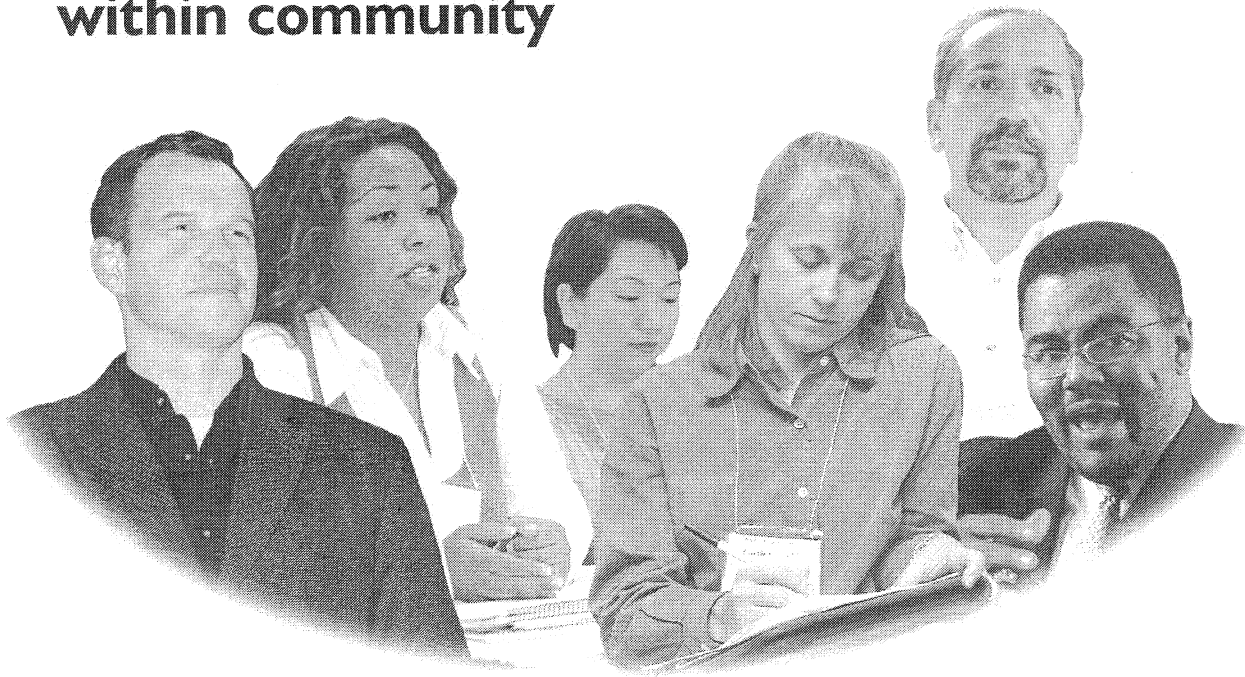


2003-04 DRAFT

MICHIGAN STATE
UNIVERSITY Advancing Knowledge.
Transforming Lives.

DIVERSITY

within community



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

2003-2004 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 2005

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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 placement 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 2003-2004 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.

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 2004 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	58	35	93	131	52	183	26	19	45	10	5	15	225	111	336	1,109	452	1,561	1,334	563	1,897
Continuing Acad. Staff	15	31	46	11	10	21	8	7	15	0	2	2	34	50	84	310	288	598	344	338	682
Fixed Term Faculty	21	22	43	51	30	81	21	10	31	0	3	3	93	65	158	339	352	691	432	417	849
Fixed Term Acad. Staff	33	44	77	140	56	196	12	20	32	3	7	10	188	127	315	363	388	751	551	515	1,066
Academic HR Total	127	132	259	333	148	481	67	56	123	13	17	30	540	353	893	2,121	1,480	3,601	2,661	1,833	4,494
Support Human Resources																					
Officials & Managers	5	6	11	4	3	7	2	1	3	0	0	0	11	10	21	85	75	160	96	85	181
Professionals	47	93	140	30	48	78	30	35	65	4	8	12	111	184	295	884	1,284	2,168	995	1,468	2,463
Clerical	6	84	90	0	13	13	4	83	87	0	10	10	10	190	200	55	1,066	1,121	65	1,256	1,321
Technical	6	15	21	3	11	14	4	9	13	2	2	4	15	37	52	96	331	427	111	368	479
Service/Maintenance	63	99	162	5	2	7	48	76	124	3	2	5	119	179	298	385	427	812	504	606	1,110
Skilled Trades	12	0	12	3	0	3	7	2	9	3	2	5	25	4	29	213	23	236	238	27	265
Support HR Total	139	297	436	45	77	122	95	206	301	12	24	36	291	604	895	1,718	3,206	4,924	2,009	3,810	5,819
University Total	266	429	695	378	225	603	162	262	424	25	41	66	831	957	1,788	3,839	4,686	8,525	4,670	5,643	10,313

Michigan State University
Fall 2004 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	3.1%	1.8%	4.9%	6.9%	2.7%	9.6%	1.4%	1.0%	2.4%	0.5%	0.3%	0.8%	11.9%	5.9%	17.7%	58.5%	23.8%	82.3%	70.3%	29.7%	1,897
Cont. Acad. Staff	2.2%	4.5%	6.7%	1.6%	1.5%	3.1%	1.2%	1.0%	2.2%	0.0%	0.3%	0.3%	5.0%	7.3%	12.3%	45.5%	42.2%	87.7%	50.4%	49.6%	682
Fixed Term Faculty	2.5%	2.6%	5.1%	6.0%	3.5%	9.5%	2.5%	1.2%	3.7%	0.0%	0.4%	0.4%	11.0%	7.7%	18.6%	39.9%	41.5%	81.4%	50.9%	49.1%	849
Fixed Acad. Staff	3.1%	4.1%	7.2%	13.1%	5.3%	18.4%	1.1%	1.9%	3.0%	0.3%	0.7%	0.9%	17.6%	11.9%	29.5%	34.1%	36.4%	70.5%	51.7%	48.3%	1,066
Academic HR Total	2.8%	2.9%	5.8%	7.4%	3.3%	10.7%	1.5%	1.2%	2.7%	0.3%	0.4%	0.7%	12.0%	7.9%	19.9%	47.2%	32.9%	80.1%	59.2%	40.8%	4,494
Support Human Res.																					
Officials & Managers	2.8%	3.3%	6.1%	2.2%	1.7%	3.9%	1.1%	0.6%	1.7%	0.0%	0.0%	0.0%	6.1%	5.6%	11.6%	47.0%	41.4%	88.4%	53.0%	47.0%	181
Professionals	1.9%	3.8%	5.7%	1.2%	1.9%	3.2%	1.2%	1.4%	2.6%	0.2%	0.3%	0.5%	4.5%	7.5%	12.0%	35.9%	52.1%	88.0%	40.4%	59.6%	2,463
Clerical	0.5%	6.4%	6.8%	0.0%	1.0%	1.0%	0.3%	6.3%	6.6%	0.0%	0.8%	0.8%	0.8%	14.4%	15.1%	4.2%	80.7%	84.9%	4.9%	95.1%	1,321
Technical	1.3%	3.1%	4.4%	0.6%	2.3%	2.9%	0.8%	1.9%	2.7%	0.4%	0.4%	0.8%	3.1%	7.7%	10.9%	20.0%	69.1%	89.1%	23.2%	76.8%	479
Service/Maintenance	5.7%	8.9%	14.6%	0.5%	0.2%	0.6%	4.3%	6.8%	11.1%	0.3%	0.2%	0.4%	10.8%	16.1%	26.8%	34.7%	38.5%	73.2%	45.4%	54.6%	1,110
Skilled Trades	4.5%	0.0%	4.5%	1.1%	0.0%	1.1%	2.6%	0.8%	3.4%	1.1%	0.8%	1.9%	9.4%	1.5%	10.9%	80.4%	8.7%	89.1%	89.8%	10.2%	265
Support HR Total	2.4%	5.1%	7.5%	0.8%	1.3%	2.1%	1.6%	3.5%	5.2%	0.2%	0.4%	0.6%	5.0%	10.4%	15.4%	29.5%	55.1%	84.6%	34.5%	65.5%	5,819
University Total	2.6%	4.2%	6.7%	3.7%	2.2%	5.8%	1.6%	2.5%	4.1%	0.2%	0.4%	0.6%	8.1%	9.3%	17.3%	37.2%	45.4%	82.7%	45.3%	54.7%	10,313

Academic Human Resources/Executive Management

Summary

<u>Fall 2004</u>	<u>Number</u>	<u>Percent</u>
Academic Workforce	4,494	
Black	259	5.8%
Asian/Pacific Islander	481	10.7%
Hispanic	123	2.7%
Amer. Indian/Alaskan Native	30	0.7%
Total Minorities	893	19.9%
Women	1,833	40.8%
Persons with Disabilities	107	2.4%
Tenure System Faculty	1,897	
Black	93	4.9%
Asian/Pacific Islander	183	9.6%
Hispanic	45	2.4%
Amer. Indian/Alaskan Native	15	0.8%
Total Minorities	336	17.7%
Women	563	29.7%
Persons with Disabilities	59	3.1%

Academic Human
Resources/Executive
Management

<u>College</u>	<u>Projected Openings 2004--2007</u>	<u>Hiring Goal Minorities</u>	<u>Hiring Goal Women</u>
Agriculture & Natural Resources	36	5	11
Arts & Letters	11	1	7
Eli Broad College of Business	11	1	5
Communication Arts & Sciences	10	1	4
Education	25	4	10
Engineering	18	0	4
Human Ecology	10	1	8
Human Medicine	10	1	2
James Madison	7	1	2
Natural Science	53	4	17
Nursing	6	0	12 2
Osteopathic Medicine	15	4	13 3
Social Science	30	3	13
Veterinary Medicine	<u>12</u>	<u>4</u>	<u>5</u>
University Total	254	30	93

Tenure System
Placement Goals

October 1, 2004 to
September 30, 2007

Definitions of Terms Used

Employment Categories

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

Tenure System Faculty: Faculty appointed in the tenure system.

Fixed Term Faculty: Faculty appointed with an end date.

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

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

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

Academic Administrators/ Executive Management Data

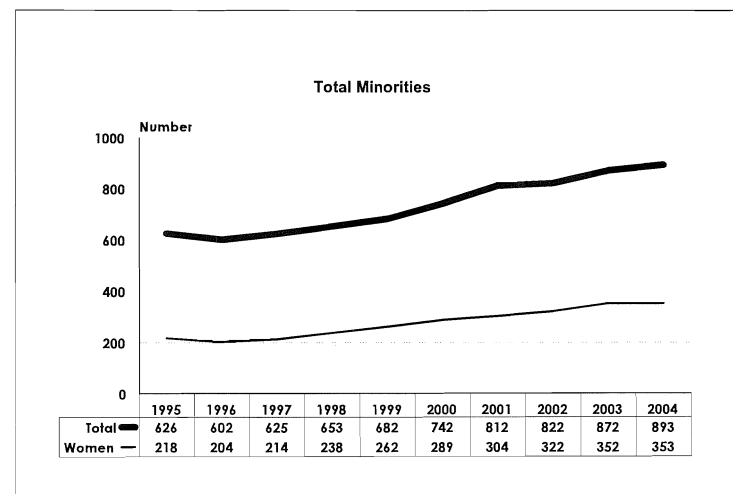
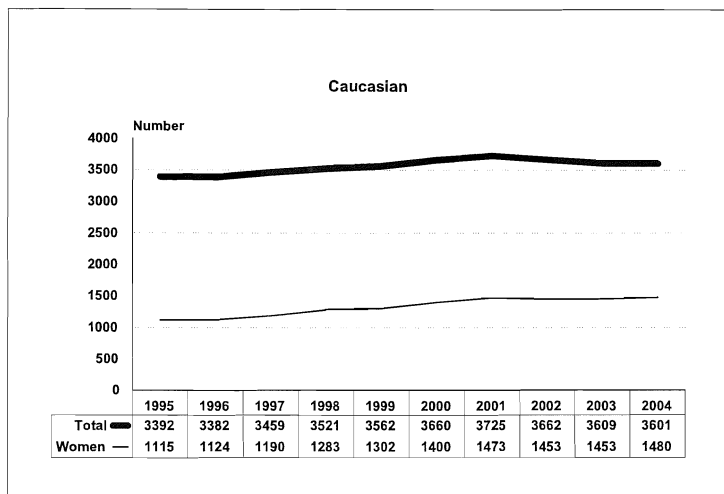
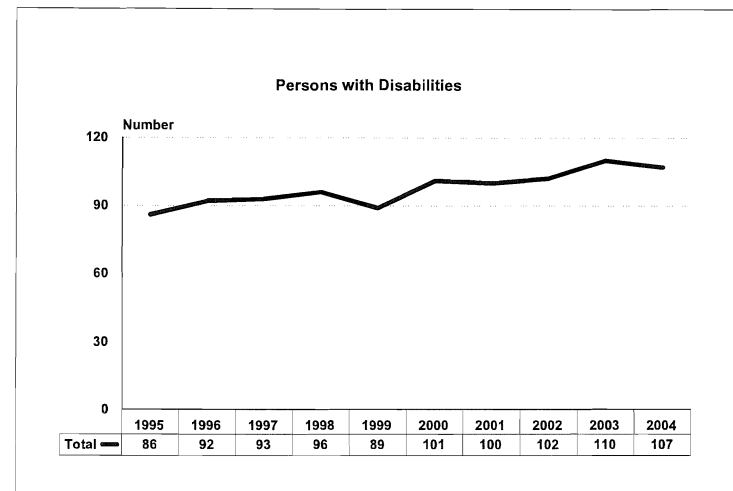
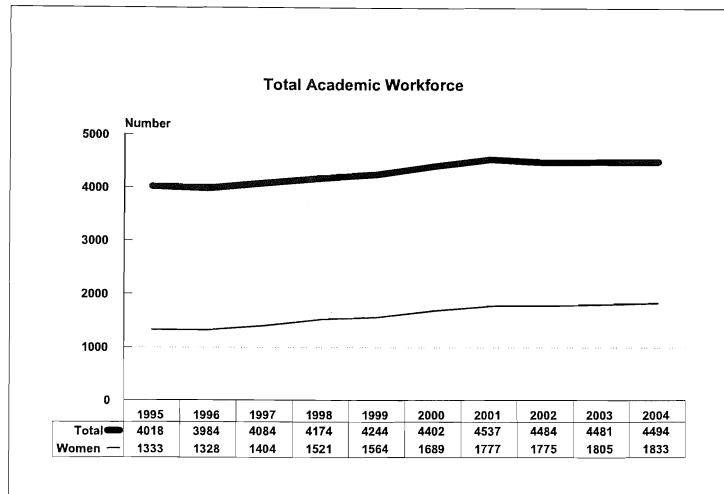
Academic Administrators: Titles include dean, senior advisor to the dean, associate dean, assistant dean, chairperson, director, division director, co-director, associate vice provost, assistant vice provost, senior advisor, and supervisor.

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.

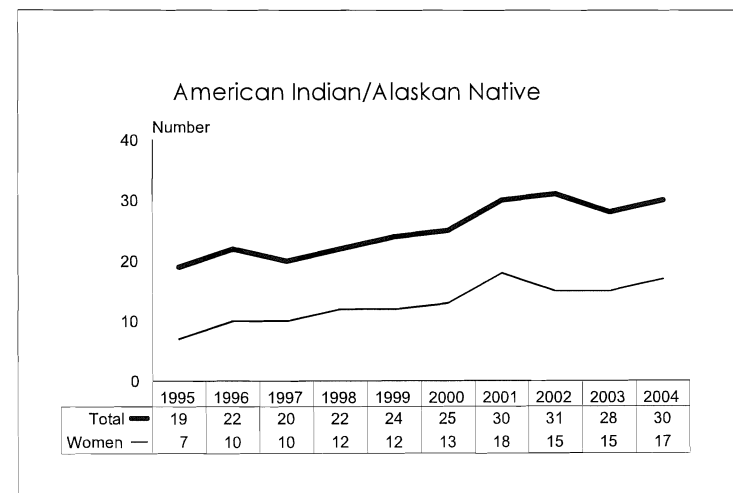
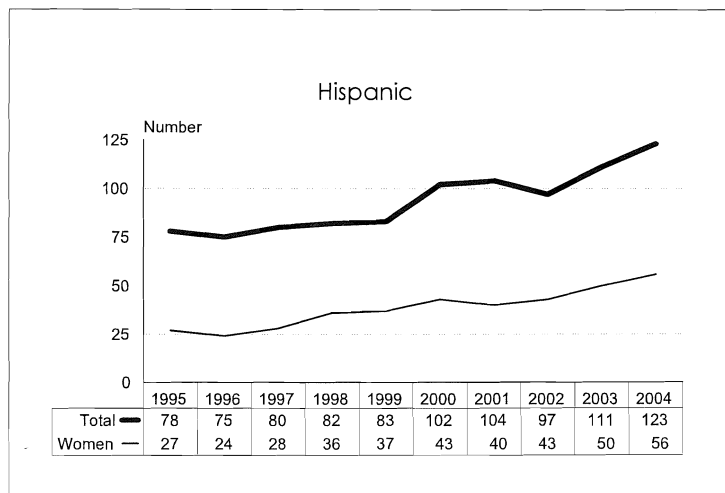
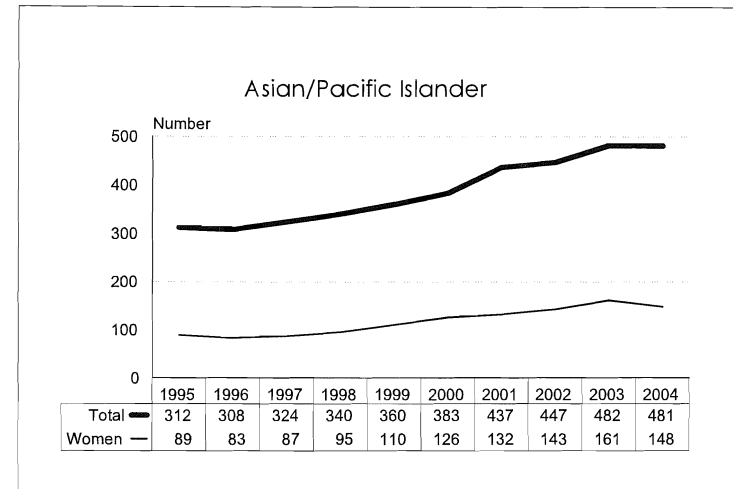
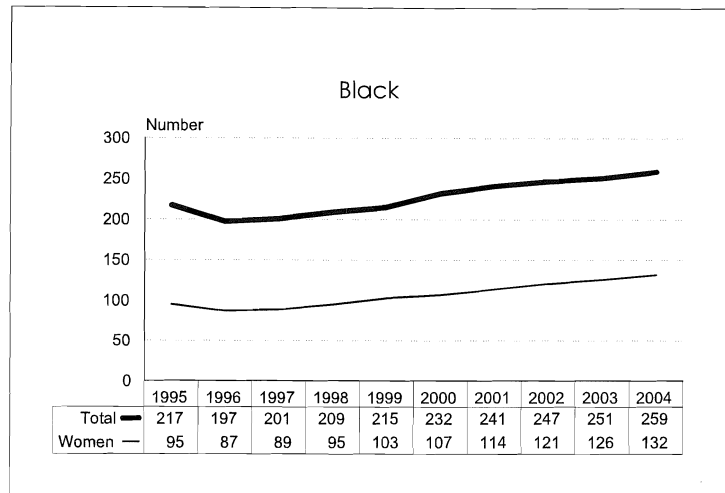
Academic administrators and executive managers are also included in the headcounts for tenure system faculty, continuing academic staff, temporary faculty or temporary academic staff.

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, 1995-2004



Academic Workforce, 1995-2004 Minorities by Race/Ethnicity



Tenure System Hires, Promotions and Separations, 2003-2004

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, 2003-2004	4	4	8	7	5	12	2	3	5	0	0	0	13	12	25	21	22	43	34	34	68

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	1	1	2	2	3	5	1	0	1	2	1	3	6	5	11	23	11	34	29	16	45
To Full Professor	2	0	2	5	1	6	0	0	0	0	0	0	7	1	8	15	9	24	22	10	32
Total, 2003-2004	3	1	4	7	4	11	1	0	1	2	1	3	13	6	19	38	20	58	51	26	77

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
Retirement	2	0	2	1	0	1	0	0	0	0	0	0	3	0	3	40	15	55	43	15	58
Other Reasons	1	2	3	3	2	5	0	1	1	0	1	1	4	6	10	23	12	35	27	18	45
Total, 2003-2004	3	2	5	4	2	6	0	1	1	0	1	1	7	6	13	63	27	90	70	33	103

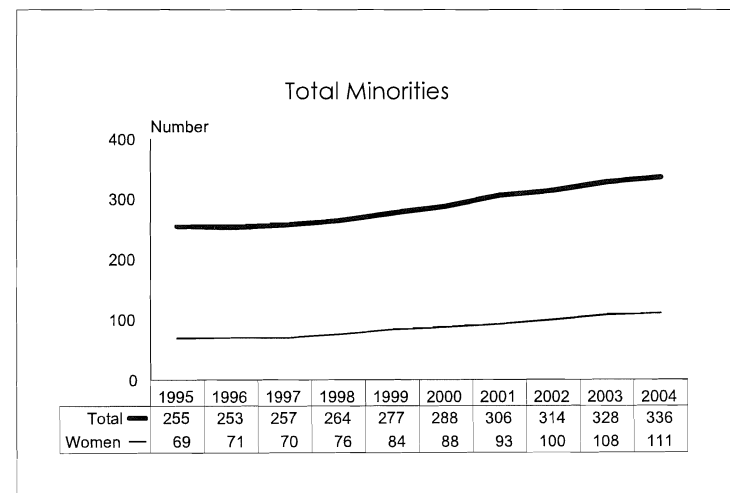
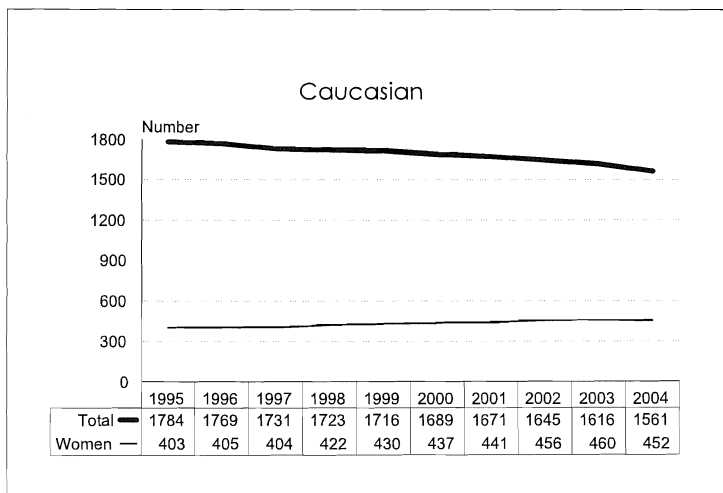
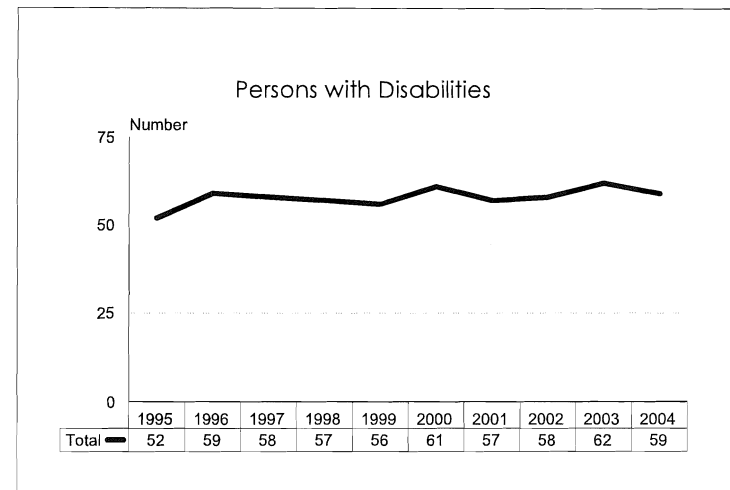
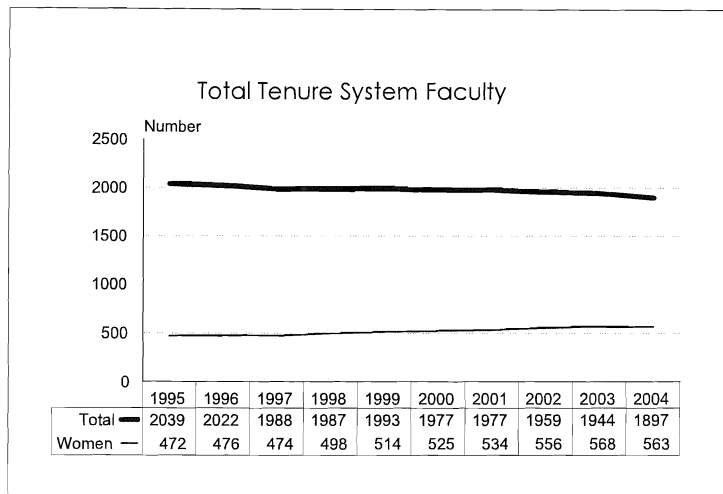


Tenure System Faculty by College, Fall 2004

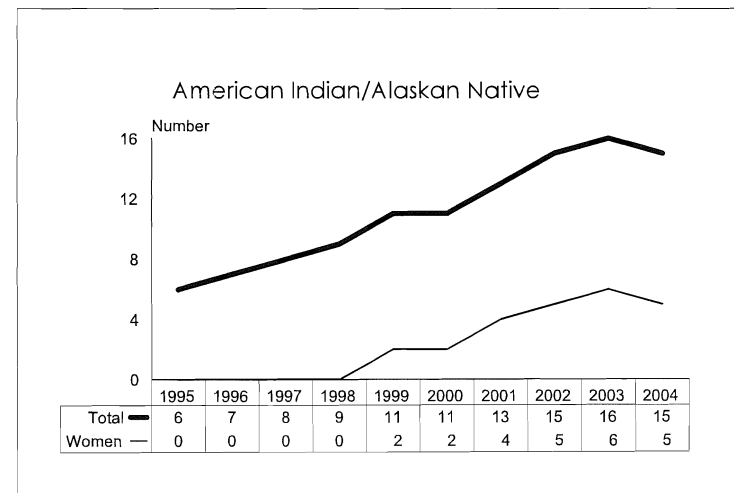
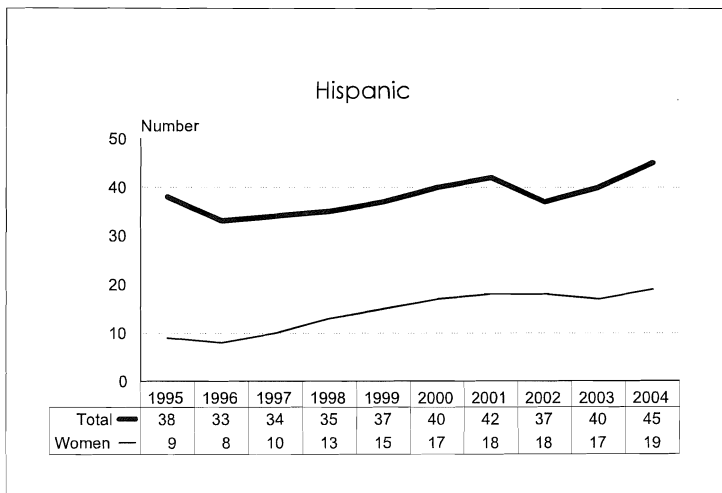
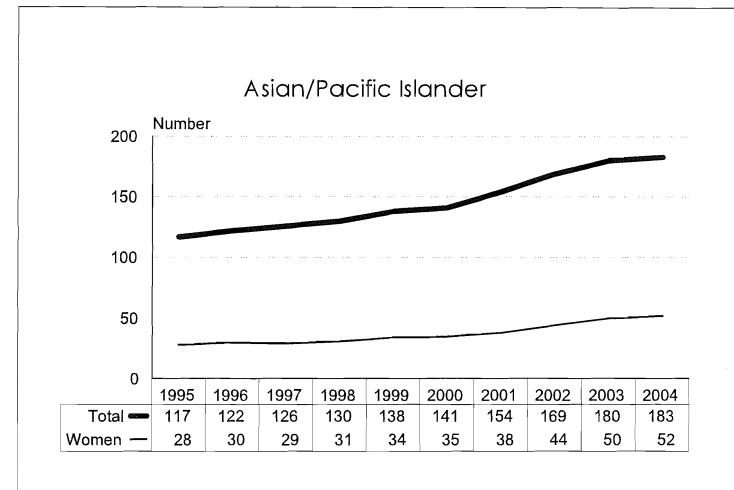
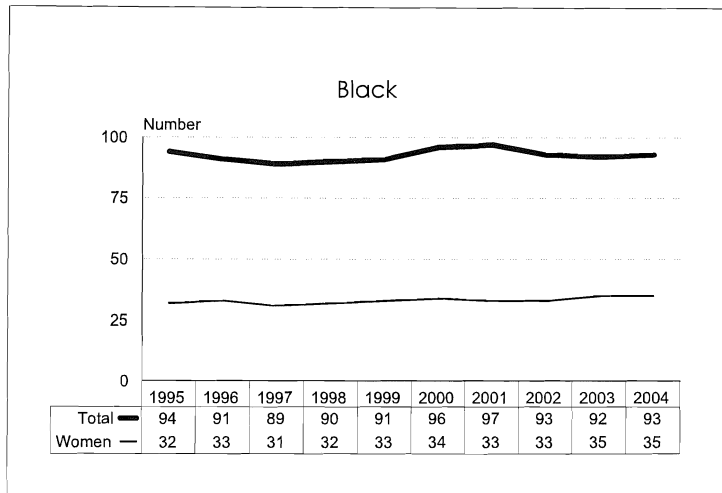
College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Natural Resources	9	1	10	18	5	23	4	1	5	3	0	3	34	7	41	187	45	232	221	52	273
Arts & Letters	10	4	14	4	5	9	2	4	6	4	2	6	20	15	35	122	75	197	142	90	232
Eli Broad Business	4	1	5	11	4	15	1	0	1	0	0	0	16	5	21	70	18	88	86	23	109
Comm. Arts & Sciences	1	2	3	2	2	4	1	2	3	0	0	0	4	6	10	33	17	50	37	23	60
Education	3	5	8	4	2	6	0	3	3	0	0	0	7	10	17	57	47	104	64	57	121
Engineering	5	0	5	38	7	45	3	0	3	0	0	0	46	7	53	79	7	86	125	14	139
Human Ecology	1	4	5	0	5	5	1	0	1	1	1	2	3	10	13	10	24	34	13	34	47
Human Medicine	3	3	6	8	5	13	0	0	0	0	0	0	11	8	19	47	24	71	58	32	90
James Madison	1	0	1	1	1	2	1	0	1	0	0	0	3	1	4	15	9	24	18	10	28
Natural Science	3	2	5	35	6	41	4	1	5	1	0	1	43	9	52	202	48	250	245	57	302
Nursing	0	2	2	0	1	1	0	0	0	0	0	0	0	3	3	3	14	17	3	17	20
Osteopathic Medicine	0	1	1	2	1	3	1	0	1	0	0	0	3	2	5	33	17	50	36	19	55
Social Science	14	6	20	5	8	13	6	7	13	1	2	3	26	23	49	167	78	245	193	101	294
Veterinary Medicine	3	1	4	3	0	3	0	1	1	0	0	0	6	2	8	59	22	81	65	24	89
Non-College Units	1	3	4	0	0	0	2	0	2	0	0	0	3	3	6	25	7	32	28	10	38
University Total	58	35	93	131	52	183	26	19	45	10	5	15	225	111	336	1,109	452	1,561	1,334	563	1,897



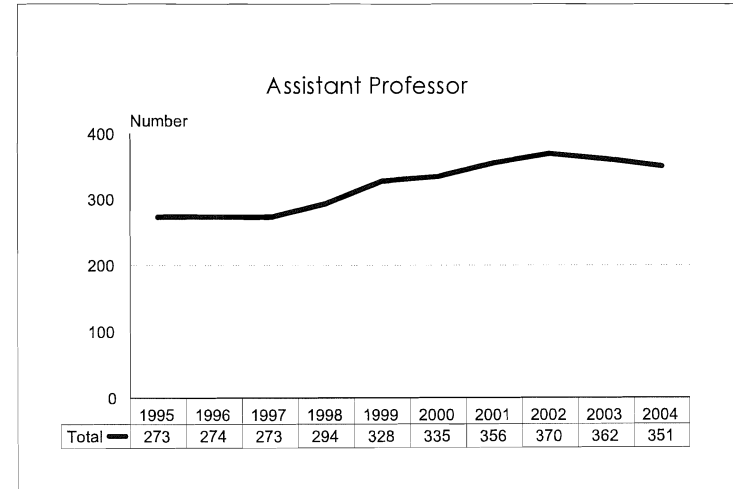
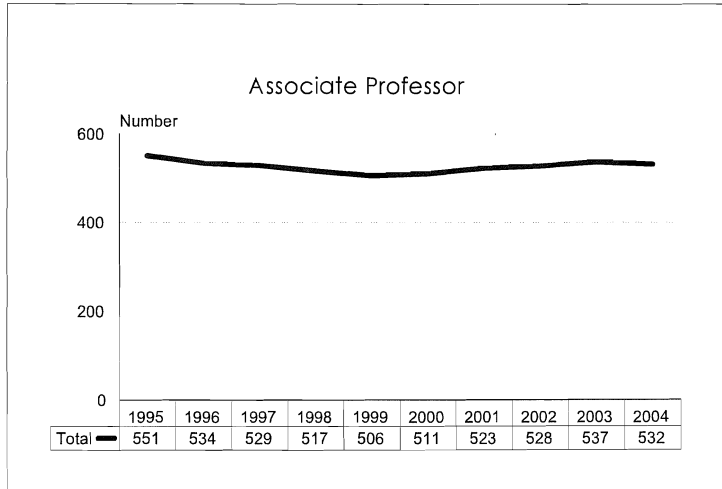
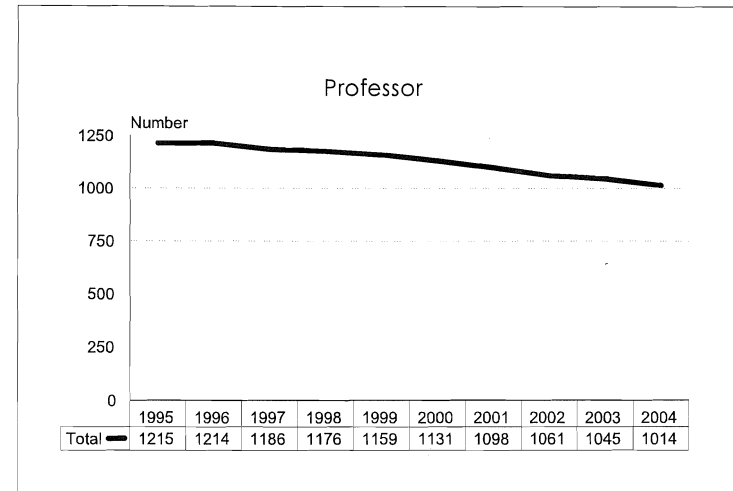
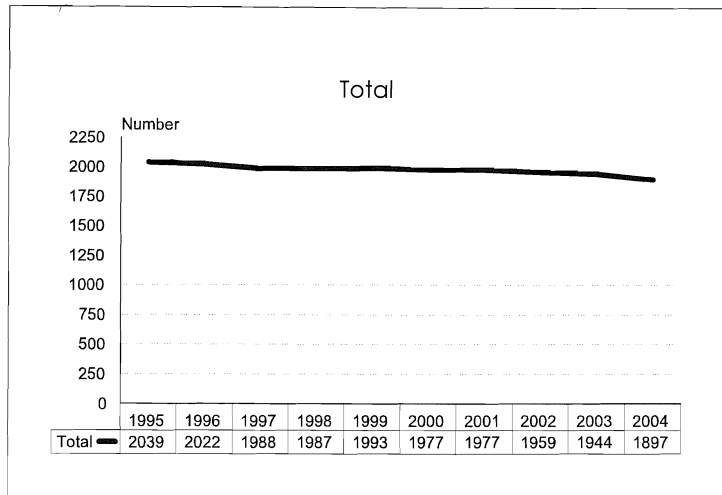
Tenure System Faculty, 1995-2004



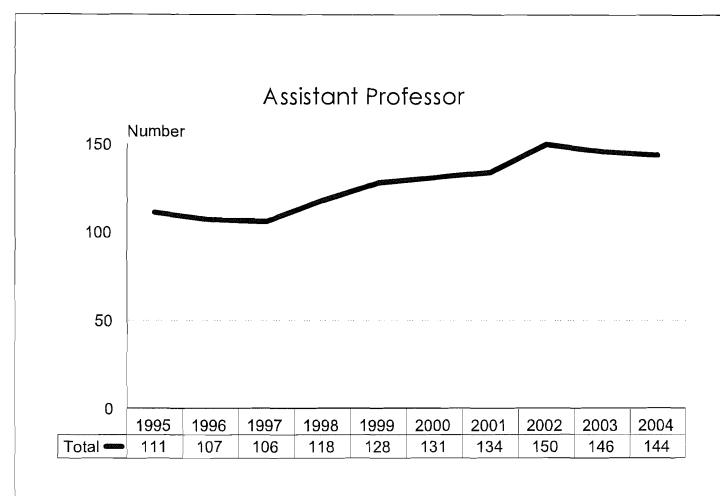
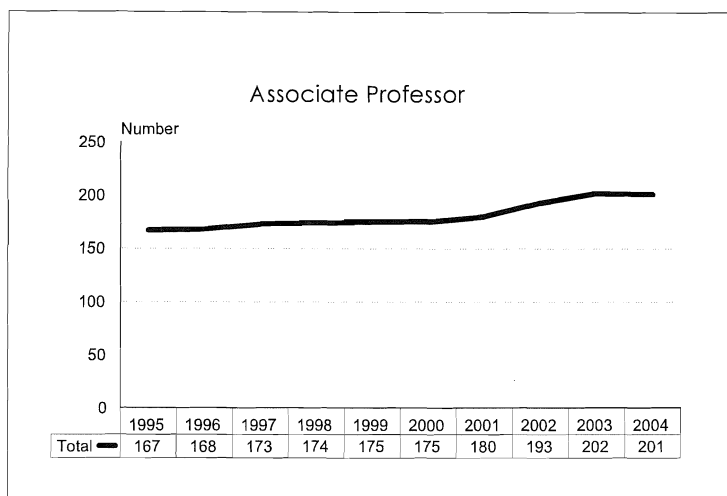
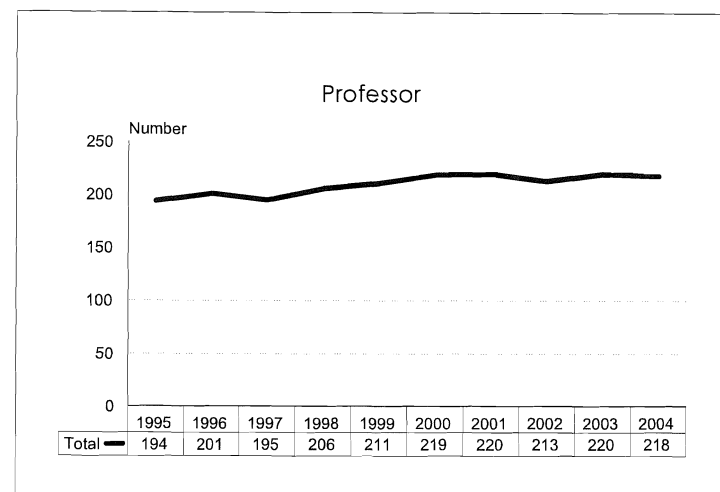
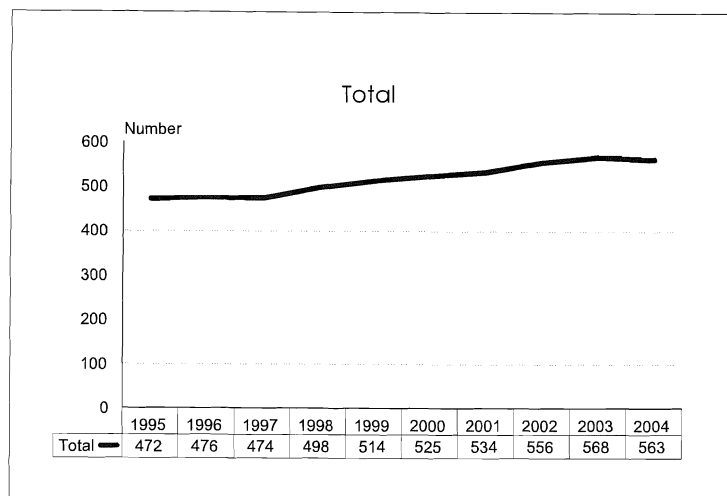
Tenure System Faculty, 1995-2004 Minorities by Race/Ethnicity



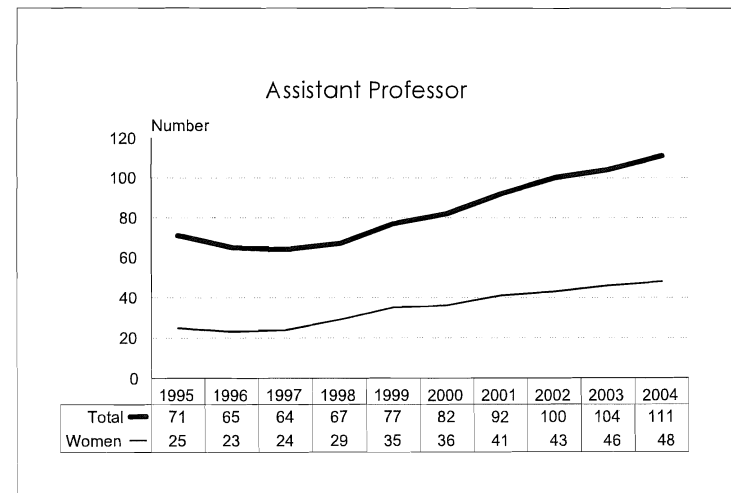
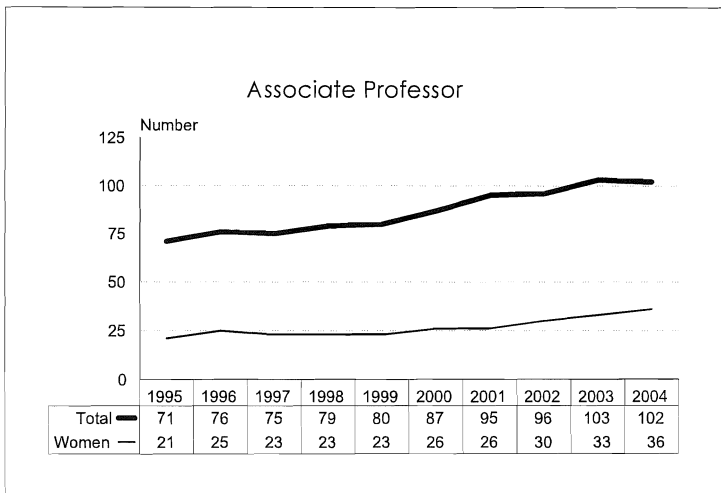
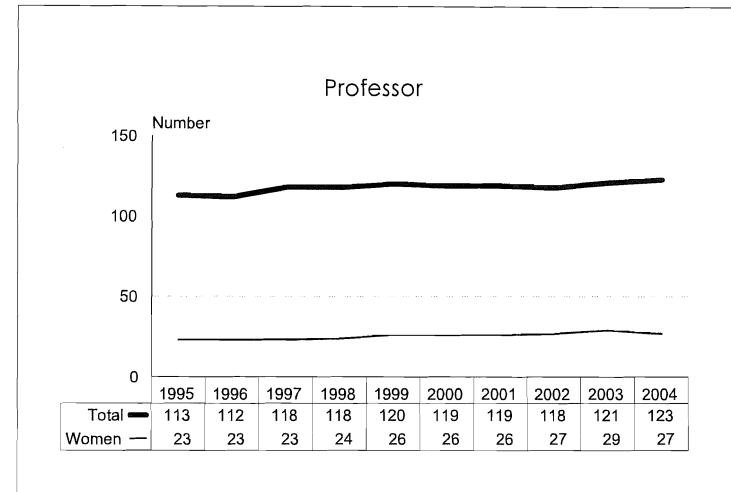
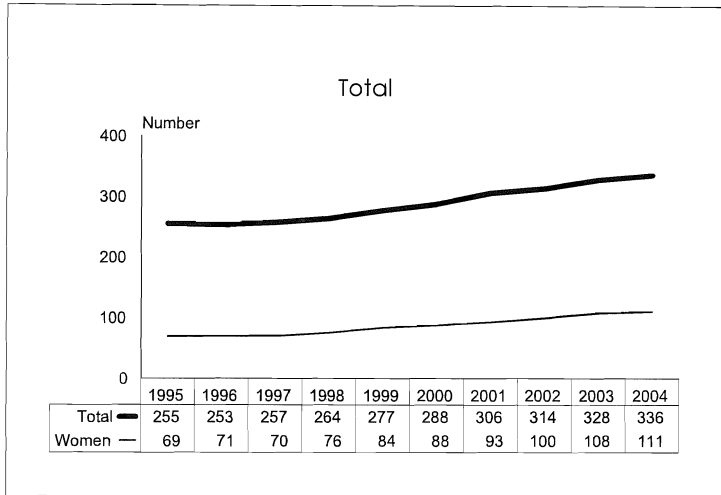
Tenure System Faculty by Rank, 1995-2004



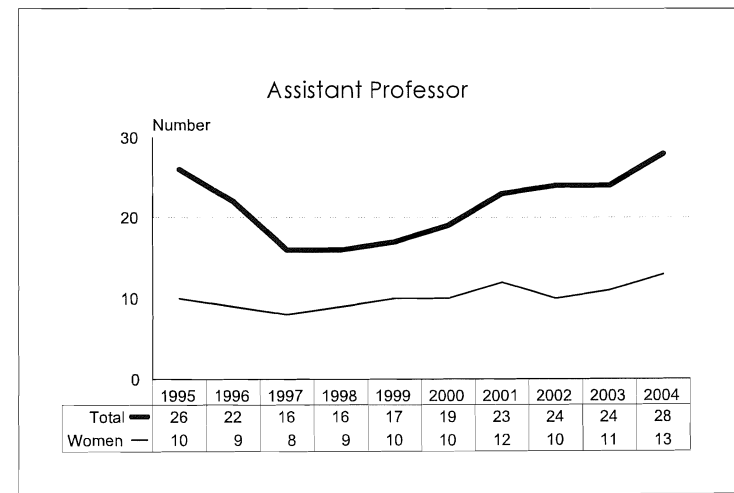
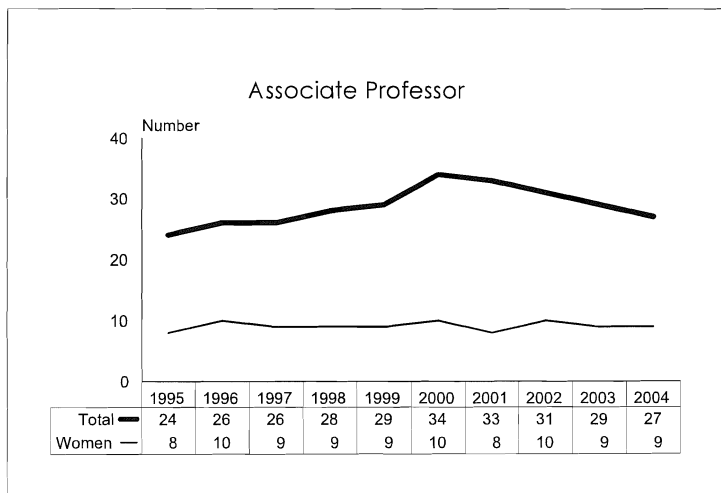
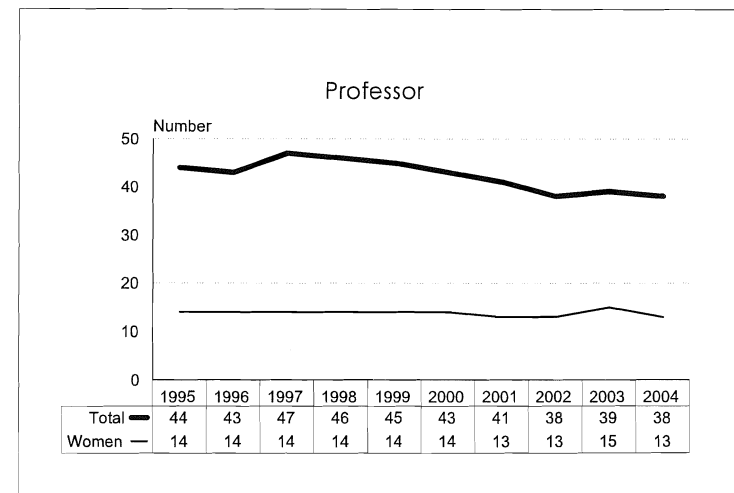
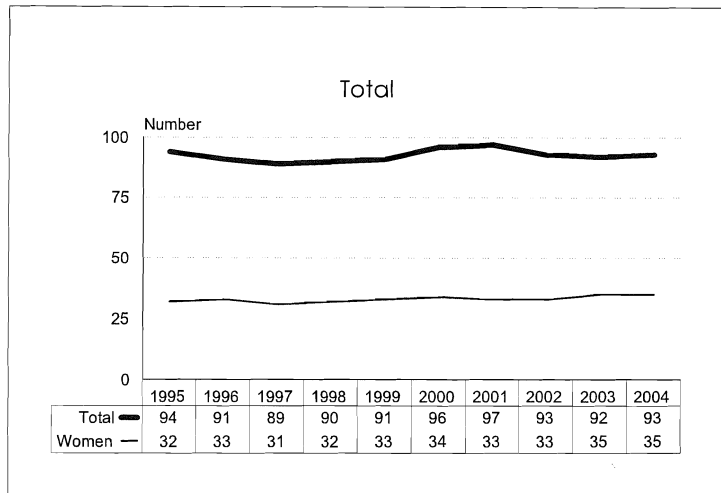
Tenure System Faculty by Rank, 1995-2004 Women



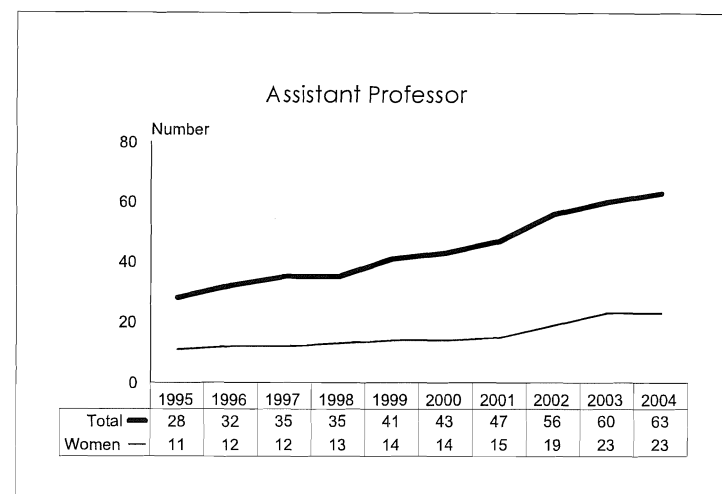
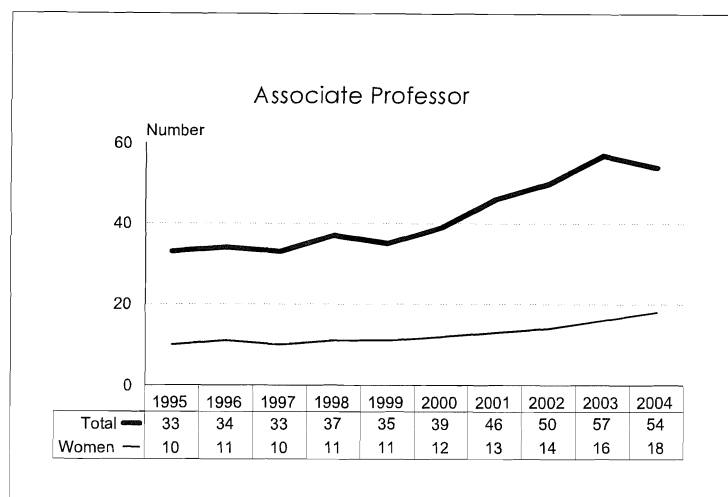
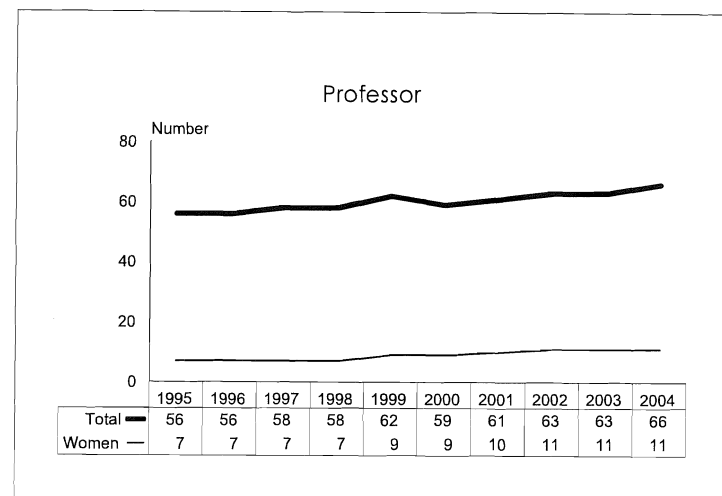
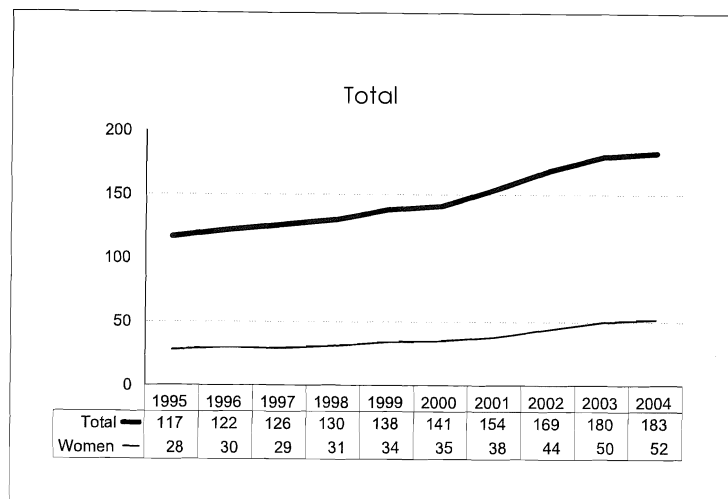
Tenure System Faculty by Rank, 1995-2004 Total Minorities



Tenure System Faculty by Rank, 1995-2004 Black

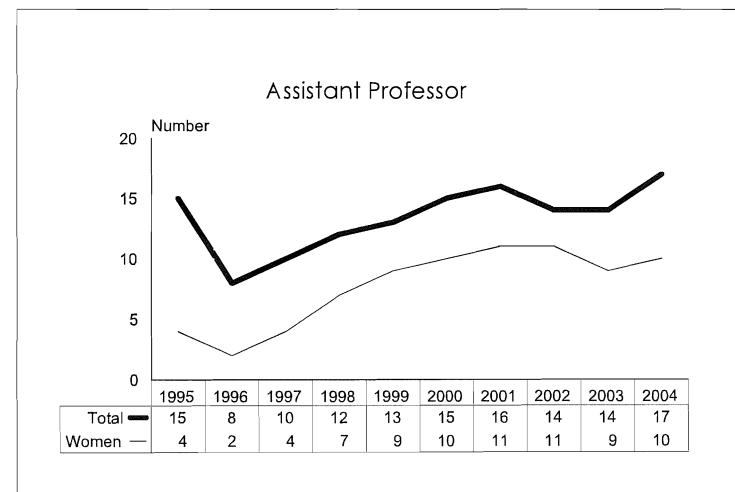
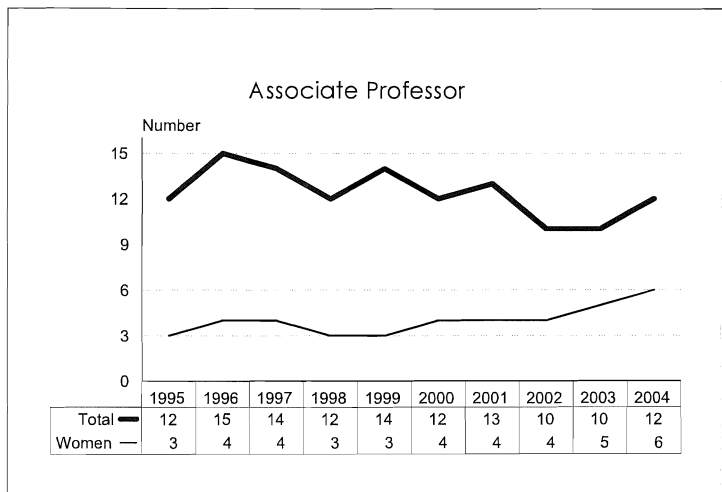
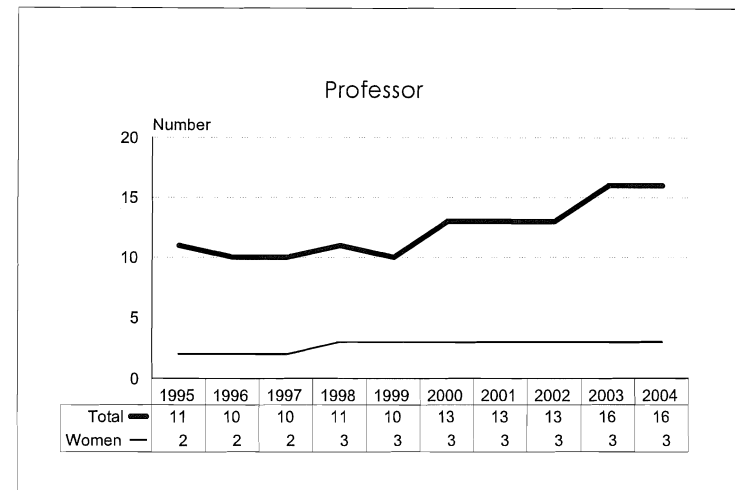
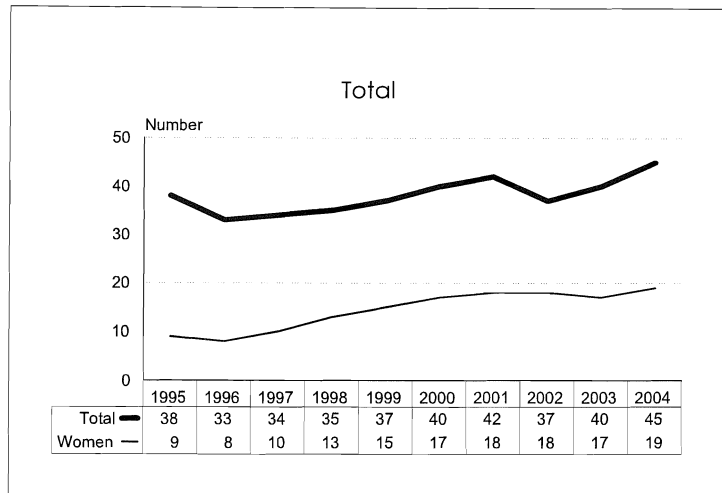


Tenure System Faculty by Rank, 1995-2004 Asian/Pacific Islander

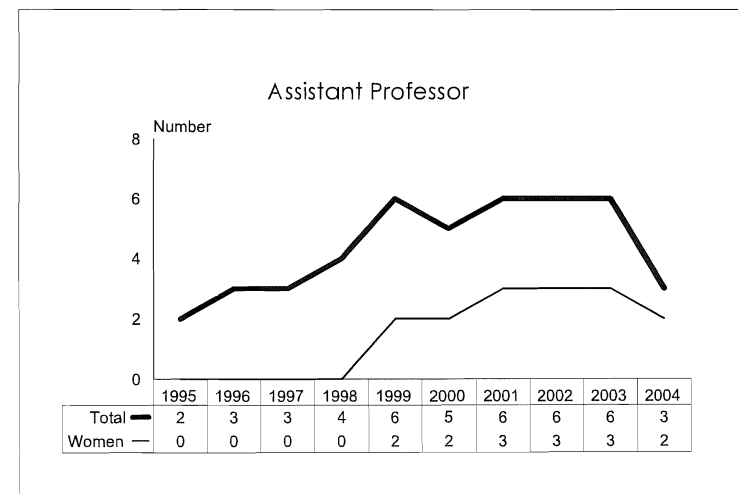
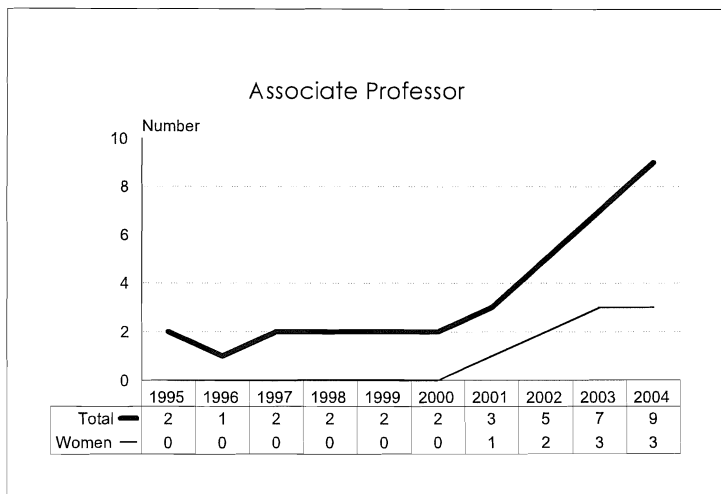
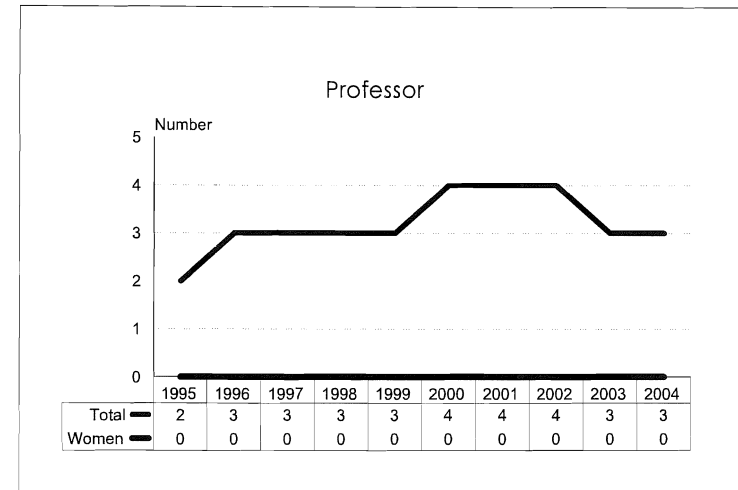
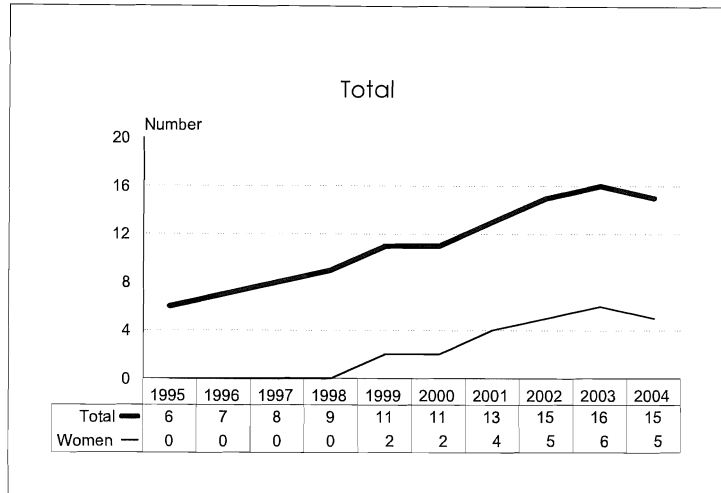


Tenure System Faculty by Rank, 1995-2004

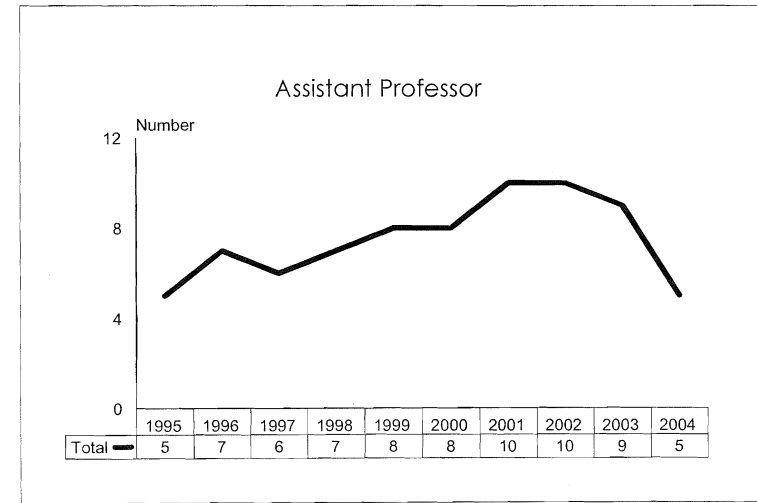
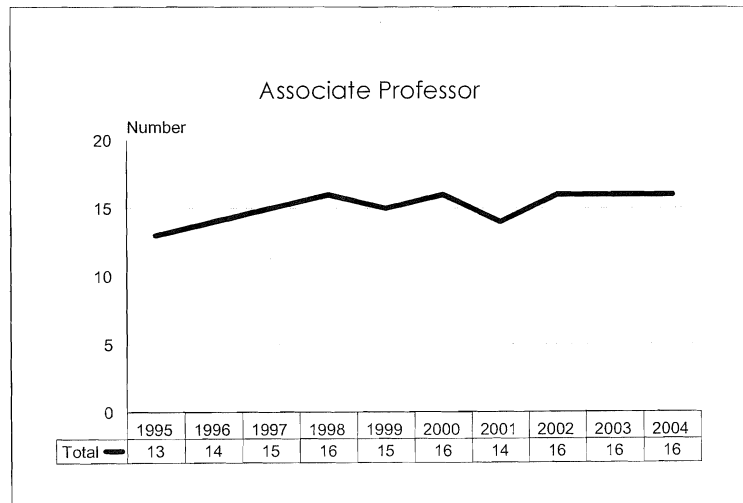
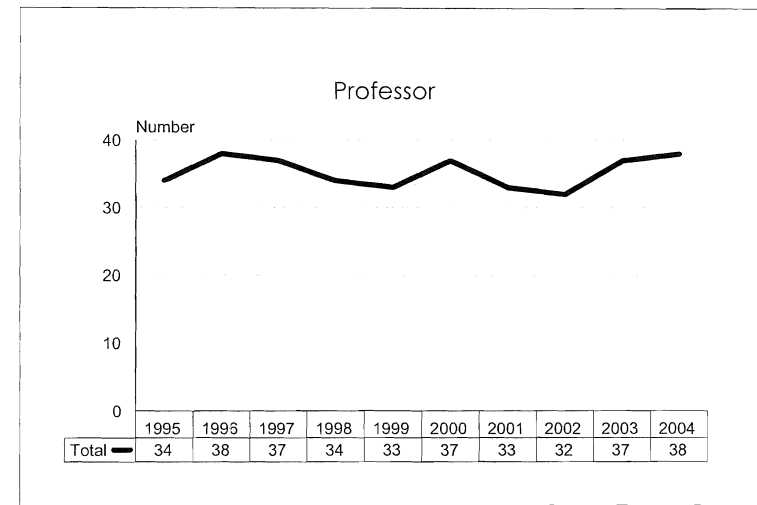
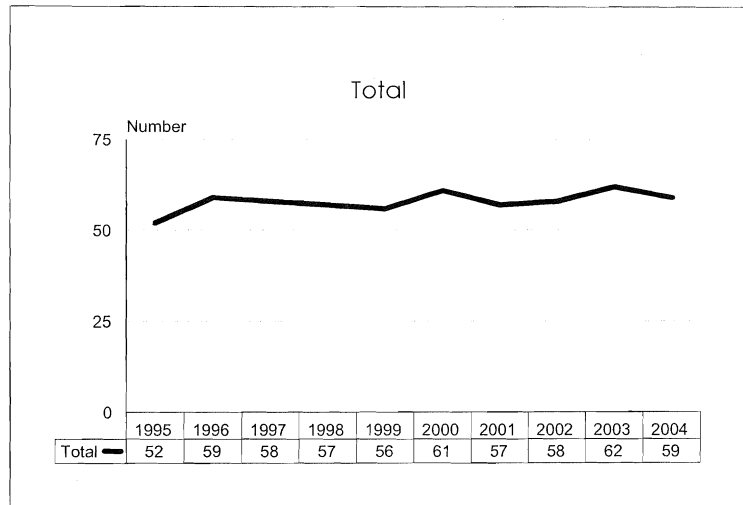
Hispanic



Tenure System Faculty by Rank, 1995-2004 American Indian/Alaskan Native



Tenure System Faculty by Rank, 1995-2004 Persons with Disabilities



Continuing Academic Staff Hires and Separations, 2003-2004

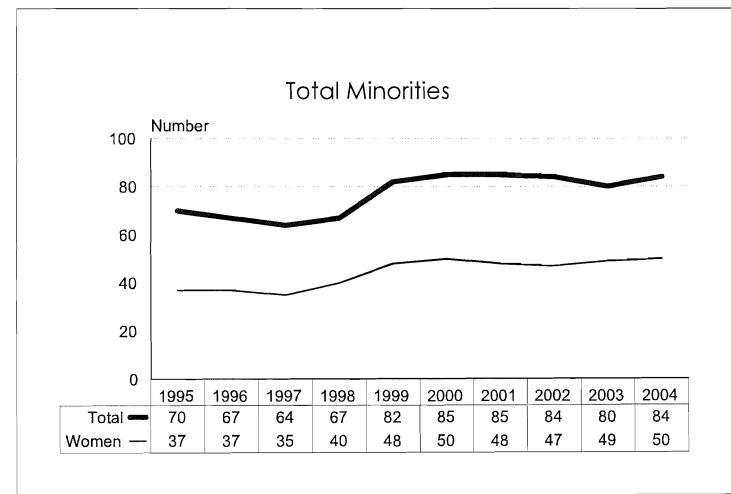
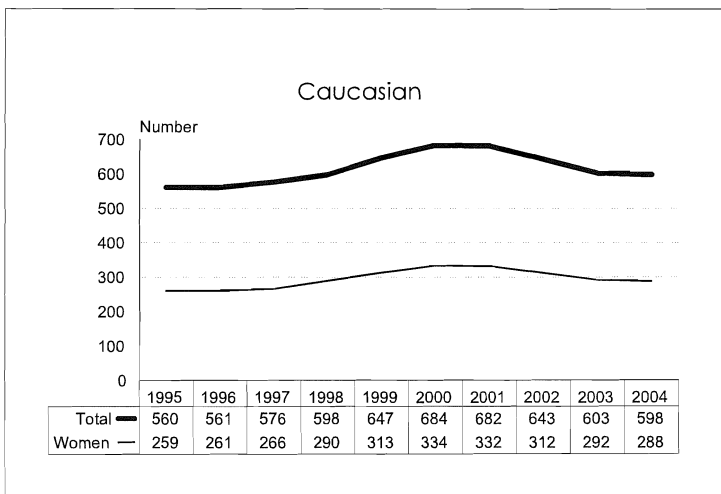
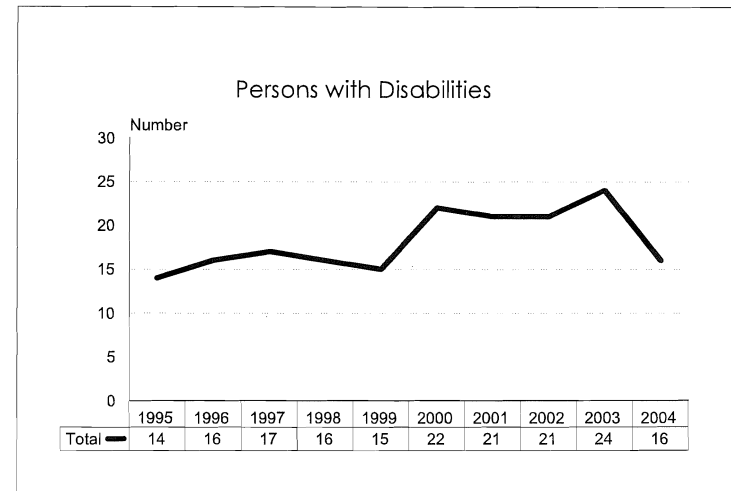
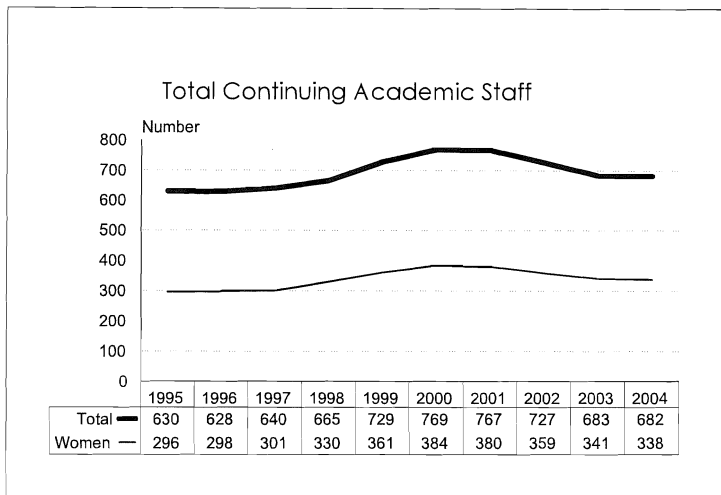
Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Hires, 2003-2004	2	3	5	2	1	3	1	1	2	0	0	0	5	5	10	20	19	39	25	24	49

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
Retirement	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	6	3	9	7	3	10
Other Reasons	1	0	1	0	3	3	0	0	0	0	0	0	1	3	4	11	20	31	12	23	35
Total, 2003-2004	1	0	1	1	3	4	0	0	0	0	0	0	2	3	5	17	23	40	19	26	45

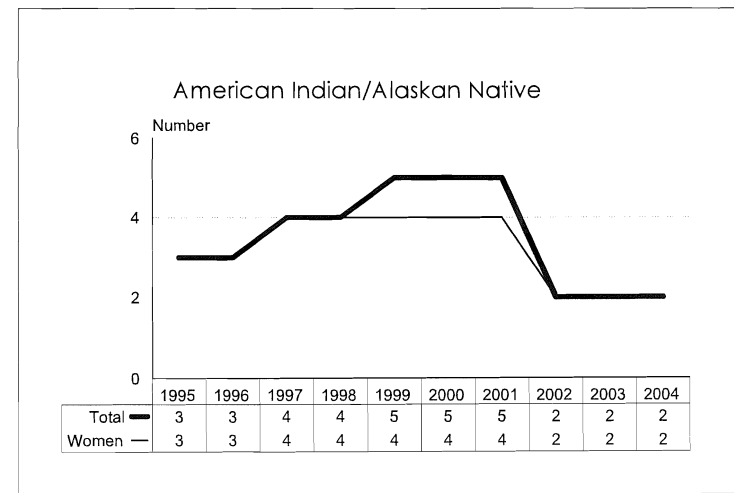
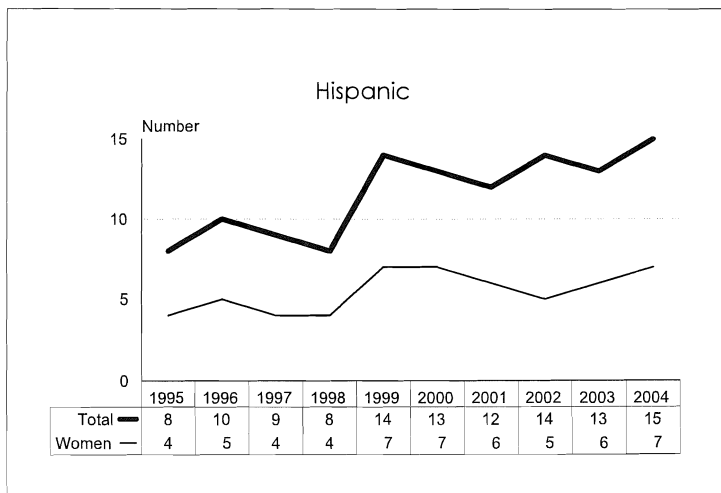
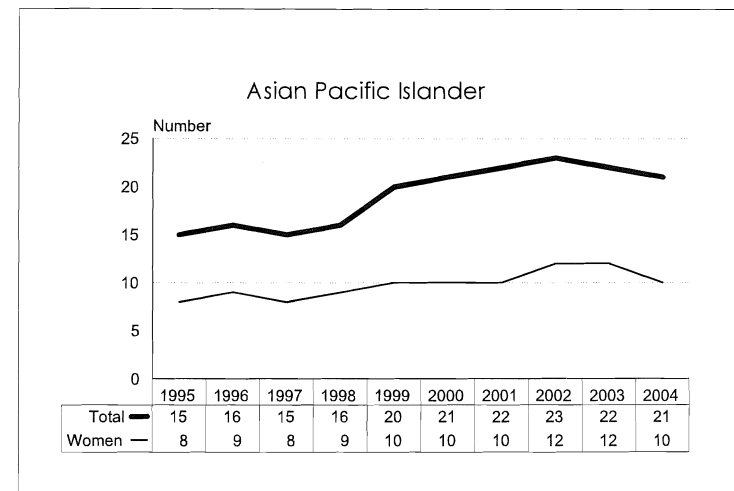
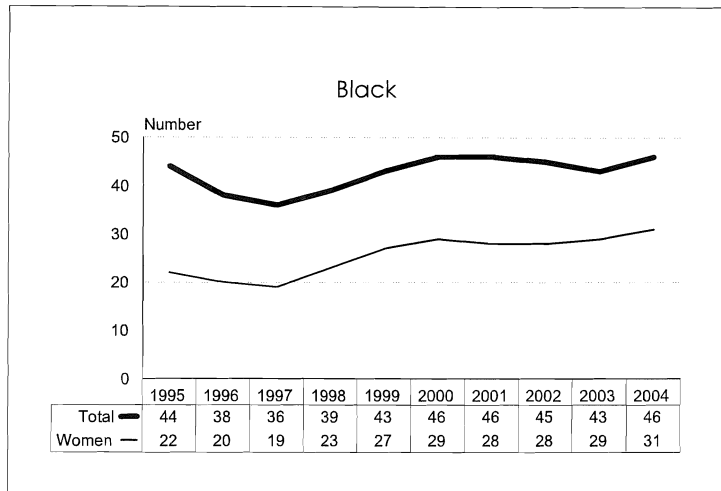
Continuing Academic Staff by College, Fall 2004

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	1	1	2	0	0	0	0	0	0	0	0	0	1	1	2	19	8	27	20	9	29
Arts & Letters	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	3	7	10	4	7	11
Eli Broad Business	3	2	5	0	1	1	1	1	2	0	1	1	4	5	9	4	5	9	8	10	18
Comm. Arts & Sciences	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	6	8	2	6	8
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	1	1	0	0	0	1	2	3	9	7	16	10	9	19
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	16	13	29	19	16	35
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	6	13	19	6	14	20
Veterinary Medicine	0	1	1	3	0	3	0	1	1	0	0	0	3	2	5	1	3	4	4	5	9
Non-College Units	11	22	33	3	8	11	6	3	9	0	1	1	20	34	54	245	214	459	265	248	513
University Total	15	31	46	11	10	21	8	7	15	0	2	2	34	50	84	310	288	598	344	338	682

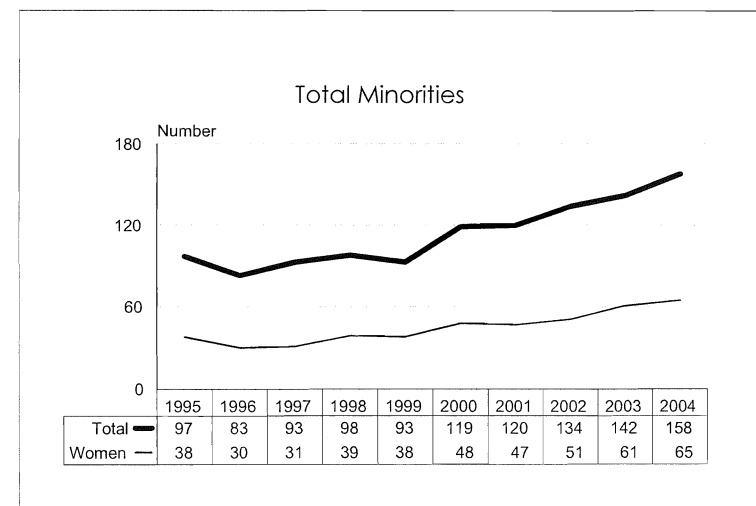
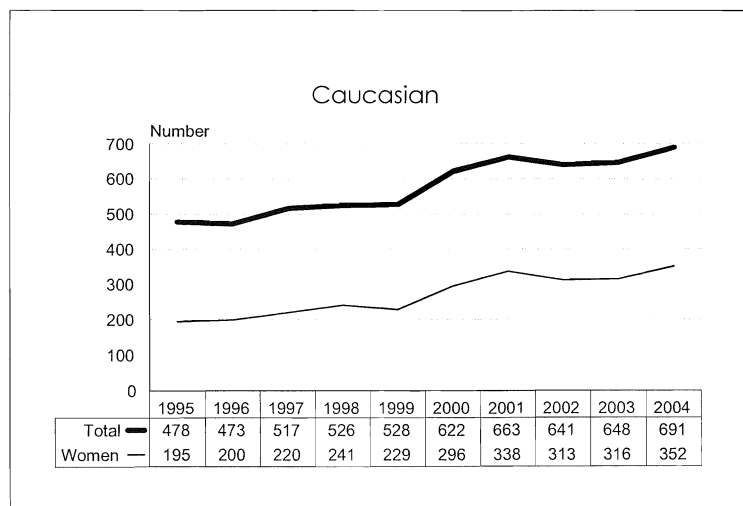
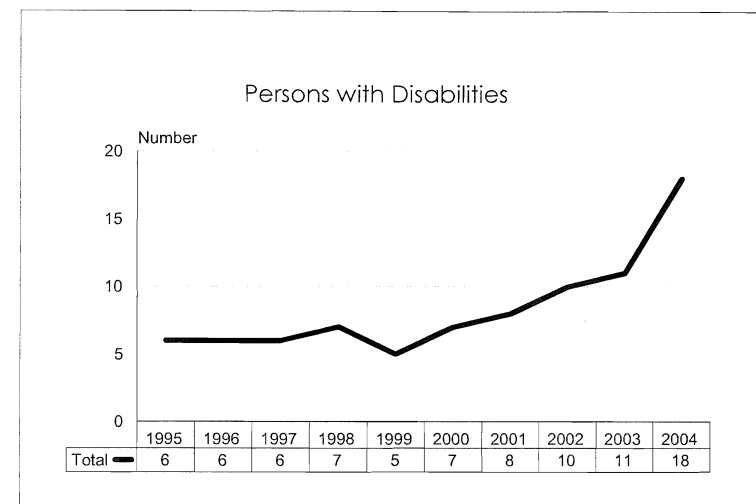
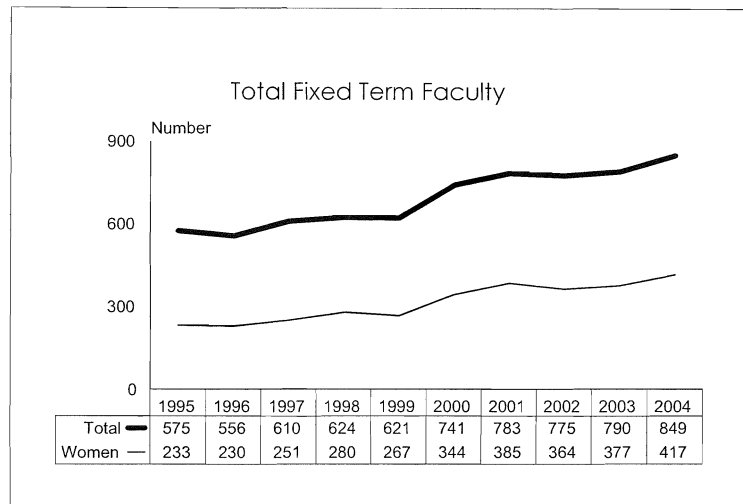
Continuing Academic Staff, 1995-2004



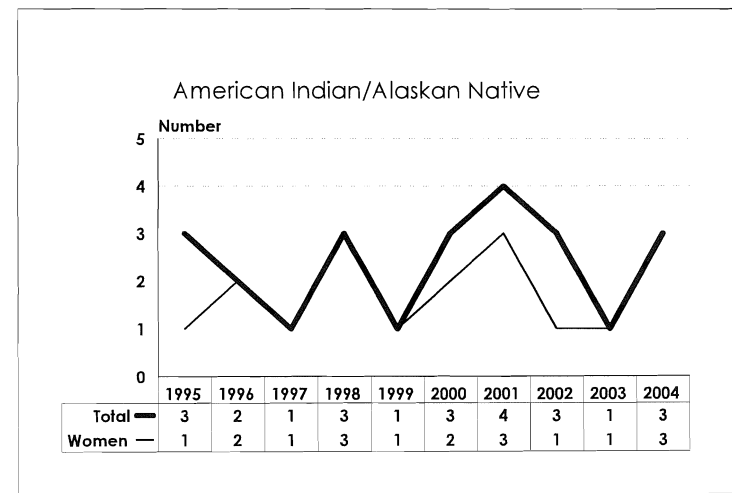
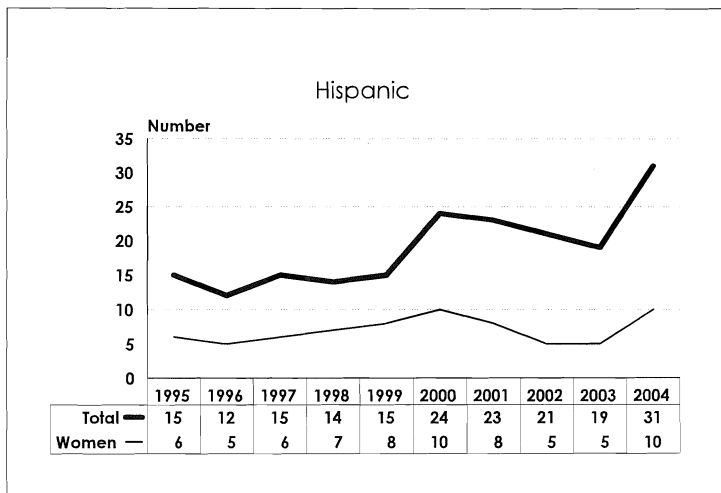
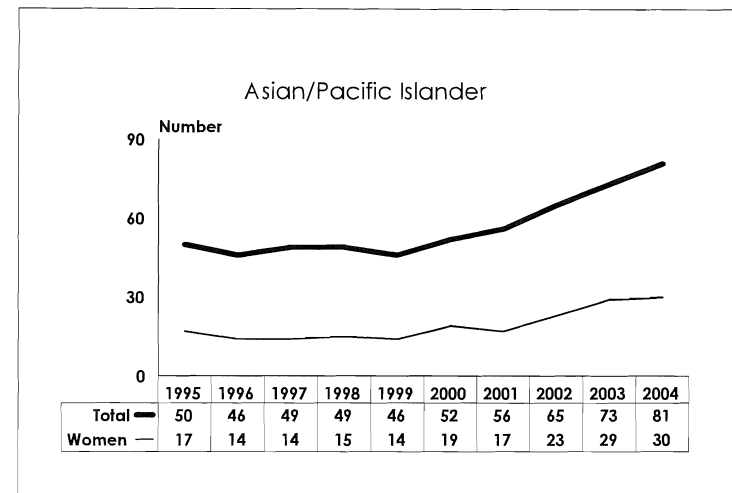
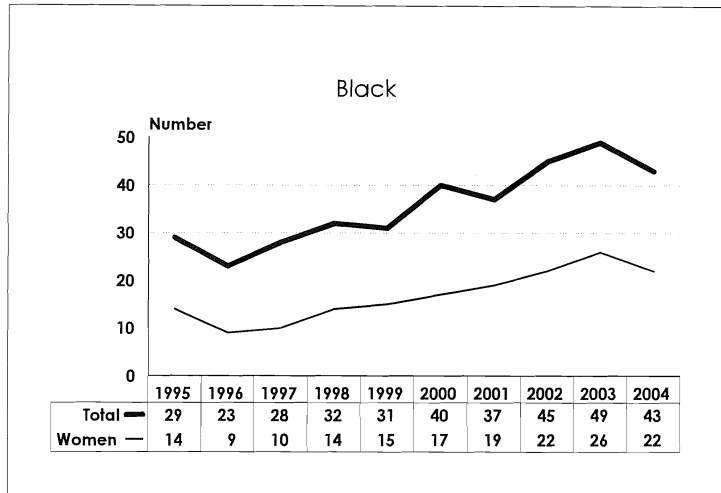
Continuing Academic Staff, 1995-2004 Minorities by Race/Ethnicity



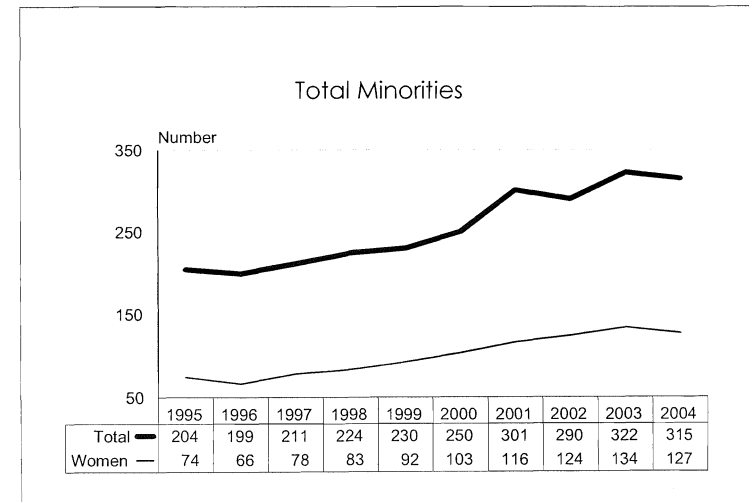
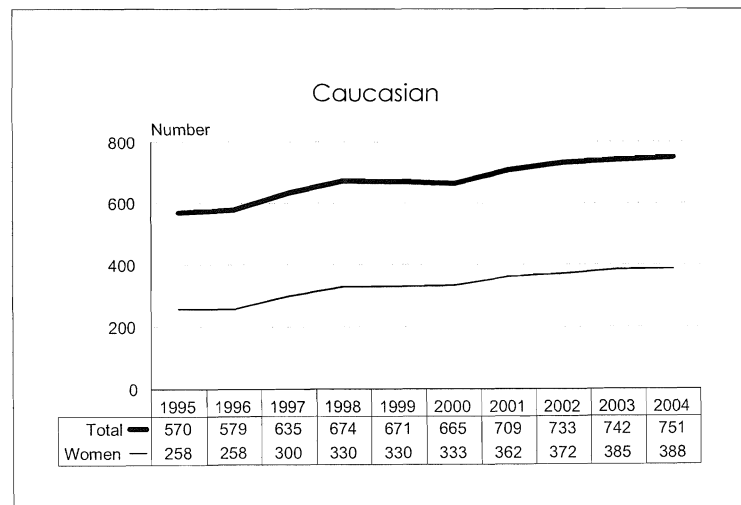
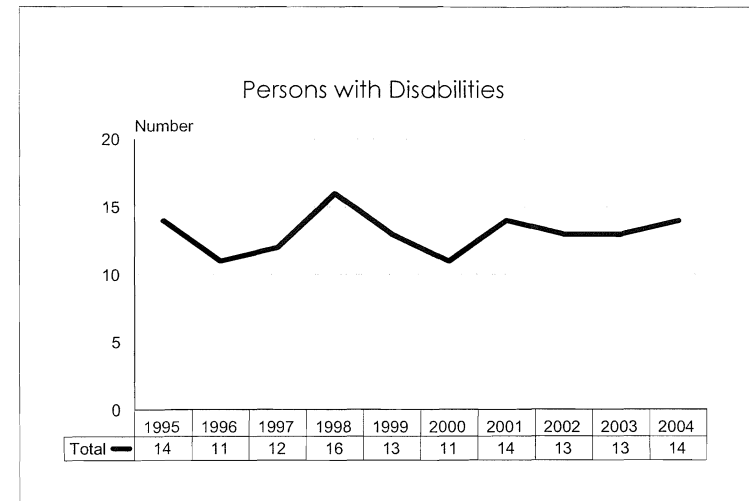
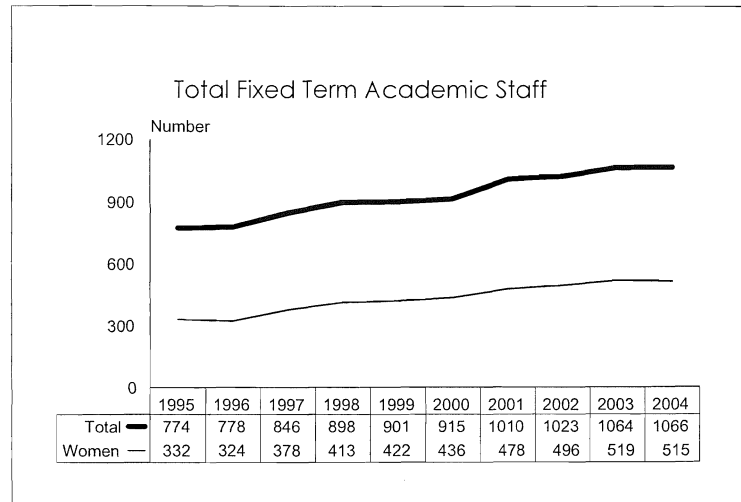
Fixed Term Faculty, 1995-2004



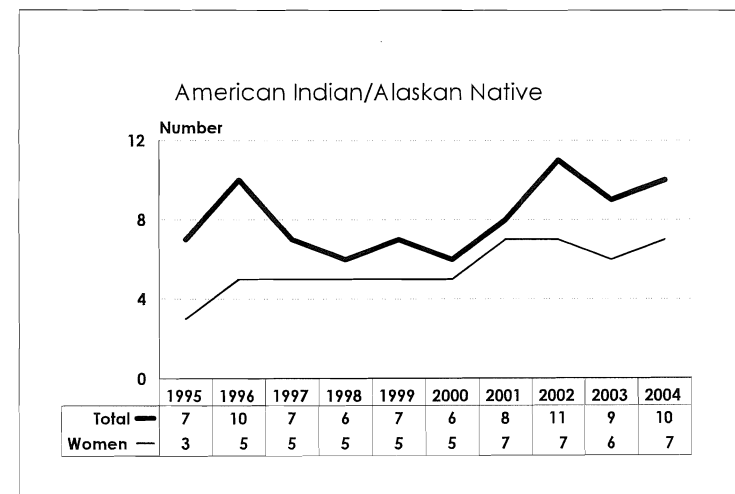
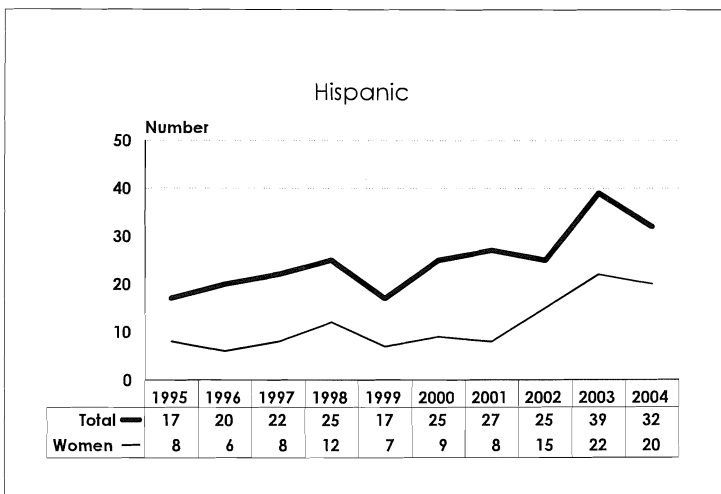
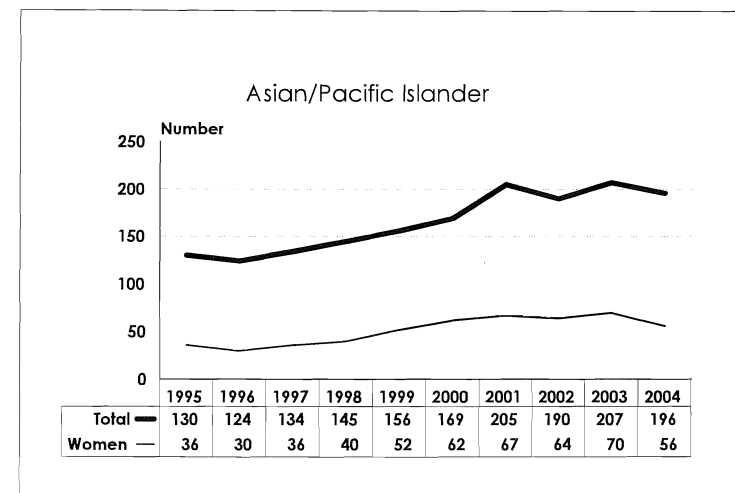
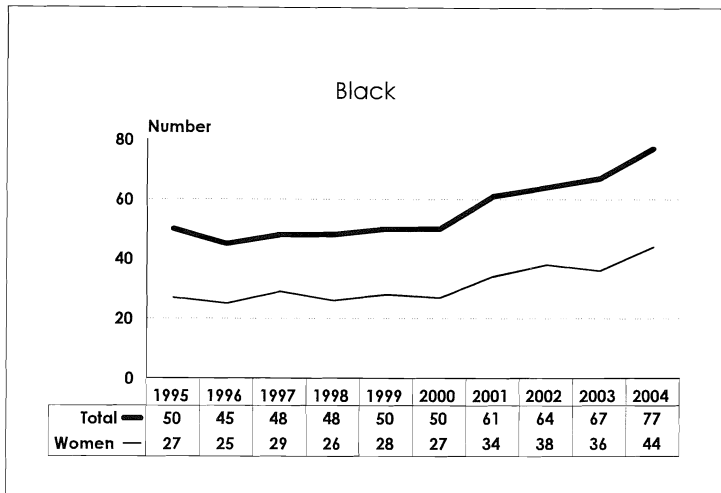
Fixed Term Faculty, 1995-2004 Minorities by Race/Ethnicity



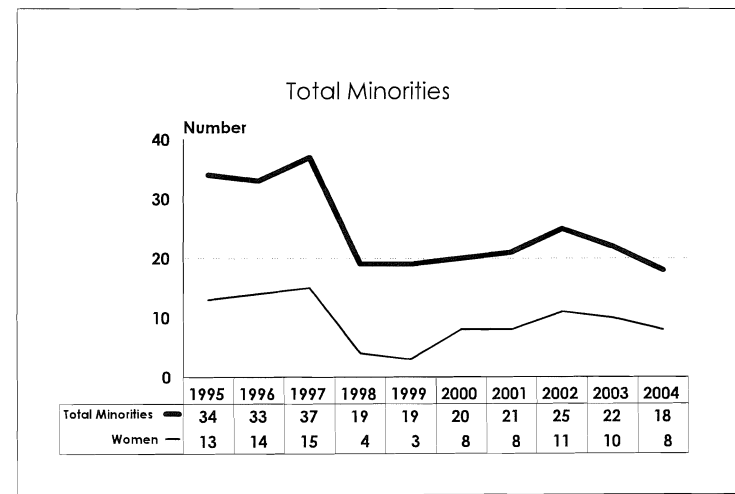
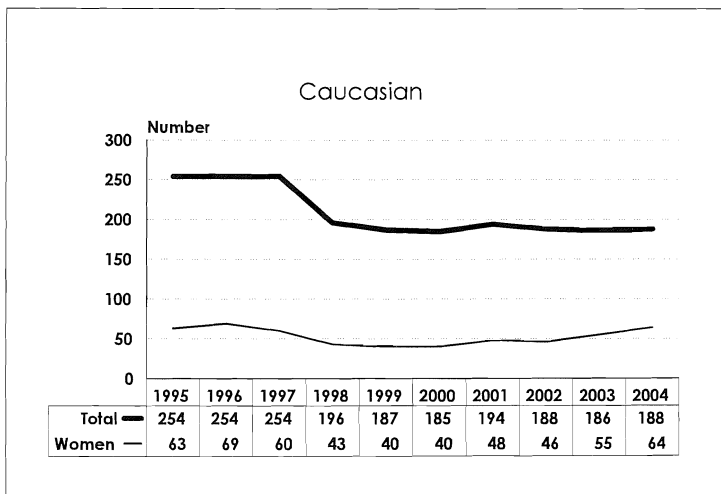
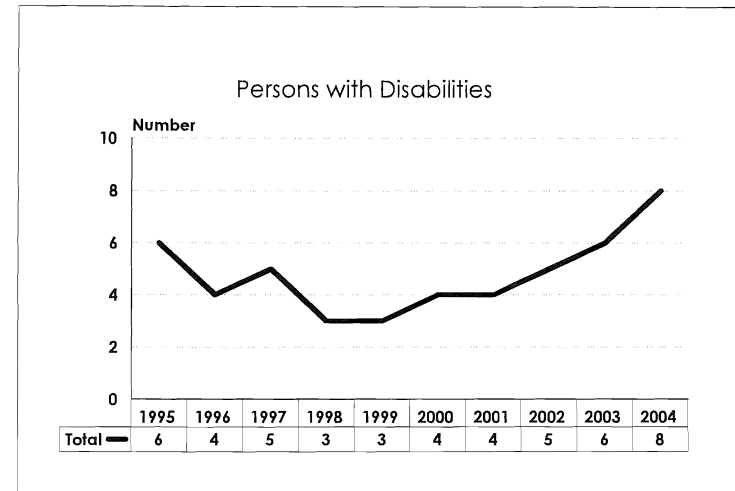
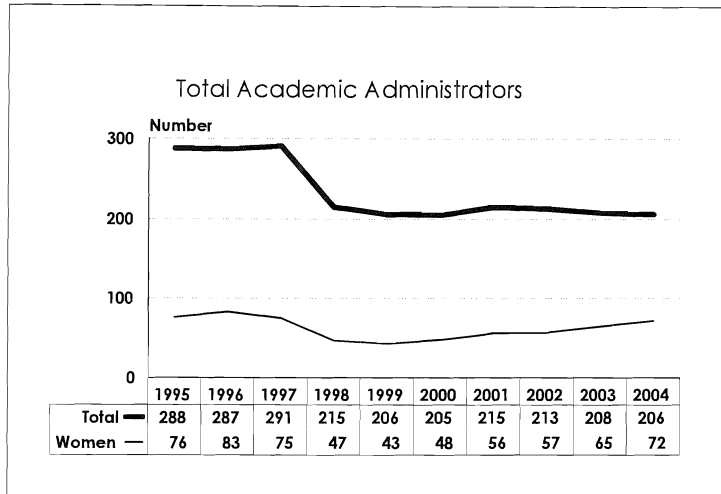
Fixed Term Academic Staff, 1995-2004



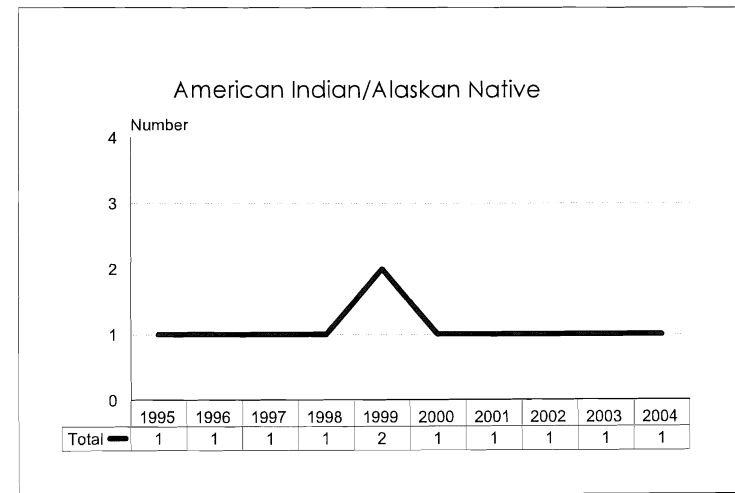
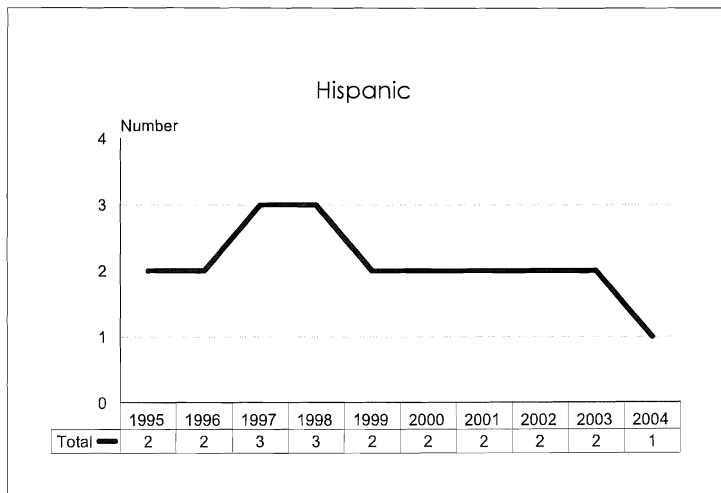
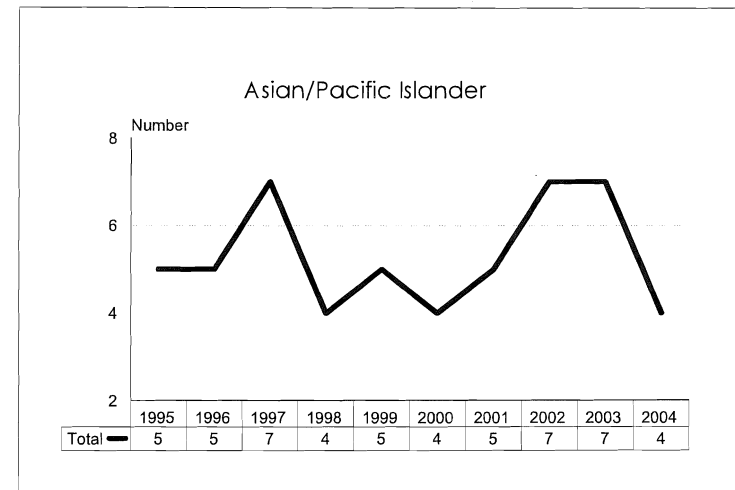
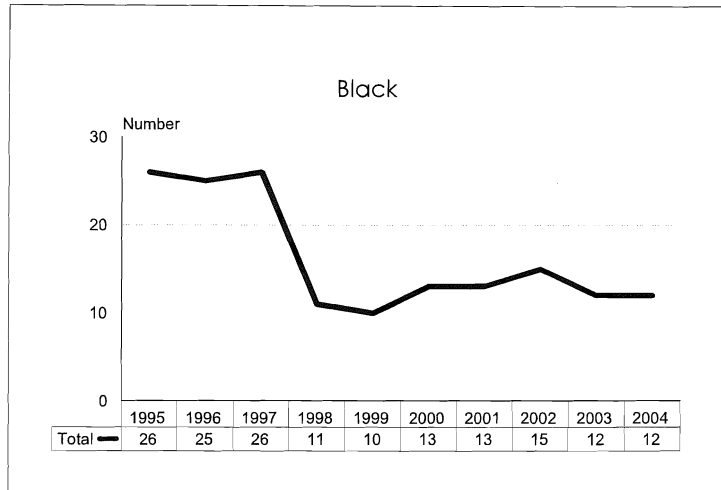
Fixed Term Academic Staff, 1995-2004 Minorities by Race/Ethnicity



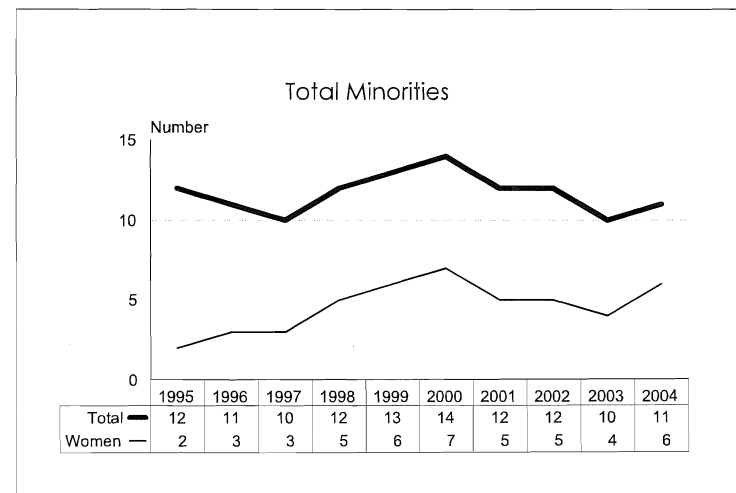
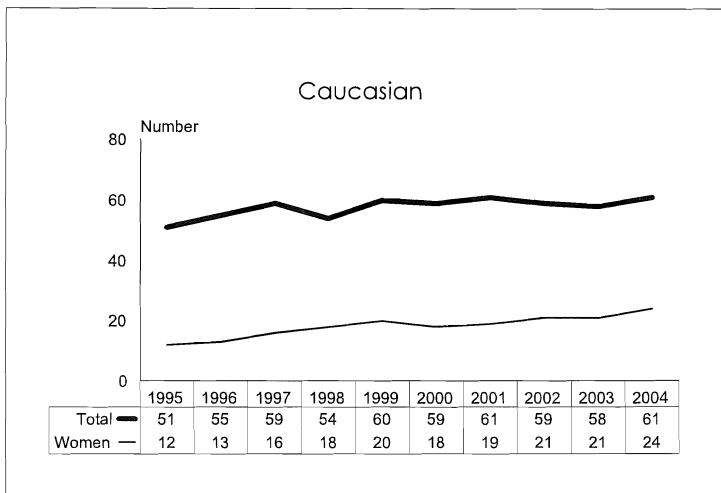
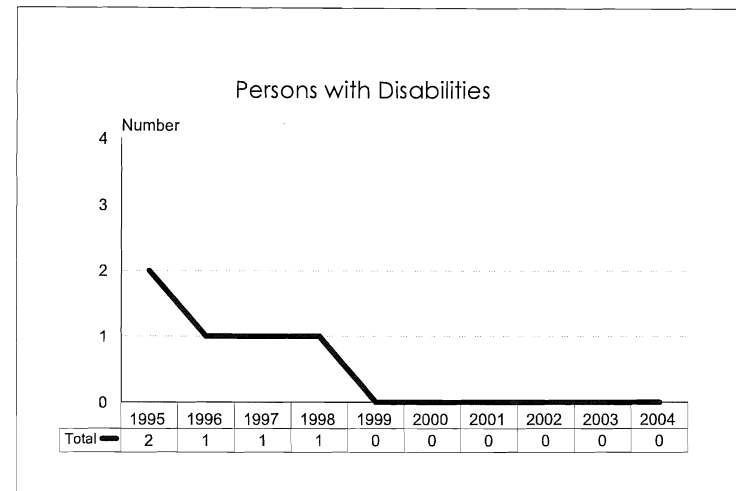
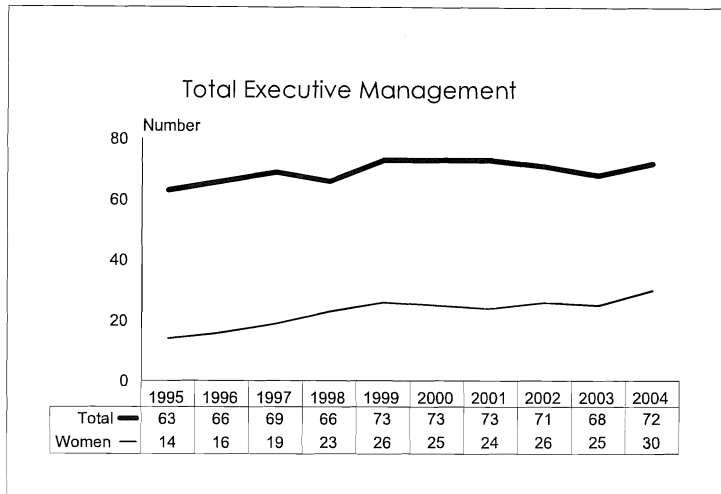
Academic Administrators, 1995-2004



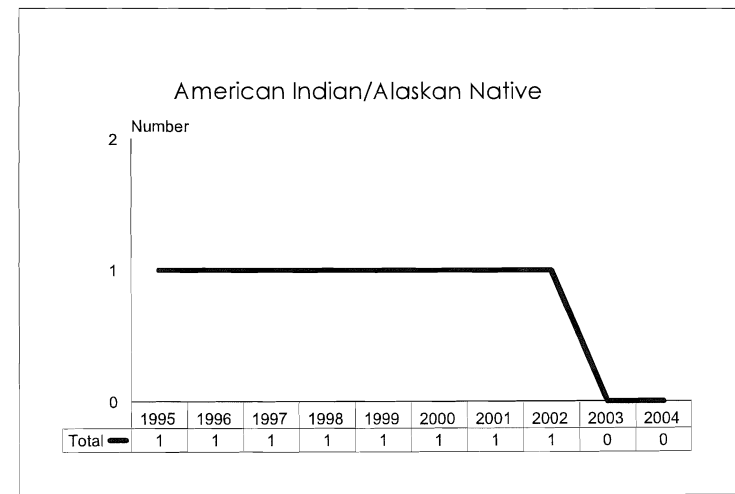
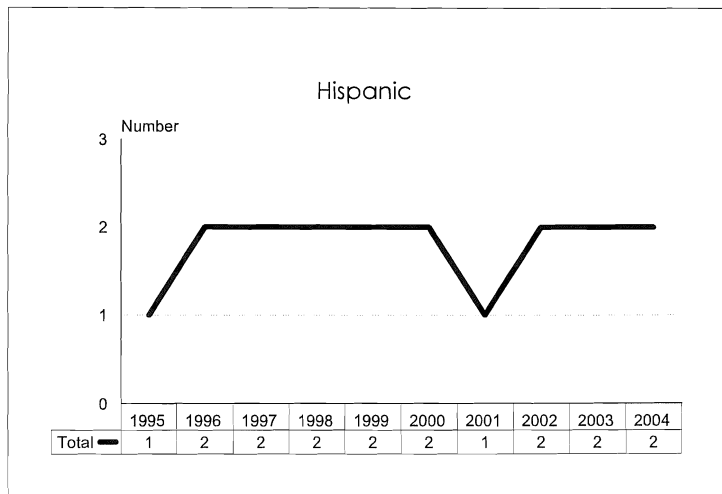
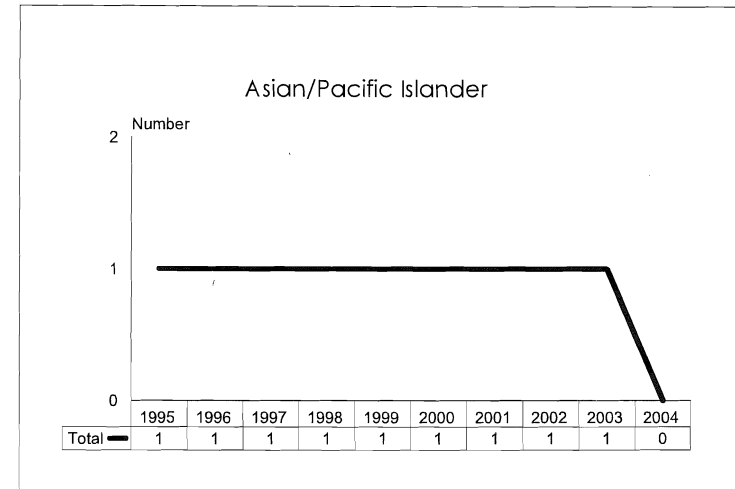
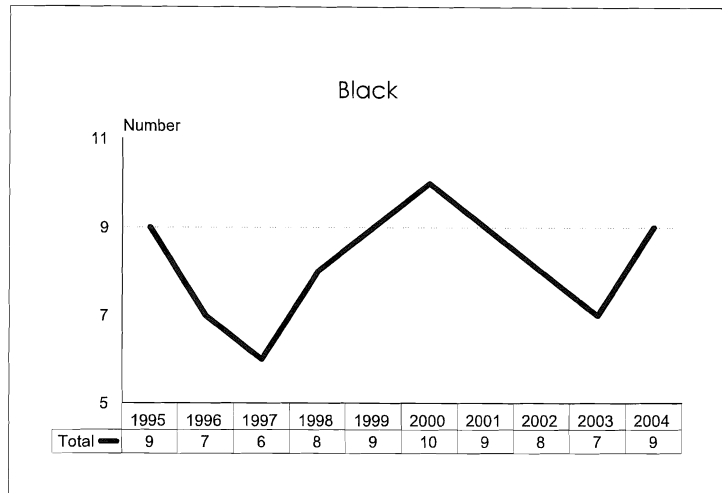
Academic Administrators, 1995-2004 Minorities by Race/Ethnicity



Executive Management, 1995-2004



Executive Management, 1995-2004 Minorities by Race/Ethnicity



Academic Administrators and Executive Managers, Fall 2004

Academic Administrators	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
Total	5	7	12	3	1	4	1	0	1	1	0	1	10	8	18	124	64	188	134	72	206

Executive Managers	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
Total	3	6	9	0	0	0	2	0	2	0	0	0	5	6	11	37	24	61	42	30	72



Support Human Resources

Summary	<u>Fall 2004</u>	<u>Number</u>	<u>Percent</u>
Support Staff Workforce		5,819	
Black		436	7.5%
Asian/Pacific Islander		122	2.1%
Hispanic		301	5.2%
Amer. Indian/Alaskan Native		36	0.6%
Total Minorities		895	15.4%
Women		3,810	65.5%
Persons with Disabilities		146	2.5%

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	4	7	0	1	1	3
Professionals	164	248	15	23	17	54
Clerical	91	111	3	2	0	0
Technical	38	88	4	12	2	0
Service/Maintenance	86	114	8	3	24	23
Skilled Trades	<u>4</u>	<u>11</u>	<u>2</u>	<u>1</u>	<u>2</u>	<u>2</u>
University Total	387	579	32	42	46	82

2003-2004 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	6	6	1
Professionals	160	17	10
Clerical	72	0	0
Technical	42	1	2
Service/Maintenance	80	6	23
Skilled Trades	<u>7</u>	<u>3</u>	<u>1</u>
University Total	367	33	37

2004-2005 Annual Placement Goals

Definitions of Terms Used

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

Employment Categories

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

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, 2003-2004

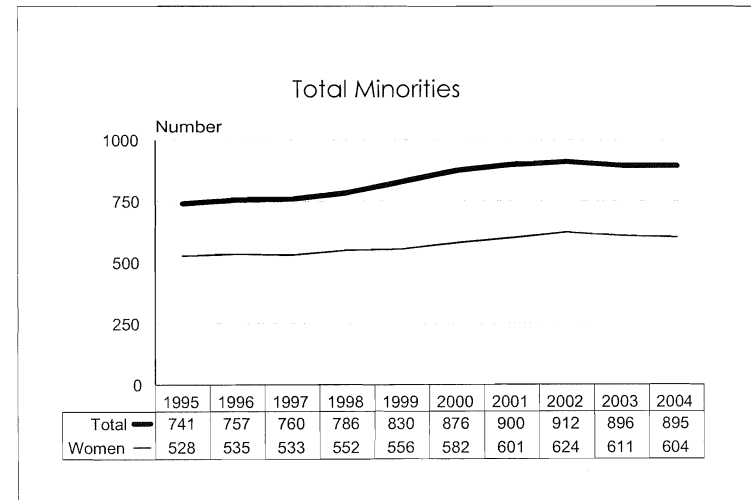
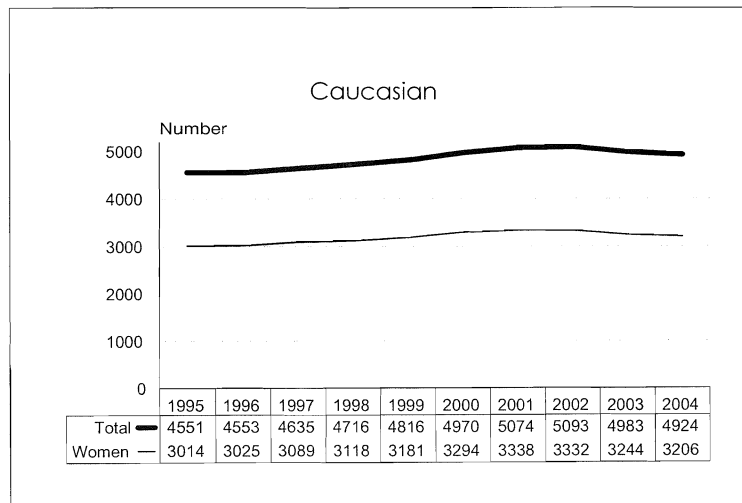
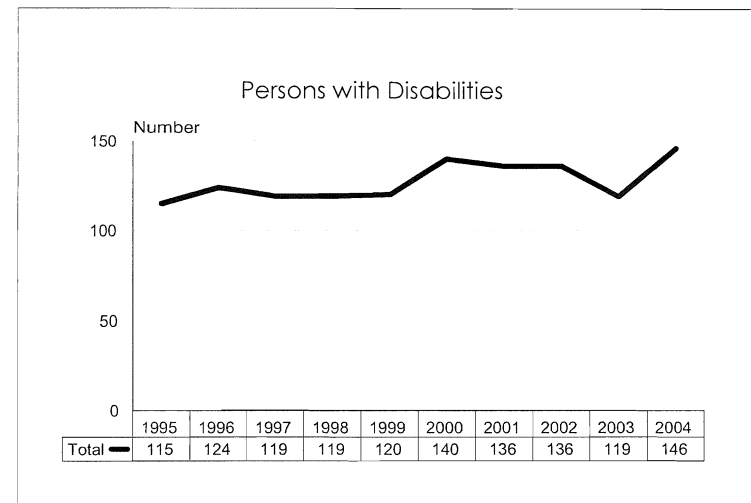
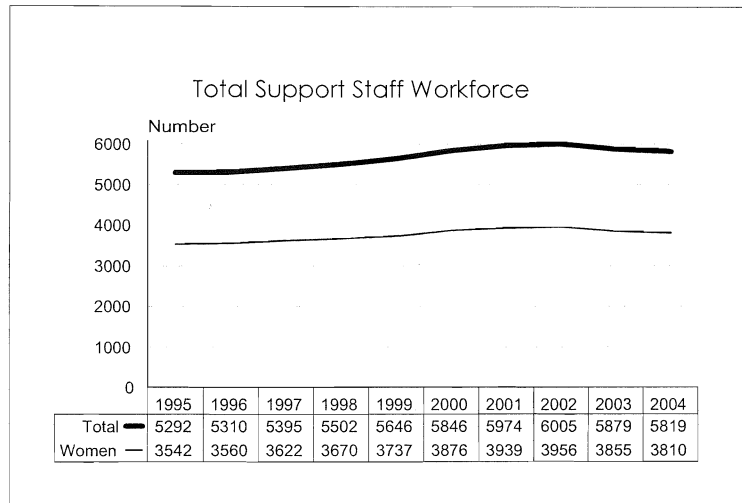
New Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Officials & Managers	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	1	2	3	2	2	4
Professionals	7	9	16	4	4	8	6	1	7	2	0	2	19	14	33	46	82	128	65	96	161
Clerical	0	0	0	0	1	1	0	4	4	0	0	0	0	5	5	2	32	34	2	37	39
Technical	3	1	4	0	1	1	0	3	3	0	0	0	3	5	8	7	39	46	10	44	54
Service/Maintenance	3	7	10	0	1	1	2	8	10	0	0	0	5	16	21	13	32	45	18	48	66
Skilled Trades	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	6	0	6	6	1	7
University Total	14	17	31	4	7	11	8	16	24	2	1	3	28	41	69	75	187	262	103	228	331

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	0	0	0	1	1	0	0	0	0	0	0	0	1	1	4	4	8	4	5	9
Professionals	2	8	10	2	2	4	0	0	0	0	1	1	4	11	15	46	72	118	50	83	133
Clerical	0	5	5	0	0	0	0	7	7	0	0	0	0	12	12	6	52	58	6	64	70
Technical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	13	17	4	13	17
Service/Maintenance	2	4	6	0	0	0	4	3	7	0	1	1	6	8	14	21	21	42	27	29	56
Skilled Trades	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	7	0	7	8	0	8
University Total	4	17	21	2	3	5	5	10	15	0	2	2	11	32	43	88	162	250	99	194	293

Support Staff Workforce Separations, 2003-2004

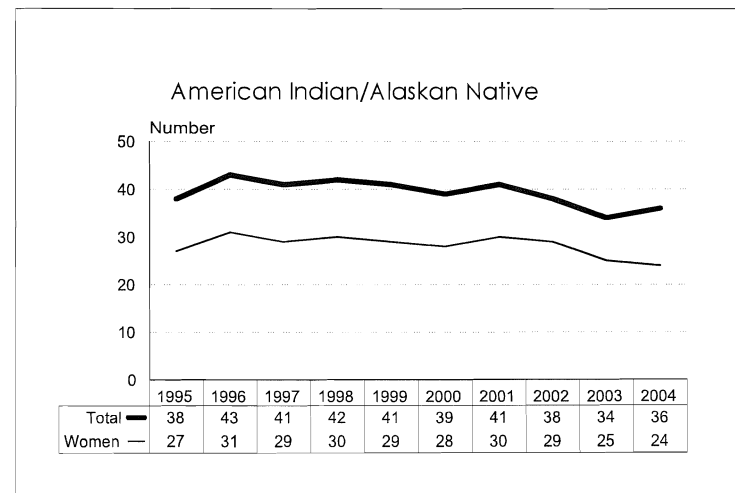
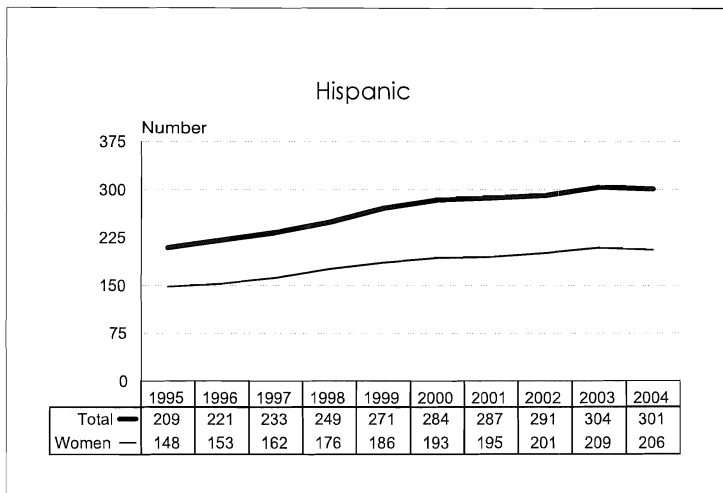
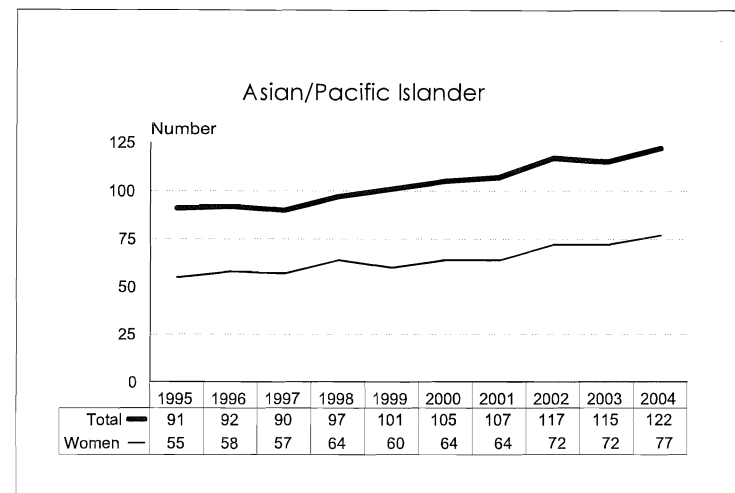
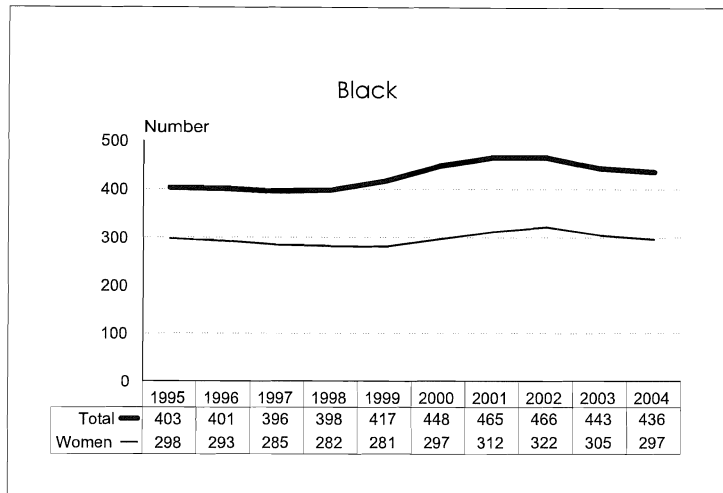
Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaskan Native			Total Minority			Caucasian			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Retirements																					
Officials & Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	1	2	3
Professionals	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	4	16	20	5	16	21
Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	28	30	2	28	30
Technical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	7	2	5	7
Service/Maintenance	0	3	3	0	0	0	0	2	2	0	0	0	0	5	5	7	9	11	7	9	16
Skilled Trades	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	3	0	3	4	0	4
Total Retirements	0	3	3	0	0	0	2	2	4	0	0	0	2	5	7	19	55	74	21	60	81
Other Reasons																					
Officials & Managers	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	1	2	3	1	3	4
Professionals	4	4	8	1	3	4	1	5	6	0	0	0	6	12	18	48	57	105	54	69	123
Clerical	1	7	8	1	1	2	0	5	5	0	2	2	2	15	17	3	34	37	5	49	54
Technical	1	2	3	0	0	0	0	1	1	0	0	0	2	3	5	10	32	42	12	35	47
Service/Maintenance	3	9	12	0	0	0	2	5	6	0	0	0	5	14	19	12	19	31	17	33	50
Skilled Trades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1
Total/Other Reasons	9	22	31	2	5	7	4	16	20	0	2	2	15	45	60	75	144	219	90	189	279
Total Separations																					
Officials & Managers	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2	2	6	2	5	7
Professionals	4	4	8	1	3	4	2	5	7	0	0	0	7	12	19	52	73	125	59	85	144
Clerical	1	7	8	1	1	2	0	5	5	0	2	2	2	15	17	5	62	67	7	77	84
Technical	1	2	3	0	0	0	0	1	1	0	0	0	2	3	5	12	37	49	14	40	54
Service/Maintenance	3	12	15	0	0	0	1	7	9	0	0	0	5	19	24	19	23	42	24	42	66
Skilled Trades	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	4	0	4	5	0	5
University Total	9	25	34	2	5	7	6	18	24	0	2	2	17	50	67	94	199	293	111	249	360

Support Staff Workforce, 1995-2004

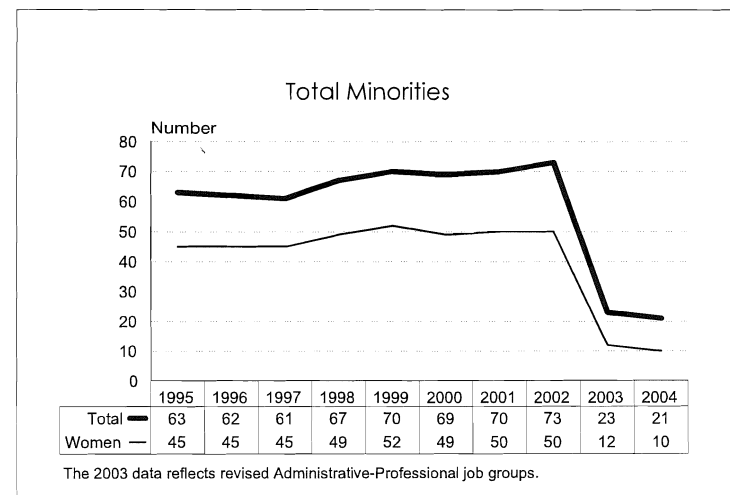
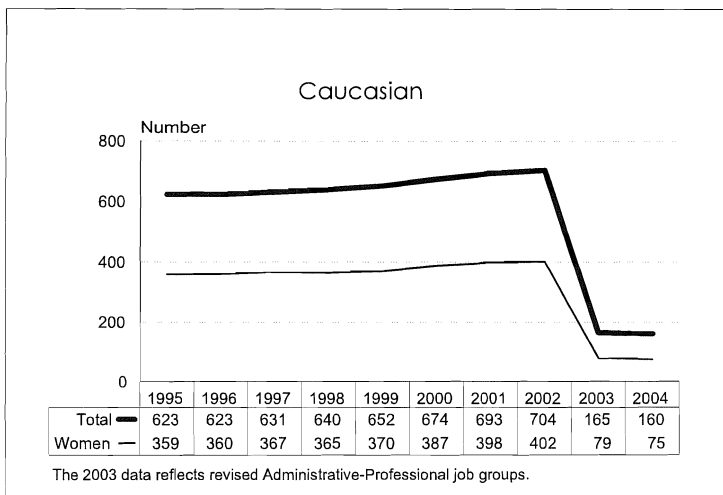
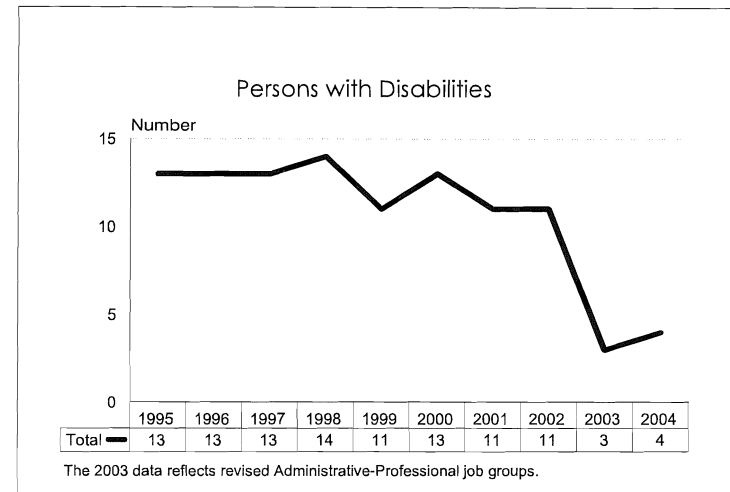
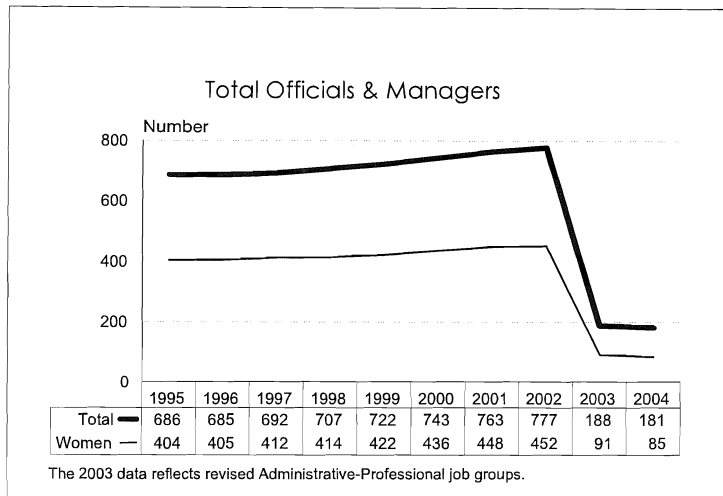


Support Staff Workforce, 1995-2004

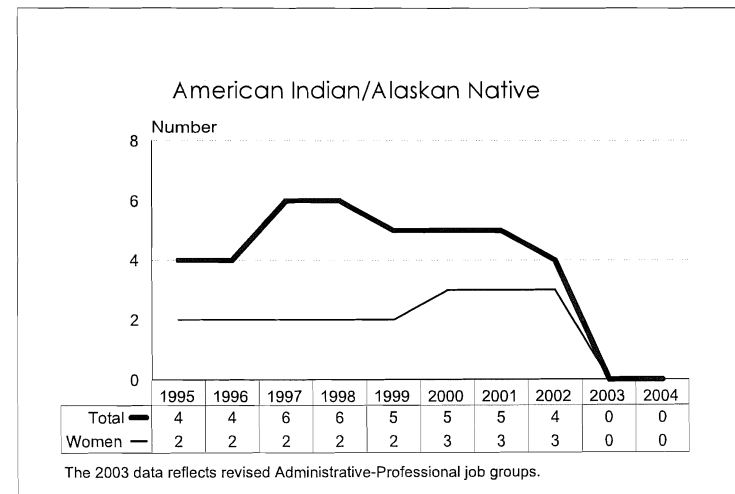
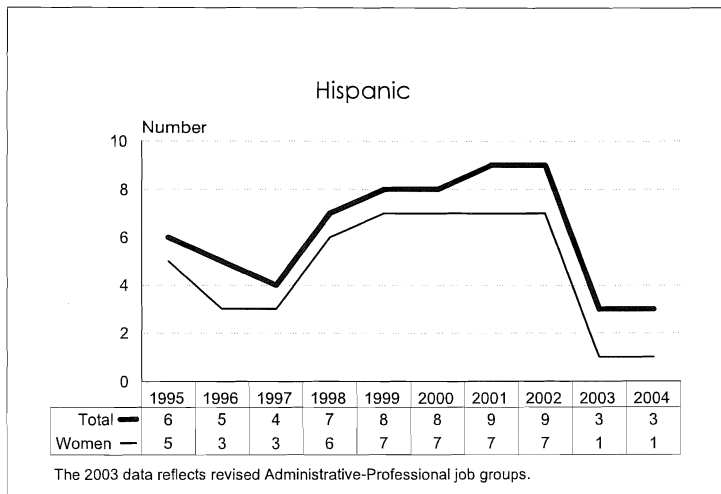
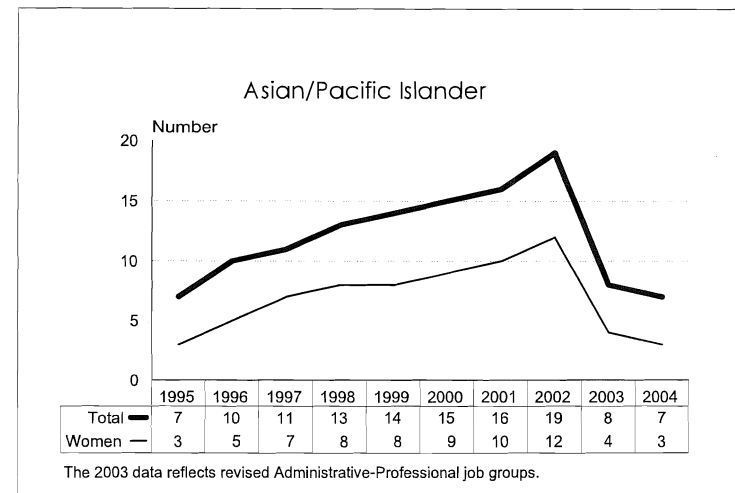
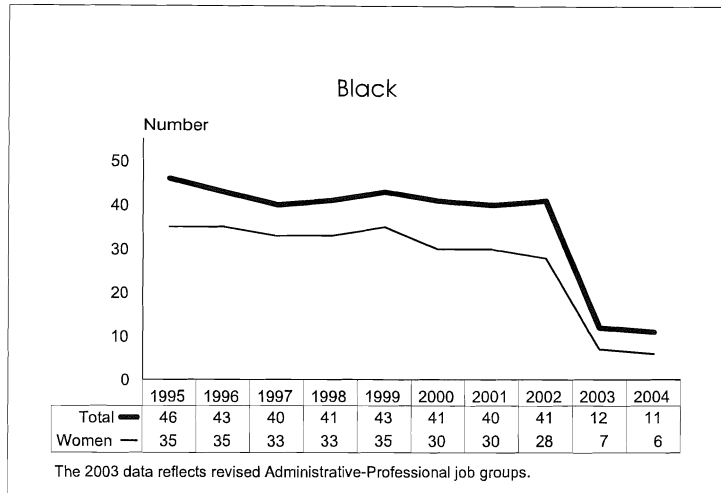
Minorities by Race/Ethnicity



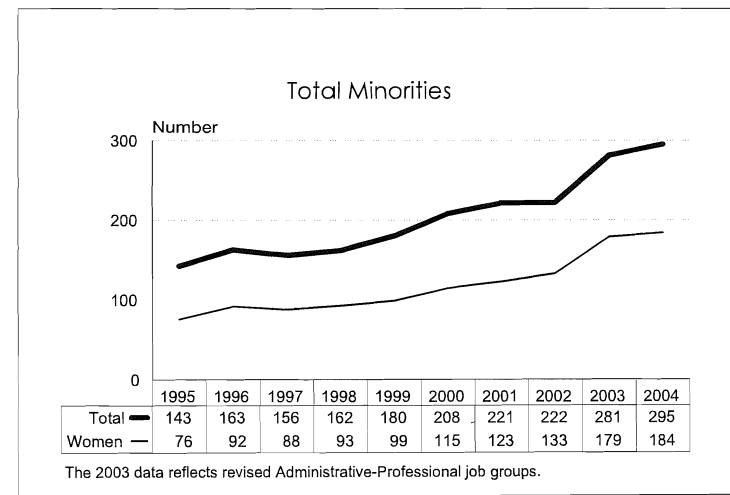
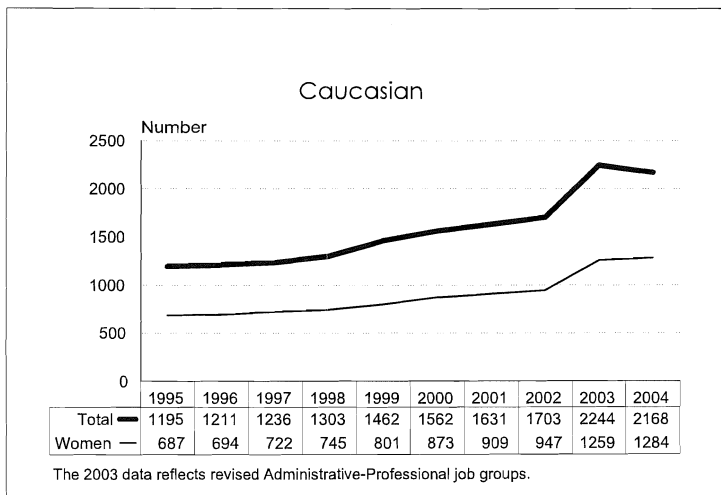
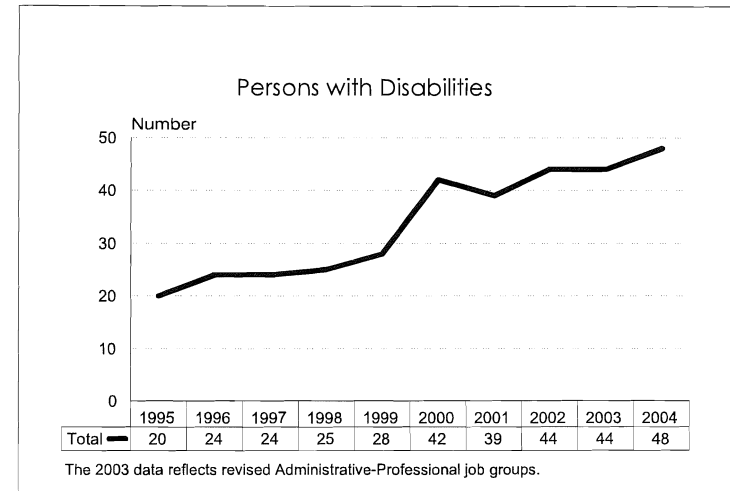
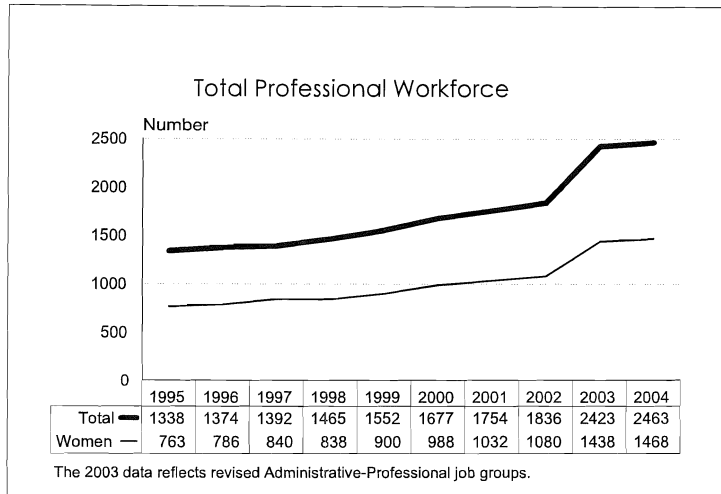
Officials and Managers, 1995-2004



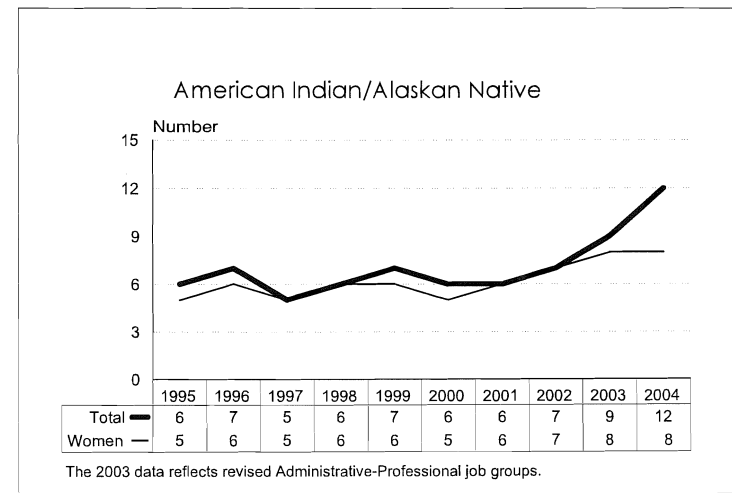
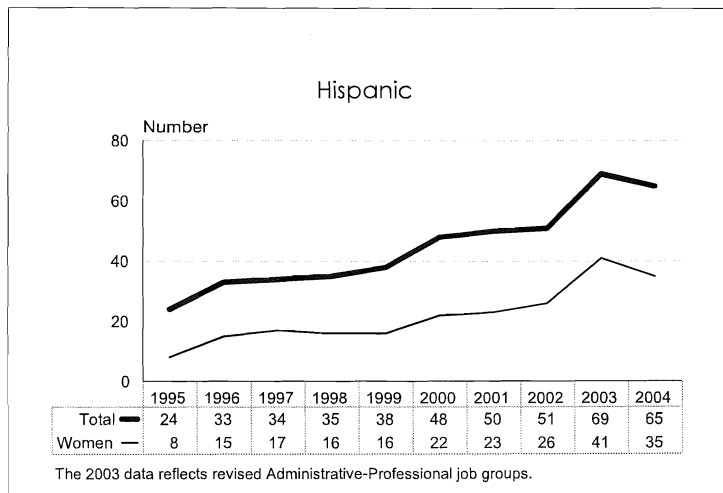
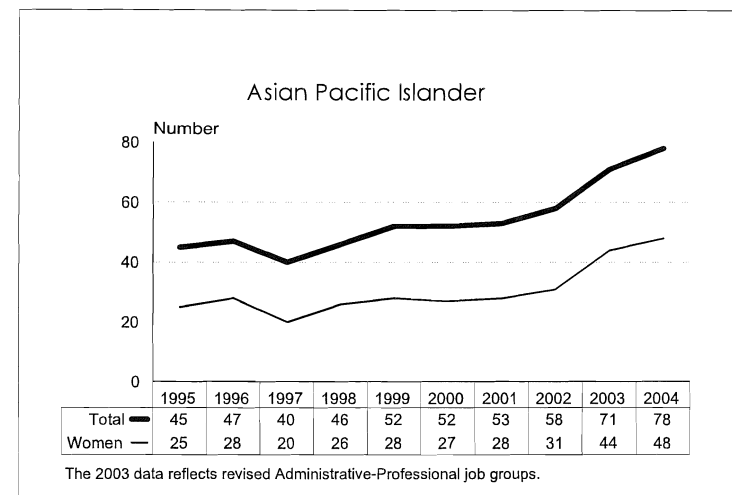
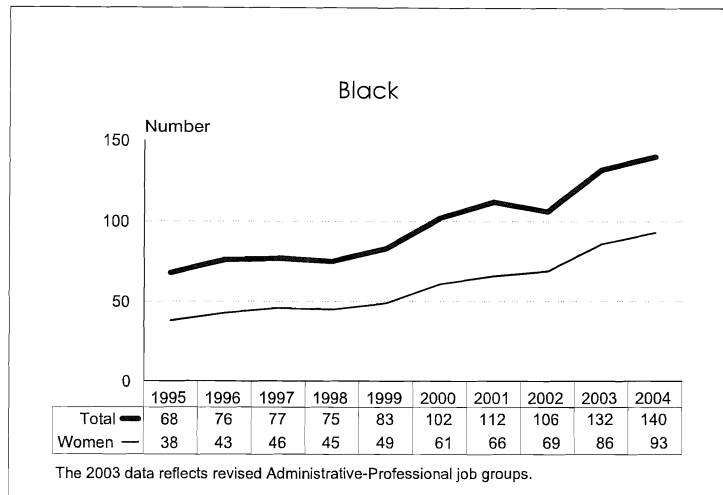
Officials and Managers, 1995-2004 Minorities by Race/Ethnicity



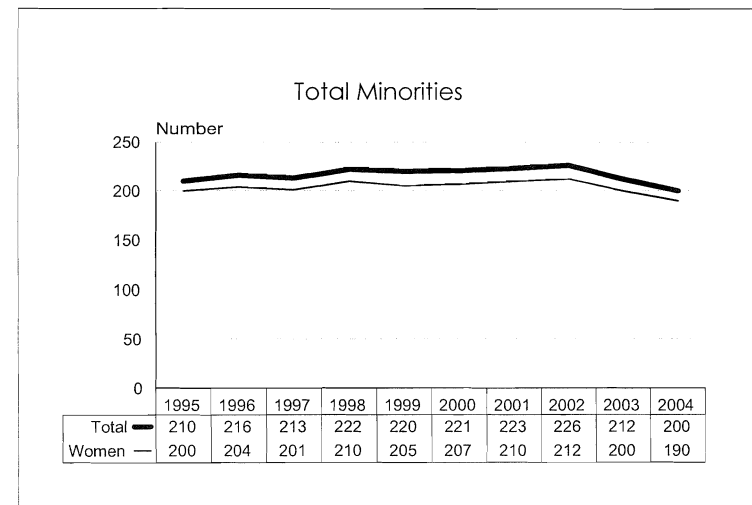
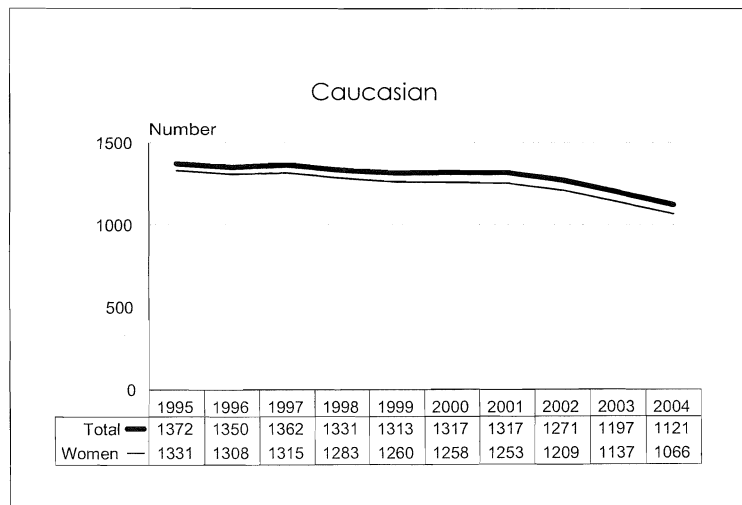
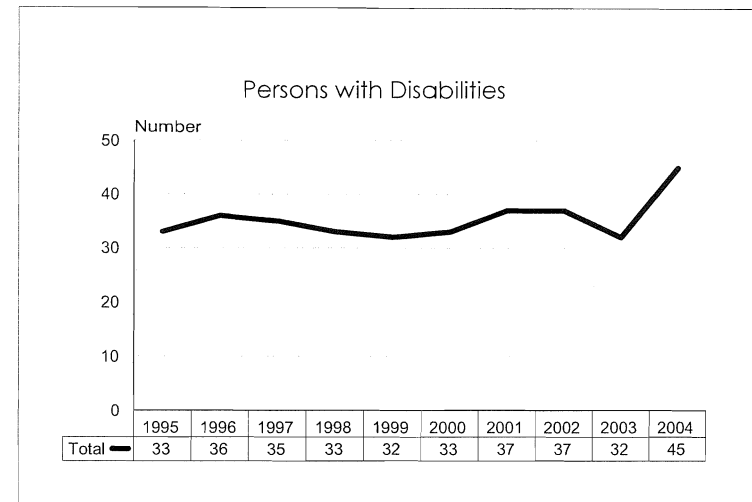
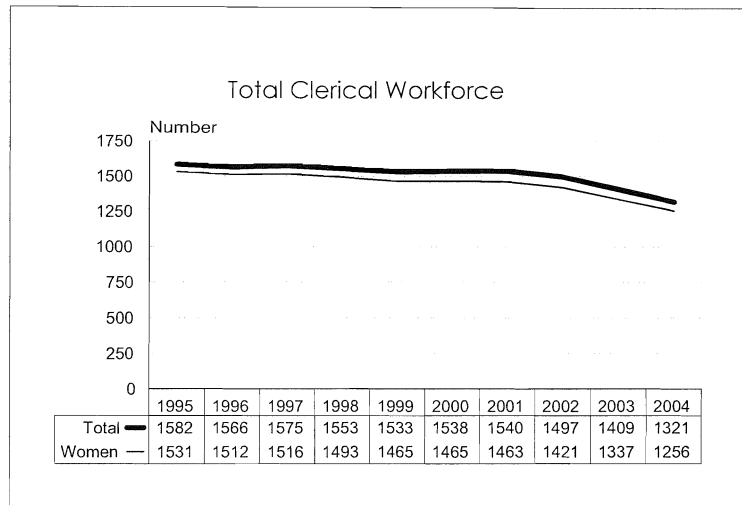
Professional Workforce, 1995-2004



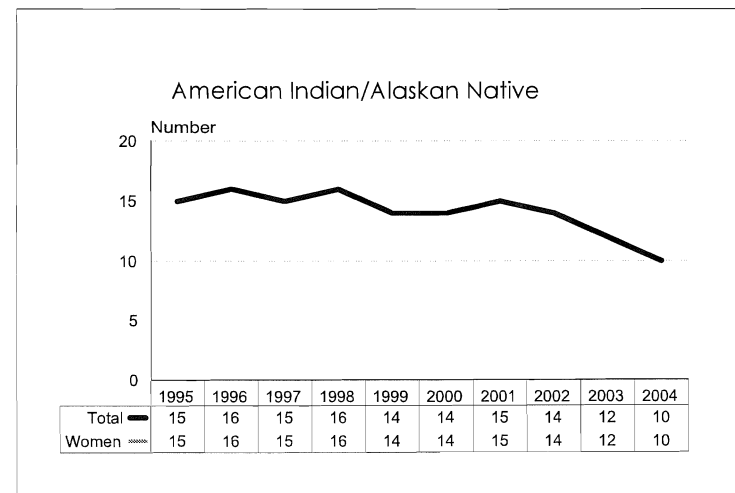
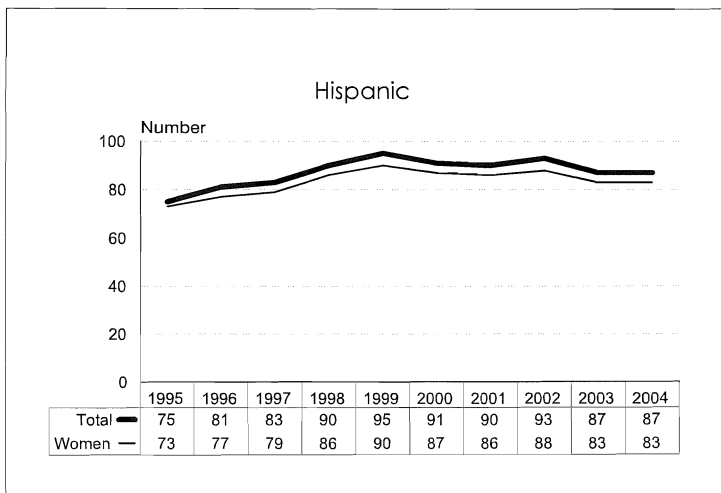
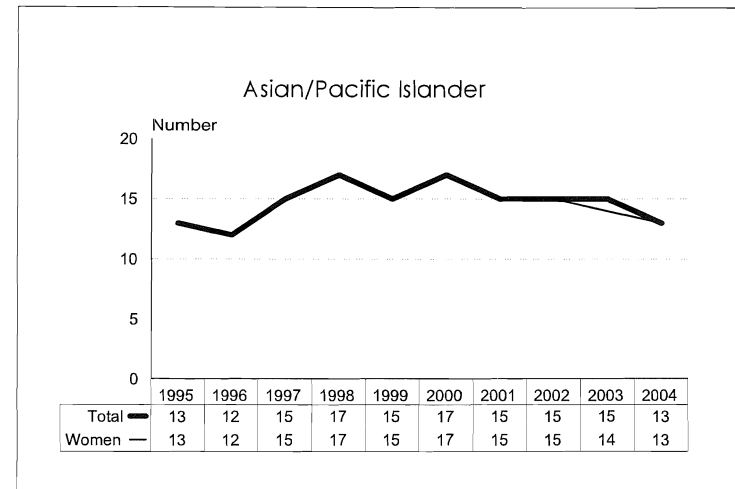
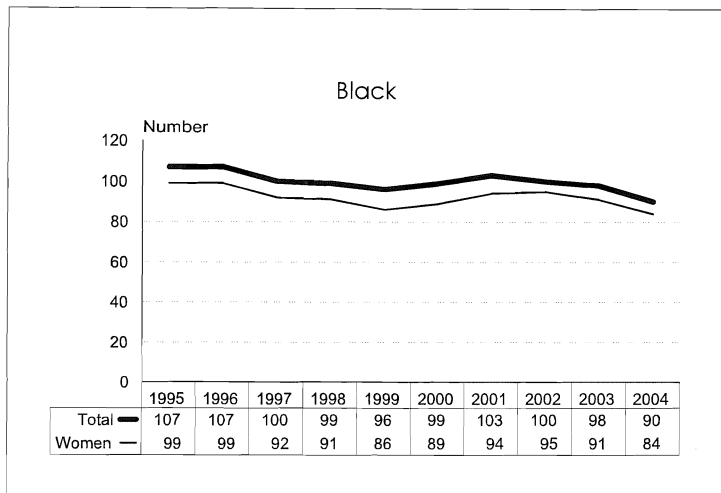
Professional Workforce, 1995-2004



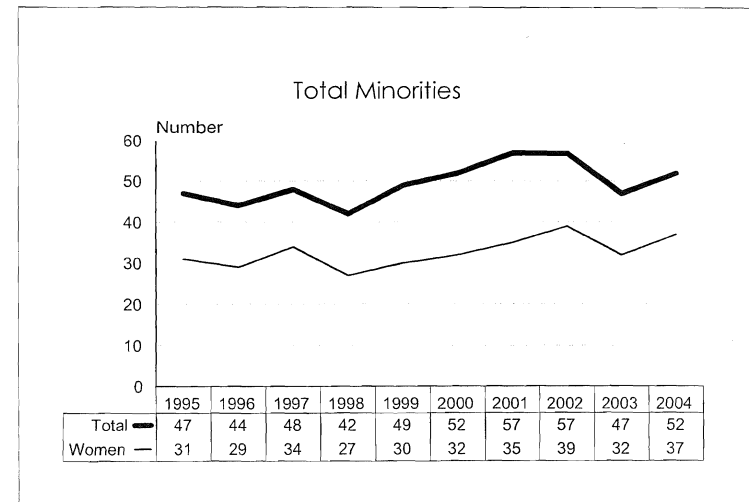
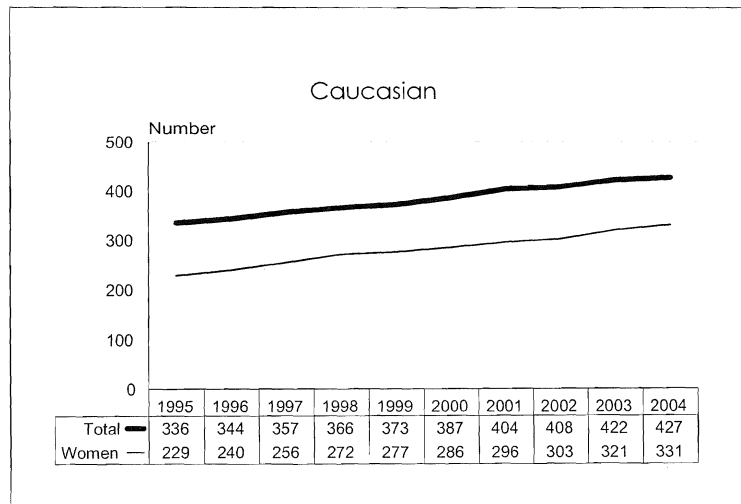
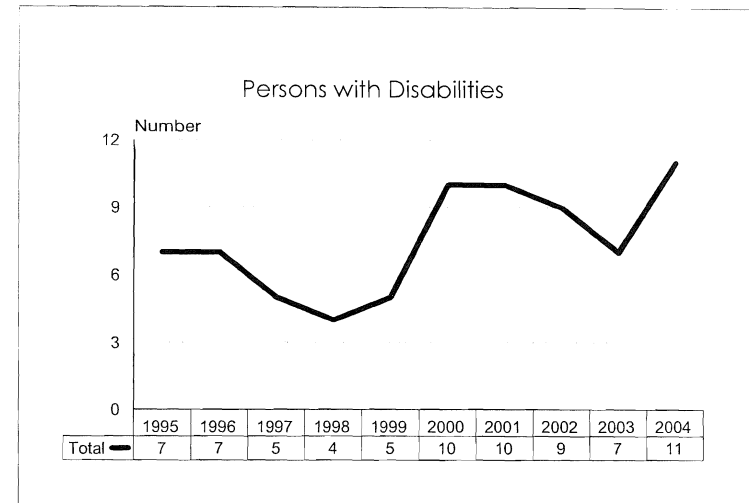
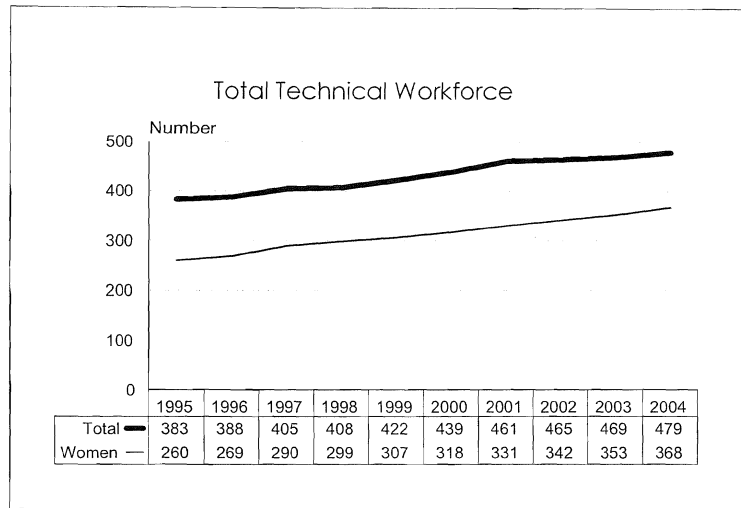
Clerical Workforce, 1995-2004



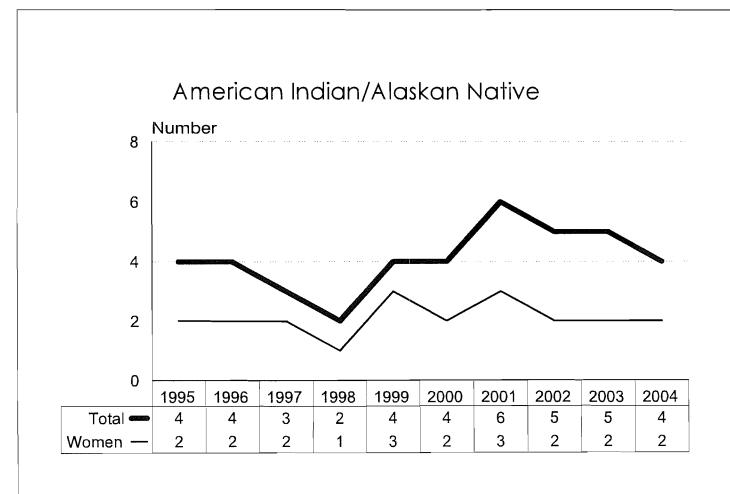
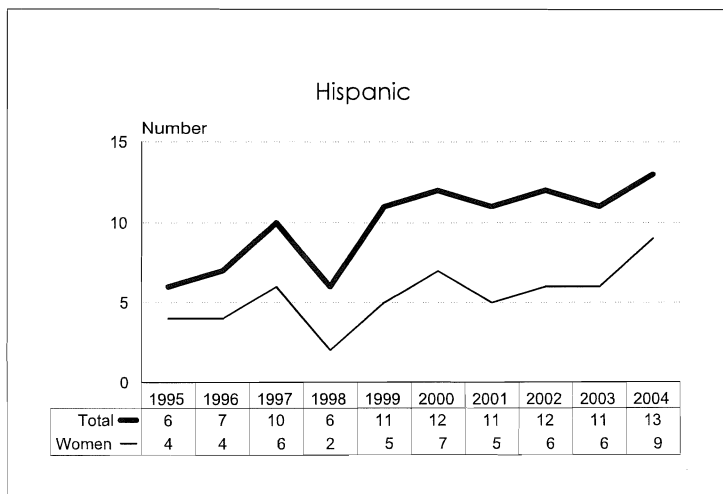
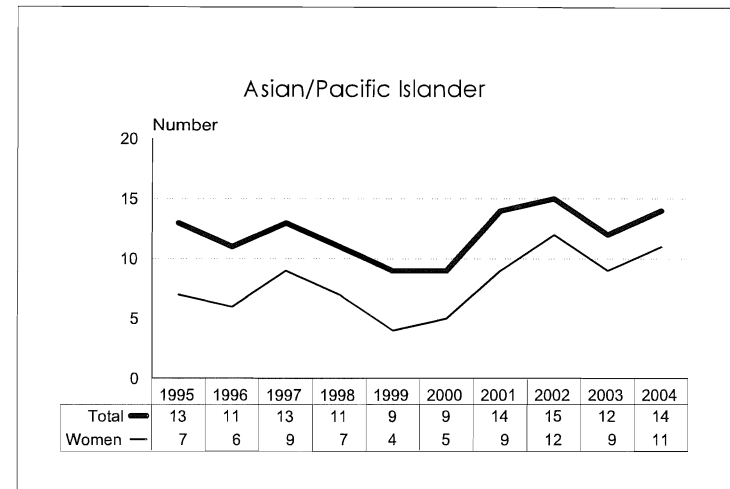
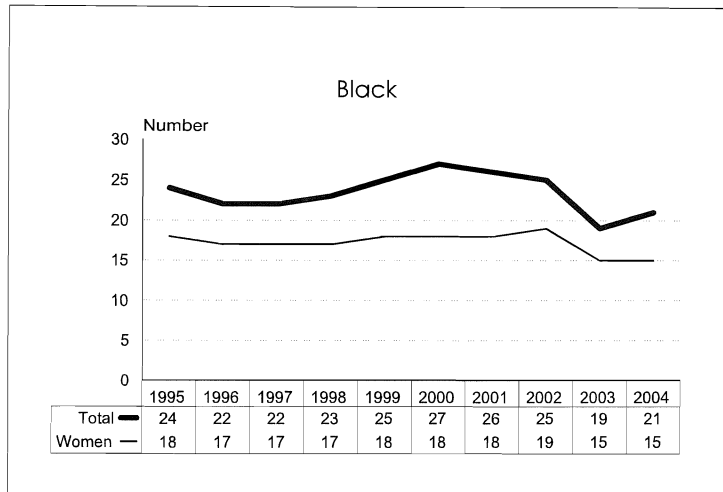
Clerical Workforce, 1995-2004 Minorities by Race/Ethnicity



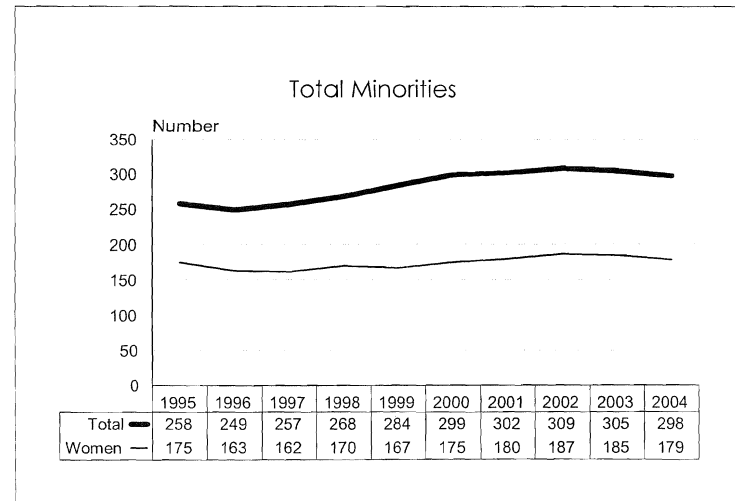
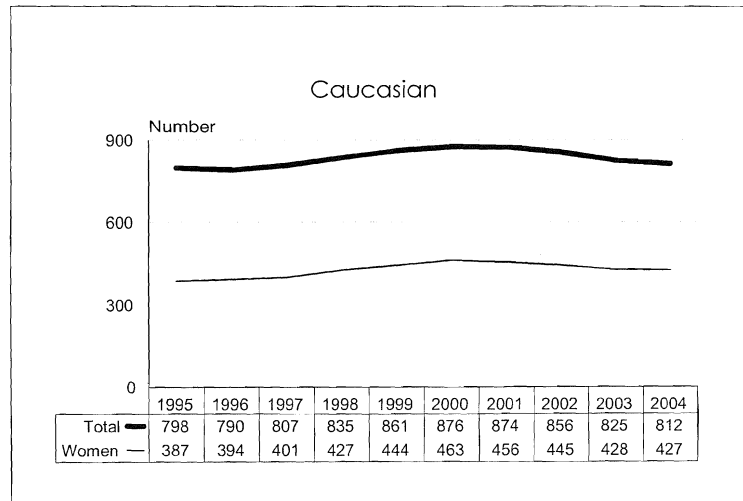
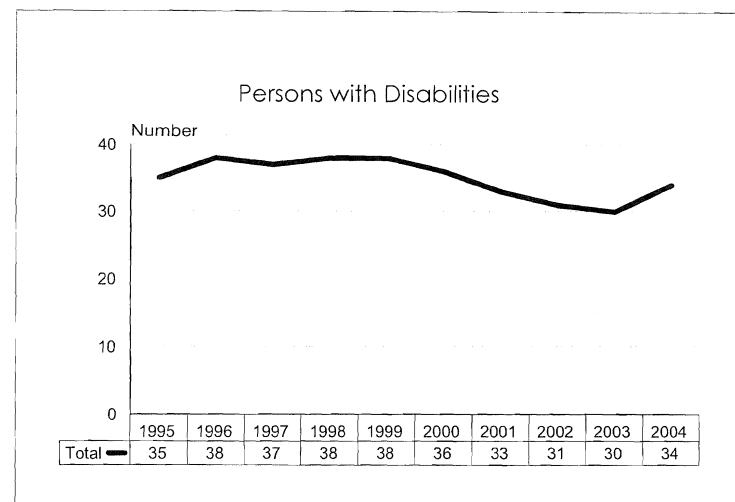
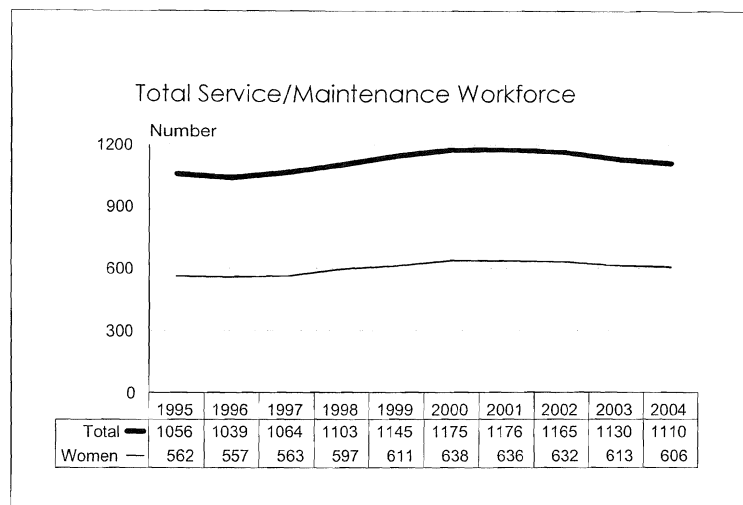
Technical Workforce, 1995-2004



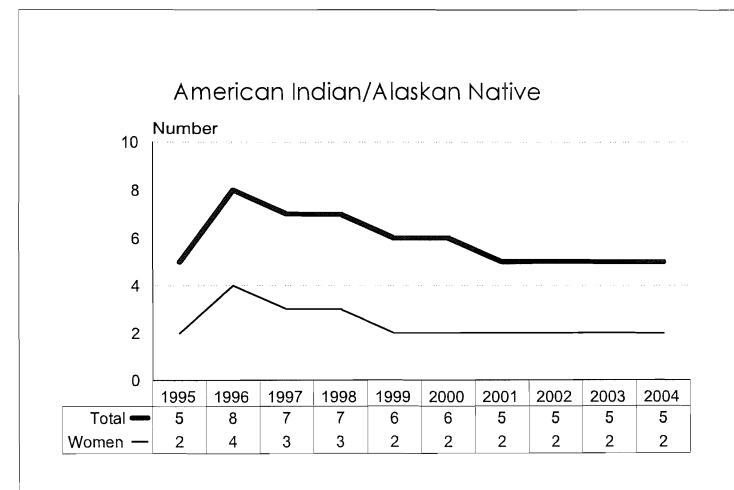
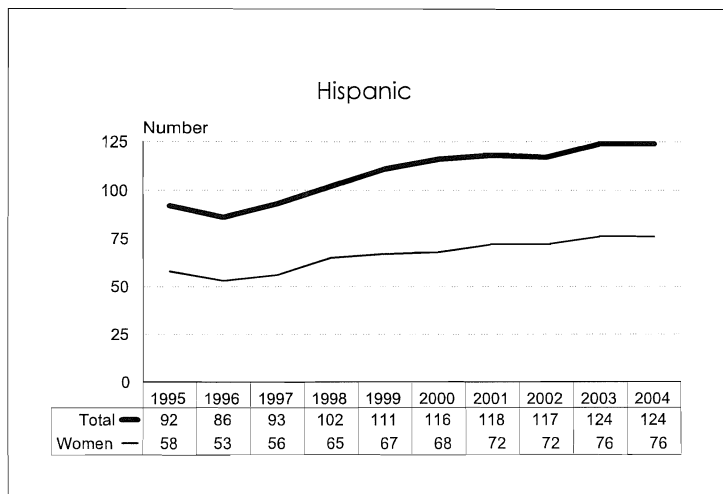
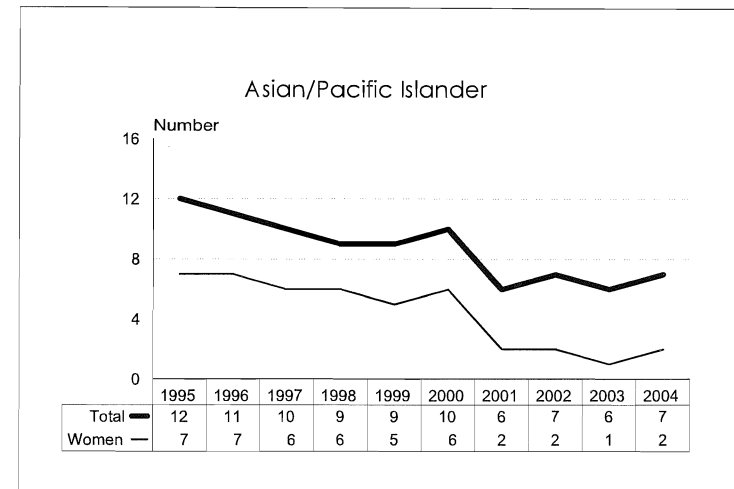
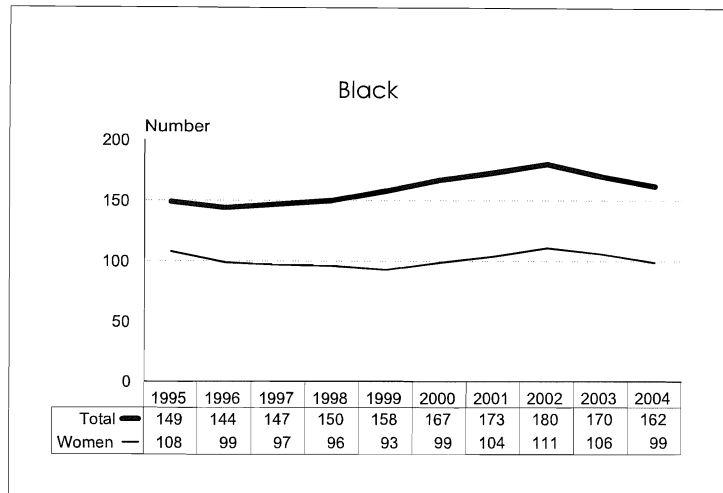
Technical Workforce, 1995-2004 Minorities by Race/Ethnicity



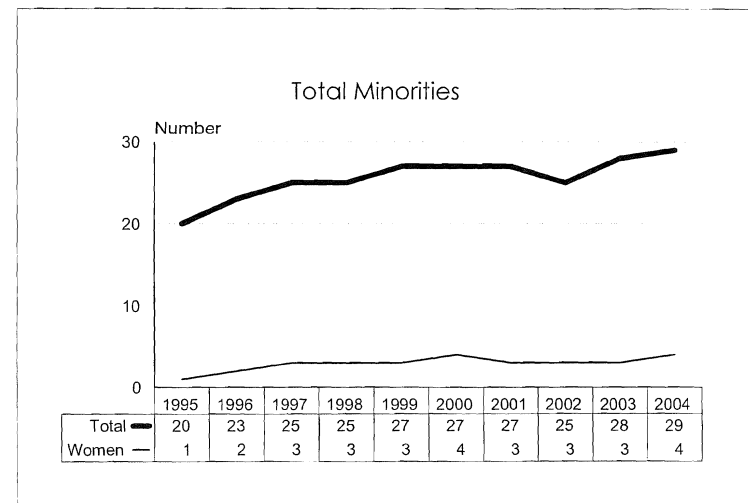
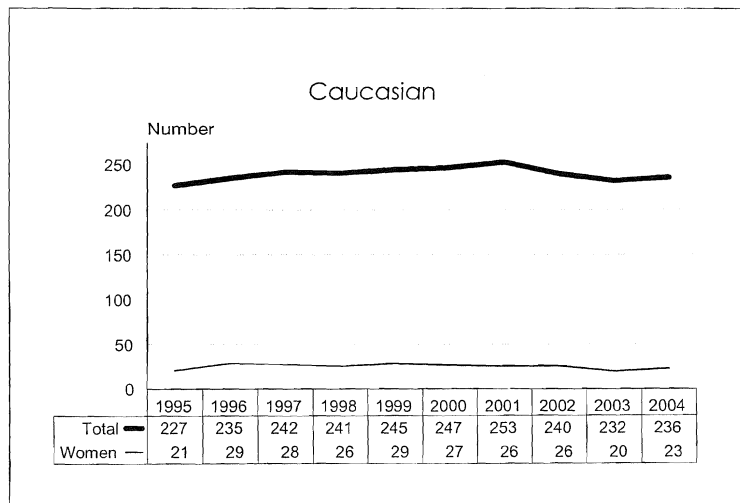
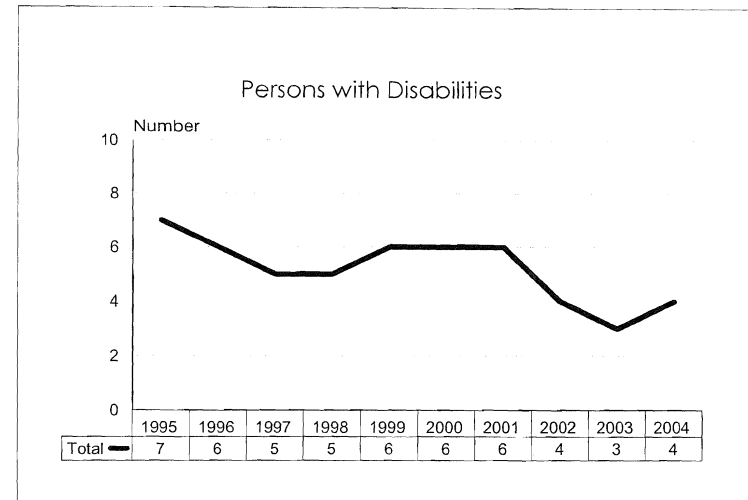
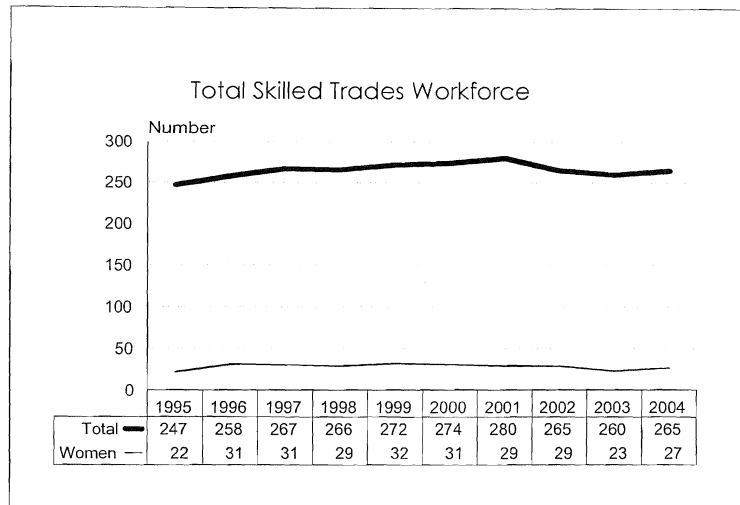
Service/Maintenance Workforce, 1995-2004



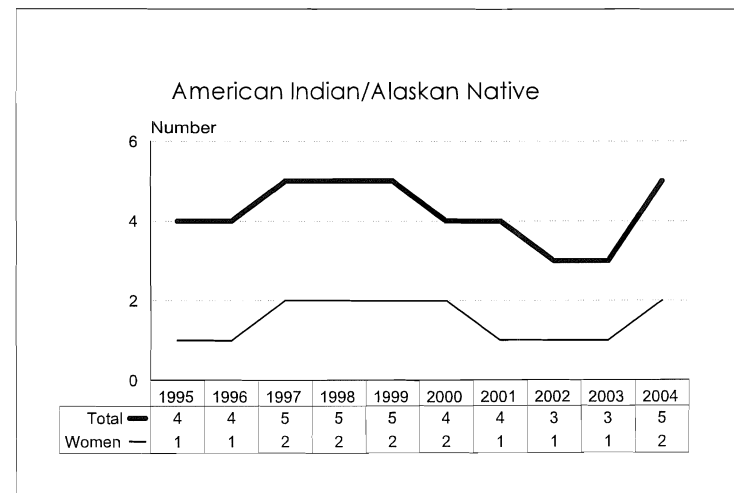
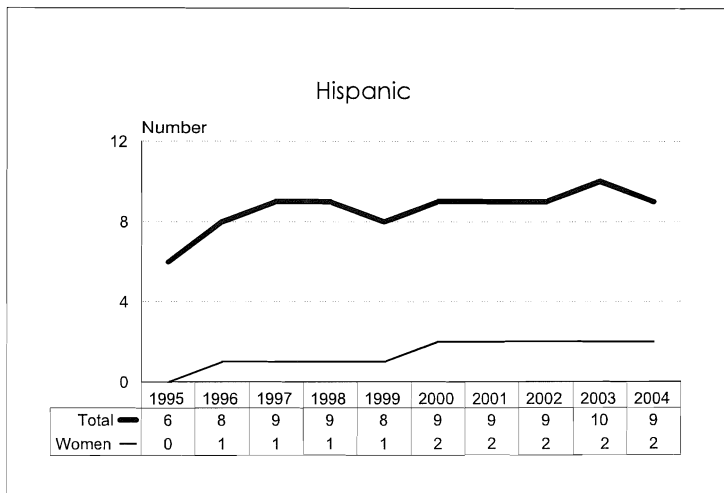
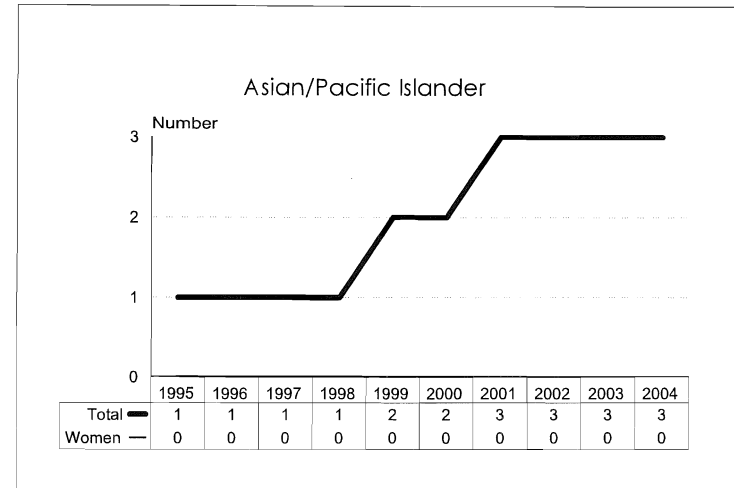
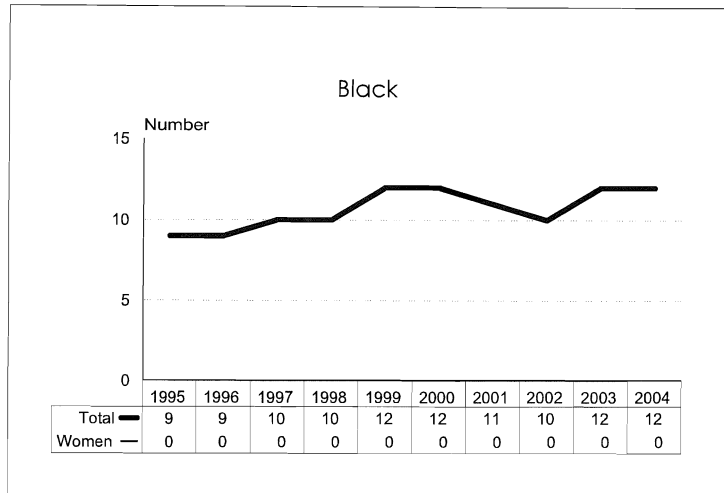
Service/Maintenance Workforce, 1995-2004 Minorities by Race/Ethnicity



Skilled Trades Workforce, 1995-2004



Skilled Trades Workforce, 1995-2004 Minorities by Race/Ethnicity



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Student Human Resources

Summary

<u>Fall 2004</u>	<u>Number</u>	<u>Percent</u>
Graduate Assistants	2,925	
Black	156	5.3%
Asian/Pacific Islander	70	2.4%
Hispanic	81	2.8%
Amer. Indian/Alaskan Native	<u>15</u>	0.5%
Total Minorities	322	11.0%
Women	1,390	47.5%

Student Human Resources

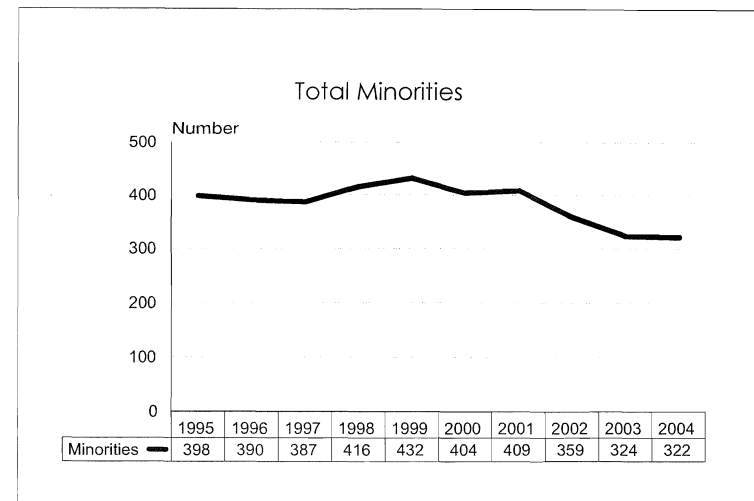
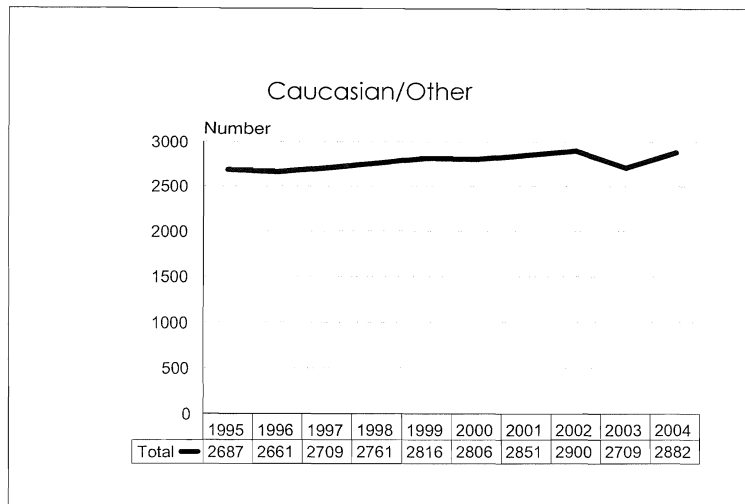
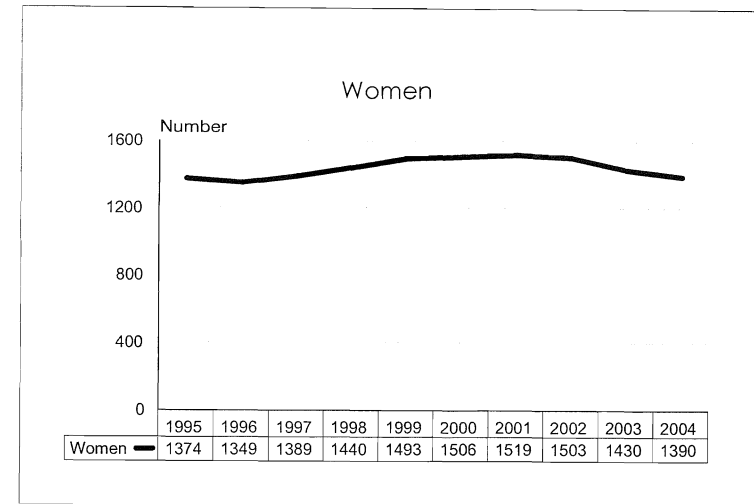
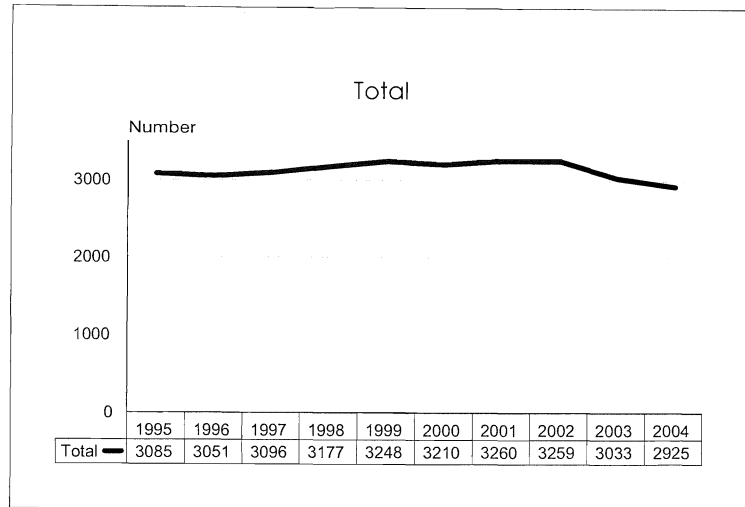
Summary

<u>Fall 2004</u>	<u>Number</u>	<u>Percent</u>
Student Employees	8,470	
Black	1,181	13.9%
Asian/Pacific Islander	434	5.1%
Hispanic	287	3.4%
Amer. Indian/Alaskan Native	<u>44</u>	0.5%
Total Minorities	1,946	23.0%
Women	4,927	58.2%

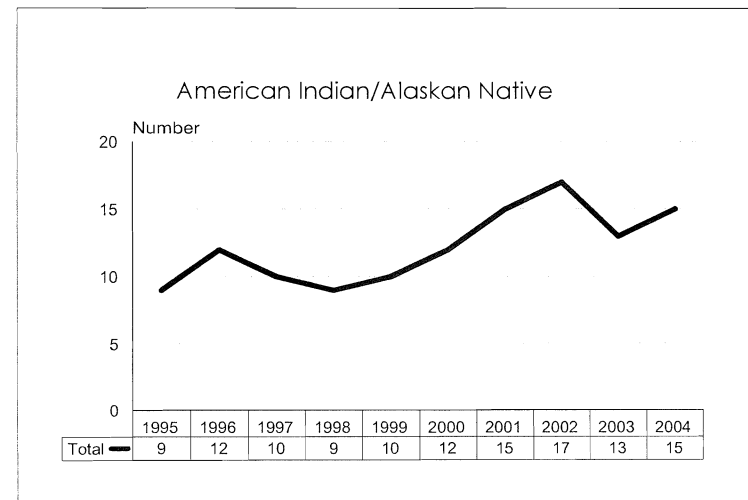
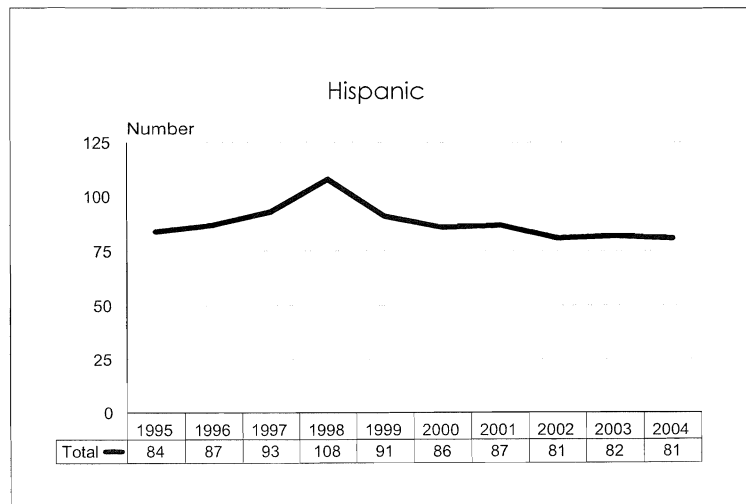
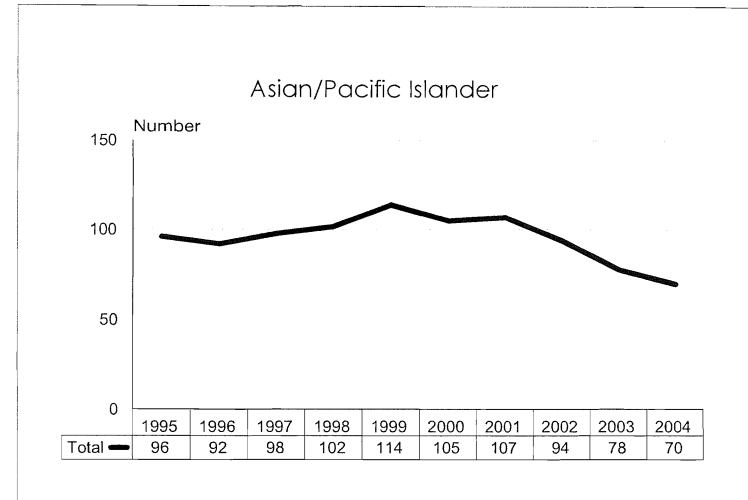
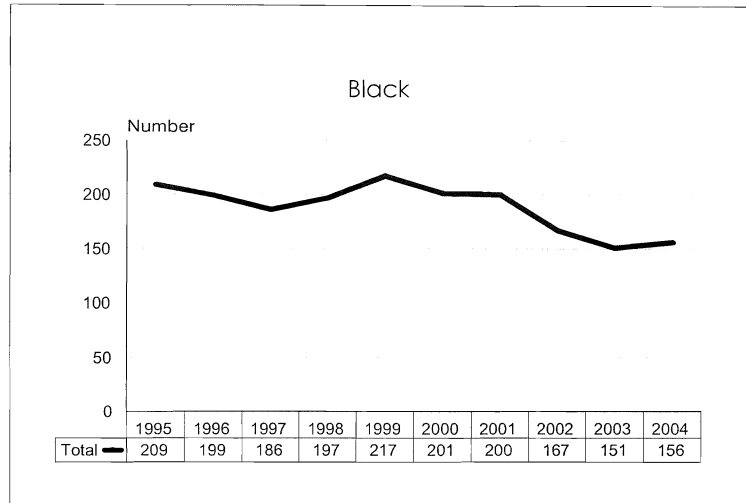
Definitions of Terms Used

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 include international students.
Student Employment Data	Student employment data in the graphs reflects the number of students actually paid for one two-week payroll period in October. The 2004 data reflects the payroll period October 11-October 24, 2004 (mid-semester). 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 2004 was 8,470. The number of students paid for the calendar year 2004, based on the number of W-4 forms on file at the Payroll Office, was 16,491.

Graduate Assistants, Fall Semesters 1995-2004



Graduate Assistants, Fall Semesters 1995-2004 Minorities by Race/Ethnicity



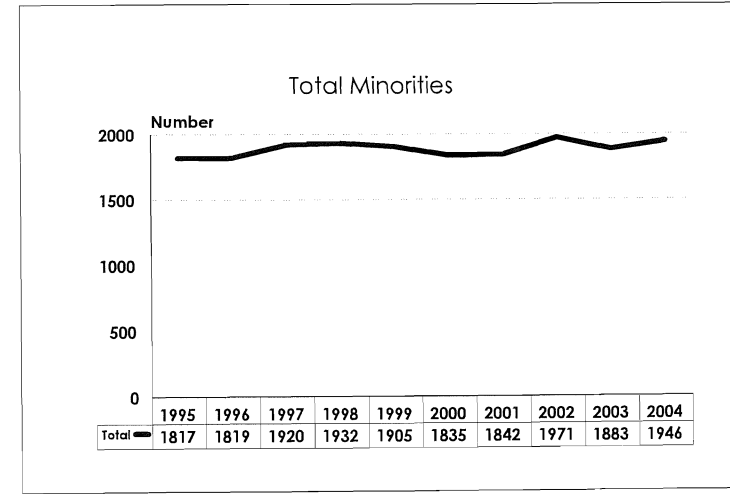
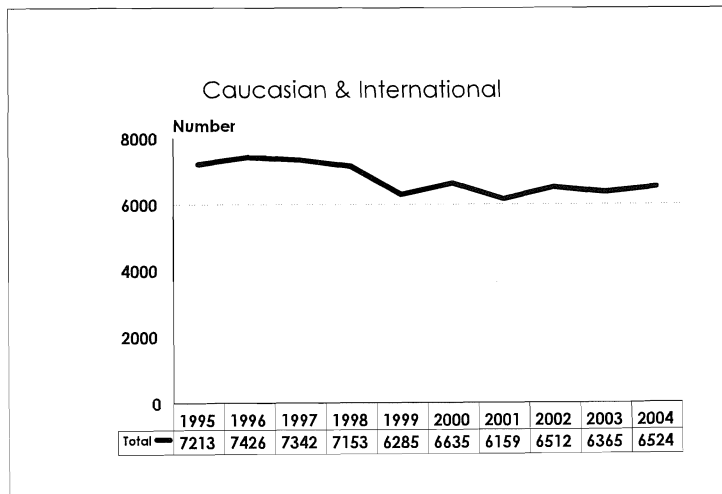
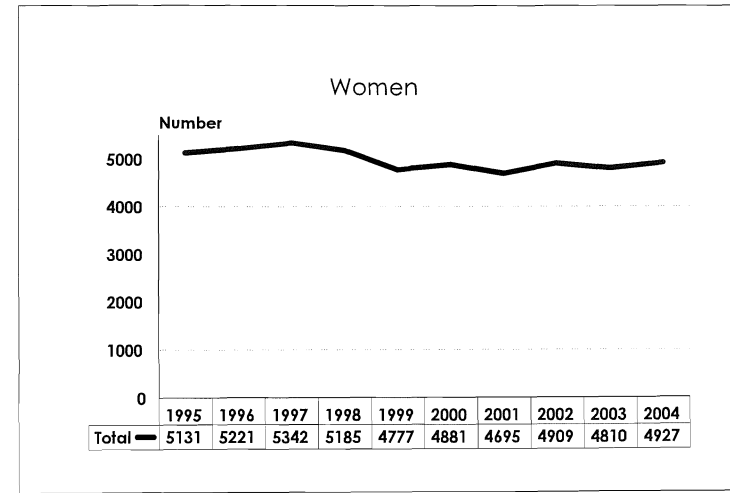
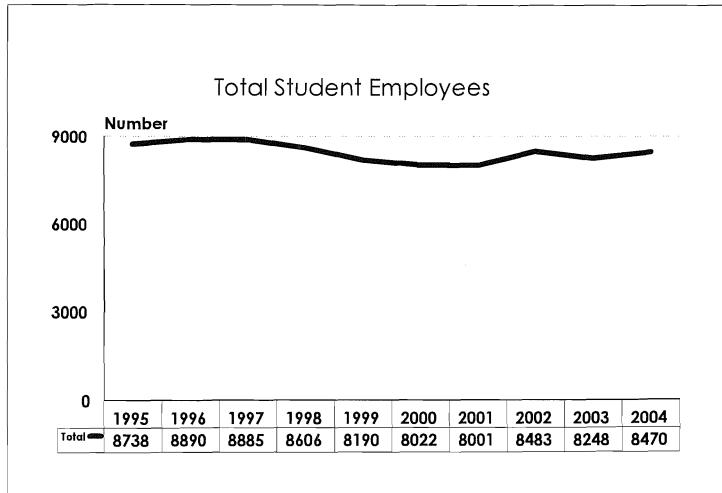
Graduate Assistants by Employing Unit, Fall Semester 2004

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	6	8	14	0	4	4	8	3	11	1	4	5	99	98	197	94	75	169	208	192	400
Arts & Letters	11	7	18	2	4	6	7	6	13	1	4	5	71	95	166	37	46	83	129	162	291
Eli Broad Business	3	7	10	4	5	9	4	1	5	1	1	2	41	21	62	48	24	72	101	59	160
Comm. Arts & Sciences	2	1	3	0	0	0	1	1	2	0	0	0	16	21	37	8	16	24	27	39	66
Education	2	15	17	3	9	12	4	2	6	0	0	0	55	109	164	31	68	99	95	203	298
Engineering	10	8	18	7	2	9	5	5	10	0	0	0	91	17	108	213	47	260	326	79	405
Human Ecology	0	2	2	0	1	1	0	1	1	0	0	0	3	15	18	4	12	16	7	31	38
Human Medicine	1	1	2	1	0	1	0	0	0	0	0	0	9	11	20	13	19	32	24	31	55
Natural Science	4	5	9	3	6	9	5	3	8	2	1	3	151	124	275	212	137	349	377	276	653
Nursing	0	2	2	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	4	4
Osteopathic Medicine	0	0	0	0	0	0	1	0	1	0	0	0	6	13	19	5	8	13	12	21	33
Social Science	6	18	24	5	5	10	2	12	14	0	0	0	87	100	187	35	49	84	135	184	319
Veterinary Medicine	0	0	0	0	0	0	1	0	1	0	0	0	6	12	18	16	6	22	23	18	41
Non-College Units	14	23	37	5	4	9	5	4	9	0	0	0	36	39	75	11	21	32	71	91	162
University Total	59	97	156	30	40	70	43	38	81	5	10	15	671	676	1,347	727	529	1,256	1,535	1,390	2,925

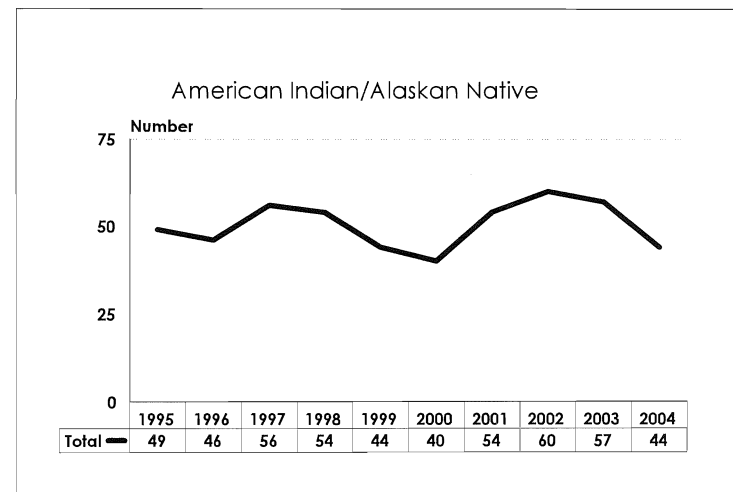
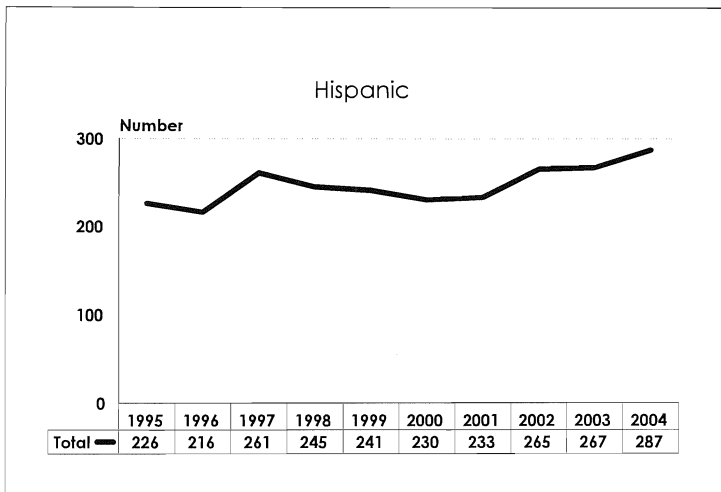
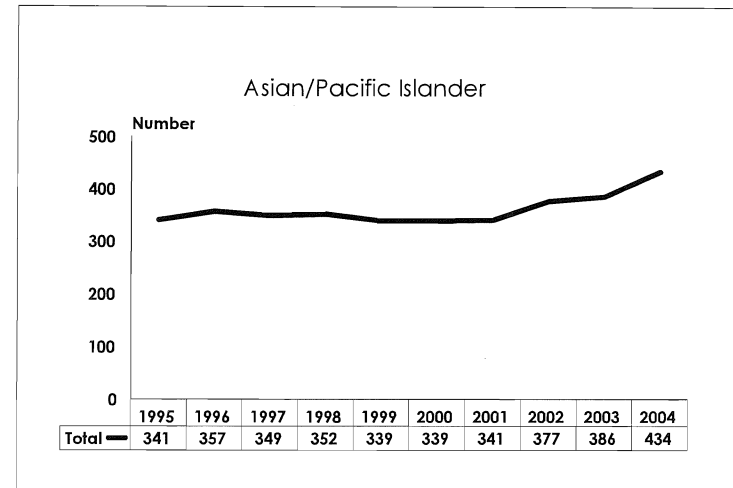
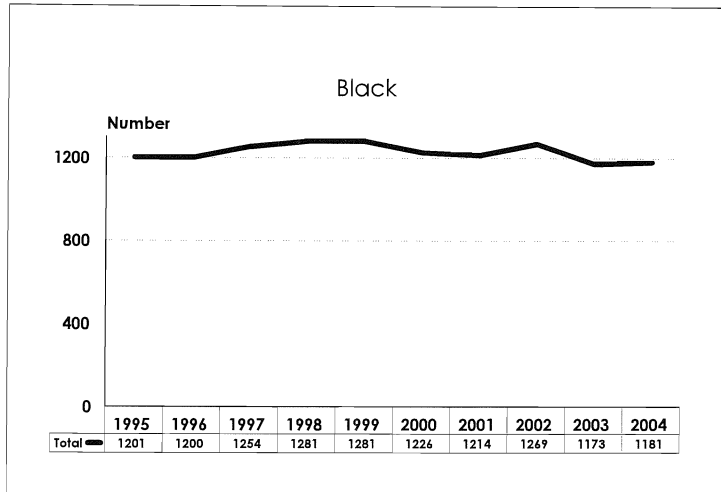
Student Employees by Employing Unit, Fall Semester 2004

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian	Total Minority	Caucasian	International	Men	Women	Total
Ag. & Natural Resources	9	3	4	0	16	136	14	69	97	166
Arts & Letters	16	10	7	0	33	178	16	82	145	227
Eli Broad Business	16	11	3	0	30	132	12	77	97	174
Comm. Arts & Sciences	5	3	1	0	9	39	2	19	31	50
Education	20	6	6	1	33	61	8	23	79	102
Engineering	16	17	4	0	37	134	28	127	72	199
Human Ecology	8	3	0	0	11	21	2	63	28	34
Human Medicine	14	7	5	0	26	92	2	40	80	120
James Madison	3	2	0	0	5	12	0	8	9	17
Natural Science	45	25	15	3	88	245	27	157	203	360
Nursing	3	1	2	0	6	21	2	7	22	29
Osteopathic Medicine	6	7	2	2	17	72	2	35	56	91
Social Science	88	13	30	2	133	166	29	127	201	328
Veterinary Medicine	13	10	6	2	31	164	1	41	155	196
Non-College Units	919	316	202	34	1,471	4,695	211	2,728	3,652	6,377
University Total	1,181	434	287	44	1,946	6,168	356	3,543	4,927	8,470

Student Employees, 1995-2004



Student Employees, 1995-2004 Minorities by Race/Ethnicity



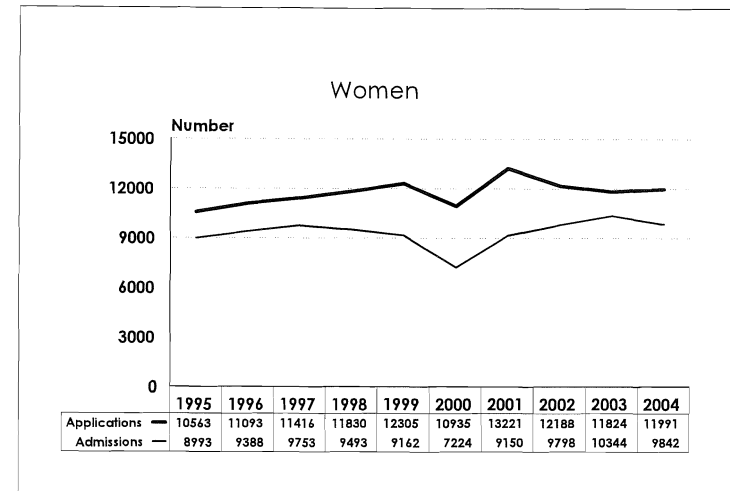
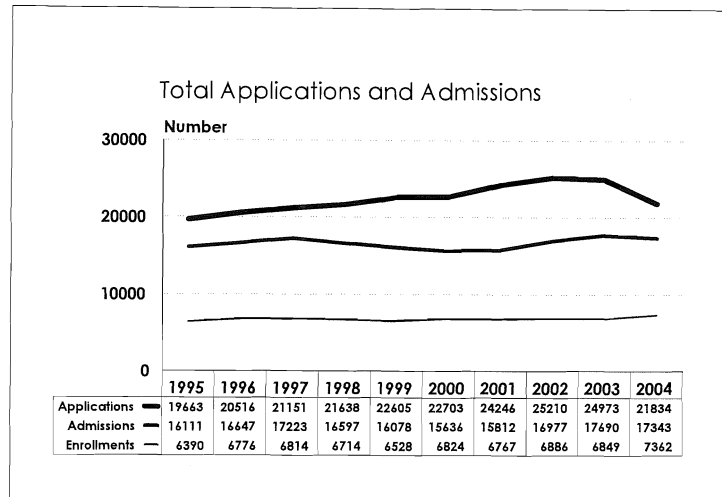
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Student Admissions Trends

Fall 2004 Admissions

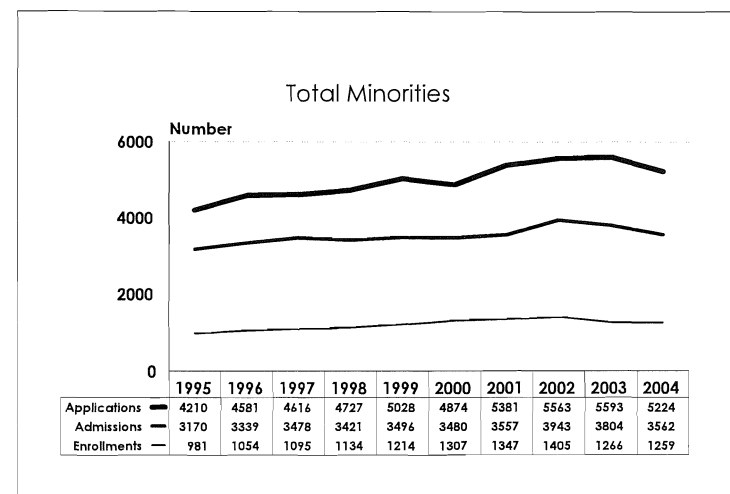
	<u>Applications</u>	<u>Admissions</u>	<u>Enrollments</u>
<u>Freshmen</u>			
Black	2,862	1,674	630
Asian/Pacific Islander	1,397	1,167	379
Hispanic	775	582	202
Amer. Indian/Alaskan Native	190	139	48
Total Minorities	5,224	3,562	1,259
Women	11,991	9,842	4,075
<u>Transfer</u>			
Black	270	79	54
Asian/Pacific Islander	170	106	63
Hispanic	126	66	48
Amer. Indian/Alaskan Native	40	15	6
Total Minorities	606	266	171
Women	2,113	1,206	812
<u>Graduate</u>			
Black	294	147	91
Asian/Pacific Islander	232	112	63
Hispanic	156	70	38
Amer. Indian/Alaskan Native	28	21	18
Total Minorities	710	350	210
Women	4,252	1,474	862

Freshmen Admission Trends, 1995-2004

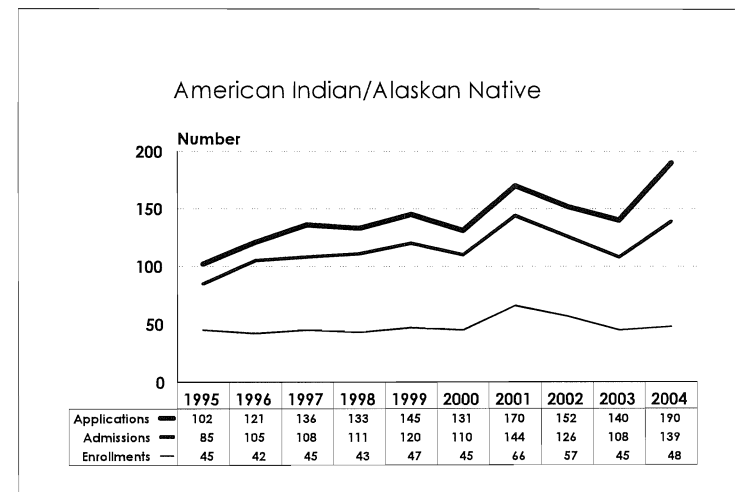
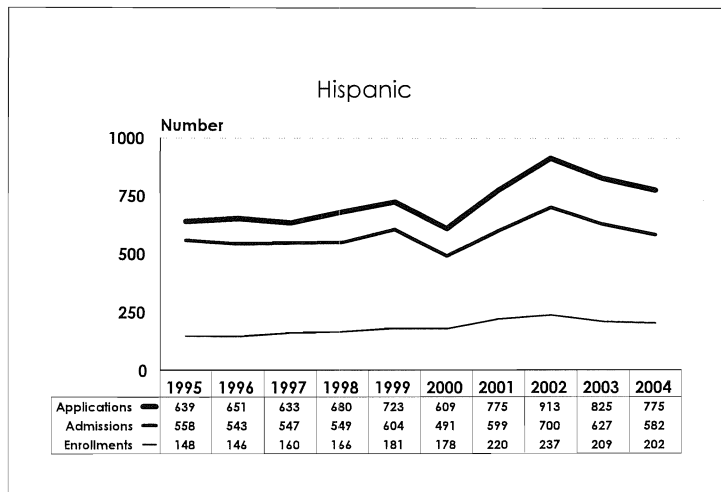
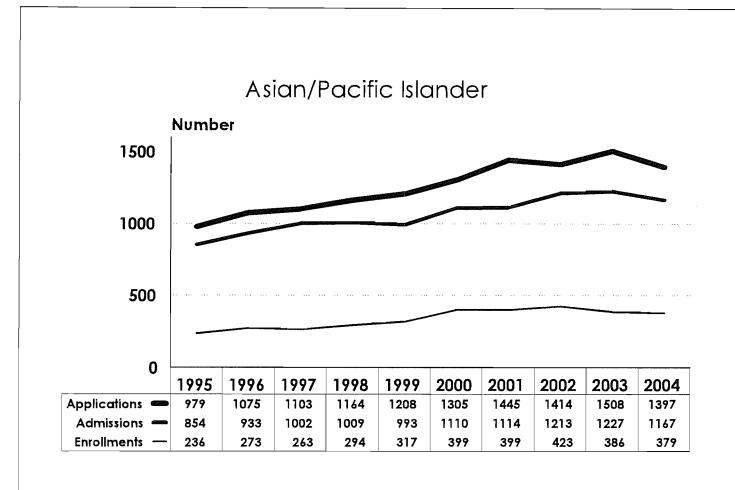
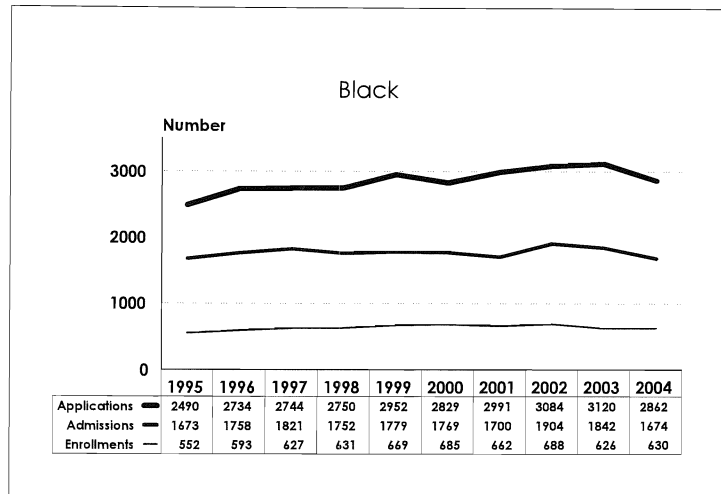


Persons with Disabilities

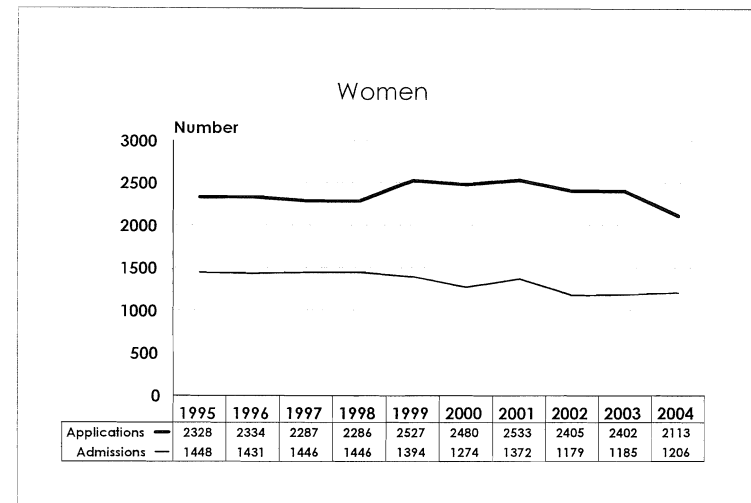
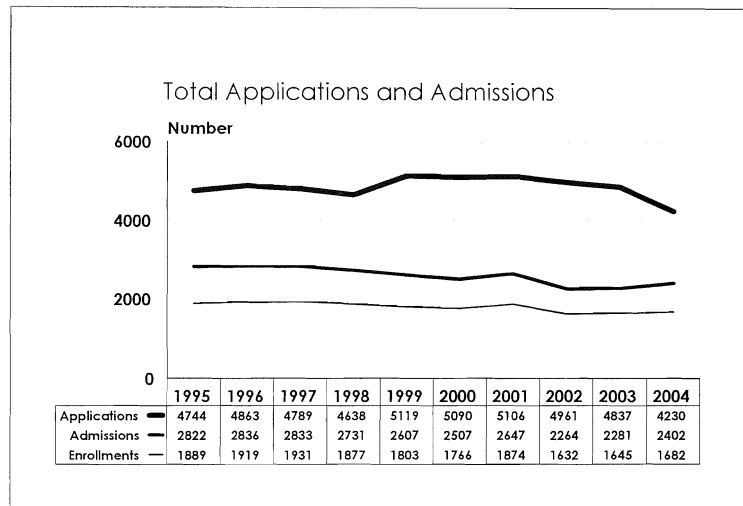
Identification of persons with disabilities is requested after students are admitted.



Freshmen Admission Trends, 1995-2004 Minorities by Race/Ethnicity

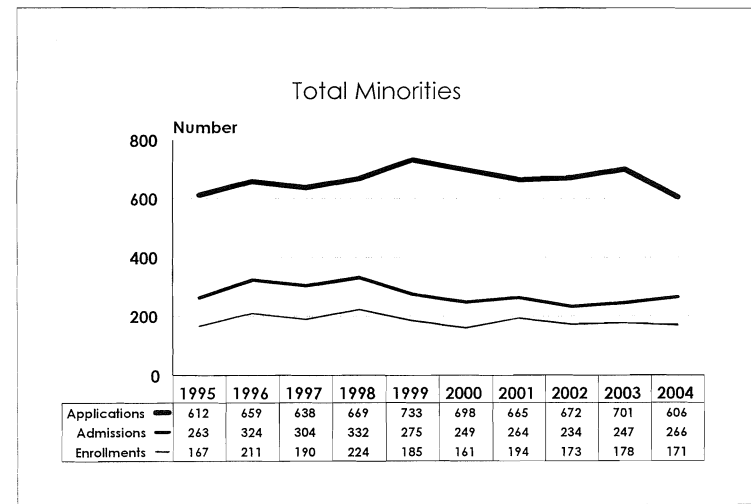


Transfer Student Admission Trends, 1995-2004

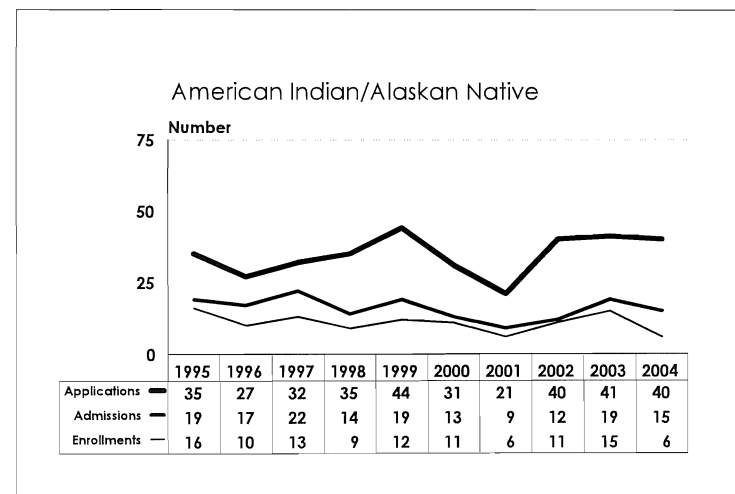
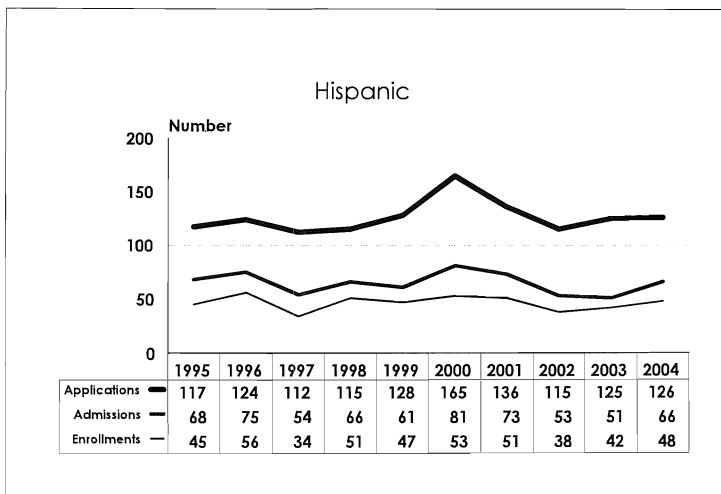
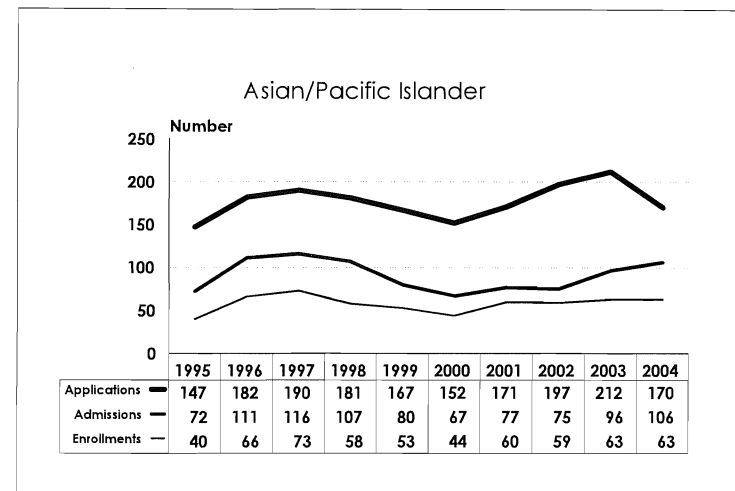
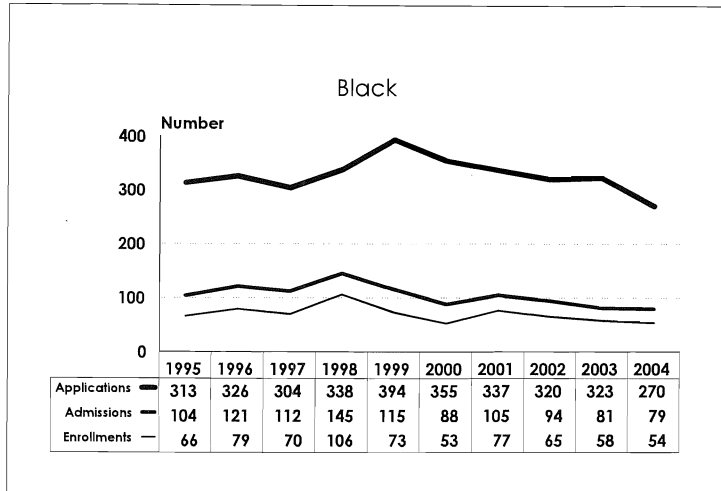


Persons with Disabilities

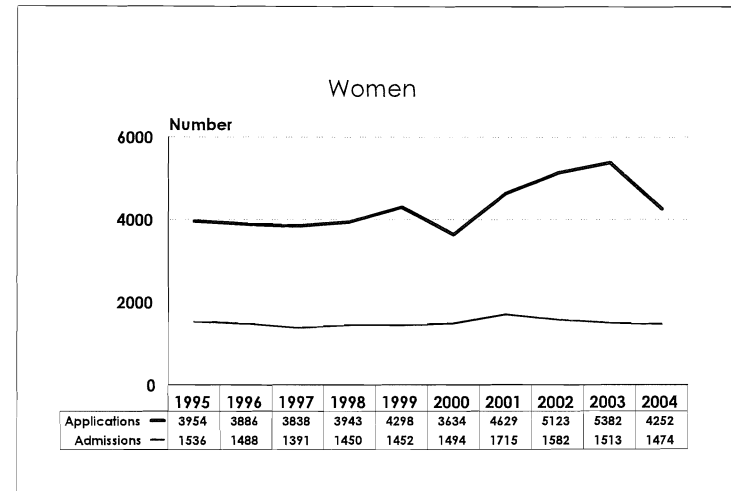
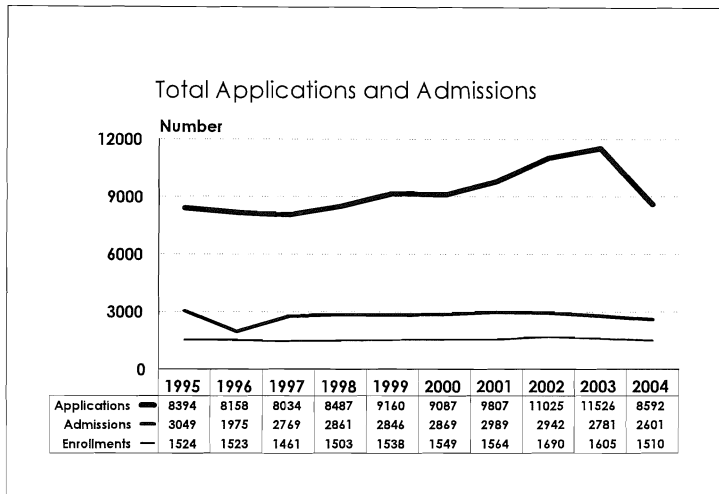
Identification of persons with disabilities is requested after students are admitted.



Transfer Student Admission Trends, 1995-2004 Minorities by Race/Ethnicity

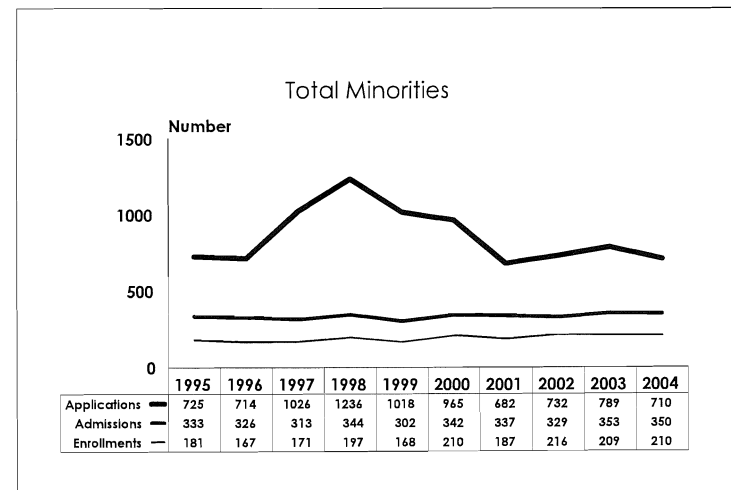


Graduate Student Admission Trends, 1995-2004

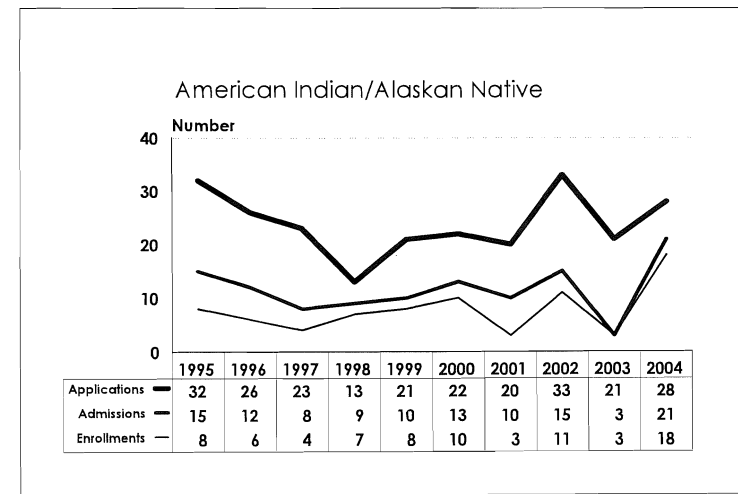
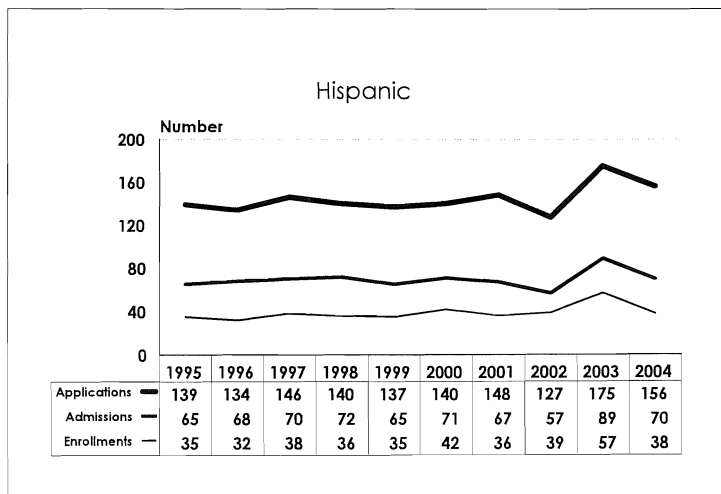
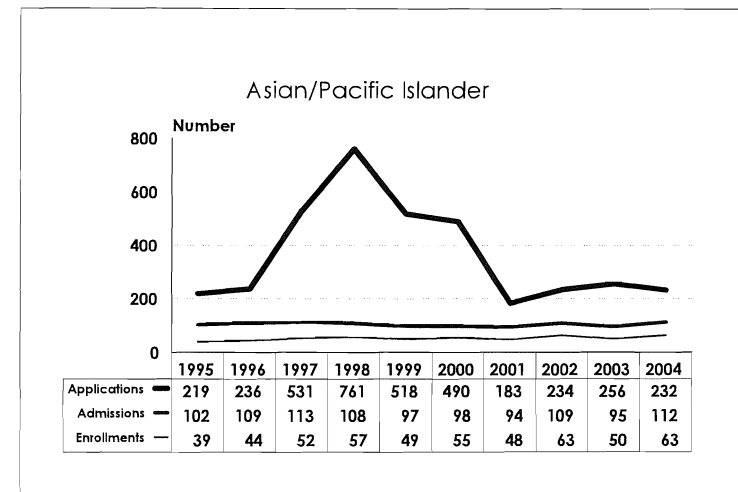
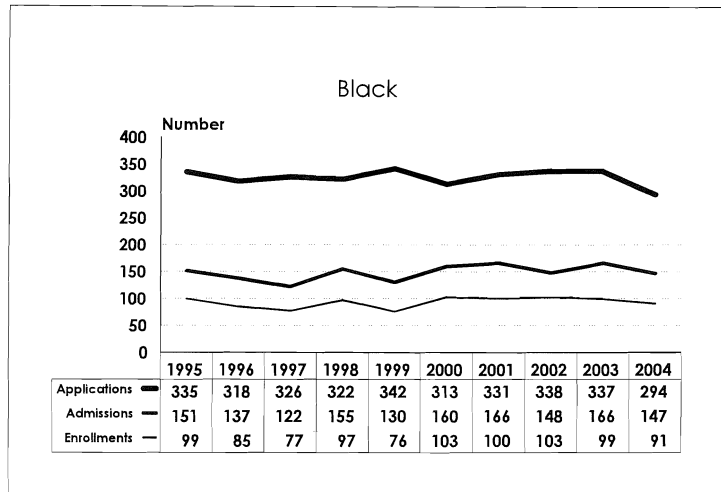


Persons with Disabilities

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



Graduate Student Admission Trends, 1995-2004 Minorities by Race/Ethnicity



Student Applications, Admissions, and Enrollments, 2003-2004

Category	Applications			Admissions			Number Enrolled of Number Admitted		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Freshmen									
Black	1,098	1,764	2,862	577	1,097	1,674	228	402	630
Asian/Pacific Islander	691	706	1,397	544	623	1,167	189	190	379
Hispanic	332	443	775	235	347	582	93	109	202
Amer. Indian/Alaskan Native	78	112	190	57	82	139	20	28	48
Total Minorities	2,199	3,025	5,224	1,413	2,149	3,562	530	729	1,259
Caucasian	6,961	8,483	15,444	5,599	7,340	12,939	2,597	3,244	5,841
Other/No Response	134	159	293	111	128	239	45	34	79
International	549	324	873	378	225	603	115	68	183
Freshmen Total	9,373	11,991	21,834	7,501	9,842	17,343	3,287	4,075	7,362
Transfer Students									
Black	117	153	270	36	43	79	23	31	54
Asian/Pacific Islander	86	84	170	52	54	106	29	34	63
Hispanic	61	65	126	34	32	66	29	19	48
Amer. Indian/Alaskan Native	16	24	40	3	12	15	2	4	6
Total Minorities	280	326	606	125	141	266	83	88	171
Caucasian	1,601	1,600	3,201	955	959	1,914	730	681	1,411
Other/No Response	29	26	55	12	12	24	10	7	17
International	207	161	368	104	94	198	47	36	83
Transfer Student Total	2,117	2,113	4,230	1,196	1,206	2,402	870	812	1,682
Graduate Students									
Black	91	203	294	39	108	147	22	69	91
Asian/Pacific Islander	109	123	232	57	55	112	32	31	63
Hispanic	72	84	156	32	38	70	15	23	38
Amer. Indian/Alaskan Native	13	15	28	8	13	21	7	11	18
Total Minorities	285	425	710	136	214	350	76	134	210
Caucasian	1,249	1,820	3,069	594	870	1,464	354	521	875
Other/No Response	86	68	154	37	30	67	21	21	42
International	2,720	1,939	4,659	360	360	720	197	186	383
Graduate Student Total	4,340	4,252	8,592	1,127	1,474	2,601	648	862	1,510

Student Enrollments

Summary

<u>Fall 2004</u>	<u>University Total</u>	<u>Domestic Total</u>	<u>Percent of Domestic</u>
Undergraduate	35,408	34,263	
Black		2,954	8.6%
Asian/Pacific Islander		1,931	5.6%
Hispanic		982	2.9%
Amer. Indian/Alaskan Native		237	0.7%
Total Minorities		6,104	17.8%
Women	18,796	18,286	53.3%
Persons with Disabilities	618		
Graduate	9,428	7,258	
Black		530	7.3%
Asian/Pacific Islander		418	5.8%
Hispanic		284	3.9%
Amer. Indian/Alaskan Native		57	0.8%
Total Minorities		1,289	17.8%
Women	5,367	4,412	60.8%
Persons with Disabilities	87		
Total	44,836	41,521	
Black		3,484	8.4%
Asian/Pacific Islander		2,349	5.7%
Hispanic		1,266	3.0%
Amer. Indian/Alaskan Native		294	0.7%
Total Minorities		7,393	17.8%
Women	24,163	22,698	54.7%
Persons with Disabilities	705		

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 2004

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	90	53	143	49	22	71	31	18	49	13	8	21	1,419	793	2,212	13	31	44	1,615	925	2,540
Arts & Letters	52	99	151	31	49	80	28	45	73	6	13	19	684	1,252	1,936	35	56	91	836	1,514	2,350
Eli Broad Business	158	217	375	210	157	367	68	56	124	12	6	18	2,457	1,613	4,070	219	141	360	3,124	2,190	5,314
Comm. Arts & Sci.	149	206	355	81	97	178	48	47	95	7	11	18	973	1,466	2,439	53	54	107	1,311	1,881	3,192
Education	37	99	136	10	36	46	12	39	51	4	11	15	295	1,184	1,479	2	4	6	360	1,373	1,733
Engineering	161	85	246	193	40	233	55	8	63	12	2	14	1,992	366	2,358	138	25	163	2,551	526	3,077
Human Ecology	52	155	207	9	70	79	10	53	63	1	11	12	92	1,166	1,258	10	24	34	174	1,479	1,653
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	15	35	50	24	31	55	17	17	34	3	5	8	471	505	976	7	6	13	537	599	1,136
Natural Science	122	306	428	210	225	435	60	77	137	8	23	31	1,883	2,309	4,192	47	60	107	2,330	3,000	5,330
Nursing	3	73	76	9	23	32	6	7	13	1	6	7	36	489	525	2	3	5	57	601	658
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	210	389	599	117	126	243	78	103	181	23	31	54	1,985	2,198	4,183	45	37	82	2,458	2,884	5,342
Veterinary Medicine	6	19	25	3	9	12	2	11	13	0	6	6	44	292	336	2	3	5	57	340	397
No Preference	74	89	163	48	52	100	38	48	86	8	6	14	972	1,223	2,195	62	66	128	1,202	1,484	2,686
University Total	1,129	1,825	2,954	994	937	1,931	453	529	982	98	139	237	13,303	14,856	28,159	635	510	1,145	16,612	18,796	35,408

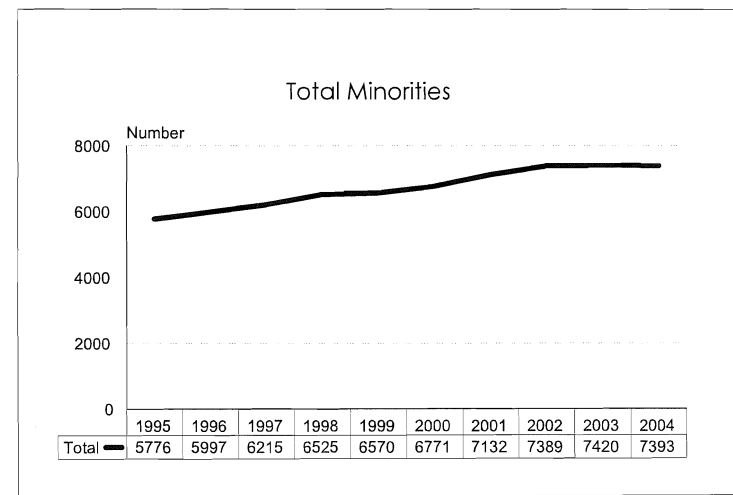
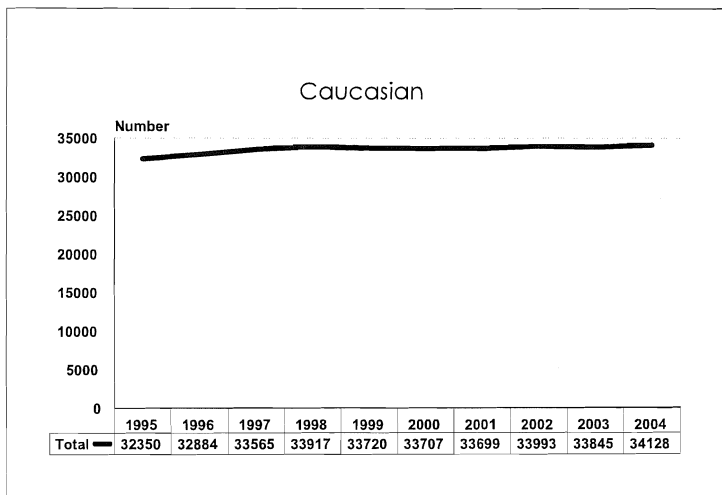
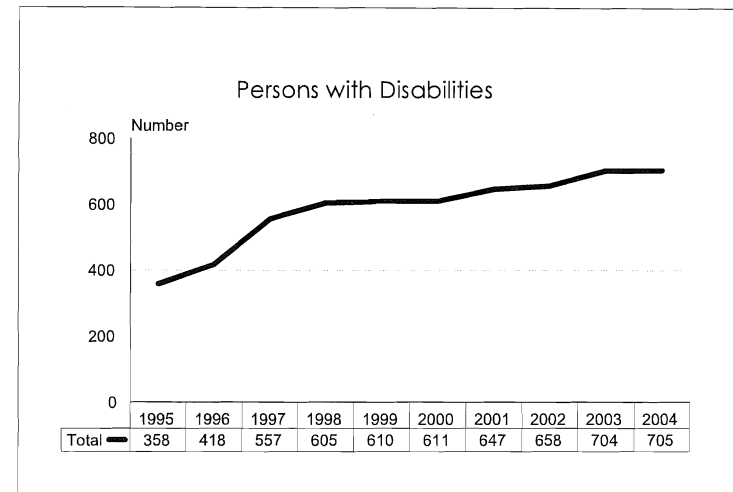
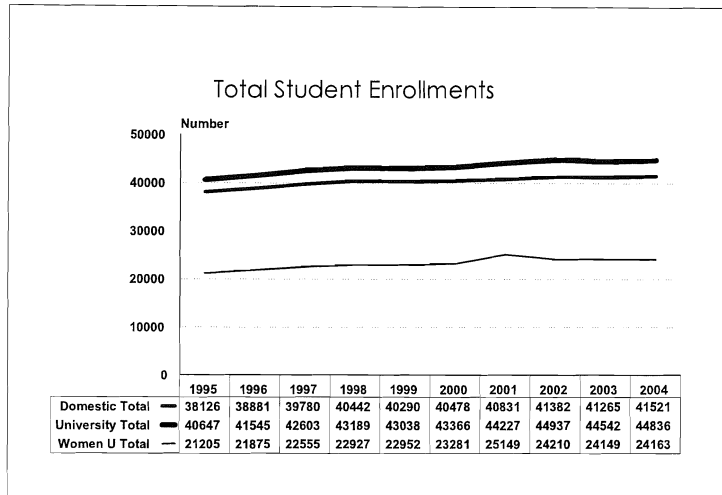
Michigan State University
Graduate Student Enrollments, Fall 2004

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	5	9	14	5	11	16	12	8	20	1	4	5	171	161	332	151	105	256	345	298	643
Arts & Letters	18	17	35	3	11	14	10	8	18	3	4	7	148	191	339	68	116	184	250	347	597
Eli Broad Business	21	26	47	55	18	73	8	6	14	2	1	3	347	133	480	139	64	203	572	248	820
Comm. Arts & Sci.	6	12	18	2	6	8	1	3	4	0	0	0	54	119	173	42	61	103	105	201	306
Education	39	62	101	15	27	42	13	21	34	2	7	9	296	668	964	59	122	181	424	907	1331
Engineering	13	10	23	14	6	20	9	6	15	0	0	0	134	26	160	278	57	335	448	105	553
Human Ecology	1	15	16	0	6	6	0	3	3	0	0	0	16	94	110	6	41	47	23	159	182
Human Medicine	16	40	56	28	32	60	19	18	37	0	3	3	136	169	305	15	16	31	214	278	492
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	6	4	10	6	9	15	10	6	16	2	1	3	222	189	411	251	193	444	497	402	899
Nursing	0	9	9	0	4	4	0	2	2	0	0	0	11	103	114	0	3	3	11	121	132
Osteopathic Medicine	6	4	10	19	38	57	5	6	11	1	2	3	232	224	456	4	4	8	267	278	545
Social Science	31	75	106	18	22	40	22	33	55	2	7	9	219	484	703	96	87	183	388	708	1,096
Veterinary Medicine	1	11	12	5	16	21	8	16	24	2	7	9	79	346	425	22	17	39	117	413	530
Lifelong Education	69	100	169	78	67	145	40	43	83	9	12	21	929	1,219	2,148	442	354	796	1,567	1,795	3,362
University Total	188	342	530	185	233	418	127	157	284	18	39	57	2,328	3,641	5,969	1,215	955	2,170	4,061	5,367	9,428

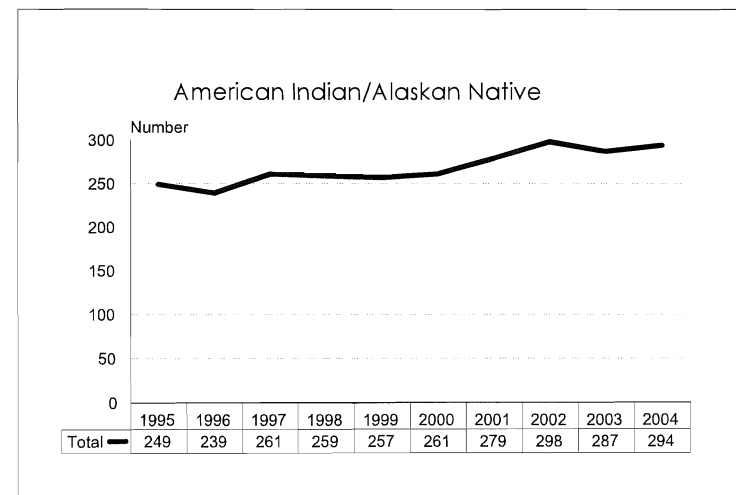
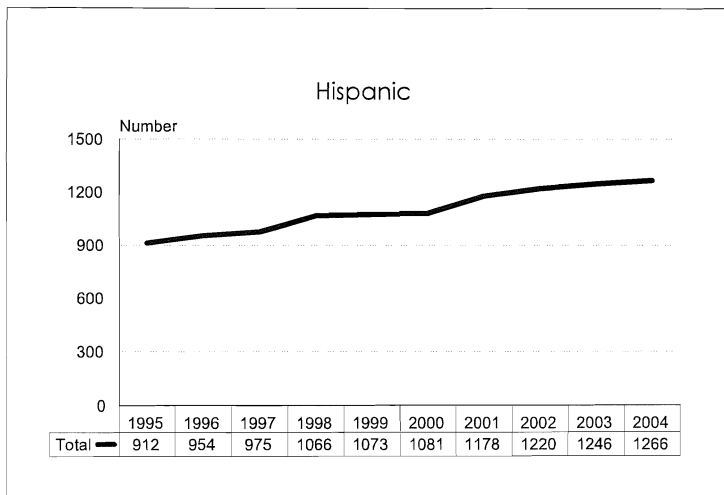
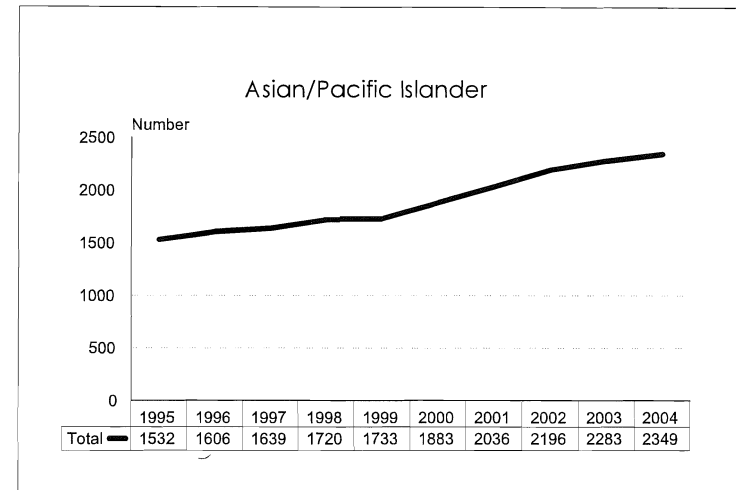
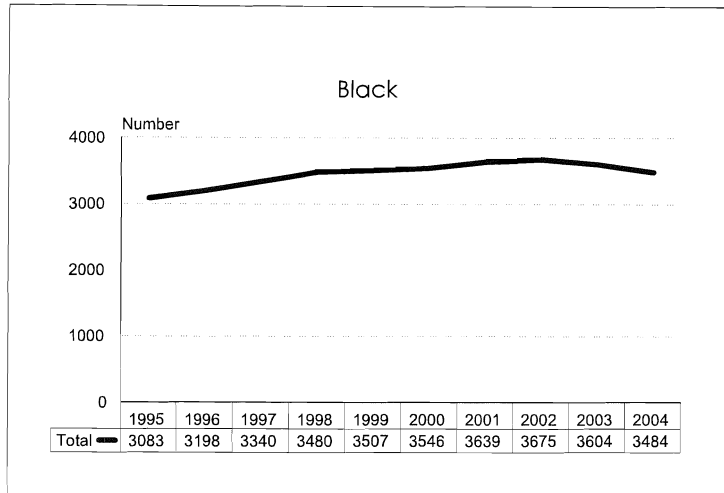
Michigan State University
Total Student Enrollments, Fall 2004

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	95	62	157	54	33	87	43	26	69	14	12	26	1,590	954	2,544	172	118	290	1,968	1,205	3,173
Arts & Letters	70	116	186	34	60	94	38	53	91	9	17	26	832	1,443	2,275	103	172	275	1,086	1,861	2,947
Eli Broad Business	179	243	422	265	175	440	76	62	138	14	7	21	2,804	1,746	4,550	358	205	563	3,696	2,438	6,134
Comm. Arts & Sci.	155	218	373	83	103	186	49	50	99	7	11	18	1,027	1,585	2,612	95	115	210	1,416	2,082	3,498
Education	76	161	237	25	63	88	25	60	85	6	18	24	591	1,852	2,443	61	126	187	784	2,280	3,064
Engineering	174	95	269	207	46	253	64	14	78	12	2	14	2,126	392	2,518	416	82	498	2,999	631	3,630
Human Ecology	53	170	223	9	76	85	10	56	66	1	11	12	108	1,260	1,368	16	65	81	197	1,638	1,835
Human Medicine	16	40	56	28	32	60	19	18	37	0	3	3	136	169	305	15	16	31	214	278	492
James Madison	15	35	50	24	31	55	17	17	34	3	5	8	471	505	976	7	6	13	537	599	1,136
Natural Science	128	310	438	216	234	450	70	83	153	10	24	34	2,105	2,498	4,603	298	253	551	2,827	3,402	6,229
Nursing	3	82	85	9	27	36	6	9	15	1	6	7	47	592	639	2	6	8	68	722	790
Osteopathic Med.	6	4	10	19	38	57	5	6	11	1	2	3	232	224	456	4	4	8	267	278	545
Social Science	241	464	705	135	148	283	100	136	236	25	38	63	2,204	2,682	4,886	141	124	265	2,846	3,592	6,438
Veterinary Medicine	7	30	37	8	25	33	10	27	37	2	13	15	123	638	761	24	20	44	174	753	927
No Pref./Lifelong Ed.	99	137	236	63	79	142	48	69	117	11	9	20	1,235	1,957	3,192	138	153	291	1,594	2,404	3,998
University Total	1,317	2,167	3,484	1,179	1,170	2,349	580	686	1,266	116	178	294	15,631	18,497	34,128	1,850	1,465	3,315	20,673	24,163	44,836

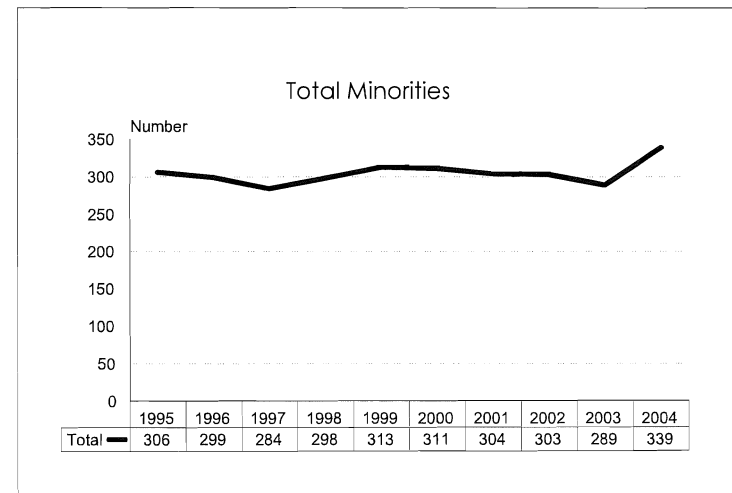
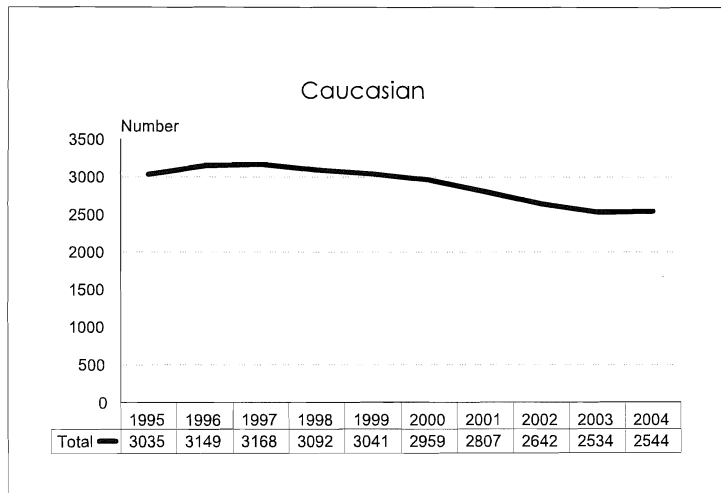
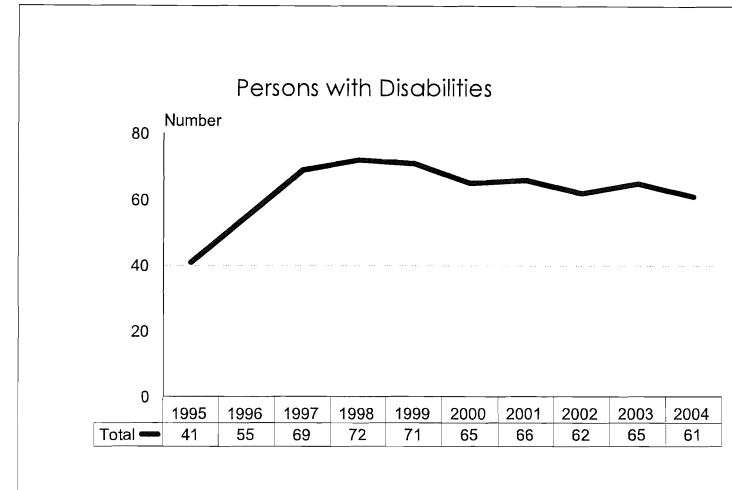
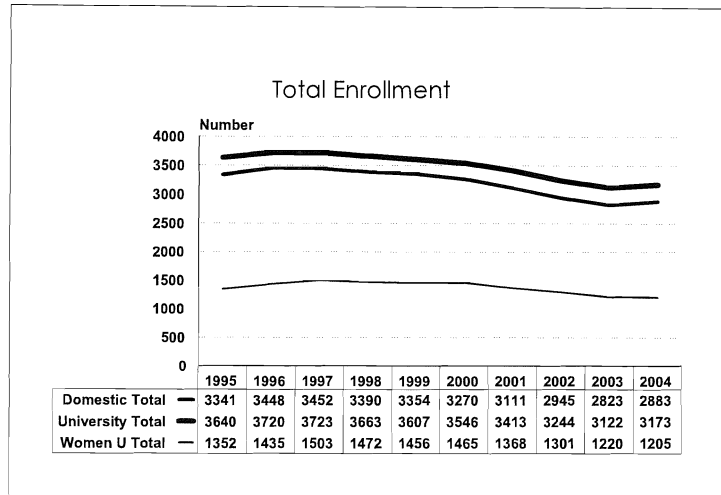
Student Enrollments, 1995-2004



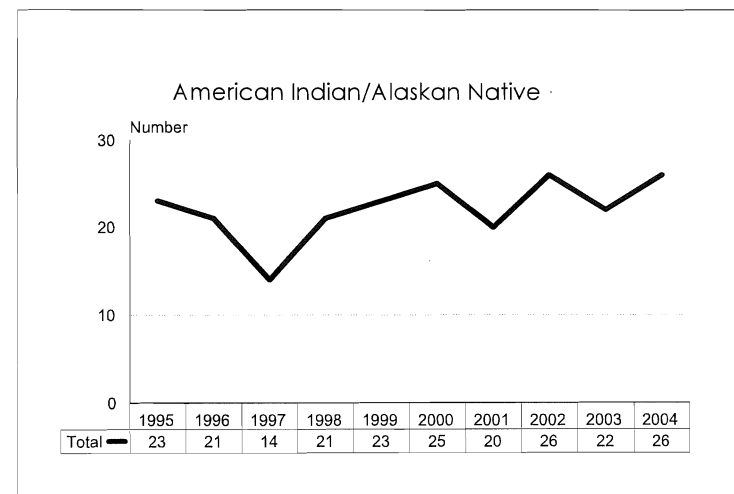
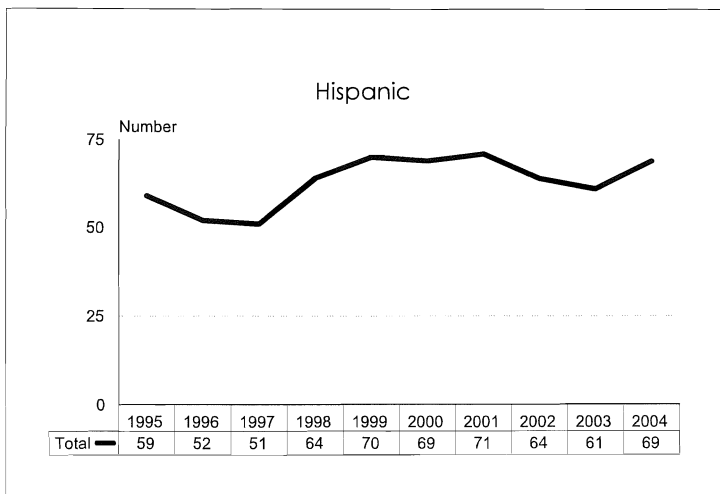
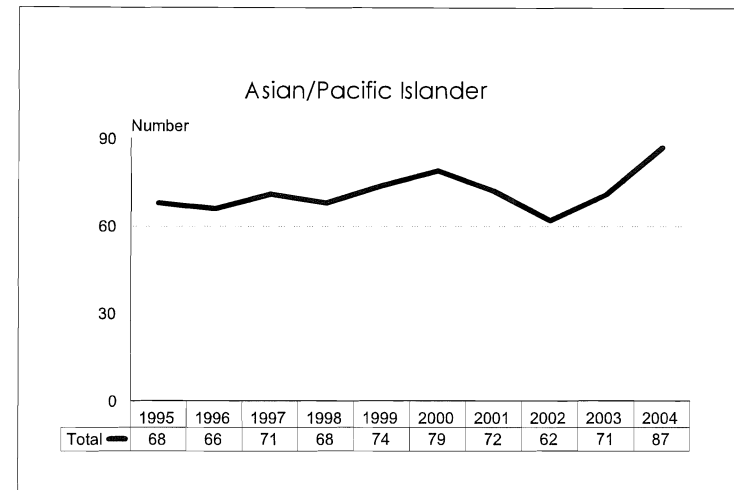
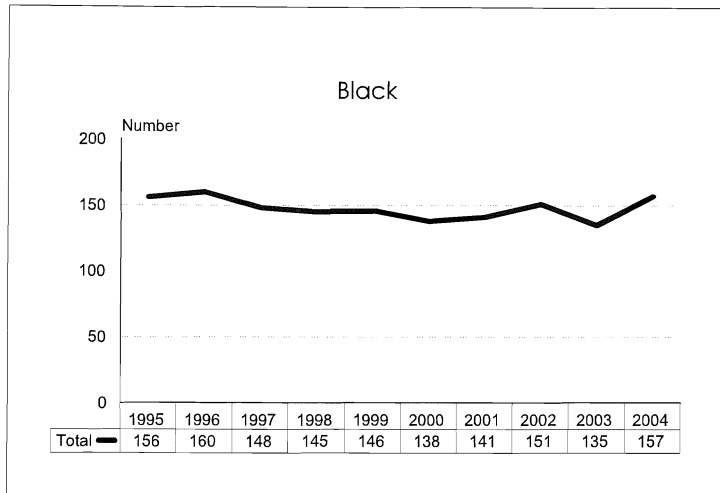
Student Enrollments, 1995-2004 Minorities by Race/Ethnicity



College of Agriculture and Natural Resources Student Enrollment Trends, 1995-2004

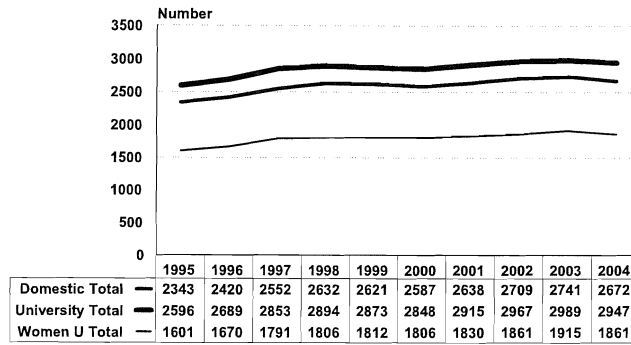


College of Agriculture and Natural Resources
Minority Student Enrollments by Race/Ethnicity, 1995-2004

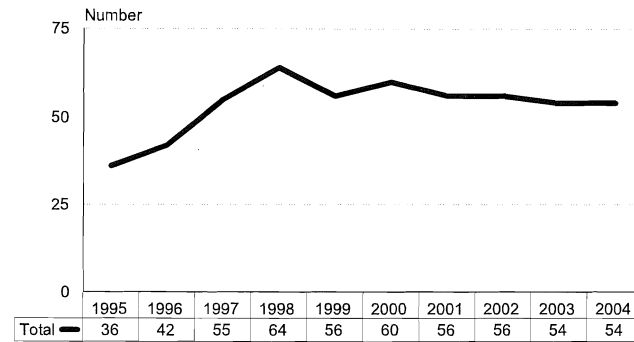


College of Arts and Letters Student Enrollment Trends, 1995-2004

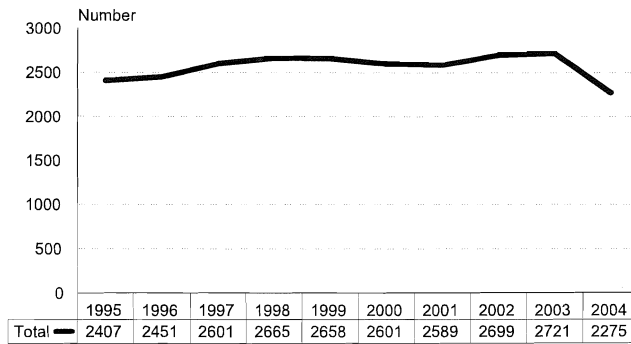
Total Enrollment



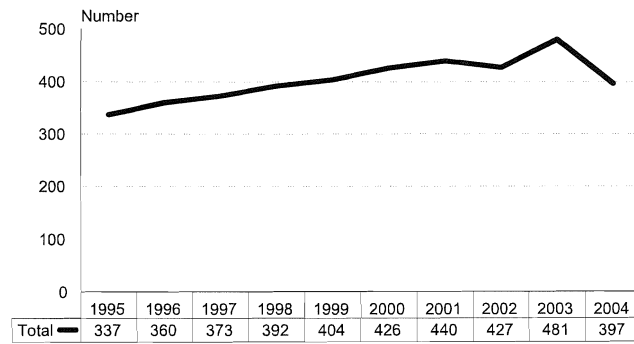
Persons with Disabilities



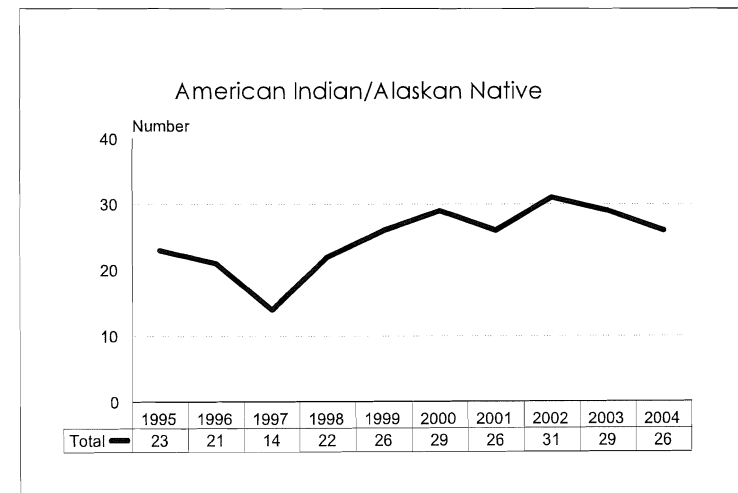
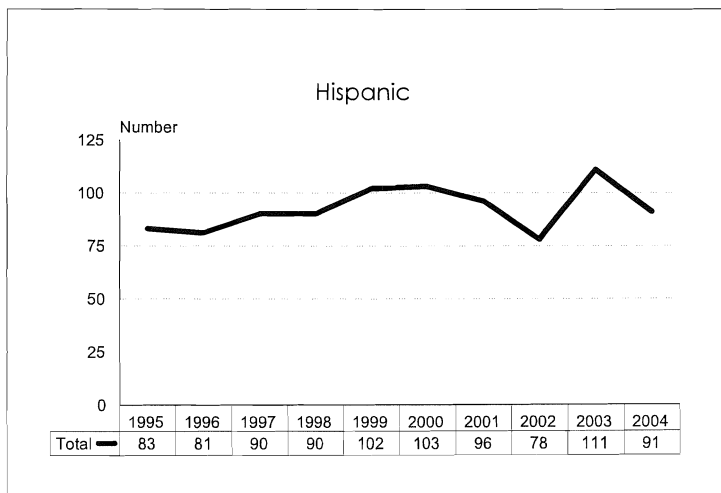
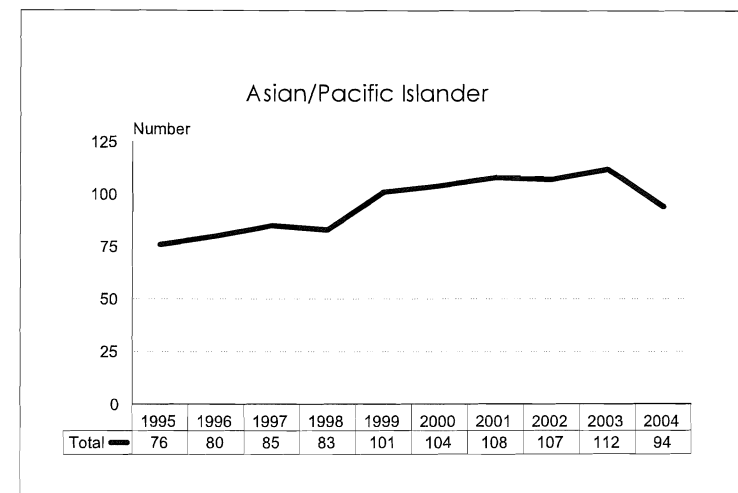
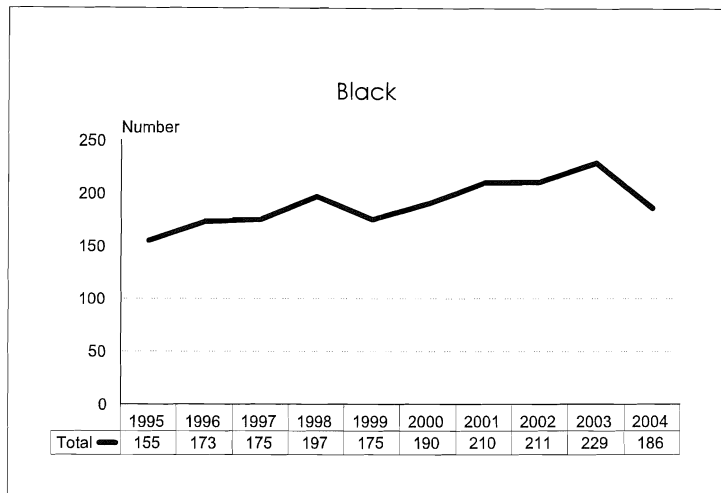
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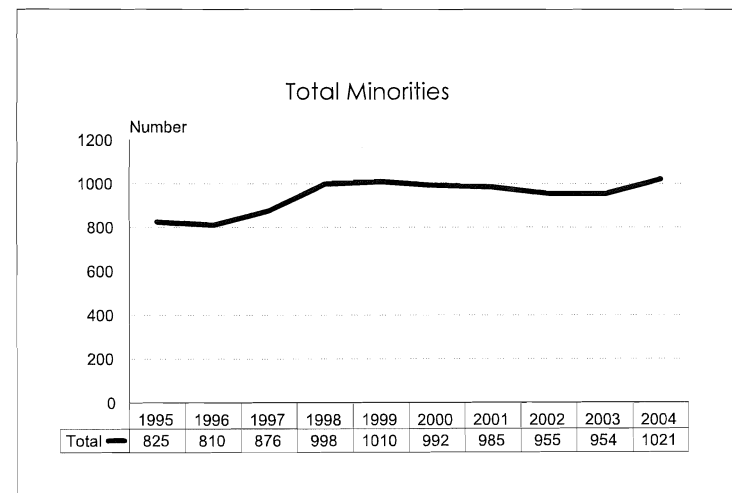
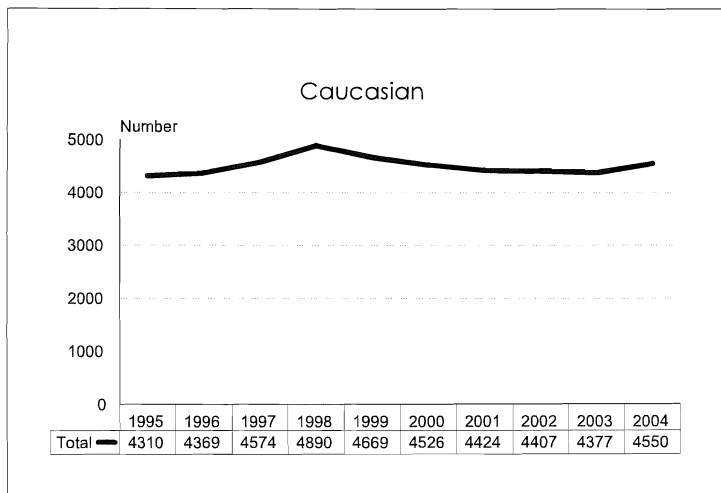
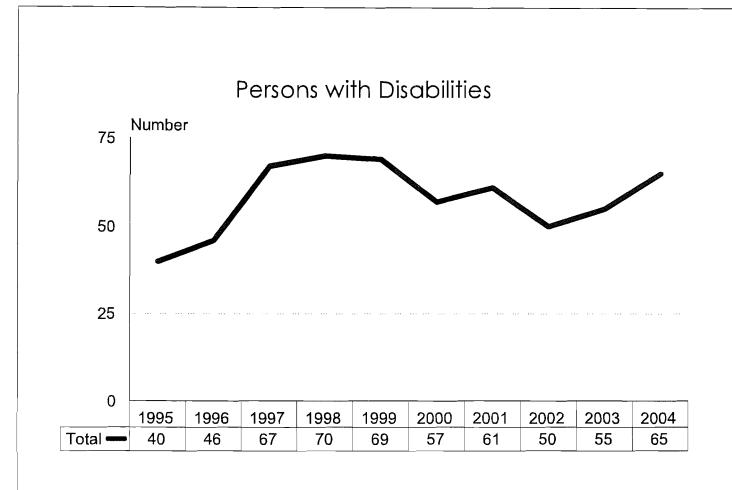
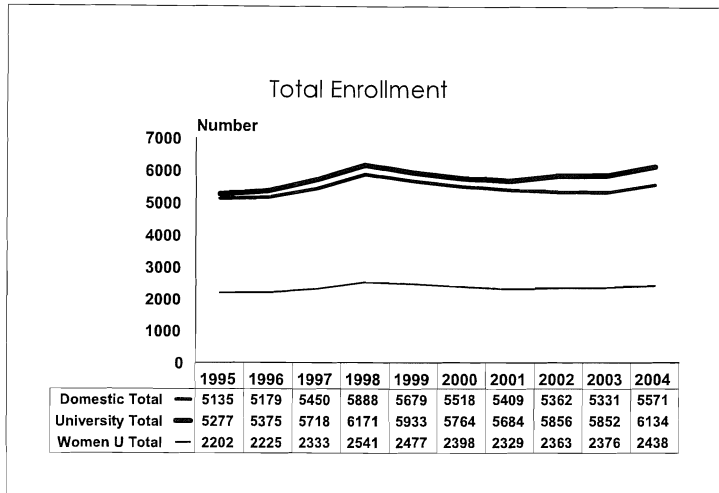
Total Minorities



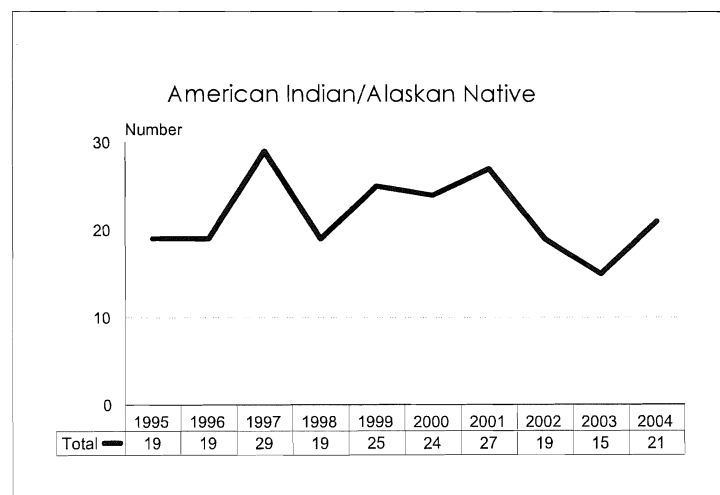
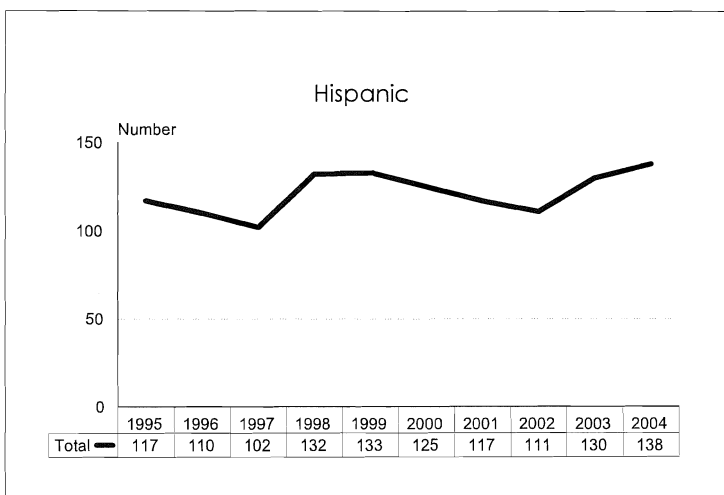
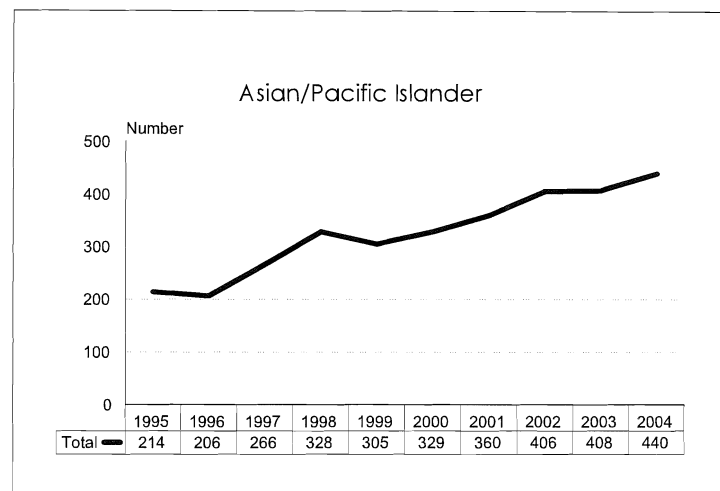
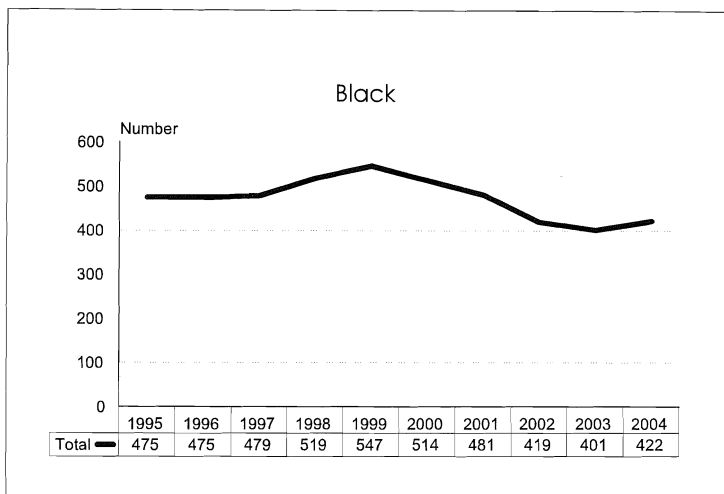
College of Arts and Letters
Minority Student Enrollments by Race/Ethnicity, 1995-2004



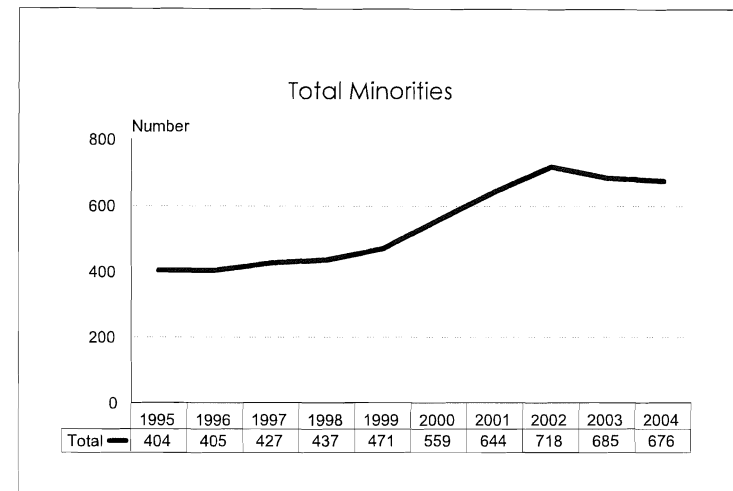
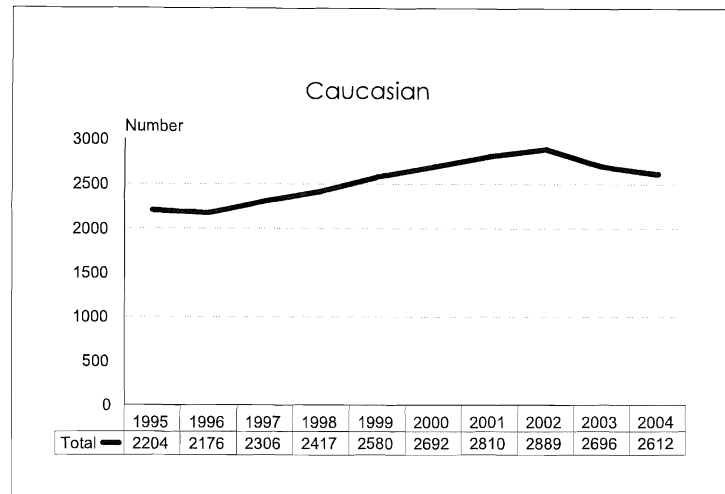
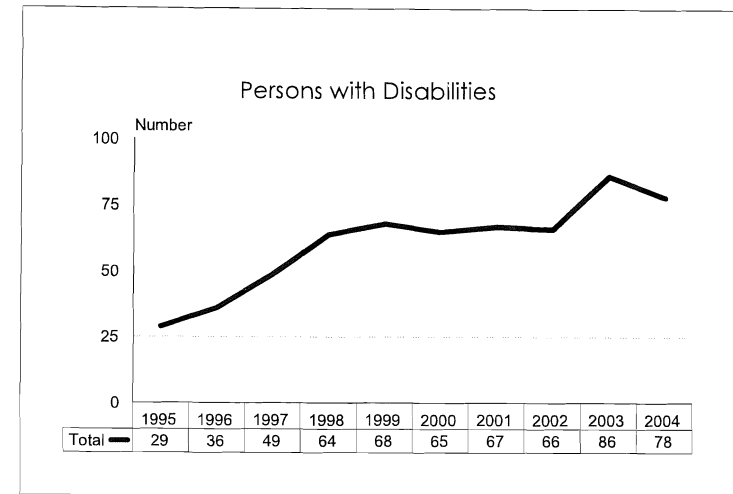
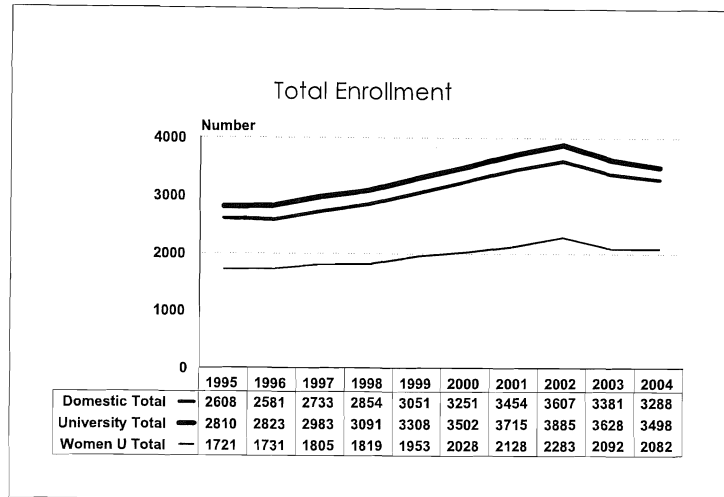
Eli Broad College of Business Student Enrollment Trends, 1995-2004



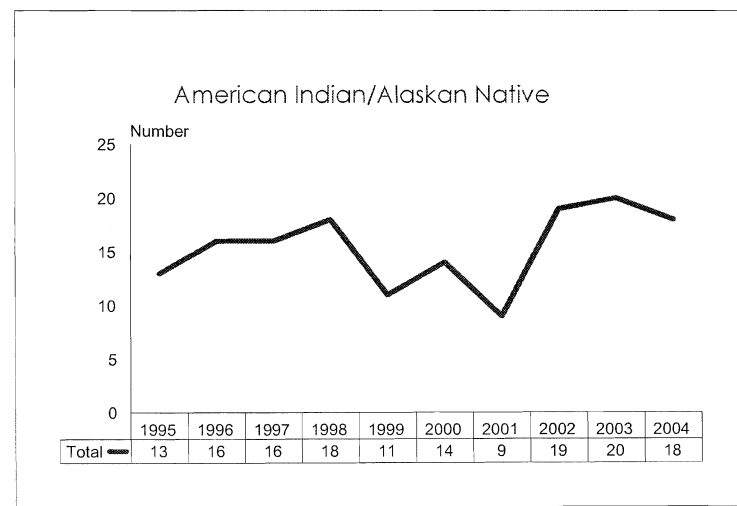
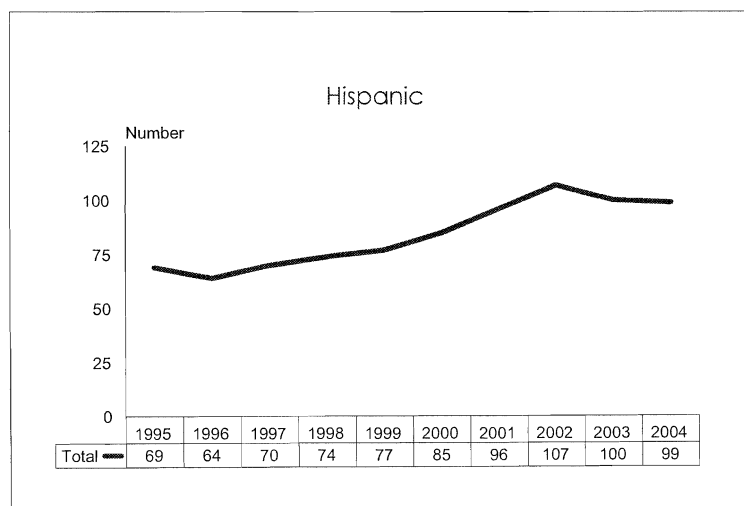
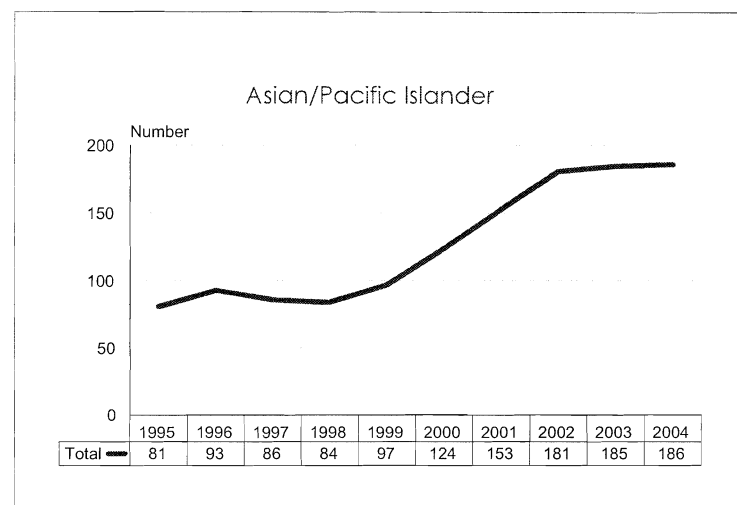
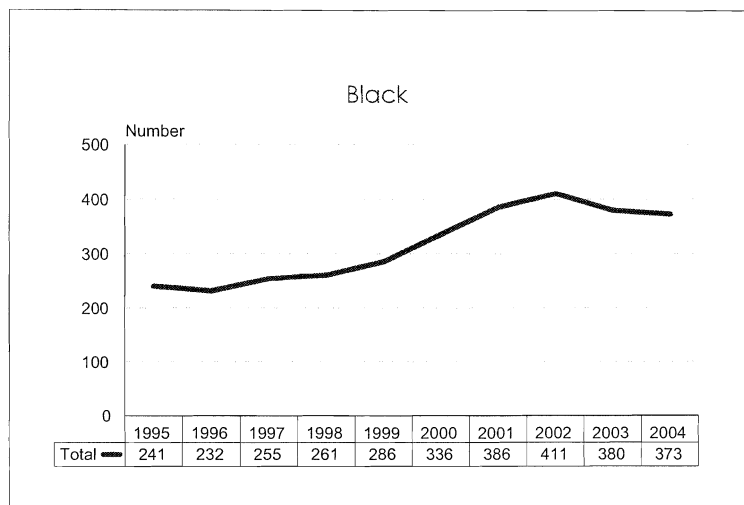
Eli Broad College of Business
Minority Student Enrollments by Race/Ethnicity, 1995-2004



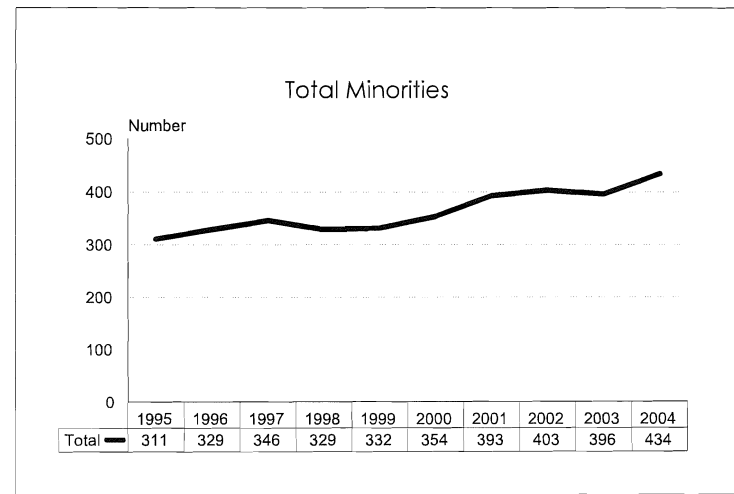
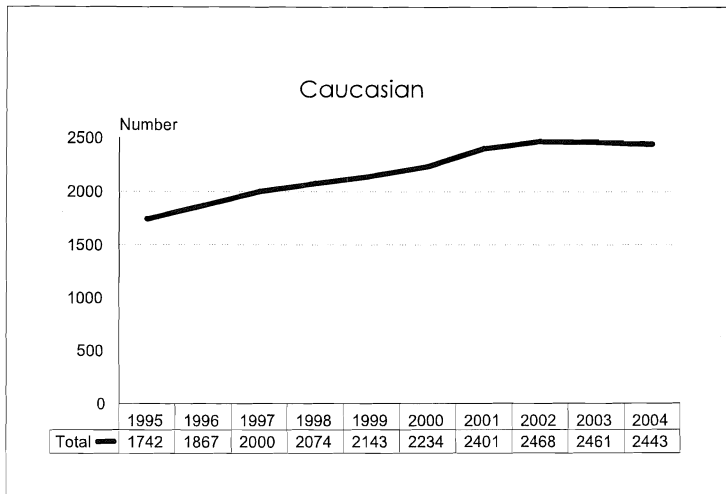
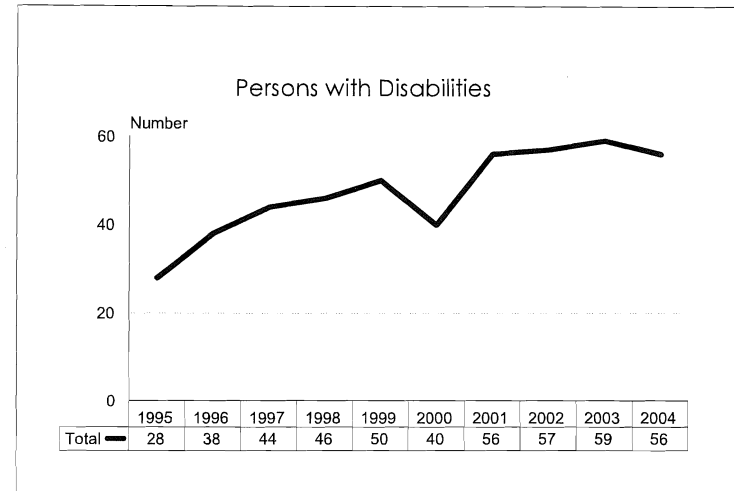
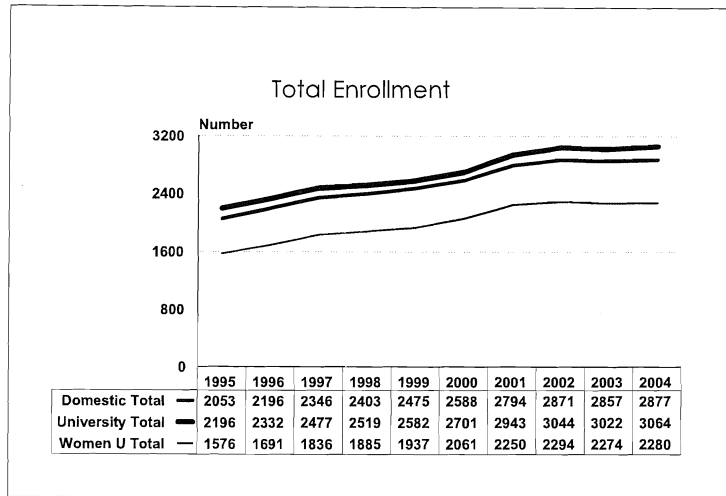
College of Communication Arts and Sciences Student Enrollment Trends, 1995-2004



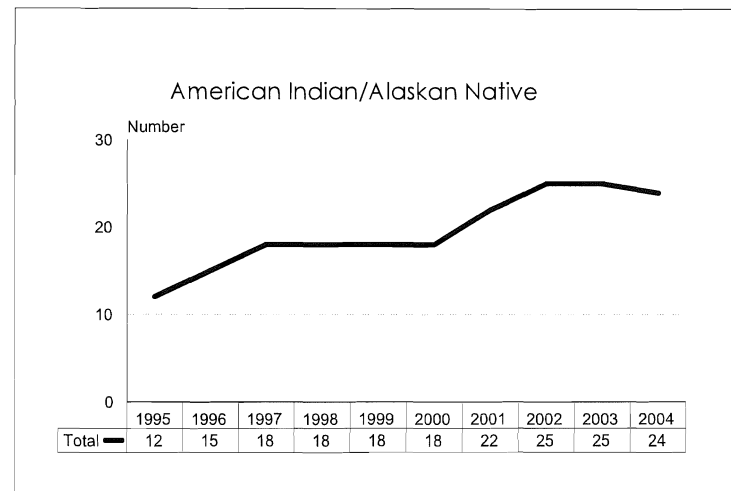
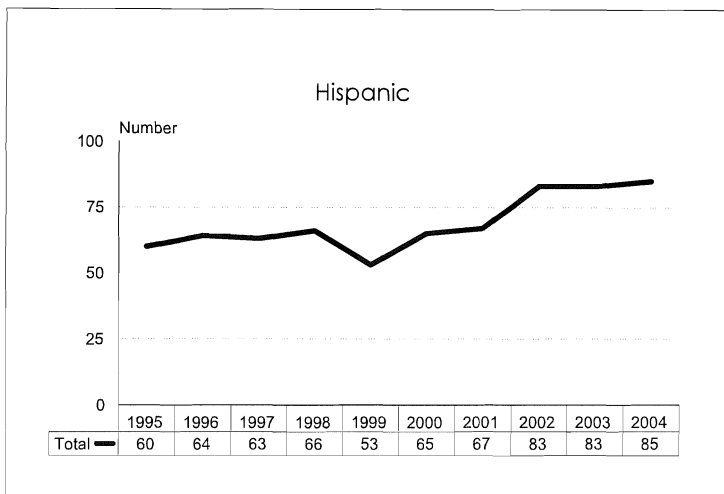
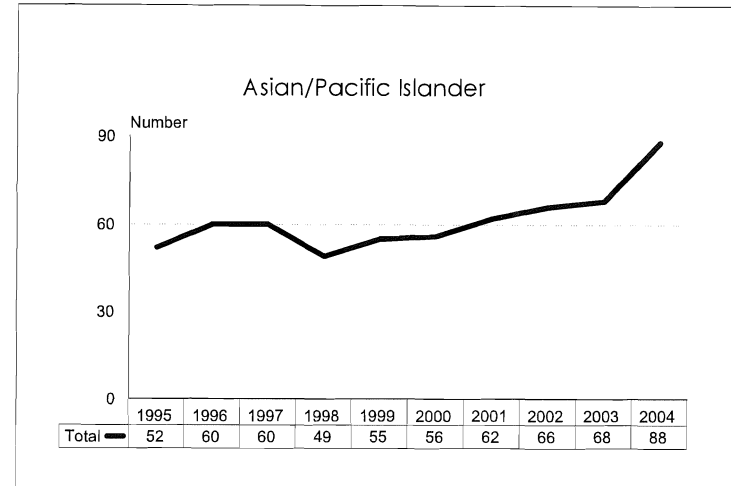
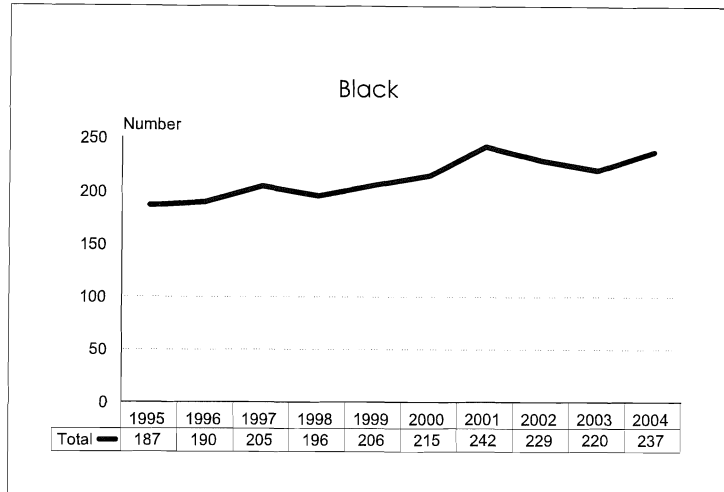
College of Communication Arts and Sciences
 Minority Student Enrollments by Race/Ethnicity, 1995-2004



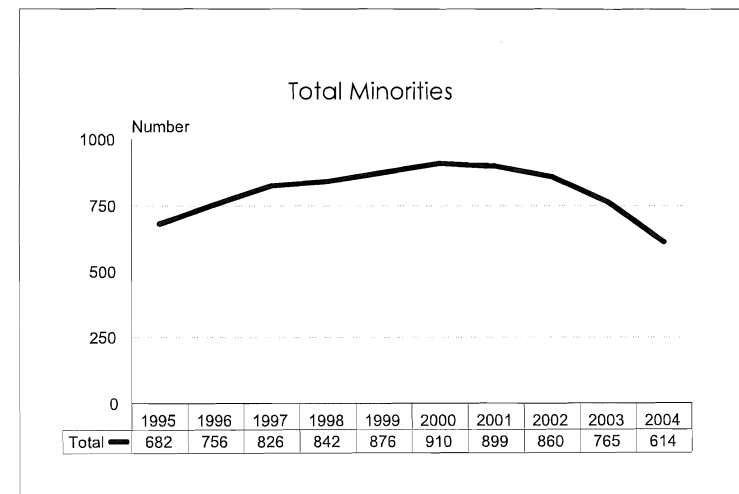
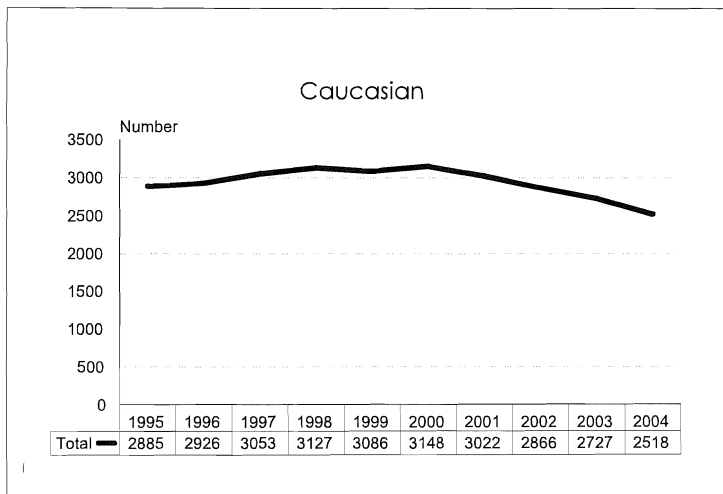
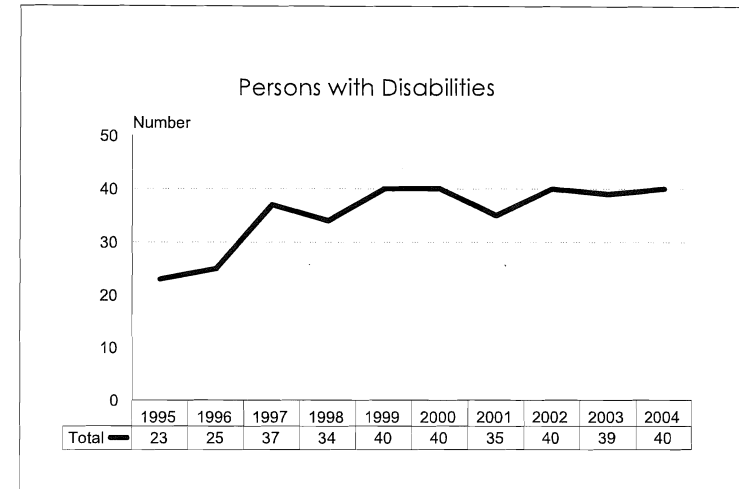
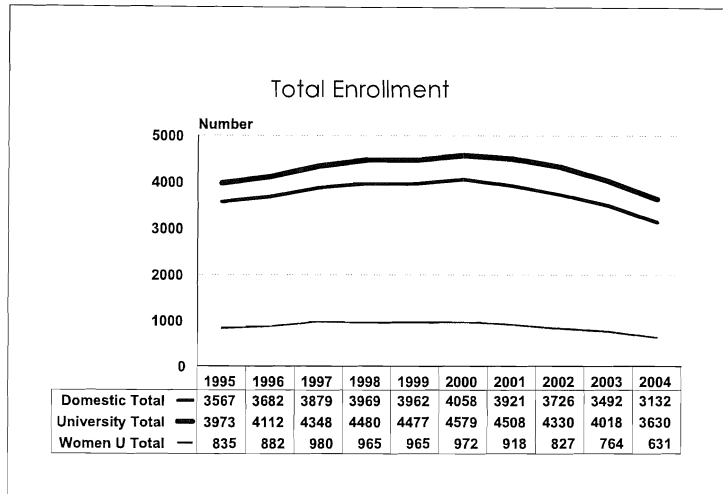
College of Education Student Enrollment Trends, 1995-2004



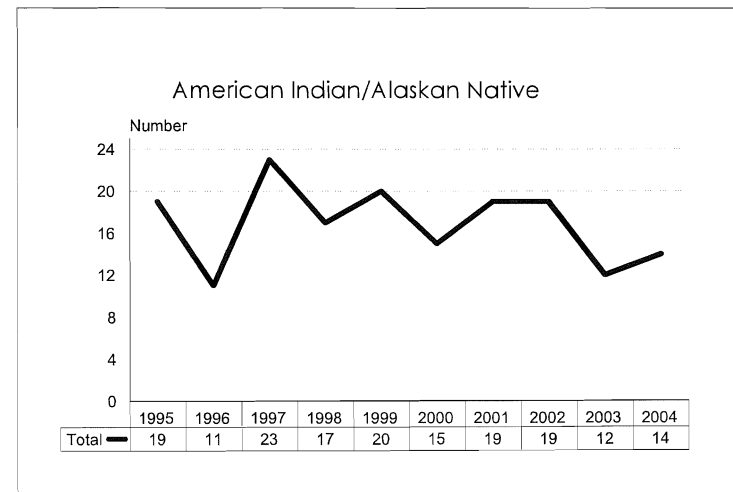
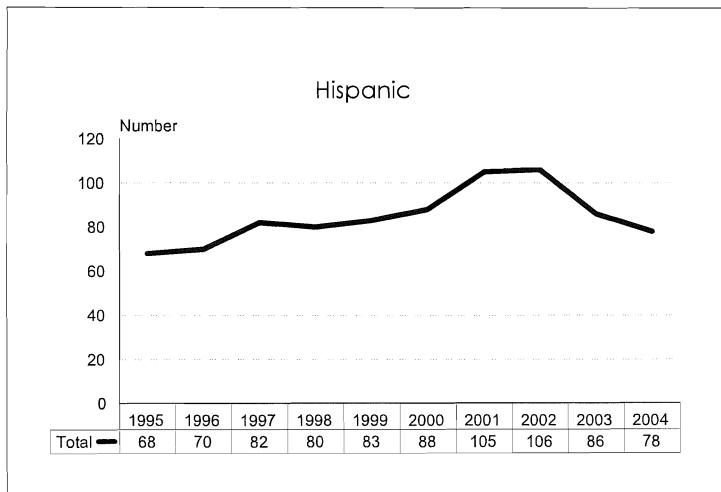
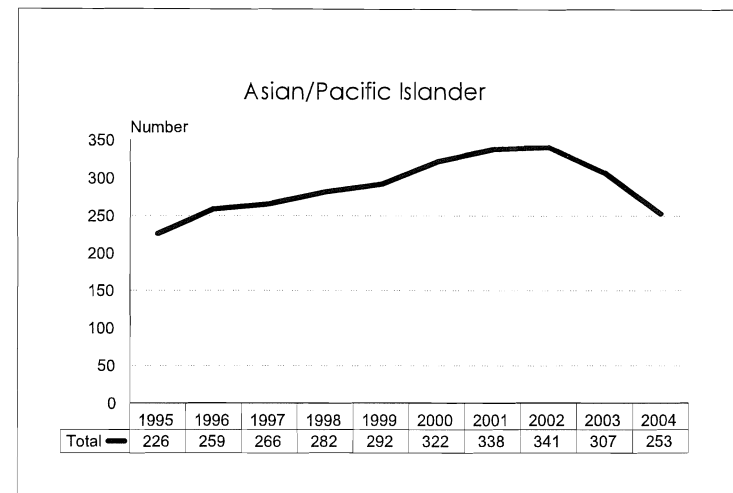
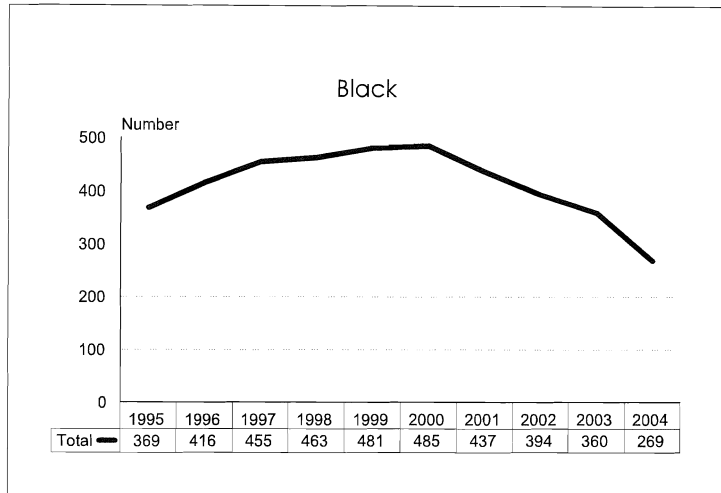
College of Education
Minority Student Enrollments by Race/Ethnicity, 1995-2004



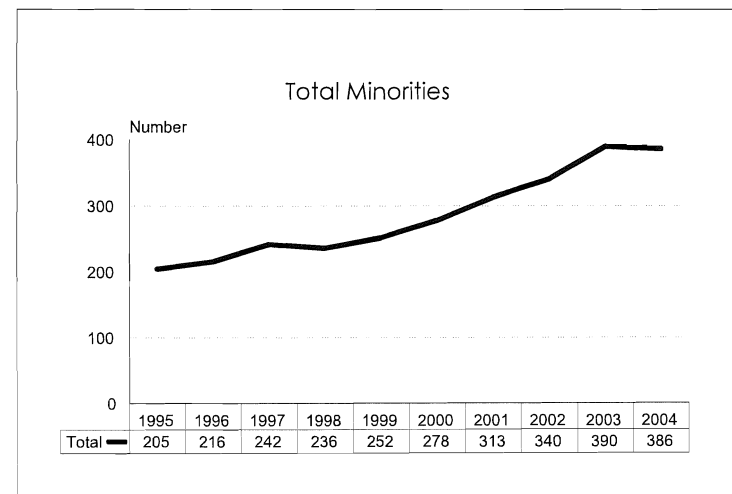
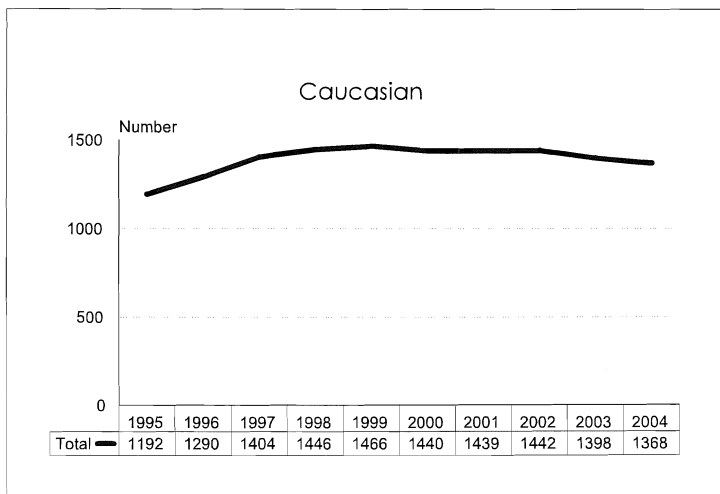
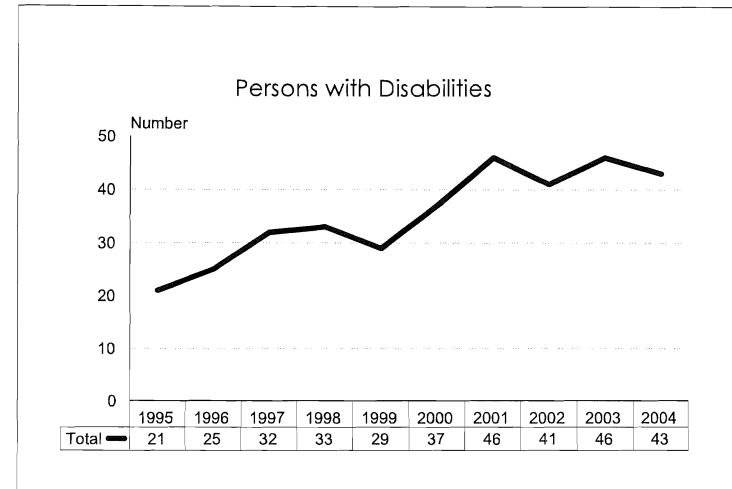
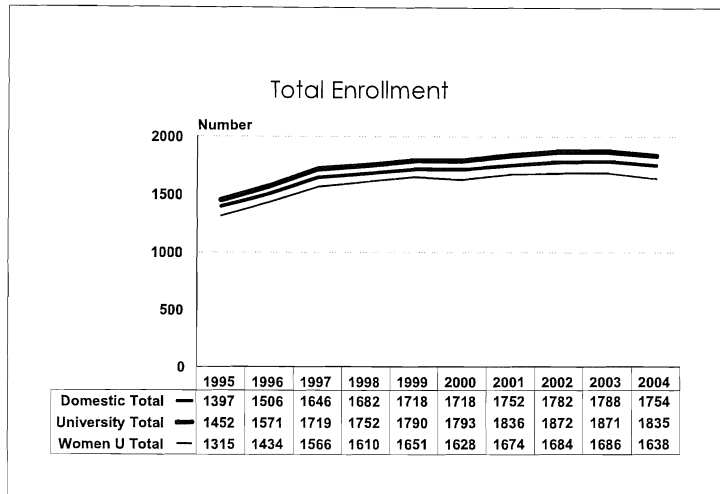
College of Engineering Student Enrollment Trends, 1995-2004



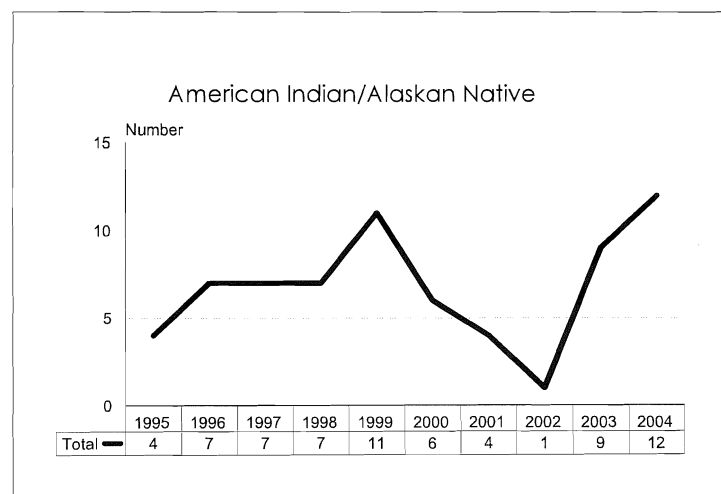
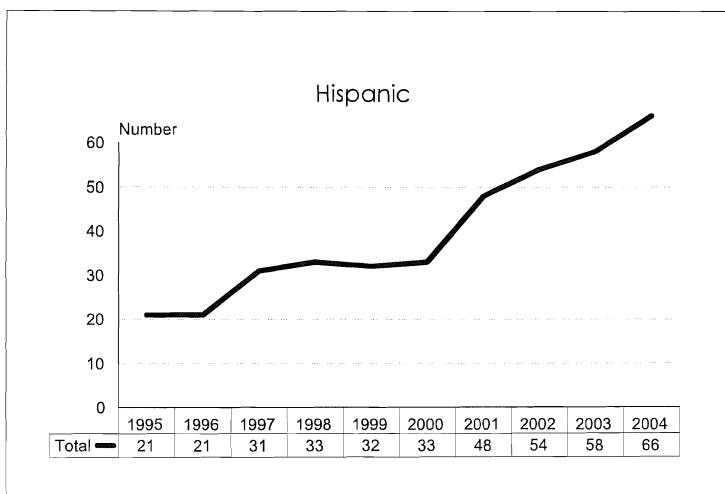
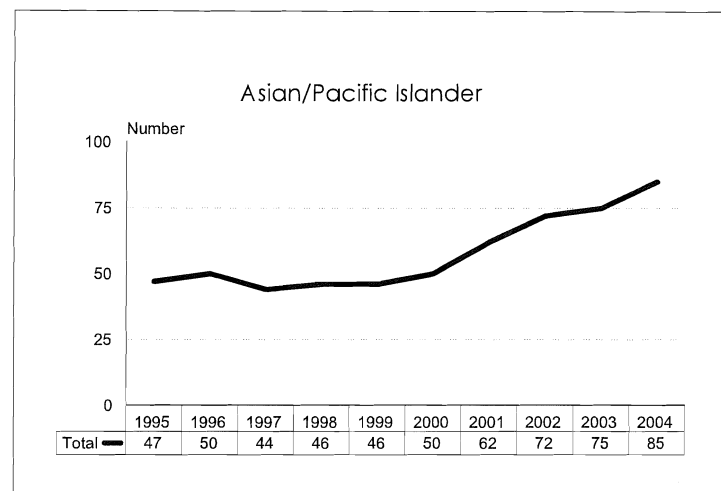
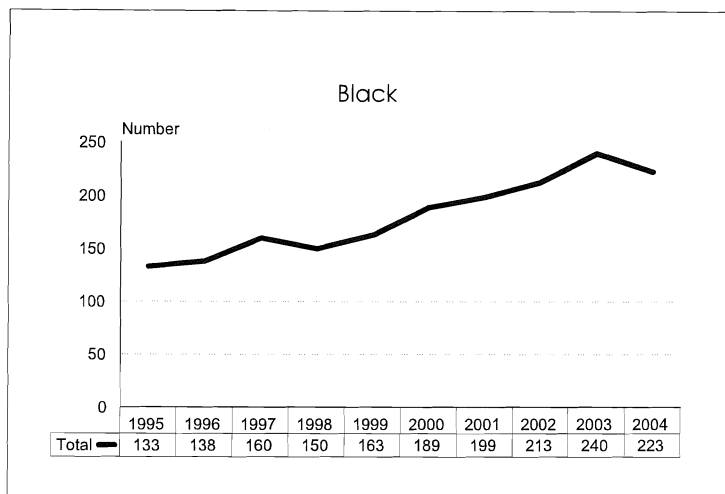
College of Engineering Minority Student Enrollments by Race/Ethnicity, 1995-2004



College of Human Ecology Student Enrollment Trends, 1995-2004

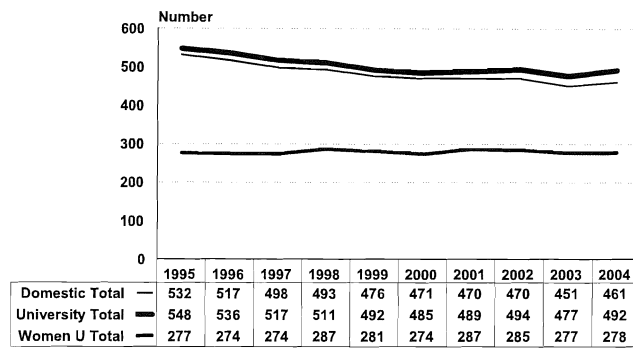


College of Human Ecology
Minority Student Enrollments by Race/Ethnicity, 1995-2004

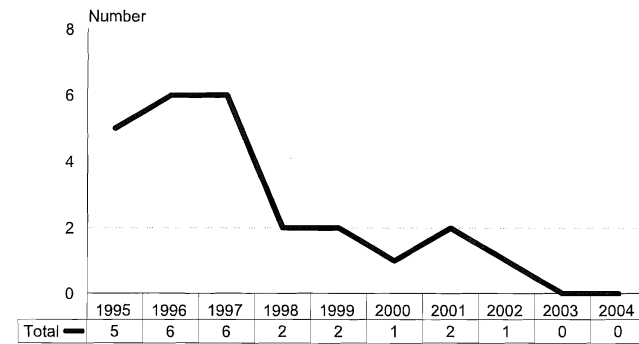


College of Human Medicine Student Enrollment Trends, 1995-2004

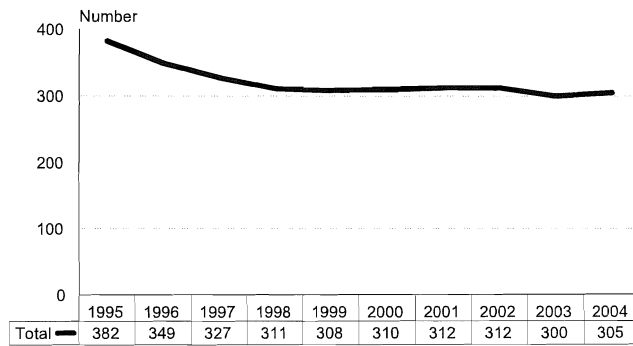
Total Enrollment



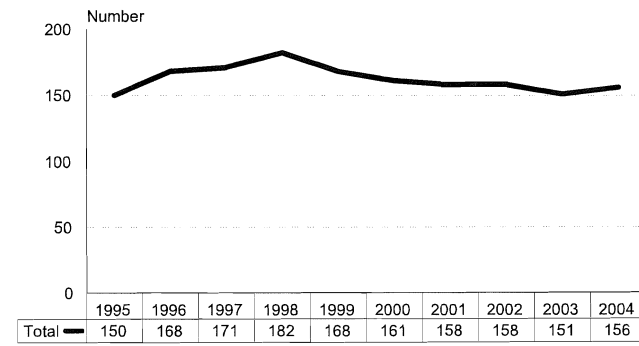
Persons with Disabilities



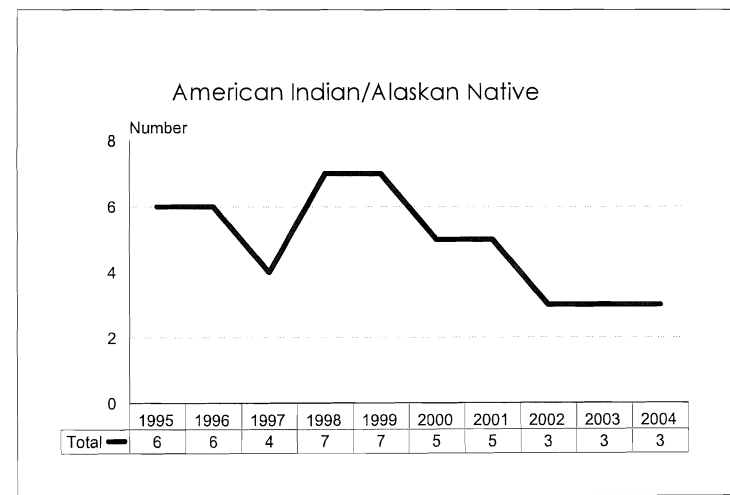
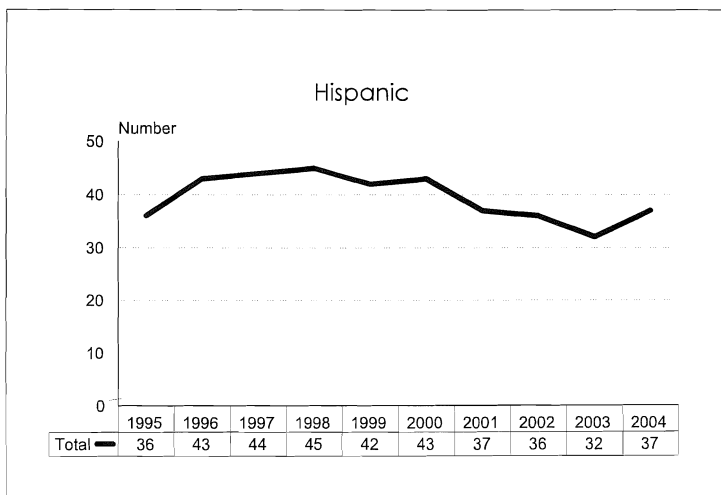
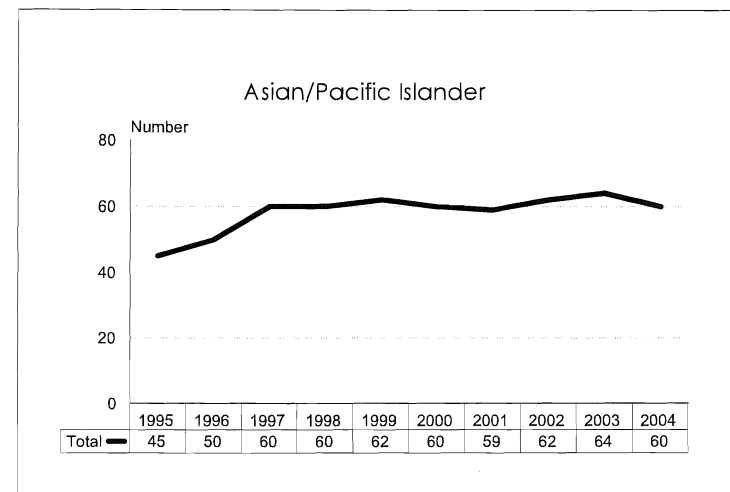
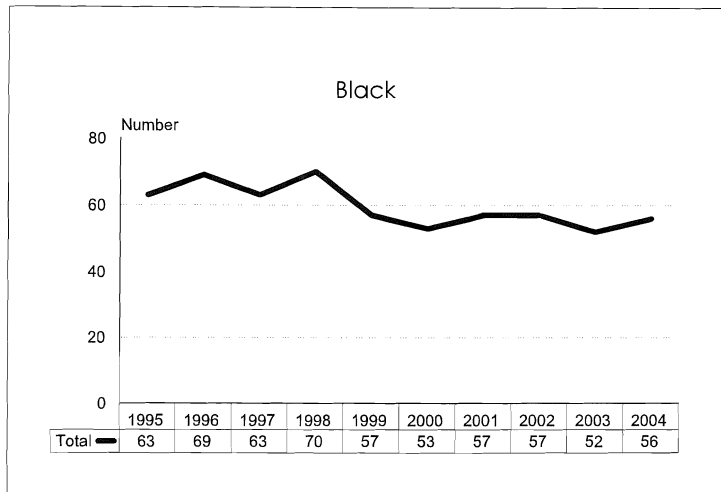
Caucasian



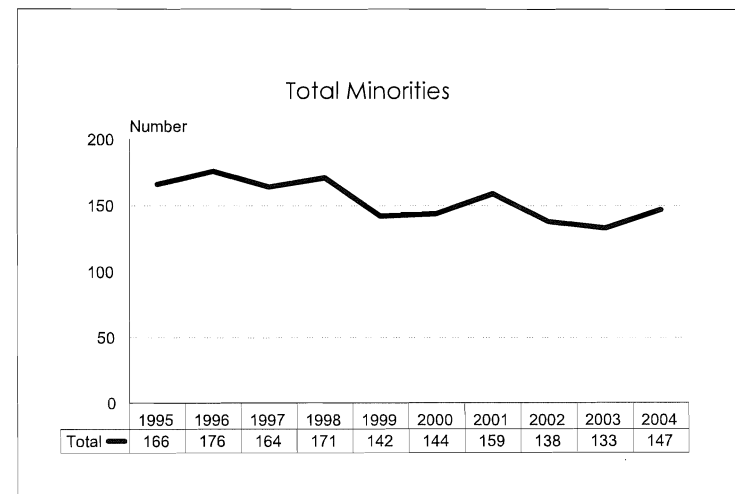
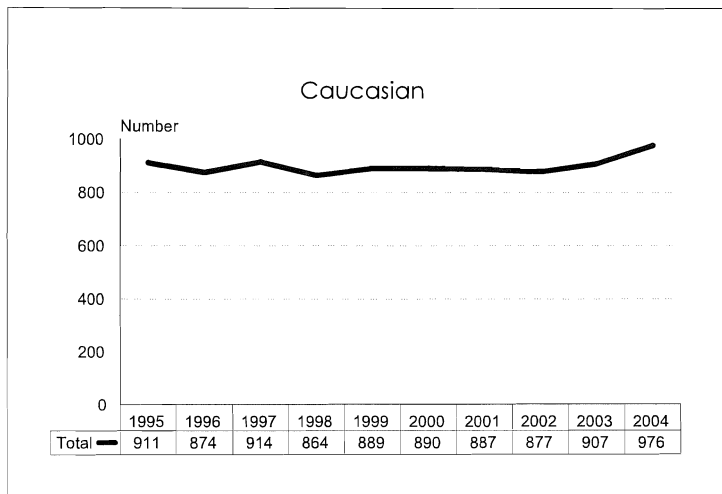
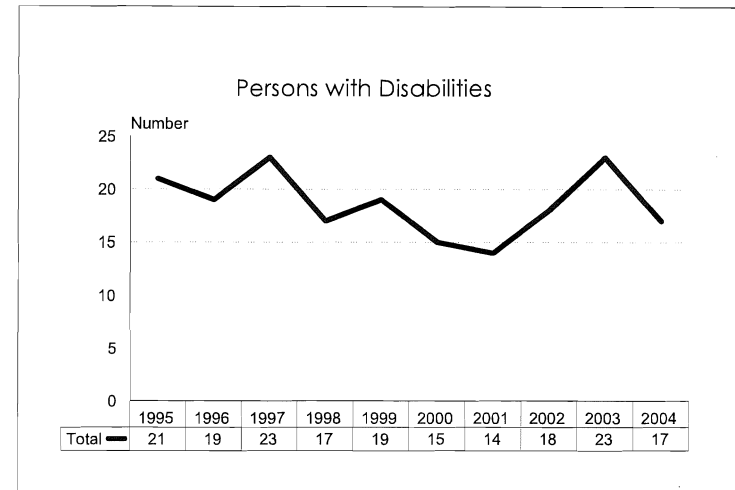
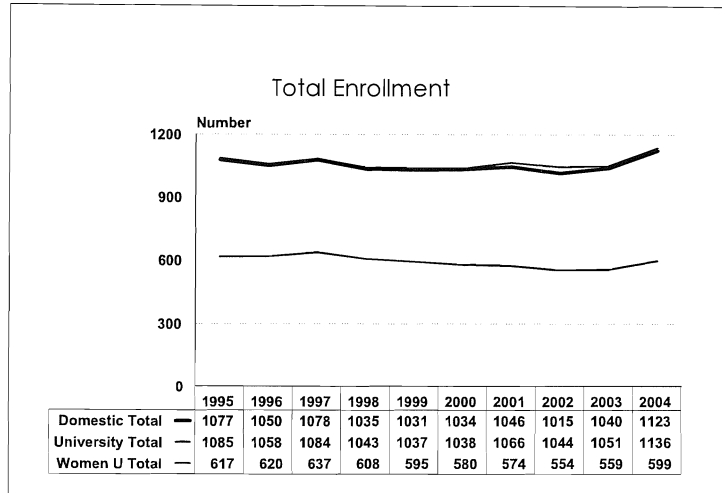
Total Minorities



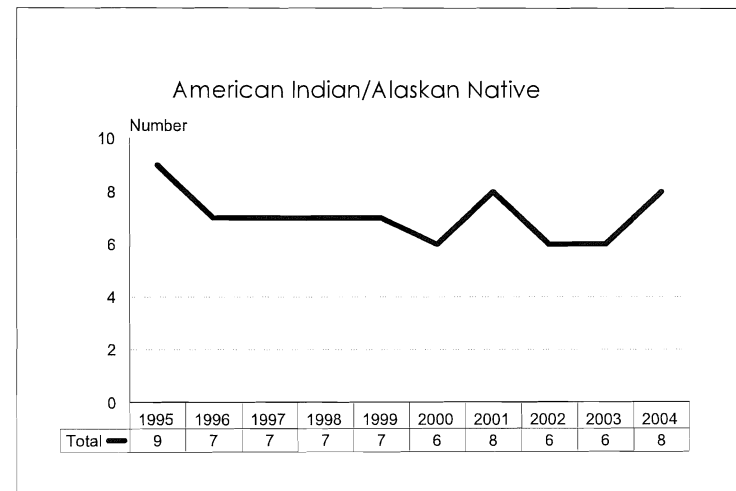
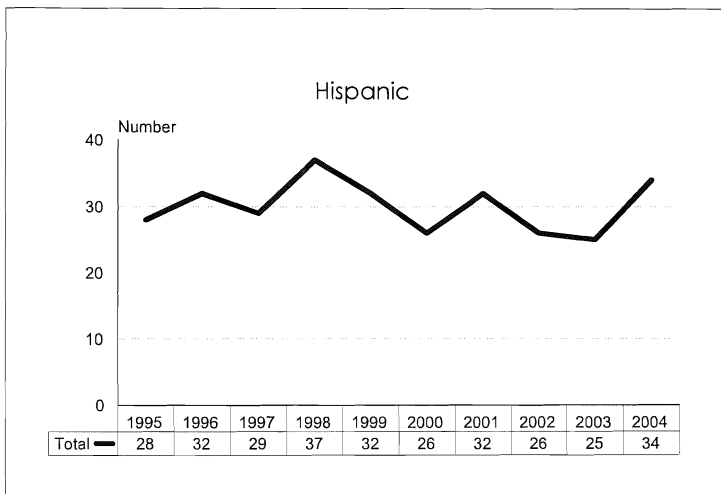
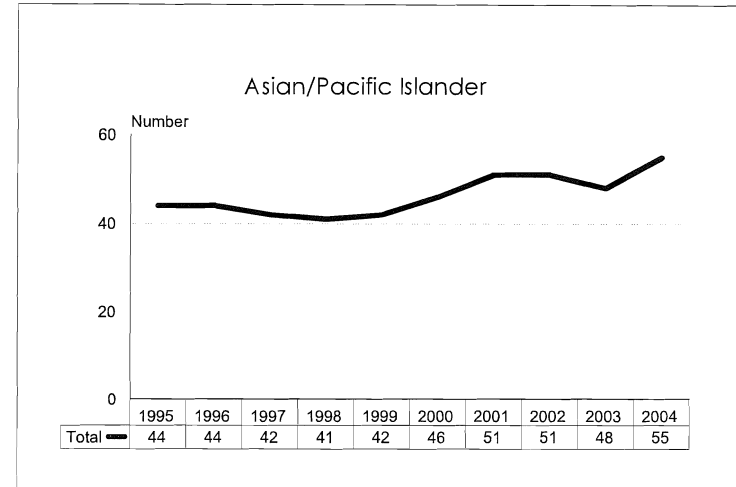
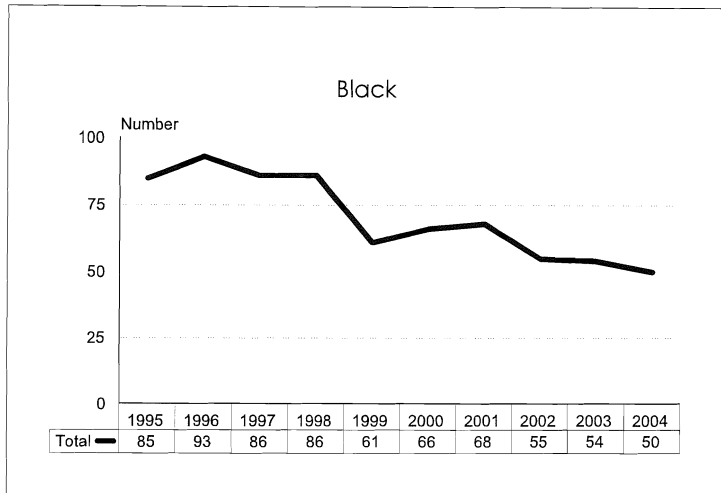
College of Human Medicine
Minority Student Enrollments by Race/Ethnicity, 1995-2004



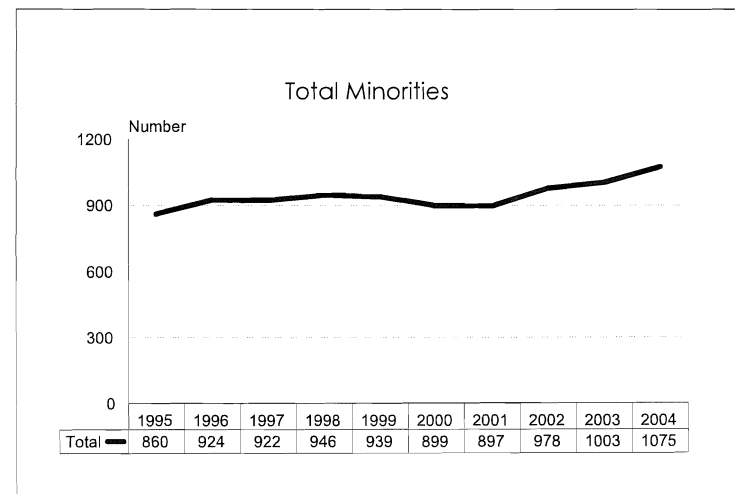
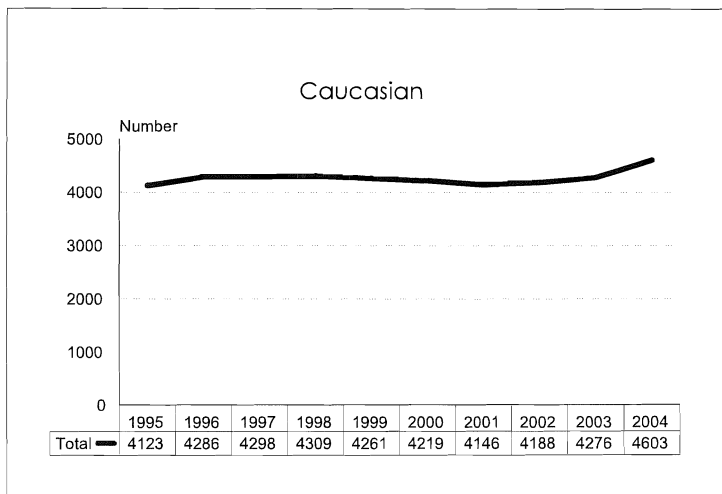
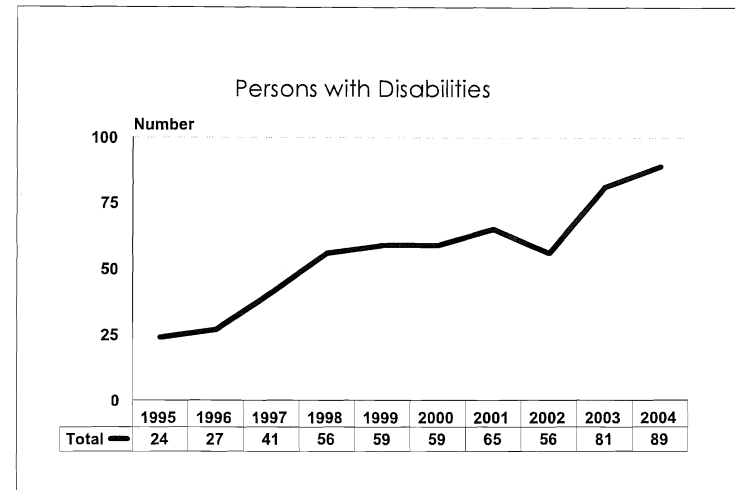
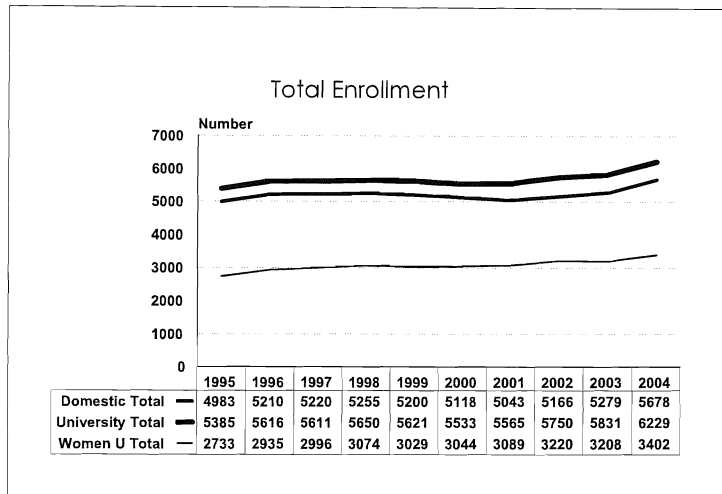
James Madison College Student Enrollment Trends, 1995-2004



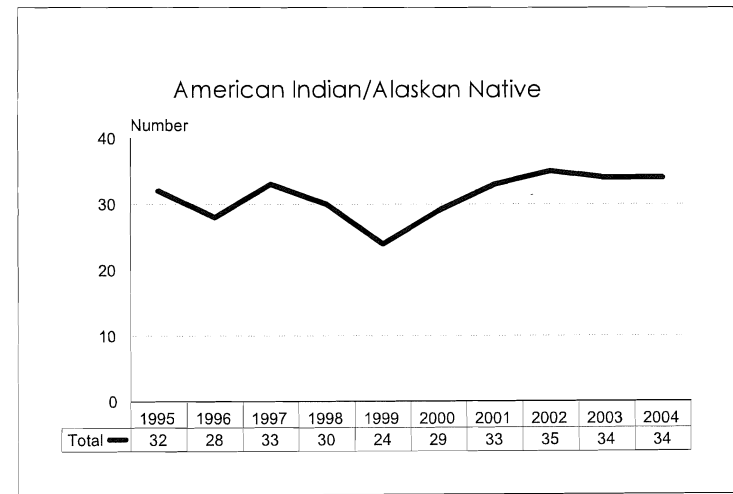
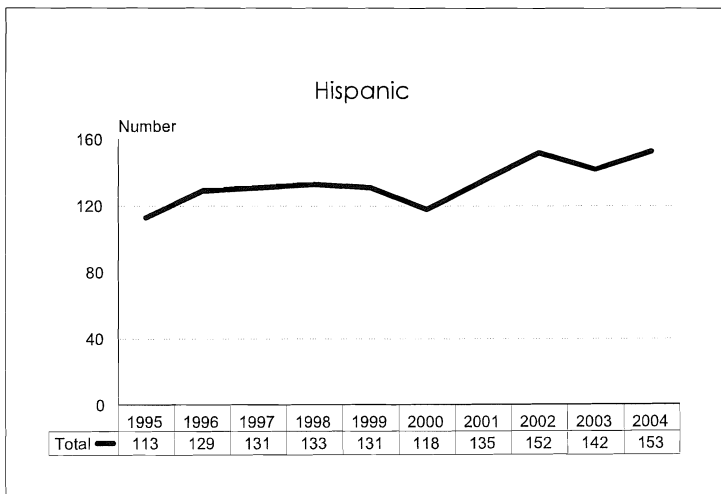
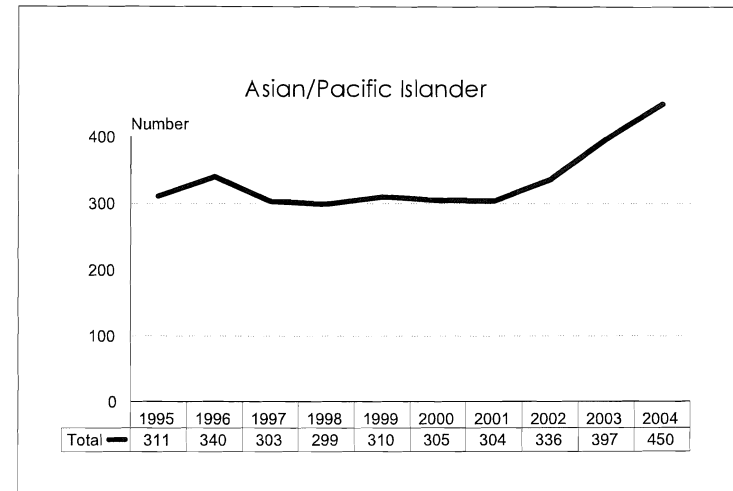
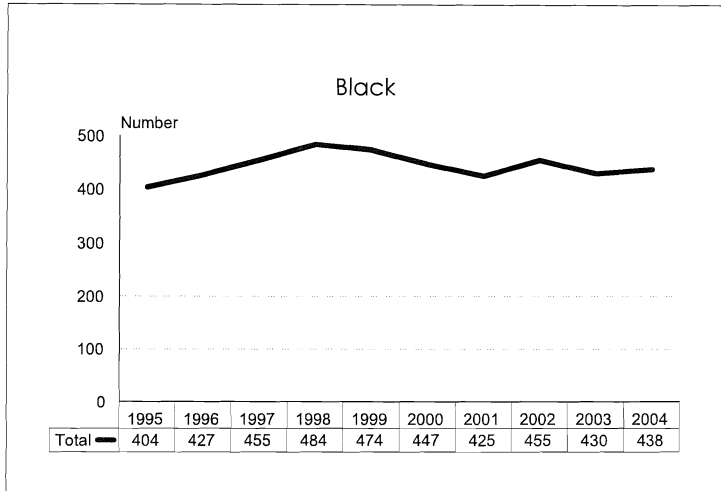
James Madison College
Minority Student Enrollments by Race/Ethnicity, 1995-2004



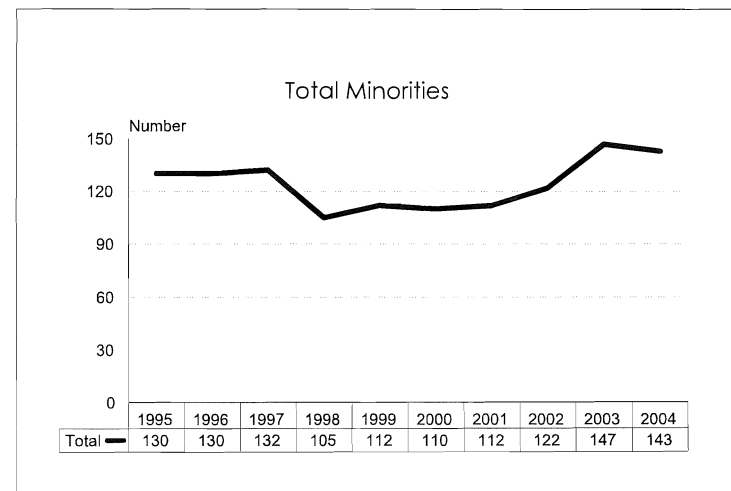
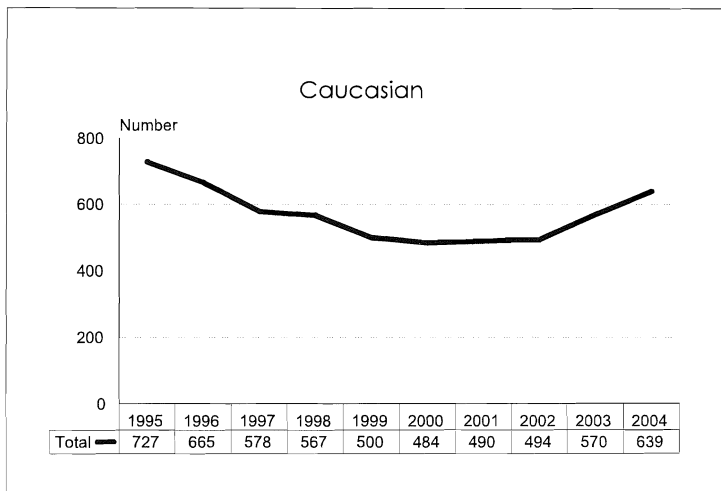
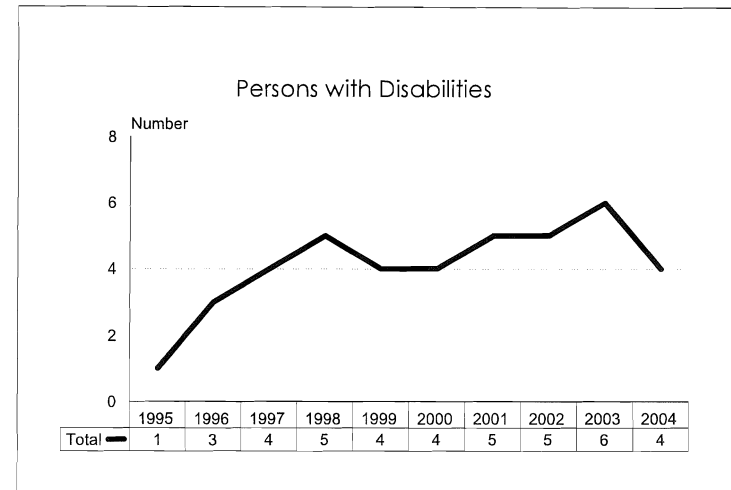
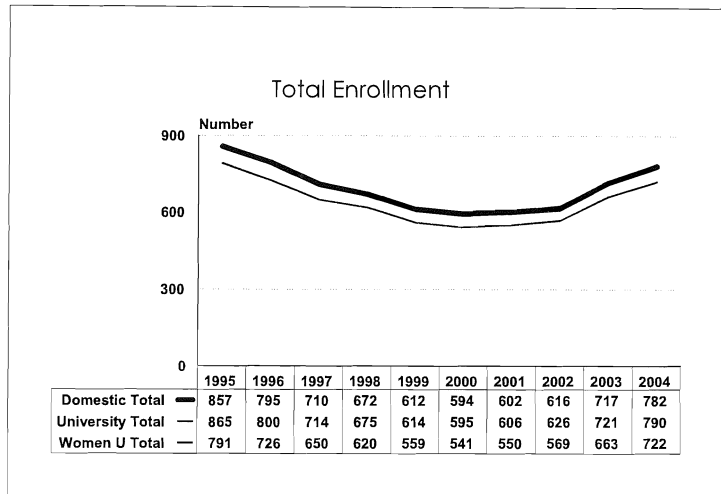
College of Natural Science Student Enrollment Trends, 1995-2004



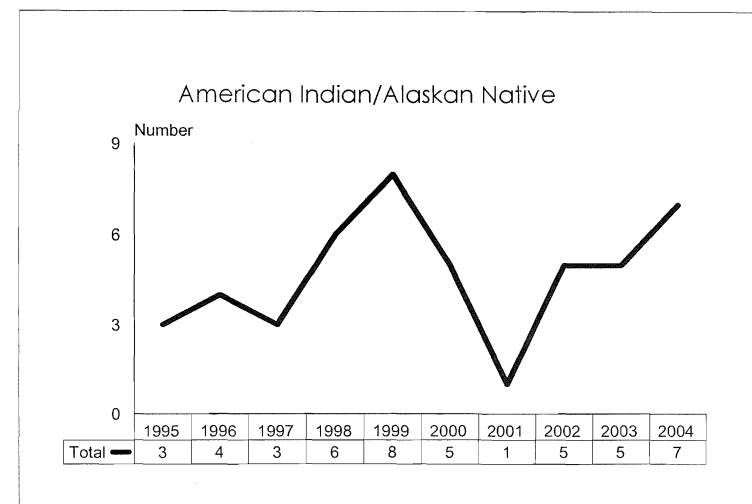
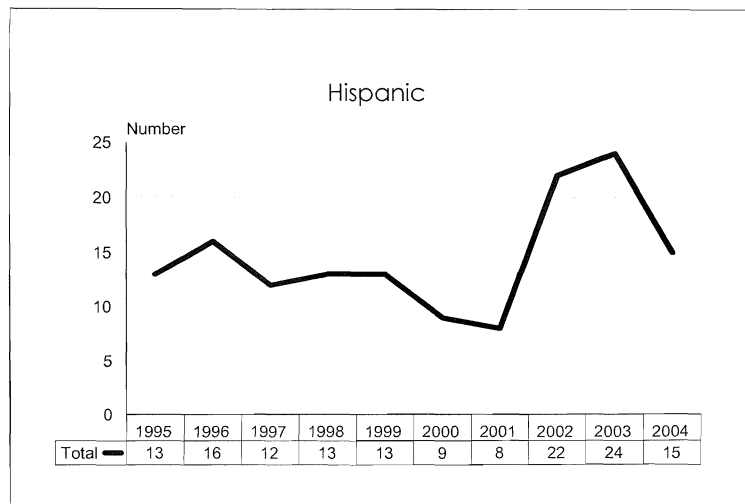
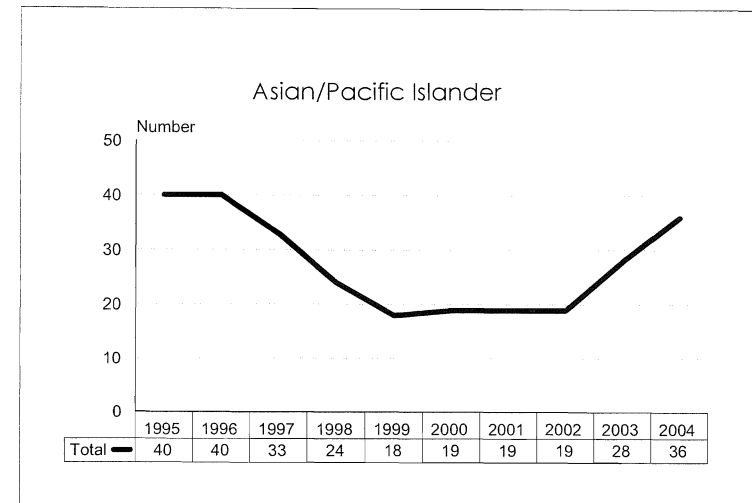
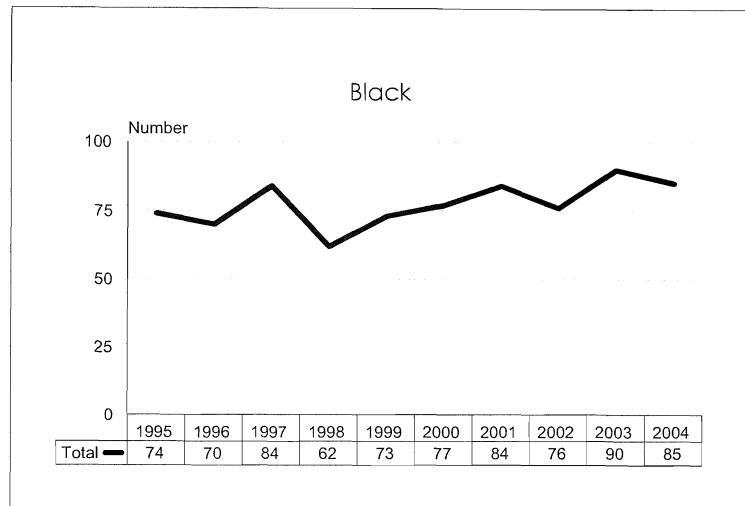
College of Natural Science
Minority Student Enrollments by Race/Ethnicity, 1995-2004



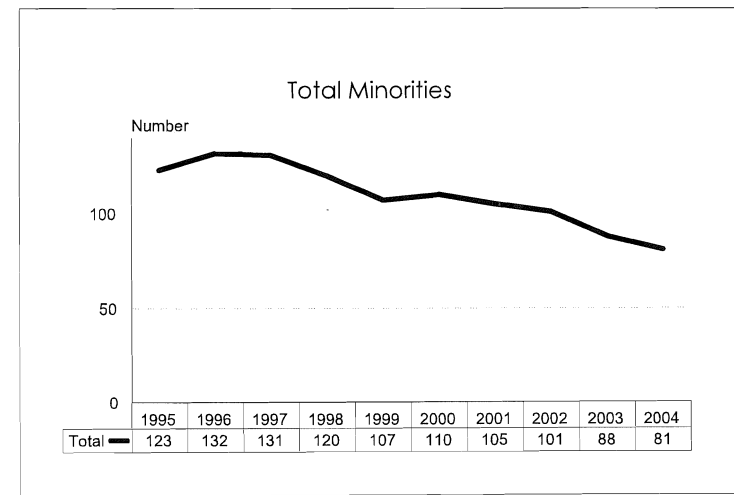
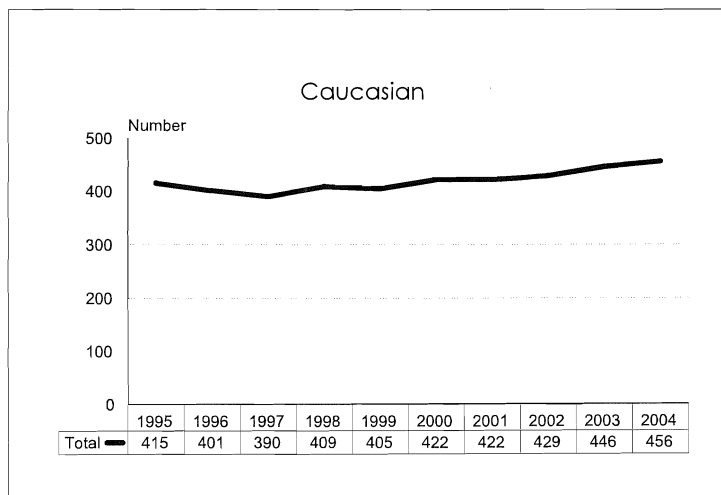
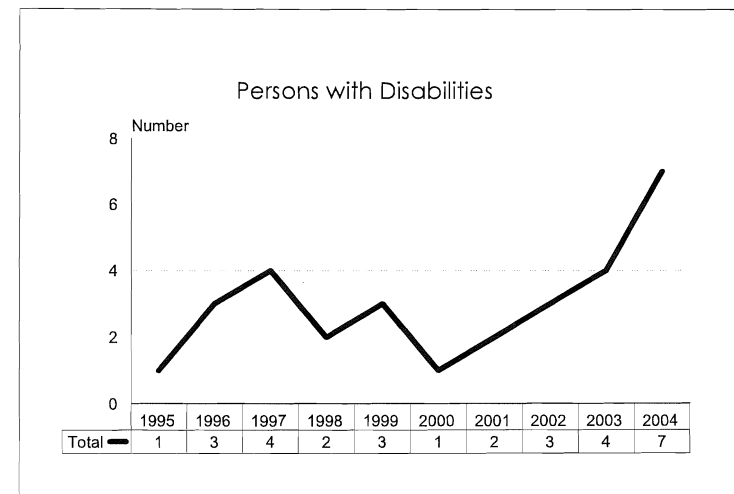
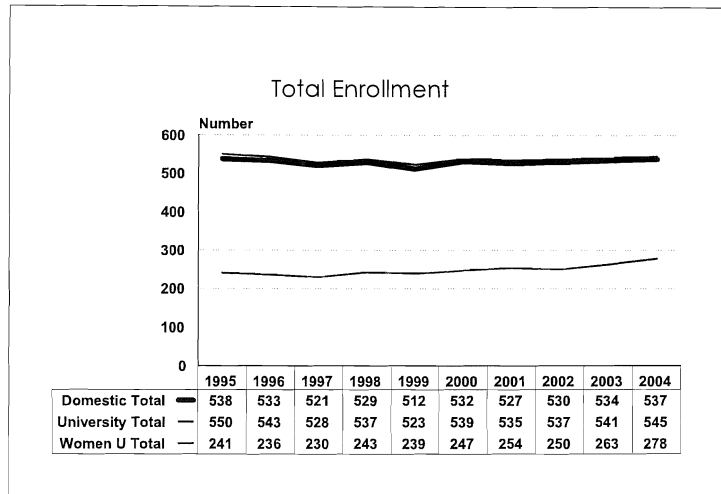
College of Nursing Student Enrollment Trends, 1995-2004



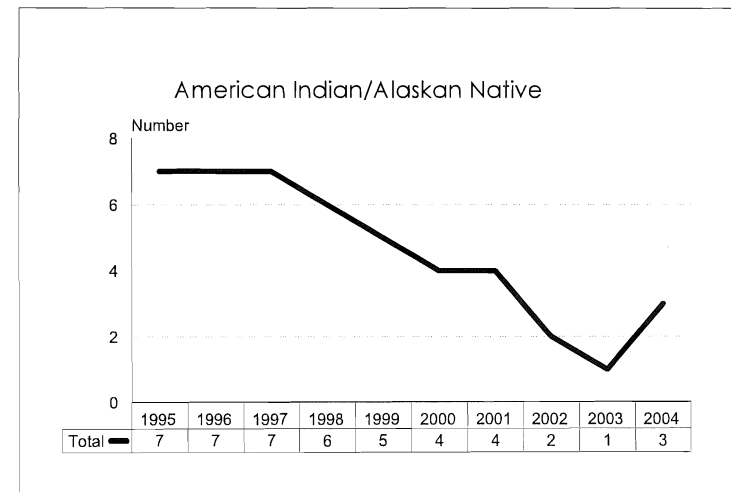
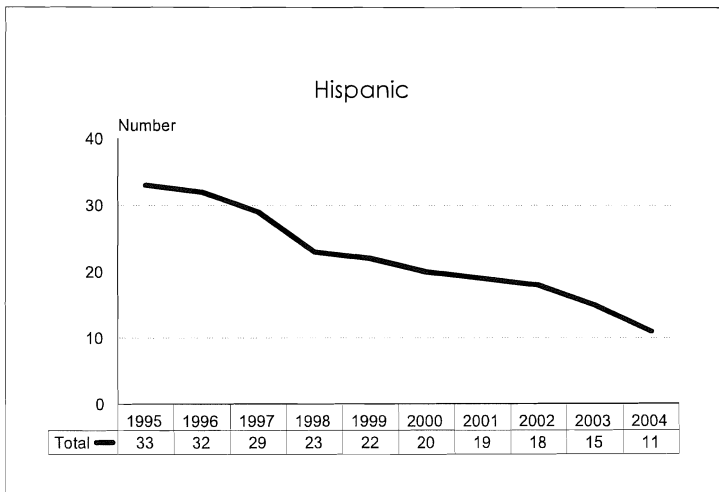
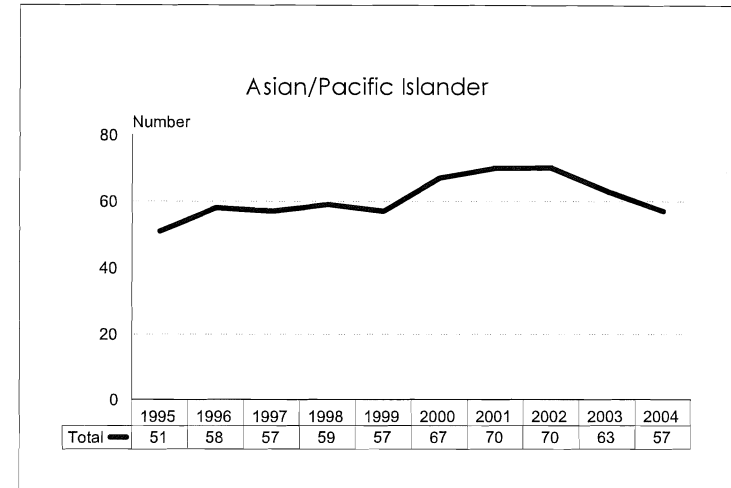
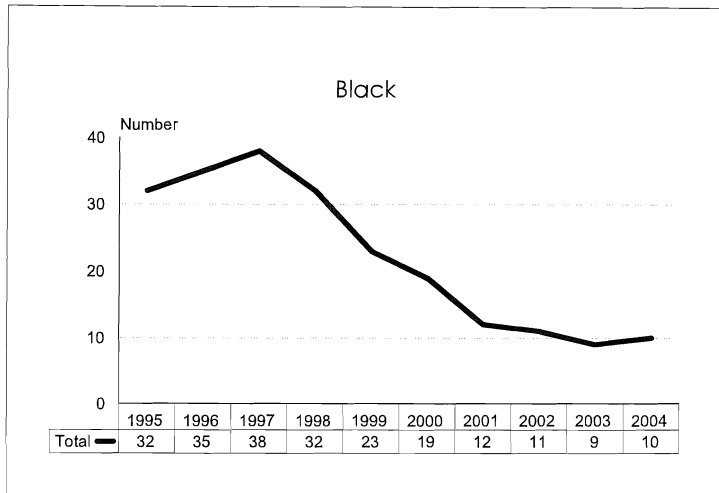
College of Nursing Minority Student Enrollments by Race/Ethnicity, 1995-2004



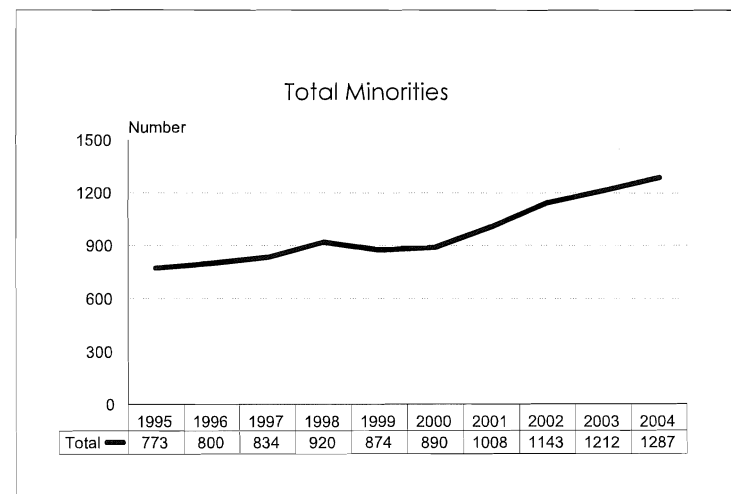
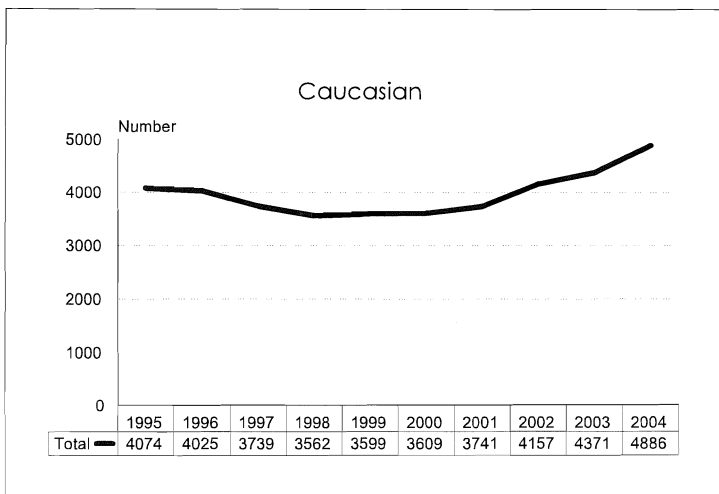
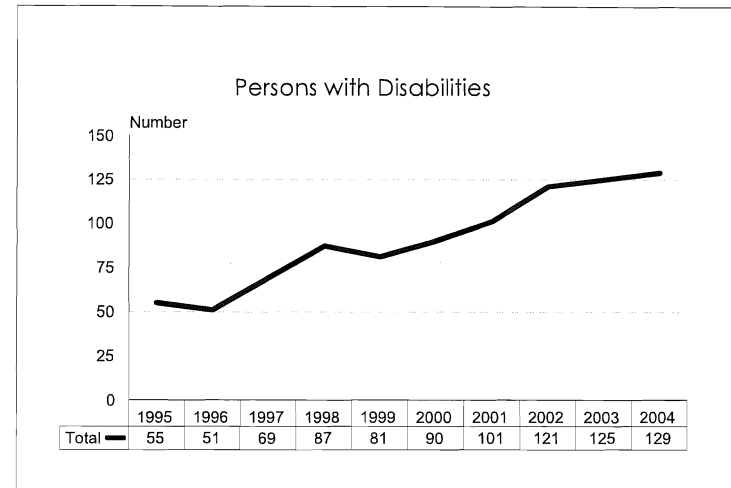
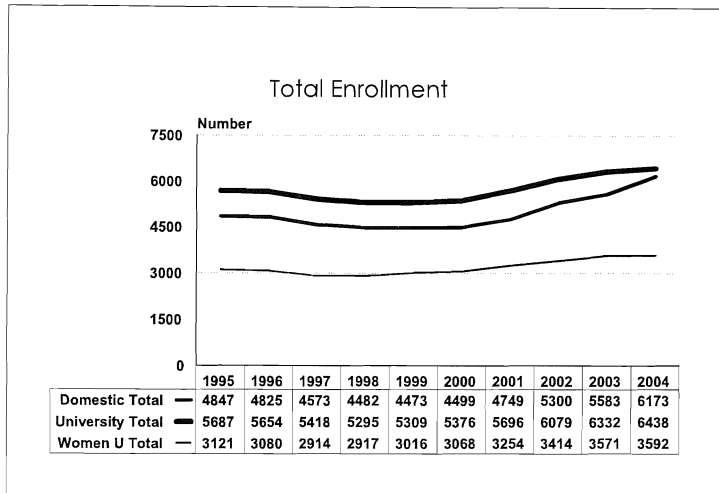
College of Osteopathic Medicine Student Enrollment Trends, 1995-2004



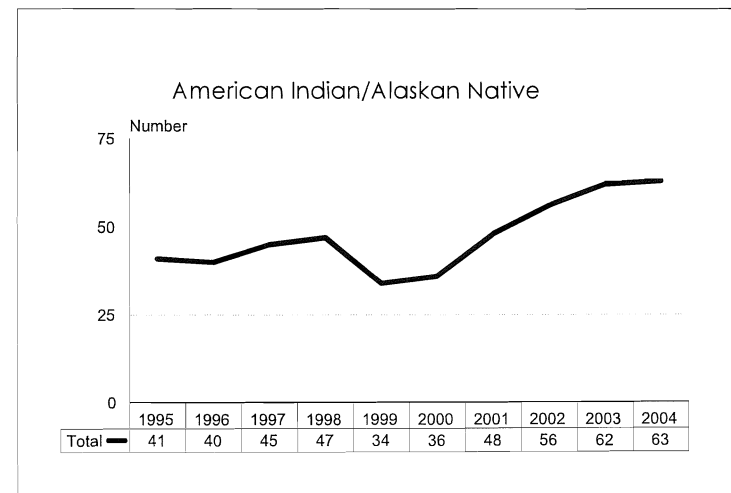
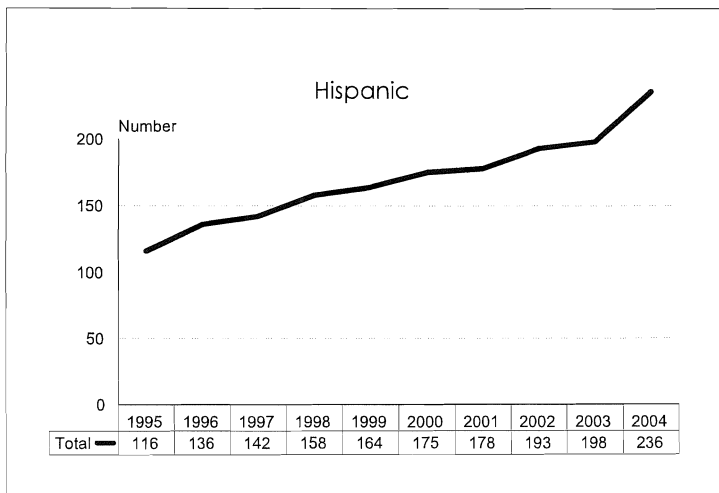
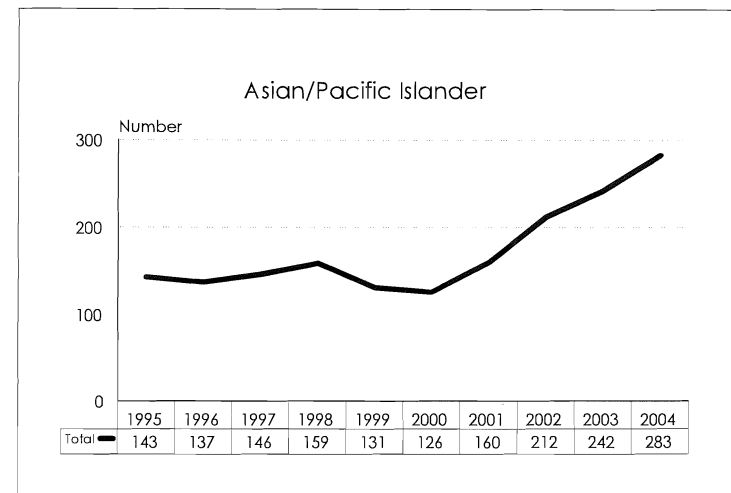
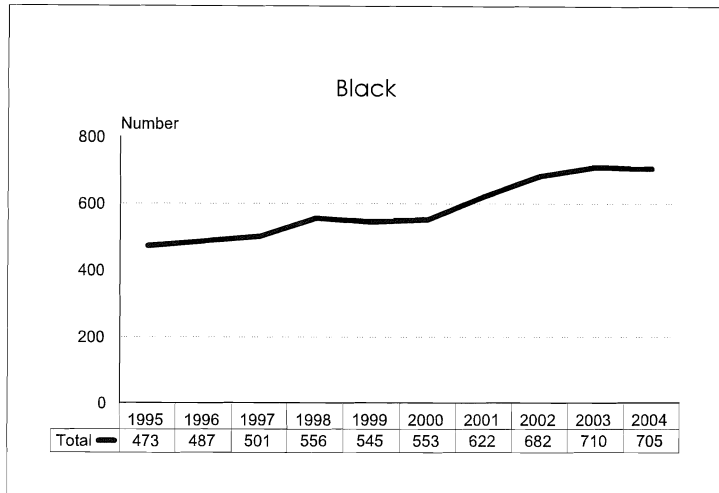
College of Osteopathic Medicine
Minority Student Enrollments by Race/Ethnicity, 1995-2004



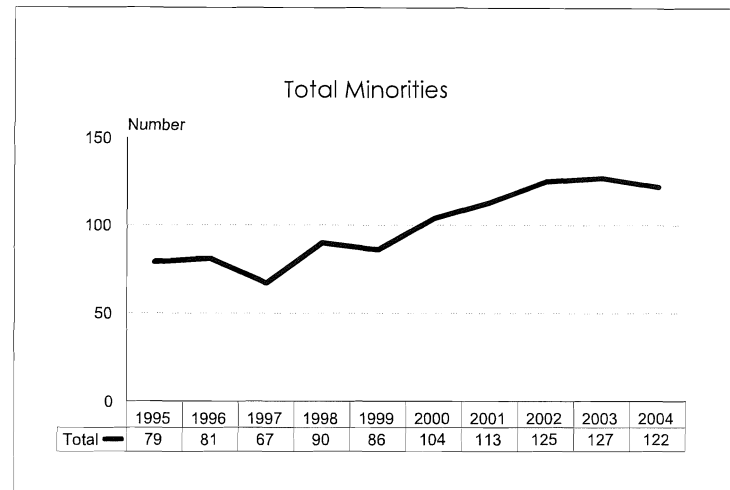
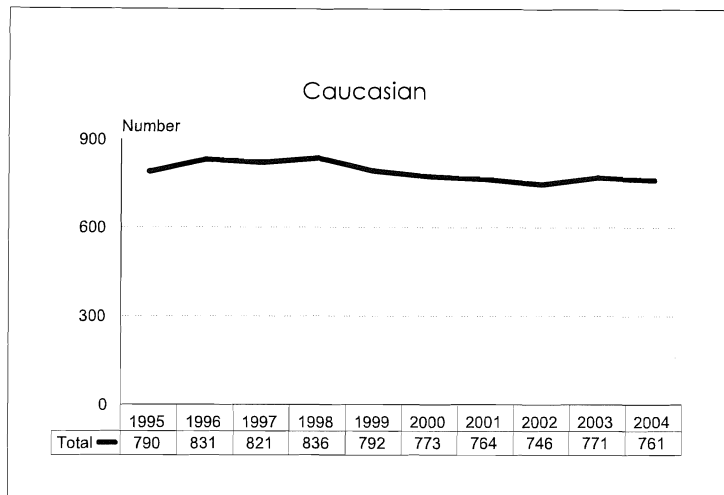
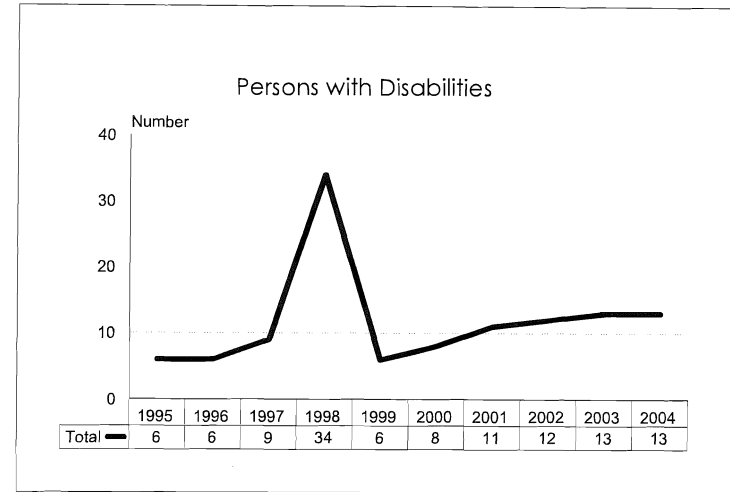
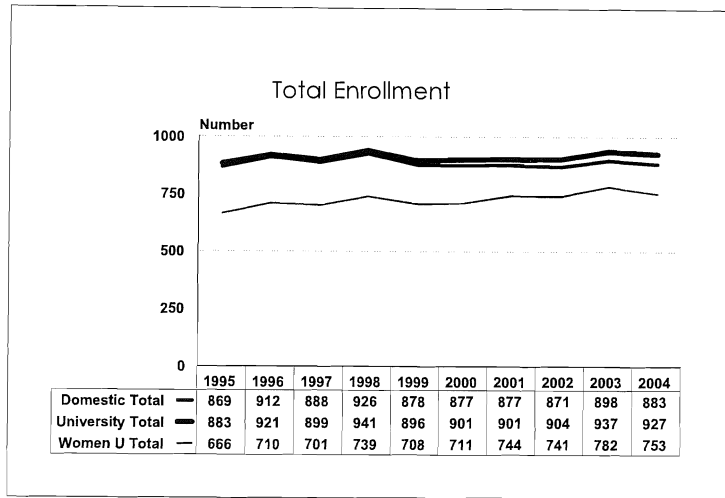
College of Social Science Student Enrollment Trends, 1995-2004



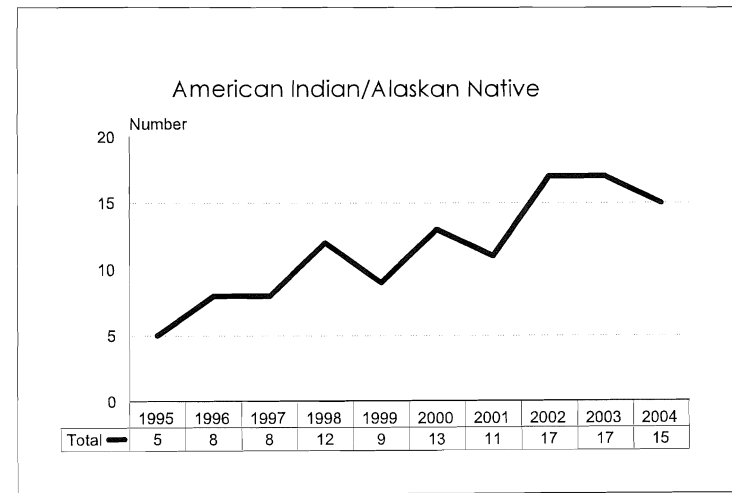
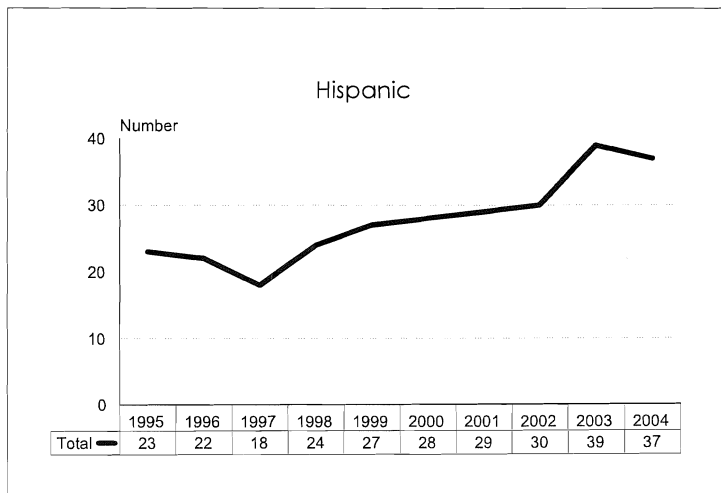
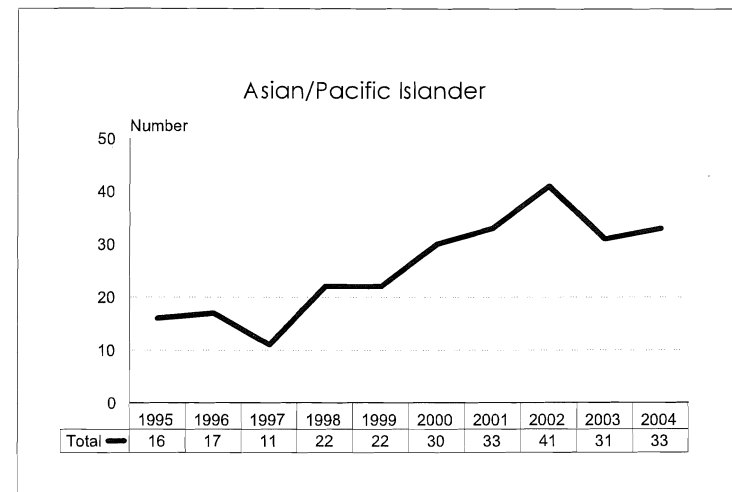
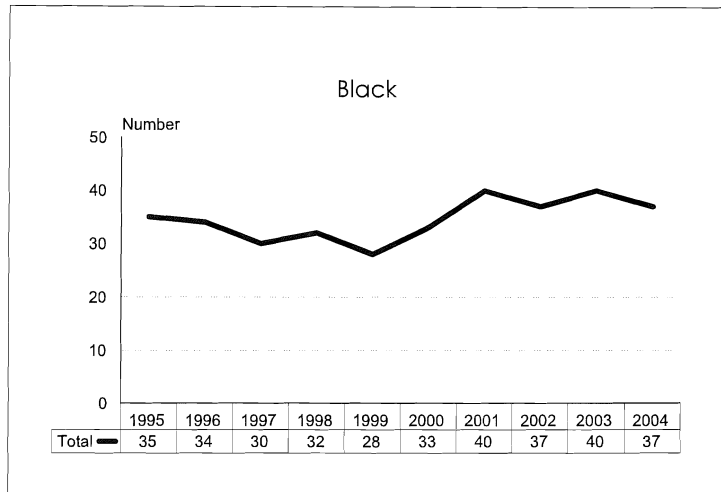
College of Social Science
Minority Student Enrollment by Race/Ethnicity, 1995-2004



College of Veterinary Medicine Student Enrollment Trends, 1995-2004



College of Veterinary Medicine
Minority Student Enrollments by Race/Ethnicity, 1995-2004



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Degrees Conferred

2003-2004 Summary

	University <u>Total</u>	Domestic <u>Total</u>	Percent of <u>Domestic</u>
Total Degrees Conferred	10,658	9,871	
Black		717	7.3%
Asian/Pacific Islander		492	5.0%
Hispanic		241	2.4%
Amer. Indian/Alaskan Native		48	0.5%
Total Minorities		1,498	15.2%
Women	5,839	5,523	56.0%

Definition of Terms Used

The 2003-2004 data on degrees conferred represents the number of degrees conferred for Summer Semester 2003, Fall Semester 2003, and Spring Semester 2004. Degree data for 1995-2003 was compiled in a similar manner.

Data on Degrees Conferred

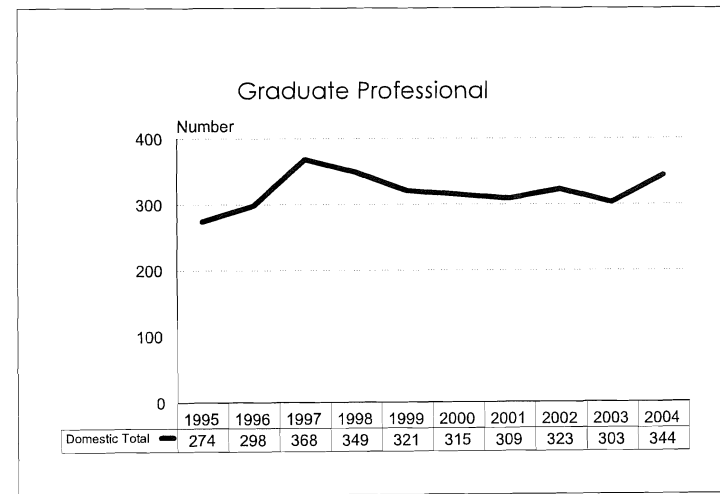
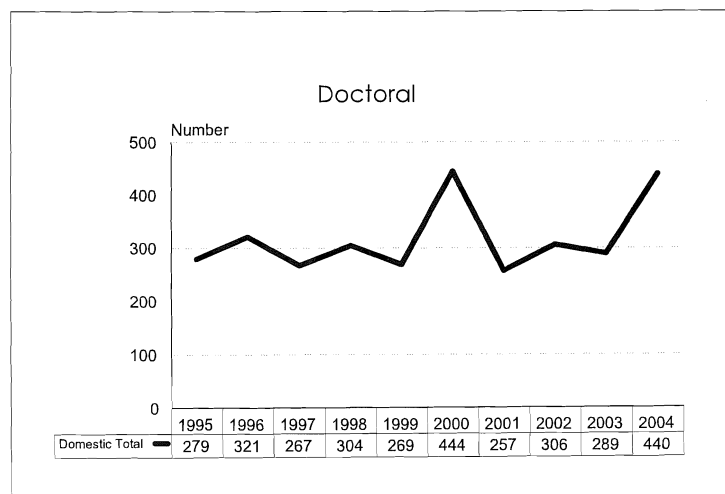
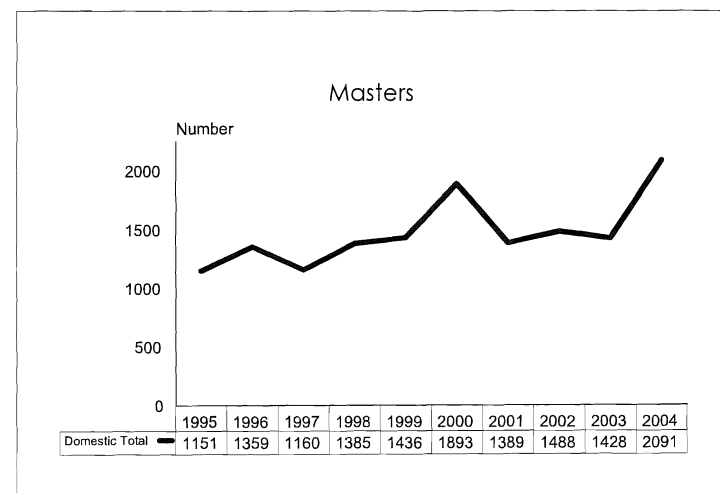
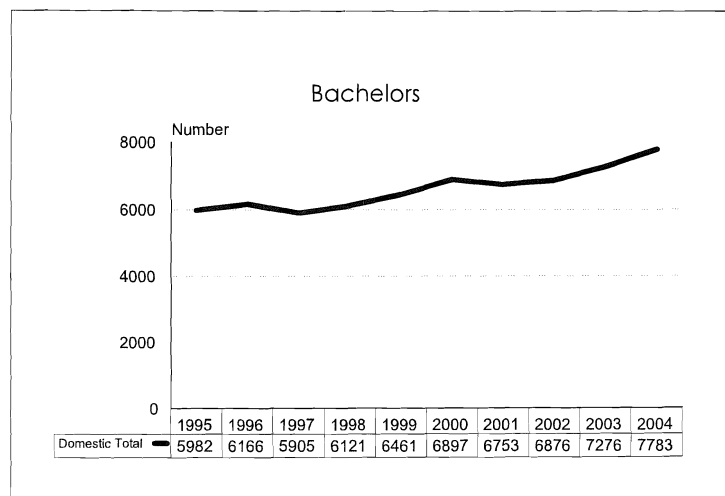
Degrees Conferred, 2003-2004 Number

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
Bachelors	190	375	565	175	187	362	67	96	163	16	21	37	2,938	3,521	6,459	115	82	197	3,501	4,282	7,783
Masters	32	78	110	46	34	80	23	23	46	2	6	8	574	838	1,412	257	178	435	934	1,157	2,091
Doctoral	8	14	22	11	7	18	5	3	8	0	0	0	116	124	240	99	53	152	239	201	440
Graduate Professional	5	15	20	17	15	32	13	11	24	1	2	3	109	153	262	0	3	3	145	199	344
University Total	235	482	717	249	243	492	108	133	241	19	29	48	3,737	4,636	8,373	471	316	787	4,819	5,839	10,658

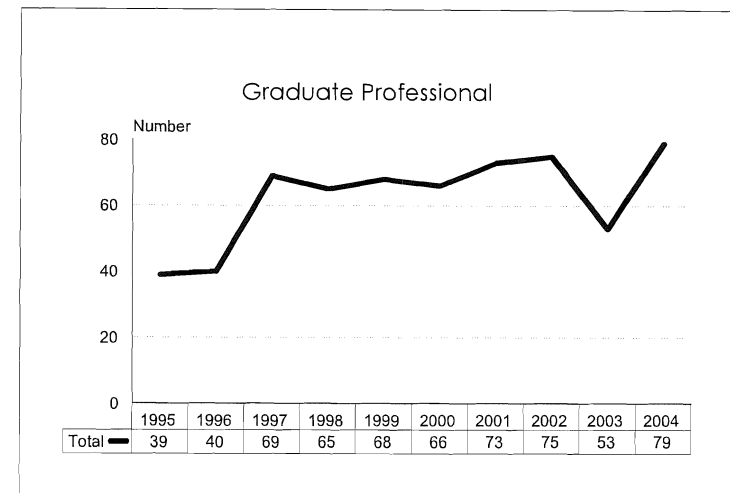
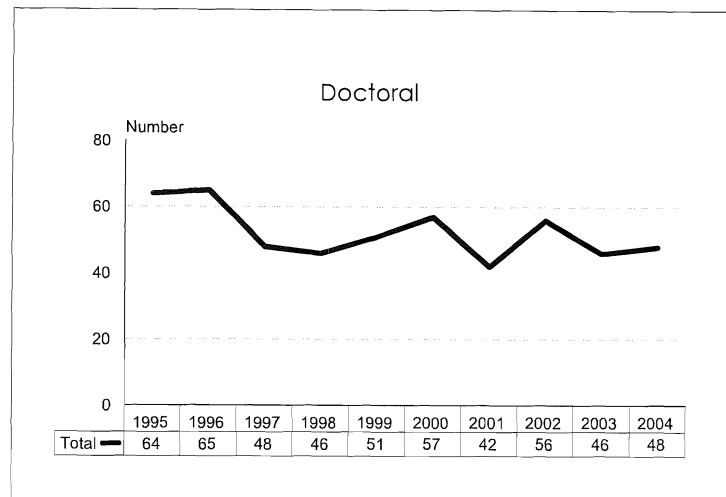
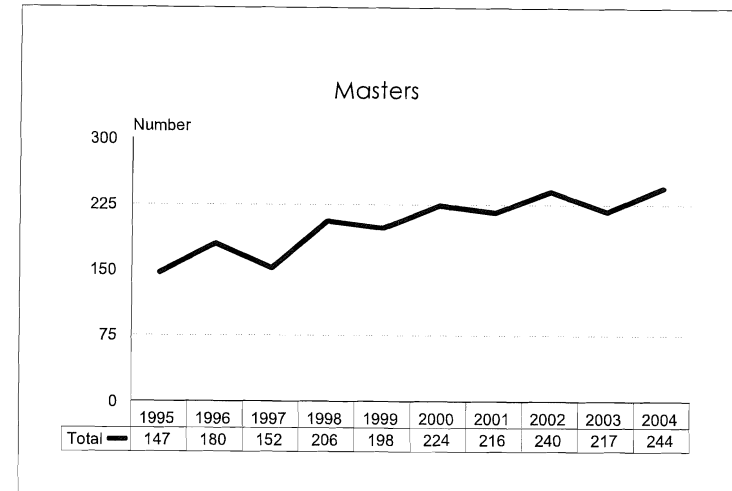
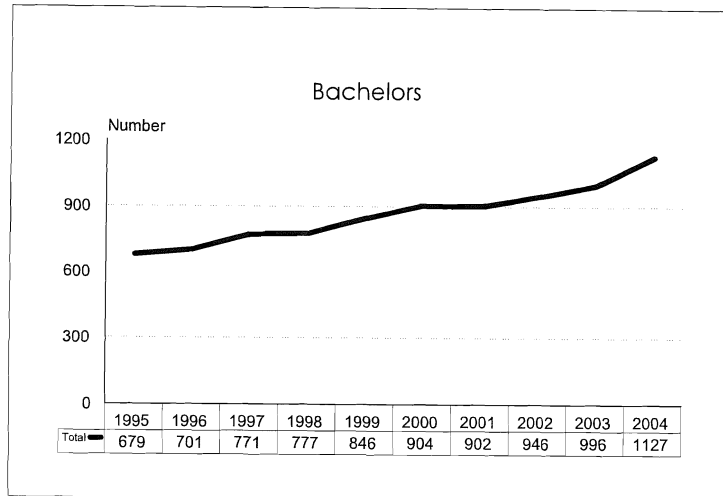
Percentage

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
Bachelors	2.4%	4.8%	7.3%	2.2%	2.4%	4.7%	0.9%	1.2%	2.1%	0.2%	0.3%	0.5%	37.7%	45.2%	83.0%	1.5%	1.1%	2.5%	45.0%	55.0%	100%
Masters	1.5%	3.7%	5.3%	2.2%	1.6%	3.8%	1.1%	1.1%	2.2%	0.1%	0.3%	0.4%	27.5%	40.1%	67.5%	12.3%	8.5%	20.8%	44.7%	55.3%	100%
Doctoral	1.8%	3.2%	5.0%	2.5%	1.6%	4.1%	1.1%	0.7%	1.8%	0.0%	0.0%	0.0%	26.4%	28.2%	54.5%	22.5%	12.0%	34.5%	54.3%	45.7%	100%
Graduate Professional	1.5%	4.4%	5.8%	4.9%	4.4%	9.3%	3.8%	3.2%	7.0%	0.3%	0.6%	0.9%	31.7%	44.5%	76.2%	0.0%	0.9%	0.9%	42.2%	57.8%	100%
University Total	2.2%	4.5%	6.7%	2.3%	2.3%	4.6%	1.0%	1.2%	2.3%	0.2%	0.3%	0.5%	35.1%	43.5%	78.6%	4.4%	3.0%	7.4%	45.2%	54.8%	100%

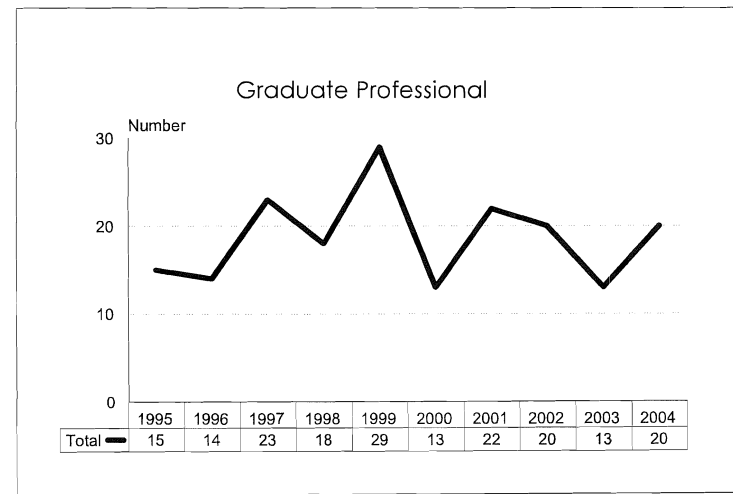
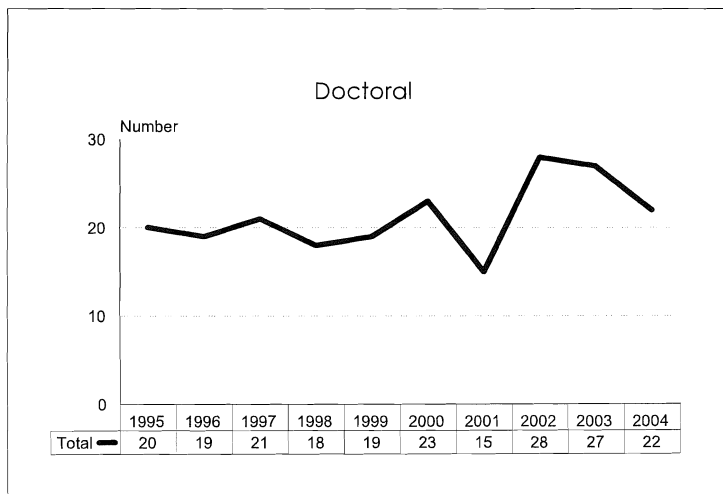
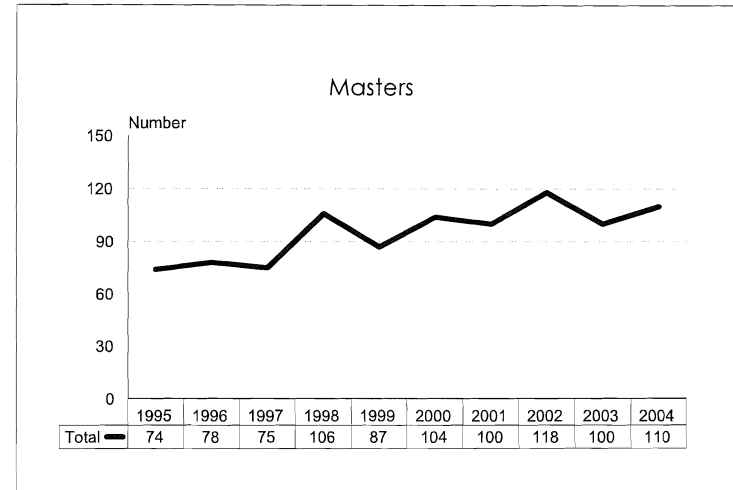
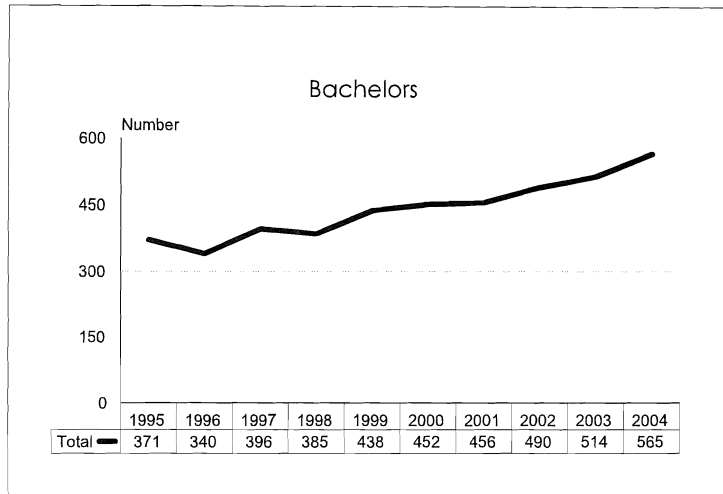
Degrees Conferred, 1995-2004 Total



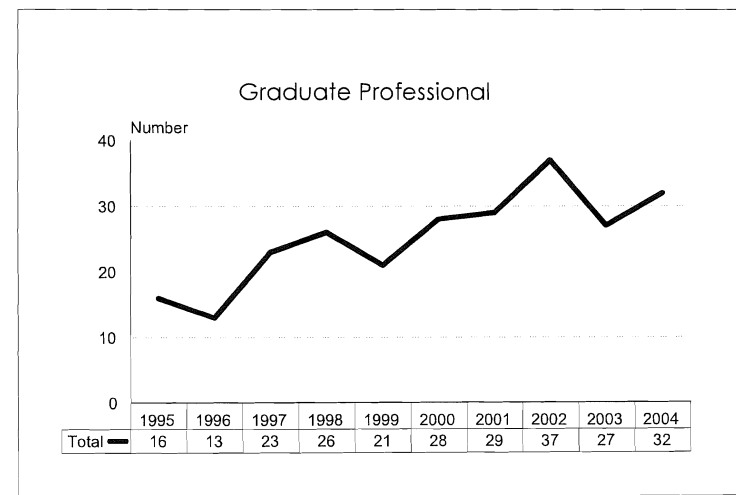
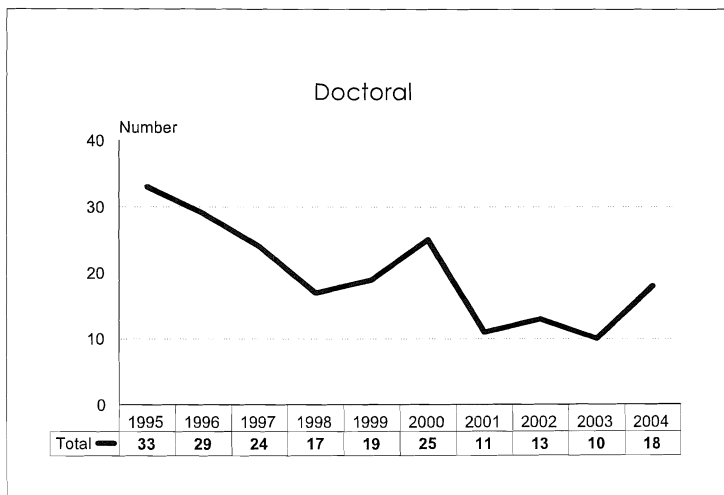
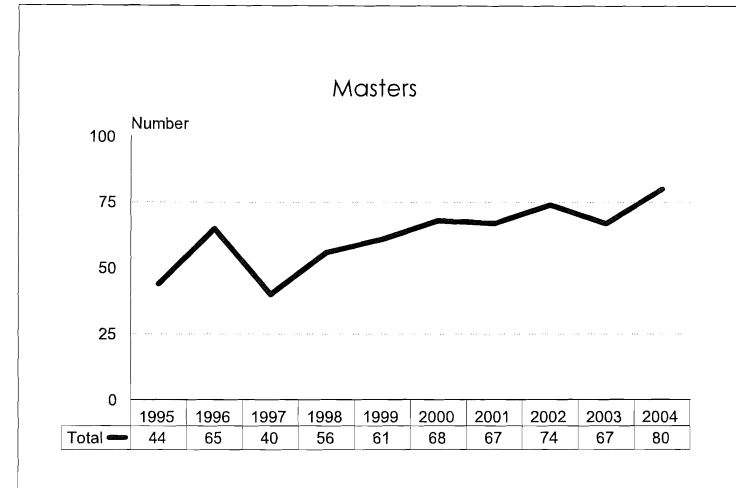
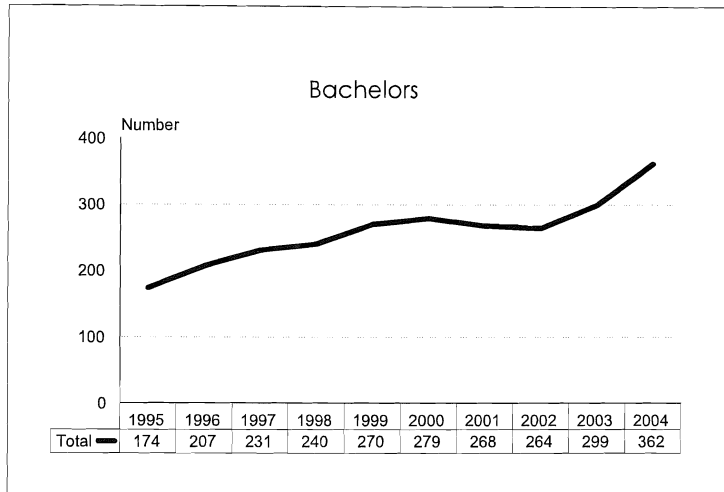
Degrees Conferred, 1995-2004 Total Minorities



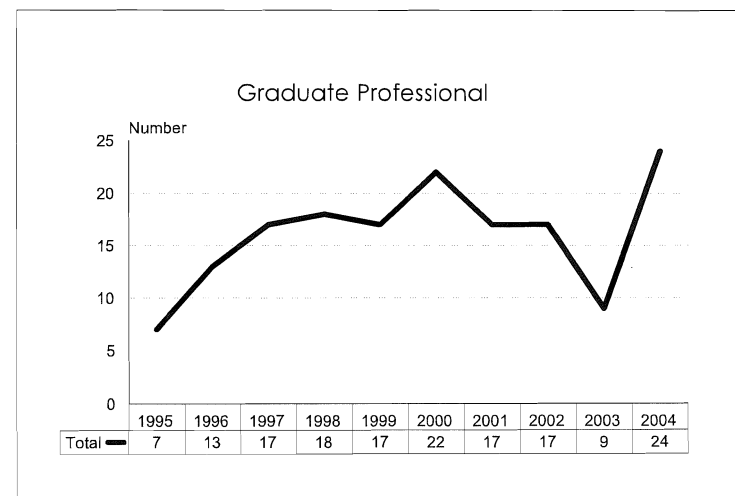
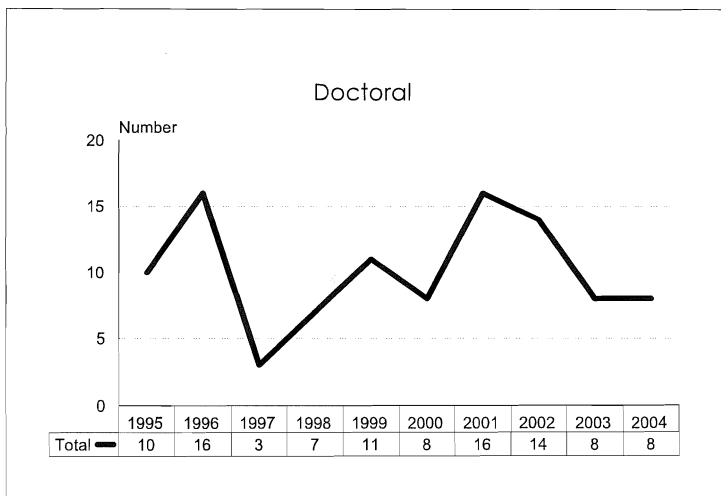
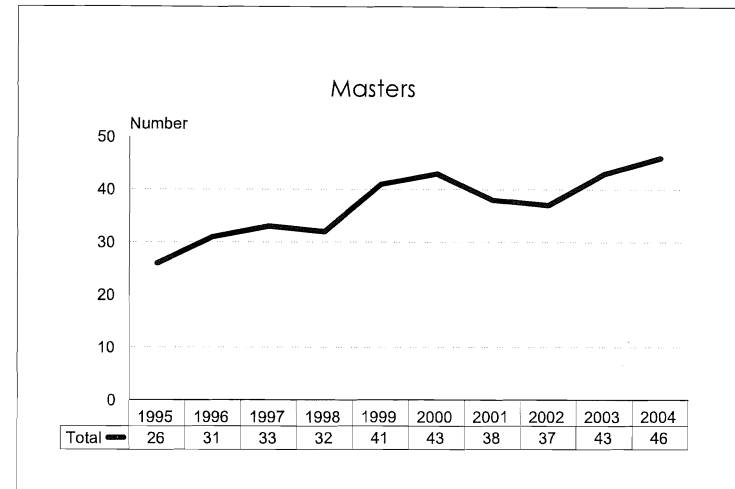
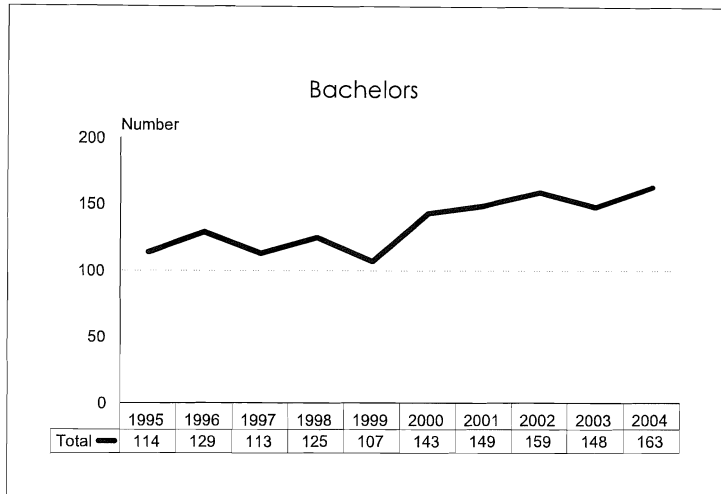
Degrees Conferred, 1995-2004 Black



Degrees Conferred, 1995-2004 Asian/Pacific Islander



Degrees Conferred, 1995-2004 Hispanic



Degrees Conferred, 1995-2004 American Indian/Alaskan Native

