




1997-1998
Annual Report on
Affirmative Action Data

MICHIGAN STATE UNIVERSITY

TO: MSU Community

FROM: Peter McPherson, President 

DATE: April 1999

SUBJECT: 1997-98 Annual Report on Affirmative Action and Diversity

Michigan State University has a long history of support for efforts to ensure diversity among the student body, faculty, and staff. Support for such efforts throughout the University is essential if we are to continue to serve the needs of our society and the world community.

One of our greatest strengths is our commitment to diversity within community. This is borne out of a belief that all qualified applicants, students, faculty and staff should have equal educational and equal employment opportunity. The University's Mission Statement, adopted in 1982 by the Board of Trustees reaffirmed the importance of diversity in fulfilling our primary mission of "extending knowledge to all people in the state; to melding professional and technical instruction with quality liberal education; to expanding knowledge as an end in itself as well as on behalf of society; to emphasizing the applications of information; and to contributing to the understanding and the solution of significant societal problems."

Over the years our efforts have assured steady progress in increasing the numbers of underrepresented groups at MSU. Moving forward in certain areas has been slow. But we will be vigilant in our efforts to eliminate obstacles to progress. We are committed to diversifying recruitment pools and to efforts identifying and recruiting underrepresented groups to our undergraduate and graduate programs. Finally, we believe that all individuals, who join the MSU community, whether for education or employment, should feel they are in a supportive, hospitable environment that encourages success. I will continue to hold people accountable in this program area, just as we continue to emphasize accountability in other program areas of the University.

The educational experience at MSU is enriched by our diversity. Intolerance of others—their experiences and ideas—undermines our educational mission to provide a quality education. In the pursuit of an education or employment opportunity within the diverse MSU community, no individual on campus should feel threatened or unwelcome. When an individual or group feels threatened or excluded we all suffer and again our mission cannot be achieved. Intolerance that manifests itself in threats has no place within this community, and we should respond immediately when such concerns are brought to our attention.

We reaffirm our commitment that all who work and study at MSU, regardless of race, ethnicity, gender, disability, or sexual orientation will be provided the opportunity to excel. We will continue to carry the message that at MSU we promote fairness and support diversity.



OFFICE OF

THE PRESIDENT

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

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

1997-98 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 1999

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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 1997-98 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 persons with disabilities.

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, Office of the Registrar, and Publications and Design, Division of University Relations. Various constituent groups were given an opportunity to provide 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.

Definitions of Terms Used

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

Minorities

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

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

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

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

Persons with disabilities are self-identified by faculty, academic staff, support staff and students.

Persons with Disabilities

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

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

Michigan State University
Fall 1998 Employment Profile -- Numbers

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	Total University Population
Academic Human Resources								
Tenure System Faculty	90	130	35	9	264	57	498	1987
Continuing Staff	39	16	8	4	67	16	330	665
Temporary Faculty	32	49	14	3	98	7	280	624
Temporary Staff	48	145	25	6	224	16	413	898
Total Academic Human Resources	209	340	82	22	653	96	1521	4174
Support Human Resources								
Officials & Managers	41	13	7	6	67	14	414	707
Professionals	75	46	35	6	162	25	838	1465
Clerical	99	17	90	16	222	33	1493	1553
Technical	23	11	6	2	42	4	299	408
Service/Maintenance	150	9	102	7	268	38	597	1103
Skilled Trades	10	1	9	5	25	5	29	266
Total Support Human Resources	398	97	249	42	786	119	3670	5502
University Total	607	437	331	64	1439	215	5191	9676

Michigan State University
Fall 1998 Employment Profile -- Percentages

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	Total University Population
Academic Human Resources								
Tenure System Faculty	4.5%	6.5%	1.8%	0.5%	13.3%	2.9%	25.1%	1987
Continuing Staff	5.9%	2.4%	1.2%	0.6%	10.1%	2.4%	49.6%	665
Temporary Faculty	5.1%	7.9%	2.2%	0.5%	15.7%	1.1%	44.9%	624
Temporary Staff	5.3%	16.1%	2.8%	0.7%	24.9%	1.8%	46.0%	898
Total Academic Human Resources	5.0%	8.1%	2.0%	0.5%	15.6%	2.3%	36.4%	4174
Support Human Resources								
Officials & Managers	5.8%	1.8%	1.0%	0.8%	9.5%	2.0%	58.6%	707
Professionals	5.1%	3.1%	2.4%	0.4%	11.1%	1.7%	57.2%	1465
Clerical	6.4%	1.1%	5.8%	1.0%	14.3%	2.1%	96.1%	1553
Technical	5.6%	2.7%	1.5%	0.5%	10.3%	1.0%	73.3%	408
Service/Maintenance	13.6%	0.8%	9.2%	0.6%	24.3%	3.4%	54.1%	1103
Skilled Trades	3.8%	0.4%	3.4%	1.9%	9.4%	1.9%	10.9%	266
Total Support Human Resources	7.2%	1.8%	4.5%	0.8%	14.3%	2.2%	66.7%	5502
University Total	6.3%	4.5%	3.4%	0.7%	14.9%	2.2%	53.6%	9676

Academic Human Resources/Executive Management

Summary

	Fall 1998		Comparison to Fall 1997	
	#	% of Total Population	#	% of Total Population
Academic Workforce	4174		+ 90	
<i>Minorities</i>	653	15.6%	+ 28	+0.3%
Black	209	5.0%	+ 8	+ 0.1%
Asian/Pacific Islander	340	8.1%	+ 16	+ 0.2%
Hispanic	82	2.0%	+ 2	- 0 -
Amer. Indian/Alaskan Native	22	0.5%	+ 2	- 0 -
Women	1521	36.4%	+ 117	+ 2.0%
Tenure System Faculty	1987		- 1	
<i>Minorities</i>	264	13.3%	+ 7	+ 0.4%
Black	90	4.5%	+ 1	- 0 -
Asian/Pacific Islander	130	6.5%	+ 4	+ 0.2%
Hispanic	35	1.8%	+ 1	+ 0.1%
Amer. Indian/Alaskan Native	9	0.5%	+ 1	+ 0.1%
Women	498	25.1%	+ 24	+ 1.3%

Academic Human Resources/Executive Management

College	Projected Openings 1998-2001	Hiring Goal Minorities	Hiring Goal Women
Agriculture & Natural Resources	36	11	12
Arts & Letters	25	4	14
Eli Broad College of Business	24	5	8
Communication Arts & Sciences	15	2	6
Education	20	2	9
Engineering	13	3	5
Human Ecology	10	1	6
Human Medicine	15	2	0
James Madison	1	0	1
Natural Science	44	14	16
Nursing	6	1	1
Osteopathic Medicine	11	5	5
Social Science	28	5	14
Veterinary Medicine	11	1	2
Total	259	56	99

Tenure System Hiring Goals

**October 1, 1998 to
September 30, 2001**

Definitions of Terms Used

Employment Categories

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

Tenure System Faculty: Faculty appointed in the tenure system.

Temporary Faculty: Faculty appointed with an end date.

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

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

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

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

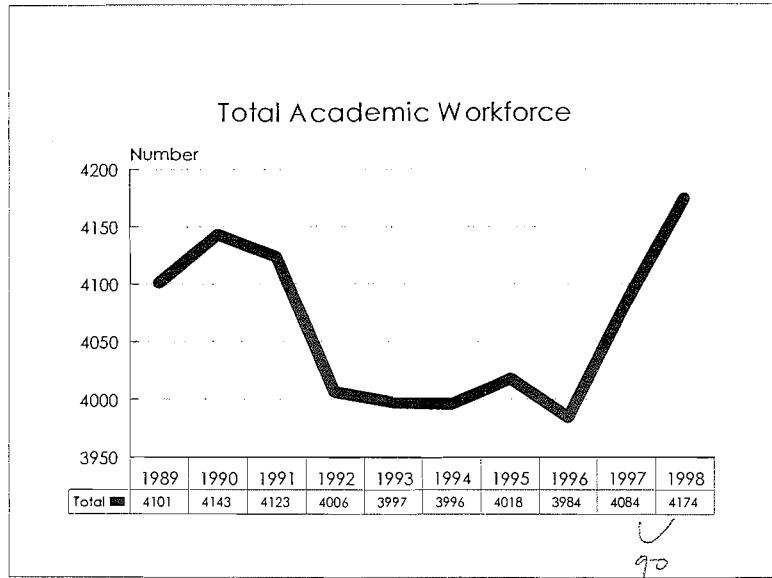
Executive Management: Titles include president, assistant to the president, executive assistant to the president, secretary of the Board of Trustees, executive vice president, vice president, associate vice president, assistant vice president, assistant to the vice president, provost, associate provost,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

Academic Administrators/ Executive Management Data

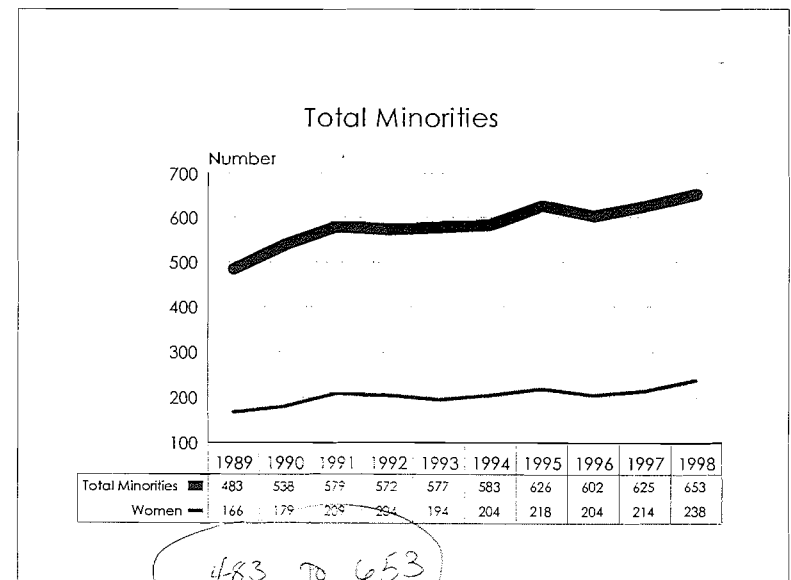
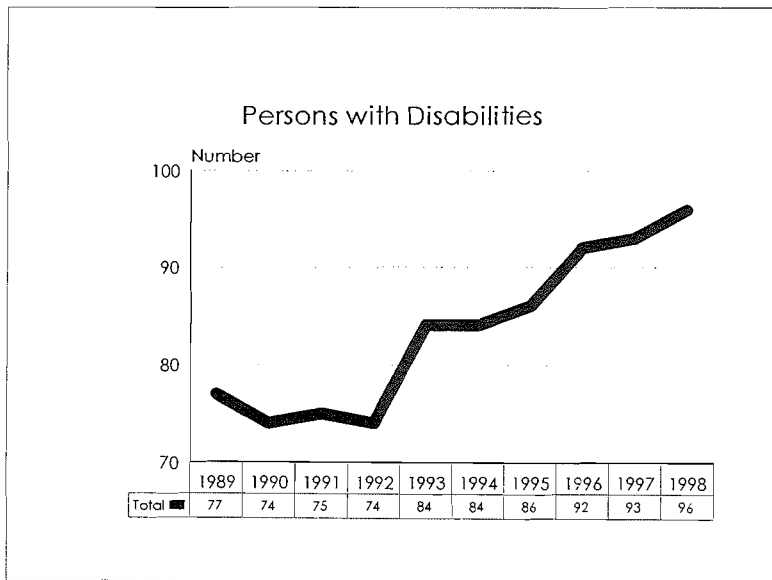
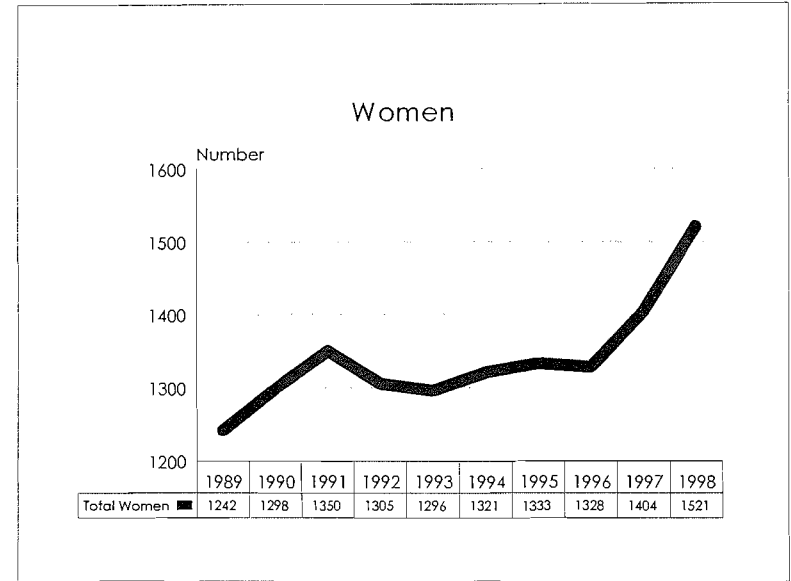
Academic administrators and executive managers are also included in the headcounts for tenure system faculty, continuing academic staff, temporary faculty or temporary academic staff.

Beginning October 1998, individuals holding the title of Director who were not the equivalent of Deans or Chairpersons, or were not Directors of Centers or Institutes were dropped from the "management" category.

Academic Workforce, 1989-1998



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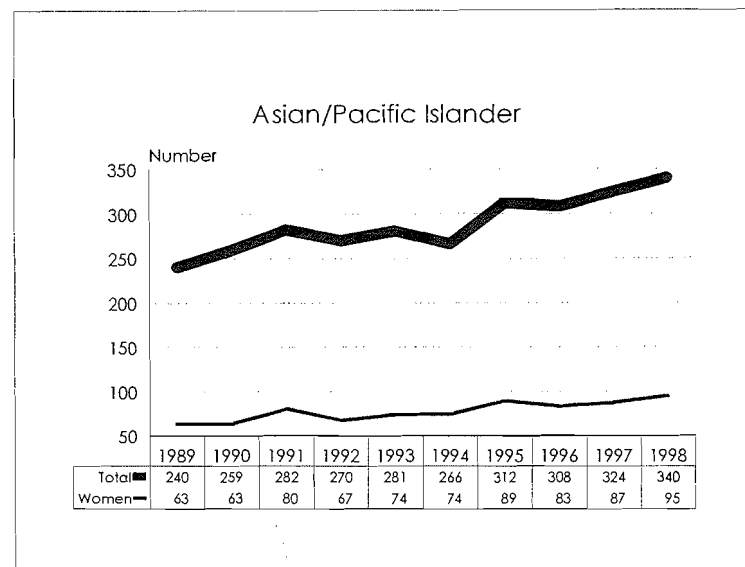
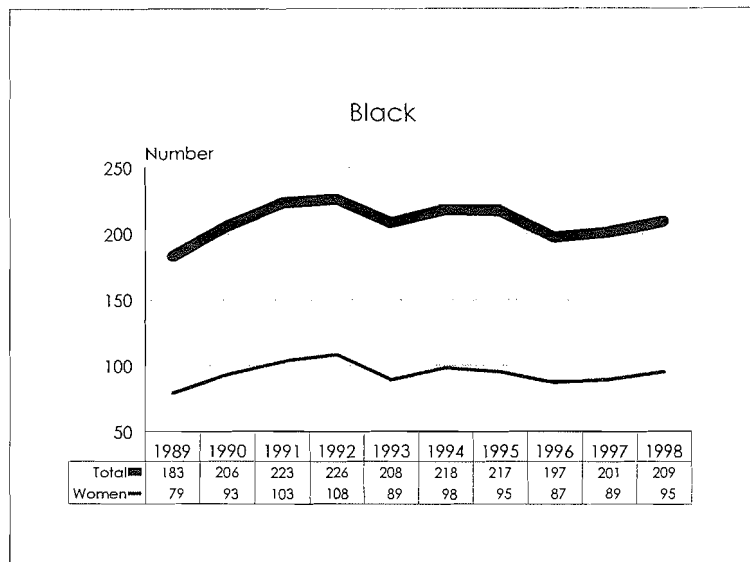


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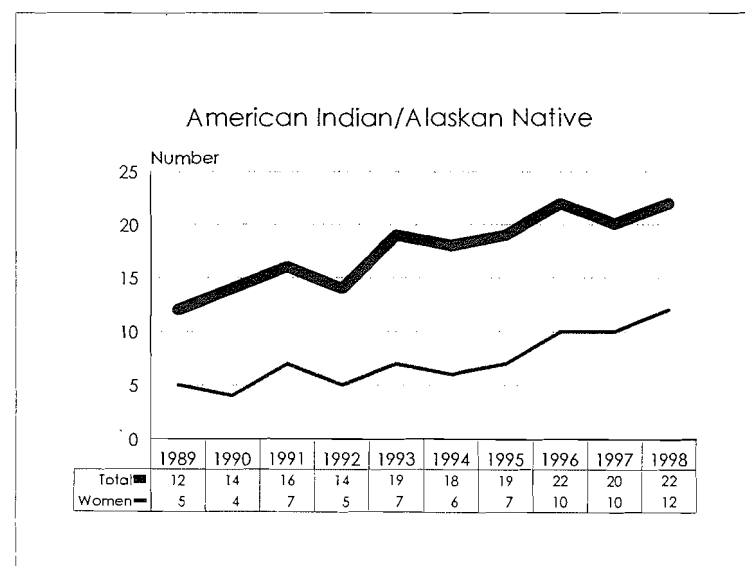
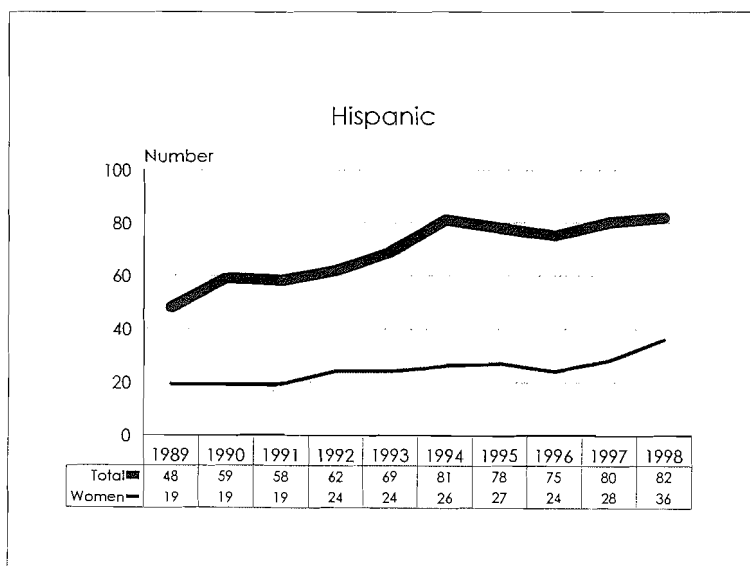
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Academic Workforce, 1989-1998

Minorities by Ethnic ID



> 26 over 10 yrs
1992 high 226 (added 46 over 3 yrs)



Tenure System Hires, Promotions and Separations, 1997-98

Category		Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires							
	Men	2	6	1	1	10	52
	Women	1	3	2	0	6	34
Total New Hires		3	9	3	1	16	86
Promotions							
To Associate Professor							
	Men	3	6	1	0	10	23
	Women	0	0	0	0	0	10
	<i>Total</i>	3	6	1	0	10	33
To Full Professor							
	Men	1	3	0	0	4	25
	Women	0	0	1	0	1	11
	<i>Total</i>	1	3	1	0	5	36
Total Promotions							
	Men	4	9	1	0	14	48
	Women	0	0	1	0	1	21
	Total	4	9	2	0	15	69
Separations							
Retirements							
	Men	2	2	0	0	4	49
	Women	0	0	0	0	0	3
	<i>Total</i>	2	2	0	0	4	52
Other Reasons							
	Men	0	2	1	0	3	22
	Women	0	0	0	0	0	7
	<i>Total</i>	0	2	1	0	3	29
Total Separations							
	Men	2	4	1	0	7	71
	Women	0	0	0	0	0	10
	Total	2	4	1	0	7	81

+1

+5

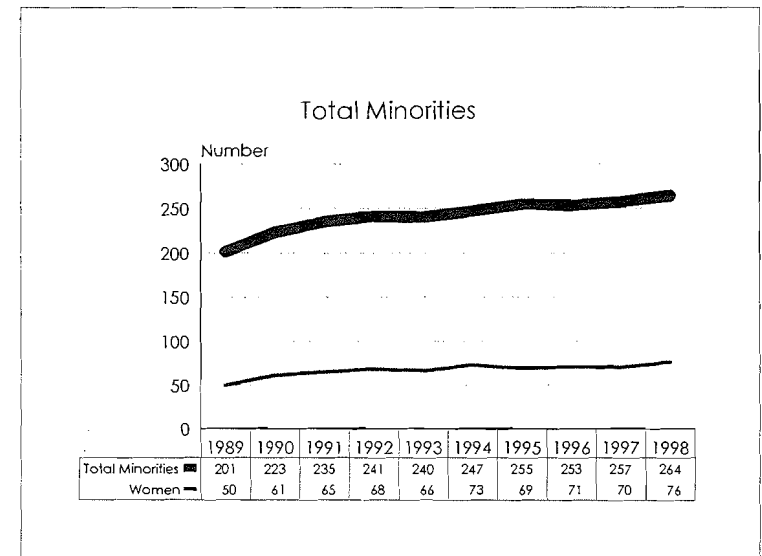
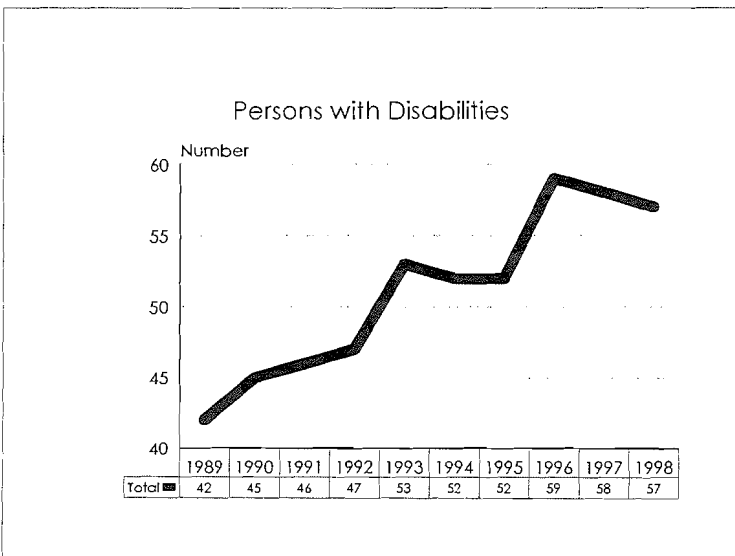
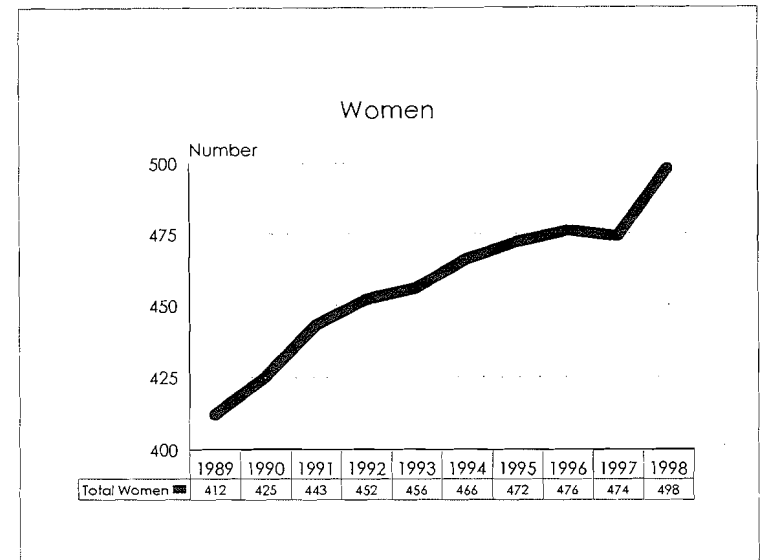
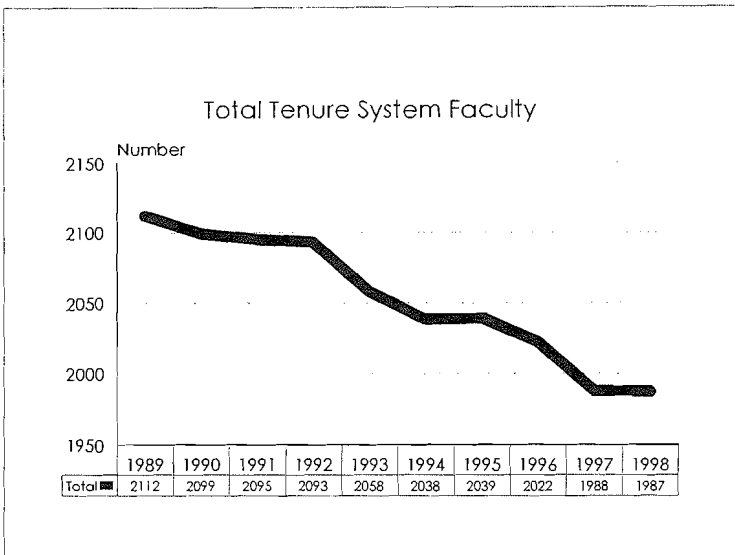
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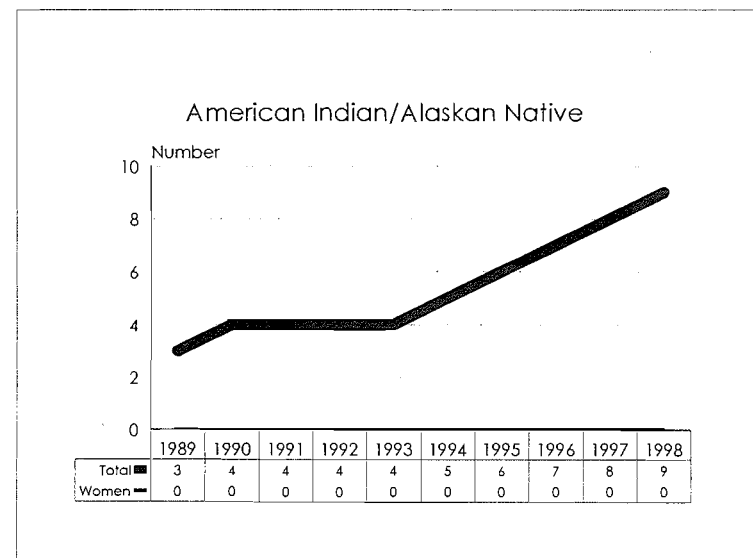
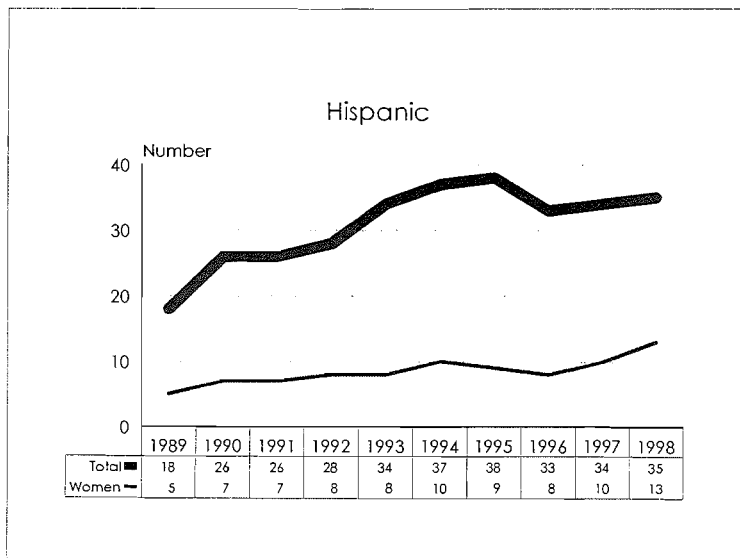
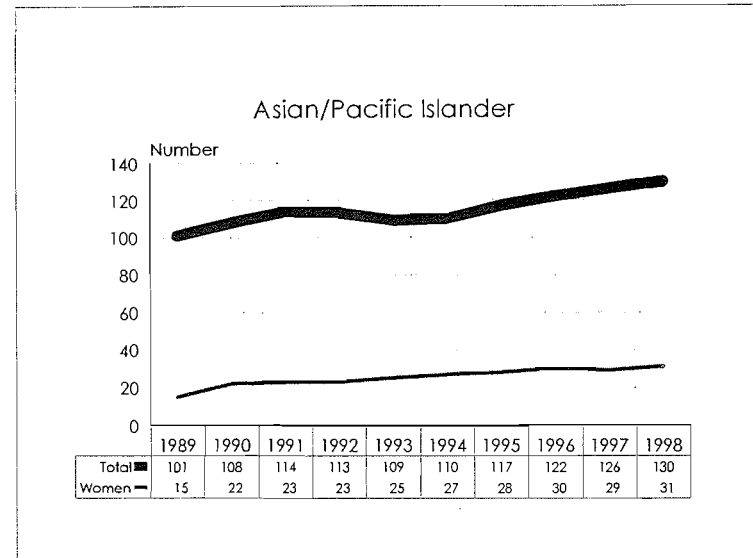
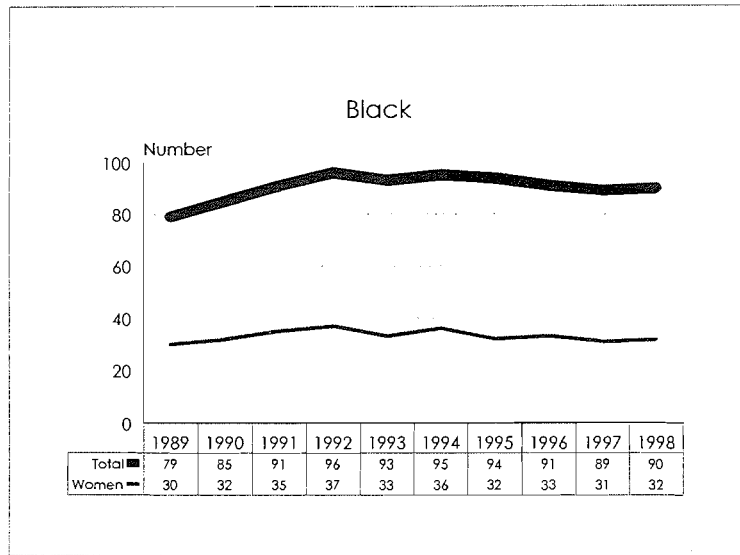
Tenure System Faculty by College, Fall 1998

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Agriculture & Natural Resources	7	13	3	1	24	5	34	261
Arts & Letters	11	15	6	4	36	11	98	295
Eli Broad College of Business	3	7	1	0	11	4	21	131
Communication Arts & Sciences	5	2	1	0	8	3	17	53
Education	9	4	5	0	18	7	59	131
Engineering	5	30	2	0	37	1	9	131
Human Ecology	4	3	1	1	9	1	35	51
Human Medicine	6	9	1	0	16	3	36	115
James Madison	3	1	1	0	5	1	7	23
Natural Science	5	34	4	2	45	1	52	339
Nursing	1	0	0	0	1	0	22	24
Osteopathic Medicine	1	2	1	0	4	1	18	75
Social Science	12	7	8	0	27	13	54	200
Veterinary Medicine	7	3	0	0	10	3	19	92
Non-College Units	11	0	1	1	13	3	17	66
University Total	90	130	35	9	264	57	498	1987

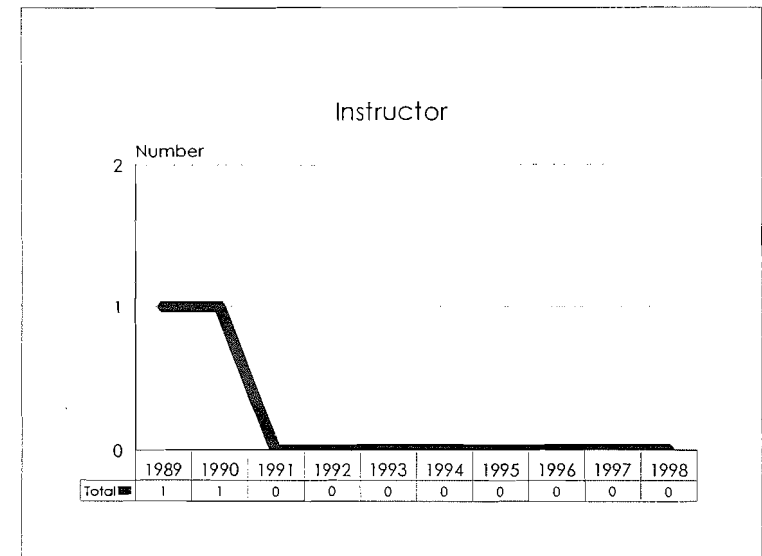
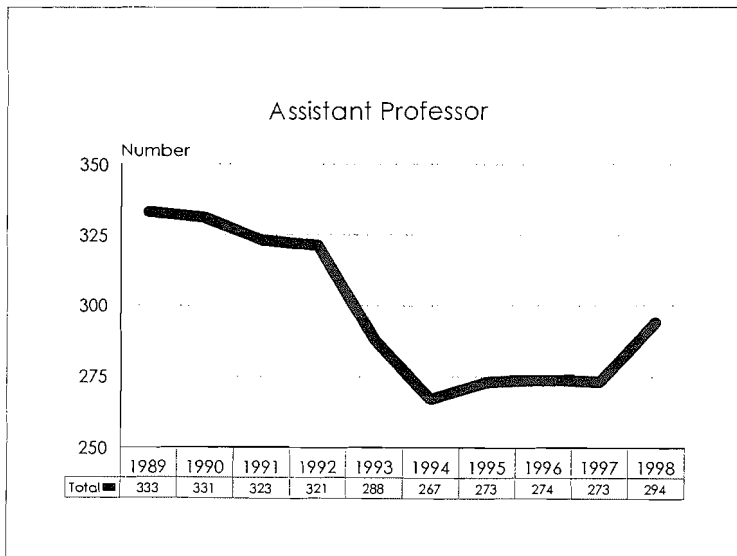
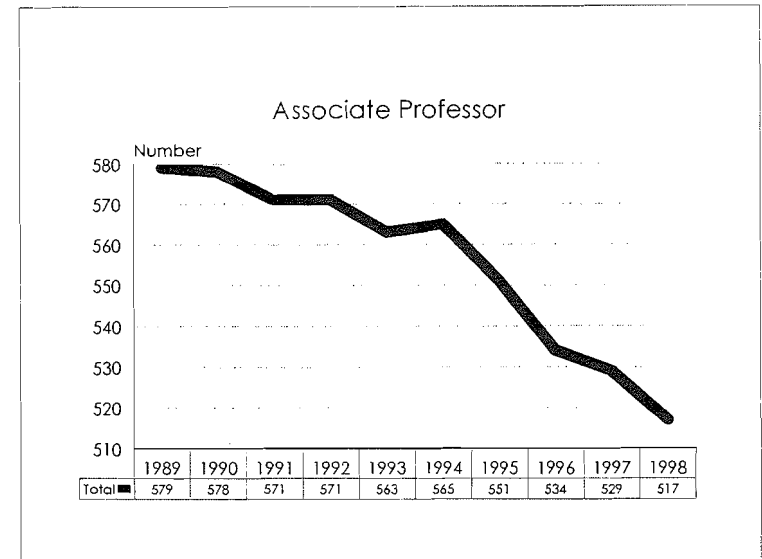
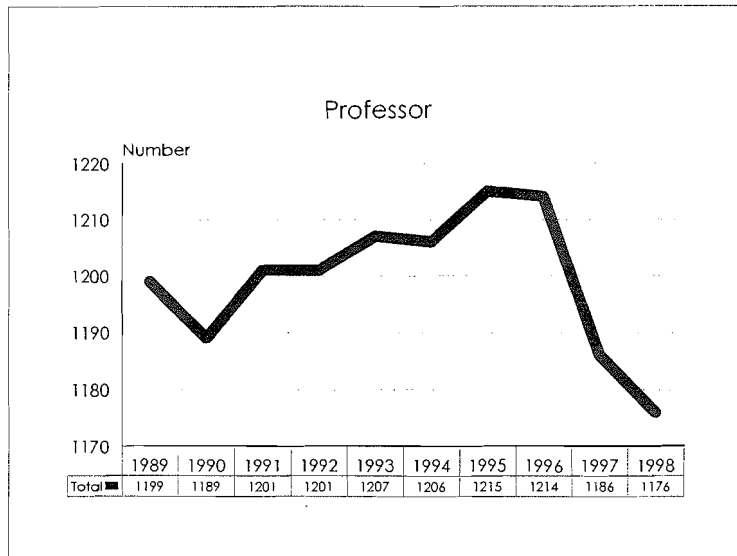
Tenure System Faculty, 1989-98



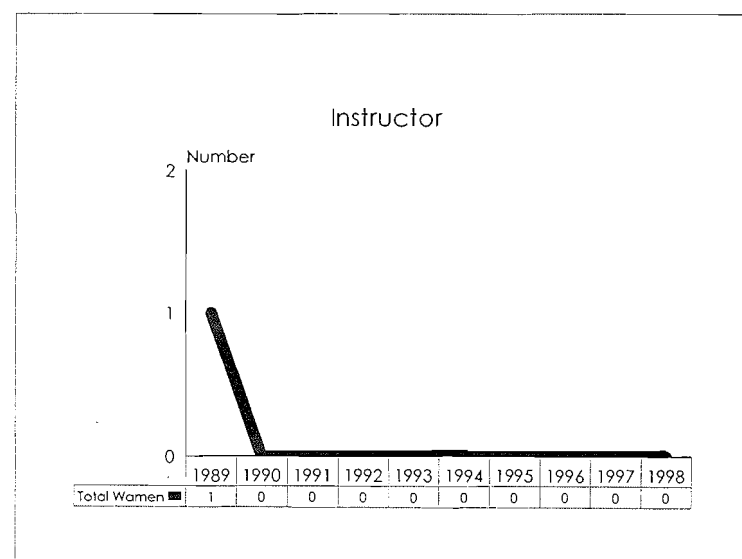
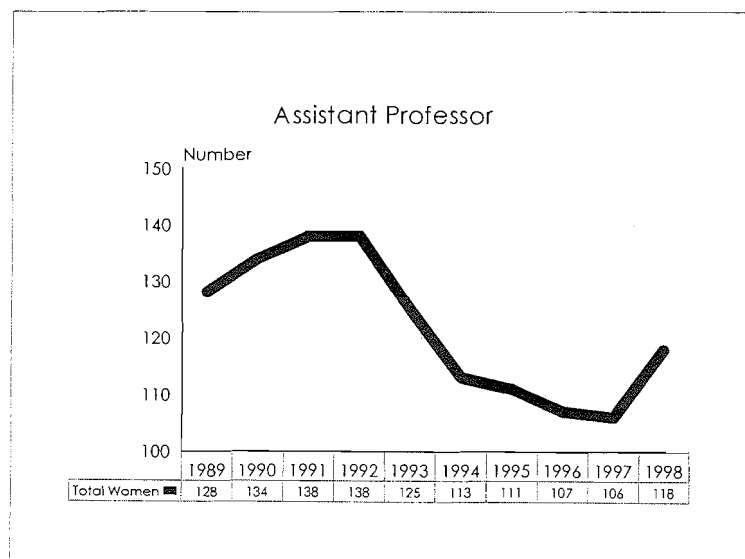
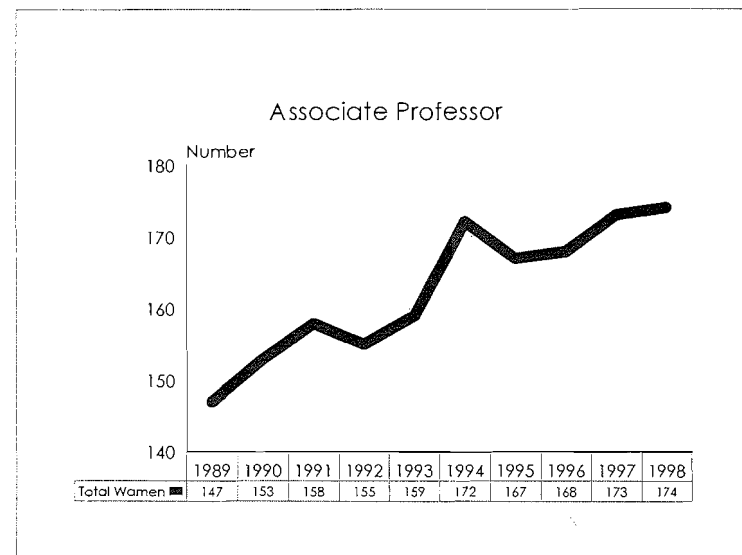
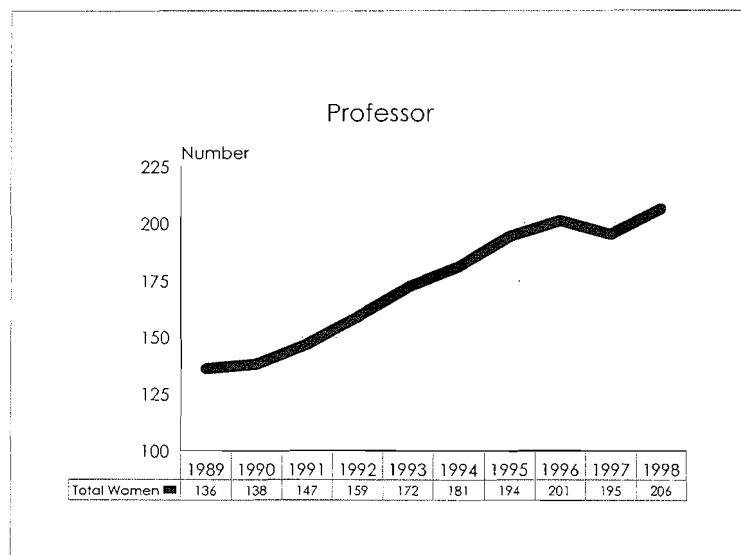
Tenure System Faculty, 1989-98 Minorities by Ethnic ID



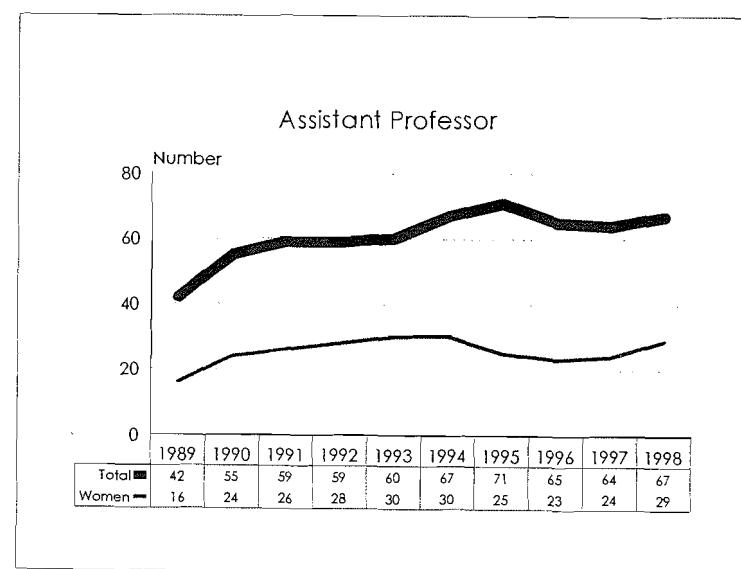
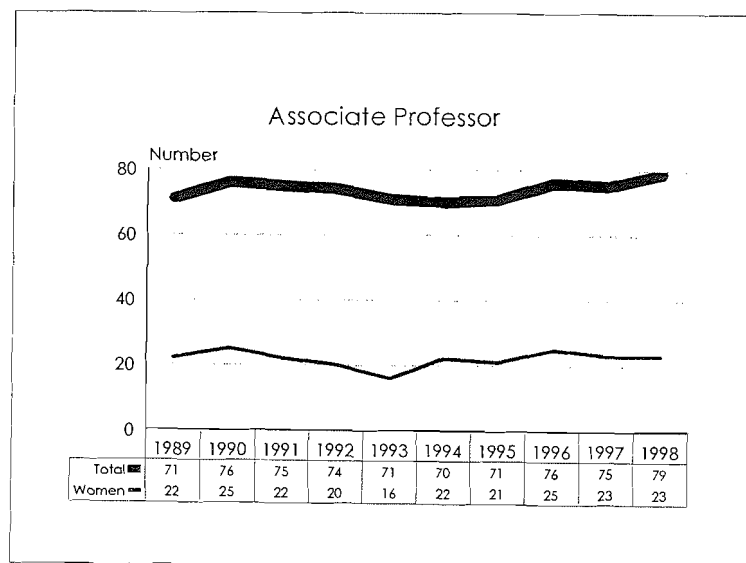
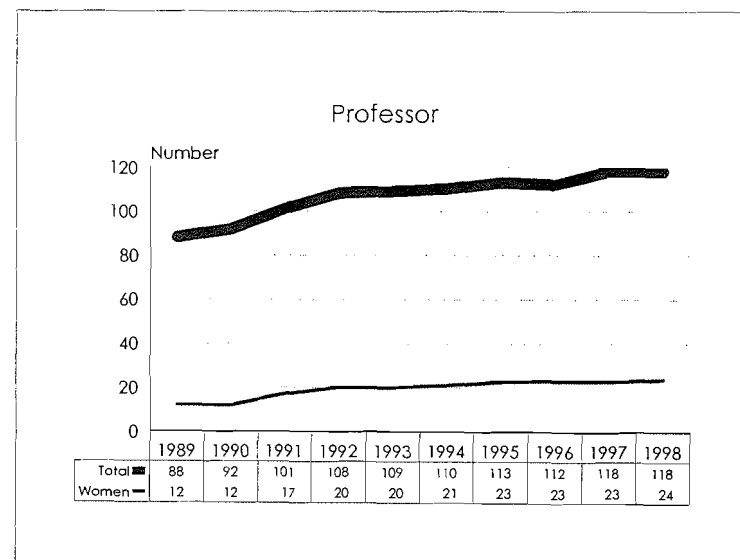
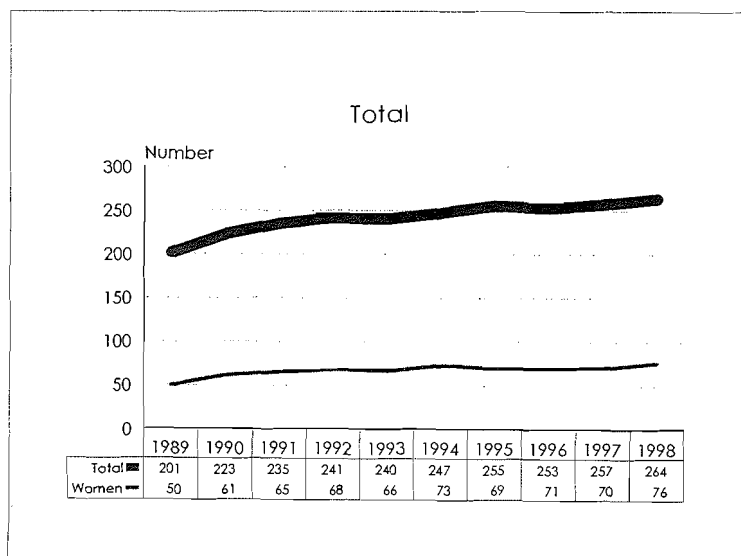
Tenure System Faculty by Rank, 1989-98



Tenure System Faculty by Rank, 1989-98 Women

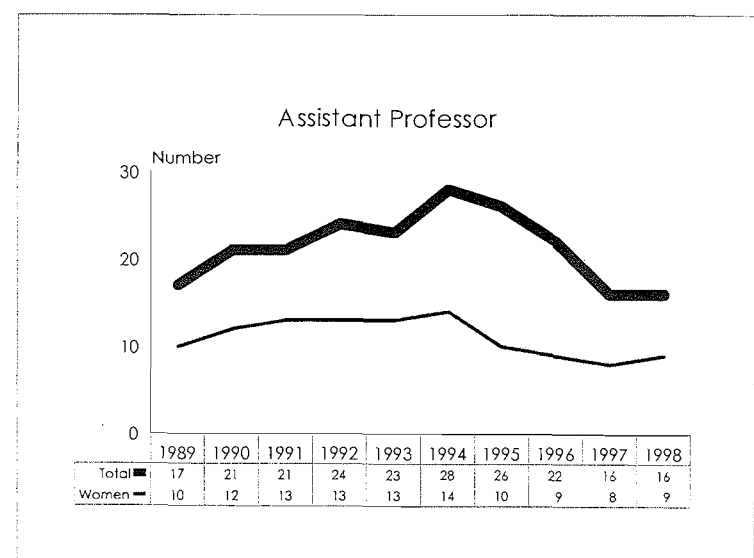
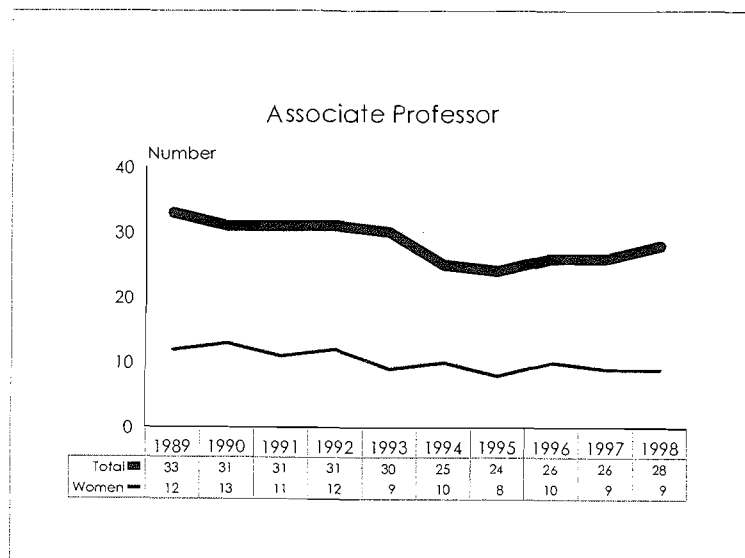
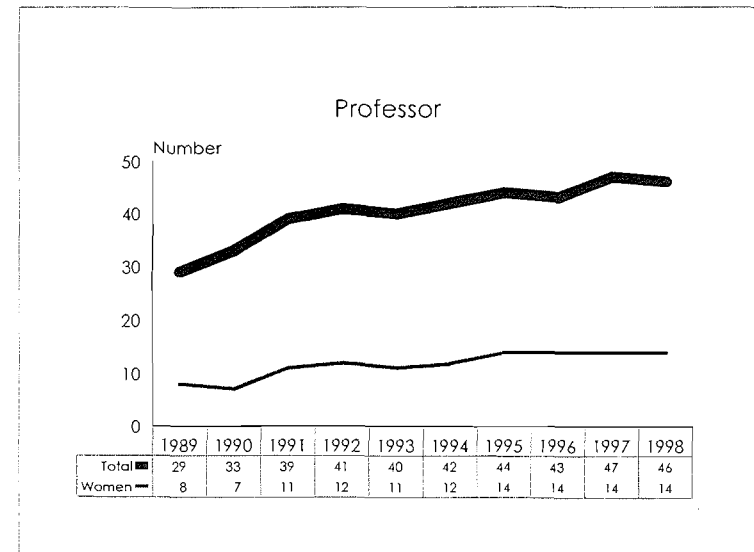
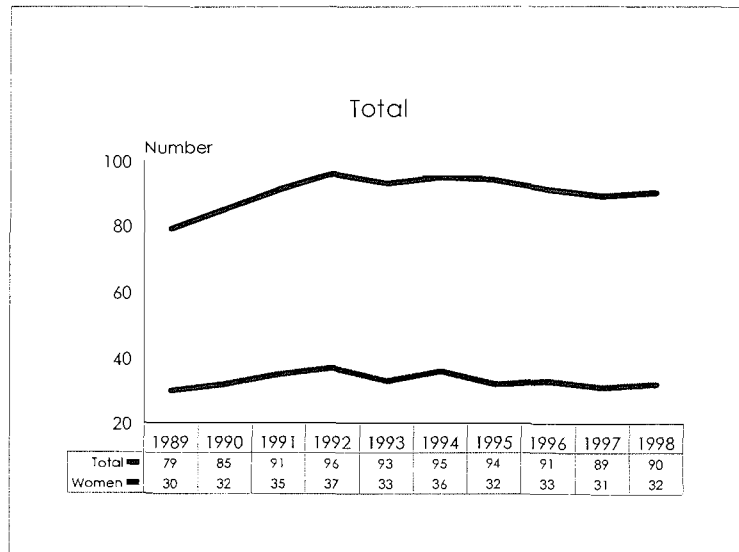


Tenure System Faculty by Rank, 1989-98 Total Minorities

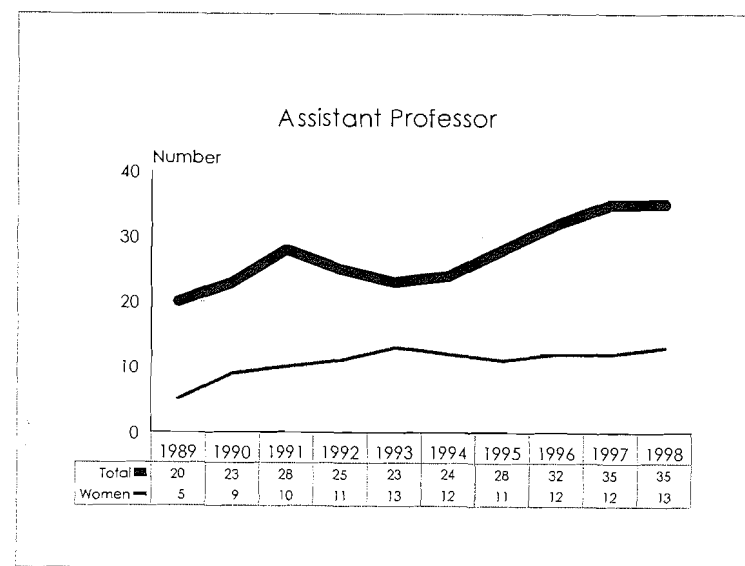
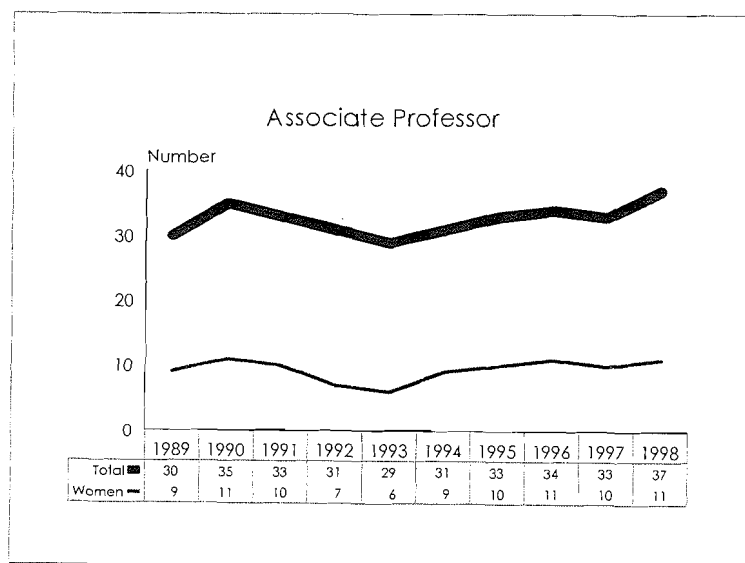
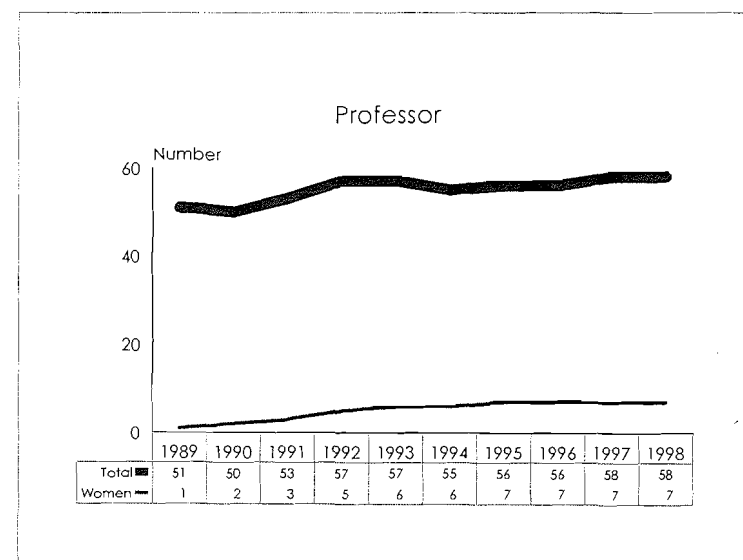
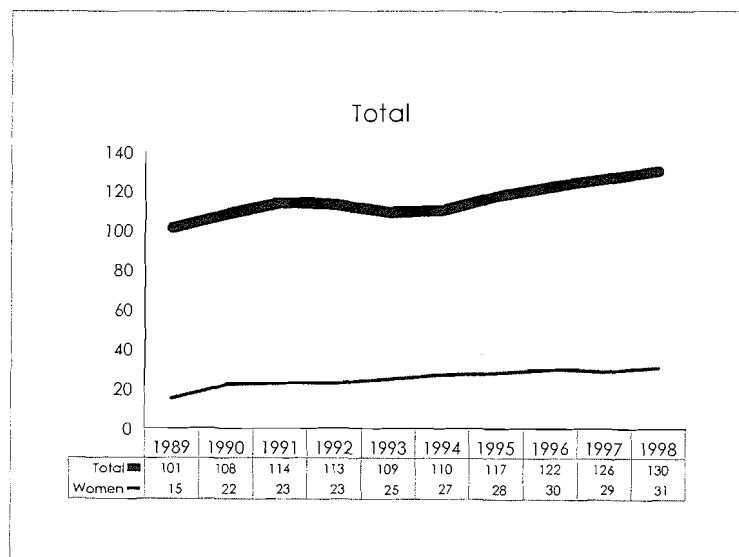


Tenure System Faculty by Rank, 1989-98

Black

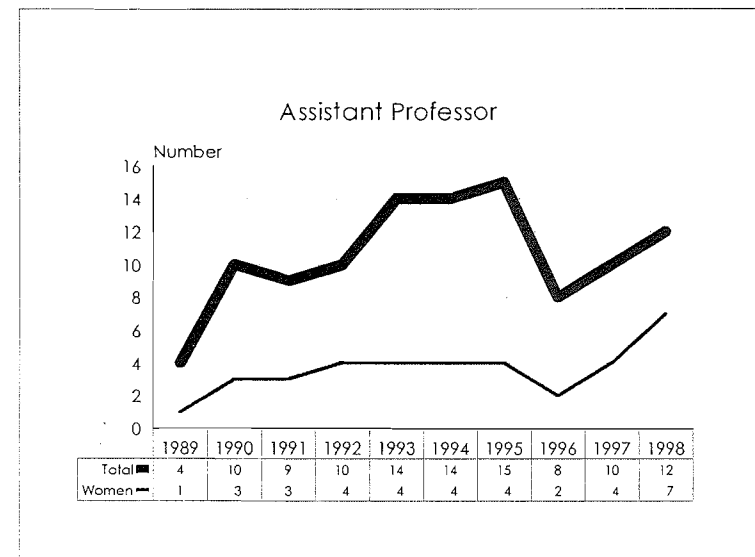
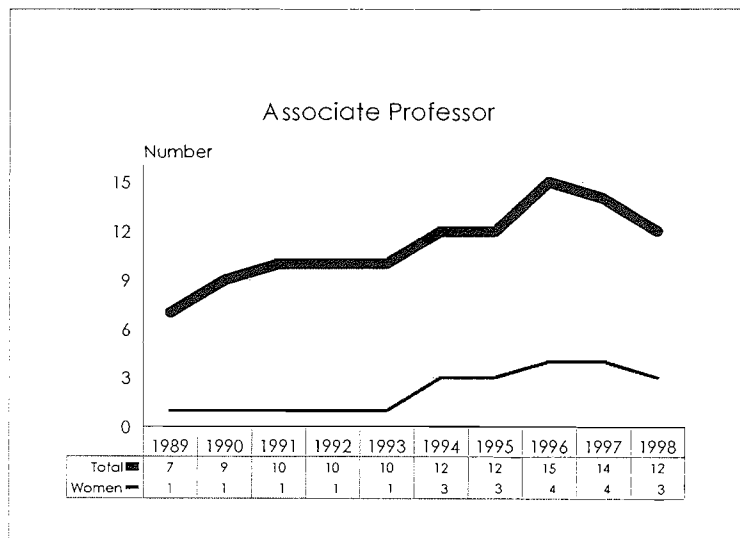
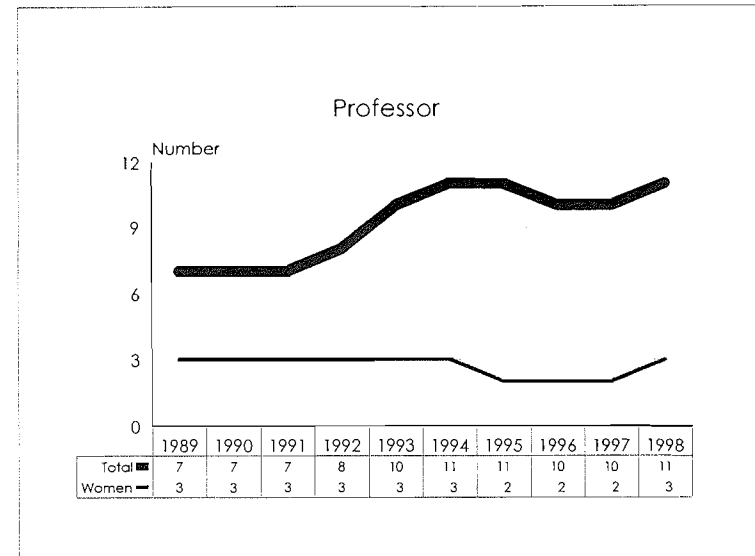
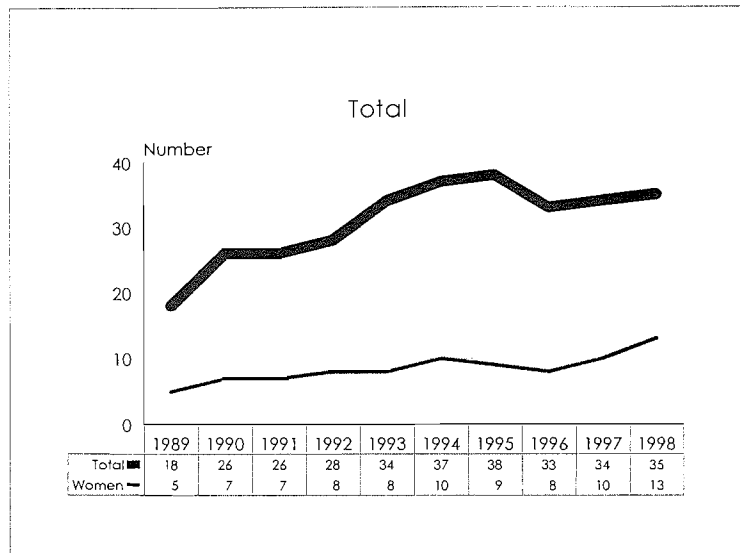


Tenure System Faculty by Rank, 1989-98 Asian/Pacific Islander

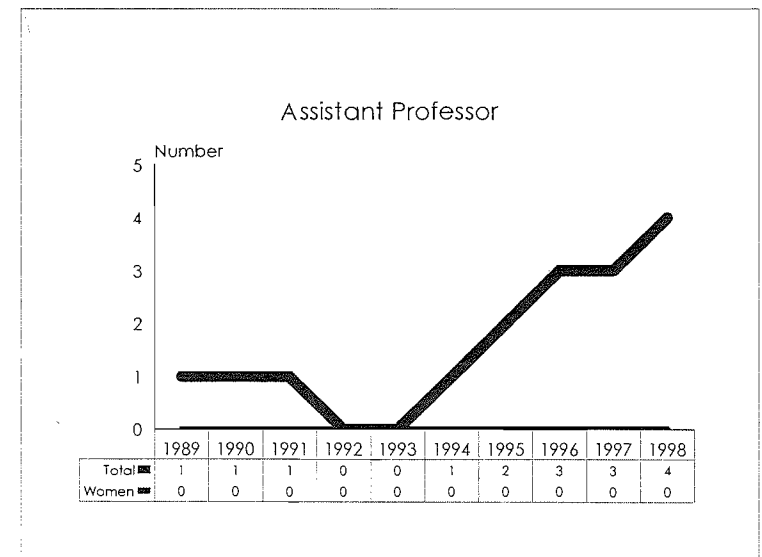
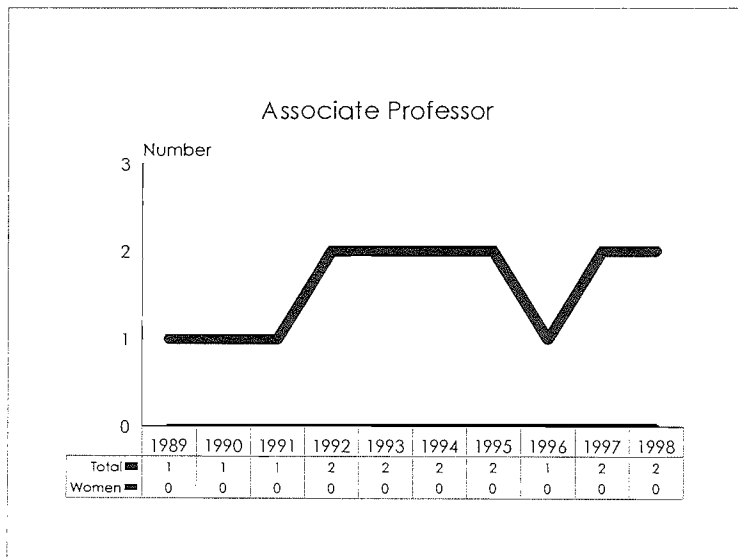
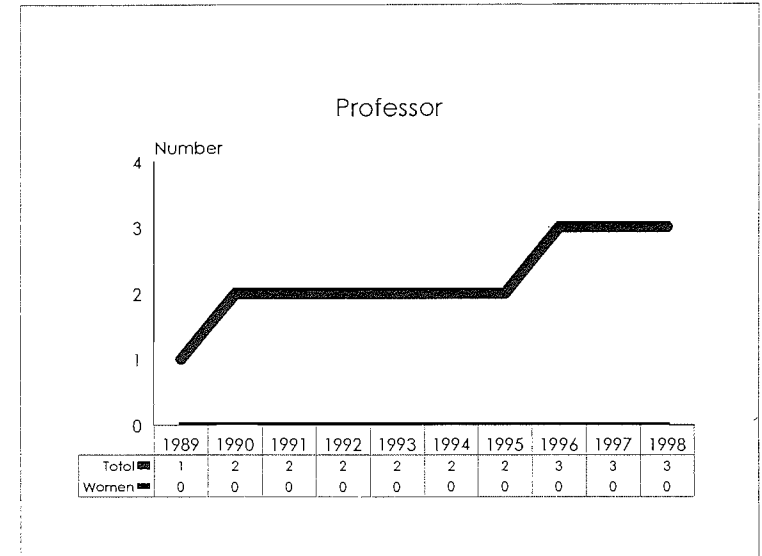
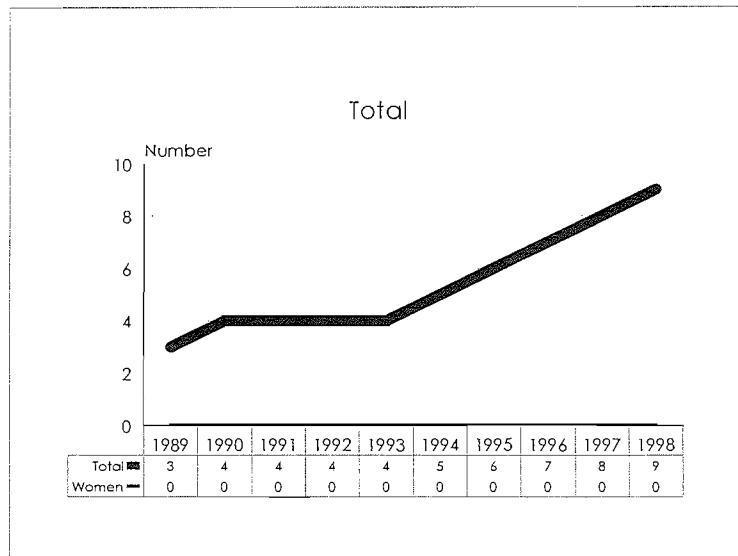


Tenure System Faculty by Rank, 1989-98

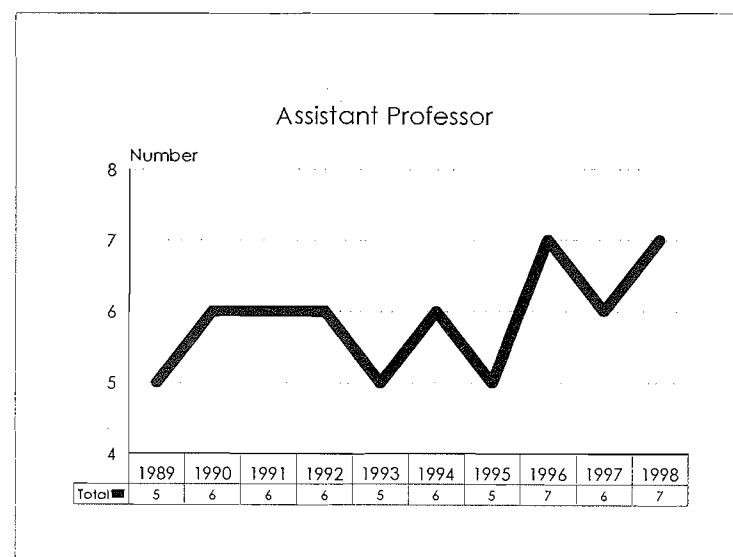
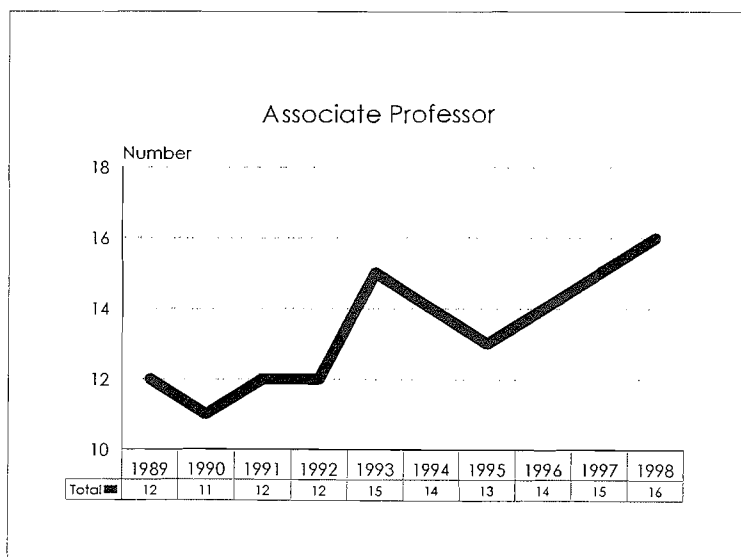
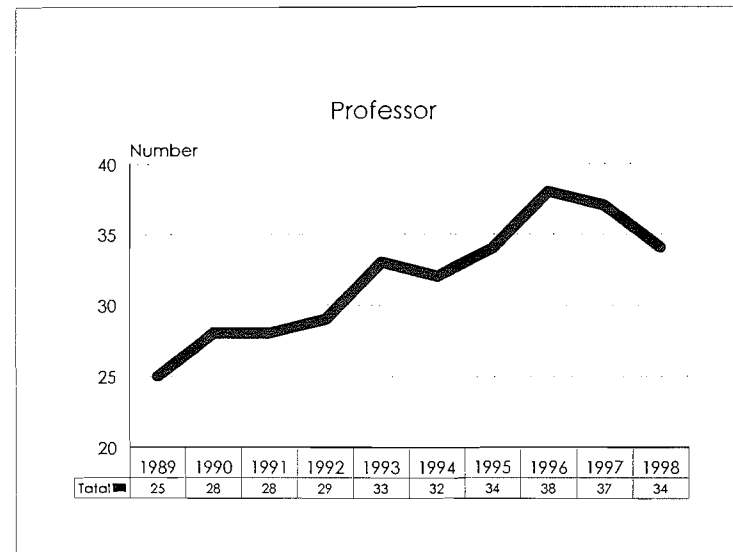
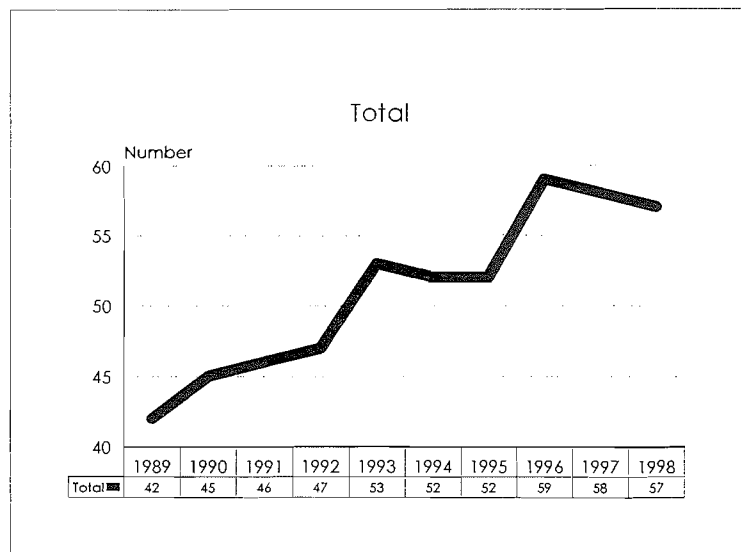
Hispanic



Tenure System Faculty by Rank, 1989-98 American Indian/Alaskan Native



Tenure System Faculty by Rank, 1989-98 Persons with Disabilities



Continuing Academic Staff Hires and Separations, 1997-98

Category		Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires							
	Men	1	0	0	0	1	19
	Women	5	0	0	0	5	44
Total New Hires		6	0	0	0	6	63
Separations							
Retirements							
	Men	1	0	0	0	1	6
	Women	0	0	0	0	0	2
	<i>Total</i>	1	0	0	0	1	8
Other Reasons							
	Men	1	0	1	0	2	13
	Women	2	0	1	0	3	15
	<i>Total</i>	3	0	2	0	5	28
Total Separations							
	Men	2	0	1	0	3	19
	Women	2	0	1	0	3	17
	Total	4	0	2	0	6	36

+2

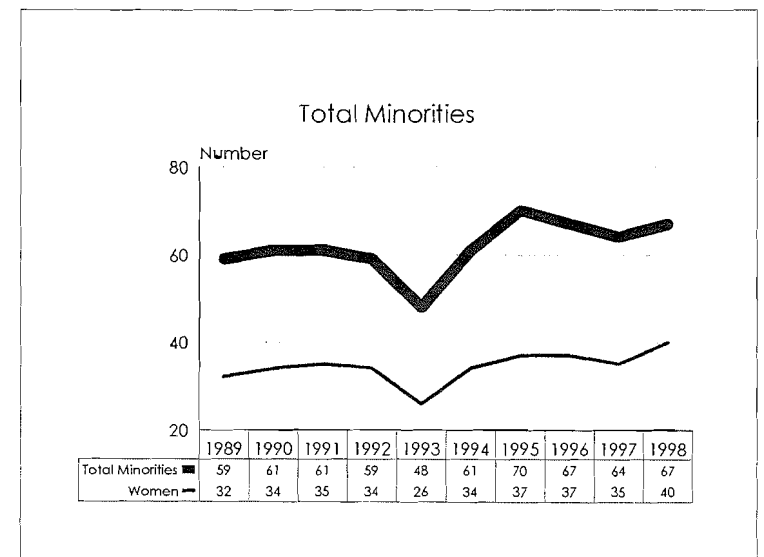
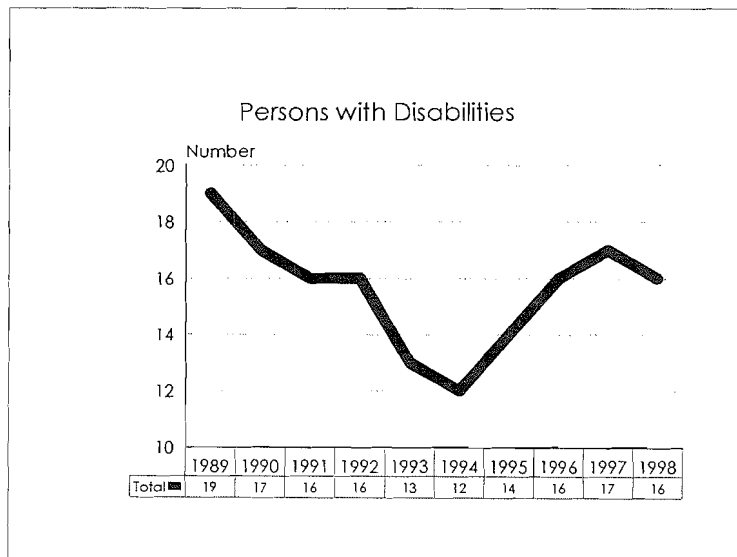
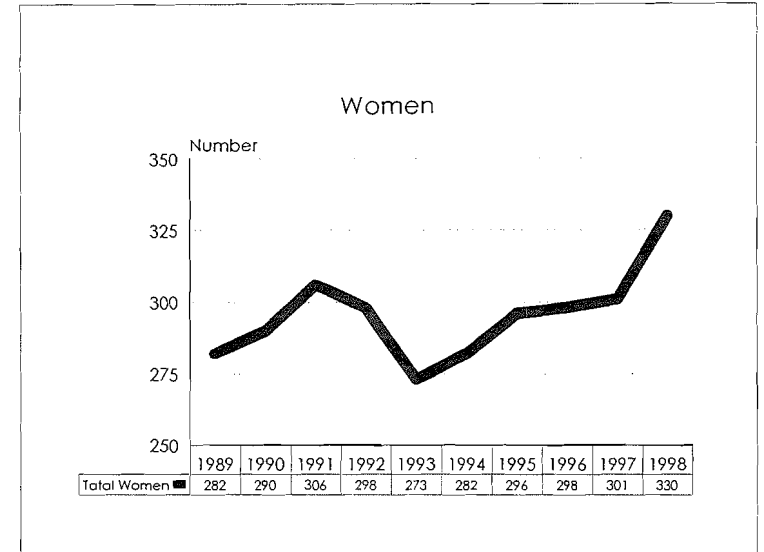
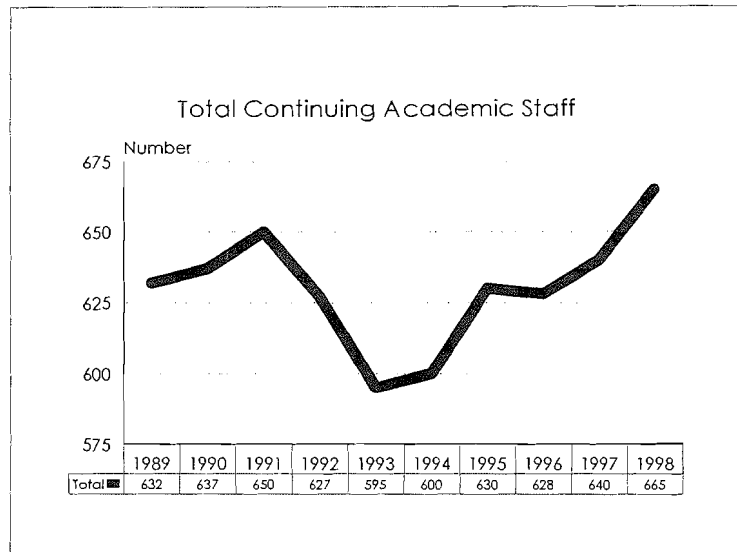
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Continuing Academic Staff by College, Fall 1998

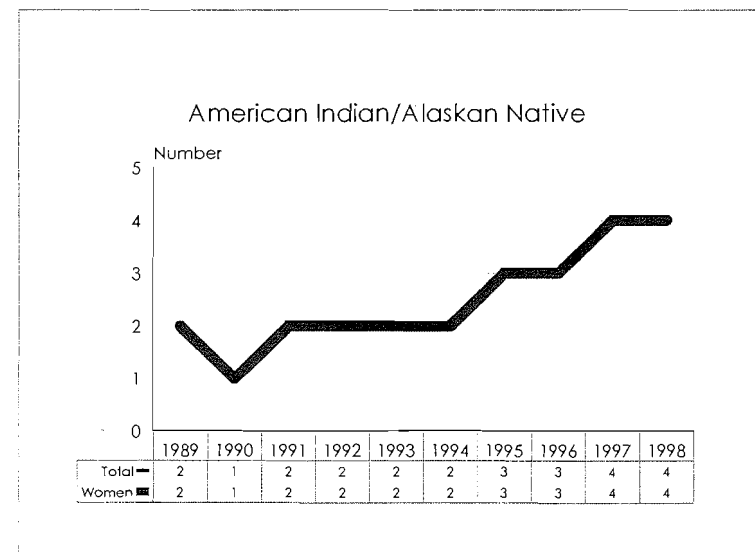
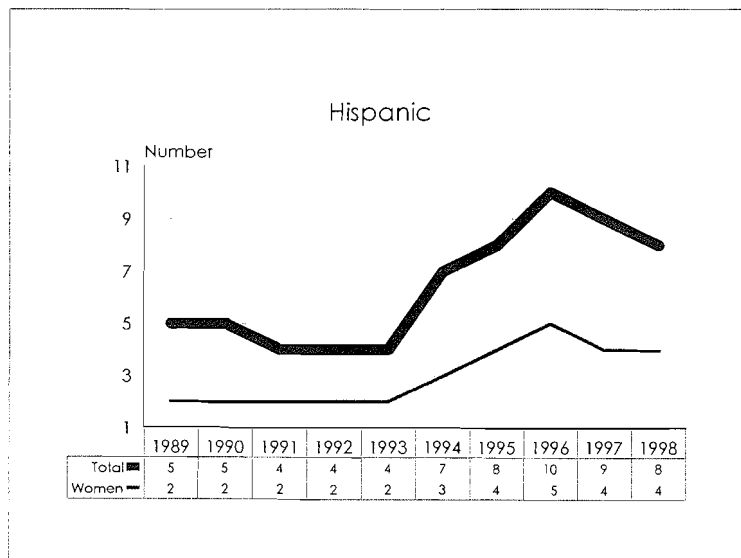
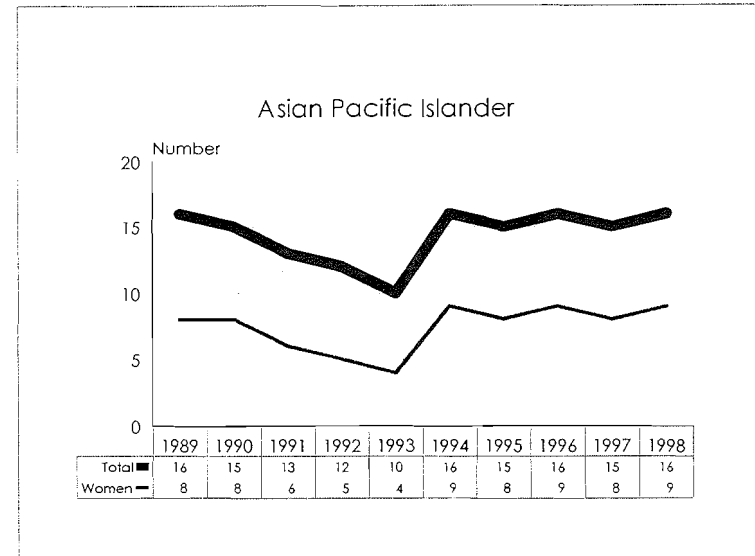
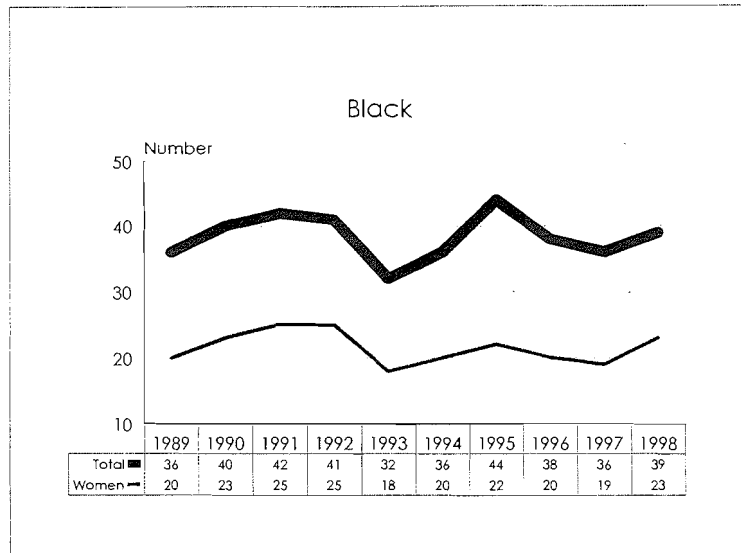
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Agriculture & Natural Resources	1	2	0	0	3	0	8	27
Arts & Letters	0	0	0	0	0	0	3	4
Eli Broad College of Business	2	2	1	0	5	1	9	13
Communication Arts & Sciences	1	0	0	0	1	0	6	9
Education	0	1	0	0	1	0	2	5
Engineering	3	0	0	0	3	1	11	23
Human Ecology	1	0	0	0	1	0	11	11
Human Medicine	0	1	0	0	1	0	2	3
James Madison	0	0	0	0	0	0	1	1
Natural Science	3	0	0	0	3	2	16	36
Nursing	0	0	0	0	0	0	0	0
Osteopathic Medicine	0	1	0	0	1	0	5	8
Social Science	0	0	0	0	0	0	12	20
Veterinary Medicine	1	0	1	0	2	0	6	7
Non-College Units	27	9	6	4	46	12	238	498
University Total	39	16	8	4	67	16	330	665

Continuing Academic Staff, 1989-98

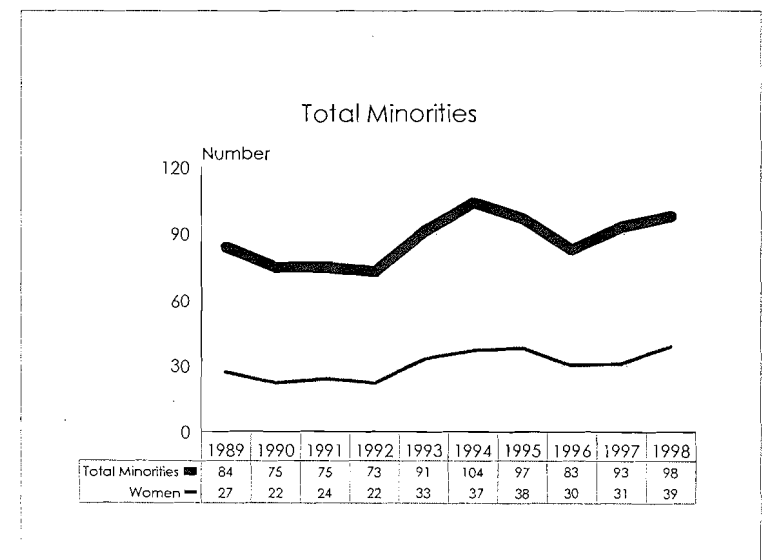
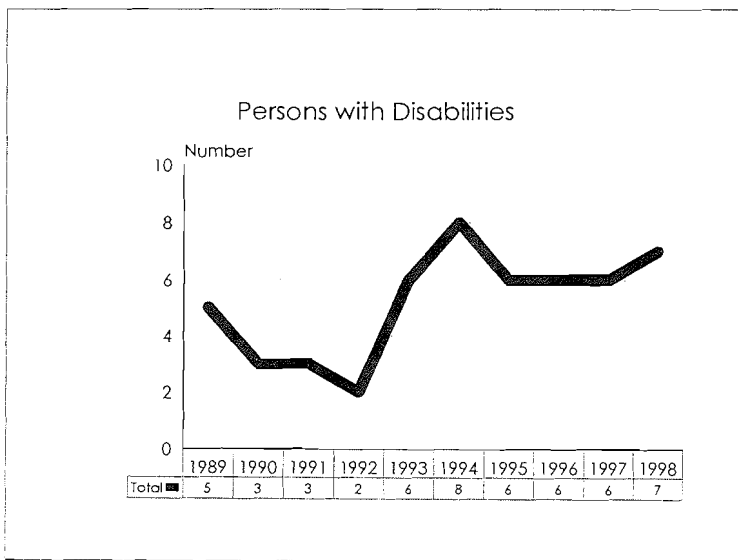
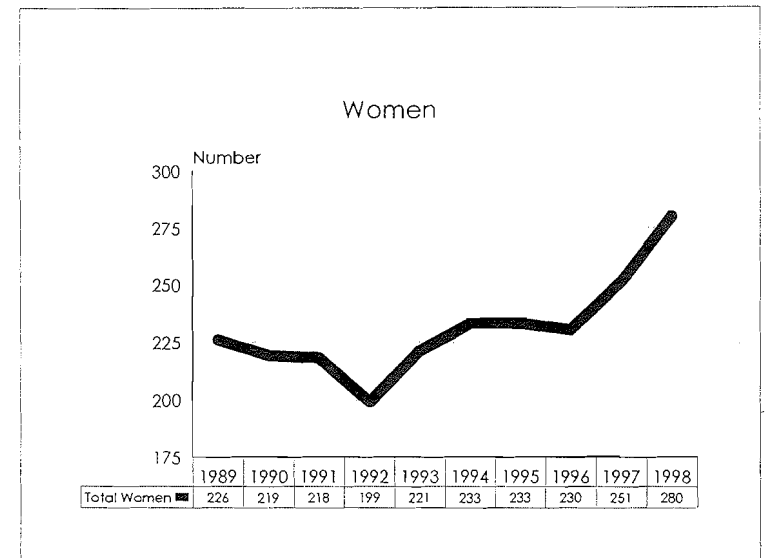
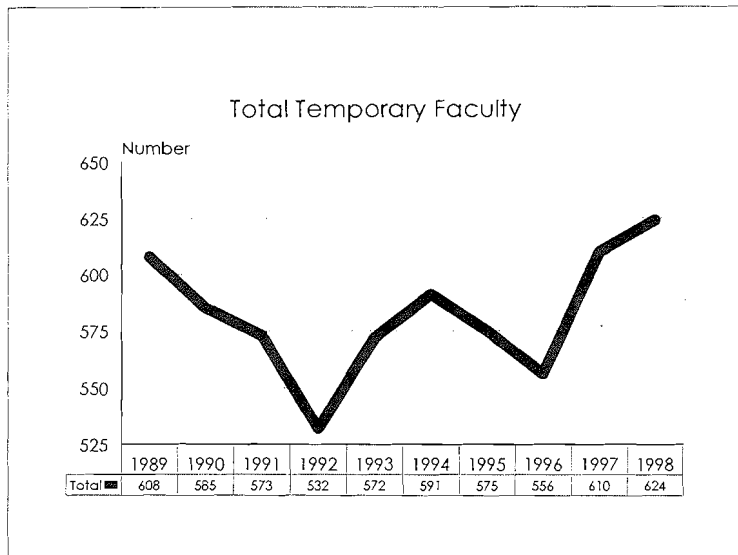


Continuing Academic Staff, 1989-98

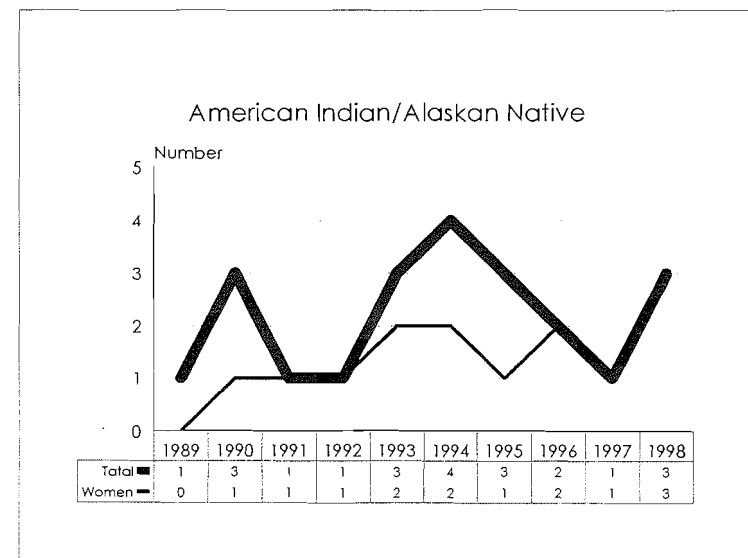
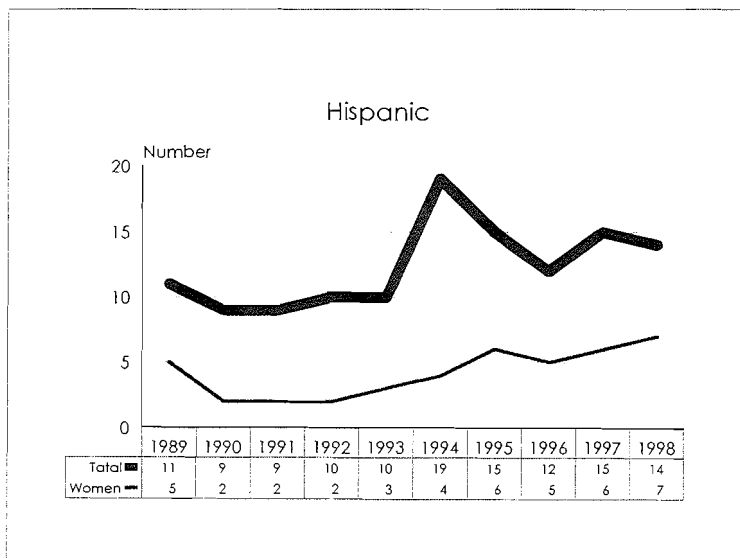
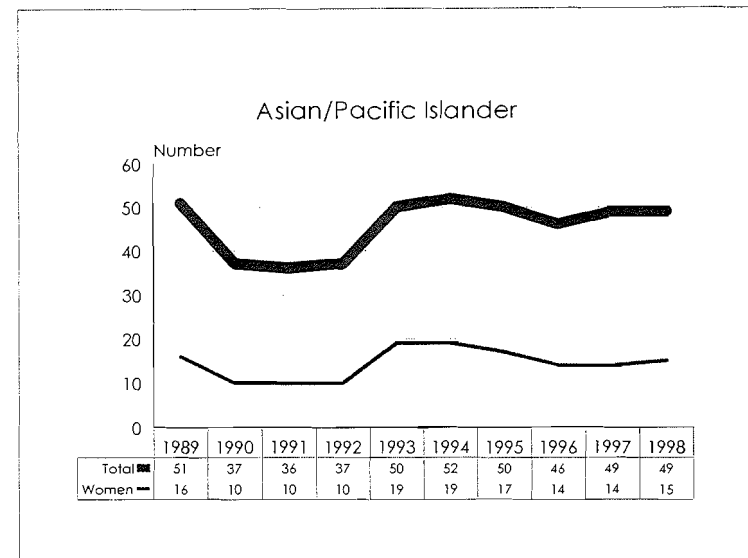
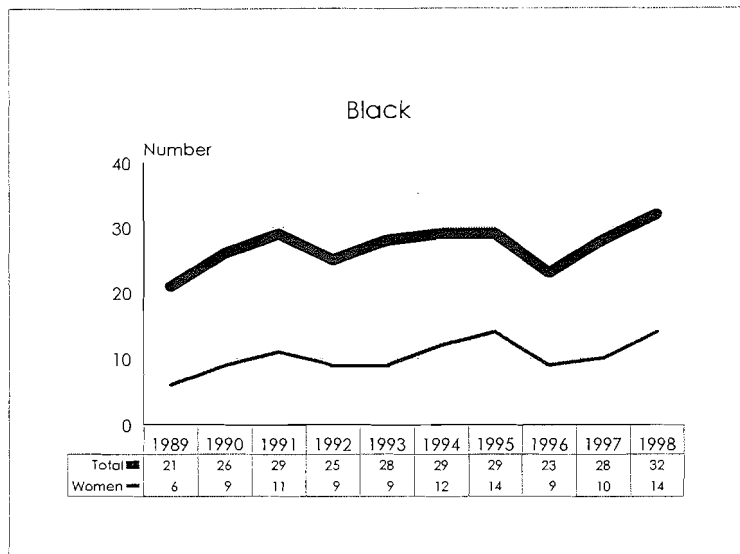
Minorities by Ethnic ID



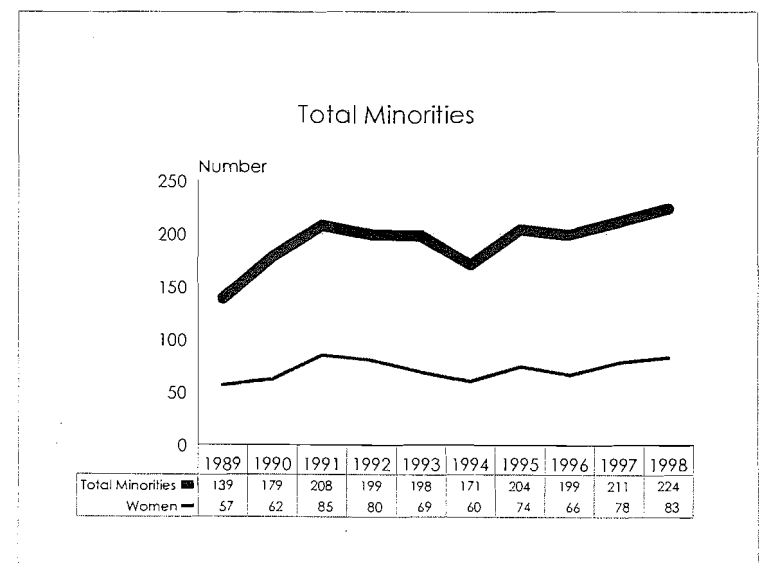
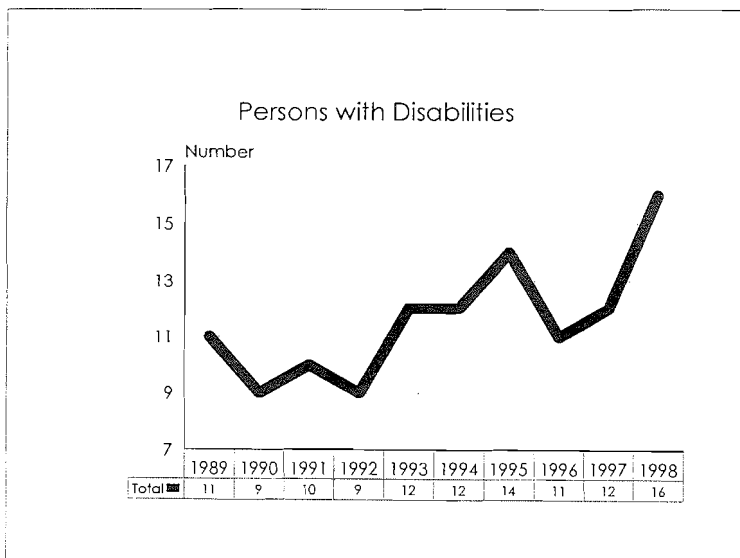
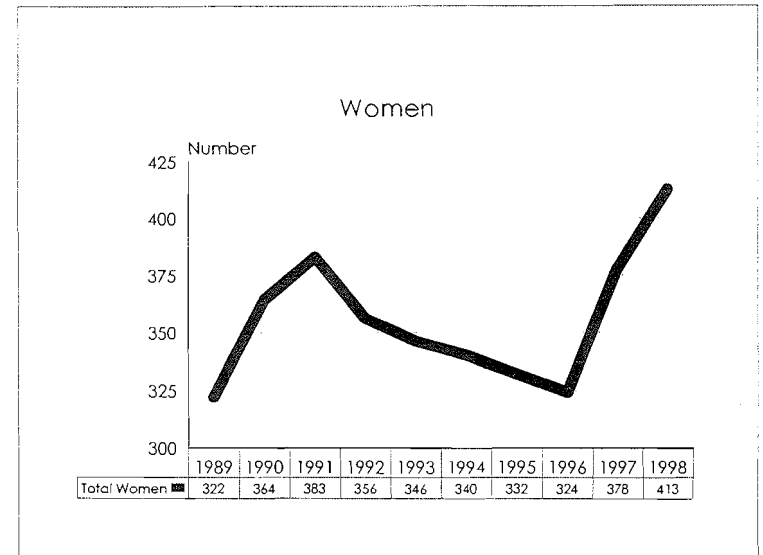
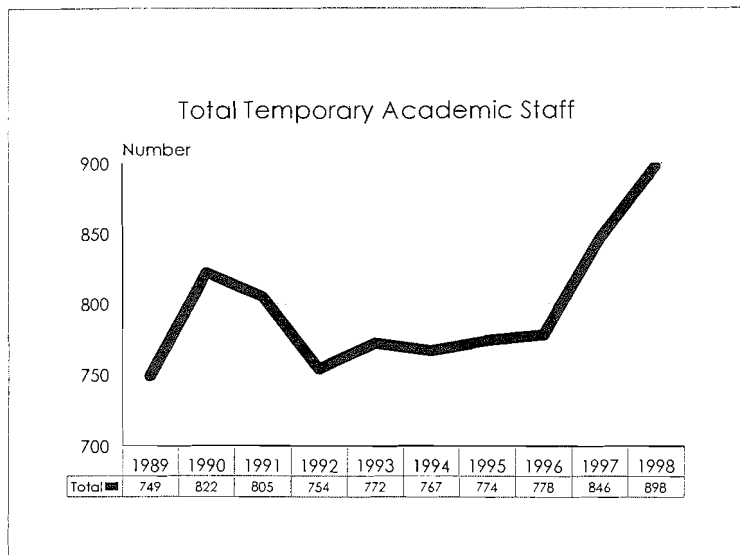
Temporary Faculty, 1989-98



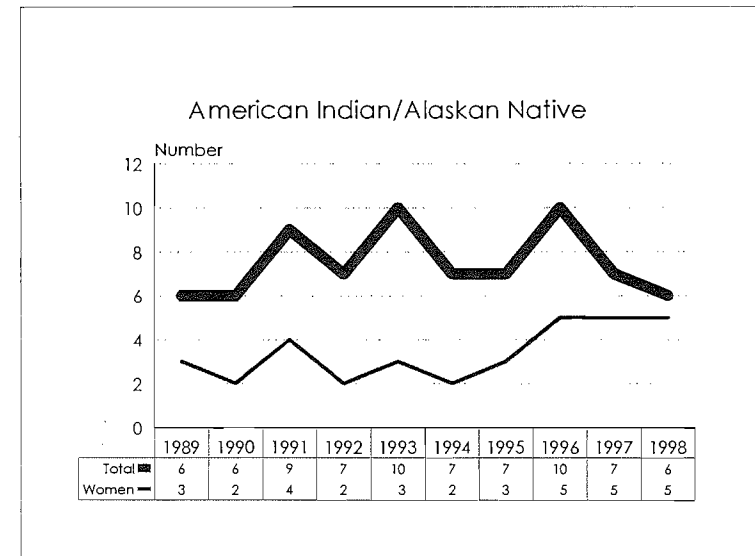
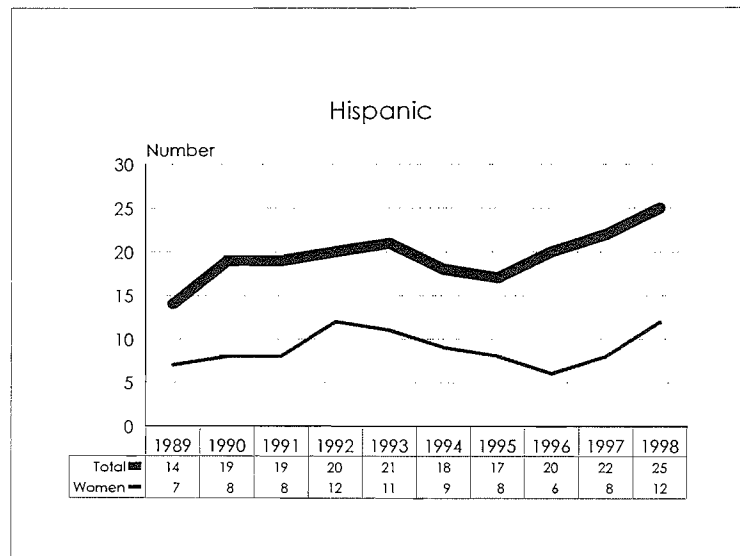
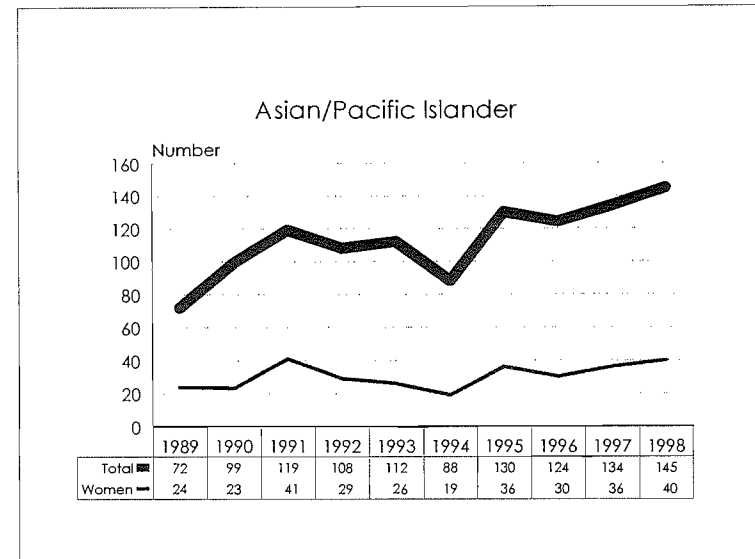
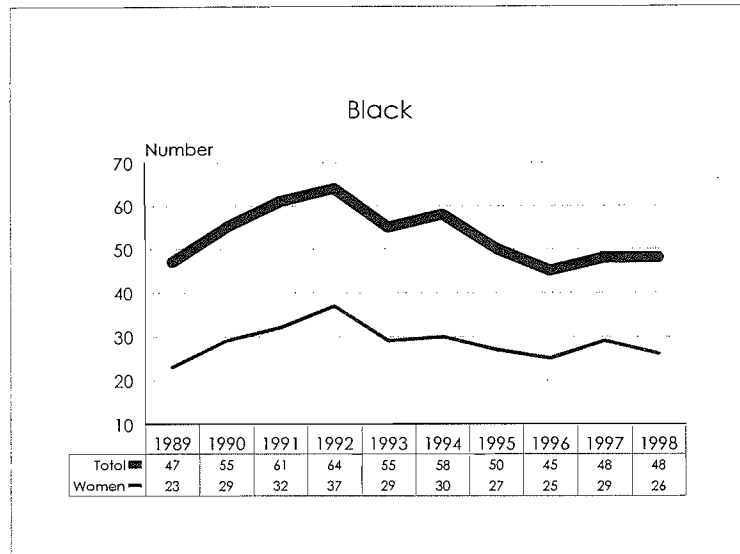
Temporary Faculty, 1989-98 Minorities by Ethnic ID



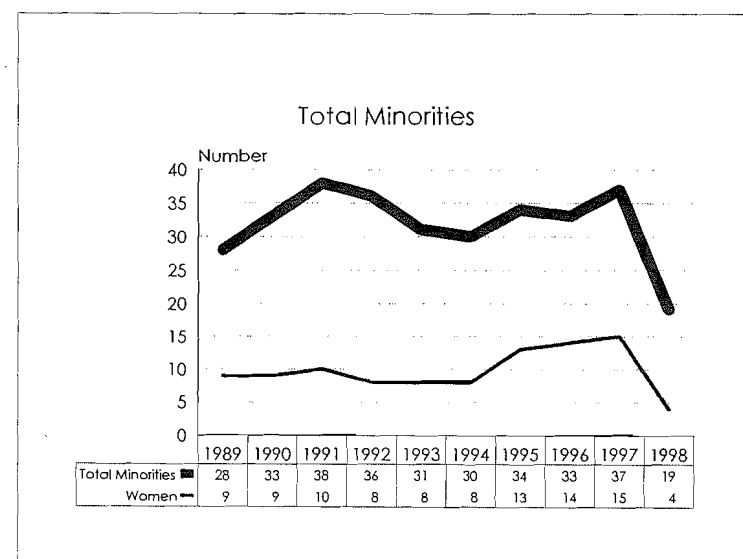
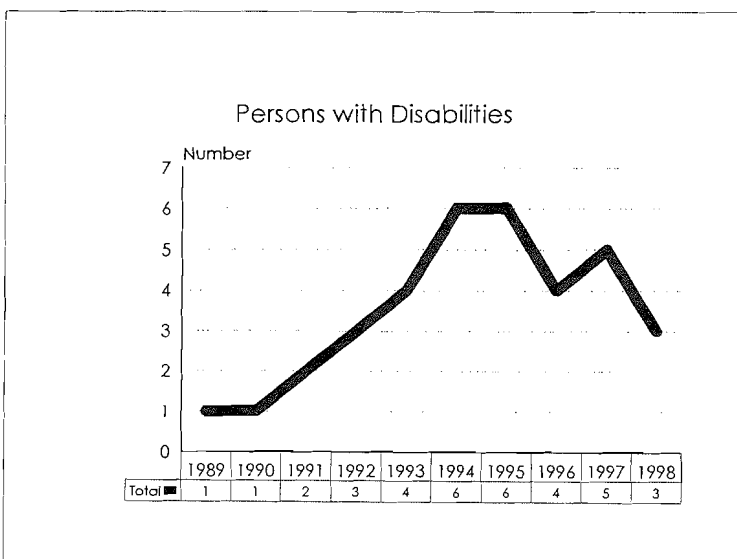
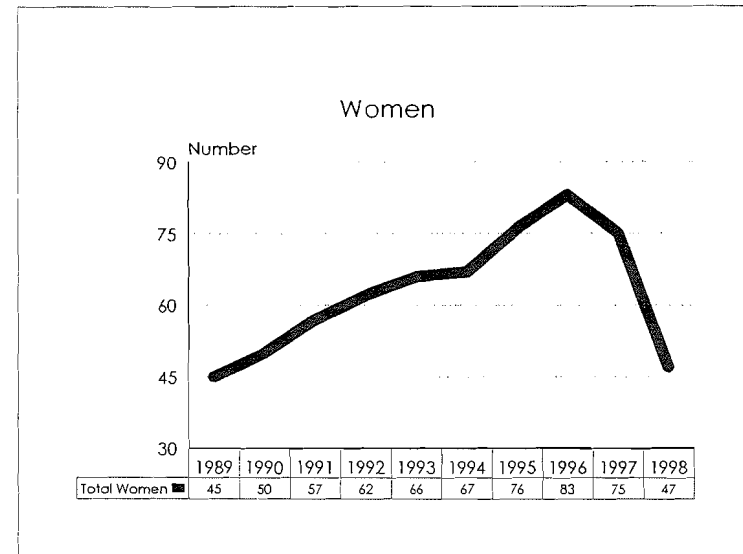
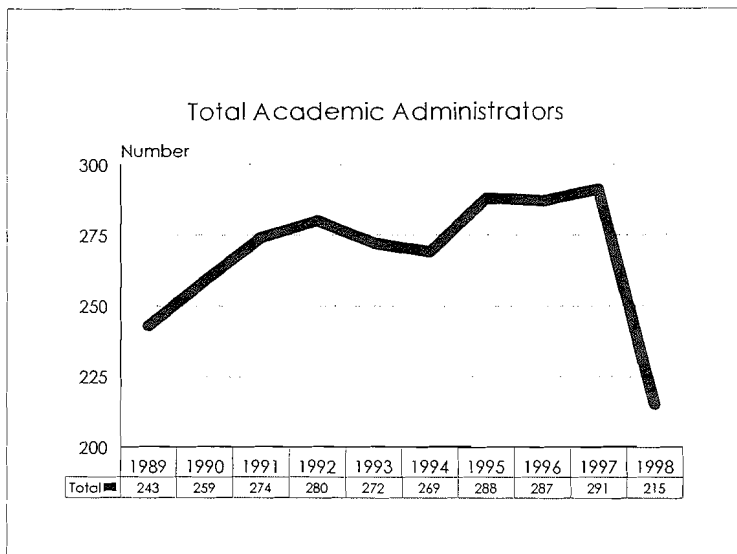
Temporary Academic Staff, 1989-98



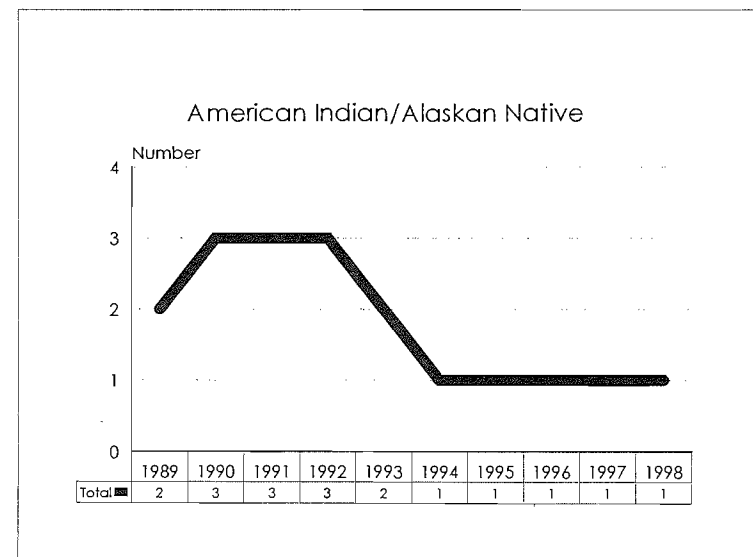
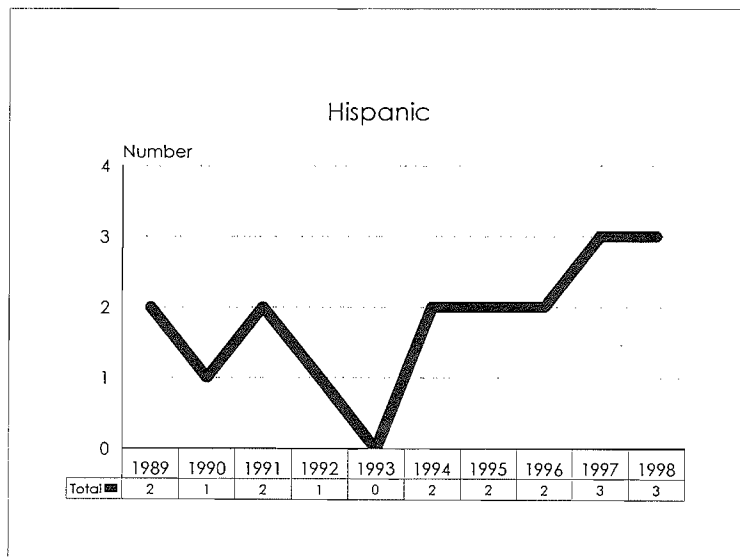
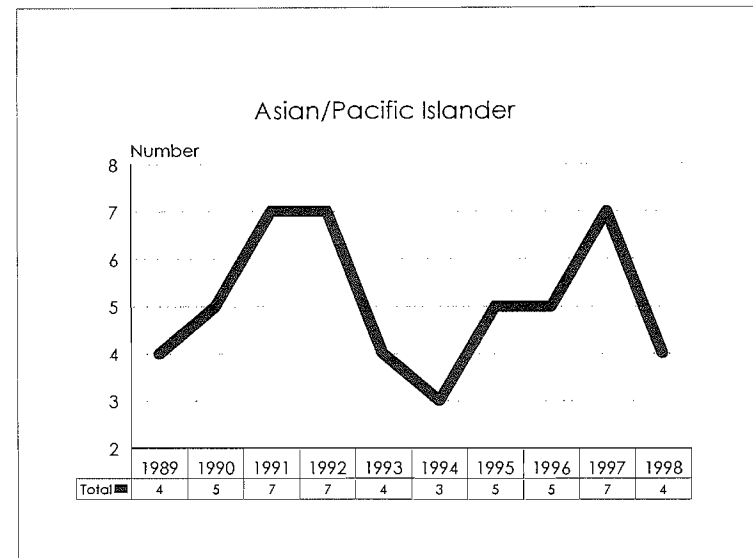
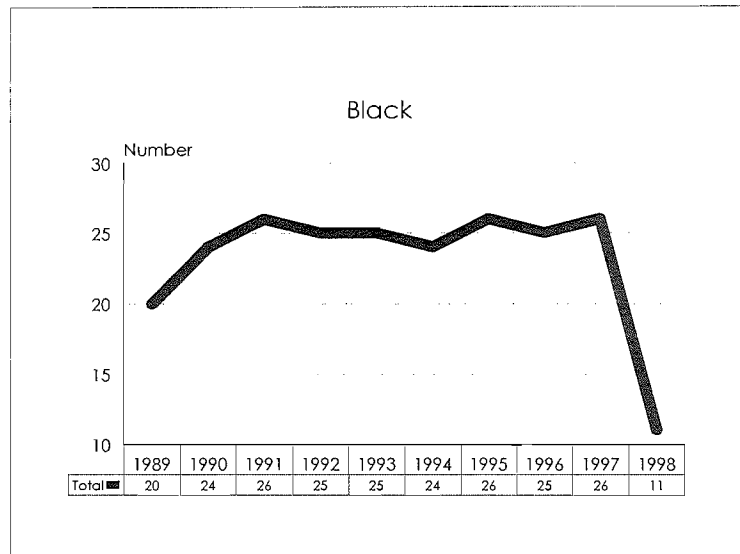
Temporary Academic Staff, 1989-98 Minorities by Ethnic ID



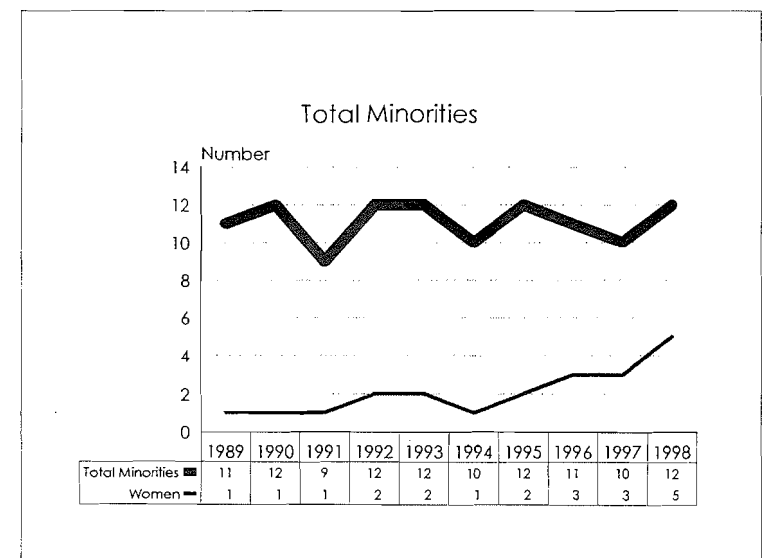
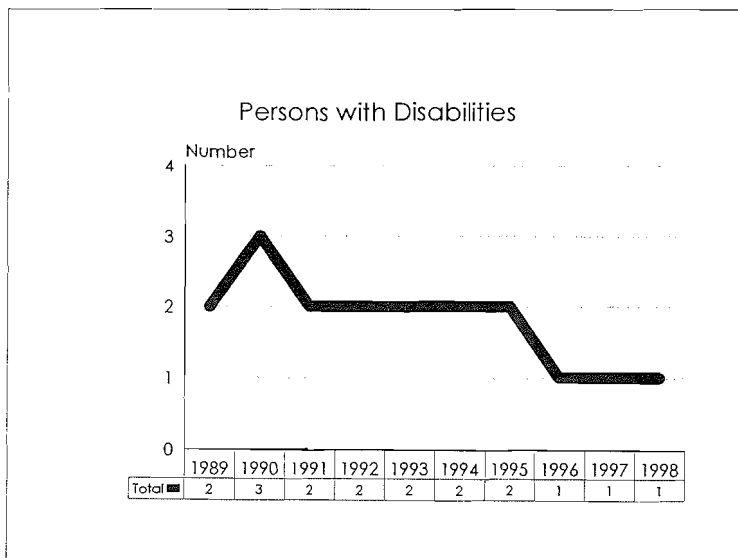
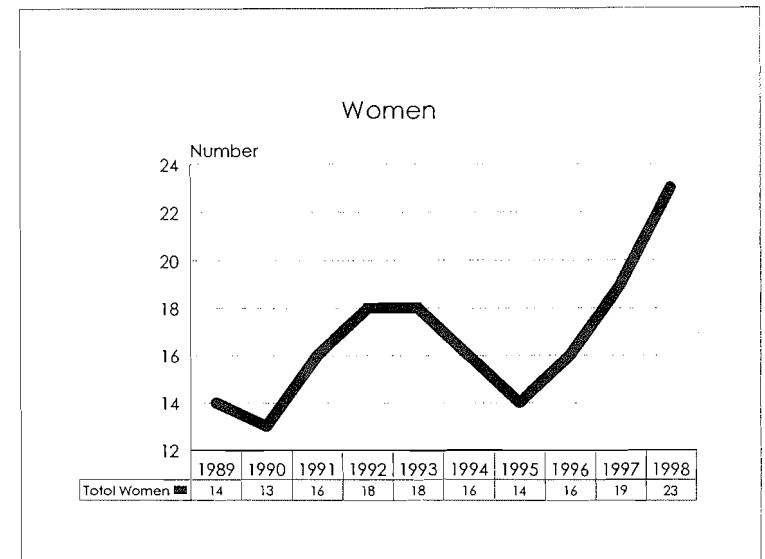
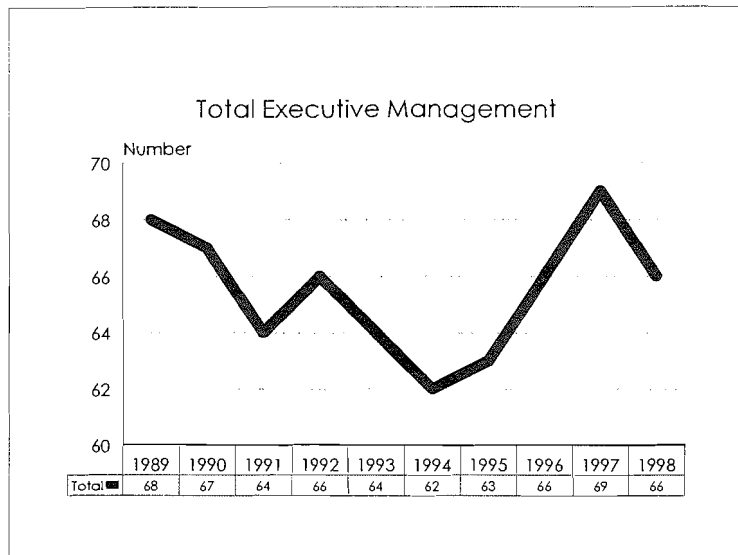
Academic Administrators, 1989-98



Academic Administrators, 1989-98 Minorities by Ethnic ID

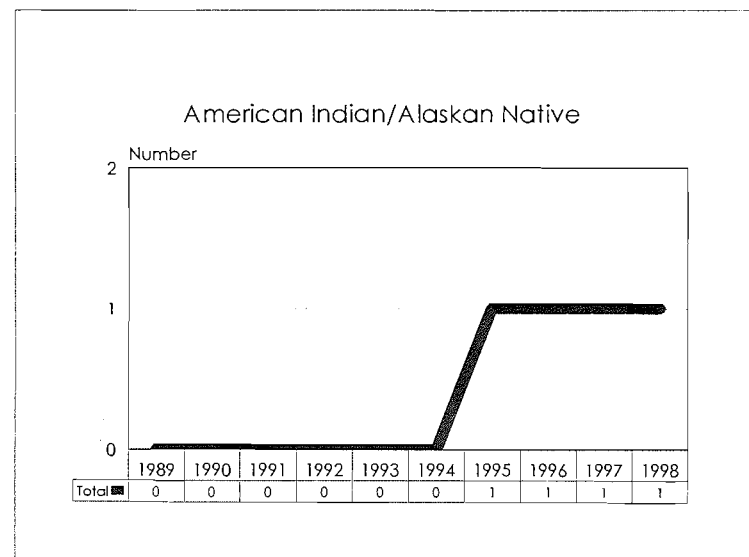
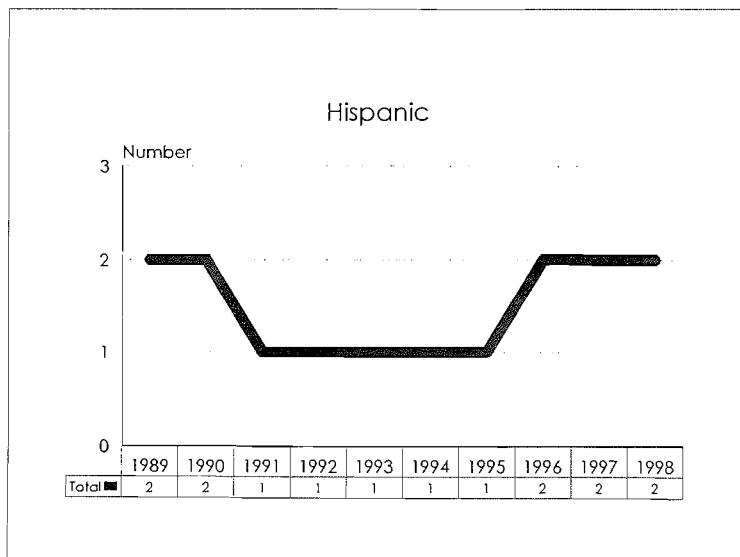
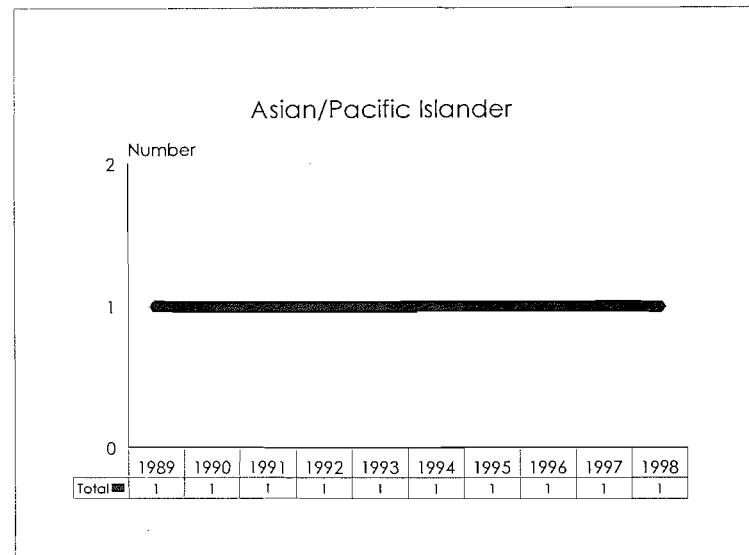
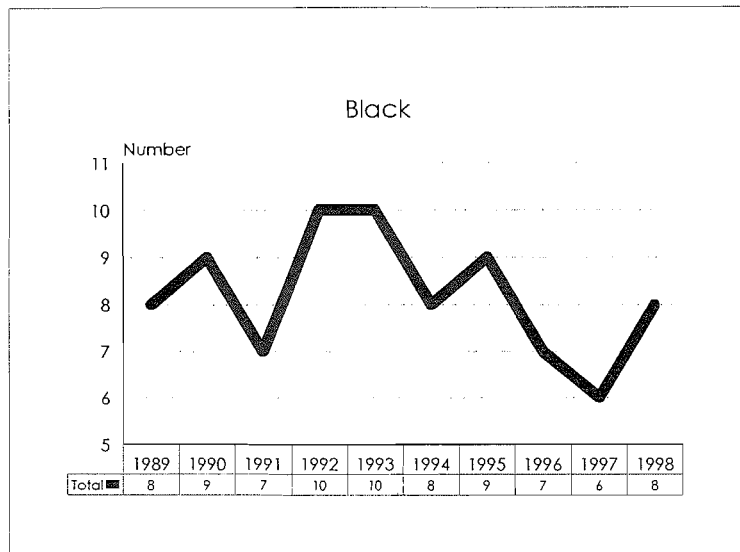


Executive Management, 1989-98



Executive Management, 1989-98

Minorities by Ethnic ID



Academic Administrators and Executive Management, Fall 1998

Category		Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
Academic Administrators							
	Men	8	4	2	1	15	168
	Women	3	0	1	0	4	47
	Total Academic Administrators	11	4	3	1	19	215
Executive Management							
	Men	5	1	1	0	7	43
	Women	3	0	1	1	5	23
	Total Executive Management	8	1	2	1	12	66

Support Human Resources

Summary

	Fall 1998		Comparison to Fall 1997	
	#	% of Total	#	% of Total
Support Staff Workforce	5502		+ 107	
<i>Minorities</i>	786	14.3%	+ 26	+ 0.2%
Black	398	7.2%	+ 2	- 0.1%
Asian/Pacific Islander	97	1.8%	+ 7	+ 0.1%
Hispanic	249	4.5%	+ 16	+ 0.2%
Amer. Indian/Alaskan Native	42	0.8%	+ 1	0
Women	3670	66.7%	+ 48	- 0.4%

Support Human Resources

Category	Opportunities		Minorities		Women	
	Proj.	Actual	Goal	Achieved	Goal	Achieved
Officials and Managers	40	63	5	9	3	6
Professionals	126	258	9	28	5	27
Clerical	125	223	2	10	0	0
Technical	35	56	2	2	2	8
Service/Maintenance	99	243	3	7	12	19
Skilled Trades	11	11	0	0	1	0
University Total	436	854	21	56	23	60

1997-98 Annual Hiring Goals and Achievements

Category	Projected Opportunities	Hiring Goal Minorities	Hiring Goal Women
Officials and Managers	43	3	3
Professionals	140	9	3
Clerical	123	0	0
Technical	35	4	3
Service/Maintenance	103	3	13
Skilled Trades	9	0	1
University Total	453	19	23

1998-99 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.

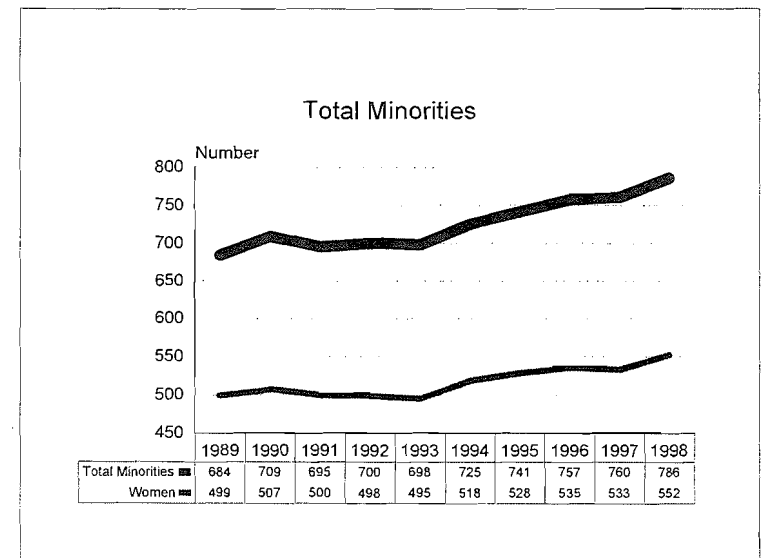
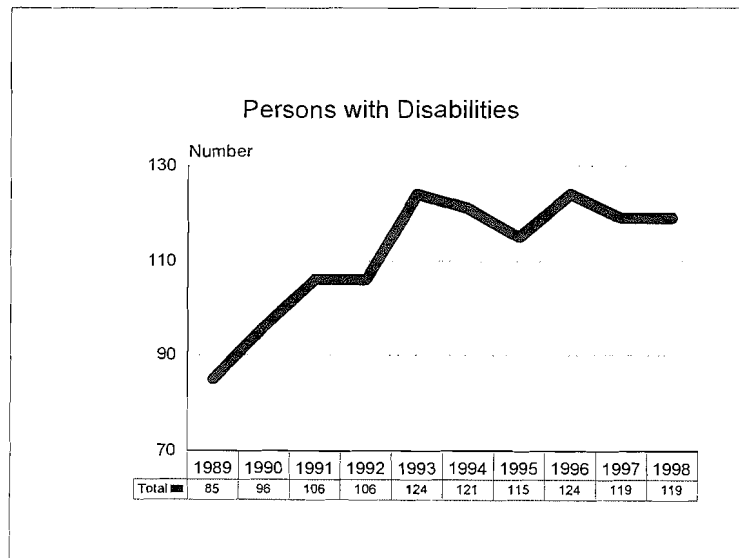
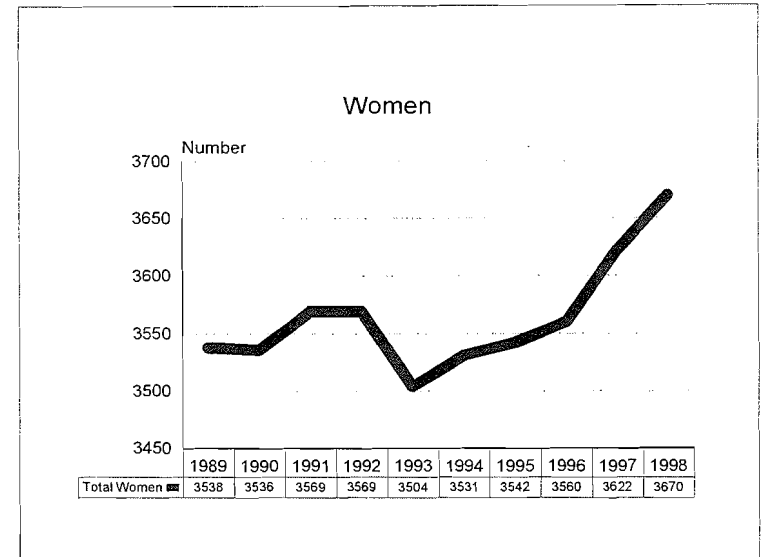
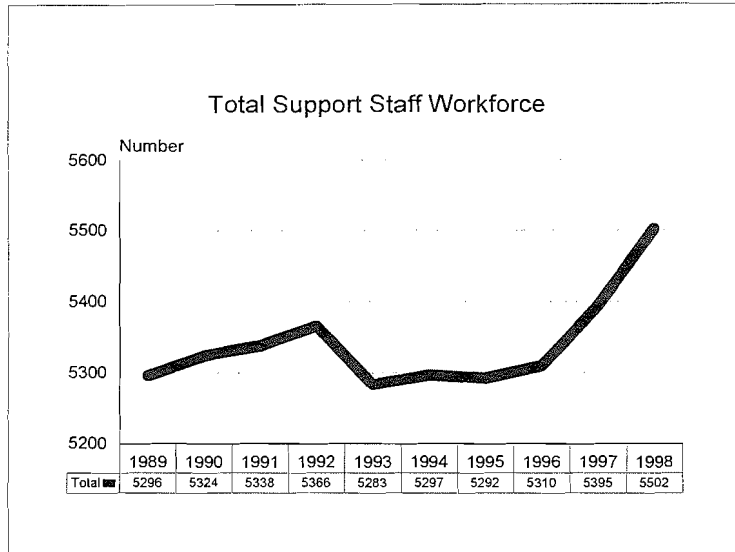
Support Staff Workforce Hires and Promotions, 1997-98

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
New Hires								
Officials & Managers	1	0	1	0	2	0	14	22
Professionals	8	7	6	0	21	3	89	184
Clerical	11	2	10	1	24	0	118	128
Technical	5	0	0	0	5	0	39	48
Service/Maintenance	45	1	17	0	63	0	129	180
Skilled Trades	0	0	0	0	0	0	0	9
Total New Hires	70	10	34	1	115	3	389	571
Promotions								
Officials & Managers	5	2	3	0	10	2	45	78
Professionals	9	3	6	1	19	2	81	131
Clerical	9	2	18	4	33	3	165	174
Technical	1	2	0	0	3	0	19	25
Service/Maintenance	8	0	5	2	15	0	29	62
Skilled Trades	3	0	3	0	6	0	11	37
Total Promotions	35	9	35	7	86	7	350	507

Support Staff Workforce Separations, 1997-98

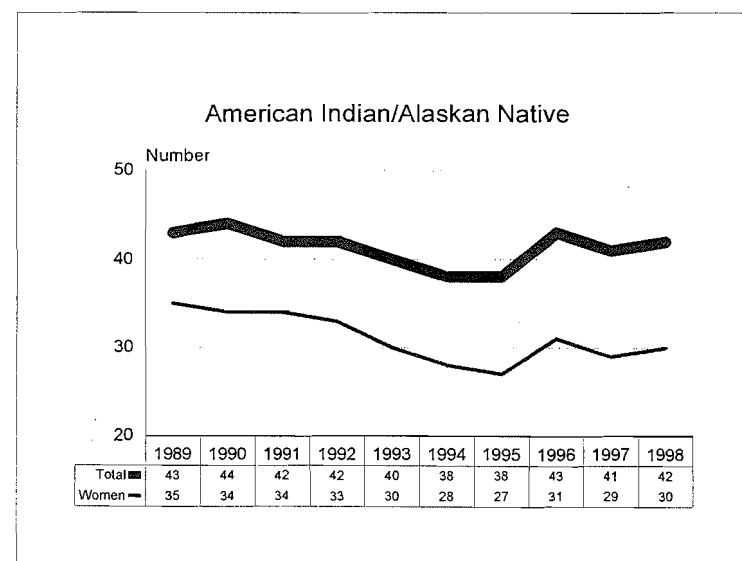
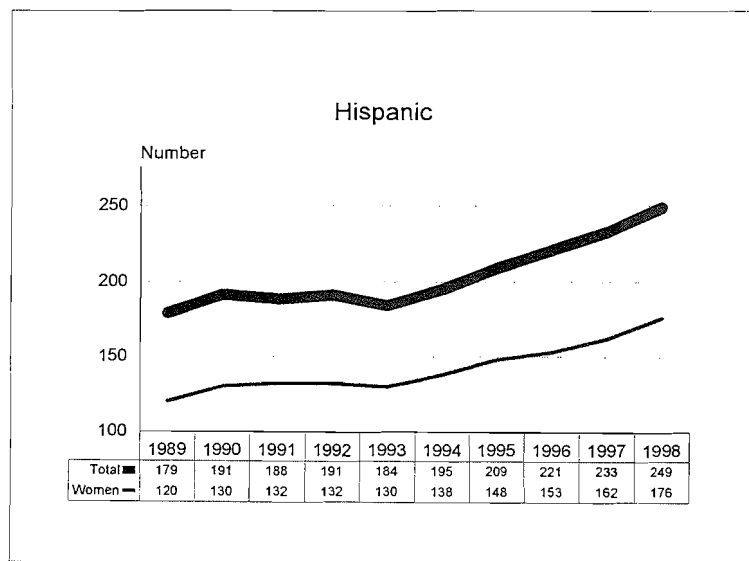
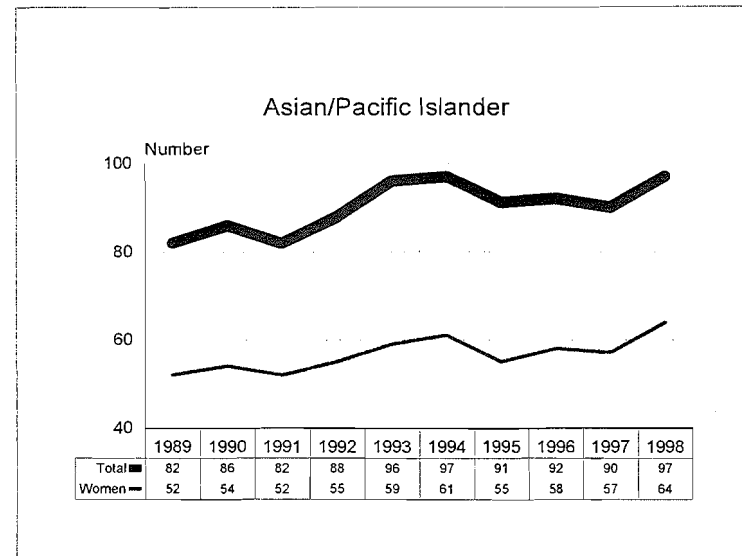
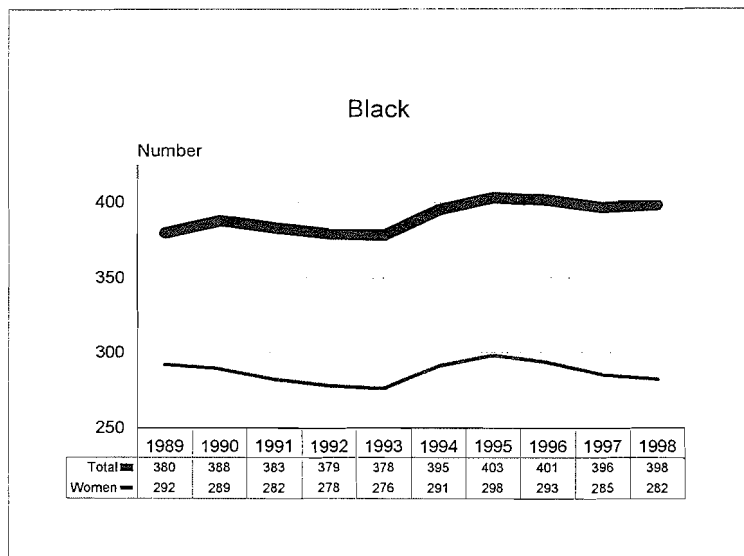
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Separations								
Retirements								
Officials & Managers	1	0	0	0	1	0	9	14
Professionals	0	0	0	0	0	1	8	11
Clerical	1	0	0	0	1	0	12	12
Technical	0	0	1	0	1	0	3	3
Service/Maintenance	6	0	1	0	7	0	10	21
Skilled Trades	0	0	0	0	0	0	1	9
<i>Total</i>	8	0	2	0	10	1	43	70
Other Reasons								
Officials & Managers	0	0	0	0	0	0	15	22
Professionals	14	2	6	0	22	1	72	110
Clerical	6	0	2	0	8	3	75	79
Technical	0	2	1	0	3	0	13	19
Service/Maintenance	33	1	2	0	36	1	64	83
Skilled Trades	0	0	1	0	1	0	1	5
<i>Total</i>	53	5	12	0	70	5	240	318
Total Separations								
Officials & Managers	1	0	0	0	1	0	24	36
Professionals	14	2	6	0	22	2	80	121
Clerical	7	0	2	0	9	3	87	91
Technical	0	2	2	0	4	0	16	22
Service/Maintenance	39	1	3	0	43	1	74	104
Skilled Trades	0	0	1	0	1	0	2	14
Total	61	5	14	0	80	6	283	388

Support Staff Workforce, 1989-98

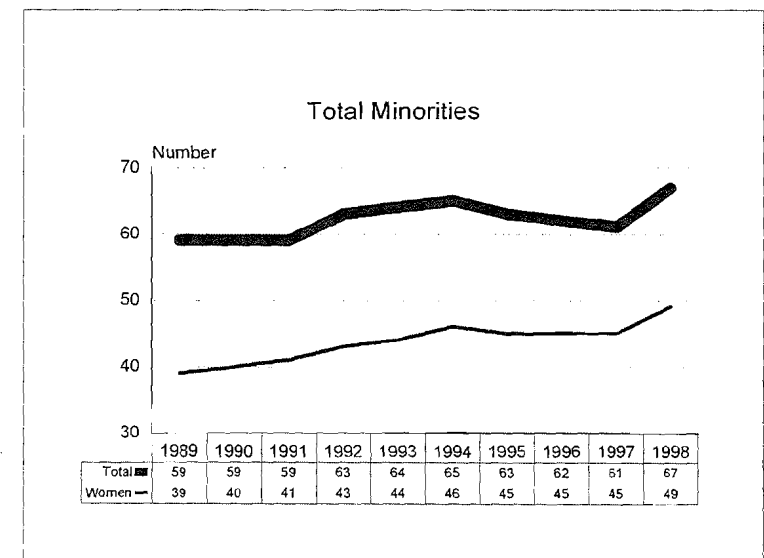
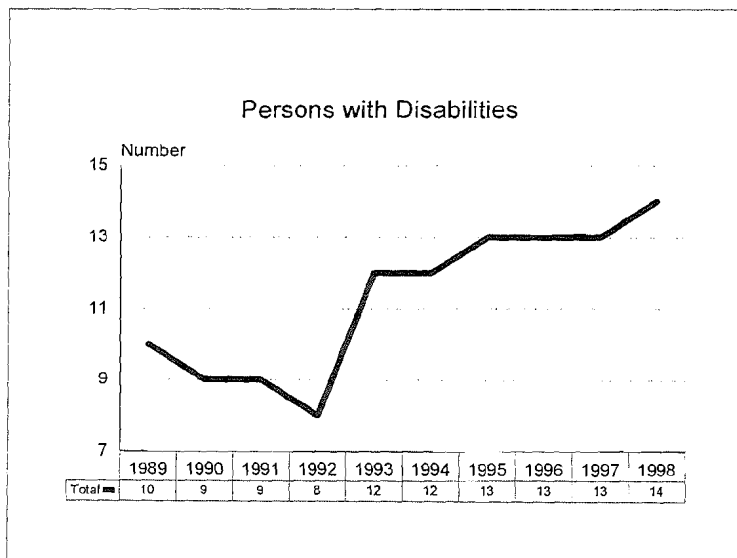
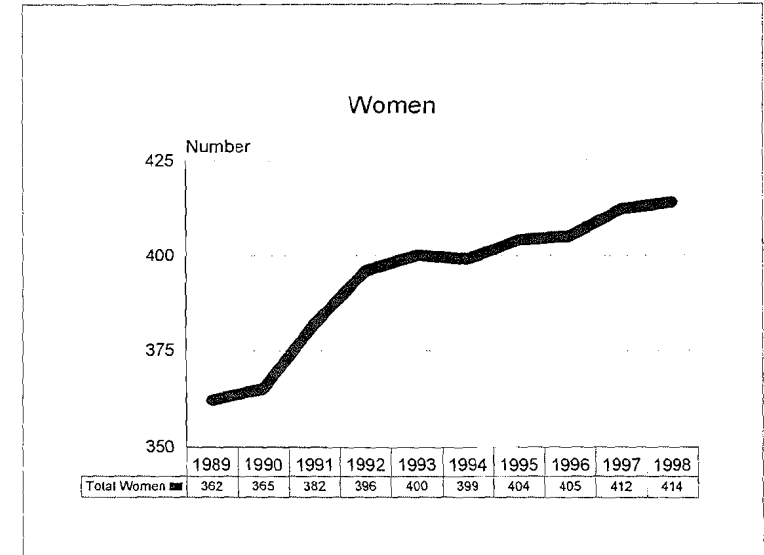
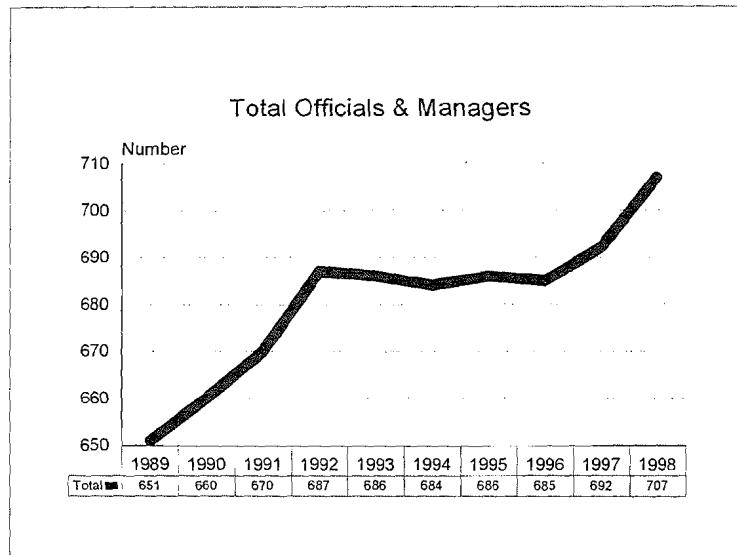


Support Staff Workforce, 1989-98

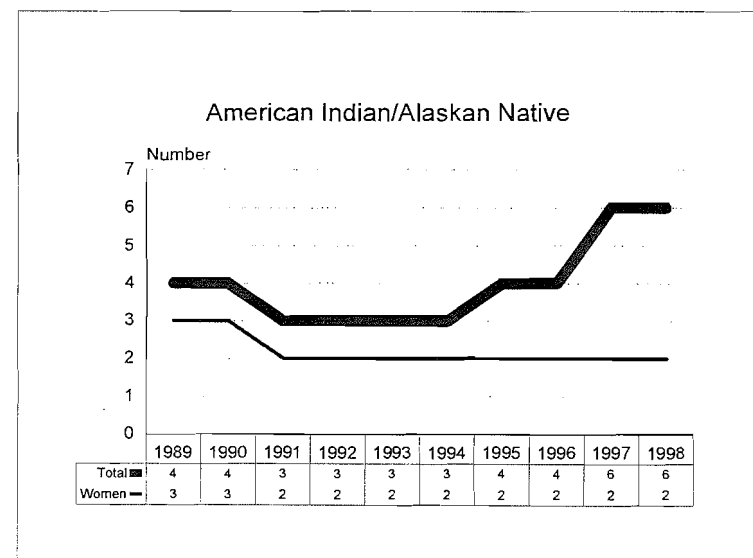
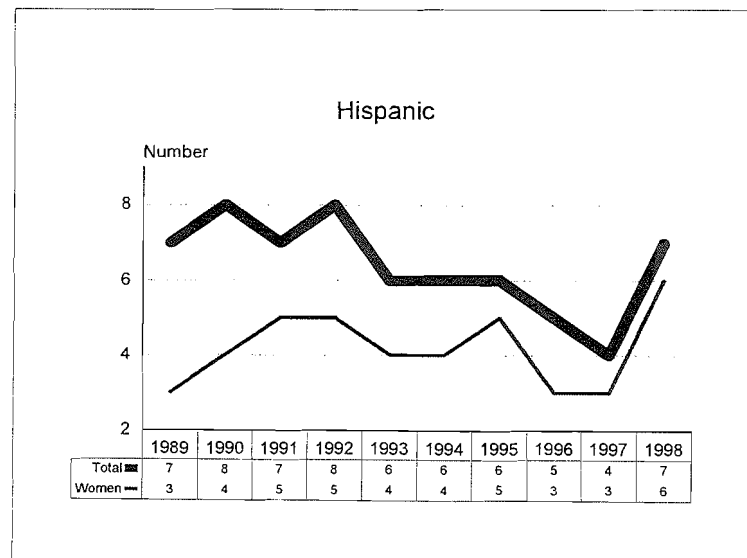
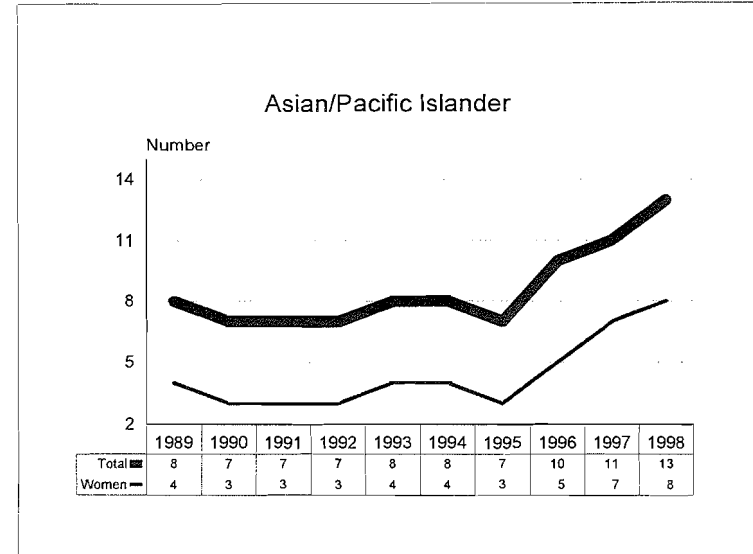
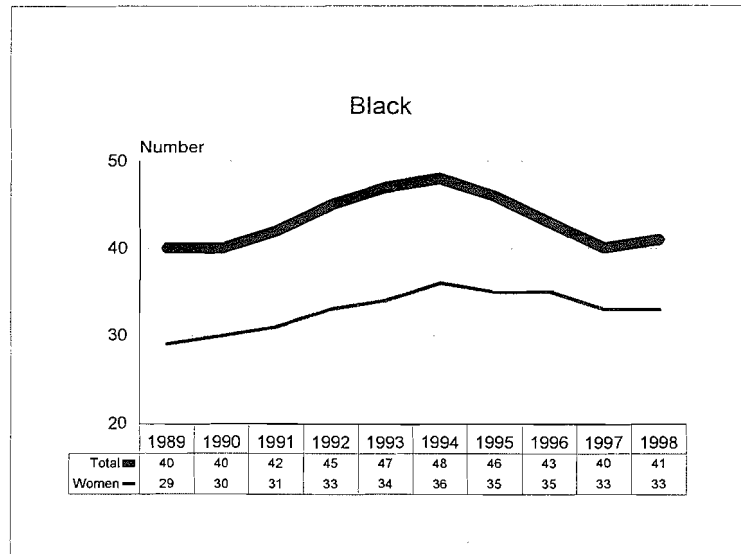
Minorities by Ethnic ID



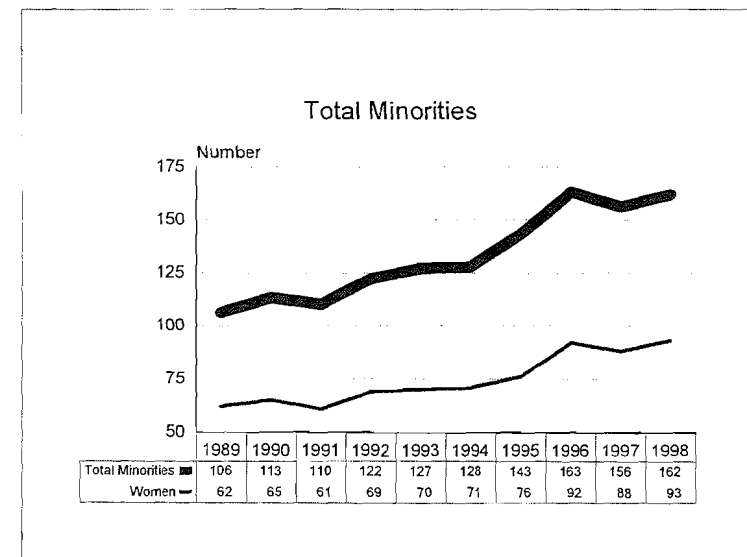
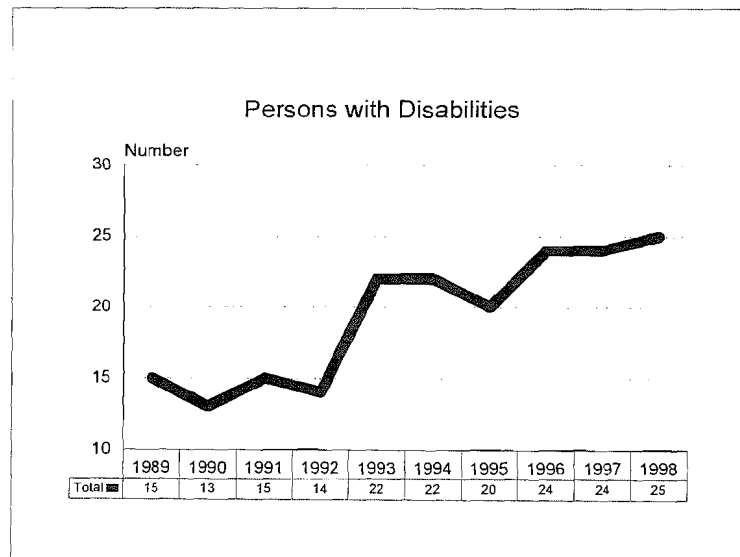
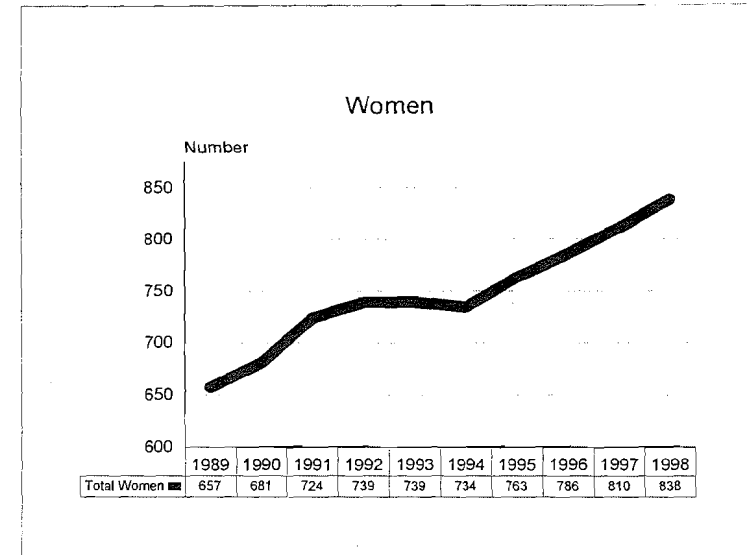
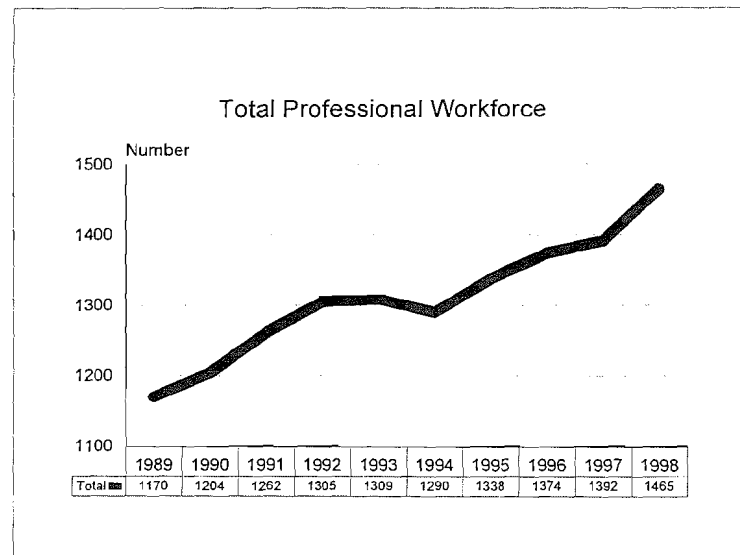
Officials & Managers, 1989-98



Officials & Managers, 1989-98 Minorities by Ethnic ID



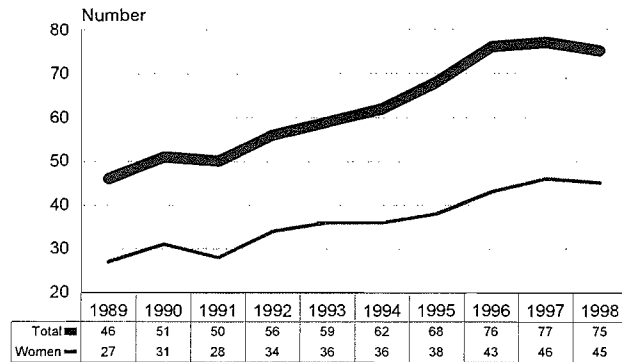
Professional Workforce, 1989-98



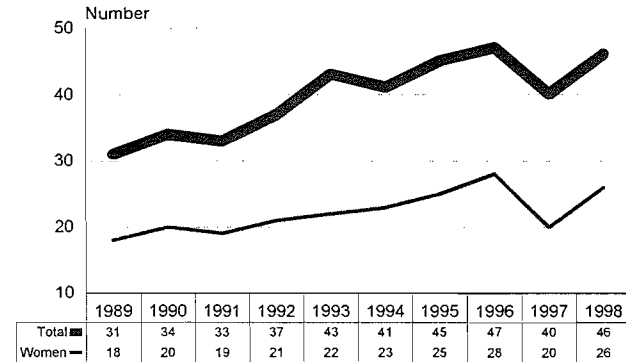
Professional Workforce, 1989-98

Minorities by Ethnic ID

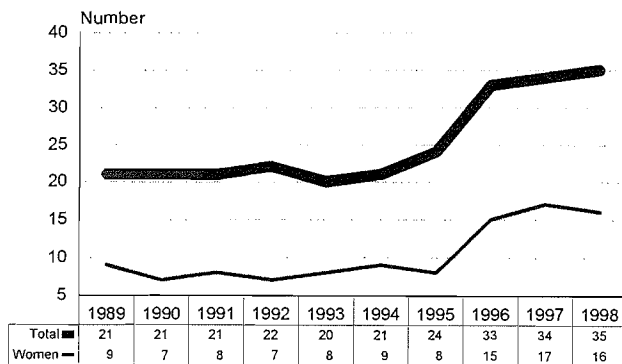
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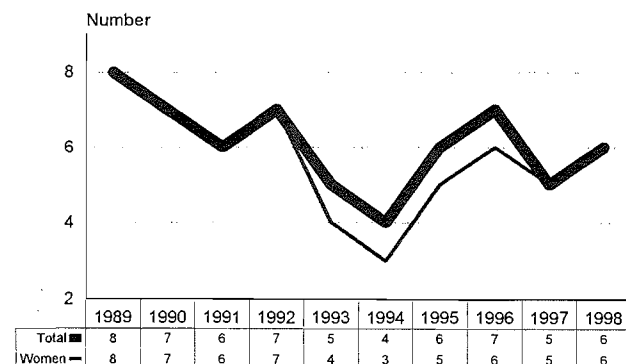
Asian Pacific Islander



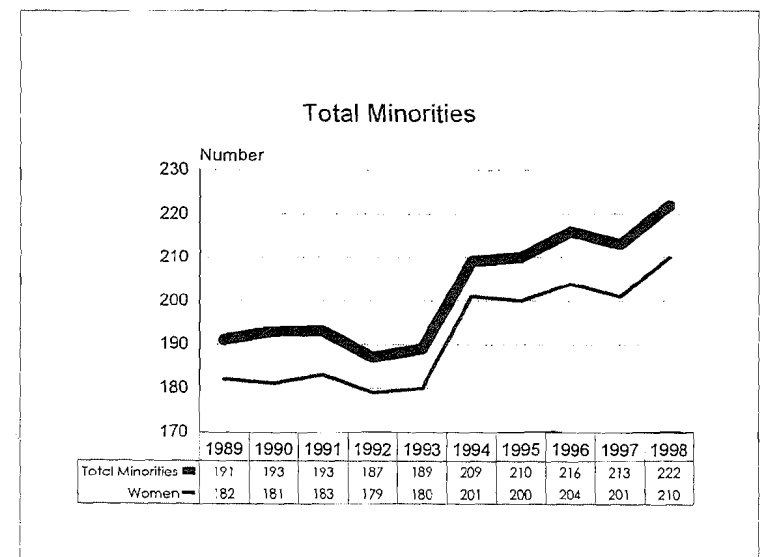
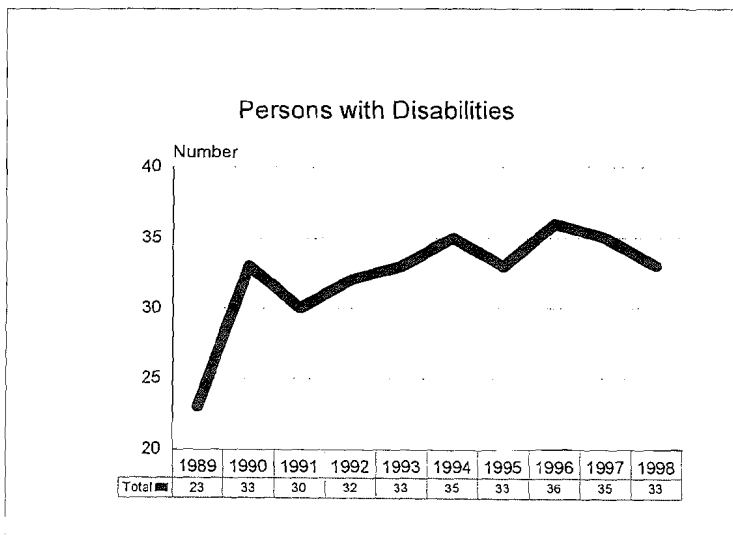
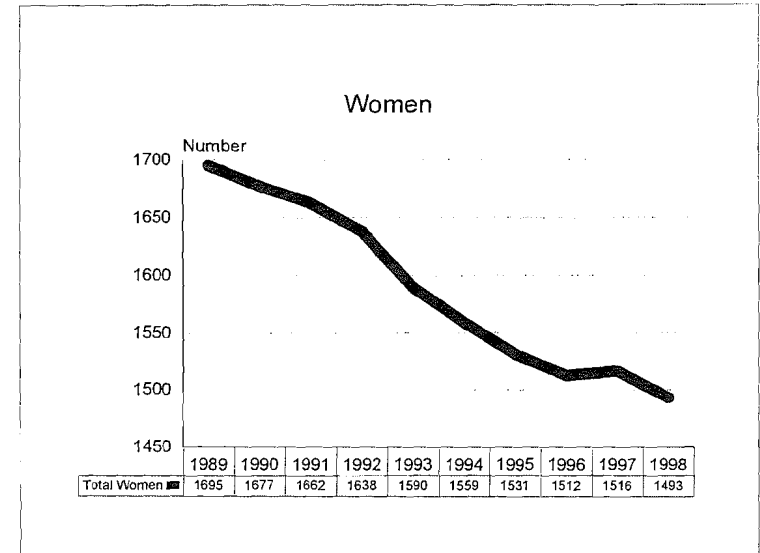
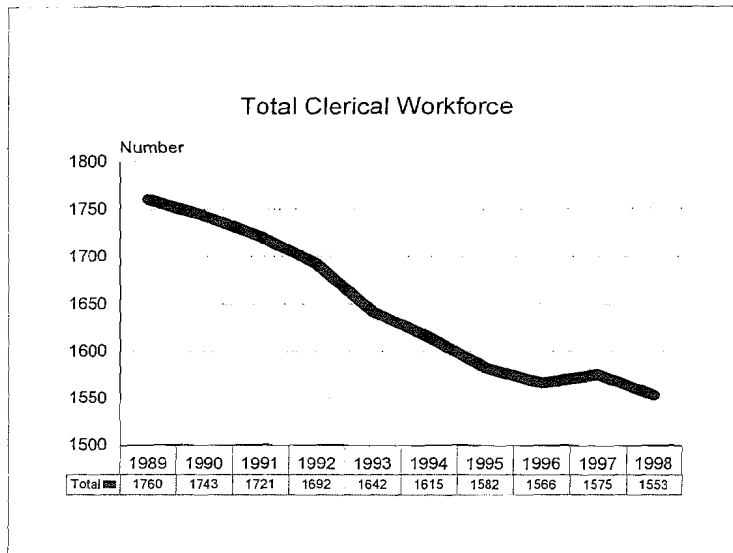
Hispanic



American Indian/Alaskan Native

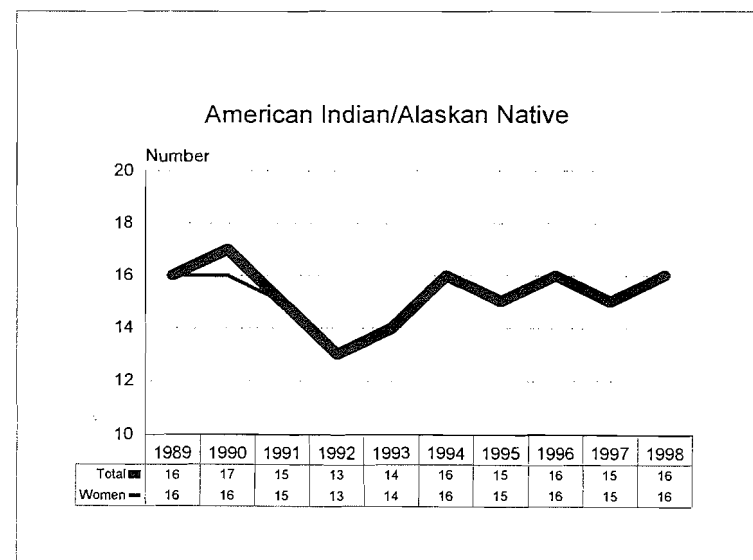
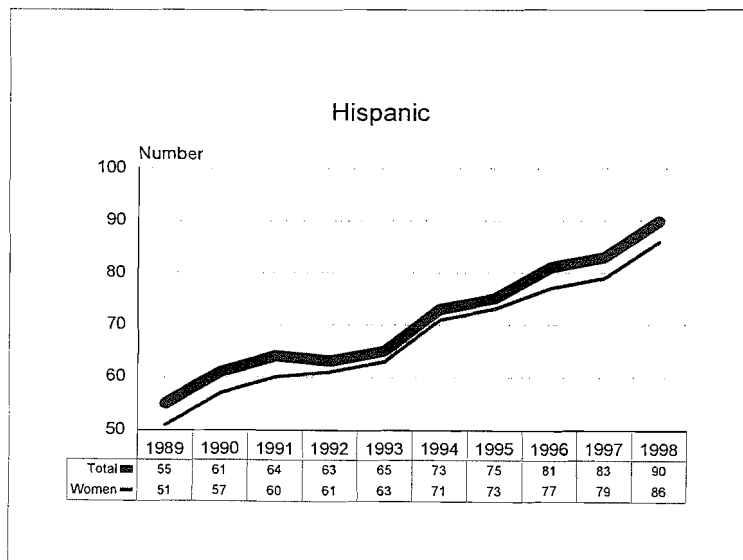
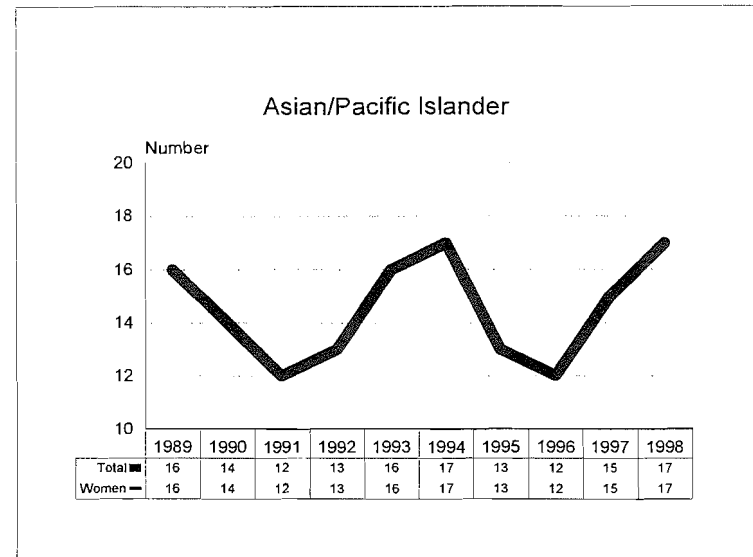
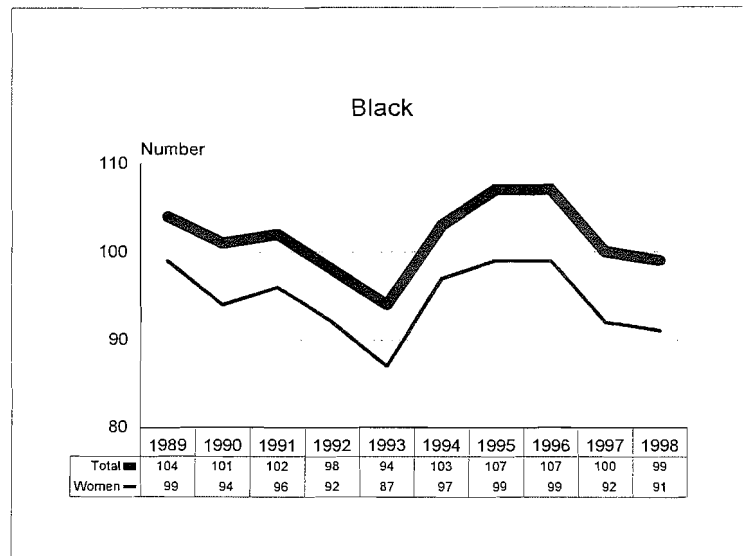


Clerical Workforce, 1989-98



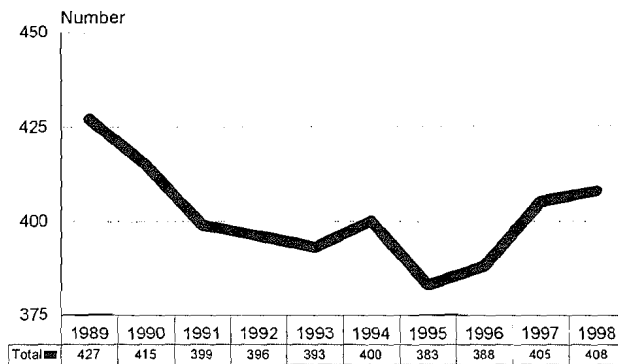
Clerical Workforce, 1989-98

Minorities by Ethnic ID

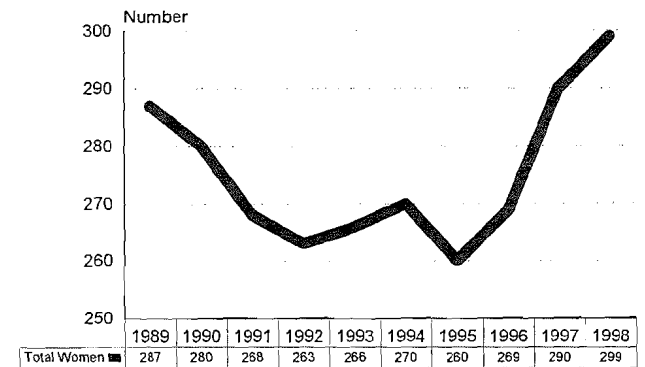


Technical Workforce, 1989-98

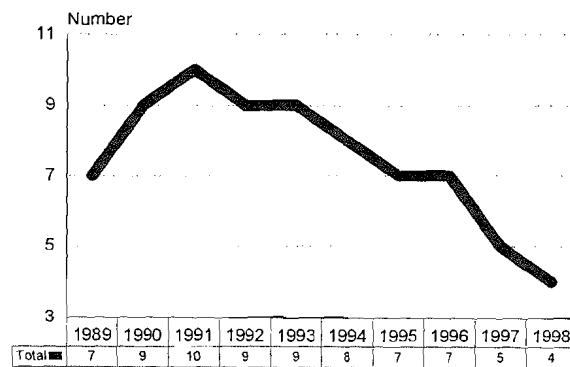
Total Technical Workforce



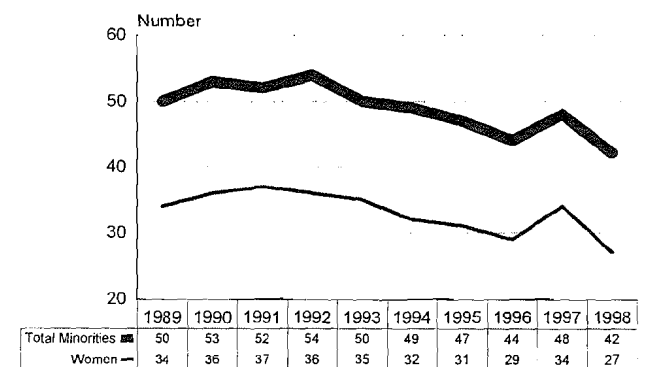
Women



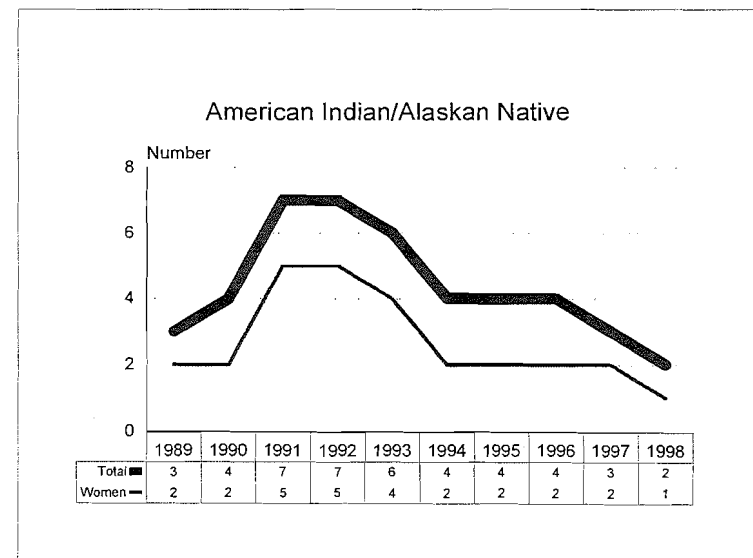
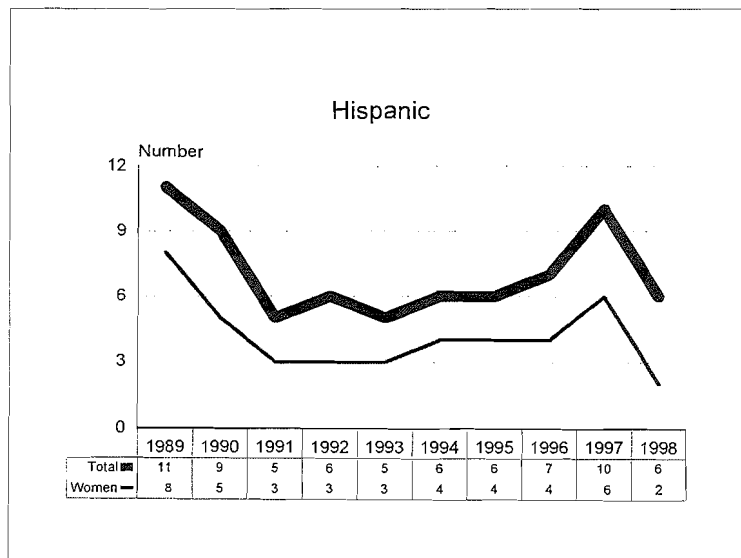
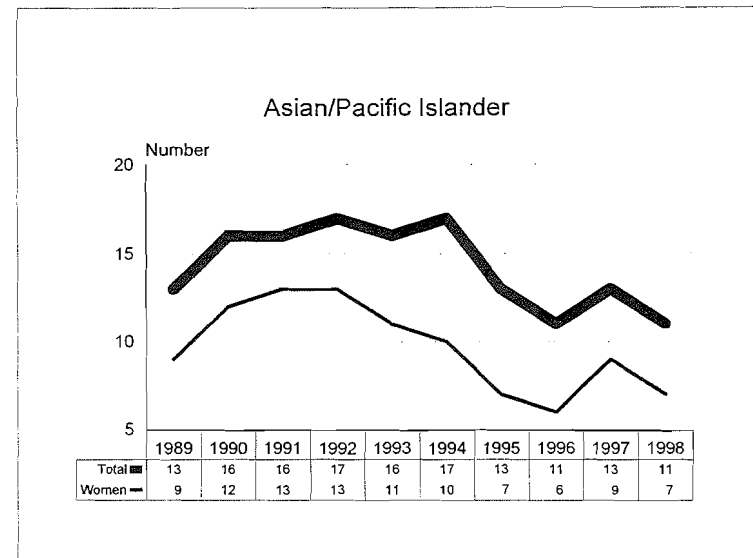
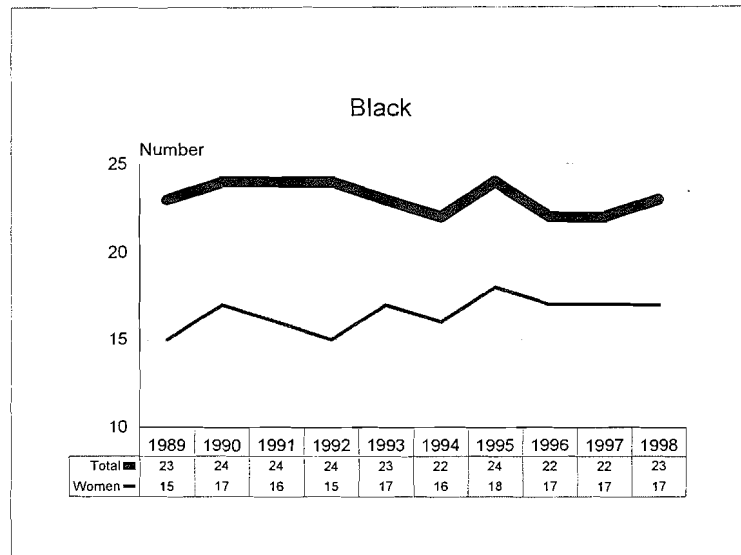
Persons with Disabilities



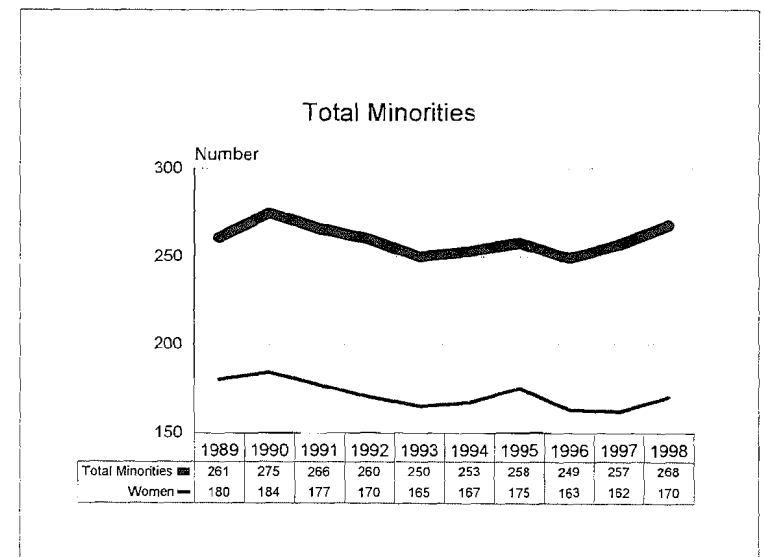
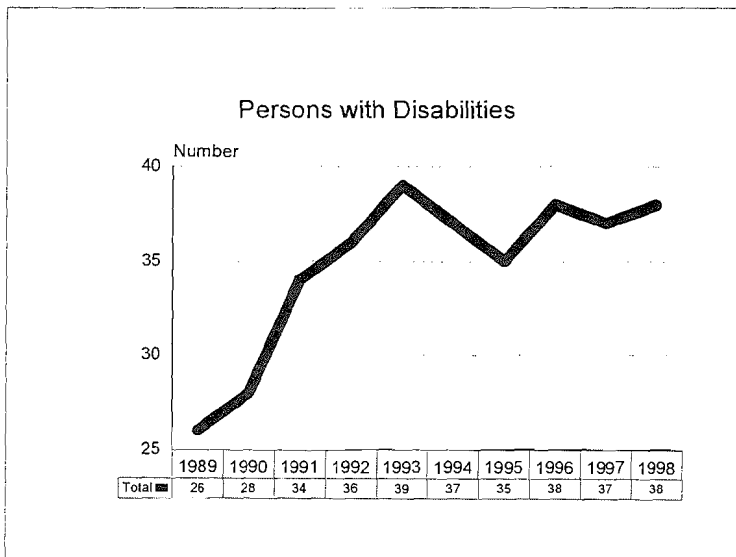
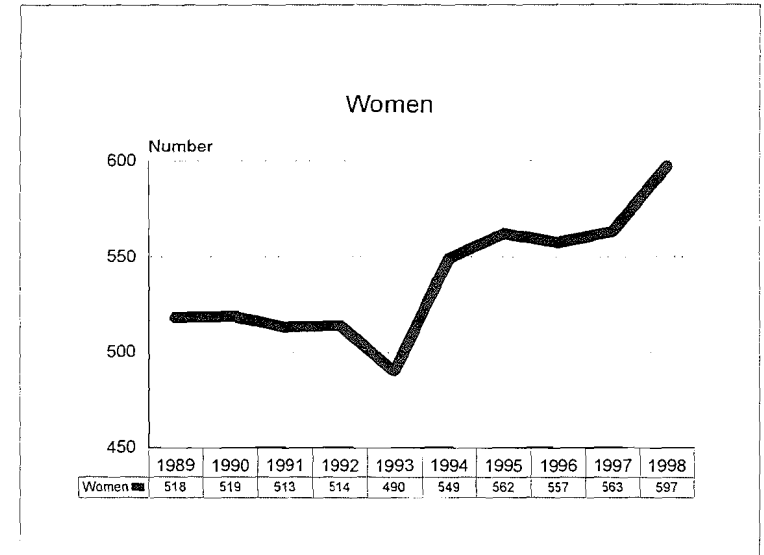
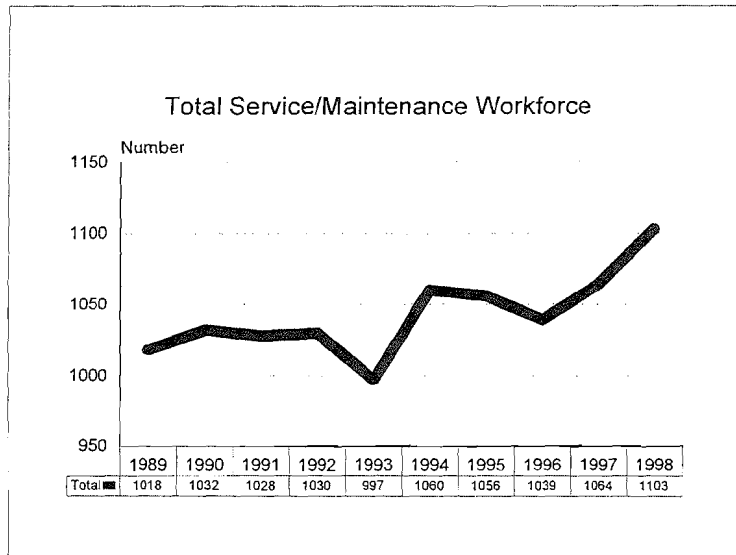
Total Minorities



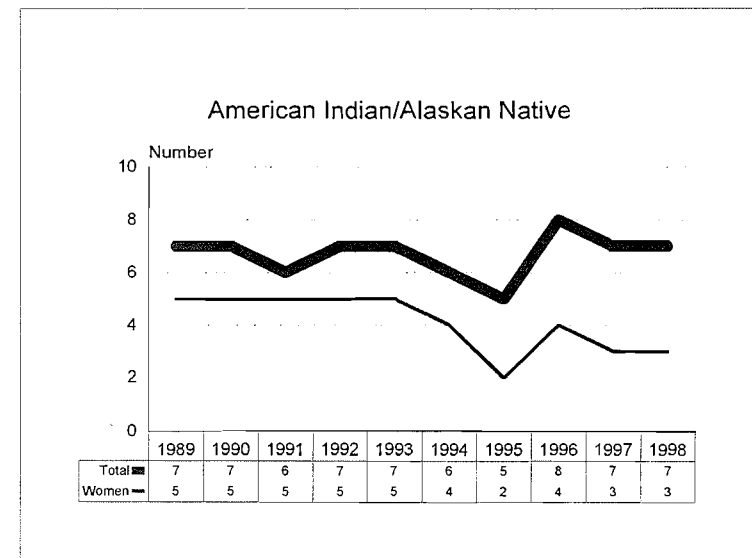
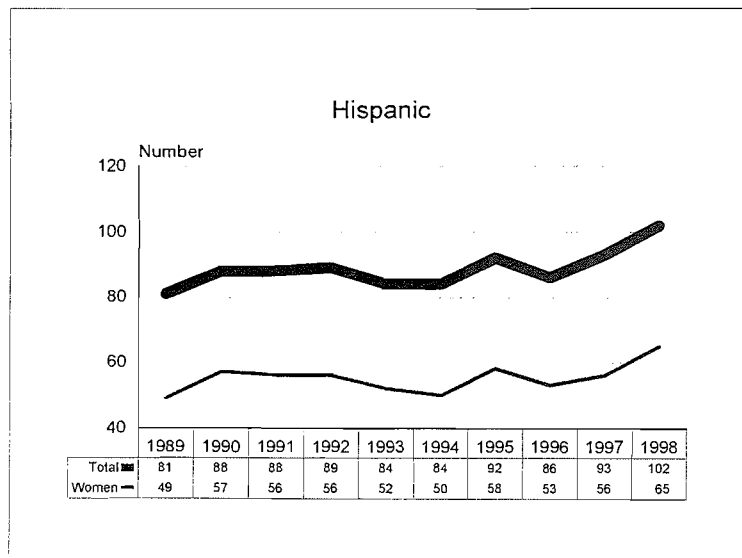
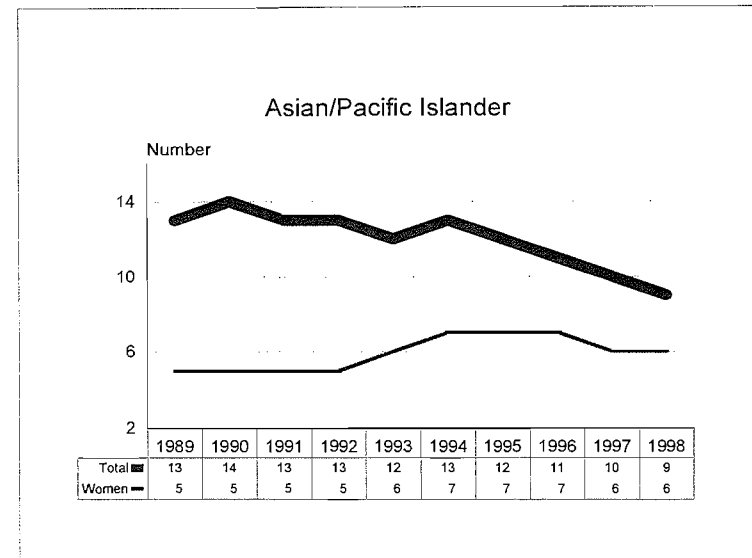
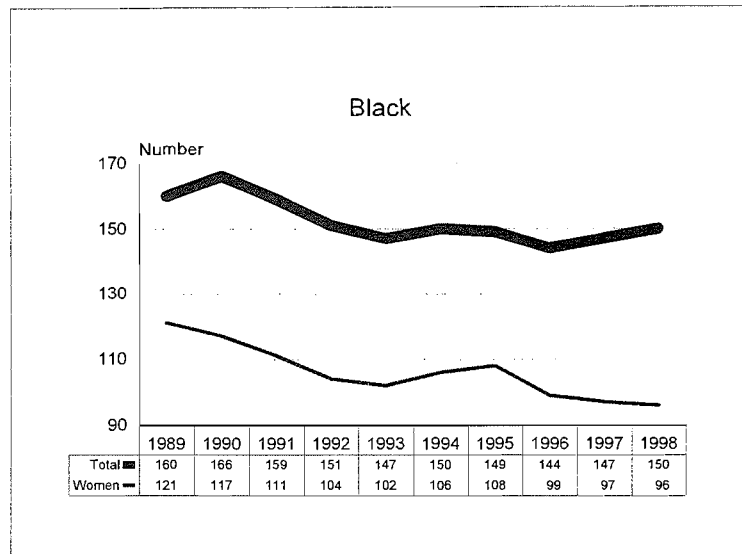
Technical Workforce, 1989-98 Minorities by Ethnic ID



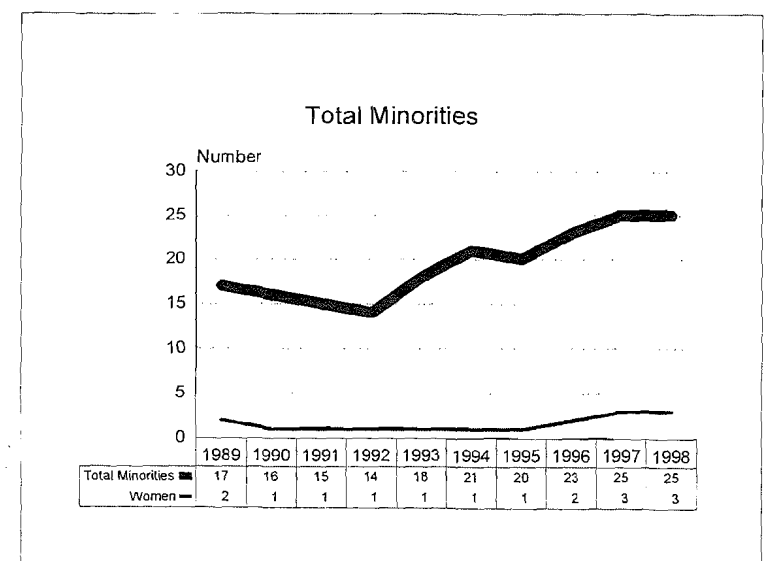
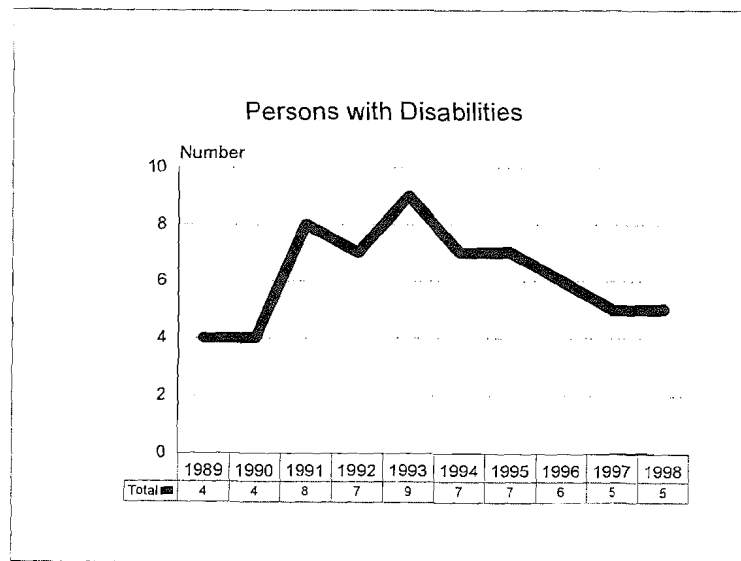
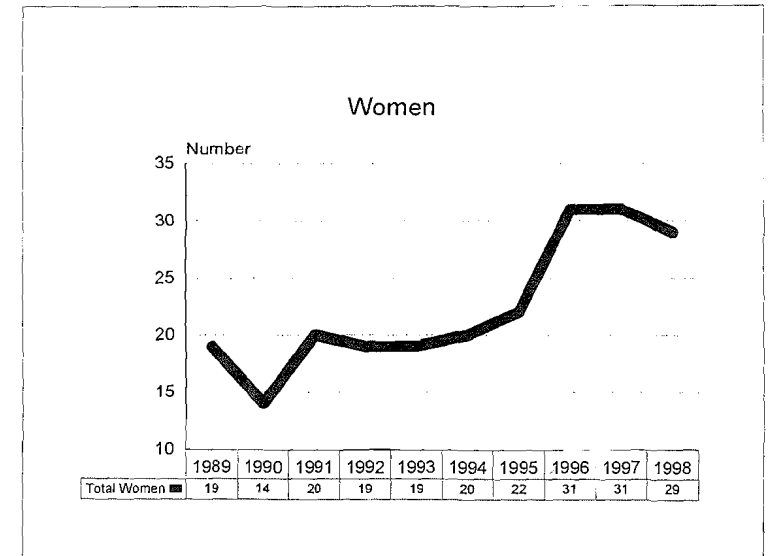
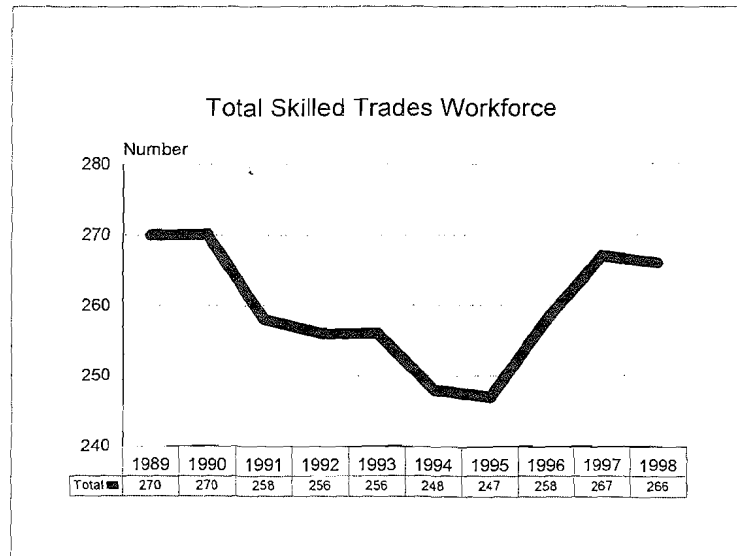
Service/Maintenance Workforce, 1989-98



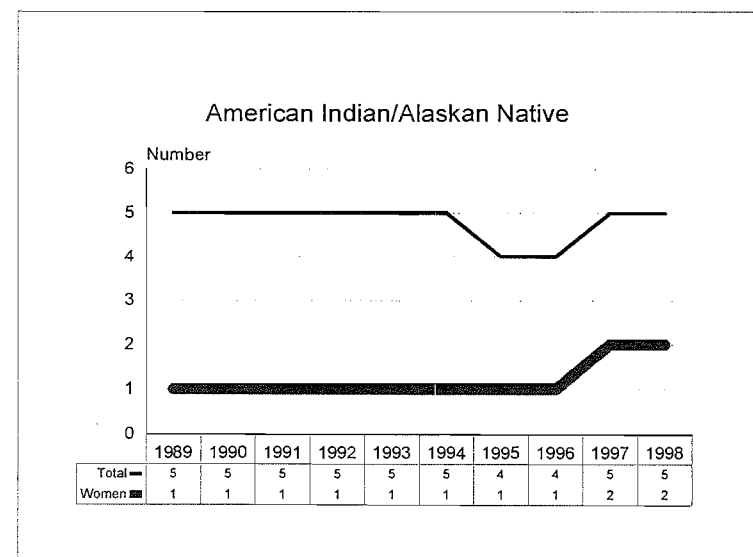
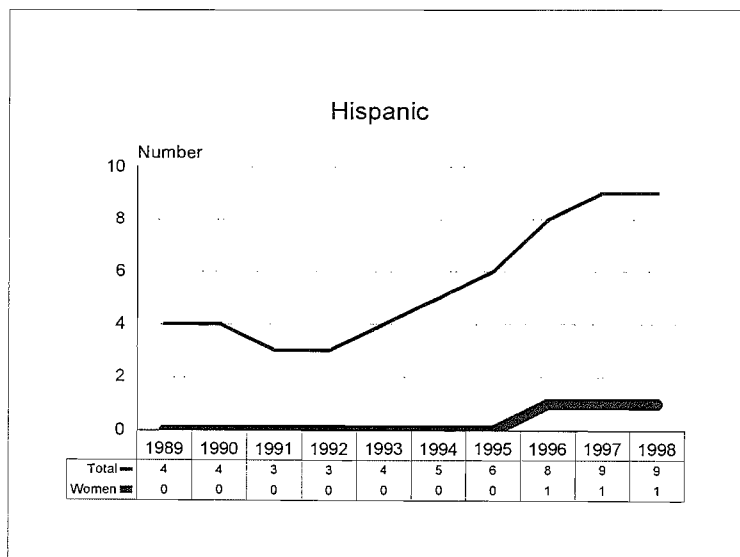
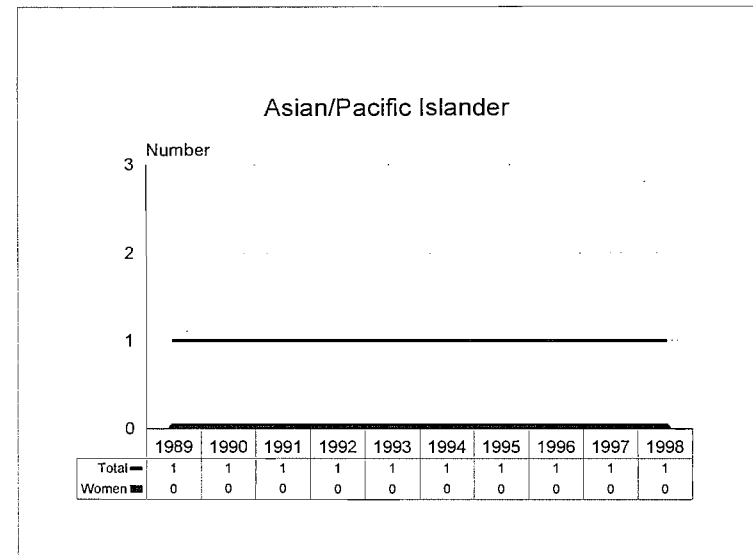
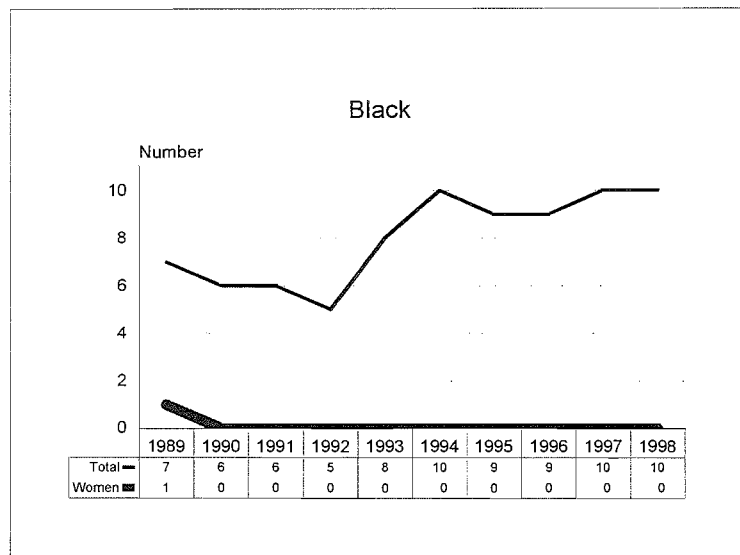
Service/Maintenance Workforce, 1989-98 Minorities by Ethnic ID



Skilled Trades Workforce, 1989-98



Skilled Trades Workforce, 1989-98 Minorities by Ethnic ID



Student Human Resources

Summary

	Fall 1998		Comparison to Fall 1997	
	#	% of Total Population	#	% of Total Population
Graduate Assistants	3177		+ 81	
<i>Minorities</i>	416	13.1%	+ 29	+ 0.6%
Black	197	6.2%	+11	+0.2%
Asian/Pacific Islander	102	3.2%	+ 4	- 0 -
Hispanic	108	3.4%	+ 15	+ 0.4%
Amer. Indian/Alaskan Native	9	0.3%	- 1	- 0 -
Women	1440	45.3%	+ 51	+ 0.4%

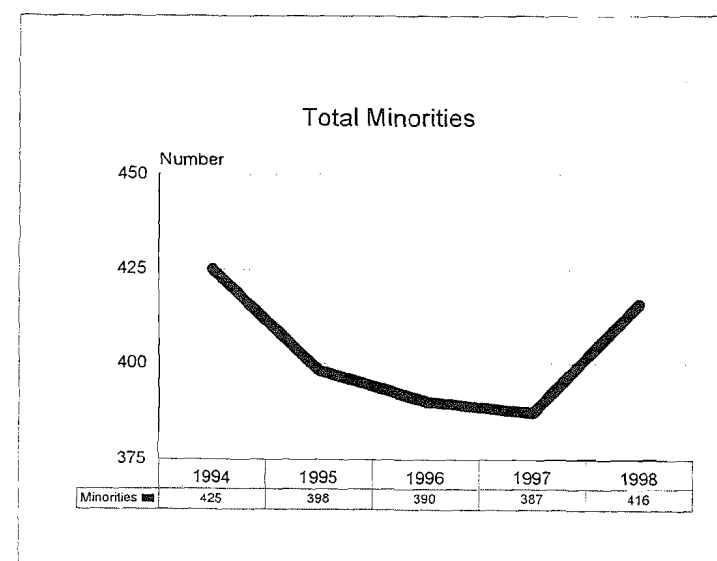
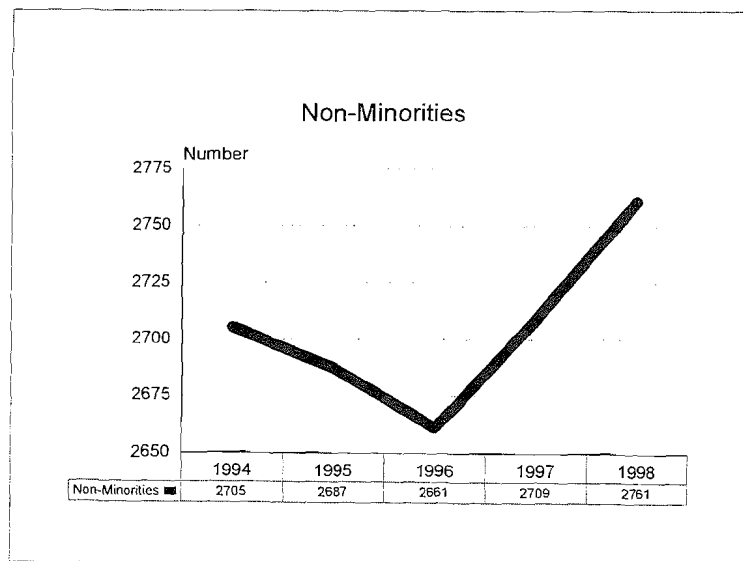
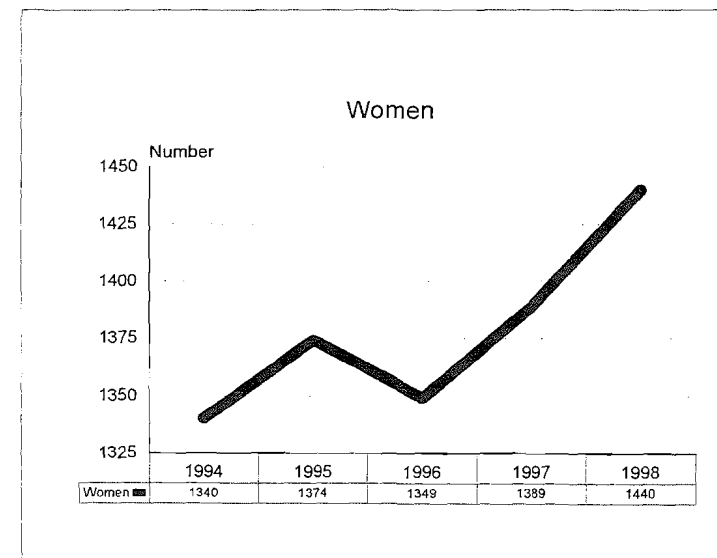
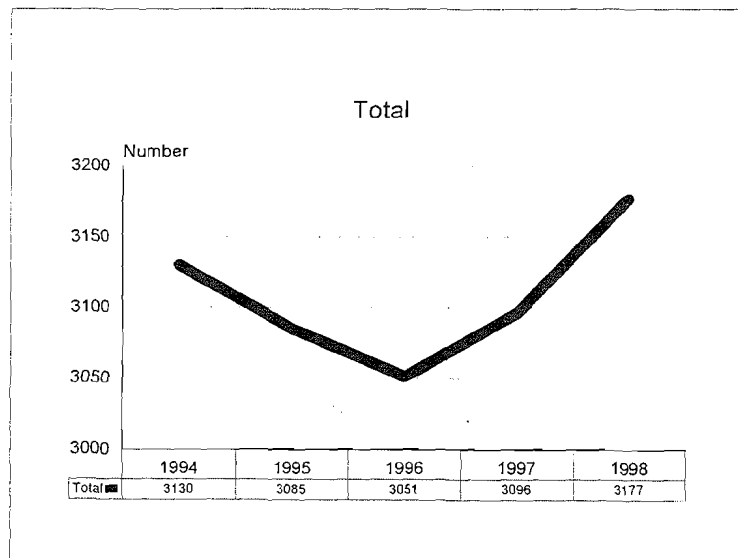
Summary

	Fall 1998		Comparison to Fall 1997	
	#	% of Total Population	#	% of Total Population
Student Employees	9085		- 177	
<i>Minorities</i>	1932	21.3%	+ 12	+ 0.6%
Black	1281	14.1%	+ 27	+ 0.6%
Asian/Pacific Islander	352	3.9%	+ 3	+ 0.1%
Hispanic	245	2.7%	- 16	- 0.1%
Amer. Indian/Alaskan Native	54	0.6%	- 2	- 0 -
<i>Women</i>	5185	57.1%	- 157	- 0.6%

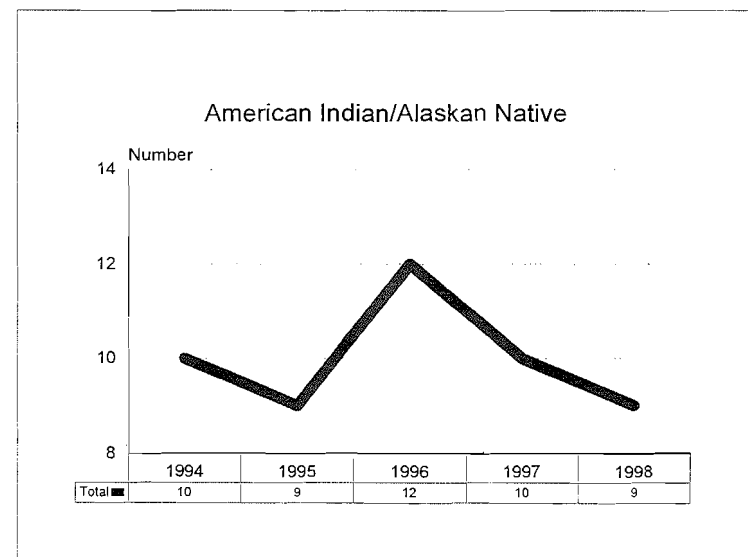
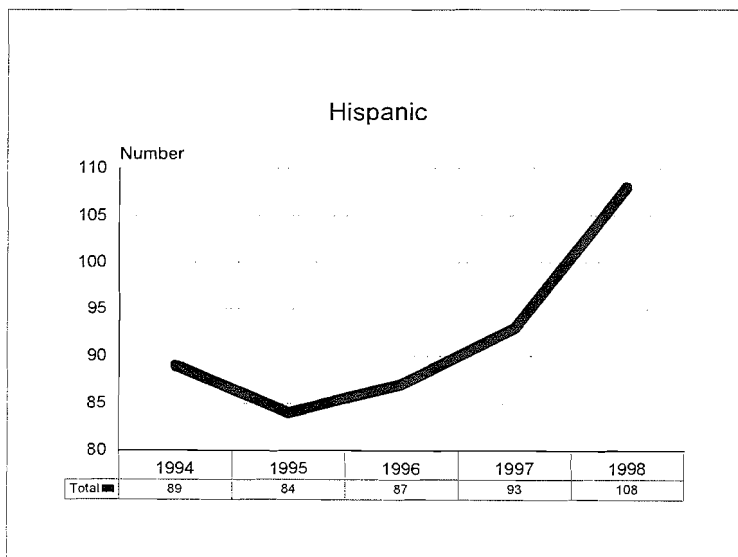
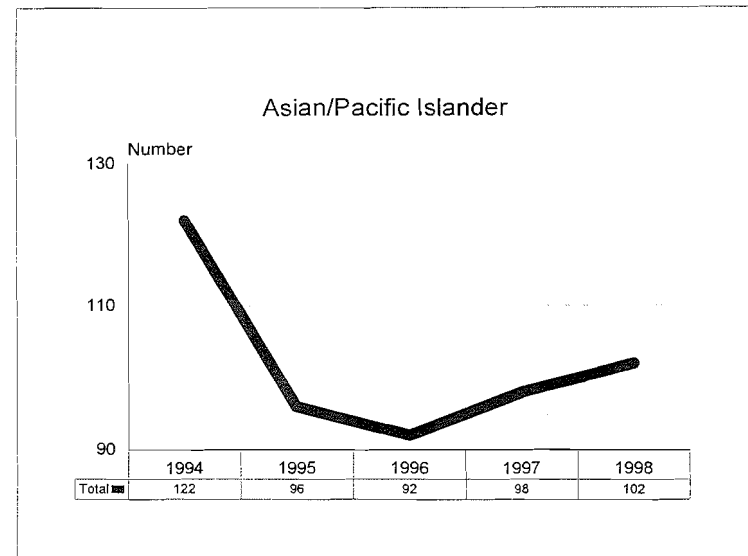
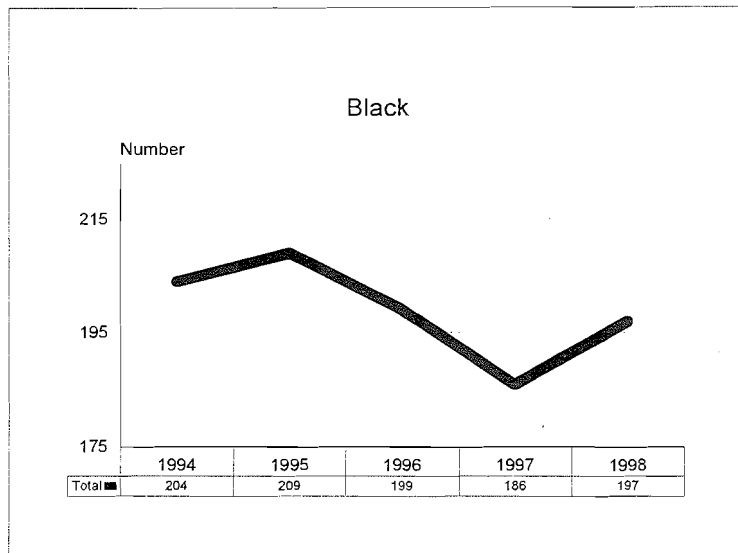
Definitions of Terms Used

Affirmative Action Totals	Affirmative action totals include U.S. citizens and permanent residents only. International students are not included.
University Totals	University totals include all students: U.S. citizens, permanent residents, and international students.
Graduate Assistant Data	Graduate assistant data reflects the Fall Semester payroll. Gender data includes international students; minority data does not.
Student Employment Data	<p>Student employment data in the graphs reflects the number of students actually paid for one payroll period in November of each year from 1989 to 1993. The 1994-1998 data reflects a two-week payroll period in October.</p> <p>The number of individual students paid on the student employee payroll during a calendar year is higher than the data presented in this report. For example, the number of student employees reported for the October payroll period in 1998 is 9,085. The number of students paid for the calendar year 1997, based on the number of W-4 forms on file at the Payroll Office, is 18,524.</p>

Graduate Assistants, Fall Semesters 1994-98



Graduate Assistants, Fall Semesters 1994-98 Minorities by Ethnic ID



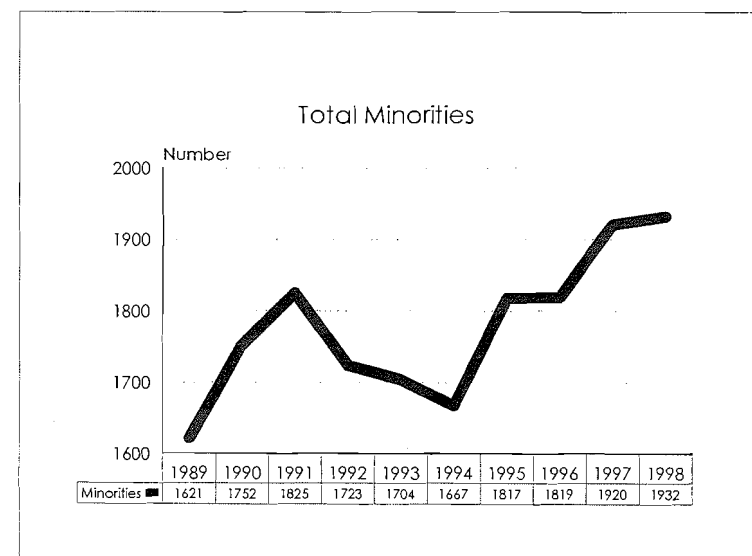
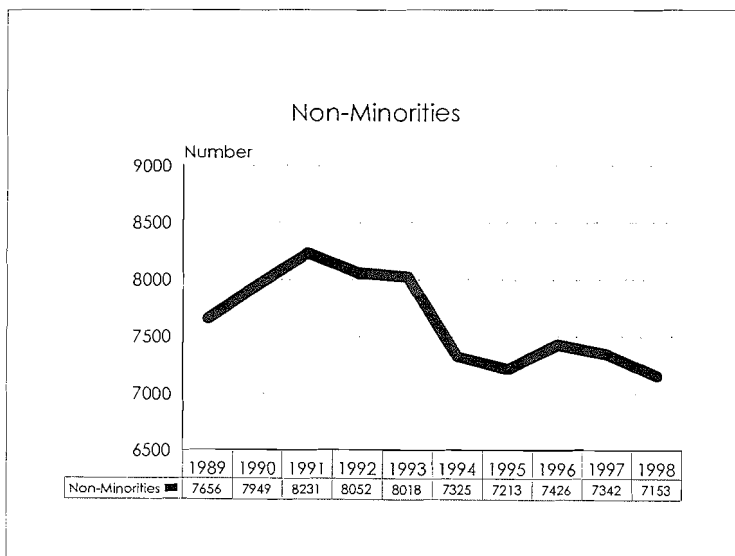
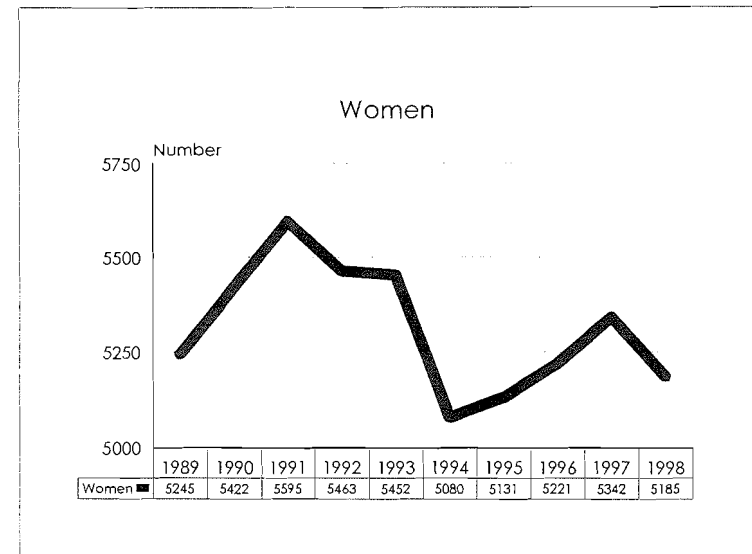
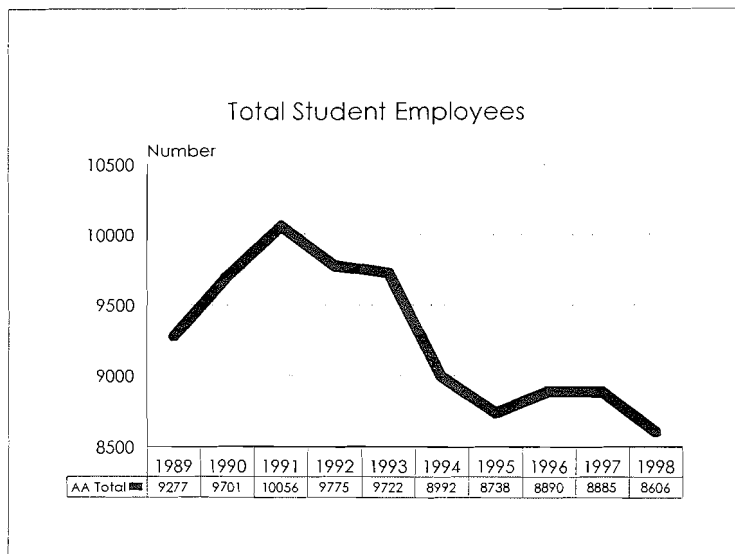
Graduate Assistants by Employing Unit, Fall Semester 1998

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	16	14	16	0	46	178	405
Arts & Letters	20	6	15	1	42	190	358
Eli Broad College of Business	16	5	12	0	33	69	194
Communication Arts & Sciences	1	3	5	0	9	50	88
Education	16	10	8	1	35	158	257
Engineering	14	18	8	0	40	66	368
Human Ecology	7	2	0	0	9	53	67
Human Medicine	10	5	8	0	23	50	89
James Madison	0	0	0	0	0	0	1
Natural Science	20	22	10	0	52	245	697
Nursing	2	0	0	0	2	6	6
Osteopathic Medicine	1	2	4	0	7	20	43
Social Science	18	9	11	2	40	185	323
Veterinary Medicine	0	0	0	0	0	10	20
Non-College Units	56	6	11	5	78	160	261
University Total	197	102	108	9	416	1440	3177

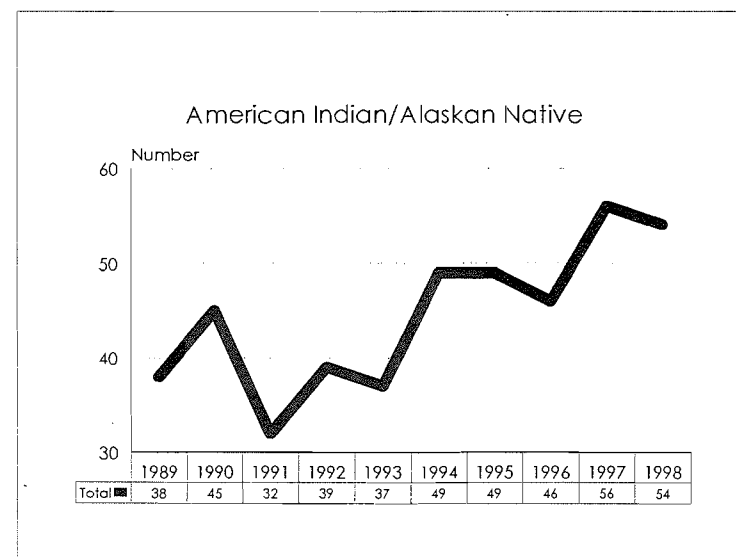
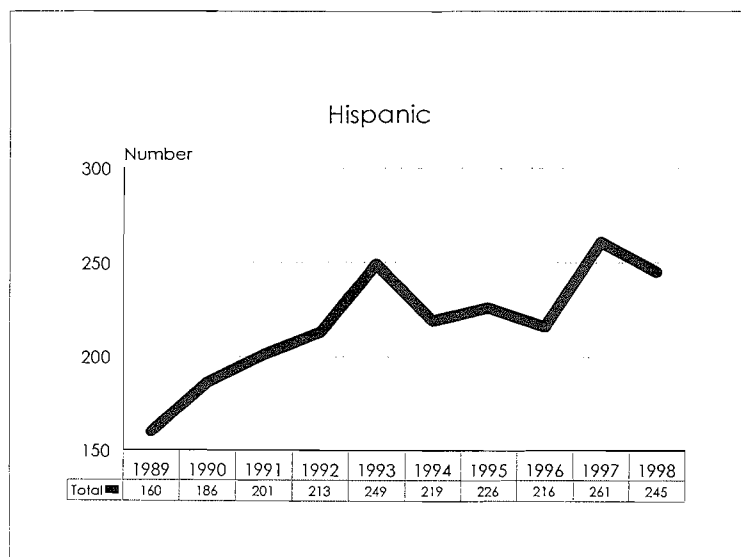
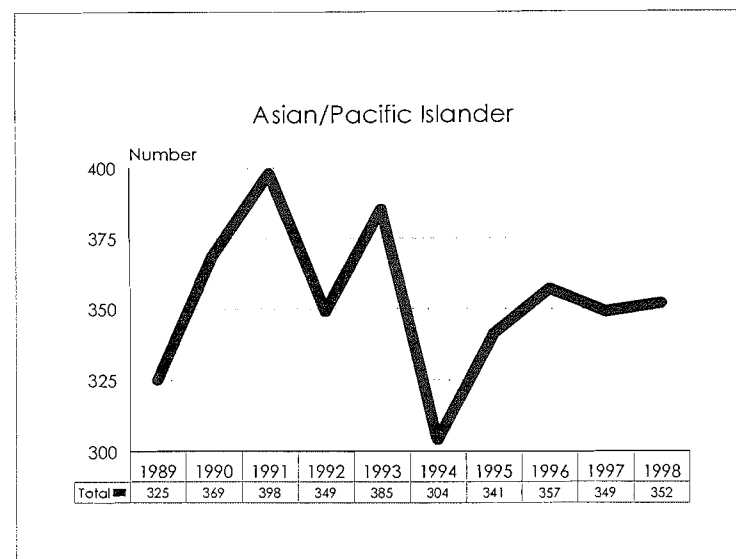
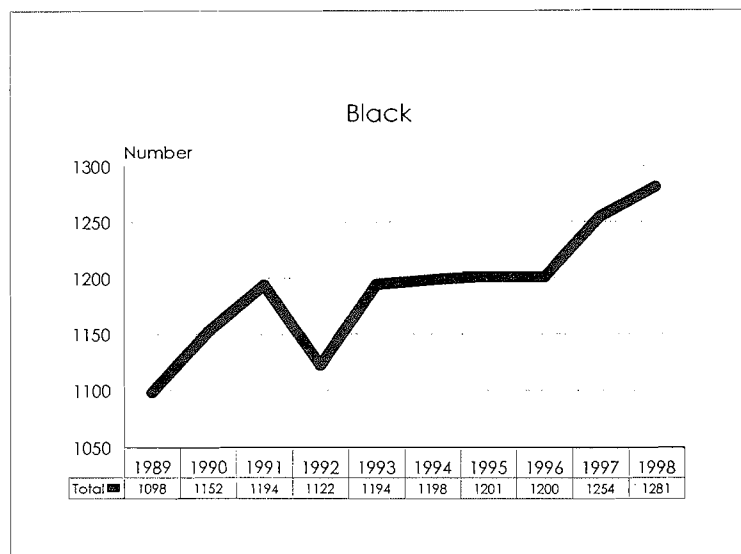
Student Employees by Employing Unit, Fall Semester 1998

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	9	0	6	1	16	150	236
Arts & Letters	18	12	7	1	38	131	213
Eli Broad College of Business	15	11	5	2	33	75	121
Communication Arts & Sciences	4	2	2	0	8	27	45
Education	15	7	7	0	29	105	167
Engineering	15	13	4	1	33	64	233
Human Ecology	17	6	4	2	29	71	85
Human Medicine	11	15	6	0	32	109	164
James Madison	3	1	1	0	5	10	18
Natural Science	69	26	5	1	101	212	427
Nursing	4	2	0	0	6	25	31
Osteopathic Medicine	7	13	2	2	24	82	127
Social Science	60	12	12	1	85	168	254
Veterinary Medicine	8	3	5	3	19	170	220
Non-College Units	1026	229	179	40	1474	3786	6744
University Total	1281	352	245	54	1932	5185	9085

Student Employees, 1989-98



Student Employees, 1989-98 Minorities by Ethnic ID



Student Admissions Trends

Summary Applications

		1997-98		Comparison to 1996-97	
		#	% of Total Admitted	#	% of Total Admitted
Admissions					
	Freshmen	21638		+ 487	
	Transfer	4638		-151	
	Graduate	8487		+ 453	
<i>Minorities</i>					
	Freshmen	4727	21.8%	+ 111	- 0 -
	Transfer	669	14.4%	+ 31	+ 1.1%
	Graduate	1236	14.6%	+ 210	+ 1.8%
<i>Black</i>					
	Freshmen	2750	12.7%	+ 6	- 0.3%
	Transfer	338	7.3%	+ 34	+ 1.0%
	Graduate	322	3.8%	- 4	- 0.3 %
<i>Asian/Pacific Islander</i>					
	Freshmen	1164	5.4%	+ 61	+ 0.2%
	Transfer	181	3.9%	- 9	- 0.1%
	Graduate	761	9.0%	+ 230	+ 2.4%
<i>Hispanic</i>					
	Freshmen	680	3.1%	+ 47	+ 0.1%
	Transfer	115	2.5%	+ 3	+ 0.2%
	Graduate	140	1.6%	- 6	- 0.2%
<i>Amer. Indian/Alaskan Native</i>					
	Freshmen	133	0.6%	- 3	- 0 -
	Transfer	35	0.8%	+ 3	+ 0.1%
	Graduate	13	0.2%	- 10	- 0.1%
<i>Women</i>					
	Freshmen	11830	54.7%	+ 414	+ 0.7%
	Transfer	2286	49.3%	- 1	+ 1.5%
	Graduate	3943	46.5%	+ 105	- 1.3%

Student Admissions Trends

		1997-98		Comparison to 1996-97	
		# Admitted	% of Total Applied	# Admitted	% of Total Applied
Total Admissions					
	Freshmen	16597	76.7%	- 626	- 4.7%
	Transfer	2731	58.9%	- 102	- 0.3%
	Graduate	2861	33.7%	+ 92	- 0.8%
Minorities					
	Freshmen	3421	72.4%	- 57	- 2.9%
	Transfer	332	49.6%	+ 28	+ 2.0%
	Graduate	344	27.8%	+ 31	- 2.7%
Black					
	Freshmen	1752	63.7%	- 69	- 2.7%
	Transfer	145	42.9%	+ 33	+ 6.1%
	Graduate	155	48.1%	+ 33	+ 10.7%
Asian/Pacific Islander					
	Freshmen	1009	86.7%	+ 7	- 4.1%
	Transfer	107	59.1%	- 9	- 2.0%
	Graduate	108	14.2%	- 5	- 7.1%
Hispanic					
	Freshmen	549	80.7%	+ 2	- 5.7%
	Transfer	66	57.4%	+ 12	+ 9.2%
	Graduate	72	51.4%	+ 2	+ 3.5%
Amer. Indian/Alaskan Native					
	Freshmen	111	83.5%	+ 3	+ 4.1%
	Transfer	14	40.0%	- 8	- 28.8%
	Graduate	9	69.2%	+ 1	+ 34.4%
Women					
	Freshmen	9493	80.2%	- 260	- 5.2%
	Transfer	1446	63.3%	0	+ 0.1%
	Graduate	1450	36.8%	+ 59	+ 0.6%

Summary

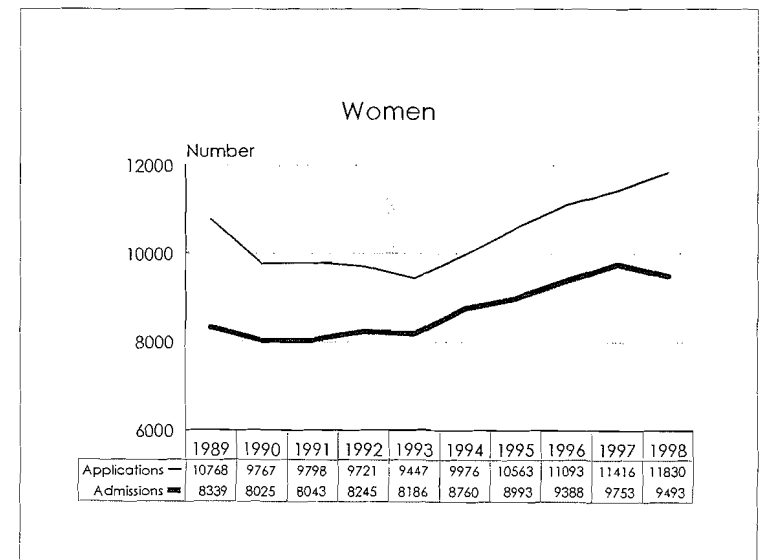
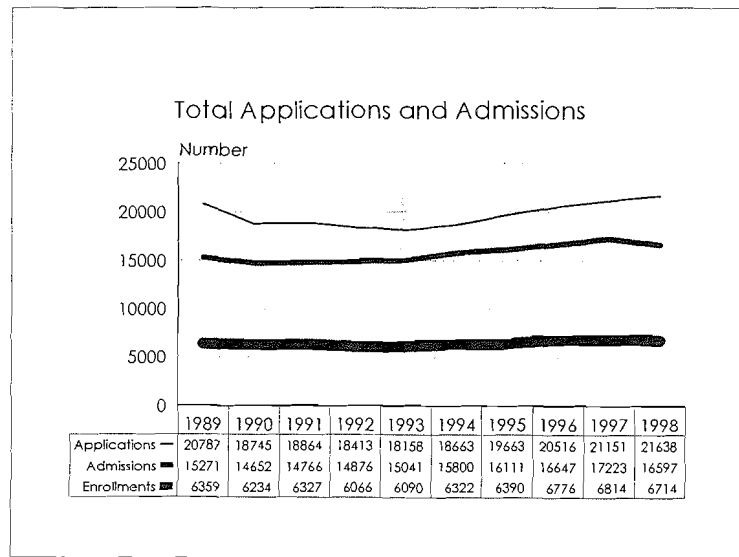
Admissions

Student Admissions Trends

Summary Enrollments

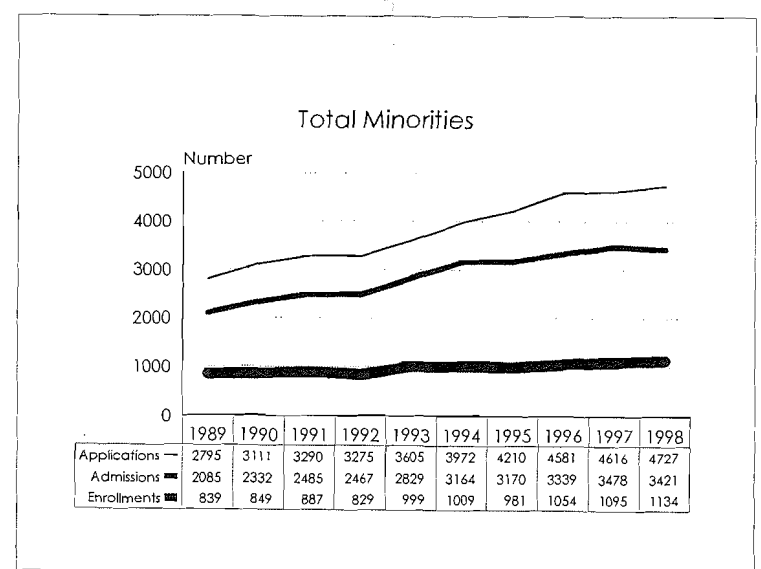
		1997-98		Comparison to 1996-97	
		# Enrolled of # Admitted	% of Total Admitted	# Enrolled of # Admitted	% of Total Admitted
Total Enrollments					
	Freshmen	6714	40.5%	- 100	+ 0.9%
	Transfer	1877	68.7%	- 54	+ 0.5%
	Graduate	1503	52.5%	+ 42	- 0.3%
Minorities					
	Freshmen	1134	33.1%	+ 39	+ 1.6%
	Transfer	224	67.5%	+ 34	+ 5.0%
	Graduate	197	57.3%	+ 26	+ 2.7%
Black					
	Freshmen	631	36.0%	+ 4	+ 1.6%
	Transfer	106	73.1%	+ 36	+ 10.6%
	Graduate	97	62.6%	+ 20	- 0.5%
Asian/Pacific Islander					
	Freshmen	294	29.1%	+ 31	+ 2.9%
	Transfer	58	54.2%	- 15	- 8.7%
	Graduate	57	52.8%	+ 5	+ 6.8%
Hispanic					
	Freshmen	166	30.2%	+ 6	+ 0.9%
	Transfer	51	77.3%	+ 17	+ 14.3%
	Graduate	36	50.0%	- 2	- 4.3%
Amer. Indian/Alaskan Native					
	Freshmen	43	38.7%	- 2	- 3.0%
	Transfer	9	64.3%	- 4	+ 5.2%
	Graduate	7	77.8%	+ 3	+ 27.8%
Women					
	Freshmen	3823	40.3%	+ 39	+ 1.5%
	Transfer	967	66.9%	+ 26	+ 1.8%
	Graduate	766	52.8%	+ 18	- 1.0%

Freshmen Admission Trends, 1989-98

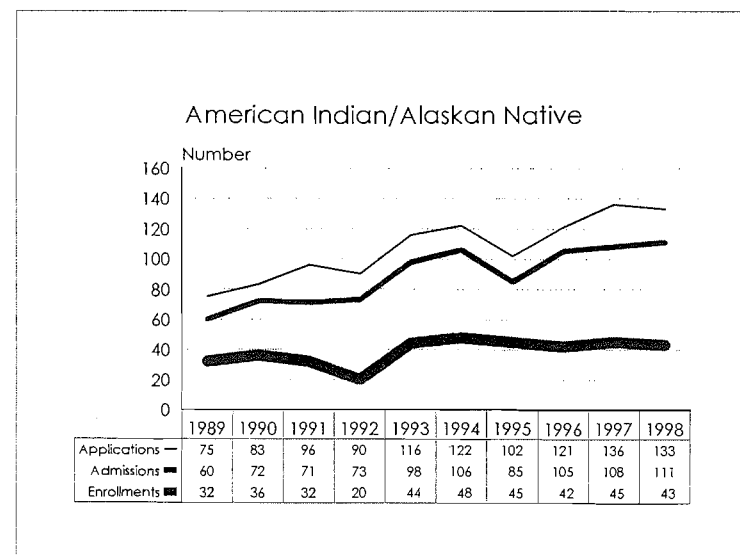
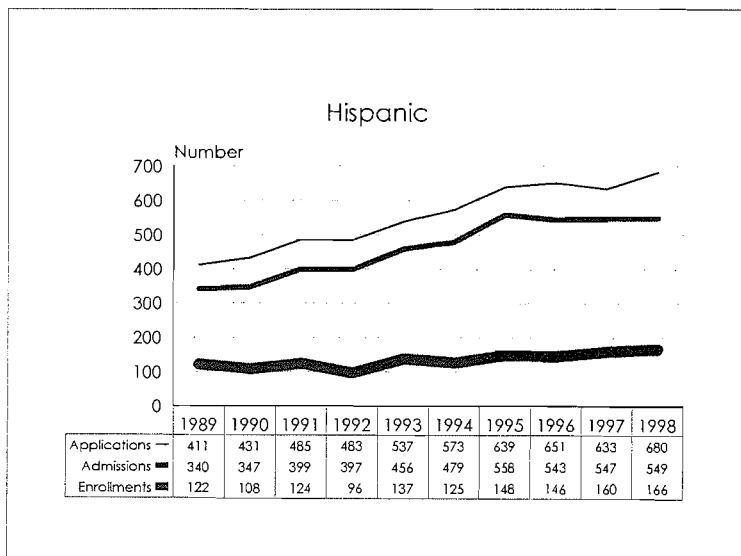
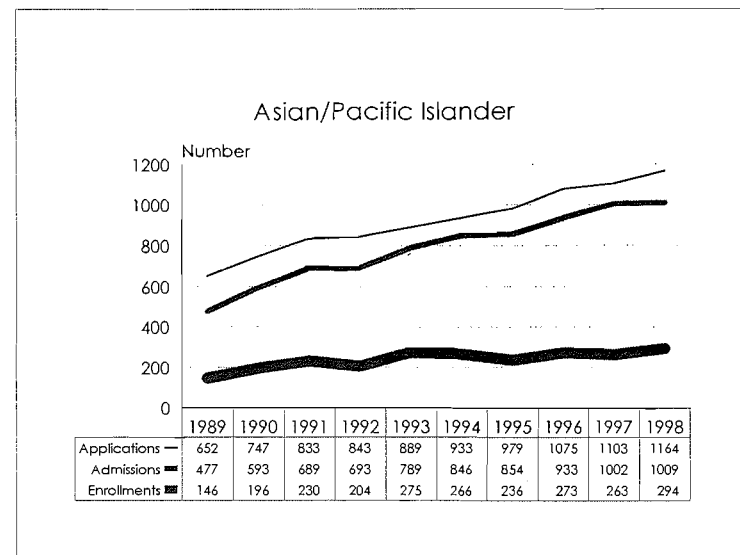
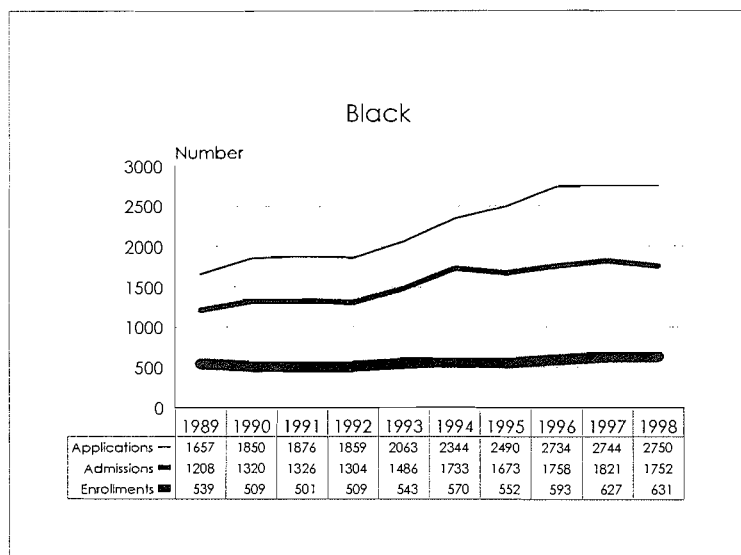


Persons with Disabilities

Identification of persons with disabilities is requested after students are admitted.

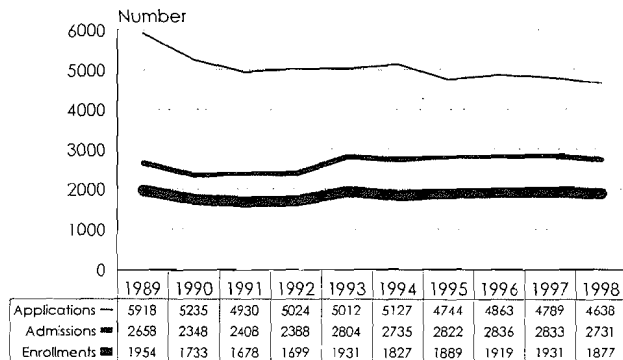


Freshmen Admission Trends, 1989-98 Minorities by Ethnic ID

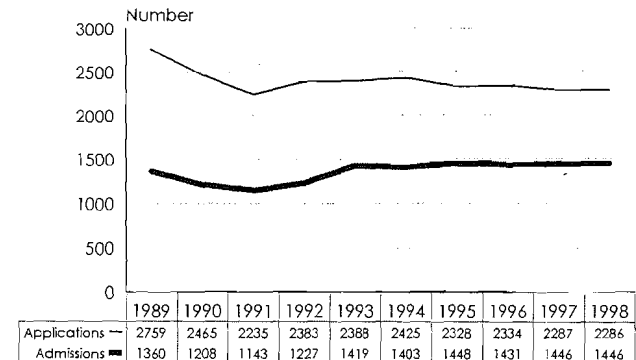


Transfer Student Admission Trends, 1989-98

Total Applications and Admissions



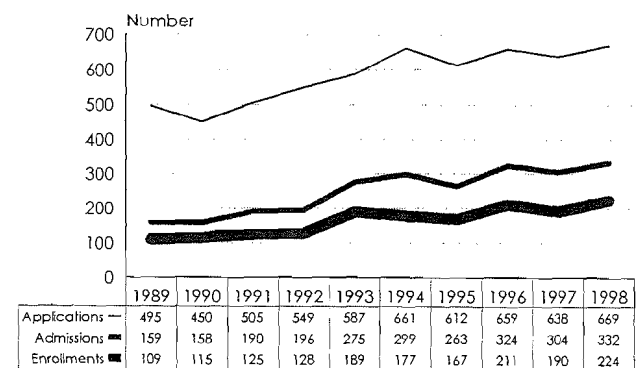
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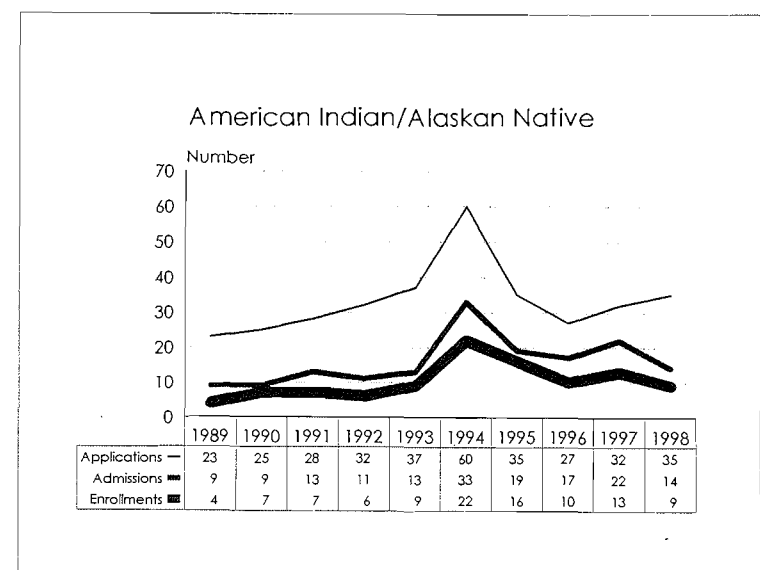
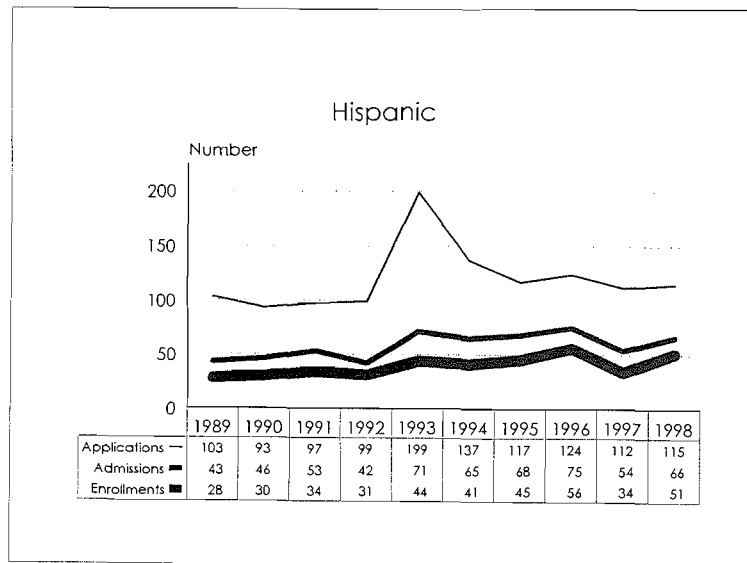
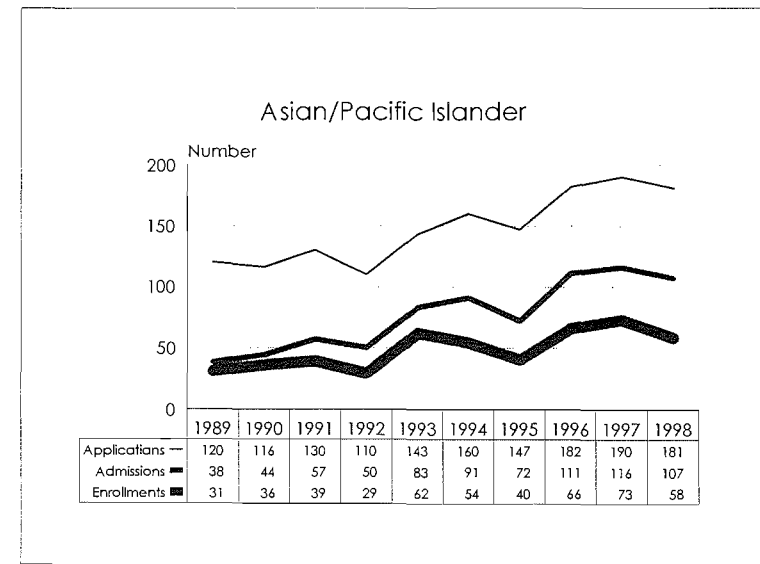
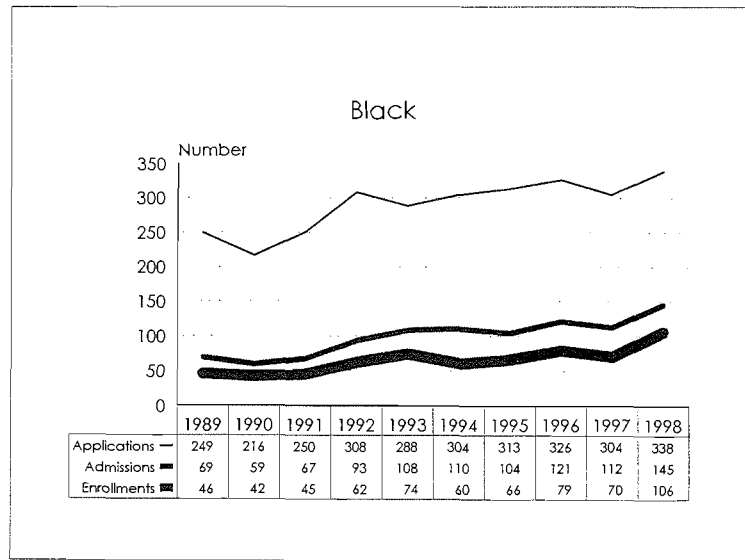
Persons with Disabilities

Identification of persons with disabilities is requested after students are admitted.

Total Minorities

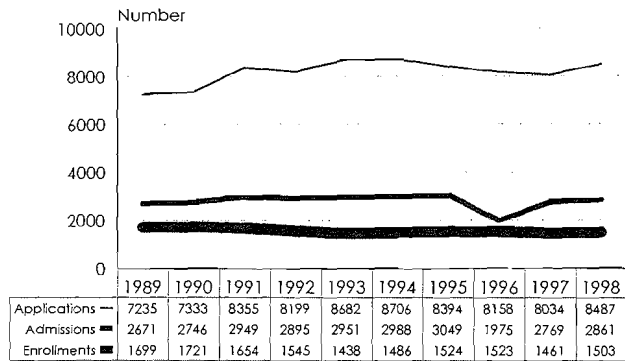


Transfer Student Admission Trends, 1989-98 Minorities by Ethnic ID

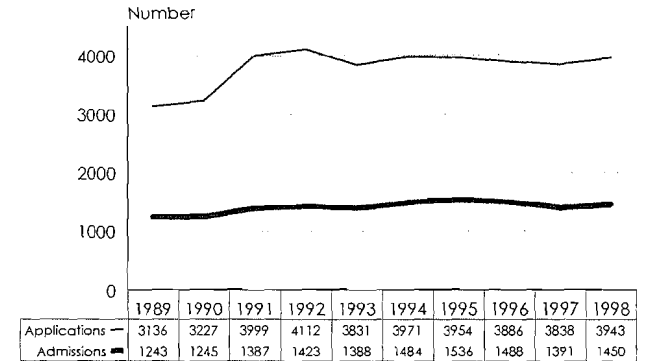


Graduate Student Admission Trends, 1989-98

Total Applications and Admissions



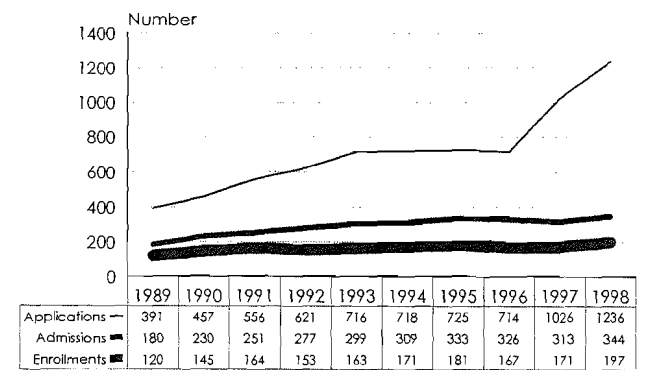
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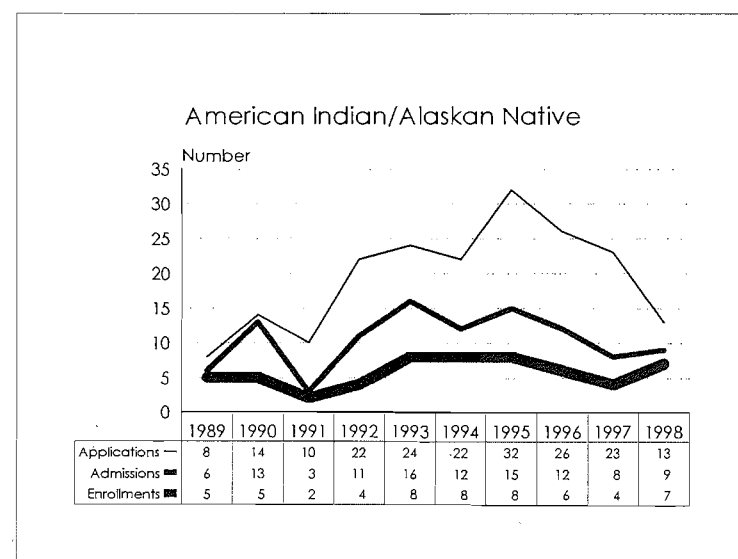
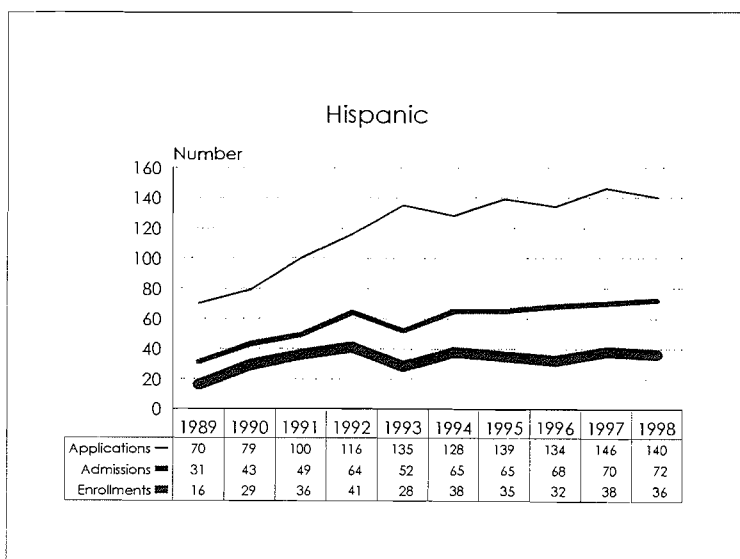
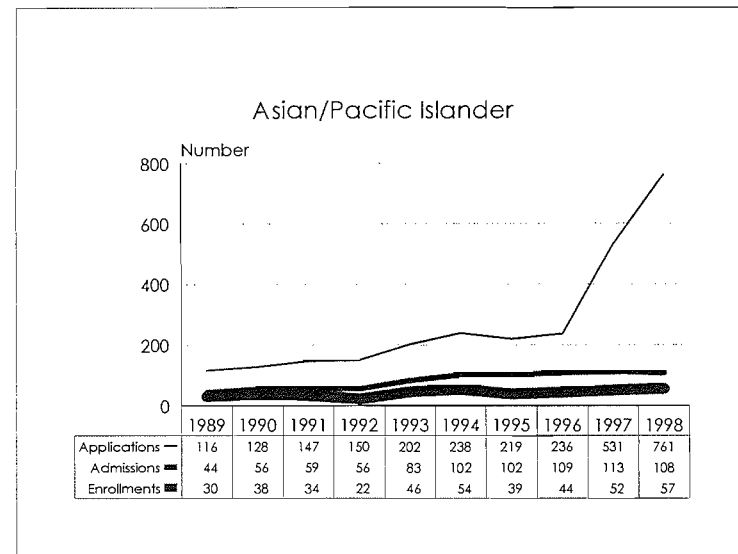
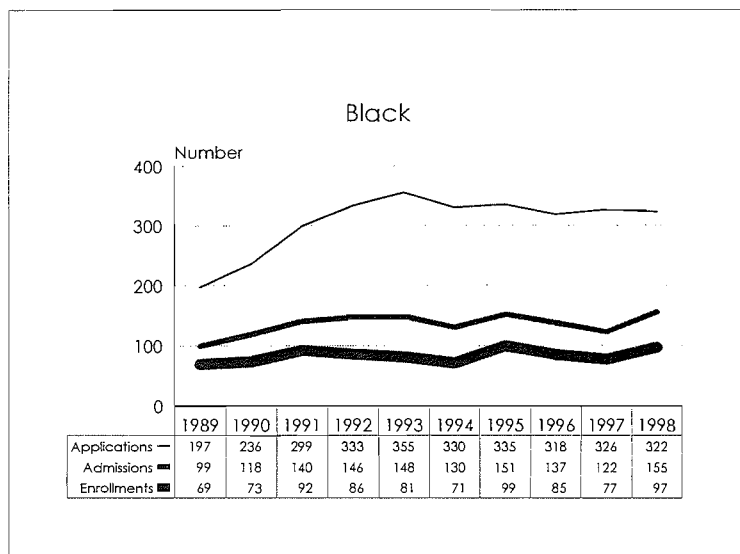
Persons with Disabilities

Identification of persons with disabilities is requested after students are admitted.

Total Minorities



Graduate Student Admission Trends, 1989-98 Minorities by Ethnic ID



Student Applications, Admissions, and Enrollments, 1997-98

	Applications			Admissions			Number Enrolled of Number Admitted		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FRESHMEN									
Black	1003	1747	2750	607	1145	1752	214	417	631
Asian/Pacific Islander	567	597	1164	469	540	1009	135	159	294
Hispanic	291	389	680	229	320	549	76	90	166
Amer. Indian/Alaskan Native	62	71	133	52	59	111	18	25	43
Caucasian	7384	8689	16073	5490	7225	12715	2366	3059	5425
Other/No Response	112	114	226	71	89	160	21	33	54
International	389	223	612	186	115	301	61	40	101
FRESHMEN TOTAL	9808	11830	21638	7104	9493	16597	2891	3823	6714
TRANSFER STUDENTS									
Black	151	187	338	64	81	145	44	62	106
Asian/Pacific Islander	85	96	181	38	69	107	22	36	58
Hispanic	60	55	115	30	36	66	26	25	51
Amer. Indian/Alaskan Native	19	16	35	5	9	14	2	7	9
Caucasian	1744	1763	3507	1044	1164	2208	764	791	1555
Other/No Response	26	19	45	12	12	24	6	8	14
International	267	150	417	92	75	167	46	38	84
TRANSFER STUDENT TOTAL	2352	2286	4638	1285	1446	2731	910	967	1877
GRADUATE STUDENTS									
Black	112	210	322	49	106	155	29	68	97
Asian/Pacific Islander	423	338	761	51	57	108	31	26	57
Hispanic	64	76	140	26	46	72	16	20	36
Amer. Indian/Alaskan Native	4	9	13	4	5	9	2	5	7
Caucasian	1298	1771	3069	704	879	1583	403	474	877
Other/No Response	41	24	65	19	8	27	7	5	12
International	2602	1515	4117	558	349	907	249	168	417
GRADUATE STUDENT TOTAL	4544	3943	8487	1411	1450	2861	737	766	1503

Student Enrollments

Summary

	Fall 1998		Comparison to Fall 1997	
	#	% of AA Total	#	% of AA Total
Total Student Enrollments				
Affirmative Action Total	40442		+ 662	
University Total	43189		+ 586	
<i>Minorities</i>	6525	16.1%	+ 310	+ 0.5%
Black	3480	8.6%	+ 140	+ 0.2%
Asian/Pacific Islander	1720	4.3%	+ 81	+ 0.2%
Hispanic	1066	2.6%	+ 91	+ 0.1%
Amer. Indian/Alaskan Native	259	0.6%	- 2	- 0.1%
Women	21833	54.0%	+ 405	+ 0.1%

Definitions of Terms Used

Affirmative action totals include only U.S. citizens and permanent residents. International students are not included.

Affirmative Action Totals

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

University Totals

Data for students with disabilities was obtained from the Student Information System and includes both mobility and non-mobility characteristics as contained in the Special Needs field of the Student Information System data extracts.

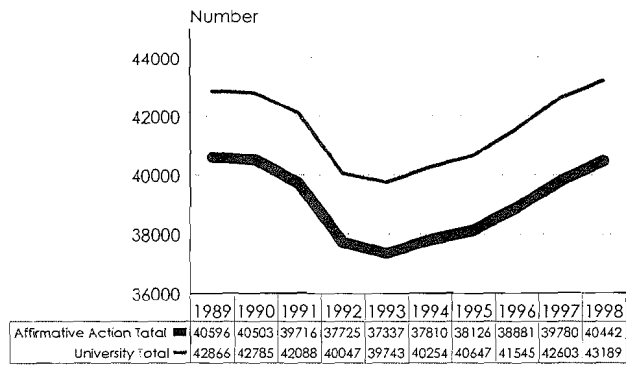
Data on Students with Disabilities

Michigan State University
Student Enrollments, Fall 1998

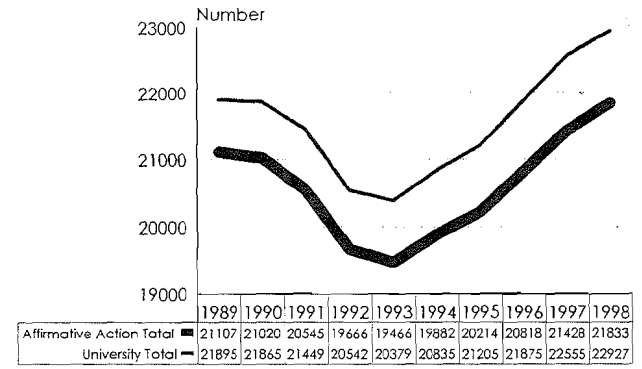
College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Agriculture & Natural Resources	145	68	64	21	298	72	1365	3390
Arts & Letters	197	83	90	22	392	64	1786	3057
Broad College of Business	519	328	132	19	998	70	2416	5888
Communication Arts & Sciences	261	84	74	18	437	64	1708	2854
Education	196	49	66	18	329	46	1815	2403
Engineering	463	282	80	17	842	34	892	3969
Human Ecology	150	46	33	7	236	33	1549	1682
Human Medicine	70	60	45	7	182	2	276	493
James Madison	86	41	37	7	171	17	602	1035
Natural Science	484	299	133	30	946	56	2938	5255
Nursing	62	24	13	6	105	5	617	672
Osteopathic Medicine	32	59	23	6	120	2	241	529
Social Science	556	159	158	47	920	87	2634	4482
Veterinary Medicine	32	22	24	12	90	34	733	926
No Preference	132	87	61	13	293	7	1361	2478
Unclassified/Lifelong Education	95	29	33	9	166	10	900	1329
Affirmative Action Total	3480	1720	1066	259	6525	603	21833	40442
Plus International Students						2	1094	2747
University Total	3480	1720	1066	259	6525	605	22927	43189

Student Enrollments, 1989-98

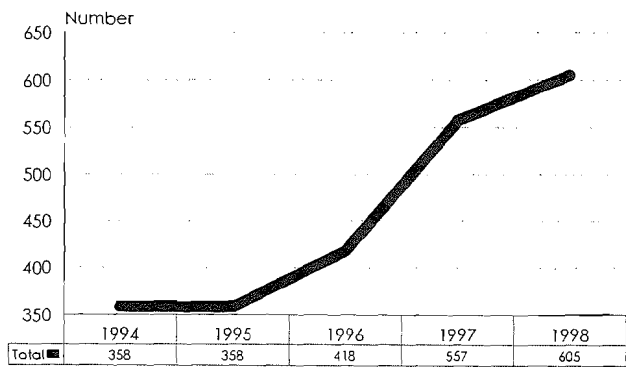
Total Student Enrollments



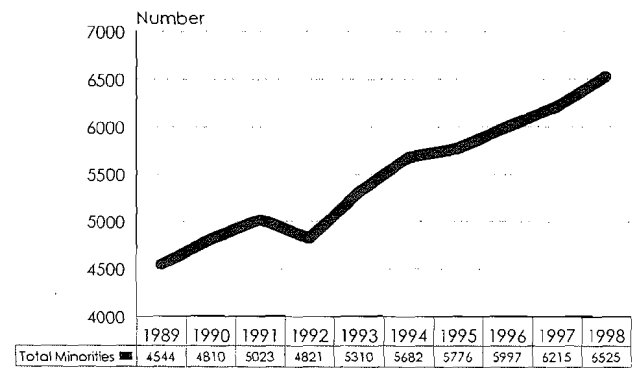
Women



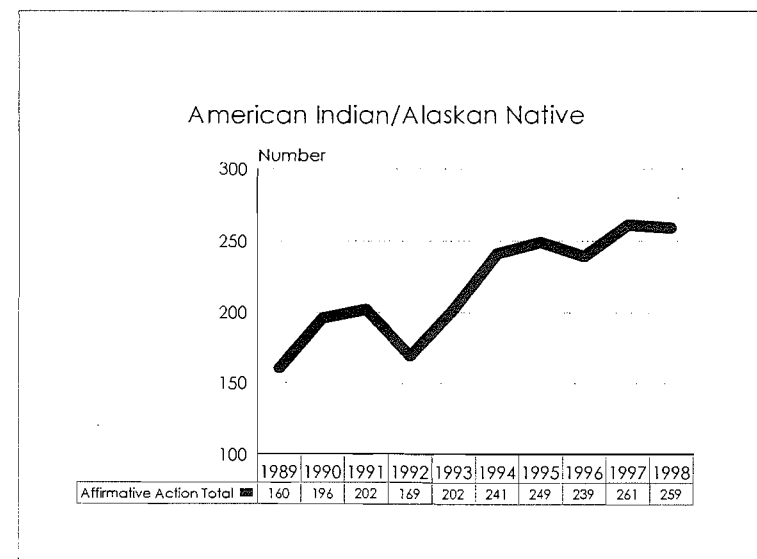
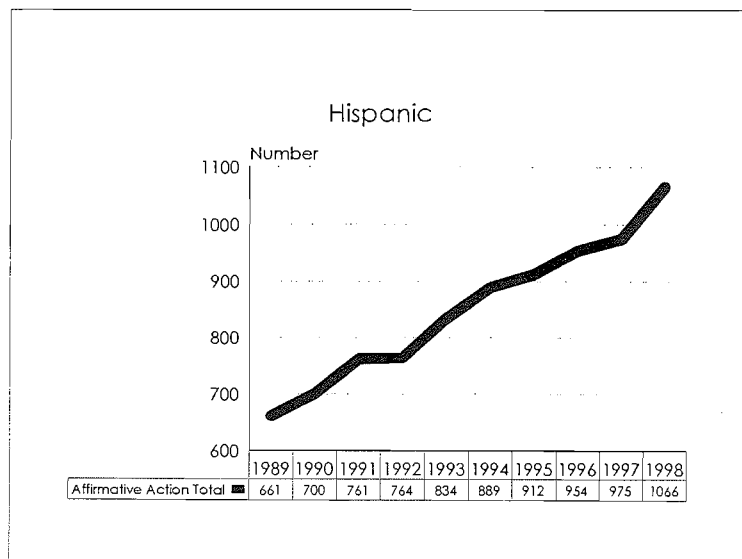
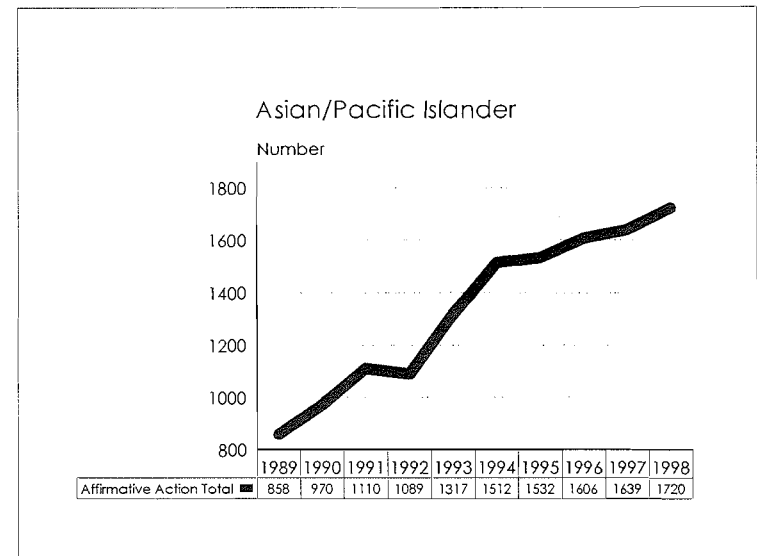
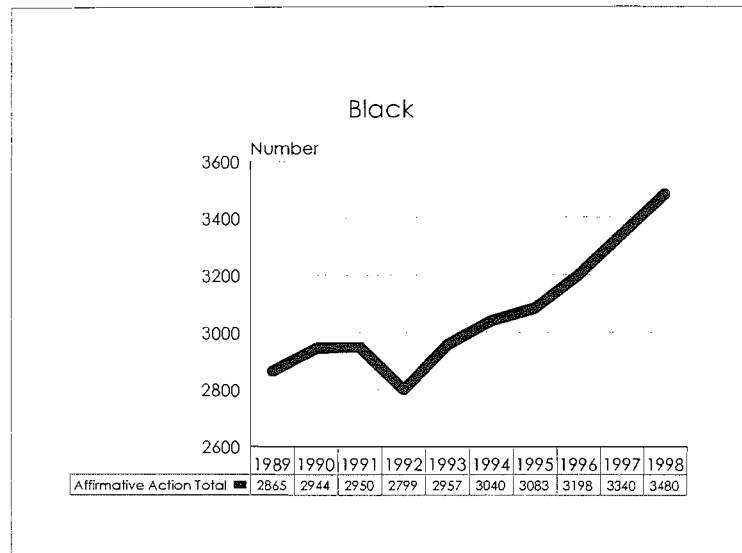
Persons with Disabilities



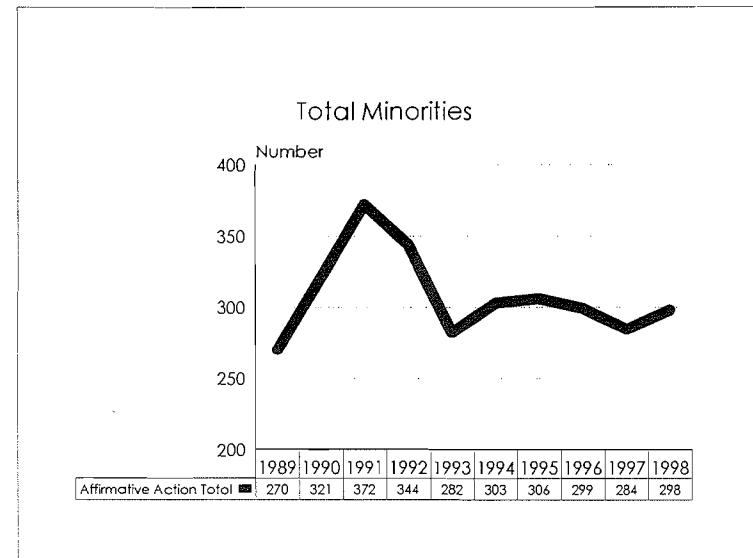
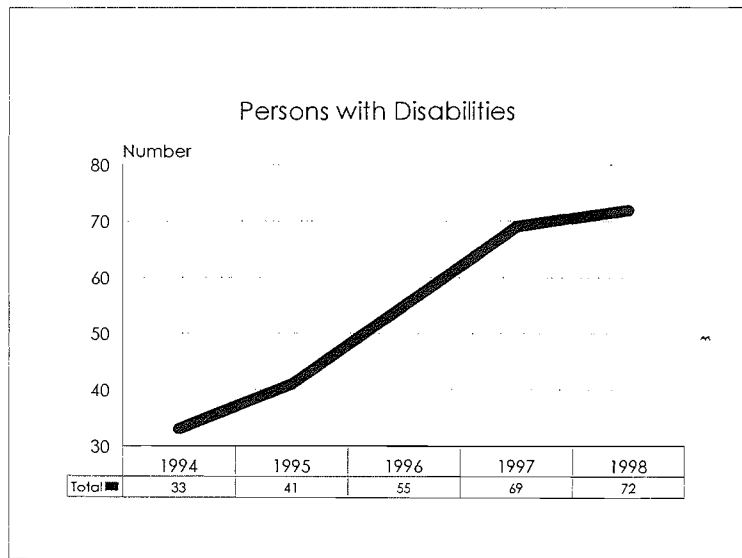
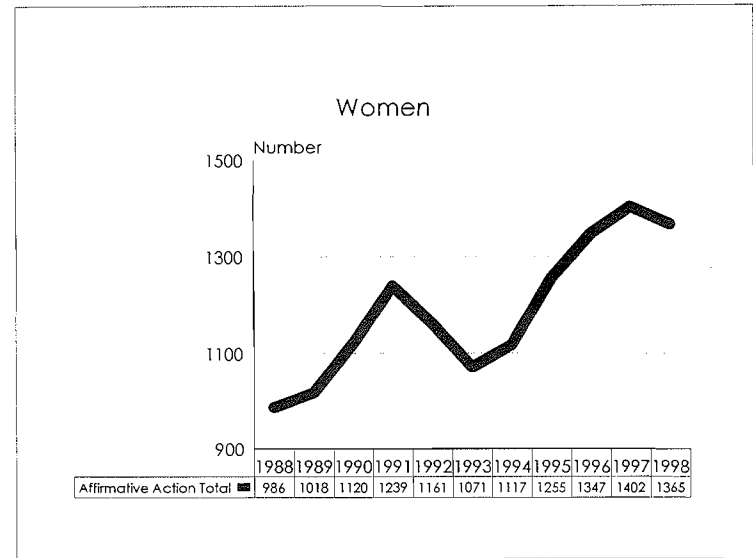
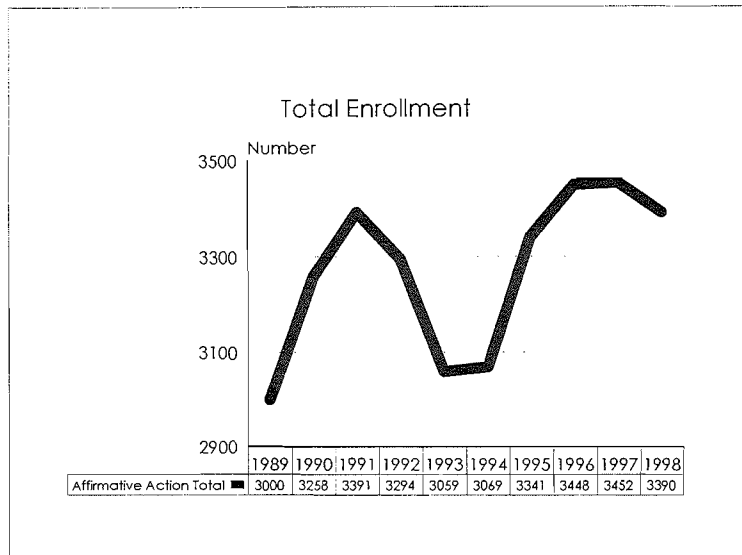
Total Minorities



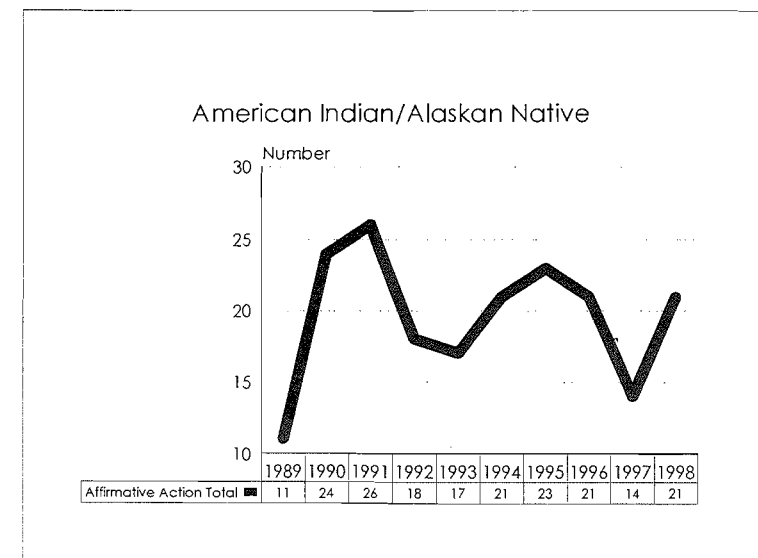
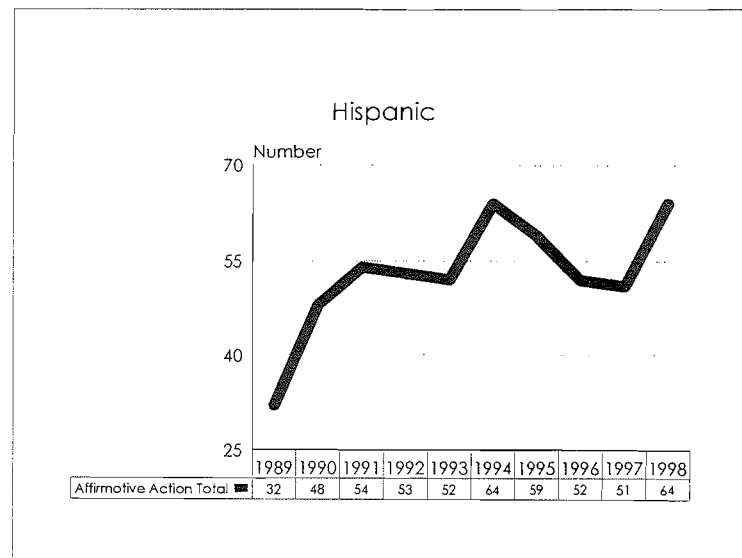
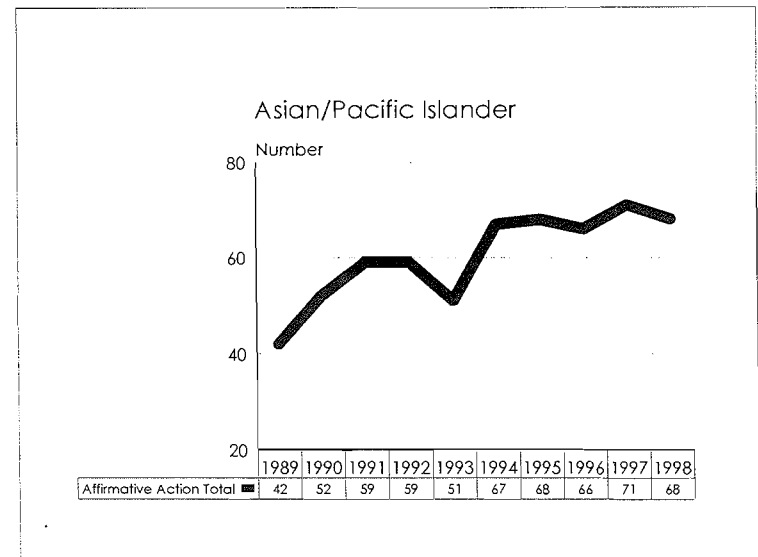
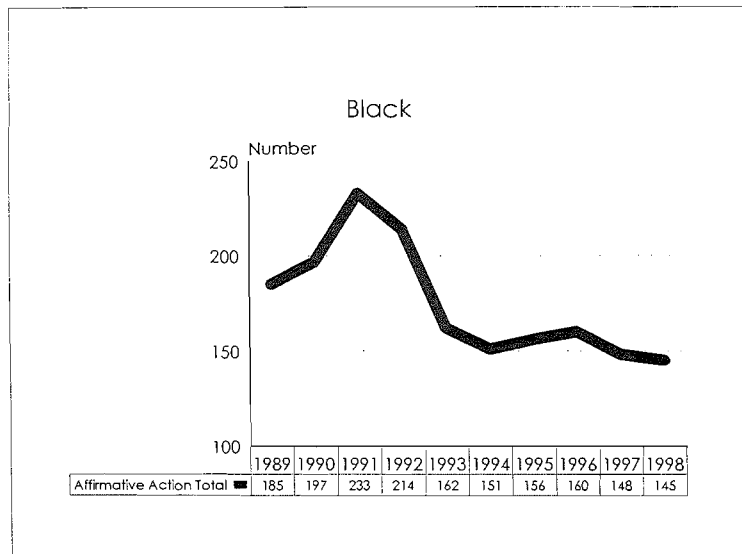
Student Enrollments, 1989-98 Minorities by Ethnic ID



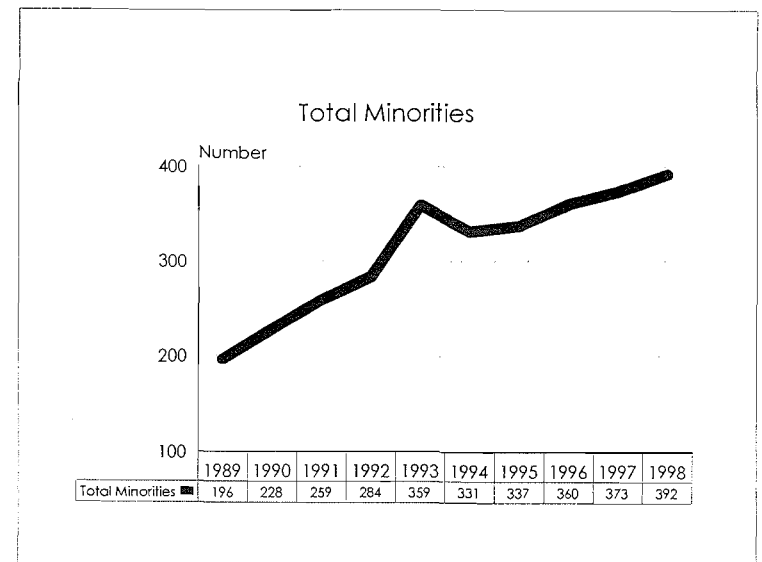
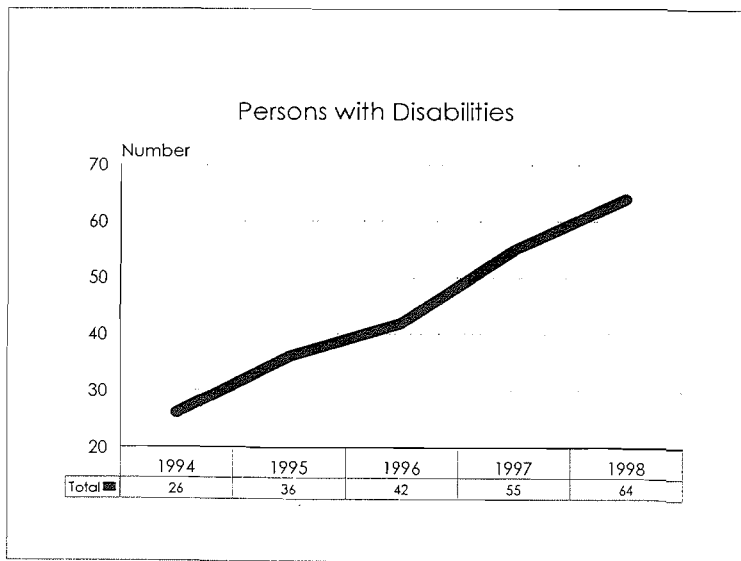
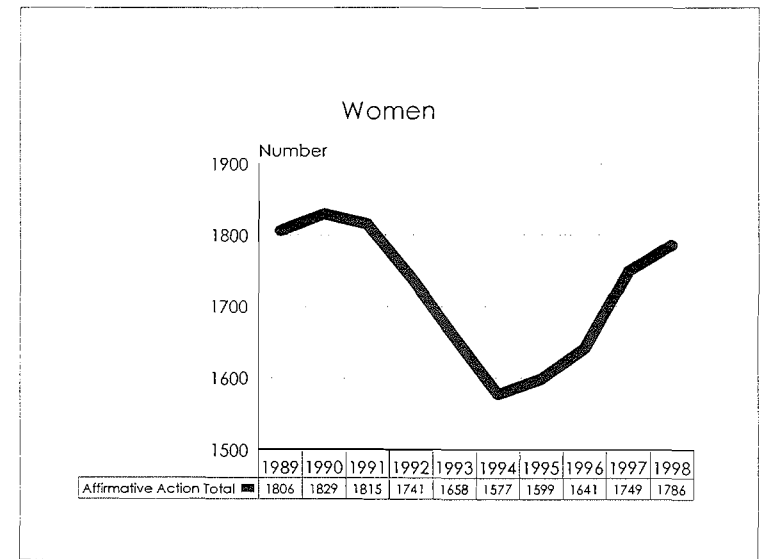
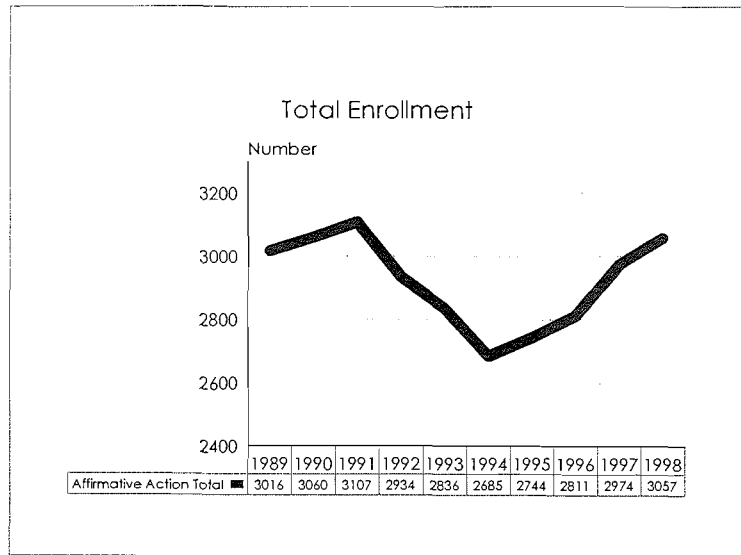
College of Agriculture & Natural Resources Student Enrollment Trends, 1989-98



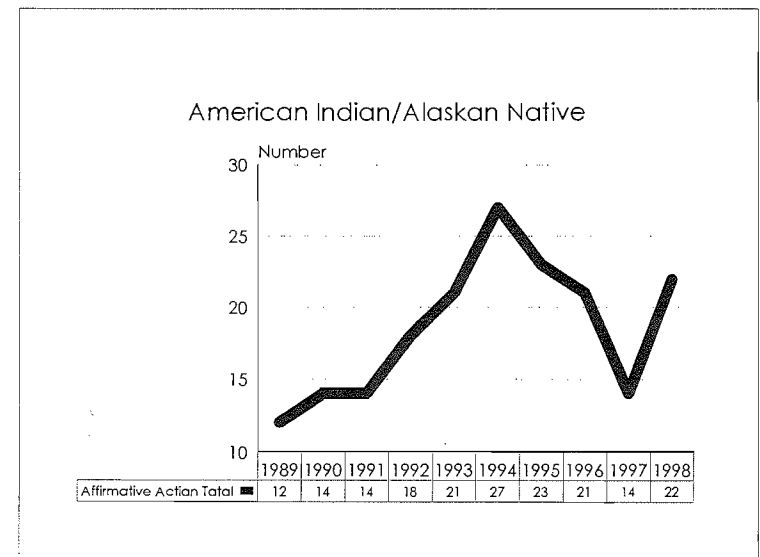
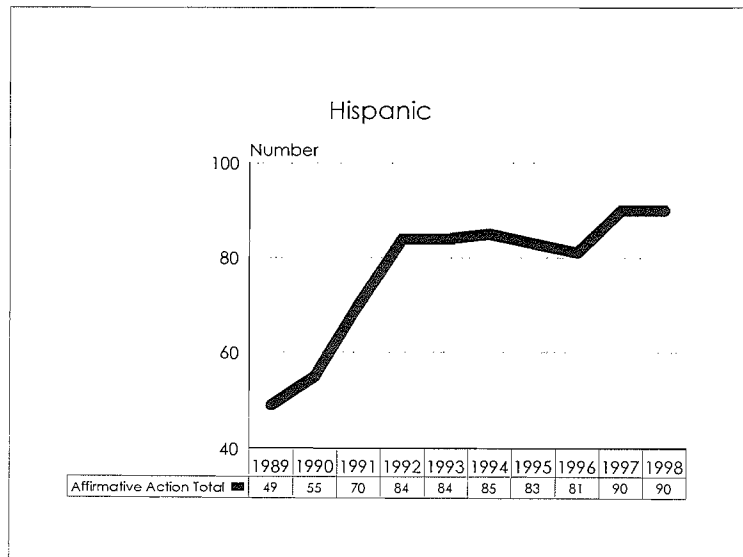
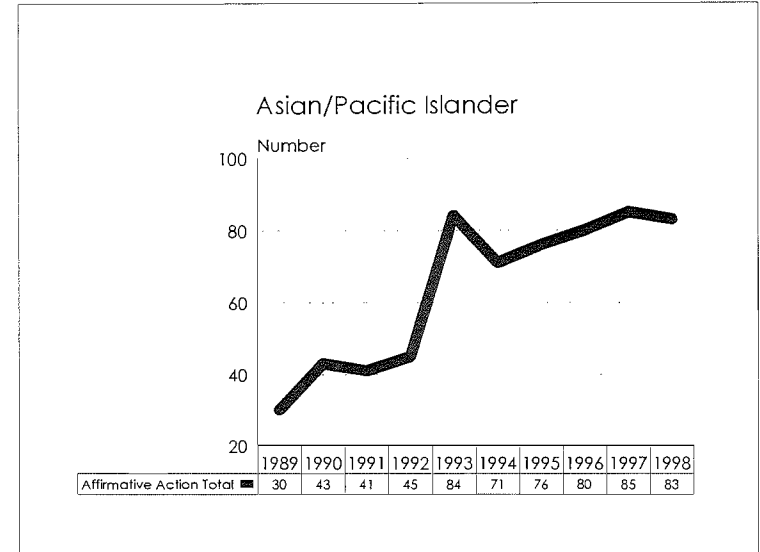
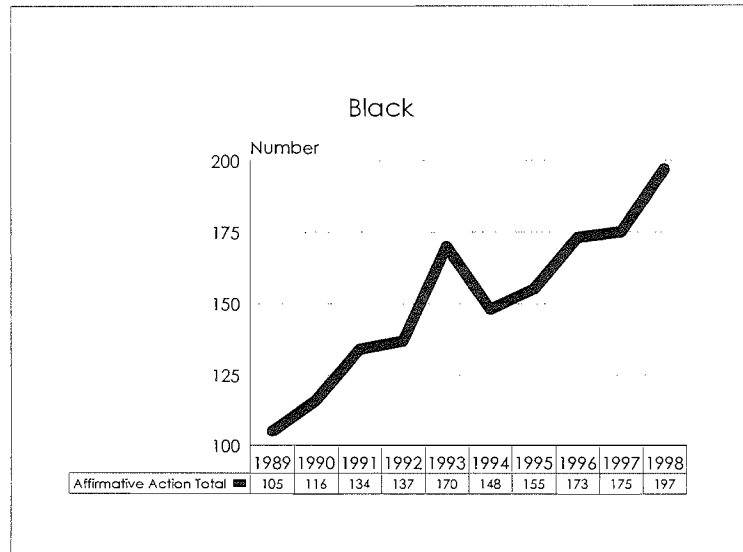
College of Agriculture & Natural Resources Minority Student Enrollments by Ethnic ID, 1989-98



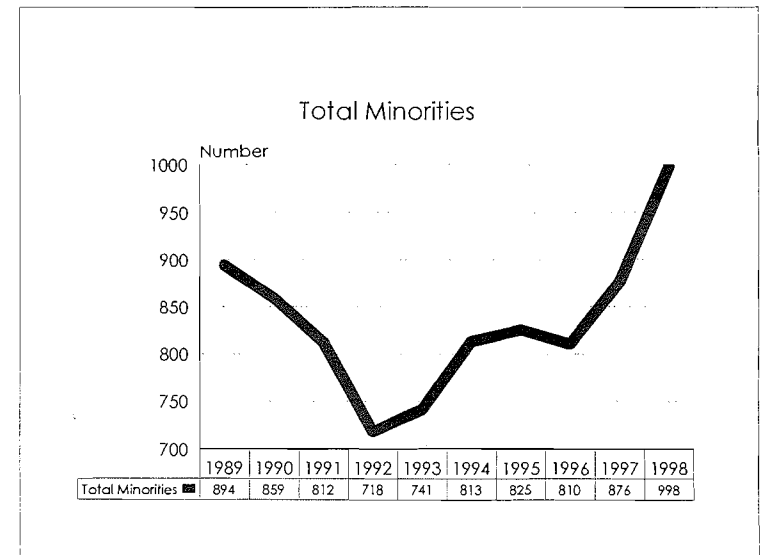
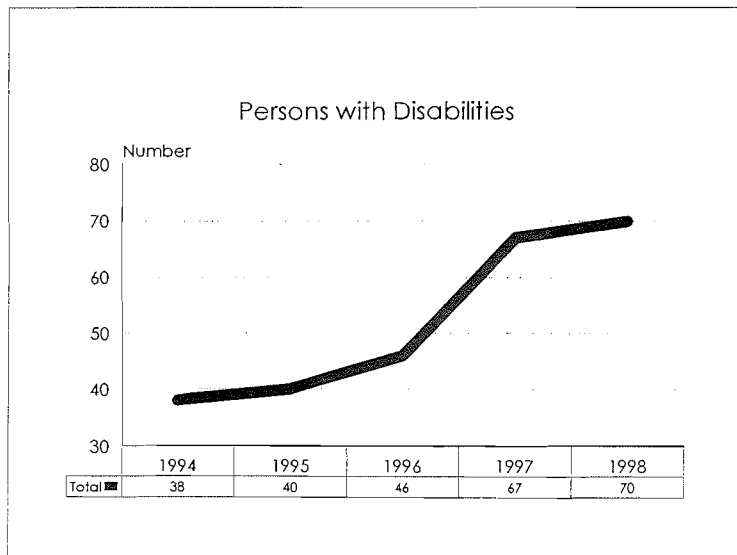
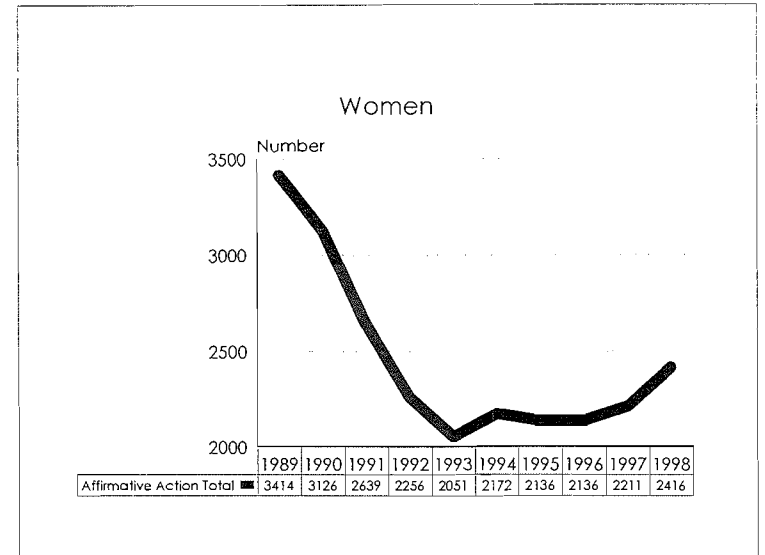
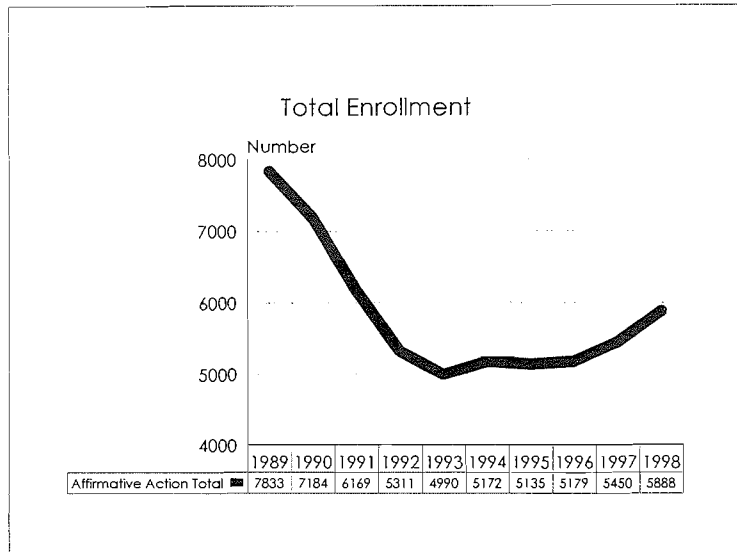
College of Arts & Letters Student Enrollment Trends, 1989-98



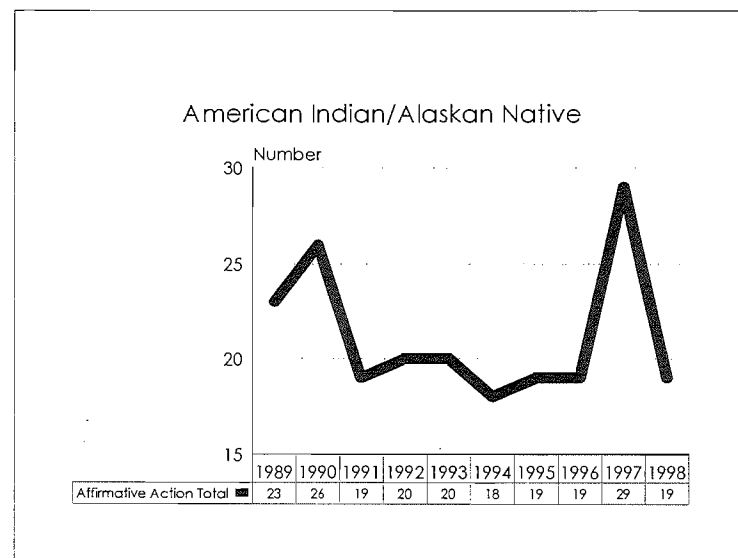
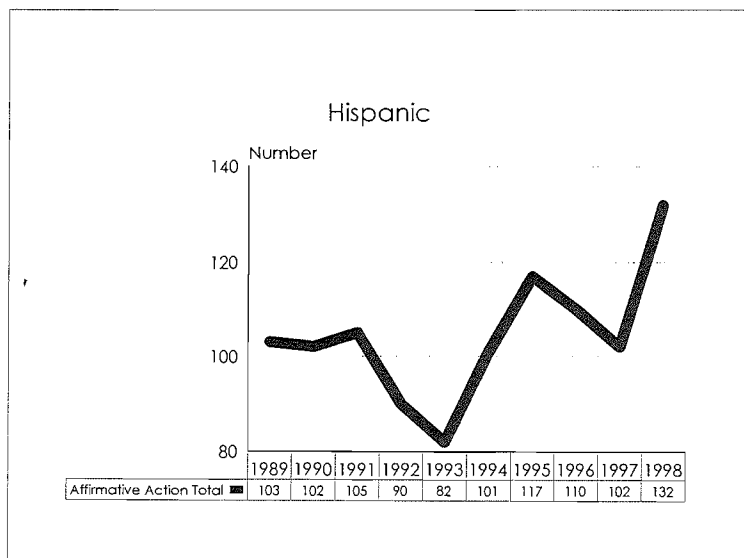
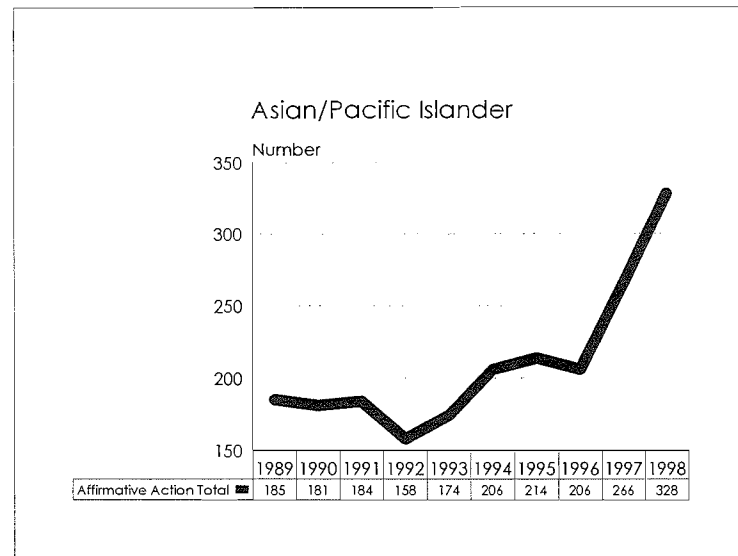
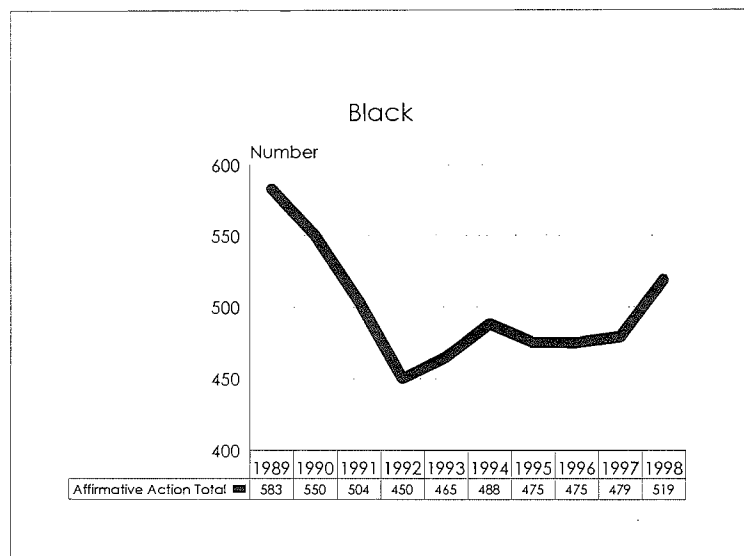
College of Arts & Letters Minority Student Enrollments by Ethnic ID, 1989-98



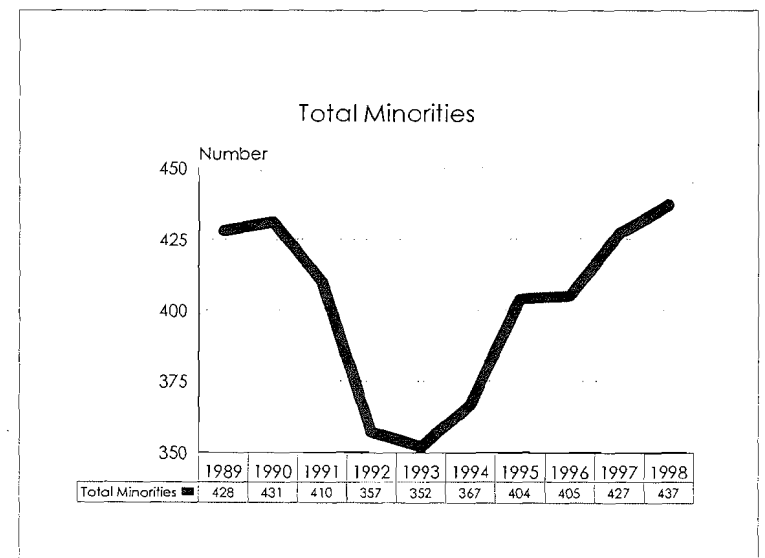
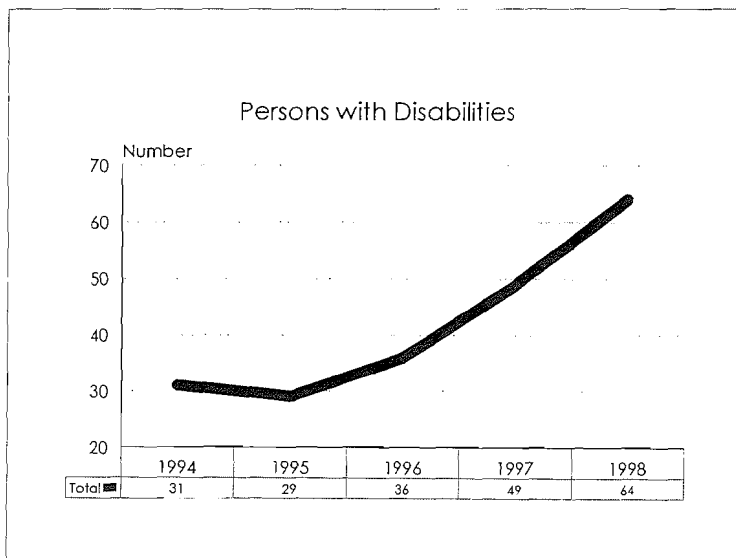
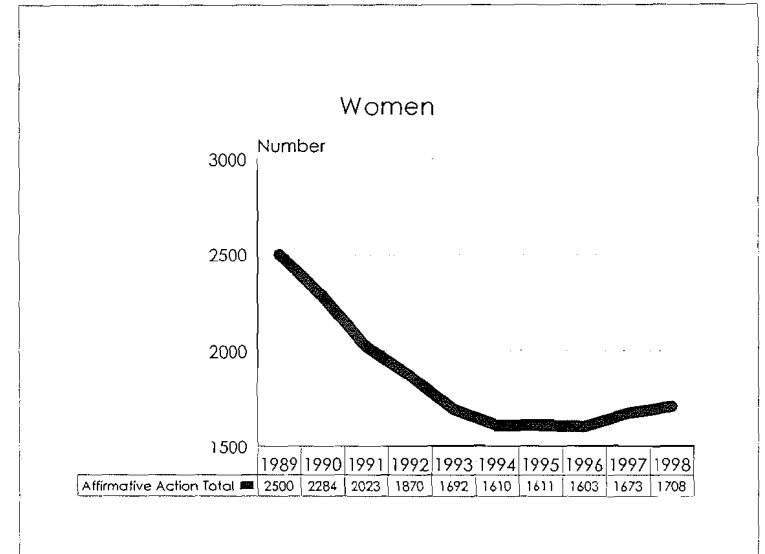
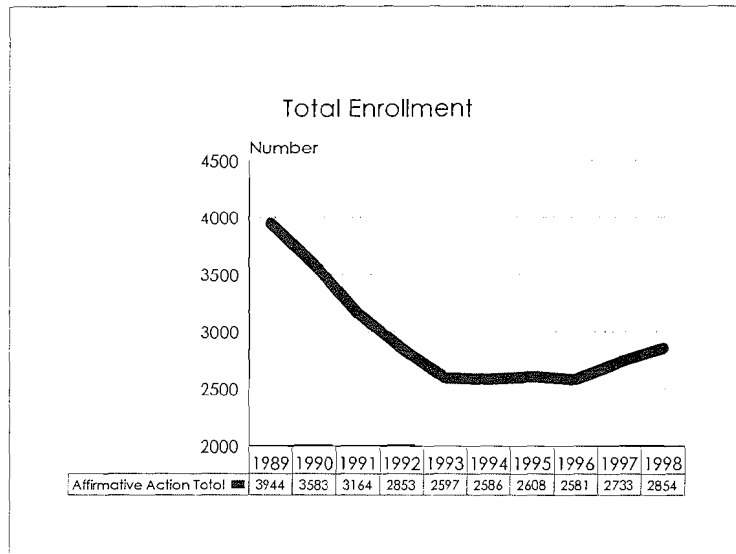
Eli Broad College of Business Student Enrollment Trends, 1989-98



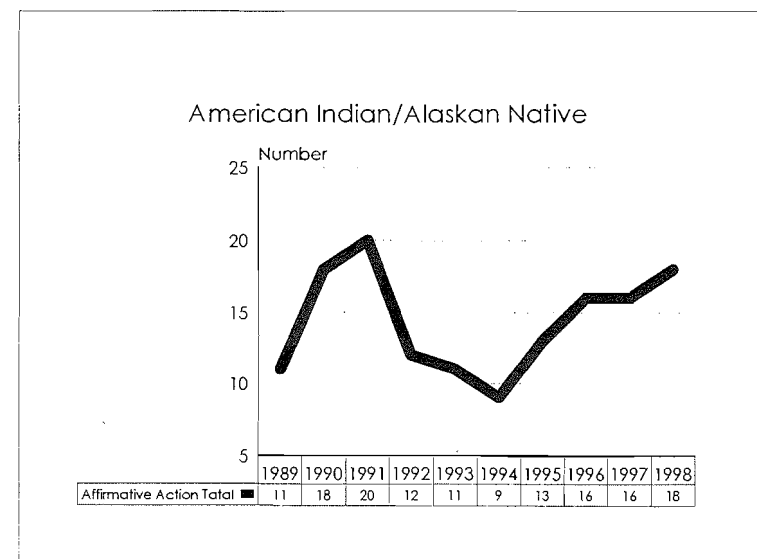
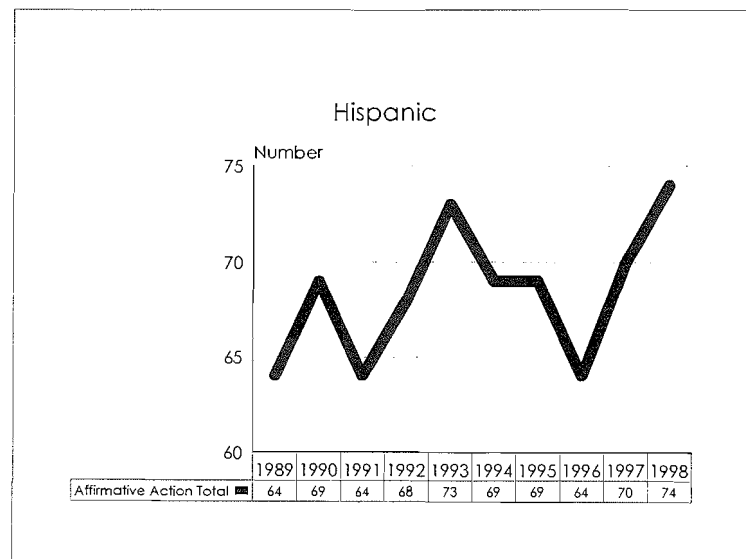
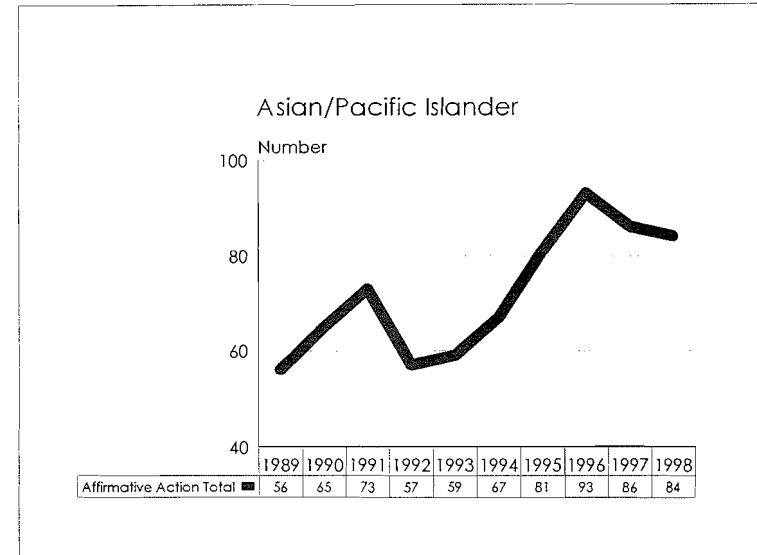
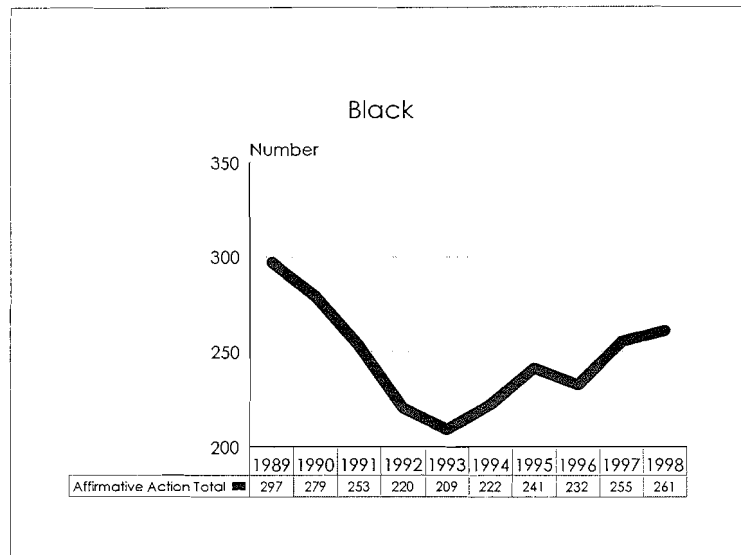
Eli Broad College of Business Minority Student Enrollments by Ethnic ID, 1989-98



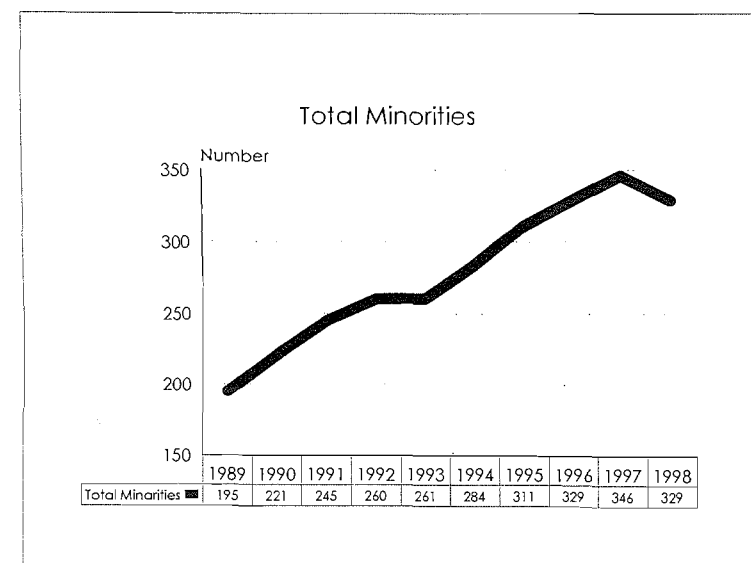
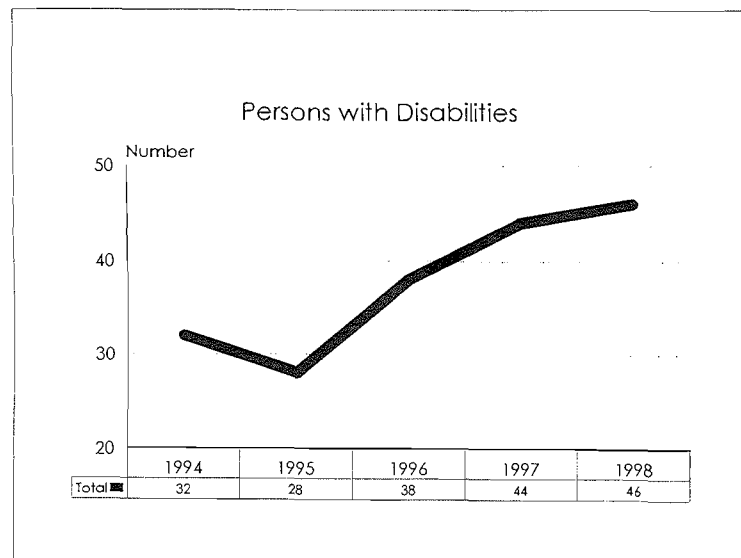
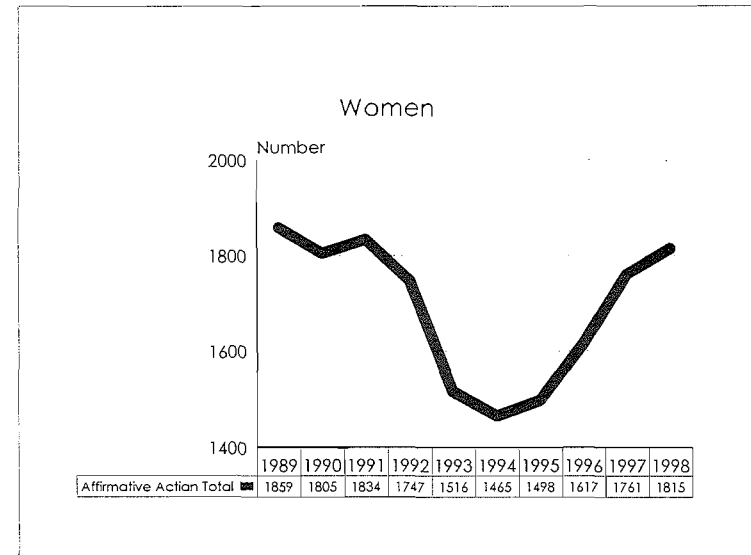
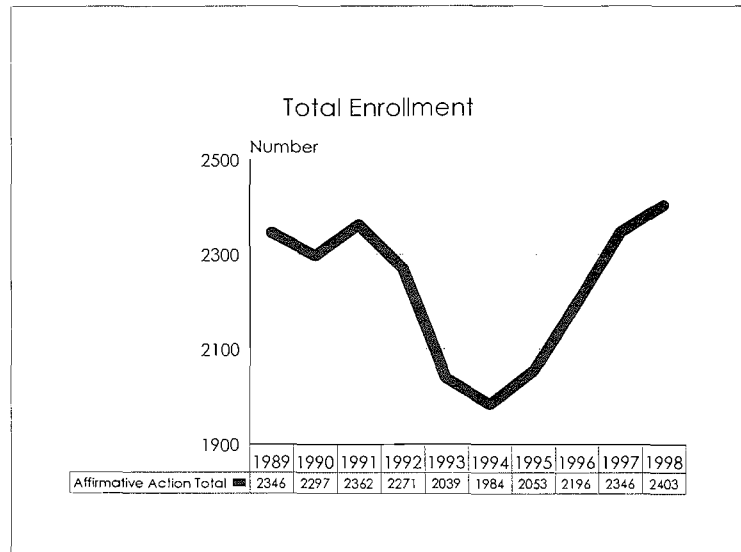
College of Communication Arts & Sciences Student Enrollment Trends, 1989-98



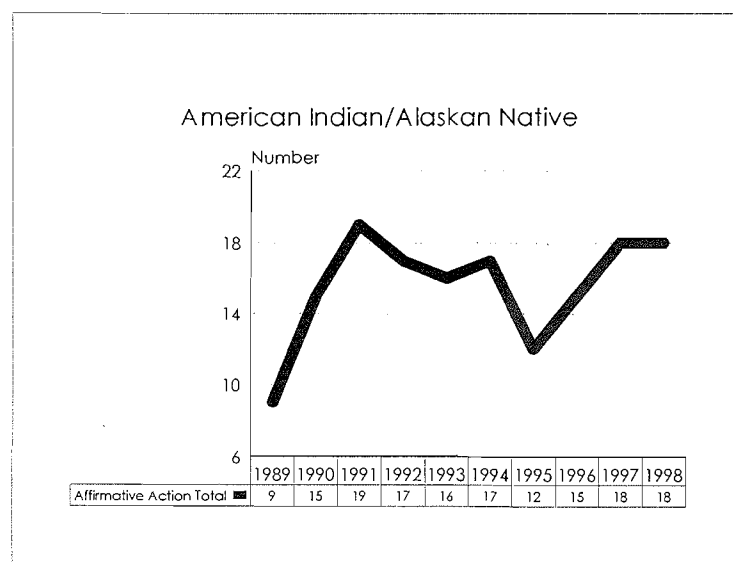
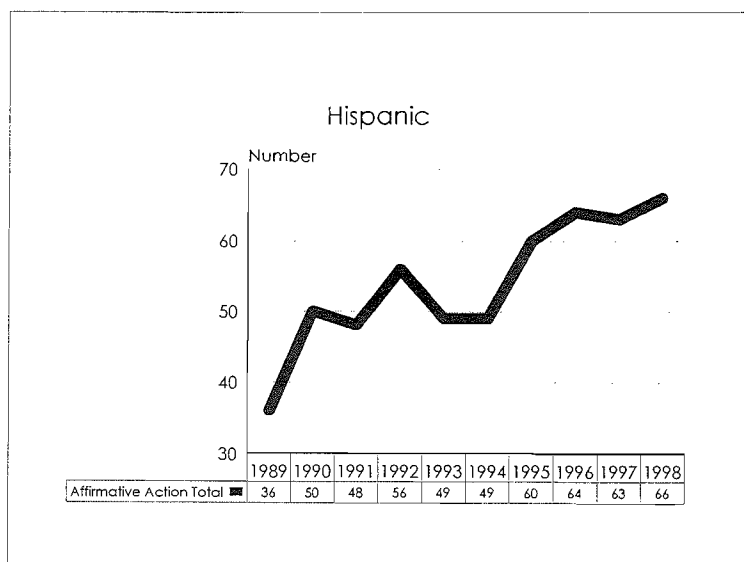
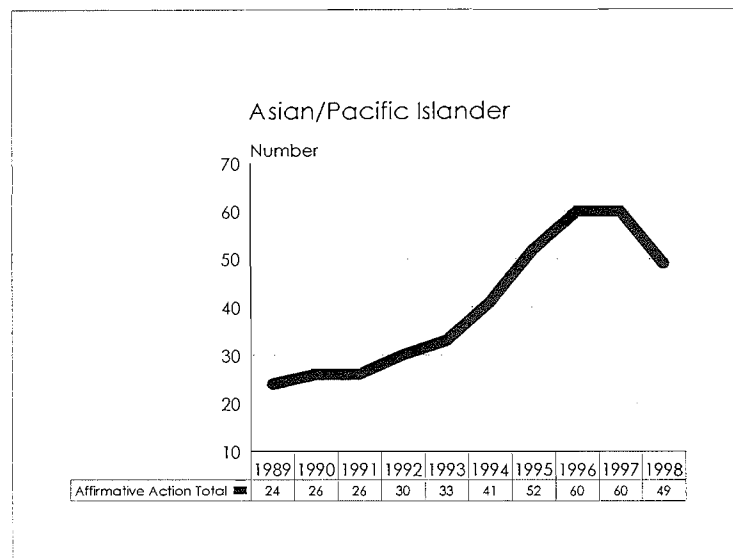
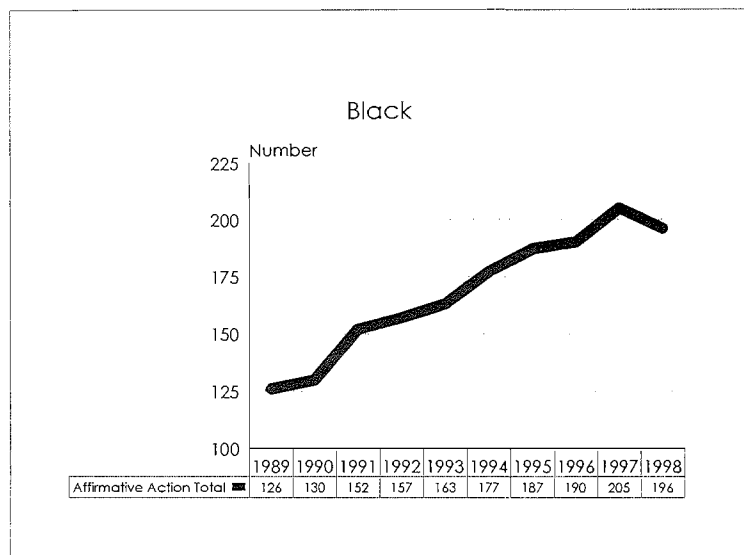
College of Communication Arts & Sciences
Minority Student Enrollments by Ethnic ID, 1989-98



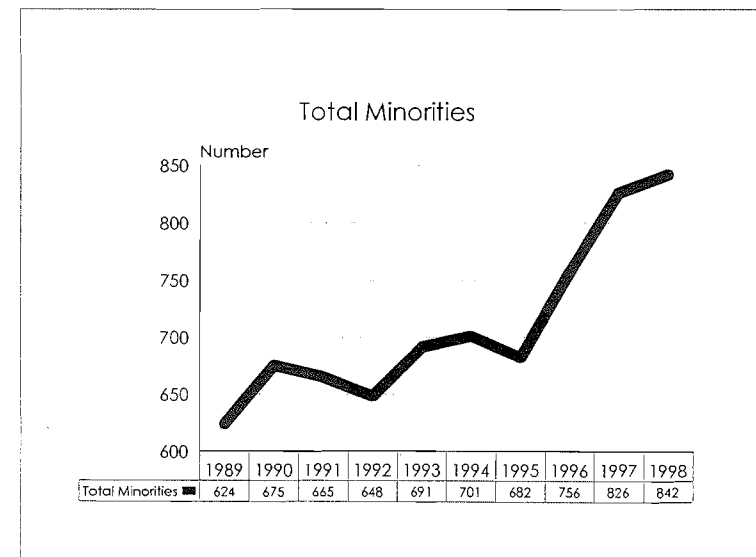
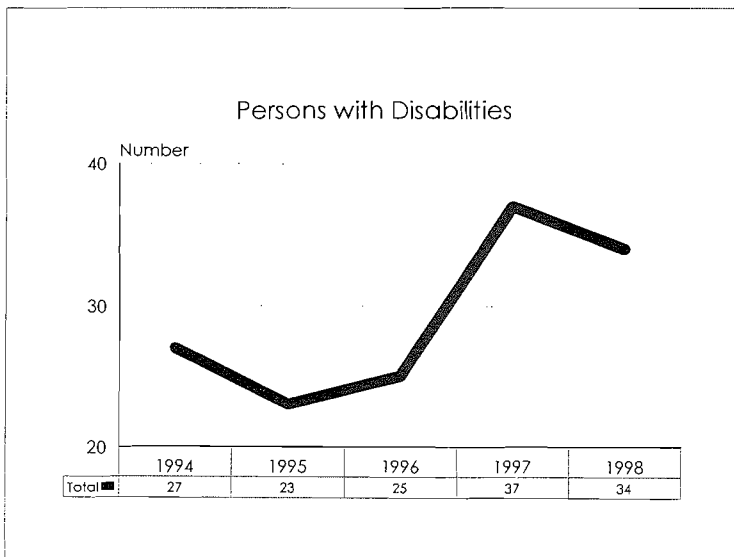
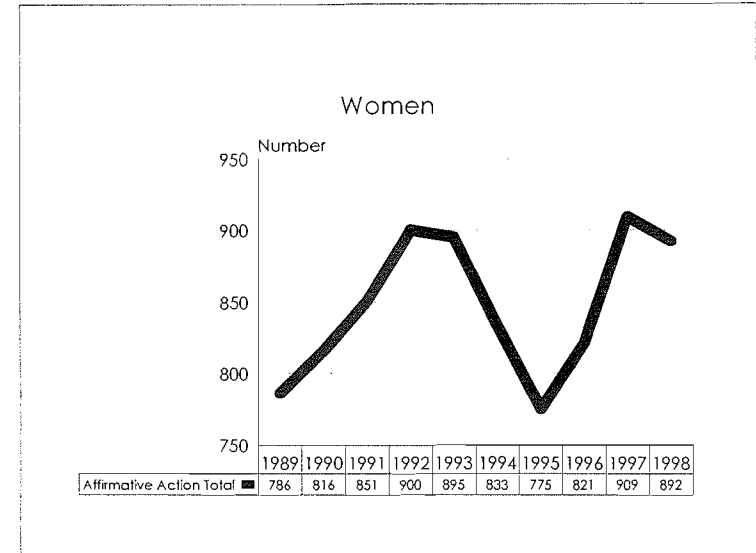
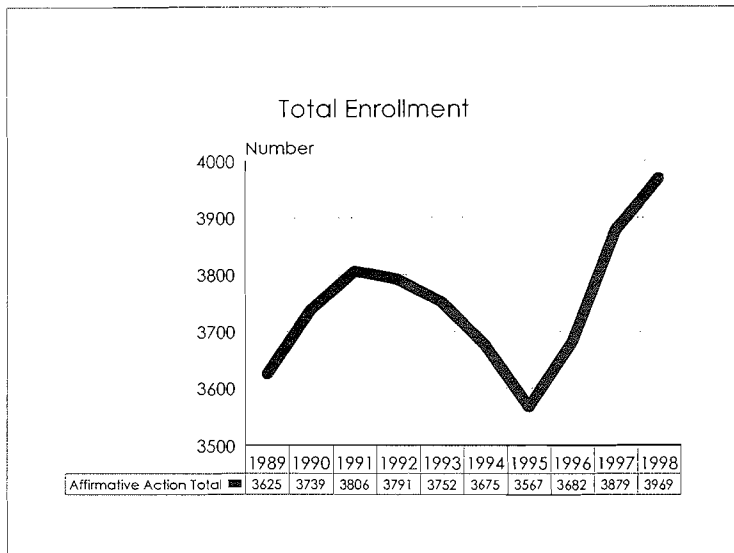
College of Education Student Enrollment Trends, 1989-98



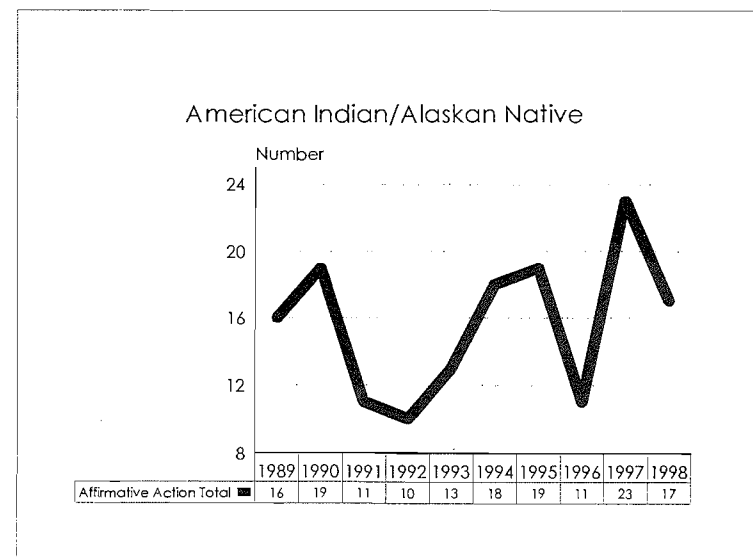
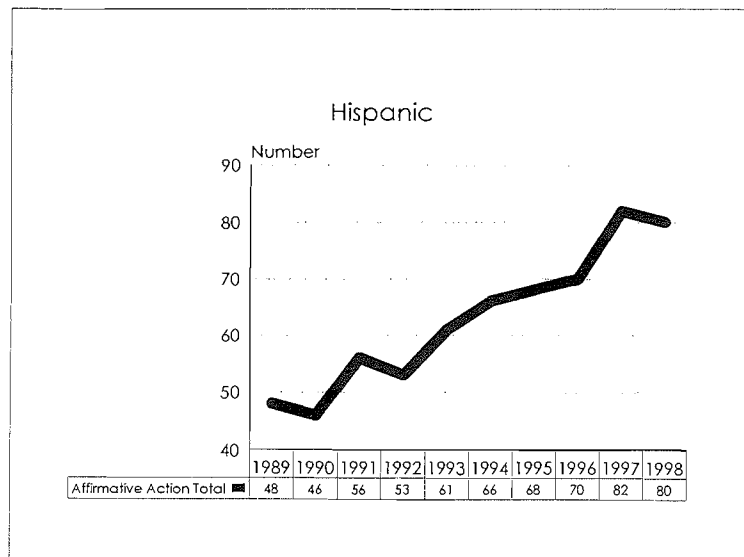
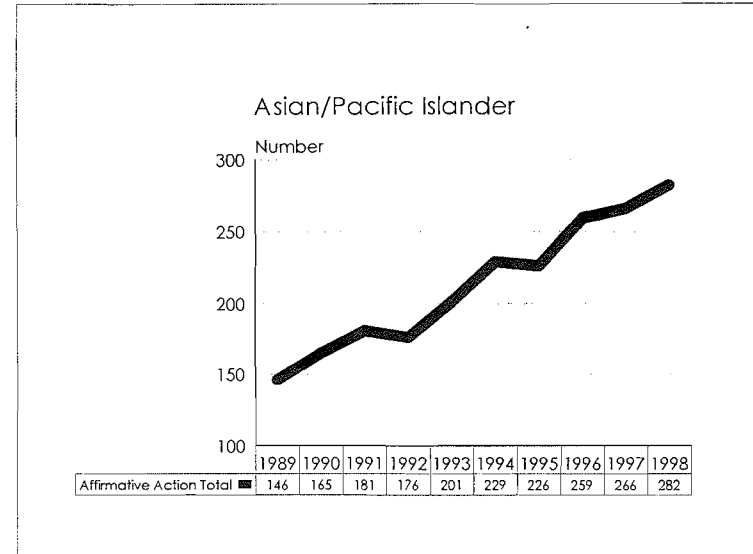
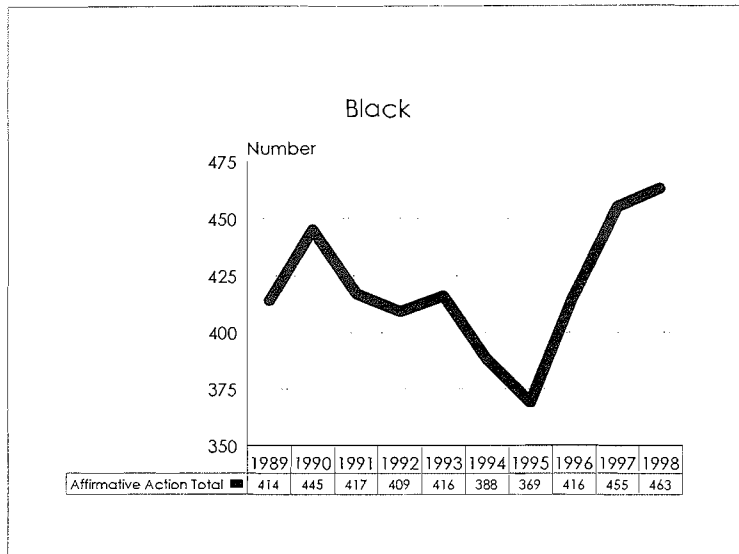
College of Education Minority Student Enrollments by Ethnic ID, 1989-98



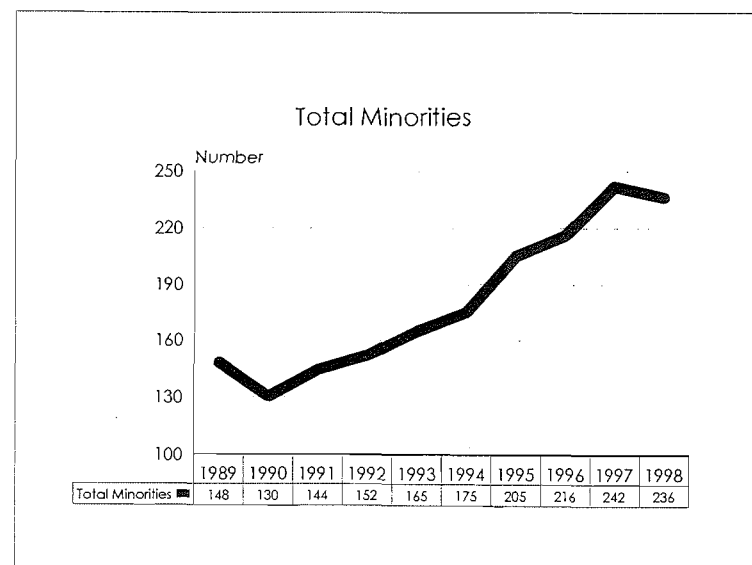
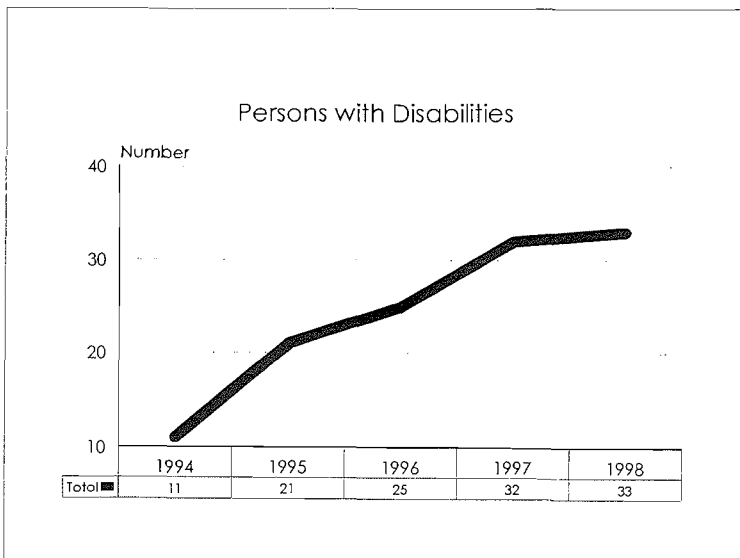
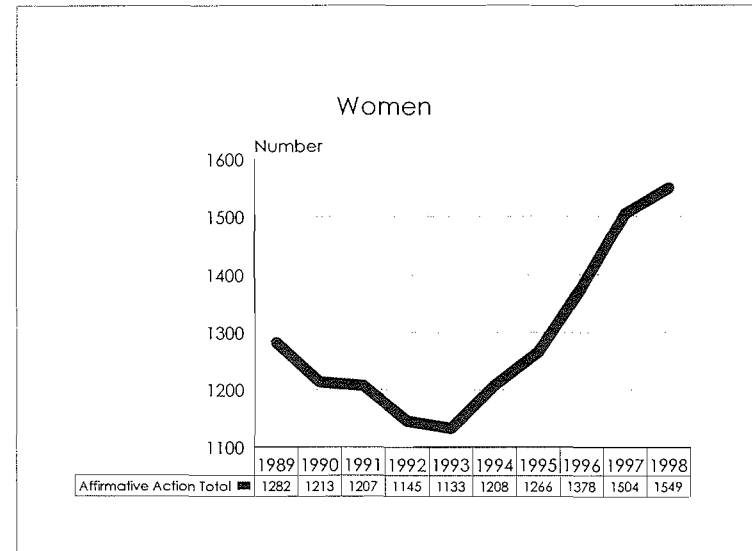
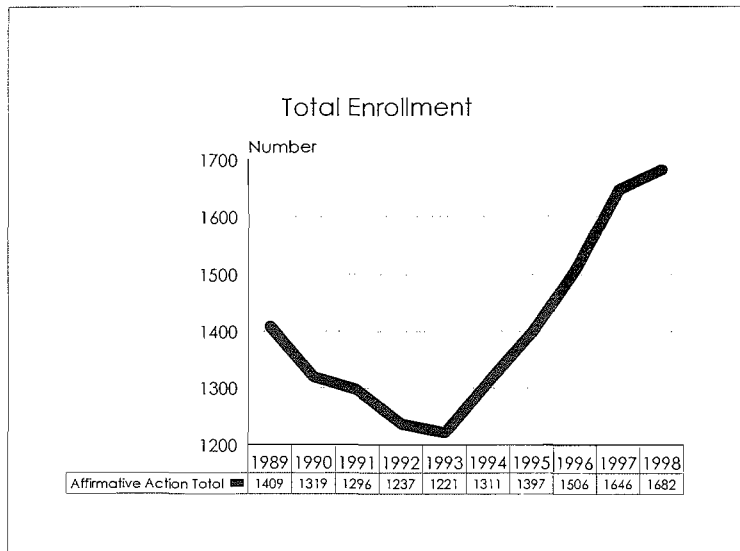
College of Engineering Student Enrollment Trends, 1989-98



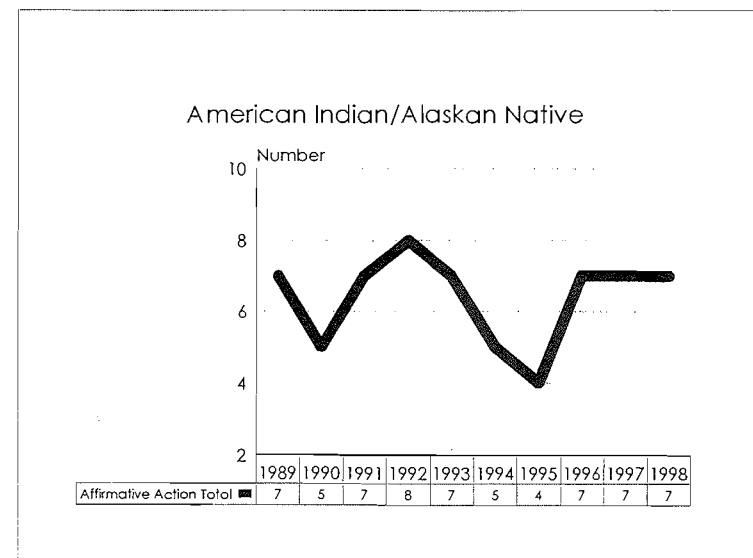
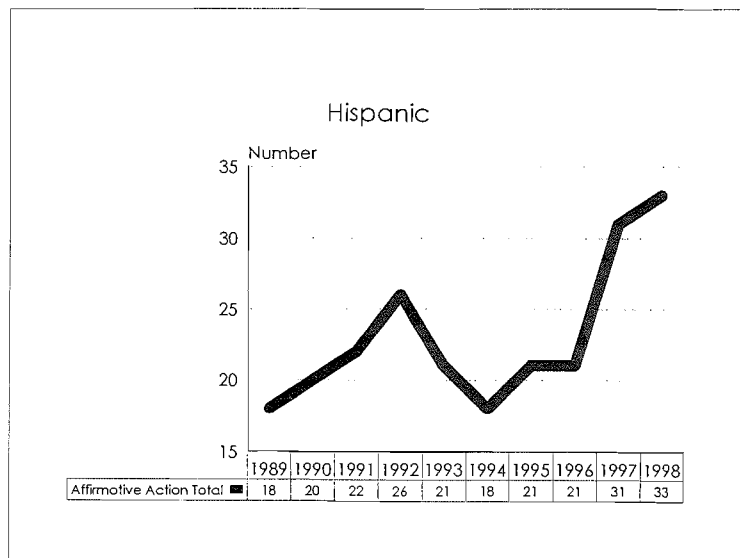
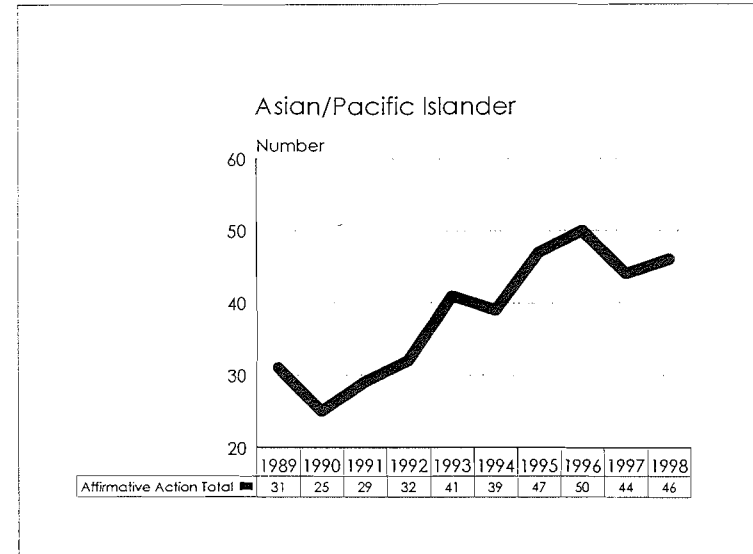
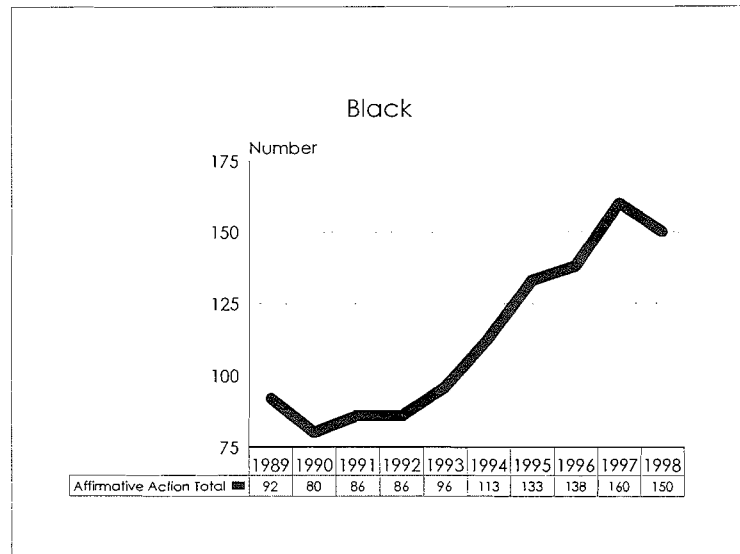
College of Engineering
Minority Student Enrollments by Ethnic ID, 1989-98



College of Human Ecology Student Enrollment Trends, 1989-98

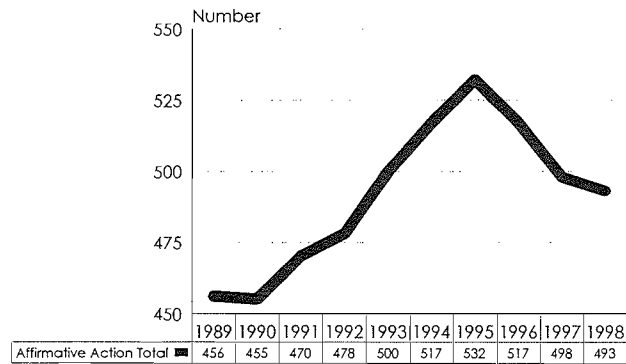


College of Human Ecology
Minority Student Enrollments by Ethnic ID, 1989-98

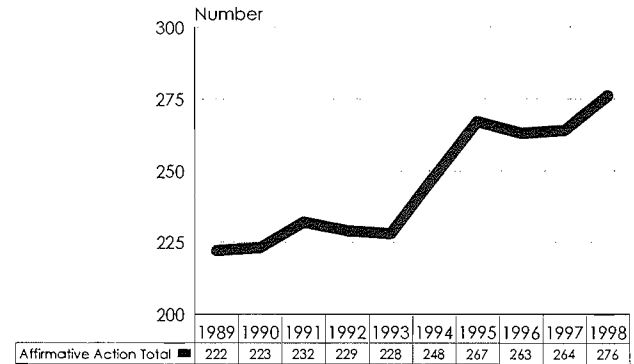


College of Human Medicine Student Enrollment Trends, 1989-98

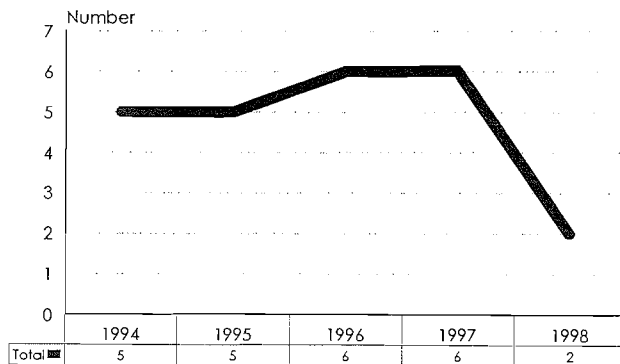
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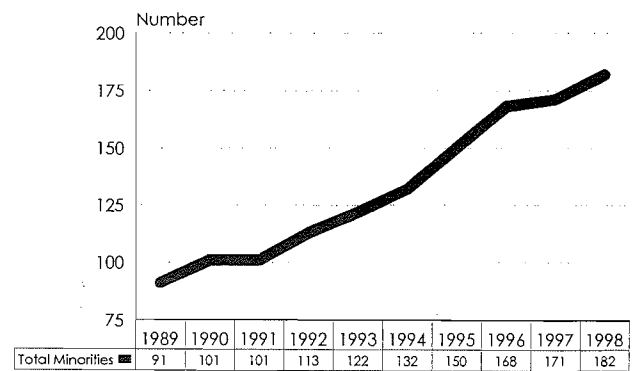
Women



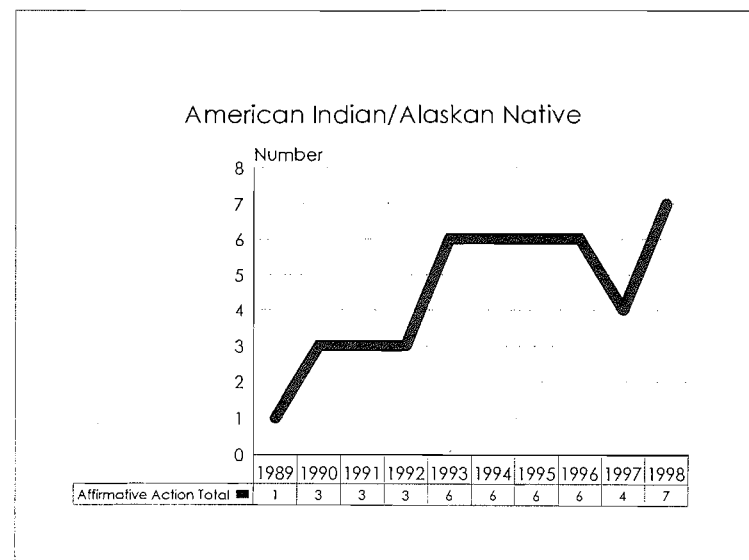
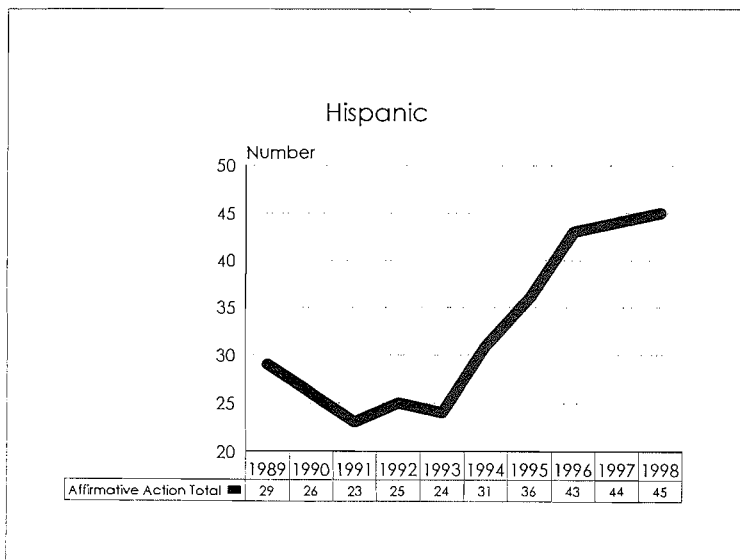
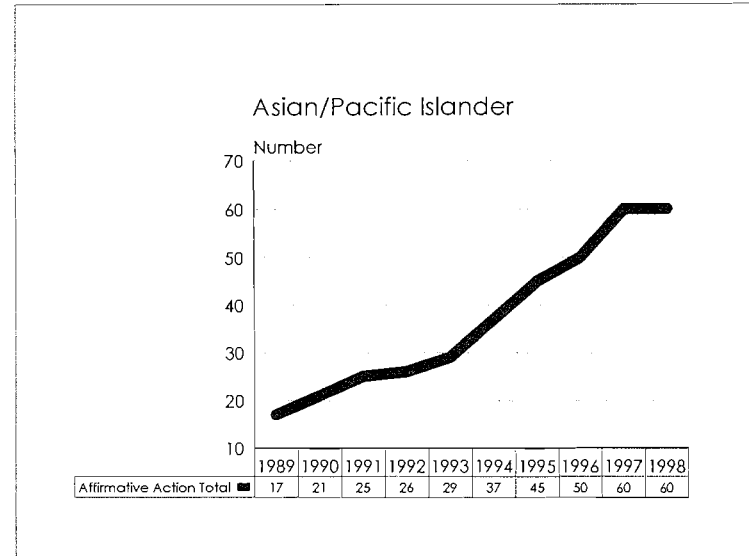
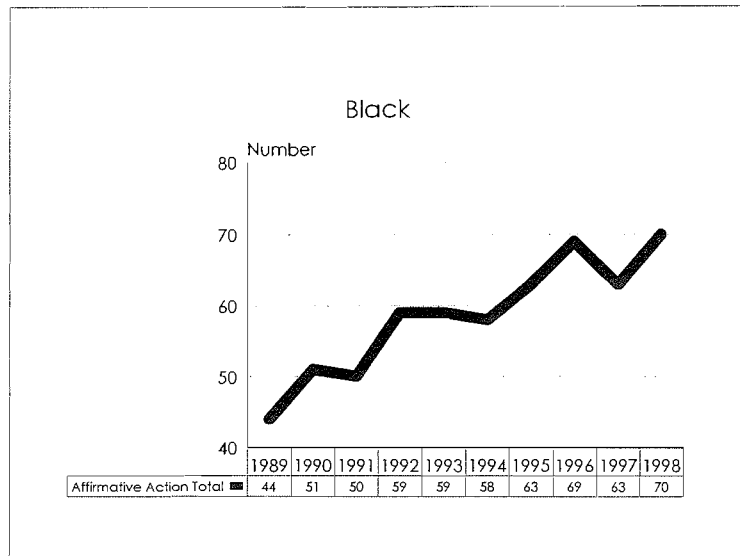
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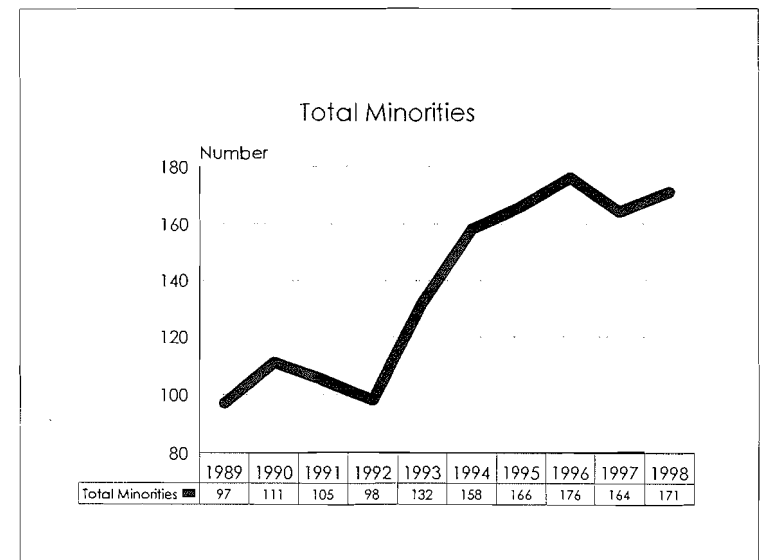
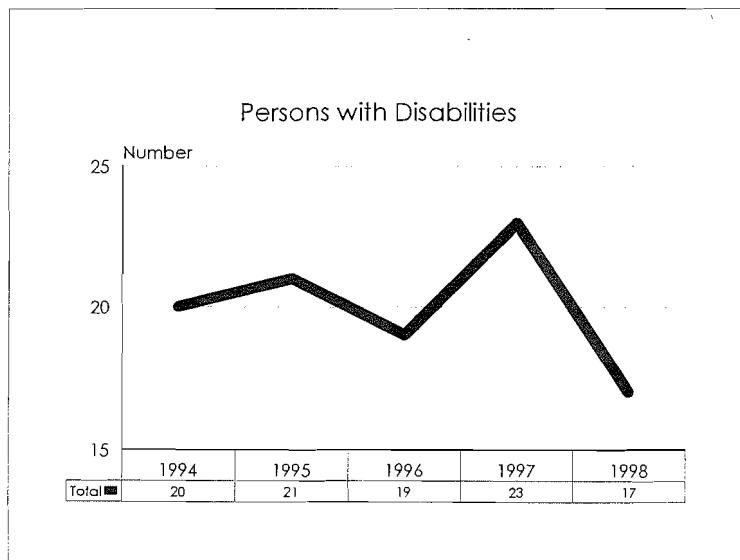
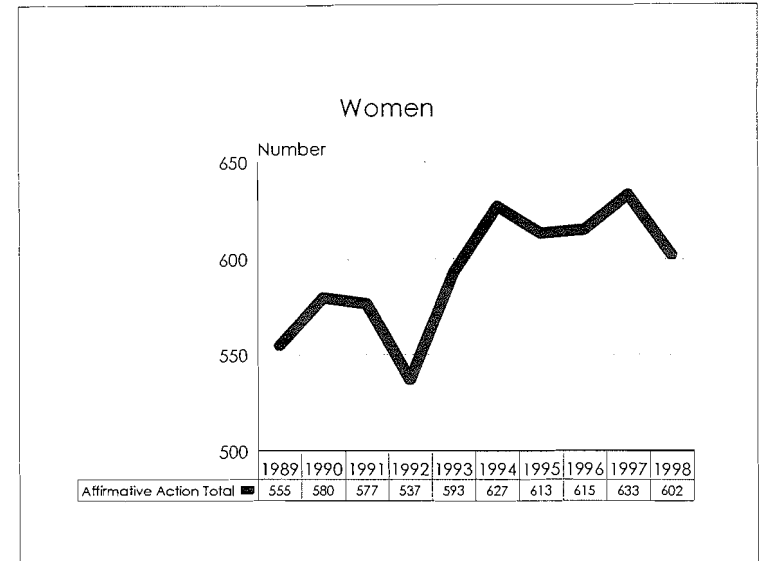
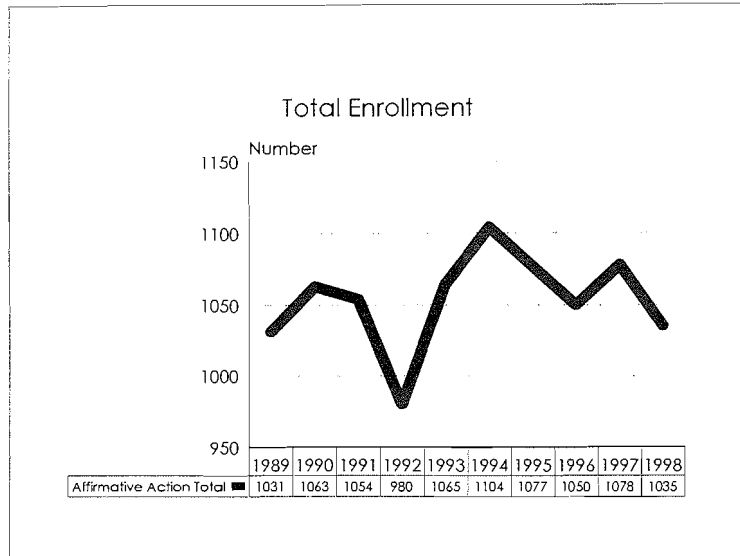
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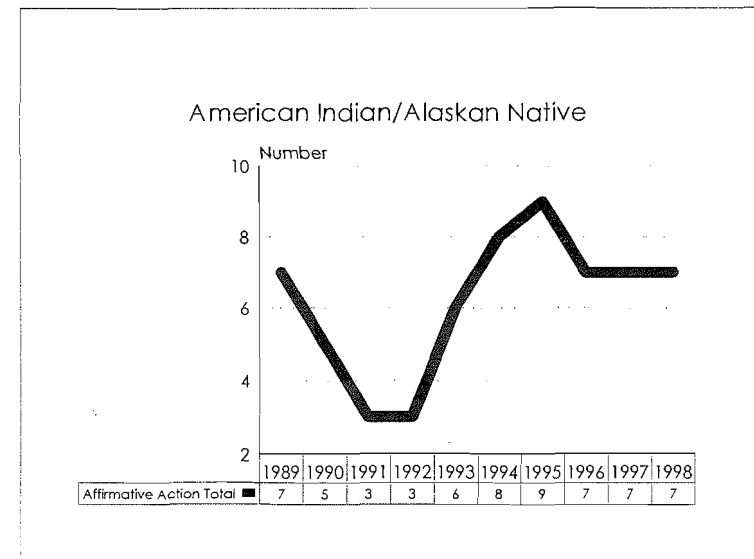
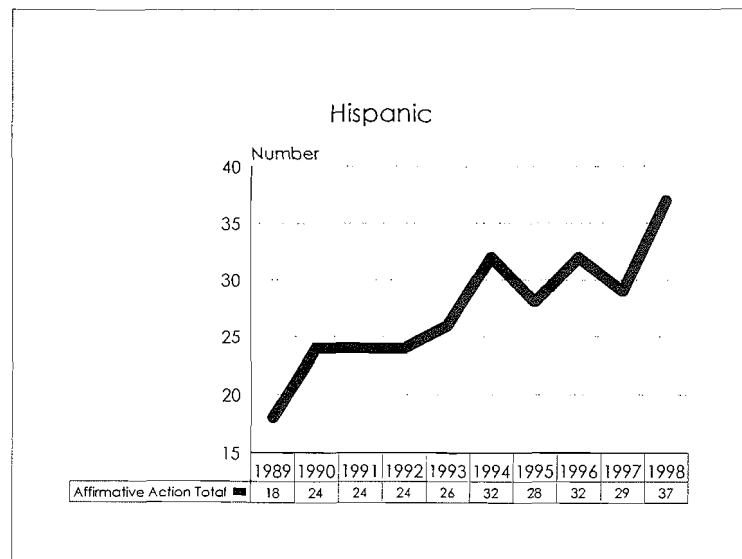
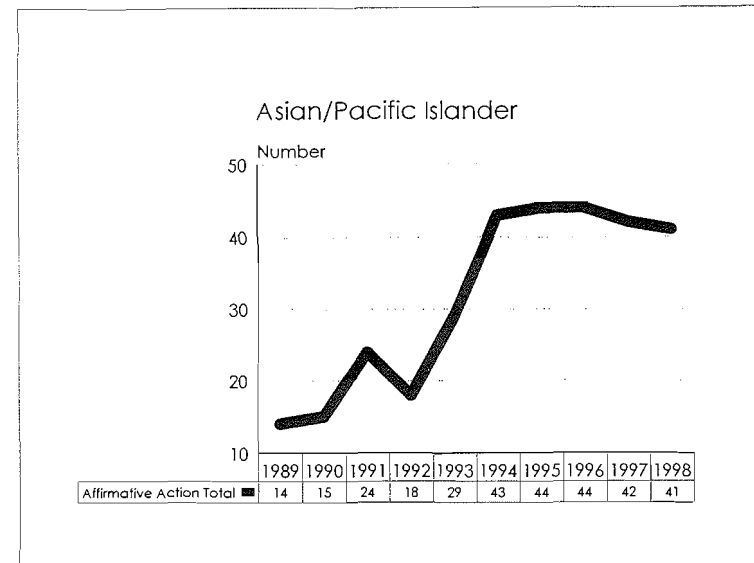
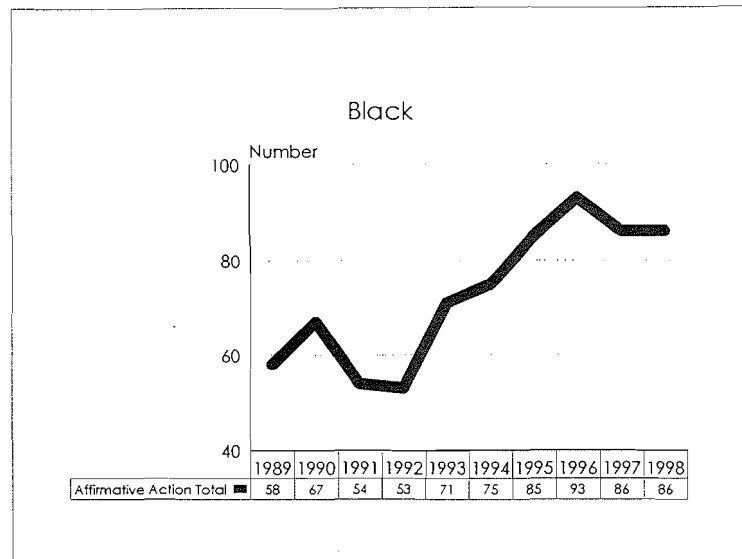
College of Human Medicine
Minority Student Enrollments by Ethnic ID, 1989-98



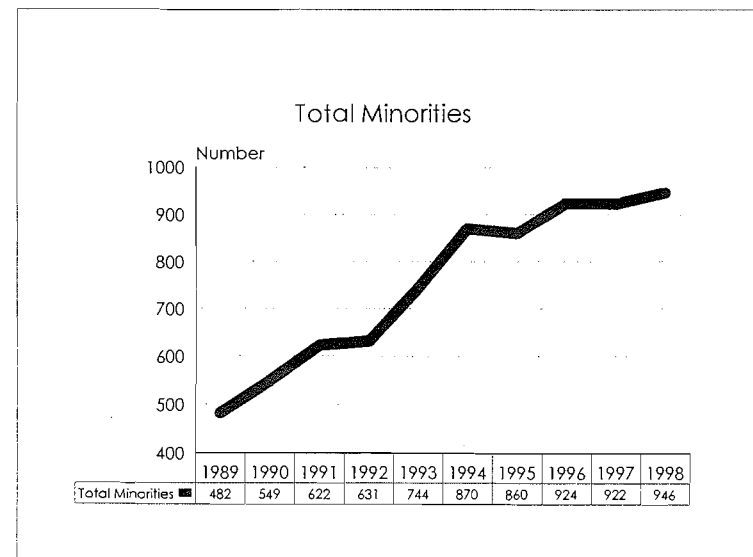
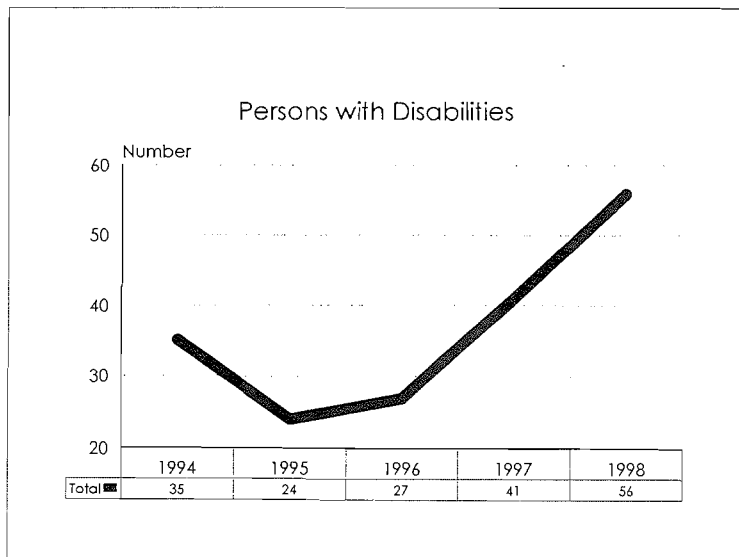
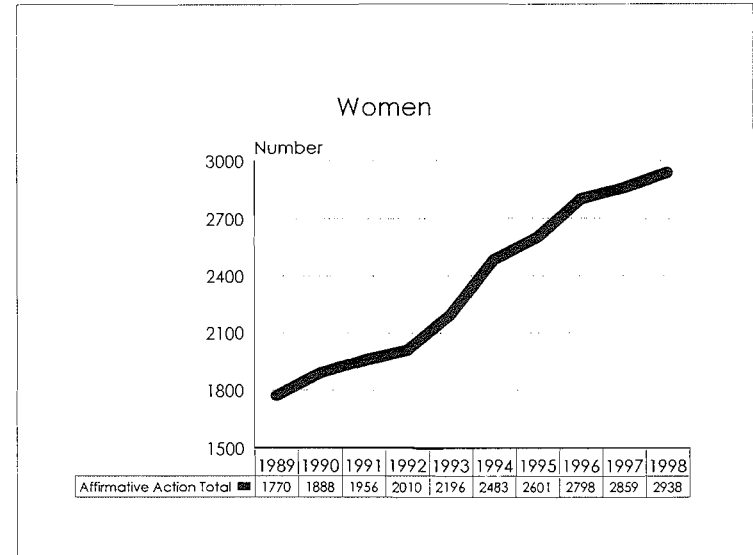
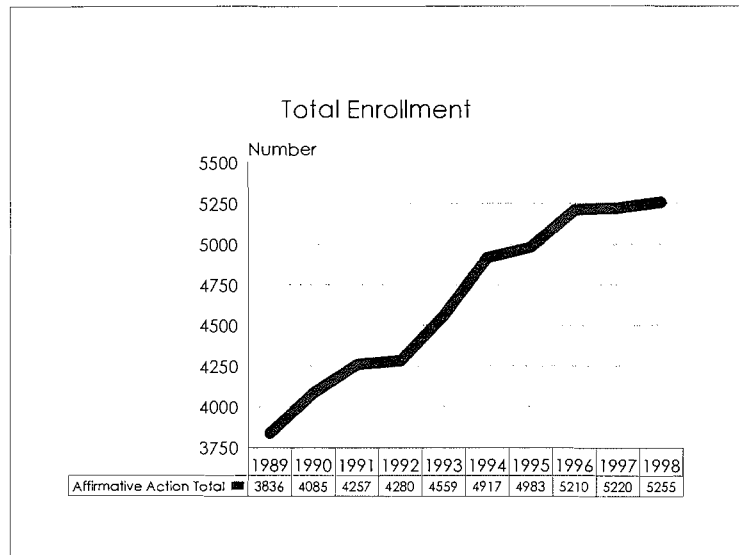
James Madison College Student Enrollment Trends, 1989-98



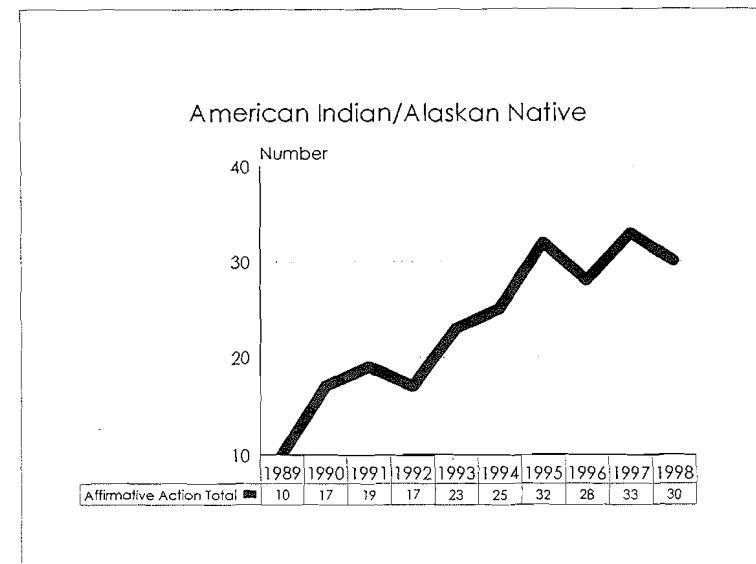
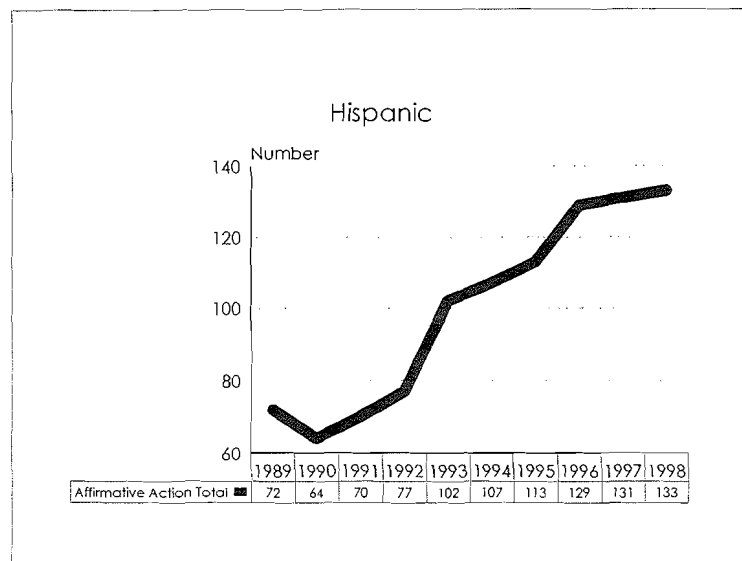
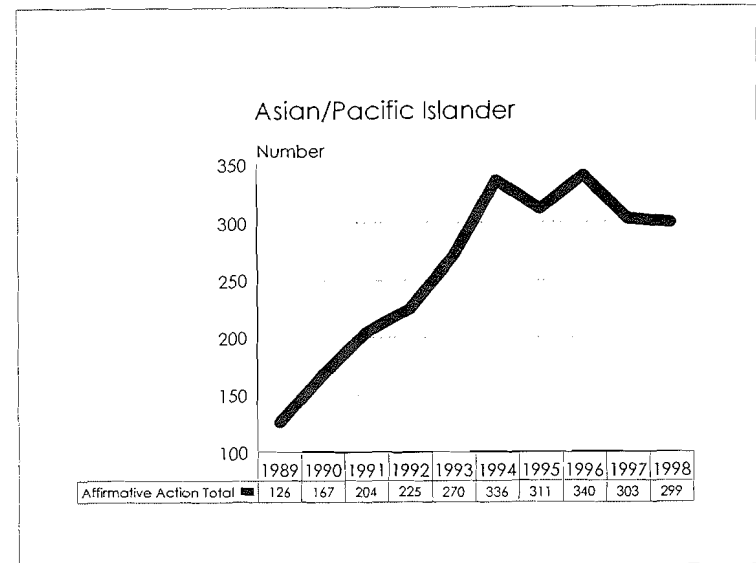
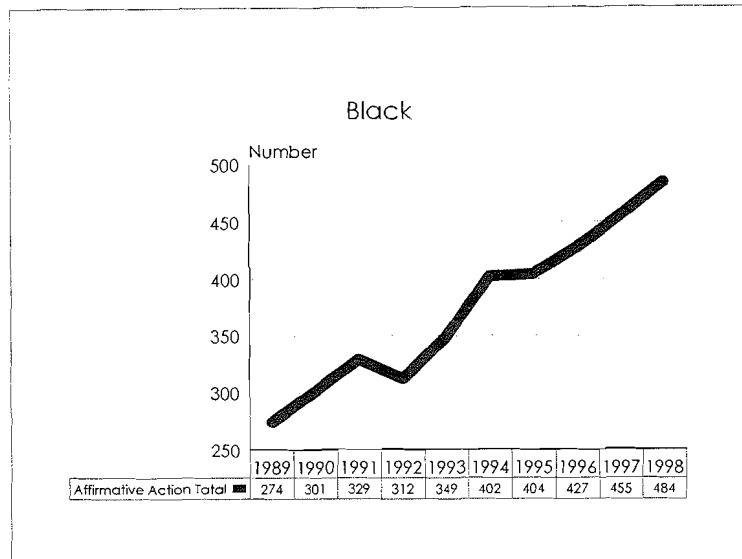
James Madison College Minority Student Enrollments by Ethnic ID, 1989-98



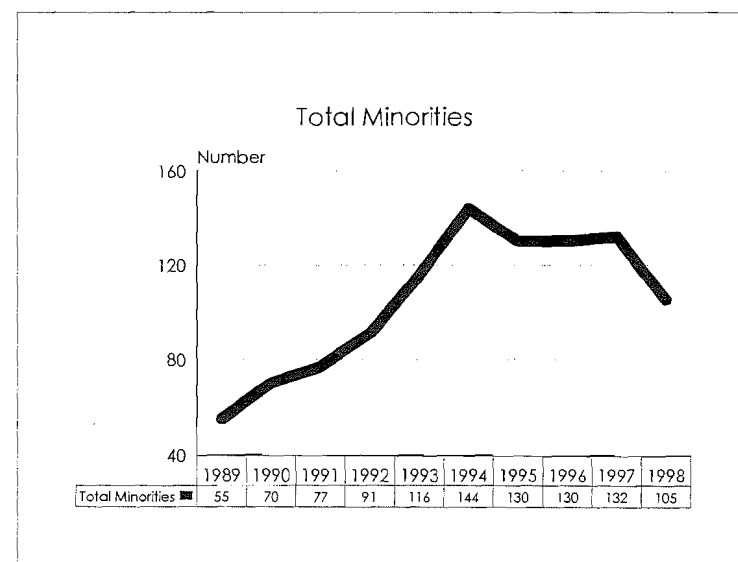
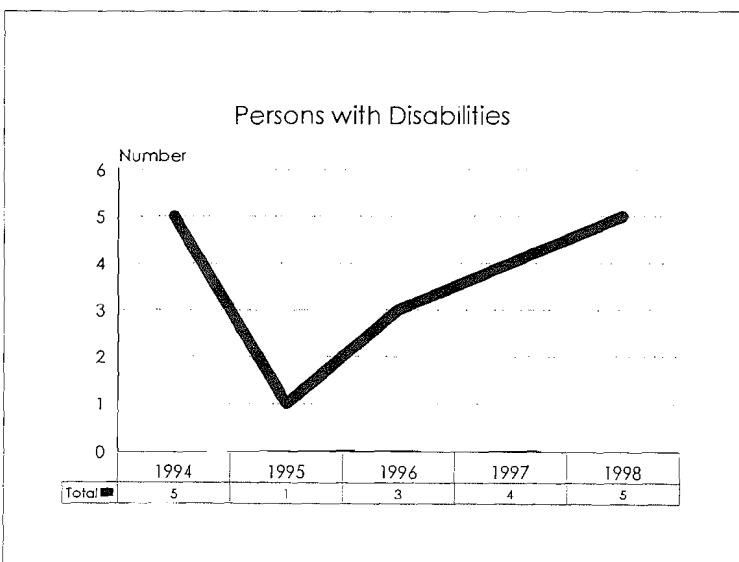
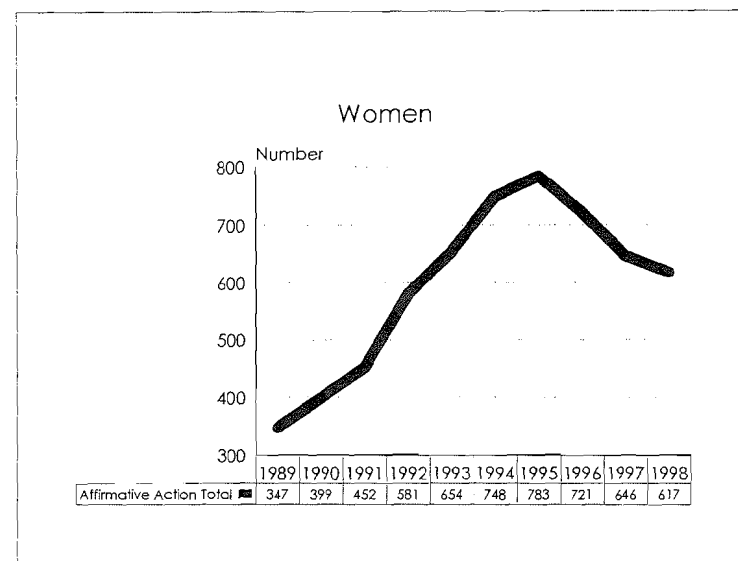
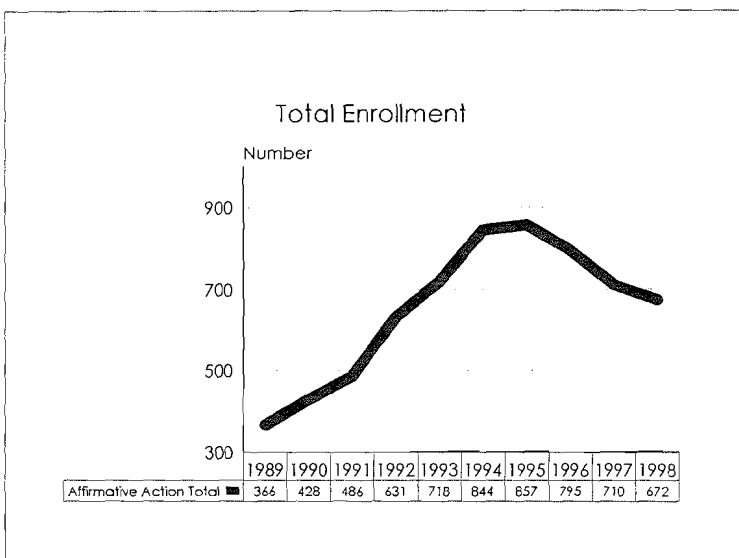
College of Natural Science Student Enrollment Trends, 1989-98



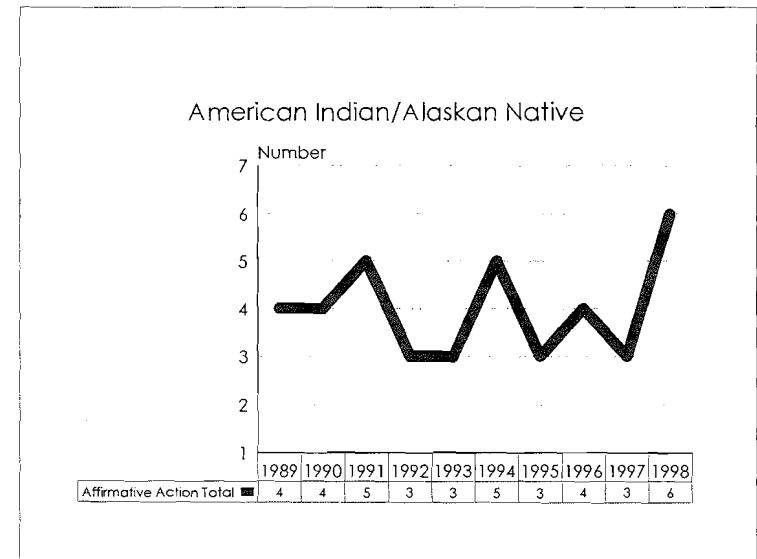
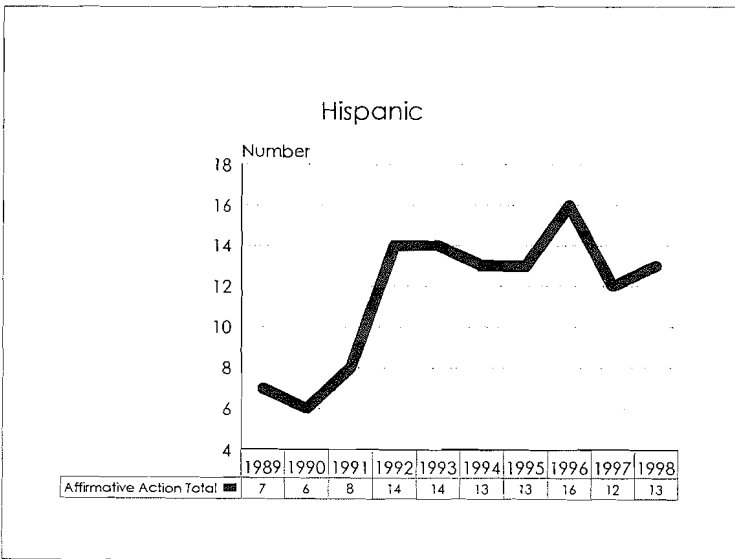
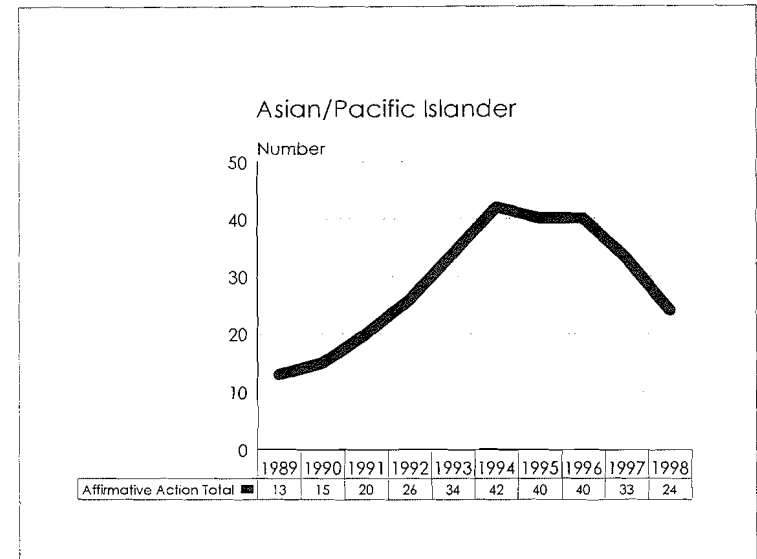
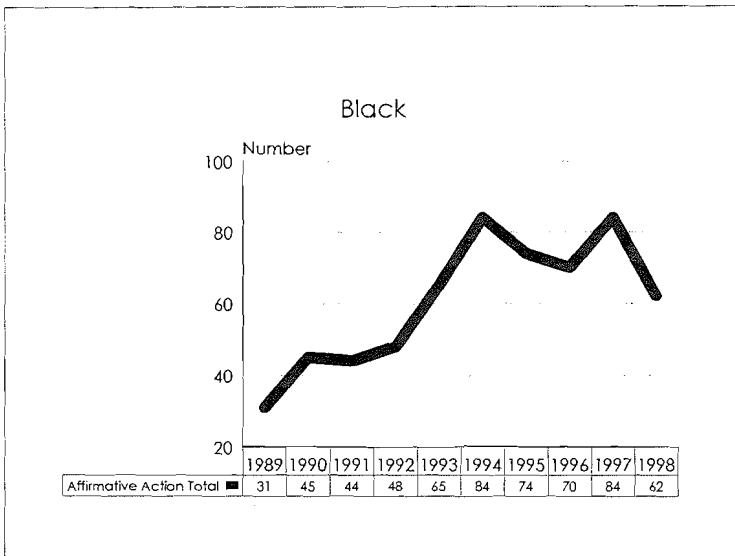
College of Natural Science Minority Student Enrollments by Ethnic ID, 1989-98



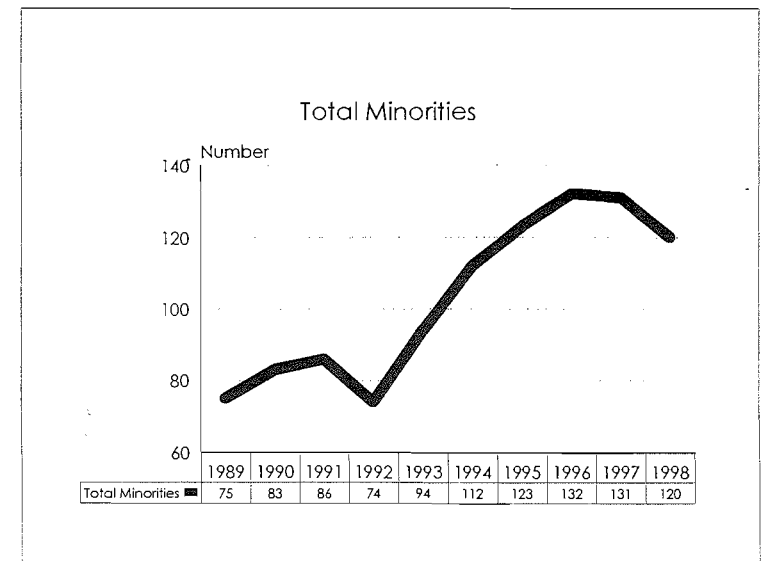
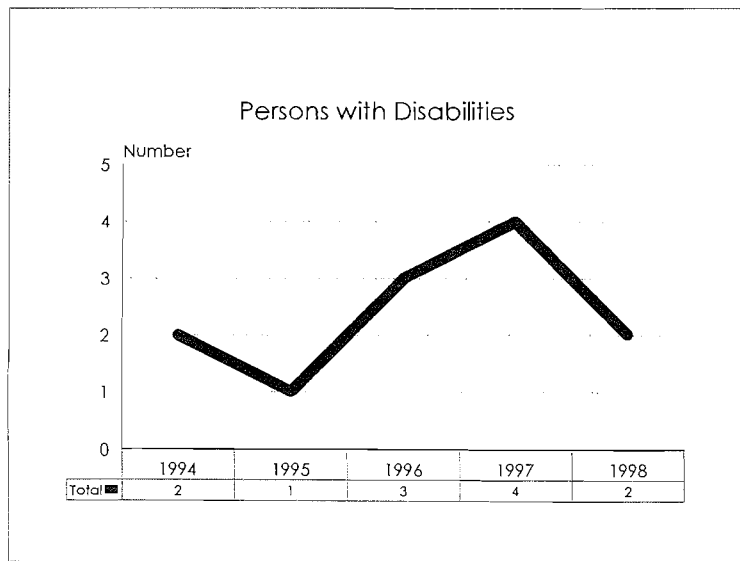
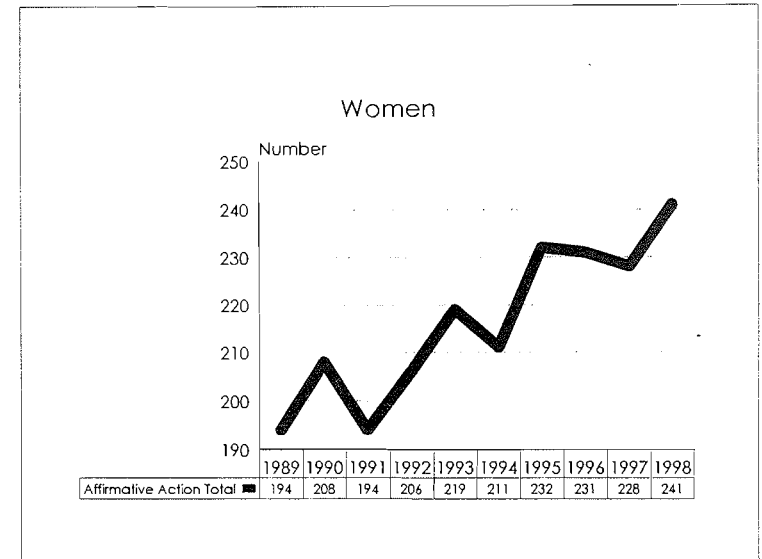
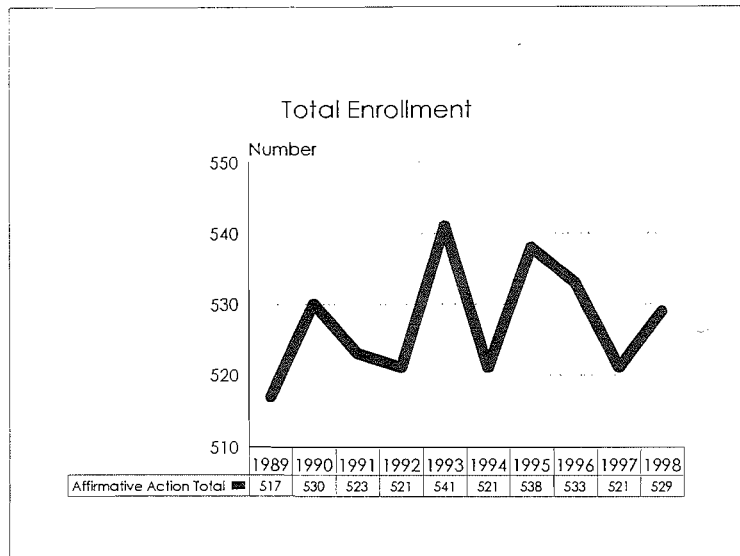
College of Nursing Student Enrollment Trends, 1989-98



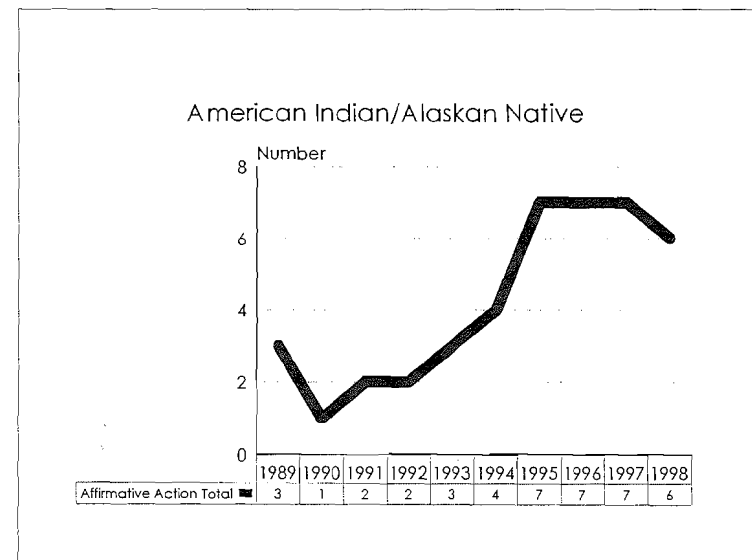
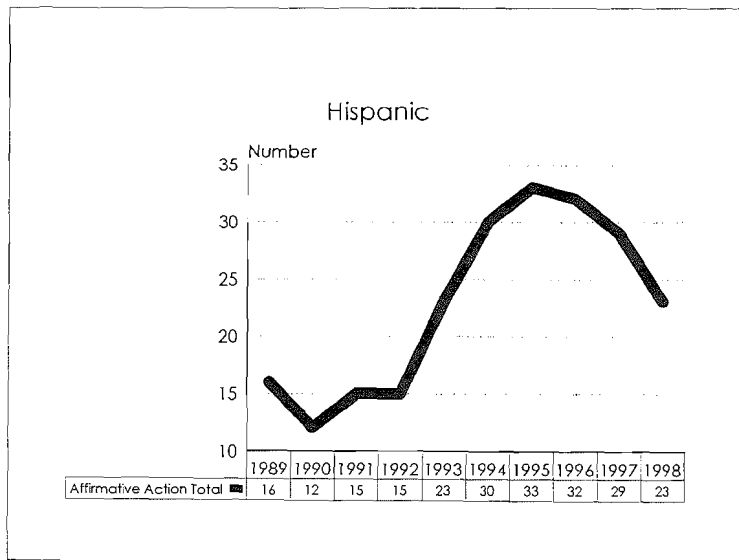
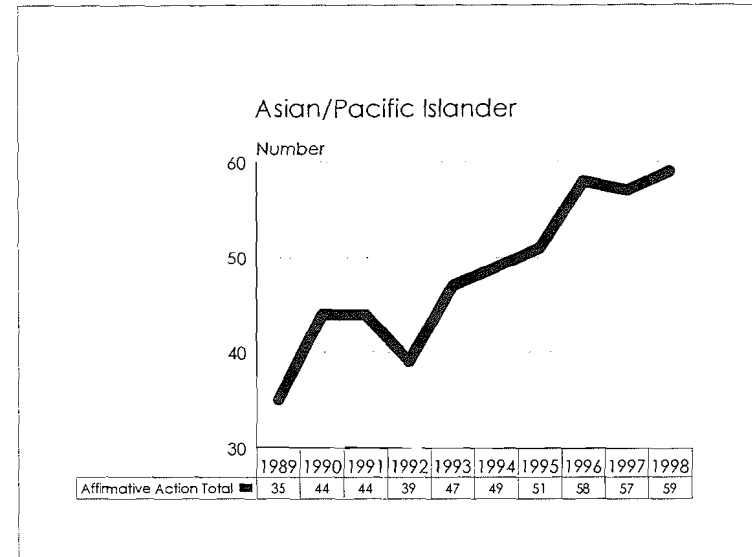
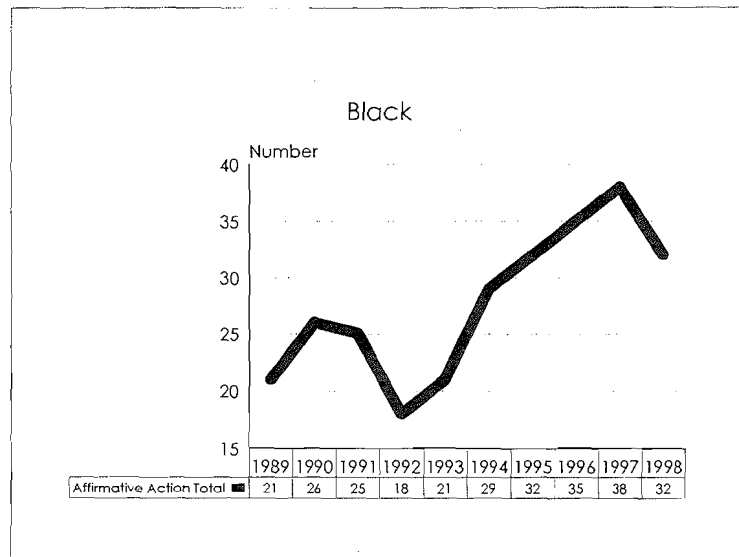
College of Nursing
Minority Student Enrollments by Ethnic ID, 1989-98



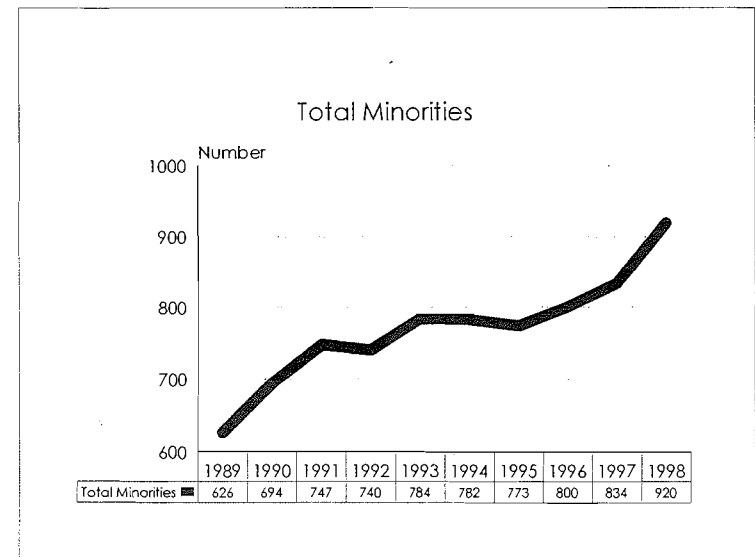
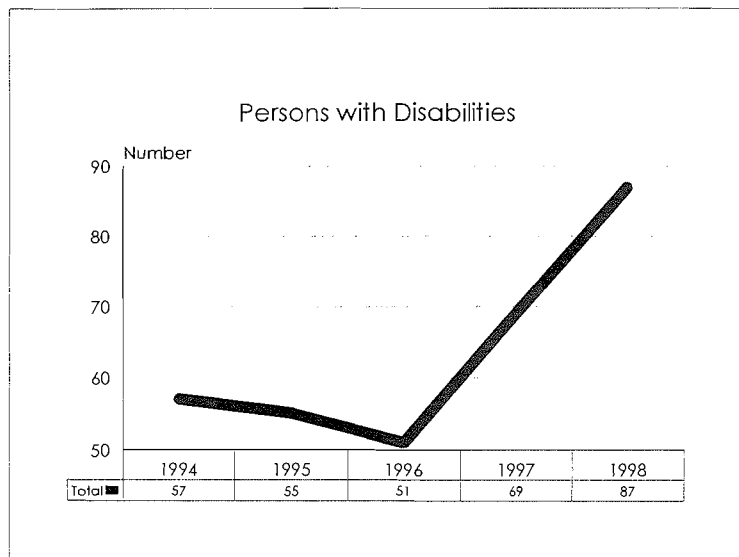
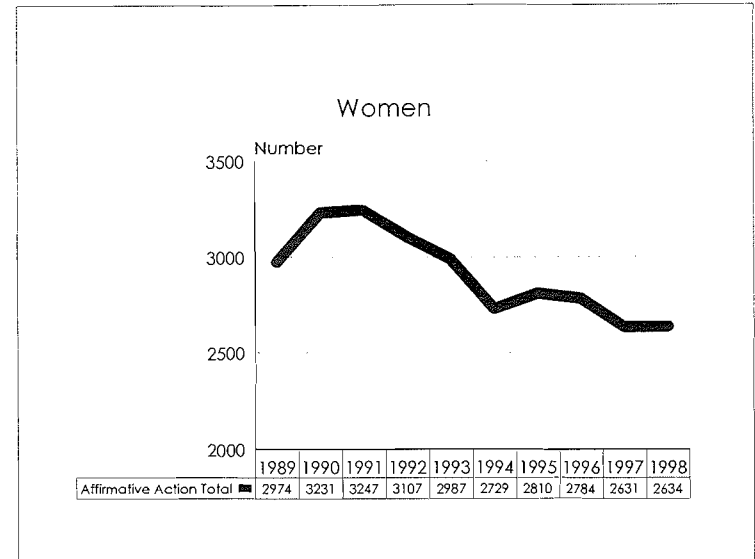
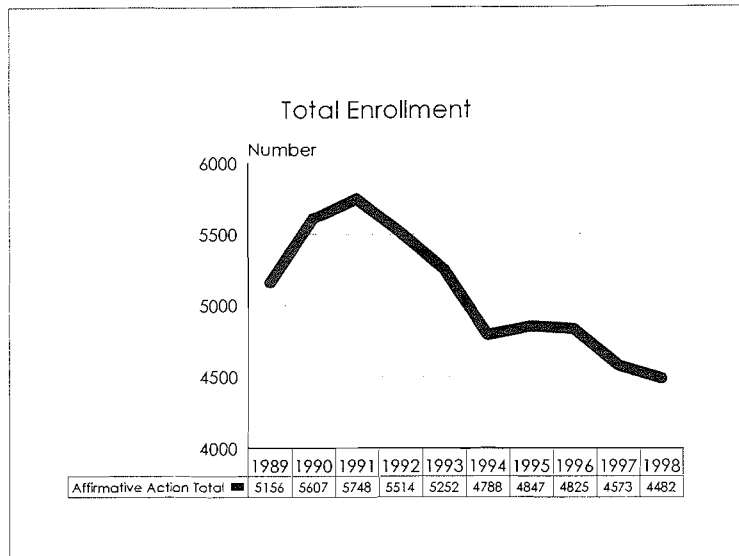
College of Osteopathic Medicine Student Enrollment Trends, 1989-98



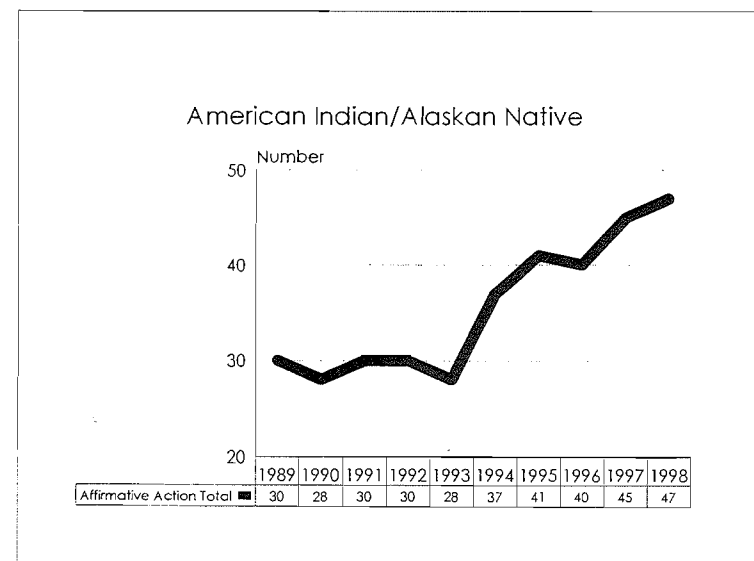
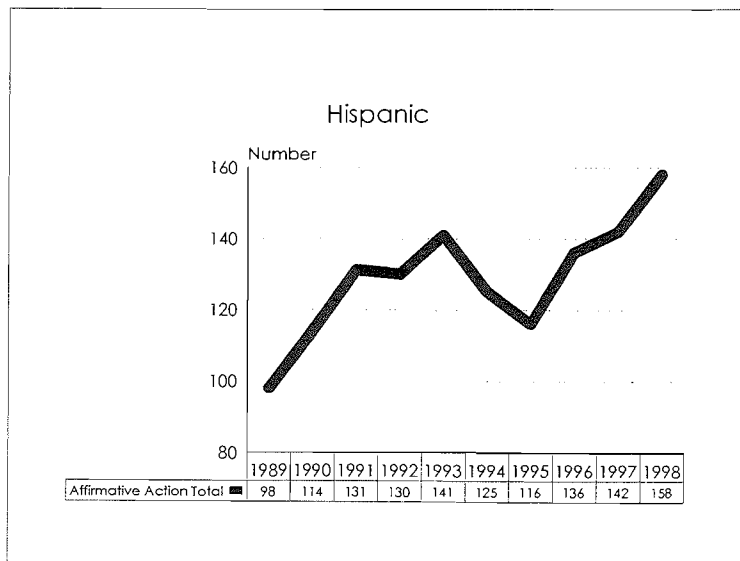
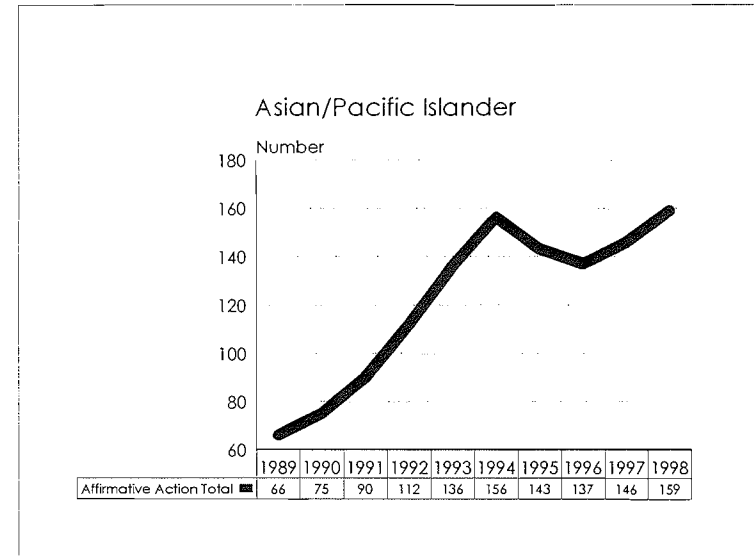
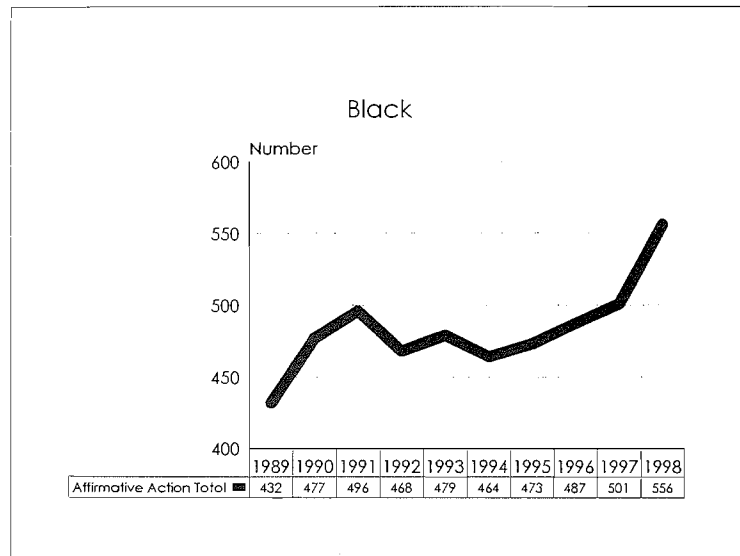
College of Osteopathic Medicine
Minority Student Enrollments by Ethnic ID, 1989-98



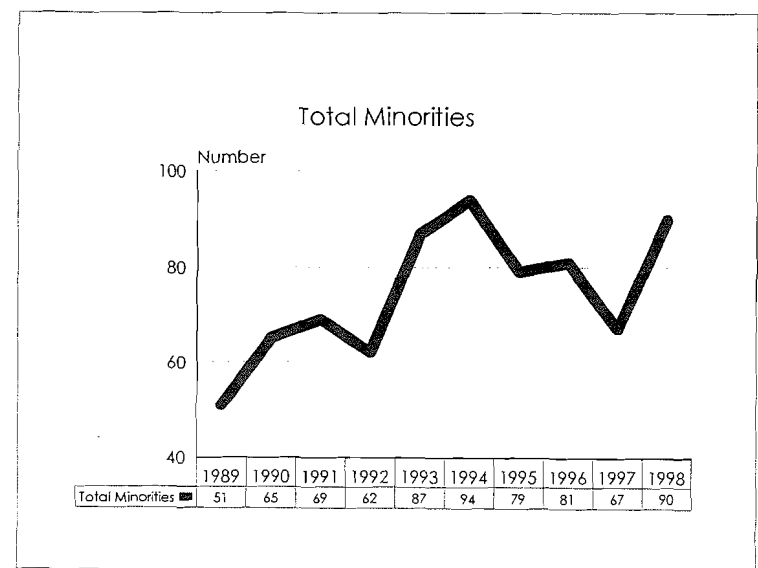
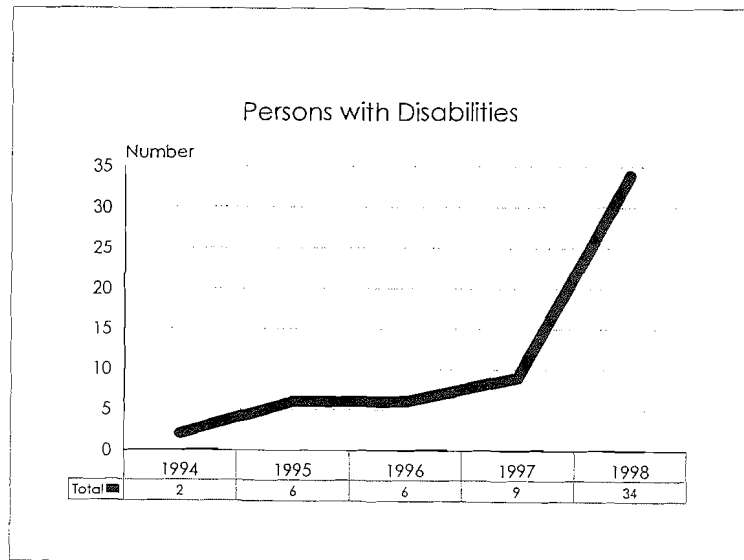
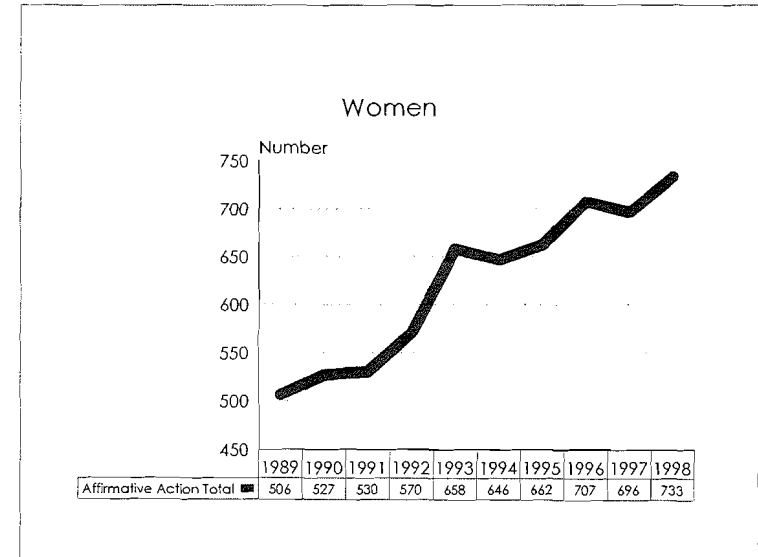
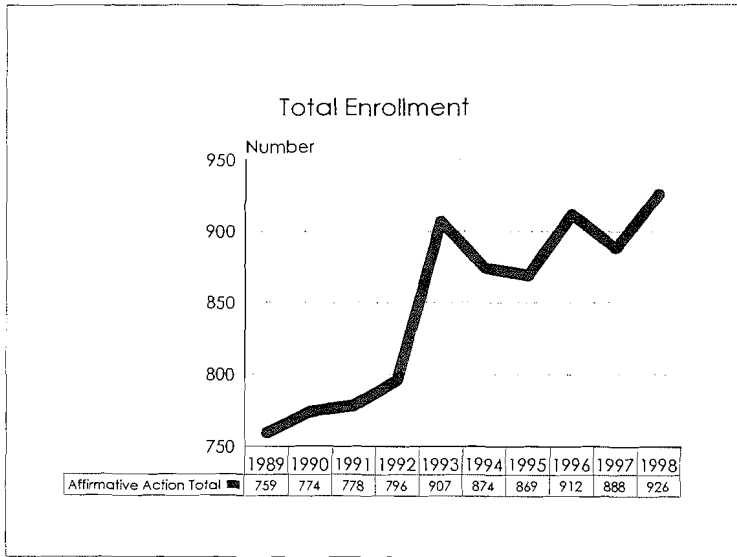
College of Social Science Student Enrollment Trends, 1989-98



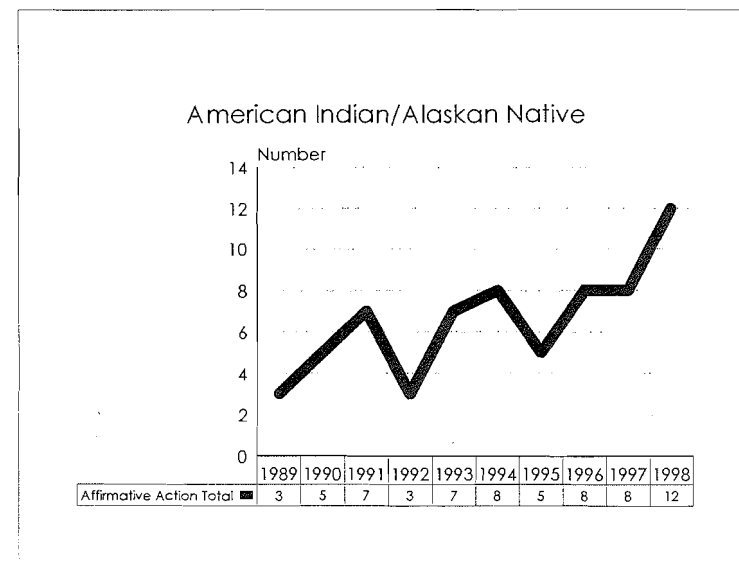
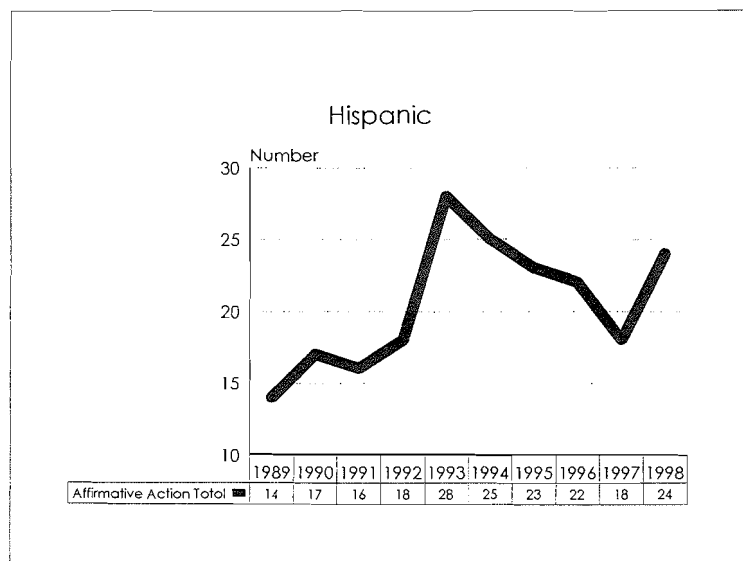
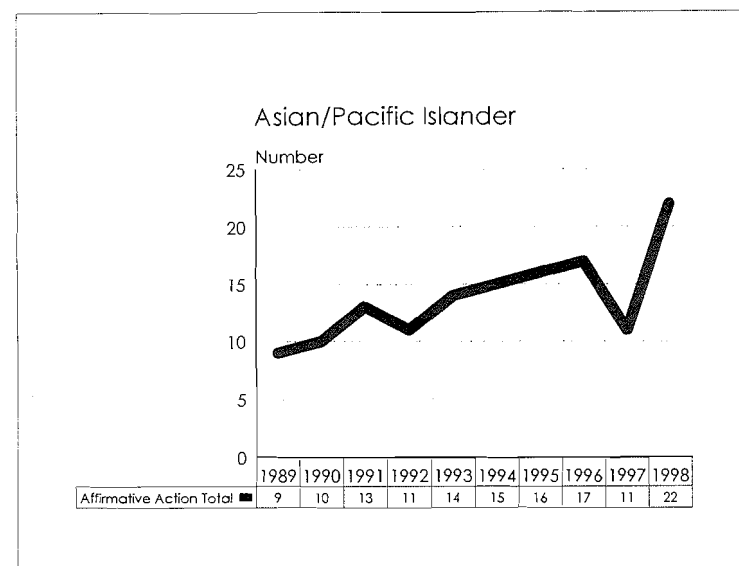
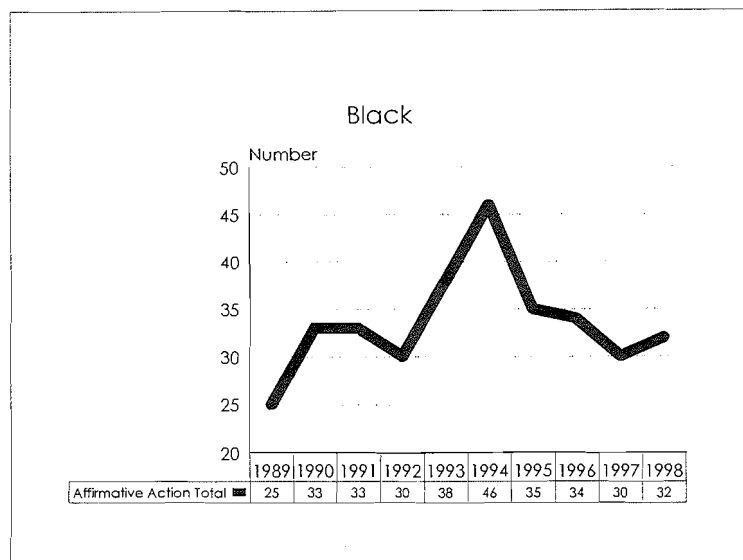
College of Social Science
Minority Student Enrollments by Ethnic ID, 1989-98



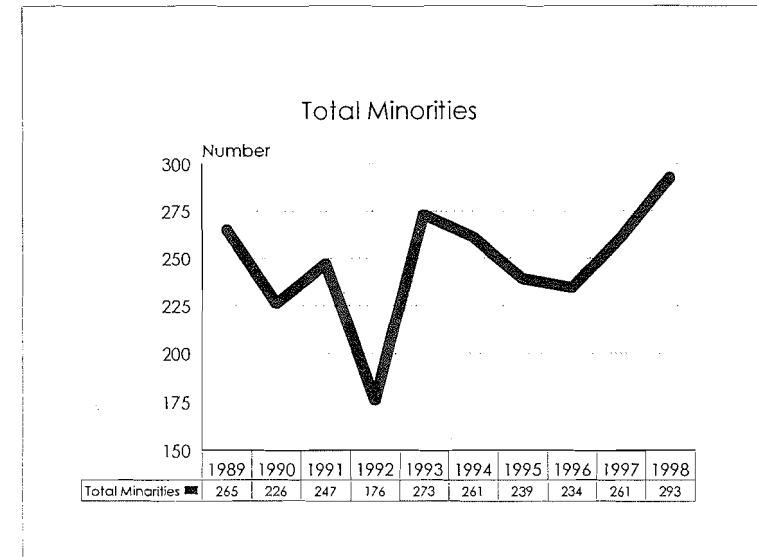
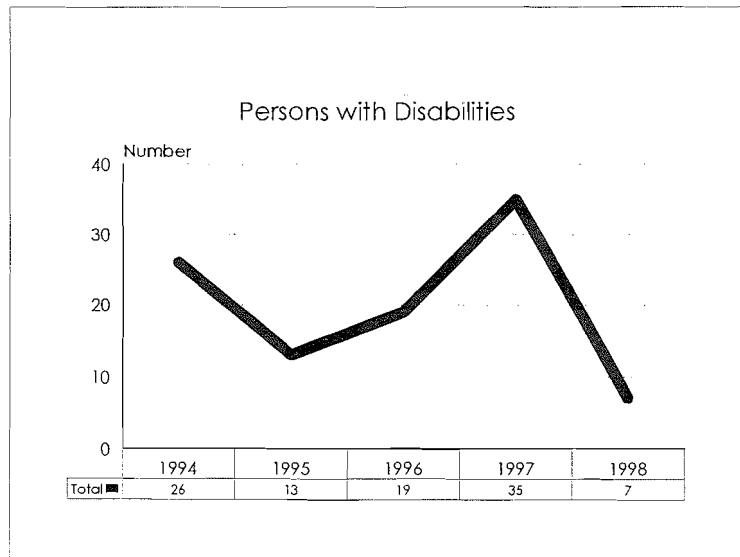
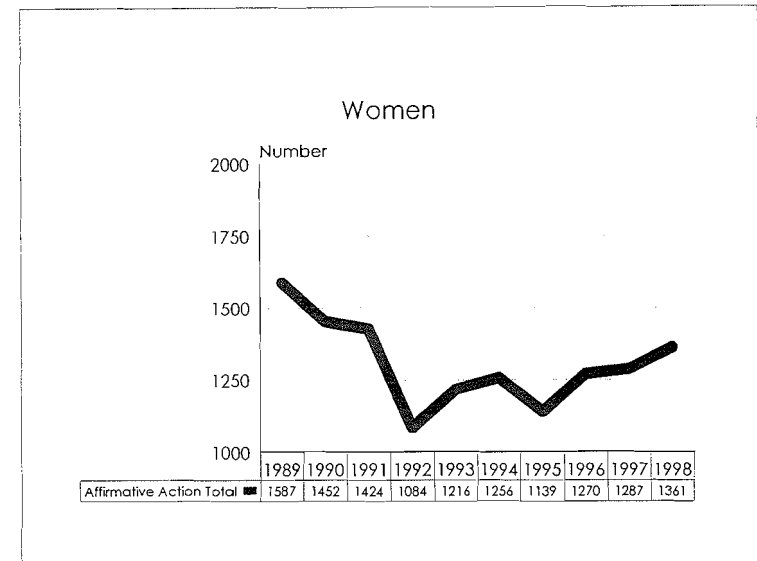
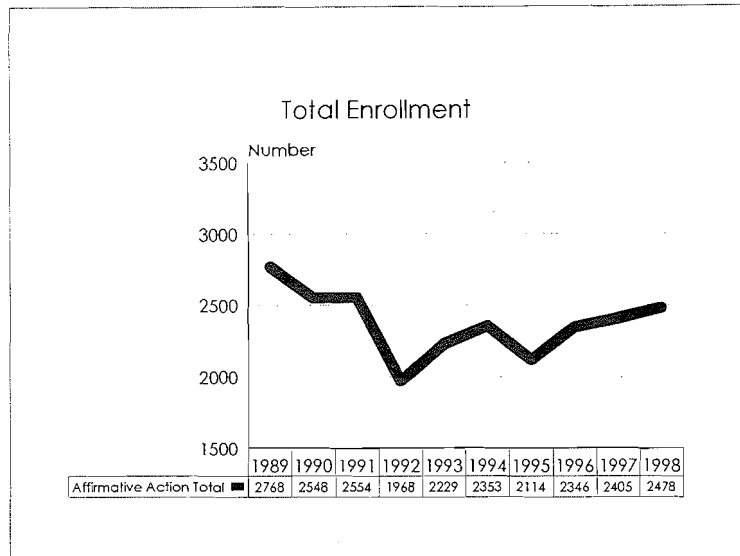
College of Veterinary Medicine Student Enrollment Trends, 1989-98



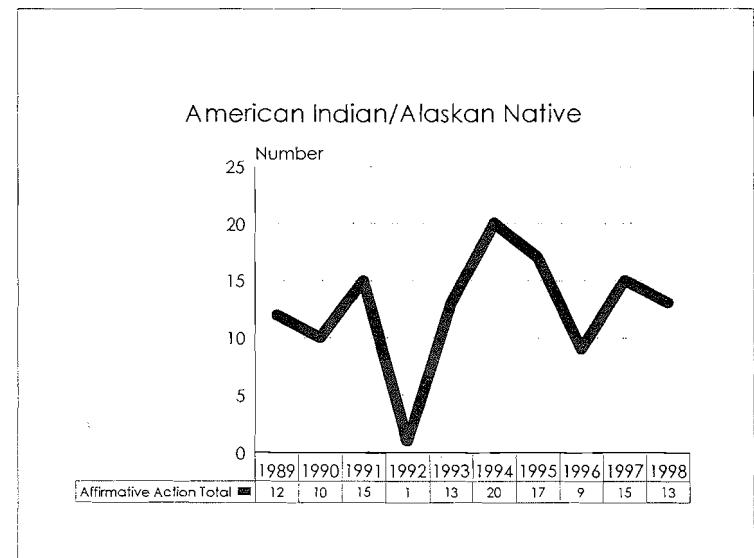
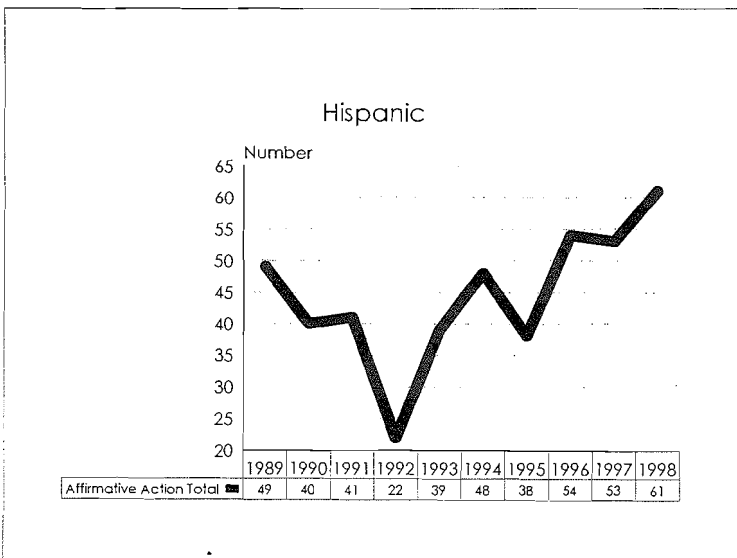
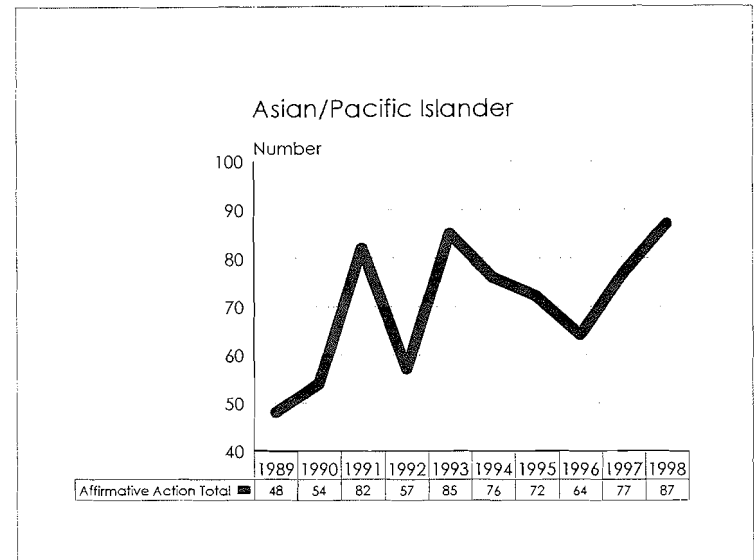
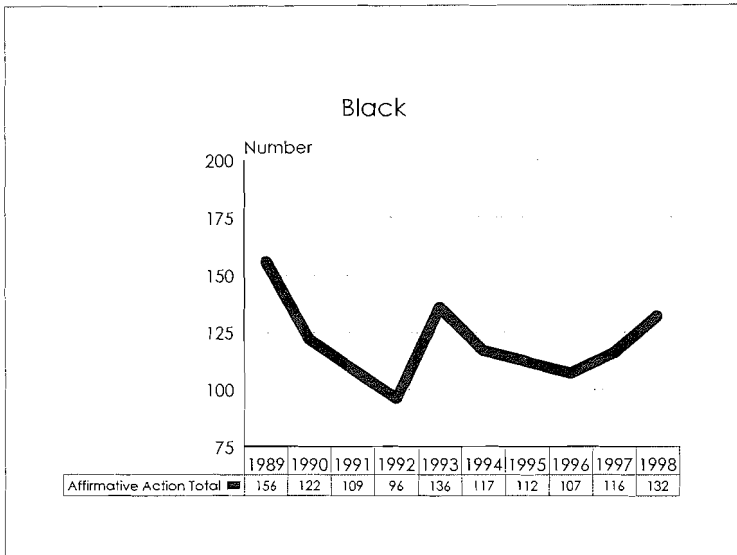
College of Veterinary Medicine Minority Student Enrollments by Ethnic ID, 1989-98



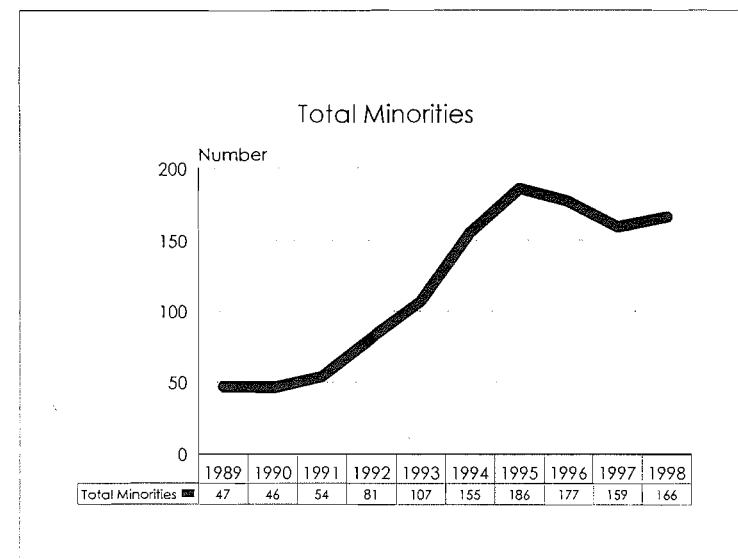
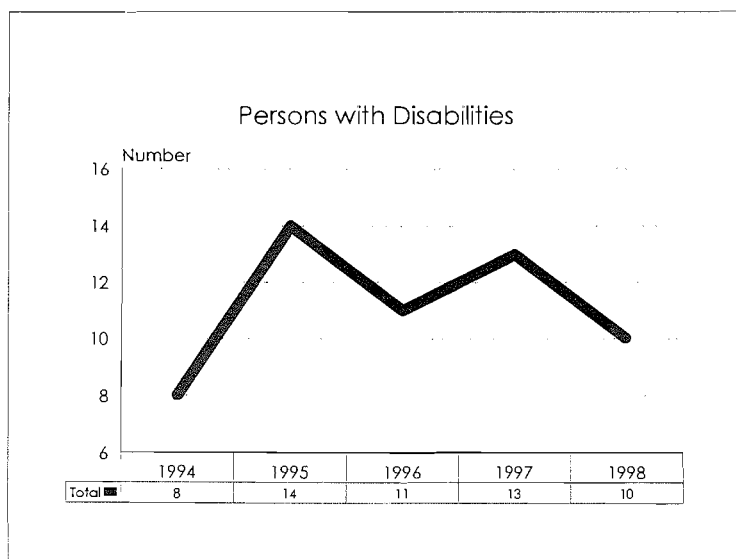
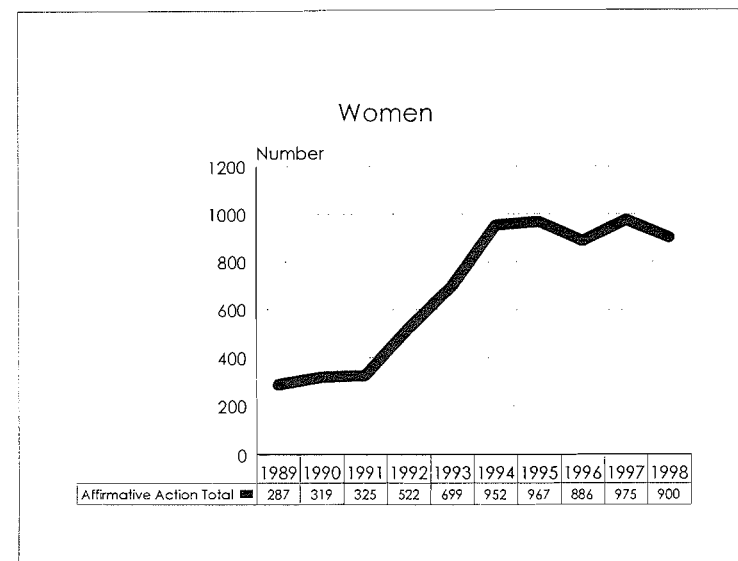
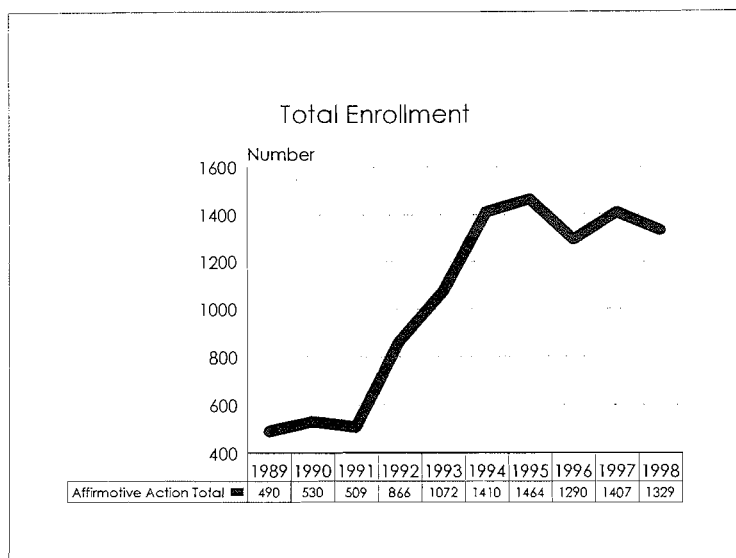
No Preference Student Enrollment Trends, 1989-98



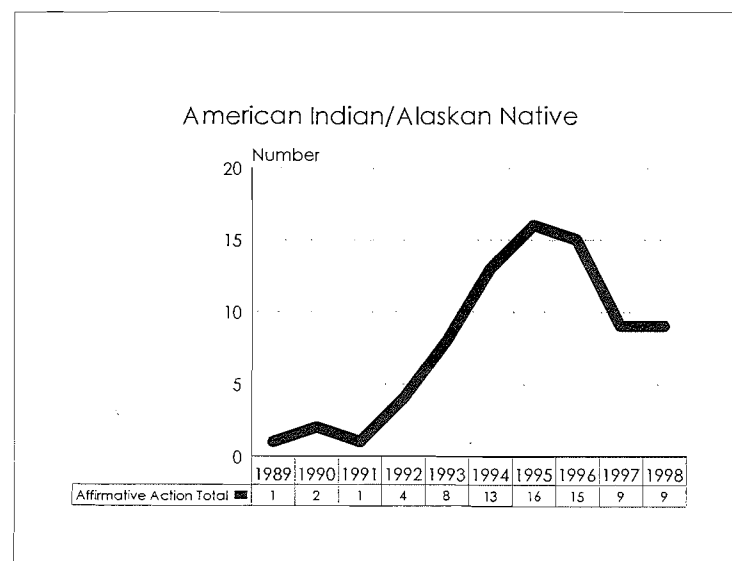
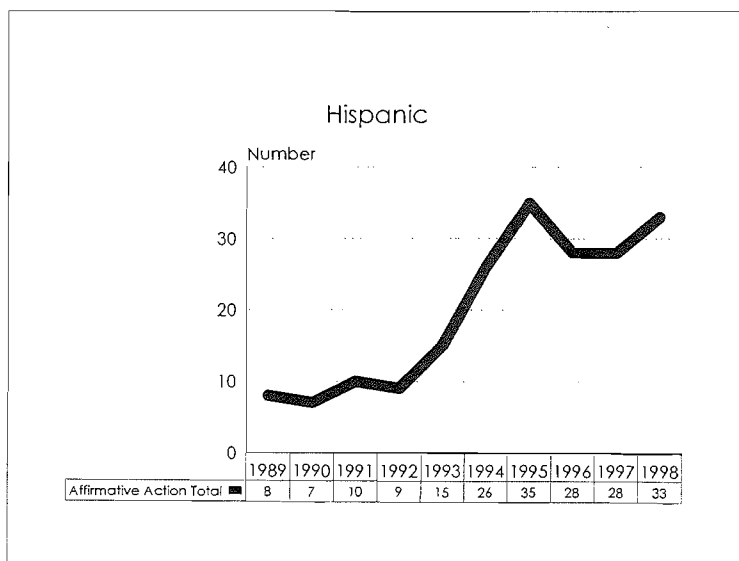
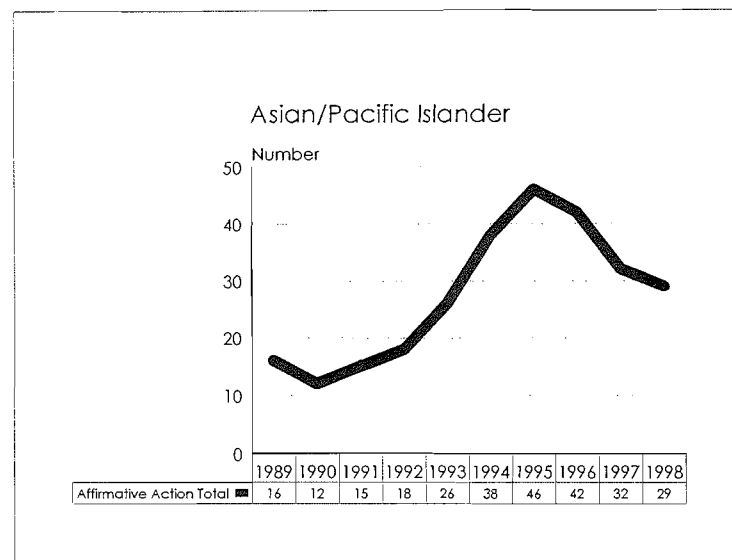
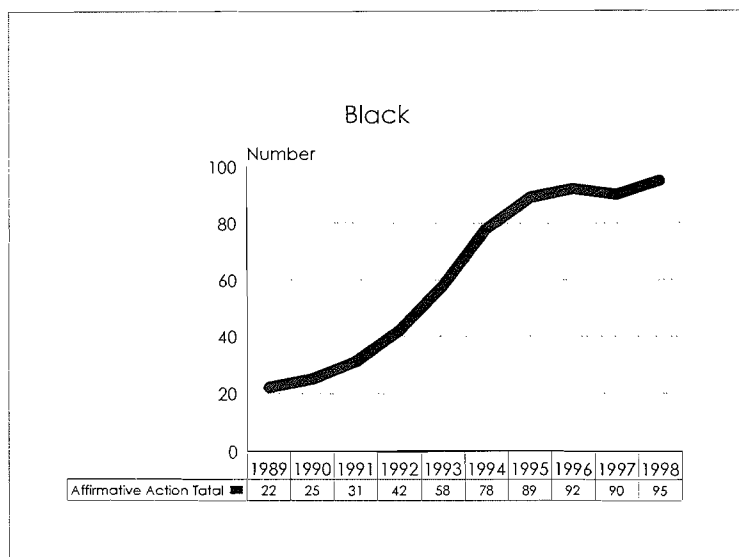
No Preference Minority Student Enrollments by Ethnic ID, 1989-98



Unclassified/Lifelong Education/Post Doctoral Student Enrollment Trends, 1989-98



Unclassified/Lifelong Education/Post Doctoral Minority Student Enrollments by Ethnic ID, 1989-98



Degrees Conferred

Summary

	1997-98		Comparison to 1996-97	
	#	% of AA Total	#	% of AA Total
Total Degrees Conferred				
Affirmative Action Total	8159		+ 343	
University Total	8888		+ 461	
<i>Minorities</i>	1094	13.4%	+ 46	- 0 -
Black	527	6.5%	+ 9	- 0.1%
Asian/Pacific Islander	339	4.2%	+ 20	+ 0.1%
Hispanic	182	2.2%	+ 12	- 0 -
Amer. Indian/Alaskan Native	46	0.6%	+ 5	+ 0.1%
Women	4486	55.0%	+ 376	+ 2.4%

Degrees Conferred

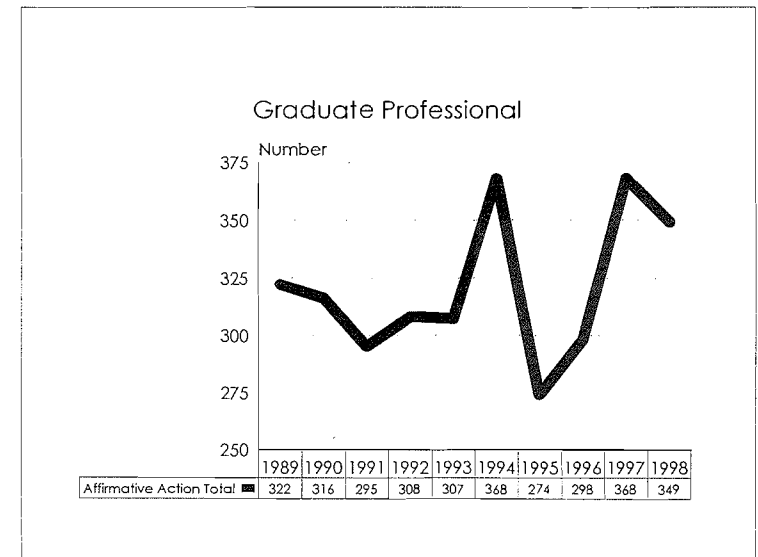
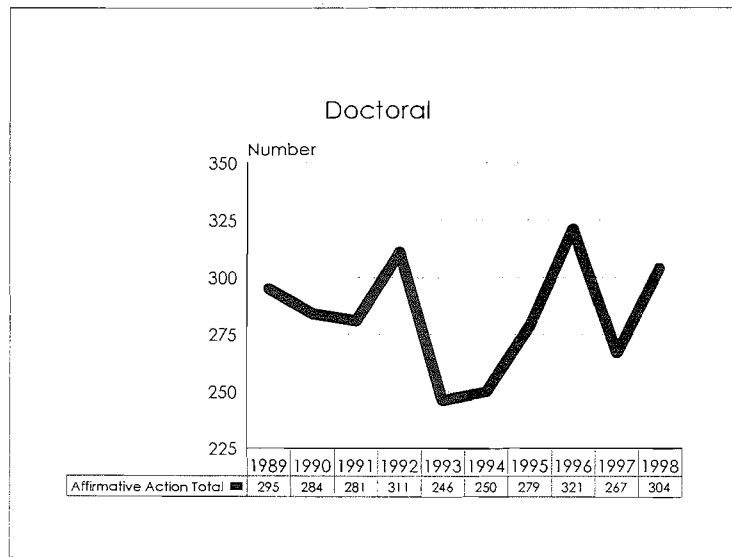
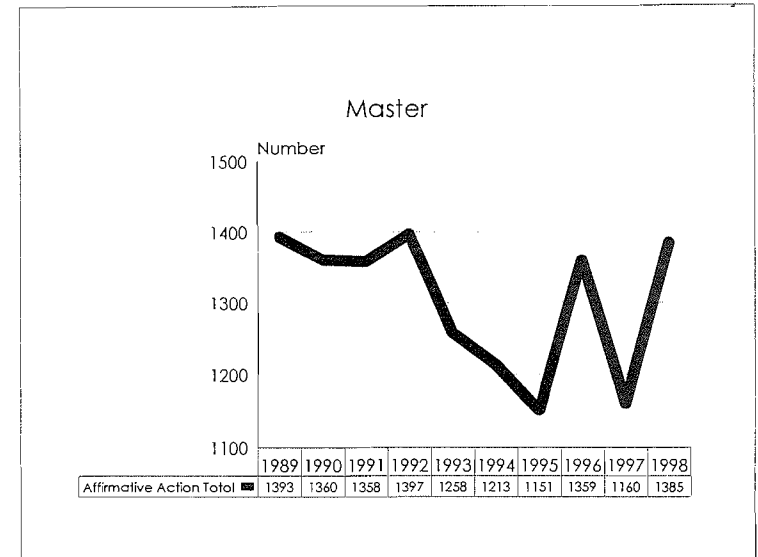
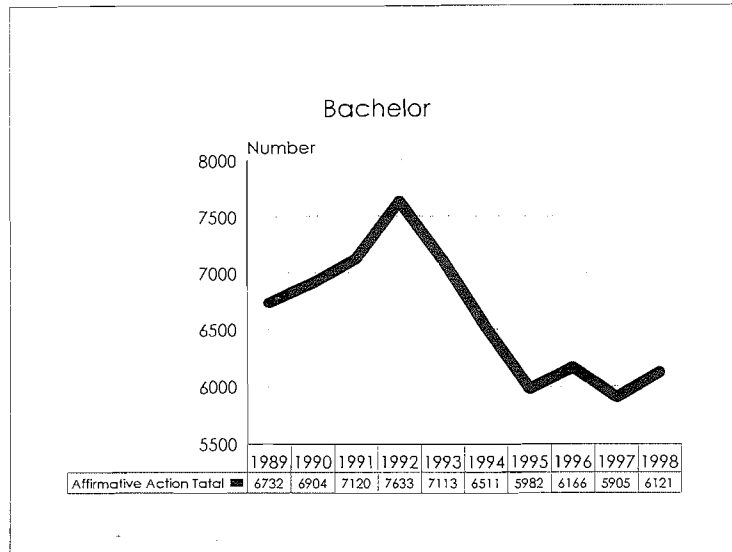
		1997-98		Comparison to 1996-97	
		#	% of AA Total	#	% of AA Total
Affirmative Action Total					
	Bachelors	6121		+ 216	
	Masters	1385		+ 225	
	Doctoral	304		+ 37	
	Graduate Professional	349		- 19	
Minorities					
	Bachelors	777	12.7%	+ 6	- 0.4%
	Masters	206	14.9%	+ 54	+ 1.8%
	Doctoral	46	15.1%	- 2	- 2.9%
	Graduate Professional	65	18.6%	- 4	- 0.2%
Black					
	Bachelors	385	6.3%	-11	- 0.4%
	Masters	106	7.7%	+31	+ 1.2%
	Doctoral	18	5.9%	-3	- 2.0%
	Graduate Professional	18	5.2%	-5	- 1.1%
Asian/Pacific Islander					
	Bachelors	240	3.9%	+ 9	- 0 -
	Masters	56	4.0%	+ 16	+ 0.6%
	Doctoral	17	5.6%	- 7	- 3.4%
	Graduate Professional	26	7.4%	+ 3	+ 1.1%
Hispanic					
	Bachelors	125	2.0%	+ 12	+ 0.1%
	Masters	32	2.3%	- 1	- 0.5%
	Doctoral	7	2.3%	+ 4	+ 1.2%
	Graduate Professional	18	5.2%	+ 1	+ 0.6%
Amer. Indian/Alaskan Native					
	Bachelors	27	0.4%	+ 4	- 0.1%
	Masters	12	0.9%	+ 8	+ 0.6%
	Doctoral	4	1.3%	+ 4	+ 1.3%
	Graduate Professional	3	0.9%	- 3	- 0.7%

Definition of Terms Used

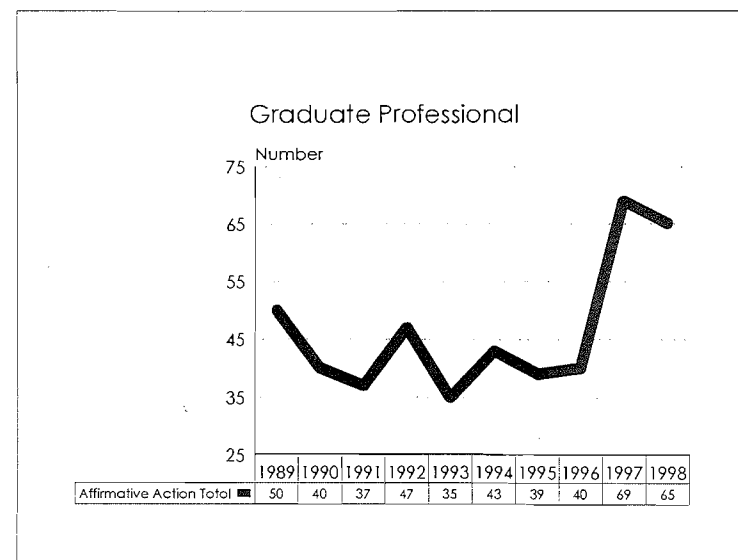
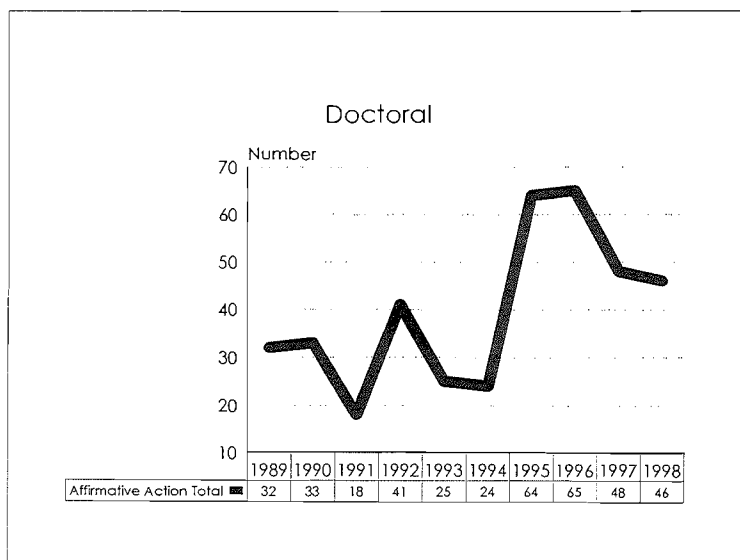
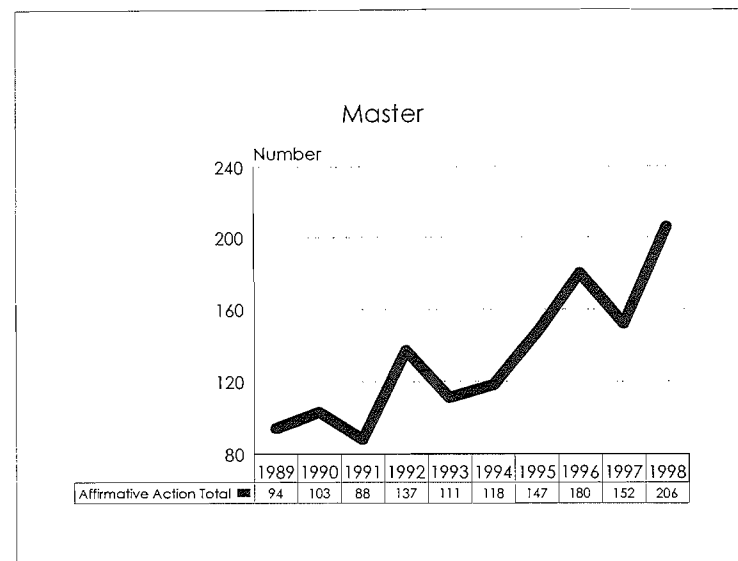
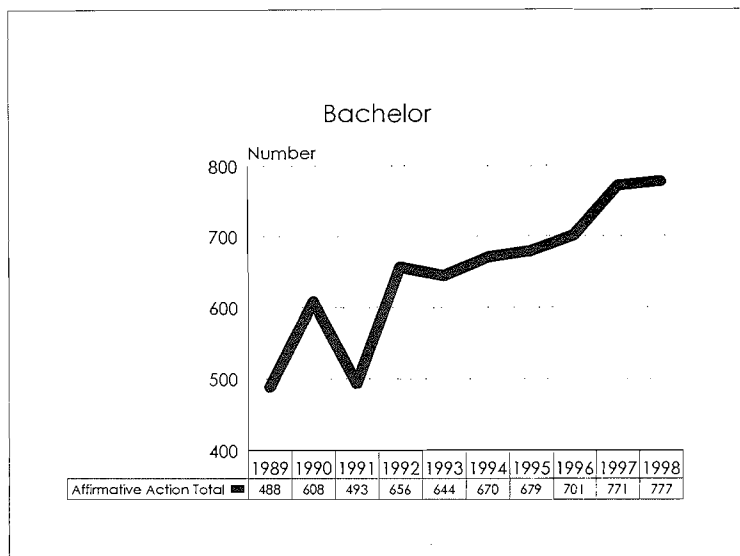
Data on Degrees Conferred

The 1997-98 data on degrees conferred was compiled by the Office of Planning and Budgets using the number of degrees conferred for Summer Semester 1997, Fall Semester 1998, and Spring Semester 1998. Degree data for 1989-98 was compiled in a similar manner

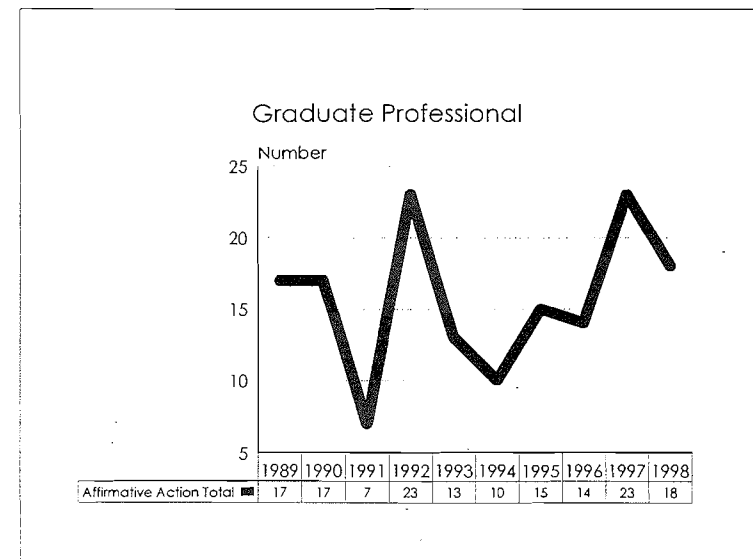
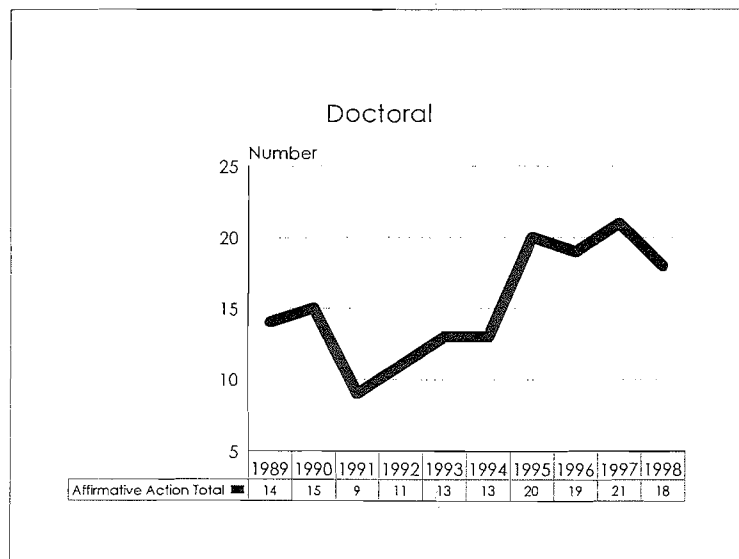
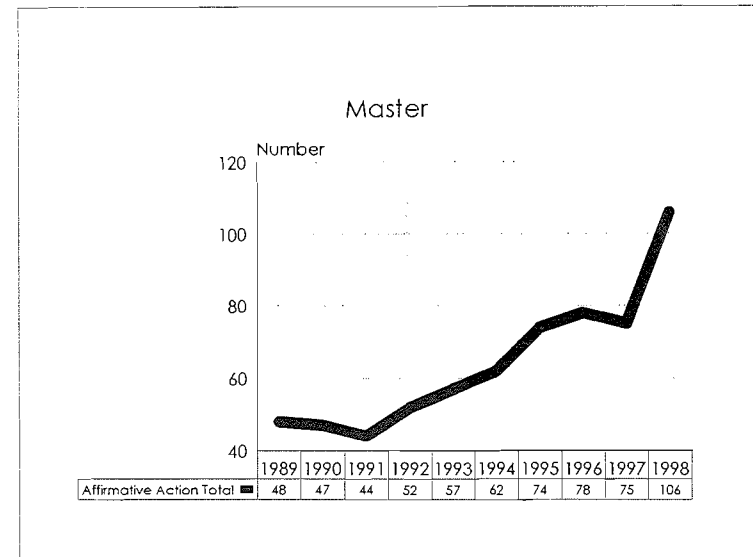
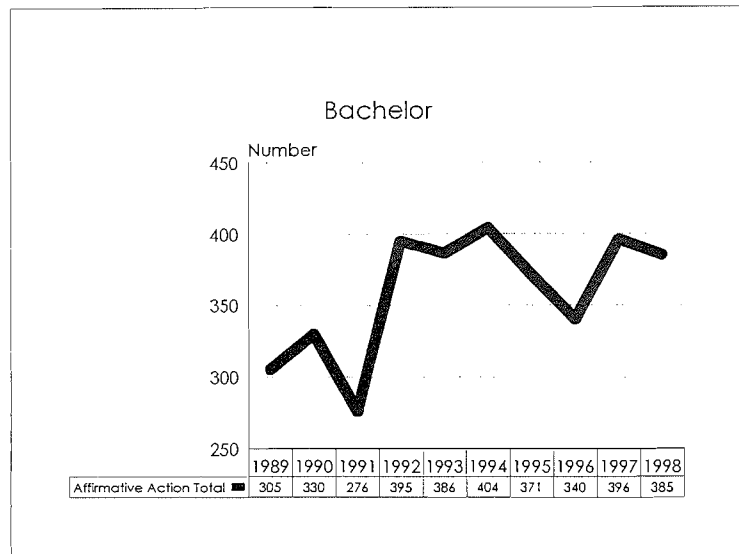
Degrees Conferred, 1989-98 Total



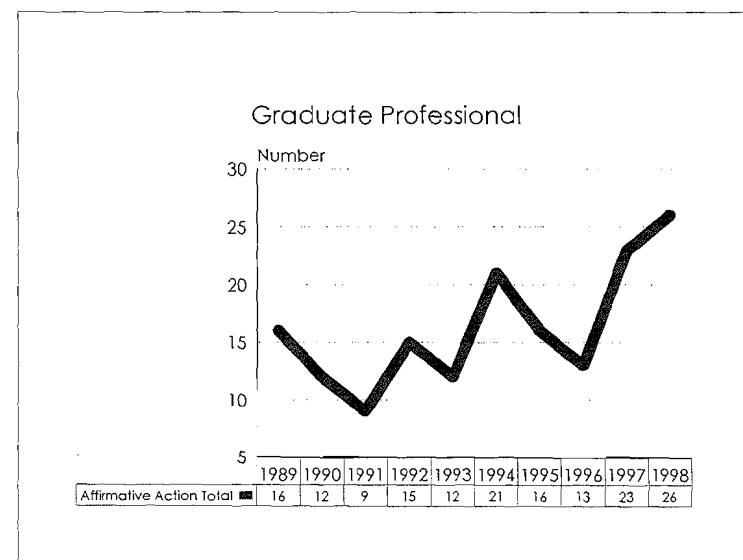
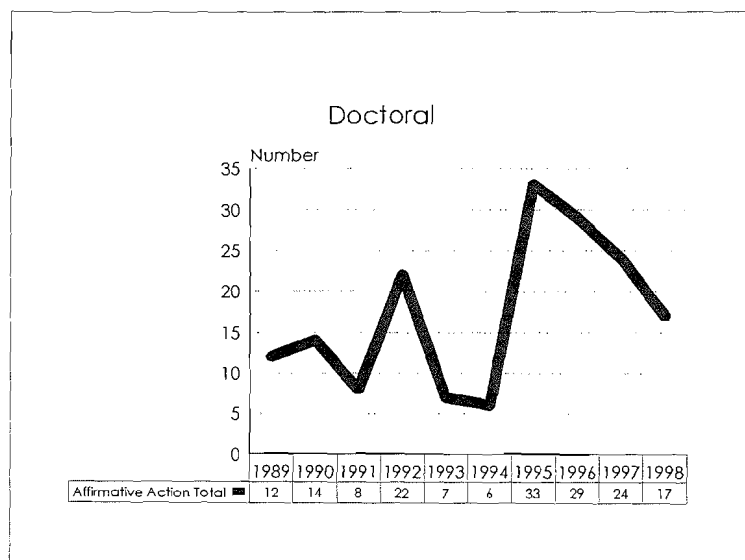
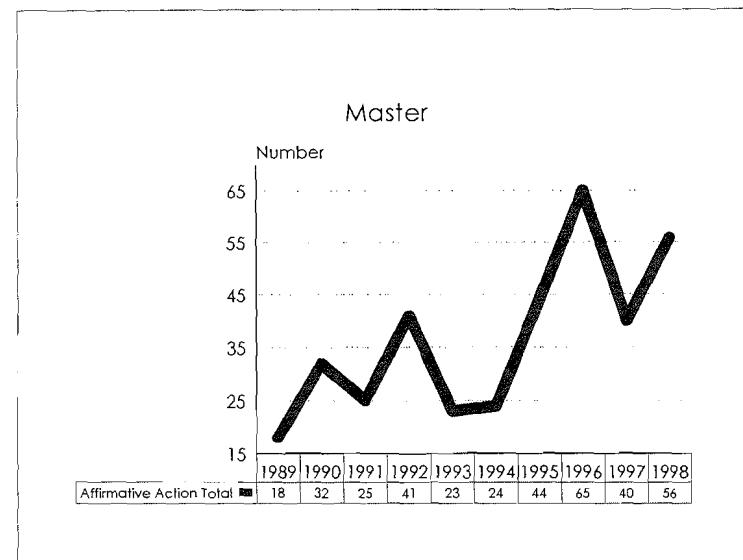
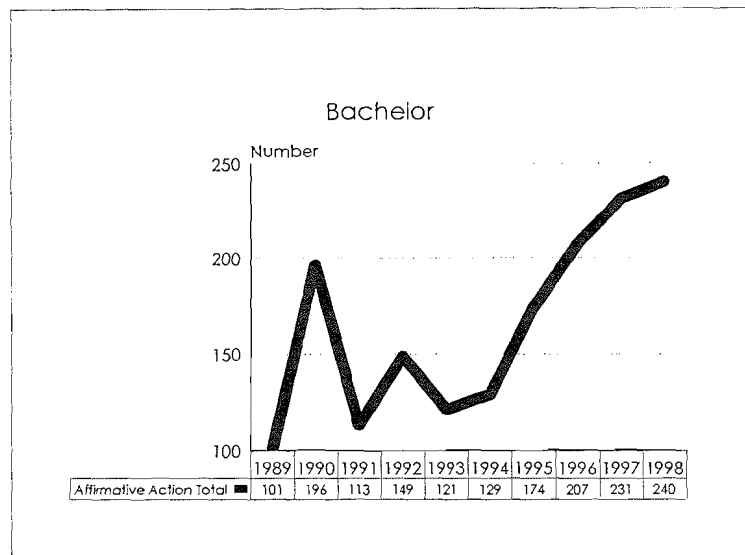
Degrees Conferred, 1989-98 Total Minorities



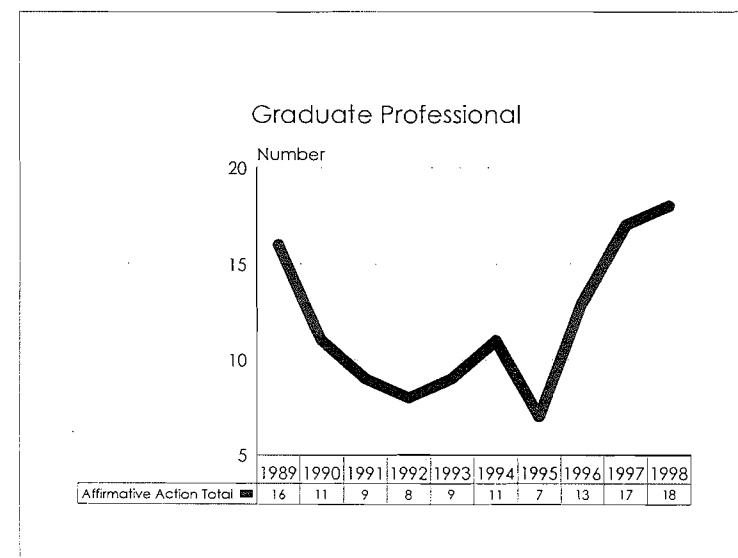
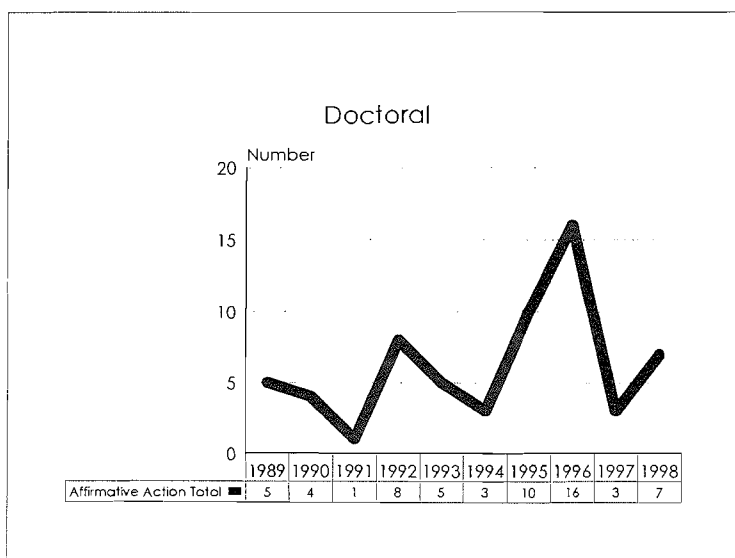
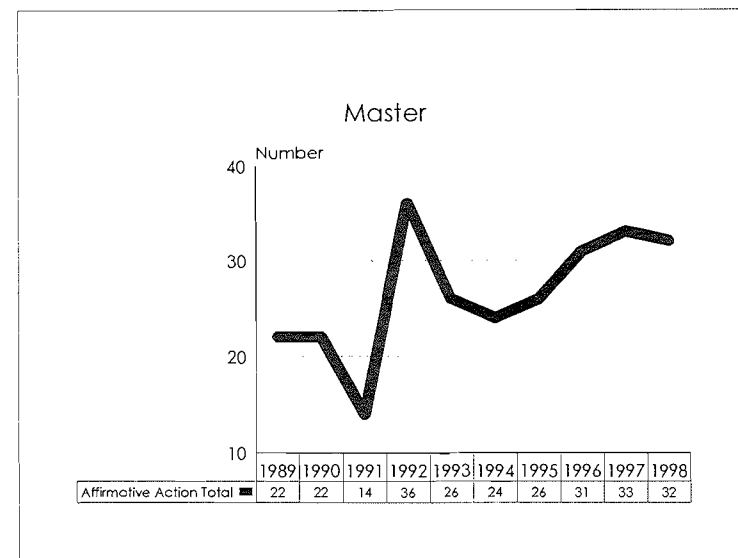
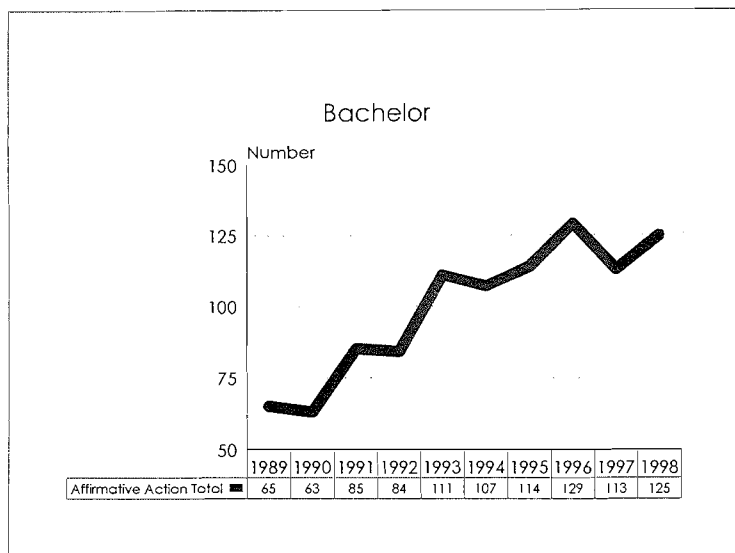
Degrees Conferred, 1989-98 Black



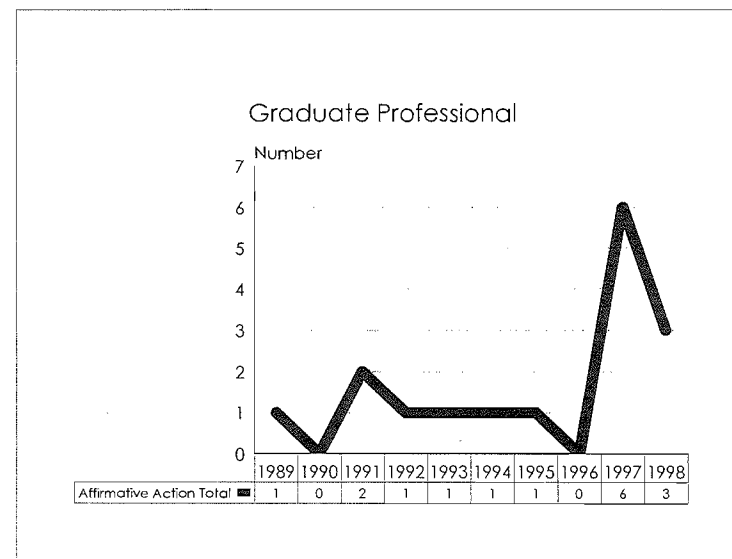
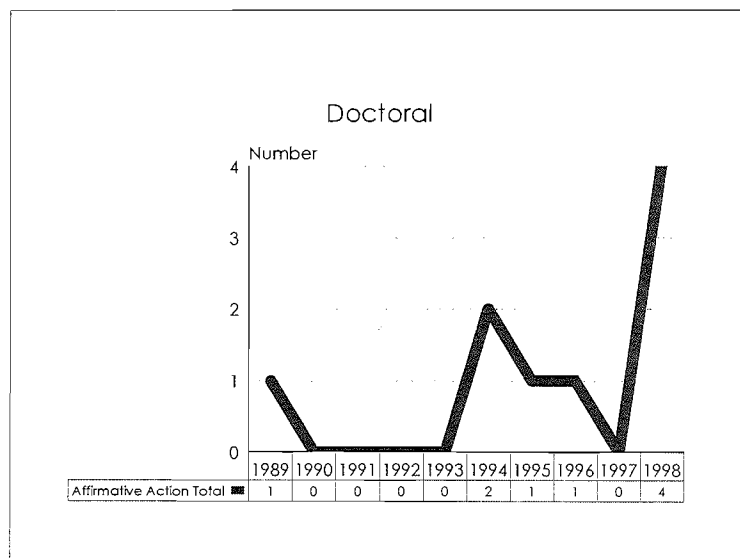
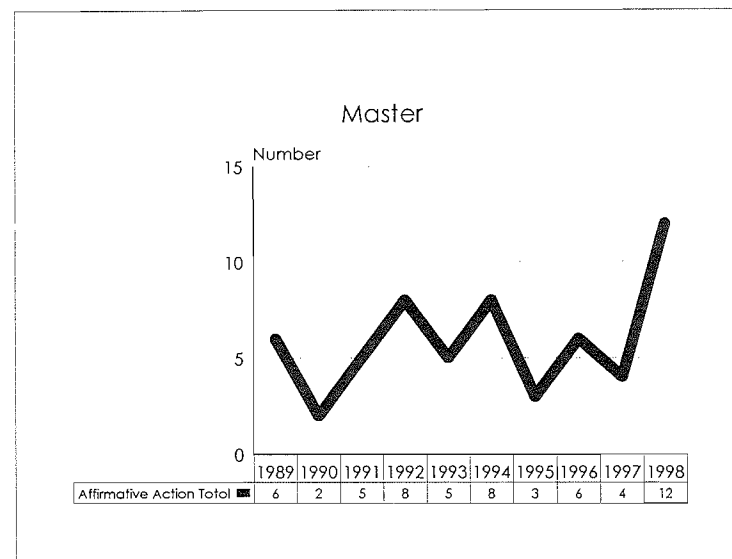
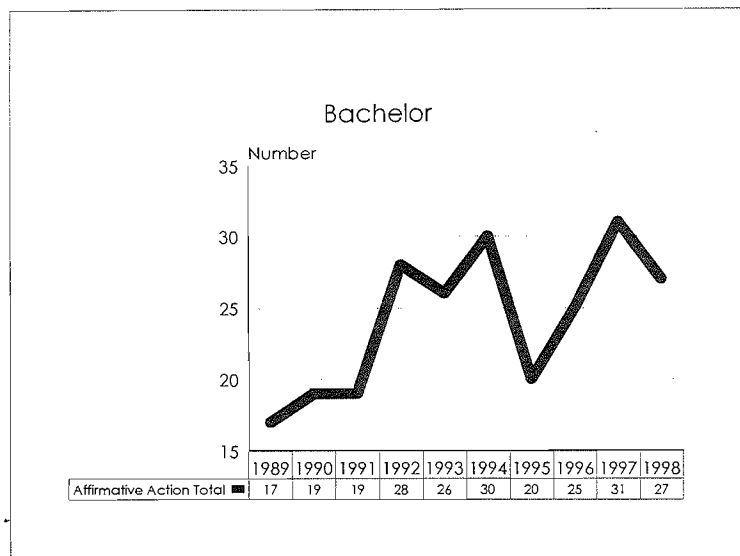
Degrees Conferred, 1989-98 Asian/Pacific Islander



Degrees Conferred, 1989-98 Hispanic



Degrees Conferred, 1989-98 American Indian/Alaskan Native



Degrees Conferred by College
Fall Semester 1997, Spring Semester 1998, and Summer Semester 1998

College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Men	Total Women	University Total
Agriculture & Natural Resources	29	16	12	6	63	500	354	854
Arts & Letters	31	18	13	4	66	223	352	575
Broad College of Business	89	57	27	3	176	856	542	1398
Communication Arts & Sciences	64	32	14	2	112	256	465	721
Education	40	14	21	8	83	167	517	684
Engineering	42	52	11	5	110	498	147	645
Human Ecology	48	17	6	3	74	45	447	492
Human Medicine	5	10	5	1	21	55	54	109
James Madison	18	12	6	3	39	99	163	262
Natural Science	42	43	18	1	104	384	421	805
Nursing	17	10	6	1	34	18	159	177
Osteopathic Medicine	8	18	7	1	34	70	54	124
Social Science	125	29	24	9	187	501	760	1261
Veterinary Medicine	4	1	2	2	9	29	110	139
Affirmative Action Total	562	329	172	49	1112	3701	4545	8246
Plus International Students						437	313	750
University Total	562	329	172	49	1112	4138	4858	8996