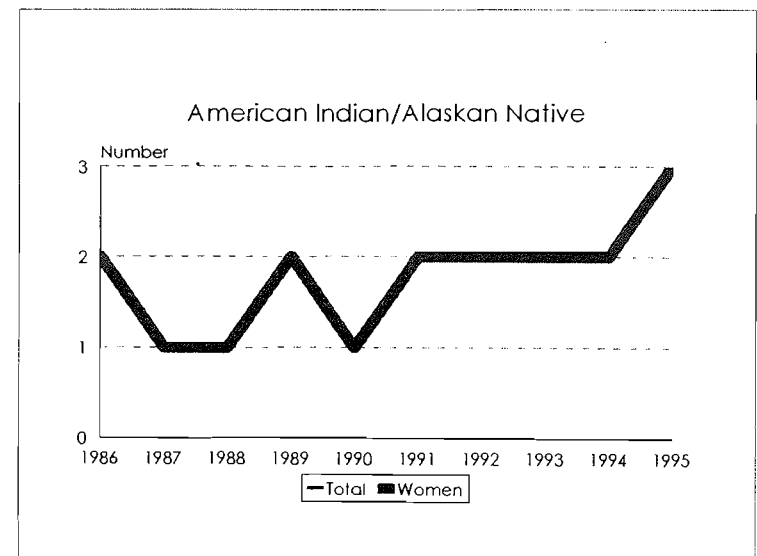
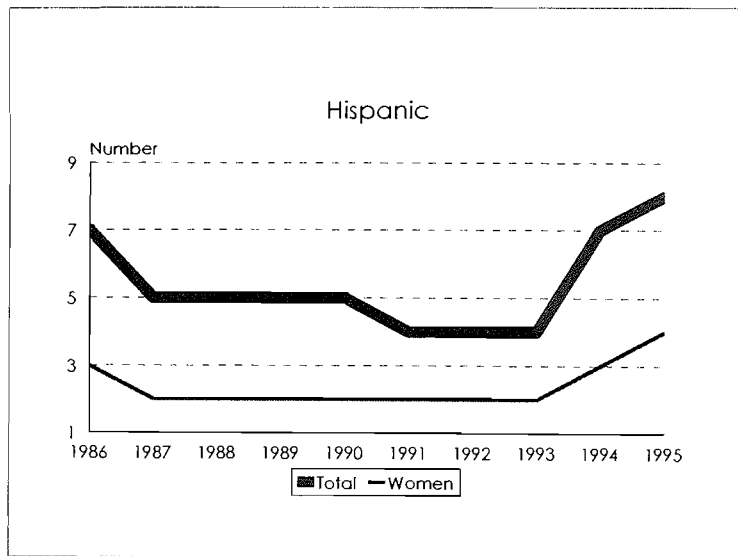
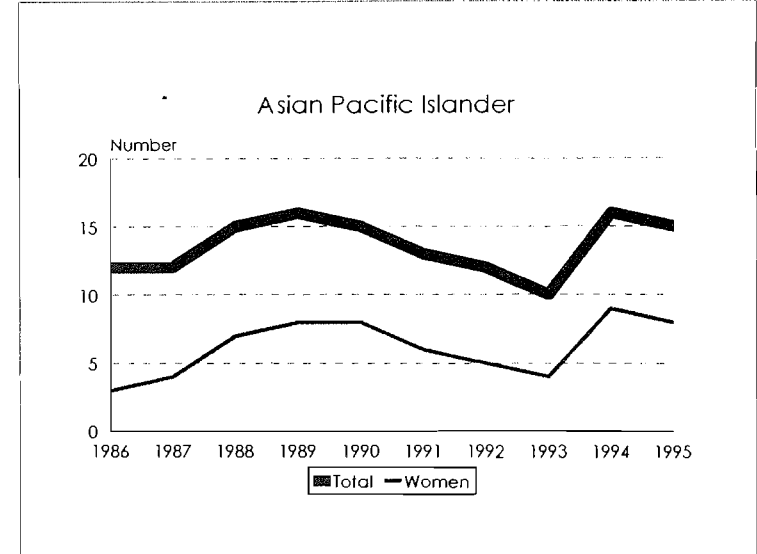
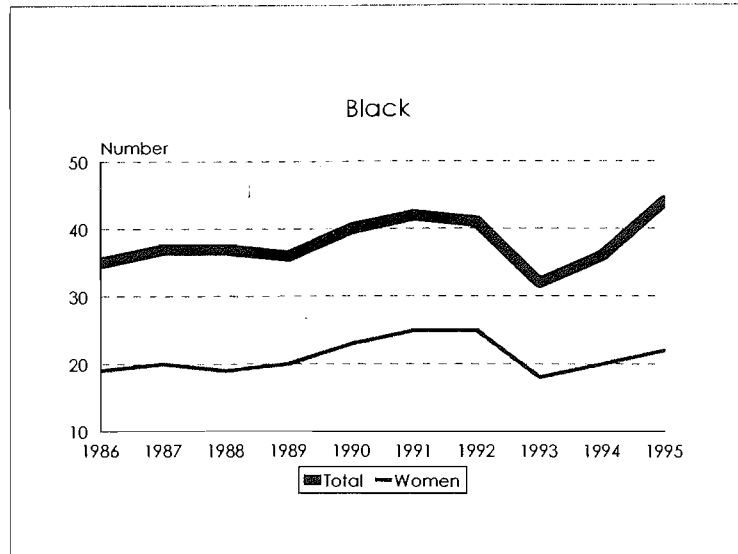
Continuing Academic Staff by College, Fall 1995

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Agriculture & Natural Resources	0	1	0	0	1	0	5	22
Arts & Letters	0	0	0	0	0	0	4	5
Eli Broad College of Business	1	0	1	0	2	0	7	11
Communication Arts & Sciences	1	0	0	0	1	0	5	8
Education	0	1	0	0	1	1	4	9
Engineering	4	0	0	0	4	1	7	17
Human Ecology	0	0	0	0	0	0	7	7
Human Medicine	0	1	0	0	1	0	2	3
James Madison	0	0	0	0	0	0	1	1
Natural Science	3	2	0	0	5	2	16	37
Nursing	0	0	0	0	0	0	0	0
Osteopathic Medicine	0	1	0	0	1	0	3	5
Social Science	2	0	0	0	2	0	10	16
Veterinary Medicine	1	0	0	0	1	0	4	4
Non-College Units	32	9	7	3	51	10	221	485
University Total	44	15	8	3	70	14	296	630

Continuing Academic Staff, 1986-95

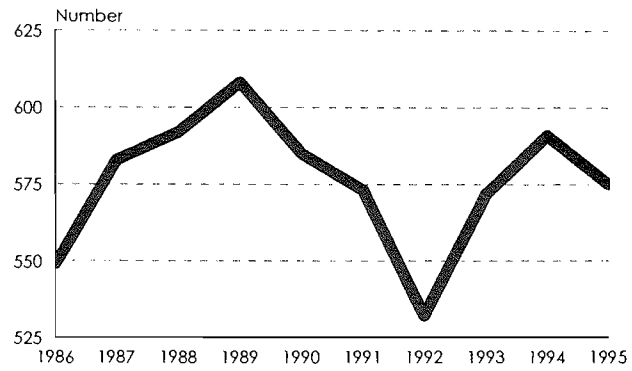


Continuing Academic Staff, 1986-95 Minorities by Ethnic ID

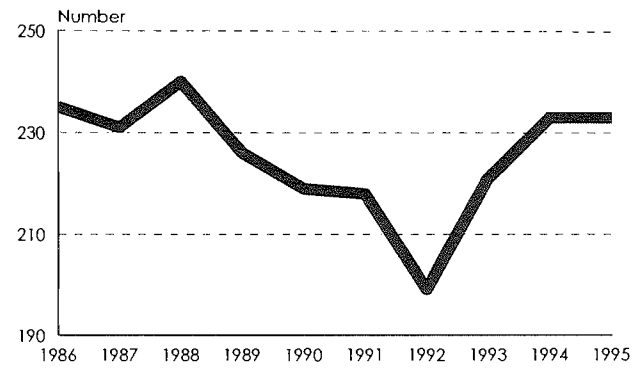


Temporary Faculty, 1986-95

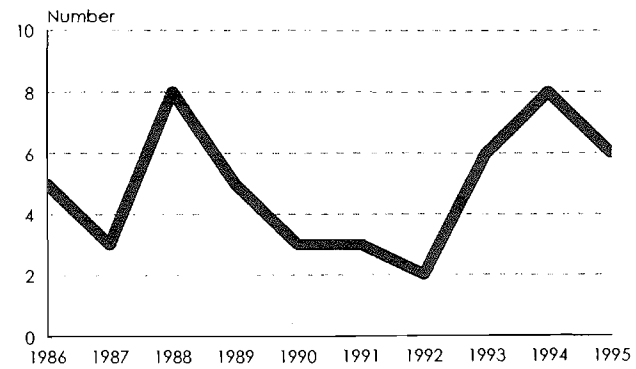
Total Temporary Faculty



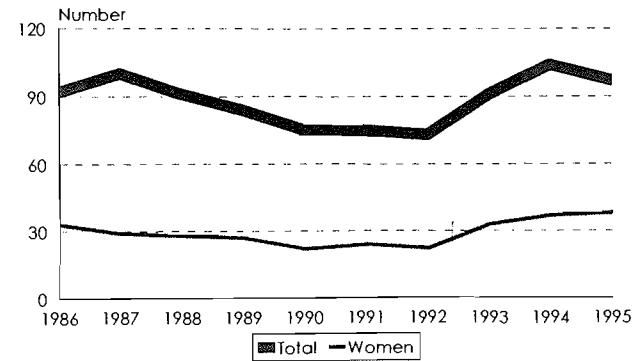
Women



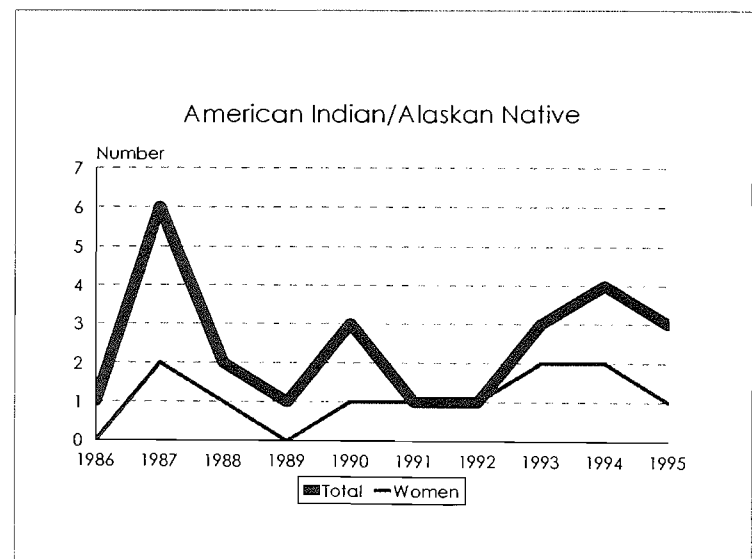
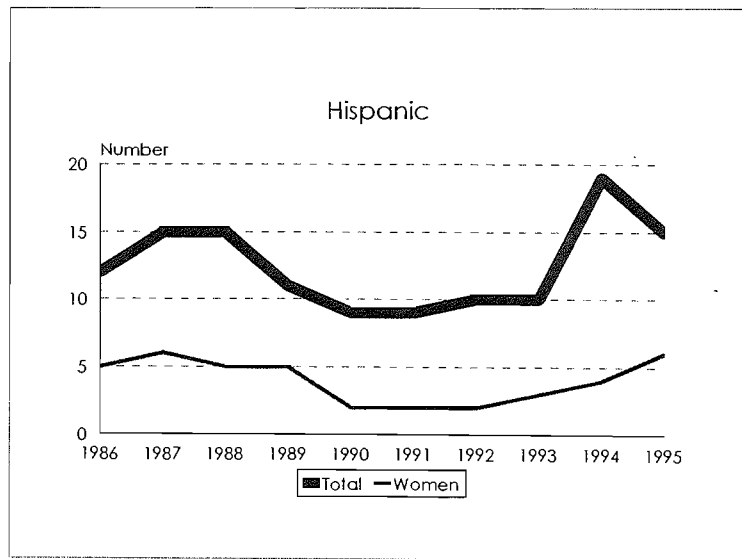
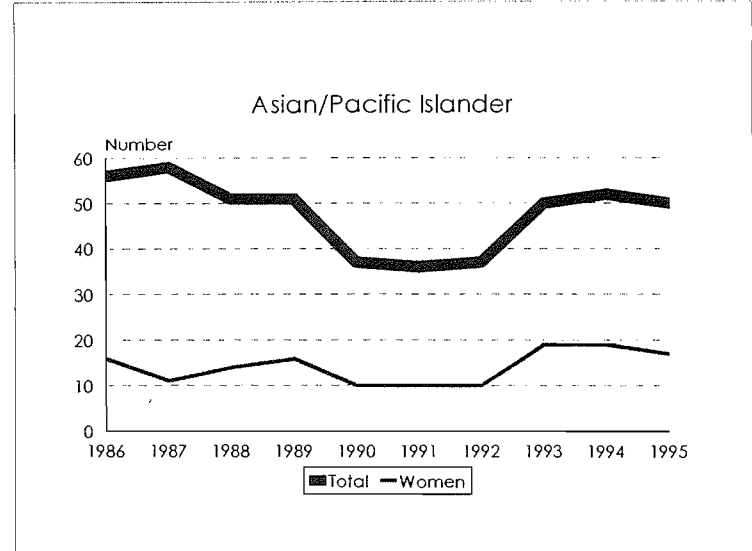
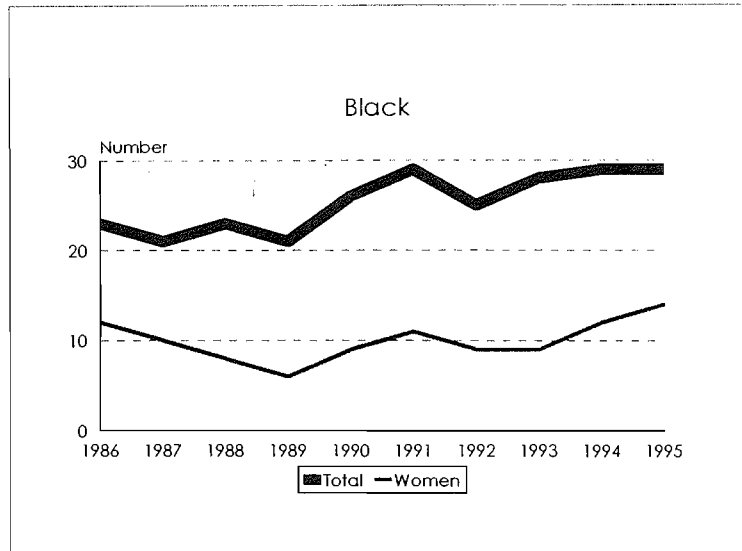
Handicappers



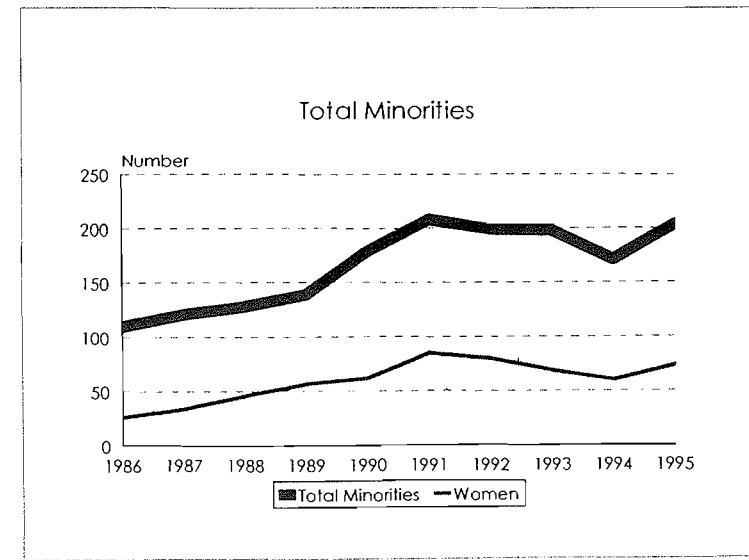
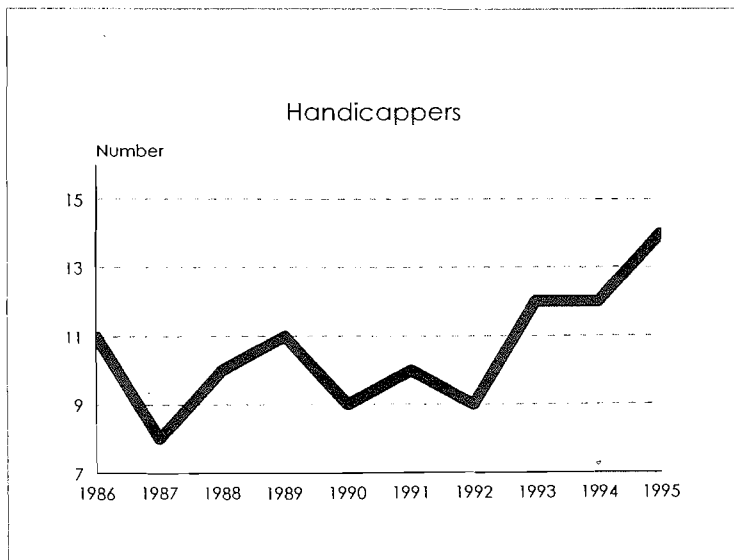
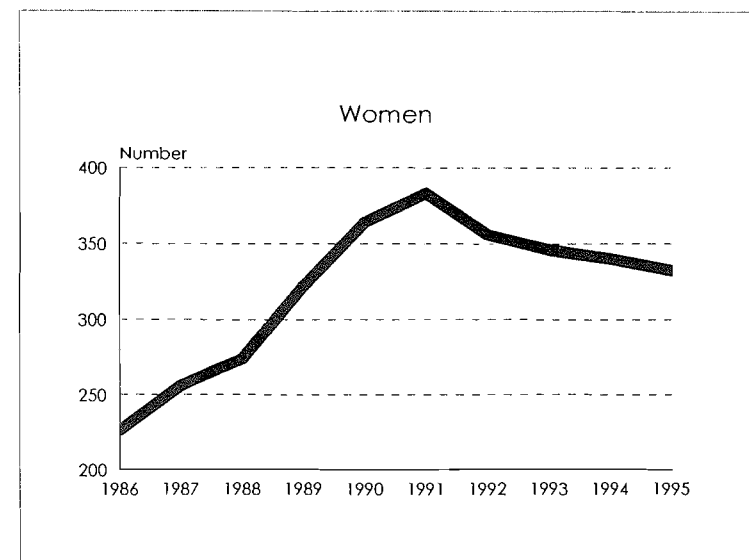
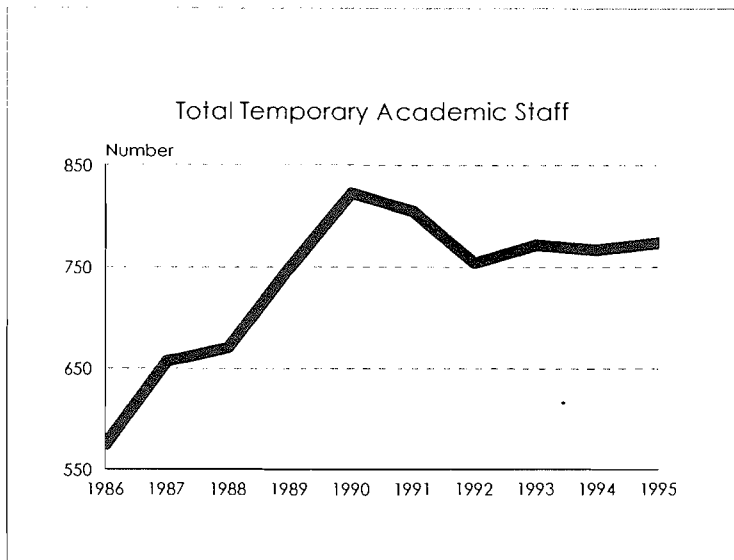
Total Minorities



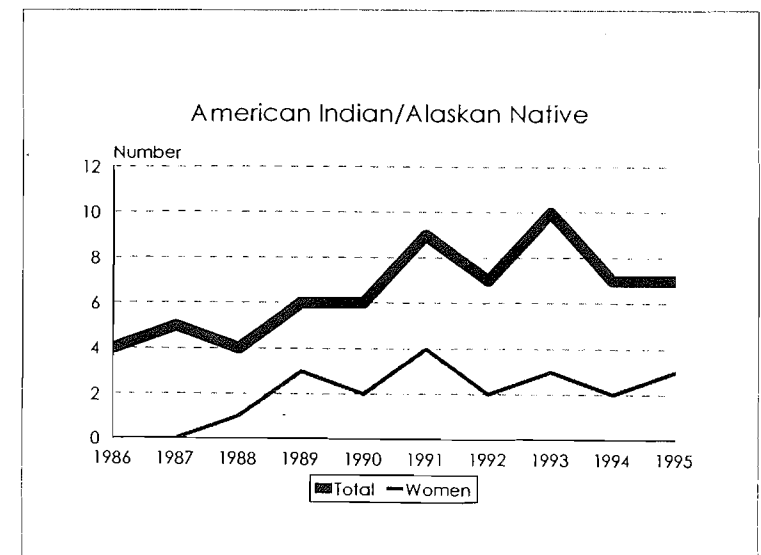
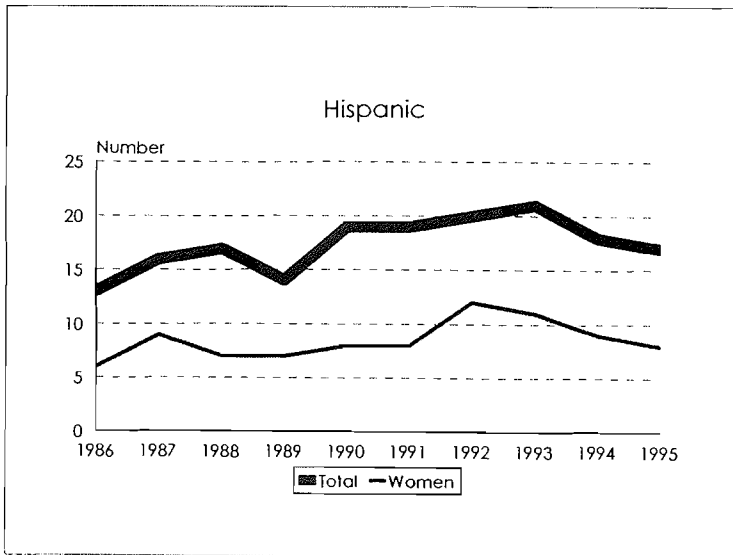
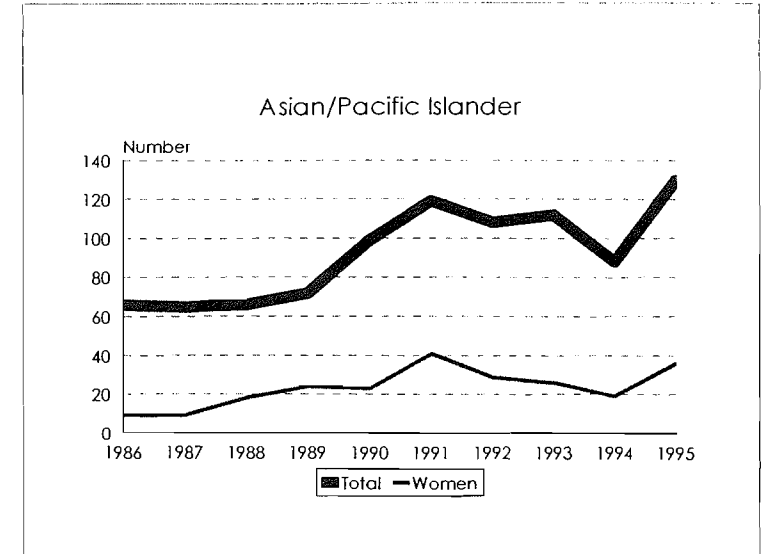
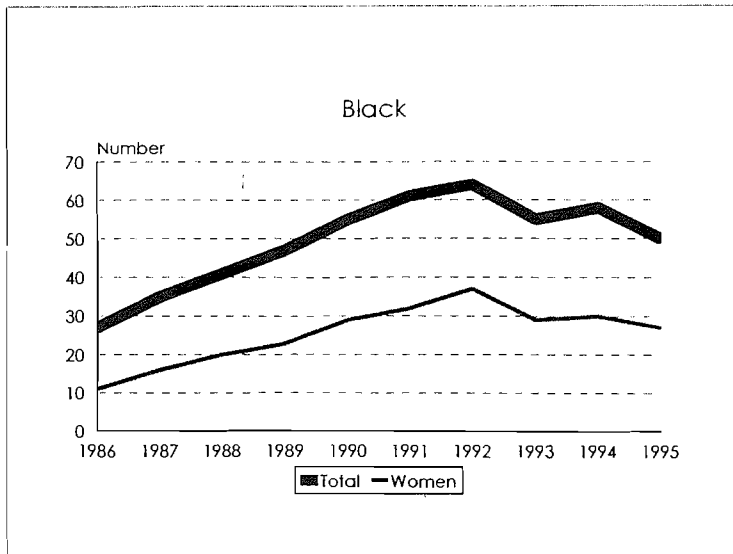
Temporary Faculty, 1986-95 Minorities by Ethnic ID



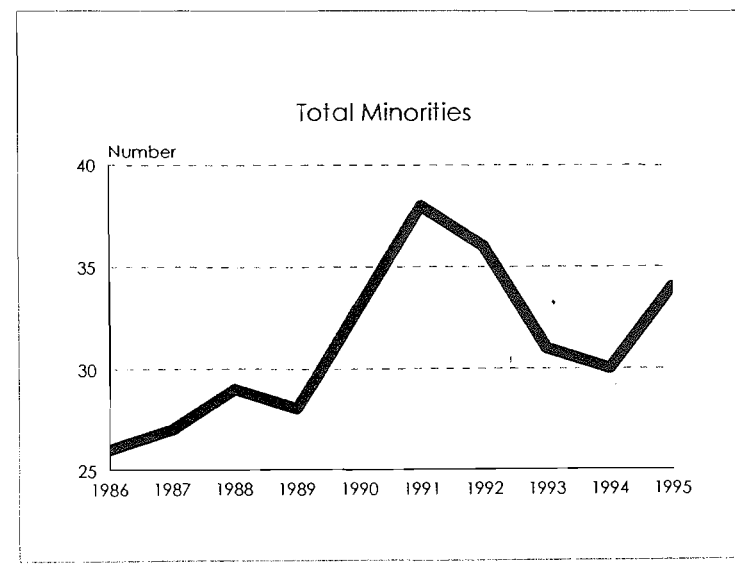
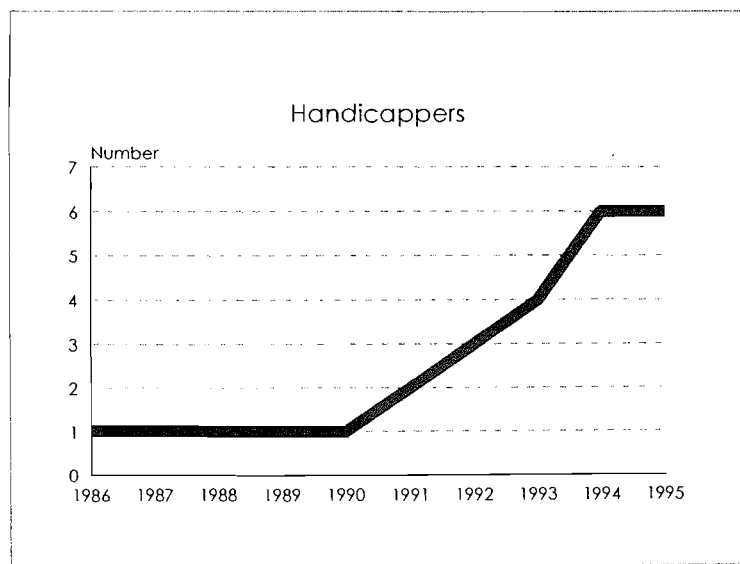
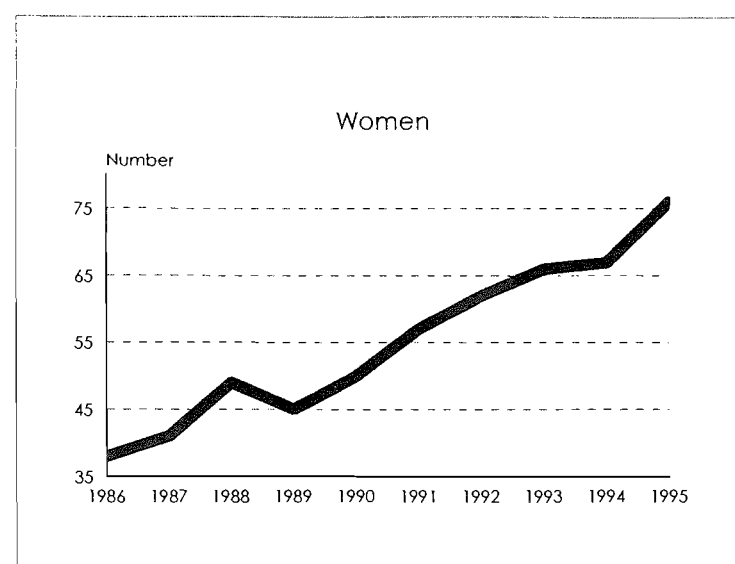
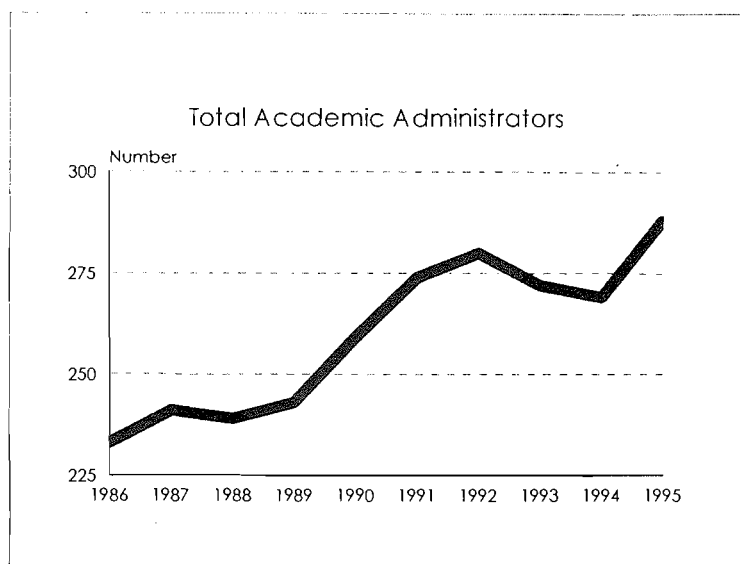
Temporary Academic Staff, 1986-95



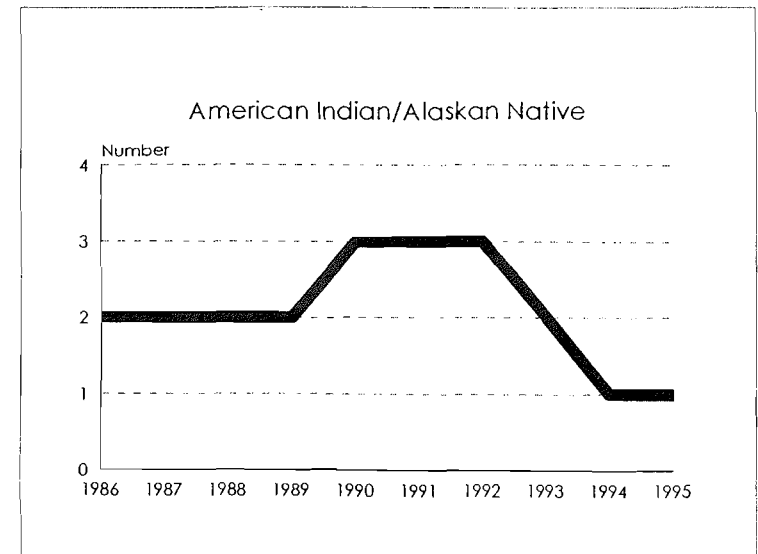
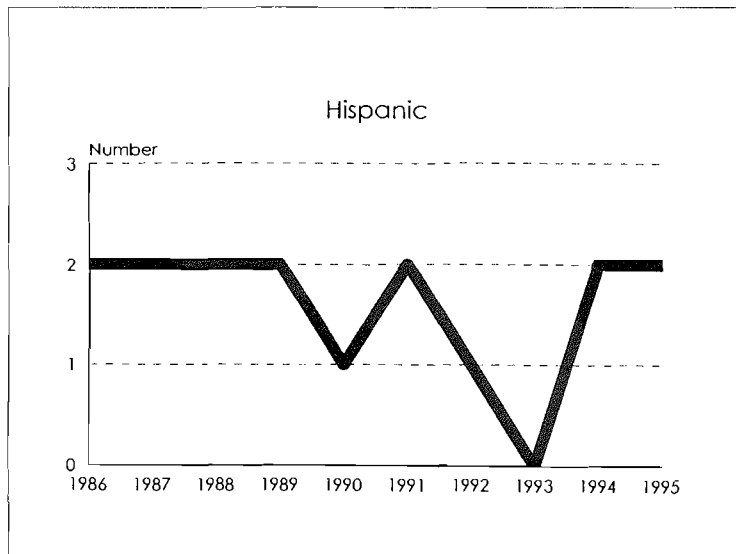
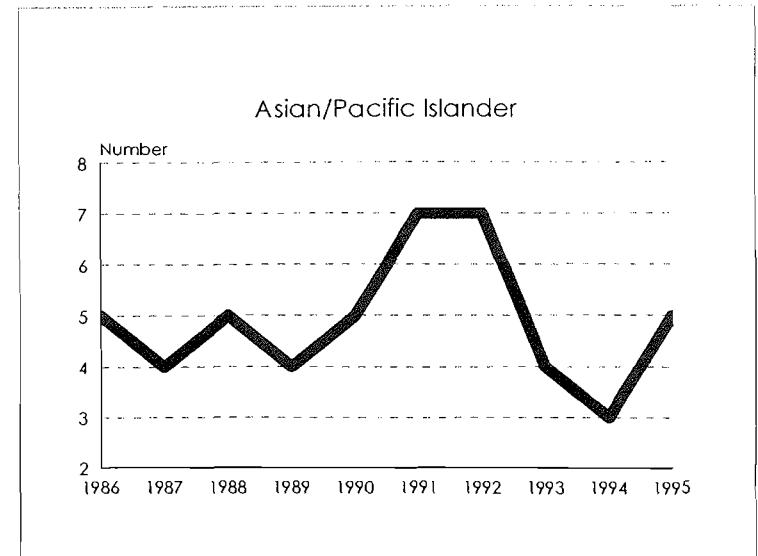
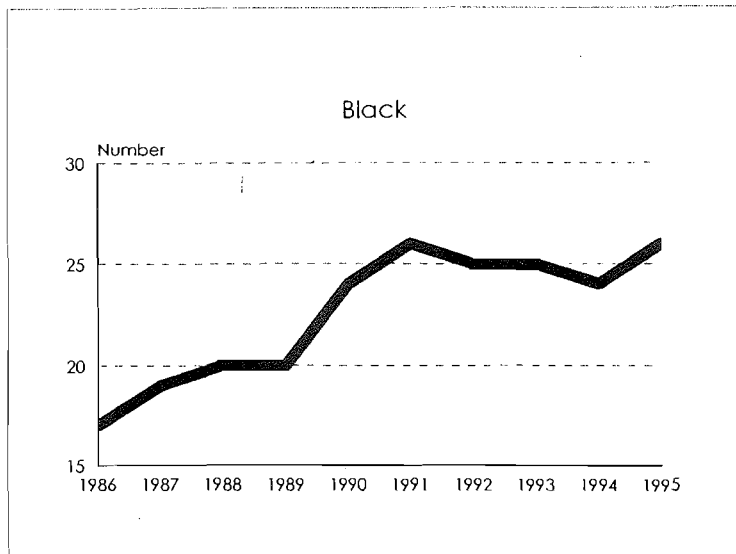
Temporary Academic Staff, 1986-95 Minorities by Ethnic ID



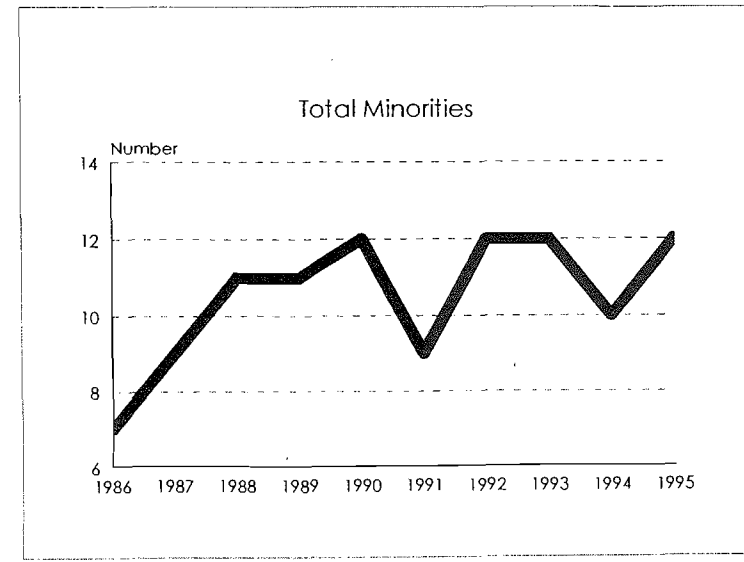
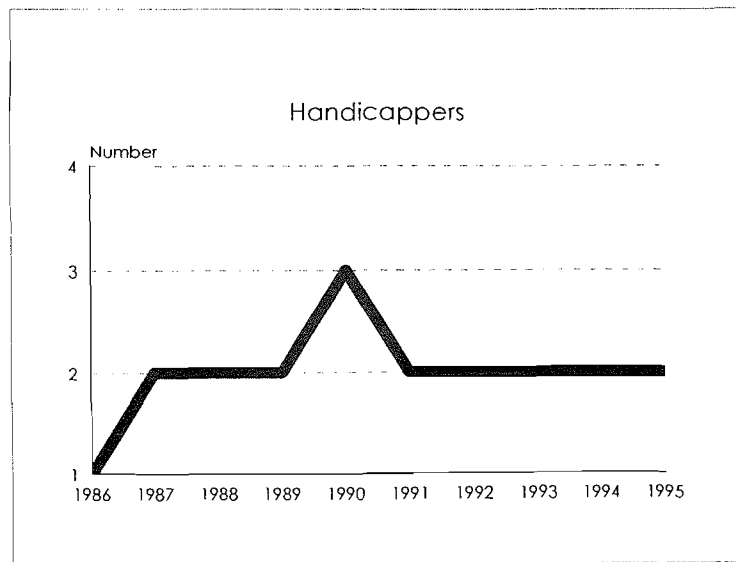
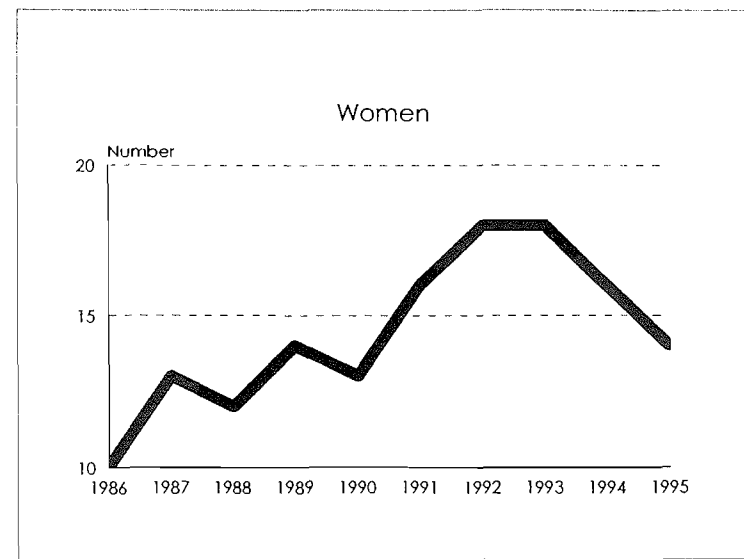
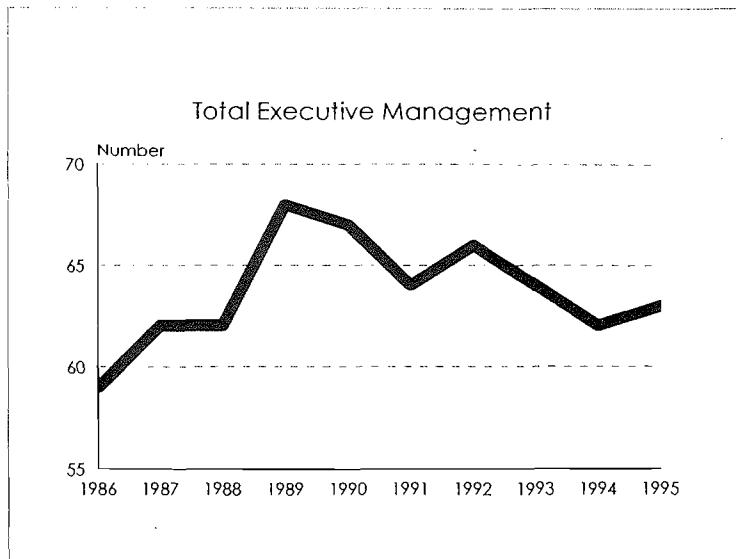
Academic Administrators, 1986-95



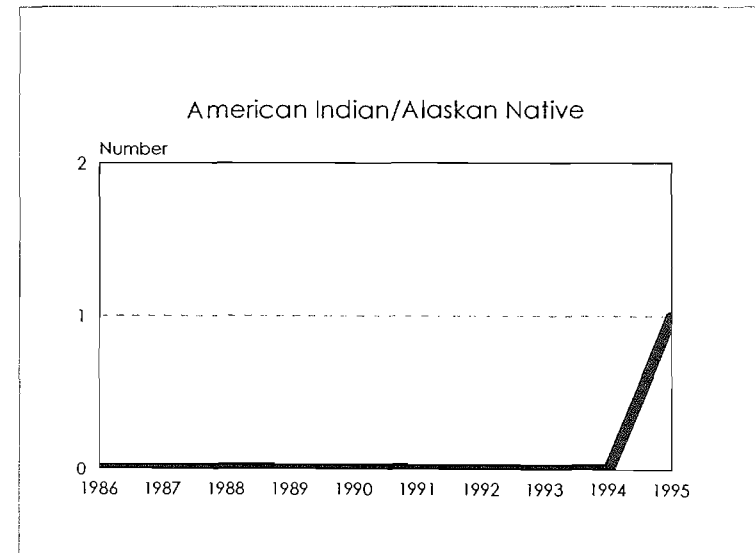
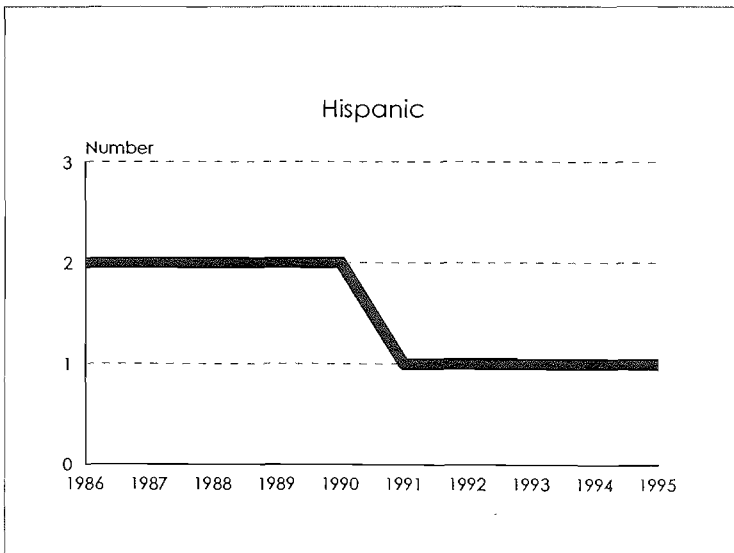
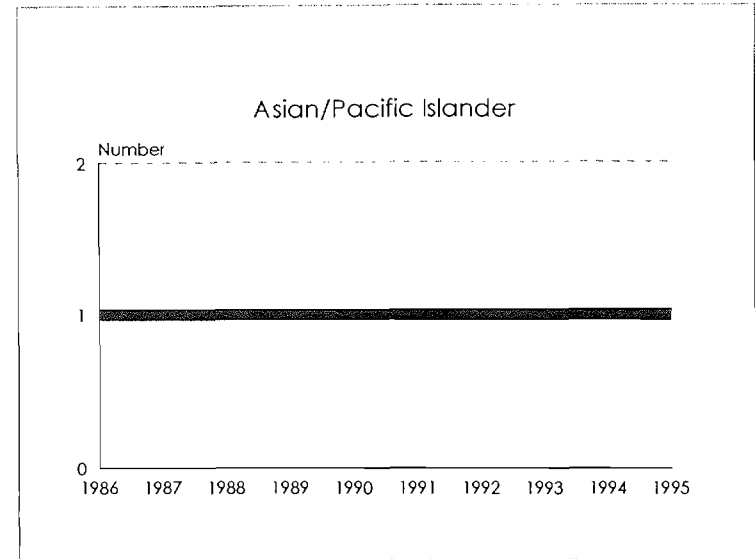
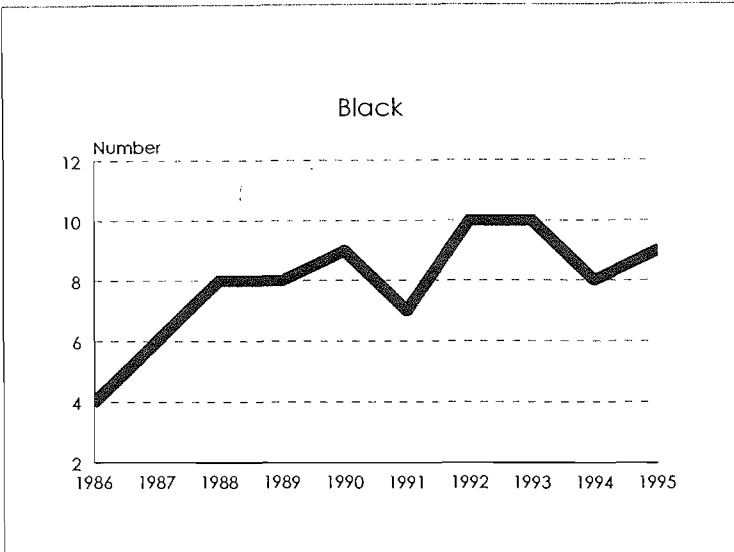
Academic Administrators, 1986-95 Minorities by Ethnic ID



Executive Management, 1986-95



Executive Management, 1986-95
Minorities by Ethnic ID



Academic Administrators and Executive Management, Fall 1995

Category		Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
Academic Administrators							
	Men	13	5	2	1	21	212
	Women	13	0	0	0	13	76
	Total Academic Administrators	26	5	2	1	34	288
Executive Management							
	Men	8	1	1	0	10	49
	Women	1	0	0	1	2	14
	Total Executive Management	9	1	1	1	12	63

Support Human Resources

Summary

	Fall 1995		Comparison to Fall 1994	
	#	% of Total	#	% of Total
Support Staff Workforce	5292		↓ 5	
<i>Minorities</i>	741	14.0%	↑ 16	↑ 0.3%
Black	403	7.6%	↑ 8	↑ 0.1%
Asian/Pacific Islander	91	1.7%	↓ 6	↓ 0.1%
Hispanic	209	3.9%	↑ 14	↑ 0.2%
Amer. Indian/Alaskan Native	38	0.7%	0	0
<i>Women</i>	3542	66.9%	↑ 11	↑ 0.2%

Support Human Resources

1995-96 Projections and Annual Hiring Goals

Category	Projected Opportunities	Hiring Goal Minorities	Hiring Goal Women
Officials and Managers	37	2	2
Professionals	109	9	26
Clerical	124	2	0
Technical	30	1	5
Service/Maintenance	81	1	16
Skilled Trades	12	0	2
University Total	393	15	51

Definitions of Terms Used

Employment Categories

The following employment categories for higher education institutions are used in EEO reporting to federal and state agencies.

Officials and Managers: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual units or program areas of operation.

Professional: Occupations which require four years or more of college, experience, or comparable background. Jobs in this category do not include occupations whose primary task is instruction.

Clerical: Occupations in which employees perform tasks associated with clerical or secretarial activities, including internal and/or external communication, recording and retrieval of data or other paper work required in an office.

Technical: Occupations which require a combination of basic scientific or technical knowledge and manual skills which can be obtained through on the job training or past high school education, typically equivalent to two years at a community college.

Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities, grounds, or property.

Skilled Trades: Occupations that typically require a relatively high level of manual skill and thorough and comprehensive knowledge of the processes involved in the work. Usually require extensive apprenticeship, on-the-job, or other training.

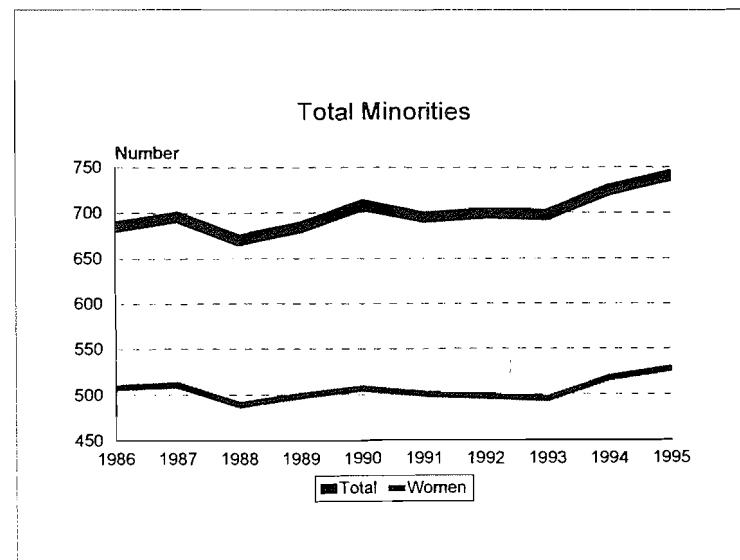
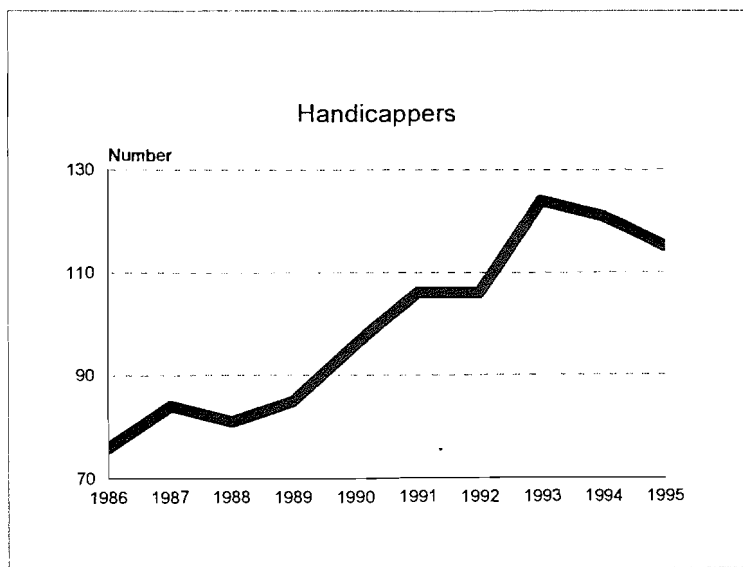
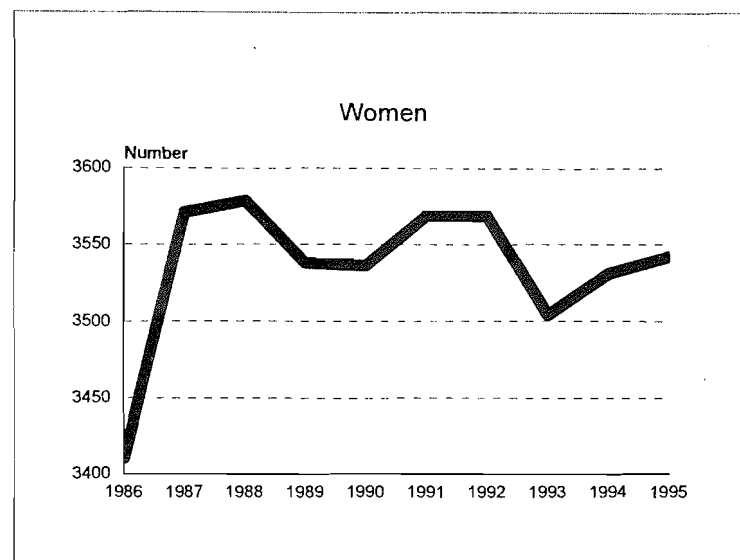
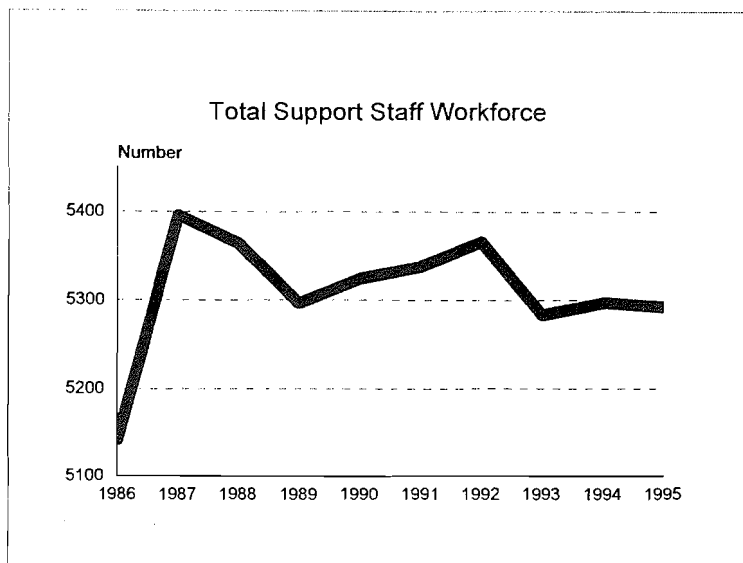
Support Staff Workforce Hires and Promotions, 1994-95

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
New Hires								
Officials & Managers	2	0	1	0	3	0	13	23
Professionals	9	8	5	2	24	0	85	152
Clerical	17	0	9	1	27	0	100	109
Technical	5	1	1	0	7	0	23	35
Service/Maintenance	29	2	18	1	50	1	117	142
Skilled Trades	0	0	1	0	1	0	2	13
Total New Hires	62	11	35	4	112	1	340	474
Promotions								
Officials & Managers	1	1	2	2	6	2	45	61
Professionals	7	4	3	0	14	2	64	101
Clerical	10	2	10	3	25	1	150	154
Technical	2	2	0	0	4	0	14	21
Service/Maintenance	9	0	9	0	18	0	22	62
Skilled Trades	1	1	0	0	2	1	6	29
Total Promotions	30	10	24	5	69	6	301	428

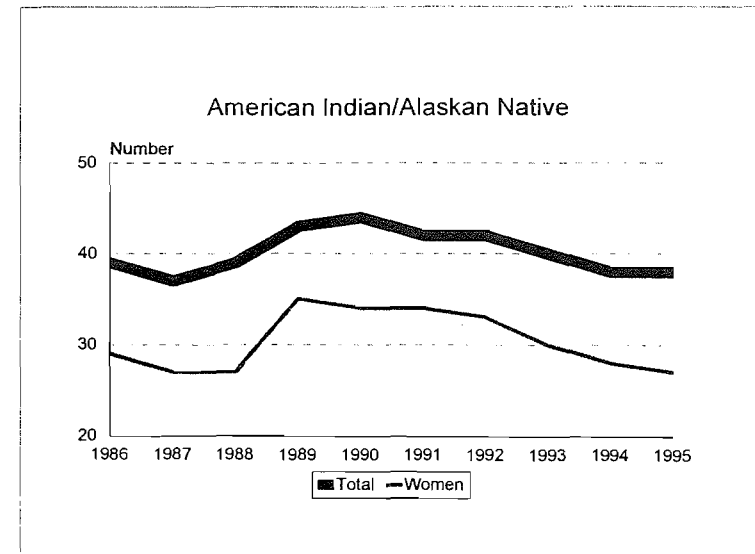
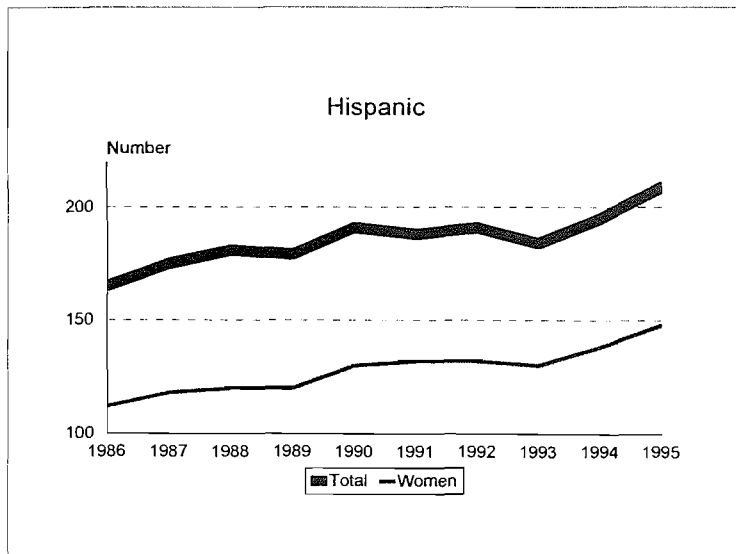
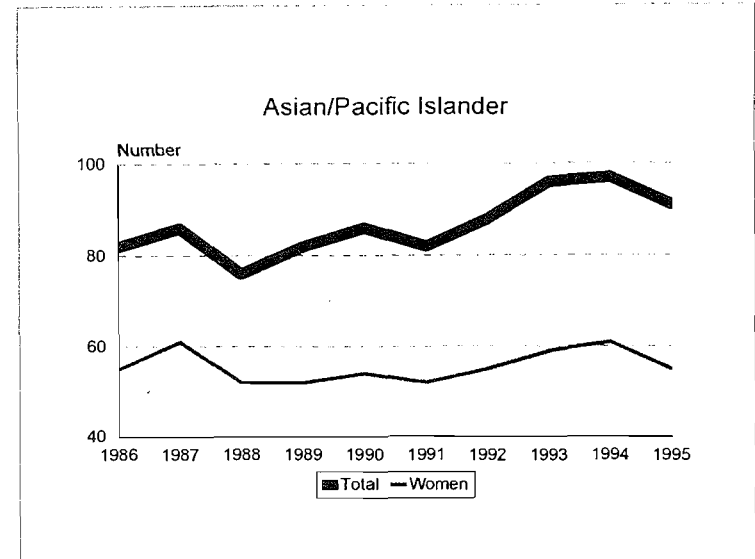
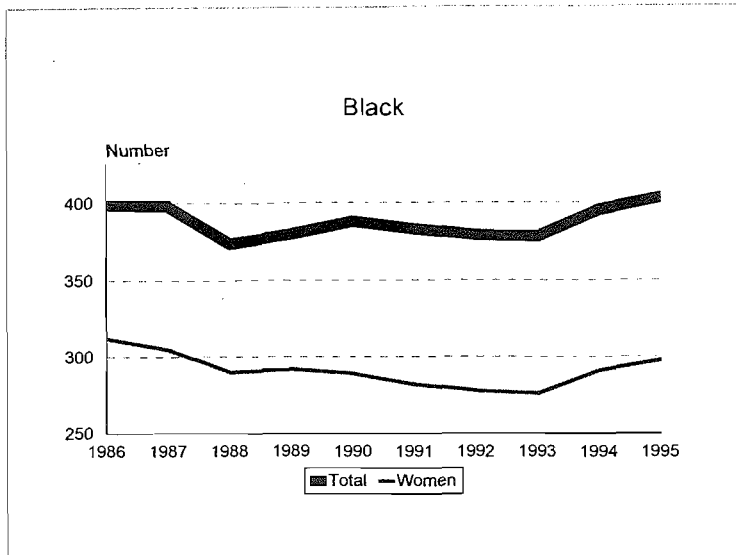
Support Staff Workforce Separations, 1994-95

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Separations								
Retirements								
Officials & Managers	0	1	0	0	1	0	4	10
Professionals	0	0	0	0	0	0	8	11
Clerical	0	1	0	0	1	0	16	16
Technical	0	0	0	0	0	0	1	2
Service/Maintenance	3	1	1	1	6	1	7	18
Skilled Trades	1	0	0	0	1	0	0	7
<i>Total</i>	4	3	1	1	9	1	36	64
Other Reasons								
Officials & Managers	0	0	1	0	1	0	12	19
Professionals	7	3	2	0	12	1	52	89
Clerical	8	0	4	0	12	0	66	72
Technical	1	2	0	0	3	1	21	28
Service/Maintenance	17	1	7	2	27	1	58	67
Skilled Trades	1	0	0	0	1	0	0	5
<i>Total</i>	34	6	14	2	56	3	209	280
Total Separations								
Officials & Managers	0	1	1	0	2	0	16	29
Professionals	7	3	2	0	12	1	60	100
Clerical	8	1	4	0	13	0	82	88
Technical	1	2	0	0	3	1	22	30
Service/Maintenance	20	2	8	3	33	2	65	85
Skilled Trades	2	0	0	0	2	0	0	12
Total	38	9	15	3	65	4	245	344

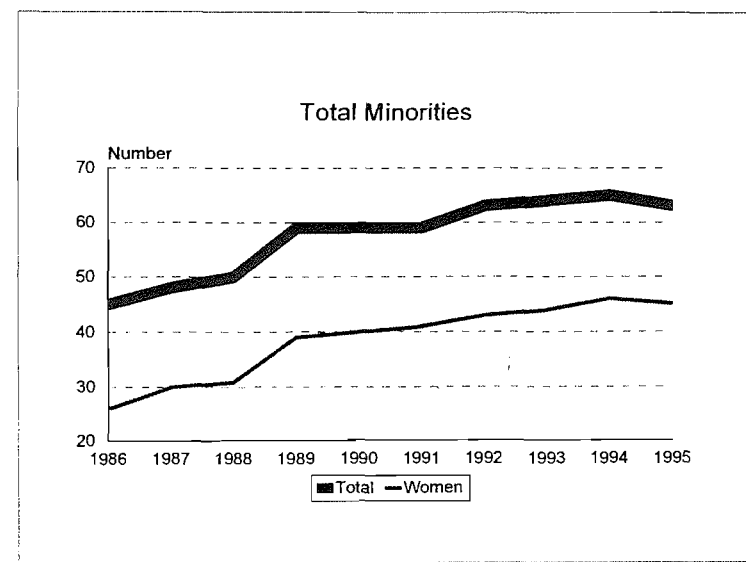
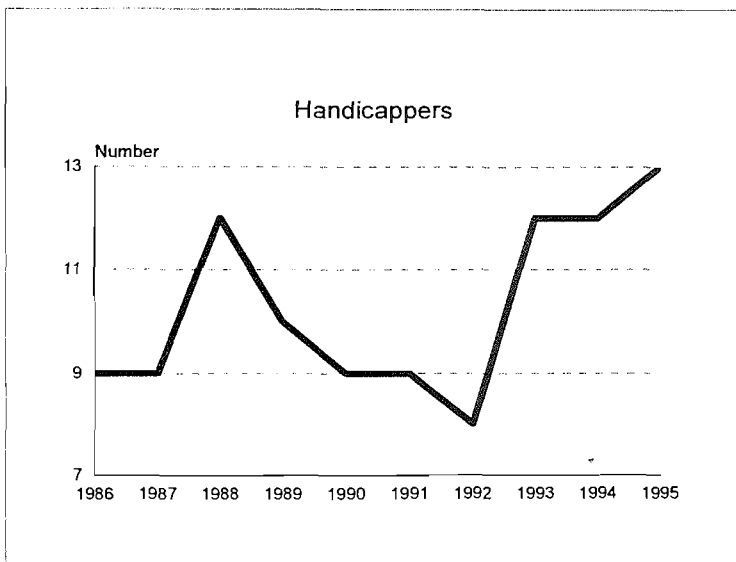
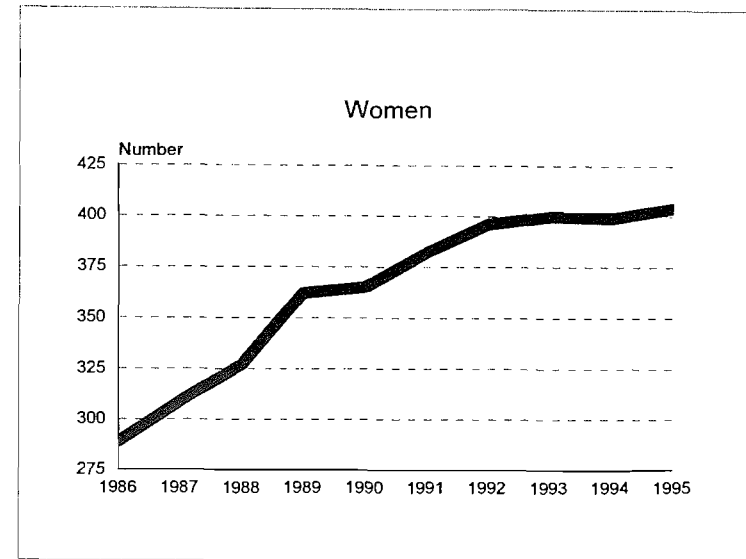
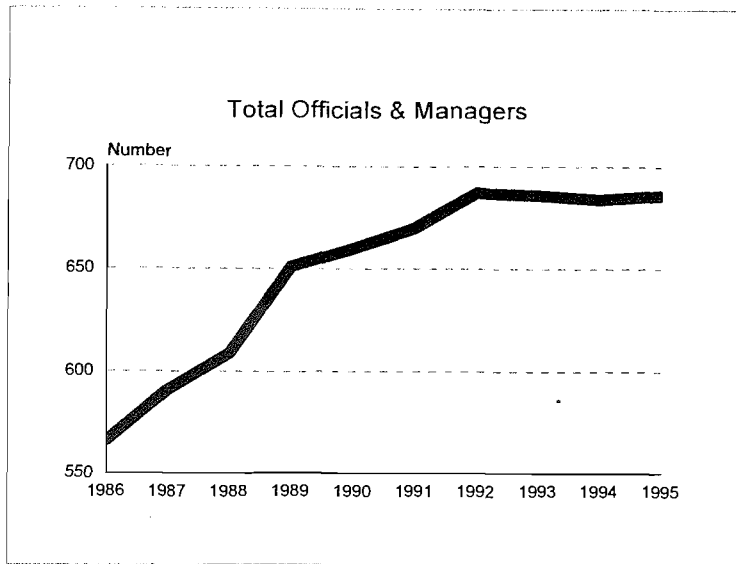
Support Staff Workforce, 1986-95



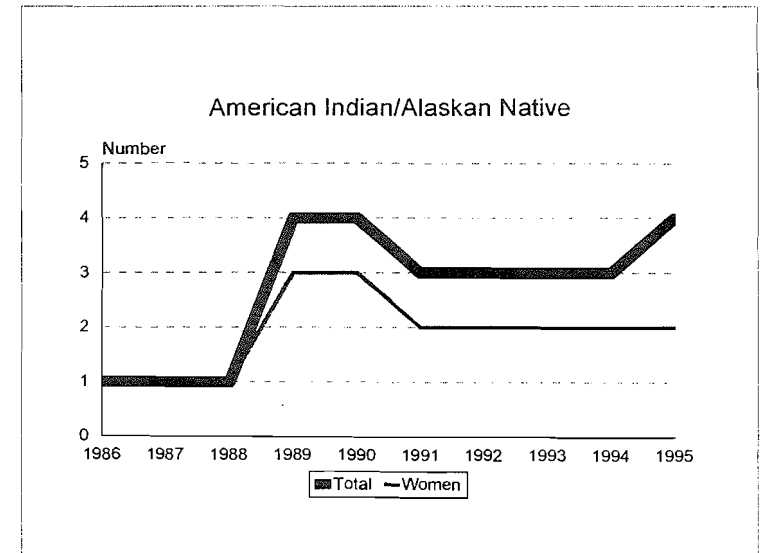
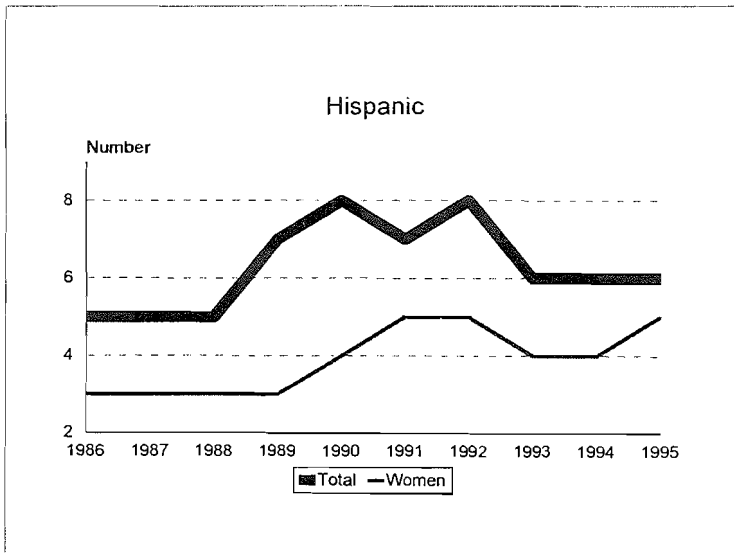
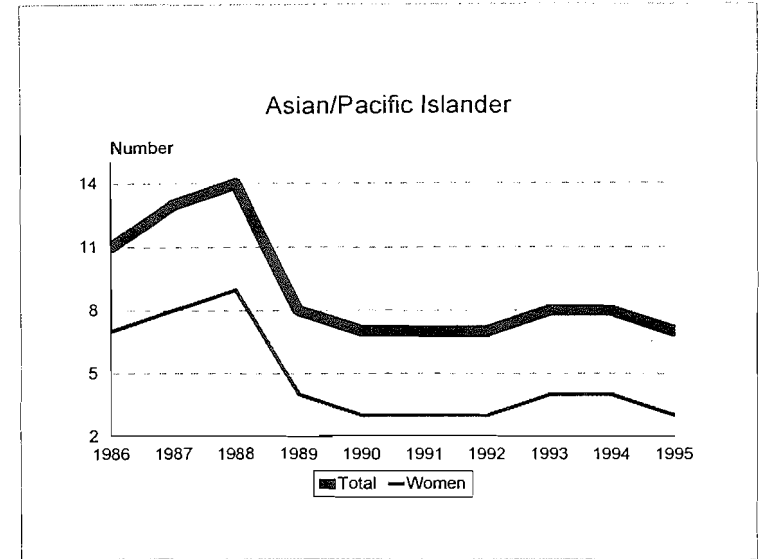
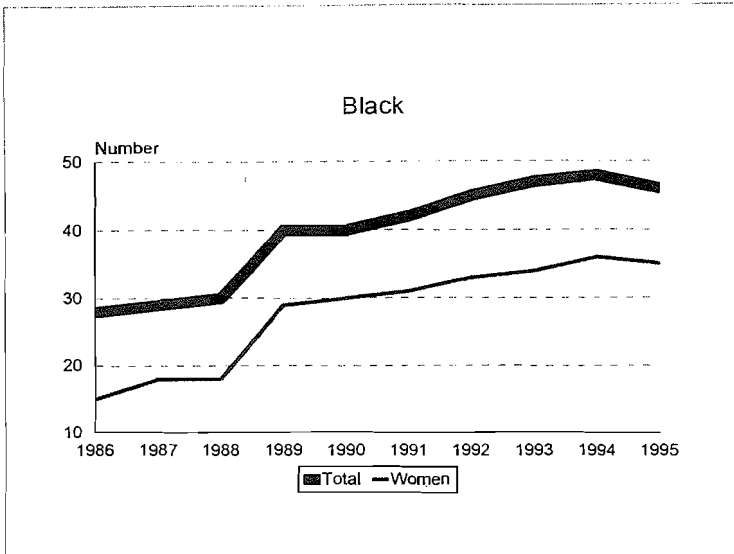
Support Staff Workforce, 1986-95 Minorities by Ethnic ID



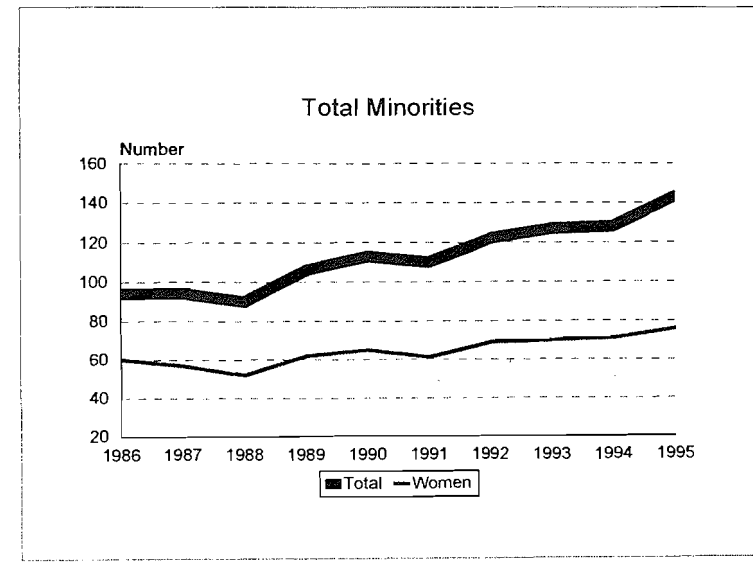
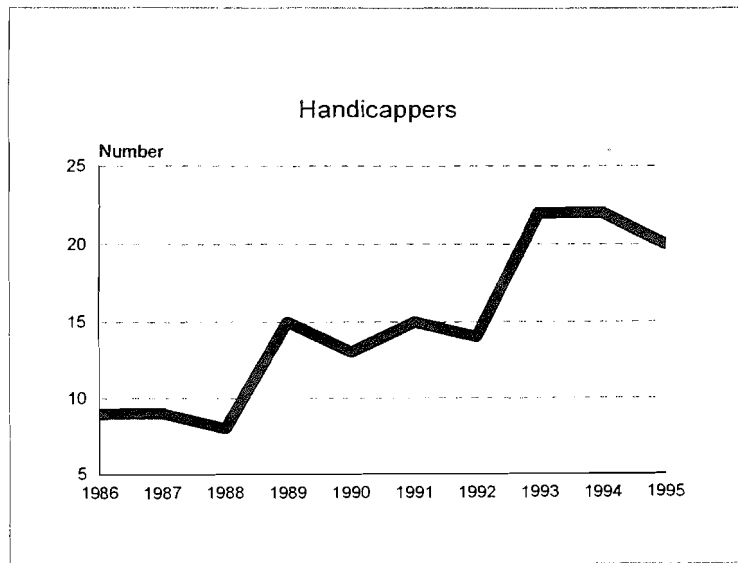
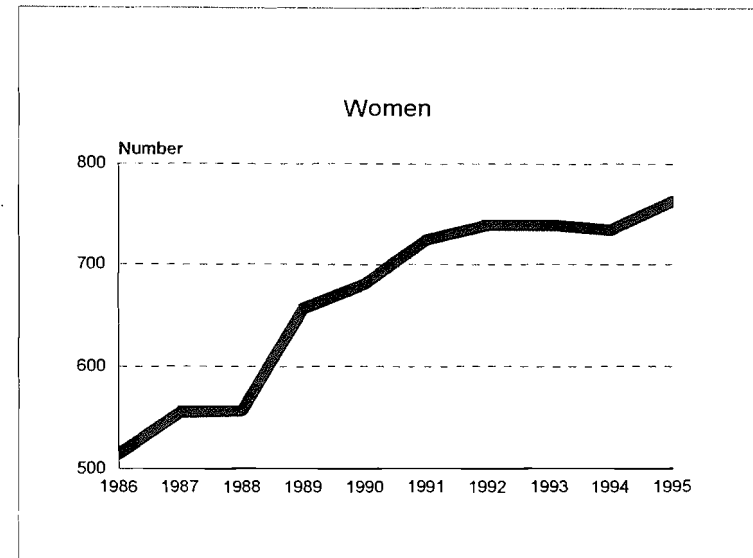
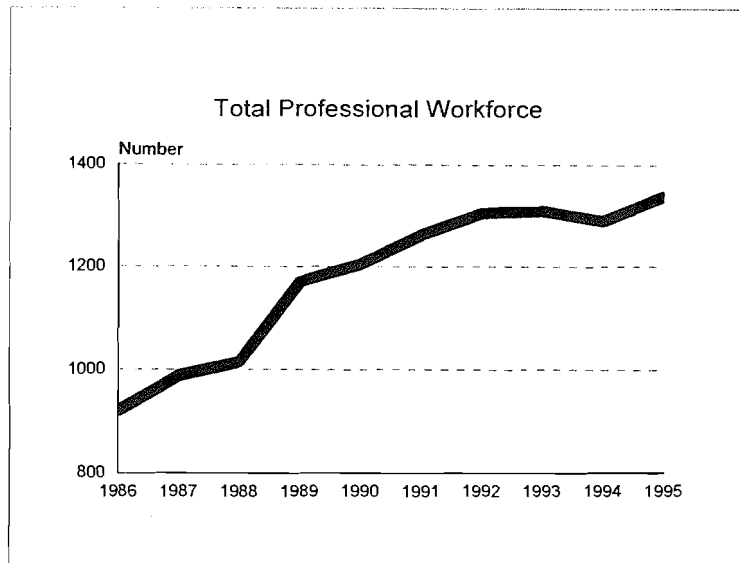
Officials & Managers, 1986-95



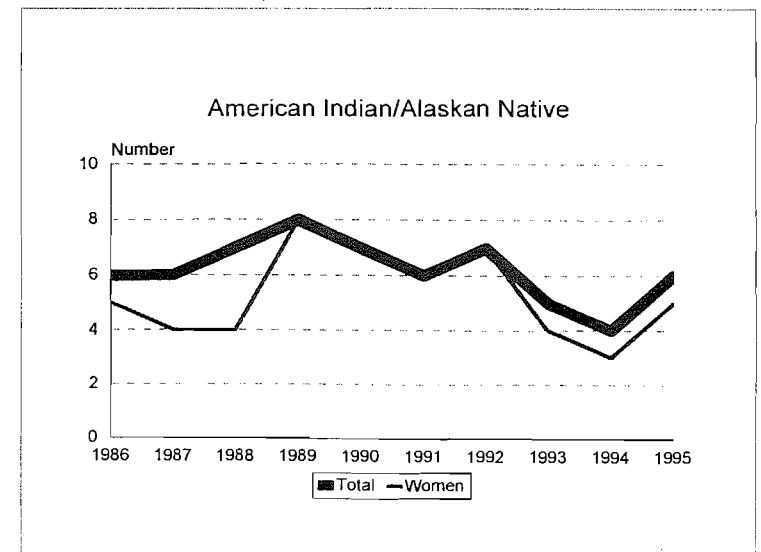
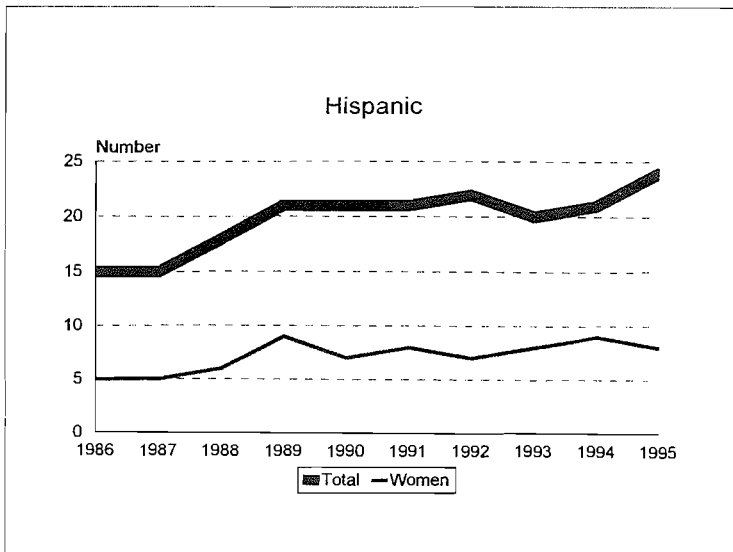
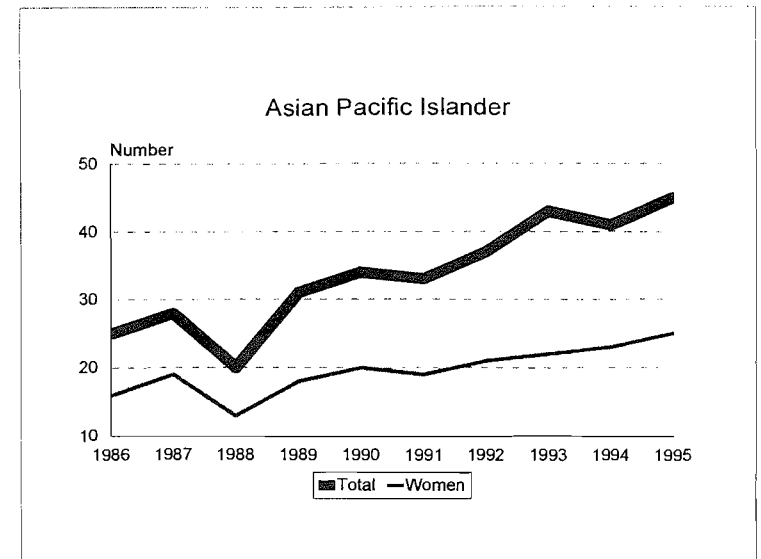
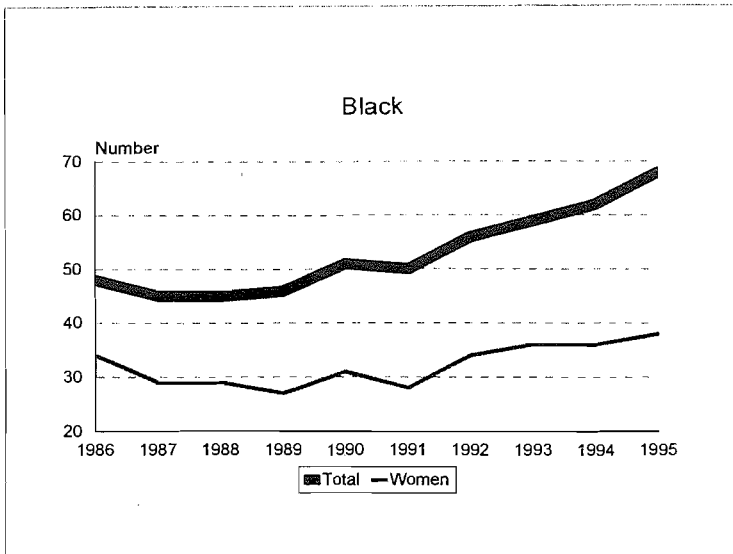
Officials & Managers, 1986-95 Minorities by Ethnic ID



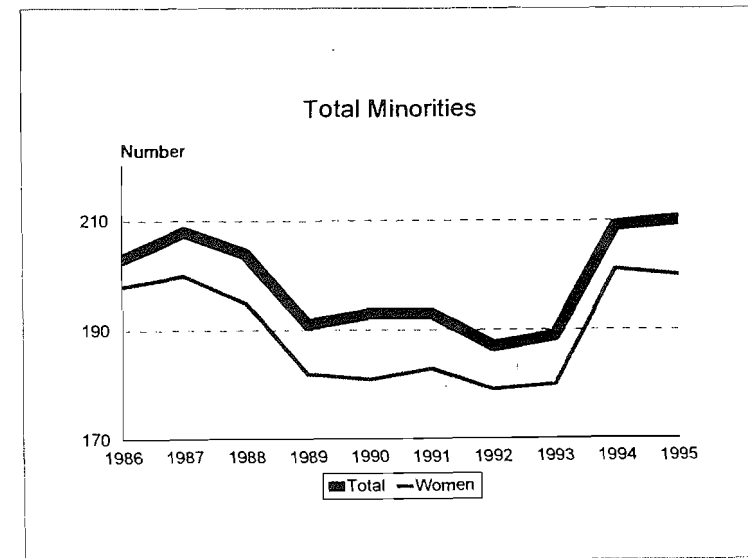
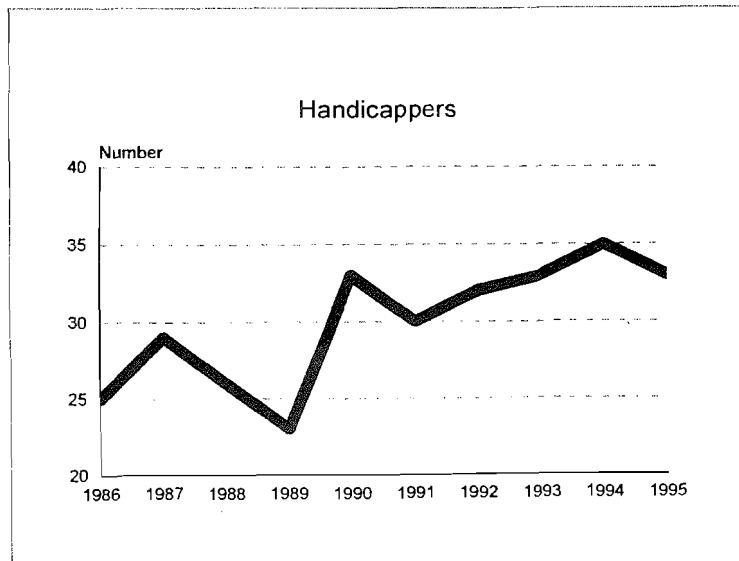
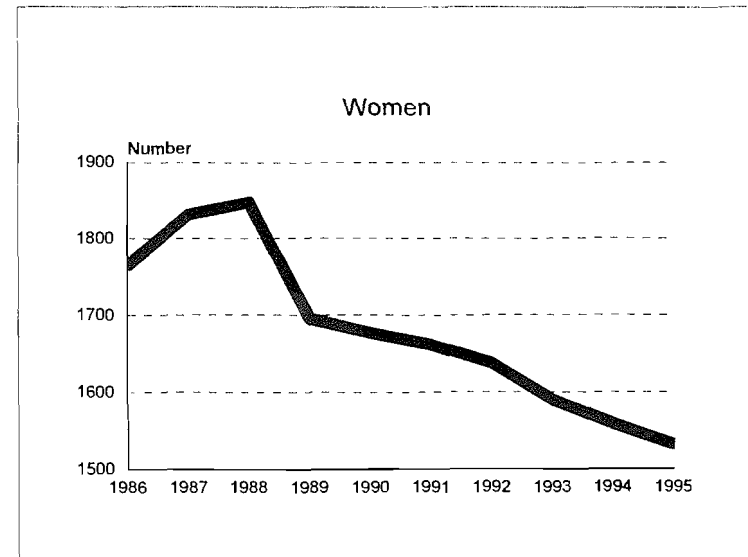
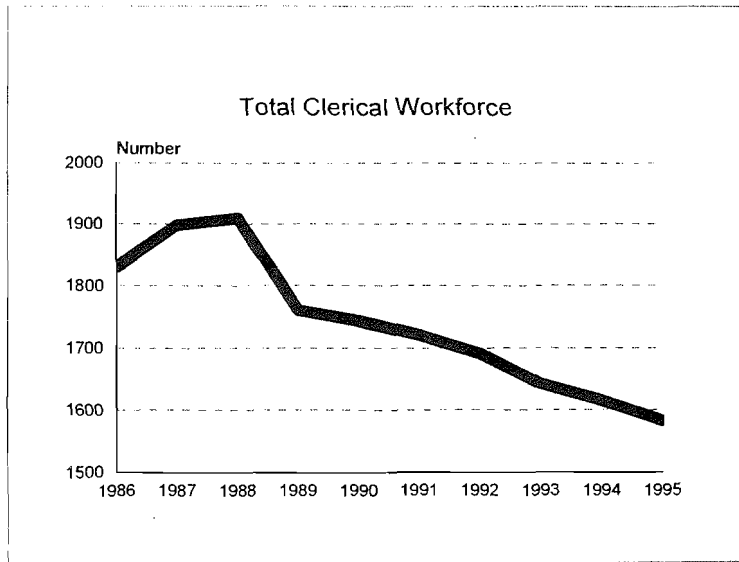
Professional Workforce, 1986-95



Professional Workforce, 1986-95 Minorities by Ethnic ID

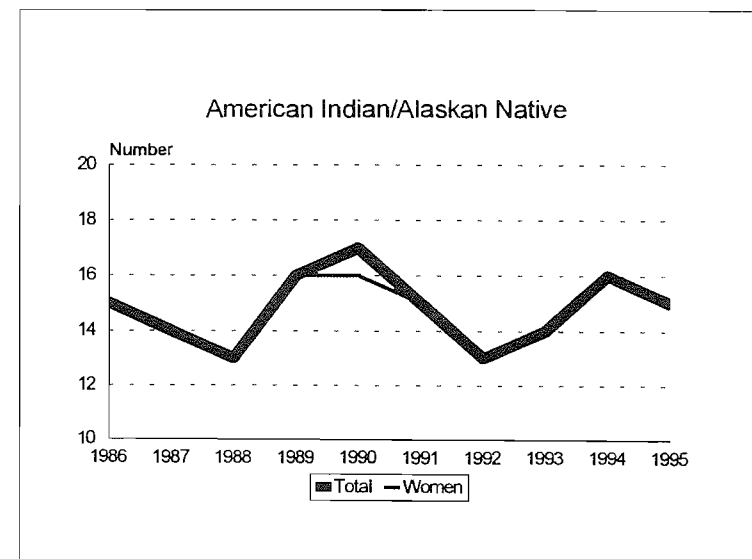
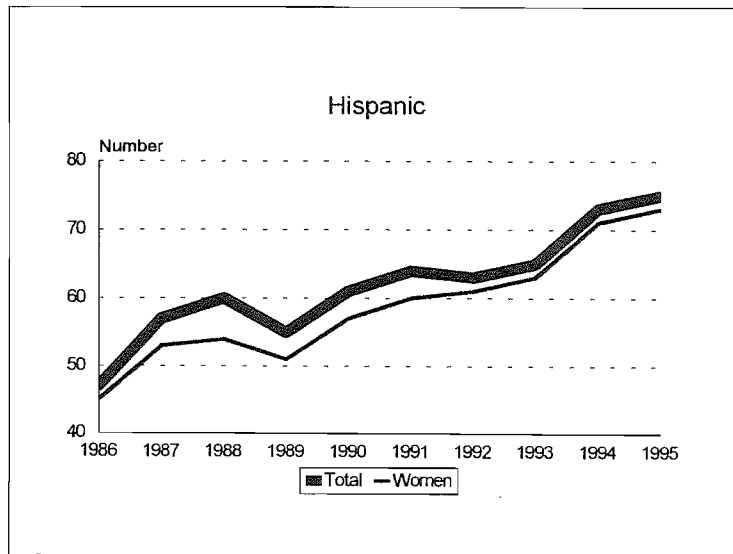
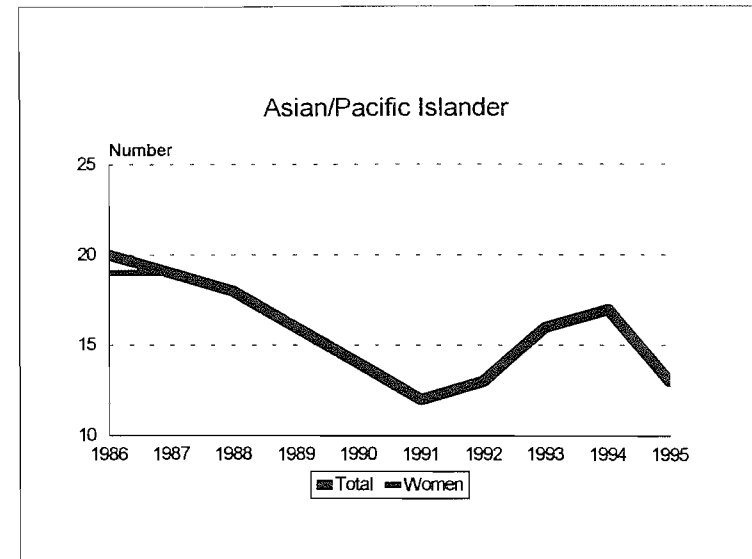
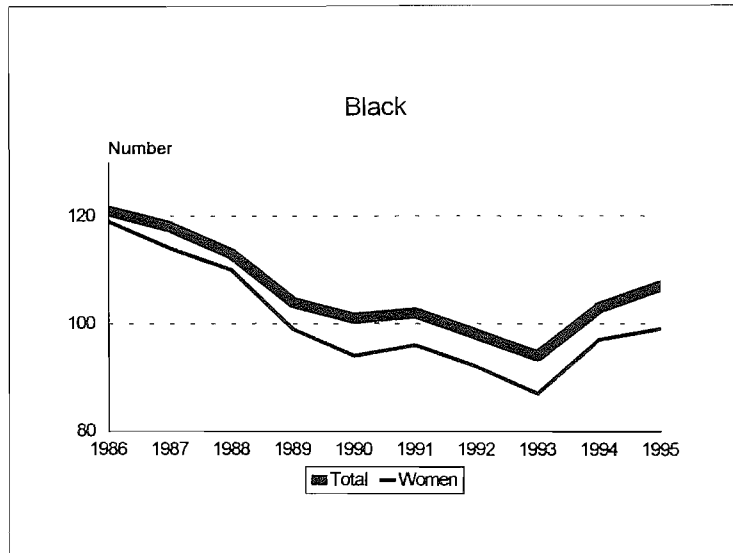


Clerical Workforce, 1986-95

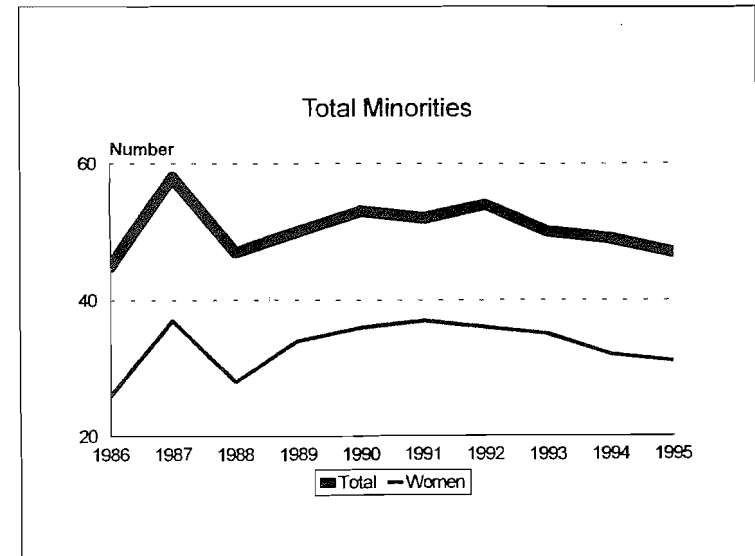
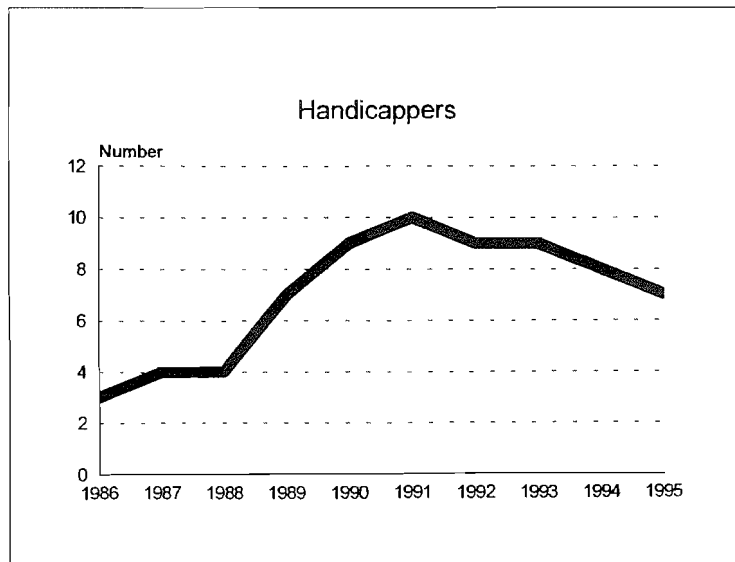
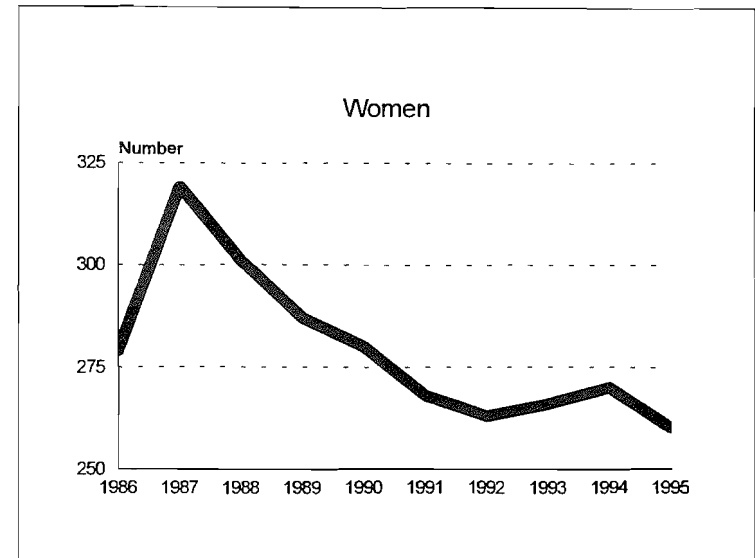
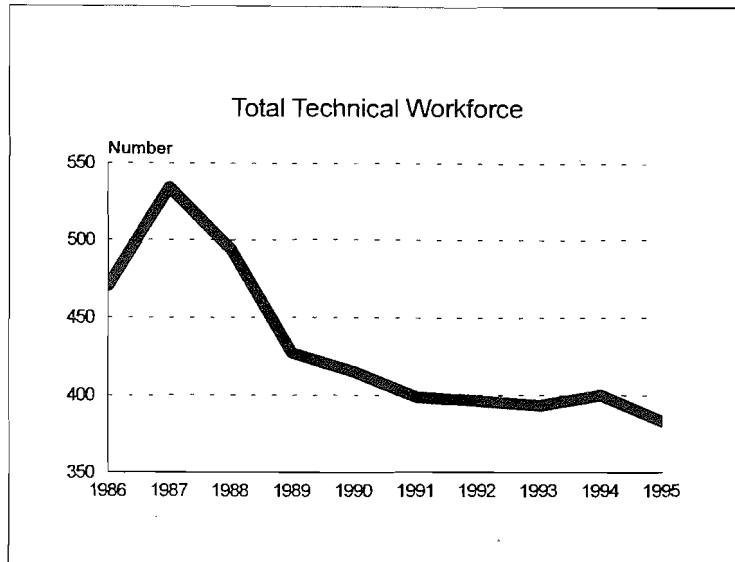


Clerical Workforce, 1986-95

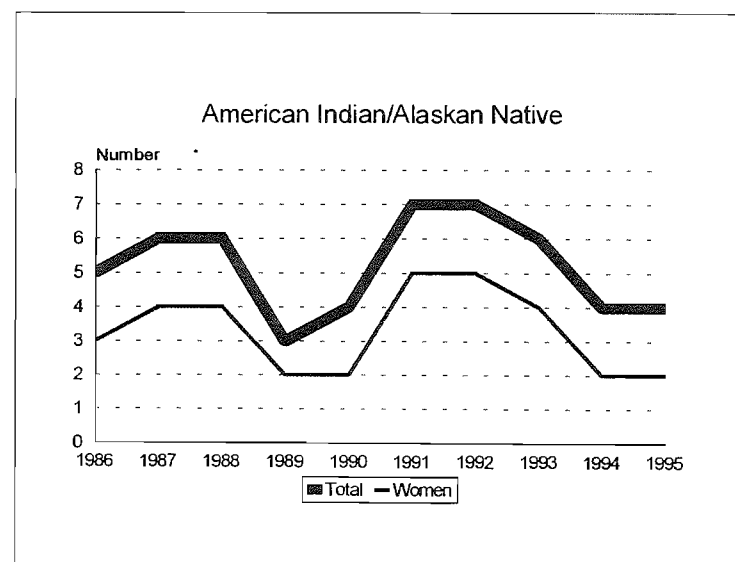
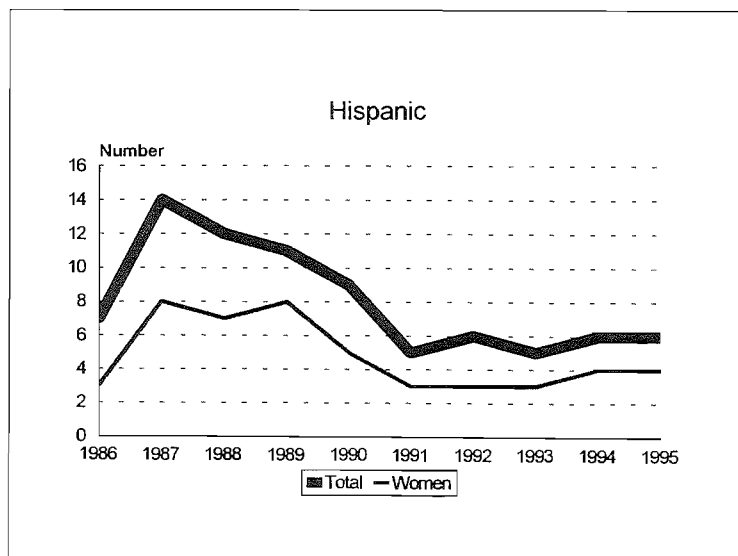
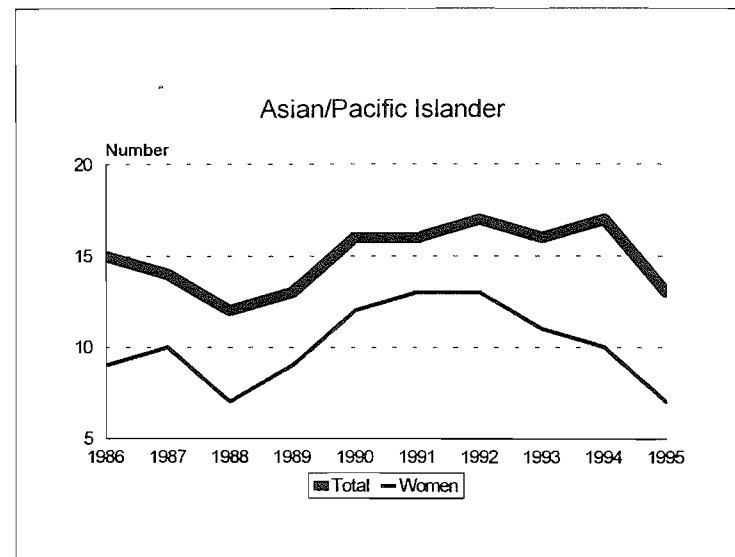
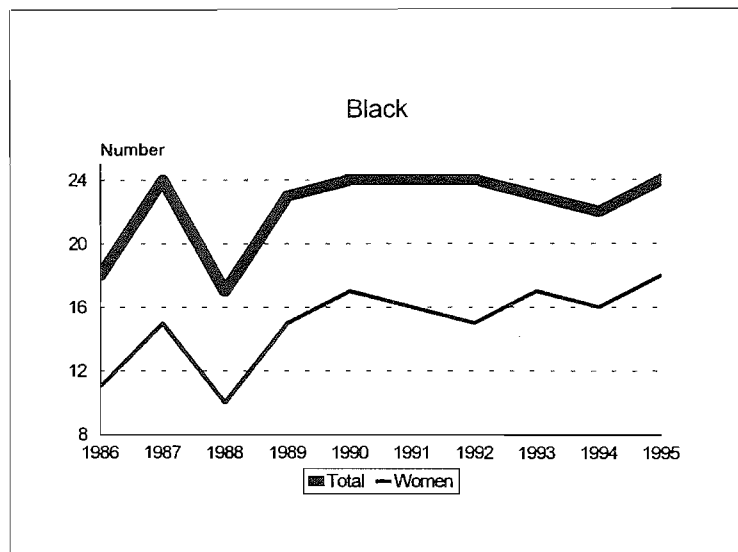
Minorities by Ethnic ID



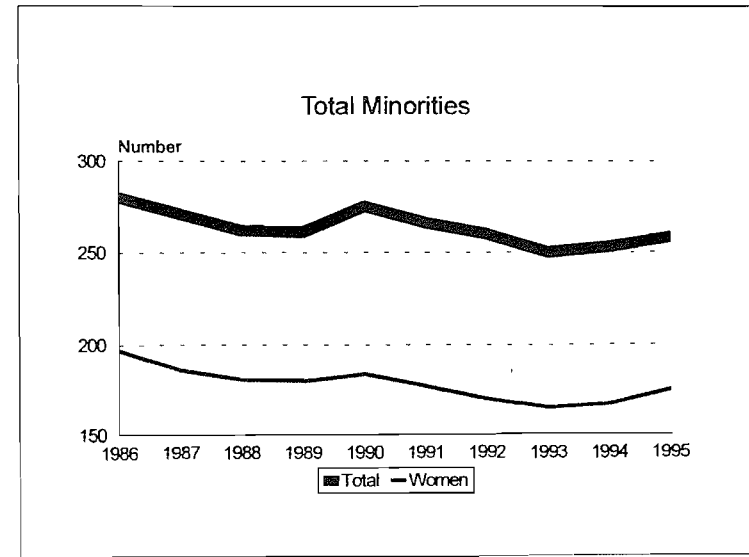
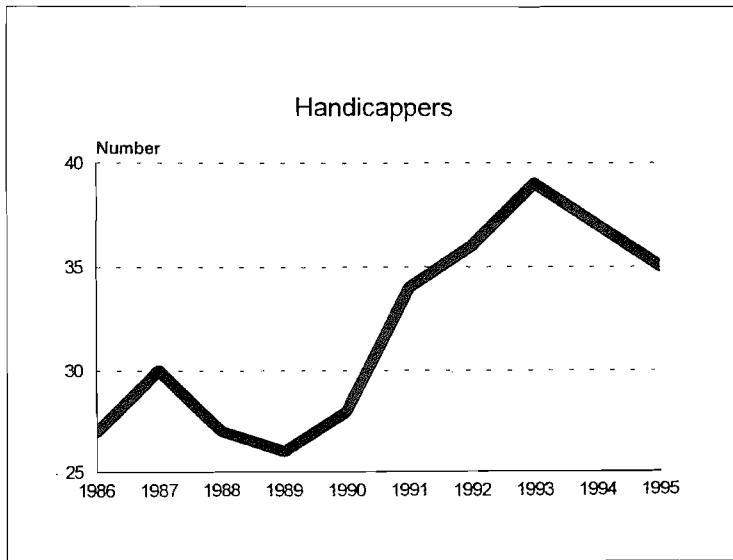
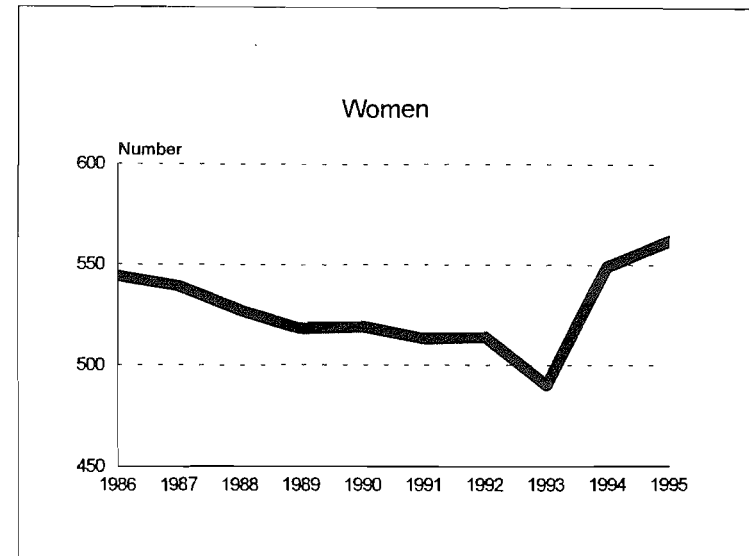
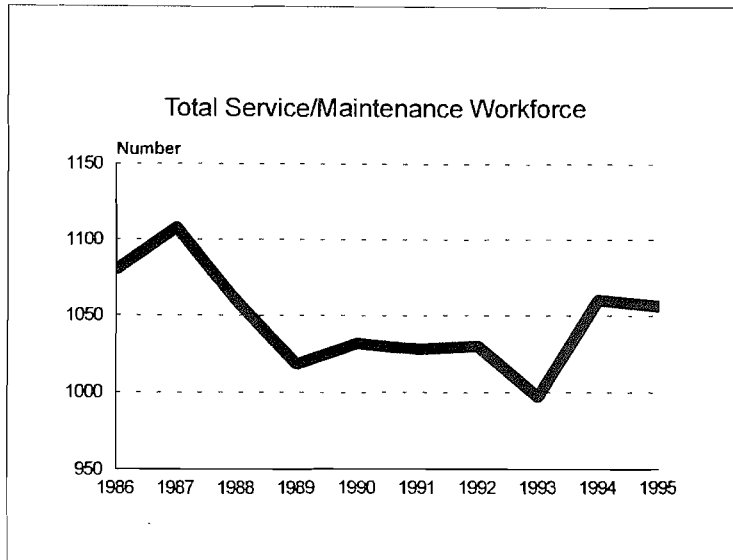
Technical Workforce, 1986-95



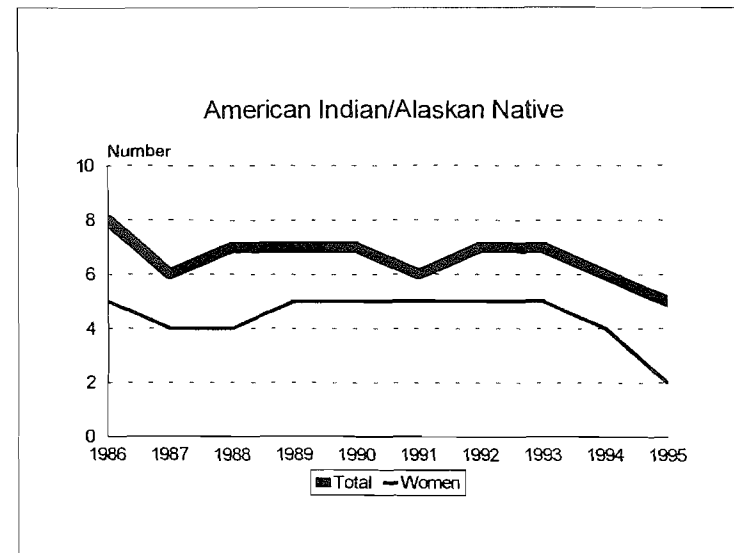
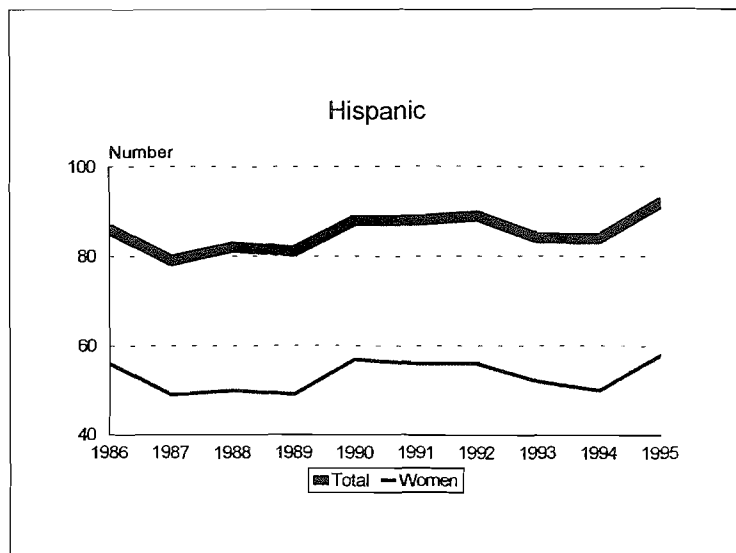
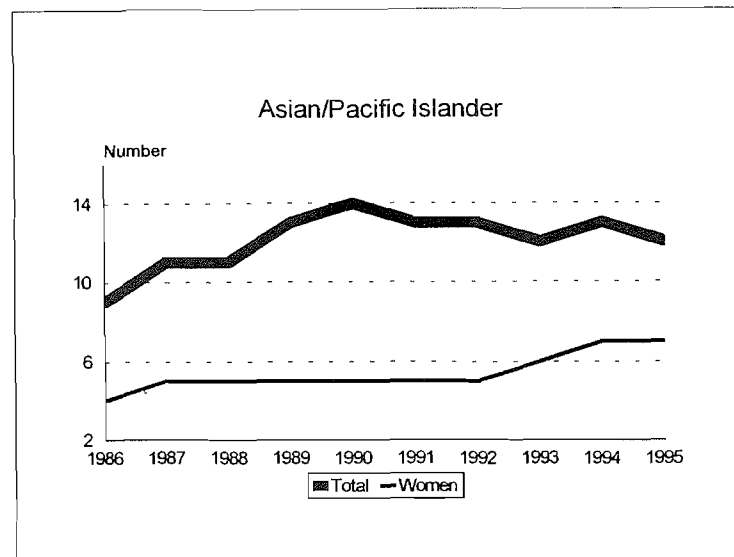
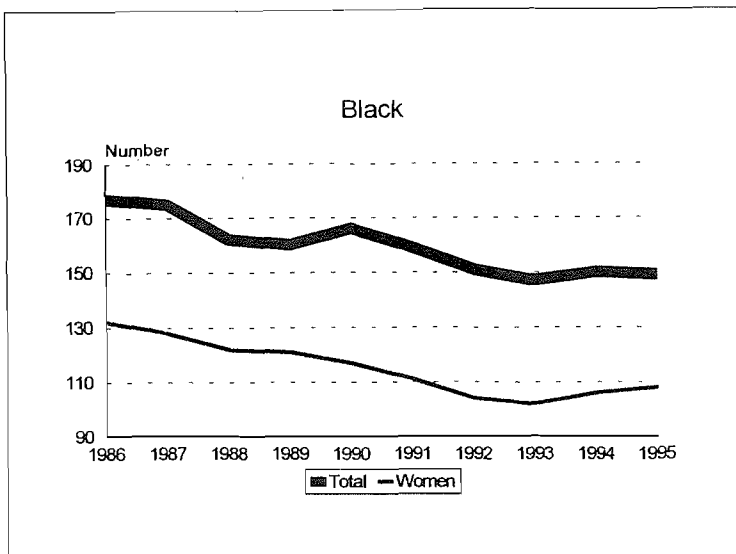
Technical Workforce, 1986-95 Minorities by Ethnic ID



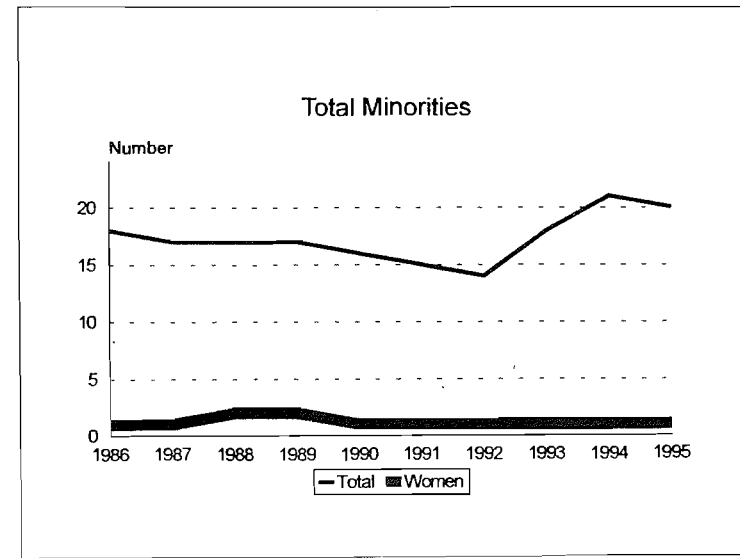
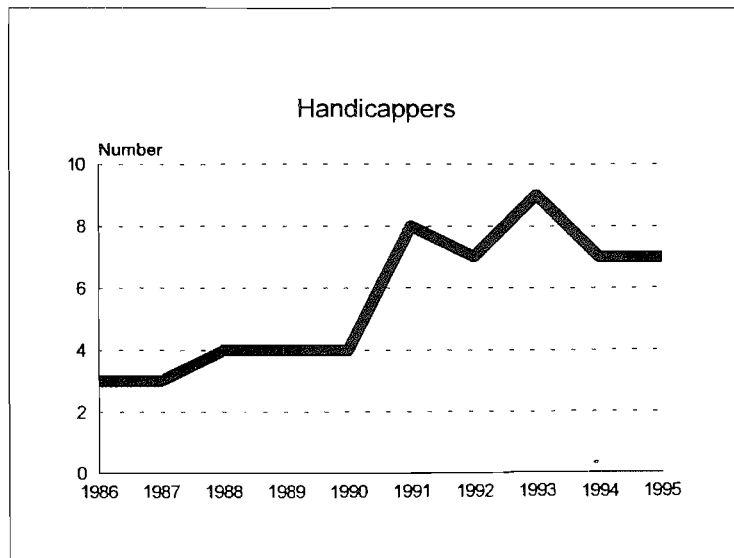
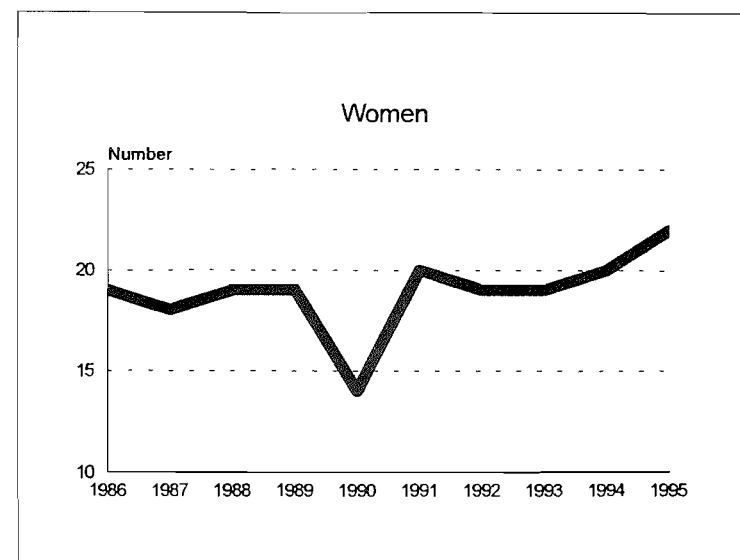
Service/Maintenance Workforce, 1986-95



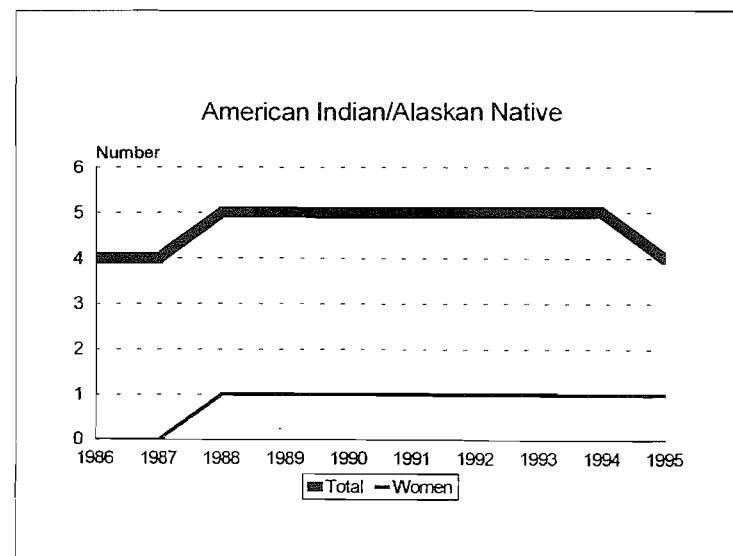
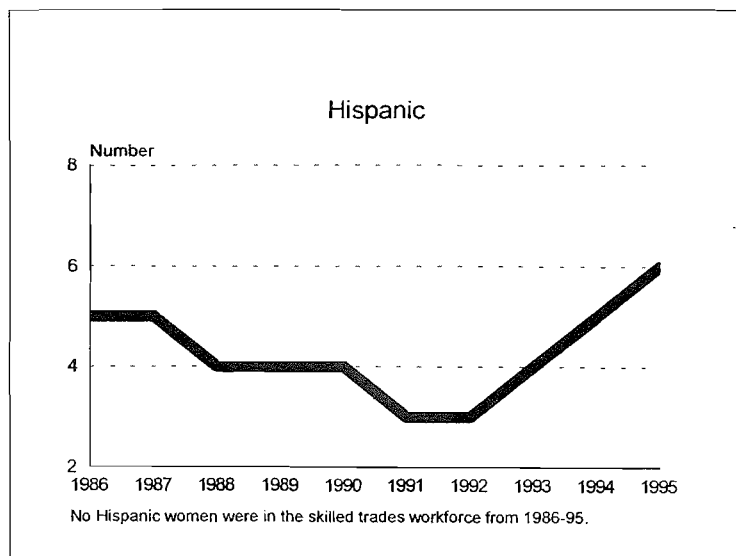
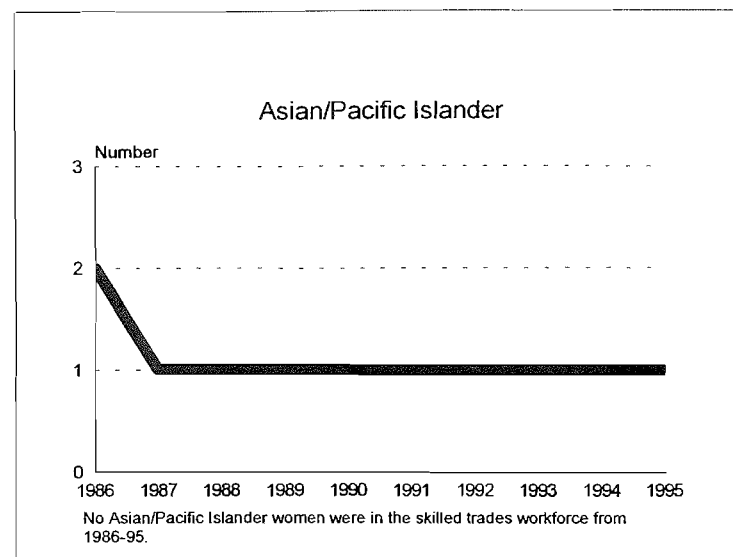
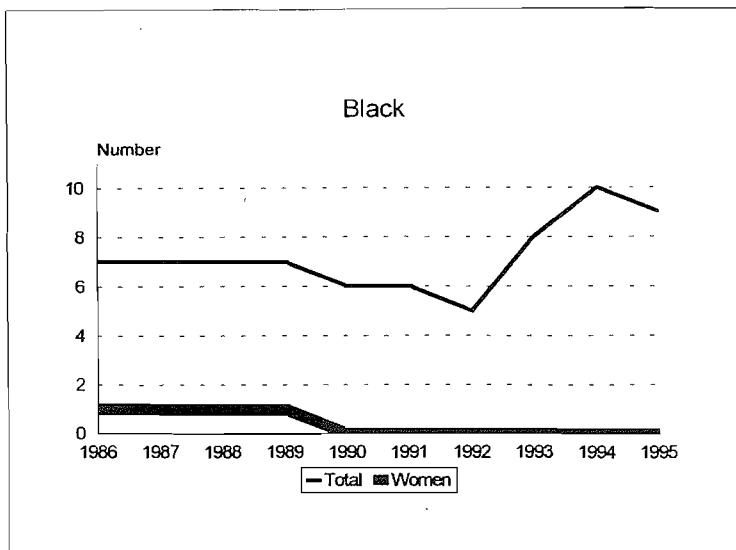
Service/Maintenance Workforce, 1986-95 Minorities by Ethnic ID



Skilled Trades Workforce, 1986-95



Skilled Trades Workforce, 1986-95 Minorities by Ethnic ID



Student Human Resources, 1986-95

Summary

	Fall 1995		Comparison to Fall 1994	
	#	% of Total Population	#	% of Total Population
Graduate Assistants	3085		↓ 45	
<i>Minorities</i>	398	12.9%	↓ 27	↓ 0.7%
Black	209	6.8%	↑ 5	↑ 0.3%
Asian/Pacific Islander	96	3.1%	↓ 26	↓ 0.8%
Hispanic	84	2.7%	↓ 5	↓ 0.1%
Amer. Indian/Alaskan Native	9	0.3%	↓ 1	0
Women	1374	44.5%	↑ 34	↑ 1.7%

Student Human Resources, 1986-95

Summary

	Fall 1995		Comparison to Fall 1994	
	#	% of Total Population	#	% of Total Population
Student Employees	9030		↓ 85	
<i>Minorities</i>	1817	20.1%	↑ 47	↑ 0.7%
Black	1201	13.3%	↑ 3	↑ 0.2%
Asian/Pacific Islander	341	3.8%	↑ 37	↑ 0.5%
Hispanic	226	2.5%	↑ 7	↑ 0.1%
Amer. Indian/Alaskan Native	49	0.5%	0	0
Women	5131	56.8%	↑ 51	↑ 1.1%

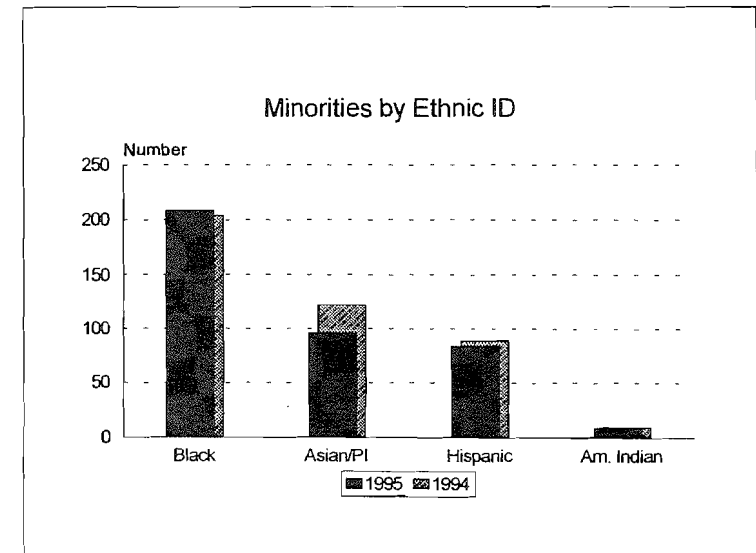
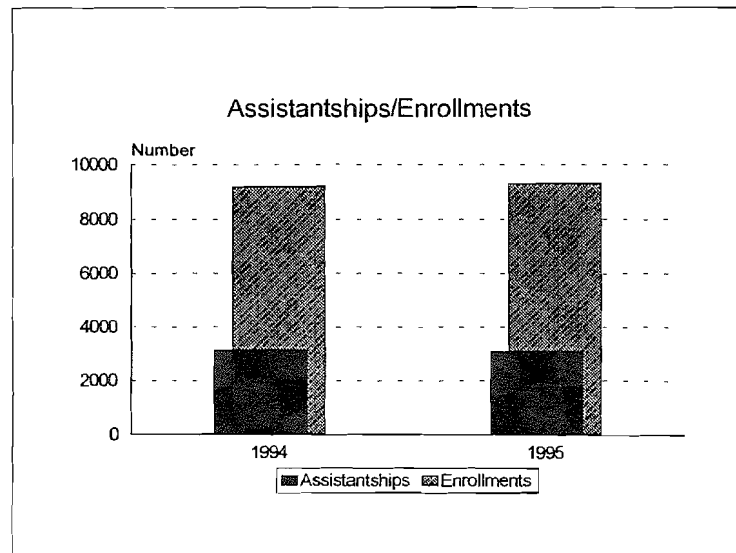
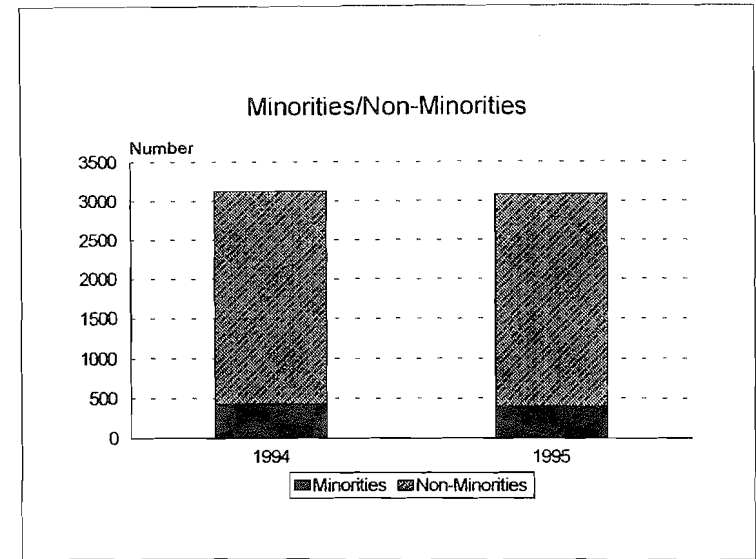
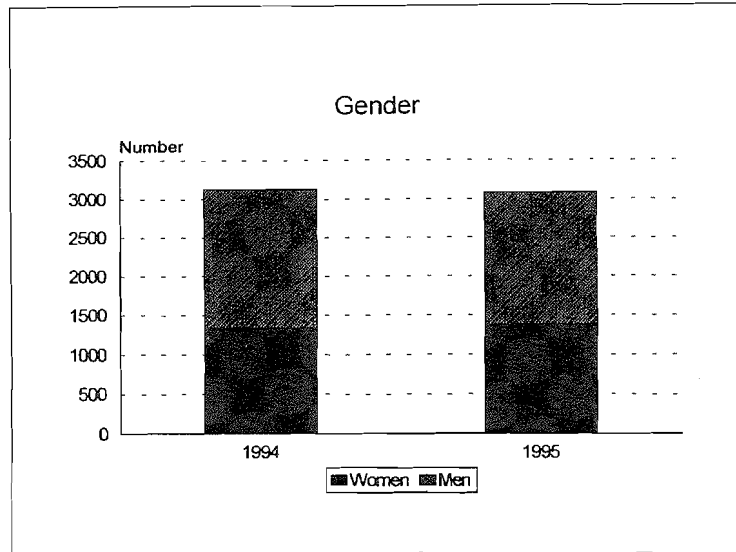
Definitions of Terms Used

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.
Graduate Assistant Data	Graduate assistant data reflects the Fall Semester payroll. Gender data includes international students; minority data does not.
Student Employment Data	<p>Student employment data in the graphs reflects the number of students actually paid for one payroll period in November of each year from 1986 to 1993. The 1994 and 1995 data reflects a two-week payroll period in October.</p> <p>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 the October payroll period in 1994 is 9,115. The number of students paid for the calendar year 1994, based on the number of W-4 forms on file at the Payroll Office, is 18,061.</p>

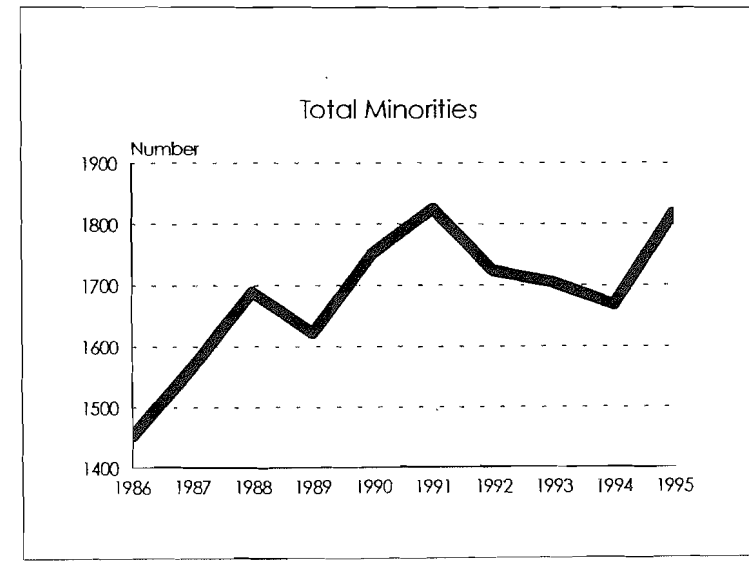
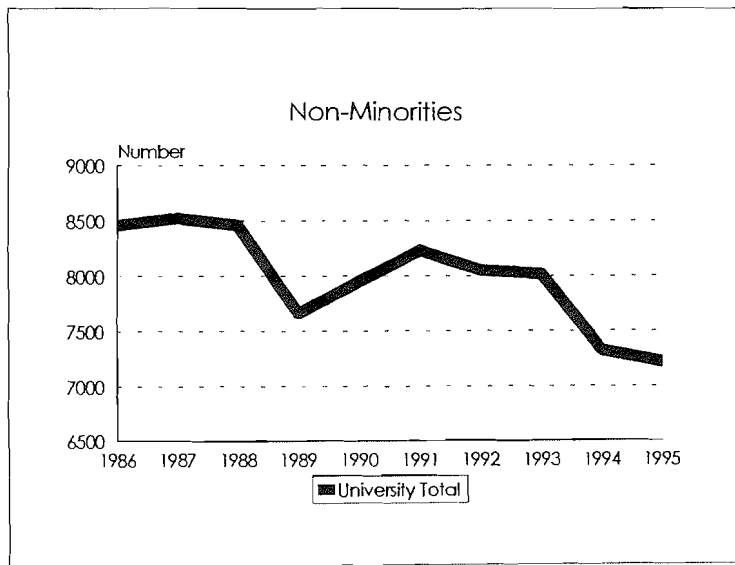
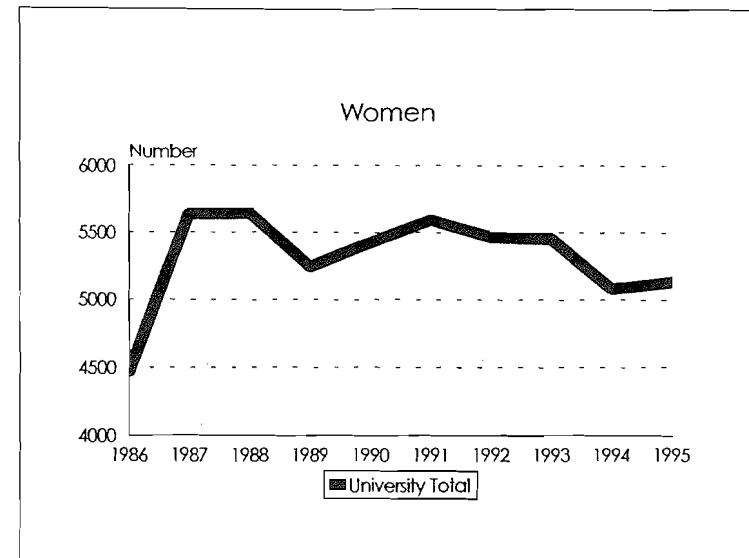
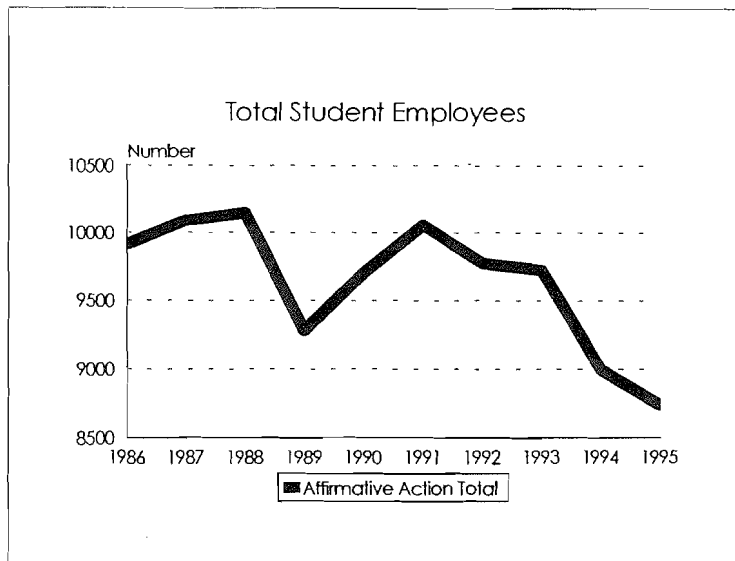
Graduate Assistants by Employing Unit, Fall Semester 1995

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	22	9	8	0	39	154	393
Arts & Letters	19	3	16	2	40	196	356
ElI Broad College of Business	15	5	2	0	22	53	163
Communication Arts & Sciences	11	3	6	0	20	47	85
Education	12	11	12	1	36	165	243
Engineering	11	18	4	1	34	75	380
Human Ecology	11	1	4	0	16	52	62
Human Medicine	7	6	2	0	15	53	85
James Madison	0	0	0	0	0	0	0
Natural Science	18	19	7	0	44	216	650
Nursing	2	2	0	0	4	13	14
Osteopathic Medicine	3	1	1	1	7	29	64
Social Science	29	12	8	1	50	178	313
Veterinary Medicine	0	0	0	0	0	8	18
Non-College Units	48	6	14	3	71	135	259
University Total	209	96	84	9	398	1374	3085

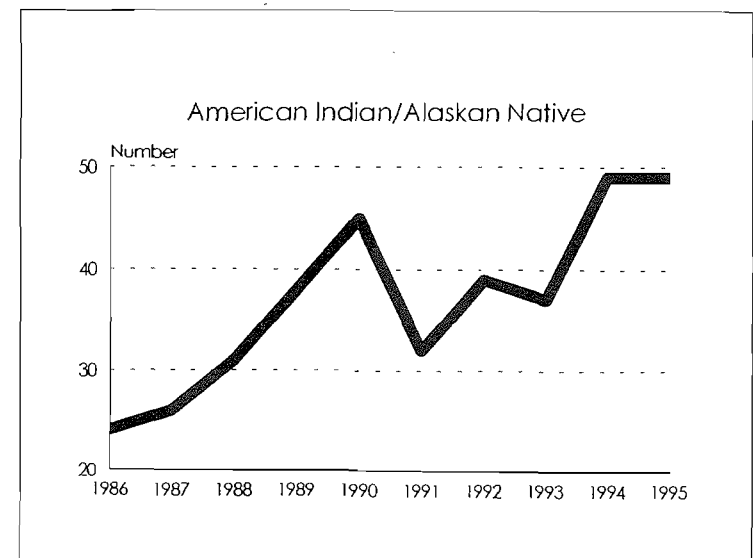
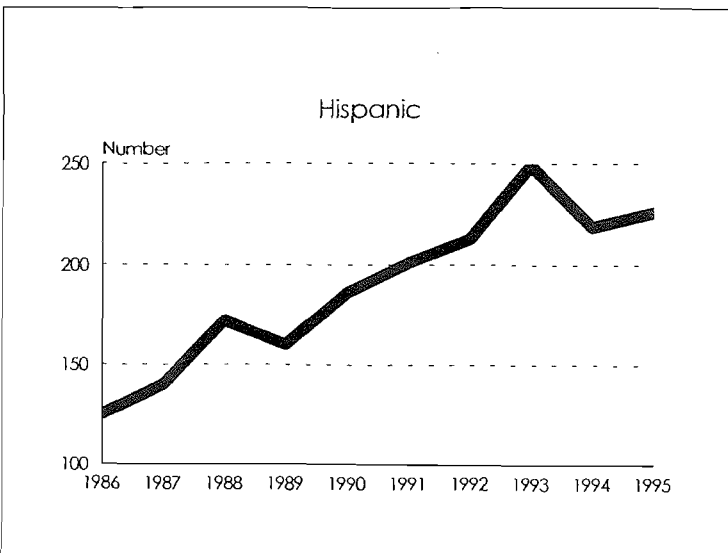
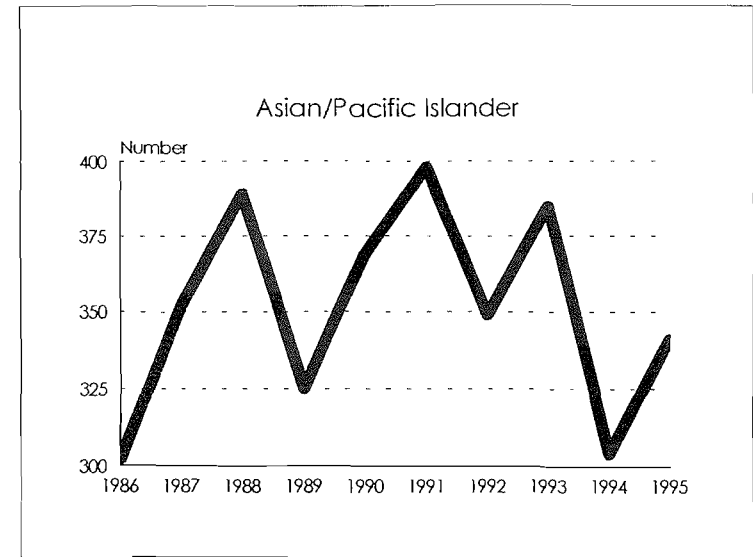
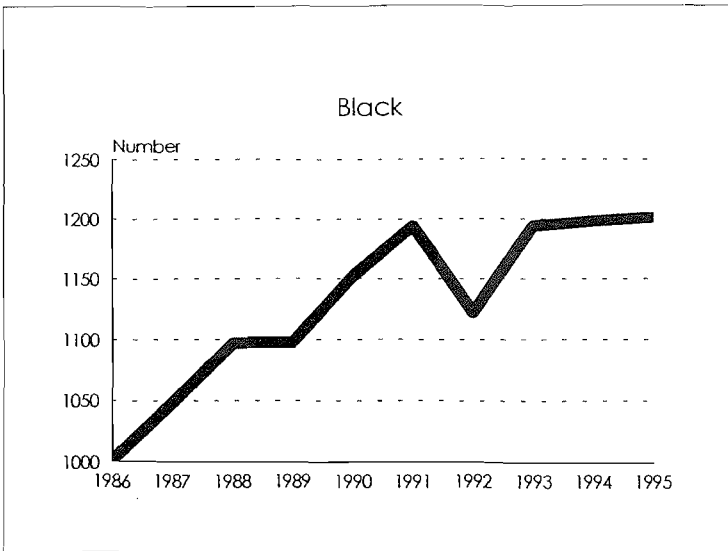
Graduate Assistants, Fall Semesters 1994 and 1995



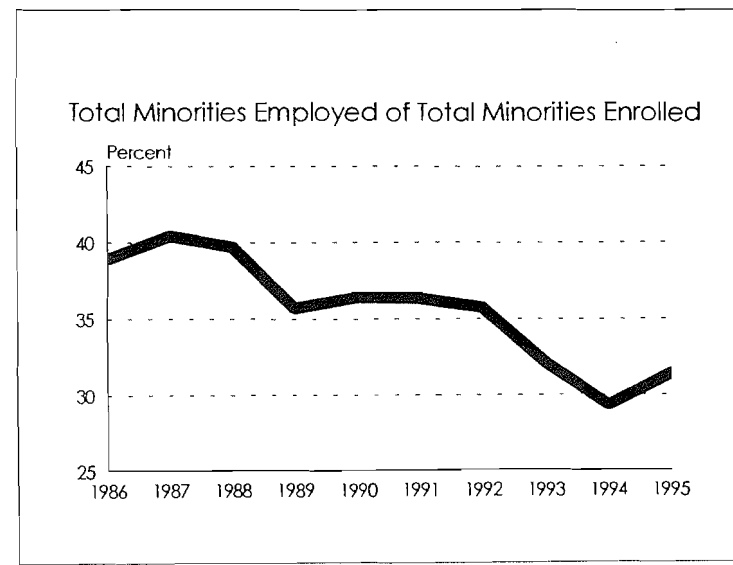
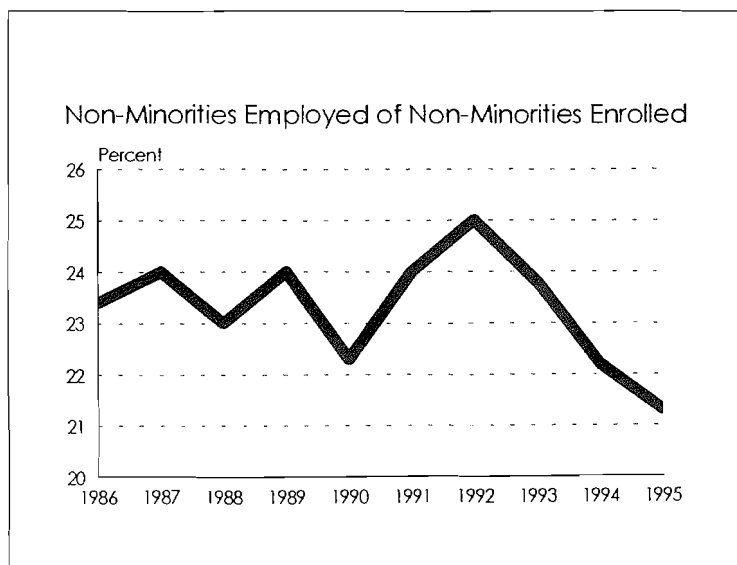
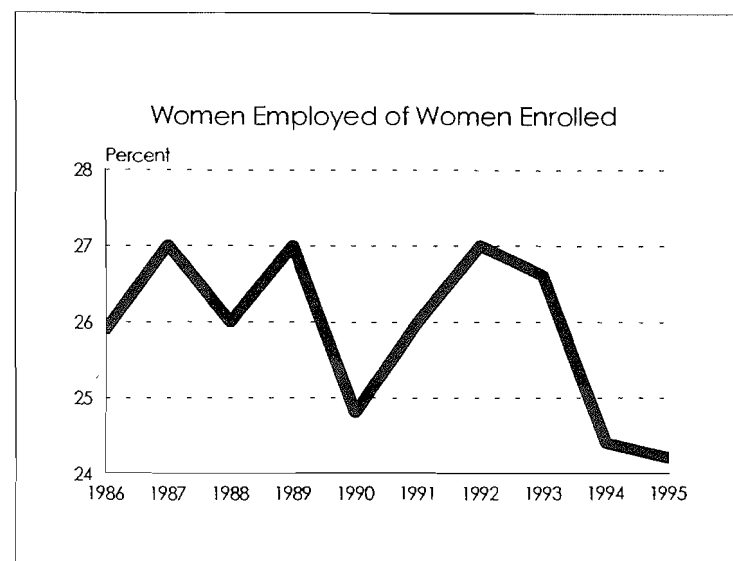
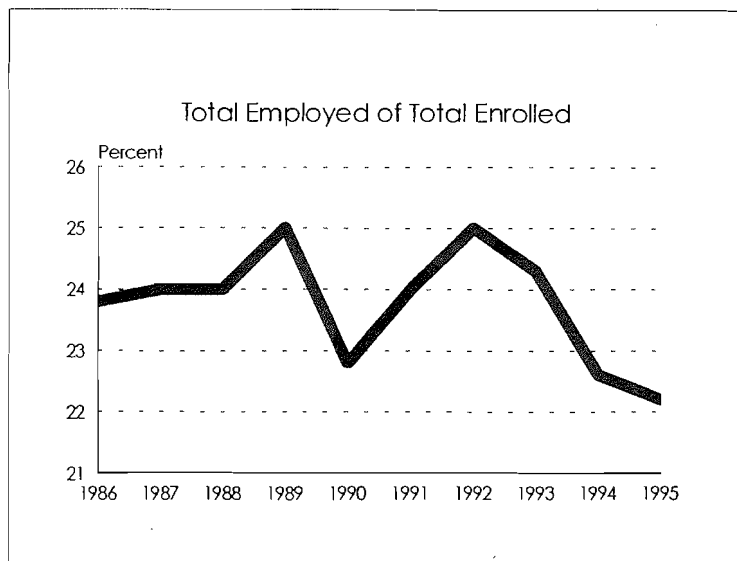
Student Employees, 1986-95



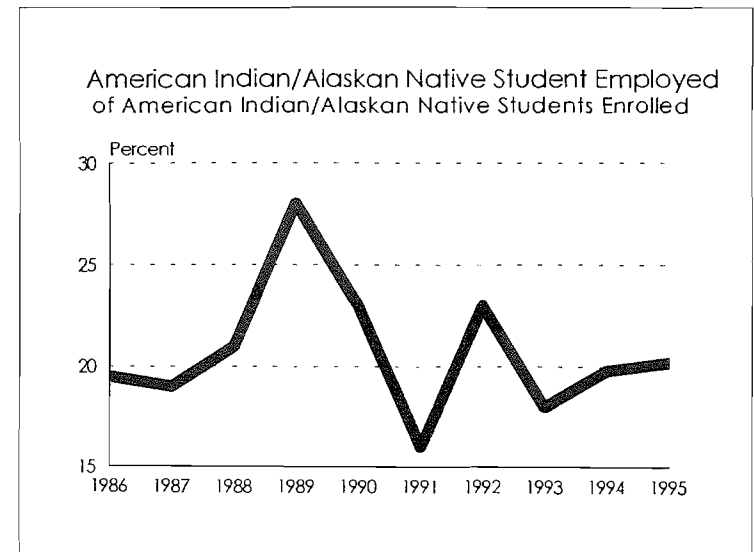
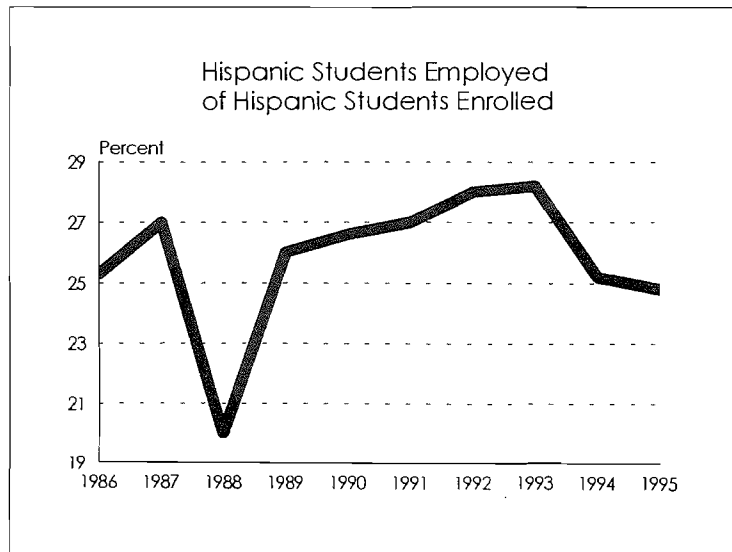
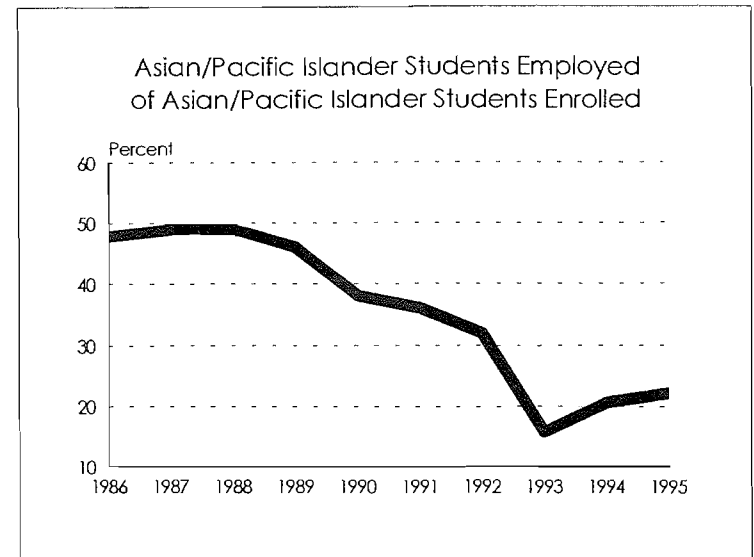
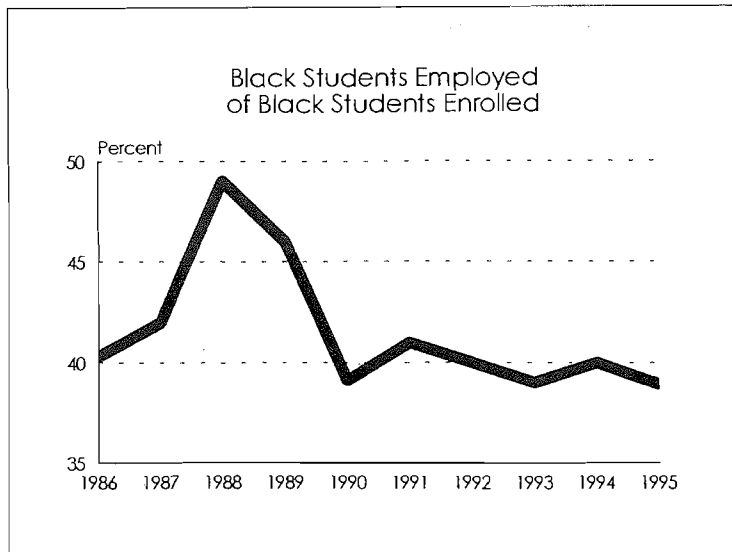
Student Employees, 1986-95 Minorities by Ethnic ID



Student Employees, 1986-95 Percent Employed of Enrolled



Student Employees, 1986-95 Percent Minorities Employed of Minorities Enrolled by Ethnic ID



Student Employees by Employing Unit, Fall Semester 1995

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	12	4	9	0	25	97	178
Arts & Letters	22	11	4	0	37	124	188
Eli Broad College of Business	17	8	2	0	27	78	144
Communication Arts & Sciences	3	8	2	1	14	34	59
Education	11	3	0	0	14	88	118
Engineering	13	14	8	0	35	65	226
Human Ecology	18	4	5	0	27	59	79
Human Medicine	9	11	9	1	30	96	151
James Madison	4	1	3	0	8	11	18
Natural Science	39	23	9	3	74	188	335
Nursing	3	1	1	0	5	24	30
Osteopathic Medicine	11	14	6	0	31	83	128
Social Science	42	9	6	0	57	162	224
Veterinary Medicine	7	8	5	1	21	133	193
Non-College Units	990	222	157	43	1412	3889	6959
University Total	1201	341	226	49	1817	5131	9030

Student Admissions Trends

Summary

		1994-95		Comparison to 1993-94	
		#	% of Total Admitted	#	% of Total Admitted
Admissions					
	Freshmen	16111		↑ 311	
	Transfer	2822		↑ 87	
	Graduate	3049		↑ 61	
<i>Minorities</i>					
	Freshmen	3170	19.7%	↑ 6	↓ 0.3%
	Transfer	263	9.3%	↓ 36	↓ 1.6%
	Graduate	333	10.9%	↑ 24	↑ 0.6%
<i>Black</i>					
	Freshmen	1673	10.4%	↓ 60	↓ 0.6%
	Transfer	104	3.7%	↓ 6	↓ 0.3%
	Graduate	151	5.0%	↑ 21	↑ 0.6%
<i>Asian/Pacific Islander</i>					
	Freshmen	854	5.3%	↑ 8	↓ 0.1%
	Transfer	72	2.6%	↓ 19	↓ 0.7%
	Graduate	102	3.3%	0	0
<i>Hispanic</i>					
	Freshmen	558	3.5%	↑ 79	↑ 0.5%
	Transfer	68	2.4%	↑ 3	0
	Graduate	65	2.1%	0	↑ 0.1%
<i>Amer. Indian/Alaskan Native</i>					
	Freshmen	85	0.5%	↓ 21	↓ 0.2%
	Transfer	19	0.7%	↓ 14	↓ 0.5%
	Graduate	15	0.5%	↑ 3	↑ 0.1%
<i>Women</i>					
	Freshmen	8993	55.8%	↑ 233	↑ 0.4%
	Transfer	1448	51.3%	↑ 45	0
	Graduate	1536	50.4%	↑ 53	↑ 0.8%

Student Admissions Trends

Summary

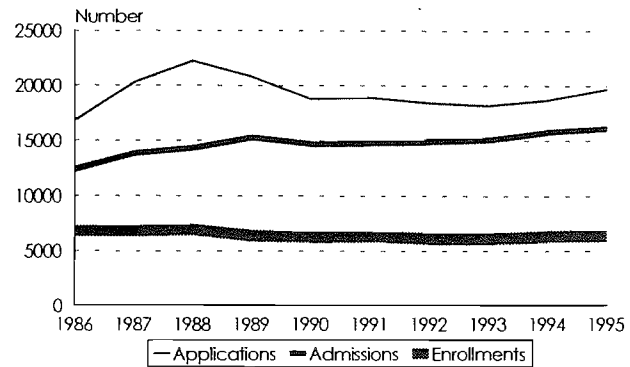
		1994-95		Comparison to 1993-94	
		# Enrolled of # Admitted	% of Total Admitted	# Enrolled of # Admitted	% of Total Admitted
Enrollments					
	Freshmen	6390	39.7%	↑ 68	↓ 0.3%
	Transfer	1889	65.5%	↑ 62	↓ 1.3%
	Graduate	1524	50.0%	↑ 38	↑ 0.3%
<i>Minorities</i>					
	Freshmen	981	30.9%	↓ 28	↓ 1.0%
	Transfer	167	63.5%	↓ 10	↑ 4.3%
	Graduate	181	54.4%	↑ 10	↑ 1.1%
<i>Black</i>					
	Freshmen	552	33.0%	↓ 18	↓ 0.1%
	Transfer	66	63.5%	↑ 6	↑ 9.0%
	Graduate	99	65.6%	↓ 28	↑ 11.0%
<i>Asian/Pacific Islander</i>					
	Freshmen	236	27.6%	↓ 30	↓ 3.8%
	Transfer	40	55.6%	↓ 14	↓ 3.7%
	Graduate	39	38.2%	↓ 15	↓ 14.7%
<i>Hispanic</i>					
	Freshmen	148	26.5%	↑ 23	↑ 0.4%
	Transfer	45	66.2%	↑ 4	↑ 3.1%
	Graduate	35	53.8%	↓ 3	↓ 4.7%
<i>Amer. Indian/Alaskan Native</i>					
	Freshmen	45	52.9%	↓ 3	↑ 7.6%
	Transfer	16	84.2%	↑ 6	↑ 17.5%
	Graduate	8	53.3%	0	↓ 13.4%
<i>Women</i>					
	Freshmen	3603	40.1%	↑ 86	0
	Transfer	910	62.8%	↑ 2	↓ 1.9%
	Graduate	807	52.5%	↑ 32	↑ 0.3%

Student Applications, Admissions, and Enrollments, 1994-95

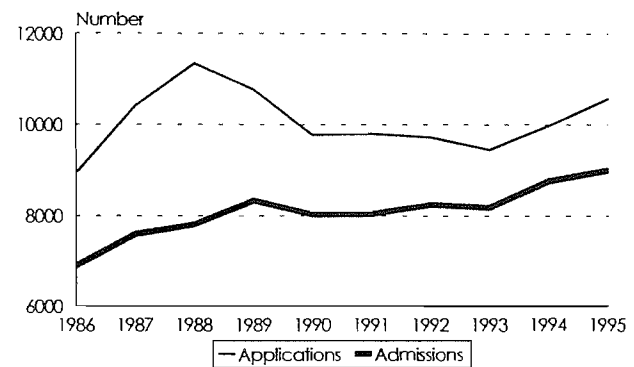
	<i>Applications</i>			<i>Admissions</i>			<i>Number Enrolled of Number Admitted</i>		
	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>
FRESHMEN									
Black	962	1524	2486	587	1084	1671	194	358	552
Asian/Pacific Islander	480	498	978	401	455	856	112	124	236
Hispanic	295	342	637	247	309	556	64	84	148
Amer. Indian/Alaskan Native	47	52	99	36	46	82	22	23	45
Caucasian	6950	7929	14879	5638	6959	12597	2317	2971	5288
Other/No Response	49	61	110	37	44	81	10	11	21
International	298	157	455	162	96	258	68	32	100
FRESHMEN TOTAL	9081	10563	19644	7108	8993	16101	2787	3603	6390
TRANSFER STUDENTS									
Black	147	169	316	48	58	106	34	32	66
Asian/Pacific Islander	79	72	151	36	38	74	20	20	40
Hispanic	60	57	117	35	33	68	25	20	45
Amer. Indian/Alaskan Native	15	19	34	8	10	18	7	9	16
Caucasian	1892	1823	3715	1148	1206	2354	826	782	1608
Other/No Response	29	26	55	17	19	36	12	6	18
International	218	162	380	99	84	183	55	41	96
TRANSFER STUDENT TOTAL	2328	2440	4768	1391	1448	2839	979	910	1889
GRADUATE STUDENTS									
Black	108	227	335	51	100	151	33	66	99
Asian/Pacific Islander	120	111	231	46	56	102	18	21	39
Hispanic	57	81	138	29	36	65	13	22	35
Amer. Indian/Alaskan Native	13	19	32	7	8	15	3	5	8
Caucasian	1686	2126	3812	913	1000	1913	420	526	946
Other/No Response	144	97	241	117	73	190	10	10	20
International	2312	1293	3605	352	263	615	220	157	377
GRADUATE STUDENT TOTAL	4440	3954	8394	1515	1536	3051	717	807	1524

Freshmen Admission Trends, 1986-95

Total Applications and Admissions



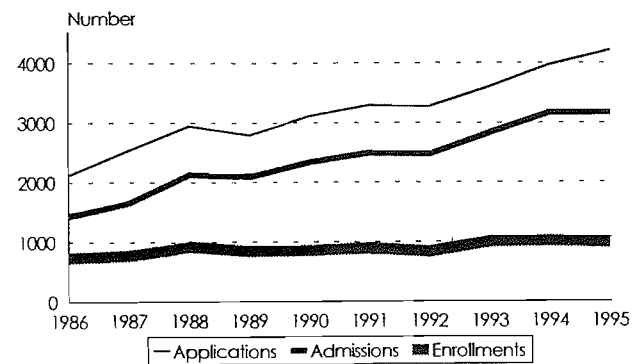
Women



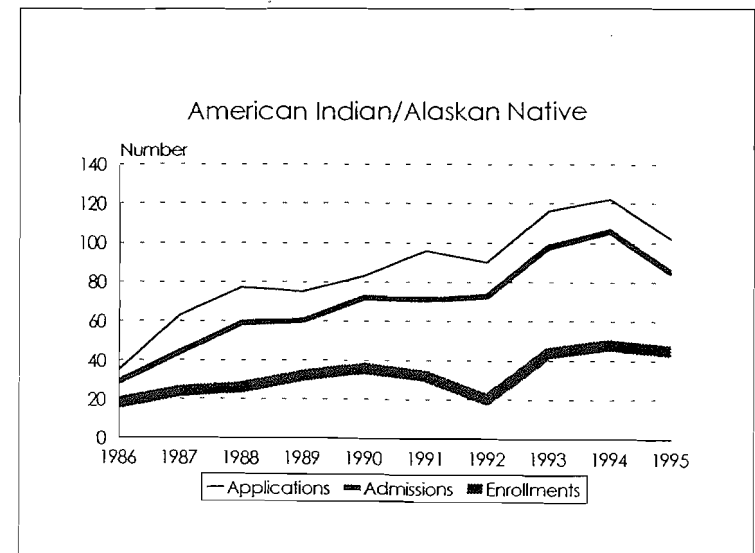
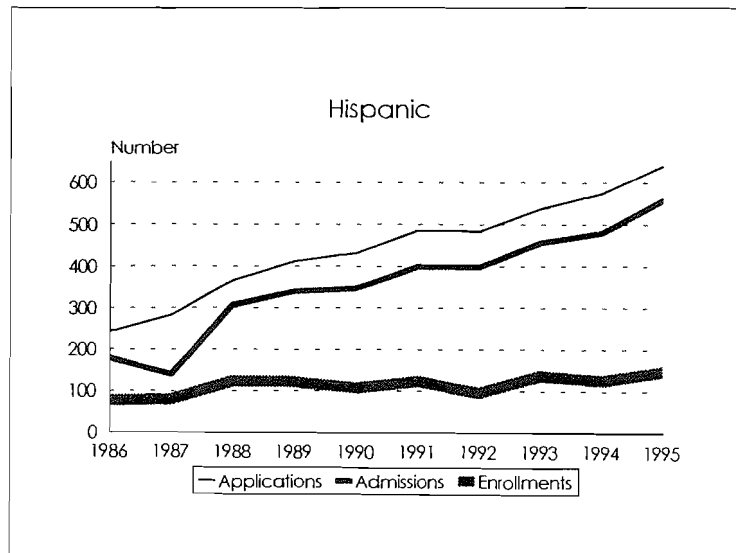
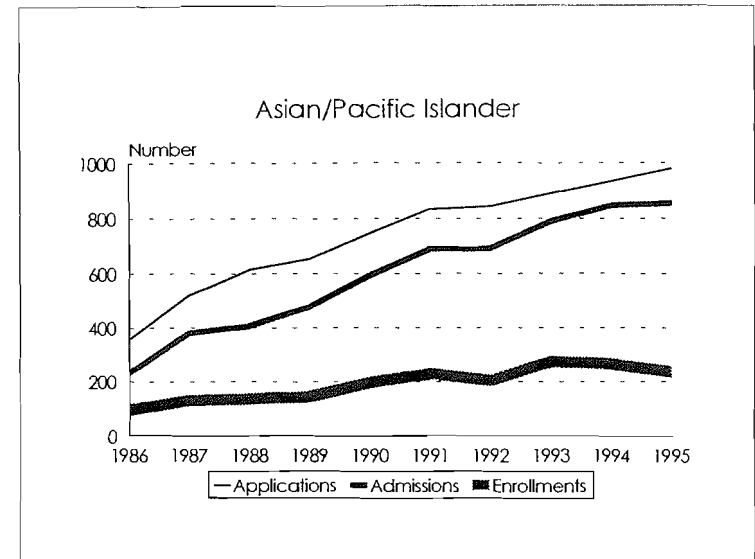
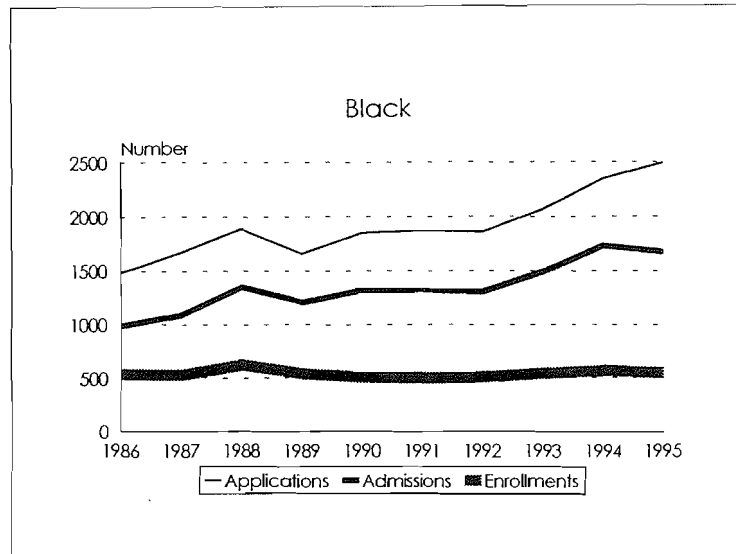
Handicappers

Handicapper self-identification is reported after students are admitted.

Total Minorities

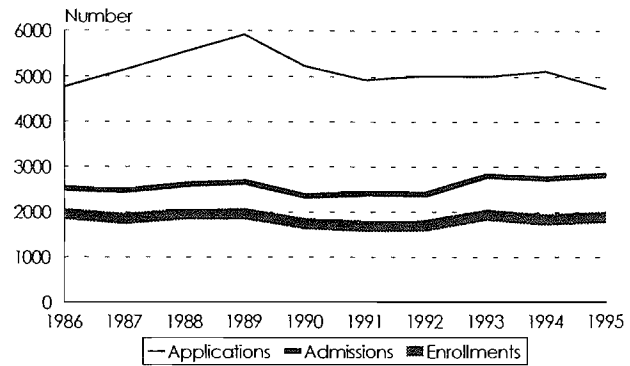


Freshmen Admission Trends, 1986-95 Minorities by Ethnic ID

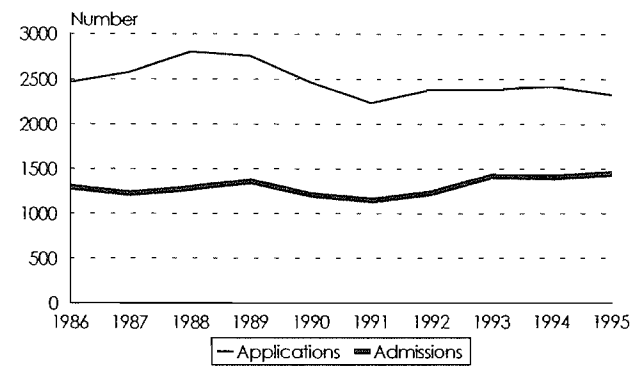


Transfer Student Admission Trends, 1986-95

Total Applications and Admissions



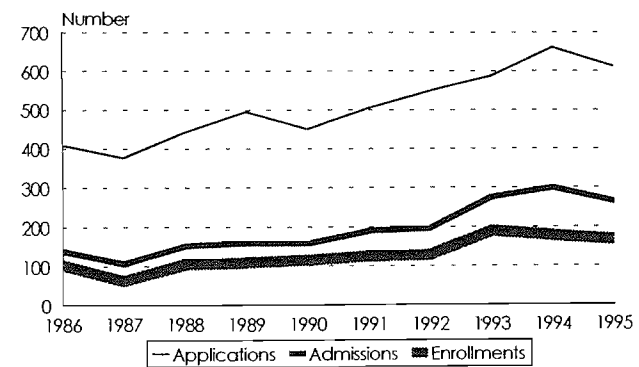
Women



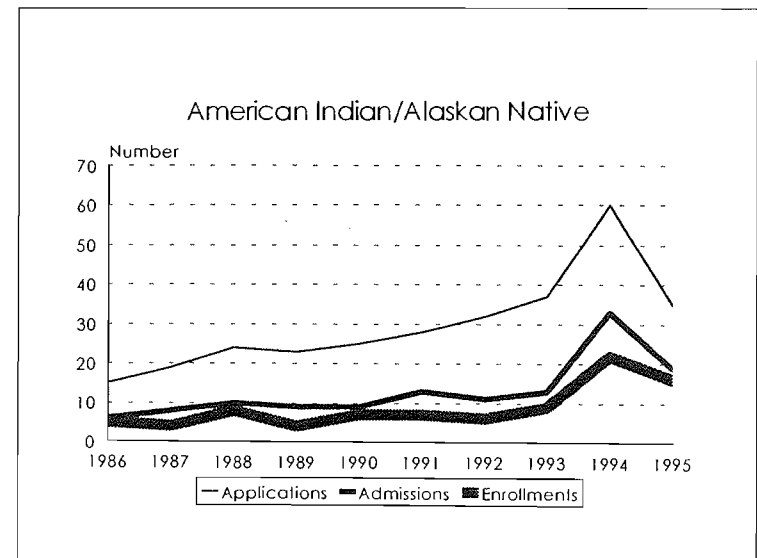
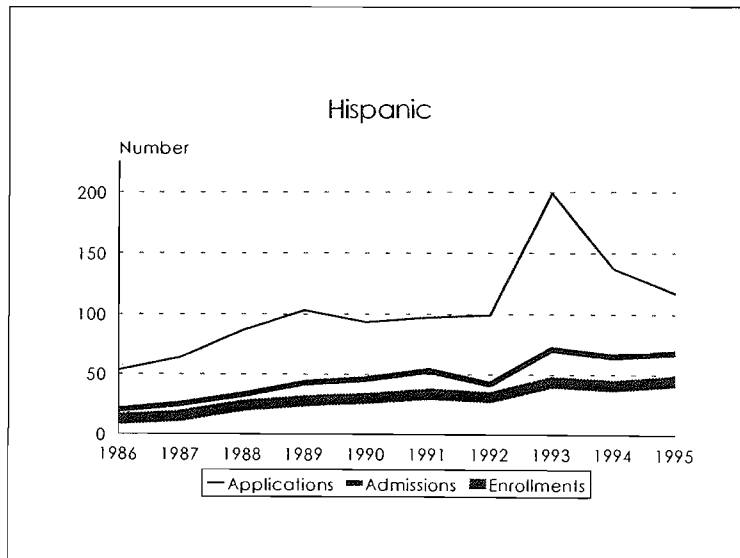
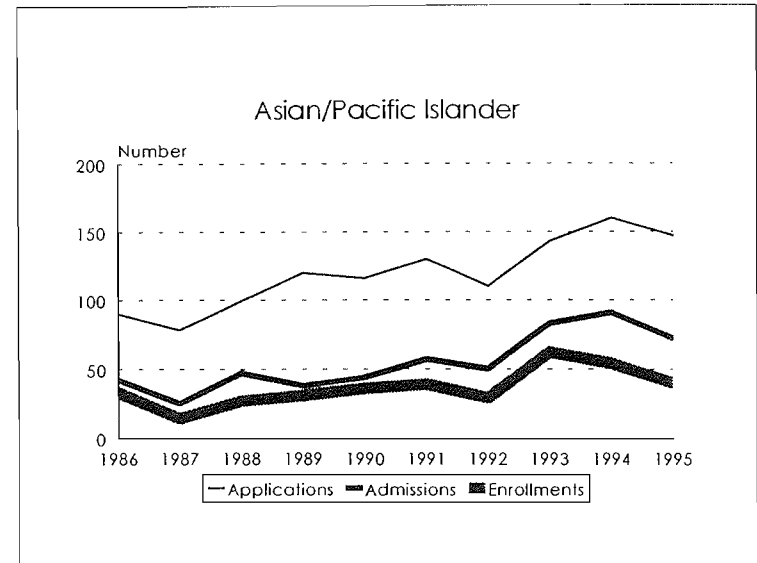
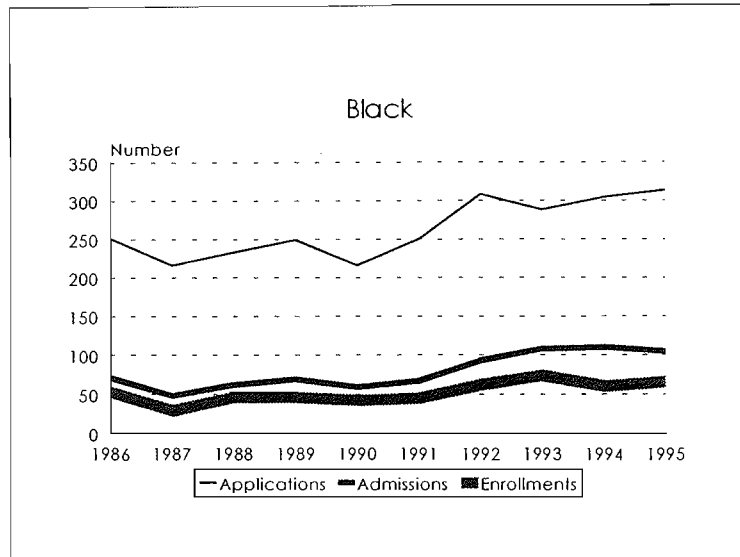
Handicappers

Handicapper self-identification is reported after students are admitted.

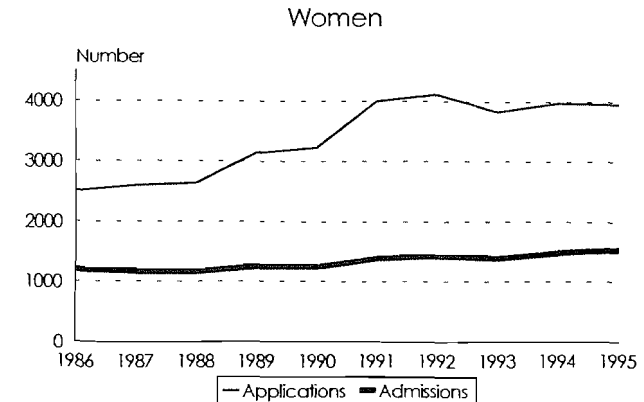
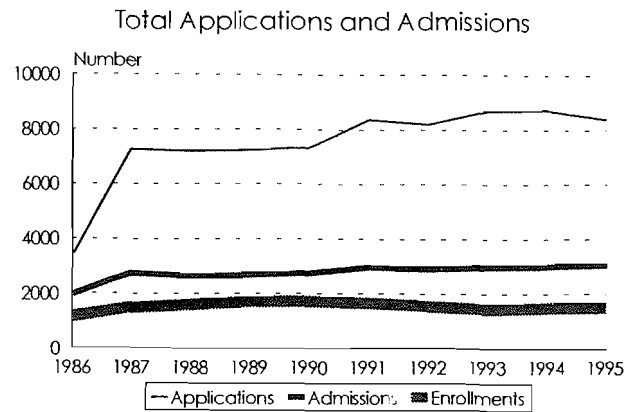
Total Minorities



Transfer Student Admission Trends, 1986-95 Minorities by Ethnic ID

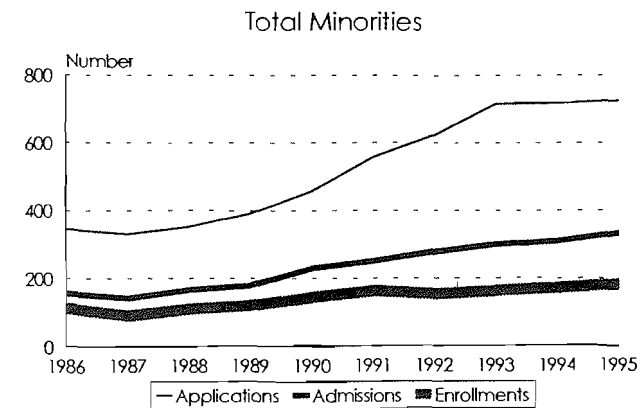


Graduate Student Admission Trends, 1986-95

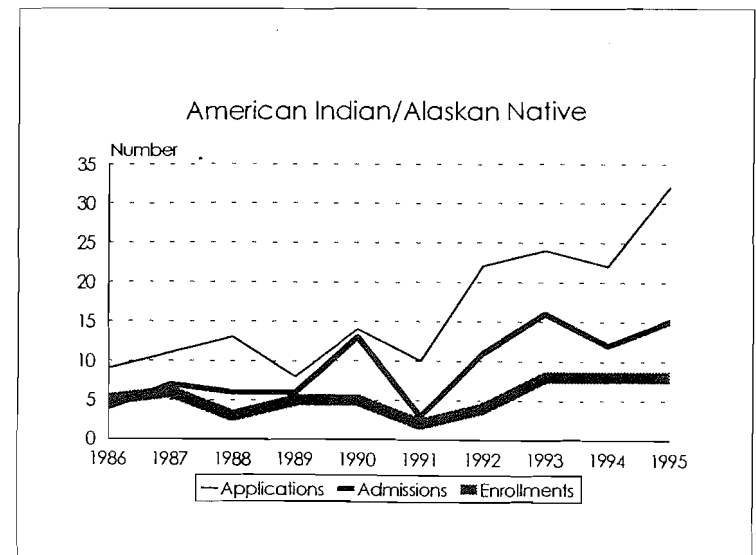
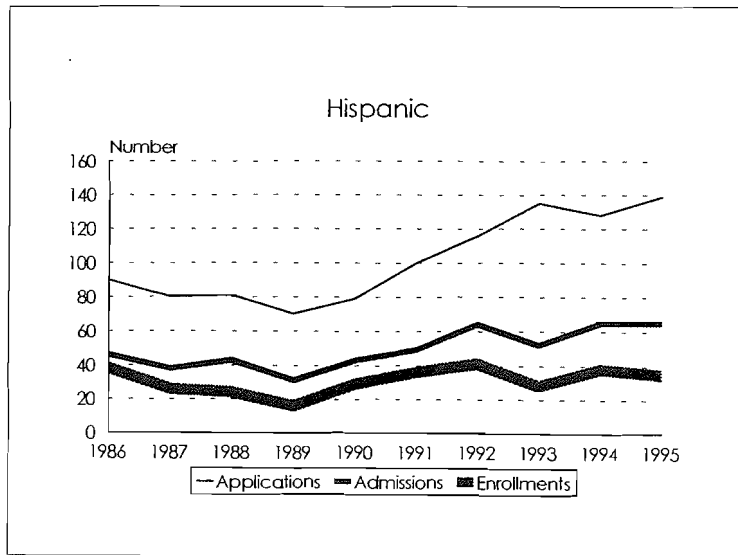
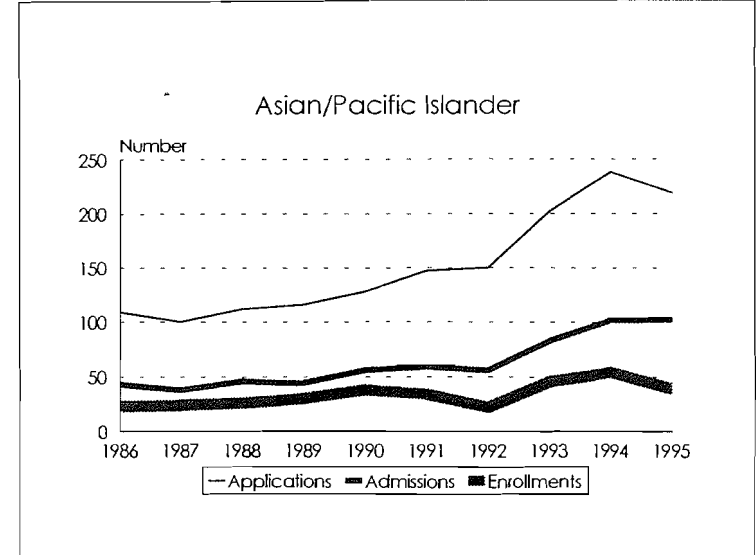
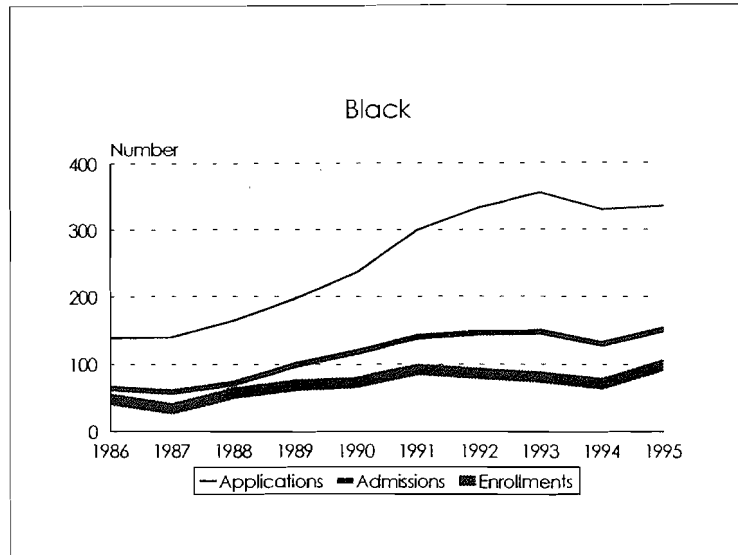


Handicappers

Handicapper self-identification is reported after students are admitted.



Graduate Student Admission Trends, 1986-95 Minorities by Ethnic ID



Student Enrollments, 1986-95

Summary

	Fall 1995		Comparison to Fall 1994	
	#	% of AA Total	#	% of AA Total
Total Student Enrollments				
Affirmative Action Total	38126		↑ 316	
University Total	40647		↑ 393	
<i>Minorities</i>	5776	15.1%	↑ 94	↑ 0.1%
Black	3083	8.1%	↑ 43	↑ 0.1%
Asian/Pacific Islander	1532	4.0%	↑ 20	0
Hispanic	912	2.4%	↑ 23	0
Amer. Indian/Alaskan Native	249	0.7%	↑ 8	↑ 0.1%
<i>Women</i>	20214	53.0%	↑ 332	↑ 2.5%

Student Enrollments, 1986-95

Summary

	Fall 1995		Comparison to Fall 1994	
	#	% of AA Total	#	% of AA Total
Undergraduate Enrollments				
Affirmative Action Total	30536		↑ 152	
University Total	31329		↑ 273	
<i>Minorities</i>	4554	14.9%	↑ 22	0
Black	2525	8.3%	↓ 7	0
Asian/Pacific Islander	1185	3.9%	↑ 23	↑ 0.1%
Hispanic	653	2.1%	↑ 4	0
Amer. Indian/Alaskan Native	191	0.6%	↑ 2	0
<i>Women</i>	15933	52.2%	↑ 202	↑ 0.4%
Graduate Enrollments				
Affirmative Action Total	7590		↑ 164	
University Total	9318		↑ 120	
<i>Minorities</i>	1222	16.1%	↑ 72	↑ 0.6%
Black	558	7.4%	↑ 50	↑ 0.6%
Asian/Pacific Islander	347	4.6%	↓ 3	↓ 0.1%
Hispanic	259	3.4%	↑ 19	↑ 0.2%
Amer. Indian/Alaskan Native	58	0.8%	↑ 6	↑ 0.1%
<i>Women</i>	4281	56.4%	↑ 130	↑ 0.5%

Definitions of Terms Used

Affirmative Action Totals

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

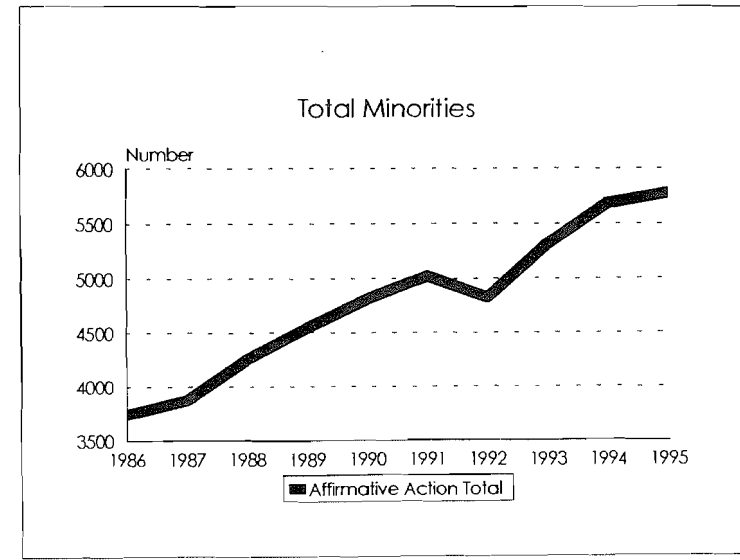
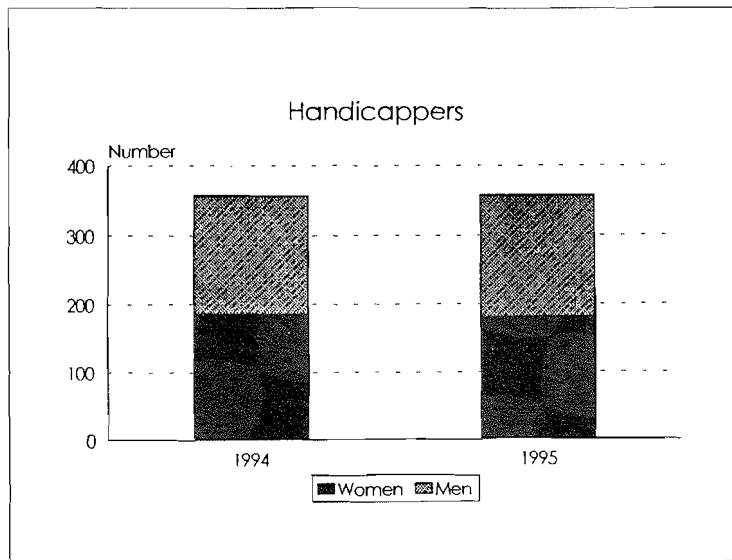
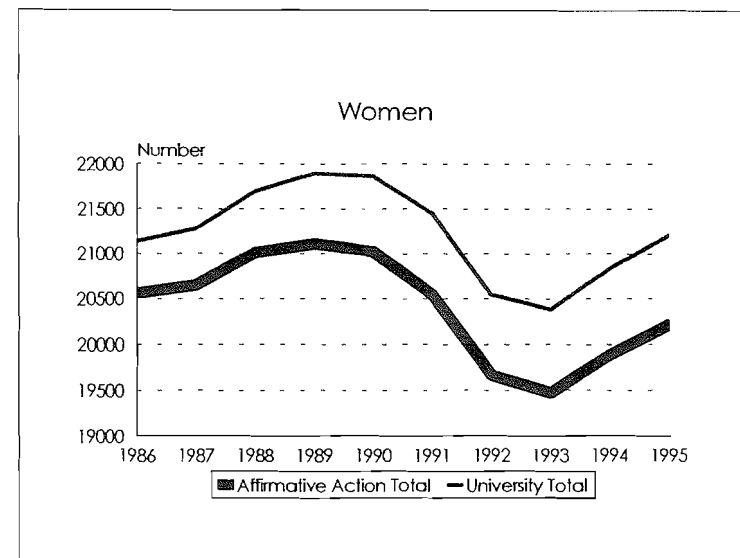
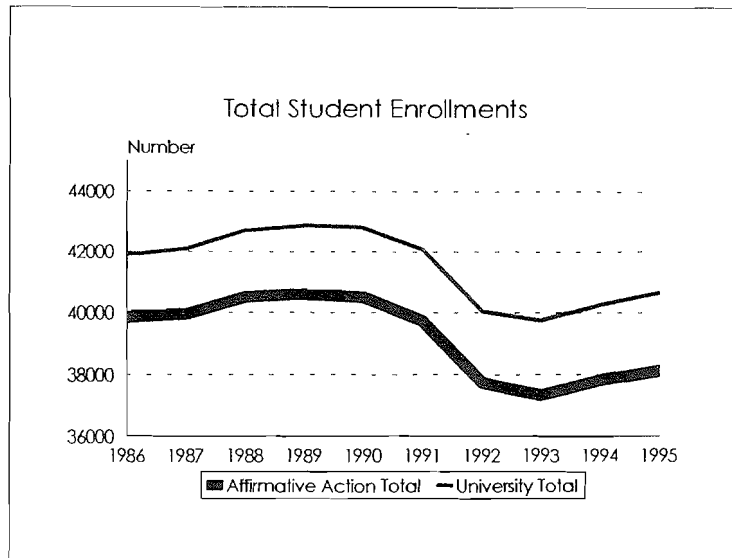
University Totals

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

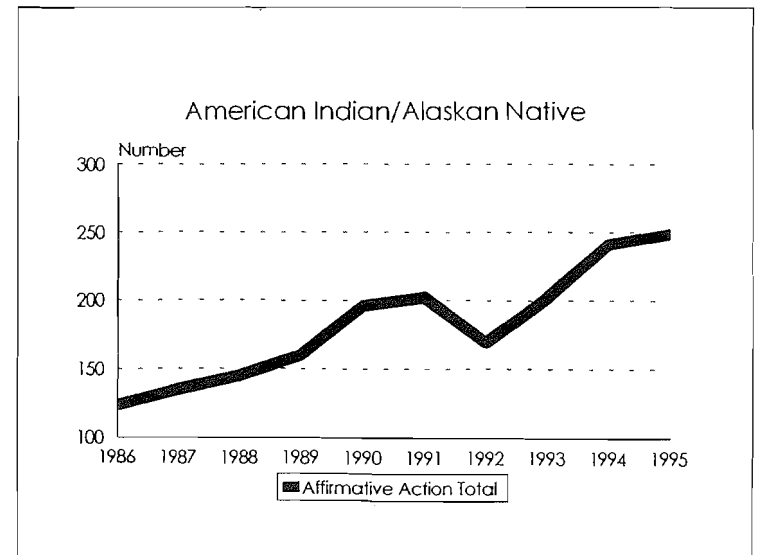
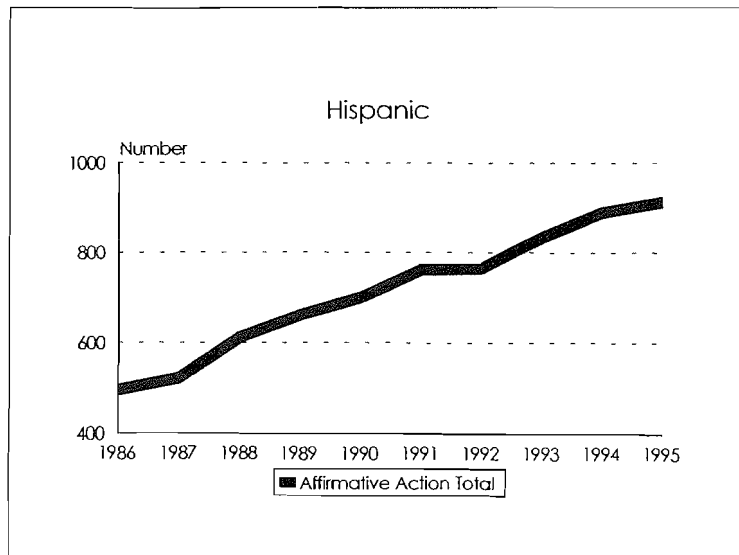
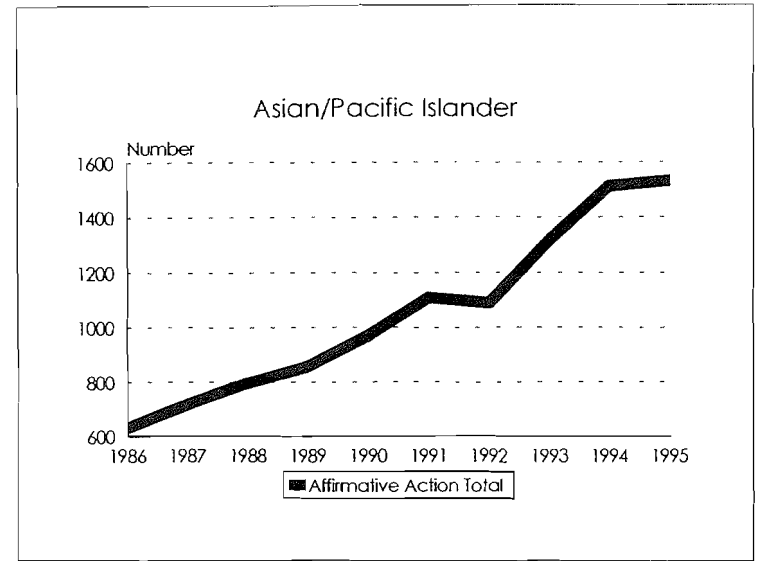
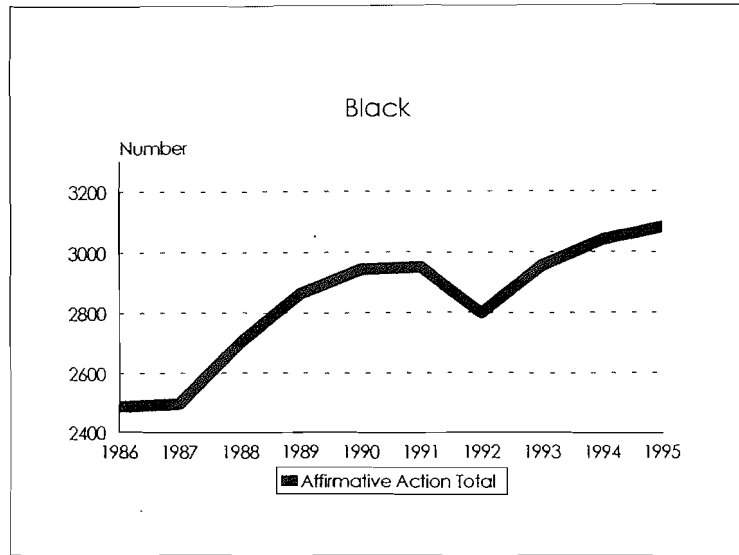
Handicapper Data

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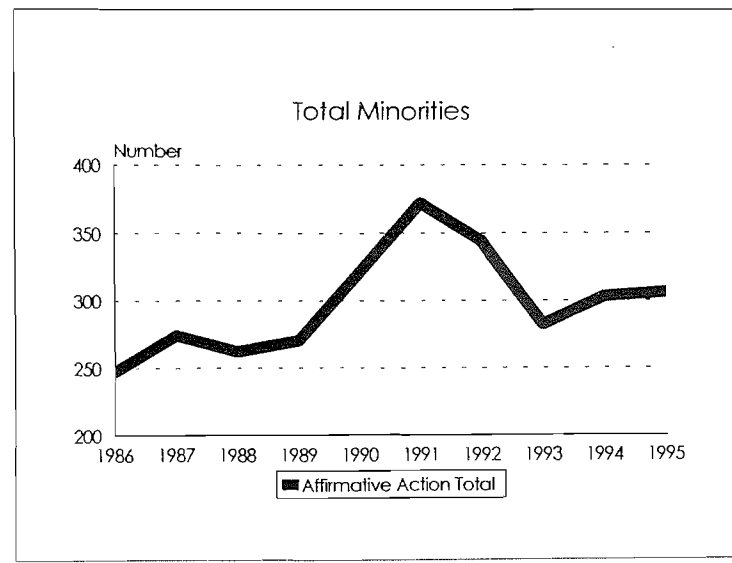
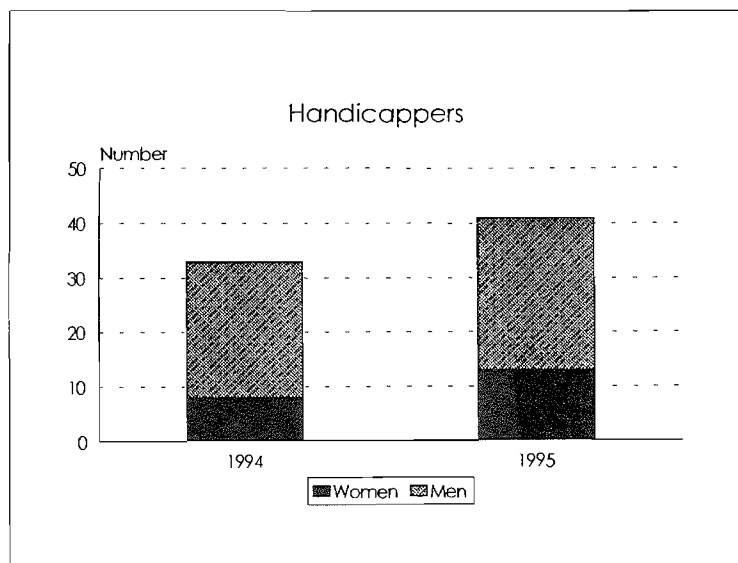
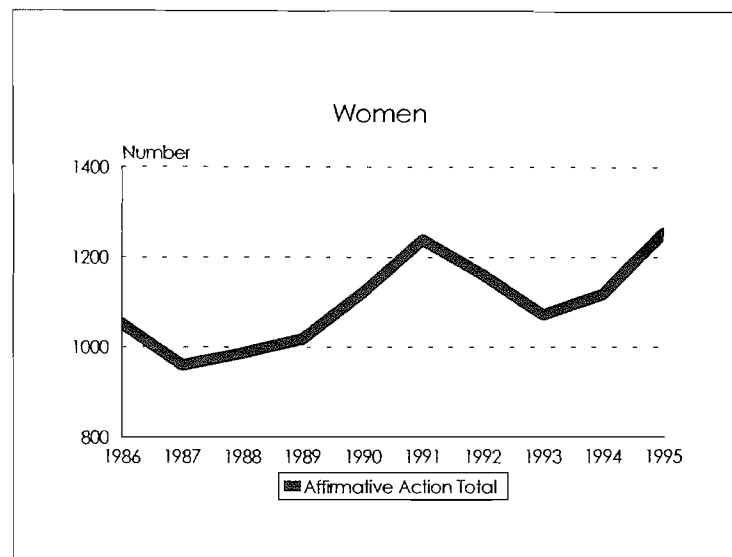
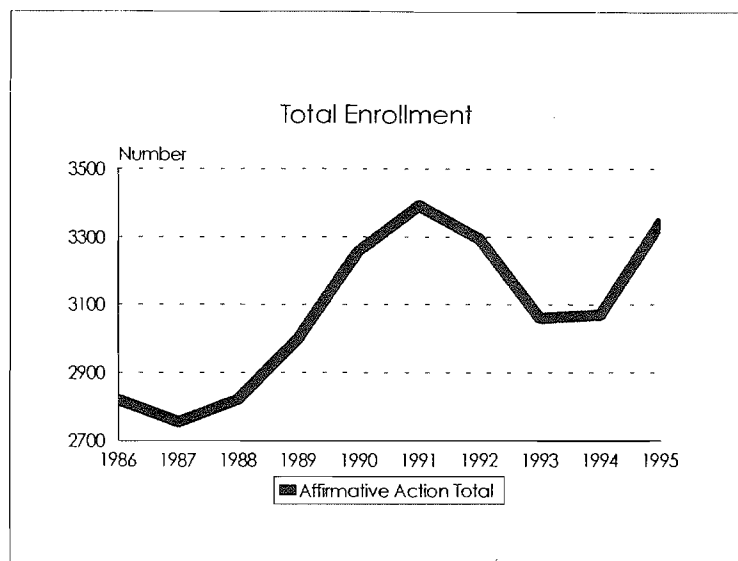
Student Enrollments, 1986-95



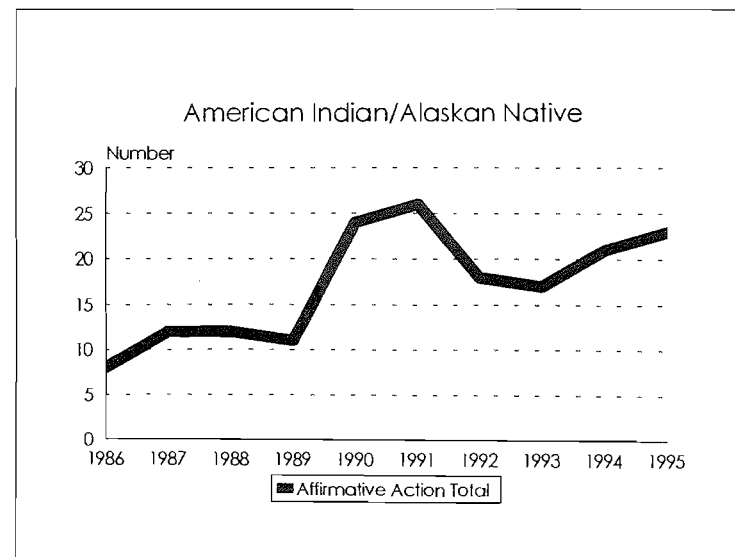
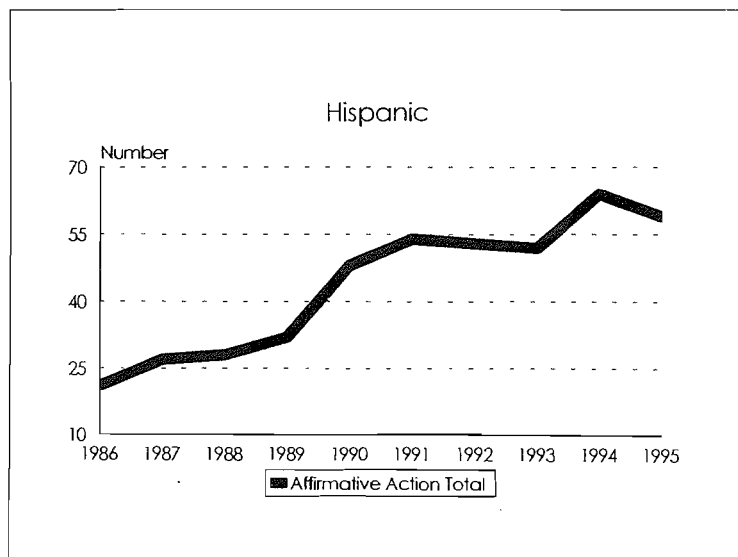
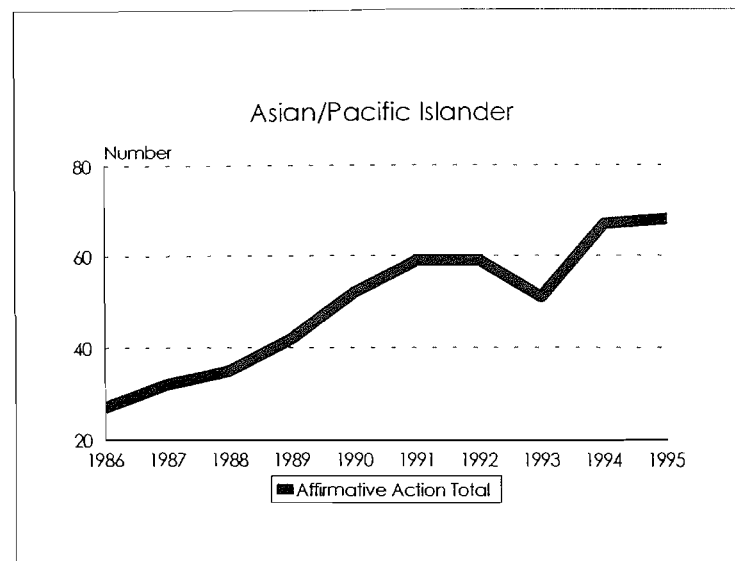
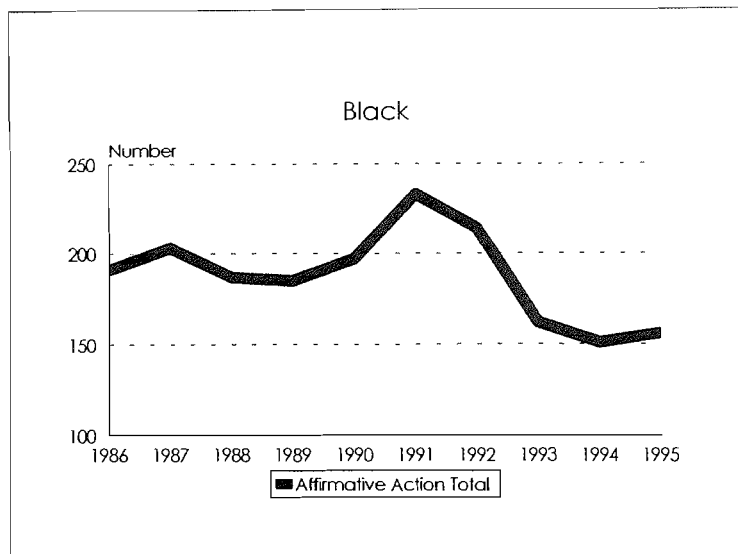
Student Enrollments, 1986-95 Minorities by Ethnic ID



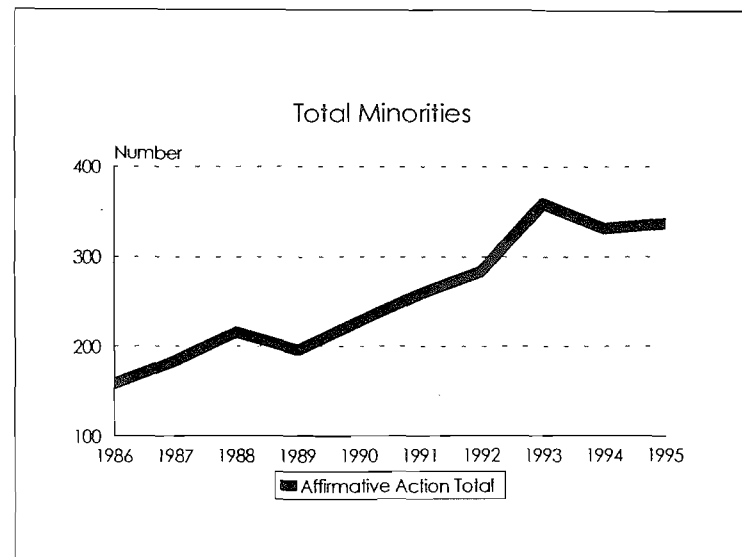
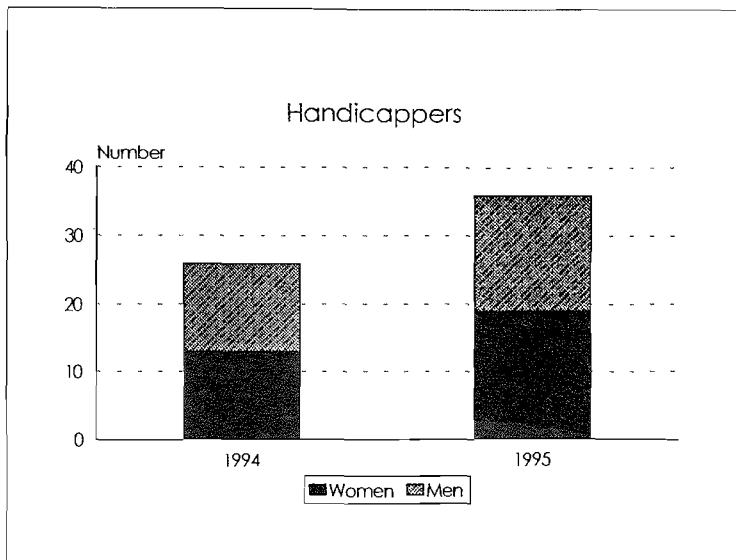
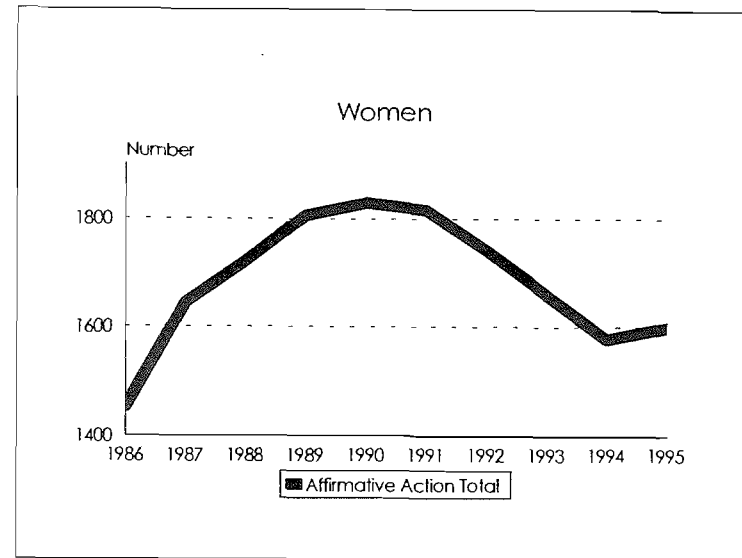
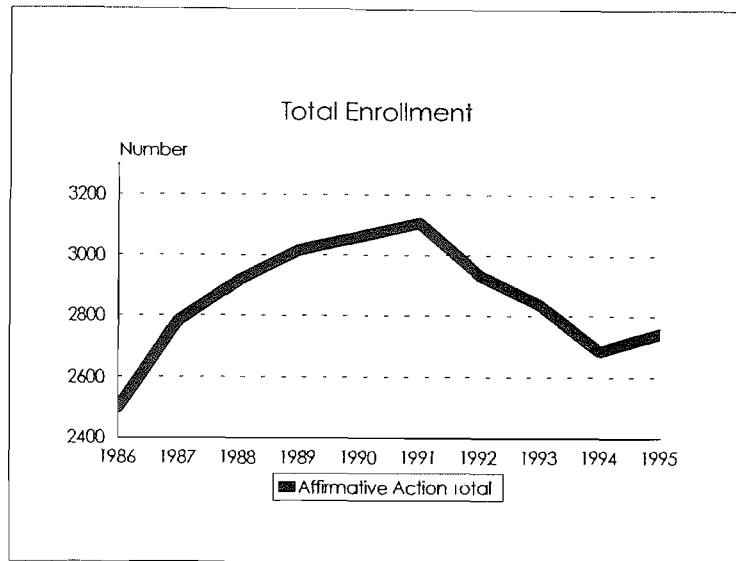
College of Agriculture & Natural Resources Student Enrollment Trends, 1986-95



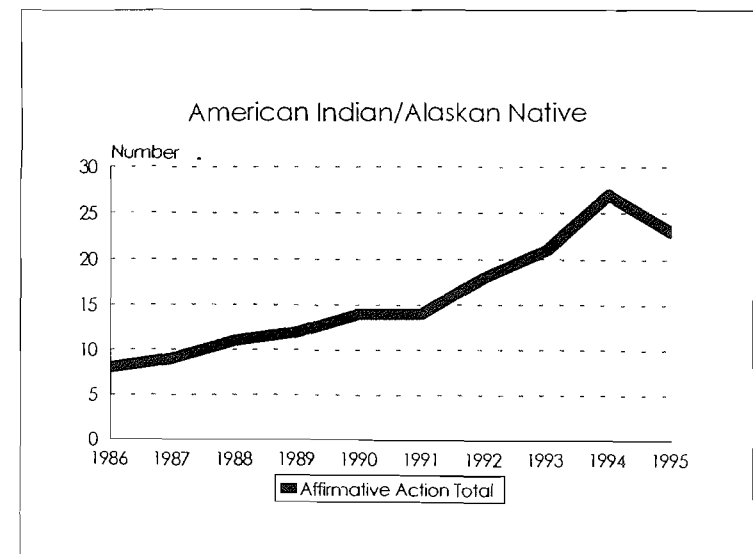
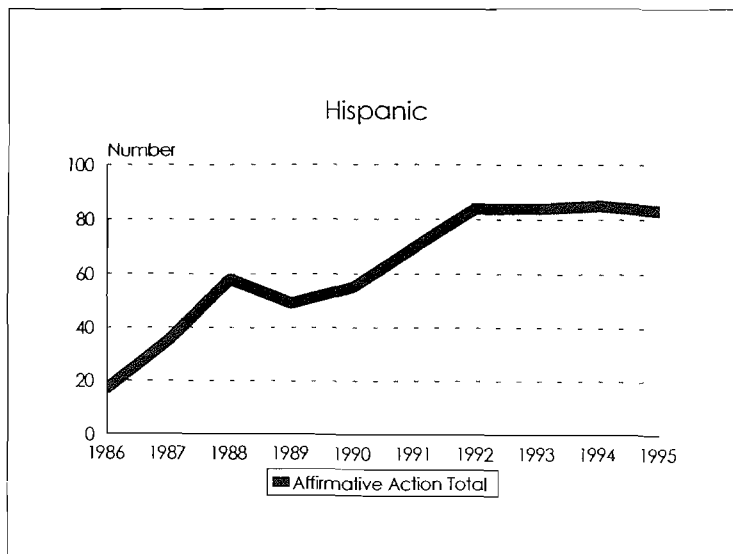
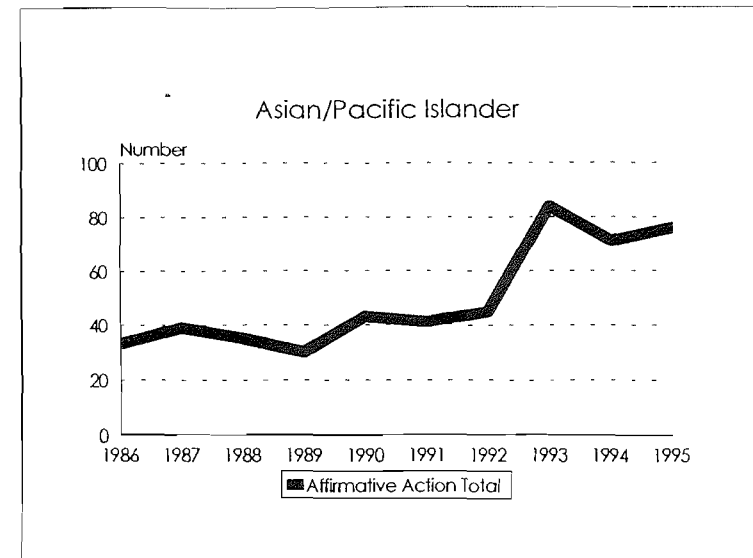
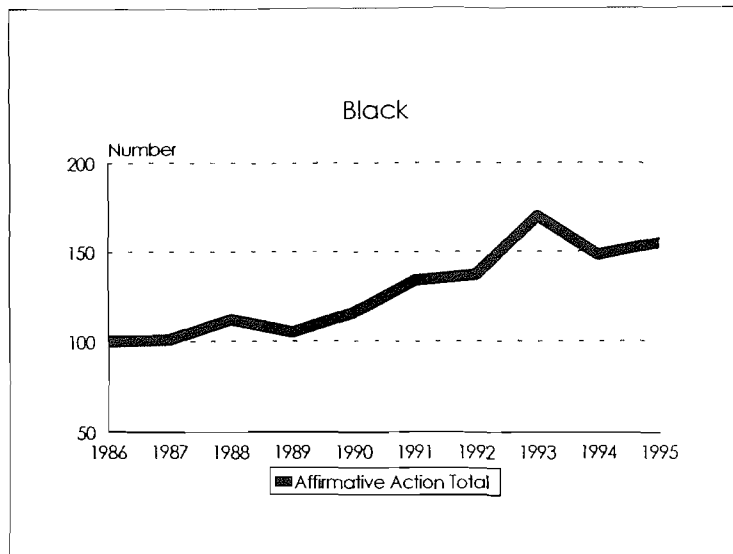
College of Agriculture & Natural Resources Minority Student Enrollments by Ethnic ID, 1986-95



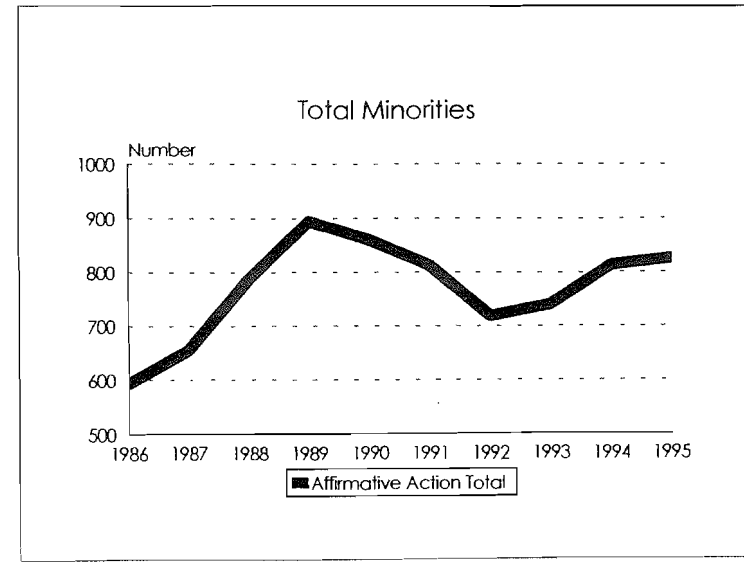
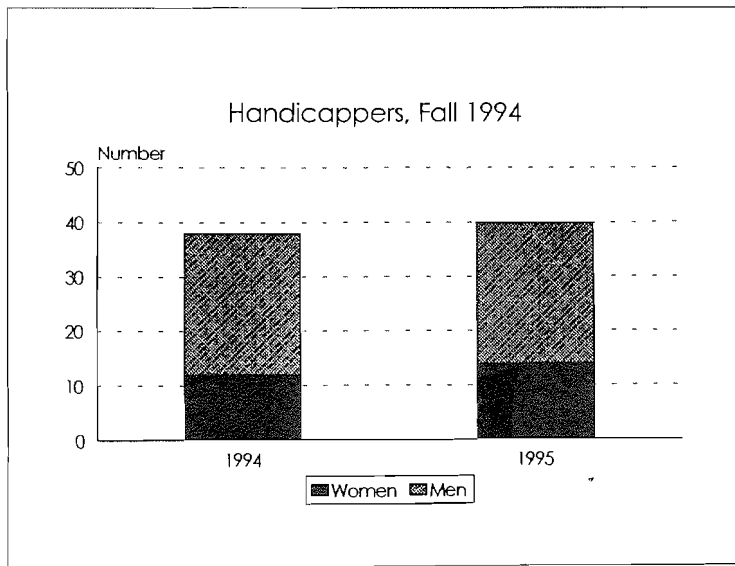
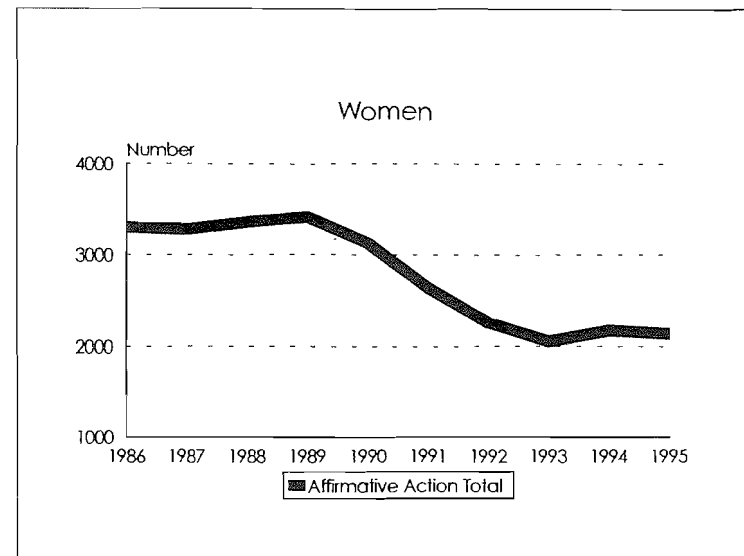
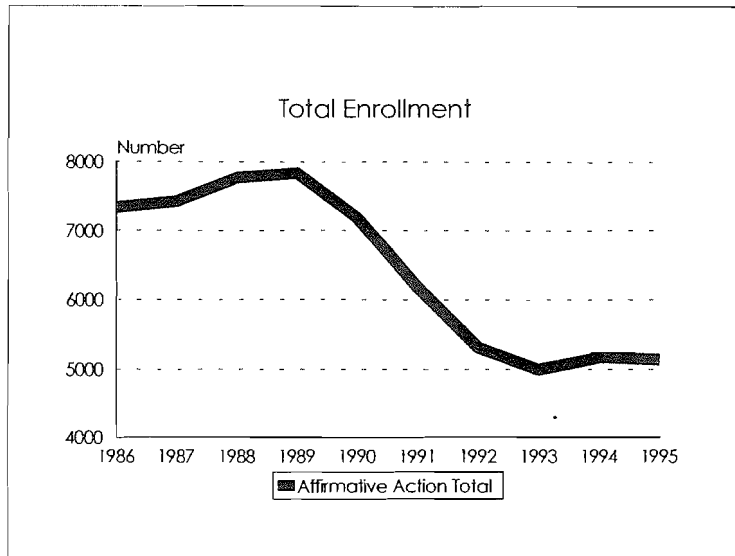
College of Arts & Letters Student Enrollment Trends, 1986-95



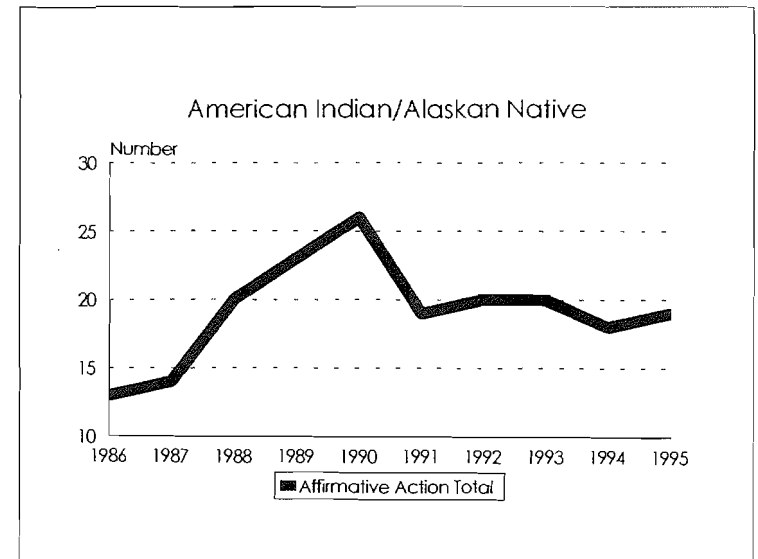
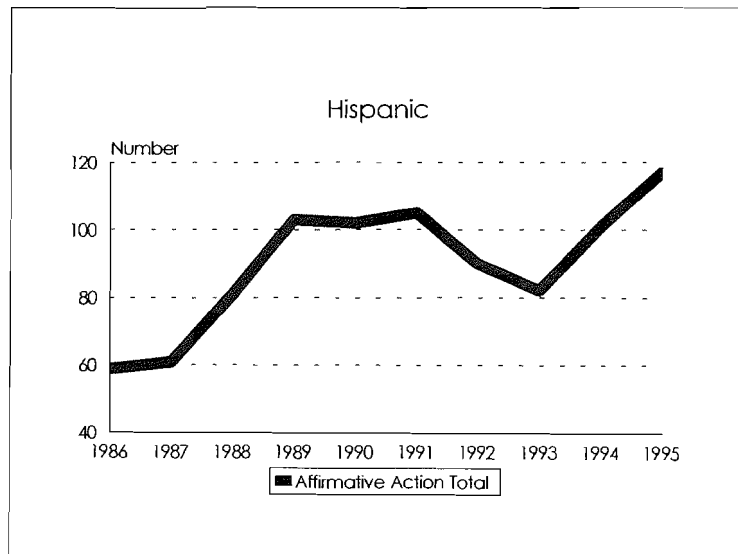
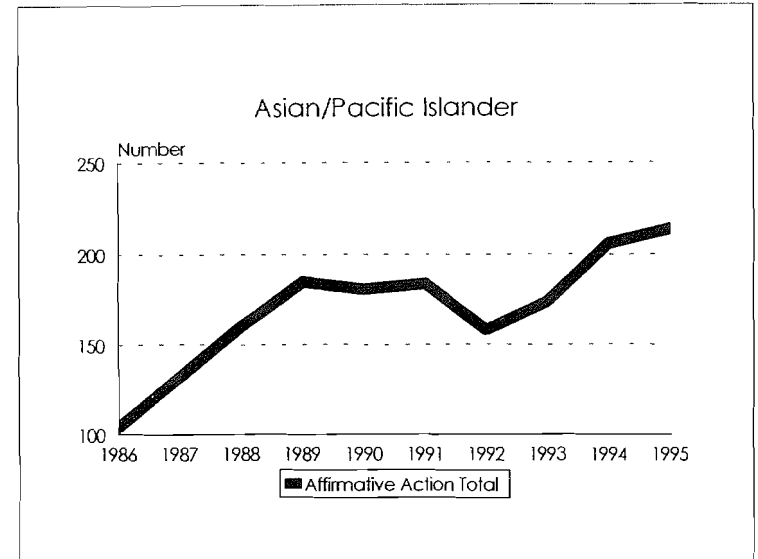
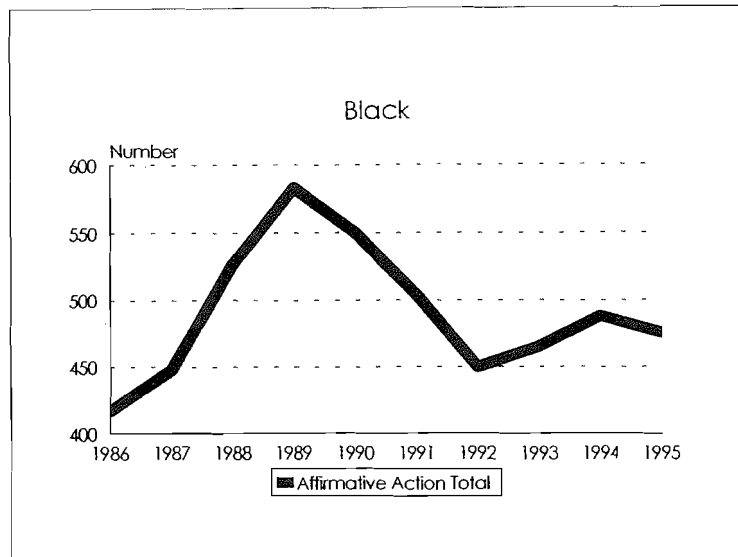
College of Arts & Letters
Minority Student Enrollments by Ethnic ID, 1986-95



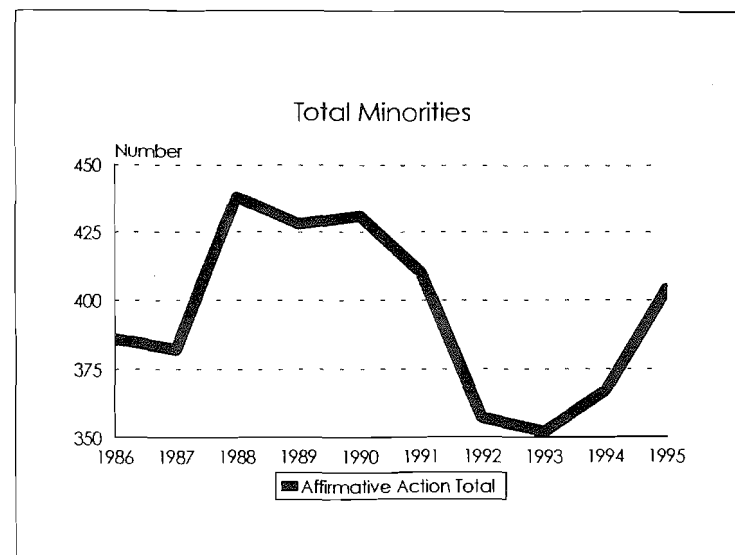
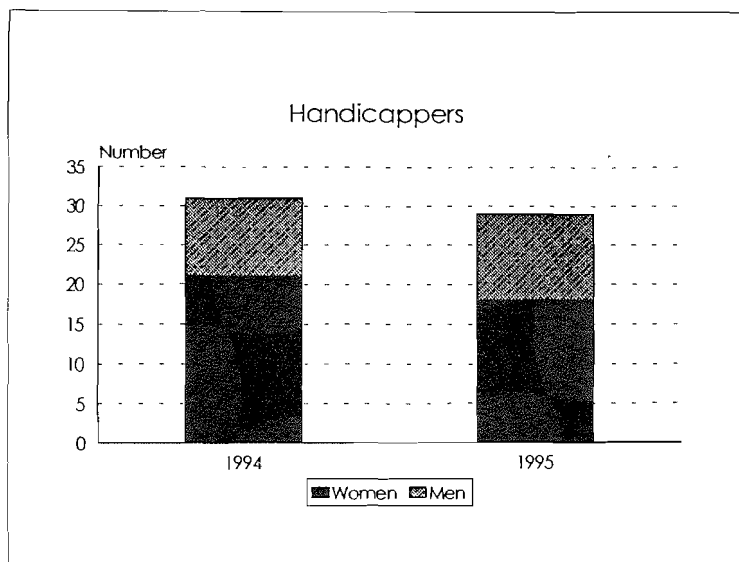
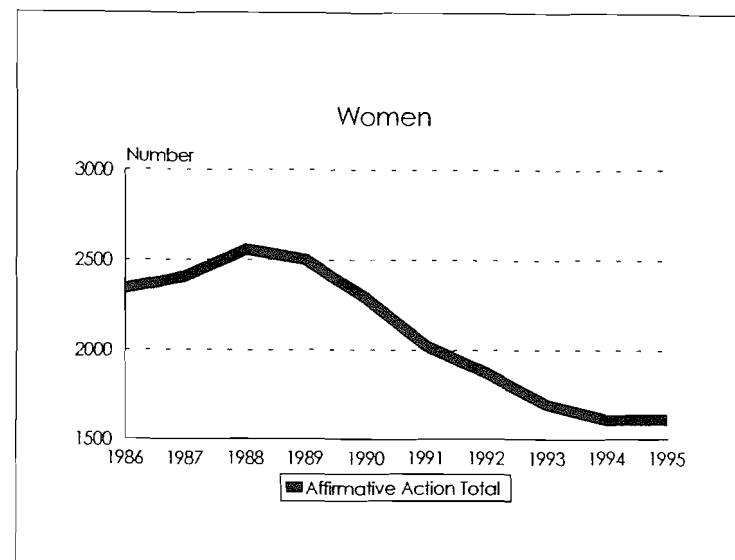
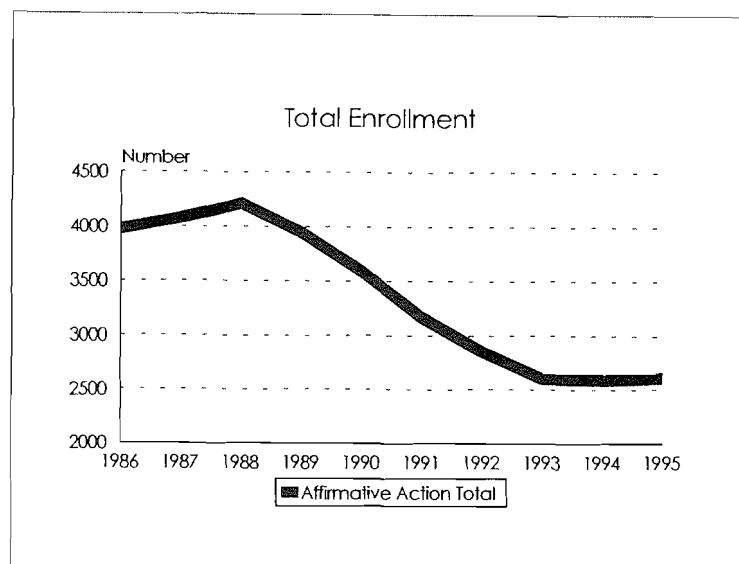
Eli Broad College of Business Student Enrollment Trends, 1986-95



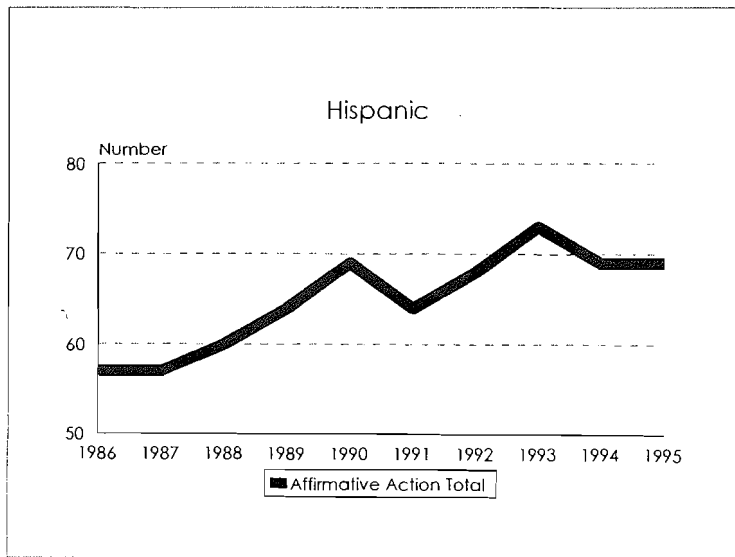
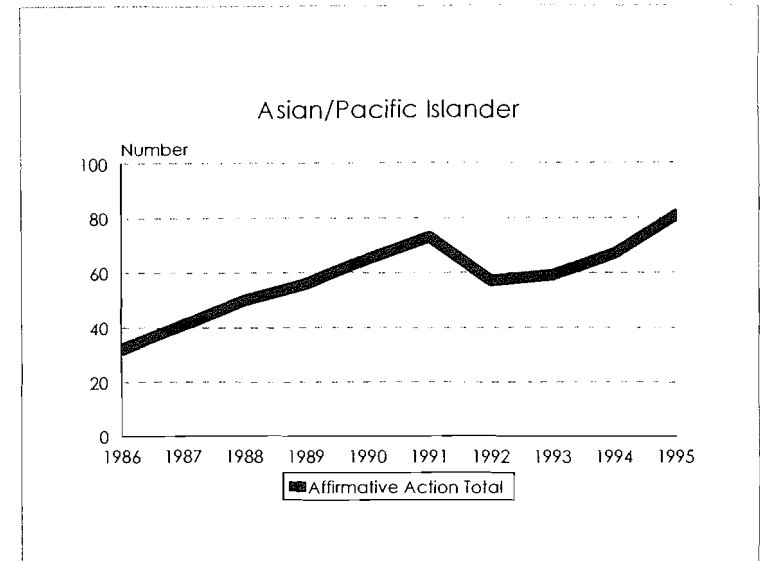
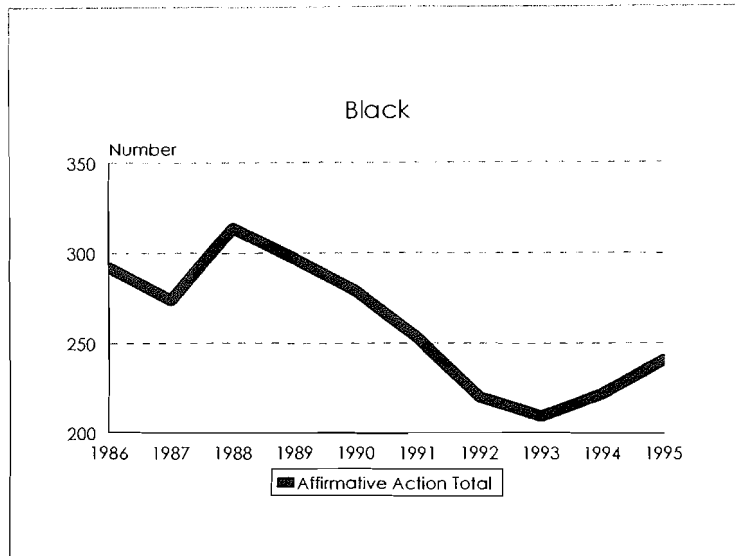
Eli Broad College of Business
Minority Student Enrollments by Ethnic ID, 1986-95



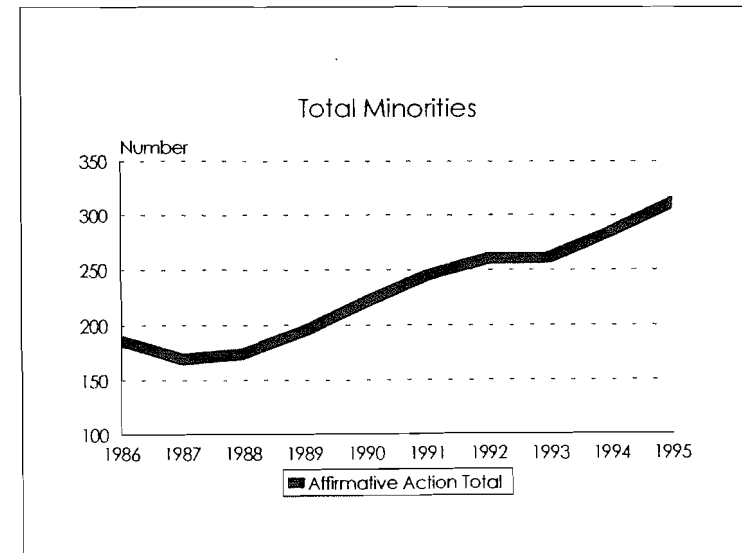
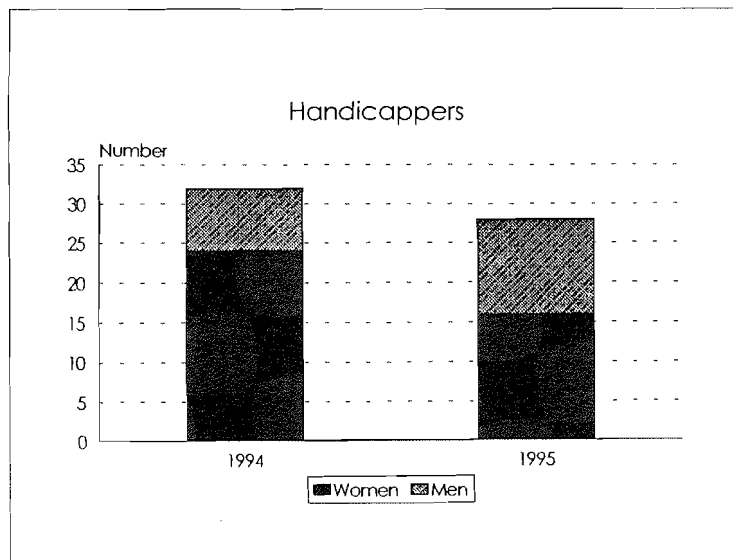
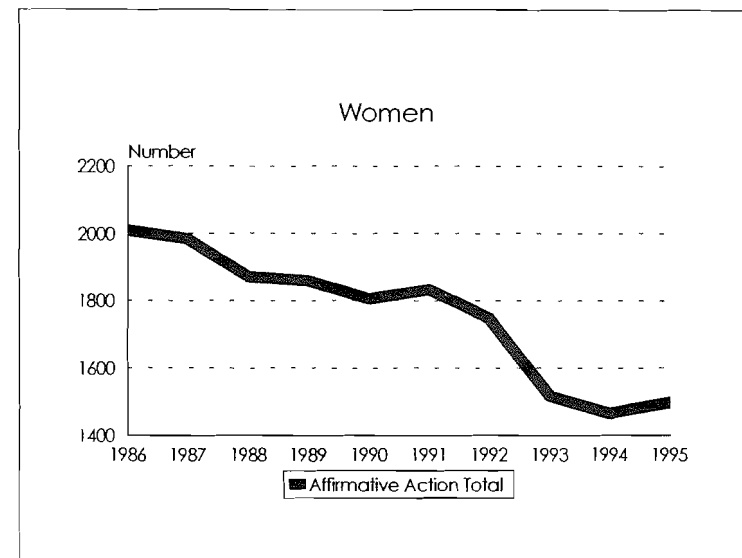
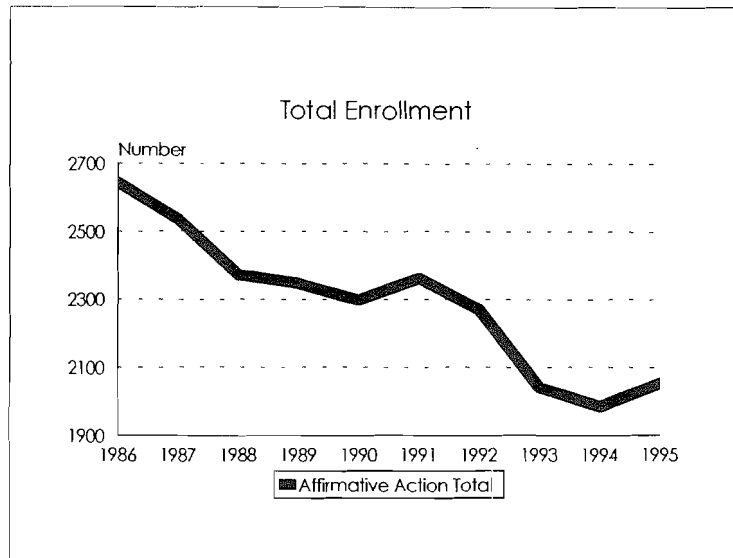
College of Communication Arts & Sciences Student Enrollment Trends, 1986-95



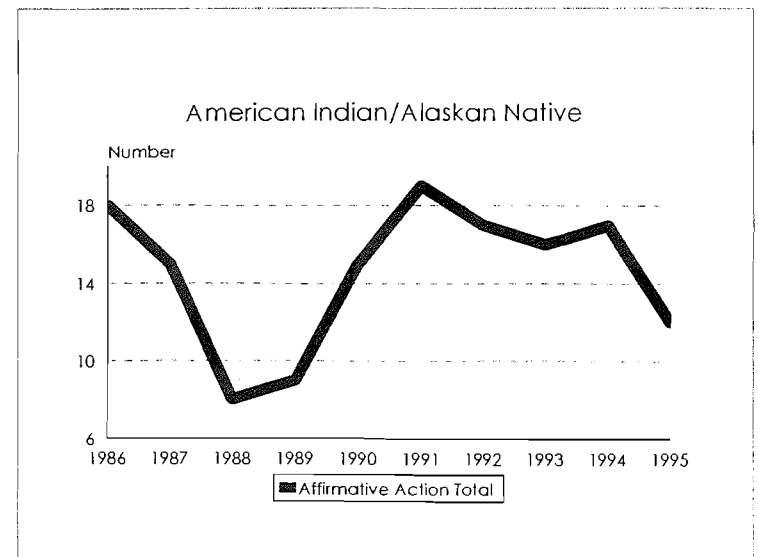
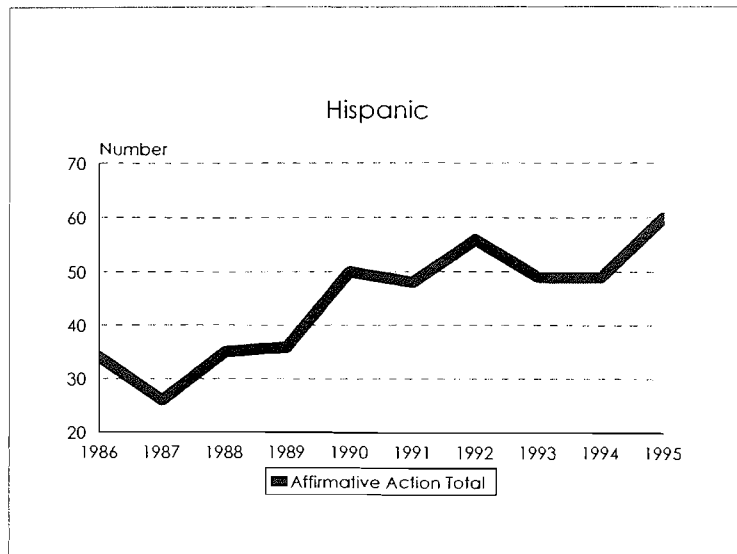
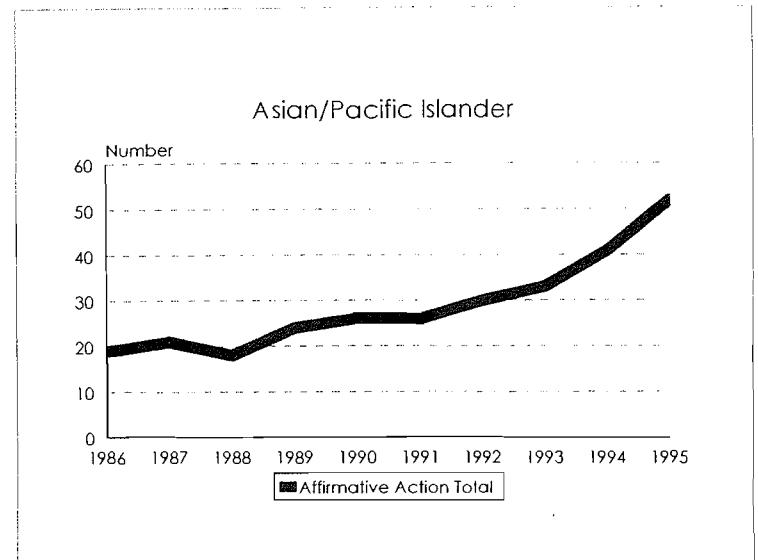
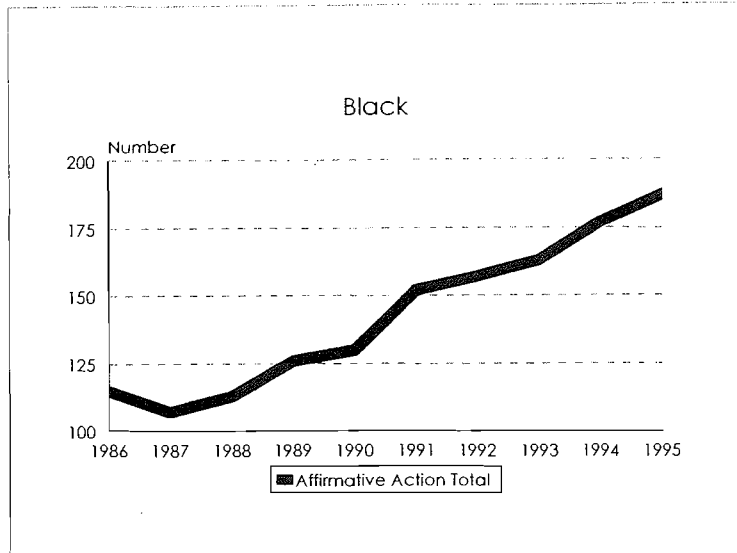
College of Communication Arts & Sciences
Minority Student Enrollments by Ethnic ID, 1986-95



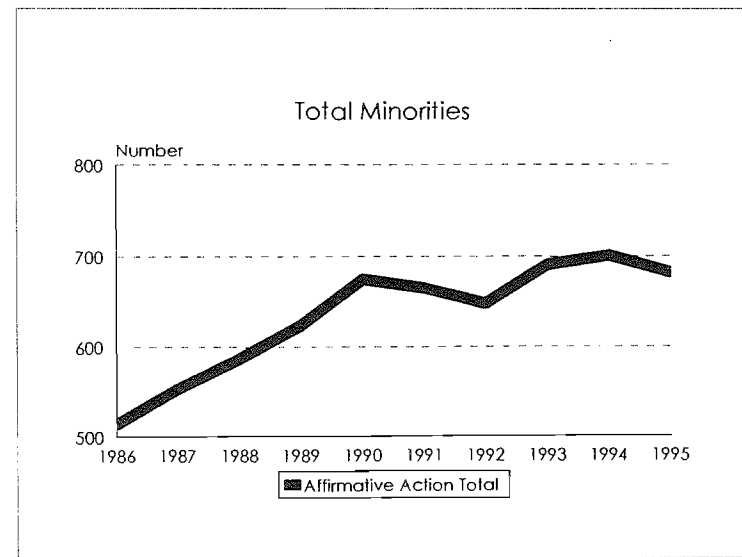
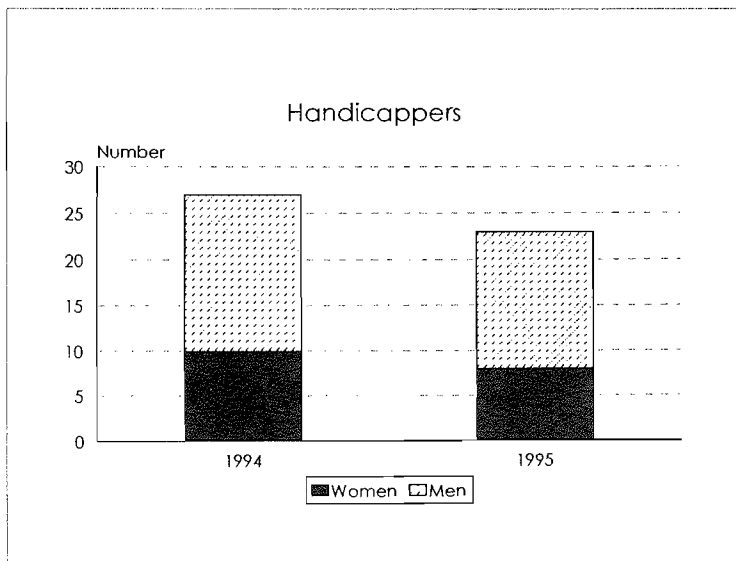
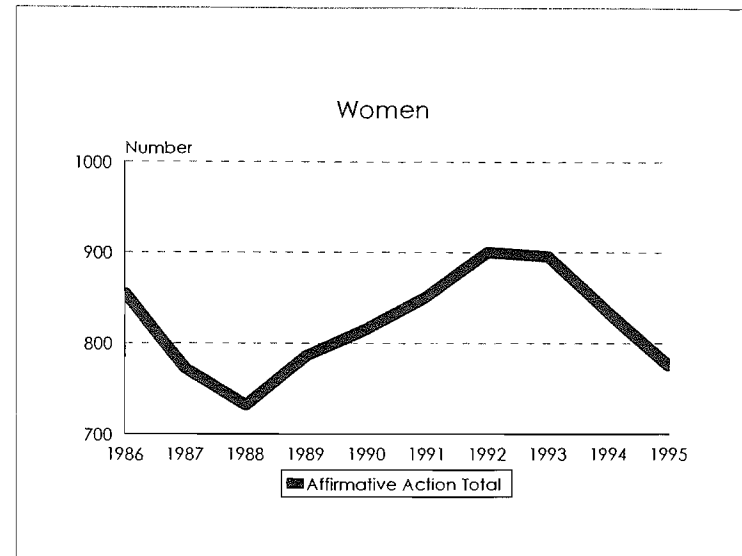
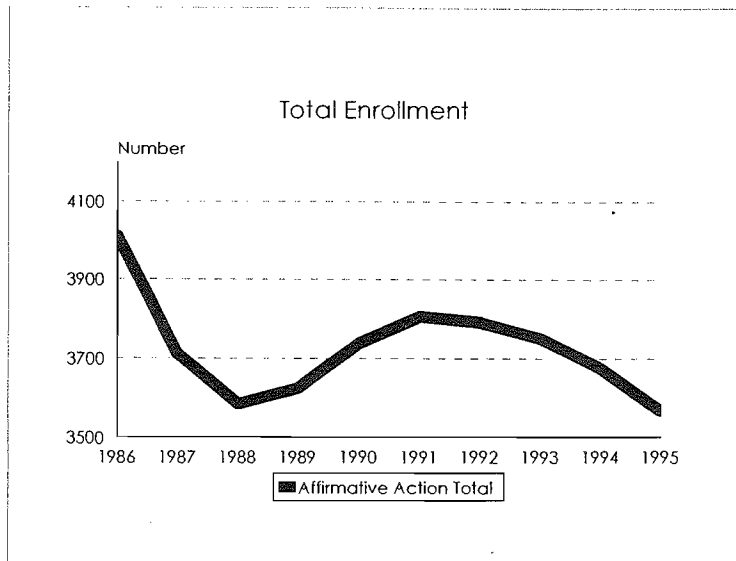
College of Education Student Enrollment Trends, 1986-95



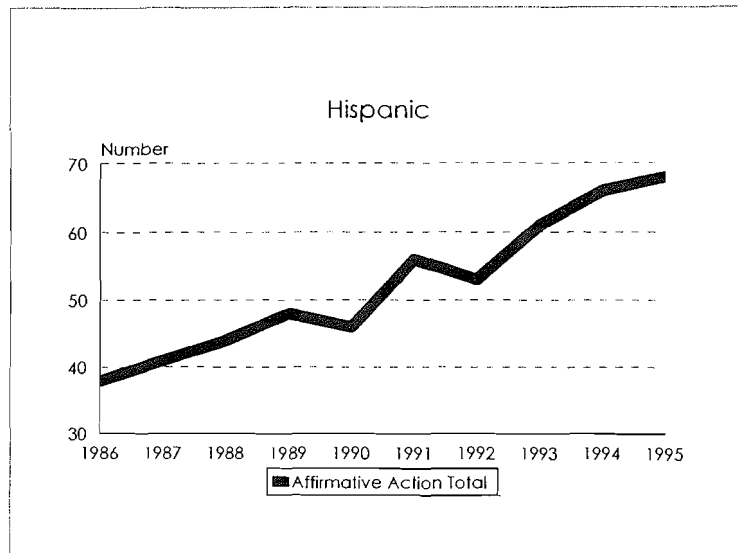
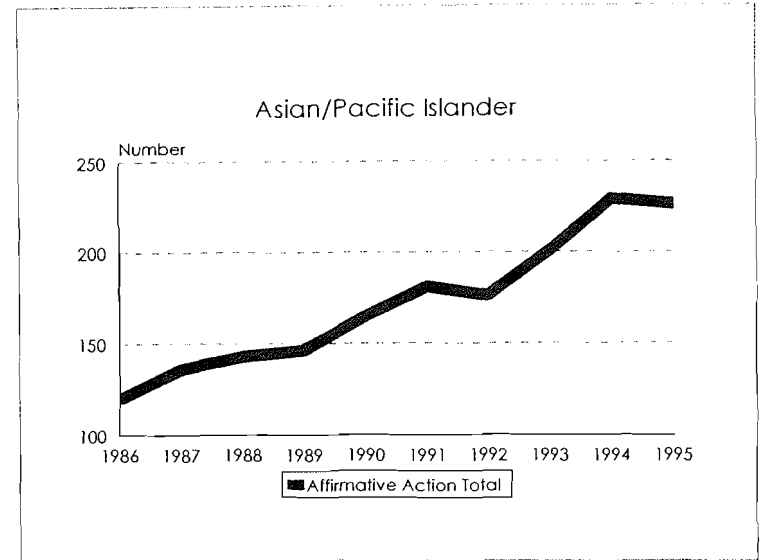
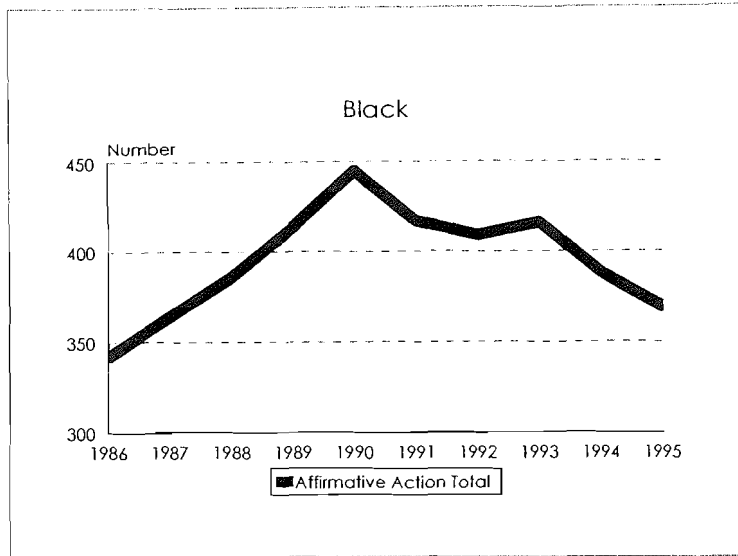
College of Education
Minority Student Enrollments by Ethnic ID, 1986-95



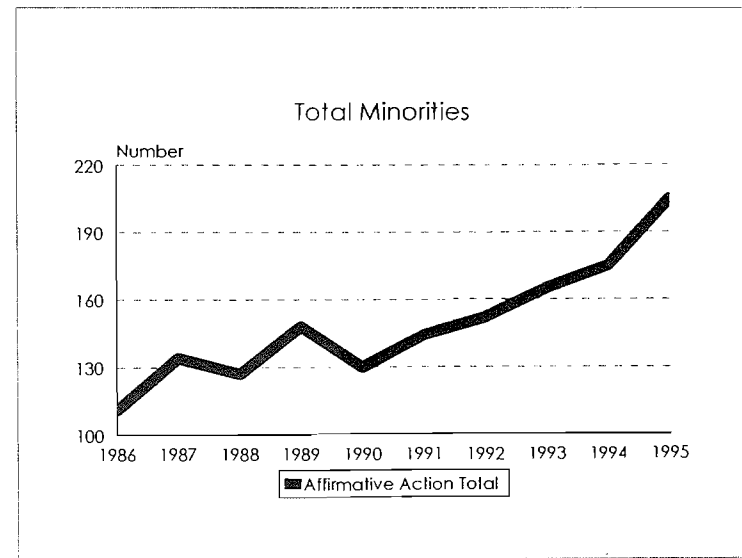
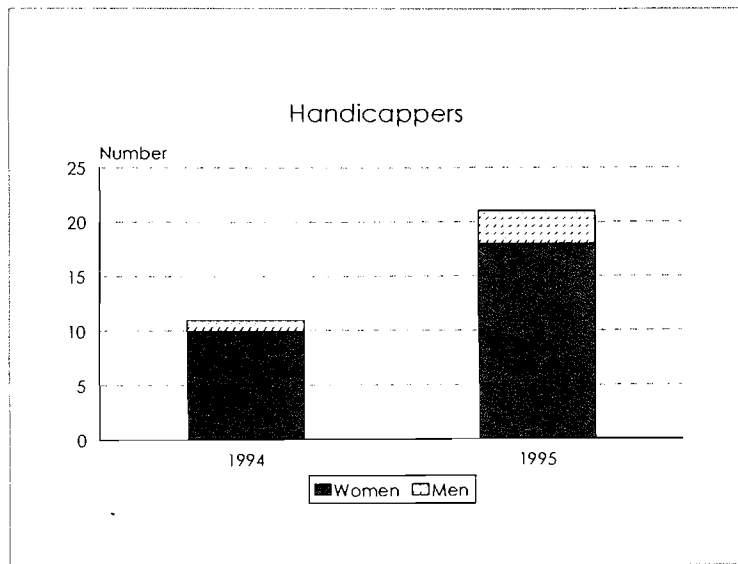
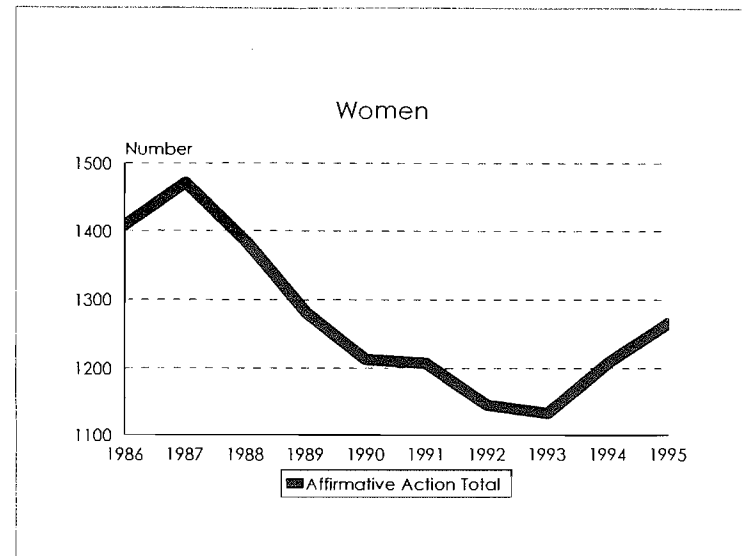
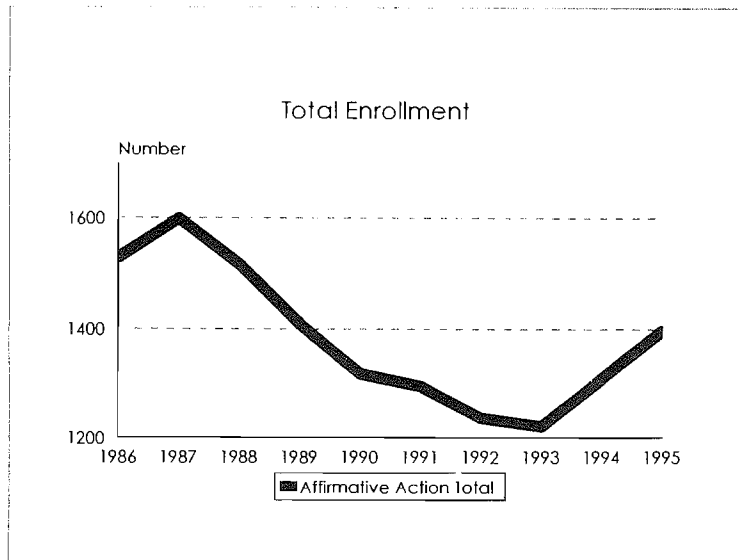
College of Engineering Student Enrollment Trends, 1986-95



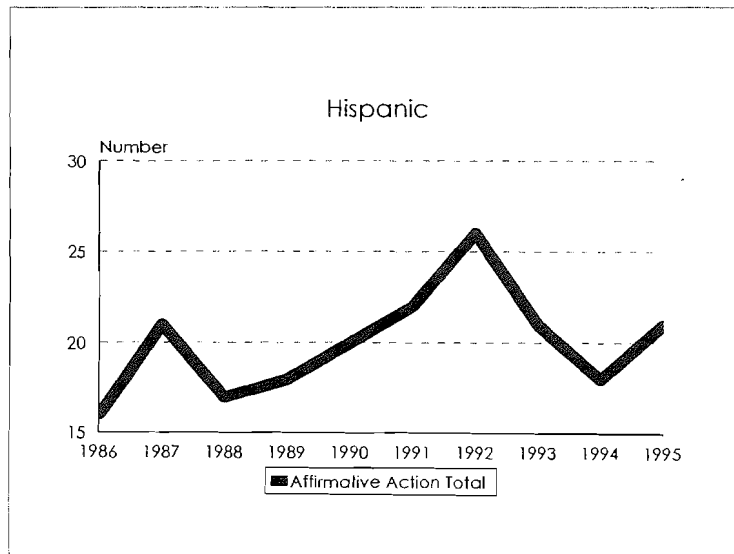
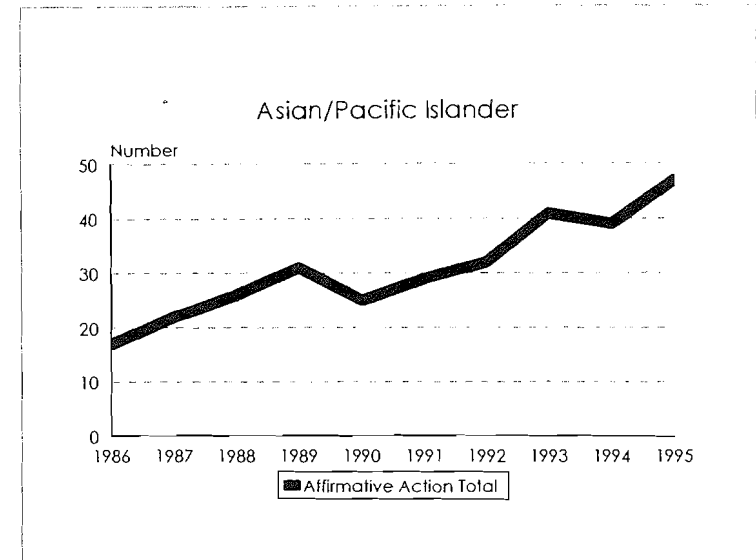
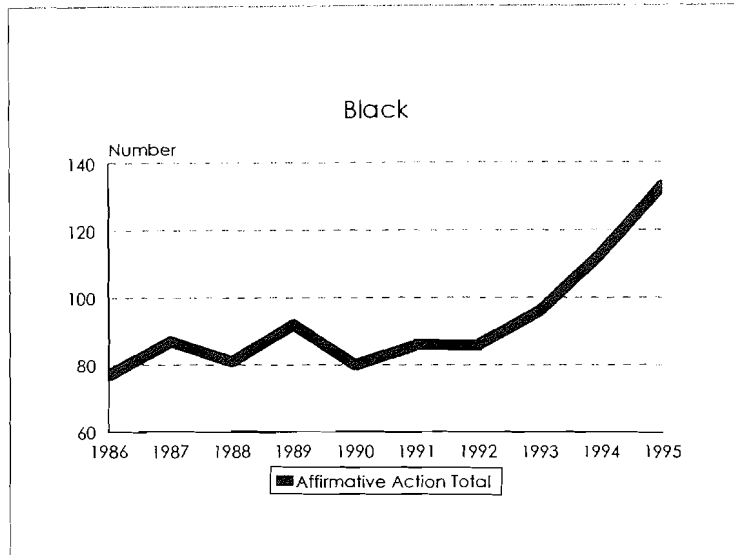
College of Engineering Minority Student Enrollments by Ethnic ID, 1986-95



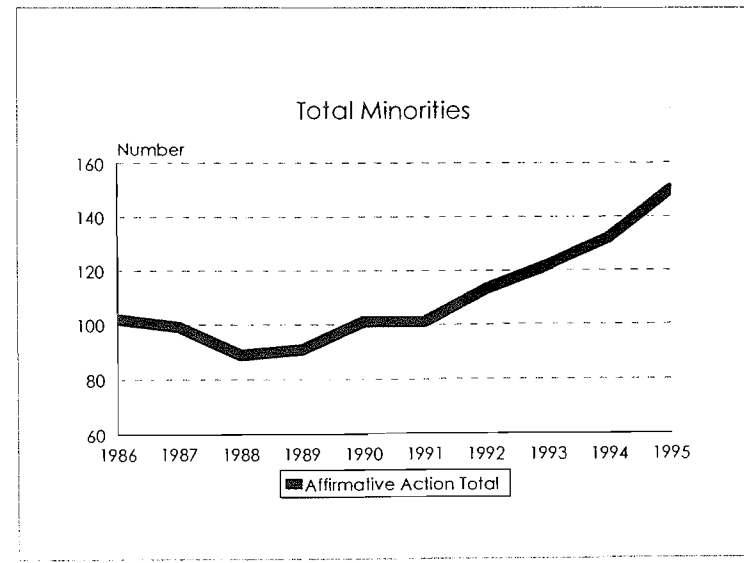
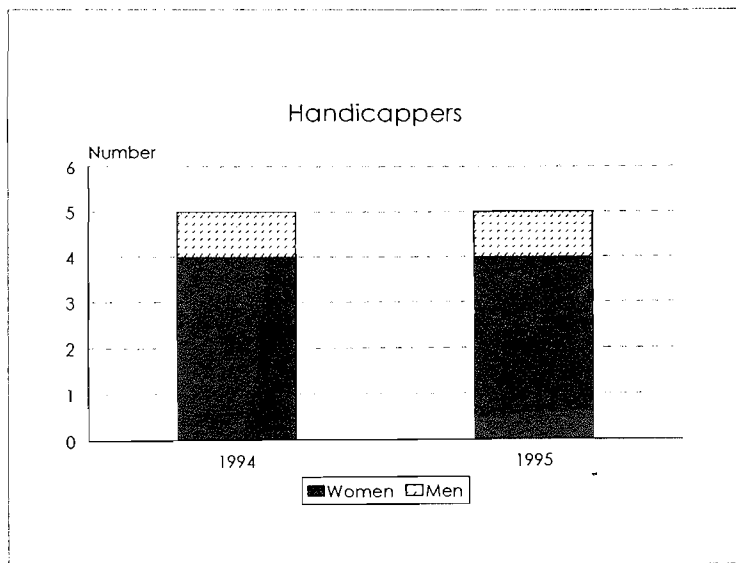
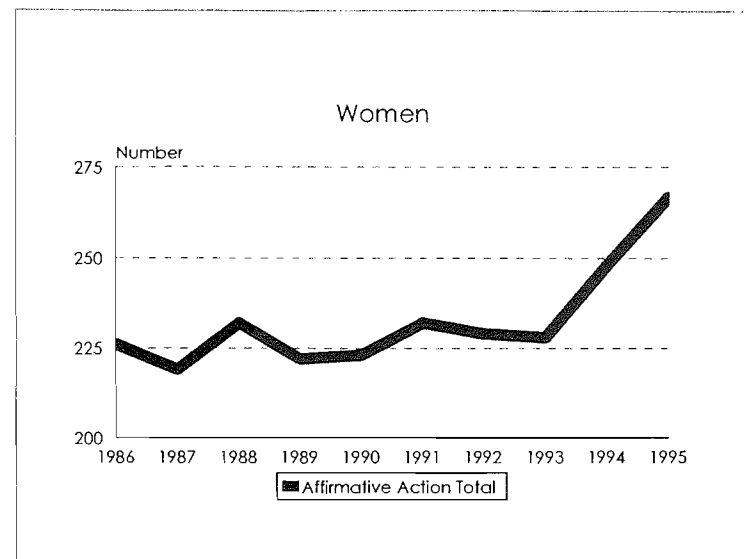
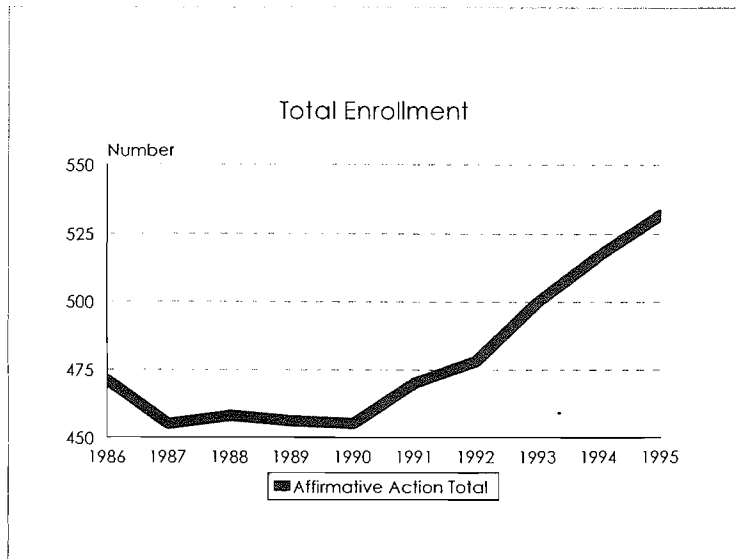
College of Human Ecology Student Enrollment Trends, 1986-95



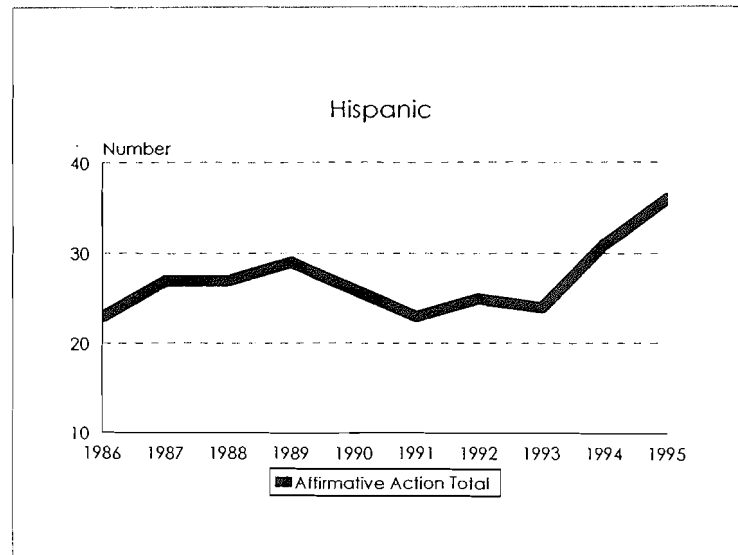
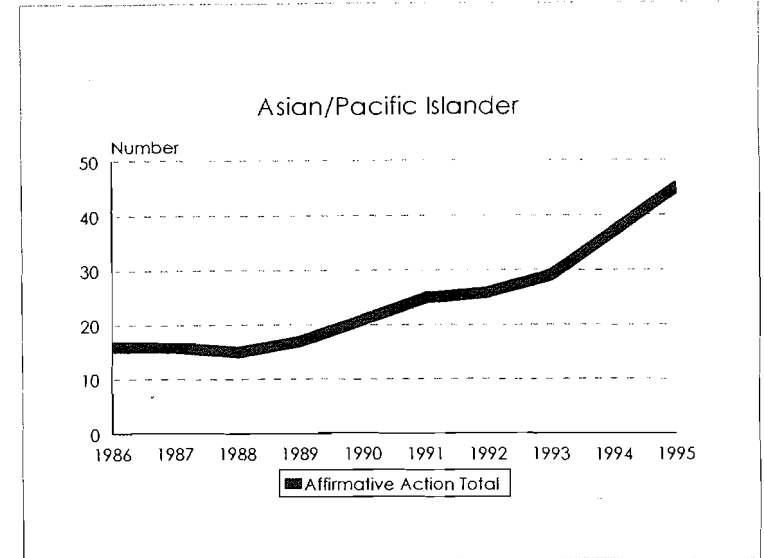
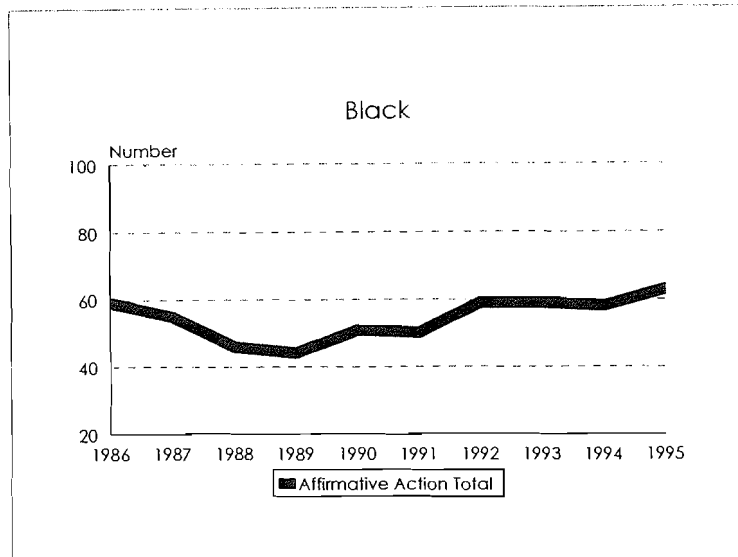
College of Human Ecology
Minority Student Enrollments by Ethnic ID, 1986-95



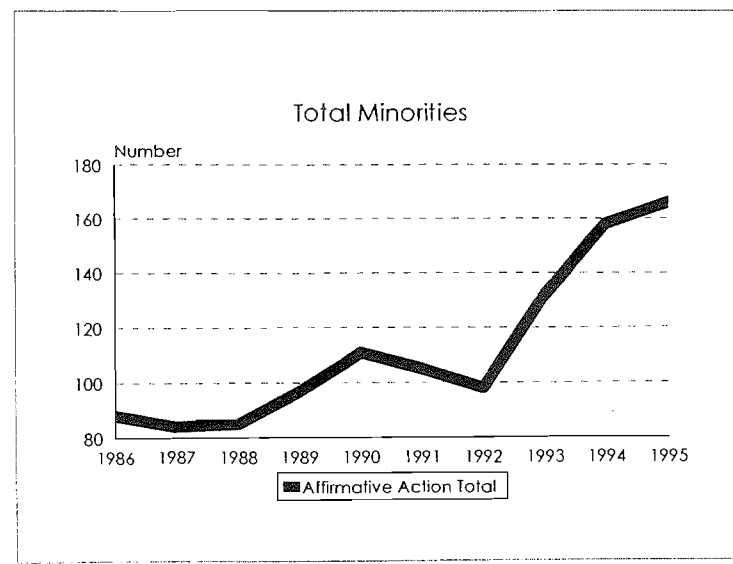
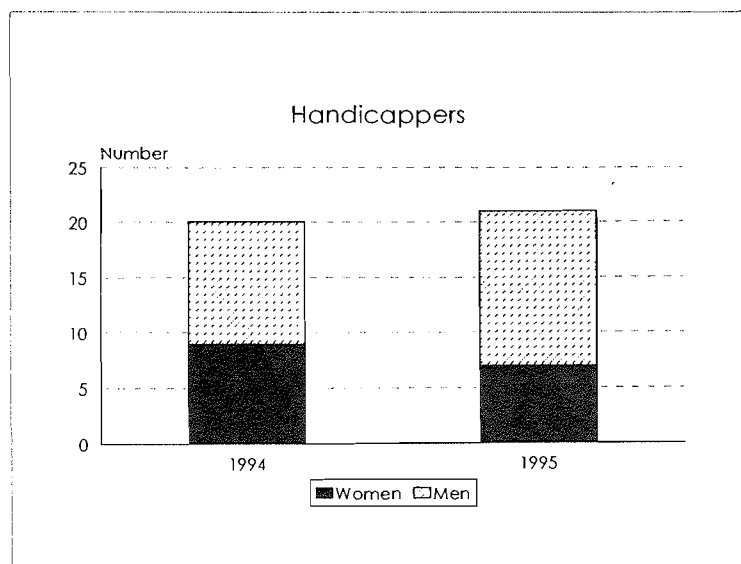
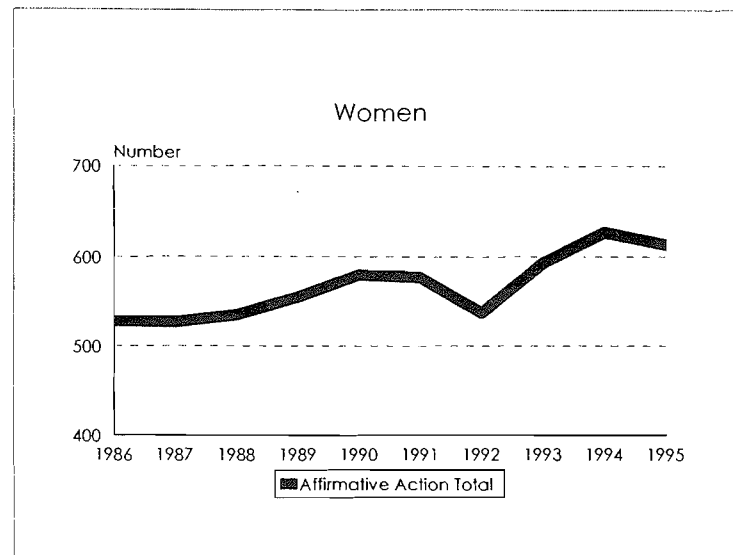
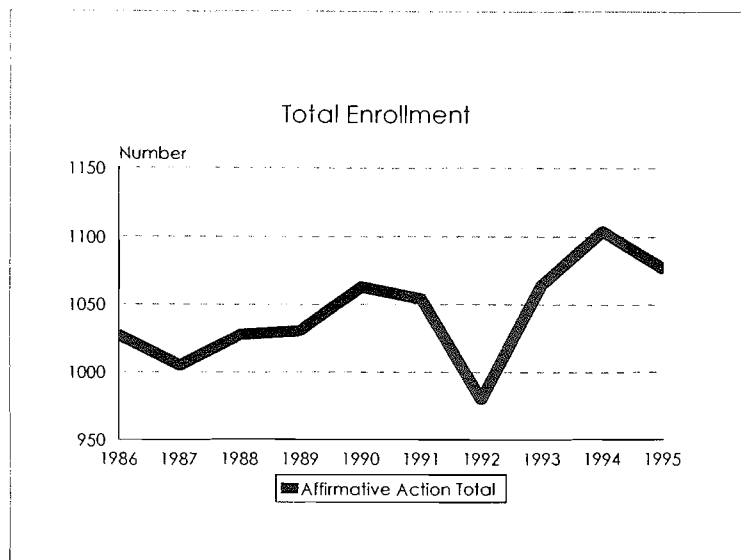
College of Human Medicine Student Enrollment Trends, 1986-95



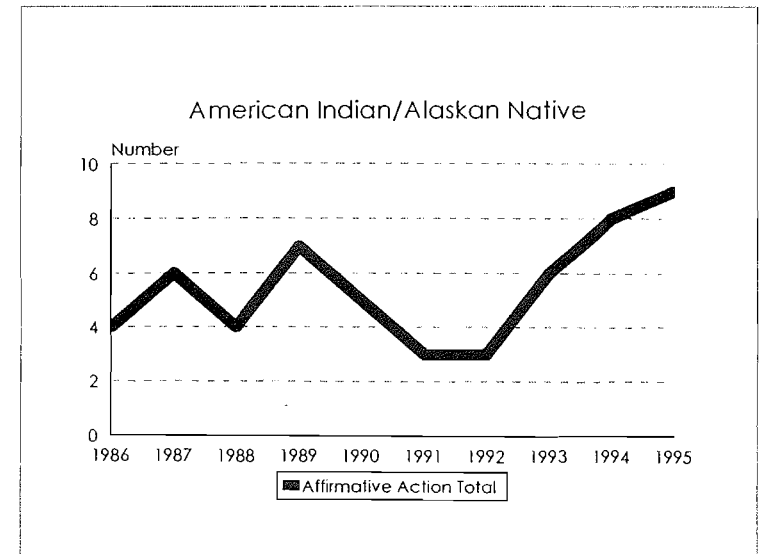
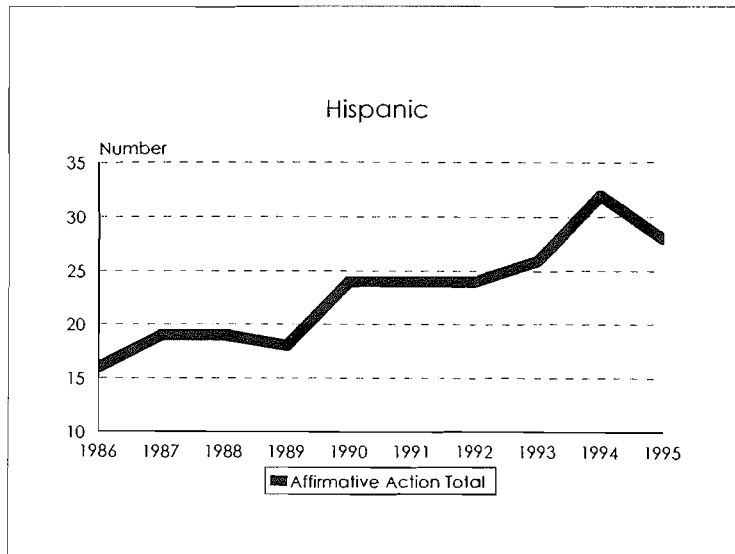
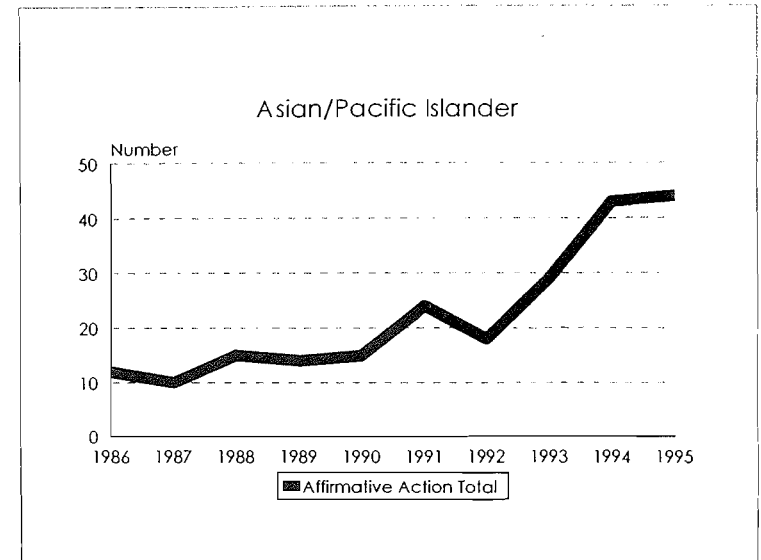
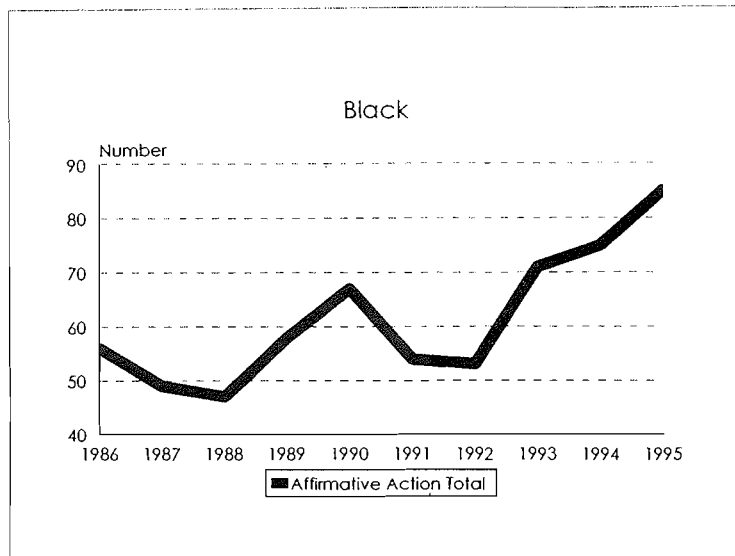
College of Human Medicine Minority Student Enrollments by Ethnic ID, 1986-95



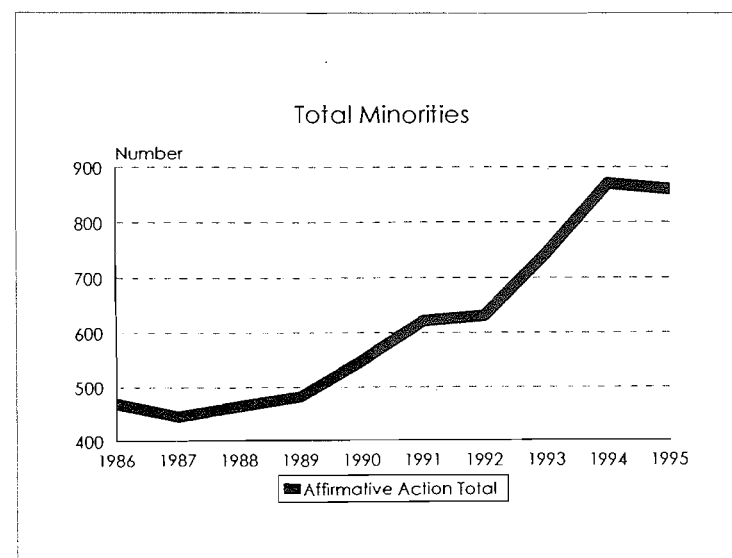
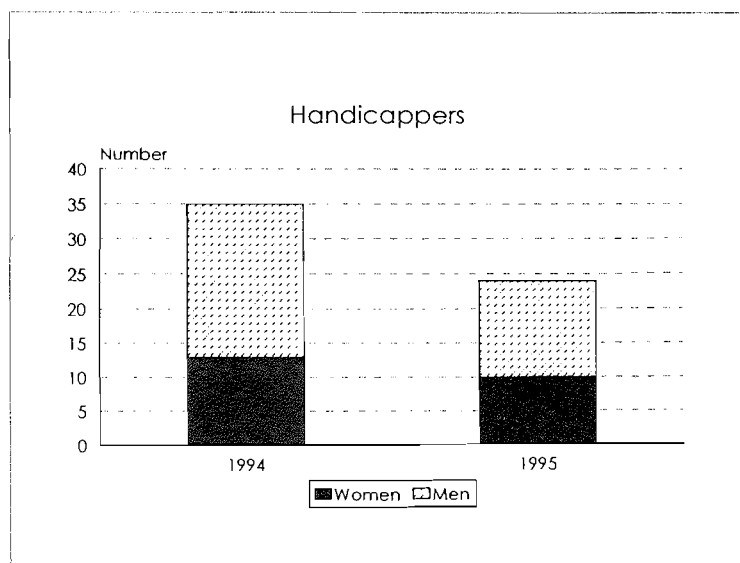
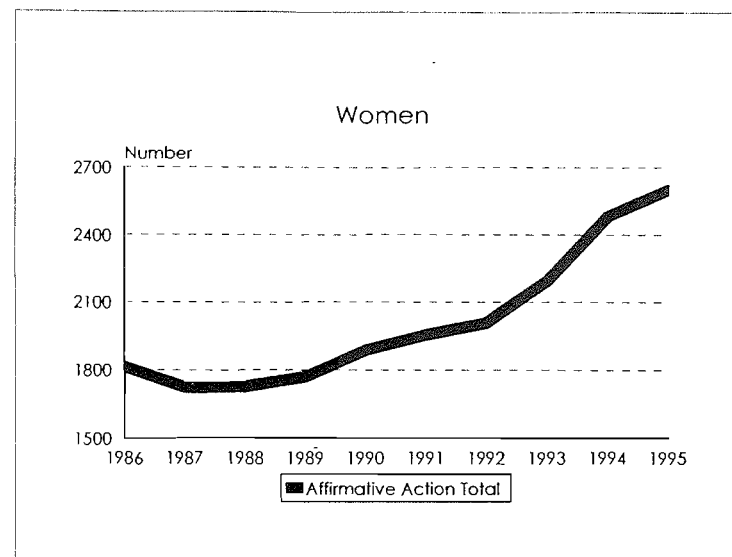
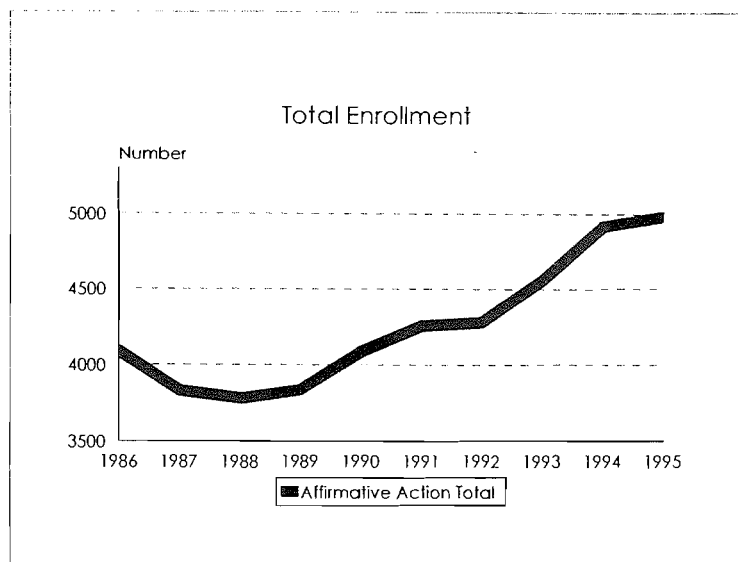
James Madison College Student Enrollment Trends, 1986-95



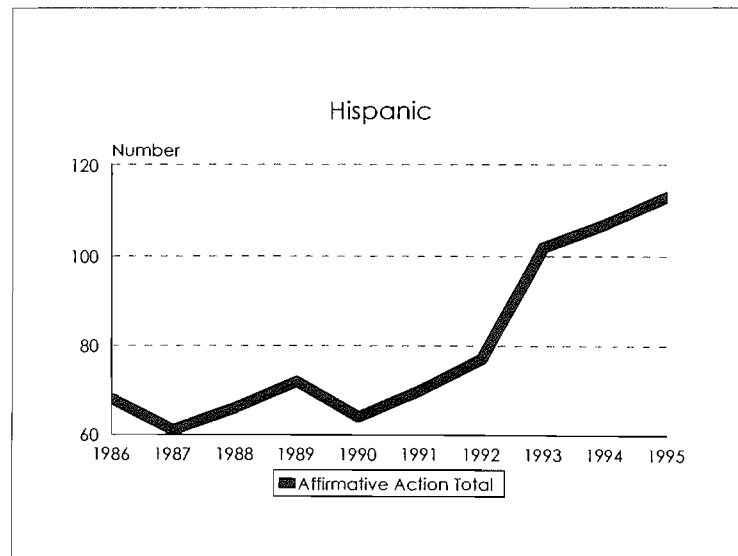
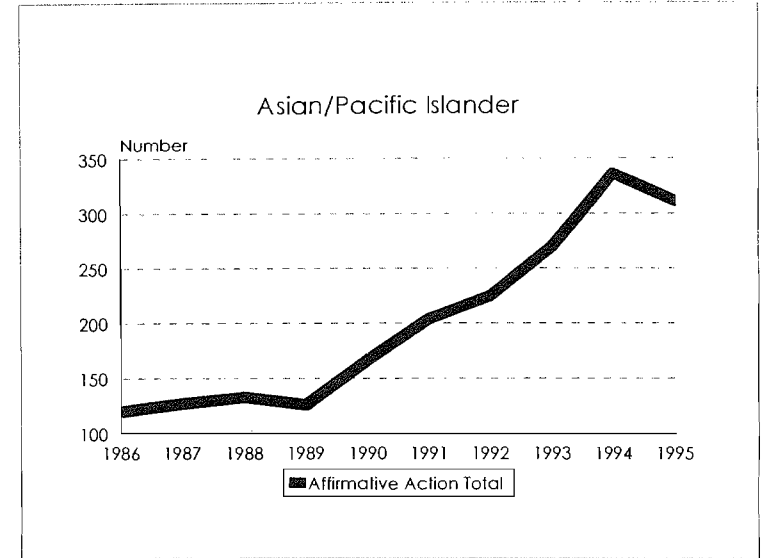
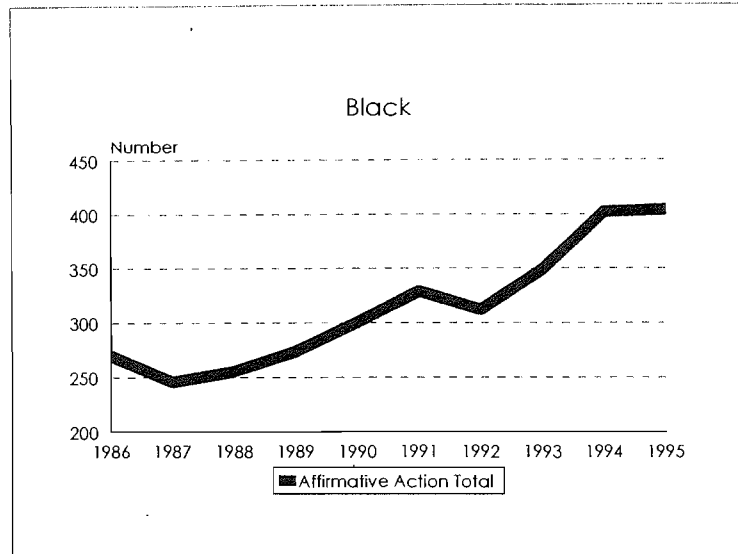
James Madison College Minority Student Enrollments by Ethnic ID, 1986-95



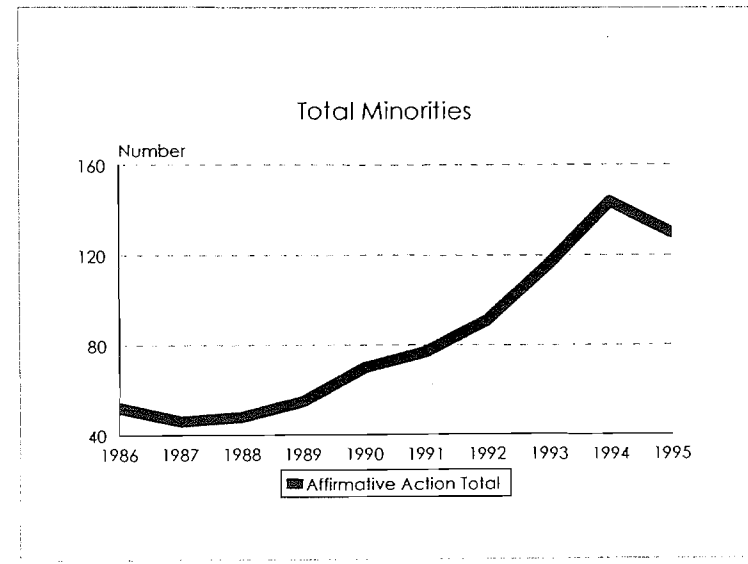
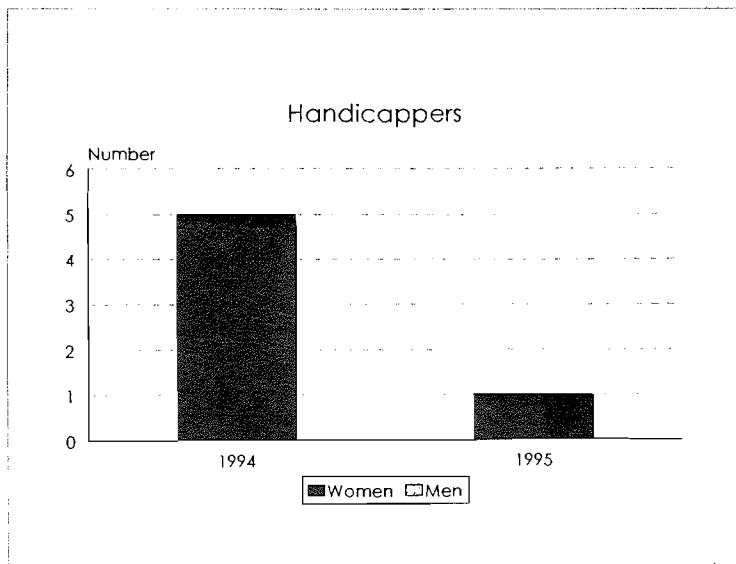
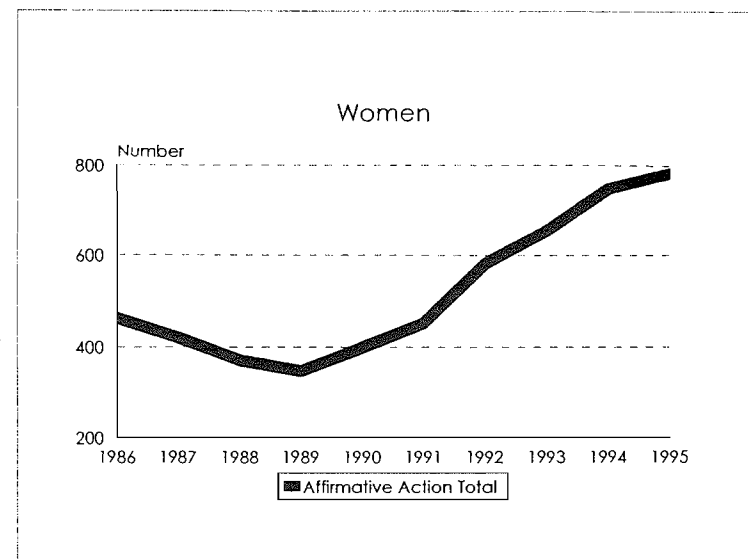
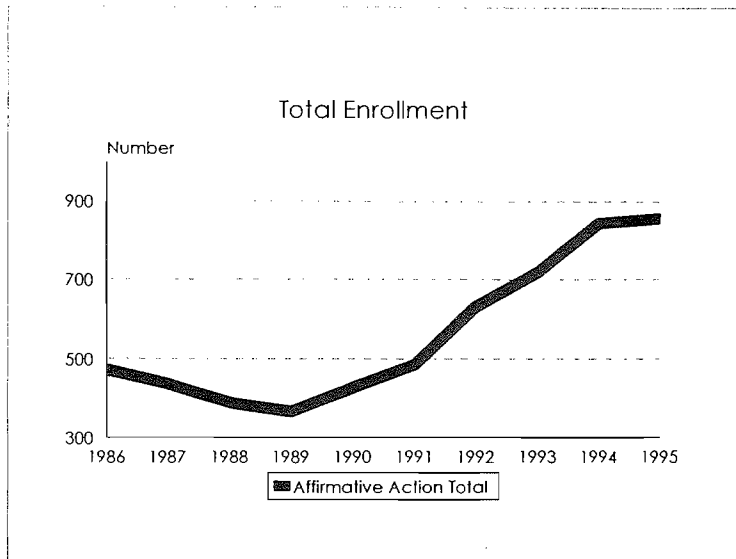
College of Natural Science Student Enrollment Trends, 1986-95



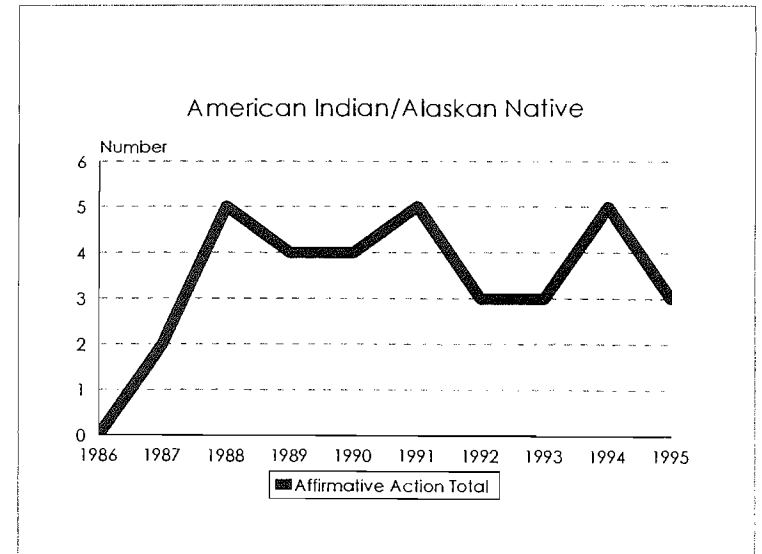
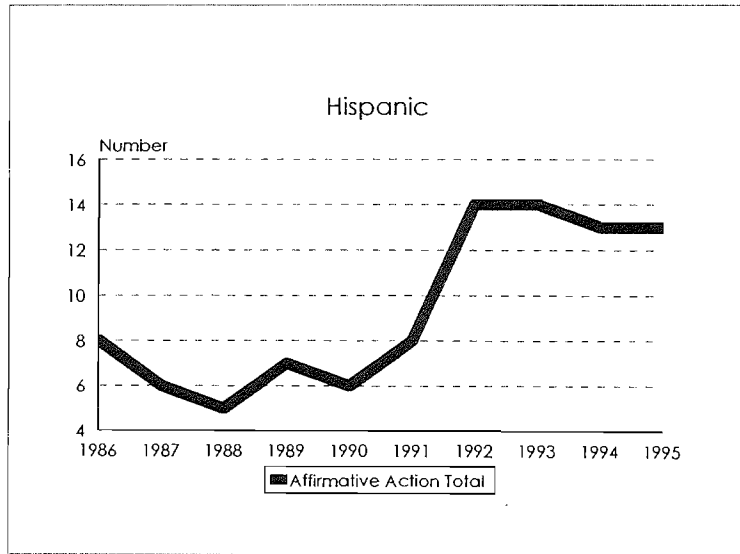
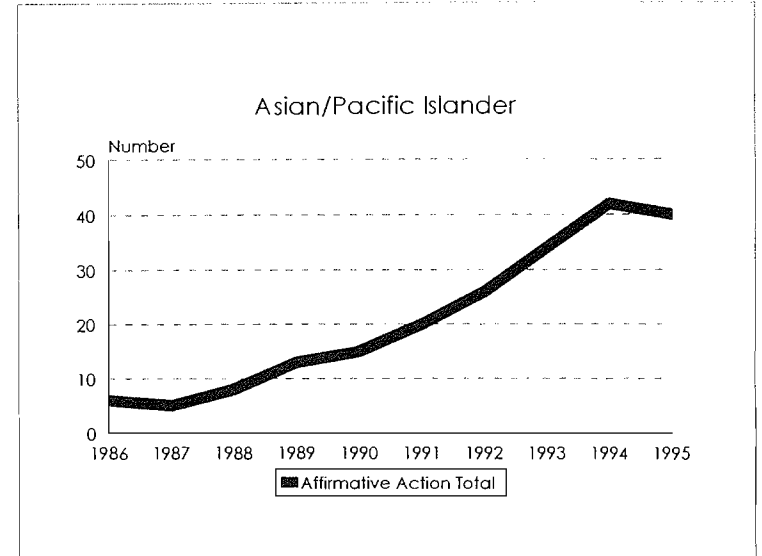
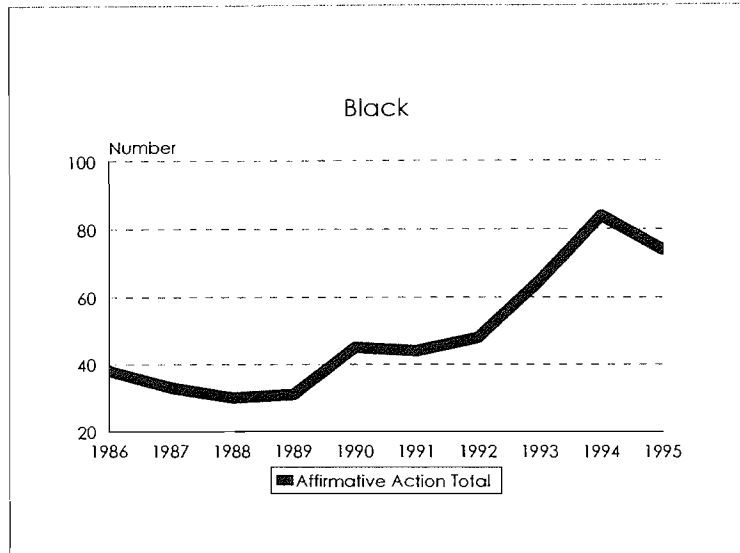
College of Natural Science Minority Student Enrollments by Ethnic ID, 1986-95



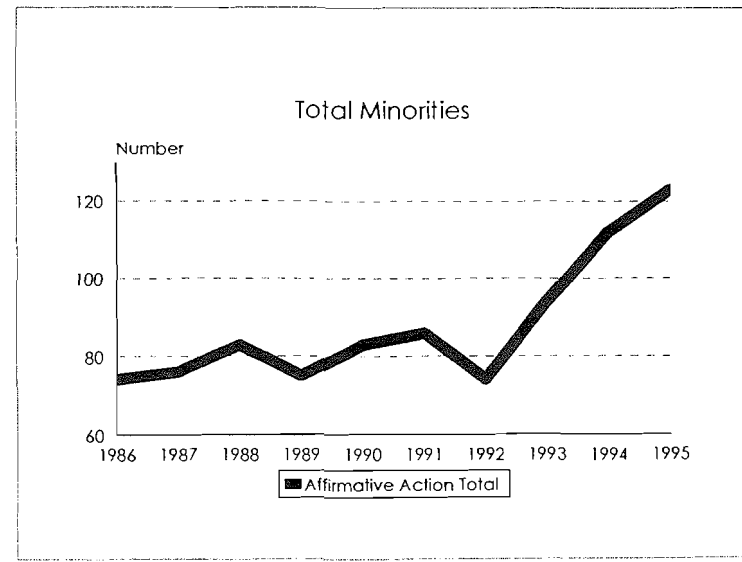
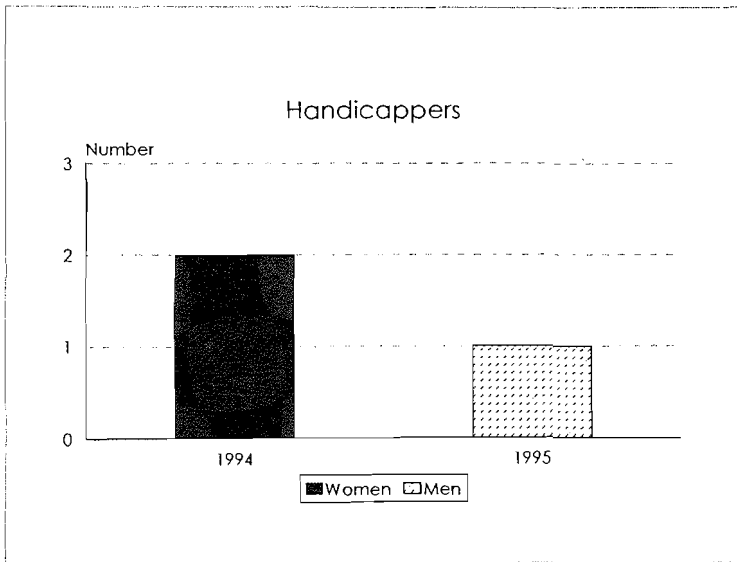
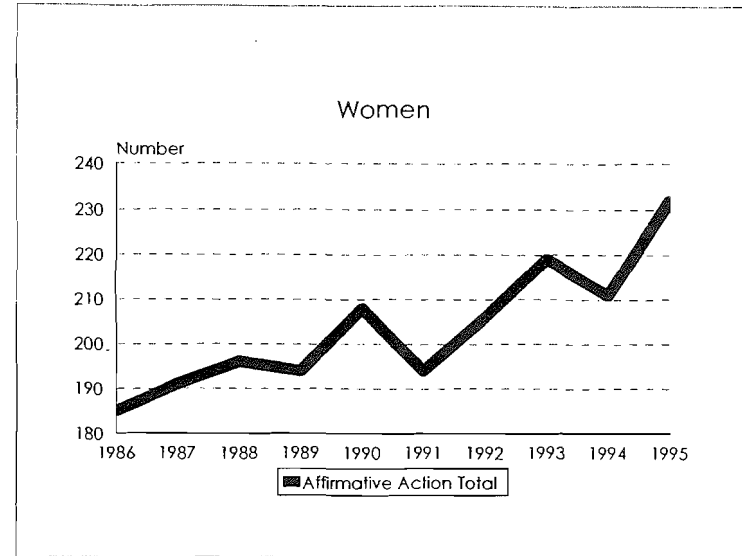
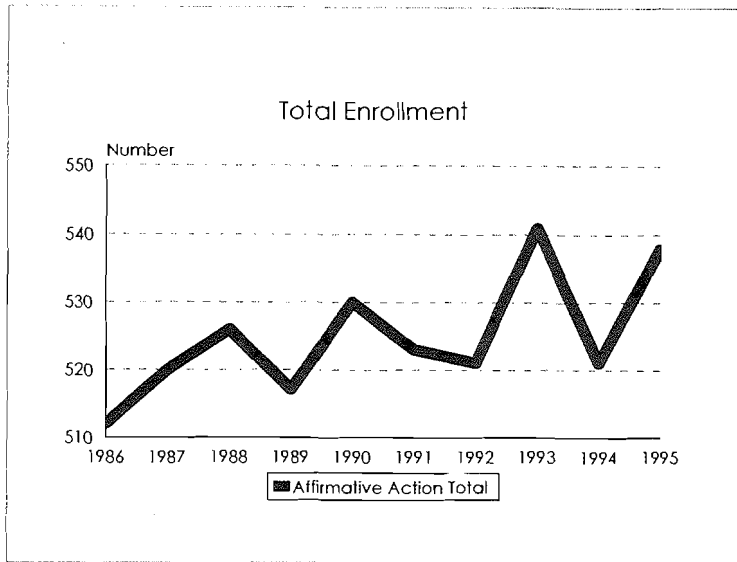
College of Nursing Student Enrollment Trends, 1986-95



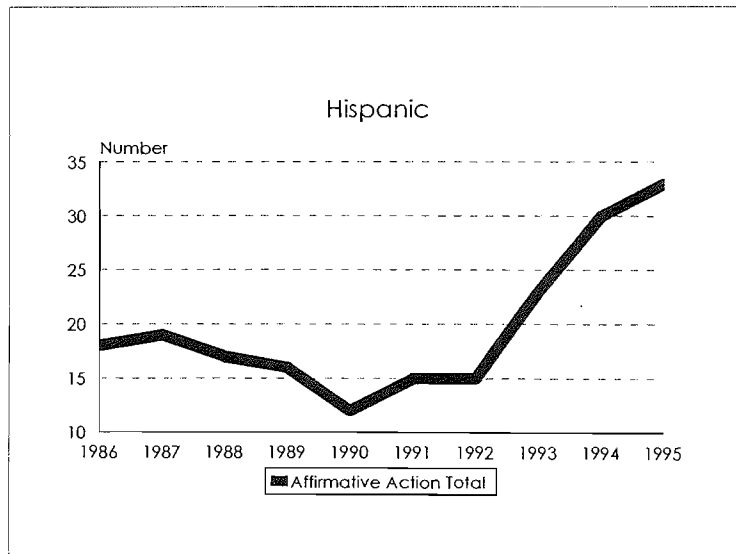
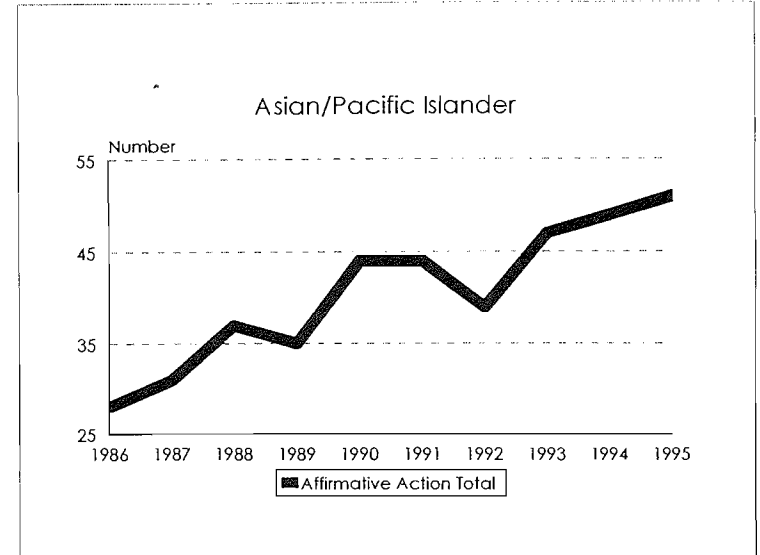
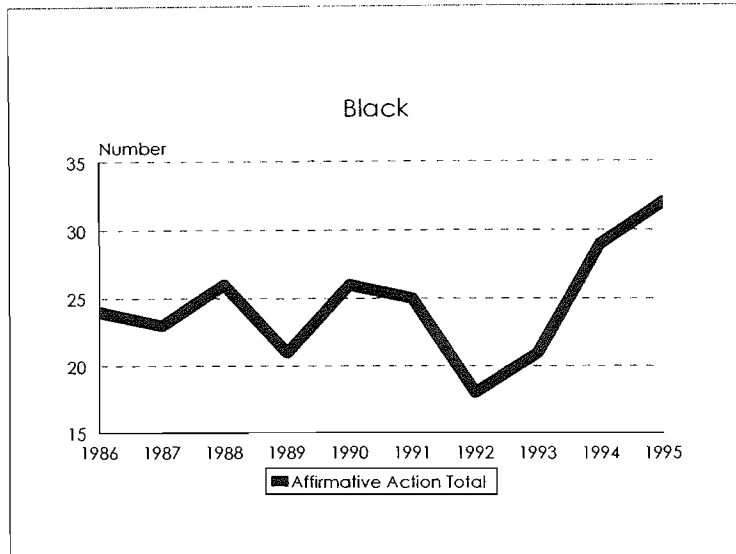
College of Nursing
Minority Student Enrollments by Ethnic ID, 1986-95



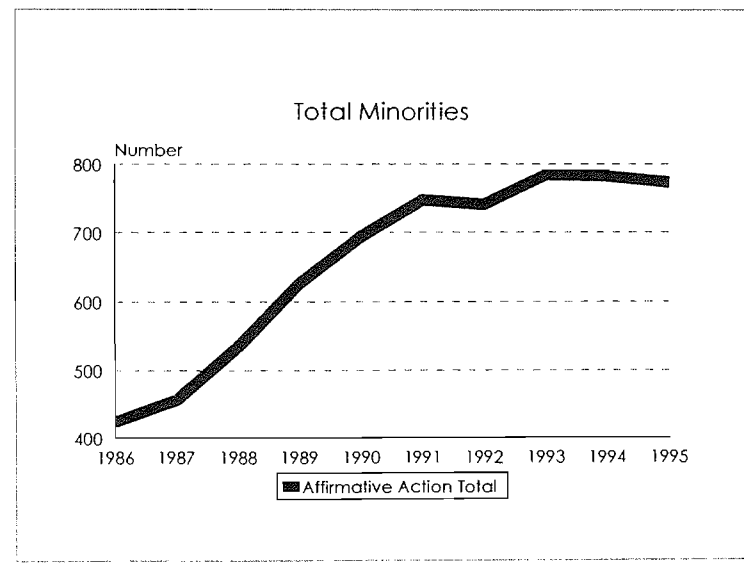
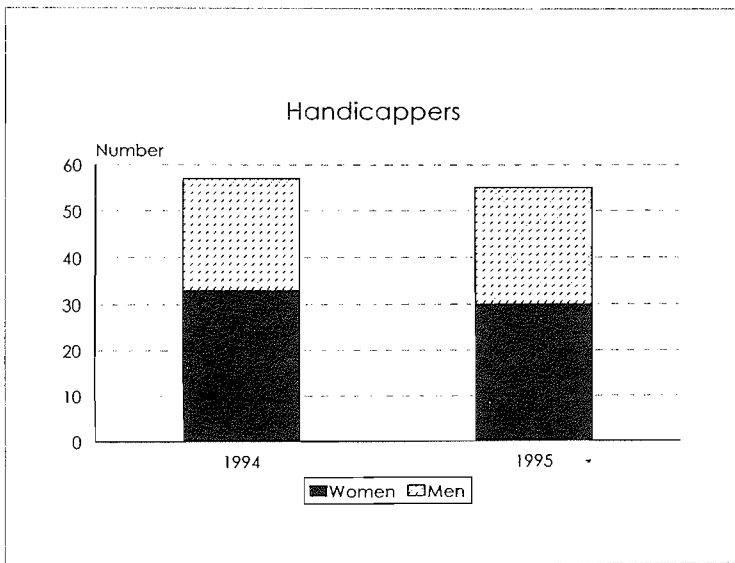
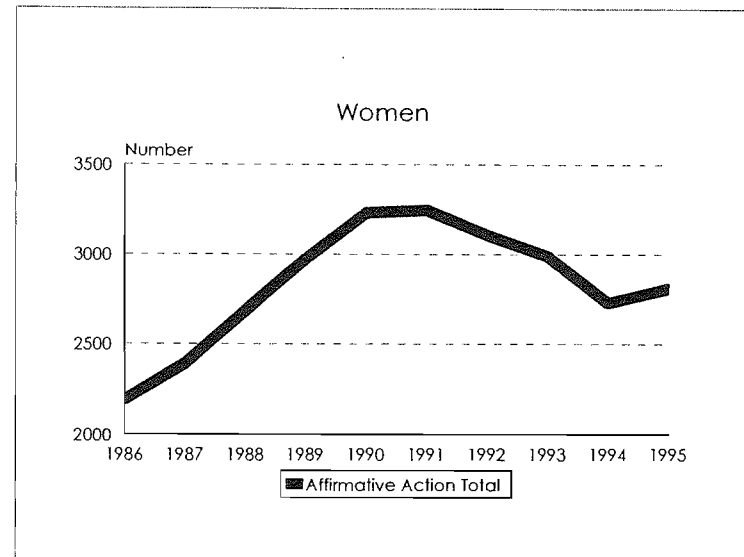
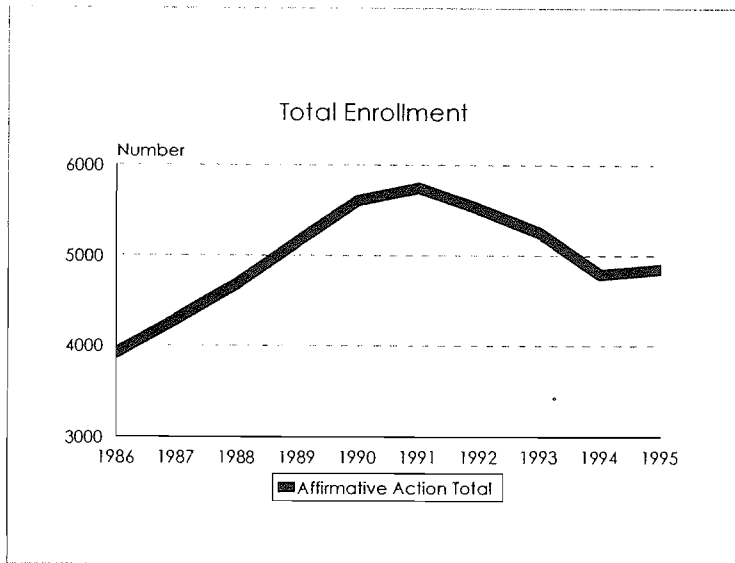
College of Osteopathic Medicine Student Enrollment Trends, 1986-95



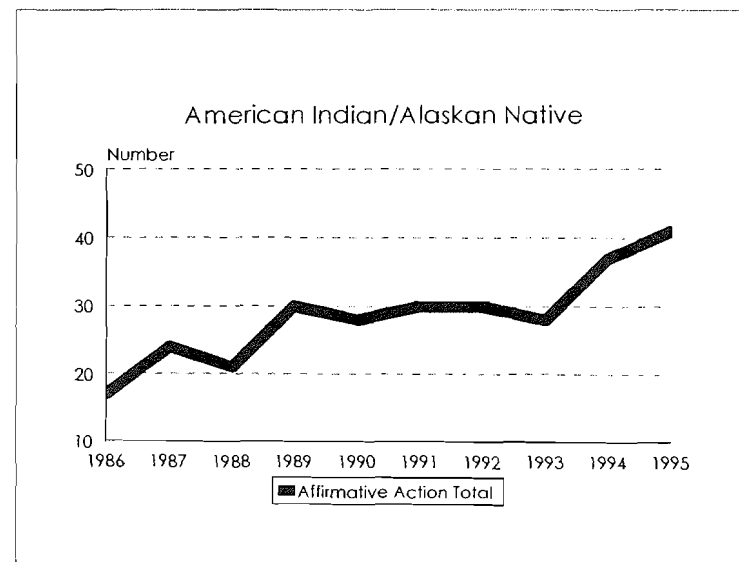
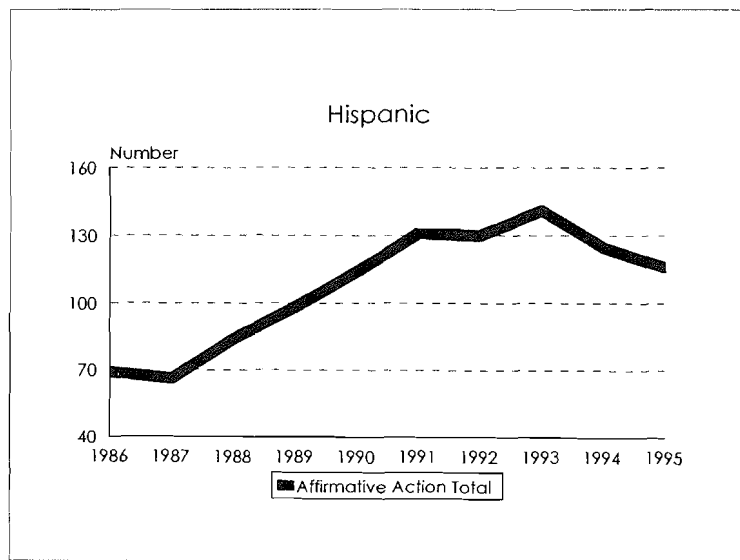
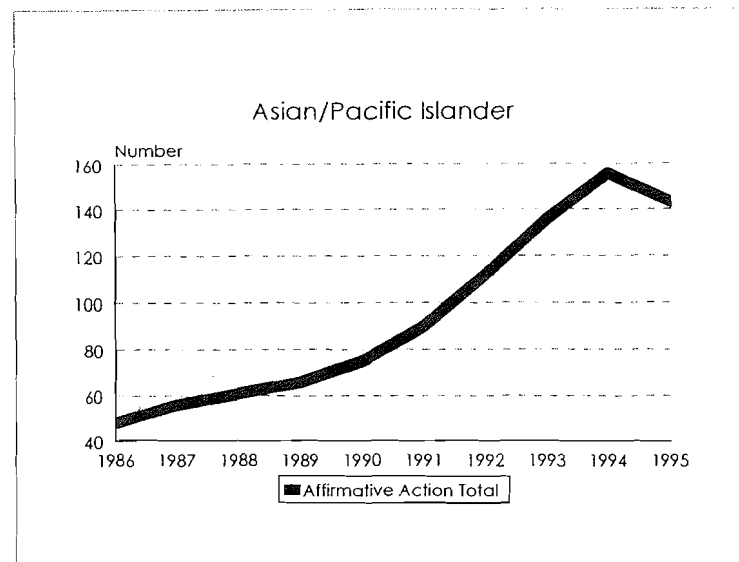
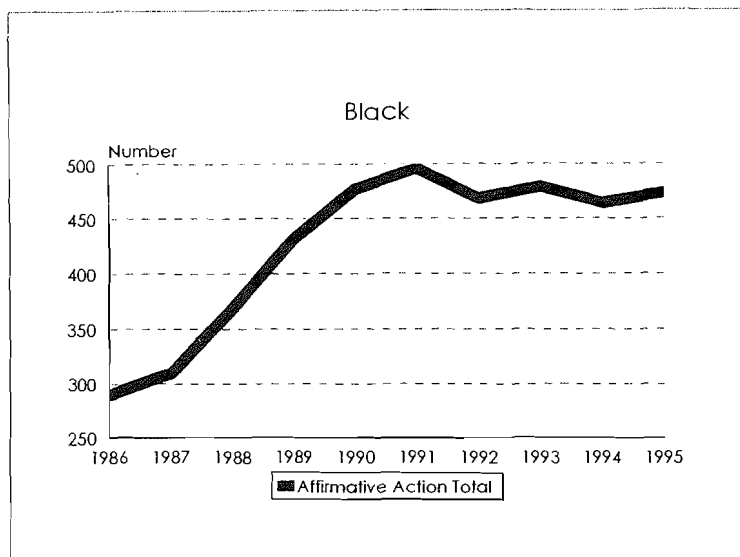
College of Osteopathic Medicine Minority Student Enrollments by Ethnic ID, 1986-95



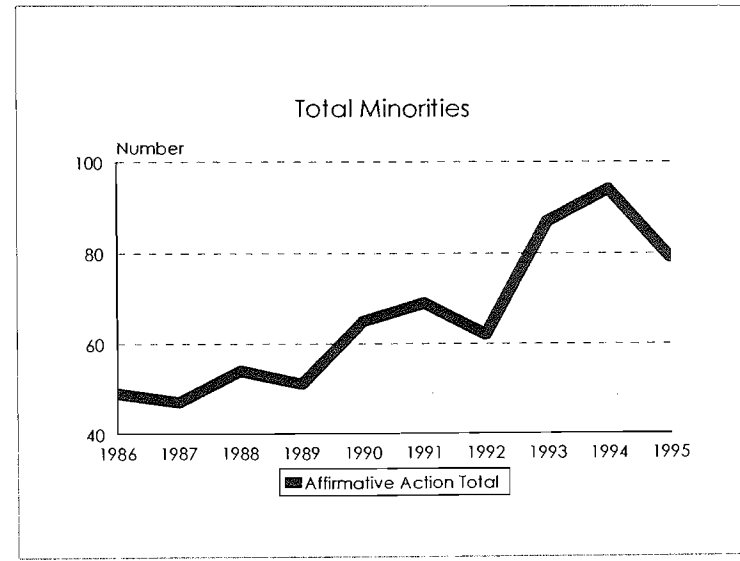
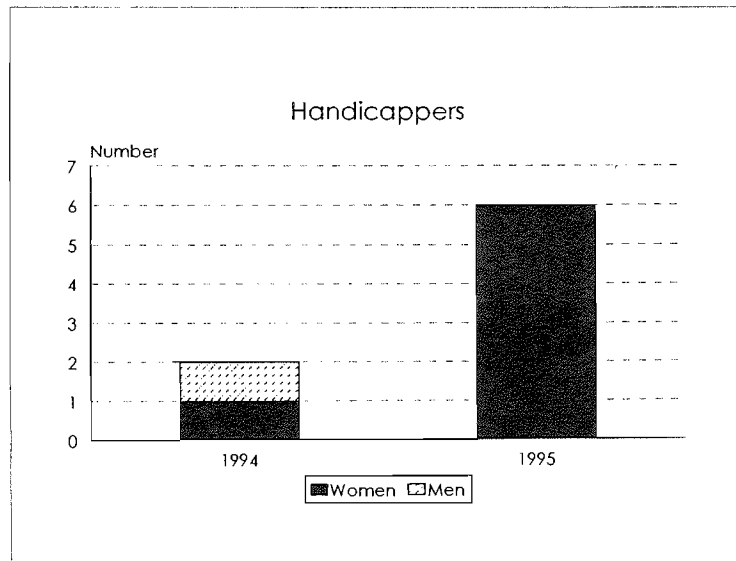
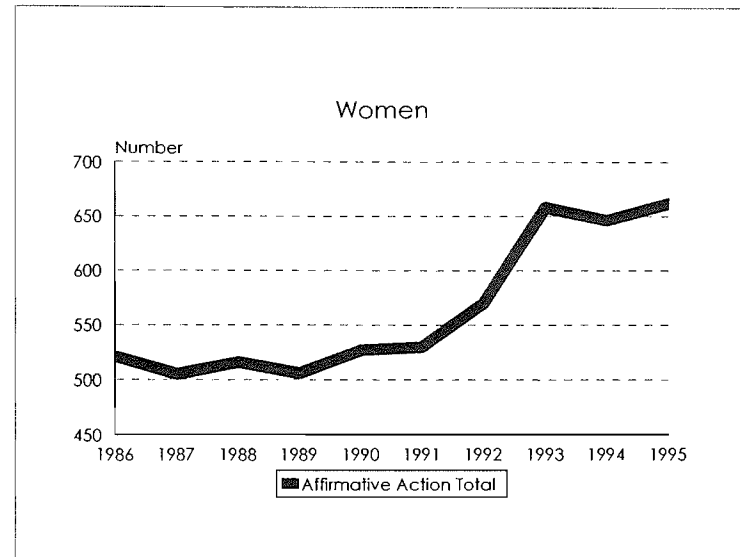
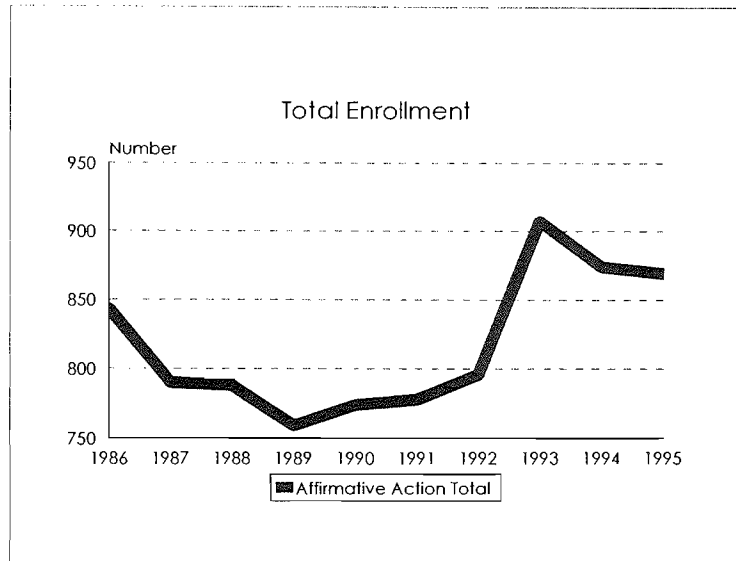
College of Social Science Student Enrollment Trends, 1986-95



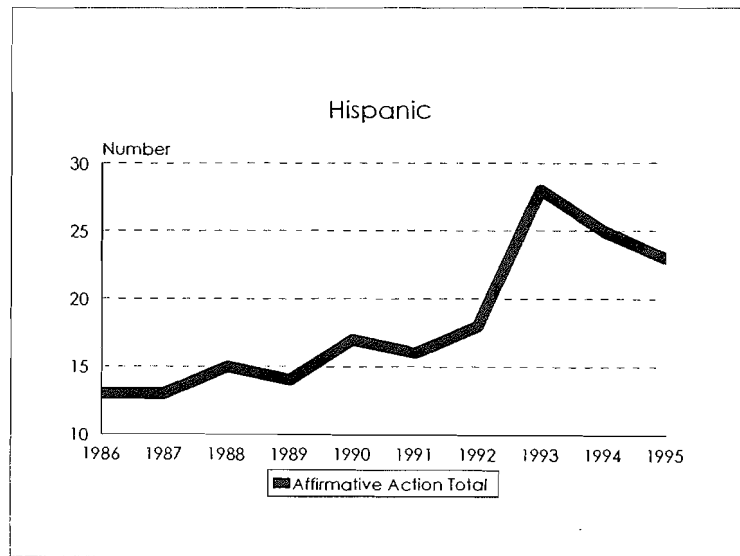
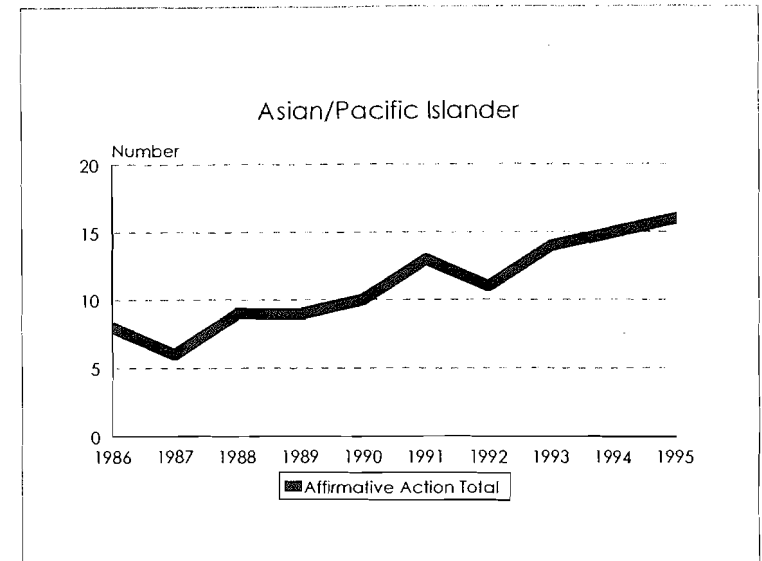
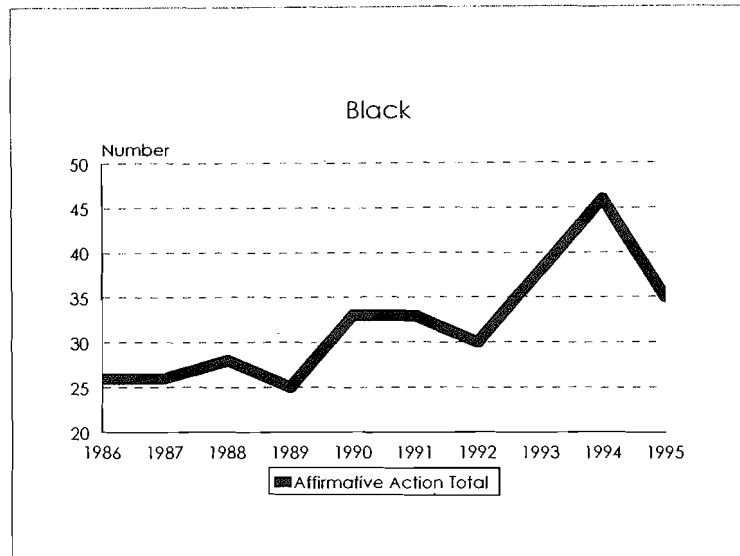
College of Social Science
Minority Student Enrollments by Ethnic ID, 1986-95



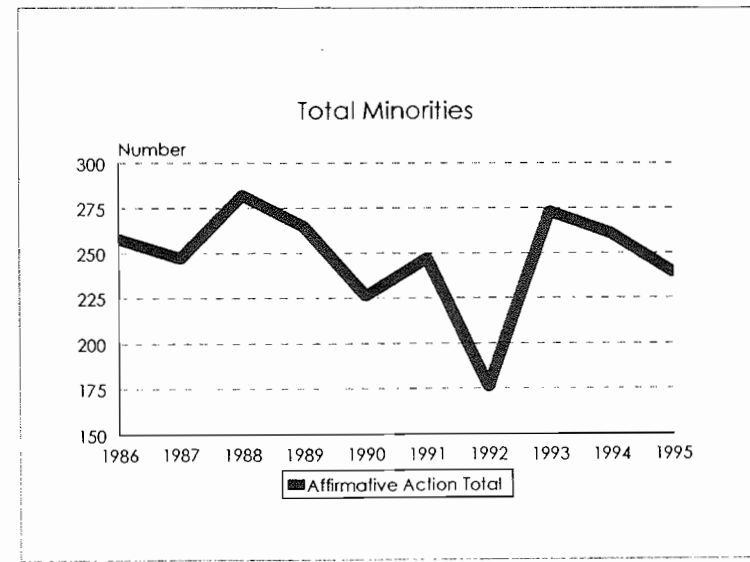
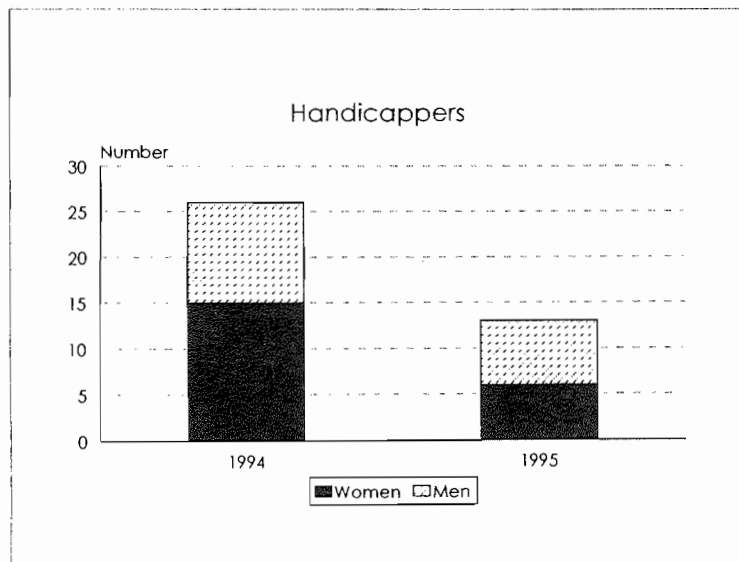
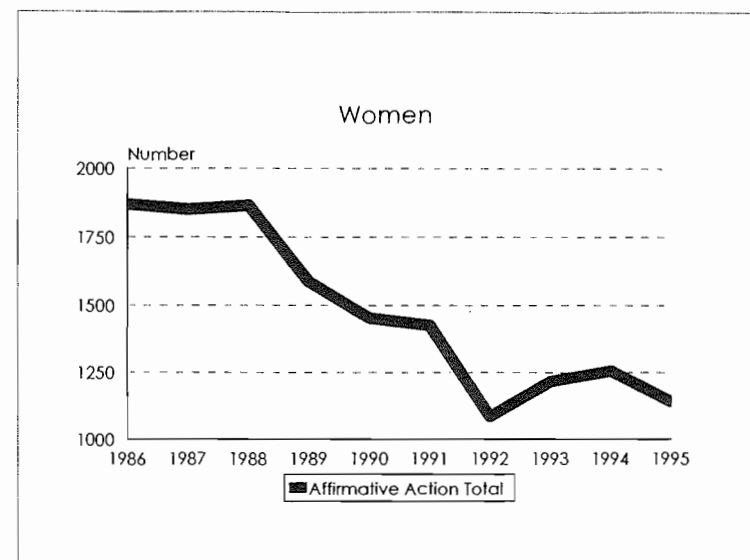
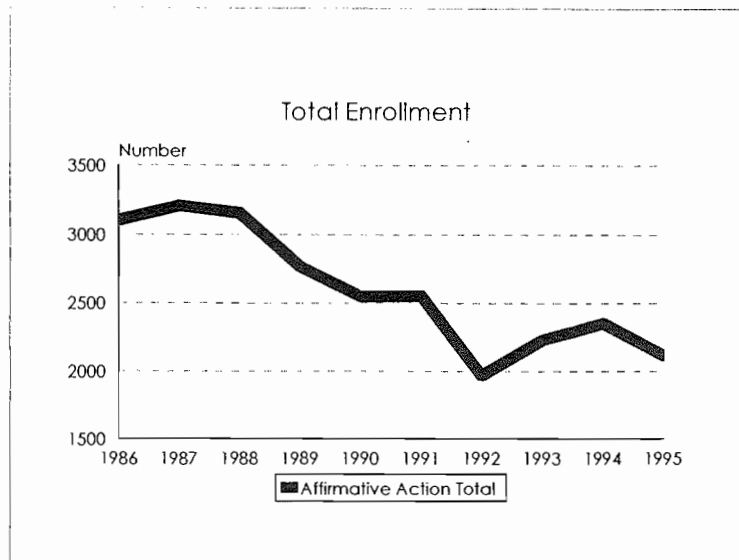
College of Veterinary Medicine Student Enrollment Trends, 1986-95



College of Veterinary Medicine Minority Student Enrollments by Ethnic ID, 1986-95

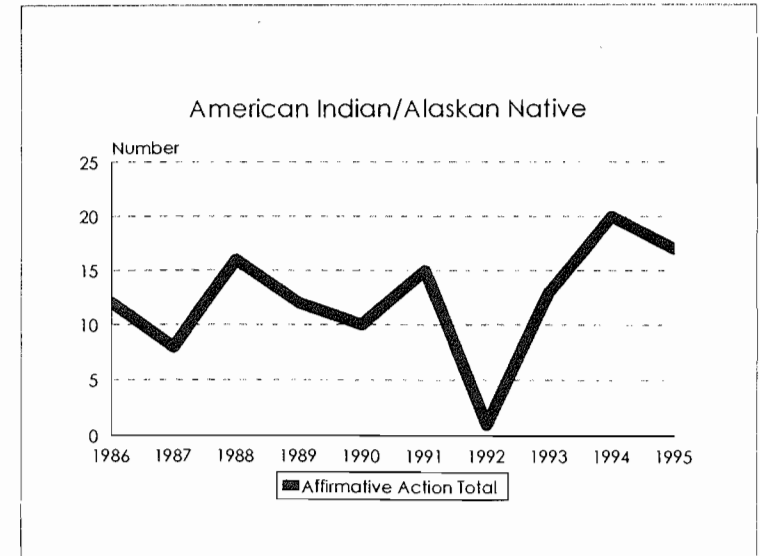
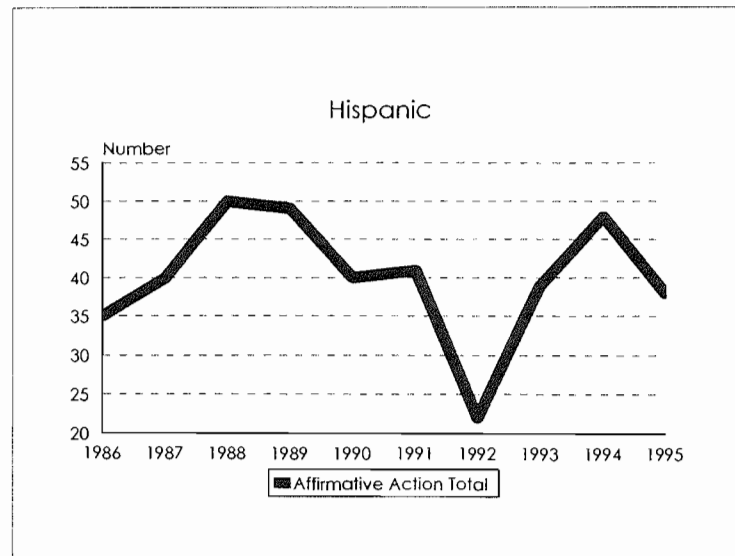
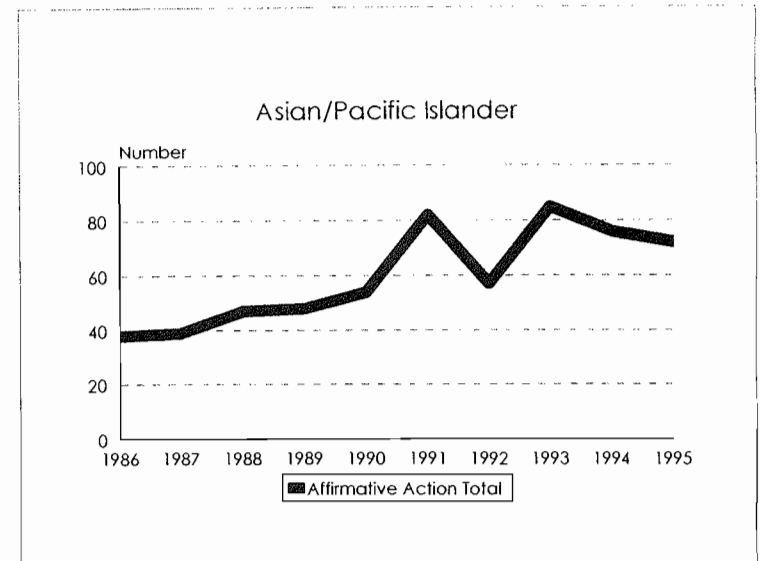
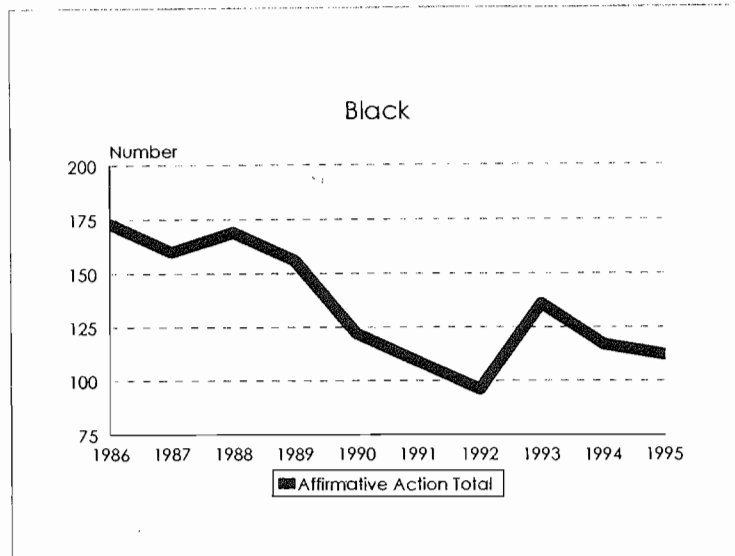


No Preference Student Enrollment Trends, 1986-95



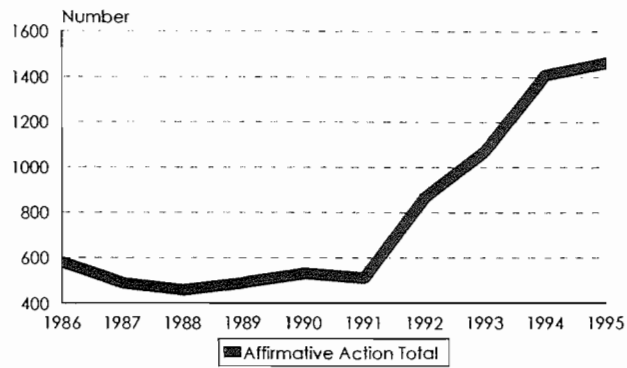
No Preference

Minority Student Enrollments by Ethnic ID, 1986-95

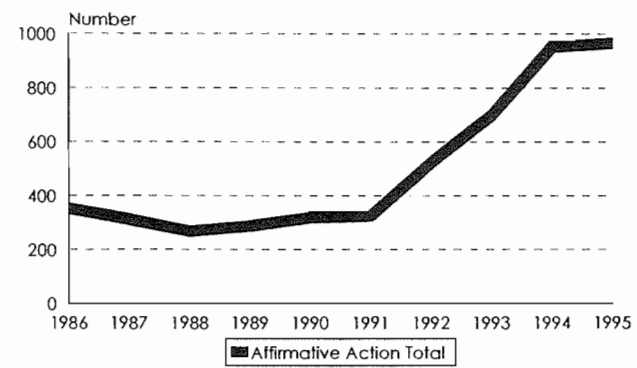


Unclassified/Lifelong Education/Post Doctoral Student Enrollment Trends, 1986-95

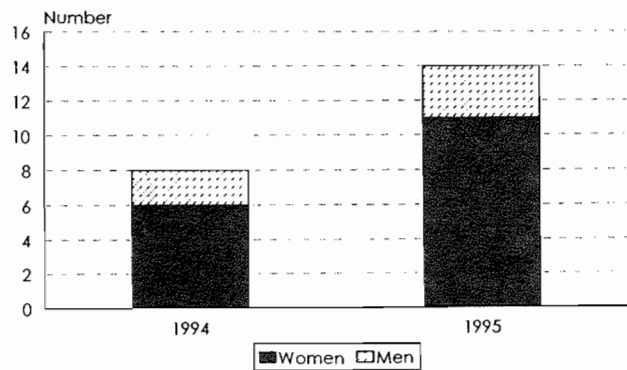
Total Enrollment



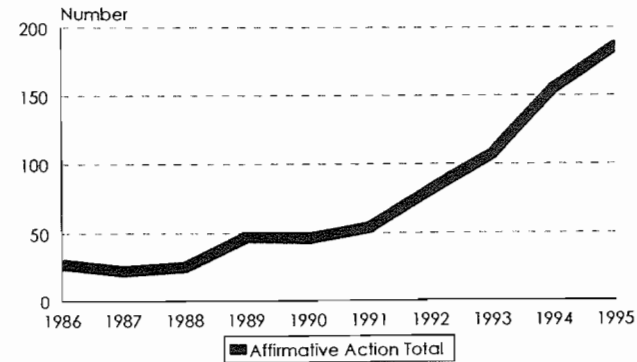
Women



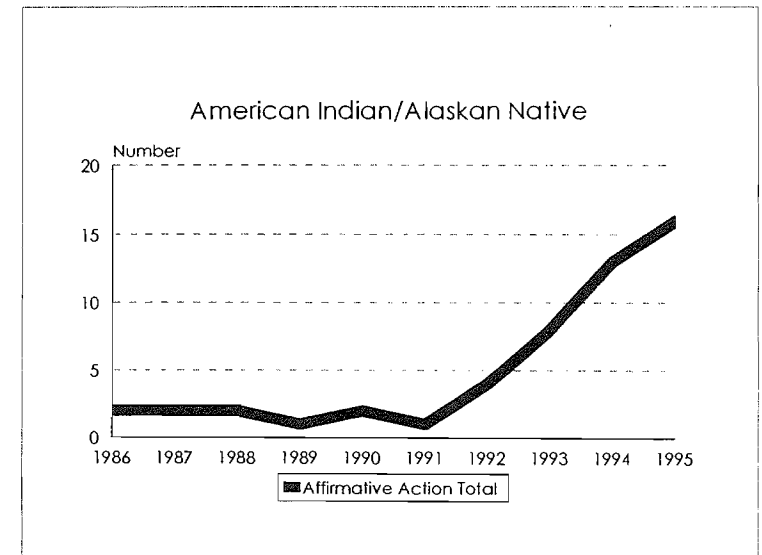
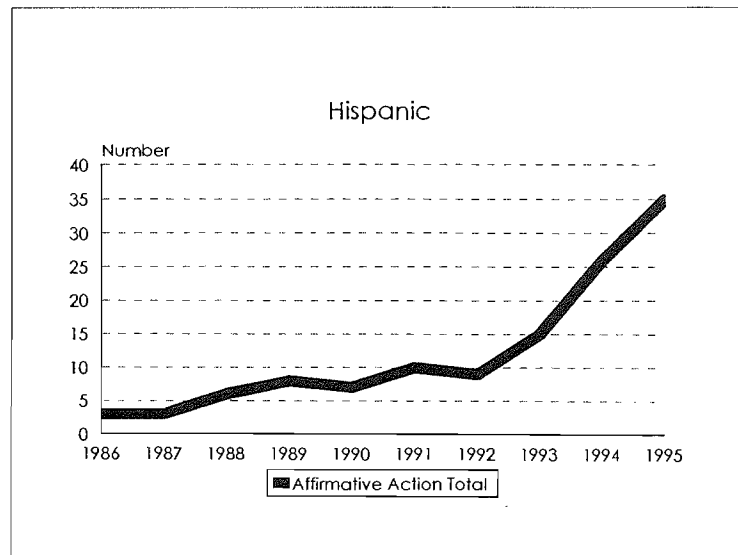
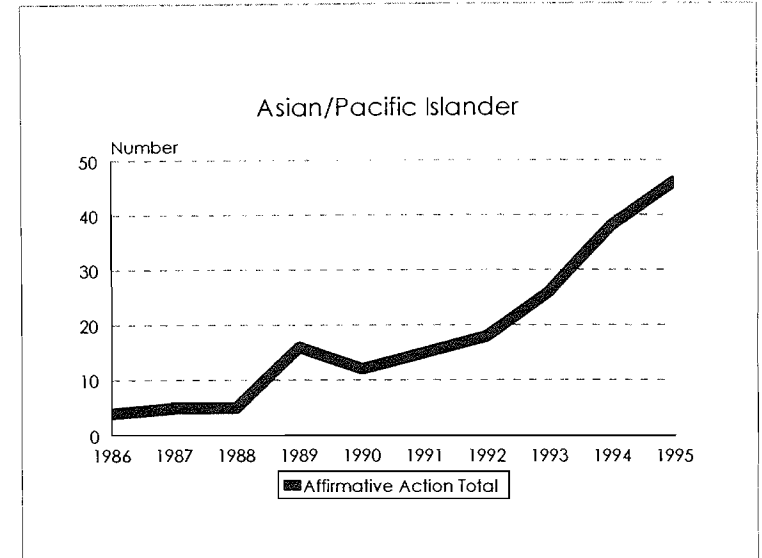
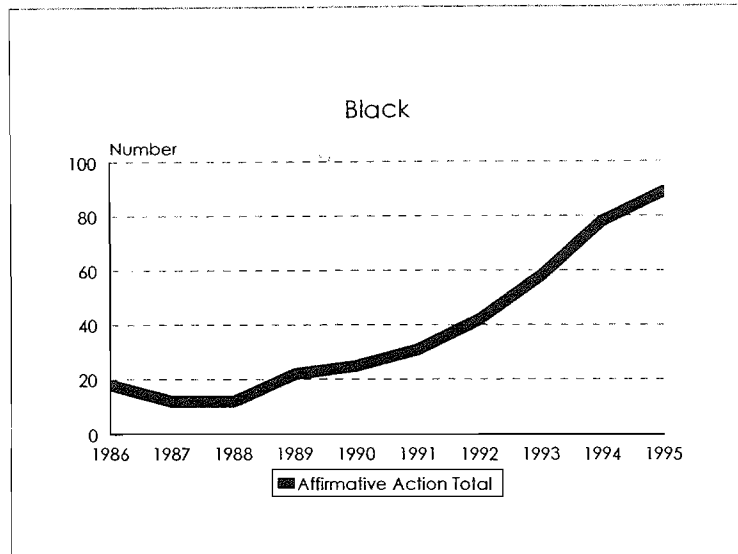
Handicappers



Total Minorities



Unclassified/Lifelong Education/Post Doctoral Minority Student Enrollments by Ethnic ID, 1986-95



Michigan State University
Student Enrollments, Fall 1995

College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Agriculture & Natural Resources	156	68	59	23	306	41	1255	3341
Arts & Letters	155	76	83	23	337	35	1599	2744
Broad College of Business	475	214	117	19	825	39	2136	5135
Communication Arts & Sciences	241	81	69	13	404	28	1611	2608
Education	187	52	60	12	311	28	1498	2053
Engineering	369	226	68	19	682	22	775	3567
Human Ecology	133	47	21	4	205	21	1266	1397
Human Medicine	63	45	36	6	150	5	267	532
James Madison	85	44	28	9	166	21	613	1077
Natural Science	404	311	113	32	860	23	2601	4983
Nursing	74	40	13	3	130	1	783	857
Osteopathic Medicine	32	51	33	7	123	1	232	538
Social Science	473	143	116	41	773	55	2810	4847
Veterinary Medicine	35	16	23	5	79	6	662	869
No Preference	112	72	38	17	239	13	1139	2114
Unclassified/Lifelong Education	89	46	35	16	186	14	967	1464
Affirmative Action Total	3083	1532	912	249	5776	353	20214	38126
Plus International Students	-	-	-	-	-	5	991	2521
University Total	3083	1532	912	249	5776	358	21205	40647

Degrees Conferred, 1986-95

Summary

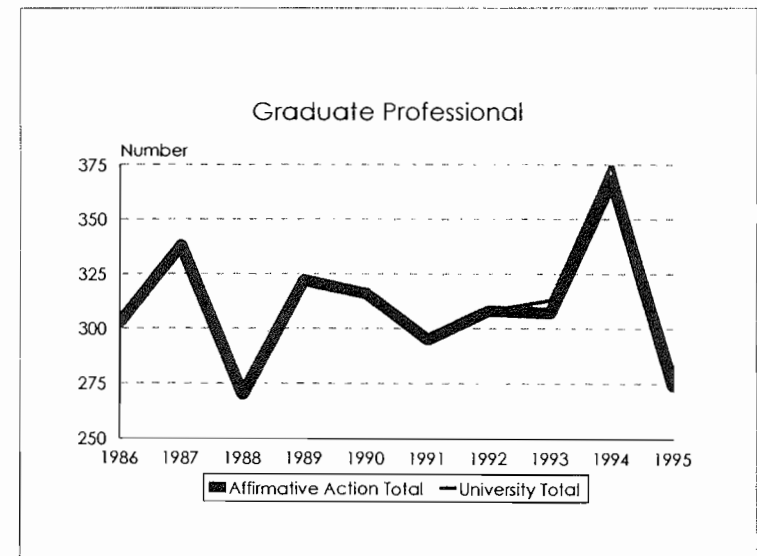
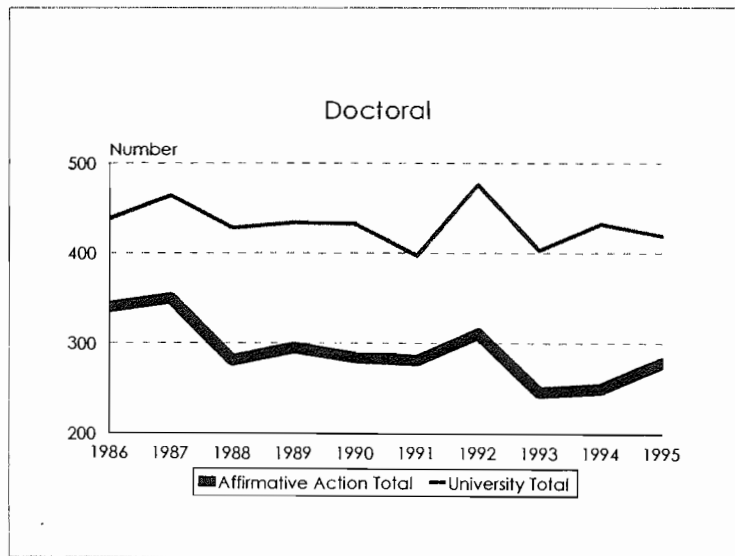
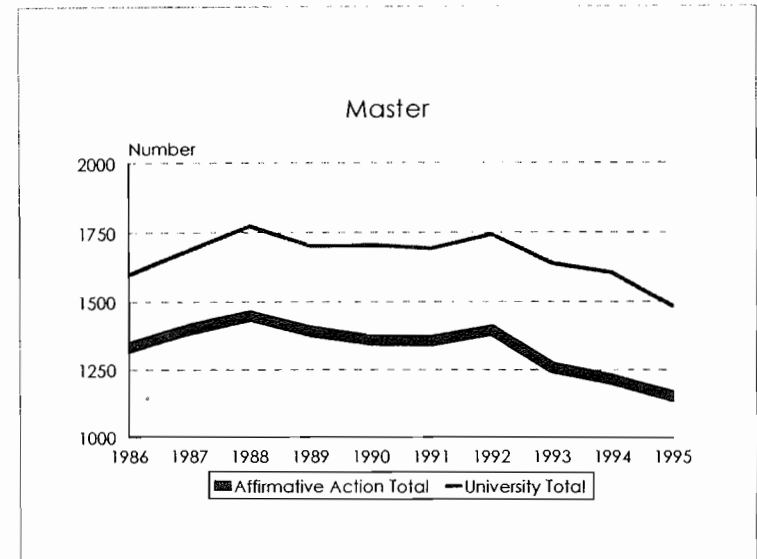
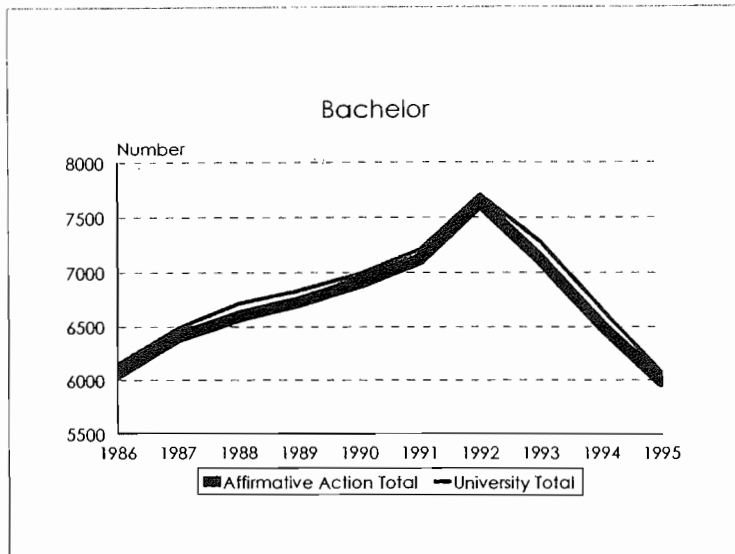
	1994-95		Comparison to 1993-94	
	#	% of AA Total	#	% of AA Total
Total Degrees Conferred				
Affirmative Action Total	7697		↓ 757	
University Total	8260		↓ 933	
<i>Minorities</i>	931	12.1%	↑ 75	↑ 2.0%
Black	482	6.3%	↓ 8	↑ 0.5%
Asian/Pacific Islander	267	3.5%	↑ 87	↑ 1.4%
Hispanic	157	2.0%	↑ 12	↑ 0.3%
Amer. Indian/Alaskan Native	25	0.3%	↓ 16	↓ 0.2%
<i>Women</i>	4303	55.9%	↓ 801	↓ 4.5%

Degrees Conferred, 1986-95

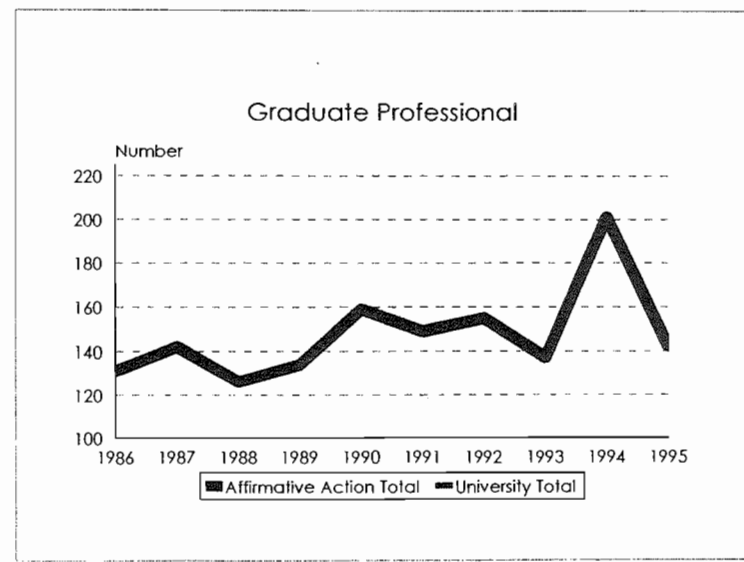
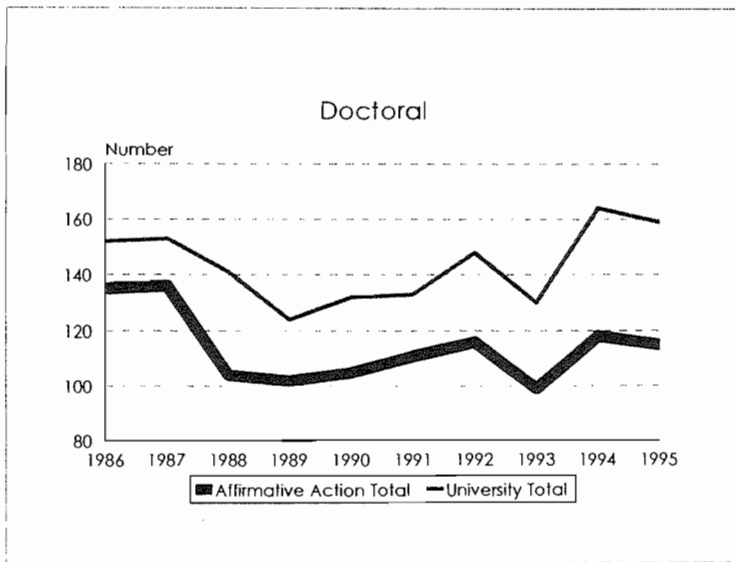
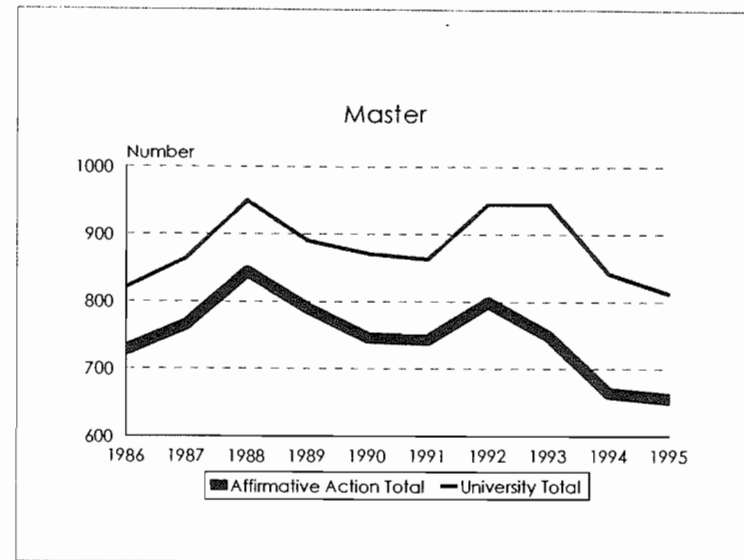
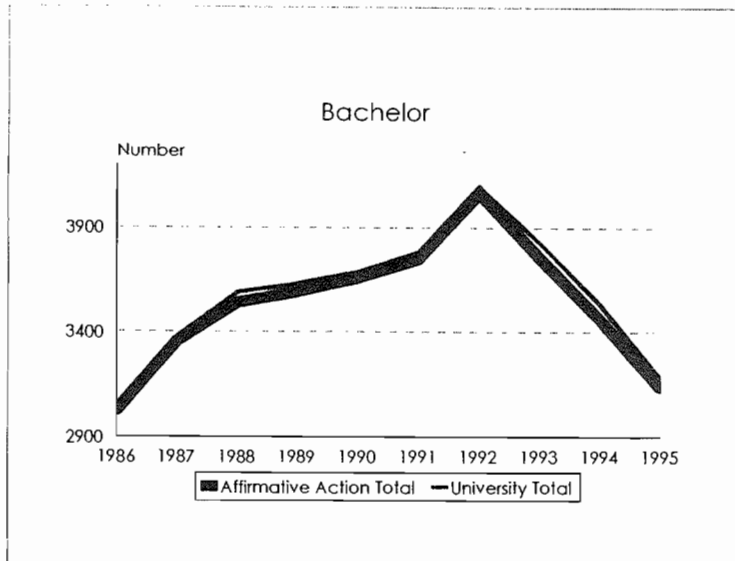
Summary

		1994-95		Comparison to 1993-94	
		#	% of AA Total	#	% of AA Total
Affirmative Action Total					
	Bachelors	5982		↓ 529	
	Masters	1151		↓ 62	
	Doctoral	279		↑ 29	
	Graduate Professional	274		↓ 94	
<i>Minorities</i>					
	Bachelors	679	11.4%	↑ 9	↑ 1.1
	Masters	147	12.8%	↑ 29	↑ 3.3
	Doctoral	64	22.9%	↑ 40	↑ 13.3
	Graduate Professional	39	14.2%	↓ 4	↑ 2.5
<i>Black</i>					
	Bachelors	371	6.2%	↓ 33	0
	Masters	74	6.4%	↑ 12	↑ 1.3
	Doctoral	20	7.2%	↑ 7	↑ 2.0
	Graduate Professional	15	5.5%	↑ 5	↑ 2.8
<i>Asian/Pacific Islander</i>					
	Bachelors	174	2.9%	↑ 45	↑ 0.9
	Masters	44	3.8%	↑ 20	↑ 1.8
	Doctoral	33	11.8%	↑ 27	↑ 9.4
	Graduate Professional	16	5.8%	↓ 5	↑ 0.1
<i>Hispanic</i>					
	Bachelors	114	1.9%	↑ 7	↑ 0.3
	Masters	26	2.3%	↑ 2	↑ 0.3
	Doctoral	10	3.6%	↑ 7	↑ 2.4
	Graduate Professional	7	2.6%	↓ 4	↓ 0.4
<i>Amer. Indian/Alaskan Native</i>					
	Bachelors	20	0.3%	↓ 10	↓ 0.2
	Masters	3	0.3%	↓ 5	↓ 0.4
	Doctoral	1	0.4%	↓ 1	0
	Graduate Professional	1	0.4%	0	↑ 0.1

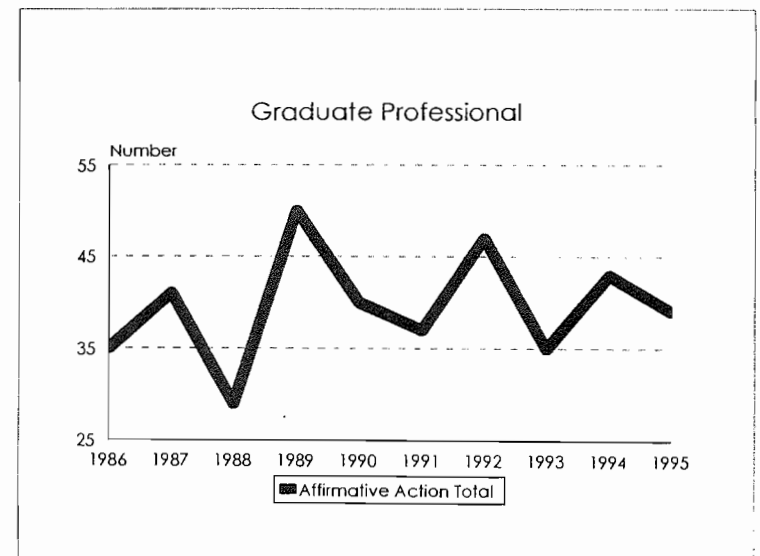
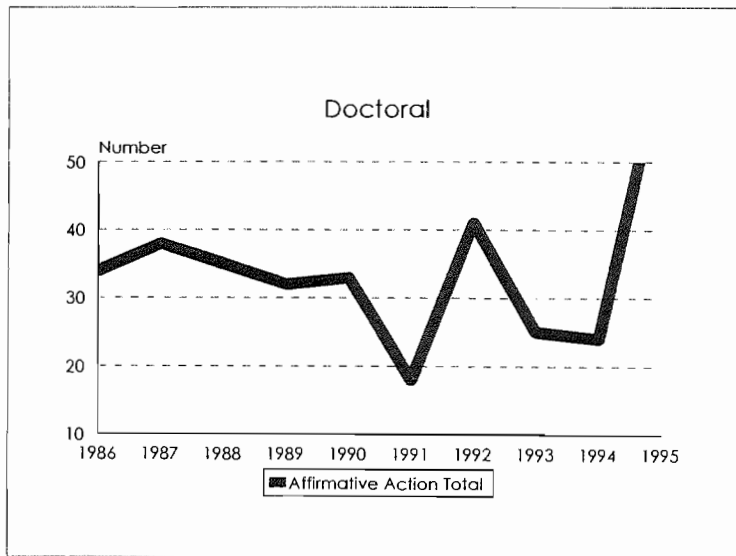
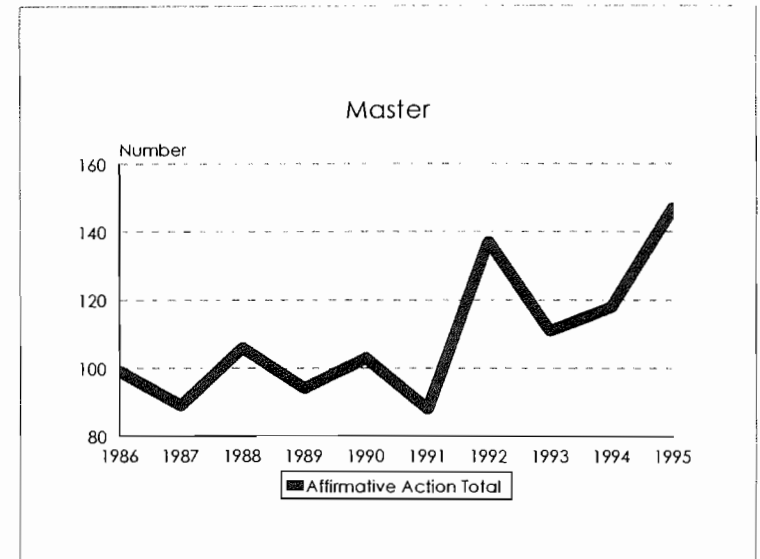
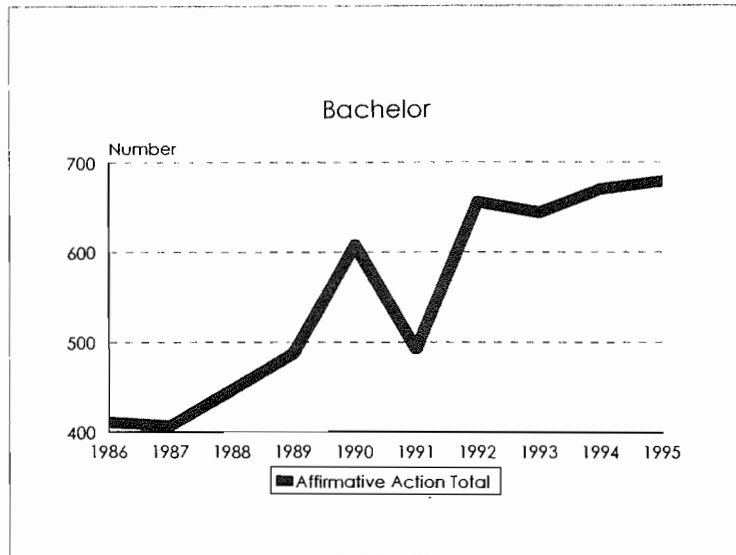
Degrees Conferred, 1986-95 Total



Degrees Conferred, 1986-95 Women

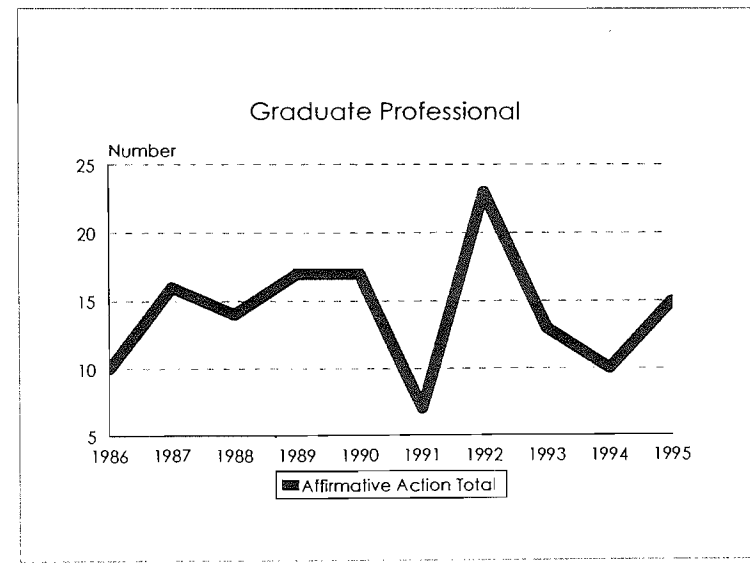
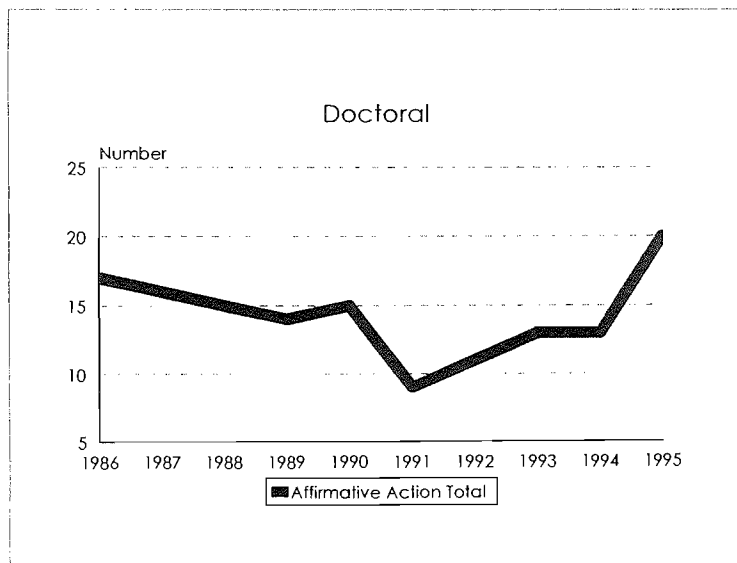
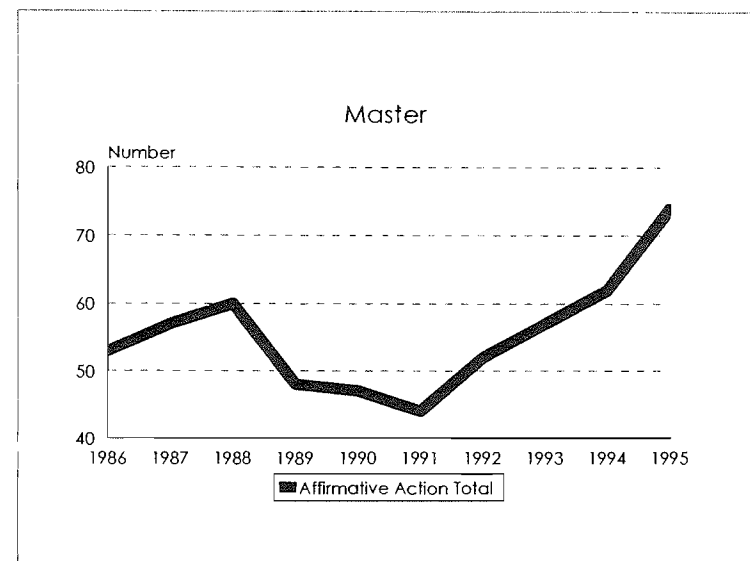
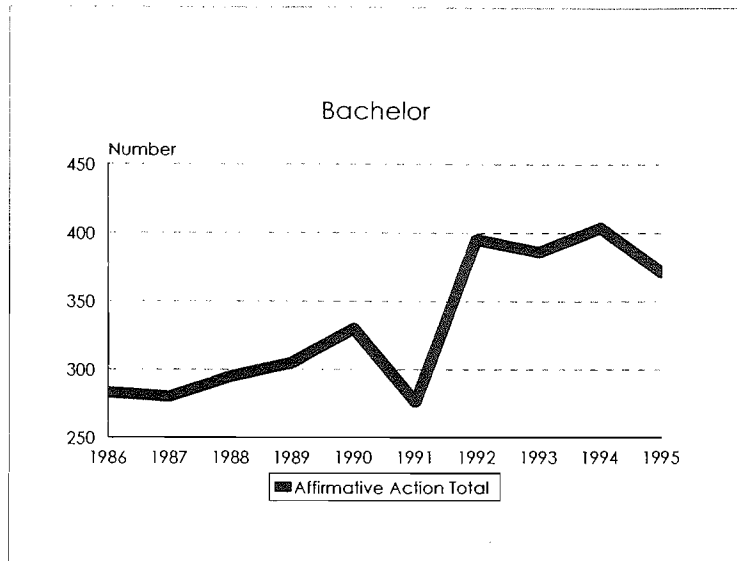


Degrees Conferred, 1986-95 Total Minorities

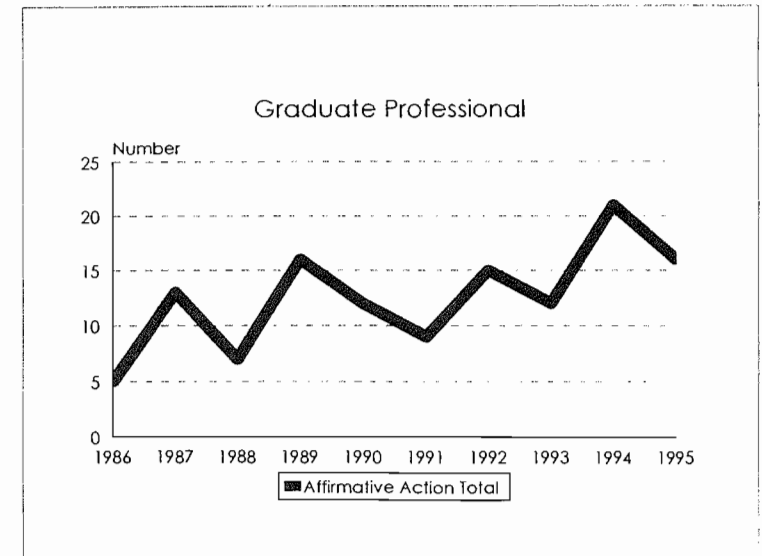
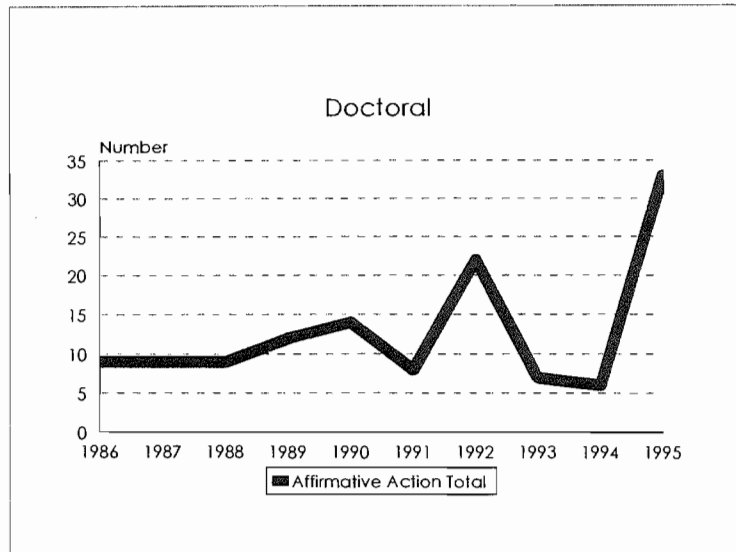
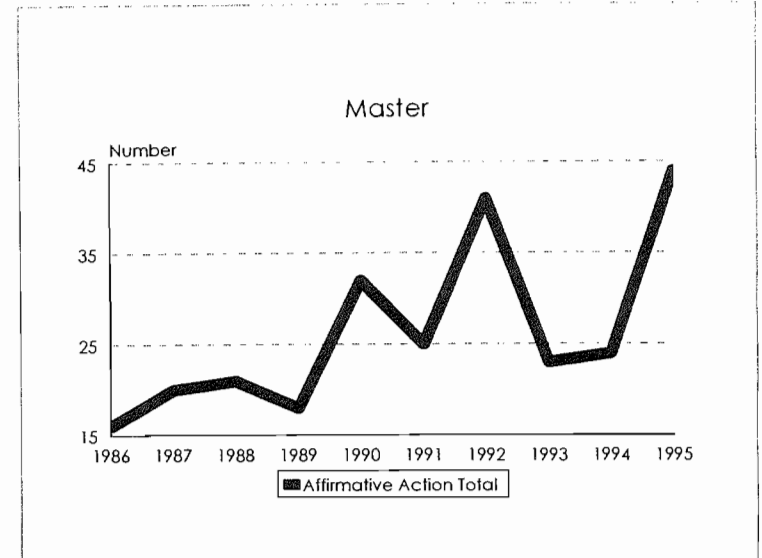
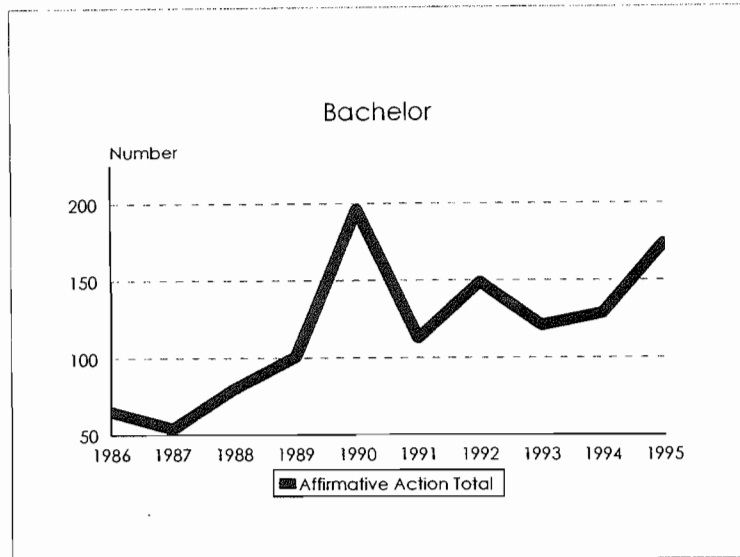


Degrees Conferred, 1986-95

Black

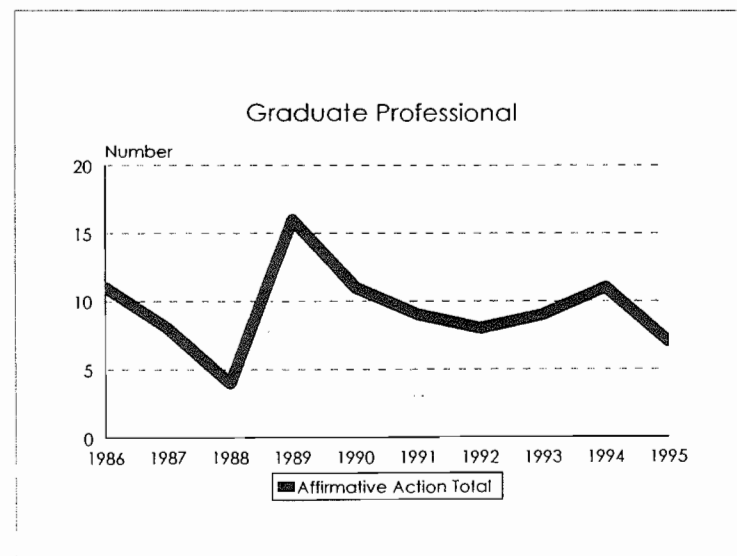
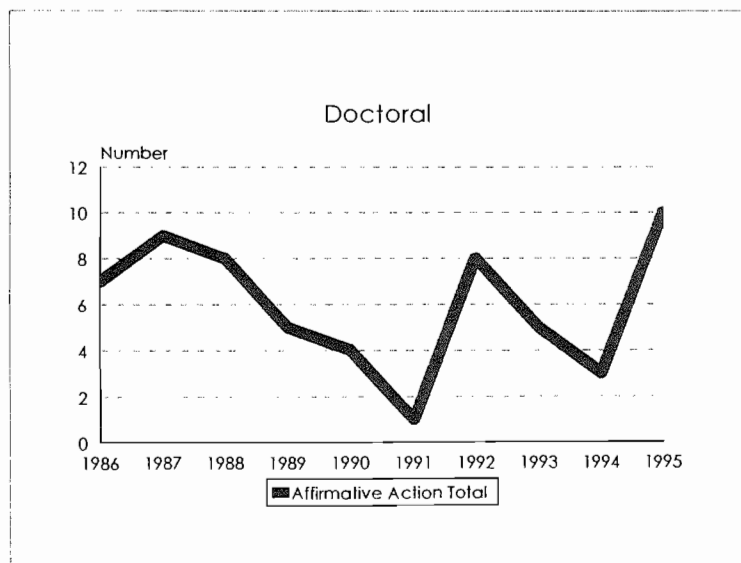
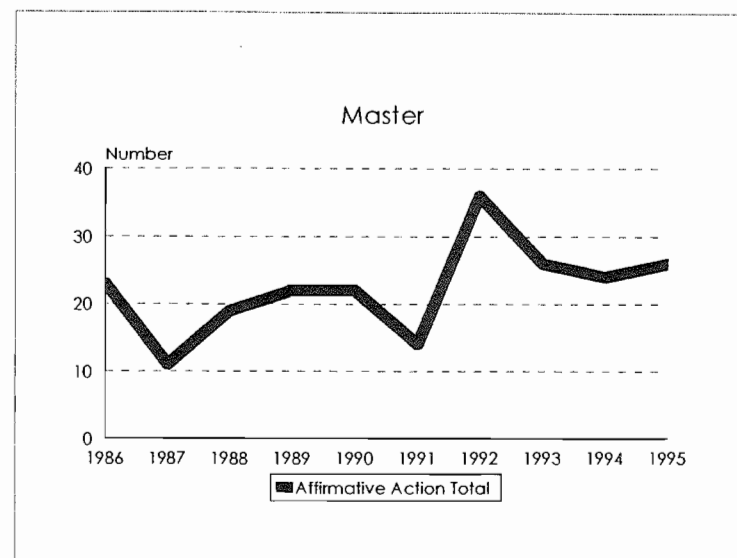
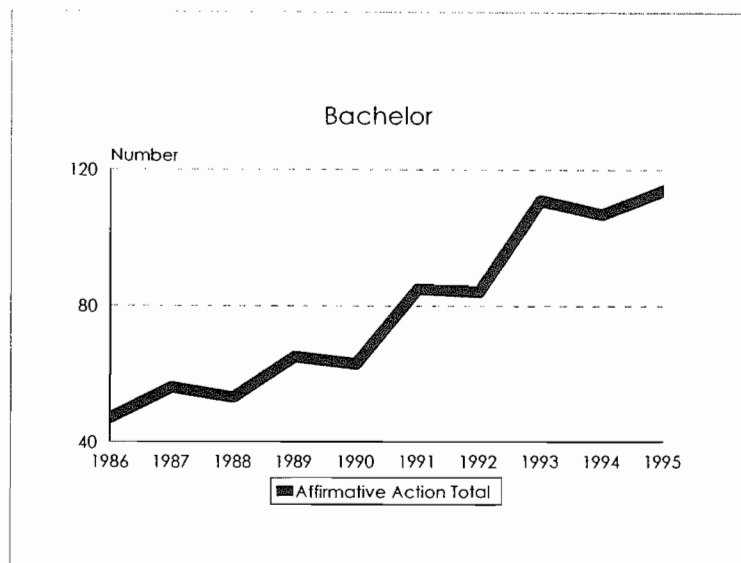


Degrees Conferred, 1986-95 Asian/Pacific Islander



Degrees Conferred, 1986-95

Hispanic



Degrees Conferred, 1986-95 American Indian/Alaskan Native

