1996-1997 Annual Report on **Affirmative Action Data**

MICHIGAN STATE
UNIVERSITY



OFFICE OF THE PRESIDENT

Michigan State University 450 Administration Building East Lansing, Michigan 48824-1046

> 517/355-6560 FAX: 517/355-4670

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

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

TO: MSU Community

FROM: Peter McPherson, President 1

DATE: March 1998

SUBJECT: 1996-97 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.

Because we strongly believe that in keeping with our mission, a truly diverse population should work and study at MSU, we are committed to diversifying hiring and recruitment pools significantly over the coming years. We plan to seek and fully expect to hire more members of traditionally underrepresented groups. Maintaining our diverse faculty numbers and finding diverse chairpersons of departments are priorities.

While I do not believe that binding percentages are the way to achieve our objectives either in admissions or hiring, we must continue to look very closely at the numbers of underrepresented group members we are recruiting and hiring. We need to be vigilant. If we work harder and better to create diverse hiring pools, we will end up hiring more excellent underrepresented candidates. Our student numbers have shown steady progress. If our recruiters carry our message to diverse groups of prospective MSU students around the country, even better numbers will follow. I know, of course, that increasing diversity in our pools, per se, does not always translate into satisfactory results. The entire MSU community must be responsible for creating diverse pools and for overall outcomes. Accountability in this matter is as important as it is with regard to all the implementation items in our Guiding Principles agenda. We need to look for results.

All who work and study at MSU, regardless of race, creed, gender, handicapper status or sexual orientation should have opportunities to excel. MSU must also hold all members of the community to high standards of excellence. It would be an insult to individuals and to their colleagues and constituencies if we did not administer the procedures and practices fairly and consistently within the context of this institution's expectations and values.

We will continue to promote fairness and to advance diversity in hiring and in recruitment so our society will not fragment further into haves and have nots by race and income. Not only would this be morally unacceptable, but it would mean a huge economic drain and serious political problems for a pluralistic, free enterprise system.

At the University, we continue to advance diversity because intellectual difference is critical for teaching and learning. We must work together to assure that our campus environment is hospitable and welcoming to all.

1996-97 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

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 1998

Table of Contents

Introduction	1
Definitions of Terms Used	2
Employees	
University Employment Profile	3
Academic Human Resources/Executive Management	5
Support Human Resources	35
Student Human Resources	55
Students	
Student Admissions Trends	65
Student Enrollments	75
Degrees Conferred	113

Introduction

Affirmative Action Program

Since 1935, Michigan State University has had an established policy to build a community in which equal opportunity is practiced and available resources are directed toward assuring that everyone within the University community is able to fully participate in society. Beyond the Board of Trustees policies and related university actions, relevant federal and state laws and regulations provide for certain previously excluded or neglected classes of people to share fully in the University community as well as the broader community.

It is recognized that effective utilization of qualified, available human resources requires more than a statement of policy. MSU's Affirmative Action Program includes an Affirmative Action Plan that establishes employment goals and communicates guidelines and procedures to be followed in providing equal employment and advancement opportunities at Michigan State University. Implementation of the University's affirmative action program rests with line administrators.

Affirmative Action Data Report

The 1996-97 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 the Office of the Registrar. 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).

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.

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.

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.

Minorities

Handicappers

Michigan State University Fall 1997 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	89	126	34	8	257	58	474	1988
Continuing Staff	36	15	9	4	64	17	301	640
Temporary Faculty	28	49	15	, 1	93	6	251	610
Temporary Staff	48	134	22	7	211	12	378	846
Total Academic Human Resources	201	324	80	20	625	93	1404	4084
Support Human Resources							:	
Officials & Managers	40	11	4	6	61	13	412	692
Professionals	77	40	34	5	156	24	810	1392
Clerical	100	15	83	15	213	35	1516	1575
Technical	22	13	10	3	48	5	290	405
Service/Maintenance	147	10	93	7	257	37	563	1064
Skilled Trades	10	1	9	5	25	5	31	267
Total Support Human Resources	396	90	233	41	760	119	3622	5395
University Total	597	414	313	61	1385	212	5026	9479

Michigan State University
Fall 1997 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	4.5%	6.3%	1.7%	0.4%	12.9%	2.9%	23.8%	1988
Continuing Staff	5.6%	2.3%	1.4%	0.6%	10.0%	2.7%	47.0%	640
Temporary Faculty	4.6%	8.0%	2.5%	0.2%	15.2%	1.0%	41.1%	610
Temporary Staff	5.7%	15.8%	2.6%	0.8%	24.9%	1.4%	44.7%	846
Total Academic Human Resources	4.9%	7.9%	2.0%	0.5%	15.3%	2.3%	34.4%	4084
Support Human Resources								
Officials & Managers	5.8%	1.6%	0.6%	0.9%	8.8%	1.9%	59.5%	692
Professionals	5.5%	2.9%	2.4%	0.4%	11.2%	1.7%	58.2%	1392
Clerical	6.3%	1.0%	5.3%	1.0%	13.5%	2.2%	96.3%	1575
Technical	5.4%	3.2%	2.5%	0.7%	11.9%	1.2%	71.6%	405
Service/Maintenance	13.8%	0.9%	8.7%	0.7%	24.2%	3.5%	52.9%	1064
Skilled Trades	3.7%	0.4%	3.4%	1.9%	9.4%	1.9%	11.6%	267
Total Support Human Resources	7.3%	1.7%	4.3%	0.8%	14.1%	2.2%	67.1%	5395
University Total	6.3%	4.4%	3.3%	0.6%	14.6%	2.2%	53.0%	9479

Academic Human Resources/Executive Management

Summary

	Fall	1997	Comparison to Fall 1996			
	#	% of Total Population	#	% of Total Population		
Academic Workforce	4084		+ 100			
Minorities	625	15.3%	+ 23	+ 0.2%		
Black	201	4.9%	+ 4	0		
Asian/Pacific Islander	324	7.9%	+ 16	+ 0.2%		
Hispanic	80	2.0%	+ 5	+ 0.1%		
Amer. Indian/Alaskan Native	20	0.5%	- 2	- 0.1%		
Women	1404	34.4%	+ 76	+ 1.1%		
Tenure System Faculty	1988		- 34			
Minorities	257	12.9%	+4	+ 0.4%		
Black	89	4.5%	- 2	0		
Asian/Pacific Islander	126	6.3%	+ 4	+ 0.3%		
Hispanic	34	1.7%	+ 1	+ 0.1%		
Amer. Indian/Alaskan Native	8	0.4%	+ 1	+ 0.1%		
Women	474	23.8%	- 2	+ 0.3%		

1994-97 Women Minorities College # Hires # Hired Goal Hired Goal Ag. & Natural Resources Arts & Letters Eli Broad Coll. of Business Comm. Arts & Sciences Education Engineering Human Ecology Human Medicine James Madison Natural Science Nursing Osteopathic Medicine Social Science Veterinary Medicine Total

Academic Human Resources/Executive Management

Achievement of Tenure System Hiring Goals

October 1, 1994 to September 30, 1997

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.

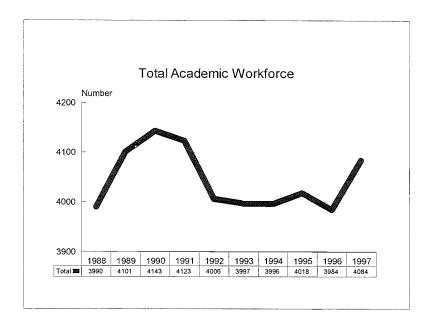
Academic Administrators: Titles include dean, senior advisor to the dean, associate dean, assistant dean, chairperson, director, division director, co-director, associate vice provost, assistant vice provost, and senior advisor.

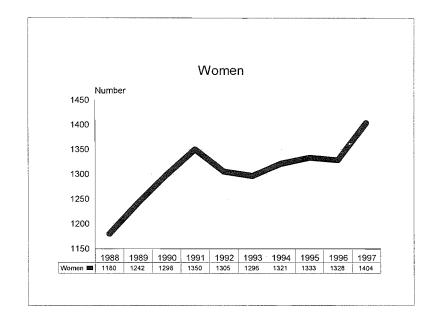
Executive Management: Titles include president, assistant to the president, executive assistant to the president, secretary of the Board of Trustees, executive vice president, vice president, associate vice president, assistant vice president, assistant to the vice president, provost, associate provost, 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.

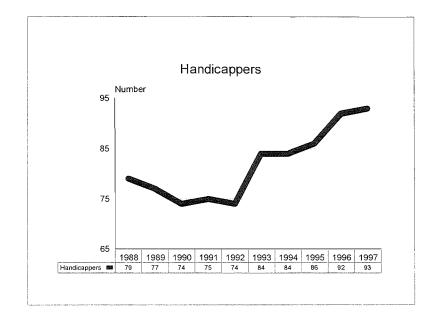
Academic administrators and executive managers are also included in the headcounts for tenure system faculty, continuing academic staff, temporary faculty or temporary academic staff.

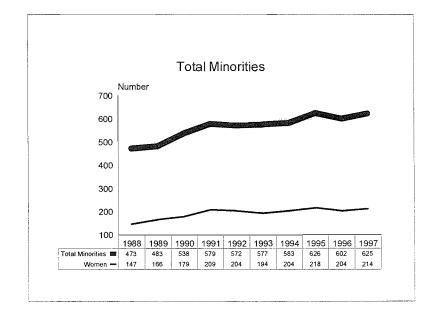
Academic Administrators/ Executive Management Data

Academic Workforce, 1988-97

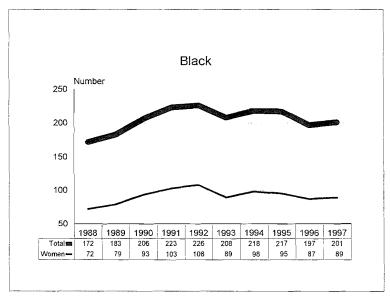


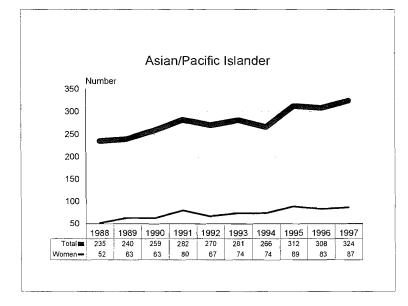


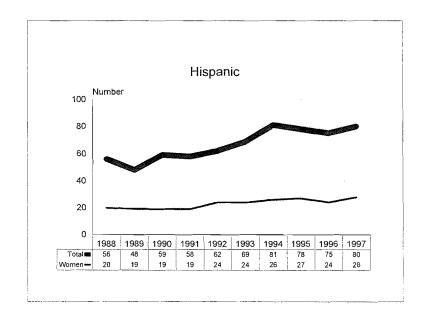


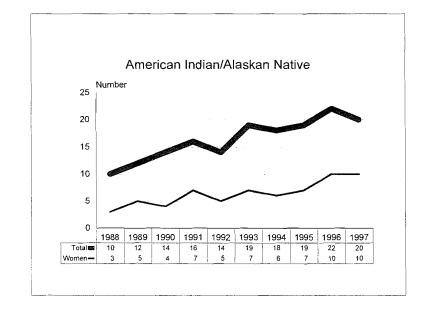


Academic Workforce, 1988-97 Minorities by Ethnic ID









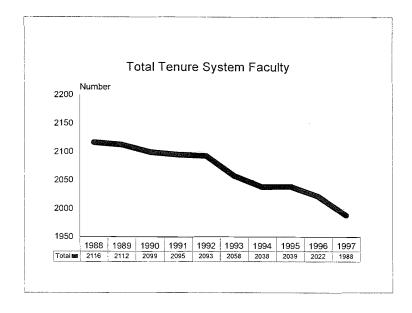
Tenure System Hires, Promotions and Separations, 1996-97

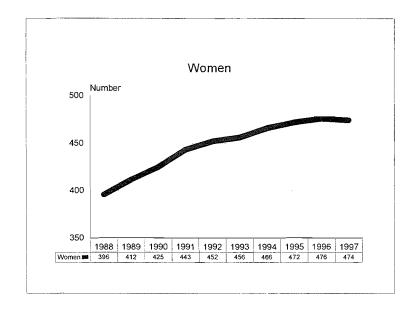
		Asian/Pacific		Amer. Indian/	Total	University
Category	Black	Islander	His <u>p</u> anic	Alaskan Native	Minorities	Total
New Hires				•		
Men	2	7	1	1	11	48
Women	1	2	2	0	5	24
Total New Hires	3	9	3	1	16	72
Promotions						
To Associate Professor						
Men	4	1	0	1	6	22
Women	0	0	0	0	0	14
Total	4	1	0	1	6	36
To Full Professor						
Men	3	1	0	0	4	27
Women	0	1	0	0	1	6
Total	3	2	0	0	5	33
Total Promotions						
Men	7	2	0	1	10	50
Women	0	1	0	0	1	20
Total	7	3	0	1	11	70
Separations						
Retirements						
Men	1	0	0	0	1	44
Women	0	1	0	0	1	10
Total	1	1	0	0	2	54
Other Reasons						
Men	2	2	1	0	5	24
Women	2	2	0	0	4	13
Tota l	4	4	1	0	9	37
Total Separations				Ÿ		
Men	3	2	1	0	6	68
Women	2	3	0	0	5	23
Total	5	5	1	0	11	91

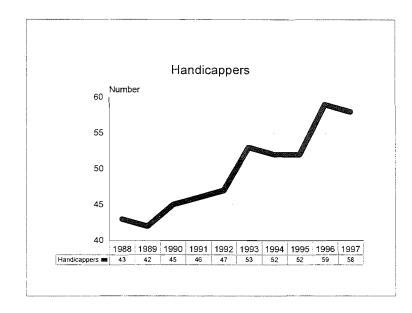
Tenure System Faculty by College, Fall 1997

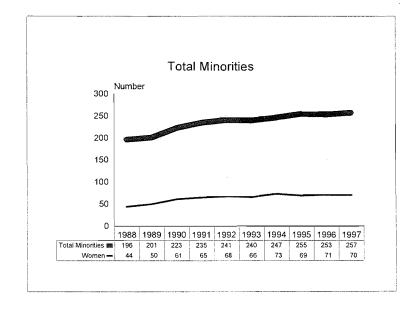
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Agriculture & Natural Resources	6	13	3	1	23	5	31	256
Arts & Letters	10	13	4	3	30	10	92	295
Eli Broad College of Business	3	9	1	0	13	6	20	128
Communication Arts & Sciences	5	2	1	0	8	3	16	55
Education	10	4	5	0	19	6	61	137
Engineering	5	25	3	0	33	2	9	124
Human Ecology	3	3	1	1	8	1	33	49
Human Medicine	6	10	1	0	17	3	34	116
James Madison	3	,1	1	0	5	1	6	23
Natural Science	7	34	4	2	47	1	46	343
Nursing	· 1	0	0	0	. 1	0	19	21
Osteopathic Medicine	1	2	1	. 0	4	2	18	80
Social Science	12	6	8	0	26	12	54	203
Veterinary Medicine	6	4	0	0	10	3	18	92
Non-College Units	11	0	1	1	13	3	17	66
University Total	89	126	34	8	257	58	474	1988

Tenure System Faculty, 1988-97

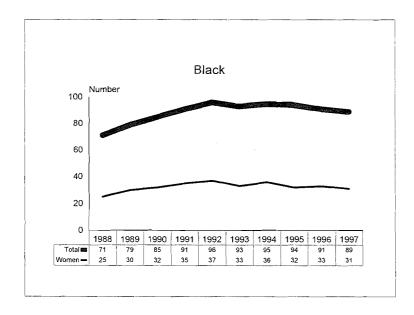


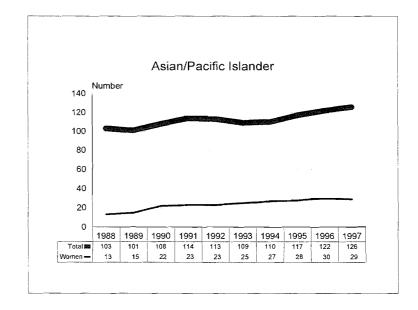


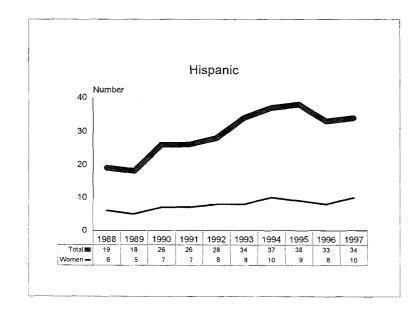


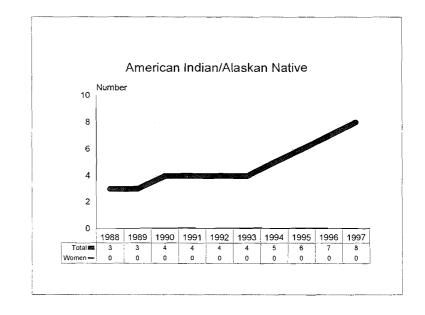


Tenure System Faculty, 1988-97 Minorities by Ethnic ID

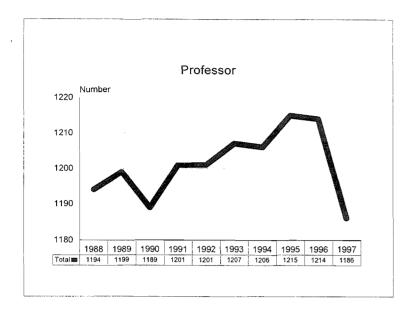


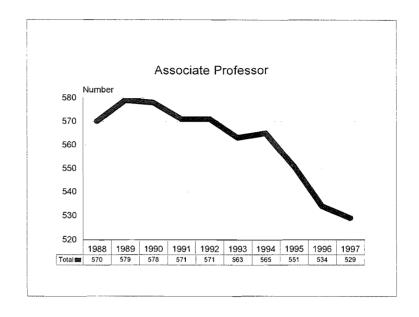


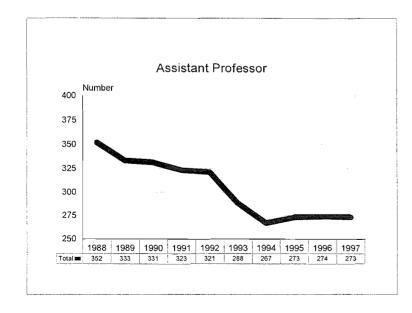


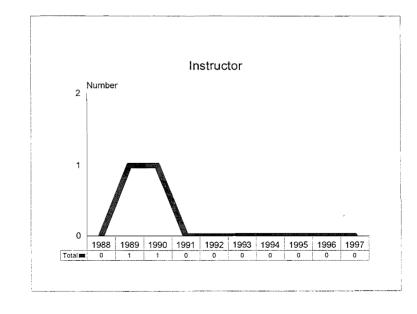


Tenure System Faculty by Rank, 1988-97

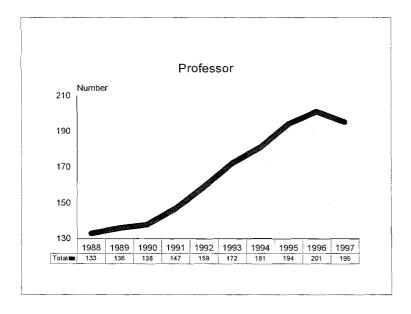


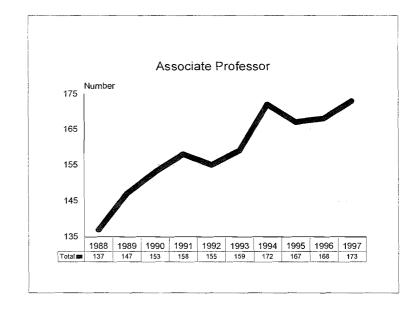


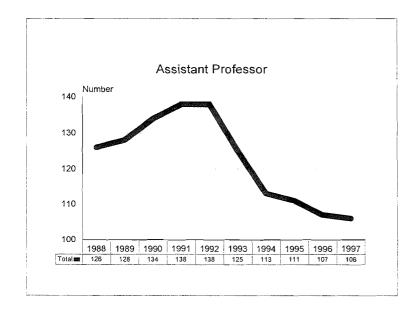


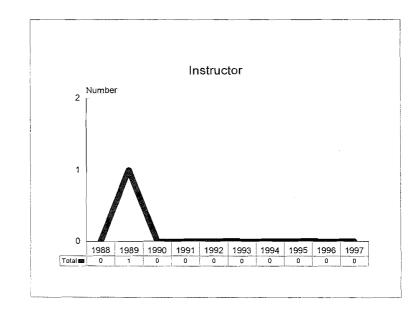


Tenure System Faculty by Rank, 1988-97 Women

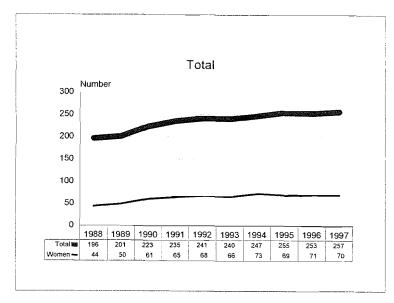


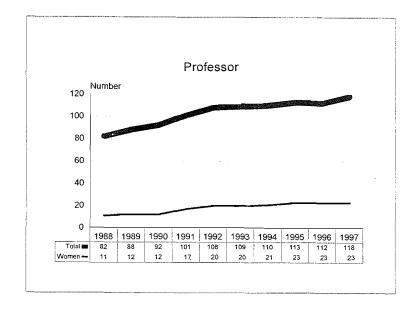


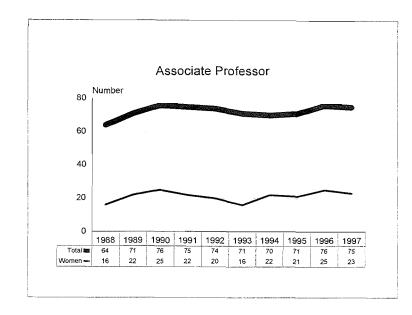


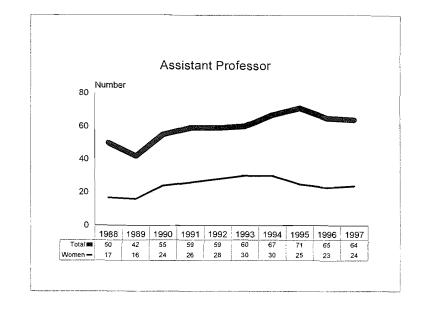


Tenure System Faculty by Rank, 1988-97 Total Minorities

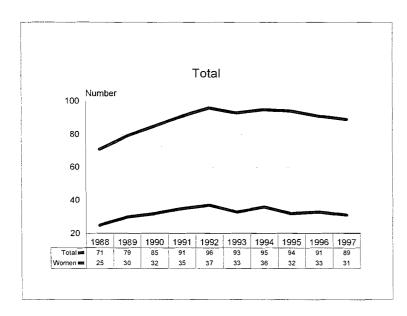


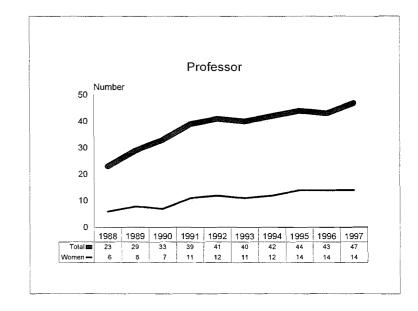


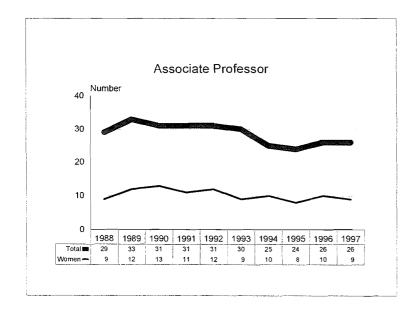


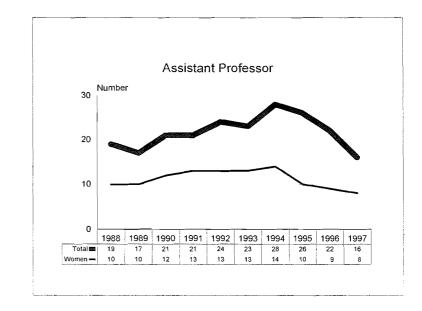


Tenure System Faculty by Rank, 1988-97 Black

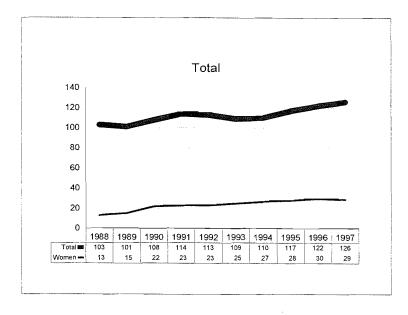


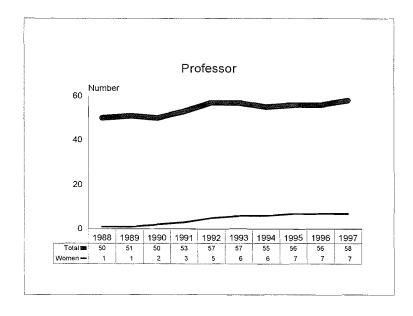


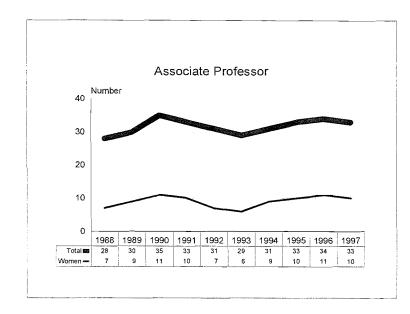


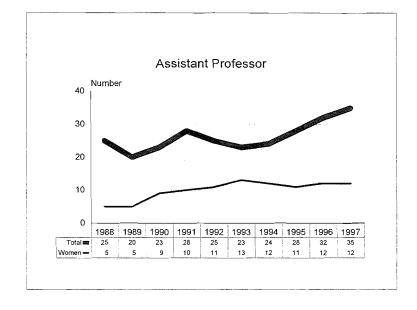


Tenure System Faculty by Rank, 1988-97 Asian/Pacific Islander

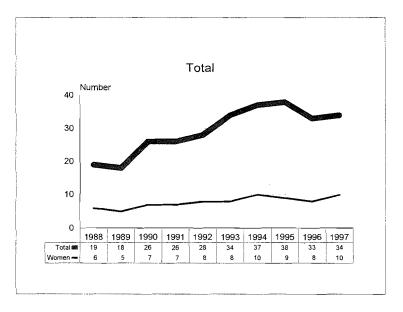


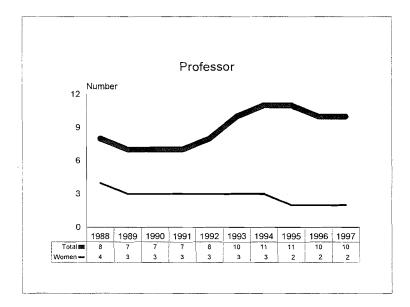


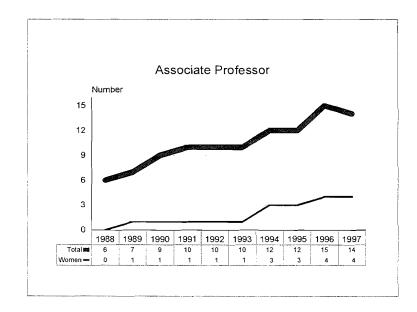


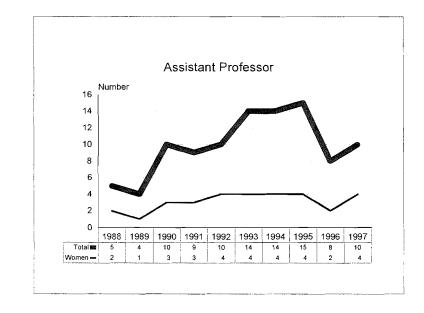


Tenure System Faculty by Rank, 1988-97 Hispanic

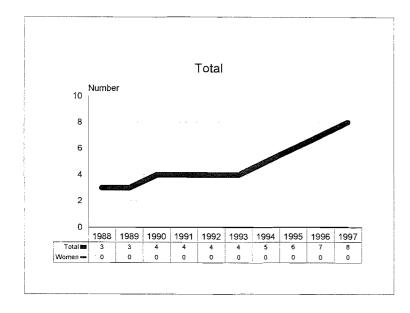


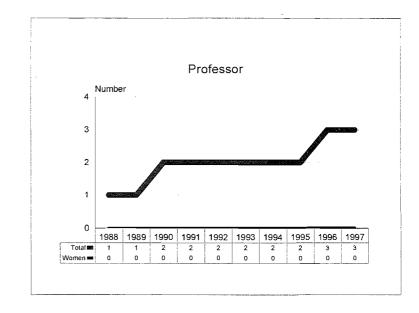


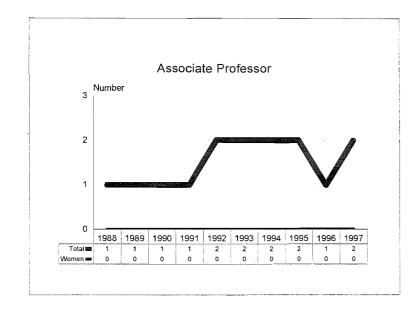


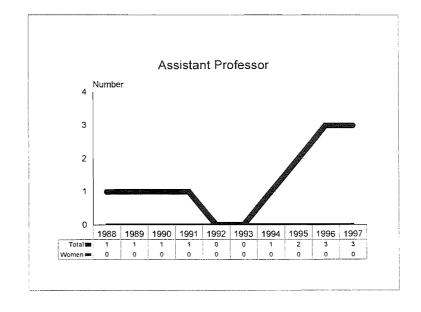


Tenure System Faculty by Rank, 1988-97 American Indian/Alaskan Native

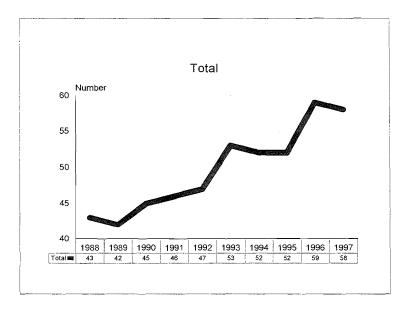


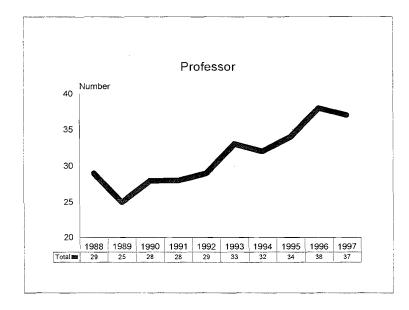


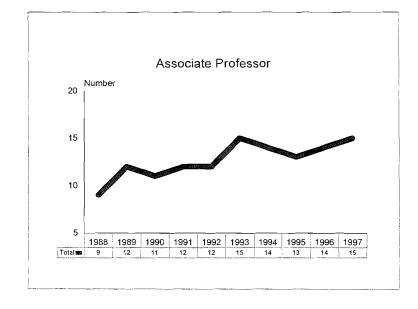


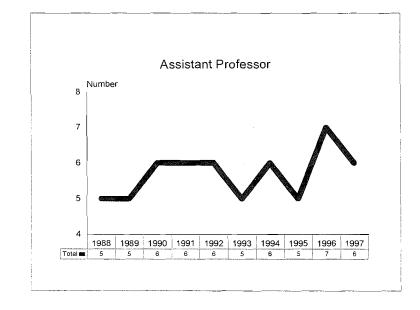


Tenure System Faculty by Rank, 1988-97 Handicappers









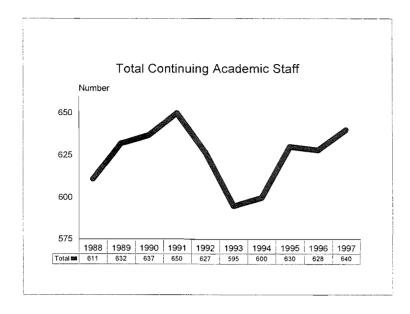
Continuing Academic Staff Hires and Separations, 1996-97

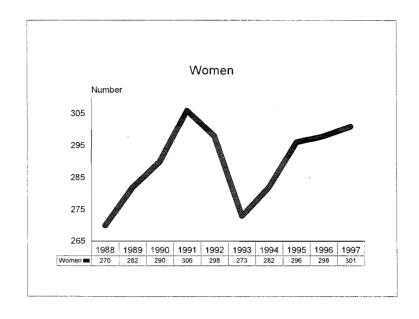
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires						
Men	0	0	0	0	0	25
Women	3	0	0	1	4	24
Total New Hires	3	0	0	1	4	49
Separations						
Retirements						
Men	0	0	0	0	0	4
Women	0	1	0	0	1	3 7
Total	0 -	1	0	0	1	7
Other Reasons						
Men	2	0	0	0	2	13
Women	4	0	0	0	4	16
Total	6	0	. 0	0	6	29
Total Separations						
Men	2	0	0	0	2	17
Women	4	1	0	0	5	19
Total	6	1	0	0	7	36

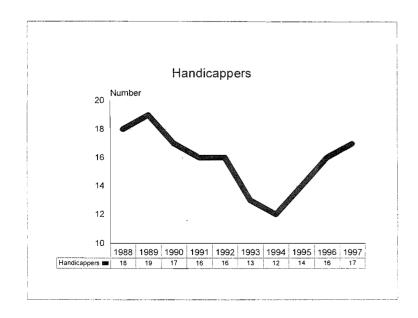
Continuing Academic Staff by College, Fall 1997

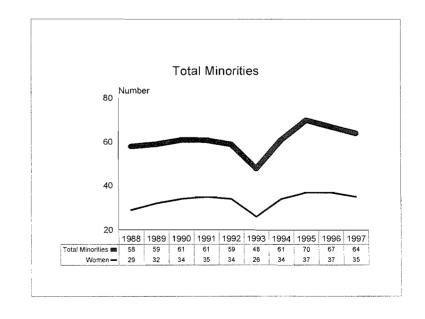
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Agriculture & Natural	0	1.	0	0	1	0	8	24
Resources Arts & Letters	0	0	0	0	0	0	3	4
Eli Broad College of Business	2	1	. 1	0	4	0	8	13
Communication Arts & Sciences	1	0	0	0	1	0	7	10
Education	0	1	0	0	1	1	3	7
Engineering	3	0	0	0	3	1	11	23
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	1	0	0	4	2	15	36
Nursing	0	0	0	0	0	0	0	0
Osteopathic Medicine Social Science	0	1 0	0	0	1 2	0	4 13	7 22
Veterinary Medicine	1	0	0	0	1	0	13 5	6
Non-College Units	25	9	7	4	45	12	5 214	477
University Total	36	15	9	4	45 64	17	301	640

Continuing Academic Staff, 1988-97

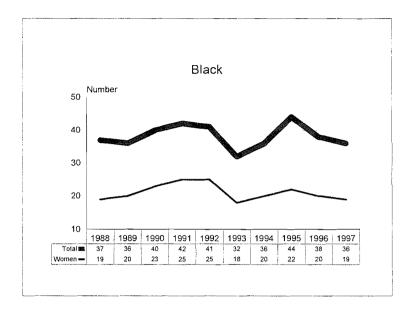


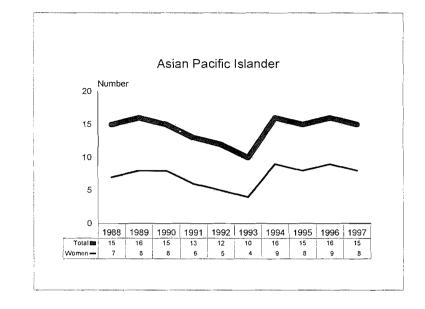


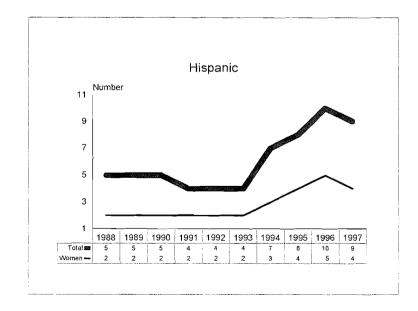


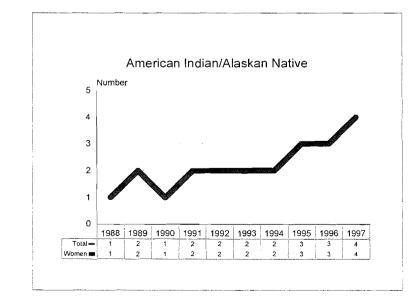


Continuing Academic Staff, 1988-97 Minorities by Ethnic ID

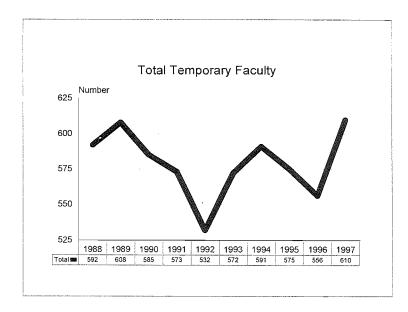


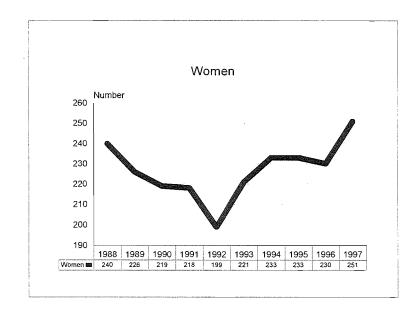


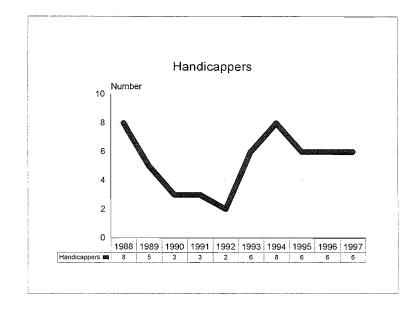


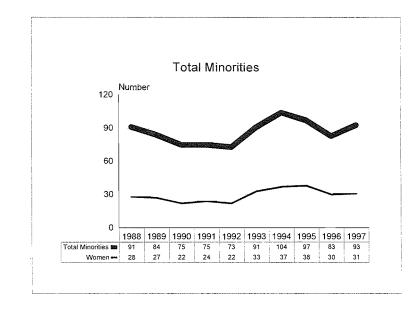


Temporary Faculty, 1988-97

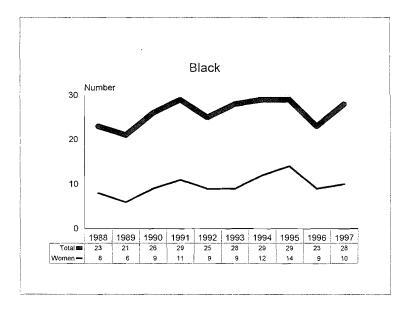


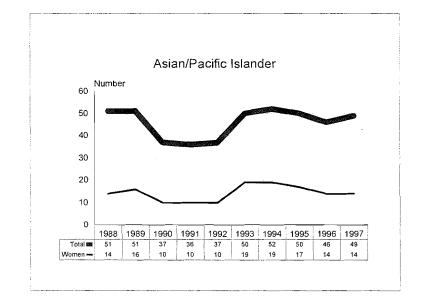


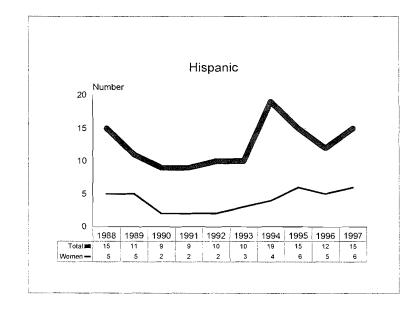


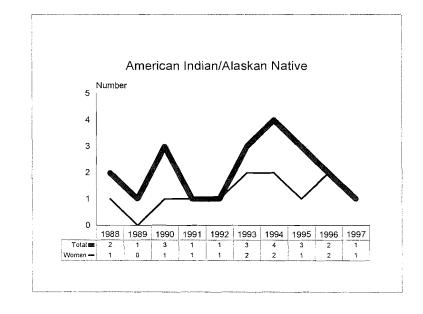


Temporary Faculty, 1988-97 Minorities by Ethnic ID

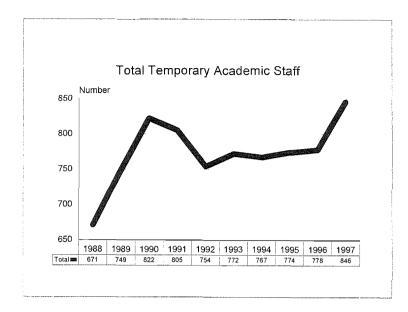


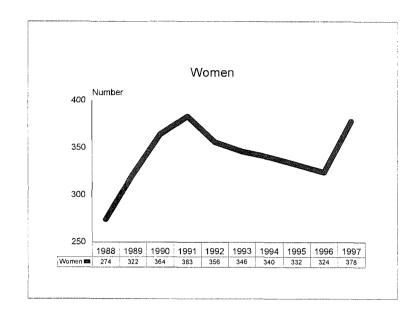


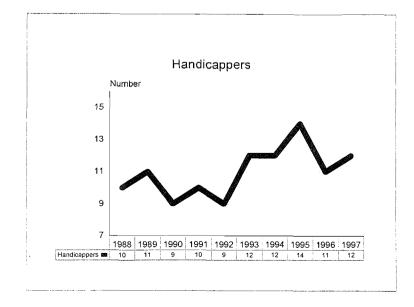


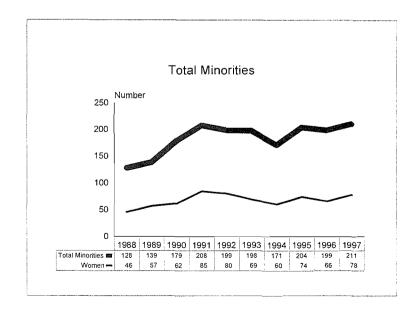


Temporary Academic Staff, 1988-97

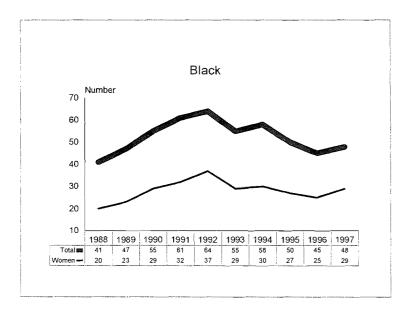


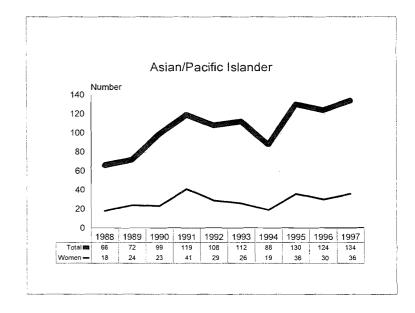


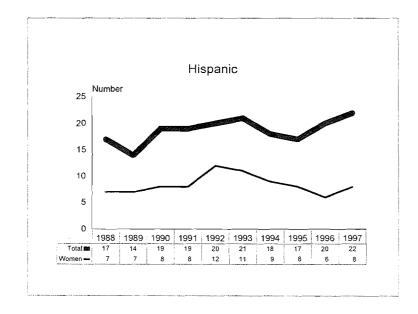


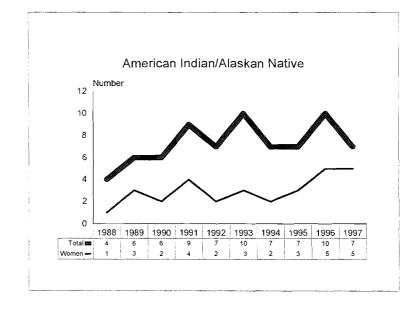


Temporary Academic Staff, 1988-97 Minorities by Ethnic ID

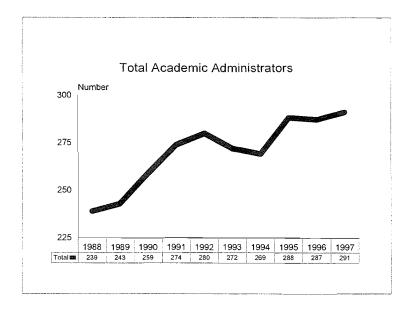


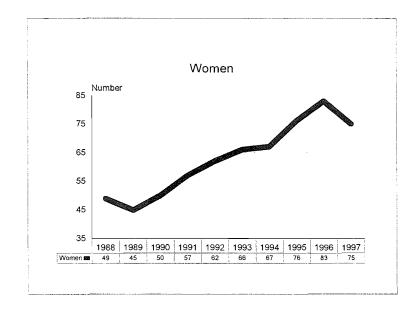


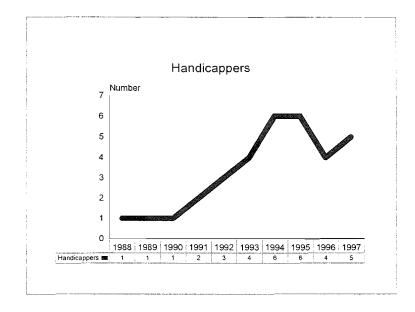


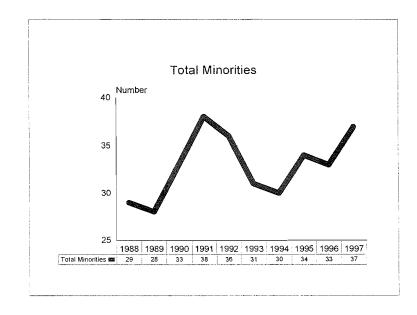


Academic Administrators, 1988-97

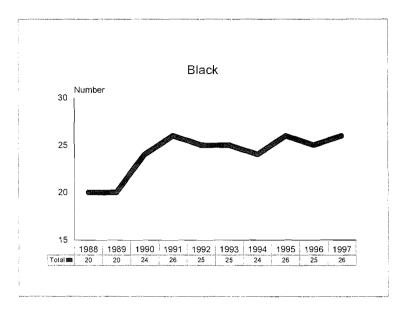


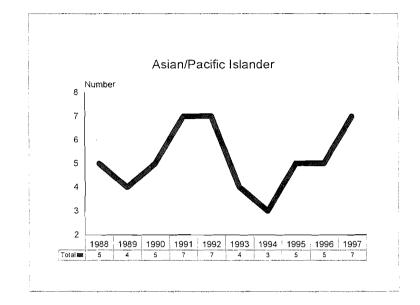


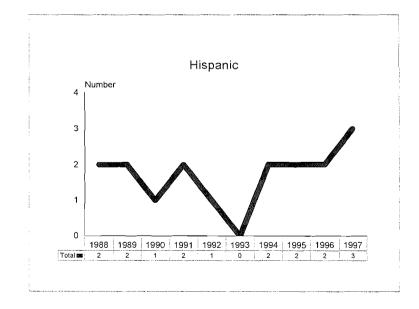


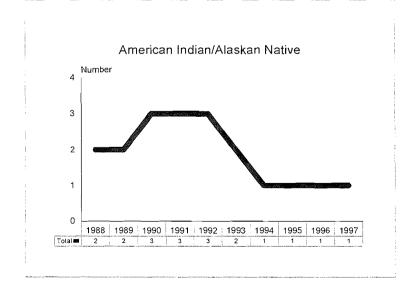


Academic Administrators, 1988-97 Minorities by Ethnic ID

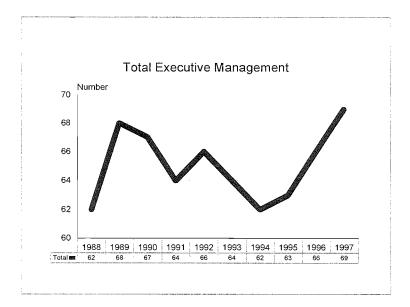


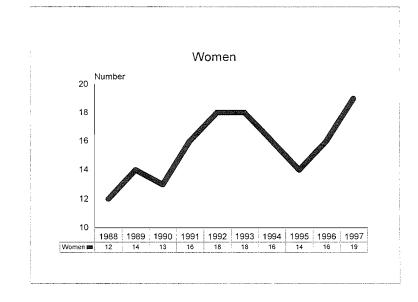


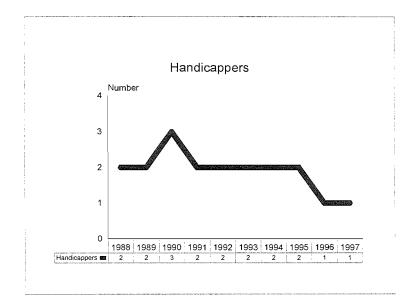


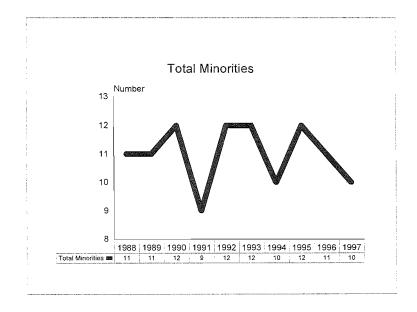


Executive Management, 1988-97

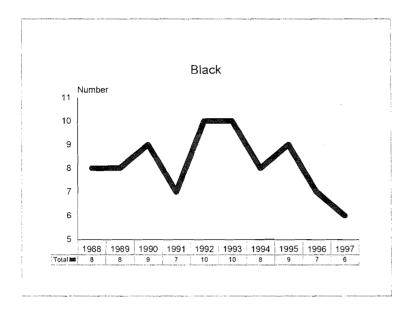


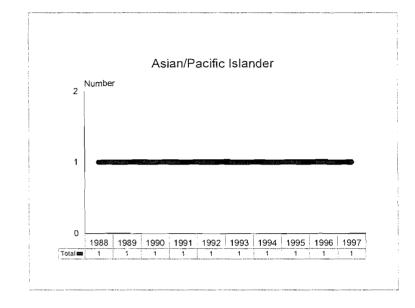


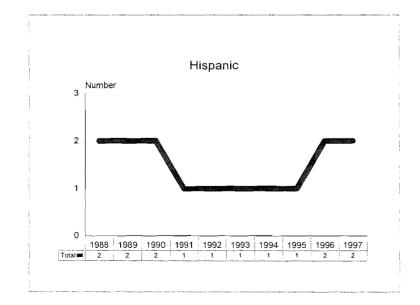


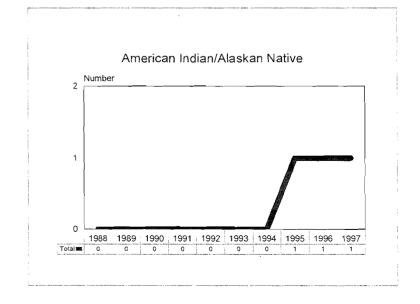


Executive Management, 1988-97 Minorities by Ethnic ID









Academic Administrators and Executive Management, Fall 1997

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
Academic Administrators						
Men	12	7	2	1	22	216
Women	14	0	1	0	15	75
Total Academic Administrators	26	7	3	1	37	291
Executive Management						
Men	5	1	1	0	7	50
Women	1	0	1	1	3	19
Total Executive Management	6	1	2	1	10	69

Support Human Resources

Summary

	Fall	1997	Comparison to Fall 1996	
	#	% of Total	#	% of Total
Support Staff Workforce	5395		+ 85	
Minorities	760	14.1%	+ 3	- 0.2%
Black	396	7.3%	- 5	- 0.3%
Asian/Pacific Islander	90	1.7%	- 2	0
Hispanic	233	4.3%	+ 12	+ 0.1%
Amer. Indian/Alaskan Native	41	0.8%	- 2	0
Women	3622	67.1%	+ 62	+ 0.1%

Category	Opportunities		Minorities		Women	
	Proj	Actual	Proj.	Actual	Proj.	Actual
Officials and Managers	37	58	3	4	4	10
Professionals	114	215	7	17	11	37
Clerical	119	235	2	8	0	0
Technical	27	71	2	15	4	12
Service/Maintenance	87	231	4	3	11	23
Skilled Trades	16	14	0	1	1	3
University Total	400	824	18	48	31	85

Category	Projected Opportunities	Hiring Goal Minorities	Hiring Goal Women
Officials and Managers	40	5	3
Professionals	126	9	5
Clerical	125	2	0
Technical	35	2	2
Service/Maintenance	99	3	12
Skilled Trades	11	0	1
University Total	436	21	23

Support Human Resources

1996-97 Annual Hiring Goals and Achievements

1997-98 Projections and Annual Hiring Goals

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.

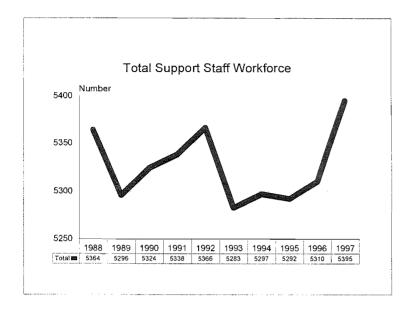
Support Staff Workforce Hires and Promotions, 1996-97

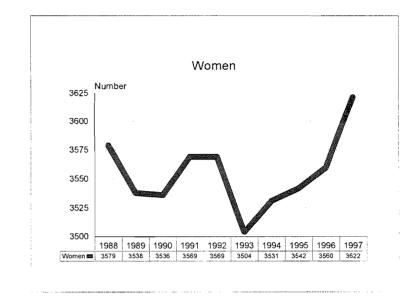
Category	Black	Asian/Pacific	Hispanic	Amer. Indian/ Alaskan Native	Total	Total	Total	University
oulogory		Islander			Minorities	Handicapper	Women	Total
New Hires								
Officials & Managers	1	0	0	1	2	0	15	20
Professionals	10	5	6	0	21	2	89	159
Clerical	11	4	7	0	22	1	110	125
Technical	4	6	5	0	15	0	43	63
Service/Maintenance	29	1	11	. 0	41	1	77	131
Skilled Trades	1	.,0	0	1	2	0	3	15
Total New Hires	56	16	29	2	103	4	337	513
Promotions		,						
Officials & Managers	1	. , 3 ,	1	1	6	0	43	65
Professionals	11	4	2	0	17	1	94	157
Clerical	10	3	8	1	22	2	141	145
Technical	3	0	0	0	3	1	26	37
Service/Maintenance	13	0	10	1	24	2	43	91
Skilled Trades	1	0	0	0	1	0	3	19
Total Promotions	39	10	21	3	73	6	350	514

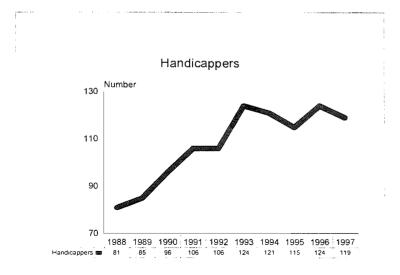
Support Staff Workforce Separations, 1996-97

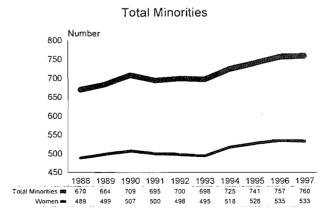
Category	Black	Asian/Pacific	Hispanic	Amer. Indian/ Alaskan Native	Total	Total	Total	University
Calegory	_ DIECK	Islander	Thepanic		Minorities	Handicapper	Women	Total
Separations								
Retirements								
Officials & Managers	2	0	0	0	2	1	13	22
Professionals	0	0	0	0	0	2	10	18
Clerical	2	0	0	0	2	1	18	18
Technical	0	0	0	1	1	1	0	5
Service/Maintenance	3	0	0	0	3	1	7	16
Skilled Trades	0	0	0	0	0	0	0	3
Total	7	0	0	1	8	6	48	82
Other Reasons								
Officials & Managers	0	2	1	0	3	0	12	18
Professionals	10	3	3	1	17	1	55	109
· Clerical	8	1	3	. 1	13	0	46	50
Technical	4	1	1	0	6	1	16	24
Service/Maintenance	17	2	2	1	22	2	5 5	75
Skilled Trades	0	0	0	0	0	1	1	3
Total	39	9	10	3	61	5	185	279
Total Separations								
Officials & Managers	2	2	1	0	5	1	25	40
Professionals	10	3	3	1	17	3	65	127
Clerical	10	1	3	. 1	15	1	64	68
Technical	4	1	1	1	7	2	16	29
Service/Maintenance		1	1	l 4				
	20	2	2	1	25	3	62	91
Skilled Trades	0	0	0	0	0	1	1	6
Total	46	9	10	4	69	11	233	361

Support Staff Workforce, 1988-97

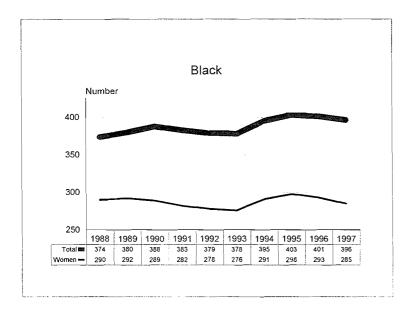


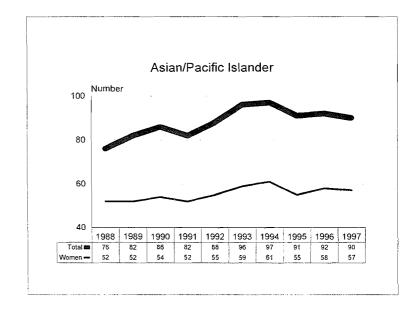


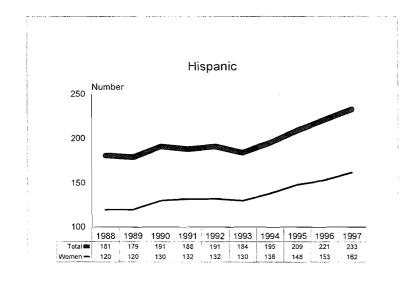


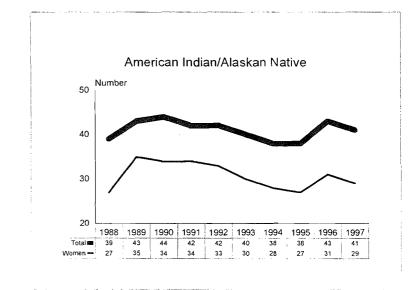


Support Staff Workforce, 1988-97 Minorities by Ethnic ID

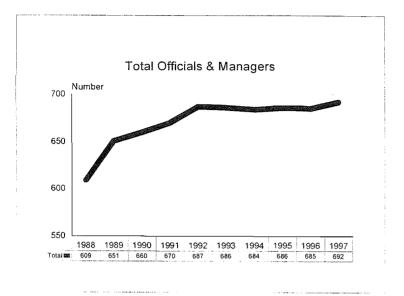


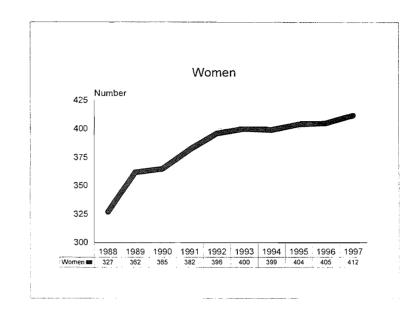


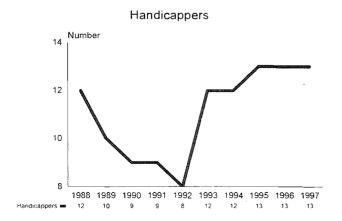


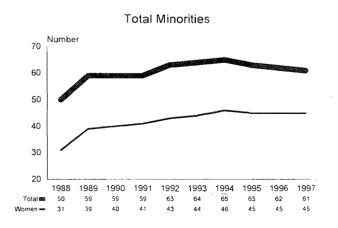


Officials & Managers, 1988-97

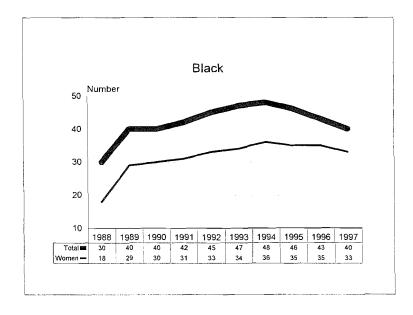


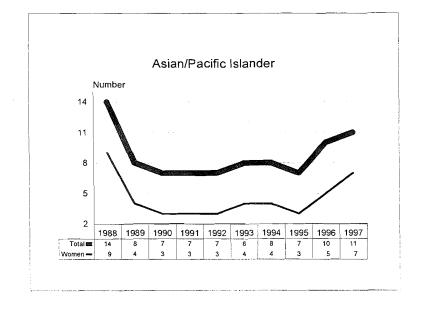


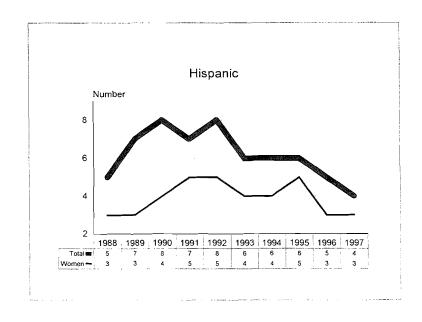


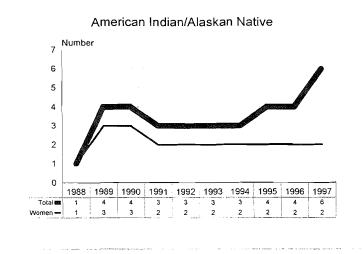


Officials & Managers, 1988-97 Minorities by Ethnic ID

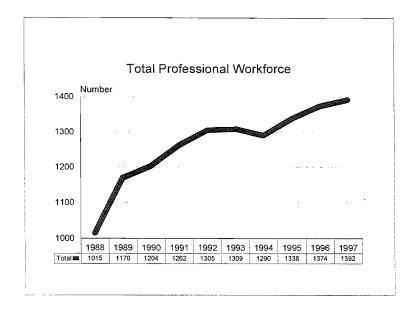


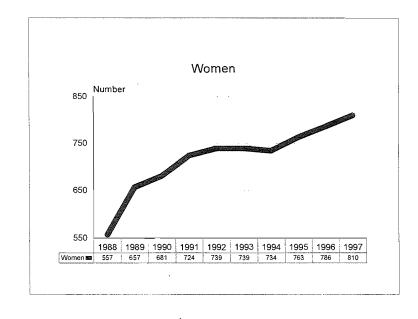


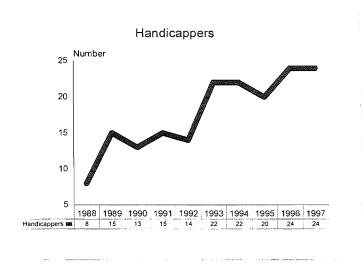


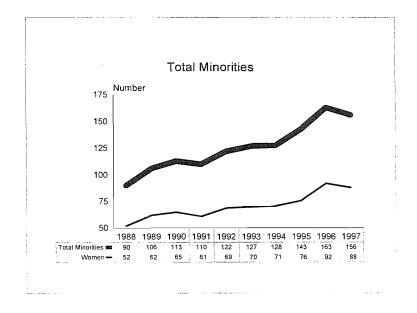


Professional Workforce, 1988-97

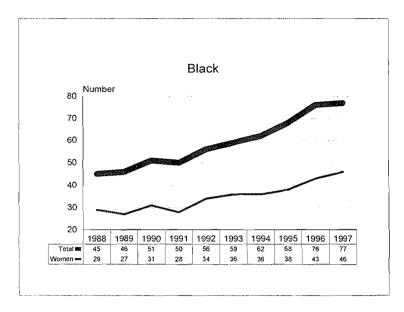


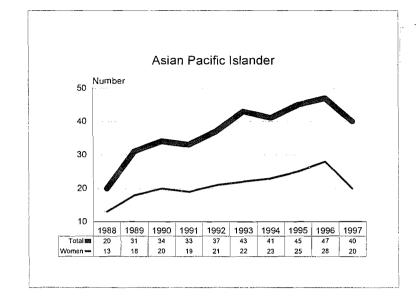


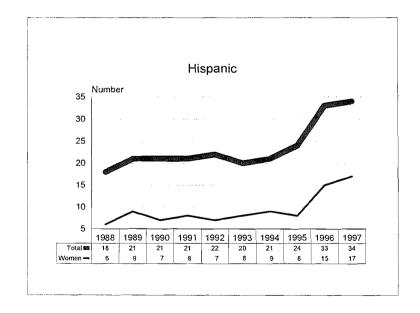


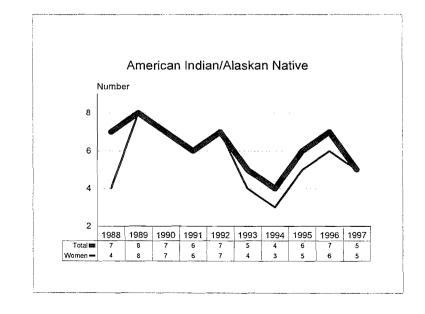


Professional Workforce, 1988-97 Minorities by Ethnic ID

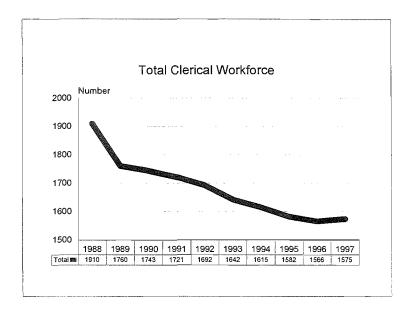


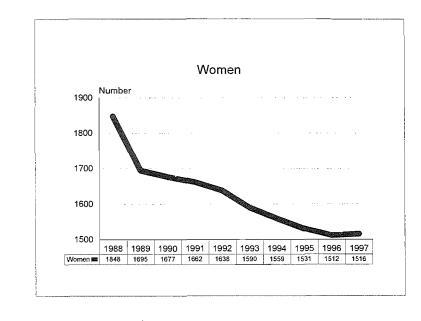


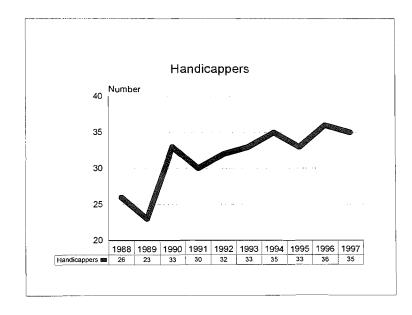


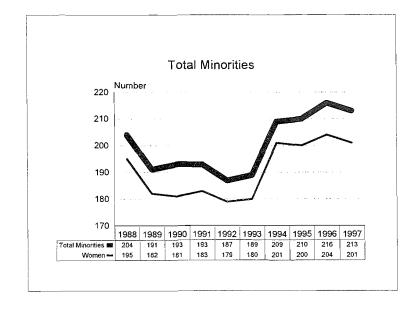


Clerical Workforce, 1988-97

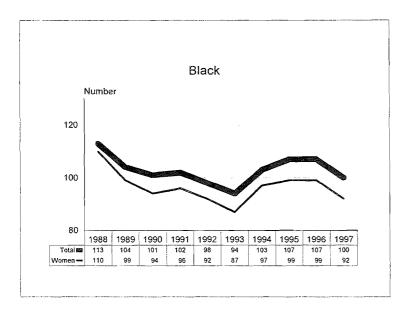


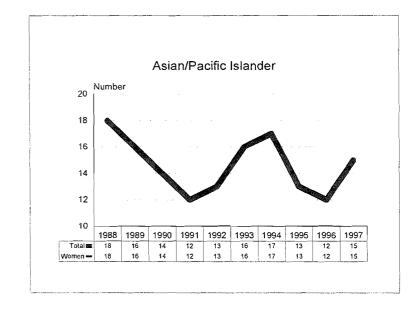


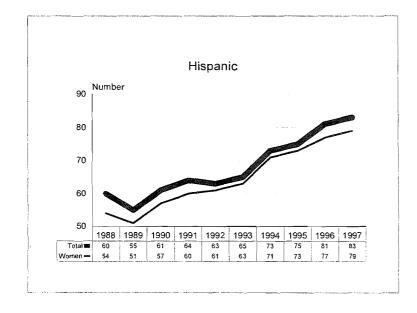


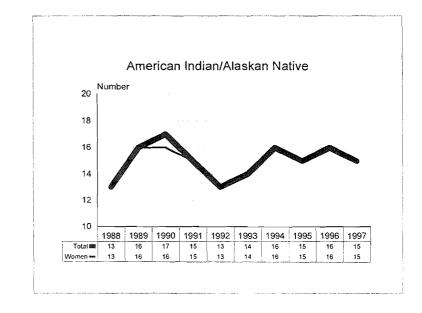


Clerical Workforce, 1988-97 Minorities by Ethnic ID

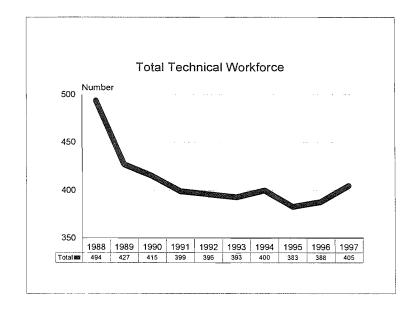


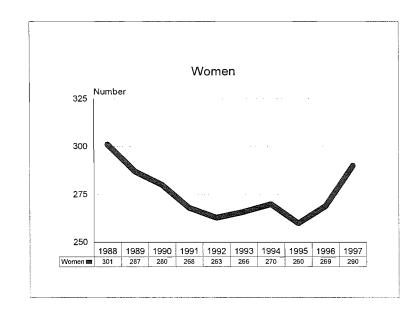


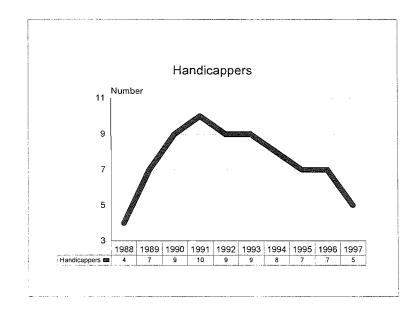


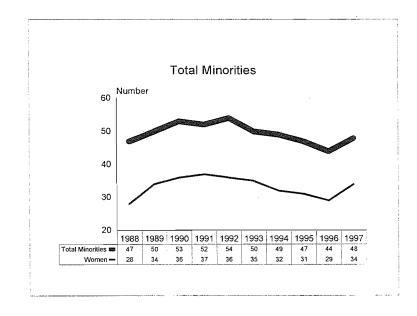


Technical Workforce, 1988-97

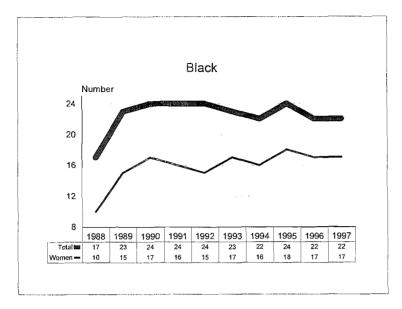


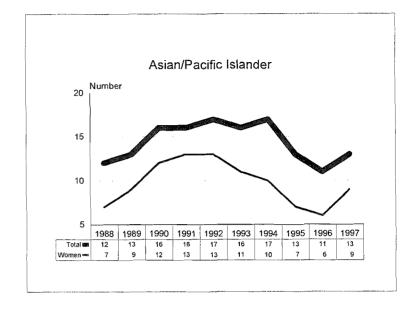


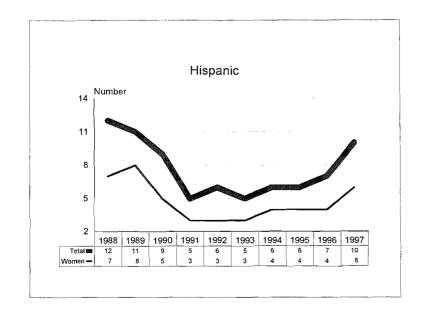


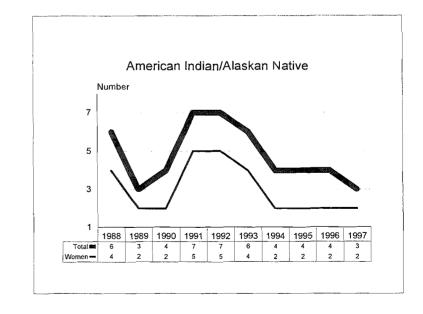


Technical Workforce, 1988-97 Minorities by Ethnic ID

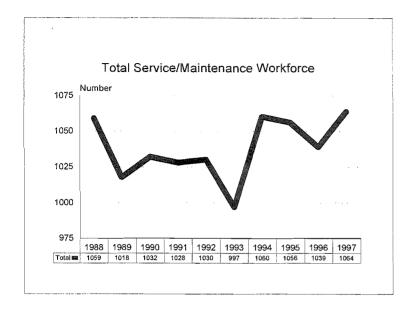


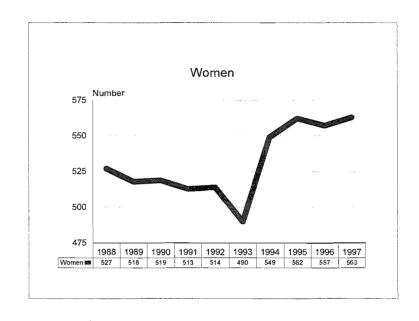


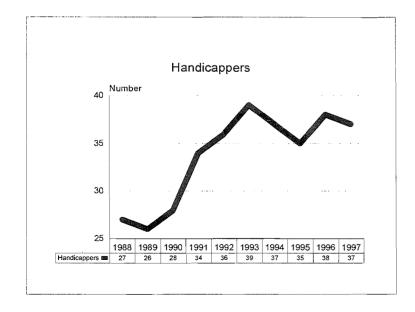


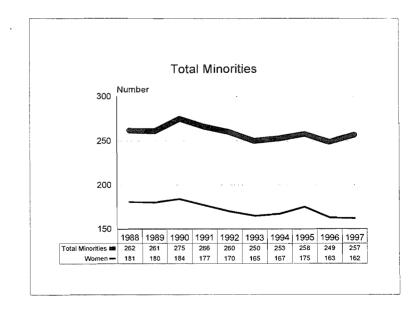


Service/Maintenance Workforce, 1988-97

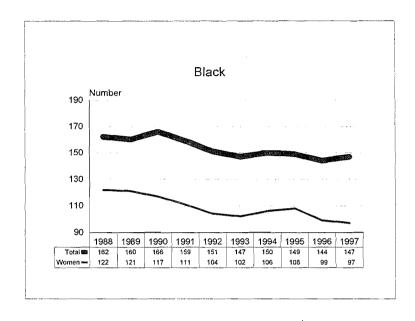


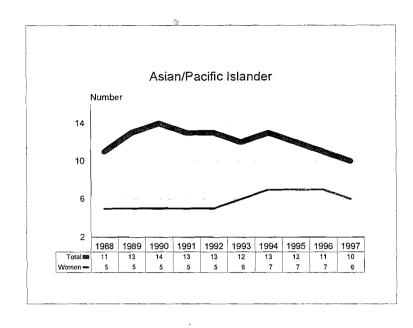


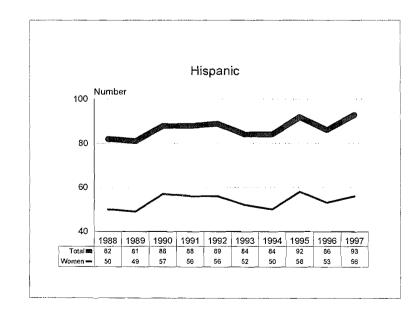


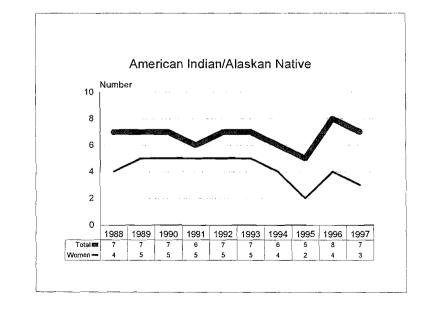


Service/Maintenance Workforce, 1988-97 Minorities by Ethnic ID

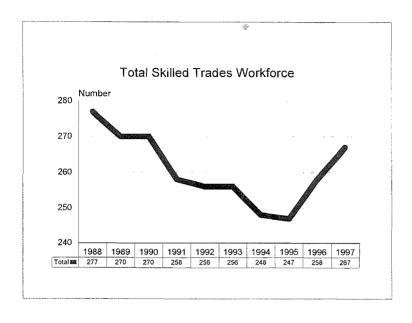


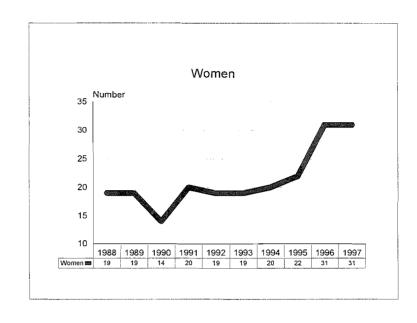


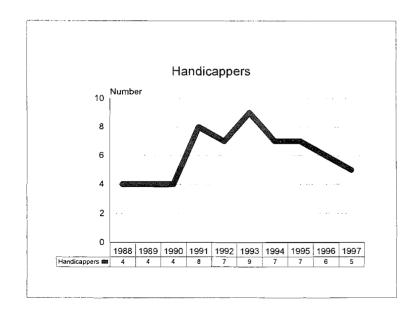


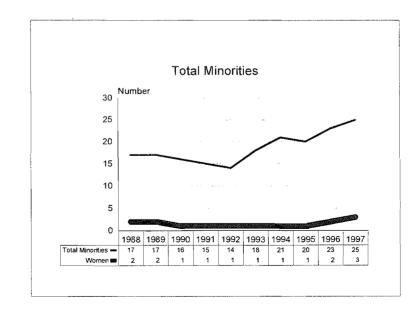


Skilled Trades Workforce, 1988-97

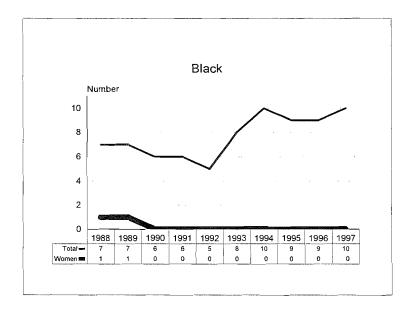


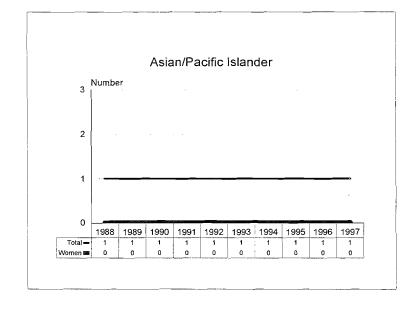


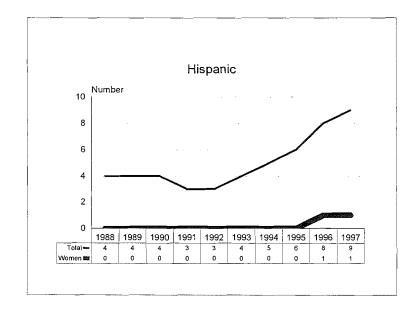


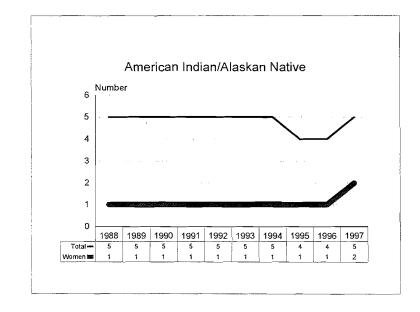


Skilled Trades Workforce, 1988-97 Minorities by Ethnic ID









Student Human Resources

Summary

	Fall	1997		arison to I 1996
	#	% of Total Population	#	% of Total Population
Graduate Assistants	3096		+ 45	
Minorities	387	12.5%	- 3	-0.3%
Black	186	6.0%	- 13	- 0.5%
Asian/Pacific Islander	98	3.2%	+ 6	+ 0.2%
Hispanic	93	3.0%	+ 6	+ 0.1%
Amer. Indian/Alaskan Native	10	0.3%	- 2	- 0.1%
Women	1389	44.9%	+ 40	+ 0.7%

Student Human Resources

Comparison to Fall 1996 Fall 1997 % of Total # % of Total Population Population **Student Employees** + 17 9262 Minorities 1920 20.7% +101 + 1.0% Black 1254 13.5% + 54 + 0.5% Asian/Pacific Islander 349 3.8% - 8 - 0.1% Hispanic 261 2.8% + 45 + 0.5% + 0.1% Amer, Indian/Alaskan Native 56 0.6% + 10 Women + 121 + 1.2% 5342 57.7%

Summary

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

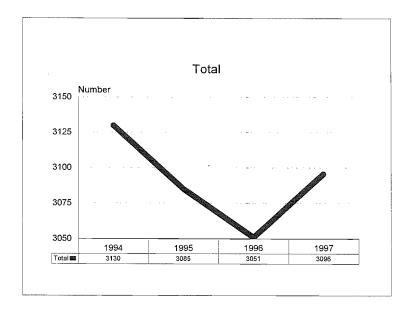
Graduate assistant data reflects the Fall Semester payroll. Minority percentages are calculated utilizing the affirmative action base. The percentage of women is calculated using all graduate assistants (including international students).

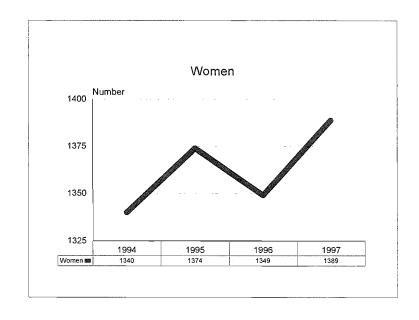
Student Employment Data

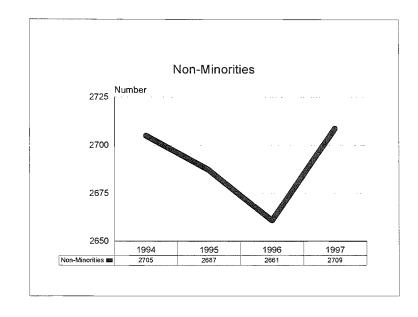
Student employment data reflects the number of students actually paid for one payroll period in November of each year from 1987 to 1993. The 1994 through 1997 data reflects a two-week payroll period in October.

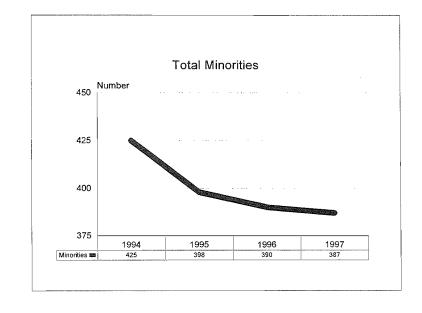
The number of individual students paid on the student employee payroll during a calendar year is higher than the data presented in this report. For example, the number of student employees reported for the October payroll period in 1996 is 9,245. The number of students paid during the calendar year 1996, based on the number of W-4 forms on file in the Payroll Office, is 18,265.

Graduate Assistants, Fall Semesters 1994-97

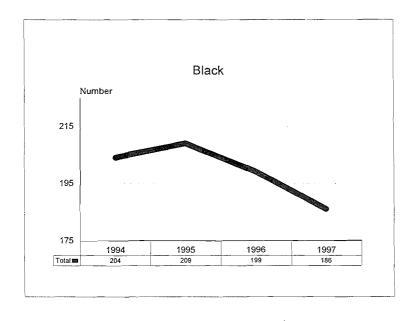


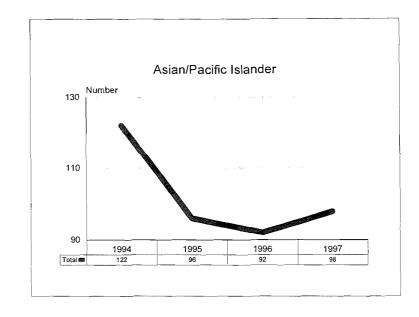


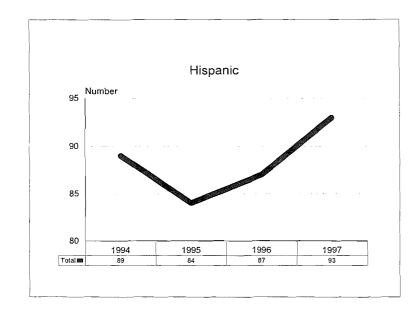


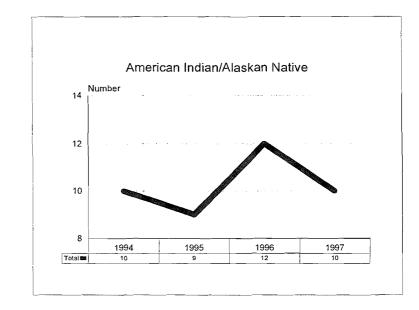


Graduate Assistants, Fall Semesters 1994-97 Minorities by Ethnic ID









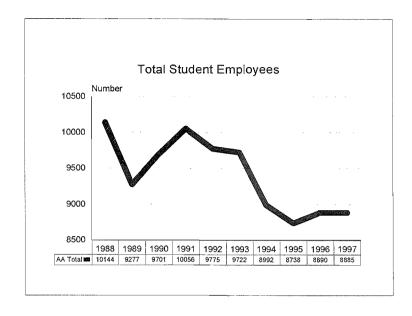
Graduate Assistants by Employing Unit, Fall Semester 1997

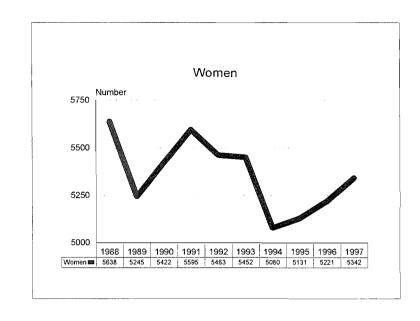
College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	16	12	10	0	38	171	381
Arts & Letters	14	7	12	1	34	200	369
Eli Broad College of Business	10	5	10	0	25	66	174
Communication Arts & Sciences	6	4	3	0	13	43	76
Education	13	12	9	0	34	151	248
Engineering	14	15	5	1	35	76	367
Human Ecology	10	1	3	0	14	63	78
Human Medicine	9	2	4	0	15	48	89
James Madison	0	0	0	0	0	0	0
Natural Science	20	15	13	0	48	231	677
Nursing	1	1	0	0	2	8	8
Osteopathic Medicine	3	2	5	0	10	29	54
Social Science	27	11	10	3	51	173	315
Veterinary Medicine	1	1	0	0	2	7	18
Non-College Units	42	10	9	5	66	123	242
University Total	186	98	93	10	387	1389	3096

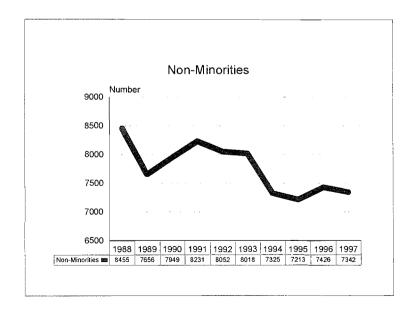
Student Employees by Employing Unit, Fall Semester 1997

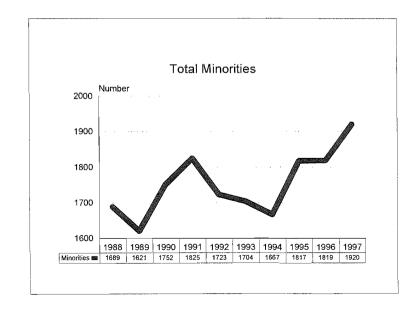
College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	9	1	6	1	17	116	188
Arts & Letters	19	10	4	1	34	130	209
Eli Broad College of Business	14	5	6	1	26	74	126
Communication Arts & Sciences	4	2	2	0	8	28	40
Education	12	8	2	0	22	120	170
Engineering	20	15	5	0	40	60	224
Human Ecology	16	3	2	1	22	59	74
Human Medicine	17	11	9	1	38	107	145
James Madison	4	1	2	0	7	16	22
Natural Science	61	27	14	1	103	212	398
Nursing	1	1	1	0	3	25	31
Osteopathic Medicine	7	13	5	1	26	105	169
Social Science	35	10	8	1	54	145	209
Veterinary Medicine	11	6	4	1	22	165	208
Non-College Units	1014	236	191	47	1488	3980	7049
University Total	1254	349	261	56	1920	5342	9262

Student Employees, 1988-97

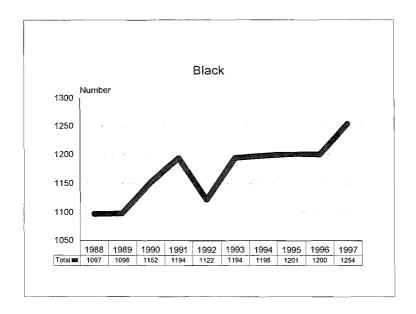


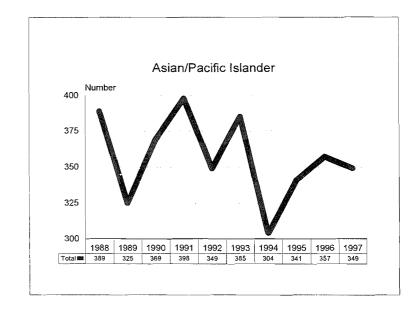


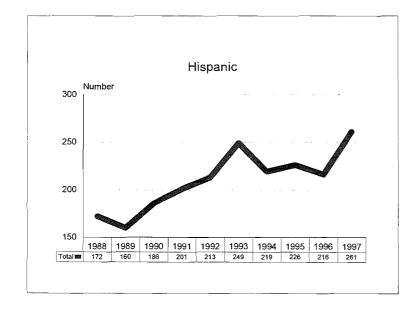


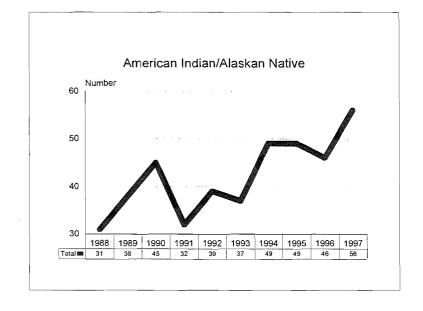


Student Employees, 1988-97 Minorities by Ethnic ID









Student Admissions Trends

Summary

Applications

- -	199	6-97	Comparison to 1995-96		
	#	% of Total Applied	#	% of Total Applied	
Total Applications					
Freshmen Transfer Graduate	21151 4789 8034		+ 635 - 74 - 124		
Minorities			,		
Freshmen Transfer Graduate	4616 638 1026	21.8% 13.3% 12.8%	+ 35 -21 + 312	- 0.5% - 0.3% + 4.0%	
Black					
Freshmen Transfer Graduate	2744 304 326	13.0% 6.3% 4.1%	+ 10 - 22 + 8	- 0.3% - 0.4% + 0.2%	
Asian/Pacific Islander	020	,		0.	
Freshmen Transfer Graduate	1103 190 531	5.2% 4.0% 6.6%	+ 28 + 8 + 295	0 + 0.3% + 2.7%	
Hispanic					
Freshmen Transfer Graduate	633 112 146	3.0% 2.3% 1.8%	- 18 - 12 + 12	- 0.2% - 0.2% + 0.2%	
Amer. Indian/Alaskan Native					
Freshmen Transfer Graduate	136 32 23	0.6% 0.7% 0.3%	+ 15 + 5 - 3	0 + 0.1% 0	
Women					
Freshmen Transfer Graduate	11416 2287 3838	54.0% 47.8% 47.8%	+ 323 - 47 - 48	- 0.1% - 0.2% + 0.2%	

		1996	3-97	Comparison to 1995-96		
		# Admitted	% of Total Applied	#	% of Total Applied	
Total Admissions	-				7) (1)	
	nmen nsfer duate	17223 2833 2769	81.4% 59.2% 34.5%	+ 576 - 3 - 206	+ 0.3% + 0.9% - 2.0%	
Minorities						
	nmen nsfer duate	3478 304 313	75.3% 47.6% 30.5%	+ 139 + 20 - 13	+ 2.4% - 1.6% - 15.2%	
Black						
	nmen nsfer duate	1821 112 122	66.4% 36.8% 37.4%	+ 63 - 9 - 15	+ 2.1% - 0.3% - 5.7%	
Asian/Pacific Islander		122	37.470	- 15	- 3.7 70	
Frest Tra	nmen nsfer duate	1002 116 113	90.8% 61.1% 21.3%	+ 69 + 5 + 4	+ 4.0% + 0.1% - 24.9%	
Hispanic						
Tra	nmen Insfer duate	547 54 70	86.4% 48.2% 47.9%	+ 4 -21 + 2	+ 3.0% - 12.3% - 2.8%	
Amer. Indian/Alaskan Nati						
Tra	nmen Insfer duate	108 22 8	79.4% 68.8% 34.8%	+ 3 + 5 - 4	- 7.4% - 1.6% - 11.4%	
Women						
Tra	hmen Insfer duate	9753 1446 1391	85.4% 63.2% 36.2%	+ 365 + 15 - 97	+ 0.8% + 1.9% - 2.1%	

Student Admissions Trends

Summary

Admissions

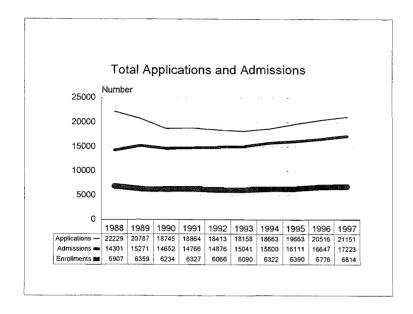
Student Admissions Trends

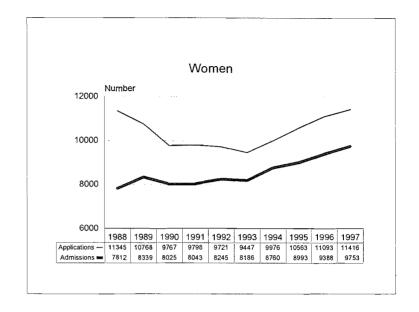
Summary

Enrollments

	1996	i-97	Comparison to 1995-96		
	# Enrolled of # Admitted	% of Total Admitted	# Enrolled of # Admitted	% of Total Admitted	
Total Enrollments		· ·			
Freshmen Transfer Graduate	6814 1931 1461	39.6% 68.2% 52.8%	+ 38 + 12 - 62	- 1.1% + 0.5% + 1.6%	
Minorities		7			
Freshmen Transfer Graduate Black	1095 190 171	31.5% 62.5% 54.6%	+ 41 - 21 + 4	- 0.1% - 2.6% + 3.4%	
Freshmen	627	34.4%	+ 34	+ 0.7%	
Transfer Graduate	70 77	62.5% 63.1%	- 9 - 8	- 2.8% - 1.1%	
Asian/Pacific Islander	7.7	05.176	- 0	T 1.170	
Freshmen Transfer Graduate Hispanic	263 73 52	26.2% 62.9% 46.0%	- 10 + 7 + 8	- 3.1% + 3.4% + 5.6%	
Freshmen Transfer Graduate	160 34 38	29.3% 63.0% 54.3%	+ 14 - 22 + 6	+ 2.4% -11.7% + 7.2%	
Amer. Indian/Alaskan Native			•		
Freshmen Transfer Graduate	45 13 4	41.7% 59.1% 50.0%	+ 3 + 3 - 2	+ 1.7% + 0.3% 0	
Freshmen Transfer Graduate	3784 941 748	38.8% 65.1% 53.8%	+ 186 + 15 - 48	+ 0.5% + 0.4% + 0.3%	

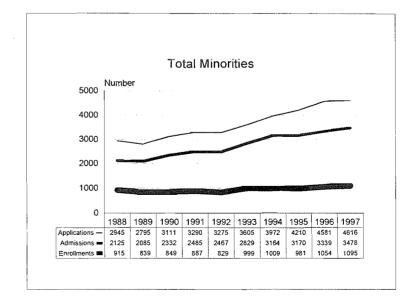
Freshmen Admission Trends, 1988-97



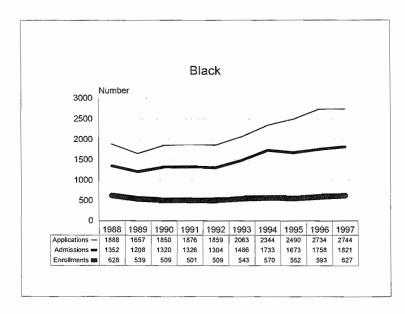


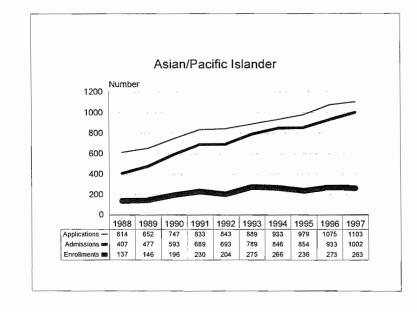
Handicappers

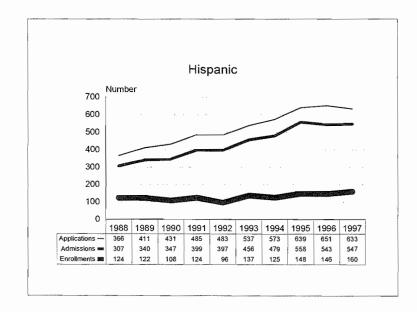
Handicapper self-identification is reported after students are admitted.

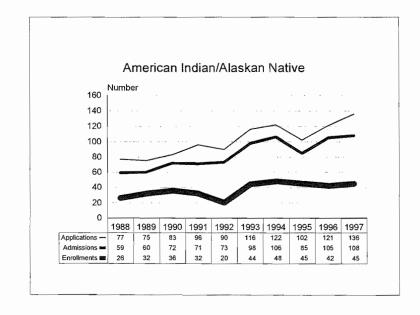


Freshmen Admission Trends, 1988-97 Minorities by Ethnic ID

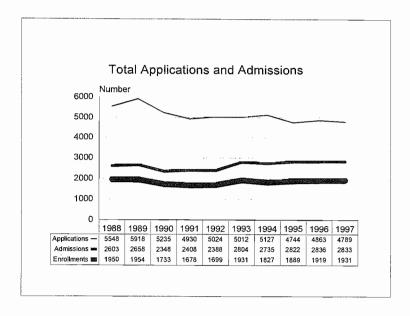


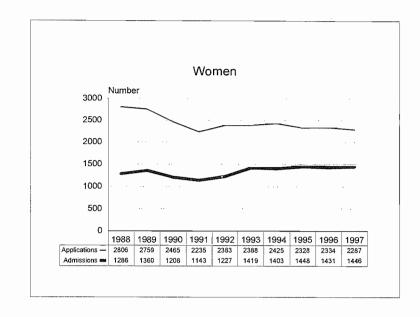






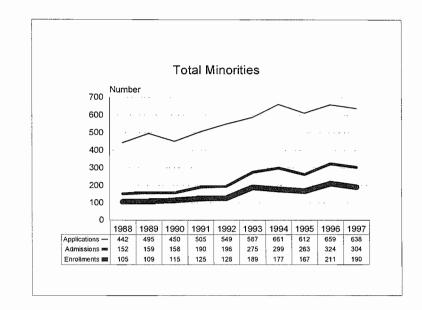
Transfer Student Admission Trends, 1988-97



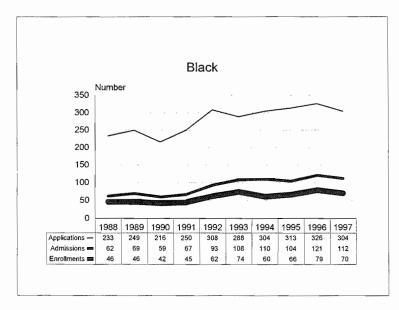


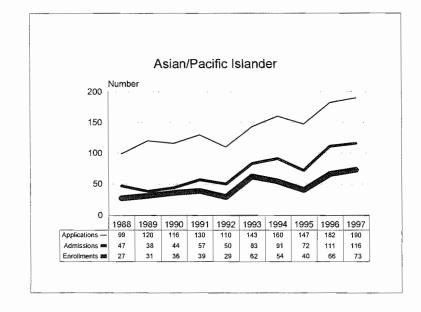
Handicappers

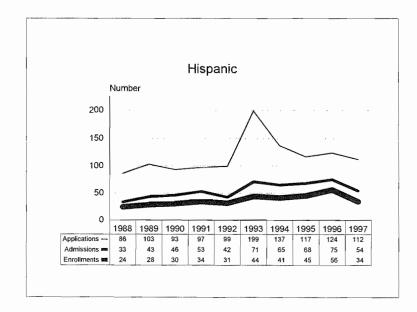
Handicapper self-identification is reported after students are admitted.

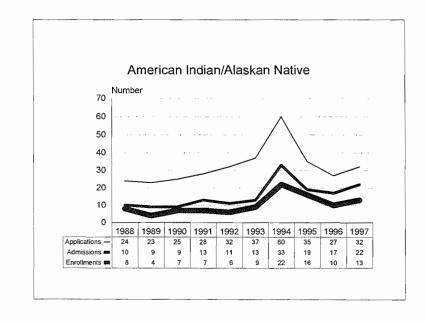


Transfer Student Admission Trends, 1988-97 Minorities by Ethnic ID

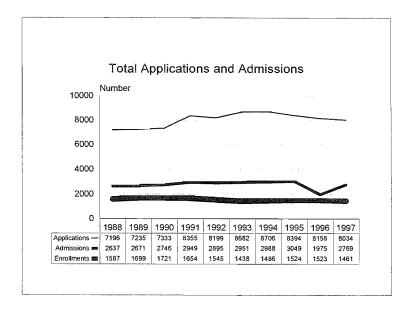


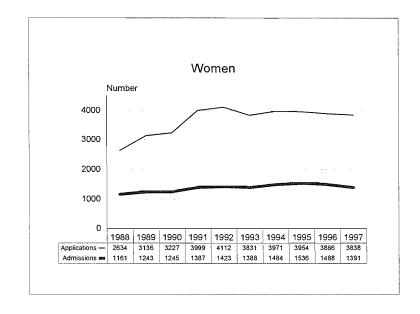






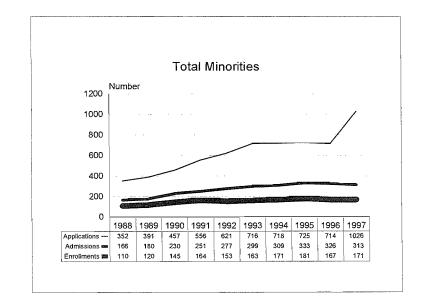
Graduate Student Admission Trends, 1988-97



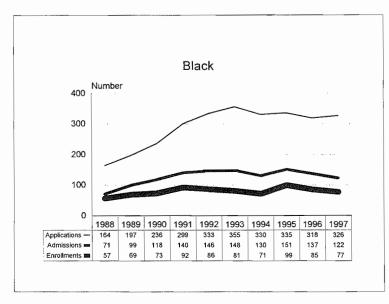


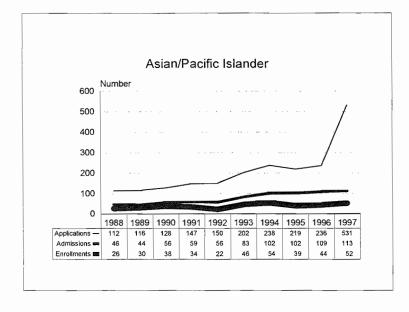
Handicappers

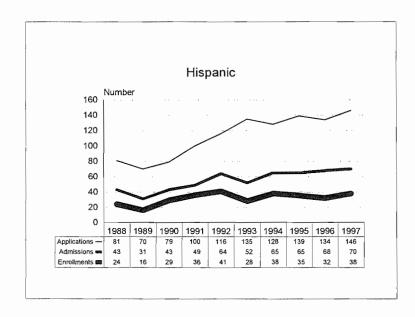
Handicapper self-identification is reported after students are admitted.

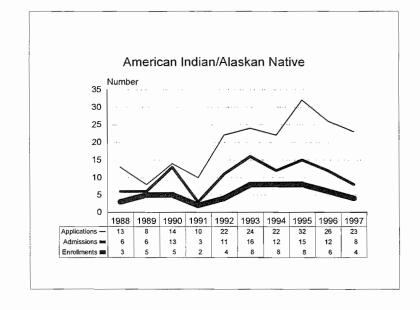


Graduate Student Admission Trends, 1988-97 Minorities by Ethnic ID









Student Applications, Admissions, and Enrollments, Fall 1997

	Applications .			Admissions			Number Enrolled of Number Admitted		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FRESHMEN									
Black	1024	1720	2744	626	1195	1821	216	411	627
Asian/Pacific Islander	554	549	1103	493	509	1002	134	129	263
Hispanic	286	347	633	244	303	547	75	85	160
Amer Indian/Alaskan Native	57	79	136	40	68	108	15	30	45
Caucasian	7346	8437	15783	5907	7393	13300	2495	3068	5563
Other/No Response	53	84	137	39	71	110	13	20	33
International	415	200	615	121	214	335	82	41	123
FRESHMEN TOTAL	9735	11416	21151	7470	9753	17223	3030	3784	6814
TRANSFER STUDENTS									
Black	136	168	304	43	69	112	28	42	70
Asian/Pacific Islander	104	86	190	57	59	116	35	38	73
Hispanic	53	59	112	27	27	54	17	17	34
Amer. Indian/Alaskan Native	17	15	32	12	10	22	7	6	13
Caucasian	1875	1747	3622	1120	1174	2294	840	790	1630
Other/No Response	21	14	35	12	9	21	10	5	15
International	296	198	494	116	98	214	53	43	96
TRANSFER STUDENT TOTAL	2502	2287	4789	1387	1446	2833	990	941	1931
GRADUATE STUDENTS									
Black	111	215	326	38	84	122	24	53	77
Asian/Pacific Islander	298	233	531	56	57	113	30	22	52
Hispanic	56	90	146	27	43	70	16	22 22	38
Amer Indian/Alaskan Native	7	16	23	3	5	8	1	3	4
Caucasian	1356	1809	3165	722	867	1589	396	489	885
Other/No Response	41	44	85	23	16	39	12	9	21
International	2327	1431	3758	509	319	828	234	150	384
GRADUATE STUDENT TOTAL	4196	3838	8034	1378	1391	2769	713	748	1461
IUIAL									

Student Enrollments

Comparison to Fall 1996 Fall 1997 % of AA % of AA # Total Total **Total Student Enrollments** Affirmative Action Total 39780 + 899 University Total 42603 + 1058 Minorities 6215 15.6% + 218 + 0.2% Black 8.4% 3340 + 142 + 0.2% Asian/Pacific Islander 1639 4.1% + 33 0 Hispanic 975 2.5% + 21 0

261

21428

0.7%

53.9%

+ 22

+ 610

+ 0.1%

+ 0.4%

Summary

Amer. Indian/Alaskan Native

Women

	Fall	1997	Comparison to Fall 1996		
	#	% of AA Total	#	% of AA Total	
Undergraduate Enrollments				, Joel , , , , , , , , , , , , , , , , , , ,	
Affirmative Action Total	32331		+ 880		
University Total	33308		+ 990		
Minorities	4980	15.4%	+ 220	+ 0.3%	
Black	2782	8.6%	+ 157	+ 0.3%	
Asian/Pacific Islander	1282	4.0%	+ 25	0	
Hispanic	712	2.2%	+ 10	0.	
Amer. Indian/Alaskan Native	204	0.6%	+ 28	0 /	
Women	17120	52.9%	+ 558	+ 0.2%	
Graduate Enrollments					
Affirmative Action Total	7449		+ 19		
University Total <i>Minorities</i>	9295 1235	16.6%	+ 68 - 2	0	
Black	558	7.5%	- 15	- 0.2%	
Asian/Pacific Islander	357	4.8%	+ 8	+ 0.1%	
Hispanic	263	3.5%	+ 11	+ 0.1%	
Amer. Indian/Alaskan Native	57	0.8%	- 6	0	
Women	4308	57.8%	+ 52	+ 0.5%	

Student Enrollments

Summary

Definitions of Terms Used

Affirmative Action Totals

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

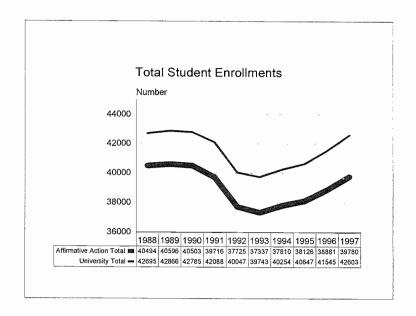
University Totals

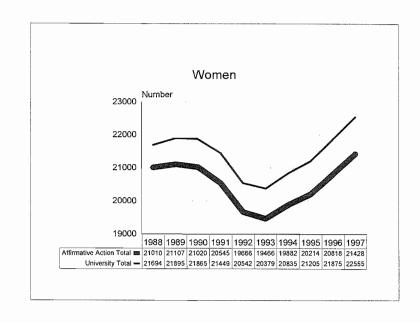
University totals include all students: U.S. citizens, permanent residents, and international students.

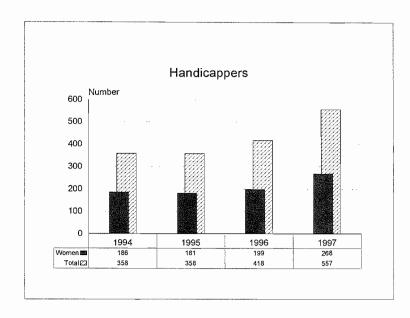
Handicapper Data

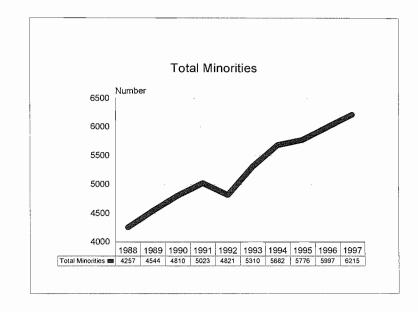
Data on handicapper students for Fall Semester 1997 was obtained from the Student Information System on January 19, 1998 and includes both mobility and non-mobility characteristics as contained in the Special Needs field of the Student Information System data extracts.

Student Enrollments, 1988-97

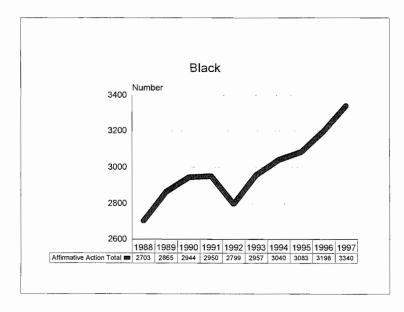


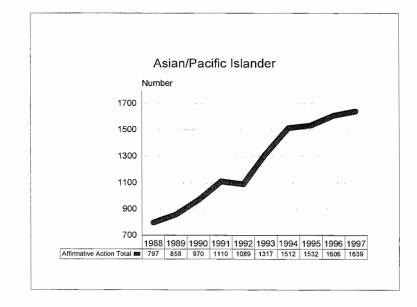


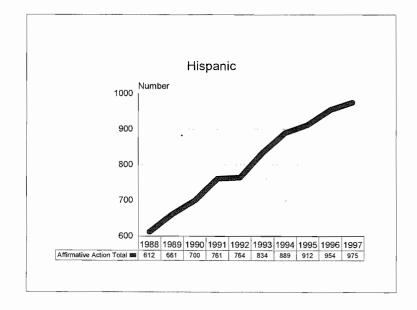


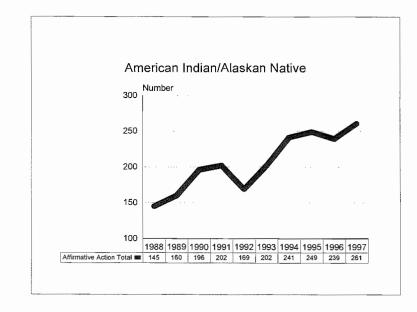


Student Enrollments, 1988-97 Minorities by Ethnic ID

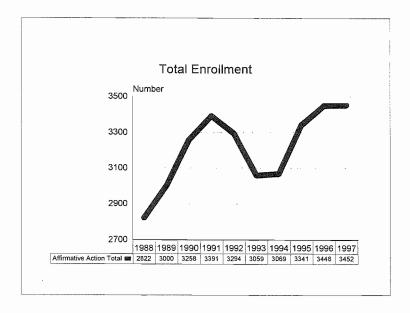


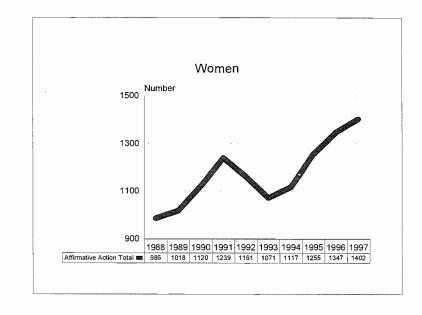


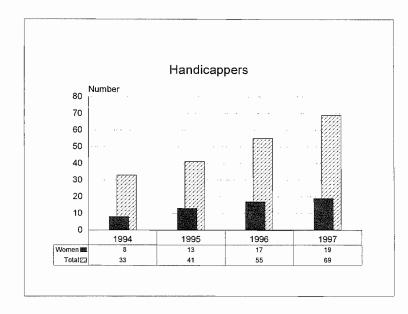


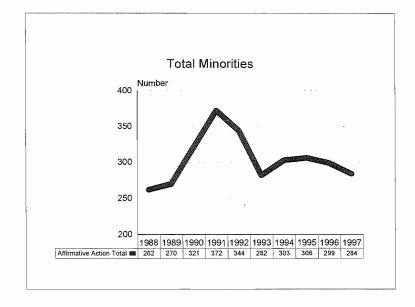


College of Agriculture & Natural Resources Student Enrollment Trends, 1988-97

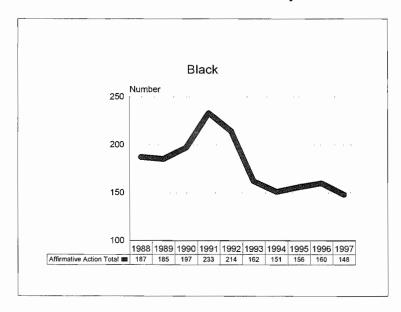


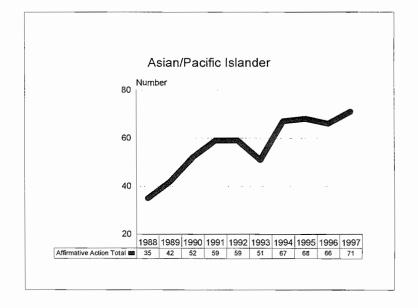


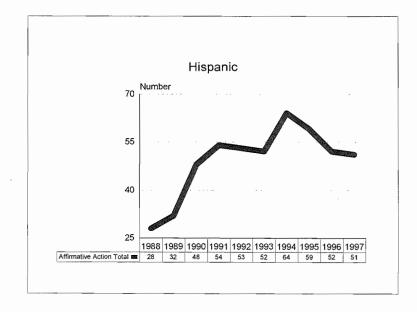


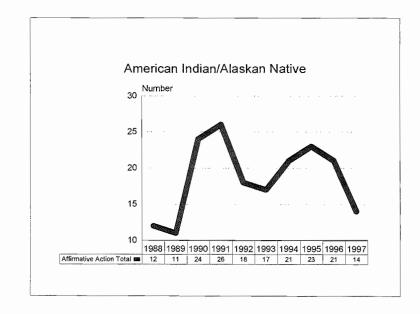


College of Agriculture & Natural Resources Minority Student Enrollments by Ethnic ID, 1988-97

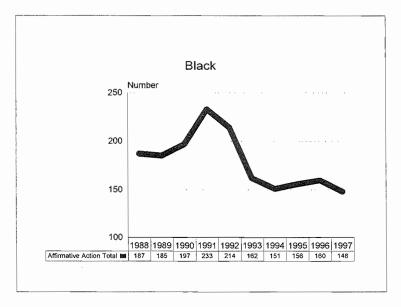


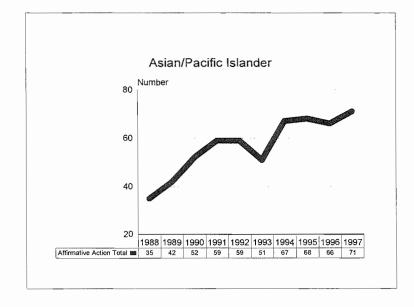


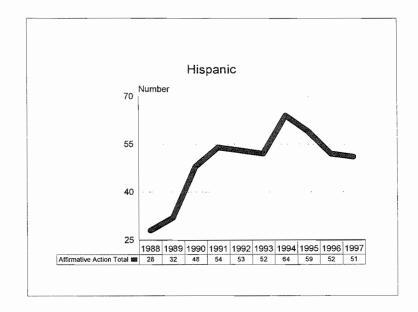


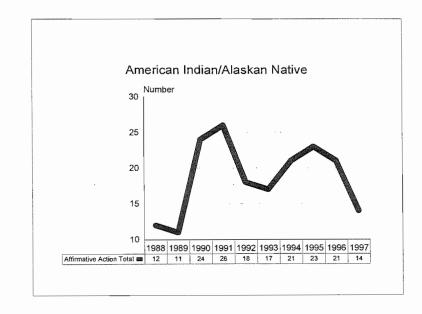


College of Arts & Letters Student Enrollment Trends, 1988-97

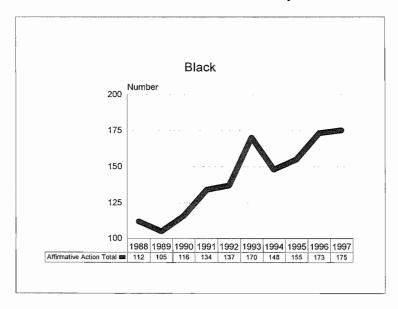


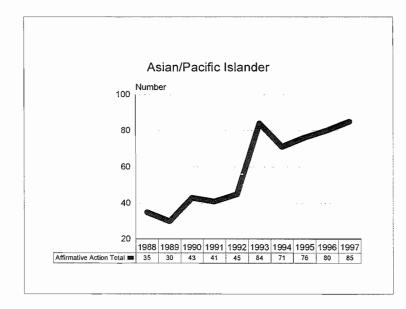


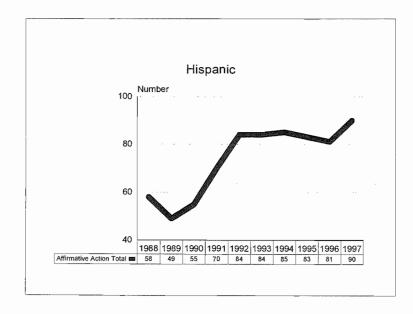


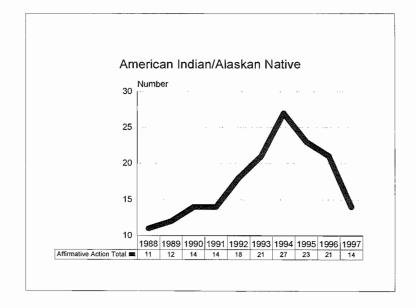


College of Arts & Letters Minority Student Enrollments by Ethnic ID, 1988-97

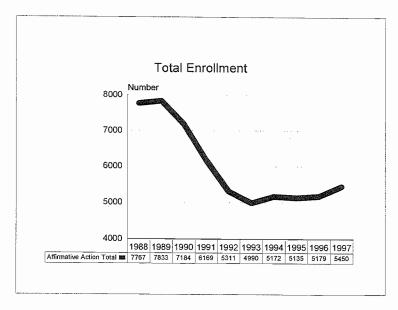


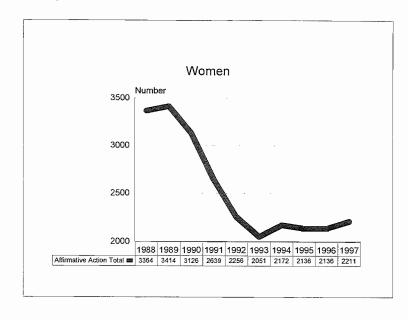


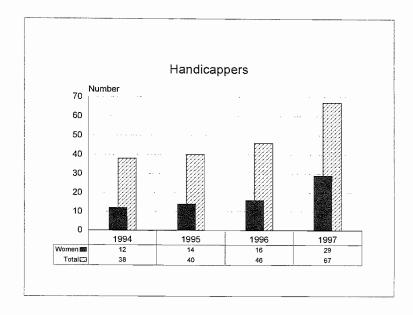


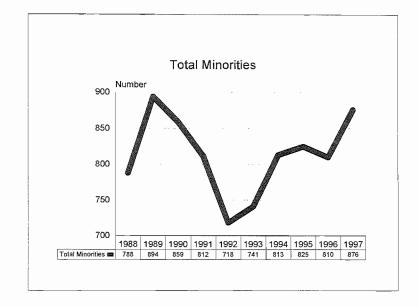


Eli Broad College of Business Student Enrollment Trends, 1988-97

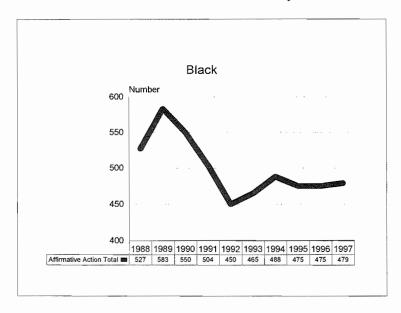


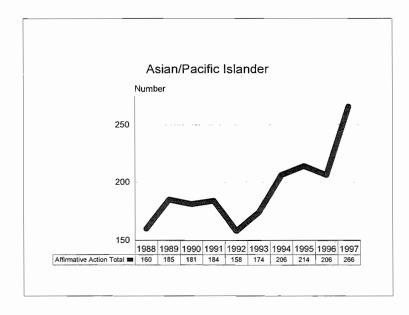


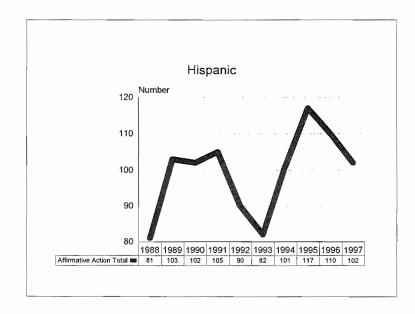


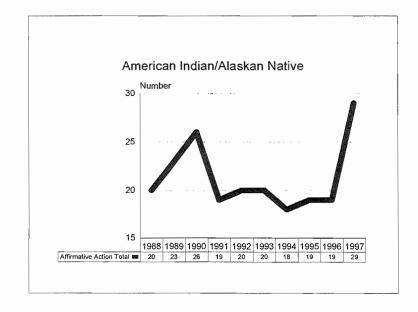


Eli Broad College of Business Minority Student Enrollments by Ethnic ID, 1988-97

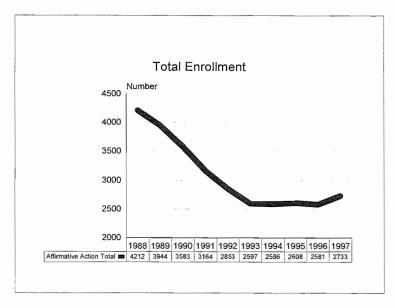


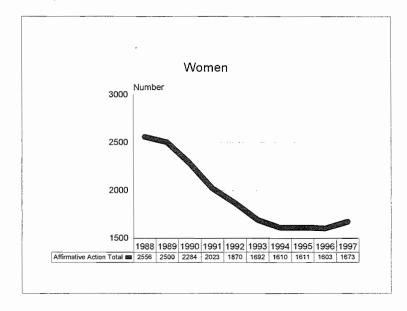


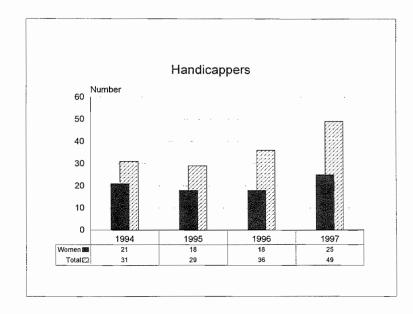


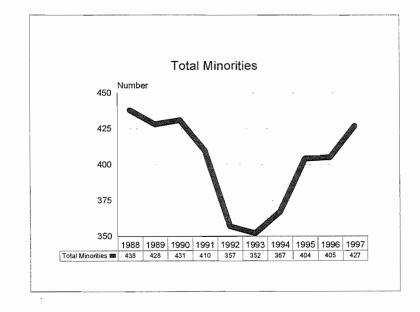


College of Communication Arts & Sciences Student Enrollment Trends, 1988-97

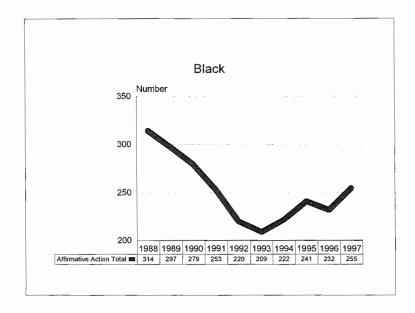


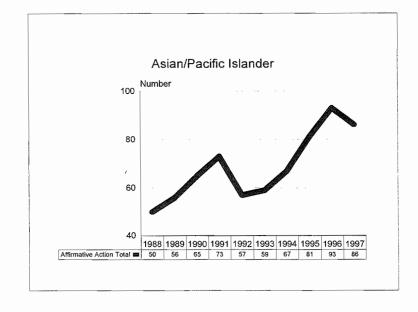


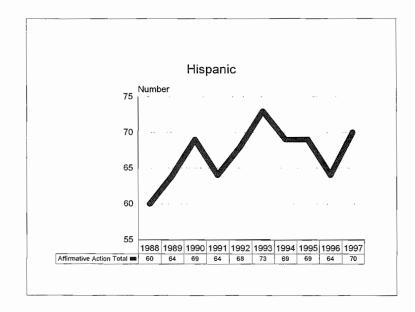


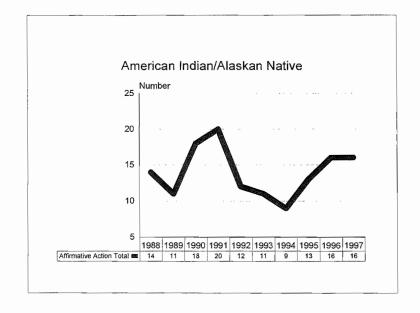


College of Communication Arts & Sciences Minority Student Enrollments by Ethnic ID, 1988-97

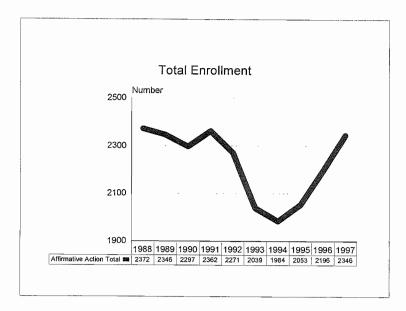


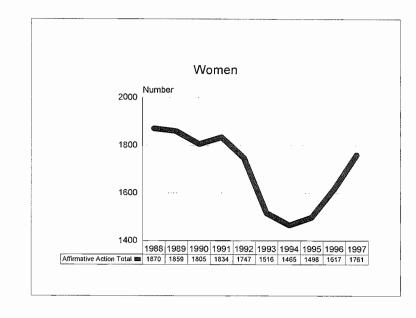


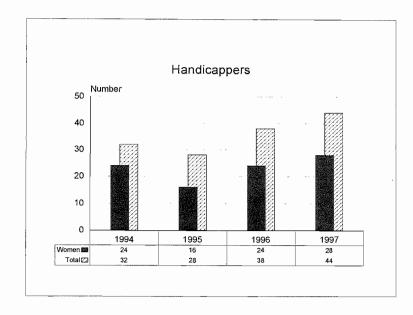


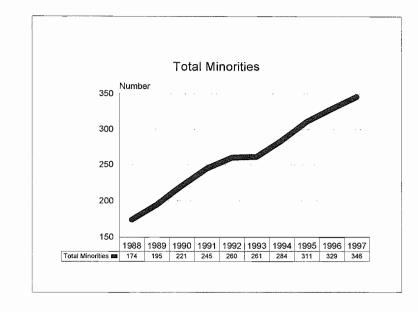


College of Education Student Enrollment Trends, 1988-97

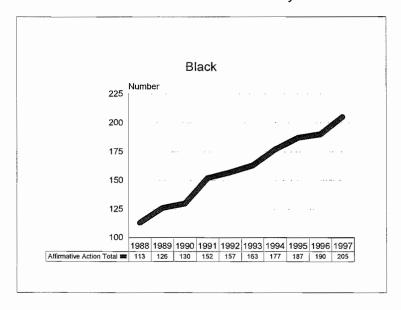


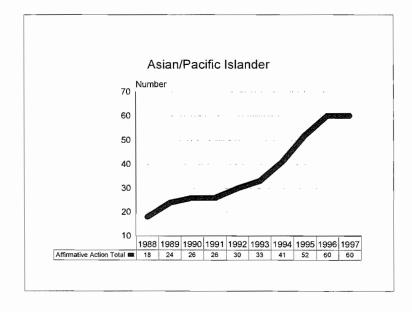


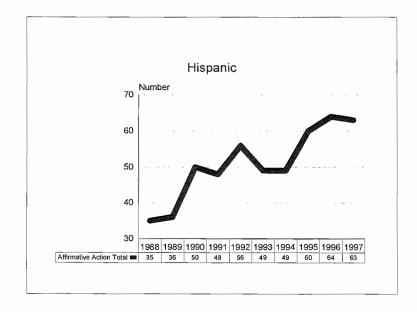


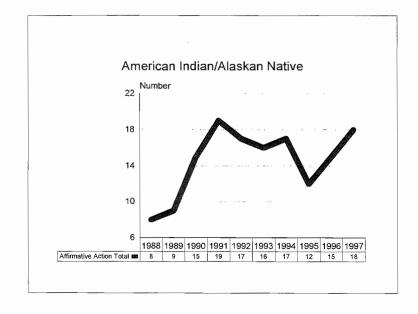


College of Education Minority Student Enrollments by Ethnic ID, 1988-97

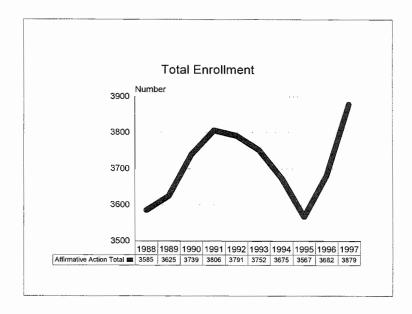


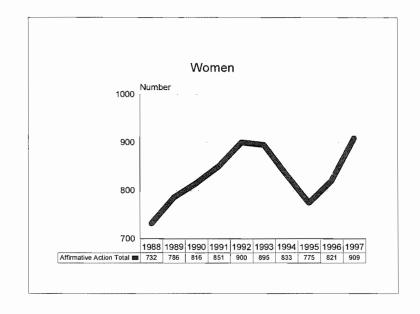


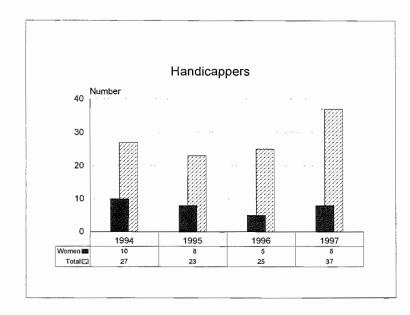


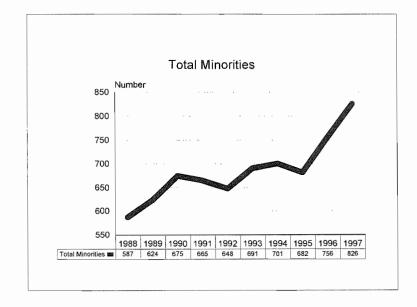


College of Engineering Student Enrollment Trends, 1988-97

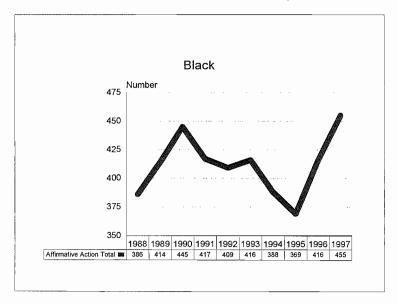


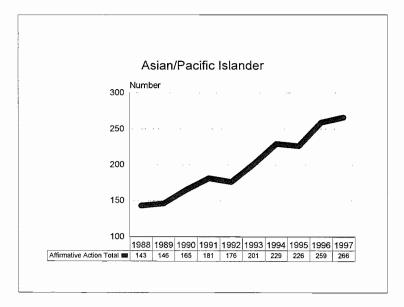


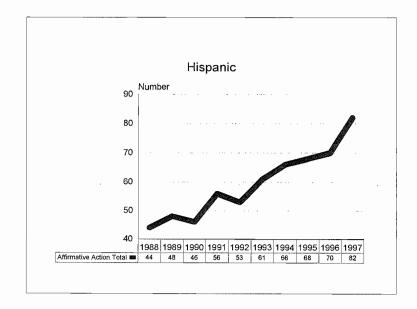


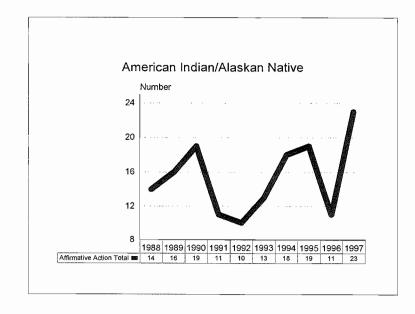


College of Engineering Minority Student Enrollments by Ethnic ID, 1988-97

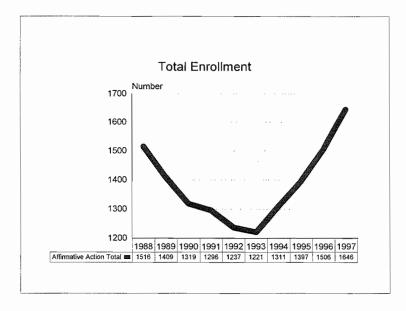


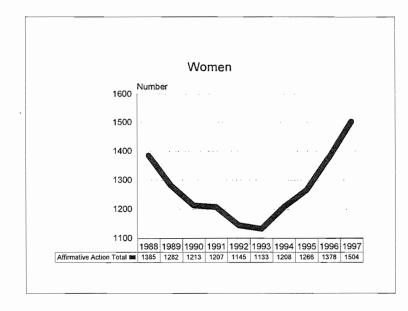


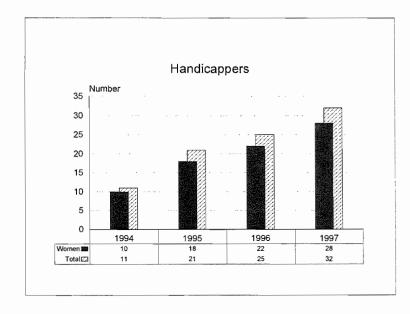


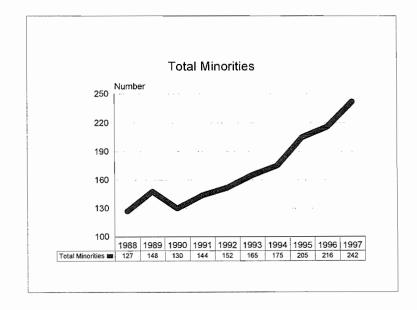


College of Human Ecology Student Enrollment Trends, 1988-97

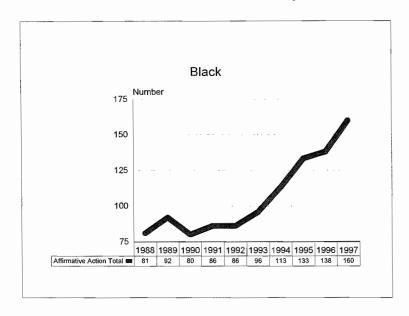


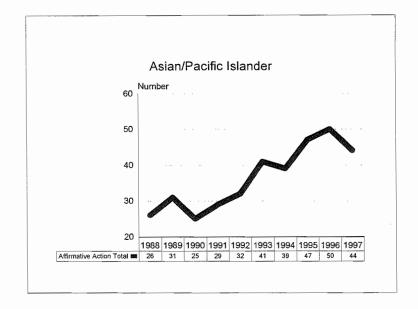


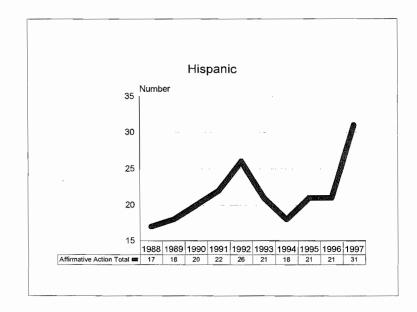


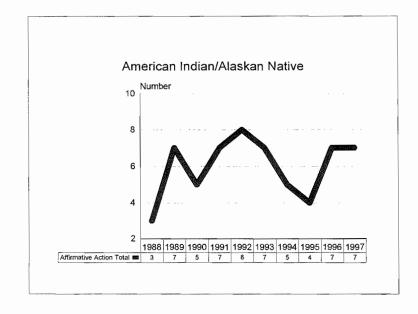


College of Human Ecology Minority Student Enrollments by Ethnic ID, 1988-97

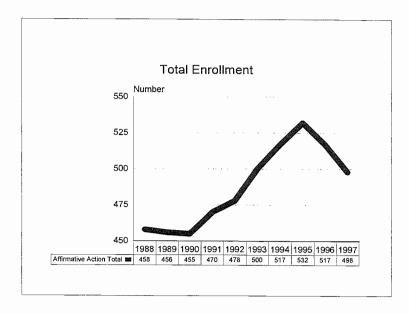


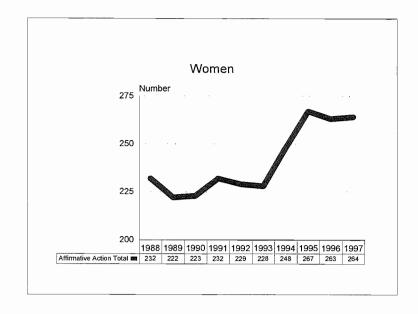


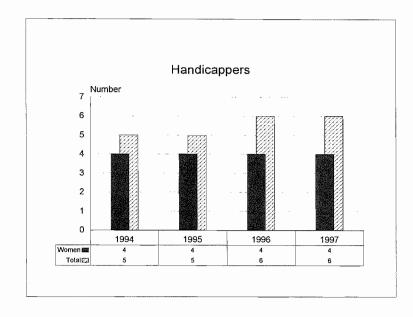


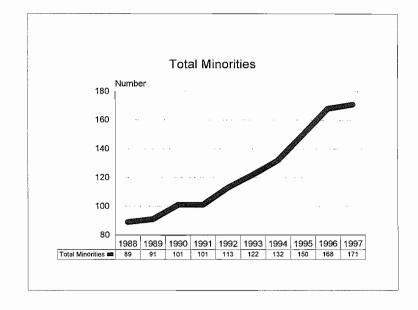


College of Human Medicine Student Enrollment Trends, 1988-97

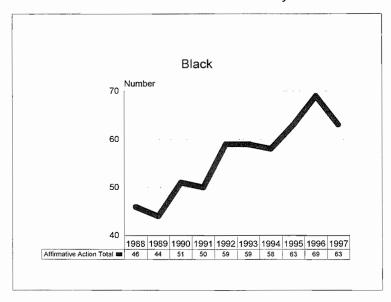


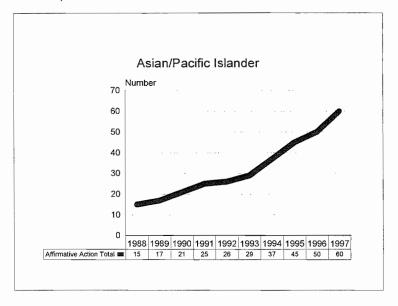


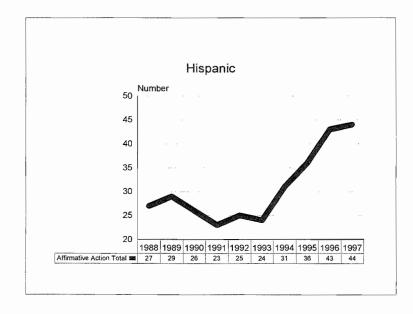


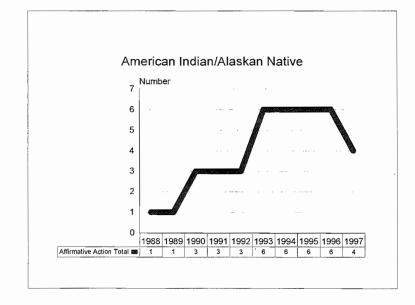


College of Human Medicine Minority Student Enrollments by Ethnic ID, 1988-97

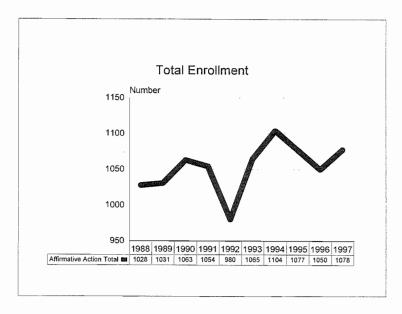


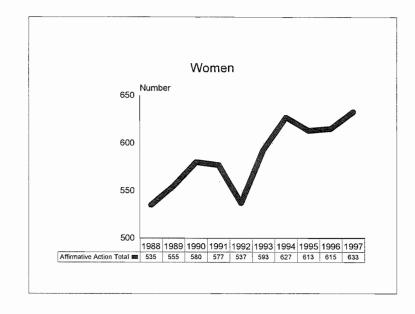


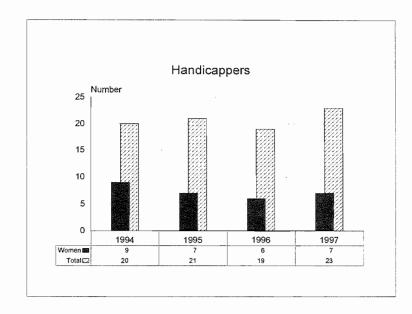


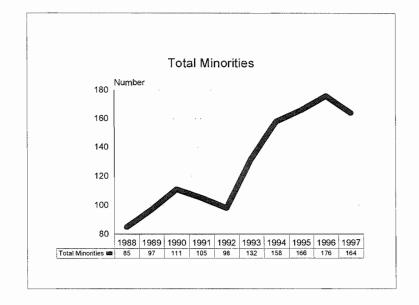


James Madison College Student Enrollment Trends, 1988-97

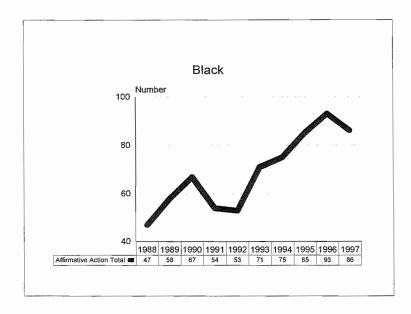


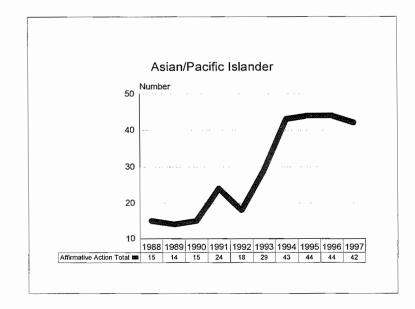


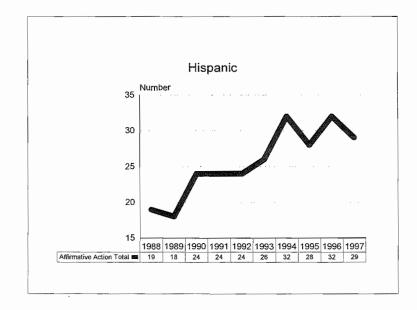


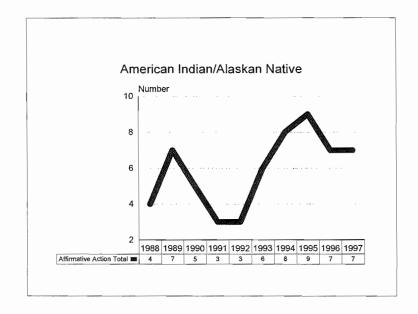


James Madison College Minority Student Enrollments by Ethnic ID, 1988-97

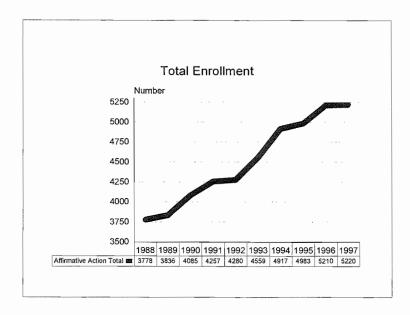


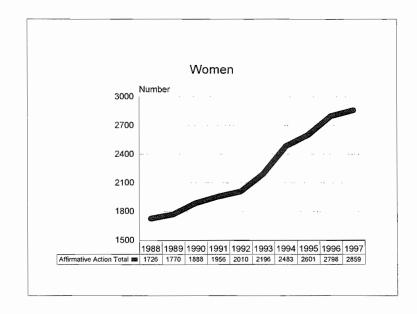


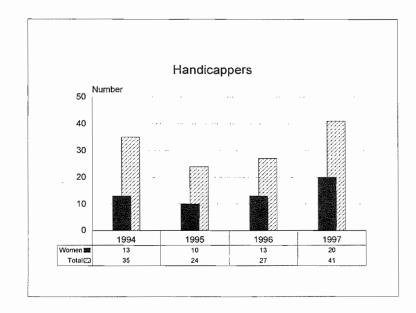


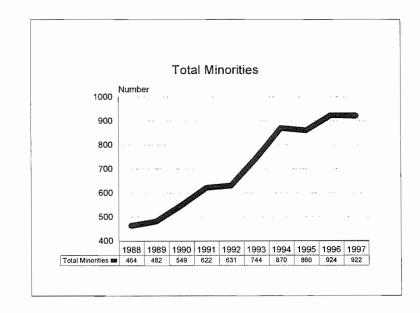


College of Natural Science Student Enrollment Trends, 1988-97

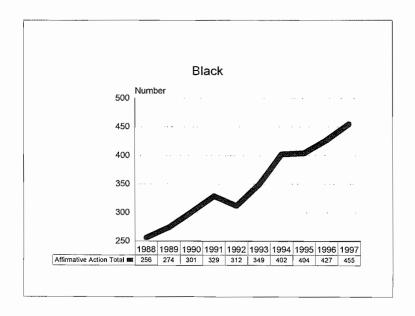


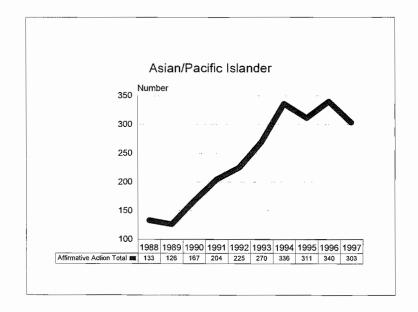


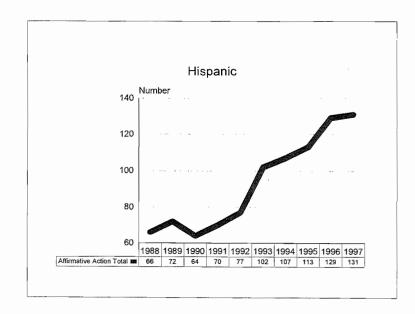


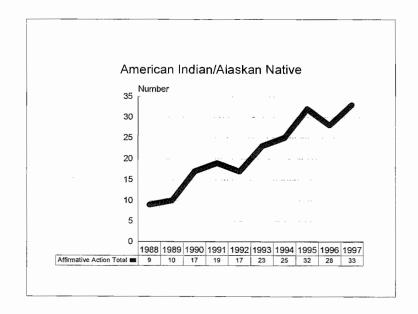


College of Natural Science Minority Student Enrollments by Ethnic ID, 1988-97

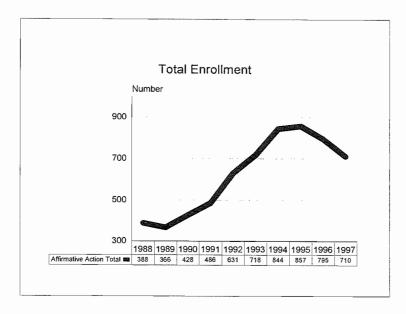


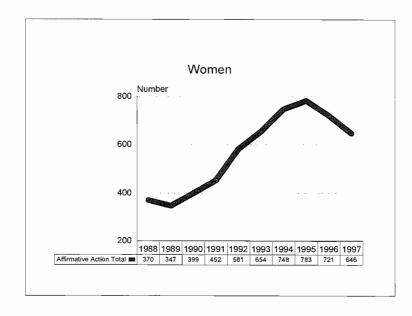


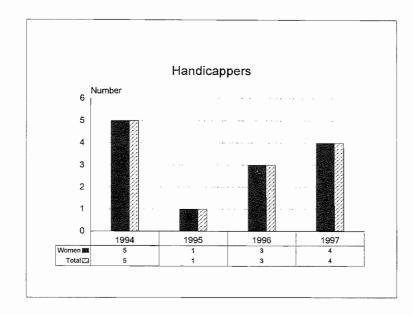


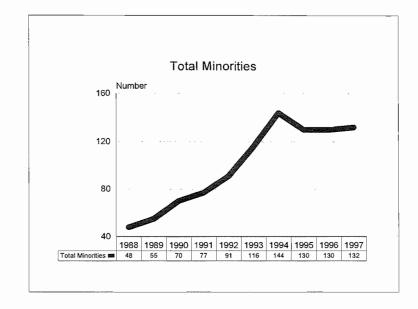


College of Nursing Student Enrollment Trends, 1988-97

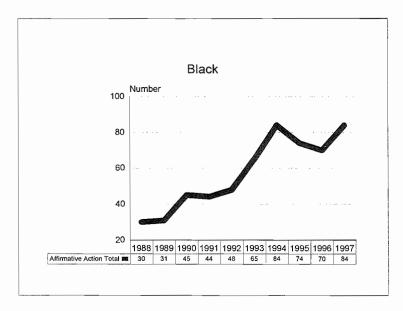


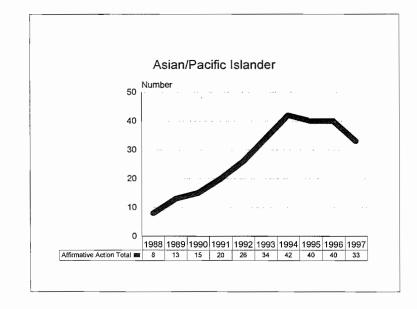


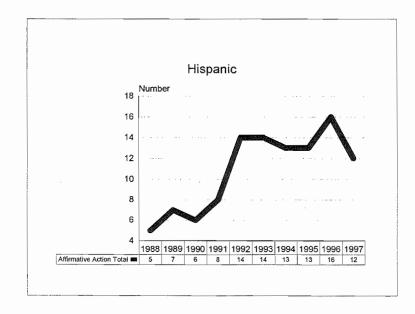


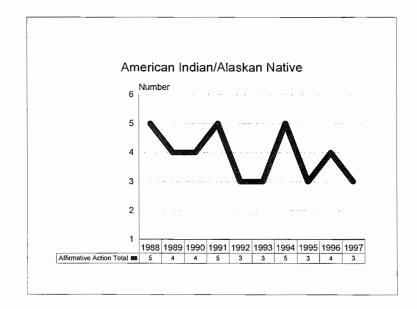


College of Nursing Minority Student Enrollments by Ethnic ID, 1988-97

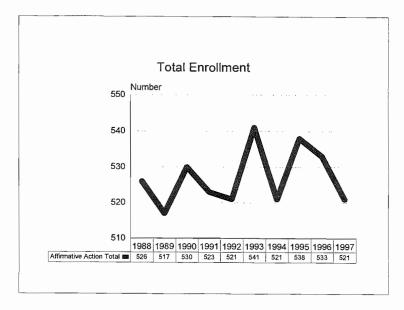


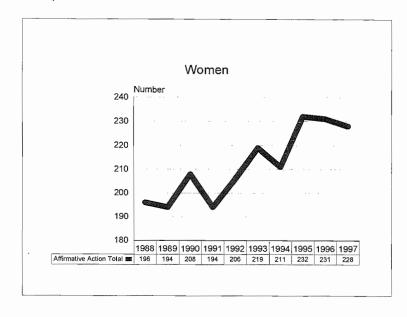


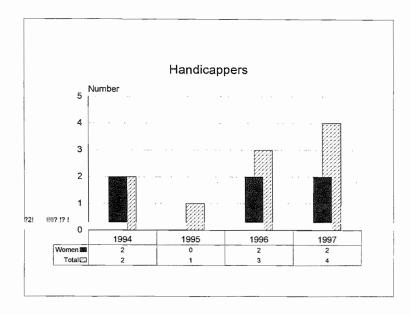


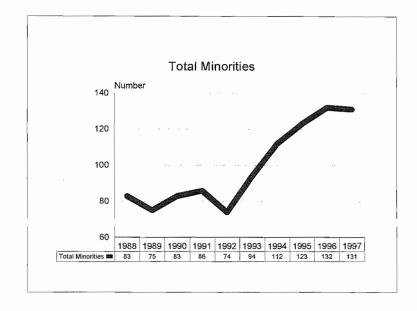


College of Osteopathic Medicine Student Enrollment Trends, 1988-97

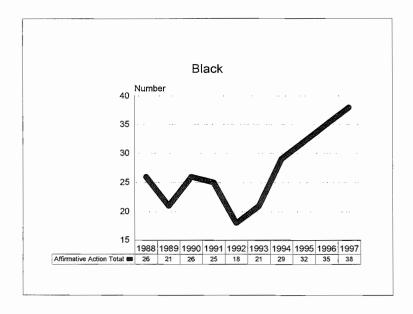


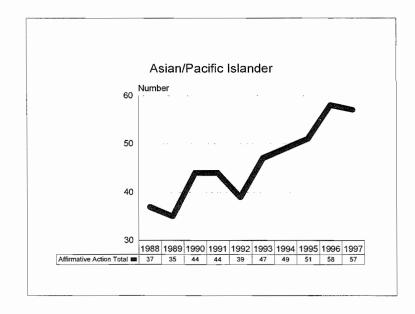


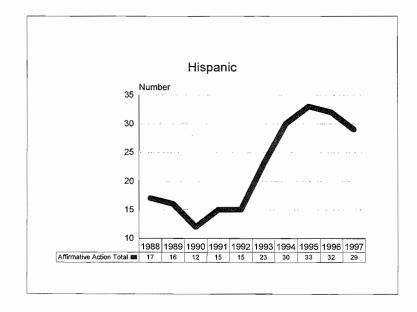


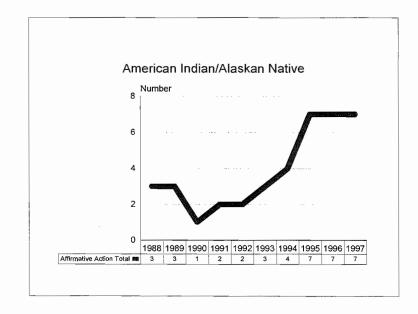


College of Osteopathic Medicine Minority Student Enrollments by Ethnic ID, 1988-97

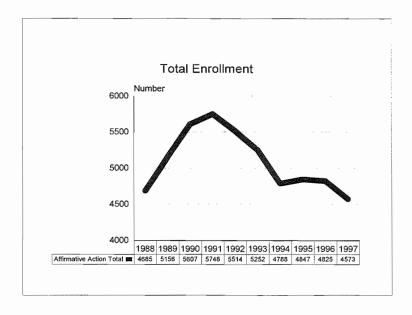


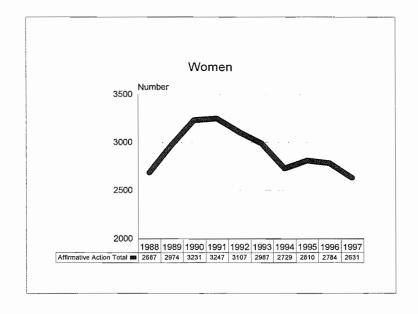


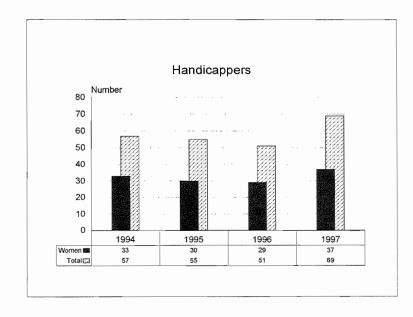


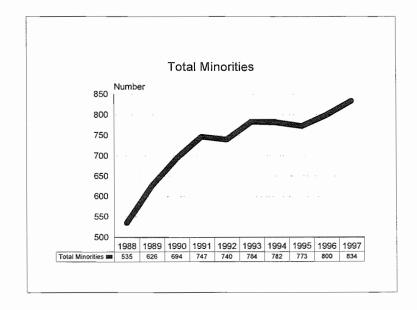


College of Social Science Student Enrollment Trends, 1988-97

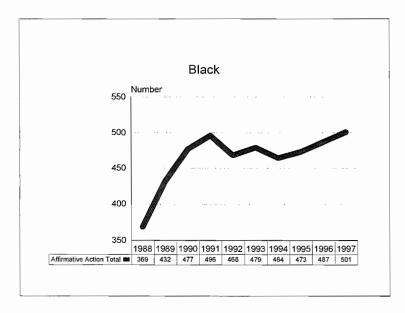


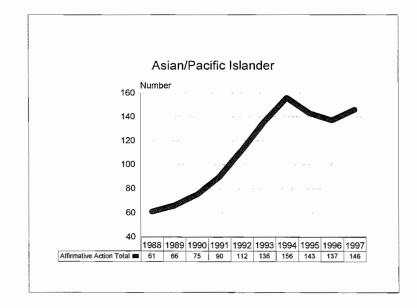


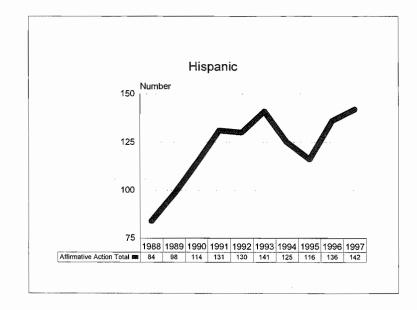


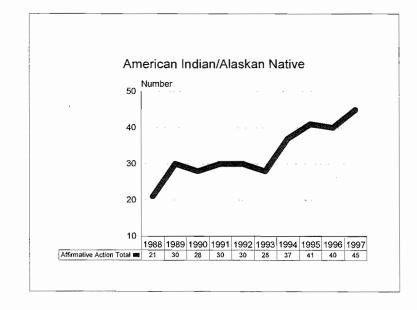


College of Social Science Minority Student Enrollments by Ethnic ID, 1988-97

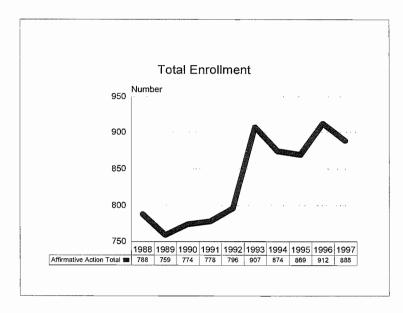


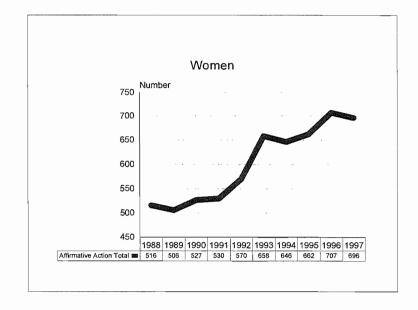


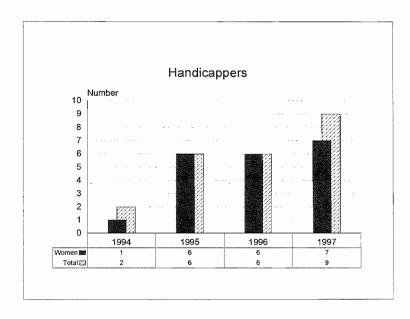


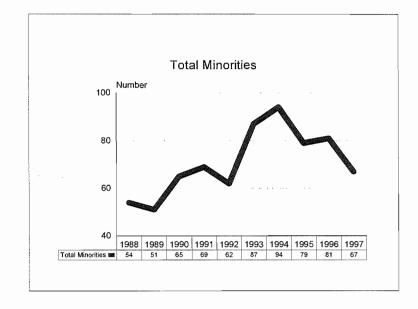


College of Veterinary Medicine Student Enrollment Trends, 1988-97

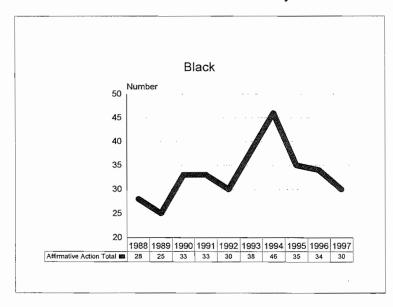


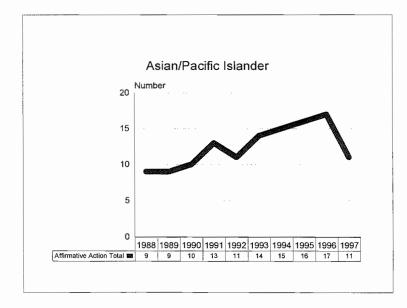


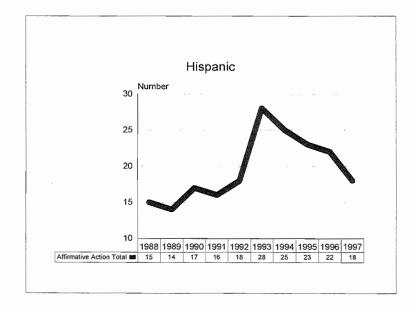


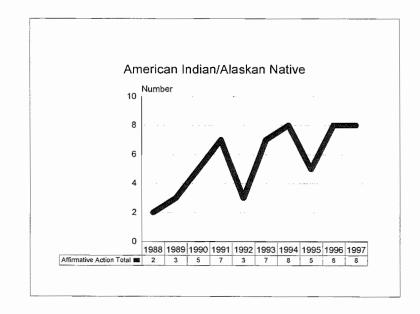


College of Veterinary Medicine Minority Student Enrollments by Ethnic ID, 1988-97

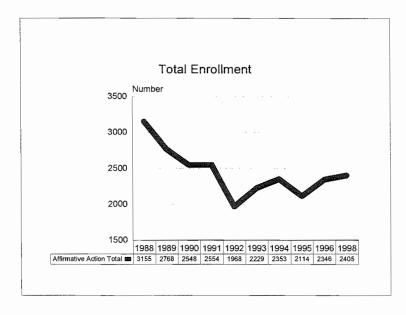


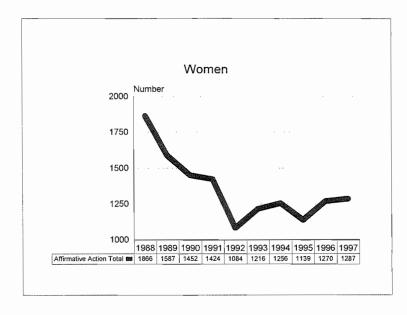


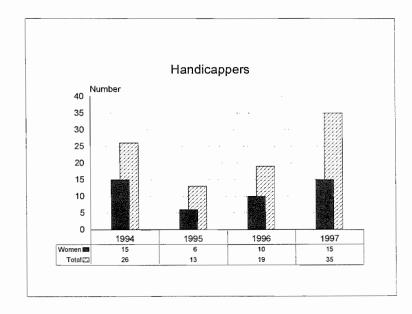


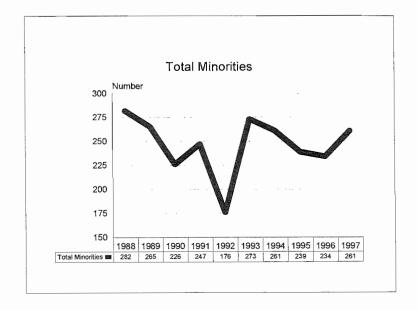


No Preference Student Enrollment Trends, 1988-97

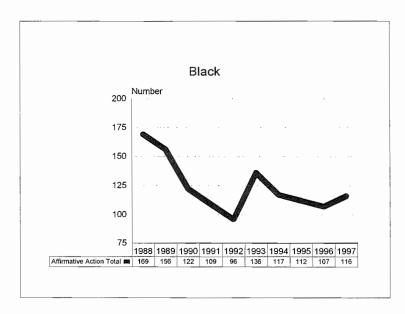


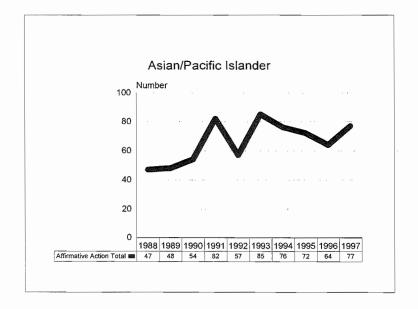


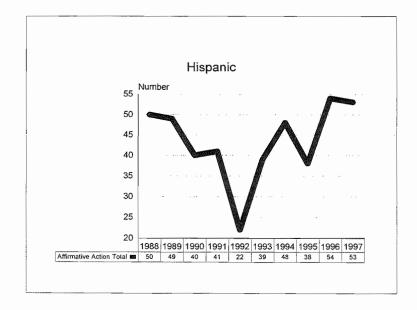


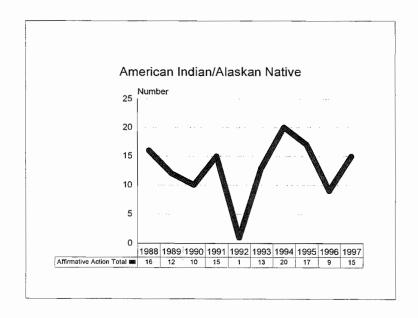


No Preference Minority Student Enrollments by Ethnic ID, 1988-97

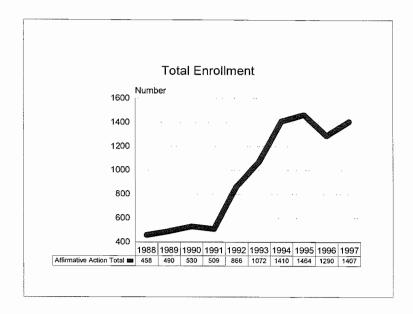


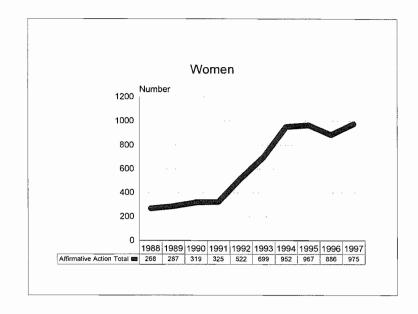


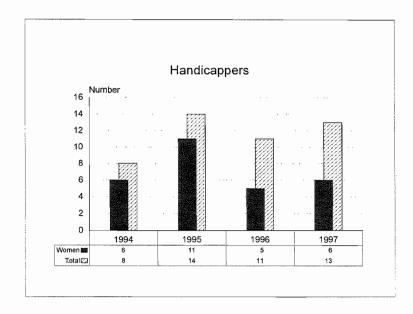


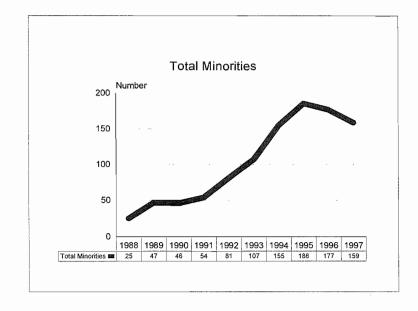


Unclassified/Lifelong Education/Post Doctoral Student Enrollment Trends, 1988-97

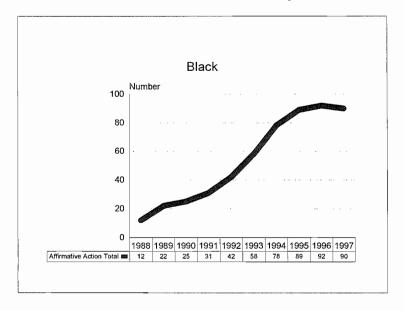


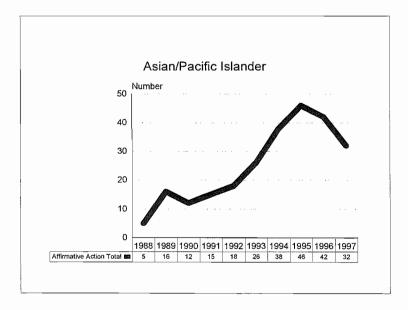


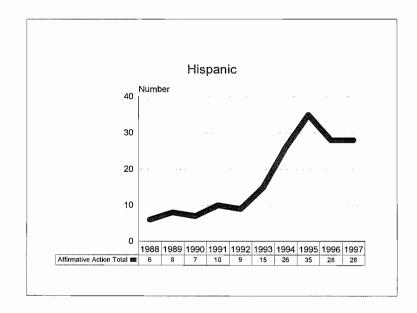


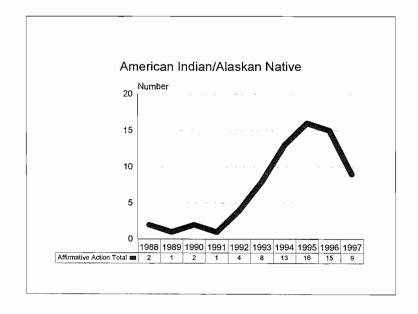


Unclassified/Lifelong Education/Post Doctoral Minority Student Enrollments by Ethnic ID, 1988-97









Michigan State University Student Enrollments, Fall 1997

College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Handicapper	Total Women	University Total
Agriculture & Natural Resources	148	71	51	14	284	69	1402	3452
Arts & Letters	175	85	90	23	373	55	1749	2974
Broad College of Business	479	266	102	29	876	67	2211	5450
Communication Arts & Sciences	255	86	70	16	427	49	1673	2733
Education	205	60	63	1,8	346	44	1761	2346
Engineering	455	266	82	23	826	37	909	3879
Human Ecology	160	44	31	7	242	32	1504	1646
Human Medicine	63	60	44	4	171	6	264	498
James Madison	86	42	29	7	164	23	633	1078
Natural Science	455	303	131	33	922	41	2859	5220
Nursing	84	33	12	.3	132	4	646	710
Osteopathic Medicine	38	57	29	7	131	4	228	521
Social Science	501	146	142	45	834	69	2631	4573
Veterinary Medicine	30	11	18	8	67	9	696	888
No Preference	116	77	53	15	261	35	1287	2405
Unclassified/Lifelong Education	90	32	28	9	159	13	975	1407
Affirmative Action Total Plus International Students	3340	1639	975	261	6215	557	21428 1127	39780 2823
University Total							22555	42603

Degrees Conferred

Summary

	199	6-97	Comparison to 1995-96		
	#	% of AA Total	#	% of AA Total	
Total Degrees Conferred Affirmative Action Total University Total	7816 8427		- 334 - 339		
Minorities	1048	13.4%	+ 61	+ 1.3%	
Black	518	6.6%	+ 66	+ 1.1%	
Asian/Pacific Islander	319	4.1%	+ 5	+ 0.2%	
Hispanic	170	2.2%	- 19	- 0.1%	
Amer. Indian/Alaskan Native	41	0.5%	+ 9	+ 0.1%	
Women	4110	52.6%	- 271	- 1.2%	

	19	96-97	Comparison to 1995-96	
	#	% of AA Total	#	% of AA Total
Affirmative Action Total				
Bachelors	5905		- 261	
Masters	1160		- 199	
Doctoral	267		-54	
Graduate Professional	368		+ 80	
	000		. 00	
Minorities				
Bachelors	771	13.1%	+ 70	+ 1.7%
Masters	152	13.1%	- 28	- 0.2%
Doctoral	48	18.0%	- 17	- 2.2%
Graduate Professional	69	18.8%	+ 29	+ 4.9%
Disale				
Black	000	0.70/	- 50	4.004
Bachelors Masters	396	6.7%	+ 56	+ 1.2%
Doctoral	75	6.5%	- 3	+ 0.8%
Graduate Professional	21	7.9%	+ 2	+ 2.0%
Ν.	23	6.3%	+ 9	+ 1.4%
Asian/Pacific Islander				
Bachelors	231	3.9%	+ 24	+ 0.5%
Masters	40	3.4%	- 25	- 1.4%
Doctoral	24	9.0%	- 5	0
Graduate Professional	23	6.3%	+ 10	+ 1.8%
Hispanic				
Bachelors	113	1.9%	- 16	- 0.2%
Masters				
Doctoral	33	2.8%	+ 2	+ 0.5%
Graduate Professional	3	1.1%	- 13	- 3.9%
	17	4.6%	+ 4	+ 0.1%
Amer. Indian/Alaskan Native				
Bachelors	31	0.5%	+ 6	+ 0.1%
Masters	4	0.3%	- 2	- 0.1%
Doctoral		2.070	-	0.170

Doctoral

Graduate Professional

0 6 0

1.6%

Degrees Conferred

Summary

- 1

+6

- 0.3%

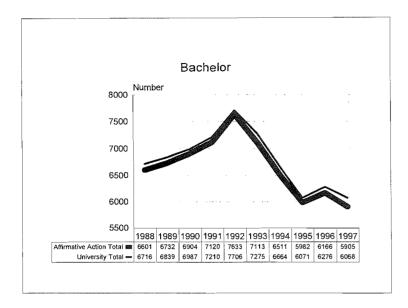
+ 1.6%

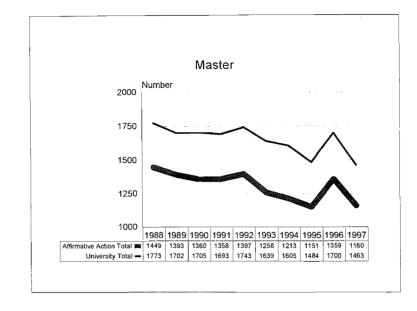
Definitions of Terms Used

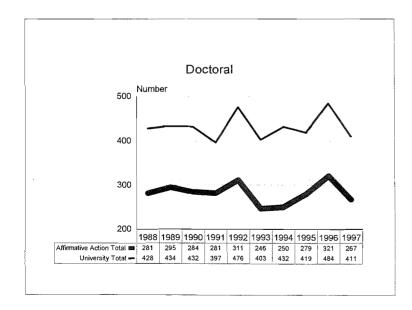
Data on Degrees Conferred

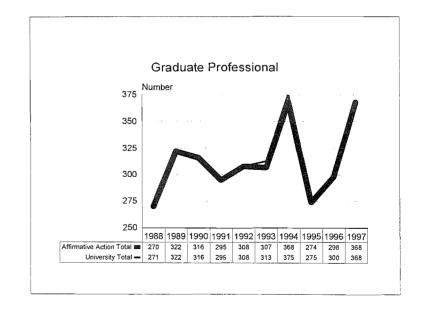
The 1996-97 data on degrees conferred was compiled by the Office of Planning and Budgets using the number of degrees conferred for Summer Semester 1996, Fall Semester 1997, and Spring Semester 1997. Degree data for 1988-97 was compiled in a similar manner.

Degrees Conferred, 1988-97 Total

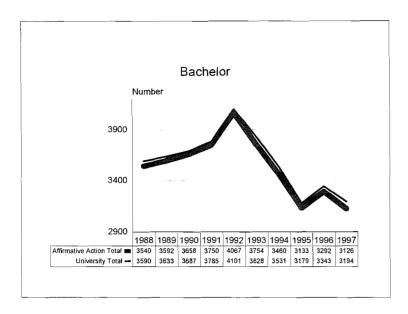


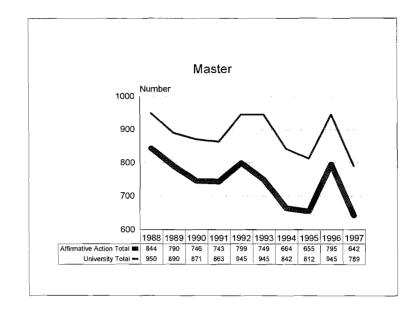


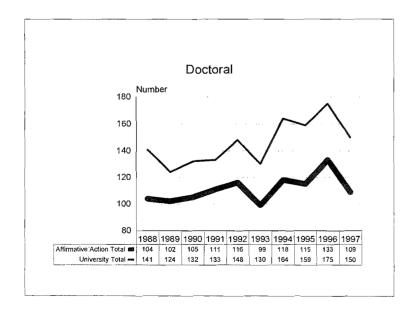


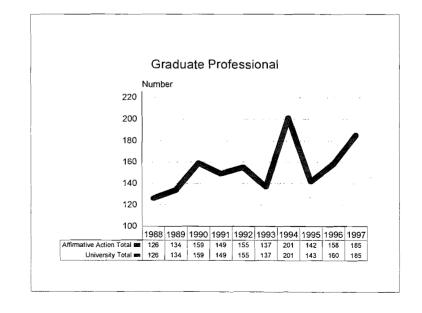


Degrees Conferred, 1988-97 Women

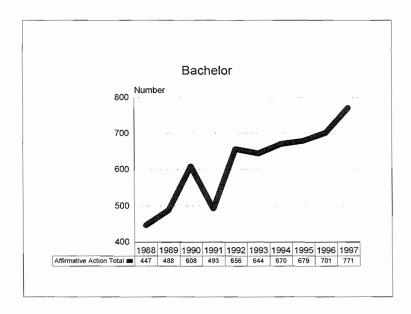


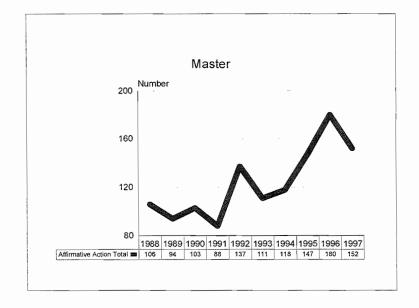


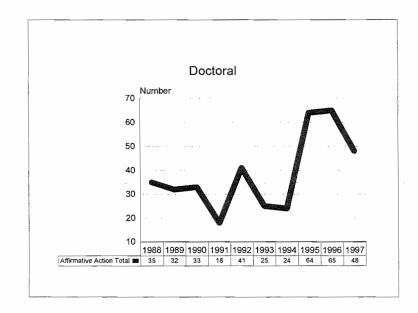


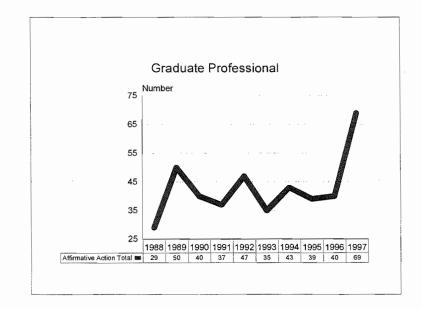


Degrees Conferred, 1988-97 Total Minorities

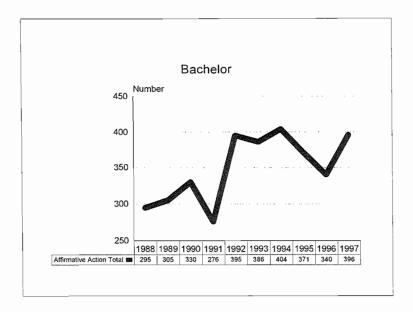


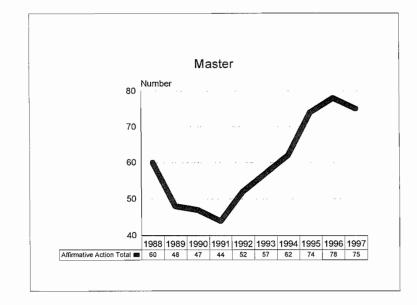


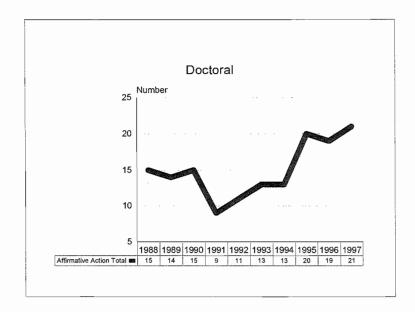


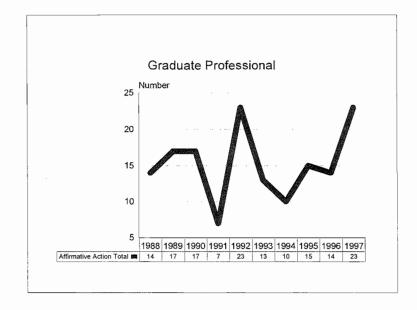


Degrees Conferred, 1988-97 Black

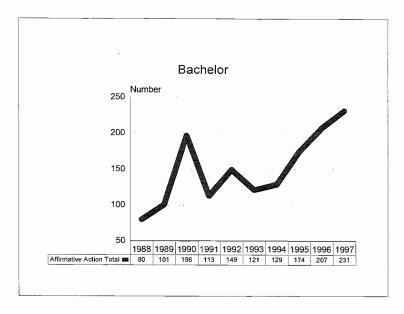


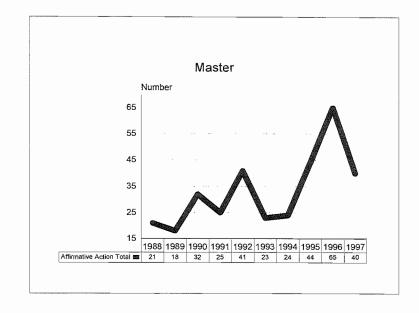


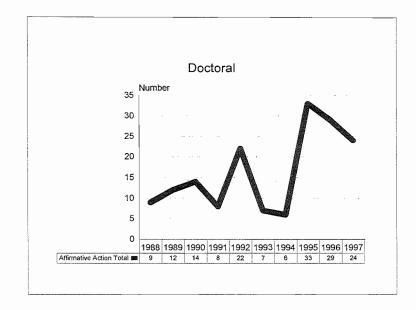


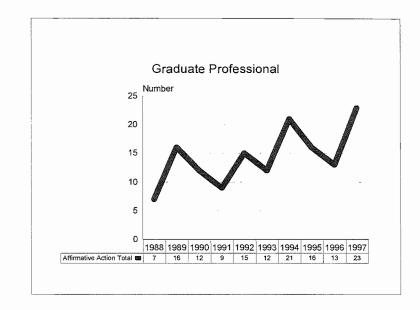


Degrees Conferred, 1988-97 Asian/Pacific Islander

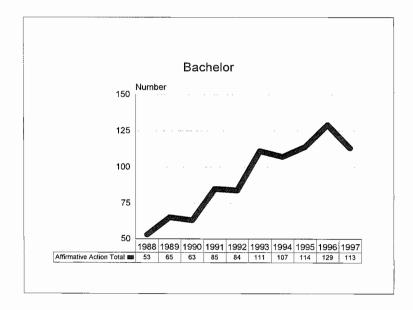


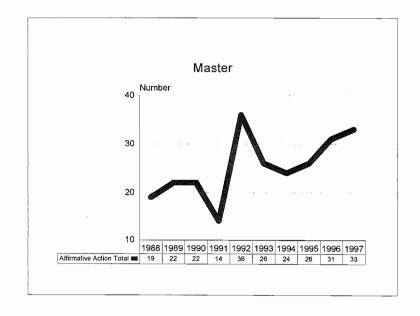


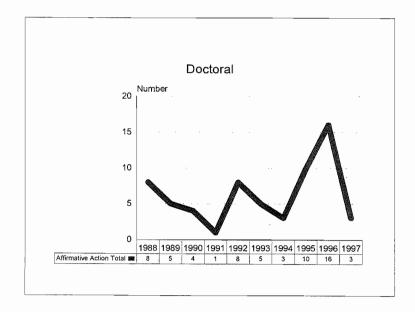


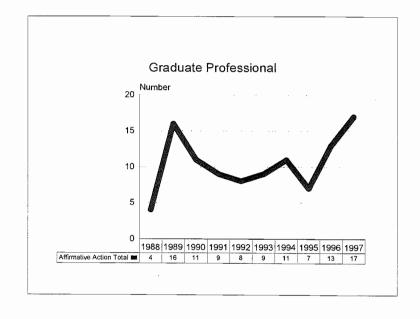


Degrees Conferred, 1988-97 Hispanic

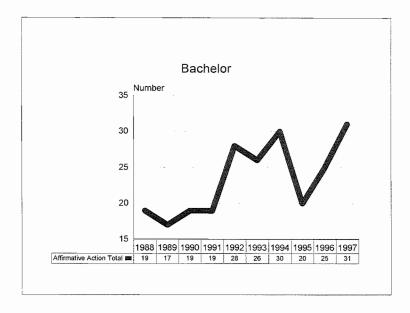


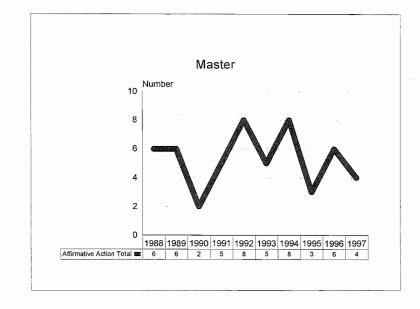


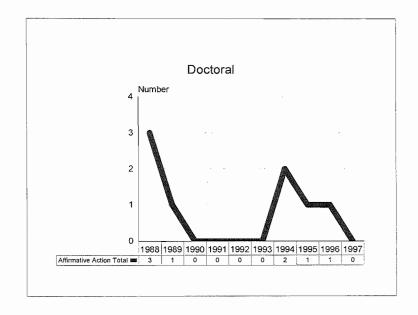


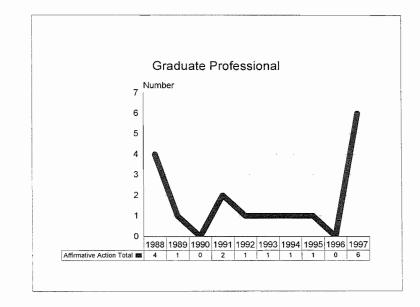


Degrees Conferred, 1988-97 American Indian/Alaskan Native









Degrees Conferred by College, 1996-97
Fall Semester 1996, Spring Semester 1997, and Summer Semester 1997

College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Caucasian	Total Women	University Total
Agriculture & Natural Resources	35	19	10	7	71	666	281	737
Arts & Letters	34	24	11	2	71	506	369	577
Broad College of Business	88	55	28	3	174	1201	567	1376
Communication Arts & Sciences	58	24	16	4	102	586	431	688
Education	38	11	10	4	63	531	438	595
Engineering	31	46	12	2	91	567	127	656
Human Ecology	33	13	4	1	51	355	367	406
Human Medicine	14	5	8	2	29	95	57	124
James Madison	22	12	6	. 1	41	200	140	241
Natural Science	34	60	17	4	115	646	402	761
Nursing	4	4	0	1 .	9	118	115	127
Osteopathic Medicine	9	15	10	3	37	94	49	131
Social Science	109	49	37	9	204	1089	747	1293
Veterinary Medicine	2	3	2	0	7	127	99	134
Affirmative Action Total	511	340	171	43	1065	6781	4189	7846
Plus International Students							260	610
University Total							4449	8456