

Michigan State University

2008-09

Diversity and Inclusion at MSU

Annual Progress Report



Executive Summary

Each year, a two-part narrative and data report is published to describe initiatives that support diversity and inclusion at Michigan State University. This executive summary highlights a small sample of activities from a vast pool that occurred between October 2008 and October 2009. The full report can be viewed at the Office for Inclusion and Intercultural Initiatives web site at www.inclusion.msu.edu.

2008-2009 Annual Data Report

Prepared for the Michigan State
University Board of Trustees

By the Office for Inclusion and
Intercultural Initiatives

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

February 2010

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Introduction

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 university programs, activities, and services.

Affirmative Action Program

As a federal contractor, the university has an obligation to comply with affirmative action regulations governing all levels of employment. The 2008-2009 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.

Annual Data Report

Contributions to this report were made by the Office of Planning and Budgets, the Associate Provost and Associate Vice President for Academic Human Resources, the Assistant Vice President for Human Resources, and the Office of Admissions and Scholarships.

More detailed information on any specific section of the Report or the University's affirmative action program may be obtained from the Office for Inclusion and Intercultural Initiatives. The Report is available in large print or alternate format upon request to 444 Administration Building, 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 Alaska 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 2009 Employment Profile – Numbers

Category	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			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	60	36	96	176	74	250	39	27	66	11	5	16	286	142	428	1,089	516	1,605	1,375	658	2,033
Continuing Acad. Staff	17	45	62	15	16	31	15	4	19	2	2	4	49	67	116	300	296	596	349	363	712
Fixed Term Faculty	37	26	63	79	56	135	21	16	37	2	2	4	139	100	239	404	405	809	543	505	1,048
Fixed Term Acad. Staff	37	39	76	161	103	264	13	21	34	1	7	8	212	170	382	378	432	810	590	602	1,192
Academic HR Total	151	146	297	431	249	680	88	68	156	16	16	32	686	479	1,165	2,171	1,649	3,820	2,857	2,128	4,985
Support Human Resources																					
Officials & Managers	2	9	11	2	4	6	1	1	2	0	0	0	5	14	19	121	101	222	126	115	241
Professionals	69	99	168	52	66	118	42	56	98	6	10	16	169	231	400	1,065	1,534	2,599	1,234	1,765	2,999
Clerical	5	77	82	1	11	12	3	76	79	1	7	8	10	171	181	55	994	1,049	65	1,165	1,230
Technical	6	18	24	4	13	17	8	16	24	2	4	6	20	51	71	99	366	465	119	417	536
Service/Maintenance	61	72	133	7	1	8	46	70	116	6	1	7	120	144	264	377	393	770	497	537	1,034
Skilled Trades	15	0	15	3	0	3	12	2	14	3	0	3	33	2	35	237	23	260	270	25	295
Support HR Total	158	275	433	69	95	164	112	221	333	18	22	40	357	613	970	1,954	3,411	5,365	2,311	4,024	6,335
University Total	309	421	730	500	344	844	200	289	489	34	38	72	1,043	1,092	2,135	4,125	5,060	9,185	5,168	6,152	11,320

Michigan State University
Fall 2009 Employment Profile – Percentages

Category	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			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	3.0%	1.8%	4.7%	8.7%	3.6%	12.3%	1.9%	1.3%	3.2%	0.5%	0.2%	0.8%	14.1%	7.0%	21.1%	53.6%	25.4%	78.9%	67.6%	32.4%	2,033
Cont. Acad. Staff	2.4%	6.3%	8.7%	2.1%	2.2%	4.4%	2.1%	0.6%	2.7%	0.3%	0.3%	0.6%	6.9%	9.4%	16.3%	42.1%	41.6%	83.7%	49.0%	51.0%	712
Fixed Term Faculty	3.5%	2.5%	6.0%	7.5%	5.3%	12.9%	2.0%	1.5%	3.5%	0.2%	0.2%	0.4%	13.3%	9.5%	22.8%	38.5%	38.6%	77.2%	51.8%	48.2%	1,048
Fixed Acad. Staff	3.1%	3.3%	6.4%	13.5%	8.6%	22.1%	1.1%	1.8%	2.9%	0.1%	0.6%	0.7%	17.8%	14.3%	32.0%	31.7%	36.2%	68.0%	49.5%	50.5%	1,192
Academic HR Total	3.0%	2.9%	6.0%	8.6%	5.0%	13.6%	1.8%	1.4%	3.1%	0.3%	0.3%	0.6%	13.8%	9.6%	23.4%	43.6%	33.1%	76.6%	57.3%	42.7%	4,985
Support Human Res.																					
Officials & Managers	0.8%	3.7%	4.6%	0.8%	1.7%	2.5%	0.4%	0.4%	0.8%	0.0%	0.0%	0.0%	2.1%	5.8%	7.9%	50.2%	41.9%	92.1%	52.3%	47.7%	241
Professionals	2.3%	3.3%	5.6%	1.7%	2.2%	3.9%	1.4%	1.9%	3.3%	0.2%	0.3%	0.5%	5.6%	7.7%	13.3%	35.5%	51.2%	86.7%	41.1%	58.9%	2,999
Clerical	0.4%	6.3%	6.7%	0.1%	0.9%	1.0%	0.2%	6.2%	6.4%	0.1%	0.6%	0.7%	0.8%	13.9%	14.7%	4.5%	80.8%	85.3%	5.3%	94.7%	1,230
Technical	1.1%	3.4%	4.5%	0.7%	2.4%	3.2%	1.5%	3.0%	4.5%	0.4%	0.7%	1.1%	3.7%	9.5%	13.2%	18.5%	68.3%	86.8%	22.2%	77.8%	536
Service/Maintenance	5.9%	7.0%	12.9%	0.7%	0.1%	0.8%	4.4%	6.8%	11.2%	0.6%	0.1%	0.7%	11.6%	13.9%	25.5%	36.5%	38.0%	74.5%	48.1%	51.9%	1,034
Skilled Trades	5.1%	0.0%	5.1%	1.0%	0.0%	1.0%	4.1%	0.7%	4.7%	1.0%	0.0%	1.0%	11.2%	0.7%	11.9%	80.3%	7.8%	88.1%	91.5%	8.5%	295
Support HR Total	2.5%	4.3%	6.8%	1.1%	1.5%	2.6%	1.8%	3.5%	5.3%	0.3%	0.3%	0.6%	5.6%	9.7%	15.3%	30.8%	53.8%	84.7%	36.5%	63.5%	6,335
University Total	2.7%	3.7%	6.4%	4.4%	3.0%	7.5%	1.8%	2.6%	4.3%	0.3%	0.3%	0.6%	9.2%	9.6%	18.9%	36.4%	44.7%	81.1%	45.7%	54.3%	11,320

Academic Human Resources/Executive Management

Summary

<u>Fall 2009</u>	<u>Number</u>	<u>Percent</u>
Academic Workforce		
Black	297	6.0%
Asian/Pacific Islander	680	13.6%
Hispanic	156	3.1%
Amer. Indian/Alaska Native	32	0.6%
Total Minorities	1,165	23.4%
Women	2,128	42.7%
Tenure System Faculty		
Black	96	4.7%
Asian/Pacific Islander	250	12.3%
Hispanic	66	3.2%
Amer. Indian/Alaska Native	16	0.8%
Total Minorities	428	21.1%
Women	658	32.4%

Academic Human Resources/Executive Management

<u>College</u>	<u>Projected Openings 2009-2012</u>	<u>Placement Goal Minorities</u>	<u>Placement Goal Women</u>
Agriculture & Natural Resources	54	2	17
Arts & Letters	3	0	1
Residential Arts & Humanities	2	0	0
Eli Broad College of Business	6	1	5
Communication Arts & Sciences	7	0	4
Education	6	3	3
Engineering	10	0	3
Human Medicine	1	1	0
James Madison	3	0	1
Lyman Briggs	2	1	1
Music	3	0	1
Natural Science	10	3	5
Nursing	4	0	0
Osteopathic Medicine	3	2	2
Social Science	8	1	5
Veterinary Medicine	<u>5</u>	<u>2</u>	<u>2</u>
University Total	127	16	50

Tenure System
Placement Goals

October 1, 2010 to
September 30, 2013

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.

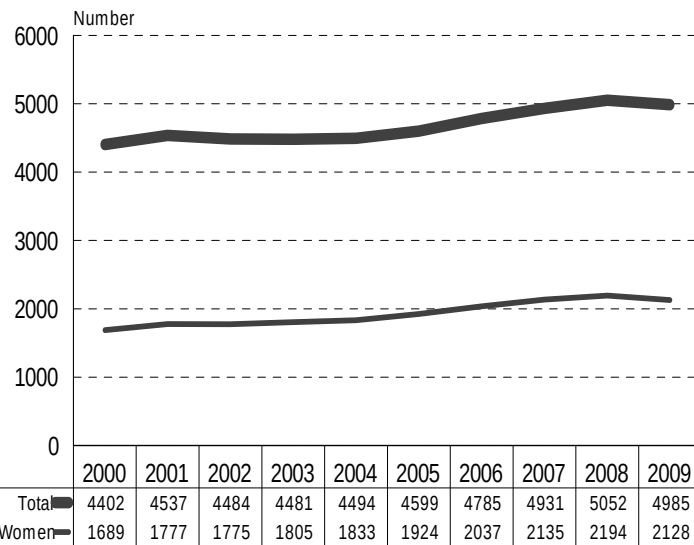
Executive Management: Titles include president, assistant to the president, executive assistant to the president, secretary of the Board of Trustees, executive vice president, vice president, associate vice president, assistant vice president, assistant to the vice president, provost, associate provost, 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.

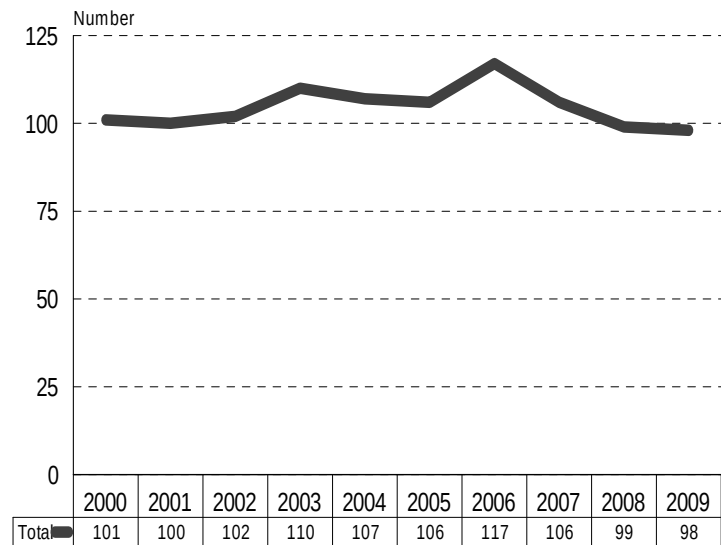
Beginning October 1998, individuals holding the title of Director who were not the equivalent of Deans or Chairpersons, or were not Directors of Centers or Institutes were dropped from the "management" category.

Academic Workforce, 2000-2009

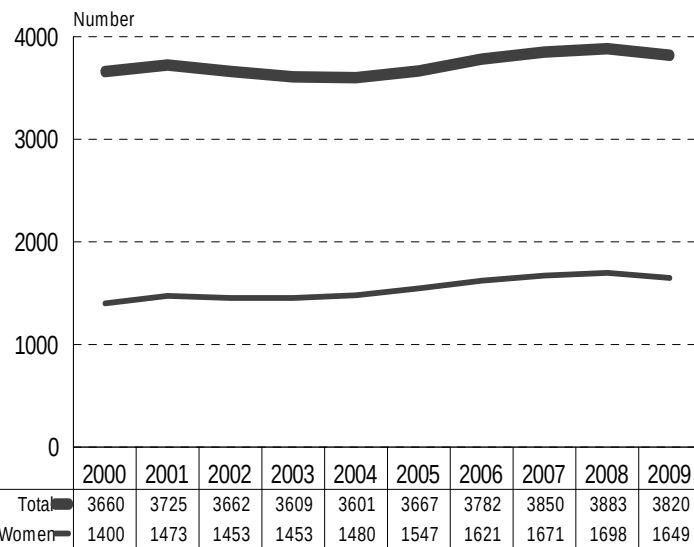
Total Academic Workforce



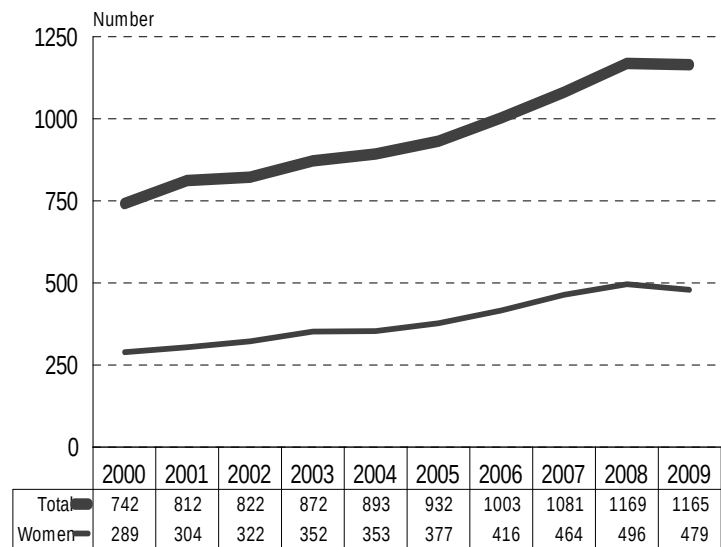
Persons with Disabilities



White

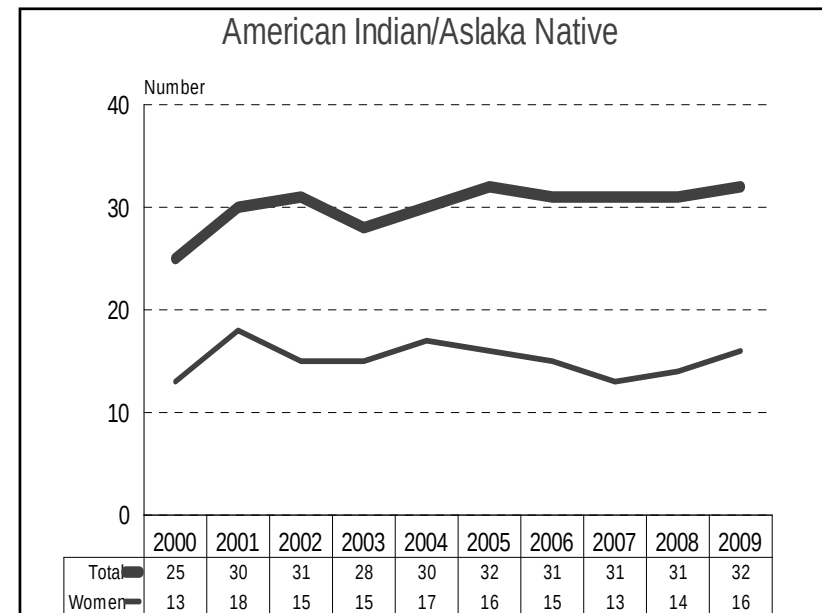
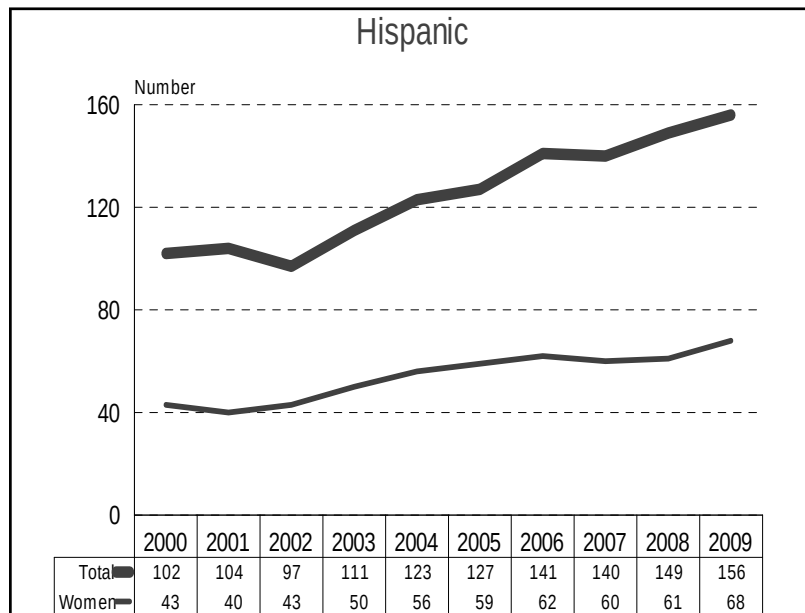
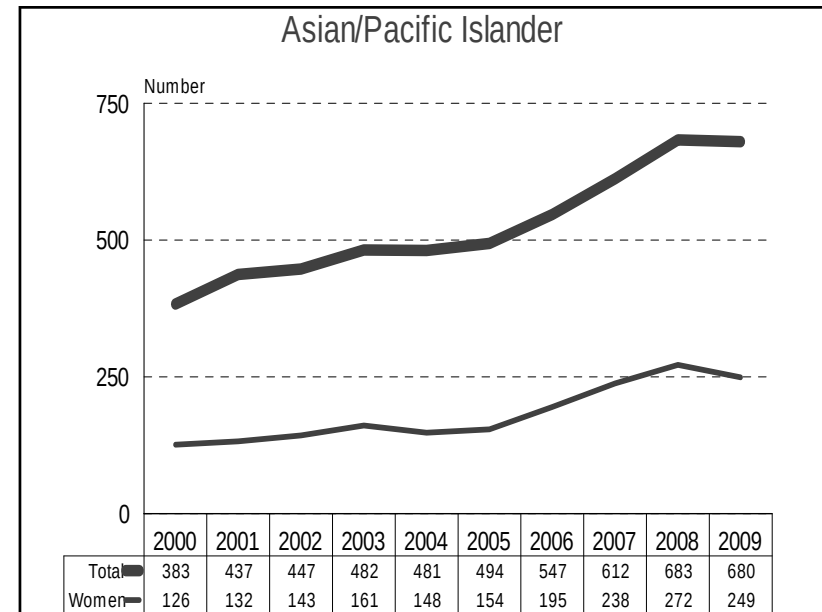
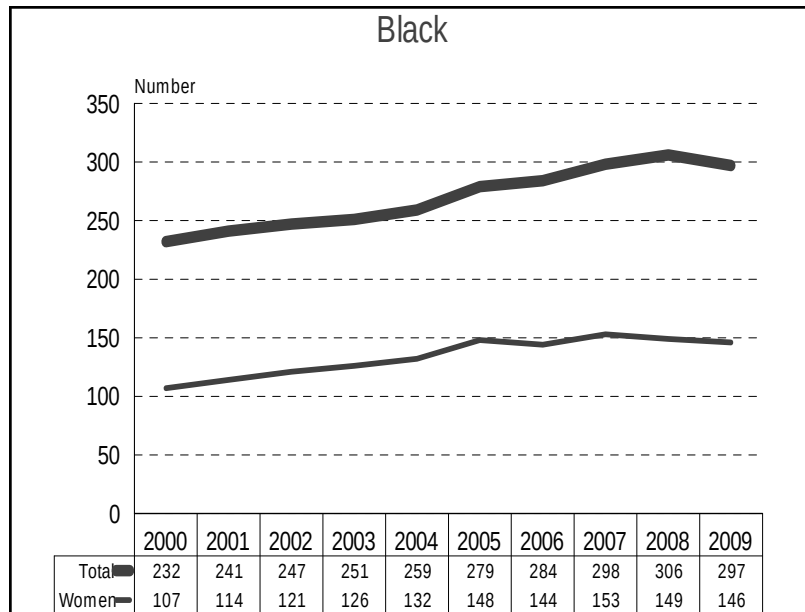


Total Minorities



Academic Workforce, 2000-2009

Minorities by Race/Ethnicity



Tenure System Hires, Promotions and Separations, 2008-2009

Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Total	4	2	6	9	5	14	2	6	8	0	0	0	15	13	28	46	22	68	61	35	96

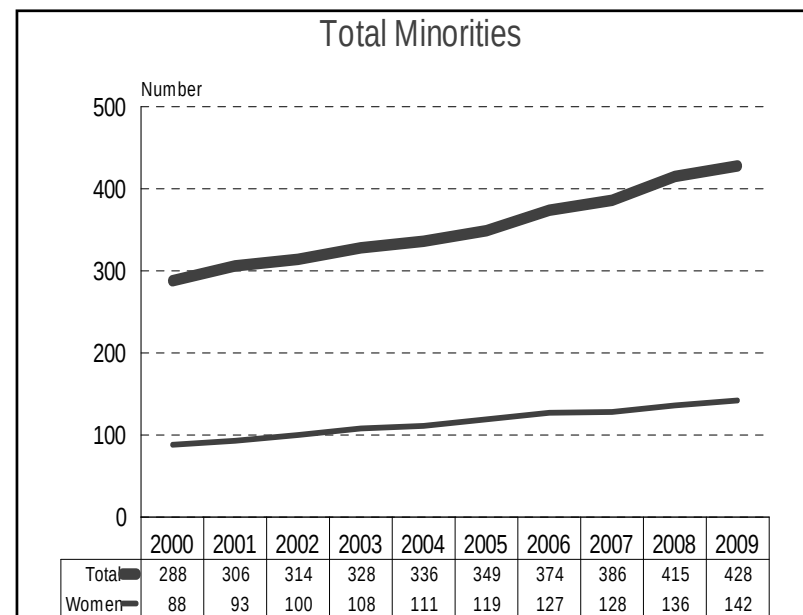
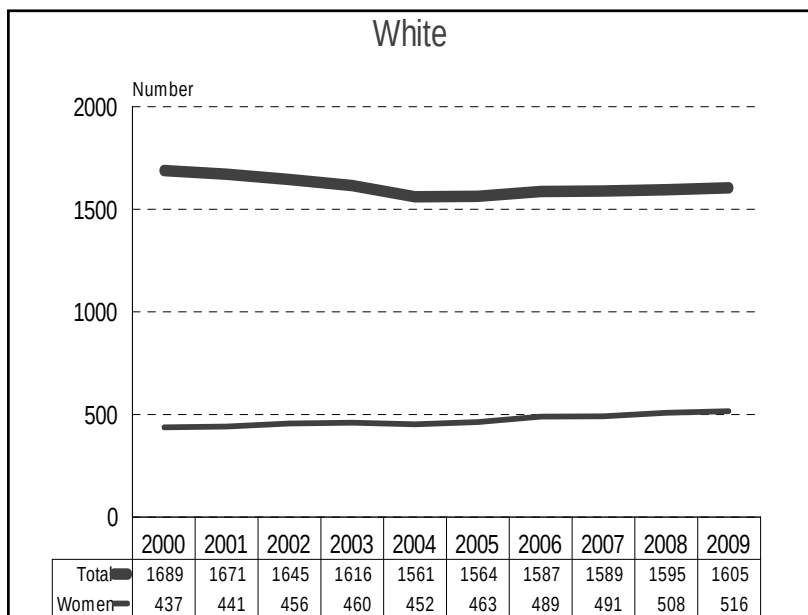
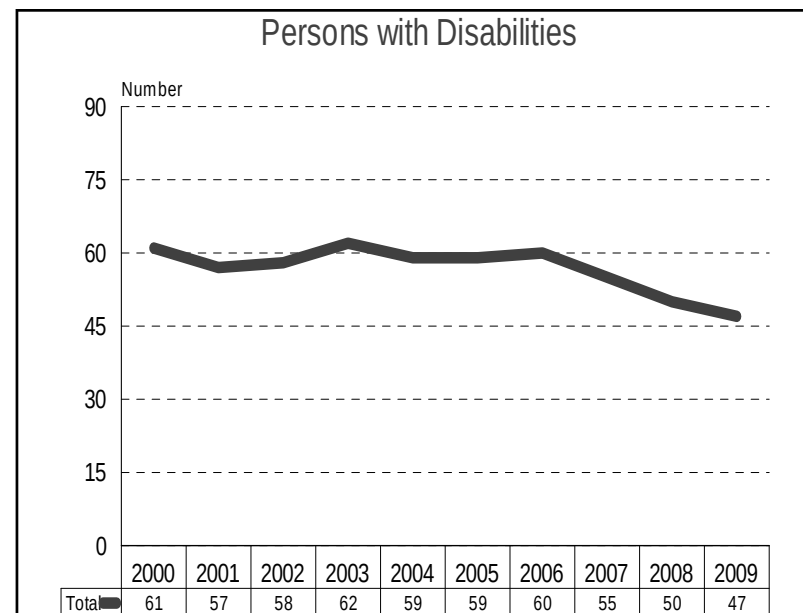
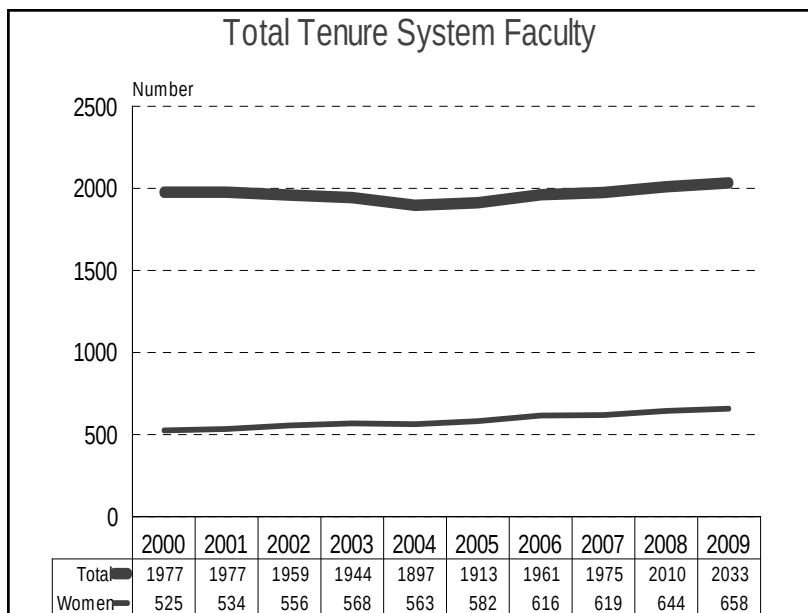
Promotions	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
To Associate Professor	0	3	3	4	4	8	3	0	3	0	1	1	7	8	15	12	13	25	19	21	40
To Full Professor	1	1	2	5	0	5	1	0	1	1	0	1	7	1	8	16	4	20	24	5	29
Total	1	4	5	9	4	13	4	0	4	1	1	2	14	9	23	28	17	45	43	26	69

Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Retirement	1	2	3	1	0	1	0	0	0	1	0	1	3	2	5	24	4	28	27	6	33
Other Reasons	2	3	5	3	2	5	0	1	1	0	0	0	5	6	11	16	9	25	21	15	36
Total	3	5	8	4	2	6	0	1	1	1	0	1	8	8	16	40	13	53	48	21	69

Tenure System Faculty by College, Fall 2009

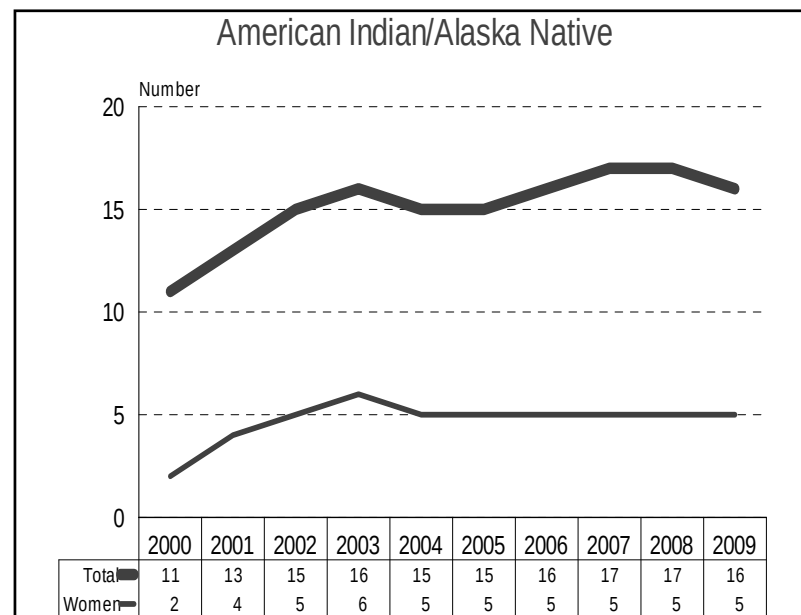
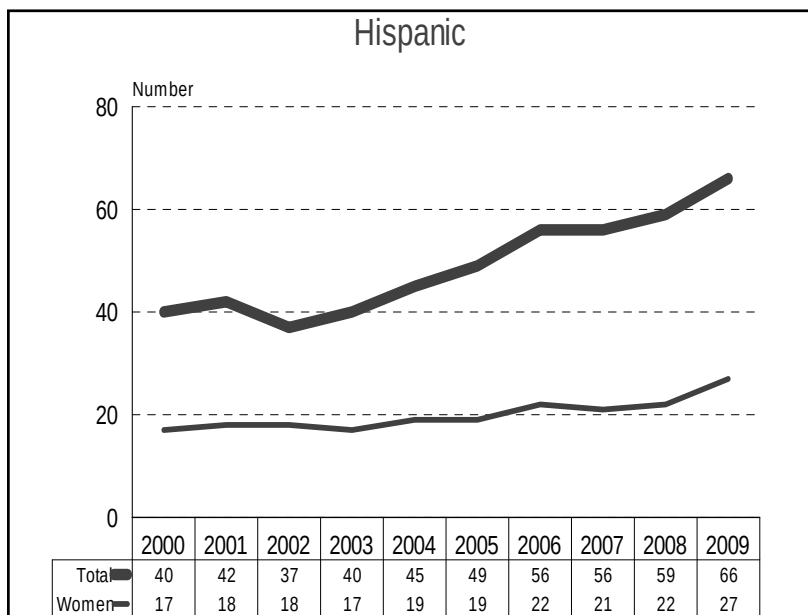
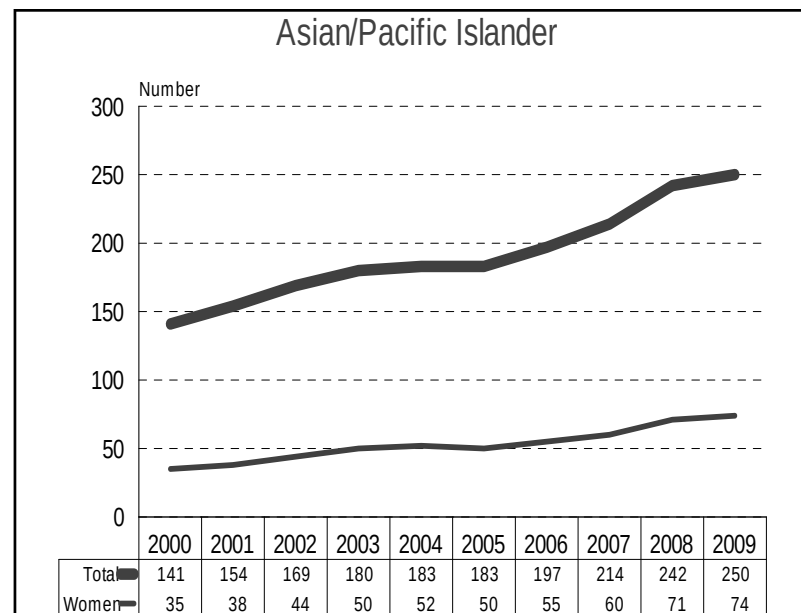
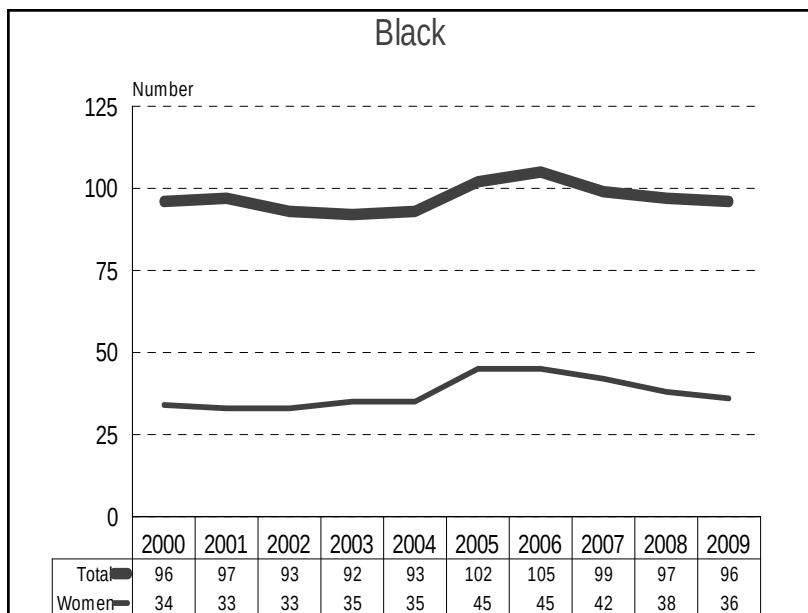
College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Natural Resources	11	3	14	24	9	33	4	3	7	3	0	3	42	15	57	181	62	243	223	77	300
Arts & Letters	5	5	10	7	6	13	5	10	15	4	3	7	21	24	45	77	65	142	98	89	187
Resi. Arts & Humanities	1	0	1	0	1	1	0	1	1	1	0	1	2	2	4	5	6	11	7	8	15
Eli Broad Business	4	0	4	14	5	19	0	0	0	0	0	0	18	5	23	67	22	89	85	27	112
Comm. Arts & Sciences	1	1	2	1	7	8	3	1	4	1	0	1	6	9	15	34	19	53	40	28	68
Education	2	6	8	3	3	6	0	4	4	0	0	0	5	13	18	47	55	102	52	68	120
Engineering	5	0	5	49	9	58	3	0	3	0	0	0	57	9	66	77	8	85	134	17	151
Human Medicine	4	2	6	11	5	16	0	0	0	0	0	0	15	7	22	44	24	68	59	31	90
James Madison	1	2	3	3	1	4	1	0	1	0	0	0	5	3	8	20	10	30	25	13	38
Lyman Briggs	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	15	4	19	16	4	20
Music	3	0	3	2	0	2	2	1	3	0	0	0	7	1	8	38	13	51	45	14	59
Natural Science	2	1	3	43	6	49	5	0	5	1	0	1	51	7	58	186	52	238	237	59	296
Nursing	0	2	2	0	2	2	0	0	0	0	0	0	0	4	4	2	15	17	2	19	21
Osteopathic Medicine	0	1	1	4	1	5	0	0	0	0	0	0	4	2	6	34	21	55	38	23	61
Social Science	13	11	24	11	19	30	13	6	19	1	2	3	38	38	76	175	95	270	213	133	346
Veterinary Medicine	3	0	3	3	0	3	0	1	1	0	0	0	6	1	7	54	33	87	60	34	94
Non-College Units	4	2	6	1	0	1	3	0	3	0	0	0	8	2	10	33	12	45	41	14	55
University Total	60	36	96	176	74	250	39	27	66	11	5	16	286	142	428	1,089	516	1,605	1,375	658	2,033

Tenure System Faculty, 2000-2009

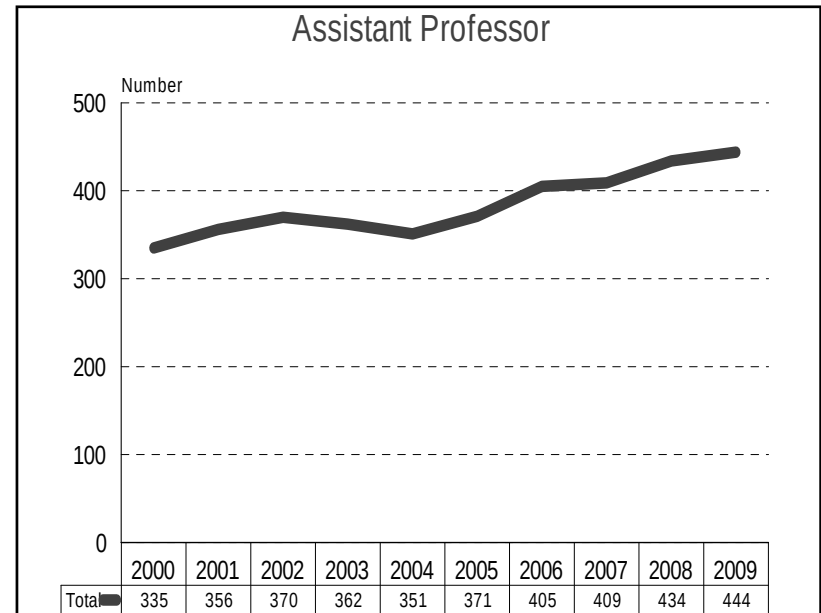
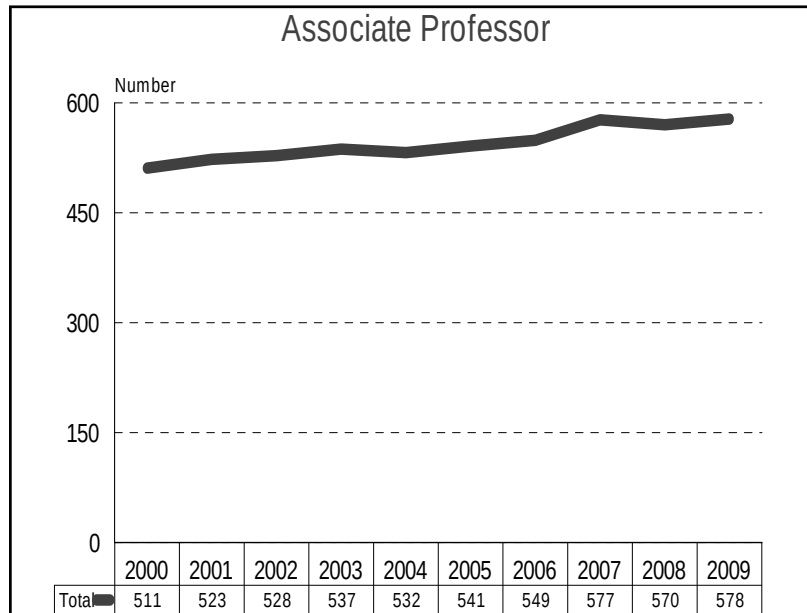
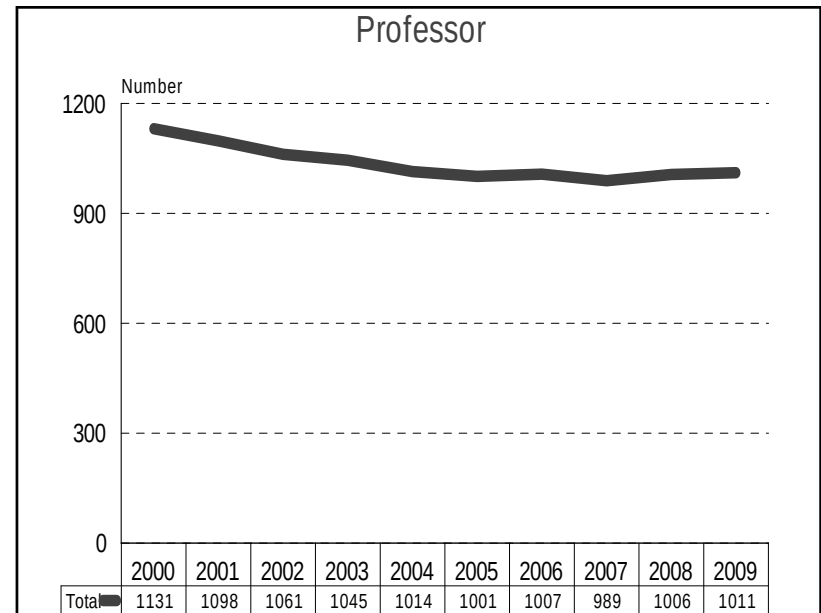
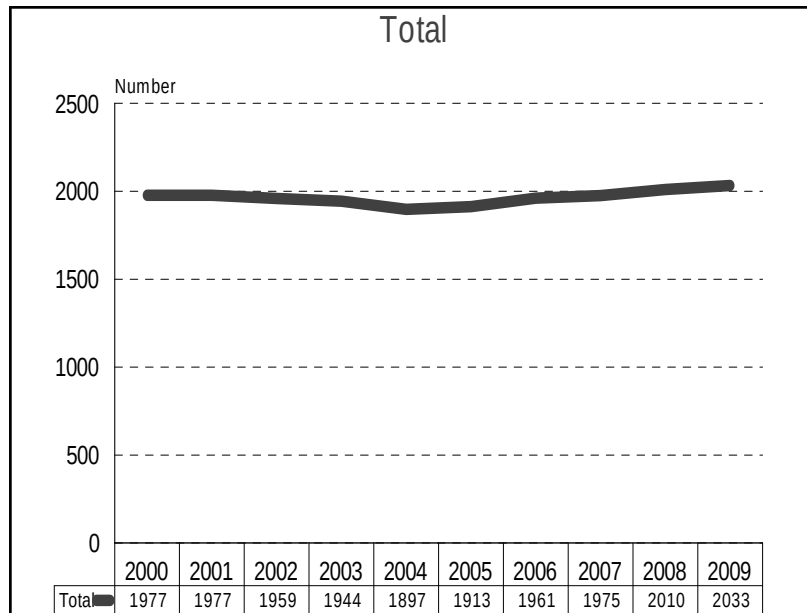


Tenure System Faculty, 2000-2009

Minorities by Race/Ethnicity

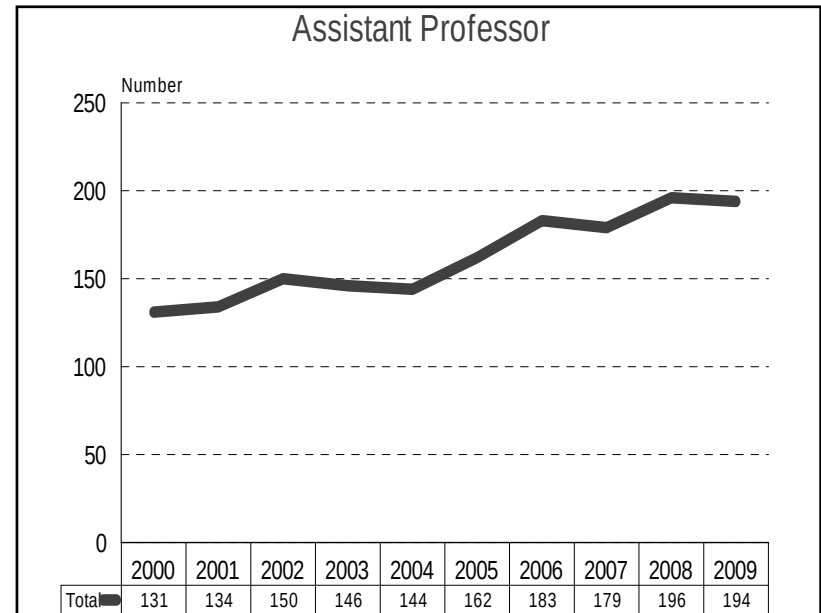
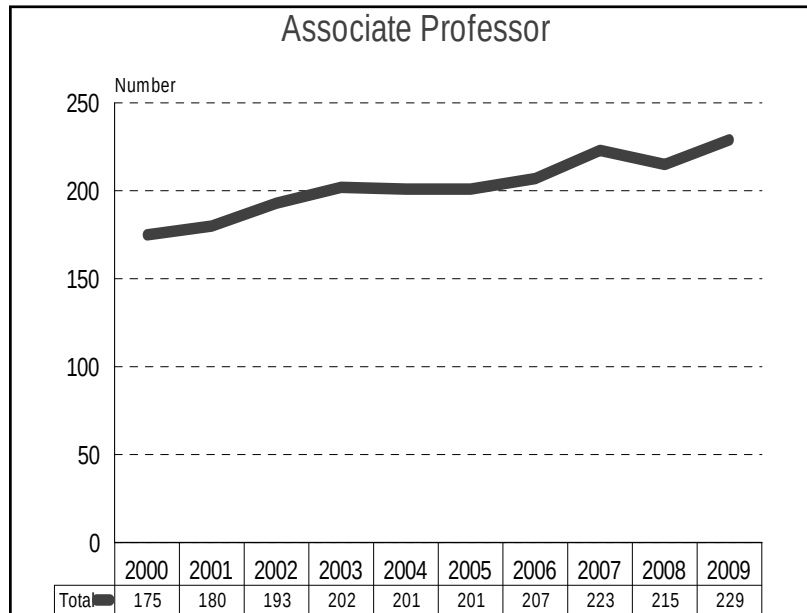
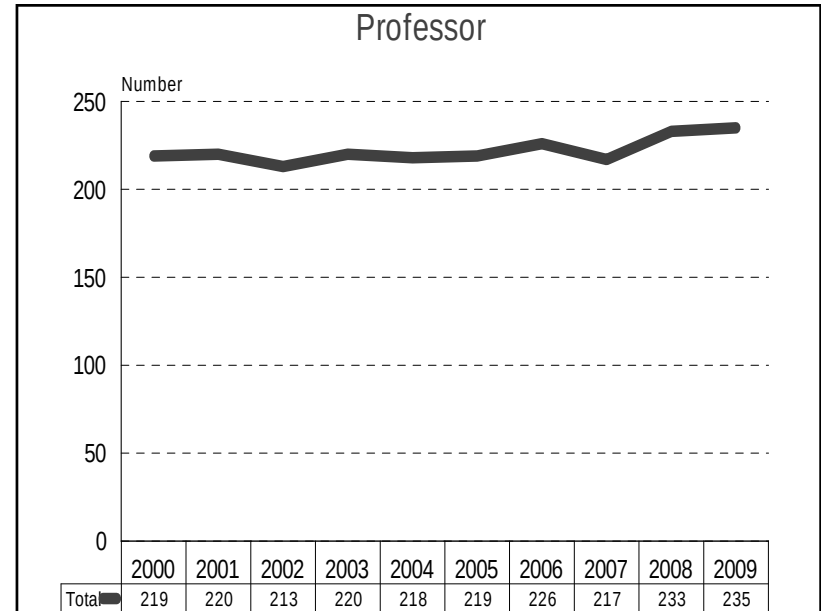
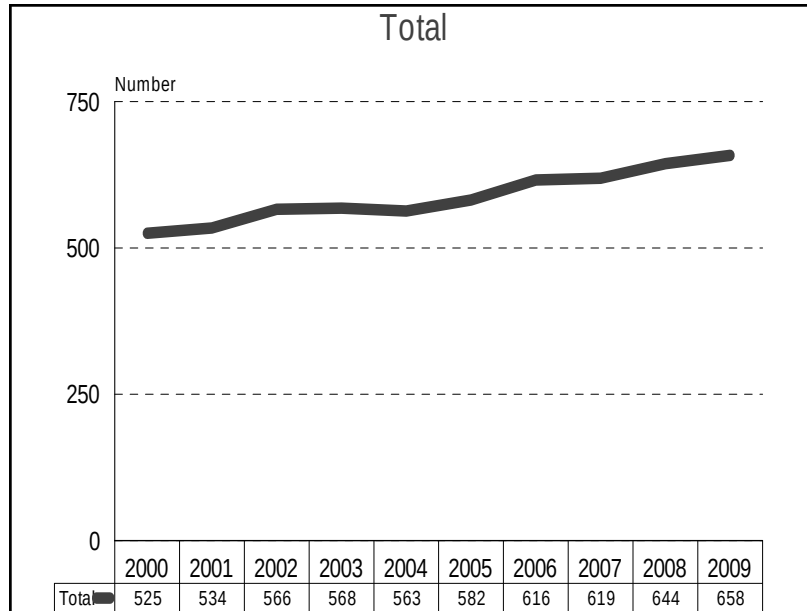


Tenure System Faculty by Rank, 2000-2009



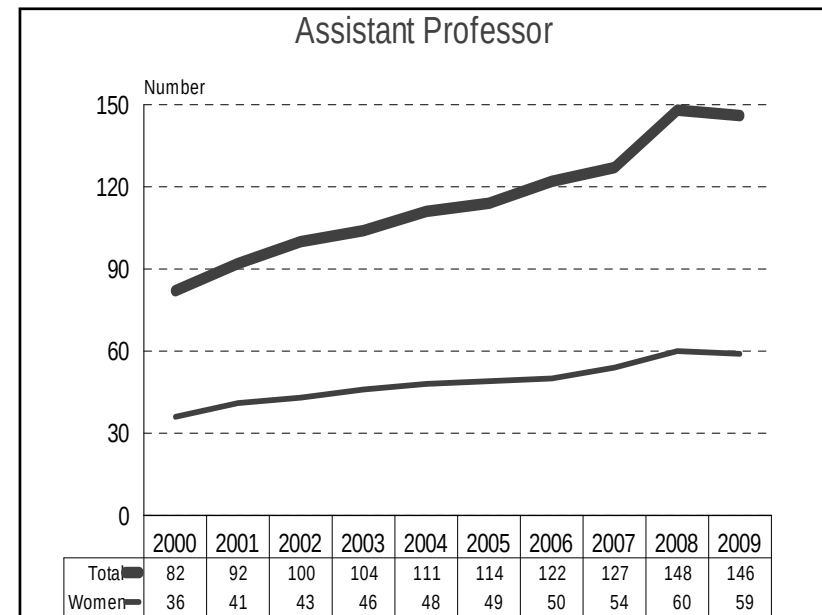
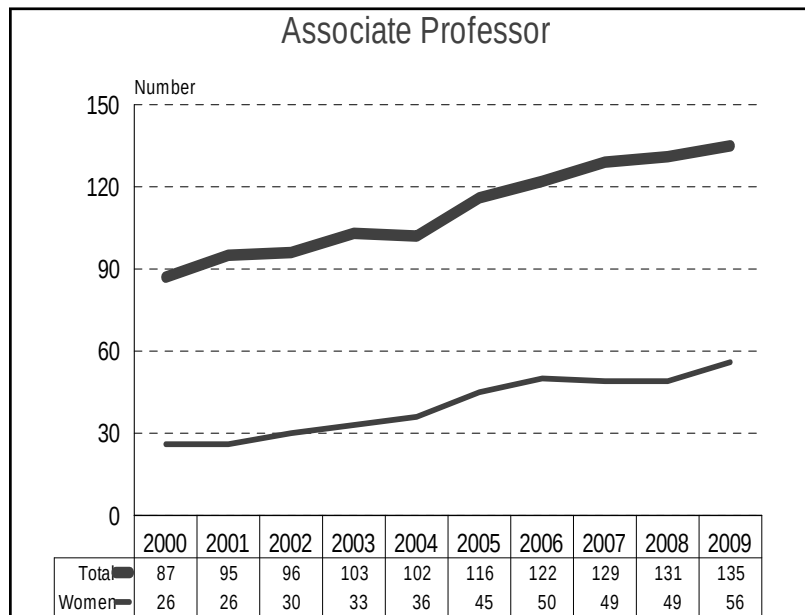
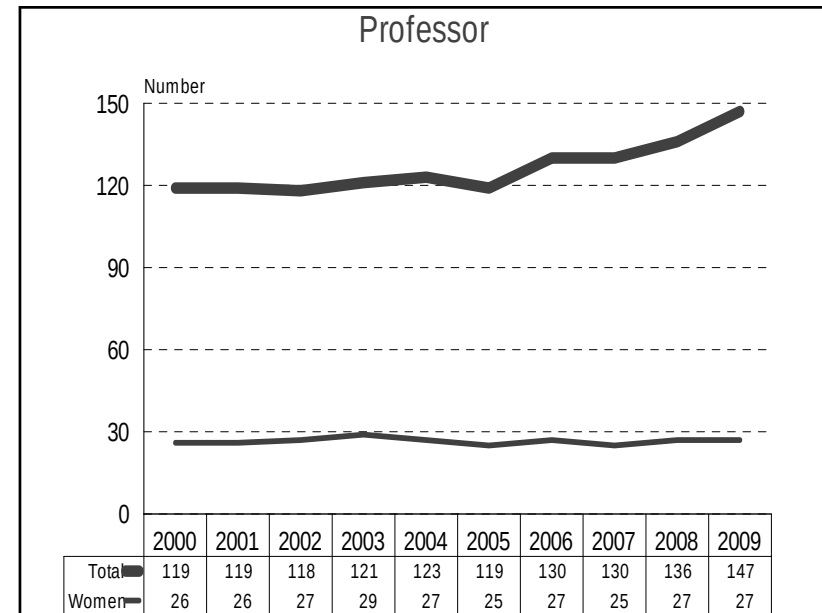
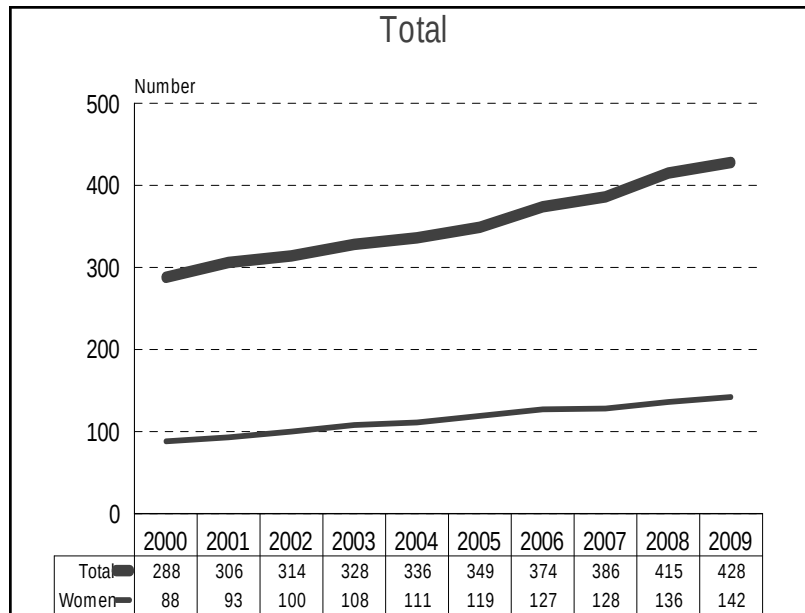
Tenure System Faculty by Rank, 2000-2009

Women



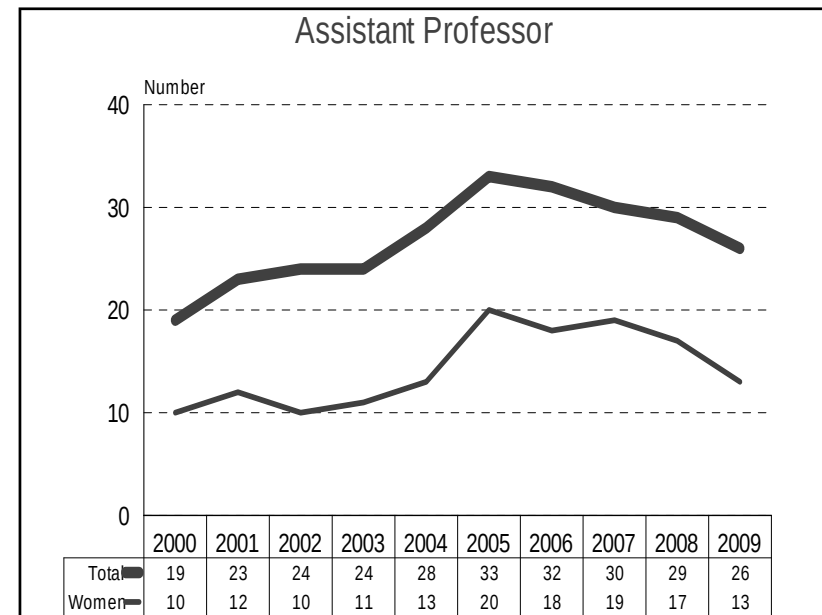
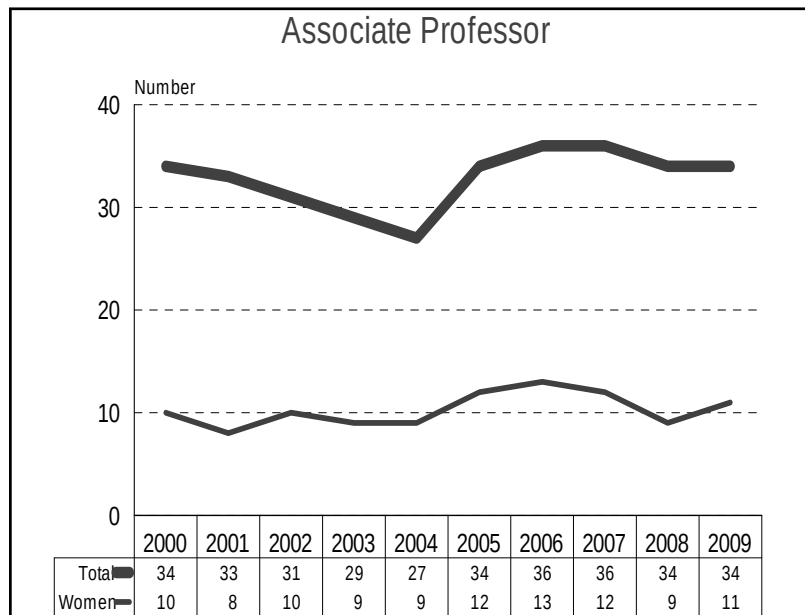
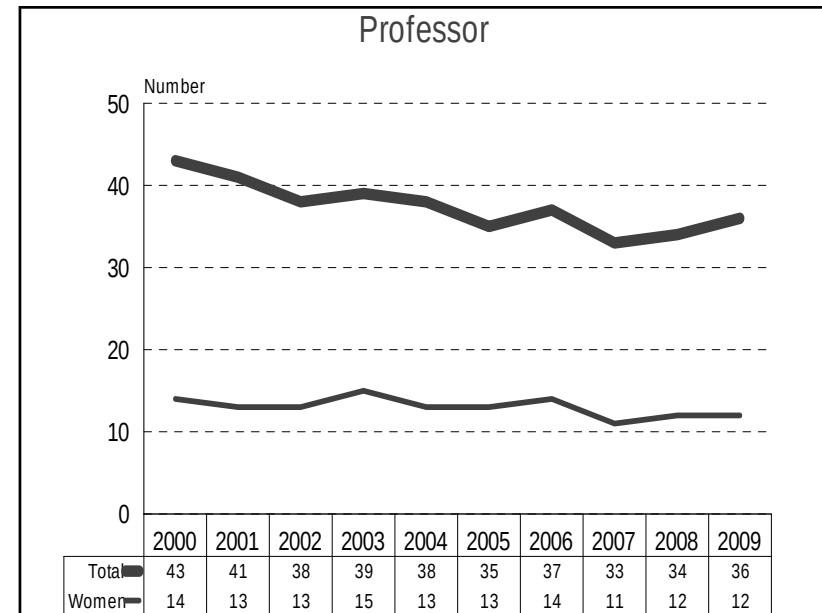
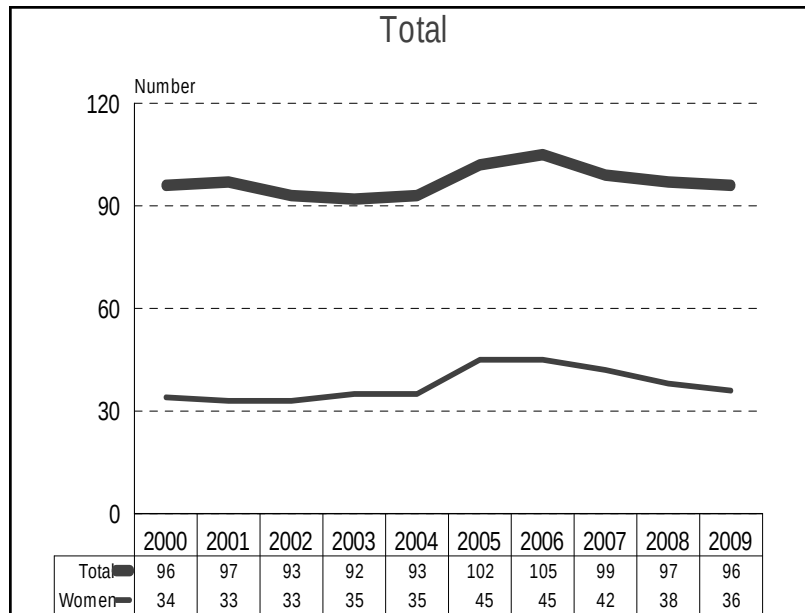
Tenure System Faculty by Rank 2000-2009

Total Minorities



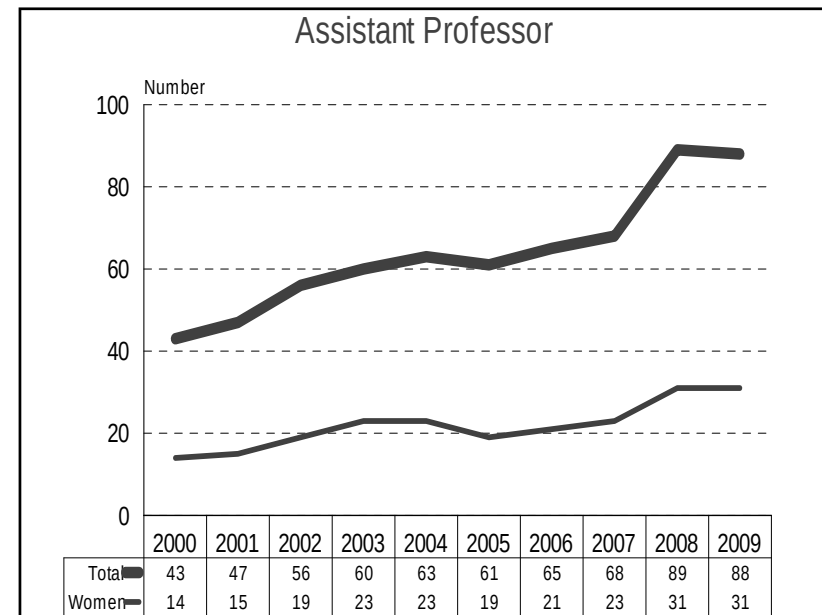
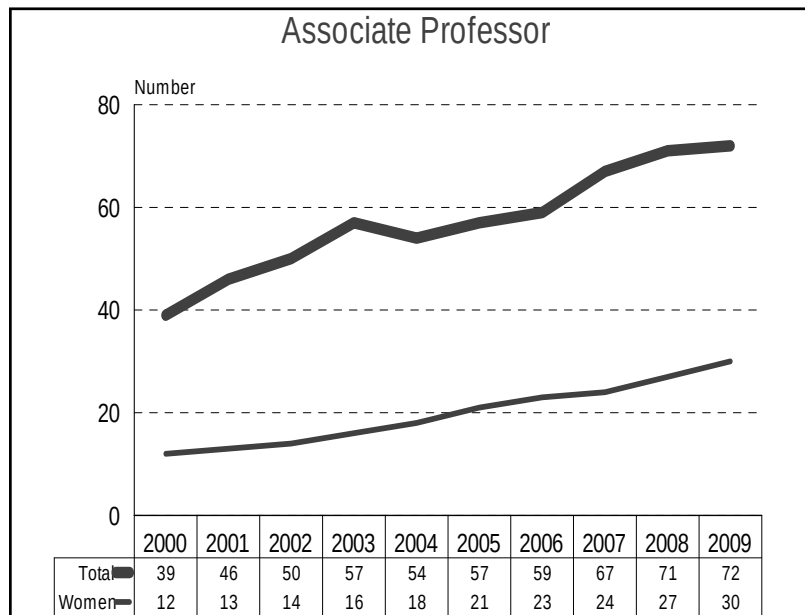
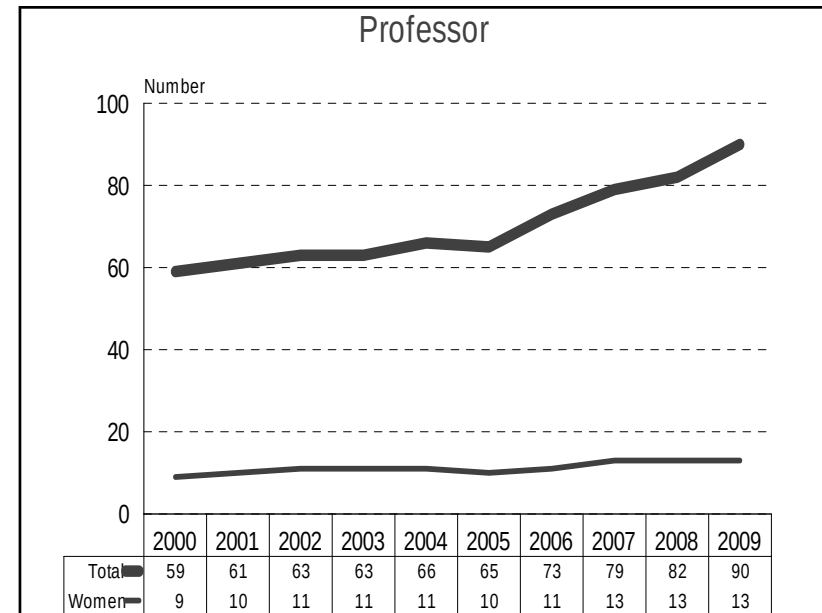
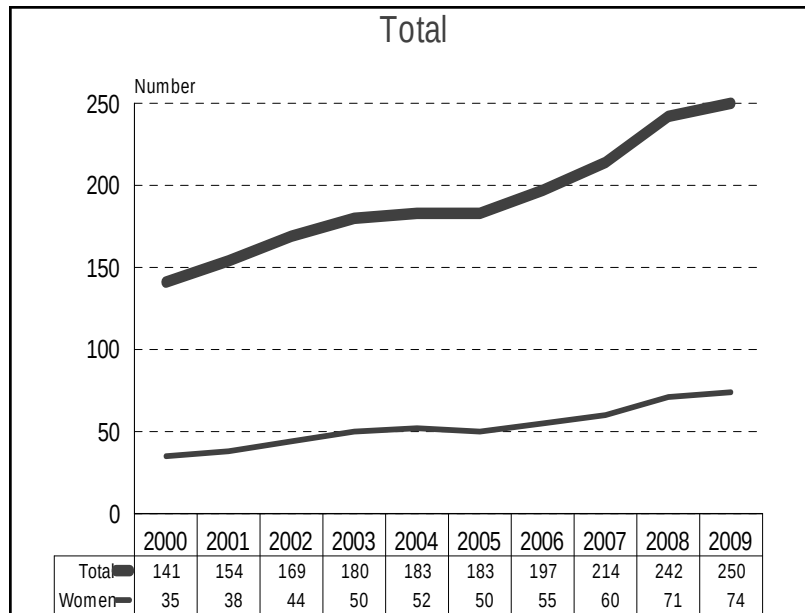
Tenure System Faculty by Rank, 2000-2009

Black



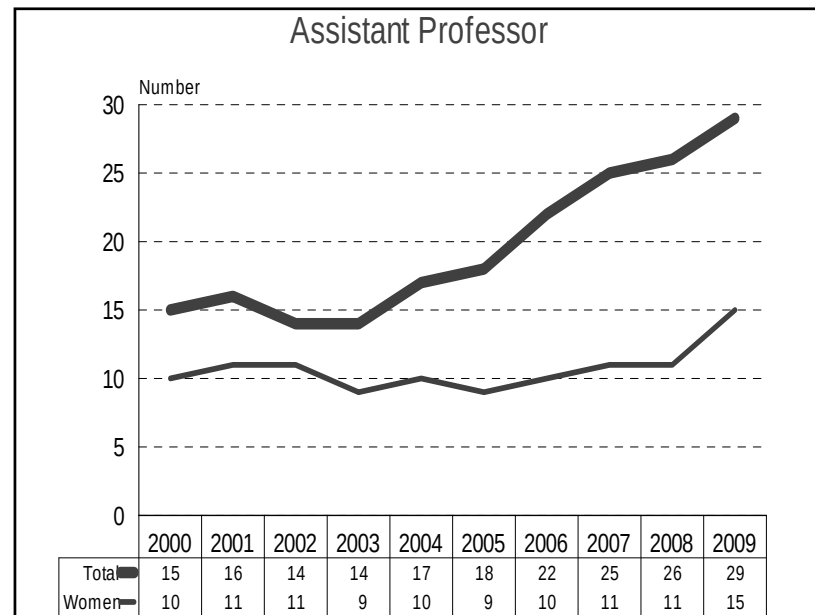
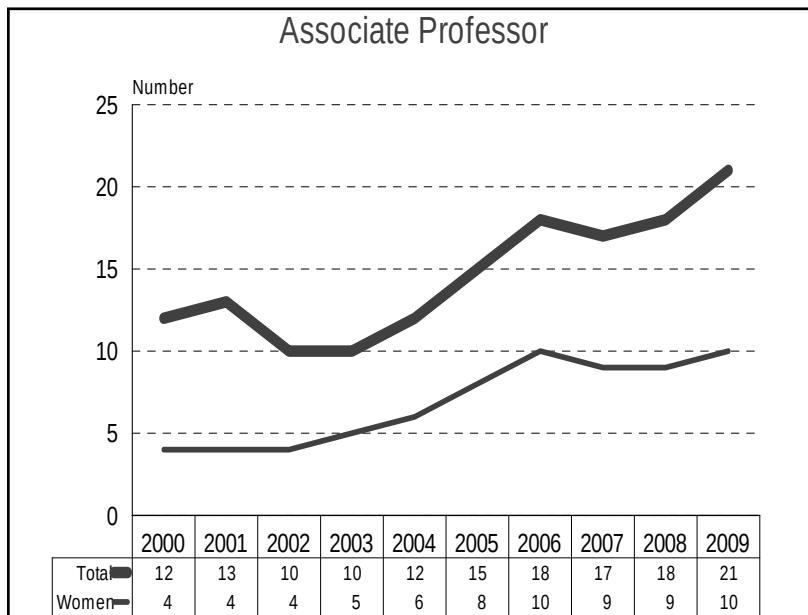
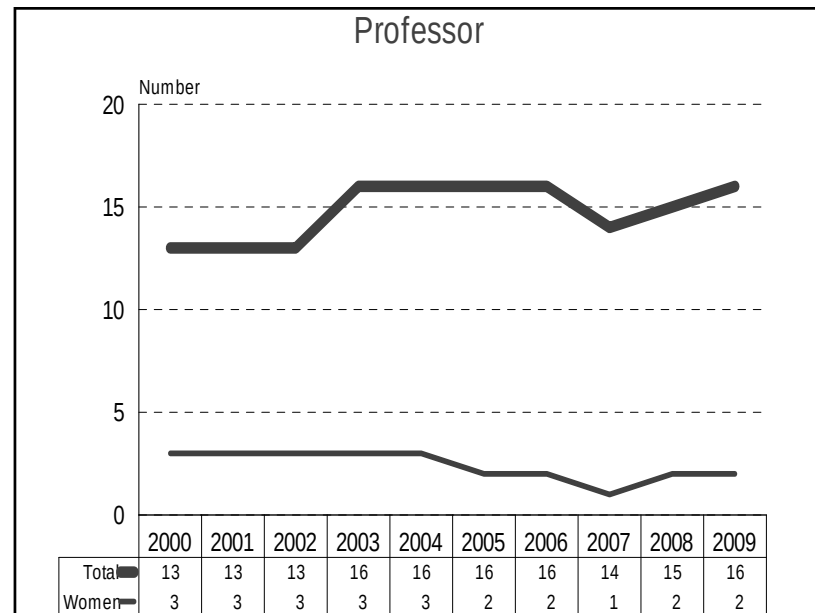
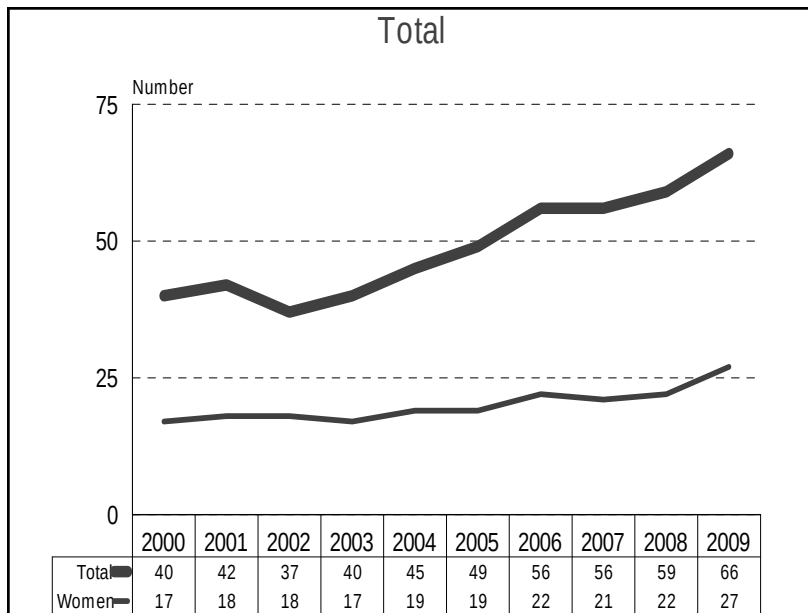
Tenure System Faculty by Rank, 2000-2009

Asian/Pacific Islander



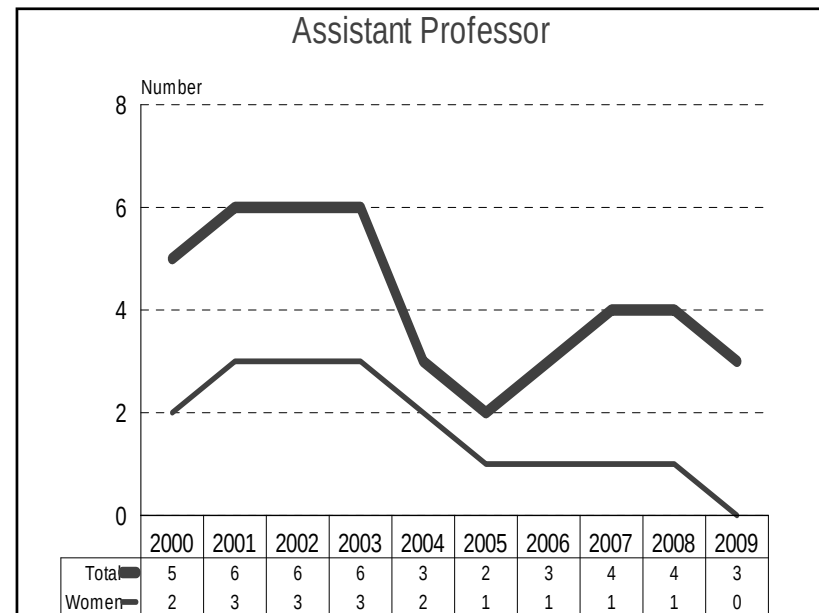
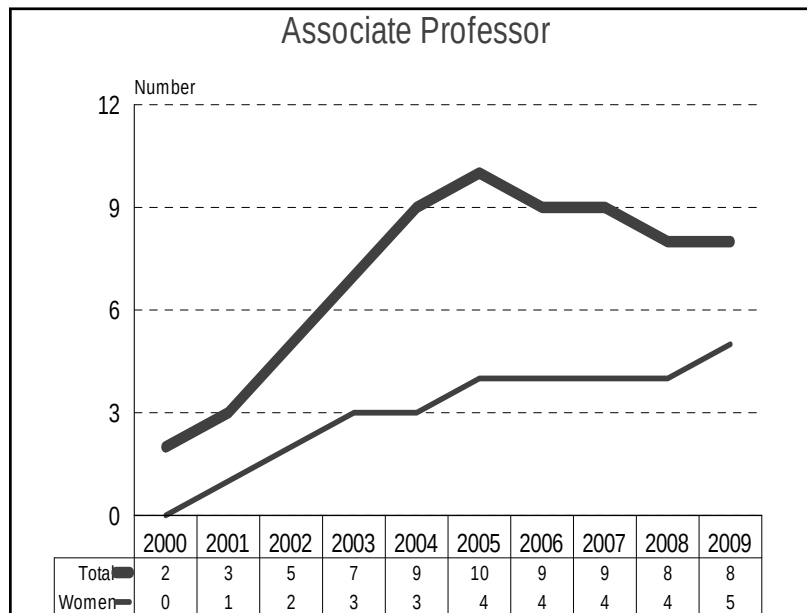
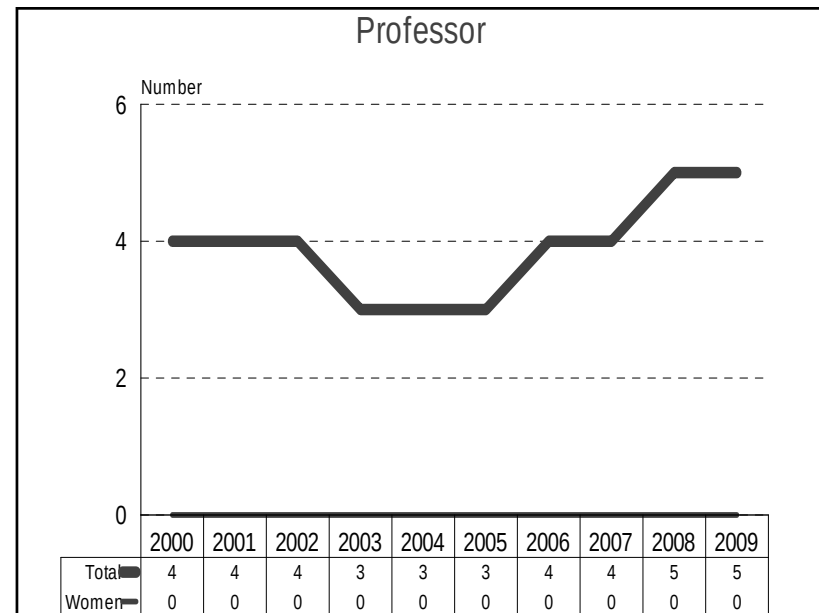
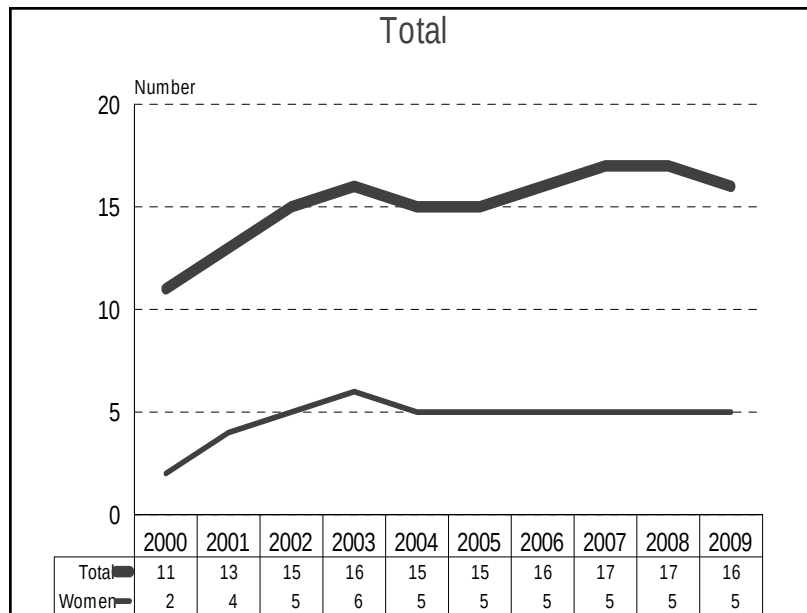
Tenure System Faculty by Rank, 2000-2009

Hispanic



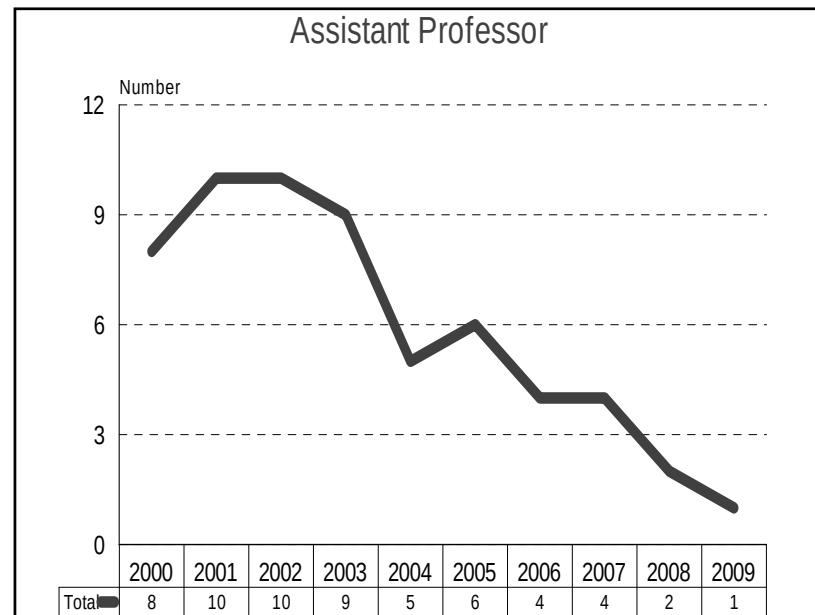
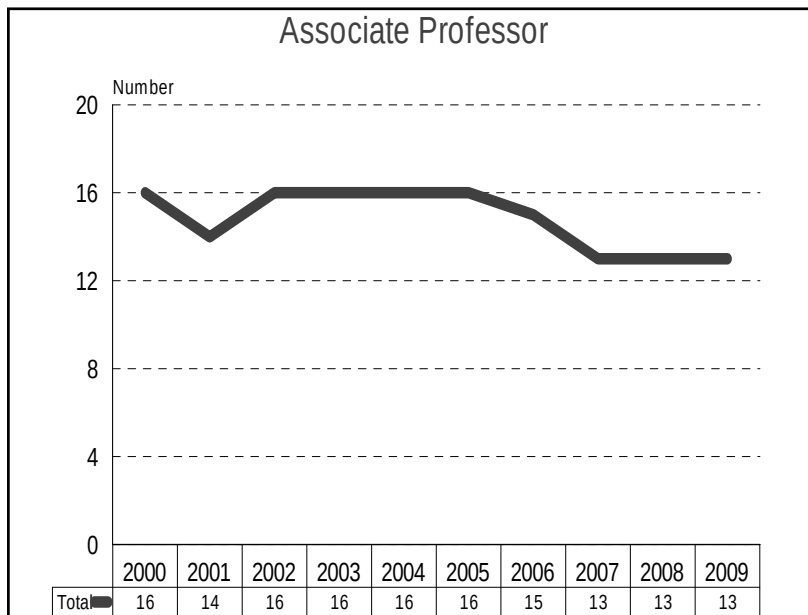
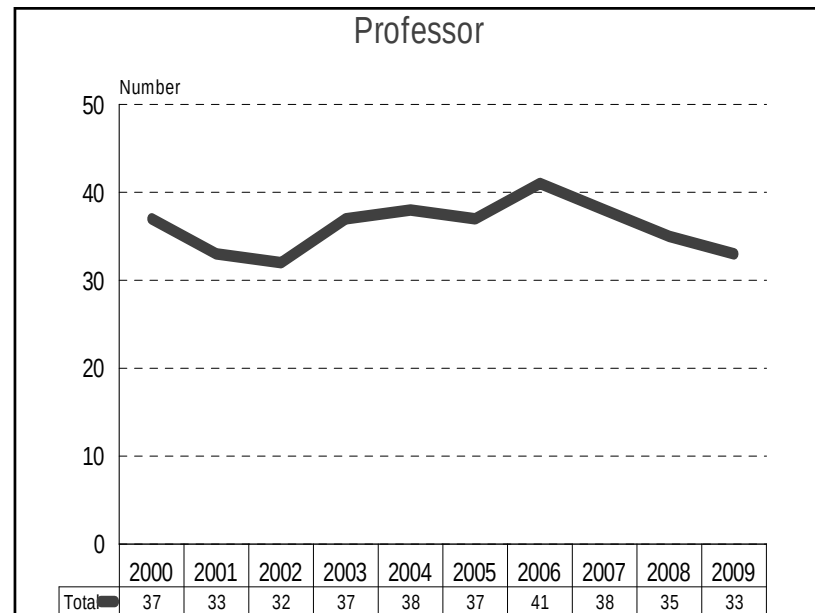
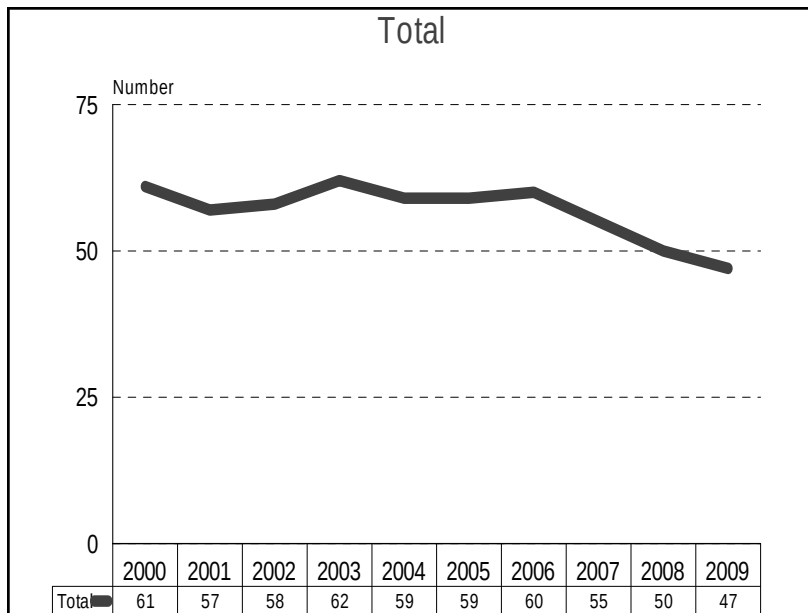
Tenure System Faculty by Rank, 2000-2009

American Indian/Alaskan Native



Tenure System Faculty by Rank, 2000-2009

Persons with Disabilities



Continuing Academic Staff Hires and Separations, 2008-2009

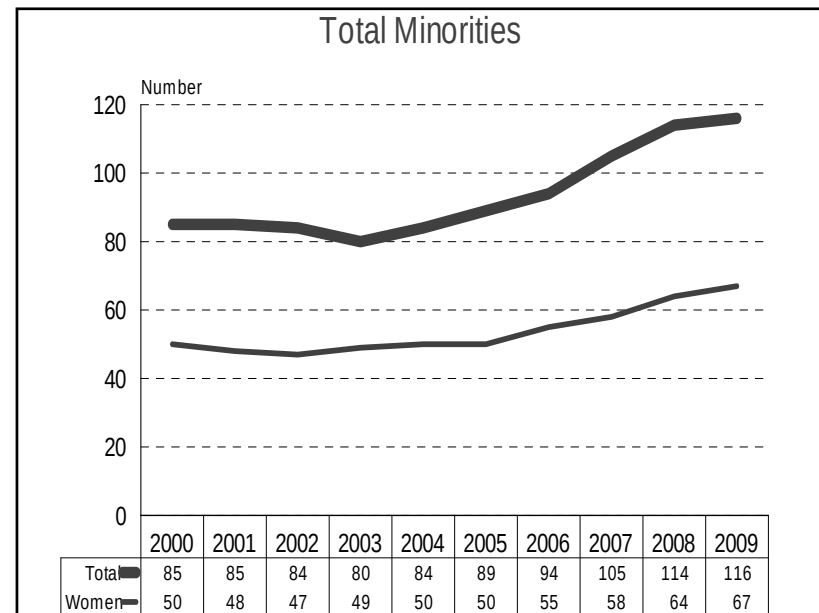
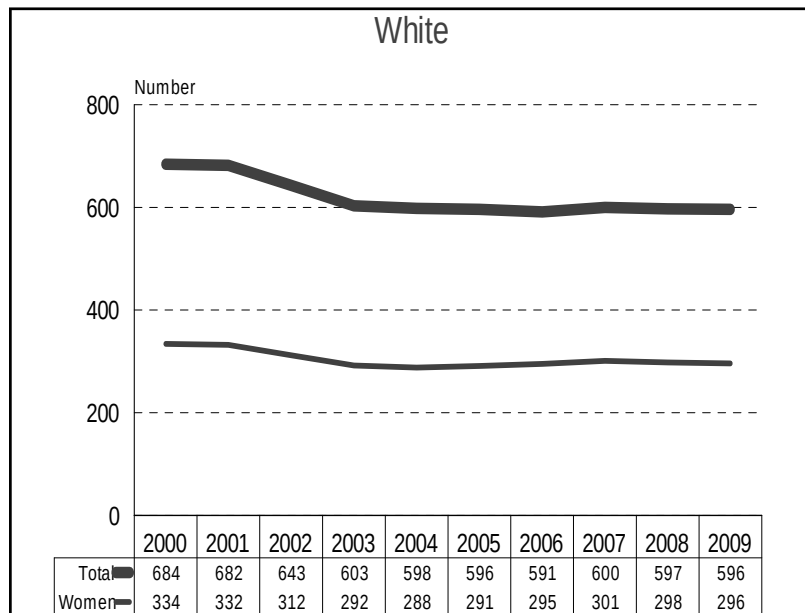
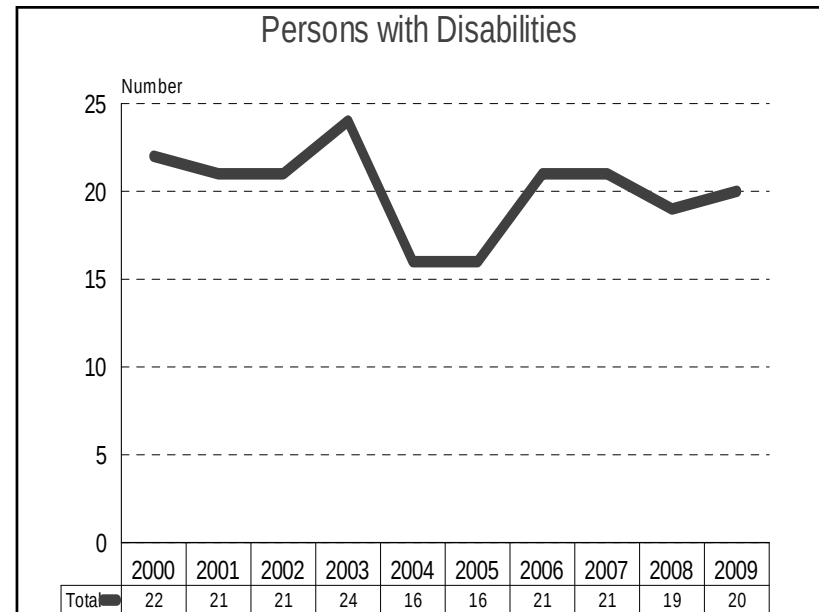
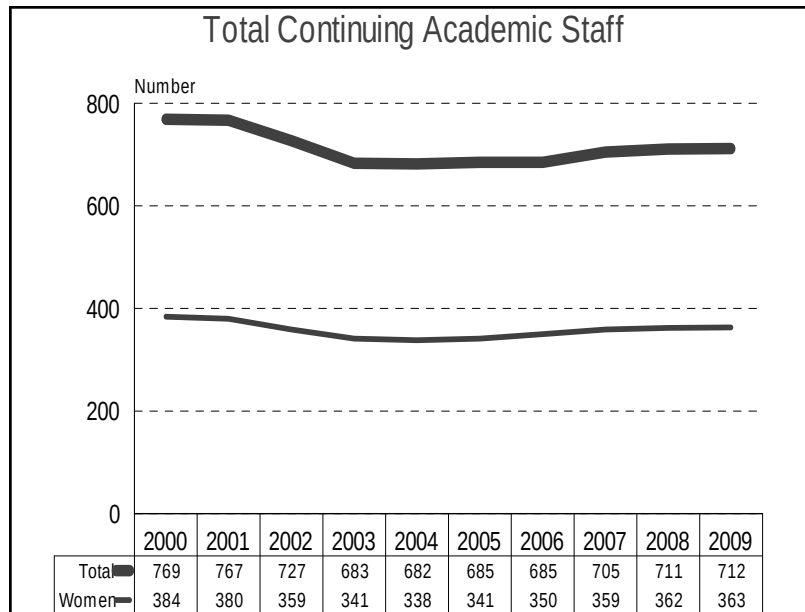
Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Total	3	3	6	1	2	3	0	0	0	1	1	2	5	6	11	19	17	36	24	23	47

Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			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	0	0	0	0	0	0	0	0	0	0	0	0	5	7	12	5	7	12
Other Reasons	3	2	5	1	0	1	1	1	2	1	0	1	6	3	9	11	9	20	17	12	29
Total	3	2	5	1	0	1	1	1	2	1	0	1	6	3	9	16	16	32	22	19	41

Continuing Academic Staff by College, Fall 2009

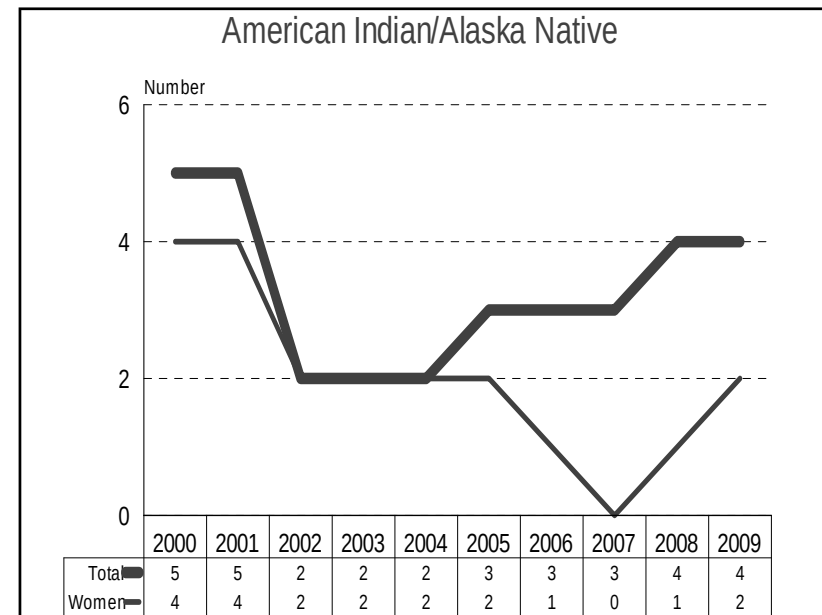
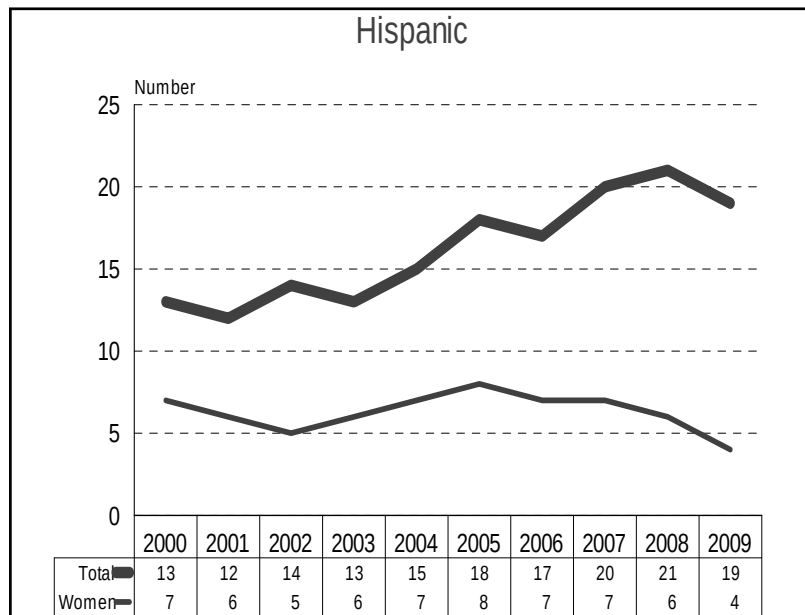
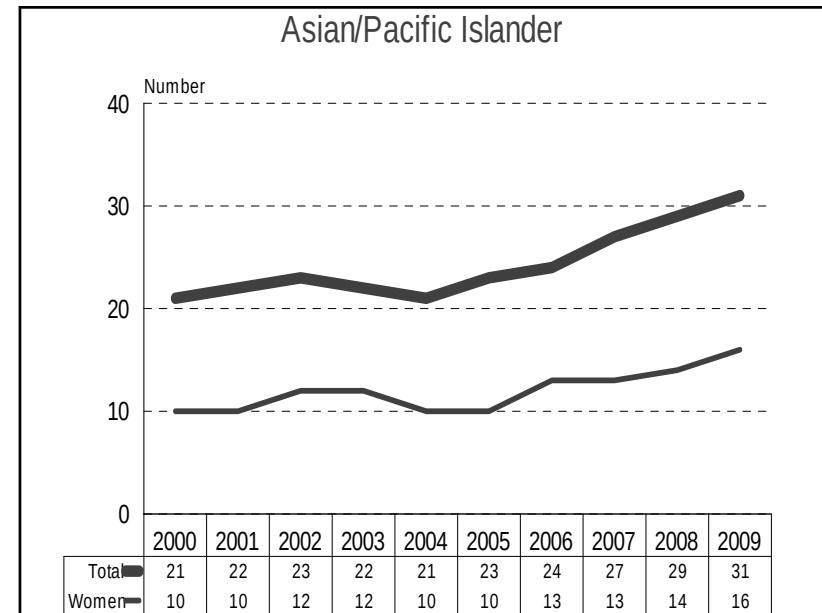
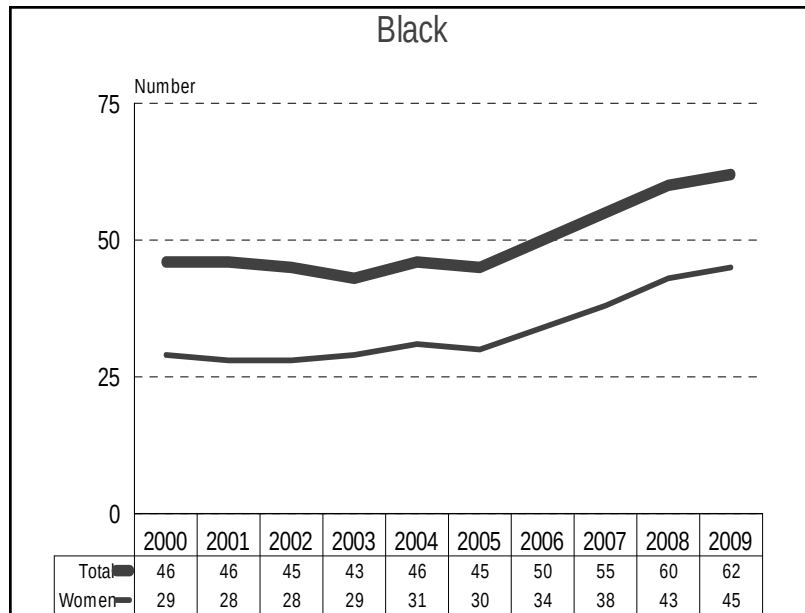
College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Ag. & Natural Resources	0	2	2	2	1	3	1	0	1	1	0	1	4	3	7	24	10	34	28	13	41
Arts & Letters	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	7	9	2	7	9
Resi. Arts & Humanities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1
Eli Broad Business	3	2	5	0	2	2	2	0	2	1	0	1	6	4	10	6	8	14	12	12	24
Comm. Arts & Sciences	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2	4	6	2	5	7
Education	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	1	3	4	2	3	5
Engineering	2	1	3	1	0	1	0	1	1	0	0	0	3	2	5	9	7	16	12	9	21
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	1	0	1	1	0	1
Lyman Briggs	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	1	2	3	1	3	4
Music	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	1	3	4	1	4	5
Natural Science	1	3	4	2	2	4	1	0	1	0	0	0	4	5	9	17	12	29	21	17	38
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	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	4	4	0	6	6
Social Science	0	4	4	0	1	1	1	0	1	0	0	0	1	5	6	4	15	19	5	20	25
Veterinary Medicine	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2	4	6	2	5	7
Non-College Units	11	27	38	9	10	19	10	3	13	0	2	2	30	42	72	230	215	445	260	257	517
University Total	17	45	62	15	16	31	15	4	19	2	2	4	49	67	116	300	296	596	349	363	712

Continuing Academic Staff, 2000-2009

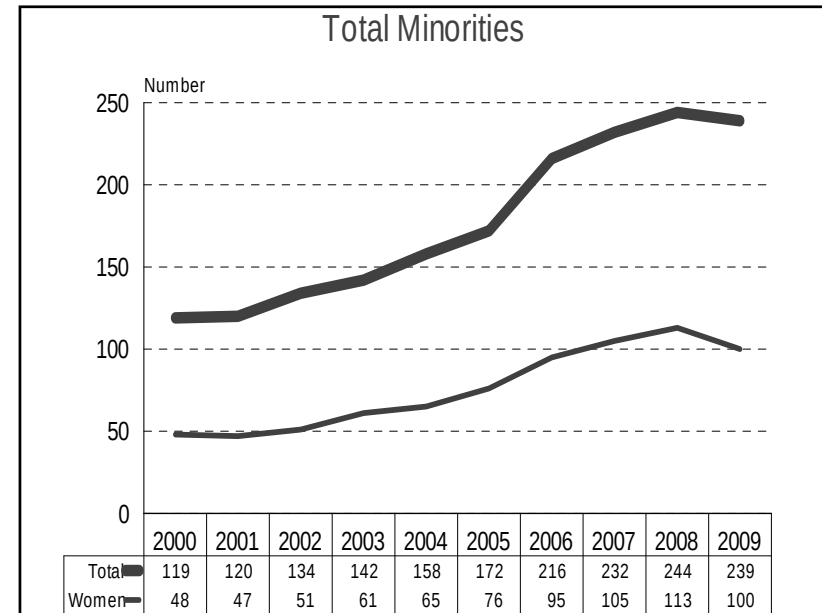
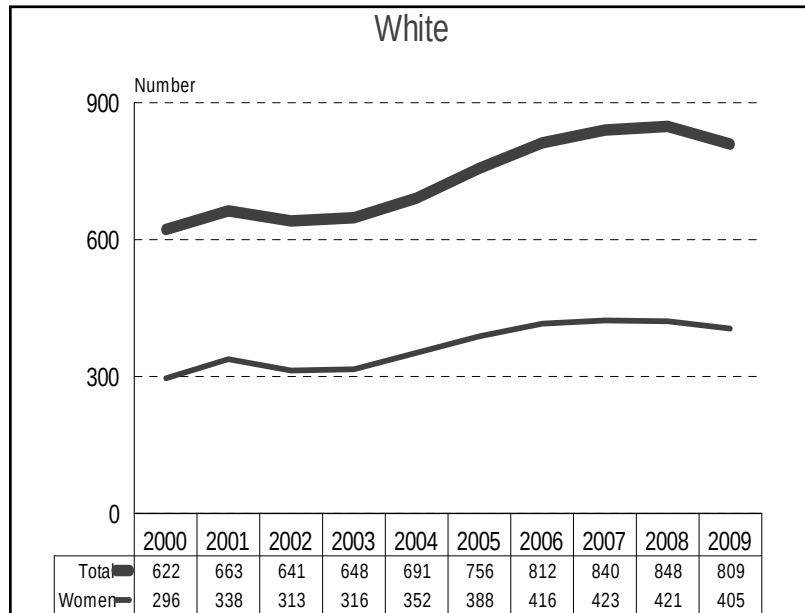
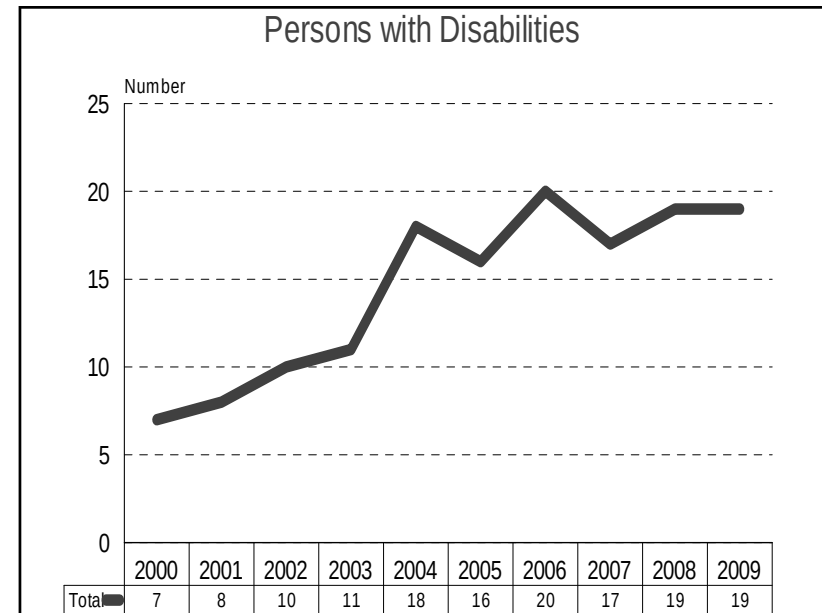
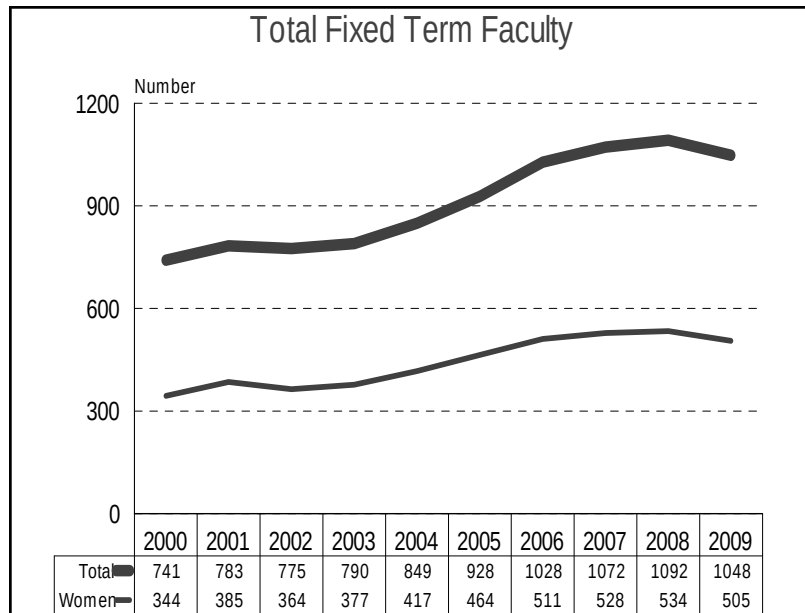


Continuing Academic Staff, 2000-2009

Minorities by Race/Ethnicity

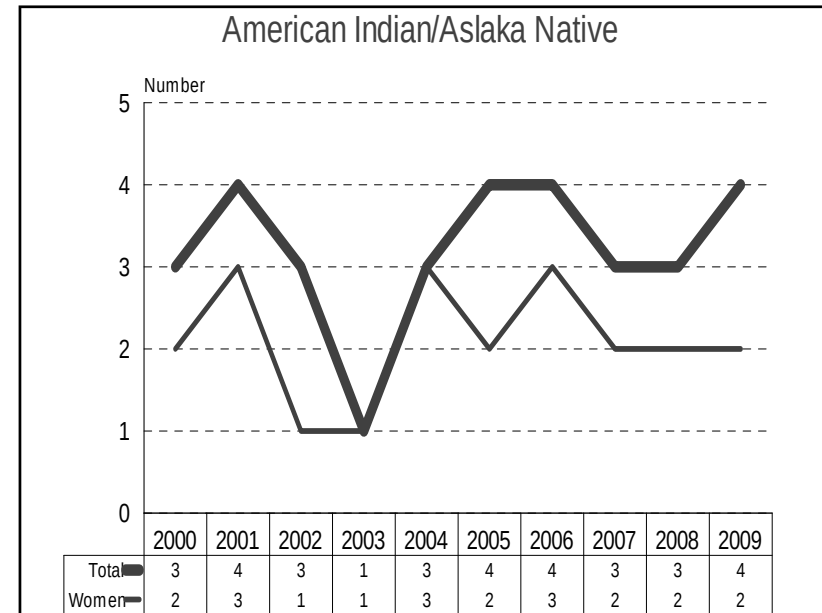
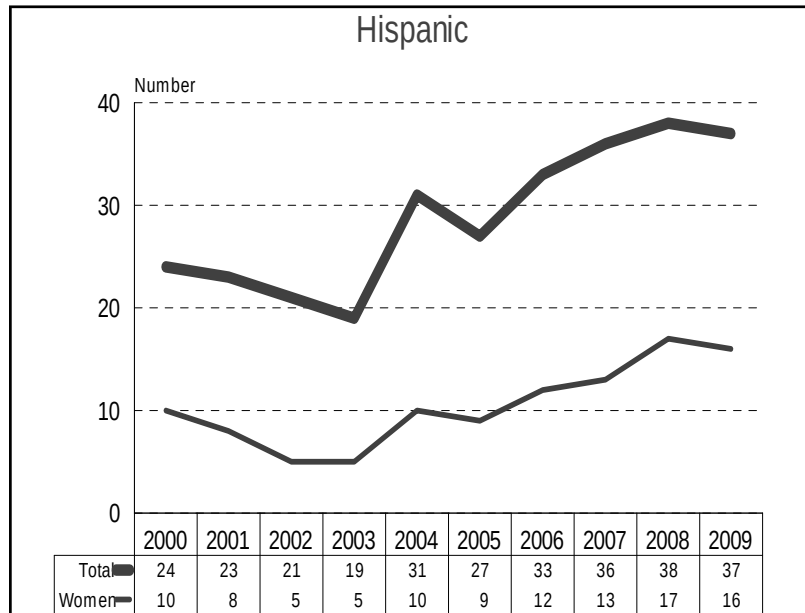
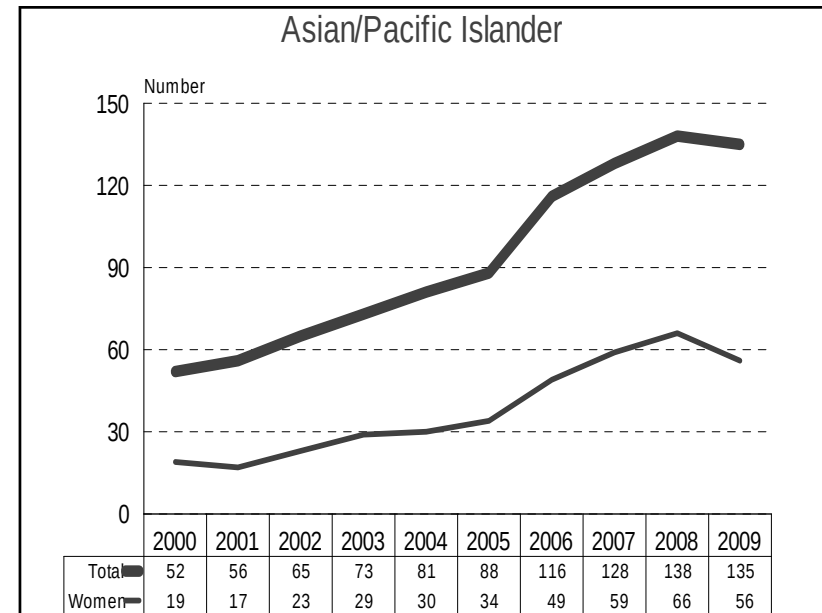
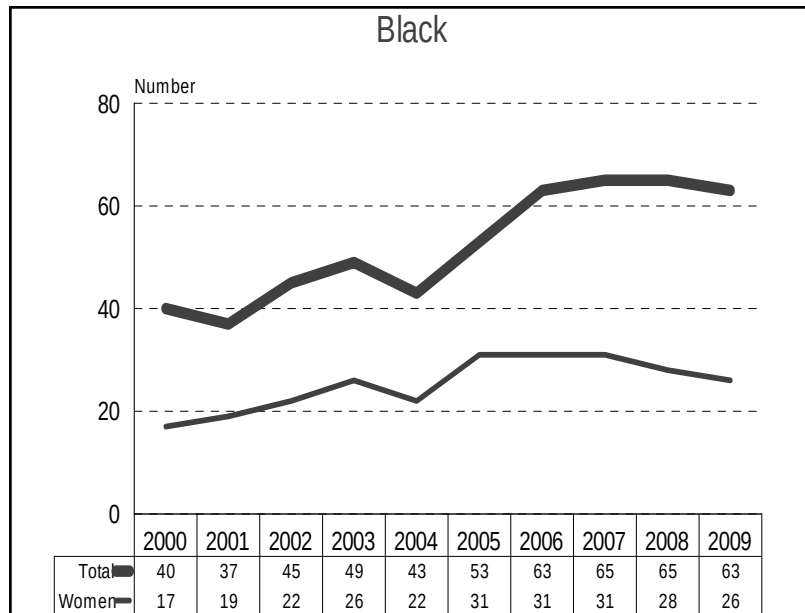


Fixed Term Faculty, 2000-2009

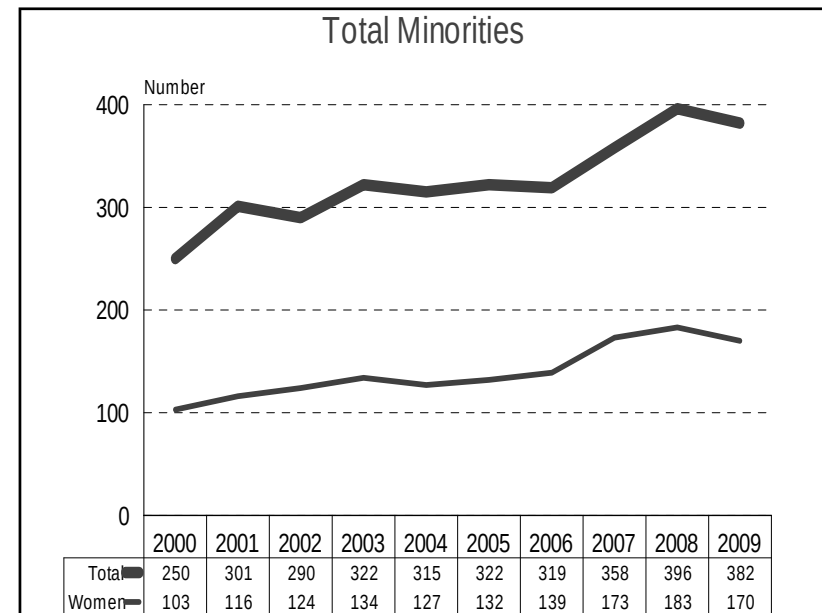
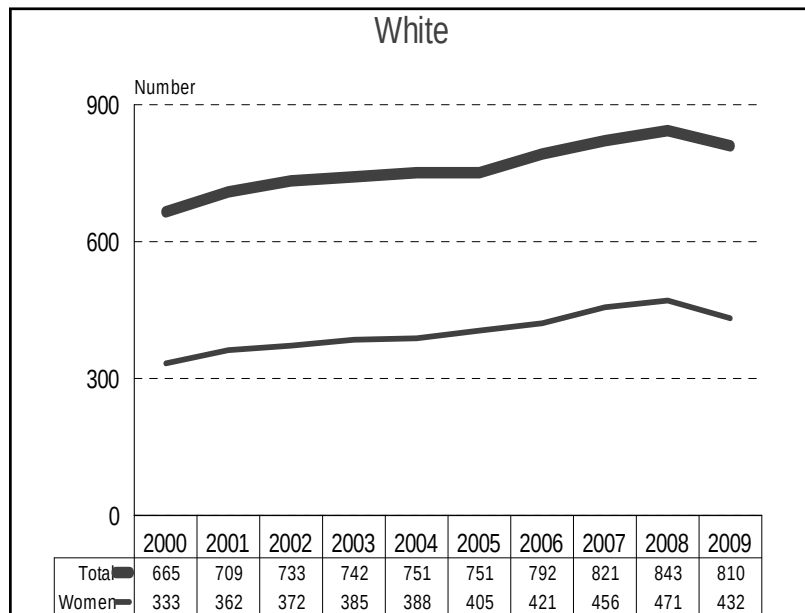
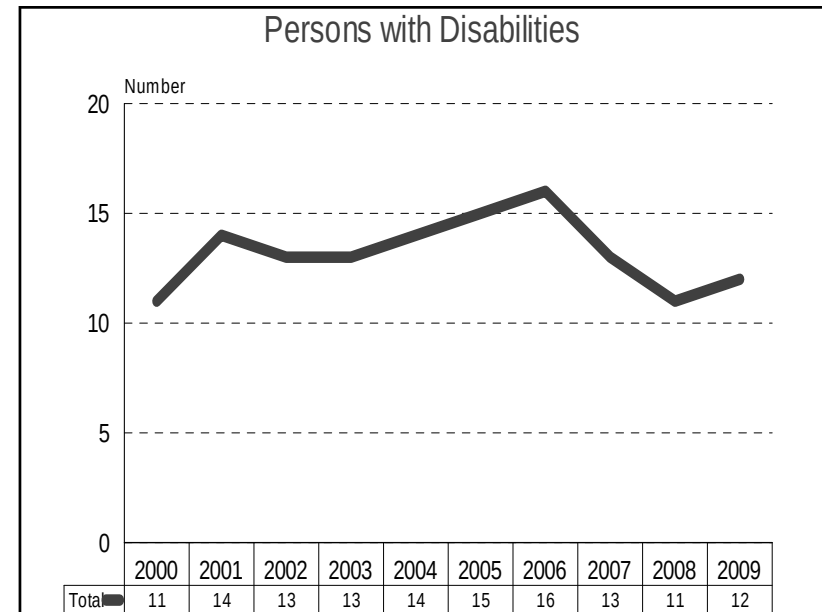
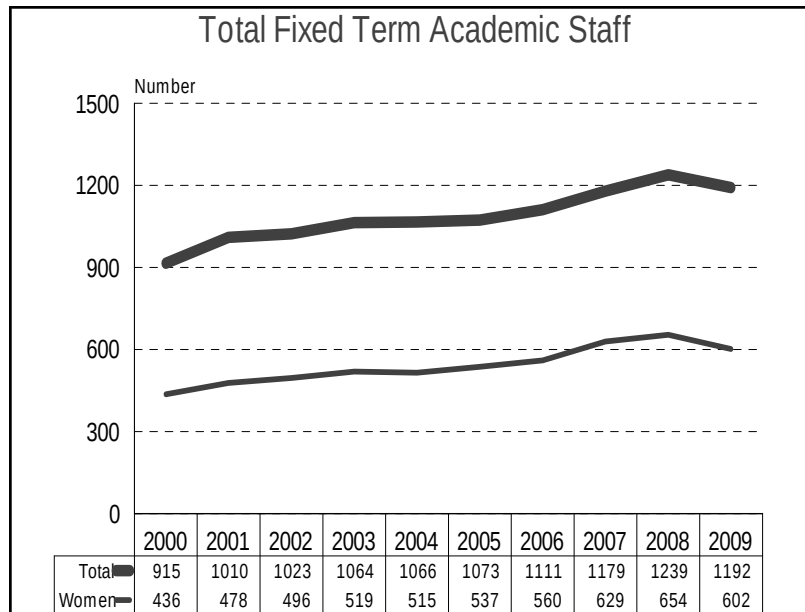


Fixed Term Faculty, 2000-2009

Minorities by Race/Ethnicity

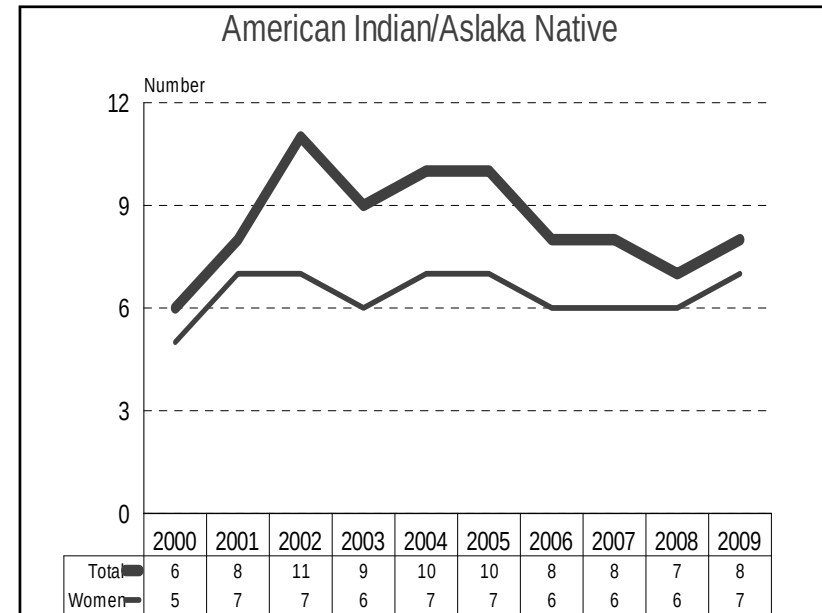
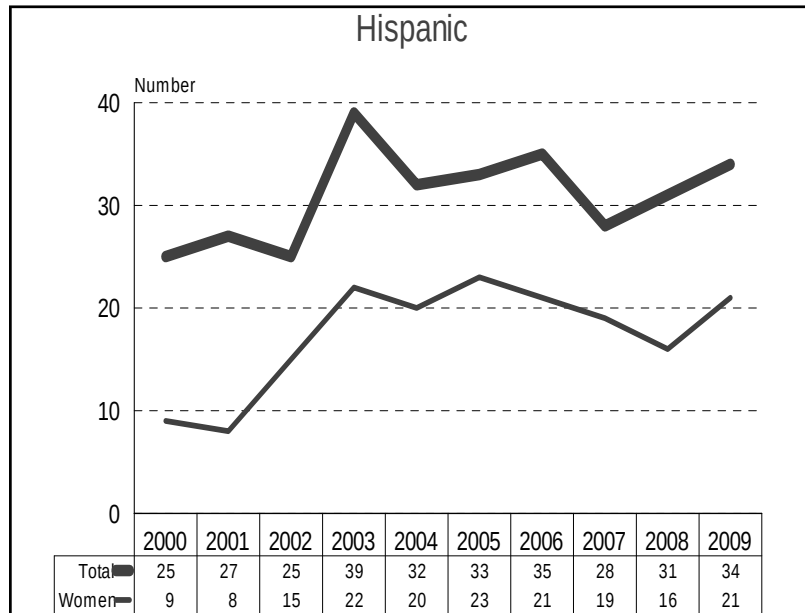
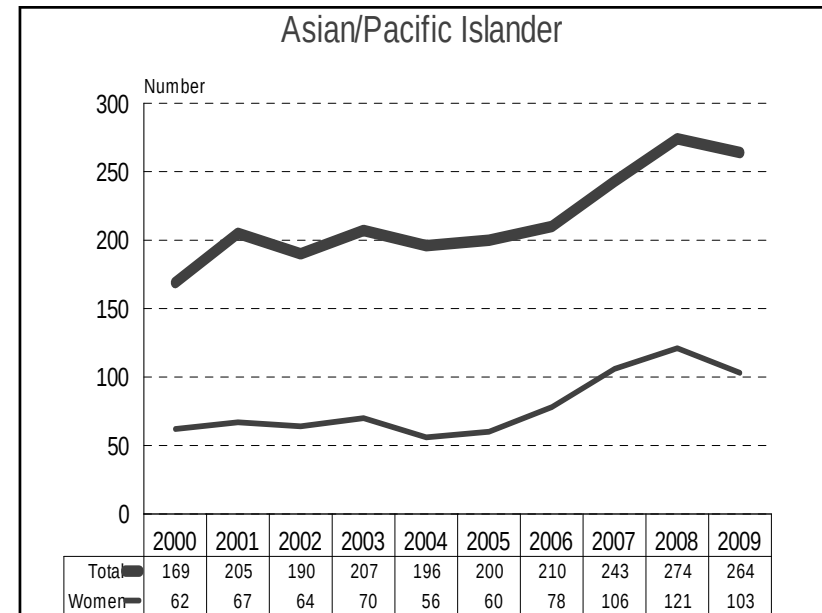
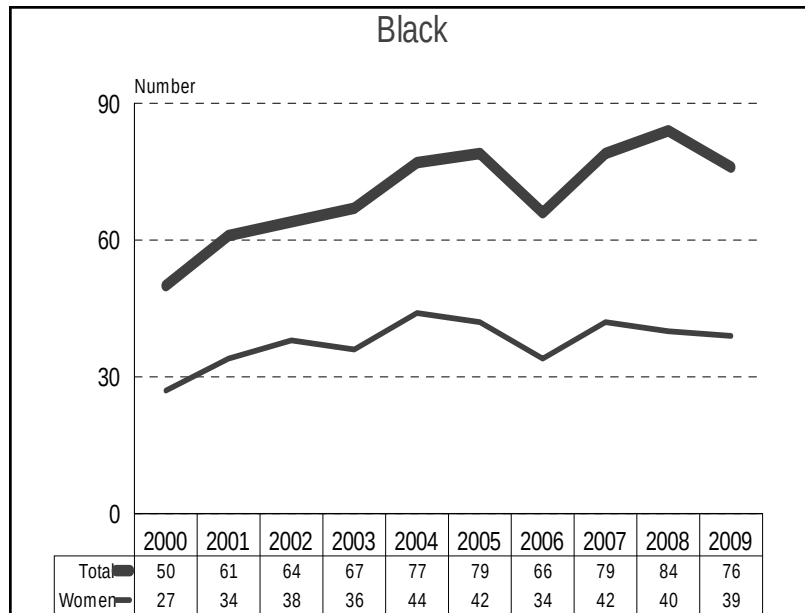


Fixed Term Academic Staff, 2000-2009

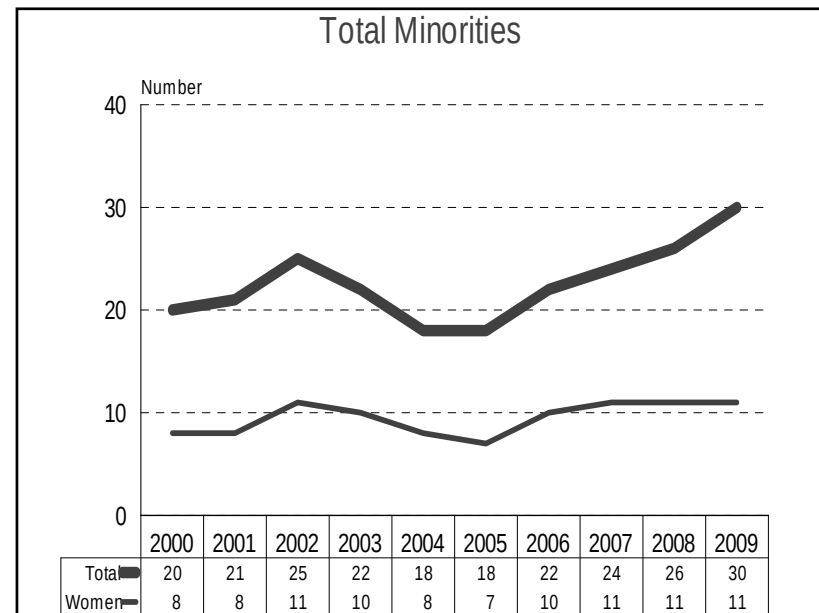
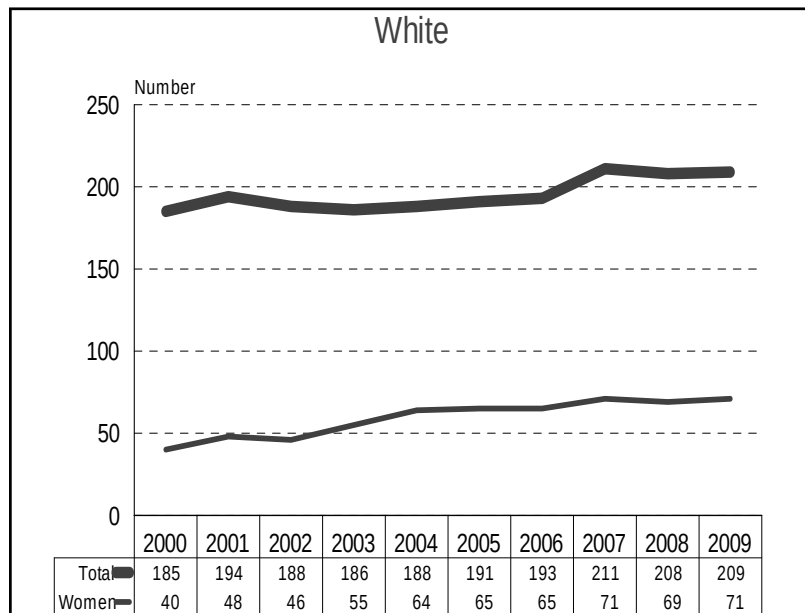
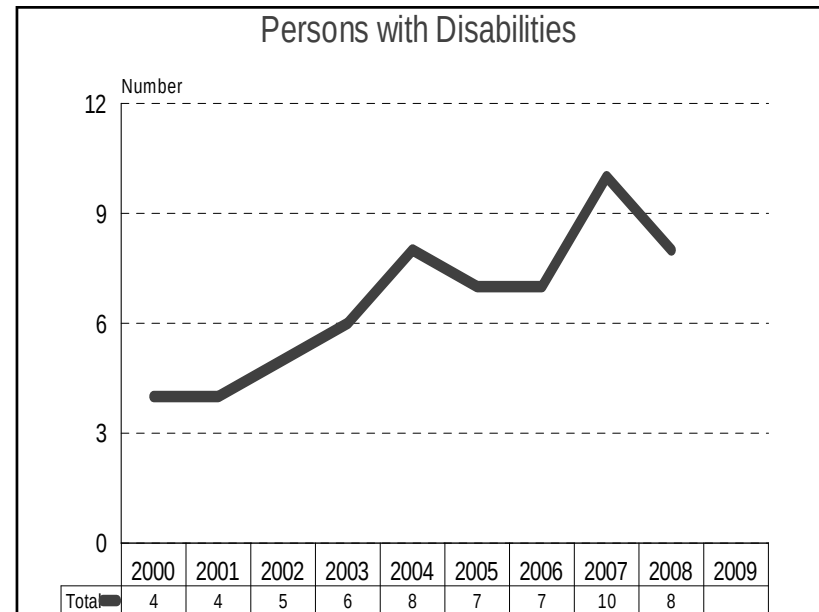
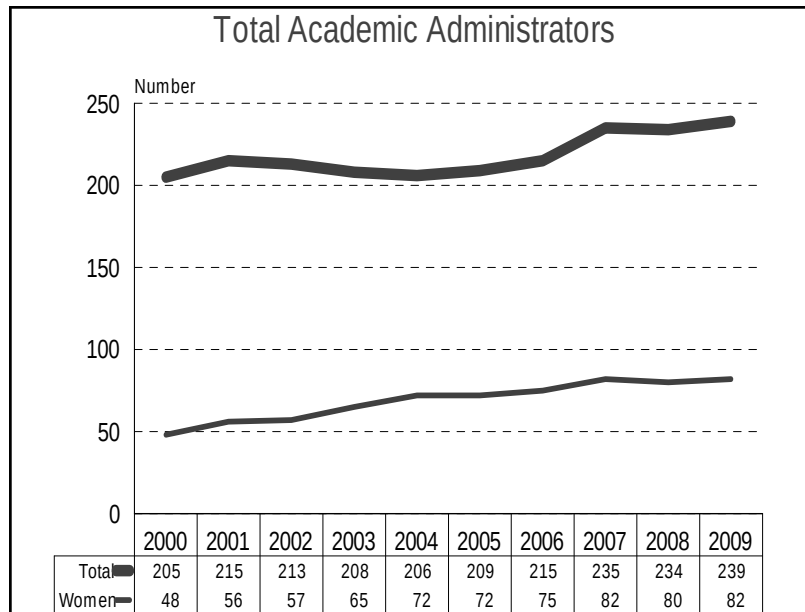


Fixed Term Academic Staff, 2000-2009

Minorities by Race/Ethnicity

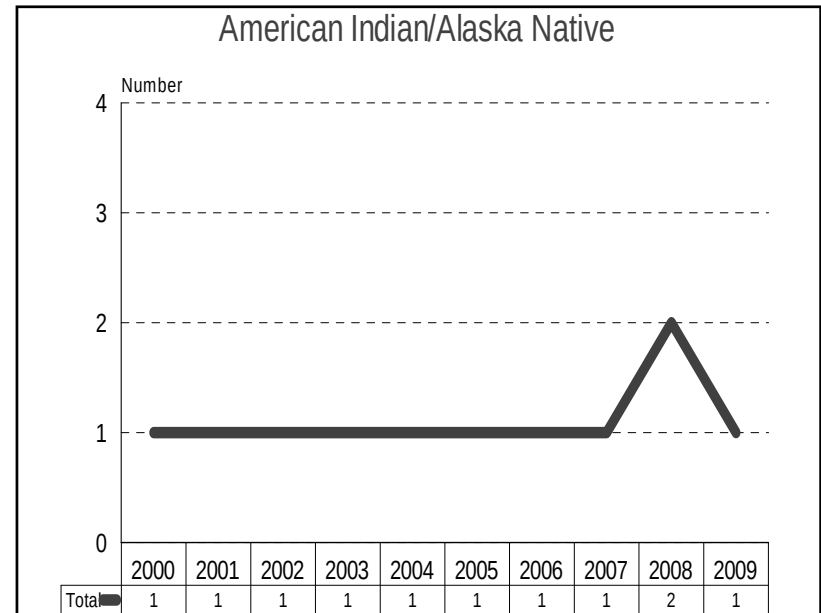
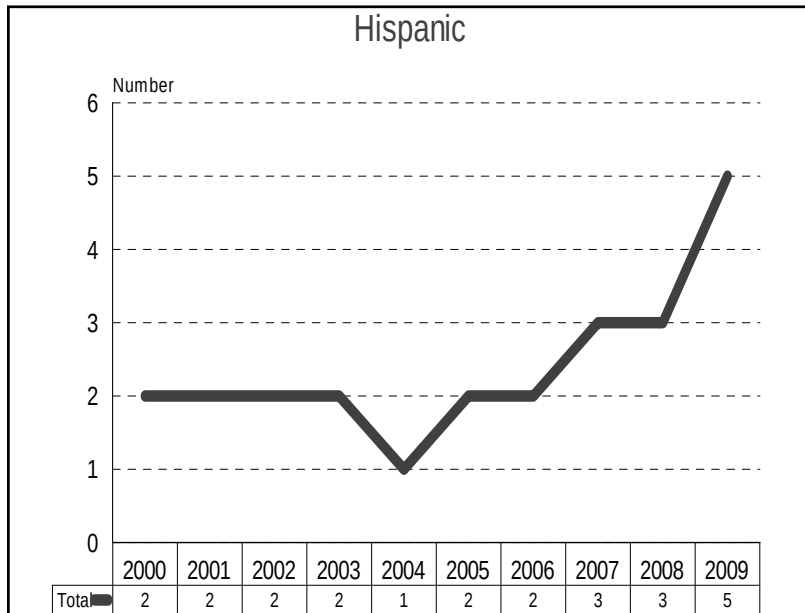
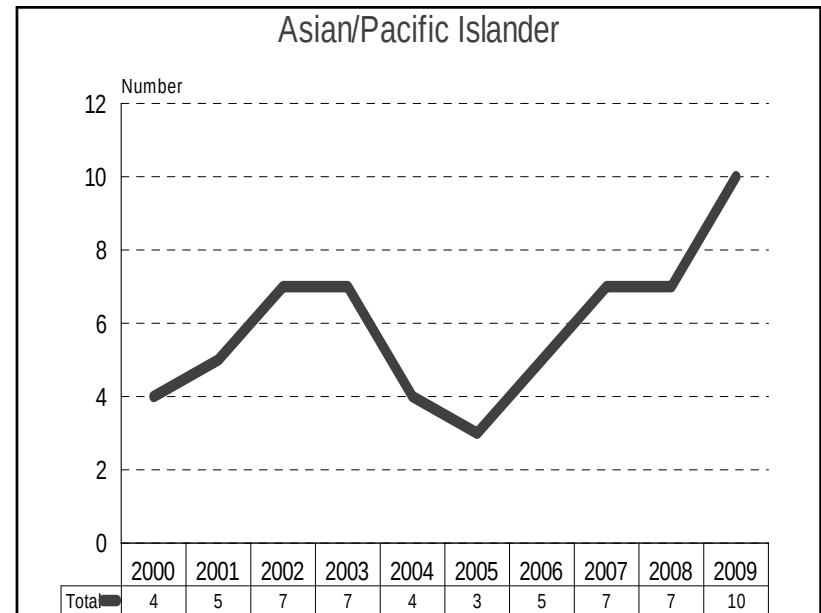
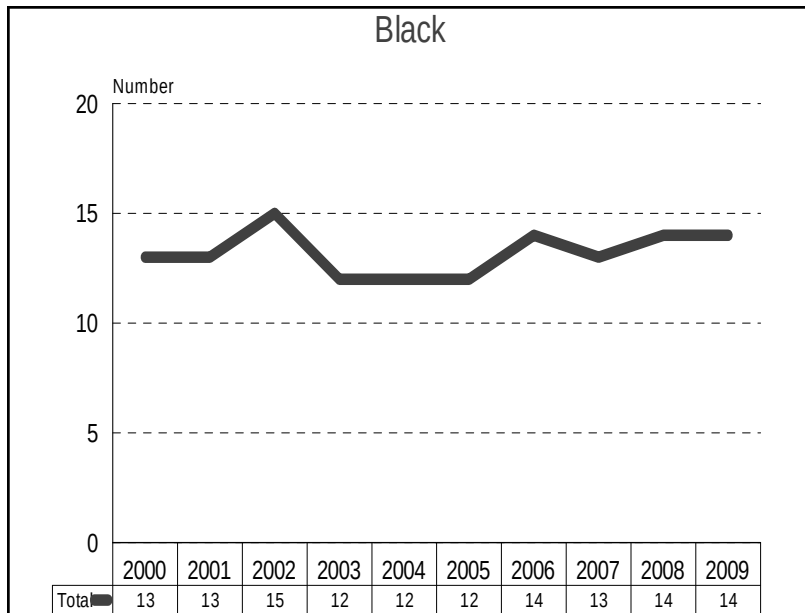


Academic Administrators, 2000-2009

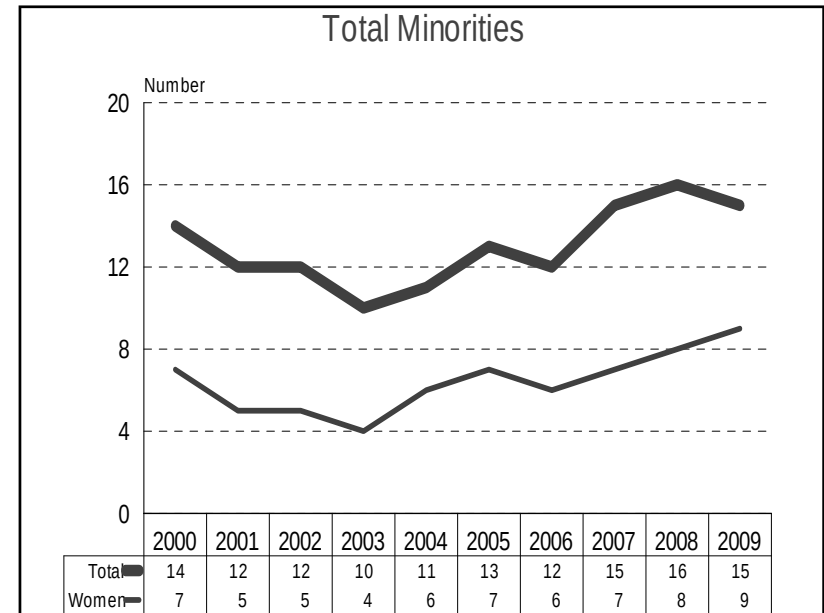
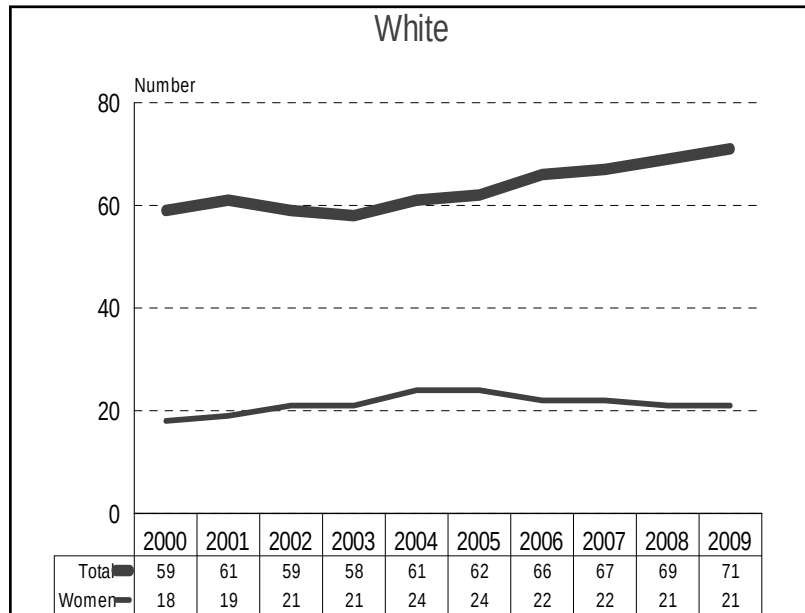
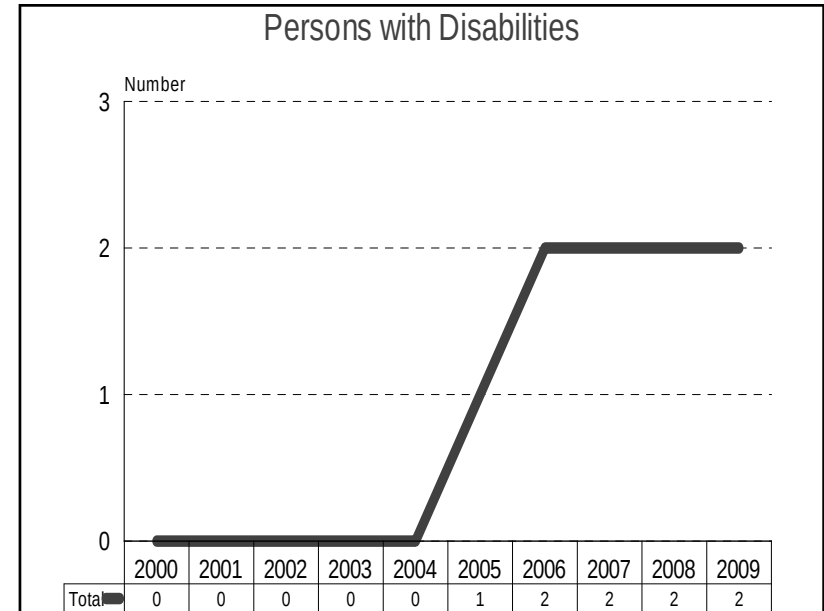
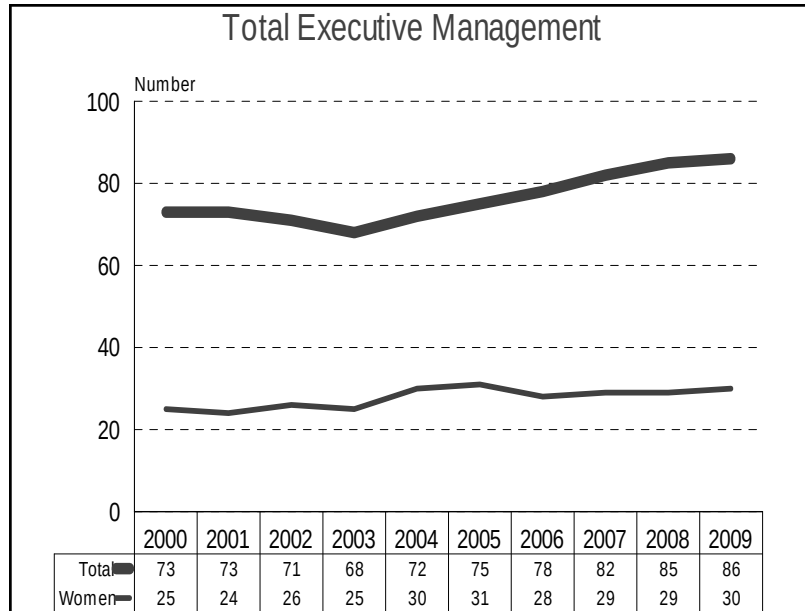


Academic Administrators, 2000-2009

Minorities by Race/Ethnicity

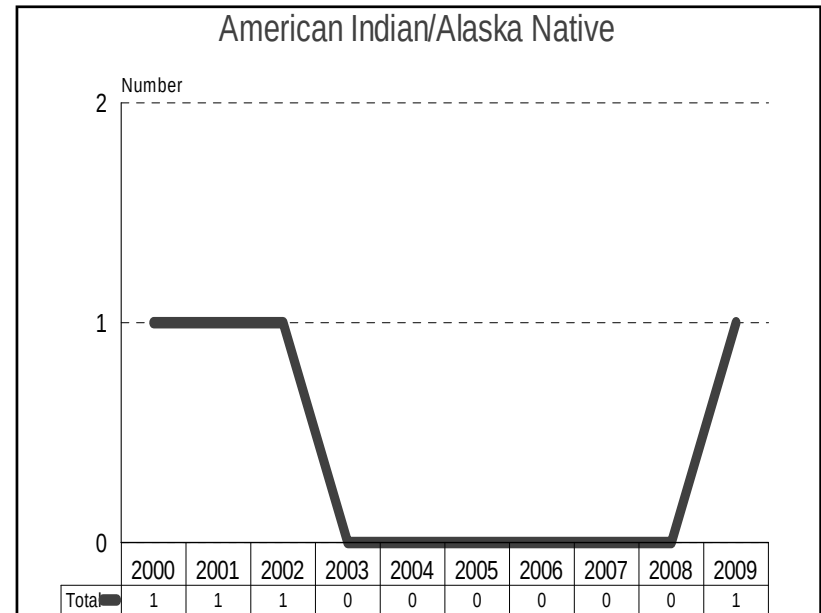
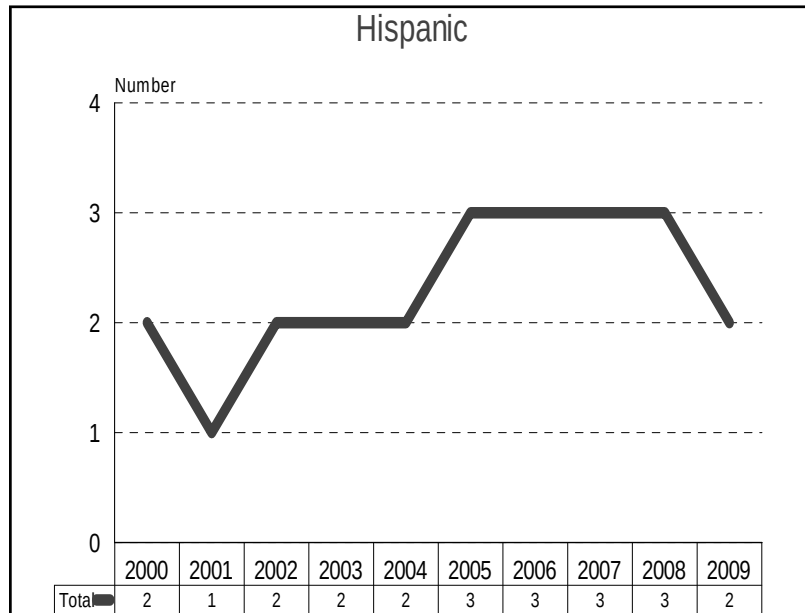
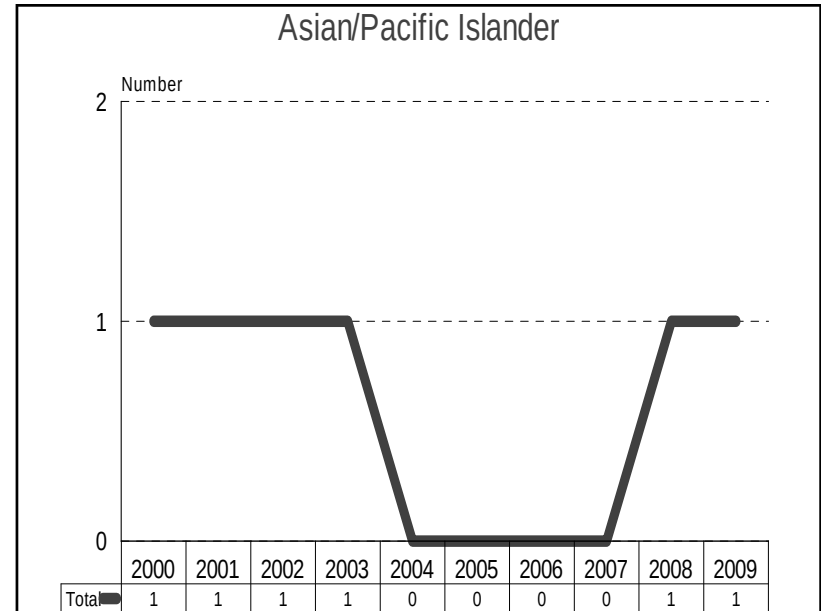
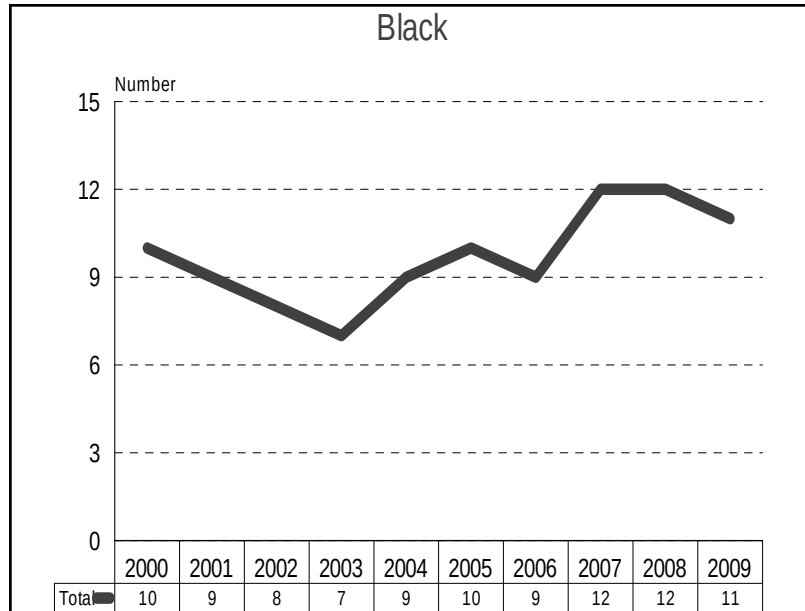


Executive Management, 2000-2009



Executive Management, 2000-2009

Minorities by Race/Ethnicity



Academic Administrators and Executive Managers, Fall 2009

Academic Administrators	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			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	9	14	9	1	10	4	1	5	1	0	1	19	11	30	138	71	209	157	82	239

Executive Managers	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Total	4	7	9	0	1	1	2	0	2	0	1	1	6	9	15	50	21	71	56	30	86

Support Human Resources

Summary

<u>Fall 2009</u>	<u>Number</u>	<u>Percent</u>
Support Staff Workforce		
Black	433	6.8%
Asian/Pacific Islander	164	2.6%
Hispanic	333	5.3%
Amer. Indian/Alaska Native	40	0.6%
Total Minorities	970	15.3%
Women	4,024	63.5%

Support Human Resources

2008-2009 Annual Placement Goals and Achievements

<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	19	26	2	2	8	6
Professionals	265	356	31	45	67	53
Clerical	111	134	6	2	0	0
Technical	45	74	0	0	4	3
Service/Maintenance	25	157	10	10	19	12
Skilled Trades	<u>18</u>	<u>28</u>	<u>2</u>	<u>1</u>	<u>1</u>	<u>1</u>
University Total	483	775	51	60	99	75

2009-2010 Annual Placement Goals

<u>Category</u>	<u>Projected Opportunities</u>	<u>Placement Goals Minorities</u>	<u>Placement Goals Women</u>
Officials and Managers	17	2	4
Professionals	245	15	24
Clerical	83	4	0
Technical	42	1	2
Service/Maintenance	83	9	16
Skilled Trades	<u>20</u>	<u>2</u>	<u>0</u>
University Total	490	33	46

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, 2008-2009

New Hires	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			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	2	3	5	2	4	6
Professionals	6	5	11	11	10	21	3	7	10	3	2	5	23	24	47	103	106	209	126	130	256
Clerical	1	7	8	0	0	0	0	2	2	0	0	0	1	9	10	8	69	77	9	78	87
Technical	0	1	1	1	2	3	2	1	3	0	0	0	3	4	7	15	34	49	18	38	56
Service/Maintenance	8	5	13	1	0	1	1	5	6	0	0	0	10	10	20	34	45	79	44	55	99
Skilled Trades	0	0	0	0	0	0	2	0	2	0	0	0	2	0	2	13	1	14	15	1	16
University Total	15	18	33	13	13	26	8	15	23	3	2	5	39	48	87	175	258	433	214	306	520

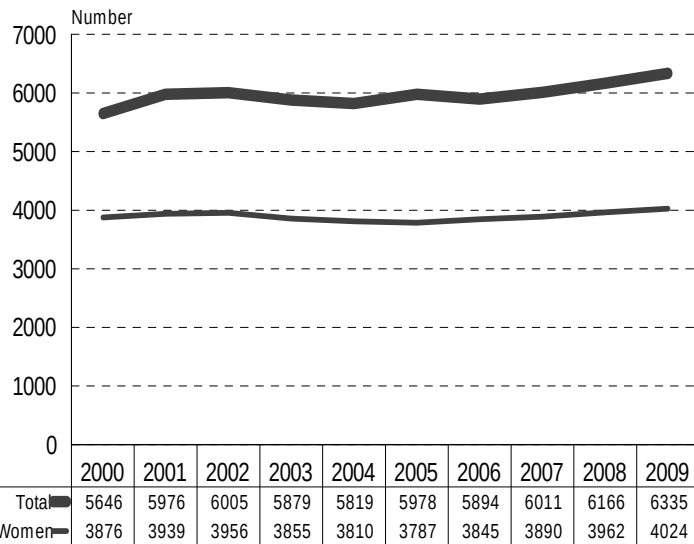
Promotions	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Officials & Managers	0	1	1	1	1	2	0	0	0	0	0	0	1	2	3	15	8	23	16	10	26
Professionals	7	5	12	0	2	2	1	3	4	0	1	1	8	11	19	63	100	163	71	111	182
Clerical	1	3	4	0	1	1	1	1	2	0	0	0	2	5	7	2	68	70	4	73	77
Technical	0	1	1	0	0	0	0	0	0	1	1	2	1	2	3	5	10	15	6	12	18
Service/Maintenance	3	4	7	0	1	1	3	2	5	0	0	0	6	7	13	30	14	44	36	21	57
Skilled Trades	1	0	1	0	0	0	2	0	2	0	0	0	3	0	3	35	1	36	38	1	39
University Total	12	14	26	1	5	6	7	6	13	1	2	3	21	27	48	150	201	351	171	228	399

Support Staff Workforce Separations, 2008-2009

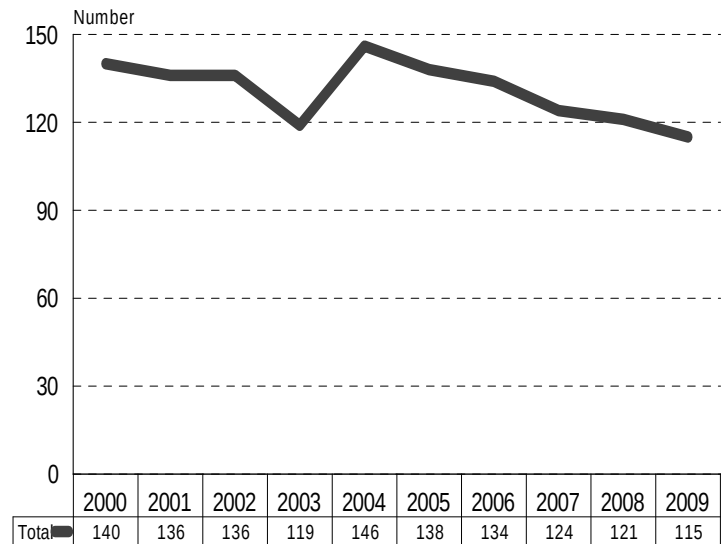
Separations	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			Total Minority			White			University Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Retirements																					
Officials & Managers	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1	1	1	2	2	1	3
Professionals	0	0	0	0	1	1	0	1	1	0	0	0	0	2	2	3	19	22	3	21	24
Clerical	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2	0	20	20	0	22	22
Technical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3
Service/Maintenance	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2	3	1	4	3	3	6
Skilled Trades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1
Total Retirements	0	2	2	1	1	2	0	1	1	0	2	2	1	6	7	8	44	52	9	50	59
Other Reasons																					
Officials & Managers	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	3	1	4	3	2	5
Professionals	2	4	6	1	8	9	2	2	4	0	1	1	5	15	20	42	45	87	47	60	107
Clerical	0	2	2	0	0	0	0	1	1	0	0	0	0	3	3	4	33	37	4	36	40
Technical	0	1	1	0	2	2	0	0	0	0	0	0	0	3	3	8	20	28	8	23	31
Service/Maintenance	1	5	6	0	0	0	1	0	1	0	0	0	2	5	7	7	11	18	9	16	25
Skilled Trades	2	0	2	0	0	0	0	0	0	0	0	0	2	0	2	1	0	1	3	0	3
Total/Other Reasons	5	12	17	1	11	12	3	3	6	0	1	1	9	27	36	65	110	175	74	137	211
Total Separations																					
Officials & Managers	0	0	0	1	1	2	0	0	0	0	0	0	1	1	2	4	2	6	5	3	8
Professionals	2	4	6	1	9	10	2	3	5	0	1	1	5	17	22	45	64	109	50	81	131
Clerical	0	2	2	0	0	0	0	1	1	0	2	2	0	5	5	4	53	57	4	58	62
Technical	0	1	1	0	2	2	0	0	0	0	0	0	0	3	3	8	23	31	8	26	34
Service/Maintenance	1	7	8	0	0	0	1	0	1	0	0	0	2	7	9	10	12	22	12	19	31
Skilled Trades	2	0	2	0	0	0	0	0	0	0	0	0	2	0	2	2	0	2	4	0	4
University Total	5	14	19	2	12	14	3	4	7	0	3	3	10	33	43	73	154	227	83	187	270

Support Staff Workforce, 2000-2009

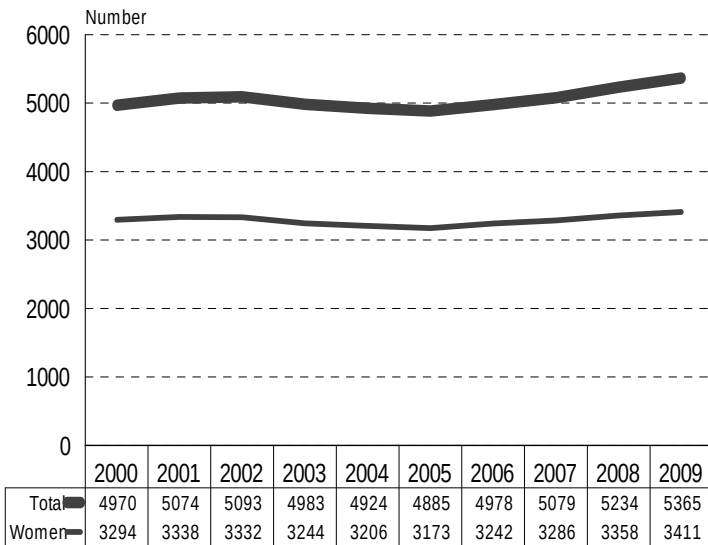
Total Support Staff Workforce



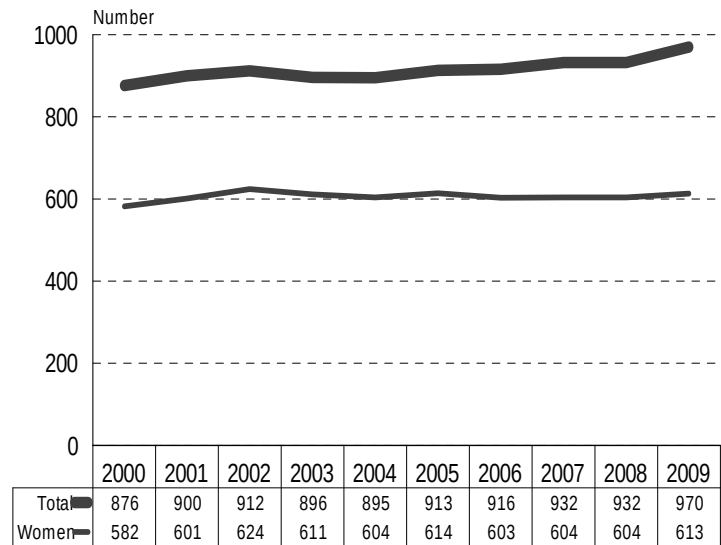
Persons with Disabilities



White

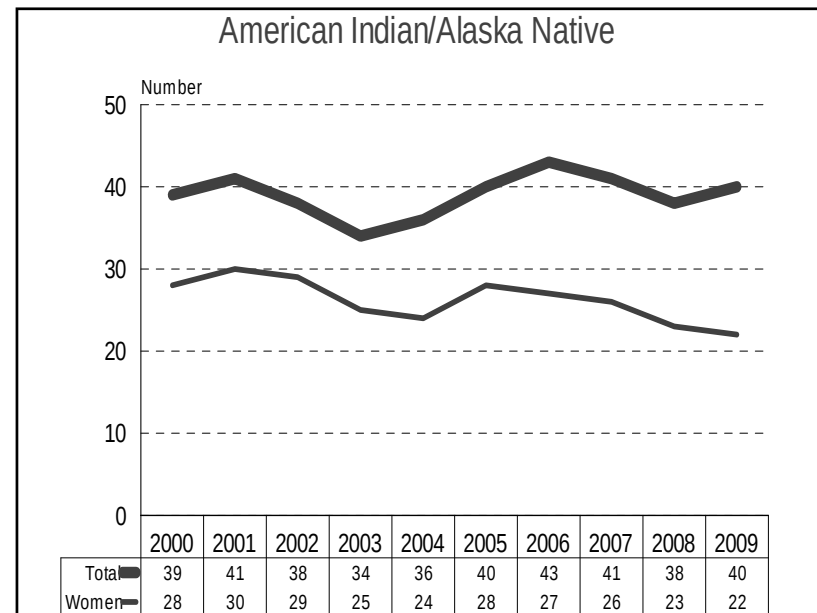
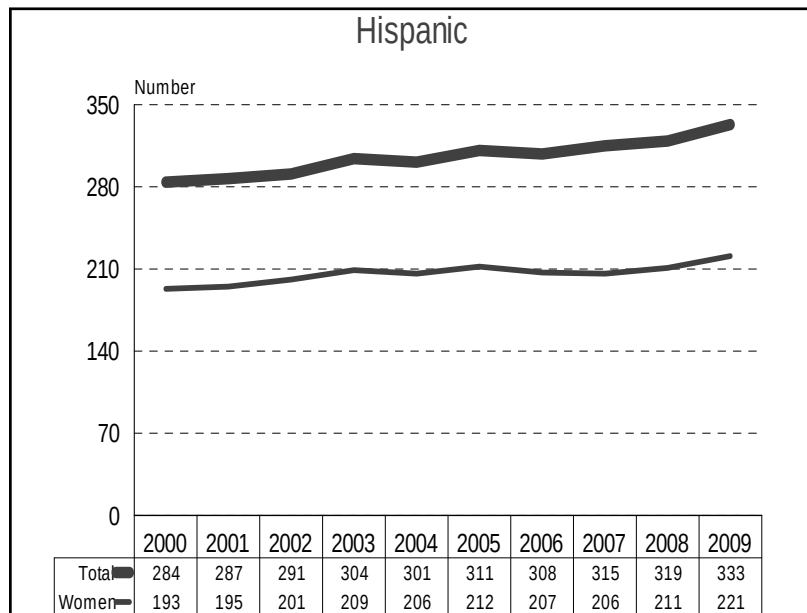
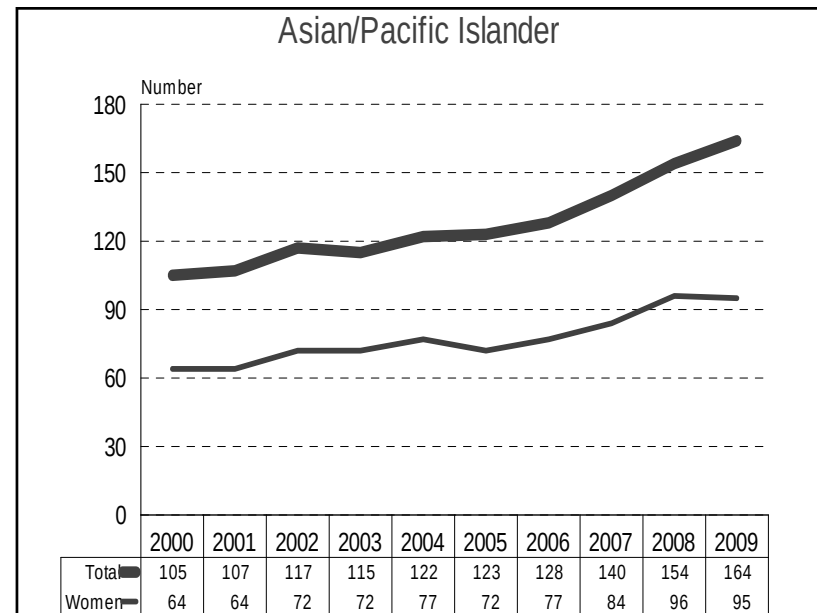
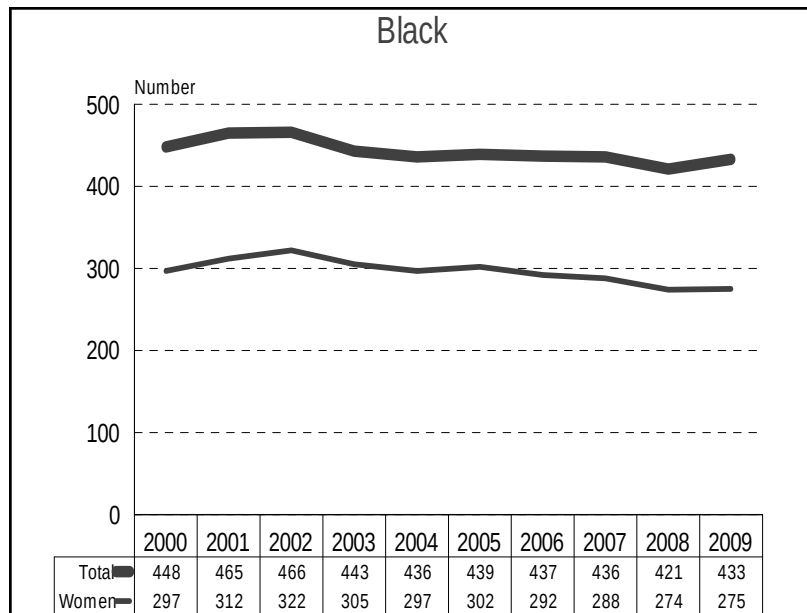


Total Minorities

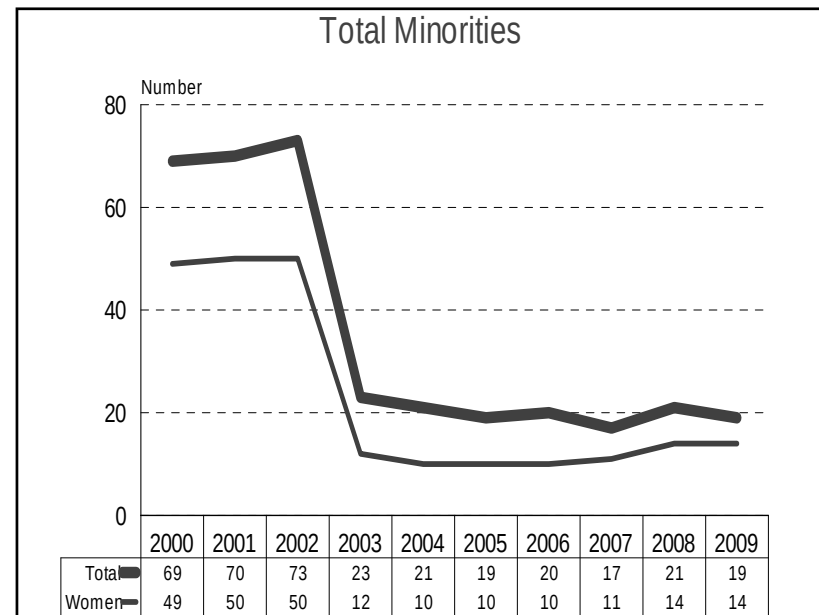
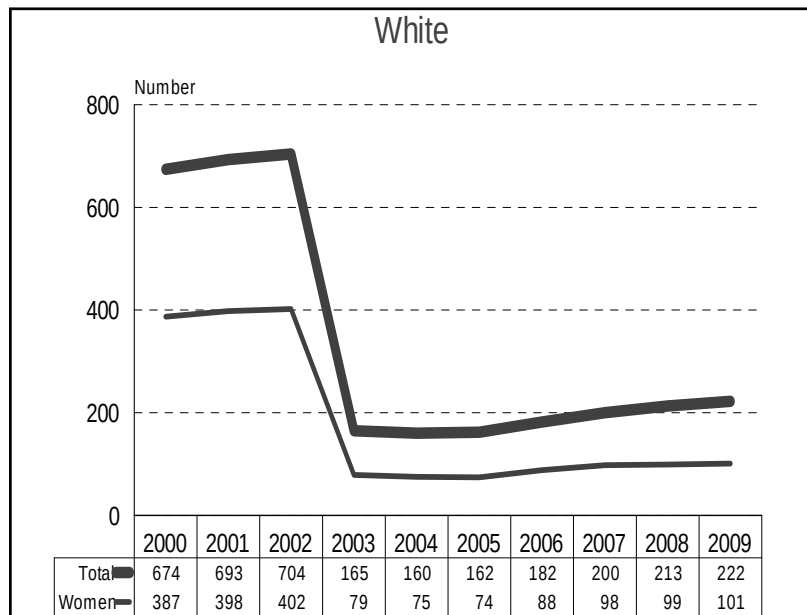
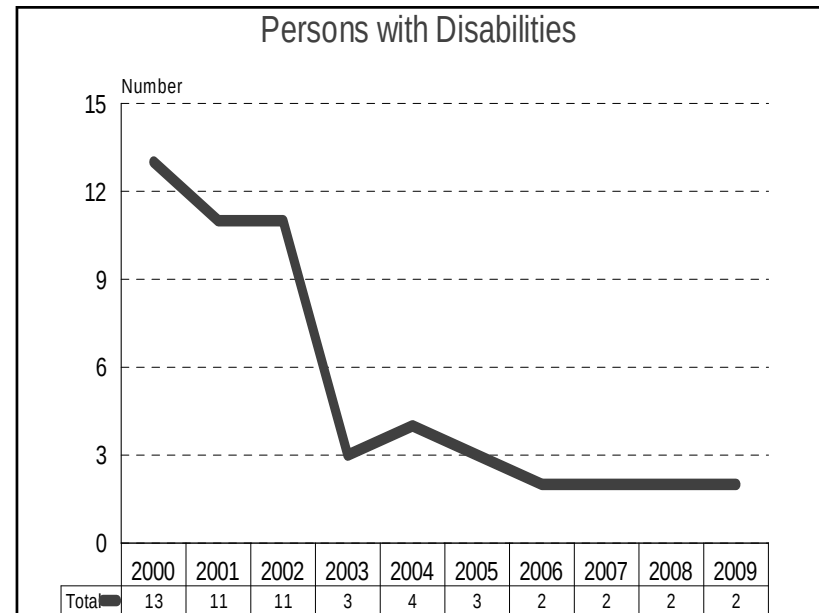
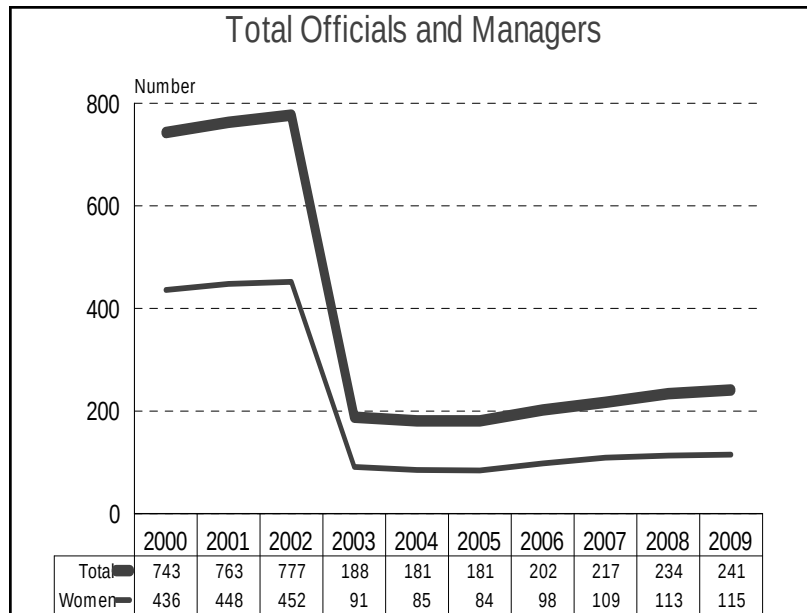


Support Staff Workforce, 2000-2009

Minorities by Race/Ethnicity

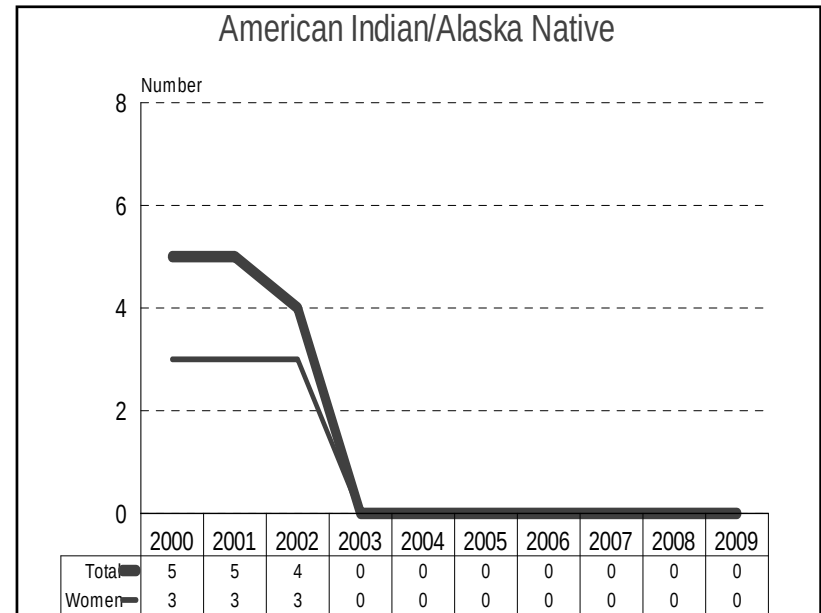
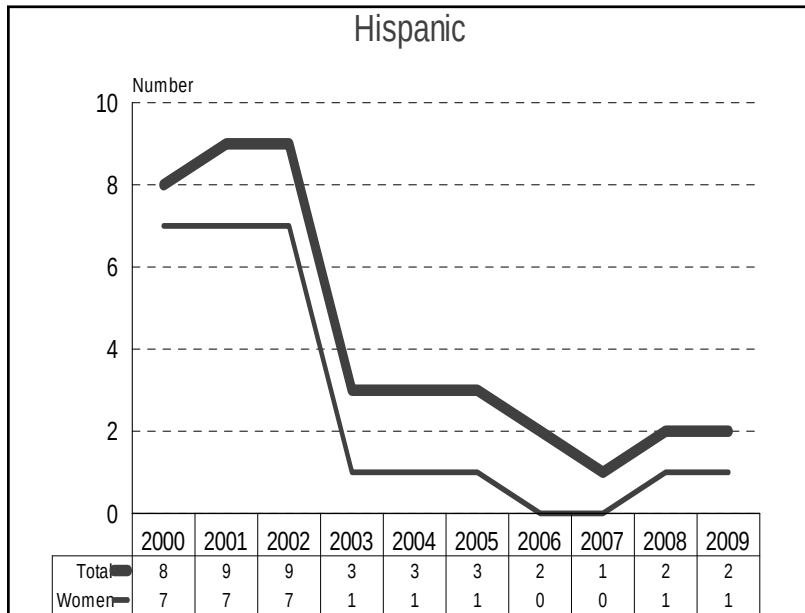
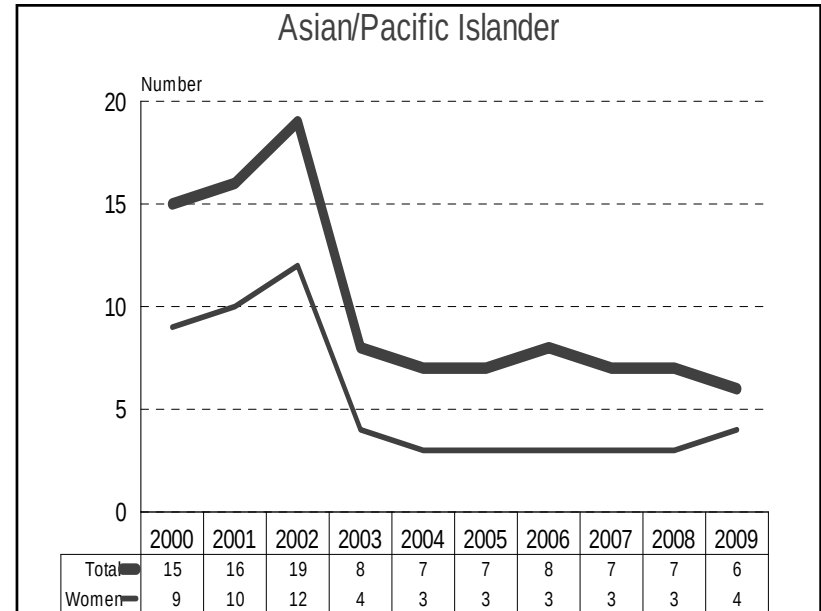
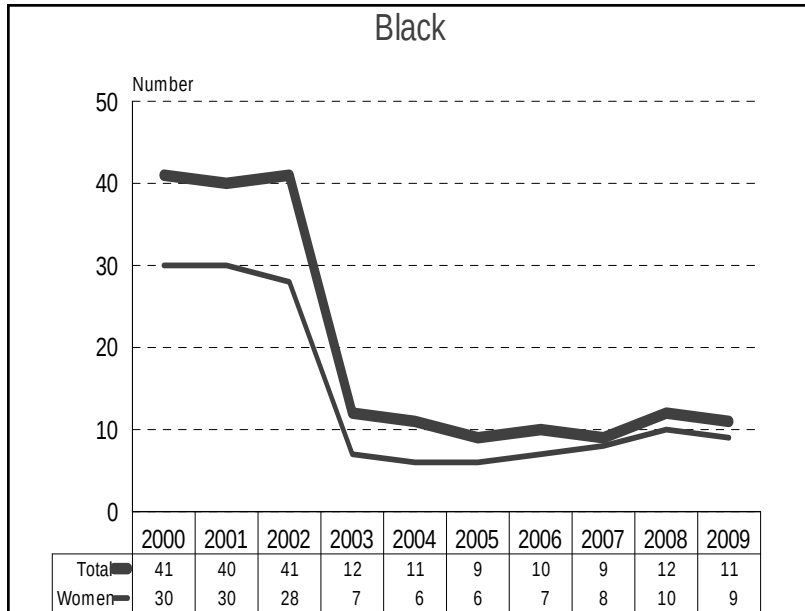


Officials and Managers, 2000-2009

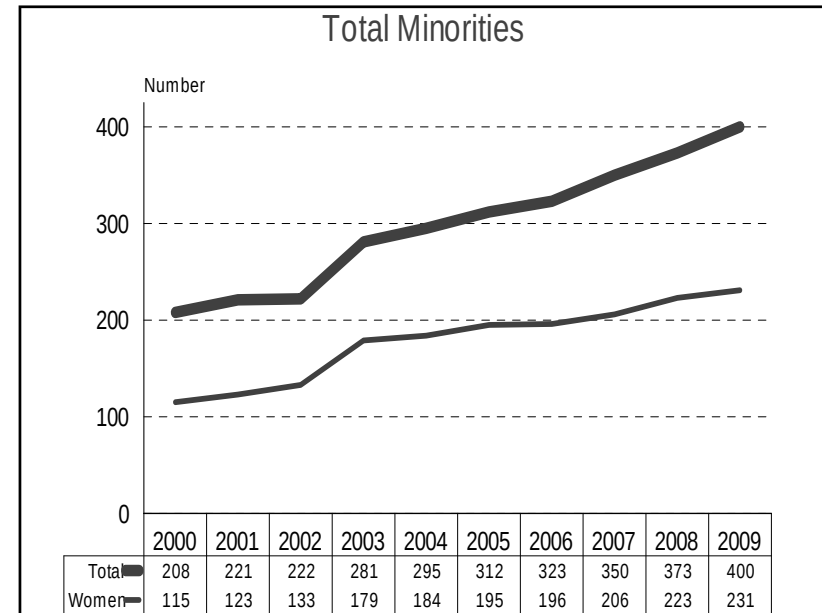
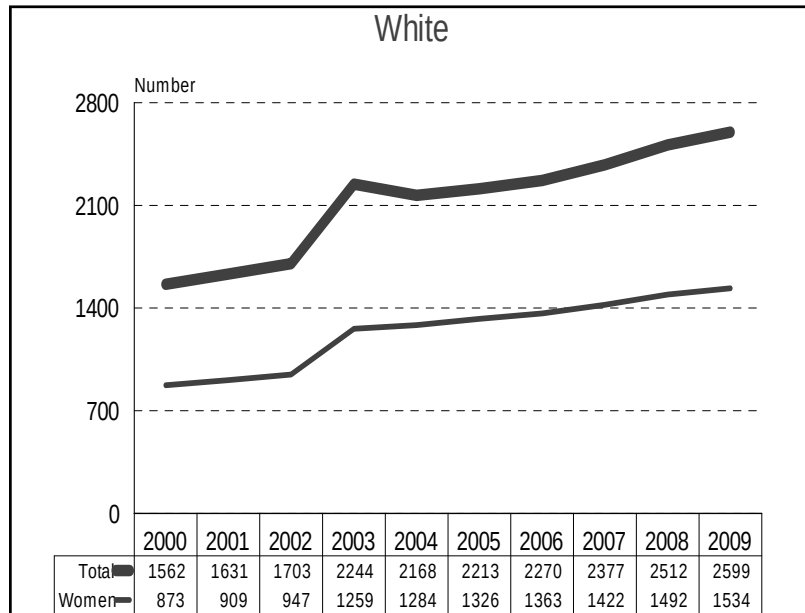
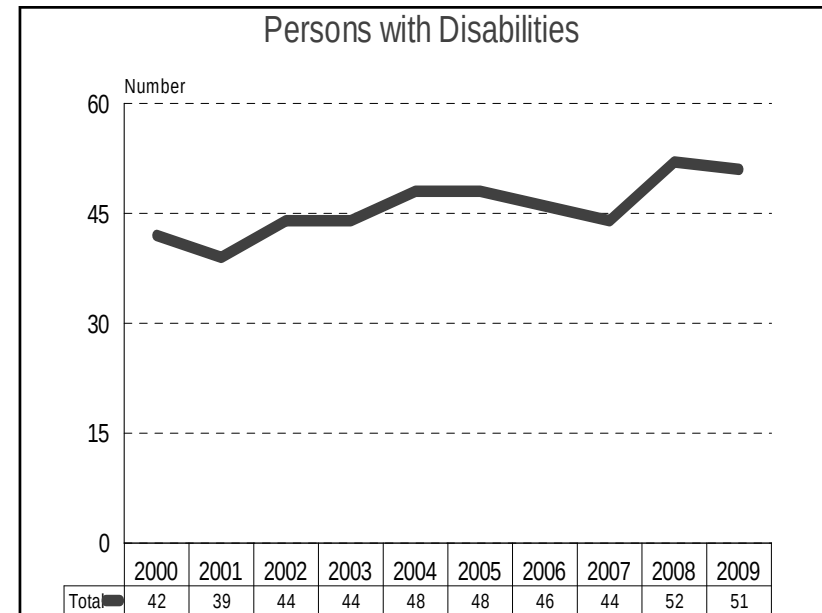
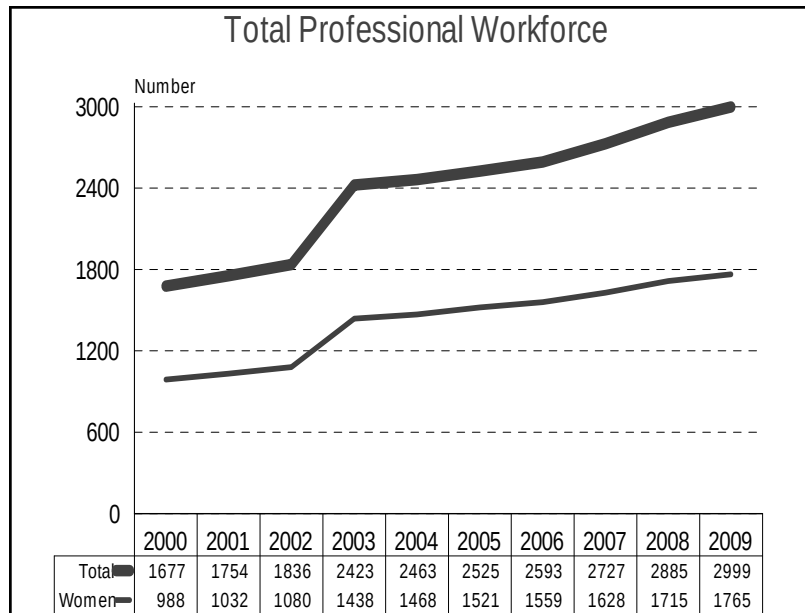


Officials and Managers, 2000-2009

Minorities by Race/Ethnicity

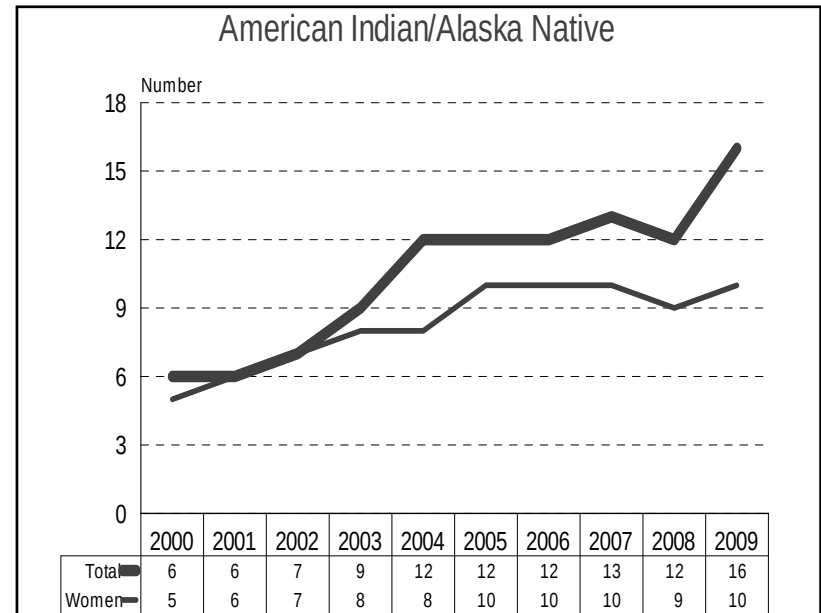
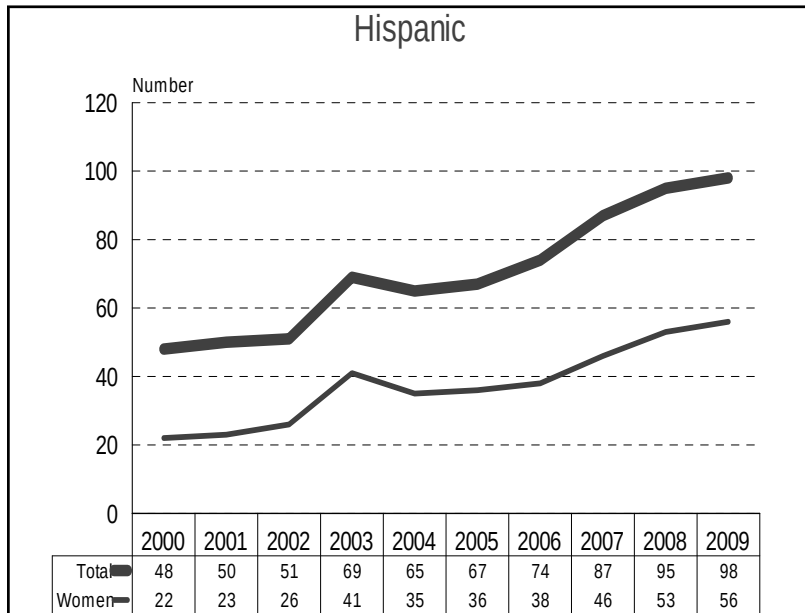
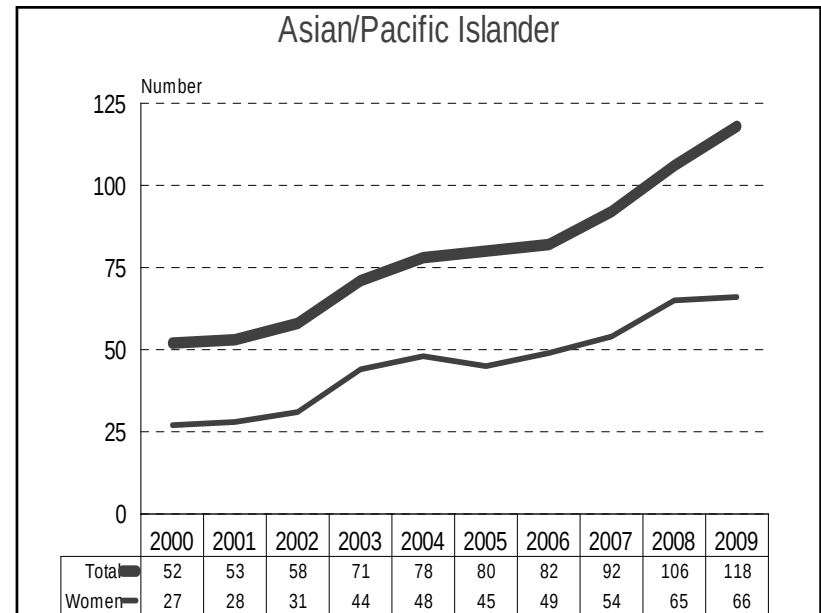
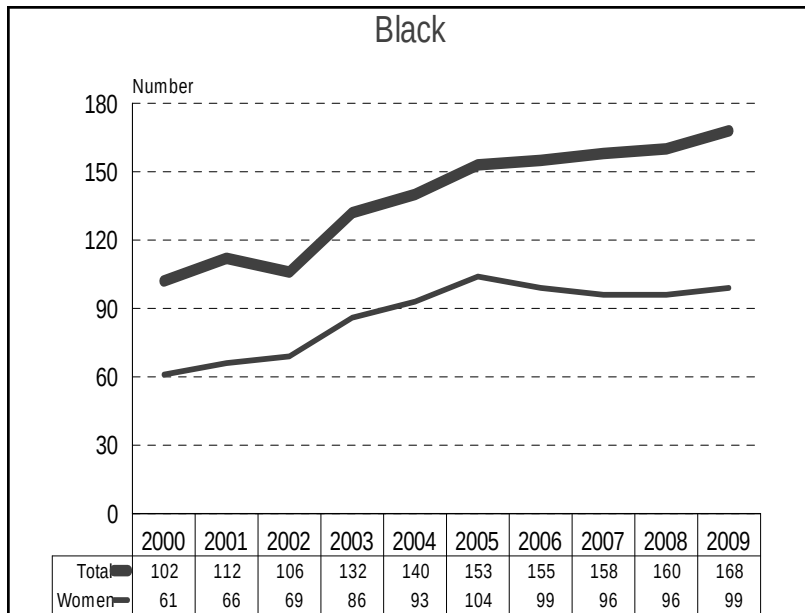


Professional Workforce, 2000-2009

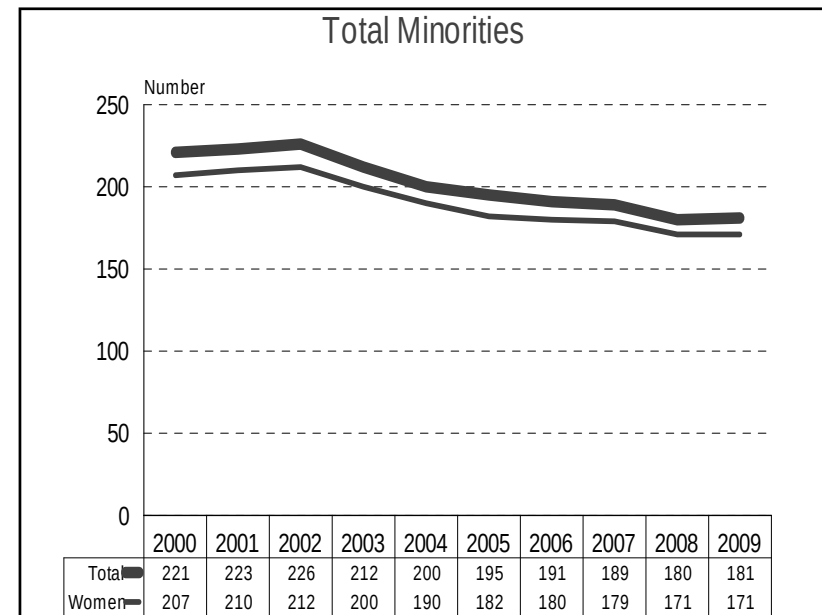
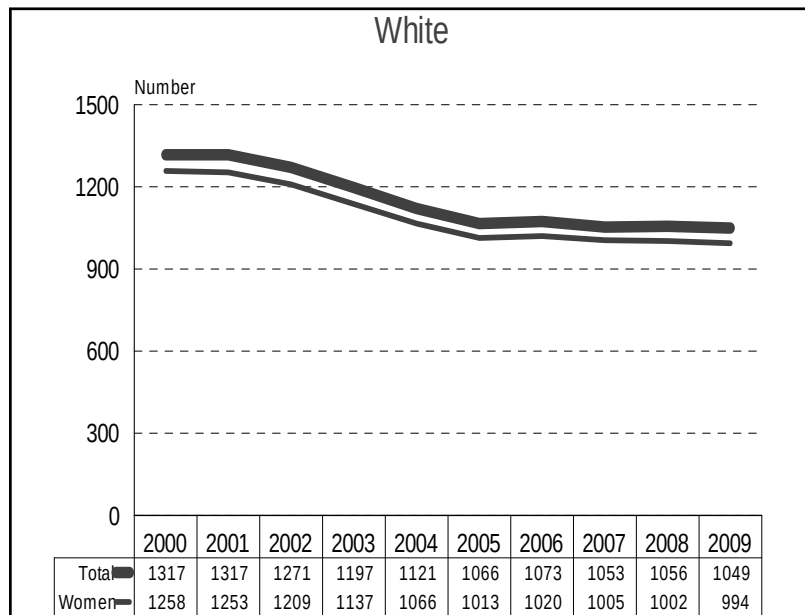
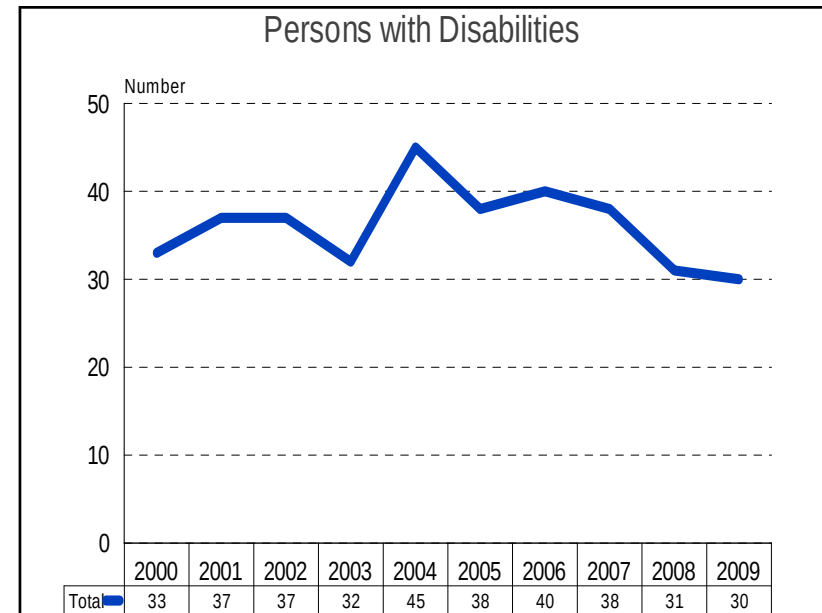
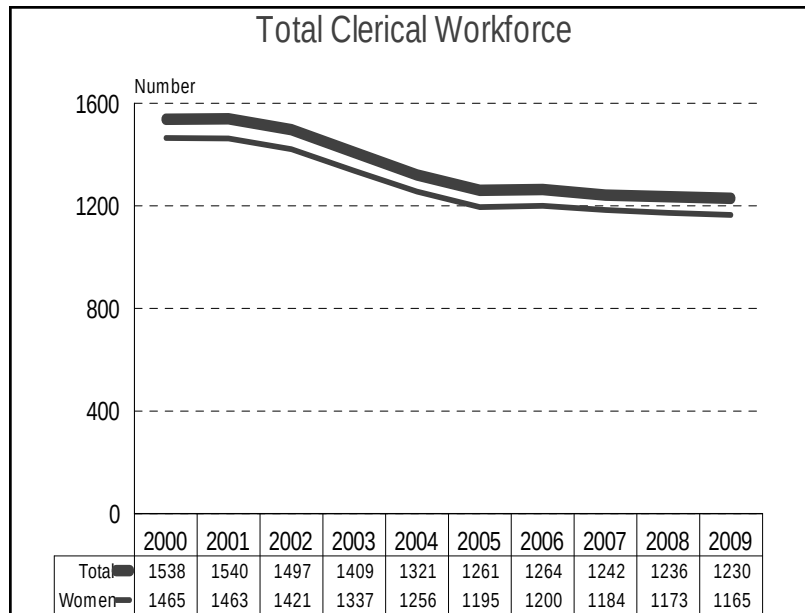


Professional Workforce, 2000-2009

Minorities by Race/Ethnicity

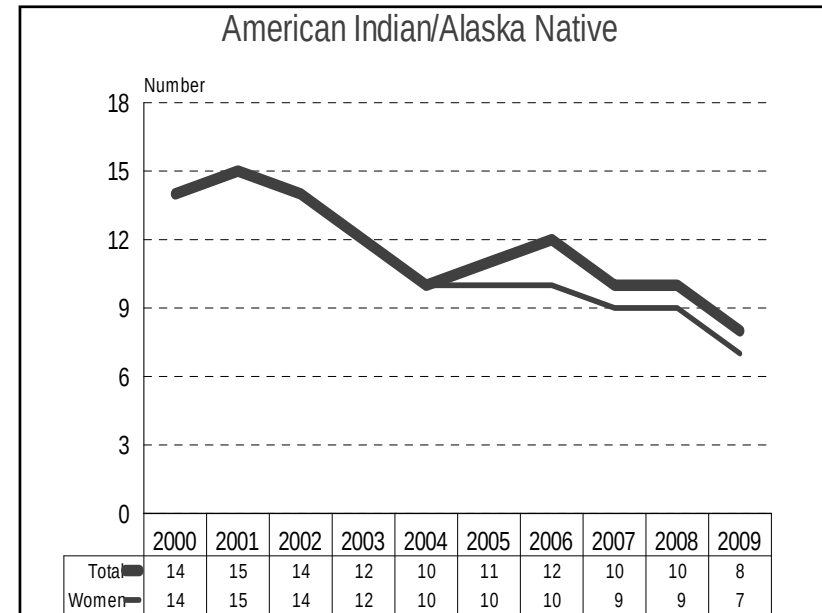
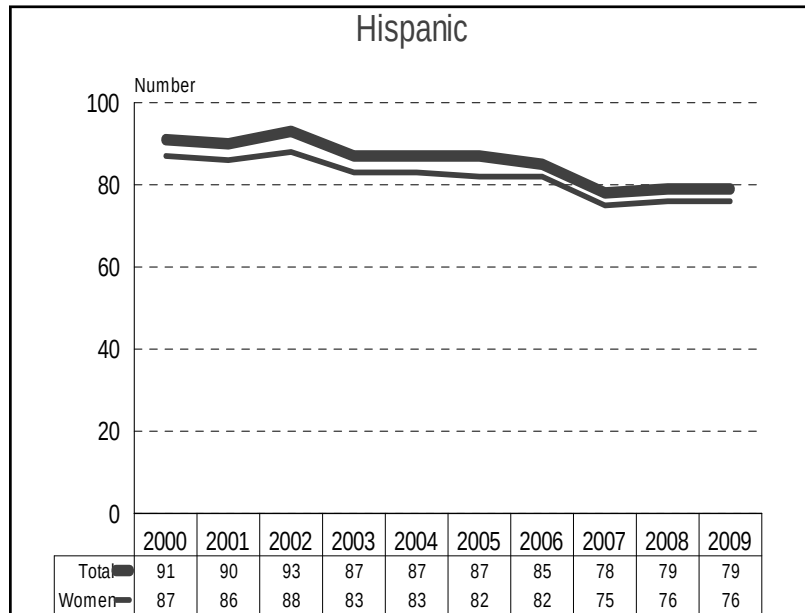
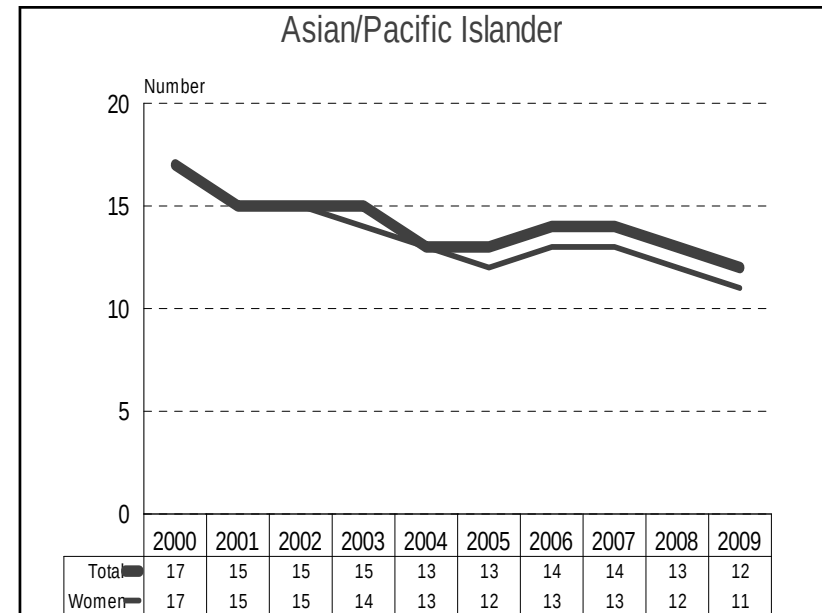
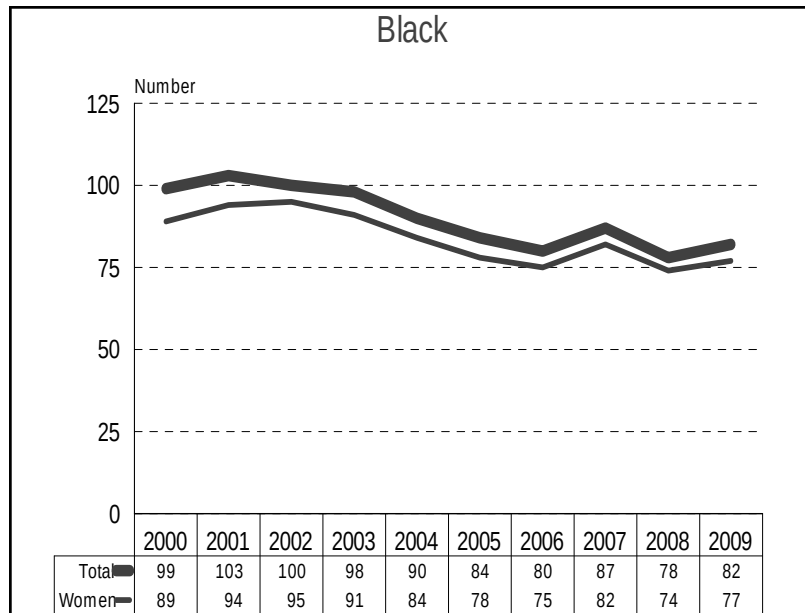


Clerical Workforce, 2000-2009

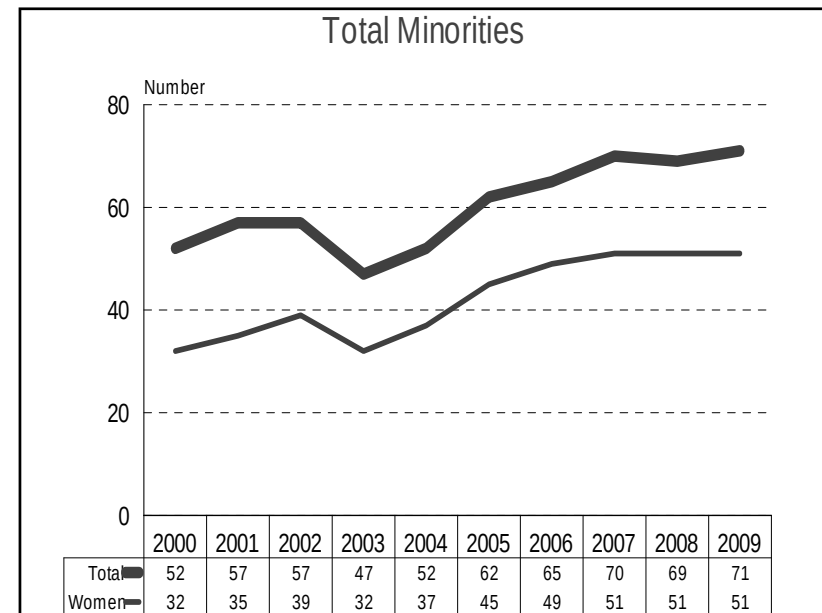
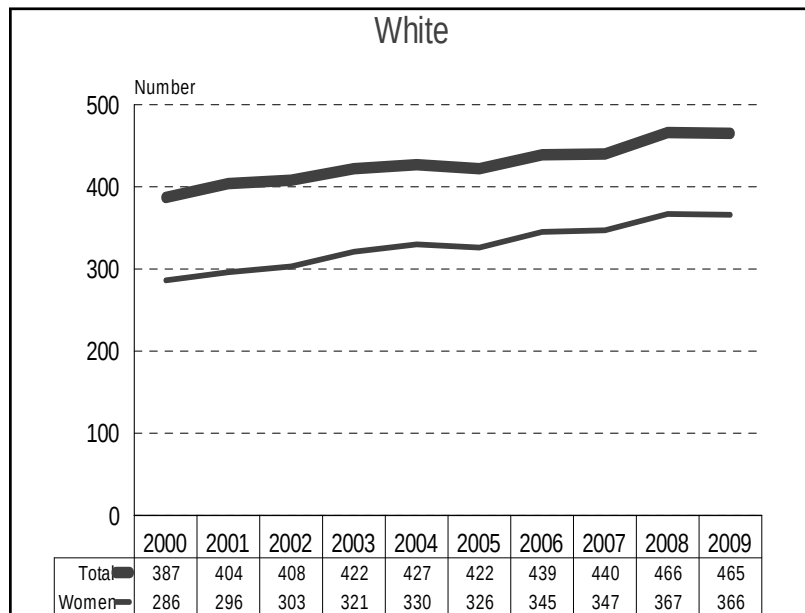
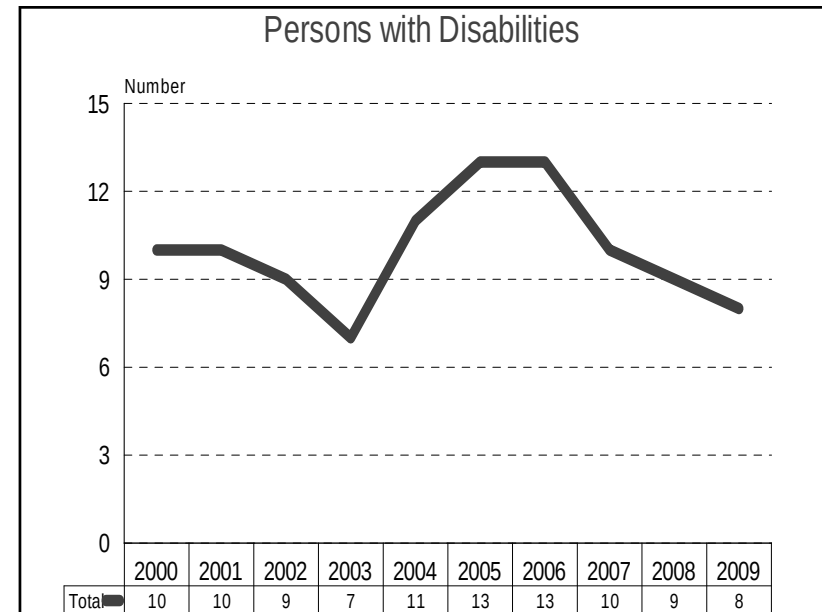
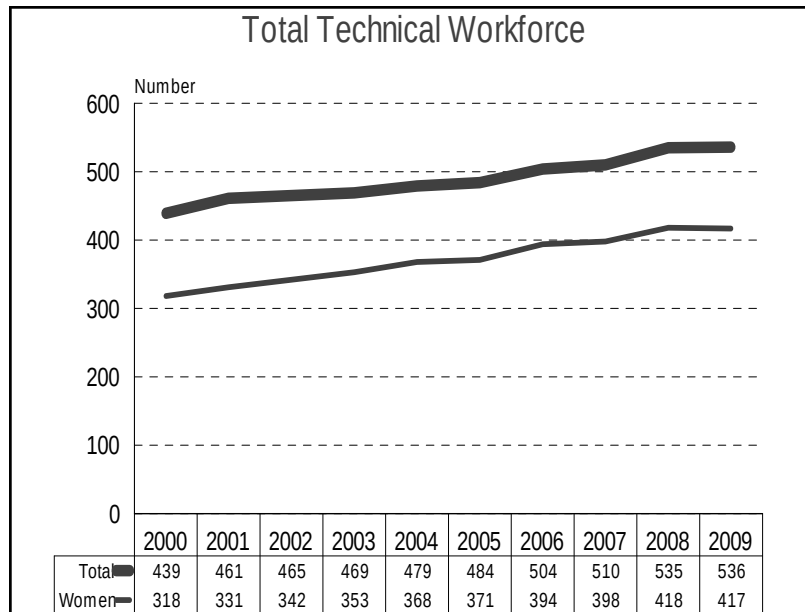


Clerical Workforce, 2000-2009

Minorities by Race/Ethnicity

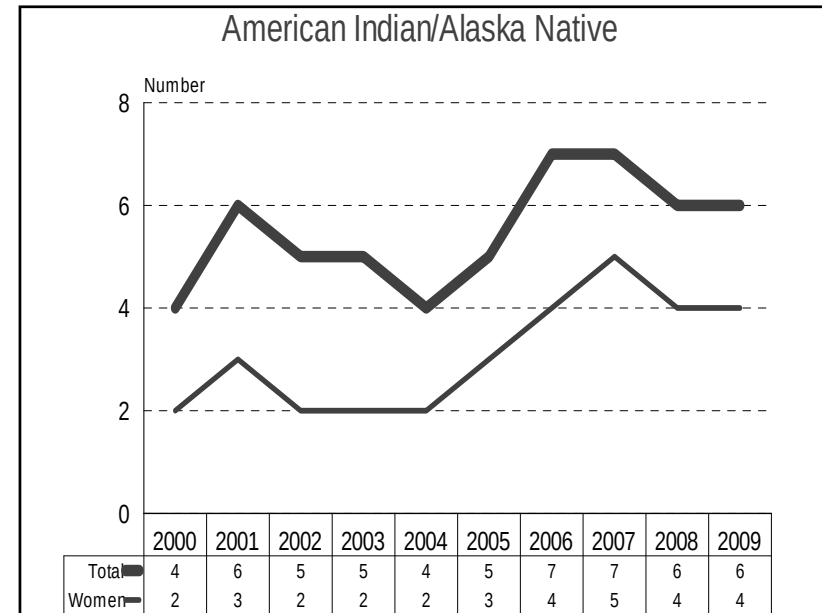
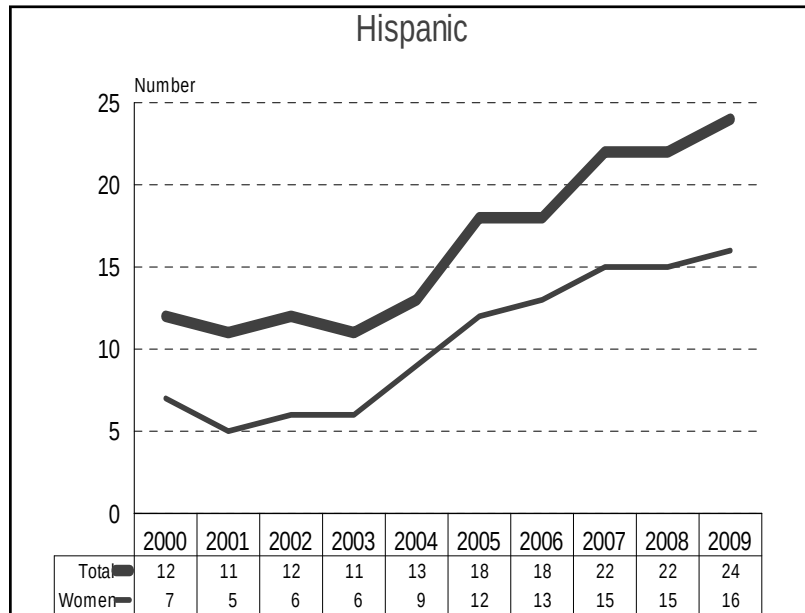
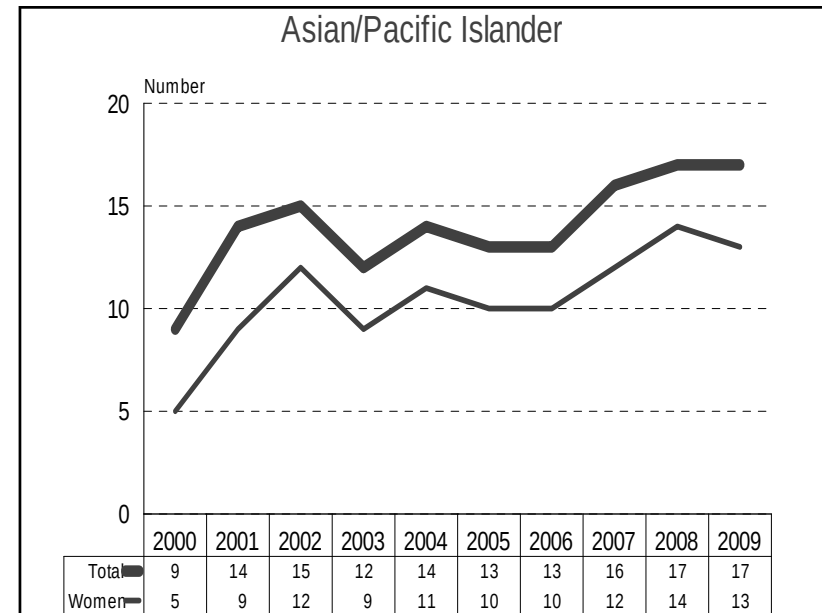
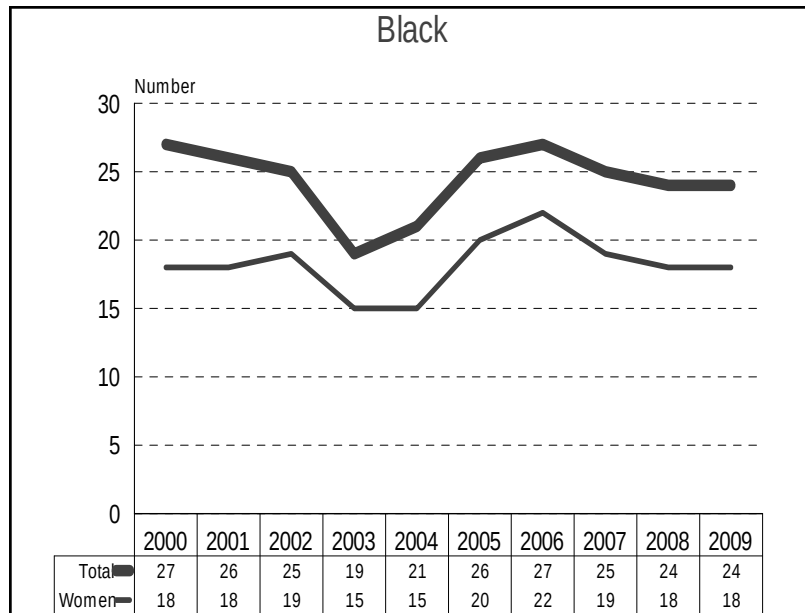


Technical Workforce, 2000-2009

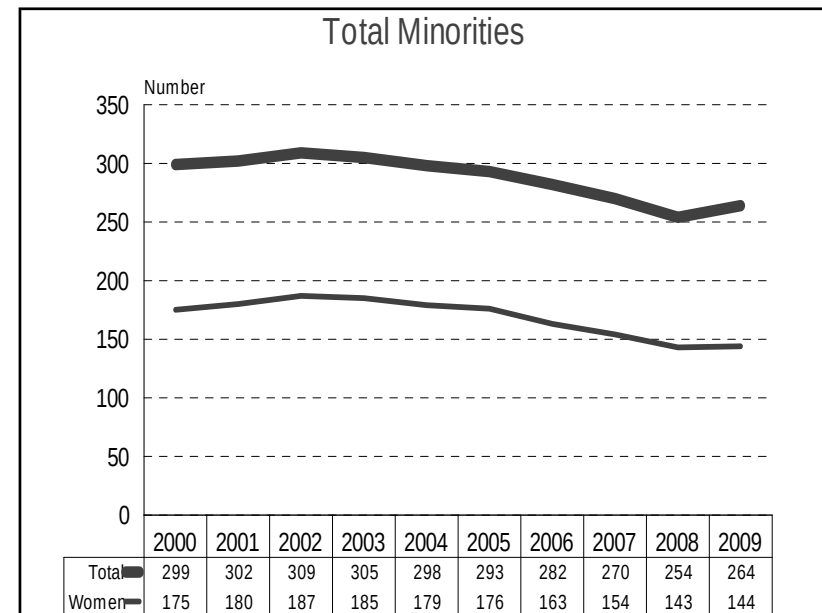
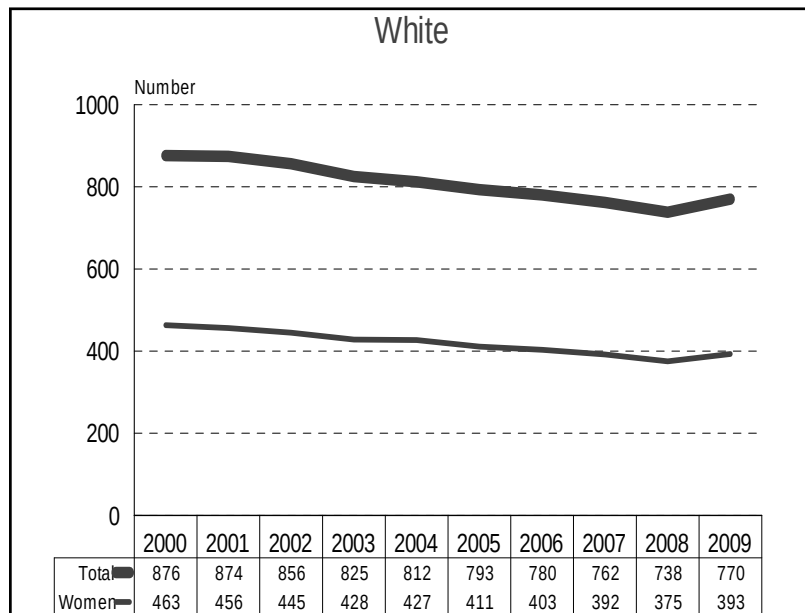
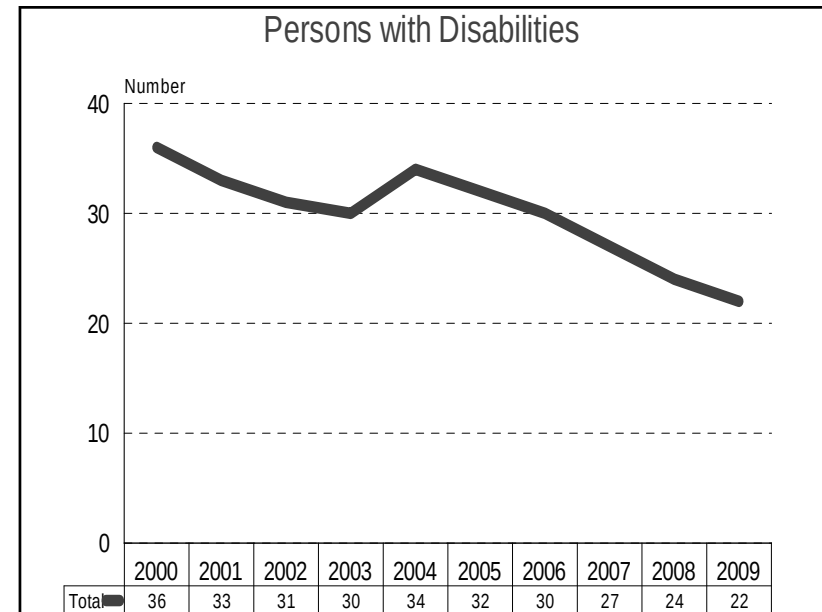
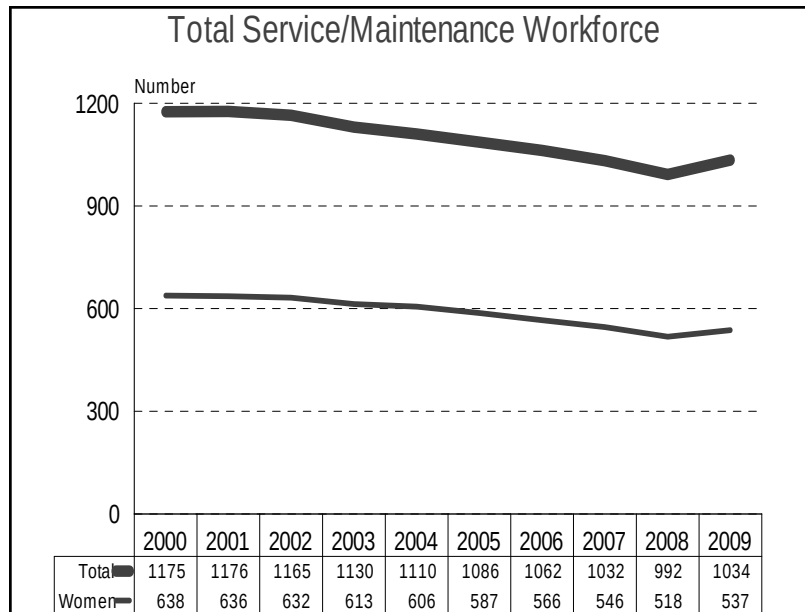


Technical Workforce, 2000-2009

Minorities by Race/Ethnicity

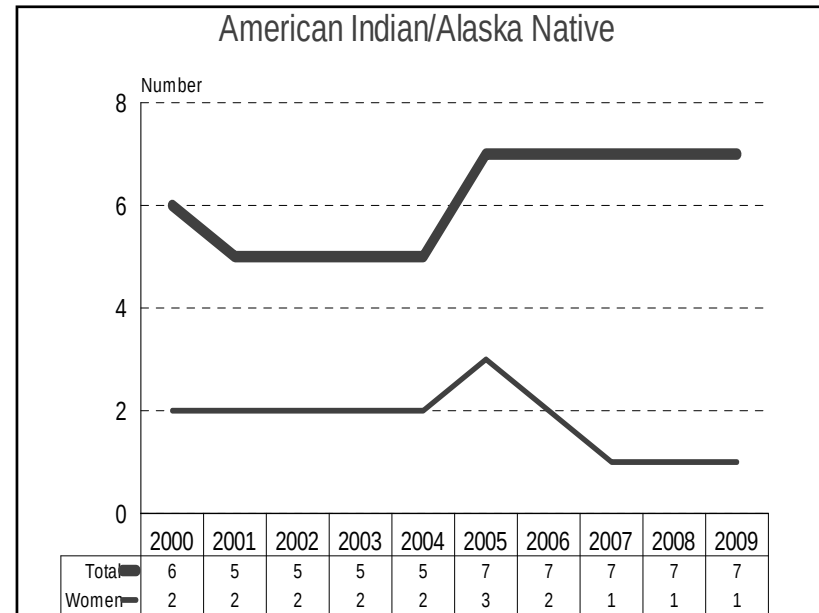
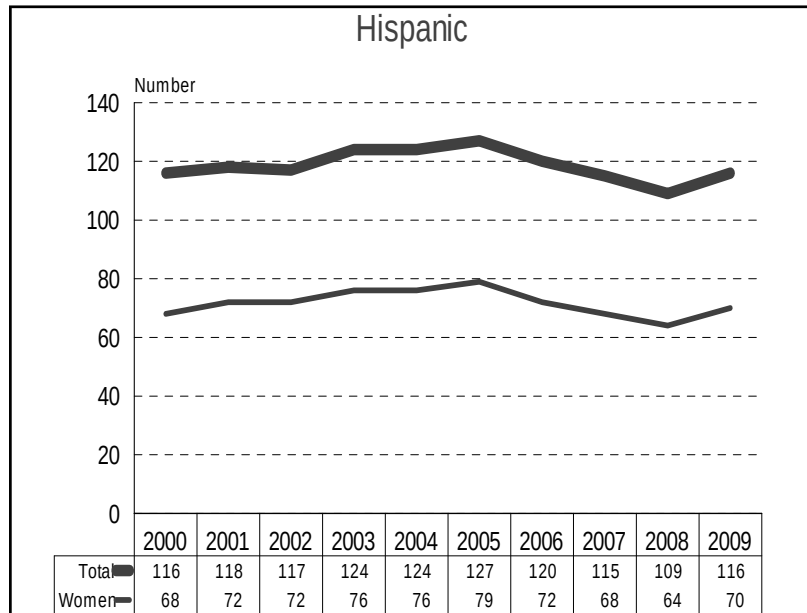
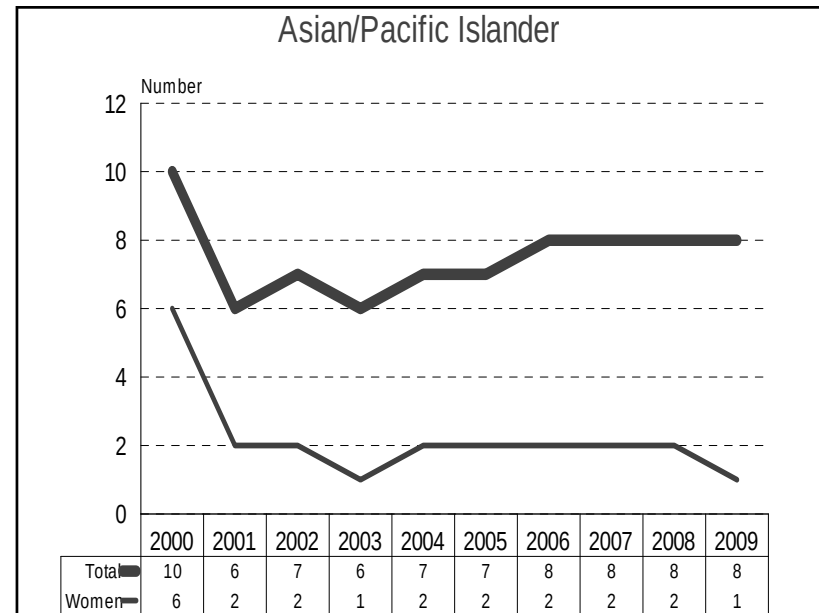
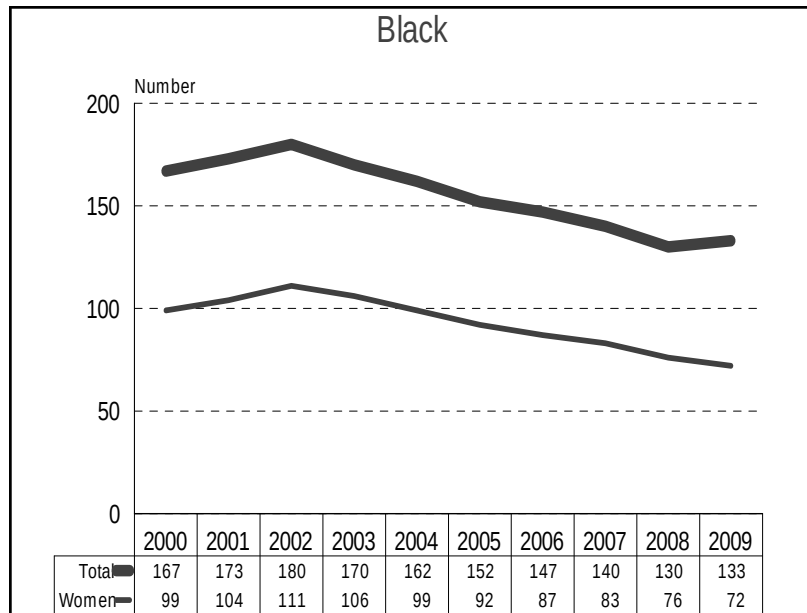


Service/Maintenance Workforce, 2000-2009

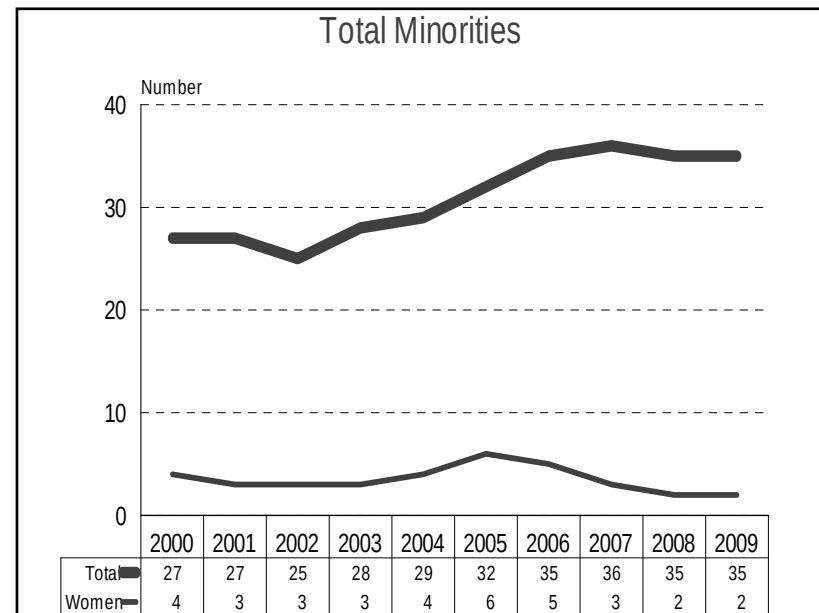
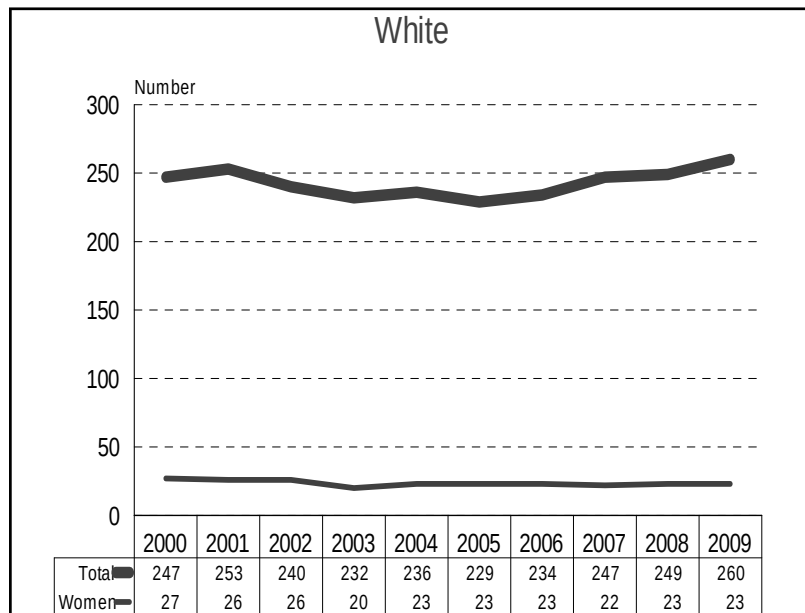
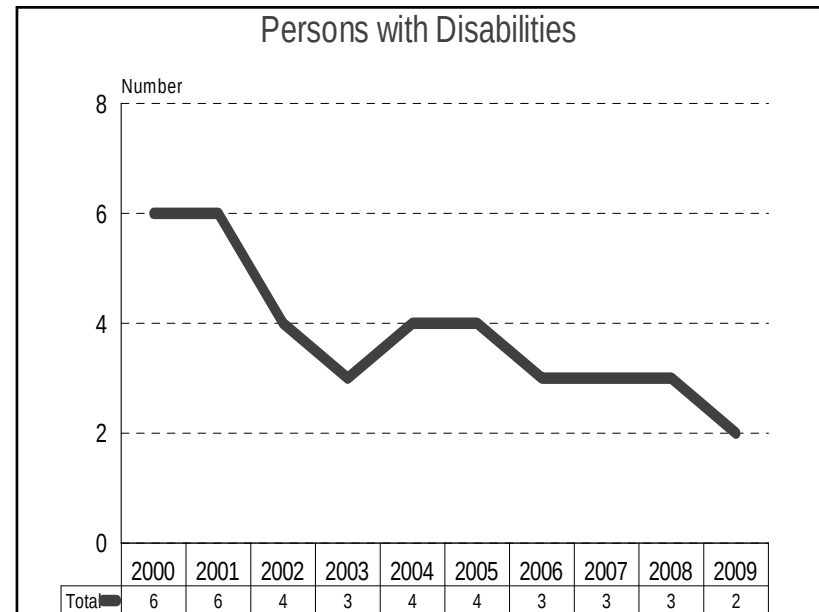


Service/Maintenance Workforce, 2000-2009

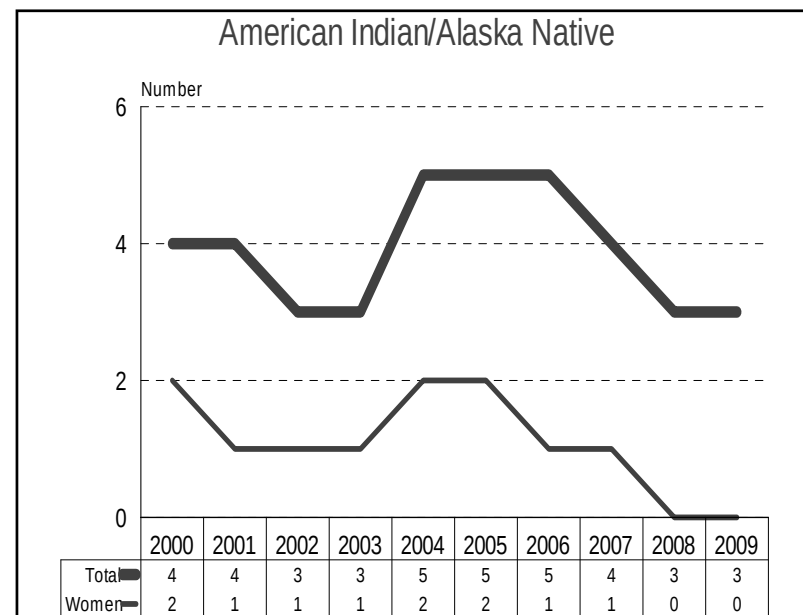
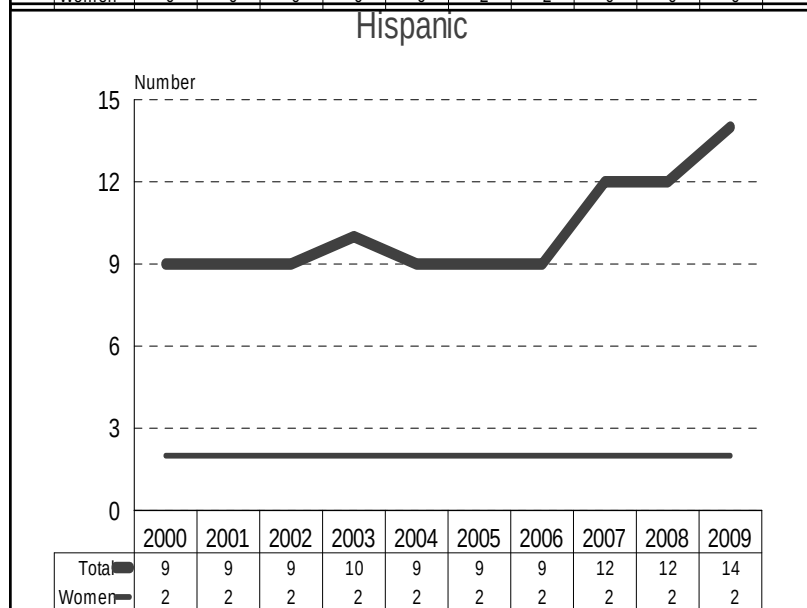
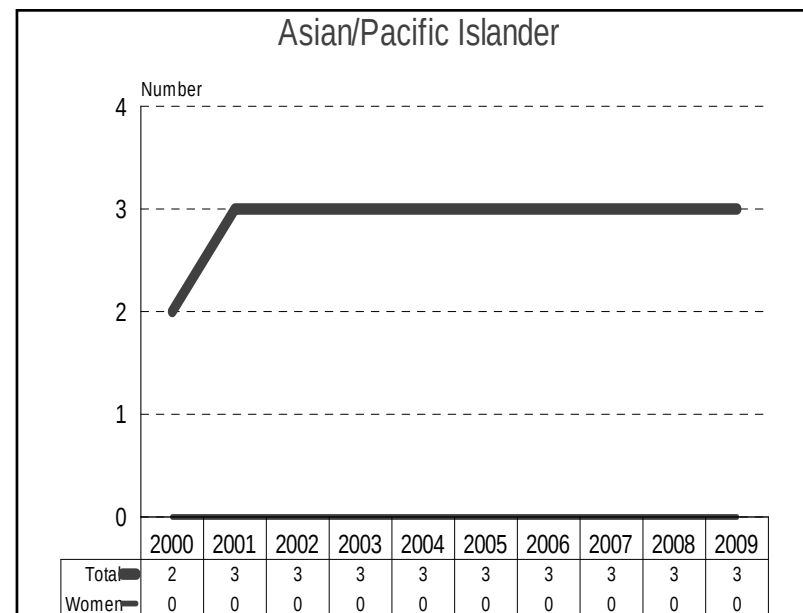
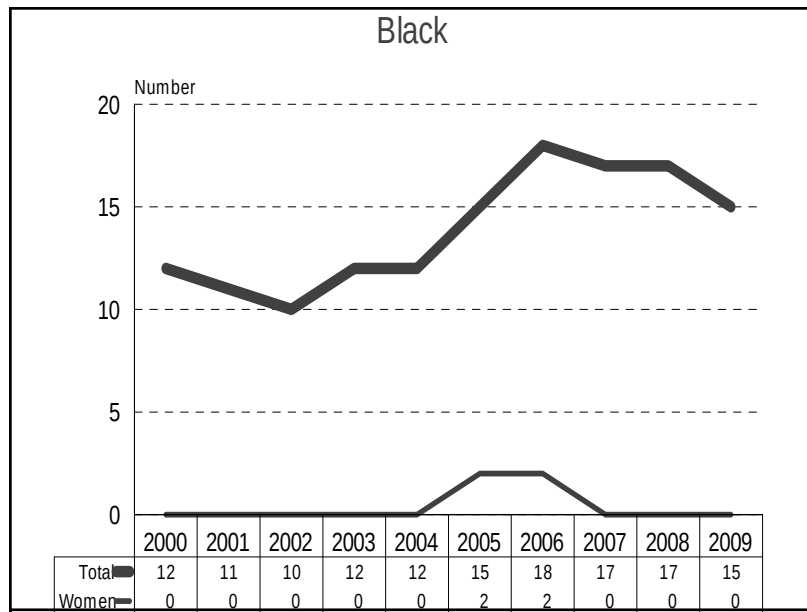
Minorities by Race/Ethnicity



Skilled Trades Workforce, 2000-2009



Skilled Trades Workforce, 2000-2009



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Student Human Resources

Summary

<u>Fall 2009</u>	<u>Number</u>	<u>Percent</u>
Graduate Assistants		
Black	123	4.0%
Asian/Pacific Islander	75	2.5%
Hispanic	87	2.8%
Amer. Indian/Alaska Native	<u>16</u>	0.5%
Total Minorities	301	9.9%
Women	1,430	46.8%

Student Human Resources

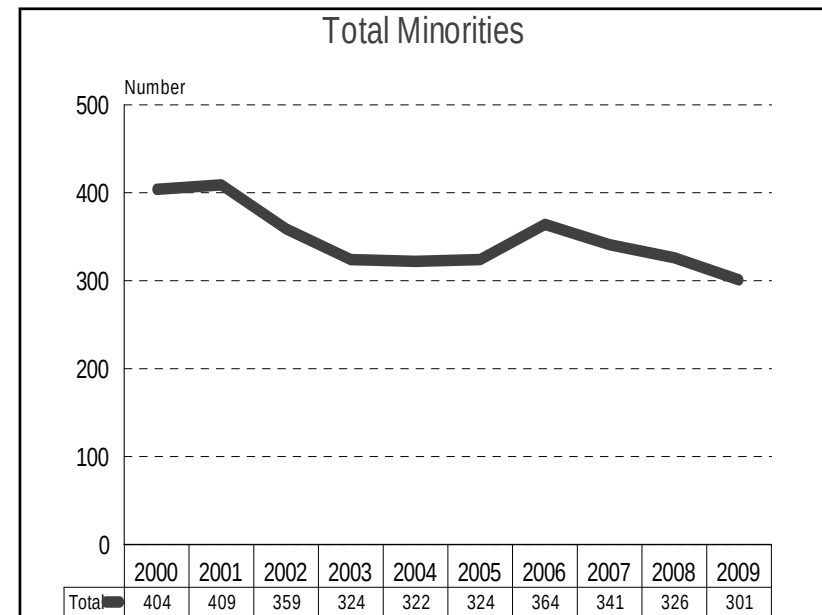
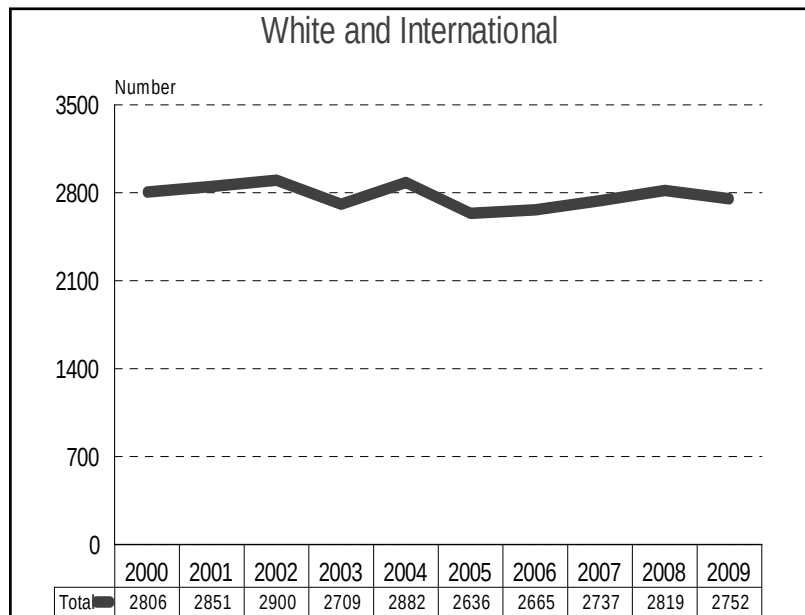
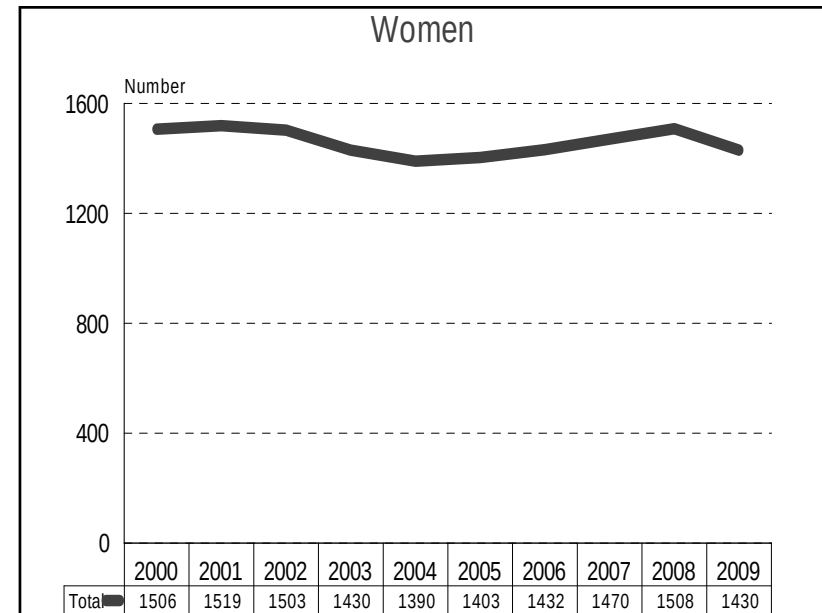
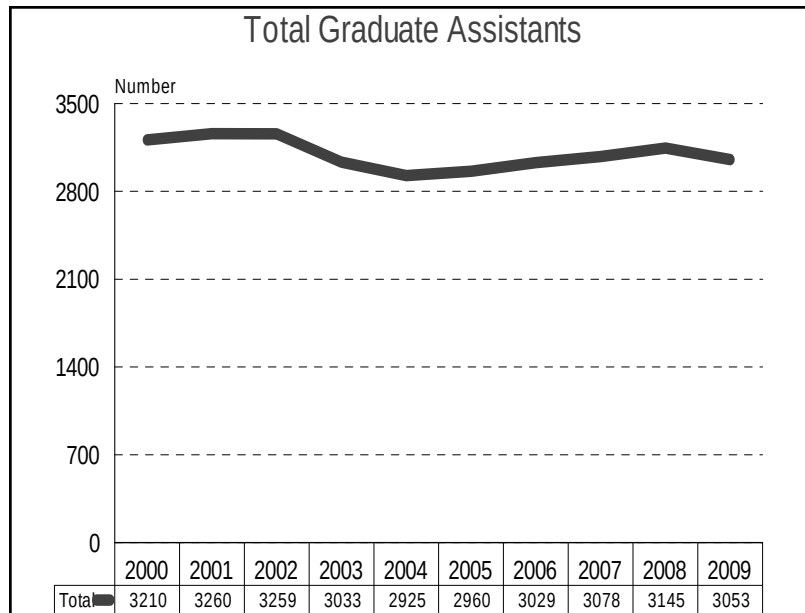
Summary

<u>Fall 2009</u>	<u>Number</u>	<u>Percent</u>
Student Employees		
Black	1,393	13.6%
Asian/Pacific Islander	426	4.1%
Hispanic	310	3.0%
Amer. Indian/Alaska Native	<u>79</u>	0.8%
Total Minorities	2,208	21.5%
Women	5,939	57.8%

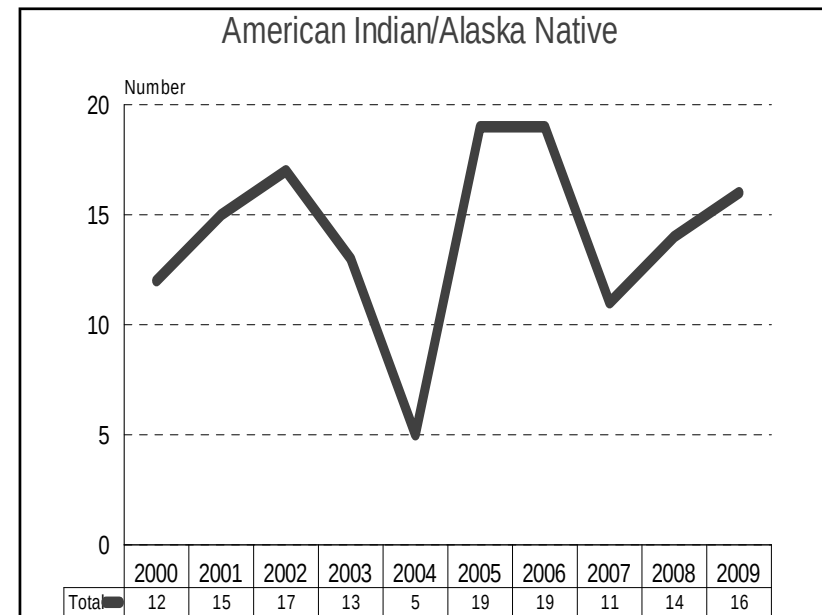
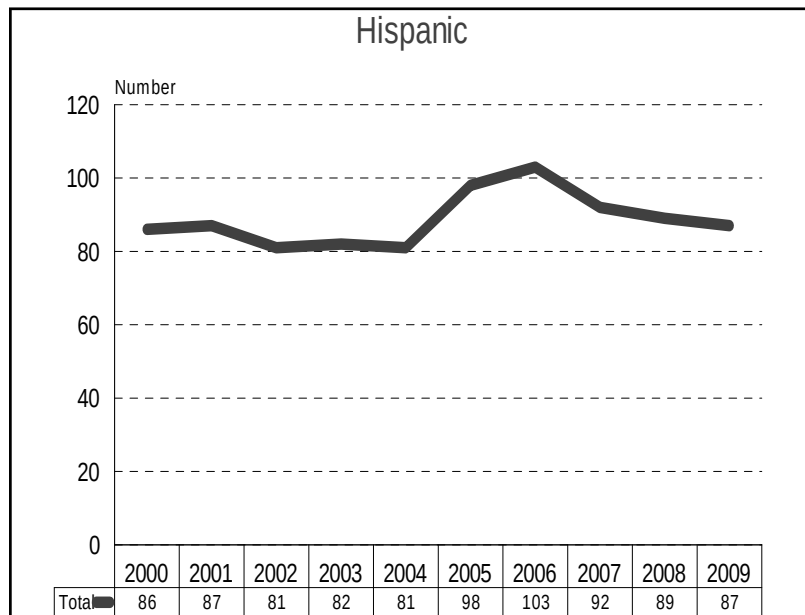
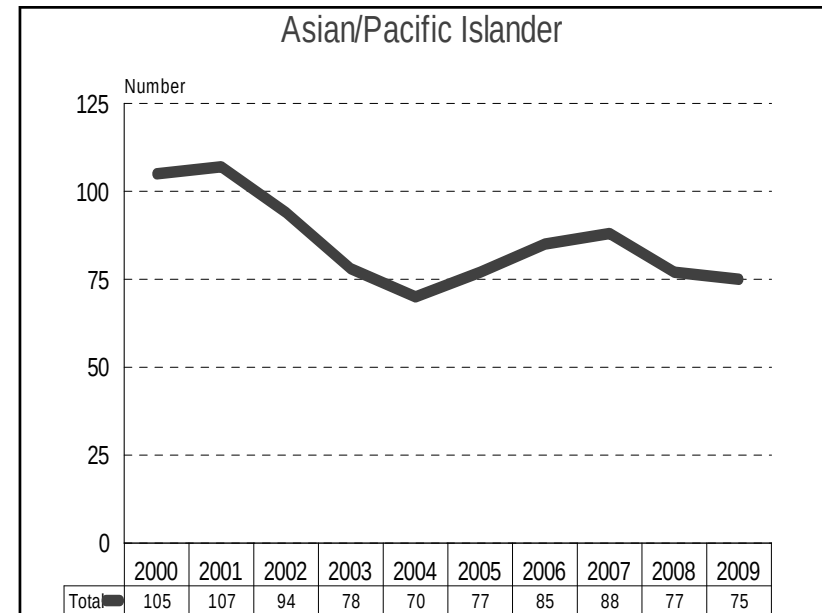
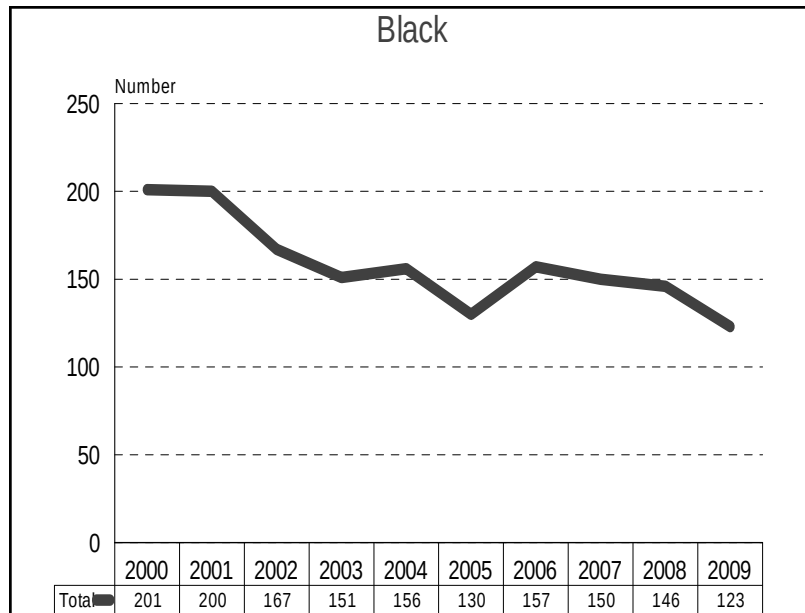
Definitions of Terms Used

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 2007 data reflects the payroll period October 27-November 9, 2008 (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 2008 was 9,965. The number of students paid for the calendar year 2008, based on the number of W-4 forms on file at the Payroll Office, was 18,998.

Graduate Assistants, Fall Semesters 2000-2009



Graduate Assistants, Fall Semesters 2000-2009



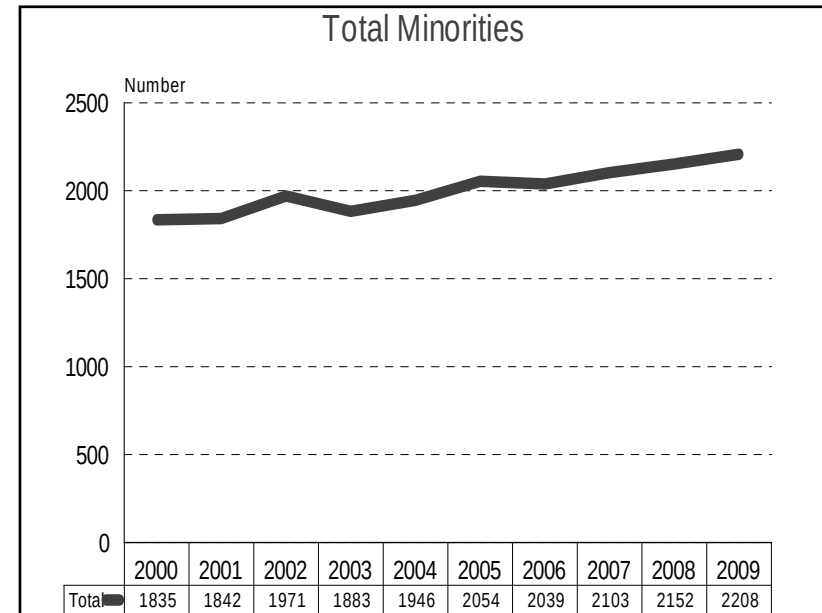
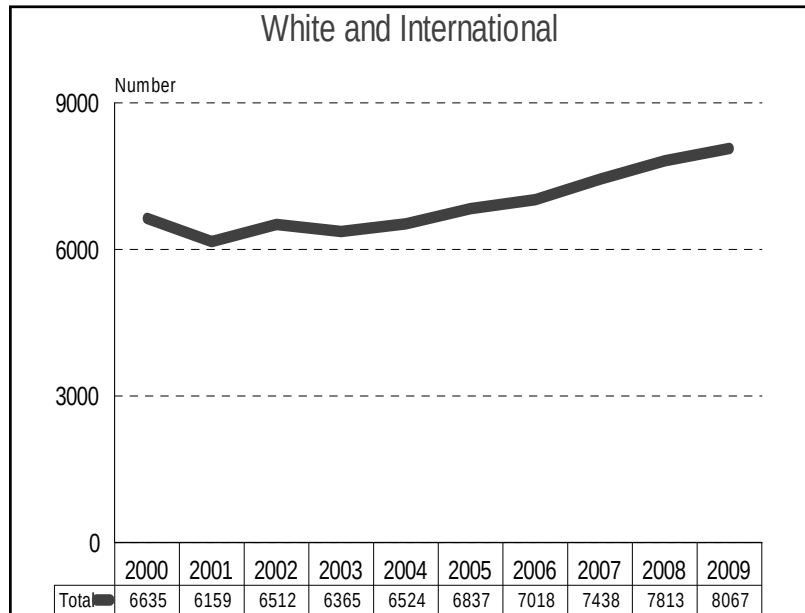
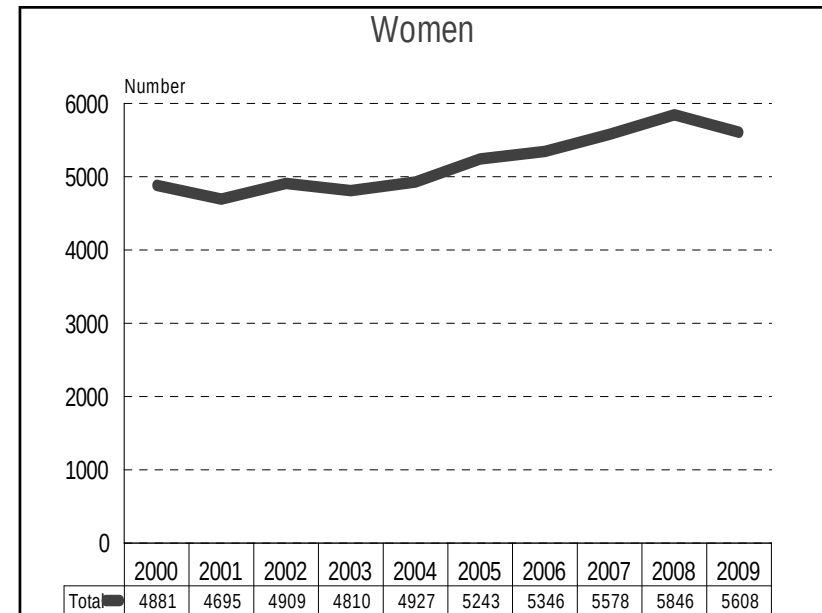
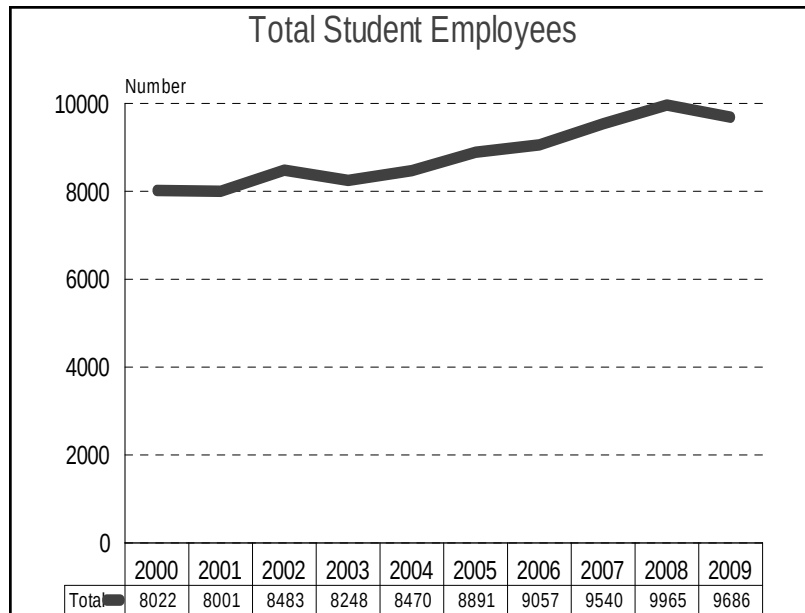
Graduate Assistants by Employing Unit, Fall Semester 2009

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			White/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	4	3	7	2	2	4	0	0	0	0	0	0	88	90	178	85	74	159	179	169	348
Arts & Letters	9	14	23	0	4	4	9	8	17	1	3	4	71	84	155	20	42	62	110	155	265
Eli Broad Business	0	5	5	6	2	8	4	2	6	2	0	2	55	20	75	26	24	50	93	53	146
Comm. Arts & Sciences	0	0	0	0	2	2	1	1	2	1	0	1	18	26	44	9	18	27	29	47	76
Education	6	16	22	3	5	8	2	5	7	1	0	1	69	126	195	35	69	104	116	221	337
Engineering	12	2	14	5	1	6	12	2	14	0	0	0	89	25	114	225	68	293	343	98	441
Human Medicine	0	1	1	0	0	0	0	0	0	0	0	0	2	11	13	2	5	7	4	17	21
Lyman Briggs	1	0	1	0	0	0	0	0	0	0	0	0	4	5	9	2	0	2	7	5	12
Music	4	3	7	0	2	2	1	2	3	1	1	2	33	16	49	11	18	29	50	42	92
Natural Science	4	3	7	11	11	22	6	1	7	1	0	1	211	129	340	196	136	332	429	280	709
Nursing	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	1	1	0	3	3
Osteopathic Medicine	0	0	0	0	0	0	0	0	0	0	0	0	6	25	31	4	3	7	10	28	38
Social Science	4	14	18	0	10	10	15	9	24	3	1	4	81	125	206	60	42	102	163	201	364
Veterinary Medicine	0	1	1	0	2	2	0	1	1	0	0	0	8	8	16	12	13	25	20	25	45
Non-College Units	11	6	17	1	6	7	1	5	6	0	1	1	40	45	85	17	23	40	70	86	156
University Total	55	68	123	28	47	75	51	36	87	10	6	16	775	737	1,512	704	536	1,240	1,623	1,430	3,053

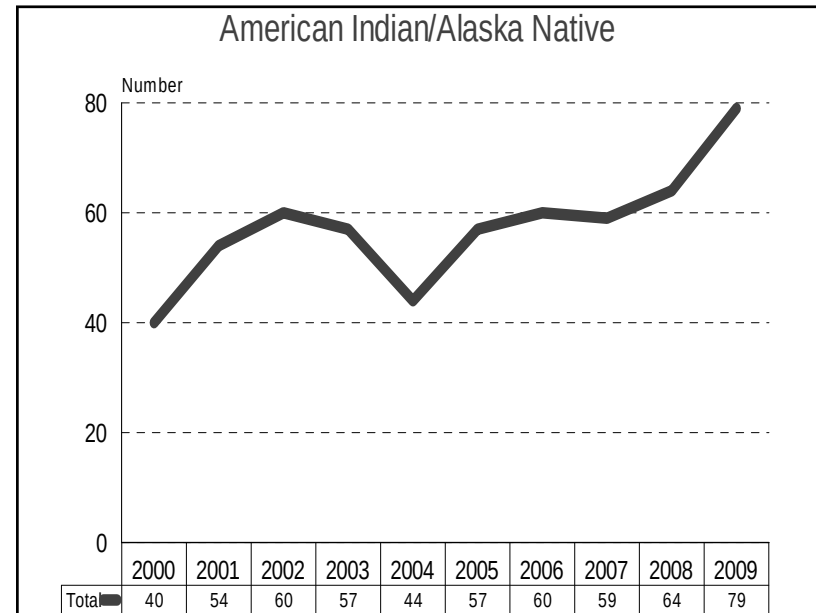
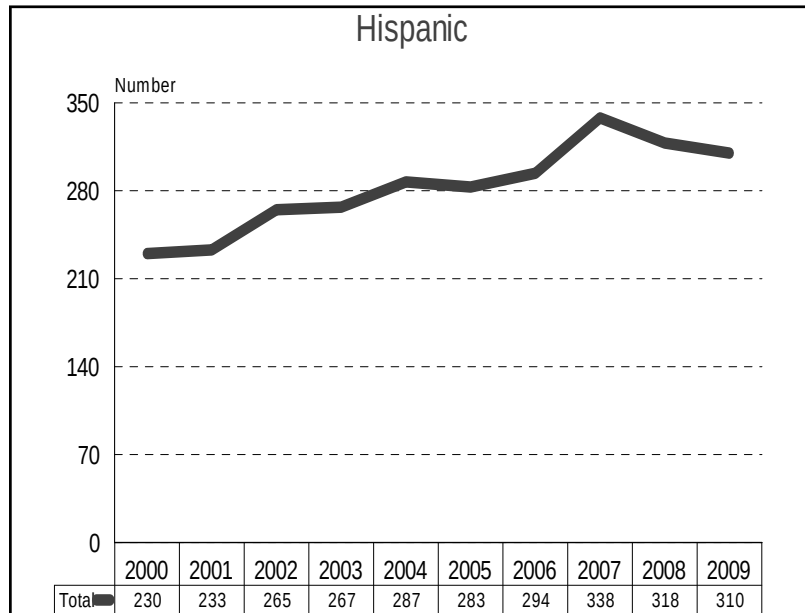
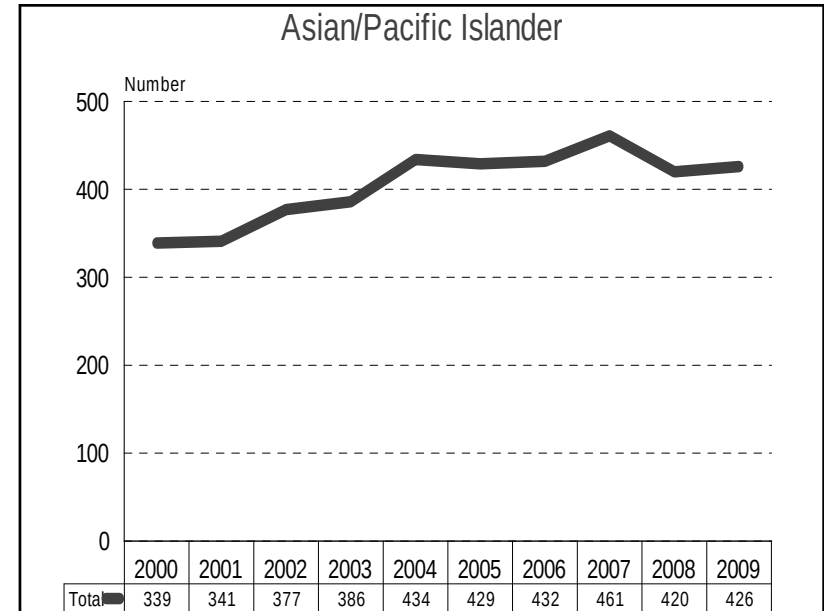
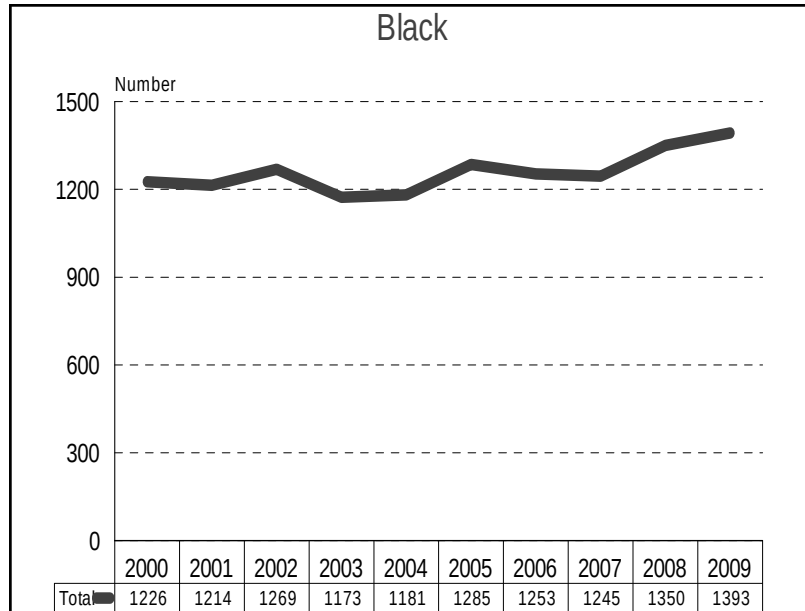
Student Employees by Employing Unit, Fall Semester 2009

College	Black	Asian/Pacific Islander	Hispanic	Amer. Indian	Total Minority	White	International	Men	Women	Total
Ag. & Natural Resources	10	10	8	1	29	192	22	93	150	243
Arts & Letters	9	8	10	4	31	120	8	54	105	159
Resi. Arts & Humanities	0	2	1	0	3	16	0	1	18	19
Eli Broad Business	15	17	3	1	36	163	15	83	131	214
Comm. Arts & Sciences	5	7	2	0	14	84	6	42	62	104
Education	11	7	0	0	18	89	9	44	72	116
Engineering	20	24	8	1	53	212	38	209	94	303
Human Medicine	8	17	5	1	31	77	8	36	80	116
James Madison	2	0	1	0	3	14	0	4	13	17
Lyman Briggs	0	2	0	0	2	23	2	9	18	27
Music	2	5	0	2	9	73	7	38	51	89
Natural Science	14	18	6	0	38	226	26	139	151	290
Nursing	6	1	0	0	7	13	0	3	17	20
Osteopathic Medicine	7	7	4	1	19	73	0	35	57	92
Social Science	39	10	17	2	68	118	11	42	155	197
Veterinary Medicine	7	13	2	2	24	134	3	42	119	161
Non-College Units	1,238	278	243	64	1,823	5,820	465	3,462	4,646	8,108
University Total	1,393	426	310	79	2,208	7,447	620	4,336	5,939	10,275

Student Employees, 2000-2009



Student Employees, 2000-2009



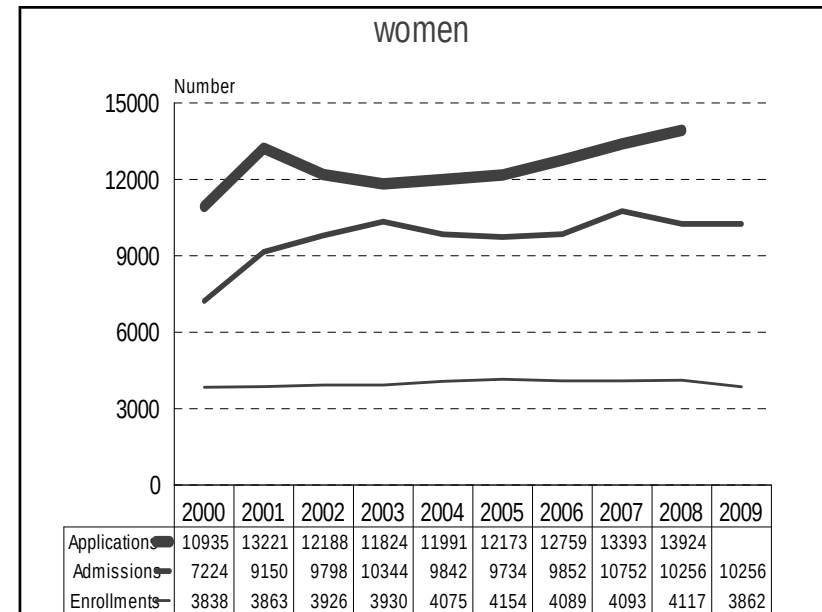
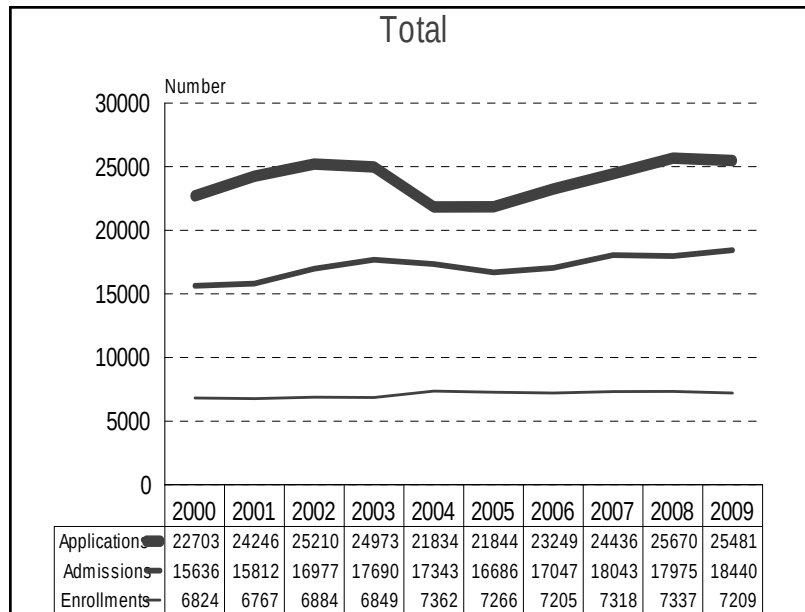
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Student Admissions Trends

Fall 2009 Admissions

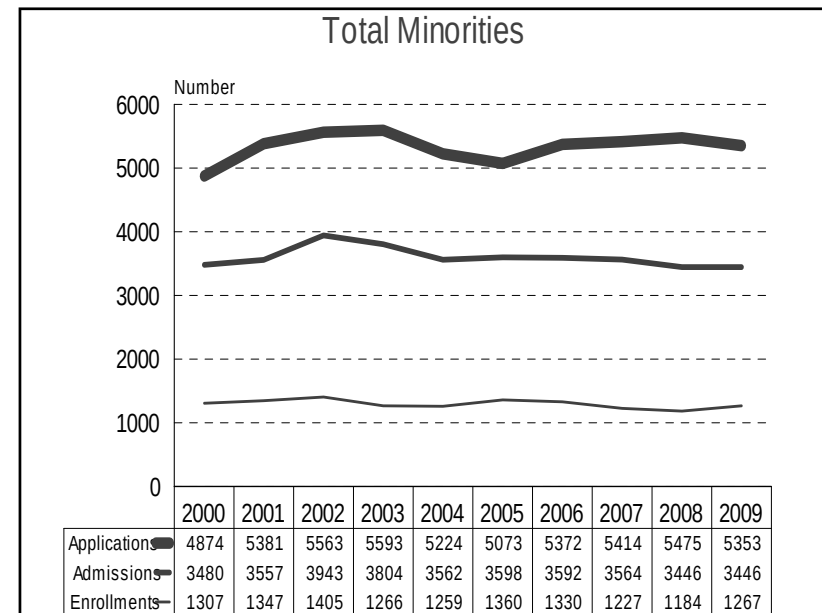
	<u>Applications</u>	<u>Admissions</u>	<u>Enrollments</u>
<u>Freshmen</u>			
Black	2,568	1391	605
Asian/Pacific Islander	1,628	1304	401
Hispanic	1,000	678	213
Amer. Indian/Alaska Native	<u>157</u>	<u>98</u>	<u>48</u>
Total Minorities	5,353	3,471	1,267
<u>Transfer</u>			
Black	346	90	69
Asian/Pacific Islander	203	87	62
Hispanic	141	48	34
Amer. Indian/Alaska Native	<u>42</u>	<u>19</u>	<u>15</u>
Total Minorities	732	244	180
<u>Graduate</u>			
Black	250	111	79
Asian/Pacific Islander	260	105	48
Hispanic	181	74	48
Amer. Indian/Alaska Native	<u>23</u>	<u>14</u>	<u>12</u>
Total Minorities	714	304	187

Freshmen Admission Trends, 2000-2009



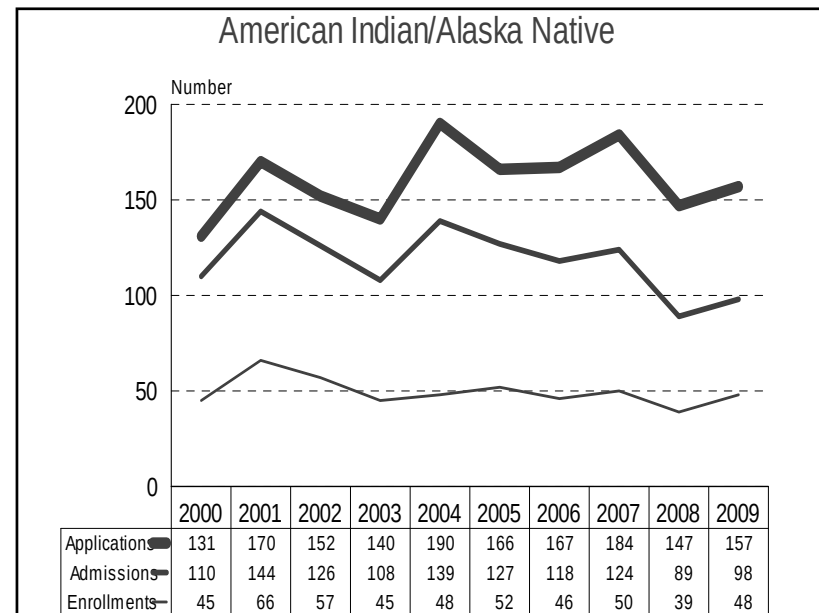
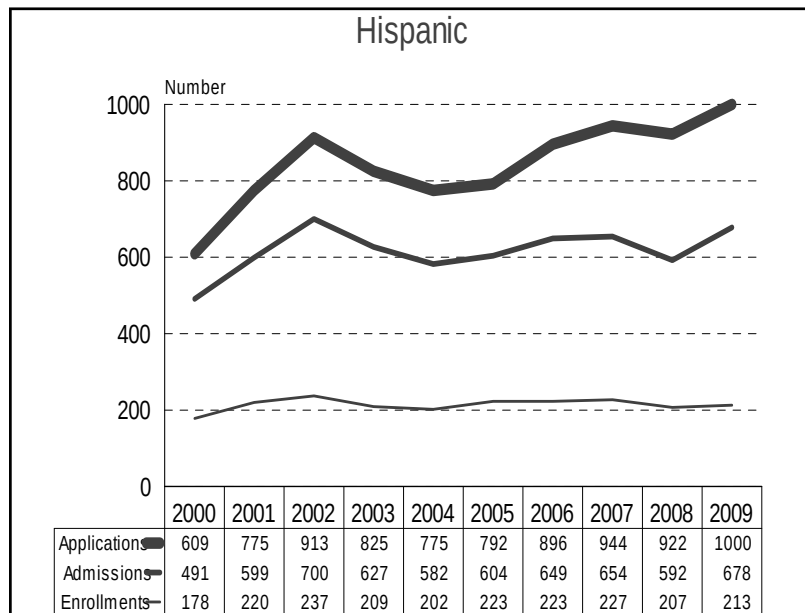
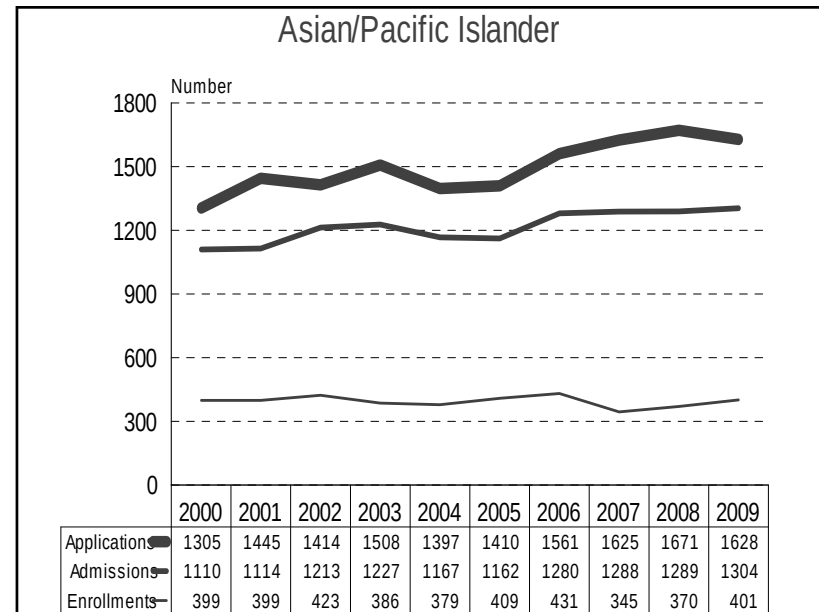
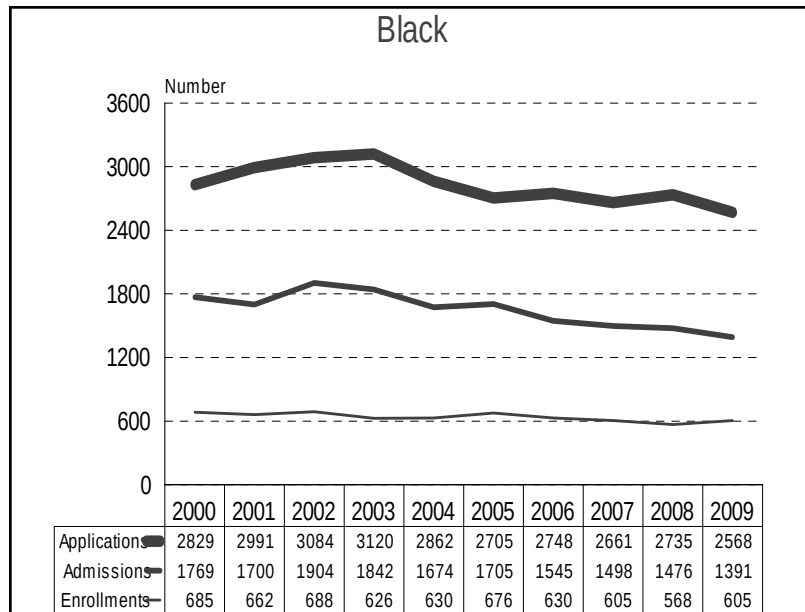
Persons with Disabilities

Identification of students with disabilities is not requested until students are admitted.

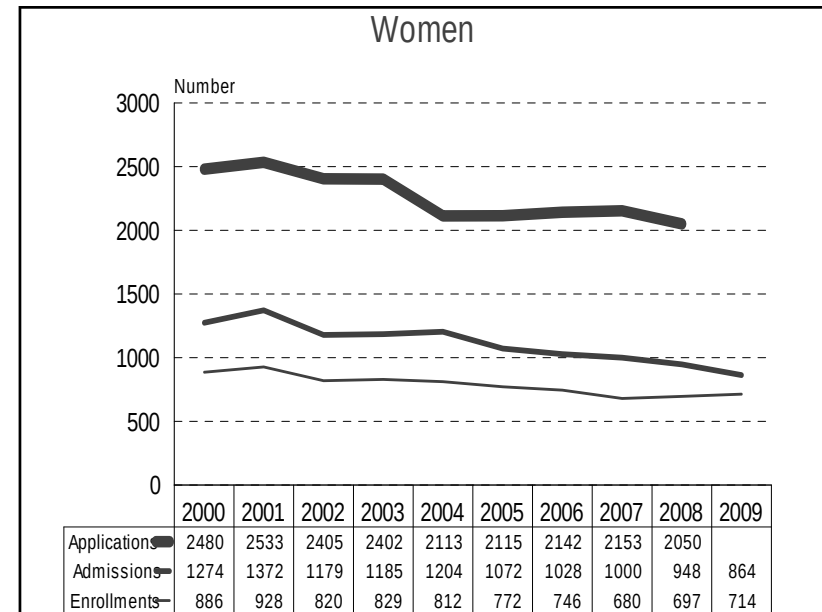
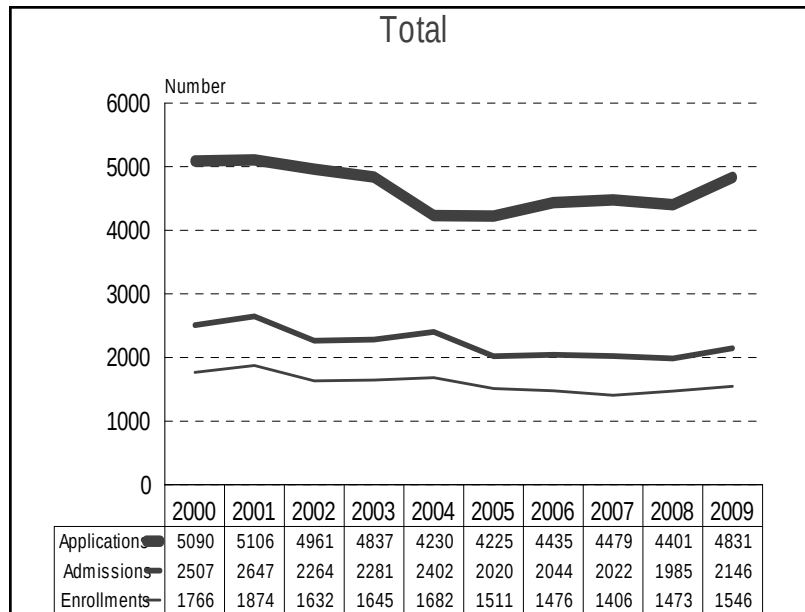


Freshmen Admission Trends, 2000-2009

Minorities by Race/Ethnicity

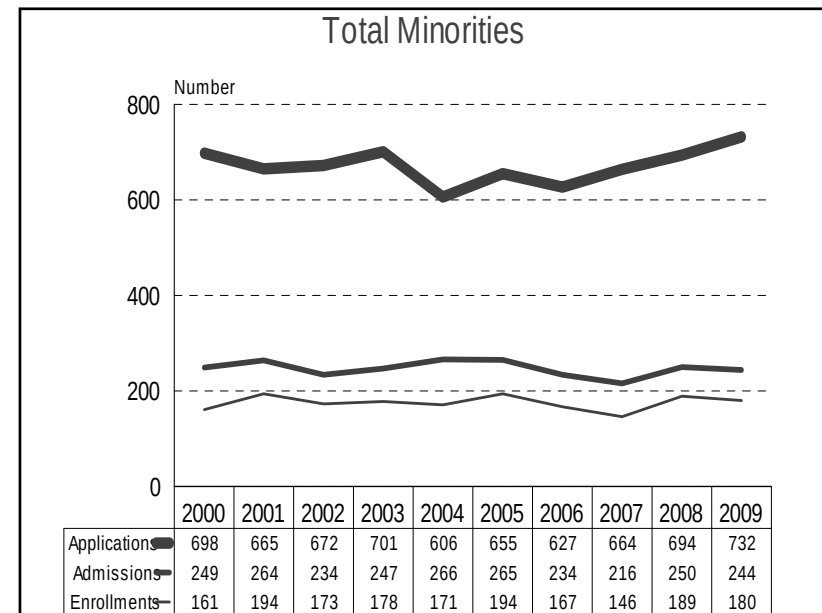


Transfer Student Admission Trends, 2000-2009



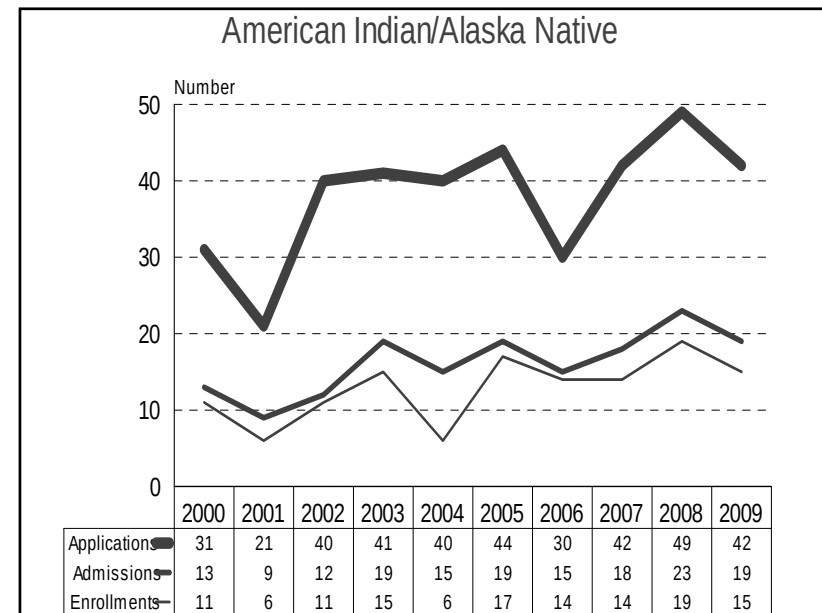
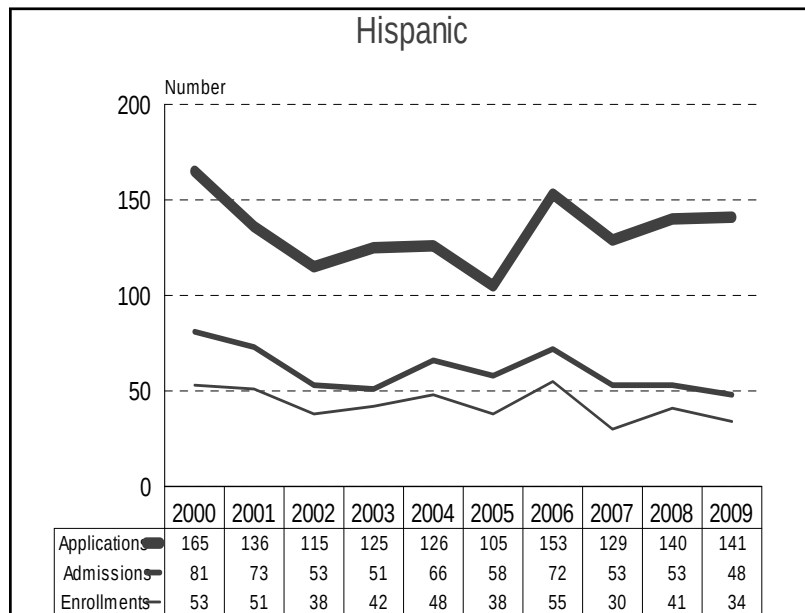
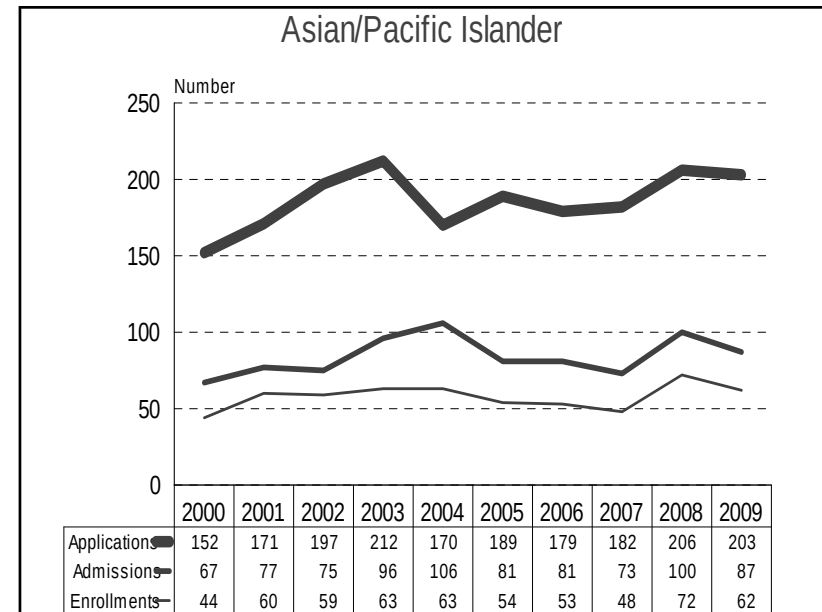
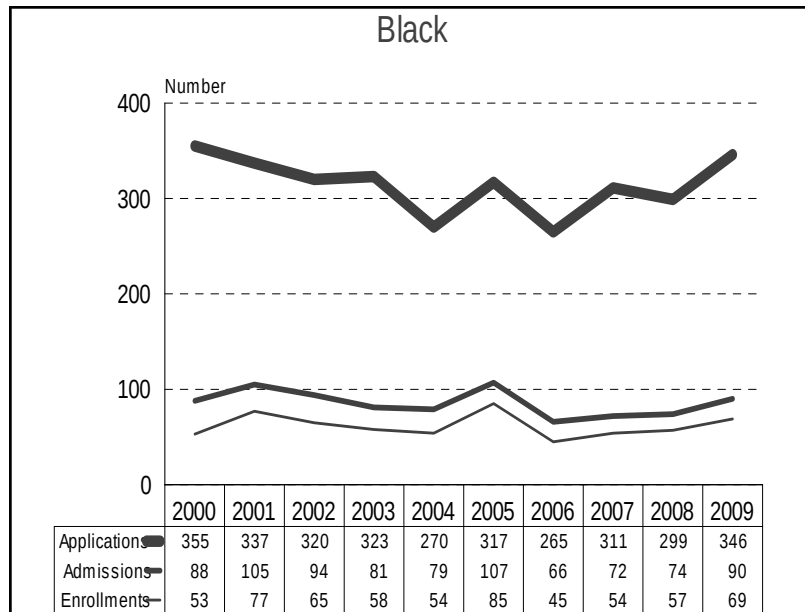
Persons with Disabilities

Identification of students with disabilities is not requested until students are admitted.

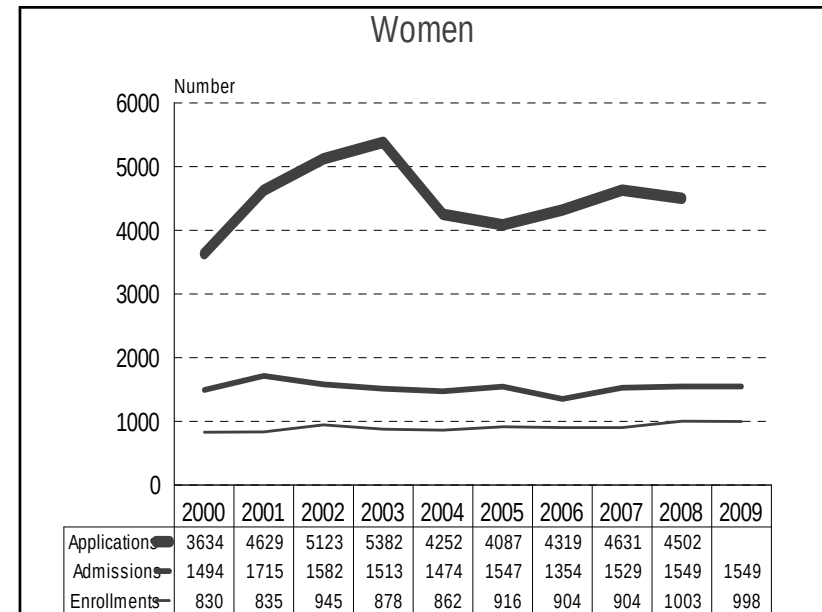
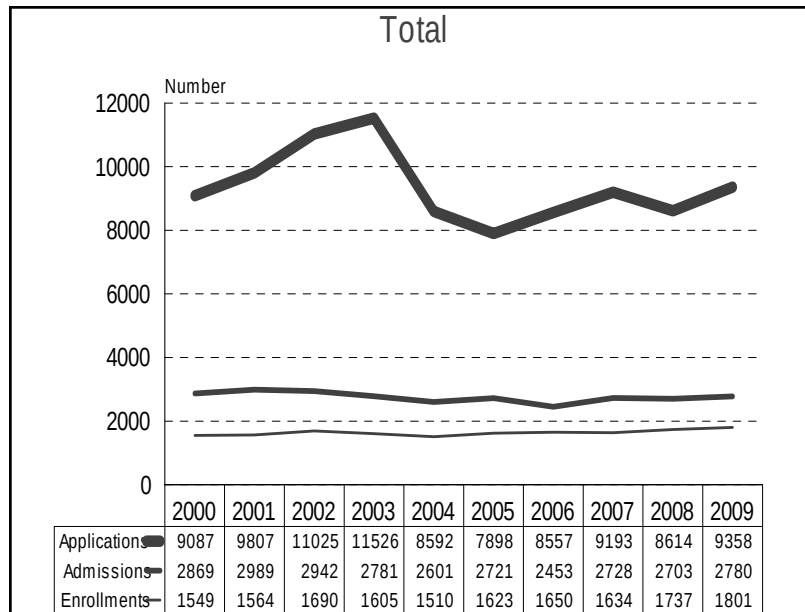


Transfer Student Admission Trends, 2000-2009

Minorities by Race/Ethnicity

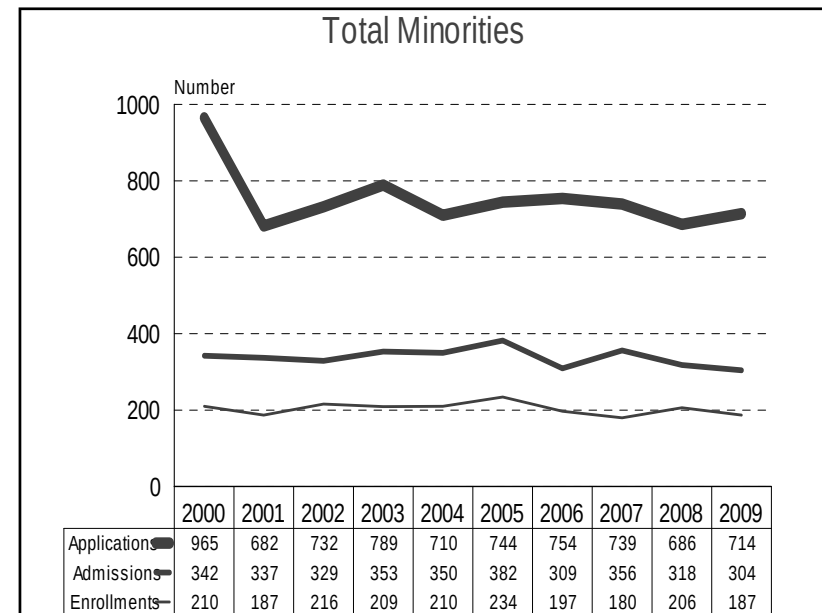


Graduate Student Admission Trends, 2000-2009



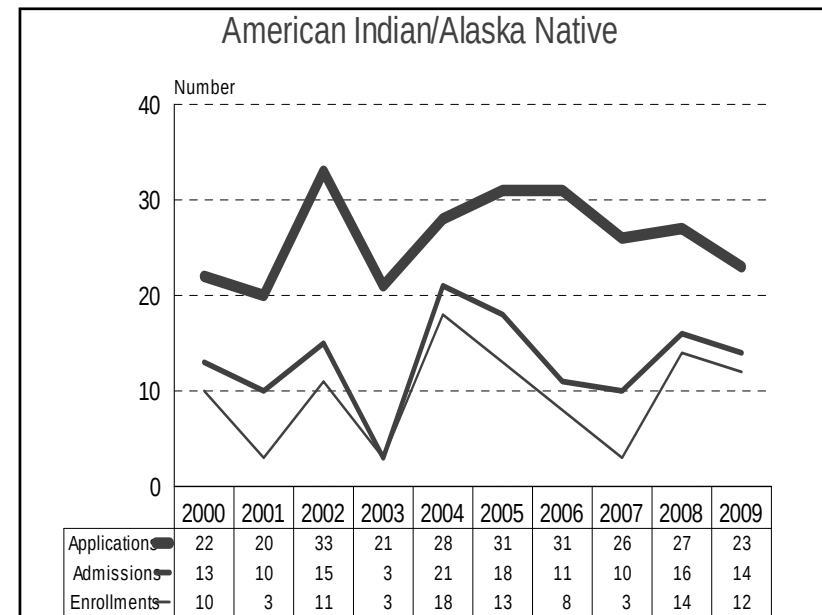
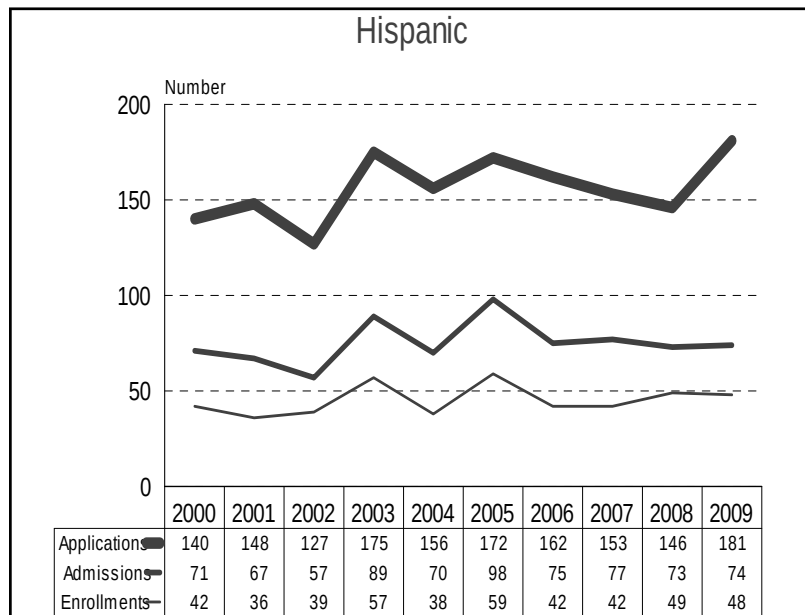
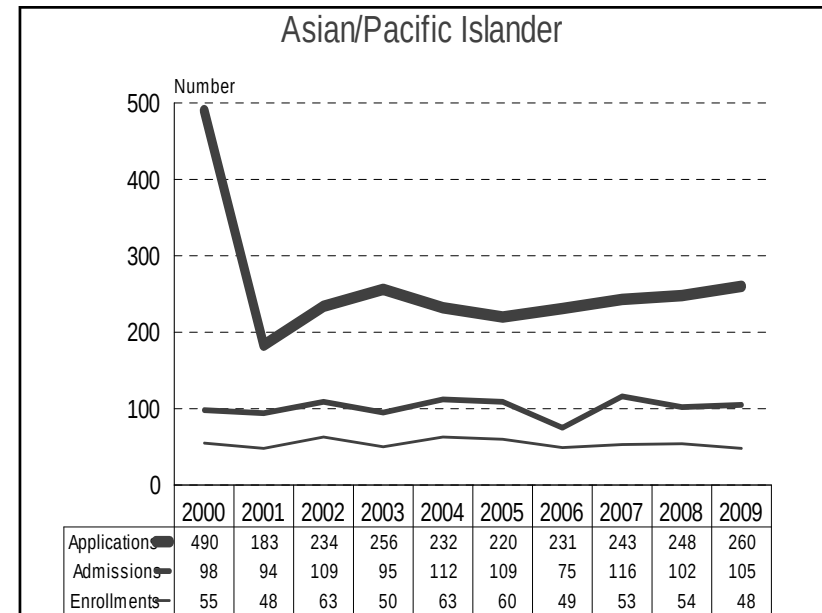
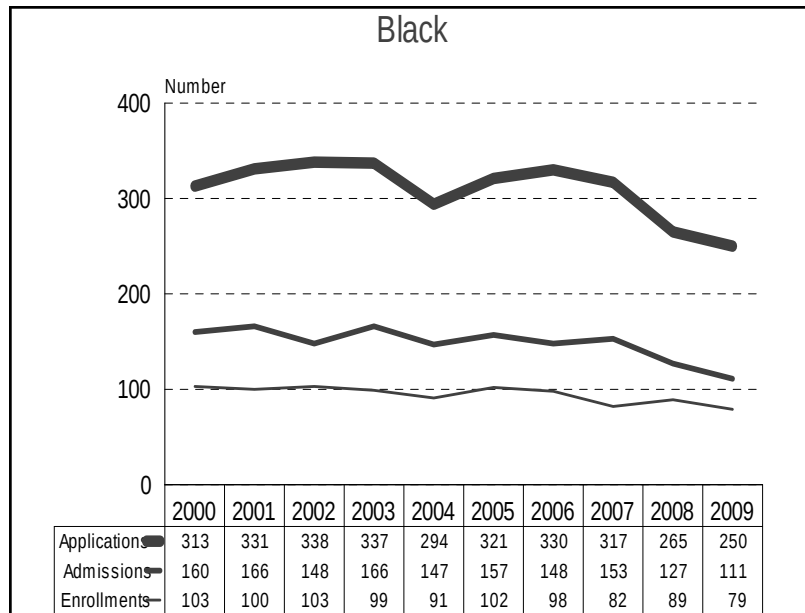
Persons with Disabilities

Identification of students with disabilities is not requested until students are admitted.



Graduate Student Admission Trends, 2000-2009

Minorities by Race/Ethnicity



Student Applications, Admissions, and Enrollments, 2009 -2010

Category	Applications			Admissions			Number Enrolled of Number Admitted		
	2007	2008	2009	2007	2008	2009	2007	2008	2009
Freshmen									
Black	2,661	2,735	2,568	1,498	1,476	1,391	605	568	605
Asian/Pacific Islander	1,625	1,671	1,628	1,288	1,289	1,304	345	370	401
Hispanic	944	922	1,000	654	592	678	227	207	213
Amer. Indian/Alaska Native	184	147	157	124	89	98	50	39	48
Total Minorities	5,414	5,475	5,353	3,564	3,446	3,471	1,227	1,184	1,267
White	16,933	17,079	16,288	13,019	12,463	12,590	5,584	5,407	5,121
Other/No Response	552	694	710	390	455	469	140	146	140
International	1,537	2,422	3,130	1,070	1,611	1,910	367	600	671
Freshmen Total	24,436	25,670	25,481	18,043	17,975	18,440	7,318	7,337	7,199
Transfer Students									
Black	311	299	346	66	74	90	54	57	69
Asian/Pacific Islander	182	206	203	81	100	87	48	72	62
Hispanic	129	140	141	72	53	48	30	41	34
Amer. Indian/Alaska Native	42	49	42	15	23	19	14	19	15
Total Minorities	664	694	732	234	250	244	146	189	180
White	3,237	3,018	3,157	1,542	1,402	1,442	1,100	1,084	1,112
Other/No Response	117	140	143	31	57	56	30	40	35
International	461	549	799	237	275	404	130	160	219
Transfer Student Total	4,479	4,401	4,831	2,044	1,984	2,146	1,406	1,473	1,546
Graduate Students									
Black	317	265	250	148	127	111	82	89	79
Asian/Pacific Islander	243	248	260	75	102	105	53	54	48
Hispanic	153	146	181	75	73	74	42	49	48
Amer. Indian/Alaska Native	26	27	23	11	16	14	3	14	12
Total Minorities	739	686	714	309	318	304	180	206	187
White	3,163	3,100	3,317	1,365	1,459	1,487	957	956	1,017
Other/No Response	206	251	306	53	65	136	56	67	73
International	5,085	4,577	5,021	726	457	853	441	508	524
Graduate Student Total	9,193	8,614	9,358	2,453	2,299	2,780	1,634	1,737	1,801

Student Enrollments

Summary

<u>Fall 2009</u>	<u>University Total</u>	<u>Domestic Total</u>	<u>Percent of Total</u>
Undergraduate	36,489	33,853	
Black		2,930	8.7%
Asian/Pacific Islander		1,867	5.5%
Hispanic		1,044	3.1%
Amer. Indian/Alaska Native		246	0.7%
Total Minorities		6,087	18.0%
Women	19,096	17,916	52.3%
Graduate	10,789	8,369	
Black		505	6.0%
Asian/Pacific Islander		540	6.5%
Hispanic		313	3.7%
Amer. Indian/Alaska Native		78	0.9%
Total Minorities		1,436	17.2%
Women	6,105	4,909	56.6%
Total	47,278	42,222	
Black		3,435	8.1%
Asian/Pacific Islander		2,407	5.7%
Hispanic		1,357	3.2%
Amer. Indian/Alaska Native		324	0.8%
Total Minorities		7,523	17.8%
Women	25,201	22,825	53.3%

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 2009

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			White/Other/Blank			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	94	67	161	49	44	93	64	39	103	9	13	22	1361	1,251	2,612	100	110	210	1,677	1,524	3,201
Arts & Letters	47	131	178	27	66	93	29	54	83	8	20	28	484	1,067	1,551	68	64	132	663	1,402	2,065
Resi Arts & Humanities	6	4	10	1	6	7	1	8	9	0	2	2	48	183	231	0	0	0	56	203	259
Eli Broad Business	154	177	331	228	131	359	67	49	116	10	13	23	2,453	1,516	3,969	644	544	1,188	3,556	2,430	5,986
Comm. Arts & Sci.	169	231	400	52	90	142	45	52	97	9	11	20	1,059	1,737	2,796	55	111	166	1,389	2,232	3,621
Education	33	100	133	13	36	49	19	31	50	1	12	13	334	1,205	1,539	1	13	14	401	1,397	1,798
Engineering	124	44	168	134	25	159	53	10	63	16	3	19	1,775	310	2,085	269	48	317	2,371	440	2,811
Human Medicine	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
James Madison	19	67	86	18	27	45	13	23	36	4	9	13	533	499	1,032	12	6	18	599	631	1,230
Lyman Briggs	17	69	86	89	86	175	16	22	38	2	6	8	644	907	1,551	6	8	14	774	1,098	1,872
Music	14	10	24	6	5	11	7	6	13	0	0	0	160	128	288	0	6	6	187	155	342
Natural Science	108	231	339	194	188	382	56	69	125	11	23	34	1,836	1,897	3,733	121	114	235	2,326	2,522	4,848
Nursing	6	114	120	6	28	34	6	27	33	1	1	2	105	685	790	1	8	9	125	863	988
Osteopathic Med.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social Science	262	534	796	105	125	230	93	125	218	17	34	51	1,940	2,268	4,208	126	94	220	2,543	3,180	5,723
Veterinary Medicine	3	16	19	3	11	14	3	15	18	0	3	3	38	298	336	0	2	2	47	345	392
No Preference	52	27	79	56	18	74	18	24	42	4	4	8	496	549	1,045	53	52	105	679	674	1,353
University Total	1,108	1,822	2,930	981	886	1,867	490	554	1,044	92	154	246	13,266	14,500	27,766	1,456	1,180	2,636	17,393	19,096	36,489

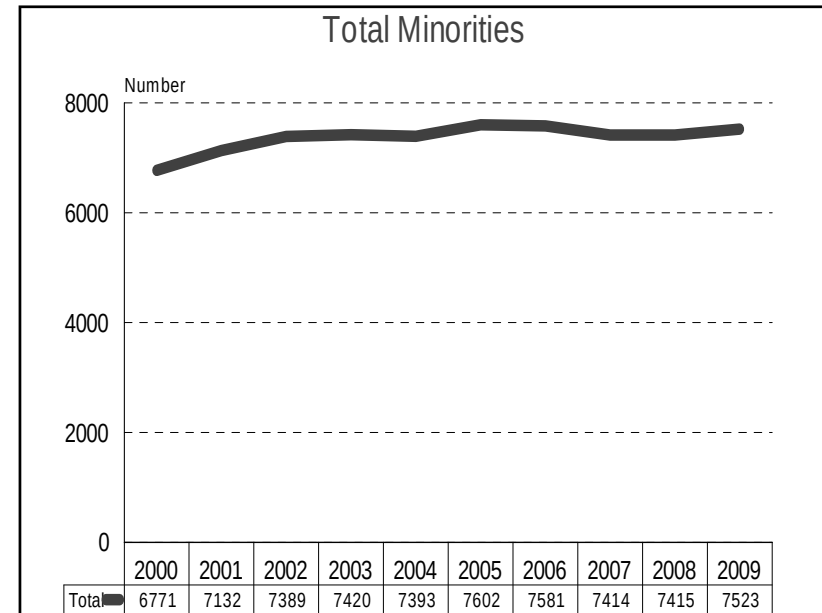
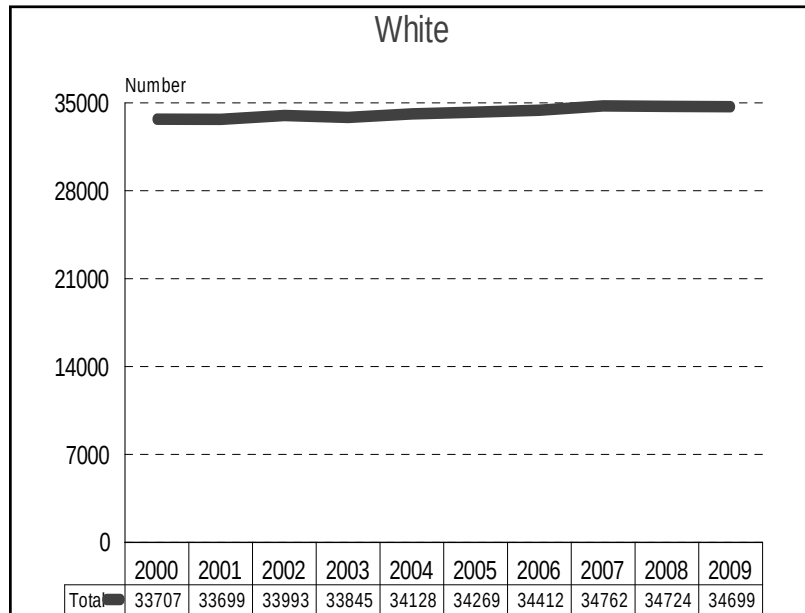
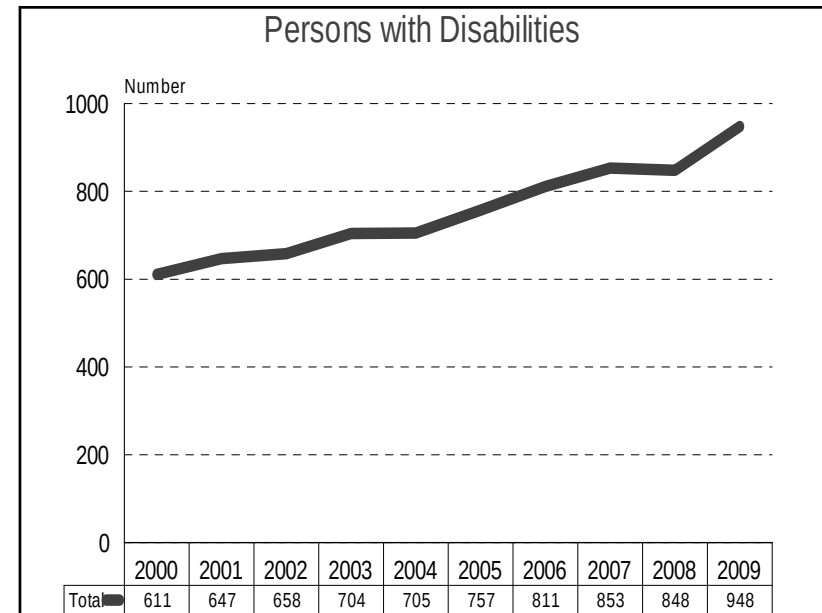
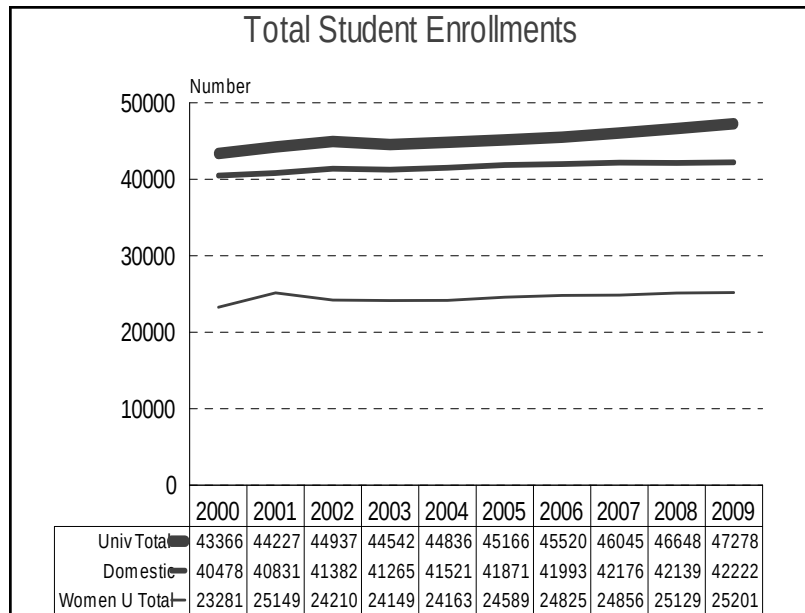
Michigan State University
Graduate Student Enrollments, Fall 2009

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			White/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	9	5	14	6	10	16	2	3	5	3	1	4	172	179	351	154	135	289	346	333	679
Arts & Letters	19	27	46	1	6	7	10	14	24	6	5	11	101	126	227	37	77	114	174	255	429
Resi. Arts & Humanities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eli Broad Business	20	15	35	49	14	63	16	4	20	2	0	2	353	119	472	114	80	194	554	232	786
Comm. Arts & Sci.	6	11	17	3	6	9	3	4	7	1	0	1	74	150	224	31	124	155	118	295	413
Education	32	78	110	9	43	52	11	32	43	3	8	11	446	1,104	1,550	59	142	201	560	1,407	1,967
Engineering	13	5	18	10	3	13	15	5	20	0	0	0	142	27	169	315	97	412	495	137	632
Human Medicine	12	40	52	48	58	106	14	17	31	4	4	8	230	233	463	15	17	32	323	369	692
James Madison	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lyman Briggs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Music	4	5	9	2	8	10	3	2	5	4	2	6	84	54	138	30	77	107	127	148	275
Natural Science	6	4	10	13	14	27	11	6	17	3	1	4	273	195	468	264	210	474	570	430	1000
Nursing	0	4	4	2	3	5	0	4	4	0	2	2	16	181	197	0	4	4	18	198	216
Osteopathic Medicine	12	20	32	68	63	131	6	16	22	3	2	5	426	377	803	5	6	11	520	484	1004
Social Science	20	81	101	11	29	40	33	37	70	7	7	14	321	677	998	114	129	243	506	960	1466
Veterinary Medicine	3	16	19	3	22	25	2	13	15	2	4	6	88	375	463	26	28	54	124	458	582
Lifelong Education	13	25	38	17	19	36	6	24	30	1	3	4	152	258	410	60	70	130	249	399	648
University Total	169	336	505	242	298	540	132	181	313	39	39	78	2,878	4,055	69,33	1,224	1,196	2,420	4,684	6,105	10,789

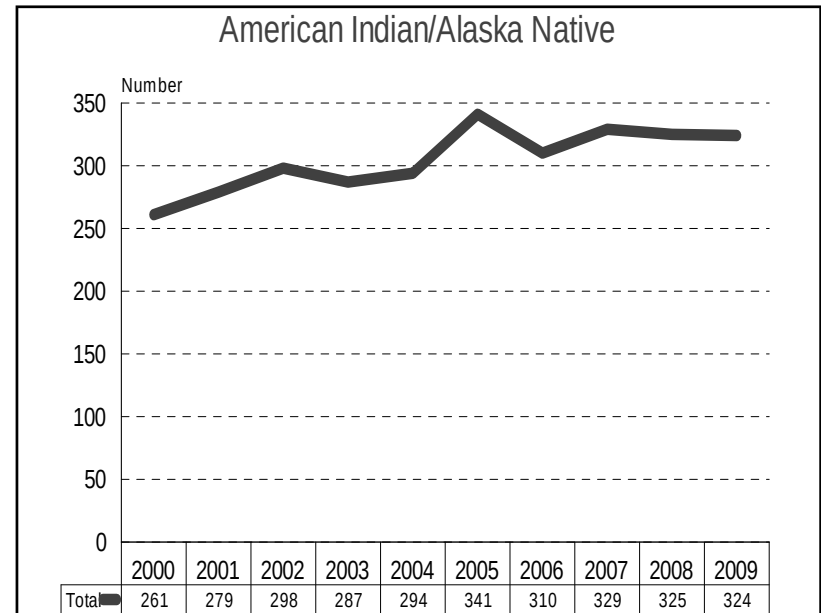
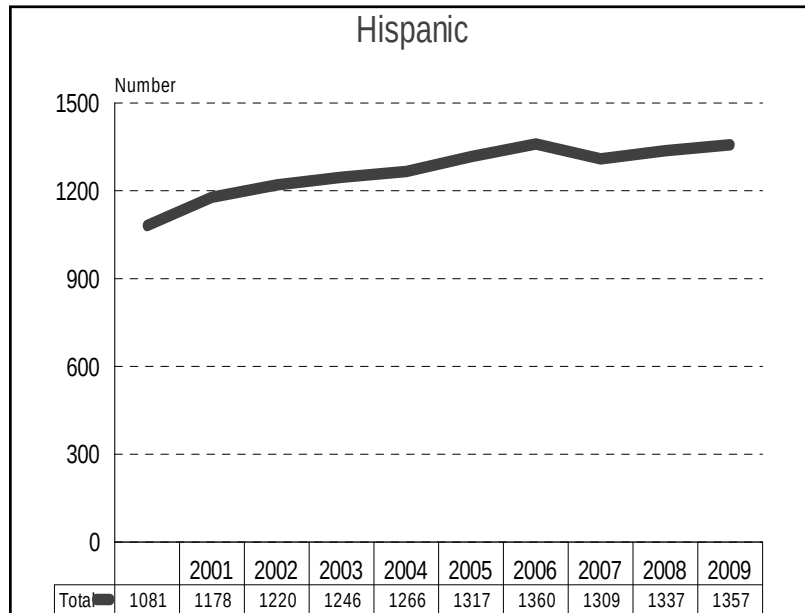
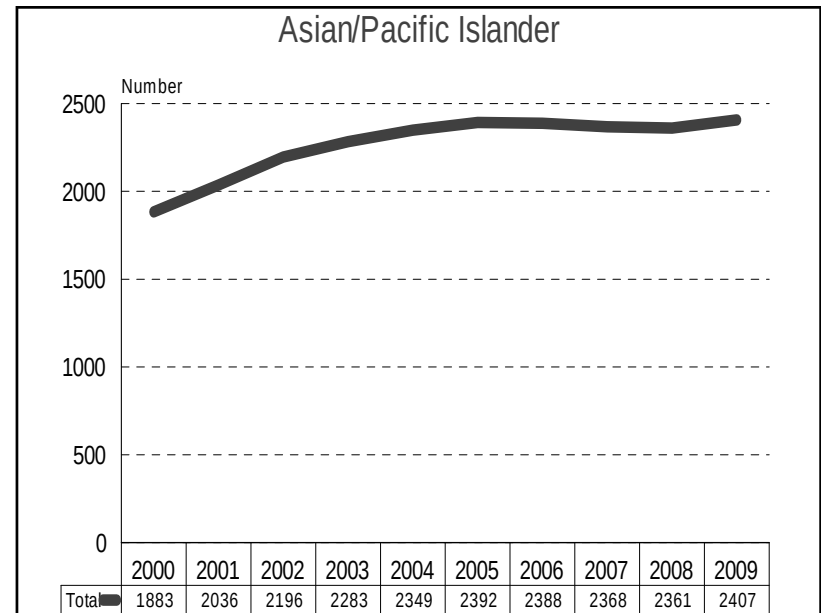
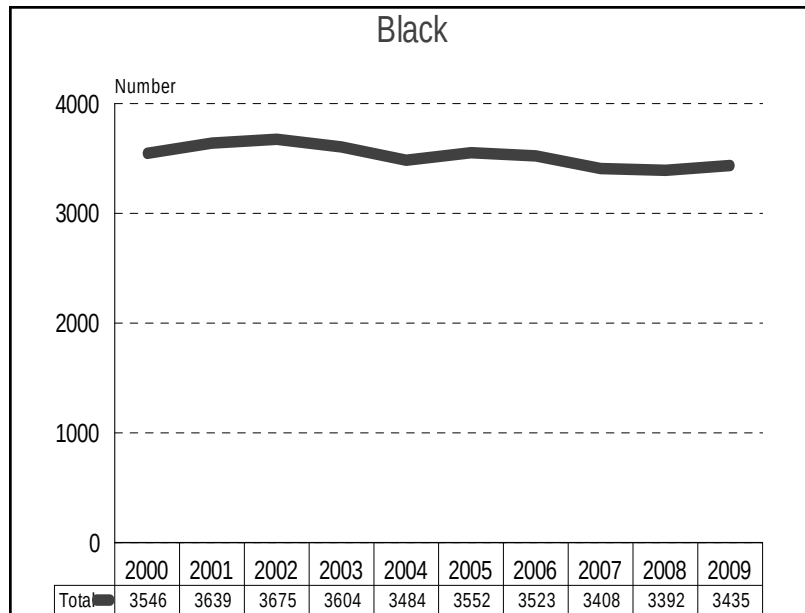
Michigan State University
Total Student Enrollments, Fall 2009

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			White/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	103	72	175	55	54	109	66	42	108	12	14	26	1,533	1,430	2,963	254	245	499	2,023	1,857	3,880
Arts & Letters	66	158	224	28	72	100	39	68	107	14	25	39	585	1,193	1,778	105	141	246	837	1,657	2,494
Resi. Arts & Human.	6	4	10	1	6	7	1	8	9	0	2	2	48	183	231	0	0	0	56	203	259
Eli Broad Business	174	192	366	277	145	422	83	53	136	12	13	25	2,806	1,635	4,441	758	624	1,382	4,110	2,662	6,772
Comm. Arts & Sci.	175	242	417	55	96	151	48	56	104	10	11	21	1,133	1,887	3,020	86	235	321	1,507	2,527	4,034
Education	65	178	243	22	79	101	30	63	93	4	20	24	780	2,309	3,089	60	155	215	961	2,804	3,765
Engineering	137	49	186	174	28	202	68	15	83	16	3	19	1,917	337	2,254	584	145	729	2,896	577	3,473
Human Medicine	12	40	52	48	58	106	14	17	31	4	4	8	230	233	463	15	17	32	323	369	692
James Madison	19	67	86	18	27	45	13	23	36	4	9	13	533	499	1,032	12	6	18	599	631	1,230
Lyman Briggs	17	69	86	89	86	175	16	22	38	2	6	8	644	907	1,551	6	8	14	774	1,098	1,872
Music	18	15	33	8	13	21	10	8	18	4	2	6	244	182	426	30	83	113	314	303	617
Natural Science	114	235	349	207	202	409	67	75	142	14	24	38	2,109	2,092	4,201	385	324	709	2,896	2,952	5,848
Nursing	6	118	124	8	31	39	6	31	37	1	3	4	121	866	987	1	12	13	143	1061	1,204
Osteopathic Med.	12	20	32	68	63	131	6	16	22	3	2	5	426	377	803	3	5	8	518	483	1,001
Social Science	282	615	897	116	154	270	126	162	288	24	41	65	2,261	2,945	5,206	240	223	463	3,049	4,140	7,189
Veterinary Medicine	6	32	38	6	33	39	5	28	33	2	7	9	126	673	799	26	30	56	171	803	974
No Pref./Lifelong Ed.	65	52	117	43	37	80	24	48	72	5	7	12	648	807	1,455	115	123	238	900	1,074	1,974
University Total	1,277	2,158	3,435	1,223	1,184	2,407	622	735	1,357	131	193	324	16,144	18,555	34,699	2,680	2,376	5,056	22,077	25,201	47,278

Student Enrollments, 2000-2009

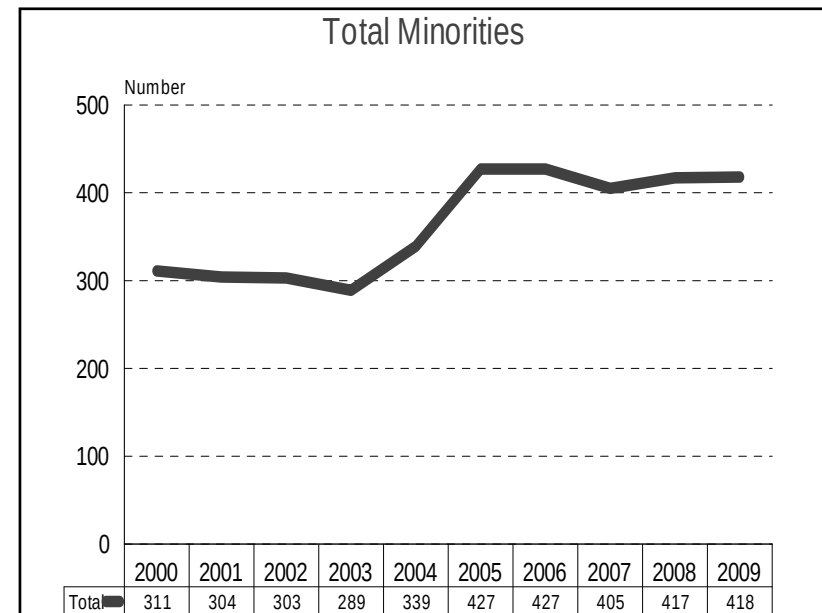
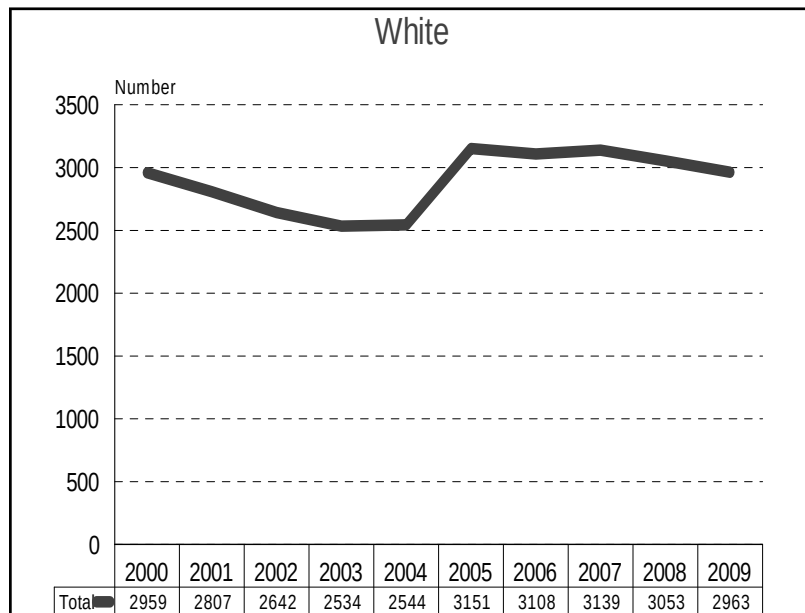
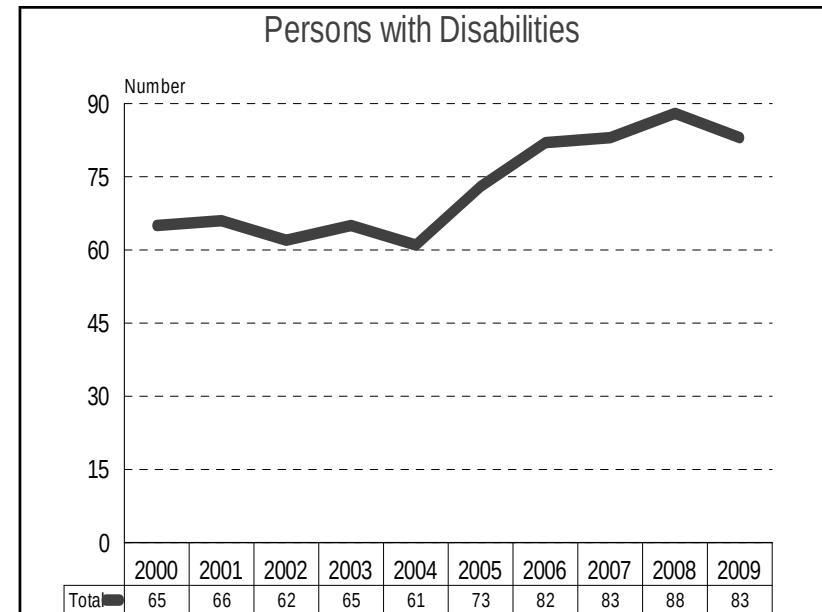
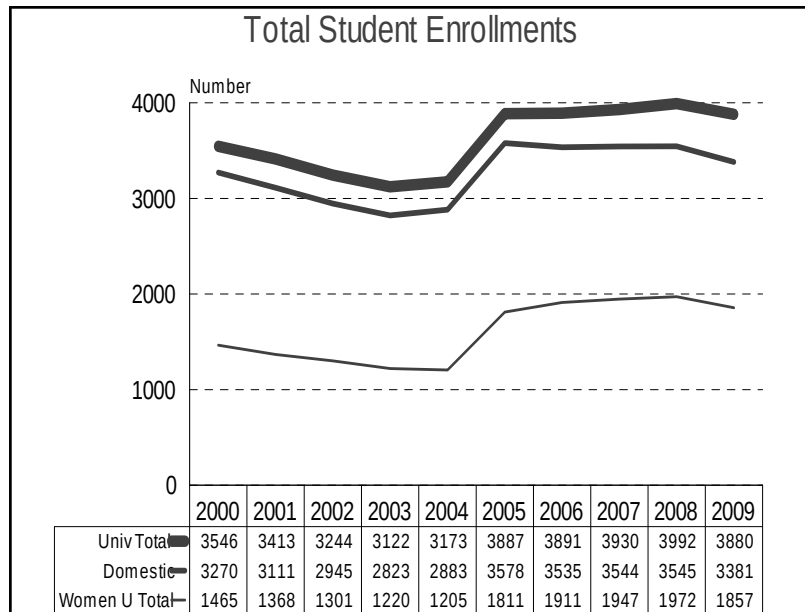


Student Enrollments, 2000-2009 Minorities by Race/Ethnicity



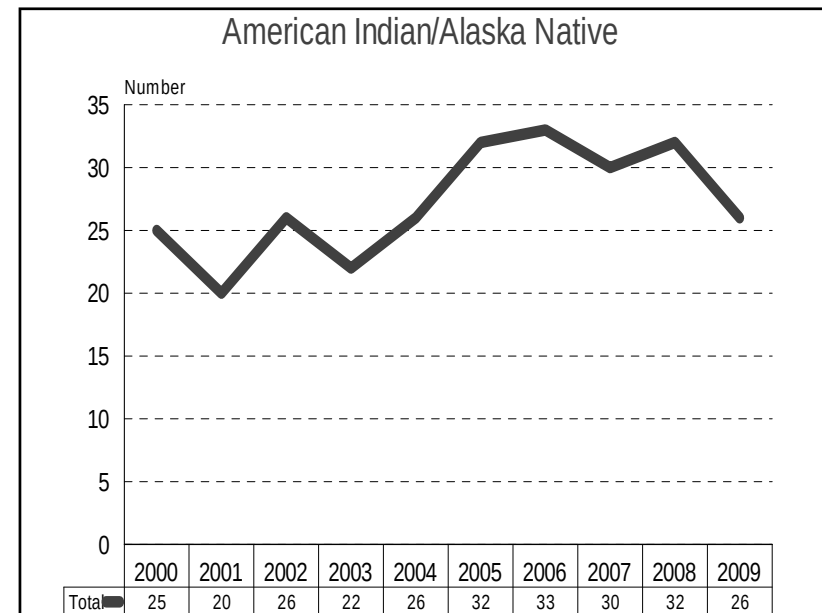
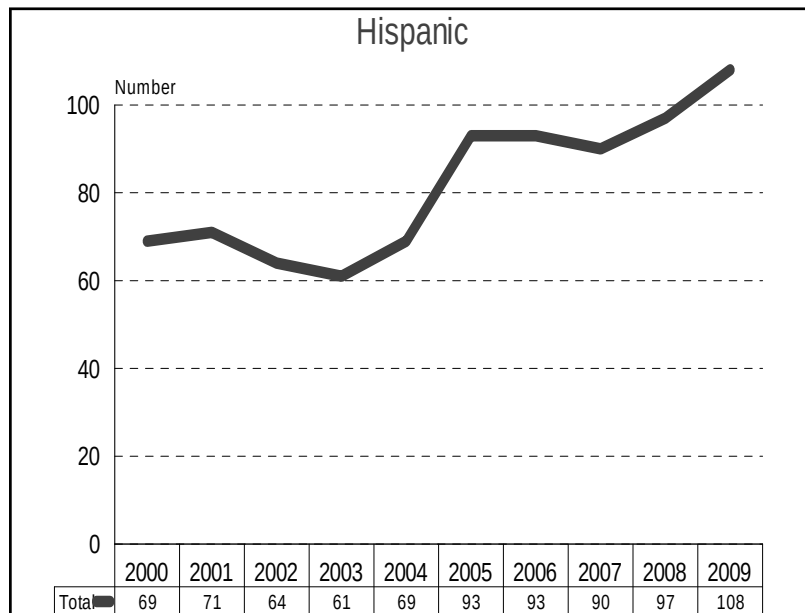
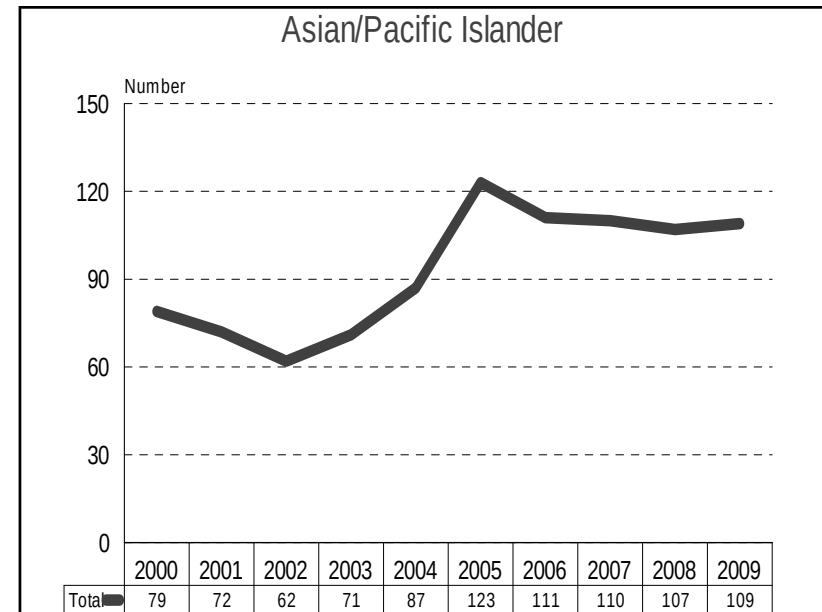
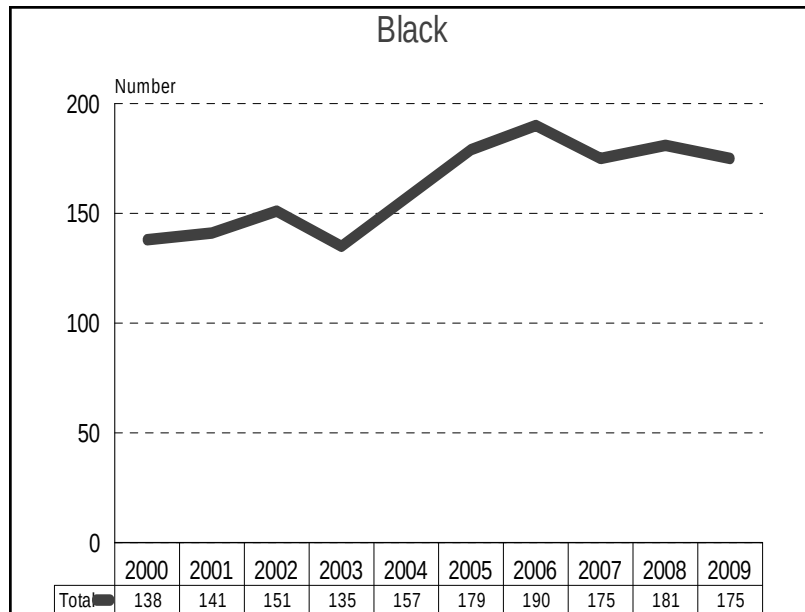
College of Agriculture and Natural Resources

Student Enrollment Trends, 2000-2009



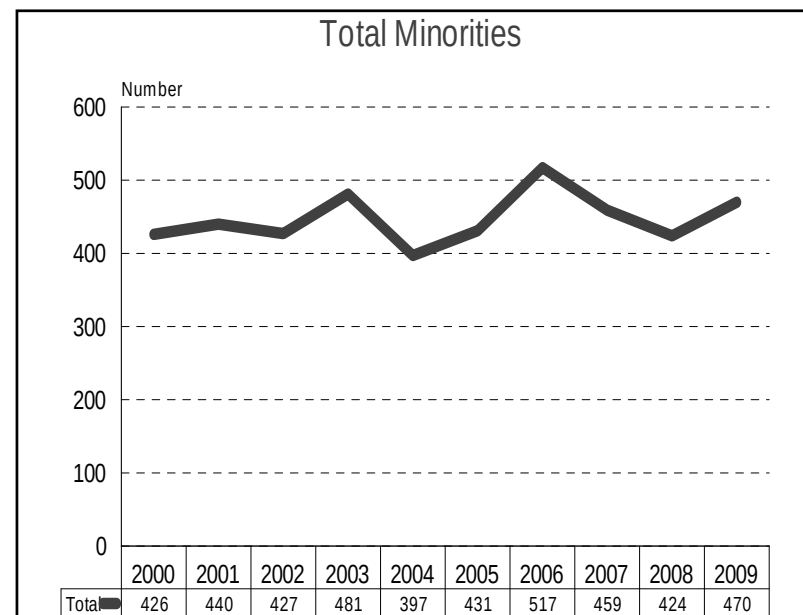
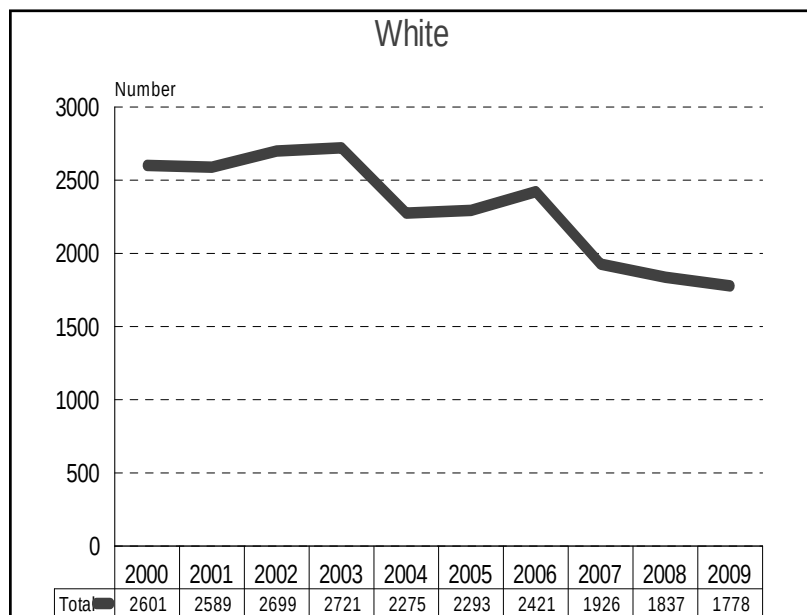
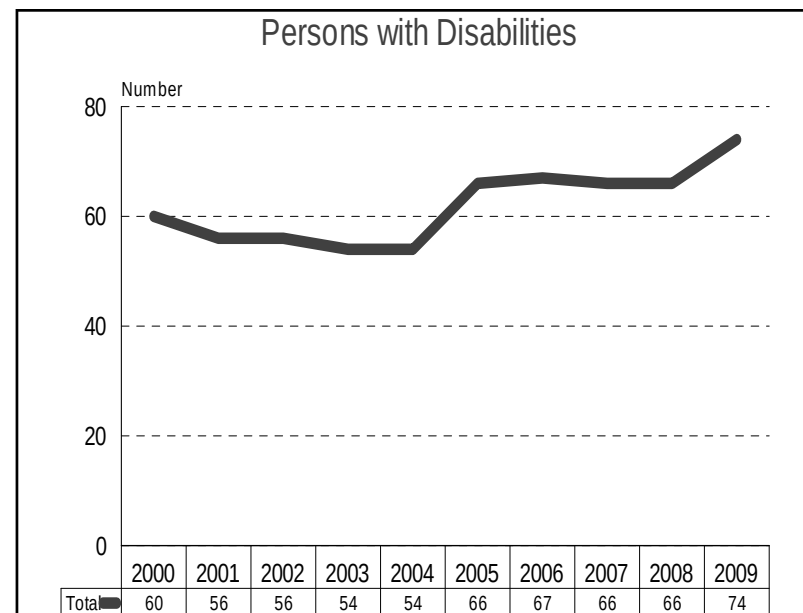
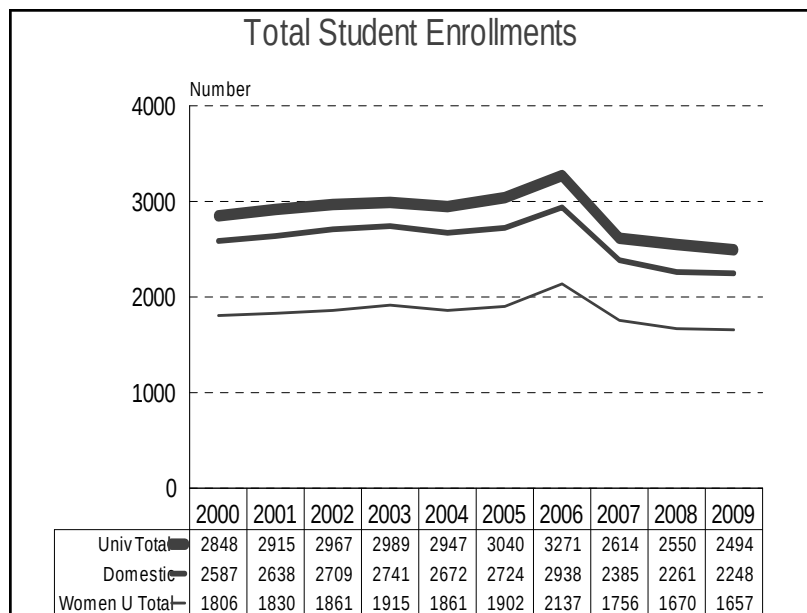
College of Agriculture and Natural Resources

Student Enrollment Trends, 2000-2009

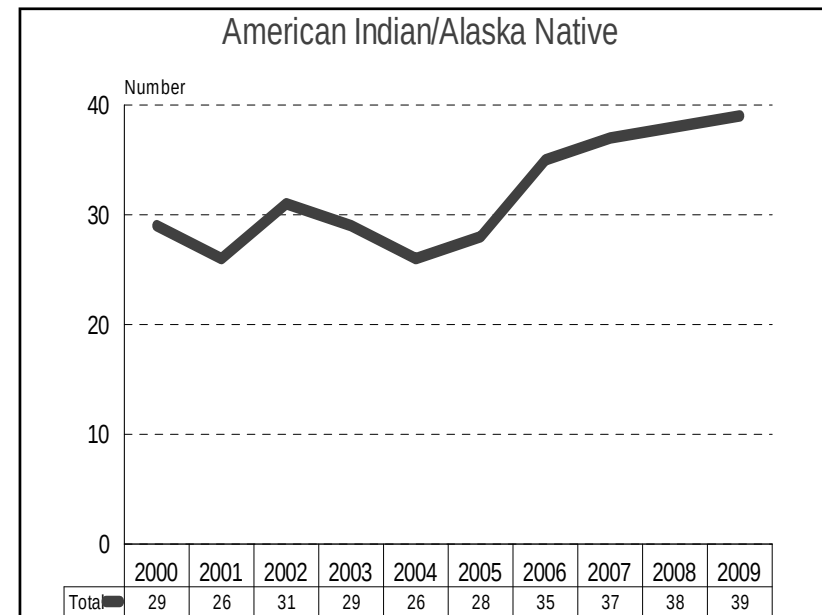
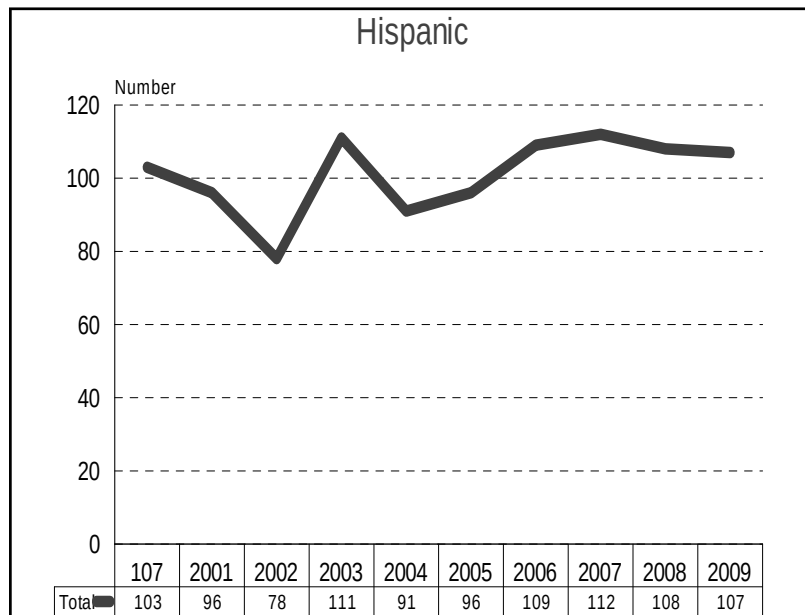
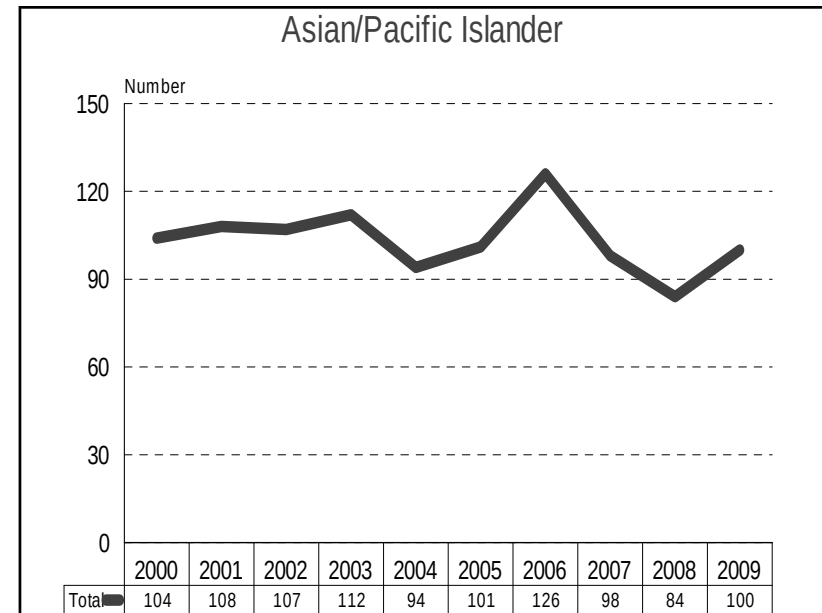
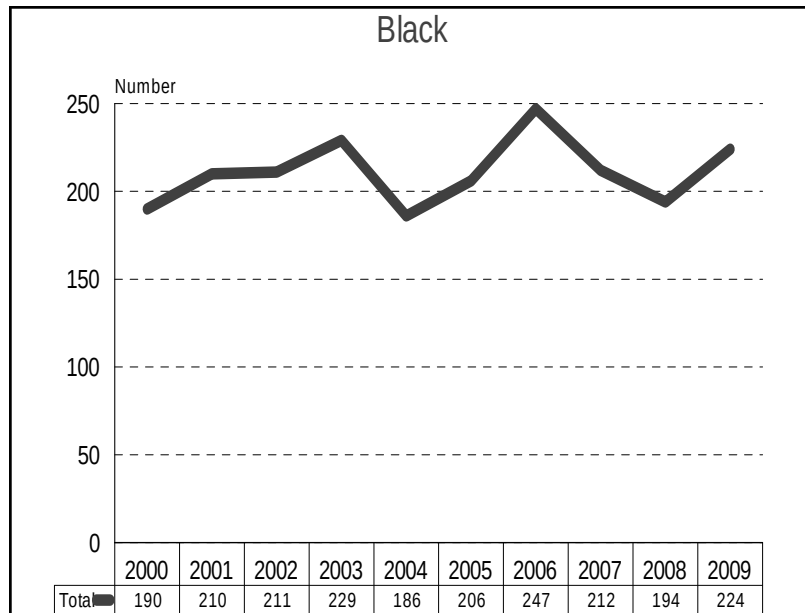


College of Arts and Letters

Student Enrollment Trends, 2000-2009

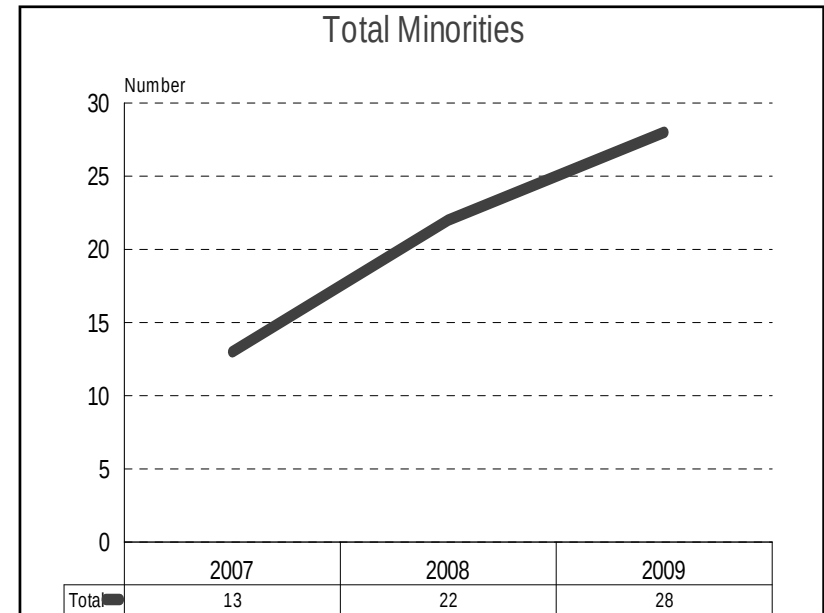
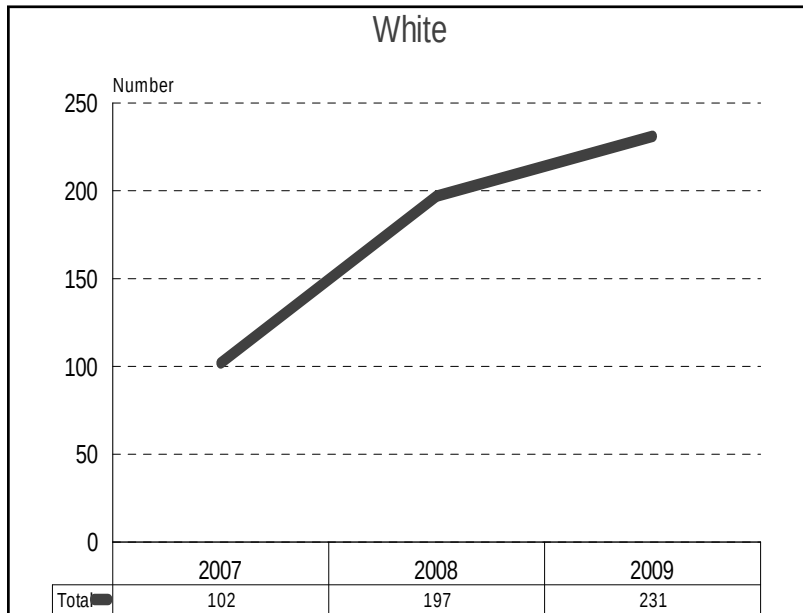
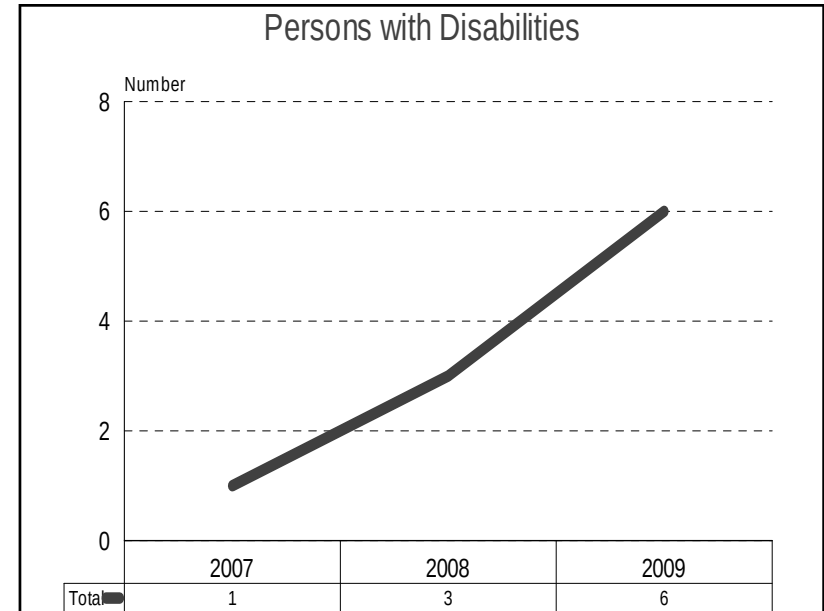
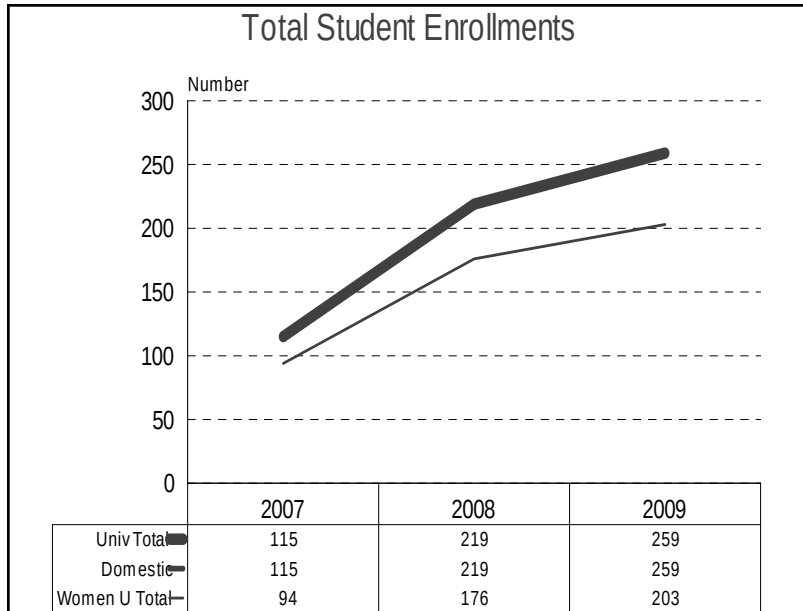


College of Arts and Letters
Student Enrollment Trends, 2000-2009



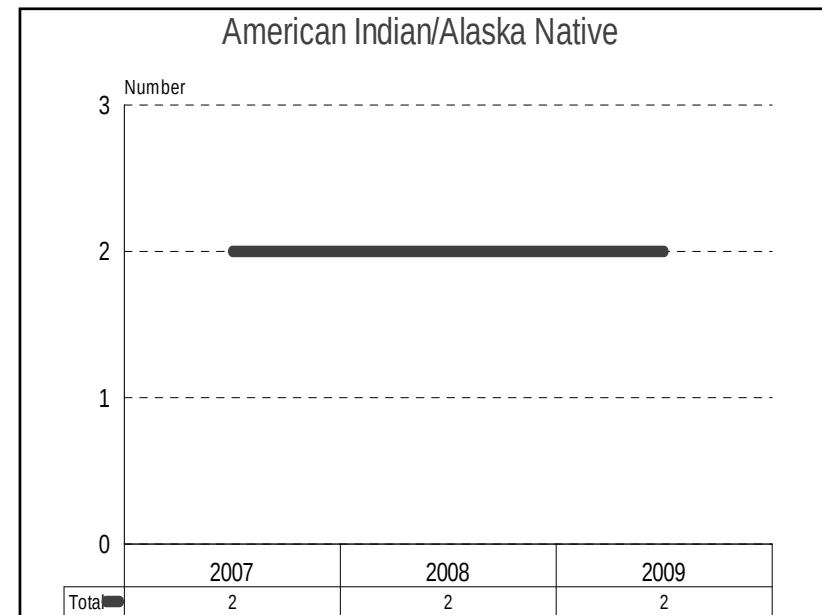
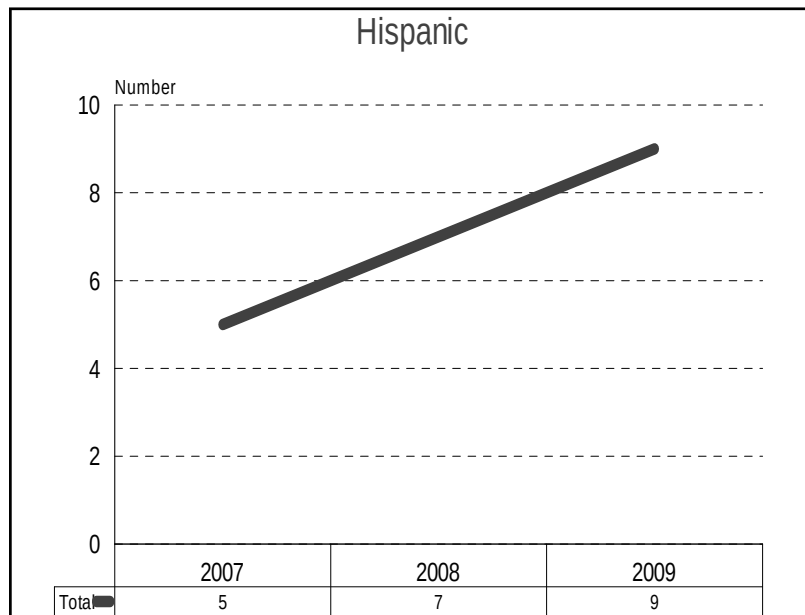
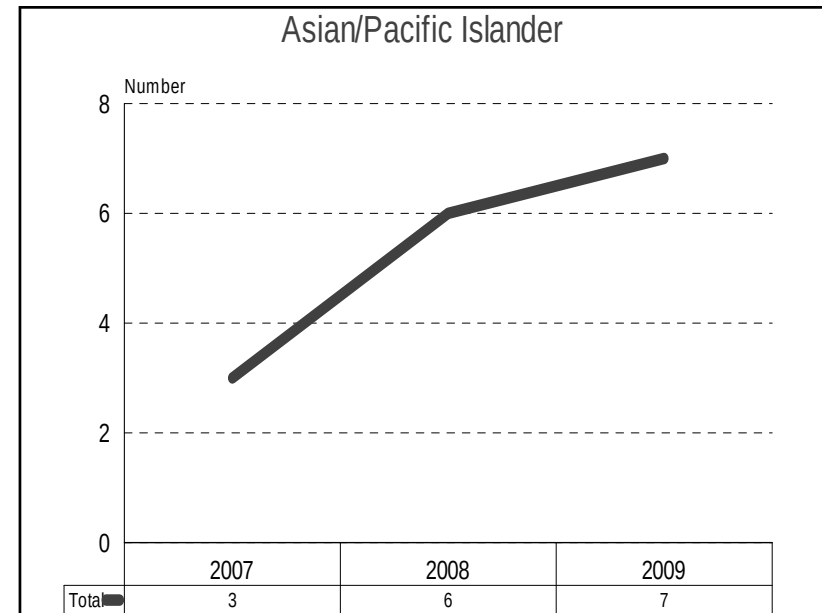
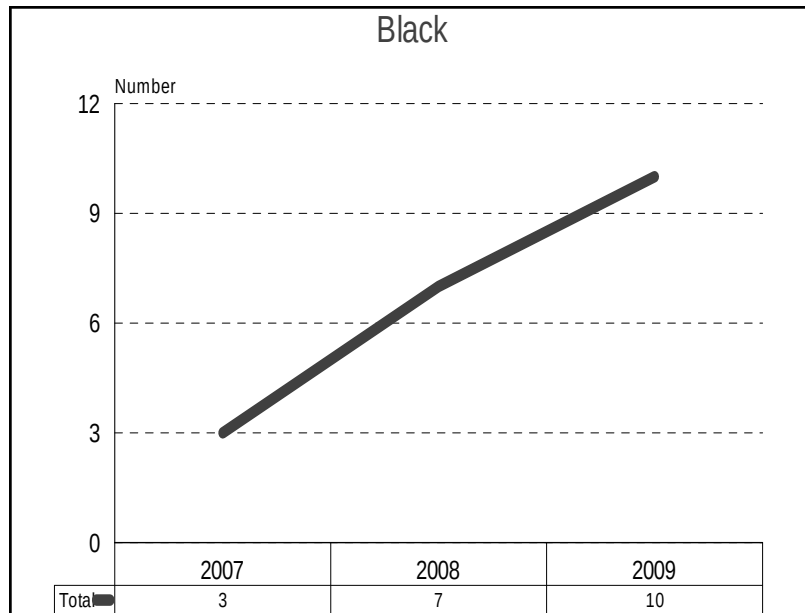
Residential College in the Arts & Humanities

Student Enrollment Trends, 2000-2009



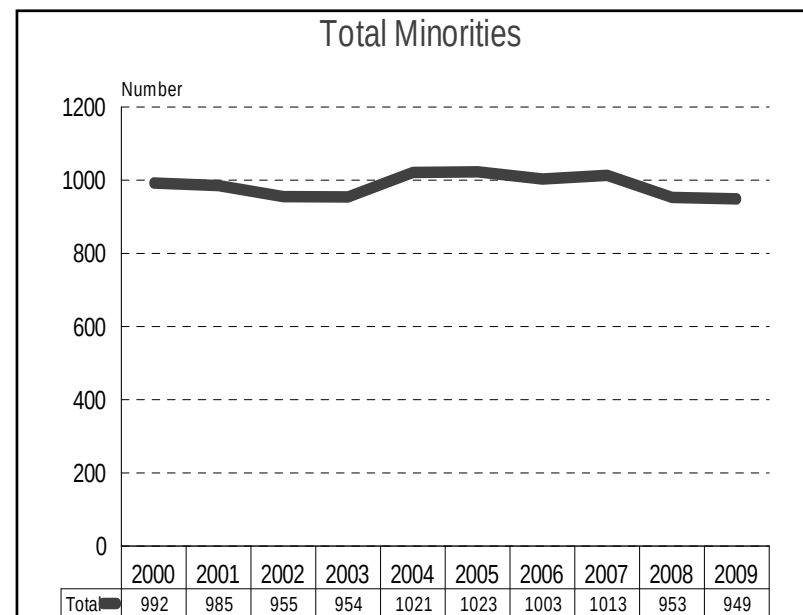
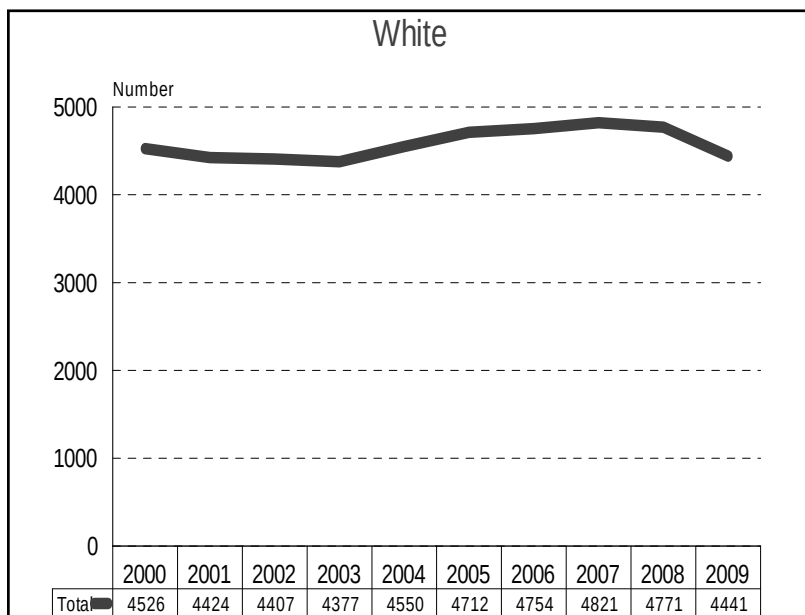
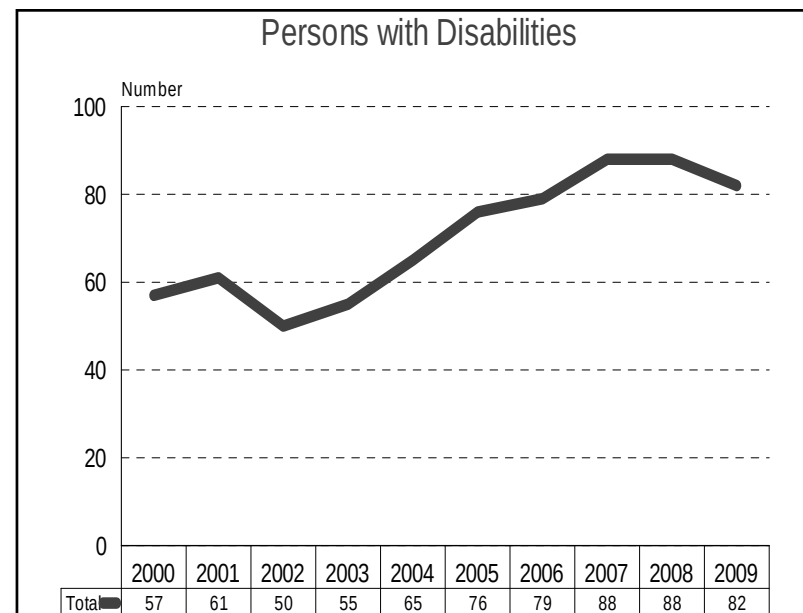
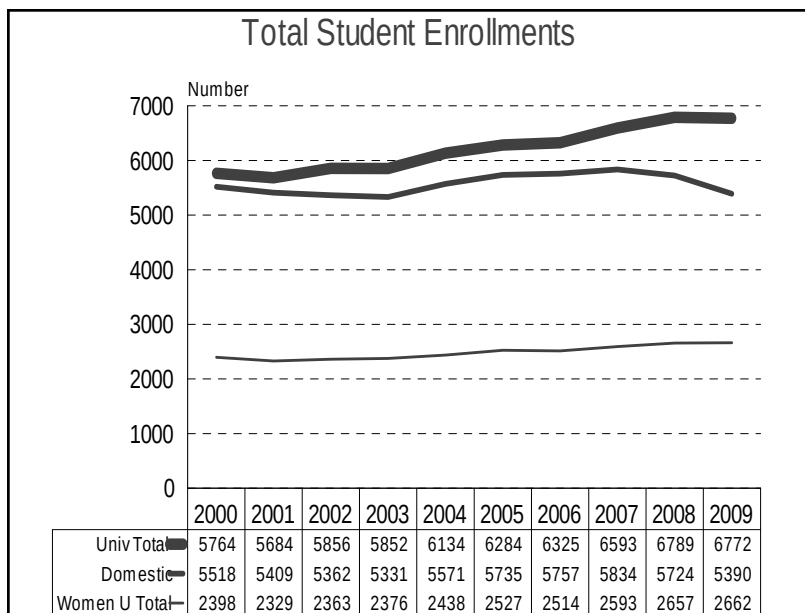
Residential College in the Arts & Humanities

Student Enrollment Trends, 2000-2009

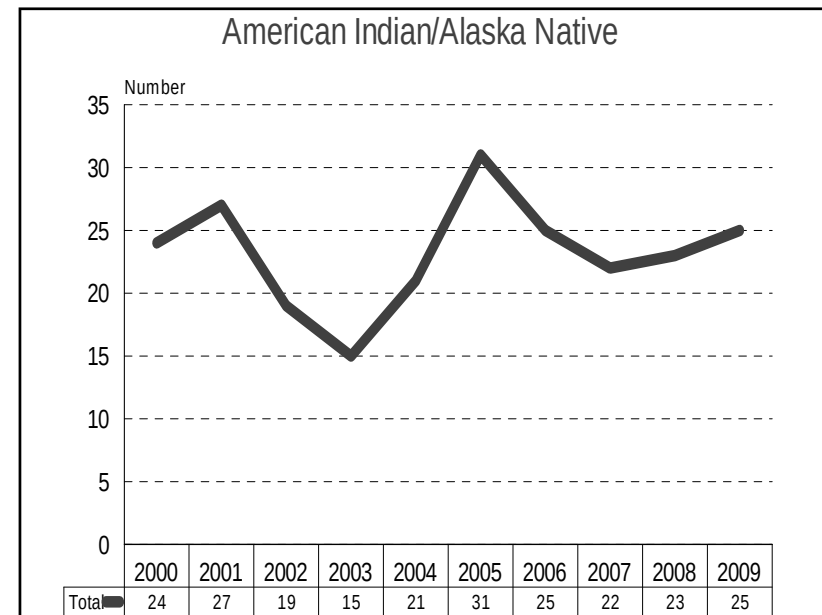
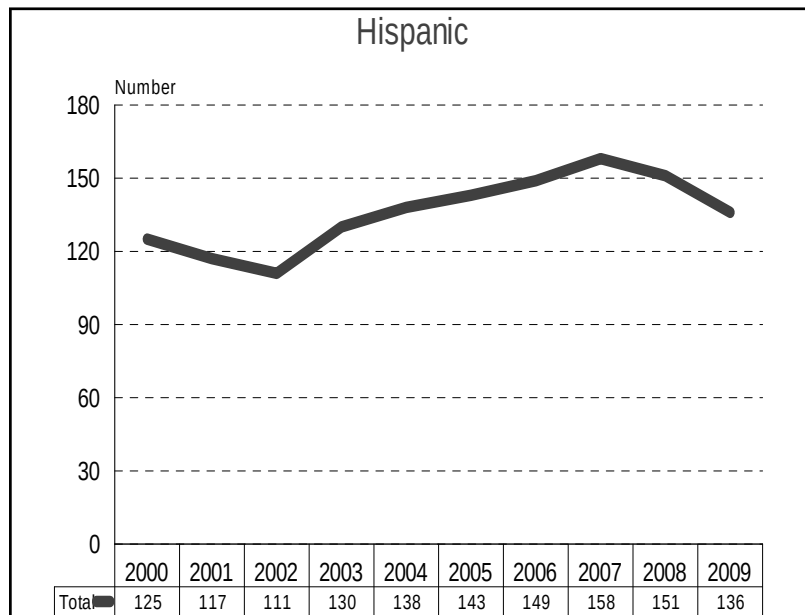
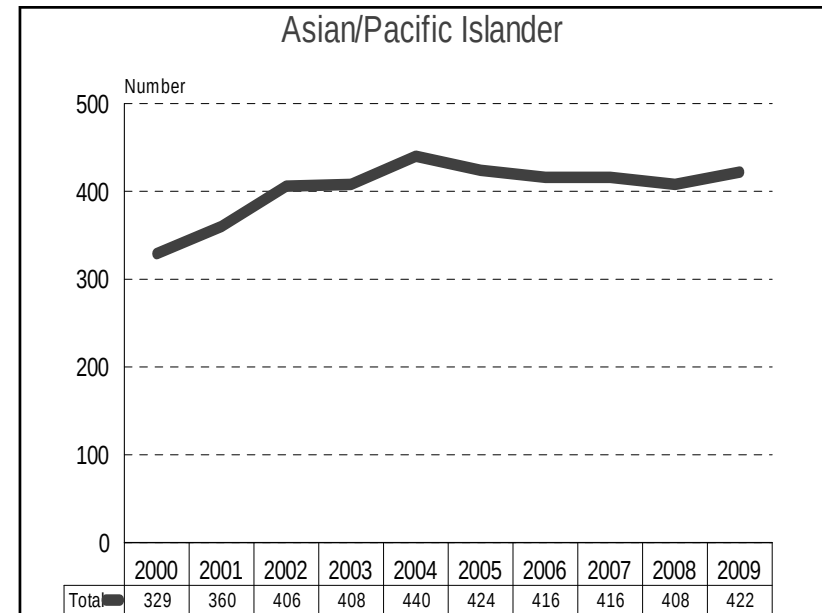
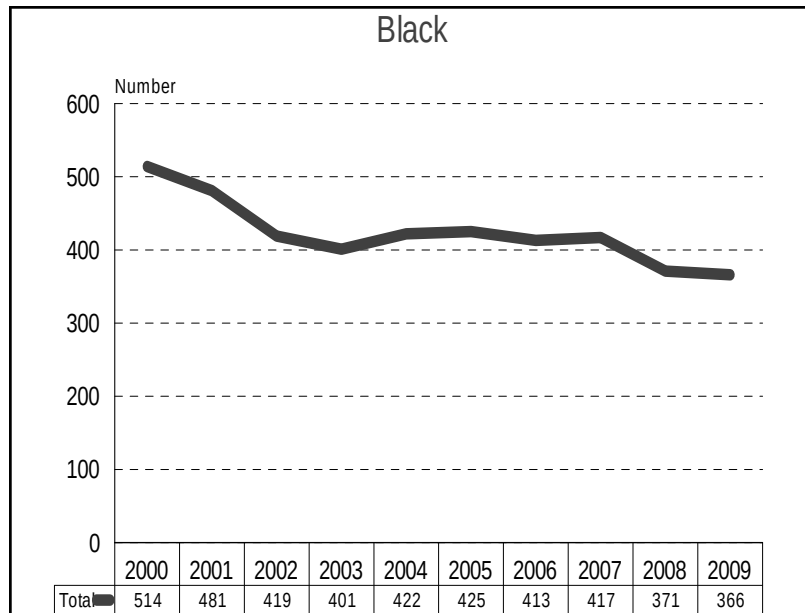


Eli Broad College of Business

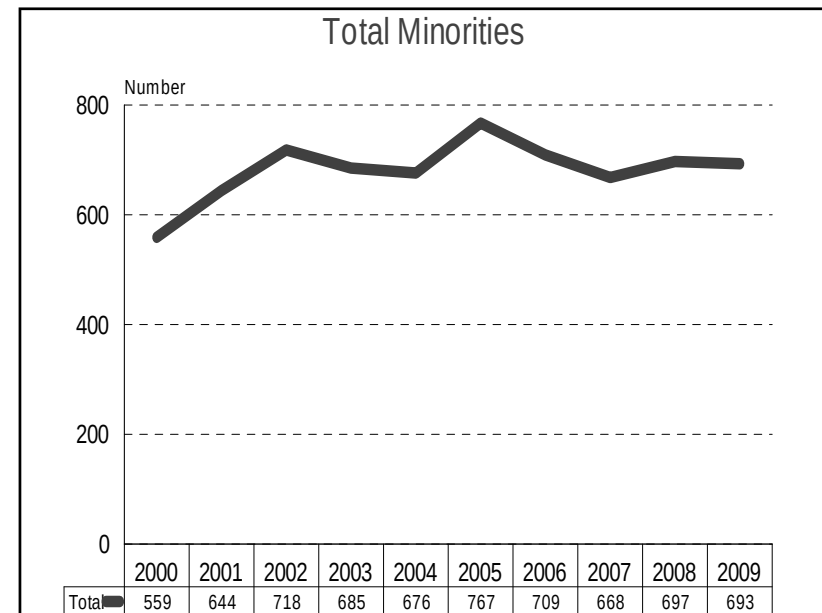
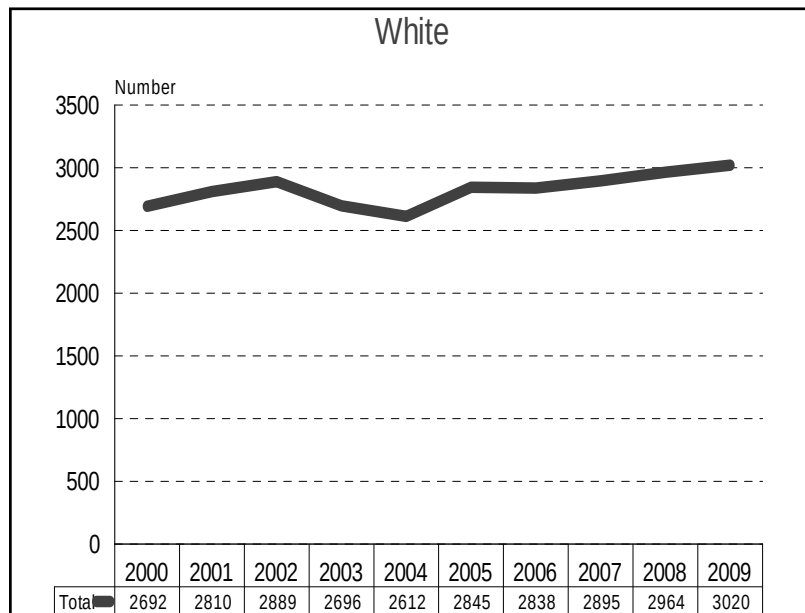
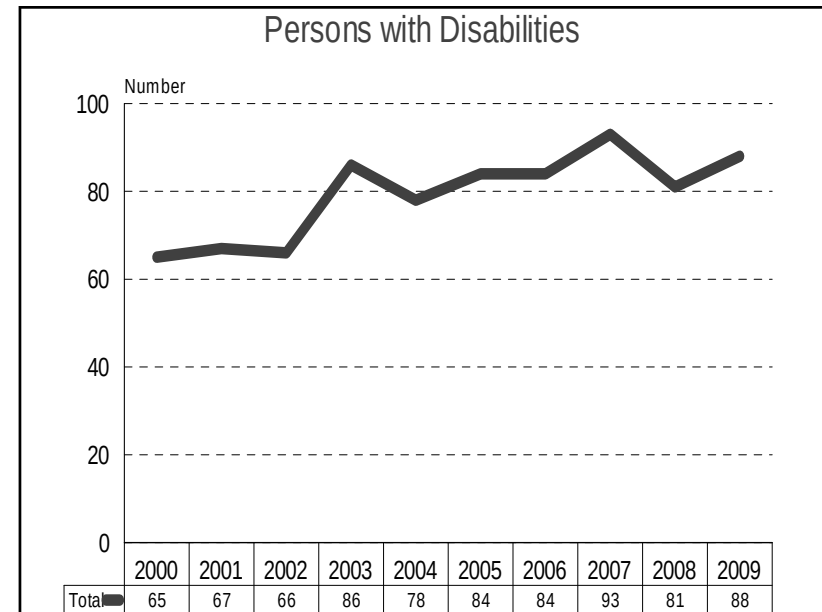
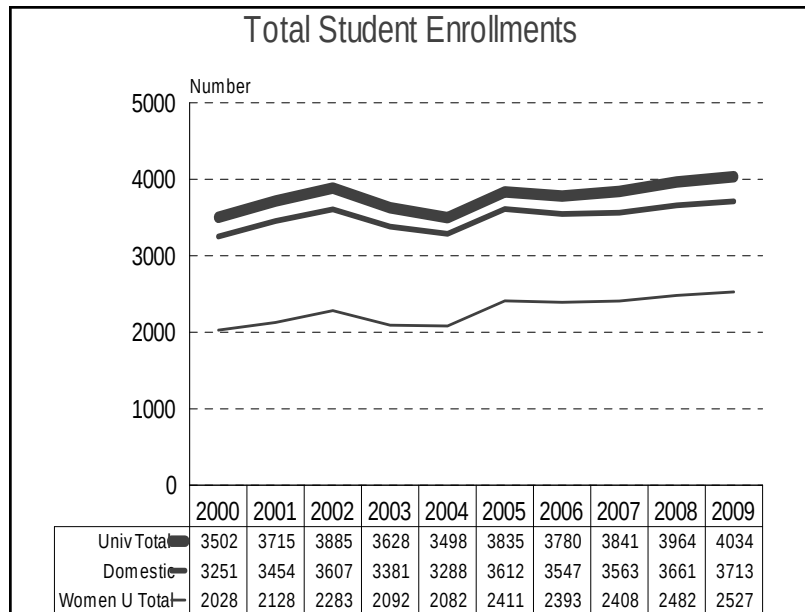
Student Enrollment Trends, 2000-2009



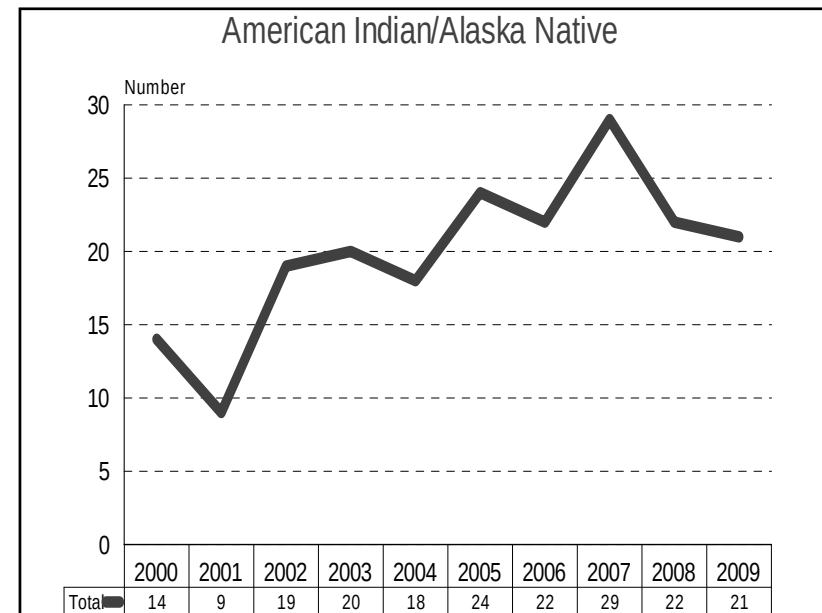
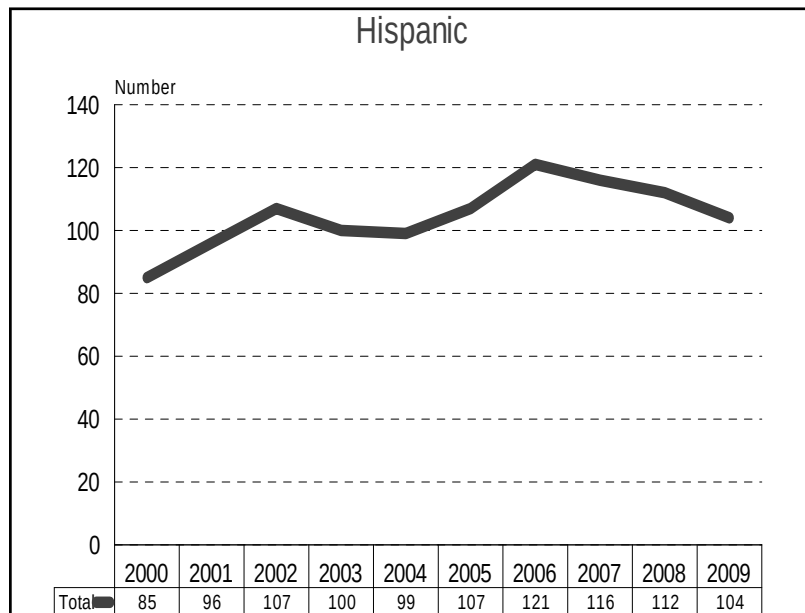
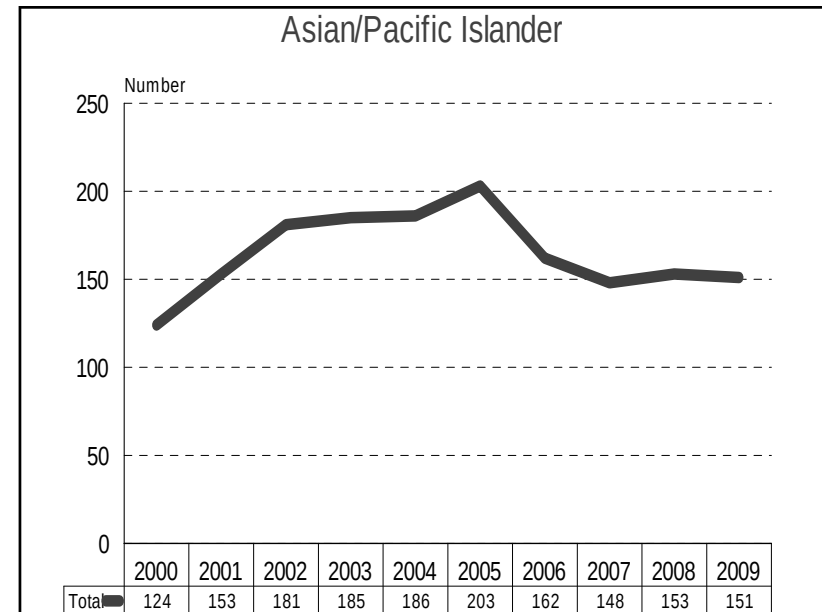
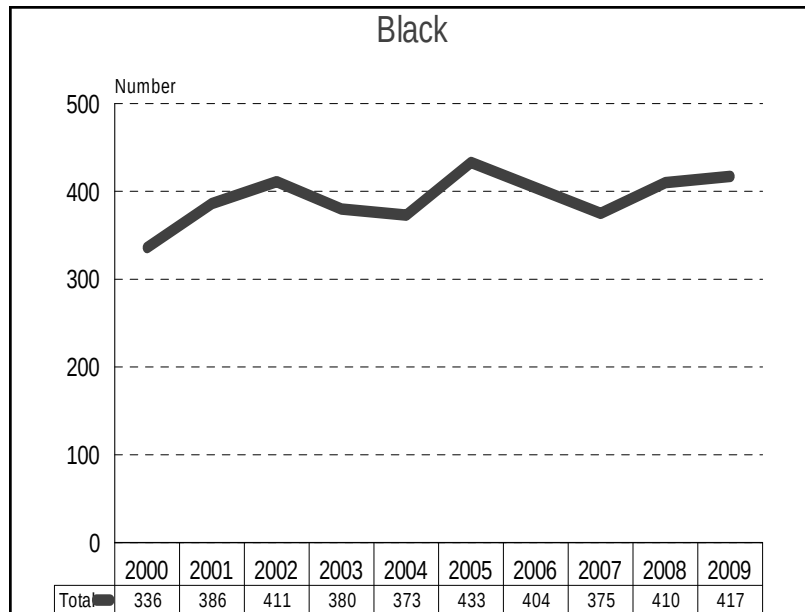
Eli Broad College of Business
Student Enrollment Trends, 2000-2009



College of Communication Arts and Sciences
Student Enrollment Trends, 2000-2009

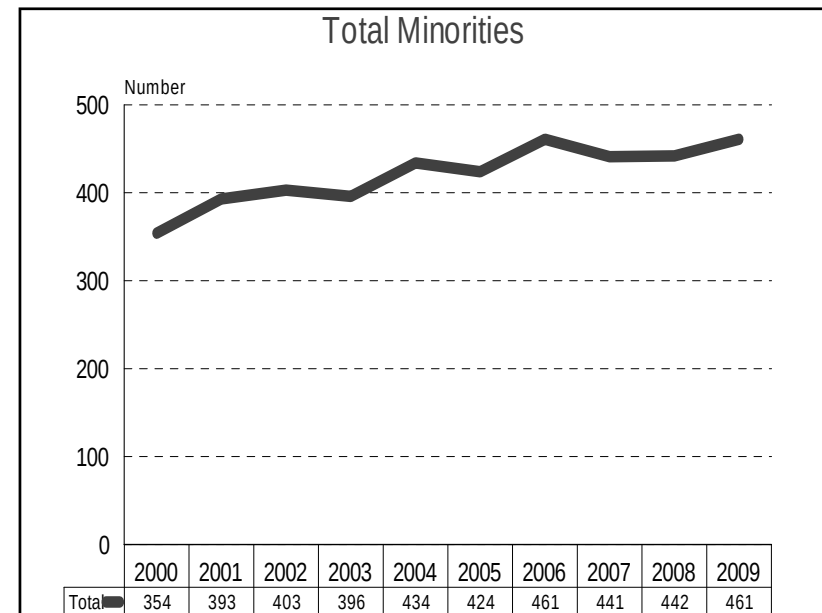
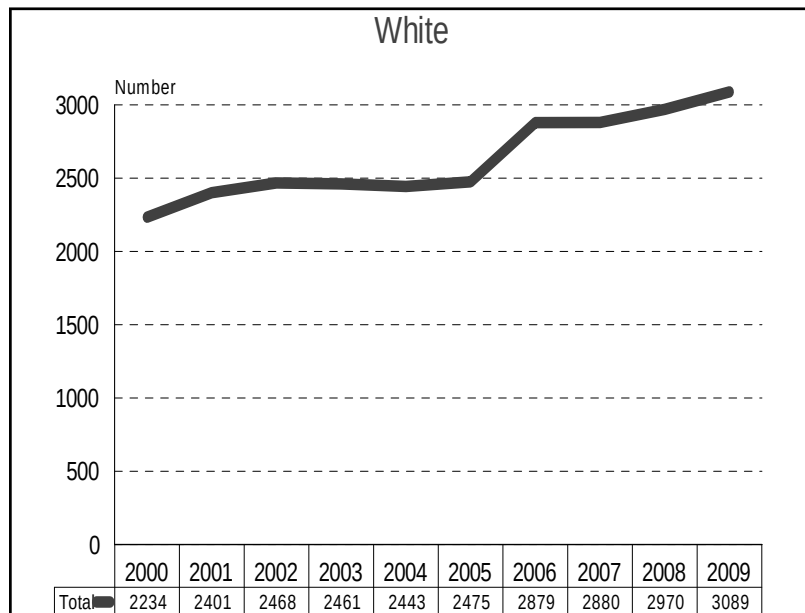
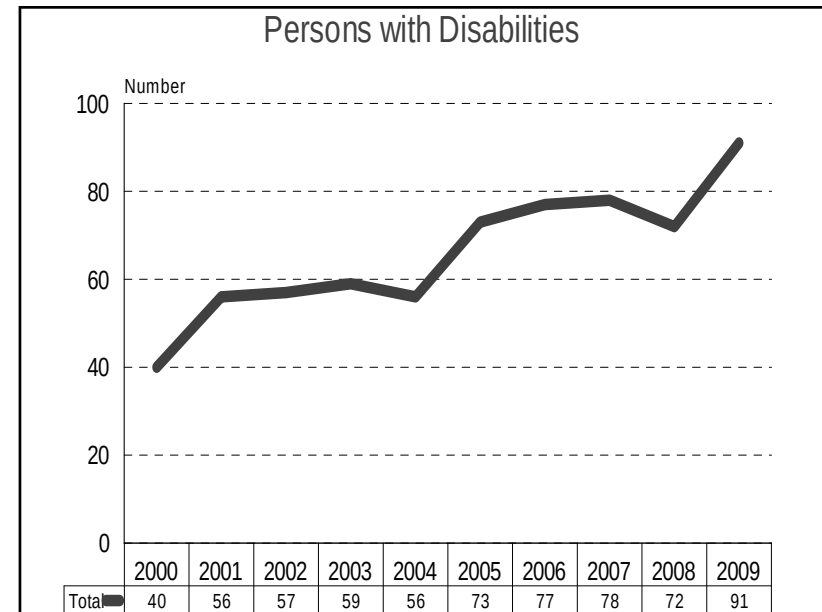
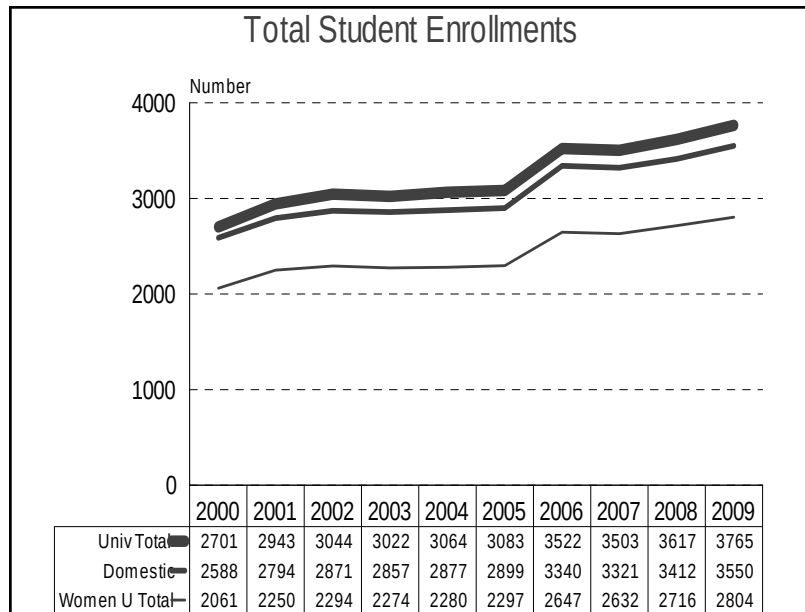


College of Communication Arts and Sciences
Student Enrollment Trends, 2000-2009

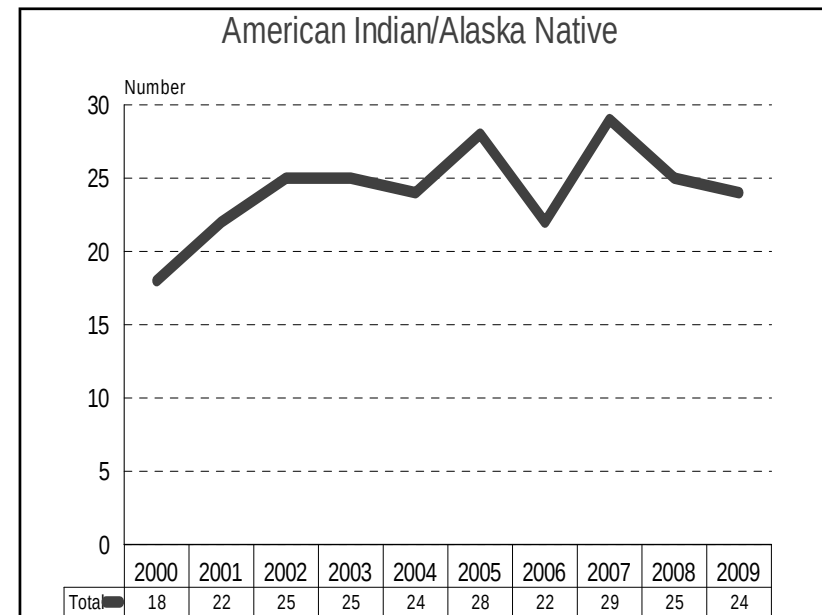
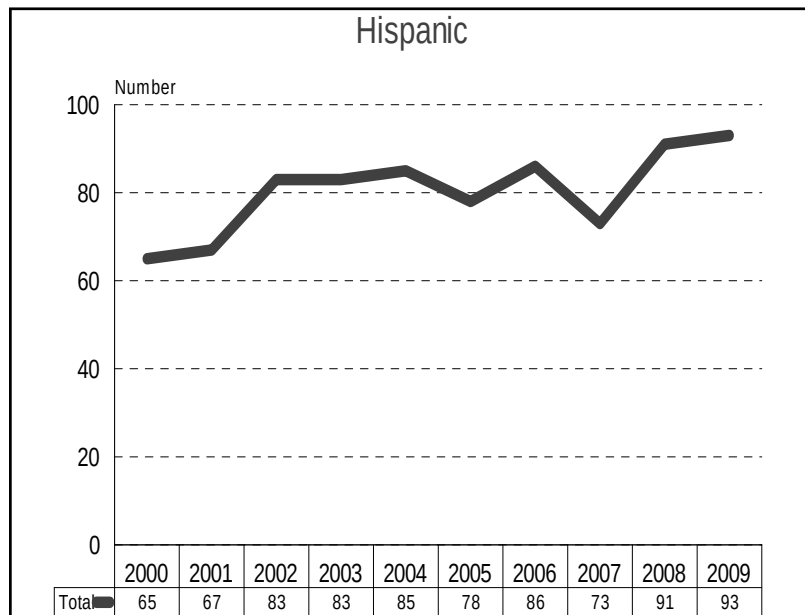
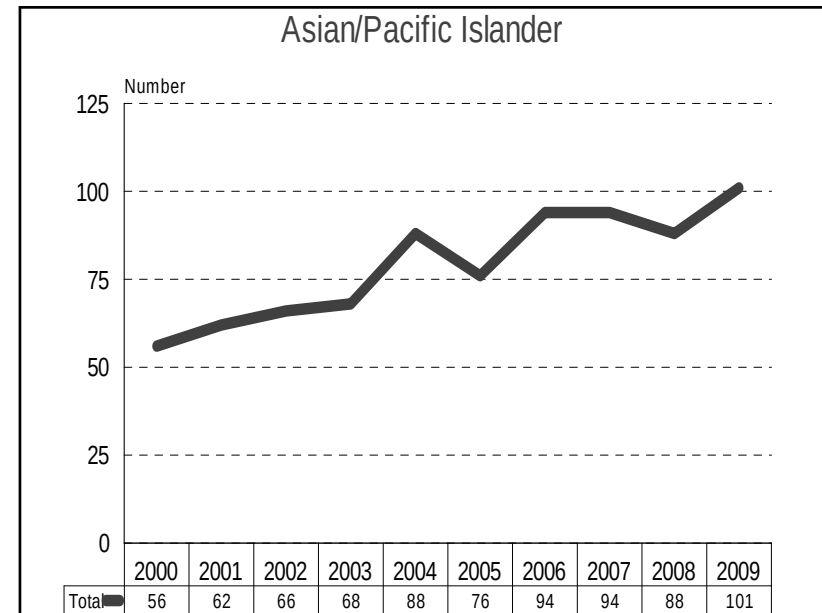
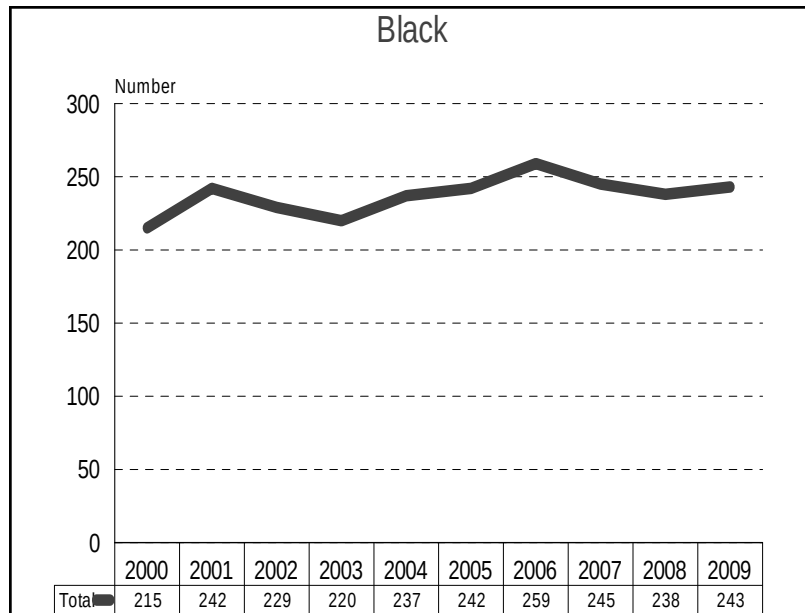


College of Education

Student Enrollment Trends, 2000-2009

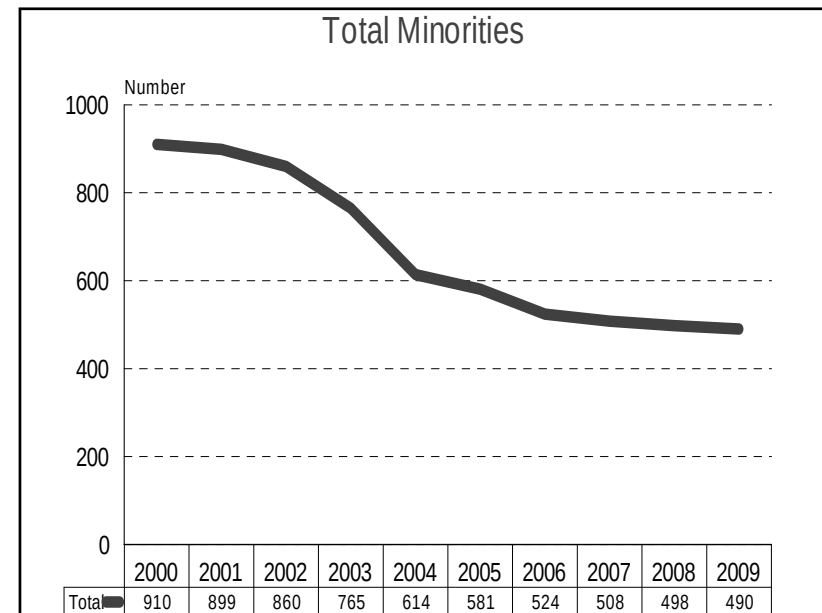
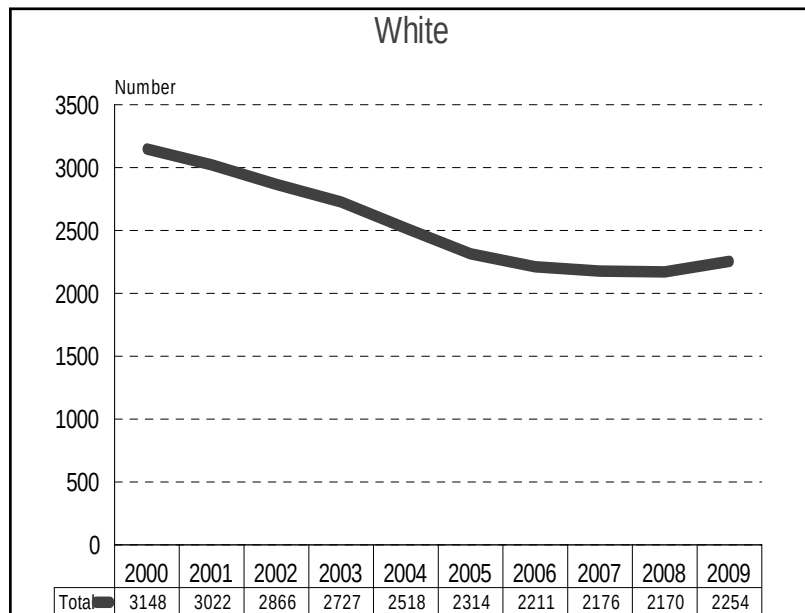
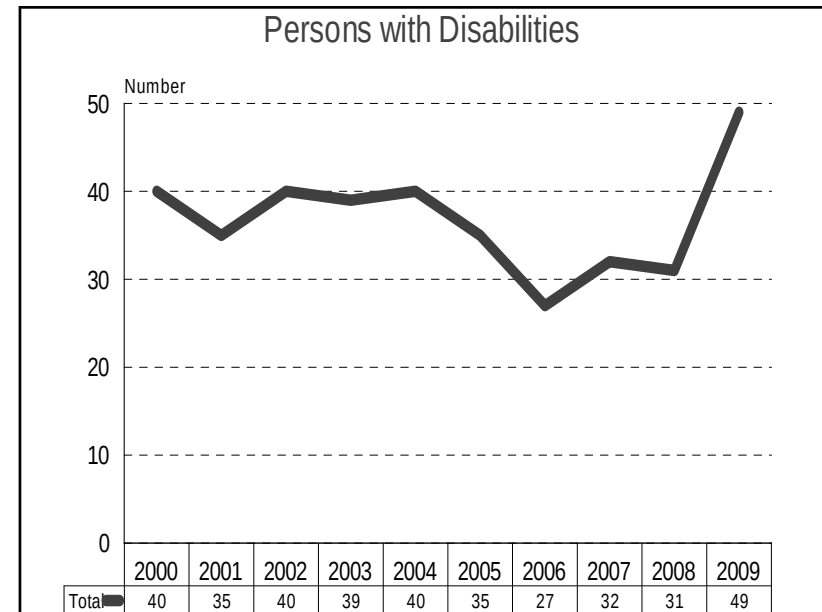
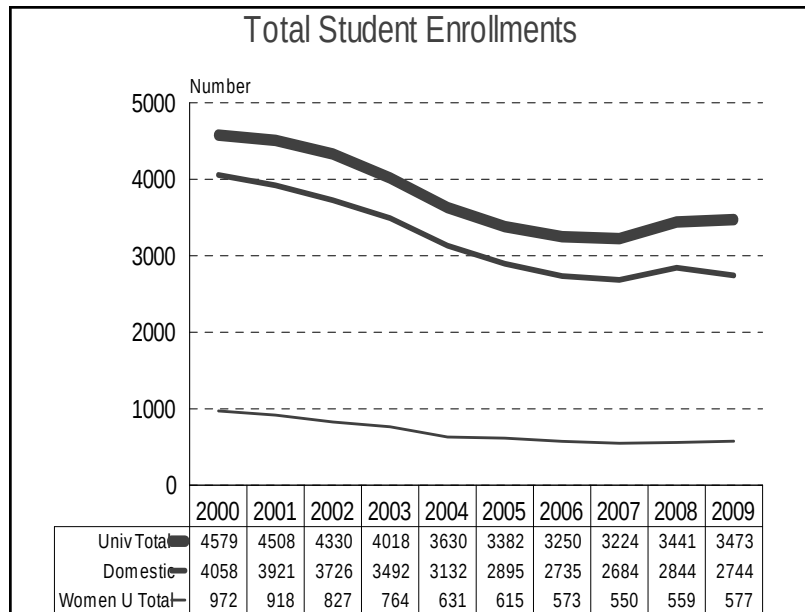


College of Education
Student Enrollment Trends, 2000-2009

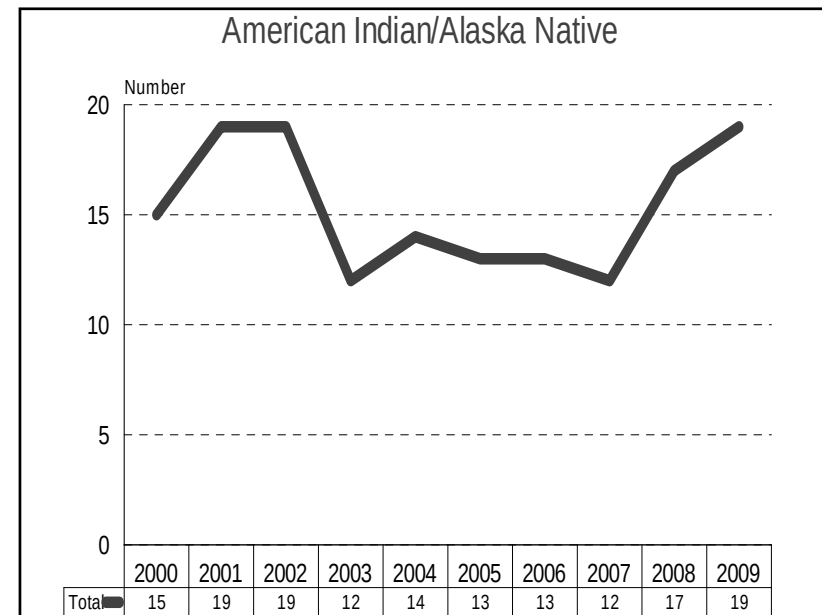
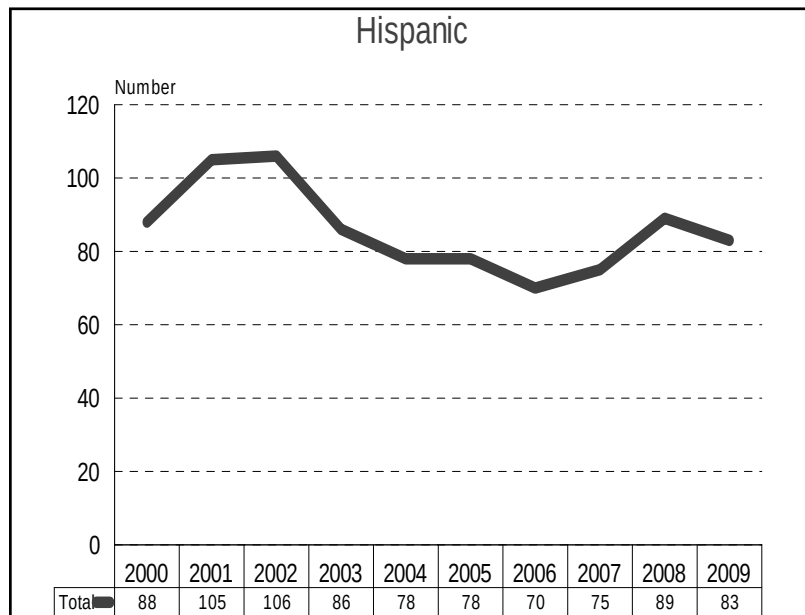
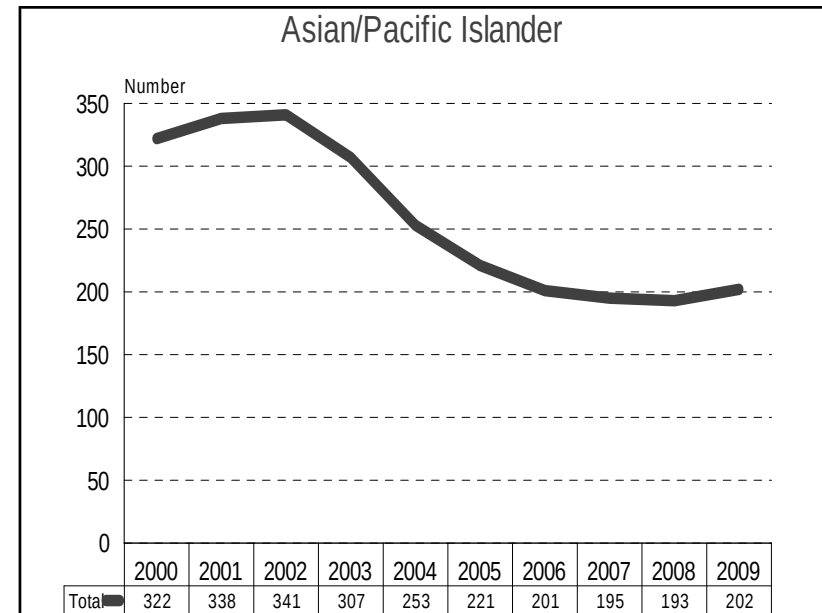
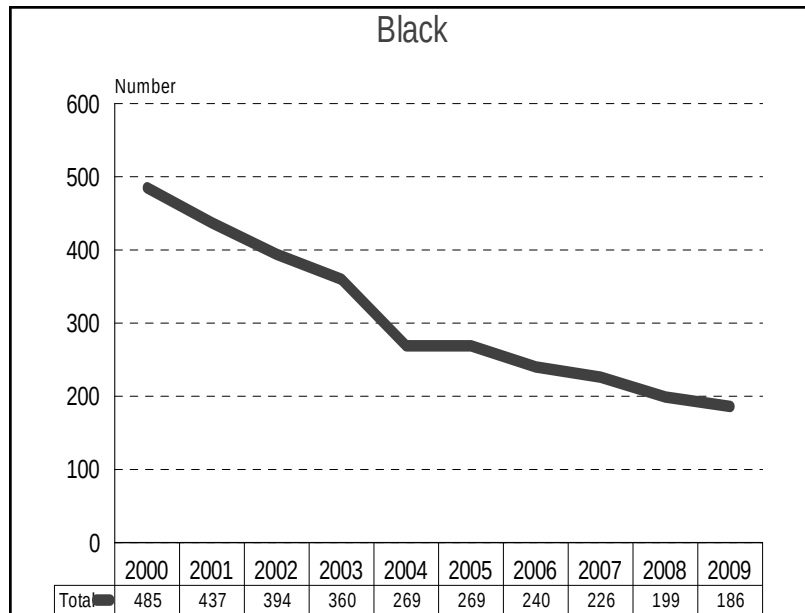


College of Engineering

Student Enrollment Trends, 2000-2009

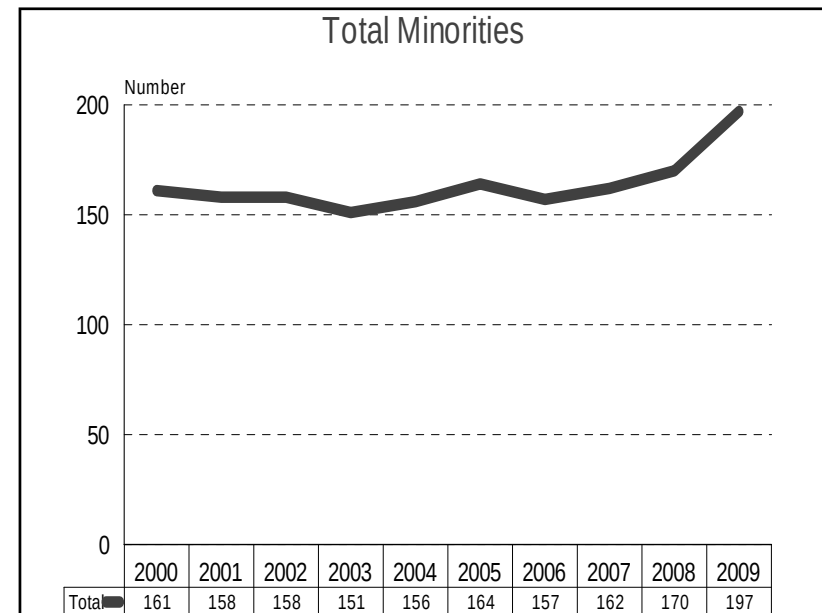
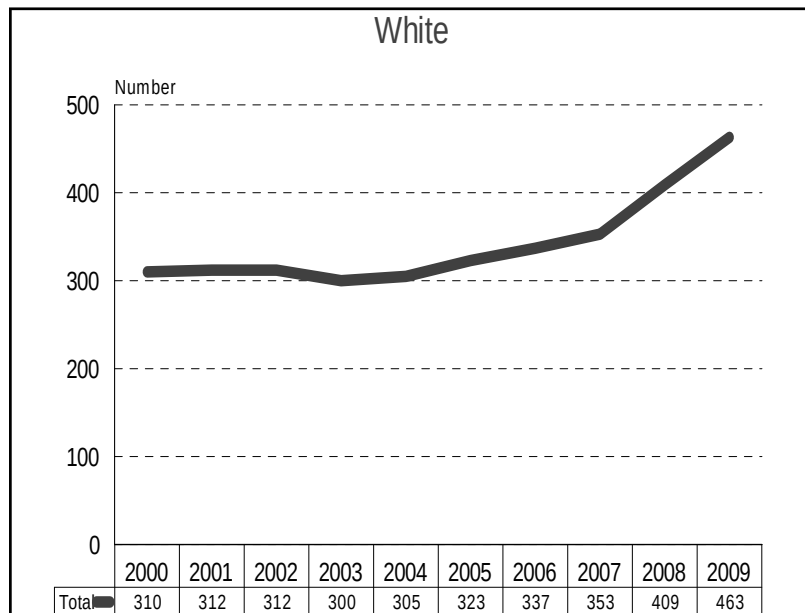
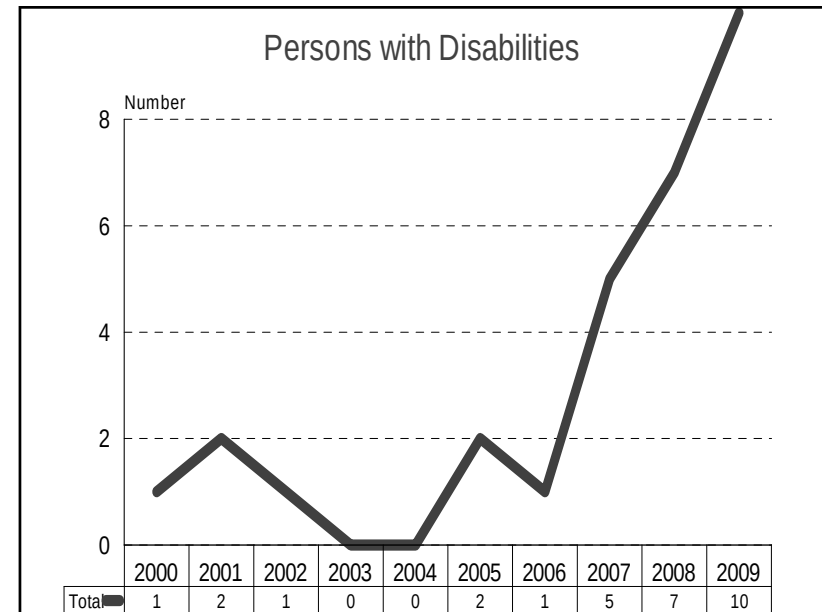
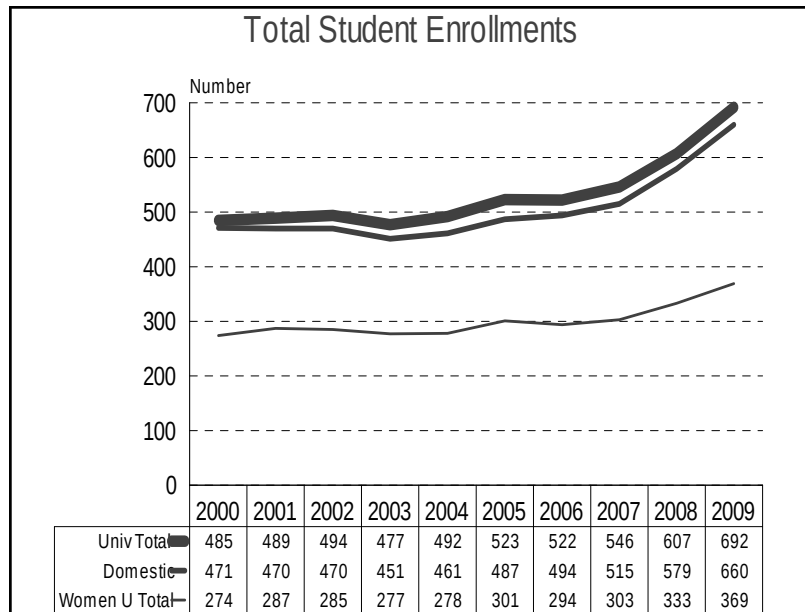


College of Engineering
Student Enrollment Trends, 2000-2009



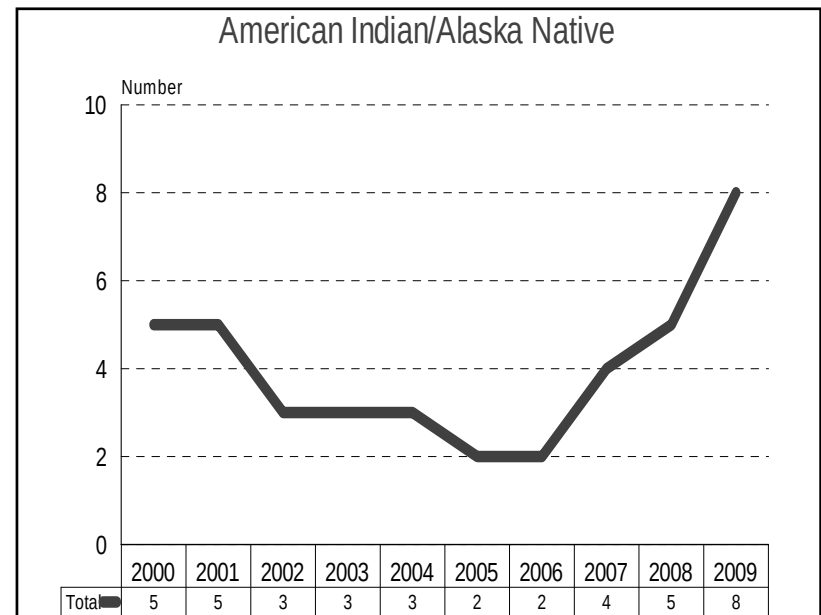
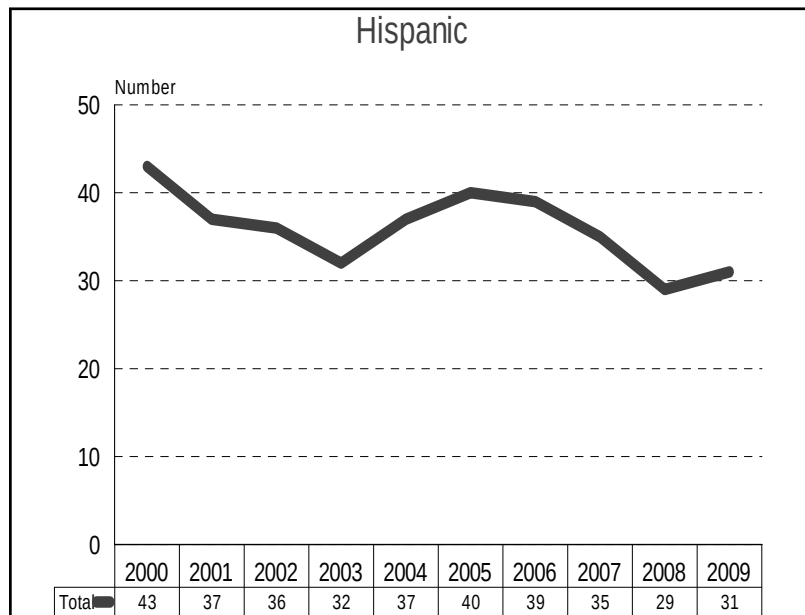
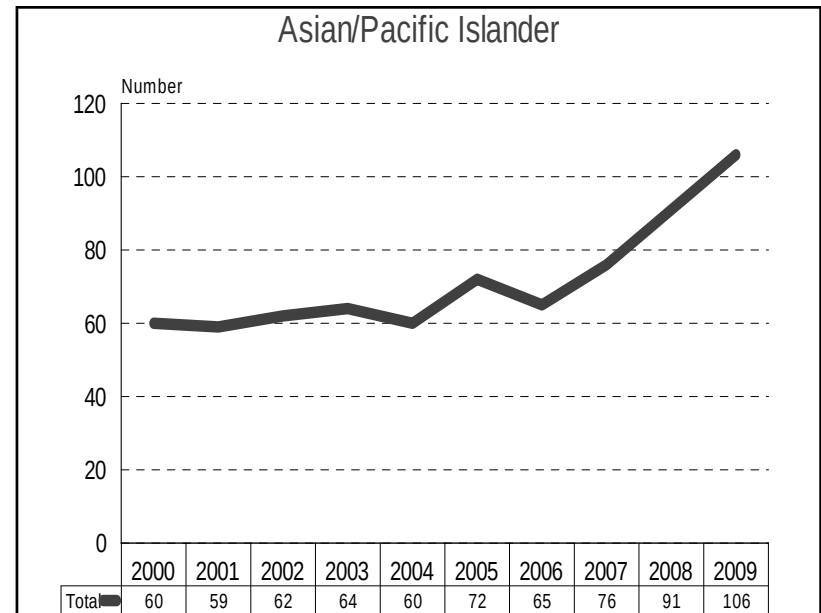
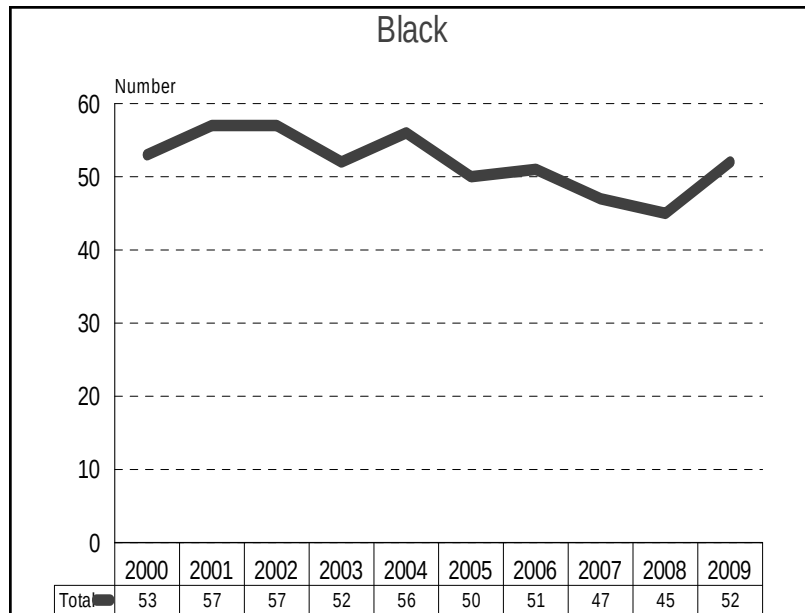
College of Human Medicine

Student Enrollment Trends, 2000-2009



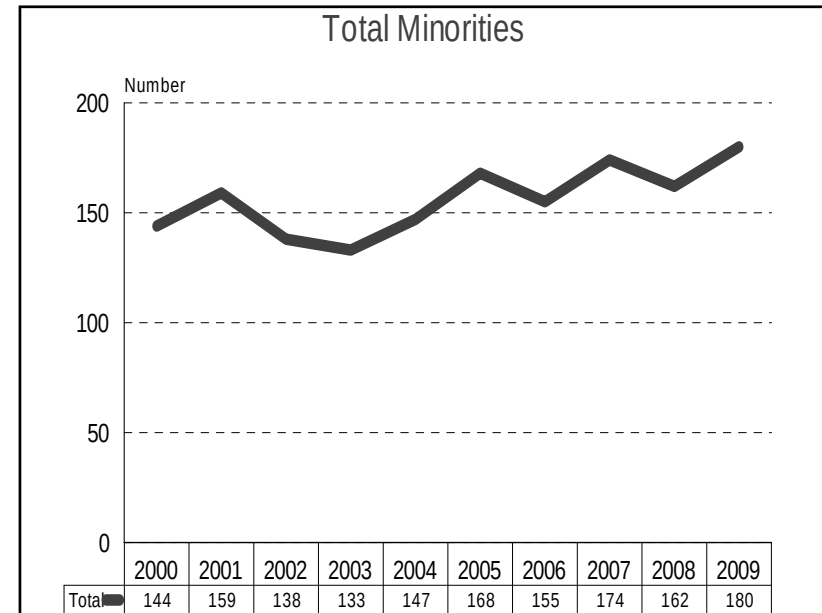
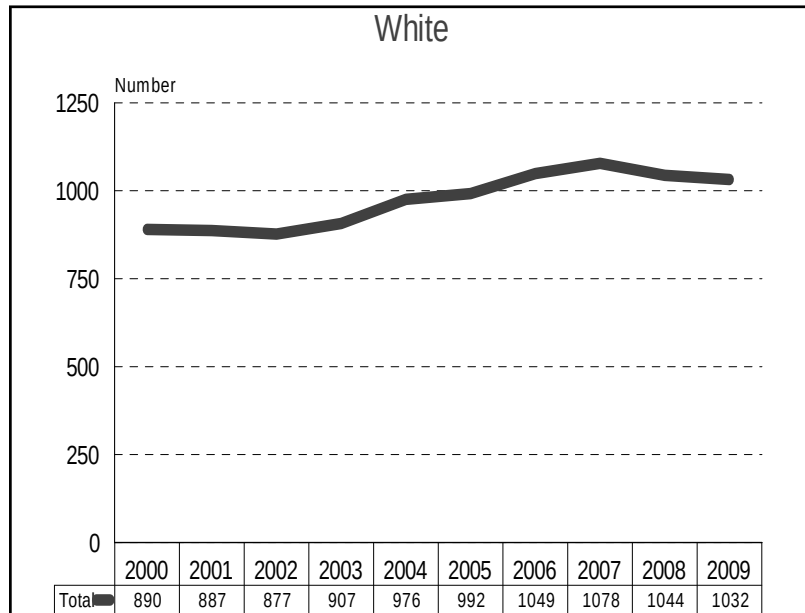
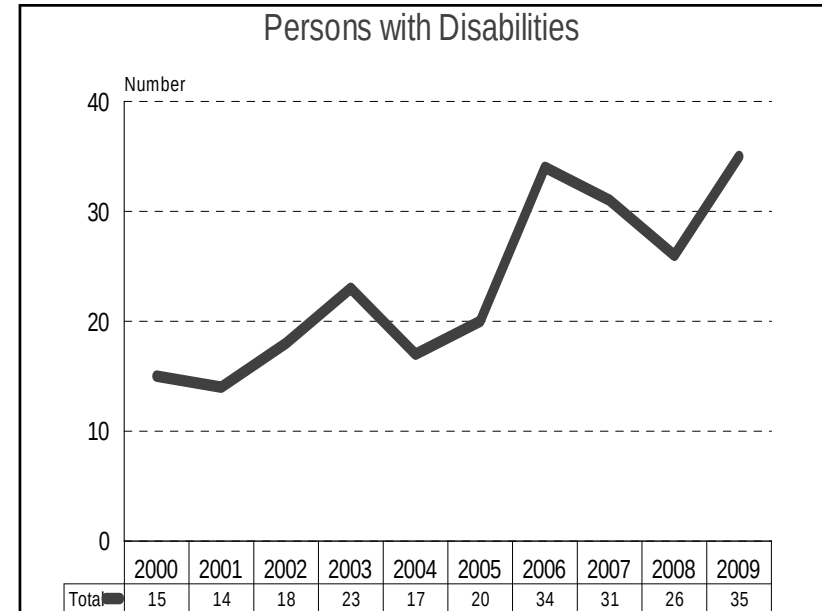
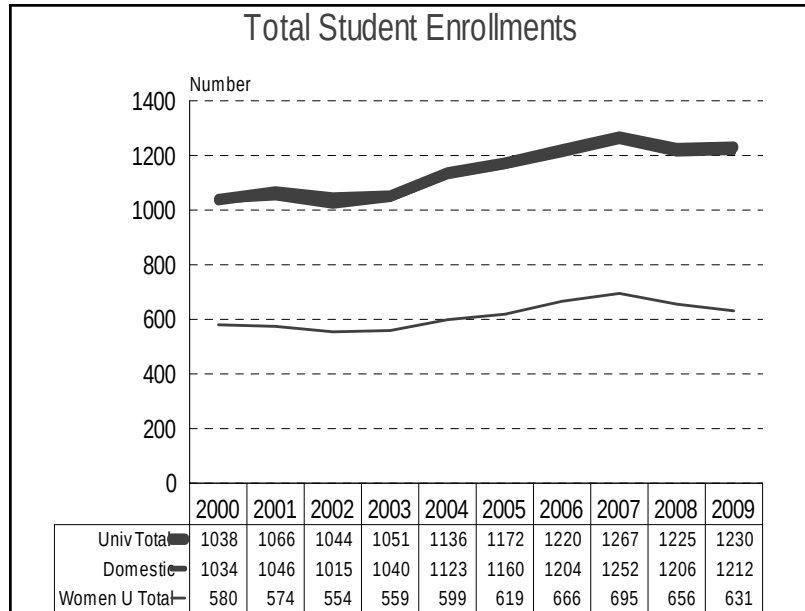
College of Human Medicine

Student Enrollment Trends, 2000-2009



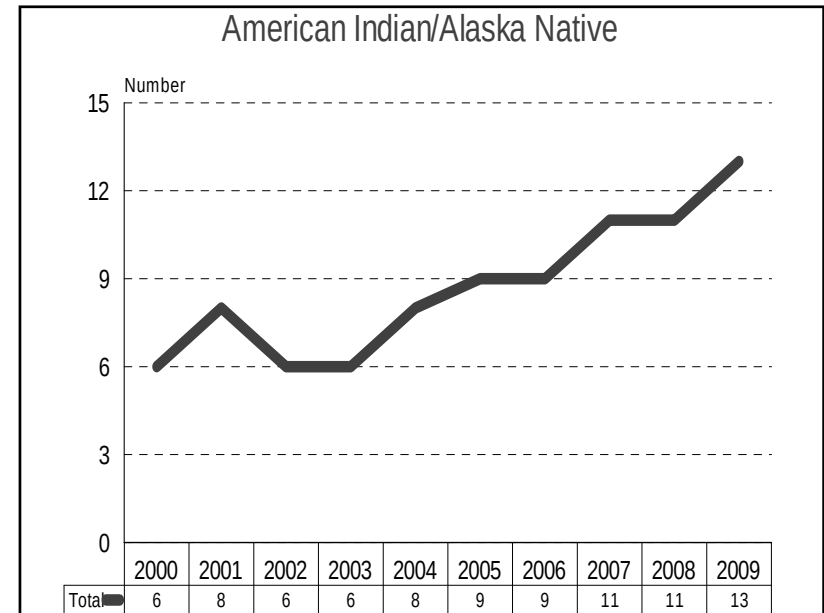
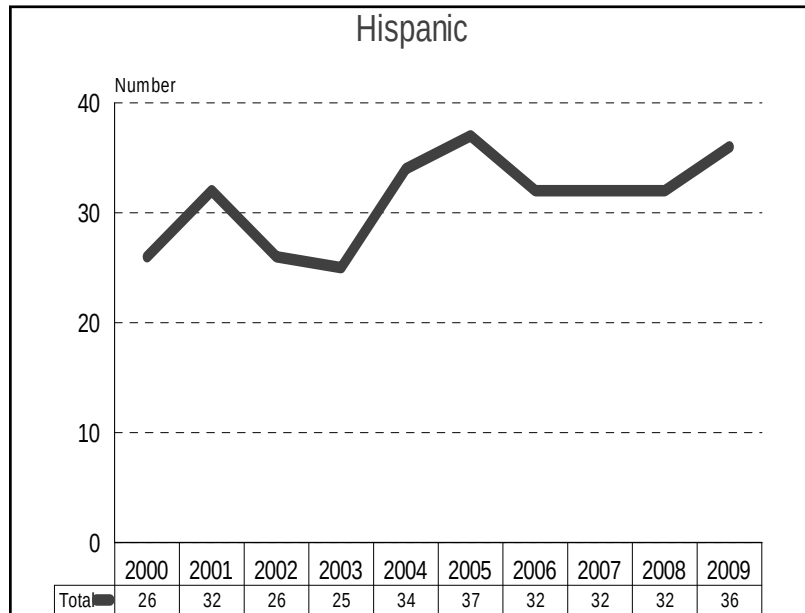
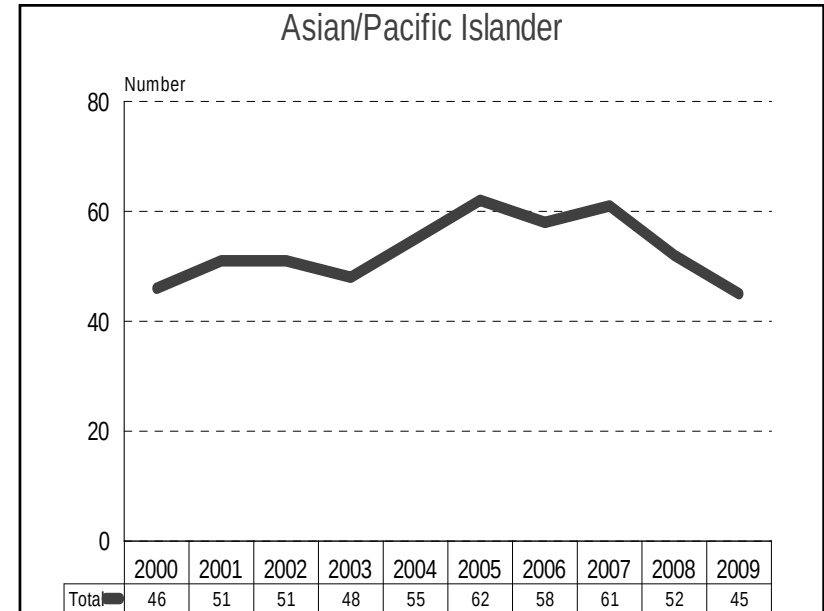
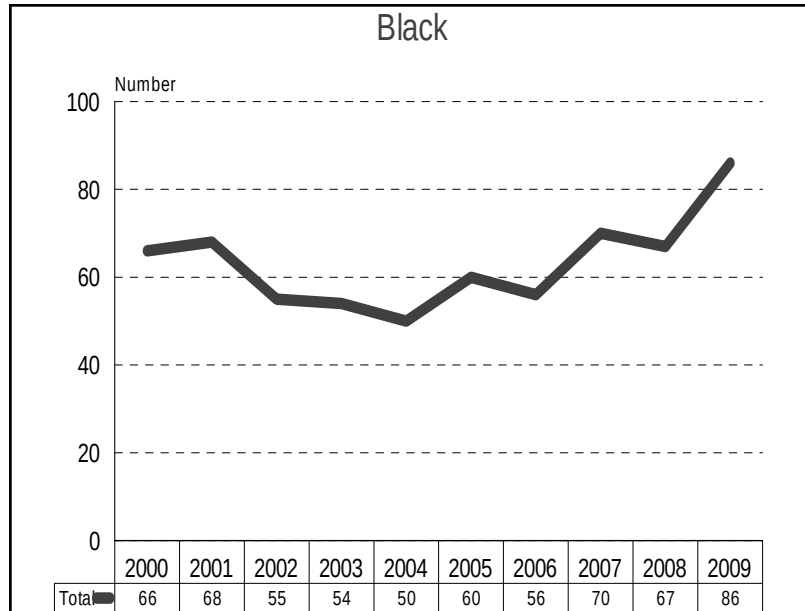
James Madison College

Student Enrollment Trends, 2000-2009



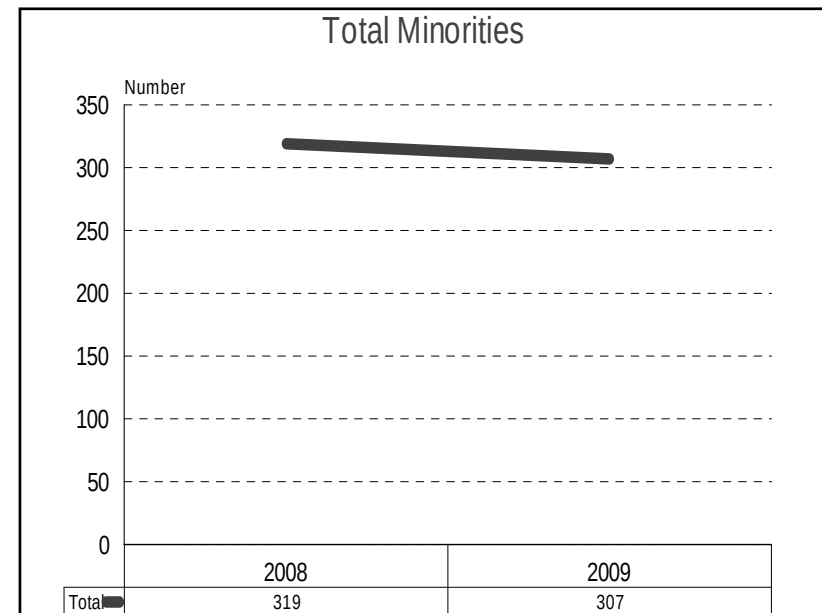
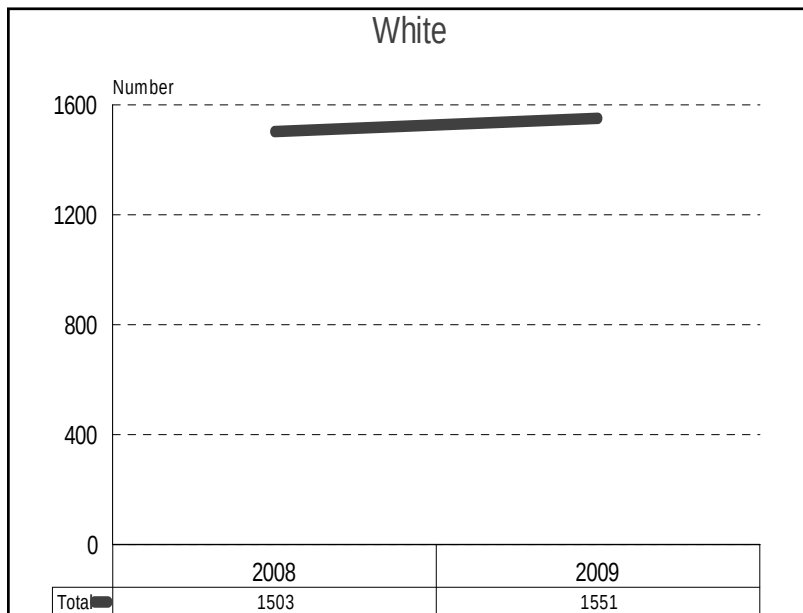
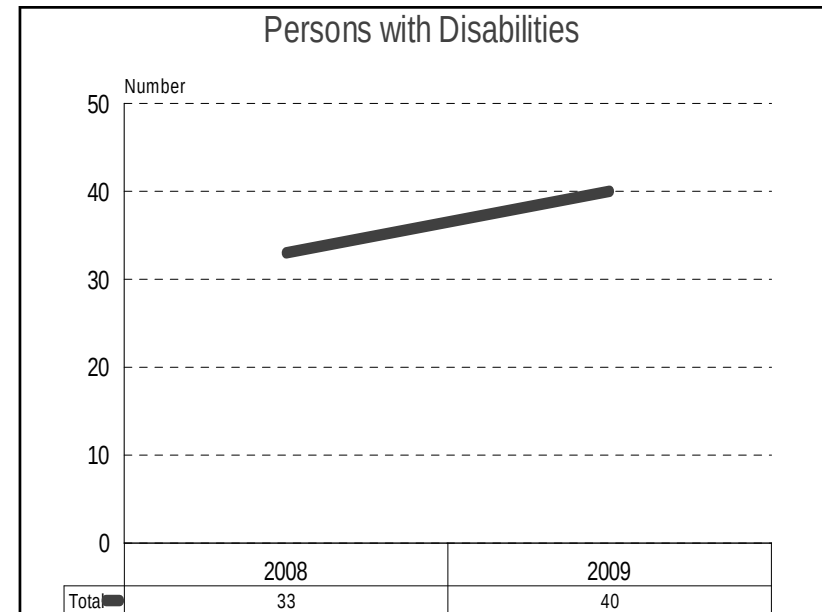
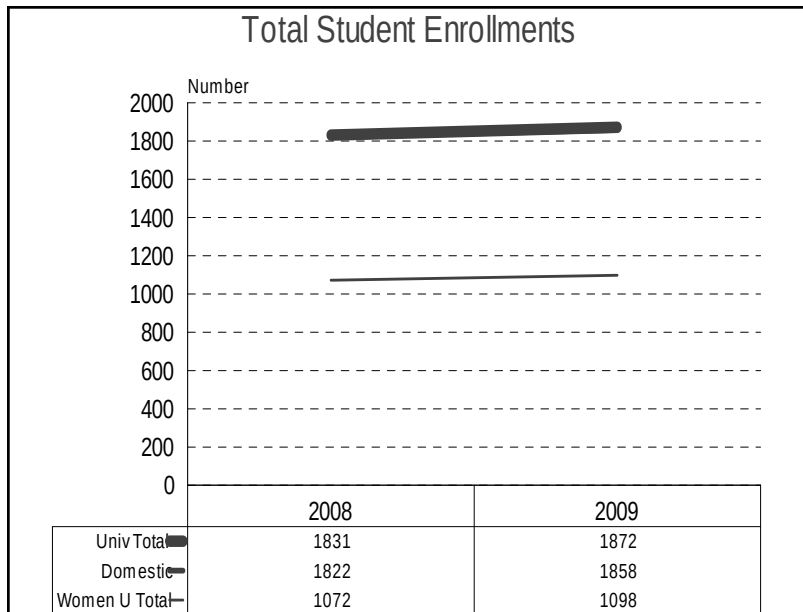
James Madison College

Student Enrollment Trends, 2000-2009



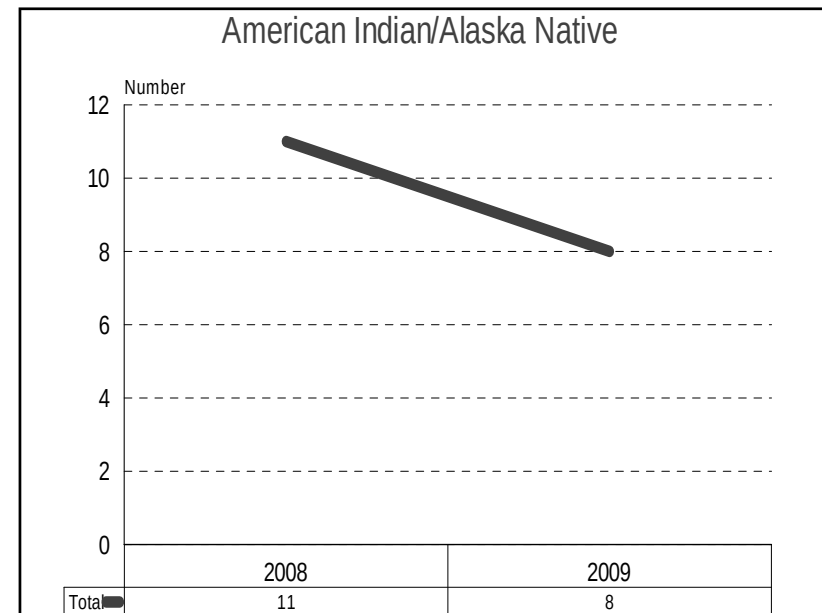
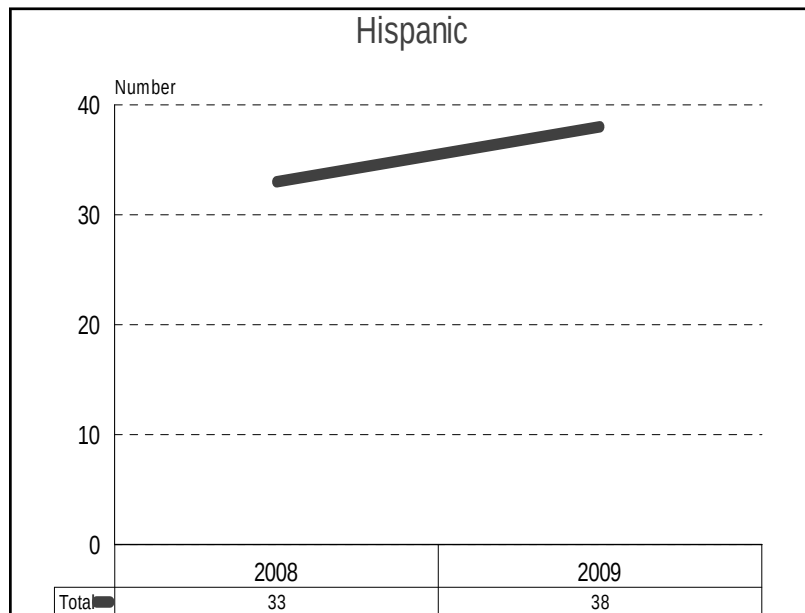
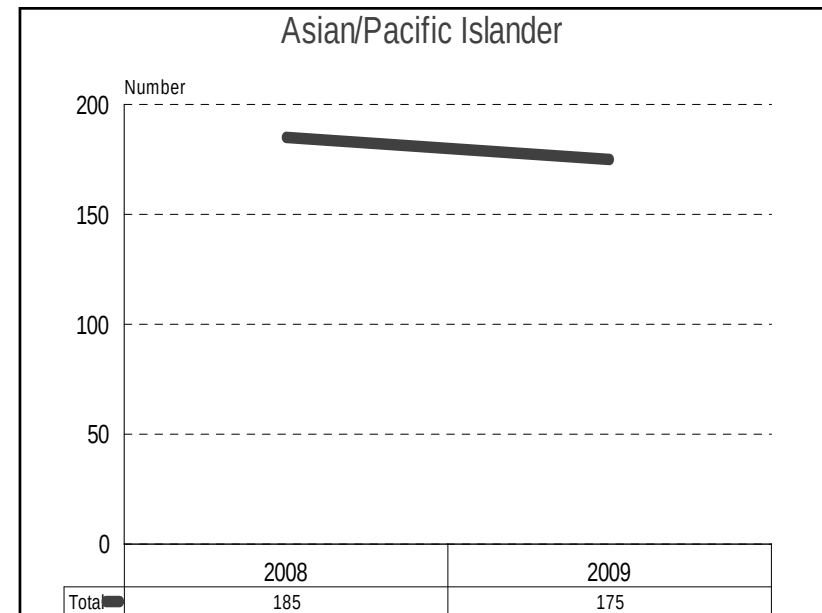
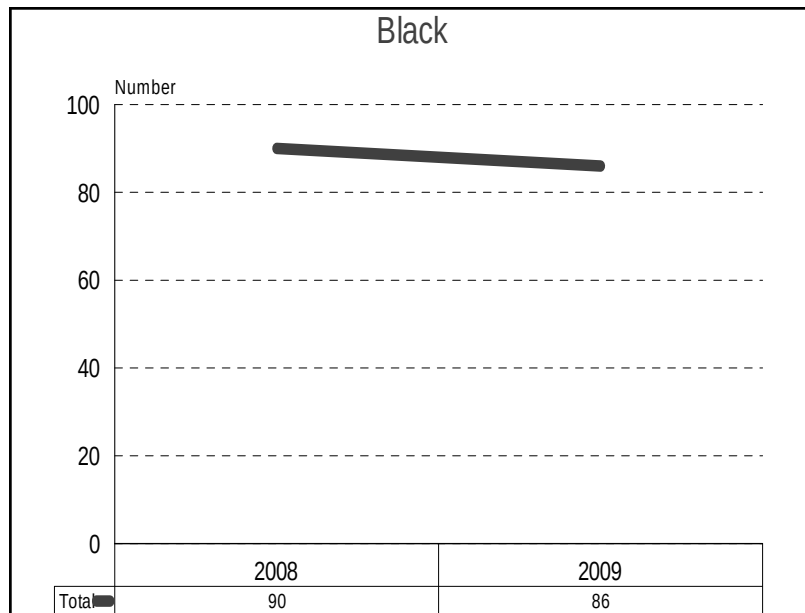
Lyman Briggs College

Student Enrollment Trends, 2000-2009



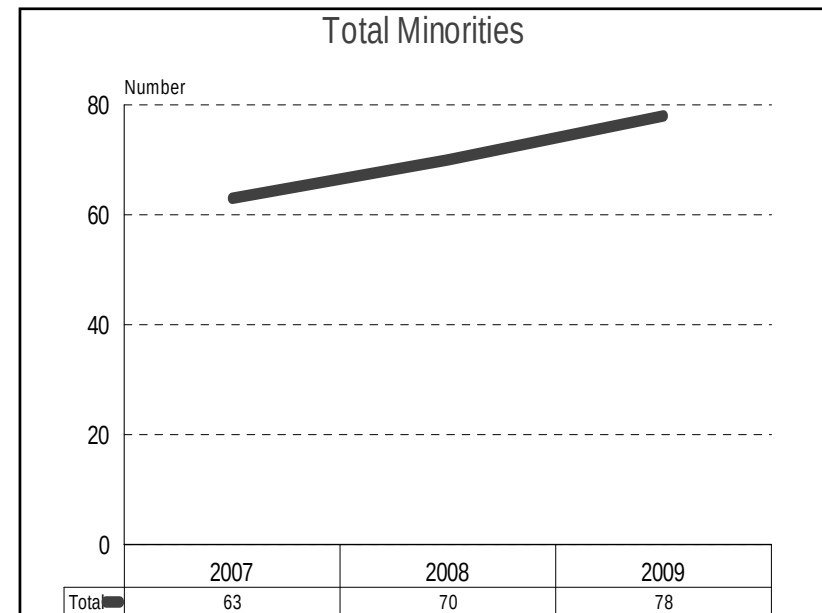
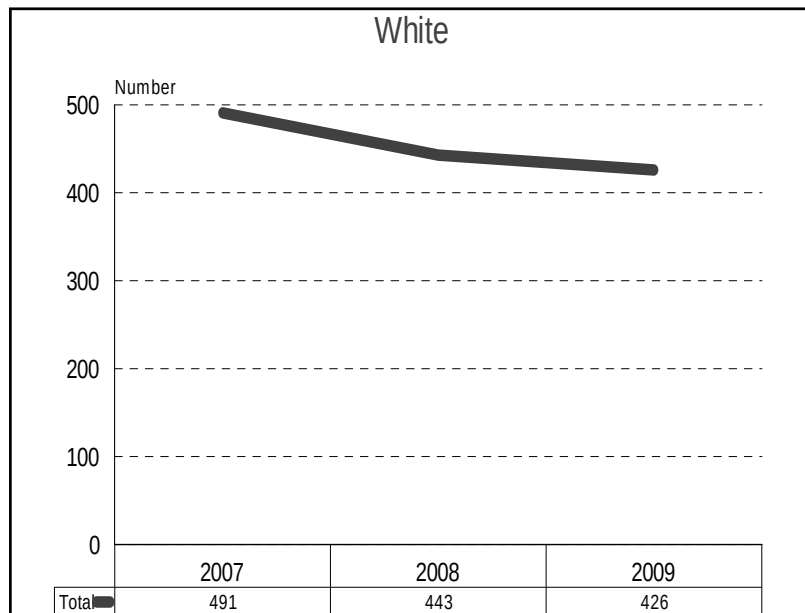
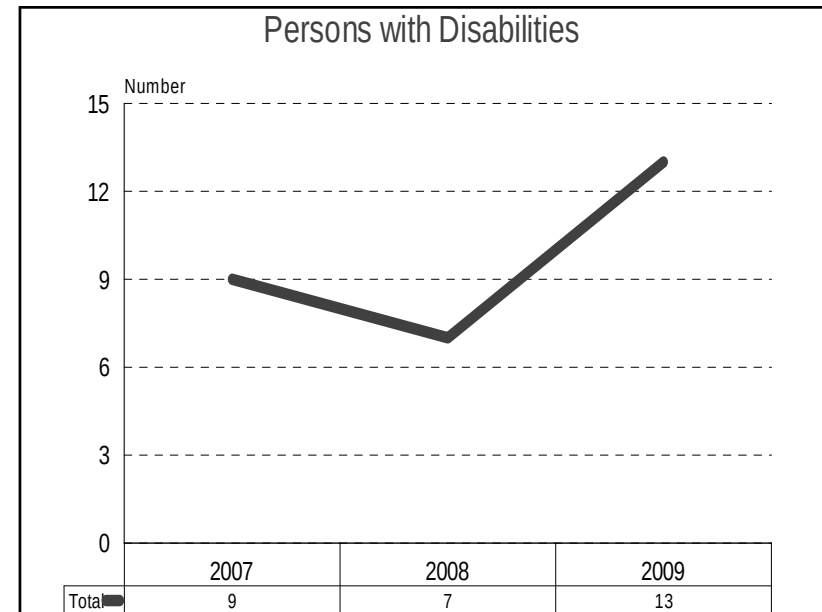
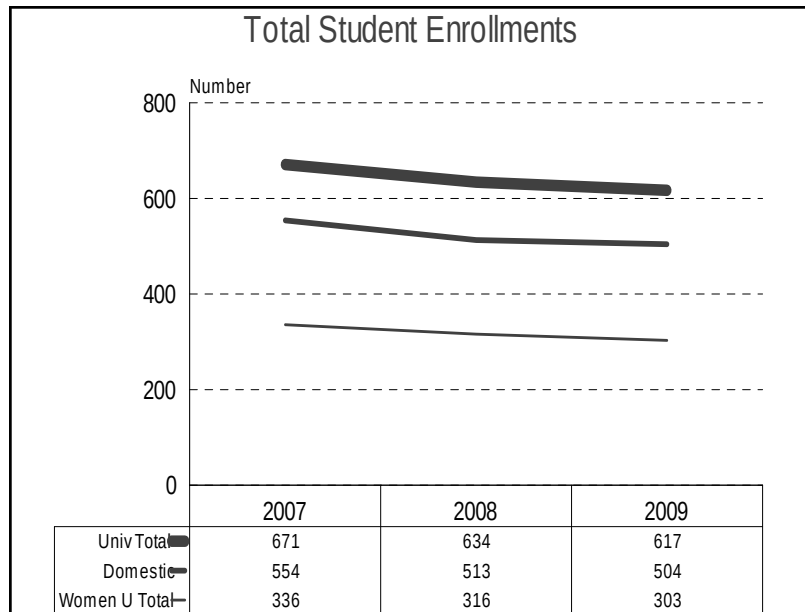
Lyman Briggs College

Student Enrollment Trends, 2000-2009



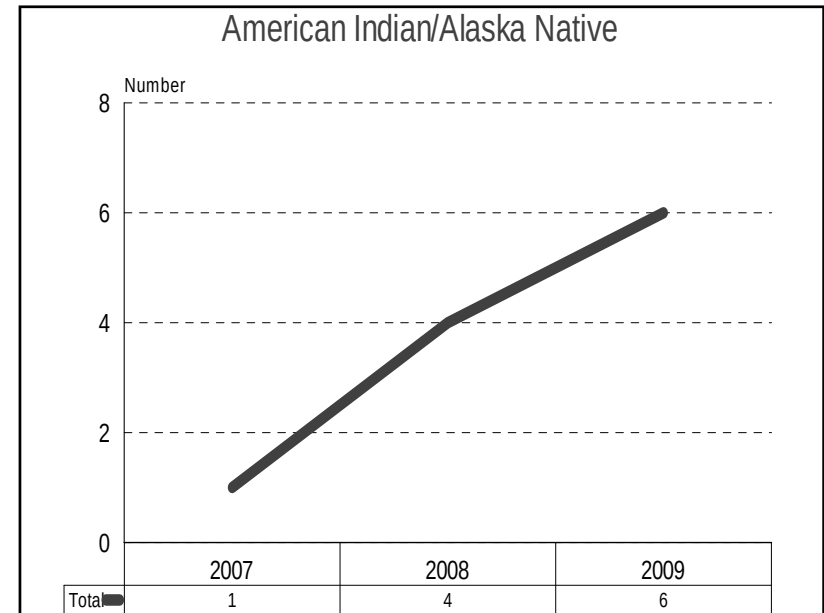
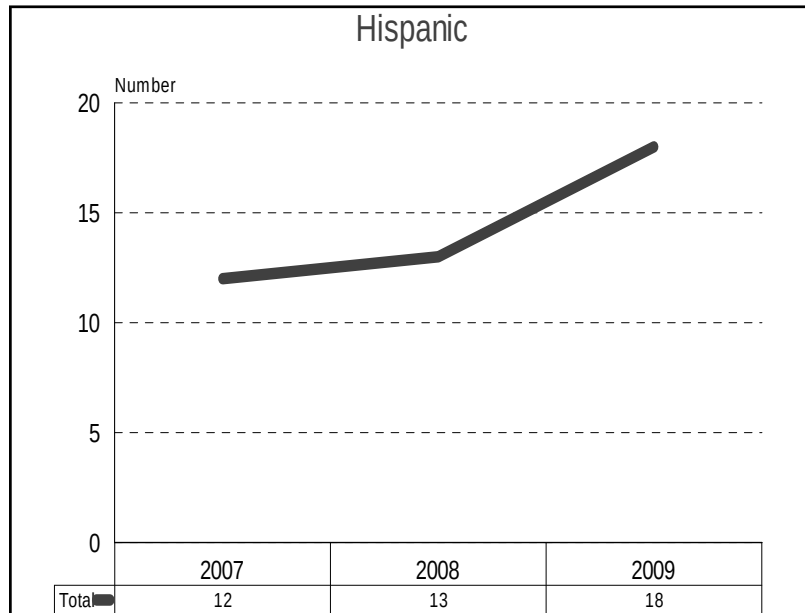
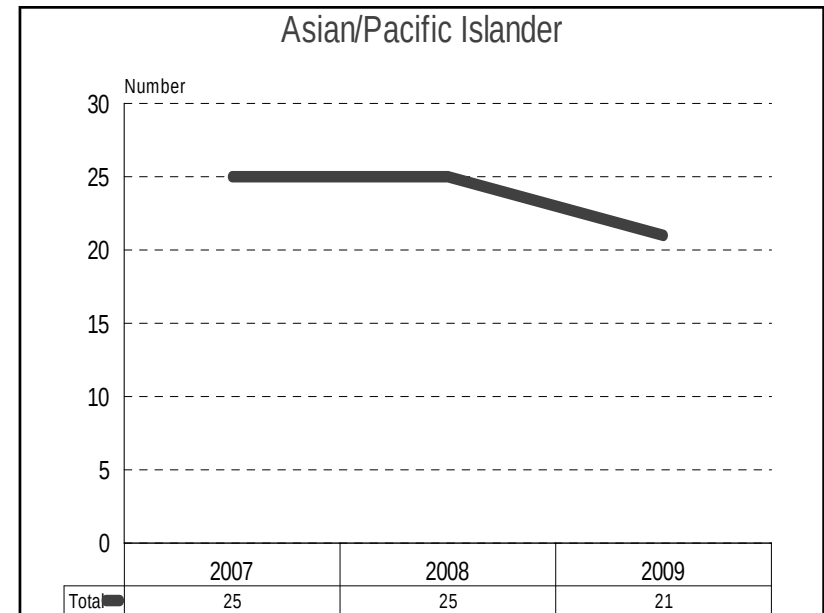
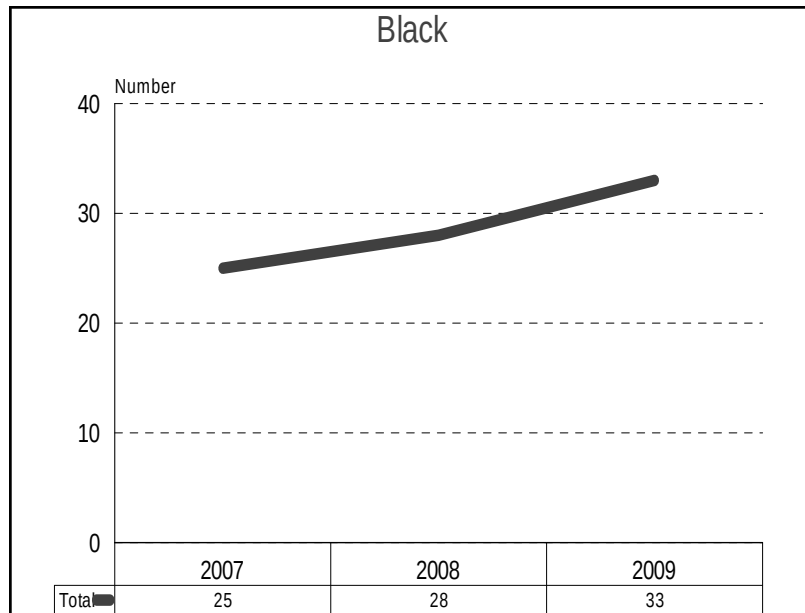
College of Music

Student Enrollment Trends, 2000-2009



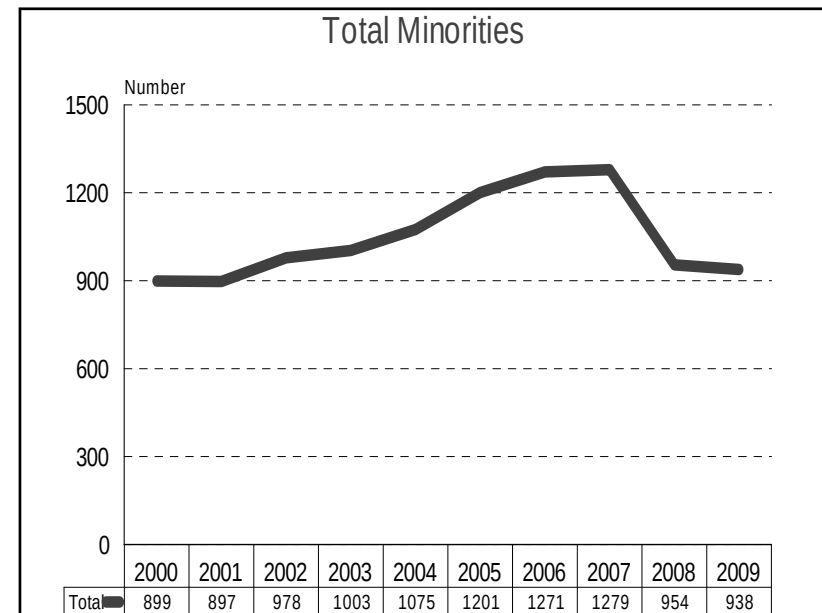
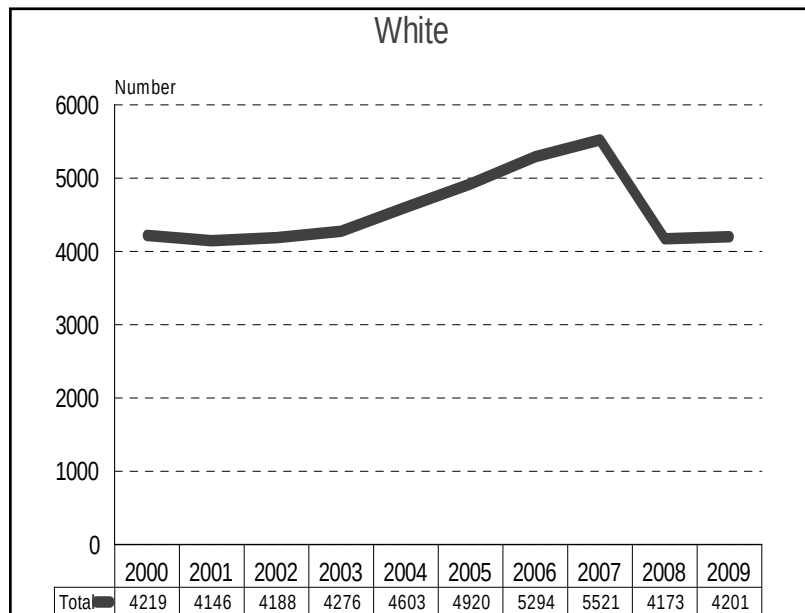
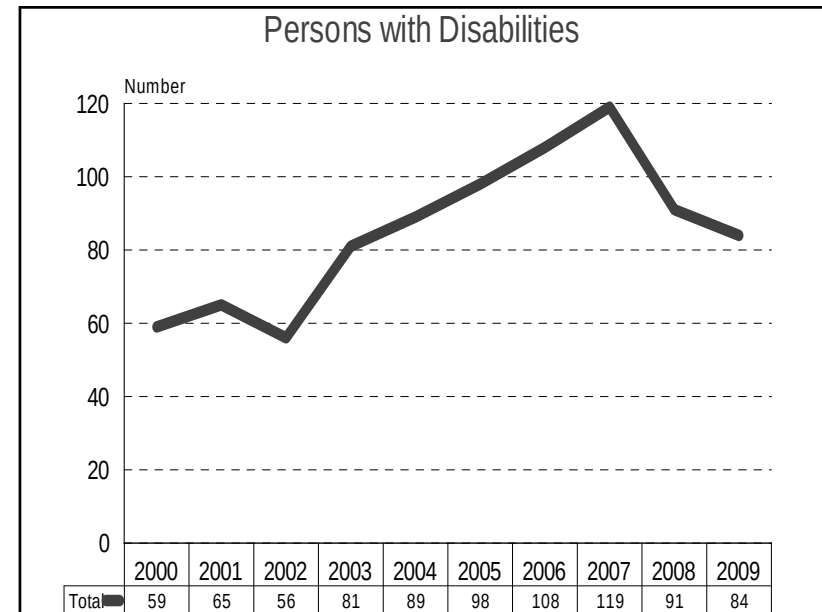
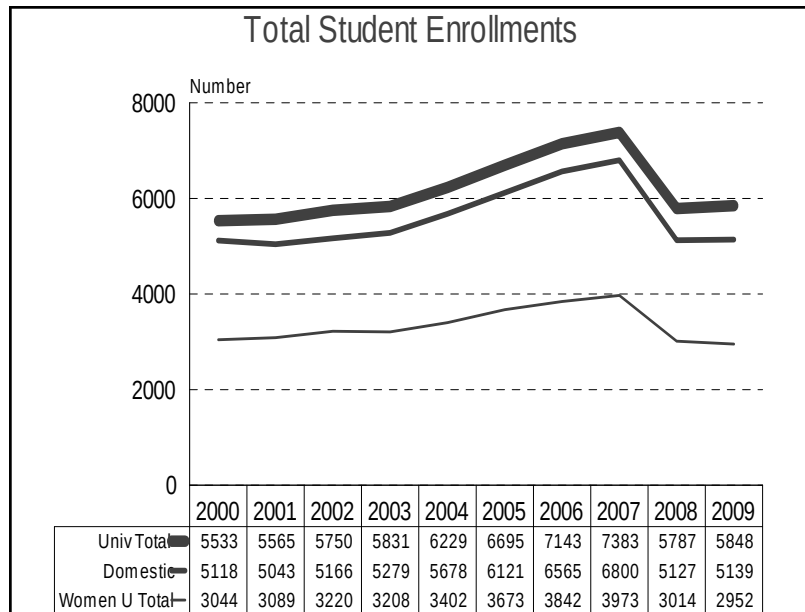
College of Music

Student Enrollment Trends, 2000-2009



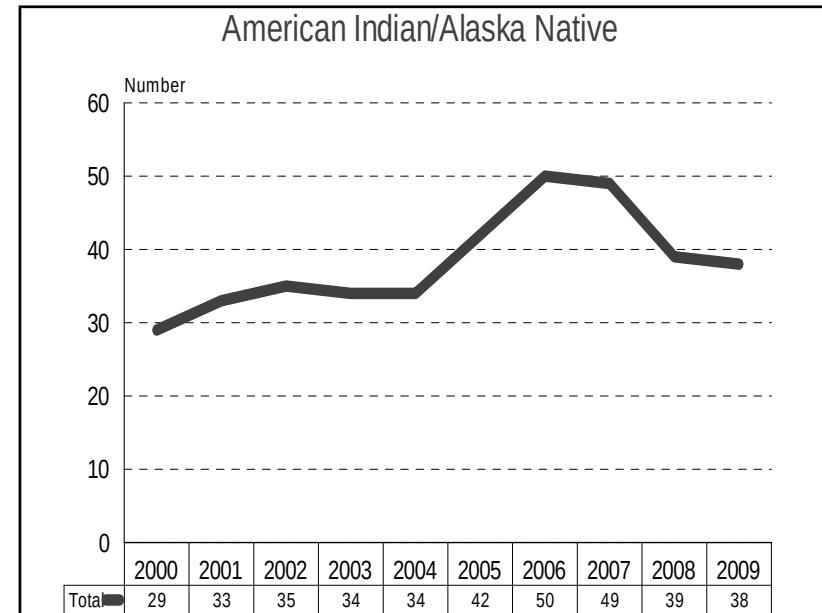
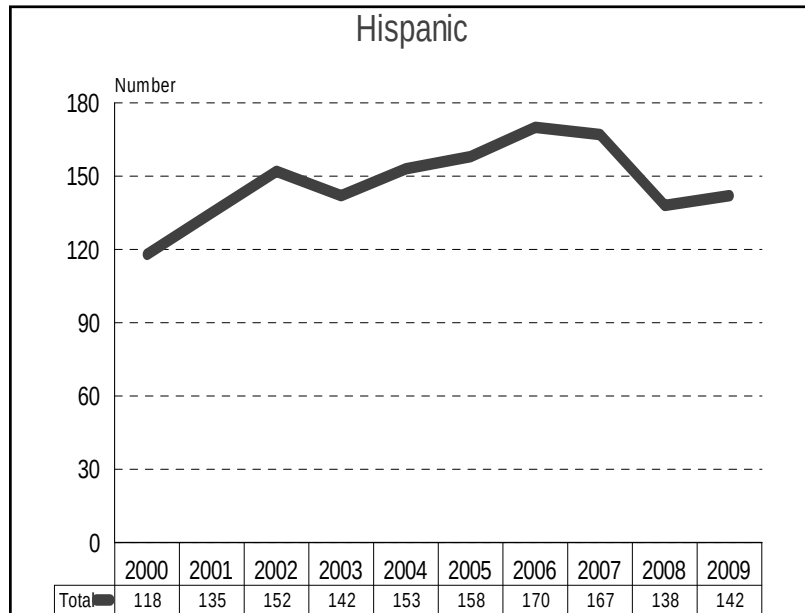
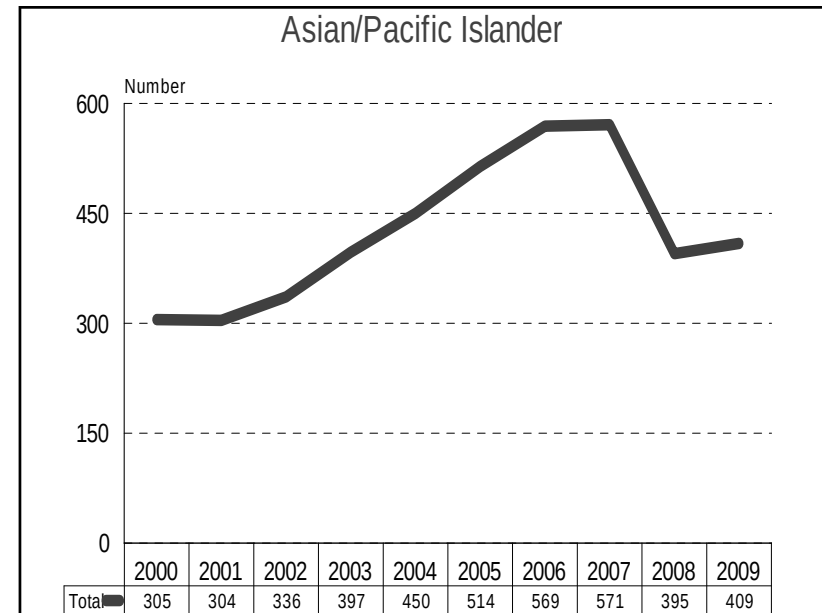
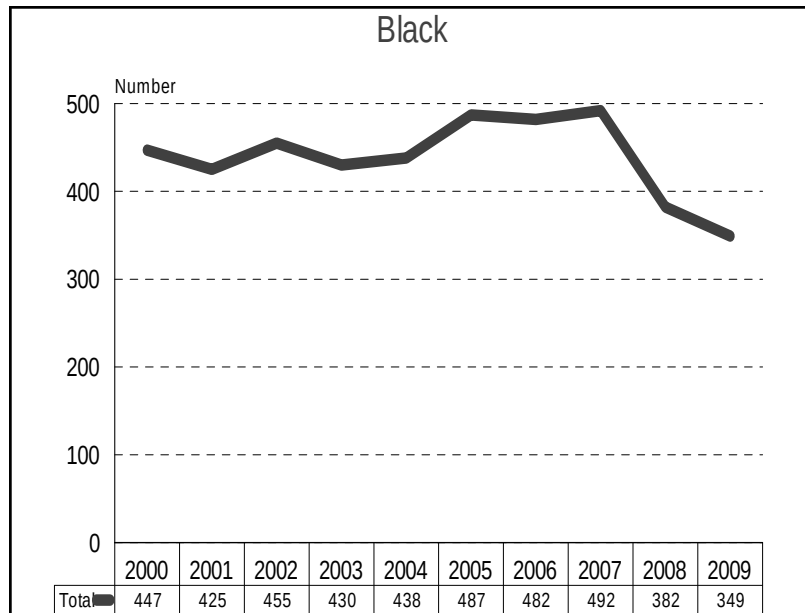
College of Natural Science

Student Enrollment Trends, 2000-2009



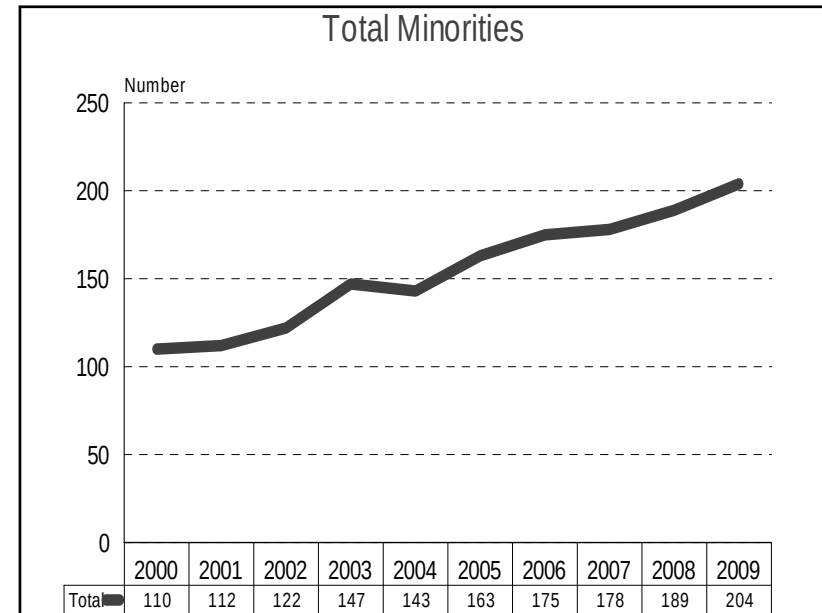
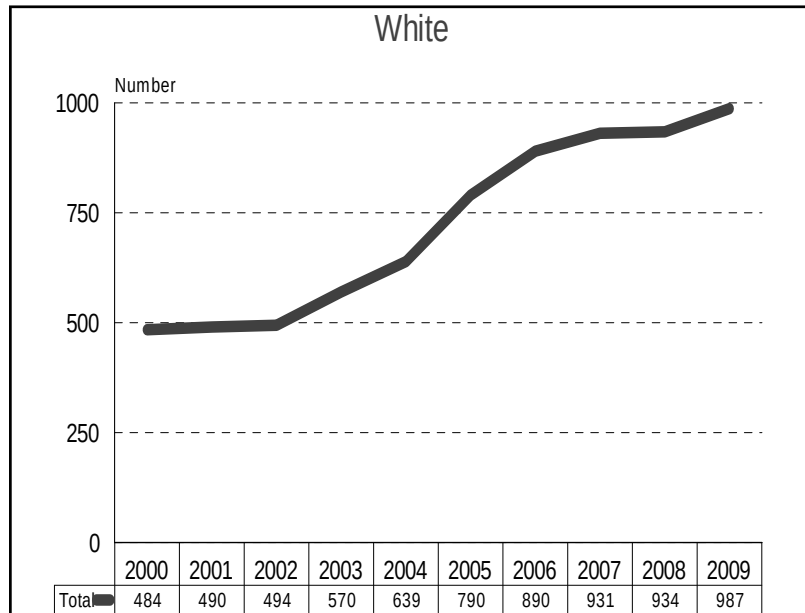
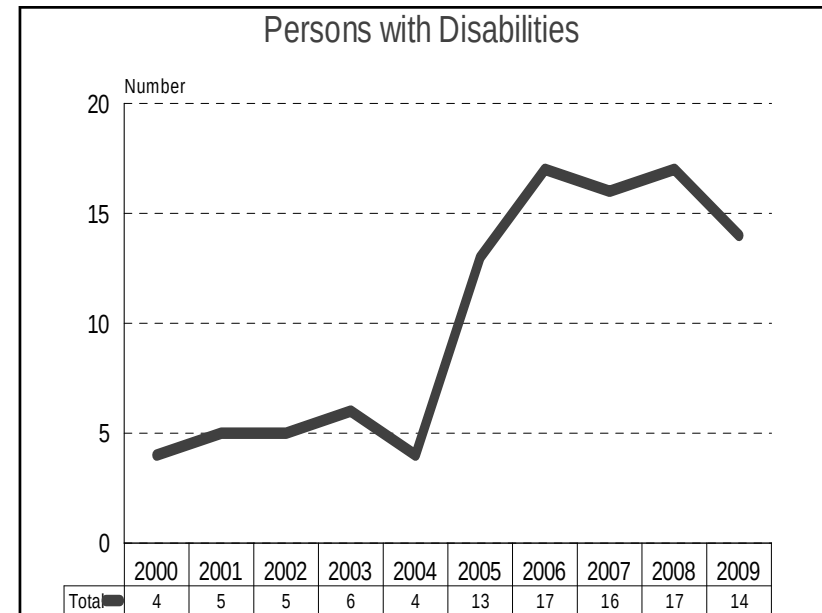
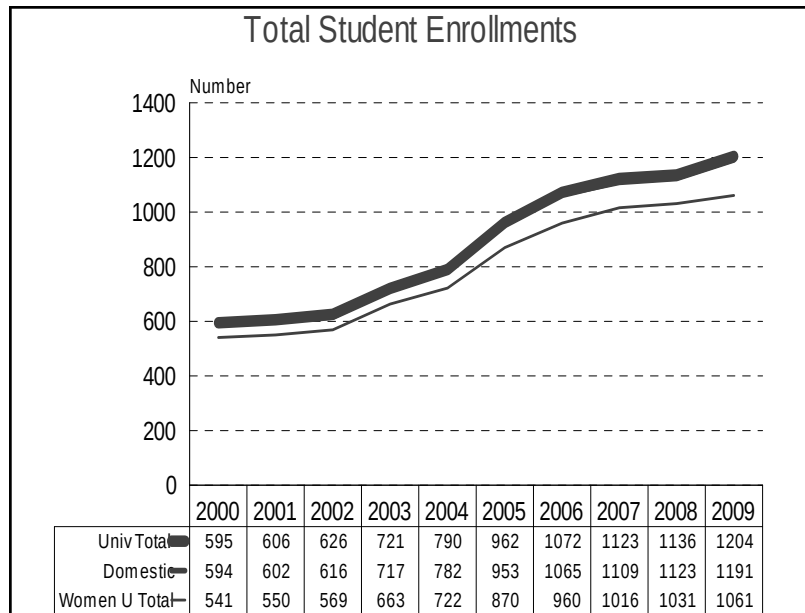
College of Natural Science

Student Enrollment Trends, 2000-2009



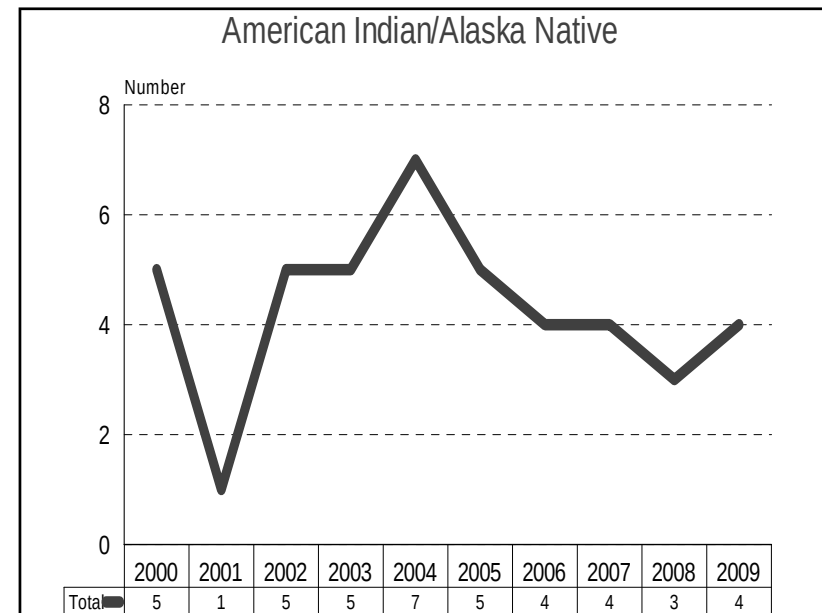
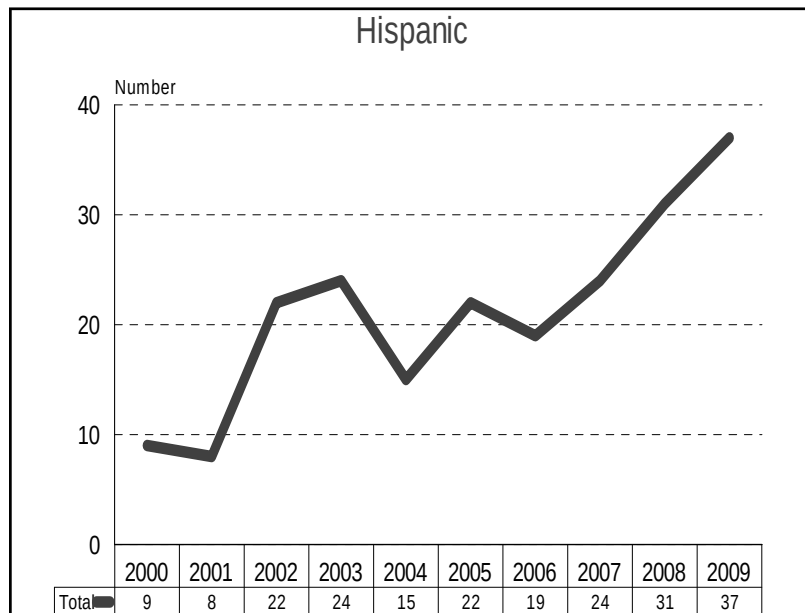
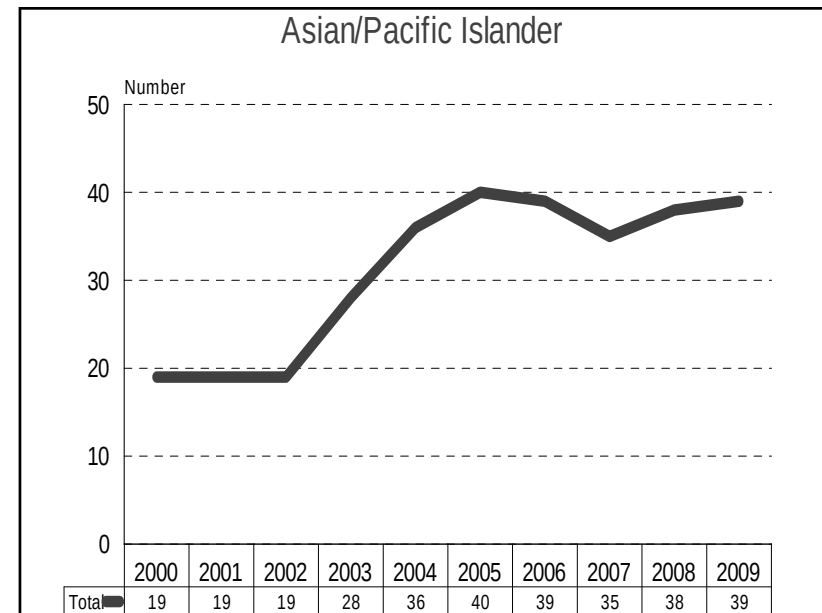
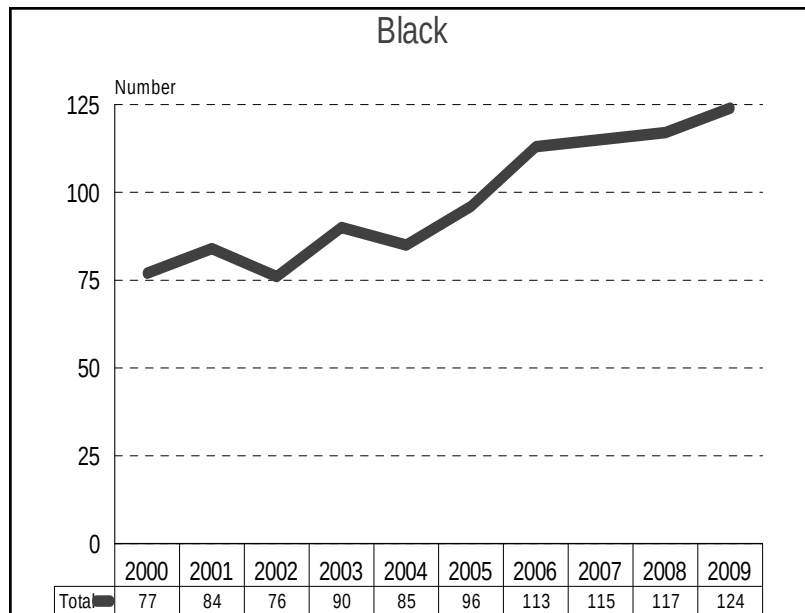
College of Nursing

Student Enrollment Trends, 2000-2009

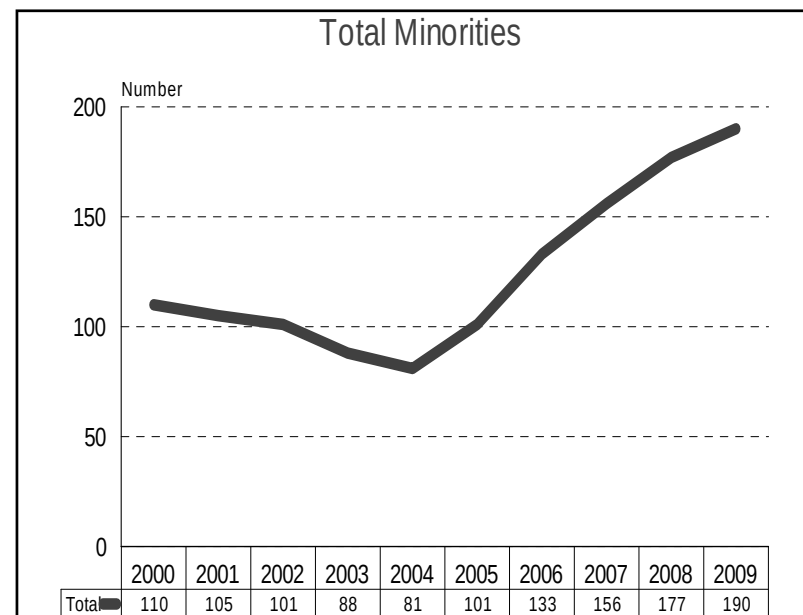
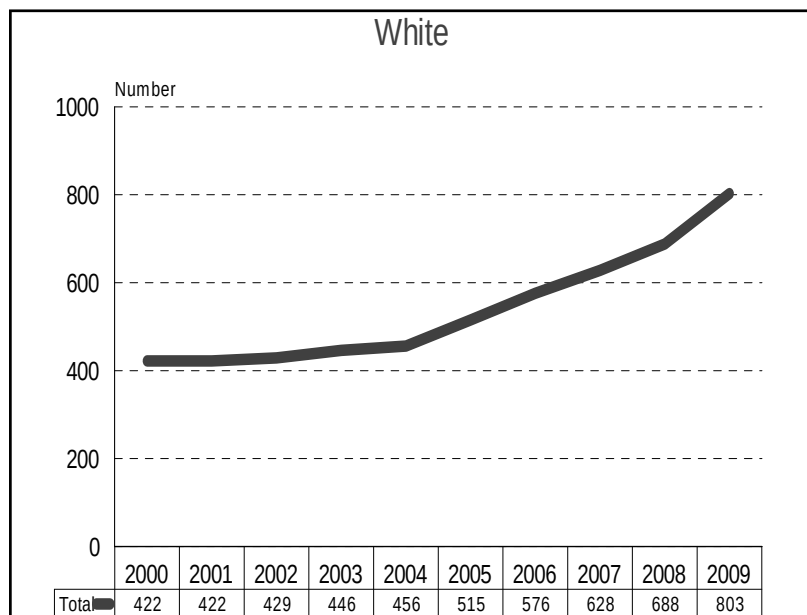
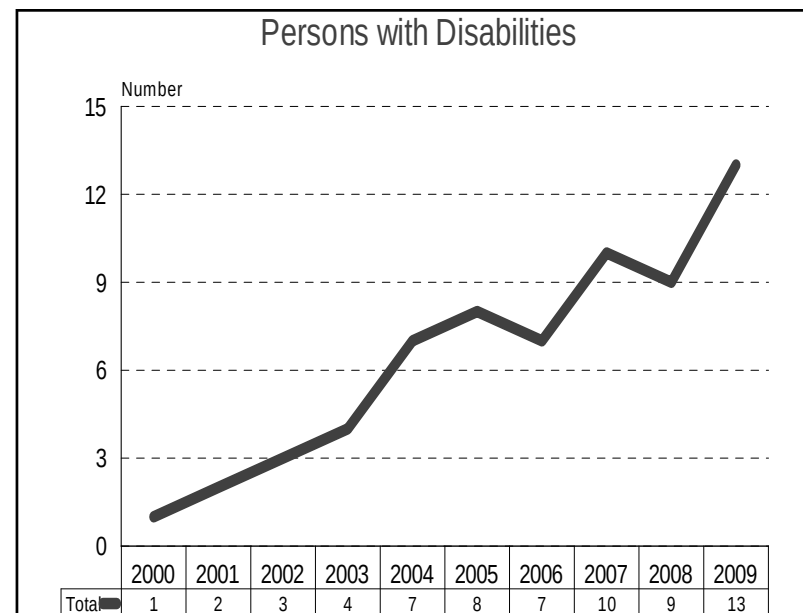
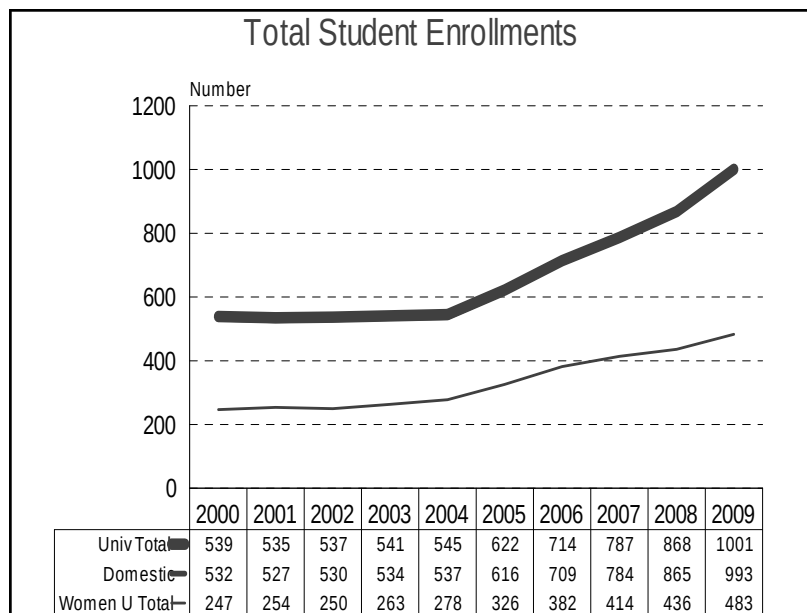


College of Nursing

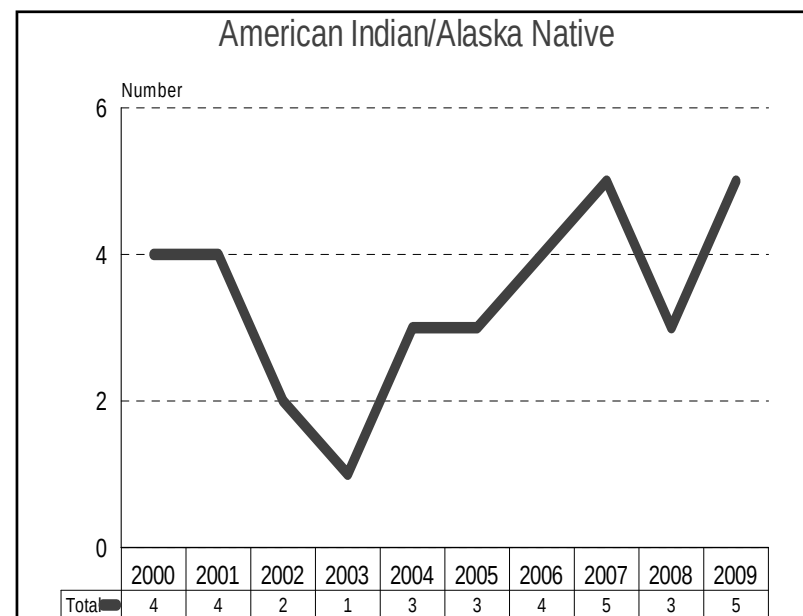
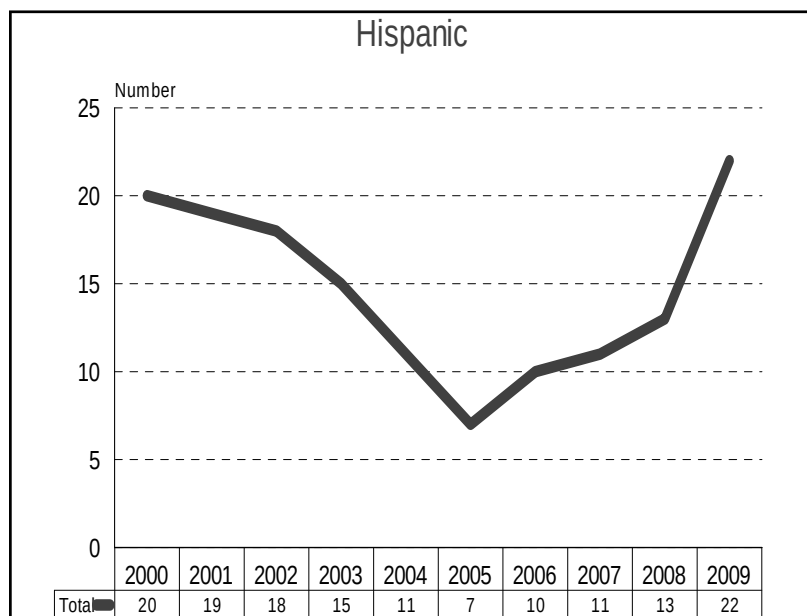
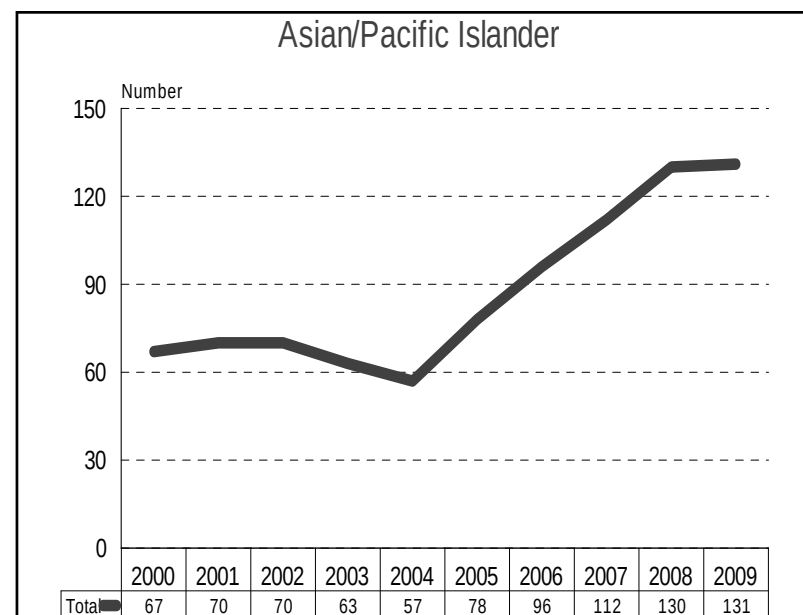
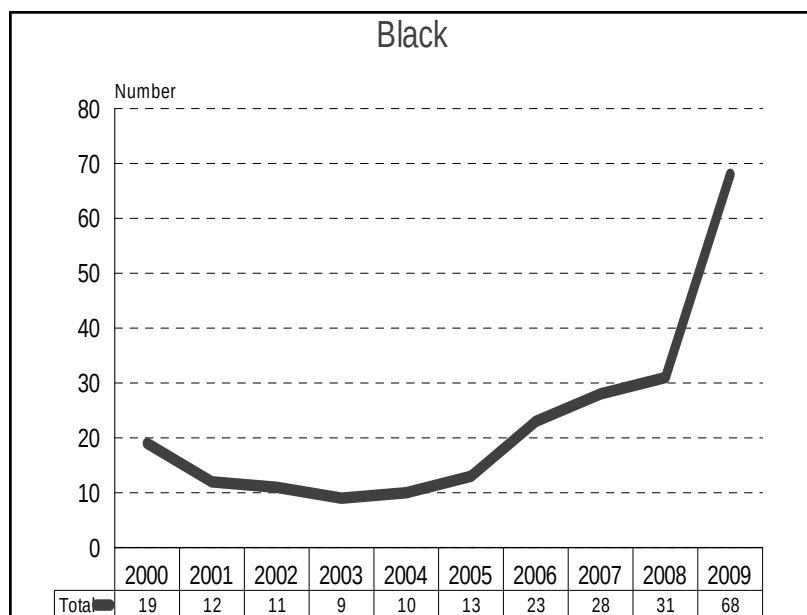
Student Enrollment Trends, 2000-2009



College of Osteopathic Medicine Student Enrollment Trends, 2000-2009

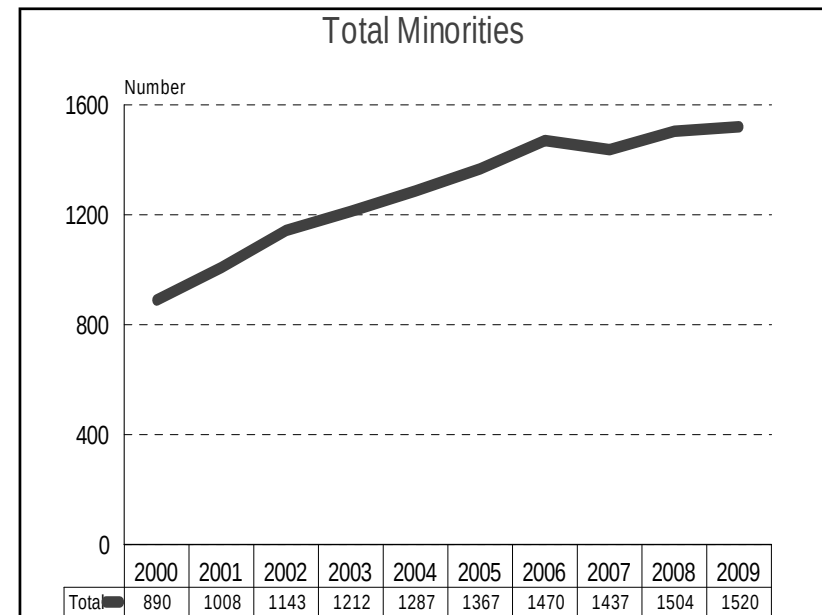
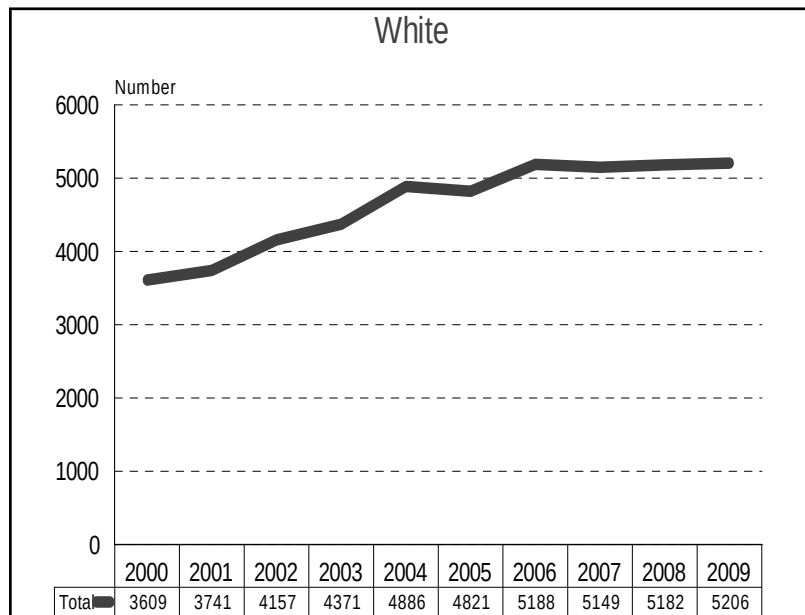
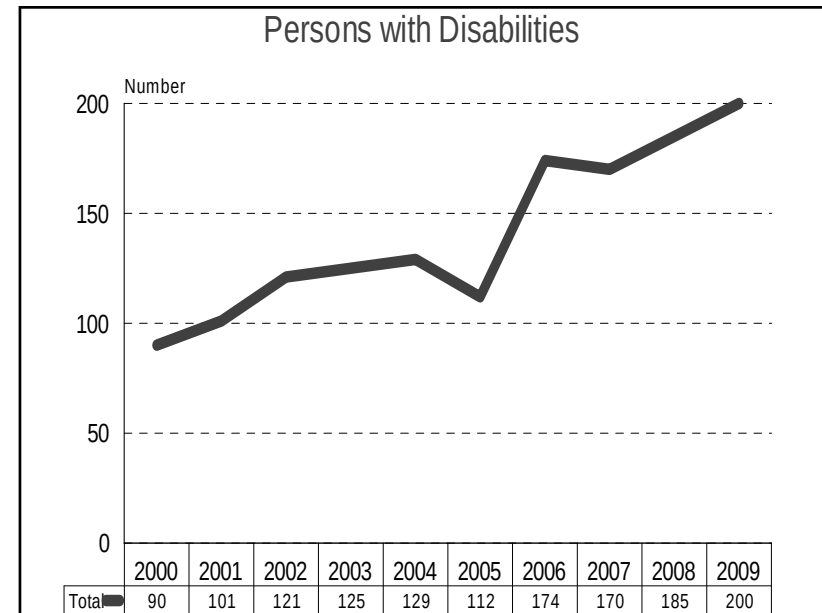
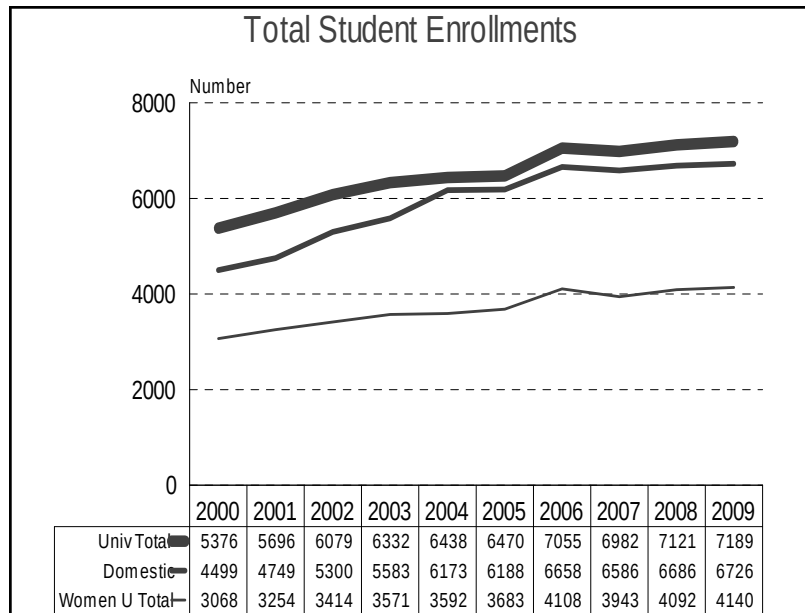


College of Osteopathic Medicine Student Enrollment Trends, 2000-2009



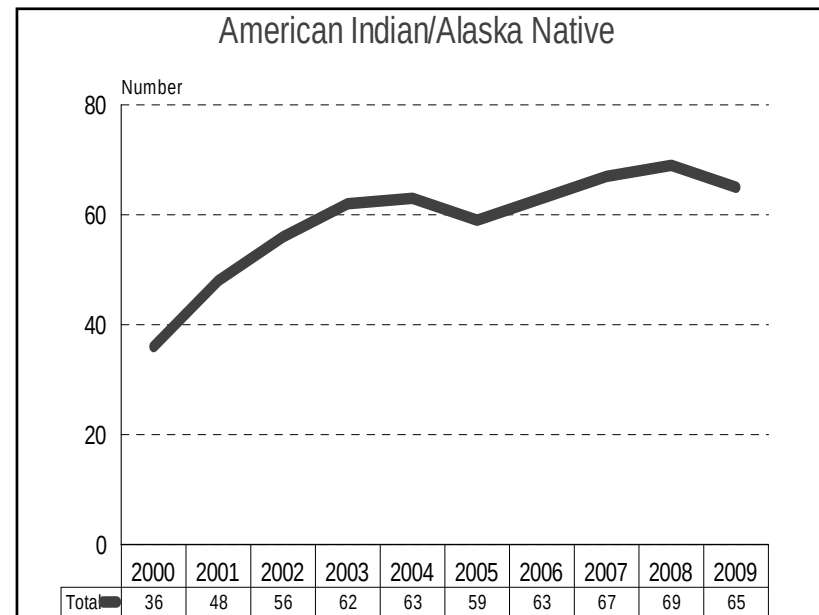
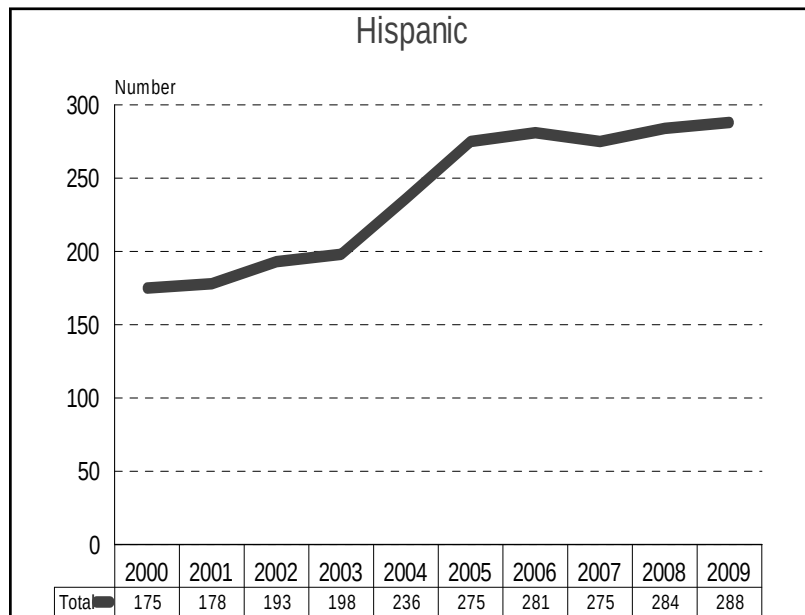
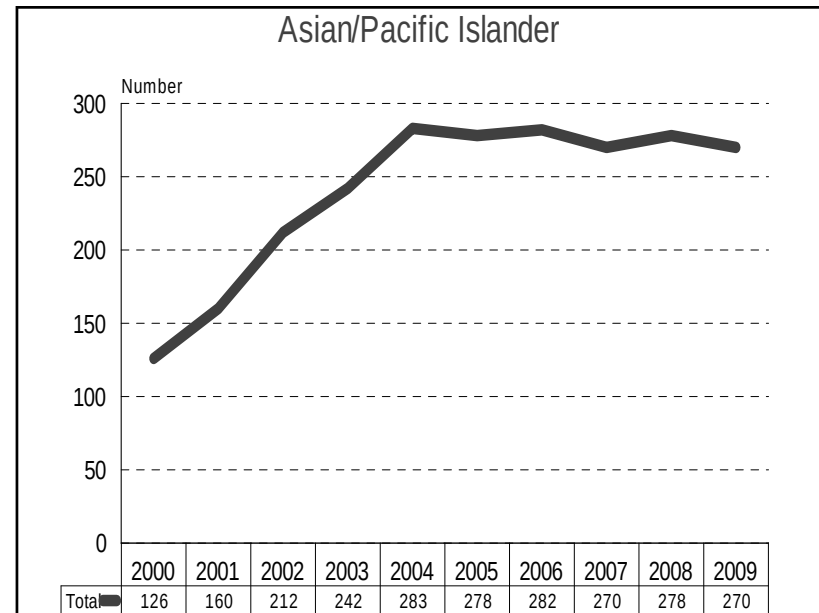
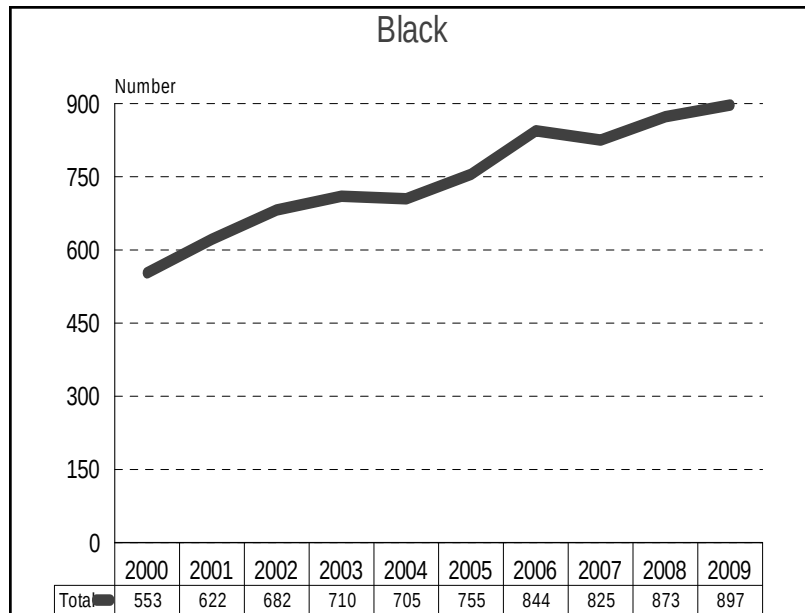
College of Social Science

Student Enrollment Trends, 2000-2009

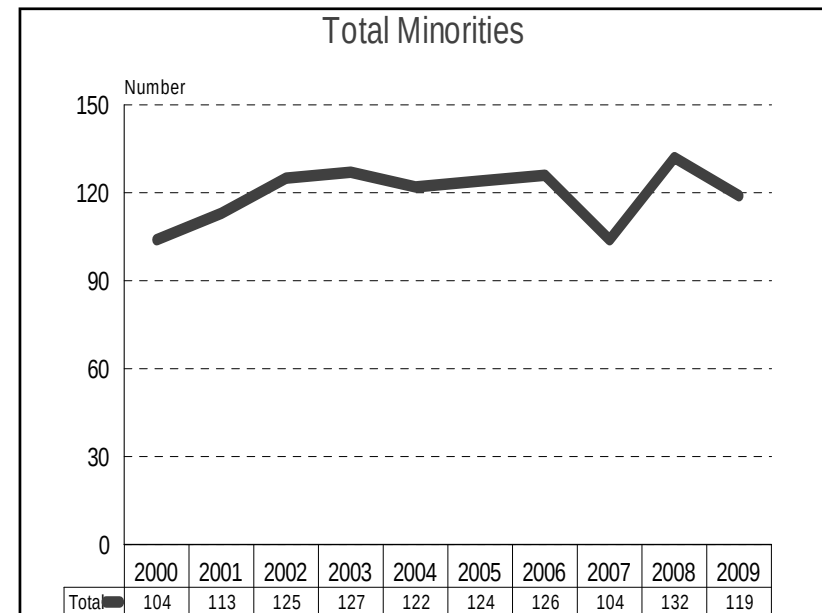
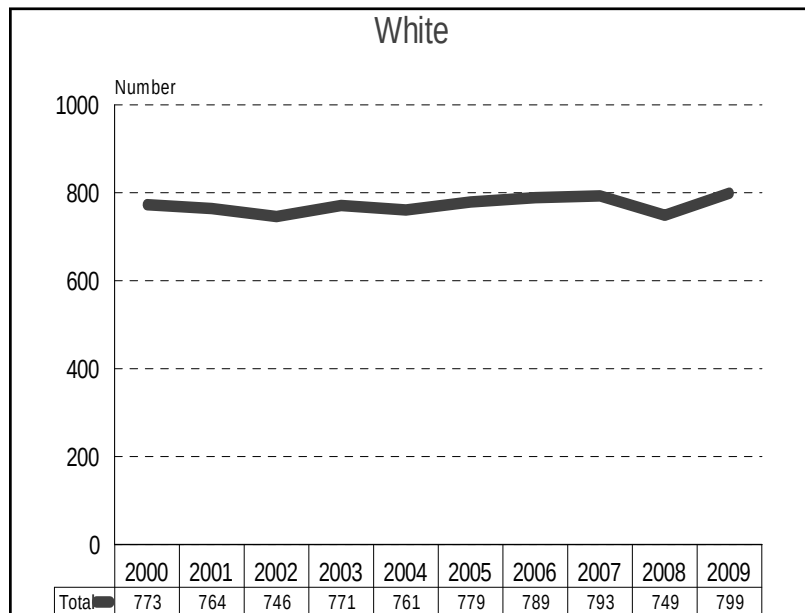
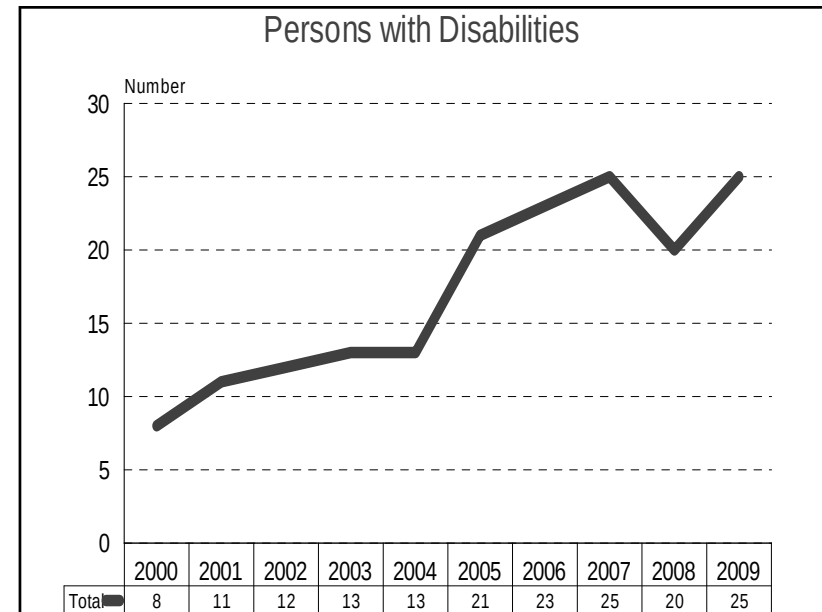
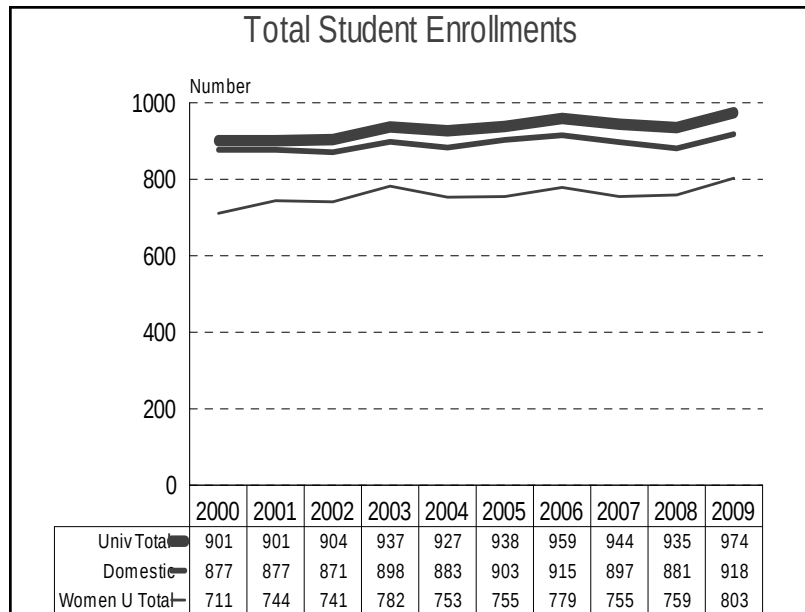


College of Social Science

Student Enrollment Trends, 2000-2009

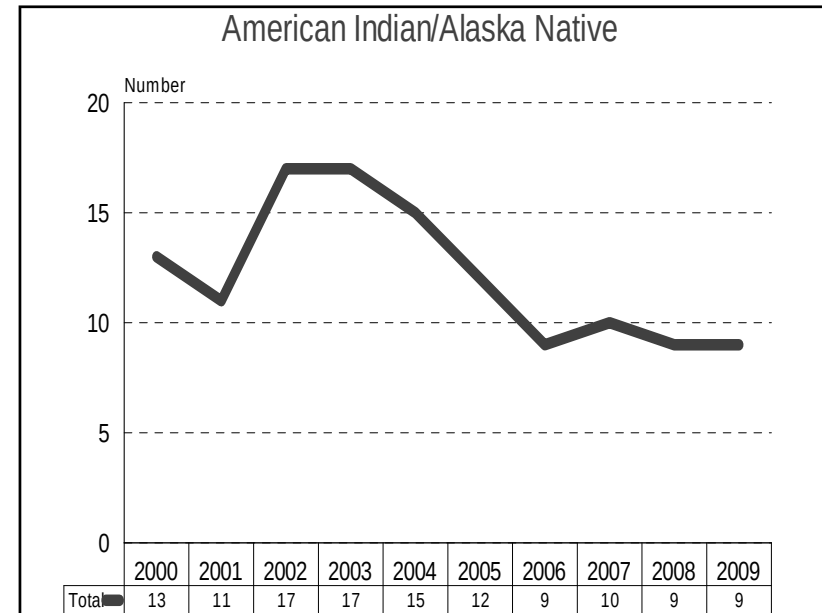
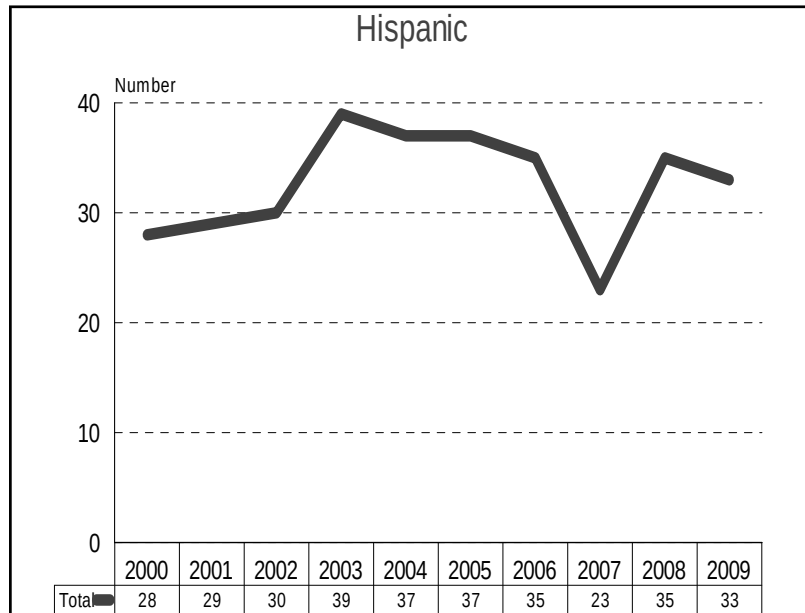
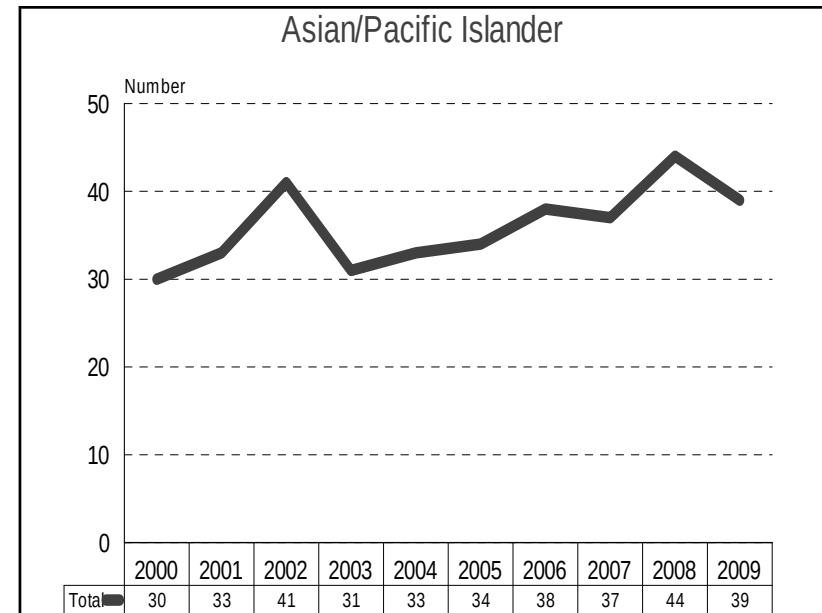
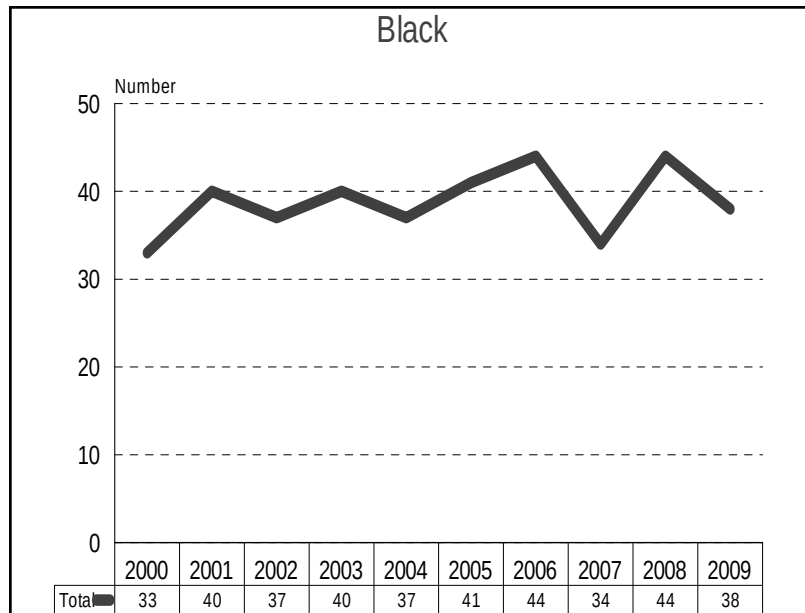


College of Veterinary Medicine Student Enrollment Trends, 2000-2009



College of Veterinary Medicine

Student Enrollment Trends, 2000-2009



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Degrees Conferred

2008-2009 Summary

	University <u>Total</u>	Percent of University <u>Total</u>
Total Degrees Conferred	10,651	
Black	609	5.7%
Asian/Pacific Islander	555	5.2%
Hispanic	267	2.5%
Amer. Indian/Alaska Native	<u>64</u>	0.6%
Total Minorities	1,495	14.0%
Women	5,862	55.0%

Definition of Terms Used

The 2008-09 data on degrees conferred represents the number of degrees conferred for Summer Semester 2008, Fall Semester 2008, and Spring Semester 2009. Degree data for 2000-2008 was compiled in a similar manner.

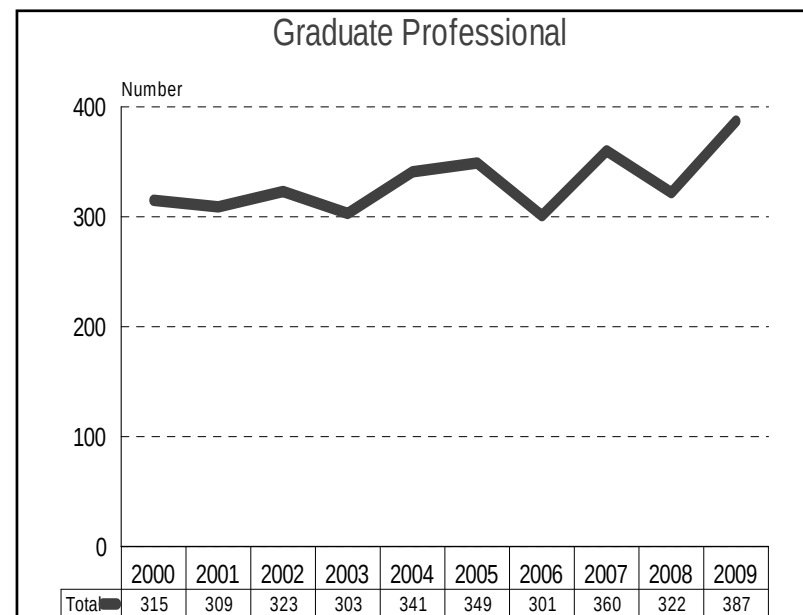
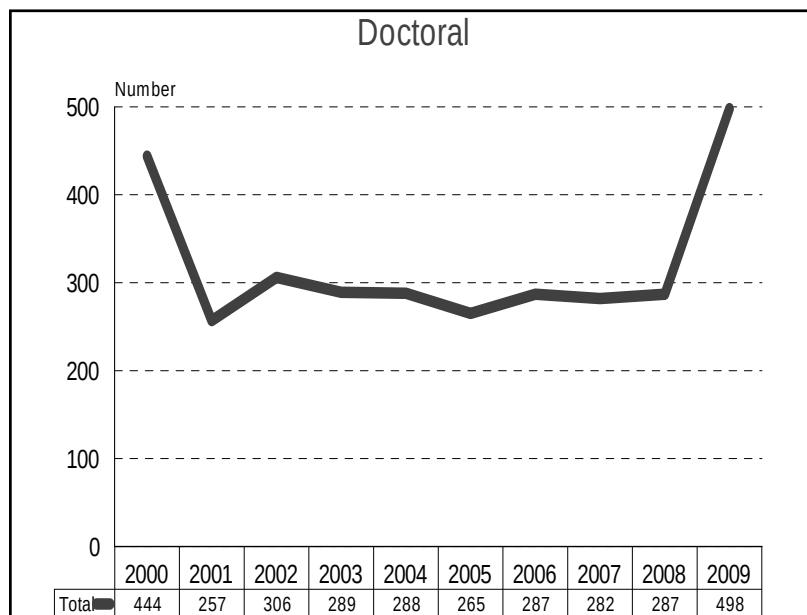
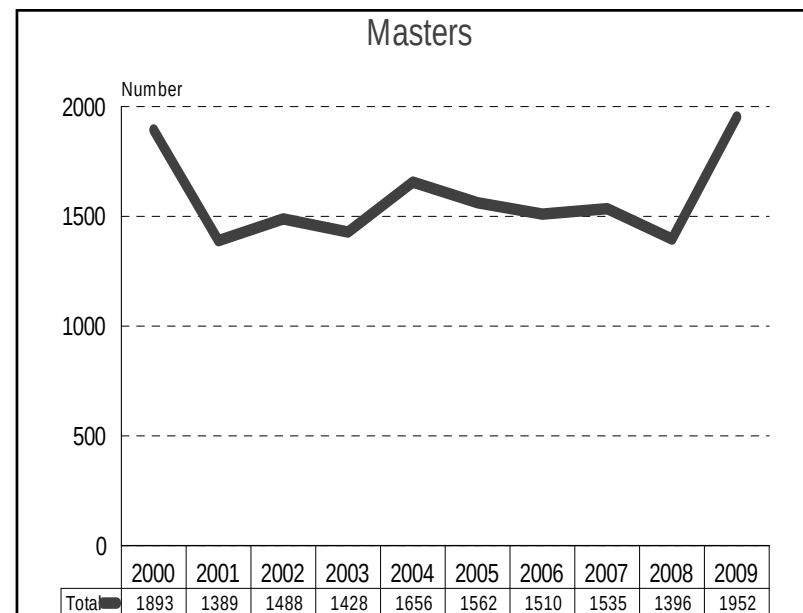
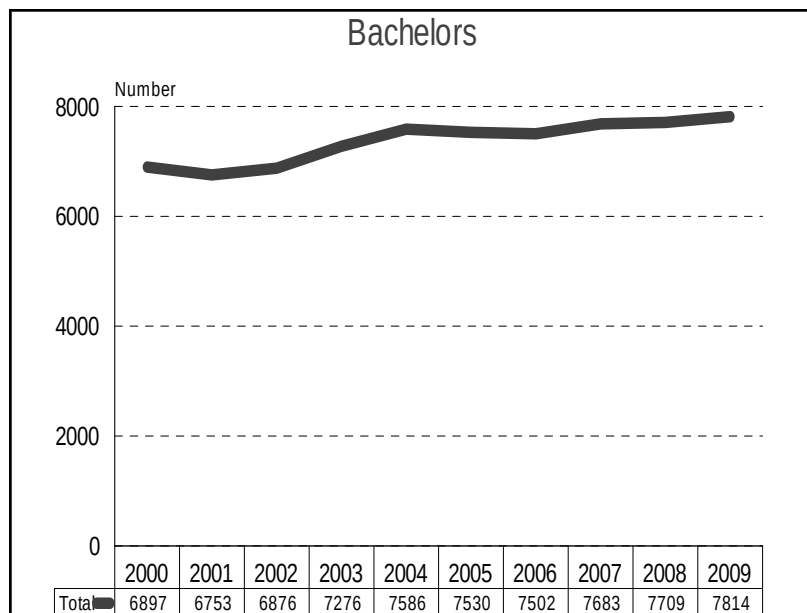
Data on Degrees Conferred

Degrees Conferred, 2008-2009

College	Black			Asian/Pacific Islander			Hispanic			Amer. Indian/ Alaska Native			White/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	166	311	477	181	224	405	86	101	187	21	29	50	2,918	3,513	6,431	144	120	264	3,516	4,298	7,814
Masters	33	64	97	42	35	77	23	37	60	3	6	9	558	776	1,334	201	174	375	860	1,092	1,952
Doctoral	10	14	24	8	9	17	4	1	5	2	1	3	121	122	243	121	85	206	266	232	498
Graduate Professional	4	7	11	22	34	56	5	10	15	1	1	2	115	187	302	0	1	1	147	240	387
University Total	213	396	609	253	302	555	118	149	267	27	37	64	3,712	4,598	8,310	466	380	846	4,789	5,862	10,651

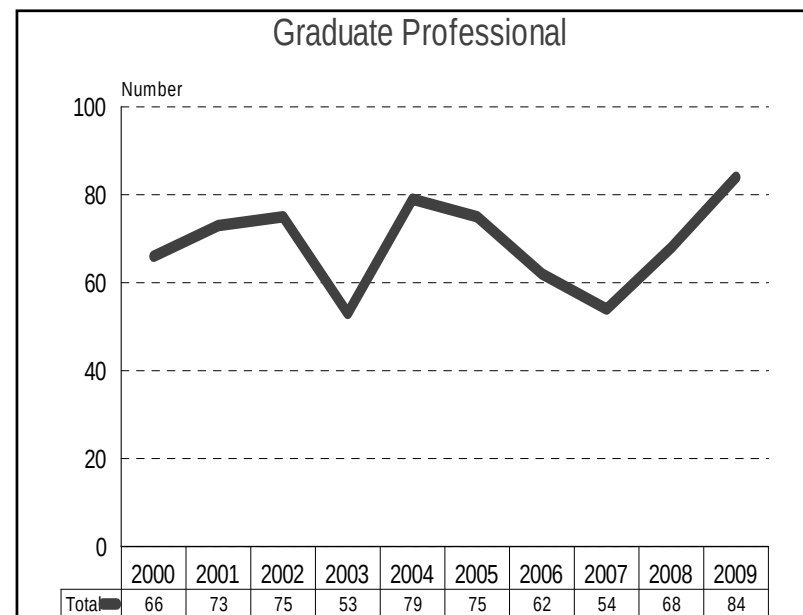
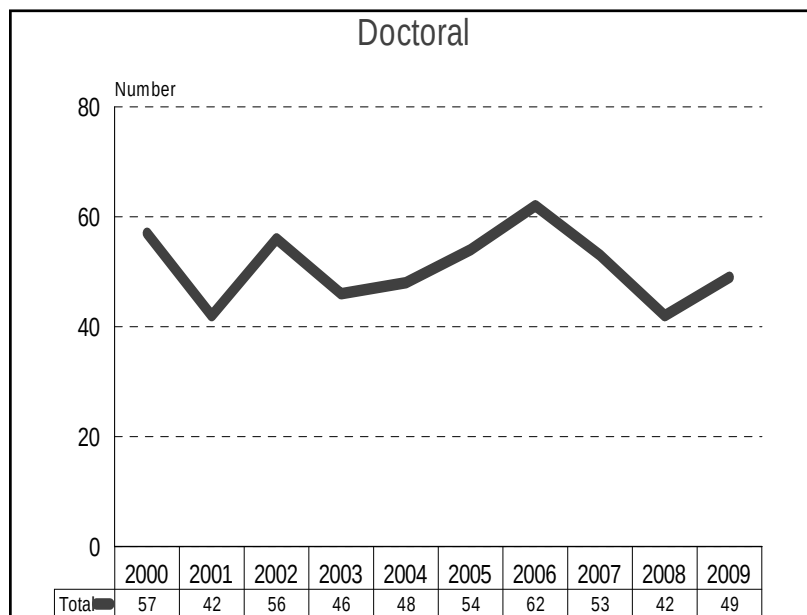
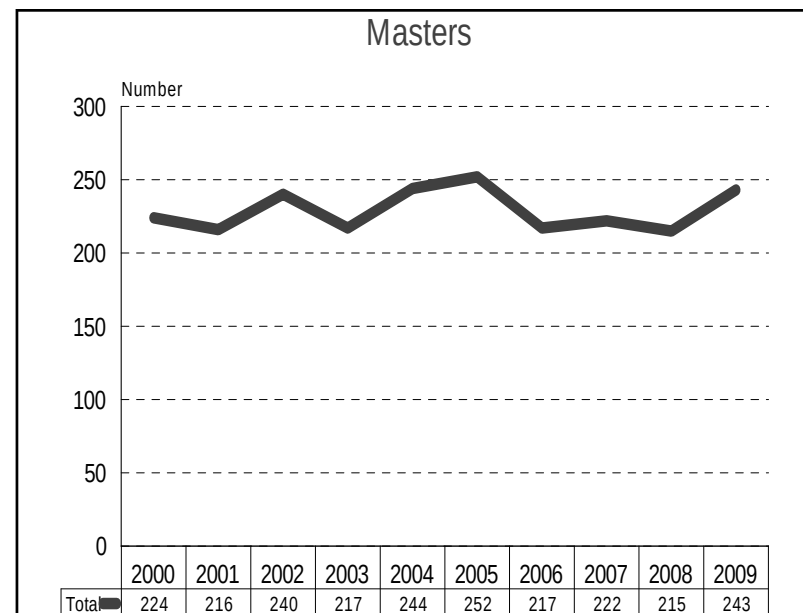
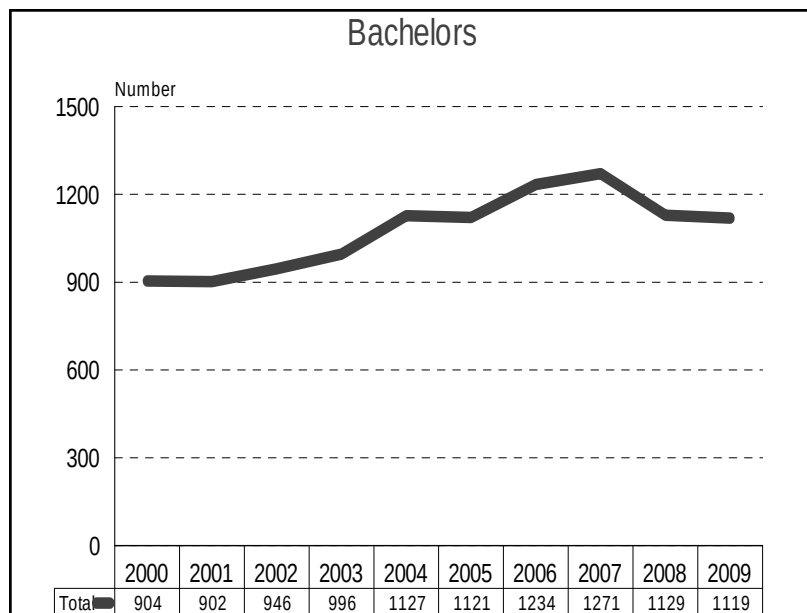
Degrees Conferred, 2000-2009

Total



Degrees Conferred, 2000-2009

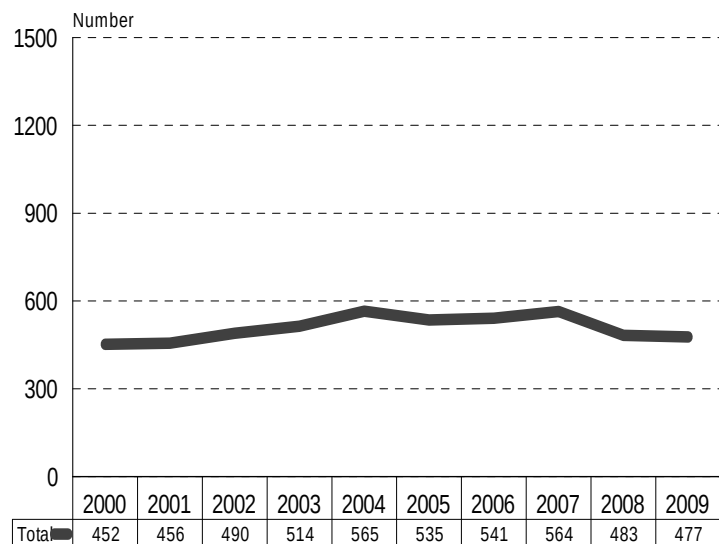
Total Minorities



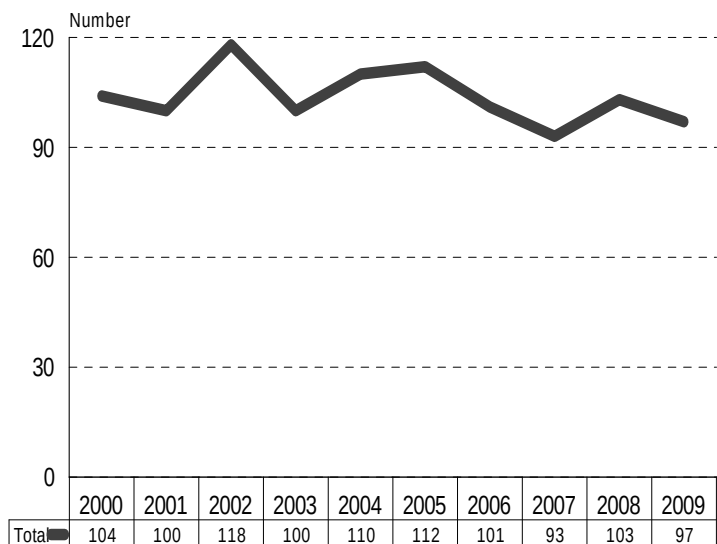
Degrees Conferred, 2000-2009

Black

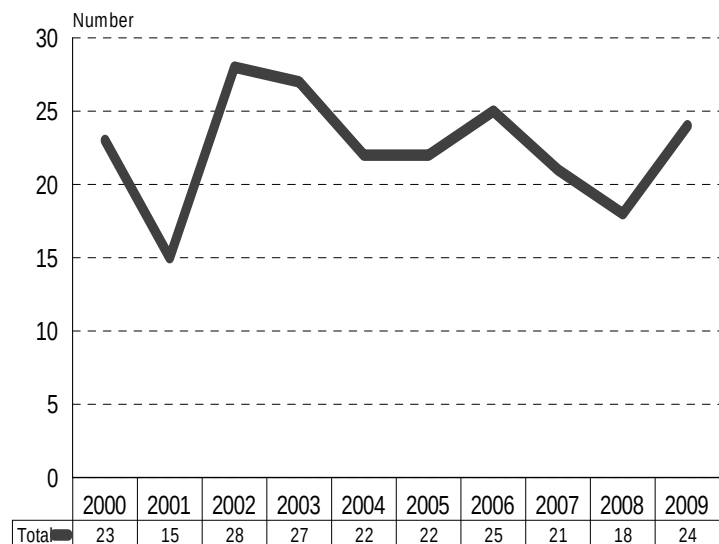
Bachelors



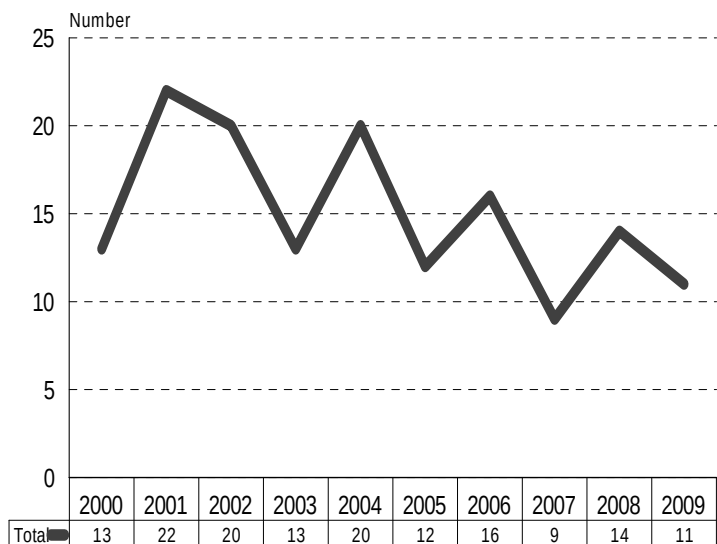
Masters



Doctoral

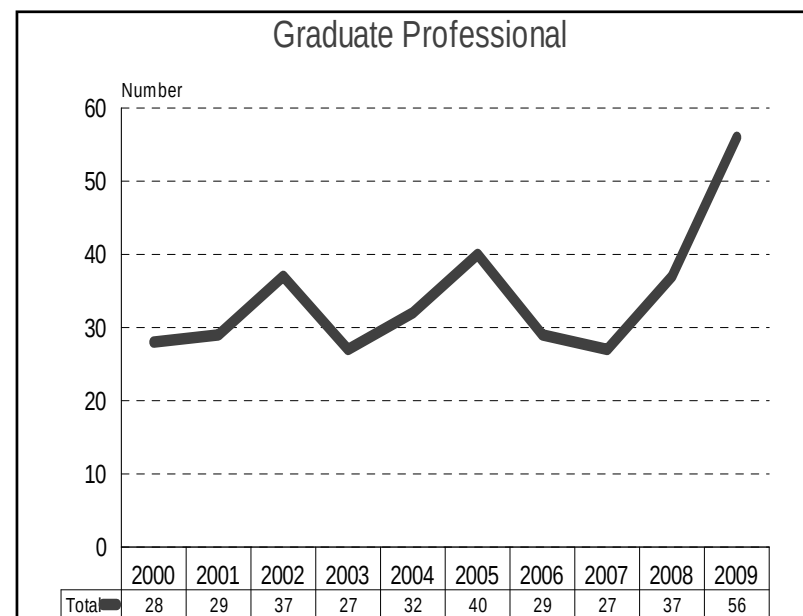
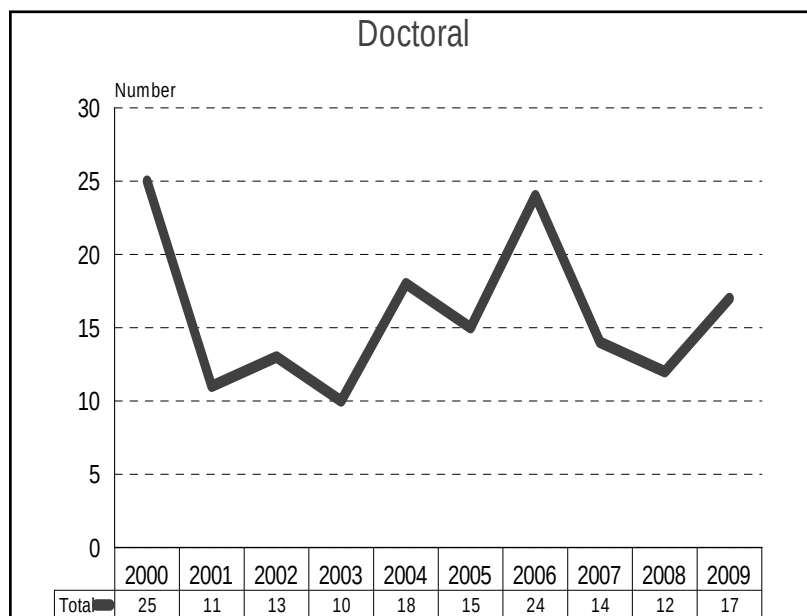
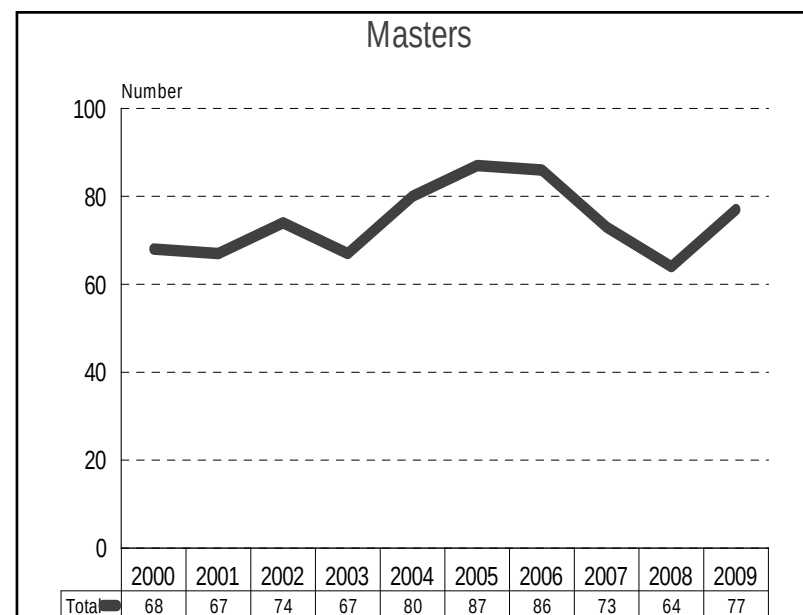
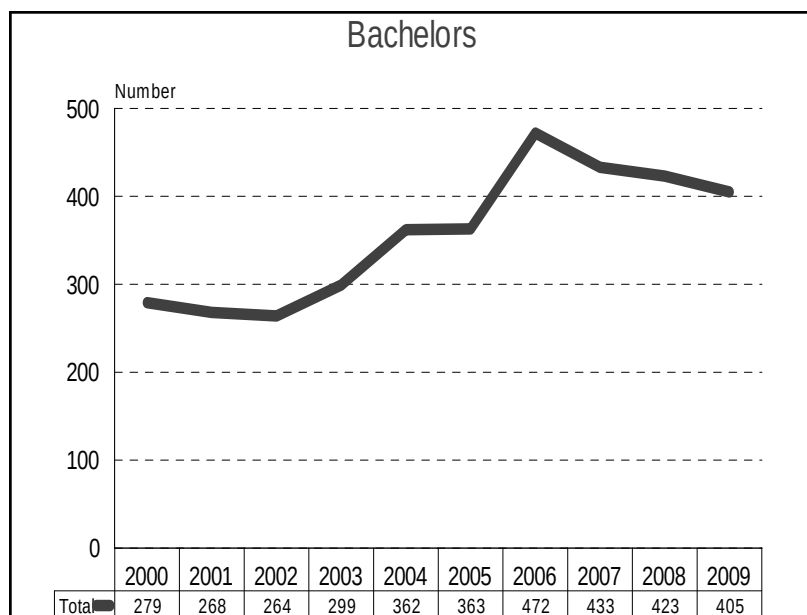


Graduate Professional



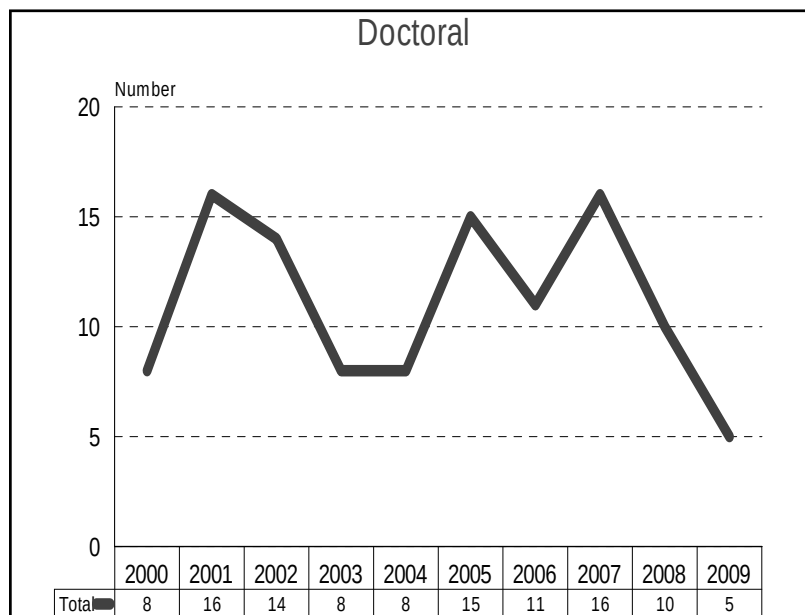
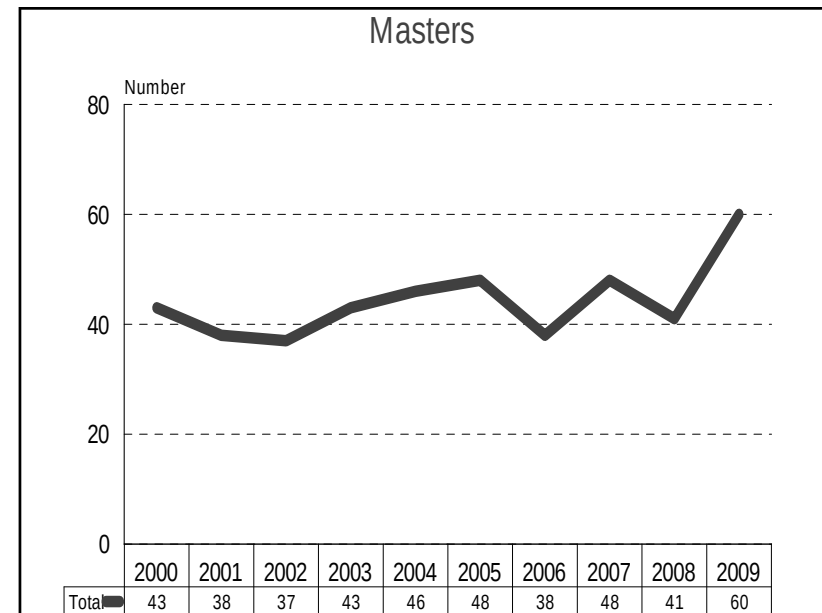
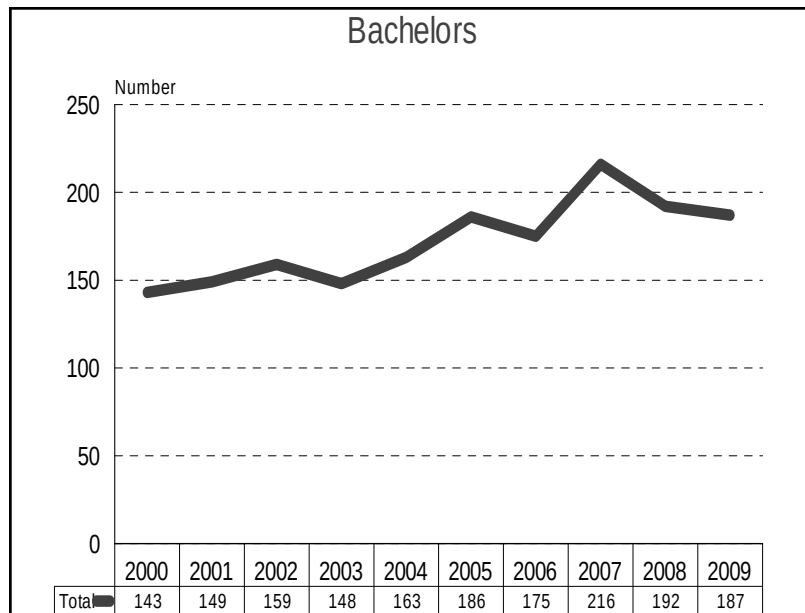
Degrees Conferred, 2000-2009

Asian/Pacific Islander



Degrees Conferred, 2000-2009

Hispanic



Degrees Conferred, 2000-2009 American Indian/Alaska Native

