

*Expand international reach through academic, research, and economic development initiatives and global, national, and local strategic alliances*

- The Department of Audiology and Speech Sciences lead a humanitarian trip to Mexico to provide treatment for oro-facial, speech, and hearing impairments.
- Fair Trade Organic Coffee
- Asia and the Diaspora: Traditions and Trajectories Project
- Tsunami Educational Experiences Committee
- Consultation Program for MSU Faculty Non-native Speakers of English
- Partnerships for Activism and Social Justice Weekend Retreats
- The annual Student Success Conference presented by the Undergraduate University Division focused on intercultural competences and educating for global effectiveness.
- An International Family Program introduced students of English as a Second Language classes to community resources on domestic violence, child safety, volunteerism and various support services on campus.
- Counseling Center Support Group for International Students and Scholars
- The Testing Office expanded it network to make international testing arrangements for students living abroad who needed to take standardized MSU exams prior to their return to the United States.

*Increase research opportunities by significantly expanding research funding and involvement of graduate and undergraduate students in research and scholarship*

- The Summer Research Opportunity Program (SROP) enhanced research opportunities for first-generation, low-income college juniors and seniors to encourage them to enter doctoral study.
- MSU SROP participants, along with students from Wayne State University and the University of Michigan, participated in the Multi-University Research Fellowship Program, which gave poster presentations to educate legislators on the positive impact research has made on the post-baccalaureate plans of undergraduates at the participating institutions.
- MSU collaborated with 15 research universities as part of the Research University Consortium for the Advancement of the Scholarship of Teaching and Learning to promote the scholarship of teaching and learning across academic disciplines and contexts.
- Research initiatives in the College of Nursing focused on diverse populations, including toddlers, and low-income women and low-income families.
- College of Education Broad Partnership, Teachers for a New Era, and PROMISE Grants
- Institute for Nuclear Astrophysics
- National Summit on LGBT Issues in Higher Education

*Strengthen stewardship by appreciating and nurturing the University’s financial assets, campus infrastructure, and people for optimal effectiveness for today and tomorrow*

- TRIO Grant to Support Low-income and First Generation College Students, and Students with Disabilities
- SpartanKids Child Care Grant
- Task Force to Review Best Practices for Reducing Incidents of Sexual Assault and Relationship Violence at MSU
- The FEAR (False Expectations Appearing Real) Conference, an annual effort by the Division of Student Affairs and Services to impact retention, provided various workshops for students who were facing academic achievement challenges.
- A three-hour LGBT “Safe Zone” training program was piloted in fall 2005, with topics including basic terminology related to LGBT identities and strategies for becoming an effective ally in classrooms, residence halls, and other life contexts.
- The Executive Leadership Development Program, jointly sponsored by Academic Human Resources and the Office of Human Resources, expanded leadership development to create a diverse pipeline in succession planning across the university.
- The university’s Supplier Diversity Program expanded through interaction with the community, development of better vendor relationships, and tapping of previously unexplored markets.

MSU is an Affirmative Action/Equal Opportunity Institution

# Inclusion and Diversity at MSU

## Annual Progress Report for 2004-05

***Boldness by Design***

During Michigan State University’s sesquicentennial year, a strategic positioning initiative called “Boldness by Design” was launched by President Lou Anna Kimsey Simon. This new initiative reaffirmed MSU’s core value of inclusion which is woven throughout the mission of the institution.

*Built on the foundation of our tradition, our land-grant values, and Michigan State’s historic and existing strengths, Boldness by Design is not a change of direction but a call to focus on five imperatives:*

- *Enhancing the student experience*
- *Enriching community, economic, and family life*
- *Expanding international reach*
- *Increasing research opportunities*
- *Strengthening stewardship*

Founders Day Address  
President Lou Anna Kimsey Simon  
February 9, 2006

***Executive Summary***

Each year, a two-part narrative and data report is published that describes the programmatic initiatives that support inclusion and diversity at Michigan State University and reflects their progress. The executive summary highlights some programs from the vast pool of initiatives occurring on campus and beyond that reflect MSU’s core values of quality, inclusiveness, and connectivity. The full report can be viewed at the Office of Affirmative Action, Compliance and Monitoring web site ([www.diversity.msu.edu](http://www.diversity.msu.edu)).



Advancing Knowledge.  
Transforming Lives.

Admissions

Student admissions data for 2005 show an increase in minority and women student admissions for freshmen and graduate students. Total enrollment for fall 2005 reflects increases in the number of minority freshmen. Enrollment of minority undergraduate transfer students increased 13% from a year ago. Graduate minority enrollment went up 11% compared to last year, with increases in African American and Hispanic/Latino graduate enrollment. Enrollments for women increased for freshman, transfer, and graduate students.

Admissions Enrollment	Freshman		Transfer		Graduate	
	Fall 2005	Fall 2004	Fall 2005	Fall 2004	Fall 2005	Fall 2004
Black/African American	676	630	85	54	102	91
Asian/Pacific Islander	409	379	54	63	60	63
Hispanic/Latino	223	202	38	48	59	38
Amer. Indian/Alaskan Native	52	48	17	6	13	18
Total Minority	1,360	1,259	194	171	234	210
Caucasian & Other	5,710	5,920	1,243	1,428	961	917
Domestic Total	7,070	7,179	1,437	1,599	1,195	1,127
International	196	183	74	83	428	383
Univ. Total	7,266	7,362	1,511	1,682	1,623	1,510
Men	3,112	3,287	739	870	707	648
Women	4,154	4,075	772	812	916	862

Enrollment

While fall 2005 saw increases in the number of minority students, the percentage of minority student enrollments remained approximately the same as it has over the last four years. The same was true for women student enrollments. Minority students represented 18.2 percent of the domestic student enrollment in fall 2005, and 54.4 percent of total students enrolled were women. International students represented approximately 7.3 percent of total student enrollments.

Undergraduate Enrollment	Fall 2005		Fall 2004	
	#	%	#	%
Black/African American	3,065	8.9	2,954	8.6
Asian/Pacific Islander	1,949	5.7	1,931	5.6
Hispanic/Latino	1,014	2.9	982	2.9
Amer. Indian/Alaskan Native	270	0.8	237	0.7
Total Minority	6,298	18.3	6,104	17.8
Caucasian & Other	28,168	81.7	28,159	82.2
Domestic Total	34,466	100.0	34,263	100.0
International	1,212		1,145	
University Total	35,678		35,408	
Men	16,560	46.4	16,612	46.9
Women	19,118	53.6	18,796	53.1

Graduate Enrollment	Fall 2005		Fall 2004	
	#	%	#	%
Black/African American	487	6.6	530	7.3
Asian/Pacific Islander	443	6.0	418	5.8
Hispanic/Latino	303	4.1	284	3.9
Amer. Indian/Alaskan Native	71	1.0	57	0.8
Total Minority	1,304	17.6	1,289	17.8
Caucasian & Other	6,101	82.4	5,969	82.2
Domestic Total	7,405	100.0	7,258	100.0
International	2,083		2,170	
University Total	9,488		9,428	
Men	4,017	42.3	4,061	43.1
Women	5,471	57.7	5,367	56.9

Total Enrollment	Fall 2005		Fall 2004	
	#	%	#	%
Black/African American	3,552	8.5	3,484	8.4
Asian/Pacific Islander	2,392	5.7	2,349	5.7
Hispanic/Latino	1,317	3.1	1,266	3.0
Amer. Indian/Alaskan Native	341	0.8	294	0.7
Total Minority	7,602	18.2	7,393	17.8
Caucasian & Other	34,269	81.8	34,128	82.2
Domestic Total	41,871	100.0	41,521	100.0
International	3,295		3,315	
University Total	45,166		44,836	
Men	20,577	45.6	20,673	46.1
Women	24,589	54.4	24,163	53.9

Retention and Graduation

The first year persistence rates for undergraduate students overall and for students of color as a group continued to rise, with 90.1% of all students and 87.0% of students of color from the cohort of 2004 returning for fall semester 2005. Both rates are all-time highs since 1983. Individually, all students of color groups, except American Indians, showed some increase over the prior year (cohort of 2003). However, the overall trend for students of color is heading in the right direction (that is, a reduction in the gap between their rate and the overall rate).

Likewise the six year graduation rates for undergraduate students overall and for students of color as a group continued to rise with 73.4% of all students and 56.1% of students of color from the cohort of 1999 graduating. Both of these are also all-time highs since 1983. Individually, Chicanos and American Indians showed some decline while Asian American, Hispanics and African Americans showed some increases from the prior year (cohort of 1998).

Both our overall persistence and graduation rates continue to be higher than the national rates at Division I NCAA colleges and universities while they fall within the mid range for Big 10 schools.

Academic Human Resources

The university continued to engage in diligent efforts to recruit and hire a diverse workforce. From October 1, 2004 to October 1, 2005, the total academic workforce increased by 105 individuals. Women comprised 41.8% of the academic workforce and 30.4% of tenure system faculty. Persons of color represented 20.3% of the academic workforce and 18.2% of tenure system faculty.

Academic Workforce	Fall 2005		Fall 2004	
	#	%	#	%
Black/African American	279	6.1	259	5.8
Asian/Pacific Islander	494	10.7	481	10.7
Hispanic/Latino	127	2.8	123	2.7
Amer. Indian/Alaskan Native	32	0.7	30	0.7
Total Minority	932	20.3	893	19.9
Caucasian	3,667	79.7	3,601	80.1
Total	4,599		4,494	
Men	2,675	58.2	2,661	59.2
Women	1,924	41.8	1,833	40.8

Tenure System Faculty	Fall 2005		Fall 2004	
	#	%	#	%
Black/African American	102	5.3	93	4.9
Asian/Pacific Islander	183	9.6	183	9.6
Hispanic/Latino	49	2.6	45	2.4
Amer. Indian/Alaskan Native	15	0.8	15	0.8
Total Minority	349	18.2	336	17.7
Caucasian	1,564	81.8	1,561	82.3
Total	1,913		1,897	
Men	1,331	69.6	1,334	70.3
Women	582	30.4	563	29.7

The academic workforce included 106 self-identified individuals with disabilities, including 59 tenure system faculty, 16 continuing academic staff, 15 fixed term academic staff, and 16 fixed term faculty.

Support Human Resources

During 2004-05, the university experienced a reduction in support staff as a whole, with a corresponding reduction in women employees. Minority representation increased by 18 employees after two years of minimal reductions. The support staff workforce included 138 self-identified individuals with disabilities.

Support Workforce	Fall 2005		Fall 2004	
	#	%	#	%
Black/African American	439	7.6	436	7.5
Asian/Pacific Islander	123	2.1	122	2.1
Hispanic/Latino	311	5.4	301	5.2
Amer. Indian/Alaskan Native	40	0.7	36	0.6
Total Minority	913	15.7	895	15.4
Caucasian	4,885	84.3	4,924	84.6
Total	5,798		5,819	
Men	2,011	34.7	2,009	34.5
Women	3,787	65.3	3,810	65.5

The following list provides a small sample of the full range of active engagements that occurred throughout the university community in 2004-05 to support inclusion and diversity at MSU. Examples are organized using the five strategic imperatives identified in the Boldness by Design initiative.

BOLDNESS BY DESIGN: FIVE STRATEGIC IMPERATIVES

*Enhance the student experience by continually improving the quality of academic programs and the value of a MSU degree for undergraduate and graduate students*

- Campus Visitation for Detroit Youth
- MAGIC (Maximizing Academic Growth in College) Program
- College Assistance Migrant Program (CAMP)
- Lilly Seminar Series on Teaching, Learning and Assessment
  - MSU as an International University: Teaching International Students
  - Enacting Diverse Learning Environments: Understanding and Realizing the Benefits of Diversity in Higher Education
  - Transforming Your Curriculum: Creating an Inclusive Learning Environment (The Spring Institute)
- The Colleges of Natural Science and Engineering and The Graduate School joined forces with the University of Michigan, Wayne State University, and Western Michigan University to implement the National Science Foundation Alliance for Graduate Education and the Professoriate grant to increase the diversity of university faculty in science, mathematics, and engineering programs.
- MSU Model United Nations Conference Simulation
- Achieving Excellence in Multicultural Instruction Web Site
- Mentoring in an Urban Setting: Improving Prospective Teachers’ Cultural Understanding and Ability to Teach Diverse Learners More Effectively
- Preparing Ourselves and Others for the Future: Engaging Diversity through Social Justice Education and Partnership Speaker Series
- Lesbian-Bisexual-Gay-Transgender (LBGT) Student Speaker Panels
- Culture through the Arts Program
- Heritage Month Activities
- The LeadersShape® Institute, an interactive program which teaches participants to “lead with integrity,” provided students with experiential training in valuing diversity as a leader and created opportunities for students to explore their biases and fears.

*Enrich community, economic and family life through research, outreach, engagement, entrepreneurship, innovation and diversity*

- The Neighborhood Resource Coordinator Program continued to partner students with residents to foster positive relations between MSU students and permanent residents of East Lansing.
- National Study of Transgender Student Identity Development
- MSU Extension led a Vital Aging Committee to promote vital aging through education, research and practice involving strength-based multidisciplinary collaborations between the university and community.
- Michigan Youth Leadership Forum
- The Adapted Sports Festival offered competitive athletic events for persons with disabilities from MSU and the broader community.
- Center for Service-Learning and Civic Engagement
- The MSU Faculty Emeriti Association was launched to promote, facilitate, and sponsor activities that enable faculty emeriti to be actively engaged with the university and share their expertise with others.
- Approximately 325 students participated in 18 week-long national, intercultural, and international Alternative Spring Break programs during Spring Break week in March 2005.