

Demographic Report

Human Resources

September 2007



Minnesota
STATE COLLEGES
& UNIVERSITIES

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Purpose of the Demographic Report

This report is intended as a quick reference for persons seeking demographic information regarding the Minnesota State Colleges and Universities workforce. It includes all 32 colleges and universities and the Office of the Chancellor in operation in the spring of 2007.

The demographic report has been a work-in-progress and has changed with each release because of refinements in data collection and analysis as well as in response to new issues raised by the readers.

The data presented in this report was developed using the Minnesota State Colleges and Universities personnel/payroll system (SCUPPS), which is maintained by the individual colleges or universities and the human resources Oracle Database (Hyperion).

**Note: There has been a change in methodology for collecting data for fiscal year 2007. Instead of capturing the full-time equivalent (FTE) data for those employees employed as of March 1st each year, we are capturing the aggregate FTE data for all employees employed in the period 7/1 through 6/30 of each year. Therefore, starting with the FY2007 demographic report the FTE would be higher than in the previous fiscal years. The headcount data is captured the same as previous years and is extracted on March 1st of each year.*

Included in this report is information that breaks down the number of employees (excluding student employees) by bargaining units and by type of institution. In addition, we have provided the following information:

- ◆ State of Minnesota's workforce and Minnesota State Colleges and Universities share
- ◆ A breakdown of employees by age and years of service within the various bargaining units
- ◆ Number of retirements and average age at the time of retirement in the last two (2) fiscal years
- ◆ Employee separation statistics for the last two (2) fiscal years
- ◆ Ethnicity of Faculty, Staff and Administrators

Comments and suggestions regarding this report are welcome and should be addressed to Karen Cejka, Office of the Chancellor, Systemwide Human Resources at karen.cejka@so.mnscu.edu.

Employee Bargaining Units and Employee Groups

The Minnesota State Colleges and Universities is covered by the provisions of Minnesota Statute Chapter 179A, the Minnesota Public Employment Labor Relations Act (PELRA). This statute defines bargaining units for executive branch employees. Each of these units is represented by a union certified as the exclusive representative for that unit. Minnesota State Colleges and Universities has employees in twelve (12) of those bargaining units. These include:

Represented by the American Federation of State, County, and Municipal Employees (AFSCME)

- 202 Craft, Maintenance, and Labor unit
- 203 Service unit
- 204 Health Care Non-professional unit
- 206 Clerical and Office unit
- 207 Technical Unit

Represented by the Minnesota Nurses Association (MNA)

- 205 Health Care Professional unit

Represented by the Inter Faculty Organization (IFO)

- 209 State University Instructional unit

Represented by the Minnesota State College Faculty (MSCF)

- 210 State College Instructional unit

Represented by the Minnesota State University Association of Administrative & Service Faculty (MSUAASF)

- 211 State University Administrative unit

Represented by the Minnesota Government Engineers Council (MGEC)

- 212 Professional Engineers Council unit

Represented by the Minnesota Association of Professional Employees (MAPE)

- 214 General Professional unit

Represented by the Middle Management Association (MMA)

- 216 Supervisory Employees unit

There are also certain groups of employees excluded from bargaining unit coverage under Minnesota Statute Chapter 179A. They are managerial employees, confidential employees, those who do not work enough time (less than 14 hours per week or 67 days per calendar year) to be included in their normal bargaining unit, pharmacists and dentists. These include:

- 213 Health Treatment Professionals
- 217 Commissioner's Plan
- 218 Insufficient Work Time Employees (Non-unit employees)
- 220 Managerial Plan and Personnel Plan for Minnesota State Colleges and Universities Administrators

Faculty

Note: FTE for faculty is not calculated in the same twelve-month manner as the administrator and staff positions. FTE for faculty is calculated on an academic year basis. Reductions in FTE can be a result of unpaid leaves of absence, sabbaticals, adjusted workloads due to phased retirement, and unlimited special statuses. Additions in FTE are a result of overload assignments, extended duty days due to program needs, additional assignments requiring faculty expertise. Faculty FTE figures do not include assignments that are paid on a lump sum basis, such as non-credit instruction, customized training faculty instruction, various student activity assignments.

The terms and conditions of employment for all faculty positions are established in the collective bargaining agreement. Minnesota State Colleges and Universities Office of the Chancellor, Labor Relations staff negotiates the collective bargaining agreement with each faculty unit. Most vacant positions are filled through a campus-based search process, usually nationally or regionally based.

Bargaining Unit Represented by Inter Faculty Organization (IFO)

IFO represents instructional faculty, counselors, and librarians at the state universities.

	State Universities									
	Tenured/Tenure Track		Non-Tenure Track		Fixed Term		Adjunct		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Professor	910	1,080.55	8	6.65	5	3.76	0	0.00	923	1,090.96
Associate Professor	556	673.34	13	14.70	25	29.20	0	0.00	594	717.24
Assistant Professor	586	688.04	13	12.45	246	248.65	0	0.00	845	949.14
Instructor	1	1.17	1	0.57	201	194.55	0	0.00	203	196.29
Community Faculty	0	0.00	0	0.00	0	0.00	344	127.72	344	127.72
Adjunct Faculty	0	0.00	0	0.00	0	0.00	766	208.84	766	208.84
Totals	2,053	2,443.10	35	34.37	477	476.16	1,110	336.56	3,675	3,290.19

Bargaining Unit Represented by Minnesota State College Faculty (MSCF)

MSCF represents instructional faculty, counselors, and librarians at the community colleges, technical colleges and consolidated colleges. Customized Training Faculty are faculty who teach hourly based instruction not offered for or directly transferable to college credit or college credit courses offered under contract to a specific customer.

	Community Colleges		Consolidated Colleges		Technical Colleges		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Unlimited Full-time	668	692.63	1,790	1,911.20	657	711.21	3,115	3,315.04
Unlimited Part-time	16	9.56	93	73.28	46	35.60	155	118.44
Temporary Full-time	43	51.89	20	20.88	2	2.86	65	75.63
Temporary Part-time/Adjunct	575	303.26	1,183	627.11	257	134.08	2,015	1,064.45
Customized Training Faculty - Exclusive	8	0.22	47	8.64	47	16.19	102	25.05
Totals	1,310	1,057.56	3,133	2,641.11	1,009	899.94	5,452	4,598.61

Bargaining Unit Represented by Minnesota State University Association of Administrative & Service Faculty (MSUAASF)

MSUAASF represents state university unclassified professional positions in academic and academic support programs at the state universities, including financial aid directors, registrars, development and alumni directors, student union and housing coordinators.

	State Universities									
	Permanent		Probationary		Fixed Term		Externally Funded		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Range E*	43	40.30	20	18.85	5	3.45	3	3.00	71	65.60
Range D	89	88.70	27	23.81	6	6.08	16	14.49	138	133.08
Range C	141	137.54	70	66.82	34	24.98	15	13.50	260	242.84
Range B	52	46.24	82	73.82	44	35.21	30	24.39	208	179.66
Range A	1	0.50	0	0.00	1	0.10	2	1.70	4	2.30
Totals	326	313.28	199	183.30	90	69.82	66	57.08	681	623.48

*Includes 4 physicians in the Student Health Services area.

Administrators

Employees Covered by the Personnel Plan for Minnesota State Colleges and Universities Administrators

The positions in the Personnel Plan for Administrators are unclassified positions that are defined as managerial by Minnesota Statute Chapter 43A. The positions are presidents, vice-presidents, academic deans and other managers in academic and academic support programs.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Executive (Chancellor, Presidents & Vice Chancellors)	25	25.00	7	7.00	5	5.00	37	37.00
Other Administrators	301	295.71	156	150.65	57	54.91	514	501.27
Totals	326	320.71	163	157.65	62	59.91	551	538.27

Staff

Most staff positions have their terms and conditions of employment established in the collective bargaining agreement between their exclusive representative and the State of Minnesota. The Department of Employee Relations (DOER) negotiates a master agreement with each representative; consultative assistance is provided by Minnesota State Colleges and Universities. Most contracts contain a Minnesota State Colleges and Universities supplemental agreement, which covers issues unique to the state colleges & universities and is negotiated by the Office of the Chancellor, Labor Relations with consultative assistance from DOER.

Bargaining Units Represented by American Federation of State, County, and Municipal Employees (AFSCME)

Positions covered by the AFSCME collective bargaining agreement include: general maintenance workers, groundskeepers, food service workers, campus security officers, clerical workers, plumbers, carpenters, and licensed practical nurses.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Craft, Maintenance & Labor Unit (202)	119	114.04	161	151.46	0	0.00	280	265.50
Service Unit (203)	481	418.85	364	344.21	0	0.00	845	763.06
Healthcare Non-Professional Unit (204)	2	1.68	9	5.95	0	0.00	11	7.63
Clerical & Office Unit (206)	1,132	1,002.84	813	754.32	32	30.21	1,977	1,787.37
Technical Unit (207)	509	371.97	159	142.92	13	12.87	681	527.76
Totals	2,243	1,909.38	1,506	1,398.86	45	43.08	3,794	3,351.32

Bargaining Units Represented by Minnesota Nurses Association (MNA)

MNA represents positions that are typically assigned to classifications in the Registered Nurse series.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Classified MNA	5	0.36	14	9.59	0	0.00	19	9.95
Totals	5	0.36	14	9.59	0	0.00	19	9.95

Bargaining Units Represented by Minnesota Government Engineers Council (MGEC)

MGEC represents professional engineers and engineering specialists.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Classified MGEC	0	0.00	7	6.86	0	0.00	7	6.86
Totals	0	0.00	7	6.86	0	0.00	7	6.86

Bargaining Units Represented by Minnesota Association of Professional Employees (MAPE)

MAPE represents both classified and academic unclassified positions. The classified positions represented by MAPE include general professional positions such as computer-related professionals and accounting professionals. The academic unclassified professional positions represented by MAPE are generally in academic and academic support programs in the state colleges, such as financial aid specialists, minority student advocates, equity coordinators, student activity coordinators, and customized training representatives.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Classified MAPE	399	375.31	327	311.09	156	147.45	882	833.85
Unclassified Academic Professionals	528	469.33	0	0.00	33	29.60	561	498.93
Unclassified Customized Training Representatives	145	134.53	0	0.00	0	0.00	145	134.53
Totals	1,072	979.17	327	311.09	189	177.05	1,588	1,467.31

Bargaining Units Represented by MMA

MMA represents both classified and academic unclassified positions. The classified positions represented by MMA include supervisory positions such as accounting supervisors, computer-related supervisors, building maintenance supervisors, and clerical supervisors.

The academic unclassified professional supervisory positions represented by MMA are generally in academic and academic support programs in the state colleges, including supervisory financial aid directors, admissions directors, and registrars.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Classified MMA	154	145.95	111	107.31	13	13.00	278	266.26
Unclassified Academic Supervisors	152	143.79	0	0.00	2	2.00	154	145.79
Totals	306	289.74	111	107.31	15	15.00	432	412.05

Employees Covered by the Commissioner's and Managerial Plans

Classified and academic unclassified confidential employees in Unit 217 are governed by the Commissioner's Plan (defined in Minnesota Statute Chapter 43A) promulgated by DOER. Confidential employees are defined in Minnesota Statute Chapter 179A as: an employee who as part of the employee's job duties: (1) has access to labor relations information as that term is defined in section 13.37, subdivision 1, paragraph (c); or (2) actively participates in the meeting and negotiating on behalf of the public employer.

In the Health Treatment Professionals unit, there are classified pharmacists and dentists who are covered by the Medical Addendum to the Commissioner's Plan. In Unit 220, there are some classified managerial employees covered by the managerial plan defined by Minnesota Statute Chapter 43A promulgated by DOER.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Classified Commissioner's Plan	110	103.47	60	54.52	26	24.65	196	182.64
Unclassified Commissioner's Plan	1	1.00	0	0.00	9	8.87	10	9.87
Health Treatment Professionals	4	0.41	6	2.97	0	0.00	10	3.38
Managerial Plan	8	6.51	11	11.00	12	11.96	31	29.47
Totals	123	111.39	77	68.49	47	45.48	247	225.36

Non-Bargaining Unit Employees

All classified and unclassified positions in this unit are part-time and do not work enough hours (less than 14 hours per week or less than 67 days per calendar year) to be covered by their normal bargaining unit agreement.

All unclassified part-time faculty members in this unit are defined in Minnesota Statute Chapter 179A as: an individual employed as an instructor in an adult vocational education program for less than 300 hours in a fiscal year or hired by a state college or state university to teach one course for three or fewer credits for one semester in a year.

	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE	Head count	FTE	Head count	FTE	Head count	FTE
Non-bargaining faculty	1,975	192.91	462	147.21	0	0.00	2,437	340.12
Non-bargaining staff	467	76.73	135	20.00	1	0.19	603	96.92
Totals	2,442	269.64	597	167.21	1	0.19	3,040	437.04

Grand Total

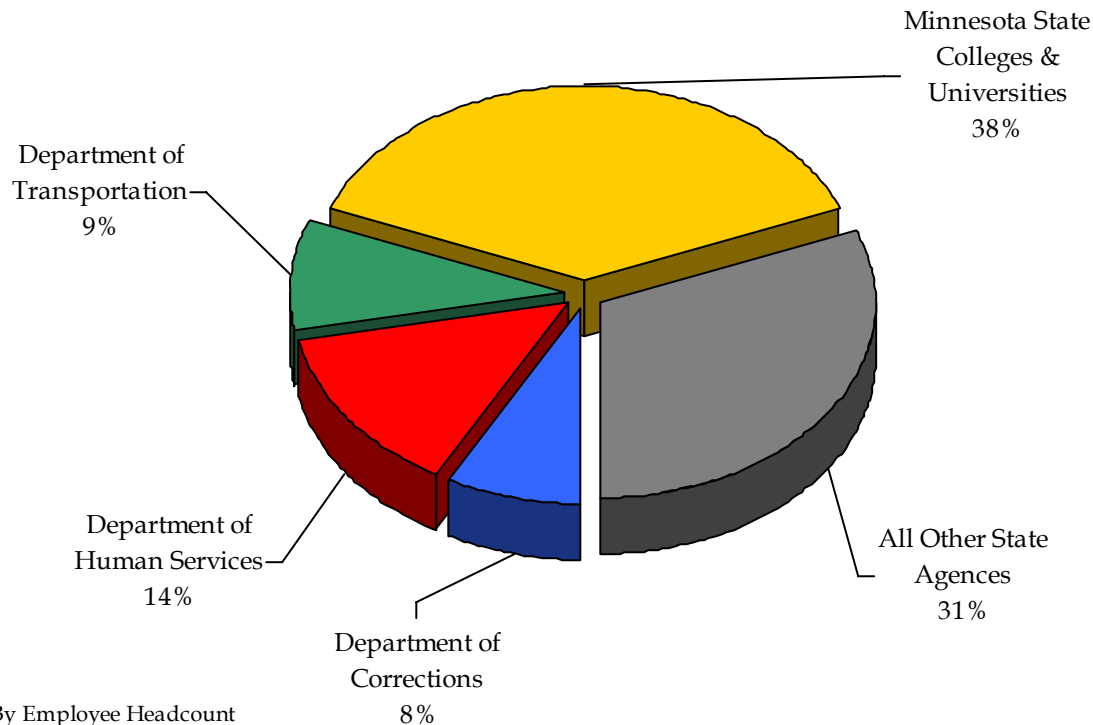
For any employer, the number of employees actively working varies from week to week and month to month. This is particularly true for employers with "seasonal" work cycles, such as institutions of higher education. An effort has been made to collect the data for these annual demographic reports at the same time each year in order to reduce the effect of these "seasonal" changes in levels of employment.

The total number by headcount and FTE of Minnesota State Colleges and Universities bargaining unit employees and employee groups, by type of institution, is shown below:

Total of Bargaining Unit Employees and Employee Groups								
Employee Groups	State Colleges		State Universities		Office of the Chancellor		Totals	
	Head count	FTE*	Head count	FTE*	Head count	FTE*	Head count	FTE*
AFSCME (Craft, Maint & Labor Unit)	119	114.04	161	151.46	0	0.00	280	265.50
AFSCME (Service Unit)	481	418.85	364	344.21	0	0.00	845	763.06
AFSCME (Healthcare Non-Prof Unit)	2	1.68	9	5.95	0	0.00	11	7.63
MNA	5	3.58	14	9.59	0	0.00	19	13.17
AFSCME (Clerical Unit)	1,132	1,002.84	813	754.32	32	30.21	1,977	1,787.37
AFSCME (Technical Unit)	509	371.97	159	142.92	13	12.87	681	527.76
IFO	0	0.00	3,675	3,290.19	0	0.00	3,675	3,290.19
MSCF	5,452	4,598.61	0	0.00	0	0.00	5,452	4,598.61
MSUAASF	0	0.00	681	623.45	0	0.00	681	623.45
Mn Govt Engr Council	0	0.00	7	6.86	0	0.00	7	6.86
Health Trmt Prof	4	0.04	6	2.97	0	0.00	10	3.01
MAPE	1,072	919.18	327	311.09	189	177.05	1,588	1,407.32
MMA	306	289.74	111	107.31	15	15.00	432	412.05
Commissioner's Plan	111	104.47	60	54.52	35	33.52	206	192.51
Managerial Plan	8	6.51	11	11.00	12	11.96	31	29.47
Administrators	326	320.71	163	157.65	62	59.91	551	538.27
Subtotals:	9,527	8,152.22	6,561	5,973.49	358	340.52	16,446	14,466.23
Non-bargaining unit faculty - 218	1,975	192.91	462	147.21	0	0.00	2,437	340.12
Non-bargaining unit staff - 218	467	76.73	135	20.00	1	0.19	603	96.92
Subtotals:	2,442	269.64	597	167.21	1	0.19	3,040	437.04
Grand Totals:	11,969	8,421.86	7,158	6,140.70	359	340.71	19,486	15,004.50

*See Notes on pages 4 & 5.

State of Minnesota Workforce and Minnesota State Colleges & Universities Share*



Source: Data as of July 2007 supplied by Department of Employee Relations

Minnesota State Colleges & Universities is the largest state agency comprising of 38% of its workforce. Minnesota State Colleges and Universities is larger than the next three (3) state agencies combined.

When comparing the percentage of the Minnesota State Colleges and Universities workforce to other state agencies by bargaining unit, some of the results are quite significant:

- AFSCME (Service employees) – Minnesota State Colleges and Universities employs 845 employees (45% of the unit), representing the largest proportion of the unit. Department of Human Services who employs 218 employees (12% of the unit) is the second largest.
- AFSCME (Clerical employees) – Minnesota State Colleges and Universities employs 1,977 employees (37% of the unit). Minnesota State Colleges and Universities employs the largest proportion in this bargaining unit. The next largest is Public Safety with 465 employees (9% of the unit).
- AFSCME (Technical employees) – Minnesota State Colleges and Universities employs 681 employees (22% of the unit), second to MnDOT with 1,116 employees (37% of the unit). The MnDOT employees are concentrated in two agency-specific classes.
- MAPE (General professional employees) – Minnesota State Colleges and Universities employs 1,588 employees (14% of the unit), second to Human Services with 1,975 employees (17% of the unit). Economic Security is third with 956 (9% of the unit) and Natural Resources is fourth with 900 employees (8% of the unit). No other state agency has more than 900 employees in this unit.
- MMA (Supervisory employees) – Minnesota State Colleges and Universities employs 432 supervisors (15% of the unit), second to Human Services with 456 employees (16% of the unit) and MnDOT is third with 325 employees (12% of the unit).

Breakdown of Employees by Age & Years of Service

This chart shows the age and years of service of employees by bargaining unit. We continue to have approximately 65% of the Minnesota State College and Universities workforce falling within the range of 45 years of age and older. The average age for a Minnesota State College and University staff member (including classified and unclassified staff) is 47 with 12.6 years of service and the average age for a Minnesota State College & University faculty member is 49.4 with 10.9 years of service. In general, classified staff tends to be hired at a younger age and work longer within our system, whereas, it is common to hire faculty in their mid-30's. AFSCME (clerical unit), which includes the clerical classifications has a large group falling in the range of 45 years of age and older.

FY2007								
Bargaining Unit/ Personnel Plan	Years of Service	Age Range						Total
		24 and Under	25 - 34	35 - 44	45 - 54	55 - 64	65 and Older	
AFSCME - BU 202, 203, 204, 206, 207	0 through 5 years	93	339	258	327	131	19	1,167
	After 5 through 8 years		84	91	154	83	8	420
	After 8 through 12 years		36	100	183	121	22	462
	After 12 through 18 years		6	101	229	190	38	564
	After 18 through 30 years			70	393	379	57	899
	After 30 years				65	194	23	282
AFSCME Total		93	465	620	1,351	1,098	167	3,794
MNA/MGEC - BU 205/212	0 through 5 years		1		3	2		6
	After 5 through 8 years				1	1		2
	After 8 through 12 years			2	2	6		10
	After 12 through 18 years		1					1
	After 18 through 30 years				2	3		5
	After 30 years						2	2
MNA/MGEC Total		0	2	2	8	12	2	26
MAPE - BU 214	0 through 5 years	20	241	151	114	31	3	560
	After 5 through 8 years	2	83	97	60	37	3	282
	After 8 through 12 years		34	92	89	46	6	267
	After 12 through 18 years		4	62	77	61	3	207
	After 18 through 30 years			21	112	83	6	222
	After 30 years				12	34	4	50
MAPE Total		22	362	423	464	292	25	1,588
MMA - BU216	0 through 5 years		16	26	25	8		75
	After 5 through 8 years		6	21	13	11		51
	After 8 through 12 years		4	21	16	15		56
	After 12 through 18 years		1	21	44	26		92
	After 18 through 30 years			11	50	54	6	121
	After 30 years				6	29	2	37
MMA Total		0	27	100	154	143	8	432

FY2007								
Bargaining Unit/ Personnel Plan	Years of Service	Age Range						Total
		24 and Under	25 - 34	35 - 44	45 - 54	55 - 64	65 and Older	
Commissioner's Plan/ Health Trtmt Prof - BU 217/213	0 through 5 years	1	12	17	13	1	2	46
	After 5 through 8 years		4	9	6	1	1	21
	After 8 through 12 years		4	12	13	4		33
	After 12 through 18 years			15	12	7		34
	After 18 through 30 years			6	33	20	3	62
	After 30 years				8	12		20
Commissioner's Plan/Health Trtmt Prof Total		1	20	59	85	45	6	216
Classified Managers/ Administrators - BU 220	0 through 5 years		3	23	44	42	5	117
	After 5 through 8 years		3	10	23	17	3	56
	After 8 through 12 years		3	19	36	34	2	94
	After 12 through 18 years			19	48	32	5	104
	After 18 through 30 years			6	61	79	6	152
	After 30 years				6	45	8	59
Classified Managers/Administrators Total		0	9	77	218	249	29	582
MSUAASF - BU 211	0 through 5 years	11	129	55	44	20	4	263
	After 5 through 8 years		40	29	27	12		108
	After 8 through 12 years		12	36	30	12	1	91
	After 12 through 18 years			23	44	28	2	97
	After 18 through 30 years			6	40	42	2	90
	After 30 years				4	25	3	32
MSUAASF Total		11	181	149	189	139	12	681
IFO - BU 209	0 through 5 years	3	301	473	302	186	37	1,302
	After 5 through 8 years		32	189	205	109	35	570
	After 8 through 12 years		7	138	195	115	39	494
	After 12 through 18 years		1	46	233	241	41	562
	After 18 through 30 years			4	136	372	65	577
	After 30 years				3	89	78	170
IFO Total		3	341	850	1,074	1,112	295	3,675
MSCF - BU210	0 through 5 years	5	387	551	480	297	43	1,763
	After 5 through 8 years		79	296	273	148	38	834
	After 8 through 12 years		25	268	341	220	43	897
	After 12 through 18 years		1	126	365	313	43	848
	After 18 through 30 years			11	309	505	71	896
	After 30 years				8	152	54	214
MSCF Total		5	492	1,252	1,776	1,635	292	5,452
Grand Total:		135	1,899	3,531	5,319	4,726	836	16,446
Percentage of Total:		1%	12%	21%	32%	29%	5%	

Employee Separation Statistics

While there is no single definition of turnover/separations, we have decided that temporary, emergency and fixed term appointments will not be counted in the separation statistics. These employment categories are temporary by nature. For purposes of this report, "turnover" is defined as the number of separations (excluding separations of temporary, emergency or fixed term employees) during a fiscal year, divided by the number of employees in the bargaining unit as of the date the data was collected.

Bargaining Unit/ Personnel Plan	FY2006						FY2007					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
AFSCME (Craft, Maintenance & Labor Unit)	266	Headcount	9	1	6	16	280	Headcount	10	1	7	18
		Percentage of Total HC in BU	3.38%	0.38%	2.26%	6.02%		Percentage of Total HC in BU	3.57%	0.36%	2.50%	6.43%
		Average Age at time of sep	64.2		55.0	59.6		Average Age at time of sep	62.8		45.4	54.1
		Average YOS at time of sep	30.1		13.7	21.9		Average YOS at time of sep	24.8		8.2	16.5
AFSCME (Service Unit)	826	Headcount	26	1	78	105	845	Headcount	20	2	60	82
		Percentage of Total HC in BU	3.15%	0.12%	9.44%	12.71%		Percentage of Total HC in BU	2.37%	0.24%	7.10%	9.70%
		Average Age at time of sep	65.4		39.7	52.5		Average Age at time of sep	62.5		41.1	51.8
		Average YOS at time of sep	25.0		5.8	15.4		Average YOS at time of sep	18.9		5.8	12.4
AFSCME (Healthcare Non- Professionals Unit)	11	Headcount	0	0	0	0	11	Headcount	0	0	1	1
		Percentage of Total HC in BU	0.00%	0.00%	0.00%	0.00%		Percentage of Total HC in BU	0.00%	0.00%	9.09%	9.09%
		Average Age at time of sep						Average Age at time of sep			28.3	28.3
		Average YOS at time of sep						Average YOS at time of sep			0.8	0.8
AFSCME (Clerical Unit)	1,934	Headcount	33	1	147	181	1,977	Headcount	56	1	137	194
		Percentage of Total HC in BU	1.71%	0.05%	7.60%	9.36%		Percentage of Total HC in BU	2.83%	0.05%	6.93%	9.81%
		Average Age at time of sep	62.7		38.1	50.4		Average Age at time of sep	62.2		40.4	51.3
		Average YOS at time of sep	22.6		6.3	14.5		Average YOS at time of sep	24.7		6.3	15.5
AFSCME (Technical Unit)	658	Headcount	14	1	68	83	681	Headcount	10	1	53	64
		Percentage of Total HC in BU	2.13%	0.15%	10.33%	12.61%		Percentage of Total HC in BU	1.47%	0.15%	7.78%	9.40%
		Average Age at time of sep	62.0		36.4	49.2		Average Age at time of sep	62.9		40.2	51.6
		Average YOS at time of sep	26.3		5.5	15.9		Average YOS at time of sep	26.1		4.9	15.5

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**All other separation types include resignation, termination, layoff, and nonrenewal.

Bargaining Unit/ Personnel Plan	FY2006						FY2007					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
MNA	18	Headcount	1	0	0	1	19	Headcount	1	0	2	3
		Percentage of Total HC in BU	5.56%	0.00%	0.00%	5.56%		Percentage of Total HC in BU	5.26%	0.00%	10.53%	18.75%
		Average Age at time of sep	75.2			75.2		Average Age at time of sep	64.6		51.7	58.2
		Average YOS at time of sep	8.9			8.9		Average YOS at time of sep	35.5		4.1	19.8
IFO	2,028	Headcount	50	2	65	117	2,052	Headcount	55	4	58	117
		Percentage of Total HC in BU	2.40%	0.10%	1.32%	5.77%		Percentage of Total HC in BU	2.28%	0.10%	1.29%	5.70%
		Average Age at time of sep	63.5		44.3	53.9		Average Age at time of sep	64.1		43.7	53.9
		Average YOS at time of sep	29.7		6.8	36.5		Average YOS at time of sep	28.1		5.3	16.7
MSCF	2,961	Headcount	69	3	108	180	3,270	Headcount	92	5	100	197
		Percentage of Total HC in BU	2.33%	0.10%	3.65%	6.08%		Percentage of Total HC in BU	2.81%	0.15%	3.06%	6.02%
		Average Age at time of sep	63.6		47.0	55.3		Average Age at time of sep	61.6		47.9	54.8
		Average YOS at time of sep	25.9		7.9	6.2		Average YOS at time of sep	24.5		9.1	16.8
MSUAASF	625	Headcount	3	0	35	38	681	Headcount	9	0	64	73
		Percentage of Total HC in BU	0.48%	0.00%	5.60%	6.08%		Percentage of Total HC in BU	1.32%	0.00%	9.40%	10.72%
		Average Age at time of sep	59.3		41.0	50.1		Average Age at time of sep	59.8		37.6	48.7
		Average YOS at time of sep	26.6		6.7	16.7		Average YOS at time of sep	22.3		5.0	13.7
Mn Engineers Council	5	Headcount	0	0	0	0	7	Headcount	0	0	0	0
		Percentage of Total HC in BU	0.00%	0.00%	0.00%	0.00%		Percentage of Total HC in BU	0.00%	0.00%	0.00%	0.00%
		Average Age at time of sep						Average Age at time of sep				
		Average YOS at time of sep						Average YOS at time of sep				
Health Treatment Professionals	10	Headcount	0	0	1	1	10	Headcount	1	0	0	1
		Percentage of Total HC in BU	0.00%	0.00%	10.00%	10.00%		Percentage of Total HC in BU	10.00%	0.00%	0.00%	10.00%
		Average Age at time of sep			48.2	48.2		Average Age at time of sep	59.3			59.3
		Average YOS at time of sep			6.9	6.9		Average YOS at time of sep	33.6			33.6

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**All other separation types include resignation, termination, layoff, and nonrenewal.

Bargaining Unit/ Personnel Plan	FY2006						FY2007					
	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations	Total HC in BU*	Data	Retires	Deaths	All Other Separation Types**	All Separations
MAPE	1,494	Headcount	19	1	136	156	1,588	Headcount	14	1	158	173
		Percentage of Total HC in BU	1.27%	0.07%	9.10%	10.44%		Percentage of Total HC in BU	0.88%	0.06%	9.95%	10.89%
		Average Age at time of sep	58.4		40.1	49.3		Average Age at time of sep	61.9		40.8	38.0
		Average YOS at time of sep	23.9		7.8	15.9		Average YOS at time of sep	25.0		6.3	4.8
MMA	402	Headcount	10	0	26	36	432	Headcount	14	0	27	41
		Percentage of Total HC in BU	2.49%	0.00%	6.47%	8.96%		Percentage of Total HC in BU	3.24%	0.00%	6.25%	9.49%
		Average Age at time of sep	61.7		46.8	54.3		Average Age at time of sep	61.4		45.0	53.2
		Average YOS at time of sep	33.4		11.4	22.4		Average YOS at time of sep	31.3		9.4	20.4
Commissioner's Plan	203	Headcount	3	0	10	13	206	Headcount	6	0	17	23
		Percentage of Total HC in BU	1.48%	0.00%	4.93%	6.40%		Percentage of Total HC in BU	2.91%	0.00%	8.25%	11.17%
		Average Age at time of sep	63.9		43.0	53.4		Average Age at time of sep	58.4		42.5	50.5
		Average YOS at time of sep	24.0		7.4	15.7		Average YOS at time of sep	27.0		9.7	18.4
Managerial Plan	29	Headcount	0	0	1	1	31	Headcount	0	0	0	0
		Percentage of Total HC in BU	0.00%	0.00%	3.45%	3.45%		Percentage of Total HC in BU	0.00%	0.00%	0.00%	0.00%
		Average Age at time of sep			43.2	43.2		Average Age at time of sep				
		Average YOS at time of sep			14.2	14.2		Average YOS at time of sep				
Administrators	536	Headcount	13	1	29	43	551	Headcount	10	0	34	44
		Percentage of Total HC in BU	2.43%	0.19%	5.41%	8.02%		Percentage of Total HC in BU	1.81%	0.00%	6.17%	7.99%
		Average Age at time of sep	63.0		52.6	57.8		Average Age at time of sep	61.1		50.1	55.6
		Average YOS at time of sep	17.5		12.4	15.0		Average YOS at time of sep	22.0		10.1	16.1
Overall Total	11,955	Headcount	250	11	710	971	12,641	Headcount	298	15	718	1,031
		Percentage of Total HC in BU	2.09%	0.09%	5.94%	8.12%		Percentage of Total HC in BU	2.36%	0.12%	5.68%	8.16%
		Average Age at time of sep	63.1		41.7	52.4		Average Age at time of sep	62.3		42.3	52.3
		Average YOS at time of sep	25.9		7.3	16.6		Average YOS at time of sep	25.2		6.7	16.0

*Total headcount (HC) in the bargaining unit (BU) includes total number of employees in bargaining unit with appointment status codes Permanent, Probationary, Tenured, Non-tenure track, At Will, and Externally funded as of 6/30/06 for FY2006 and 6/30/07 for FY2007.

**All other separation types include resignation, termination, layoff, and nonrenewal.

Retirements and Average Age at Time of Retirement

The percentages of retirements each fiscal year since merger has remained fairly steady over the last 3 years. There was a decrease in retirements in FY2002 with both the IFO and MSCF faculty. This may be partly due to: (1) the career steps, which were bargained into their collective bargaining agreements in FY2002 to encourage the faculty to work longer and (2) the value of their retirement portfolio, which may be down due to stock market volatility. The "Rule of 90" does not seem to be a major factor in retirement decisions since most faculty work beyond the "Rule of 90" threshold. *Note: The "Rule of 90" does not apply to those employees hired after 7/1/1989.*

Employee Groups	FY2006				FY2007				2-Year Average			
	Retire Eligible*	Retirees	Avg Age	%	Retire Eligible*	Retirees	Avg Age	%	Retire Eligible*	Retirees	Avg Age	%
AFSCME (Craft, Maint & Labor Unit)	109	10	64.6	9.17%	98	10	62.8	10.20%	104	10	63.7	9.66%
AFSCME (Service Unit)	204	29	66.1	14.22%	177	20	62.5	11.30%	191	25	64.3	12.86%
AFSCME (Healthcare Non-Professional Unit)	5	1	**	20.00%	5	0	0.0	0.00%	5	1	**	10.00%
MNA	5	0	0.0	0.00%	5	1	**	20.00%	5	1	**	10.00%
AFSCME (Clerical Unit)	557	38	63.4	6.82%	515	56	62.2	10.87%	536	47	62.8	8.77%
AFSCME (Technical Unit)	129	16	63.0	12.40%	117	10	62.9	8.55%	123	13	63.0	10.57%
IFO	1,011	53	64.1	5.24%	933	55	64.1	5.89%	972	54	64.1	5.56%
MSCF	1,249	94	63.7	7.53%	1,164	92	61.6	7.90%	1,207	93	62.6	7.71%
MSUAASF	120	6	62.7	5.00%	108	9	59.8	8.33%	114	8	61.3	6.58%
Minnesota Government Engineers Council	0	0	0.0	0.00%	0	0	0.0	0.00%	0	0	0.0	0.00%
Health Treatment Professionals	2	0	0.0	0.00%	2	1	**	50.00%	2	1	**	25.00%
MAPE	219	25	60.0	11.42%	195	14	61.9	7.18%	207	20	60.9	9.42%
MMA	147	11	61.9	7.48%	130	14	61.4	10.77%	139	13	61.6	9.03%
Commissioner's Plan	47	3	64.4	6.38%	45	6	58.4	13.33%	46	5	61.4	9.78%
Managerial/ Administrators Plans	207	22	63.7	10.63%	187	10	61.1	5.35%	197	16	62.4	8.12%
Totals:	4,011	308	63.6	7.68%	3,681	298	62.8	8.10%	3,846	303	63.2	7.88%

*Retire eligible are those employees who could draw an annuity immediately upon separation.

**Indicates that information was suppressed to prevent disclosure of personally identifiable information.

The Annuitant Employment Program allows retired faculty members to return to work on a part-time basis. This program has 62 participants at the state colleges and 74 at the state universities. The Phased Retirement Program allows faculty members to reduce their workload in the academic years prior to their actual retirement date. In this program there are 49 participants in the state colleges and 19 participants in the state universities.

Ethnicity of Faculty and Staff/Administrators

The next table shows the racial/ethnic status of faculty and staff/administrators by fiscal year. All data on racial/ethnic status is self-reported. As there are 2% of faculty and 1% of staff/administrators that don't report their racial/ethnic status, the actual percentages may be higher than those reflected in this chart.

Starting in FY2007, all college/university presidents are counted as employees within the Office of the Chancellor for the purpose of analyzing ethnicity data, as the Chancellor is the hiring authority for those positions. Therefore, the overall numbers will be higher than previous fiscal years.

FY		African American	Asian or Native Hawaiian / Other Pacific Islander	Hispanic or Latino	American Indian or Alaska Native	Total Faculty, Staff or Admin of Color	Total # of Faculty, Staff or Admin that reported Racial/Ethnic Status	Grand Total Faculty, Staff or Admin	Faculty, Staff or Admin of Color as a % of Total that reported Racial/Ethnic Status
2005	State College Faculty	142	146	87	97	472	9,034	9,073	5.2%
	State College Staff/Admin	138	109	60	71	378	4,812	4,823	7.9%
	Subtotal:	280	255	147	168	850	13,846	13,896	6.1%
	State University Faculty*	144	222	79	58	503	4,966	5,022	10.1%
	State University Staff/Admin	31	28	23	21	103	2,244	2,247	4.6%
	Subtotal:	175	250	102	79	606	7,210	7,269	8.4%
	Office of the Chancellor	11	12	6	**	29	342	344	8.5%
Grand Total:	466	517	255	247	1,485	21,398	21,509	6.9%	
2006	State College Faculty	148	128	81	89	446	8,930	8,961	5.0%
	State College Staff/Admin	145	113	61	74	393	4,898	4,909	8.0%
	Subtotal:	293	241	142	163	839	13,828	13,870	6.1%
	State University Faculty*	139	242	84	68	533	5,116	5,156	10.4%
	State University Staff/Admin	39	40	28	20	127	2,331	2,337	5.4%
	Subtotal:	178	282	112	88	660	7,447	7,493	8.9%
	Office of the Chancellor	14	13	6	0	33	347	349	9.5%
Grand Total:	485	536	260	251	1,532	21,622	21,712	7.1%	
2007	State College Faculty	149	143	98	94	484	8,827	8,872	5.5%
	State College Staff/Admin	202	153	86	85	526	5,759	5,786	9.1%
	Subtotal:	351	296	184	179	1010	14,586	14,658	6.9%
	State University Faculty*	153	269	92	64	578	5,374	5,426	10.8%
	State University Staff/Admin	54	51	32	26	163	2,690	2,697	6.1%
	Subtotal:	207	320	124	90	741	8,064	8,123	9.2%
	Office of the Chancellor	18	22	7	**	47	425	427	11.1%
Grand Total:	576	638	315	269	1,798	23,075	23,208	7.8%	

*Includes MSUAASF Administrative Faculty and IFO Teaching Faculty.

**Indicates that information was suppressed to prevent disclosure of personally identifiable information.

Data Source for the Demographic Report: MnSCU HR Oracle Database (Hyperion)/HR Empl Person Current Table
Prepared by: Office of the Chancellor, Systemwide Human Resources

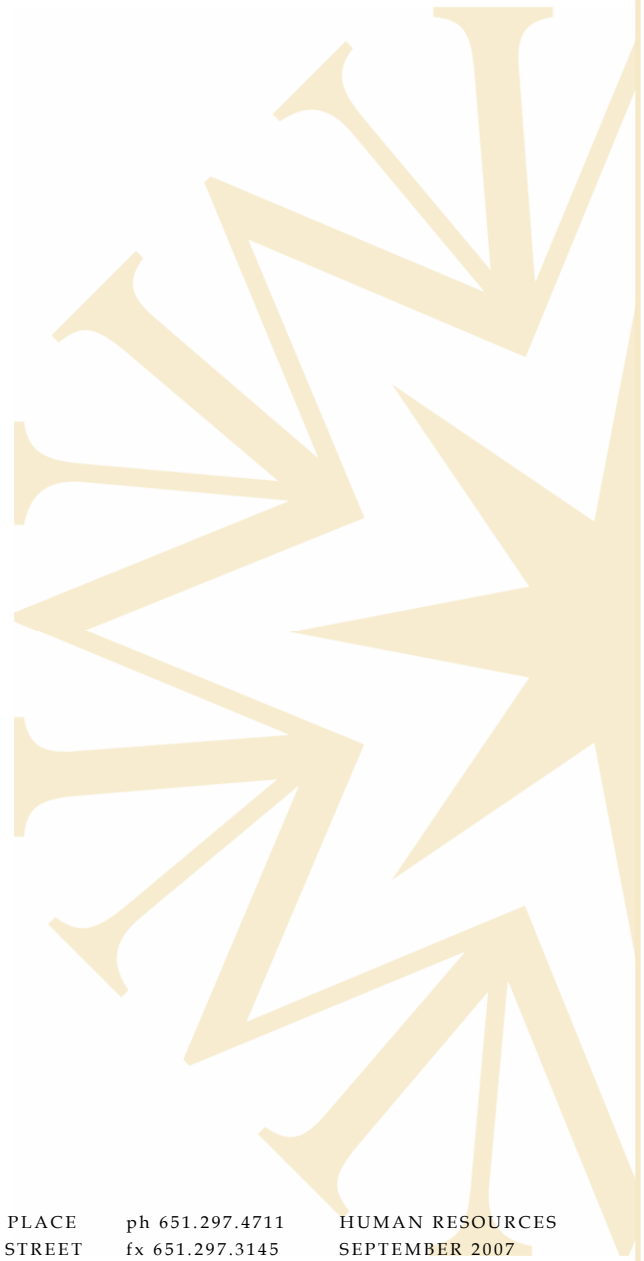


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