

# WOMEN AND MINORITIES AT VIRGINIA TECH

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## Women and Minorities at Virginia Tech

### Executive Summary

#### SECTION I: STUDENTS

- Total enrollment increased 4.5% over the five-year period 1993-1997 to 27,208. Minority enrollment (12.4% in Fall 1997) is about the same or even slightly less than it was five years ago.
- Black undergraduate enrollment has decreased in both numbers and percentage, from 5.1% (984) undergraduates to 4.2% (888). Black graduate enrollment varied annually without trend, averaging 4.8% per year (about 308 students). Overall black enrollment is 4.4%.
- Black enrollment has increased in the Colleges of Agriculture, Engineering, and Forestry and decreased in Architecture, Arts & Sciences, Business, and Human Resources.
- Virginia Tech's black enrollment compares to a black enrollment rate of 16.4% for all Virginia higher education institutions and 20% in the Virginia population as a whole. Virginia Tech has the lowest enrollment of black students among the six Virginia doctoral institutions (College of William and Mary, George Mason University, Old Dominion University, University of Virginia, and Virginia Commonwealth University).
- Overall Asian enrollment is 5.9% of total enrollment. Asian students are represented in greater proportion in the student body than in the state's general population (3.8%).
- Hispanic students constitute 1.8% of the total and American Indian students constitute .3%. The number of students from both groups has increased over the five-year period.
- Women constitute 40.5% of undergraduates (the lowest proportion during the five-year period), 39.8% of graduate students, and 72.5% of professional veterinary medicine students.
- Retention rates for black students have improved over a seven-year period—the first-year retention rate for the entering freshmen of 1995 equaled the rate for white students for the first time.
- Women have higher retention and graduation rates than men. Retention rates for Asian students after the first and second year equal or exceed the rate for white students, but the graduation rate is lower.

## Section II: Faculty

- In Fall 1997, there were 2,607 full-time faculty members of all types at Virginia Tech. Whites constituted 86.6% of the full-time faculty in 1997. Minority and international faculty members were 9.8% and 3.6% respectively of the total. The total number of faculty in Fall 1997, as well as the percentage of whites, is virtually the same as Fall 1993.
- The proportion of women among the total full-time faculty increased from 27.0% in Fall 1993 to 30.0% in the Fall of 1997.
- In 1997, whites constituted 89.5% of the collegiate tenured or tenure-track faculty members, while minority and international (non-resident alien) faculty members made up 9.4% and 1.1% respectively.
- The percentage of tenured or tenure-track faculty members who were Asian increased from 4.6% to 5.8% between Fall 1993 and Fall 1997; all other minority groups remained about the same proportion. Black faculty constitute 2.4% of the tenured or tenure-track faculty; Hispanic faculty constitute 1%. Faculty of American Indian ancestry increased from 0 to 3 (0.2%).
- Virginia Tech, with 8.5% minority faculty members, ranked 24 of the 25 benchmark institutions in the percentage of minority faculty members (Fall 1995).
- Of the six doctoral institutions in Virginia, Virginia Tech ranked fifth in the percentage (8.5%) of minority faculty members.
- Over the five-year period of 1993 to 1997, there was a slow, but steady, increase in the percentage of women on the collegiate tenured and tenure-track faculty from 15.7% to 18.4%.
- The mean percentage of women among tenured or tenure-track faculty for the 25 benchmark institutions was 21.6%. Virginia Tech ranked 23rd, with 16.2% women (Fall 1995).
- The mean percentage of women faculty among the six Virginia doctoral institutions was 21.9%. Virginia Tech, with 16.2%, ranked last.
- In 1997, there was only one administrative faculty position in the non-collegiate units held by a minority; 99% of the administrative faculty positions were held by whites. 13.5% of the professional faculty positions in the non-collegiate units were held by minorities; 86.5% held by whites.
- Although women were still more likely to hold "professional" faculty positions (49.2%) than "administrative" faculty positions in the non-collegiate units (37.3%), there was a noticeable increase over the five-year period in the proportion of women in these key leadership roles (26.1% to 37.3%).

### Section III: Staff

- There has been a significant fluctuation in the number of classified staff employed over the five-year period, due largely to the state program providing incentives to employees who retired or resigned. Replacement hiring has reduced the net loss of positions between Fall 1993 and Fall 1997 to under 5%.
- 95% of all classified on-campus employees are white; 4.7% are minority. 35% of all minority classified staff members work in service/maintenance jobs.
- Blacks are by far the largest minority group among classified employees. In Fall 1997, blacks held 3.1% of classified staff positions.
- Women constitute 58.4% of all on campus classified staff members. There has been no significant change in this proportion over the five-year period. Clerical and crafts jobs continue to be highly segregated by gender – 90% of all clerical employees are female while 97% of all skilled crafts employees are male. The percentage of executive and managerial jobs held by women has increased over the five-year period 25.7% to 35.8%.



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## **WOMEN AND MINORITIES AT VIRGINIA TECH**

### **INTRODUCTION**

The major purposes of this report are to assemble, in one location, data concerning women and minorities at Virginia Tech, to highlight trends over the last five years where appropriate, and to bring to the attention of readers and decision makers areas of obvious concern. As a "status" report, it is designed to help us identify where we are as of Fall 1997 in terms of participation of women and minorities at Virginia Tech and to lead to a conversation about where we as an institution want to be in five years.

The picture is, not surprisingly, complex. We have sought a balance in this report between the simplicity needed for understanding and readability and the detail necessary to illustrate differences in level, among racial groups, and by college. In many cases, such detail can be found in the appendices. Enrollment data by program or major are also available by making the appropriate selection(s) for the cited reports available on IRINFO.

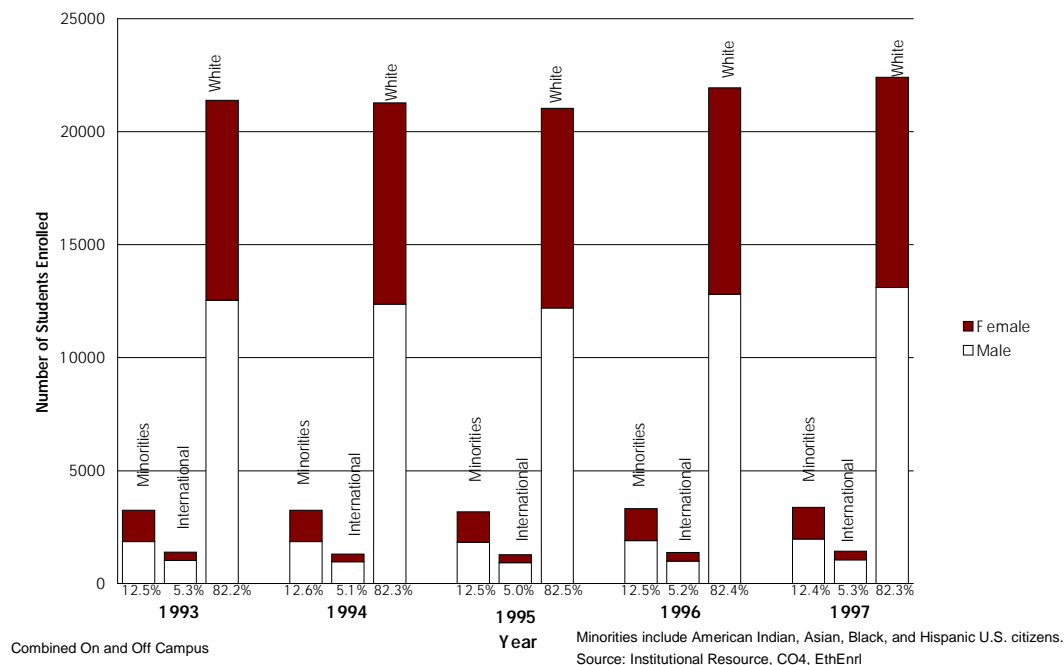
The data in this report focus on widely used and reported measures for students, faculty, and staff; these are measures typically reported to state and/or federal agencies or used in other national reporting contexts. The categories for race/ethnicity are consistent with the categories used by the National Center for Educational Statistics: Black, Hispanic, American Indian, Asian, and White among U.S. citizens (or permanent residents). "International" is used for non-U.S. citizens, independent of race/ethnicity. The standard measures for students include overall enrollment; applications, acceptances, and enrollments of first-time freshmen; and retention rate and graduation rates. Profiles of the faculty and staff by race/ethnicity and gender are also included.

## SECTION I: STUDENTS

### Enrollment Trends

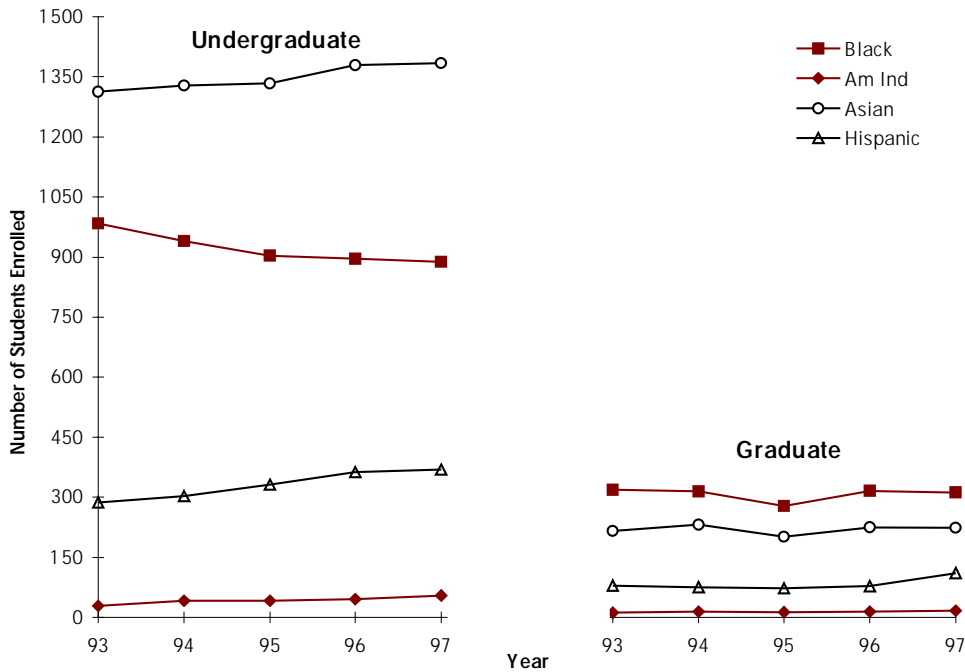
There were 27,208 students enrolled at Virginia Tech in the Fall of 1997 (all levels, all locations). This is a 4.5% increase over Fall 1993 enrollment of 26,030. The proportion of students from non-white racial/ethnic groups has been stable for the last five years, at about 12.5% of total enrollment (see Figure 1 below). International students constitute a little over 5% of the student body. More than 82% of the students are white. Table A1 in the appendix gives detailed breakdowns of overall enrollment by race/ethnicity and level for the five-year period. Except where specified, data for students in Veterinary Medicine are included with graduate enrollment.

**Figure 1: Total White/Non-White Enrollment by Gender  
Fall 1993 to Fall 1997**



While overall minority enrollment has been stable, the enrollment pattern for each of the underrepresented racial/ethnic groups has varied. Black undergraduate enrollment has decreased in both numbers and percentage over the last five years, from 984 undergraduates (5.1% of undergraduate enrollment) in Fall 1993 to 888 (4.2%) in Fall 1997. Black graduate enrollment has varied slightly from year-to-year, averaging 308 students (4.8% of total graduate headcount) per year, but does not show the same downward trend. Black enrollment overall is 4.4% of total enrollment. (See Figure 2 and Table A1 in the appendix.)

Figure 2: Minority Enrollment by Academic Level



On and Off Campus, Graduate and Professional enrollment combined  
 Source: Institutional Research, CO4 EthEnrl

The representation of Hispanic students has increased slightly at both the undergraduate and graduate levels over the five-year period. In Fall 1993, there were 287 Hispanic undergraduates (1.5% of undergraduates); in Fall 1997, 369 Hispanic undergraduates were enrolled (1.8%). Hispanic graduate enrollment also increased from 80 students in Fall 1993 (1.4%) to 114 in Fall 1997 (1.8%). Hispanic enrollment overall is 1.8% of total enrollment.

American Indians are the smallest minority group at Virginia Tech, although their numbers have increased over the five-year period from 29 to 54 (.3%) among undergraduates and 12 to 17 (.3%) among graduate students. American Indian enrollment overall is .3% of total enrollment.

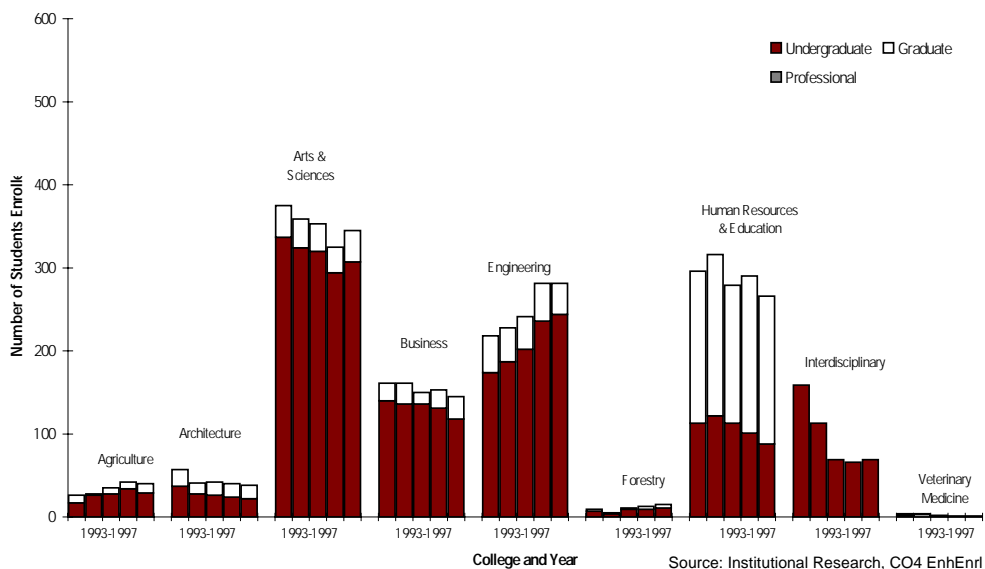
Asian students are the largest minority group among U.S. citizens and permanent residents at Virginia Tech. While the number of Asian undergraduates increased slightly over the five-year period from 1313 to 1384, the percentage among all students has actually gone down (from 6.9% to 6.6%) since the total number of white students enrolled also increased. Asian graduate enrollment has varied from year-to-year with no obvious trend; currently totaling 3.7% of all graduate students. Asian enrollment is 5.9% of total enrollment.

The number of white undergraduates has increased 10% over the five-year period, from 16,345 to 17,994 (85.6% of undergraduate enrollment). Enrollment of white graduate students has decreased, from 5,049 to 4,408 (71.2%) setting the trend for total graduate enrollment, which has declined over the five-year period. The number of international undergraduates at Virginia Tech has nearly doubled, from 169 to 324, however international students remain a very small proportion of the undergraduate student population (1.5%). International graduate students on the other hand are a significant portion of total graduate enrollment (18.0% in Fall 1997).

Figures 3 - 5 give a pictorial representation of Black, Hispanic, and Asian enrollment by college over the last five years. (The number of American Indians was too small to graph.) Table A2 in the appendix provides the detail of enrollment by college for each race/ethnicity group over the five-year period.

Black enrollment has increased in the College of Agriculture, Engineering, and Forestry and decreased in Architecture, Arts & Sciences, and Human Resources & Education. The creation in 1994 of the Provisional General Engineering program for freshman not admitted directly into Engineering appears to have provided more opportunities for students of color.

**Figure 3: Black Enrollment by College, 1993 - 1997**



Figures are based upon combined on and off campus data. Note that the reported data show the aggregate of the College of Human Resources and Education for the five-year period and the inclusion of the Provisional General Engineering Program in the College of Engineering beginning in 1994. "Interdisciplinary" is largely freshman and sophomores who have not declared a major.

Figure 4: Hispanic Enrollment by College, 1993 - 1997

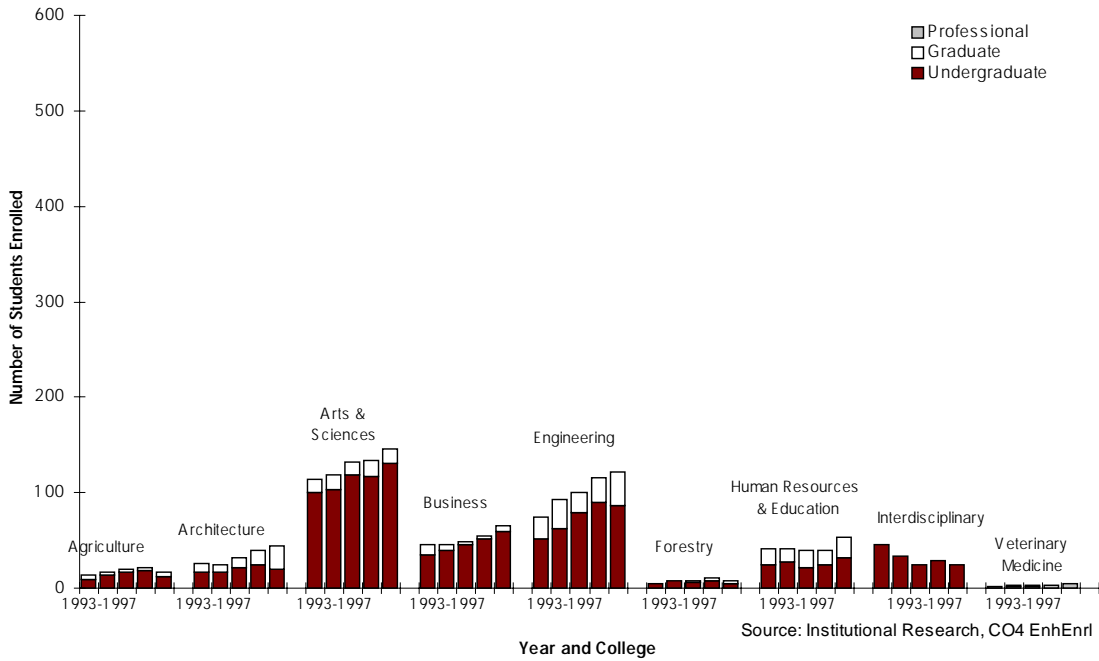
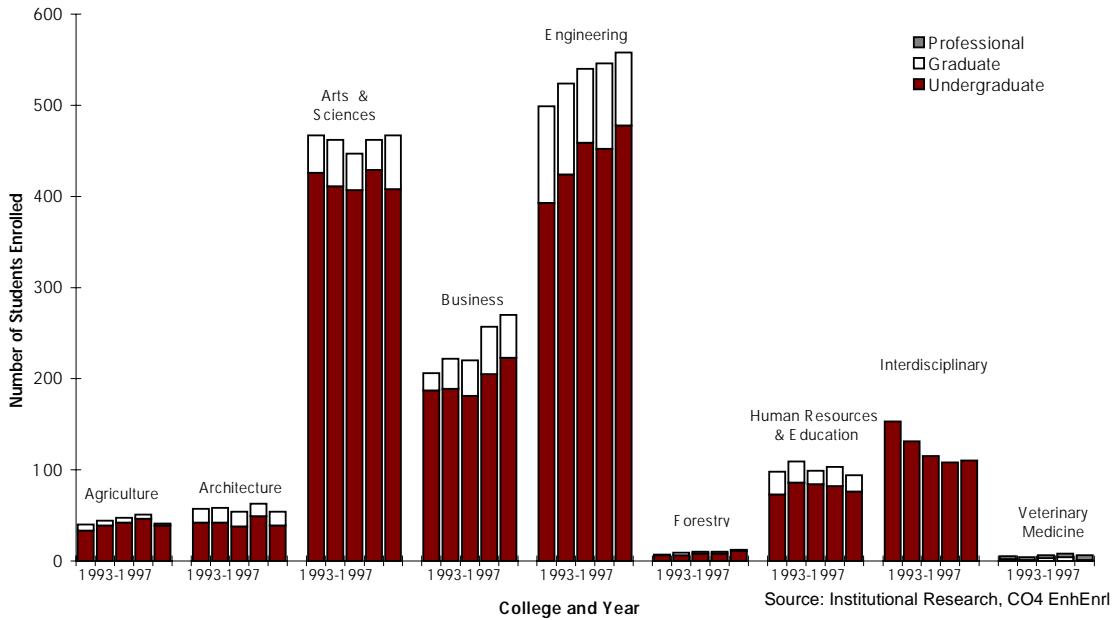


Figure 5: Asian Enrollment by College, 1993 - 1997



Figures are based upon combined on and off campus data. Note that the reported data show the aggregate of the College of Human Resources and Education for the five-year period and the inclusion of the Provisional General Engineering Program in the College of Engineering beginning in 1994. \*Interdisciplinary is largely freshman and sophomores who have not declared a major.

## Minority Enrollment in Context

Virginia's population is growing increasingly diverse, as is the nation as a whole. Blacks are 20% of the state's residents. The Hispanic and Asian populations, while still relatively small, will continue to grow rapidly in the next few years. None of Virginia's doctoral institutions mirror the state's population, although the urban locations and programs at Virginia Commonwealth University and Old Dominion University have attracted a greater number of black students. Virginia Tech and the College of William and Mary are the least racially/ethnically diverse doctoral institutions with between 82 and 83% white student bodies. (However, Virginia Tech enrolls more Virginia residents than does William and Mary.)

**Table 1: Virginia Population and Enrollment in Higher Education by Race/Ethnicity**

<b>Enrollment Fall 1996</b>	<b>Population/ Enrollment</b>	<b>Black</b>	<b>Hispanic</b>	<b>Amer Indian</b>	<b>Asian</b>	<b>White</b>	<b>Int'l</b>
Est. Pop. Commonwealth of VA (July 1, 1996)**	6,675,451	19.8%	2.9%	0.3%	3.3%	73.6%	0.0%
Projected Virginia population (July 1, 2005)***	7,643,000	20.0%	4.2%	0.2%	4.2%	71.4%	0.0%
Enrollment in VA higher education institutions, 1996	353,788	16.0%	2.0%	0.4%	5.0%	74.0%	2.0%
Virginia Doctoral Institutions*							
College of William & Mary	17,722	6.5%	2.1%	0.3%	6.0%	82.9%	2.3%
George Mason University	24,368	7.6%	4.6%	0.4%	11.6%	71.5%	4.2%
Old Dominion University	17,800	16.7%	1.8%	1.2%	4.6%	72.2%	3.4%
University of Virginia	21,488	8.6%	1.6%	0.2%	7.1%	78.9%	3.5%
Virginia Commonwealth University	21,681	17.5%	1.7%	0.6%	6.9%	71.0%	2.2%
VIRGINIA TECH	26,645	4.5%	1.7%	0.2%	6.0%	82.0%	5.2%

\* Source: US Department of Education, reprinted w/ permission by the Chronicle of Higher Education, 5/5/98, A-33 – A-42

\*\* Source: US Census Bureau - <http://www.census.gov/> - Estimated Population by State

\*\*\* Source: US Census Bureau - <http://www.census.gov/> - Projected State Populations, by sex, race, & Hispanic Origin 1995-2025

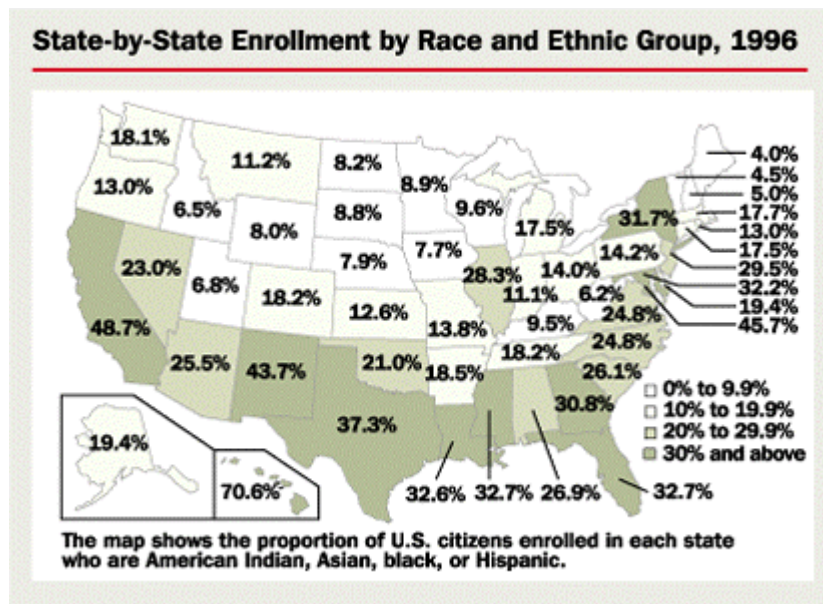
Population patterns vary dramatically from state to state and those patterns are certainly reflected to some extent in college enrollments, particularly at the public institutions. Virginia Tech has 24 designated peer or benchmark institutions approved by the State Council for Higher Education. Enrollment by race/ethnicity is provided for Virginia Tech's benchmark institutions in Table 2.

The list of benchmark institutions for each of Virginia's colleges/universities include institutions with a number of important shared characteristics. For example, the list below designated for Virginia Tech is composed of research universities, many of which are also land-grant universities, important defining characteristics for us. Based on these Fall 1996 data, the two California institutions have the lowest percentage of white students, less than 50%, while ten have student bodies which are more than 80% white. Hence, there is a substantial range of racial/ethnic diversity at these institutions, with the proportion of varying groups sometimes but not always reflecting major differences in state population patterns (see Figure 6). In comparing Virginia Tech's enrollment with the mean for all of the benchmark institutions, Virginia Tech is less diverse with a higher proportion of white students -- 82.4% compared to 73.4%.

**Table 2: Enrollment by Race/Ethnicity, Virginia Tech Benchmark Institutions, Fall 1996**

Enrollment Fall 1996	Population/ Enrollment	Black	Hispanic	Amer Indian	Asian	White	Int'l
<b>VT Peer (Benchmark) Institutions</b>							
Colorado State University	25,865	1.5%	5.0%	1.2%	2.8%	86.9%	2.6%
Cornell University	11,804	4.2%	6.0%	0.6%	18.2%	55.5%	15.5%
Iowa State University	27,899	2.9%	1.7%	0.3%	2.3%	82.0%	10.8%
Michigan State University	41,545	7.7%	2.3%	0.6%	3.9%	79.0%	6.4%
North Carolina State University	27,994	9.3%	1.4%	0.6%	4.4%	80.4%	3.9%
Ohio State University, MC	48,352	7.1%	1.8%	0.3%	4.9%	78.0%	7.9%
Pennsylvania State University, MC	39,855	3.1%	2.4%	0.2%	4.9%	84.4%	5.2%
Purdue University	36,893	3.4%	2.0%	0.4%	3.7%	82.6%	7.8%
Rutgers - State Univ. of New Jersey	33,862	8.0%	7.5%	0.3%	15.2%	63.0%	5.9%
SUNY Buffalo	23,577	6.6%	3.2%	0.6%	9.9%	72.4%	7.3%
Texas A & M, College Station	41,892	3.2%	9.7%	0.3%	3.4%	77.1%	6.4%
University of Arizona	34,777	2.4%	12.7%	2.0%	5.1%	71.4%	6.3%
University of California, Berkeley	29,797	5.4%	12.0%	1.1%	34.7%	39.7%	7.1%
University of Colorado, Boulder	27,546	2.0%	5.6%	0.7%	6.1%	81.3%	4.3%
University of Illinois, Urbana	38,841	6.5%	4.5%	0.2%	10.8%	69.4%	8.5%
University of Iowa	28,447	2.7%	2.3%	0.4%	4.4%	83.9%	6.2%
University of Maryland, College Park	33,006	12.6%	4.0%	0.3%	12.1%	62.9%	8.0%
University of Michigan, Ann Arbor	36,525	8.3%	4.3%	0.6%	10.8%	66.8%	9.1%
University of Missouri, Columbia	22,519	5.7%	1.3%	0.4%	2.5%	83.8%	6.3%
University of Pittsburgh, MC	25,479	8.1%	1.3%	0.1%	3.9%	80.2%	6.4%
University of Southern California	28,081	5.8%	11.1%	0.5%	21.7%	45.2%	15.6%
University of Tennessee, Knoxville	25,517	4.7%	0.9%	0.3%	2.0%	88.9%	3.2%
University of Texas, Austin	48,008	4.0%	12.9%	0.4%	10.4%	65.3%	7.0%
University of Wisconsin, Madison	39,289	2.2%	2.4%	0.6%	4.2%	81.8%	8.8%
Mean for all benchmark institutions	32,390	5.3%	4.9%	0.5%	8.4%	73.4%	7.4%
VIRGINIA TECH	26,645	4.5%	1.7%	0.2%	6.0%	82.4%	5.2%

Figure: 6



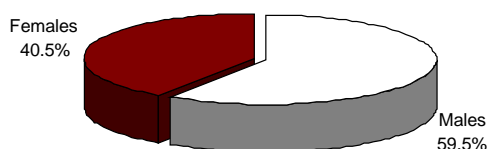
Source: U.S. Department of Education/Chronicle of Higher Education 6/5/98, A33 – A-42

## Enrollment of Women

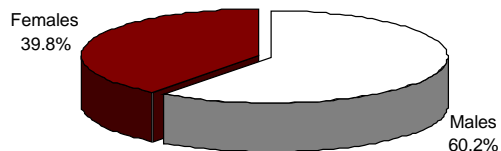
The number of female undergraduates has increased over the last five years (from 7816 to 8509), but not quite at the same rate as the increase in male enrollment (8.8% for women compared to 10.5% for men). Thus, we had the lowest proportion of female undergraduates in Fall 1997, 40.5%, that we have had since 1993. Women are 39.8% of graduate students -- in this case, the proportion is relatively stable or improving, but the total number of women is declining along with a general decline in the number of graduate students. Reflecting national trends, women are over-represented in the student body in veterinary medicine (72.5%). Using the most recent national data available (Fall 1996), Virginia Tech's overall female enrollment of 41% is lower than the female enrollment nationwide of 56%.

**Figure 7: Percentage of Enrollment by Gender and Status**

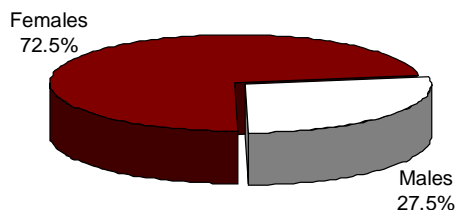
**Percentage of Undergraduate Enrollment by Gender, Fall 1997**



**Percentage of Graduate Enrollment by Gender Fall 1997**



**Percentage of Professional Enrollment by Gender College of Veterinary Medicine, Fall 1997**

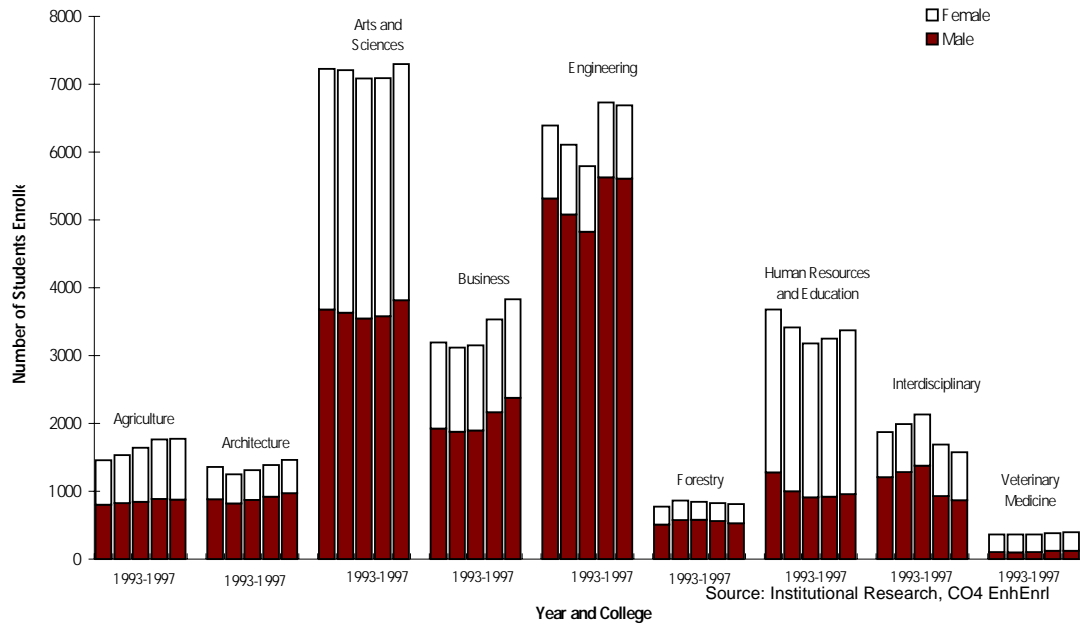


On and Off Campus, Fall 1997  
Source: Institutional Research, CO4  
EthEnr1



Female enrollment by college and level for the five-year period is available in the appendix (Table B2). The proportion of women students in 1997 is lowest in Engineering (16.2%) and highest in Human Resources and Education (71.6%). Of interest is the large and growing proportion of female students enrolled in majors in the College of Agriculture and Life Sciences, nearly 50.7% of all students in those fields. Women are less well represented in the College of Architecture and Urban Studies (just over 30%);

**Figure 8: Enrollment by College and Gender, 1993 - 1997**



Figures are based upon combined on and off campus data. Note that the reported data show the aggregate of the College of Human Resources and Education for the five-year period and the inclusion of the Provisional General Engineering Program in the College of Engineering beginning in 1994. "Interdisciplinary" is largely freshman and sophomores who have not declared a major.

there has no real change in this over the five-year period. Arts and Sciences, the largest college by far, has an undergraduate student body equally split between women and men; somewhat fewer women are enrolled in graduate programs. Total enrollment in the College of Business has taken a jump in the last two years. The proportion of women remains just under 40% among undergraduates and 33.1% of graduate students.

Data for the previously separate College of Education and College of Human Resources are combined in this report. Graduate programs in Education have a high female enrollment (about 70%). The proportion of men pursuing programs in the former College of Human Resources grew over the period among both undergraduates and graduates. The merged college has approximately 25% male undergraduate enrollment and 34% male graduate enrollment.

Thirteen programs enroll less than 25% women.

**Table 3: Programs with Low Female Enrollment**

<b>Program</b>	<b>College</b>	<b>Percent</b>
Building Construction	Architecture & Urban Studies	3.5%
Electrical Engineering	Engineering	9.4%
Mechanical Engineering	Engineering	9.9%
Agricultural Technology	Agriculture & Life Sciences	10.6%
Engineering Science and Mechanics	Engineering	13.4%
Computer Science	Arts & Sciences	13.6%
Aerospace Engineering	Engineering	13.7%
Geography	Arts & Sciences	15.6%
Mining Engineering	Engineering	17.0%
Philosophy	Arts & Sciences	18.8%
Civil Engineering	Engineering	20.4%
Economics	Arts & Sciences	22.8%
Physics	Arts & Sciences	24.5%

Admissions

First-time freshmen are a closely monitored aspect of enrollment. The table below gives the number of applications, acceptances, and enrollments for the first-time freshmen in Fall 1997 by race/ethnicity. Black applicants have the lowest acceptance and enrollment rates among all racial/ethnic groups. Fifty-three percent of black applicants were offered admissions, but only 21% of those actually enrolled at Virginia Tech (“yield” rate) in Fall 1997. The yield for Hispanic applicants was also considerably lower than for other groups. Seventy-seven percent of white applicants were offered admissions and 39% of those enrolled in Fall 1997.

**Table 4: Applications, Acceptances, and Enrollment for First-Time Freshmen by Race/Ethnicity, Fall 1997**

Race/Ethnicity	Apply	Accept	Rate	Enroll	Yield
<b>Black</b>					
In State	825	432	52%	131	30%
Out of State	937	501	53%	64	13%
Total	1,762	933	53%	195	21%
<b>Hispanic</b>					
In State	306	190	62%	57	30%
Out of State	166	102	61%	18	18%
Total	472	292	62%	75	26%
<b>American Indian</b>					
In State	33	17	52%	9	53%
Out of State	21	16	76%	3	19%
Total	54	33	61%	12	36%
<b>Asian</b>					
In State	846	607	72%	228	38%
Out of State	333	239	72%	39	16%
Total	1,179	846	72%	267	32%
<b>White</b>					
In State	7885	5775	73%	2688	47%
Out of State	5268	4299	82%	1229	29%
Total	13,153	10,074	77%	3,917	39%
<b>International</b>					
In State	-	-	-	-	-
Out of State	302	204	68%	66	32%
Total	302	204	68%	66	32%
<b>University</b>					
In State	9895	7021	71%	3113	44%
Out of State	7027	5361	76%	1419	26%
Total	16,922	12,382	73%	4,532	37%

Source: Institutional Research, OIR Program "C10" and STUCENFL of 197

## Retention

Each year's first-time freshmen form a cohort group (identified by their entering year) that is monitored to determine their retention rates after one and two years and graduation rates after four, five, and six years. These measures are important both for monitoring our efforts internally and for reporting to the Commonwealth as part of our institutional "Performance Indicators."

Table 5 below documents the retention rate for cohorts of first-time freshmen entering since 1989. For the most recent cohorts entering in 1994 and 1995, the retention rates by race/ethnicity more nearly mirrored the retention rates for the class as a whole (89% after one year). The first and second-year retention rates for black students have increased over this seven-year period. In the most recent cohort data for 1995, the one-year retention rate for black students equaled the rate for white students. However, it should be noted that the most significant increases in the retention rate for the 1994 and 1995 black student cohorts are also associated with a smaller cohort size. There remains a gap in the number of black students retained after the second year (82% of white students versus 78% of black students).

**Table 5: Retention by Race/Ethnicity and Gender**

Year	Black	Hispanic	Asian	Amer Ind	White	Int'l	Male	Female	Overall
<b>1989</b>									
<i>Cohort Size</i>	221	55	252	2	3727	28	2456	1829	4285
After 1 year	76%	84%	90%	100%	88%	75%	87%	89%	88%
After 2 years	71%	85%	84%	50%	83%	75%	82%	83%	82%
<b>1990</b>									
<i>Cohort Size</i>	285	54	304	5	3540	25	2355	1858	4213
After 1 year	81%	94%	90%	100%	90%	84%	89%	90%	90%
After 2 years	67%	85%	83%	80%	83%	76%	82%	82%	82%
<b>1991</b>									
<i>Cohort Size</i>	266	64	284	9	3707	27	2481	1876	4357
After 1 year	86%	88%	93%	56%	90%	93%	90%	91%	90%
After 2 years	73%	70%	85%	56%	83%	89%	82%	83%	82%
<b>1992</b>									
<i>Cohort Size</i>	232	60	270	6	3213	27	2173	1635	3808
After 1 year	82%	95%	92%	83%	90%	67%	89%	91%	90%
After 2 years	71%	85%	86%	67%	83%	59%	82%	83%	82%
<b>1993</b>									
<i>Cohort Size</i>	212	68	319	3	3589	38	2461	1768	4229
After 1 year	83%	84%	90%	100%	90%	92%	89%	90%	89%
After 2 years	71%	72%	84%	67%	83%	87%	82%	82%	82%
<b>1994</b>									
<i>Cohort Size</i>	188	65	300	16	3656	36	2347	1914	4261
After 1 year	86%	86%	88%	94%	88%	89%	89%	86%	88%
After 2 years	78%	80%	82%	94%	80%	83%	80%	81%	80%
<b>1995</b>									
<i>Cohort Size</i>	202	76	289	6	4036	47	2605	2051	4656
After 1 year	89%	86%	90%	83%	89%	87%	88%	90%	89%
After 2 years	78%	75%	83%	67%	82%	87%	81%	82%	81%

Source: Institutional Research, GRS-1

The small size of the Hispanic, American Indian, and international student cohorts makes interpretation of year-to-year changes in retention difficult. In some years, the retention rate after two years equaled or exceeded the rate for white students; in other years, the rate was significantly below the rate for white students. The retention rate for Asian students generally equals or exceeds the retention rate for white students. The retention rates for women usually exceed the retention rate for men.

The newly instituted academic eligibility policy may have a negative effect on retention rates for cohorts entering after the date of policy implementation. The policy requires a higher QCA at an earlier point in the student's career in order to remain in school. The effect on students by race/ethnicity is not yet known at this time. At least in the short-term, we may see a decline in the overall retention rate.

## Graduation Rate

The Commonwealth has a strong interest in increasing the four-year graduation rate at all public institutions and, to that end, has encouraged colleges and universities to re-examine bachelor's programs requiring more than 120 semester credit hours. Virginia Tech has had a number of programs exceeding 120 semester credit hours, a fact that explains, in part, a relatively low four-year graduation rate and a significantly higher six-year graduation rate. Recently, credit requirements were reduced in a number of degree programs following the State Council's urging, in some cases to the 120-hour minimum. However, the data do not yet reflect these changes since they were put into place fairly recently.

The six-year graduation rate, however, is the one most commonly used in state and national reporting. Unlike many institutions where part-time enrollment is a significant factor, changes of major usually account for the longer time frame for students at Virginia Tech.

The six-year graduation rates by race/ethnicity and gender are available for three cohorts beginning in 1989 (see Table 6). Here we see very sizeable differences in the graduation rates for white and black students. Only in the most recent cohort (1991) did more than half of the first-time black freshmen entering Virginia Tech actually receive a degree within six years, while 76% of white students received degrees. Black students are also far less likely to graduate in four years than whites or other students of color.

Given comparable or higher retention rates after the first and second year, it is somewhat surprising to see that the 1989, 1990, and 1991 cohorts of Asian students had lower six-year graduation rates than their white counterparts. Small numbers again make it difficult to speak of trends in graduation rates for Hispanics, American Indians, or international students. Women students are much more likely to complete their degrees in four years than men—at least in part a reflection of differential choice of majors and related credit hour requirements. Women also have higher six-year graduation rates than men.

**Table 6: Cumulative Graduation Rate by Race/Ethnicity and Gender**

Year	Black	Hispanic	Amer Ind	Asian	White	Int'l	Male	Female	Overall
<b>1989</b>									
Cohort Size	221	55	2	252	3727	28	2456	1829	4285
W ithin 4 years	19%	38%	0%	33%	41%	46%	30%	52%	39%
W ithin 5 years	43%	64%	0%	63%	70%	54%	65%	74%	68%
W ithin 6 years	48%	67%	0%	69%	75%	61%	71%	76%	73%
<b>1990</b>									
Cohort Size	285	54	5	304	3540	25	2355	1858	4213
W ithin 4 years	18%	43%	20%	32%	42%	60%	32%	50%	39%
W ithin 5 years	39%	69%	40%	62%	72%	76%	66%	72%	69%
W ithin 6 years	45%	72%	60%	68%	76%	76%	72%	75%	73%
<b>1991</b>									
Cohort Size	266	64	9	284	3707	27	2481	1876	4357
W ithin 4 years	23%	27%	11%	40%	43%	48%	33%	53%	42%
W ithin 5 years	49%	48%	44%	65%	72%	67%	67%	74%	70%
W ithin 6 years	53%	58%	44%	72%	76%	74%	71%	77%	74%
<b>1992</b>									
Cohort Size	232	60	6	270	3213	27	2173	1635	3808
W ithin 4 years	18%	42%	17%	39%	43%	37%	33%	53%	41%
W ithin 5 years	41%	77%	50%	69%	69%	52%	64%	72%	67%
<b>1993</b>									
Cohort Size	212	68	3	319	3589	38	2461	1768	4229
W ithin 4 years	20%	26%	33%	35%	42%	37%	30%	54%	40%

Source: Institutional Research, GRS-1

**SECTION II: FACULTY**

Total Faculty by Race/Ethnicity

In Fall 1997, there were 2,607 full-time faculty members at Virginia Tech. "Total full-time faculty" includes all faculty positions: tenured or tenure-track instructional faculty, faculty on sponsored research projects, and administrative and professional faculty throughout the University, including Cooperative Extension. Faculty on both regular and restricted (fixed-length appointments) are included. "International" faculty in this report are those classified as non-resident alien. Faculty of international origin with permanent residency are included within the relevant category for their race/ethnicity. Faculty data are drawn from the workforce profile prepared for the University's annual affirmative action plan update unless otherwise noted.

Whites constituted 86.6% of the full-time faculty in 1997. Minority and international faculty members were 9.8% and 3.6% respectively of the total. The total number of faculty in Fall 1997, as well as the percentage of whites, is virtually the same as Fall 1993. There was a 1% decrease in the number of international faculty members (-26 positions) and a 1% increase in the number of minority tenured or tenure-track faculty members (+29 positions) between Fall 1993 and Fall 1997. Table 7 below shows the comparison for the years 1993 and 1997.

**Table 7: Total Faculty by Race/Ethnicity Fall 1993 and Fall 1997**

Group	1993		1997	
	No.	Percent	No.	Percent
International	120	4.6%	94	3.6%
Minorities	226	8.7%	255	9.8%
Whites	2263	86.7%	2258	86.6%
Totals	2609	100.0%	2607	100.0%

Source: Fall 1993 and 1997 Updates of the Affirmative Action Plan/ Workforce Analysis for F-T Faculty

Detailed data for each minority group are included in the Appendix for each of the five years. The proportion of Hispanic faculty members remained the same over the five-year period -- less than 1% of the overall number. In 1993, there were two faculty members of American Indian ancestry. In 1997, there were four full-time faculty members of American Indian ancestry; three of these held tenure-track positions.

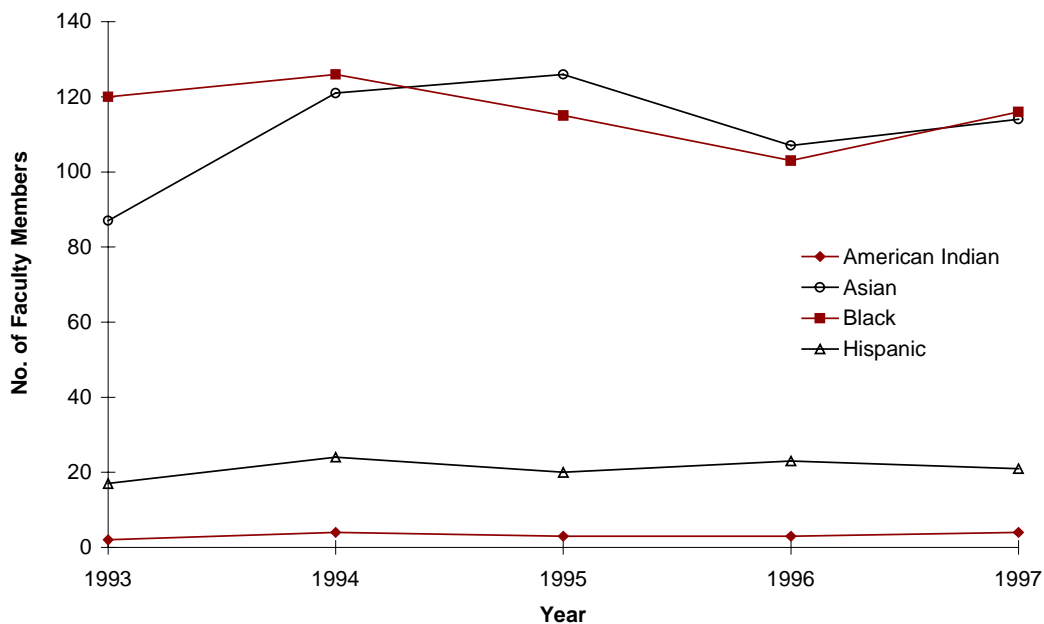
During the five-year period, there were some notable fluctuations in the numbers of Asian and black faculty members. The number of Asian faculty increased 39% in one year (from 87 to 121) between 1993 and 1994: seven were in tenure-track appointments, seven in administrative or professional faculty positions, and 20 in special research faculty positions (sponsored programs). The number of Asian faculty members was greatest in 1995 (126).

By Fall 1996, the number of black faculty members had fallen to 103 from its highest point of 126 in 1994. During this period five tenured black faculty members opted for early retirement by participating in the Individual Transition Option Program (ITO) and, under the Workforce Transition Act (state resignation/retirement incentive program for non-tenured personnel), seven additional black faculty

members left the University for retirement or to seek other opportunities. Another six black faculty members were separated from the University due to death or disability between 1994 and 1996.

As of Fall 1997, the number of Asian and black faculty members was virtually the same -- 114 Asian faculty members (4.4% of the total full-time faculty) and 116 black faculty members (4.4%). Figure 9 shows the five-year trend for each minority group.

**Figure 9: Minority Faculty by Race/Ethnicity  
Fall 1993 to Fall 1997**



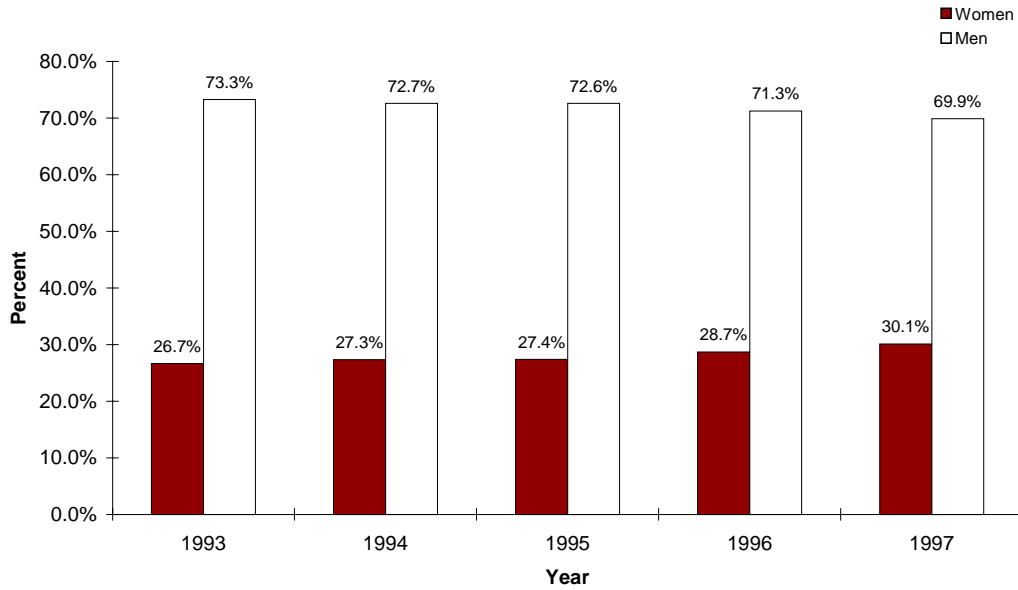
Source: Updates of the Affirmative Action Plan for 1993 to 1997/Workforce Analysis for F-T Faculty



Total Faculty by Gender

The proportion of women among the total full-time faculty at Virginia Tech increased steadily from 27% in Fall 1993 to 30% in the Fall of 1997. Figure 10 below shows the five-year trend by gender.

**Figure 10: Full-Time Faculty by Gender  
Fall 1993 to Fall 1997**



Source: Fall 1993 to Fall 1997 Updates of the Affirmative Action Plan/ Workforce Analysis for F-T Faculty

Black women were the only group which outnumbered their male counterparts. In all other groups, there are more men than women, particularly among international, Asian, and white faculty members (see Appendix C).

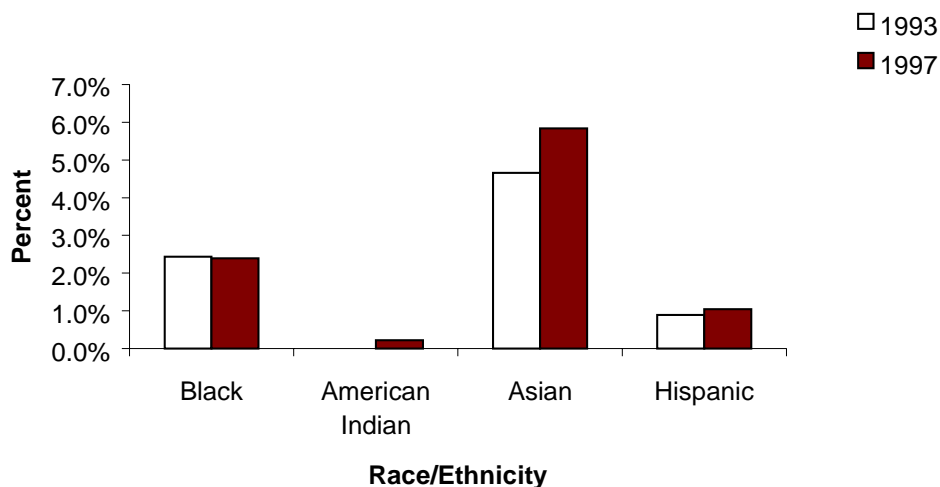
### Tenured or Tenure-Track Faculty by Race/Ethnicity

In Fall 1997, there were 1,353 tenured or tenure-track faculty members in the eight academic colleges -- 52% of the total full-time faculty. (There are additional faculty members at Virginia Tech with tenure or in tenure-track positions who are not included in these numbers. Some of these are employed by the research centers and others serve in administrative positions. This section focuses only on non-administrative faculty in the eight academic colleges; they will be referred to here as "collegiate faculty".)

In 1997, whites constituted 89.5% of the collegiate tenured or tenure-track faculty members, while minority and international (non-resident alien) faculty members made up 9.4% and 1.1% respectively. In 1993, whites constituted 90.3% of the collegiate tenured or tenure-track faculty members, while minority and international (non-resident alien) faculty members made up 7.8% and 1.9% respectively.

A comparison of the 1993 and 1997 data for the individual minority groups indicate that the percentage of tenured or tenure-track faculty members who were Asian increased from 4.6% to 5.8%; all other minority groups remained about the same proportion. Black faculty members constitute 2.4% of the tenured or tenure-track faculty; Hispanic faculty constitute 1%. Faculty of American Indian ancestry increased from 0 to 3 (0.2%). Figure 11 shows the 1993 and 1997 comparisons by race/ethnicity.

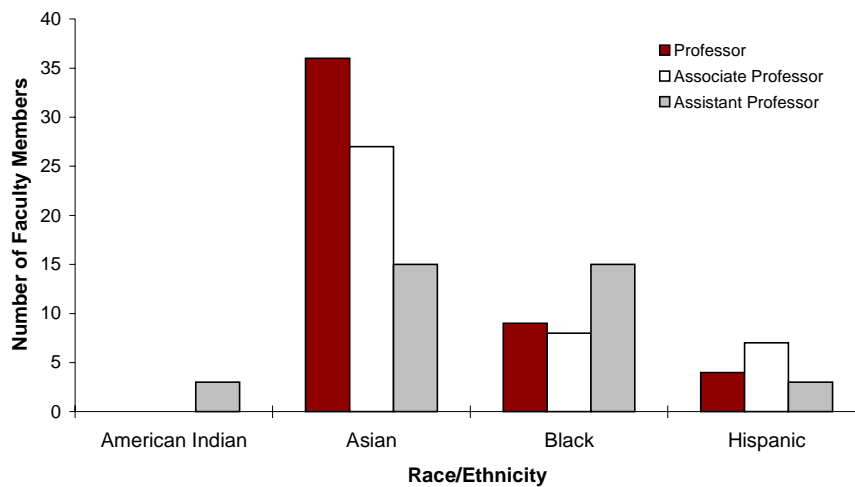
**Figure 11: Collegiate Tenured or Tenure-Track Faculty by Race/Ethnicity  
Fall 1993 to Fall 1997**



The three tenure-track ranks are professor, associate professor, and assistant professor. Forty-six percent of all collegiate faculty hold the rank of professor; 37% are associate professors; and 17% are assistant professors.

The distribution of minority faculty by rank differs by group (see Figure 12). More Asian faculty members have obtained the rank of associate (27) and full professor (36) than have members of other minority groups. American Indians have representation only in the assistant professor rank. Recent hires of black faculty have been at the assistant professor rank. The distribution of black tenured or tenure-track faculty also reflects the retirements of a number of senior faculty members under the ITO program.

**Figure 12: Collegiate Tenured and Tenure-Track Faculty by Race/Ethnicity, Fall 1997**



Source: Fall 1997 Update of the Affirmative Action Plan/Workforce Analysis of F-T Faculty

Appendix D gives college-level data for the tenured or tenure-track faculty for the five-year period. For Fall 1997, the College of Human Resources and Education had the highest percentage of black faculty (4.1%), reflecting in part the high proportion of blacks earning their doctoral degrees in education-related fields. Asians were represented on the faculties of all of the colleges, with the largest proportion (11.7%) in the College of Engineering. Hispanics have no representation in four of the eight colleges: Agriculture and Life Sciences, Forestry and Wildlife Resources, Human Resources and Education, and Veterinary Medicine.

While minority representation among collegiate faculty changed very little in the aggregate over the five-year period, three colleges had significant changes. The proportion of Asian tenured or tenure-track faculty members in the College of Business increased 2.7% and the proportion of black faculty members increased 3.1%. Asian faculty members in the College of Engineering increased by 2.2%. Black faculty decreased by 2.8% in the College of Human Resources and Education.

Of particular interest are the results of Virginia Tech's recent hiring of new tenured or tenure-track faculty. The number of new hires throughout this period remained low -- reflecting a hiring freeze one year, budget reductions over several years, and the lack of available positions while those opting for the early retirement program were phased out. Table 8 summarizes new faculty appointments by race/ethnicity over the five-year period. In Fall 1993, 47 new collegiate tenured or tenure-track faculty members were hired -- 91.5% of these positions were filled by whites; 8.5% were Asian. In Fall 1997, the number of new hires returned to more normal levels with 62 new appointments -- 80.6% of the new hires were white, 9.7% were Asian, and 8.1% were black. College-level data for new hires over the five-year period are in Appendix D.

**Table 8: Collegiate Tenured or Tenure-Track Faculty New Hires by Race/Ethnicity  
Fall 1993 to Fall 1997**

Race/Ethnicity	1993		1994		1995		1996		1997	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
American Indian	0	0.0%	1	2.6%	0	0.0%	0	0.0%	1	1.6%
Asian	4	8.5%	3	7.7%	2	6.1%	3	6.4%	6	9.7%
Black	0	0.0%	1	2.6%	4	12.1%	0	0.0%	5	8.1%
Hispanic	0	0.0%	0	0.0%	0	0.0%	1	2.1%	0	0.0%
White & Int'l	43	91.5%	34	87.2%	27	81.8%	43	91.5%	50	80.6%
Total New Hires	47	100.0%	39	100.0%	33	100.0%	47	100.0%	62	100.0%

Source: Updates of the Affirmative Action Plan for 1993 through 1997/ Workforce Analysis for F-T Faculty

Diversity of the Collegiate Tenured and Tenure-Track Faculty in Context

It is possible to compare the diversity of the tenured and tenure-track faculty at Virginia Tech with that of its benchmark institutions as well as other doctoral universities in Virginia by using data collected as part of the annual federal IPEDS faculty survey. The most recent data are for Fall 1995. Virginia Tech, with 8.5% minority faculty members, ranked 24<sup>th</sup> of 25 benchmark institutions in the percentage of minority faculty members. The mean percentage of minority tenured or tenure-track faculty members for the benchmark institutions was 11.6%. The mean percentage of black faculty members for the benchmark institutions was 2.9%, while Virginia Tech had 2.3% black tenured or tenure-track faculty members. Hispanic, Asian, and American Indian faculty members were also less well represented at Virginia Tech than the mean percent of each group for the benchmark institutions (see Table 9 below).

**Table 9: Tenured or Tenure-Track Faculty by Race/Ethnicity**  
 SCHEV Benchmark Institutions  
 (sorted in descending order by percent of minority faculty members)

Institution	% All Minority	Black	Am Indian	Asian	Hispanic	White
VT Peer (Benchmark) Institutions:						
SUNY at Buffalo	15.6%	5.3%	0.4%	8.1%	1.9%	83.2%
University of California-Berkeley	14.0%	3.1%	0.2%	7.8%	2.9%	85.6%
University of Maryland College Park	14.0%	5.7%	0.3%	6.1%	1.9%	84.6%
University of Michigan - Ann Arbor	13.9%	4.5%	0.3%	7.3%	1.8%	83.3%
University of Southern California	13.6%	1.7%	0.0%	9.5%	2.4%	84.3%
Rutgers University New Brunswick	13.2%	4.8%	0.1%	6.5%	1.8%	82.7%
University of Illinois Urbana Campus	12.7%	2.5%	0.4%	7.7%	2.2%	85.4%
Michigan State University	12.7%	4.2%	0.3%	6.2%	2.0%	87.1%
University of Missouri - Columbia	12.4%	3.0%	0.4%	7.4%	1.5%	86.2%
University of Pittsburgh Main Campus	12.3%	3.8%	0.1%	7.4%	1.1%	86.3%
University of Texas at Austin	12.2%	2.7%	0.4%	5.3%	3.8%	85.5%
Texas A & M University	11.9%	1.8%	0.3%	6.1%	3.7%	85.8%
North Carolina State University at Raleigh	11.6%	4.6%	0.3%	5.8%	0.9%	87.5%
University of Iowa	11.4%	2.2%	0.3%	6.9%	2.0%	86.8%
Ohio State University Main Campus	11.2%	3.4%	0.0%	6.4%	1.4%	85.1%
University of Colorado at Boulder	11.1%	1.9%	0.6%	4.7%	3.9%	88.7%
University of Arizona	10.8%	1.2%	1.0%	4.7%	4.0%	87.4%
Pennsylvania State University Main	10.8%	2.1%	0.0%	7.0%	1.7%	88.2%
Cornell University - Endowed Colleges	10.3%	3.2%	0.3%	5.3%	1.5%	87.5%
Purdue University Main Campus	10.2%	1.5%	0.2%	7.1%	1.4%	88.4%
Iowa State University	10.0%	1.3%	0.2%	6.9%	1.5%	88.8%
University of Wisconsin - Madison	9.6%	1.9%	0.3%	4.9%	2.4%	89.9%
University of Tennessee - Knoxville	8.9%	3.3%	0.2%	4.3%	1.0%	90.2%
<b>VIRGINIA TECH</b>	<b>8.5%</b>	<b>2.3%</b>	<b>0.1%</b>	<b>5.3%</b>	<b>0.8%</b>	<b>90.4%</b>
Colorado State University	7.7%	0.5%	0.6%	4.8%	1.7%	90.7%
<b>Mean Percentage, Benchmark Institutions</b>	<b>11.6%</b>	<b>2.9%</b>	<b>0.3%</b>	<b>6.4%</b>	<b>2.1%</b>	<b>86.8%</b>

Source: Virginia Tech IRPA Data, Fall 1995

Of the six doctoral institutions in Virginia, Virginia Tech ranked fifth in the percentage (8.5%) of minority faculty members. Only the College of William and Mary had a lower percentage. The mean percentage of minority faculty members for the Virginia doctoral institutions was 10.8%. The mean percentage of black faculty members for the doctoral institutions was 3.8%. With 2.3% black faculty, Virginia Tech had the lowest proportion of black faculty (see Table 10).

**Table 10 : Tenured or Tenure-Track Faculty by Race/Ethnicity**  
 Virginia Doctoral Institutions  
 (sorted in descending order by percent of minority faculty members)

Institution	% All Minority	Black	Am Indian	Asian	Hispanic	White
Virginia Doctoral Institutions:						
Old Dominion University	18.5%	7.0%	0.4%	10.1%	1.0%	81.5%
George Mason University	11.9%	4.0%	0.0%	6.1%	1.8%	84.8%
University of Virginia	9.4%	3.1%	0.1%	4.8%	1.4%	89.3%
Virginia Commonwealth University	9.3%	4.3%	0.1%	3.8%	1.1%	90.2%
<b>VIRGINIA TECH</b>	<b>8.5%</b>	<b>2.3%</b>	<b>0.1%</b>	<b>5.3%</b>	<b>0.8%</b>	<b>90.4%</b>
College of William and Mary	7.3%	2.4%	0.2%	3.5%	1.1%	91.0%
<b>Mean Percentage, Virginia Doctoral Institutions</b>	<b>10.8%</b>	<b>3.8%</b>	<b>0.1%</b>	<b>5.6%</b>	<b>1.2%</b>	<b>87.9%</b>

Source: Virginia Tech IRPA Data, Fall 1995

Collegiate Tenured and Tenure-Track Faculty by Gender

Although women constituted 30% of the total number of faculty members at the University in Fall 1997, they were only 18.4% of the collegiate tenured and tenure-track group. Over the five-year period of 1993 to 1997, there was a slow, but steady increase in the percentage of women from 15.7% to 18.4%.

In 1997, 7.4% of professors, 20.5% of associate professors, and 43.4% of assistant professors were women. In 1993, women were 5.5% of professors, 18.5% of associate professors, and 34.1% of assistant professors being women.

The percentage of women increased in all eight colleges during the period. Table 11 shows the proportion of women by college for Fall 1993 and Fall 1997.

**Table 11: Women Faculty Members in Each College**

College	1993	1997
Agriculture	10.0%	10.5%
Architecture	19.7%	25.3%
Arts & Sciences	17.7%	19.0%
Business	12.4%	19.8%
Engineering	2.9%	5.3%
Forestry	4.3%	5.7%
Human Resources & Education	40.6%	50.0%
Veterinary Medicine	15.5%	17.7%
University Total	15.7%	18.4%

Source: Fall 1993 and Fall 1997 Updates of the Affirmative Action Plan/  
Workforce Analysis for F-T Faculty

In 1993, 42.6% of the new appointments made to the collegiate tenure-track faculty were women. In 1997, 32.3% of new hires were women. The percentage of women among new hires fluctuated slightly over the five-year period (see Appendix D for further detail).

Collegiate Tenured and Tenure-Track Faculty by Gender in Context

The mean percentage of women among tenured or tenure-track faculty for the 25 benchmark institutions was 21.6%. Virginia Tech ranked 23rd, with 16.2% women among the tenured or tenure-track faculty members (see Table 12 below.)

**Table 12: Tenured or Tenure-Track Faculty by Gender**  
 SCHEV Benchmark Institutions  
 (sorted in descending order by percent of women faculty members)

Institution	Women	Men
VT Peer (Benchmark) Institutions:		
Rutgers University New Brunswick	28.1%	71.9%
Ohio State University Main Campus	27.2%	72.8%
University of Colorado at Boulder	26.5%	73.5%
SUNY at Buffalo	24.9%	75.1%
Michigan State University	23.6%	76.4%
University of Maryland College Park Campus	23.6%	76.4%
University of Arizona	23.1%	76.9%
University of Iowa	23.0%	77.0%
University of Texas at Austin	22.6%	77.4%
University of Pittsburgh Main Campus	22.3%	77.7%
University of Southern California	22.3%	77.7%
Pennsylvania State University Main Campus	21.9%	78.1%
University of Tennessee - Knoxville	21.7%	78.3%
University of California-Berkeley	21.4%	78.6%
Colorado State University	21.4%	78.6%
University of Illinois Urbana Campus	21.2%	78.8%
University of Michigan - Ann Arbor	21.1%	78.9%
Iowa State University	20.6%	79.4%
University of Wisconsin - Madison	20.4%	79.6%
University of Missouri - Columbia	19.4%	80.6%
Purdue University Main Campus	19.3%	80.7%
Cornell University - Endowed Colleges	17.7%	82.3%
<b>VIRGINIA TECH</b>	<b>16.2%</b>	<b>83.8%</b>
North Carolina State University at Raleigh	16.1%	83.9%
Texas A & M University	13.9%	86.1%
<b>Mean Percentage, Benchmark Institutions</b>	<b>21.6%</b>	<b>78.4%</b>

Source: IPEDS Data Fall 1995



The mean percentage of women faculty among the six Virginia doctoral institutions was 21.9%. Virginia Tech, with 16.2%, ranked last in the percentage of women among tenured or tenure-track faculty members (see Table 13 below).

**Table 13: Tenured or Tenure-Track Faculty by Gender**  
 Virginia Doctoral Institutions  
 (sorted in descending order by percent of women faculty members)

Institution	Women	Men
Virginia Doctoral Institutions:		
George Mason University	27.4%	72.6%
Old Dominion University	24.1%	75.9%
Virginia Commonwealth University	22.9%	77.1%
College of William and Mary	22.7%	77.3%
University of Virginia	18.4%	81.6%
<b>VIRGINIA TECH</b>	<b>16.2%</b>	<b>83.8%</b>
<b>Mean Percentage, Virginia Doctoral Institutions</b>	<b>21.9%</b>	<b>78.1%</b>

Source: IPEDS Data Fall 1995

## Administrative and Professional (A/P) Faculty by Race/Ethnicity

“Administrative faculty” includes positions no more than three levels below the president. These are typically vice presidents, vice provosts, deans, immediate staff to these officials (such as assistant and associate vice president), and directors of major units throughout the university. “Professional faculty” positions include coaches, extension agents, librarians; and administrators in the development, alumni affairs, student affairs, university relations offices, and a variety of academic support units reporting to the Provost. There are also some A/P faculty in the academic colleges. These positions are held primarily by deans and their immediate staff members. (Given small numbers, the “professional” faculty in the academic colleges are combined with “administrative” faculty in the academic colleges count. Academic department heads are considered instructional faculty and they are included in the collegiate faculty section of this report.)

Table 14 below combines the data for administrative and professional faculty positions for the various senior management areas. (Appendix E, page E-1 provides the separate detail on the A/P faculty by type.) The most racially diverse units were those reporting to the Provost and Cooperative Extension. Slightly more than 10% of the total number were African Americans, who had by far the largest representation among minority group members.

**Table 14: A/P Faculty by Race/Ethnicity and Senior Management Area  
Fall 1997**

Senior Management Area	Amer Indian		Asian		Black		Hispanic		Whites		Total
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Development					1	2.9%			33	97.1%	34
Exec VP & VP Bus Aff (includes athletics)			2	2.1%	9	9.4%			85	88.5%	96
Cooperative Extension	1	0.4%			42	15.4%			230	84.2%	273
Information Systems (includes library)			1	1.5%					64	98.5%	65
Outreach									17	100.0%	17
President/Alumni					1	6.3%	1	6.3%	14	87.5%	16
Provost					9	16.4%			46	83.6%	55
Research/Graduate Studies									14	100.0%	14
Student Affairs			1	1.2%	9	11.0%	1	1.2%	71	86.6%	82
Academic Colleges			1	1.6%	3	4.8%			59	93.7%	63
<b>Total: A/P Faculty</b>	<b>1</b>	<b>0.1%</b>	<b>5</b>	<b>0.7%</b>	<b>74</b>	<b>10.3%</b>	<b>2</b>	<b>0.3%</b>	<b>633</b>	<b>88.5%</b>	<b>715</b>

Source: Fall 1997 Update of the Affirmative Action Plan/Workforce Analysis for F-T Faculty

In 1997, there was only one administrative faculty position in the non-collegiate units held by a minority (an African American, Associate Provost for Retention and Academic Support Programs); 99% of the administrative faculty positions were held by whites. (Two additional minority group members, an Asian and an African American, held administrative faculty positions in the colleges, both associate deans.) Two recent appointments of African Americans will be reflected in Fall 1998 administrative faculty data: Vice President for Multicultural Affairs and Dean of Students.

Representation of minorities among the professional faculty was greater: 13.5% of the professional faculty positions were held by minorities; 86.5% held by whites. All but two senior management areas have minority representation among their professional faculty.

Data for the five-year period for minority representation among administrative and professional faculty positions in the non-collegiate units are shown separately in Table 15 below. (Collegiate data for A/P faculty were not included here because the categories are combined in the data source.)

**Table 15: Percent Minority Among A/P Faculty in Non-Collegiate Units**

Year	Minority		White		Total No.
	No.	Percent	No.	Percent	
<b>Administrative Faculty:</b>					
1993	5	5.7%	83	94.3%	88
1994	5	5.2%	91	94.8%	96
1995	3	3.3%	89	96.7%	92
1996	3	3.4%	86	96.6%	89
1997	1	1.2%	82	98.8%	83
<b>Professional Faculty:</b>					
1993	70	12.7%	480	87.3%	550
1994	78	13.9%	482	86.1%	560
1995	72	14.3%	430	85.7%	502
1996	68	12.7%	467	87.3%	535
1997	77	13.5%	492	86.5%	569

Source: Fall 1993 to Fall 1997 Updates of the Affirmative Action Plan /Workforce Analysis for F-T Faculty

In 1997, there were 92 new hires for administrative and professional faculty positions. Only six of these positions were administrative faculty; all six were filled by whites. There were 86 new hires for professional faculty positions. Seventeen newly-appointed faculty members (18.5% of all new A/P hires) were minority; 81.5% of newly-appointed professional faculty members were white. Minority appointments were made in the senior management areas of Executive Vice President and Vice President for Business Affairs (areas combined), Cooperative Extension, Provost, and Student Affairs.

## Administrative and Professional Faculty by Gender

In 1997, women held 47.6% of all administrative and professional faculty members positions at the University (see Table 16 below). They were least well represented in Research and Graduate Studies, units reporting to the Executive Vice President (including Athletics) and the Vice President for Business Affairs, and Development.

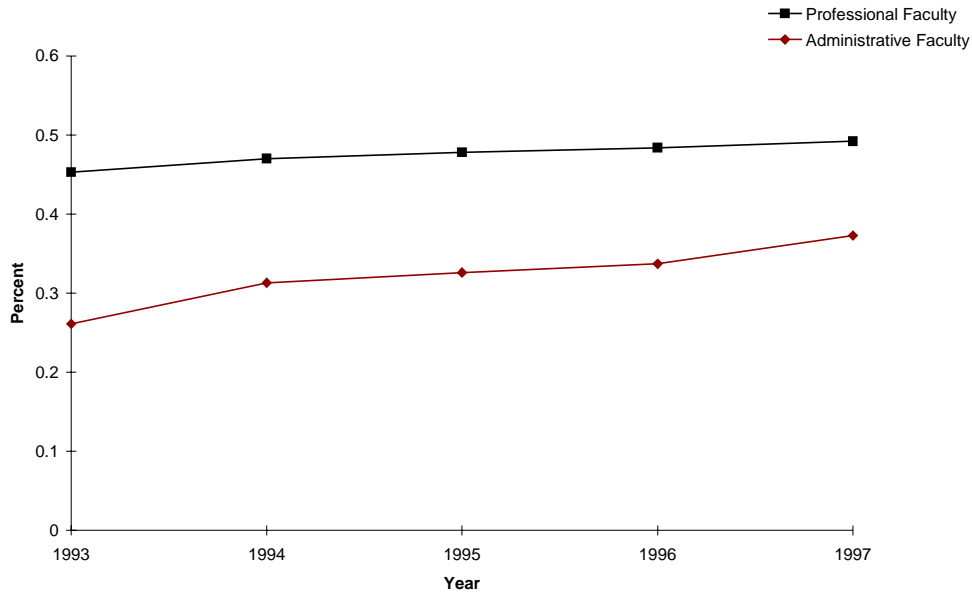
**Table 16: A/P Faculty by Gender and Senior Management Area  
Fall 1997**

Senior Management Area	Women		Men		Total No.
	No.	Percent	No.	Percent	
Development	11	32.4%	23	67.6%	34
Exec VP & VP Bus Aff (includes athletics)	28	29.2%	68	70.8%	96
Cooperative Extension	141	51.6%	132	48.4%	273
Information Systems (includes library)	36	55.4%	29	44.6%	65
Outreach	6	35.3%	11	64.7%	17
President/Alumni	8	50.0%	8	50.0%	16
Provost	35	63.6%	20	36.4%	55
Research/Graduate Studies	3	21.4%	11	78.6%	14
Student Affairs	43	52.4%	39	47.6%	82
Academic Colleges	29	46.0%	34	54.0%	63
<b>Total A/P Faculty</b>	<b>340</b>	<b>47.6%</b>	<b>375</b>	<b>52.4%</b>	<b>715</b>

Source: Fall 1997 Update of the Affirmative Action Plan/Workforce Analysis for F-T Faculty

Although women were still more likely to hold “professional” faculty positions (49.2%) than “administrative” faculty positions in the non-collegiate units (37.3%), there was a noticeable increase over the five-year period in the proportion of women in these key leadership roles (26.1% to 37.3%). This is illustrated in Figure 13 below. (The collegiate A/P faculty are not included in this graph since the data source does not separate the two categories.)

**Figure 13: Percent of Women Among A/P Faculty in Non-Collegiate Units 1993 to 1997**



Source: Fall 1993 to Fall 1997 Updates of the Affirmative Action Plan/Workforce Analysis for F-T Faculty

In 1997, there were 92 new A/P faculty hires, of which 59 (64.1%) were women. Six of the 92 hires were for administrative positions; four of the six were filled by women. The remaining 86 positions were for professional faculty; 58 (64.0%) of these positions were filled by women. Table 17 shows the 1997 newly-hired administrative and professional faculty members by gender.

**Table 17: Newly-Hired A/P Faculty by Gender Fall 1997**

Type of Appointment	Women		Men		Total No.
	No.	Percent	No.	Percent	
Administrative Faculty	4	66.7%	2	33.3%	6
Professional Faculty	55	64.0%	31	36.0%	86
<b>Total A/P Faculty</b>	<b>59</b>	<b>64.1%</b>	<b>33</b>	<b>35.9%</b>	<b>92</b>

Source: Fall 1997 Update of the Affirmative Action Plan/Workforce Analysis for F-T Faculty

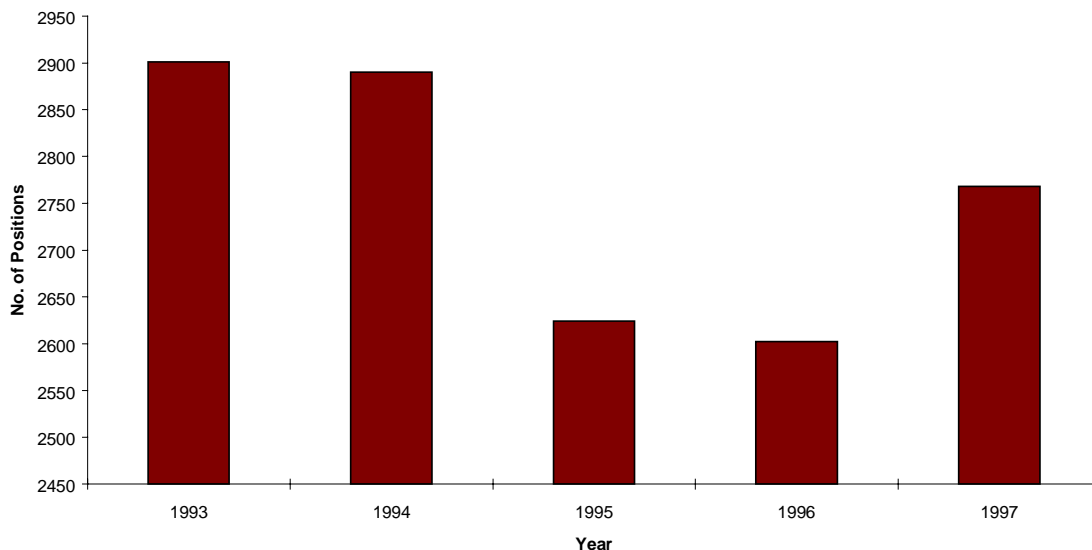
### SECTION III: STAFF

#### Total Classified Staff by Race/Ethnicity

In Fall 1997, there were 2,768 on-campus classified staff members at Virginia Tech. Classified staff members are grouped in the following EO (Equal Opportunity) job categories for federal reporting purposes: executive/managerial, professional, technical/paraprofessional, clerical, skilled crafts, and service/maintenance. Staff data are drawn from the workforce profile prepared for the University's annual affirmative action plan update unless otherwise noted.

Over the five-year period, there was a significant decrease in the overall number of on-campus classified staff members (from 2,901 in 1993 to 2,768 in 1997) and sizeable fluctuations year to year. The largest decrease (-266 positions) took place from 1994 to 1995. During this time period, approximately 200 classified staff members participated in the Workforce Transition Act (state resignation/retirement incentive program for classified and other non-tenured personnel) and a subsequent hiring freeze was enacted. There was a sizeable increase (+166 positions) in the number of classified staff members from 1996 to 1997, but the figure remained lower than the 1993 total. Figure 14 shows the fluctuations over the five-year period.

**Figure 14: Total Classified Staff  
Fall 1993 to Fall 1997**



Source: Classified Staff Workforce Profile 1993 to 1997

Whites constituted 95.3% of the classified staff in 1997. Minority group members were 4.7% of the total. Overall minority representation remained about the same as 1993 (4.1%). Table 18 shows the comparison for the years 1993 and 1997.

**Table 18: White and Minority Classified Staff Comparison  
Fall 1993 and Fall 1997**

Group	1993		1997	
	No.	Percent	No.	Percent
Minorities	119	4.1%	129	4.7%
Whites	2782	95.9%	2639	95.3%
Total	2901	100.0%	2768	100.0%

Source: Classified Staff Workforce Profile 1993 and 1997

Overall, blacks were the minority group with the largest percentage (3.1%) of employees in Fall 1997 and throughout the five-year period. Table 19 shows the percent of the on-campus classified workforce for each racial/ethnic group for the period of 1993 to 1997.

**Table 19: Classified Staff by Race/Ethnicity  
Fall 1993 to Fall 1997**

Race/Ethnicity	1993	1994	1995	1996	1997
American Indian	0.4%	0.4%	0.4%	0.5%	0.5%
Black	2.8%	2.9%	2.7%	2.6%	3.1%
Asian	0.7%	0.8%	0.7%	0.6%	0.7%
Hispanic	0.2%	0.2%	0.2%	0.3%	0.3%
White	95.9%	95.7%	96.0%	96.1%	95.3%

Source: Classified Staff Workforce Profile 1993 through 1997

## Total Classified Staff by EO Category and Race/Ethnicity

There are six EO job categories for classified staff. In Fall 1997, minorities had the highest representation (9.8%) in the category of service/maintenance. In all other categories they constituted less than 5% of the classified employees in those job titles. Table 20 shows the percentage of minorities and whites for each EO job category for Fall 1997.

**Table 20: Classified Staff by EO Category and Race/Ethnicity  
Fall 1997**

Job Category	Minorities		Whites	
	No.	Percent	No.	Percent
Executive/Managerial	4	3.7%	105	96.3%
Professional	24	4.4%	523	95.6%
Technical/Paraprofessional	30	4.1%	708	95.9%
Clerical	20	3.5%	557	96.5%
Crafts	5	1.5%	322	98.5%
Service/Maintenance	46	9.8%	424	90.2%
Totals	129	4.7%	2639	95.3%

Source: Classified Staff Workforce Profile 1997

The only significant change over the five-year period was an increase in minority representation among service/maintenance employees, from 6.7% to 9.8%. Year-to-year fluctuations in all other EO categories created no obvious trend. Table 21 shows the minority percentages for each EO job category for the five-year period.

**Table 21: Percent Minority Among Classified Staff by EO Category  
1993 to 1997**

Job Category	1993	1994	1995	1996	1997
Executive/Managerial	4.0%	2.2%	3.6%	4.3%	3.7%
Professional	4.7%	5.2%	4.8%	4.6%	4.4%
Technical/Paraprofessional	3.8%	3.3%	2.9%	2.8%	4.1%
Clerical	3.5%	4.6%	4.0%	3.8%	3.5%
Crafts	1.2%	1.4%	1.0%	1.3%	1.5%
Service/Maintenance	6.7%	6.5%	6.9%	6.9%	9.8%
Totals	4.1%	4.3%	4.0%	3.9%	4.7%

Source: Classified Staff Workforce Profile 1993 to 1997



Minority employees were distributed somewhat differently by race/ethnicity across the EO job categories. Blacks had the highest representation among the four racial/ethnic groups in each of the EO job categories throughout the five-year period with one exception. Asians were best represented in the professional category and, during 1994 and 1995, the number of Asians slightly exceeded the number of blacks in this job category. The percentages of black and American Indian employees were greatest in the service/maintenance category. However, the number of Asian, Hispanic, and American Indian classified employees was so small that further analysis is probably not meaningful. Tables D 1 in the Appendix contain the detailed data by race/ethnicity for the five-year period.

A detailed analysis of the hiring data for classified staff over the five-year period reveals no notable fluctuations in the percent of minorities. Overall whites consistently constituted more than 90% of the new hires for on-campus classified staff positions. Blacks were the minority group with the highest percent of representation during the five-year period. Table 22 shows the data for newly-hired on-campus classified staff by race/ethnicity for 1993 to 1997.

**Table 22: Classified Staff New Hires by Race/Ethnicity  
Fall 1993 to Fall 1997**

Race/Ethnicity	1993		1994		1995		1996		1997	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
American Indian	0	0.0%	1	0.3%	0	0.0%	1	0.3%	6	1.1%
Asian	4	1.1%	9	2.4%	8	3.3%	8	2.1%	7	1.3%
Black	15	4.2%	19	5.0%	7	2.9%	19	4.9%	26	4.8%
Hispanic	1	0.3%	2	0.5%	2	0.8%	3	0.8%	2	0.4%
White	340	94.4%	347	91.8%	225	93.0%	355	92.0%	505	92.5%
<b>Total New Hires</b>	<b>360</b>	<b>100.0%</b>	<b>378</b>	<b>100.0%</b>	<b>242</b>	<b>100.0%</b>	<b>386</b>	<b>100.0%</b>	<b>546</b>	<b>100.0%</b>

Source: Classified Staff Applicant Flow Reports for 1993 to 1997

Data for new classified hires by job category and race for 1997 show a continuation of the stratification of existing staff. No minorities were hired into executive/managerial or skilled crafts positions in 1997; these 60 positions were filled by whites. Blacks were the largest percentage of new hires among minority groups; almost half of the new black employees were hired in service/maintenance positions. Table 23 shows the Fall 1997 data for newly-hired classified staff by EO job category and race/ethnicity.

**Table 23: Newly-Hired Classified Staff by EO Job Category and Race/Ethnicity  
Fall 1997**

Job Category	American Indian		Blacks		Asians		Hispanics		Whites	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
Executive/Managerial	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%
Professional	0	0.0%	5	6.0%	3	3.6%	1	1.2%	75	89.3%
Technical/Paraprofessional	3	2.9%	5	4.8%	0	0.0%	1	1.0%	96	91.4%
Clerical	1	0.5%	4	2.1%	3	1.6%	0	0.0%	181	95.8%
Crafts	0	0.0%	0	0.0%	0	0.0%	0	0.0%	51	100.0%
Service/Maintenance	2	1.9%	12	11.1%	1	0.9%	0	0.0%	93	86.1%
<b>Total</b>	<b>6</b>	<b>1.1%</b>	<b>26</b>	<b>4.8%</b>	<b>7</b>	<b>1.3%</b>	<b>2</b>	<b>0.4%</b>	<b>505</b>	<b>92.5%</b>

Source: Classified Staff Applicant Flow Reports for 1993 to 1997

## Classified Staff by Gender

In Fall 1997, women constituted 58.4% of all on-campus classified staff members. In Fall 1993, the percentage of women was 58.7%. There has been no significant change in the proportion of women among classified staff over the five-year period.

The distribution of women by EO job categories varied widely, from 90.3% in clerical positions to 2.8% in skilled crafts. Two thirds of all female classified employees were in either clerical or technical/paraprofessional positions. Women held about 36% of executive/managerial positions. Table 24 shows the breakdown of positions by gender and EO job category for Fall 1997.

**Table 24: Classified Staff by EO Category and Gender  
Fall 1997**

Job Category	Women		Men		Total
	No.	Percent	No.	Percent	No.
Executive/Managerial	39	35.8%	70	64.2%	109
Professional	265	48.4%	282	51.6%	547
Technical/Paraprofessional	540	73.2%	198	26.8%	738
Clerical	521	90.3%	56	9.7%	577
Crafts	9	2.8%	318	97.2%	327
Service/Maintenance	243	51.7%	227	48.3%	470
Total	1617	58.4%	1151	41.6%	2768

Source: Classified Staff Workforce Profile 1997

The percentage of women in executive/managerial jobs increased significantly over the five-year period, from 25.7% in 1993 to 35.8% in 1997. The percentage of women also increased in technical/paraprofessional jobs while other categories remained about the same or changed relatively little. Table 25 shows the breakdown by gender and EO category for the five-year period.

**Table 25: Percent Women Among Classified Staff by EO Job Category  
1993 to 1997**

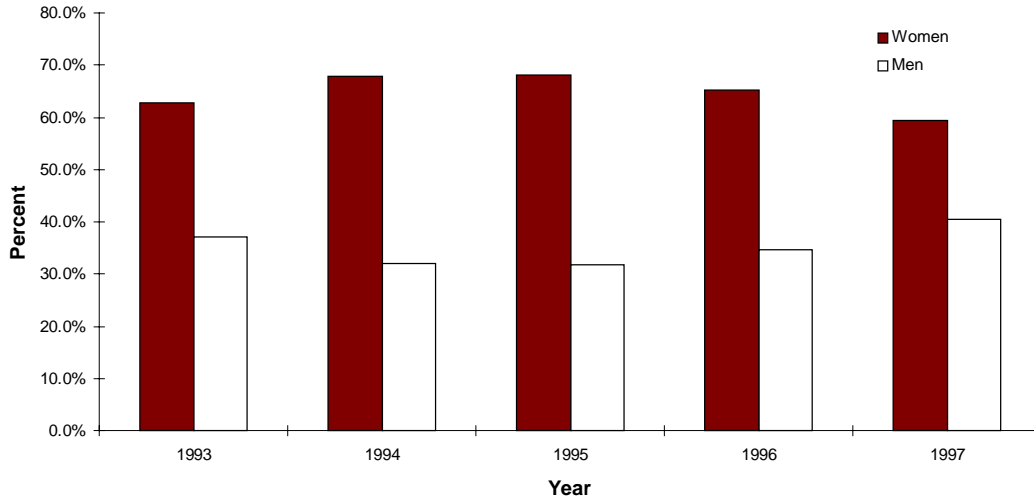
Job Category	1993	1994	1995	1996	1997
Executive/Managerial	25.7%	27.2%	30.1%	31.5%	35.8%
Professional	46.7%	46.4%	46.7%	47.3%	48.4%
Technical/Paraprofessional	68.8%	69.1%	70.7%	74.5%	73.2%
Clerical	91.9%	91.9%	91.8%	90.2%	90.3%
Crafts	1.8%	1.7%	2.3%	2.6%	2.8%
Service/Maintenance	51.5%	51.9%	54.0%	53.0%	51.7%
Total	58.7%	58.6%	59.4%	59.2%	58.4%

Source: Classified Staff Workforce Profile 1993 to 1997

Of particular interest is the review of the hiring data by gender for classified staff for the period of 1993 to 1997. The representation of women in newly-hired classified staff positions was highest in 1995 at 68.2%.

The percentage of men in newly-hired classified staff positions was highest 40.6%, in Fall 1997. Figure 15 shows the five-year data by gender for newly-hired classified staff positions.

**Figure 15: Newly-Hired Classified Staff by Gender  
Fall 1993 to Fall 1997**



Source: Classified Staff Applicant Flow Data for 1993 to 1997

A review of the Fall 1997 data by EO job category and gender shows that women, while representing 59.4% of the new hires, only obtained 33.3% of the executive/managerial positions and 3.9% of the crafts positions. Women filled 81.0% of the clerical staff positions and 68.6% of the positions in the technical/paraprofessional job category. Table 26 shows the breakdown of the Fall 1997 data by EO job category and gender for the newly-hired classified staff positions.

**Table 26: Newly-Hired Classified Staff by EO Category and Gender  
Fall 1997**

Job Category	Women		Men		Total No.
	No.	Percent	No.	Percent	
Executive/Managerial	3	33.3%	6	66.7%	9
Professional	44	52.4%	40	47.6%	84
Technical/Paraprofessional	72	68.6%	33	31.4%	105
Clerical	153	81.0%	36	19.0%	189
Crafts	2	3.9%	49	96.1%	51
Service/Maintenance	51	46.8%	58	53.2%	109
Total	325	59.4%	222	40.6%	547

Source: Classified Staff Applicant Flow Data 1997

## Off-Campus Classified Staff by Race/Ethnicity

In Fall 1997, there were 413 classified staff members who worked in locations other than the Virginia Tech campus in Blacksburg. Minorities hold a much larger proportion of the off-campus-classified positions (21.5%) than those on campus. Whites held 78.5% of the off-campus classified staff positions. Comparable data for off-campus employment for prior years are not available from the same source.

Within the EO job categories, minorities had little or no representation in the skilled crafts and the executive/managerial categories. In the clerical category, minority group members held 31.9% of the positions. Table 27 shows the breakdown for each EO job category for whites and minorities for Fall 1997.

**Table 27: Off-Campus Classified Staff by EO Category and Race/Ethnicity  
Fall 1997**

Job Category	Minorities		Whites	
	No.	Percent	No.	Percent
Executive/Managerial	1	4.2%	23	95.8%
Professional	5	10.0%	45	90.0%
Technical/Paraprofessional	31	18.1%	140	81.9%
Clerical	51	31.9%	109	68.1%
Crafts	0	0.0%	7	100.0%
Service/Maintenance	1	100.0%	0	0.0%
Total	89	21.5%	324	78.5%

Source: Classified Staff Workforce Profile 1997

Blacks were the largest minority group among off-campus classified staff, 19.6% of all classified employees. Hispanics constituted 1.0%; American Indians and Asians constituted 0.2% and 0.7% of classified employees respectively. Appendix E shows the breakdown by EO job category and race/ethnicity for off-campus classified staff for Fall 1997.

Off-Campus Classified Staff by Gender

Women constituted 77.7% of the off-campus classified staff members in Fall 1997. The number of women far exceeded the number of men in two job categories: technical/paraprofessional and clerical. There was only one woman out of 24 executive/managerial employees and no women in the service/maintenance category. Table 28 shows the breakdown by gender for each of the EO job categories for off-campus classified staff members.

**Table 28: Off-Campus Classified Staff by EO Category and Gender  
Fall 1997**

Job Category	Women		Men		Total No.
	No.	Percent	No.	Percent	
Executive/Managerial	1	4.2%	23	95.8%	24
Professional	25	50.0%	25	50.0%	50
Technical/Paraprofessional	136	79.5%	35	20.5%	171
Clerical	158	98.8%	2	1.3%	160
Crafts	1	14.3%	6	85.7%	7
Service/Maintenance	0	0.0%	1	100.0%	1
<b>Total</b>	<b>321</b>	<b>77.7%</b>	<b>92</b>	<b>22.3%</b>	<b>413</b>

Source: Classified Staff (Off-Campus) Workforce Profile 1997

# Appendix A

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## **TABLES**

- Total Enrollment by Race/Ethnicity, 1993-1997
- Enrollment by College and Race/Ethnicity, 1993-1997

# Appendix B

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## **TABLES**

- Total Enrollment by Gender, 1993-1997
- Enrollment by College and Gender, 1993-1997

# Appendix C

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## **TABLES**

- Workforce Analysis for Full-Time Faculty Summary Report
  - Fall 1993 Update of the Affirmative Action Plan
  - Fall 1994 Update of the Affirmative Action Plan
  - Fall 1995 Update of the Affirmative Action Plan
  - Fall 1996 Update of the Affirmative Action Plan
  - Fall 1997 Update of the Affirmative Action Plan



# Appendix D

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## **TABLES**

- Tenured and Tenure-Track Collegiate Faculty by Race/Ethnicity and Gender, Summary by University and College, Fall 1993 to Fall 1997
- New Tenure-Track Appointments by Race/Ethnicity and Gender, Summary by University and College, Fall 1993 to Fall

# Appendix E

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## **TABLES**

- Faculty by Race/Ethnicity, Senior Management Area and Appointment Type, Fall 1997
- Classified Staff (On-Campus) by Race/Ethnicity and EO Category, Fall 1993 to Fall 1997
- Classified Staff (Off-Campus) by Race/Ethnicity and EO Category, Fall 1997

**Total Enrollment by Race/Ethnicity, 1993 -1997**

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
<b><i>Black</i></b>										
Undergraduate	984	5.1%	940	4.9%	903	4.6%	895	4.4%	888	4.2%
Graduate	321	4.7%	315	4.8%	279	4.7%	316	5.2%	312	5.0%
<b>Total</b>	<b>1305</b>	<b>5.0%</b>	<b>1255</b>	<b>4.9%</b>	<b>1182</b>	<b>4.6%</b>	<b>1211</b>	<b>4.5%</b>	<b>1200</b>	<b>4.4%</b>
<b><i>Hispanic</i></b>										
Undergraduate	287	1.5%	303	1.6%	331	1.7%	363	1.8%	369	1.8%
Graduate	80	1.2%	77	1.2%	75	1.3%	81	1.3%	114	1.8%
<b>Total</b>	<b>367</b>	<b>1.4%</b>	<b>380</b>	<b>1.5%</b>	<b>406</b>	<b>1.6%</b>	<b>444</b>	<b>1.7%</b>	<b>483</b>	<b>1.8%</b>
<b><i>American Indian</i></b>										
Undergraduate	29	0.2%	42	0.2%	41	0.2%	46	0.2%	54	0.3%
Graduate	12	0.2%	14	0.2%	13	0.2%	14	0.2%	17	0.3%
<b>Total</b>	<b>41</b>	<b>0.2%</b>	<b>56</b>	<b>0.2%</b>	<b>54</b>	<b>0.2%</b>	<b>60</b>	<b>0.2%</b>	<b>71</b>	<b>0.3%</b>
<b><i>Asian</i></b>										
Undergraduate	1313	6.9%	1328	6.9%	1334	6.8%	1379	6.7%	1384	6.6%
Graduate	219	3.2%	235	3.6%	204	3.4%	229	3.7%	228	3.7%
<b>Total</b>	<b>1532</b>	<b>5.9%</b>	<b>1563</b>	<b>6.0%</b>	<b>1538</b>	<b>6.0%</b>	<b>1608</b>	<b>6.0%</b>	<b>1612</b>	<b>5.9%</b>
<b><i>White</i></b>										
Undergraduate	16345	85.5%	16437	85.5%	16683	85.6%	17581	85.6%	17994	85.6%
Graduate	5049	73.1%	4834	73.1%	4353	72.6%	4364	71.3%	4408	71.2%
<b>Total</b>	<b>21394</b>	<b>82.2%</b>	<b>21271</b>	<b>82.3%</b>	<b>21036</b>	<b>82.5%</b>	<b>21945</b>	<b>82.4%</b>	<b>22402</b>	<b>82.3%</b>
<b><i>International</i></b>										
Undergraduate	169	0.9%	179	0.9%	206	1.1%	264	1.3%	324	1.5%
Graduate	1222	17.7%	1138	17.2%	1070	17.9%	1113	18.2%	1116	18.0%
<b>Total</b>	<b>1391</b>	<b>5.3%</b>	<b>1317</b>	<b>5.1%</b>	<b>1276</b>	<b>5.0%</b>	<b>1377</b>	<b>5.2%</b>	<b>1440</b>	<b>5.3%</b>
<b><i>University Total</i></b>										
Undergraduate	19127		19229		19498		20528		21013	
Graduate	6903		6613		5994		6117		6195	
<b>Total</b>	<b>26030</b>		<b>25842</b>		<b>25492</b>		<b>26645</b>		<b>27208</b>	

Note: Graduate and Professional Enrollments Combined

**Enrollment by College and Race/Ethnicity, 1993-1997**

<b>AGRICULTURE &amp; LIFE SCIENCES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	17	1.5%	26	2.1%	28	2.0%	34	2.3%	29	1.9%
Graduate	9	2.8%	2	0.7%	7	2.7%	8	3.0%	11	4.3%
<b>Total</b>	<b>26</b>	<b>1.8%</b>	<b>28</b>	<b>1.8%</b>	<b>35</b>	<b>2.1%</b>	<b>42</b>	<b>2.4%</b>	<b>40</b>	<b>2.3%</b>
<b><i>Hispanic</i></b>										
Undergraduate	9	0.8%	13	1.1%	17	1.2%	18	1.2%	12	0.8%
Graduate	5	1.5%	3	1.0%	2	0.8%	3	1.1%	4	1.6%
<b>Total</b>	<b>14</b>	<b>1.0%</b>	<b>16</b>	<b>1.0%</b>	<b>19</b>	<b>1.2%</b>	<b>21</b>	<b>1.2%</b>	<b>16</b>	<b>0.9%</b>
<b><i>American Indian</i></b>										
Undergraduate	2	0.2%	3	0.2%	2	0.1%	3	0.2%	5	0.3%
Graduate	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>2</b>	<b>0.1%</b>	<b>3</b>	<b>0.2%</b>	<b>2</b>	<b>0.1%</b>	<b>3</b>	<b>0.2%</b>	<b>5</b>	<b>0.3%</b>
<b><i>Asian</i></b>										
Undergraduate	33	2.9%	39	3.2%	42	3.0%	46	3.1%	39	2.6%
Graduate	7	2.2%	5	1.7%	5	1.9%	5	1.9%	2	0.8%
<b>Total</b>	<b>40</b>	<b>2.7%</b>	<b>44</b>	<b>2.9%</b>	<b>47</b>	<b>2.9%</b>	<b>51</b>	<b>2.9%</b>	<b>41</b>	<b>2.3%</b>
<b><i>White</i></b>										
Undergraduate	1067	94.2%	1148	93.0%	1282	93.0%	1388	92.7%	1427	93.8%
Graduate	199	61.2%	190	64.4%	159	60.9%	173	65.0%	172	67.2%
<b>Total</b>	<b>1266</b>	<b>86.8%</b>	<b>1338</b>	<b>87.5%</b>	<b>1441</b>	<b>87.9%</b>	<b>1561</b>	<b>88.5%</b>	<b>1599</b>	<b>90.0%</b>
<b><i>International</i></b>										
Undergraduate	5	0.4%	6	0.5%	7	0.5%	8	0.5%	9	0.6%
Graduate	105	32.3%	95	32.2%	88	33.7%	77	28.9%	67	26.2%
<b>Total</b>	<b>110</b>	<b>7.5%</b>	<b>101</b>	<b>6.6%</b>	<b>95</b>	<b>5.8%</b>	<b>85</b>	<b>4.8%</b>	<b>76</b>	<b>4.3%</b>
<b><i>Agriculture &amp; Life Sciences Total</i></b>										
Undergraduate	1133		1235		1378		1497		1521	
Graduate	325		295		261		266		256	
<b>Total</b>	<b>1458</b>		<b>1530</b>		<b>1639</b>		<b>1763</b>		<b>1777</b>	

<b>ARCHITECTURE &amp; URBAN STUDIES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	37	4.2%	28	3.5%	26	2.9%	24	2.6%	22	2.3%
Graduate	20	4.1%	13	2.9%	16	3.8%	16	3.5%	16	3.3%
<b>Total</b>	<b>57</b>	<b>4.2%</b>	<b>41</b>	<b>3.3%</b>	<b>42</b>	<b>3.2%</b>	<b>40</b>	<b>2.9%</b>	<b>38</b>	<b>2.6%</b>
<b><i>Hispanic</i></b>										
Undergraduate	17	1.9%	16	2.0%	21	2.4%	25	2.7%	20	2.1%
Graduate	9	1.9%	8	1.8%	11	2.6%	14	3.1%	24	4.9%
<b>Total</b>	<b>26</b>	<b>1.9%</b>	<b>24</b>	<b>1.9%</b>	<b>32</b>	<b>2.4%</b>	<b>39</b>	<b>2.8%</b>	<b>44</b>	<b>3.0%</b>
<b><i>American Indian</i></b>										
Undergraduate	1	0.1%	2	0.2%	2	0.2%	1	0.1%	3	0.3%
Graduate	0	0.0%	0	0.0%	0	0.0%	1	0.2%	2	0.4%
<b>Total</b>	<b>1</b>	<b>0.1%</b>	<b>2</b>	<b>0.2%</b>	<b>2</b>	<b>0.2%</b>	<b>2</b>	<b>0.1%</b>	<b>5</b>	<b>0.3%</b>
<b><i>Asian</i></b>										
Undergraduate	42	4.8%	42	5.2%	38	4.3%	49	5.3%	39	4.0%
Graduate	15	3.1%	16	3.5%	16	3.8%	14	3.1%	15	3.1%
<b>Total</b>	<b>57</b>	<b>4.2%</b>	<b>58</b>	<b>4.6%</b>	<b>54</b>	<b>4.1%</b>	<b>63</b>	<b>4.5%</b>	<b>54</b>	<b>3.7%</b>
<b><i>White</i></b>										
Undergraduate	763	87.3%	697	87.0%	786	88.5%	810	87.3%	867	88.9%
Graduate	386	79.8%	355	78.7%	333	78.4%	360	78.4%	378	77.6%
<b>Total</b>	<b>1149</b>	<b>84.6%</b>	<b>1052</b>	<b>84.0%</b>	<b>1119</b>	<b>85.2%</b>	<b>1170</b>	<b>84.4%</b>	<b>1245</b>	<b>85.2%</b>
<b><i>International</i></b>										
Undergraduate	14	1.6%	16	2.0%	15	1.7%	19	2.0%	24	2.5%
Graduate	54	11.2%	59	13.1%	49	11.5%	54	11.8%	52	10.7%
<b>Total</b>	<b>68</b>	<b>5.0%</b>	<b>75</b>	<b>6.0%</b>	<b>64</b>	<b>4.9%</b>	<b>73</b>	<b>5.3%</b>	<b>76</b>	<b>5.2%</b>
<b><i>Architecture &amp; Urban Studies Total</i></b>										
Undergraduate	874		801		888		928		975	
Graduate	484		451		425		459		487	
<b>Total</b>	<b>1358</b>		<b>1252</b>		<b>1313</b>		<b>1387</b>		<b>1462</b>	

<b>ARTS &amp; SCIENCES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	337	5.6%	324	5.3%	320	5.3%	294	4.8%	307	4.9%
Graduate	38	3.3%	35	3.1%	33	3.3%	31	3.1%	38	3.6%
<b>Total</b>	<b>375</b>	<b>5.2%</b>	<b>359</b>	<b>5.0%</b>	<b>353</b>	<b>5.0%</b>	<b>325</b>	<b>4.6%</b>	<b>345</b>	<b>4.7%</b>
<b><i>Hispanic</i></b>										
Undergraduate	100	1.7%	104	1.7%	118	1.9%	117	1.9%	130	2.1%
Graduate	14	1.2%	14	1.3%	14	1.4%	16	1.6%	16	1.5%
<b>Total</b>	<b>114</b>	<b>1.6%</b>	<b>118</b>	<b>1.6%</b>	<b>132</b>	<b>1.9%</b>	<b>133</b>	<b>1.9%</b>	<b>146</b>	<b>2.0%</b>
<b><i>American Indian</i></b>										
Undergraduate	13	0.2%	18	0.3%	17	0.3%	17	0.3%	17	0.3%
Graduate	3	0.3%	3	0.3%	1	0.1%	1	0.1%	0	0.0%
<b>Total</b>	<b>16</b>	<b>0.2%</b>	<b>21</b>	<b>0.3%</b>	<b>18</b>	<b>0.3%</b>	<b>18</b>	<b>0.3%</b>	<b>17</b>	<b>0.2%</b>
<b><i>Asian</i></b>										
Undergraduate	426	7.0%	411	6.8%	407	6.7%	429	7.0%	408	6.5%
Graduate	41	3.5%	51	4.6%	40	4.0%	33	3.3%	59	5.5%
<b>Total</b>	<b>467</b>	<b>6.5%</b>	<b>462</b>	<b>6.4%</b>	<b>447</b>	<b>6.3%</b>	<b>462</b>	<b>6.5%</b>	<b>467</b>	<b>6.4%</b>
<b><i>White</i></b>										
Undergraduate	5150	85.0%	5195	85.4%	5185	85.3%	5203	85.3%	5313	85.3%
Graduate	816	69.8%	797	71.2%	703	69.9%	687	69.5%	692	65.0%
<b>Total</b>	<b>5966</b>	<b>82.6%</b>	<b>5992</b>	<b>83.2%</b>	<b>5888</b>	<b>83.1%</b>	<b>5890</b>	<b>83.1%</b>	<b>6005</b>	<b>82.3%</b>
<b><i>International</i></b>										
Undergraduate	32	0.5%	34	0.6%	33	0.5%	43	0.7%	56	0.9%
Graduate	257	22.0%	220	19.6%	215	21.4%	220	22.3%	260	24.4%
<b>Total</b>	<b>289</b>	<b>4.0%</b>	<b>254</b>	<b>3.5%</b>	<b>248</b>	<b>3.5%</b>	<b>263</b>	<b>3.7%</b>	<b>316</b>	<b>4.3%</b>
<b><i>Arts &amp; Sciences Total</i></b>										
Undergraduate	6058		6086		6080		6103		6231	
Graduate	1169		1120		1006		988		1065	
<b>Total</b>	<b>7227</b>		<b>7206</b>		<b>7086</b>		<b>7091</b>		<b>7296</b>	

<b>PAMPLIN COLLEGE OF BUSINESS</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	140	5.6%	136	5.6%	136	5.4%	131	4.6%	118	3.8%
Graduate	21	3.1%	25	3.6%	14	2.1%	22	3.2%	27	3.7%
<b>Total</b>	<b>161</b>	<b>5.0%</b>	<b>161</b>	<b>5.2%</b>	<b>150</b>	<b>4.8%</b>	<b>153</b>	<b>4.3%</b>	<b>145</b>	<b>3.8%</b>
<b><i>Hispanic</i></b>										
Undergraduate	35	1.4%	39	1.6%	45	1.8%	52	1.8%	59	1.9%
Graduate	11	1.6%	6	0.9%	3	0.5%	2	0.3%	7	1.0%
<b>Total</b>	<b>46</b>	<b>1.4%</b>	<b>45</b>	<b>1.4%</b>	<b>48</b>	<b>1.5%</b>	<b>54</b>	<b>1.5%</b>	<b>66</b>	<b>1.7%</b>
<b><i>American Indian</i></b>										
Undergraduate	6	0.2%	5	0.2%	6	0.2%	9	0.3%	7	0.2%
Graduate	1	0.1%	0	0.0%	1	0.2%	1	0.1%	1	0.1%
<b>Total</b>	<b>7</b>	<b>0.2%</b>	<b>5</b>	<b>0.2%</b>	<b>7</b>	<b>0.2%</b>	<b>10</b>	<b>0.3%</b>	<b>8</b>	<b>0.2%</b>
<b><i>Asian</i></b>										
Undergraduate	187	7.4%	189	7.8%	181	7.3%	205	7.2%	223	7.2%
Graduate	19	2.8%	33	4.8%	39	6.0%	52	7.5%	47	6.5%
<b>Total</b>	<b>206</b>	<b>6.5%</b>	<b>222</b>	<b>7.1%</b>	<b>220</b>	<b>7.0%</b>	<b>257</b>	<b>7.3%</b>	<b>270</b>	<b>7.0%</b>
<b><i>White</i></b>										
Undergraduate	2128	84.7%	2038	84.1%	2107	84.4%	2406	84.9%	2652	85.4%
Graduate	513	75.3%	529	76.2%	501	76.7%	520	74.8%	551	76.1%
<b>Total</b>	<b>2641</b>	<b>82.7%</b>	<b>2567</b>	<b>82.4%</b>	<b>2608</b>	<b>82.8%</b>	<b>2926</b>	<b>82.9%</b>	<b>3203</b>	<b>83.6%</b>
<b><i>International</i></b>										
Undergraduate	16	0.6%	16	0.7%	21	0.8%	32	1.1%	48	1.5%
Graduate	116	17.0%	101	14.6%	95	14.5%	98	14.1%	91	12.6%
<b>Total</b>	<b>132</b>	<b>4.1%</b>	<b>117</b>	<b>3.8%</b>	<b>116</b>	<b>3.7%</b>	<b>130</b>	<b>3.7%</b>	<b>139</b>	<b>3.6%</b>
<b><i>Pamplin College of Business Total</i></b>										
Undergraduate	2512		2423		2496		2835		3107	
Graduate	681		694		653		695		724	
<b>Total</b>	<b>3193</b>		<b>3117</b>		<b>3149</b>		<b>3530</b>		<b>3831</b>	

<b>ENGINEERING</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	174	4.0%	187	4.1%	202	4.3%	236	4.7%	244	4.8%
Graduate	44	2.1%	41	2.2%	39	2.2%	45	2.6%	37	2.4%
<b>Total</b>	<b>218</b>	<b>3.4%</b>	<b>228</b>	<b>3.5%</b>	<b>241</b>	<b>3.7%</b>	<b>281</b>	<b>4.2%</b>	<b>281</b>	<b>4.2%</b>
<b><i>Hispanic</i></b>										
Undergraduate	51	1.2%	63	1.4%	79	1.7%	89	1.8%	86	1.7%
Graduate	24	1.2%	29	1.5%	22	1.3%	26	1.5%	36	2.3%
<b>Total</b>	<b>75</b>	<b>1.2%</b>	<b>92</b>	<b>1.4%</b>	<b>101</b>	<b>1.6%</b>	<b>115</b>	<b>1.7%</b>	<b>122</b>	<b>1.8%</b>
<b><i>American Indian</i></b>										
Undergraduate	4	0.1%	9	0.2%	7	0.1%	9	0.2%	12	0.2%
Graduate	1	0.0%	3	0.2%	1	0.1%	1	0.1%	4	0.3%
<b>Total</b>	<b>5</b>	<b>0.1%</b>	<b>12</b>	<b>0.2%</b>	<b>8</b>	<b>0.1%</b>	<b>10</b>	<b>0.1%</b>	<b>16</b>	<b>0.2%</b>
<b><i>Asian</i></b>										
Undergraduate	393	9.1%	424	9.3%	459	9.7%	452	9.0%	478	9.3%
Graduate	106	5.1%	100	5.3%	81	4.7%	94	5.4%	80	5.1%
<b>Total</b>	<b>499</b>	<b>7.8%</b>	<b>524</b>	<b>8.1%</b>	<b>540</b>	<b>8.3%</b>	<b>546</b>	<b>8.1%</b>	<b>558</b>	<b>8.3%</b>
<b><i>White</i></b>										
Undergraduate	3632	84.0%	3810	83.4%	3884	82.0%	4080	81.6%	4156	81.0%
Graduate	1338	64.7%	1197	63.4%	1109	63.9%	1047	60.5%	891	57.0%
<b>Total</b>	<b>4970</b>	<b>77.8%</b>	<b>5007</b>	<b>77.5%</b>	<b>4993</b>	<b>77.2%</b>	<b>5127</b>	<b>76.2%</b>	<b>5047</b>	<b>75.4%</b>
<b><i>International</i></b>										
Undergraduate	69	1.6%	76	1.7%	104	2.2%	135	2.7%	154	3.0%
Graduate	554	26.8%	519	27.5%	483	27.8%	518	29.9%	514	32.9%
<b>Total</b>	<b>623</b>	<b>9.7%</b>	<b>595</b>	<b>9.2%</b>	<b>587</b>	<b>9.1%</b>	<b>653</b>	<b>9.7%</b>	<b>668</b>	<b>10.0%</b>
<b><i>Engineering Total</i></b>										
Undergraduate	4323		4569		4735		5001		5130	
Graduate	2067		1889		1735		1731		1562	
<b>Total</b>	<b>6390</b>		<b>6458</b>		<b>6470</b>		<b>6732</b>		<b>6692</b>	



<b>FORESTRY &amp; WILDLIFE RESOURCES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	7	1.1%	4	0.6%	9	1.2%	9	1.3%	11	1.7%
Graduate	2	1.5%	1	0.7%	2	1.8%	4	3.2%	4	2.7%
<b>Total</b>	<b>9</b>	<b>1.2%</b>	<b>5</b>	<b>0.6%</b>	<b>11</b>	<b>1.3%</b>	<b>13</b>	<b>1.6%</b>	<b>15</b>	<b>1.9%</b>
<b><i>Hispanic</i></b>										
Undergraduate	5	0.8%	7	1.0%	6	0.8%	8	1.1%	5	0.8%
Graduate	0	0.0%	1	0.7%	2	1.8%	2	1.6%	2	1.3%
<b>Total</b>	<b>5</b>	<b>0.6%</b>	<b>8</b>	<b>0.9%</b>	<b>8</b>	<b>0.9%</b>	<b>10</b>	<b>1.2%</b>	<b>7</b>	<b>0.9%</b>
<b><i>American Indian</i></b>										
Undergraduate	2	0.3%	1	0.1%	2	0.3%	2	0.3%	2	0.3%
Graduate	0	0.0%	0	0.0%	0	0.0%	1	0.8%	0	0.0%
<b>Total</b>	<b>2</b>	<b>0.3%</b>	<b>1</b>	<b>0.1%</b>	<b>2</b>	<b>0.2%</b>	<b>3</b>	<b>0.4%</b>	<b>2</b>	<b>0.2%</b>
<b><i>Asian</i></b>										
Undergraduate	6	0.9%	6	0.8%	8	1.1%	8	1.1%	11	1.7%
Graduate	1	0.8%	3	2.1%	2	1.8%	2	1.6%	1	0.7%
<b>Total</b>	<b>7</b>	<b>0.9%</b>	<b>9</b>	<b>1.0%</b>	<b>10</b>	<b>1.2%</b>	<b>10</b>	<b>1.2%</b>	<b>12</b>	<b>1.5%</b>
<b><i>White</i></b>										
Undergraduate	620	96.9%	698	97.2%	707	96.2%	668	95.8%	625	95.0%
Graduate	98	74.2%	94	66.7%	69	62.7%	79	63.2%	111	74.0%
<b>Total</b>	<b>718</b>	<b>93.0%</b>	<b>792</b>	<b>92.2%</b>	<b>776</b>	<b>91.8%</b>	<b>747</b>	<b>90.9%</b>	<b>736</b>	<b>91.1%</b>
<b><i>International</i></b>										
Undergraduate	0	0.0%	2	0.3%	3	0.4%	2	0.3%	4	0.6%
Graduate	31	23.5%	42	29.8%	35	31.8%	37	29.6%	32	21.3%
<b>Total</b>	<b>31</b>	<b>4.0%</b>	<b>44</b>	<b>5.1%</b>	<b>38</b>	<b>4.5%</b>	<b>39</b>	<b>4.7%</b>	<b>36</b>	<b>4.5%</b>
<b><i>Forestry &amp; Wildlife Resources Total</i></b>										
Undergraduate	640		718		735		697		658	
Graduate	132		141		110		125		150	
<b>Total</b>	<b>772</b>		<b>859</b>		<b>845</b>		<b>822</b>		<b>808</b>	

<b>HUMAN RESOURCES &amp; EDUCATION</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	113	6.6%	122	6.9%	113	6.5%	101	5.7%	88	4.8%
Graduate	183	10.9%	194	11.7%	166	11.5%	189	12.9%	178	11.4%
<b>Total</b>	<b>296</b>	<b>8.7%</b>	<b>316</b>	<b>9.3%</b>	<b>279</b>	<b>8.8%</b>	<b>290</b>	<b>8.9%</b>	<b>266</b>	<b>7.9%</b>
<b><i>Hispanic</i></b>										
Undergraduate	25	1.5%	28	1.6%	21	1.2%	25	1.4%	32	1.8%
Graduate	16	1.0%	13	0.8%	18	1.2%	15	1.0%	21	1.3%
<b>Total</b>	<b>41</b>	<b>1.2%</b>	<b>41</b>	<b>1.2%</b>	<b>39</b>	<b>1.2%</b>	<b>40</b>	<b>1.2%</b>	<b>53</b>	<b>1.6%</b>
<b><i>American Indian</i></b>										
Undergraduate	1	0.1%	2	0.1%	3	0.2%	2	0.1%	3	0.2%
Graduate	6	0.4%	7	0.4%	9	0.6%	8	0.5%	8	0.5%
<b>Total</b>	<b>7</b>	<b>0.2%</b>	<b>9</b>	<b>0.3%</b>	<b>12</b>	<b>0.4%</b>	<b>10</b>	<b>0.3%</b>	<b>11</b>	<b>0.3%</b>
<b><i>Asian</i></b>										
Undergraduate	73	4.3%	86	4.9%	84	4.8%	82	4.6%	76	4.2%
Graduate	25	1.5%	23	1.4%	15	1.0%	21	1.4%	18	1.2%
<b>Total</b>	<b>98</b>	<b>2.9%</b>	<b>109</b>	<b>3.2%</b>	<b>99</b>	<b>3.1%</b>	<b>103</b>	<b>3.2%</b>	<b>94</b>	<b>2.8%</b>
<b><i>White</i></b>										
Undergraduate	1485	86.7%	1507	85.7%	1502	86.6%	1554	87.3%	1597	87.9%
Graduate	1357	80.7%	1332	80.4%	1145	79.3%	1143	77.8%	1251	80.4%
<b>Total</b>	<b>2842</b>	<b>83.7%</b>	<b>2839</b>	<b>83.1%</b>	<b>2647</b>	<b>83.3%</b>	<b>2697</b>	<b>83.0%</b>	<b>2848</b>	<b>84.5%</b>
<b><i>International</i></b>										
Undergraduate	16	0.9%	14	0.8%	11	0.6%	16	0.9%	20	1.1%
Graduate	95	5.6%	88	5.3%	91	6.3%	94	6.4%	80	5.1%
<b>Total</b>	<b>111</b>	<b>3.3%</b>	<b>102</b>	<b>3.0%</b>	<b>102</b>	<b>3.2%</b>	<b>110</b>	<b>3.4%</b>	<b>100</b>	<b>3.0%</b>
<b><i>Human Resources &amp; Education Total</i></b>										
Undergraduate	1713		1759		1734		1780		1816	
Graduate	1682		1657		1444		1470		1556	
<b>Total</b>	<b>3395</b>		<b>3416</b>		<b>3178</b>		<b>3250</b>		<b>3372</b>	

<b>INTERDISCIPLINARY</b>											
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>		
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	
<b><i>Black</i></b>											
Undergraduate	159	8.5%	113	6.9%	69	4.8%	66	3.9%	69	4.4%	
<b><i>Hispanic</i></b>											
Undergraduate	45	2.4%	33	2.0%	24	1.7%	29	1.7%	25	1.6%	
<b><i>American Indian</i></b>											
Undergraduate	0	0.0%	2	0.1%	2	0.1%	3	0.2%	5	0.3%	
<b><i>Asian</i></b>											
Undergraduate	153	8.2%	131	8.0%	115	7.9%	108	6.4%	110	7.0%	
<b><i>White</i></b>											
Undergraduate	1500	80.0%	1344	82.1%	1230	84.7%	1472	87.3%	1357	86.2%	
Graduate	1	100.0%	1	100.0%	1	100.0%	1	100.0%	0	#DIV/0!	
<b>Total</b>	<b>1501</b>	<b>80.1%</b>	<b>1345</b>	<b>82.1%</b>	<b>1231</b>	<b>84.7%</b>	<b>1473</b>	<b>87.3%</b>	<b>1357</b>	<b>86.2%</b>	
<b><i>International</i></b>											
Undergraduate	17	0.9%	15	0.9%	12	0.8%	9	0.5%	9	0.6%	
<b>Total</b>	<b>17</b>	<b>0.9%</b>	<b>15</b>	<b>0.9%</b>	<b>12</b>	<b>0.8%</b>	<b>9</b>	<b>0.5%</b>	<b>9</b>	<b>0.6%</b>	
<b><i>Interdisciplinary Total</i></b>											
Undergraduate	1874		1638		1452		1687		1575		
Graduate	1		1		1		1		0		
<b>Total</b>	<b>1875</b>		<b>1639</b>		<b>1453</b>		<b>1688</b>		<b>1575</b>		

<b>VETERINARY MEDICINE</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b><i>Black</i></b>										
Undergraduate	2	4.4%	3	6.7%	1	2.4%	1	2.0%	1	1.8%
Graduate	2	0.6%	1	0.3%	1	0.3%	0	0.0%	0	0.0%
<b>Total</b>	<b>4</b>	<b>1.1%</b>	<b>4</b>	<b>1.1%</b>	<b>2</b>	<b>0.6%</b>	<b>1</b>	<b>0.3%</b>	<b>1</b>	<b>0.3%</b>
<b><i>Hispanic</i></b>										
Graduate	0	0.0%	1	2.2%	1	2.4%	0	0.0%	0	0.0%
Professional	1	0.3%	2	0.6%	2	0.6%	3	0.9%	4	1.2%
<b>Total</b>	<b>1</b>	<b>0.3%</b>	<b>3</b>	<b>0.8%</b>	<b>3</b>	<b>0.8%</b>	<b>3</b>	<b>0.8%</b>	<b>4</b>	<b>1.0%</b>
<b><i>American Indian</i></b>										
Graduate	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Professional	1	0.3%	1	0.3%	1	0.3%	1	0.3%	2	0.6%
<b>Total</b>	<b>1</b>	<b>0.3%</b>	<b>1</b>	<b>0.3%</b>	<b>1</b>	<b>0.3%</b>	<b>1</b>	<b>0.3%</b>	<b>2</b>	<b>0.5%</b>
<b><i>Asian</i></b>										
Graduate	2	4.4%	1	2.2%	3	7.1%	4	8.0%	1	1.8%
Professional	3	0.9%	3	0.9%	3	0.9%	4	1.2%	5	1.5%
<b>Total</b>	<b>5</b>	<b>1.4%</b>	<b>4</b>	<b>1.1%</b>	<b>6</b>	<b>1.7%</b>	<b>8</b>	<b>2.1%</b>	<b>6</b>	<b>1.5%</b>
<b><i>White</i></b>										
Graduate	31	68.9%	26	57.8%	23	54.8%	31	62.0%	34	61.8%
Professional	310	97.8%	313	97.8%	310	97.8%	323	97.3%	328	96.5%
<b>Total</b>	<b>341</b>	<b>94.2%</b>	<b>339</b>	<b>92.9%</b>	<b>333</b>	<b>92.8%</b>	<b>354</b>	<b>92.7%</b>	<b>362</b>	<b>91.6%</b>
<b><i>International</i></b>										
Graduate	10	22.2%	14	31.1%	14	33.3%	14	28.0%	19	34.5%
Professional	0	0.0%	0	0.0%	0	0.0%	1	0.3%	1	0.3%
<b>Total</b>	<b>10</b>	<b>2.8%</b>	<b>14</b>	<b>3.8%</b>	<b>14</b>	<b>3.9%</b>	<b>15</b>	<b>3.9%</b>	<b>20</b>	<b>5.1%</b>
<b><i>Veterinary Medicine Total</i></b>										
Graduate	45		45		42		50		55	
Professional	317		320		317		332		340	
<b>Total</b>	<b>362</b>		<b>365</b>		<b>359</b>		<b>382</b>		<b>395</b>	

**Total Enrollment by Gender, 1993-1997**

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
<b>Male</b>										
Undergraduate	11311	59.1%	11307	58.8%	11450	58.7%	12098	58.9%	12504	59.5%
Graduate and Professional	4108	59.5%	3888	58.8%	3510	58.6%	3615	59.1%	3621	58.5%
<b>Total</b>	<b>15419</b>	<b>59.2%</b>	<b>15195</b>	<b>58.8%</b>	<b>14960</b>	<b>58.7%</b>	<b>15713</b>	<b>59.0%</b>	<b>16125</b>	<b>59.3%</b>
<b>Female</b>										
Undergraduate	7816	40.9%	7922	41.2%	8048	41.3%	8430	41.1%	8509	40.5%
Graduate and Professional	2795	40.5%	2725	41.2%	2484	41.4%	2502	40.9%	2574	41.5%
<b>Total</b>	<b>10611</b>	<b>40.8%</b>	<b>10647</b>	<b>41.2%</b>	<b>10532</b>	<b>41.3%</b>	<b>10932</b>	<b>41.0%</b>	<b>11083</b>	<b>40.7%</b>
<b>University Total</b>										
Undergraduate	19127		19229		19498		20528		21013	
Graduate and Professional	6903		6613		5994		6117		6195	
<b>Total</b>	<b>26030</b>		<b>25842</b>		<b>25492</b>		<b>26645</b>		<b>27208</b>	

Note: Graduate and Professional Enrollments Combined

Data Source: Institutional Research, CO4: EthEnrI

**Enrollment by College and Gender, 1993-1997**

<b>AGRICULTURE &amp; LIFE SCIENCES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Undergraduate	606	53.5%	639	51.7%	687	49.9%	732	48.9%	734	48.3%
Graduate	196	60.3%	187	63.4%	155	59.4%	154	57.9%	142	55.5%
<b>Total</b>	<b>802</b>	<b>55.0%</b>	<b>826</b>	<b>54.0%</b>	<b>842</b>	<b>51.4%</b>	<b>886</b>	<b>50.3%</b>	<b>876</b>	<b>49.3%</b>
<b>Female</b>										
Undergraduate	527	46.5%	596	48.3%	691	50.1%	765	51.1%	787	51.7%
Graduate	129	39.7%	108	36.6%	106	40.6%	112	42.1%	114	44.5%
<b>Total</b>	<b>656</b>	<b>45.0%</b>	<b>704</b>	<b>46.0%</b>	<b>797</b>	<b>48.6%</b>	<b>877</b>	<b>49.7%</b>	<b>901</b>	<b>50.7%</b>
<b>Agriculture &amp; Life Sciences Total</b>										
Undergraduate	1133		1235		1378		1497		1521	
Graduate	325		295		261		266		256	
<b>Total</b>	<b>1458</b>		<b>1530</b>		<b>1639</b>		<b>1763</b>		<b>1777</b>	
<b>ARCHITECTURE &amp; URBAN STUDIES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Undergraduate	591	67.6%	554	69.2%	620	69.8%	647	69.7%	681	69.8%
Graduate	289	59.7%	267	59.2%	253	59.5%	273	59.5%	291	59.8%
<b>Total</b>	<b>880</b>	<b>64.8%</b>	<b>821</b>	<b>65.6%</b>	<b>873</b>	<b>66.5%</b>	<b>920</b>	<b>66.3%</b>	<b>972</b>	<b>66.5%</b>
<b>Female</b>										
Undergraduate	283	32.4%	247	30.8%	268	30.2%	281	30.3%	294	30.2%
Graduate	195	40.3%	184	40.8%	172	40.5%	186	40.5%	196	40.2%
<b>Total</b>	<b>478</b>	<b>35.2%</b>	<b>431</b>	<b>34.4%</b>	<b>440</b>	<b>33.5%</b>	<b>467</b>	<b>33.7%</b>	<b>490</b>	<b>33.5%</b>
<b>Architecture &amp; Urban Studies Total</b>										
Undergraduate	874		801		888		928		975	
Graduate	484		451		425		459		487	
<b>Total</b>	<b>1358</b>		<b>1252</b>		<b>1313</b>		<b>1387</b>		<b>1462</b>	

<b>ARTS &amp; SCIENCES</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Undergraduate	2926	48.3%	2919	48.0%	2936	48.3%	2976	48.8%	3158	50.7%
Graduate	753	64.4%	712	63.6%	613	60.9%	605	61.2%	659	61.9%
<b>Total</b>	<b>3679</b>	<b>50.9%</b>	<b>3631</b>	<b>50.4%</b>	<b>3549</b>	<b>50.1%</b>	<b>3581</b>	<b>50.5%</b>	<b>3817</b>	<b>52.3%</b>
<b>Female</b>										
Undergraduate	3132	51.7%	3167	52.0%	3144	51.7%	3127	51.2%	3073	49.3%
Graduate	416	35.6%	408	36.4%	393	39.1%	383	38.8%	406	38.1%
<b>Total</b>	<b>3548</b>	<b>49.1%</b>	<b>3575</b>	<b>49.6%</b>	<b>3537</b>	<b>49.9%</b>	<b>3510</b>	<b>49.5%</b>	<b>3479</b>	<b>47.7%</b>
<b>Arts &amp; Sciences Total</b>										
Undergraduate	6058		6086		6080		6103		6231	
Graduate	1169		1120		1006		988		1065	
<b>Total</b>	<b>7227</b>		<b>7206</b>		<b>7086</b>		<b>7091</b>		<b>7296</b>	

<b>PAMPLIN COLLEGE OF BUSINESS</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Undergraduate	1491	59.4%	1438	59.3%	1472	59.0%	1701	60.0%	1892	60.9%
Graduate	434	63.7%	439	63.3%	425	65.1%	462	66.5%	484	66.9%
<b>Total</b>	<b>1925</b>	<b>60.3%</b>	<b>1877</b>	<b>60.2%</b>	<b>1897</b>	<b>60.2%</b>	<b>2163</b>	<b>61.3%</b>	<b>2376</b>	<b>62.0%</b>
<b>Female</b>										
Undergraduate	1021	40.6%	985	40.7%	1024	41.0%	1134	40.0%	1215	39.1%
Graduate	247	36.3%	255	36.7%	228	34.9%	233	33.5%	240	33.1%
<b>Total</b>	<b>1268</b>	<b>39.7%</b>	<b>1240</b>	<b>39.8%</b>	<b>1252</b>	<b>39.8%</b>	<b>1367</b>	<b>38.7%</b>	<b>1455</b>	<b>38.0%</b>
<b>Pamplin College of Business Total</b>										
Undergraduate	2512		2423		2496		2835		3107	
Graduate	681		694		653		695		724	
<b>Total</b>	<b>3193</b>		<b>3117</b>		<b>3149</b>		<b>3530</b>		<b>3831</b>	

<b>ENGINEERING</b>										
	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
<b>Male</b>										
Undergraduate	3582	82.9%	3503	83.0%	3397	83.7%	4188	83.7%	4315	84.1%
Graduate	1735	83.9%	1578	83.5%	1428	82.3%	1442	83.3%	1294	82.8%
<b>Total</b>	<b>5317</b>	<b>83.2%</b>	<b>5081</b>	<b>83.2%</b>	<b>4825</b>	<b>83.3%</b>	<b>5630</b>	<b>83.6%</b>	<b>5609</b>	<b>83.8%</b>
<b>Female</b>										
Undergraduate	741	17.1%	716	17.0%	660	16.3%	813	16.3%	815	15.9%
Graduate	332	16.1%	311	16.5%	307	17.7%	289	16.7%	268	17.2%
<b>Total</b>	<b>1073</b>	<b>16.8%</b>	<b>1027</b>	<b>16.8%</b>	<b>967</b>	<b>16.7%</b>	<b>1102</b>	<b>16.4%</b>	<b>1083</b>	<b>16.2%</b>
<b>Engineering Total</b>										
Undergraduate	4323		4219		4057		5001		5130	
Graduate	2067		1889		1735		1731		1562	
<b>Total</b>	<b>6390</b>		<b>6108</b>		<b>5792</b>		<b>6732</b>		<b>6692</b>	

<b>FORESTRY &amp; WILDLIFE RESOURCES</b>										
	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent
<b>Male</b>										
Undergraduate	402	62.8%	466	64.9%	496	67.5%	472	67.7%	423	64.3%
Graduate	108	81.8%	109	77.3%	85	77.3%	89	71.2%	104	69.3%
<b>Total</b>	<b>510</b>	<b>66.1%</b>	<b>575</b>	<b>66.9%</b>	<b>581</b>	<b>68.8%</b>	<b>561</b>	<b>68.2%</b>	<b>527</b>	<b>65.2%</b>
<b>Female</b>										
Undergraduate	238	37.2%	252	35.1%	239	32.5%	225	32.3%	235	35.7%
Graduate	24	18.2%	32	22.7%	25	22.7%	36	28.8%	46	30.7%
<b>Total</b>	<b>262</b>	<b>33.9%</b>	<b>284</b>	<b>33.1%</b>	<b>264</b>	<b>31.2%</b>	<b>261</b>	<b>31.8%</b>	<b>281</b>	<b>34.8%</b>
<b>Forestry &amp; Wildlife Resources Total</b>										
Undergraduate	640		718		735		697		658	
Graduate	132		141		110		125		150	
<b>Total</b>	<b>772</b>		<b>859</b>		<b>845</b>		<b>822</b>		<b>808</b>	



<b>HUMAN RESOURCES &amp; EDUCATION</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Undergraduate	506	29.5%	505	28.7%	466	26.9%	453	25.4%	435	24.0%
Graduate	488	29.0%	496	29.9%	445	30.8%	465	31.6%	524	33.7%
<b>Total</b>	<b>994</b>	<b>29.3%</b>	<b>1001</b>	<b>29.3%</b>	<b>911</b>	<b>28.7%</b>	<b>918</b>	<b>28.2%</b>	<b>959</b>	<b>28.4%</b>
<b>Female</b>										
Undergraduate	1207	70.5%	1254	71.3%	1268	73.1%	1327	74.6%	1381	76.0%
Graduate	1194	71.0%	1161	70.1%	999	69.2%	1005	68.4%	1032	66.3%
<b>Total</b>	<b>2401</b>	<b>70.7%</b>	<b>2415</b>	<b>70.7%</b>	<b>2267</b>	<b>71.3%</b>	<b>2332</b>	<b>71.8%</b>	<b>2413</b>	<b>71.6%</b>
<b>Human Resources &amp; Education Total</b>										
Undergraduate	1713		1759		1734		1780		1816	
Graduate	1682		1657		1444		1470		1556	
<b>Total</b>	<b>3395</b>		<b>3416</b>		<b>3178</b>		<b>3250</b>		<b>3372</b>	

<b>INTERDISCIPLINARY</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Undergraduate	1207	64.4%	1283	64.5%	1376	64.6%	929	55.1%	866	55.0%
Graduate	1	100.0%	1	100.0%	1	100.0%	1	100.0%	0	
<b>Total</b>	<b>1208</b>	<b>64.4%</b>	<b>1284</b>	<b>64.6%</b>	<b>1377</b>	<b>64.6%</b>	<b>930</b>	<b>55.1%</b>	<b>866</b>	<b>55.0%</b>
<b>Female</b>										
Undergraduate	667	35.6%	705	35.5%	754	35.4%	758	44.9%	709	45.0%
Graduate	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	
<b>Total</b>	<b>667</b>	<b>35.6%</b>	<b>705</b>	<b>35.4%</b>	<b>754</b>	<b>35.4%</b>	<b>758</b>	<b>44.9%</b>	<b>709</b>	<b>45.0%</b>
<b>Interdisciplinary Total</b>										
Undergraduate	1874		1988		2130		1687		1575	
Graduate	1		1		1		1		0	
<b>Total</b>	<b>1875</b>		<b>1989</b>		<b>2131</b>		<b>1688</b>		<b>1575</b>	

<b>VETERINARY MEDICINE</b>										
	<b>Fall 1993</b>		<b>Fall 1994</b>		<b>Fall 1995</b>		<b>Fall 1996</b>		<b>Fall 1997</b>	
	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>	<b>No.</b>	<b>Percent</b>
<b>Male</b>										
Graduate	15	33.3%	15	33.3%	16	38.1%	29	56.9%	30	52.6%
Professional	89	28.1%	84	26.3%	89	28.1%	95	28.7%	93	27.5%
<b>Total</b>	<b>104</b>	<b>28.7%</b>	<b>99</b>	<b>27.1%</b>	<b>105</b>	<b>29.2%</b>	<b>124</b>	<b>32.5%</b>	<b>123</b>	<b>31.1%</b>
<b>Female</b>										
Graduate	30	66.7%	30	66.7%	26	61.9%	22	43.1%	27	47.4%
Professional	228	71.9%	236	73.8%	228	71.9%	236	71.3%	245	72.5%
<b>Total</b>	<b>258</b>	<b>71.3%</b>	<b>266</b>	<b>72.9%</b>	<b>254</b>	<b>70.8%</b>	<b>258</b>	<b>67.5%</b>	<b>272</b>	<b>68.9%</b>
<b>Veterinary Medicine Total</b>										
Graduate	45		45		42		51		57	
Professional	317		320		317		331		338	
<b>Total</b>	<b>362</b>		<b>365</b>		<b>359</b>		<b>382</b>		<b>395</b>	

**Fall of 1993 Update of the Affirmative Action Plan**  
**Workforce Analysis for Full-Time Faculty Summary Report**  
 Summary of Full-Time Faculty Headcounts by Gender within Racial/Ethnic Category

FACULTY AREA	APPT TYPE	RANK	International			American Indian			Asian			Black			Hispanic			White			University Totals		
			F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT
Collegiate	Tenure-Track	Professor	0	0	0	0	0	0	3	28	31	1	7	8	1	3	4	26	530	556	31	568	599
		Assoc Prof	1	1	2	0	0	0	1	21	22	2	9	11	0	5	5	92	387	479	96	423	519
		Asst Prof	3	21	24	0	0	0	3	7	10	8	6	14	1	2	3	74	136	210	89	172	261
Collegiate	Tenure-Track	total	4	22	26	0	0	0	7	56	63	11	22	33	2	10	12	192	1053	1245	216	1163	1379
Collegiate	Non-Tenr-Trk	Professor	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	6	7	1	7	8
		Assoc Prof	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	3	10	13	3	11	14
		Asst Prof	3	5	8	0	0	0	0	1	1	0	1	1	0	0	0	12	24	36	15	31	46
		Instructor	3	3	6	0	0	0	1	0	1	2	4	6	1	1	2	58	41	99	65	49	114
		Lecturer	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	7	7	14	8	8	16
		Rsrch Fac	7	63	70	0	0	0	4	12	16	2	1	3	1	1	2	63	117	180	77	194	271
Collegiate	Non-Tenr-Trk	total	13	73	86	0	0	0	5	13	18	5	7	12	2	2	4	144	205	349	169	300	469
Collegiate	Admin Fac	All Ranks	0	0	0	0	0	0	0	1	1	1	0	1	1	0	1	16	32	48	18	33	51
Collegiate		total	17	95	112	0	0	0	12	70	82	17	29	46	5	12	17	352	1290	1642	403	1496	1899
Administrative	Tenure-Track	All Ranks	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0	5	10	15	5	12	17
Administrative	Non-Tenr-Trk		0	6	6	0	0	0	0	1	1	3	1	4	0	0	0	13	31	44	16	39	55
Administrative	Admin Fac		0	0	0	0	0	0	0	0	0	3	2	5	0	0	0	20	63	83	23	65	88
Administrative	Profnl Fac		0	1	1	0	2	2	3	1	4	39	25	64	0	0	0	207	272	479	249	301	550
Administrative		total	0	8	8	0	2	2	3	2	5	45	29	74	0	0	0	245	376	621	293	417	710
<b>Grand Total</b>			17	103	120	0	2	2	15	72	87	62	58	120	5	12	17	597	1666	2263	696	1913	2609

Data Source: Personnel Extracted File of 09/30/93

**Fall of 1994 Update of the Affirmative Action Plan**  
**Workforce Analysis for Full-Time Faculty Summary Report**  
 Summary of Full-Time Faculty Headcounts by Gender within Racial/Ethnic Category

FACULTY AREA	APPT TYPE	RANK	International			American Indian			Asian			Black			Hispanic			White			University Totals			
			F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	
Collegiate	Tenure-Track	Professor	0	0	0	0	0	0	3	33	36	1	7	8	1	4	5	26	541	567	31	585	616	
		Assoc Prof	1	0	1	0	0	0	2	18	20	0	7	7	0	5	5	99	378	477	102	408	510	
		Asst Prof	3	14	17	0	1	1	5	9	14	8	7	15	1	2	3	71	124	195	88	157	245	
Collegiate	Tenure-Track	total	4	14	18	0	1	1	10	60	70	9	21	30	2	11	13	196	1043	1239	221	1150	1371	
Collegiate	Non-Tenr-Trk	Professor	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	0	6	6	
		Assoc Prof	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	2	9	11	3	9	12
		Asst Prof	2	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	15	26	41	17	28	45
		Instructor	0	2	2	0	1	1	0	0	0	0	2	2	4	1	2	3	60	43	103	63	50	113
		Lecturer	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	4	6	10	5	7	12
		Rsrch Fac	9	53	62	0	0	0	7	31	38	5	1	6	2	4	6	58	112	170	81	201	282	
Collegiate	Non-Tenr-Trk	total	11	58	69	0	1	1	7	31	38	9	4	13	3	6	9	139	201	340	169	301	470	
Collegiate	Admin Fac	All Ranks	0	0	0	0	0	0	0	1	1	2	2	4	1	0	1	13	33	46	16	36	52	
Collegiate		total	15	72	87	0	2	2	17	92	109	20	27	47	6	17	23	348	1277	1625	406	1487	1893	
Administrative	Tenure-Track	All Ranks	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	5	11	16	5	13	18	
Administrative	Non-Tenr-Trk		0	11	11	0	0	0	2	3	5	2	2	4	0	0	0	12	34	46	16	50	66	
Administrative	Admin Fac		0	0	0	0	0	0	0	0	0	3	2	5	0	0	0	27	64	91	30	66	96	
Administrative	Profnl Fac		0	0	0	0	2	2	5	1	6	42	27	69	0	1	1	216	266	482	263	297	560	
Administrative		total	0	11	11	0	2	2	7	5	12	47	32	79	0	1	1	260	375	635	314	426	740	
		<b>Grand Total</b>	15	83	98	0	4	4	24	97	121	67	59	126	6	18	24	608	1652	2260	720	1913	2633	

Data Source: Personnel Extracted File of 09/30/94

**Fall of 1995 Update of the Affirmative Action Plan**  
**Workforce Analysis for Full-Time Faculty Summary Report**  
 Summary of Full-Time Faculty Headcounts by Gender within Racial/Ethnic Category

FACULTY AREA	APPT TYPE	RANK	International			American Indian			Asian			Black			Hispanic			White			University Totals		
			F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT
Collegiate	Tenure-Track	Professor	0	0	0	0	0	0	3	34	37	1	6	7	1	3	4	27	533	560	32	576	608
		Assoc Prof	1	0	1	0	0	0	2	18	20	1	8	9	0	5	5	101	375	476	105	406	511
		Asst Prof	3	11	14	0	1	1	5	11	16	8	7	15	0	2	2	64	105	169	80	137	217
Collegiate	Tenure-Track	total	4	11	15	0	1	1	10	63	73	10	21	31	1	10	11	192	1013	1205	217	1119	1336
Collegiate	Non-Tenr-Trk	Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3
		Assoc Prof	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	10	12	2	10	12
		Asst Prof	1	3	4	0	0	0	1	1	2	0	0	0	0	0	0	11	26	37	13	30	43
		Instructor	0	4	4	0	0	0	0	2	2	1	2	3	3	1	4	56	42	98	60	51	111
		Lecturer	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	6	6	12	7	6	13
		Rsrch Fac	8	38	46	0	0	0	6	29	35	5	2	7	3	0	3	54	116	170	76	185	261
Collegiate	Non-Tenr-Trk	total	9	45	54	0	0	0	7	32	39	7	4	11	6	1	7	129	203	332	158	285	443
Collegiate	Admin Fac	All Ranks	0	0	0	0	0	0	0	1	1	2	1	3	1	0	1	17	33	50	20	35	55
Collegiate		total	13	56	69	0	1	1	17	96	113	19	26	45	8	11	19	338	1249	1587	395	1439	1834
Administrative	Tenure-Track	All Ranks	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	3	11	14	3	13	16
Administrative	Non-Tenr-Trk		0	14	14	0	0	0	3	3	6	2	1	3	0	0	0	17	35	52	22	53	75
Administrative	Admin Fac		0	0	0	0	0	0	0	0	0	2	1	3	0	0	0	28	61	89	30	62	92
Administrative	Profnl Fac		1	0	1	0	2	2	6	0	6	36	27	63	0	1	1	197	232	429	240	262	502
Administrative		total	1	14	15	0	2	2	9	4	13	40	30	70	0	1	1	245	339	584	295	390	685
<b>Grand Total</b>			14	70	84	0	3	3	26	100	126	59	56	115	8	12	20	583	1588	2171	690	1829	2519

Data Source: Personnel Extracted File of 09/30/95

**Fall of 1996 Update of the Affirmative Action Plan  
Workforce Analysis for Full-Time Faculty Summary Report**  
Summary of Full-Time Faculty Headcounts by Gender within Racial/Ethnic Category

FACULTY AREA	APPT TYPE	RANK	International			American Indian			Asian			Black			Hispanic			White			University Totals		
			F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT
Collegiate	Tenure-Track	Professor	0	0	0	0	0	0	3	32	35	1	6	7	1	3	4	34	522	556	39	563	602
		Assoc Prof	0	0	0	0	0	0	4	19	23	1	7	8	0	7	7	106	367	473	111	400	511
		Asst Prof	5	10	15	0	1	1	2	10	12	5	6	11	0	2	2	69	101	170	81	130	211
Collegiate	Tenure-Track	total	5	10	15	0	1	1	9	61	70	7	19	26	1	12	13	209	990	1199	231	1093	1324
Collegiate	Non-Tenr-Trk	Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2
		Assoc Prof	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2	7	9	2	9	11
		Asst Prof	1	5	6	0	0	0	1	0	1	0	0	0	0	0	0	10	32	42	12	37	49
		Instructor	3	3	6	0	0	0	1	0	1	0	2	2	2	2	4	62	38	100	68	45	113
		Lecturer	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	2	5	7	3	5	8
		Rsrch Fac	7	45	52	0	0	0	4	18	22	2	1	3	1	2	3	61	122	183	75	188	263
Collegiate	Non-Tenr-Trk	total	11	54	65	0	0	0	6	18	24	3	3	6	3	5	8	137	206	343	160	286	446
Collegiate	Admin Fac	All Ranks	0	0	0	0	0	0	0	1	1	2	2	4	1	0	1	21	30	51	24	33	57
Collegiate		total	16	64	80	0	1	1	15	80	95	12	24	36	5	17	22	367	1226	1593	415	1412	1827
Administrative	Tenure-Track	All Ranks	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0	3	9	12	4	10	14
Administrative	Non-Tenr-Trk		3	7	10	0	0	0	1	5	6	2	1	3	0	0	0	13	33	46	19	46	65
Administrative	Admin Fac		0	0	0	0	0	0	0	0	0	2	1	3	0	0	0	28	58	86	30	59	89
Administrative	Profnl Fac		1	0	1	1	1	2	4	1	5	38	22	60	0	1	1	215	251	466	259	276	535
Administrative		total	4	7	11	1	1	2	5	7	12	43	24	67	0	1	1	259	351	610	312	391	703
		<b>Grand Total</b>	20	71	91	1	2	3	20	87	107	55	48	103	5	18	23	626	1577	2203	727	1803	2530

Data Source: Personnel Extracted File of 09/30/96

**Fall of 1997 Update of the Affirmative Action Plan  
Workforce Analysis for Full-Time Faculty Summary Report**  
Summary of Full-Time Faculty Headcounts by Gender within Racial/Ethnic Category

FACULTY AREA	APPT TYPE	RANK	International			American Indian			Asian			Black			Hispanic			White			University Totals		
			F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT	F	M	TOT
Collegiate	Tenure-Track	Professor	0	1	1	0	0	0	3	33	36	2	7	9	1	3	4	40	528	568	46	572	618
		Assoc Prof	0	0	0	0	0	0	4	23	27	0	8	8	0	7	7	100	365	465	104	403	507
		Asst Prof	6	8	14	1	2	3	3	12	15	10	5	15	1	2	3	78	100	178	99	129	228
Collegiate	Tenure-Track	total	6	9	15	1	2	3	10	68	78	12	20	32	2	12	14	218	993	1211	249	1104	1353
Collegiate	Non-Tenr-Trk	Professor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3
		Assoc Prof	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	7	2	5	7
		Asst Prof	0	6	6	0	0	0	0	2	2	0	0	0	0	0	0	15	33	48	15	41	56
		Instructor	4	2	6	0	0	0	0	2	2	0	1	1	2	2	4	67	42	109	73	49	122
		Lecturer	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	3	5	2	4	6
		Rsrch Fac	12	50	62	0	0	0	6	14	20	2	2	4	0	1	1	61	122	183	81	189	270
Collegiate	Non-Tenr-Trk	total	16	58	74	0	0	0	6	18	24	2	4	6	2	3	5	147	208	355	173	291	464
Collegiate	Admin Fac	All Ranks	0	0	0	0	0	0	0	1	1	2	1	3	0	0	0	27	32	59	29	34	63
Collegiate		total	22	67	89	1	2	3	16	87	103	16	25	41	4	15	19	392	1233	1625	451	1429	1880
Administrative	Tenure-Track	All Ranks	0	0	0	0	0	0	0	1	1	2	0	2	0	0	0	2	5	7	4	6	10
Administrative	Non-Tenr-Trk		2	3	5	0	0	0	2	4	6	1	1	2	0	0	0	13	39	52	18	47	65
Administrative	Admin Fac		0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	30	52	82	31	52	83
Administrative	Profnl Fac		0	0	0	0	1	1	3	1	4	48	22	70	1	1	2	228	264	492	280	289	569
Administrative		total	2	3	5	0	1	1	5	6	11	52	23	75	1	1	2	273	360	633	333	394	727
		<b>Grand Total</b>	24	70	94	1	3	4	21	93	114	68	48	116	5	16	21	665	1593	2258	784	1823	2607

Data Source: Personnel Extracted File of 09/30/97

**Tenured and Tenure-Track Collegiate Faculty by Race/Ethnicity and Gender  
Five-Year Summary by University and College**

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>UNIVERSITY</b>										
American Indian	0	0.0%	1	0.1%	1	0.1%	1	0.1%	3	0.2%
Asian	63	4.6%	70	5.1%	73	5.5%	70	5.3%	78	5.8%
Black	33	2.4%	30	2.2%	31	2.3%	26	2.0%	32	2.4%
Hispanic	12	0.9%	13	0.9%	11	0.8%	13	1.0%	14	1.0%
White & International	1271	92.2%	1257	91.7%	1220	91.3%	1214	91.7%	1226	90.6%
Total	1379	100.0%	1371	100.0%	1336	100.0%	1324	100.0%	1353	100.0%

Men	1163	84.3%	1150	83.9%	1119	83.8%	1093	82.6%	1104	81.6%
Women	216	15.7%	221	16.1%	217	16.2%	231	17.4%	249	18.4%
Total	1379	100.0%	1371	100.0%	1336	100.0%	1324	100.0%	1353	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Agriculture &amp; Life Sciences</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	6	2.6%	6	2.7%	6	2.8%	5	2.4%	5	2.4%
Black	4	1.7%	4	1.8%	4	1.9%	4	1.9%	5	2.4%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	220	95.7%	215	95.6%	205	95.3%	200	95.7%	200	95.2%
Total	230	100.0%	225	100.0%	215	100.0%	209	100.0%	210	100.0%

Men	207	90.0%	202	89.8%	193	89.8%	185	88.5%	188	89.5%
Women	23	10.0%	23	10.2%	22	10.2%	24	11.5%	22	10.5%
Total	230	100.0%	225	100.0%	215	100.0%	209	100.0%	210	100.0%

Excludes administrative faculty in deans' offices. Excludes non-tenure-track faculty, such as research faculty, visitors, and instructors.



	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Architecture &amp; Urban Studies</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	3	4.2%	3	4.3%	3	4.2%	2	2.8%	3	3.8%
Black	1	1.4%	1	1.4%	1	1.4%	1	1.4%	2	2.5%
Hispanic	3	4.2%	3	4.3%	3	4.2%	3	4.2%	3	3.8%
White & International	64	90.1%	63	90.0%	65	90.3%	65	91.5%	71	89.9%
Total	71	100.0%	70	100.0%	72	100.0%	71	100.0%	79	100.0%
Men	57	80.3%	55	78.6%	57	79.2%	56	78.9%	59	74.7%
Women	14	19.7%	15	21.4%	15	20.8%	15	21.1%	20	25.3%
Total	71	100.0%	70	100.0%	72	100.0%	71	100.0%	79	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Arts &amp; Sciences</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.2%
Asian	15	3.2%	19	4.1%	22	4.9%	19	4.3%	20	4.5%
Black	12	2.6%	10	2.2%	8	1.8%	7	1.6%	10	2.3%
Hispanic	3	0.6%	3	0.7%	3	0.7%	3	0.7%	3	0.7%
White & International	439	93.6%	427	93.0%	420	92.7%	412	93.4%	407	92.3%
Total	469	100.0%	459	100.0%	453	100.0%	441	100.0%	441	100.0%
Men	386	82.3%	379	82.6%	373	82.3%	361	81.9%	357	81.0%
Women	83	17.7%	80	17.4%	80	17.7%	80	18.1%	84	19.0%
Total	469	100.0%	459	100.0%	453	100.0%	441	100.0%	441	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Pamplin College of Business</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	5	5.6%	6	6.5%	6	6.7%	6	6.4%	8	8.3%
Black	0	0.0%	1	1.1%	3	3.3%	3	3.2%	3	3.1%
Hispanic	1	1.1%	1	1.1%	0	0.0%	0	0.0%	1	1.0%
White & International	83	93.3%	85	91.4%	81	90.0%	85	90.4%	84	87.5%
Total	89	100.0%	93	100.0%	90	100.0%	94	100.0%	96	100.0%
Men	78	87.6%	77	82.8%	73	81.1%	75	79.8%	77	80.2%
Women	11	12.4%	16	17.2%	17	18.9%	19	20.2%	19	19.8%
Total	89	100.0%	93	100.0%	90	100.0%	94	100.0%	96	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Engineering</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	23	9.5%	24	9.8%	24	10.0%	25	10.5%	29	11.7%
Black	5	2.1%	5	2.0%	5	2.1%	5	2.1%	5	2.0%
Hispanic	4	1.7%	5	2.0%	5	2.1%	7	3.0%	7	2.8%
White & International	210	86.8%	211	86.1%	206	85.8%	200	84.4%	206	83.4%
Total	242	100.0%	245	100.0%	240	100.0%	237	100.0%	247	100.0%
Men	235	97.1%	237	96.7%	231	96.3%	226	95.4%	234	94.7%
Women	7	2.9%	8	3.3%	9	3.8%	11	4.6%	13	5.3%
Total	242	100.0%	245	100.0%	240	100.0%	237	100.0%	247	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Forestry &amp; Wildlife Resources</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	1	2.1%	1	2.1%	2	4.0%	2	3.8%	2	3.8%
Black	0	0.0%	0	0.0%	1	2.0%	1	1.9%	1	1.9%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	46	97.9%	47	97.9%	47	94.0%	49	94.2%	50	94.3%
Total	47	100.0%	48	100.0%	50	100.0%	52	100.0%	53	100.0%
Men	45	95.7%	46	95.8%	48	96.0%	50	96.2%	50	94.3%
Women	2	4.3%	2	4.2%	2	4.0%	2	3.8%	3	5.7%
Total	47	100.0%	48	100.0%	50	100.0%	52	100.0%	53	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Human Resources and Education</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.7%
Asian	5	3.1%	5	3.2%	5	3.5%	6	4.2%	6	4.1%
Black	11	6.9%	9	5.8%	9	6.3%	5	3.5%	6	4.1%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	144	90.0%	140	90.9%	130	90.3%	131	92.3%	135	91.2%
Total	160	100.0%	154	100.0%	144	100.0%	142	100.0%	148	100.0%
Men	95	59.4%	91	59.1%	83	57.6%	76	53.5%	74	50.0%
Women	65	40.6%	63	40.9%	61	42.4%	66	46.5%	74	50.0%
Total	160	100.0%	154	100.0%	144	100.0%	142	100.0%	148	100.0%

Data from College of Education merged, all years.

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Veterinary Medicine</b>										
American Indian	0	0.0%	1	1.3%	1	1.4%	1	1.3%	1	1.3%
Asian	5	7.0%	6	7.8%	5	6.9%	5	6.4%	5	6.3%
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	1	1.4%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
White & International	65	91.5%	69	89.6%	66	91.7%	72	92.3%	73	92.4%
Total	71	100.0%	77	100.0%	72	100.0%	78	100.0%	79	100.0%
Men	60	84.5%	63	81.8%	61	84.7%	64	82.1%	65	82.3%
Women	11	15.5%	14	18.2%	11	15.3%	14	17.9%	14	17.7%
Total	71	100.0%	77	100.0%	72	100.0%	78	100.0%	79	100.0%

**New Tenure-Track Appointments by Race/Ethnicity and Gender  
Five-Year Summary by University and College**

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>UNIVERSITY</b>										
American Indian	0	0.0%	1	2.6%	0	0.0%	0	0.0%	1	1.6%
Asian	4	8.5%	3	7.7%	2	6.1%	3	6.4%	6	9.7%
Black	0	0.0%	1	2.6%	4	12.1%	0	0.0%	5	8.1%
Hispanic	0	0.0%	0	0.0%	0	0.0%	1	2.1%	0	0.0%
White & International	43	91.5%	34	87.2%	27	81.8%	43	91.5%	50	80.6%
Total	47	100.0%	39	100.0%	33	100.0%	47	100.0%	62	100.0%
Men	27	57.4%	26	66.7%	20	60.6%	28	59.6%	42	67.7%
Women	20	42.6%	13	33.3%	13	39.4%	19	40.4%	20	32.3%
Total	47	100.0%	39	100.0%	33	100.0%	47	100.0%	62	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Agriculture &amp; Life Sciences</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	3	75.0%	1	100.0%	1	100.0%	1	100.0%	7	87.5%
Total	4	100.0%	1	100.0%	1	100.0%	1	100.0%	8	100.0%
Men	3	75.0%	1	100.0%	0	0.0%	0	0.0%	8	100.0%
Women	1	25.0%	0	0.0%	1	100.0%	1	100.0%	0	0.0%
Total	4	100.0%	1	100.0%	1	100.0%	1	100.0%	8	100.0%

Excludes administrative faculty in deans' offices. Excludes non-tenure-track faculty, such as research faculty, visitors, and instructors. Architecture figures include CPAP faculty.

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Architecture &amp; Urban Studies</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	5	100.0%	5	100.0%	4	100.0%	1	100.0%	6	75.0%
Total	5	100.0%	5	100.0%	4	100.0%	1	100.0%	8	100.0%
Men	1	20.0%	2	40.0%	2	50.0%	0	0.0%	5	62.5%
Women	4	80.0%	3	60.0%	2	50.0%	1	100.0%	3	37.5%
Total	5	100.0%	5	100.0%	4	100.0%	1	100.0%	8	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Arts &amp; Sciences</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	6.7%
Asian	1	7.1%	1	11.1%	1	8.3%	0	0.0%	3	20.0%
Black	0	0.0%	0	0.0%	1	8.3%	0	0.0%	1	6.7%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	13	92.9%	8	88.9%	10	83.3%	12	100.0%	10	66.7%
Total	14	100.0%	9	100.0%	12	100.0%	12	100.0%	15	100.0%
Men	7	50.0%	8	88.9%	6	50.0%	6	50.0%	10	66.7%
Women	7	50.0%	1	11.1%	6	50.0%	6	50.0%	5	33.3%
Total	14	100.0%	9	100.0%	12	100.0%	12	100.0%	15	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Pamplin College of Business</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%
Black	0	0.0%	1	11.1%	2	50.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	5	100.0%	8	88.9%	2	50.0%	5	100.0%	4	80.0%
Total	5	100.0%	9	100.0%	4	100.0%	5	100.0%	5	100.0%
Men	3	60.0%	5	55.6%	2	50.0%	4	80.0%	5	100.0%
Women	2	40.0%	4	44.4%	2	50.0%	1	20.0%	0	0.0%
Total	5	100.0%	9	100.0%	4	100.0%	5	100.0%	5	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Engineering</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	1	10.0%	0	0.0%	0	0.0%	1	11.1%	1	7.7%
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	1	11.1%	0	0.0%
White & International	9	90.0%	6	100.0%	7	100.0%	7	77.8%	12	92.3%
Total	10	100.0%	6	100.0%	7	100.0%	9	100.0%	13	100.0%
Men	10	100.0%	5	83.3%	6	85.7%	7	77.8%	10	76.9%
Women	0	0.0%	1	16.7%	1	14.3%	2	22.2%	3	23.1%
Total	10	100.0%	6	100.0%	7	100.0%	9	100.0%	13	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Forestry &amp; Wildlife Resources</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	1	33.3%	0	0.0%	1	25.0%	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	2	66.7%	2	100.0%	2	50.0%	1	100.0%	1	100.0%
Total	3	100.0%	2	100.0%	4	100.0%	1	100.0%	1	100.0%
Men	1	33.3%	2	100.0%	4	100.0%	1	100.0%	0	0.0%
Women	2	66.7%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Total	3	100.0%	2	100.0%	4	100.0%	1	100.0%	1	100.0%

	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Human Resources and Education</b>										
American Indian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%	2	14.3%	0	0.0%
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	22.2%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	4	100.0%	1	100.0%	0	0.0%	12	85.7%	7	77.8%
Total	4	100.0%	1	100.0%	0	0.0%	14	100.0%	9	100.0%
Men	0	0.0%	0	0.0%	0	0.0%	7	50.0%	2	22.2%
Women	4	100.0%	1	100.0%	0	0.0%	7	50.0%	7	77.8%
Total	4	100.0%	1	100.0%	0	0.0%	14	100.0%	9	100.0%

Data from College of Education merged, all years



	Fall 1993		Fall 1994		Fall 1995		Fall 1996		Fall 1997	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Veterinary Medicine</b>										
American Indian	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	2	33.3%	0	0.0%	0	0.0%	0	0.0%
Black	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White & International	2	100.0%	3	50.0%	1	100.0%	4	100.0%	3	100.0%
Total	2	100.0%	6	100.0%	1	100.0%	4	100.0%	3	100.0%
Men	2	100.0%	3	50.0%	0	0.0%	3	75.0%	2	66.7%
Women	0	0.0%	3	50.0%	1	100.0%	1	25.0%	1	33.3%
Total	2	100.0%	6	100.0%	1	100.0%	4	100.0%	3	100.0%

**Faculty by Race/Ethnicity, Senior Management Area and Appointment Type  
Fall 1997**

Senior Management Area	Amer Indian		Asian		Black		Hispanic		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
<u>Development</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	3
Professional	0	0.0%	0	0.0%	1	3.2%	0	0.0%	30	96.8%	31
<u>Exec VP &amp; VP Bus Aff (includes athletics)</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	20	100.0%	20
Professional	0	0.0%	2	3.1%	9	13.8%	0	0.0%	0	0.0%	65
<u>Cooperative Extension</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Professional	1	0.4%	0	0.0%	42	15.4%	0	0.0%	230	84.2%	273
<u>Information Systems (includes library)</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	16	100.0%	16
Professional	0	0.0%	1	2.0%	0	0.0%	0	0.0%	48	98.0%	49
<u>Outreach</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	3
Professional	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14	100.0%	14
<u>President/Alumni</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	100.0%	7
Professional	0	0.0%	0	0.0%	1	11.1%	1	11.1%	7	77.8%	9
<u>Provost</u>											
Administrative	0	0.0%	0	0.0%	1	6.7%	0	0.0%	14	93.3%	15
Professional	0	0.0%	0	0.0%	8	20.0%	0	0.0%	32	80.0%	40
<u>Research/Graduate Studies</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%	9
Professional	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	5
<u>Student Affairs</u>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	100.0%	10
Professional	0	0.0%	1	1.4%	9	12.5%	1	1.4%	61	84.7%	72
Total Administrative Faculty	0	0.0%	0	0.0%	1	1.2%	0	0.0%	82	98.8%	83
Total Professional Faculty	1	0.2%	4	0.7%	70	12.5%	2	0.4%	427	76.5%	558
<u>Academic Colleges</u>											
Admin & Prof	0	0.0%	1	1.6%	3	4.8%	0	0.0%	59	93.7%	63
Total A/P Faculty	1	0.1%	5	0.7%	74	10.5%	2	0.3%	568	80.7%	704

**Faculty by Race/Ethnicity, Senior Management Area and Appointment Type  
Fall 1997**

Senior Management Area	Amer Indian		Asian		Black		Hispanic		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
<i><u>Development</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	3
Professional	0	0.0%	0	0.0%	1	3.2%	0	0.0%	30	96.8%	31
<i><u>Exec VP &amp; VP Bus Aff (includes athletics)</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	20	100.0%	20
Professional	0	0.0%	2	3.1%	9	13.8%	0	0.0%	0	0.0%	65
<i><u>Cooperative Extension</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Professional	1	0.4%	0	0.0%	42	15.4%	0	0.0%	230	84.2%	273
<i><u>Information Systems (includes library)</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	16	100.0%	16
Professional	0	0.0%	1	2.0%	0	0.0%	0	0.0%	48	98.0%	49
<i><u>Outreach</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	3
Professional	0	0.0%	0	0.0%	0	0.0%	0	0.0%	14	100.0%	14
<i><u>President/Alumni</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	100.0%	7
Professional	0	0.0%	0	0.0%	1	11.1%	1	11.1%	7	77.8%	9
<i><u>Provost</u></i>											
Administrative	0	0.0%	0	0.0%	1	6.7%	0	0.0%	14	93.3%	15
Professional	0	0.0%	0	0.0%	8	20.0%	0	0.0%	32	80.0%	40
<i><u>Research/Graduate Studies</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%	9
Professional	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	100.0%	5
<i><u>Student Affairs</u></i>											
Administrative	0	0.0%	0	0.0%	0	0.0%	0	0.0%	10	100.0%	10
Professional	0	0.0%	1	1.4%	9	12.5%	1	1.4%	61	84.7%	72
Total Administrative Faculty	0	0.0%	0	0.0%	1	1.2%	0	0.0%	82	98.8%	83
Total Professional Faculty	1	0.2%	4	0.7%	70	12.5%	2	0.4%	427	76.5%	558
<i><u>Academic Colleges</u></i>											
Admin & Prof	0	0.0%	1	1.6%	3	4.8%	0	0.0%	59	93.7%	63
Total A/P Faculty	1	0.1%	5	0.7%	74	10.5%	2	0.3%	568	80.7%	704

**Classified Staff (On-Campus) by Race/Ethnicity and EO Category  
Fall 1997 to Fall 1993**

Fall 1997

Job Category	Amer Indian		Blacks		Asians		Hispanics		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Executive/Manager	0	0.0%	3	2.8%	0	0.0%	1	0.9%	105	96.3%	109
Professional	1	0.2%	12	2.2%	9	1.6%	2	0.4%	523	95.6%	547
Technical/Paraprofes sional	3	0.4%	19	2.6%	7	0.9%	1	0.1%	708	95.9%	738
Clerical	2	0.3%	13	2.3%	3	0.5%	2	0.3%	557	96.5%	577
Crafts	1	0.3%	3	0.9%	0	0.0%	1	0.3%	322	98.5%	327
Service/Maintenance	7	1.5%	37	7.9%	1	0.2%	1	0.2%	424	90.2%	470
<b>Total</b>	<b>14</b>	<b>0.5%</b>	<b>87</b>	<b>3.1%</b>	<b>20</b>	<b>0.7%</b>	<b>8</b>	<b>0.3%</b>	<b>2639</b>	<b>95.3%</b>	<b>2768</b>

Fall 1996

Job Category	Amer Indian		Blacks		Asians		Hispanics		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Executive/Manager	0	0.0%	3	3.3%	0	0.0%	1	1.1%	88	95.7%	92
Professional	1	0.2%	11	2.2%	9	1.8%	2	0.4%	482	95.4%	505
Technical/Paraprofes sional	2	0.3%	13	1.9%	4	0.6%	0	0.0%	648	97.2%	667
Clerical	3	0.5%	15	2.5%	3	0.5%	2	0.3%	581	96.2%	604
Crafts	1	0.3%	2	0.6%	0	0.0%	1	0.3%	309	98.7%	313
Service/Maintenance	5	1.2%	23	5.5%	0	0.0%	1	0.2%	392	93.1%	421
<b>Total</b>	<b>12</b>	<b>0.5%</b>	<b>67</b>	<b>2.6%</b>	<b>16</b>	<b>0.6%</b>	<b>7</b>	<b>0.3%</b>	<b>2500</b>	<b>96.1%</b>	<b>2602</b>

Fall 1995

Job Category	Amer Indian		Blacks		Asians		Hispanics		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Executive/Manager	0	0.0%	3	3.6%	0	0.0%	0	0.0%	80	96.4%	83
Professional	1	0.2%	9	1.9%	12	2.5%	1	0.2%	459	95.2%	482
Technical/Paraprofessional	1	0.2%	13	2.1%	4	0.6%	0	0.0%	611	97.1%	629
Clerical	3	0.4%	20	3.0%	2	0.3%	2	0.3%	640	96.0%	667
Crafts	0	0.0%	2	0.6%	0	0.0%	1	0.3%	308	99.0%	311
Service/Maintenance	5	1.1%	24	5.3%	1	0.2%	1	0.2%	421	93.1%	452
<b>Total</b>	<b>10</b>	<b>0.4%</b>	<b>71</b>	<b>2.7%</b>	<b>19</b>	<b>0.7%</b>	<b>5</b>	<b>0.2%</b>	<b>2519</b>	<b>96.0%</b>	<b>2624</b>

Fall 1994

Job Category	Amer Indian		Blacks		Asians		Hispanics		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Executive/Manager	0	0.0%	2	2.2%	0	0.0%	0	0.0%	90	97.8%	92
Professional	3	0.6%	11	2.1%	12	2.3%	1	0.2%	488	94.8%	515
Technical/Paraprofessional	1	0.2%	14	2.1%	5	0.8%	2	0.3%	642	96.7%	664
Clerical	3	0.4%	25	3.3%	4	0.5%	3	0.4%	728	95.4%	763
Crafts	0	0.0%	4	1.2%	0	0.0%	1	0.3%	342	98.6%	347
Service/Maintenance	5	1.0%	27	5.3%	1	0.2%	0	0.0%	476	93.5%	509
<b>Total</b>	<b>12</b>	<b>0.4%</b>	<b>83</b>	<b>2.9%</b>	<b>22</b>	<b>0.8%</b>	<b>7</b>	<b>0.2%</b>	<b>2766</b>	<b>95.7%</b>	<b>2890</b>

Fall 1993

Job Category	Amer Indian		Blacks		Asians		Hispanics		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Executive/Manager	0	0.0%	4	4.0%	0	0.0%	0	0.0%	97	96.0%	101
Professional	2	0.4%	12	2.4%	9	1.8%	1	0.2%	484	95.3%	508
Technical/Paraprofessional	1	0.2%	14	2.2%	8	1.2%	2	0.3%	626	96.2%	651
Clerical	3	0.4%	19	2.4%	3	0.4%	2	0.3%	753	96.5%	780
Crafts	0	0.0%	4	1.2%	0	0.0%	0	0.0%	335	98.8%	339
Service/Maintenance	5	1.0%	29	5.6%	1	0.2%	0	0.0%	487	93.3%	522

Total	11	0.4%	82	2.8%	21	0.7%	5	0.2%	2782	95.9%	2901
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Source: Classified Staff Applicant Flow Report

**Classified Staff (Off-Campus) by Race/Ethnicity and EO Category  
Fall 1997**

Job Category	Amer Indian		Blacks		Asians		Hispanics		Whites		Total No.
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent	
Executive/Manager	0	0.0%	1	4.2%	0	0.0%	0	0.0%	23	95.8%	24
Professional	0	0.0%	4	8.0%	0	0.0%	1	2.0%	45	90.0%	50
Technical/Paraprofessional	1	0.6%	29	17.0%	1	0.6%	0	0.0%	140	81.9%	171
Clerical	0	0.0%	46	28.8%	2	1.3%	3	1.9%	109	68.1%	160
Crafts	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	100.0%	7
Service/Maintenance	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	1
<b>Total</b>	<b>1</b>	<b>0.2%</b>	<b>81</b>	<b>19.6%</b>	<b>3</b>	<b>0.7%</b>	<b>4</b>	<b>1.0%</b>	<b>324</b>	<b>78.5%</b>	<b>413</b>

Source: Fall 1997 Classified Staff Applicant Flow Report