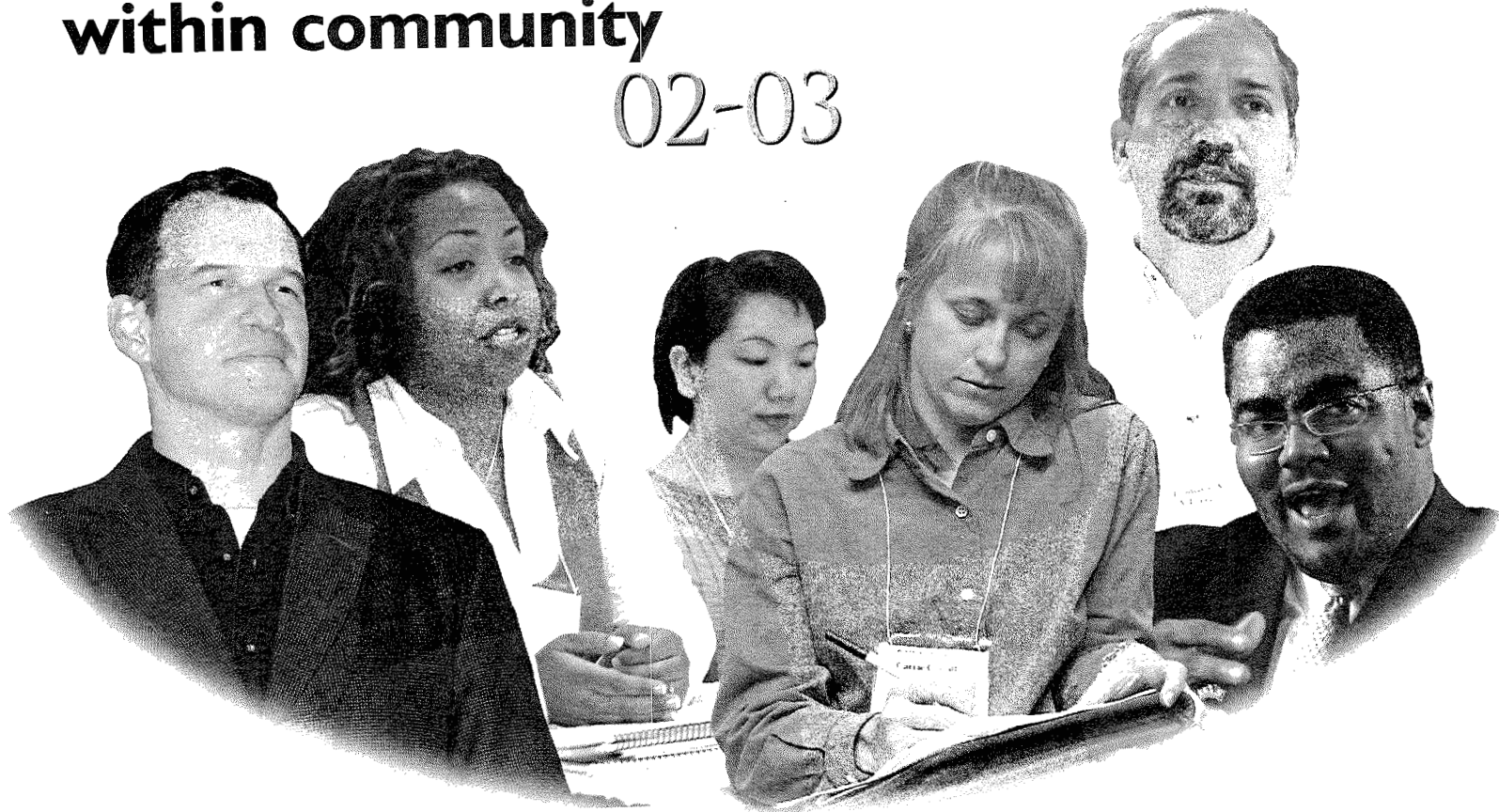


DIVERSITY

within community

02-03



A N N U A L D A T A R E P O R T

2002-2003
Annual Data Report

Prepared for the 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 2004

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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. The University's Affirmative Action Program includes an Affirmative Action Plan that establishes 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.

The 2002-2003 Annual Data Report is prepared to provide updates on progress to the MSU Board of Trustees. The Report contains ten-year trend data in charts, graphs and tables to 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, and the Office of Admissions and Scholarships.

Annual Data 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 102 Olds Hall, Michigan State University, East Lansing, MI 48824, 517/353-3922.

The racial/ethnic identification of faculty and academic staff as reported by the university is determined by the employing unit in concert with the individual. Support staff and students provide the racial/ethnic identification reported by the university.

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

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

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

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

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

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.

Definitions of Terms Used

Minorities

Persons with Disabilities

Michigan State University Fall 2003 Employment Profile – Numbers

Category	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total			
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Acad. Human Resources																						
Tenure System Faculty	57	35	92	130	50	180	23	17	40	10	6	16	220	108	328	1,156	460	1,616	1,376	568	1,944	
Continuing Acad. Staff	14	29	43	10	12	22	7	6	13	0	2	2	31	49	80	311	292	603	342	341	683	
Fixed Term Faculty	23	26	49	44	29	73	14	5	19	0	1	1	81	61	142	332	316	648	413	377	790	
Fixed Term Acad. Staff	31	36	67	137	70	207	17	22	39	3	6	9	188	134	322	357	385	742	545	519	1,064	
Academic HR Total	125	126	251	321	161	482	61	50	111	13	15	28	520	352	872	2,156	1,453	3,609	2,676	1,805	4,481	
Support Hum. Resources																						
Officials & Managers	5	7	12	4	4	8	2	1	3	0	0	0	11	12	23	86	79	165	97	91	188	
Professionals	46	86	132	27	44	71	28	41	69	1	8	9	102	179	281	883	1,259	2,142	985	1,438	2,423	
Clerical	7	91	98	1	14	15	4	83	87	0	12	12	12	200	212	60	1,137	1,197	72	1,337	1,409	
Technical	4	15	19	3	9	12	5	6	11	3	2	5	15	32	47	101	321	422	116	353	469	
Service/Maintenance	64	106	170	5	1	6	48	76	124	3	2	5	120	185	305	397	428	825	517	613	1,130	
Skilled Trades	12	0	12	3	0	3	8	2	10	2	1	3	25	3	28	212	20	232	237	23	260	
Support HR Total	138	305	443	43	72	115	95	209	304	9	25	34	285	611	896	1,739	3,244	4,983	2,024	3,855	5,879	
University Total	263	431	694	364	233	597	156	259	415	22	40	62	805	963	1,768	3,895	4,697	8,592	4,700	5,660	10,360	

Michigan State University Fall 2003 Employment Profile – Percentages

Category	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Acad. Human Res.																					
Tenure Sys. Faculty	2.9%	1.8%	4.7%	6.7%	2.6%	9.3%	1.2%	0.9%	2.1%	0.5%	0.3%	0.8%	11.3%	5.6%	16.9%	59.5%	23.7%	83.1%	70.8%	29.2%	1,944
Cont. Acad. Staff	2.0%	4.2%	6.3%	1.5%	1.8%	3.2%	1.0%	0.9%	1.9%	0.0%	0.3%	0.3%	4.5%	7.2%	11.7%	45.5%	42.8%	88.3%	50.1%	49.9%	683
Fixed Term Faculty	2.9%	3.3%	6.2%	5.6%	3.7%	9.2%	1.8%	0.6%	2.4%	0.0%	0.1%	0.1%	10.3%	7.7%	18.0%	42.0%	40.0%	82.0%	52.3%	47.7%	790
Fixed Acad. Staff	2.9%	3.4%	6.3%	12.9%	6.6%	19.5%	1.6%	2.1%	3.7%	0.3%	0.6%	0.8%	17.7%	12.6%	30.3%	33.6%	36.2%	69.7%	51.2%	48.8%	1,064
Academic HR Total	2.8%	2.8%	5.6%	7.2%	3.6%	10.8%	1.4%	1.1%	2.5%	0.3%	0.3%	0.6%	11.6%	7.9%	19.5%	48.1%	32.4%	80.5%	59.7%	40.3%	4,481
Support Hum. Res.																					
Officials & Managers	2.7%	3.7%	6.4%	2.1%	2.1%	4.3%	1.1%	0.5%	1.6%	0.0%	0.0%	0.0%	5.9%	6.4%	12.2%	45.7%	42.0%	87.8%	51.6%	48.4%	188
Professionals	1.9%	3.5%	5.4%	1.1%	1.8%	2.9%	1.2%	1.7%	2.8%	0.0%	0.3%	0.4%	4.2%	7.4%	11.6%	36.4%	52.0%	88.4%	40.7%	59.3%	2,423
Clerical	0.5%	6.5%	7.0%	0.1%	1.0%	1.1%	0.3%	5.9%	6.2%	0.0%	0.9%	0.9%	0.9%	14.2%	15.0%	4.3%	80.7%	85.0%	5.1%	94.9%	1,409
Technical	0.9%	3.2%	4.1%	0.6%	1.9%	2.6%	1.1%	1.3%	2.3%	0.6%	0.4%	1.1%	3.2%	6.8%	10.0%	21.5%	68.4%	90.0%	24.7%	75.3%	469
Service/Maintenance	5.7%	9.4%	15.0%	0.4%	0.1%	0.5%	4.2%	6.7%	11.0%	0.3%	0.2%	0.4%	10.6%	16.4%	27.0%	35.1%	37.9%	73.0%	45.8%	54.2%	1,130
Skilled Trades	4.6%	0.0%	4.6%	1.2%	0.0%	1.2%	3.1%	0.8%	3.8%	0.8%	0.4%	1.2%	9.6%	1.2%	10.8%	81.5%	7.7%	89.2%	91.2%	8.8%	260
Support HR Total	2.3%	5.2%	7.5%	0.7%	1.2%	2.0%	1.6%	3.6%	5.2%	0.2%	0.4%	0.6%	4.8%	10.4%	15.2%	29.6%	55.2%	84.8%	34.4%	65.6%	5,879
University Total	2.5%	4.2%	6.7%	3.5%	2.2%	5.8%	1.5%	2.5%	4.0%	0.2%	0.4%	0.6%	7.8%	9.3%	17.1%	37.6%	45.3%	82.9%	45.4%	54.6%	10,360

Academic Human
Resources/Executive
Management

Summary

<u>Fall 2003</u>	<u>Number</u>	<u>Percent</u>
Academic Workforce	4,481	
Black	251	5.6%
Asian/Pacific Islander	482	10.8%
Hispanic	111	2.5%
Amer. Indian/Alaskan Native	28	0.6%
Total Minorities	872	19.5%
Women	1,805	40.3%
Persons with Disabilities	110	2.5%
Tenure System Faculty	1,944	
Black	92	4.7%
Asian/Pacific Islander	180	9.3%
Hispanic	40	2.1%
Amer. Indian/Alaskan Native	16	0.8%
Total Minorities	328	16.9%
Women	568	29.2%
Persons with Disabilities	62	3.2%

Academic Human Resources/Executive Management

<u>College</u>	<u>Projected Openings 2003--2006</u>	<u>Hiring Goal Minorities</u>	<u>Hiring Goal Women</u>
Agriculture & Natural Resources	47	7	15
Arts & Letters	12	1	6
Eli Broad College of Business	10	2	4
Communication Arts & Sciences	14	1	5
Education	21	3	9
Engineering	10	0	3
Human Ecology	10	2	7
Human Medicine	10	2	2
James Madison	5	0	2
Natural Science	38	4	12
Nursing	5	0	2
Osteopathic Medicine	8	3	3
Social Science	20	3	11
Veterinary Medicine	<u>8</u>	<u>4</u>	<u>3</u>
University Total	218	32	84

Tenure System
Placement Goals

October 1, 2003 to
September 30, 2006

Definitions of Terms Used

Employment Categories

Academic Administrators/ Executive Management Data

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.

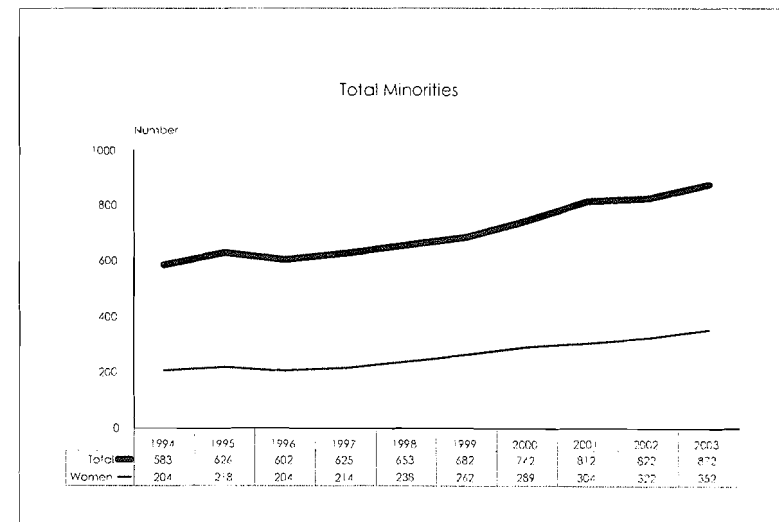
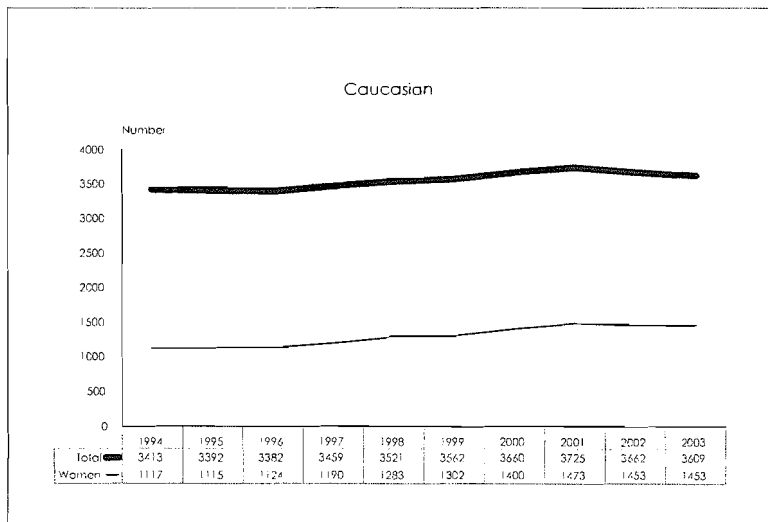
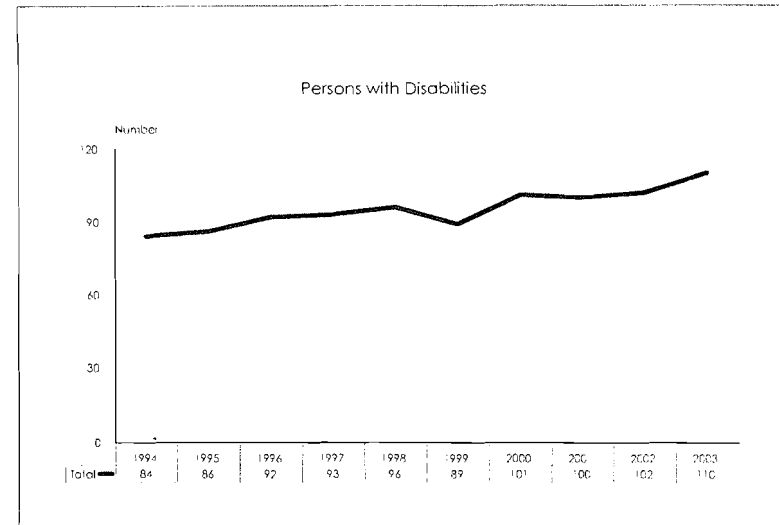
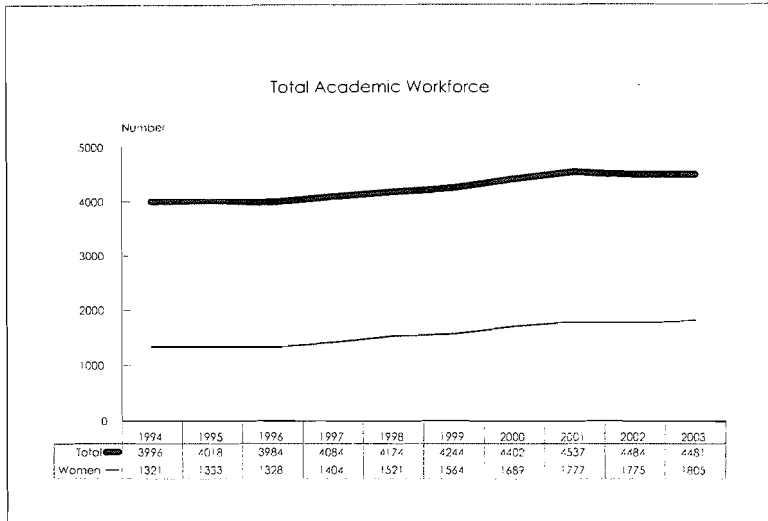
Academic Administrators: Titles include dean, senior advisor to the dean, associate dean, assistant dean, chairperson, director, division director, co-director, associate vice provost, assistant vice provost, senior advisor, and supervisor.

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.

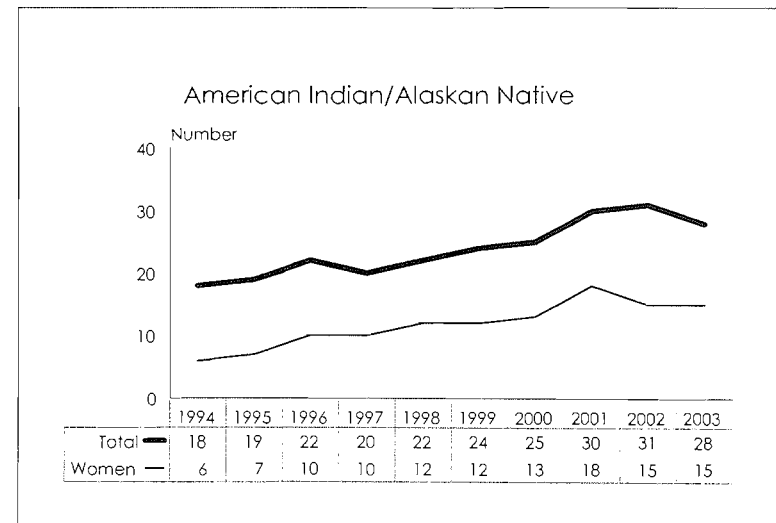
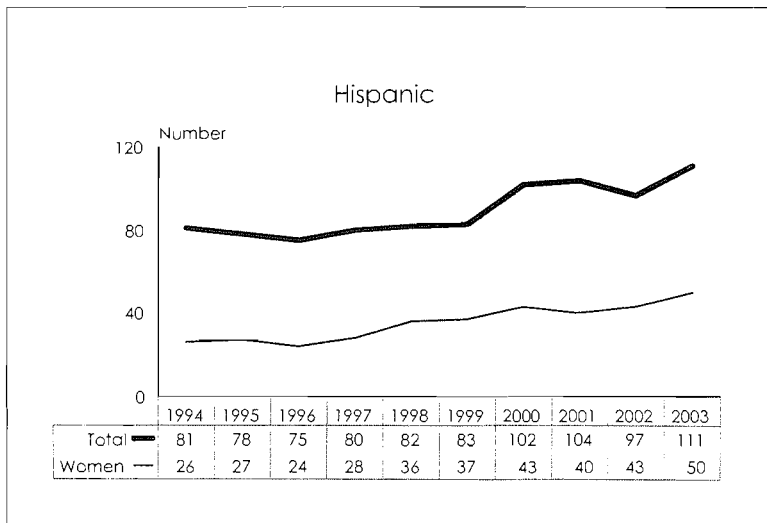
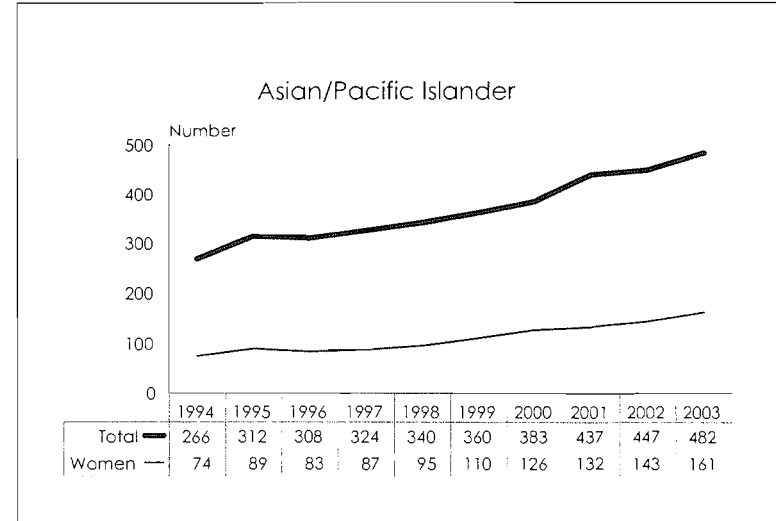
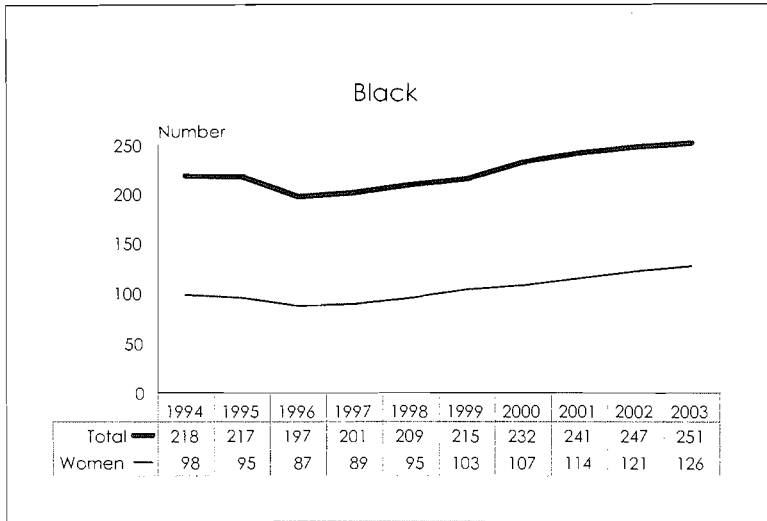
Academic administrators and executive managers are also included in the headcounts for tenure system faculty, continuing academic staff, temporary faculty or temporary academic staff.

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

Academic Workforce, 1994-2003



Academic Workforce, 1994-2003 Minorities by Race/Ethnicity



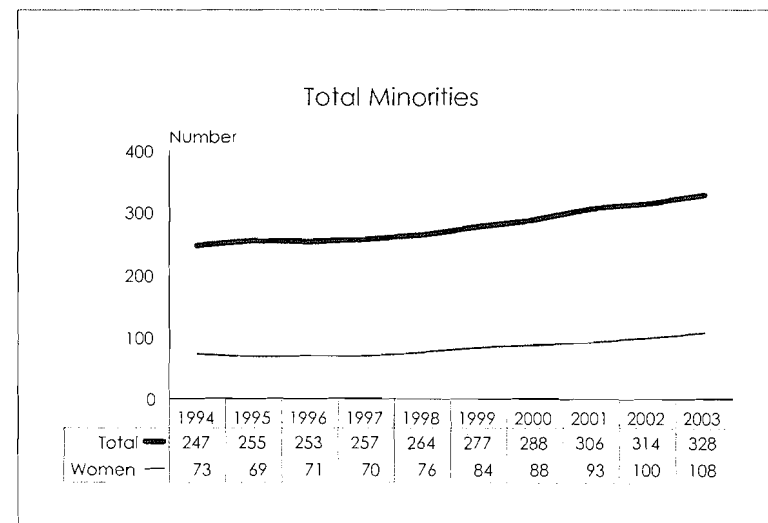
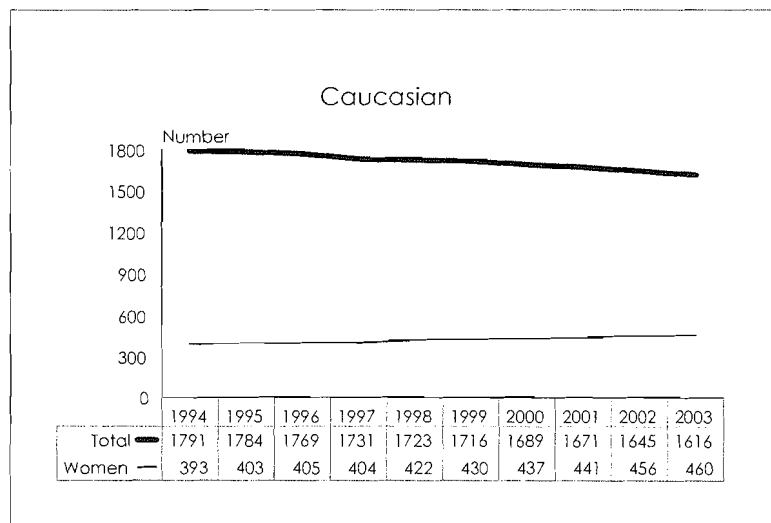
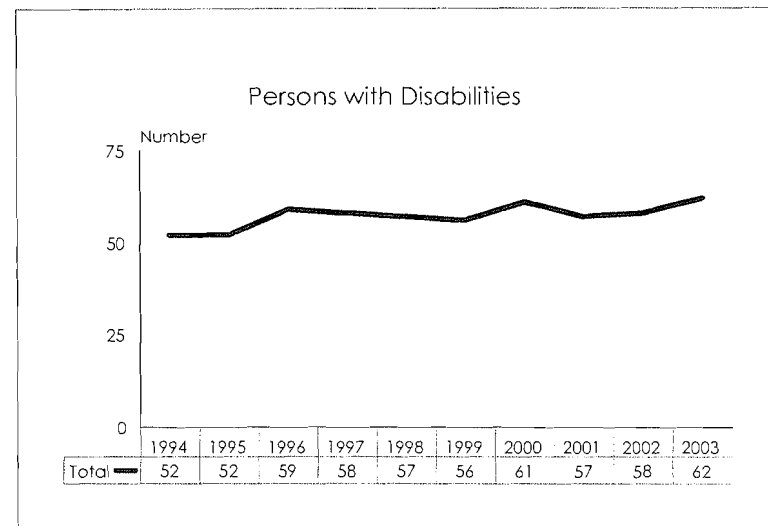
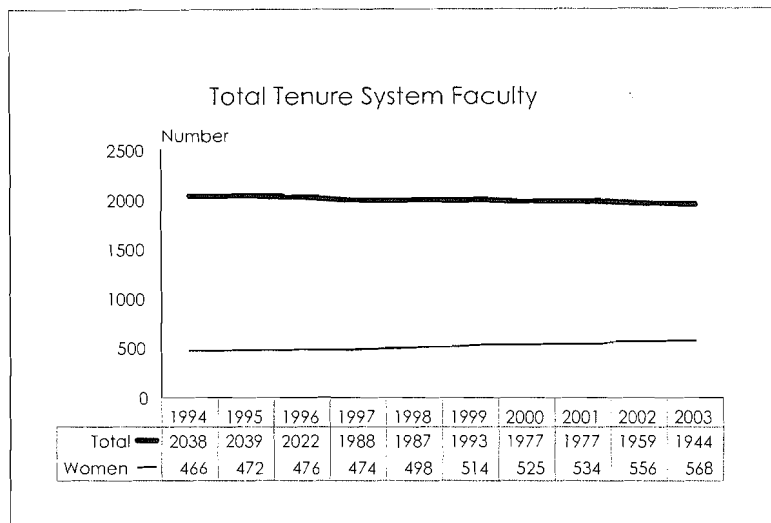
Tenure System Hires, Promotions and Separations, 2002-2003

Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Hires, 2002-2003	1	2	3	12	8	20	4	1	5	1	0	1	18	11	29	33	24	57	51	35	86
Promotions	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
To Associate Professor	2	0	2	5	2	7	0	1	1	1	1	2	8	4	12	17	14	31	25	18	43
To Full Professor	1	1	2	3	0	3	1	0	1	0	0	0	5	1	6	14	6	20	19	7	26
Total, 2002-2003	3	1	4	8	2	10	1	1	2	1	1	2	13	5	18	31	20	51	44	25	69
Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Retirements	3	0	3	3	0	3	0	0	0	0	0	0	6	0	6	45	8	53	51	8	59
Other Reasons	1	0	1	4	2	6	0	1	1	1	0	1	6	3	9	20	11	31	26	14	40
Total, 2002-2003	4	0	4	7	2	9	0	1	1	1	0	1	12	3	15	65	19	84	77	22	99

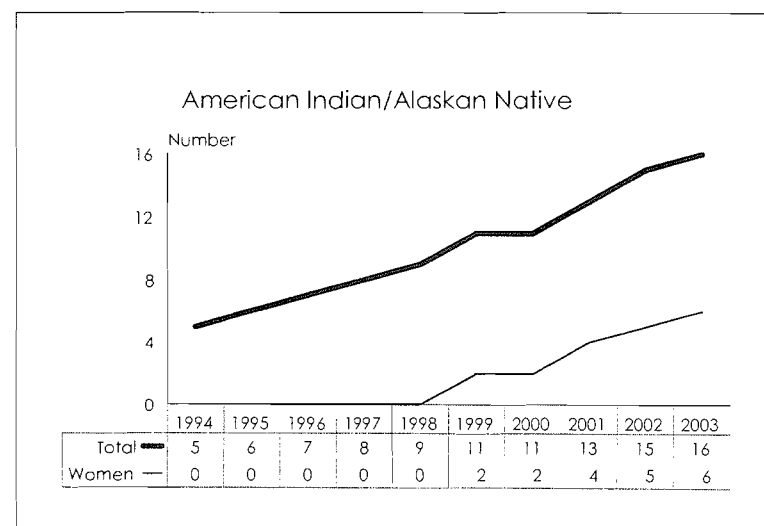
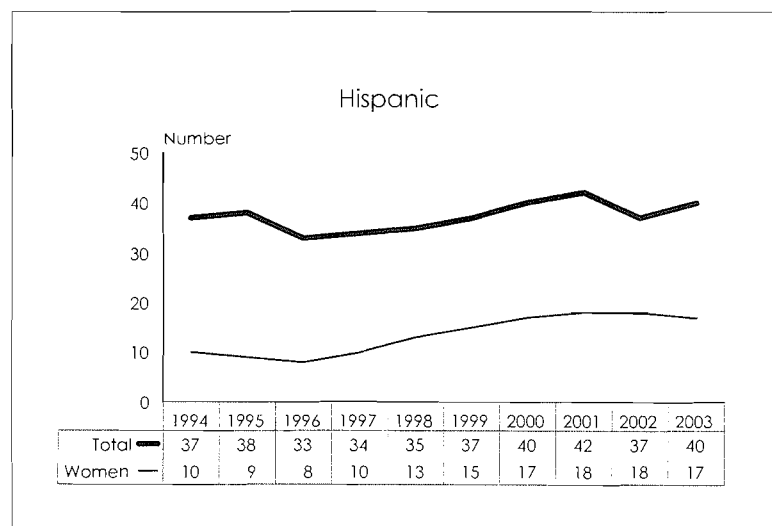
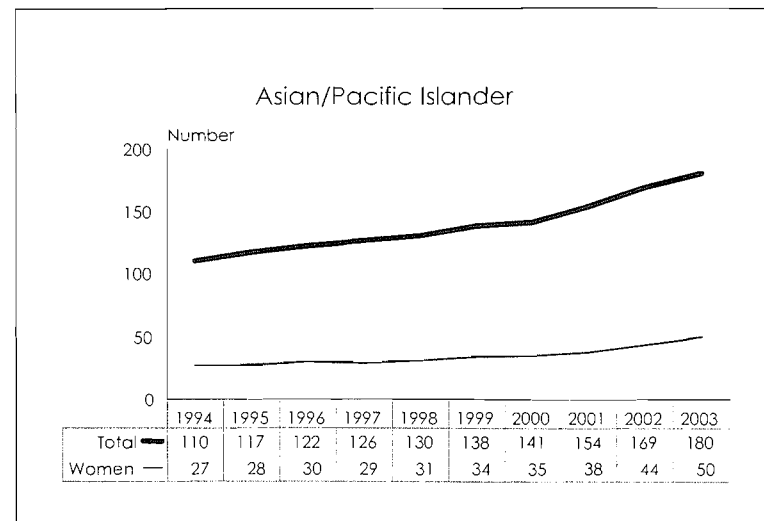
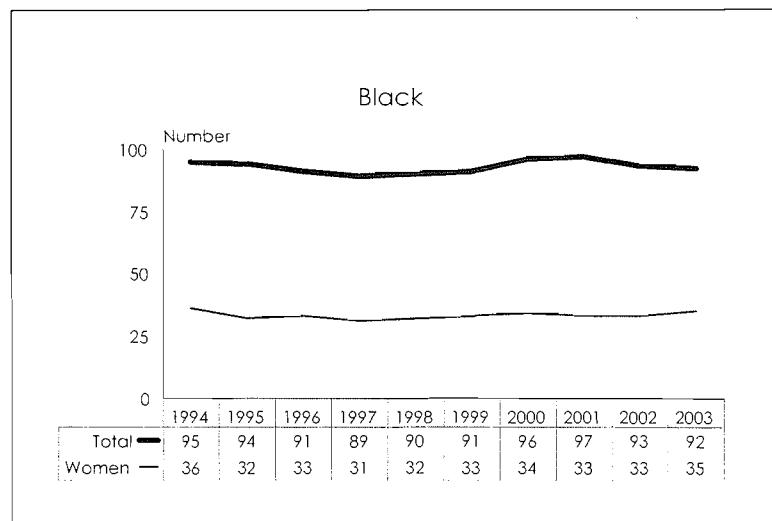
Tenure System Faculty by College, 2002-2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Natural Resources	8	1	9	17	3	20	4	0	4	3	0	3	32	4	36	203	47	250	235	51	286
Arts & Letters	12	6	18	5	7	12	3	4	7	4	2	6	24	19	43	147	87	234	171	106	277
Eli Broad Business	4	1	5	10	4	14	0	0	0	0	0	0	14	5	19	74	18	92	88	23	111
Comm. Arts & Sciences	1	2	3	2	2	4	1	2	3	0	1	1	4	7	11	35	19	54	39	26	65
Education	3	5	8	4	2	6	0	3	3	0	0	0	7	10	17	56	48	104	63	58	121
Engineering	5	0	5	38	7	45	3	0	3	0	0	0	46	7	53	78	7	85	124	14	138
Human Ecology	1	4	5	0	5	5	1	0	1	1	1	2	3	10	13	12	26	38	15	36	51
Human Medicine	2	2	4	9	4	13	0	0	0	0	0	0	11	6	17	48	25	73	59	31	90
James Madison	2	0	2	1	1	2	1	0	1	0	0	0	4	1	5	15	9	24	19	10	29
Natural Science	2	1	3	33	6	39	4	1	5	1	0	1	40	8	48	208	46	254	248	54	302
Nursing	0	2	2	0	1	1	0	0	0	0	0	0	0	3	3	3	15	18	3	18	21
Osteopathic Medicine	0	1	1	2	1	3	1	0	1	0	0	0	3	2	5	35	17	52	38	19	57
Social Science	12	6	18	5	7	12	3	7	10	1	2	3	21	22	43	151	62	213	172	84	256
Veterinary Medicine	3	1	4	3	0	3	0	0	0	0	0	0	6	1	7	61	21	82	67	22	89
Non-College Units	2	3	5	1	0	1	2	0	2	0	0	0	5	3	8	30	13	43	35	16	51
University Total	57	35	92	130	50	180	23	17	40	10	6	16	220	108	328	1,156	460	1,616	1,376	568	1,944

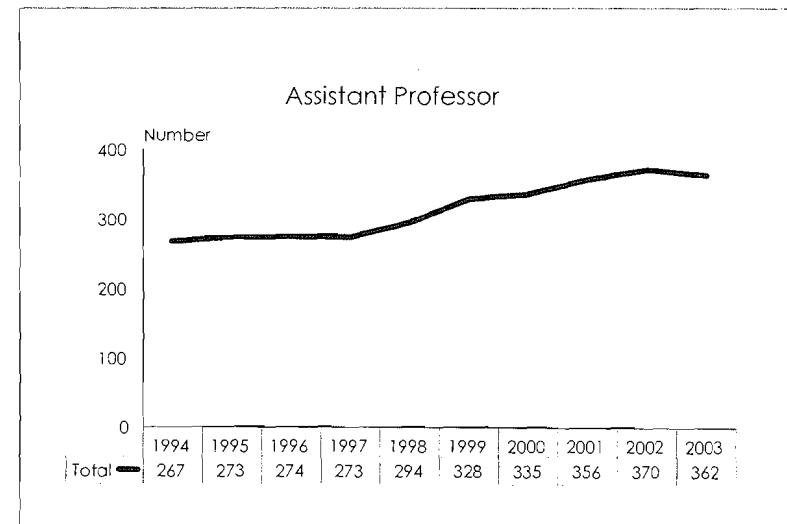
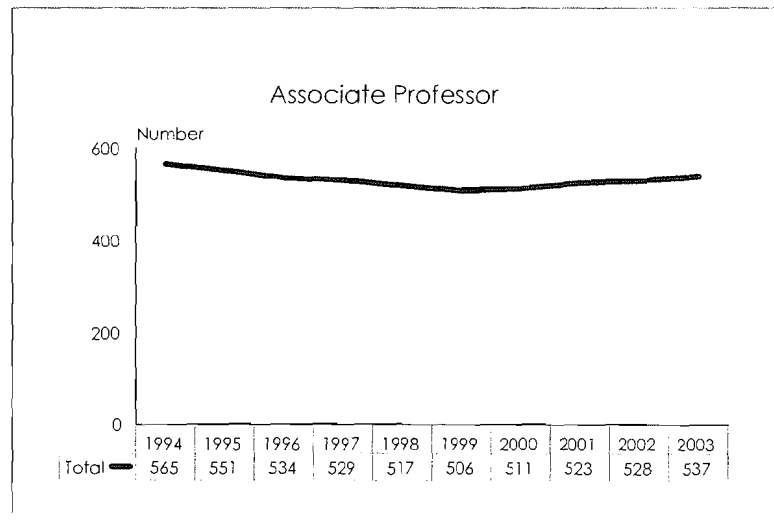
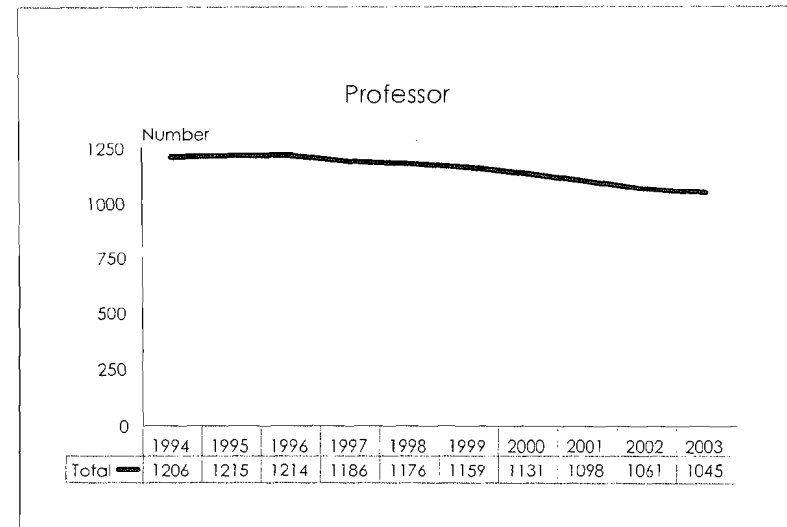
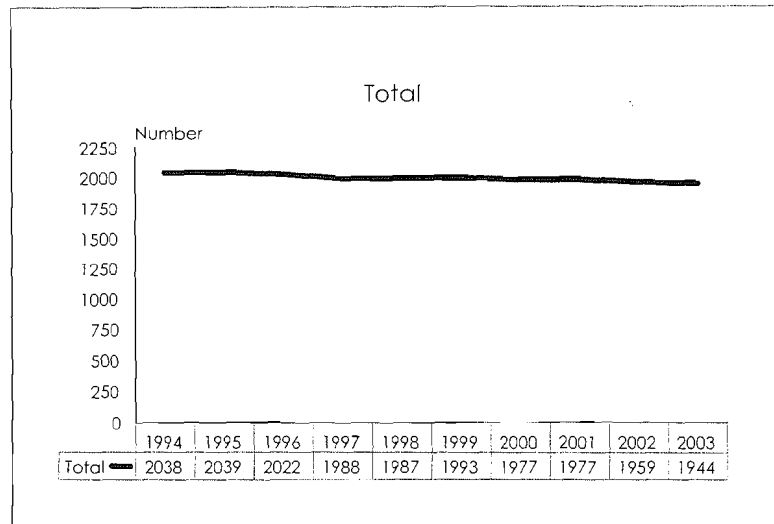
Tenure System Faculty, 1994-2003



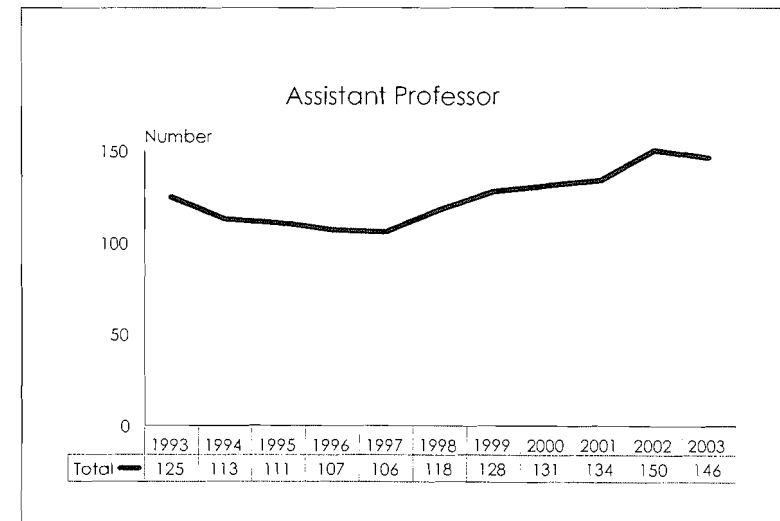
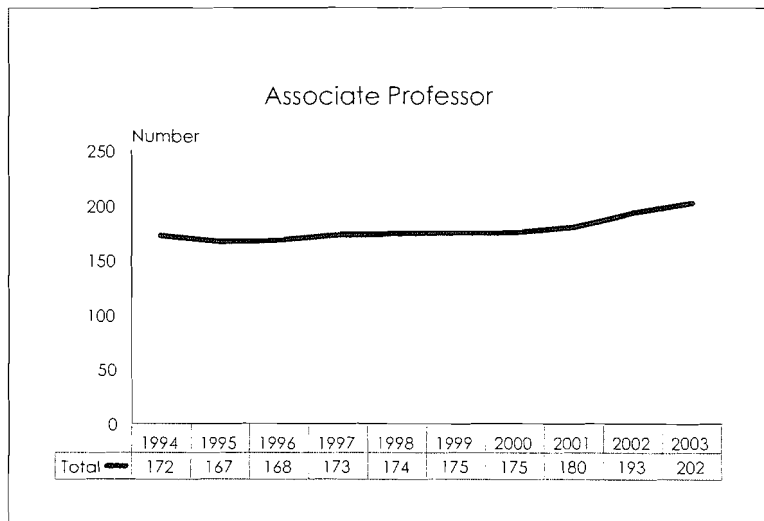
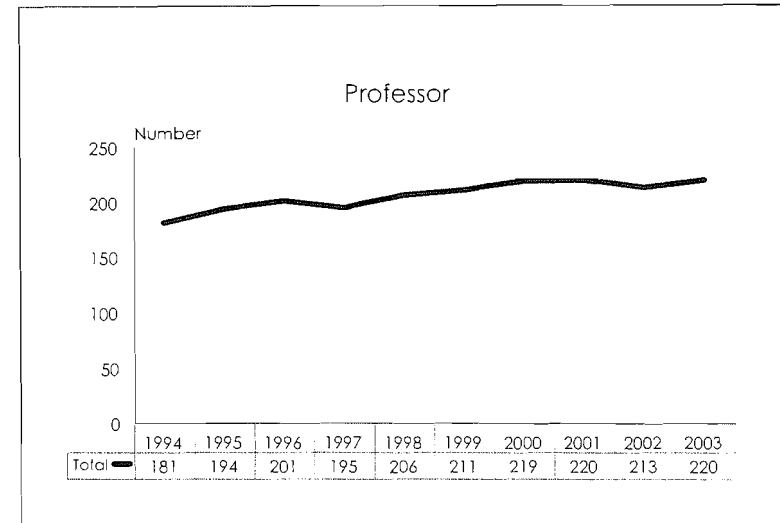
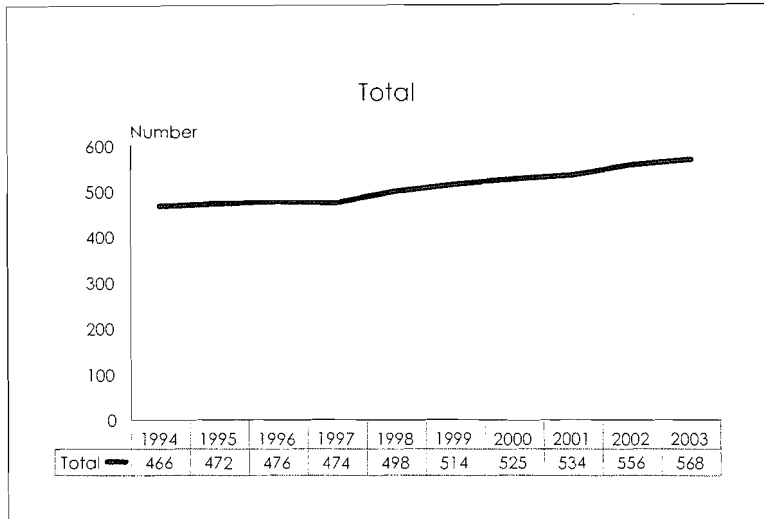
Tenure System Faculty, 1994-2003 Minorities by Race/Ethnicity



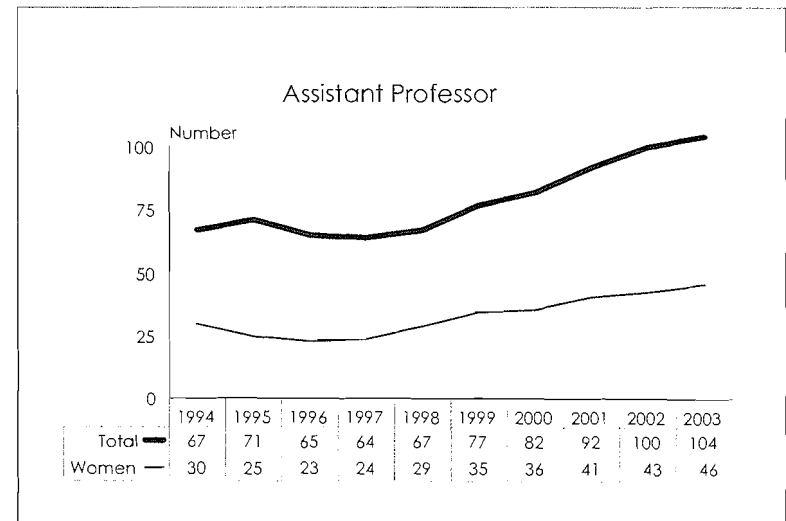
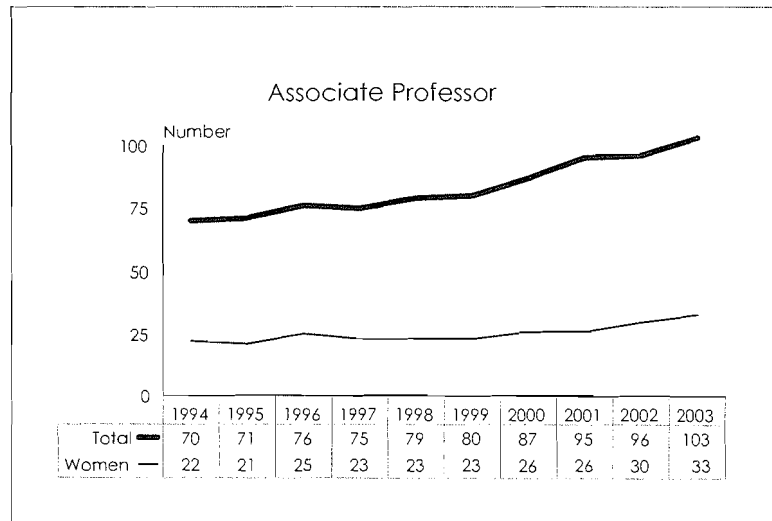
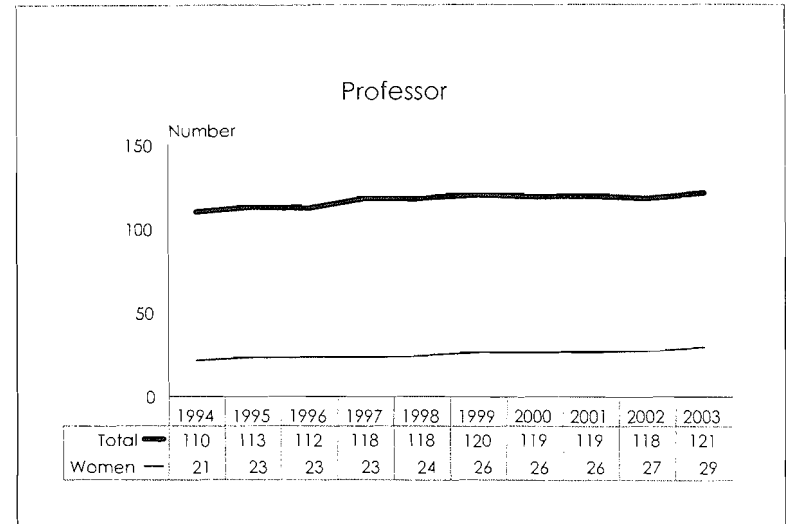
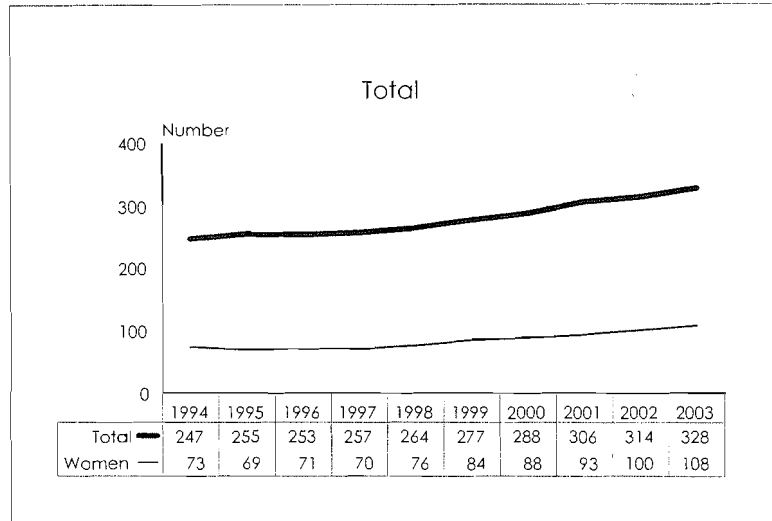
Tenure System Faculty by Rank, 1994-2003



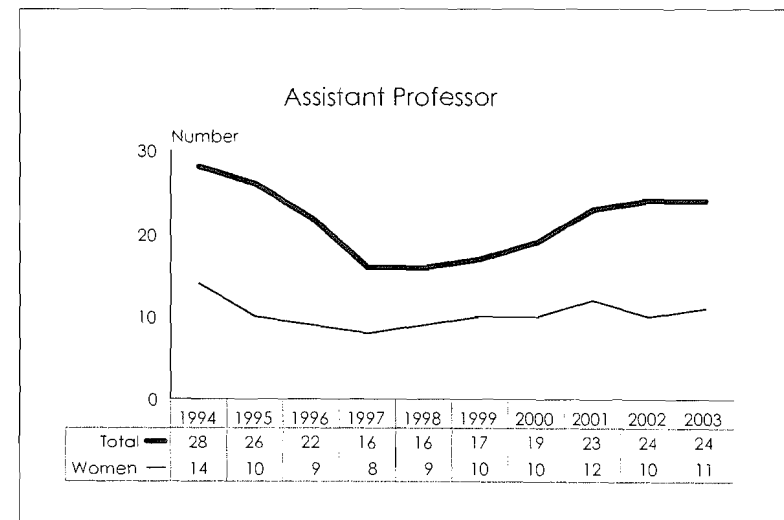
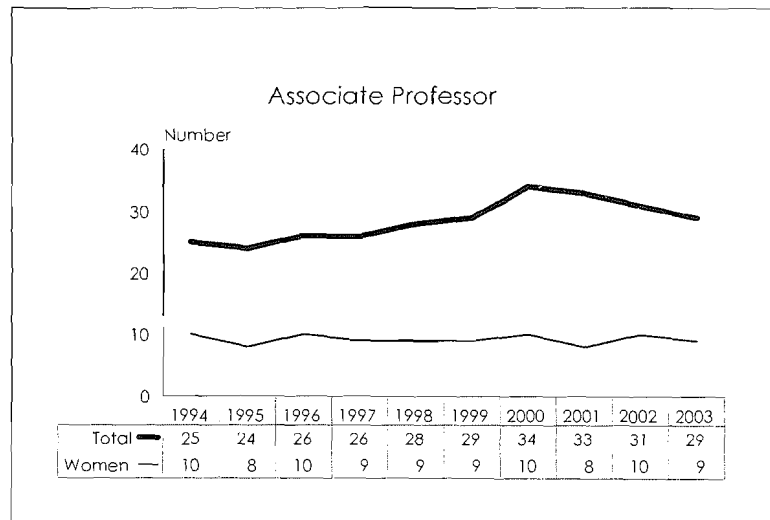
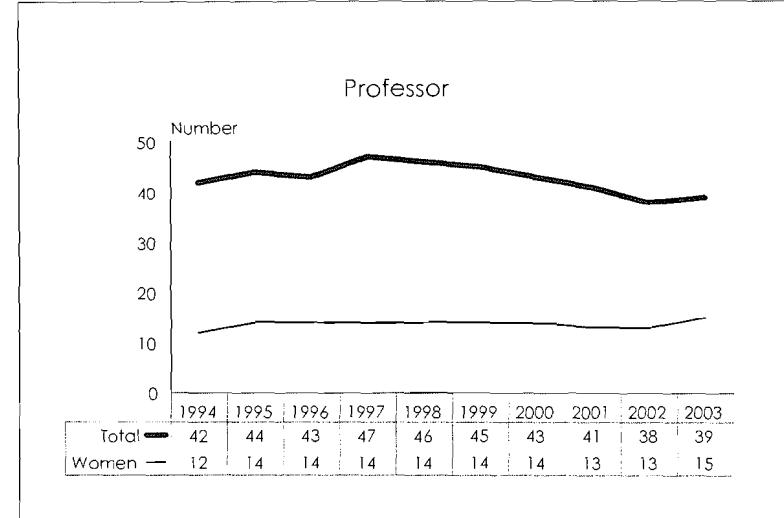
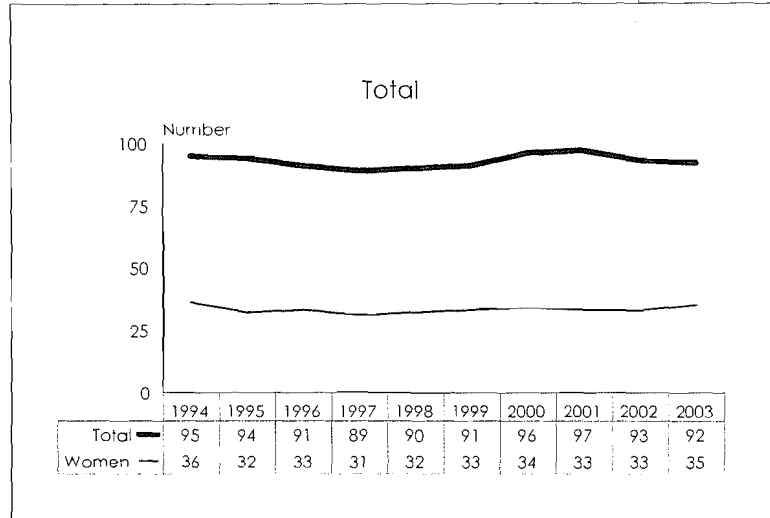
Tenure System Faculty by Rank, 1994-2003 Women



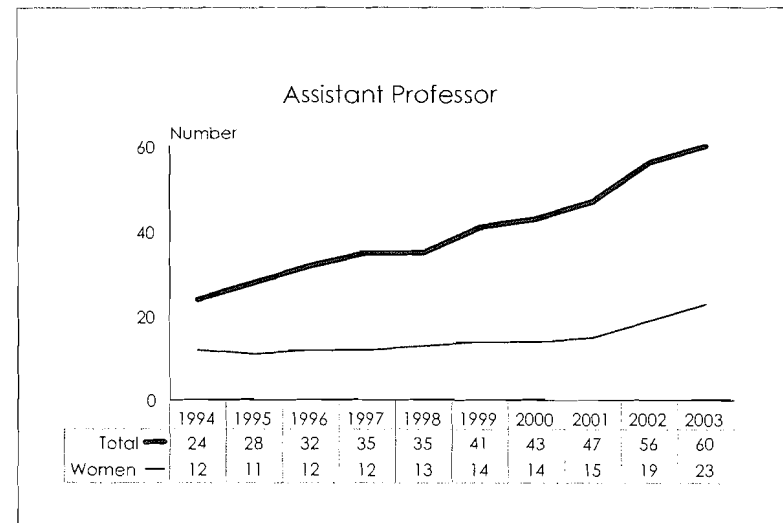
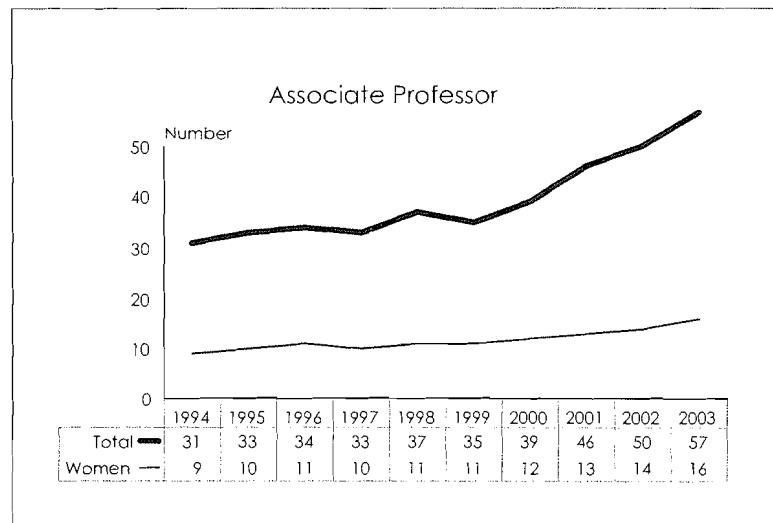
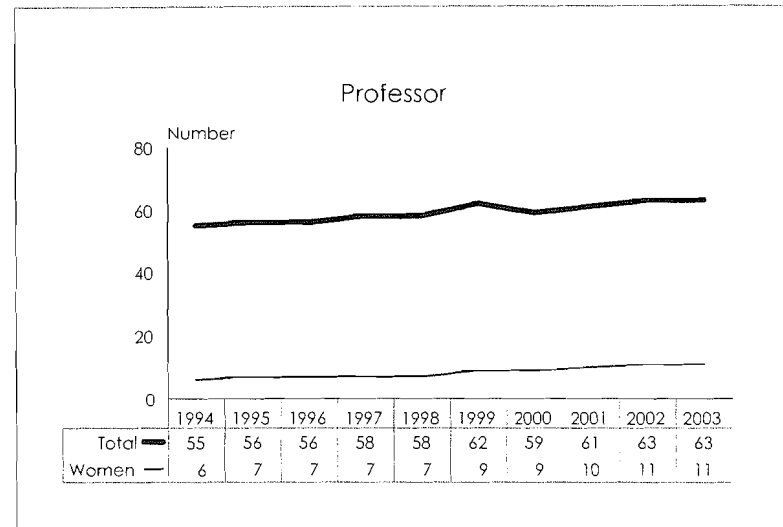
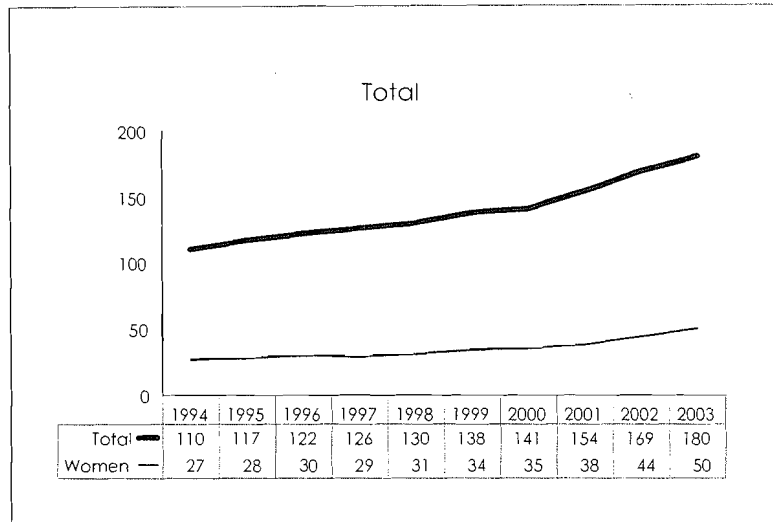
Tenure System Faculty by Rank, 1994-2003 Total Minorities



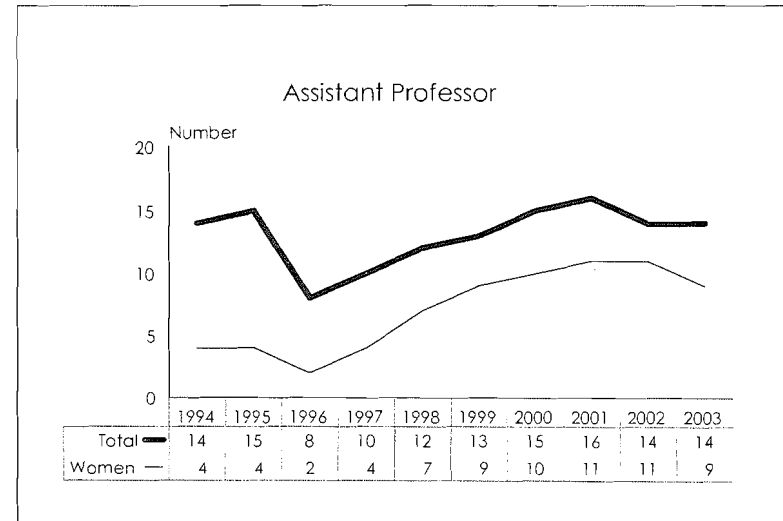
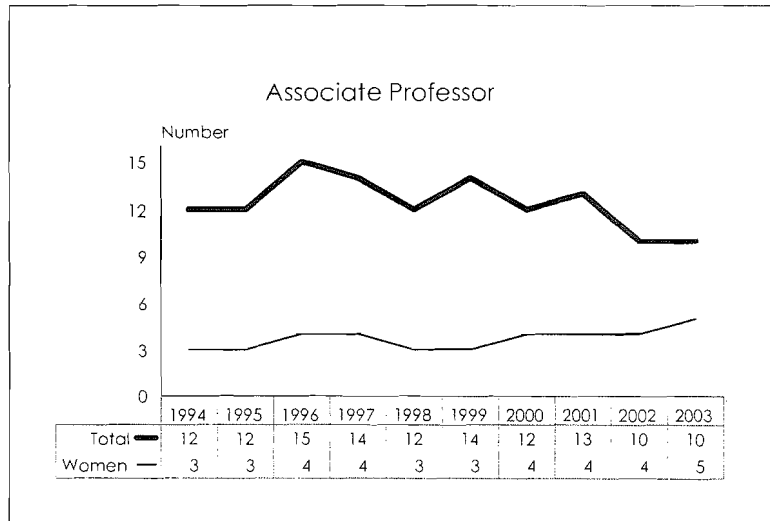
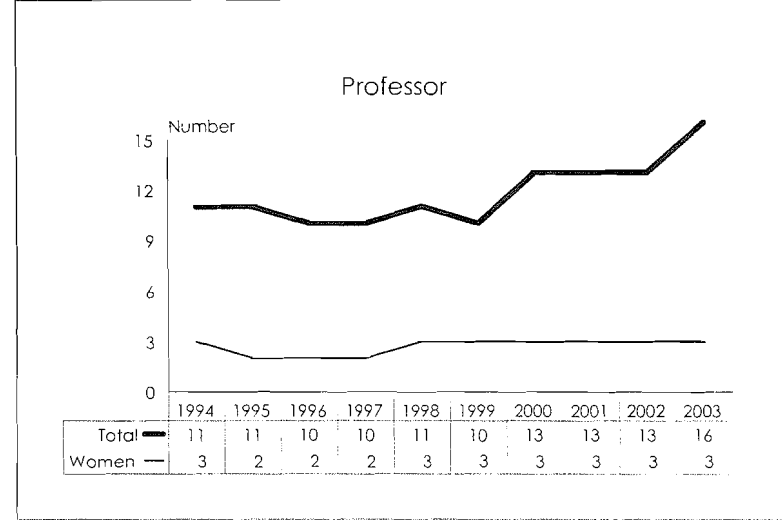
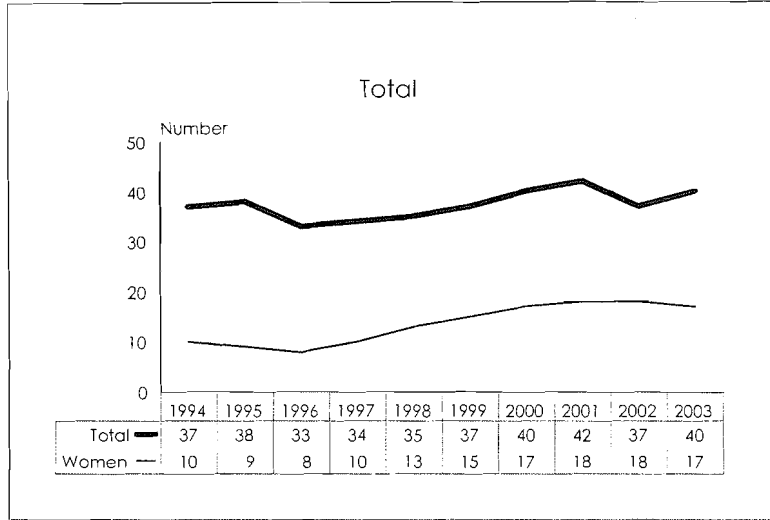
Tenure System Faculty by Rank, 1994-2003 Black



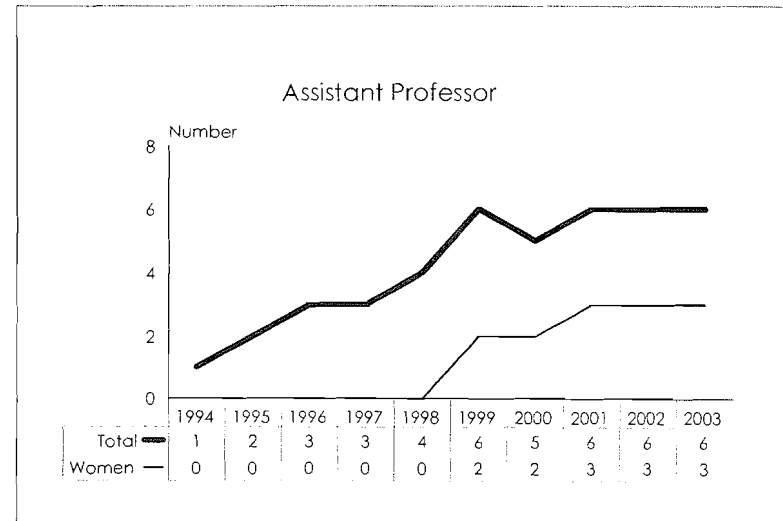
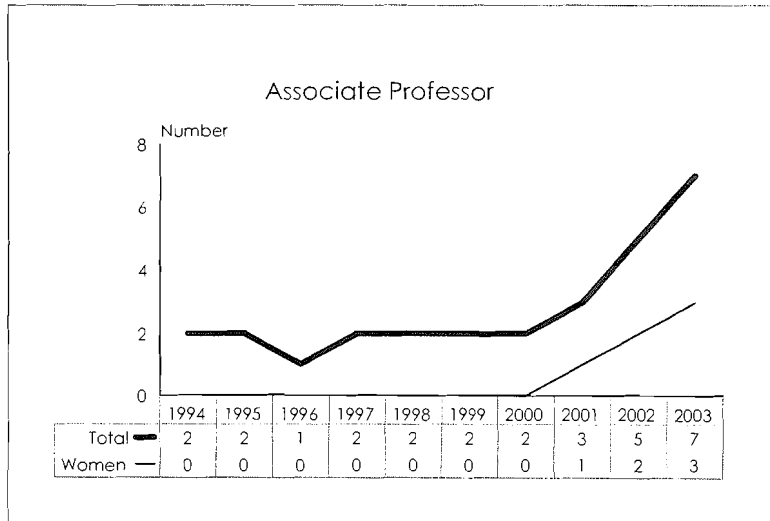
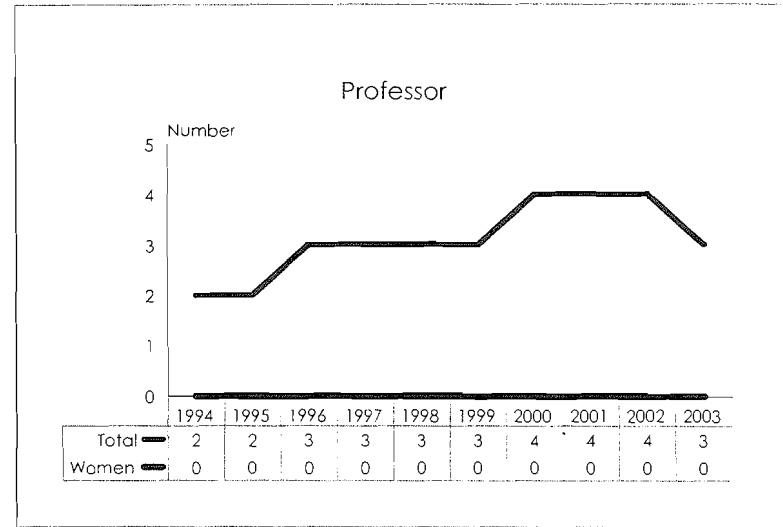
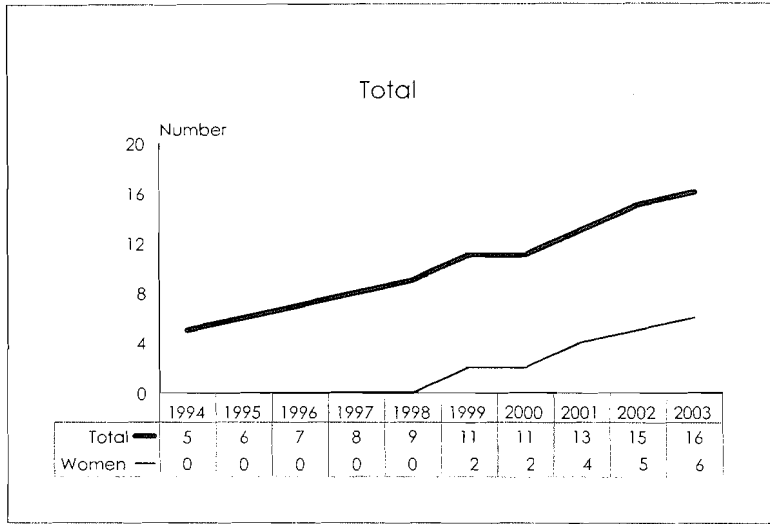
Tenure System Faculty by Rank, 1994-2003 Asian/Pacific Islander



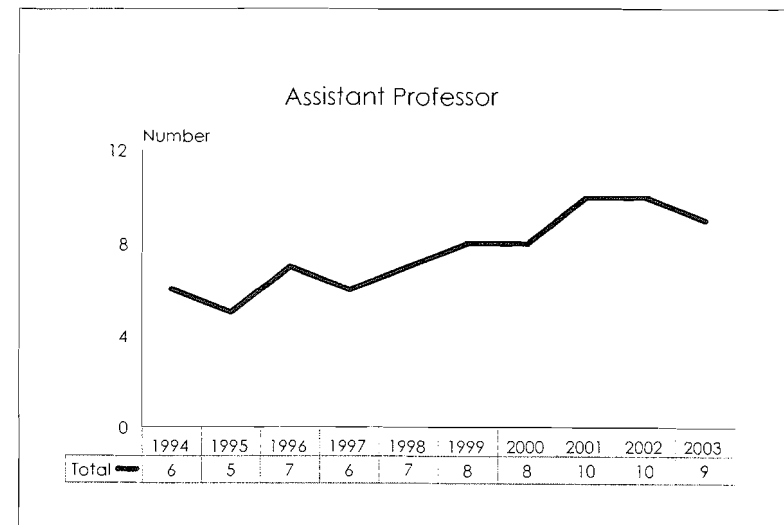
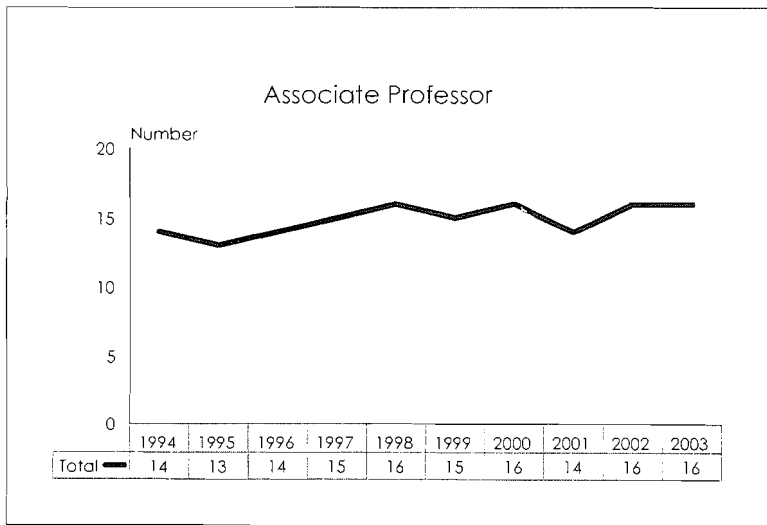
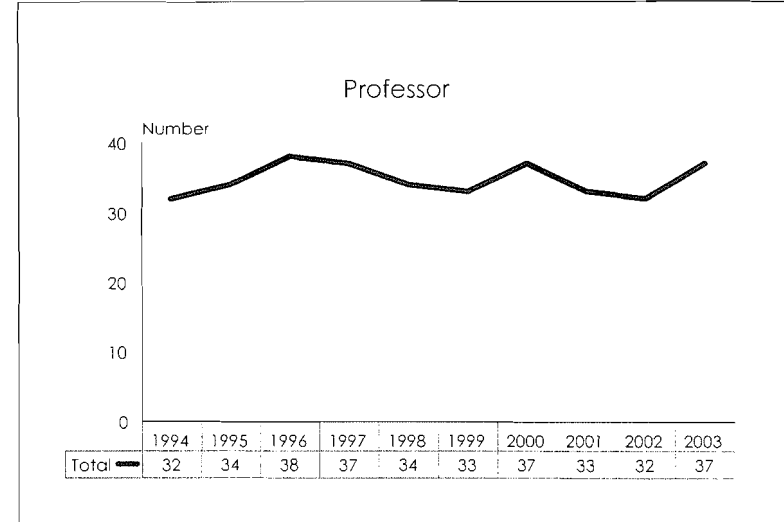
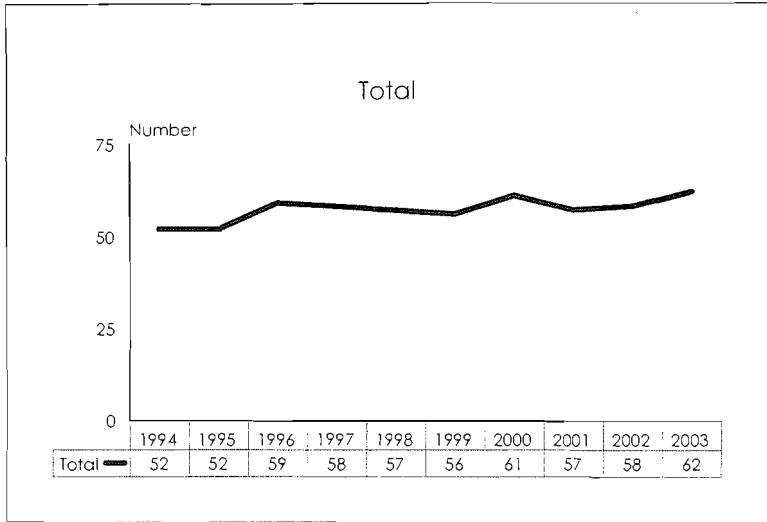
Tenure System Faculty by Rank, 1994-2003 Hispanic



Tenure System Faculty by Rank, 1994-2003
American Indian/Alaskan Native



Tenure System Faculty by Rank, 1993-2004
Persons with Disabilities



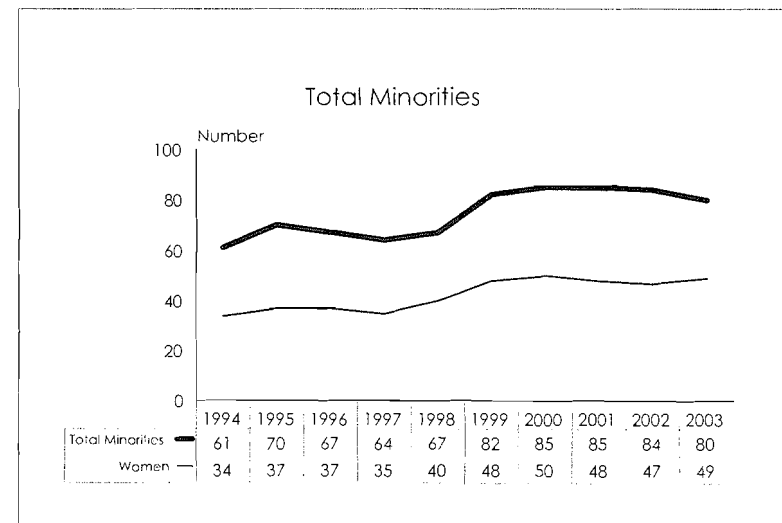
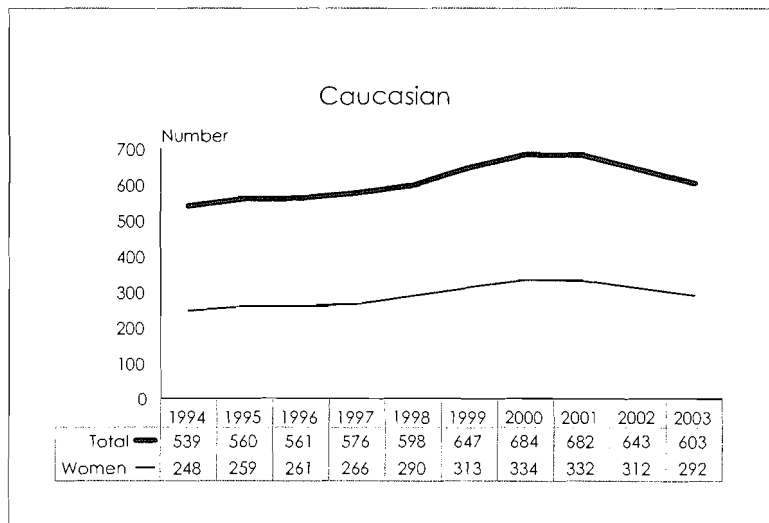
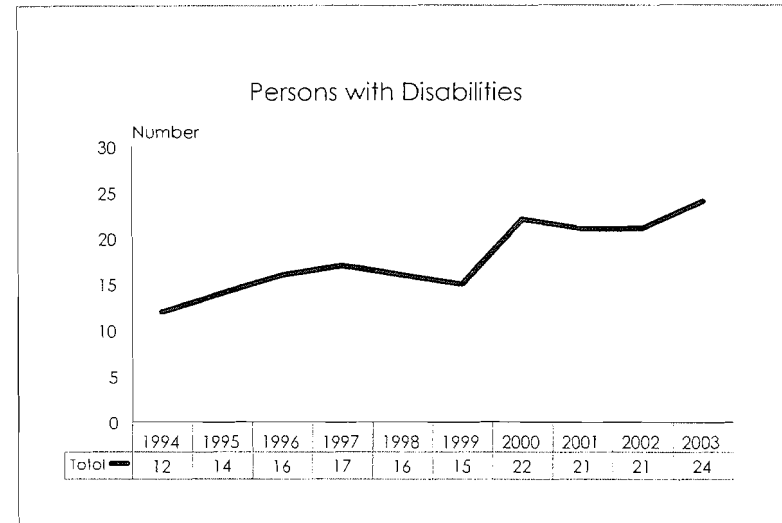
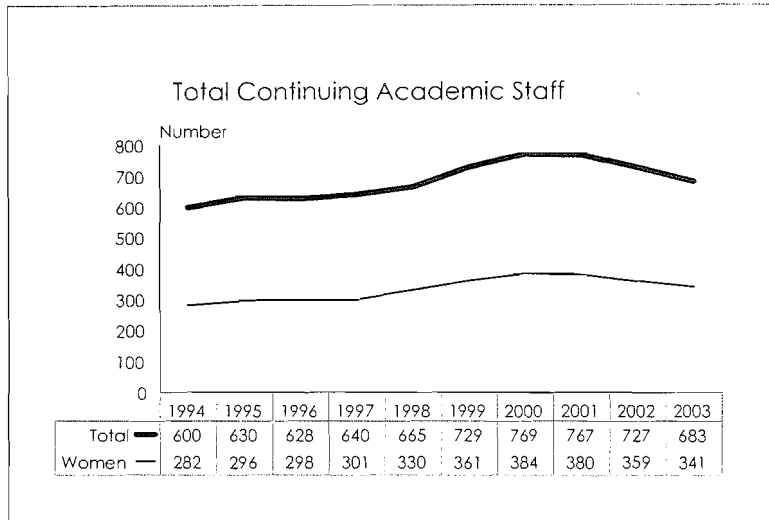
Continuing Academic Staff Hires and Separations, 2002-2003

Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Hires, 2002-2003	0	2	2	0	1	1	0	1	1	0	0	0	0	4	4	7	7	14	7	11	18
Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Retirements	1	0	1	0	1	1	0	0	0	0	0	0	1	1	2	18	13	31	19	14	33
Other Reasons	1	1	2	0	0	0	2	0	2	0	0	0	3	1	4	10	13	23	13	14	27
Total, 2002-2003	2	1	3	0	1	1	2	0	2	0	0	0	4	2	6	28	26	54	32	28	60

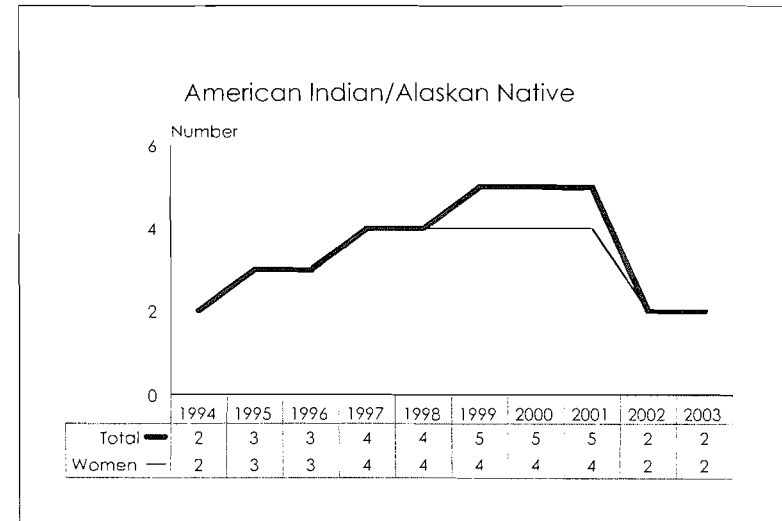
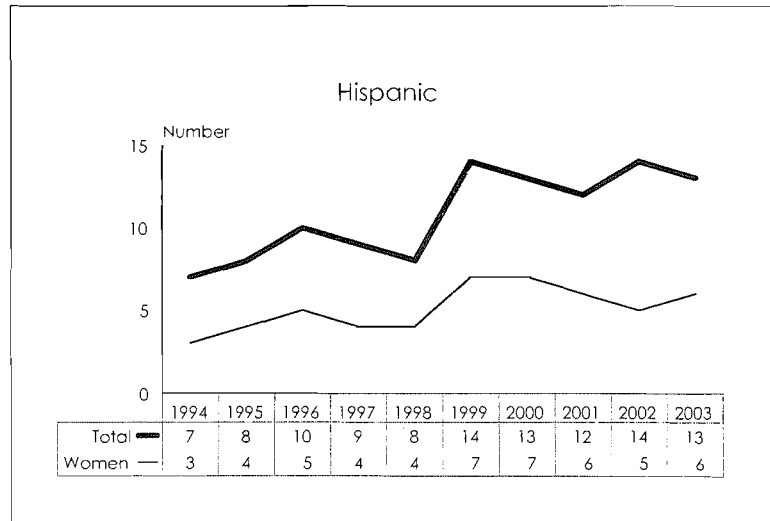
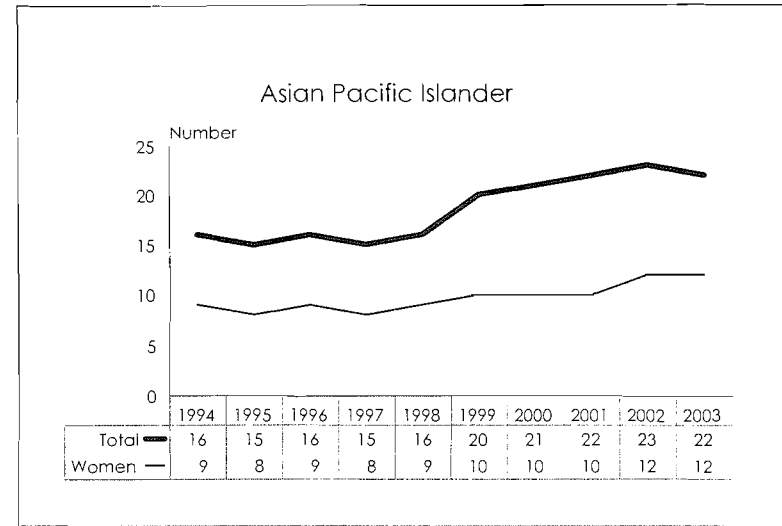
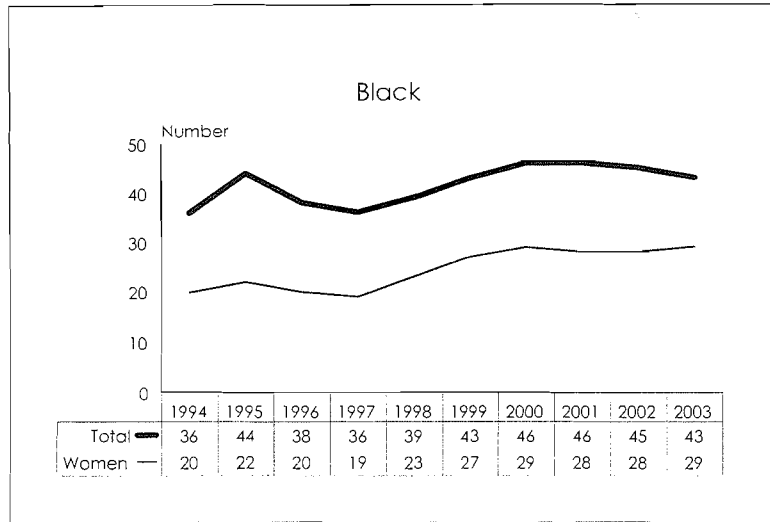
Continuing Academic Staff by College, 2002-2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Natural Resources	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	19	8	27	19	9	28
Arts & Letters	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	7	10	3	7	10
Eli Broad Business	3	2	5	0	1	1	1	1	2	0	0	0	4	4	8	4	7	11	8	11	19
Comm. Arts & Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	8	10	2	8	10
Education	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	2	3	5	3	3	6
Engineering	0	1	1	1	0	1	0	0	0	0	0	0	1	1	2	11	9	20	12	10	22
Human Ecology	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	1	4	5	1	5	6
Human Medicine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1
James Madison	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Natural Science	0	2	2	3	1	4	0	0	0	0	0	0	3	3	6	17	14	31	20	17	37
Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Osteopathic Medicine	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2	4	6	2	5	7
Social Science	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	8	12	20	8	13	21
Veterinary Medicine	0	1	1	2	0	2	0	1	1	0	0	0	2	2	4	1	4	5	3	6	9
Non-College Units	11	20	31	3	10	13	6	3	9	0	2	2	20	35	55	241	211	452	261	246	507
University Total	14	29	43	10	12	22	7	6	13	0	2	2	31	49	80	311	292	603	342	341	683

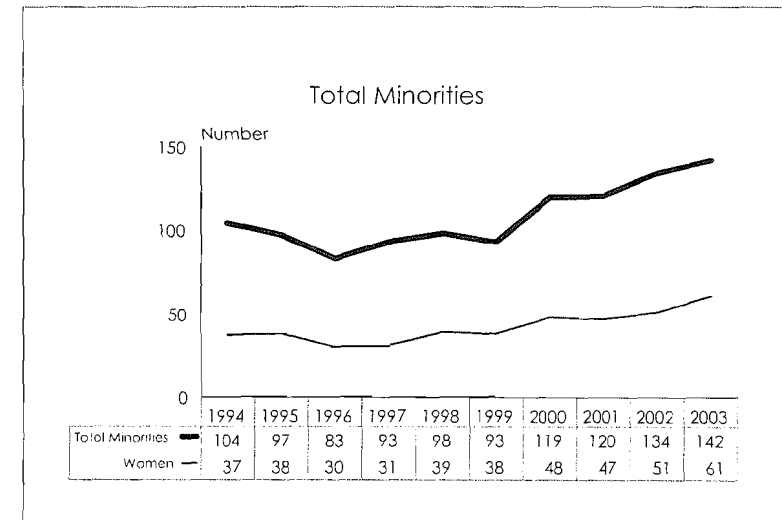
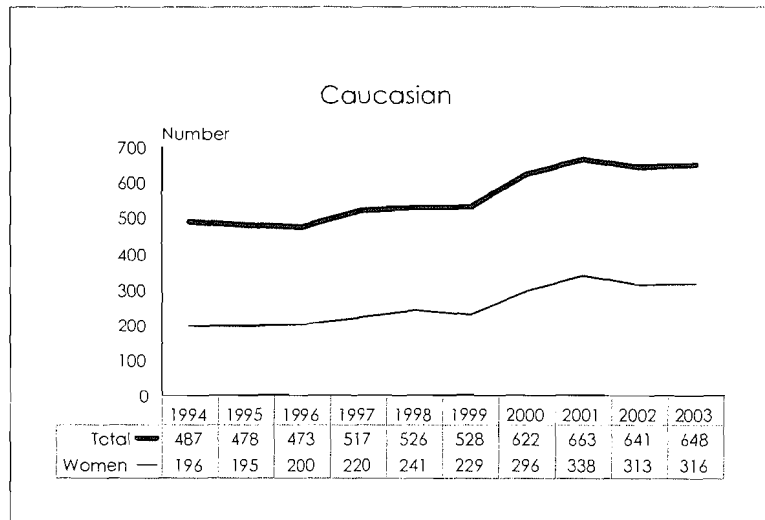
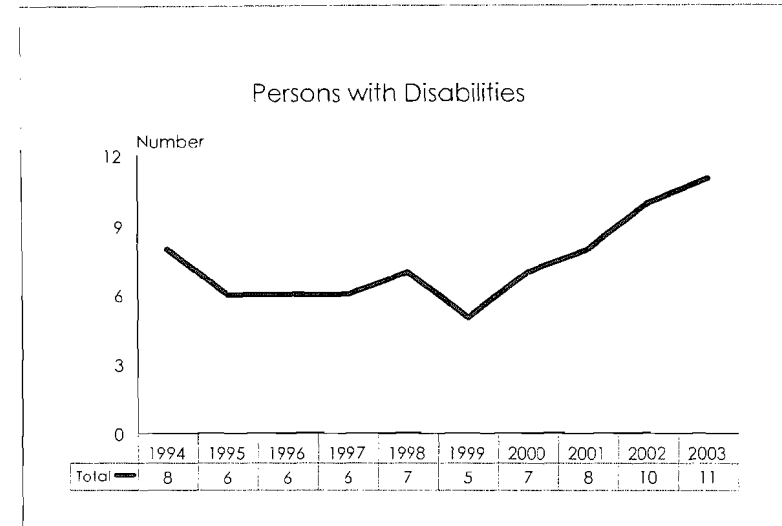
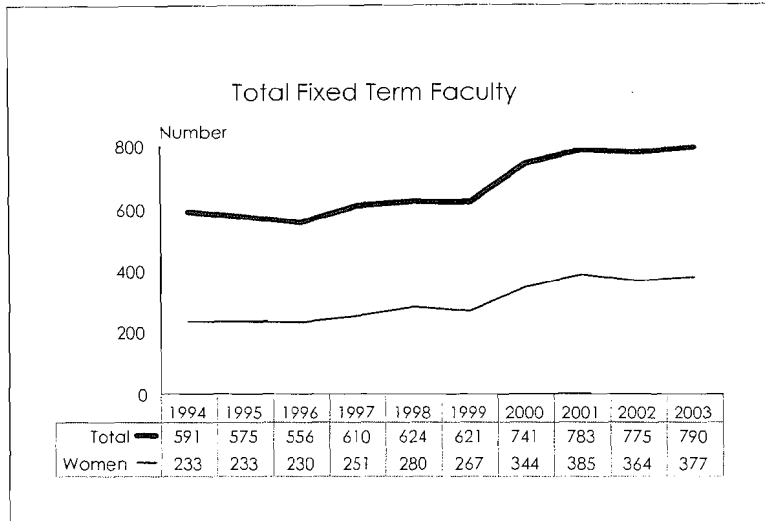
Continuing Academic Staff, 1994-2003



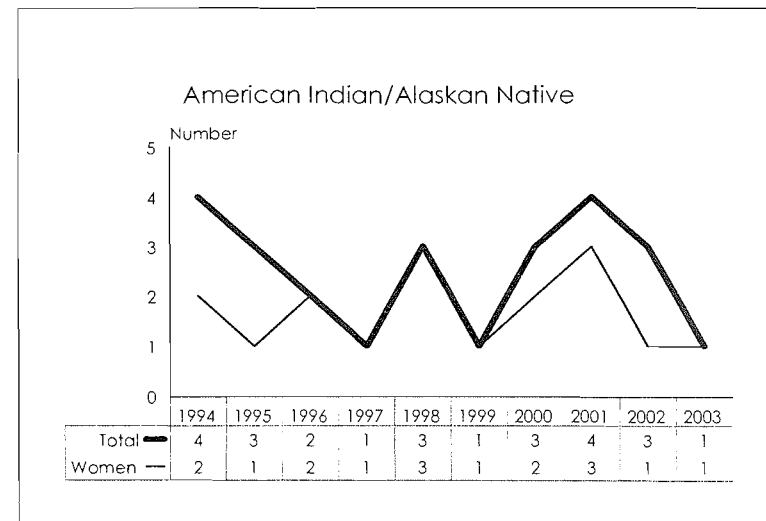
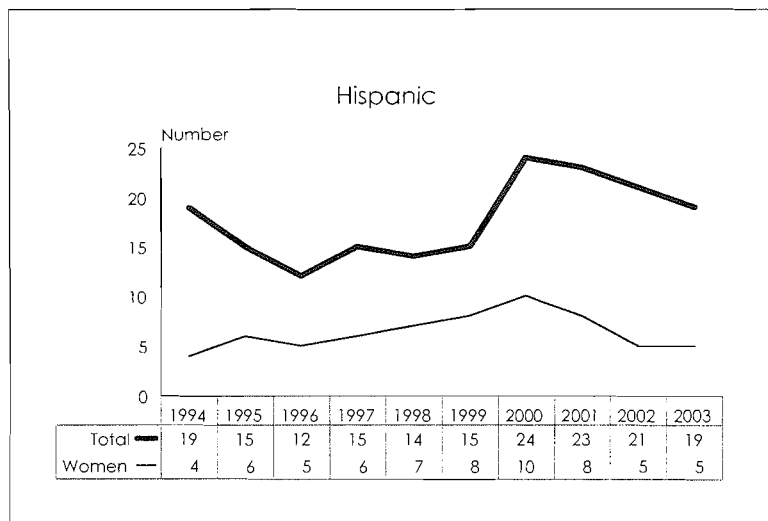
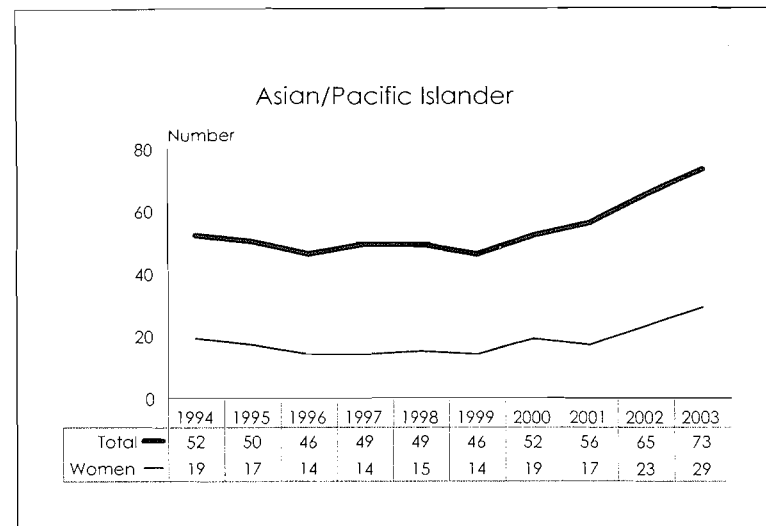
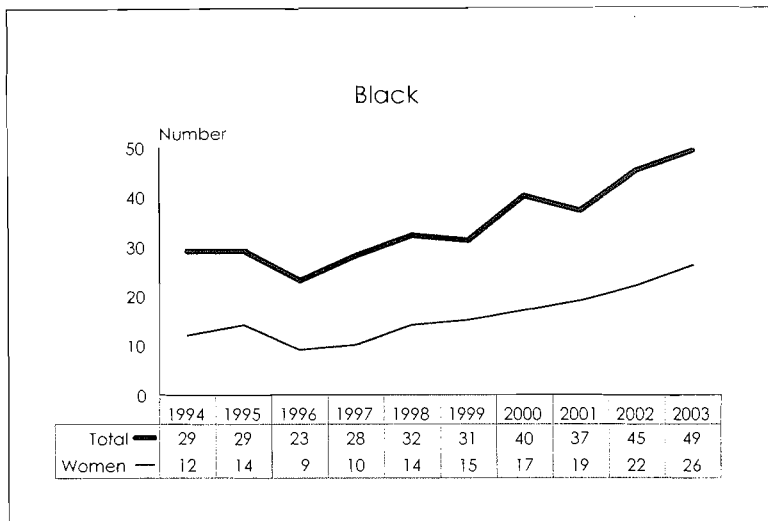
Continuing Academic Staff, 1994-2003
 Minorities by Race/Ethnicity



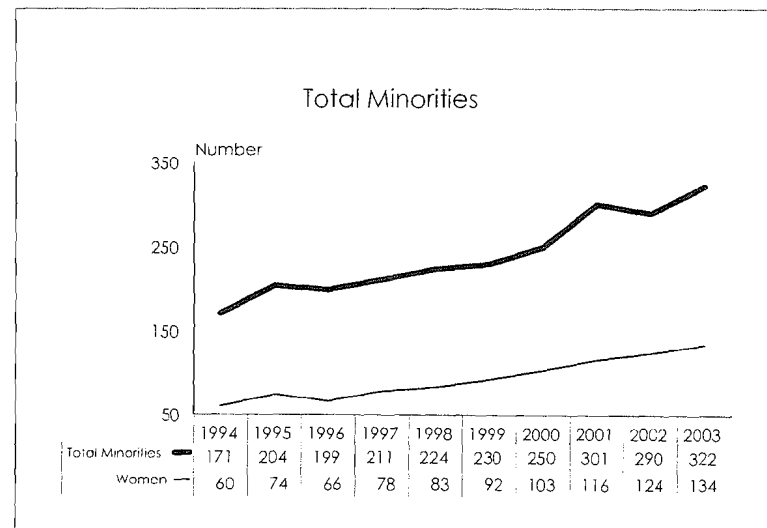
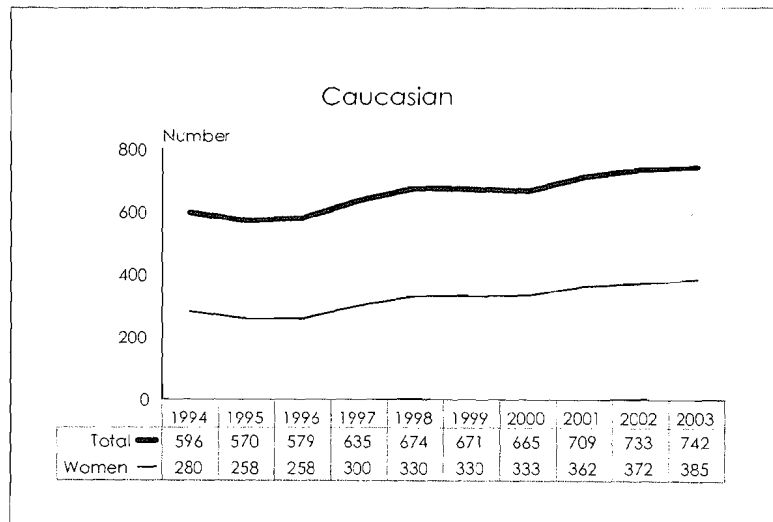
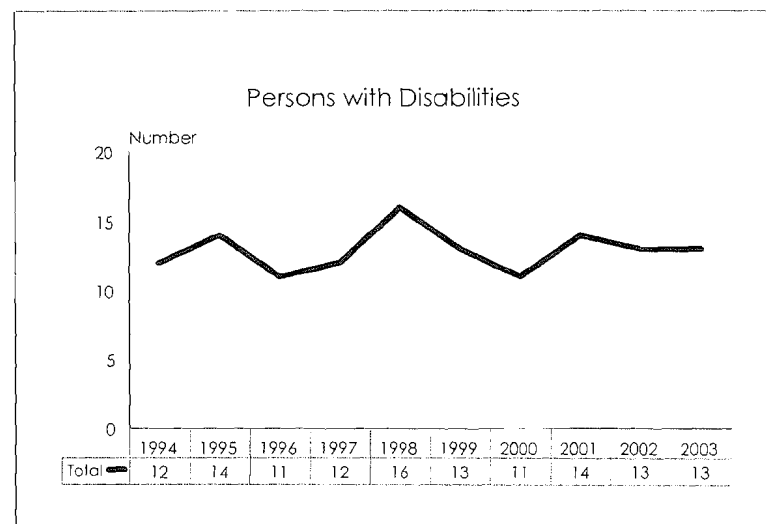
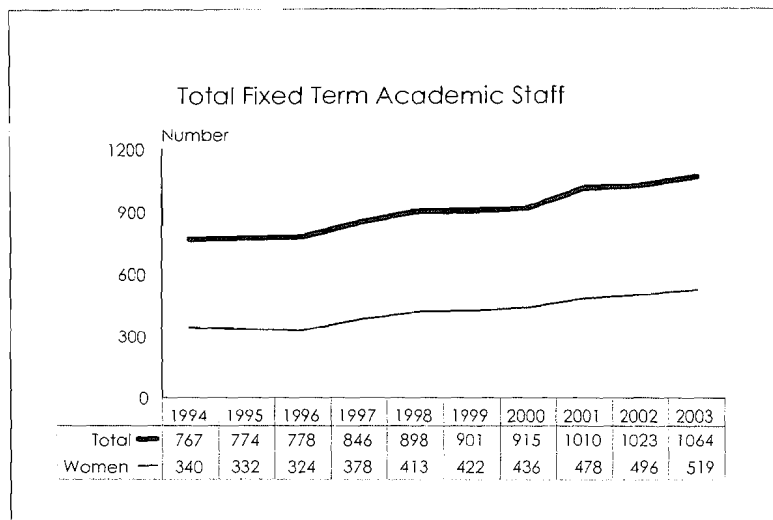
Fixed Term Faculty, 1993-2004



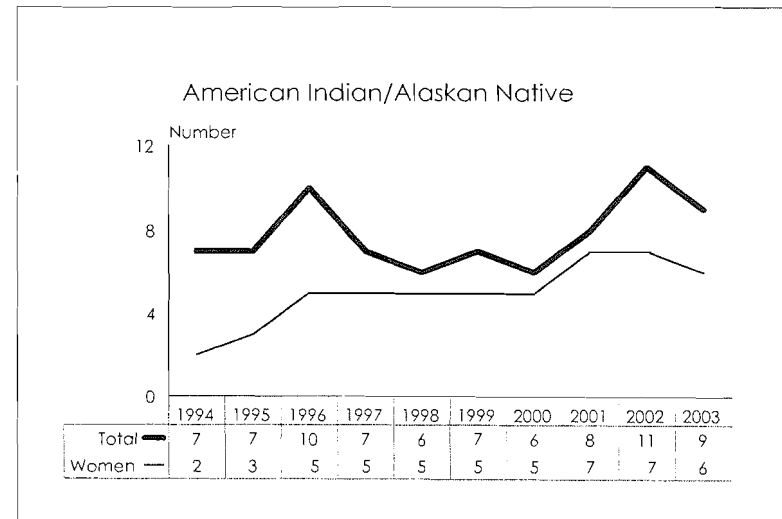
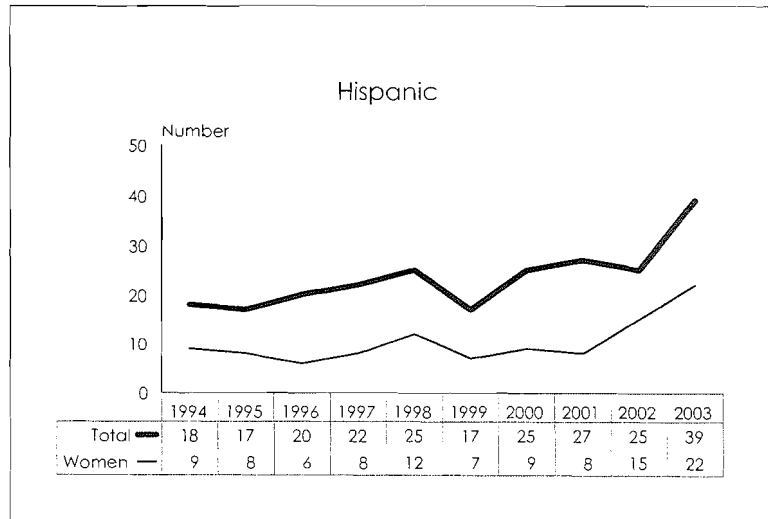
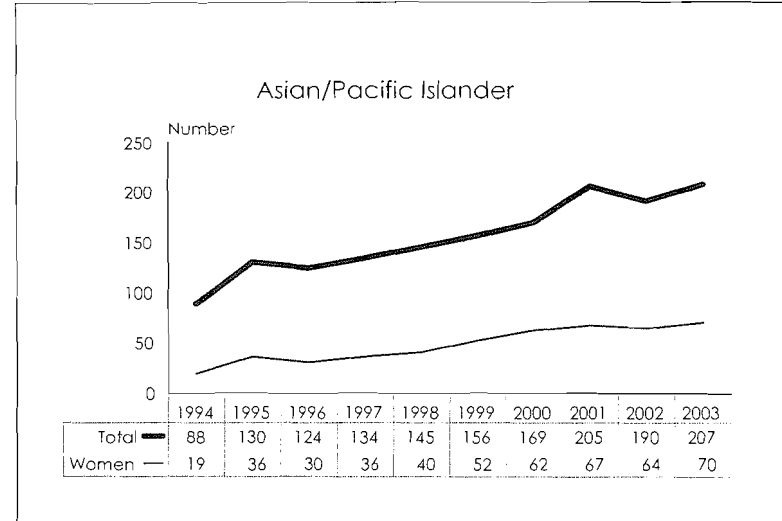
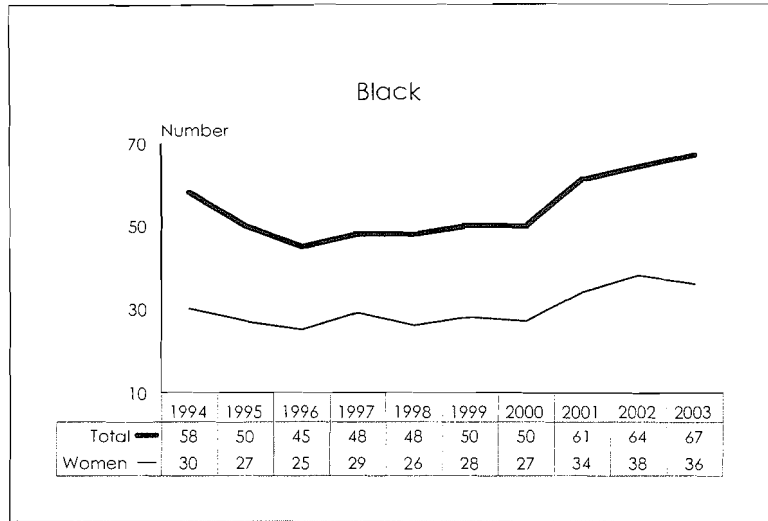
Fixed Term Faculty, 1994-2003
 Minorities by Race/Ethnicity



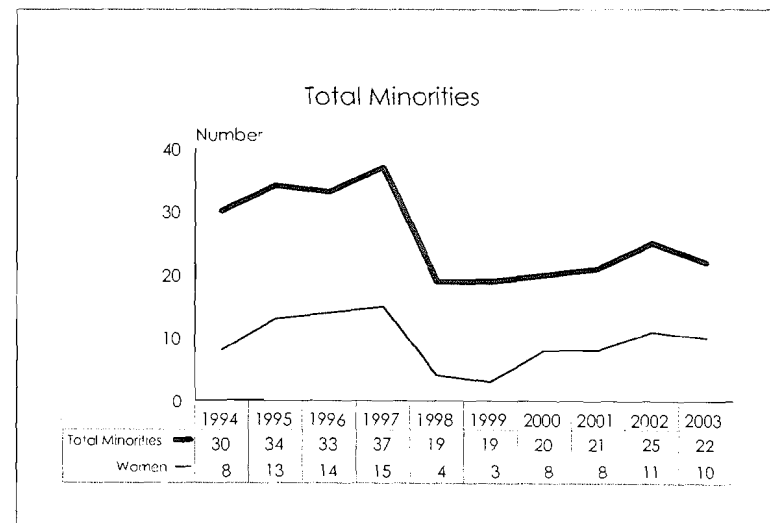
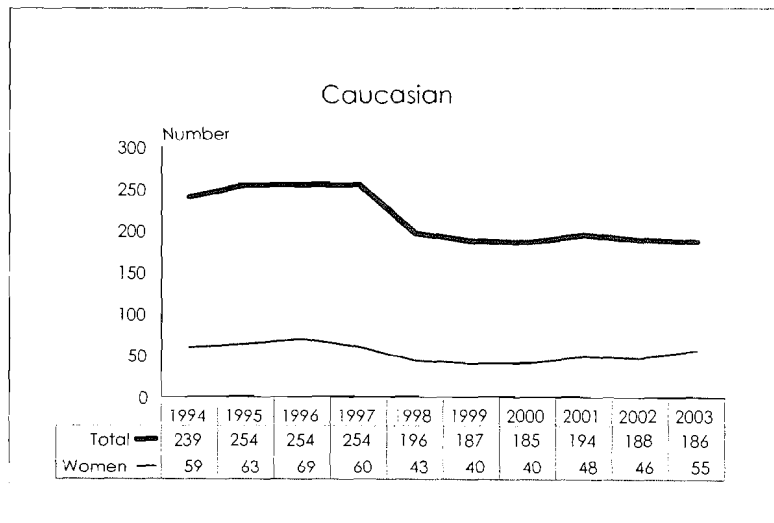
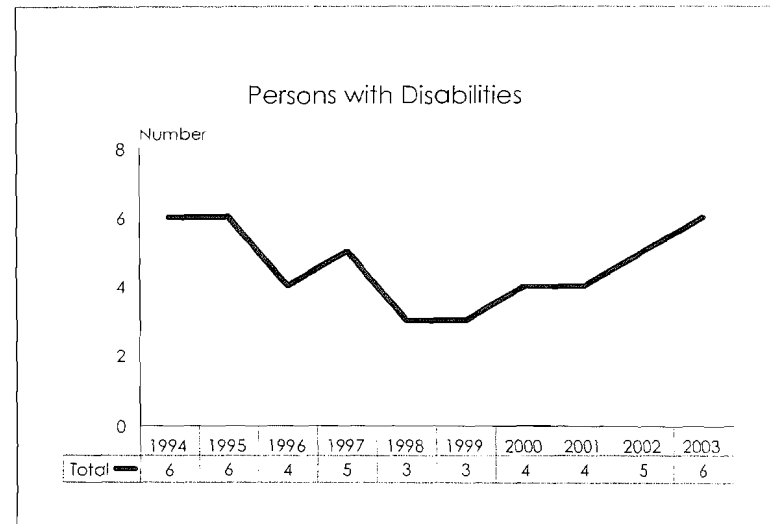
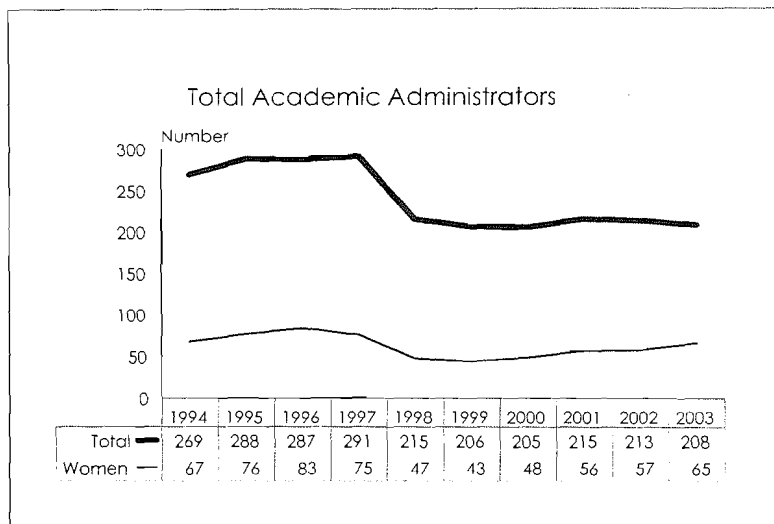
Fixed Term Academic Staff, 1994-2003



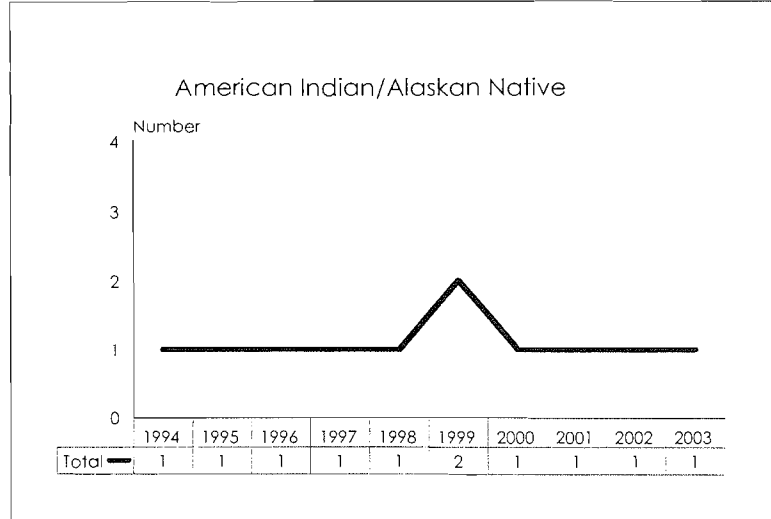
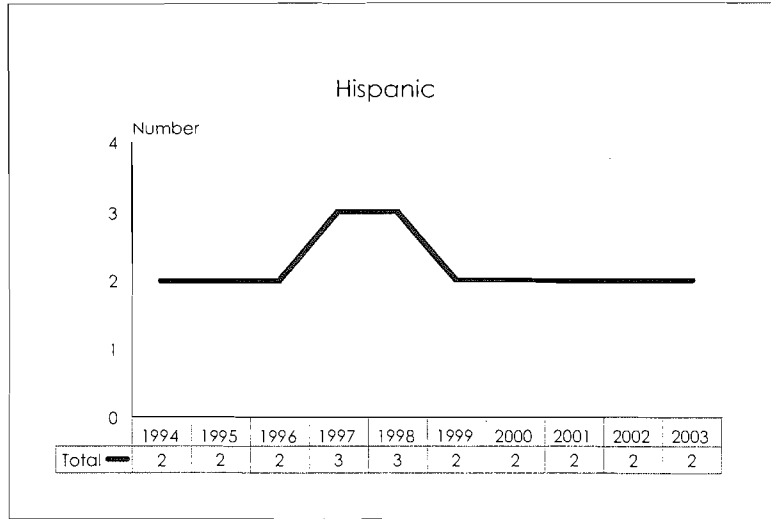
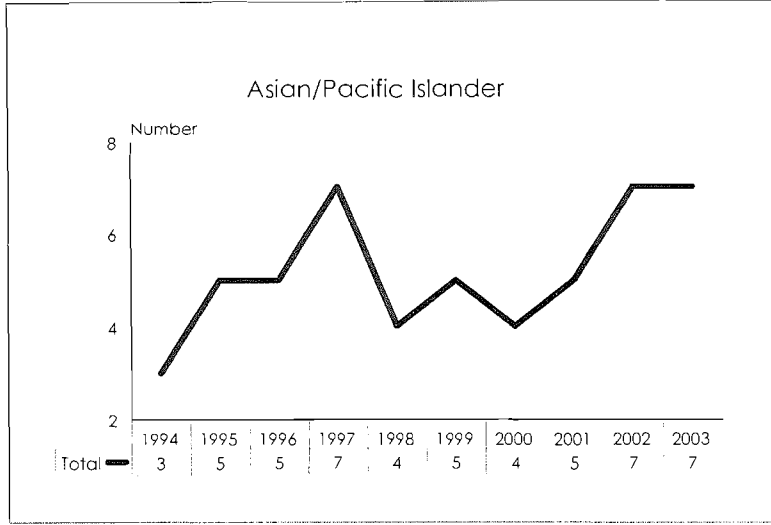
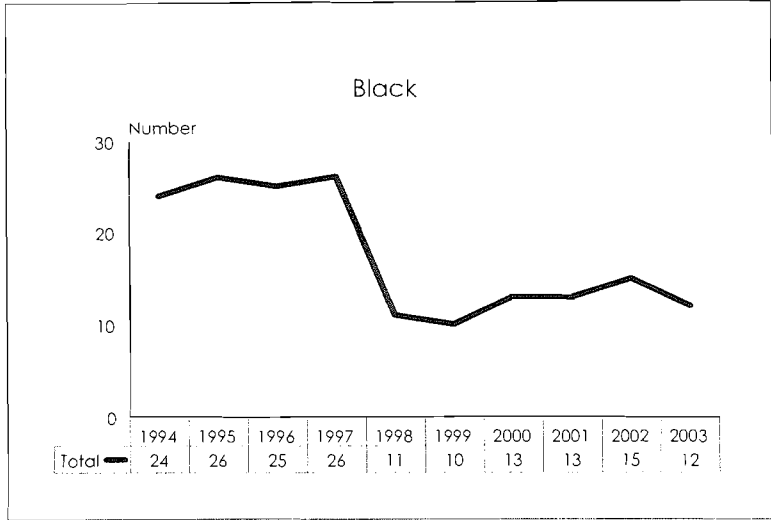
Fixed Term Academic Staff, 1994-2003
 Minorities by Race/Ethnicity



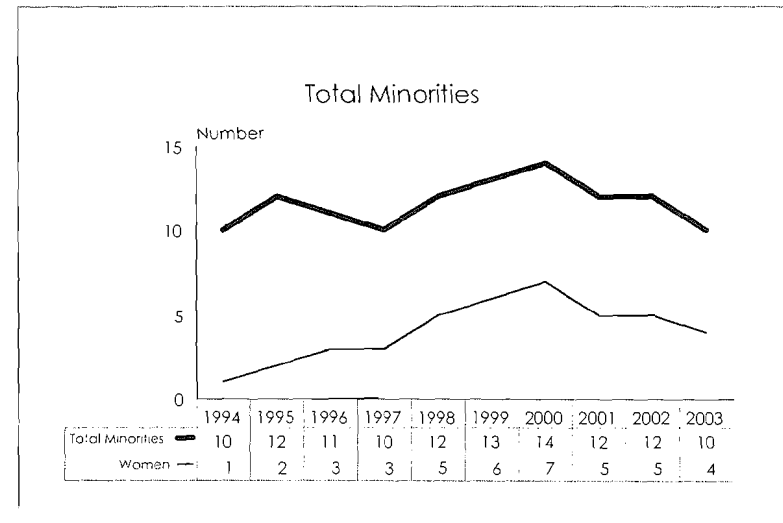
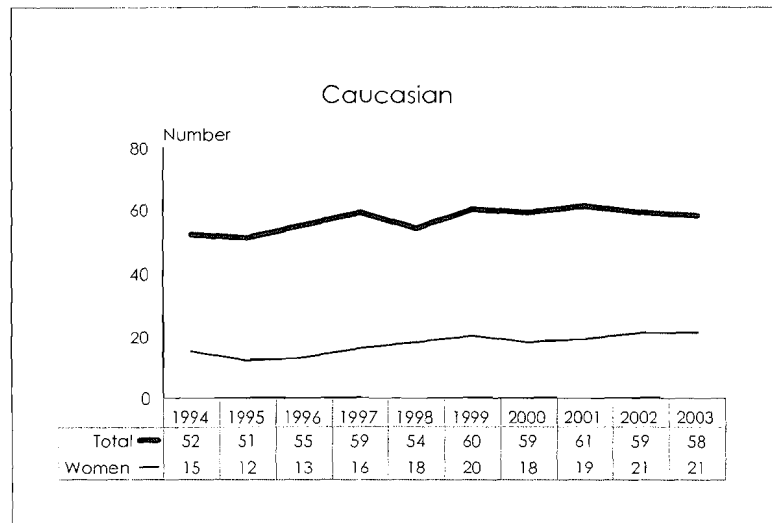
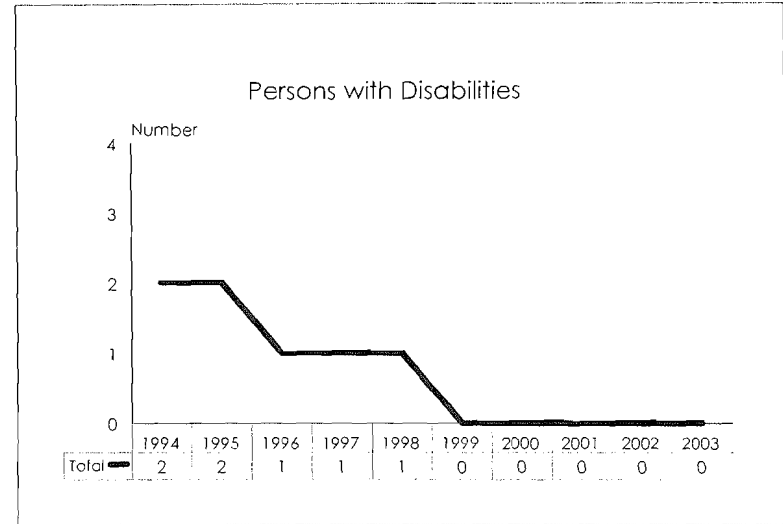
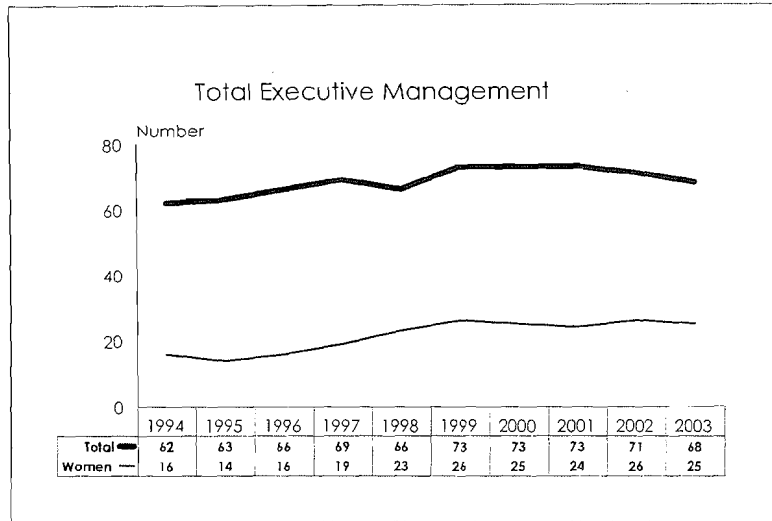
Academic Administrators, 1994-2003



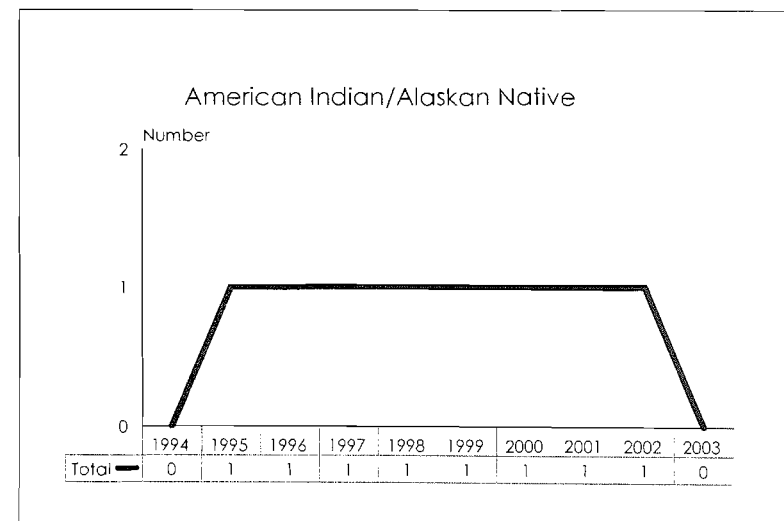
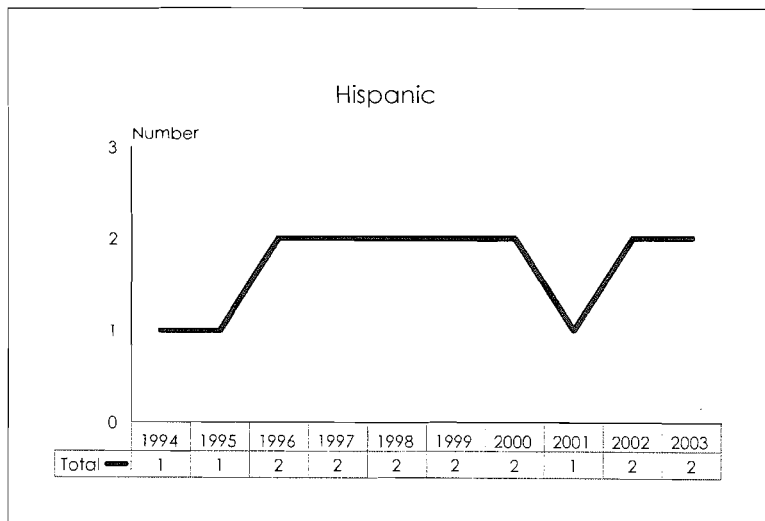
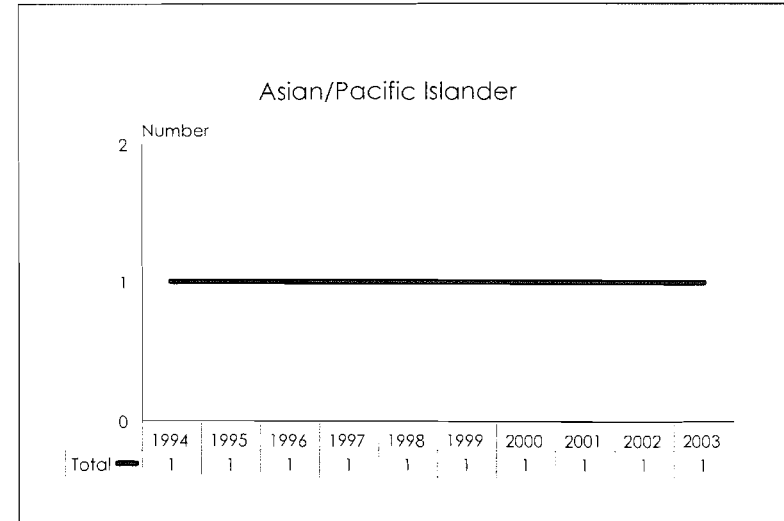
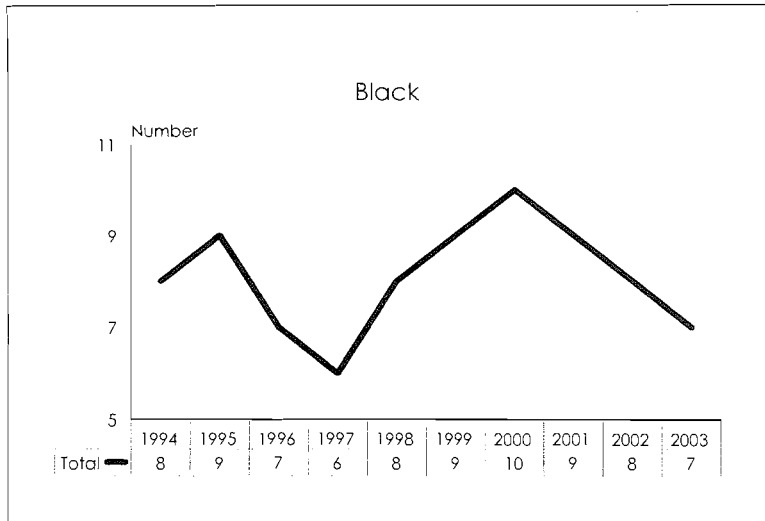
Academic Administrators, 1994-2003
 Minorities by Race/Ethnicity



Executive Management, 1994-2003



Executive Management, 1994-2003
 Minorities by Race/Ethnicity



Academic Administrators and Executive Managers, 2002-2003

	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/Alaskan Native			Total Minority			Caucasian			University Total			
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Academic Administrators																						
Total, 2002-2003	5	7	12	4	3	7	2	0	2	1	0	1	12	10	22	131	55	186	143	65	208	
Executive Managers																						
Total, 2002-2003	3	4	7	1	0	1	2	0	2	0	0	0	6	4	10	37	21	58	43	25	68	

Support Human Resources

Summary	<u>Fall 2003</u>	<u>Number</u>	<u>Percent</u>
Support Staff Workforce		5,879	
Black		443	7.5%
Asian/Pacific Islander		115	2.0%
Hispanic		304	5.2%
Amer. Indian/Alaskan Native		34	0.6%
Total Minorities		896	15.2%
Women		3,855	65.6%
Persons with Disabilities		119	2.0%

Support Human Resources

<u>Category</u>	Opportunities		Minorities		Women	
	<u>Proj.</u>	<u>Actual</u>	<u>Goal</u>	<u>Achieved</u>	<u>Goal</u>	<u>Achieved</u>
Officials and Managers	9	6	0	3	4	3
Professionals	208	226	16	27	25	66
Clerical	121	102	0	0	0	0
Technical	41	65	0	0	1	0
Service/Maintenance	96	131	4	2	19	19
Skilled Trades	<u>8</u>	<u>5</u>	<u>1</u>	<u>4</u>	<u>3</u>	<u>0</u>
University Total	483	535	21	36	52	88

2002-2003 Annual Placement Goals and Achievements

<u>Category</u>	<u>Projected Opportunities</u>	<u>Placement Goals Minorities</u>	<u>Placement Goals Women</u>
Officials and Managers	4	1	0
Professionals	164	17	15
Clerical	91	0	3
Technical	38	2	4
Service/Maintenance	86	24	8
Skilled Trades	<u>4</u>	<u>2</u>	<u>2</u>
University Total	387	46	32

2003-2004 Annual Placement Goals

Definitions of Terms Used

Employment Categories

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

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

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

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

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

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

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

Administrative-Professional Data for 2002-03

An extensive review of administrative-professional job groups determined that 131 job titles should be moved from the officials and managers category to the professional category, effective for the 2002-2003 reporting period. These changes were made in accordance with the clarified definition from the Department of Education directing the Integrated Post Secondary Education Data System (IPEDS) reporting.

Support Staff Workforce Hires and Promotions, 2002-2003

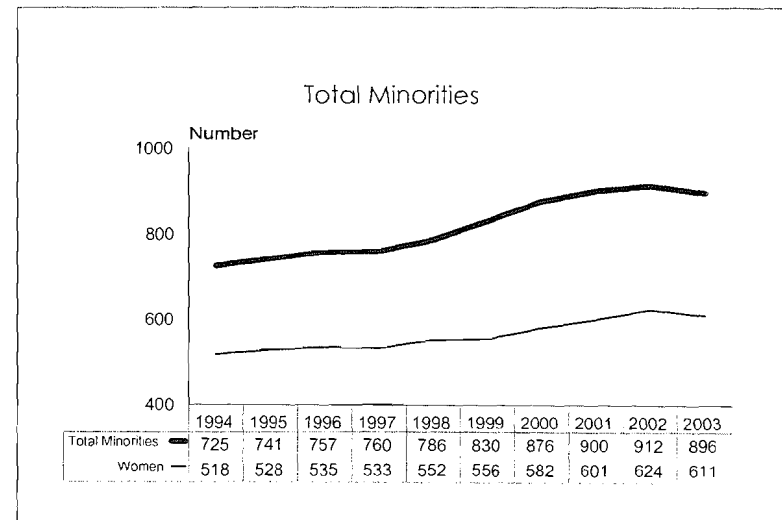
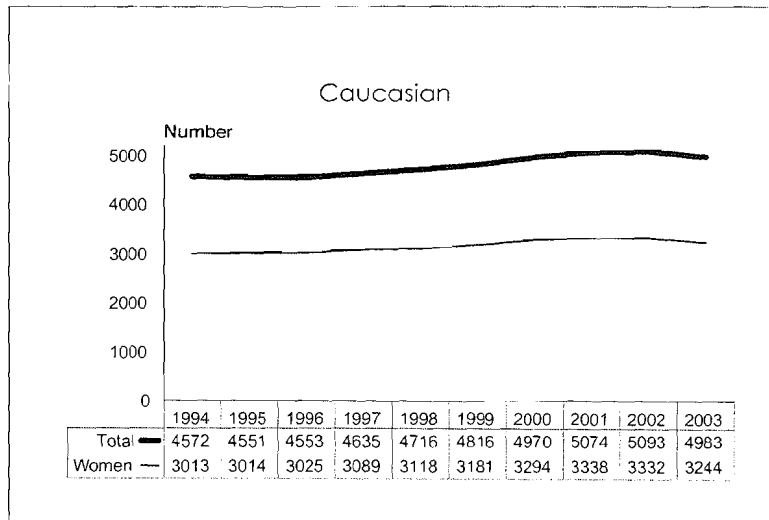
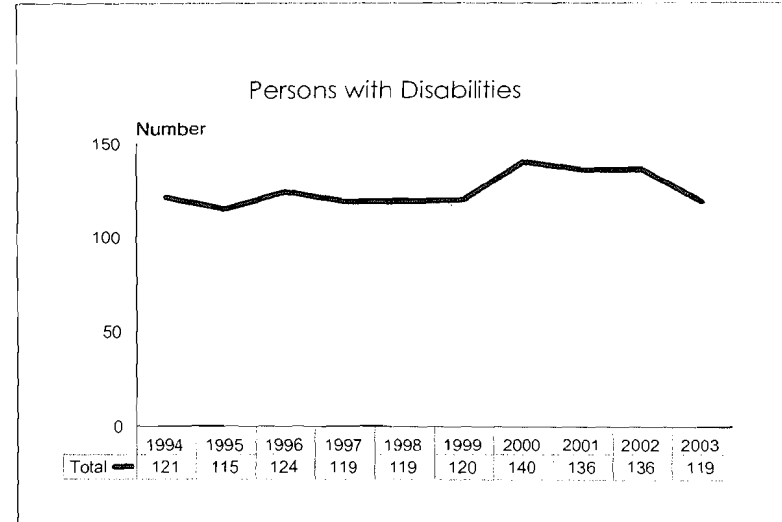
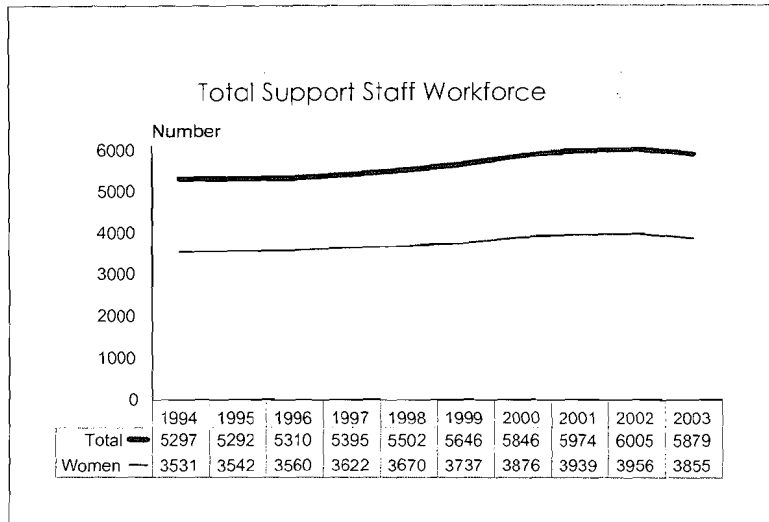
New Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Officials & Managers	0	1	1	0	0	0	1	0	1	0	0	0	1	1	2	2	1	3	3	2	5
Professionals	7	9	16	0	4	4	5	7	12	0	0	0	12	20	32	48	65	113	60	85	145
Clerical	0	6	6	1	0	1	0	2	2	0	0	0	1	8	9	6	28	34	7	36	43
Technical	0	1	1	0	1	1	1	0	1	0	0	0	1	2	3	9	29	38	10	31	41
Service/Maintenance	8	14	22	1	1	2	3	9	12	0	0	0	12	24	36	16	40	56	28	64	92
Skilled Trades	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	1	1	2	2	1	3
University Total	16	31	47	2	6	8	10	18	28	0	0	0	28	55	83	82	164	246	110	219	329

Promotions	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Officials & Managers	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	5	8	13	5	10	15
Professionals	2	8	10	0	2	2	1	6	7	0	0	0	3	16	19	48	80	128	51	96	147
Clerical	0	5	5	0	1	1	0	8	8	0	0	0	0	14	14	3	58	61	3	72	75
Technical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	9	16	7	9	16
Service/Maintenance	2	4	6	1	0	1	6	5	11	0	0	0	9	9	18	26	21	47	35	30	65
Skilled Trades	1	0	1	1	0	1	1	0	1	0	0	0	3	0	3	16	3	19	19	3	22
University Total	5	18	23	2	4	6	8	19	27	0	0	0	15	41	56	105	179	284	120	220	340

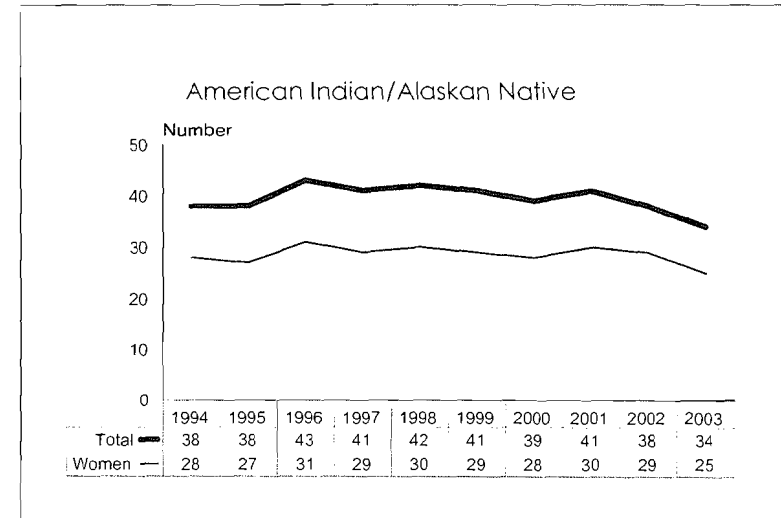
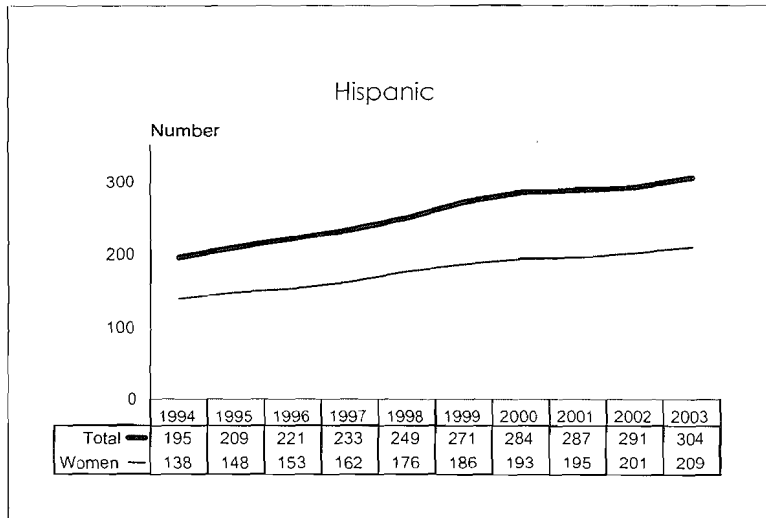
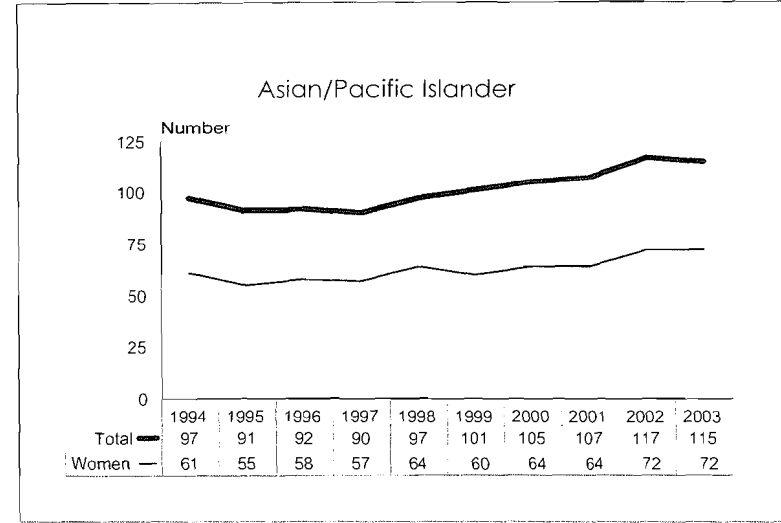
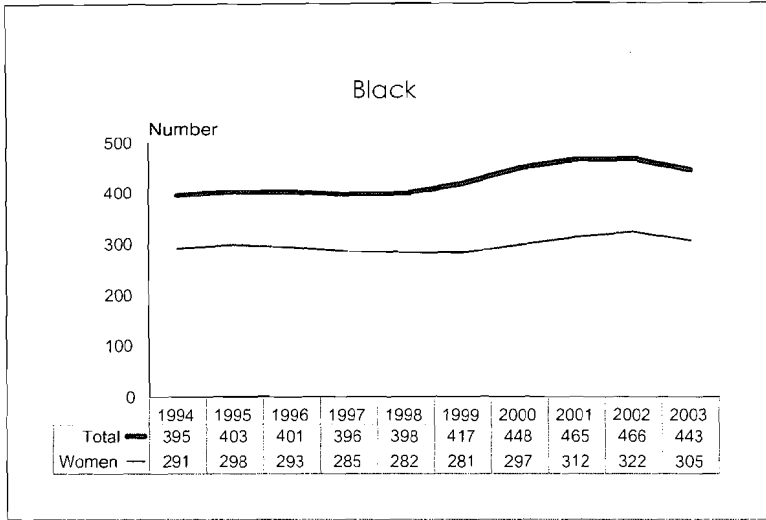
Support Staff Workforce Separations, 2002-2003

Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Retirements																					
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	9	22	31	10	22	32
Clerical	0	1	1	0	1	1	0	1	1	0	2	2	0	5	5	0	23	23	0	28	28
Technical	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	1	2	3
Service/Maintenance	2	2	4	0	1	1	0	0	0	0	0	0	2	3	5	3	3	6	5	6	11
Skilled Trades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	2	0	2
Total Retirements	3	3	6	1	2	3	0	1	1	0	2	2	4	8	12	14	50	64	18	58	76
Other Reasons																					
Officials & Managers	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	4	2	6	4	3	7
Professionals	6	12	18	3	1	4	2	2	4	0	1	1	11	16	27	33	68	101	44	84	128
Clerical	1	4	5	1	0	1	0	4	4	0	0	0	2	8	10	5	45	50	7	53	60
Technical	1	3	4	0	2	2	0	0	0	0	0	0	1	5	6	10	23	33	11	28	39
Service/Maintenance	6	12	18	0	1	1	0	5	5	0	0	0	6	18	24	14	28	42	20	46	66
Skilled Trades	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	1	1	2	2	1	3
Total/Other Reasons	14	32	46	4	4	8	3	11	14	0	1	1	21	48	69	67	167	234	88	215	303
Total Separations																					
Officials & Managers	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	4	2	6	4	3	7
Professionals	6	12	18	4	1	5	2	2	4	0	1	1	12	16	28	42	90	132	54	106	160
Clerical	1	5	6	1	1	2	0	5	5	0	2	2	2	13	15	5	68	73	7	81	88
Technical	2	3	5	0	2	2	0	0	0	0	0	0	2	5	7	10	25	35	12	30	42
Service/Maintenance	8	14	22	0	2	2	0	5	5	0	0	0	8	21	29	17	31	48	25	52	77
Skilled Trades	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	3	1	4	4	1	5
University Total	17	35	52	5	6	11	3	12	15	0	3	3	25	56	81	81	217	298	106	273	379

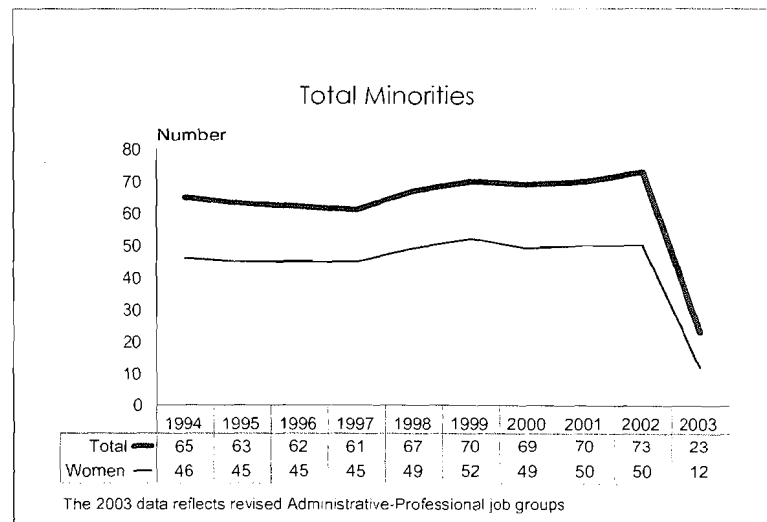
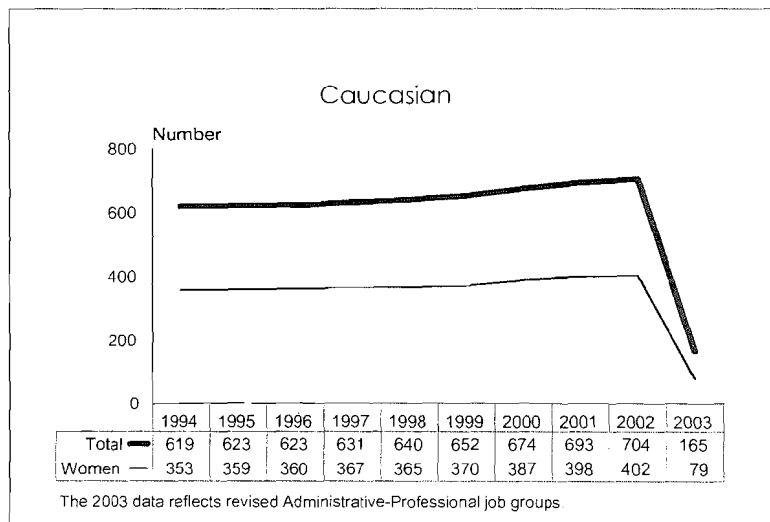
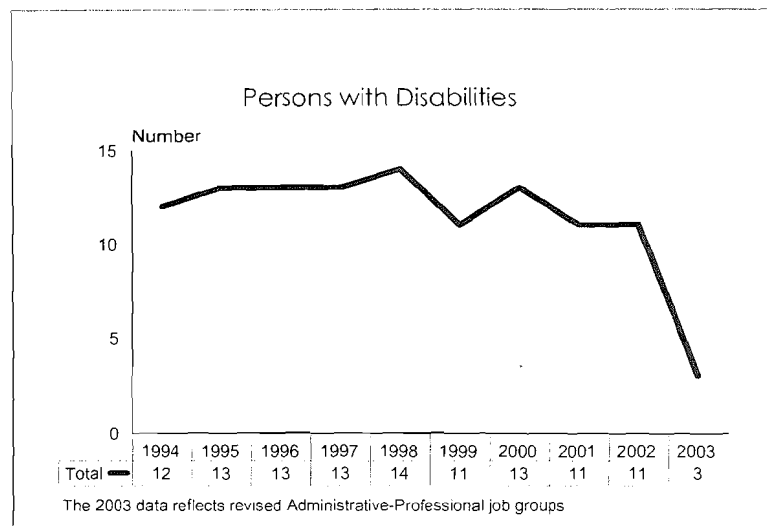
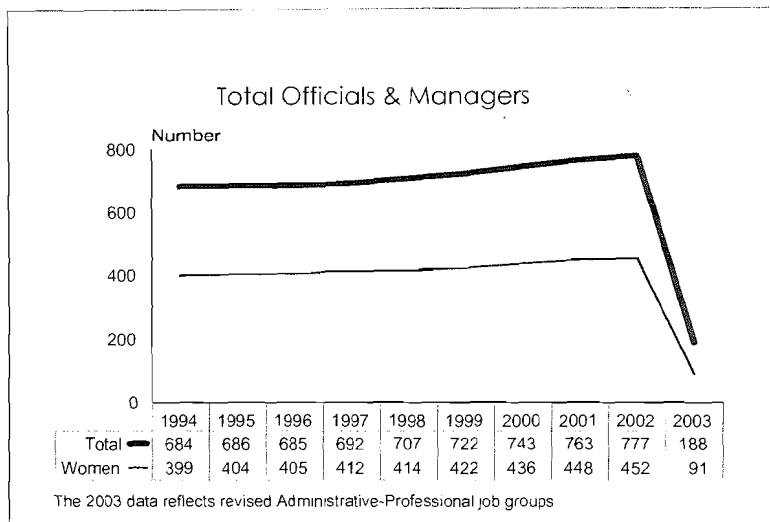
Support Staff Workforce, 1994-2003



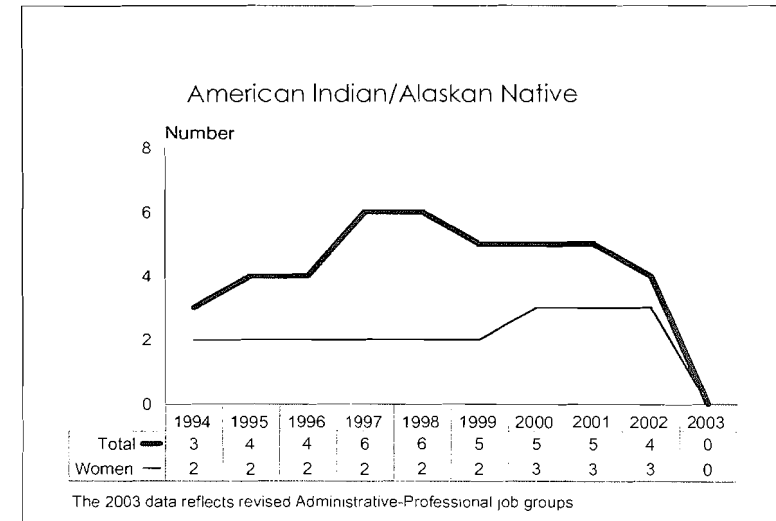
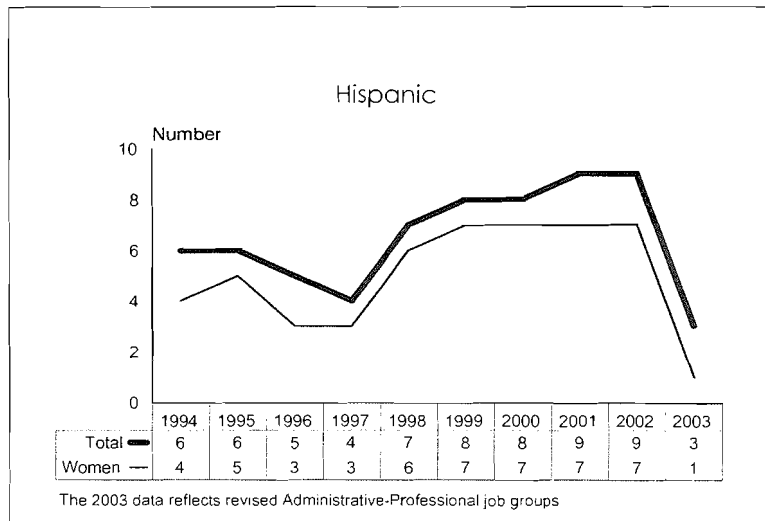
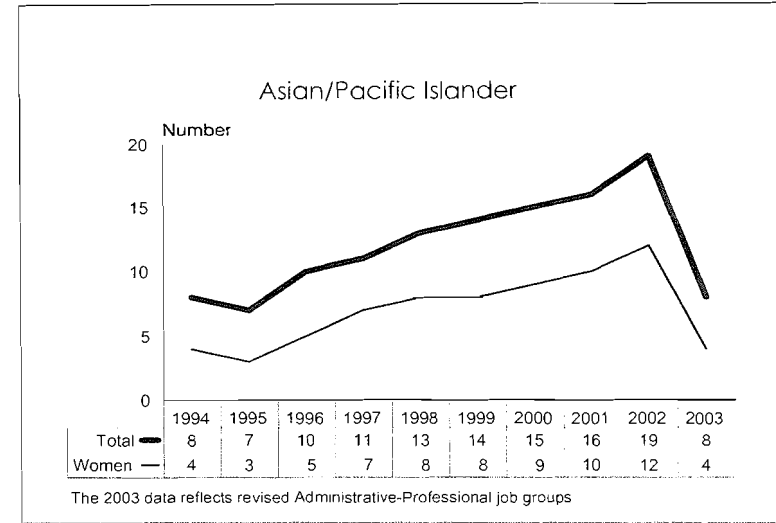
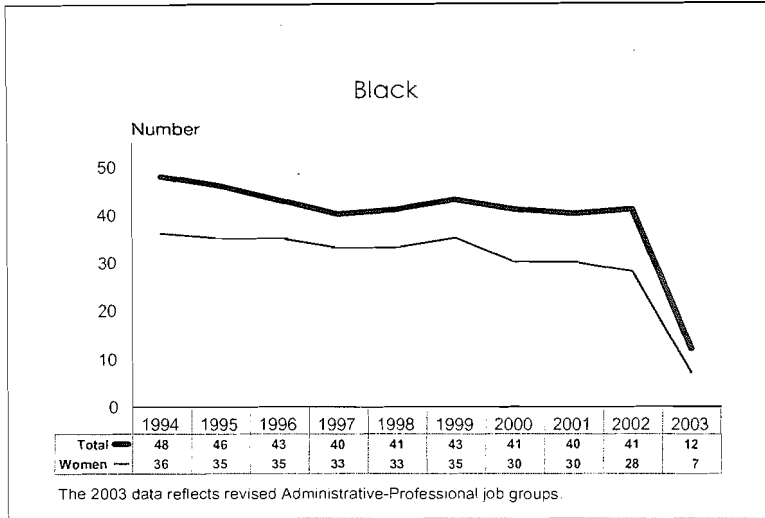
Support Staff Workforce, 1994-2003 Minorities by Race/Ethnicity



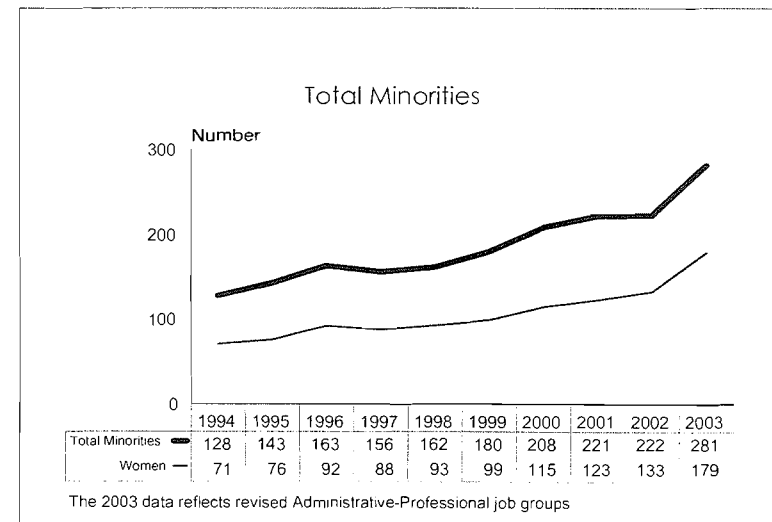
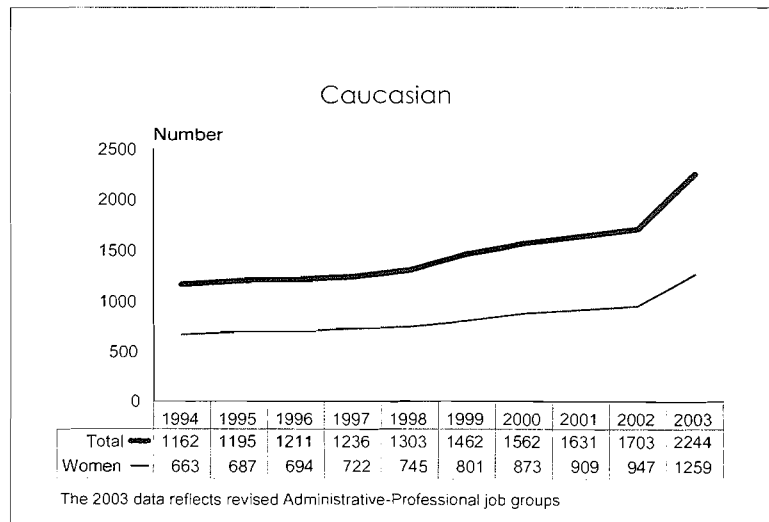
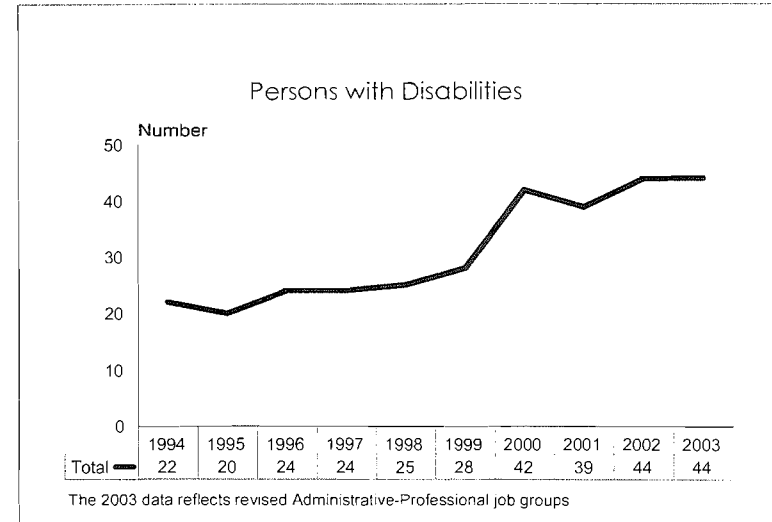
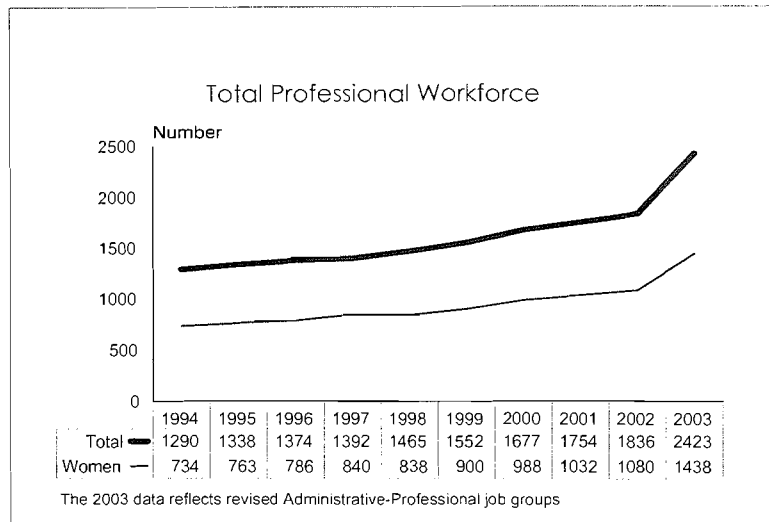
Officials and Managers, 1994-2003



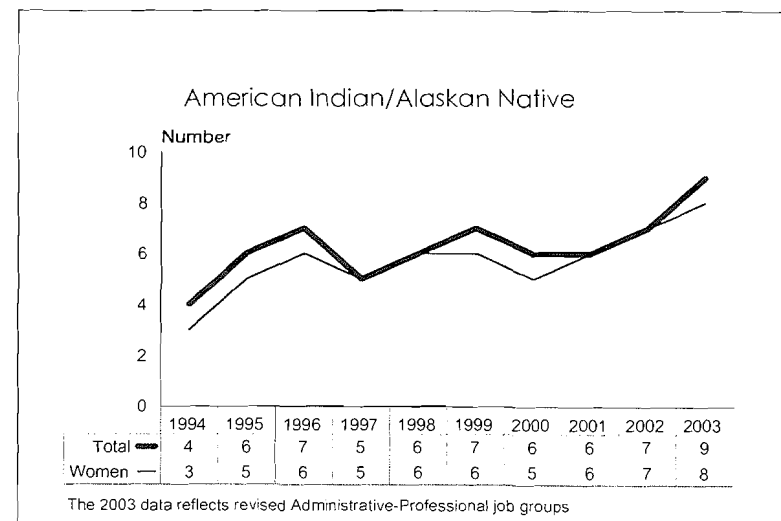
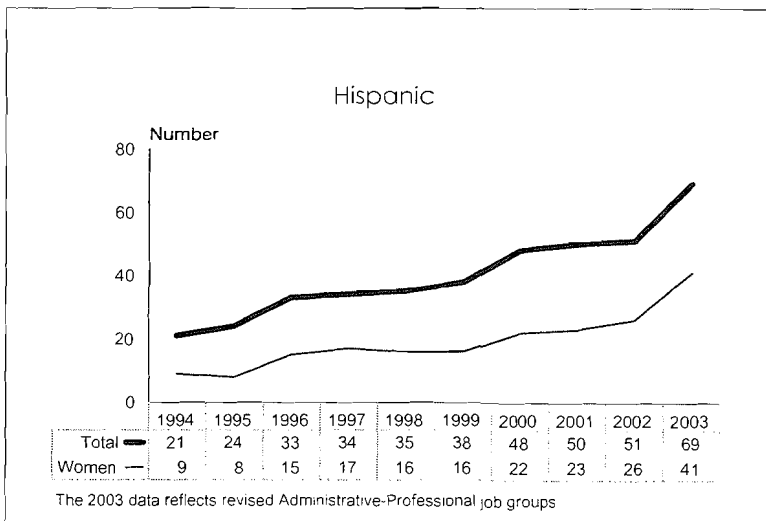
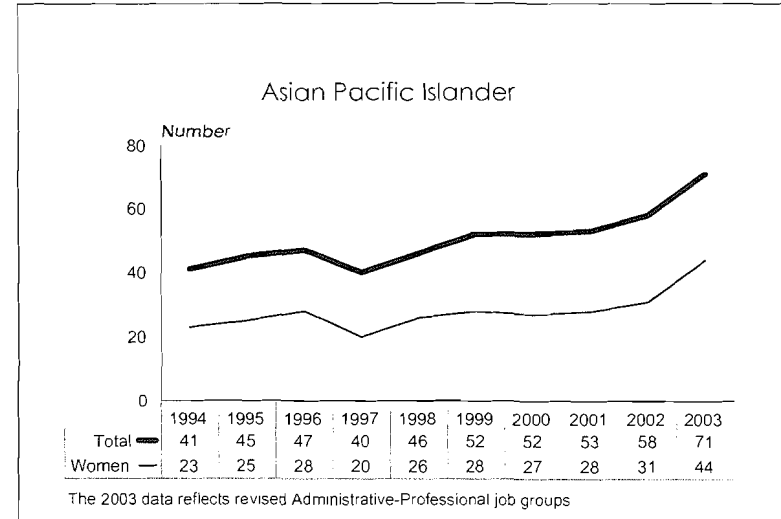
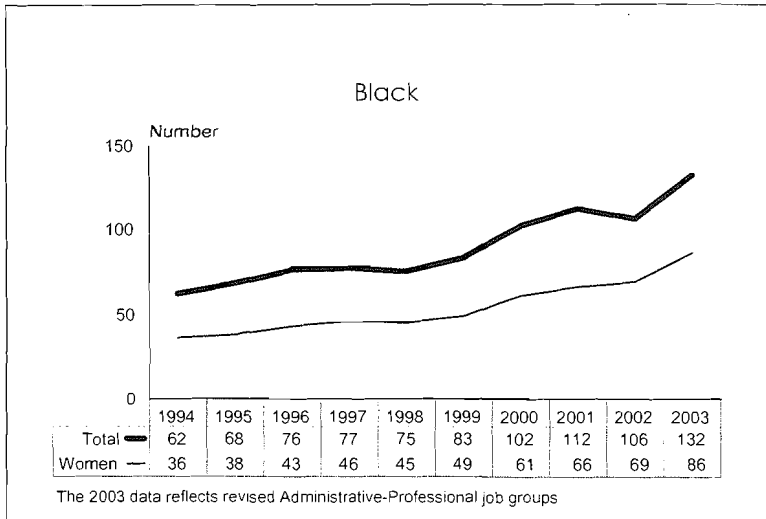
Officials and Managers, 1994-2003 Minorities by Race/Ethnicity



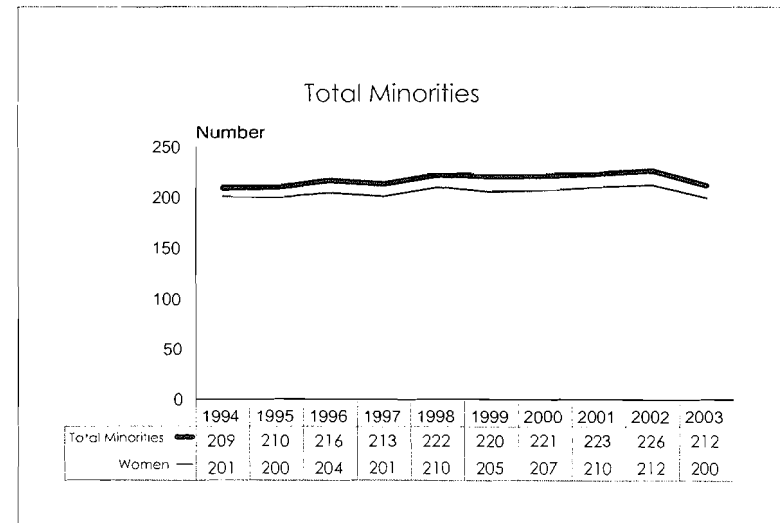
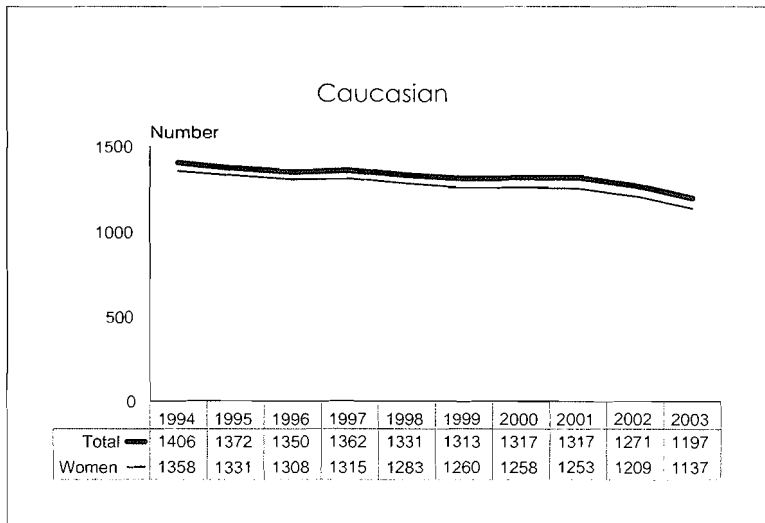
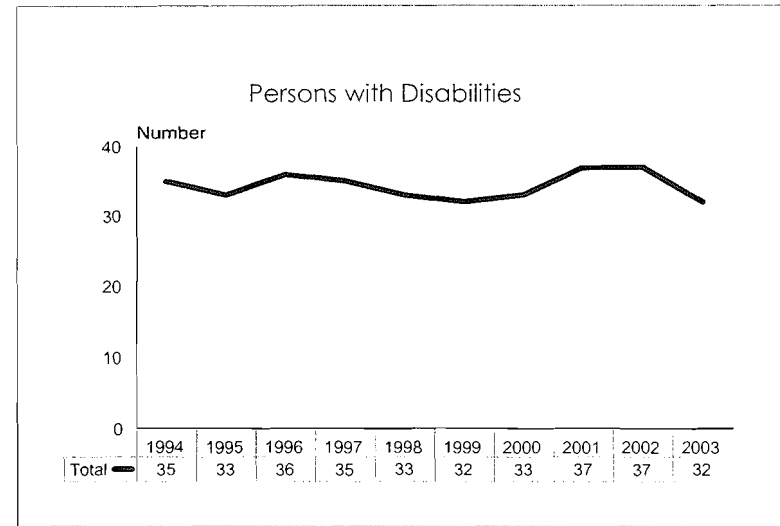
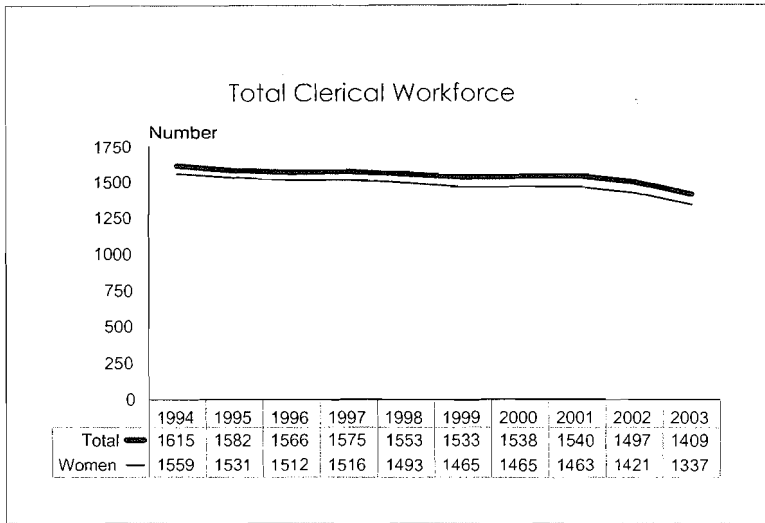
Professional Workforce, 1994-2003



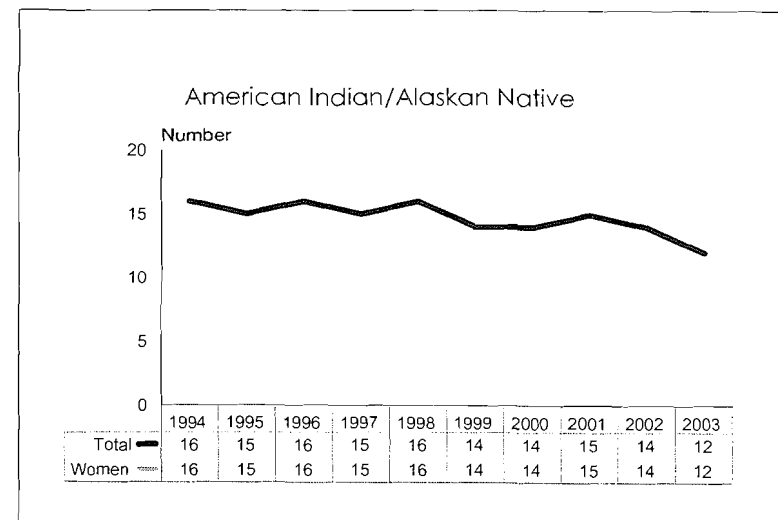
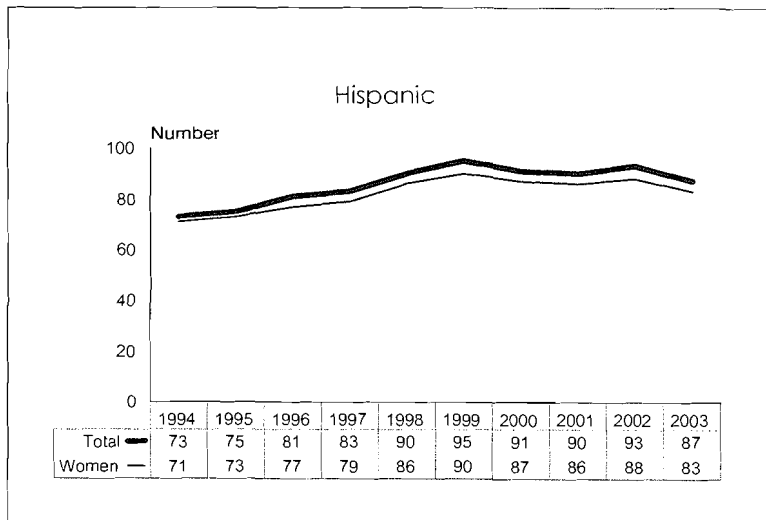
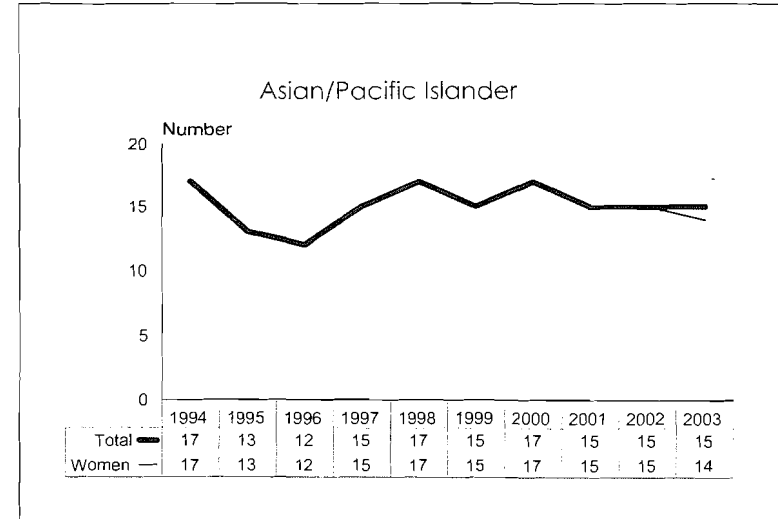
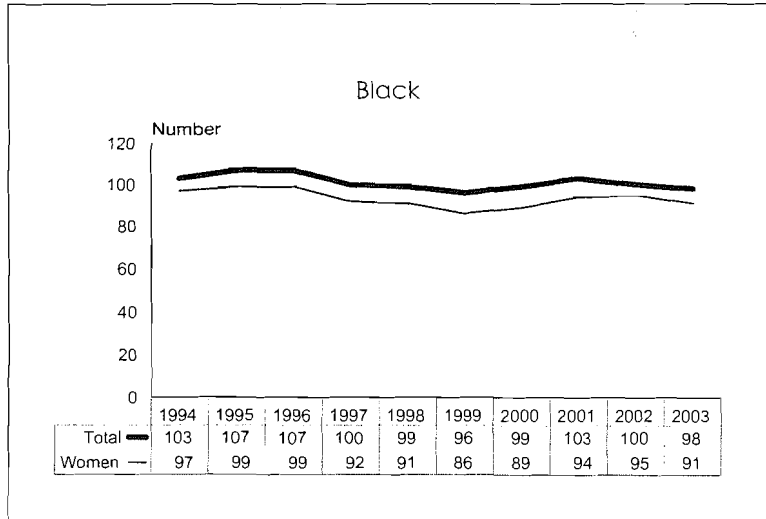
Professional Workforce, 1994-2003



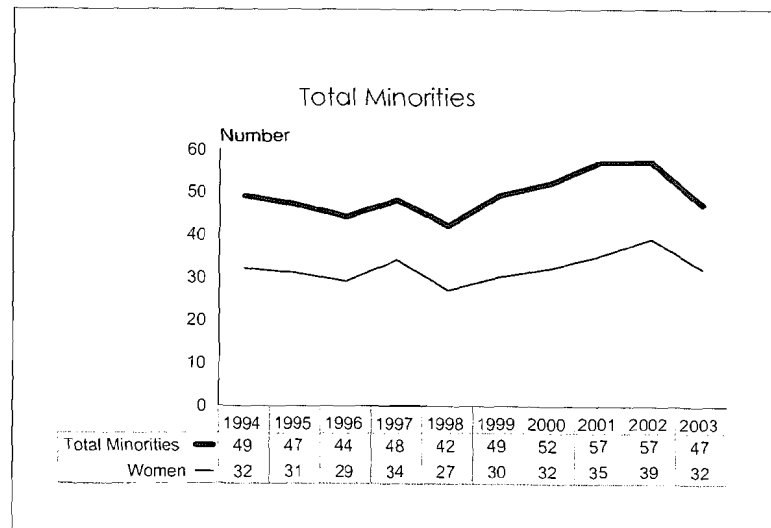
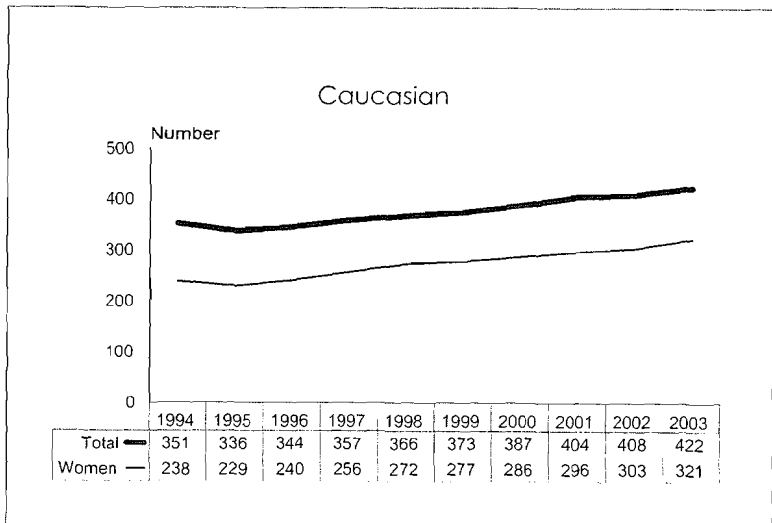
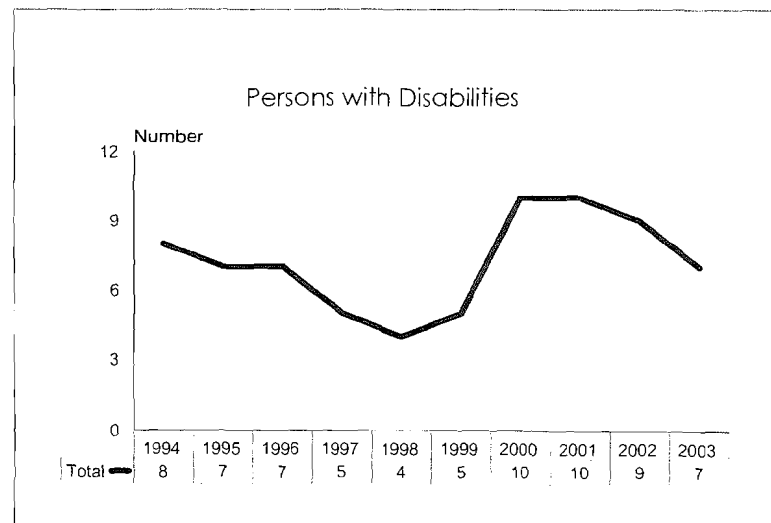
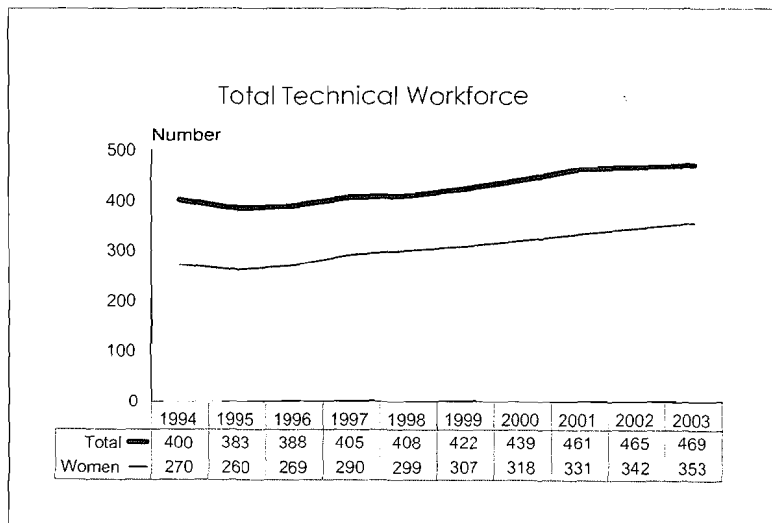
Clerical Workforce, 1994-2003



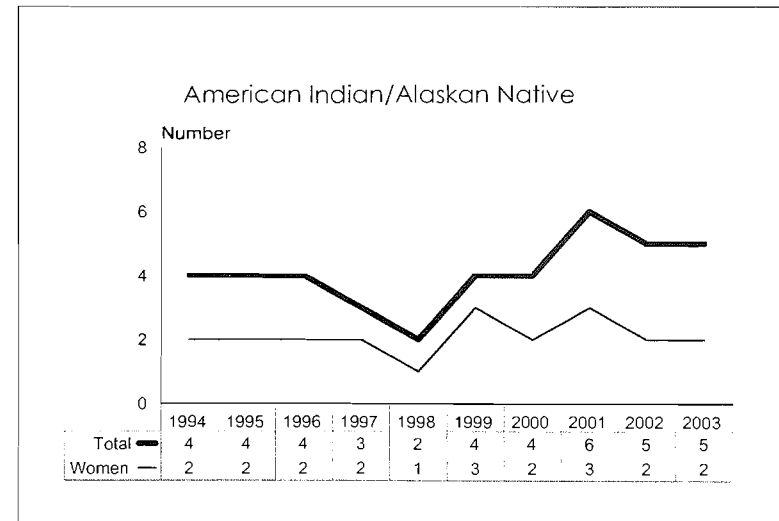
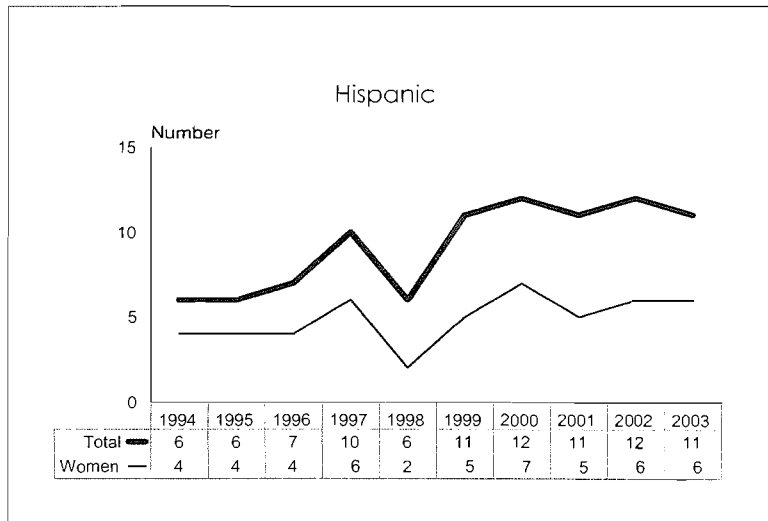
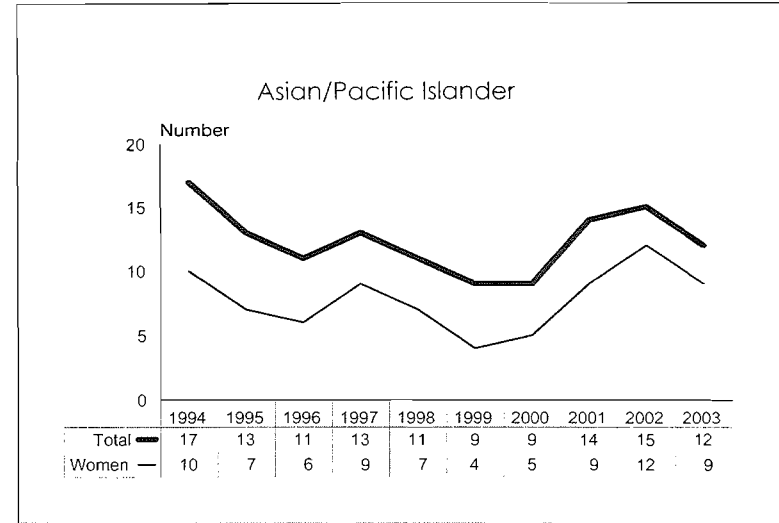
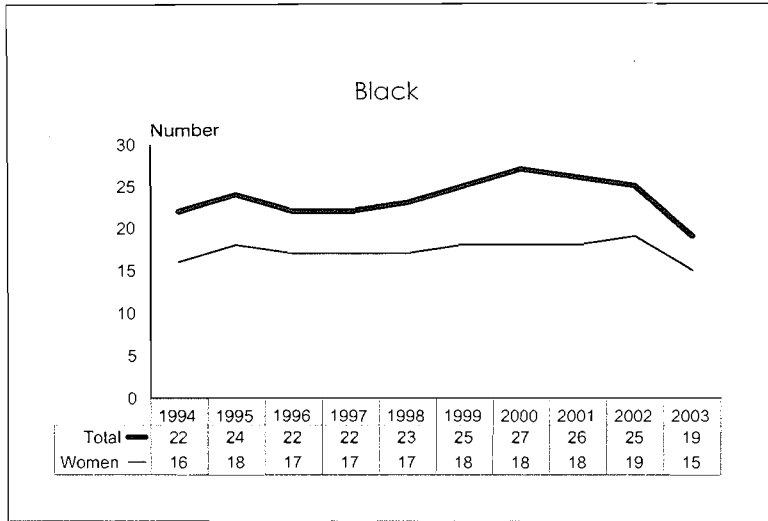
Clerical Workforce, 1994-2003 Minorities by Race/Ethnicity



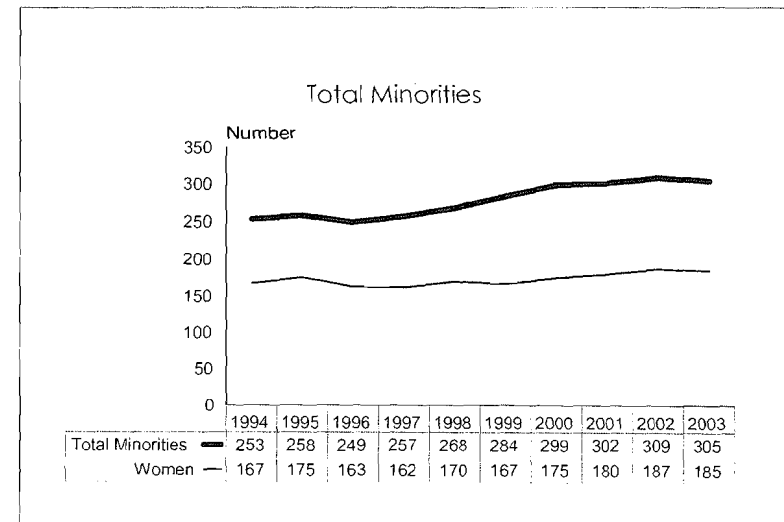
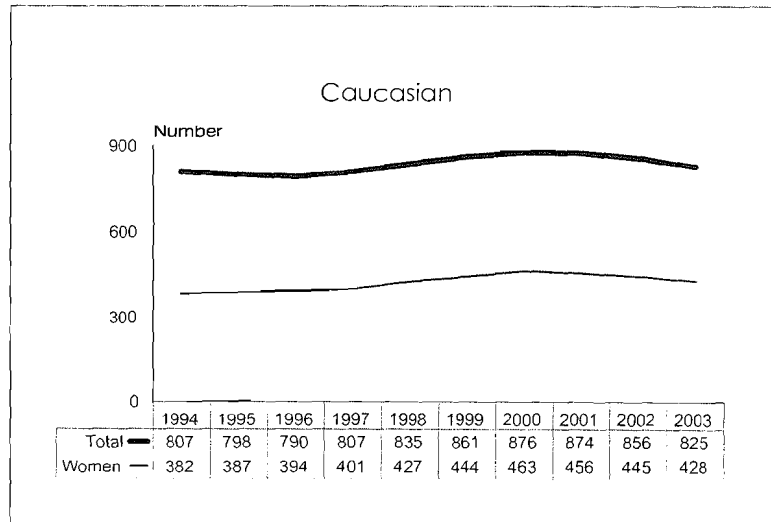
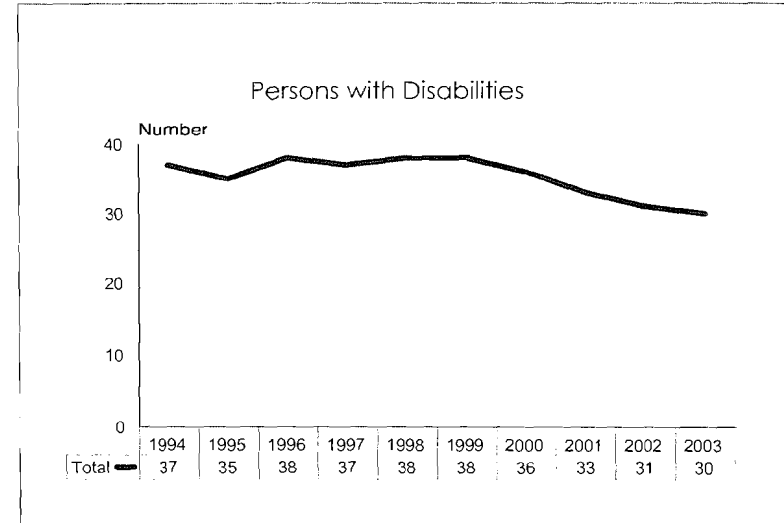
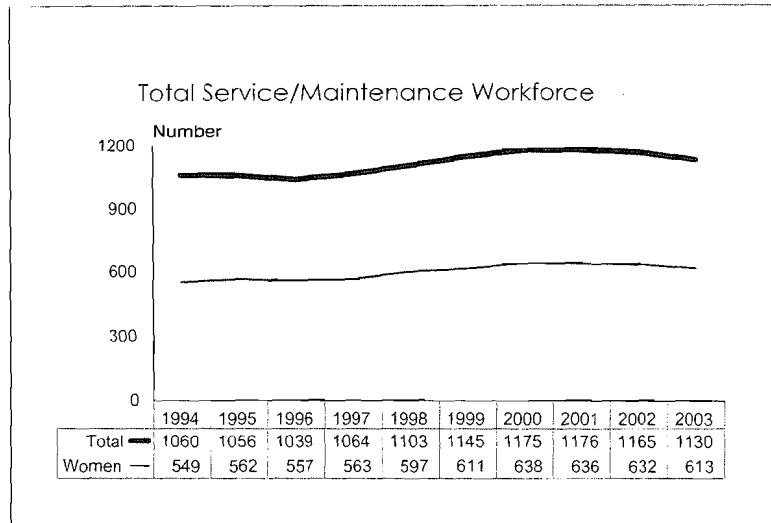
Technical Workforce, 1994-2003



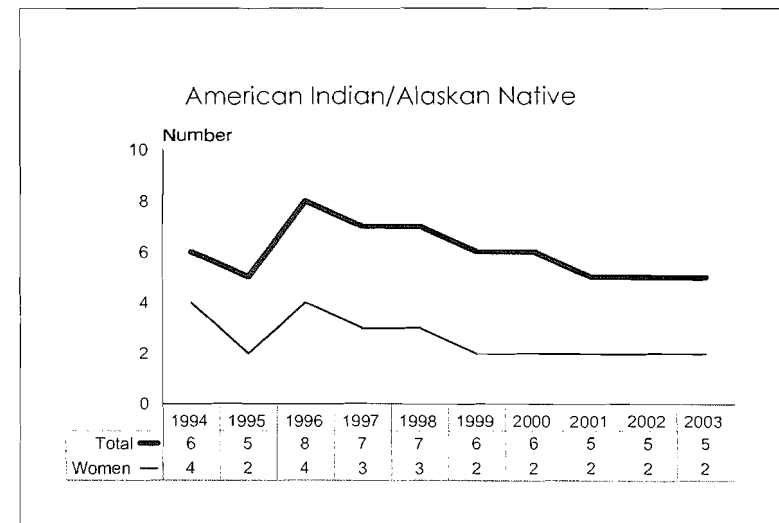
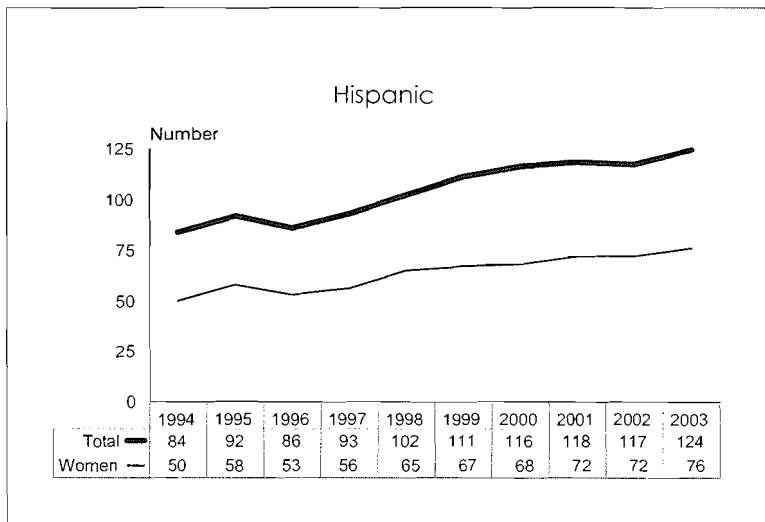
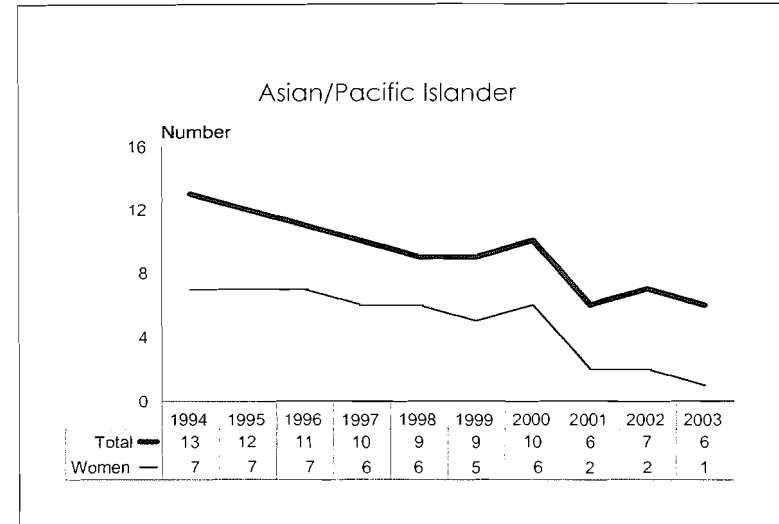
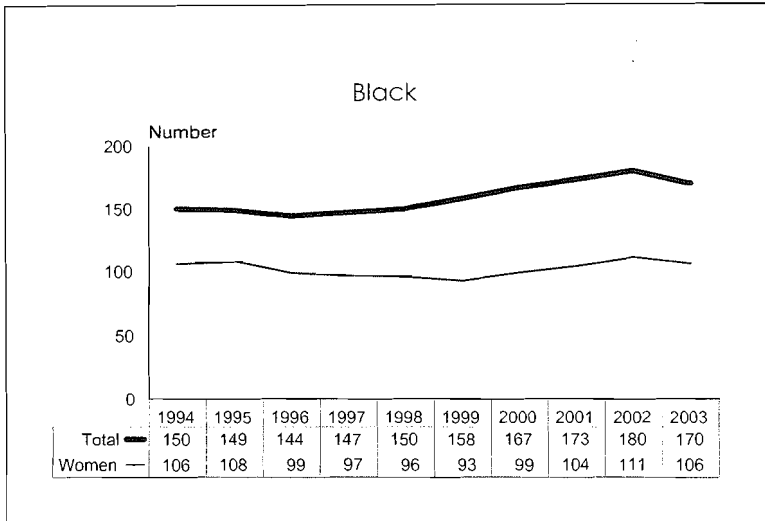
Technical Workforce, 1994-2003 Minorities by Race/Ethnicity



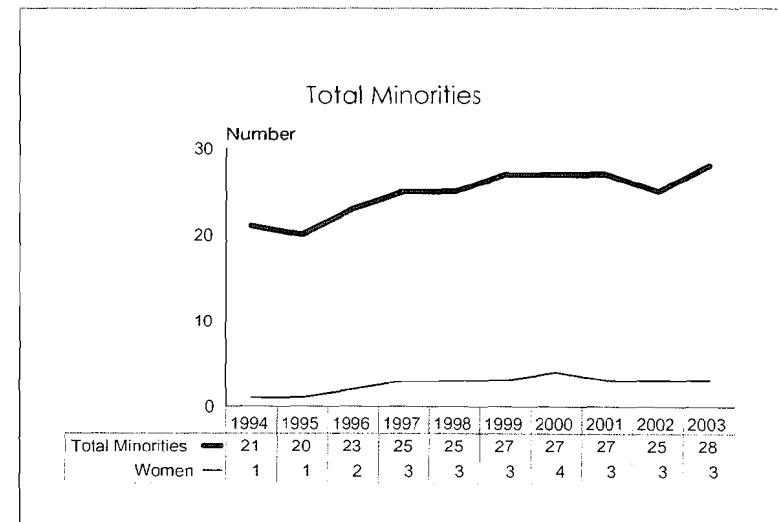
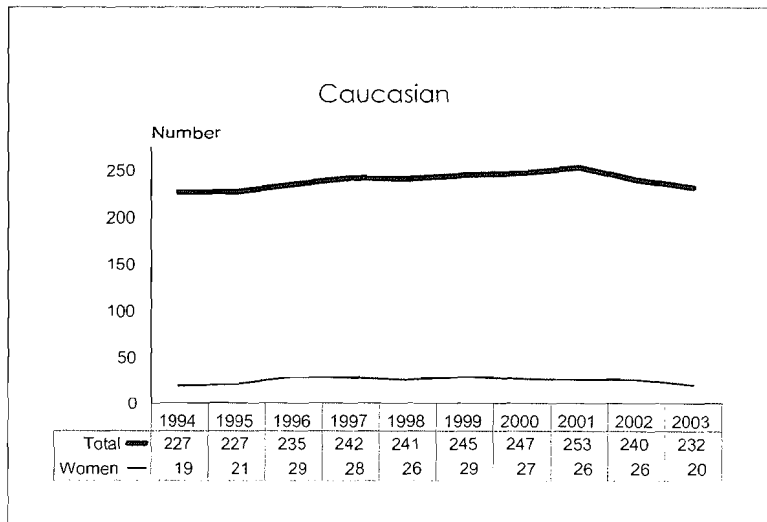
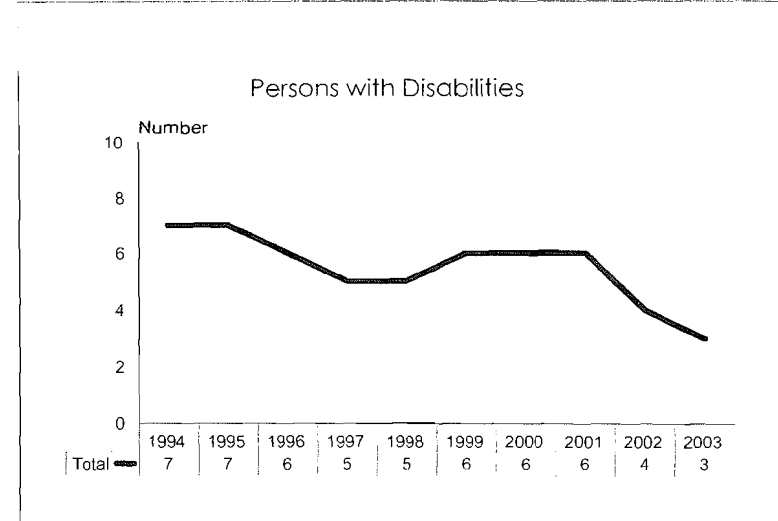
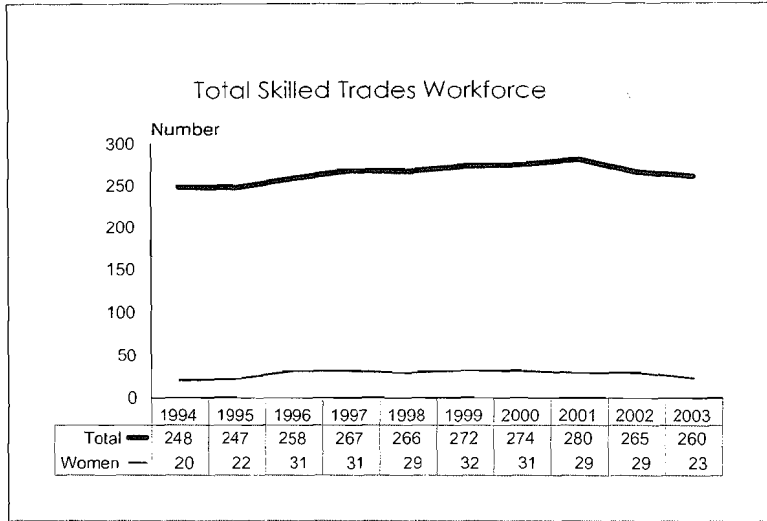
Service/Maintenance Workforce, 1994-2003



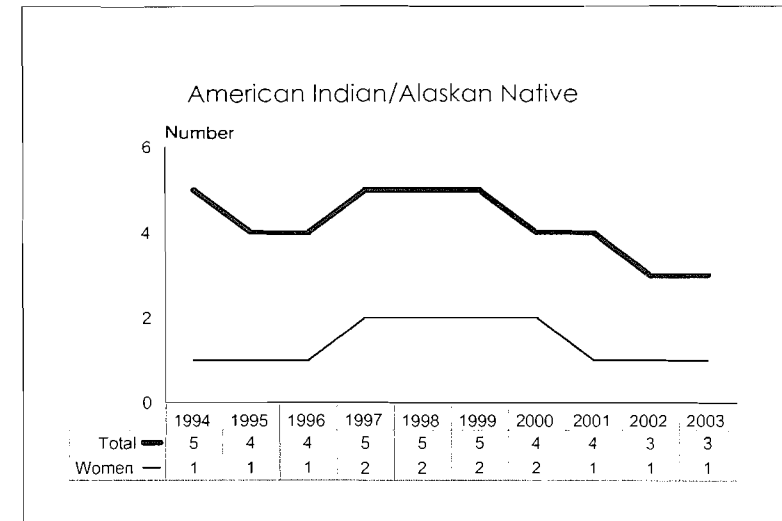
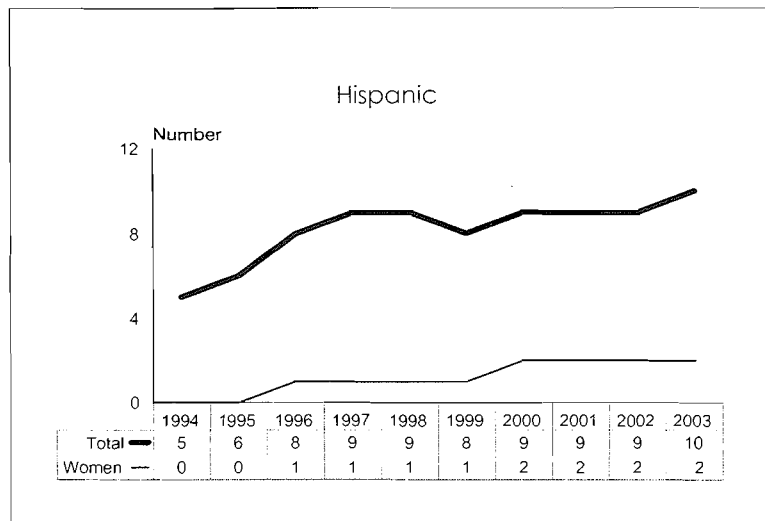
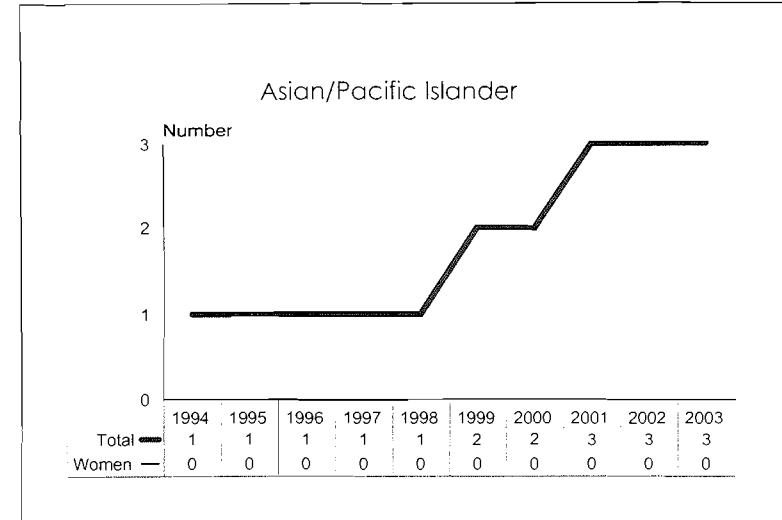
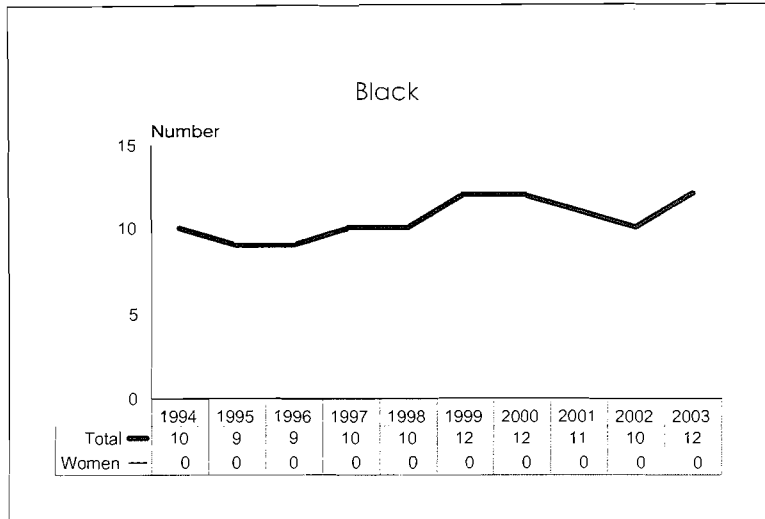
Service/Maintenance Workforce, 1994-2003 Minorities by Race/Ethnicity



Skilled Trades Workforce, 1994-2003



Skilled Trades Workforce, 1994-2003 Minorities by Race/Ethnicity



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Student Human Resources

Summary	<u>Fall 2003</u>	<u>Number</u>	<u>Percent</u>
Graduate Assistants		3,033	
Black		151	5.0%
Asian/Pacific Islander		78	2.6%
Hispanic		82	2.7%
Amer. Indian/Alaskan Native		13	0.4%
Total Minorities		324	10.7%
Women		1,430	47.1%
Persons with Disabilities		20	0.7%

Student Human Resources

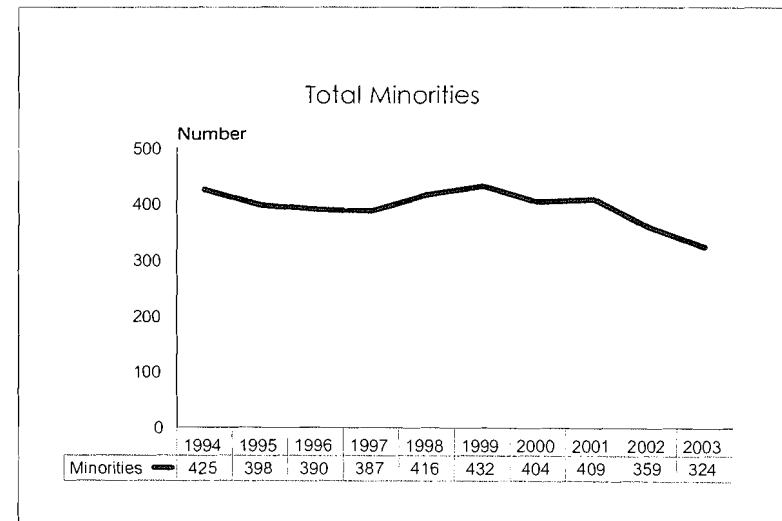
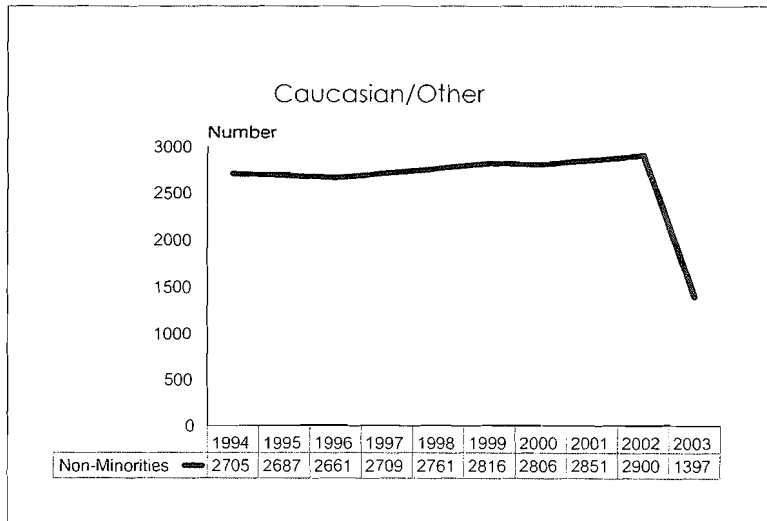
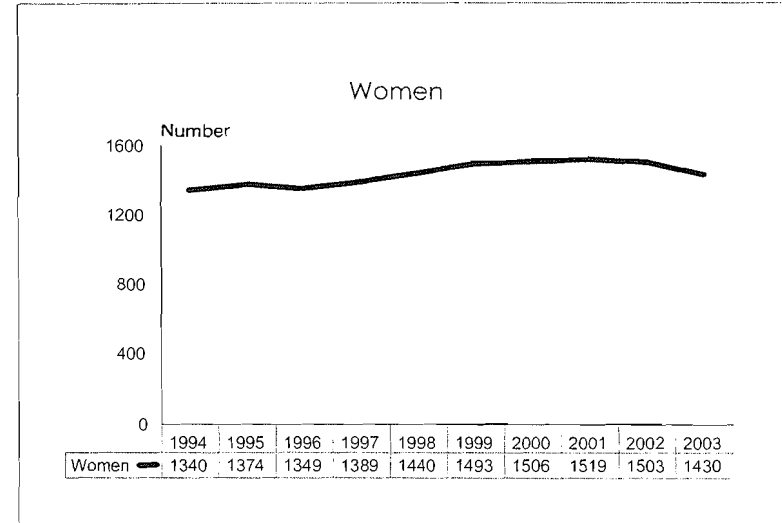
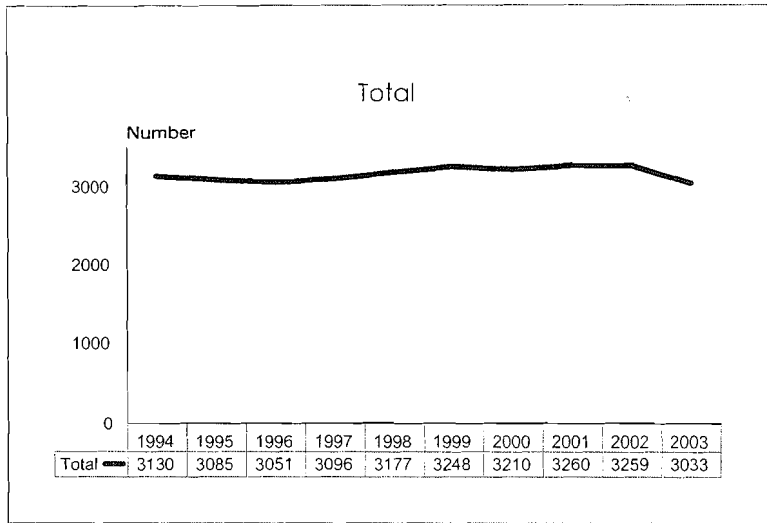
Summary

<u>Fall 2003</u>	<u>Number</u>	<u>Percent</u>
Student Employees	8,248	
Black	1,173	14.2%
Asian/Pacific Islander	386	4.7%
Hispanic	267	3.2%
Amer. Indian/Alaskan Native	57	0.7%
Total Minorities	1,883	22.8%
Women	4,810	58.3%

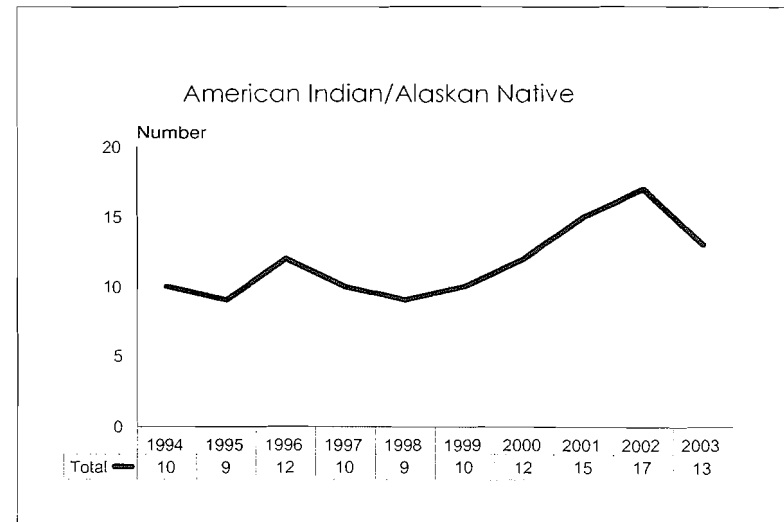
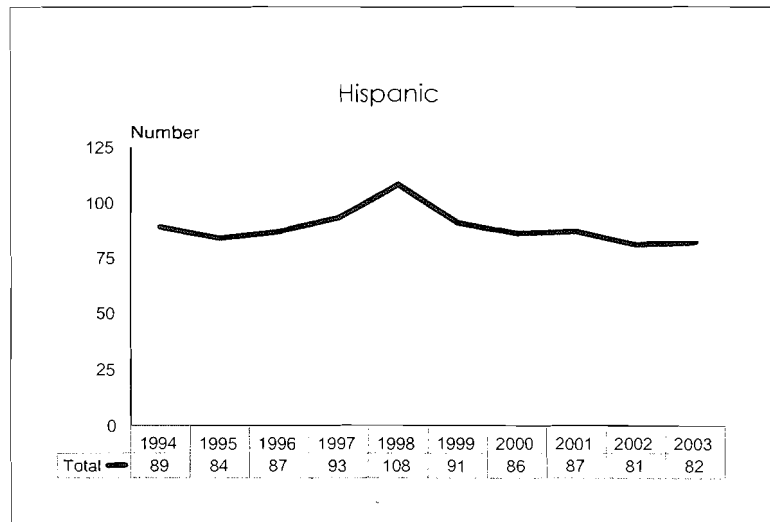
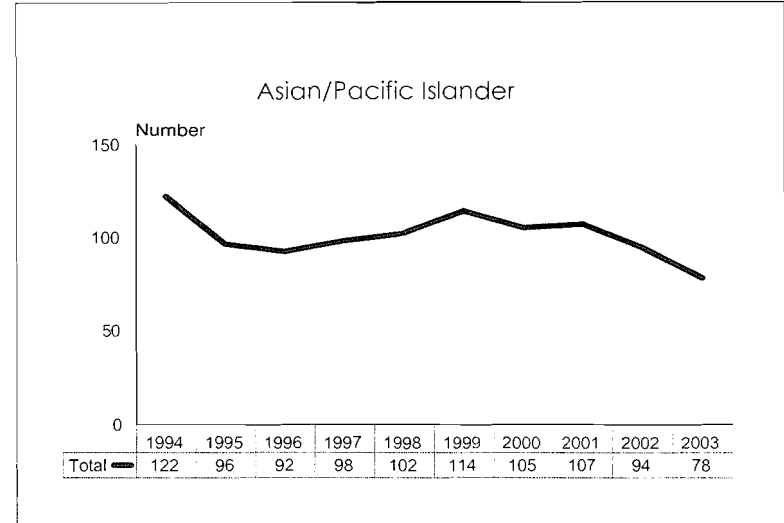
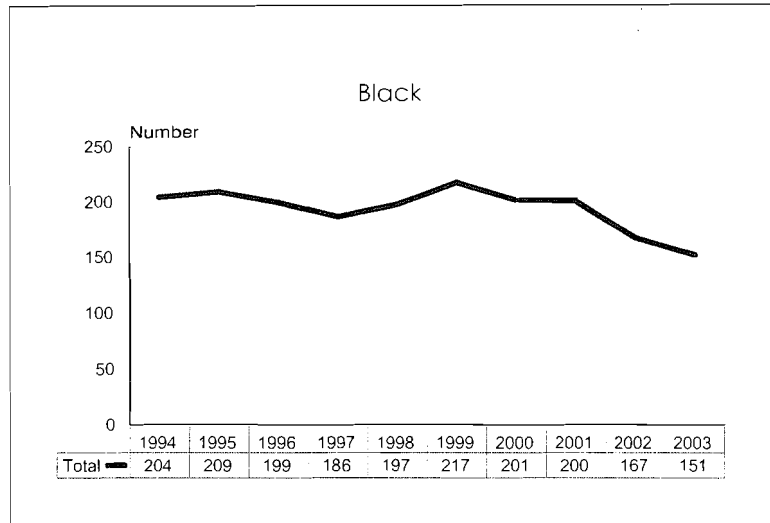
Definitions of Terms Used

Domestic Totals	Student data follows the conventions established by the Integrated Postsecondary Education Data System (IPEDS). Domestic totals include U.S. citizens, permanent residents, and a small group of non-citizens eligible for aid.
University Totals	University totals include all students: U.S. citizens, permanent residents, and international students.
Graduate Assistant Data	Graduate assistant data reflects the Fall Semester payroll. Gender data includes international students; minority data does not.
Student Employment Data	<p>Student employment data in the graphs reflects the number of students actually paid for one a two-week payroll period in October. The 2003 data reflects the payroll period October 27-November 9, 2003 (mid-semester).</p> <p>The number of individual students paid on the student employee payroll during a calendar year is higher than the data presented in this report. For example, the number of student employees reported for the October payroll period in 2002 was 8,483. The number of students paid for the calendar year 2002, based on the number of W-4 forms on file at the Payroll Office, was 17,035.</p>

Graduate Assistants, Fall Semesters 1994-2003



Graduate Assistants, Fall Semesters 1994-2003
 Minorities by Race/Ethnicity



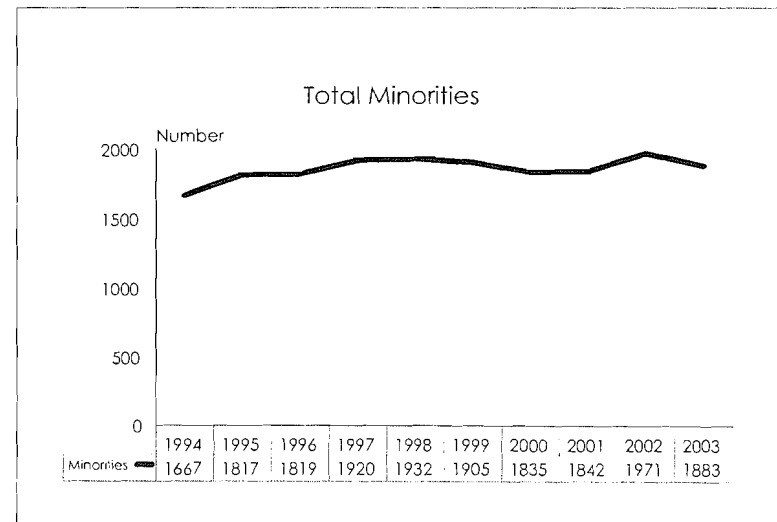
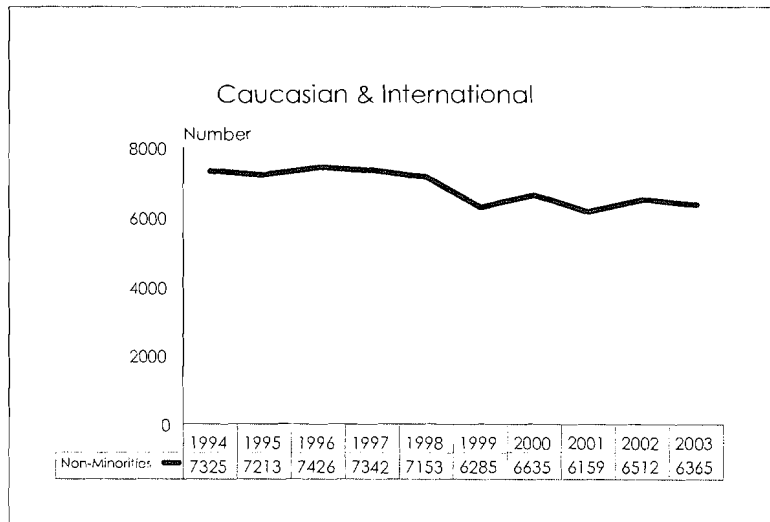
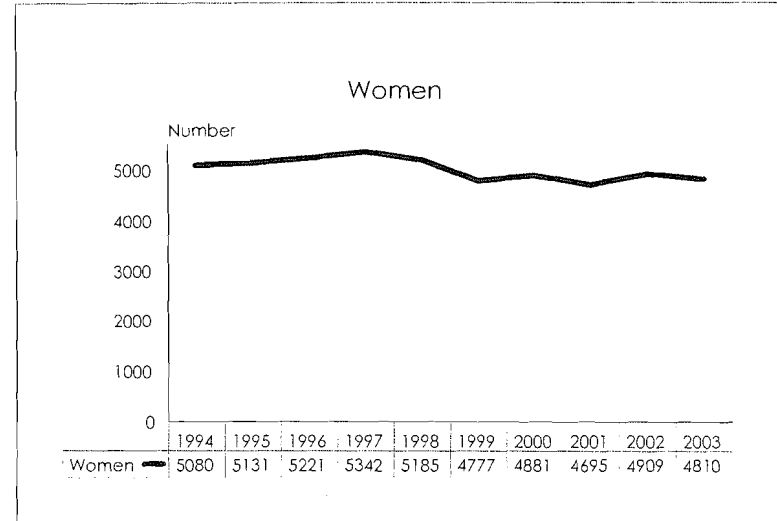
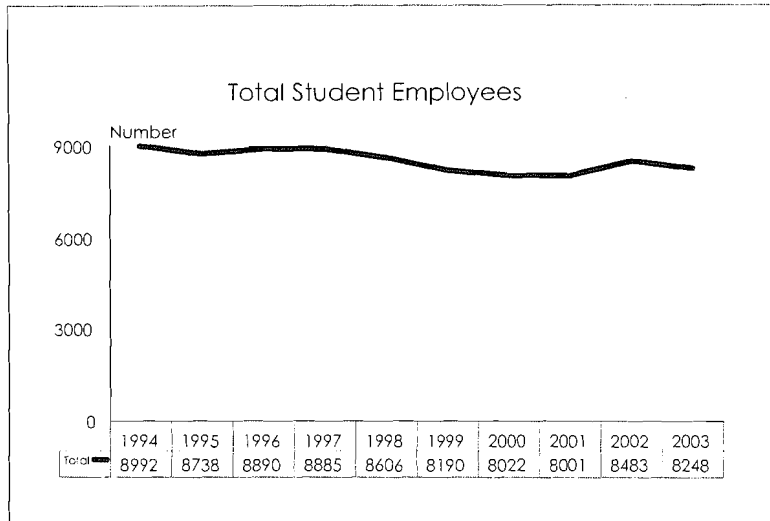
Graduate Assistants by Employing Unit, Fall Semester 2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Caucasian/Other			International			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Natural Resources	3	10	13	0	3	3	7	5	12	1	2	3	100	97	197	99	73	172	210	190	400
Arts & Letters	9	14	23	2	5	7	5	5	10	0	1	1	66	110	176	39	60	99	121	195	316
Eli Broad Business	4	2	6	6	4	10	4	0	4	1	0	1	44	29	73	51	23	74	110	58	168
Comm. Arts & Sciences	2	2	4	0	3	3	0	0	0	0	0	0	21	16	37	11	15	26	34	36	70
Education	5	9	14	4	8	12	5	2	7	0	0	0	55	114	169	25	60	85	94	193	287
Engineering	7	11	18	10	2	12	5	2	7	0	0	0	90	15	105	225	42	267	337	72	409
Human Ecology	1	9	10	0	0	0	0	1	1	0	0	0	8	24	32	3	13	16	12	47	59
Human Medicine	0	3	3	1	0	1	2	0	2	0	0	0	12	10	22	14	14	28	29	27	56
James Madison	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1
Natural Science	3	5	8	2	5	7	6	1	7	1	2	3	152	133	285	225	142	367	389	288	677
Nursing	1	2	3	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	2	3	5
Osteopathic Medicine	0	0	0	0	1	1	1	0	1	0	1	1	7	11	18	7	9	16	15	22	37
Social Science	4	20	24	8	5	13	4	14	18	0	3	3	73	105	178	43	51	94	132	198	330
Veterinary Medicine	0	0	0	0	1	1	1	1	2	0	0	0	11	11	22	12	8	20	24	21	45
Non-College Units	14	11	25	3	5	8	8	3	11	0	1	1	47	35	82	22	24	46	94	79	173
University Total	53	98	151	36	42	78	48	34	82	3	10	13	686	711	1,397	777	535	1,312	1,603	1,430	3,033

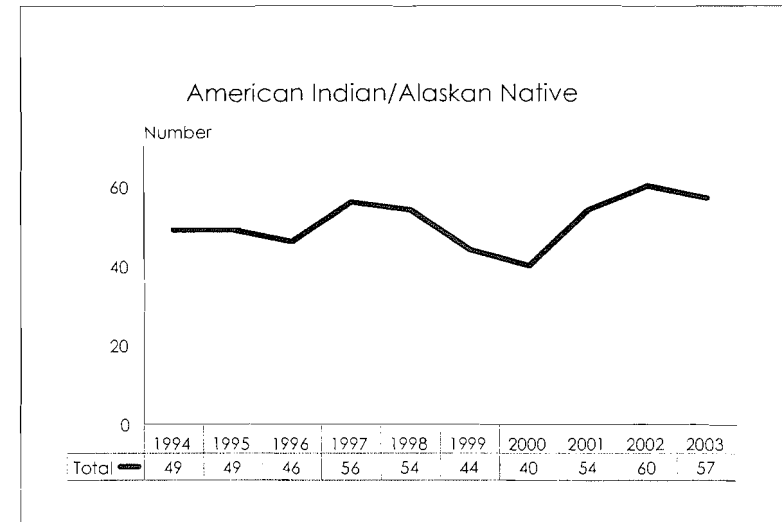
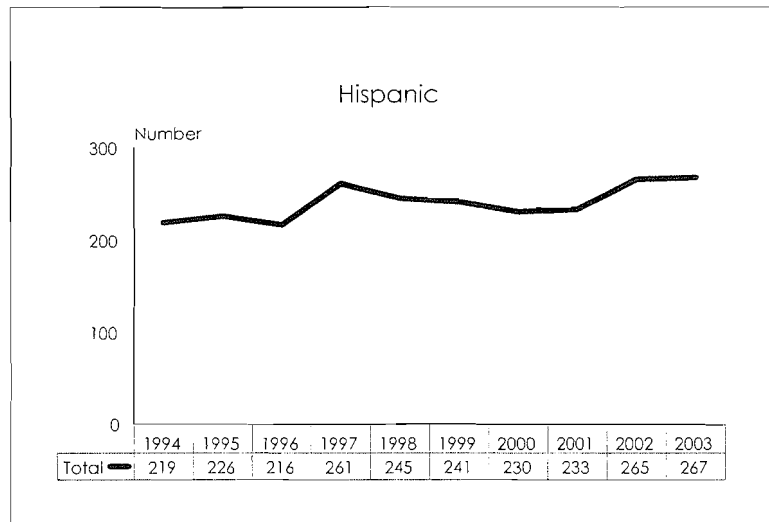
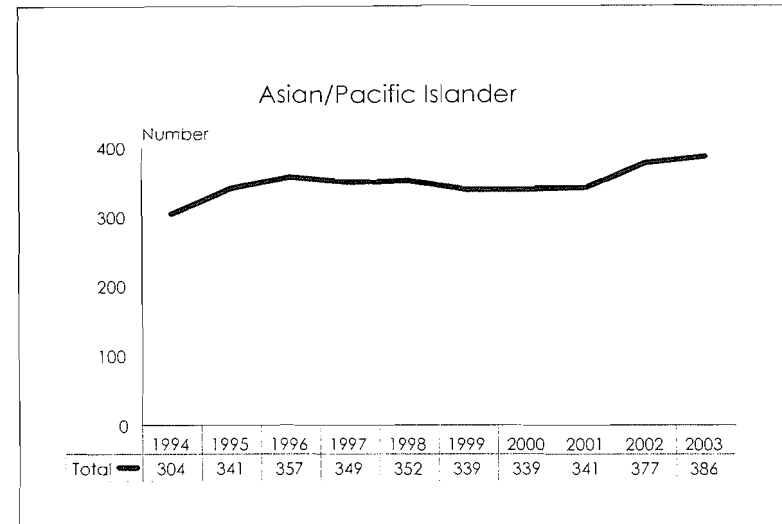
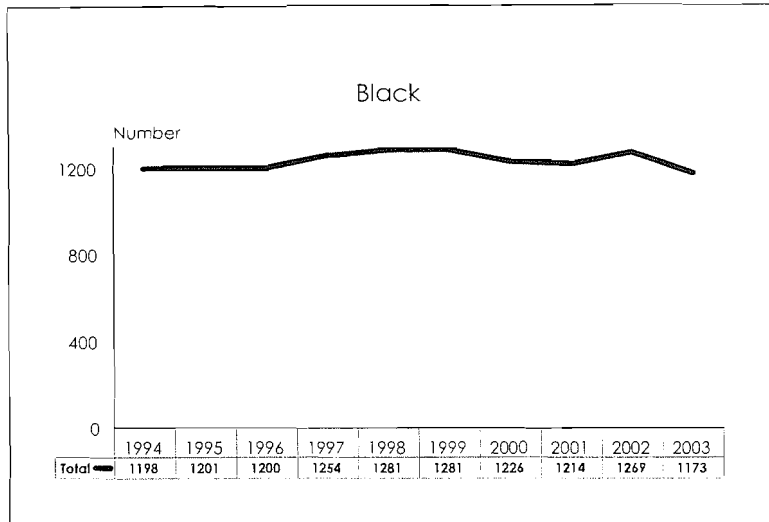
Student Employees by Employing Unit, Fall Semester 2003

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian	Total Minority	Caucasian	International	Men	Women	Total
Ag. & Natural Resources	7	3	2	1	13	139	12	61	103	164
Arts & Letters	14	10	5	4	33	196	19	85	163	248
Eli Broad Business	19	11	5	1	36	100	14	62	88	150
Comm. Arts & Sciences	3	7	0	0	10	34	7	20	31	51
Education	13	5	1	1	20	72	4	22	74	96
Engineering	7	11	2	0	20	123	28	108	63	171
Human Ecology	16	3	1	0	20	30	5	5	50	55
Human Medicine	8	7	3	1	19	90	2	40	71	111
James Madison	2	1	0	0	3	17	0	10	10	20
Natural Science	33	20	6	3	62	248	28	145	193	338
Nursing	2	0	0	0	2	24	3	8	21	29
Osteopathic Medicine	6	14	3	1	24	80	4	42	66	108
Social Science	52	12	9	1	74	168	19	84	177	261
Veterinary Medicine	9	8	4	3	24	171	2	39	158	197
Non-College Units	982	274	226	41	1,523	4,479	247	2,707	3,542	6,249
University Total	1,173	386	267	57	1,883	5,971	394	3,438	4,810	8,248

Student Employees, 1994-2003



Student Employees, 1994-2003 Minorities by Race/Ethnicity



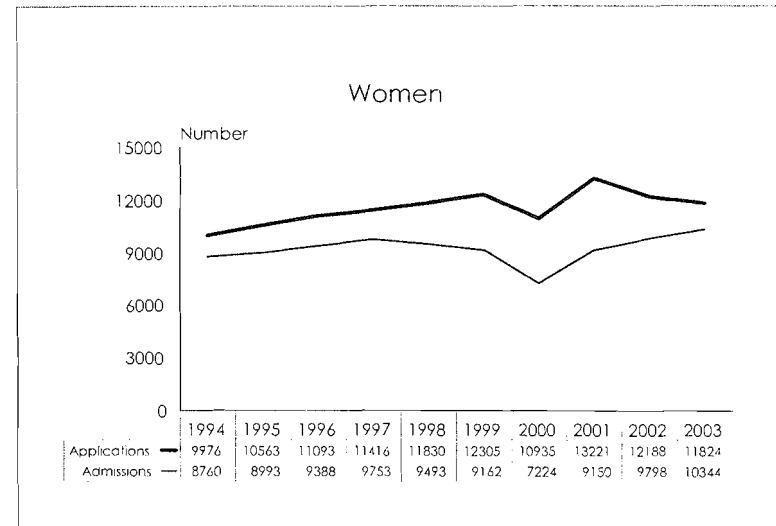
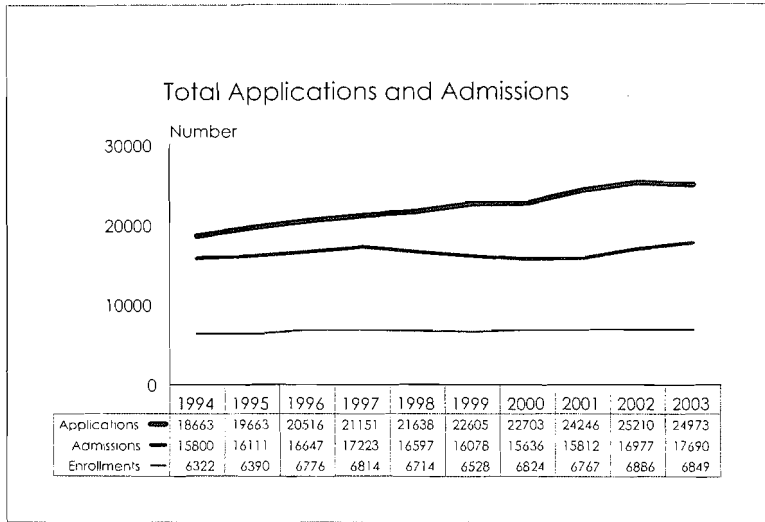
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Student Admissions Trends

Fall 2003 Admissions

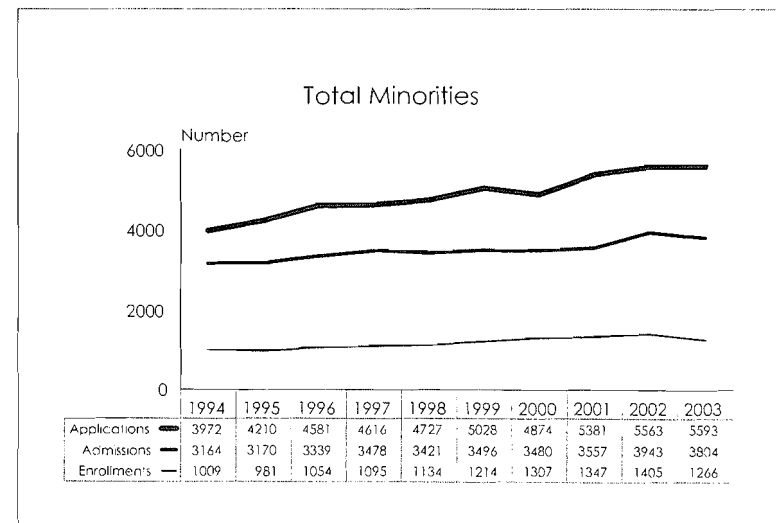
	<u>Applications</u>	<u>Admissions</u>	<u>Enrollments</u>
<u>Freshmen</u>	24,973	17,690	6,849
Black	3,120	1,842	626
Asian/Pacific Islander	1,508	1,227	386
Hispanic	825	627	209
Amer. Indian/Alaskan Native	140	108	45
Total Minorities	5,593	3,804	1,266
Women	11,824	10,344	3,930
<u>Transfer</u>	4,837	2,281	1,645
Black	323	81	58
Asian/Pacific Islander	212	96	63
Hispanic	125	51	42
Amer. Indian/Alaskan Native	41	19	15
Total Minorities	701	247	178
Women	2,402	1,185	829
<u>Graduate</u>	11,526	2,781	1,605
Black	337	166	99
Asian/Pacific Islander	256	95	50
Hispanic	175	89	57
Amer. Indian/Alaskan Native	21	3	3
Total Minorities	789	353	209
Women	5,382	1,513	878

Freshmen Admission Trends, 1994-2003

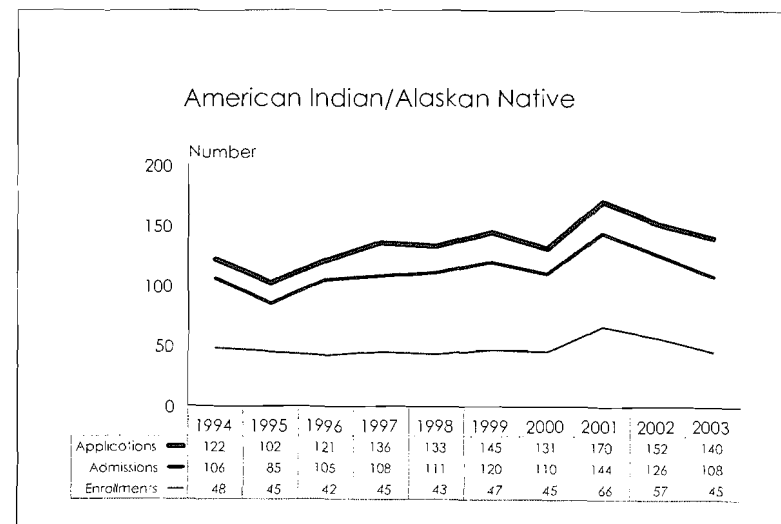
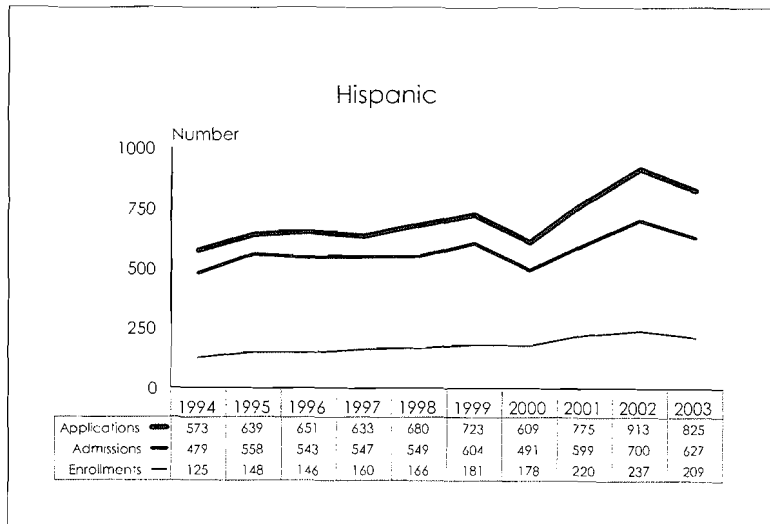
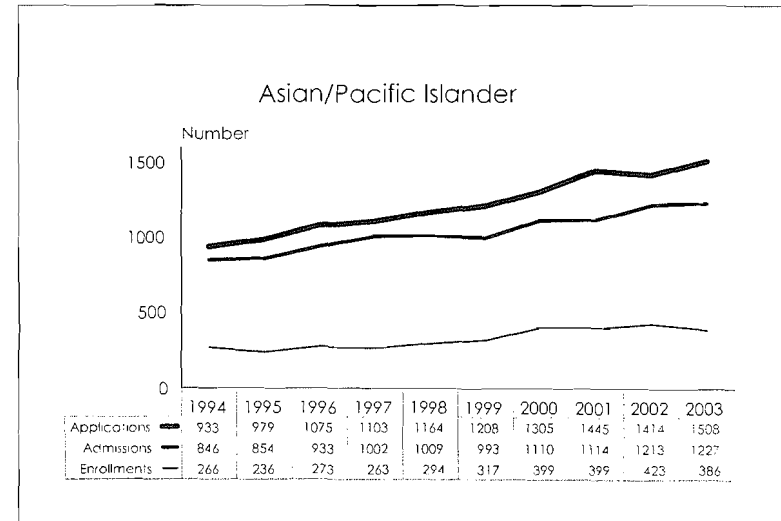
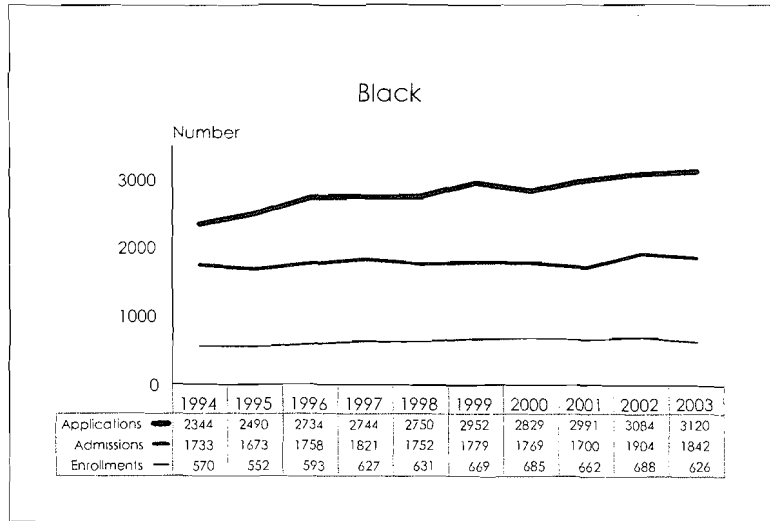


Persons with Disabilities

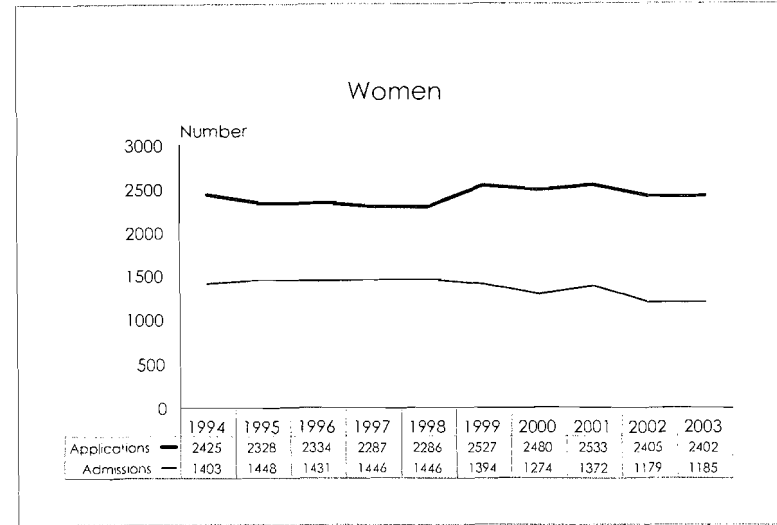
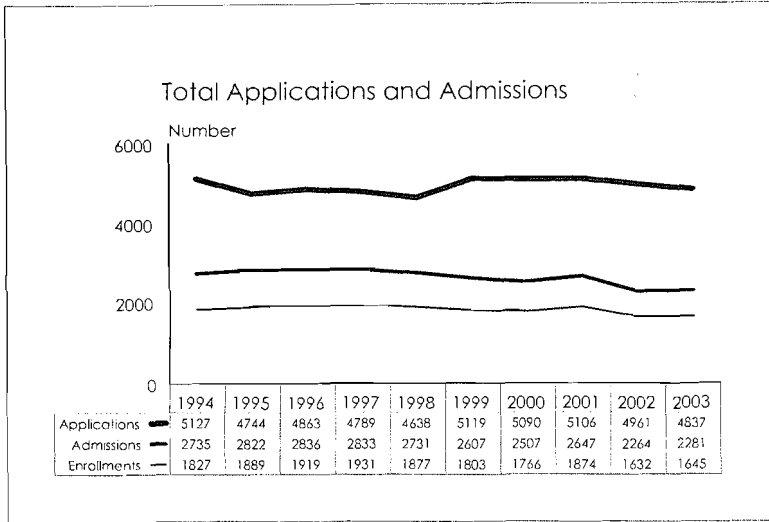
Identification of persons with disabilities is requested after students are admitted.



Freshmen Admission Trends, 1994-2003 Minorities by Race/Ethnicity

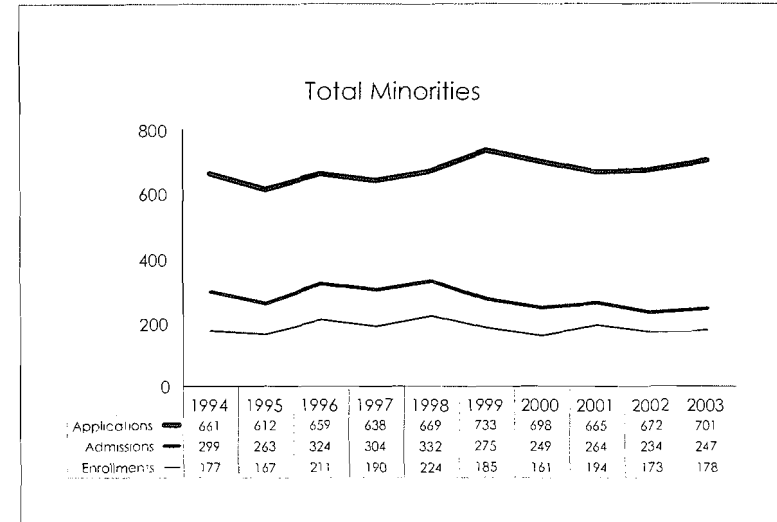


Transfer Student Admission Trends, 1994-2003

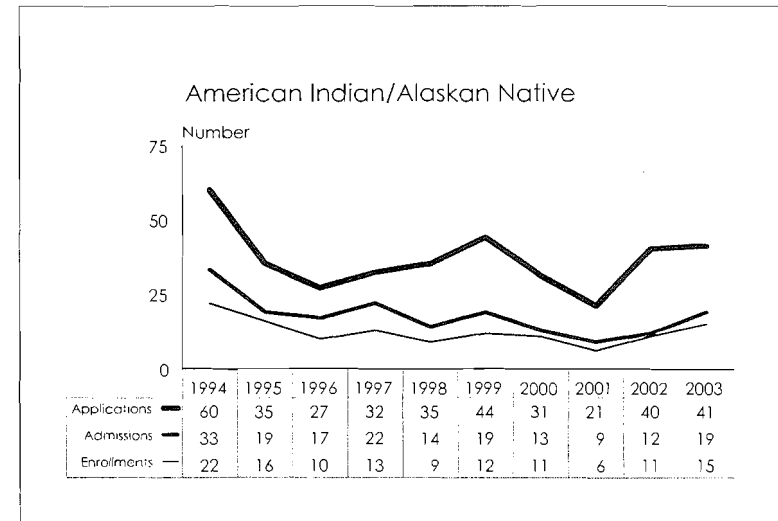
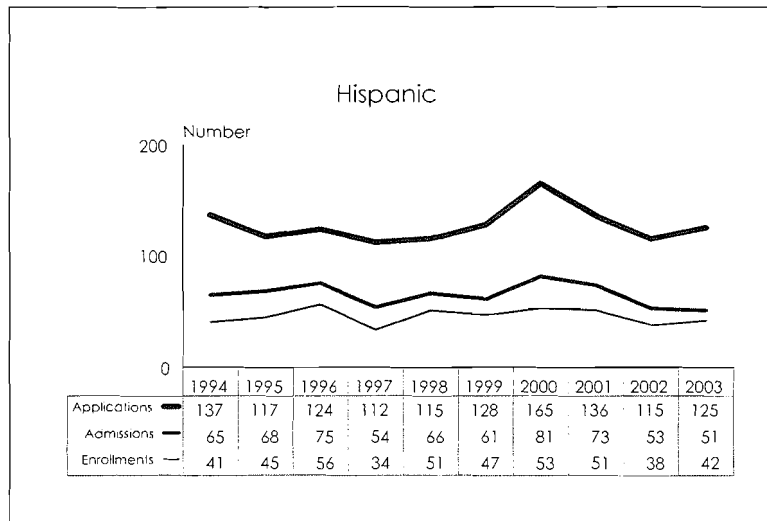
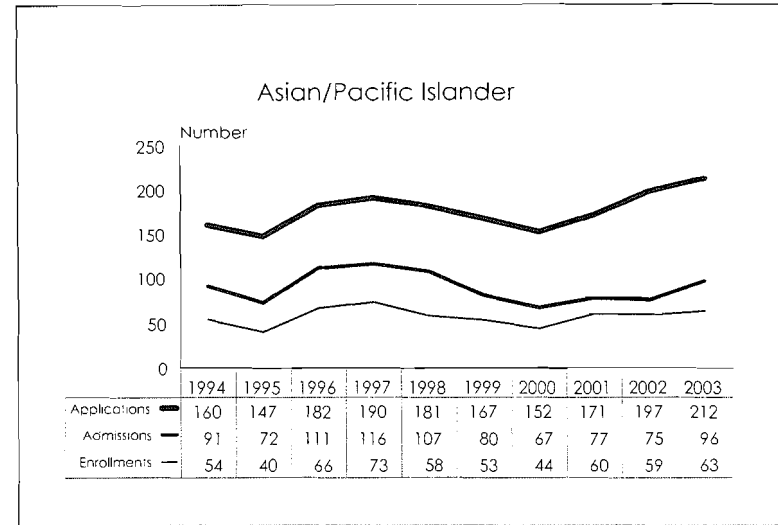
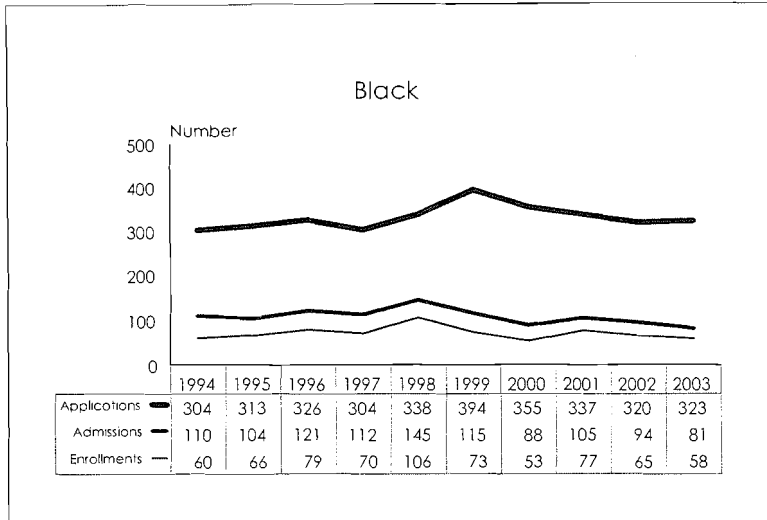


Persons with Disabilities

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

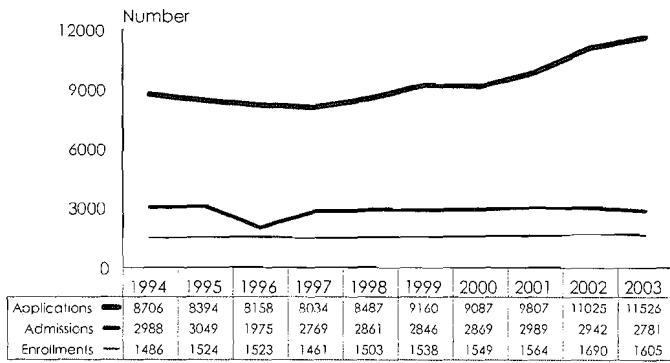


Transfer Student Admission Trends, 1994-2003 Minorities by Race/Ethnicity

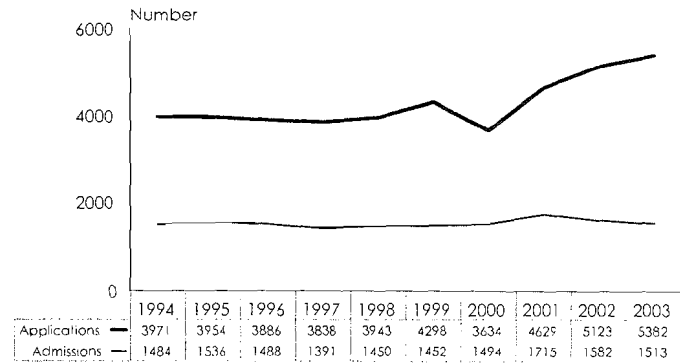


Graduate Student Admission Trends, 1994-2003

Total Applications and Admissions



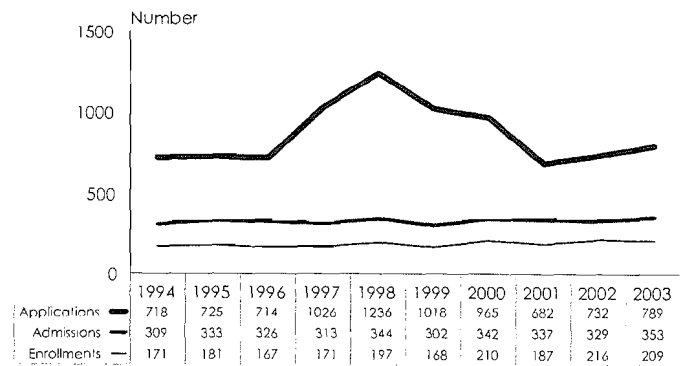
Women



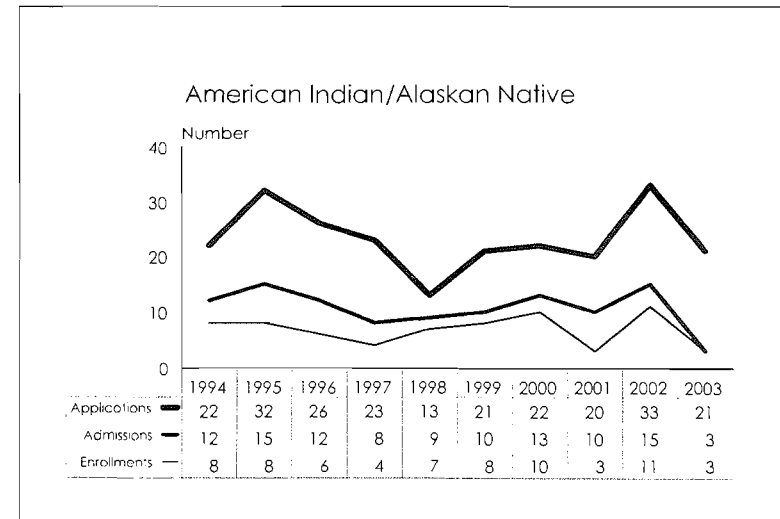
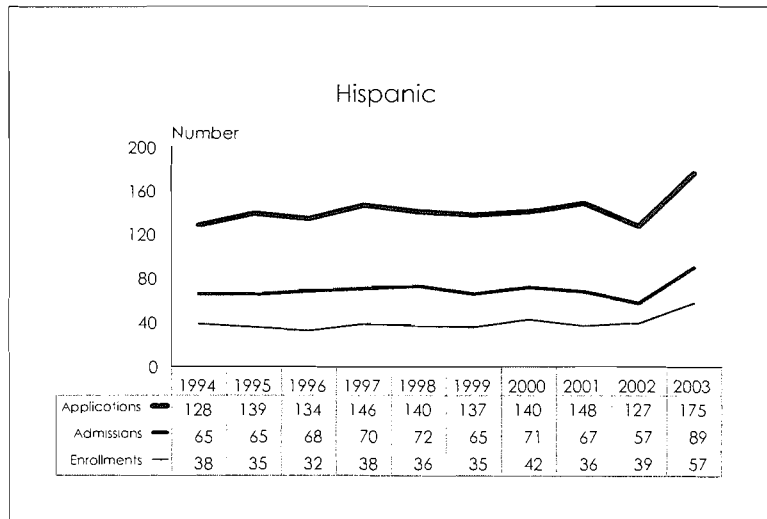
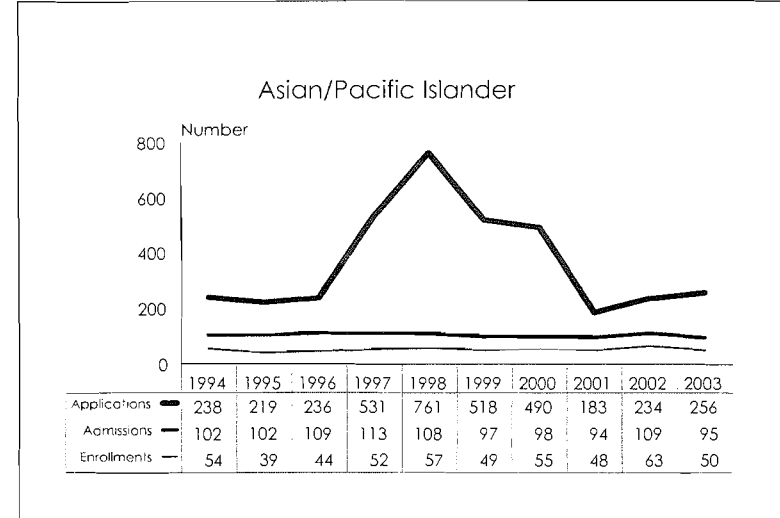
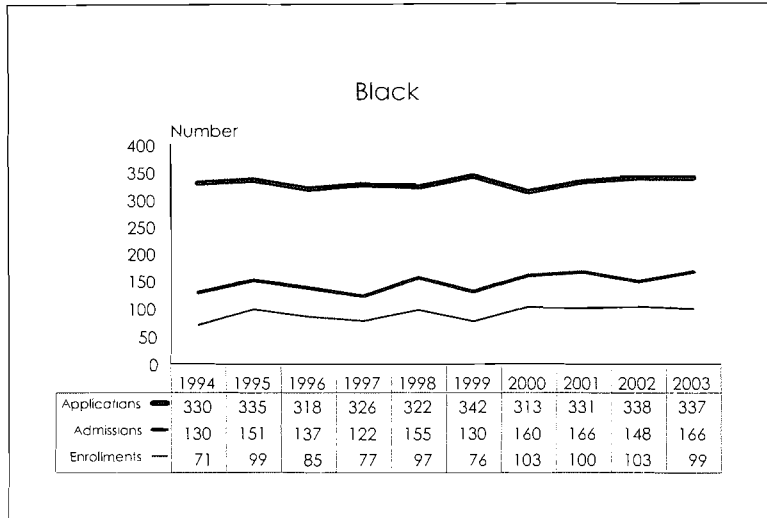
Persons with Disabilities

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

Total Minorities



Graduate Student Admission Trends, 1994-2003 Minorities by Race/Ethnicity



Student Applications, Admissions, and Enrollments, 2002-2003

Category	Applications			Admissions			Number Enrolled of Number Admitted		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Freshmen									
Black	1,100	2,020	3,120	591	1,251	1,842	218	408	626
Asian/Pacific Islander	742	766	1,508	570	657	1,227	192	194	386
Hispanic	373	452	825	268	359	627	90	119	209
Amer. Indian/Alaskan Native	58	82	140	43	65	108	13	32	45
Total Minorities	2,273	3,320	5,593	1,472	2,332	3,804	513	753	1,266
Caucasian	10,162	8,053	18,215	5,493	7,734	13,227	2,294	3,084	5,378
Other/No Response	116	130	246	67	97	164	21	26	47
International	598	321	919	314	181	495	91	67	158
Freshmen Total	13,149	11,824	24,973	7,346	10,344	17,690	2,919	3,930	6,849
Transfer Students									
Black	150	173	323	35	46	81	28	30	58
Asian/Pacific Islander	127	85	212	52	44	96	37	26	63
Hispanic	61	64	125	24	27	51	23	19	42
Amer. Indian/Alaskan Native	13	28	41	5	14	19	3	12	15
Total Minorities	351	350	701	116	131	247	91	87	178
Caucasian	1,797	1,808	3,605	868	912	1,780	682	674	1,356
Other/No Response	25	25	50	10	15	25	8	5	13
International	262	219	481	102	127	229	35	63	98
Transfer Student Total	2,435	2,402	4,837	1,096	1,185	2,281	816	829	1,645
Graduate Students									
Black	104	233	337	56	110	166	35	64	99
Asian/Pacific Islander	133	123	256	53	42	95	26	24	50
Hispanic	76	99	175	41	48	89	28	29	57
Amer. Indian/Alaskan Native	8	13	21	0	3	3	0	3	3
Total Minorities	321	468	789	150	203	353	89	120	209
Caucasian	1,287	1,806	3,093	630	860	1,490	384	548	932
Other/No Response	84	70	154	41	33	74	24	15	39
International	4,452	3,038	7,490	447	417	864	230	195	425
Graduate Student Total	6,144	5,382	11,526	1,268	1,513	2,781	727	878	1,605

Student Enrollments

Summary

	<u>Fall 2003</u>	University <u>Total</u>	Domestic <u>Total</u>	Percent of <u>Domestic</u>
Undergraduate		34,853	33,802	
Black			3,046	9.0%
Asian/Pacific Islander			1,882	5.6%
Hispanic			954	2.8%
Amer. Indian/Alaskan Native			237	0.7%
Total Minorities			6,119	18.1%
Women		18,664	18,213	53.9%
Persons with Disabilities		617		
Graduate		9,689	7,463	
Black			558	7.5%
Asian/Pacific Islander			401	5.4%
Hispanic			292	3.9%
Amer. Indian/Alaskan Native			50	0.7%
Total Minorities			1,301	17.4%
Women		5,485	4,512	60.5%
Persons with Disabilities		87		
Total		44,542	41,265	
Black			3,604	8.7%
Asian/Pacific Islander			2,283	5.5%
Hispanic			1,246	3.0%
Amer. Indian/Alaskan Native			287	0.7%
Total Minorities			7,420	18.0%
Women		24,149	22,725	55.1%
Persons with Disabilities		704		

Definitions of Terms Used

Student data follows the conventions established by the Integrated Postsecondary Education Data System (IPEDS). Domestic totals include U.S. citizens, permanent residents, and a small group of non-citizens eligible for aid.

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 Undergraduate Student Enrollments, Fall 2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Caucasian/Other			International			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Nat. Resources	72	42	114	39	23	62	26	13	39	9	8	17	1,363	808	2,171	19	10	29	1,528	904	2,432
Arts & Letters	57	118	175	34	59	93	40	47	87	9	14	23	910	1,450	2,360	19	45	64	1,069	1,733	2,802
Eli Broad Business	146	219	365	191	145	336	61	53	114	9	6	15	2,278	1,610	3,888	206	139	345	2,891	2,172	5,063
Comm. Arts & Sci.	162	196	358	87	87	174	51	43	94	7	12	19	1,030	1,459	2,489	59	55	114	1,396	1,852	3,248
Education	32	85	117	10	26	36	11	35	46	5	15	20	260	1,151	1,411	1	3	4	319	1,315	1,634
Engineering	216	122	338	230	52	282	56	15	71	8	4	12	2,118	441	2,559	144	21	165	2,772	655	3,427
Human Ecology	43	170	213	8	69	77	8	46	54	1	8	9	95	1,194	1,289	6	24	30	161	1,511	1,672
Human Medicine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
James Madison	19	35	54	21	27	48	11	14	25	4	2	6	432	475	907	5	6	11	492	559	1,051
Natural Science	117	301	418	190	195	385	57	69	126	14	18	32	1,689	2,178	3,867	48	55	103	2,115	2,816	4,931
Nursing	3	77	80	6	20	26	4	18	22	1	4	5	30	451	481	0	2	2	44	572	616
Osteopathic Medicine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Science	185	416	601	87	119	206	64	92	156	20	31	51	1,723	1,978	3,701	41	32	73	2,120	2,668	4,788
Veterinary Medicine	6	21	27	2	9	11	2	10	12	1	7	8	41	311	352	1	3	4	53	361	414
No Preference	75	111	186	65	81	146	53	55	108	8	12	20	977	1,231	2,208	51	56	107	1,229	1,546	2,775
University Total	1,133	1,913	3,046	970	912	1,882	444	510	954	96	141	237	12,946	14,737	27,683	600	451	1,051	16,189	18,664	34,853

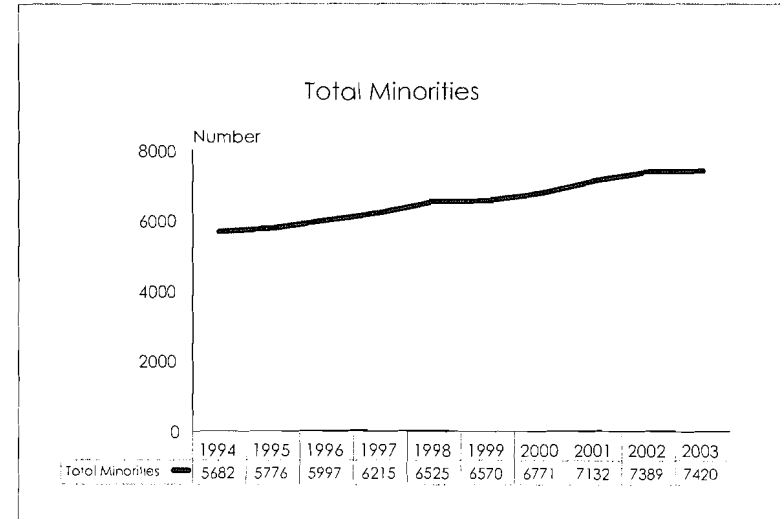
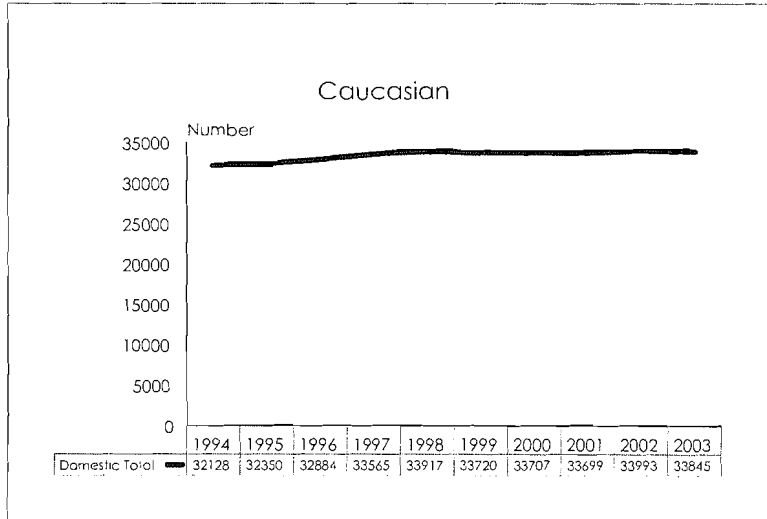
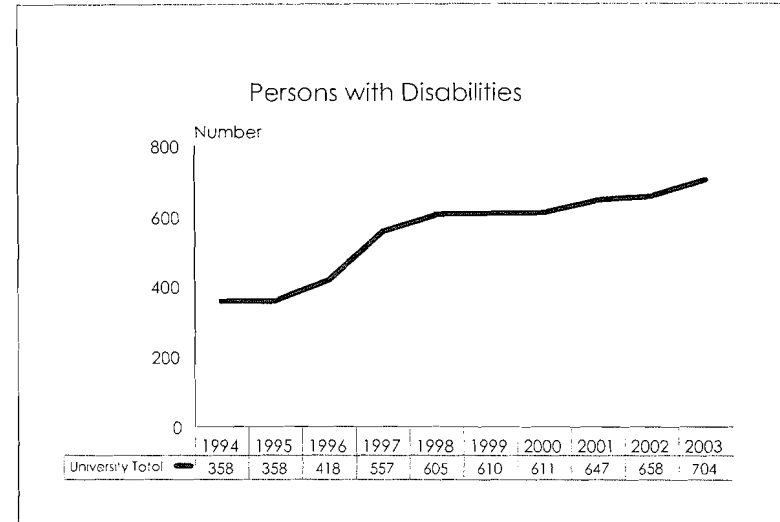
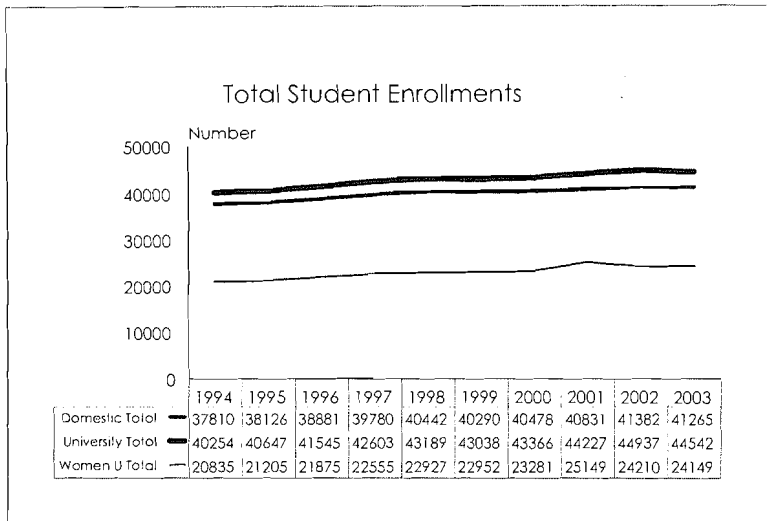
Michigan State University Graduate Student Enrollments, Fall 2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Caucasian/Other			International			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Nat. Resources	8	13	21	3	6	9	11	11	22	1	4	5	191	172	363	160	110	270	374	316	690
Arts & Letters	23	31	54	6	13	19	12	12	24	3	3	6	155	206	361	78	124	202	277	389	666
Eli Broad Business	23	13	36	55	17	72	13	3	16	0	0	0	370	119	489	124	52	176	585	204	789
Comm. Arts & Sci.	9	13	22	5	6	11	2	4	6	0	1	1	74	133	207	50	83	133	140	240	380
Education	28	75	103	10	22	32	15	22	37	1	4	5	319	731	1,050	56	105	161	429	959	1,388
Engineering	11	11	22	18	7	25	11	4	15	0	0	0	142	26	168	300	61	361	482	109	591
Human Ecology	1	26	27	0	6	6	0	4	4	0	0	0	14	95	109	9	44	53	24	175	199
Human Medicine	16	36	52	26	38	64	16	16	32	1	2	3	131	169	300	10	16	26	200	277	477
James Madison	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Natural Science	7	5	12	4	8	12	12	4	16	1	1	2	222	187	409	262	187	449	508	392	900
Nursing	2	8	10	1	1	2	0	2	2	0	0	0	11	78	89	0	2	2	14	91	105
Osteopathic Medicine	3	6	9	30	33	63	8	7	15	0	1	1	234	212	446	3	4	7	278	263	541
Social Science	26	83	109	17	19	36	15	27	42	2	9	11	202	468	670	107	90	197	369	696	1,065
Veterinary Medicine	3	10	13	5	15	20	7	20	27	1	8	9	69	350	419	17	18	35	102	421	523
Lifelong Education	18	50	68	11	19	30	9	25	34	1	6	7	306	776	1,082	77	77	154	422	953	1,375
University Total	178	380	558	191	210	401	131	161	292	11	39	50	2,440	3,722	6,162	1,253	973	2,226	4,204	5,485	9,689

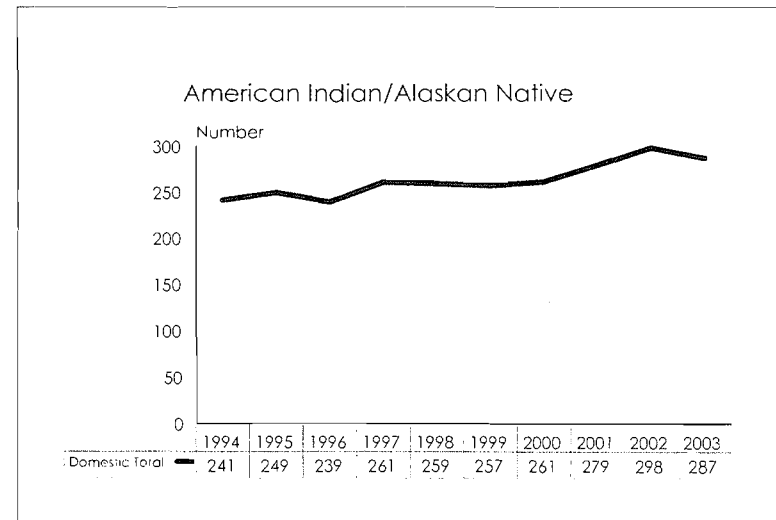
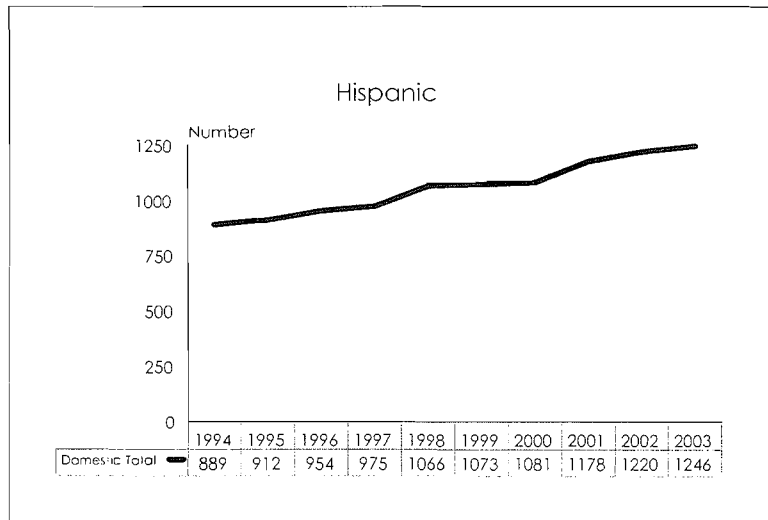
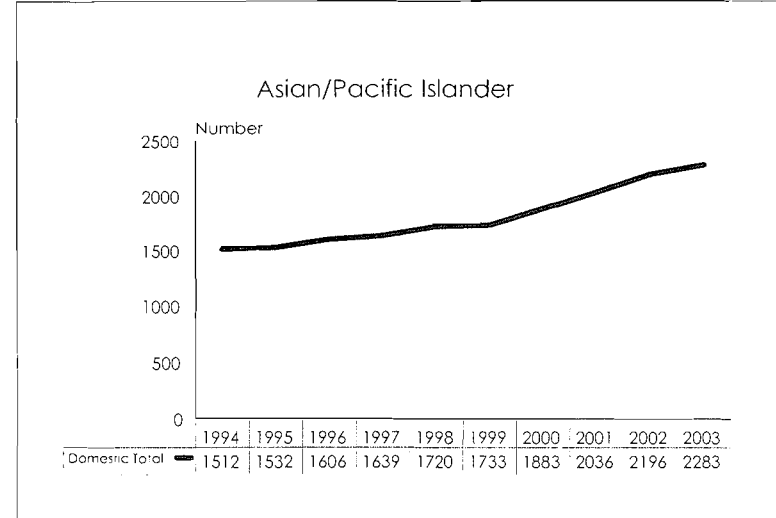
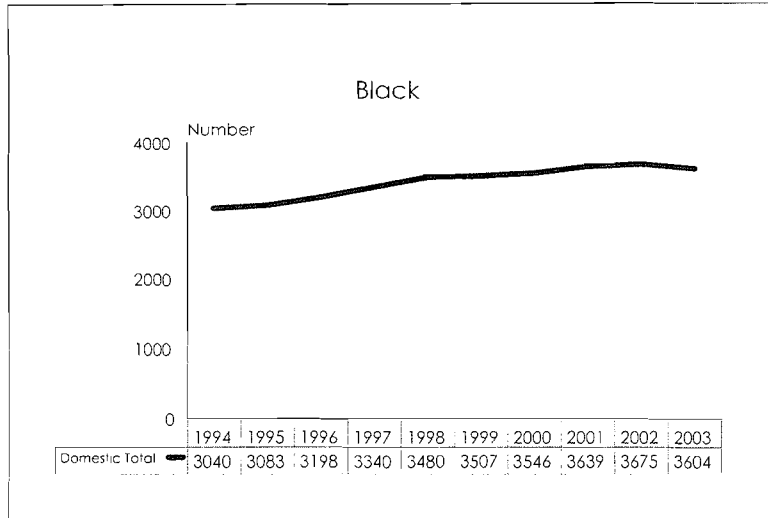
Michigan State University
Total Student Enrollments, Fall 2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Caucasian/Other			International			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Nat Resources	80	55	135	42	29	71	37	24	61	10	12	22	1,554	980	2,534	179	120	299	1,902	1,220	3,122
Arts & Letters	80	149	229	40	72	112	52	59	111	12	17	29	1,065	1,656	2,721	97	169	266	1,346	2,122	3,468
Eli Broad Business	169	232	401	246	162	408	74	56	130	9	6	15	2,648	1,729	4,377	330	191	521	3,476	2,376	5,852
Comm. Arts & Sci.	171	209	380	92	93	185	53	47	100	7	13	20	1,104	1,592	2,696	109	138	247	1,536	2,092	3,628
Education	60	160	220	20	48	68	26	57	83	6	19	25	579	1,882	2,461	57	108	165	748	2,274	3,022
Engineering	227	133	360	248	59	307	67	19	86	8	4	12	2,260	467	2,727	444	82	526	3,254	764	4,018
Human Ecology	44	196	240	8	75	83	8	50	58	1	8	9	109	1,289	1,398	15	68	83	185	1,686	1,871
Human Medicine	16	36	52	26	38	64	16	16	32	1	2	3	131	169	300	10	16	26	200	277	477
James Madison	19	35	54	21	27	48	11	14	25	4	2	6	432	475	907	5	6	11	492	559	1,051
Natural Science	124	306	430	194	203	397	69	73	142	15	19	34	1,911	2,365	4,276	310	242	552	2,623	3,208	5,831
Nursing	5	85	90	7	21	28	4	20	24	1	4	5	41	529	570	0	4	4	58	663	721
Osteopathic Med.	3	6	9	30	33	63	8	7	15	0	1	1	234	212	446	3	4	7	278	263	541
Social Science	211	499	710	104	138	242	79	119	198	22	40	62	1,925	2,446	4,371	148	122	270	2,489	3,364	5,853
Veterinary Medicine	9	31	40	7	24	31	9	30	39	2	15	17	110	661	771	18	21	39	155	782	937
No Pref./Lifelong Ed.	93	161	254	76	100	176	62	80	142	9	18	27	1,283	2,007	3,290	128	133	261	1,651	2,499	4,150
University Total	1,311	2,293	3,604	1,161	1,122	2,283	575	671	1,246	107	180	287	15,386	18,459	33,845	1,853	1,424	3,277	20,393	24,149	44,542

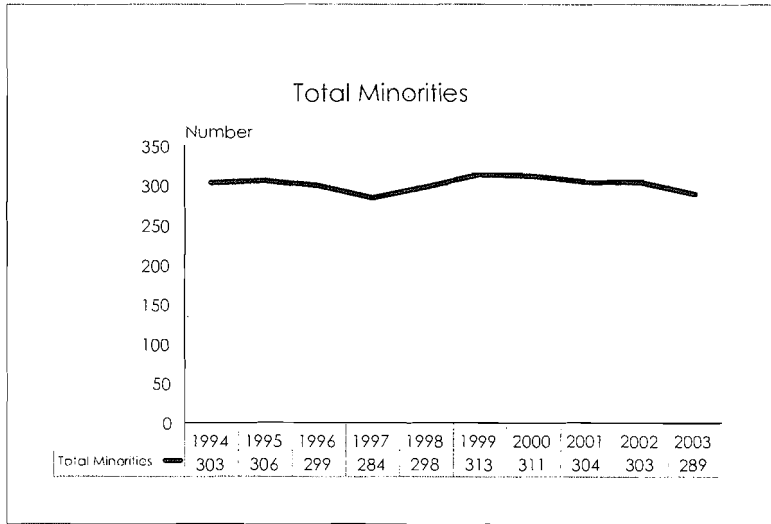
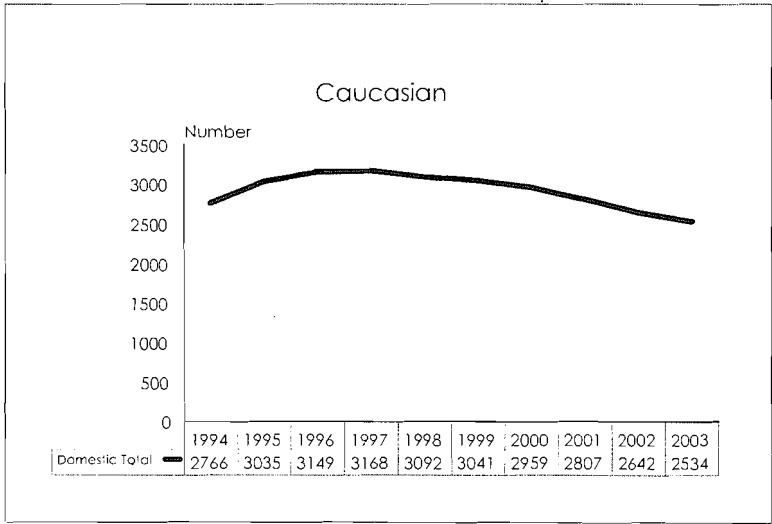
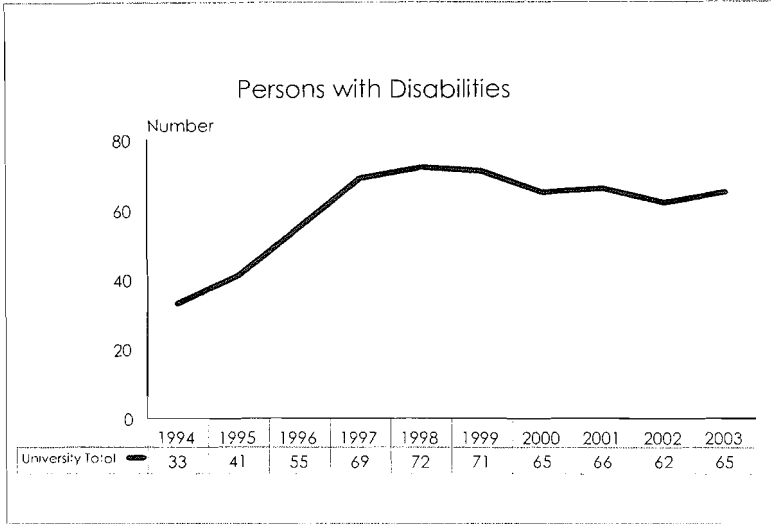
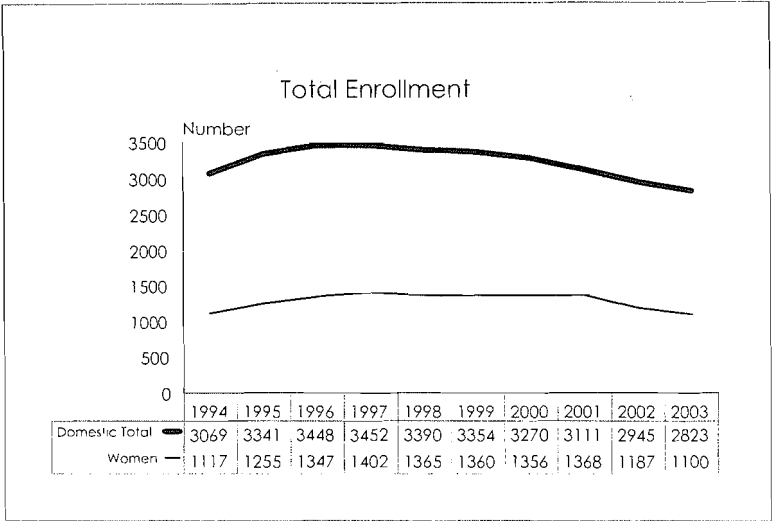
Student Enrollments, 1994-2003



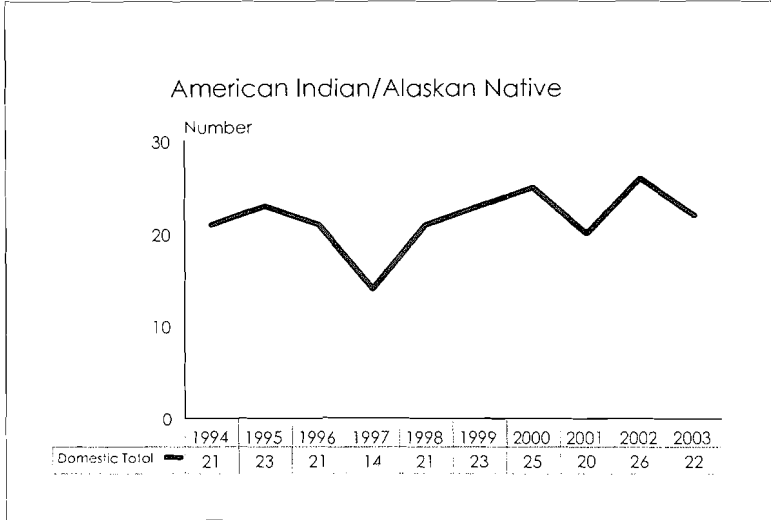
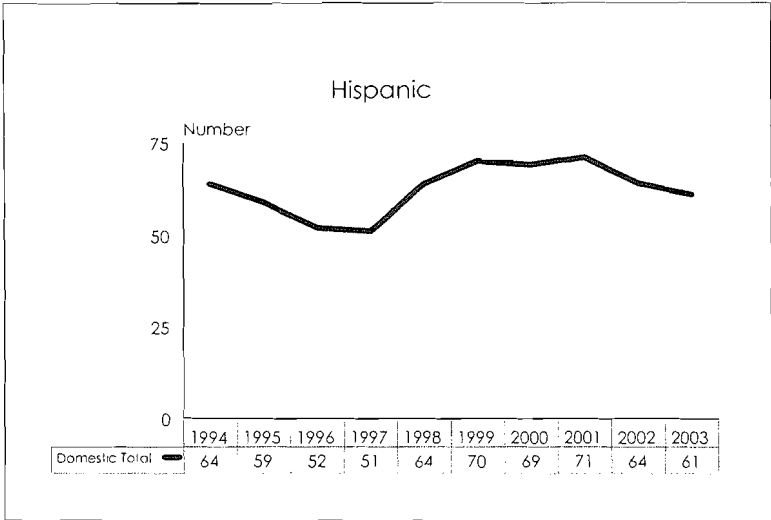
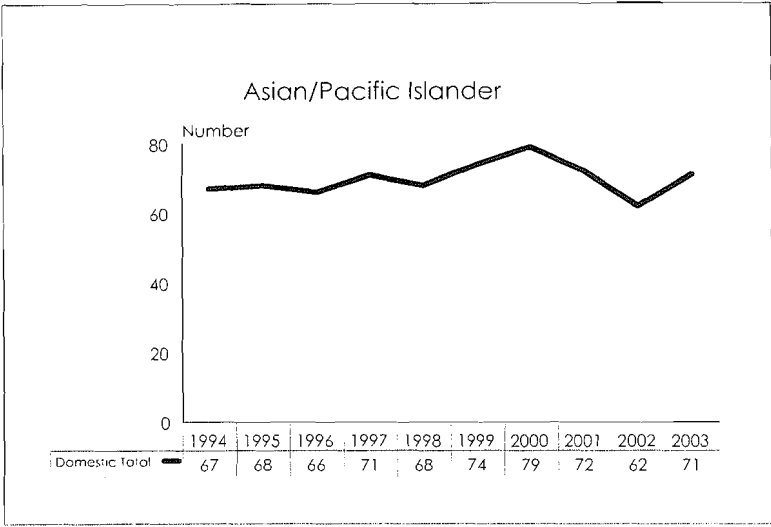
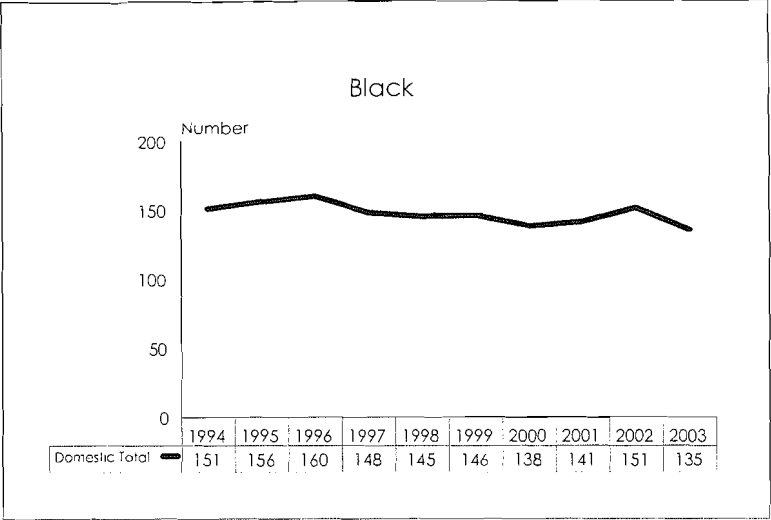
Student Enrollments, 1994-2003 Minorities by Race/Ethnicity



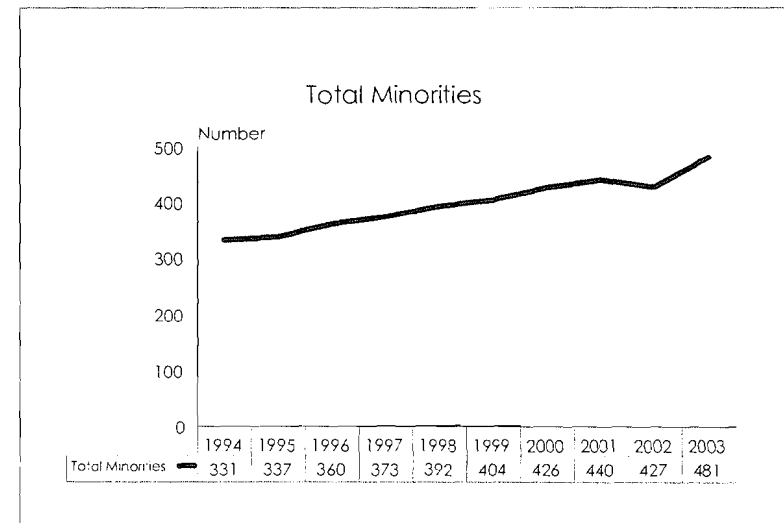
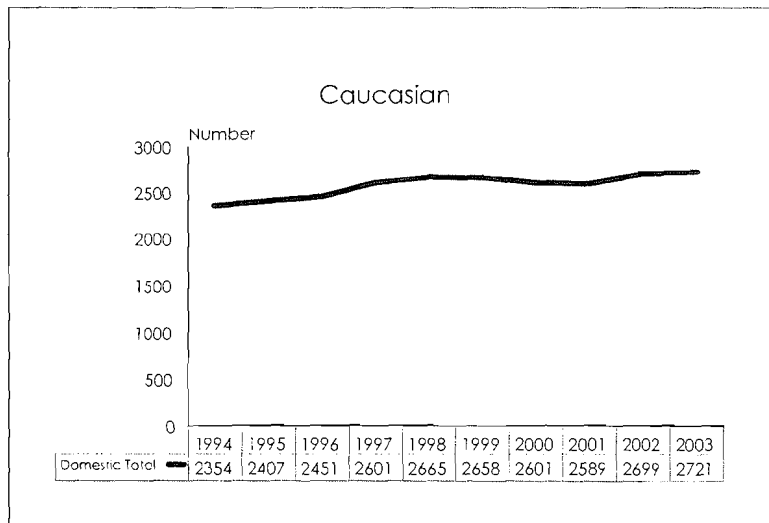
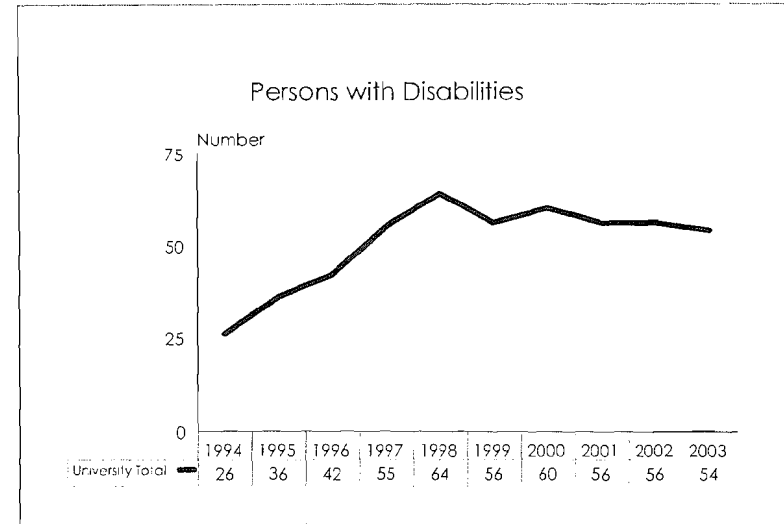
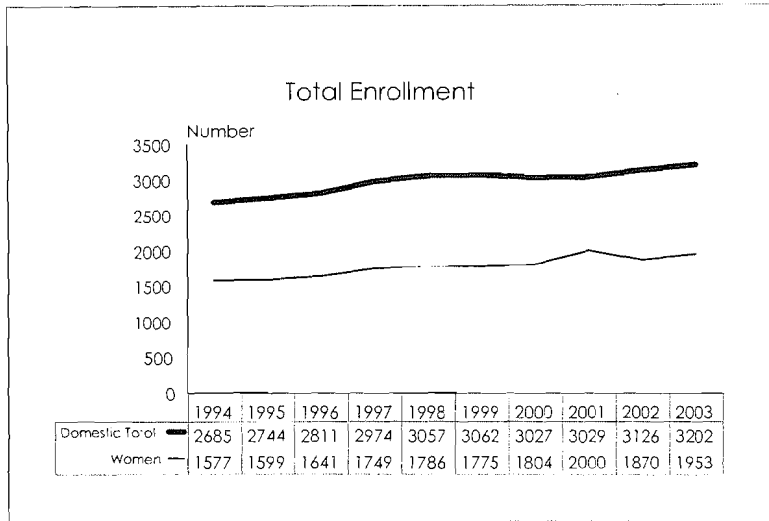
College of Agriculture and Natural Resources Student Enrollment Trends, 1994-2003



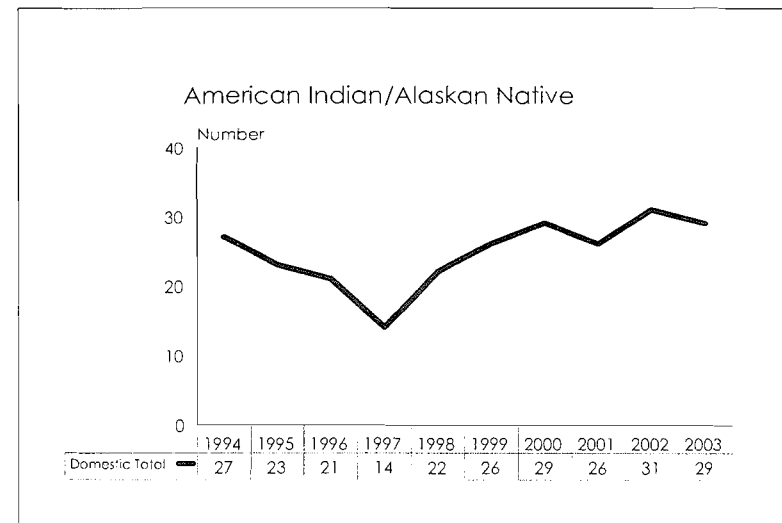
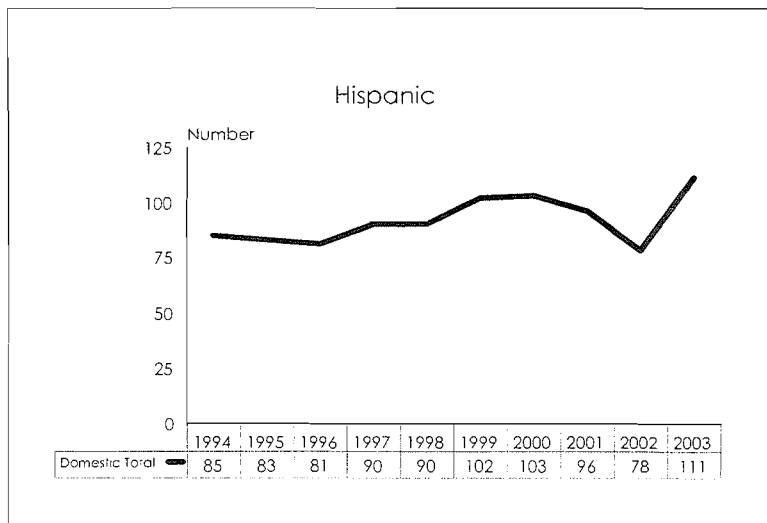
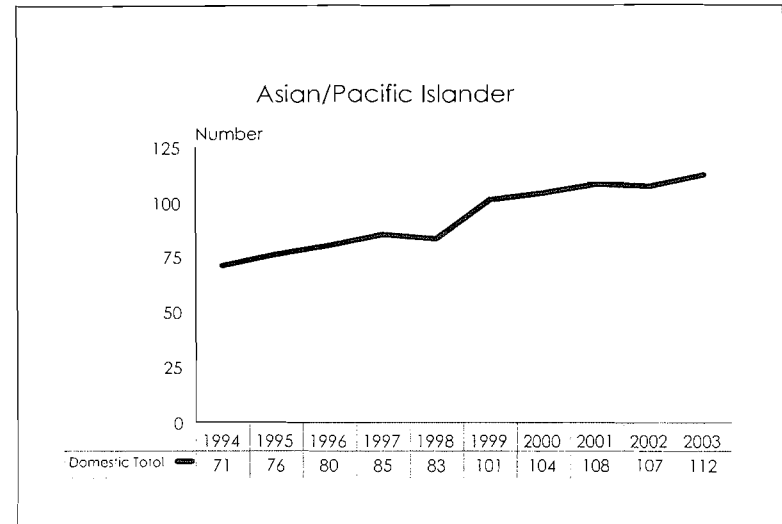
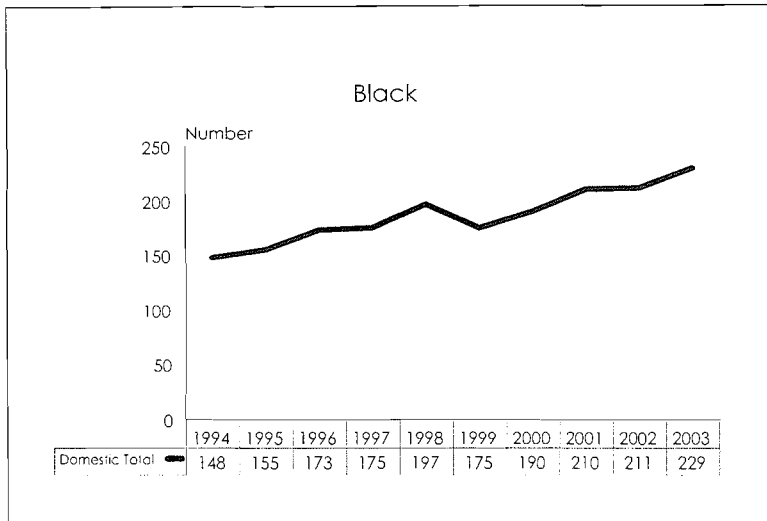
College of Agriculture and Natural Resources
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



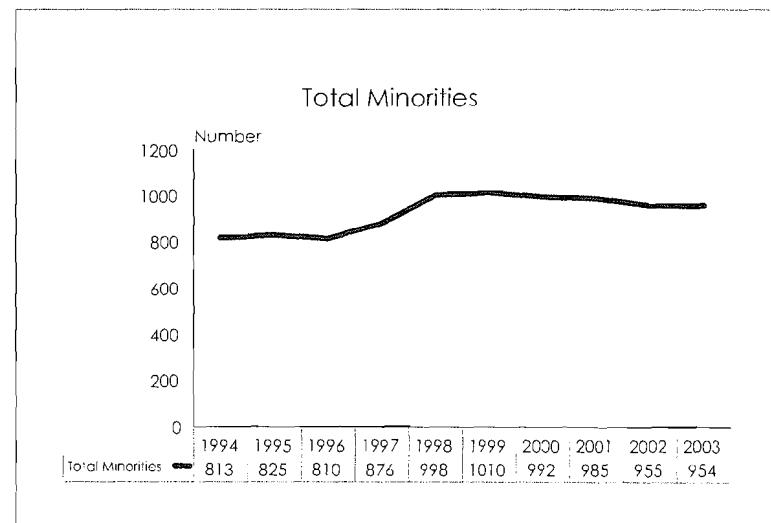
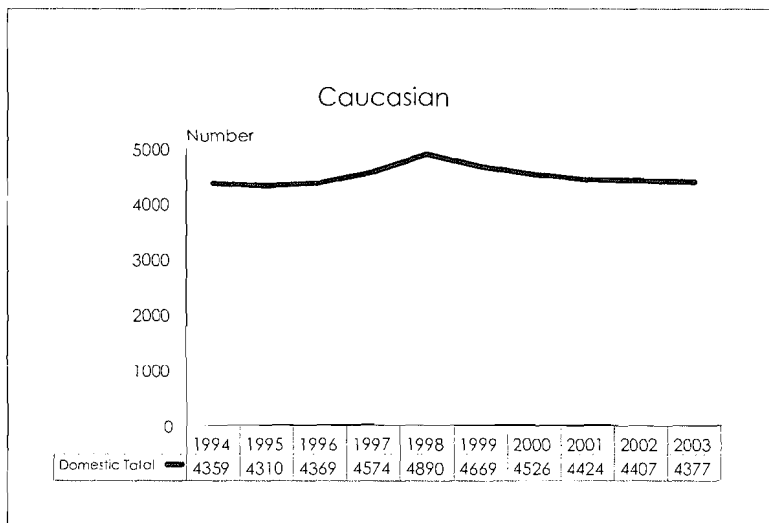
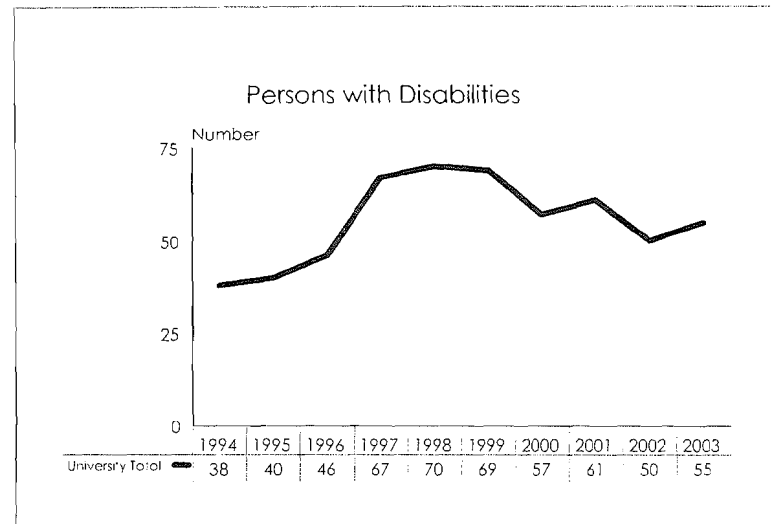
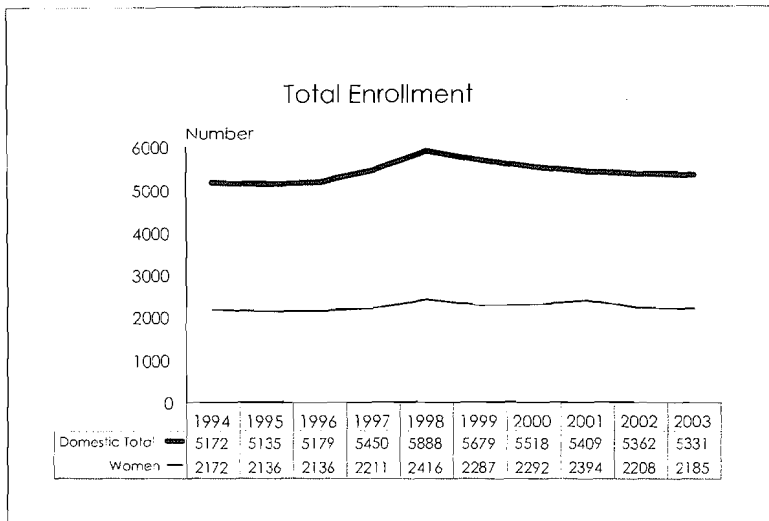
College of Arts and Letters Student Enrollment Trends, 1994-2003



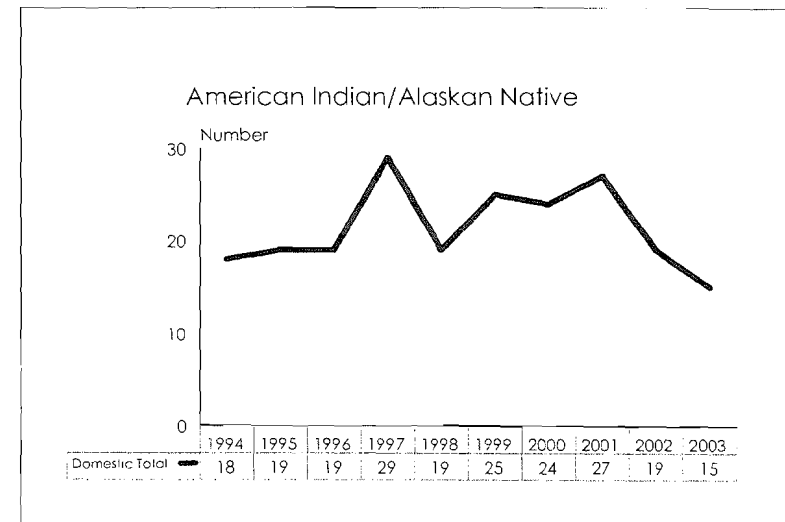
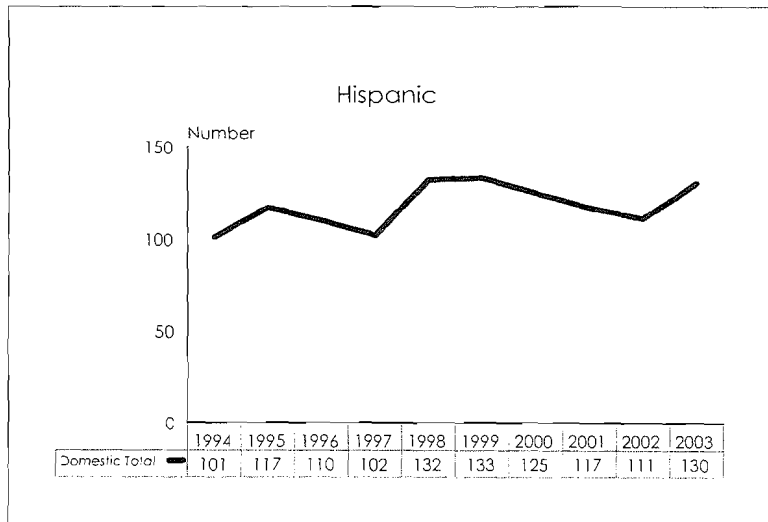
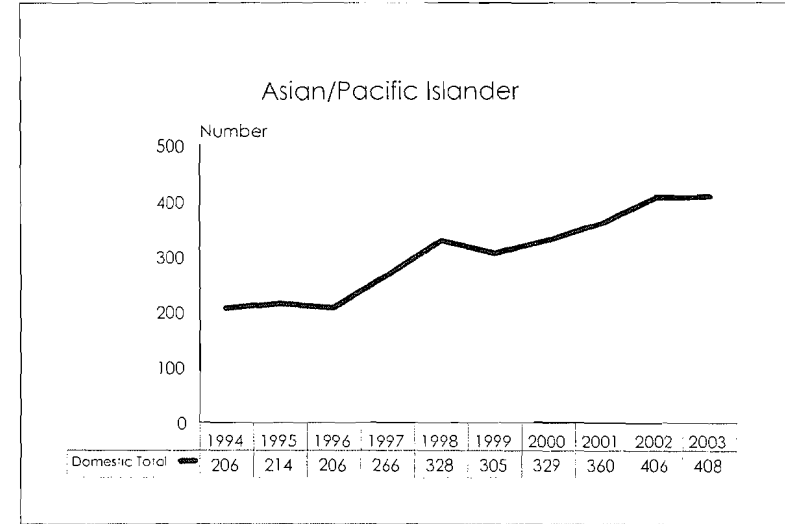
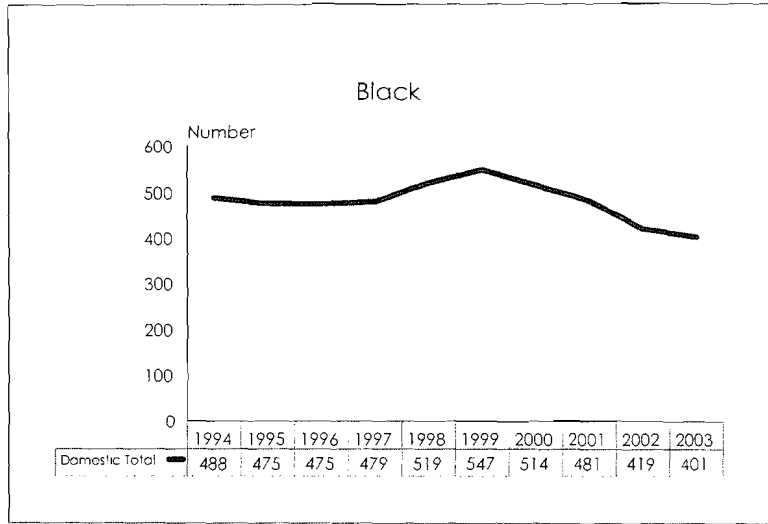
College of Arts and Letters
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



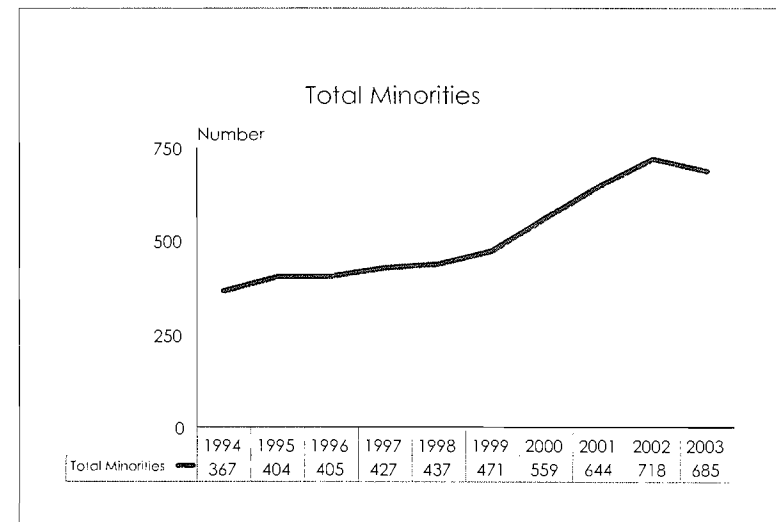
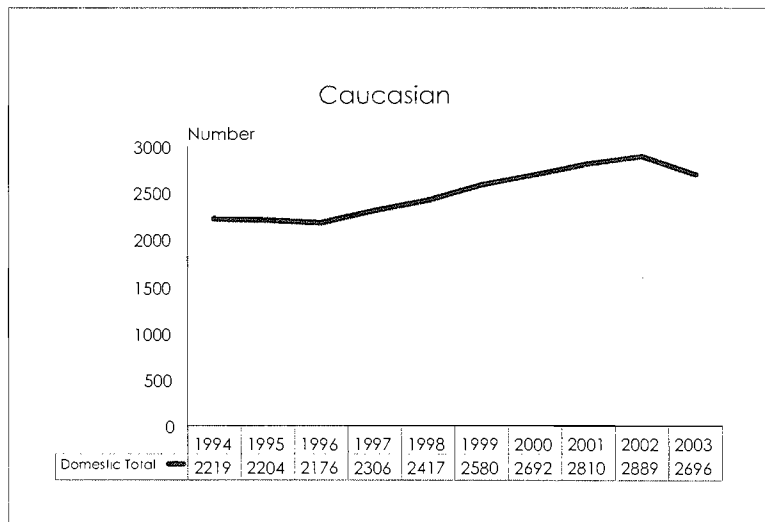
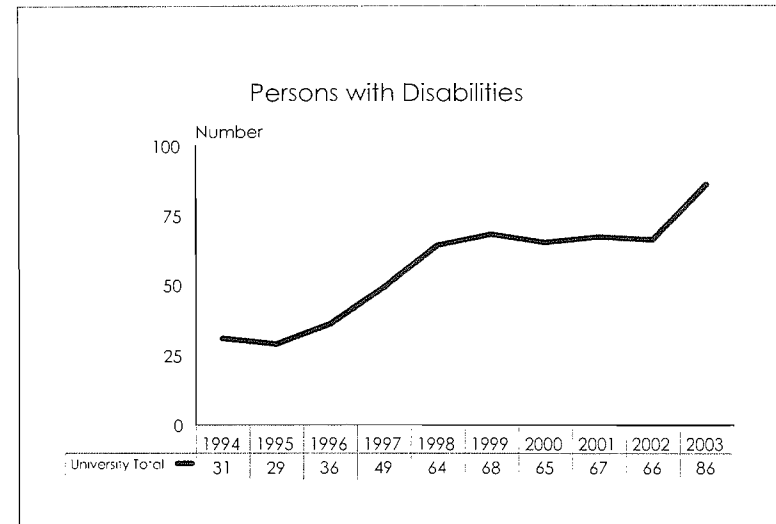
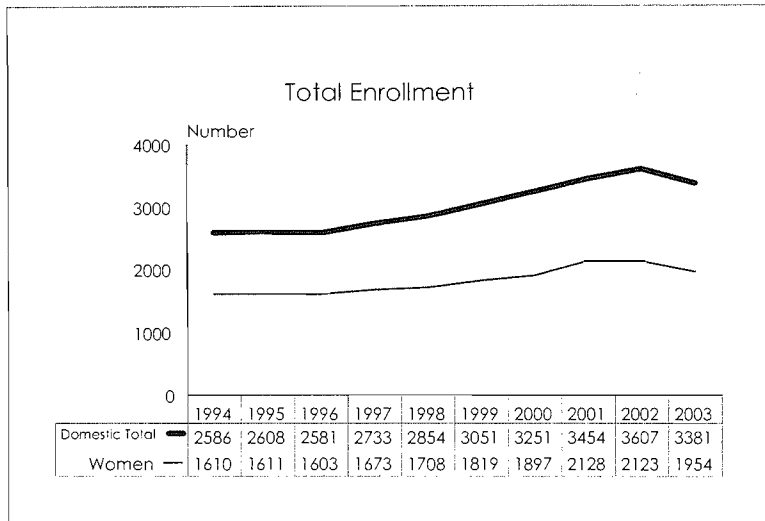
Eli Broad College of Business Student Enrollment Trends, 1994-2003



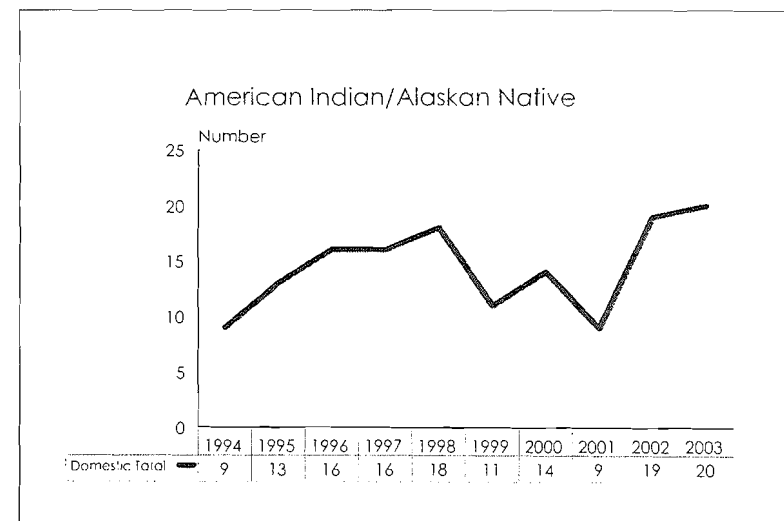
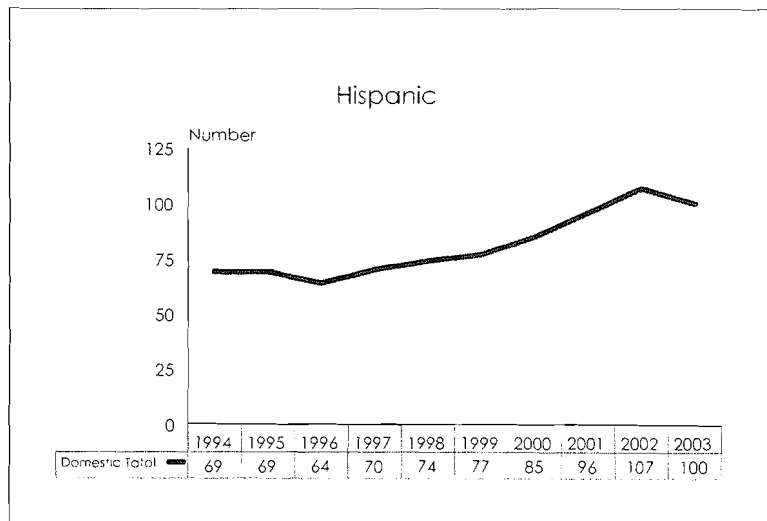
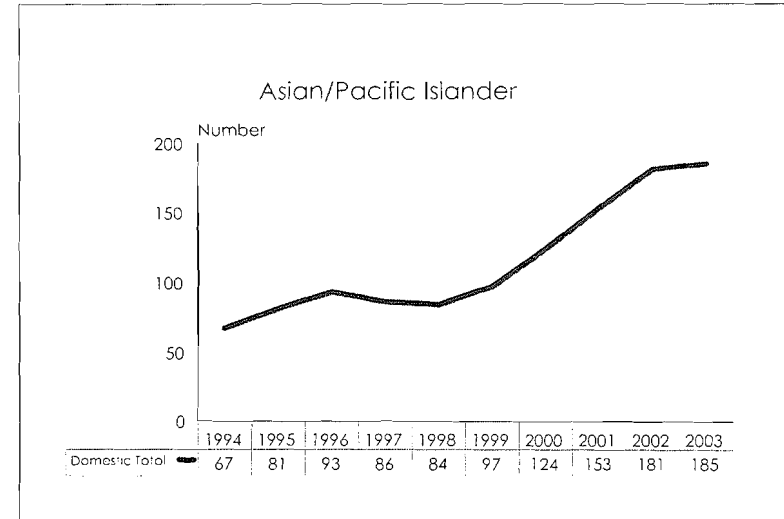
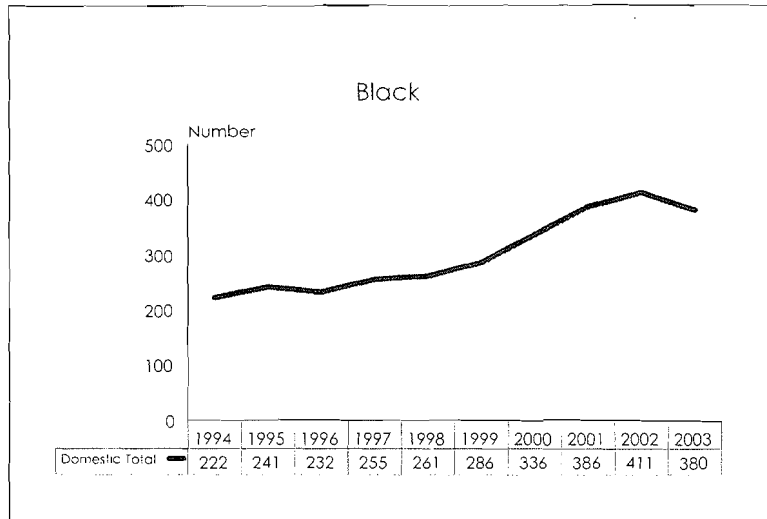
Eli Broad College of Business
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



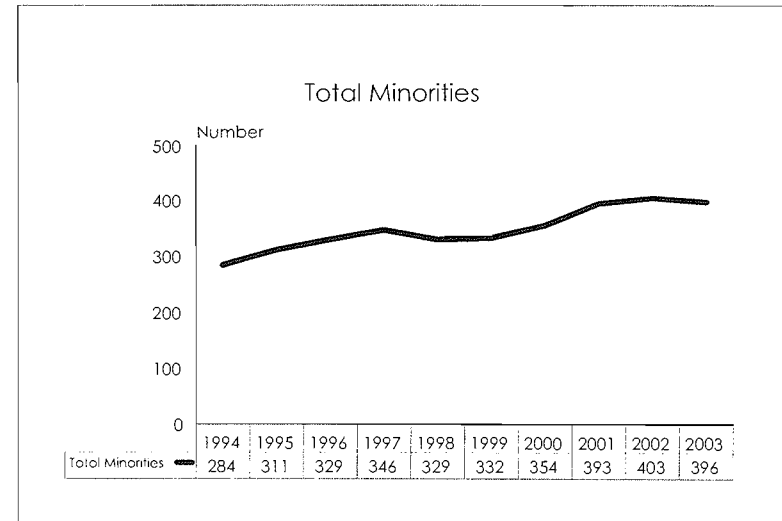
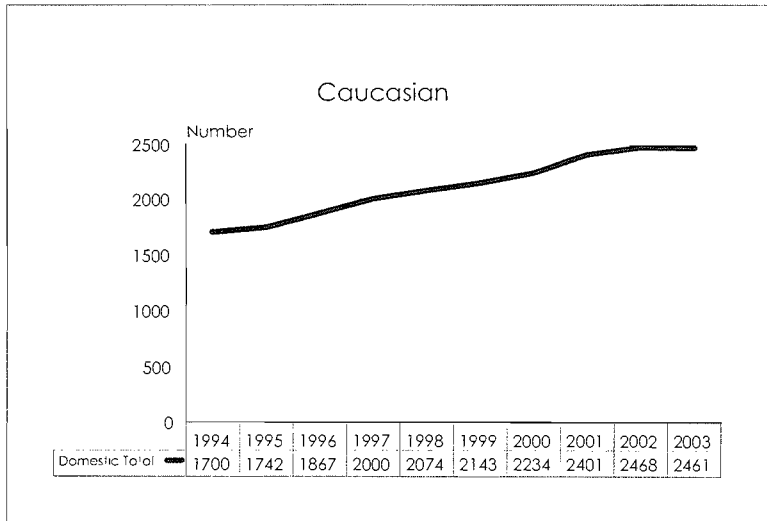
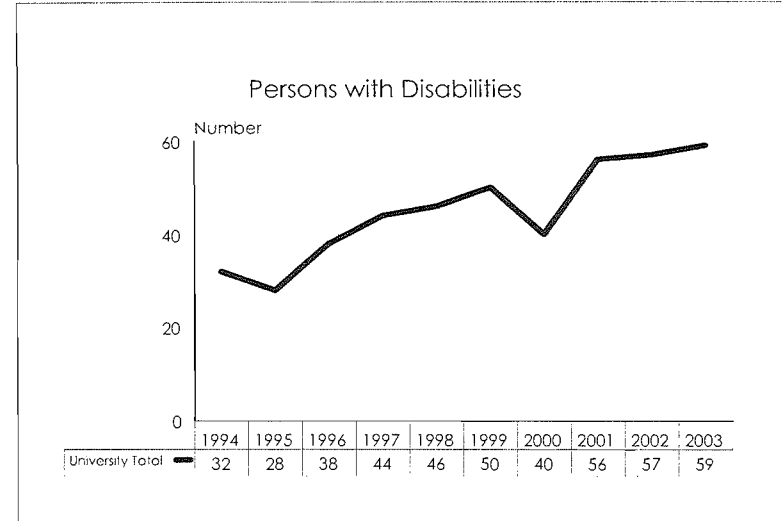
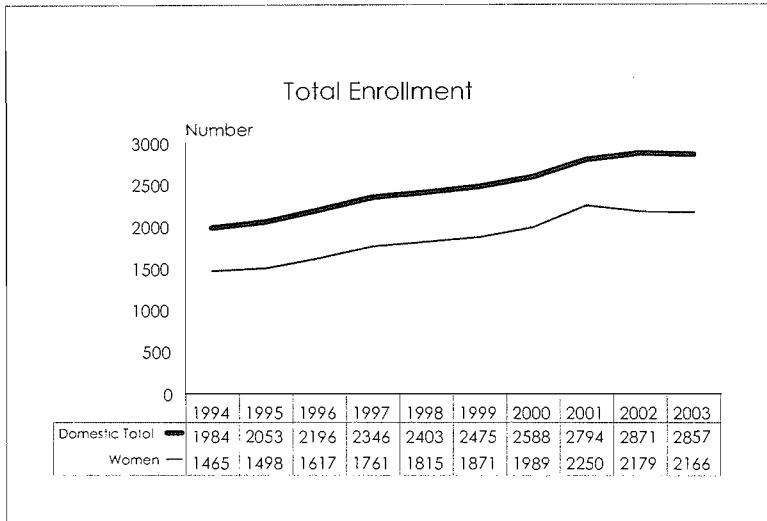
College of Communication Arts and Sciences Student Enrollment Trends, 1994-2003



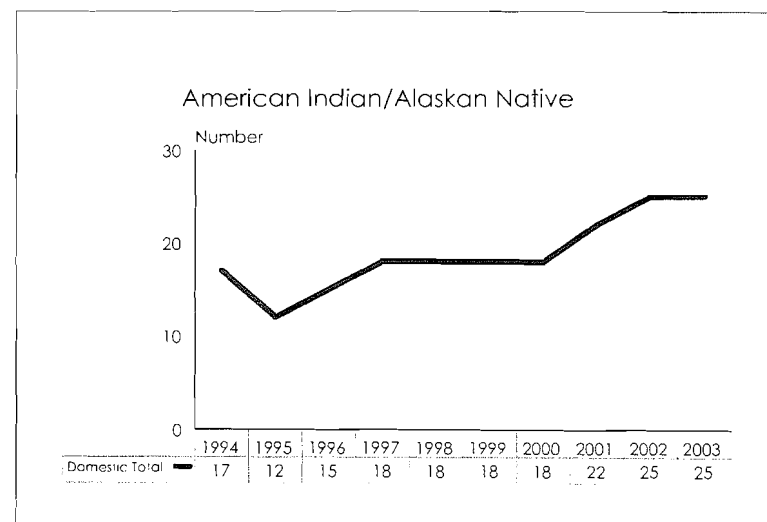
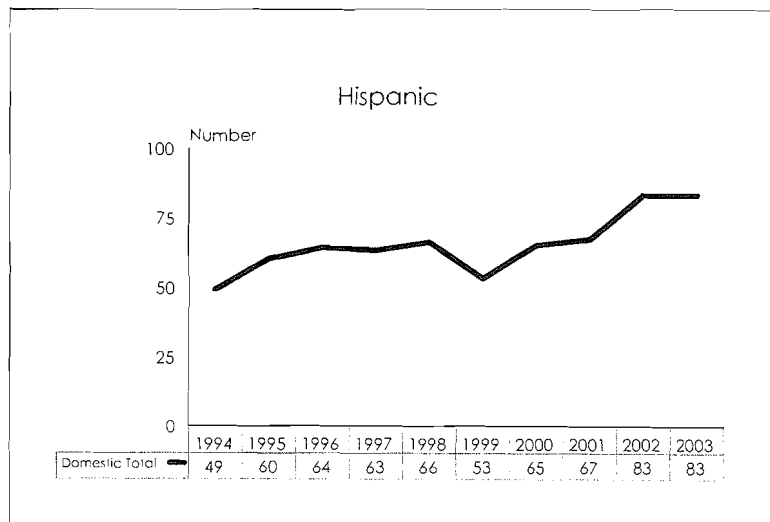
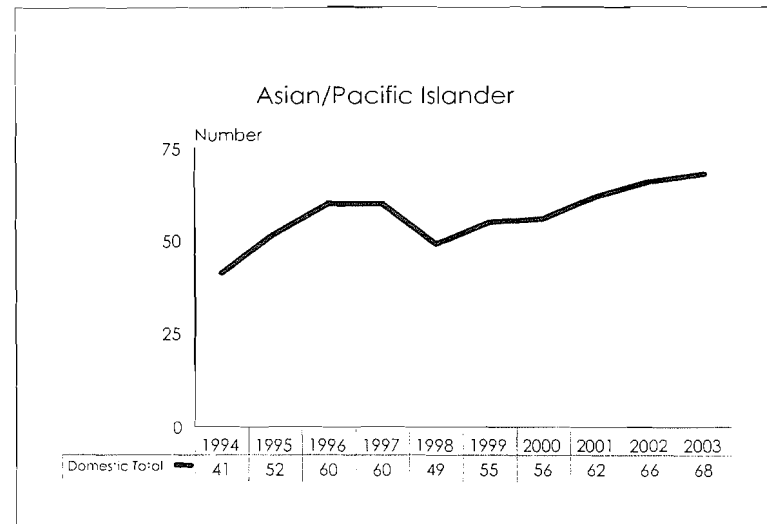
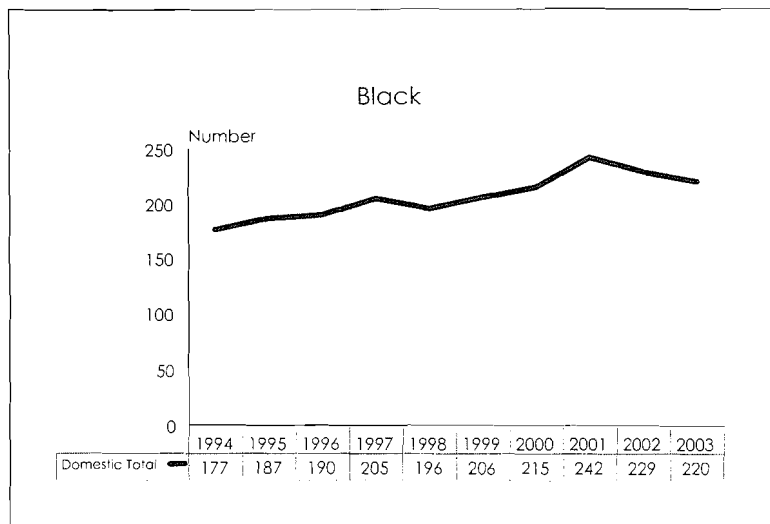
College of Communication Arts and Sciences
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



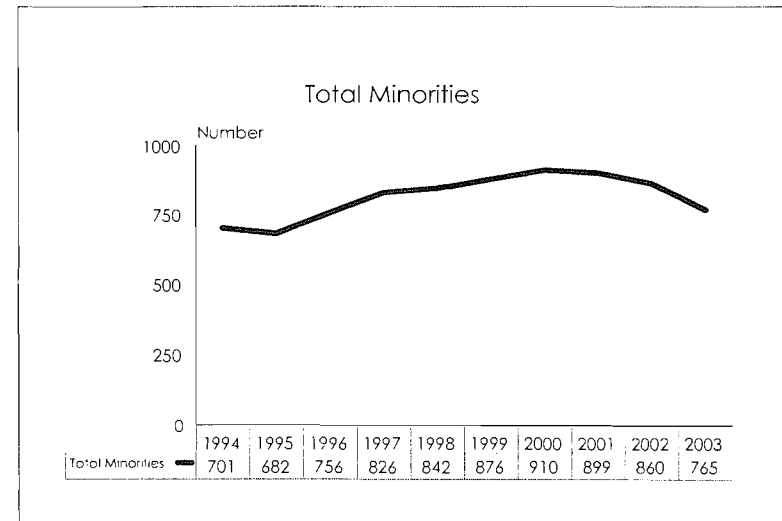
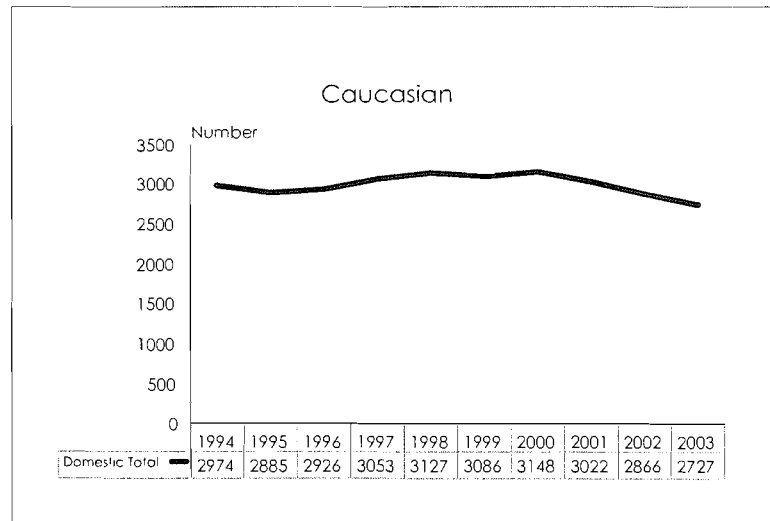
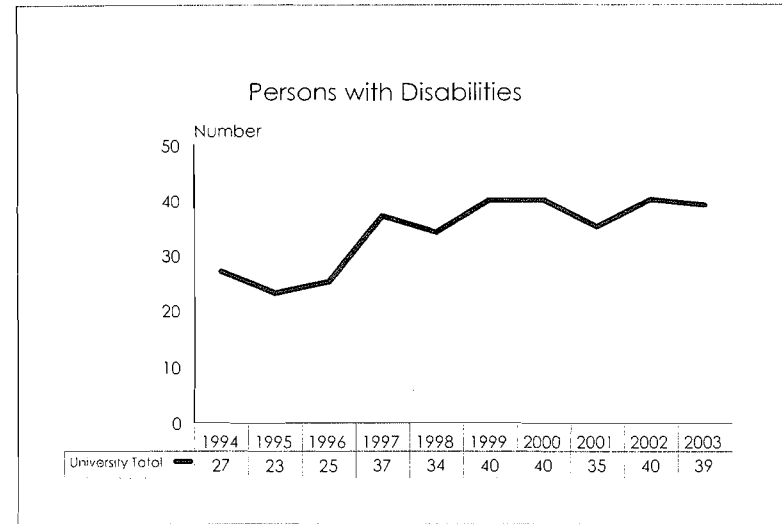
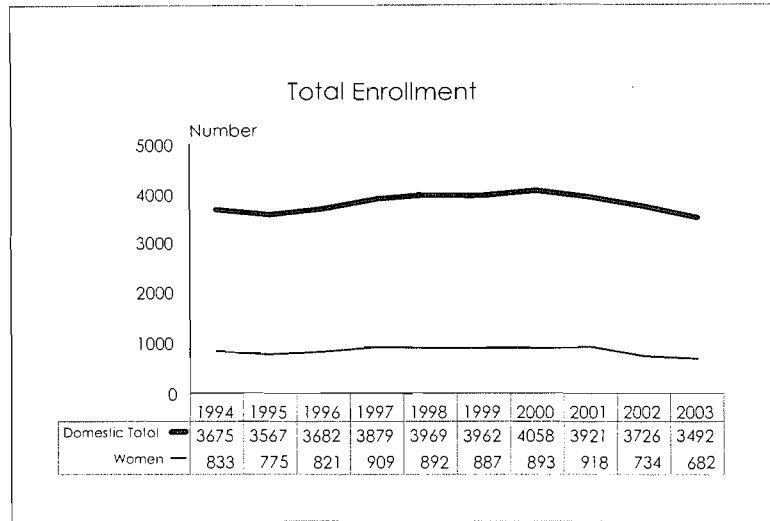
College of Education Student Enrollment Trends, 1994-2003



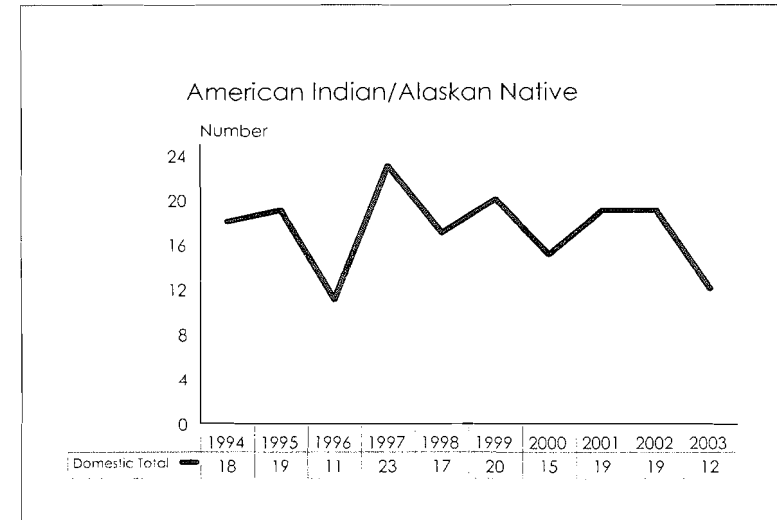
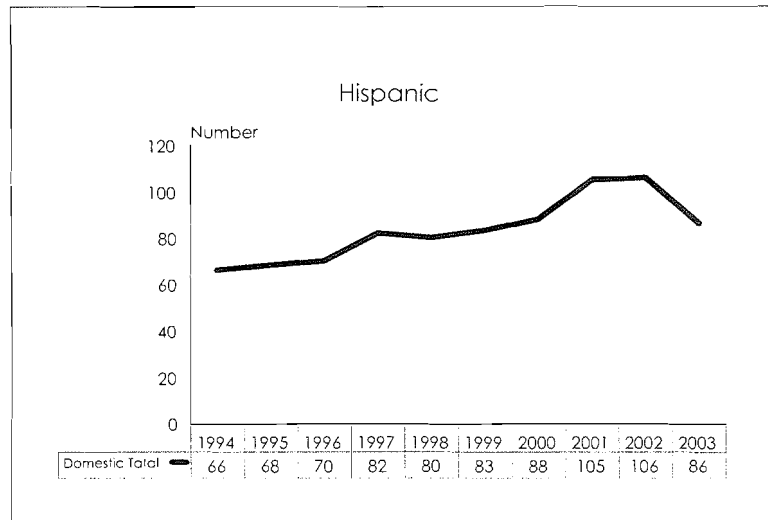
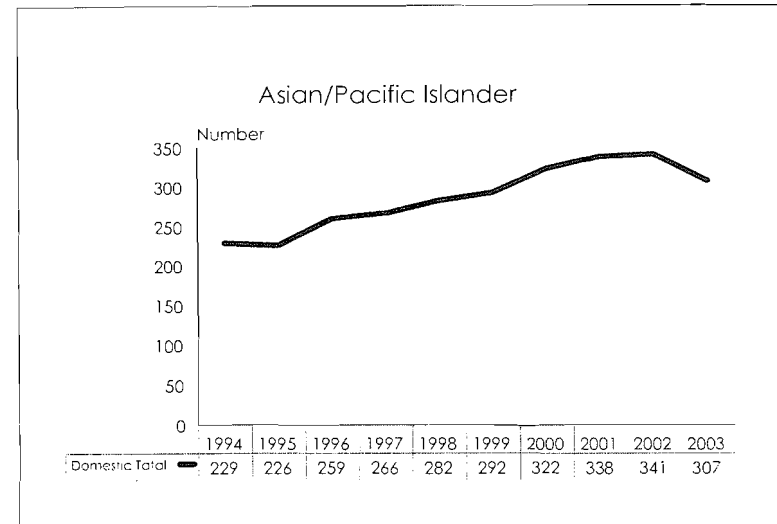
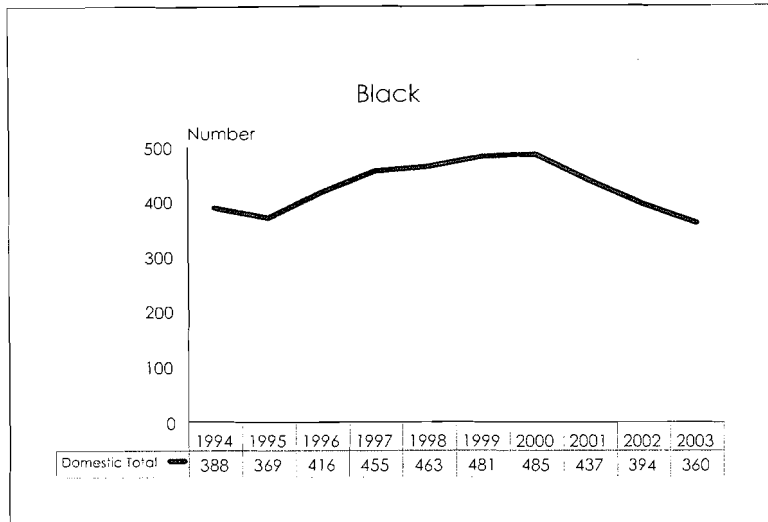
College of Education Minority Student Enrollments by Race/Ethnicity, 1994-2003



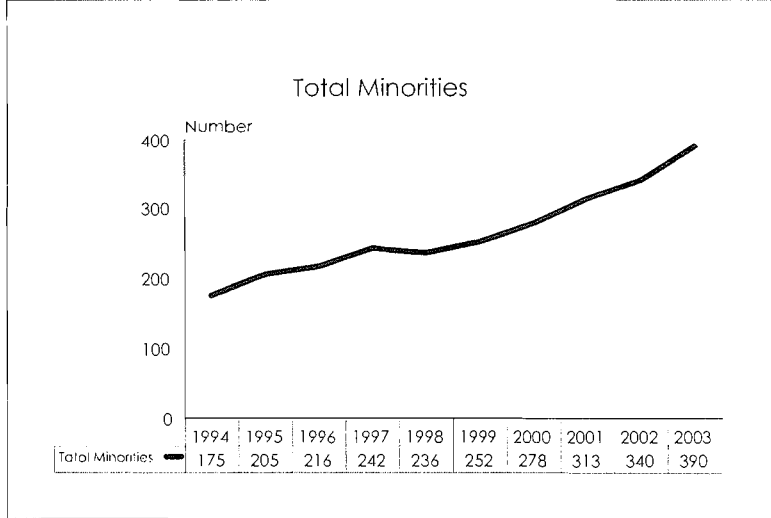
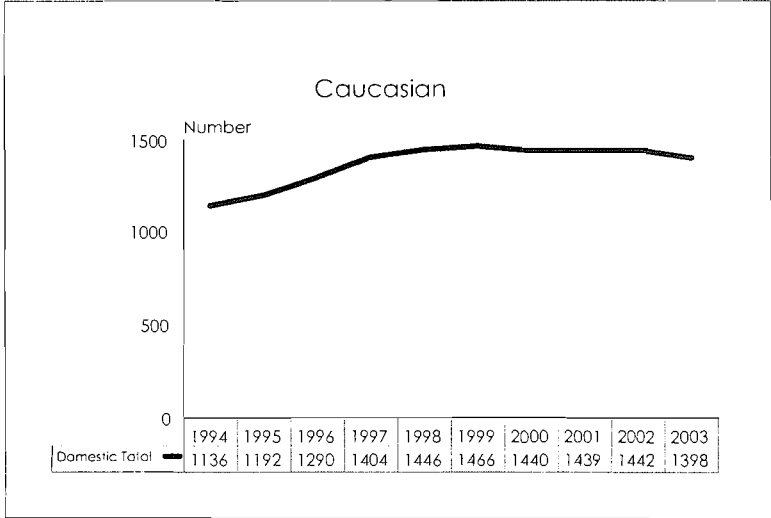
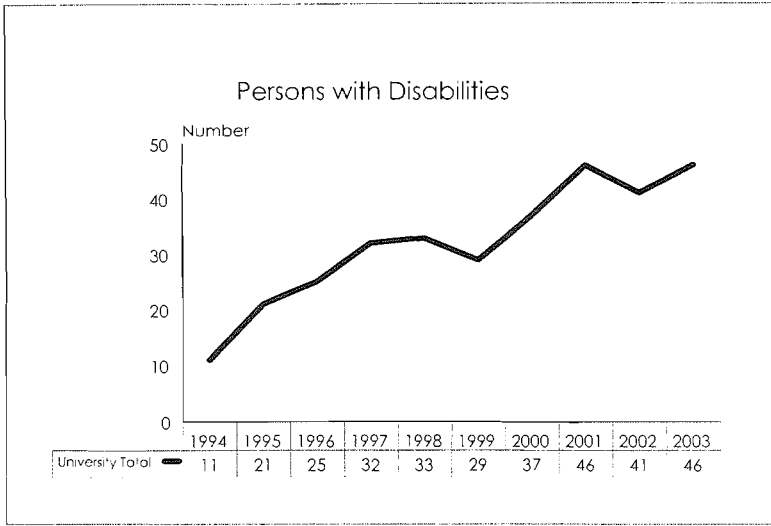
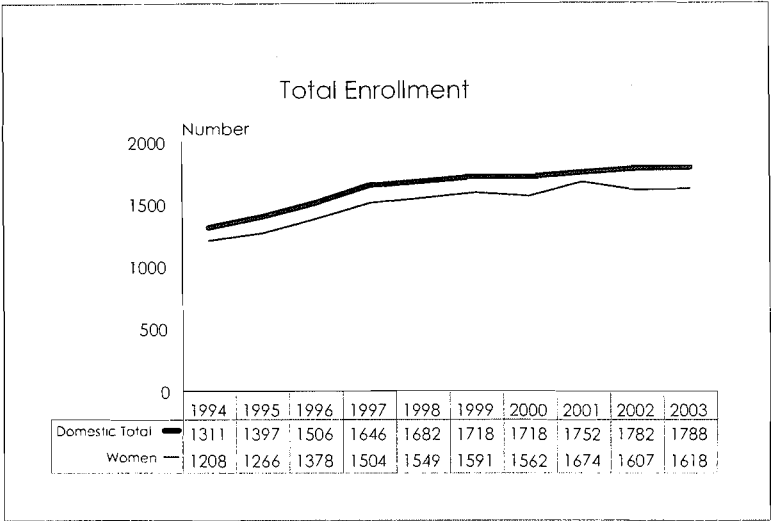
College of Engineering Student Enrollment Trends, 1994-2003



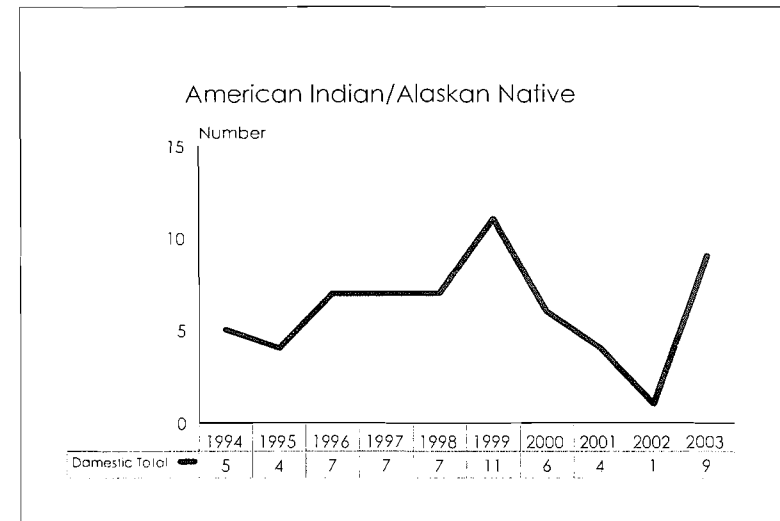
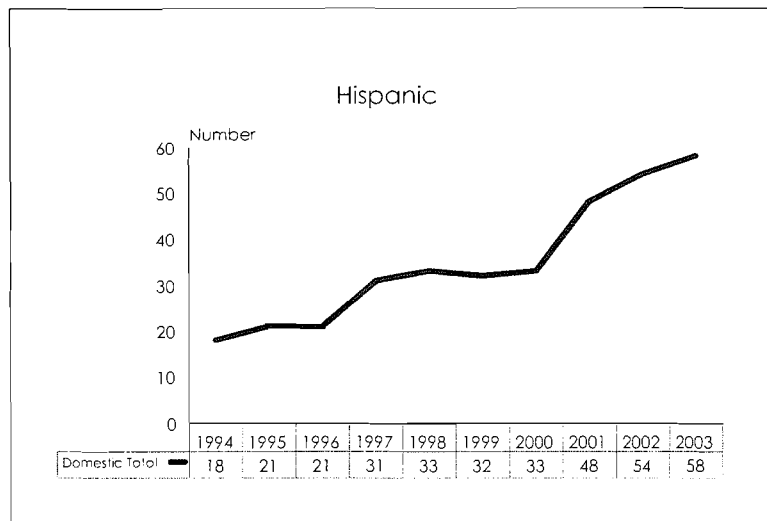
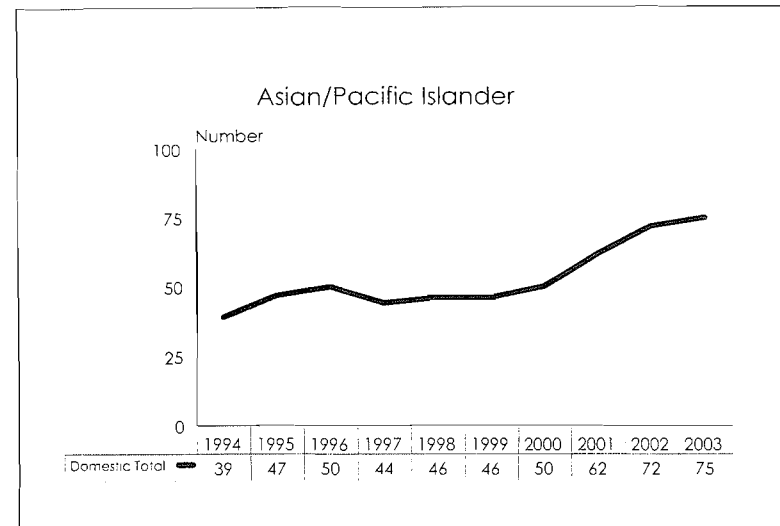
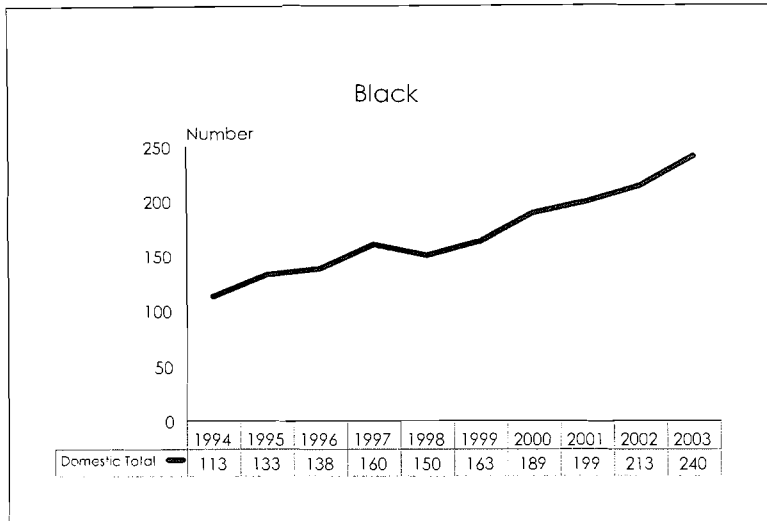
College of Engineering Minority Student Enrollments by Race/Ethnicity, 1994-2003



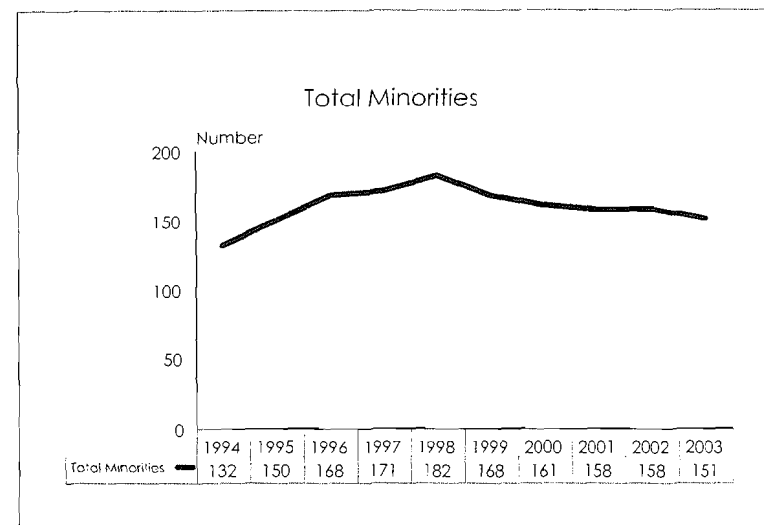
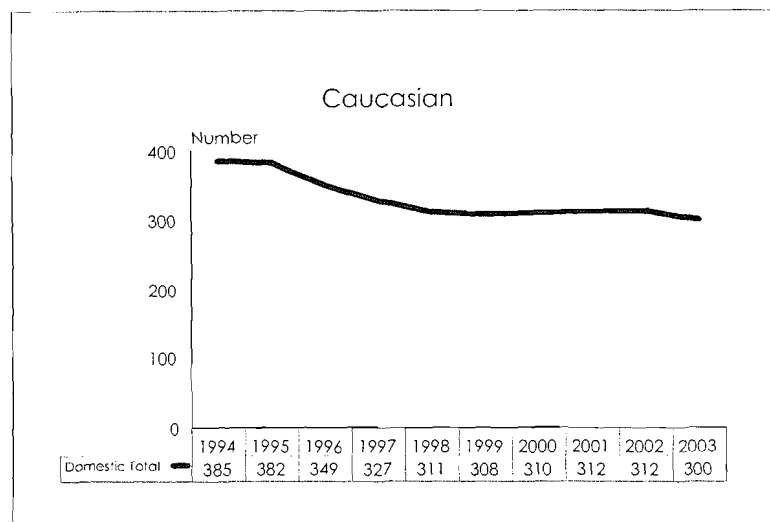
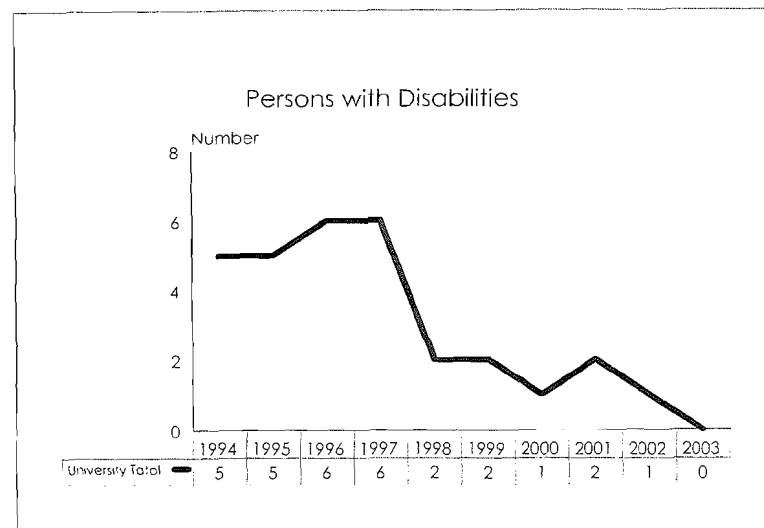
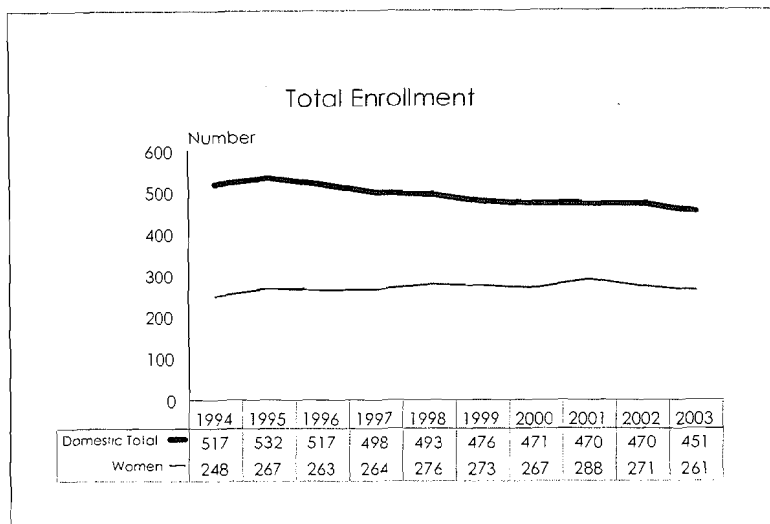
College of Human Ecology Student Enrollment Trends, 1994-2003



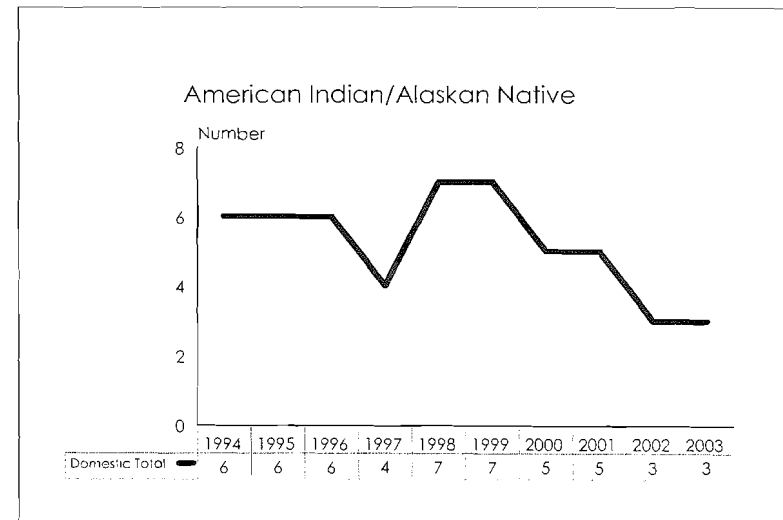
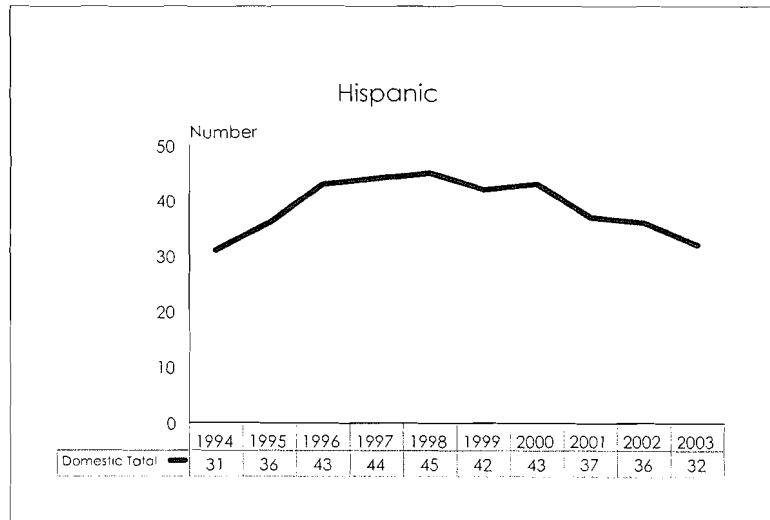
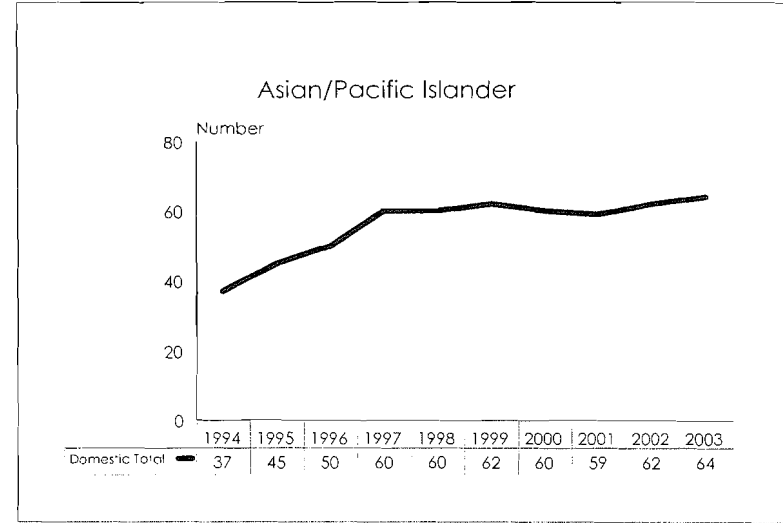
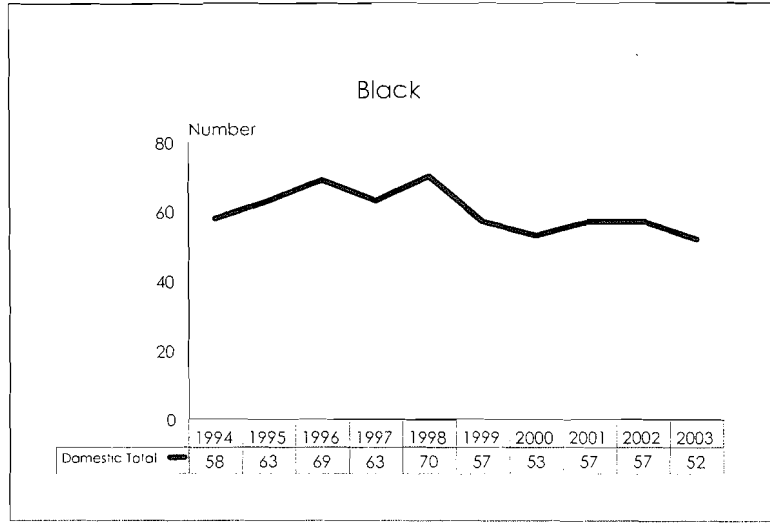
College of Human Ecology
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



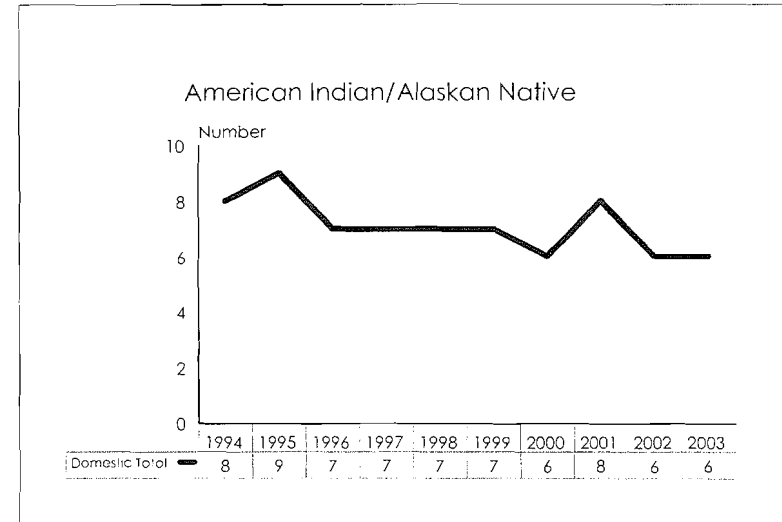
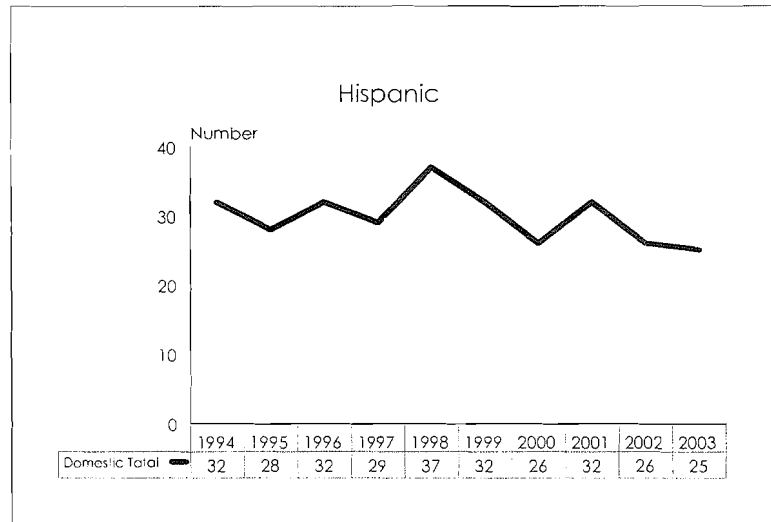
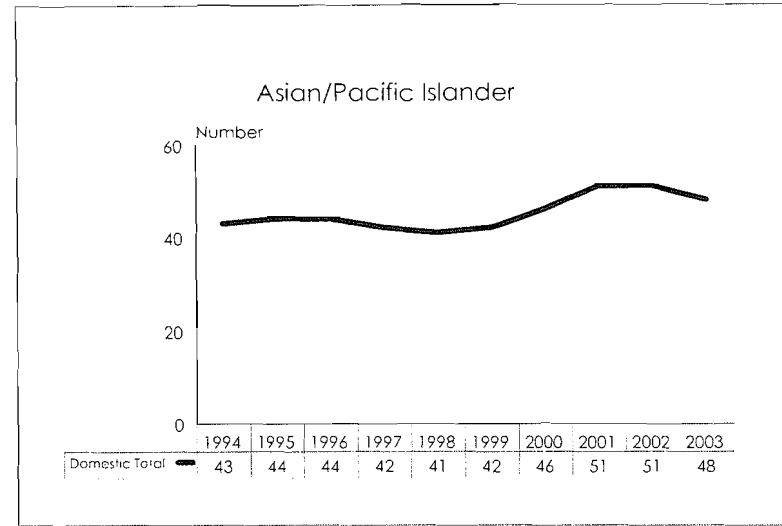
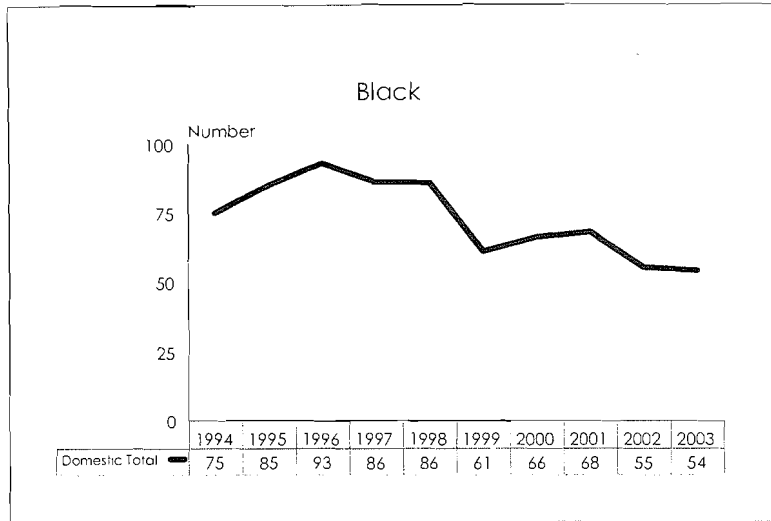
College of Human Medicine Student Enrollment Trends, 1994-2003



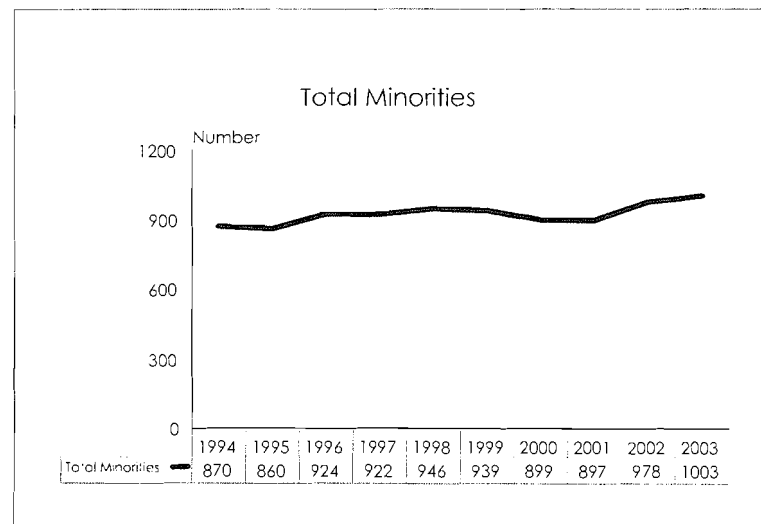
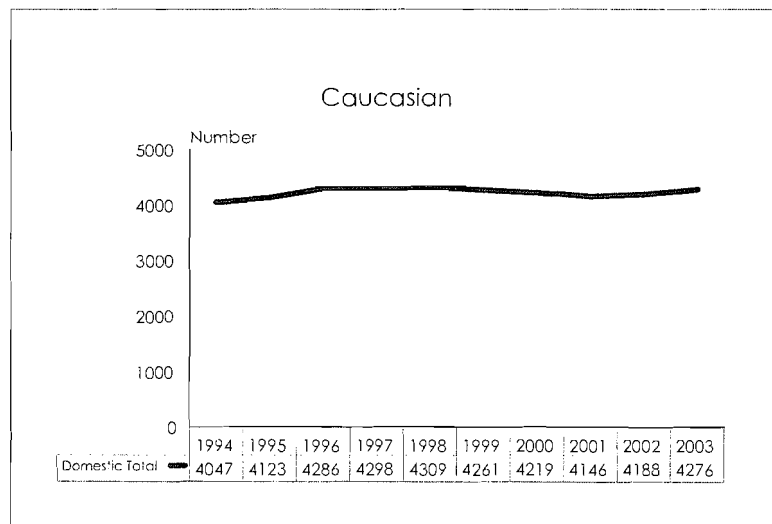
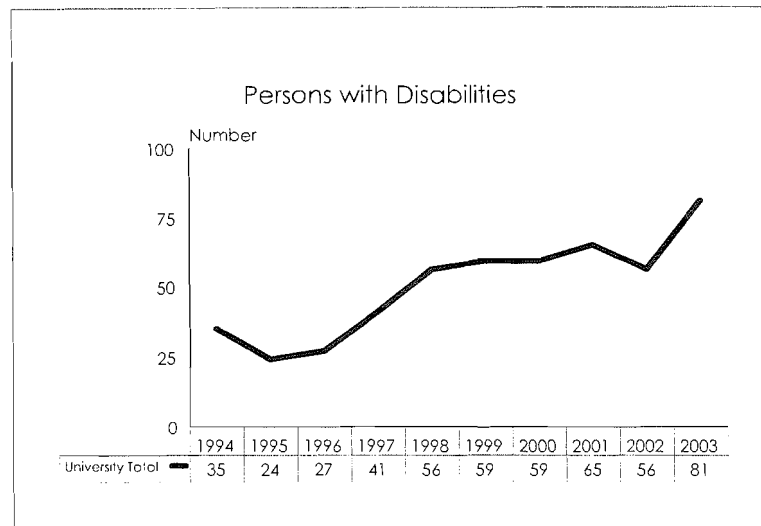
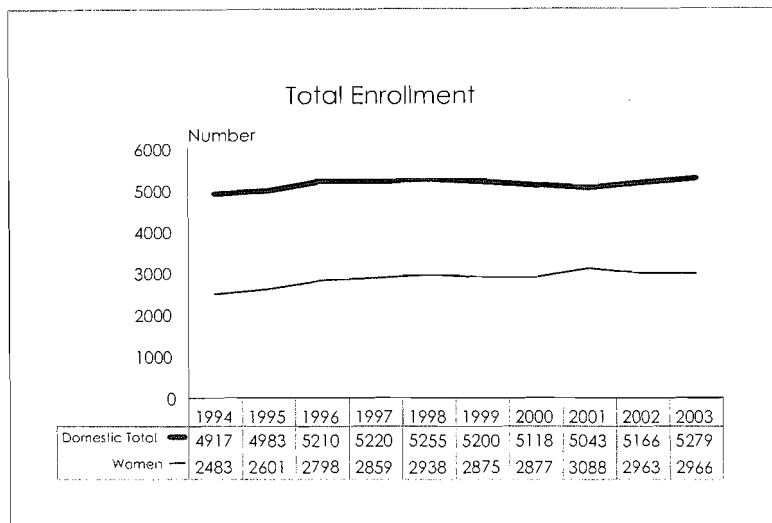
College of Human Medicine
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



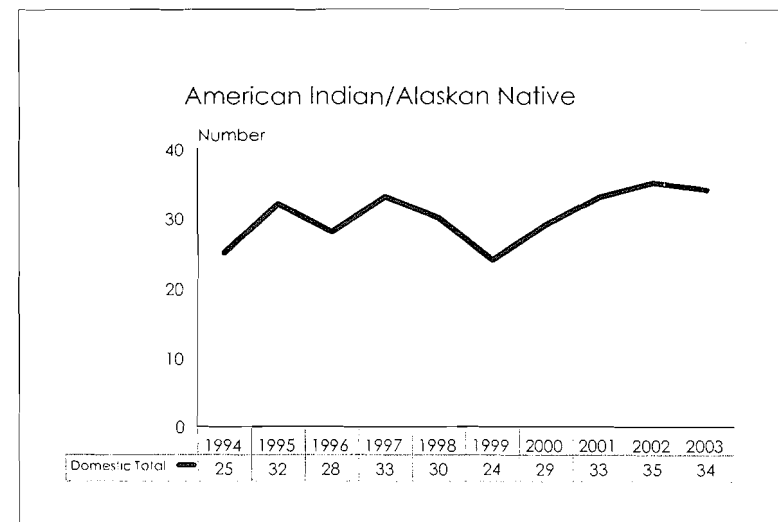
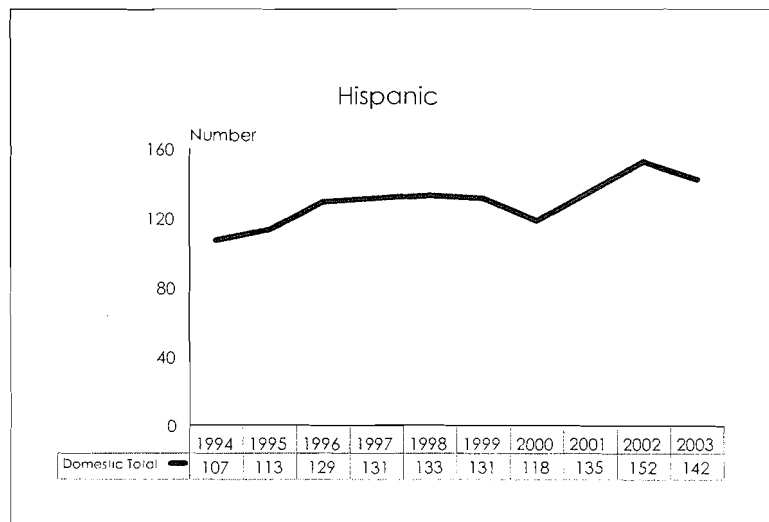
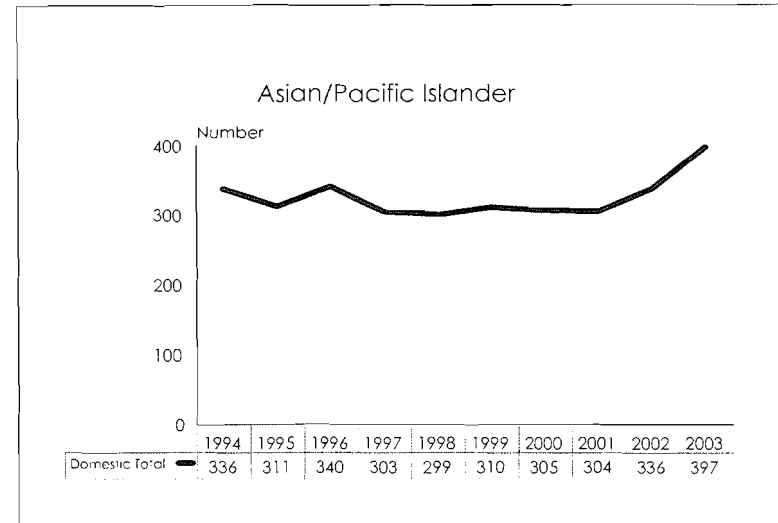
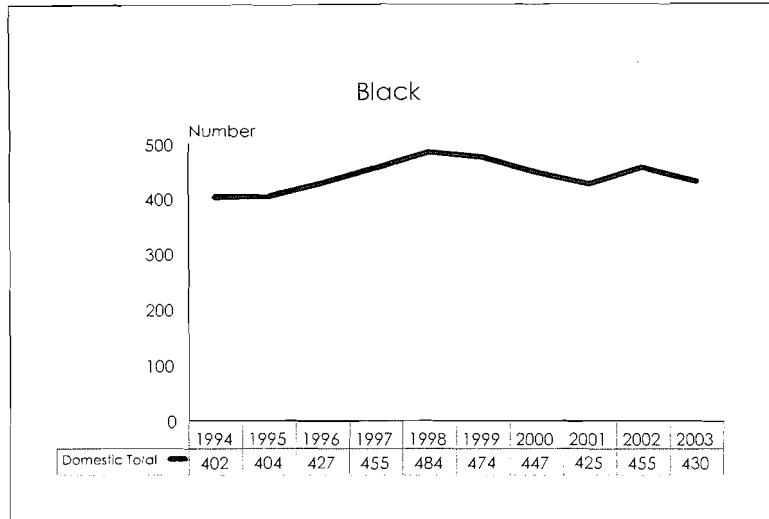
James Madison College
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



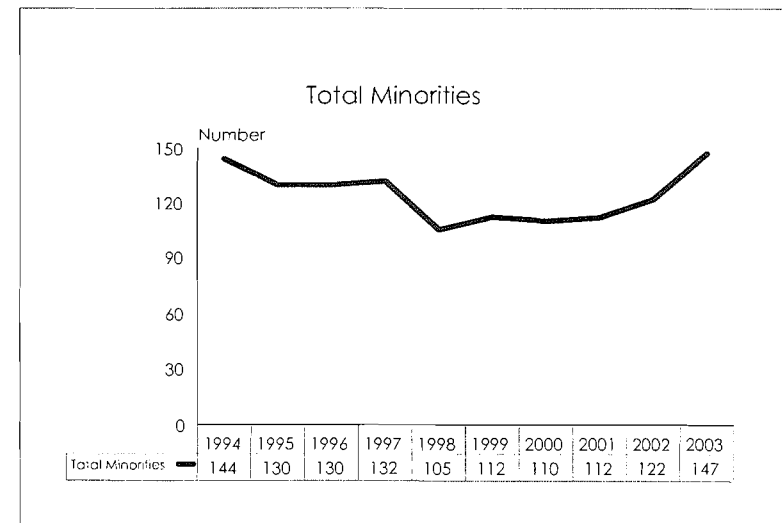
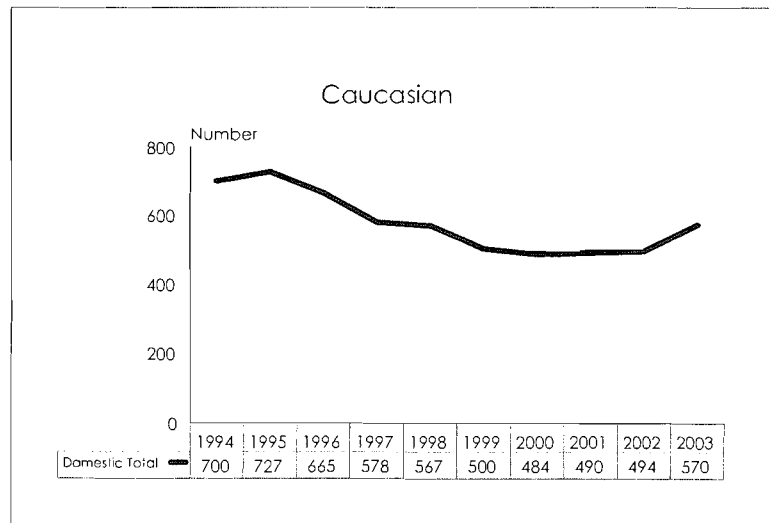
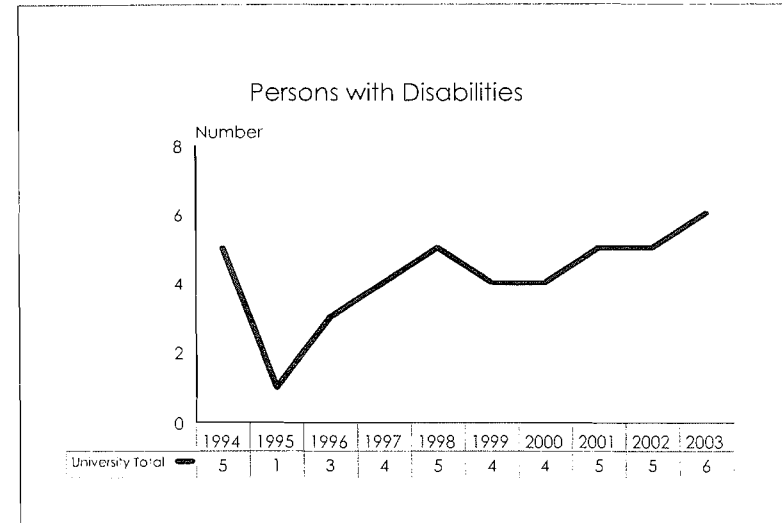
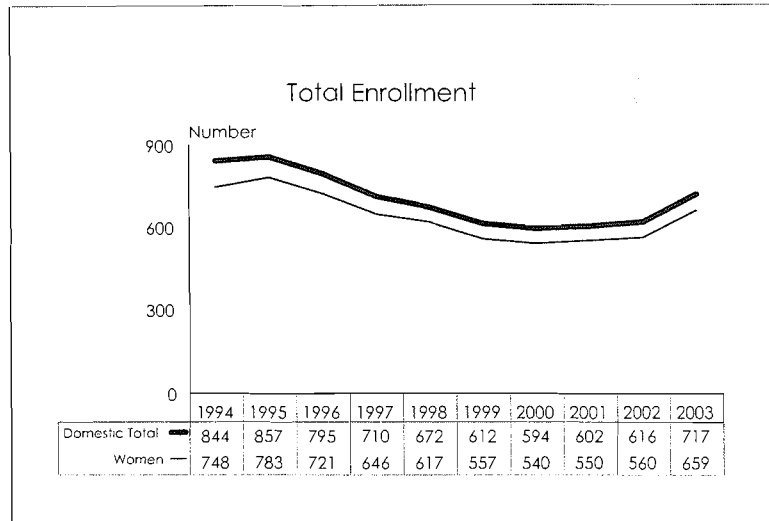
College of Natural Science Student Enrollment Trends, 1994-2003



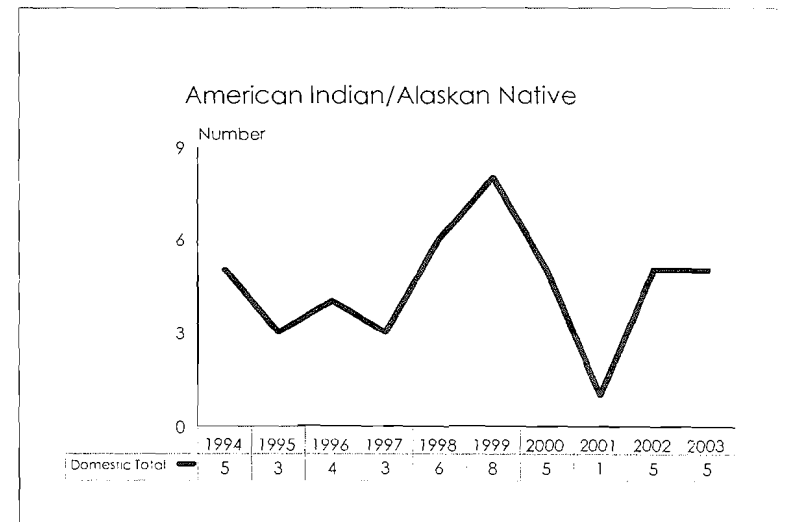
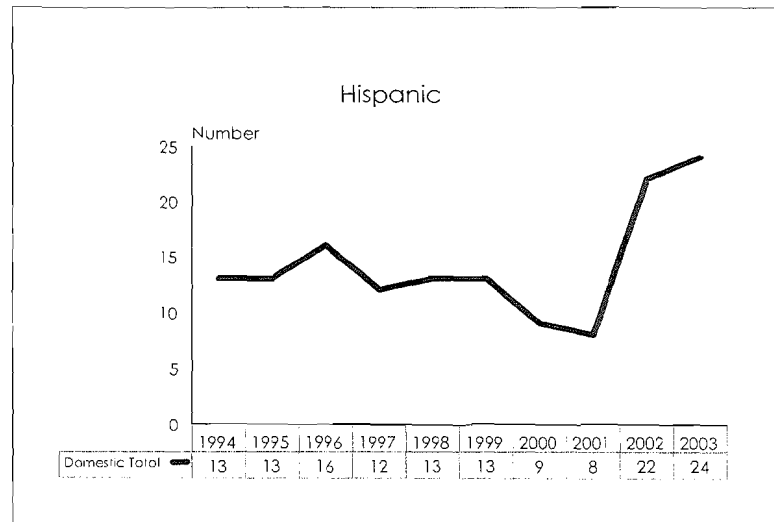
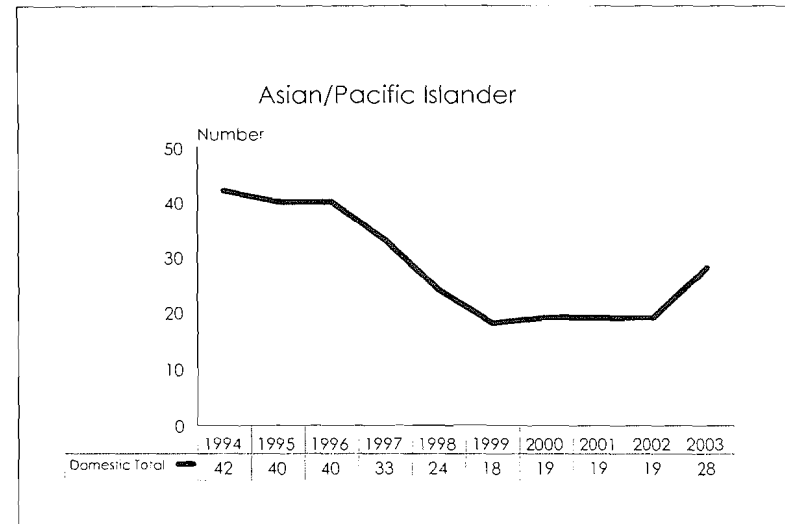
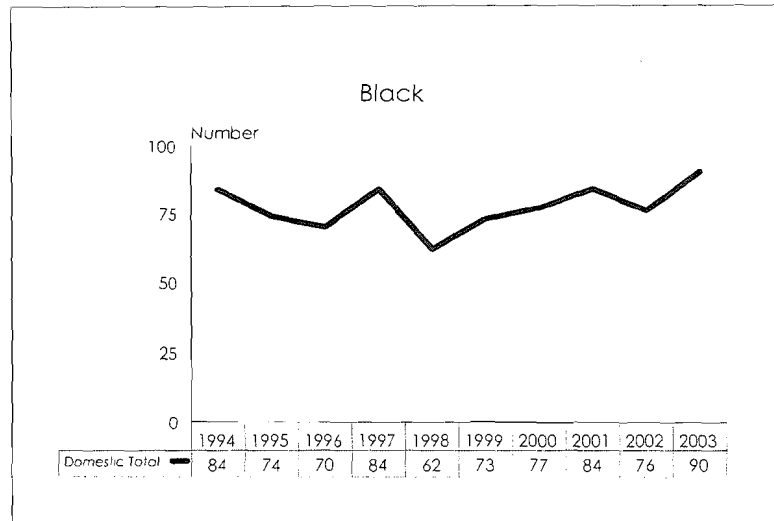
College of Natural Science Minority Student Enrollments by Race/Ethnicity, 1994-2003



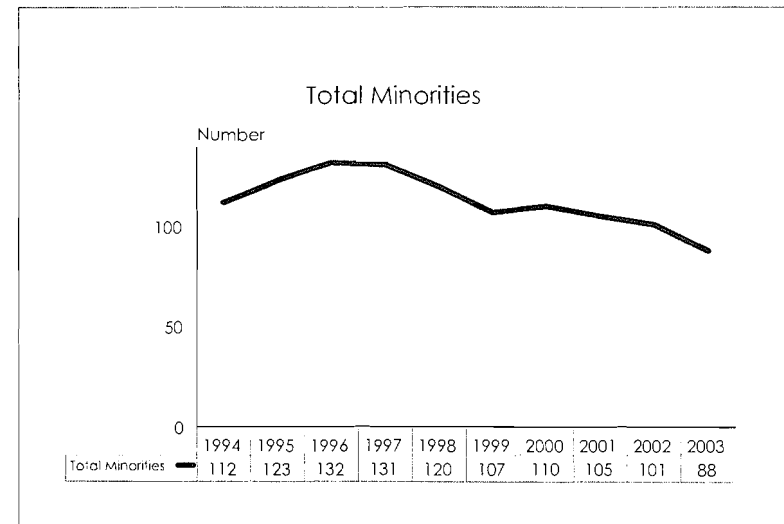
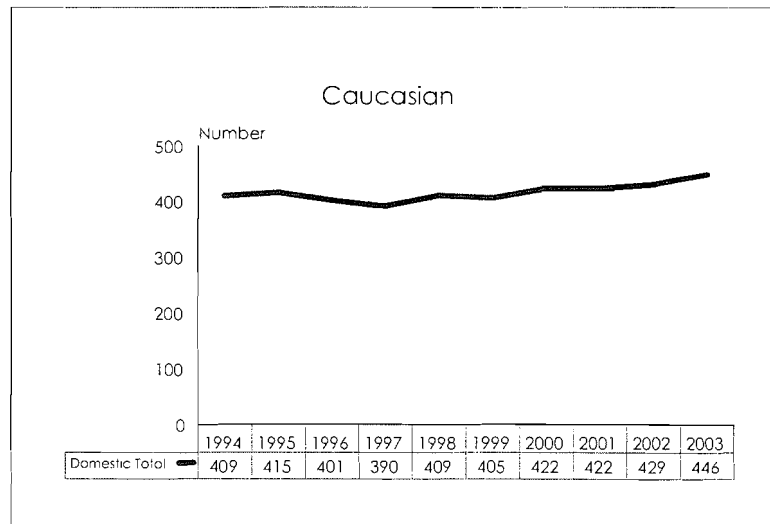
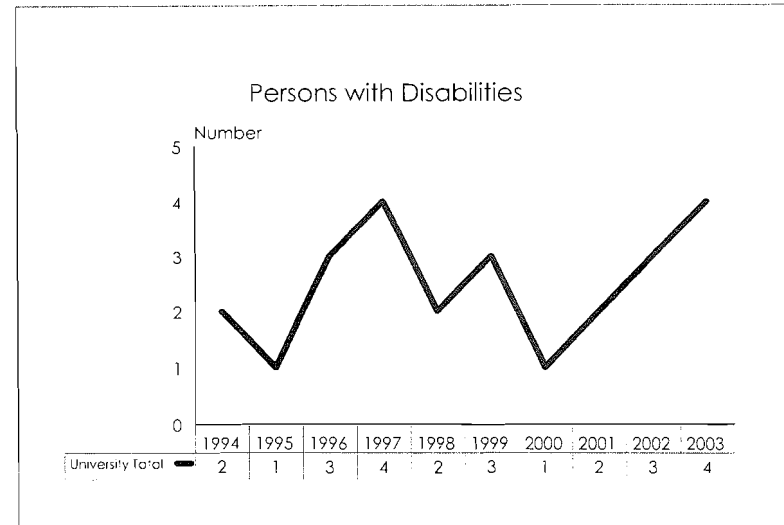
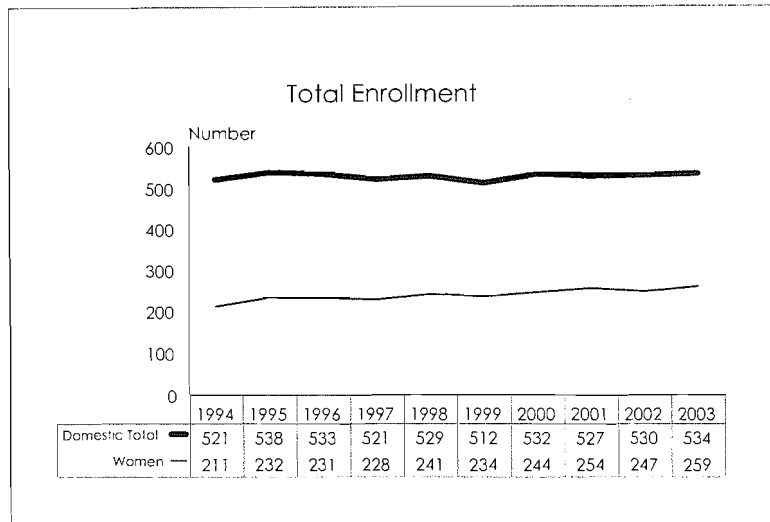
College of Nursing Student Enrollment Trends, 1994-2003



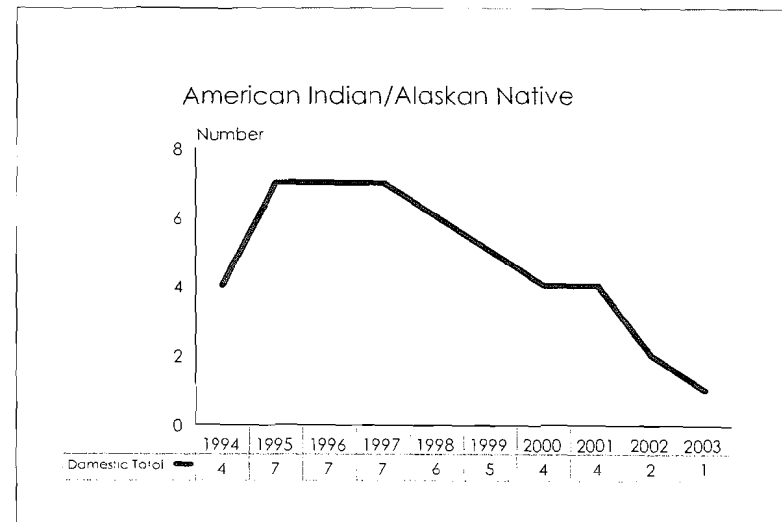
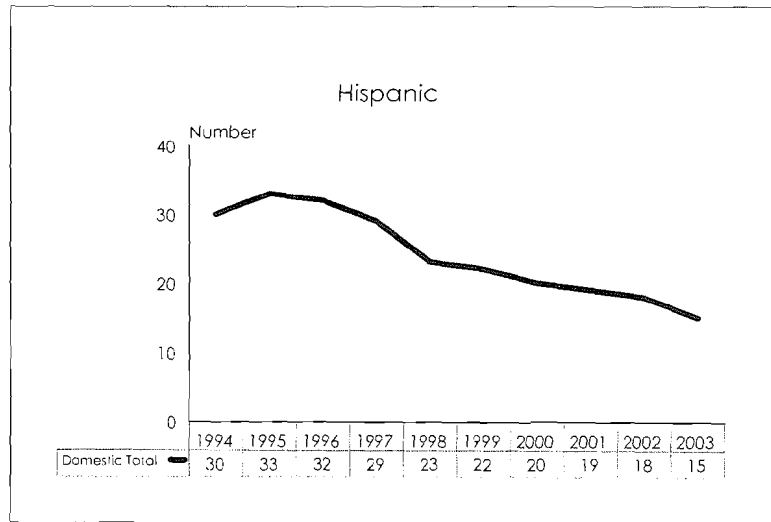
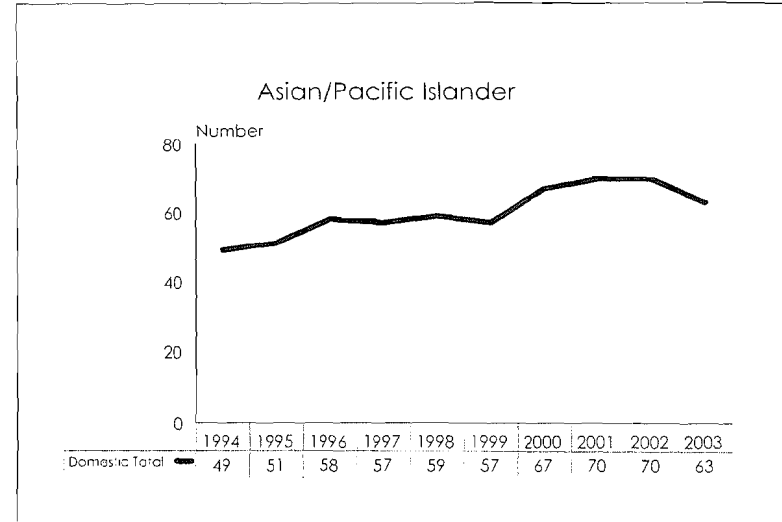
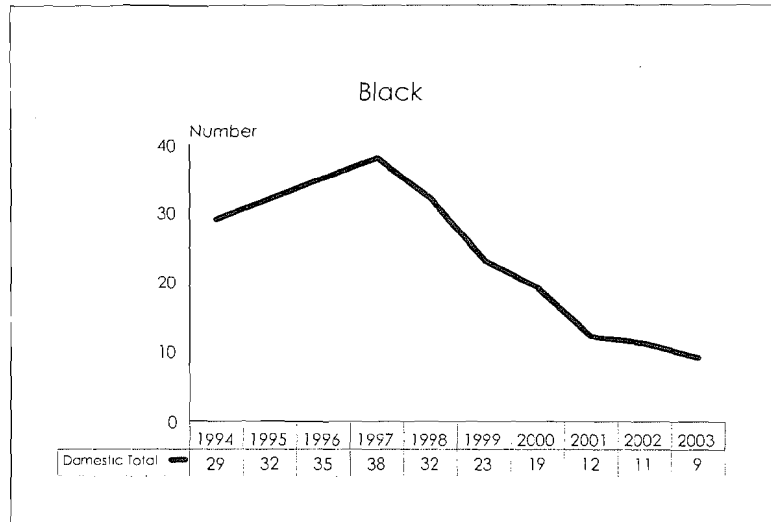
College of Nursing
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



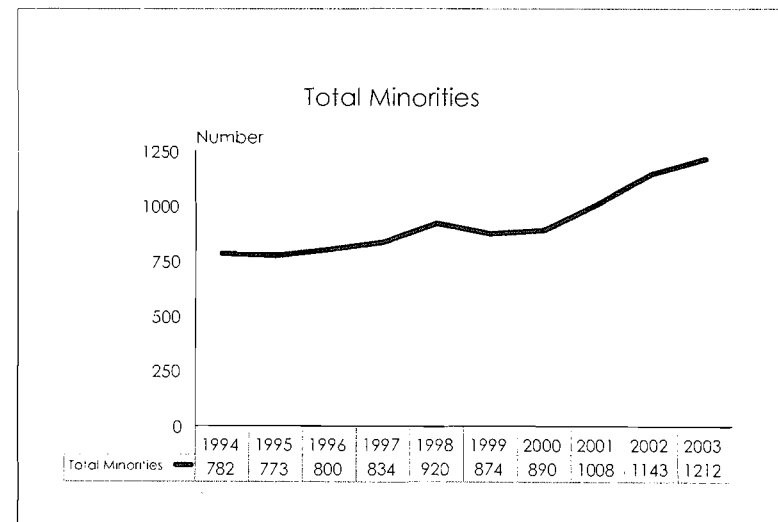
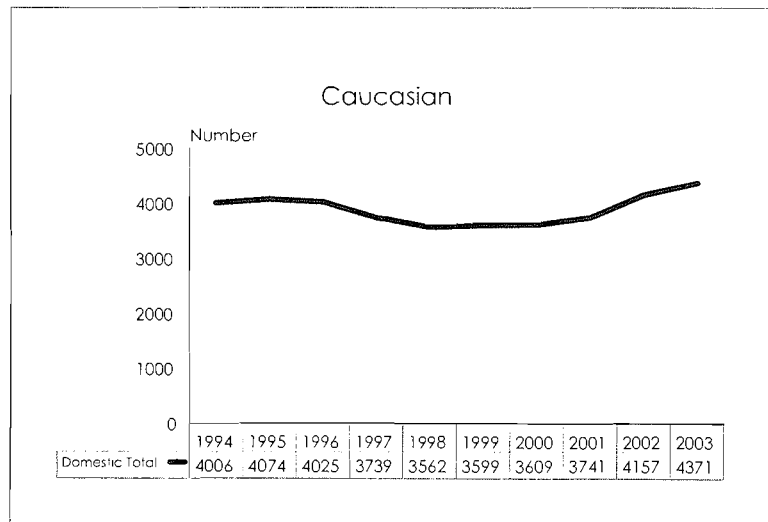
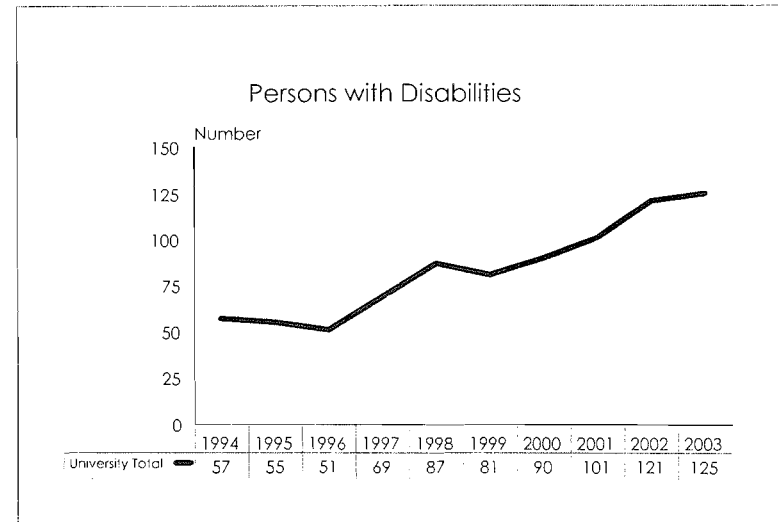
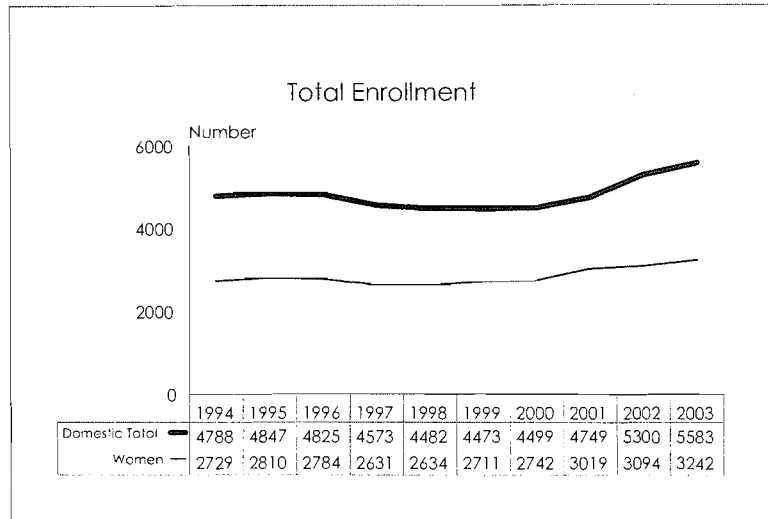
College of Osteopathic Medicine Student Enrollment Trends, 1994-2003



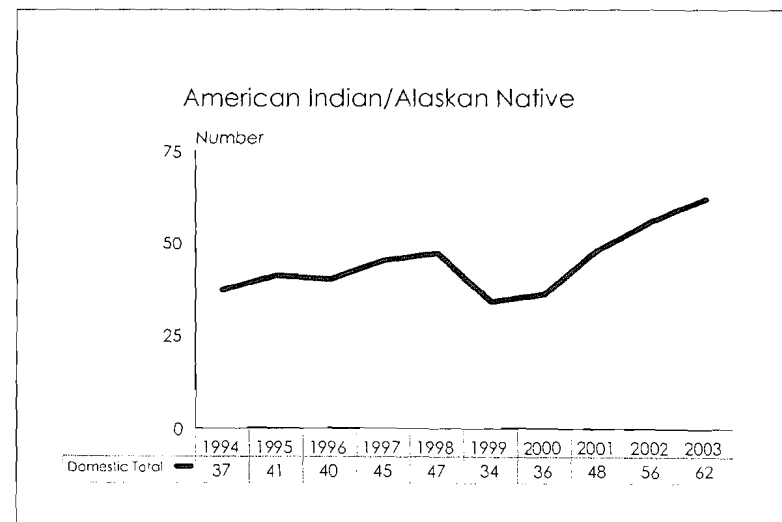
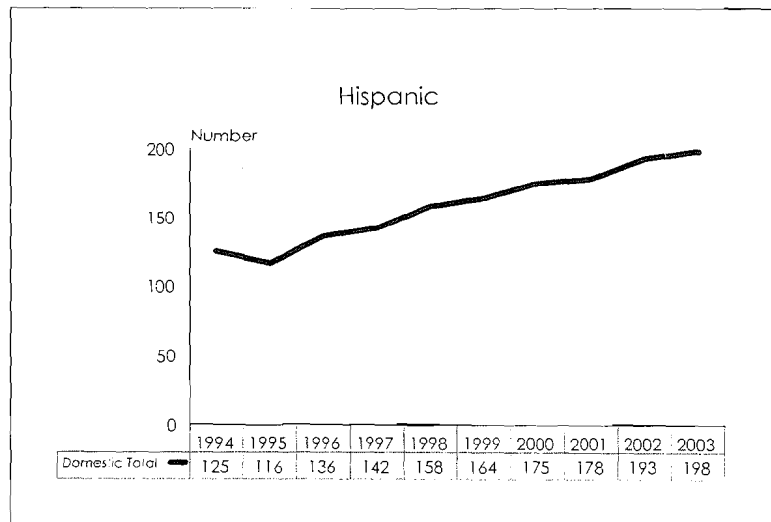
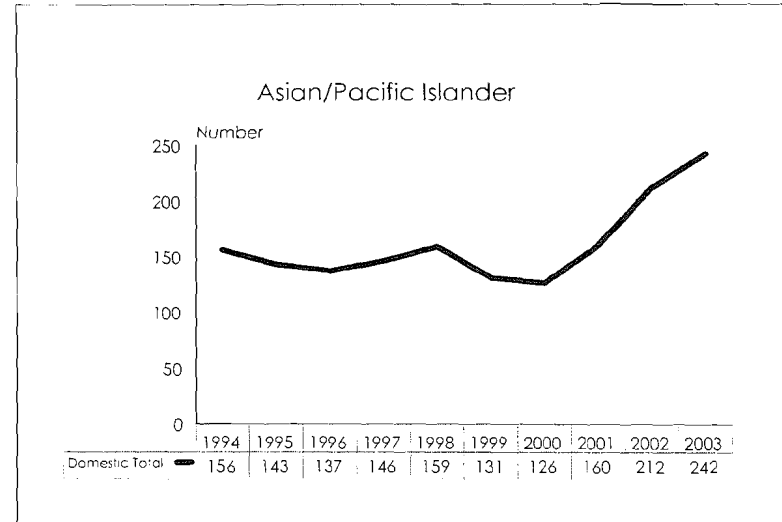
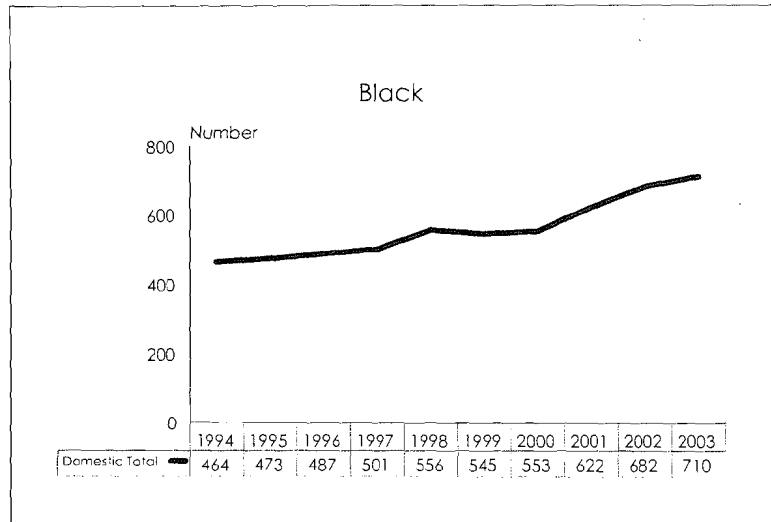
College of Osteopathic Medicine
 Minority Student Enrollments by Race/Ethnicity, 1994-2003



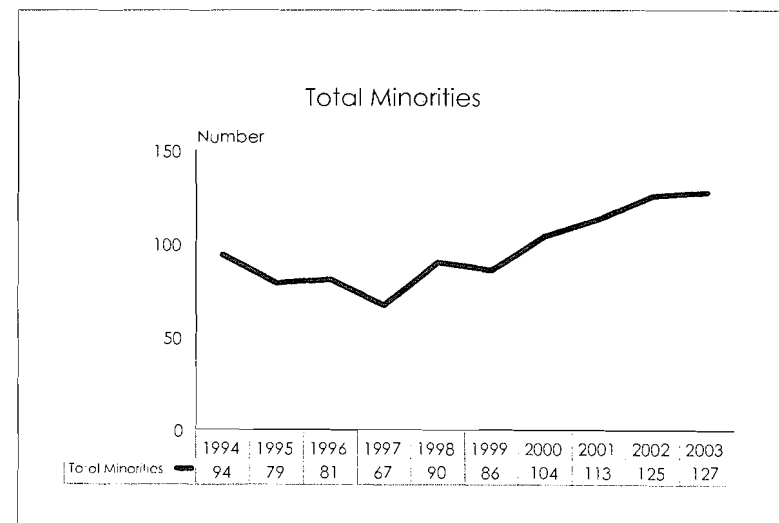
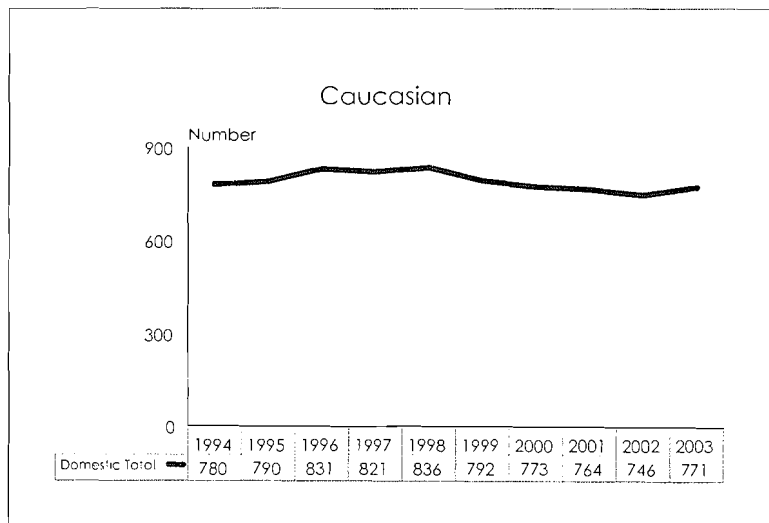
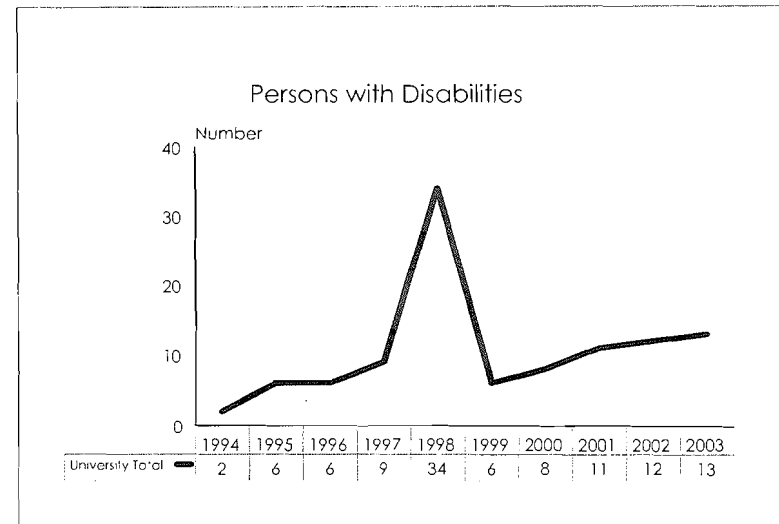
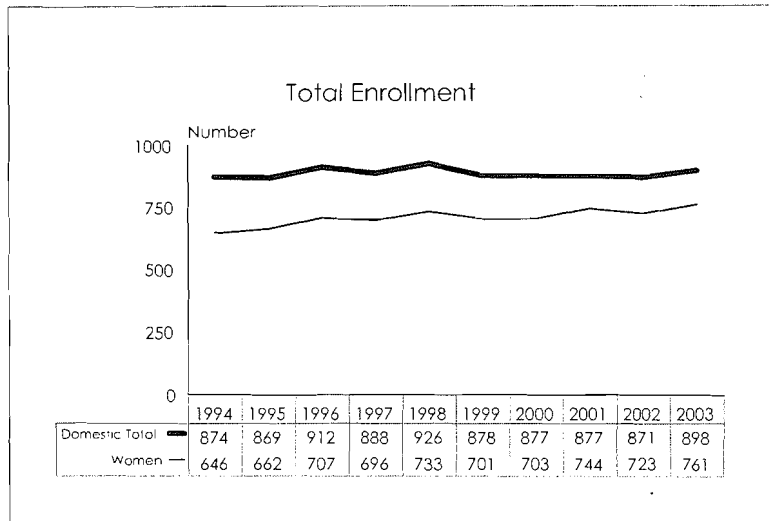
College of Social Science Student Enrollment Trends, 1994-2003



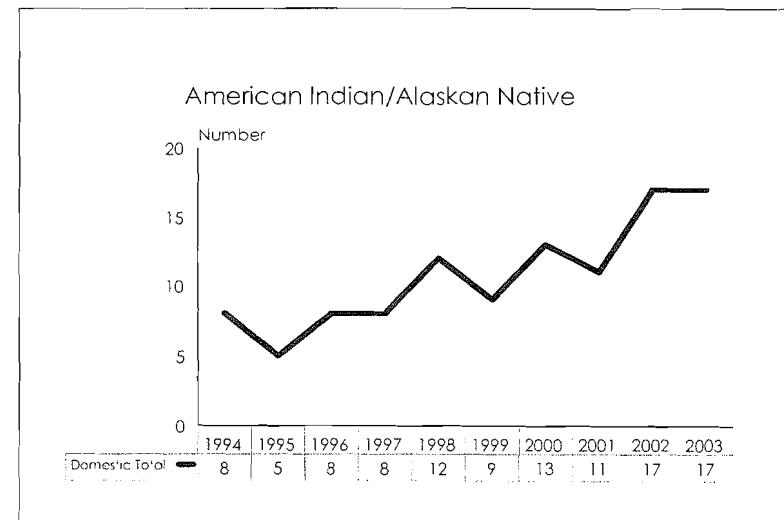
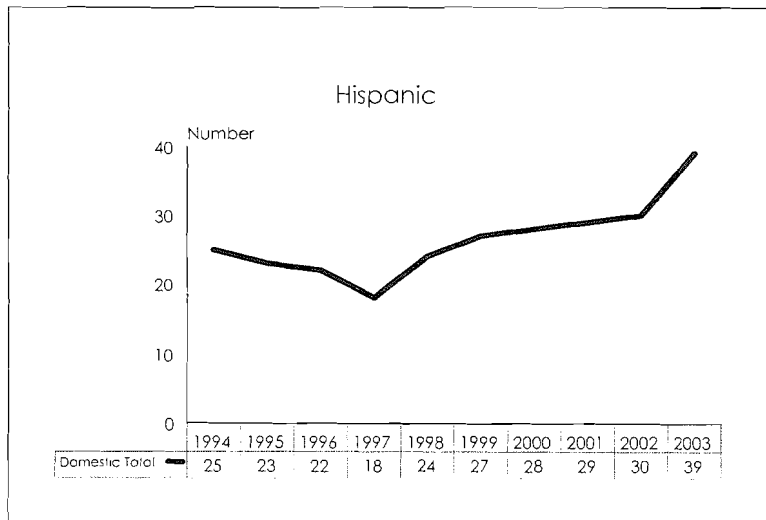
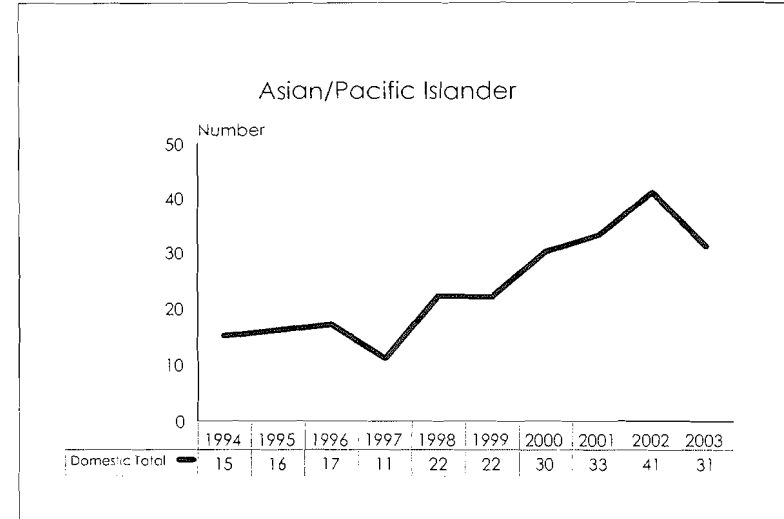
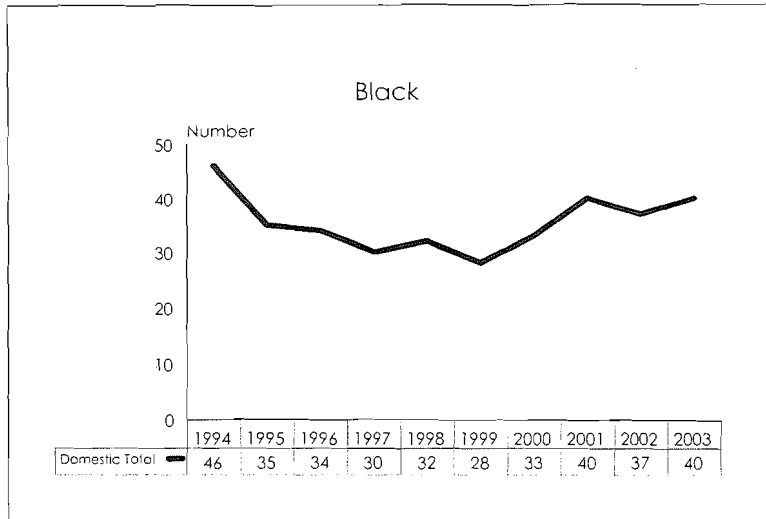
College of Social Science
 Minority Student Enrollment by Race/Ethnicity, 1994-2003



College of Veterinary Medicine Student Enrollment Trends, 1994-2003



College of Veterinary Medicine Minority Student Enrollments by Race/Ethnicity, 1994-2003



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Degrees Conferred

2002-2003 Summary

	University <u>Total</u>	Domestic <u>Total</u>	Percent of <u>Domestic</u>
Total Degrees Conferred	10,126	9,381	
Black		656	7.0%
Asian/Pacific Islander		403	4.3%
Hispanic		208	2.2%
Amer. Indian/Alaskan Native		47	0.5%
Total Minorities		1,314	14.0%
Women	5,572	5,061	53.9%
Persons with Disabilities	153		

Definition of Terms Used

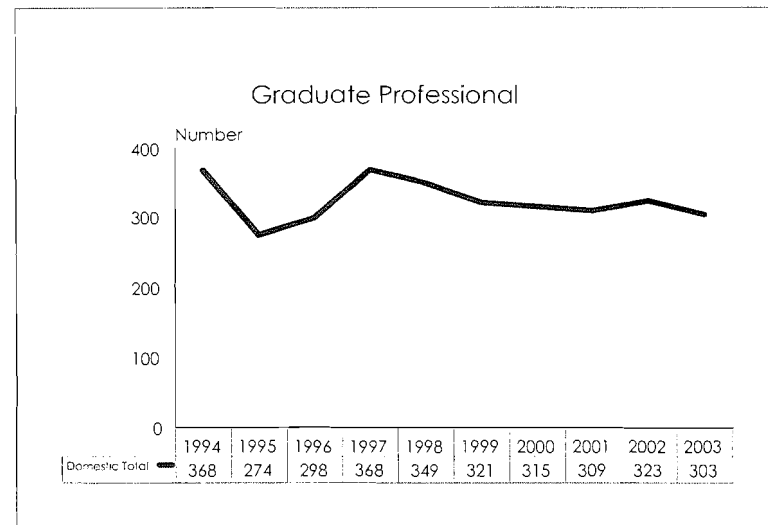
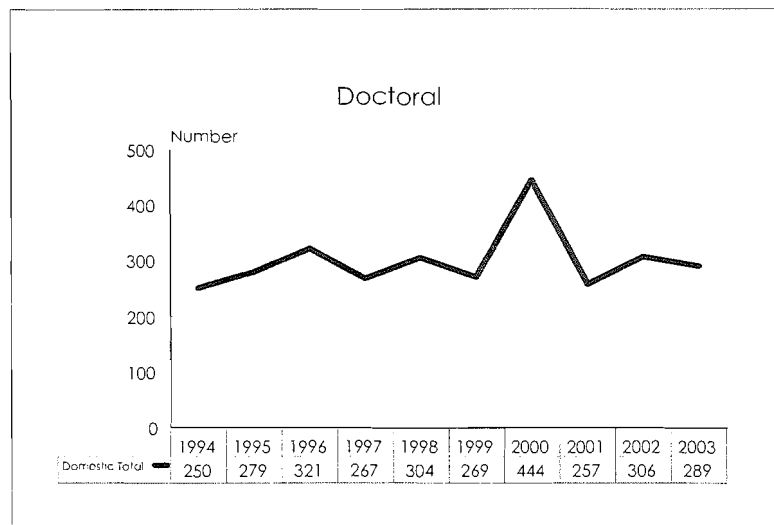
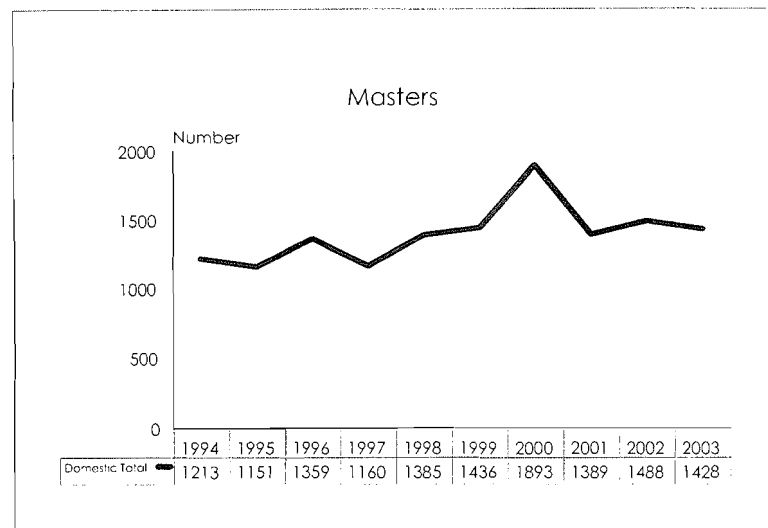
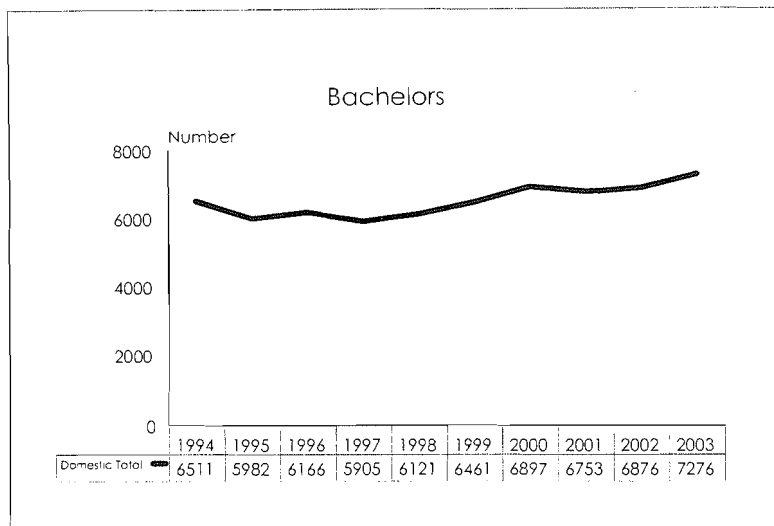
The 2002-2003 data on degrees conferred represents the number of degrees conferred for Summer Semester 2002, Fall Semester 2002, and Spring Semester 2003. Degree data for 1994-2002 was compiled in a similar manner.

Data on Degrees Conferred

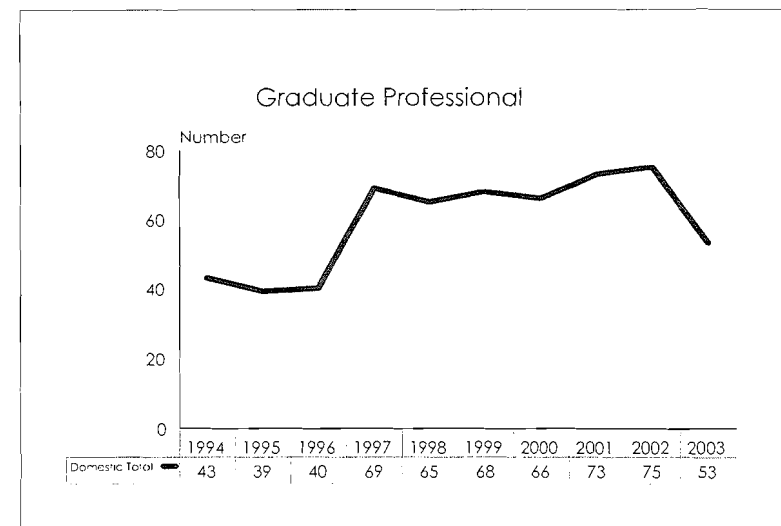
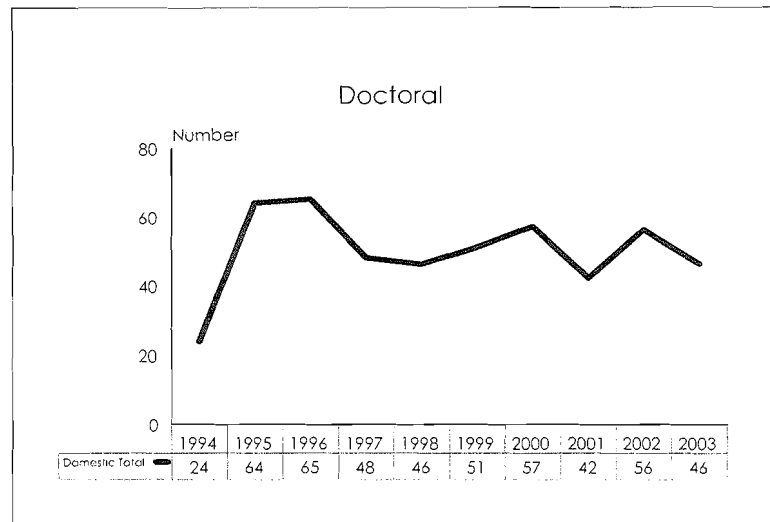
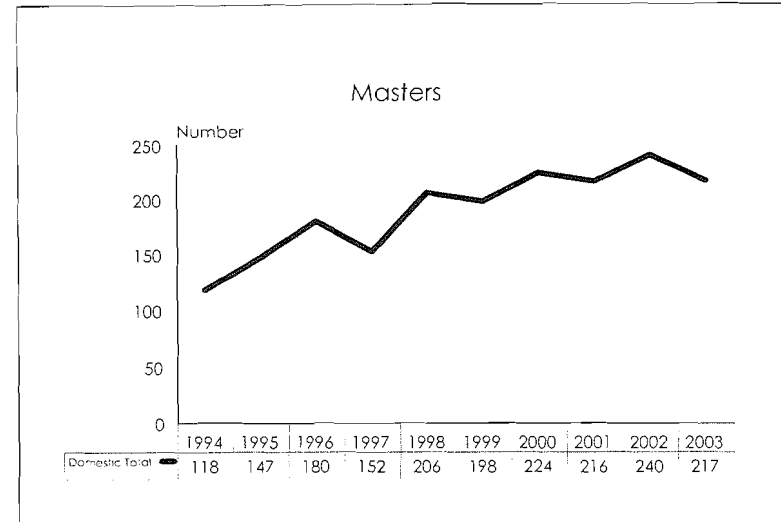
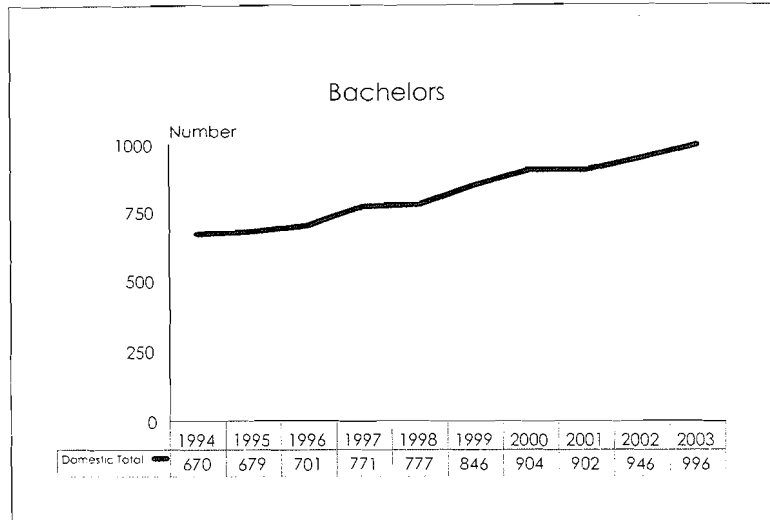
Degrees Conferred, 2002-2003

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Caucasian/Other			International			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Certificates	1	1	2	0	0	0	0	0	0	0	0	0	54	29	83	4	0	4	59	30	89
Bachelors	169	345	514	151	148	299	64	84	148	14	21	35	2,860	3,420	6,280	81	76	157	3,339	4,094	7,433
Masters	34	66	100	35	32	67	15	28	43	3	4	7	475	736	1,211	223	194	417	785	1,060	1,845
Doctoral	10	17	27	5	5	10	5	3	8	0	1	1	122	121	243	108	59	167	250	206	456
Graduate Professional	3	10	13	8	19	27	4	5	9	0	4	4	106	144	250	0	0	0	121	182	303
University Total	217	439	656	199	204	403	88	120	208	17	30	47	3,617	4,450	8,067	416	329	745	4,554	5,572	10,126

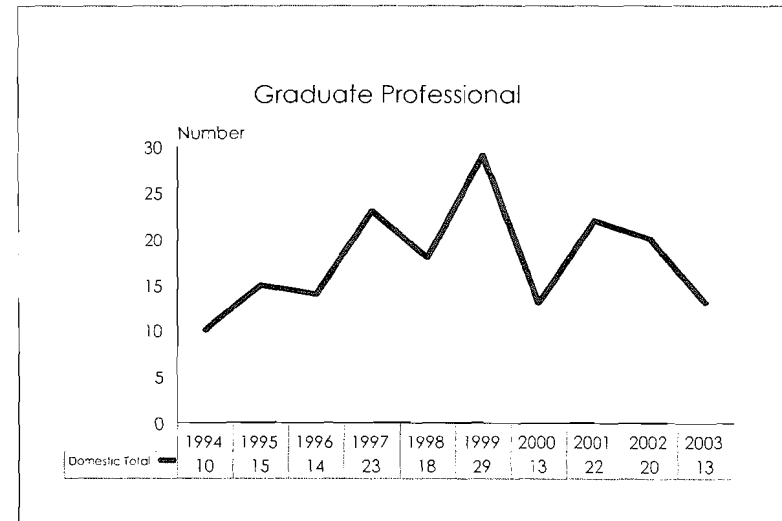
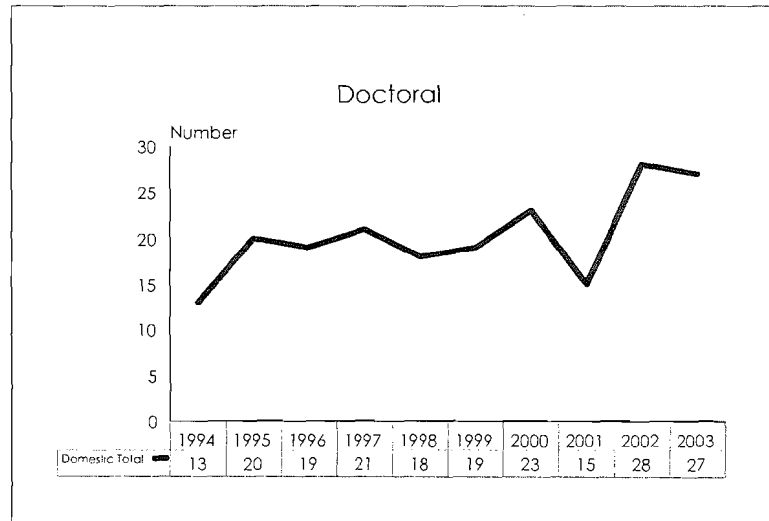
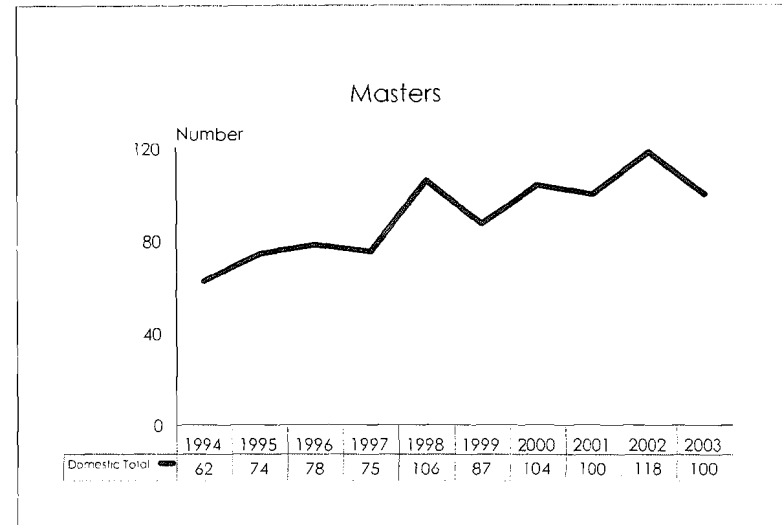
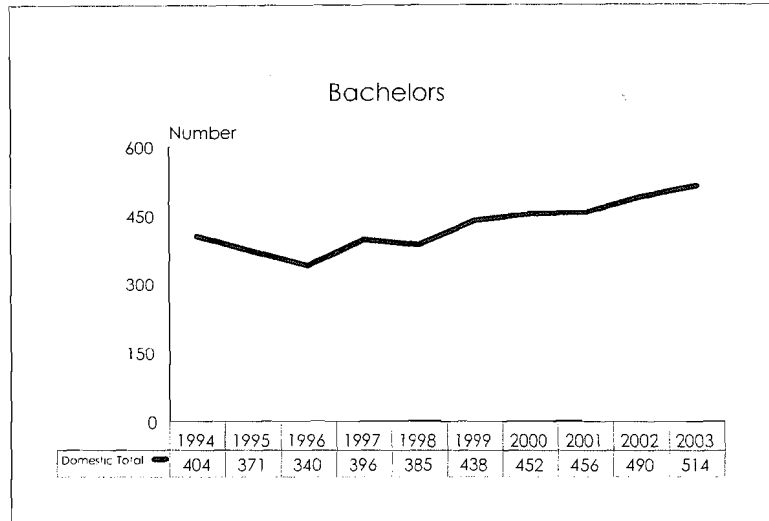
Degrees Conferred, 1994-2003 Total



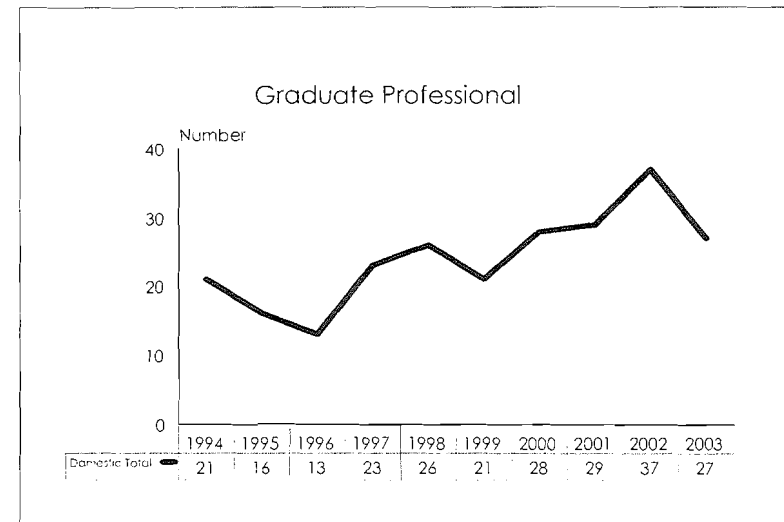
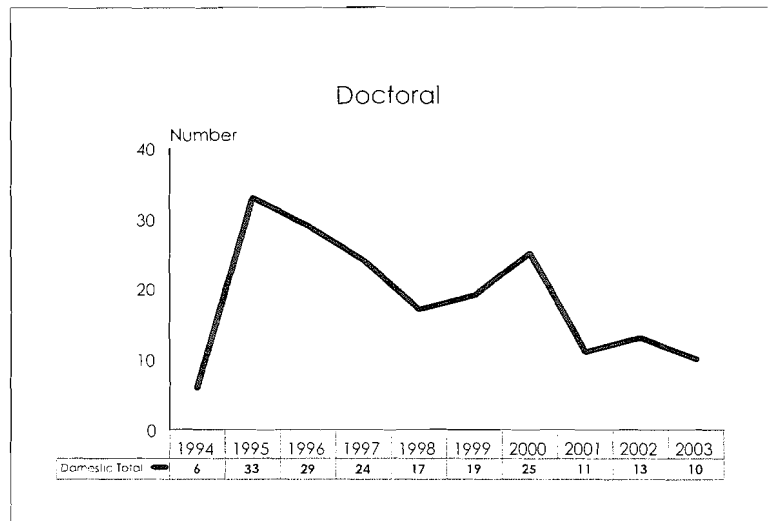
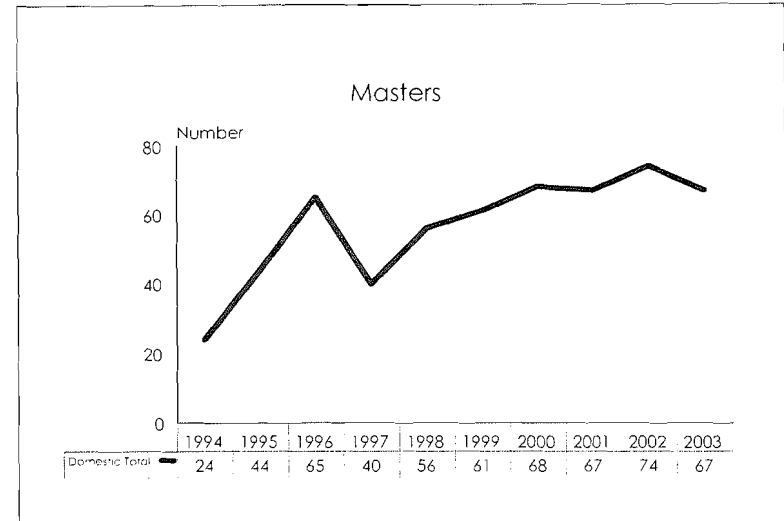
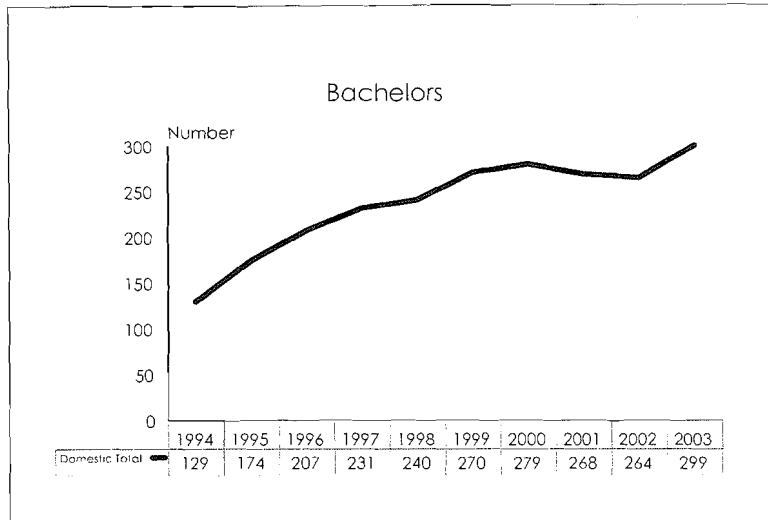
Degrees Conferred, 1994-2003 Total Minorities



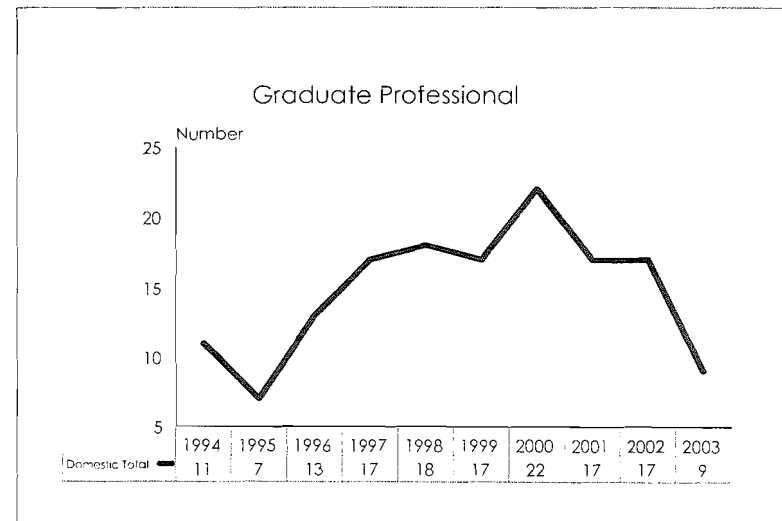
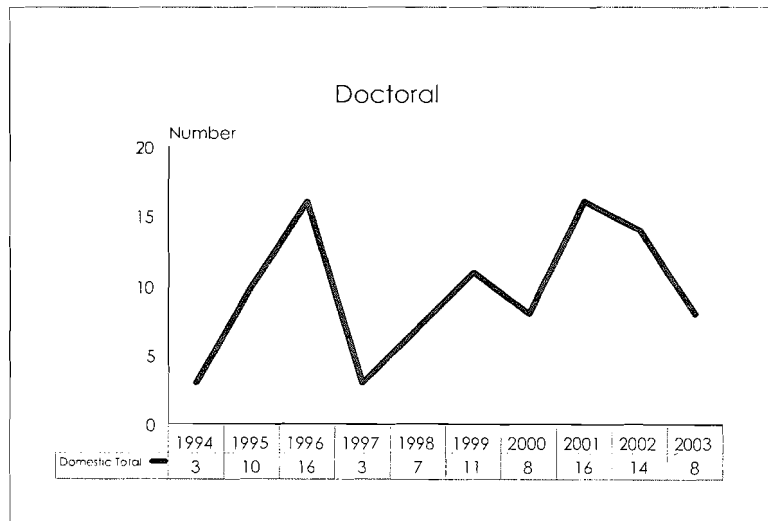
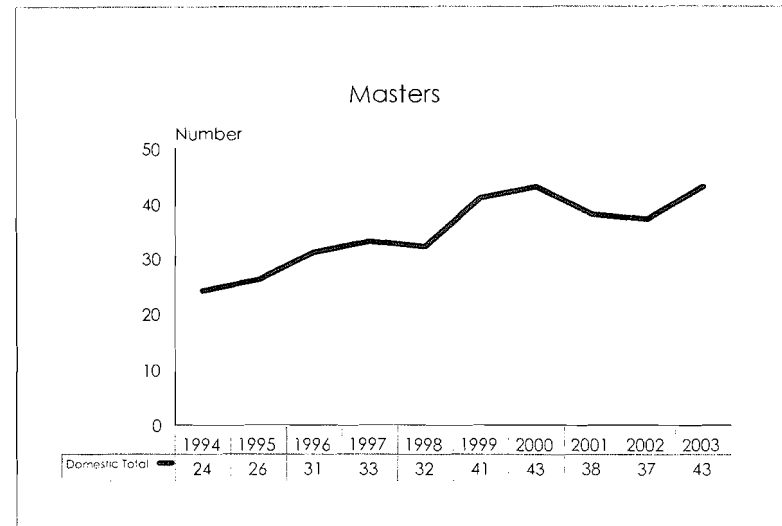
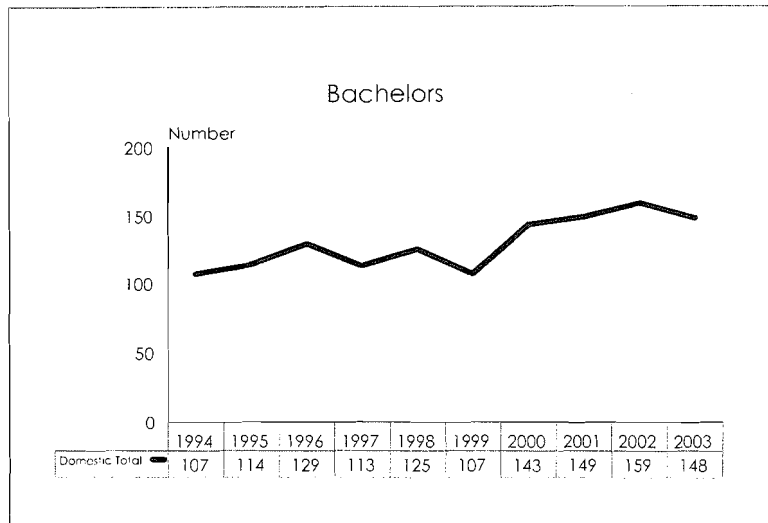
Degrees Conferred, 1994-2003 Black



Degrees Conferred, 1994-2003 Asian/Pacific Islander



Degrees Conferred, 1994-2003 Hispanic



Degrees Conferred, 1994-2003
American Indian/Alaskan Native

