



# Diversity at MSU

## 2017-18 Student and Workforce Data Report



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## Acknowledgments

We extend thanks to units that contributed to the report: the Associate Provost and Associate Vice President for Academic Human Resources, the Associate Vice President for Human Resources, the Associate Provost for Undergraduate Education, the Resource Center for Persons with Disabilities, University Services, and the Career Services Network in the Division of Student Affairs and Services. We especially thank Institutional Research in the Office of Planning and Budgets who provided data and also designed graphs for the report.

## Data Sources

Academic Human Resources (AHR)  
Career Services Network  
Human Resources (HR)  
Office of Planning and Budgets (OPB)  
Resource Center for Persons with Disabilities (RCPD)  
Student Achievement Measure (SAM). (2019).  
University Services

## Credits

Diversity at MSU: 2017-18 Student and Workforce Data Report  
Design and layout: Institutional Research, Office of Planning and Budgets  
April 2019



# Introduction

The 2017-18 data report includes a ten-year comparison of student counts and percent change from 2008 to 2018, student success measures over an eight-year period, and a snapshot of the fall 2018 workforce. Data categories include race/ethnicity, gender, self-identified veterans, and people with disabilities in the workforce. Workforce data highlights employment categories such as academic and support staff. It is important to note that new federal guidelines for collecting and reporting data on race and ethnicity became effective in 2010.

MSU's first-time entering class Fall 2018 was the largest, most diverse in the school's history with a total of 8,442 students. Students of color represented 26.3 percent of the total first-time entering student population with the highest one year percent change among American Indian/Alaska Native (27.3%), Asian (24.2%) and Hispanic/Latino/a (20.3%). Compared to fall 2017 enrollment, the total number of students of color enrolled fall 2018 was 10,359, an increase of 2.9 percent.

The 2018 6-year graduation rate (2012 entering cohort) of 80 percent is an increase from the 2011 (2005 entering cohort) rate of 77 percent and is a record high. The graduation rate increased for all groups when comparing these two years except for students whose race is unknown to the University and students of Two or More Races. The largest increase is among African American/Black students who saw an 11-percentage point increase. The probation rate for all first-time undergraduate students in the fall 2018 entering cohort is 6.7 percent, which is a decline of 1.8 percentage points from the fall 2010 first-time undergraduate entering cohort. The largest probation rate decline is among African American/Black students, dropping approximately 14 percentage points. However, the rate increased for International students by more than 7 percentage points.

In terms of career outcomes for spring and summer 2018 graduates, 67 percent of all graduates are employed (full-time, part-time, or starting their own business), an additional 25 percent of all students are continuing their education, and 1 percent are pursuing other commitments within approximately six months of graduation. This results in an overall career outcome rate of 93 percent. For 2018 spring and summer graduates, African American/Black graduates have the highest rate of employment at 73 percent, followed by Hispanic/Latino/a graduates at 71 percent, as well as graduates of Two or More Races, also at 71 percent. Of students continuing their education, 28 percent of Asian graduates are doing so followed by White graduates (24%), and African American/Black and Hispanic/Latino/a graduates (both at 20%). While the number of graduates is small, 60 percent of Hawaiian/Pacific Islander graduates and 40 percent of American Indian/Alaska Native graduates are continuing their education.

Compared to 2017, there was some progress in hiring and retaining faculty of color. Representation of African American/Black faculty and academic staff increased by 3.9 percent and Hispanic/Latino/a increased by 9.7 percent. However, American Indian/Alaska Native faculty and academic staff decreased 4 percent and White decreased 0.3 percent. Total tenure system employees of color increased 0.7 percent with a 2.4 percent increase for African American/Black tenure system employees, and a 25 percent for those of Two or More Races. Total support staff of color increased 3 percent with the largest increase among African American/Black support staff at 6.2 percent and 2.5 percent for Hispanic/Latino/a. White support staff increased by 0.9 percent. The **Academic Advancement Network** ([www.aan.msu.edu](http://www.aan.msu.edu)) and the **Diversity Research Network** ([www.inclusion.msu.edu](http://www.inclusion.msu.edu)) continued to provide professional development and support programs during 2018. Both units provide strategic opportunities to faculty to thrive in academe and increase the retention rate of all faculty, in particular women and faculty of color.

## Federal Guidelines and Definitions (Revised 2010 noted throughout report)

*African American or Black.* A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."

*American Indian or Alaska Native.* A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

*Asian.* A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

*Hawaiian or Pacific Islander.* A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. Separate category as of 2010.

*Hispanic or Latino.* A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

*White.* A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

*Two or More Races.* Added in 2010.

Michigan State University is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separate veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans.

# Fall 2018 | Student Overview and One Year Change

| Total Student Enrollment*       |             | Percentage | Percent Change from |        | Count-Fall 2018 |
|---------------------------------|-------------|------------|---------------------|--------|-----------------|
|                                 |             |            | Fall 2017           |        |                 |
| African American/Black          | <div></div> | 8.0%       | <div></div>         | 2.7%   | 3,505           |
| American Indian/Alaska Native   | <div></div> | 0.2%       | <div></div>         | -10.3% | 104             |
| Asian                           | <div></div> | 6.4%       | <div></div>         | 9.5%   | 2,826           |
| Hawaiian/Pacific Islander       | <div></div> | 0.1%       | <div></div>         | -3.7%  | 52              |
| Hispanic/Latino/a (of any race) | <div></div> | 5.4%       | <div></div>         | 9.9%   | 2,388           |
| Two or More Races               | <div></div> | 3.4%       | <div></div>         | 4.8%   | 1,484           |
| Total Students of Color         | <div></div> | 23.5%      | <div></div>         | 6.2%   | 10,359          |
| White                           | <div></div> | 75.3%      | <div></div>         | 1.0%   | 33,210          |
| Other/Unknown/No Response       | <div></div> | 1.2%       | <div></div>         | -4.8%  | 519             |
| Domestic Total                  | <div></div> | 87.6%      | <div></div>         | 2.1%   | 44,088          |
| International                   | <div></div> | 12.4%      | <div></div>         | -8.6%  | 6,263           |
| University Total                |             |            |                     | 0.7%   | 50,351          |
| Male                            | <div></div> | 48.1%      |                     | 0.2%   | 24,237          |
| Female                          | <div></div> | 51.9%      |                     | 1.1%   | 26,114          |

|                                 |             |       |             |        |       |
|---------------------------------|-------------|-------|-------------|--------|-------|
| First-Time Entering Class       |             |       |             |        |       |
| African American/Black          | <div></div> | 9.0%  | <div></div> | 10.3%  | 699   |
| American Indian/Alaska Native   | <div></div> | 0.2%  | <div></div> | 27.3%  | 14    |
| Asian                           | <div></div> | 7.2%  | <div></div> | 24.2%  | 560   |
| Hawaiian/Pacific Islander       | <div></div> | 0.0%  | <div></div> | -25.0% | 3     |
| Hispanic/Latino/a (of any race) | <div></div> | 6.2%  | <div></div> | 20.3%  | 480   |
| Two or More Races               | <div></div> | 3.6%  | <div></div> | 9.5%   | 276   |
| Total Students of Color         | <div></div> | 26.3% | <div></div> | 16.0%  | 2,032 |
| White                           | <div></div> | 73.2% | <div></div> | 5.8%   | 5,655 |
| Other/Unknown/No Response       | <div></div> | 0.5%  | <div></div> | 28.1%  | 41    |
| Domestic Total                  | <div></div> | 91.5% | <div></div> | 8.4%   | 7,728 |
| International                   | <div></div> | 8.5%  | <div></div> | -27.2% | 714   |
| University Total                |             |       |             | 4.1%   | 8,442 |
| Male                            | <div></div> | 47.7% |             | -4.0%  | 4,027 |
| Female                          | <div></div> | 52.3% | <div></div> | 12.8%  | 4,415 |

|                                 |             |       |             |        |        |
|---------------------------------|-------------|-------|-------------|--------|--------|
| Undergraduate Enrollment        |             |       |             |        |        |
| African American/Black          | <div></div> | 8.3%  | <div></div> | 3.1%   | 2,930  |
| American Indian/Alaska Native   | <div></div> | 0.2%  | <div></div> | -5.3%  | 71     |
| Asian                           | <div></div> | 6.3%  | <div></div> | 9.7%   | 2,237  |
| Hawaiian/Pacific Islander       | <div></div> | 0.1%  | <div></div> | 0.0%   | 32     |
| Hispanic/Latino/a (of any race) | <div></div> | 5.3%  | <div></div> | 10.8%  | 1,888  |
| Two or More Races               | <div></div> | 3.6%  | <div></div> | 5.4%   | 1,268  |
| Total Students of Color         | <div></div> | 23.8% | <div></div> | 6.7%   | 8,426  |
| White                           | <div></div> | 75.5% | <div></div> | 2.0%   | 26,714 |
| Other/Unknown/No Response       | <div></div> | 0.8%  | <div></div> | -6.3%  | 266    |
| Domestic Total                  | <div></div> | 89.8% | <div></div> | 3.0%   | 35,406 |
| International                   | <div></div> | 10.2% | <div></div> | -13.0% | 4,017  |
| University Total                |             |       |             | 1.1%   | 39,423 |
| Male                            | <div></div> | 49.3% |             | 0.8%   | 19,438 |
| Female                          | <div></div> | 50.7% |             | 1.4%   | 19,985 |

|                                    |             |       |             |        |        |
|------------------------------------|-------------|-------|-------------|--------|--------|
| Graduate & Professional Enrollment |             |       |             |        |        |
| African American/Black             | <div></div> | 6.6%  | <div></div> | 0.3%   | 575    |
| American Indian/Alaska Native      | <div></div> | 0.4%  | <div></div> | -19.5% | 33     |
| Asian                              | <div></div> | 6.8%  | <div></div> | 8.7%   | 589    |
| Hawaiian/Pacific Islander          | <div></div> | 0.2%  | <div></div> | -9.1%  | 20     |
| Hispanic/Latino/a (of any race)    | <div></div> | 5.8%  | <div></div> | 6.8%   | 500    |
| Two or More Races                  | <div></div> | 2.5%  | <div></div> | 1.4%   | 216    |
| Total Students of Color            | <div></div> | 22.3% | <div></div> | 4.0%   | 1,933  |
| White                              | <div></div> | 74.8% | <div></div> | -2.6%  | 6,496  |
| Other/Unknown/No Response          | <div></div> | 2.9%  | <div></div> | -3.1%  | 253    |
| Domestic Total                     | <div></div> | 79.4% | <div></div> | -1.2%  | 8,682  |
| International                      | <div></div> | 20.6% | <div></div> | 0.5%   | 2,246  |
| University Total                   |             |       |             | -0.9%  | 10,928 |
| Male                               | <div></div> | 43.9% | <div></div> | -2.1%  | 4,799  |
| Female                             | <div></div> | 56.1% |             | 0.1%   | 6,129  |

\* Percentages are out of domestic total.

# Student Overview | 10 Year Percent Change

|   | Percent Change from Fall 2008 |              | Count - Fall 2008 | Count - Fall 2018 |
|---|-------------------------------|--------------|-------------------|-------------------|
| <b>Total Student Enrollment</b>               |                               |              |                   |                   |
| African American/Black                        |                               | 3.3%         | 3,392             | 3,505             |
| American Indian/Alaska Native                 |                               | -68.0%       | 325               | 104               |
| Asian*  |                               |              |                   | 2,826             |
| Asian/Pacific Islander*                       |                               |              | 2,361             |                   |
| Hawaiian/Pacific Islander*                    |                               |              |                   | 52                |
| Hispanic/Latino/a (of any race)               |                               | 78.6%        | 1,337             | 2,388             |
| Two or More Races*                            |                               |              |                   | 1,484             |
| <b>Total Students of Color</b>                |                               | <b>39.7%</b> | <b>7,415</b>      | <b>10,359</b>     |
| White   |                               | -1.8%        | 33,809            | 33,210            |
| Other/Unknown/No Response                     |                               | -43.3%       | 915               | 519               |
| <b>Domestic Total</b>                         |                               | <b>4.6%</b>  | <b>42,139</b>     | <b>44,088</b>     |
| International                                 |                               | 38.9%        | 4,509             | 6,263             |
| <b>University Total</b>                       |                               | <b>7.9%</b>  | <b>46,648</b>     | <b>50,351</b>     |
| Men   |                               | 12.6%        | 21,519            | 24,237            |
| Women   |                               | 3.9%         | 25,129            | 26,114            |
| <b>First-Time Entering Class</b>              |                               |              |                   |                   |
| African American/Black                        |                               | 19.7%        | 584               | 699               |
| American Indian/Alaska Native                 |                               | -64.1%       | 39                | 14                |
| Asian*  |                               |              |                   | 560               |
| Asian/Pacific Islander*                       |                               |              | 373               |                   |
| Hawaiian/Pacific Islander*                    |                               |              |                   | 3                 |
| Hispanic/Latino/a (of any race)               |                               | 130.8%       | 208               | 480               |
| Two or More Races*                            |                               |              |                   | 276               |
| <b>Total Students of Color</b>                |                               | <b>68.8%</b> | <b>1,204</b>      | <b>2,032</b>      |
| White   |                               | 4.4%         | 5,417             | 5,655             |
| Other/Unknown/No Response                     |                               | -72.5%       | 149               | 41                |
| <b>Domestic Total</b>                         |                               | <b>14.2%</b> | <b>6,770</b>      | <b>7,728</b>      |
| International                                 |                               | 17.4%        | 608               | 714               |
| <b>University Total</b>                       |                               | <b>14.4%</b> | <b>7,378</b>      | <b>8,442</b>      |
| Men   |                               | 23.5%        | 3,261             | 4,027             |
| Women   |                               | 7.2%         | 4,117             | 4,415             |
| <b>Undergraduate Enrollment</b>               |                               |              |                   |                   |
| African American/Black                        |                               | 0.7%         | 2,909             | 2,930             |
| American Indian/Alaska Native                 |                               | -72.8%       | 261               | 71                |
| Asian*  |                               |              |                   | 2,237             |
| Asian/Pacific Islander*                       |                               |              | 1,843             |                   |
| Hawaiian/Pacific Islander*                    |                               |              |                   | 32                |
| Hispanic/Latino/a (of any race)               |                               | 81.4%        | 1,041             | 1,888             |
| Two or More Races*                            |                               |              |                   | 1,268             |
| <b>Total Students of Color</b>                |                               | <b>39.2%</b> | <b>6,054</b>      | <b>8,426</b>      |
| White   |                               | -2.8%        | 27,491            | 26,714            |
| Other/Unknown/No Response                     |                               | -55.2%       | 594               | 266               |
| <b>Domestic Total</b>                         |                               | <b>3.7%</b>  | <b>34,139</b>     | <b>35,406</b>     |
| International                                 |                               | 82.8%        | 2,198             | 4,017             |
| <b>University Total</b>                       |                               | <b>8.5%</b>  | <b>36,337</b>     | <b>39,423</b>     |
| Men   |                               | 13.9%        | 17,073            | 19,438            |
| Women   |                               | 3.7%         | 19,264            | 19,985            |
| <b>Graduate &amp; Professional Enrollment</b> |                               |              |                   |                   |
| African American/Black                        |                               | 19.0%        | 483               | 575               |
| American Indian/Alaska Native                 |                               | -48.4%       | 64                | 33                |
| Asian*  |                               |              |                   | 589               |
| Asian/Pacific Islander*                       |                               |              | 518               |                   |
| Hawaiian/Pacific Islander*                    |                               |              |                   | 20                |
| Hispanic/Latino/a (of any race)               |                               | 68.9%        | 296               | 500               |
| Two or More Races*                            |                               |              |                   | 216               |
| <b>Total Students of Color</b>                |                               | <b>42.0%</b> | <b>1,361</b>      | <b>1,933</b>      |
| White   |                               | 5.6%         | 6,318             | 6,669             |
| Other/Unknown/No Response                     |                               | -18.7%       | 321               | 261               |
| <b>Domestic Total</b>                         |                               | <b>9.9%</b>  | <b>8,000</b>      | <b>8,789</b>      |
| International                                 |                               | -3.3%        | 2,311             | 2,234             |
| <b>University Total</b>                       |                               | <b>6.9%</b>  | <b>10,311</b>     | <b>11,023</b>     |
| Men   |                               | 10.2%        | 4,446             | 4,901             |
| Women   |                               | 4.4%         | 5,865             | 6,122             |

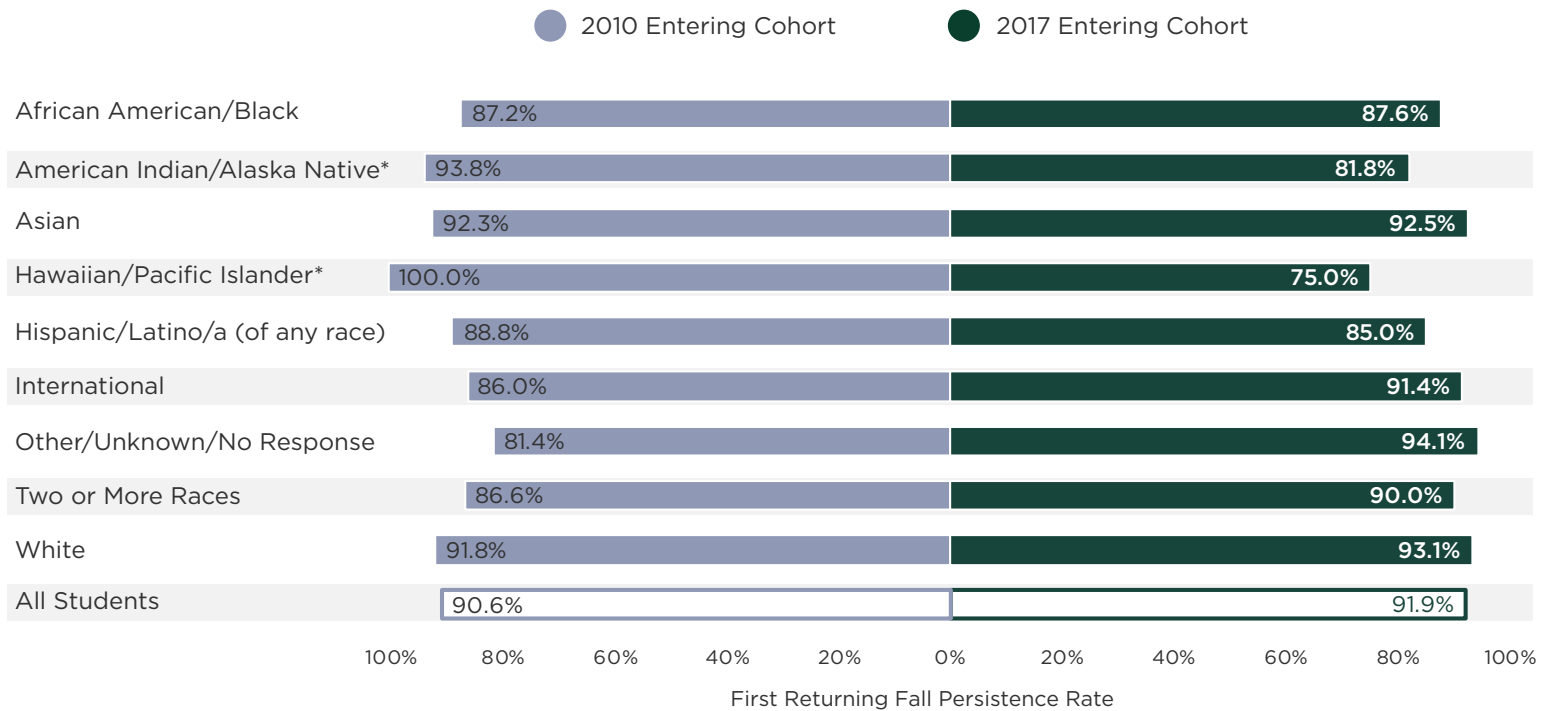
Axis is -200% to 200%.

\* N/A: Prior to 2010, federal guidelines for collecting and reporting of data on race and ethnicity did not include the separation of "Asian/Pacific Islander", the addition of "Hawaiian or Pacific Islander", or belonging to more than one race. Percentages are out of the domestic total.

# Student Success

## FIRST RETURNING FALL PERSISTENCE, 2010 VS 2017 FIRST-TIME UNDERGRADUATE ENTERING COHORT<sup>1</sup>

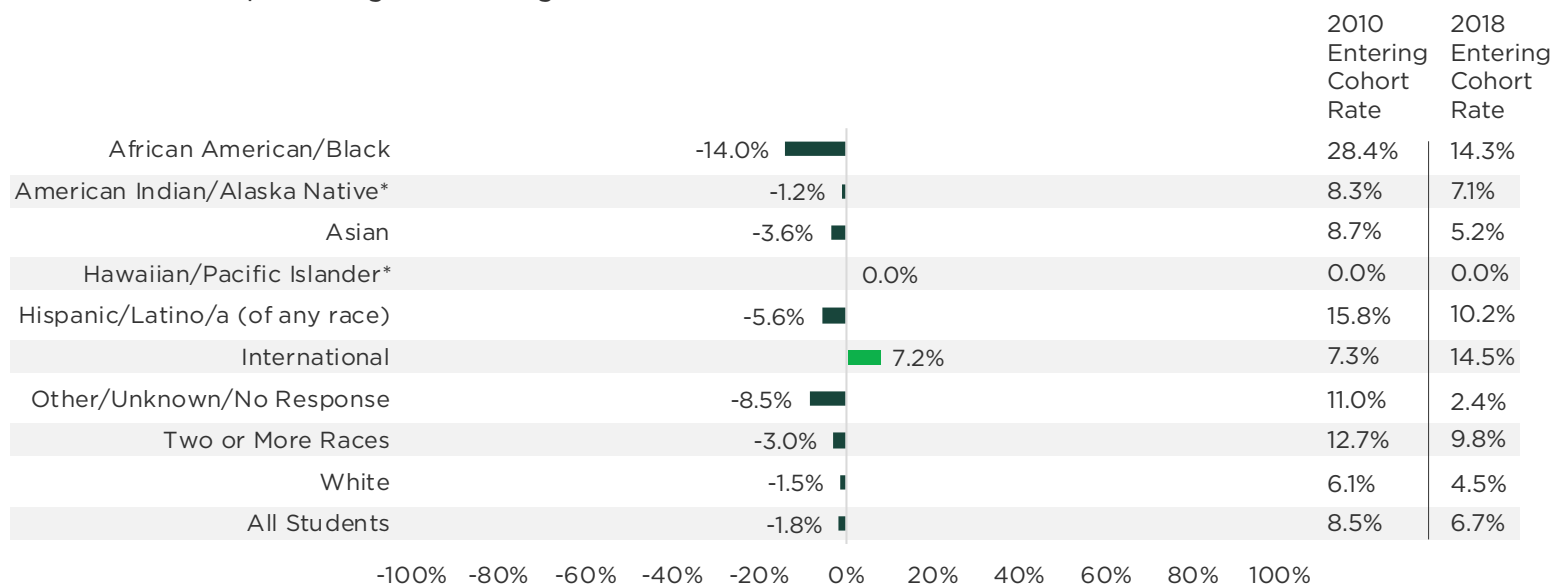
The rate at which first-time undergraduate students return to MSU for their first returning fall semester, when compared to the 2010 entering class increased. For the 2010 entering class, the overall persistence rate was 90.6%. For the 2017 entering class, it increased to 91.9%.



## FIRST FALL PROBATION RATES, 2010 VS 2018 FIRST-TIME UNDERGRADUATE ENTERING COHORT<sup>2</sup>

The probation rate for all first-time undergraduate students in the fall 2018 entering cohort is 6.7% which is a decline of 1.8 percentage points from the fall 2010 first-time undergraduate entering cohort. The largest probation rate decline is among African American/Black students, dropping approximately 14 percentage points. However, the rate increased for International students by more than 7 percentage points.

### First Fall Probation | Percentage Point Change and Rates<sup>3</sup>



\* Small number of students

<sup>1</sup> Due to changes made in federal reporting guidelines in 2010 to the collecting and reporting of race/ethnicity data, 10 year comparisons are not available for all groups, therefore, the comparison is made between 2010 and 2017.

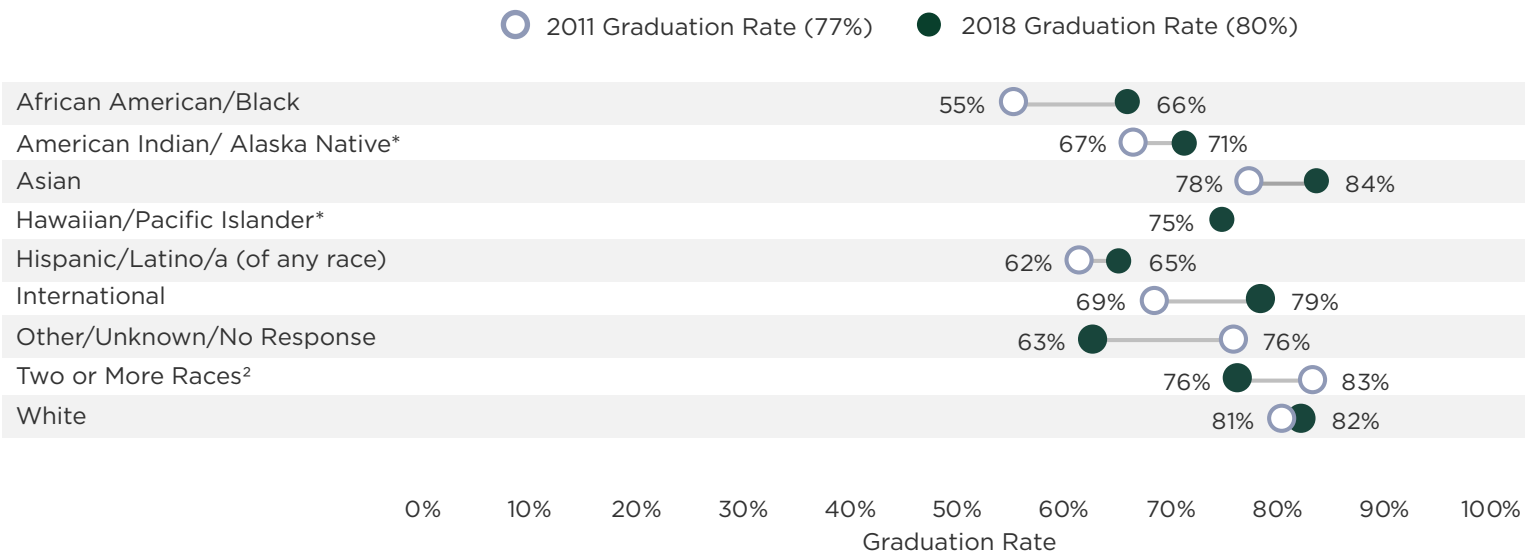
<sup>2</sup> Due to changes made in federal reporting guidelines in 2010 to the collecting and reporting of race/ethnicity data, 10 year comparisons are not available for all groups, therefore, the comparison is made between 2010 and 2018.

<sup>3</sup> Percentage point change may not equal due to rounding.

# Student Success

## 2011 VS 2018 SIX YEAR GRADUATION RATE FOR FULL-TIME, FIRST-TIME UNDERGRADUATES<sup>1</sup>

The 2018 6-year graduation rate (2012 entering cohort) of 80% is an increase from the 2011 (2005 entering cohort) rate of 77% and is a record high. The graduation rate increased for all groups when comparing these two years except for students whose race is unknown to the University and students of Two or More Races. The largest increase is among African American/Black students who saw an 11 percentage point increase.



## CAREER OUTCOMES | SPRING AND SUMMER 2018 GRADUATES

Of students graduating in spring and summer 2018, 67 percent of all graduates are employed (full-time, part-time, or starting their own business), an additional 25 percent of all students are continuing their education, and 1 percent are pursuing other commitments within approximately six months of graduation. This results in an overall career outcome rate of 93 percent.<sup>3</sup> While this figure includes International students, data for this group are not displayed in the graph below as data collection is often more challenging due to International graduates leaving the country after graduation and not being present in other US data sources.<sup>4</sup>

For 2018 spring and summer graduates, African American/Black graduates have the highest rate of employment at 73 percent, followed by Hispanic/Latino/a graduates at 71 percent, as well as graduates of Two or More Races, also at 71 percent. Of students continuing their education, 28 percent of Asian graduates are doing so followed by White graduates (24%), and African American/Black, and Hispanic/Latino/a graduates (both at 20%). While the number of graduates is small, 60 percent of Hawaiian/Pacific Islander graduates and 40 percent of American Indian/Alaska Native graduates are continuing their education.

|                                 | Employed <sup>5</sup> | Continuing Education | Pursuing Other Commitments <sup>6</sup> | Overall Career Outcome Rate | Unplaced or unresolved |
|---------------------------------|-----------------------|----------------------|---|-----------------------------|------------------------|
| African American/Black          | 73%                   | 20%                  | 2%                                      | 94%                         | 6%                     |
| American Indian/Alaskan Native* | 50%                   | 40%                  | 0%                                      | 90%                         | 10%                    |
| Asian                           | 62%                   | 28%                  | 2%                                      | 93%                         | 7%                     |
| Hawaiian/Pacific Islander *     | 20%                   | 60%                  | 0%                                      | 80%                         | 20%                    |
| Hispanic/Latino/a (of any race) | 71%                   | 20%                  | 1%                                      | 93%                         | 7%                     |
| Blank or Not Reported*          | 68%                   | 18%                  | 5%                                      | 90%                         | 10%                    |
| Two or More Races               | 71%                   | 19%                  | 2%                                      | 93%                         | 7%                     |
| White                           | 69%                   | 24%                  | 1%                                      | 95%                         | 5%                     |

\*Small number of students

<sup>1</sup> Due to changes made in federal reporting guidelines in 2010 to the collecting and reporting of race/ethnicity data, 10 year comparisons are not available for all groups, therefore, the comparison is made between 2011 and 2018.

<sup>2</sup> The 2011 six year graduation rate reflects students entering in 2005 and students were asked to identify, after admission, if they identified as being of Two or More Races after categories changed in 2010. Therefore, data regarding students of Two or More Races, who applied to MSU before 2010, should be interpreted with caution.

<sup>3</sup> The overall career outcome rate is the sum of employed (full-time, part-time, or starting their own business), continuing education, or pursuing other commitments. Rate may not sum due to rounding.

<sup>4</sup> For more detail on data collection please see the Destination Survey Report, 2018 produced by the MSU Career Service Network at: <https://careernetwork.msu.edu/exploring-options/destination-survey.html>

<sup>5</sup> Includes students employed full-time, part-time, or starting their own business.

<sup>6</sup> This includes graduates who are pursuing personal endeavors such as traveling, starting a family, or writing a book.

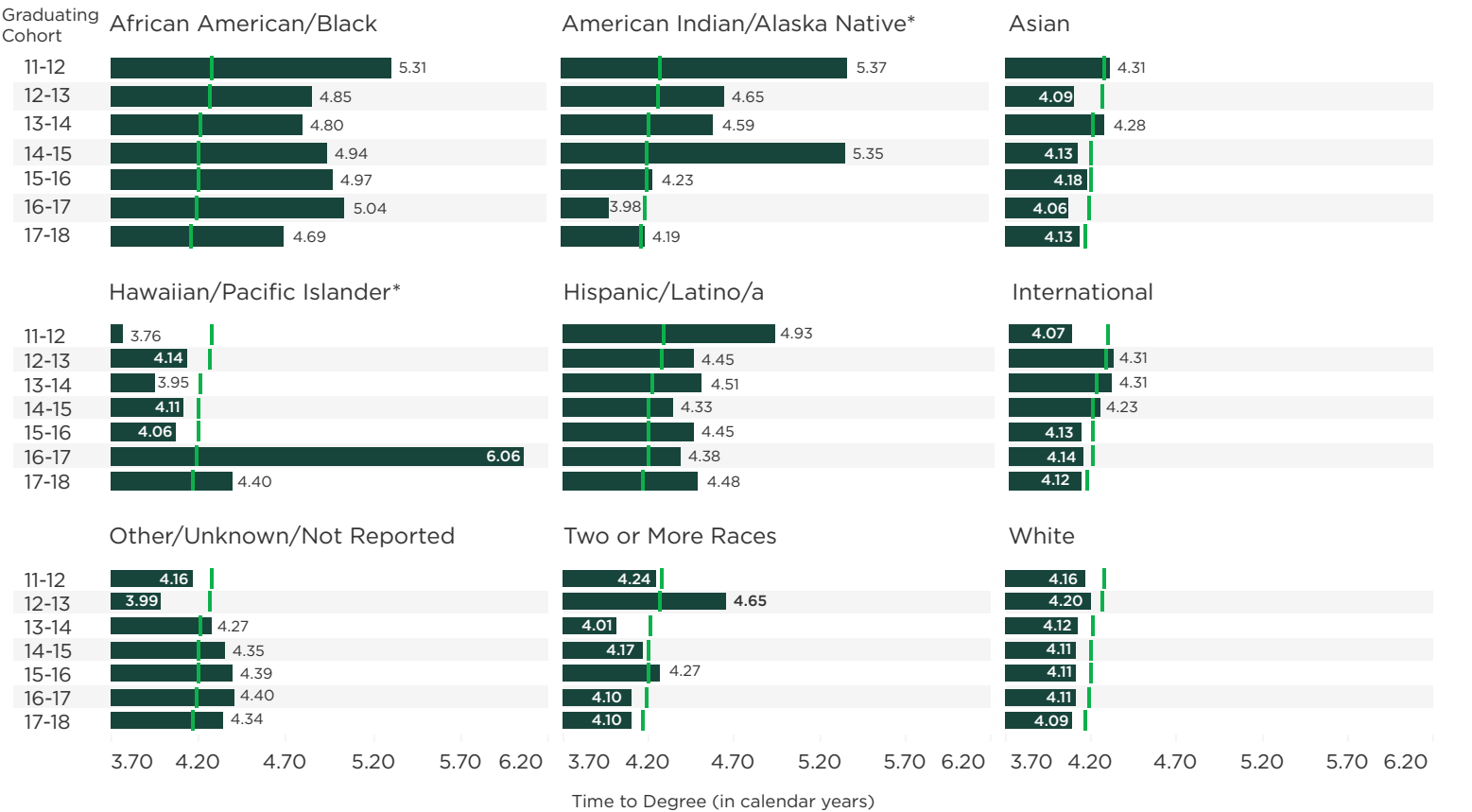
# Student Success

## 2011-12 VS 2017-18 TIME-TO-DEGREE FOR FIRST-TIME UNDERGRADUATES <sup>1, 2</sup>

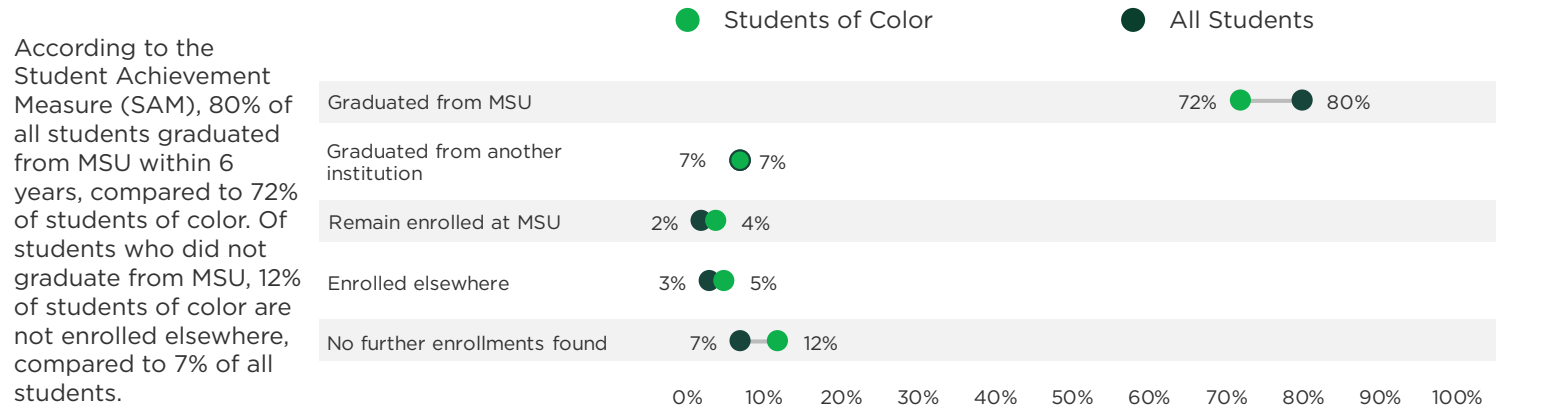
The average time-to-degree (TTD) for all students (as represented for each graduating cohort by the green line in each bar below) for the 2011-12 graduating cohort was 4.27 calendar years and declined to 4.15 calendar years for the 2017-18 cohort. However, the average TTD for students of color for the same points in time are 4.85 and 4.39 calendar years.

The greatest improvement in TTD over this time period is among American Indian/Alaska Native students, who saw a 1.18 calendar year decline. However, among groups with at least 30 graduates, the decline of .62 calendar years to 4.69 for African American/Black students is the next largest, representing almost 2 semesters. For Hispanic/Latino/a students of any race, TTD also declined by .45 calendar years to 4.48.

TTD increased for Hawaiian/Pacific Islander students by almost 2 semesters (.64 calendar years), and increased slightly for students whose race/ethnicity is unknown to the University, and for International students.



## 2012 ENTERING CLASS SIX-YEAR STUDENT OUTCOMES



SAM tracks students across post-secondary institutions. This helps create a more complete picture of undergraduate student outcomes even as students shift between institutions.

\* Small number of students  
<sup>1</sup> Due to changes made in federal reporting guidelines in 2010 to the collecting and reporting of race/ethnicity data, 10 year comparisons are not available for all groups, therefore, the comparison is made between 2010 and 2018.  
<sup>2</sup> 3.7 calendar years is considered a four year degree.



# Fall 2018 | Faculty and Staff

| All Employees*                                   | Percentage   | Percent Change from Fall 2017 | Count Fall 2018 |
|--|--------------|-------------------------------|-----------------|
| African American/Black                           | 6.2%         | 5.3%                          | 801             |
| American Indian/Alaska Native                    | 0.4%         | -5.5%                         | 52              |
| Asian  | 8.3%         | 0.0%                          | 1,065           |
| Hawaiian/Pacific Islander                        | 0.1%         | 0.0%                          | 12              |
| Hispanic/Latino/a (of any race)                  | 5.2%         | 5.2%                          | 663             |
| Two or More Races                                | 0.7%         | 10.8%                         | 92              |
| <b>Total Employees of Color</b>                  | <b>20.9%</b> | <b>3.0%</b>                   | <b>2,685</b>    |
| White  | 79.1%        | 0.4%                          | 10,169          |
| <b>University Total</b>                          |              | <b>0.9%</b>                   | <b>12,854</b>   |
| Men  | 45.6%        | -0.1%                         | 5,864           |
| Women  | 54.4%        | 1.8%                          | 6,990           |
| Veteran**  | 1.9%         | -3.6%                         | 240             |
| <b>Faculty and Academic Staff</b>                |              |                               |                 |
| African American/Black                           | 5.6%         | 3.9%                          | 321             |
| American Indian/Alaska Native                    | 0.4%         | -4.0%                         | 24              |
| Asian  | 15.4%        | 0.0%                          | 879             |
| Hawaiian/Pacific Islander                        | 0.2%         | 0.0%                          | 10              |
| Hispanic/Latino/a (of any race)                  | 4.5%         | 9.7%                          | 259             |
| Two or More Races                                | 0.6%         | 42.3%                         | 37              |
| <b>Total Faculty and Academic Staff of Color</b> | <b>26.8%</b> | <b>3.0%</b>                   | <b>1,530</b>    |
| White  | 73.2%        | -0.3%                         | 4,178           |
| <b>University Total</b>                          |              | <b>0.6%</b>                   | <b>5,708</b>    |
| Men  | 53.5%        | -0.4%                         | 3,053           |
| Women  | 46.5%        | 1.7%                          | 2,655           |
| <b>Tenure System</b>                             |              |                               |                 |
| African American/Black                           | 4.4%         | 2.4%                          | 87              |
| American Indian/Alaska Native                    | 0.7%         | 0.0%                          | 14              |
| Asian  | 16.5%        | 0.0%                          | 329             |
| Hawaiian/Pacific Islander                        | 0.2%         | 0.0%                          | 4               |
| Hispanic/Latino/a (of any race)                  | 5.2%         | 0.0%                          | 104             |
| Two or More Races                                | 0.5%         | 25.0%                         | 10              |
| <b>Total Tenure System Employees of Color</b>    | <b>27.5%</b> | <b>0.7%</b>                   | <b>548</b>      |
| White  | 72.5%        | -1.2%                         | 1,447           |
| <b>University Total</b>                          |              | <b>-0.7%</b>                  | <b>1,995</b>    |
| Men  | 63.5%        | -1.5%                         | 1,267           |
| Women  | 36.5%        | 0.7%                          | 728             |
| <b>Support Staff</b>                             |              |                               |                 |
| African American/Black                           | 6.7%         | 6.2%                          | 480             |
| American Indian/Alaska Native                    | 0.4%         | -6.7%                         | 28              |
| Asian  | 2.6%         | 0.0%                          | 186             |
| Hawaiian/Pacific Islander                        | 0.0%         | 0.0%                          | 2               |
| Hispanic/Latino/a (of any race)                  | 5.7%         | 2.5%                          | 404             |
| Two or More Races                                | 0.8%         | -3.5%                         | 55              |
| <b>Total Support Staff of Color</b>              | <b>16.2%</b> | <b>3.0%</b>                   | <b>1,155</b>    |
| White  | 83.8%        | 0.9%                          | 5,991           |
| <b>University Total</b>                          |              | <b>1.2%</b>                   | <b>7,146</b>    |
| Men  | 39.3%        | 0.2%                          | 2,811           |
| Women  | 60.7%        | 1.8%                          | 4,335           |

\*There are no separate counts for International employees as they are counted under the race/ethnicity categories with which they identify. Unknown or not reported is not an option. Does not include Graduate Assistants, student employees, or temporary/on-call staff.

\*\*Due to the small number of veterans within various employee types, breakouts by employee type are not displayed.

# Ability

## TYPES OF DISABILITY BY MAJOR CHARACTERISTIC AND ONE YEAR PERCENT CHANGE\*

In the 2017-2018 reporting year, various types of permanent disabilities were represented throughout campus with learning disabilities being the most frequently registered with the Resource Center for Persons with Disabilities (RCPD) among students and mobility related disabilities being the most frequently registered among employees. The total number of students and employees registered with RCPD with a permanent disability increased when compared to last year for both students and employees.

### STUDENTS

When compared to the 2016-17 reporting year, the percentage of students registering permanent disabilities with RCPD increased across most disability types but declined for students with a brain injury, students who are deaf or hard of hearing, or living with another disability type not listed (Other).

| Disability Type             | 2017-18 | Percent Change from Previous Year |        |   |
|-----------------------------|---------|-----------------------------------|--------|---|
| Learning Disability         |         | 34.6%                             | 6.2%   | ↑ |
| Psychiatric                 |         | 33.4%                             | 8.9%   | ↑ |
| Chronic Health              |         | 15.4%                             | 11.4%  | ↑ |
| Mobility                    |         | 5.9%                              | 1.8%   | ↑ |
| Autism Spectrum             |         | 2.4%                              | 1.4%   | ↑ |
| Brain Injury                |         | 2.4%                              | -14.6% | ↓ |
| Deaf/Hard of Hearing        |         | 2.2%                              | -3.1%  | ↓ |
| Blindness/Visual Impairment |         | 1.9%                              | 0.0%   | → |
| Other                       |         | 1.9%                              | -5.3%  | ↓ |
| Total                       |         |                                   | 6.3%   | ↑ |
| Multiple                    |         | 20.9%                             | 8.0%   | ↑ |

### EMPLOYEES

Among employees, when compared to the 2016-17 reporting year, the percentage registering with RCPD increased across most disability types, but declined for employees registering with a chronic health condition, living with another condition not listed (Other), or employees on the Autism Spectrum.

| Disability Type             | 2017-18 | Percent Change from Previous Year |         |   |
|-----------------------------|---------|-----------------------------------|---------|---|
| Mobility                    |         | 29.1%                             | 10.9%   | ↑ |
| Chronic Health              |         | 22.8%                             | -3.6%   | ↓ |
| Psychiatric                 |         | 16.0%                             | 7.7%    | ↑ |
| Deaf/Hard of Hearing        |         | 10.3%                             | 16.1%   | ↑ |
| Blindness/Visual Impairment |         | 6.6%                              | 27.8%   | ↑ |
| Brain Injury                |         | 6.0%                              | 10.5%   | ↑ |
| Learning Disability         |         | 4.8%                              | 6.3%    | ↑ |
| Other                       |         | 4.6%                              | -11.1%  | ↓ |
| Autism Spectrum             |         | 0.0%                              | -100.0% | ↓ |
| Total                       |         |                                   | 6.4%    | ↑ |
| Multiple                    |         | 13.7%                             | 6.7%    | ↑ |

## MAXIMIZING ABILITY AND OPPORTUNITY FOR THE MSU COMMUNITY

RCPD served 2,176 students with permanent disabilities between May 2017 and May 2018. This is a 5.8 percent increase from the previous year. RCPD also served 255 employees over the same time period, which represents a 6.3 percent increase from the previous year. In terms of specific services provided, RCPD provided more than 3,200 hours of course-related interpreting/real-time writing for deaf students and 319 books/course packs/other course materials delivered in alternative formats to students with print-related disabilities.

### New Registrations

**(permanent disabilities)** 612 new students registered with RCPD at the Academic Orientation Program (AOP) and ongoing self-identification activities. There were 40 new employee registrations for a net increase of 15 employees after staff separation from MSU are considered. There are a total of 255 employees with active permanent disabilities registered with RCPD.

### Number of Contacts

**(direct service and consultation)** Over 140,400 student contacts and 4,168 employee contacts.

### Contact Hours

RCPD recorded 20,191 service hours with students and 1,089 hours with employees.

\*Permanent disabilities only. Counts are not included due to the small number of individuals reporting.

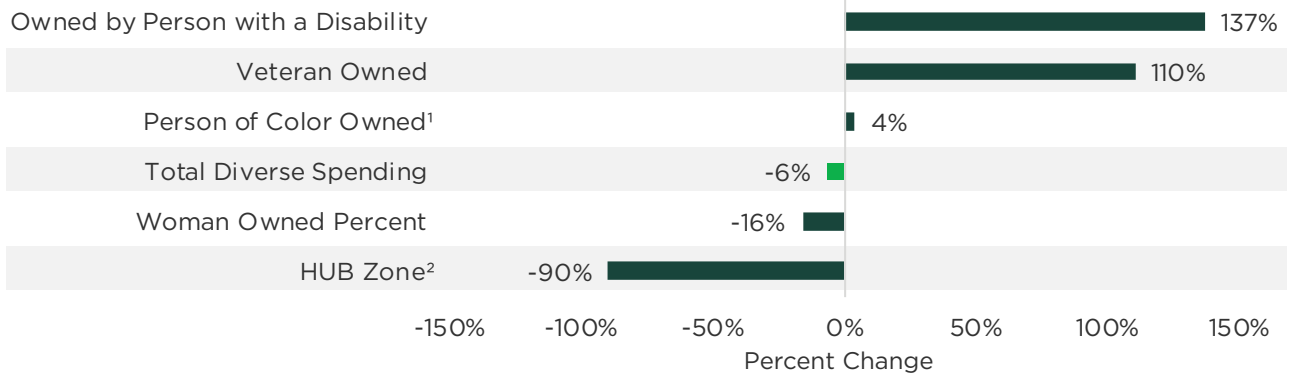
# Supplier Diversity

## NON-INFLATION ADJUSTED PERCENT CHANGE IN DIVERSE SUPPLIER SPENDING | 2013-14 VS 2017-18

While the total, non-inflation adjusted dollar amount spent with diverse suppliers declined 6 percent between FY13-14 to FY17-18, spending

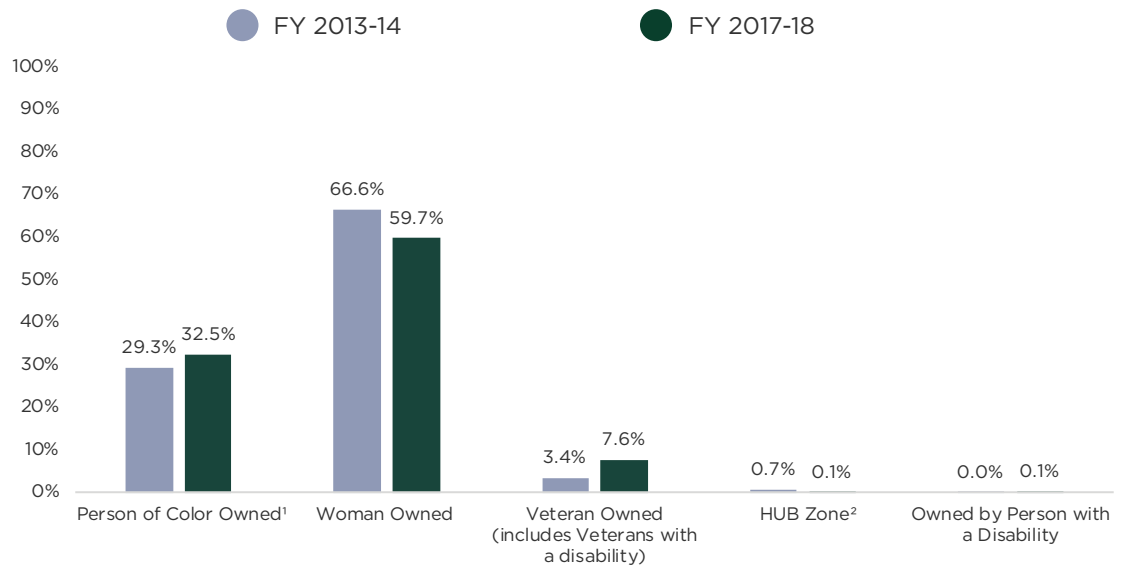
increased among businesses owned by a person with a disability (137%), those owned by a

veteran, which includes veterans with a disability (110%), and those owned by a person of color (4%). Spending declined during the same time period for businesses owned by a woman (-16%) and those located in a HUB Zone (-90%).



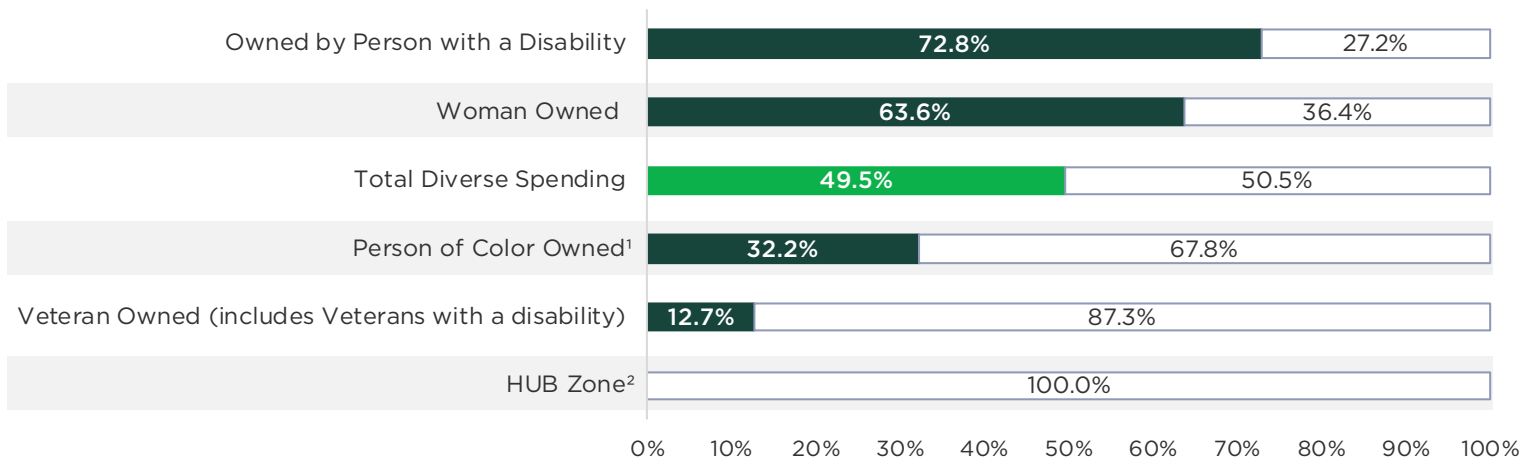
## DIVERSE SPENDING BY GROUP | 2013-14 VS 2017-18

A total of \$39.1 million was spent in FY 2017-18 with diverse suppliers. This is a non-inflation adjusted 13.1 percent decrease from last year and a 6.4 percent decrease from FY 2013-14. Of the \$39.1 million spent with diverse suppliers in FY 2017-18, 32.5 percent was spent with businesses owned by a person of color, up from 29.3 percent five years ago. The percent of the total spent with Veteran Owned businesses also increased to 7.6 percent for FY 2017-18 from 3.4 percent five years ago. However, the total amount spent with women owned businesses decreased from 66.6 percent 5 years ago to 59.7 percent in FY 2017-18.



## DIVERSE SUPPLIER SPENDING WITHIN MICHIGAN

Nearly half of all spending with diverse suppliers occurs with suppliers in Michigan (49.5%).



<sup>1</sup> Includes federally designated Small Disadvantaged Businesses or 8(A) businesses.

<sup>2</sup> The Historically Underutilized Business Zones (HUB Zone) is a program created by the U.S. Small Business Administration to help small businesses located in rural and urban communities gain preferential access to various opportunities.