

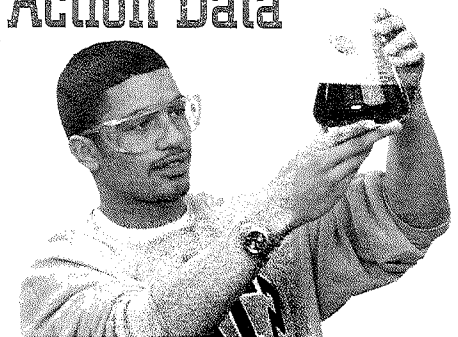
MICHIGAN STATE
UNIVERSITY



1998-99

Annual Progress Report on

Affirmative Action Data



**1998-99 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 2000

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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 1998-99 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

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

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 1999 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	91	138	37	11	277	56	514	1993
Continuing Staff	43	20	14	5	82	15	361	729
Fixed Term Faculty	31	46	15	1	93	5	267	621
Fixed Term Staff	50	156	17	7	230	13	422	901
Total Academic Human Resources	215	360	83	24	682	89	1564	4244
Support Human Resources								
Officials & Managers	43	14	8	5	70	11	422	722
Professionals	83	52	38	7	180	28	900	1552
Clerical	96	15	95	14	220	32	1465	1533
Technical	25	9	11	4	49	5	307	422
Service/Maintenance	158	9	111	6	284	38	611	1145
Skilled Trades	12	2	8	5	27	6	32	272
Total Support Human Resources	417	101	271	41	830	120	3737	5646
University Total	632	461	354	65	1512	209	5301	9890

Michigan State University
Fall 1999 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	4.6%	6.9%	1.9%	0.6%	13.9%	2.8%	25.8%	1993
Continuing Staff	5.9%	2.7%	1.9%	0.7%	11.2%	2.1%	49.5%	729
Fixed Term Faculty	5.0%	7.4%	2.4%	0.2%	15.0%	0.8%	43.0%	621
Fixed Term Staff	5.5%	17.3%	1.9%	0.8%	25.5%	1.4%	46.8%	901
Total Academic Human Resources	5.1%	8.5%	2.0%	0.6%	16.1%	2.1%	36.9%	4244
Support Human Resources								
Officials & Managers	6.0%	1.9%	1.1%	0.7%	9.7%	1.5%	58.4%	722
Professionals	5.3%	3.4%	2.4%	0.5%	11.6%	1.8%	58.0%	1552
Clerical	6.3%	1.0%	6.2%	0.9%	14.4%	2.1%	95.6%	1533
Technical	5.9%	2.1%	2.6%	0.9%	11.6%	1.2%	72.7%	422
Service/Maintenance	13.8%	0.8%	9.7%	0.5%	24.8%	3.3%	53.4%	1145
Skilled Trades	4.4%	0.7%	2.9%	1.8%	9.9%	2.2%	11.8%	272
Total Support Human Resources	7.4%	1.8%	4.8%	0.7%	14.7%	2.1%	66.2%	5646
University Total	6.4%	4.7%	3.6%	0.7%	15.3%	2.1%	53.6%	9890

Academic Human Resources/Executive Management

Summary

	Fall 1999		Comparison to Fall 1998	
	#	% of Total Population	#	% of Total Population
Academic Workforce	4244		+ 70	
<i>Minorities</i>	682	16.1%	+ 29	+0.5%
Black	215	5.1%	+ 6	+ 0.1%
Asian/Pacific Islander	360	8.5%	+ 20	+ 0.4%
Hispanic	83	2.0%	+ 1	- 0 -
Amer. Indian/Alaskan Native	24	0.6%	+ 2	+ 0.1%
Women	1564	36.9%	+ 43	+ 0.5%
Tenure System Faculty	1993		+ 6	
<i>Minorities</i>	277	13.9%	+ 13	+ 0.6%
Black	91	4.6%	+ 1	+ 0.1%
Asian/Pacific Islander	138	6.9%	+ 8	+ 0.4%
Hispanic	37	1.9%	+ 2	+ 0.1%
Amer. Indian/Alaskan Native	11	0.6%	+ 2	+ 0.1%
Women	514	25.8%	+ 16	+ 0.7%

College	Projected Openings 1998-2001	Hiring Goal Minorities	Hiring Goal Women
Agriculture & Natural Resources	43	11	11
Arts & Letters	24	3	13
Eli Broad College of Business	42	3	12
Communication Arts & Sciences	9	3	5
Education	20	2	6
Engineering	8	2	4
Human Ecology	8	1	5
Human Medicine	15	2	3
James Madison	2	0	1
Natural Science	41	11	13
Nursing	6	1	1
Osteopathic Medicine	12	5	5
Social Science	26	4	11
Veterinary Medicine	10	1	4
Total	266	49	94

Academic Human Resources/Executive Management

Tenure System Hiring Goals

October 1, 1999 to
September 30, 2002

Definitions of Terms Used

Employment Categories

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

Tenure System Faculty: Faculty appointed in the tenure system.

Fixed Term 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.

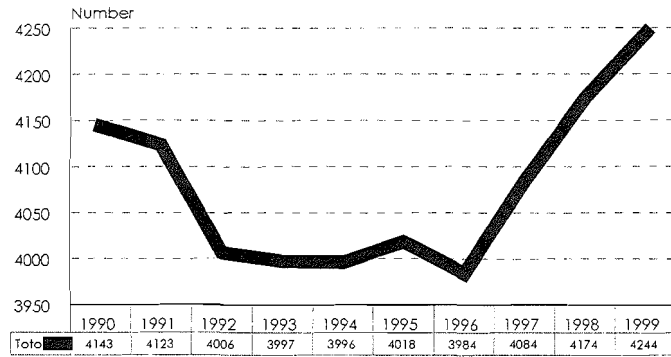
Fixed Term Academic Staff: Academic staff appointed with an end date.

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.

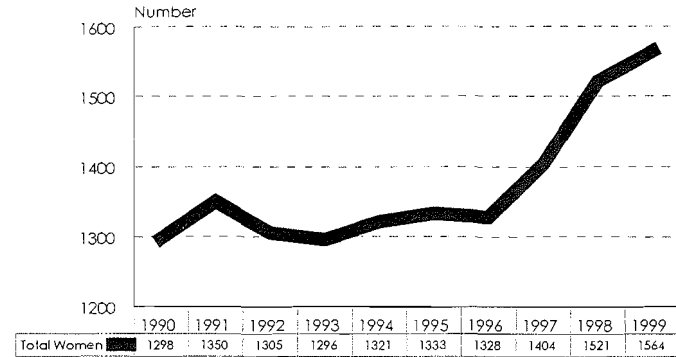
Executive Management: Titles include president, assistant to the president, executive assistant to the president, secretary of the Board of Trustees, executive vice president, vice president, associate vice president, assistant vice president, assistant to the vice president, provost, associate provost, 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 Workforce, 1990-1999

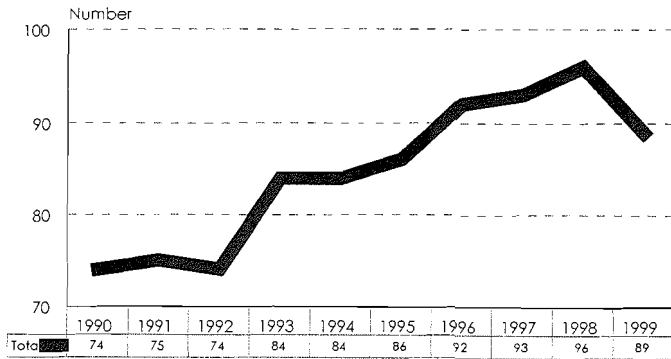
Total Academic Workforce



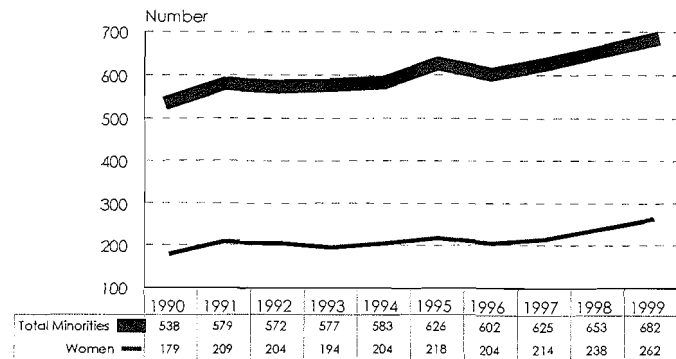
Women



Persons with Disabilities

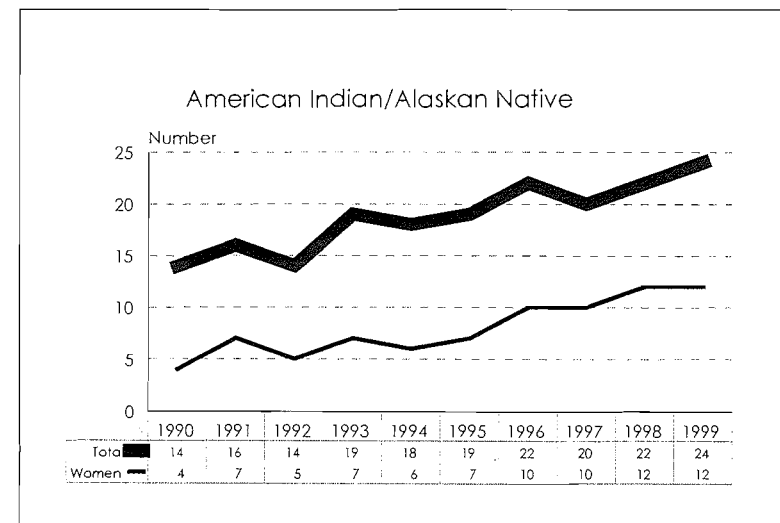
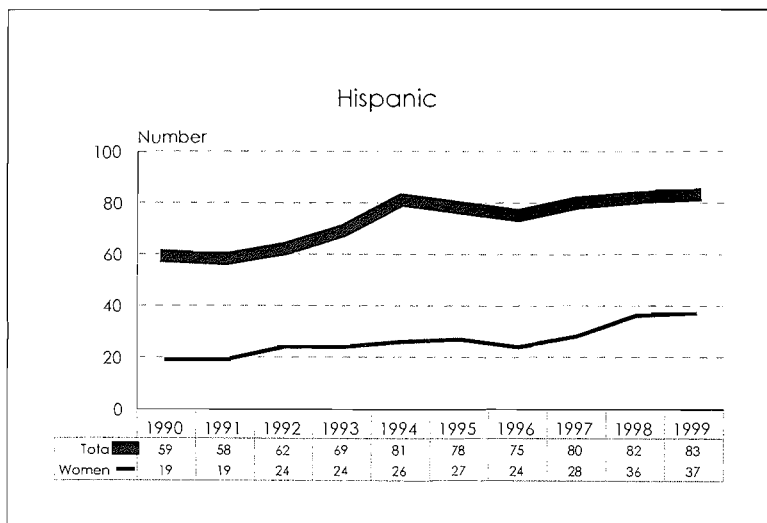
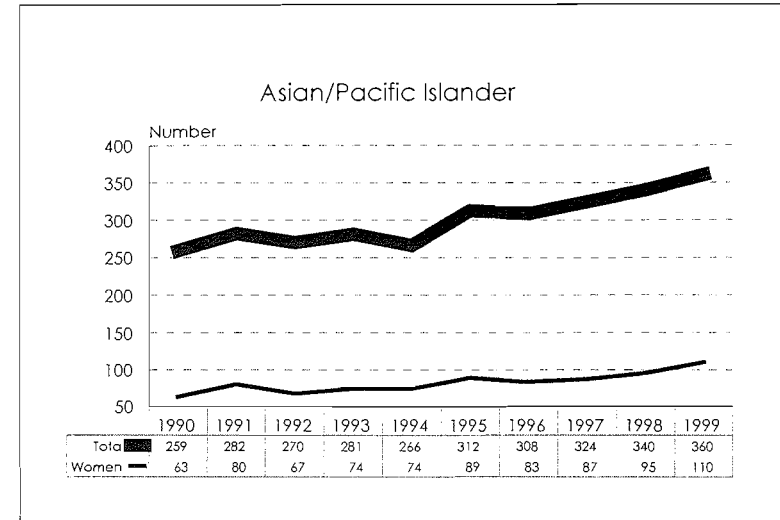
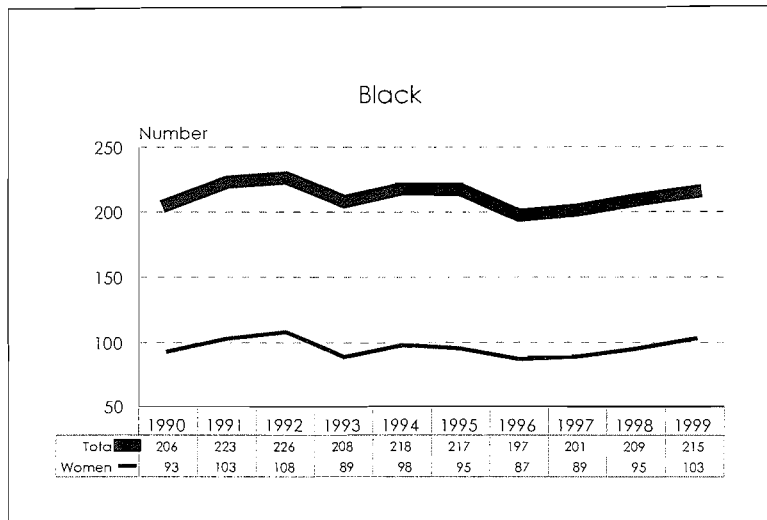


Total Minorities



Academic Workforce, 1990-1999

Minorities by Ethnic ID



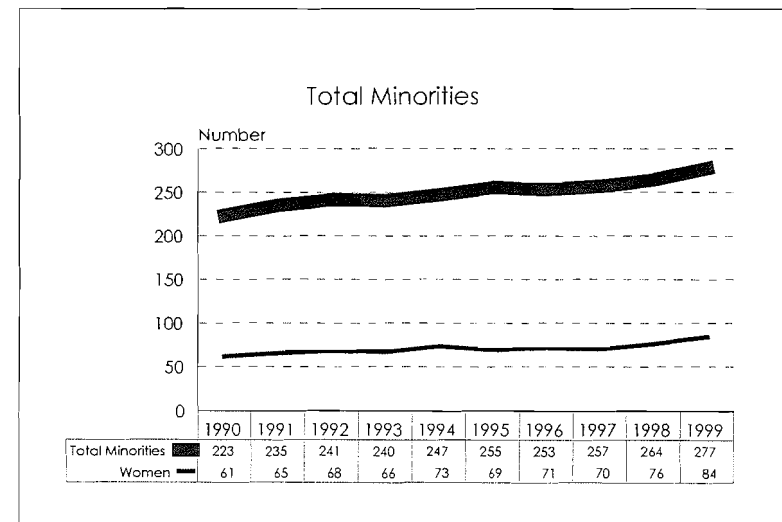
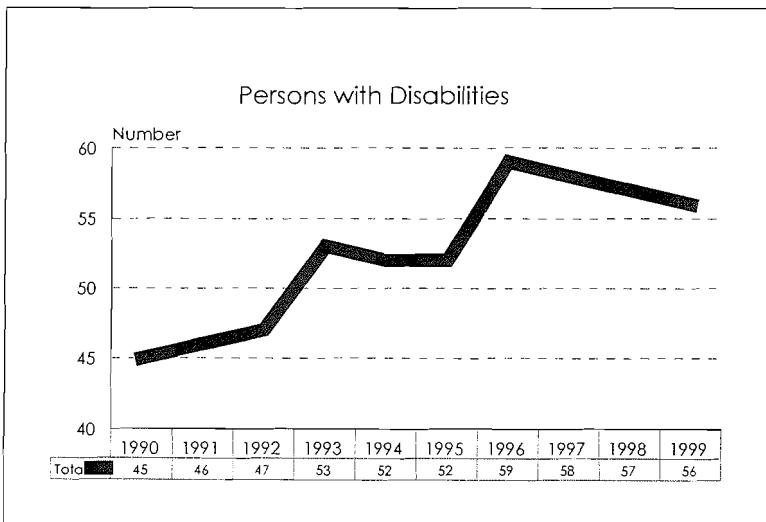
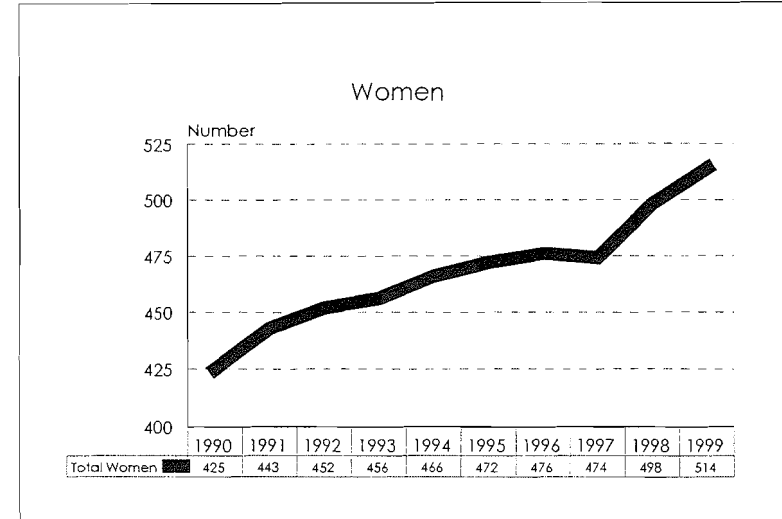
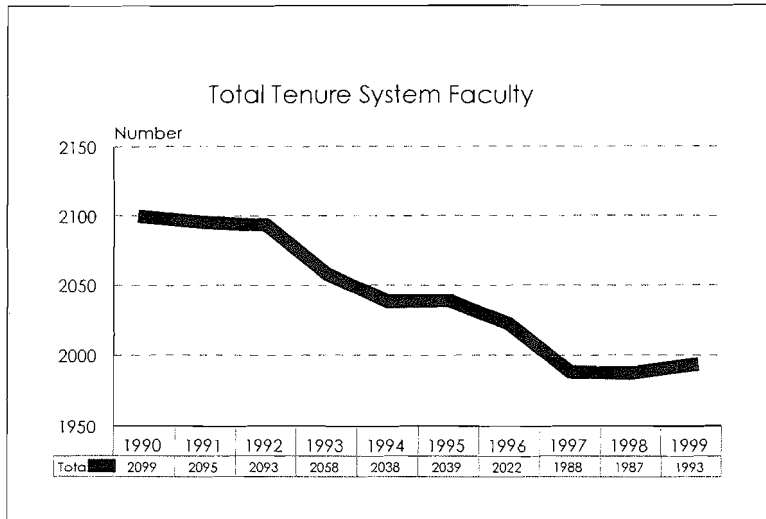
Tenure System Hires, Promotions and Separations, 1998-99

Category		Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires							
	Men	2	9	1	0	12	74
	Women	2	5	5	2	14	42
	Total New Hires	4	14	6	2	26	116
Promotions							
To Assoc. Prof.							
	Men	1	1	2	0	4	18
	Women	0	2	1	0	3	11
	Total	1	3	3	0	7	29
To Full Prof.							
	Men	1	5	0	0	6	26
	Women	0	2	1	0	3	11
	Total	1	7	1	0	9	37
Total Promotions							
	Men	2	6	2	0	10	44
	Women	0	4	2	0	6	22
	Total	2	10	4	0	16	66
Separations							
Retirements							
	Men	2	3	0	0	5	59
	Women	0	1	1	0	2	10
	Total	2	4	1	0	7	69
Other Reasons							
	Men	0	2	1	0	3	22
	Women	1	0	1	0	2	14
	Total	1	2	2	0	5	36
Total Separations							
	Men	2	5	1	0	8	81
	Women	1	1	2	0	4	24
	Total	3	6	3	0	12	105

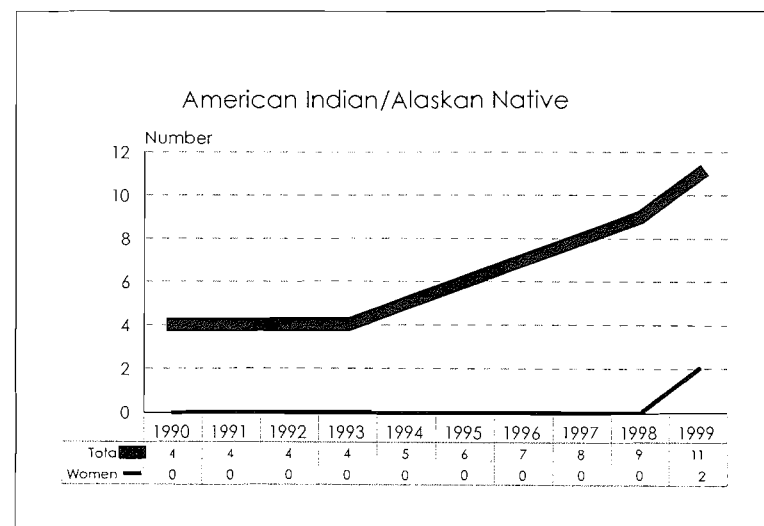
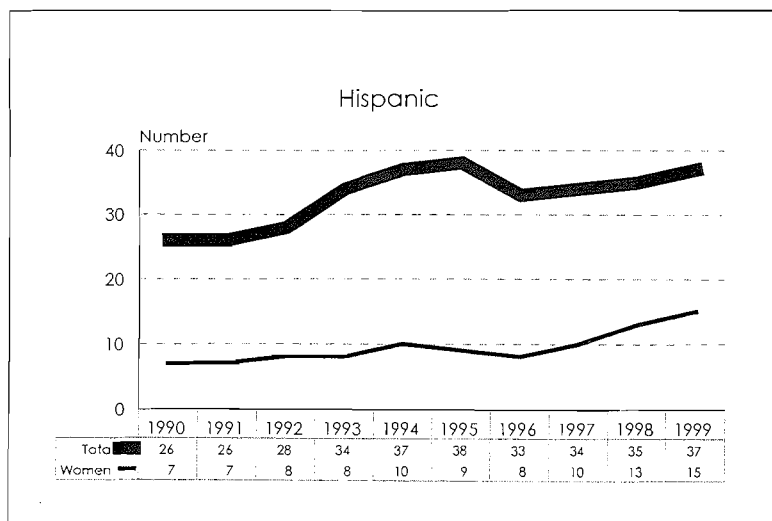
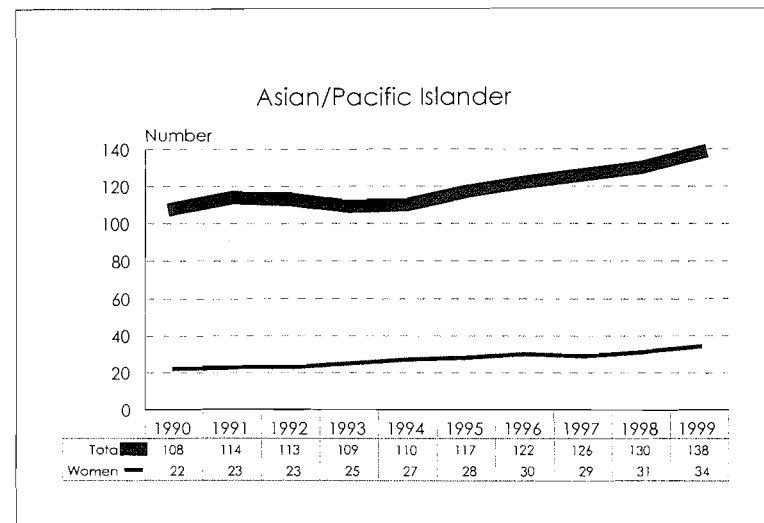
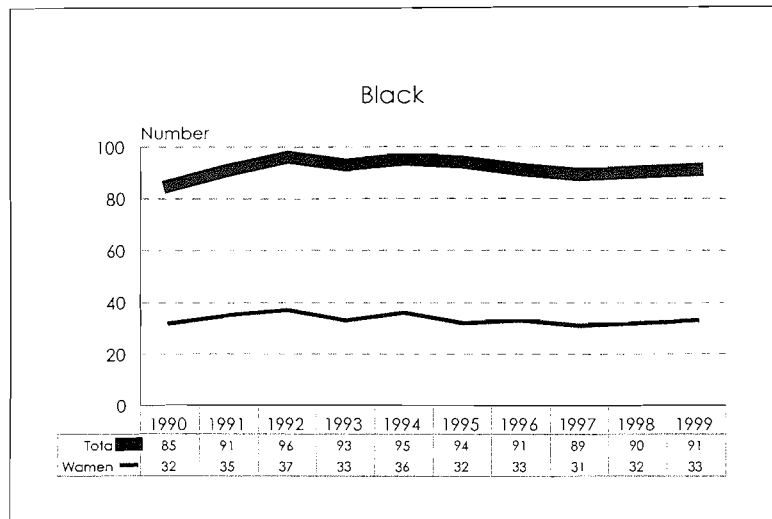
Tenure System Faculty by College, Fall 1999

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Agriculture & Natural Resources	8	14	3	1	26	4	37	260
Arts & Letters	11	15	6	4	36	12	96	296
Eli Broad College of Business	3	8	0	0	11	3	20	129
Communication Arts & Sciences	5	2	1	0	8	3	20	59
Education	9	5	6	0	20	7	62	128
Engineering	5	31	2	0	38	1	10	129
Human Ecology	5	3	1	2	11	1	36	53
Human Medicine	5	10	0	0	15	3	36	112
James Madison	2	2	1	0	5	1	8	25
Natural Science	5	34	5	2	46	1	56	334
Nursing	1	0	0	0	1	0	19	21
Osteopathic Medicine	1	3	1	0	5	1	18	76
Social Science	13	8	9	1	31	13	60	207
Veterinary Medicine	7	3	0	0	10	3	18	93
Non-College Units	11	0	2	1	14	3	18	71
University Total	91	138	37	11	277	56	514	1993

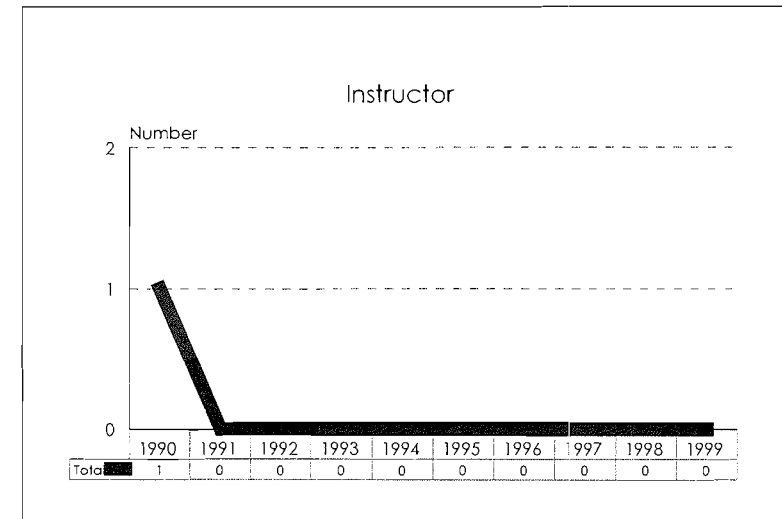
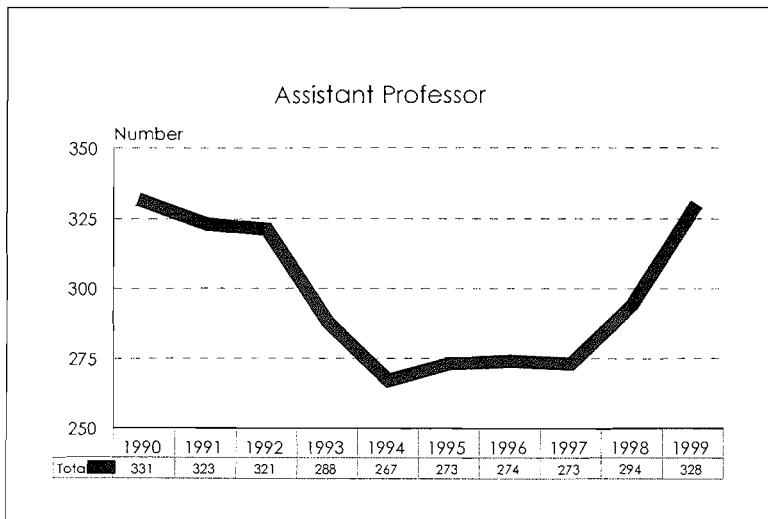
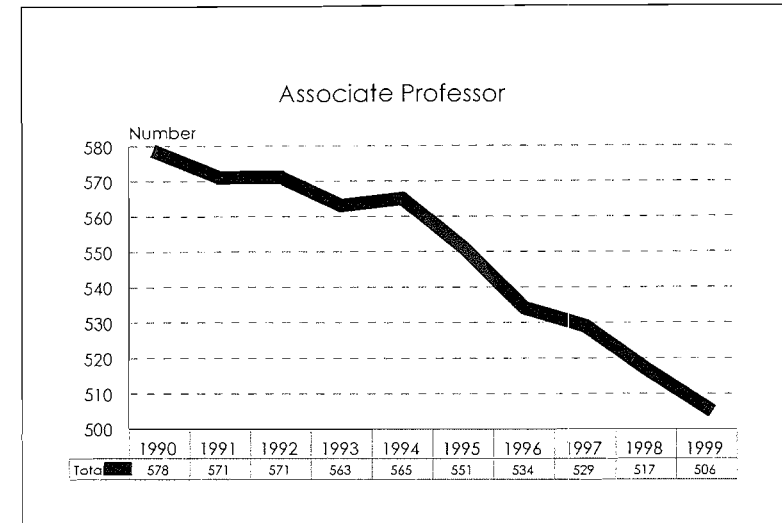
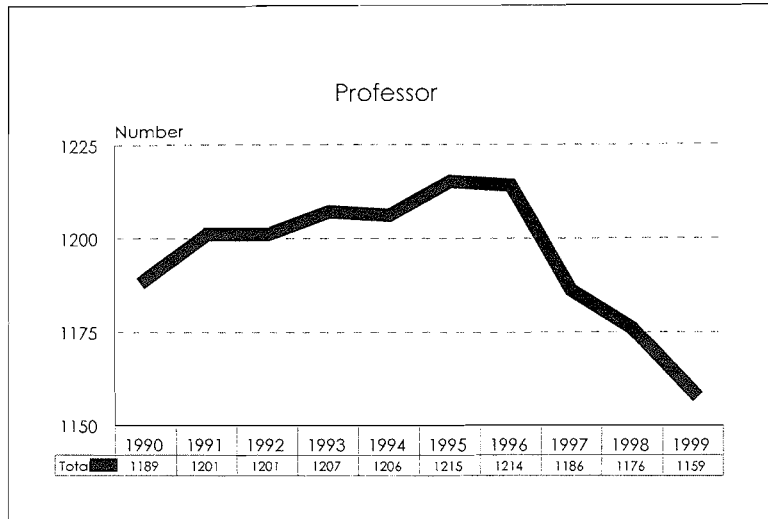
Tenure System Faculty, 1990-1999



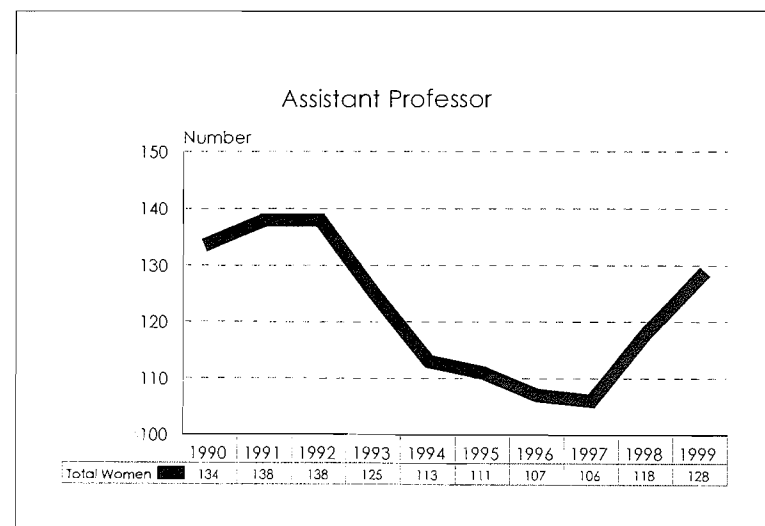
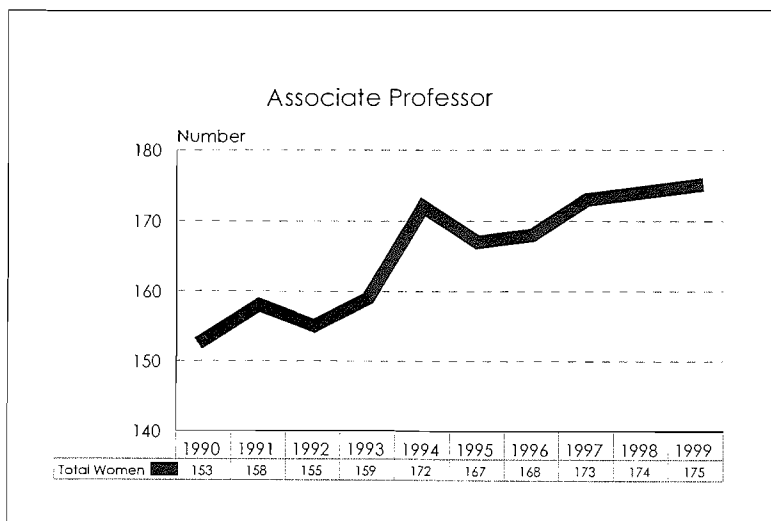
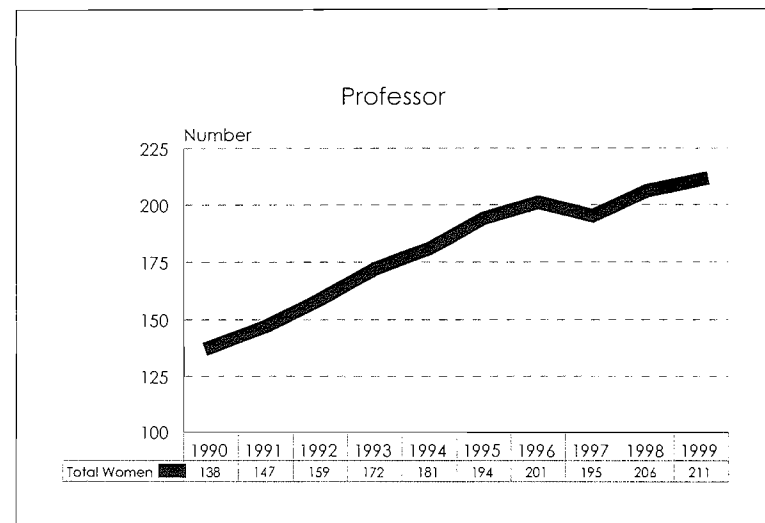
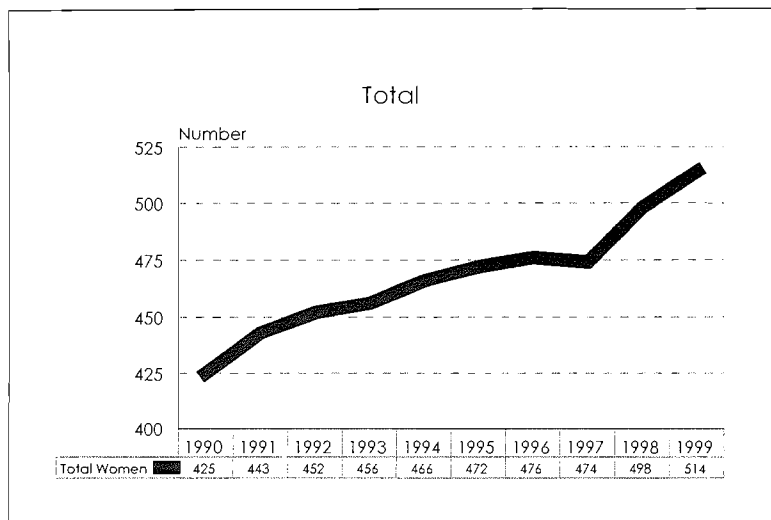
Tenure System Faculty, 1990-1999 Minorities by Ethnic ID



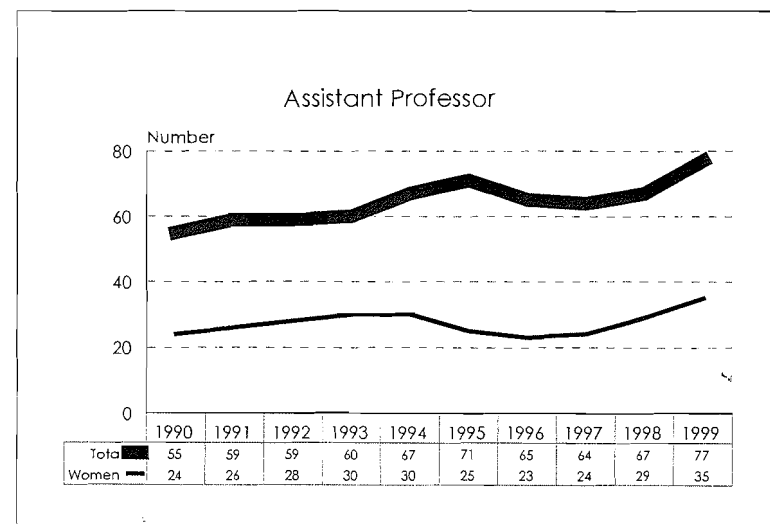
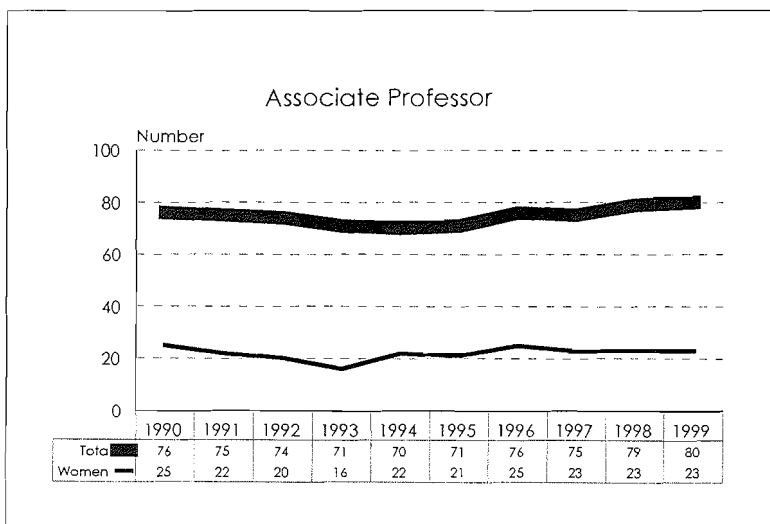
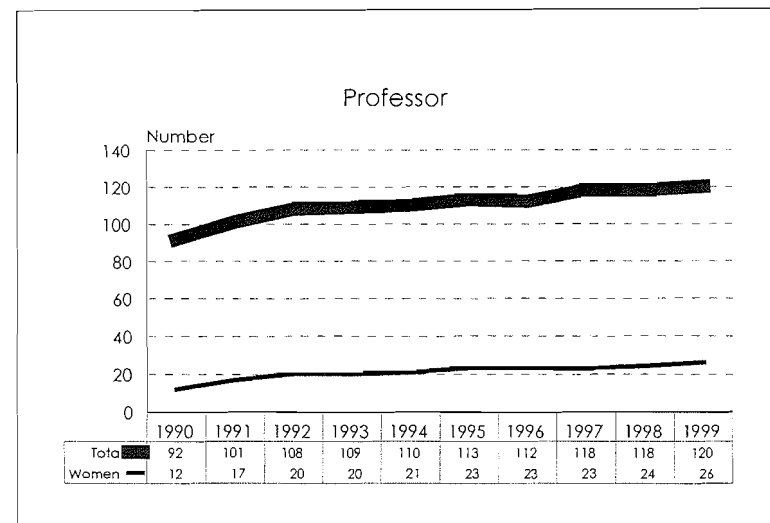
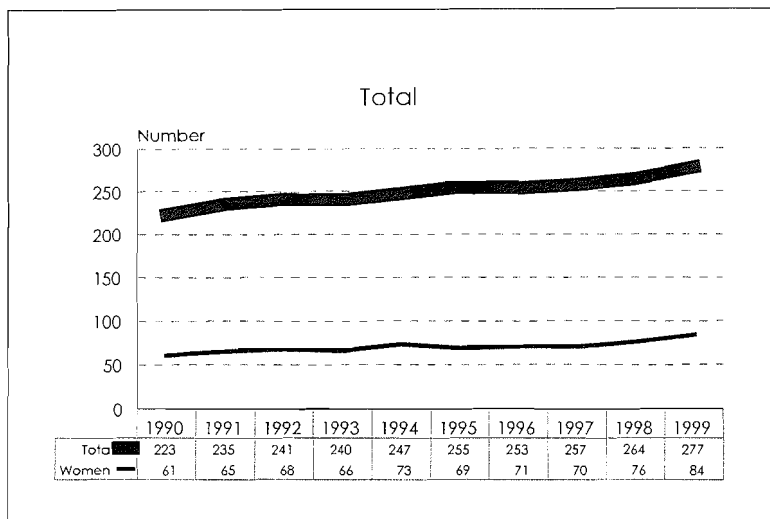
Tenure System Faculty by Rank, 1990-1999



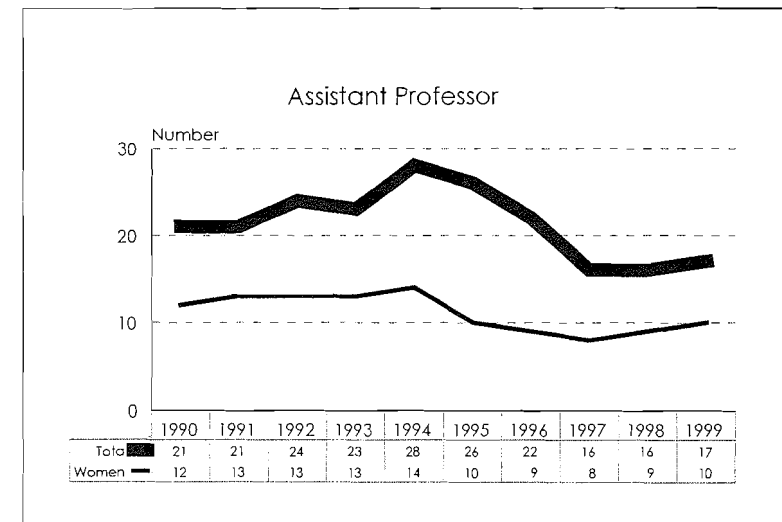
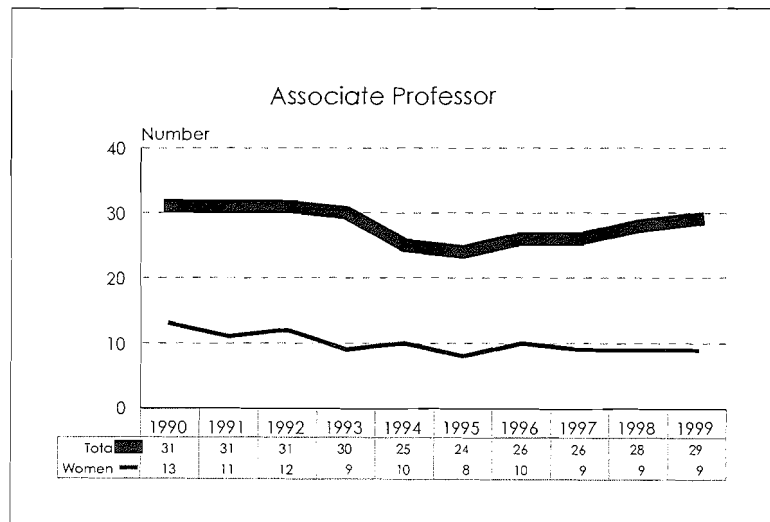
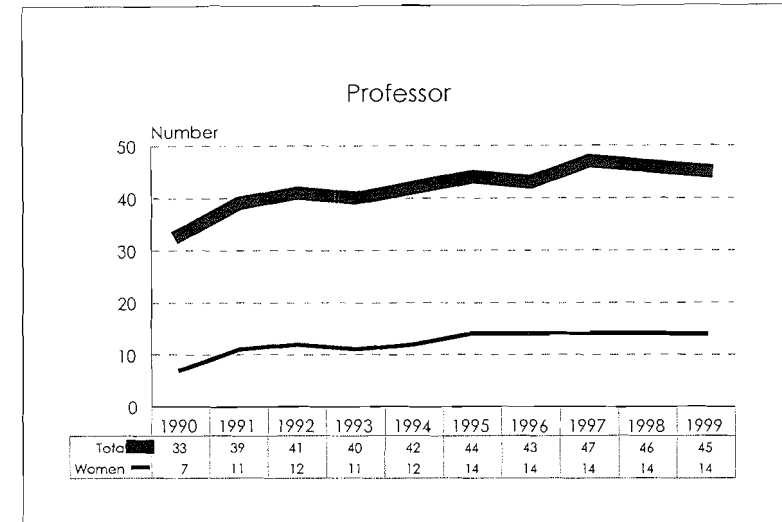
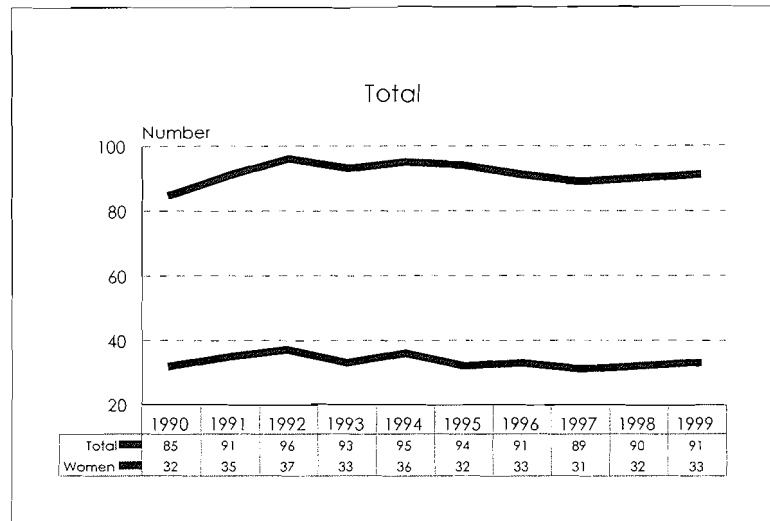
Tenure System Faculty by Rank, 1990-1999 Women



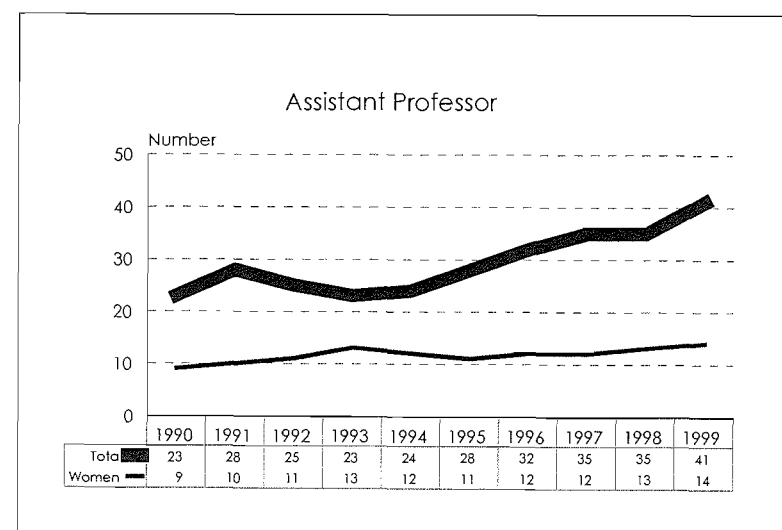
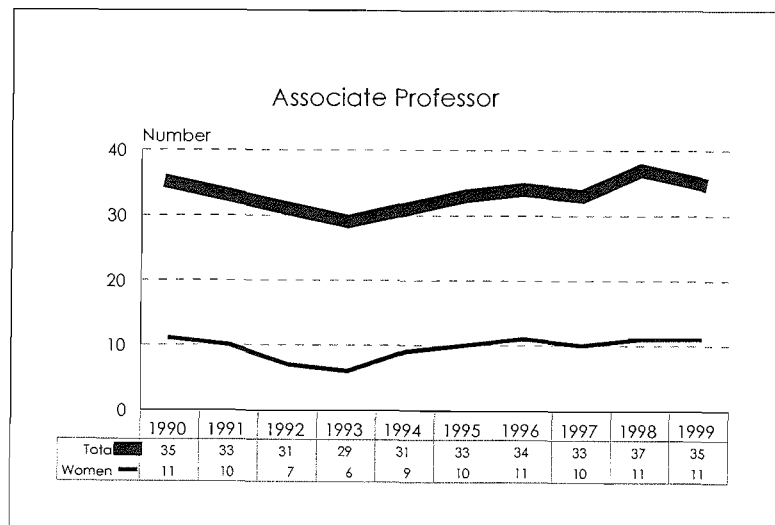
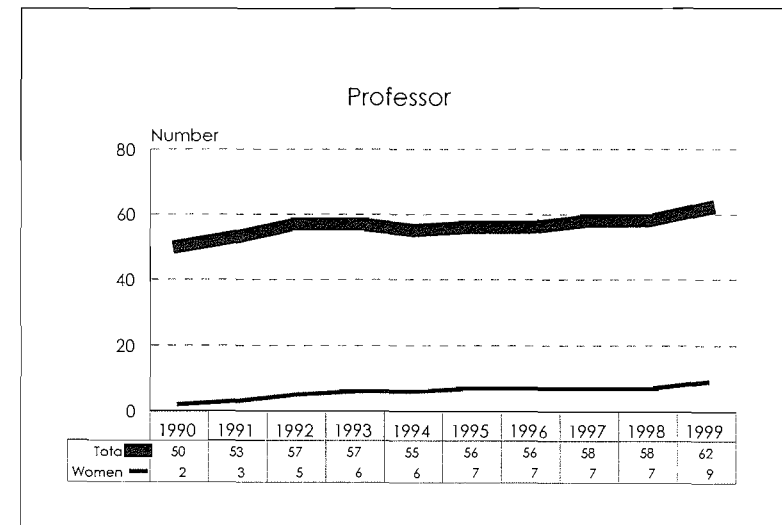
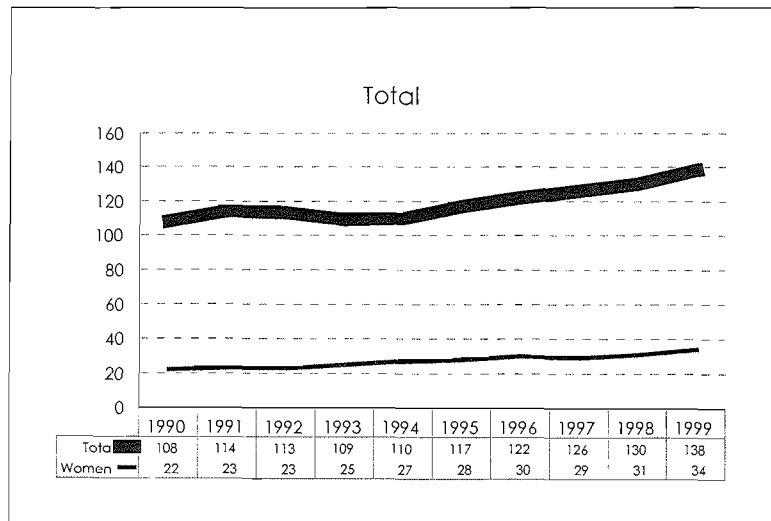
Tenure System Faculty by Rank, 1990-1999 ; Total Minorities



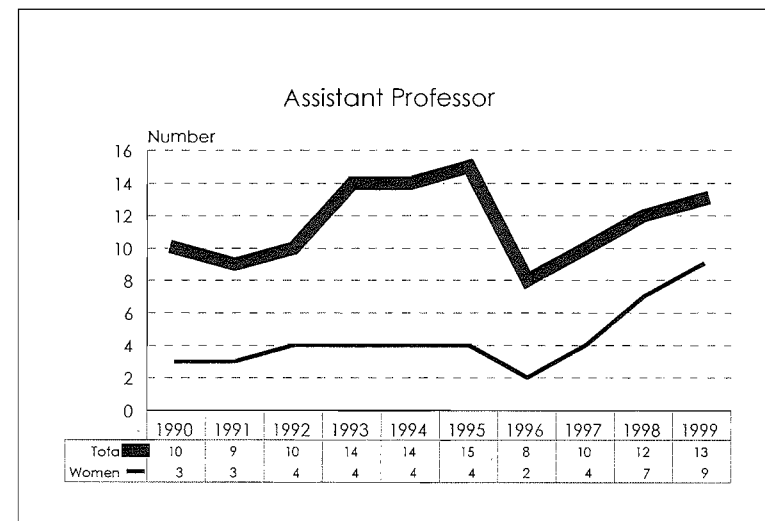
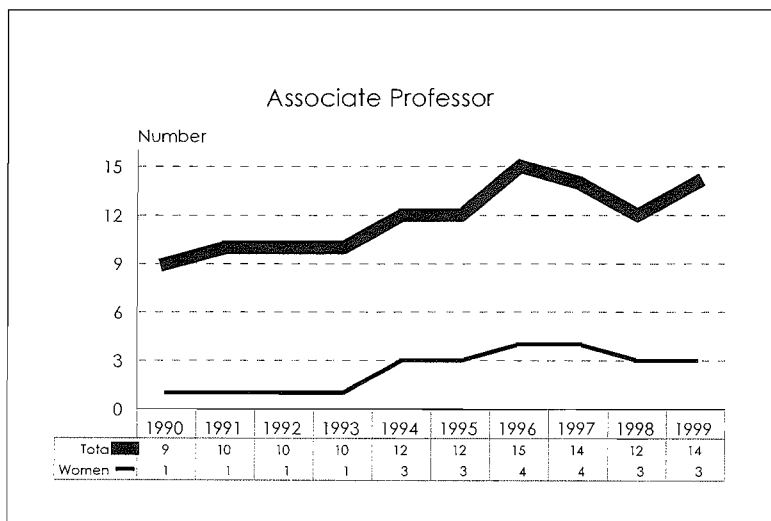
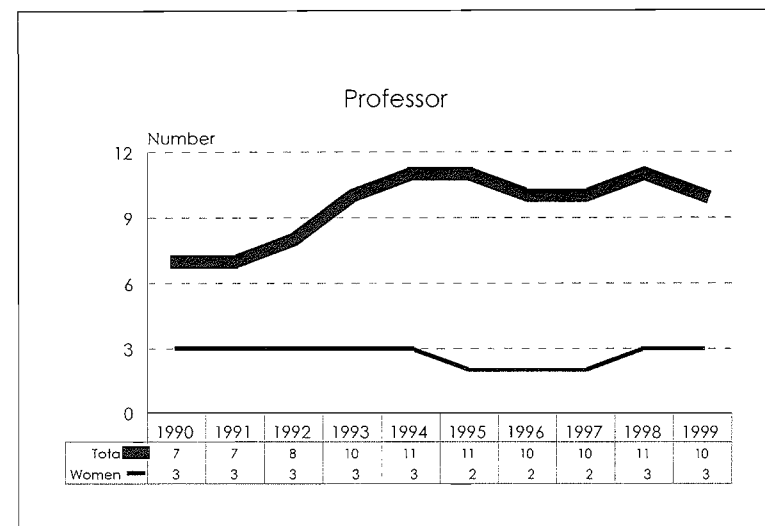
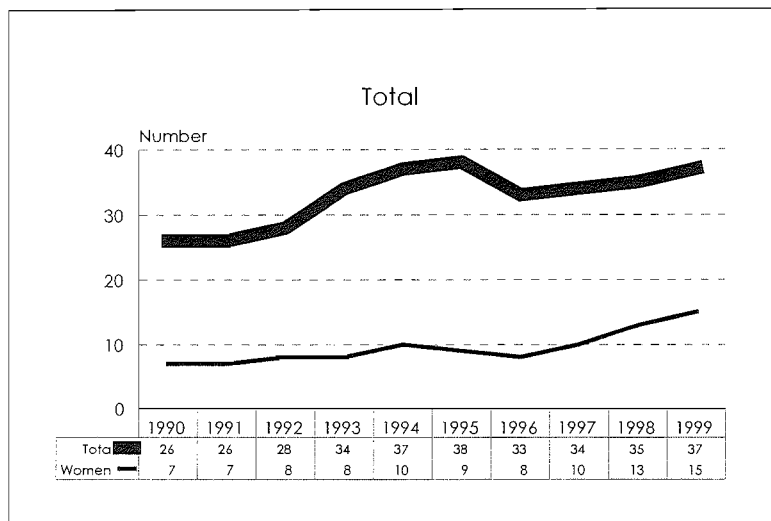
Tenure System Faculty by Rank, 1990-1999 Black



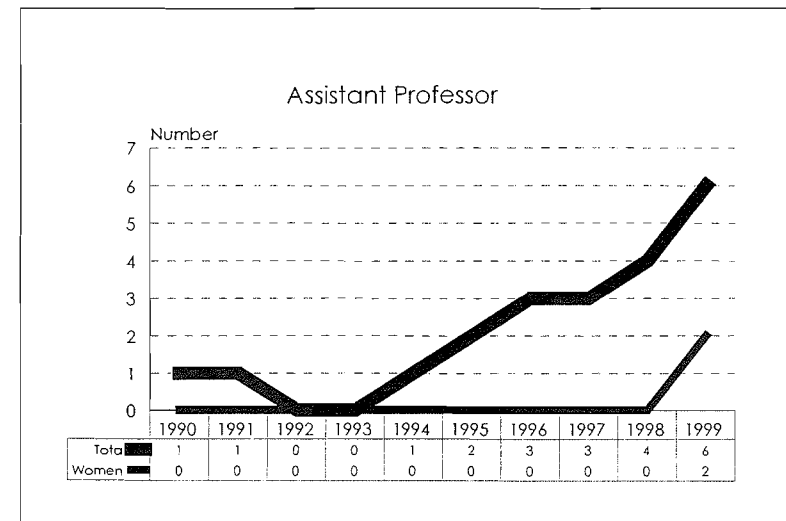
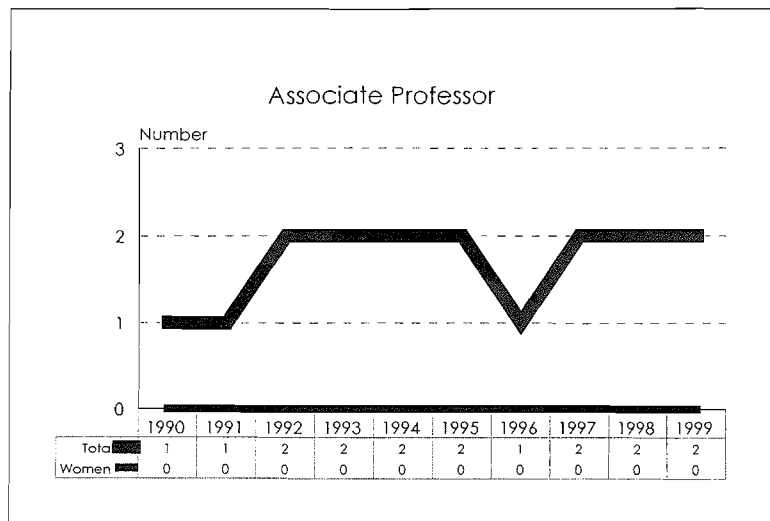
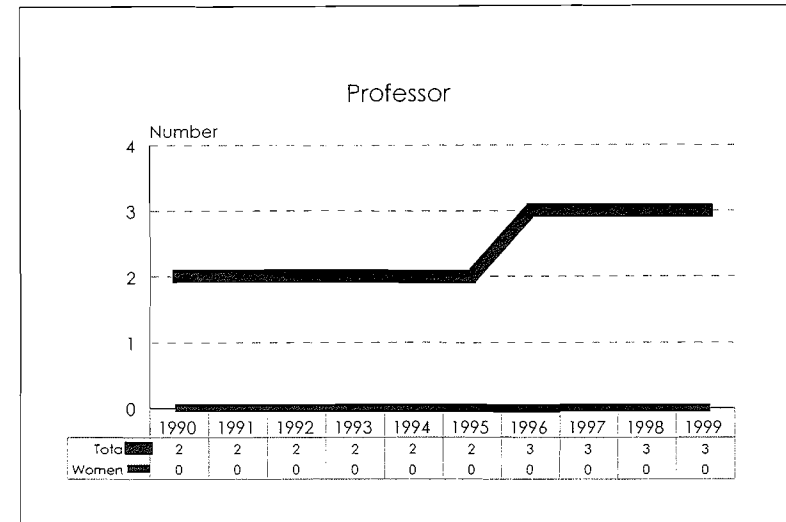
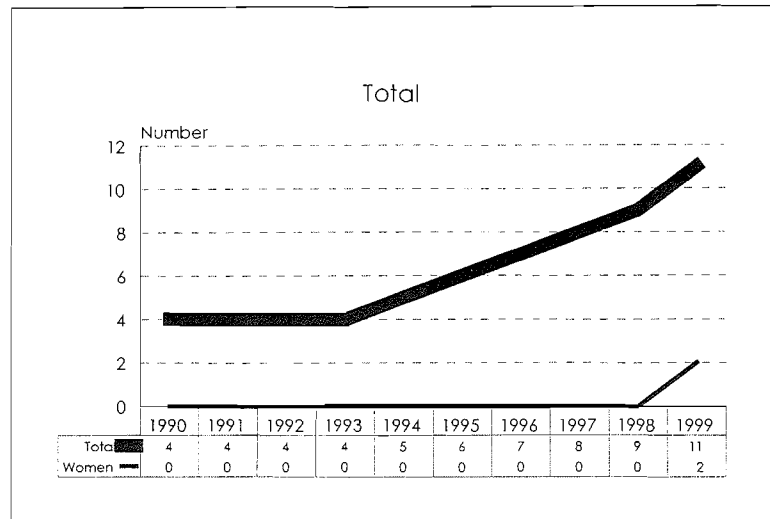
Tenure System Faculty by Rank, 1990-1999 Asian/Pacific Islander



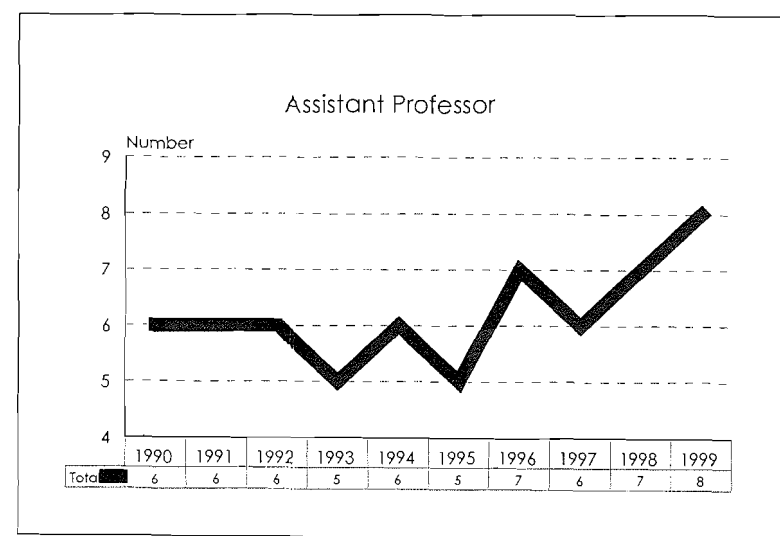
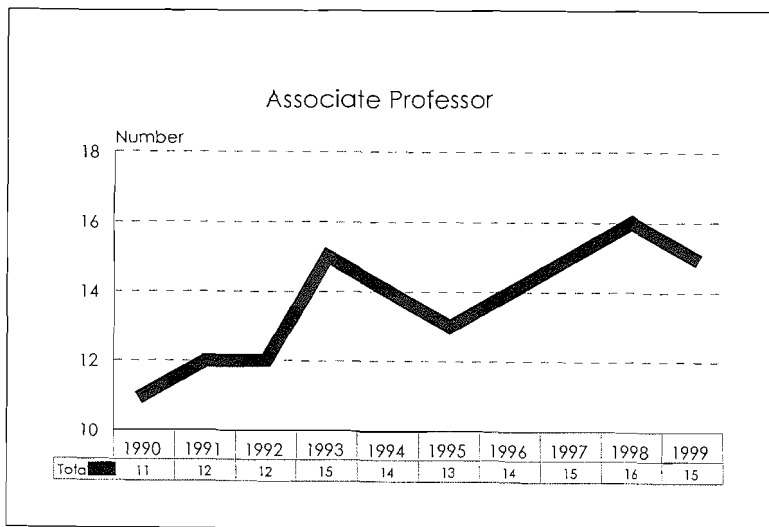
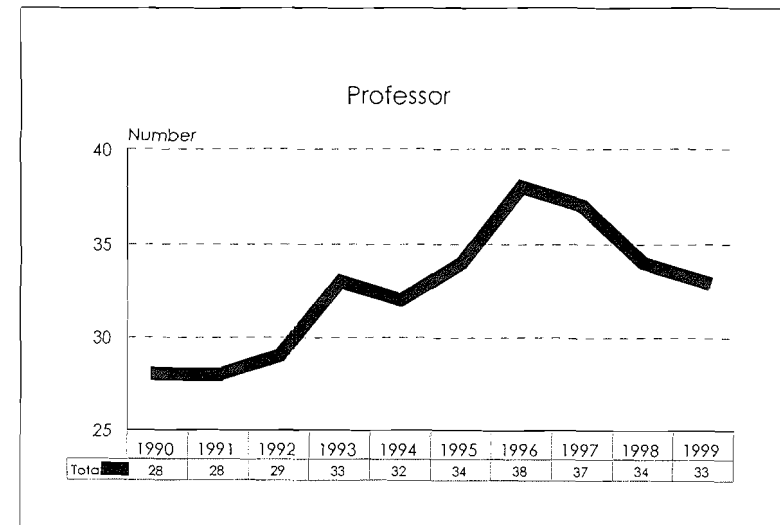
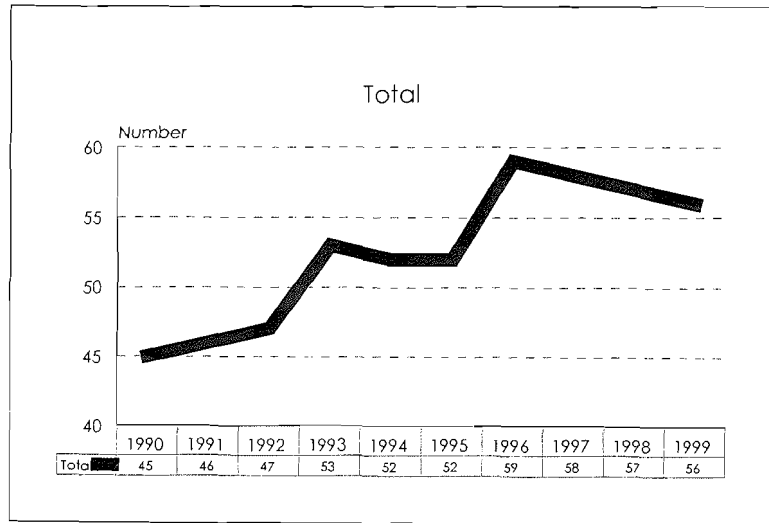
Tenure System Faculty by Rank, 1990-1999 Hispanic



Tenure System Faculty by Rank, 1990-1999 ; American Indian/Alaskan Native



Tenure System Faculty by Rank, 1990-1999 Persons with Disabilities



Continuing Academic Staff Hires and Separations, 1998-99

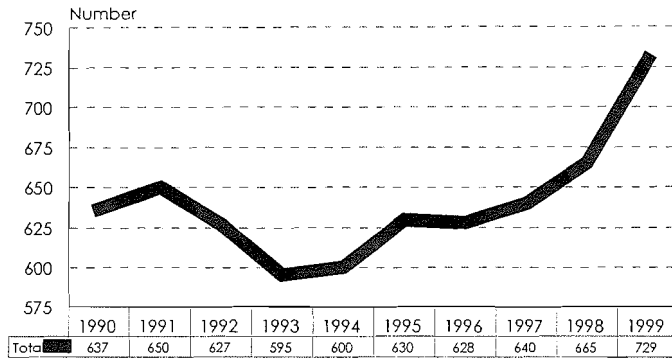
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
New Hires						
Men	1	3	3	1	8	43
Women	2	1	2	0	5	46
Total New Hires	3	4	5	1	13	89
Separations						
Retirements						
Men	0	0	0	0	0	4
Women	0	0	0	0	0	8
Total	0	0	0	0	0	12
Other Reasons						
Men	1	0	0	0	1	10
Women	0	1	0	0	1	17
Total	1	1	0	0	2	27
Total Separations						
Men	1	0	0	0	1	14
Women	0	1	0	0	1	25
Total	1	1	0	0	2	39

Continuing Academic Staff by College, Fall 1999

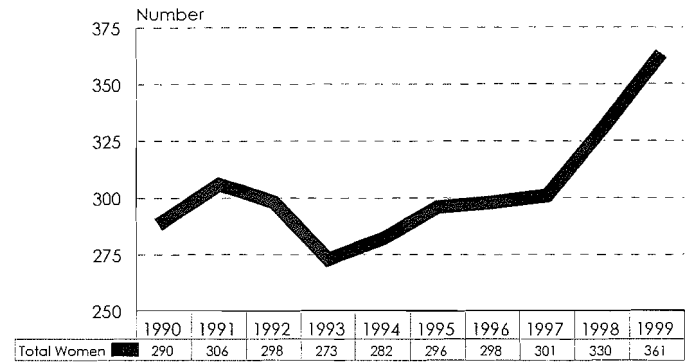
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Agriculture & Natural Resources	1	1	0	0	2	1	8	26
Arts & Letters	0	0	0	0	0	0	7	9
Eli Broad College of Business	2	2	2	0	6	1	11	16
Communication Arts & Sciences	2	0	0	0	2	0	8	13
Education	0	2	0	0	2	0	4	9
Engineering	1	1	0	0	2	1	10	23
Human Ecology	1	0	0	0	1	0	10	11
Human Medicine	0	1	0	0	1	0	3	4
James Madison	0	0	0	0	0	0	1	1
Natural Science	3	2	0	0	5	1	16	37
Nursing	0	0	0	0	0	0	0	0
Osteopathic Medicine	0	1	1	0	2	0	6	8
Social Science	0	0	0	0	0	0	12	20
Veterinary Medicine	1	1	1	0	3	0	6	9
Non-College Units	32	9	10	5	56	11	259	543
University Total	43	20	14	5	82	15	361	729

Continuing Academic Staff, 1990-1999

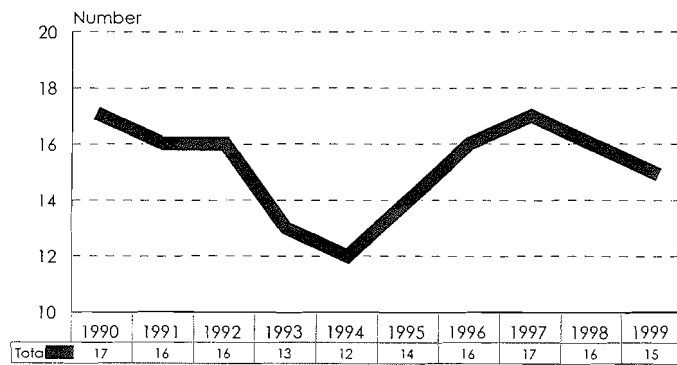
Total Continuing Academic Staff



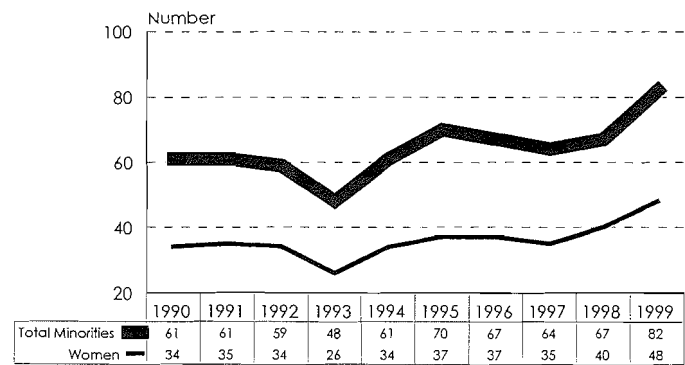
Women



Persons with Disabilities

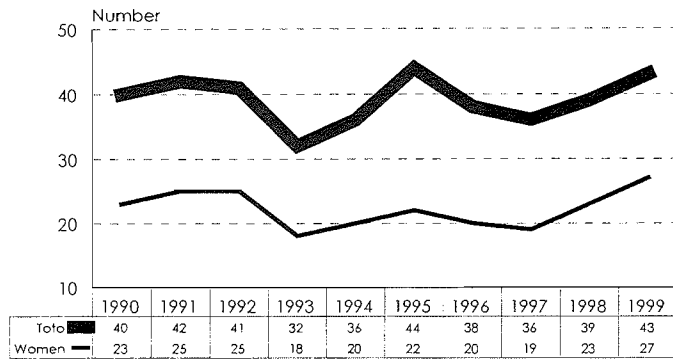


Total Minorities

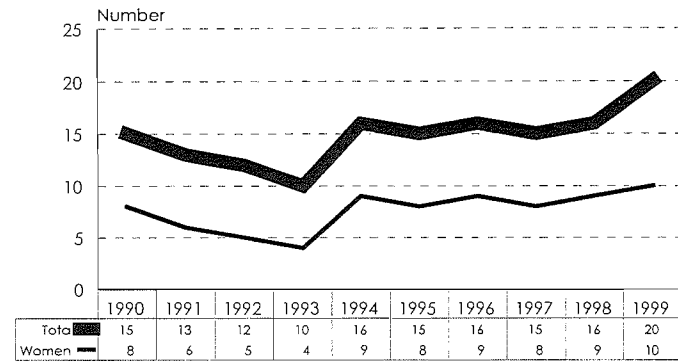


Continuing Academic Staff, 1990-1999 Minorities by Ethnic ID

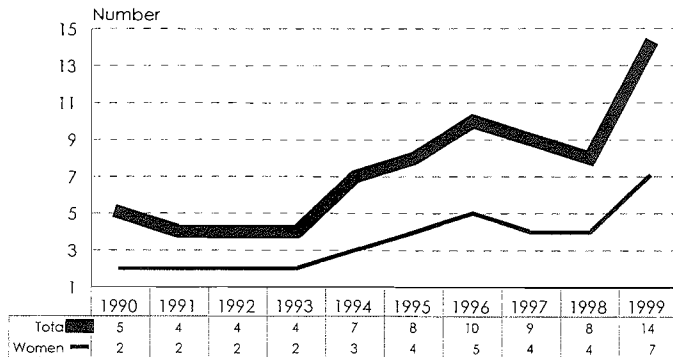
Black



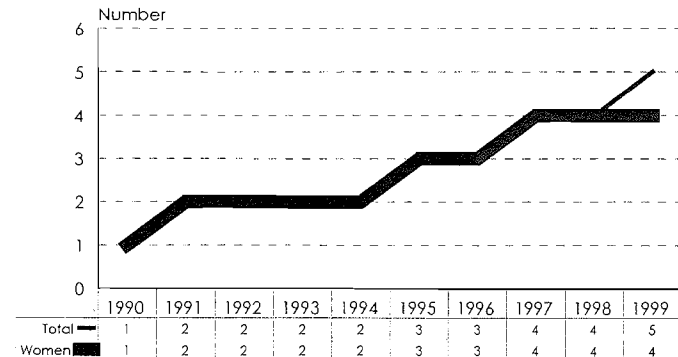
Asian Pacific Islander



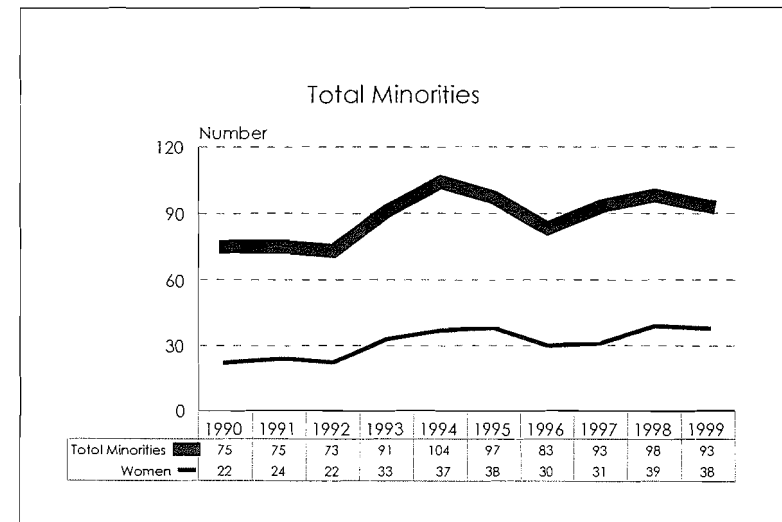
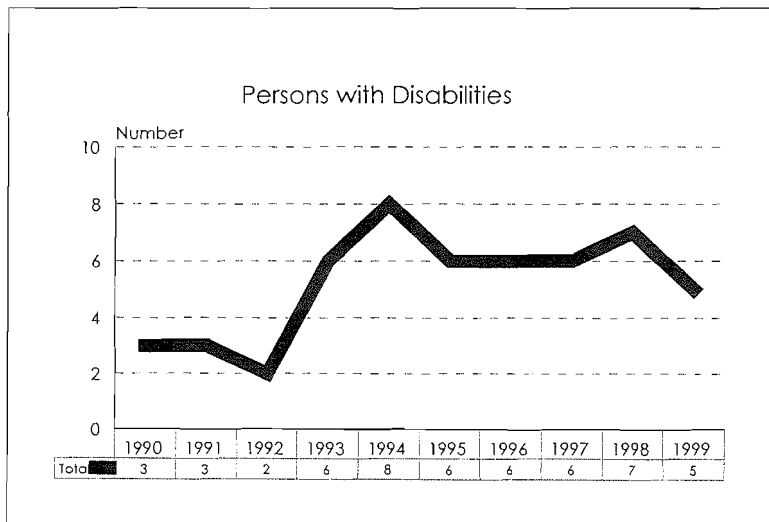
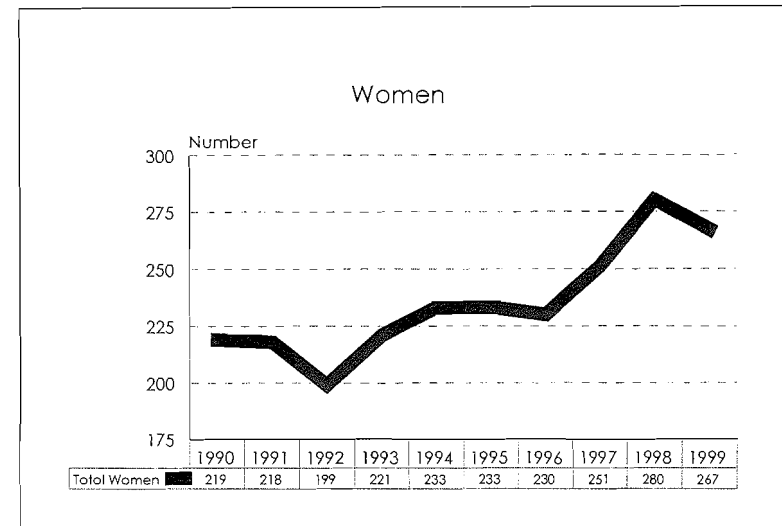
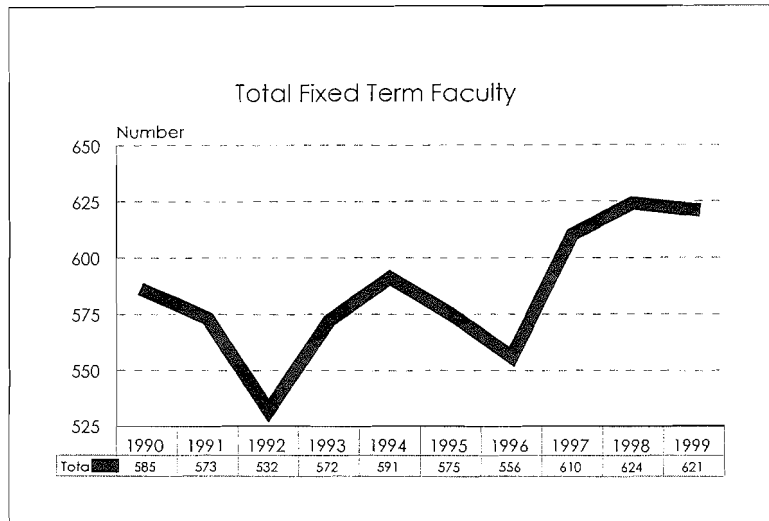
Hispanic



American Indian/Alaskan Native

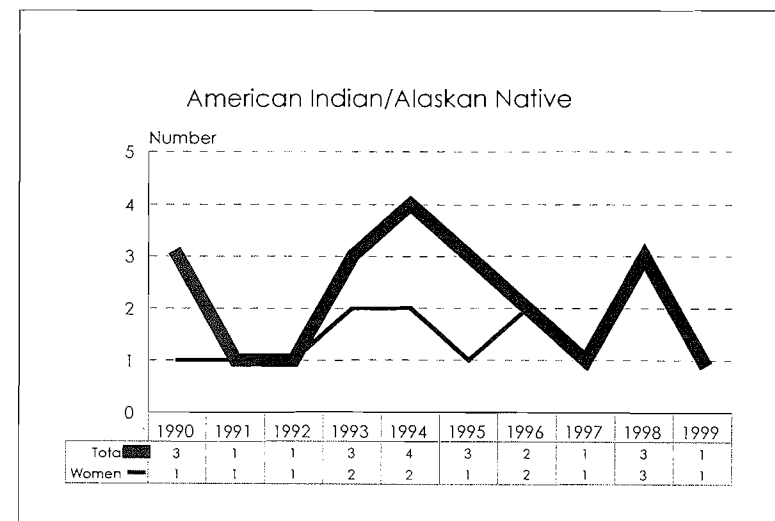
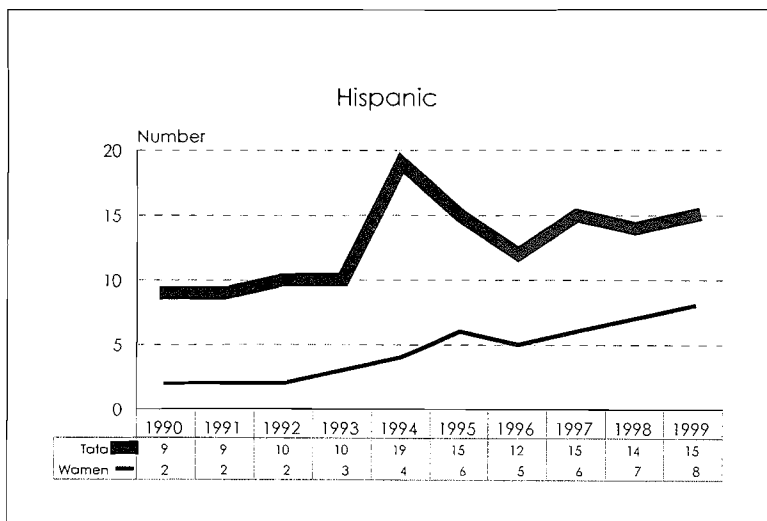
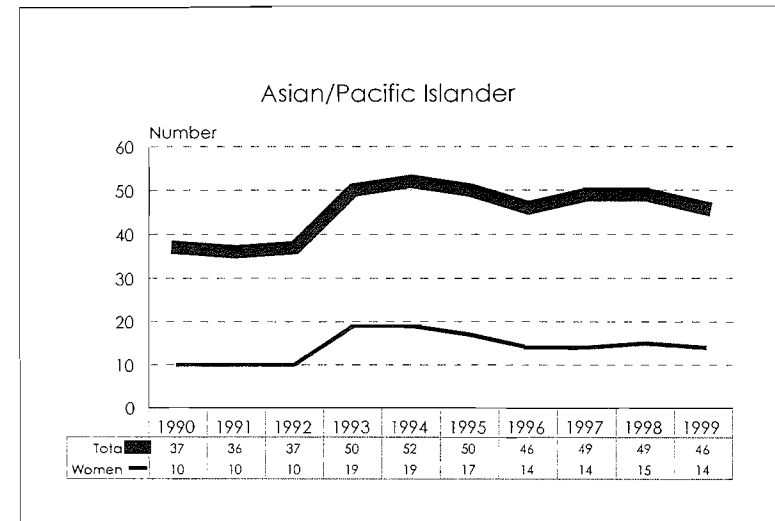
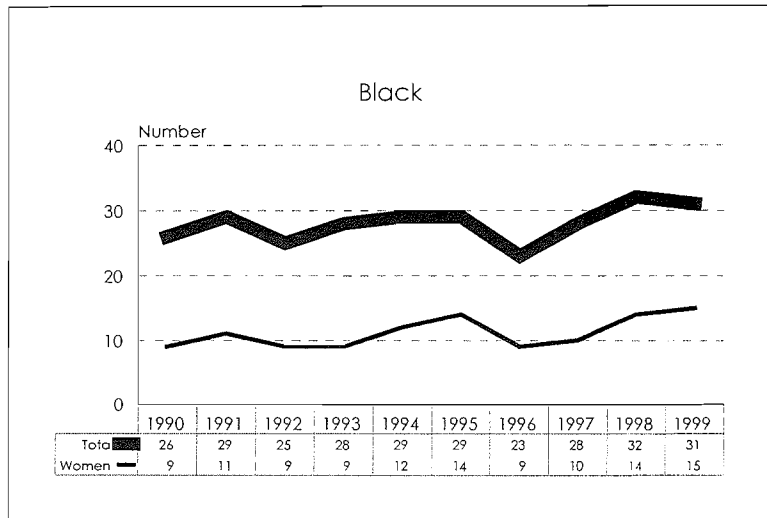


Fixed Term Faculty, 1990-1999

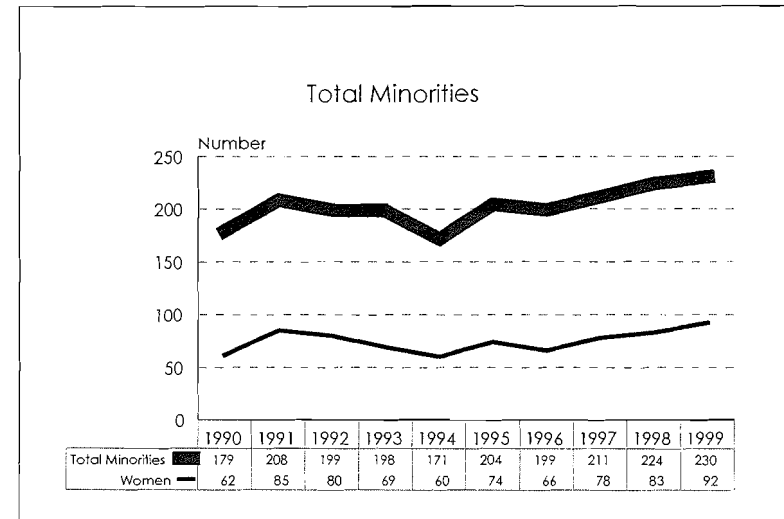
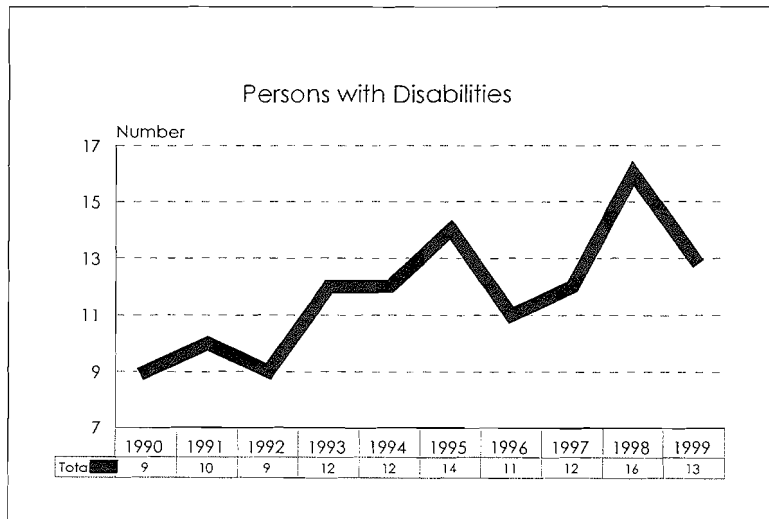
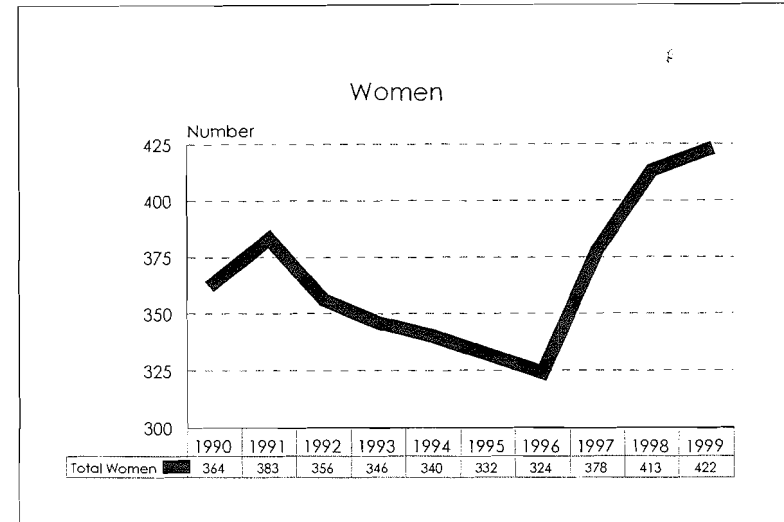
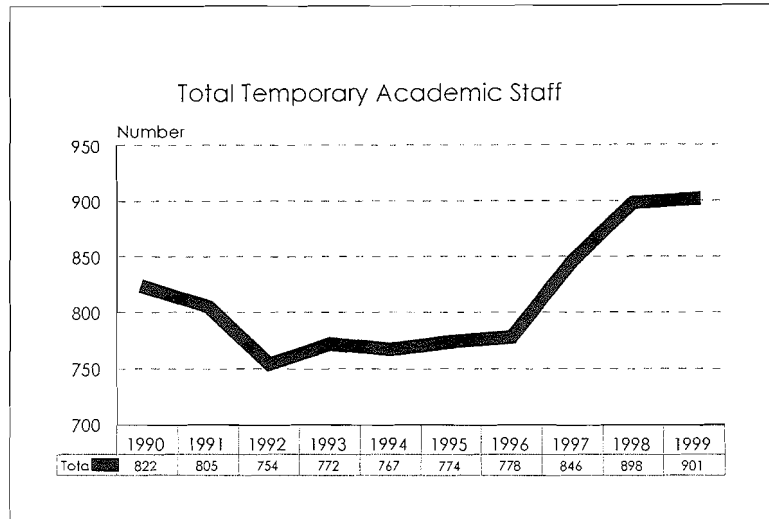


Fixed Term Faculty, 1990-1999

Minorities by Ethnic ID

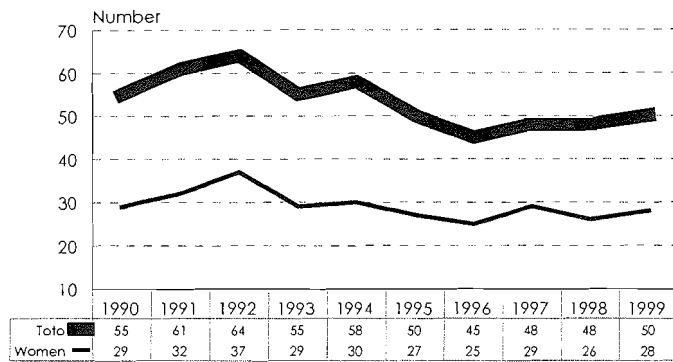


Fixed Term Academic Staff, 1990-1999

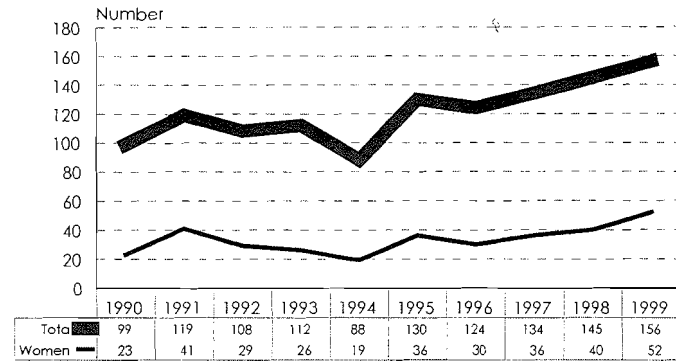


Fixed Term Academic Staff, 1990-1999 Minorities by Ethnic ID

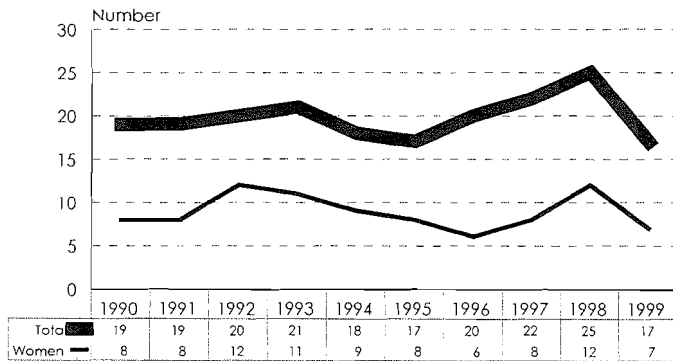
Black



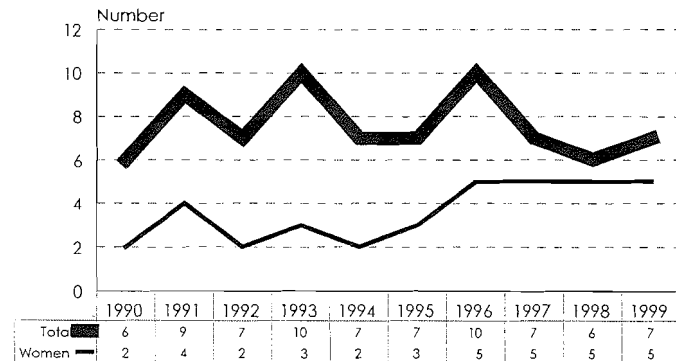
Asian/Pacific Islander



Hispanic

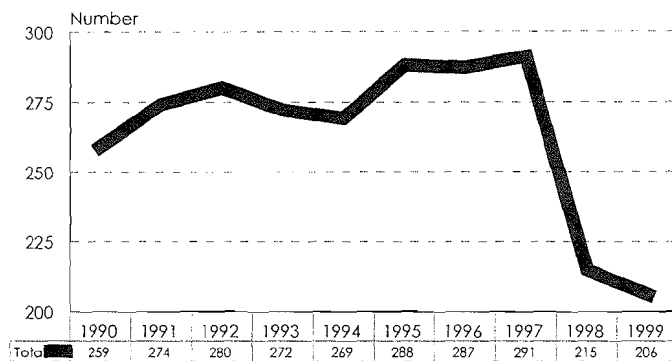


American Indian/Alaskan Native

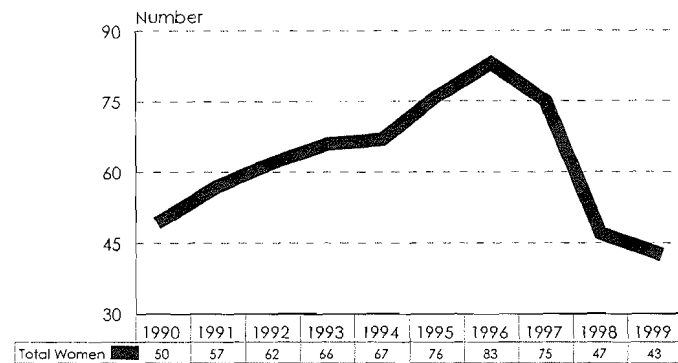


Academic Administrators, 1990-1999

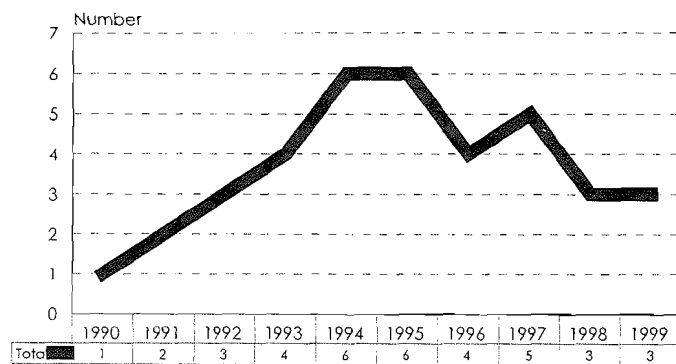
Total Academic Administrators



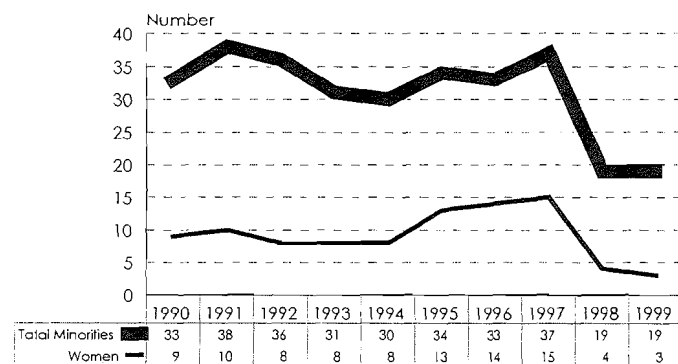
Women



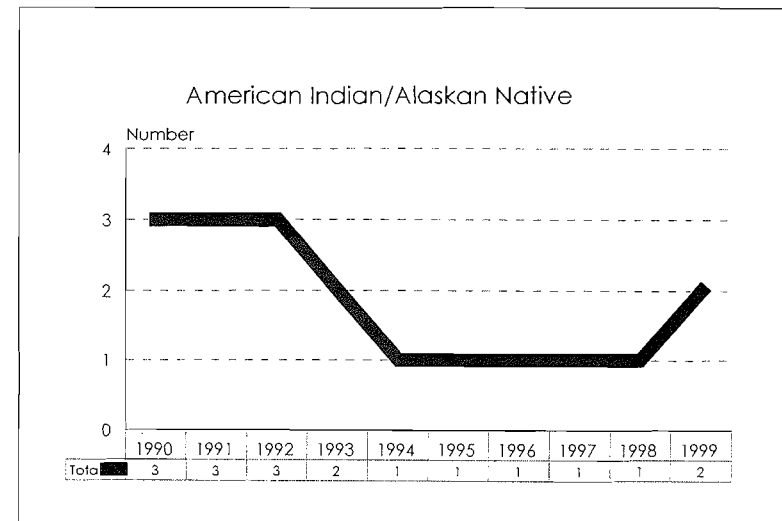
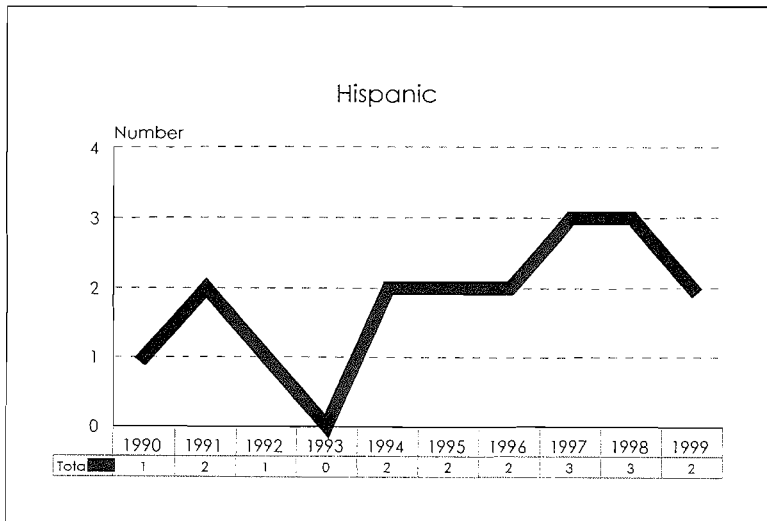
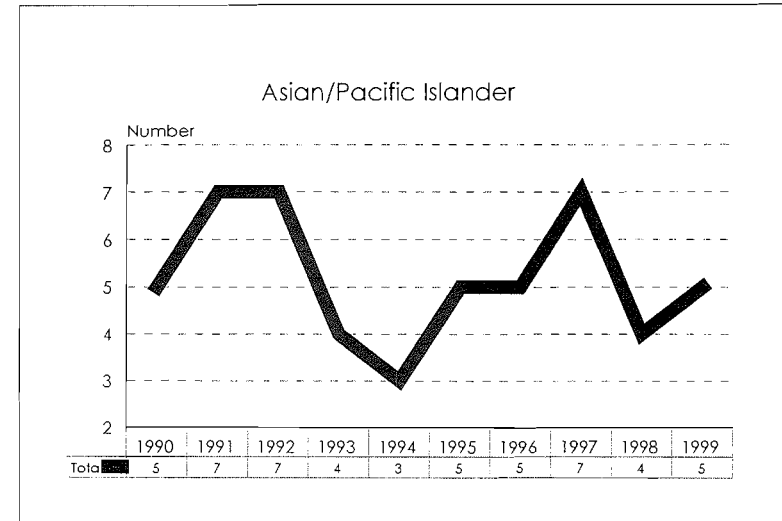
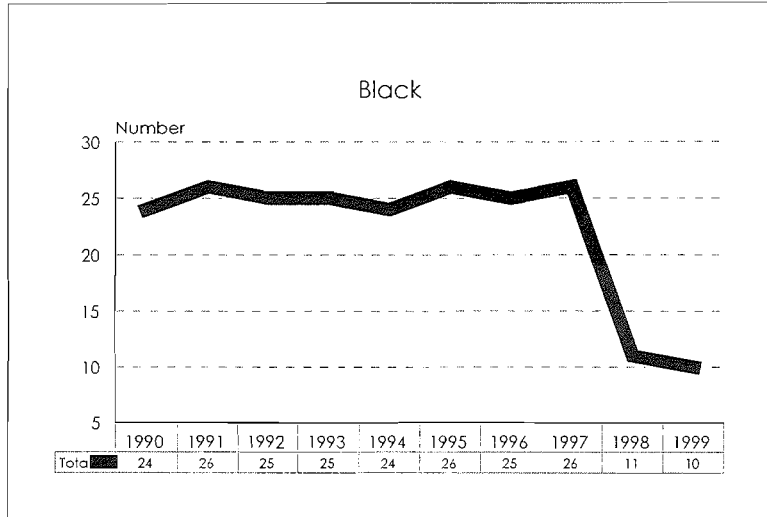
Persons with Disabilities



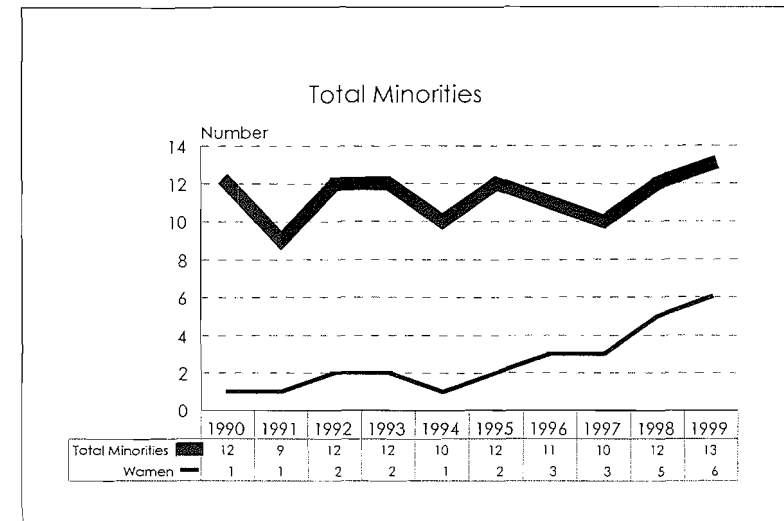
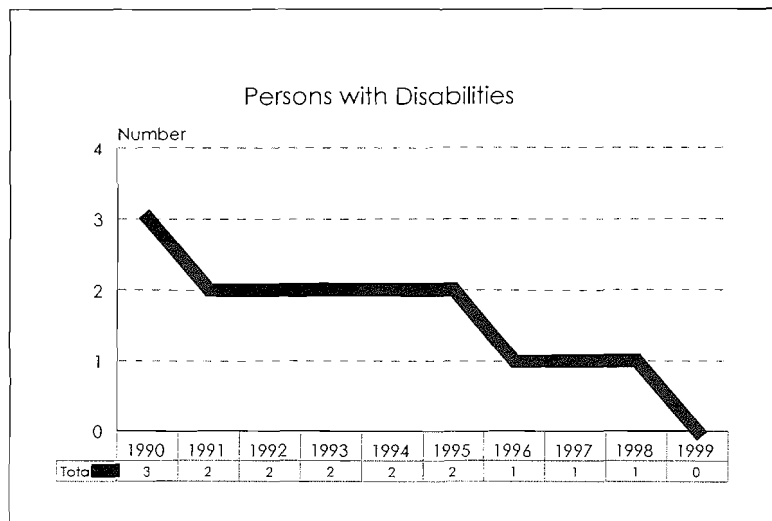
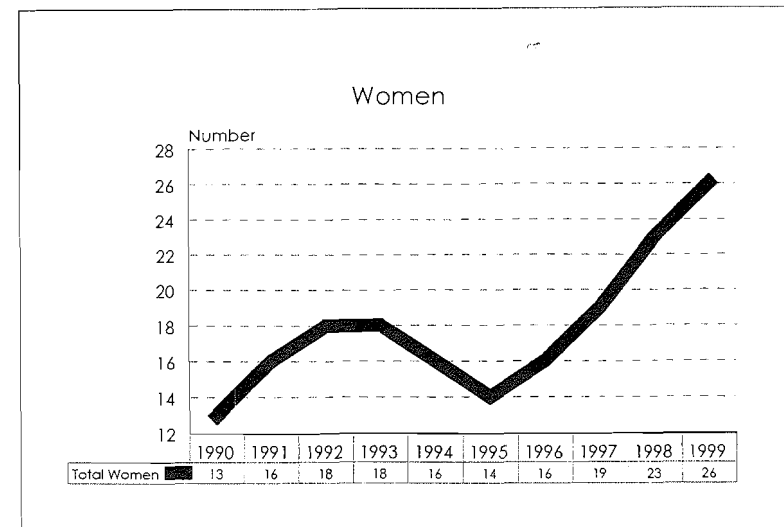
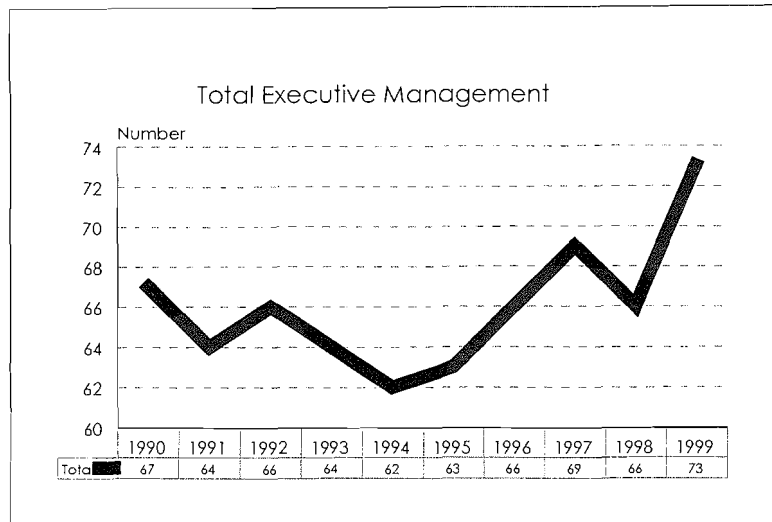
Total Minorities



Academic Administrators, 1990-1999 Minorities by Ethnic ID

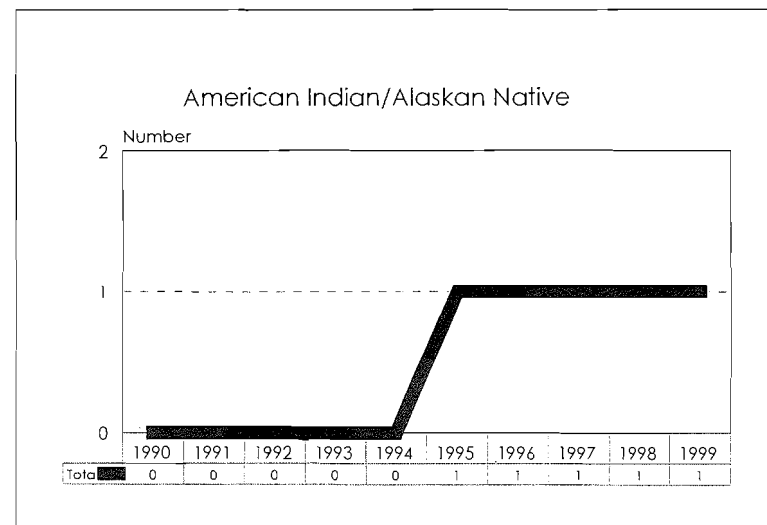
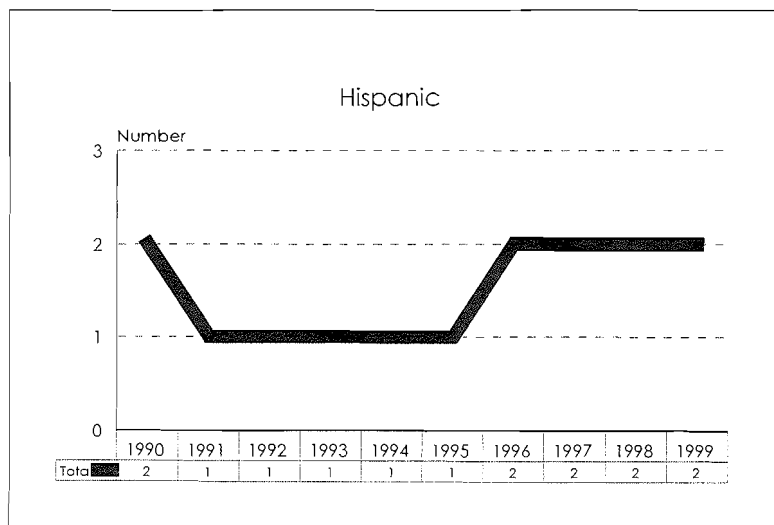
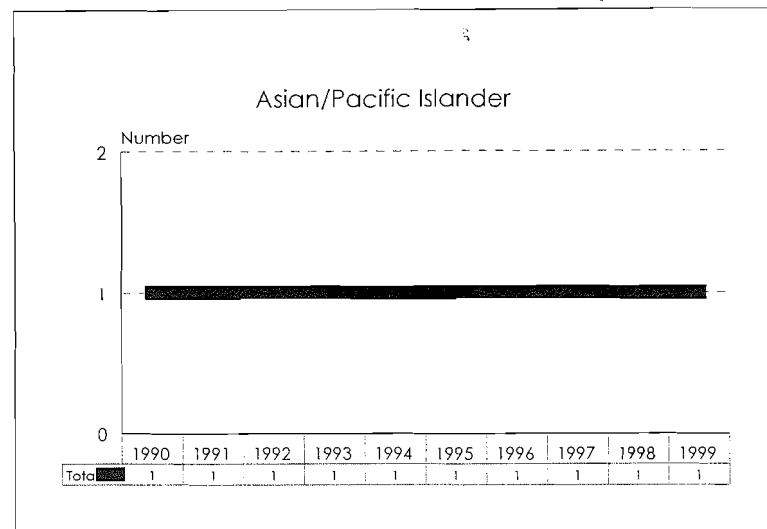
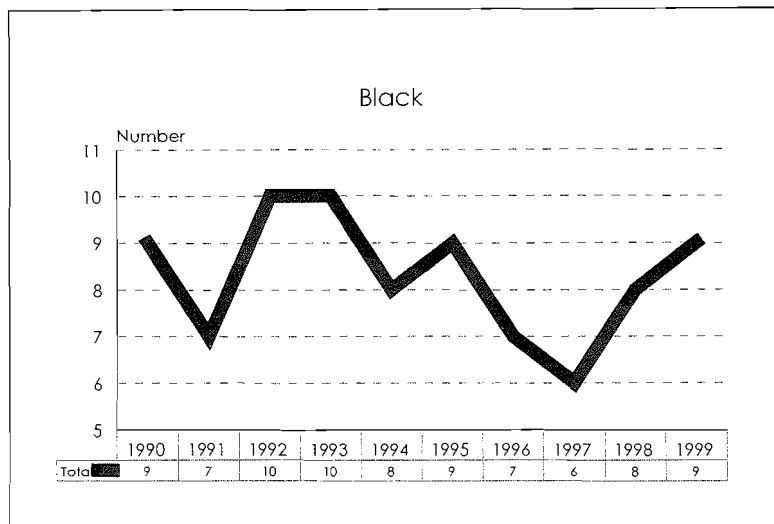


Executive Management, 1990-1999



Executive Management, 1990-1999

Minorities by Ethnic ID



Academic Administrators and Executive Management, Fall 1999

Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	University Total
Academic Administrators						
Men	8	4	2	2	16	163
Women	2	1	0	0	3	43
Total Academic Administrators	10	5	2	2	19	206
Executive Management						
Men	5	1	1	0	7	47
Women	4	0	1	1	6	26
Total Executive Management	9	1	2	1	13	73

Support Human Resources

Summary

	Fall 1999		Comparison to Fall 1998	
	#	% of Total	#	% of Total
Support Staff Workforce	5646		+ 144	
<i>Minorities</i>	830	14.7%	+ 44	+ 0.4%
Black	417	7.4%	+ 19	+ 0.2%
Asian/Pacific Islander	101	1.8%	+ 4	- 0 -
Hispanic	271	4.8%	+ 22	+ 0.3%
Amer. Indian/Alaskan Native	41	0.7%	- 1	- 0.1%
<i>Women</i>	3737	66.2%	+ 67	- 0.5%

Support Human Resources

1998-99 Annual Hiring Goals and Achievements

	Opportunities		Minorities		Women	
	Proj.	Actual	Goal	Achieved	Goal	Achieved
Officials and Managers	43	81	3	7	3	16
Professionals	140	285	9	18	3	3
Clerical	123	272	0	0	0	0
Technical	35	72	4	9	3	2
Service/Maintenance	103	253	3	3	13	16
Skilled Trades	9	23	0	1	1	3
University Total	453	986	19	38	23	40

1999-2000 Projections and Annual Hiring Goals

Category	Projected Opportunities	Hiring Goal Minorities	Hiring Goal Women
Officials and Managers	50	3	5
Professionals	146	9	3
Clerical	118	0	0
Technical	38	2	1
Service/Maintenance	97	3	16
Skilled Trades	15	0	1
University Total	464	17	26

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, 1998-99

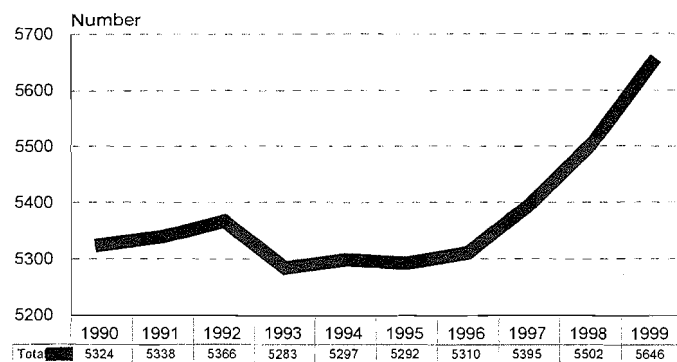
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
New Hires								
Officials & Managers	3	0	0	0	3	1	15	29
Professionals	11	10	6	1	28	4	118	195
Clerical	14	0	17	0	31	2	123	144
Technical	3	2	3	2	10	1	40	64
Service/Maintenance	42	3	23	1	69	1	121	190
Skilled Trades	2	1	0	0	3	1	3	14
Total New Hires	75	16	49	4	144	10	420	636
Promotions								
Officials & Managers	4	6	2	0	12	0	43	81
Professionals	13	2	8	0	23	1	93	162
Clerical	12	4	13	2	31	5	170	178
Technical	3	1	1	0	5	0	15	22
Service/Maintenance	8	0	11	0	19	1	41	89
Skilled Trades	0	0	0	1	1	2	9	23
Total Promotions	40	13	35	3	91	9	371	555

Support Staff Workforce Separations, 1998-99

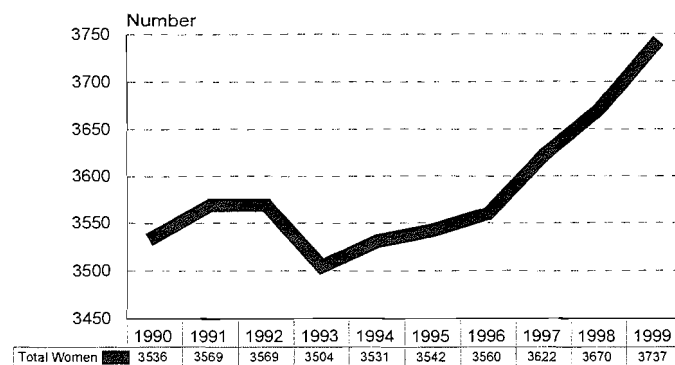
Category	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Separations								
Retirements								
Officials & Managers	0	0	0	1	1	2	7	21
Professionals	0	0	0	0	0	0	9	16
Clerical	1	0	0	0	1	1	24	24
Technical	0	0	0	0	0	0	3	4
Service/Maintenance	1	0	1	0	2	0	6	17
Skilled Trades	0	0	0	0	0	0	0	6
Total	2	0	1	1	4	3	49	88
Other Reasons								
Officials & Managers	2	0	0	0	2	2	9	20
Professionals	5	3	4	0	12	0	68	98
Clerical	12	2	4	2	20	1	60	67
Technical	4	2	0	0	6	0	23	29
Service/Maintenance	27	2	11	1	41	1	78	101
Skilled Trades	0	0	0	0	0	0	0	1
Total	50	9	19	3	81	4	238	316
Total Separations								
Officials & Managers	2	0	0	1	3	4	16	41
Professionals	5	3	4	0	12	0	76	114
Clerical	13	2	4	2	21	2	84	91
Technical	4	2	0	0	6	0	26	33
Service/Maintenance	28	2	12	1	43	1	84	118
Skilled Trades	0	0	0	0	0	0	0	7
Total	52	9	20	4	85	7	287	404

Support Staff Workforce, 1990-1999

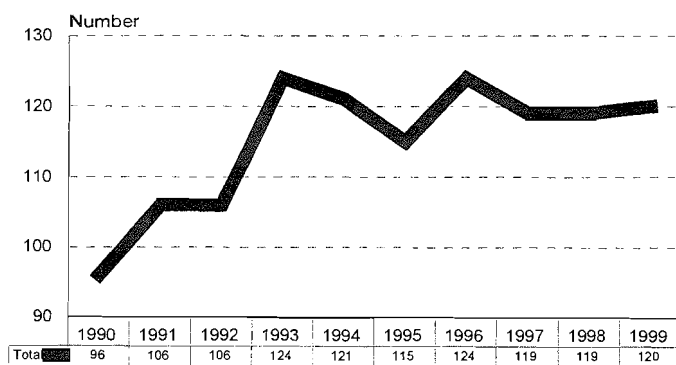
Total Support Staff Workforce



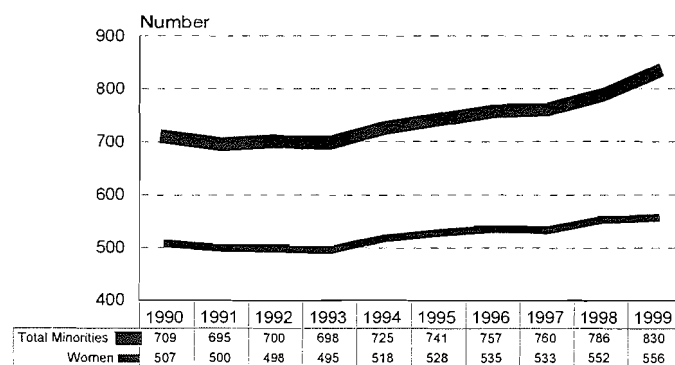
Women



Persons with Disabilities

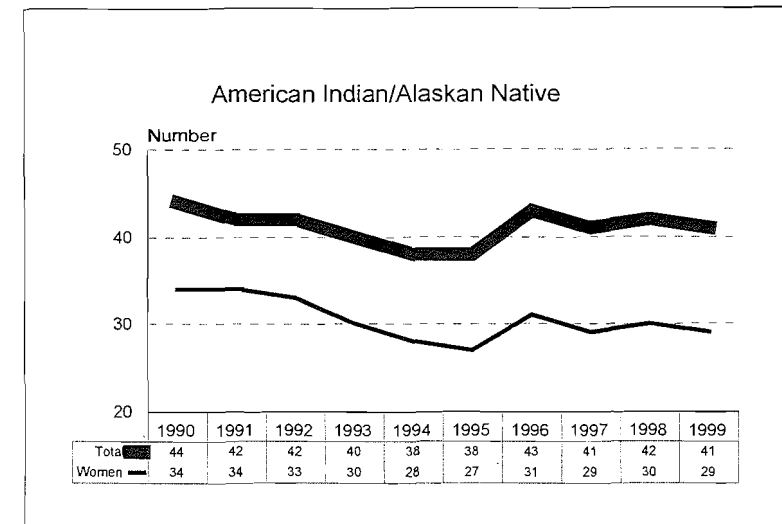
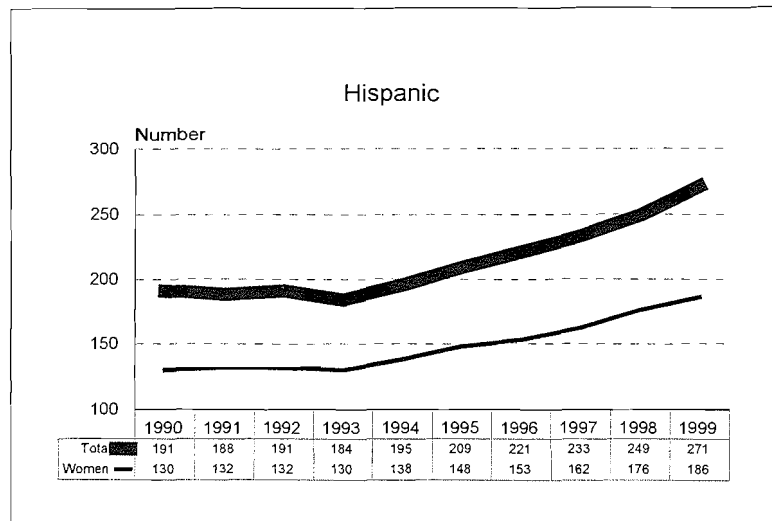
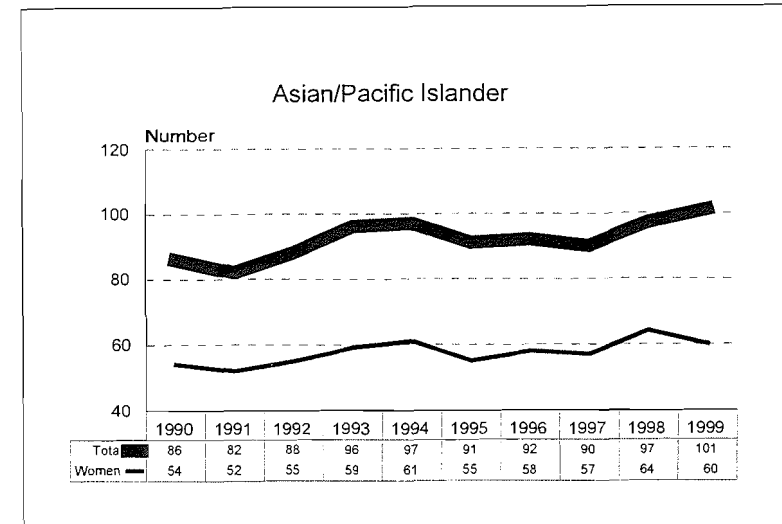
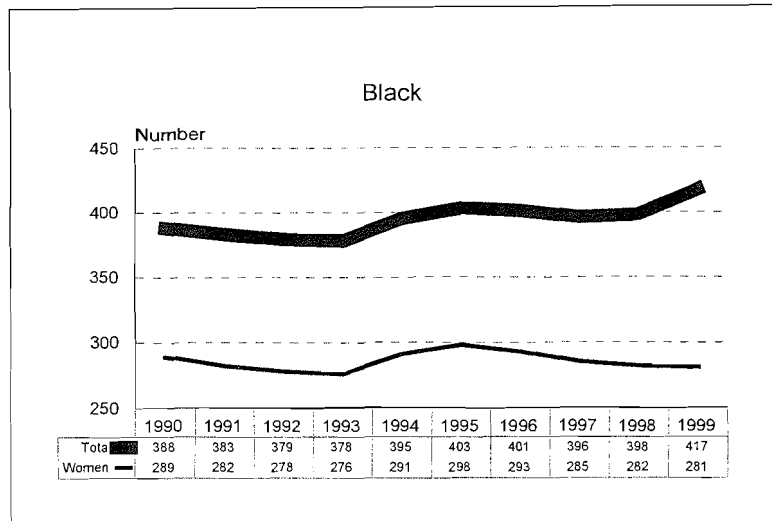


Total Minorities

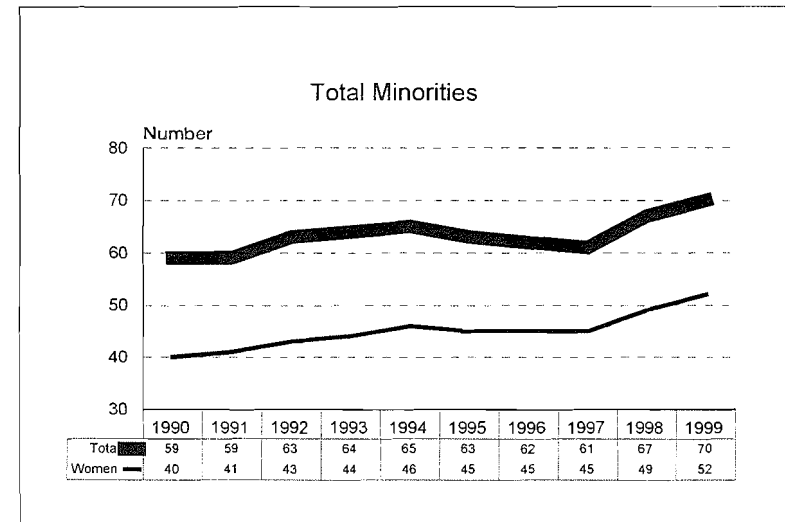
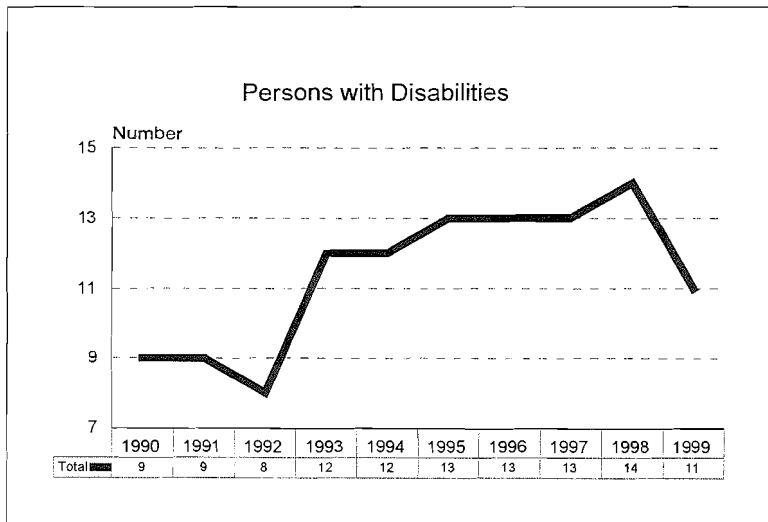
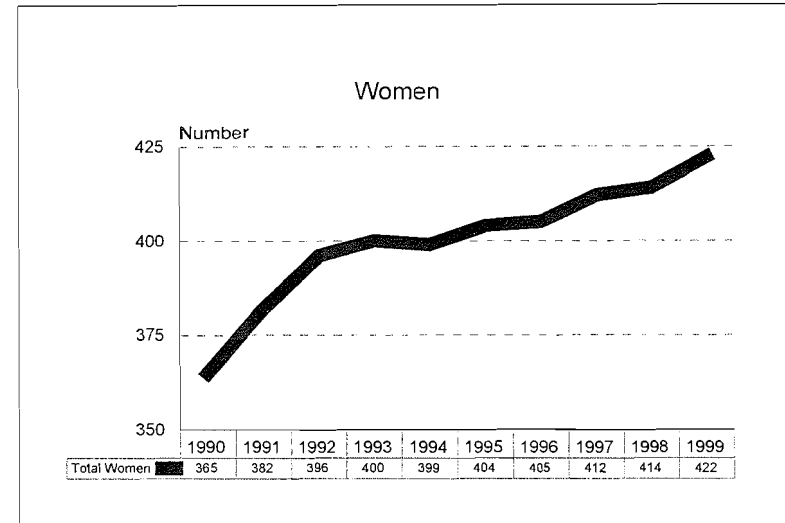
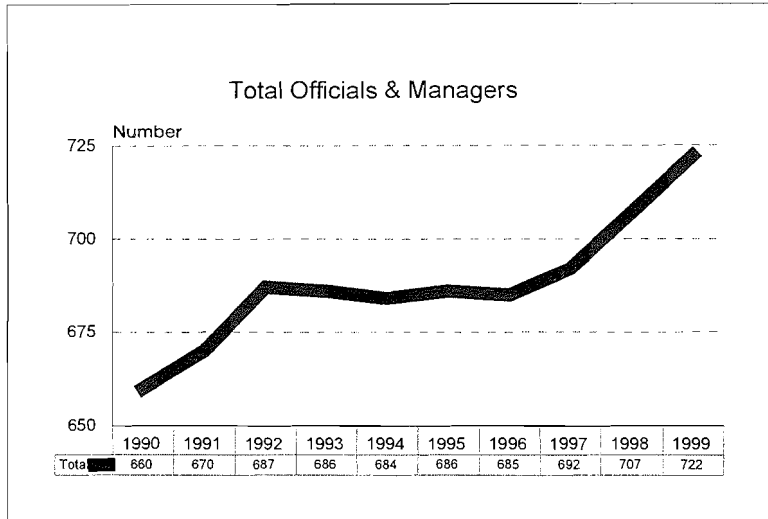


Support Staff Workforce, 1990-1999

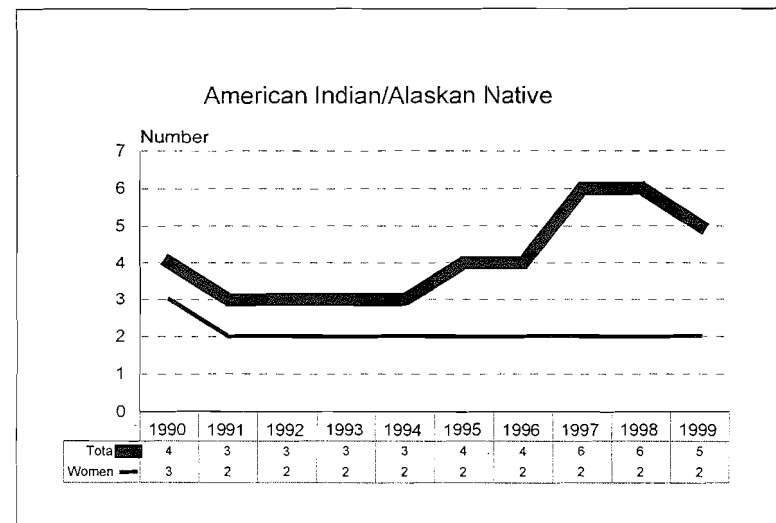
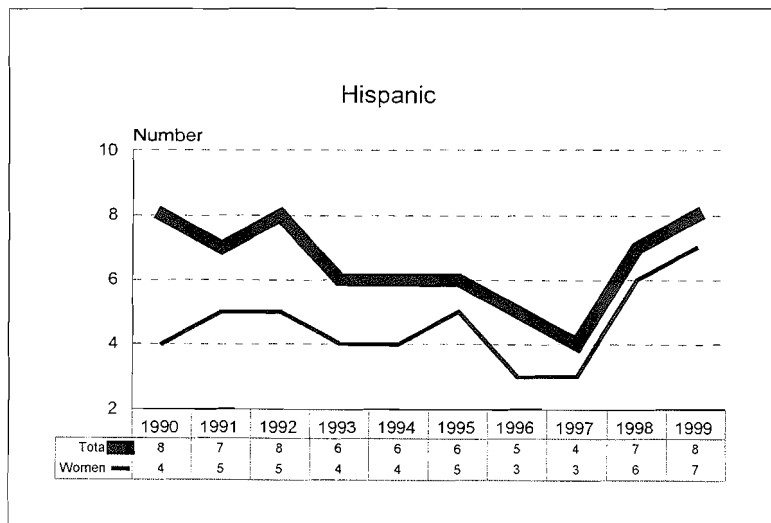
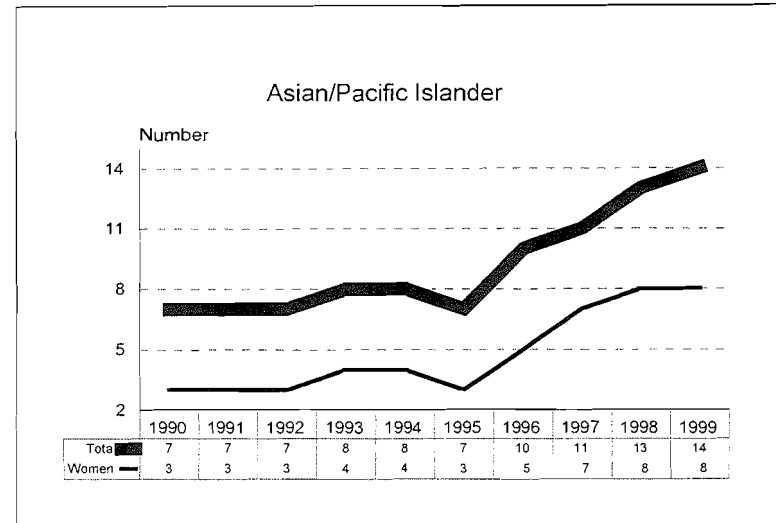
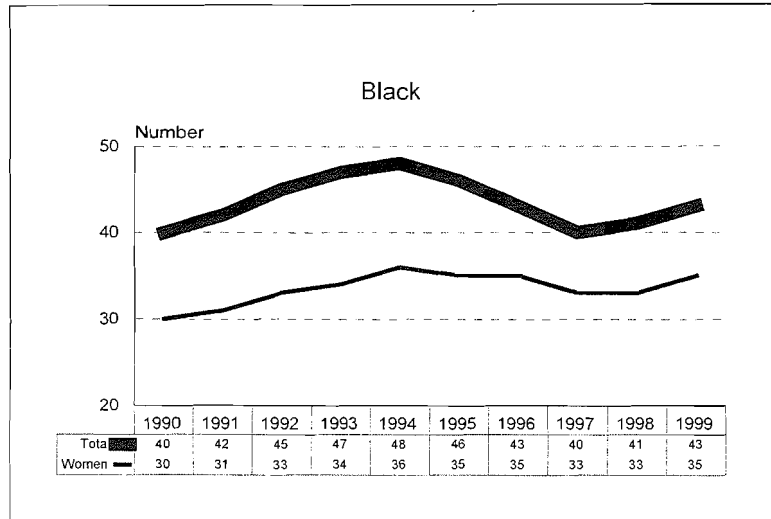
Minorities by Ethnic ID



Officials and Managers, 1990-1999

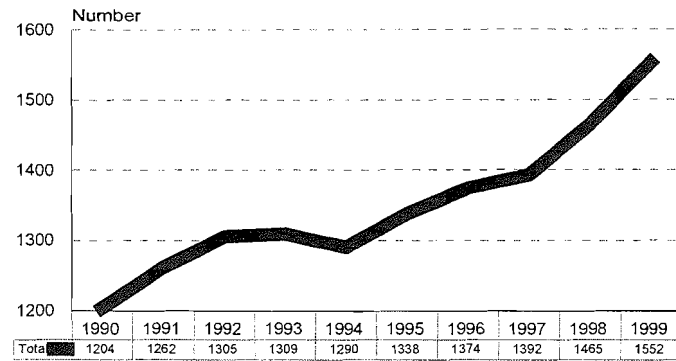


Officials and Managers, 1990-1999 Minorities by Ethnic ID

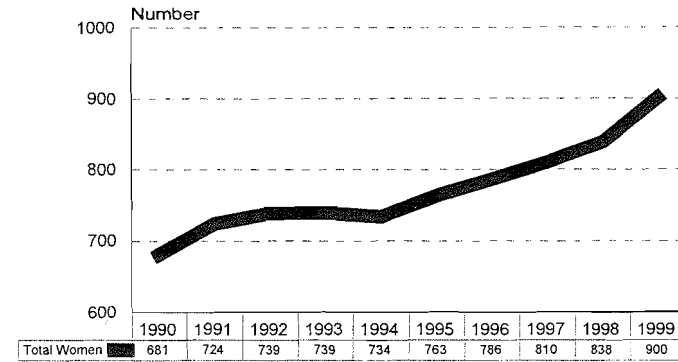


Professional Workforce, 1990-1999

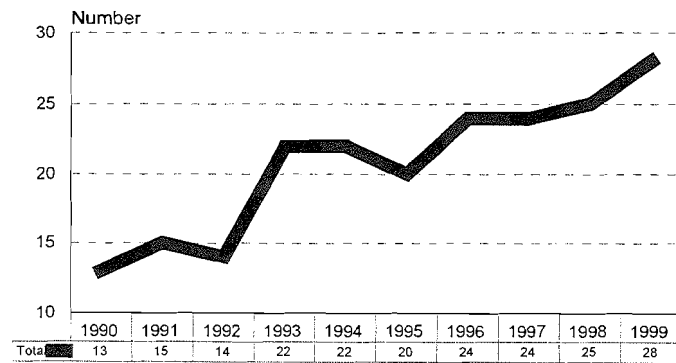
Total Professional Workforce



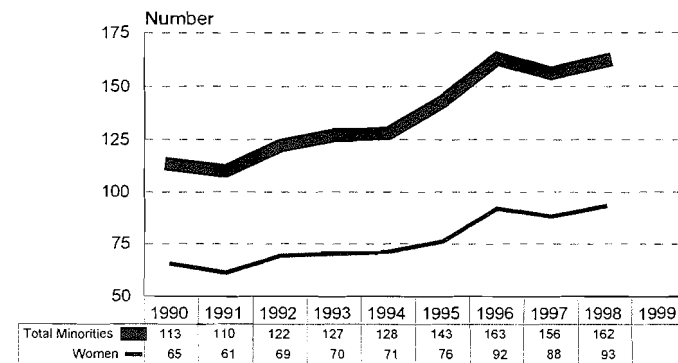
Women



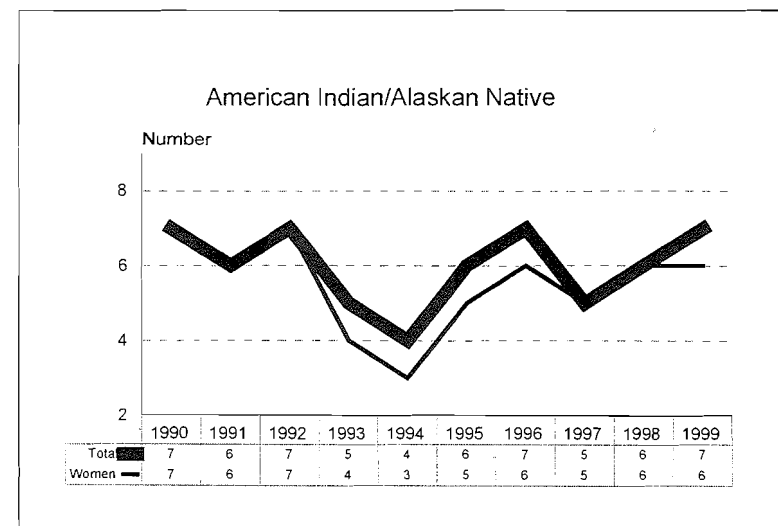
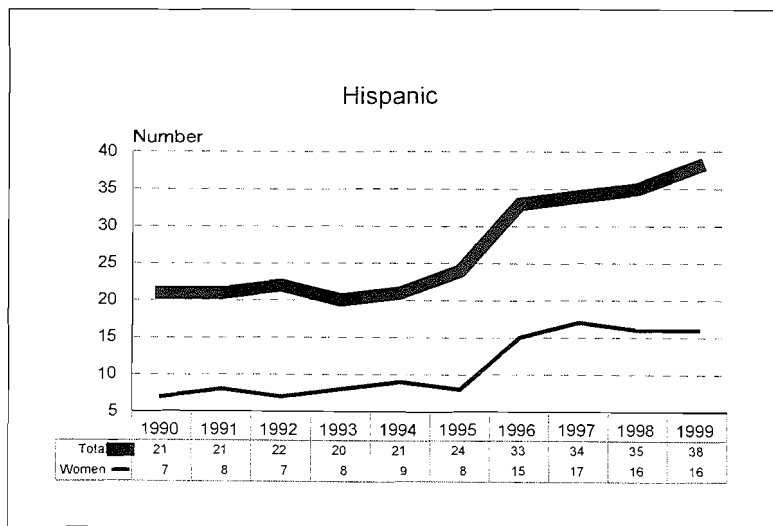
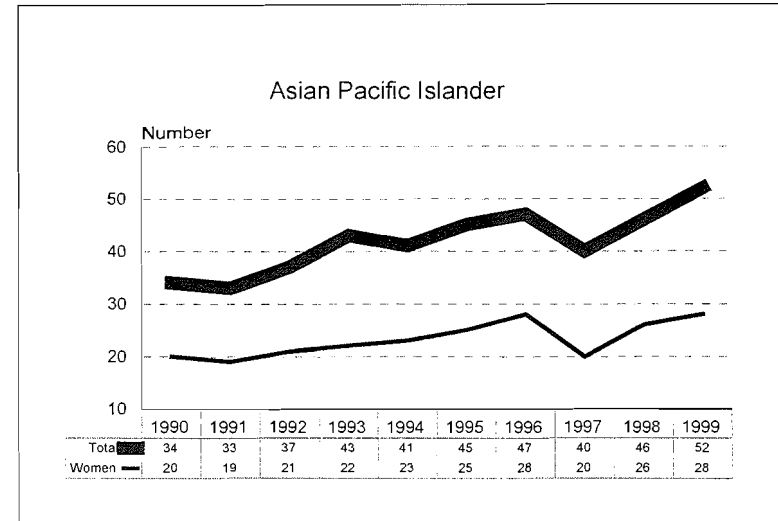
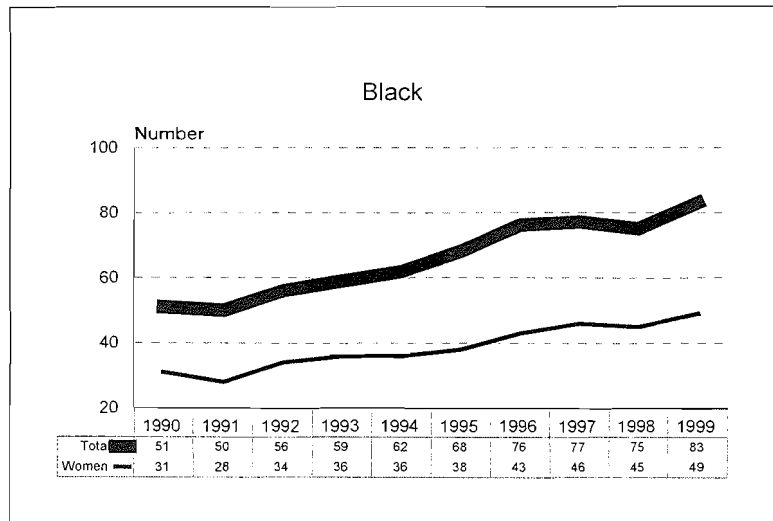
Persons with Disabilities



Total Minorities

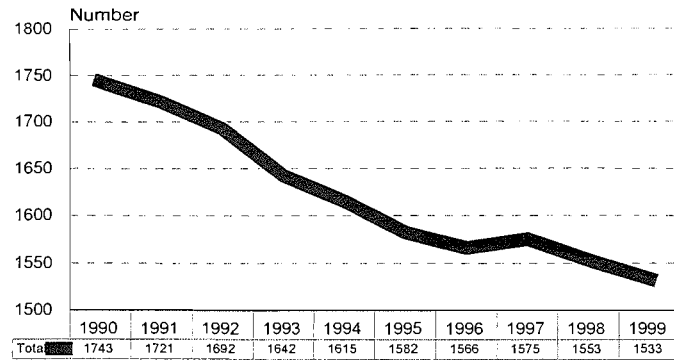


Professional Workforce, 1990-1999

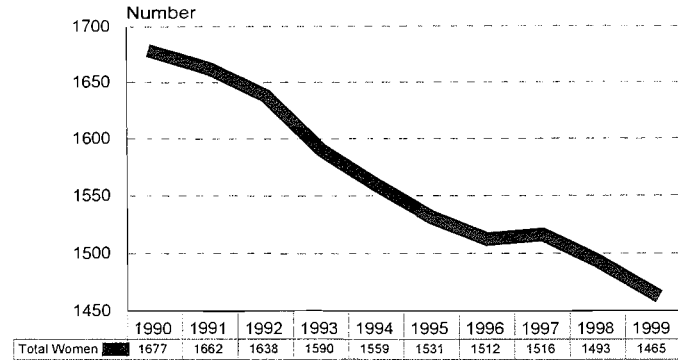


Clerical Workforce, 1990-1999

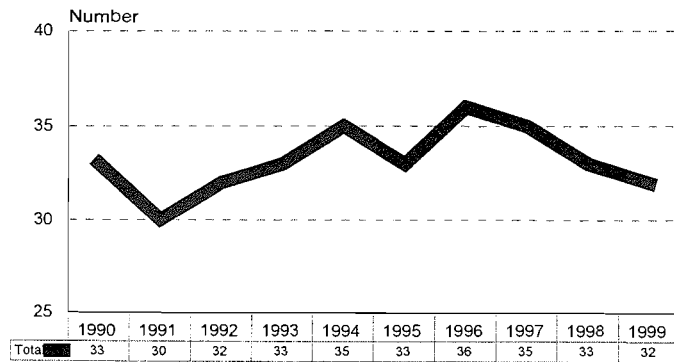
Total Clerical Workforce



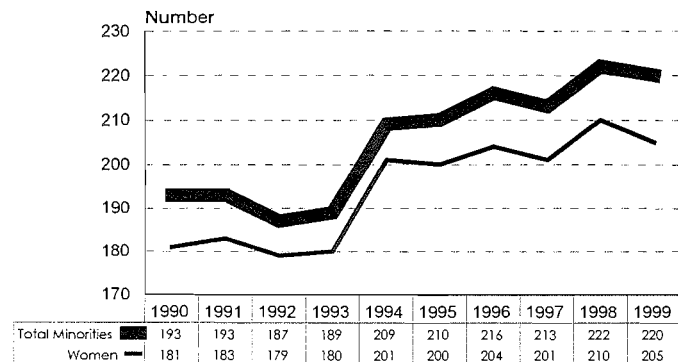
Women



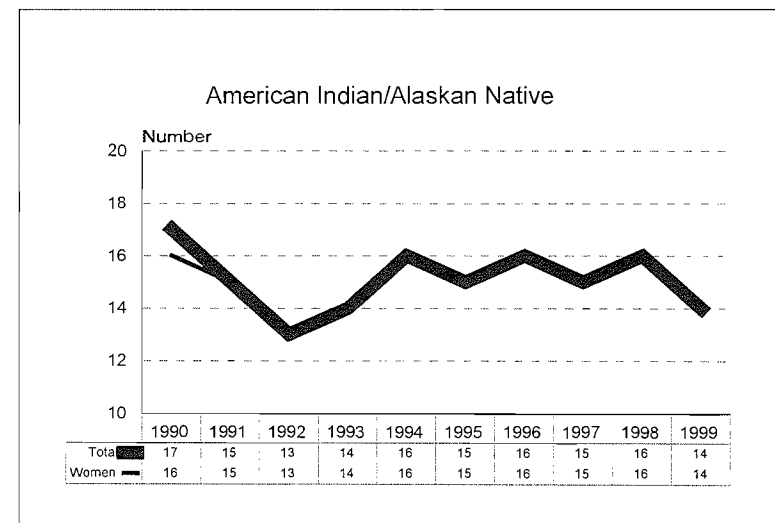
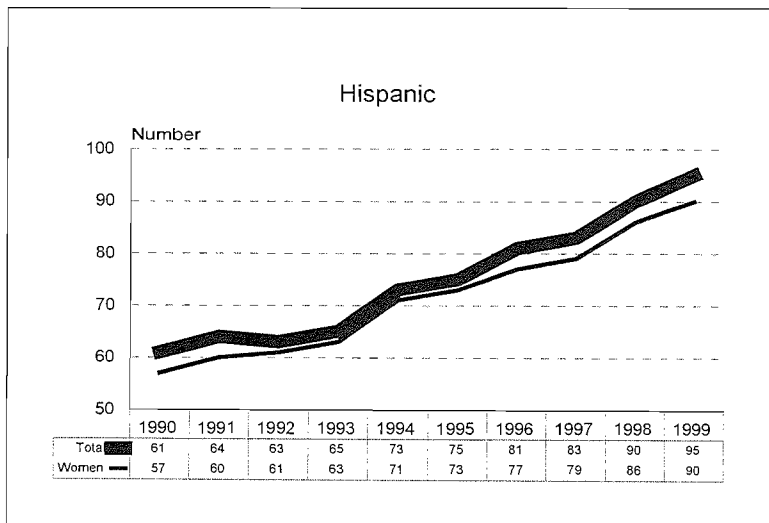
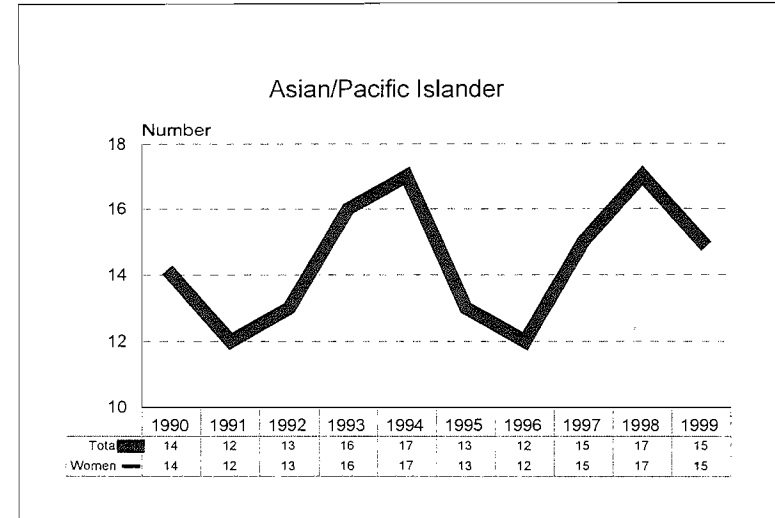
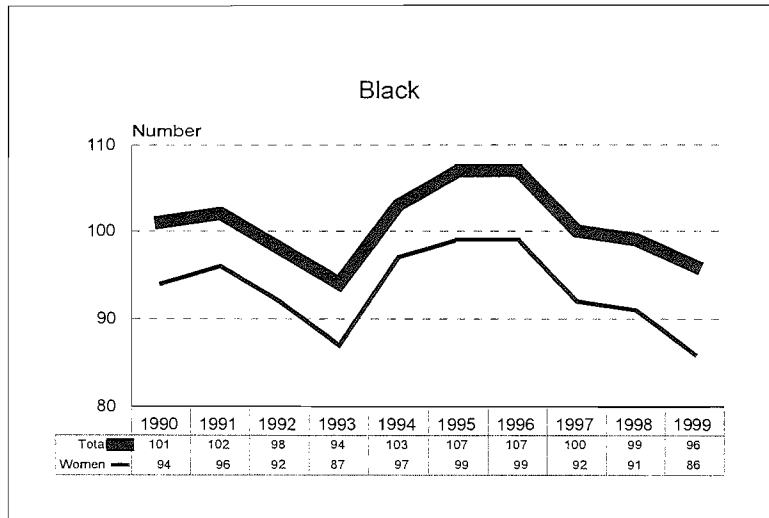
Persons with Disabilities



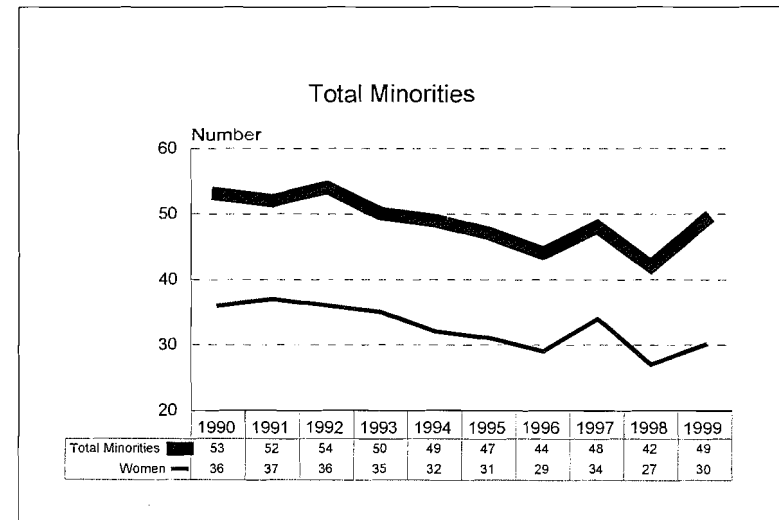
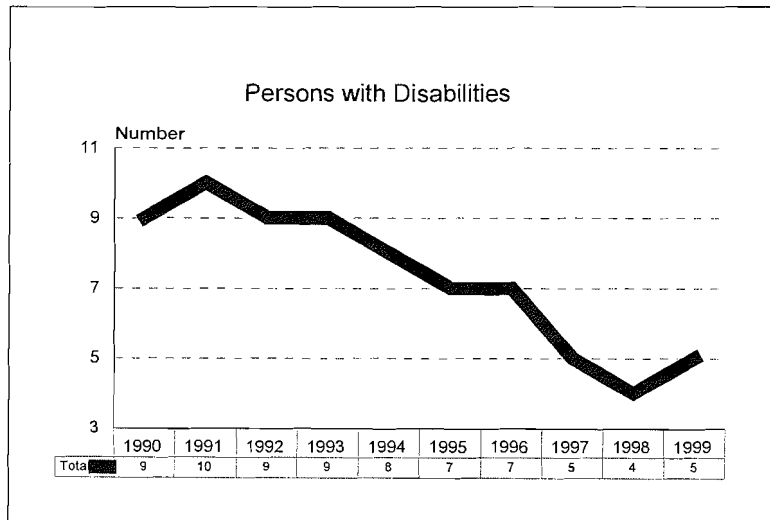
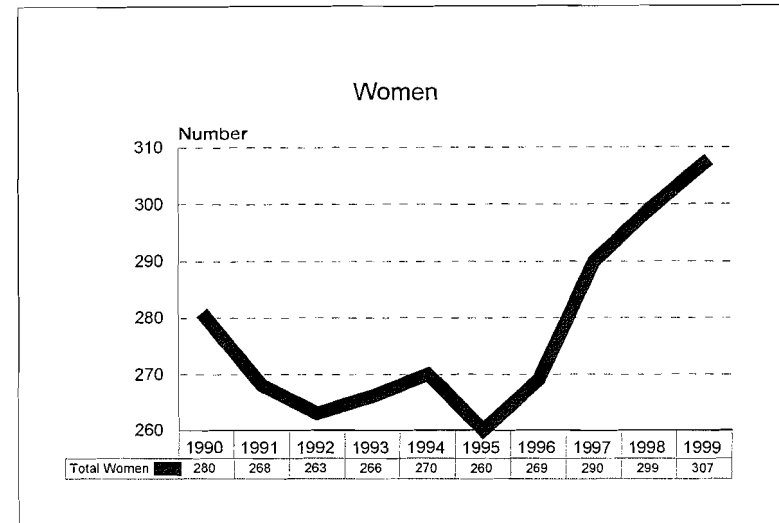
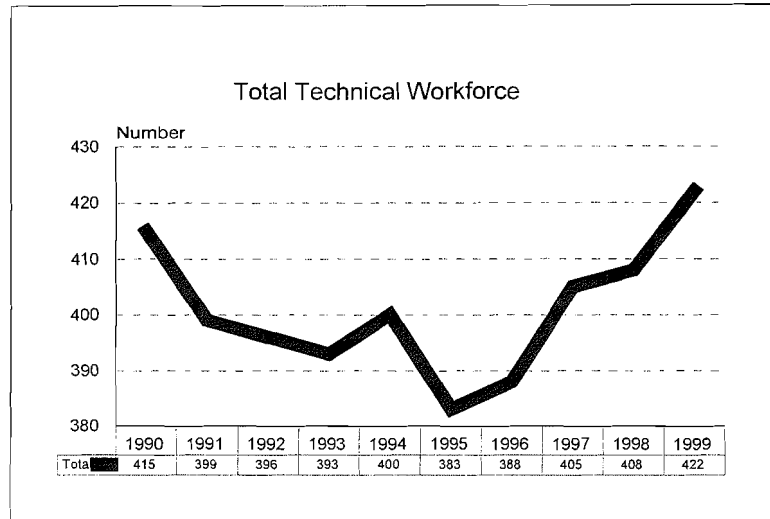
Total Minorities



Clerical Workforce, 1990-1999 Minorities by Ethnic ID

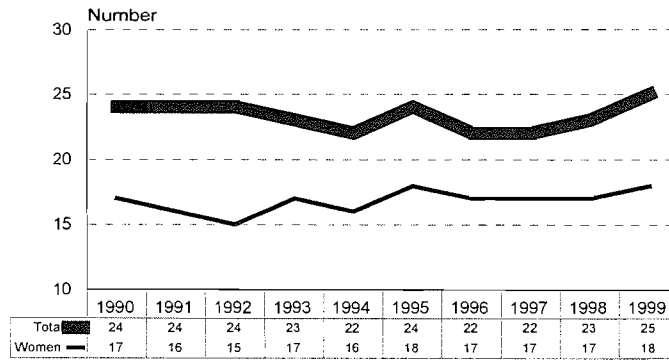


Technical Workforce, 1990-1999

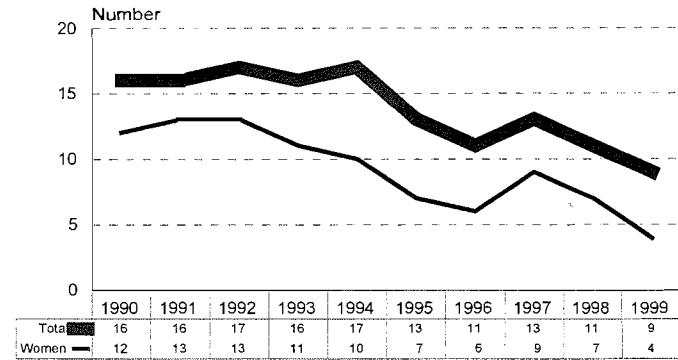


Technical Workforce, 1990-1999 Minorities by Ethnic ID

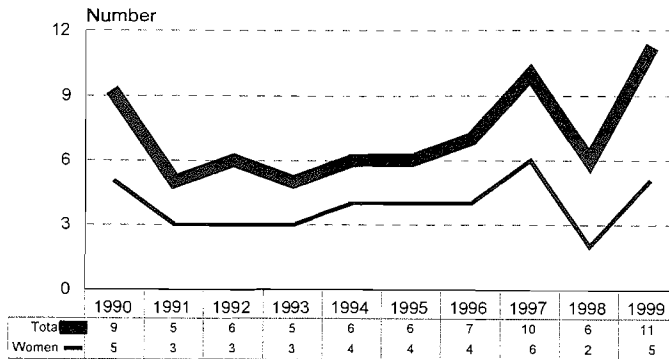
Black



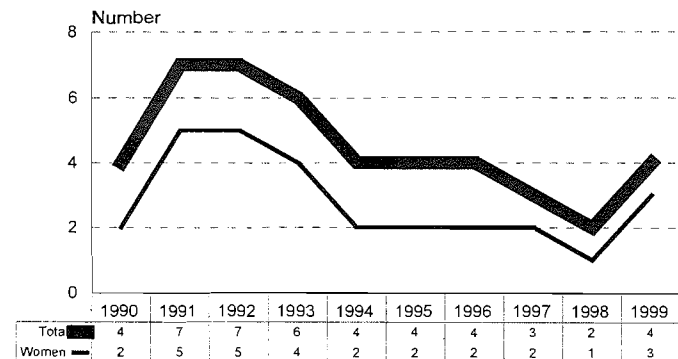
Asian/Pacific Islander



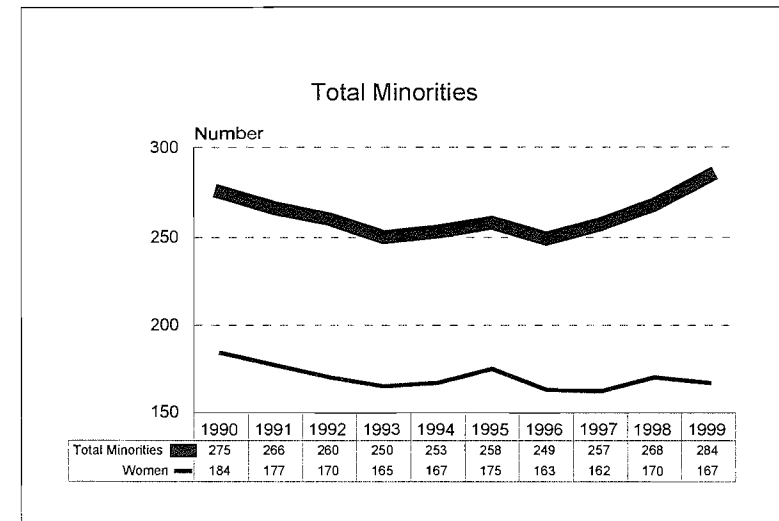
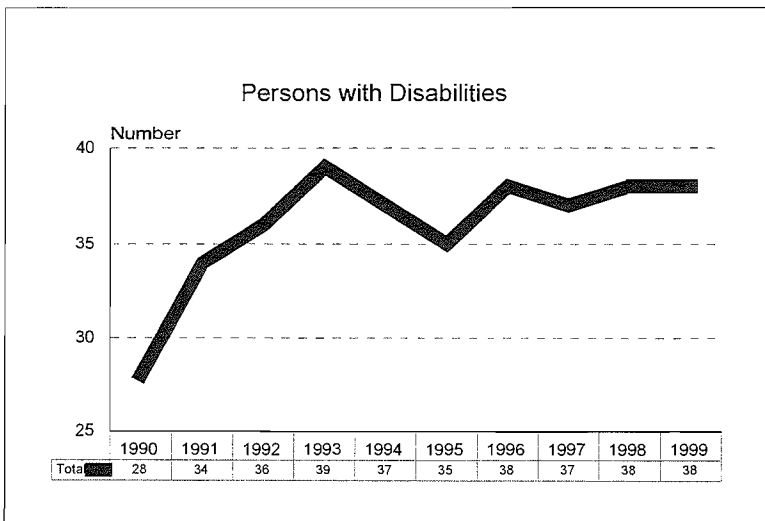
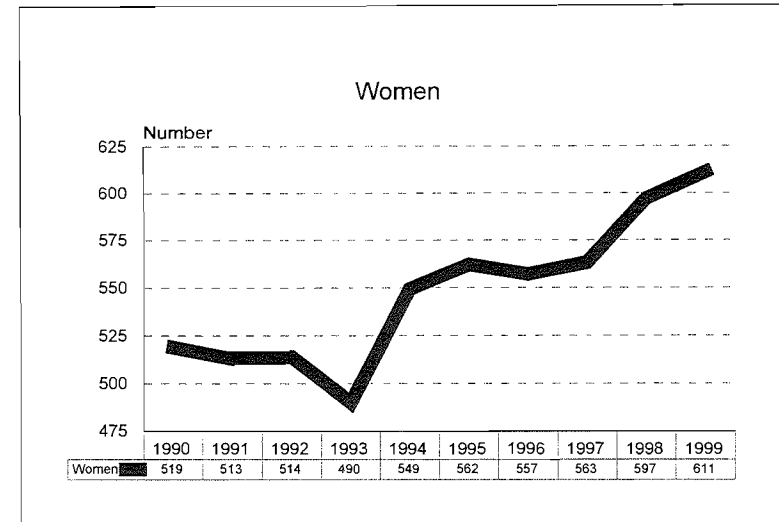
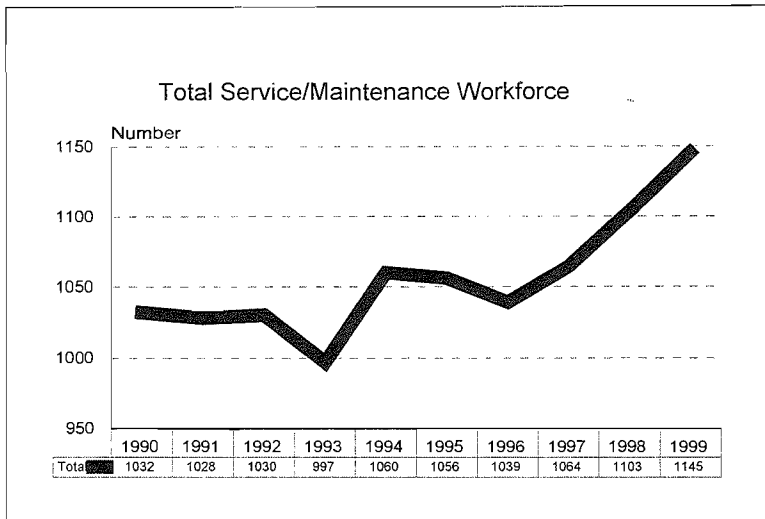
Hispanic



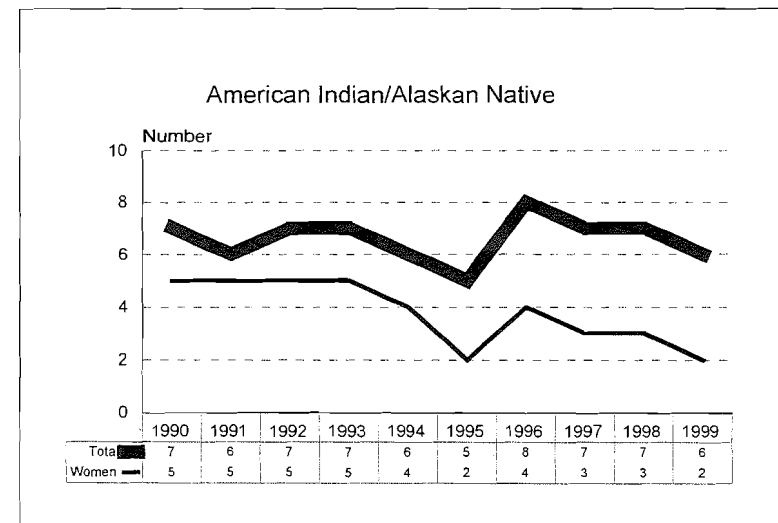
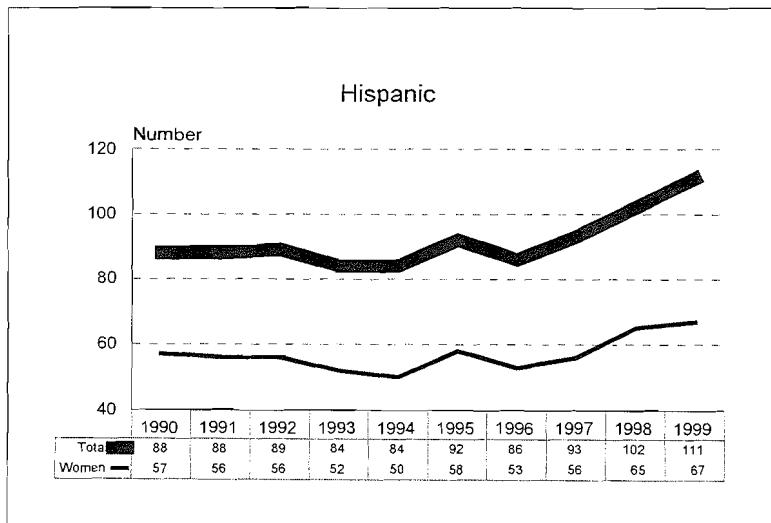
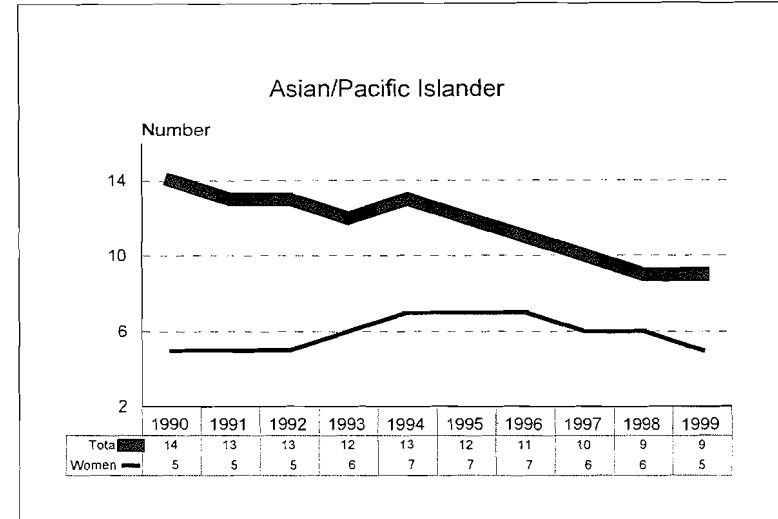
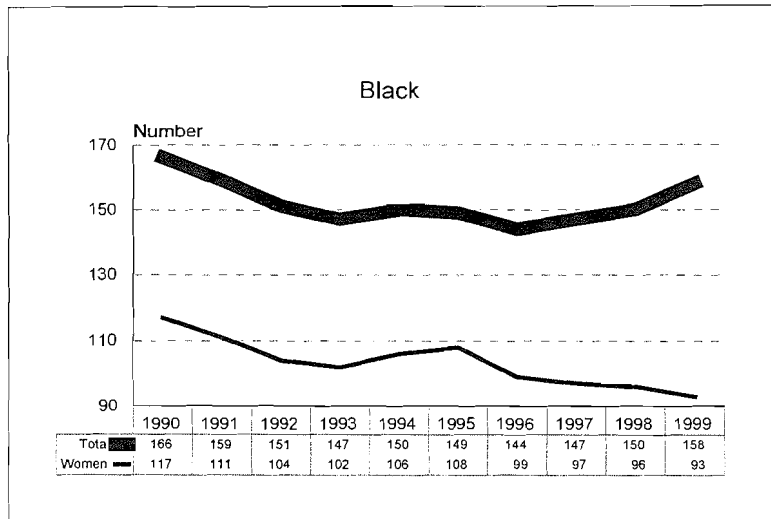
American Indian/Alaskan Native



Service/Maintenance Workforce, 1990-1999

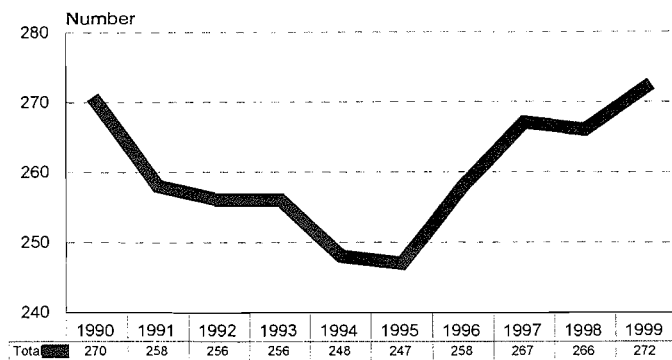


Service/Maintenance Workforce, 1990-1999 Minorities by Ethnic ID

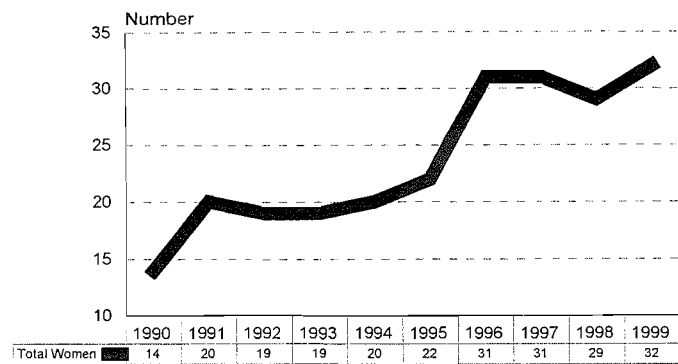


Skilled Trades Workforce, 1990-1999

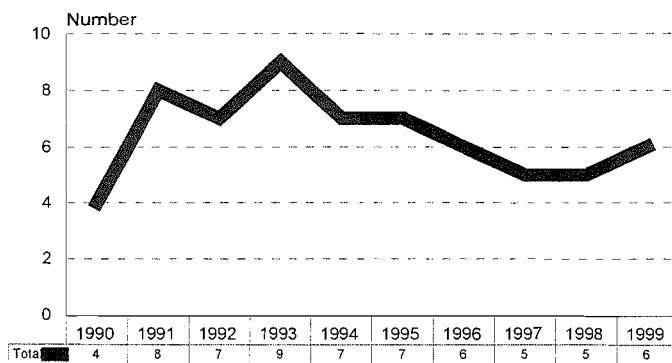
Total Skilled Trades Workforce



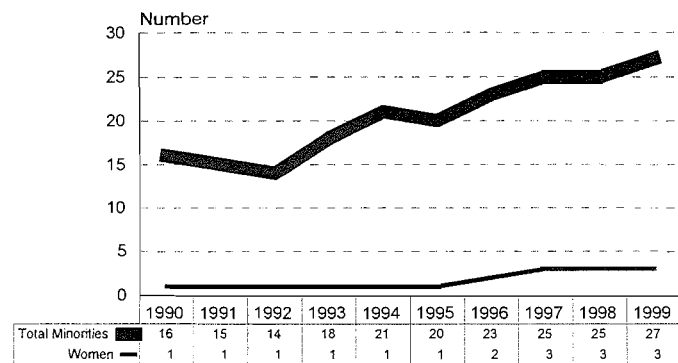
Women



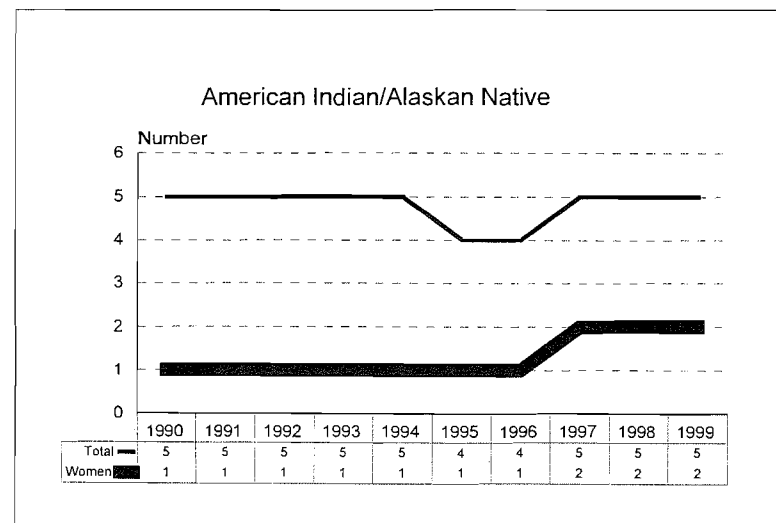
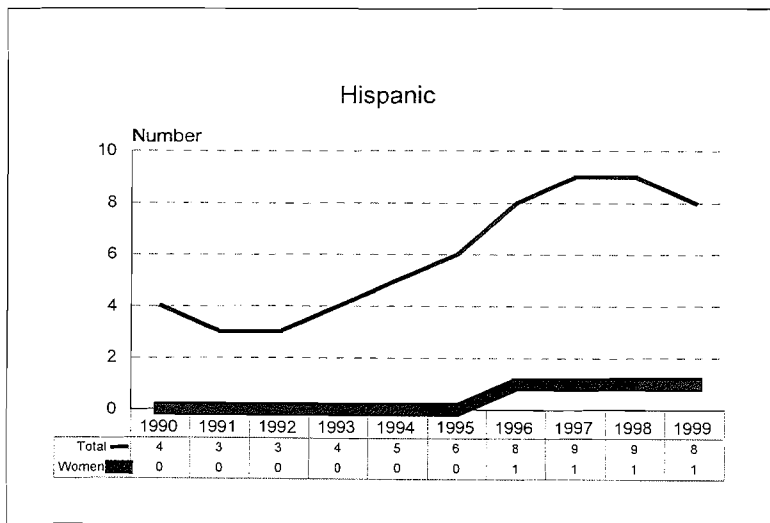
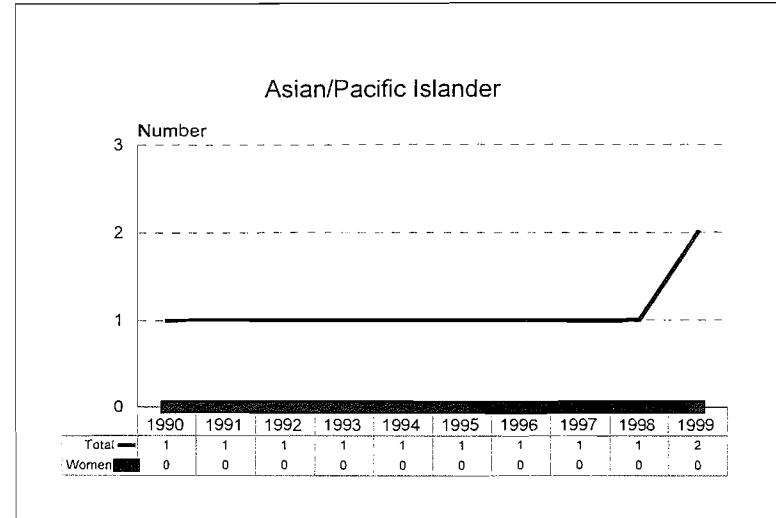
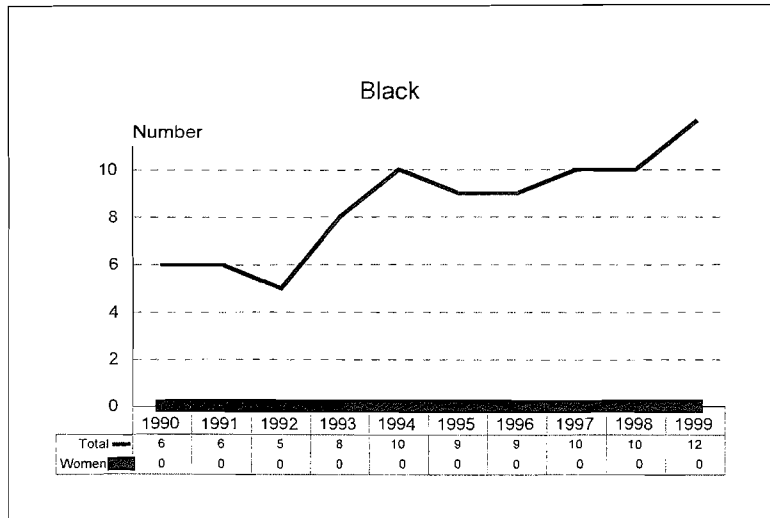
Persons with Disabilities



Total Minorities



Skilled Trades Workforce, 1990-1999 Minorities by Ethnic ID



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Student Human Resources

Summary

	Fall 1999		Comparison to Fall 1998	
	#	% of Total Population	#	% of Total Population
Graduate Assistants	3248		+ 71	
<i>Minorities</i>	432	13.3%	+ 16	+ 0.2%
Black	217	6.7%	+ 20	+0.5%
Asian/Pacific Islander	114	3.5%	+ 12	+ 0.3%
Hispanic	91	2.8%	- 17	- 0.6%
Amer. Indian/Alaskan Native	10	0.3%	+ 1	- 0 -
Women	1493	46.0%	+ 53	+ 0.7%

Student Human Resources

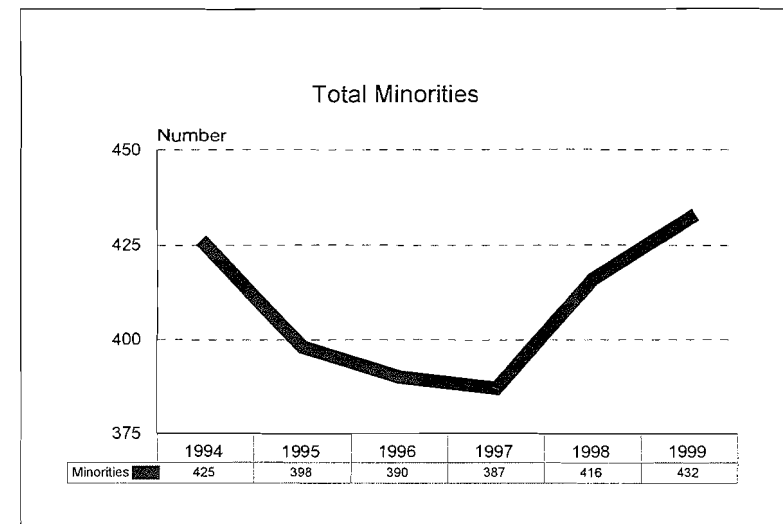
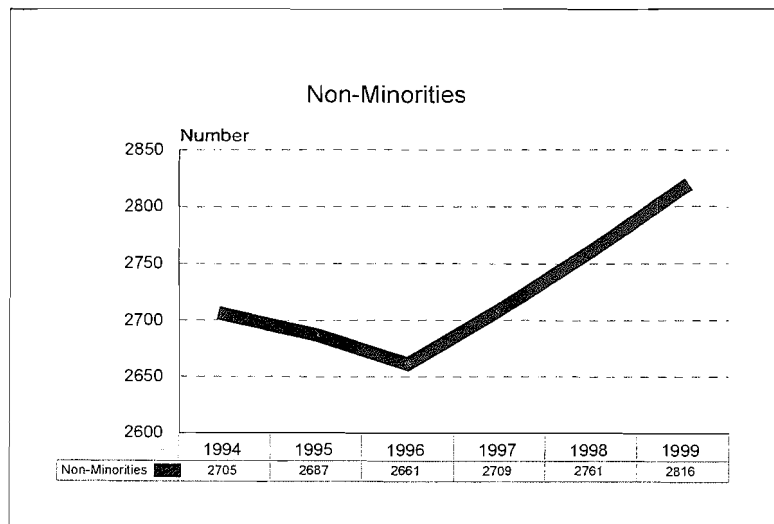
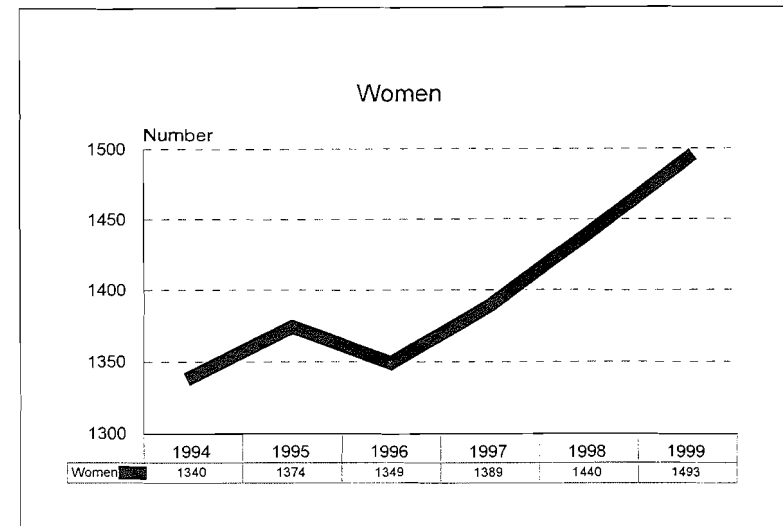
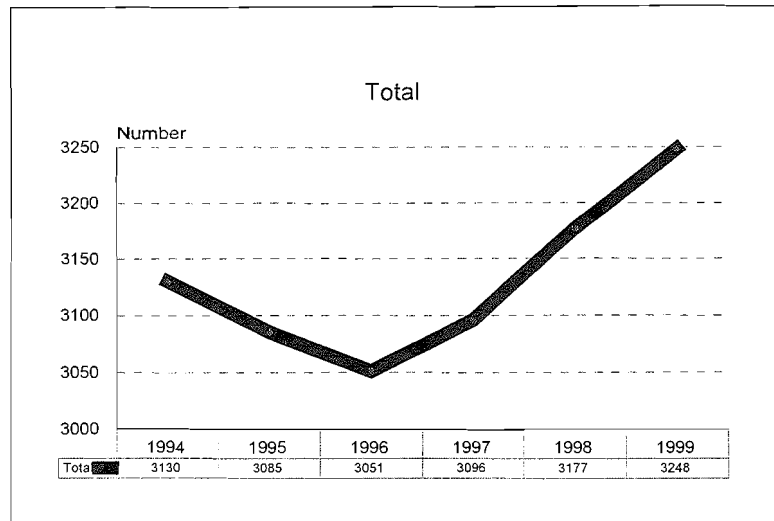
Summary

	Fall 1999		Comparison to Fall 1998	
	#	% of Total Population	#	% of Total Population
Student Employees	8602		- 483	
<i>Minorities</i>	1905	22.1%	- 27	+ 0.8%
Black	1281	14.9%	0	+ 0.8%
Asian/Pacific Islander	339	3.9%	- 13	- 0 -
Hispanic	241	2.8%	- 4	+ 0.1%
Amer. Indian/Alaskan Native	44	0.5%	- 10	- 0.1%
Women	4938	57.4%	- 247	+ 0.3%

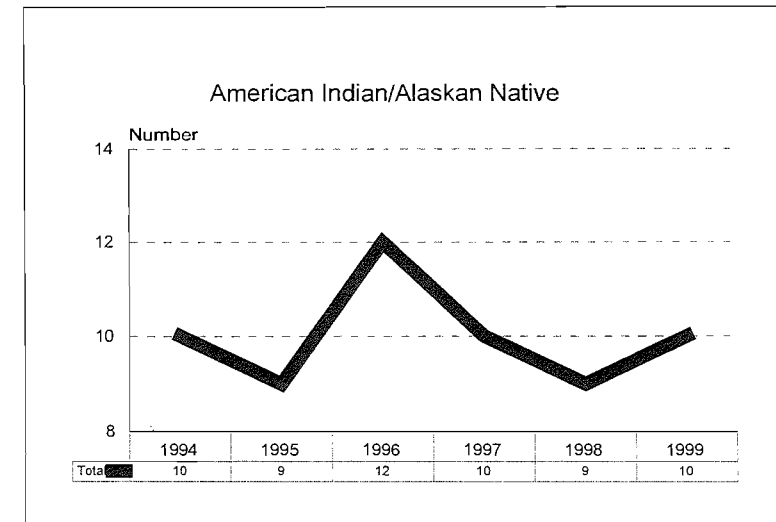
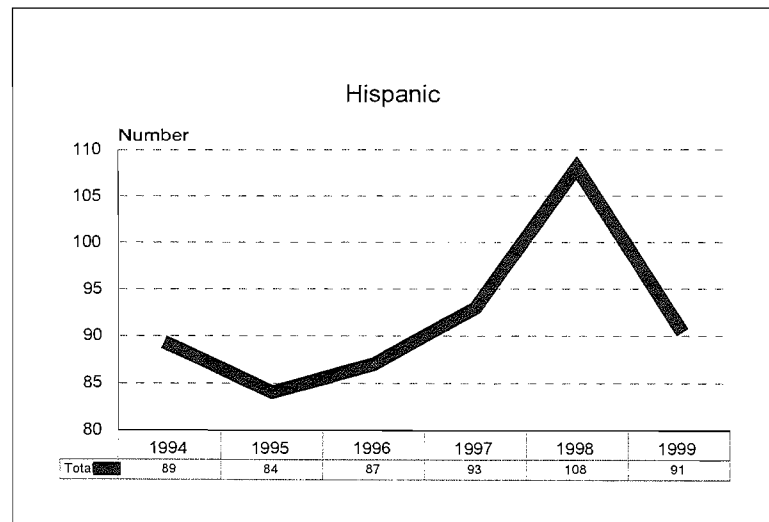
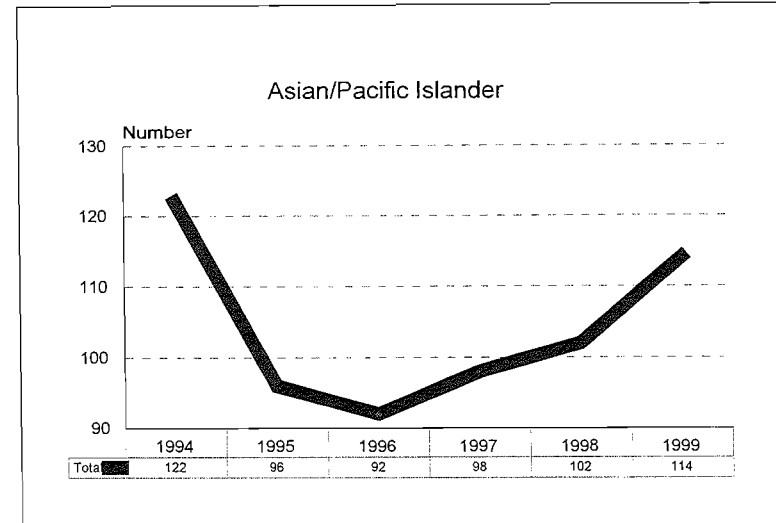
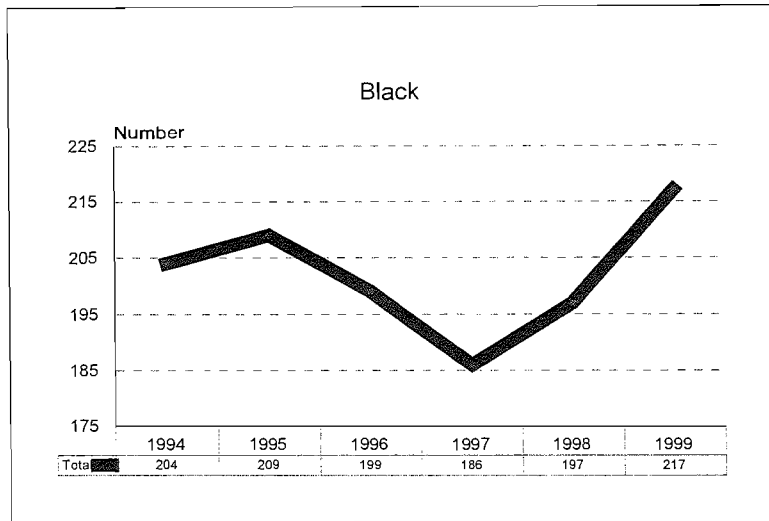
Definitions of Terms Used

Domestic Totals	Domestic 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	Student employment data in the graphs reflects the number of students actually paid for one payroll period in November of each year from 1990 to 1993. The 1994-1999 data reflects a two-week payroll period in October. The number of individual students paid on the student employee payroll during a calendar year is higher than the data presented in this report. For example, the number of student employees reported for the October payroll period in 1998 is 9,085. The number of students paid for the calendar year 1998, based on the number of W-4 forms on file at the Payroll Office, is 18,390.

Graduate Assistants, Fall Semesters 1994-1999



Graduate Assistants, Fall Semesters 1994-1999 Minorities by Ethnic ID



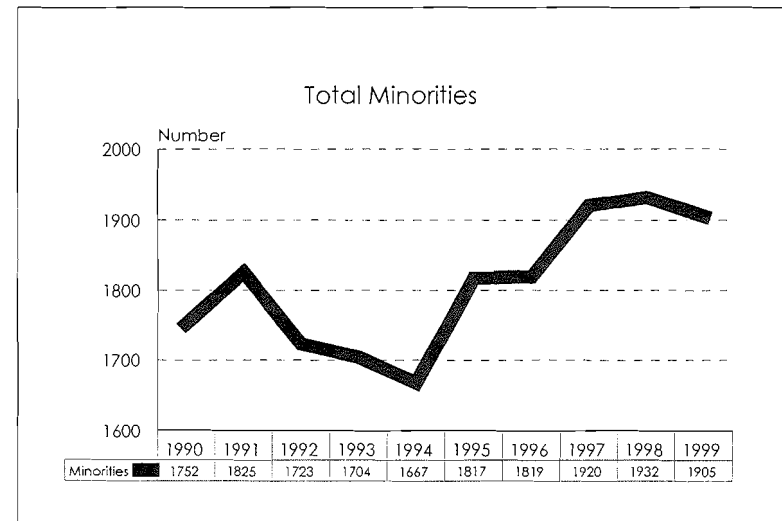
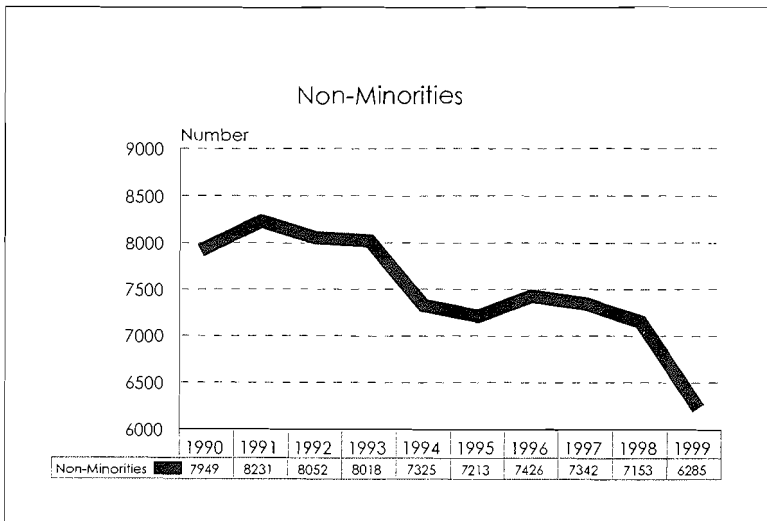
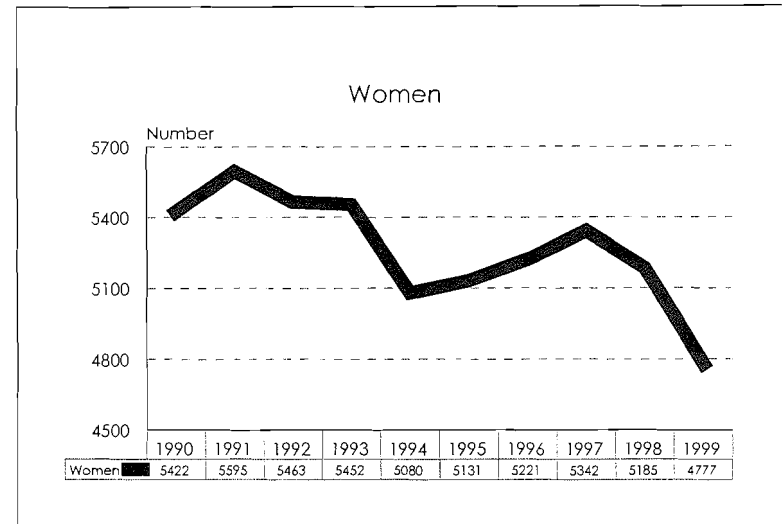
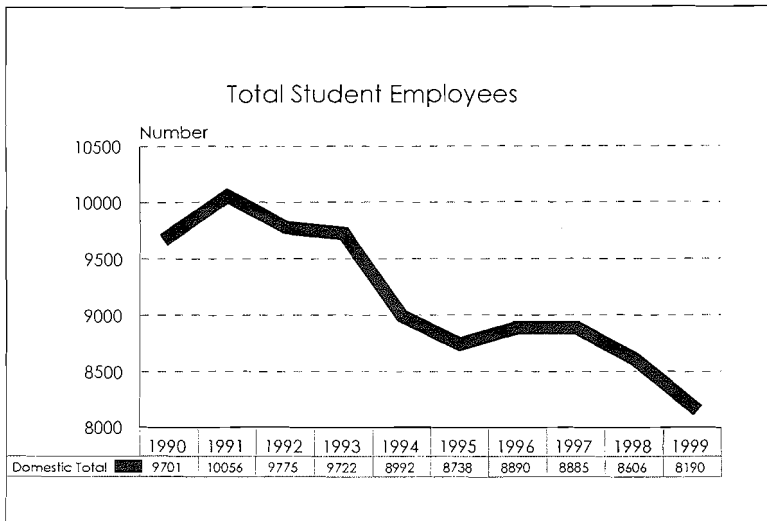
Graduate Assistants by Employing Unit, Fall Semester 1999

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	17	16	11	0	44	181	390
Arts & Letters	22	6	8	0	36	199	346
Eli Broad College of Business	17	6	4	1	28	63	197
Communication Arts & Sciences	2	8	5	0	15	50	90
Education	21	4	5	1	31	160	262
Engineering	15	21	14	1	51	76	402
Human Ecology	7	0	1	0	8	64	76
Human Medicine	10	7	8	1	26	54	89
James Madison	0	0	0	0	0	1	2
Natural Science	18	25	9	0	52	265	730
Nursing	3	0	0	0	3	7	7
Osteopathic Medicine	3	2	4	0	9	23	46
Social Science	27	11	15	2	55	191	331
Veterinary Medicine	2	0	0	0	2	14	29
Non-College Units	53	8	7	4	72	145	251
University Total	217	114	91	10	432	1493	3248

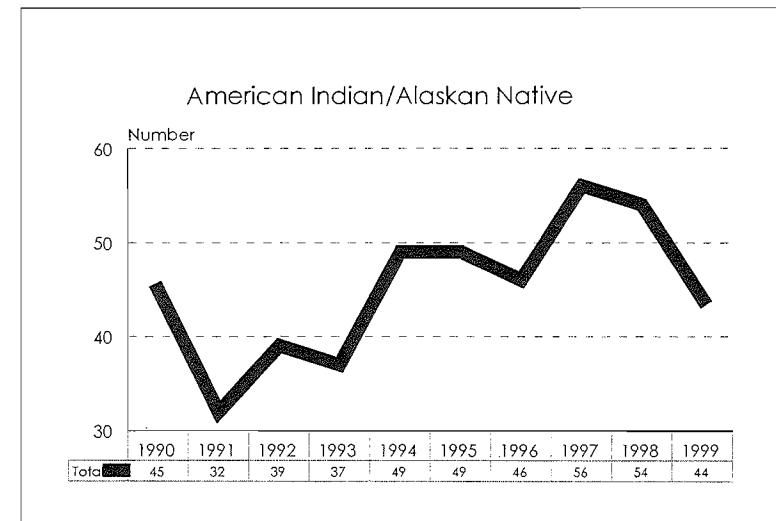
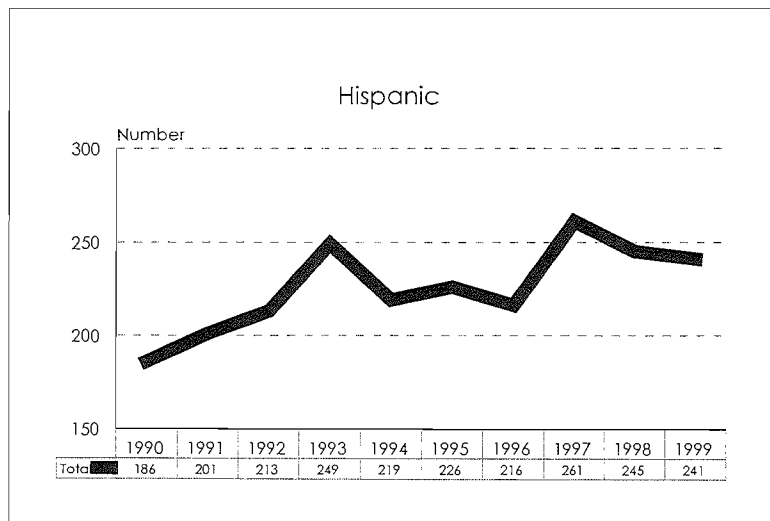
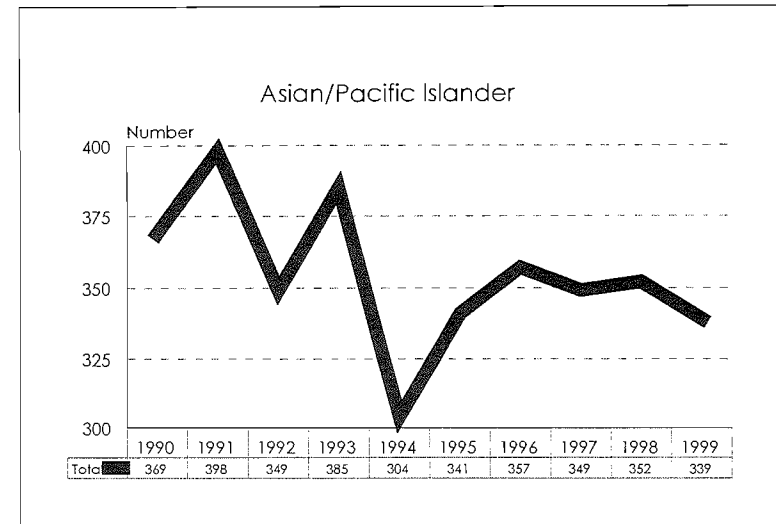
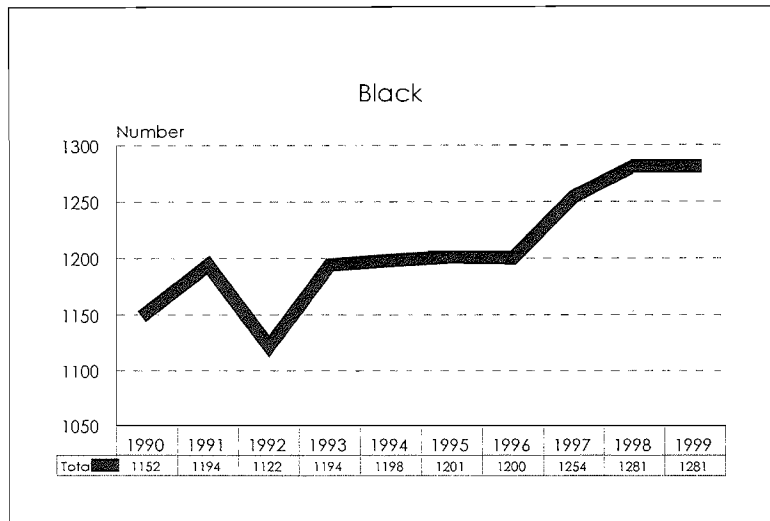
Student Employees by Employing Unit, Fall Semester 1999

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian/ Alaskan Native	Total Minorities	Total Women	University Total
Agriculture & Natural Resources	22	15	7	1	45	375	677
Arts & Letters	18	11	1	2	32	129	196
Eli Broad College of Business	18	13	4	2	37	83	136
Communication Arts & Sciences	2	2	2	0	6	26	42
Education	15	5	4	0	24	88	134
Engineering	12	9	2	2	25	56	202
Human Ecology	7	3	1	2	13	41	52
Human Medicine	18	9	2	0	29	77	141
James Madison	5	1	2	0	8	12	20
Natural Science	57	29	12	2	100	240	457
Nursing	1	2	1	0	4	31	33
Osteopathic Medicine	16	14	3	2	35	96	152
Social Science	47	3	7	3	60	158	232
Veterinary Medicine	11	5	7	3	26	155	202
Non-College Units	1032	218	186	25	1461	3371	5926
University Total	1281	339	241	44	1905	4938	8602

Student Employees, 1990-1999



Student Employees, 1990-1999 Minorities by Ethnic ID



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Student Admissions Trends

Summary Applications

		1998-99		Comparison to 1997-98	
		#	% of Total Admitted	#	% of Total Admitted
Admissions	Freshmen	22605		+967	
	Transfer	5119		+481	
	Graduate	9160		+673	
<i>Minorities</i>	Freshmen	5028	22.2%	+301	+ 0.4%
	Transfer	733	14.3%	+64	- 0.1%
	Graduate	1018	11.1%	-218	-3.5%
<i>Black</i>	Freshmen	2952	13.1%	+ 202	+ 0.4%
	Transfer	394	7.7%	+ 56	+ 0.4%
	Graduate	342	3.7%	+ 20	- 0.1%
<i>Asian/PI</i>	Freshmen	1208	5.3%	+ 44	- 0.1%
	Transfer	167	3.3%	-14	- 0.6%
	Graduate	518	5.7%	- 24	- 3.3%
<i>Hispanic</i>	Freshmen	723	3.2%	+ 43	-0.1%
	Transfer	128	2.5%	+ 13	0
	Graduate	137	1.5%	- 3	- 0.1%
<i>Amer. Indian</i>	Freshmen	145	0.6%	+ 12	0
	Transfer	44	0.9%	+ 9	+ 0.1%
	Graduate	21	0.2%	+ 8	0
<i>Women</i>	Freshmen	12305	54.4%	+ 475	-0.3%
	Transfer	2527	49.4%	+ 241	+ 0.1%
	Graduate	4298	46.9%	+ 355	+ 0.4%

Student Admissions Trends

Summary

Admissions

		# Admitted	% of Total Applied	# Admitted	% of Total Applied
Total Admissions					
	Freshmen	16078	71.1%	-519	- 5.6%
	Transfer	2607	50.9%	-124	- 8.0%
	Graduate	2846	31.1%	-15	- 2.6%
Minorities					
	Freshmen	3496	69.5%	+ 75	- 2.9%
	Transfer	275	37.5%	-57	- 12.1%
	Graduate	302	29.7%	-42	+ 1.9%
Black					
	Freshmen	1779	60.3%	+ 27	- 3.4%
	Transfer	115	29.2%	-30	- 13.7%
	Graduate	130	38.0%	-25	- 10.1%
Asian/PI					
	Freshmen	993	82.2%	-16	- 4.5%
	Transfer	80	47.9%	- 27	- 11.2%
	Graduate	97	18.7%	- 11	+ 4.5%
Hispanic					
	Freshmen	604	83.5%	+ 55	+ 2.8%
	Transfer	61	47.7%	- 5	- 9.7%
	Graduate	65	47.4%	- 7	- 4.0%
Amer. Indian					
	Freshmen	120	82.8%	+ 9	- 0.7%
	Transfer	19	43.2%	+ 5	+ 3.2%
	Graduate	10	47.6%	+ 1	- 21.6%
Women					
	Freshmen	9162	74.4%	-331	-5.8%
	Transfer	1394	55.2%	-52	-8.1%
	Graduate	1452	33.8%	+ 2	- 3.0%

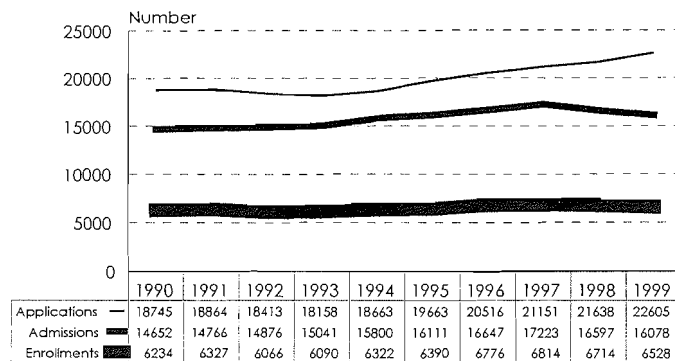
Student Admissions Trends

Summary Enrollments

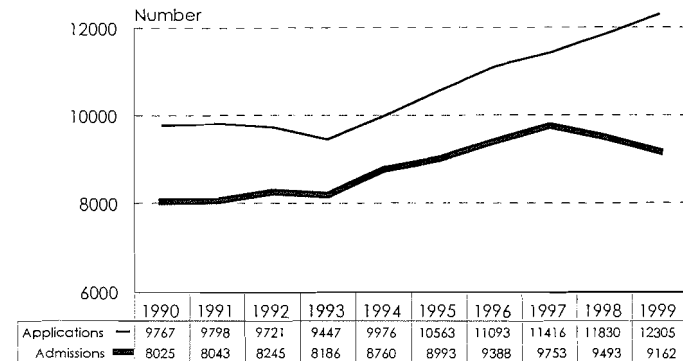
		1998-99		Comparison to 1997-98	
		# Enrolled of # Admitted	% of Total Admitted	# Enrolled of # Admitted	% of Total Admitted
Total Enrollments					
	Freshmen	6528	40.6%	- 186	+ 0.1%
	Transfer	1803	69.2%	- 74	+ 0.5%
	Graduate	1538	54.0%	+ 35	+ 1.5%
Minorities					
	Freshmen	1214	34.7%	+ 80	+ 1.6%
	Transfer	185	67.3%	- 39	- 0.2%
	Graduate	168	55.6%	- 29	- 1.7%
Black					
	Freshmen	669	37.6%	+ 38	+ 1.6%
	Transfer	73	63.5%	- 33	- 9.6%
	Graduate	76	58.5%	- 21	- 4.1%
Asian/PI					
	Freshmen	317	31.9%	+ 23	+ 2.8%
	Transfer	53	49.5%	- 8	- 4.7%
	Graduate	49	50.5%	- 5	- 2.3%
Hispanic					
	Freshmen	181	30.0%	+ 15	- 0.2%
	Transfer	47	77.0%	- 4	- 0.3%
	Graduate	35	53.8%	- 1	+ 3.8%
Amer. Indian					
	Freshmen	47	39.2%	+ 4	+ 0.5%
	Transfer	12	63.2%	+ 3	- 1.1%
	Graduate	8	80.0%	+ 1	- 2.2%
Women					
	Freshmen	3740	40.8%	- 83	+ 0.5%
	Transfer	953	68.4%	- 14	+ 1.5%
	Graduate	832	57.3%	+ 66	+ 4.5%

Freshmen Admission Trends, 1990-1999

Total Applications and Admissions



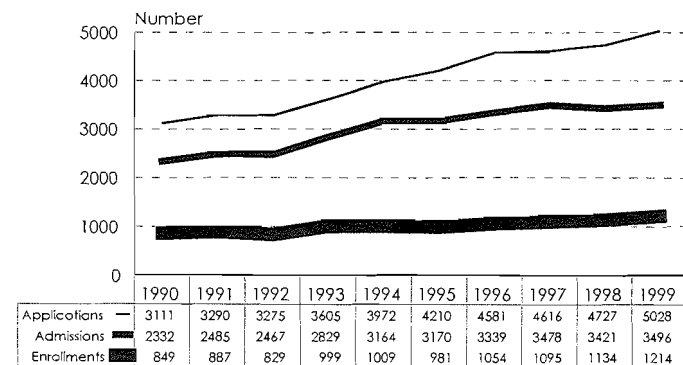
Women



Persons with Disabilities

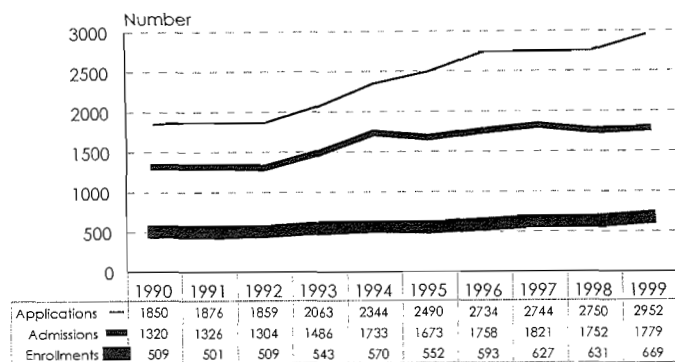
Identification of persons with disabilities is requested after students are admitted.

Total Minorities

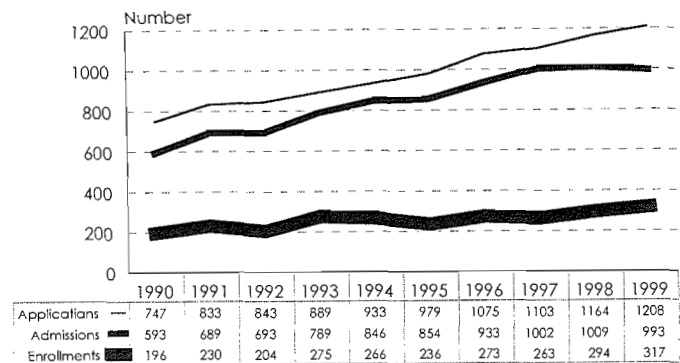


Freshmen Admission Trends, 1990-1999 Minorities by Ethnic ID

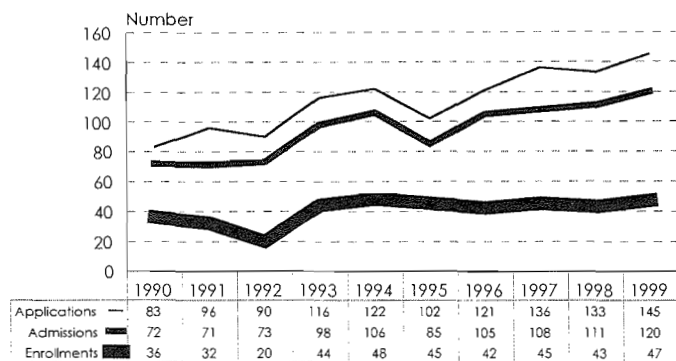
Black



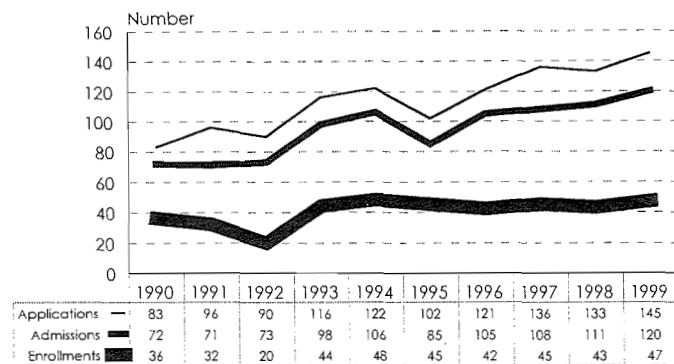
Asian/Pacific Islander



American Indian/Alaskan Native

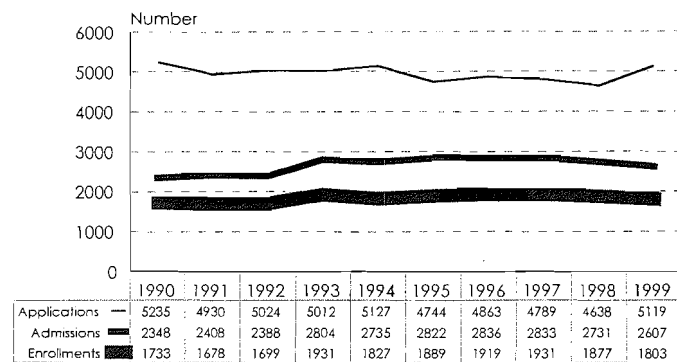


American Indian/Alaskan Native

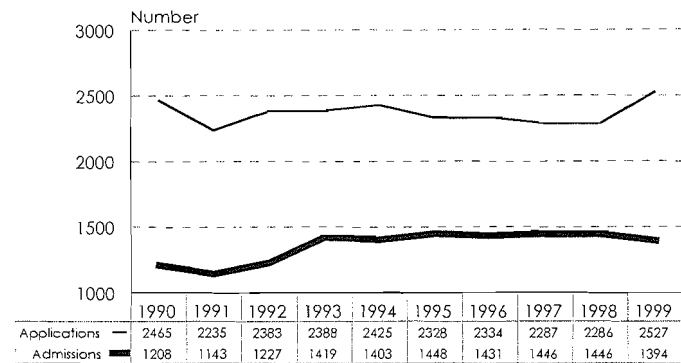


Transfer Student Admission Trends, 1990-1999†

Total Applications and Admissions



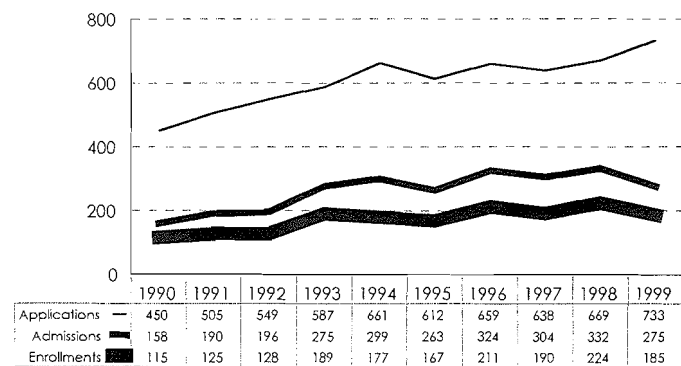
Women



Persons with Disabilities

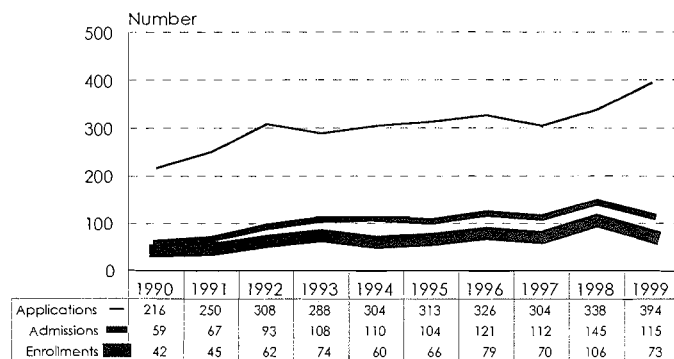
Identification of persons with disabilities is requested after students are admitted.

Total Minorities

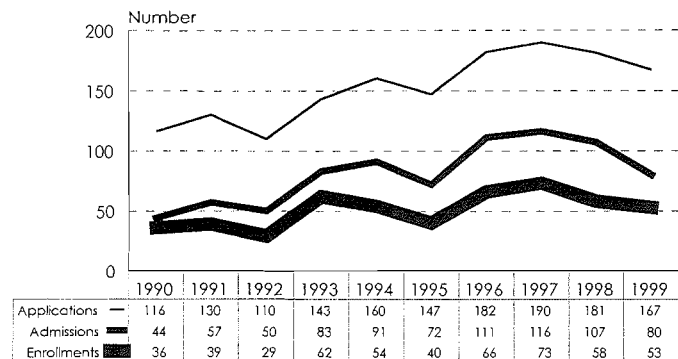


Transfer Student Admission Trends, 1990-1999 Minorities by Ethnic ID

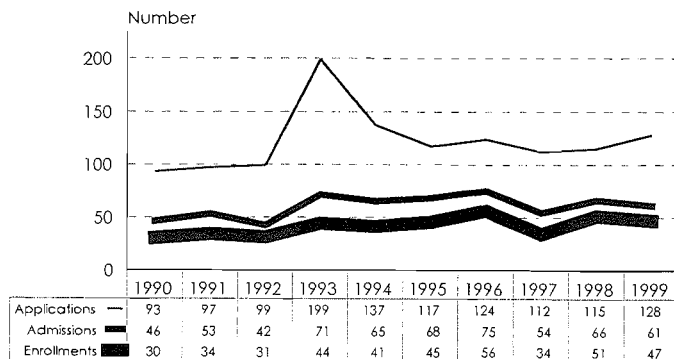
Black



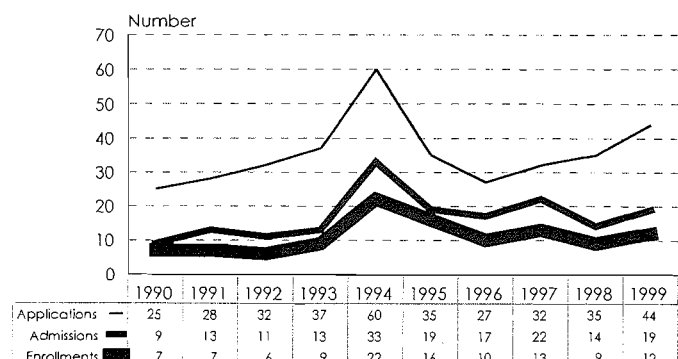
Asian/Pacific Islander



Hispanic

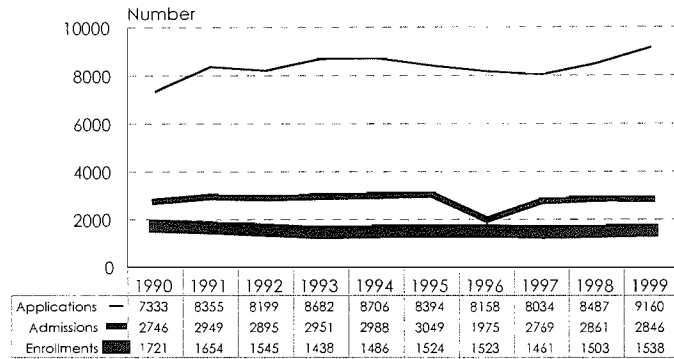


American Indian/Alaskan Native

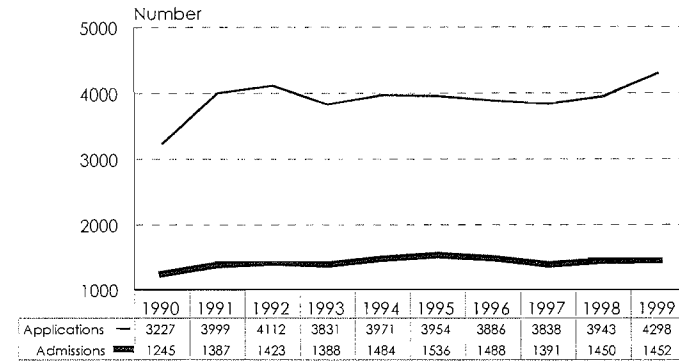


Graduate Student Admission Trends, 1990-1999

Total Applications and Admissions



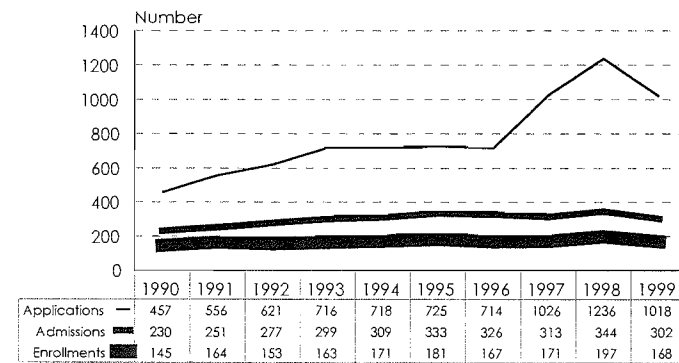
Women



Persons with Disabilities

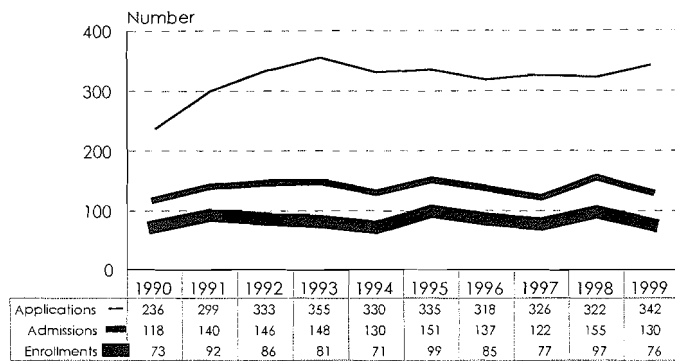
Identification of persons with disabilities is requested after students are admitted.

Total Minorities

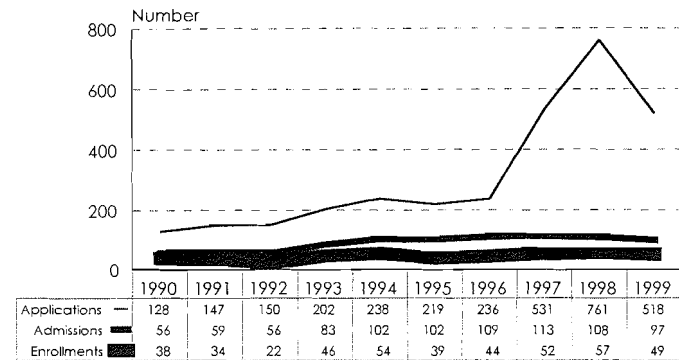


Graduate Student Admission Trends, 1990-1999 Minorities by Ethnic ID

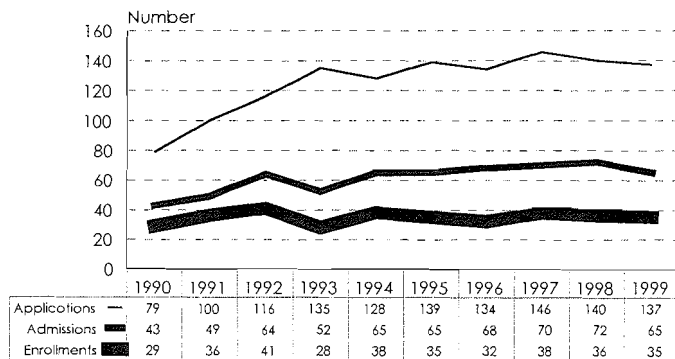
Black



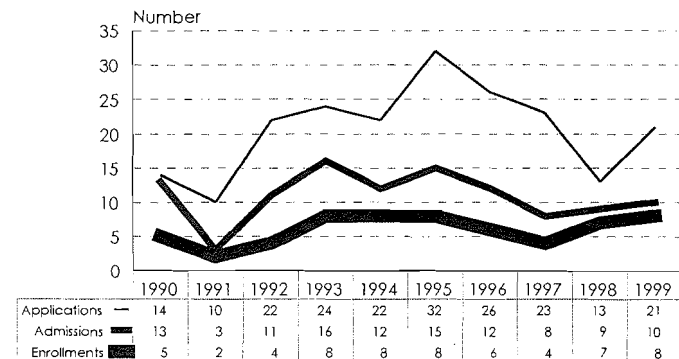
Asian/Pacific Islander



Hispanic



American Indian/Alaskan Native



Student Applications, Admissions, and Enrollments, 1998-99

	Applications			Admissions			Number Enrolled of Number Admitted		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FRESHMEN									
Black	1079	1873	2952	564	1215	1779	203	466	669
Asian/Pacific Islander	600	608	1208	474	519	993	154	163	317
Hispanic	328	395	723	265	339	604	78	103	181
Amer. Indian/Alaskan Native	62	83	145	52	68	120	21	26	47
Caucasian	7768	9062	16830	5327	6850	12177	2260	2919	5179
Other/No Response	91	97	188	54	73	127	13	24	37
International	372	187	559	180	98	278	59	39	98
FRESHMEN TOTAL	10300	12305	22605	6916	9162	16078	2788	3740	6528
TRANSFER STUDENTS									
Black	178	216	394	46	69	115	29	44	73
Asian/Pacific Islander	88	79	167	42	38	80	26	27	53
Hispanic	63	65	128	26	35	61	22	25	47
Amer. Indian/Alaskan Native	21	23	44	10	9	19	5	7	12
Caucasian	1952	1945	3897	1004	1154	2158	731	799	1530
Other/No Response	27	28	55	9	15	24	5	11	16
International	263	171	434	76	74	150	32	40	72
TRANSFER STUDENT TOTAL	2592	2527	5119	1213	1394	2607	850	953	1803
GRADUATE STUDENTS									
Black	121	221	342	39	91	130	23	53	76
Asian/Pacific Islander	266	252	518	49	48	97	24	25	49
Hispanic	62	75	137	36	29	65	11	24	35
Amer. Indian/Alaskan Native	9	12	21	2	8	10	2	6	8
Caucasian	1292	1779	3071	661	845	1506	362	502	864
Other/No Response	39	26	65	21	14	35	14	10	24
International	3073	1933	5006	586	417	1003	270	212	482
GRADUATE STUDENT TOTAL	4862	4298	9160	1394	1452	2846	706	832	1538

Student Enrollments

Summary

	Fall 1999		Comparison to Fall 1998	
	#	% of Domestic Total	#	% of Domestic Total
Total Student Enrollments				
Domestic Total	40290		-152	
University Total	43038		-151	
<i>Minorities</i>	6570	16.3%	+ 45	+ 0.2%
Black	3507	8.7%	+ 27	+ 0.1%
Asian/Pacific Islander	1733	4.3%	+ 13	0
Hispanic	1073	2.7%	+ 7	+ 0.1%
Amer. Indian/Alaskan Native	257	0.6%	- 2	0
<i>Women</i>	21831	54.2%	- 2	+ 0.2%

Definitions of Terms Used

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

Domestic 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.

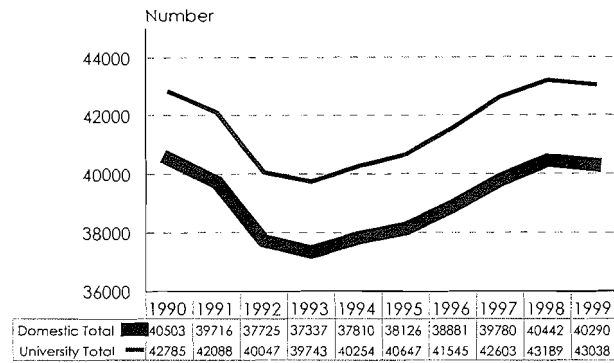
Data on Students with
Disabilities

Michigan State University
Student Enrollments, Fall 1999

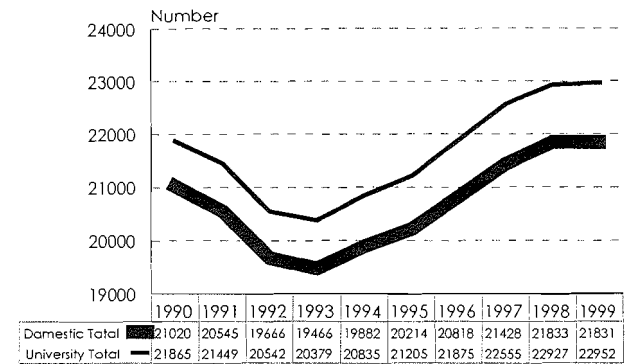
College	Black	Asian/Pacific Islander	Hispanic	Am. Indian/ Alaskan Native	Total Minorities	Total Persons with Disabilities	Total Women	University Total
Agriculture & Natural Resources	146	74	70	23	313	71	1360	3354
Arts & Letters	175	101	102	26	404	56	1775	3062
Broad College of Business	547	305	133	25	1010	69	2287	5679
Communication Arts & Sciences	286	97	77	11	471	68	1819	3051
Education	206	55	53	18	332	50	1871	2475
Engineering	481	292	83	20	876	40	887	3962
Human Ecology	163	46	32	11	252	29	1591	1718
Human Medicine	57	62	42	7	168	2	273	476
James Madison	61	42	32	7	142	19	591	1031
Natural Science	474	310	131	24	939	59	2875	5200
Nursing	73	18	13	8	112	4	557	612
Osteopathic Medicine	23	57	22	5	107	3	234	512
Social Science	545	131	164	34	874	81	2711	4473
Veterinary Medicine	28	22	27	9	86	6	701	878
No Preference	143	86	55	15	299	30	1358	2420
Unclassified/Lifelong Education	99	35	37	14	185	20	941	1387
Domestic Total	3507	1733	1073	257	6570	607	21831	40290
Plus International Students						3	1121	2748
University Total	3507	1733	1073	257	6570	610	22952	43038

Student Enrollments, 1990-1999

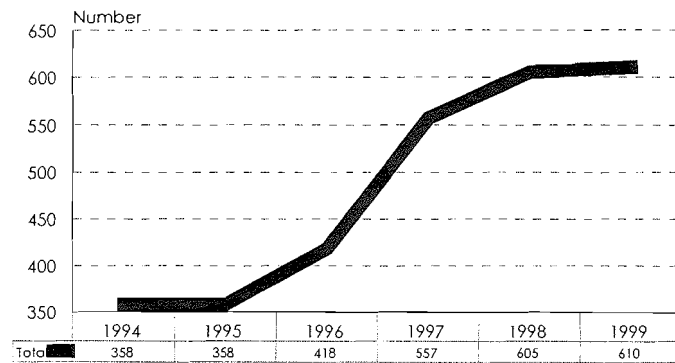
Total Student Enrollments



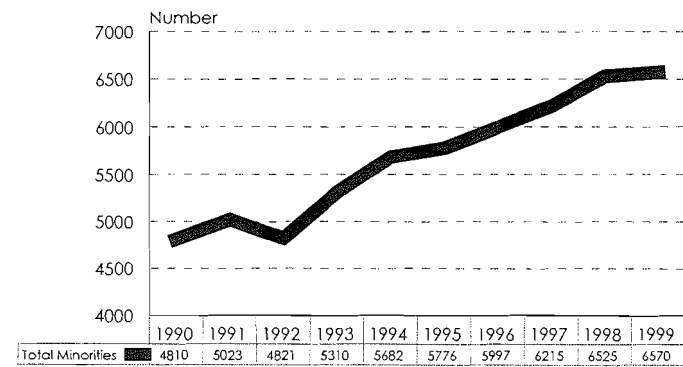
Women



Persons with Disabilities

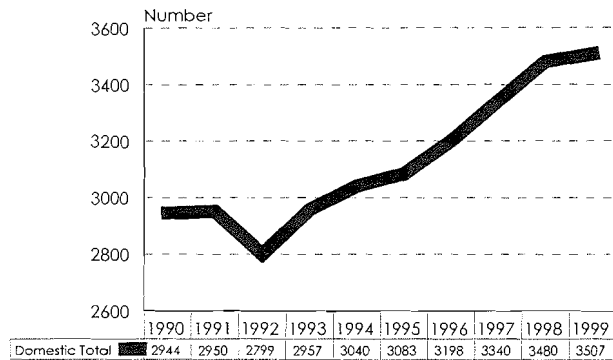


Total Minorities

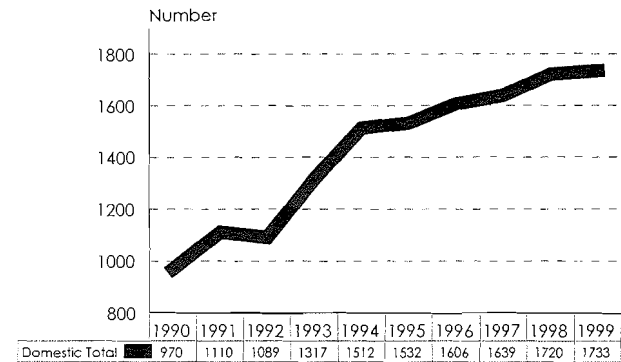


Student Enrollments, 1990-1999 Minorities by Ethnic ID

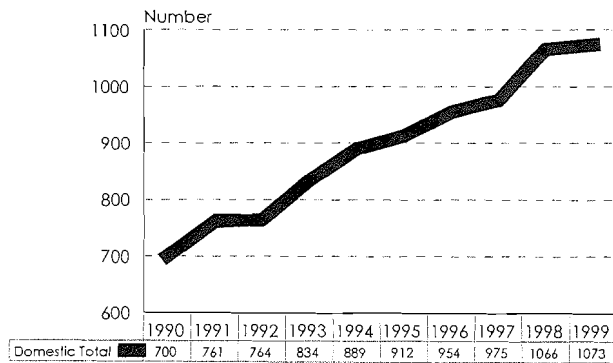
Black



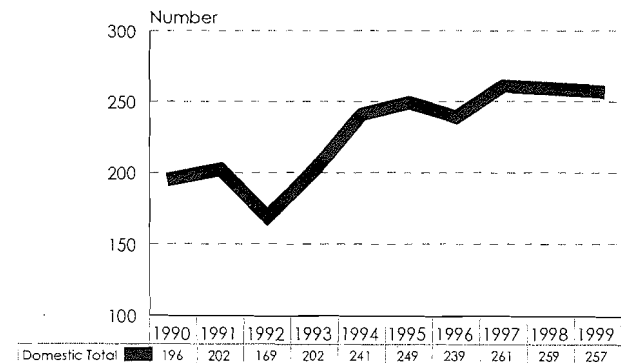
Asian/Pacific Islander



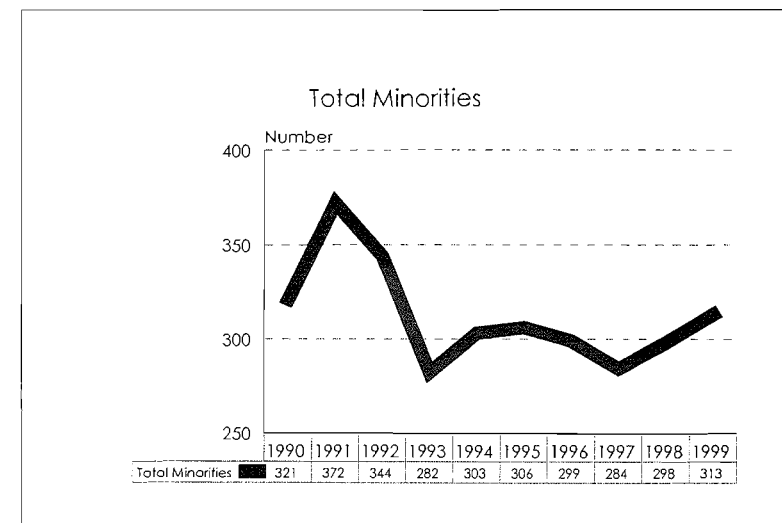
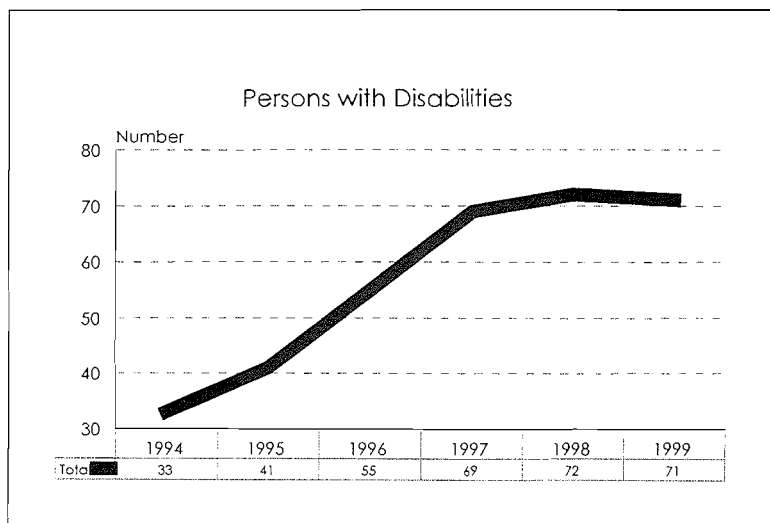
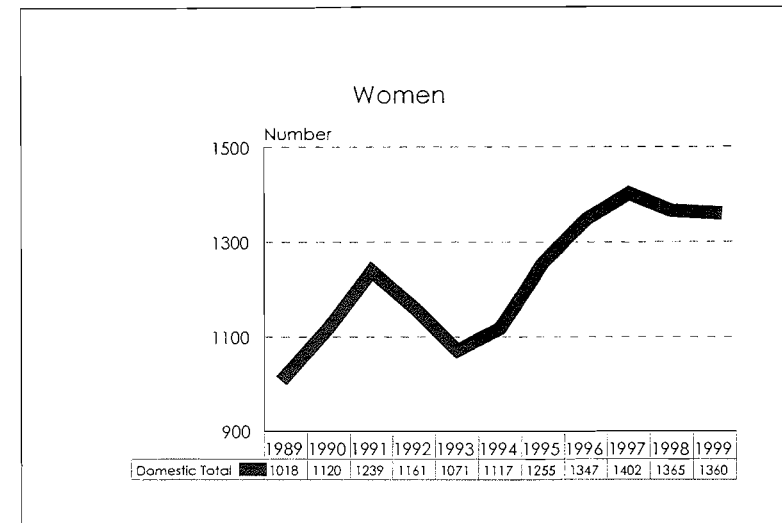
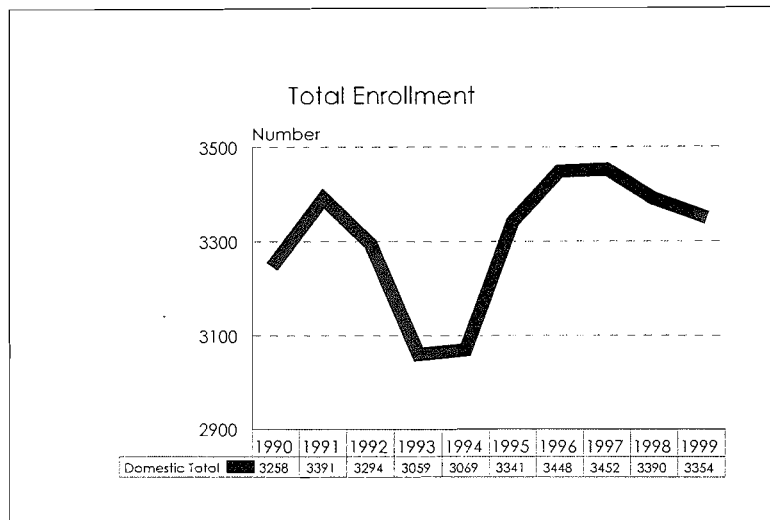
Hispanic



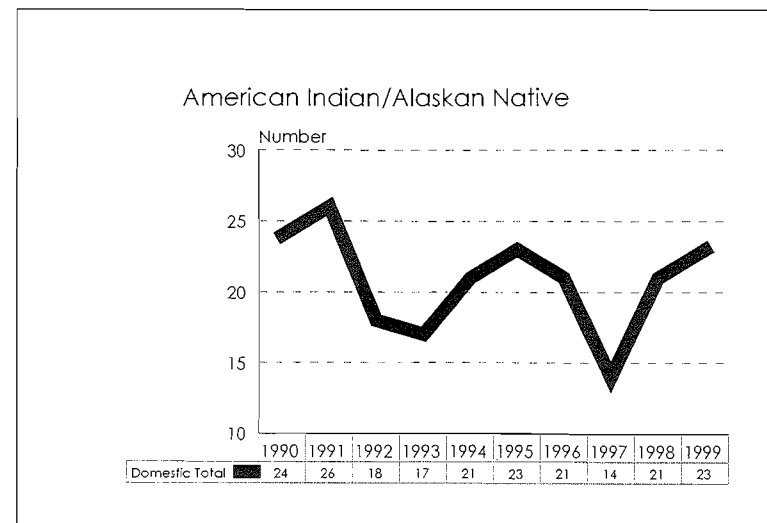
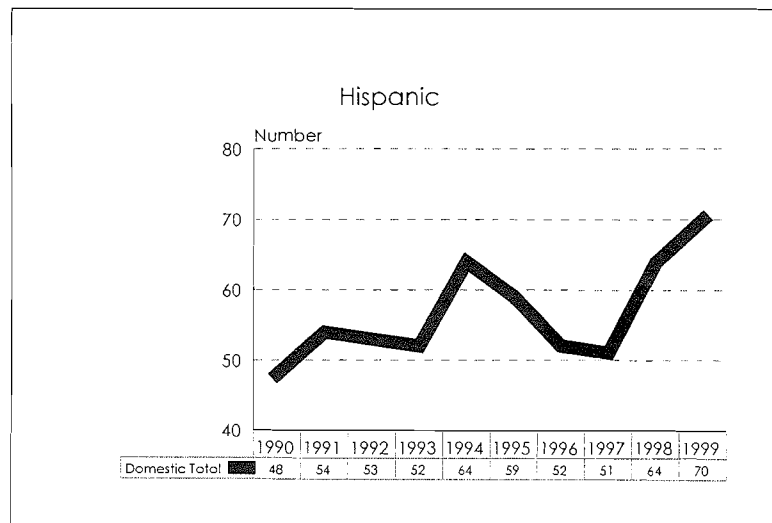
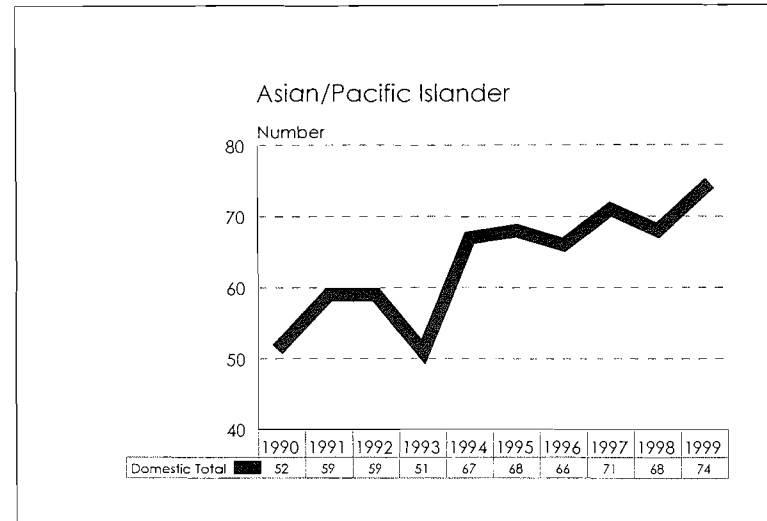
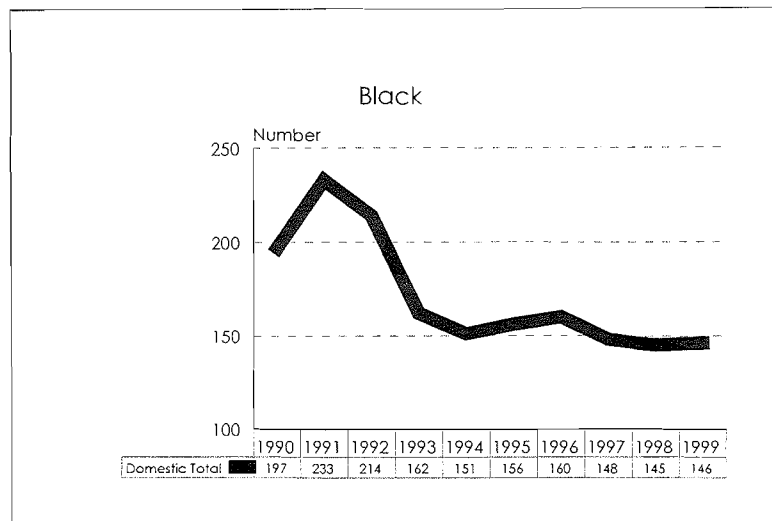
American Indian/Alaskan Native



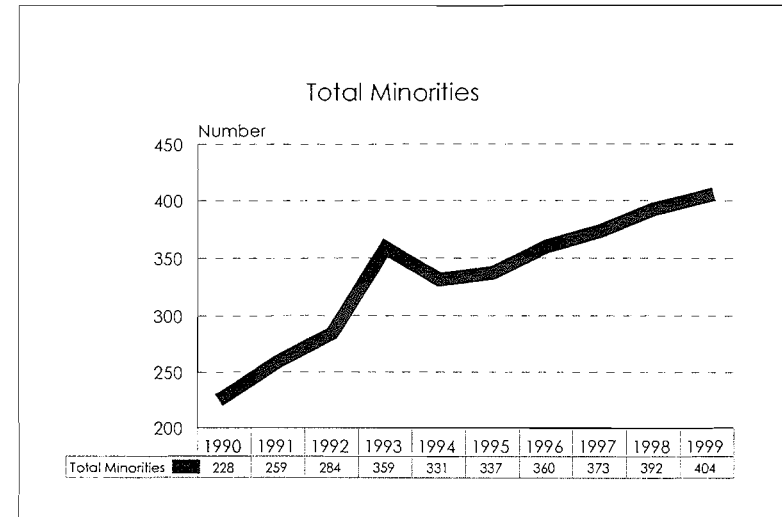
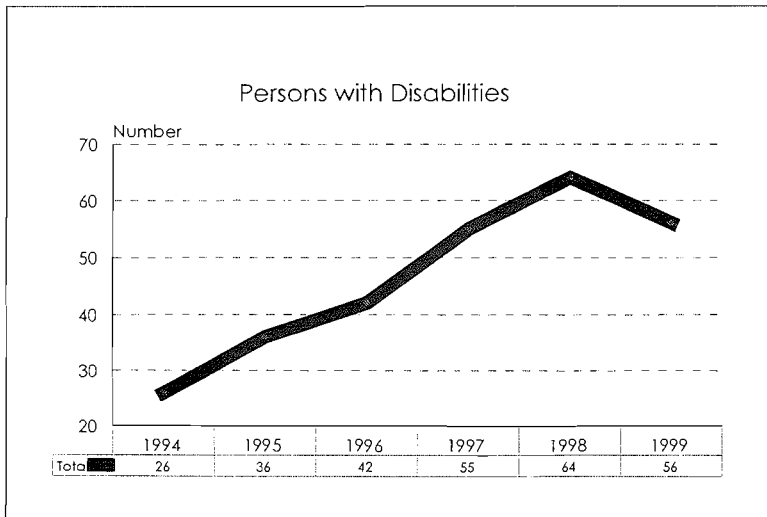
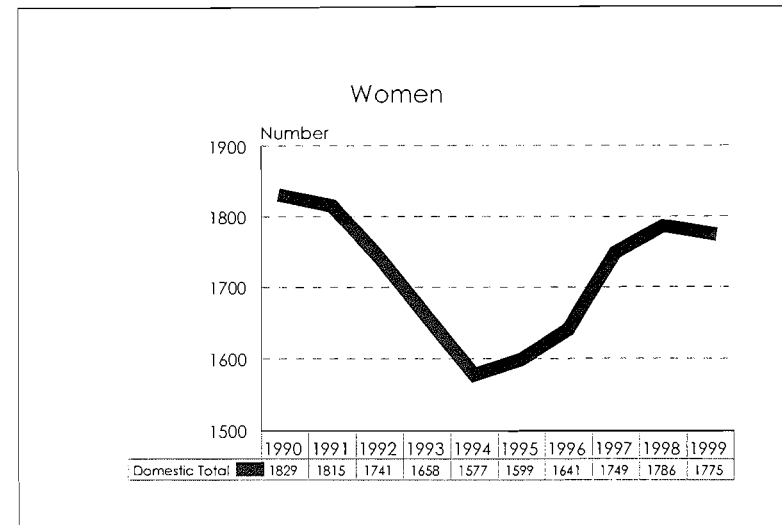
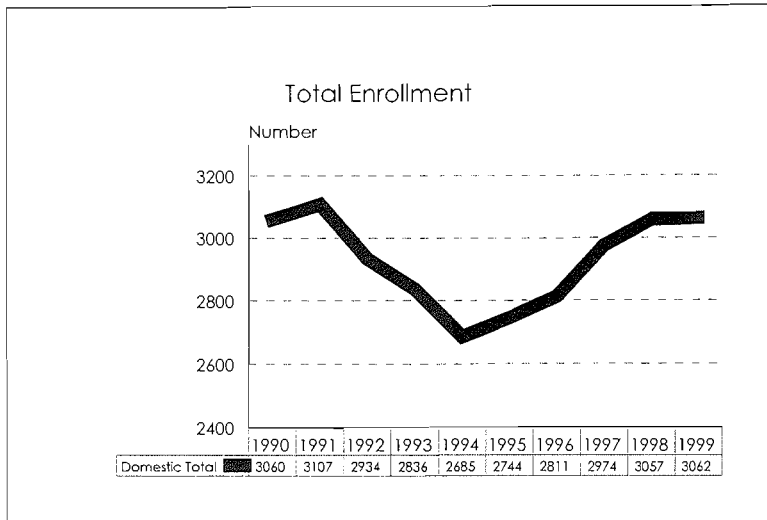
College of Agriculture and Natural Resources Student Enrollment Trends, 1990-1999



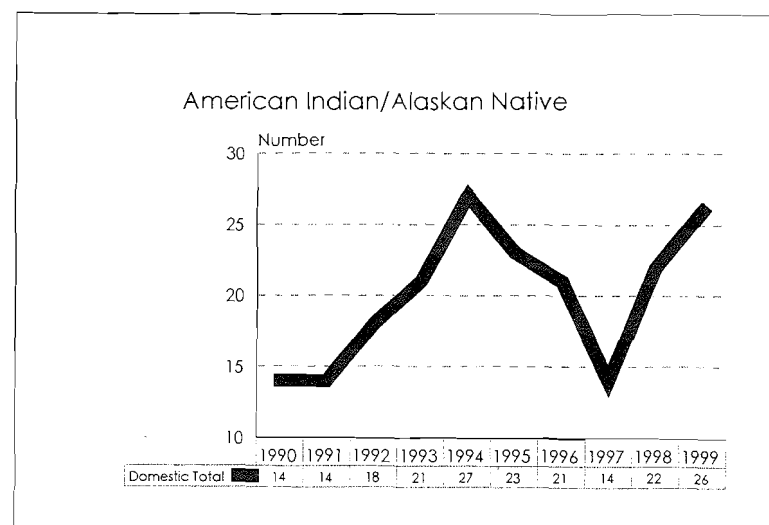
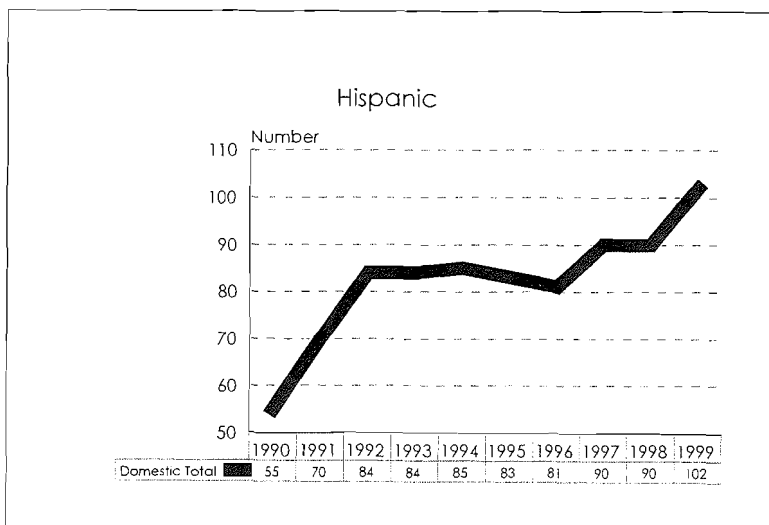
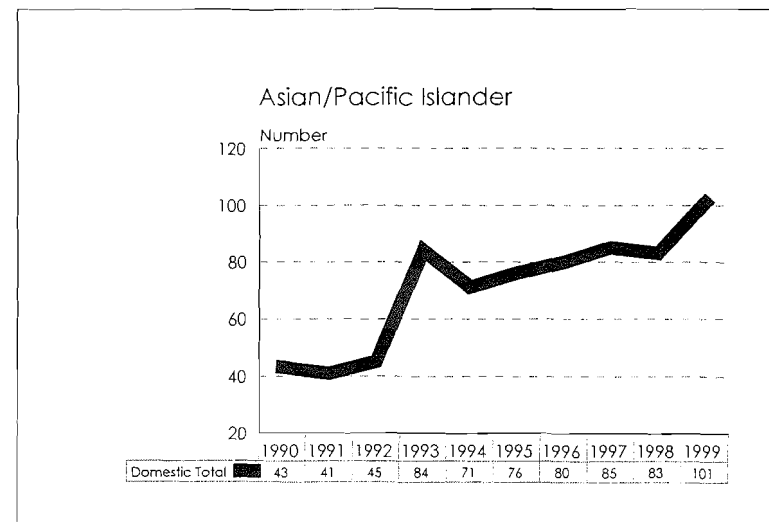
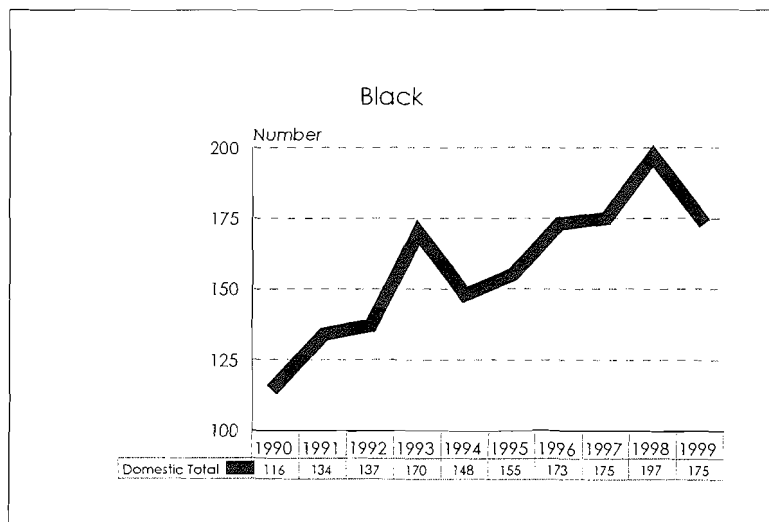
College of Agriculture and Natural Resources
Minority Student Enrollments by Ethnic ID, 1990-1999



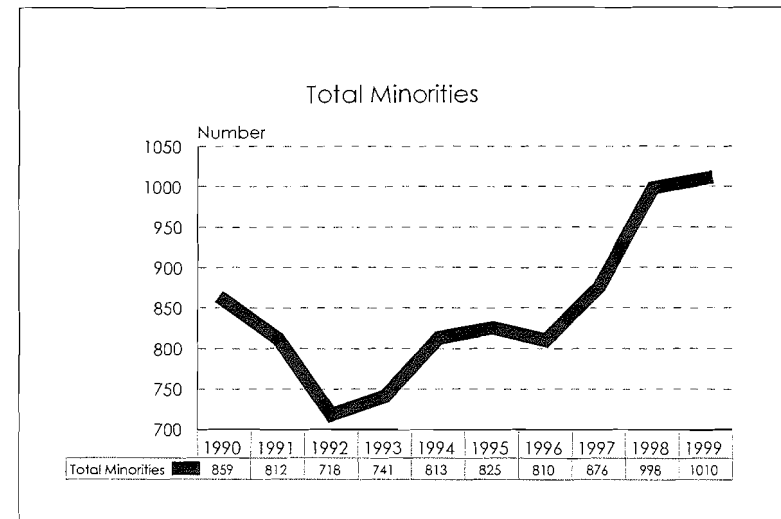
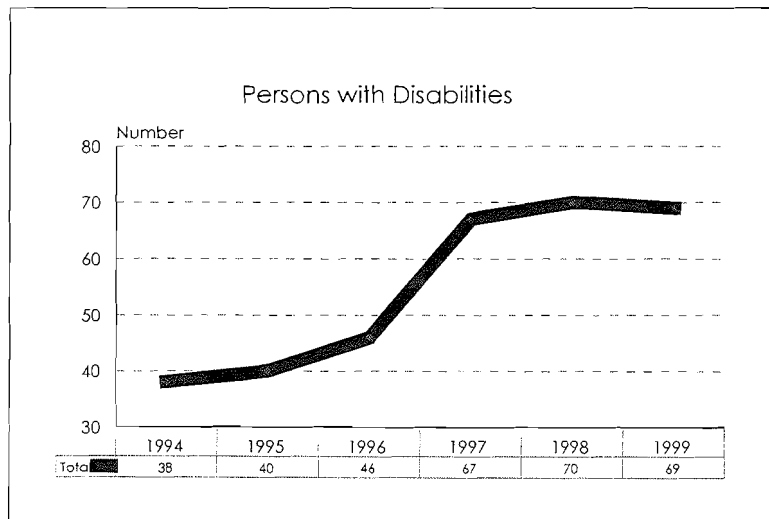
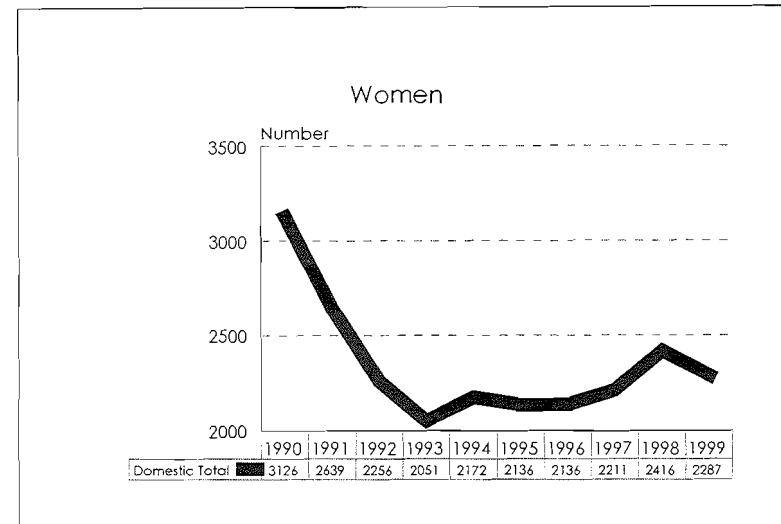
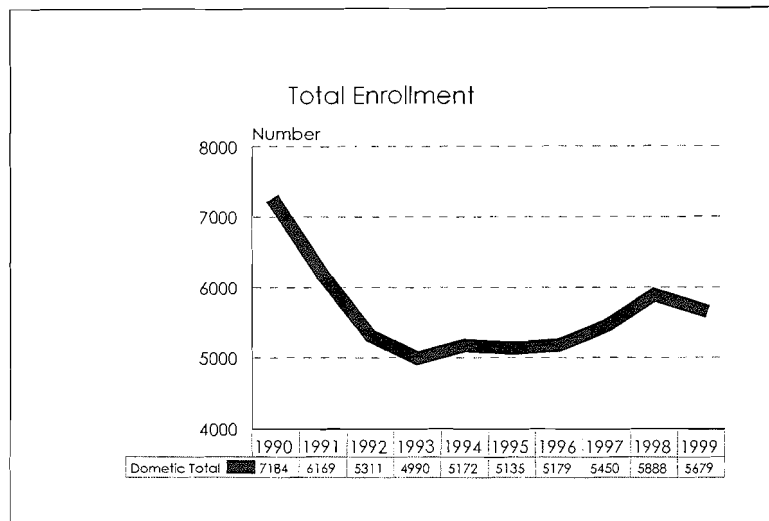
College of Arts and Letters Student Enrollment Trends, 1990-1999



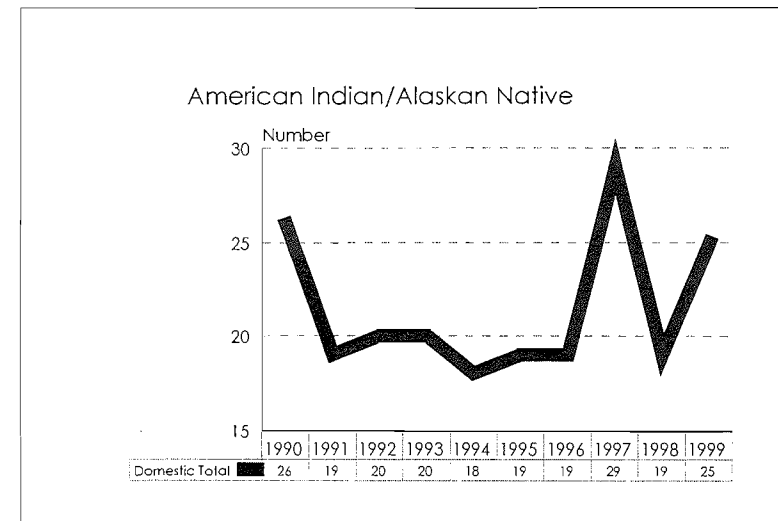
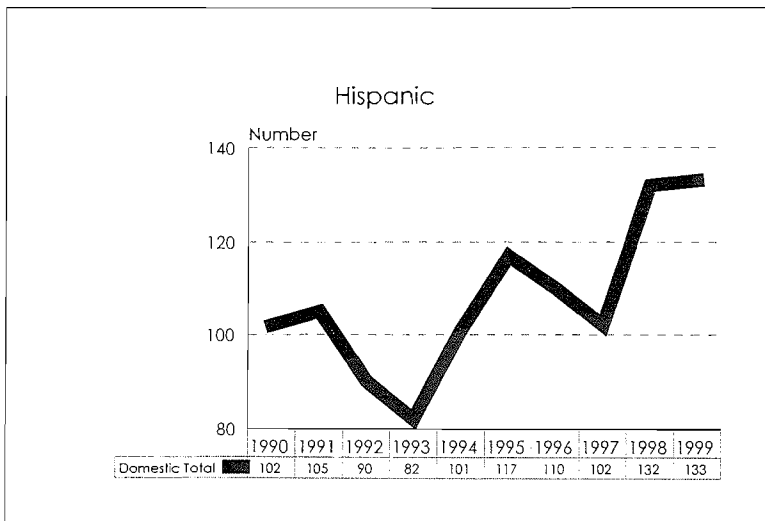
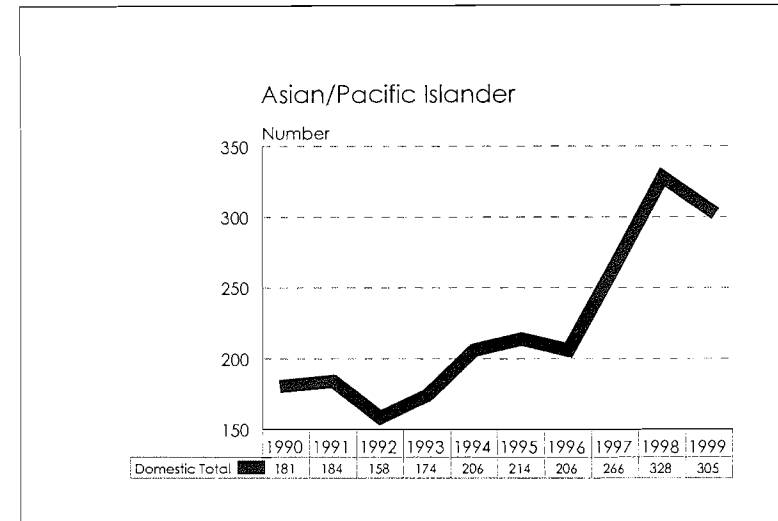
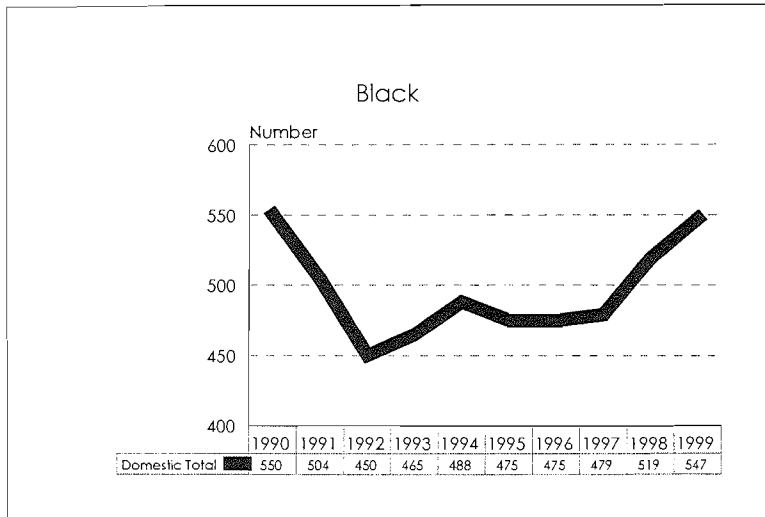
College of Arts and Letters Minority Student Enrollments by Ethnic ID, 1990-1999



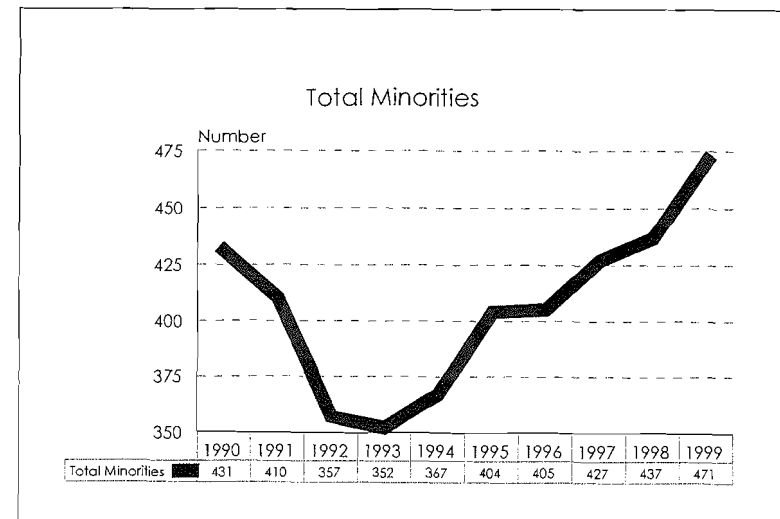
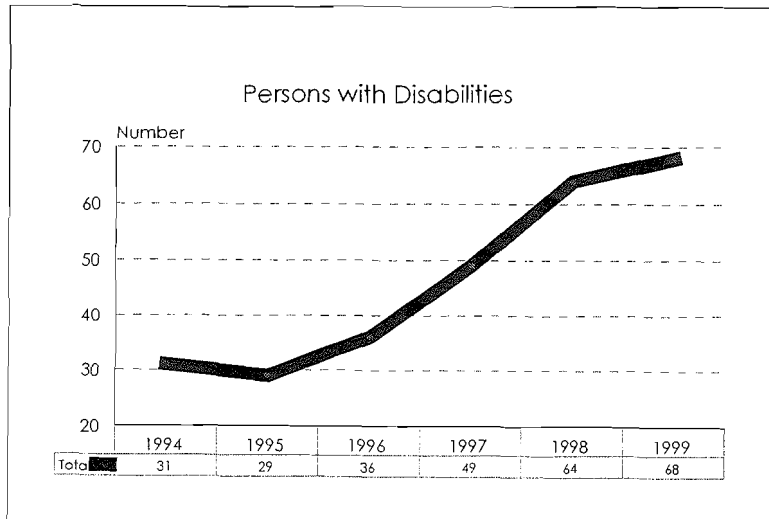
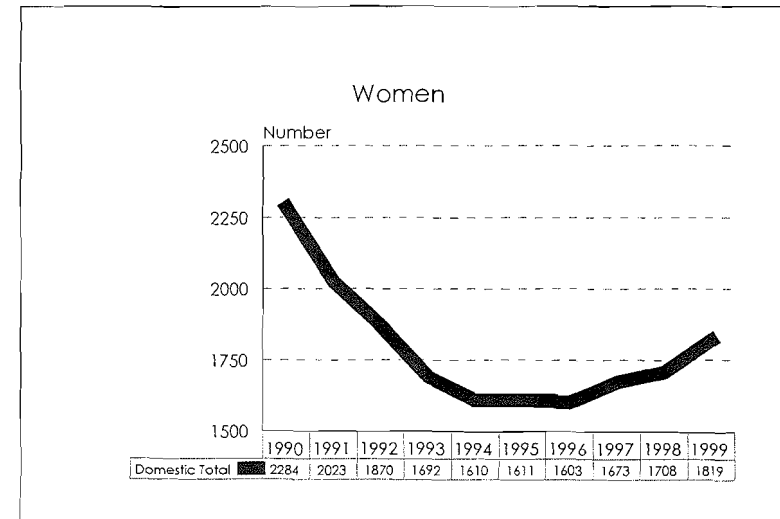
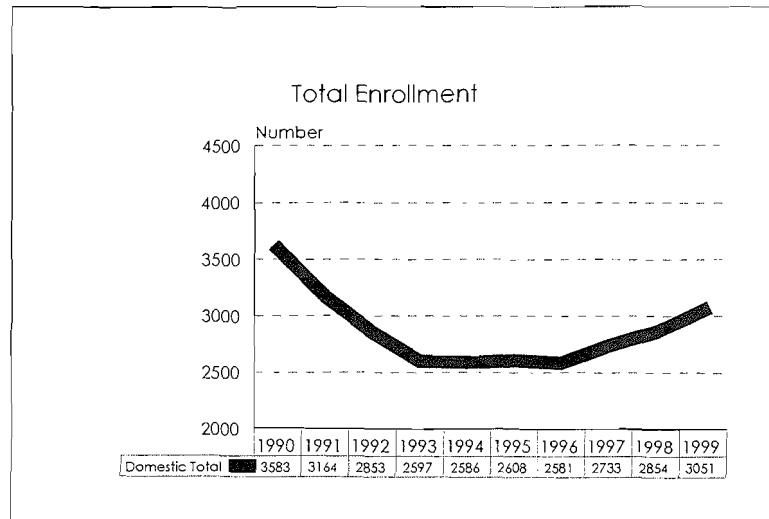
Eli Broad College of Business
Student Enrollment Trends, 1990-1999



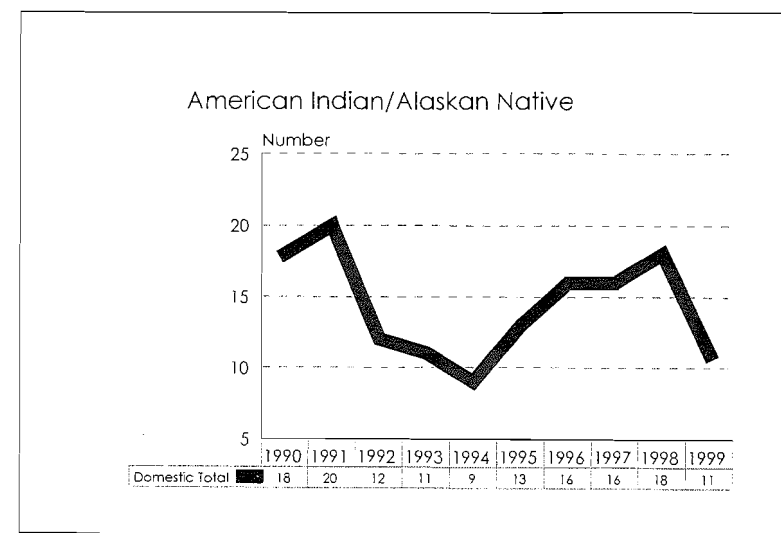
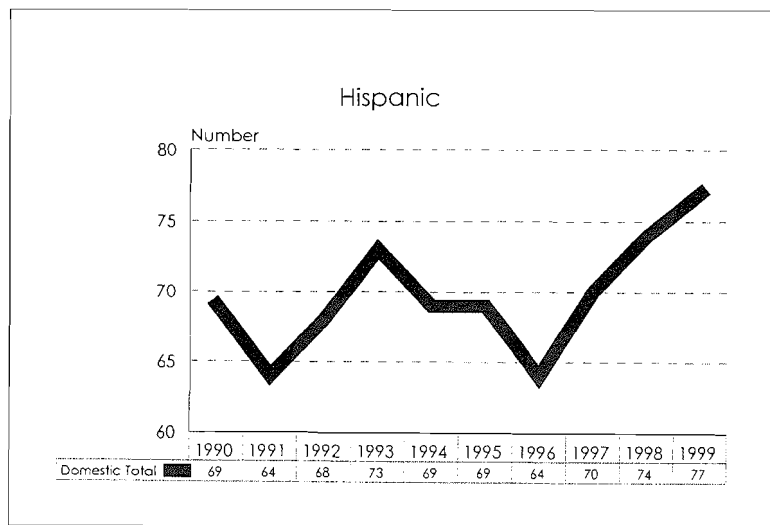
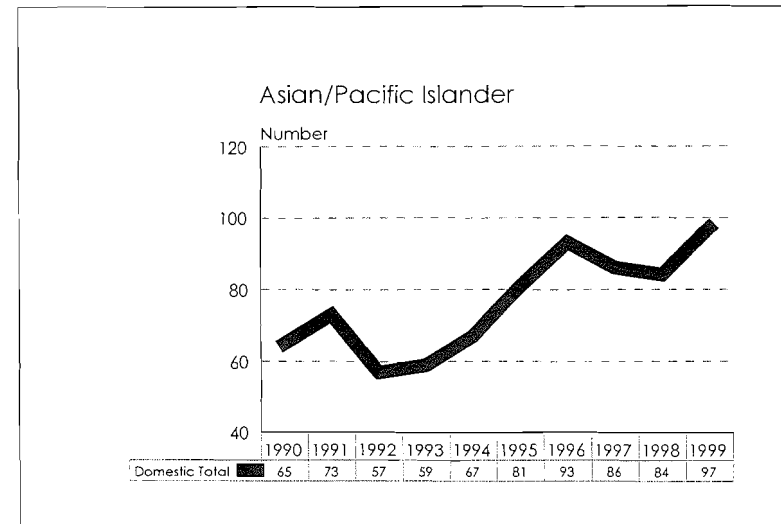
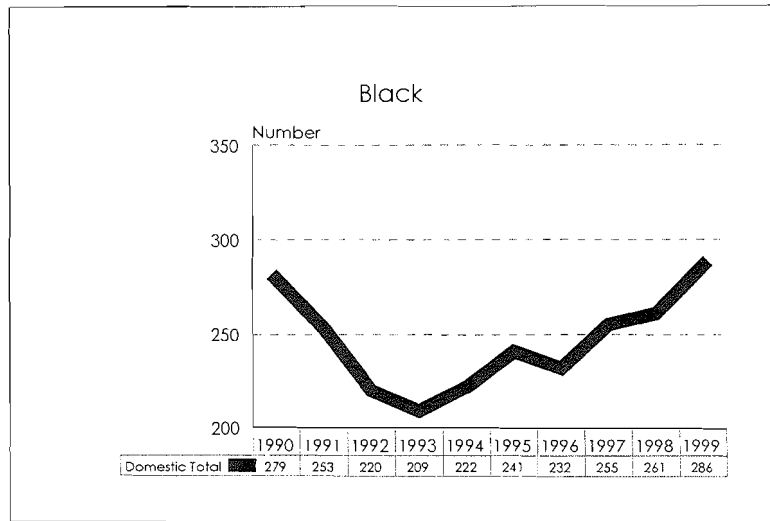
Eli Broad College of Business
Minority Student Enrollments by Ethnic ID, 1990-1999



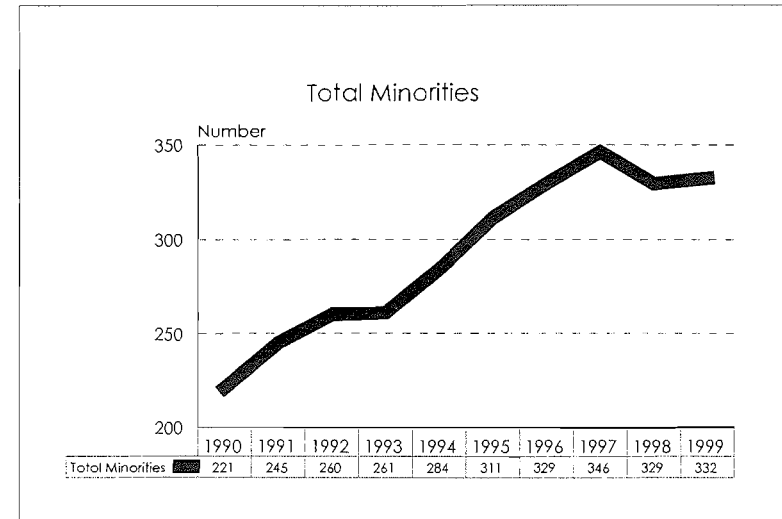
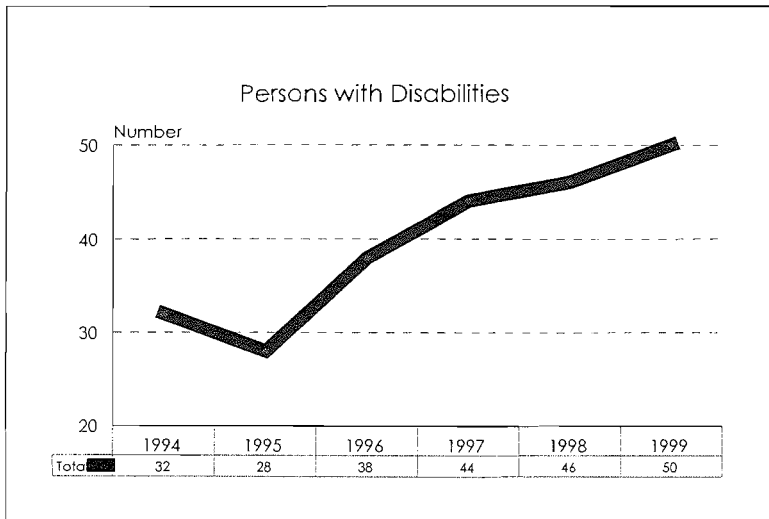
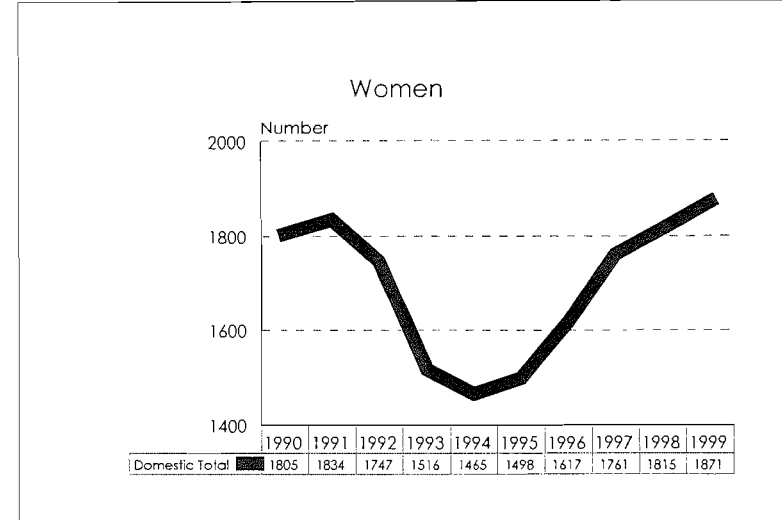
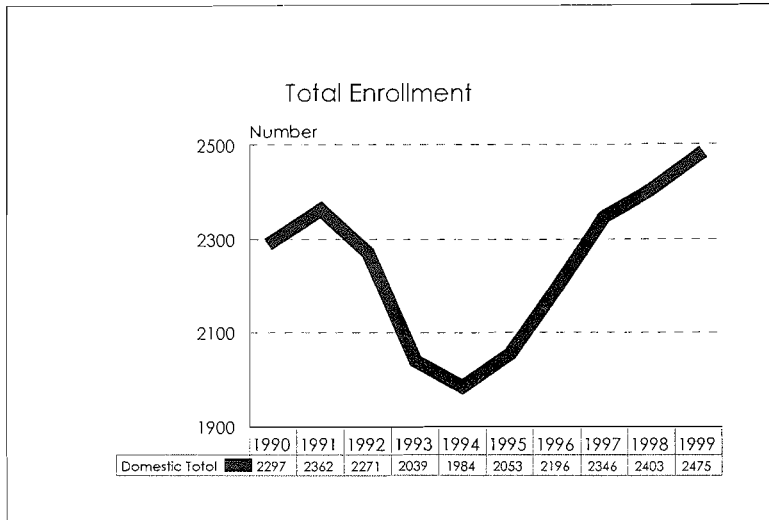
College of Communication Arts and Sciences Student Enrollment Trends, 1990-1999



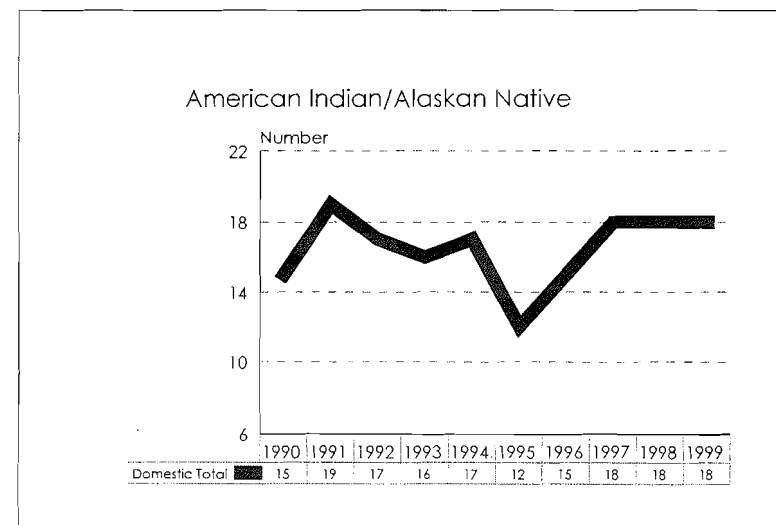
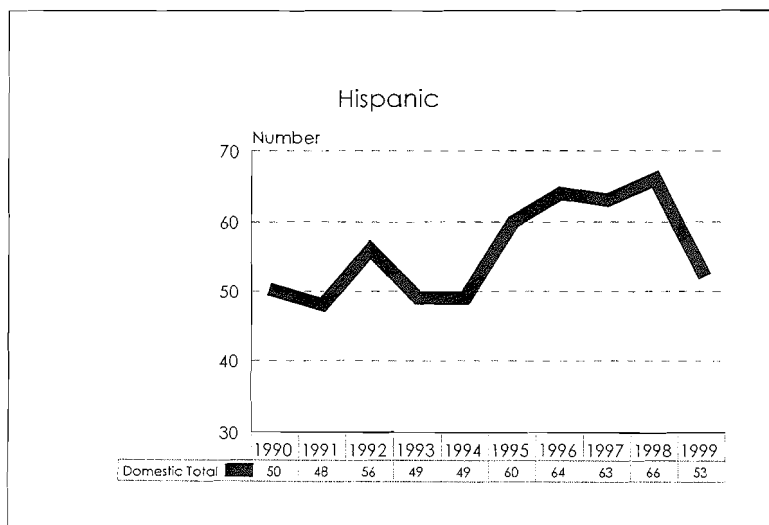
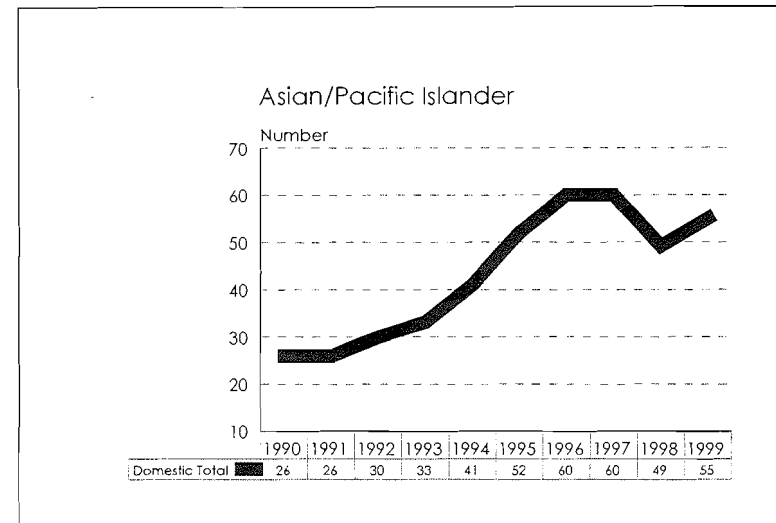
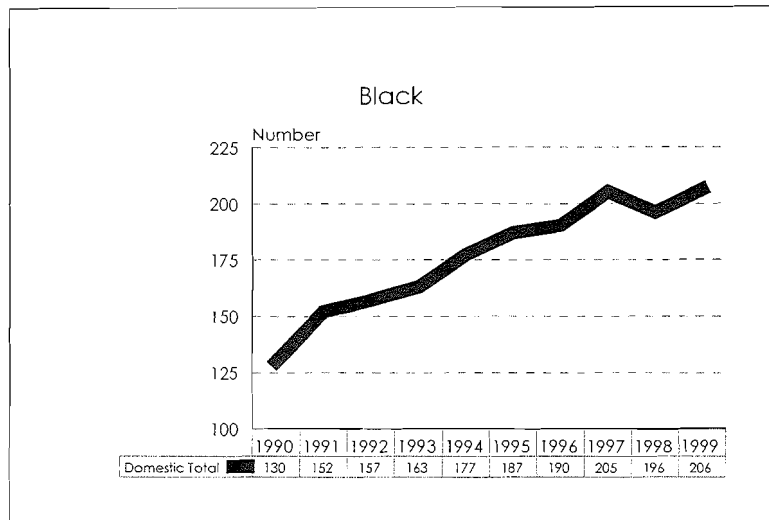
College of Communication Arts and Sciences
 Minority Student Enrollments by Ethnic ID, 1990-1999



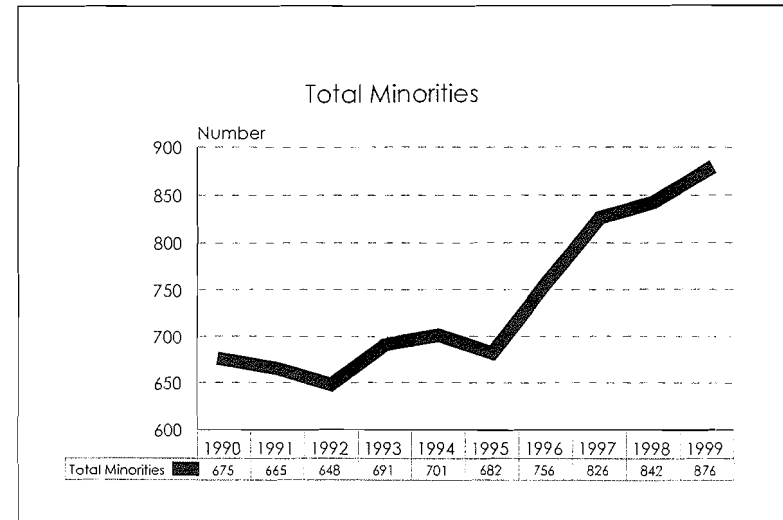
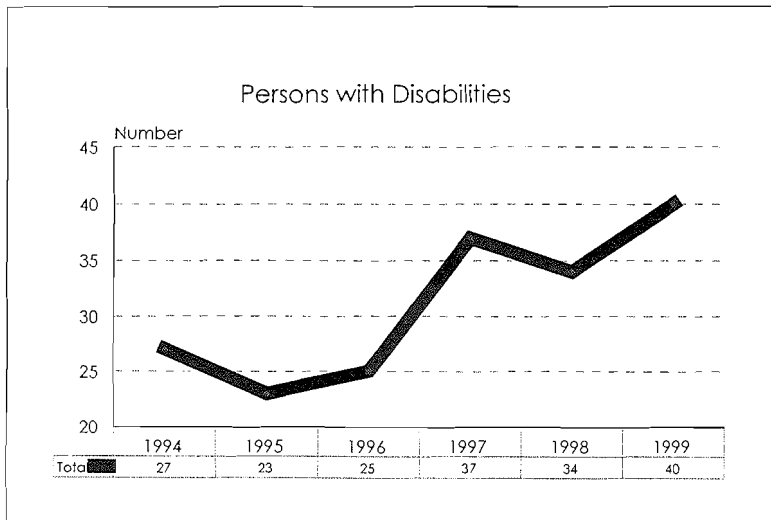
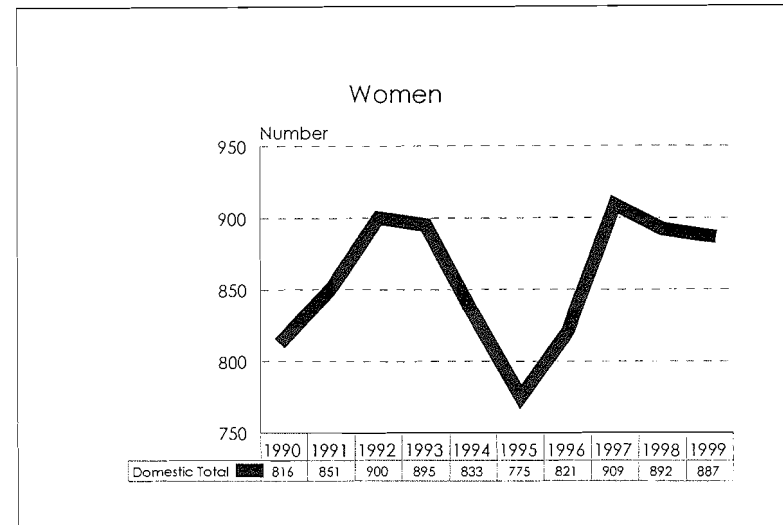
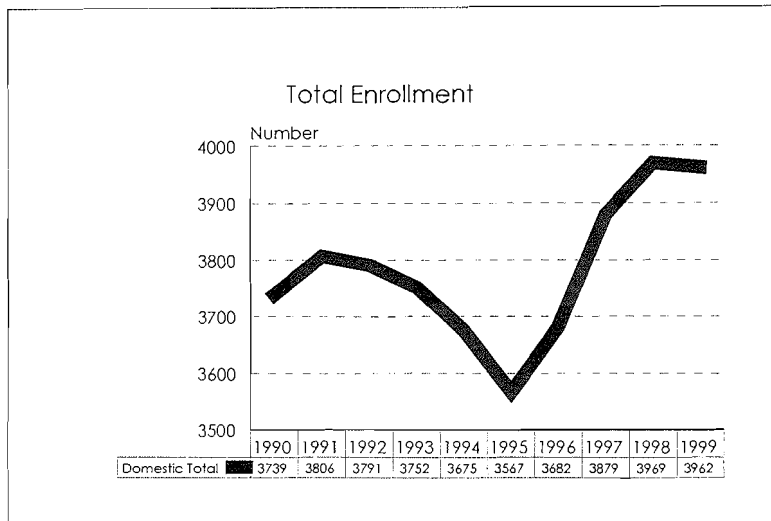
College of Education Student Enrollment Trends, 1990-1999



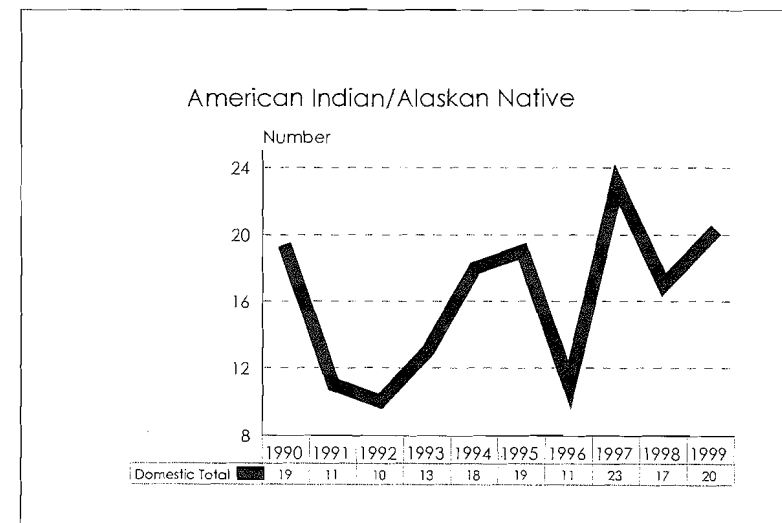
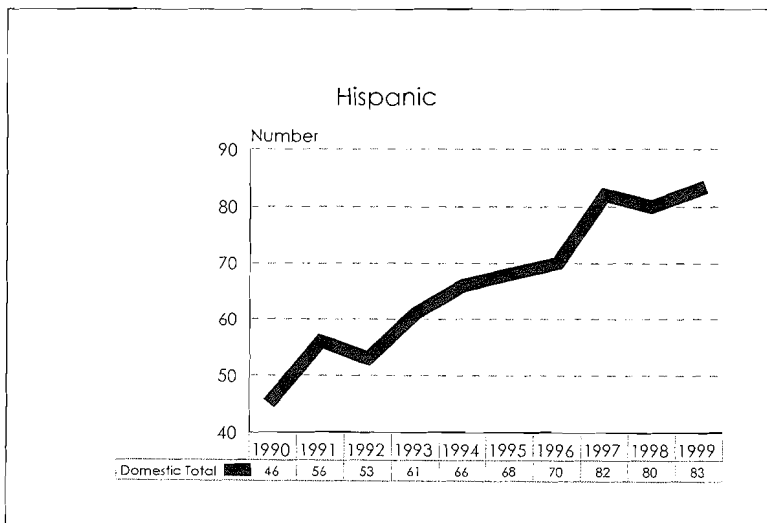
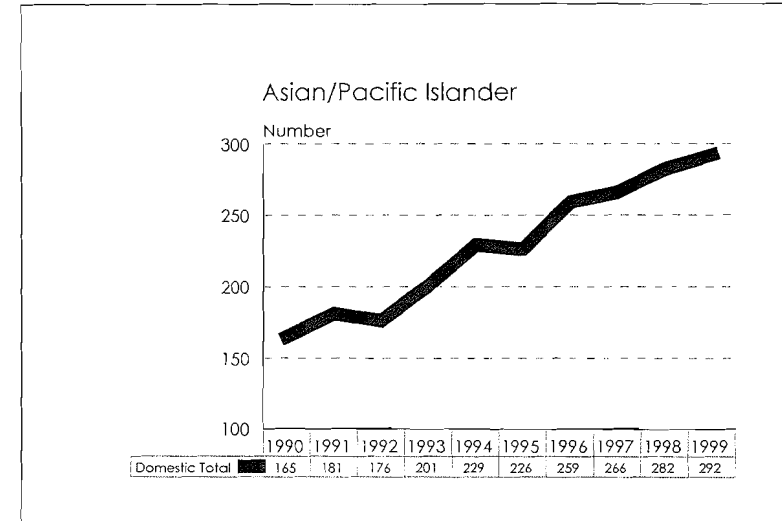
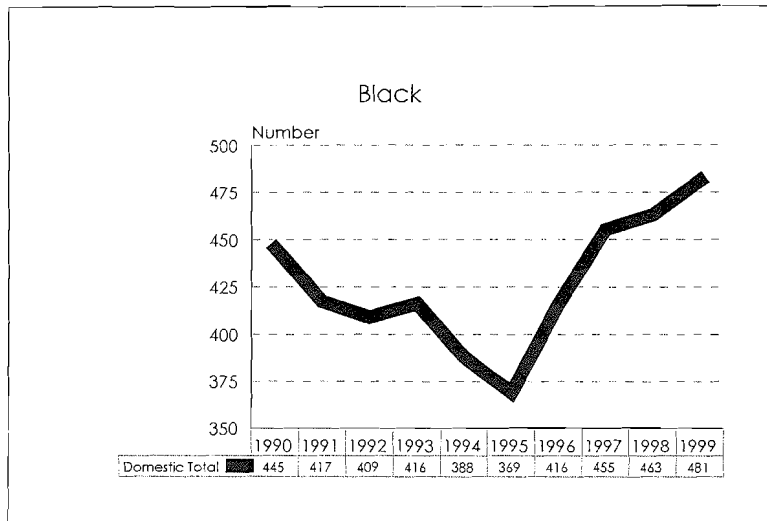
College of Education
Minority Student Enrollments by Ethnic ID, 1990-1999



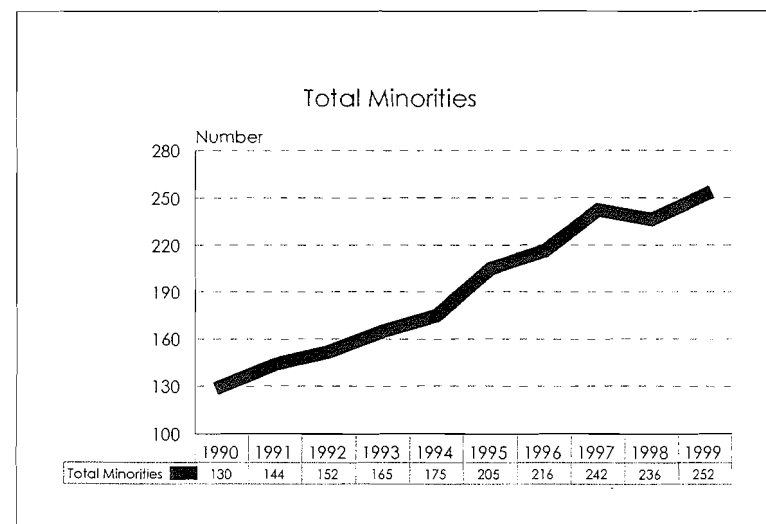
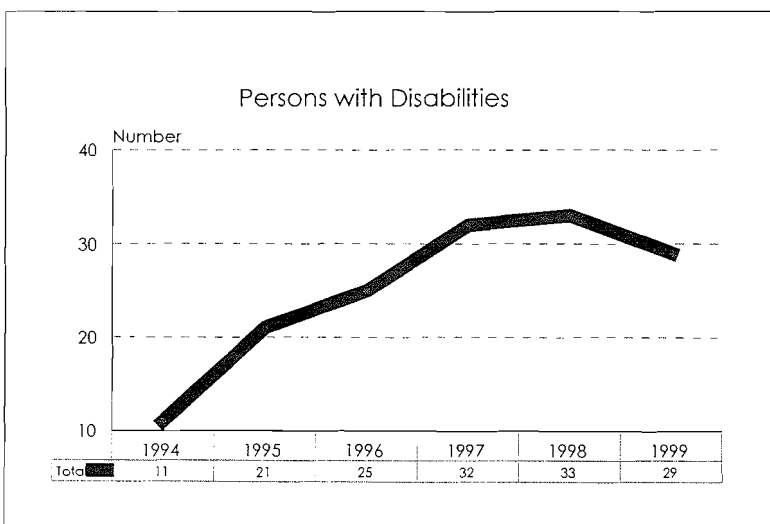
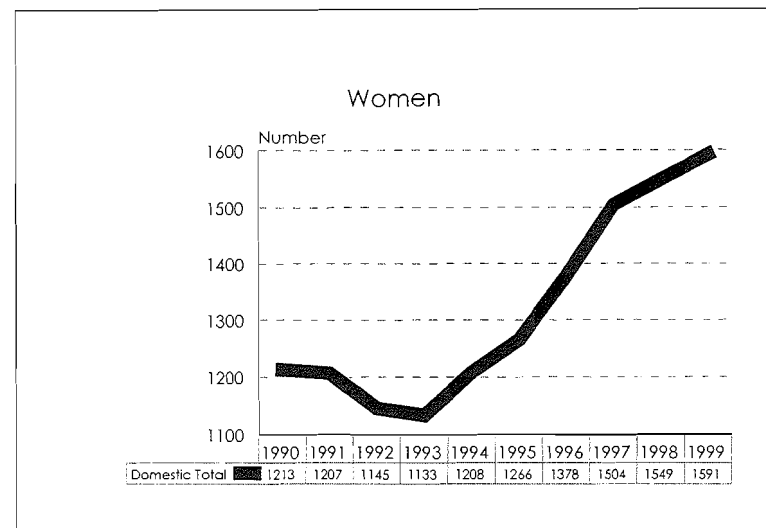
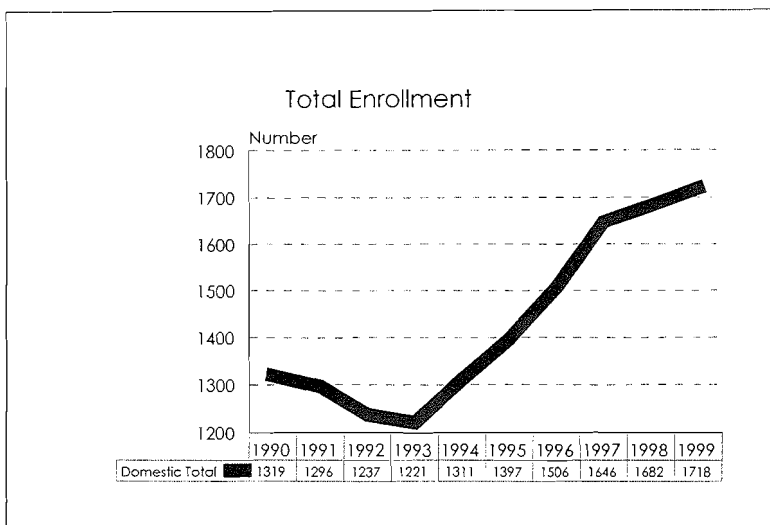
College of Engineering Student Enrollment Trends, 1990-1999



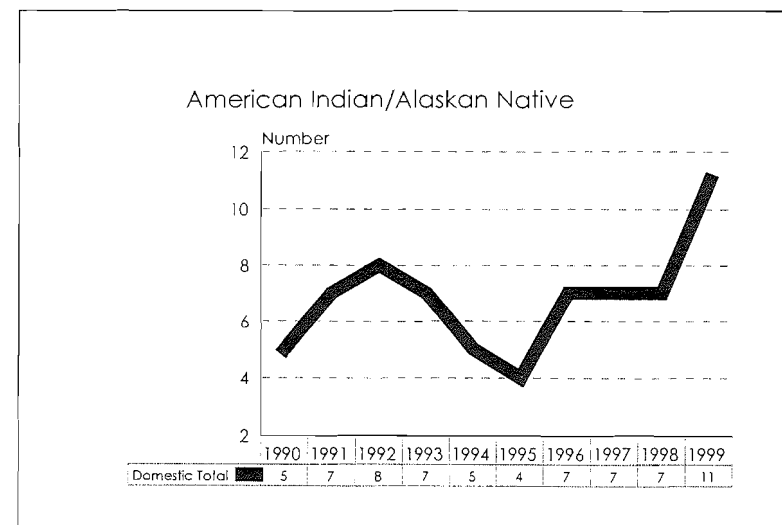
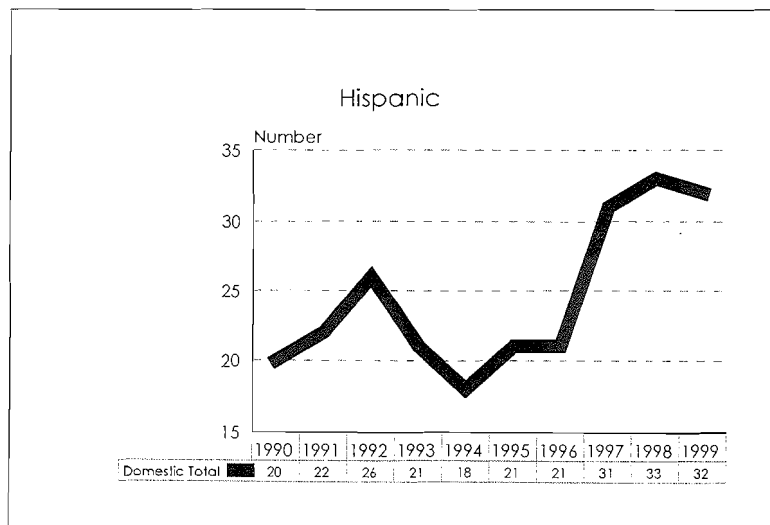
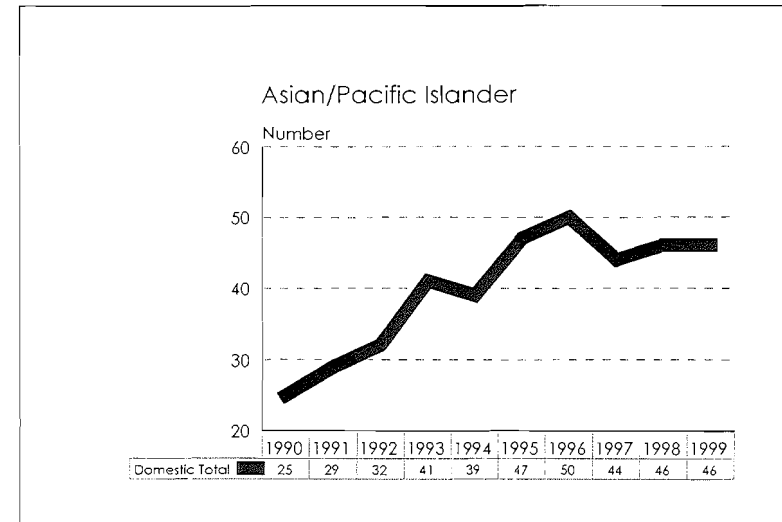
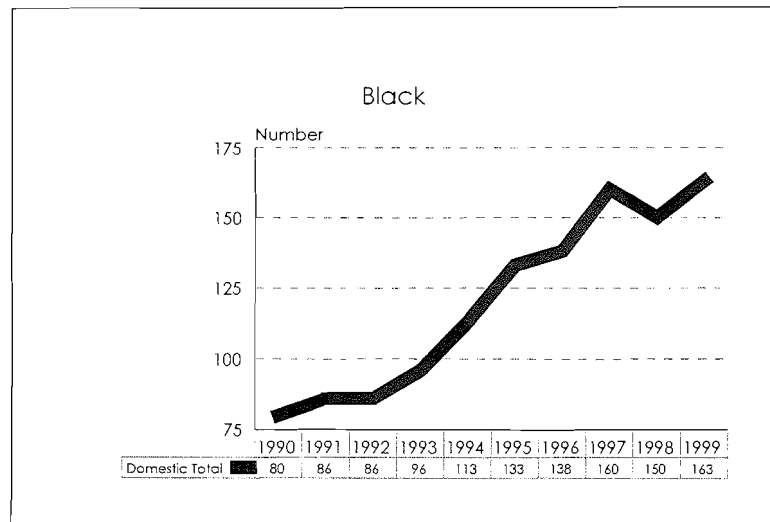
College of Engineering
Minority Student Enrollments by Ethnic ID, 1990-1999



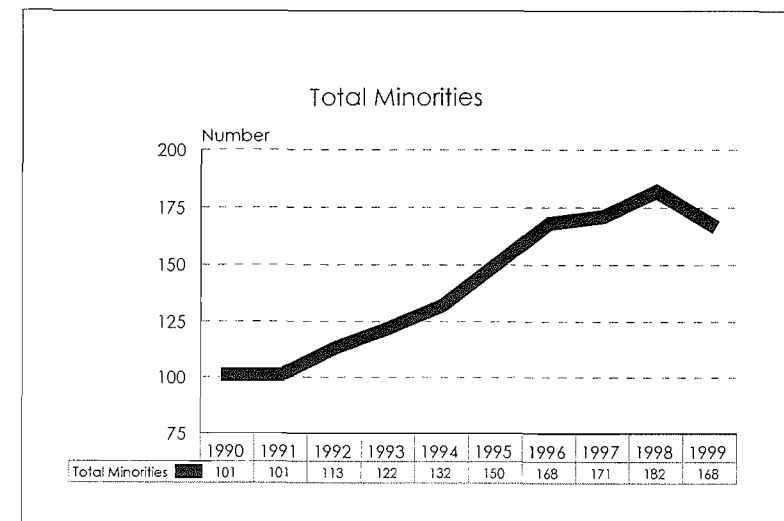
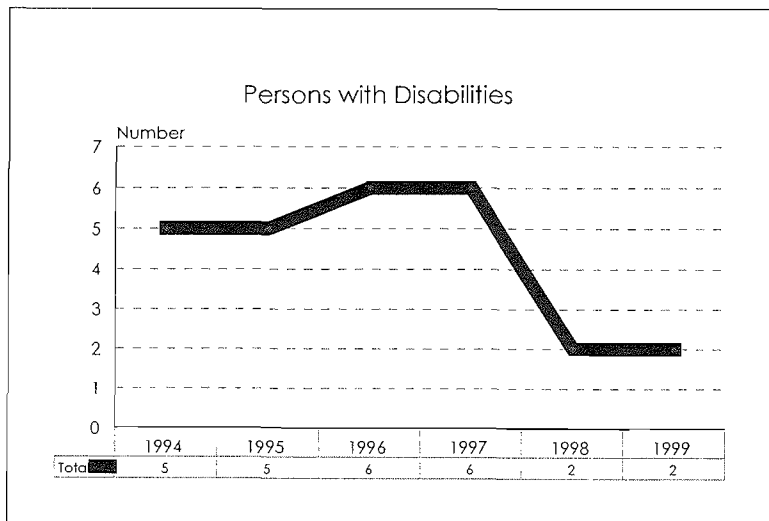
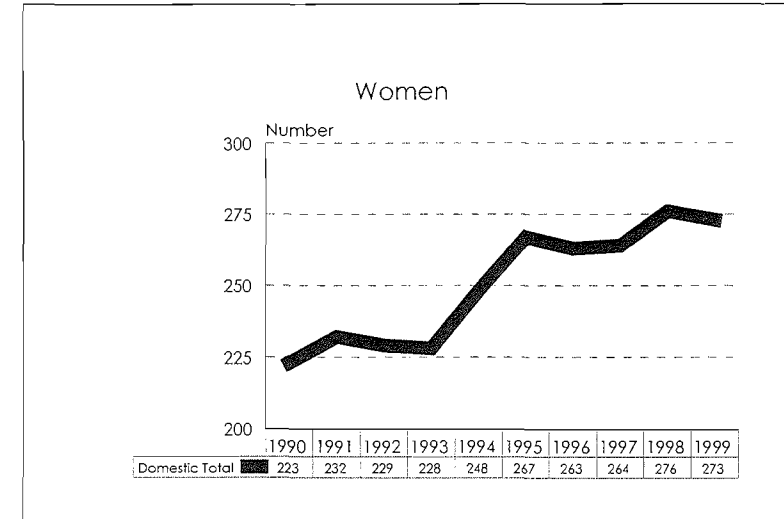
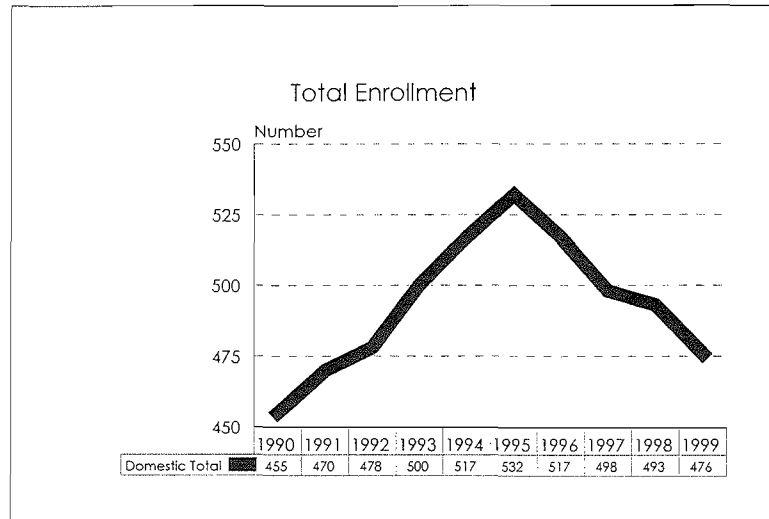
College of Human Ecology Student Enrollment Trends, 1990-1999



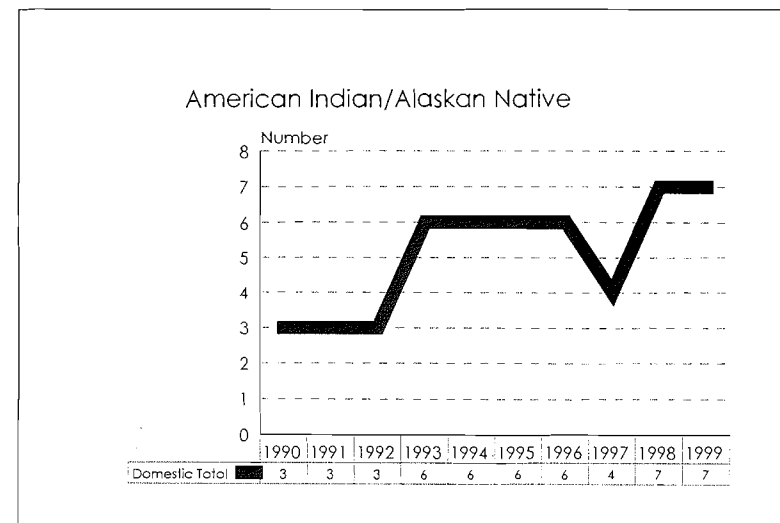
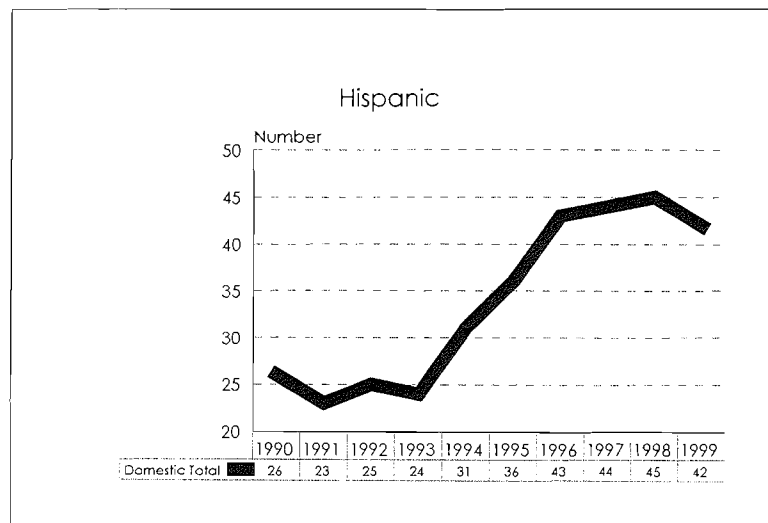
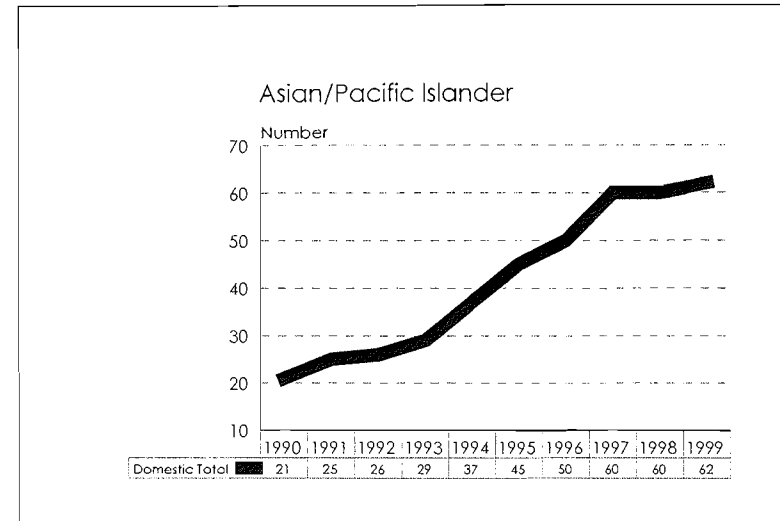
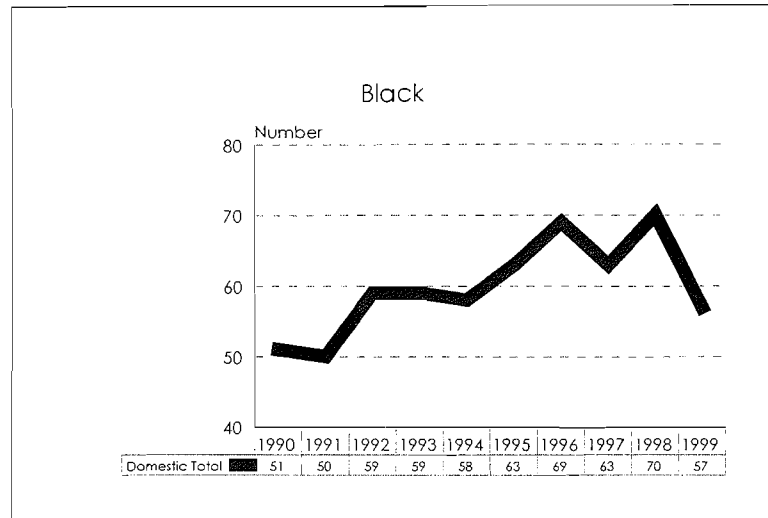
College of Human Ecology
Minority Student Enrollments by Ethnic ID, 1990-1999



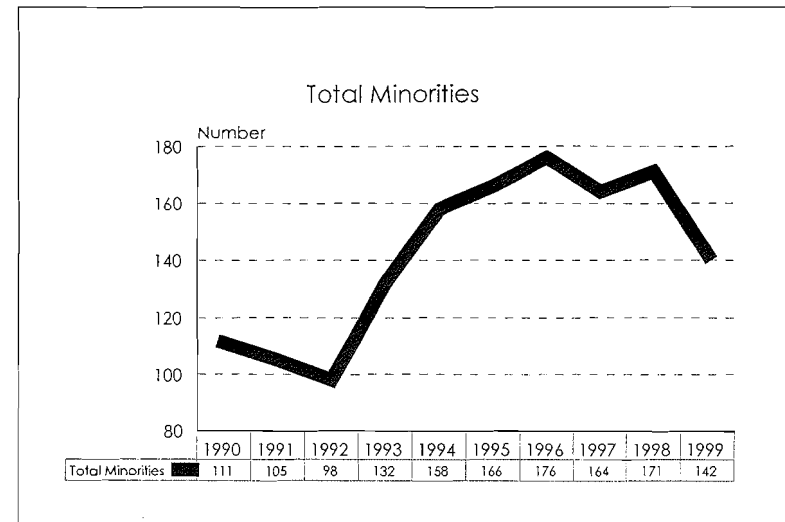
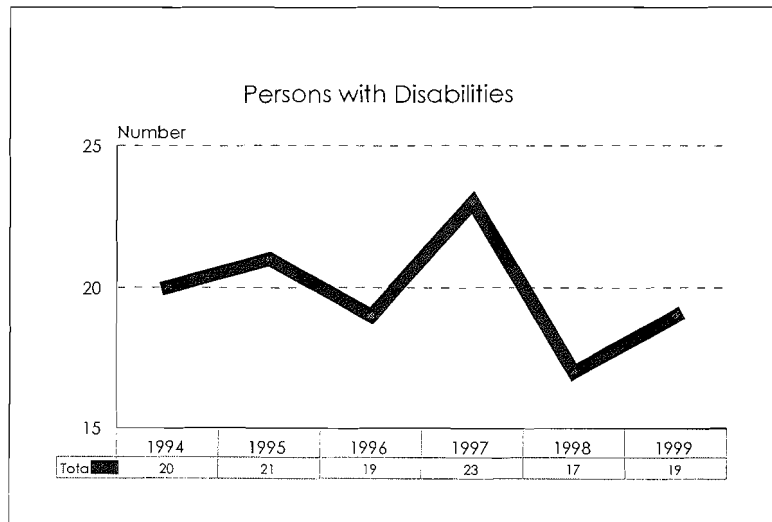
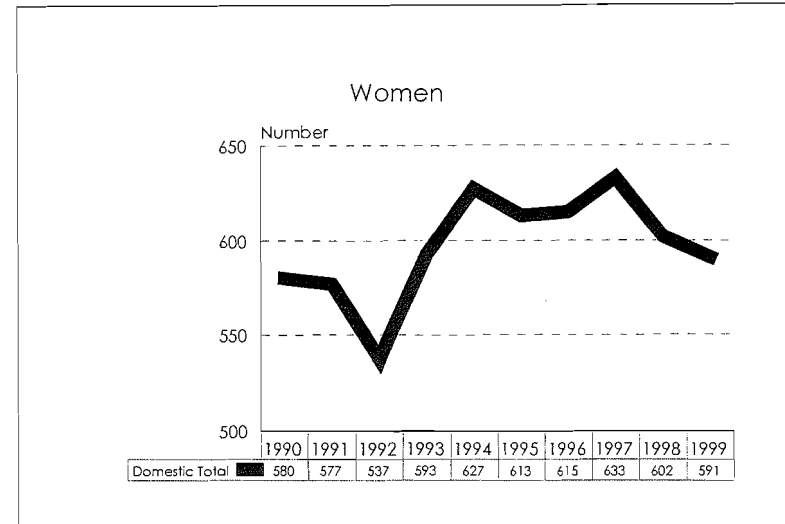
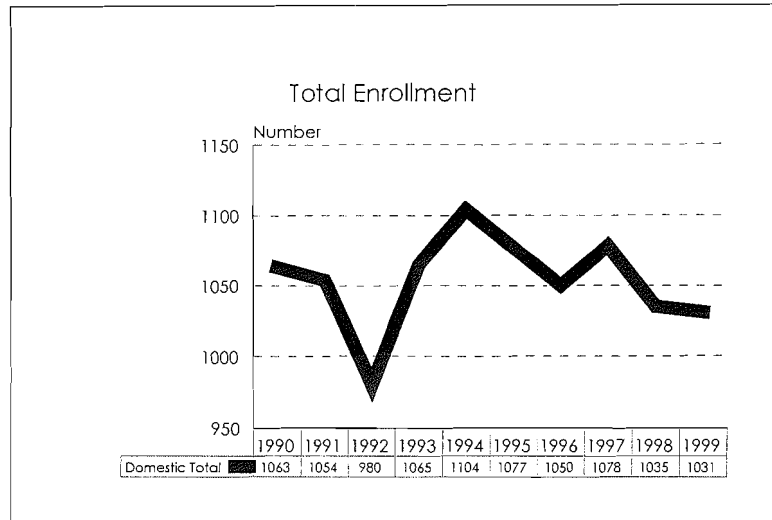
College of Human Medicine Student Enrollment Trends, 1990-1999



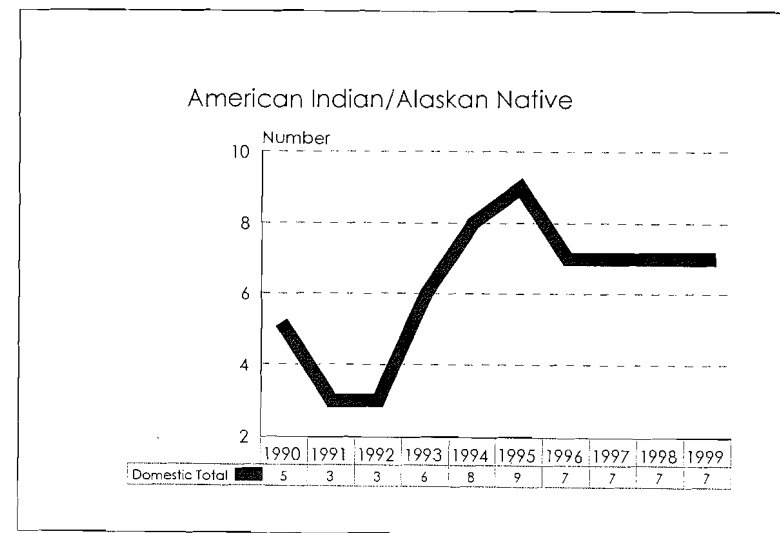
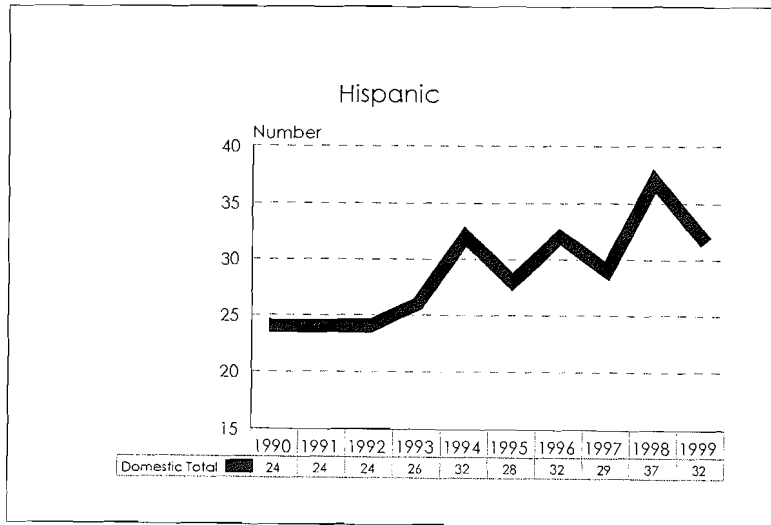
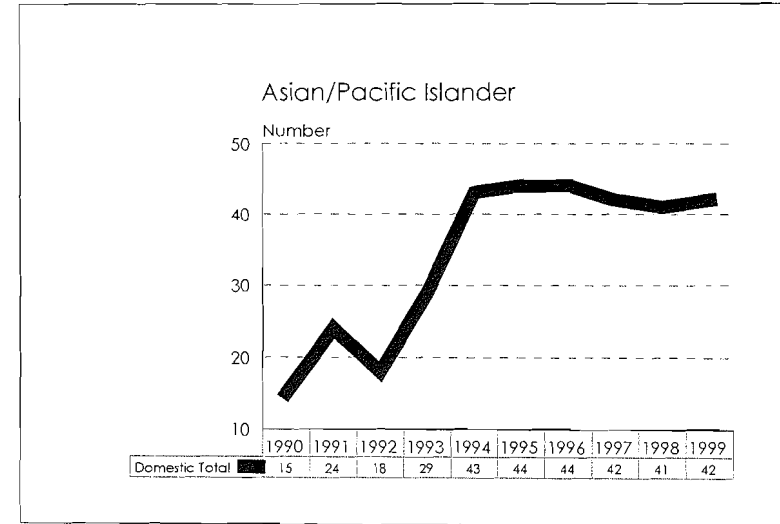
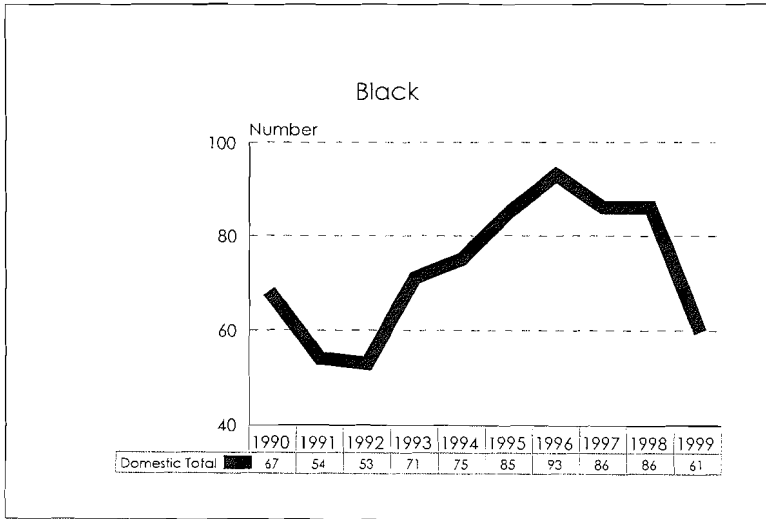
College of Human Medicine Minority Student Enrollments by Ethnic ID, 1990-1999



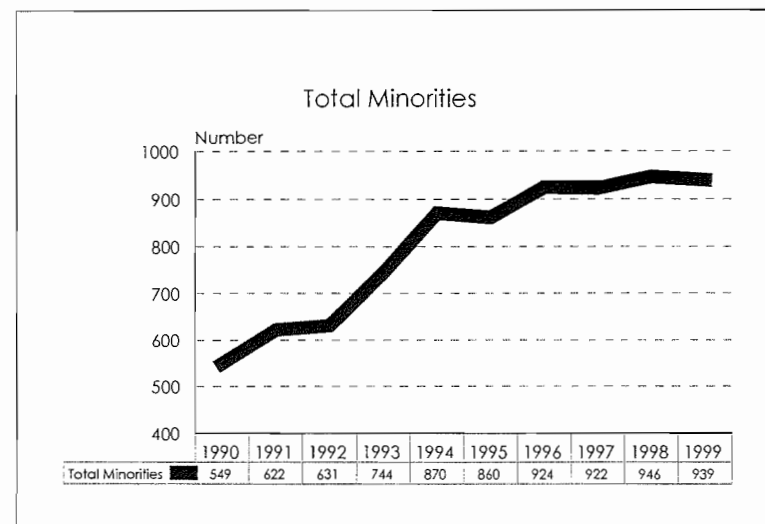
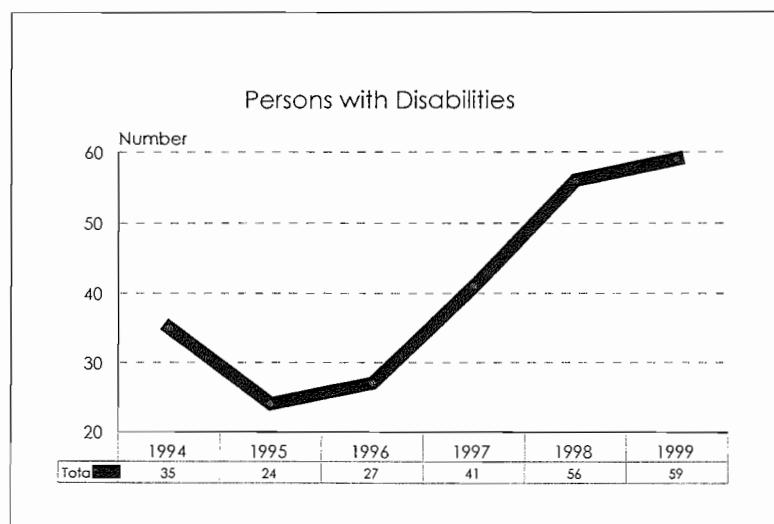
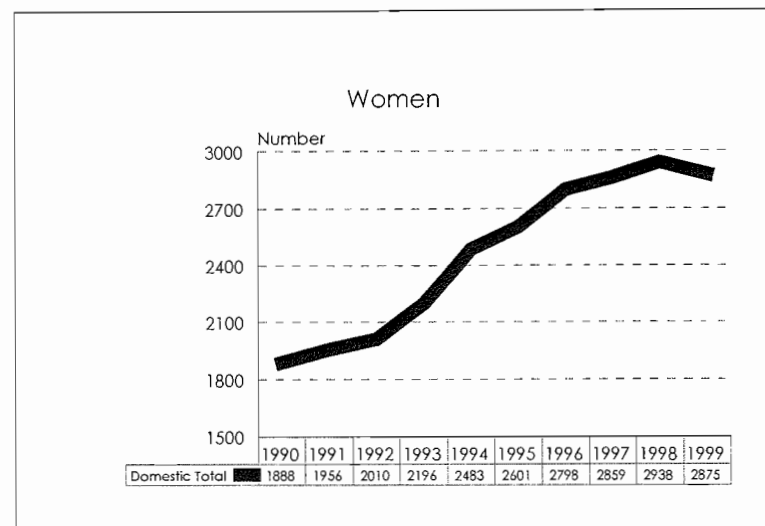
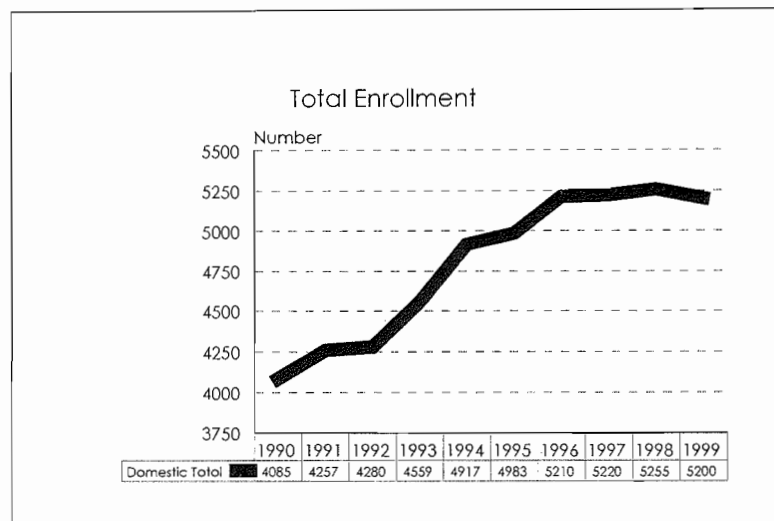
James Madison College Student Enrollment Trends, 1990-1999



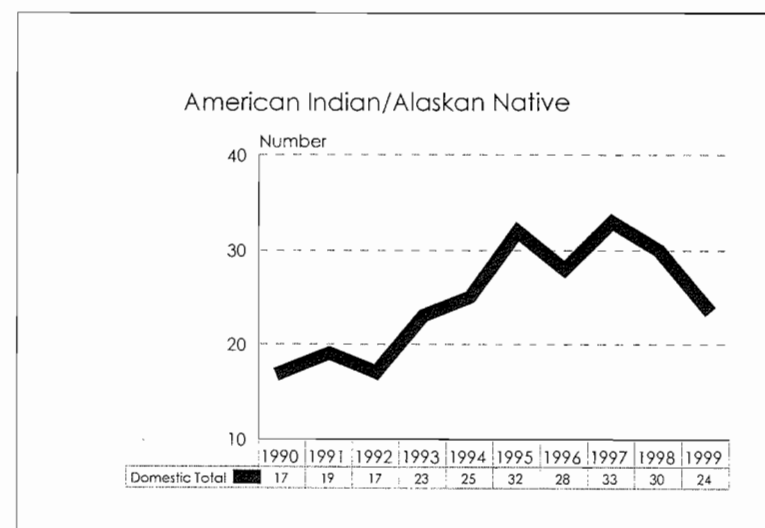
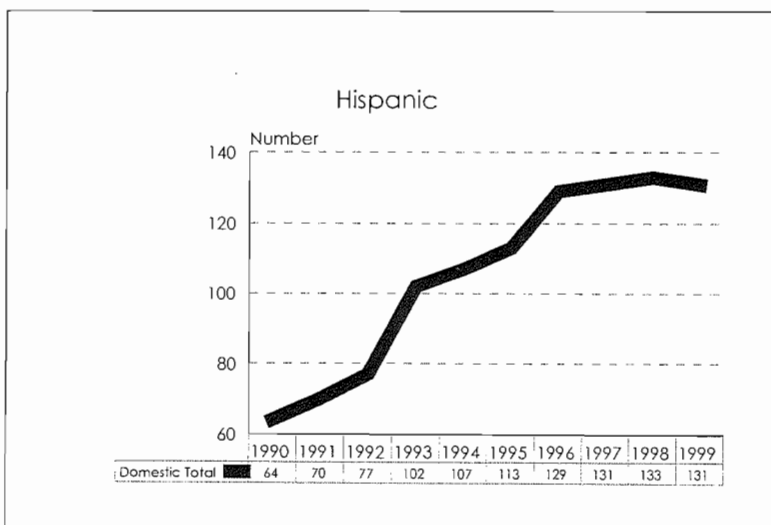
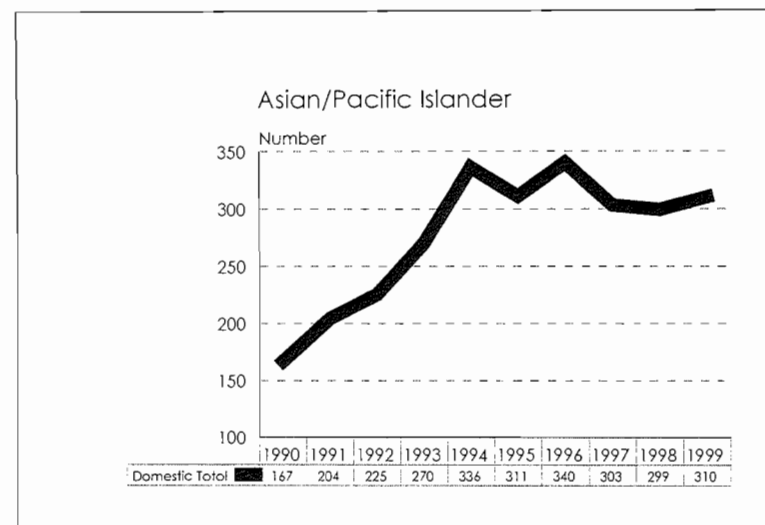
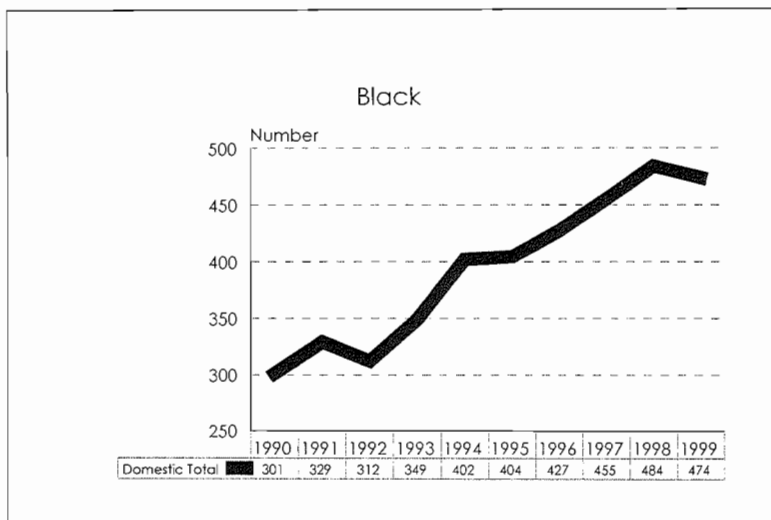
James Madison College
Minority Student Enrollments by Ethnic ID, 1990-1999



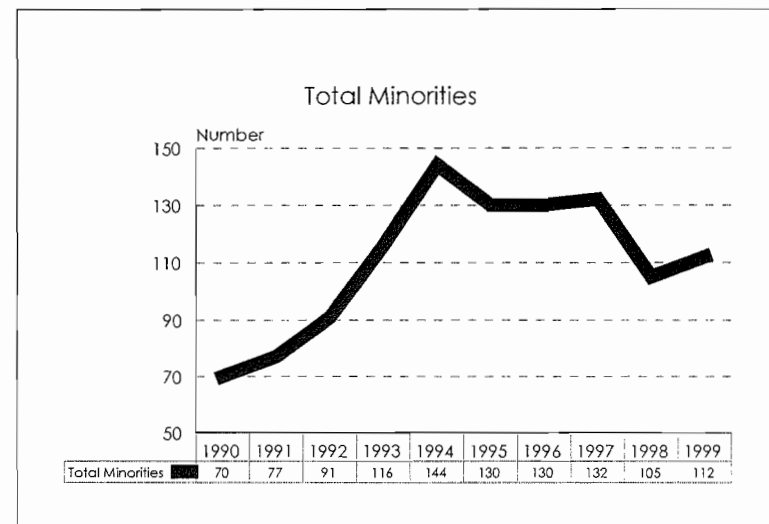
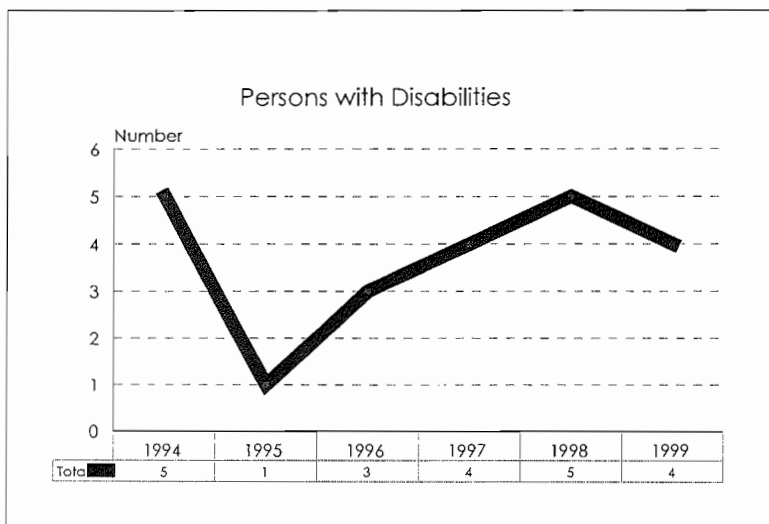
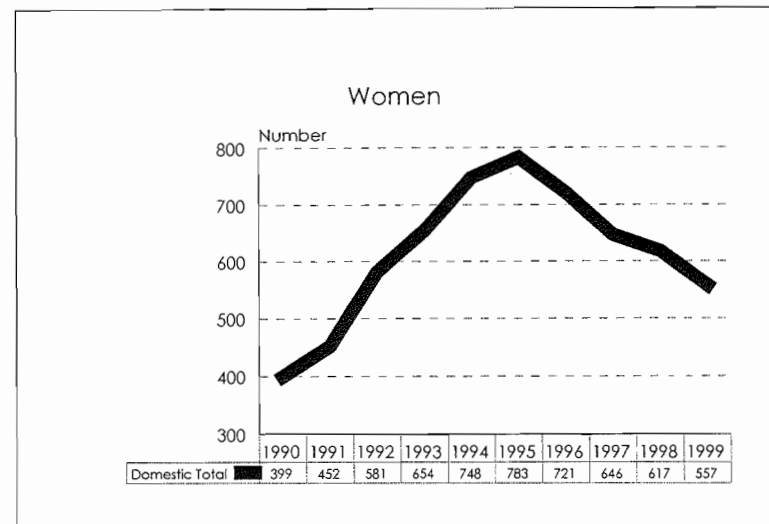
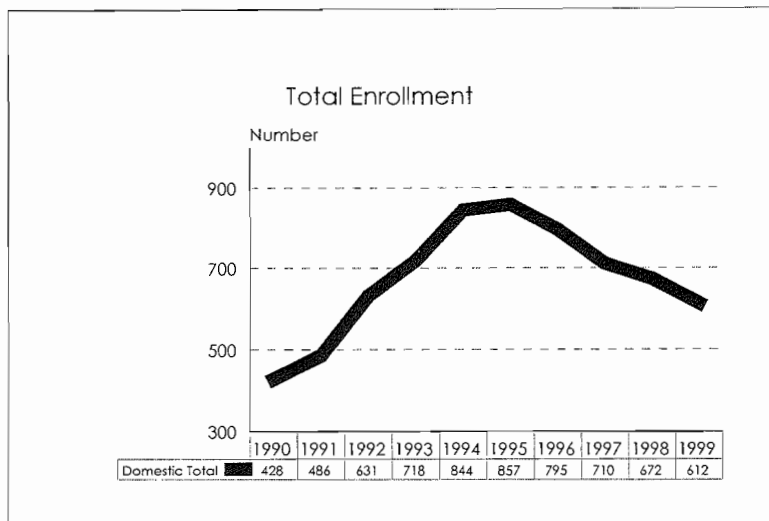
College of Natural Science Student Enrollment Trends, 1990-1999



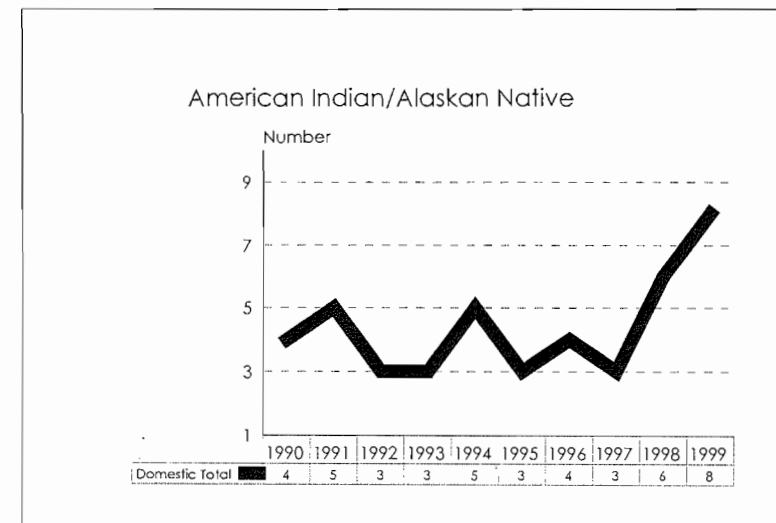
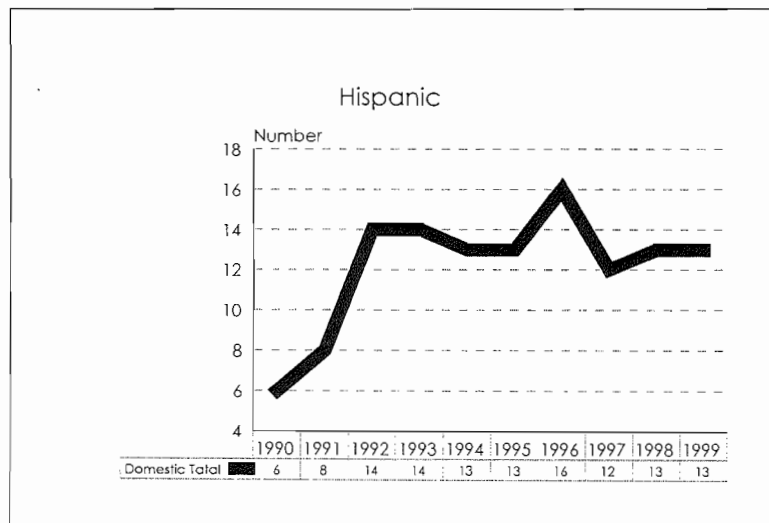
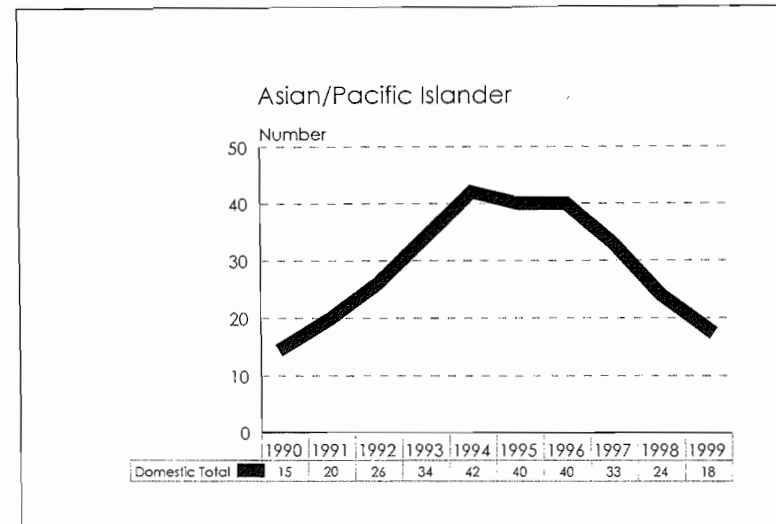
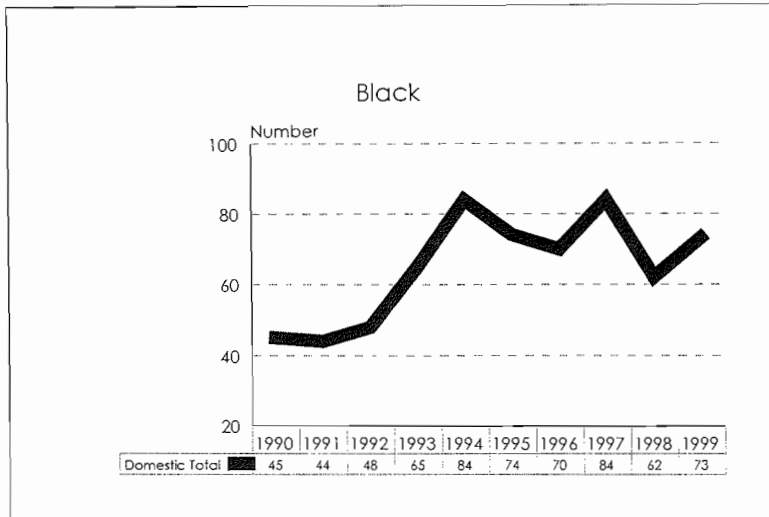
College of Natural Science
Minority Student Enrollments by Ethnic ID, 1990-1999



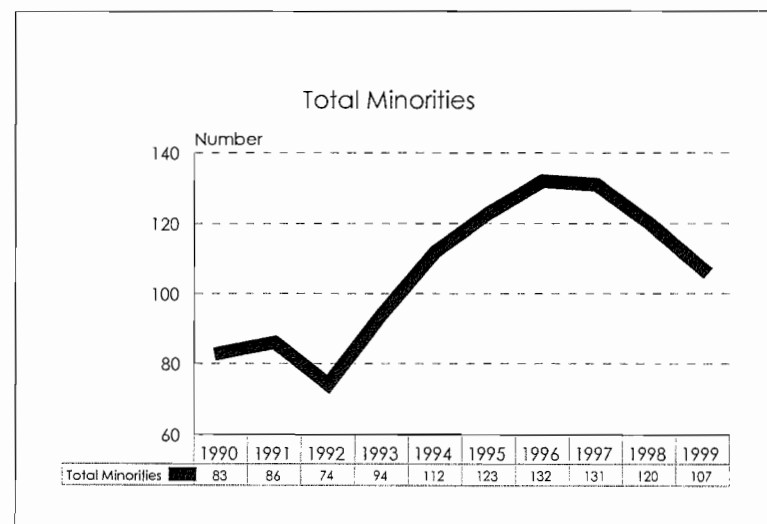
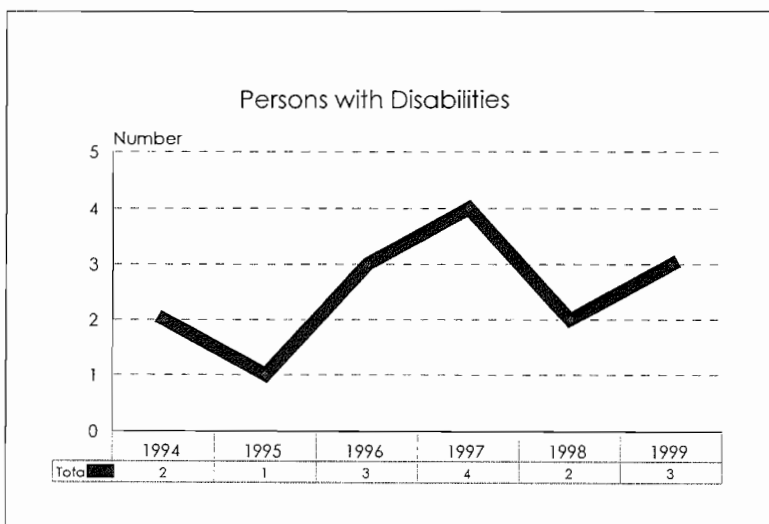
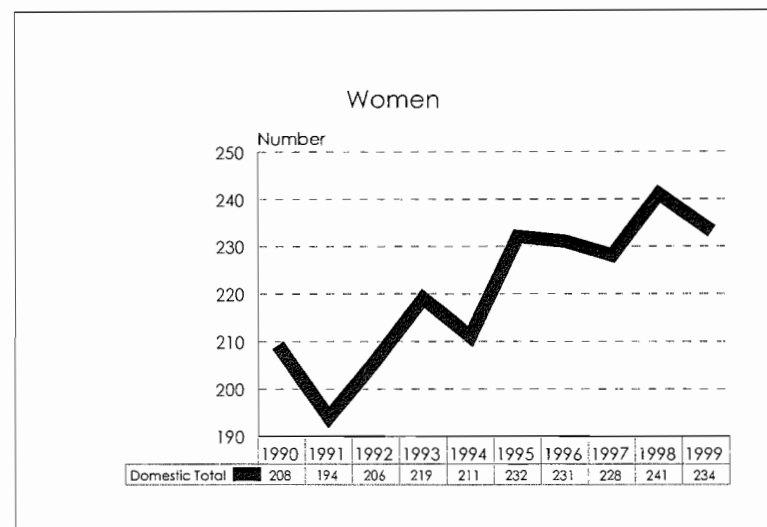
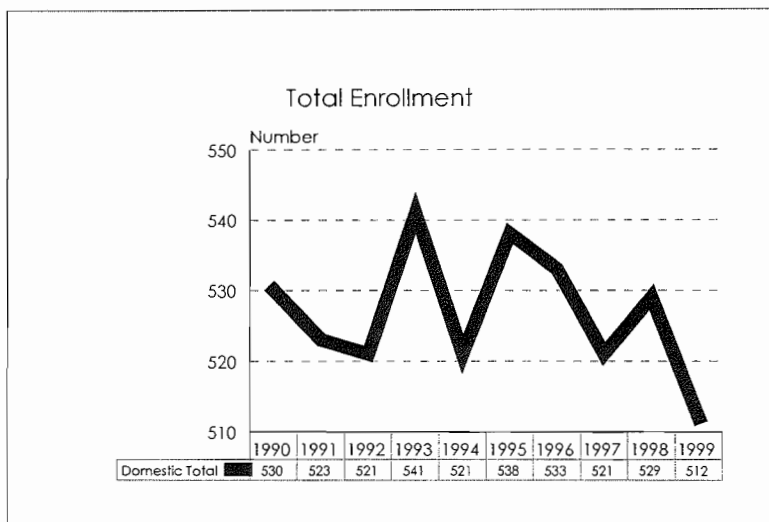
College of Nursing Student Enrollment Trends, 1990-1999



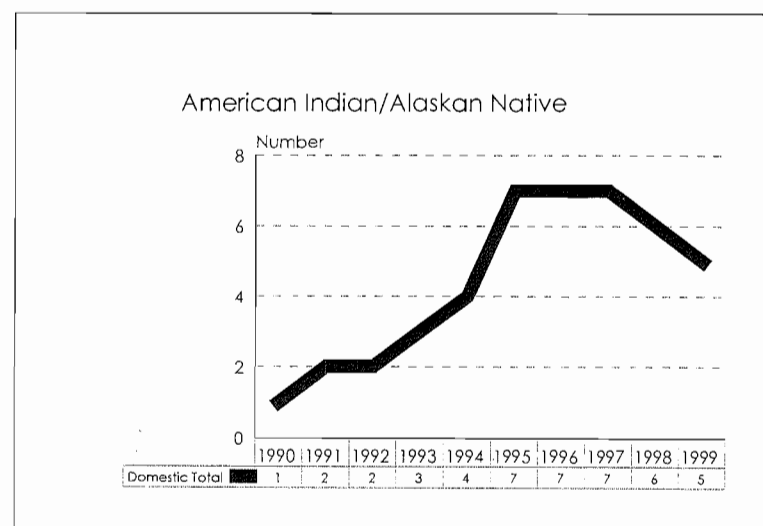
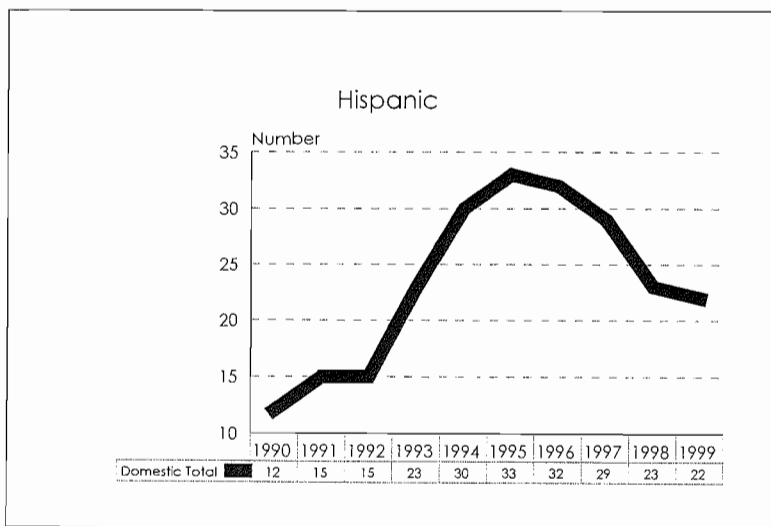
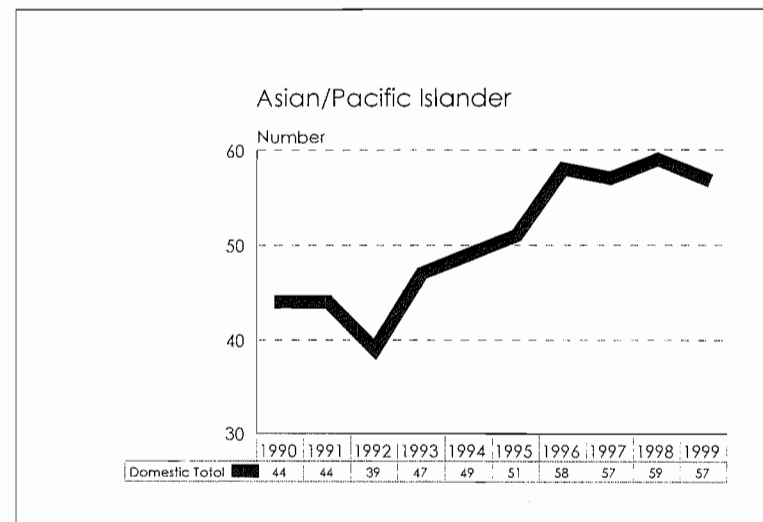
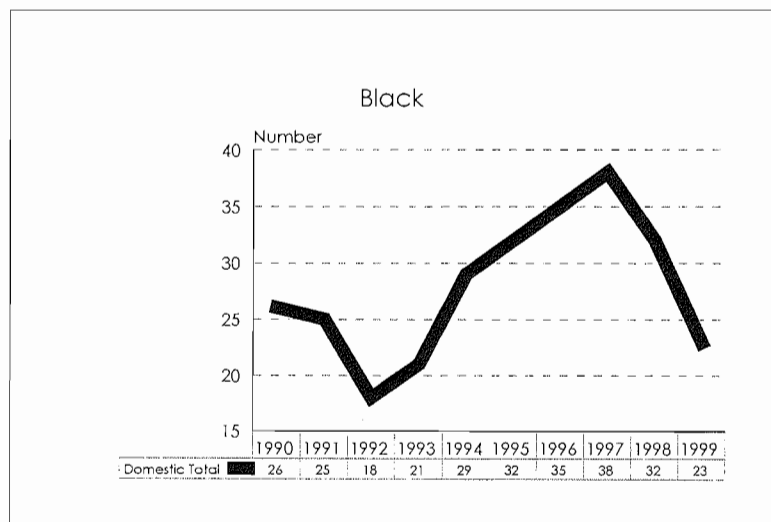
College of Nursing
Minority Student Enrollments by Ethnic ID, 1990-1999



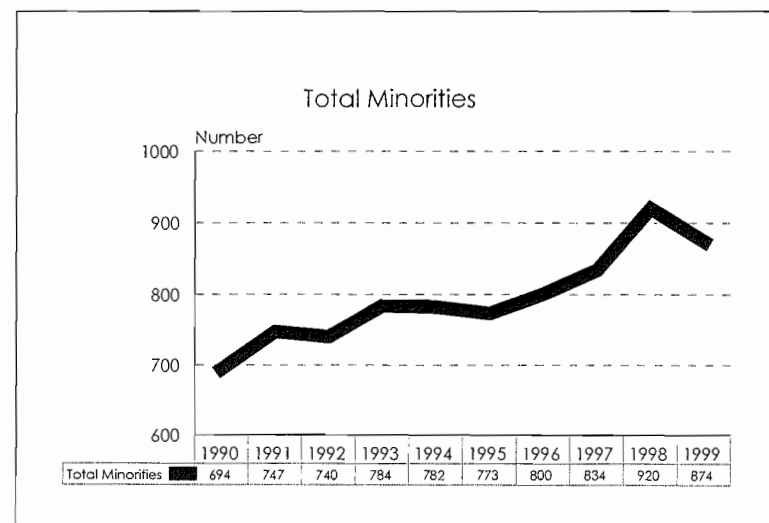
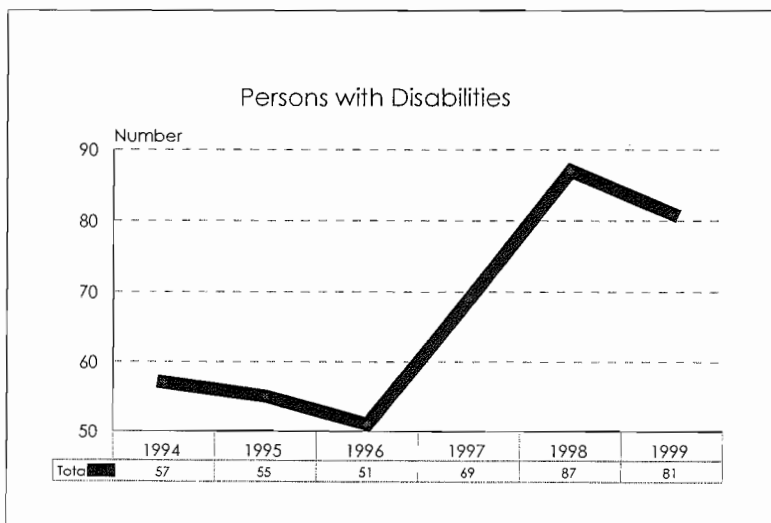
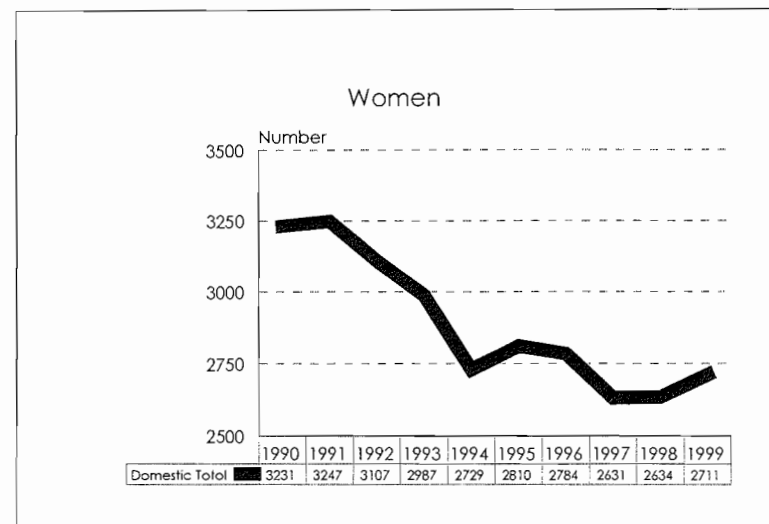
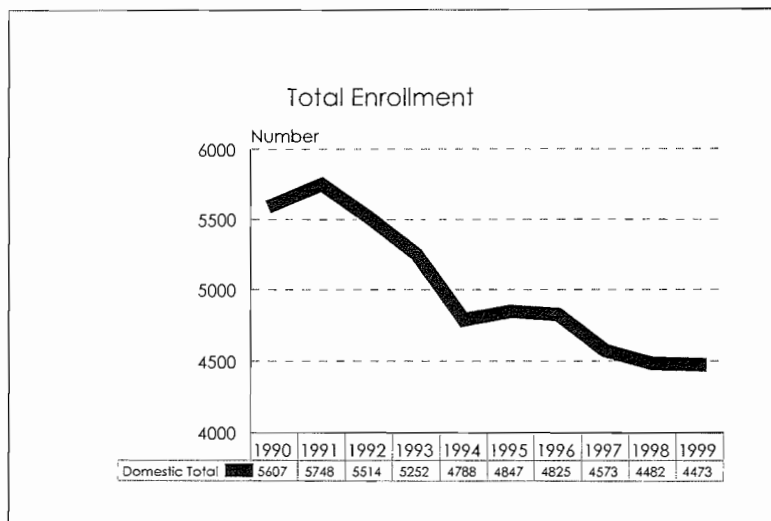
College of Osteopathic Medicine Student Enrollment Trends, 1990-1999



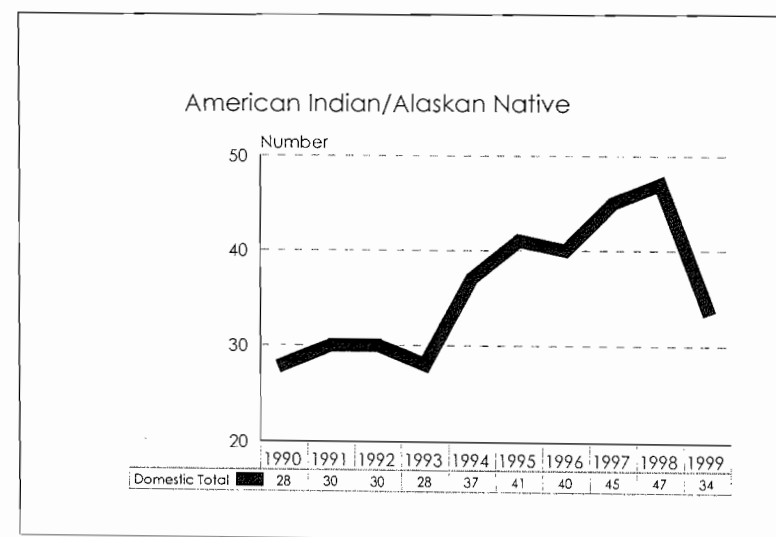
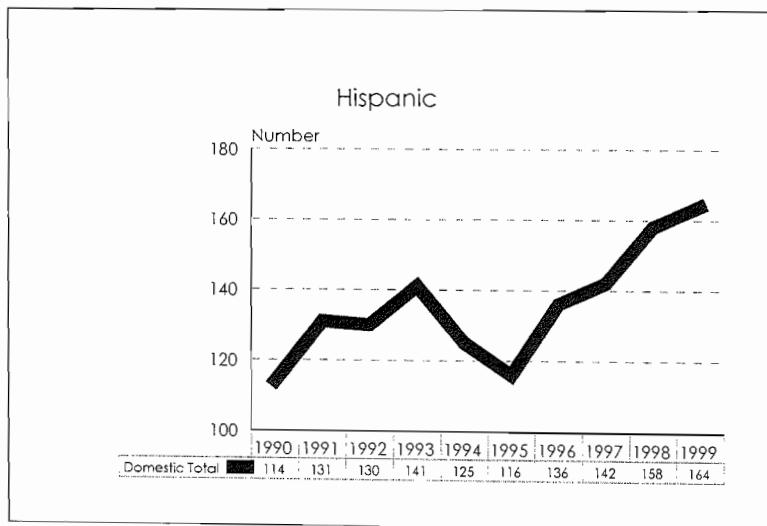
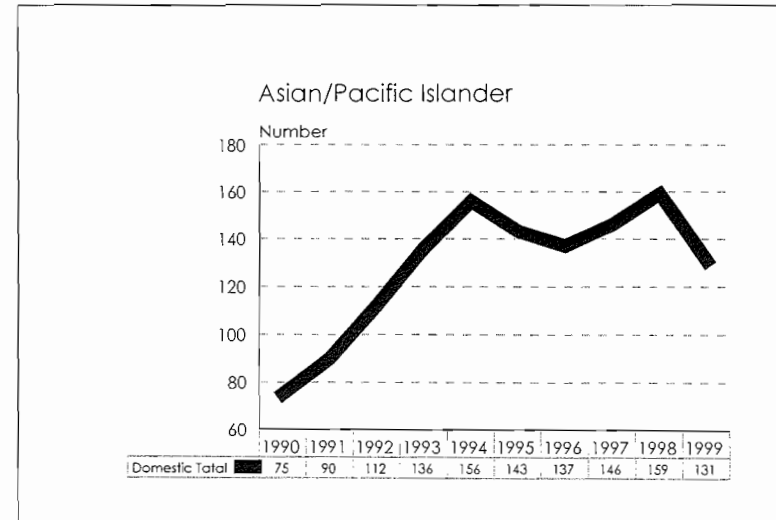
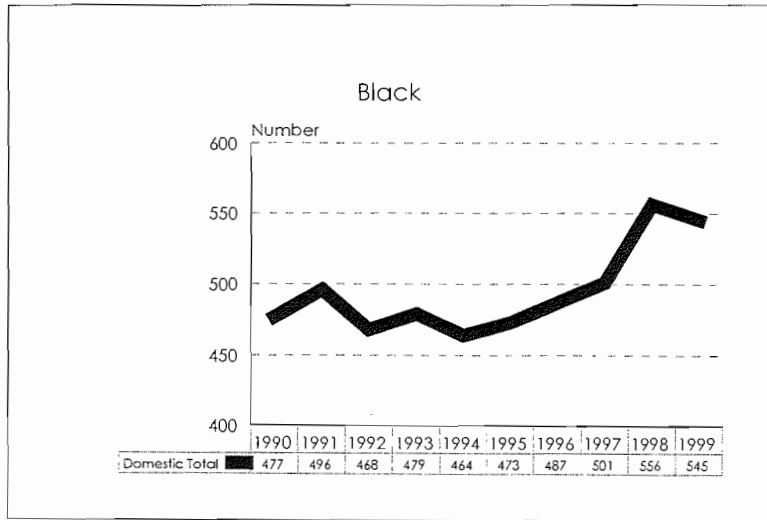
College of Osteopathic Medicine Minority Student Enrollments by Ethnic ID, 1990-1999



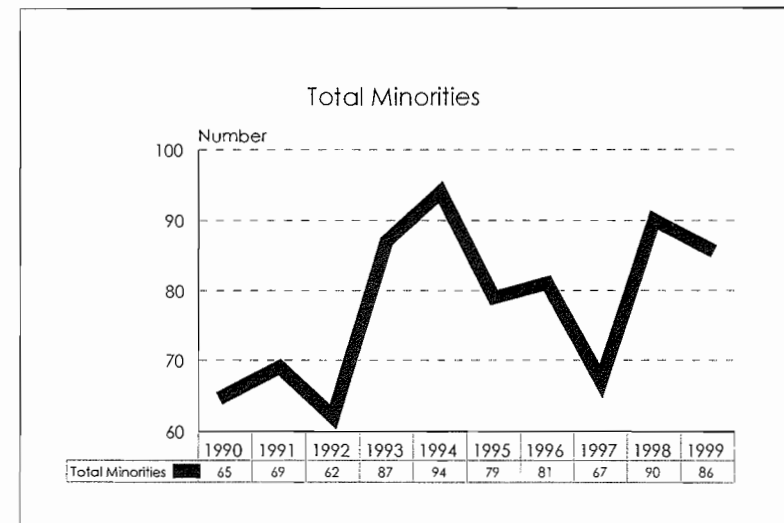
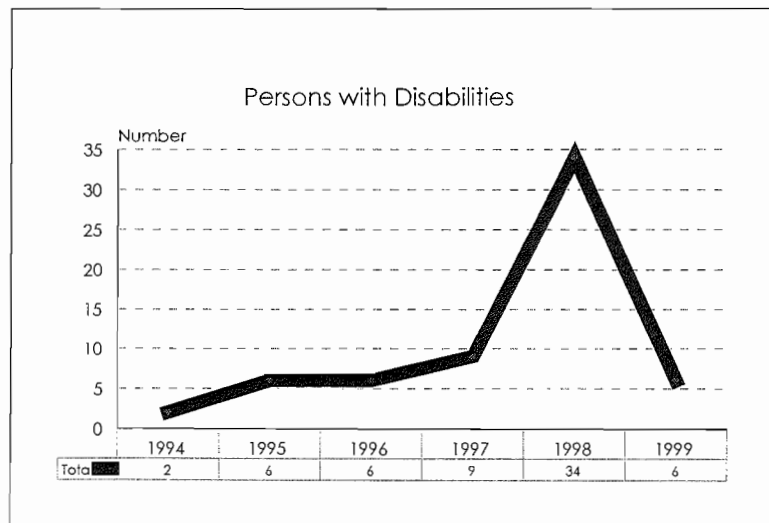
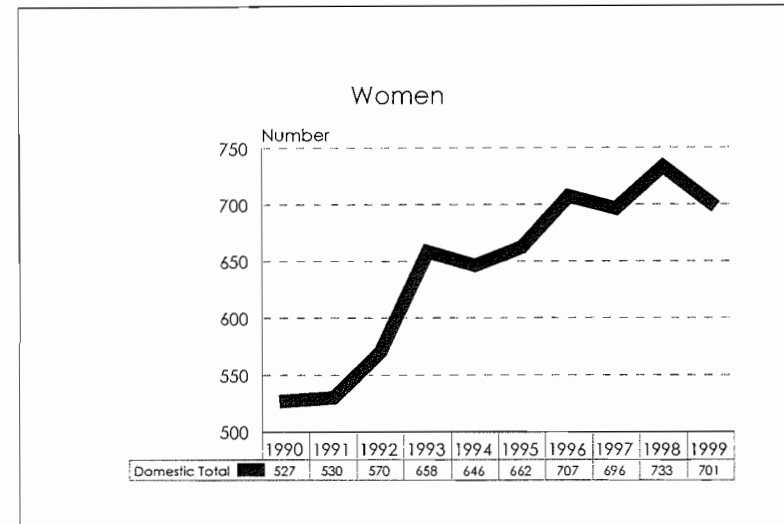
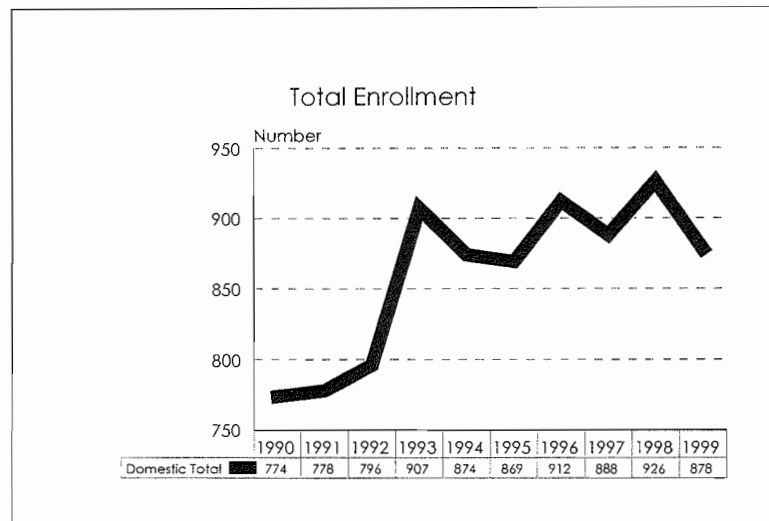
College of Social Science Student Enrollment Trends, 1990-1999



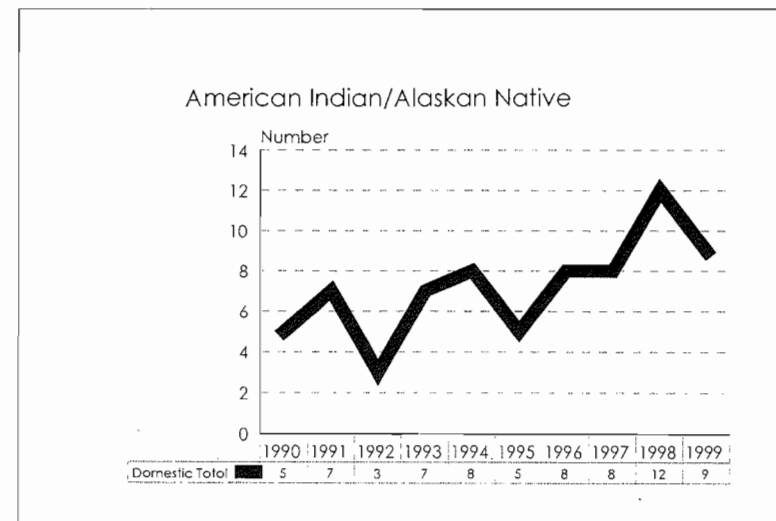
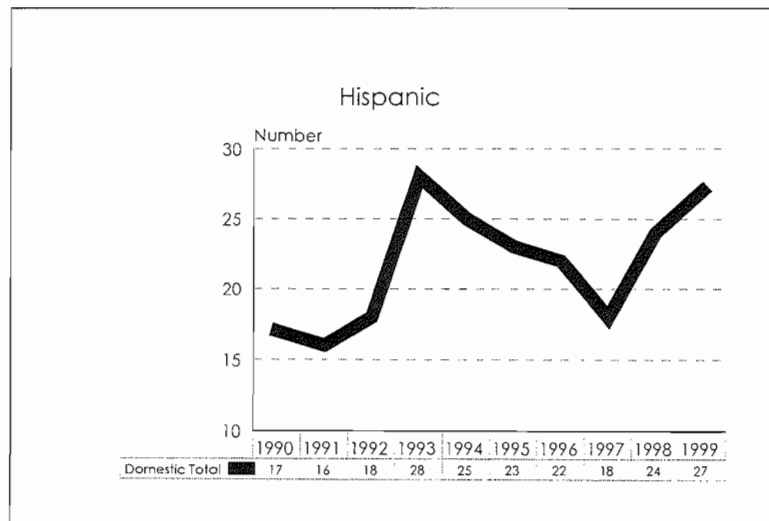
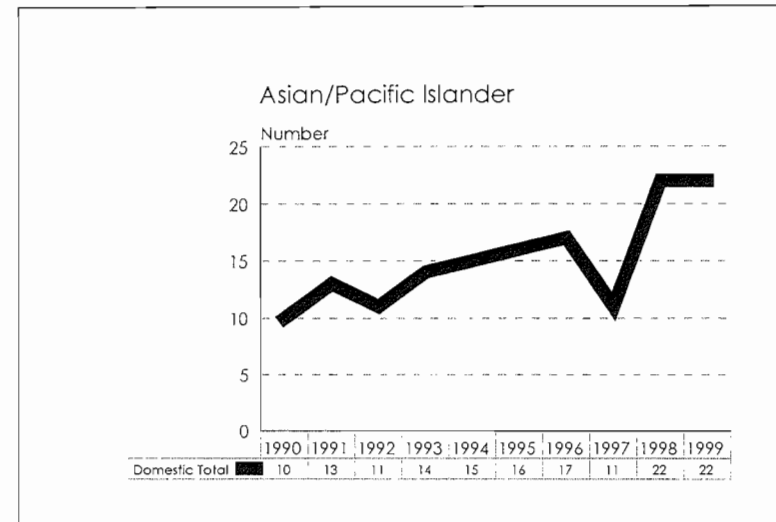
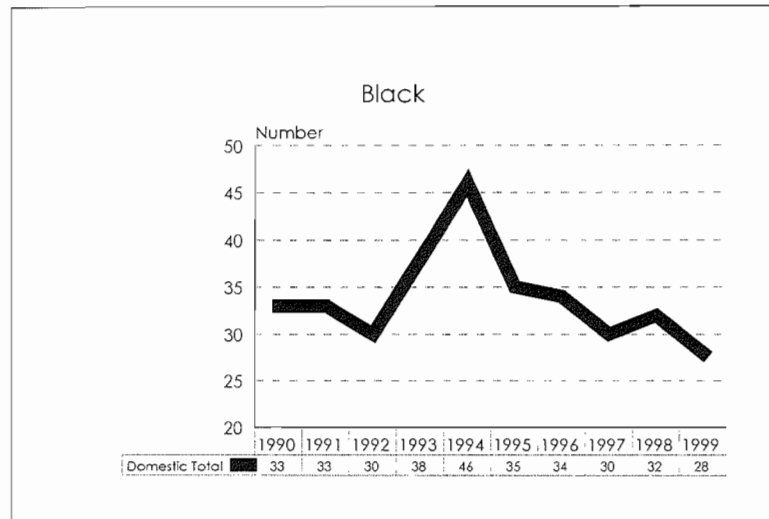
College of Social Science
Minority Student Enrollment by Ethnic ID, 1990-1999



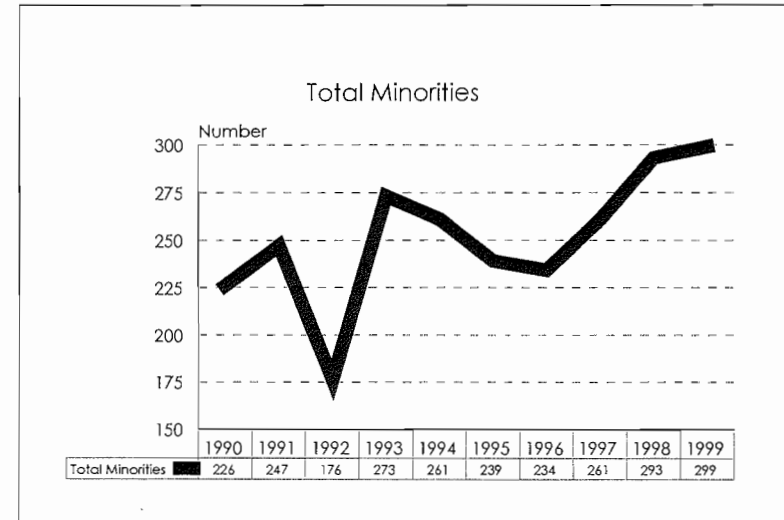
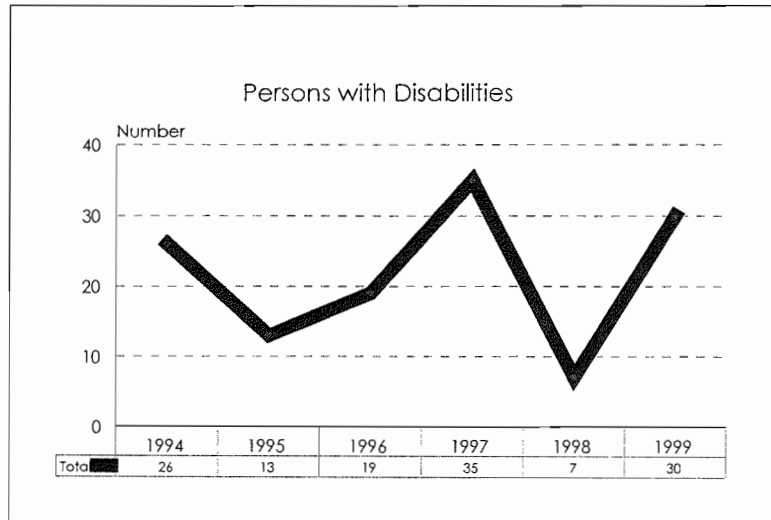
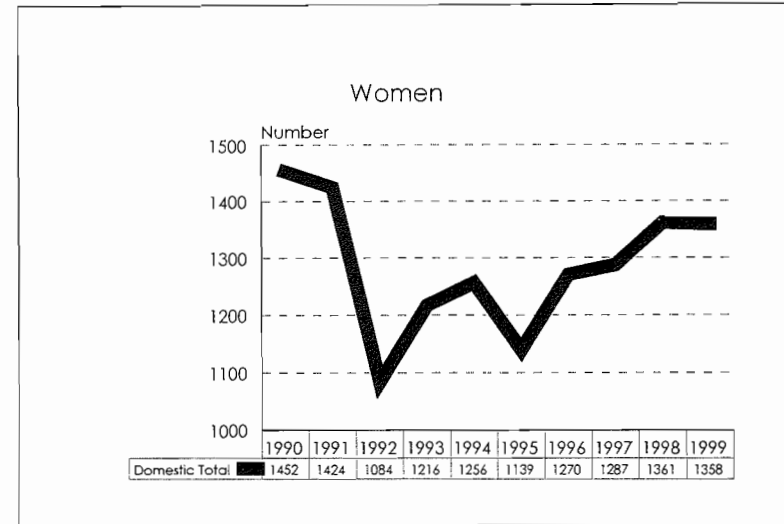
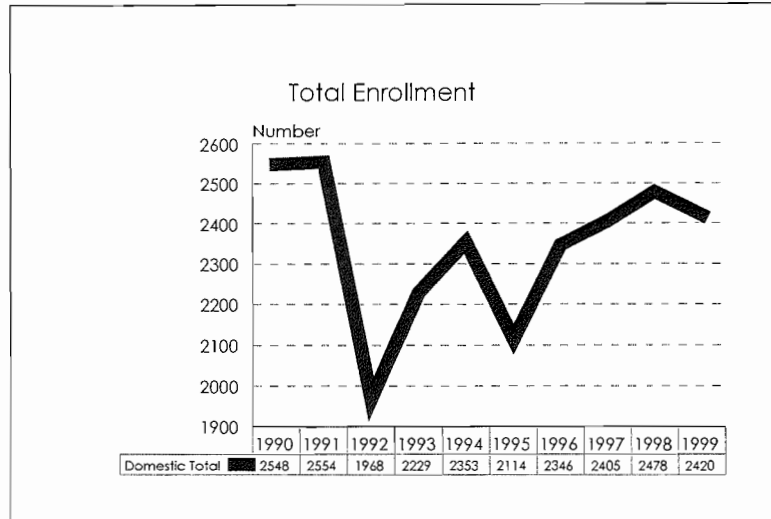
College of Veterinary Medicine Student Enrollment Trends, 1990-1999



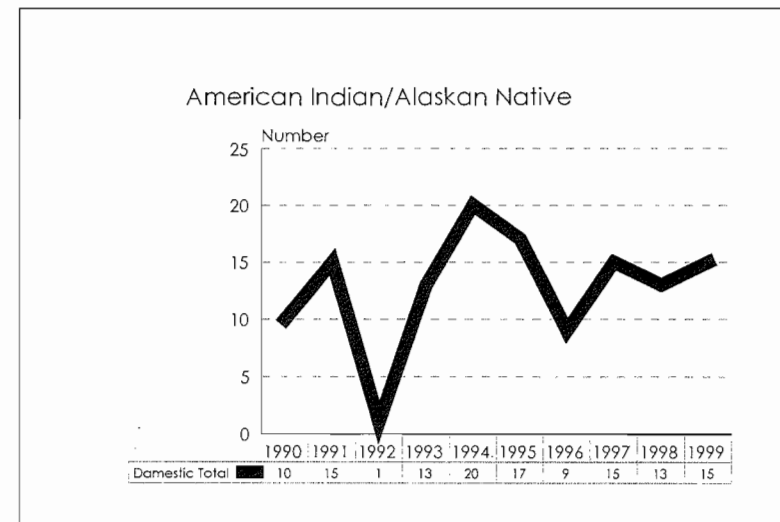
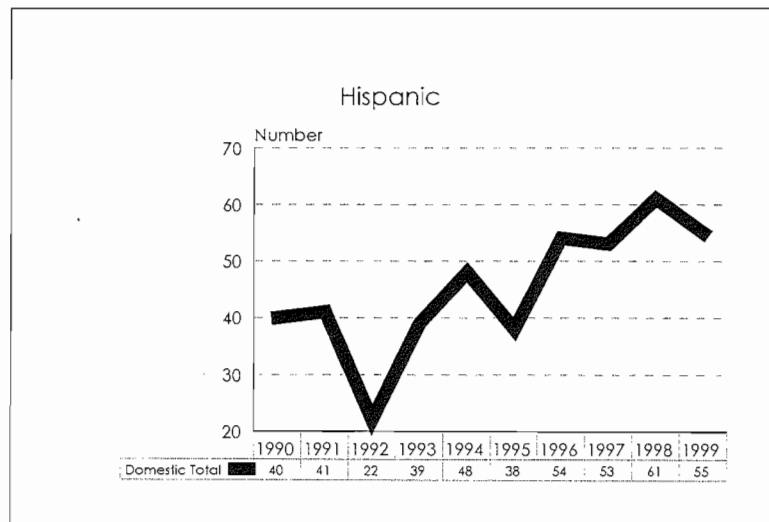
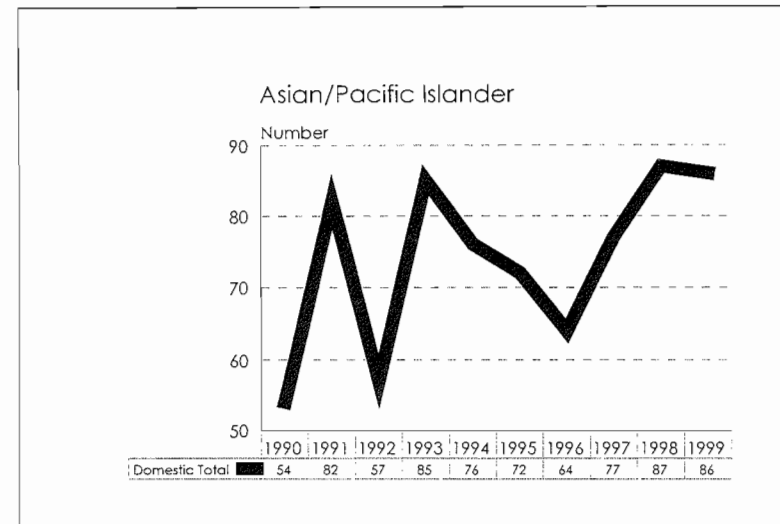
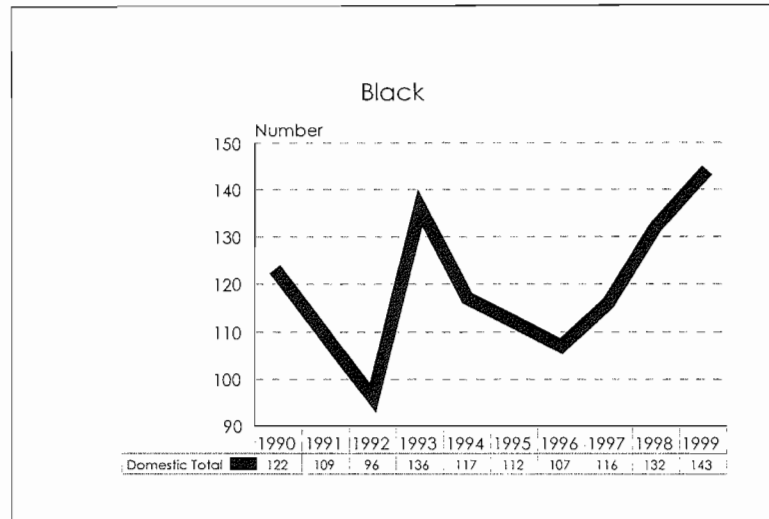
College of Veterinary Medicine
Minority Student Enrollments by Ethnic ID, 1990-1999



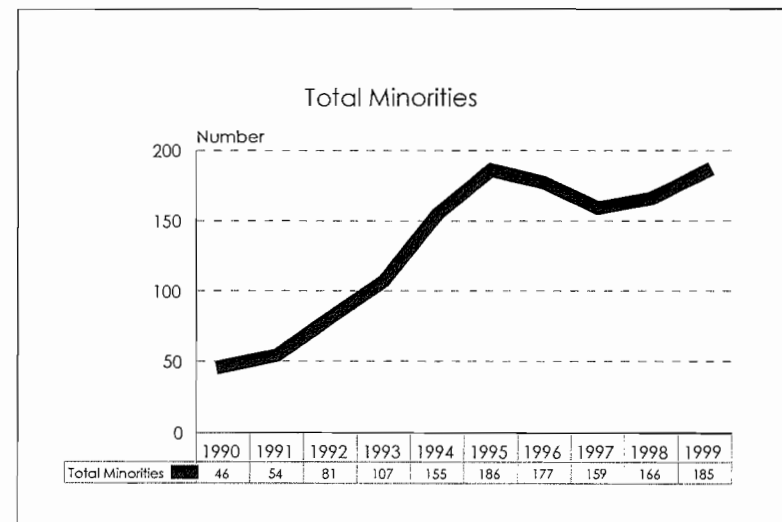
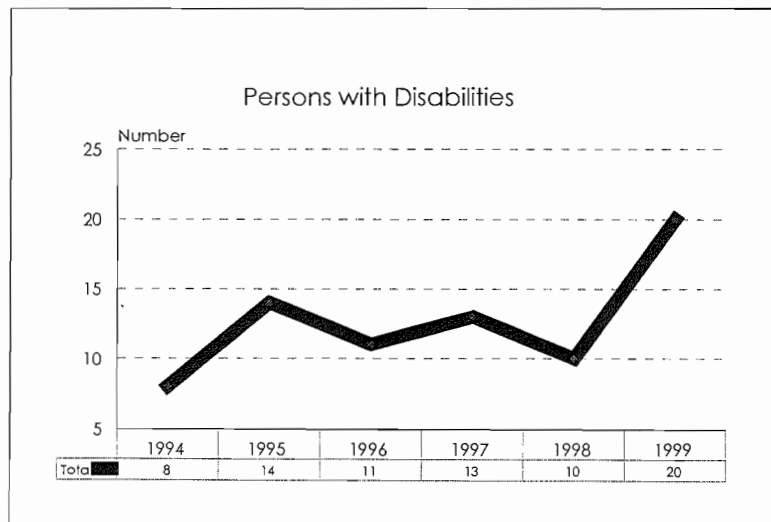
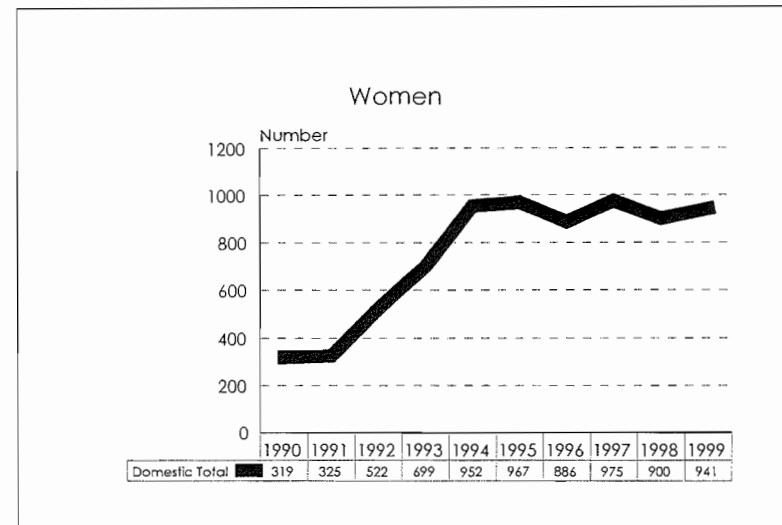
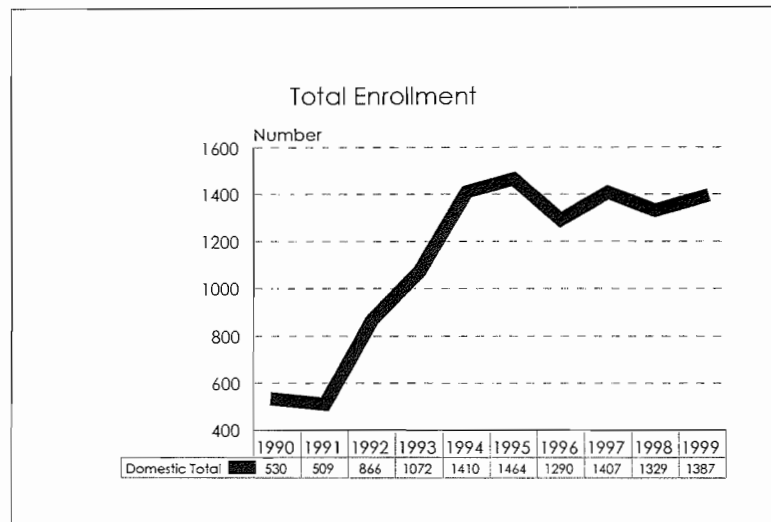
No Preference Student Enrollment Trends, 1990-1999



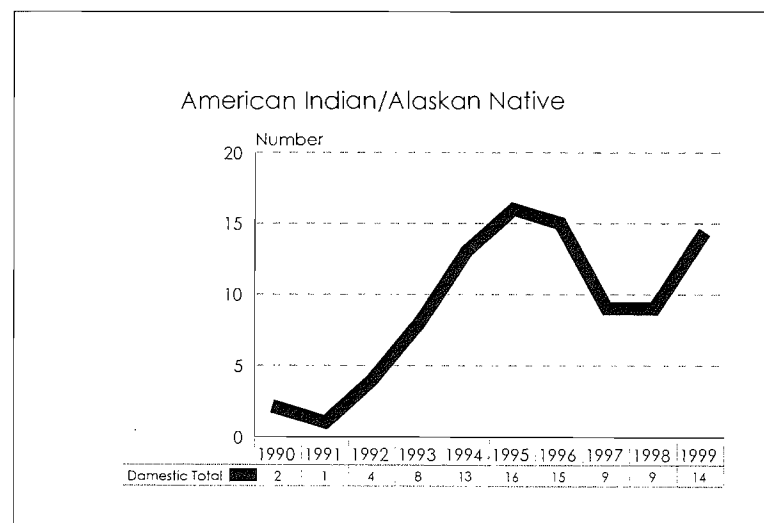
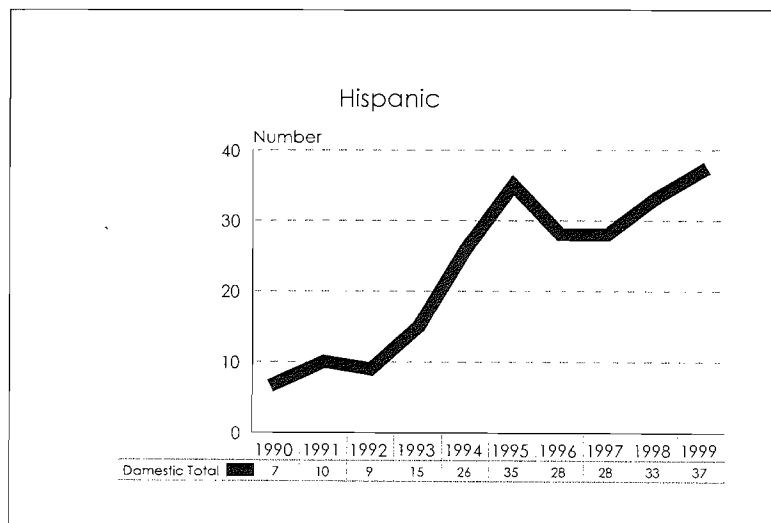
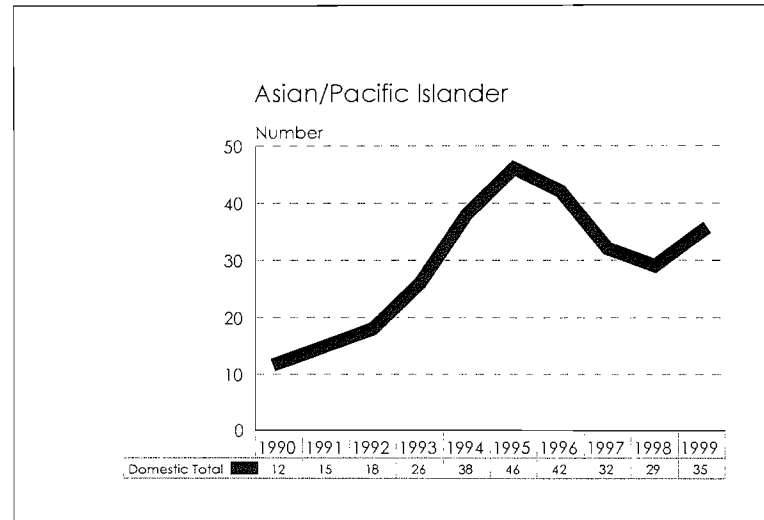
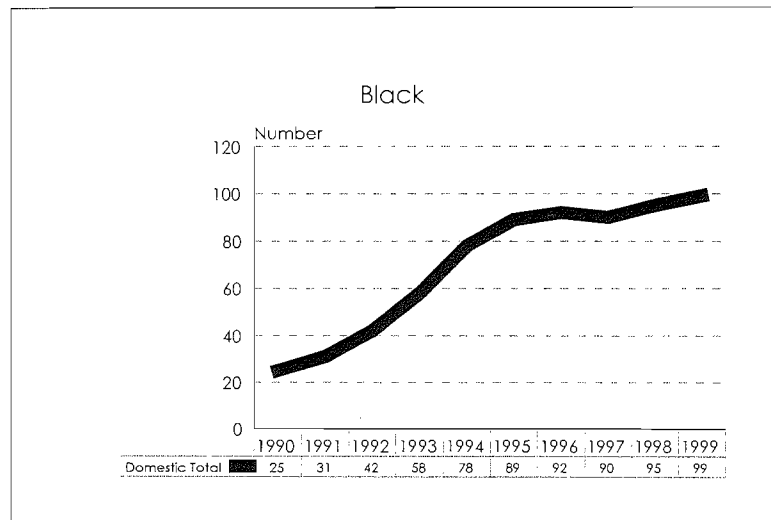
No Preference Minority Student Enrollments by Ethnic ID, 1990-1999



Unclassified/Lifelong Education/Post Doctoral Student Enrollment Trends, 1990-1999



Unclassified/Lifelong Education/Post Doctoral Minority Student Enrollments by Ethnic ID, 1990-1999



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Degrees Conferred

Summary

	1998-99		Comparison to 1997-98	
	#	% of Domestic Total	#	% of Domestic Total
Total Degrees Conferred				
Domestic Total	8505		+ 346	
University Total	9273		+ 385	
Minorities	1163	13.7%	+ 69	+ 0.3%
Black	573	6.7%	+ 46	+ 0.2%
Asian/Pacific Islander	371	4.4%	+ 32	+ 0.2%
Hispanic	176	2.1%	-6	- 0.1%
Amer. Indian/Alaskan Native	43	0.5%	-3	- 0.1%
Women	4963	58.4%	+ 477	+ 3.4%

Degrees Conferred

		1998-99		Comparison to 1997-98	
		#	% of Domestic Total	#	% of Domestic Total
Domestic Total					
	Bachelors	6461		+ 340	
	Masters	1436		+ 51	
	Doctoral	269		-35	
	Graduate Professional	321		-28	
Minorities	Bachelors	846	13.1%	+ 69	+ 0.4%
	Masters	198	13.8%	-8	-0.9%
	Doctoral	51	19.0%	+ 5	+ 3.9%
	Graduate Professional	68	21.2%	+ 3	+ 2.6%
Black	Bachelors	438	6.8%	+ 53	+ 0.5%
	Masters	87	6.1%	-19	-1.6%
	Doctoral	19	7.1%	+ 1	+ 1.2%
	Graduate Professional	29	9.0%	+ 11	+ 3.8%
Asian/PI	Bachelors	270	4.2%	+ 30	+ 0.3%
	Masters	61	4.2%	+ 5	+ 0.2%
	Doctoral	19	7.1%	+ 2	+ 1.5%
	Graduate Professional	21	6.5%	-5	-0.9%
Hispanic	Bachelors	107	1.7%	-18	-0.3%
	Masters	41	2.9%	+ 9	+ 0.6%
	Doctoral	11	4.1%	+ 4	+ 1.8%
	Graduate Professional	17	5.3%	-1	+ 0.1%
Amer. Indian	Bachelors				
	Masters	31	0.5%	+ 4	-0.1%
	Doctoral	9	0.6%	-3	-0.3%
	Graduate Professional	2	0.7%	-2	-0.6%
		1	0.3%	-2	-0.6%

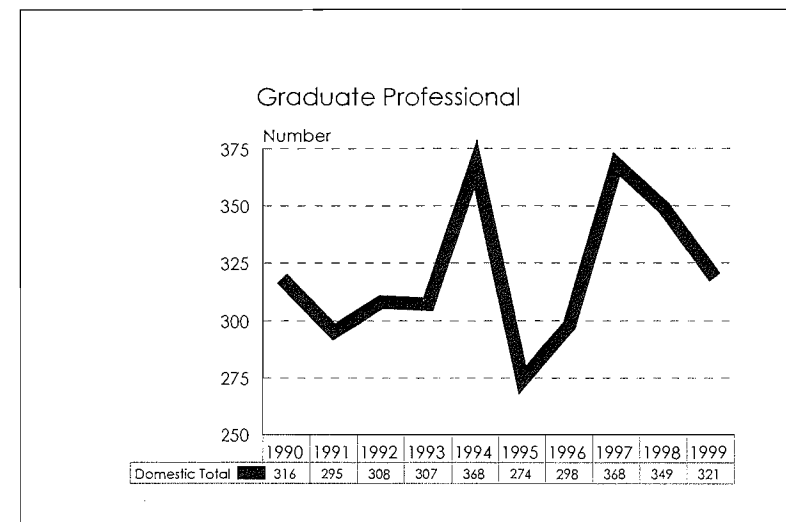
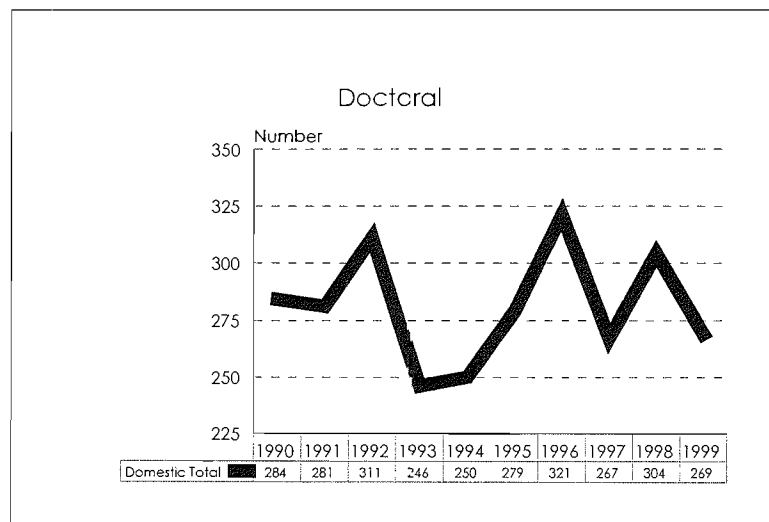
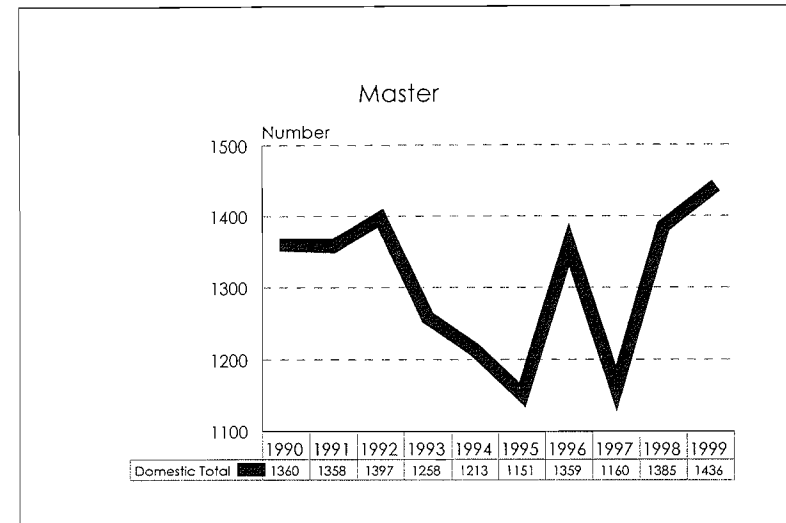
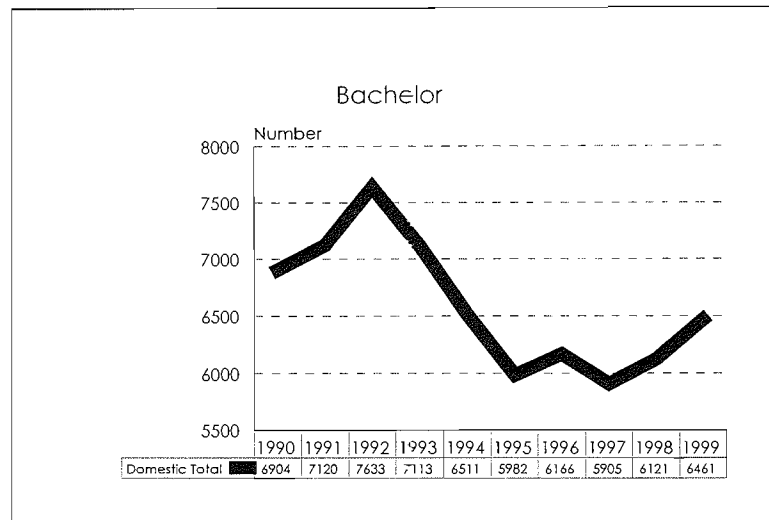
Definition of Terms Used

Data on Degrees Conferred

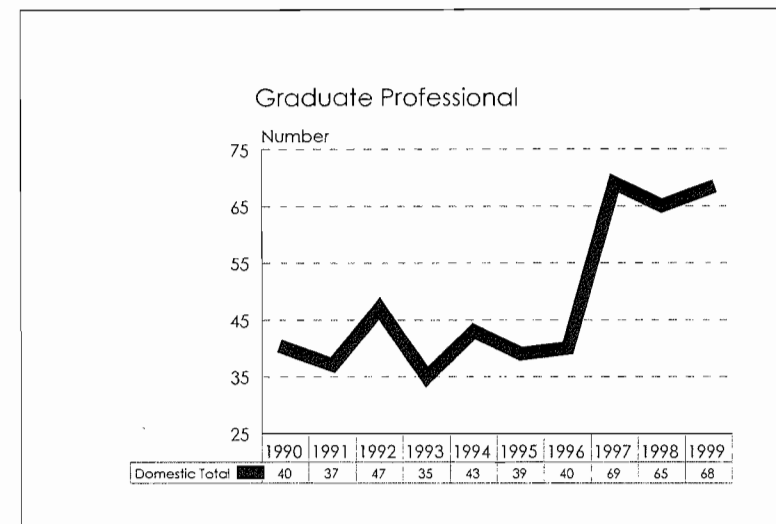
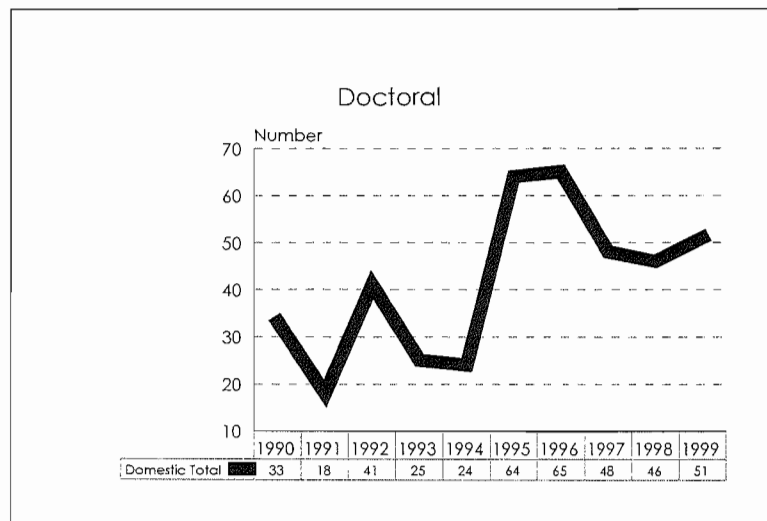
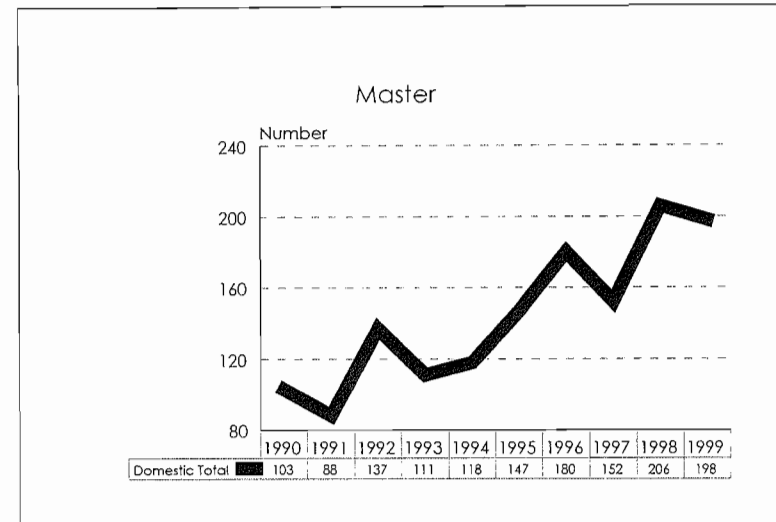
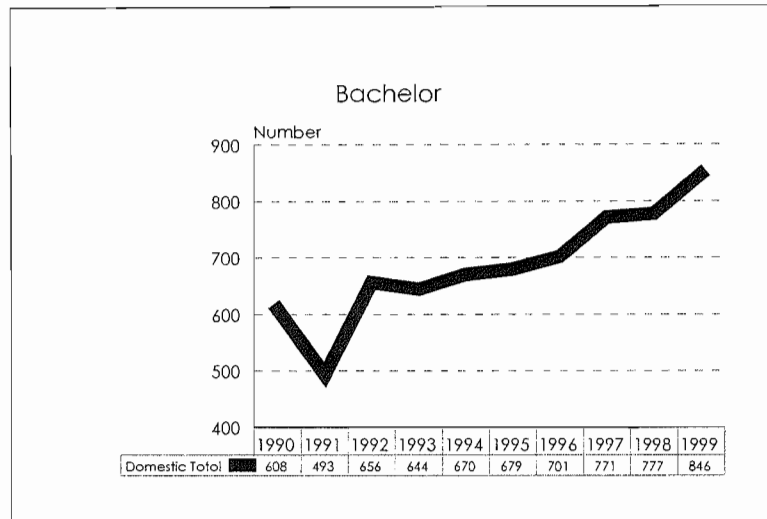
The 1998-99 data on degrees conferred was compiled by the Office of Planning and Budgets using the number of degrees conferred for Summer Semester 1998, Fall Semester 1999, and Spring Semester 1999. Degree data for 1990-1999 was compiled in a similar manner

Degrees Conferred, 1990-1999

Total

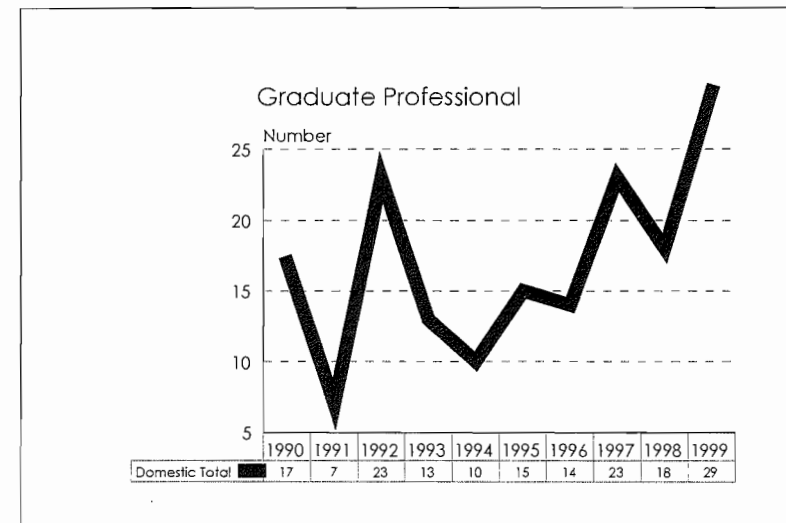
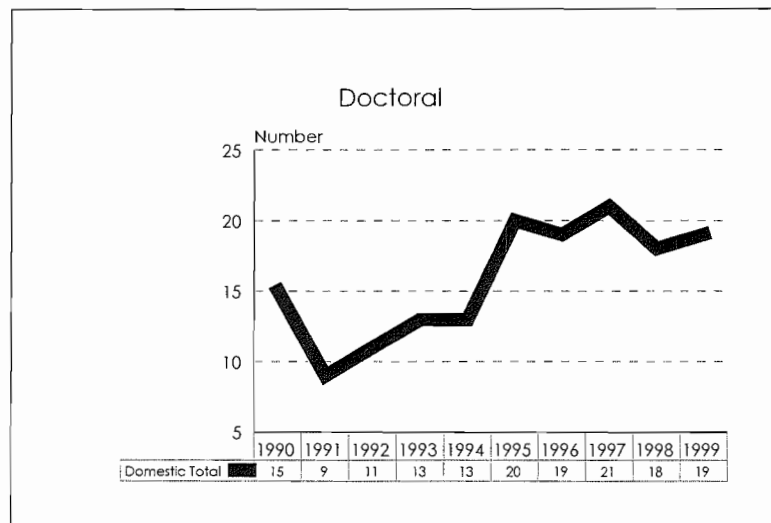
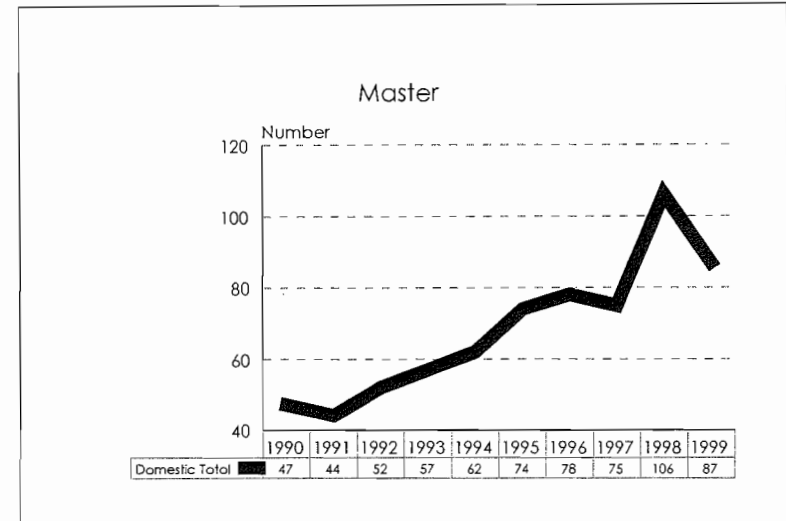
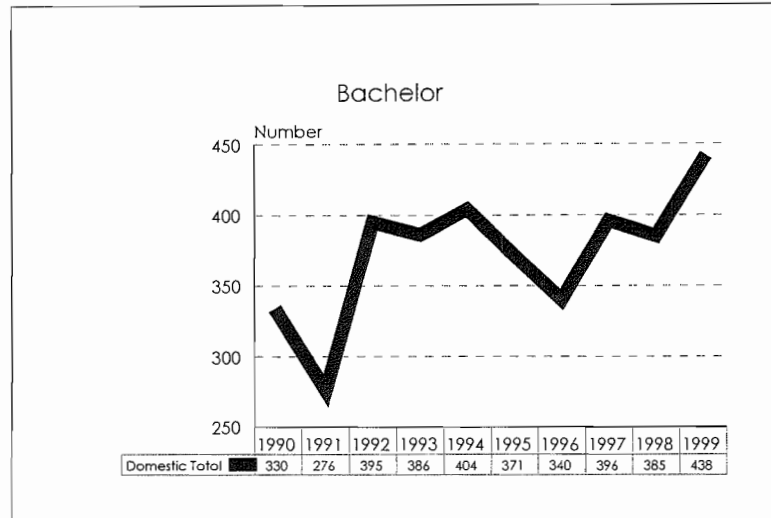


Degrees Conferred, 1990-1999 Total Minorities

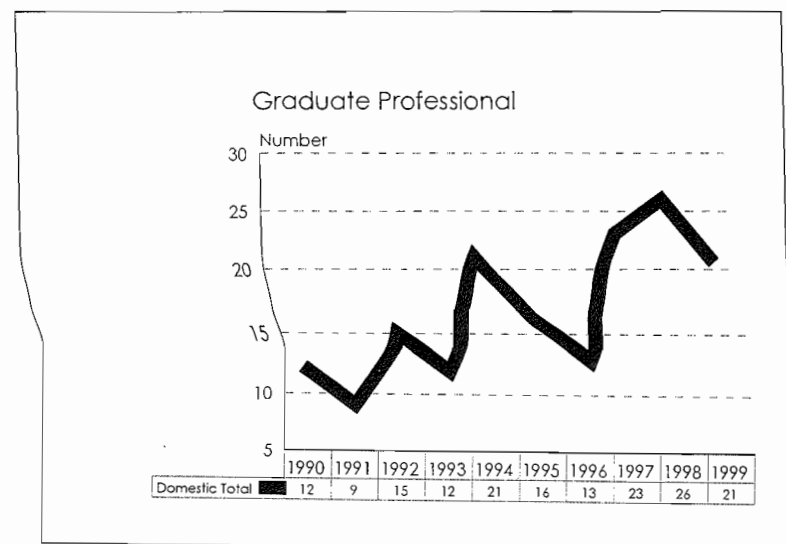
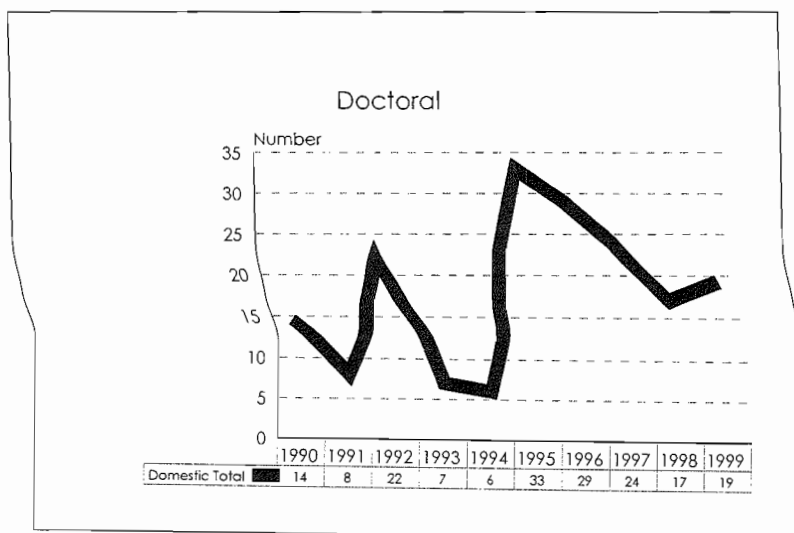
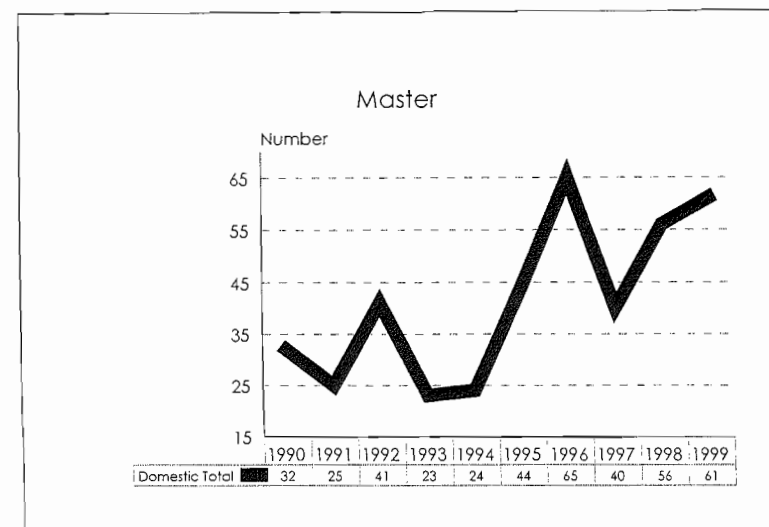
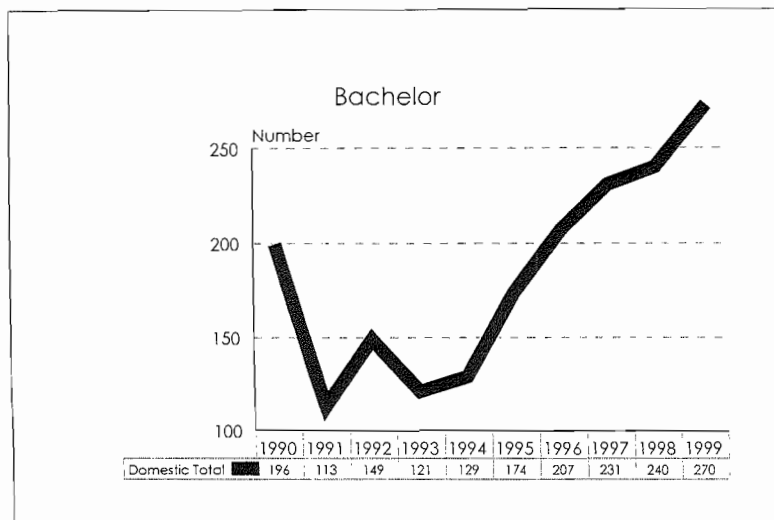


Degrees Conferred, 1990-1999

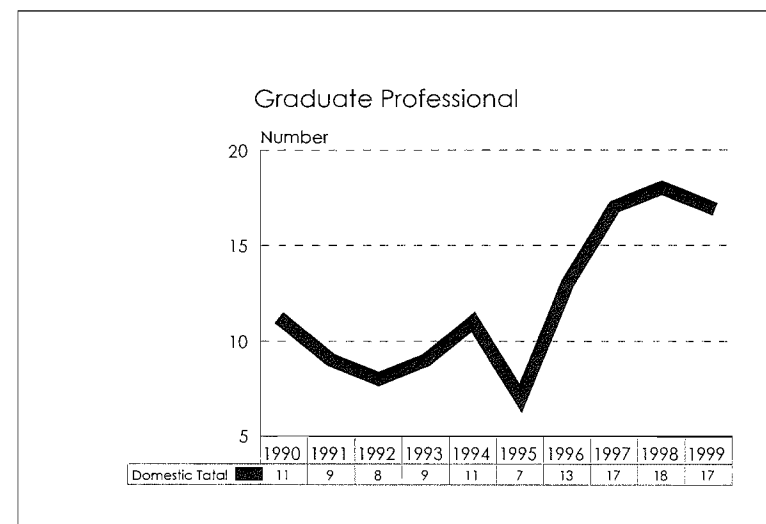
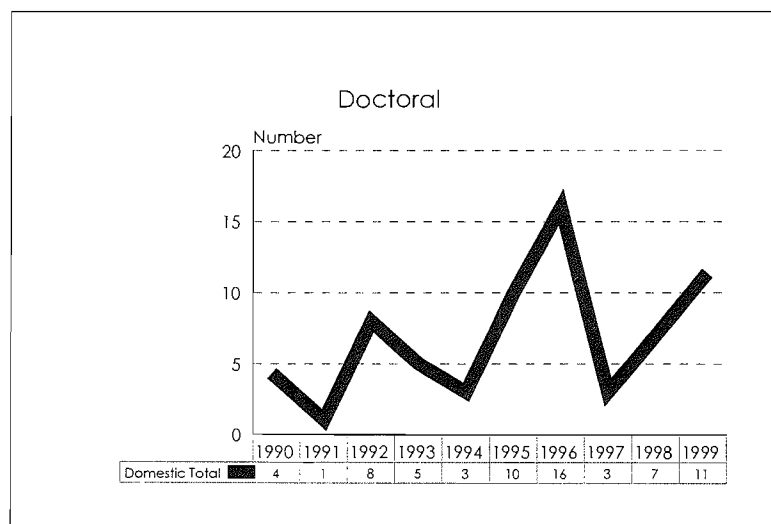
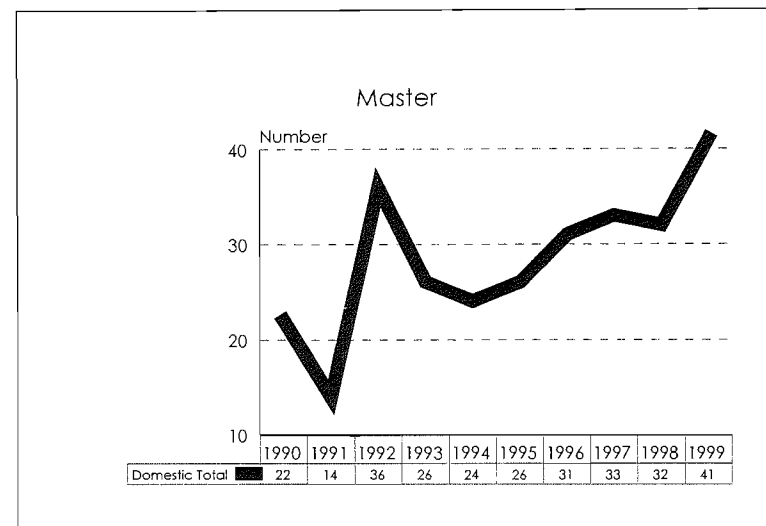
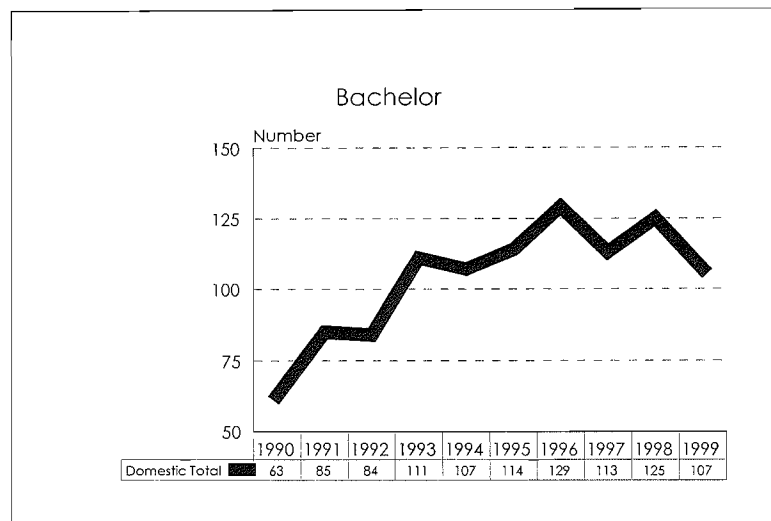
Black



Degrees Conferred, 1990-1999 Asian/Pacific Islander



Degrees Conferred, 1990-1999 Hispanic



Degrees Conferred, 1990-1999 American Indian/Alaskan Native

